

## Board of Management Students, Staff & Equalities Committee

Date of Meeting	Wednesday 17 May 2023
Paper No.	SSEC3-I
Agenda Item	6.1
Subject of Paper	Equality Diversity and Inclusion (EDI) Update
FOISA Status	Disclosable
Primary Contact	Naira Dar, EDI Manager
Date of production	9 May 2023
Action	For Noting

### 1. Recommendations

To note the report.

### 2.Purpose

The purpose of this paper is to note the College's progress to date with actions, (current and future) associated with Equality Diversity and Inclusion.

### **3. Key Insights**

#### **3.1 Equality Reports**

- The Equality reports were published on the 28<sup>th</sup> of April 2023, this met the legislative deadline to publish.
- The College Equality plan will be updated and refreshed for 2023 to 2024 to reflect the new actions required as a result of the Scottish Funding Council National Equality Outcomes.

#### **3.2 Equality Impact Assessment (EQIA)**

- A short working life group has been formed to oversee the anticipated changes to be implemented in the new academic year. It is anticipated that there will be a requirement to conduct Equality and Human Rights Impact Assessments in the future. The Scottish Funding Council introduced this recently to their own assessments. This new approach will be supported with refreshed training and guidance on EQIA.
- A partnership approach has been agreed with South Ayrshire Council who have shared their training and approach to EQIA. It should be noted South Ayrshire Council was commended by the Equality and Human Rights Commission for its approach.
- EQIA impact assessments continue to be undertaken across the College more recent EQIA,s have included the Voluntary Severance Implementation, which incorporated the Equality Analysis of the Voluntary Severance Scheme and the Portfolio Review process.

#### **3.3 Spiritual Care Team**

- The spiritual care team offer a drop-in service every Thursday at the Riverside Campus, this is being extended to the City Campus over the next few months to provide additional support to staff and students.
- A mass service is available every Tuesday for staff and students, this was at the request of staff and Father Gareth has been pleased to offer this level of engagement.
- An Spiritual Cre Team draft action plan has been agreed for 2030/24 academic year, this will now involve hosting and attending engagement events such as Freshers week in August 2023, a Christmas event in December 2023 and a multi faith event in March 20024.
- The SCT team feel this is what can be realistically delivered given the challenges of time constraints.

### 3.4 Training and Development

- Development of the EDI module is now complete and online.
- Accessible Training is currently being developed; this will build on the resources we currently have for staff to offer a more sustainable approach to delivering an accessible learning experience.

## **4. Impact and Implications**

### 4.1 Engagement

The College continues to work with the Trans Edu Network, the Glasgow Region Equality Group (GREG) and the Scottish Equality Forum (SEF). This ensures that the work we deliver and inform in current and responsive to the changing landscape of Equality Diversity and Inclusion. This is pertinent to the publication of the new PSED guidelines in the coming year.

### 4.2 LGBT Youth Charter Scotland

The Student Association has progressed the LGBT Youth Charter and will now be submitting for Gold Accreditation. The EDI Manager will continue to support the Student Association as required and will be supporting the EQIA with a Human Rights perspective.

4.3 The impact of the Equality reports and the Equality activity will ensure that we are compliant with the Equalities Legislation.