CITY OF GLASGOW COLLEGE

Board of Management

Students, Staff & Equalities Committee

Date of Meeting	**Wednesday 6 May 2020**
Paper No.	**SSEC3-G**
Agenda Item	**6.1**
Subject of Paper	**ED&I Current Priorities: Update**
FOISA Status	**Disclosable**
Primary Contact	**Paul Clark, College Secretary/Planning; Naira Dar, ED&I Manager**
Date of production	**22/04/2020**
Action	**To Note**

1.   Recommendations

1.1 To note 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 Scottish Equality Network

   The Scottish Equality Network was established in March 2020 after consultation from both the College Liaison Group on Equality and Diversity and the University Liaison group.

   The City of Glasgow College EDI Manager was appointed the first Chair of this joint group. The Chair will also liaise with and report to the Scottish National Equality Improvement Programme (SNEIP) and the Minister for Equalities as and when required.

   A summary of the Network purpose is outlined below:

   1. To represent a collective voice for equality and diversity practitioners and leads in colleges and universities in Scotland with the intention of:

   2. To strengthen the knowledge and capacity of those working in the field of equality and diversity within Scottish colleges.

   3. To advocate for, and explore ways of creating priority approaches to equality within the sector, with the challenges of:

   4. To become an authoritative voice and information exchange on equality within the sector including the creation and sharing of good practice, research and ideas within Scotland and the UK, to include collaboration and liaison with other relevant stakeholders and networks.

   This group will be pivotal in planning how we deliver equality and diversity in the current climate and how we prepare for the Public Sector Equality Duty Reporting in 2021.

   The first meeting of the network will take place on the 7th May with the Scottish Government, EHRC and the Scottish Funding Council to discuss how we move forward with the Public Sector Equality Duty (PSED) Requirements and with the wider Equality work, in the current climate and in the light of the PSED review. It should be noted that the EHRC have suspended the reporting requirements in England and Wales, whilst Scotland is still required to publish the full PSED requirements in April 2021.

A briefing of the agreed outcomes will be presented to the Committee at the next meeting.

3.2 Equality and Human Rights Commission (EHRC) Enquiry into Racial Harassment in Higher Education in the UK

In November 2019, the EHRC published the results of its enquiry on Racial Harassment in Higher Education, this did not include Colleges. However, there is an expectation from the Scottish Funding Council and the EHRC that the recommendations be adapted and addressed by both Colleges and Universities in Scotland.

A full copy of the report can be found [here](#).

AdvanceHE supported by the Scottish Funding Council have established an Expert Steering group on race Equality in Scotland to tackle and address the issues raised in the Enquiry. The EDI Manger has been selected to participate in this group, to help inform the actions identified. The purpose of the group is outlined below:

"The steering group will inform the development of resources for use by colleges and students to raise awareness of the impact of racial harassment. The resources to be developed will provide design assets for institutions to be used to brand a range of future interventions related to equality.

The expert short life steering group will inform the work required to develop the content of a toolkit of multi-media resources to support institutions in developing constructive and confident conversations about race, whiteness and racism. It is envisaged that the resources developed will be able to be adapted or augmented to support conversations about other aspects of difference on campus, between staff and students. The toolkit will be branded with the design assets created under the direction of the steering group."

The EDI Manger will update the committee of progress on the issues identified in the report and the work of the steering group and will develop a College led response in conjunction with the appropriate departments.

3.3   Training and Development

Further to our previous update in training, we are currently reviewing our equality training tools, with a view to provide a suite of training programs to ensure that our training covers the wider Equality Diversity and Inclusion issues.

3.4 Equality Groups

The Equality groups have been established with revised terms and conditions in place to reflect the new style of working. The Chaplin's group have now met at least twice with new members identified to represent multiple faiths. The Chaplains information has also been updated online and the EDI team have liaised with the Student Services team to ensure that students can access Chaplaincy support remotely should they require in the current circumstances The ED & I Advisory and Engagement Group (with external partners) and the internal ED & I Working Group met in January. New dates will be circulated shortly for future meeting as scheduled meetings had to be cancelled due to the ongoing pandemic.

3.5 Gender Action Plan

The current Gender Action Plan (GAP) was due to complete by summer 2020.

As a result of the lockdown the Scottish Funding Council have postponed the publications of the GAP until next year. A summary of progress was produced by the EDI team ahead of the Education Scotland visit in February 2020. This will now be updated to a full report once discussions can begin with the appropriate Gender Action Leads Plan for the College for the development of the key priorities for the Gender Action Plan 2021- 2024 The new gender action plan is due to be published at the end of this academic year.

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. 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

3.7. Planning

The ED&I operational plan will be amended in consideration of the new timeline and priorities set by the SFC and the Scottish Government. Amendments will be reported at the next Committee meeting. We are also reviewing how we use our resources to ensure the best possible impact during the current situation, for example working with Student Services and other parts of the college as required.

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.