





Our [Strategic Plan 2018-22](#) articulates how the work undertaken by SRUC links to the UN Sustainable Development Goals (UNSDGs; now integrated within the Scottish Government's Purpose and revised National Performance Framework), specifying both Good Health and Wellbeing and Gender Equality. These UNSDGs will underpin our approach and activities.



our sphere of operation and influence and have contributed to national consultation



a committed Self Assessment Team (SAT). Our workload allocation model for academic staff includes a code to allow SAT members, and other colleagues, to record time dedicated to gender equality activity.

Our Athena Swan application includes detailed data relating to gender upon which the related action plan is developed to include SMART objectives. Our PSED reports includes information on staff numbers and pay gaps broken down by gender. Following a drive to encourage employees to update their personal equality information at the start of each calendar year the Equality, Diversity and Inclusion Committee reviews the reports created from this equality data, including gender information, on an annual basis.

We have in place a structure of equality related training including unconscious bias and equality impact assessments which begins in the induction process and is built upon in relation to specific responsibilities e.g. unconscious bias training for those

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