

Board of Management People & Culture Committee

Date of Meeting	Wednesday 12 February 2025
Paper No.	PCC2-K
Agenda Item	6.2
Subject of Paper	Equality, Diversity & Inclusion (EDI) update
FOISA Status	Disclosable
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Date of production	21 January 2025
Action	For Noting

1. Recommendations

For Committee to note progress in delivering ED&I activities, priorities and legal duties since October 2024.

2. Purpose

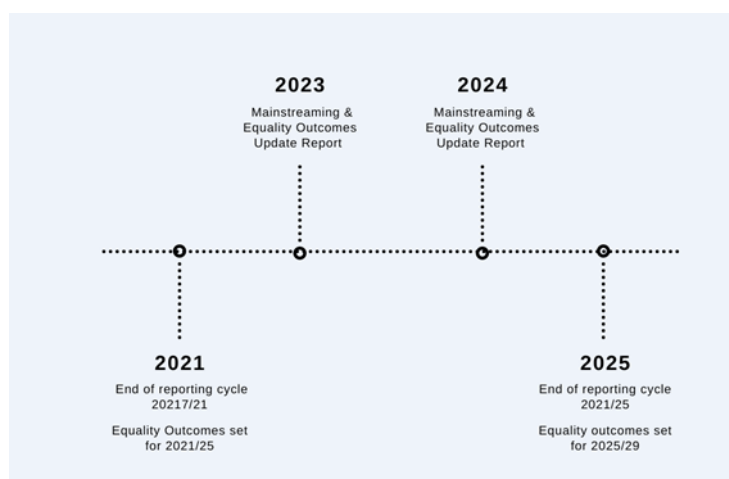
This paper will provide an update on the College's current ED&I priorities, with reference to the Statutory Reports required in support of the Equality Act.

The paper will provide an update on the following:

- Equality Statutory Reports.
- Equality Impact Assessments (EIA).
- Worker Protection (Amendment of Equality Act 2010).
- Gender Based Violence (GBV) Working Group.
- Staff networks.

3. Equality Statutory Reports

All public sector organisations are required to publish updates every two years and review and refresh their [Public Sector Equality Duty](#) (PSED) requirements every four years.



The College is currently required to report on the following for 2025:

- Equality Mainstreaming Report.
- Progress report on Equality Outcomes 2021-25.
- Pay Gap Report incorporating a new Equal Pay Statement.
- Equality Outcomes Framework 2025-29.

The College has developed a strategic framework for Equality Outcomes spanning 2025-2029. This framework outlines strategic aims and necessary actions to facilitate the achievement of defined outcomes including:

- Eliminate unlawful discrimination,
- Advance equality of opportunity,
- Foster good relations.

These reports have been submitted to this committee for approval.

4. Equality Impact Assessments (EIA)

Following the implementation of our new EIA process and training delivered by an external training provider, EDI and Organisational Development (OD) have now developed an online resource as well as an internal EIA training workshop which will be piloted in February 2025 and then rolled out to all staff as appropriate.

5. Worker Protection (Amendment of Equality Act 2010)

[The Worker Protection Act 2024](#) amendment to the Equality Act 2010 came into effect on 26 October 2024. The act places a new legal duty on employers to take reasonable steps to prevent sexual harassment of their employees. Organisational Development have now introduced a mandatory module on Sexual Harassment for all staff via our MyDevelopment learning platform. This will be followed by in-person training in the College.

6. Gender Based Violence (GBV) Working Group

The GBV Working Group held their second meeting on 22 January 2025. There are plans to create a student GBV module. [L.I.S.T.E.N.](#) training, as well as Safeguarding training, has been offered to all staff.

7. Staff Networks

With support from the EDI Working Group, the EDI Advisor has been re-establishing partnerships and networks with external organisations and internal staff, and is exploring hosting events in partnership with Strathclyde's Staff Networks. A meeting with representatives from various denominations and organisations within the Spiritual Care team reaffirmed our commitment to supporting students and staff. Efforts are also underway to establish new equality staff networks.

8. Impact and Implications

By delivering our statutory reports and implementing initiatives, we can ensure compliance with the Equality Act 2010. This will not only uphold our College's exceptional reputation for equality, but also foster a more inclusive environment for our staff and students. This proactive approach will also place us in a strong position for potential future audits or reviews by external organisations.