

Curriculum, Student Affairs and Outcomes Committee

Equality and Diversity Update – November 2016

Since the Committee's last meeting on 23 May 2016, the summer holidays have intervened and there has been limited equality and diversity activity taking place. However, some key points that I would like to raise with the Committee are given below:

Impact of UK leaving the European Union

At the last Curriculum, Student Affairs and Outcomes meeting, there was some discussion around whether we could identify the number of students at 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.

I have now been supplied with some figures from the MIS team, which show the following:

Year	EU	Non EU
2015 - 2016	721	231
2016 - 2017	439	116

This shows the headcount numbers for last academic year (2015/2016) and the headcount for students enrolled so far in 2016/2017 (excluding any planned January starts). There may be some movement in the 2016/2017 figures since the data was extracted from the system.

The largest EU group by far is students who have listed their nationality as Polish, with 504 (70%) of the total of 721 for the 2015/2016 year and 320 (73%) of the total so far of 439 for the 2016/2017 year.

SFC Gender Action Plan - Update

There has recently been a meeting between New College Lanarkshire and South Lanarkshire College with SFC to discuss the approach that SFC expects colleges to take to produce their gender action plans and meet the equalities requirements for the Regional Outcome Agreement.

There are overlapping timelines for the SFC in terms of submission of the Regional Outcome Agreement and the Gender Action Plan and this is being clarified with SFC. However, some work on the Gender Action Plan has already started and a meeting is being arranged between equality leads at New College Lanarkshire and South Lanarkshire College to look at how we can support SFC-led activity and the statutory refresh in Spring 2017 of the regional equality outcomes that were published under the Equality Act 2010.

We expect to be able to provide our proposed Gender Action Plan and Regional Equality Outcomes at the next meeting of this Committee in February.

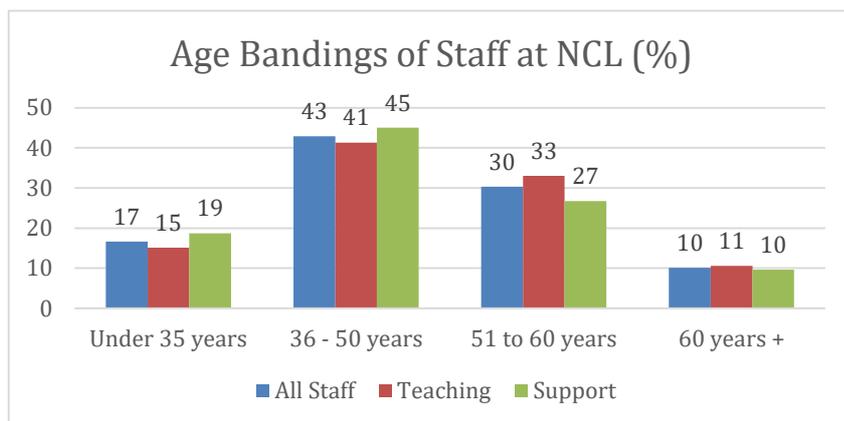


Staffing Return Update

October sees the completion and submission of the College's Annual Staffing Return to SFC, which includes some equalities related data in terms of age, ethnicity, disability and gender.

Age

The Staffing Return splits staff into 4 broad age bands, with almost three quarters of the staff falling into the 36 – 50 years and 50 – 60 years age groupings.



This data shows that the Support staff are statistically slightly younger than the teaching staff, as a higher percentage of support staff fall within the first two groups. We have 111 staff over the age of 60, representing almost 10% of the workforce (67 teaching staff and 44 support staff).

Ethnicity

The College has 9 staff who have indicated that they have a black or ethnic minority background. Of these 6 are teaching staff and 3 are support staff. While these numbers remain small, there has been an increase on 2014/2015 and staff are now spread across a greater range of salary levels, which is a positive change.

Disability

The College has 34 staff who have disclosed their disability status to HR, which is approximately 3% of the workforce. While this remains low, via the occupational health team we continue to support staff with a range of conditions to remain in work.

Gender

The College has 410 male staff (37.5%) and 684 female staff (62.5%). In relation to gender, there are marked differences between teaching staff and support staff. The teaching staff are 45% male and 55% female, whereas the support staff are 74% female, with significant concentrations in administration, catering and lower paid roles. Within teaching staff too, there remain significant gender imbalances in some curricular areas. While these statistics reflect wider society and the industries from which we draw our staff, the college percentages have not moved considerably over time and our work on our Gender Action Plan and regional equality outcomes will give a renewed focus to this area.

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November 2016