CITY OF GLASGOW COLLEGE

Board of Management

Students, Staff & Equalities Committee

Date of Meeting	**Wednesday 15 January 2020**
Paper No.	**SSEC2-E**
Agenda Item	**5.1**
Subject of Paper	**EDI& Current Priorities: Update**
FOISA Status	**Disclosable**
Primary Contact	**Paul Clark, College Secretary/Planning; Naira Dar, ED&I Manager**
Date of production	**08/01/2020**
Action	**For Discussion**

1.   Recommendations

1.1 To discuss the summary update on ED&I priorities for 2019/2020

2.   Purpose of report
This paper provides an interim update on the Colleges current EDI priorities.

3.   Context

3.1 Trans and Gender Reassignment Guidance

The ED & I team is currently reviewing and updating the College's Trans and Gender Reassignment Guidance. This is being developed by and for the City of Glasgow College, and will be adopted by Clyde College and Kelvin College as standard practice across the College Region. A draft has now been developed and consultations are ongoing.

3.2   Equality Groups

College Equality groups are being re-established with the first meetings being held in January. This includes the ED & I Advisory and Engagement Group (with external partners), The internal ED & I Working Group, and the Chaplaincy group. The Chaplaincy group will include in their priorities work to ensure that the quiet reflection rooms are meeting their purpose for all staff and students.

3.3   Training and Development

There will be a renewed focus on training in the coming months. The current online Equality Module will be revised and updated, and offers of face-to-face training on Equality and Diversity will be circulated to staff. In addition, there will also be specific training developed on Trans Inclusion and Race Equality for both staff and students as requested by the Faculties.

The EDI team have also worked with the Student Engagement Team and OD to facilitate the delivery of Bystander Training for staff and students in relation to our commitment of delivering the principles of the Equally Safe Toolkit. Bystander Training is designed for those affected by Gender Based Violence (GBV) and is led in the College by Lisa Hardy from Student Support. The training sessions will be delivered by Rape Crisis Scotland and will take place in February/ March. Additionally, the need for training on EQIA emerged while supporting different teams, and the training is therefore currently being redeveloped.

### 3.4	Events and Equality Months

The EDI team will be working with partners internally and externally to host a number of equality events such as LGBT History Month in February and International Women's Day in March. The Diversity Months have been reviewed and updated to fall in line with the National Equality and Diversity Calendar dates.

Date	Calendar Months	Events
February	LGBT History Month	LGBT cross College and Universities Staff Networks event
March	Women's History Month	Showing of "Shifting Sands" Viewing followed by discussion panel of Coercion
April	Stress Awareness Month	tbc
June	Gypsy, Roma Traveller History Month	tbc
July		PRIDE/Mardi Gla

### 3.5	Gender Action Plan

The current Gender Action Plan (GAP) is due to complete by summer 2020. An analysis of the Gender Action Pan is currently under way in order to provide an overview for the Deans in preparation for the development of the key priorities for the Gender Action Plan 2020- 2023 The new gender action plan is due to be published at the end of this academic year. The ED&I team is providing Faculty Deans with a narrative for the purposes of reporting to Education Scotland on GAP.

The Scottish Funding Council is currently consulting with the Equalities and Human Rights Commission on how the GAP could be aligned to the PSED reporting. Guidance from SFC was expected in December, however this consultation is still ongoing and guidance will be providing once concluded.

▪ The current guidance has highlighted new areas for that should focus on implementing gender equality in relation to the:
  ➢ Equally safe toolkit
  ➢ Trans or gender diverse students
  ➢ Staff
  ➢ Senior Management
  ➢ Board

3.6   Recruitment and Selection

The new EDI officer Svetoslava Sergieva took up post on the 4th November 2019 is currently delivering on key EDI officer role priorities. Svetoslava brings with her a wealth of knowledge and experience and had recently completed an internship with Skills Development Scotland.

3.7.   Planning

A full review of the ED&I operational plan is planned for January/February following the appointment of the new EDI officer. This will be reported at the next Committee meeting in a fuller report to the Committee.

4.   Impact and implications

The Impact of failing to deliver on the above priorities will impact on our ability to deliver our PSED Equality Reporting as required under the Equality Act 2010. The implications of not delivering on our Gender Action Plan will impact negatively on the College's Equalities Outcome Agreement.