

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**

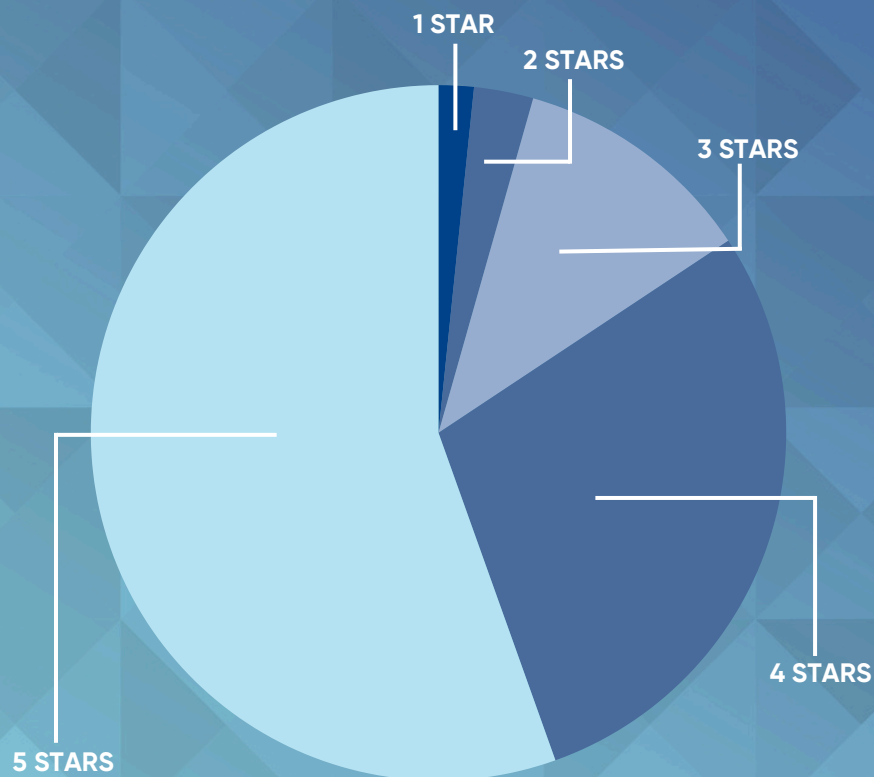
*"Treat other people the
way you want to be
treated."*

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

**WHAT I THOUGHT
OF THE PROGRAMME**

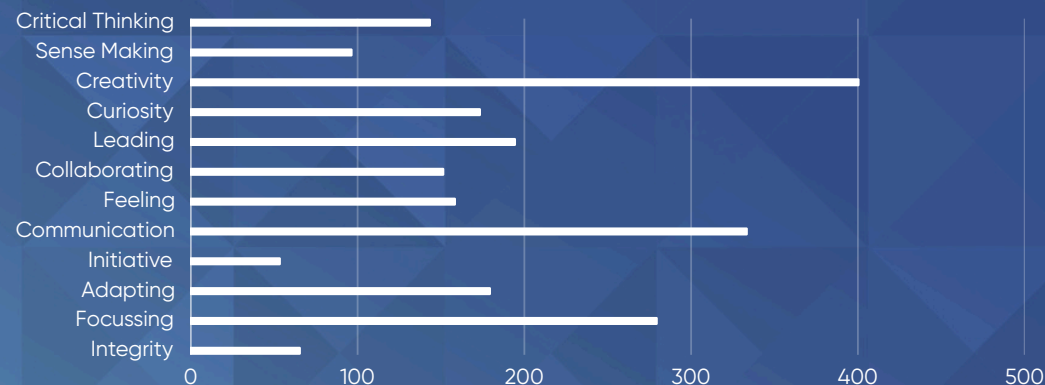
PUPIL FEEDBACK

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:

"Architect" – 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:

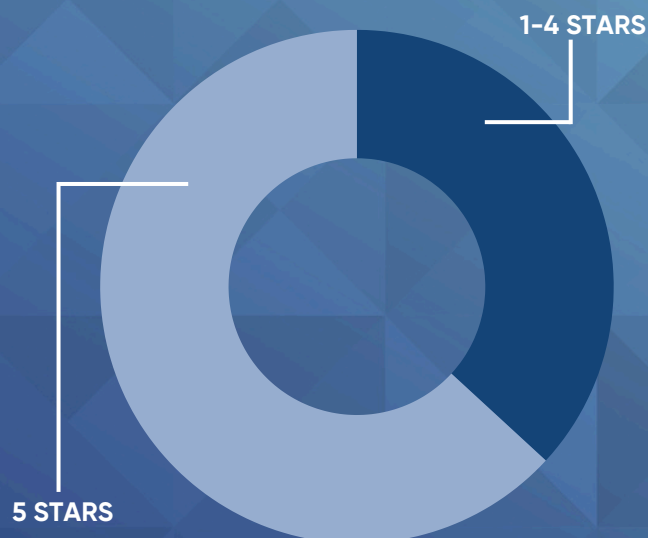
"How to deal with discrimination, jobs and skills needed."

"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.
- I then worked for six years as an investment assistant for a venture capital company before going back to study.
- 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.
- After leaving school I went straight to college to study on HND in Business Secretarial with Business Law but I didn't finish as I was offered a job.
- For 12 years I worked in professional theatre in the lighting and sound department of the Kings Theatre and Theatre Royal.

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