

Board of Management

People & Culture Committee

Date of Meeting	Wednesday 13 May 2026
Paper No.	PCC3-L
Agenda Item	4.2
Subject of Paper	Equality, Diversity & Inclusion (EDI) update
FOISA Status	Disclosable
Primary Contact	Scott Harrison
Date of production	20 April 2026
Action	For Noting

1. Recommendations

1.1 For the Committee to note update on progress with the EDI workplan initiatives.

2. Consultation

2.1 This paper's contents are informed by consultation with the Board of Management, Senior Management Team (SMT), Student Experience, Human Resources (HR), Information Technology (IT), Procurement and Brand & Communications. External input was also gathered from external auditors, the College Development Network (CDN) and an internal cross-college EDI working group.

3. Key Insights

3.1 Equality Outcomes - In adherence to the [Public Sector Equality Duties](#) (PSED), the College has established [Equality Outcomes](#) for the next four years. The EDI Team is developing a series of initiatives to achieve these outcomes.

3.2 Cross-college working groups - EDI continues to be represented on and support several internal working groups including Gender Based Violence (GBV), Trauma Informed Practice, and City Welcomes. Some of the progress includes:

- Creating student training on the prevention of sexual harassment as part of induction.
- Organising further training on the prevention of sexual harassment and legislation updates.
- Drafting an action plan for [Emily Test](#) progress including updating procedures and a schedule of campaigns.
- Supporting and raising awareness of Report & Support, our online portal to report potential bullying, harassment or discrimination.
- Creation of a Trauma Informed Practice playlist on MyDevelopment.
- Hosting City Welcomes events and training on Neuroinclusion.
- Working in collaboration with Student Experience to create a Reasonable Adjustments policy, procedure and toolkit of resources.

3.3 The Herald Education Awards – We are extremely pleased to have been shortlisted for the [Herald Education Award](#) for Equality, Diversity & Inclusion. This is for our collaboration on the City Welcomes programme. The awards ceremony will be held on Wednesday 20th May 2026 at the DoubleTree by Hilton in Glasgow.

3.4 Accessibility – The EDI team, in conjunction with I.T. and [Passion4Social](#), have now completed accessibility audits of eight College websites. The audit reports are now being reviewed to inform an action plan for improvement to ensure the College meets [WCAG 2.2 guidelines](#).

We have collaborated with Procurement, I.T. and Student Experience to review the website accessibility toolbar which has been contracted with ReciteMe for several years. After a competitive process, the College is now using [UserWay](#). The websites have been updated and a communication of this change was shared with staff and students. Features of the toolbar include text-to-speech, translation, and modifying font/colour.

3.5 Equality Impact Assessments (EIAs) – Four EIAs have been submitted since our last report. These included a procedure, accommodation, recruitment and payroll.

3.6 PSED reporting – The [Gender Pay Gap report](#) for 2026 has now been published on the College website. As part of new [legislation](#), our next report will include actions toward supporting menopause awareness, training and adjustments.

4. Impact and Implications

4.1 By delivering our statutory reports and implementing initiatives, we can ensure compliance with the [Equality Act 2010](#). Whilst upholding our College's exceptional reputation for equality and fosters 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.