

inclusive

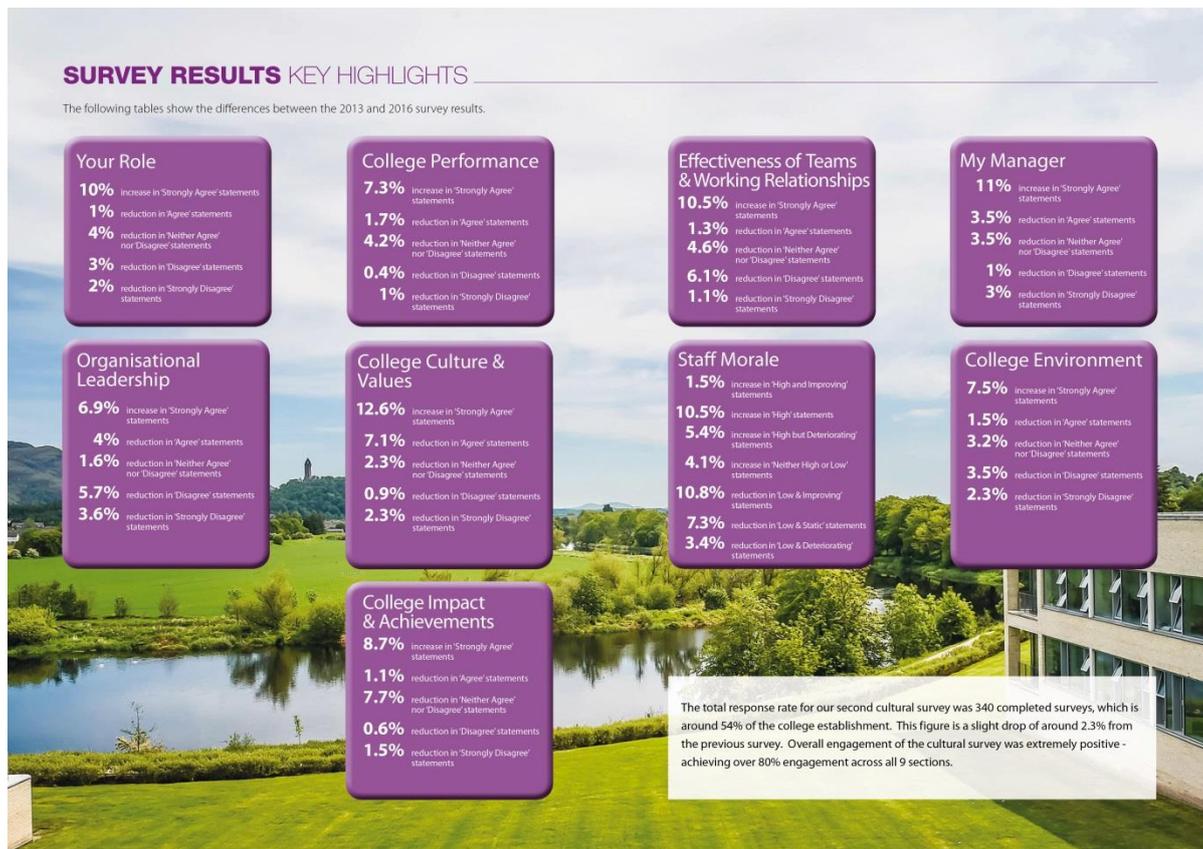
Eliminating discrimination,
harassment and victimisation;
advancing equality of opportunity
and promoting good relations

Report A Mainstreaming Report

a) Employee equality information

Cultural Survey

Forth Valley College undertook an Employee Cultural Engagement Survey in 2013 and 2016. 54% of employees responded to the survey with an overall engagement of 80% across 9 key sections. Each of the key sections demonstrated an increase in positive progression against the 2013 survey.



More than half of respondents felt that there is a mutual respect between staff at all levels of the organisation and a high proportion of staff indicated that they are treated equally irrespective of their gender, age, ethnicity etc. 83% of staff were positive towards having a good work – life balance. In addition the survey highlighted that over 93% of staff felt their manager treated them as an individual. Over 90% of staff believe that their manager cares for them as a person and of that 70% agreed or strongly agreed with that view.

The 2016 survey showed an improved position over the 2013 survey with 14.5% improvement in 'strongly agree' and 'agree' when reporting that 'There is a mutual respect between staff at all levels of the College'. Significantly staff reported an increase in the following area, 'All staff are treated equally – irrespective of their gender, age, ethnicity, etc.' from 71% to 75%.

Continuing Professional Development (CPD)

Staff development has evolved over the last 2 years to become more accessible and diverse by being tailored to specific needs of groups and individuals. The College has adopted 3 categories of staff development, Mandatory CPD, Specific Role CPD and Professional Practice CPD. It was imperative that the

college had mechanisms in place to ensure all mandatory compliance training was promoted, undertaken and monitored. Online training meets current accessibility standards with page and text adjustment and audio assistance. In addition staff development can be accessed from a variety of locations, an individual's work station, LRC, IT Lab or remotely from home. Designated time has been allocated by the college for all staff to undertake their CPD, for example a week in February is allotted to support staff focusing on relevant training and development as students and teaching staff are on holiday. However, the system does enable CPD to take place throughout the year to suit individuals and teams.

Not all CPD is available remotely or online and where relevant it is adapted to ensure consideration is given to those on maternity leave, adoption leave and those with flexible working patterns. Staff development is available to all employees regardless of contractual status or any protected characteristic. In addition where possible CPD is adapted to meet the individual's needs, i.e. whether they are partially sighted or dyslexic etc. All staff receive an induction and discuss CPD requirements with their line manager through their Performance Review and Development (PRD) meetings.

CPD remains challenging due to the complexities and diversity of the subject area and College systems are not yet evolved enough to record the information in such a way to aid with extracting data and facts to support our position. Ongoing developments and improvements of the system mean that the College will be able to monitor the delivery and access to CPD *per employee* which will ensure there is data available to regarding the CPD of employees with protected characteristics.

Recruitment

FVC has a new recruitment system - Myjobscotland (MJS) - which meets our obligations under public sector requirements and is used by Scottish Government, all Local Authorities and Emergency Services amongst other Government bodies. FVC has recorded equality information from the system over the past 2 years (see below) based on the protected characteristics of applicants who have provided this information.

MJS ensures a fair and transparent process of recruitment for the College by providing a system that captures equality information through the recruitment process as well as anonymising applications and removing any reference to the protected characteristics.

Recruitment Profile

Age	2016	2017
16-24	2.8%	1.3%
25-34	16.7%	28.8%
35-44	25.9%	18.8%
45-54	28.7%	25.0%
55-64	10.2%	11.3%
65+	2.8%	1.3%
Prefer not to say	13.0%	13.8%

Forth Valley College has a healthy age range of applicants

Marital Status	2016	2017
Divorced	9.3%	5.0%
Married	49.1%	48.8%
Never Married & never registered a same sex civil partnership	24.1%	27.5%
Prefer not to say	17.5%	18.7%

Gender/sex	2016	2017
Female (including trans female)	61.1%	53.8%
Male (including trans male)	26.9%	35.0%
Prefer not to say	12.0%	11.2%

Sexual Orientation	2016	2017
Heterosexual/straight	82.4%	80.0%
Prefer not to say	14.8%	13.8%
Not Known/blank/gay man/gay woman*	2.8%	6.2%

*This figure includes people who have identified as gay man/gay woman/bisexual as well as those who have given us no definitive information but has been cumulated due to the low number.

Religion or Belief	2016	2017
Christianity	38.9%	32.5%
Other	0.9%	2.5%
No Religion	41.7%	50.0%
Prefer not to say	18.5%	15.0%

Disability	2016	2017
Disability	6.5%	6.3%
No known disability	76.9%	65.0%
Prefer not to say	16.6%	28.7%

A similar level of disability, no known disability and prefer not to say have applied over the past 2 years

Ethnicity/Race	2016	2017
White Scottish	72.2%	76.3%
White Other	13.9%	8.8%
Other	1.9%	3.7%
Prefer not to say	12.0%	11.2%

76.3% of the workforce has been grouped as White Scottish with 11.2% opting not to give any information.

Employee Retention

Employee Turnover – March 2016 – February 2017

Total number of leavers over period / Average total number employed over period x 100

Total Leavers	Average Headcount	Turnover
76	625	12.16%

Of the 76 leavers 46 (60%) were classed as 'Scottish', 13 (17%) were 'Other' and 14 (18%) refused to provide information, the remaining 3 (5%) were ethnic minority.

Employee Retention – March 2016 – February 2017

Number of staff with service of one year or more / total number of staff in post one year ago x 100

No of staff >1yr	Headcount Mar 16	Retention
623	637	97.80%

Average no. of years service of staff @ Feb 2017 = 10yrs

Protected characteristics of employees annually 2013-2017

Age	2013	2014	2015	2016	2017
16-24	1.9%	2.8%	2.9%	1.9%	1.1%
25-34	14.6%	14.4%	14.5%	14.0%	13.3%
35-44	24.3%	24.4%	23.9%	25.1%	25.8%
45-54	34.7%	29.5%	29.9%	29.9%	29.2%
55-64	22.4%	26.2%	26.2%	25.6%	26.5%
65+	2.1%	2.8%	2.6%	3.5%	4.1%

Forth Valley College has a healthy age range across the workforce.

Marital Status	2013	2014	2015	2016	2017
Civil partnership	3.1%	1.8%	1.9%	1.7%	1.3%
Married	49.3%	61.8%	52.7%	57.9%	59.9%
Not Known	28.8%	10.1%	1.1%	0.2%	0.0%
Not married or in a civil partnership	17.9%	18.4%	20.7%	20.8%	22.0%
Other		5.2%	2.9%	5.7%	7.1%
Prefer not to say	0.9%	2.7%	20.7%	13.7%	9.7%

Gender/sex	2013	2014	2015	2016	2017
Female (including trans female)	59%	52.1%	55.1%	55.0%	55.6%
Male (including trans male)	41%	43.5%	44.4%	43.6%	40.9%
Prefer not to say		4.4%	0.5%	1.4%	3.5%

Sexual Orientation	2013	2014	2015	2016	2017
Heterosexual/straight	29.6%	84.0%	55.1%	58.0%	88.4%
Prefer not to say	1.5%	6.6%	43.5%	40.9%	9.8%
Not Known/blank/gay man/gay	68.8%	9.4%	1.4%	1.1%	1.8%

Sexual Orientation	2013	2014	2015	2016	2017
woman*					

*This figure includes people who have identified as gay man/gay woman/bisexual as well as those who have given us no definitive information but has been cumulated due to the low number.

Transgender	2013	2014	2015	2016	2017
No	39%	85.6%	53.0%	85.1%	81.9%
Prefer not to say	2.4%	6.1%	46.7%	14.8%	18.1%
(blank)	58.6%	8.3%	0.3%	0.2%	0.0%

Religion or Belief	2013	2014	2015	2016	2017
Christianity	20.2%	45.4%	19.4%	37.5%	37.6%
Other	2.9%	4.2%	15.0%	9.0%	10.0%
No Religion	13.7%	31.2%	14.7%	30.0%	0.3%
Prefer not to say	4.6%	11.2%	45.1%	19.4%	11.1%
(blank)	58.6%	8.0%	5.8%	4.1%	41.0%

47.9% of the workforce has opted to provide details of their religious/non-religious beliefs. Within this data, the largest religious group was Christianity at 37.6%. 52.1% opting not to give any information.

Disability	2013	2014	2015	2016	2017
Disability	6.4%	7.6%	5.8%	6.2%	16.5%*
No known disability	90.7%	84.8%	91.3%	90.8%	81.3%
Prefer not to say	2.9%	3.8%	2.9%	3.0%	2.2%
Blank		3.8%			

*There has been a *highly significant increase* in the number of employees disclosing a disability – almost three times as many since 2016. It is difficult to account for such a high increase however; work has been done to explain to employees why the College requires their equality information and the system for disclosing this is user friendly and straightforward. It is hoped that this increase demonstrates that employees feel more comfortable disclosing a disability. This requires more work to investigate this and also to work with those who have made a disclosure to ensure their support needs are being met.

Ethnicity/Race	2013	2014	2015	2016	2017
White Scottish	76.5%	79.7%	64.1%	70.0%	80.3%
White Other	7.8%	9.2%	7.4%	7.5%	4.9%
Other	3.9%	2.3%	2.3%	1.2%	4.7%
Prefer not to say	7.9%	4.1%	26.2%	21.3%	10.1%
(Blank)	3.9%	4.7%			

80.3% of the workforce has been grouped as White Scottish with 10.1% opting not to give any information.

b) Board of Management

Gender breakdown

Of the 17 Members on the Board of Management, 8 are female (47%) and 9 male (53%). If you look at non – executive members there are 12 non-executives with an even 50/50 split in female/male. Similarly both the staff and student appointments (2 members each) are an even 50/50 split.

The BOM represents an even split, the wider college demographic has a 55% female dominated workforce.

The following information about the protected characteristics of the BOM membership will be used in diversity succession planning and recruitment processes associated with the BOM going forward.

Age	2017
16-24	
25-34	2
35-44	3
45-54	2
55-64	9
65+	

Marital Status	2017
Civil partnership	
Married	11
Not Known	
Not married or in a civil partnership	2
Other	1
Prefer not to say	2

Gender/sex	2017
Female (including trans female)	9
Male (including trans male)	7
Prefer not to say	

Sexual Orientation	2017
Heterosexual/straight	13
Prefer not to say	2
Not Known/blank/gay man/gay woman*	1

Religion or Belief	2017
Christianity	7
Other	
No Religion	7
Prefer not to say	2
(blank)	

Disability	2017
Disability	
No known disability	14
Prefer not to say	2

Blank	
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Ethnicity/Race	2017
White Scottish	10
White Other	4
Other	
Prefer not to say	2
(Blank)	