



LEARNING AND DEVELOPMENT EQUALITIES REPORT



NORTH EAST
SCOTLAND
COLLEGE



LEARNING AND DEVELOPMENT EQUALITIES REPORT

North East Scotland College continues in its commitment to provide training and development for all its staff.

This report covers academic years 2020-21 and 2021-2022 and is focussed on external training. This is because internal training is available to all staff, with the exception of induction training, which by its nature only applies to new staff.

Many of the College's internal courses are available e.g. via in-house online resources and do not need to be applied for. Internal training also includes Staff Development Day and Wellbeing Day, which are again available to all staff.

In view of these factors, only protected characteristics for external training have been analysed.

The figures for external training are then compared with the wider staff profile, as per the College's Staff Equality Report (which is part of the College's Mainstreaming Report).

It should be noted that Learning and Development covers the protected characteristics of all staff employed over the course of an academic year. This means that the L&D data differs slightly from the data referred to in the People Services' Staff Equality Report, which is generated at a single point in the year.

In addition, during 2021, the College updated its Equal Opportunities Monitoring questionnaire/protected characteristics categories. Staff were asked to update their protected characteristics information and it was explained why it was important to do so. The College also provided additional information on what constitutes a disability to encourage staff to declare this protected characteristic. These actions contribute to the L&D protected characteristics data not always being comparable with the wider staff data.

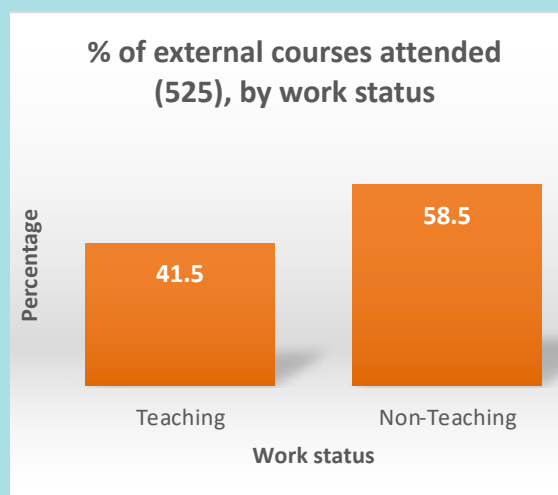
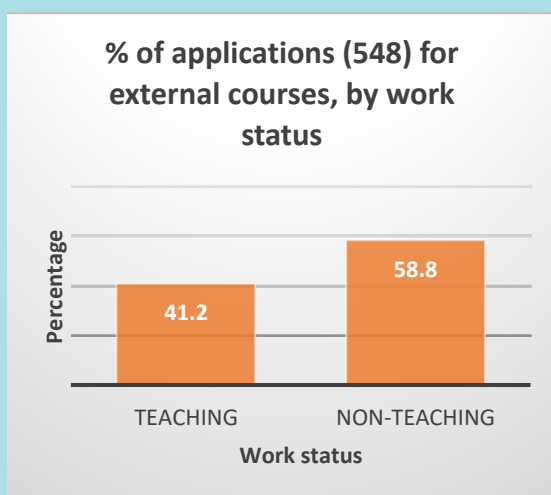
Please note that throughout this report, percentages have been rounded to one decimal place.

Academic Year 2020-21

There were 548 applications to attend external training courses in AY 2020-21 58.8% coming from non-teaching staff. 525 external courses were attended, with 58.5% being non-teaching staff.

The differential between the number of applications and the number of courses attended is mainly due to people not turning up at a course, for various reasons.

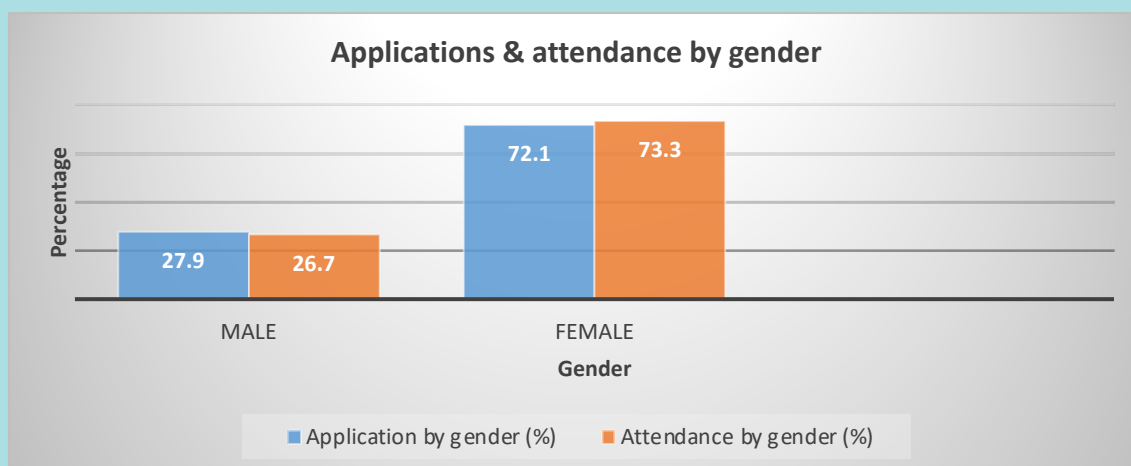
It should also be noted that some people may have applied for/attended a number of courses and the statistics reflect their numerous applications/attendances.



Gender

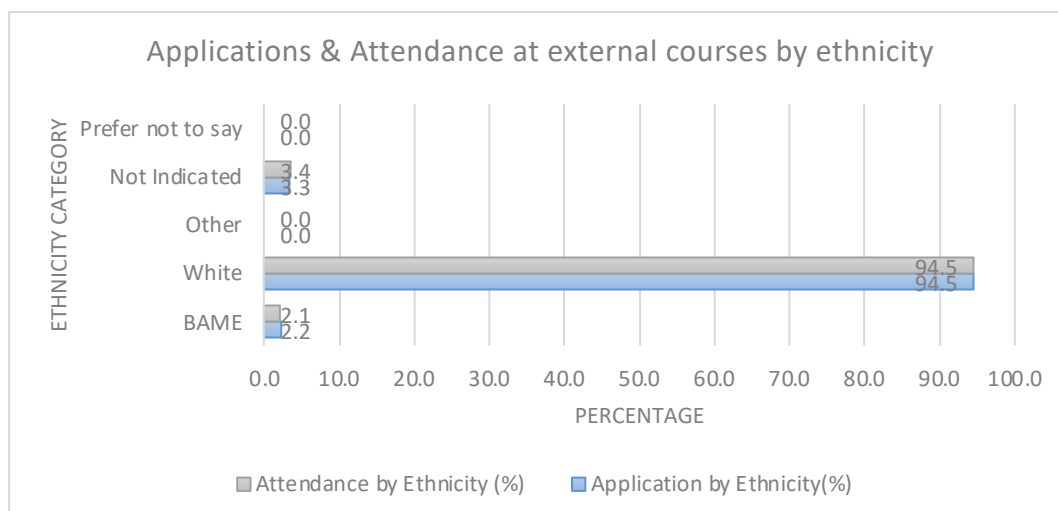
Of the 548 applications for external training, 27.9% were male and 72.1% were female and of the 525 courses attended, 73.3% were female and 26.7% were male.

Although the College employs more female staff (55.7% as at December 2021; 55.8% as at December 2020) than male staff (44.3% as at December 2021; 44.2% as at December 2020), these figures would indicate that there is an issue with male staff applying for and attending external training.



Race/Ethnicity

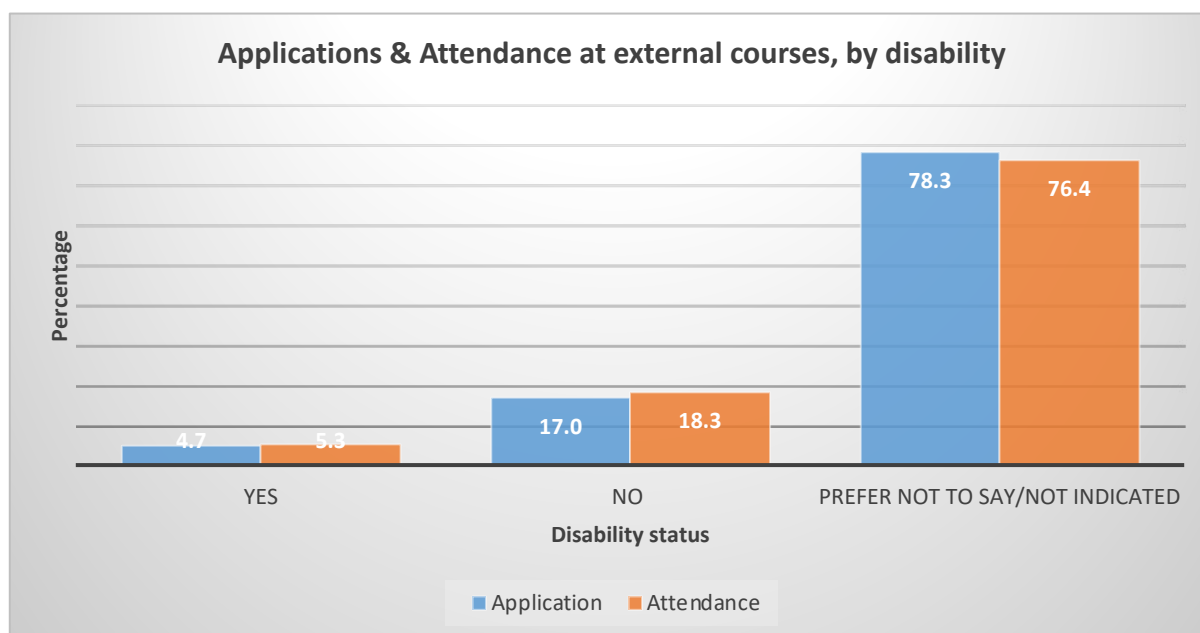
Of the 548 applications for external training, the overwhelming majority were in a White ethnicity category (94.5%), and of the 525 external training courses attended, 94.5% were also in a White ethnicity category.



As at December 2021, 92.5% of College staff declared that they were in a White ethnicity category, 1.6% of staff declared they were in an Asian, Asian Scottish/British ethnicity category and 11% of staff declared they were in a Black/African/Caribbean ethnicity category. This would indicate that the staff training profile is broadly in line with the overall staff profile.

Disability

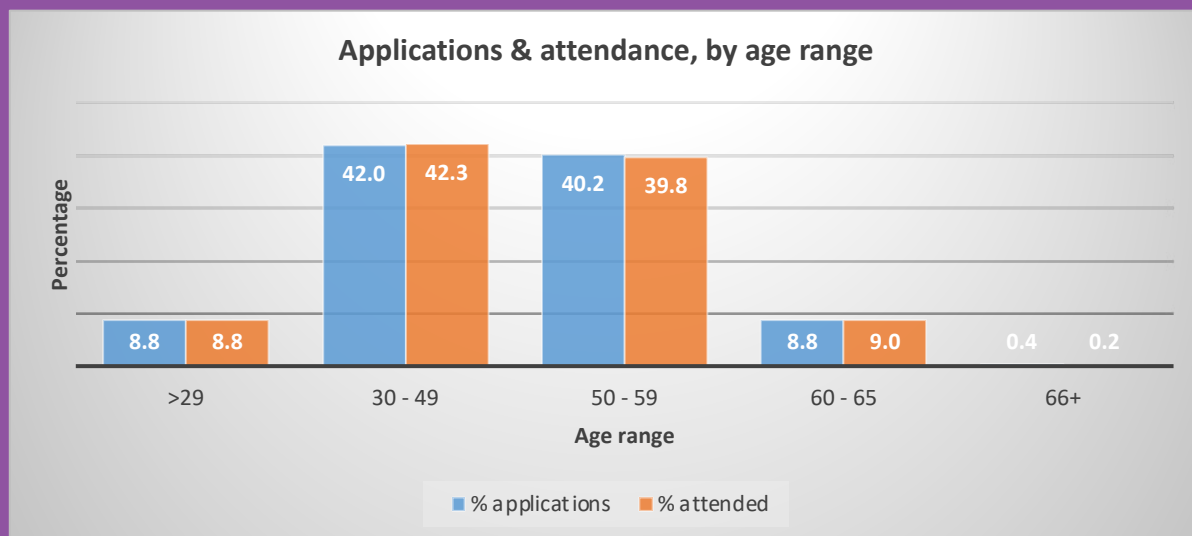
Of the 548 applications for external training, the overwhelming majority were in a Prefer not to say/Not indicated category (78.3%) and of the 525 external training courses attended, 76.4% were in this category. This is in line with the wider staff data, where as at December 2020, 78.4% of staff were in a "prefer not to say/Not indicated category. This was because there had been an issue with the migration of data in relation to this protected characteristics from the previous HR/payroll system to the new one.



Age

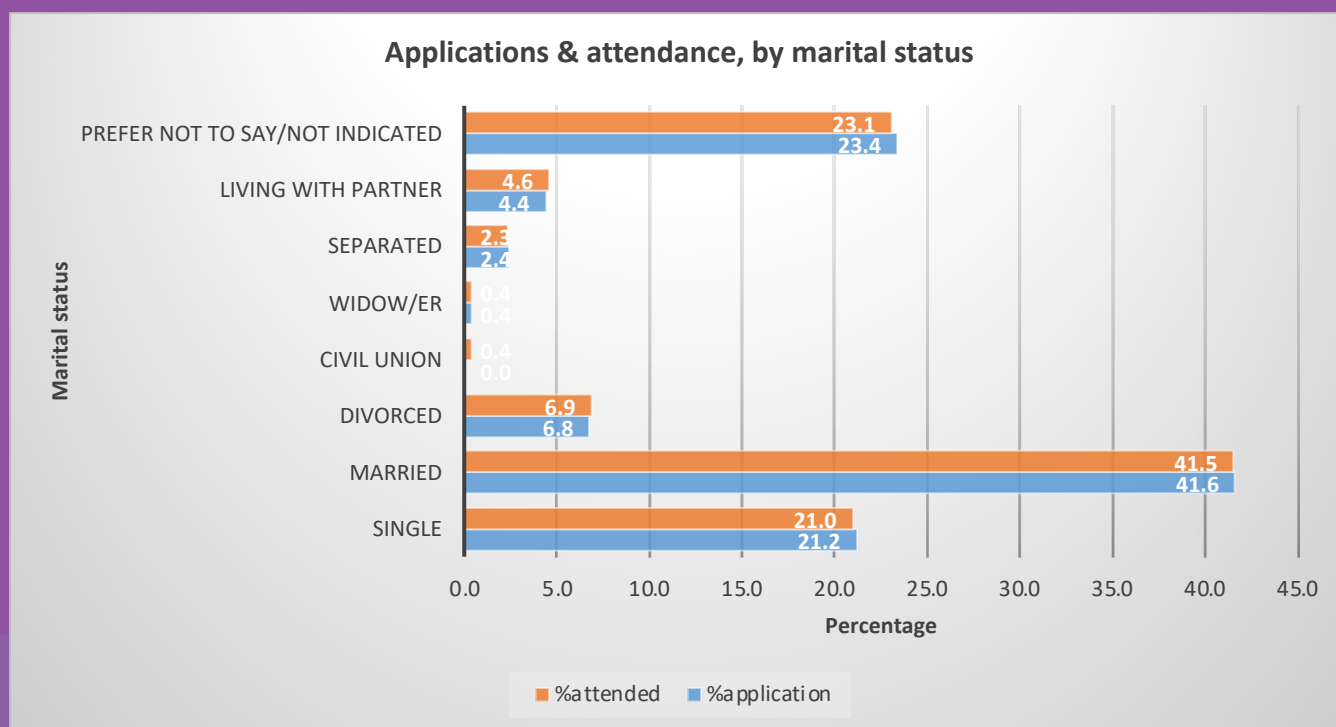
Of the 548 applications for external training, the majority were in the age ranges 30-49 and 50-59 category and this was also the case for the 525 external training courses attended.

The age ranges of College staff, as per the College's Staff Equality Report, are grouped slightly differently. In December 2021, 31.9% of staff were in the 30-44 age range (31.8% in December 2020) and 45.9% were in the 45-59 age range (47.8% in December 2020). However, the training figures would be broadly in line with the wider staff profile.



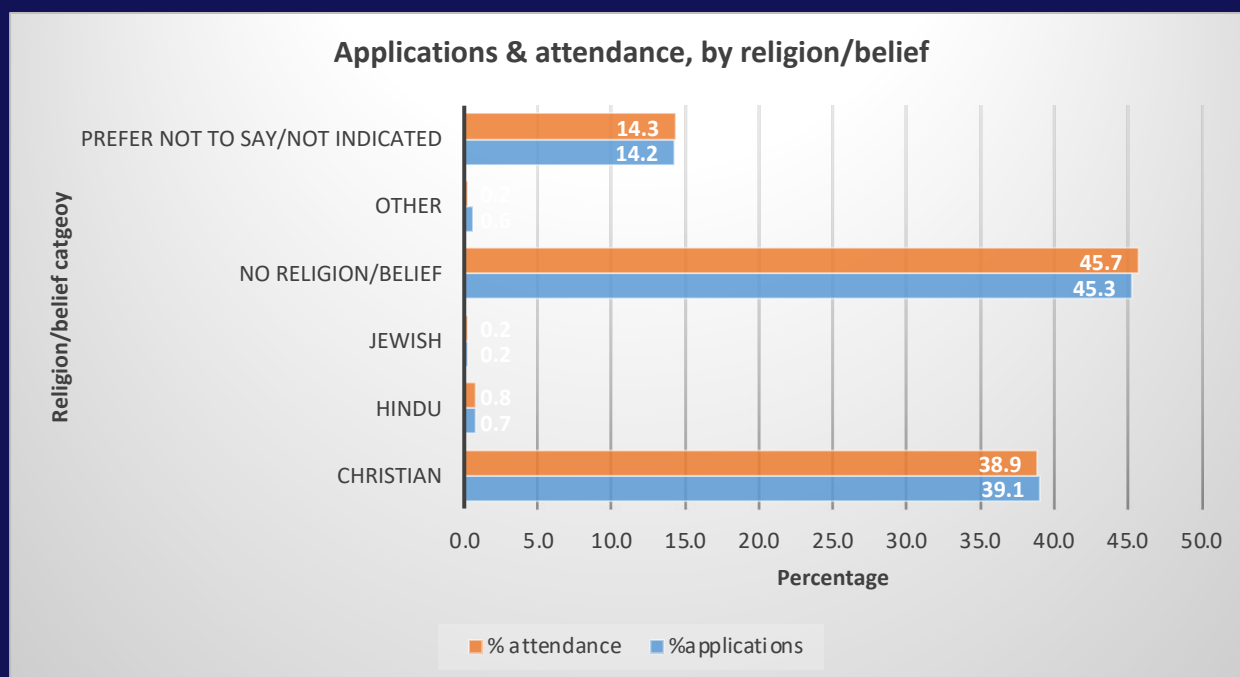
Marital Status

Of the 548 applications for external training, the majority were in the married category (41.6%) and this was also the case for the 525 external training courses attended (41.5%). This compares with 57.5% of staff being in a married category in December 2021 and 56.0% being in a Married/ Civil Partnership category in December 2020. In terms of the wider staff profile, this was also the category with the largest number of staff



Religion/belief

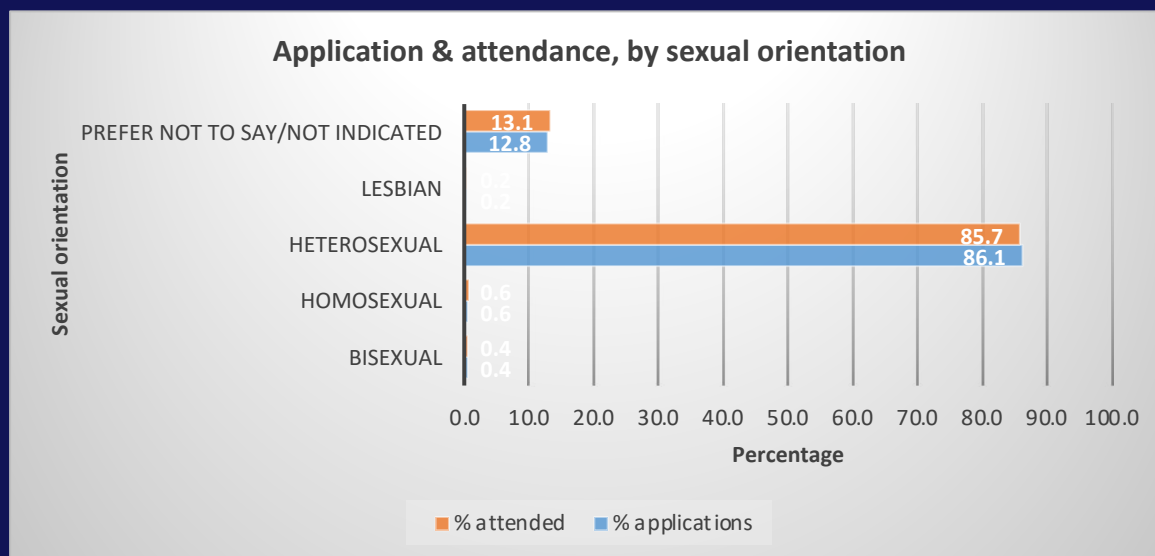
Of the 548 applications for external training, the majority were in the No religion/belief category and this was also the case for the 525 external training courses attended. In terms of the wider staff profile, in December 2021, 45.4% were in a No religion/belief category and 36.8% were in a Christian category indicating that the training profile is broadly in line with the wider staff profile.



Sexual orientation

Of the 548 applications for external training, the majority were in a Heterosexual category and this was also the case for the 525 external training courses attended.

The training profile is in line with the wider staff profile, in that in December 2021 87.7% of staff declared they were in a heterosexual/straight category [81.7% in December 2020].



Gender reassignment

This was not monitored as data suggests that the number of staff who have undergone gender reassignment is extremely low and any figures produced would not be meaningful.

Pregnancy/Maternity

This protected characteristic is not monitored for the purposes of external training.

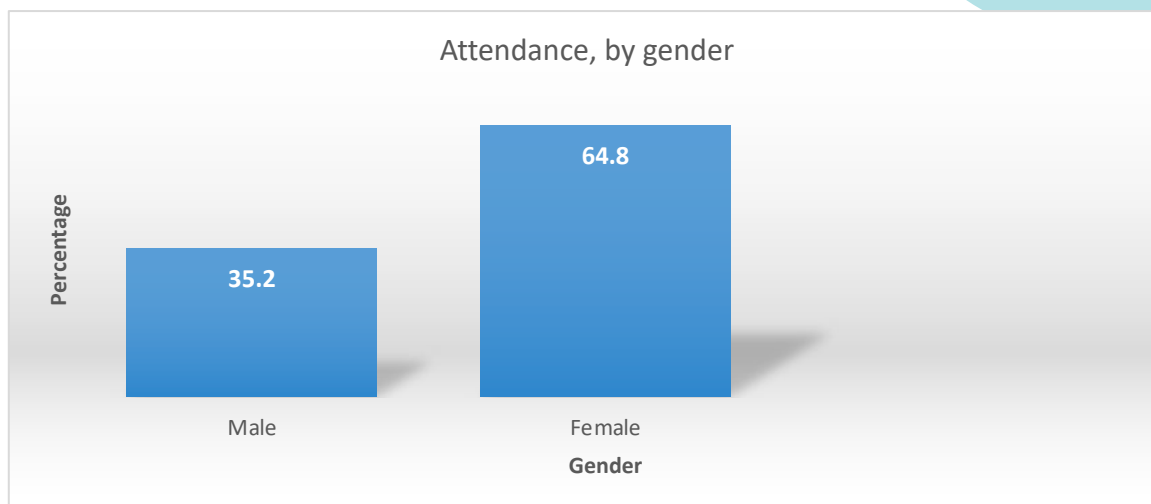
Academic Year 2021-22

There were 564 applications to attend external training courses in Academic Year 2021-22 and 562 external courses were attended. The non-attendances were in relation to Covid. Given these reasons and the fact that there is such a small discrepancy between applications and attendance, only the attendance figures are analysed for AY 2021-22, by protected characteristics.

It should also be noted that some people may have applied for/attended a number of courses and the statistics reflect their numerous applications/attendances.

Gender

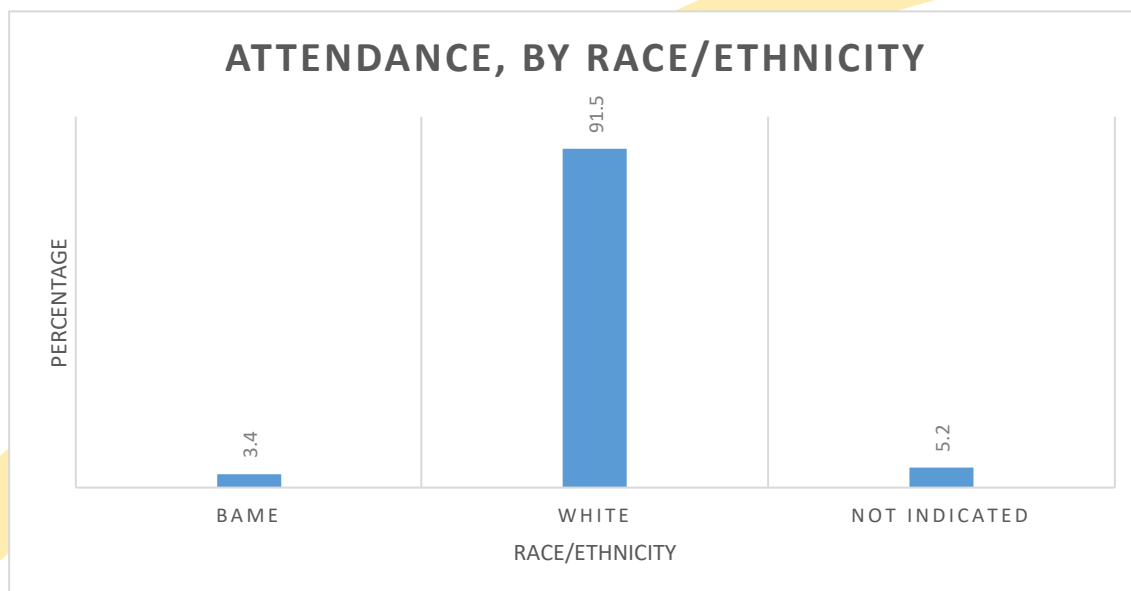
Of the 562 courses attended, 64.8% were female and 35.2% were male.



Although the College employs more female staff (55.7% as at December 2021) than male staff (44.3% as at December 2021), these figures would indicate that there is a problem with male staff attending external training courses.

Race/Ethnicity

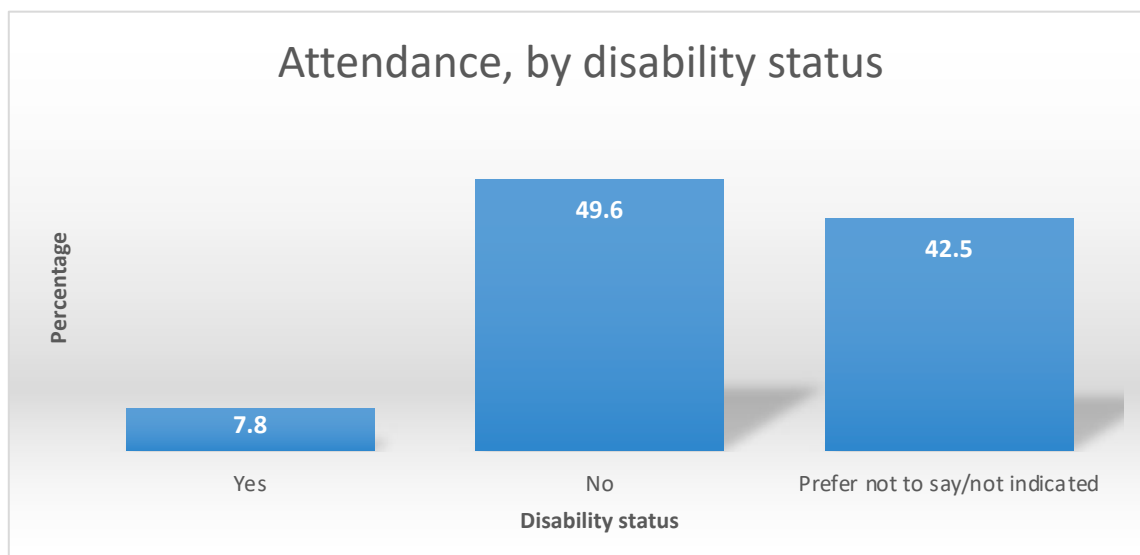
Of the 562 external training courses attended, 91.5% were attended by those of White ethnicity.



As at December 2021, 92.5% of College staff declared they were of White ethnicity, 1.6% of staff declared they were in an Asian, Asian Scottish/British ethnicity category and 1.1% of staff declared they were in a Black/African/Caribbean ethnicity category. This would indicate that the staff external training profile is broadly in line with the overall staff profile.

Disability

Of the 562 external training courses attended, 49.6% declared they did not have a disability, 7.8% declared that they did and 42.5% were in a "prefer not to say/not indicated" category.

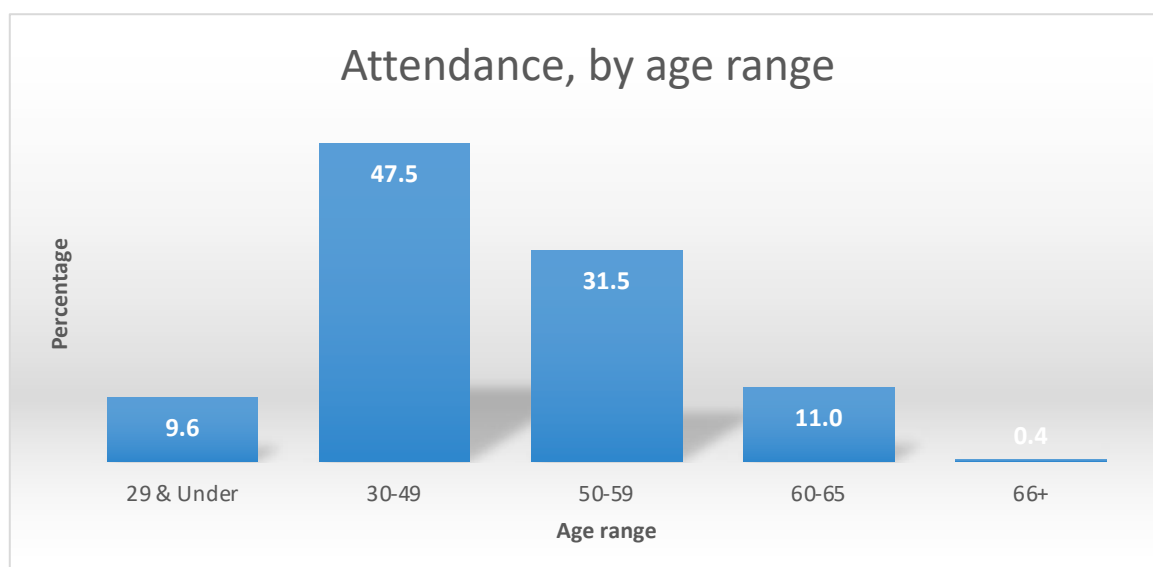


As at December 2021, 69.8% of staff declared they did not have a disability, 10.0% declared they did have a disability and 20.3% were in "Unaware/Blank/Prefer Not to say" categories.

The difference in the figures is due to the College updating its Equal Opportunities Monitoring Questionnaire in 2021 and providing further information on what constituted a disability (please refer to the College's Staff Equality Report for further details) and People Services reporting its figures at one point in time, in December 2021.

Age

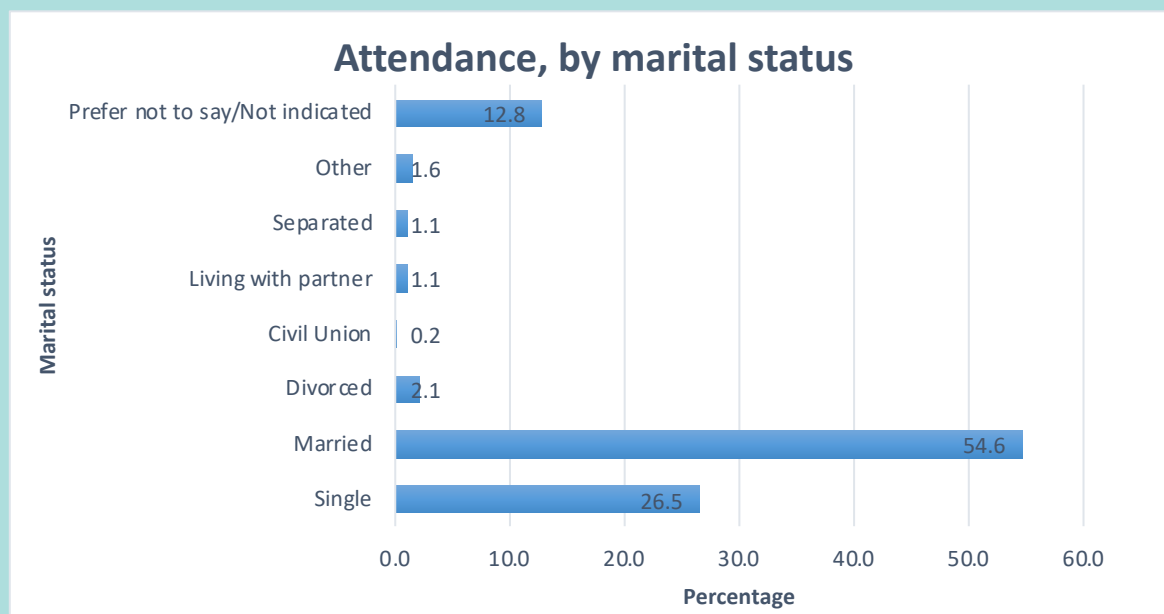
Of the 562 courses attended, the majority were in the 30-49 and 50-59 age ranges. These figures have changes slightly from AY 2020-21, where 42.3% were in the age range 30-49 years and 39.8% were in the 50-59 age range.



The age ranges of College staff, as per the College's Staff Equality Profile, are grouped slightly differently. In December 2021, 31.9% of staff were in the 30-44 age group and 45.9% were in the 45-59 age group. However, the external training figures would still be broadly in line with the wider staff profile.

Marital Status

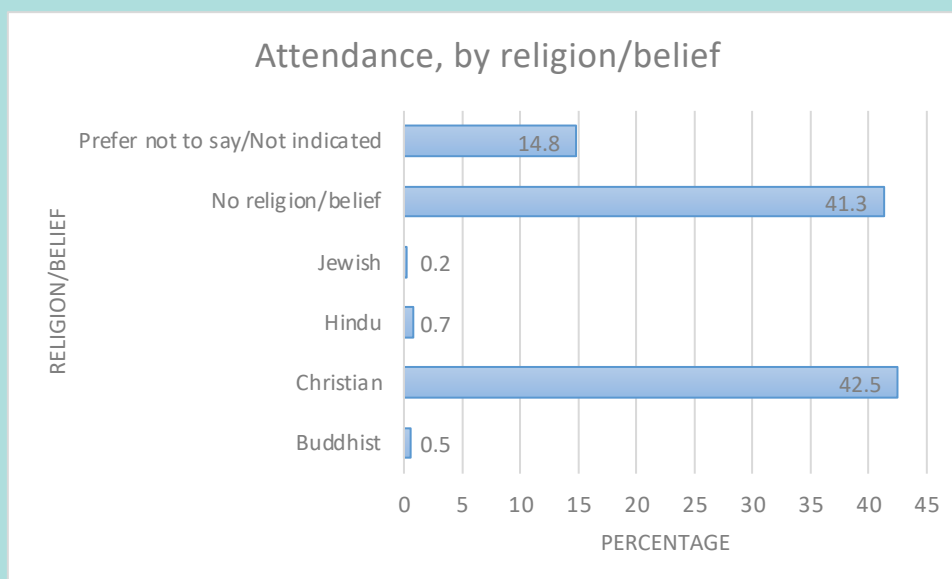
Of the 562 courses attended, 54.6% were in a married category.



This compares with 57.5% of staff being in a married category in December 2021. In terms of the wider staff profile, this was also the category with the largest number of staff and would indicate that the external training profile is in line with the wider staff profile.

Religion/belief

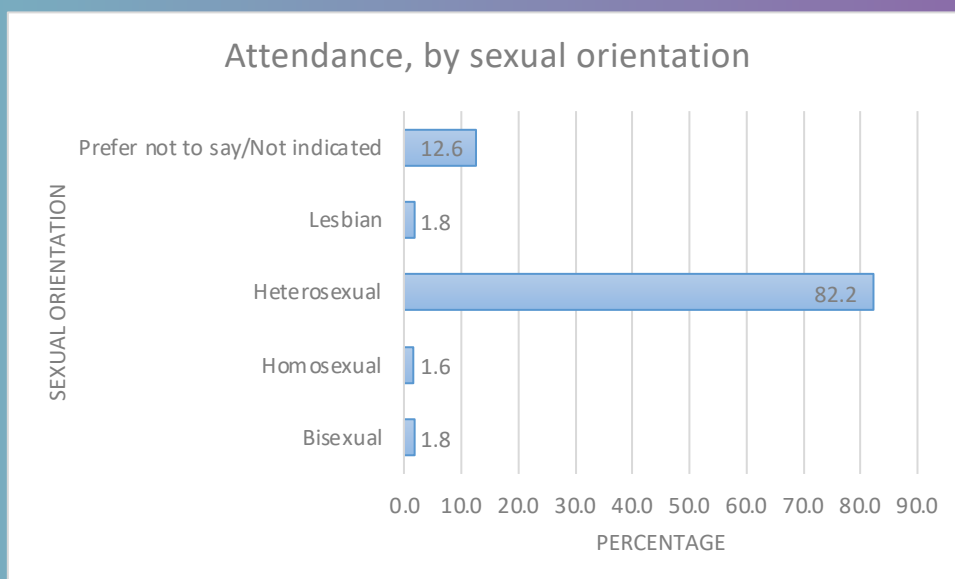
Of the 562 courses attended, the largest percentage was 42.5% were in a Christian category, followed by 41.3% in a No religion/belief category.



This is a slightly different profile to the wider staff profile, where in December 2021, 45.4% were in a No religion/belief category and 36.8% were in a Christian category.

Sexual orientation

Of the 562 courses attended, the overwhelming majority, 82.2%, were in a heterosexual category.



This would indicate that the external training profile is broadly in line with the wider staff profile, in that in December 2021 87.7% of staff declared they were in a heterosexual/straight category

Gender reassignment

This was not monitored as data suggests that the number of staff who have undergone gender reassignment is extremely low and any figures produced would not be meaningful.

Pregnancy/Maternity

This protected characteristic is not monitored for the purposes of external training.



Conclusions: Academic Years 2020-21 and 2021-22

It should be noted that this report covers external training only at a time when there was a global pandemic and COVID-19 may have impacted on people with certain protected characteristics more than others.

In general, the external training profile for the College is broadly in line with the wider staff profile. However, in both AY 2020-21 and AY 2021-22, it is notable that significantly more female staff (73.3% in AY 20/21; 64.8% in AY 21/22) attended external training when compared with the wider staff profile (55.7% in December 2021). This would then indicate that there is an issue with male staff attending external training and the reason for this should be investigated.

Staff Development Day 2022

Although this L&D Equalities report has focussed on external training, on a broader note, it is worth highlighting that in 2021, the College carried out a Staff Equality, Diversity & Inclusion (ED&I) Survey.

The analysis and feedback from this survey were used to inform the February 2022 Staff Development Day, which on this occasion focussed on ED&I matters (where the sessions were provided by a combination of both members of staff and external organisations/facilitators).

The activities on the day included a series of workshops and webinars which were held in the morning. All staff were encouraged to attend at least one session. In the afternoon there were a series of Q&A sessions which were held by members of staff/external facilitators where staff could put questions to those people on the protected characteristics they held. To finish off the day, all members of staff were to get together in their teams to discuss what they had learned throughout the day and to create an action plan of how they would integrate this in to their daily work.

The theme tied in to the work of the College's RESPECT group and the hope for the day was to allow staff the time to learn about the different protected characteristics and how learning about them can help the College to be a more diverse and inclusive environment for both staff and students.

On the day there were 23 workshops available to staff to attend. These were:

- ADHD Awareness
- Advance HE/SFC – Tackling Racism on Campus: Raising Awareness and Creating Conditions for Confident Conversations
- Age Inclusion
- Autism Awareness
- Deaf Awareness
- Disability Awareness: Inclusion and Equality
- Dyslexia Awareness
- Equality Act and Public Sector Equality Duty
- Equality Impact Assessments
- Gender and Sexuality Diversity
- Gender Identity
- Hidden Disabilities
- Introduction to Intersectionality
- LGBT+ Awareness
- Men's Mental Health
- Mental Health Awareness
- Mental Health Conversations
- Supporting Care Experienced Students
- Transgender Awareness
- Working with People from Diverse Religious Backgrounds
- Unconscious Bias
- Understanding the downside of stress
- Visual Impairment Awareness

This was followed by the Q&A sessions where the topics covered were:

- ADHD
- Anti-Racism
- Deafness
- Disability (with a focus on invisible disabilities)
- LGBTQIA+
- Men's mental health
- Gender pronouns

Staff feedback indicated that the Staff Development Day had been a great success.