

Board of Management Students, Staff & Equalities Committee

Date of Meeting	Wednesday 26 October 2022
Paper No.	SSEC1-F
Agenda Item	6.1
Subject of Paper	ED&I Current Priorities Update 2022
FOISA Status	Disclosable
Primary Contact	Naira Dar
Date of production	18/10/2022
Action	For Noting

1. Recommendations

1.1 To note the report

2. Purpose

2.1 The purpose of this paper is to update the Committee on key EDI priorities in this academic year.

3. Consultation

This paper reflects some of the key priorities for delivering the Equality Diversity and Inclusion agenda. This can only be delivered through consultation and partnership working across the College. In highlighting these key areas consultation has taken place with the Student Association, external partners and Faculties and Departments across the College.

4. Key Insights

4.1 Equality Reports

The statutory reports in relation to the Public Sector Equality Duty are required to be published by April 30th 2023. These reports will outline our progress to date along with our workforce data, board diversity and pay gap information. The reports are being collated and it is anticipated that draft reports will be prepared by January 2023 for the Committees consideration.

This will be the last report in the current format. New guidelines are expected for our reporting cycle for 2025. The findings of the PSED consultation are expected early next year along with the National Equality Outcomes to address persistent inequalities.

4.2 Disability Confident

The City of Glasgow College is now accredited as a Disability Confident Employer this is stage 2 accreditation and is valid until 2025. We will now be working to achieve Disability Confident Leader as we progress our actions. This is a Government based accreditation initiative and is industry recognised.

4.3 LGBTQ+

The EDI team is working with the Student Association to achieve Silver status of the LGBT Youth Charter. This work will involve ensuring that policy practice and procedures are LGBT inclusive. Training will be provided by the group to ensure that staff are trained and supported. This will involve a review of our current Gender Reassignment policy, the short life working group will oversee this work for completion early 2023. The revised policy will follow on from our recent event hosting the Trans Edu Network mini conference which was well received by our partners and supported by the Board.

4.4 EQIA

The automisation of the EQIA process is now being progressed with a short life working group established to oversee its implementation. We will be working with East Ayrshire Council who have agreed to share their knowledge and experience on how this can be developed to meet the needs of the College. This model can be adapted to review and monitor a number of key strategic priorities. Training and guidance will be developed to support the new model.

4.5 Spiritual Care Team

The Spiritual Care team attended the Fresher week events this year and have re-established a drop-in service at the Riverside Campus. An action plan has been drafted and meetings are in place to approve and oversee the plan. The plan will reflect key events and dates for engagement through out the year.

4.6 Training and Development

Work is ongoing in developing a new online EDI module for staff EDI training for Managers. The training will focus on EQIA as well as Trans Inclusion, Disability Awareness and Anti-racism in the curriculum. The EDI manager will also be delivering EDI focused sessions for our International students and colleagues from Indonesia

4.7 Engagement

The EDI team will continue to engage with staff and students through various opportunities such as Diversity events, Staff Networks and in liaison with the Students Association will support the Campaigns calendar which reflects diversity events and campaigns across the College.

5. Impact and Implications

The implications on delivering this work is crucial in meeting our Equality duties but also ensuring that we are going beyond compliance and meeting best practice standards.