

Equality, Diversity & Inclusion @ SLC

SPECIAL EDITION

Human Resources
Committee
May 2017
Appendix E

www.slc.ac.uk

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‘We Believe in Equality & Diversity’

It is part of our ethos and we expand this to everyone who engages with the College.



In 2011 we adopted the Investors in Diversity framework, delivered by the National Centre for Diversity (NCFD) and were the first organisation in Scotland to be recognised as a full ‘**Investor in Diversity**’ and more recently as a ‘**Leader in Diversity**’. Both accreditations recognise the positive and proactive work we do in all areas of equality, diversity and inclusion.

Our success has been further enhanced with equality, diversity and inclusion awards from the NCFD at the Grand Awards Ceremony in January 2016 and the FE Sector Diversity Awards in January 2017. www.nationalcentrefordiversity.com



Leaders in Diversity

We Believe in Equality and Diversity

All Staff Conference

With equality, diversity and inclusion as core values we aim to integrate the principles of equality and promotion of diversity into all aspects of the day-to-day life of the College.

We hold an Annual All Staff Conference at the beginning of each academic year to bring staff together on a shared theme to debate, generate ideas, network with colleagues and to have a chance to develop themselves as well as thinking about how to deliver transformational opportunities for our students.

Every member of staff across all faculties and departments is invited to attend, including temporary staff.

The 2016 theme was the 'Only way is up' and over 250 staff enjoyed a day of networking, workshops, learning and all round inspiration.

John Swinney, the Scottish Government's Deputy First Minister and Cabinet Secretary for Education and Skills was the first keynote speaker and spoke candidly about equity and excellence in education.

We added bespoke rainbow SLC badges to the Conference packs so staff could show their support for LGBT Equality.



Events Calendar



We have a packed calendar of information events throughout the year which are informative, fun and a fantastic opportunity for our students and staff to work together to promote Equality and Diversity.

A diverse range of partner organisations help us to inform by hosting information stands in the Atrium EXPO and through delivering workshops.

Our events calendar for the year includes:

- ◆ Freshers
- ◆ Health and Wellbeing Event
- ◆ Pink Day
- ◆ Higher Education Event
- ◆ Volunteer Week
- ◆ Sustainability Event
- ◆ LGBT History Month
- ◆ Purple Friday
- ◆ Equality & Choices Event
- ◆ Mental Health Awareness

We Believe in Equality and Diversity

We believe in listening

We continually gather information and feedback from a wide range of sources including:

- ◆ Student and staff questionnaires
- ◆ Information sharing with Regional partners
- ◆ National statistical information and guidance
- ◆ Focus and working groups

We also believe in talking and this is evident by the number of groups we have with an equality and diversity focus, all taking membership from areas across the College. This includes students, staff and the College chaplains.

All groups meet at least four times a year and provide an excellent opportunity to examine, consider and action all equality related issues.

Equality Group

This group acts as a channel of communication to progress equality, diversity and inclusion and supports the Equality Impact Assessment process which ensures that our policies, practices and decisions are fair, meet the needs of students and staff and don't inadvertently discriminate.

The Principal as chair has overall responsibility for equality and diversity.

Access and Inclusion Group

This group has developed a strategy demonstrating commitment to developing and implementing services, policies and procedures with a positive focus on Access & Inclusion.

We are delighted that this recently created strategy was put forward as an example of good practice by the Scottish Funding Council.

Gender Action Planning Group

The Scottish Funding Council recently set an ambition that by 2030 no college or university will have a gender imbalance of greater than 75% of one gender. The role of this group is to develop an action plan focusing on the curriculum areas in which the College is required to address severe imbalance. These areas are: female under-representation in Construction and male under-representation in Child Care, Hair and Personal Services.



Mental Health Working Group

This group supports and promotes the mental health of students and staff and are working on raising awareness during Mental Health Awareness week 8–14 May when the theme is Surviving or Thriving?

www.mentalhealth.org.uk

LGBT+ Equality Champions Group

The aim of this group is to enhance the College's support of LGBT+ staff and students and to develop an understanding of issues relating to LGBT+ people.

www.lgbtyouth.org.uk

Advice Centre

We recognise that coming to college can be an exciting and rewarding experience but can also bring extra challenges and stress. Supporting our students is a priority and we have a variety of services available.

Our professional and dedicated staff in Student Services are always ready to talk to make sure College life is as enjoyable as possible.

There is a wide range of support available which is widely promoted throughout the College including:

- ◆ Guidance and Support Advisors
- ◆ Student Counsellor
- ◆ Chaplaincy Team
- ◆ Mindfulness Classes

Where specialised help is needed, students are put in touch with other support agencies.



Corporate Parenting

As a corporate parent we have duties and responsibilities to ensure the wellbeing and support of looked after children and young people. We have developed a strategy and action plan on how we can facilitate this support and from this a Carer and Care experienced Focus Group has evolved.

Hate Crime Third Party Reporting

Many people, for a variety of reasons, do not want to get in touch with the police in person to report a Hate Crime. The College is a Third party reporting centre with seven staff trained in assisting people with Hate Crime reporting to the Police.



Suicide Awareness ASIST

We recognise that suicide is a community health problem and very proud that 18 members of College staff



volunteered to undertake a two day ASIST training course. (Applied Suicide Intervention Skills Training). As a result they now have the skills to effectively support people at risk of suicide. An ASIST list with contact details is strategically placed next to the First Aid contact list throughout the College.

We Believe in Equality and Diversity

Accessibility

Accessibility is fundamental to our core values and we endeavour to create an environment that is barrier-free to the maximum extent possible.

We have introduced a number of accessibility measures, both physical and operational, and the new College Annexe was designed with accessible facilities.



Toilets

We have fully accessible toilets in both the Main Building and Annex, and in addition both buildings have toilets equipped for support with personal care.



Toilet Door Health Campaign

This is a great way of getting information out there and we have approximately 120 A4 frames to fill.

Campaigns this year have included:

- ◆ [LGBT Helpline](#)
- ◆ [AMIS – helpline for men experiencing domestic abuse](#)
- ◆ [Masscot – Skin Cancer information \(melanoma\)](#)
- ◆ [Lanarkshire Sexual Health Services](#)
- ◆ [Nil by Mouth Iceberg Poster – anti sectarianism](#)
- ◆ [Breathing space and Living Life – Mental Health information](#)
- ◆ [Dyslexia Awareness Week](#)

Breast Feeding Room

In recognition of the well documented health advantages of breastfeeding for children and mothers, we have created a private room for students and staff to breastfeed and express milk.



BREASTFEEDING ROOM

Motivational Posters

To remind our students and staff that they are special, unique and important we put motivational posters next to the mirrors in all toilet areas.



Sanitary Products

As part of our health and wellbeing focus, free sanitary products are available on request from Student Services and Student Association office. Free dispensing machines are soon to be installed in toilets throughout the College.

We Believe in Equality and Diversity

LGBT Charter of Rights

We are very proud to be working towards the LGBT Charter of Rights and are committed to ensuring that LGBT+ people are valued, included and supported.

We recently introduced an SLC LGBT+ focus group giving students and staff an opportunity for discussion.



LGBT History Month & Purple Friday



Pride Glasgow

In August 2016, students, staff and families showed support for LGBT+ equality by joining over 3000 people, in the rain, marching through Glasgow in the Pride Parade. We also hosted an information stand in the Community Expo which was a fantastic opportunity to engage with the LGBT+ community. Plans are already in place to attend again in August 2017.



We hold our own Pride event in February on the last Friday of History Month. Students and staff can opt to wear Purple to show that they stand up against homophobia, biphobia and transphobia. We also have an EXPO in the Atrium which is always supported by lots of relevant partner organisations.



www.lgbtyouth.org.uk

We Believe in Equality and Diversity

Staff Development

We respect and value the positive contribution of our staff and want them to achieve their full potential and gain benefit and enjoyment from involvement in the life of the College. To achieve this staff training in the area of equality and diversity is a key objective. CPD opportunities are continuously available and in addition we have four staff development days.

The programme for 2016/17 included:

- ◆ LGBT Awareness
- ◆ Safeguarding – Corporate Parenting
- ◆ Supporting Students with Dyslexia
- ◆ Dementia Friends
- ◆ Drug Awareness
- ◆ Unconscious Bias
- ◆ Autism Toolbox
- ◆ Self-Harm Awareness
- ◆ Hate Crime – Third Party Reporting



Protected Characteristics

How well do you know the 9 protected characteristics covered under the umbrella of the Equality Act 2010?

1. A _ E
2. D _ S _ _ _ L _ _ Y
3. S _ X
4. G _ N _ _ R R _ A S _ G _ M _ _ T
5. M _ R R _ _ G E or C _ V I L P _ _ N E R _ _ _ _
6. P _ _ _ N _ _ _ _ & M _ T _ _ N _ _ _
7. R _ L _ G _ _ _ & B _ _ _ _ F
8. S _ X _ _ _ O _ _ _ _ T A T _ _ _
9. R _ _ E



We Believe in Equality and Diversity

ACCREDITATION

As well as being a Leader in Diversity we also hold a number of accreditations in recognition of the work we do in Equality & Diversity.



Investors in People Platinum (IIP)

Our commitment to staff is demonstrated in the achievement of IIP Platinum accreditation in May 2016. This is a huge achievement as successful accreditation against the Investors in People Standard is the sign of a great employer, an outperforming place to work and a clear commitment to sustainability. In May 2017 we will undertake a 12-month review in line with the next stages of our IIP journey.



Investors in People Health and Wellbeing Award

We were delighted to also achieve the IIP Health and Wellbeing Award this year which further supports our commitment to health and wellbeing.

www.investorsinpeople.com

Disability Confident Employer

We have gained 'Committed' accreditation status. This nationally recognised accreditation scheme encourages businesses to recruit and retain disabled people and people with health conditions.

www.gov.uk



Responsible Futures

This accreditation mark confirms that the College and the student association are committed to embedding sustainability into the curriculums, and acts as a clear signal to prospective students who want to leave their time in education as global citizens prepared for the 21st century.

www.nusconnect.org

Thank you for taking the time to read this brief overview of just how much 'We Believe in Equality & Diversity'. Further information is available on the College website:

www.slc.ac.uk.

If you have any questions or would like this newsletter in an alternative format please contact: equality@slc.ac.uk



South Lanarkshire College

East Kilbride