

## Board of Management Students, Staff & Equalities Committee

<b>Date of Meeting</b>	<b>Wednesday 28 October 2020</b>
<b>Paper No.</b>	<b>SSEC1-J</b>
<b>Agenda Item</b>	<b>6.1</b>
<b>Subject of Paper</b>	<b>EDI&amp; 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>20/10/2020</b>
<b>Action</b>	<b>For Noting</b>

### 1. Recommendations

1.1 To note the summary update on ED&I priorities for 2020/2021

## **2. Purpose of Report**

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

## **3. Context**

### **3.1 EqlA Support and Training**

Over the past months, one of the main responsibilities of the EDI team has been supporting various parts of the College to complete Equality Impact Assessments for bringing staff and students back to campus buildings. The team has been providing ongoing support in the form of formal and informal EqlA training, guidance and review of completed forms.

### **3.2 Equality Groups**

Due to the Covid-19 pandemic the EDI team was unable to hold any face-to-face meetings of the recently re-established COGC equality groups. However, the team has managed to adapt the meetings so they are fit for delivery via Zoom. As a result, in September the first online Equality Internal Working Group and Spiritual Care Team meetings were held (which will recur every 6-8 weeks).

One of the priorities of the Internal Working Group will be contributing towards the completion of the new and revised Stonewall Workplace Equality Index.

### **3.3 Trans and Gender Reassignment Guidance**

The new Trans Guidance has been reviewed by both internal and external partners (including Student Services, HR and specialist organisations such as Stonewall). The guidance has been developed by the City of Glasgow College and will be adapted by Clyde College and Kelvin College as standard practice. It will be officially launched in November as part of Trans Awareness Week.

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

The EDI campaigns and the delivery of awareness raising events were adapted to fit the current blended approach that has been adopted to learning and working. The Edi team developed a stronger online-exclusive strategy which involves a large amount of partnership working.

Internal partnership has been established with the Student Association and the Student Mental Health Team to ensure a consistent approach in event promotion and awareness raising campaigns. Those have been identified in line with the national EDI calendar dates, which is a new practice for the team.

A joint approach to event delivery with other colleges and universities to send a stronger message across the sector has also been developed. The most recent example of this joint work is the Addressing Microaggressions webinar, developed and delivered as part of Black History Month in partnership with Glasgow Clyde, Glasgow Clyde, Ayrshire colleges and UWS.

This way of both internal and external partnership working is expected to be employed for any future EDI events and campaigns.

### **3.5 Involvement with other parts of the College**

- The EDI team has been involved with and actively supported the development of the new College intranet;
- The team has been providing ongoing guidance and support with enquiries in reference to implementing the new Web Content Accessibility Guidelines (WCAG 2.0) across the College;
- The team has supported the development of the College's Modern Apprenticeship Provider Equality Action Plan.

### **3.6 PSED and Gender Action Plan Priorities**

As a result of the Covid-19 outbreak, the deadline for institutional Gender Action Plans has been extended indefinitely. However, the commitment to tackling gender imbalance is expected to be embedded in the College's 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;
- New Regional Equality Agreements themes to be agreed in line with the Regional Colleges by December 2020.

## **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.