

HUMAN RESOURCES

Curriculum, Student Affairs and Outcomes Committee 2 September 2019

NCL Equality Update

The summer period is generally a bit quieter in relation to equality and diversity activity due to the reduced numbers of staff and students on our campuses. However, there are several key items to bring to members' attention.

Equality and Diversity Adviser

Our Equality and Diversity Adviser will be moving on in mid-September. She has been successful securing an alternative post in the NHS and we all wish her well.

A lot has been achieved since her appointment in 2018 and we are keen that we maintain the momentum that has been created. The post is currently being advertised externally and, to date, four applications have been received. The closing date for the post is 6 September and if any Board Member wished to be involved in the interview process, this would be welcomed.

Mental Health First Aid

Another cohort of the MHFA training ran in August as part of CPD Week. As part of the activity underpinning our Student Mental Health Strategy, this CPD is a key part of our response. It is delivered as many times per year as resources permit, but we are experiencing some difficulty in accessing Train the Trainer sessions, as this must be delivered by external organisations. The Head of Faculty: Care and Science, who is the lead for this area of work remains in contact with external providers, and we will keep members updated.

Equality and Diversity Calendar

As mentioned at the last meeting of this Committee, an Equality and Diversity Calendar was in development. This has now been circulated to all staff and a copy is appended to this report. The idea behind the calendar is that it offers a useful tool to support mainstreaming equality throughout the college, particularly for classes which include; culture, disability, diversity, STEM and/or health and wellbeing related subjects. There will be certain key dates where events will take place at each campus, these events will be highlighted on The Clan or through our social media channels.

Our Equality and Diversity Twitter account **@NCLEquality** has been relaunched and actively promotes College related information and general equality and diversity materials. This is proving a good means of raising awareness and signposting visitors to some very useful and worthwhile material.

Disabled Staff Project – AdvanceHE

Before the summer, the College signed up for a project facilitated by AdvanceHE (formerly the Equality Challenge Unit). Primarily aimed at reviewing the experiences of disabled staff at the College and any barriers they may face, it will provide an opportunity to review our practices in relation to people with disabilities in general. There is an initial scoping meeting taking place on Tuesday 26 August and a verbal update will be provided to members at the Committee's meeting on 2 September.

EQUALITY & DIVERSITY

2019 CALENDAR



New College
Lanarkshire
Skills for life

AUG

- 12th: August International Youth Day
- 19th: World Humanitarian Day
- 24th: Krishna Janmashtami - Hindu

SEP

- 1st: Al-Hijra/Mumharram (New Year) - Islam
- 2nd: Ganesh Chaturthi- Hindu
- 5th: International Day of Charity
- 8th: International Day of literacy
- 10th: World Suicide Prevention Day
- 15th: International Day of Democracy
- 21st: International Day of Peace/ World Alzheimer's Day
- 23rd: Bi Visibility Day/International Day of Sign Languages
- 29th: World Heart Day
- 30th: Rosh Hashanah - Jewish

NOV

- 1st: All Saints Day - Christian
- 2nd: All Souls Day - Christian
- 8th: Intersex Day of Solidarity
- 10th: Remembrance Sunday
- 11th: Armistice Day - Interfaith
- 12th: Birthday of Guru Nanak Dev - Sikh
- 13th: World Kindness Day
- 14th: World Diabetes Day
- 15th: Nativity Fast Begins - Orthodox Christian
- 17th: International Students Day
- 19th: International Men's Day
- 20th: Transgender Day of Remembrance / Universal Children's Day
- 25th: International Day for the Elimination of Violence against women
- 30th: Saint Andrews Day - Christian

OCT

- 1st: International Day of Older Persons
- 2nd: International Day of Non-Violence
- 4th: Saint Francis' Day - Christian
- 8th: Dussehra-Dasara - Hindu
- 9th: Birthday of Guru Ram Das - Sikh
- 10th: World Mental Health Day/
World Sight Day
- 14th: Sukkot - Jewish
- 17th: International Day of Eradication of Poverty
- 21st: Shemini Atzeret- Jewish
- 22nd: Simchat Torah - Jewish
- 26th: Intersex Awareness Day
- 27th: Diwali - Deepavali - Hindu, Sikh, Jain
- 29th: World Stroke Day

DEC

- 1st: World Aids Day
- 2nd: International Day for the Abolition of Slavery
- 3rd: International Day of Persons with Disabilities
- 10th: International Human Rights Day
- 18th: International Migrants Day
- 20th: International Human Solidarity Day
- 21st: Yule - Christian
- 24th: Christmas Eve - Christian
- 25th: Christmas Day - Christian
- 26th: Saint Stephen's Day - Christian / Boxing Day
- 29th: Feast of the Holy Family - Catholic Christian
- 31st: Hogmanay