

# HUMAN RESOURCES

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

Since the last meeting in September, it has been a quieter period for specific equality and diversity related activity, given the impact of the September weekend and the October break and some staffing changes within the teams involved. However, there are some high-level updates to bring to the committee's attention.

### **WorldSkills Success**

Since the last meeting, we are delighted that Betsy Crosbie, one of our WorldSkills competitors, who has already achieved great success at the UK and European competitions was awarded a Medallion of Excellence at WorldSkills17 in Abu Dhabi for CADD. We will be welcoming Betsy to our awards ceremonies on 16 November to recognise her achievements.

WorldSkills continues to give us a unique means of promoting the work of the College and the success of our students and, by celebrating the achievements of individual competitors like Betsy and our other female medallists at WorldSkillsUK, it continues to be a powerful way of championing equality and gender participation.

### **Team Changes**

In relation to our equality and diversity activity, there have been two changes of which the committee should be aware. Our HR Operations Manager has left us for other employment and a member of staff who was redeployed from the prisons contract to support equality and diversity activity, with a particular focus on learner participation and engagement has retired. Neither post has yet been replaced, with the responsibilities being fulfilled by the relevant managers and teams on an interim basis.

### **Investors in Young People - Update**

The Assistant Principal: Organisational Development and the Head of Marketing and Communications recently attended a one day workshop on the IYP framework. As highlighted at the last meeting, this offers a structure for considering how the college recruits, retains and develops young people. While aimed at staff recruitment, it is clear from the workshop that there is opportunity to gain recognition for some of the work already undertaken with students and, in relation to recruitment in particular, there is scope to consider how we can 'tap into' the student body as a source of potential applicants for some roles in a structured way. There is also a role for the Students' Association in taking IYP accreditation forward and they will be a key stakeholder in the development of our strategy and action plan to achieve accreditation.

### **All Equal. All Individual**

Our award winning All Equal. All Individual campaign is being refreshed this academic year. This is a poster and leaflet campaign that features our own students and aims to promote the College's inclusive ethos and celebrate diversity within the College community. Early planning is already underway and the campaign will be formally launched in February 2017.

### **Towards a Stigma Free Lanarkshire & Suicide Safer North Lanarkshire**

Following the success of CPD Week in relation to promoting mental health awareness, we have continued to engage with Lanarkshire Links and the Stigma Free Lanarkshire and Suicide Safe North Lanarkshire initiative.

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The College is interested in working with them formally and recognising our commitment to providing mental health support through signing their 'pledge'. Representatives of Lanarkshire Links attended the Corporate Health and Safety Committee on 30 October and a further meeting is arranged for 28 November to take forward discussions around developing an 'action plan' with their support.

## **Gender Action Plan Activity**

In September, members of the College's Computer Aided Design and IT teams attended a conference titled "Raising Attainment Through Partnerships", hosted by College Development Network at the Dunblane Hydro. The team were accompanied by a group of pupils and their teachers from the College's Vex Robotics Club – held exclusively for school pupils to enhance their understanding of programming, Computer Aided Design and Robotics through the design, build and coding of live robots. This has been very successful in engaging female school pupils in STEM activity and the conference offered a great opportunity to showcase our success in this area.

## **Equality Information Update**

One of challenges for reporting staff equality information is that we do not have a complete picture of our current workforce profile. This is mainly due to differing methods of collection at our legacy colleges and the fact that a number of staff have been in post since before data was collected on some protected characteristics. NCL is now of a size where a paper based update process is not operationally feasible and the HR team have been working with our systems colleagues to develop a secure online facility for staff to update 'missing' information.

This is now almost ready to be launched and I will update the committee at the next meeting on the progress of this initiative. Success will mean that we have the same level of staff disclosure of information as we do for students, which will allow us to improve the value of our reporting.

## **Marketing Dashboard**

Since the last committee meeting, we have amalgamated two posts in the Marketing team structure to combine our digital and campaigns roles. The two postholders now work collaboratively on both offline and online activity, which enables us to provide focused support to individual faculties and better balance workload across the team. Each Digital & Campaigns Officer has been allocated three faculties and now has a regular slot at faculty team meetings. This enables them to develop a deeper awareness of issues within the faculty that can be supported through marketing and campaigns activity, particularly in relation to targeted promotion to address equality and diversity challenges.

I have attached two dashboards for the Committee's information. These cover Marketing and Communications activity for September and October 2017.

Brian Gilchrist

**Assistant Principal: Organisational Development**

November 2017