

## Board of Management Students, Staff & Equalities Committee

<b>Date of Meeting</b>	<b>Monday 1 February 2021</b>
<b>Paper No.</b>	<b>SSEC2-K</b>
<b>Agenda Item</b>	<b>6.1</b>
<b>Subject of Paper</b>	<b>ED&amp;I Current Priorities: Update</b>
<b>FOISA Status</b>	<b>Disclosable</b>
<b>Primary Contact</b>	<b>Paul Clark, College Secretary/Planning; Naira Dar, ED&amp;I Manager</b>
<b>Date of production</b>	<b>25/01/2021</b>
<b>Action</b>	<b>For Noting</b>

### 1. Recommendations

1.1 To note the summary update on ED&I priorities for 2020/2021 including actions required to meet the College's Public Sector Equalities Duty.

## **2. Purpose of Report**

This paper will provide an interim update on the Colleges current EDI priorities.

## **3. Context**

### **3.1 PSED Reporting**

The EDI team's current PSED priorities are as follows:

- PSED Action Plan, and Mainstreaming reviewed and revised by April 2021;
- Equality Outcomes to be reviewed, revised, and published by April 2021;
- Regional Equality Agreements themes will remain unchanged for now and reviewed within 12 months.

As a result of COVID-19 -19 and the impact on Equalities, there have been several requests from Higher Education and Local government to have the publication date for the Equality reports to be extended however this has been refused by the Scottish Government. Discussions with the Scottish Funding Council and the Equality and Human Rights Commission have suggested that organisations produce smaller reports that focus on the publication requirements only.

The Coalition for Race Equality Rights have produced a summary of the Specific Duties requirements which can be found here.

[b0353f\\_967b9ea43b4540ad912cfb5c07a56c69.pdf \(filesusr.com\)](https://filesusr.com/b0353f_967b9ea43b4540ad912cfb5c07a56c69.pdf)

An outline of what is required for the College to meet the publication deadline is set out in Appendix A.

### **3.2 Equality Groups**

The Equality group meetings are being scheduled to ensure that they can review and respond the Equality Reports. The meetings will be held in March 2021. Key Equality priorities will be developed with the Equality groups as well as College staff and students.

### **3.3 Training and Development**

A review of the Equalities training is ongoing. This will incorporate training on anti-racism and micro aggressions for staff and students. A training toolkit on anti-racism is currently being developed by the Advance HE Steering group on race which the College is a member of. The toolkit is due to be launched in Spring 2021.

### **3.4 Events and Equality Awareness Raising Campaigns**

The EDI campaigns continue to highlight key areas of inequalities. Over the coming months there will be a focus on the following:

- LGBT History Month
- International Women's Day 2021 theme #Choose to Challenge
- United Nations Day of the Elimination of Racial Discrimination 21<sup>st</sup> March.

### **3.5 Involvement with Partners**

The College continues to participate and lead on National Equalities work and is currently Chair of the Scottish Equalities Forum. The next meeting will be held in March 2021 and is supported by Advance HE.

## **4. Impact and Implications**

The Impact of not delivering on the above priorities will impact on our ability to deliver our PSED Equality Reporting as required under the Equality Act 2010.

## PSED Planning Outline

Required to publish	Data required	Where data should be recovered	Lead	Action
<b>Mainstreaming report update on previous 4 years.</b>	<ul style="list-style-type: none"> <li>• Staff Data</li> <li>• Recruitment Data</li> <li>• Development Data</li> <li>• Complaints</li> <li>• Grievances</li> <li>• Disciplinarys</li> <li>• Promotions</li> </ul> <p>All Data required by first week in February to give enough time for analysis and write up.</p>	HR Faculties All	ND	Contact departments and faculties to update their progression mainstreaming. All information to be sent to the EDI Mailbox. SS and ND to lead on analysis.
<b>Mainstreaming report for 2021 to 2025</b>	Set of priorities on how we are going to meet the general duty of the Equality Act. Mainstreaming priorities for the college.	Priorities to be agreed with senior management and equality groups.	ND	To meet with the faculty leads to discuss new priorities.
<b>Equality Outcomes update and analysis</b>	Reflection and Analysis of what we have achieved. College dashboard and analysis of action plans.		ND	SS and ND to continue analysis and write up from 2019.
<b>Equality Outcomes 2021 to 2025</b>	Equality Outcomes are required to be strategic further guidance will determine what information will be required. The Regional Board priorities will remain as themes for College specific EO's.	All Consultation required for approval of priorities.	ND	Update on expectations of EO will be updated soon. Regional EO remain unchanged.
<b>Pay Gap report</b>	Staff hourly pay breakdown with Mean and Median figure.	HR	HR/ND	Set up meeting with HR lead to progress.
<b>Equal Pay statement</b>	Equal Pay statement on Gender and Race with associated actional plan.	HR	HR/ND	Set up meeting with HR lead to progress
<b>Occupational Segregation</b>	Staff Data breakdown by protected characteristic.	HR	HR/ND	Set up meeting with HR lead to progress.
<b>Board Diversity Information</b>	Board broken down by Protected characteristic in particular the Gender balance	Board	PC	Request information from PC

#### General Note

All reports to be published by April 30<sup>th</sup> key areas for EHRC and Scottish Government is to see strategic organisational priorities with an evidenced-based approach. The Equality Outcomes should be in alignment with other Government priorities. The focus for any new approaches should be based around impact rather than just the activity.

Th reports should demonstrate impact rather that a series of actions. Where there has been no progress/impact a statement outlining the rationale for this will be required.