

Board of Management Students, Staff & Equalities Committee

Date of Meeting	Wednesday 23 October 2019
Paper No.	SSEC1-E
Agenda Item	9
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	15/10/19
Action	For Noting

1. Recommendations

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

2. Purpose of report

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

3. Context

3.1 Stonewall Submission

A submission was made to the Stonewall Workplace Equality Index on September 9th 2019. A Stonewall Survey as per requirements of the submission will be take place by November 2019.

3.2 Disabled Confident

In the Equal Pay Statement and Information Report, the College pledged to become a Disability Leader by April 2021. Submission for Disabled Confident has been completed. Discussion with HR are ongoing in defining an action plan to becoming a Disability Leader.

3.3 Staff Groups

There will a continued focus on developing Staff Equality groups. Two have already been established - LGBTQ+ and Disability - with further groups being planned. Network meetings are currently being planned for the academic year. A further University/college staff network event is being agreed across institutions.

3.4 Gender Action Plan

- The Gender Action plan is currently being reviewed and updated in light of the Education Scotland visit in the new year.
- The current Gender Action Plan is due to complete by summer 2020.
- The new Gender Action plan from 2020- 2023 is due in July 2020.
- 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.
- 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

3.5 Recruitment and Selection

Following the departure of Lynn Pilkington, we have successfully appointed a new Equality Diversity and Inclusion Officer who will be starting their post on the 4th November 2019

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. The implications of not delivering on our Gender Action Plan will impact on our Outcome Agreement.

A full review of the ED&I operational plan will take place with the appointment of the new EDI officer, which will be reported at the next Committee meeting in a fuller report to the Committee.