

HUMAN RESOURCES

Item 6.1 Curriculum, Student Affairs and Outcomes Committee – September 2017 *NCL Equality Update*

There are five main items that I wish to bring to the attention of the Committee:

SFC Annual Staffing Return

Although perhaps not directly related to the remit of the Committee, members may be interested to know that this year and for the first time, the format of the SFC Annual Staffing Return which must be completed by all colleges will include data on all the protected characteristics covered by the Equality Act 2010. Previously, the only categories covered were age, gender, disability and ethnicity.

This has been a topic of discussion for some time and the new format will enable a sector wide analysis. This is important as we seek to ensure that staff populations in Colleges broadly reflect the communities they serve.

The return for the 2016/2017 academic year must be submitted to SFC by mid-October and we will be using the next few weeks to encourage staff who have not already provided or updated their 'equality information' to do so, to make sure that the picture returned for NCL is as accurate as possible.

Investors in Young People

New College Lanarkshire and its legacy colleges have been involved in the Investors in People framework for many years, with our latest three year accreditation being achieved in February 2016. However, fairly recently, an additional framework, **Investors in Young People**, has been developed to enable organisations to demonstrate their commitment to employing and developing the skills of younger people.

Given the College's current staff age profile of 48 years for both teaching staff and support staff, we are interested in becoming involved with the IYYP framework to signal our commitment to employing more young people and as part of a wider workforce development and succession planning strategy.

An initial meeting has been held with Re:Markable (the new brand name for Investors in People) and we will be exploring this further in the coming weeks, with a view to producing a plan to achieve the IYYP standard. I will keep the Committee updated.

CPD Week

This year our annual CPD Week, held between 21 and 25 August, had mental health awareness as one of our key themes and, across the campuses, the following sessions were offered on this topic:

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- Mental Health Awareness
- suicideTALK
- Mindfulness
- Towards a Stigma Free Lanarkshire

Across the week, 360 staff registered attendance for these sessions and our initial feedback is that these have been extremely worthwhile and we are looking at ways of offering these sessions again at different points throughout the year.

We were also able to deliver two sessions under the Project Griffin Counter Terrorism Awareness heading and just over 100 staff attended. Delivered by Police Scotland's Safer Communities Team, these offered an opportunity for staff to be provided with security advice and also raised awareness the background to the UK threat level. There was also an equality strand to this training as Police Scotland have made it clear that our response to threats should not be about stigmatising communities and that radicalisation can affect anyone. We will be offering further sessions delivered by Police Scotland in October and would welcome any Board members who wished to attend.

We are grateful to our external speakers and agencies who delivered multiple sessions for us at low or no cost – Martin Stepek, Lanarkshire Links, Lanarkshire Movement for Change and Police Scotland.

Equality Mainstreaming Report 2017 – Feedback from Equality and Human Rights Commission

This report was tabled at the last meeting of this Committee and has been formally published on our website. In the interim, we have had some contact from the Equality and Human Rights Commission in their capacity as the body who monitor compliance with the duty on public bodies to publish. The EHRC commented that it was good to see the College addressing issues of occupational segregation, although some of our analysis was considered to be at a higher level where more details on segregation across grades would be welcomed. We have been encouraged to break information down in the next reporting cycle (in 2021), but are aiming to update the analysis in our current 2017 report by the end of September.

Marketing Dashboard

I have attached two dashboards for the Committee's information, following the discussion at the last meeting where this information was considered both interesting and useful. The two documents attached are the dashboard for May and a summary dashboard for the summer period covering June to August.

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August 2017