



# Equality Outcomes Progress and Mainstreaming Report April 2023



## Equality Outcomes Progress and Mainstreaming Report: April 2023

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BSL users can contact us via an online British Sign Language (BSL)/ English interpreter.

This document is formatted with appropriate headings and alt text to support use of assistive technology.

More information about Scotland's Rural College is available on our website [www.sruc.ac.uk](http://www.sruc.ac.uk)

## Foreword from our Principal and Chief Executive

I am pleased to introduce this report that showcases our progress against our current equality outcomes 2021-25 and provides an update on the way we embed equality in our day-to-day work.

Over the last few months, I have had the pleasure of engaging with employees face to face about our refreshed strategy and our journey to become a new breed of university at the heart of the natural economy. Equality, diversity, and inclusion underpins our strategy and is fundamental to our work to establish accessible learning pathways with multiple entry and exit points, and to harness diversity of thought within our workforce and with partners to drive imaginative new ways of working.

I believe we have continued to make good progress in our equality journey over the last two years. However, the publication of the national equality outcomes by the Scottish Funding Council and Equality and Human Rights Commission highlights the persistent inequalities experienced in colleges and universities in Scotland. Within this progress report we have set out the work we are already doing to contribute to the national equality outcomes which includes the imminent launch SRUC's new Student Mental Health Strategy developed through involvement with students and colleagues. In addition, and recognising that 1 in 3 female students in the UK experience sexual assault, we have already pledged to make an application under the [EmilyTest](#) Charter to improve gender-based violence (GBV) prevention, intervention, and support in our institution.

As the work we have completed under our current outcomes becomes 'business as usual', the next few years present an exciting opportunity to develop our next phase of equality priorities to support the delivery of our institutional strategy. For example, due to the nature of what we do we believe we have an opportunity to strengthen the experience and environment for students and employees who are neurodiverse. Proactively creating a culture at SRUC where everyone can be their true selves and excel is the key to harnessing our potential and strengthening our unique position in Scotland and globally.



**Professor Wayne Powell**  
**Principal and Chief Executive**

## Context for this report

This report covers the period April 2021 to April 2023 and includes:

- Progress against our [equality outcomes 2021-25](#)
- An update on mainstreaming equality into the way we work
- A summary of our employee equality information and how we use it
- Our response to the National Equality Outcomes 2023 jointly published by the Scottish Funding Council (SFC) and Equality and Human rights Commission (EHRC)
- Progress against our gender and British Sign Language (BSL) action plans.

We publish information about our gender pay gap in a separate report on [our website](#).

## About Scotland's Rural College (SRUC)

SRUC's vision is to be Scotland's enterprise university at the heart of the sustainable natural economy.

With courses ranging from further education to PhD level, SRUC aims to be a distinctive tertiary institution focussed on skills, innovation, business, and synthesis of evidence to support Government business and society. We are on a place-based mission, focused on the natural economy to support a green recovery. We want to drive imaginative new ways of working and strategic collaboration that is outcome focused and build synergy and resilience, with meaningful research that tackles the biggest challenges facing the planet, including food security and climate change.

Full information about SRUC can be found on our [website](#).

## Legislative context in Scotland

The Equality Act 2010 (UK wide legislation) introduced the public sector equality duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not.

In Scotland, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (and subsequent updates<sup>1</sup>) provides a framework to support public authorities like the Scotland's Rural College (SRUC) to meet the general duty. The [Equality and Human Rights Commission](#) (EHRC)<sup>2</sup> monitor and regulate compliance with the public sector equality duty and relevant regulations in Scotland.

SRUC is also subject to the [Gender Representation on Public Boards \(Scotland\) Act 2018](#). Our response to this is included in the Board diversity and succession planning section of this report.

Scottish Government published the [British Sign Language \(BSL\) National Plan 2017–2023](#) in October 2017. Listed public authorities under the British Sign Language (Scotland) Act 2015 were asked to publish their own local plans by October 2018. SRUC is a listed public authority under this legislation along with other universities and colleges.

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<sup>1</sup> See list of regulations on the Equality and Human Rights website at [Regulations for the Specific Duties | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)

<sup>2</sup> <https://www.equalityhumanrights.com/en/advice-and-guidance/guidance-scottish-public-authorities>

## How we manage and embed equality at SRUC

Mainstreaming is the process of thinking about equality in day-to-day decision making and applying it to our daily practices. The means by which we achieve this and the progress we have made as an institution are described below.

### Our values

SRUC's values were created by staff to shape the way we behave within the organisation and to describe how we deliver our services to customers and stakeholders. The values are summed up by the acronym **RISE**: Respect – Innovate – Support – Excel.

"We will RISE to our values; RESPECT everyone's contributions, INNOVATE for success and SUPPORT each other to EXCEL in everything we do."

Our values underpin our commitment to valuing diversity and advancing equality of opportunity in all aspects of our activities. We believe that this is fundamental to the development of an inclusive working and learning environment in which all employees and learners can fulfil their potential.

### Leadership, governance, and planning

Equality, diversity, and inclusion (EDI) matters to us and commitment by leaders and senior management is a key factor in our mainstreaming approach. Governance of our equality work across the institution is delivered through several mechanisms.

Board Members and SRUC's Executive Leadership Team continue to oversee our legal compliance and strategic priorities in relation to EDI. The Executive Leadership Team approve all equality regulatory reports and equality strategic priorities.

The Board's Equality Champion is a member of the Equality, Diversity, and Inclusion Committee (EDI Committee) which is chaired by a member of our Executive Leadership Team, currently the Vice Principal for Skills and Lifelong Learning. Secretariat. Institution-wide updates for this committee are reported



by the Equality, Diversity, and Inclusion Lead (EDI Lead). The Board and Executive Leadership Team receive quarterly equality updates which tie in with the EDI Committee meeting cycle. The Board receives these updates through the Remuneration and Appointments Committee.

The EDI Committee's remit includes:

- Determining equality strategic direction and oversight of supporting action plans
- Oversight of our compliance with equality and human rights legislation
- Horizon scanning and responding to national and sectoral equality priorities
- Sight of equality related work undertaken by other committees as appropriate.

The EDI Committee benefits from representation by our Trade Unions, student co-presidents, established staff networks and those involved in work to achieve equality charters (e.g., Athena Swan and EmilyTest). Other members of the EDI committee are formed from key strategic roles in the organisation, and which represent our complex, geographically spread organisation.

A dedicated EDI Lead post was created in December 2020 and this role continues to be pivotal in developing and driving our strategy and operations in relation to EDI. The role provides leadership on equality, and advice to senior management regarding equality priorities, policy and practice, including mainstreaming equality throughout SRUC. The EDI Lead sits on several working groups and committees that support delivery of our equality priorities.

## **Board diversity and succession planning**

SRUC is a company limited by guarantee, a charity, a Scottish Higher Education Institution (HEI) and a public body. As such it has various obligations, particularly the Scottish Code of Good Higher Education Governance (2017) and the Gender Representation on Public Boards (Scotland) Act 2018.

In accordance with the requirements of the Gender Representation on Public Boards (Scotland) Act, the following describes SRUC's progress towards the

gender representation objective. The gender balance of non-executive directors on the SRUC board since June 2021 is shown in the table below.

No. of Non-exec positions	Type of position	Date		
		June 2021	Sept 2021	April 2022
Overall number	Elected	6	6	6
	Appointed	14	14	12
	Total	20	20	18
Males number	Elected	2	1	1
	Appointed	9	9	8
	Total	11	10	9
Females number (%)	Elected	4 (66%)	5 (83%)	5 (83%)
	Appointed	5 (35%)	5 (35%)	4 (33%)
	Total	9 (45%)	10 (50%)	9 (50%)

As referenced above, SRUC's % female non-executives have been at 45-50% since April 2021, but it must be acknowledged that elected female non-executives (i.e., student, staff, and union representatives) contribute significantly to this number. When looking solely at appointed non-executives the figure falls to 33-35%, while elected non-executives are 66-83% female.

A recruitment round took place in 2020 and three positions were advertised. Seventy-four responses were received of which 14 were from female applicants, representing 19% of the total. The number of responses was exceptional, with a significant number of high calibre applicants. Thirteen interviews were held, three of which were women. Considering the responses, it was decided to take the opportunity to make additional appointments to anticipate future rotational retirements and to avoid a further round of recruitment during a year when planning for the first Chair election would take place. Six appointments were

made, one of which was female. The appointments were staggered over a period of 9–10 months – 3 starting in December 2020 and 3 in March 2021.

In early 2022 a recruitment and election process began to find the next SRUC Chair in accordance with the Higher Education Governance (Scotland) Act (2016). Thirteen responses were received of which three were from female applicants, representing 23% of total. Seven candidates were shortlisted to attend an interview of which two were women, representing 28% of total. Two candidates, one male and one female, were invited to stand for election and the female candidate won and was duly appointed as Chair of SRUC. \*The Chair is included in the “elected” numbers for April 2022 in the above table.

For both the above recruitment rounds, consultants were used to assist the search for candidates and were briefed on SRUC’s desire to seek out and recruit high calibre female candidates. Advertising was placed in a range of outlets, including websites/organisations specifically targeting female board level applicants.

Previously reported data showed that the representation objective was achieved during mid-2020 for appointed members. Given the small numbers of members, rotational retirements and appointments will result in fluctuation of the gender balance – e.g., the initial three new appointments in December 2020 and this was further affected by the unanticipated retirement of a female member in the Autumn of 2020.

Another round of appointments is anticipated in 2023 and efforts to attract female candidates and representation across other protected characteristics will be prioritised.

## **Equality impact assessments**

Like other public authorities, SRUC’s approach to equality impact assessments is continually evolving and improving as our knowledge and experience grows. With the recruitment of a new EDI Lead, our equality impact assessment toolkit has been updated to embed an evidence-based approach to policy making. The new toolkit has undergone a soft launch and training has been delivered to both the Human Resources team to support their programme of policy review and to the Transformation Team (who lead on large scale SRUC projects). Communication

and long-term engagement plans are in development. The EDI Lead is also collaborating with colleagues to improve our central storage and publication of equality impact assessments.

From May 2023, the EDI Committee will receive an annual update on completed equality impact assessments to monitor SRUC-wide activity and to identify areas of good practice or where targeted support is required. The EDI Lead is also working with members of the Senior Leadership Team to support them in understanding their range of policies and develop a timetable of review that will incorporate an equality impact assessment or review of an existing one. This is a long-term action, and we acknowledge that some teams are further ahead than others. Part of our consideration will be where we can highlight good internal practice and offer peer to peer support for those who are at an earlier stage in their equality impact assessment journey.

The EDI Lead is exploring other governance arrangements including how we report on policy work including equality impact assessment outcomes to committees and through to the Board, and how we can use internal quality teams and other key teams to embed good practice. We will prioritise capacity building for these key teams.

## **Procurement processes and award criteria**

SRUC is dedicated to, and strives for, equality of opportunity for all its students and staff (existing and prospective), and recognises and celebrates the diversity of all stakeholders, including those within SRUC's supply chain.

We incorporate questions into tenders that require prospective suppliers to explain, with evidence (for example their Equal Opportunities Policy, their published Gender Pay Gap information), their approach to embedding the principles of [Fair Work First](#) and enhancing equality, and diversity and inclusivity within their workforce.

We commit to our employees and, through our procurement process, to contractor employees to pay the appropriate living wage and reduce/eliminate the use of zero hours contracts. Our external impact is further enhanced by our procurement process which requires companies tendering for a contract to



provide information on their organisation's equality provision and, where appropriate, to the team working on the contract being awarded.

We are a living wage employer and annually review our stance on Modern Slavery (last reviewed January 2023). We are currently in the process of adopting Advanced Procurement for Universities and Colleges' Institutional Terms and Conditions which strengthen contractual compliance and require that contractors:

- comply with Discrimination Legislation and shall not unlawfully discriminate within the meaning and scope of the Discrimination Legislation.
- notify SRUC immediately of any investigation of or proceedings against the Contractor under the Discrimination Legislation and shall cooperate fully and promptly with any requests of the person or body conducting such investigation or proceedings, including allowing access to any documents or data required, attending any meetings, and providing any information requested.
- always comply with any relevant codes of practice relating to the subject matter of the Discrimination Legislation.

As a result, we can be assured that the organisations that we choose to work with have considered the values and principles which we embody and either already include these in their own set of values or chose to adopt them because of the process they have gone through.

Our equality impact assessment toolkit also guides policy owners and project managers to consider, in the course of the work they are doing, where equality is relevant to include in the tender criteria as part of the procurement process. This aims to encourage us to embed equality into our tender requirements so that our public sector equality duties continue to be delivered through any third party.

## Student involvement

SRUC's Student Association (SRUCSA) supports the best possible student experience for all those studying at SRUC. All SRUC students are automatically members of SRUCSA and anyone can get involved in helping to run the association. There are several employed positions to lead on SRUCSA's work including a Students' Association Development Lead and three Co-Presidents (one for each campus; South and West, Central, and North).

The following equality related projects have delivered meaningful change for our students.

### Lighting the path!

Our 2020-22 North and Central Co-Presidents completed a series of walk rounds at each campus as part of a gender-based violence project to identify areas where students may feel unsafe. One of the recommendations SRUCSA made to SRUC was to light the path between Barony campus and Parkgate; a common route used by students to access the bus stop. The path originally had no lighting at all and was dark during winter. In February 2023 contractors installed lighting on the path which has had a significant impact on our students (see pictures below). This is a notable example of the results our staff and students can produce when working together and is a long-term legacy that SRUCSA can be proud of.

"Having lights installed along this path is a significant result for our students, and we are absolutely delighted. We would like to acknowledge and thank the Campus and Estates Team for supporting our project and listening to the students. The feedback from Students and Staff has been positive so far, and it honestly makes such a difference." *SRUCSA Co-Presidents.*



## Liberation Officers

Liberation officers are elected students who take on the currently voluntary roles to represent minority or marginalised groups. The roles include Race Liberation Officer, Women's Liberation Officer, Disabled Students Liberation Officer, and LGBTQ+ Liberation Officer.

SRUCSA is currently reviewing the role to create more structure and formalised support. We are trialling the provision of information to Liberation Officers about current or planned SRUC projects, training opportunities, and working groups they could get involved with. This information is put together by SRUCSA co-presidents with input from SRUC's EDI Lead.

In addition to day-to-day support provided by the SRUCSA team, Liberation Officers are invited to regular catch ups with the SRUCSA team and EDI lead. This is a new source of support that acts as an anchoring point for collaboration between the Liberation Officers and offers a space to seek support, raise any concerns and share progress.

## Rainbow Staff Network

The Rainbow Staff Network is our first staff network, launched in October 2020 to:

- provide support, encouragement and mentoring to LGBTQI+ SRUC staff
- raise the visibility of LGBTQI+ issue within SRUC
- work with SRUC senior management to create a diverse and inclusive working environment
- signpost to other LGBTQI+ organisations and networks.

Since being established, the Rainbow Staff Network has continued to raise awareness for people who identify as LGBTQI+ in several ways. Relevant news items and diversity awareness days are celebrated through the network's own intranet page and Yammer thread. The network uses a mix of lived experience stories and external references to significant effect with high engagement from staff. On our return to the office following the pandemic, the Rainbow Staff Network bought bespoke rainbow lanyards for network members and allies as a visible reminder of the inclusive culture we are striving for. Our student LGBTQ+ Liberation Officer has also been invited to attend Rainbow Staff Network meetings to provide support and work on shared messages or campaigns where possible.

In June 2022, the Rainbow Staff Network won our Equality, Diversity, and Inclusion themed 'Above and Beyond' award in acknowledgement of their work and hugely positive impact on promoting inclusion and creating a better, fairer, and equal future for all.

"Considering they began the Rainbow Staff Network during lockdown 2020, they have achieved a lot: signed SRUC up to Agrespect and signed SRUC to become a Stonewall Diversity Champion. The team are one of the most proficient posters on Yammer - they share their own personal stories (incredibly moving) to spotlight on LGBTQI+ awareness and visibility events." *Quote from a nomination under the Above and Beyond Awards*



## Women in Agriculture – Farm Advisory Scotland supported by SRUC

The Farm Advisory Service has been running Women in Agriculture events since 2017, following the publication of the “[Women in Farming and the Agriculture Sector](#)” report by the Scottish Government. The discussion groups and the Facebook group are open to all women working in Scottish agriculture, from those with daily involvement in a farm business, to those who are just starting out and interested in finding out more about farming.

There are currently 14 groups which have covered a range of topics from sheep handling to calving, business skills and accounting to succession and diversification. The groups are important to women in the farming sector as they provide a supportive woman only environment for learning and networking, both from our specialist speakers and from each other. The 14 groups are facilitated by local SAC (Scottish Agricultural College) Consultants (part of SRUC) who draw on colleagues within SRUC, and external speakers depending on the topic that they are covering. The themes of the meetings are chosen by the facilitator with the needs of the group in mind, and in line with Scottish Government priorities.

In addition to the in-person meetings, we run online meetings open to all women from across Scotland, which is important for those who cannot attend in person events due to caring responsibilities or off farm work commitments, or for those who are geographically isolated. The production of [podcasts](#)<sup>3</sup> and [case studies of women in agriculture](#)<sup>4</sup>, highlight the work being done and build confidence of women in agriculture. We have had great feedback from events, and many women who previously did not attend any farm meetings are now coming along to mixed farm meetings after attending our women in agriculture events.

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<sup>3</sup> Podcasts can be found at <https://www.fas.scot/rural-business/women-in-agriculture/wia-podcasts/>

<sup>4</sup> Case studies can be found at <https://www.fas.scot/rural-business/women-in-agriculture/wia-case-studies/>

## Progress against our equality outcomes 2021–2025

At SRUC we follow a four-year equality outcomes cycle and report on progress every two years. Information about the development of our Equality Outcomes 2021–2025 and the full action plan can be found in our published [Equality Outcomes Report April 2021 \(action plan is on pages 19 to 28\)](#).

Our equality outcomes and supporting action plan were approved by the EDI Committee, SRUC Student Association and the Executive Leadership Team. Several of our actions cut across two or more of these equality outcomes therefore our progress is reported by groups of activity rather than by equality outcomes. An update against our full equality outcomes action plan can be found in Appendix A.

SRUC's three equality outcomes 2021–25 are listed below.

**Outcome 1: Further embed equality and diversity in our management, leadership and governance structures and practice ensuring external compliance and internal engagement.**

**Outcome 2: Provide an inclusive learning and working environment for employees, learners, and stakeholders in a culture that values all, is underpinned by dignity and respect and where everyone understands their responsibility in the delivery of that culture.**

**Outcome 3: Learners and employees from all backgrounds view SRUC as a welcoming and inclusive organisation where they will be supported to fulfil their potential and achieve high levels of success.**

We have improved the way in which we monitor progress against our equality outcomes which is overseen by our EDI Committee. Our Equality, Diversity, and Inclusion (EDI) Lead has recently developed a progress tracker that combines all our equality action plans into one document. Each activity is updated on a quarterly basis by the activity owner who provides progress narrative and assigns a RAG status (Red, Amber, Green status). This will improve our ability to monitor progress against our equality outcomes and other equality plans, and to quickly identify where there are challenges; this has been a gap in our governance up until now. The EDI Committee reviews the tracker on a quarterly basis and will use it to inform internal and external reporting.

We have made satisfactory progress against most of our equality outcomes actions. However, we acknowledge that some work has not been sufficiently embedded in team planning which has led to a review of the relevant timelines. Some timelines have also changed due to changes in priorities or staff vacancies. The new equality action plan activity tracker that is now in place will support SRUC wide visibility and ownership of these actions and help to prioritise resource. Ensuring robust engagement and consultation with relevant teams in the development and ownership of future equality actions is a priority for the EDI Lead looking ahead to refreshing our equality outcomes for April 2025.

A further challenge for us is the ability to robustly measure the impact of the equality work we have undertaken. We have included impact where we can in this report. This will be another area of reflection for the EDI Committee and activity owners before reporting in April 2025.

### **Moving to a continuous improvement approach**

The governance around our equality work and our approach to how this is structured at SRUC (as reported in the 'How we manage and embed equality at SRUC' section above) means that several actions under our equality outcomes are considered complete. We will continue to monitor and improve how we perform against the public sector equality duties and updates on the implications of this for equality related governance will be included in future mainstreaming updates. A summary of completed and now mainstreamed work is noted below.

- Our existing Non-Executive Directors and Executive Leadership Team received equality training in October 2021. Our Board is actively engaged with EDI work through the Board Equality Champion's attendance at EDI Committee meetings, and discussions about equality at Board committees and meetings. It is a remaining action to embed equality in Board induction.
- Gender balance on our Board is reported through our update on 'Board diversity and succession planning'.
- Our Executive Leadership Team sponsors and actively engages with external equality accreditations (e.g., Athena Swan) and other equality priorities (e.g., Chairing the EDI Committee, sponsoring Fair Work First and

Widening Access and Participation working groups). They receive regular updates from the EDI Lead and EDI Committee Chair on equality matters and, going forward, will receive reports on our equality action plans through our newly development equality action plan activity tracker (also reported to the EDI Committee).

- SRUC's Student Association, Liberation Officers and staff are actively supported to commit to equality initiatives including equality related working groups, committees, and staff networks. For example, our Academic workload allocation model provides a specific category for staff to record time spent on equality work.
- The equality induction module is part of our suite of employee compliance modules which makes completion a condition of successful probation.
- An estate-wide access audit has been completed and £2.29 million worth of works has been identified and are now prioritised in the Campus and Estates plans which will be delivered with oversight by the Chief Operating Officer and Deputy CEO.
- The Digital and Marketing teams have embedded EDI when publishing website and prospectus content. Blogging platforms are also available to promote equality work internally and externally.
- SRUC has a Diversity calendar in place and key teams (e.g., Human resources, Health & Safety), our Rainbow Staff network and SRUC Student Association continue to promote a variety of dates through links to external information, SRUC policy and sharing lived experience. We will continue to build on this through the EDI Committee.
- Embedding equality impact assessments into our policy development process and project management continues to be a priority. This is a key mainstreaming activity and our progress to date can be found in this report under 'Equality impact assessments'.

### **Current priorities and ongoing activity**

Several strands of work continue to be prioritised and will provide a springboard for the review and refresh of our equality outcomes and other equality actions plans by April 2025.



## **Equality strategy**

We have committed to the development of an overarching equality strategy to support our organisational strategy and encompass our various equality action plans including our equality outcomes. Due to the EDI Lead role being vacant for 6 months in 2022 and the induction of a new EDI Lead this work has not progressed. The development of a strategy will run alongside a review of our equality outcomes.

## **Equality policy, training, and development**

Work to identify and implement additional staff including senior leadership training and organisational EDI related policy has also been impacted by the change in EDI Lead. A review and plan will be prioritised over the coming 12 months and will tie in with improvements in management development to be delivered under the People and Organisational Development strategy.

In Learning and Teaching, EDI is embedded in SEEDABLE training (curriculum review). Staff from three Boards of Study have undertaken the training (Agriculture and Business Management; Golf, Greenkeeping, Food and Drink; and Horticulture and Landscape). All Boards will have undertaken training by March 2025. As of 6 January 2023, the equality and diversity strand has seen engagement from 75% of those undergoing review, with those respond to the survey (54% of those undergoing review) providing the following feedback:

- Average rating of 4.38 out of 5 stars.
- 63% stated they were not at all or slightly knowledgeable before the programme. This increased to 100% moderately, very, or extremely knowledgeable following the programme.
- 100% will use Continuing Professional Development in their work.
- 100% would recommend the strand to others.
- Key positives included the materials, the case studies and examples, the activities, and the chance to navigate the course in their own time.
- Key negatives: underestimation of the time required to complete the programme.

EDI continues to be embedded in general academic staff development programmes, with a particular focus over the past few years being on student mental health and wellbeing. A small number of staff are undertaking the

Brickfield's Accessibility Training as part of the Digital Accessibility Working Group activity. This is available for all staff. Staff have also been directed to training on teaching neurodivergent students. This training is embedded in toolkits such as the New to Teaching Toolkit and the Guidance, Academic and Pastoral Support Toolkit.

### **Equality and academic programmes**

Programmes in the Agriculture and Business Management board of studies have completed their Review (as of February 2023). The Review identified that the embedding of EDI was one of the weaker elements of all programmes (though there were pockets of strength). The three-year action plan has identified a number of actions to address this which we will report on in April 2025.

The Special Measures process and project was stopped during the covid-19 pandemic. However, equality of opportunity is interrogated through the Annual Monitoring process. Through this, teams are expected to reflect on and note how they are going to improve key performance indicators around student numbers and success in relation to relevant equality characteristics, particularly – though not isolated to – gender and disability. From May 2023, we will have a process and reports for reporting on further and higher education programmes including analysis of outcomes by equality groups (where data allows). These reports will be reviewed by the EDI Committee and other relevant governance groups.

Staff reflection on equalities data has already identified issues in the ethnic balance at institutional level, and a gender imbalance at programme level. A widening access and participation strategy has been developed and was approved at academic board in November 2022. Follow on from this a widening access and participation strategy group will be set up to formalise and improve SRUC's approach to widening access and participation through implementation and continual development of the strategy.

Each subject Board of Studies has been tasked with developing an action plan to address widening access and equalities data at programme and Board of Studies level, however it is acknowledged that this is a challenging ask. An initial meeting with all the Chairs of the BoS will be set up to support teams to initiate discussions.

## **Staff networks and recognition**

Our Above and Beyond awards recognises a colleague or group/ team who have gone above and beyond what is expected of them, and who have made a difference to others within SRUC. Nominations are assessed by a committee and each round of awards is themed in line with SRUC's purpose and strategic priorities. In 2022 the award theme was 'equality, diversity, and inclusion, and was awarded to our Rainbow Staff Network due to their work on promoting inclusion for all. The Above and Beyond Committee is meeting in May 2023 to consider embedding EDI as a standard assessment criterion for future nomination assessments.

The introduction of additional staff equality networks and equality champions has not progressed. Due to our focus on gender equality and Athena Swan, it is anticipated that we will prioritise the establishment of a women's network to support that work. The EDI Committee has identified a need for a network of equality impact assessment peer supporters. This will be considered by the EDI Lead as a basis for a network of equality champions, as well as being a mechanism for ongoing staff engagement on equality matters.

We have an established network of mental health first aiders whose training is overseen by our health and safety team. The Lead Health and Safety Business Partner and EDI Lead will work with the network of mental health first aiders to establish more formal reporting and data analysis framework. This will help us to .formally monitor and report on mental health first aider activity and impact.

## **Public facing content and marketing**

Our Digital and Marketing teams have equality embedded in the work they do and an initial review of the gender presentation of our website has been completed. Routine reviews will be introduced to check all web content including equality specific content. The ability to track and report on the gender balance of panels and guest speakers is in development and, subject to the purchase of an appropriate database, we plan to start monitoring attendance at student marketing events.

## **Digital Accessibility**

**Staff intranet:** Our intranet site has been fully upgraded to the latest Microsoft standards which will innately improve the accessibility of staff information and

updates. Our Information and Digital Services and Communications teams will now engage with intranet page editors to ensure they are aware of relevant accessibility features and tools and can identify and correct any inaccessible content.

**Kaltura Virtual Classroom:** In Learning and Teaching, closed captioning and video transcriptions is done via Kaltura. In 2019/20, SRUC signed up to Kaltura Virtual Classroom for online teaching, and in 2020/21 equipped all classrooms with Kaltura Classroom Capture. Both mechanisms provide automatic captioning capabilities. As of September 2020, Kaltura has been set up to have these added automatically (i.e., staff do not have to press a button).

**Digital Accessibility Working Group:** In September 2022, Learning and Teaching signed up to Brickfields; an accessibility toolkit that supports staff to assess and address the accessibility of their Moodle pages (our virtual learning environment). It provides support in:

- Evaluating content – it can automatically evaluate Moodle course content and assessment for accessibility issues.
- Remediation – it can bulk update unclear or missing text for weblinks, image descriptions and video subtitles.
- Accessible file formats – it can provide students with content in accessible formats including Audio, ePub and Electronic Braille.
- Focus effort – it can identify which activities have the most accessibility issues to prioritise effort.
- HTML fixes – it can automatically fix out of date HTML tags.
- Performance support – it can provide staff with just in time tips for creating better content.
- Gain insights – it can facilitate understanding of which accessibility errors are re-occurring within content.
- Improved editor – it can support the development of better-quality content.

Brickfields is a large package and will require significant support and training for effective implementation and use. It is envisaged that this will be a multi-year project. Members of DAWG (Digital Accessibility Working Group) are currently undertaking Brickfields training.



## Safeguarding and incident reporting

SRUC has pledged to make an application under the [EmilyTest](#) Charter by April 2025. EmilyTest is a Scottish Government-funded charity in Scotland working to improve gender-based violence (GBV) prevention, intervention, and support in further and higher education. This work forms part of our safeguarding framework which was developed to improve our approach to safeguarding in response to feedback from Education Scotland in June 2022. The framework will be overseen by a new safeguarding steering group to deliver on four strands of work:

- Clarity on institution wide roles and responsibilities
- Standardised training needs and matrix
- Incident data and reporting (including gender-based violence and hate incidents)
- Policy and procedure.

We have already been communicating with staff about current policy and procedures, and our commitments going forward. These communications have been linked to relevant diversity awareness days and pertinent times in the year (e.g., before the festive break), and included a blog from our Vice Principal of Skills and Lifelong Learning who is sponsoring this work.

## Progress against our British Sign Language Plan

Our British Sign Language (BSL) action plan was first published in 2018 to cover the period 2018–2024 as required by the BSL (Scotland) Act 2015 and publication of Scotland’s BSL National Plan 2017–2023. We published an update against our action plan in December 2021 where actions were also reviewed in line with the changing landscape of employment and education delivery. Our action plan continues to follow the same long-term goals as the National Plan where these are relevant to the work of SRUC.

The full list of actions can be found in our published [British Sign Language action plan](#) and [BSL videos](#) about our plan are also available on our website. The action plan has four theme areas. An update against each of these themes is provided below.

### Widening access for BSL learners

We continue to identify and develop key information for staff and students with BSL interpreting as standard. We translate our published BSL action plan and have BSL interpreters as standard at our graduations (for pre-recorded content in 2021 and face to face event in 2022) and CELT conferences (The Centre for the Enhancement of Learning and Teaching). Our SRUC Student Association and Principal introduction videos will be routinely translated going forward and all videos to date have been captioned which is embedded as business as usual.

We host 100+ events per year and therefore believe it is appropriate to ask attendees to advise of any communication or physical support needs in advance so that we can provide support as required.

Our blended delivery methods for SRUC programmes means that classes are recorded, and the standard use of transcripts and captioning provide accessible content. As noted elsewhere in this report, the purchase of Brickfields provides enhanced accessibility to our virtual learning environment (Moodle). We consider this action successfully closed and will continue to offer additional person-centred support for individual learners as required.

We continue to roll out the use of the Contact Scotland BSL logo which is on our website. We are standardising our staff email signatures and use of the logo will form part of that work.

We have not progressed an action to develop a toolkit for staff to use to support BSL users throughout their student journey. However, we do currently have guidance for academic and pastoral support staff on including students who are Deaf, visually impaired or Deafblind on our Moodle page. Without feedback from student BSL users it is difficult to evidence what additional guidance or support is required at this point therefore we will keep this action under review.

We have another action to develop a BSL video which details the personal support process available to students. This was a pre-covid 19 pandemic action which will be reviewed in line with current work to review the student facing information on our website.

### **Staff development**

Over the last two years we have delivered four introductory evening courses on British Sign Language (20 hours of learning per course). Each course was suitable for complete beginners and introduced both BSL and Deaf awareness along with the basic skills to communicate with BSL users. Feedback about this course has been positive. SRUC has a staff led BSL Yammer group where course participants and others can share experience and practice their skills.

Specific training for support staff who work with BSL interpreters has not been delivered because no interpreters have been required. Progress on student and staff wide communications and resources about the legislation, our local BSL action plan and good practice has also not progressed. The EDI Lead will review this alongside a wider review of core information about our equality activity over the next year.

### **Maximising our Curriculum and Research to support the delivery of the BSL National Plan**

A research project was undertaken in 2021-22 by a student intern on accessibility in relation to our virtual learning environment (called Moodle). Although not BSL specific, this project resulted in several recommendations including the procurement and use of Brickfields: an accessibility toolkit for Moodle.

Other actions in this section have not progressed including the establishment of a BSL working group and consideration of where our curriculum can support the

national plan. Again, these actions will be reviewed by the EDI Lead and relevant colleagues to determine new timelines as appropriate.

### **Monitoring, Review and Evaluation**

As already mentioned above, action to raise awareness of the BSL plan and SRUC's responsibilities has been limited due in part of the EDI Lead role being vacant during most of 2022. There are wider actions under our equality outcomes to improve induction on equality and increase awareness of our wider equality duties; BSL will be included under these actions. Improved reporting on all our equality action plans will also support improved oversight of our BSL action by the EDI Committee.

Our Registry team are working on improved reports to the EDI committee on student equality demographics and both HE (Higher Education) and FE programme outcomes. A section of these reports will focus on BSL applicants and students with the first report due to be reviewed by the EDI Committee in May 2023.

## Progress against our gender action plan

The Scottish Funding Council no longer require institutional gender action plans. In 2022 SRUC published a [statement](#) about our commitment to gender equality with a link to our current equality outcomes 2021–2025 as required to meet requirements introduced by Horizon Europe.

Our gender action plan 2017–2021 will be refreshed in line with our renewed efforts to submit an institution wide application under the transformed Athena Swan Charter. Until then, we will continue to progress the remaining actions under the current gender action plan 2017–2021 and it will be brought under our equality outcomes in April 2025.

The full set of actions can be found in our published [gender action plan](#). An update against each of the plan's five themes is provided below.

### Infrastructure

Many of the actions on infrastructure are the same as those under our equality outcomes regarding our governance arrangements and mainstreaming equality across SRUC (see 'How we manage and embed equality at SRUC' in this report). Those action have therefore been completed or have been closed as they have been superseded.

Several actions in this section are in progress or have had timescales changed. We are in the process of undertaking an equality impact assessment of our SRUC strategy. Due to our EDI Lead role being vacant for 6 months during 2022 we have extended the timeline to introduce a network of equality champions to April 2024. Our approach to recruitment and consideration of leaver data will be reviewed in 2023–24 as part of our renewed focus on Athena Swan and will enable focussed activity to address gender imbalances as appropriate.

### Influencing the influencers

SRUC hosted a '[Women in Agriculture' event](#)<sup>5</sup> at the Royal highland Show in June 2017. We continue to facilitate women in agriculture events as noted in the

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<sup>5</sup> See event Twitter post at [SRUC on Twitter: "Join us for the SRUC Women in Agriculture breakfast at the @ScotlandRHShow. Get your ticket here: https://t.co/KB2LZVVE4d https://t.co/zgoQMUNjYE" / Twitter](#)



'Women in Agriculture – Farm Advisory Scotland supported by SRUC' section of this report.

We publish staff equality data as part of our regulatory report and publish information about our equality work (including gender equality) on our website. This is available for all partners and the public and highlights success stories. We also link to this information in our student prospectus. Our Digital and Marketing teams take all opportunities to highlight gender equality and challenge industry norms. Our methods and purpose for communicating with stakeholders continues to evolve therefore our Digital and Marketing teams continually review our actions to proactively celebrating gender equality.

### **Raising awareness and aspiration**

For at least the last four years, there have been discussions about programme gender imbalances at the Annual Quality Dialogues, with Boards of Study encouraged to include this in their quality enhancement plans. In February 2023, a recorded summary of the 'Whose job is it Anyway' report was disseminated to Chairs of Boards of Study with the agreement that Boards will watch and agree actions over the next few months. These will be submitted to the Learning and teaching Committee in June 2023.

Other actions have also become business as usual including cognisance of gender equality (and other equality groups) in the development of our prospectus and encouraging a gender balanced representation from schools.

During and since the covid-19 pandemic our work with primary schools has been limited with no plans to increase this in our current student recruitment strategy which prioritises work with secondary schools.

### **Encouraging applications**

Gender balanced language, images and stories are all embedded in the Marketing and Student recruitment team's work. The Equality Challenge Unit Attracting Diversity project ended pre-2021 and the reflections from this have been taken forward in a variety of work on gender imbalance. We no longer have an annual roadshow however our Marketing and Student Recruitment team compile annual reports on gender imbalance. We also take a more integrated approach to dispelling gender-based myths within specific careers by making

stronger connections to high school course subjects and future careers via courses at SRUC.

The direct impact of this work is difficult to quantify although we have observed incremental shifts in the gender balance across our course programmes. An example of proactive work we are doing, beyond marketing, is in the Golf, Greenkeeping and Hospitality Board of Studies who have been working with industry partners to look at the role and career profiles of women in the Golf industry. The Golf programmes are working with the Royal and Ancient Golf Club under the auspice of their Women's Charter to review career opportunities for women across the full range of professional gold and golf course management careers. We have also had a staff appointment in 2021 which has helped increase the diversification of SRUC's Golf course management team.

### **Supporting success**

We have noted above that our Boards of Study are tasked with monitoring gender imbalance and setting actions under their quality enhancement plans. Equality impact assessments of our programmes will link into this monitoring approach and will include consideration of the physical learning environment and potential impact of the programmes and modes of deliver on gender and other equality groups.

Our student pastoral support services are sensitive to the needs of students to confide in staff of a specific gender in some circumstances. We do our best to accommodate these requests and will further formalise our approach into policy and practice under our safeguarding framework. This will include policy development and review to support people who experience gender-based violence.

### **Athena Swan**

SRUC are fully committed to the principles of the Athena Swan Charter and embedding these into all relevant policies, practices, and action plans. As part of that commitment, we applied for a Bronze Award with supporting action plan to move the organisation forward in gender equality within our Academic domain in Summer 2021. We submitted a revised application in Spring 2022. Over this period, our application and action plan were both self and externally assessed.

We have been advised that while we have made many strides forward, our application in 2022 was unsuccessful. Whilst this is disappointing, our application improved with subsequent revisions and we narrowly missed the Bronze Award due to the clarity of our action plan to address the aspects identified in our broader application.

We were offered the opportunity to re-submit evidence for review but have decided to reflect on the full process and to re-apply with renewed energy and focus. The EDI Committee established a Short Life Working Group in January 2023 to review our previous approach and to make recommendations on how approach the new Athena Swan Charter. The short life working group will report to the EDI Committee in May 2023.

## Our response to the National Equality Outcomes 2023

The Scottish Funding Council and Equality and Human Rights Commission has [published](#) a set of national equality outcomes<sup>6</sup> to tackle the persistent inequalities in the tertiary system. Further and high education institutions are asked to contribute to these national equality outcomes through their institutional equality outcomes work. The narrative below maps SRUC’s current work to the national equality outcomes, and we will undertake a full review as we refresh our equality outcomes over the next few years.

**There are no national equality outcomes for marriage and civil partnership, and pregnancy and maternity.**

Protected Characteristic	National Equality outcome(s)
Age	<p><b>The retention outcomes for university students aged 25 and over will improve.</b></p> <p><b>The success rates for college students aged under 19 will improve.</b></p>
<p><b>SRUC response:</b> Our Registry team is leading on the development of reports on student equality data (demographic and outcomes). These reports will provide us with the relevant evidence to inform our future equality outcomes work.</p>	
Disability – Students	<p><b>The success and retention rates of college and university students who declare a mental health condition will improve.</b></p>
<p><b>SRUC response:</b> We are launching a new Student Mental Health Strategy which will contribute to this outcome. Further evidence and ongoing trends will be delivered through the student equality data reports (demographic and outcomes) noted above,</p>	

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<sup>6</sup> The full background and ask of higher and further education institutions can be found in the [Tackling persistent inequalities together report](#) on the Scottish Funding Council website [Equality and diversity \(sfc.ac.uk\)](#).

Protected Characteristic	National Equality outcome(s)
<b>Disability – staff/ Board</b>	<p><b>Increase the representation of disabled staff in the workforce and on College Boards and University Courts.</b></p> <p><b>There is an increase in the percentage of disabled support and professional staff working in colleges and universities.</b></p> <p><b>There is an increase in the percentage of disabled staff and Board/ Court members.</b></p>
<p><b>SRUC response:</b> We have relevant employee data and are using the data to inform HR (Human Resources) policy review. Some actions have been taken, for example being a Disability Confident employer and recruitment panels requiring to complete unconscious bias training. Work to understand the wider profile of our Board beyond gender will be considered by our Remuneration and Appointments Committee.</p>	
<b>Gender Re-Assignment</b>	<p><b>Trans students report feeling safe to be themselves in the tertiary system because of work undertaken to foster good relations and tackle prejudice and discrimination.</b></p>
<p><b>SRUC response:</b> We know we have a policy gap for both staff and students and plans are underway to address that. Our Rainbow staff network is well established and has reached out to our student LGBTQI+ Liberation Officer so they can work on joint campaigns and awareness raising. Our report and support tool to be launched in 2023 will provide data on harassment and violence experienced by students and staff on account of someone’s trans identity.</p>	



Protected Characteristic	National Equality outcome(s)
Sexual orientation	<p>There is an increase in the number of Lesbian, Gay and Bisexual students reporting that they feel safe being 'out' at university and college because of the work undertaken by colleges and universities to foster good relations and promote dignity and respect.</p>
<p><b>SRUC response:</b> See response to gender reassignment outcome. Both our Rainbow Staff Network and LGBTQI+ Liberation Officer, and report and support tool will support work to deliver change.</p>	
Race	<p><b>Staff and students are confident that complaints of harassment or bias on the grounds of race will be dealt with appropriately because complaints procedures are fit for purpose and offer effective redress and because of the anti-racist work undertaken in the tertiary system.</b></p> <p><b>Increase the racial diversity of Court members and address any racial diversity issues in college Boards.</b></p> <p><b>Increase the racial diversity of teaching and non-teaching college staff to align with student representation in the sector.</b></p>
<p><b>SRUC response:</b> A report and support tool to be launched in 2023 will provide data on harassment and violence experienced by students and staff on account of someone's race. Our approach to recruitment will be reviewed and equality impact assessed, including through a race lens, before the end of 2023 when we will implement a talent acquisition-based strategy with associated tools and benefits. Work to understand the wider profile of our Board beyond gender will be considered by our Remuneration and Appointments Committee.</p>	

Protected Characteristic	National Equality outcome(s)
Religion or Belief	<p>Students and staff report that they have confidence in institutional report and support mechanisms because they are fit for purpose and, because of work undertaken to foster good relations and tackle prejudice and discrimination.</p>
<p><b>SRUC response:</b> A report and support tool to be launched in 2023 will provide data on harassment and violence experienced by students and staff on account of someone's Religion or Belief.</p>	
Sex	<p>Staff and students know how to access support about sex-based violence, harassment, and abuse, report their experience and feel properly supported in doing so because the services are fit for purpose.</p> <p>Men know how to access mental health support because of the work undertaken to support and signpost services (recognising intersectionality within that group).</p> <p>Students, regardless of declared sex, will feel safe to be themselves in the tertiary system because of work undertaken to foster good relations and tackle prejudice and discrimination.</p> <p>Institutions will have regard to significant imbalances on courses and take steps to address it.</p>

**SRUC's response:** As an institution SRUC is committed to both promoting gender equality, in and outside the workplace, and taking all reasonable steps to make colleagues across the SRUC community feel safe. One of the ways we will achieve this is ensuring we have support in place for anyone who may have experienced gender-based violence (GBV), including what we have in place to protect our community and how we manage allegations or concerns raised of GBV both informally and formally. SRUC has made the EmilyTest charter pledge and has published a statement of intent about our GBV work. We are connected to the charter community to learn from other institutions at varying stages of engagement with the charter and intend to be assessed against the charter within the next 12–18 months. This work will fall under our wider safeguarding framework and contributes to the first and third national equality outcomes for sex.

SRUC is [committed to ending period poverty](#) and the Period Products (Free Provision) (Scotland) Act 2021 has given us a platform to provide accessible, free products to all students who need them in a way that respects the dignity of individuals. Our SRUC Student Association also oversee the appointment of a student Women's Liberation Officer as described in our mainstreaming section of this report. We have embedded the mental health outcome into our new Student Mental Health Strategy which will launch soon.

## Employee information

This section of the report provides information about our employee demographic and how we use our employee data at SRUC. SRUC's gender pay gap is reported annually through the UK Government portal and a full report is published separately on our [website](#) by end of May each year.

In previous mainstreaming reports, employee data has been labelled as Gender, however we believe this should be labelled as Sex. This information will be labelled as Sex from 2022 onwards.

### How we gather and present our employee data

We gather information on employees and people who apply to work with us across all relevant protected characteristics; age, sex, sexual orientation, disability, religion or belief, race (specifically ethnic origin), gender reassignment and pregnancy and maternity (including return to work after maternity leave). We also monitor marriage and civil partnership status.

SRUC's employee equality and diversity monitoring categories are currently under review and will be updated in the 2023-24 financial year in line with our HESA (Higher Education Strategy Associates) reporting requirements and external good practice (e.g., Scotland Census 2022). This will support improvements in our statutory returns by ensuring we can include any previously missing categories and reduce matching errors or data gaps. A revised approach has been drafted and will be reviewed by the EDI Committee in May 2023.

The existing Human Resources Information System (HRIS) allows the capture of employee equality data. Employees are asked to complete this information when beginning employment and when circumstances change via an employee self-service portal. The updated equality and diversity monitoring categories will be rolled out across the wider organisation with employees invited to update their details in line with the changes. We will also encourage employees to keep their details up to date through annual reminders.

SRUC recognises that we are on a journey to improve the data we capture and report. The reporting of all equality data is included in the review and production of a new HR information system within SRUC. Until then and where possible, Human Resources has put in place trackers from April 2021 to improve the data

we can analyse and report. For example, SRUC currently has the Making Performance Management and Probation system which works exclusively to the HR system. This means data is unable to be pulled from these areas but will be inbuilt to the new system. Information about employee development such as job evaluations and sponsored learning has been captured.

There have been improvements in disclosure which has improved our data quality and led to slight changes in our employee demographic. These changes are described in more detail below along with further analysis of our data. Please note that although we monitor the proportion of employees who identify as transgender our numbers are too small to publish this information.

### **Workforce distribution by protected characteristics 2021–2023**

Our high-level employee demographic data tables are provided in Appendix A.

The following information provides a top line breakdown of our employee data by each protected characteristic. The data is based on a snapshot on 31 March in the year indicated.

**Sex:** The proportion of male and female employees remains consistent throughout each period, 57.3%, 57.7% and 58.7% of the workforce are female in 2021, 2022 and 2023 respectively. 41.1%, 40.2% and 39.1% of employees are male over the periods.

**Trans status/ gender reassignment:** There has been an increase year on year of employees identifying as transgender. Numbers remain too low to report. Non-disclosure has also decreased from 45.5% in 2021 to 32.3% in 2023.

**Sexual Orientation:** Most employees identify as heterosexual (74% in 2021, 75.7% in 2022 and 78.4% in 2023). Employees identifying as Bisexual has increased over this reporting period. Disclosure has also improved by ~5 percent down to 12.7% no response in 2023.

**Disability:** The number of employees declaring as non-disabled has remained consistent throughout the period (83.3% in 2021, 83.6% in 2022, 83.9% in 2023). There has been an increase in employees declaring a disability, from 6.6% in 2021, 7.2% in 2022 and 7.8% in 2023. This follows a decrease in the no response rate which has fallen from 6.5% in 2021 to 5.2% in 2023.



**Ethnicity:** Most of our employees identify as UK White (79.6% in 2023). There is a year-on-year increase of employees identifying as Black, Asian and minority ethnic (1.9% in 2021, 2.8% in 2022 and 3.0% in 2023). Employees identifying as Other Ethnic Background has also increased from 4.4% in 2021 to 5.2% in 2023. There was also a notable decrease in the number of employees identifying as Other White, from 10.3% in 2021 to 5.3% in 2023. The no response and non-disclosure rates have decreased slightly (7.9% in 2021 and 6.1% in 2023).

**Religion or Belief:** The largest proportion of employees declare having no religion or belief. This has increased year on year from 38.7% in 2021, 41.3% in 2022 and 45.7% in 2023. Comparatively, employees identifying with a religion or belief has dropped across all religion or belief categories from 2021. For example, employees identifying as Christian Protestants, the highest stated religion in the data, has dropped from 20.2% in 2021, to 18.1% in 2023. This follows a collective decrease in the no response and prefer not to say rate from 25.8% in 2021 to 20% in 2023.

**Age:** In 2023, 13.5 % of our employees are aged 50–54 years and continues to be our highest ratio of staff (13.8% in 2021). This is closely followed by employees aged 40 to 44 years (13% in 2021, 13.2% in 2022 and 13% in 2023). There has been a slight increase in the number of employees aged between 16 to 19, now 1.6% in 2023.

### Further analysis of our employee data

Through further analysis of our employee data there are a number of observations we can make about the experiences of people throughout their employment journey with SRUC. Data tables relating to this section of the report can be found in Appendix B to E.

Please note that although we capture data across the following areas, we are unable to form any conclusions regarding differences in experiences due to small numbers (<10).

- Numbers of employees involved in a new grievance, capability or disciplinary procedures
- Job evaluation and relevant outcomes.

## **Observations by working hours and the protected characteristics**

Full time work is defined as employees contracted to work 1 FTE and above and part time work is defined as employees contracted to work 0.99 FTE or below. Our commentary on the data is limited for some equality groups by the small numbers within some protected characteristics (see Appendix B: Part-time and full-time employees by protected characteristics 2021-2023).

There is a significant difference by sex across part-time employees where we find that 71.2% (2022) and 75.3% (2023) are female. This is line with Office of National Statistics figures which states the majority of part time employment was by woman (38%) compared to 14% of men.

The data shows that the number of people with disabilities working full time has decreased over the period (7.6% in 2022 down to 6.8% in 2023), whilst those working part time has increased (6.4% in 2022 up to 9.9% in 2023).

The majority of employees working full time are within the 45-54 years age range at 26.8% and 26.7% in 2022 and 2023 respectively. For part time employees, the highest proportion of employees are those aged between 35-44 at 26.5% and 26.6%.

## **Family Care Leave**

SRUC has recorded the same uptake of family care leave over the past 3 years; 32 employees in each leave year (see Appendix C: Parental Leave update by type 2020-2023). The breakdown of this leave has changed from one year to the next. The biggest marked difference comes in the uptake of paternity/partner leave. In the year ending March 2021 paternity/partner leave accounted for almost half (43.75%) of the total leave that year but has decreased in both 2022 and again in 2023. Work to understand the equality impact of our revised paternity and partner leave policy suggests that the reason for this decrease could be due to the short period of time new parents are off on paternity/partner leave and the current flexible working options in place, including working from home. Employees are therefore not applying for leave. To address this the HR team will hold employee and manager sessions during the launch of the Family Care Leave policies. Accompanying guidance will confirm the importance of reporting any leave on the HR system. This launch has been scheduled for April 2023.

SRUC also recognises the low numbers of employees taking adoption leave. As part of a drive to promote family care leave policies SRUC have revised all policies and have also included surrogacy leave in the Adoption Policy for the first time. All four family care leave policies have been equality impact assessed and will be launched in April 2023.

Out of the 26 employees who took maternity leave in the year 2022–2023, one employee did not return to work after their leave. In 2021–2022 one employee out of the 20 who took maternity did not return from maternity leave. This was the same as in 2020–2021.

### **Sponsored learning**

Sponsored learning within SRUC can be applied for by an employee who is seeking sponsorship from for whole or part of the funding to complete a course of study. The sponsored learning will also include time off for study and/or exams.

The following narrative is based on a limited number of people asking for support and supporting data tables have not been published. Approximately 70% of applications for both 2022 and 2023 came from female employees. No applicants in 2021–22 declared a disability compared to 29% of applicants declaring a disability in 2022–23. Ninety percent (90%) of all applications came from UK White employee in 2021–22 compared to 2022–23 where 29% of employees from Black, Asian and minority ethnic groups and 14% from other ethnic background and 29% UK White applied for supported learning.

### **Flexible Working**

There has been a marked increase in flexible working application since the pandemic. The increase of flexible working options has improved the ability for SRUC to offer a flexible approach to work and potentially attract a wider range of candidates. As well as changing hours, SRUC supports agile or hybrid working with agreement by line managers or a formal application process. Opportunities to take career breaks and sabbaticals exist in policy, and flexible working options are promoted to employees during their parental leave, in parental policies and throughout managers guidance.

Key observations from our 2021–2023 data include:

- In the year ending 31 March 2022, SRUC received 27 applications for formal flexible working (9% were from maternity returners). Two of these were initially rejected but an alternative working pattern was subsequently agreed. The majority (93%) of applications were from female employees. Over 66% of applications in 2021 were employees requesting a decrease in hours, the remaining 33.3% were employees looking to formalise a work pattern.
- In comparison in the year ending 31 March 2023 SRUC received 39 applications, which were all approved (approximately 8% were maternity returners). Applications increased by 44% 2022 to 2023 overall with a notable increase in applications from male employees (2% in 2022 to 13% in 2023).
- In 2022 the highest number of applications came from employees aged 55–64, this age group was the second highest in 2023, however there was a 22% increase in applications from employees aged 25–34 years old between 2022 and 2023.

SRUC recognises that there is no formal process in place to capture data for employee whose applications are rejected at the initial discussion stage and do not submit a formal application. Without this information SRUC are unable to identify any trends in rejected applications. SRUC aims to add this stage into our processes and monitoring within the new HR system and encourages employees to record all applications regardless of acceptance and stage.

## **Leavers**

Our leaver data (see Appendix D: Leavers profiles 2020–2023) shows an overall higher number of female leavers however proportionally female leavers has reduced from 55% in 2019–21 to 39% in 2022–23. Accordingly, SRUC’s number of female employees has continued to rise; 58.7% in 2023 and 57.7% in 2022 from 57.3% in 2021.

The data shows a higher percentage by proportion of leavers from an ‘Other White’ ethnicity. The data also shows that the percentage of leavers from Black, Asian and minority ethnic groups was 5.6% in 2022 and 9.8% in 2023. However, Black, Asian and minority ethnic employees continue to represent 3% of employee in 2022 and in 2023.

The percentage by proportion of leavers with a declared disability has more than doubled from 2022 to 2023. As shown in the employee proportions 7.2% of employees reported having a disability in 2022 and 7.8% of employees in 2023, this compares to 12% of leavers in 2022 and 24.8% leavers in 2023.

## Recruitment

Our recruitment data (see Appendix E: Recruitment information by protected characteristics 2021–2023) needs to be considered in the context of the Covid-19 pandemic where we had reduced vacancy numbers and significantly reduced numbers of applicants compared to our 2021 report. Analysis of our recruitment data has shown that there has been slight drop in the balance of female to male applicants compared to the previous period. This is offset by the success rate amongst female applicants continuing to be significantly higher than in male applicants with 61.2 % of roles filled by females.

Differentials between most other protected characteristics continues to be low since the last publication of data however some changes are noted as follows:

- There are slightly fewer applicants identifying as heterosexual (down from 82.5% to 77.9%) with a broader spread of sexual orientations being represented, including an increase in applicants identifying as bisexual. We introduced a checking tool for job adverts which identifies gender coding in the wording of job adverts. This has helped us to remove gendered words and may have contributed to these changing numbers.
- We have seen a significant reduction of applicants from a White background and an increase in applicants identifying across all other ethnicities. This may be due in part to the pandemic in addition to changing immigration rules post-Brexit. Both had the effect of significantly reducing migration from Europe and increasing the requirement to recruit more from around the world, with a corresponding increase in sponsoring foreign nationals.
- The mix of applicant ages has remained constant from the last report through to this one.

Our recruitment processes have been amended to raise awareness of the support available to applicants with a disability through adverts in specialist press and improved website content. Despite this, there has been a slight drop in applicants identifying as having a disability. Following the covid-19 pandemic



SRUC has adopted hybrid working in most areas. This may have contributed to the reduction in people disclosing a disability due to them being able to use hybrid working to manage their disability independently. This is something we will monitor going forward in line with any increase in people working from the office.

SRUC is looking into further initiatives to embed equity and fairness in all recruitment processes. For example, we are considering becoming an SCQF (Scottish Credit and Qualifications Framework) Inclusive Recruiter<sup>7</sup> to remove potential barriers to applicants with the required skills for some roles but not necessarily the traditional qualifications. We want to investigate targeted advertising channels for some minority groups to improve representation.

## **Key Human Resources projects**

Our Human Resources team are improving how we gather and use our employee data through the following projects.

### **New Human Resources information system (HRIS)**

Work is ongoing to develop and implement a new HRIS, which will allow for more robust reporting mechanisms and will facilitate intersectional data analysis. This is an essential step to inform actions under the equality outcomes and to facilitates measurement of the impact our work has on equality groups. This will also improve SRUC's ability to understand our employee journey and take action to address any differences in experiences by equality group. This work is ongoing and should be in place by April 2025.

### **Human Resources policy review**

A full policy review timetable is in place following engagement with the Joint Trade Unions who are updated on progress monthly. The priority list reflects recent or expected changes in employment legislation and SRUC's strategy aims. All policies are being equality impact assessed using SRUC's institutional equality impact assessment toolkit. These equality impact assessments will be shared with the Joint Trade Unions and will include the outcome of employee

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<sup>7</sup> For more information about this framework visit [About the Framework | Scottish Credit and Qualifications Framework \(scqf.org.uk\)](https://www.scqf.org.uk)

engagement (including staff networks) on policy revisions before policies are signed off and implemented.

Policies that have been revised include:

- Grievance policy launched Dec 2022
- Flexible working policy launched Jan 2023
- Menopause and Menstruation Policy launched Feb 2023

A review of our recruitment policy and practice to support the attraction of a more diverse applicant pool is Incorporated into the Human Resources Improvement Plan. This review is expected to take place by the end of 2023 and will include a move to a talent acquisition-based strategy with associated tools and benefits. The review will also incorporate the Academic Visitor immigration guidelines.

The Human Resources team are taking a proactive approach to policy implementation. For example, before the launch of our Menopause and Menstruation policy we ran Menopause Awareness courses for both employees and managers. Our Human Resources Business Partners ran further inhouse manager training sessions which were deliberately led by both male and female team members. Our EDI Lead is also facilitating virtual Menopause cafés open to all employees with plans to support future in person events.

### **Pay and grading project**

SRUC is currently going through a full organisational Pay and Grading review which will involve the evaluation of all roles within SRUC. This will ensure that all roles are evaluated and graded in line with an agreed structure. Role analysts have completed unconscious bias training as part of their development to undertake this role. The project plan is in place and is being delivered in partnership with the Joint Trade Unions.

## Appendices

### Explanatory notes

**Suppressed values:** Where appropriate, we have suppressed our data where numbers are <10 or where we think there is a risk to employee anonymity. This may include suppressing the next lowest figures even where these are >10 to avoid low numbers being calculated. Where overall number are low, for example numbers who have applied for sponsored learning, we have not published the data tables but have provided relevant narrative and figures in the main body of this report.

**Transgender employees:** Please note that we collect but do not publish data about employees who identify as transgender due to low numbers.

**Ethnicity aggregation:** We are aware that aggregating data can disguise the substantial differences between ethnic groups within those categories. Due to low numbers, we have aggregated our ethnicity data as follows:

- **UK White** aggregates British, English, Northern Irish and Scottish.
- **Other white** aggregates Polish, Irish, Gypsy or Traveller and other white background.
- **Black, Asian and minority ethnic groups** aggregates all Pakistani, Asian, Indian, Chinese, Caribbean, Black, Arab, and African
- **Other ethnic background** aggregates all other ethnic minority groups not listed above.

**Religion or Belief aggregation:** We have aggregated numbers for people who are Buddhist, Hindu, Jewish, Muslim or Sikh.

## Appendix A: Proportion of employees by protected characteristic 2021 – 2023

The data outlined below is based on a snapshot date as at 31 March in the year indicated.

**Table 1: Proportion of employees by Sex**

Sex	2021		2022		2023	
	Total	%	Total	%	Total	%
Female	720	57.3%	732	57.7%	789	58.7%
Male	516	41.1%	510	40.2%	526	39.1%
Other	*	*	*	*	*	*
Prefer Not to say	19	1.5%	21	1.7%	19	1.4%
No response	*	*	*	*	*	*
<b>Total</b>	<b>1257</b>	<b>100%</b>	<b>1269</b>	<b>100%</b>	<b>1345</b>	<b>100%</b>

**Table 2: Proportion of employees by Sexual Orientation**

Orientation	2021		2022		2023	
	Total	%	Total	%	Total	%
Heterosexual	930	74.0%	961	75.7%	1055	78.4%
Gay or Lesbian	22	1.8%	20	1.6%	*	*
Bisexual	*	*	*	*	28	2.1%
Other	*	*	*	*	*	*
Prefer not to say	73	5.8%	77	6.1%	65	4.8%
No response	219	17.4%	193	15.2%	171	12.7%
<b>Total</b>	<b>1257</b>	<b>100%</b>	<b>1269</b>	<b>100%</b>	<b>1345</b>	<b>100%</b>

**Table 3: Proportion of employees by Disability**

Disability Status	2021		2022		2023	
	Total	%	Total	%	Total	%
Disabled	83	6.6%	92	7.2%	105	7.8%
Non-disabled	1053	83.8%	1061	83.6%	1128	83.9%
Prefer not to say	39	3.1%	40	3.2%	42	3.1%
No response	82	6.5%	76	6.0%	70	5.2%
<b>Total</b>	<b>1257</b>	<b>100%</b>	<b>1269</b>	<b>100%</b>	<b>1345</b>	<b>100%</b>

**Table 4: Proportion of employees by Ethnicity Profile**

Ethnicity	2021		2022		2023	
	Total	%	Total	%	Total	%
UK White	936	74.4%	987	77.8%	1071	79.6%
Other White	129	10.3%	86	6.8%	71	5.3%
BAME	24	1.9%	35	2.8%	40	3.0%
Other ethnic background	55	4.4%	55	4.3%	70	5.2%
Not known	14	1.1%	13	1.0%	10	0.7%
Prefer not to say	40	3.2%	38	3.0%	30	2.2%
No response	59	4.7%	55	4.3%	53	3.9%
<b>Totals</b>	<b>1257</b>	<b>100%</b>	<b>1269</b>	<b>100%</b>	<b>1345</b>	<b>100%</b>

**Table 5: Proportion of employees by Marriage & Civil Partnership**

Marriage Status	2021		2022		2023	
	Total	%	Total	%	Total	%
Single	277	22.0%	290	22.9%	340	25.3%
Living together	180	14.3%	196	15.4%	222	16.5%
Married	600	47.7%	597	47.0%	617	45.9%
Civil Partnership	14	1.1%	12	0.9%	*	*
Divorced	11	0.9%	10	0.8%	*	*
Prefer not to say	62	5.0%	69	5.4%	63	4.7%
No response	113	9.0%	95	7.5%	85	6.3%
<i>Total</i>	<i>1257</i>	<i>100%</i>	<i>1269</i>	<i>100%</i>	<i>1345</i>	<i>100%</i>



**Table 6: Proportion of employees by Religion or Belief**

Religion/Belief	2021		2022		2023	
	Total	%	Total	%	Total	%
No religion or belief	486	38.7%	524	41.3%	615	45.7%
Buddhist, Hindu, Jewish, Muslim or Sikh	21	1.6%	25	2.1%	28	2.1%
Christian – Protestant	254	20.2%	237	18.7%	244	18.1%
Christian – Roman Catholic	79	6.3%	79	6.2%	73	5.4%
Christian – other	67	5.3%	71	5.6%	76	5.7%
Any other religion or belief	26	2.1%	33	2.6%	40	3.0%
Prefer not to say	101	8.0%	104	8.2%	95	7.1%
No response	223	17.8%	196	15.4%	174	12.9%
<b>Total</b>	<b>1257</b>	<b>100%</b>	<b>1269</b>	<b>100%</b>	<b>1345</b>	<b>100%</b>

Table 7: Proportion of employees by Age Profile

Age Range	2021		2022		2023	
	Total	%	Total	%	Total	%
16-19	*	*	*	*	22	1.6%
20-24	57	4.5%	53	4.2%	54	4.0%
25-29	114	9.1%	115	9.1%	132	9.8%
30-34	126	10.0%	139	11.0%	145	10.8%
35-39	147	11.7%	149	11.7%	152	11.3%
40-44	163	13.0%	167	13.2%	175	13.0%
45-49	141	11.2%	149	11.7%	161	12.0%
50-54	173	13.8%	171	13.5%	179	13.3%
55-59	158	12.6%	153	12.1%	152	11.3%
60-64	111	8.8%	105	8.3%	111	8.3%
65+	57	4.5%	63	5.0%	62	4.6%
Unknown	*	*	*	*	0	0%
<b>Total</b>	<b>1257</b>	<b>100%</b>	<b>1269</b>	<b>100%</b>	<b>1345</b>	<b>100%</b>

## Appendix B: Part-time and full-time employees by protected characteristic 2021 – 2023

The data outlined below is based on a snapshot date of 31 March in the year indicated. A full-time (FT) employee is defined as employees contracted to 1FTE (full time equivalent) and above, for example farm workers. Part-time (PT) employees are defined as employees contracted to below 1FTE.

**Table 1 – Proportion of employees by Sex**

Sex	2022 - FT		2023 - FT		2022 - PT		2023 - PT	
	Total	%	Total	%	Total	%	Total	%
Male	405	46.2%	431	46.8%	105	26.7%	95	22.4%
Female	452	51.6%	469	51.0%	280	71.2%	320	75.3%
Other	*	*	*	*	*	***	*	*
Prefer not to say	17	1.9%	15	1.6%	*	*	*	*
No response	*	*	*	*	*	*	*	*
<b>Total</b>	<b>876</b>	<b>100%</b>	<b>920</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>425</b>	<b>100%</b>

**Table 2: Proportion of employees by Sexual Orientation**

Sexual Orientation	2022 - FT		2023 - FT		2022 - PT		2023 - PT	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	692	79.0%	749	81.4%	269	68.4%	306	72.0%
Gay or Lesbian	16	1.8%	16	1.8%	*	*	*	*
Bisexual	*	*	*	*	*	*	18	4.2%
Other	*	*	*	*	*	*	*	*
Prefer not to say	53	6.1%	44	4.8%	24	6.1%	21	4.9%
No response	104	11.9%	99	10.8%	89	22.6%	72	16.9%
<b>Total</b>	<b>876</b>	<b>100%</b>	<b>920</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>425</b>	<b>100%</b>

**Table 3: Proportion of employees by Disability**

Disability status	2022 - FT		2023 - FT		2022 - PT		2023 - PT	
	Total	%	Total	%	Total	%	Total	%
Disabled	67	7.6%	63	6.8%	25	6.4%	42	9.9%
Non-disabled	744	84.9%	798	86.7%	317	80.7%	330	77.6%
Prefer not to say	32	3.7%	30	3.3%	*	*	12	2.8%
No response	33	3.8%	29	3.2%	*	*	41	9.6%
<b>Total</b>	<b>876</b>	<b>100%</b>	<b>920</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>425</b>	<b>100%</b>

**Table 4: Proportion of employees by Ethnicity Profile**

Ethnicity	2022 - FT		2023 - FT		2022 - PT		2023 - PT	
	Total	%	Total	%	Total	%	Total	%
UK White	691	78.9%	739	80.3%	291	74.0%	332	78.1%
Other White	56	6.5%	47	5.2%	29	7.4%	23	5.4%
BAME	28	3.1%	30	3.2%	*	*	11	2.6%
Other ethnic background	43	5.5%	52	5.7%	12	3.1%	18	4.2%
Prefer not to say	30	2.8%	24	2.6%	*	*	*	*
Not known	*	*	*	*	*	*	*	*
No response	*	*	*	*	40	10.2%	33	7.8%
<b>Total</b>	<b>876</b>	<b>100%</b>	<b>920</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>425</b>	<b>100%</b>

**Table 5: Proportion of employees by Marriage & Civil Partnership**

Marriage and civil partnership status	2022 - FT		2023 - FT		2022 - PT		2023 - PT	
	Total	%	Total	%	Total	%	Total	%
Single	214	24.4%	244	26.5%	76	19.3%	96	22.6%
Living together	150	17.1%	156	17.0%	46	11.7%	66	15.5%
Married	399	45.5%	416	45.2%	198	50.4%	201	47.3%
Civil Partnership	*	*	*	*	*	*	*	*
Divorced	*	*	*	*	*	*	*	*
Prefer not to say	47	5.4%	43	4.7%	22	5.6%	20	4.7%
No response	48	5.5%	45	4.9%	47	12.0%	40	9.4%
<b>Total</b>	<b>876</b>	<b>100%</b>	<b>920</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>425</b>	<b>100%</b>

**Table 6: Proportion of employees by Age Profile**

Age Range	2022 - FT		2023 - FT		2022 - PT		2023 - PT	
	Total	%	Total	%	Total	%	Total	%
16 - 24	37	4.2%	37	4.2%	21	5.3%	43	10.1%
25 - 34	197	22.5%	197	22.5%	57	14.5%	52	12.2%
35 - 44	212	24.2%	212	24.2%	104	26.5%	113	26.6%
45 - 54	235	26.8%	235	26.8%	85	21.6%	94	22.1%
55 - 64	175	20.0%	175	20.0%	83	21.1%	79	18.6%
65+	20	2.3%	20	2.3%	43	10.9%	44	10.4%
Unknown	37	4.2%	876	100%	393	100%	425	100%
<b>Total</b>	<b>876</b>	<b>100%</b>	<b>37</b>	<b>4.2%</b>	<b>21</b>	<b>5.3%</b>	<b>43</b>	<b>10.1%</b>

**Table 7: Proportion of employees by Religion or Belief**

Religion or Belief	2022 - FT		2023 - FT		2022 - PT		2023 - PT	
	Total	%	Total	%	Total	%	Total	%
No religion or belief	388	44.3%	433	47.1%	136	34.6%	182	42.8%
Buddhist, Hindu, Jewish, Muslim, or Sikh	18	2.1%	22	2.4%	*	*	*	*
Christian – Protestant	164	18.7%	168	18.3%	73	18.6%	76	17.9%
Christian – Roman Catholic	60	6.8%	55	6.0%	19	4.8%	18	4.2%
Christian – other	47	5.4%	51	5.5%	24	6.1%	25	5.9%
Any other religion or belief	20	2.3%	24	2.6%	*	*	*	*
Prefer not to say	72	8.2%	64	7.0%	32	8.1%	31	7.3%
No response	107	12.2%	103	11.2%	89	22.6%	71	16.7%
<b>Total</b>	<b>876</b>	<b>100%</b>	<b>920</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>425</b>	<b>100%</b>

## Appendix C Parental Leave uptake by type 2020 – 2023

The data below is presented as annual figures under the relevant financial year i.e., 2021-22 will cover data between 01/04/2021 – 31/03/2022.

**Table 1: Family care leave breakdown 2020 – 2023**

Absence Type	2020-21	2021-22	2022-23
Maternity Leave	16	20	26
Paternity Leave	14	*	*
Shared Parental Leave	*	*	*
Adoption Leave	*	*	*
<b>Total</b>	<b>32</b>	<b>32</b>	<b>32</b>

**Maternity Leave and Adoption and Surrogacy Leave:** Employees who qualify for maternity/adoption or surrogacy leave will be entitled to up to 52 weeks leave (i.e., 26 weeks ordinary leave, followed by up to 26 weeks additional leave)

**Statutory Maternity Pay and Statutory Adoption and Surrogacy Pay:** SRUC offers an enhanced occupational pay for maternity, and adoption and surrogacy leave for employees with over 1 years' service (at the beginning of the 15<sup>th</sup> week before the EWC, or prior to the week in which they are notified of being matched with the child for adoption cases). The enhanced occupational pay is equivalent to the employee receiving 26 weeks normal contractual pay and 13 weeks statutory pay. An employee who receives the enhanced occupational pay is required to return to work for a period of 12 weeks following their leave to retain the enhanced payment.

**Paternity/Partner Leave and Pay:** Employees who qualify for paternity/partner leave get up to 2 week's paid leave. Employees who qualify and earn above £123 per week receive SRUC's Occupational Paternity Pay (normal contractual pay) for the duration of their paternity leave. An employee who earns under this threshold may be eligible to claim allowance from the Department of Work and Pensions.

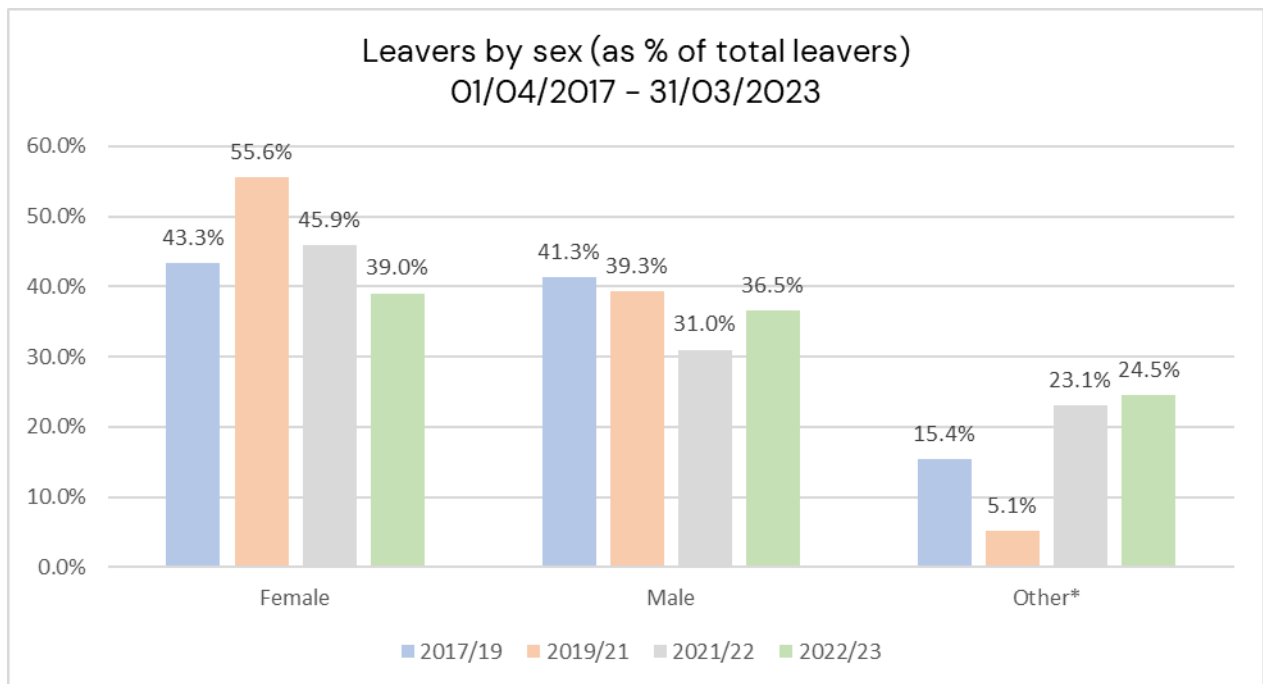
**Shared Parental Leave and Pay:** Eligible employees may be entitled to up to 50 weeks Shared Parental Leave during the child's first year. If an employee decides to end their maternity/adoptive leave, then they and/or their partner may opt-in to Shared Parental Leave and take any remaining weeks as Shared Parental Leave. Employees who are eligible for Shared Parental Leave can receive statutory shared parental pay up to the first 37 weeks of their leave.



## Appendix D: Leavers profiles 2020 – 2023

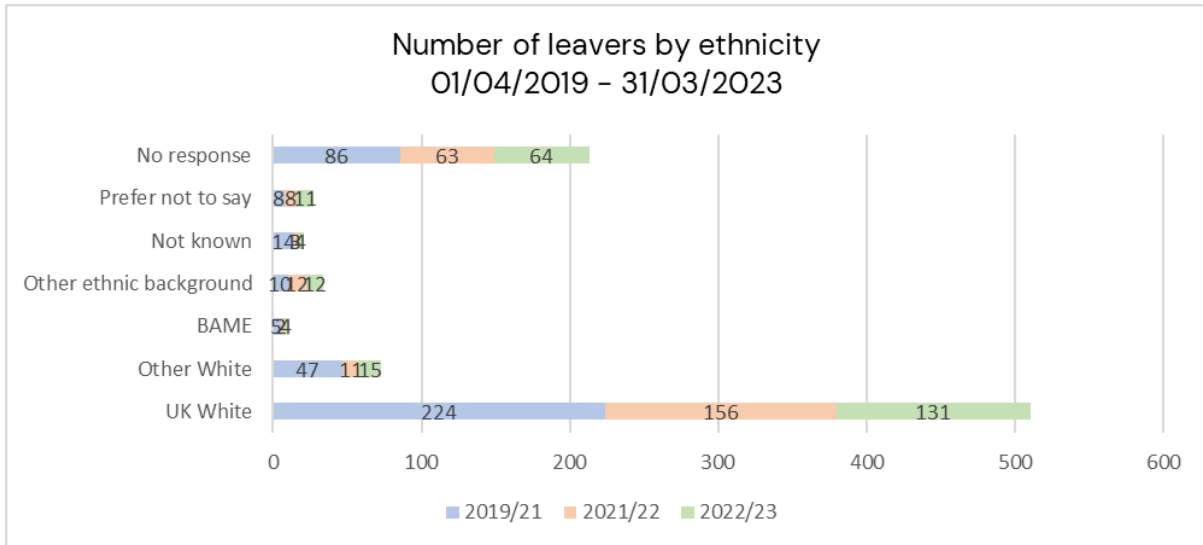
Please note the 2017–19 and 2019–21 data shown is an amalgamation of the data across 01/04/2017 to 31/03/2019, and 01/04/2019 to 31/03/2021 respectively. The data from 01/04/2021 onwards is presented as annual figures under the relevant financial year i.e., 2021–22 will cover data between 01/04/2021 – 31/03/2022.

**Chart 1: Leaver information in relation to sex is available for the period 01/04/2017 – 31/03/2023**



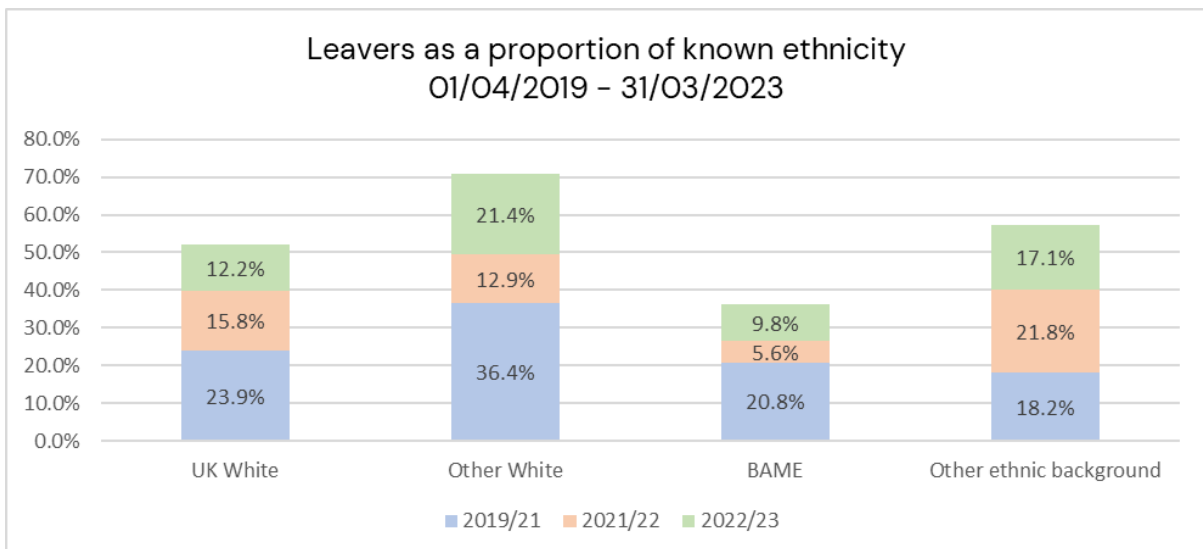
\*The figures for 'Other' include data recorded as 'Other', 'Prefer not to say' and 'No response'.

**Chart 2: Leaver information in relation to ethnicity for the period 1/4/2019 – 31/3/2023**



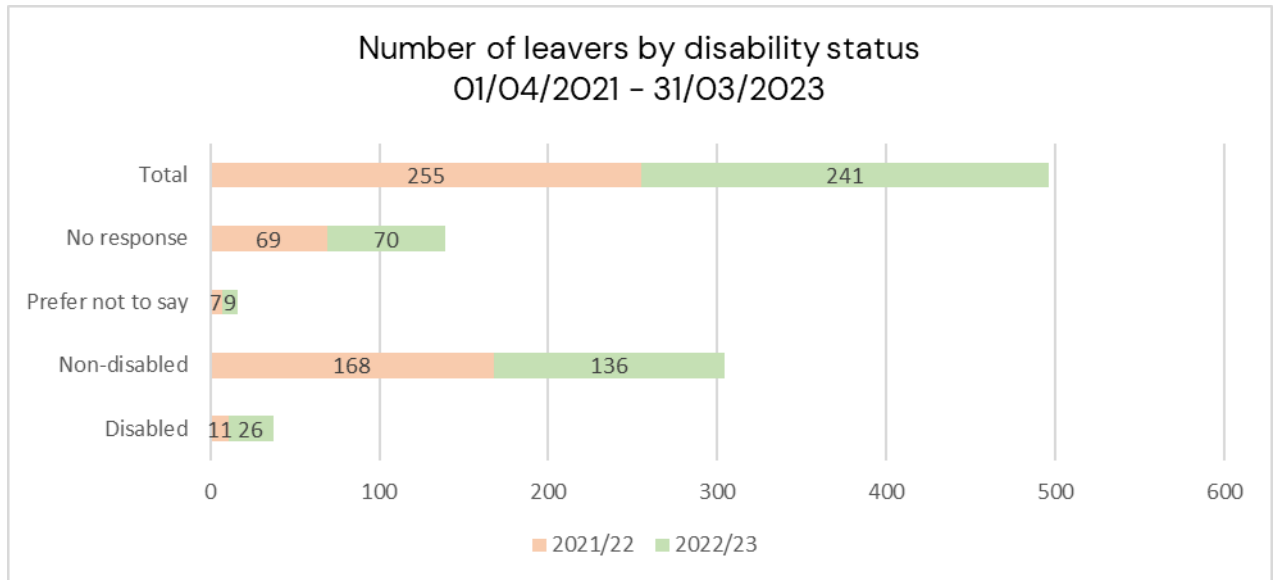
**Chart 3: Leaver information as a proportion of known ethnicity 1/4/2019 – 31/03/2023**

The chart below shows the proportion of leavers by known ethnicity as a proportion of the employee population with a disclosed ethnicity. This is a useful alternative to the exact number of leavers by ethnicity as shown in Chart 2 above.



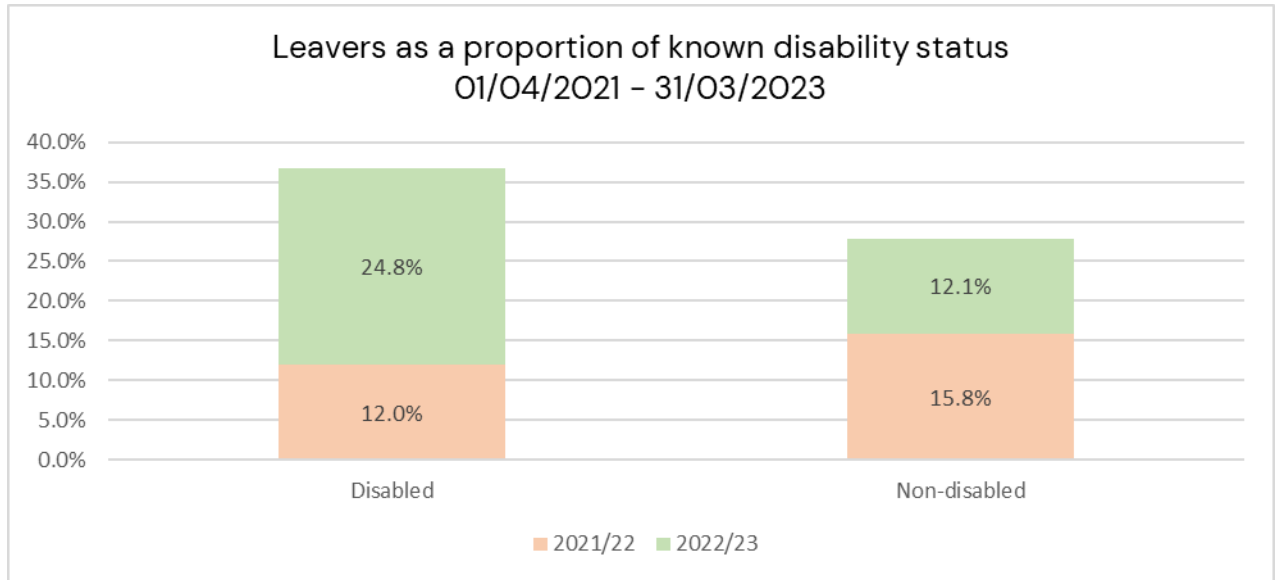
**Chart 4: Leaver information by disability status for the period 1/4/2021 – 31/3/2023**

This is an additional analysis not included in previous reporting therefore the data only covers the current 2-year review period however will continue to be analysed to inform decision making moving forward.



### Chart 5: Leavers as a proportion of known disability status

The chart below shows the proportion of leavers by known disability status as a proportion of the employee population with a disclosed disability status. This is a useful alternative to the exact number of leavers by disability status as shown above.



## Appendix E: Recruitment information by protected characteristics 2021-2023

The below was data is collected between 01/04/2021 – 31/03/2023.

**Table 1: Proportion of applicants by Sex**

Sex	2021-2023			
	Applications		Successful candidates	
	Total	%	Total	%
Female	486	46.6	109	61.2
Male	541	51.6	62	34.8
Other	*	*	*	*
Prefer not to say	*	*	*	*
No response	*	*	*	*
<b>Total</b>	<b>1048</b>	<b>100</b>	<b>178</b>	<b>100</b>

**Table 2: Proportion of applicants by Sexual Orientation**

Sexual Orientation	2021-2023			
	Applications		Successful candidates	
	Total	%	Total	%
Heterosexual	816	77.9%	156	87.6%
Gay or Lesbian	28	2.6%	*	*
Bisexual	80	7.6%	*	*
Other	31	3%	*	*
Prefer not to say	92	8.8%	*	*
No response	1	0.1%	*	*
<b>Total</b>	<b>1048</b>	<b>100</b>	<b>178</b>	<b>100</b>

**Table 3: Proportion of applicants by Disability**

Disability status	2021-2023			
	Applications		Successful candidates	
	Total	%	Total	%
Disabled	45	4.3%	*	*
Non-disabled	976	93.1%	164	92.1
Prefer not to say	26	2.5%	*	*
No response	1	0.1%	*	*
<b>Total</b>	<b>1048</b>	<b>100</b>	<b>178</b>	<b>100</b>

**Table 4: Proportion of applicants by Ethnicity Profile**

Ethnicity	2021/2022			
	Applications		Successful candidates	
	Total	%	Total	%
UK White	382	36.5	146	82
Other White	140	13.4	17	9.6
BAME	478	45.6	*	*
Other ethnic background	*	*	*	*
Prefer not to say	40	3.8	*	*
Not known	0	0	0	0
No response	*	*	*	*
<b>Total</b>	<b>1048</b>	<b>100.1</b>	<b>178</b>	<b>100</b>



**Table 5: Proportion of applicants by Religion or Belief**

Religion or Belief	2021-2023			
	Applications		Successful candidates	
	Total	%	Total	%
No religion or belief	351	33.5%	104	58.4%
Buddhist, Hindu, Jewish, Muslim or Sikh	155	21.1%	*	*
Christian	377	36%	49	27.5%
Any other religion or belief	33	3.1%	*	*
Prefer not to say	65	6.2%	12	6.7%
No response	1	0.1%	*	*
<b>Total</b>	<b>1048</b>	<b>100</b>	<b>178</b>	<b>100</b>

**Table 6: Proportion of applicants by Marriage and Civil Partnership**

Marriage or Civil Partnership status	2021-2023			
	Applications		Successful candidates	
	Total	%	Total	%
Single	415	39.6	65	36.5
Co-habiting with partner	104	9.9	34	19.1
Married	448	42.7	60	33.7
Civil Partnership	14	1.3	*	*
Divorced	20	1.9	*	*
Separated	*	*	*	*
Widowed	*	*	*	*
Prefer not to say	35	3.3	*	*
No response	*	*	*	*
<b>Total</b>	<b>1048</b>	<b>100</b>	<b>178</b>	<b>100</b>

**Table 7: Proportion of applicants by Age Profile**

Age Range	2021-2023			
	Applications		Successful candidates	
	Total	%	Total	%
16-19	14	1.3	*	*
20-29	340	32.4	46	25.8
30-39	333	31.8	54	30.3
40-49	222	21.2	39	21.9
50-59	97	9.3	24	13.5
60-63	19	1.8	*	*
64 +	*	*	*	*
Prefer not to say	18	1.7	*	*
No response	*	*	*	*
<b>Total</b>	<b>1048</b>	<b>100</b>	<b>178</b>	<b>100</b>



# SRUC

## **At the heart of the natural economy**

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