



I am delighted to welcome you to SRUC's Gender Action Plan which sets out our continuing commitment to addressing gender imbalance within the subjects SRUC offers. SRUC is a tertiary education provider committed to encouraging and enabling participation in our land-based courses.

Research by ourselves and others suggest that when considering gender imbalance in further and higher education, many of the barriers cited are based on preconceptions and outmoded stereotypes. This plan seeks to dispel those preconceptions by raising awareness, providing practical encouragement, positive interventions, and celebrating and sharing success.

As Scotland's Rural College we support the sector we serve in addressing the challenges of 21st Century food production, animal welfare and environmental sustainability. One way we do this is to develop the future work force and it is essential we ensure those who have the aptitude and appetite for working in this diverse and critically important sector are able to do so with confidence in their abilities and the knowledge that their gender is not an issue.

This is initially is a four year plan. Its progress will be regularly evaluated through SRUC's Education Divisional Management Team and our Equality, Diversity and Human Rights Committee. It will be revised and refined when required and as we analyse its impact on our student profile. Our Students' Association has been closely involved in the plan's development and the Association's sabbatical team will work with us on our ongoing review of the plan.

SRUC launched its new strategic vision in April 2017. Our commitment to gender equality will be firmly embedded as we further develop the strategy and create a sustainable business plan to underpin our vision.

The Scottish Government

Within the same timescale the challenge is to reduce the gap between male and female participation in undergraduate study from a 15.4% gap to 5%.

This plan represents SRUC's response to that challenge and complements our intentions articulated within our Outcome Agreement and our Equality Outcomes and Action Plan.

I would like to thank in advance the individuals, organisations and partner agencies whose future support and involvement will assist SRUC in achieving the aims within this plan.

Professor Wayne Powell
Principal and Chief Executive
June 2017

Background

SRUC, the legal title for the institution, was formed on 1 October 2012 from the merger of four 'legacy colleges' - Barony, Elmwood, Oatridge and the Scottish Agricultural College (SAC). The merger has created an integrated institution delivering tertiary education, research and consultancy to serve a wide range of stakeholders in agriculture, land and the rural sector.

We are a designated higher education institution and are recognised by the Scottish Funding Council (SFC) as a Small Specialist Institution. SRUC also receives funding from the Scottish Government Rural and Environmental Science and Analytical Services Division for research and consulting activity. We have close links with industry across all of our education, research and consulting activities.

With over 5000 students and 1329 employees SRUC operates its main education

Of the 17 SRUC subjects areas, the following have a gender imbalanced enrolment split at both FE and HE

Action Plan 2017-2020

following Action Plan.

1. Equality and diversity is firmly embedded in our management, leadership and

SRUC GENDER ACTION PLAN 2017-2020

Aim	Milestone Aim
By 2020-21, increase by 5 percentage points, the minority gender share in each of the imbalanced SRUC superclasses at both FE and HE. The overall SRUC combined FE and HE student population has an almost equal gender balance of 50.1% female and 49.8% male. At application stage this balance is 63.4% female and 36.6% male	Improve the gender balance in each of the identified HE and FE superclass by 4.2% percentage points by 2019-20
By 2030, no subject to have a 75:25 imbalance. Currently of SRUC's 13 subjects at FE level, 10 have an extreme gender imbalance and of SRUC's 14 subjects at HE level 5 have an extreme gender imbalance	50% reduction in the number of superclasses with an extreme gender imbalance (75:25) by 2025
To bring the overall gap between male and female participation in undergraduate study from a current 7% gap to 5% by 2030. SRUC is currently well below the sector 15.4% male: female gap	. SRUC will seek to reduce its gap to 6% by 2020/21

	Area	Aim	Action	Measurements for achieving the action	Impact or success measure	Timescale for delivery	Responsible lead(s)
1.7	Individuals	Increasing staff and student capacity through training and CPD (internal and external, online and face to face)	All staff undertake a compulsory equality on-line module. Equality is included within face to face student induction and the on-line Student Handbook. Specific awareness raising events throughout the year. Attending and disseminating relevant external development opportunities offered by QAA, CDN, UCAS, SPA, ECU and others	Staff and students feel better engaged with the gender agenda. This will be			

THEME 2 - INFLUENCING THE INFLUENCERS

	Area	Aim	Action	Measurements for achieving the action	Impact or success measure	Timescale for delivery	Responsible lead(s)
2.1	SDS Careers Advisers, Teachers	Demonstration of gender equality within land-based subjects	Annual updating event at one or more of our campuses				

THEME 3 - RAISING AWARENESS AND ASPIRATION

