

## **EQUALITY GROUP MEETING – Wednesday 11<sup>th</sup> January 2017**

**PRESENT:** Stewart McKillop (Chair), Lisa Beresford, Myra Armstrong, Melisa Mitchell, Rose Harkness, Lucy Flynn, Lynda McBain, Chris Meek, Emma Smith and Elaine Ballantyne (Minutes).

1. **APOLOGIES** - None

### **2. MINUTES FROM PREVIOUS MEETING & ACTIONS CARRIED FORWARD (C/F)**

#### **Motivational Messages**

- Frames for motivational messages are now in place in every toilet block.
- The messages will be rotated monthly.
- Current toilet door campaign is – Breathing Space and Living Life.

<http://breathingspace.scot/living-life/>

#### **Corridor doors (C/F)**

- Plans to upgrade the first-floor double doors to powered automatic doors are ongoing. The doors are currently being surveyed.

#### **Gender Neutral Toilets (C/F)**

EB provided an update

- Hannah Johnston, a Modern Office skills student at South Lanarkshire College, won first prize in South Lanarkshire Access Panel's 'Design a Sign Competition'.
- The aim was to design an inclusive, accessible toilet door sign (that doesn't involve using a wheelchair symbol).
- South Lanarkshire Council plan to adapt Hannah's sign then manufacture and use in their premises.
- The College will look into the possibility of adapting the sign to use where toilets are Gender Neutral. **Action: EB will investigate further and report back to next meeting.**

### **Student Counsellor C/F**

RH provided an update

- The service continues to be in demand.
- Group discussed the gender balance of students using the service.
- RH will assess statistics and provide a report at next meeting.
- In the meantime, additional promotional posters will be posted throughout the College in key areas.
- Julie Jamieson (counsellor) has offered to do additional hours to meet the increasing demands of the service.
- Group discussed further promotion of the service.
- RH advised that Julie is also happy to attend Faculty Meetings and Student Inductions which RH will arrange.
- RH also plans to contact Strathclyde University to offer placement opportunities to Counselling Students for the 2017/18 term. **Action: RH will provide an update at next the meeting.**

### **Chaplaincy Service C/F**

- The College offers a Chaplaincy service and Humanist service in the Quiet Room every Tuesday from 12-1pm. The Chaplains and Humanist can also be contacted by email or telephone.
- Group discussed increasing the promotion of Chaplaincy service and Humanist service to raise student and staff awareness.
- The service is currently promoted throughout the College on posters, on the website and in all relevant publications.
- SMcK suggested a promotional campaign which will include using the Video wall. **RH/LF will action**

### **Take the Stairs Video – Learning Development Students (C/F)**

EH provided an update

- The video can now run on the atrium video wall, as the software has been updated.
- Video was shared as best practice with Student partnerships in quality Scotland (Sparqs).

### **Providing Information in Alternative Accessible Formats (C/F)**

EH provided an update

- Having alternative language versions of information, including the enrolment form and student questionnaire, continues to be investigated.
- EH has been in touch with the IT department and requested their involvement.
- EH is currently trialling ClaroRead with students which performs well until hyperlinks are involved, then problems can occur. **Action: EH will continue to investigate and report back to group.**

### **Gender Action Plan (C/F)**

- SMcK requested that the SLC Gender Action Plan is shared with the group and added to the agenda for further discussion at the next meeting. [www.sfc.ac.uk](http://www.sfc.ac.uk)

**EB will action.**

LF encouraged the group to check out interesting articles on gender in the National Geographic magazine:

<http://www.nationalgeographic.com/magazine/2017/01/editors-note-gender/>

### **Disabled Parking Spaces (C/F)**

- The relocation of disabled bays is on the list for Easter works.
- As the spaces at the nursery were found to be underutilised, SMcK requested that one space remains there and others relocated closer to main entrances. **Action: EB will liaise with Facilities and report back to group.**

## **3. STAFF DEVELOPMENT**

LB provided an update

- The two-day Staff Development program on Monday 19<sup>th</sup> and Tuesday 20<sup>th</sup> December was well attended with lots of positive feedback.
- Comments received for the Unconscious Bias session were poor and will be feedback to the provider.
- The development of SLC's online Equality & Diversity training is ongoing.
- The group will trial the program at the next meeting. **LB/EB will action and provide an update at next meeting.**

#### 4. EQUALITY INITIATIVES

##### Equality & Choices Event

EB provided an update

- The event will run over three days from Tuesday 28<sup>th</sup> to Thursday 30<sup>th</sup> March.
- There will be an EXPO in the Atrium with a diverse range of exhibitors.
- Nil by Mouth, Show Racism the Red Card and LGBT Youth Scotland will be contacted for workshops. **EB will action**
- Health options including soup, fruit and porridge are currently half price in the refectory.
- SMcK suggested providing some free healthy food options during the event. **Action: EB will investigate further and update at next meeting**

##### Mental Health Awareness Week

EB provided an update

- The Mental Health Foundation run two campaigns which the SLC Mental Health Working group plan to get involved in.
- Mental Health Awareness Week (8-14 May) and World Mental Health Day (10 October).  
<http://www.mentalhealth.org> **EB will action**

##### Stonewall LGBT Survey

- Stonewall has asked the College to promote its survey which aims to find out what needs to be done to make things better for lesbian, gay bi and trans young people in Britain.
- The survey will be promoted through social media and posters.  
[www.stonewall.org.uk/stonewallsurvey](http://www.stonewall.org.uk/stonewallsurvey) **EB will action**
- Once live KP will promote to Student Reps. **KP will action**

##### LGBT Youth Scotland - Charter of Rights Update

RH/EB provided an update

- The Portfolio of evidence is now with the LGBT Mentor who will present to the LGBT official assessors.
- The assessors meet every few months therefore date of feedback has yet to be confirmed.
- **Purple Friday** - LGBT History Month takes place in Scotland every February and is co-ordinated by LGBT Youth Scotland.

- On the last Friday - February 24th, Students and Staff, have been asked wear purple to show support for the LGBT community and stand up against homophobia, biphobia and transphobia. [www.lgbtyouth.org.uk](http://www.lgbtyouth.org.uk)
- Also to mark the occasion several relevant organisations will be invited in to host a small expo in the Atrium.
- RH is working on a new Support and Focus group for LGBT students beginning in February.
- National Union of Students (NUS) has been contacted to provide support. **Action: RH/EB will provide update at the next meeting**

## **Investors in Diversity (IID)**

### **IID Diversity Awards**

- South Lanarkshire College achieved number nine status in the top 50 at the Further Education Sector Diversity Awards 2016 and won the 'Scottish Further Education Provider of the Year' award.
- SMcK attended and accepted the award.
- LB and EB recently visited Yorkshire Coast Homes LTD (YCH) to share good practice. <http://www.ych.org.uk/>
- There were several examples of good practice shared which SLC are planning to adopt, for example:
  - Designated Equality Champions from the Equality Group, supporting the Equality Impact Assessment process.
  - 'What do you think' questionnaire, a useful consultation document when Equality Impact Assessing new policies.

**Action: LB & EB are working on developing both practices and will update group at next meeting.**

## **Leaders in Diversity**

- The process of re-accreditation for the Leaders in Diversity Award is ongoing.
- The board was surveyed in December.
- The next stage is one to one discussions, in February, with the IID mentor and selected; Associate Principals, Curriculum Managers and Heads of Departments. **Action: LB will provide an update at next meeting**

## 5. Equality Outcomes – April 2017

LB provided an update

- Universities and colleges in Scotland are due to publish equality outcomes explaining the focus and aims of their equality work by April 2017. [www.ecu.ac.uk](http://www.ecu.ac.uk)
  - Data from the recent Investors in Diversity Report will feed into SLC outcomes.
  - The College's Access and Inclusion Strategy and Gender Action plan will also be included.
  - LB is meeting with New College Lanarkshire to further discuss the Regional Outcomes
- Action: LB will provide an update at next meeting.**

## 6. EQUALITY IMPACT ASSESSMENTS (EIA)

- Equality Impact Assessments are ongoing.
  - SMcK emphasised the importance of EIA's.
  - LB & EB are working on the shared practice from YCH involving Equality Champions.
- Action: LB & EB will develop the new process**

### Environment Equality Impact Assessments (EEIA)

EB/EH provided an update

- The next stage is a review of previous EEIA's. **Action: EH/EB will provide an update at the next meeting.**

## 7. QUALITY UPDATE

**KP provided an update**

- Plans in place to update Quality and Equality of Learning and teaching materials for staff.
- Subgroup meeting arranged for January 27<sup>th</sup>.

**KP/CM/EH/MA to Action**

### The New Quality Framework for Colleges in Scotland – Education Scotland

KP updated group.

- The new framework support colleges, in evaluating the quality of provision and services, in conjunction with reporting on progress, in relation to outcome agreements.
- The framework is based on four high level principles including:
  - Leadership and quality culture
  - Delivery of learning and services to supported learning
  - Outcomes and impact

- Capacity for improvement
- Section 3, **Outcomes and impact** asks the question – How good are we at ensuring the best outcomes for all our learners?
  - . 3.1 Wellbeing, equality and inclusion.
  - 3.2 Equity, attainment and achievement for all learners.

**Action: KP will introduce the new framework to the group at the next meeting**

### **In-Course Questionnaire Part 1 (2016-2017)**

**Group discussed key comments arising from this question:** What further adjustments you think the College should implement to promote equality?

- **More seating throughout the College.**
  - The refurbishment of the Bistro has already increased seating provision and further adjustments planned will result in more seating.
- **Mental Health Issues.**
  - The Mental Health Working Group is planning to promote Mental Health week May 8-14 and further awareness is raised through the ongoing Toilet door campaign and during Health & Wellbeing and Equality & Choices Events.
- **Identifiable serving utensils** in the catering areas for vegetarian/vegan/halal options.

**Action: SMcK/LB will discuss with Inspire.**

### **AOCB**

#### **Period Poverty**

SMcK/RH provided an update

- The College has launched an initiative to provide free access to sanitary products for students and staff.
- This will be rolled out over the next few months.
- Monica Lennon, MSP for Central Scotland, will visit this week, for a photoshoot, to help promote the initiative.
- The plan initially, is to distribute products through the Student Association, until dispensers are available. **Action: RH will provide update at next meeting**

## **Mindfulness Class – Twilight**

RH provided an update

- This one-hour class will run on a Thursday evening in the New Building from 4:45pm.
- The class is open to students, staff and the local community and there is no charge.
- The class forms part of the Social Impact Pledge and increases the positive impact the College makes on the local community. <http://www.communityscot.org.uk/social-impact-pledge/who-has-made-pledge/pledges-made-so-far/south-lanarkshire-college/>

## **Extended Learning Support (ELS) & Access and Inclusion Fund (initial funding discussion)**

SMcK updated the group

- Alsya Newman (policy officer) from the Scottish Funding Council (SFC) visited SLC on Monday 9<sup>th</sup> January for an Access and Inclusion potential indicator discussion.
- SFC has selected initial indicators to help estimate future demand for ELS in each region.
- Funding will not now be based on historical ELS funding.
- Several members of the Equality Group joined SMcK at the meeting.
- Alsya provided an interactive demonstration on the proposed new funding methodology which explored the impact on the Lanarkshire region.
- The demonstration showed a positive impact on funding for Lanarkshire.

## **Corporate Parenting & Safeguarding Group**

RH updated group

- RH is working on a Support and Focus group for Care students with Gavin Sinclair who is the Fundraising and Partnership Manager at Who Cares? Scotland.
- Policies and procedures relevant to Care experienced students are currently being reviewed.
- Approximately 350 care experienced students were sent letters with gift vouchers for various treatments and treats from the College. Feedback on this new initiative from the students themselves has been excellent!
- Robert Foster who is the Corporate parenting officer for FE/HE continues to support the College in fulfilling its obligation as a corporate parent.

## **Breastfeeding in College**

RH provided an update

- Student Services have received requests for a private space in College to express milk.
- A suitable area has been identified and RH is currently liaising with Facilities on the logistics. **Action: RH will provide update at next meeting**

## **Litter on Campus.**

- Group discussed having a campaign to crackdown on an increasing litter problem on Campus.
- Photographing messy areas and publishing in the newsletter was one suggestion.
- Using CCTV to identify consistent offenders was another.
- **Action: SMcK/MM will investigate further (*MM to contact Angela Martin to arrange a time for a meeting to discuss*)**

**Next Meeting – Wednesday 17<sup>th</sup> May 2017**