



Resources and General Purposes Committee

Organisational Development Update – November 2016

Since the Committee's last meeting on 19 September 2016, some key points that I would like to raise with the Committee are given below:

Industrial Action by UNISON Members

Following the initial day of strike action on 6 September 2016, a further day of strike action by members of UNISON took place on 27 September. On 27 September all campuses (except Coatbridge) were open as normal to staff and students and, even taking into account that Coatbridge was closed, more support staff came to work than participated in strike action and more support staff came to work on 27 September than had reported for work on 6 September. This reflects the national picture.

UNISON members were also asked by the union to withdraw from provision of first aid and evacuation / fire marshal provision. However, many of our staff continued to provide these services and, with additional systems training for a small group of management and facilities staff, we continued to operate safely.

Further strike action planned for 8 and 9 November (and the withdrawal of first aid and evacuation cover) was postponed after a revised offer was tabled at the NJNC, which followed a meeting of the Employers' Association on 31 October and two rounds of discussions at ACAS. UNISON have balloted their members on the revised offer and our understanding is that this ballot closes on 21 November. By the time of the Committee meeting, we will have received confirmation of the ballot outcome and I will update members on Tuesday.

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 and staff 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 data for students:

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. Please note that this figure indicates headcount, rather than FTEs.

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.

Although we check that staff have the right to work in the UK (which can be evidenced in various ways), we do not centrally record the nationality of staff members



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 will take place on Friday 25 November between equality leads at New College Lanarkshire and South Lanarkshire College to look at how we can support both SFC-led activity and the statutory refresh in Spring 2017 of the regional equality outcomes that were published under the Equality Act 2010.

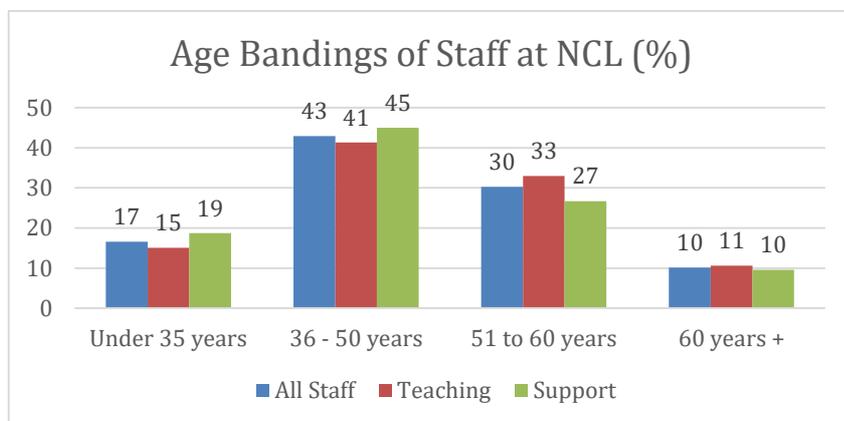
We expect to be able to provide our proposed Gender Action Plan and Regional Equality Outcomes at the next meeting of this Committee.

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