CITY OF GLASGOW COLLEGE

Equality Outcomes Report 2023

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1. Introduction

City of Glasgow College is required to publish a set of Equality Outcomes every 4 years as a requirement of the Equality Act 2010 and report on progress every 2 years, this is the 2-year progress report. The College Equality Outcomes are determined by the Glasgow Regional College Board (GRCB).

The City of Glasgow College Equality Outcomes are aligned to the GRCB Equality Outcomes set in 2017. In meeting with GRCB and assessing the impact of Covid 19, a decision was made in 2021 to keep these themes unchanged. It was agreed that these themes were still relevant in this reporting cycle.

GRCB had agreed to retain the 5 Equality Outcomes agreed in 2017, with this in mind the College retained the spirit of the outcomes and shifted the focus to relate to new and emerging themes on Equality Outcomes, whilst not taking away from the lessons learned in the previous 4 years. City of Glasgow College does not presume that all inequalities that were identified previously have been resolved, however significant progress has been achieved.

 Persistent inequalities, as identified by the Scottish Funding Council (SFC), are those inequalities which are evidenced to be persistent on a national scale. The College will work to address these inequalities through mainstreaming activities focused on finding new solutions to drive demonstrable change.

In developing these Equality Outcomes consideration has been given to a range of reports, enquiries, and policy drivers. This update provides us with an opportunity to reflect on progress made to date. We have also reconsidered one outcome action in light of changing dynamics and focus on delivering impact in ED&I. The commitment to achieving LGBT Youth Charter for our Student Association has been a key consideration.

2. Purpose

The purpose of this report is to outline progress in meeting the following specific duties to:

- Report Progress on a set of equality outcomes, which is considered to enable better performance of the general equality duty no later than 30th April, 2023.

- In preparing a series of outcomes:

    o Take reasonable steps to involve persons who share a relevant protected characteristic/those who represent the interest of those persons; and

    o Consider relevant evidence relating to persons who share a relevant protected characteristic.

    o Publish reasons if equality outcomes do not cover every relevant protected characteristic in relation to furthering the general equality duty.

As stated, this is an interim report, City of Glasgow Equality Outcome Report 2021 to 2025 can be found here.

3. Regional College Board Equality Outcome themes:

City of Glasgow College's Equality Outcomes are aligned with the Glasgow

Glasgow Regional Equality Outcome Themes	City of Glasgow Colleges' Equality Outcomes 2021
1.The diversity of students and staff reflects the communities the College serves.	1.Staff and student diversity is increased across all protected characteristics.
2. All students and staff experience and contribute to a culture of dignity and respect.	2. Students and staff – across all protected characteristics - experience and contribute to a culture of dignity and respect.
3. All students and staff benefit from inclusive and accessible spaces, environments and services.	3. Students and staff confidently access relevant facilities and support.
4. All students and staff actively engage in fully inclusive and accessible learning.	4. Equality and Diversity is accounted for in the design and delivery of learning and teaching. 4.1. Equality and Diversity and anti-discriminatory practice is accounted for in the design and delivery of Learning & Development.
5. Successful student and staff outcomes are increased irrespective of protected characteristics	5. The successful course completion of students – across targeted protected characteristics - is increased.

4. Equality Outcome 1

Staff and student diversity are increased across all protected characteristics.

Measures

- A diverse workforce that reflects the community we serve.
- Implementation of the Race Equality Recruitment toolkit.
- ED&I Training on inclusive recruitment practices.
- Progress on Disabled Confident Status.
- Positive Action measures considered and developed.
- Development of staff groups that are engaged with our working groups on ED&I.
- Development of a BME Staff group.

Progress

Analysis of the workforce data is outlined in our Equality Mainstreaming Report 2023, BME staff make up 5.5% of the workforce. However, the number of staff that have recorded prefer not to say or has given no response has increased from 11.2% in 2021 to 19.1%. LGBT staff numbers have remained constant from 2020 to 2022. The number of staff declaring a disability is 8.2%. City of Glasgow College will continue to monitor the diversity of our staff and will action our recruitment measures to address any inequalities in 2023/24.

City of Glasgow College achieved Disabled Confident Level 2 status in September 2022. The College's People and Culture team has worked to ensure that the wellbeing of staff is at the forefront of delivering an inclusive environment and ensuring that staff are supported and valued. Work on developing a BME staff group and short-term working groups has begun and will be ongoing through this reporting period.

Next steps

- Implement the Race Equality Recruitment Toolkit in 2023/24 this will be supported with training on inclusive recruitment practices.
- Consider positive action opportunities.
- Continue developing the Staff Networks and working groups.

5. Equality Outcome 2

Students and staff – across all protected characteristics - experience and contribute to a culture of dignity and respect.

Measures

- The development of the Anti-Racist campaign led by staff and students to tackle racism on the campus.
- Development of an Anti-racism working group with representation from across the College and students.
- The introduction of a reporting tool for harassment.
- To disaggregate Student Survey by protected characteristics.
- To provide ED&I training to students.
- Provide enhance the ED&I training provision for all staff.

Progress

The Scottish Funding Council's launched Anti-Racism Resources in May 2020, which was supported by City of Glasgow College. The College subsequently launched the College Microaggressions campaign in May 2022 and again in October 2020 for Black History month. The College also works closely with the Student Association to ensure there is a consistency in the approach in tackling racism. In light of this work we have developed an anti-racism working group.

The Report and Support toolkit was launched in October 2021. The tool allows a safe space for staff and students to report inappropriate behaviour such as Gender Based Violence or discrimination. Students are signposted to Report and Support via a number of means including social media and direct links via CityLife and the student intranet. As of December 2022, 48 reports had been received, of which 26 were named and 22 were anonymous. Those disclosing their details are assigned to a Student Advisor for ongoing support and guidance.

The student survey is disaggregated by protected characteristics to ensure better understanding of the needs of the students based on accurate data. Conti/

EDI workshops are offered to students across faculties by request. A new EDI module is being developed by the College will be ready in the first quarter of 2023 enhanced training will be provided on completion of the online module.

Equality Outcome 2

Students and staff – across all protected characteristics - experience and contribute to a culture of dignity and respect.

Next steps

- To complete the Equality Diversity and Inclusion module.
- To monitor the report and support tool.
- To support equality working groups and to deliver the campaigns and resources required.

6. Equality Outcome 3

Students and staff confidently access relevant facilities and support.

Measures

- Create a short life working group to collate the experiences of LGBTQ+ students and staff, to inform the support needs of staff and students.
- Support City Student Association to ensure the continued success of the LGBTQ+ Society and work with Stonewall Scotland to further the LGBTQ+ staff network and representation at events, such as Pride Glasgow.
- Work with LGBT Youth Scotland to explore the potential for achieving silver charter status
- Work with Stonewall Scotland as part of Employer Diversity Champion initiative to secure a place in the Top 100.

Progress

In partnership with the Students Association an agreement was reached to ensure that there was consistency and clarity in how we supported LGBTQ staff and students. This has involved the review of our Transgender Reassignment Guidance and supporting LGBT History Month. Further work is ongoing to engage with staff.

The College signed the LGBT Youth Scotland's Charter contract in April 2022 in partnership with the Students Association to obtain Chartership Status. A working group has been established to oversee and direct the work to meet Charter status.

The Stonewall Diversity Champion initiative has been put on hold for this reporting cycle and will be reconsidered in due course. This will be revisited once we have attained Charter mark with LGBT Youth Scotland.

Next steps

- To achieve the LGBT Youth Scotland Charter for the Student Association
- To re-establish the LGBTQ+ staff network.

7. Equality Outcome 4

Equality and Diversity is accounted for in the design and delivery of learning and teaching.

- Create a short life working group to embed the principles of ED&I and accessibility into local curriculum planning, delivery, and support.
- Create a short life "ED&I Themed Events" working group to develop and embed 7 ED&I themed campus wide monthly events into curriculum and support areas across both campuses.
- Deliver curriculum staff development around ED&I, including accessibility standards and how to mainstream ED&I in the curriculum.
- Pilot an anti-racist curriculum project in two faculties and share the learning across all faculties to embed practice.

Progress

The College hosted a Trans Edu Network mini conference in Partnership with the Trans Community of Practice, in June 2022. The event was attended by Colleges and Universities across Scotland and was opened by the Chairman of the Board. A partnership approach has been developed with the Student Association and work is ongoing to develop work to create an inclusive curriculum.

Work is underway to develop a program of training opportunities current discussions with Clyde College will explore where we can share best practice. Further discussions and approaches to developing an anti-racist curriculum in being developed.

Next steps

- To establish a working group in Spring 2023 to progress the work on accessibility.
- To deliver training and resources on an inclusive curriculum with a focus on anti-racism for staff.

8. Equality Outcome 4.1

- Learning and development resources are evaluated against any specific ED&I accessibility criteria.

- Increase in staff from support services, BME, Disabled, Maternity taking up learning and development opportunities.

Progress

A new learning and development platform has been created to support staff to enhance and track their professional learning and development. The new platform will allow training to be tracked to ensure that we can measure the impact on Equality related training and report on progress identifying where areas can be supported further to deliver on our EDI objectives.

2020/21 94 staff accessed learning and support 33 academic and 61 support staff. In 2021/22 600 staff accessed learning and support opportunities 227 academic and 374 support staff. Further analysis is ongoing and the new My Development platform along with Core Managers skills will support the monitoring of impact on staff.

Next steps

- To continue to monitor the learning and development opportunities of diverse staff.

- The further development of resource's including the development of an accessible Toolkit.

9. Equality Outcome 5

. Equality and Diversity and anti-discriminatory practice is accounted for in the design and delivery of Learning & Development.

Measures

- Refine Dashboard information to better present protected characteristic and SIMD student data across application, enrolment, early/further withdrawal and complete success at College, Faculty, curriculum and course levels.

- Staff participate in CPD sessions to raise awareness of the challenges faced by students across ED&I groups.

Progress

The dash board currently hosts equality data a review of what additional reports will be required will be conducted in the next academic session in 2023/24.

Next steps

- To continue to monitor the dash board for improvements in equality data gathering

- CPD training and development incorporates equality and inclusion.

- The development of a Wellbeing Framework and Toolkit for Managers which includes a holistic approach to managing team Wellbeing, this will also incorporate equality and inclusion.

10. Summary

The review of the progress of City of Glasgow Equality Outcomes has highlighted; from the 24 actions, 16 are in progress 5 are completed and 4 are to be actioned which have been scheduled for 2023. This will inform the equality action plan to ensure that the actions are delivered and monitored. Progress has come within a background of organisational change and financial challenges faced by the sector. The College will continue to create, connect, and commit to delivering an inclusive College and welcome the opportunity to report our progress and achievements in 2025.

11. National Equality Outcomes

The National Equality Outcomes (NEO) published by the Scottish Funding Council on the 18th January 2023 has asked the tertiary sector to consider persistent inequalities by addressing them through a set of NEO's to create a fair and equitable tertiary system. The NEO's are as a result of an approach developed by the Equality Human Rights Commission and the Scottish Funding council and the first of its kind in the UK. "The NEO's focus on student's inequality but consideration has been given to staff inequalities as it directly impacts on students in relation to their experience and representation of the tertiary system."

The themes of the NEO's are reflected in our Equality Outcomes, a summary of current activity that reflects the national outcomes are below. Any activity not currently reflected in the COGC Equality outcomes will be reported in 2025.

A summary of the National Equality Outcomes is outlined below:

Protected Characteristic	National Equality Outcomes
Age	• The success rates for college students aged under 19 will improve.
Disability	• The success and retention rates of college students who declare a mental health condition will improve. • Disabled students report feeling satisfied with the overall support and reasonable • Adjustments received, including from teaching staff, while on their course. • Disabled staff and students report feeling safe in the tertiary system. • Where representation is not proportionate to the relevant population, increase the representation of disabled staff in the workforce and on college Boards.
Gender Reassignment	• Trans staff and students report feeling safe to be themselves in the tertiary system.

Protected Characteristic	National Equality Outcomes
Race	• Staff and students feel supported and safe and are confident that complaints of harassment or bias on the grounds of race will be dealt with appropriately because complaints procedures are fit for purpose and offer effective redress. • Institutions should also have regard to attainment levels by racial group and ensure that their curriculum is diverse and anti-racist. • Where representation is not proportionate to the relevant population, increase the racial diversity of Board members and address any racial diversity issues in college Boards. • Where representation is not proportionate to the relevant population, increase the racial diversity of teaching and non-teaching staff to align with student representation in the sector.
Religion and Belief	• Students and staff report that they have confidence in institutional report and support mechanisms because they are fit for purpose.
Sex	• Staff and students know how to access support about violence, harassment and abuse, report their experience and feel properly supported in doing so because the services are fit for purpose. • Institutions can evidence approaches that prevent and respond to violence, harassment and abuse. • Men (staff and students) know how to access mental health support (recognising intersectionality within that group). Institutions will have regard to significant imbalances on courses and act to address it.
Sexual Orientation	• Lesbian, Gay and Bisexual staff and students report that they feel safe being 'out' at university and college.

12. Conclusion

A number of the National Equality Outcomes are aligned with City of Glasgow College Equality Outcomes, in particular where Equality Outcomes that have a staff and student focus. The College approach in partnership working with the Student Association will enhance the opportunity in meeting the requirements of the SFC National Equality Outcomes. City of Glasgow College will report on our progress in meeting these National Equality Outcomes in 2025 as part of the College's wider requirement to publishing our Public Sector Equality Duty Equality reports.