

EMPLOYABILITY

META SKILLS

COMMUNICATION 40%

LEADING 23%

CREATIVITY 48%

FOCUSING 34%

ADAPTING 22%

*When I grow up I want to be...*



# Towards Better  
**FUTURES**

31



SCHOOLS

40



P6 & P7 CLASSES

= 832



PUPILS IN 2025

**83%**

**OF PUPILS**

HAD A GOOD OR  
EXCELLENT  
UNDERSTANDING  
AFTER THE COURSE

**DISCRIMINATION  
AND PREJUDICE**

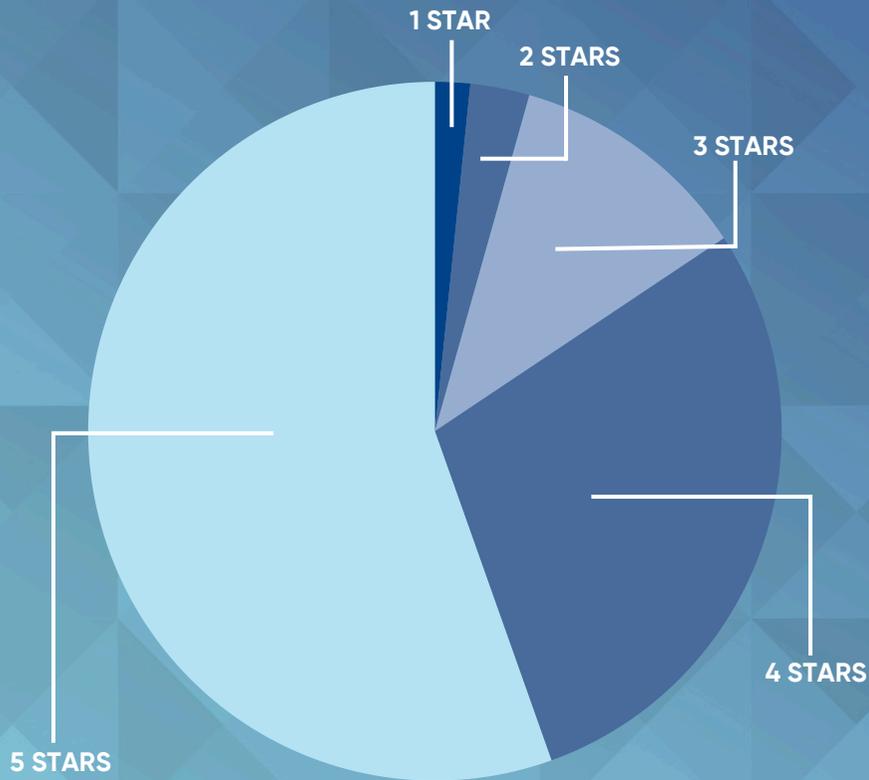
*"I've learned about how to  
deal with discrimination."*

*"Treat other people the  
way you want to be  
treated."*

**WHAT I THOUGHT  
OF THE PROGRAMME**

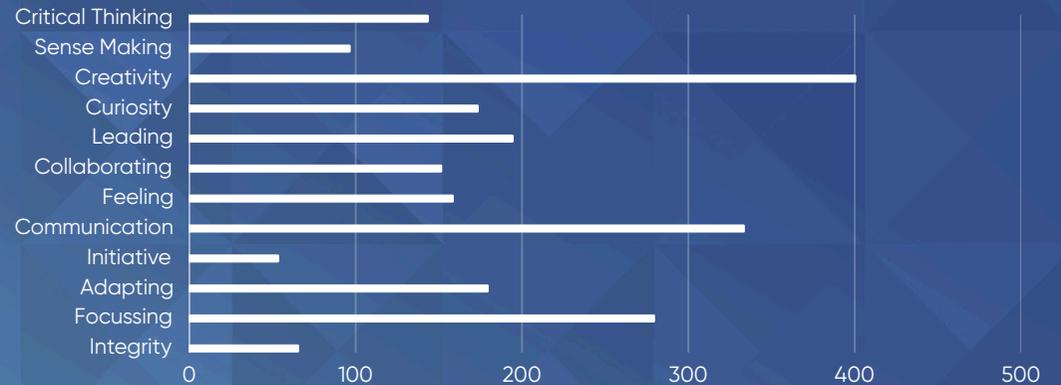
# PUPIL FEEDBACK

**832** young people took part in Diversity Wins (with employability) and rated our programme on average 4.3/5.



**69%** Had a good/excellent understanding of what job roles are available at a football club.

All young people look at what meta-skills are and identified what meta-skills are their strongest:



The young people were able to identify the job they would like in the future and relate what meta-skills would be needed:

- "**Architecture** – creativity and curiosity"
- "**Lawyer** – communication, critical thinking, sense making and leading"
- "**Marine Biologist** – adapting, communication, focussing and collaboration"
- "**Paramedic** – communication, sense making, leading and critical thinking"
- "**Gymnast** – focussing and creativity"

**83%** Had a good/excellent understanding of what discrimination and prejudice is, how it can look, and understand the impact it can have on people. Through activities, the young people also looked at ways they can help stop discrimination.

"If you see it then report it and be kind to others."

"Encourage people to stop."

"Instead of being a bystander and watching, you can stand up for them and go tell an adult."

## Key takeaways from the programme:

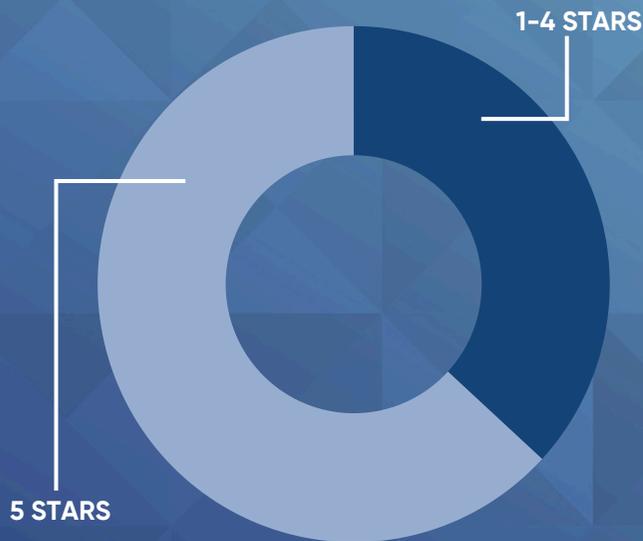
"How to deal with discrimination, jobs and skills needed."

"I will take away all of the meta skills and good qualities I have learned like anti-discrimination."

"I learned to not judge people based off how they look, their habits or religions."

# TEACHER FEEDBACK

When asked to rate the Diversity Wins programme, teachers gave it an average rating of 4.6/5.



**95%** Rated the course content good/excellent around employability and meta skills.

"Pitched at the right level and had a good reference to meta skills we are teaching school."

"The coach we had was great at explaining all the concepts in a child-friendly way."

"Pupils were able to take part in good discussions around employability and understand what it means."

**95%** of teachers rated the programme content around discrimination as good/excellent.

"Class got very involved and drew on their own experiences. There was good conversation between the class and the coach."

"The coach made the input on discrimination very powerful. It was great to see the class taking it very seriously and being brave enough to share their own experiences."

"The children were able to understand the severity of some forms of discrimination that exist."

**95%**

When asked about the ability of the course to put across key messages to young people, 95% of teachers said it was good/excellent.



## Teacher key takeaways:

"This course is very important particularly as meta-skills are being introduced across the city. Would definitely be keen again."

"Coach had fabulous rapport with class. Good activities that tied in with the work we have done on anti bullying, racism and prejudice."

"The children really enjoyed it and were well engaged. They loved having Zee as their coach, learning about diversity and we would love to have this opportunity again."



**AMANDA MILLAR**  
FOOTBALL ADMINISTRATION EXECUTIVE | RANGERS FC



Amanda has worked for the Club since 2004, working within various departments before accepting a role in the football department. Amanda also has a music and business background.

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*Everyone and Anyone*

**KEY SKILLS**

- INITIATIVE
- CRITICAL THINKING
- FOCUSING
- INTEGRITY
- COMMUNICATING
- CREATIVITY

**ABOUT ME**

- From a young age I helped in my family's business from working on the shop floor to assisting with admin.
- After leaving school I went straight to college to study an HND in Business Secretarial with Business Law but I didn't finish as I was offered a job.
- I then worked for six years as an investment assistant for a venture capital company before going back to study.
- For 12 years I worked in professional theatre in the lighting and sound department of the Kings Theatre and Theatre Royal.
- My theatre work took place in the evening so I did temp work throughout the week and that's what led me to Rangers FC.




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