

## Board of Management

### People & Culture Committee

Date of Meeting	14 May 2025
Paper No.	PCC3-I
Agenda Item	6.2
Subject of Paper	Equality, Diversity & Inclusion (EDI) update
FOISA Status	Disclosable
Primary Contact	Scott M. Harrison
Date of production	11 April 2025
Action	For Noting

#### 1. Recommendations

- 1.1 For the Committee to note progress in delivering ED&I activities, priorities and legal duties since December 2024.

#### 2. Consultation

- 2.1 Consultation has taken place with the Board of Management, SMT, Student Experience, Procurement, Project Management Office, external auditors, Collgee Development Network and internal working group.

#### 3. Key Insights

- 3.1 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 2010](#).

#### Equality Statutory Reports

- 3.2 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 has published our reports on the [website](#).

## City Welcomes

- 3.3** To advance our Equality Duties and help achieve our Equality Outcomes 2025-2029, the EDI team collaborated with Student Experience and Learning Support to deliver the [City Welcomes](#) programme. This initiative aims to cultivate awareness and understanding of diverse additional support needs in the College. It offers resources and training focused on enhancing support through newsletters, campaigns, videos, workshops, case studies and resources. Previous topics have included dyslexia, ADHD, cerebral palsy and autism.

## Audits

- 3.4** [AccessAble](#) have conducted accessibility audits of physical spaces including: the residence halls, Student Services at both campuses, as well as the Libraries, Lecture Theatre and Gym at the City Campus. [Passion 4 Social](#) are in the process of preparing accessibility of audits of the College websites including: the College's website, MyConnect, Library website, the Students' Association website, Canvas, CityLife and the Nautical Faculty commercial website.

## Equality Impact Assessments (EIAs)

- 3.5** Since the implementation of the new EIA procedure, we have completed 26 Equality Impact Assessments. Furthermore, since the launch of the new system, the EDI and OD teams have continued to provide in-person tailored training to staff with a further 49 individuals completing the training.

## Trauma Informed College

- 3.6** In partnership with the College Development Network (CDN), the College embarked on its journey to become a [Trauma Informed College](#). CDN has facilitated a diagnostic session, gathering input to assess the College's approach and develop an action plan for cultivating a trauma-informed culture. The EDI team will be supporting our internal working group to review policies and procedures, ensuring a trauma-informed focus as well as supporting with any EDI-related actions.

## Gender Based Violence

- 3.7** As part of the [Emily Test Charter](#) audit actions, the EDI team will support a campaign to re-launch our [Report and Support](#) reporting mechanism for staff and students. Additionally, in light of current UK legislation on sexual harassment, the EDI team is organising a series of Sexual Harassment Prevention training sessions for all staff.

## 4. Impact and Implications

- 4.1** 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 and diverse 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.