

HUMAN RESOURCES

Paper 6.1 Curriculum, Student Affairs and Outcomes – 3 September 2018

NCL Equality Update

CPD Update

As part of our continued focus on mental health support, the following CPD opportunities were offered to staff at the start of August 2018:

- Applied Suicide Intervention Skills Training (ASIST)
- Health Working Lives – Managers' Training for Mentally Healthy Workplaces
- suicideTALK

On the days when these sessions were taking place, we also had a number of local support organisations in attendance to provide resources and information to staff.

28 people attended the ASIST training, including two of our Student Vice Presidents and feedback from participants is that it was excellent and will be of great assistance to them. We now have about 60 staff who have completed the ASIST training and will continue to provide opportunities for other staff to undertake this valuable CPD. This time, the course was delivered by the Health and Social Care North Lanarkshire Team through their engagement with local organisations as part of the wider Suicide Prevention Action Plan for 2017/2018, which you can access here :

<https://www.northlanarkshire.gov.uk/CHttpHandler.ashx?id=21770&p=0>

Further work is planned through our partnership with Lanarkshire Links and Stigma Free Lanarkshire. The College also hopes to play a part in some further work later in the year through the Scottish Association for Mental Health (SAMH).

British Sign Language (BSL) Plan

Following the update to the Curriculum, Student Affairs and Outcomes Committee earlier in the year, our BSL Plan has now been published in draft for wider consultation. Members will recall that we are required to publish such a plan under the British Sign Language (BSL) (Scotland) Act 2015 by October 2018. This work is being led by our Faculty of Supported Learning and in developing our plan, we are encouraged to take into account the goals and actions that have been published by the Scottish Government in October 2017 as they relate to our specific areas of activity.

The College Draft BSL Plan and supporting documents is available here:

<https://www.nclanarkshire.ac.uk/students/student-support/bsl#draft-bsl-plan-and-other-important-documents-9943>

For anyone with an interest in this work at a national level, the full **Scottish Government BSL National Plan 2017 – 2023** is available here

<http://www.gov.scot/Publications/2017/10/3540/downloads>

By the time of the next CSAO Committee meeting, our plan will have been formally published.

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Appointment of Equality and Diversity Adviser

Following a very competitive recruitment process, we have now appointed a full-time Equality and Diversity Adviser for the College. This new post will build on some of the existing work undertaken by the Quality Enhancement and Organisational Development teams and we can already see the benefits of Stephanie's appointment.

The post is managed by Ann Baxter, Assistant Principal: Quality Enhancement and will have strong links to our Learner Engagement team, Quality and Human Resources. Some initial objectives have been set for the role, which include:

- Considering ways in which the College's equality and diversity activity can be promoted and made more visible through external recognition, such as the LGBT Chartermark and other awards and accreditations;
- Review and update the 'MyEquality' resource that is currently hosted on Moodle and available to all staff;
- Monitor, evaluate and review the actions taken to reduce period poverty and provide recommendations to senior management;
- Re-establish an Equality and Diversity Group, that will have a role in monitoring our Gender Action Plan progress and in developing policy to support students, such as in the area of maternity leave;
- Work with the Learner Engagement and the Students' Association to assist those teams in raising awareness of equality issues within the College;
- Build a network of internal and external stakeholders to support this area of work.

This is an exciting appointment with a diverse remit, which will be of great benefit to the College in driving forward this important work.

Brian Gilchrist
Assistant Principal: Organisational Development

August 2018