

EQUALITY GROUP MEETING – Wednesday 17 May 2017

PRESENT: Stewart McKillop (Chair), Lisa Beresford, Myra Sisi, Melisa Mitchell, Rose Harkness, Lucy Flynn, Elaine Hamilton and Elaine Ballantyne (minutes).

Guest: Andrew Brawley – Education Scotland

1. APOLOGIES – None

- A new member of the group is required to replace Chris Meek. **LB will action**

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

Corridor doors – Update: EH

- The main corridor doors on the first floor are now powered automatic, providing direct access to disabled toilets and classrooms.

Gender Neutral Toilets (C/F) – Update: EB

- A new ‘not every disability is visible’ sign is now in place on all accessible toilets.
- Group discussed increasing the provision of gender neutral toilets and signage required.
- Examples were discussed and all agreed an image of a toilet with the words ‘all gender toilet’ would be the best option. **Action: EB will investigate further and report back to next meeting**

Chaplaincy Service – Update: RH

- To promote the Chaplaincy and Humanist service the team hosted an information stand in the Refectory area with a new SLC promotional pop up stand.
- Tea, coffee and biscuits were available and students and staff were encouraged to stop by and have a chat.
- The response was very positive and as a result this initiative will continue.

Quiet Room – Update: RH

- The quiet room has been recently upgraded and RH encouraged the group to go along.

Student Engagement Awards Winners (sparqs) 2017 – Update: KP

- ‘The Climb if you can’ awareness video won a Category 4 award at the sparqs Student Engagement Awards 2017.
- This was a student-led initiative demonstrating a clear commitment to equality and diversity.
- The idea for the video came from the students themselves raising the issue of access to the College lifts. The standard complaint was that people who NEED to use the lift (which is of course not always obvious) have to wait long periods in queues because many people who could use the stairs don't.

- The project was part of an IT multimedia course, and the students, are on a supported programme, came up with the storyline, acted and filmed a lot of the footage themselves.

Providing Information in Alternative Accessible Formats (C/F) – Update: EH

- Having alternative language versions of College information, including the enrolment form and student questionnaire, continues to be investigated.
- EH has been working with IT to find a solution.
- Students are currently making use of ClaroRead which is proving to be useful in the interim. **Action: EH will continue to investigate and report back to group**

Disabled Parking Spaces (C/F) – Update: EB

- The relocation of disabled bays is on the summer works list which is a result of two nursery spaces being underutilised.
- One space will remain and the other relocated closer to main entrance. **Action: EB will liaise with Facilities and report back to group**

Equality & Choices 28 – 30 March 2017 – Update: EB

- A diverse range of organisations hosted information stands in Atrium Expo, all helping to celebrate the rich diversity of cultures, backgrounds, beliefs and lifestyles we share and the choices we make.
- Show Racism the Red Card - the anti-racism charity, delivered three interactive workshops aiming to educate about the causes and consequences of racism. The workshops were well attended and feedback really positive. www.srtrc.org.
- Free Wheel North also joined us with their special fleet of bikes providing cycling activity in the College grounds – which was great fun. www.freewheelnorth.org.uk.
- Hairdressing & Beauty Students provided complimentary treatments.
- Inspire Catering handed out the free fruit as part of the Healthy Eating Initiative.
- Feedback received was very positive.

Mental Health Awareness Week May 8-14 (Surviving or Thriving) – Update: EB

- The Mental Health Working group (MHWG) supported the Mental Health Foundation’s ‘Mental Health Awareness Week’ by hosting a one hour ‘Positivi-Tea event’ in the Bistro.
<https://www.mentalhealth.org.uk/campaigns/mental-health-awareness-week>
- Students and staff were invited to take a break and drop in for a chat with complimentary tea, coffee, juice and cake served by Hospitality Students.

- Breathing Space and the Student Association hosted information stands on what support is available both externally and internally. <http://breathingspace.scot/>
- The event was well attended and received positive feedback.
- Alan Lewis from Breathing Space commented on how impressed he was by the College's focus on mental health awareness.
- The MHWG are planning a similar event for World Mental Health Day on 10th October when the focus will be on 'Challenging the Stigma'. <https://www.awarenessdays.com/awareness-days-calendar/world-mental-health-day-2017/>

LGBT Youth Scotland - Charter of Rights Update – Update: EB

- The Charter Portfolio review has been rescheduled to June 20th due to staff changes at LGBT. **Action: EB/RH will provide update at next meeting.**

Purple Friday – 24th February 2017 – Update: RH & MM

- Student Services, Student Association, Human Resources and all Faculties worked closely together in arranging Purple Friday on February 24th.
- Students and staff were asked to wear purple to show support for the LGBT equality and to stand up against homophobia, biphobia and transphobia. www.lgbtyouth.org.uk.
- Hair and beauty students provided purple nails and makeup.
- Digital photography students took fantastic photographs.
- At the Atrium Expo; Terence Higgins Trust, Police Scotland, Landed, Leap, Scottish Youth Parliament, June Carr (Mindfulness) and the Student Association hosted information stands.
- Inspire baked and sold rainbow cakes to raise funds for LGBT Youth Scotland.
- The Student Association encouraged students to write positive messages on a white table cover, prompting lots of creativity and positive feedback.
- MM took the table cover to a Board of Management meeting.

Investors in Diversity (IID)

National Centre for Diversity 2017 Conference and Grand Awards – Update: LB/EB/KP

- LB, KP and EB attended the National Centre for Diversity 2017 Conference (NCFD) in March which focused on Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE). It was a fantastic opportunity to learn and share best practice.

- At the evening Grand Awards dinner, South Lanarkshire College came in at an impressive Number 3 (up from number 32 in 2016) in the NCFD's UK top 100 index of the UK's best organisations in 2017. This was in recognition of the positive and proactive work the College does with equality, diversity and inclusion.
<http://www.nationalcentrefordiversity.com/>

Leaders in Diversity – Update: LB

- The College has been reaccredited with Leaders in Diversity status for the second time.
- Overall, the results from the Leaders in Diversity surveys were really positive.
- Some results from the last IID staff survey in 2012 had improved by 30%.
- Data from the IID reports formed part of the Equality Outcomes for the Equality Mainstreaming Report.

In-Course Questionnaire Part 1 (2016-2017) - Identifiable serving utensils in the refectory. Update: SMcK

- Inspire currently have identifiable colour coded utensils for vegetarian/vegan/halal.
- To ensure choices are clear they will add colour coded signage. **Action: SMcK/LB will review**

Period Poverty – Update: RH and MM

- Essential sanitary products are free to students and staff at South Lanarkshire College. This initiative is part of a “ground-breaking” Health and Wellbeing equality scheme.
- Awareness of period poverty and inequalities arising from menstruation has become a prominent issue in Scotland, championed in the Scottish Parliament by MSP and Hamilton North and East Councillor Monica Lennon.
- Monica Lennon will present the initiative to the Scottish Parliament as a bill with the College named as an example of good practice.
- RH is now part of a Scottish Government Group and was recently invited to talk about the initiative on Radio Scotland and to the Scottish Parliament.
- RH has also received feedback from students indicating that the initiative is having a significant positive impact.
- Free vending machines are now in place across the College, with products also available from several locations including the Student Association and receptions.
- Estimated expected costs for the full academic session are in the region of £900 and there is no evidence of anyone taking advantage, which is what was expected.

Mindfulness Classes – Update: RH

- The Thursday 30-minute lunchtime and the one-hour twilight classes are ongoing.
- The evening class is open to students, staff and the local community with no charge and is part of the Social Impact Pledge, increasing 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/>
- The mindfulness practitioner also works closely with faculty staff delivering sessions on request.

Corporate Parenting – Who Cares? Scotland – Update: RH/LB

- On Sunday 30th April 2017 a staff team participated in the Royal Bank of Scotland Kilt walk 2017.
- Two excellent charities benefited with over £1500 raised for Who Cares? Scotland and over £400 for St Andrew's Hospice.
- During the March staff development day, Who Cares? Scotland delivered empowerment sessions which were well received.
- At a recent Human Resources Board committee meeting it was suggested that staff would benefit from further training from Who Care's? Scotland, on the work of the Children's panel and the impact on those students who come through this system. **LB will action**

Breast Feeding Room – Update: RH

- College now has a breast-feeding room located on the first floor to allow mothers to breast feed and express milk with a fridge in Student Services for storage.
- Whilst a breast-feeding room is available, mothers may breast-feed in any area of the College.
- An increasing number of students are coming to College who are pregnant, take 6 weeks off to have their baby, then return to College within the same academic year.
- RH is working on the new Student Maternity, Paternity and Adoption Policy, providing guidelines on supporting students, which she will present at next meeting. **RH will action**

3. Staff Development - Update: LB

- March staff development day contained several equalities focused sessions, including:
 - SAMH - mental health information session
 - Who Care's? Scotland – empowerment session
 - Dyslexia awareness session – in house
 - Dementia Friends

- Nil by Mouth
- Unconscious Bias – a new online resource which will be rolled out to all staff
- ASIST trained members of staff had requested an opportunity to share their experiences and best practice therefore an ‘ASIST forum’ facilitated by the Richmond Fellowship formed part of the program.
 - Several actions evolved, including: providing all ASIST trained staff, with a key to a First Aid room ensuring a private space is accessible if when people are in crisis.
- Overall the evaluations from the Equality Focused sessions were very positive.
- The development of the in-house Equality Online training is ongoing and the intention is to roll this out at the beginning of the next term. **EB/LB will action**

4. Equality Initiatives - Update: EB/LB

Equality and Diversity Newsletter

- A College Equality and Diversity newsletter highlighting good practice was published. This formed part of a College Procurement Breakfast event in March when local businesses were invited along to an informal introduction to the procurement and tendering process.
- The newsletter was then distributed to staff and the Board of Management.
- Feedback was positive and as a result the newsletter will be produced biannually.

Encouraging Disclosure

- To encourage disclosure of equality data a booklet in a similar format of Stonewall’s ‘What’s it got to do with you’ booklet is planned. **EB will action booklet**

Accessible Information

- To ensure new literature produced is accessible for everyone we have created a ‘What do you think...’ questionnaire. **Action KP will proofread and feedback to EB prior to circulation.**

5. Equality Impact Assessment - Update: EB

- Equality Impact Assessments ongoing.
- Plans in place to involve the Equality Group as Equality Champions in the Equality Impact Assessment process. **Action: LB and EB will facilitate a training session to update group on the process in August 2017**

Equality Impact Assessing the Environment - Update: EB/EH

- EH and EB along with a Student Officer who is a wheelchair user and one of the Student Reps carried out an 'Environmental Equality Impact Assessment' of the Catering area on the second floor.
- Both students provided positive feedback on the level of accessibility in the College and advised on a few areas that could be made even better. **Action: EB/EH will review feedback**

6. Quality Update - Update: KP

- To remind people what the new framework is about, the Quality enhancement group have pulled together a PowerPoint presentation which will be shared at next CMT meeting.
- The annual self-evaluation for 2016/17 will be against the new framework, across all areas using the new CeSEP online system (*College electronic Self-Evaluation Process*).
- This new system has been rolled out across this academic session and is under continuous development.
- Training will be provided on the system during the next term. **Action: KP**

7. Gender Action Plan - Update: SMcK

- The Gender Action Plan has been approved by the Board and has gone to New College Lanarkshire as the Strategic Body.
- The SLC plan, due to be published by the end of 2017, concentrates initially on the next two years with several actions based on the five broad themes.
- Across the College there are approximately 50% female and 50% male students nevertheless, within certain subject areas there are significant gender imbalances.
- SLC will tackle underrepresentation in the following areas:
 - Female under-representation
 - Construction (general)
 - Building/Construction Operations
 - Building Services
 - Male under-representation
 - Child Care Services
 - Hair/Personal Care
- The aim is by 2021 to increase by 5% points the minority gender share among 13-24 years old.
- By 2030 to have no subject as an extreme gender imbalance (75:25).
- A review of the plan will take place in the 2018/2019 academic year.

- The end of this year is the baseline and from this the College must demonstrate to the Scottish Funding Council percentage increases year on year.
- The Equality Group will be involved in taking the plan forward.
- Gender Action Plan will be published on College website. **LF will action**

Gender Inclusive Images – Update: LF

- The Gender Balance Focus group looked at images used across the College to ensure all are Gender Inclusive.
- Plans in place to video interview some students of a non – traditional gender within subject areas. **LF will action**
- Relevant information from the Mainstreaming Report will be extracted and highlighted on Social Media and the Website. **EB will action**
- All departments have been encouraged to use non – traditional genders in advertisements.

8. Equality Mainstreaming Report - Update: LB

- The Equality Mainstreaming report provides an update on the considerable progress made within equality, diversity and access and inclusion by the College and in delivering the equality outcomes set in April 2013 and includes:
 - Overview of activities around the 2013 outcomes and the progress made to date.
 - Regional Equality Outcomes and College specific for the 2017-2021 and an action plan.
- The level of what is required to be reported in terms of Protected Characteristics has increased from 2013 and includes:
 - Applications received through the recruitment process
 - Staff Development
 - Student Outcome Data
 - Occupational Segregation

As the College is required to report on Gender Pay Gap by April 2018, this is also included

- A gender pay gap of 16.67% exists between males and females within the College however this relates to the fact that there are a high number of females in support roles as all staff are paid the same rate, regardless of gender.
- The College Management Team is 60% female and 40% Male
- The Board of Management has already achieved a 50/50 Gender balance.

Actions include:

- Reviewing the recruitment process with a view to taking positive action to attract under- represented groups in relation to recruitment and promotion
- Increasing the rate of staff return and disclosure of Equality Monitoring information. This has improved this year by using a new online equality monitoring form (an increased rate of return up from 56% to 76%).
- Providing appropriate and constructive staff development opportunities for all staff with a range of delivery options.
- LB asked group to review the action plan with a view to discussing at the next meeting.

<http://www.south-lanarkshire-college.ac.uk/wp-content/uploads/Equality-Mainstreaming-Report-South-Lanarkshire-College-18.05.17.pdf> **Actions: The Equality Group – to review the Mainstreaming Report Action plan and discuss at the next meeting. EB will add this item to the agenda**

9. AOCB

Learning Support – Update: EH

Students can now book Learning Support Appointments and receive a text reminder through a new self-service scheduling system which is accessible through a ‘Support for Learning’ section on the College Portal.

- Over the summer break room 102 will be converted to include a designated accessible reception with seating area, increasing access to Learning Support information.

Lanarkshire Lesbian, Gay, Bisexual, Transgender and Intersex development group: Update: RH

- The College is now a member of this newly formed group which has a multi-agency approach to supporting the LGBTI community.
- Sharing resources is a major focus and the College recently received an NHS/LGBT pop up stand for College Atrium and Mental Health resources which are now available on the College website.

Next Meeting – Wednesday 30th August 2017