

People & Culture Committee

Date of Meeting	29 October 2025
Paper No.	PCC1-K
Agenda Item	6.2
Subject of Paper	Equality, Diversity & Inclusion (EDI) update
FOISA Status	Disclosable
Primary Contact	Scott Harrison
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Action	For Noting

1. Recommendations

1.1 For the Committee to note an overview of the workplan related to our new Equality Outcomes.

2. Consultation

2.1 This paper's contents are informed by consultation with the Board of Management, Senior Management Team (SMT), Student Experience, Procurement and the Project Management Office. External input was also gathered from external auditors, the College Development Network and an internal cross-college ED&I 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 Increasing Recruitment & Retention (Equality Outcome 1.1) - To ensure that our workforce is reflective of the diversity of our communities and those with protected characteristics, the EDI team are:

- Working with HR to review recruitment strategies and delivering inclusivity training for hiring managers specifically around disabilities.

- Reviewing and revising policies around recruitment and supporting staff with additional support needs.

3.3 A Community of Dignity & Respect (Equality Outcome 2) - We are launching a new survey for staff and students to gather feedback on campus experiences. The survey is designed to help us provide evidence for the SFC National Equality Outcomes. The survey will gather data for the following areas:

- **Student Success:** Examining success and retention rates, as well as the balance of sexes on courses.
- **Disabled Staff and Student Experience:** Assessing satisfaction with reasonable adjustments for learning and overall experience.
- **Mental Health:** Evaluating the accessibility and effectiveness of mental health support for staff and students.
- **Gender Based Violence (GBV):** Addressing our response to the Scottish Government's [Equally Safe Strategy](#), as well as taking actions to address harassment.

3.4 Inclusive and Accessible Services for Staff & Students (Equality Outcome 3) - We have conducted accessibility audits of College services and facilities and will collaborate cross-college on implementing improvements through action plans which will be shared in due course. We are also developing an "Adjustments Passport" to streamline support and early intervention for staff who require workplace adjustments. Additionally, we are working towards becoming a [Breastfeeding Friendly](#) College.

3.5 Inclusive Design (Equality Outcome 4.1 & 4.2) - Our commitment to inclusive design includes how we support and educate our entire community. We are actively developing a range of initiatives to create an environment where all students feel welcome and have the tools to succeed. Some of the areas in development includes:

- **Inclusive Spaces:** We are developing inclusive learning spaces such as a new sensory room to provide a calm, low-sensory environment for students.
- **Student Modules:** In collaboration with the Student Experience team, we have created modules on EDI and GBV to raise student awareness and promote a culture of respect.
- **City Welcomes Programme:** This initiative offers inclusion training for staff, focusing on additional support needs to improve service accessibility for all students.
- **EDI Handbook & Newsletter:** We are developing an EDI handbook and publish a regular [newsletter](#) to boost engagement and share information on our EDI efforts.

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 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.