



University for the Common Good

Equality Outcomes

2025-2029

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1. Introduction

- 1.1 This document presents Glasgow Caledonian University's Equality Outcomes 2025-2029. This set of equality outcomes, as required by the public sector equality duty of the Equality Act 2010, builds on the main themes of our previous (2021-2025) outcomes by establishing some new areas of focus that reflect recent and emerging priorities. The outcomes have also been directly informed by the Equality and Human Rights Commission and Scottish Funding Council's National Equality Outcomes.
- 1.2 The equality outcomes are the results that we aim to achieve to help meet our Equality Act 2010 public sector equality duty obligations, specifically to eliminate discrimination, advance equality of opportunity and foster good relations. The outcomes are aligned with our Equality, Diversity and Inclusion (EDI) Enabling Plan 2024-2030, the University's Strategy 2030 and mission as the University for the Common Good.
- 1.3 The University has used internal and external evidence relating to protected characteristics to inform the equality outcomes. The outcomes have been informed by the feedback gained from the development process of the EDI Enabling Plan during 2024. This internal evidence has been complemented by the Equality and Human Rights Commission and Scottish Funding Council's National Equality Outcomes and associated guidance, with the primary focus on tackling the persistent inequalities that exist in further and higher education. Appendix 1 maps out the relationship between the University's equality outcomes and the National Equality Outcomes.

2. Institutional alignment with our equality outcomes

- 2.1 Our equality outcomes are clearly aligned with our University's mission, vision, values, and our Strategy 2030 and the associated goals. Our EDI Enabling Plan is a core supporting pillar of the University's strategy. Equality is at the heart of GCU.

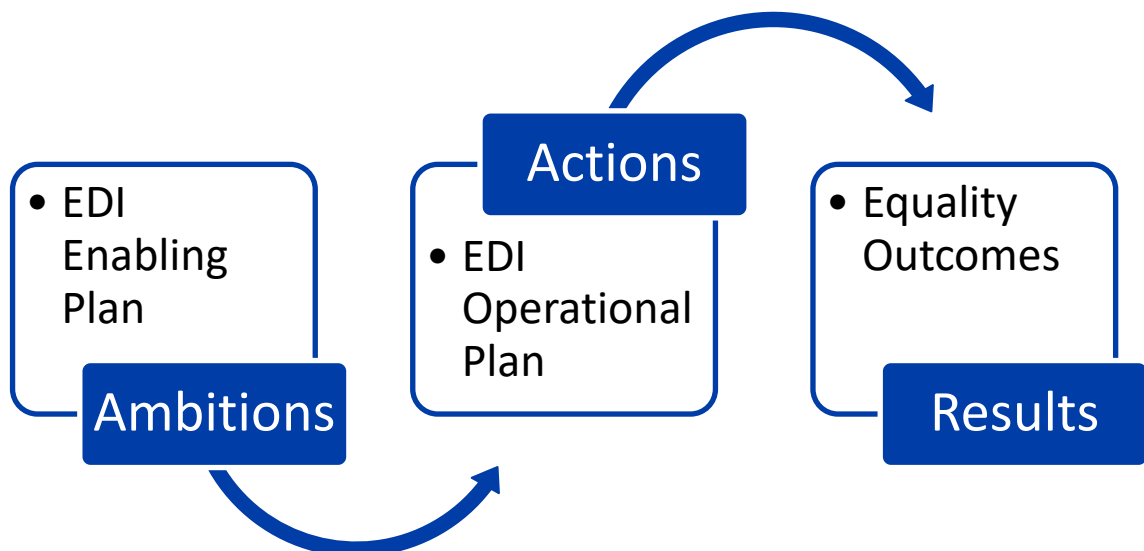


- 2.2 Working towards our equality outcomes will help us to further our University mission, vision, and values and Strategy 2030:

- Our **Mission** as the University for the Common Good draws on our rich history and founding purpose For the Common Weal as incorporated in our Coat of Arms
- Our **Vision** is 'to transform lives through excellent education and research that is accessible and impactful for the people of Glasgow and our communities locally, nationally and internationally.'
- Our core **Values** of Integrity, Creativity, Responsibility and Confidence are shared by staff and students and they underpin what we do and how we do it
- Our **Strategy 2030** is supported by our EDI Enabling Plan, which has the vision of ensuring 'GCU is an inclusive place to work and study, where equality is embedded and diversity is celebrated, so that everyone feels welcomed and supported and has a sense of belonging and wellbeing, in order to flourish and meet their full potential.'

2.3 The equality outcomes are directly linked to the University's EDI Enabling Plan – working towards the equality outcomes will support the University's EDI ambitions to embed a 'Culture of belonging', an 'Inclusive place to study', an 'Inclusive place to work' and to have 'Inclusive spaces':

- The EDI Plan articulates what EDI means at Glasgow Caledonian and sets out our ambitions to embed quality, celebrate diversity and promote inclusion.
- The Equality Outcomes are the results that will emerge as a result of successful implementation of the EDI Enabling Plan
- The University's EDI Operational Plan will be the crucial link between the equality outcomes and the EDI Enabling Plan. The implementation of the equality outcomes will be through the EDI Operational Plan, overseen and monitored by the EDI Steering Group.



3. Glasgow Caledonian University Equality Outcomes 2025-2029

3.1 Our equality outcomes for the next four years are:

Glasgow Caledonian University Equality Outcomes 2025-2029	
Equality Outcome 1	Students aged 25 and over feel fully supported to stay at the University and succeed
Equality Outcome 2	Disabled people feel fully supported in accessing the full range of facilities, opportunities and support across all aspects of University life
Equality Outcome 3	Transgender people feel safe and fully supported to be themselves across all aspects of University life
Equality Outcome 4	Black, Asian and Minority Ethnic people are confident that the University is taking action to tackle racism and promote race equality across all aspects of University life
Equality Outcome 5	People from different religious backgrounds feel safe and fully supported across all aspects of University life
Equality Outcome 6	Women across the GCU community feel confident that the University takes a proactive approach to preventing and responding to gender-based violence
Equality Outcome 7	Men across the GCU community feel that they are fully supported in relation to their mental health and wellbeing
Equality Outcome 8	Students from across the University are confident that sex, and other protected characteristics, are no barriers to their participation on academic courses
Equality Outcome 9	Lesbian, Gay and Bisexual people feel safe and fully supported to be themselves across all aspects of University life

3.2 The equality outcomes relate to the full range of our functions, activities, campuses and partnerships

- 3.3 The timescale for implementation by default is from April 2025 to April 2029 and more specific short, medium- and long-term timescales will be agreed as part of the development of the EDI Operational Plan.
- 3.4 The equality outcomes will be published on the University's website. They will be promoted via our mainstream communication channels, including our website and staff intranet.
- 3.5 Progress reports on the equality outcomes will be published every two years (April 2027, April 2029) in line with Equality Act 2010 requirements.

APPENDIX 1: GCU Equality Outcomes 2025-2029 mapped against National Equality Outcomes

AGE			
Persistent inequality	National Equality Outcome	GCU Equality Outcome 2025-2029	GCU EDI Enabling Plan Strategic Theme/activity
The outcomes of students, as evidenced by SFC and HESA data, by age group shows consistent under-achievement for students aged 25 and over in the university sector and for students under 19 in the college sector.	The retention outcomes for university students aged 25 and over will improve	Students aged 25 and over feel fully supported to stay at the University and succeed	Culture of belonging Inclusive place to study

DISABILITY			
Persistent inequality	National Equality Outcome	GCU Equality Outcome 2025-2029	GCU EDI Enabling Plan Strategic Theme/activity
Feedback from students to Lead Scotland, input from students into the SG/SAAS Disability Related Student Support Review and input into the Disabled Students Employment Action Plan all outline issues from disabled students in relation to the access and implementation of reasonable adjustments	Disabled students report feeling satisfied with the overall support and reasonable adjustments received, including from teaching staff, while on their course	Disabled people feel fully supported in accessing the full range of facilities, opportunities and support across all aspects of University life	Culture of belonging Inclusive place to study Inclusive place to work Inclusive spaces
Scottish hate crime statistics evidence increased harassment to people with a disability	Disabled staff and students report feeling safe in the tertiary system		

Disabled people are under-represented in College Boards and Courts	Where representation is not proportionate to the relevant population, increase the representation of disabled staff in the workforce and on college boards and university courts		
The proportion of disabled staff are not always in line with the local travel to work population (outlined in the 2022 Census) and are not in line with the national census			

GENDER REASSIGNMENT			
Persistent inequality	National Equality Outcome	GCU Equality Outcome 2025-2029	GCU EDI Enabling Plan Strategic Theme/activity
There is limited quantitative data about the outcomes for trans staff and students. Research from Stonewall and TransEdu suggests that Trans people face harassment on account of their trans status.	Trans staff and students report feeling safe to be themselves in the tertiary system.	Transgender people feel safe and fully supported to be themselves across all aspects of University life	Culture of belonging Inclusive place to study Inclusive place to work Inclusive spaces

RACE			
Persistent inequality	National Equality Outcome	GCU Equality Outcome 2025-2029	GCU EDI Enabling Plan Strategic Theme/activity
As outlined in the EHRC Racial Harassment Inquiry. Actions should include the recommendations from EHRC racial harassment inquiry (p15 & 16).	<p>Staff and students feel supported and safe and 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.</p> <p>Institutions should also have regard to attainment levels by racial group and ensure that their curriculum is diverse and anti-racist.</p>	Black, Asian and Minority Ethnic people are confident that the University is taking action to tackle racism and promote race equality across all aspects of University life	Culture of belonging Inclusive place to study Inclusive place to work Inclusive spaces
Staff data and student data from both sectors and data on representation at Court level outlines under-representation issues.	<p>Where representation is not proportionate to the relevant population, increase the racial diversity of court members and address any racial diversity issues in college boards.</p> <p>Where representation is not proportionate to the relevant population, increase the racial diversity of teaching and non-teaching staff to align with student representation in the sector.</p>		

RELIGION OR BELIEF			
Persistent inequality	National Equality Outcome	GCU Equality Outcome 2025-2029	GCU EDI Enabling Plan Strategic Theme/activity
There is limited quantitative data addressing the student experience based on religion and belief. We have used research presented by the Jewish Union of Students, and the lived experiences of people of faith in the development of the race equality project.	Students and staff report that they have confidence in institutional report and support mechanisms because they are fit for purpose.	People from different religious backgrounds feel safe and fully supported across all aspects of University life	Culture of belonging Inclusive place to study Inclusive place to work Inclusive spaces

SEX			
Persistent inequality	National Equality Outcome	GCU Equality Outcome 2025-2029	GCU EDI Enabling Plan Strategic Theme/activity
Evidenced from the Scottish Government's Equally Safe strategy including issues, predominately from women, relating to accessing support and reporting issues.	Staff and students know how to access support about violence, harassment and abuse, report their experience and feel properly supported in doing so because the services are fit for purpose. Institutions can evidence approaches that prevent and respond to violence, harassment and abuse.	Women across the GCU community feel confident that the University takes a proactive approach to preventing and responding to gender-based violence	Culture of belonging Inclusive place to study Inclusive place to work Inclusive spaces
Statistical data outlines that men in society are three times more likely than women to die by	Men (staff and students) know how to access mental health support (recognising intersectionality within that group).	Men across the GCU community feel that they are fully supported in relation to their mental health and wellbeing	Culture of belonging Inclusive place to study Inclusive place to work

suicide. Men are less likely to access mental health support.			
Statistical data shows that course choice and sex imbalance on courses remain an issue. However, the specific targets of the past have not had the required impact. Institutions have asked for flexibility to focus on key subjects where they could make an impact.	Institutions will have regard to significant imbalances on courses and take action to address it.	Students from across the University are confident that sex, and other protected characteristics, are no barriers to their participation on academic courses	Culture of belonging Inclusive place to study

SEXUAL ORIENTATION			
Persistent inequality	National Equality Outcome	GCU Equality Outcome 2025-2029	GCU EDI Enabling Plan Strategic Theme/activity
Stonewall Research suggests some LGB students hide their identities in universities and that staff experience barriers that prevent them from being out at work.	Lesbian, Gay and Bisexual staff and students report that they feel safe being 'out' at university and college.	Lesbian, Gay and Bisexual people feel safe and fully supported to be themselves across all aspects of University life	Culture of belonging Inclusive place to study Inclusive place to work Inclusive spaces