

## **Curriculum, Student Affairs and Outcomes Committee**

### **Equality and Diversity Update – February 2017**

#### **Impact of UK leaving the European Union**

At the last Curriculum, Student Affairs and Outcomes meetings, there has been some discussion around whether we could identify the number of the students and staff of NCL that come from other parts of the EU, to gauge the potential impact should the principle of free movement be affected by the UK's withdrawal from the European Union.

At the time of the last discussion, student figures for NCL were available, but not staff as nationality information is not routinely recorded in the same way as it is for students.

#### **SFC Gender Action Plan - Update**

Work on the Gender Action Plan progresses to meet the required deadlines, and a copy of the draft GAP is being provided to the Committee. We are also reflecting our equality priorities in the Regional Outcome Agreement for 2017 – 2020, which is currently in development with SFC.

Discussions around revising our equality outcomes are also progressing and a further meeting is arranged with our colleagues at South Lanarkshire College on Friday 24 February. Given the work done already for the ROA and the Gender Action Plan, we anticipate some refinement to these outcomes rather than a wholesale rewrite. I will provide a verbal update on this meeting to the Committee on 27 February.

We are still on track to meet all required statutory deadlines.

#### **ASIST Training**

In January 2017, we provided Applied Suicide Intervention Skills Training (ASIST) to approximately 20 staff from services and faculties across the College. This two-day training is aimed at providing staff with the skills and knowledge to provide first aid type support to an individual who may be expressing suicidal thoughts or demonstrating suicidal tendencies. It is not designed to make staff experts overnight but provides staff with the intervention skills to keep an individual safe until further support can be put in place. Staff who attended this session considered it to be extremely worthwhile and we will be considering how we can offer further opportunities to other staff to undertake this training.

We are also considering how we can extend the delivery to staff of the Mental Health First Aid (MHFA) training to staff and members of the Students' Association. This is also a two-day course and is always offered in CPD Week. However, as the numbers are limited to 16 per group due to the content of the course and to ensure that all participants can be appropriately supported, we are seeking to plan a number of MHFA courses throughout the 2017/2018 year in conjunction with colleagues in the Faculty of Care and Science.

## **Equality and Diversity Policy**

Although we have our statutory reports and also publish equalities information via the Regional Outcome Agreement, these are quite lengthy documents and some of our stakeholders have indicated that they would welcome a short statement covering our equality and diversity approach. Internally, this would also be useful for teams submitting tenders and funding bids, where we must demonstrate our awareness and understanding of our equalities and diversity obligations.

The attached policy has been drafted for consultation, which began on Friday 24 February. We have already piloted this with one of our awarding bodies as part of their reaccreditation process and they have confirmed that it is both useful and meets their needs. The draft policy signposts to our more formal documents for those interested in a deeper understanding of our ethos, but aims to outline our main responsibilities.

This policy is not subject to Board approval, but I would welcome any comments from the committee.

Brian Gilchrist

**Assistant Principal: Organisational Development**

February 2017