

Board of Management Students, Staff & Equalities Committee

Date of Meeting	Wednesday 27 October 2021
Paper No.	SSEC1-I
Agenda Item	5.4
Subject of Paper	Equality Diversity and Inclusion (EDI) Current Priorities
FOISA Status	Disclosable
Primary Contact	Naira Dar, ED&I Manager Paul Clark, College Secretary/Planning
Date of production	19 October 2021
Action	For Discussion/Decision

1. Recommendations

To discuss the report.

2. Purpose

The purpose of this paper is for information, to discuss the College's progress to date with future actions associated with Equality Diversity and Inclusion.

3. Key Insights

3.1 This report highlights the some of the key EDI commitments required under the Equality Act 2010 as stated in our Equality Reports 2021. We are required to publish every 4 years, with progress to be published every 2 years.

3.2 The College published its Mainstreaming Report, Equal Pay Report and the Equality Outcomes by 30th April 2021 as required by Equalities Act. The Equality outcomes are in line with the agreed Regional Outcomes. The College maintains a leading role in the tertiary sector. The College leads as Chair of the Scottish Equality Forum representing Universities and College Equality Leads across Scotland, which involves representing the sector to the Scottish Government and liaising with the Scottish Funding Council on Equality issues.

The College has also worked in partnership with Advance HE to develop Anti Racist Assets in support of the Microaggressions campaign which we will be launching in October 2020.

4. Impact and Implications

4.1 It is the duty of the College to deliver and demonstrate progress on the Equality actions agreed by the Board. This is monitored by the Scottish Funding Council in line with the Memorandum of Understanding with the Equality and Human Rights Commission. In addition, the new Outcome agreements from the Scottish Funding Council have also incorporated Equality Impact Assessment as a key deliverable.

4.2 Equality Branding

4.21 In line with the new Equality reports a new and refreshed branding has been developed to better engage with EDI work across the College for staff and students. This branding will be used to identify EDI events and campaigns and all relevant EDI work across the College.

4.3 Training and Development

A review if the Equality and Diversity Training offer in ongoing and work with the Organisation Development team is underway to offer an enhanced experience of EDI training. Training in Anti racist practice and Trans Inclusion is currently being sourced with other bespoke training to be offered on request and in line with our Equality priorities. A session on Anti Racism has been planned for the Board and SMT for the 17th November.

4.4 Engagement

The Equality Working Group has been re-established and dates for meetings for the year are in place. The first meeting took place in October with subgroups being established to lead on Equality actions for example LGBTQ led work.

4.4.1 Staff Networks

There is a commitment to develop staff networks as outlined in the reports. It is envisaged that 4 networks will be developed or further supported, these are:

- LGBTQ+ Staff Network
- Disability Staff Network
- COGC Women's Network
- BME Staff Network

Both the LGBTQ+ network and the Disability staff network structures are in place with the Women's Network development currently being led by Gillian Ure and Siobhan Wilson. A call for the development of the BME network will be circulated during Black History Month.

4.4.2 Anti-Racism Campaign

The Principal signed the Anti Racism Declaration funded by the Scottish Funding Council. The Declaration was a commitment to tackling racism in Scottish Colleges and Universities. Resources to support this work were launched in March 2020. We will be launching our own campaign to support this along with the assets, as part of Black History Month, which will be made available through the EDI intranet pages.

4.4.3 Diversity Months

These will be continuing to be celebrated throughout the year. Information and associated materials will be made available on the EDI intranet site. Access to the ENEI resources on this page will also enhance learning and teaching opportunities to support the diversity months. This work will be delivered in partnership with CitySA to enhance impact for staff and students.

4.4.4 LGBT Youth Charter.

The College is committed to achieving LGBT Youth Charter Foundation status over the next 18 months. To achieve charter status work with senior teams will be required in addition to training and development opportunities on LGBT

awareness. It is anticipated that this work will begin in December/January due to the LGBT Youth Charter backlog.

4.5 Consultation

4.5.1 The EDI external working group will support the work that the College will be delivering. A new approach will involve investigating ways of delivering collaborative programs with the College and in the communities.

4.5.2 The Chaplains group held its first meeting of the term this month with meetings scheduled through the academic calendar. Work will involve rebranding the Chaplains marketing materials to better enhance engagement with staff and students.

4.6 Recruitment

The post of EDI officer is currently vacant, and the post is being advertised.