

EMPLOYABILITY

META SKILLS

COMMUNICATION 45%

LEADING 29%

CREATIVITY 57%

FOCUSING 38%

CURIOSITY 28%

When I grow up I want to be...



Towards Better
FUTURES

24



SCHOOLS

40



P6 & P7 CLASSES

= 702



PUPILS IN 2026

85%

OF PUPILS
HAD A GOOD OR
EXCELLENT
UNDERSTANDING
AFTER THE COURSE

**DISCRIMINATION
AND PREJUDICE**

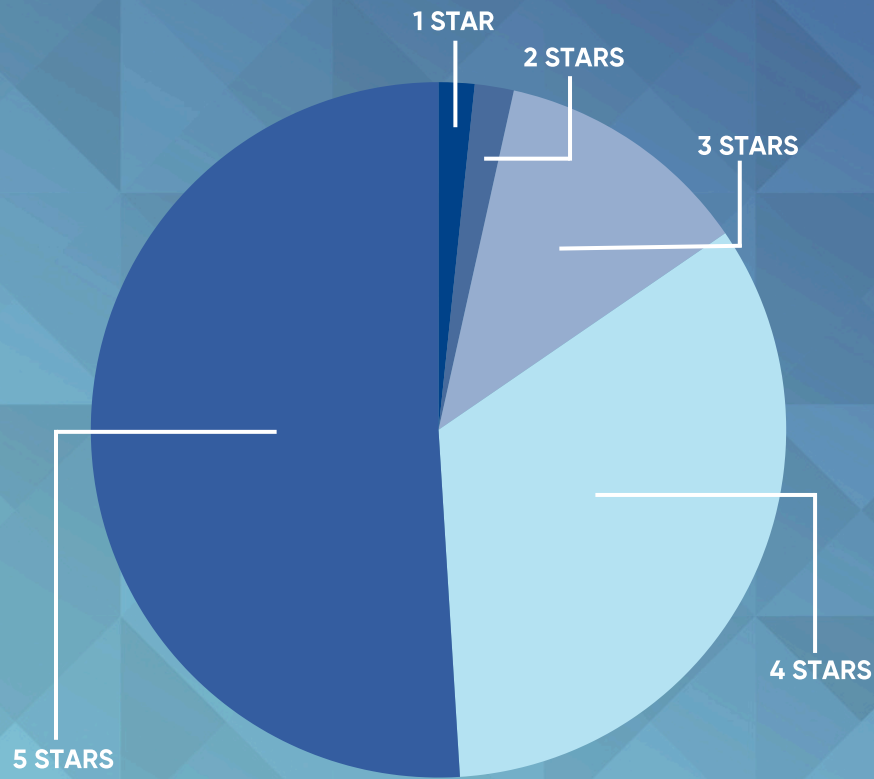
*"Be the bigger person and
think before you speak."*

*"I can explain the different
types of prejudice and
discrimination."*

**KEY
TAKEAWAYS**

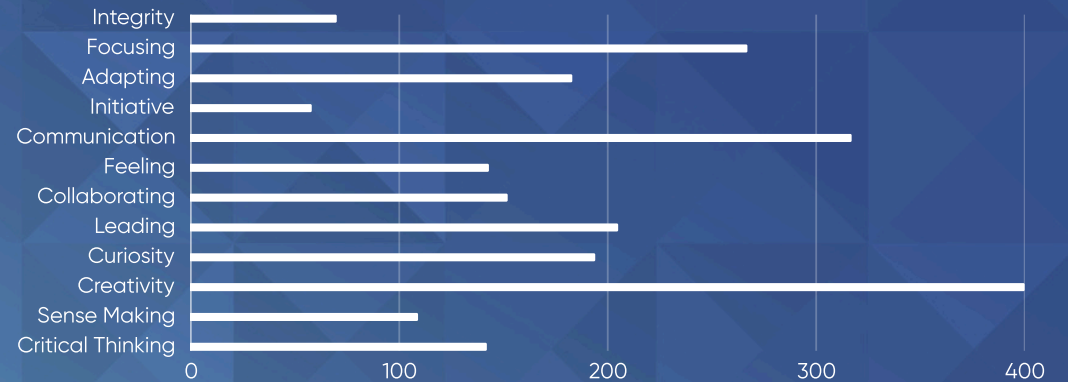
PUPIL FEEDBACK

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



70% 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:

- "**Social worker** – Communication, feeling, adapting"
- "**Fire Fighter** – Communication, critical thinking, focusing, leading"
- "**Oncologist** – Communication, adapting, focusing"
- "**Astronaut** – Curiosity, Creativity, critical thinking, focusing"
- "**Construction Engineer** – Leading, Creativity, Curiosity, Focusing"

85% 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.

"Be the bigger person. Think before you speak, and don't judge a book by its cover"

"Standing up for other people and being kind to everyone."

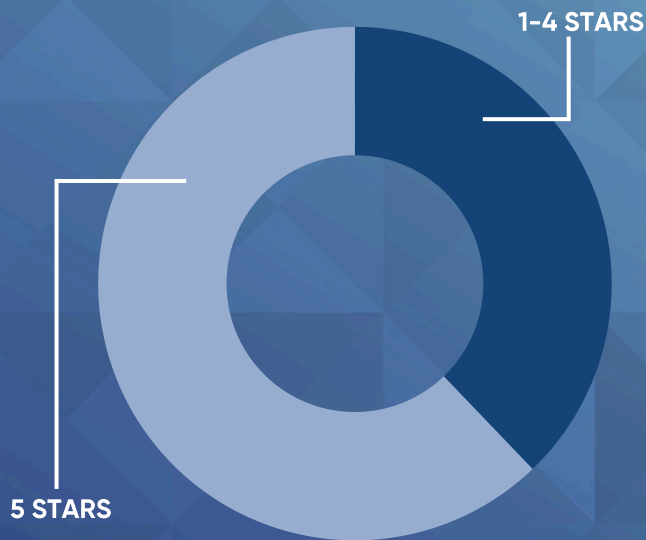
"Teach people about discrimination at a young age so when they're an adult they still don't do it."

Key takeaways from the programme:

- "I can explain different types of prejudice and discrimination."
- "Don't judge a book by its cover and discrimination is not okay."
- "Understand how someone would feel if you discriminated against them."
- "I have learned meta skills and that Rangers Football Club jobs aren't just about football."

TEACHER FEEDBACK

When asked to rate the Diversity Wins programme, teachers gave it an average rating of 4.5/5.



94% Rated the course content good/excellent around employability and meta skills.

"The content around employability was very engaging and realistic for pupils as this related to real life situations and they could see the purpose. We as a school have a huge drive with employability so this linked very well."

"The course was really engaging. It allowed the children to learn about careers and possibilities from someone with an admired profession and not their class teacher."

92% of teachers rated the programme content around discrimination as good/excellent.

"This was very engaging again for the pupils. They were involved in high quality discussions and learnt a lot from them. It was very engaging and insightful to hear personal stories about discrimination."

"The topic of discrimination was discussed in a respectful and thought-provoking way, encouraging the children to consider the way they treat others and what discrimination really means."

"Children were keen to share their experiences after hearing Zee's stories. This helped them to understand that it is ok to talk about any incidents that have happened."

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:

"Zee was great with the pupils and understood individual pupils interests and needs. He engaged all learners and made every situation real while also giving insightful advice for the transition to high school."

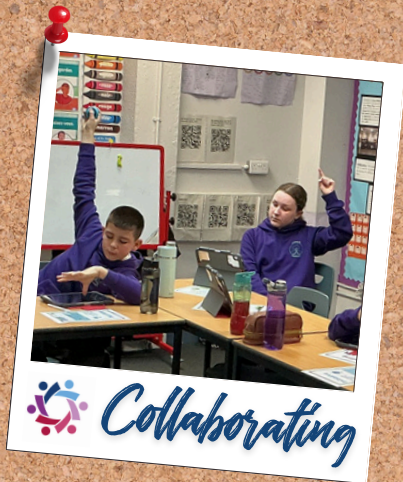
"Scott was fantastic with the children and was engaging throughout. He was able to pass on the information in a calm, upbeat and engaging way. He was able to talk about his own career path and what work he had to do in order to get to where he is today. This resonated well with the children. A great day and everyone enjoyed Scott's input."



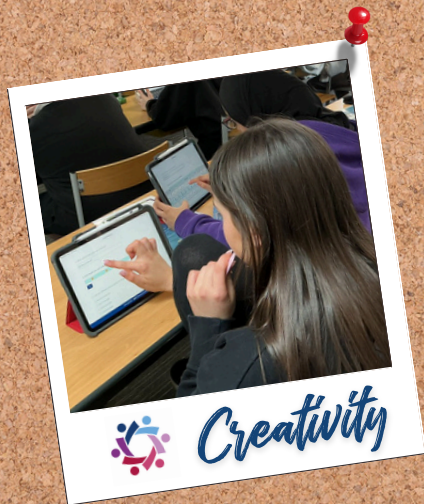
 *Focussing*



 *Leading*



 *Collaborating*



 *Creativity*



 *Completed It*

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.

A FOUNDATION FOR
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.



A FOUNDATION FOR

Everyone and Anyone

