



EQUALITY

MAINSTREAMING REPORT 2019



Introduction

Welcome to this third Equality Mainstreaming report, which covers the period April 2017 – April 2019. This is our second full reporting period as New College Lanarkshire following our merger in 2013 / 2014 and we are excited to share some of our highlights with you. In some areas, there is still work to do and, throughout this report, we underline our commitment to an inclusive culture that supports equality and values diversity, across all of our activity.

About Us

Formed in November 2013 through the merger of Cumbernauld College and Motherwell College, with Coatbridge College joining the merger in April 2014, we are the Regional College for Lanarkshire and East Dunbartonshire. We operate from three main campuses in Cumbernauld, Coatbridge and Motherwell, with smaller satellite campuses at Kirkintilloch, Hamilton and at Broadwood Stadium in Cumbernauld. We are one of the largest employers in Lanarkshire, with just under 1,000 staff. The merger has allowed the College to create a shared culture, ensuring it is best placed to meet the needs of its students, staff, employers and stakeholders – as well as addressing the current and future challenges of the sector.

Each year, we enrol more than 15,000 students on a mix of full-time, part-time, evening and commercial courses. We offer more than 800 courses across six faculties: Care & Science; Engineering & Automotive; Service Industries; Business, Social Science & Sport; Supported Learning; and Computing & Creative Industries and we deliver programmes on the Scottish Credit and Qualification Framework (SCQF) from levels 1 to 10.

Dedicated to continuous improvement, the College has made investments in the latest technology and facilities across its campuses to ensure that students have the highest calibre of resources. Each campus has unique features, including the state-of-the-art recording studios and in-house radio station at Cumbernauld; modern hairdressing salons, impressive dental teaching facilities and a conference venue in Coatbridge; the MLOne training restaurant and a £2.3million Heavy Goods Vehicle Training Centre in Motherwell; plus leading sports facilities at Broadwood.

The College has a strong focus on skills, and our 'Skillset for Life' brand positioning highlights the importance of skills development to New College Lanarkshire, related to creating opportunities for our students to use their college experiences to gain the skills required for the job they want, but also to demonstrate our commitment to skills development more widely, for our staff, our students and to benefit the communities we serve. This has been recognised through the achievement of our learners at WorldSkills UK, where we have been recognised as being the 'Best in the UK' in three of the last five years.

Employability is another major focus of the College and each faculty has strong business links with industry leaders who are extremely supportive in offering student placements, experience and advice.



Mission

To ensure learners are well prepared for the future by providing innovative, high quality, relevant learning for careers, skills, life and success. Supporting the people, business, economy and sustainable development of Scotland.



Values

- Providing equality of opportunity and a culture which celebrates diversity.
- Respecting and valuing the needs, opinions, experiences and approaches of individuals.
- Listening and acting on feedback, making learners the focus of everything we do.
- Being passionate about our work, supporting and empowering our staff and learners in the realisation of their goals and achievement of the highest standards.
- Encouraging innovation in an environment which delivers creative and constructive solutions.
- Delivering continual improvement through effective leadership, ownership and a readiness to embrace change.
- Ensuring public value and delivering community and social impact.
- Promoting health and safety.
- Upholding the sustainability of our institutions, communities and planet.
- Being responsible, honest and accountable for our actions and results.

Vision



Lanarkshire Colleges aim to be Scotland's leading provider of college education and training, recognised for their achievements in empowering people and enriching lives through learning.



Our mission, vision and values underpin our Regional Outcome Agreement, which sets out how the colleges in Lanarkshire will contribute to a strong local and national economy through effective education and skills training delivered across the region and communities we serve.

Our Regional Outcome Agreement for the period 2018 – 2021 and its supporting documents can be found on our website, click [here](#).

Our Equality Duties – The Legal Framework

The Equality Act 2010 placed a general duty on listed public bodies (including New College Lanarkshire), in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people from different protected characteristic groups;
- Foster good relations between people from different protected characteristic groups, tackling prejudice and promoting understanding between people from different groups.

These points should be taken account of by public bodies in relation to developing and revising policies, designing and delivering services and in the procurement and contracting for services.

In addition to this general duty under the Equality Act 2010, further specific duties were placed on Scottish public bodies by the Scottish Parliament. These duties have been in place since 2012 and, having been revised for the current reporting period, require the College to:

- 1. Report on progress on mainstreaming the general duty into all functions every two years.**
2. Publish a set of equality outcomes that cover all protected characteristics (or explain why not all protected characteristics are covered) every four years.
- 3. Publish a report on the progress made to achieve the equality outcomes, every two years.**
4. Assess the impact of new and revised policies and practices against the needs of the general duty on an ongoing basis.
- 5. Gather information on the protected characteristics of employees and publish every two years as part of mainstreaming reports if not published elsewhere and demonstrate the progress made in gathering and using that information to better perform the equality duty.**
- 6. Publish board gender diversity information as part of mainstreaming reports from 2017, and use Scottish Government provided information (if available) to show how this information has/will be used to improve diversity amongst members.**
- 7. Publish gender pay gap information every two years, and publish statements on equal pay and occupational segregation for gender, race and disability every four years.**
8. Have due regard to the general duty in specified procurement practices on an ongoing basis.
9. Publish the above information in a manner that is accessible.

As some of the specific duties have different reporting timelines, for ease of reference the duties highlighted above in bold text are the duties that we must report on in the current reporting period.



Our Equality Outcomes

In 2017 as part of the statutory reporting timelines, we were required to review our initial equality outcomes set in 2013 and, as stated in our 2017 report, we decided to retain these objectives for the next reporting period, covering 2017 – 2021 with some minor rephrasing.

When we made this decision, we stated that we would review these objectives again at the midway point of the reporting cycle in our 2019 report. We have done so and for reasons set out in Section 6 below, our objectives will remain unchanged for the full current reporting cycle and will be formally reviewed in 2021.

Our six equality outcomes (developed on a regional basis and reviewed in 2017 with our colleagues at South Lanarkshire College) are:

Equality Outcome 1:

Colleges will demonstrate leadership and commitment and strive to eliminate discrimination, advance equality and foster good relations.

Equality Outcome 2:

Colleges in the Lanarkshire region will offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups.

Equality Outcome 3:

All learners will have an equal opportunity to come to college and achieve positive outcomes.

Equality Outcome 4:

Colleges will increase engagement with stakeholders to develop a better awareness of equality of opportunity for a developed workforce.

Equality Outcome 5:

Learners will have increased opportunity for progression into organisations that value equality and diversity.

Equality Outcome 6:

Colleges within the Lanarkshire region will ensure that equality is embedded in all that we do and is supported by the appropriate regional resources.

The next section details some of the progress made in relation to our equality outcomes since 2015 and outlines some highlights of the last two years' activity.



Progress since 2017

At the point that our legacy colleges merged in 2013/2014, the three institutions did not have any standalone posts responsible for equality and diversity. While lead responsibility formed part of the remit of a designated senior manager in each college, it was considered that if mainstreaming equality and diversity was to have meaning, it should be considered as part of everyone's role and not exclusively the remit of one or two people. In taking this approach, senior staff with responsibility for learning and teaching were responsible for working to progress the equality duties in the areas of curriculum and student support, with senior staff responsible for HR and staff development ensuring that effective equality and diversity practice was embedded in key corporate processes.

While this approach has been effective to an extent, as demonstrated by the highlights given in previous mainstreaming reports, there have been disadvantages to our approach. Spreading responsibility across a number of remits has, in some ways, diluted the visibility of our equality and diversity practice at a corporate level and we considered that we were not having the desired impact in encouraging a positive equality and diversity ethos and culture across the College as a whole. Those who have been doing good work have continued to do so, but in some cases, it was felt that more visibility would make good equality and diversity practice more evident to many more people.

On occasion, we have also been hampered in driving our equality and diversity activity forward due to the fact that if responsibility for this area sits with those staff who have many other responsibilities, even with the best of intentions other priorities can sometimes intervene and delay planned work.

To address this, the College decided that we required to have a full-time Equality and Diversity Adviser in post to increase our organisational expertise and who could, while continuing to tap into resources from other parts of the College and accessing support from a range of College services, really drive our activity forward in a way that maximised its impact.

The role was advertised externally in early 2018 and in August we appointed our first full-time Equality and Diversity Adviser. Reporting to the Assistant Principal: Learner Services and Quality, with operational links to the Organisational Development team and with support from the Marketing and Communications team, the remit of this post has three main elements:

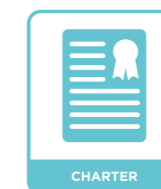
- To support the equality and diversity work across the New College Lanarkshire with the aim of ensuring an inclusive environment for staff, learners and key stakeholders.
- To engage with relevant support areas including Learner Engagement, Student Advisers and Human Resources to contribute to the success of all learners as well as promoting an inclusive environment.
- To provide support to relevant student groups, including the Students' Association when planning activities that raise awareness of diversity and inclusion.



In a relatively short space of time, the role has had a significant impact in cultivating an inclusive landscape which more effectively ensures that Equality and Diversity is embedded throughout the college and is at the heart of what we do. Recent developments since the appointment commenced include:



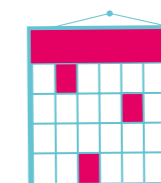
Website Development



Equality & Diversity Charter Development



Logo Competition



Diversity Calendar 2019-2020 Development



Equality & Diversity CPD Training



Equality & Diversity Staff Working Group



Equality & Diversity Student Ambassador Programme



Website

The college website now has an overview of Equality and Diversity at NCL, including access to our Equality and Diversity Strategy and Policy information. This gathers a range of equality and diversity related resources and presents them as a collective summary of our approach.

The webpage is available here:

<https://www.nclanarkshire.ac.uk/us/equality-diversity>

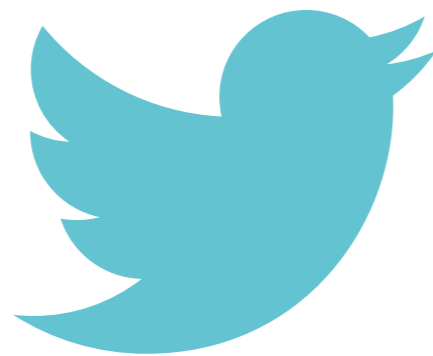
The website provides the opportunity to **Get Involved** by contacting the Equality and Diversity Adviser about any concerns, ideas for change or support which can be put in place for staff and students.

A section for **What's on this month**, is current in development and will include the College's Diversity Calendar, ensuring that key dates are known and celebrated throughout the college. The E+D adviser is also developing a resource guide for staff and students to support learning of Equality and Diversity including terminology, information and updates on matters surrounding the 9 characteristics.

An overview of the Equality Act 2010 leads to each of the 9 characteristics, which has individual links providing up to date information and resources for supporting staff, learners and stakeholders.

Social Media

The Equality and Diversity Adviser has an active Twitter presence and uses this to promote and celebrate the College's activity in conjunction with the College's main Twitter account. Given the success of this approach, the College will shortly be expanding this into a dedicated New College Lanarkshire Equality and Diversity twitter feed, which will provide updates on college celebrations, visits and other related information.



Equality and Diversity Working Group

One of the Adviser's first objectives was to re-establish an effective equality and diversity group within the College to involve a cross section of staff in wider equality and diversity activity.

In response to a cross college invitation, 30 Staff members have joined the **Equality and Diversity Working Group**, with representation from all areas of the college including Senior Management, all six teaching faculties, the Students' Association and a range of support services. Meetings now take place quarterly and enable information to be disseminated to and from group members.

Due to the level of interest from staff in joining the group, we have been able to build on this to create a number of sub-groups to focus on specific areas of interest. The sub-groups include Gender, Disability, Race, LGBT and Age. Each member of these groups will play a crucial role in shaping the colleges commitment to E+D. For instance, the Gender sub-group will focus on achievement of the outcomes set out in the College's published Gender Action Plan, with all groups actively promoting good practice and effectively contributing by working together to mainstreaming E+D in their own fields.

Student Ambassadors

The aim of the Student Ambassador Programme is to encourage students to take ownership of their vision of Equality and Diversity at NCL. Promoting and organising events across all campuses, there are a number of Ambassadors who are keen to develop Access and Inclusion, LGBT+ matters, Pregnancy and Race. Please see the Student Ambassador advert below, recruitment will be ongoing and encourage a number of benefits including; confidence building, transferrable skills for CVs and the opportunity to build peer support for students who are under-represented.

WE NEED STUDENT EQUALITY & DIVERSITY AMBASSADORS

YOUR MISSION	BENEFITS
<ul style="list-style-type: none">• Voluntarily raising awareness of equality and diversity @ NCLAN• Presence of support to fellow students• Organise events and activities - hang outs and meet ups• Represent the unrepresented• Disability, Race, LGBT, Religion, Age, Pregnancy and Maternity and/or Health and Wellbeing	<ul style="list-style-type: none">• Challenge discrimination and prejudices• Gain transferrable skills for your CV• Attend meeting and training opportunities• Confidence building in you and others• MAKE A DIFFERENCE

Contact: Stephanie Kirkham, Equality and Diversity Adviser
Stephanie.Kirkham@nclan.ac.uk

New College Lanarkshire is a registered charity no. 8055206 NCL Marketing no. 04258

Logo Competition



In December 2018, the College ran a Student Logo Competition, with the aim of increasing student participation in equality and diversity activity. The competition was won by James McCaig, a current HND Art and Design student who was selected from a number of entries received. The second prize was awarded to Karen Morris, a fellow HND Art and Design student.

Working with the Marketing and Communications team, the winning design was further refined to create what will now be the NCL E+D logo, which we will be formally launching during Mental Health Awareness Week: 13th – 19th of May.

As part of the launch, we will be creating a story board that will feature James' design from start to end, alongside his photo and the statement he provided to outline the meaning behind his design. Launching the design in mental health awareness week is appropriate, given the thought behind the logo that James created:

I feel that my design fits with equality and diversity because it shows the comfort and safety that the campuses give to their students, helping them along as they find their way as an individual and for their future careers. As for the bird itself, I have chosen to make it a swallow and for good reason; they live in communities where neighbouring swallows take care of others' young, it represents the lecturers of the College and how they support the students from each campus. I made the feathers into ribbons, showing the unique qualities and differences of each student across all campuses and showing that their paths go in all different ways as they grow and learn.

James McCaig, HND Art and Design

The logo will feature on all the college's equality and diversity related publications, events and awareness raising. It will create an inclusive identity for Equality and Diversity at NCL which will be recognised by students, staff and partners.



Diversity Calendar

The diversity calendar is unique to NCL and we believe we are the first college in Scotland to create a bespoke diversity calendar. It is hoped it will be the focal point of E+D activities across the college, where staff, students and partners can work in collaboration to mainstream E+D by celebrating diversity. It will enable the Student Association to plan and create events in-line with key dates and make these celebrations part of everyday College life. The calendar is currently being developed and should be ready to launch by August 2019, and will include graphics from current creative industries students.



LGBT History Month Events

Taking place each February, LGBT History Month is an opportunity for everyone to celebrate lesbian, gay, bisexual, transgender and intersex identities and culture. In previous years, some areas of the College highlighted LGBT History Month at a local team or class level, but for the first time this year we promoted this centrally at each of our main campuses.

At New College Lanarkshire we welcome diversity and are currently working towards achieving the Foundations Charter with LGBT Youth Scotland. Our celebrations for LGBT History Month were organised by the Student Association and Equality and Diversity Ambassadors. Three of the main campuses; Coatbridge, Cumbernauld and Motherwell hosted the events which included; information and support from LGBT Youth Scotland, SAMH and Terrence Higgins Trust, as well as an opportunity to get a selfie with Francis our non-binary unicorn and a range of other activities and information sharing. Student feedback was positive with one student stating;

“Thank you for helping push for an area within our college that promotes, encourages and will provide much needed education for and about the underrepresented. It brings so much joy into my life knowing that with the increase of publicity will come more acceptance and more people, like myself, finding a banner that they can relate to and take pride in!”

Other students who spoke to Stephanie Kirkham, Equality and Diversity Adviser, mentioned that they felt happy to see posters for LGBT support and events taking place across the main campuses with the rainbow flag prominently displayed. Another student commented:

“I was worried leaving school that I wouldn't have the same support but now that I've seen the Rainbow flag and people celebrating LGBT History Month I know the college welcomes and accepts LGBT identities” Student from Coatbridge Campus.

Staff Training CPD

In order to effectively mainstream Equality and Diversity, staff training was imperative to ensure that staff are knowledgeable of up-to-date terminology and best practice surrounding; Disability Awareness, Anti-Sectarianism, LGBT + and mental health. The catch-up week between the two semesters in January saw the College's first Equality and Diversity themed CPD week, again aimed at maximum impact.

Running over the three main campuses, sessions were delivered to a mixture of 250 staff members by NCL's Faculty of Supported Learning, LGBT Youth Scotland, Terrence Higgins Trust, Nil By Mouth and Stigma Free Lanarkshire. The college also delivered three cohorts of Mental Health First Aid Training. A post-delivery survey monkey provided valuable feedback on the CPD.

While all of the CPD offered was viewed positively, an example of the impact of this can be seen in the feedback for the session delivered by LGBT Youth Scotland. As part of their delivery, they asked participants to give a pre- and post-training assessment of several questions related to the training, including:

EQUALITY & DIVERSITY STAFF TRAINING
 Thursday 24th & Friday 25th of January 2019
 2 days | 3 campuses | 4 organisations

- Do you ever worry that you might say the wrong thing? So say nothing at all...
- Would you like to offer more support but don't feel confident?
- Missed opportunities due to location or time...
- Enjoy learning and want to improve your CPD?

Equality and Diversity will be delivering exciting training surrounding LGBT, Disability, Mental Health and Anti-Sectarianism in partnership with:

- LGBT Youth Scotland**: As part of our commitment in achieving charter with LGBT Youth Scotland, Martin Innes our LGBT Youth Charter Champion will be delivering training on the following objectives:
 - Improved knowledge of definitions and language
 - Increased confidence in integrating LGBT identities into your working practice
 - Increased confidence in answering questions about gender, identity and sexual orientation
 - Increased confidence in supporting or signposting LGBT young people
 - Increased awareness leading to a more inclusive service
- Terrence Higgins Trust**: Chris Kimber LGBT and MSM Lead, Lanarkshire BBV network will also be delivering the same objectives as LGBT Youth, part of our commitment to progressing towards LGBT Youth Charter. Chris may also provide information on The Terrence Higgins Trust.
- Nil By Mouth**: As part of our commitment in achieving charter with Nil By Mouth, Dave Scott from Scotland's leading Anti-Sectarianism charity will be back to deliver an energised training session to staff. Dave will provide an overview of Sectarianism, Good Practice for the Work Place and social media awareness.
- Stigma Free Lanarkshire**: Stigma Free Lanarkshire will deliver a Suicide Talk by Lanarkshire Links and a Safe Talk by North Lanarkshire Council. Please see the schedule for which talk you prefer to attend as venues and times differ.

VISIT THE CLAN FOR MORE DETAILS AND TO BOOK YOUR PLACE

New College Lanarkshire | 1000 North Colinton Road | Glasgow G7 7LX | 01226 322222 | NCL Learning@ncl.ac.uk

How confident would you feel if a young person came out to you as LGB or T?

The pre-training position was that on a scale of 1 – 10, with 10 being the most confident, 9 participants scored their level of confidence at an '8' or above, with 18 staff participants scoring this at a '5' or below. Post training, 32 participants rated their level of confidence at '8' or above, with no-one scoring their confidence level below a '5'. This level of confidence could make College life a much more positive experience for many more of our learners.



Charter Development

Building on the CPD offered, New College Lanarkshire is now working towards gaining **LGBT Youth Scotland Foundations Charter** where it will review all policies and practice to ensure these are LGBT + inclusive. More information on the LGBT Charter can be found here:

<https://www.lgbtyouth.org.uk/charter>

NCL is also working towards being the first college to gain **Nil By Mouth's Champions for Change Award**, which will see the College working with schools in our region to challenge sectarianism.



Publication of British Sign Language Plan

As required by the British Sign Language (Scotland) Act 2015, the Scottish Government published its first BSL National Plan on 24 October 2017. It was developed through extensive engagement with Deaf and Deafblind BSL users and those who work with them. It sets out Scotland's ambition to be the best place in the world for BSL users to live, work and visit. It includes 10 long-term goals and 70 actions the Scottish Government will take by 2020 to help make progress towards these goals. As a public body, the College is required to publish its own plan, setting out the actions New College Lanarkshire will undertake during the period 2018-2024 to achieve the same long-term goals as the national plan, where these are relevant to the work of the College.

Our BSL Plan 2018 – 2024 was published in Autumn 2018 and is available here:

<https://www.nclanarkshire.ac.uk/us/strategy-and-performance/outcome-agreement#british-sign-language-plan-10431>

Equally Safe and Gender Based Violence Project

As part of the Scottish Government's Equally Safe Strategy and working groups, information cards were developed to help college and university staff support individuals who are experiencing gender based violence. These were distributed to colleges and universities, in order that staff could provide immediate signposting to relevant services at the point that a disclosure was made.

At New College Lanarkshire the information cards and accompanying leaflets were given to approximately 1,000 staff, with additional copies provided to the Students' Association, Learner Engagement Team, the Student Advisers and our recognised trade unions. The College will also be ensuring that stickers for public areas are also distributed, as part of the next phase of ensuring that this valuable information is circulated widely to those who may need it.



Tackling Gender Stereotypes and Gender Imbalance

We recognise that there is gender imbalance in certain college subjects and programmes. This issue is not unique to the Lanarkshire region, but is an issue for education, industry and society at large. Many of these imbalances have persisted over time but much is being done and more will be done to break perceived stereotypes by working proactively in partnership with schools, pupils, parents, industry and our local communities.

As part of the Scottish Government's initiatives to tackle gender imbalance in Scotland, the College is required to have a formal Gender Action Plan that sets out how we will seek to address gender imbalance within our own activities and how we will use our wider role in the communities we serve to support societal change.

During National Apprenticeship Week, New College Lanarkshire, hosted the UK's best apprentices and learners from WorldSkills UK Competitions, as they competed to join #TeamUK at WorldSkills Kazan 2019 in Russia.

This event was open to parents, pupils and career advisers to demonstrate just how a young person's technical skills can help them #GoFurtherFaster in their careers as well as challenging gender stereotypes. The school-college team have so far attended 50 parents' evenings in schools to give information on school-college vocational programmes and Foundation Apprenticeships.

They also attend SDS events related to Foundation Apprenticeships, such as a Lanarkshire event, held in Motherwell Concert Hall, with times for pupils, schools staff and parents to attend and ask questions.

Faculties engage with parents/carers regarding vocational pathway via:

- Attendance at school/careers events
- Hosting college open evening events
- Presenting at the annual Modern Apprenticeship week.

Development of prospectuses for schools, pupils and parents to outline courses, pathways and future positive destinations post-college. There are prospectuses available for mainstream full-time college courses and school-college mainstream vocational courses. The College also works with local authorities to support their developments of prospectuses for Senior Phase pupils.

Our Regional Business Development Team have delivered a 'Men into Care courses' targeting the lack of males in the Care Sector.



FEMALE FOOTBALL PERFORMANCE
BROADWOOD SPORTS CAMPUS
SCQF LEVEL 6
(EQUIVALENT TO HIGHERS, NQ6, NPA, PDA & SVQ 4)
FIND OUT MORE & APPLY ONLINE TODAY
WWW.NCLANARKSHIRE.AC.UK/COURSES/SPORT

New College Lanarkshire
Skillset for life

In the 2018/2019 session as part of our Gender Action Plan, we also introduced a new programme to attract women into football as part of our sports provision. As a precursor to the launch of the course, young female footballers from across the West of Scotland have been utilising training facilities at our dedicated sports campus in Broadwood Stadium. Our **Women into Football Performance** course is a unique female only course which will enhance football development whilst increasing educational and employment opportunities. We are currently taking applications for this post and are profiling one of our existing students on the HND Coaching and Developing Sport, Erin Wilson, who has been selected for the Women's national football squad for Scottish Student Sport and one of only two college students selected for the 23-strong training squad.

Our successful **Females into Construction** programme is ongoing with continued discussion with external stakeholders regarding gender balance in workplace - CITB, SDS and a number of construction partners.

In the same faculty, **Vex Robotics** continues to be promoted to schools with encouragement for female pupils to participate. Programme currently has a 50:50 gender balance. The good partnership work between North Lanarkshire Schools and the College in promoting female participation in Engineering, ICT and Robotics has resulted in the first female pupils now studying for a Foundation Apprenticeship in Engineering, after successfully participating in the VEX programme.



WE ARE DOING IT. YOU CAN DO IT TOO.
Females into construction

FIND YOUR WAY INTO CONSTRUCTION
in partnership with

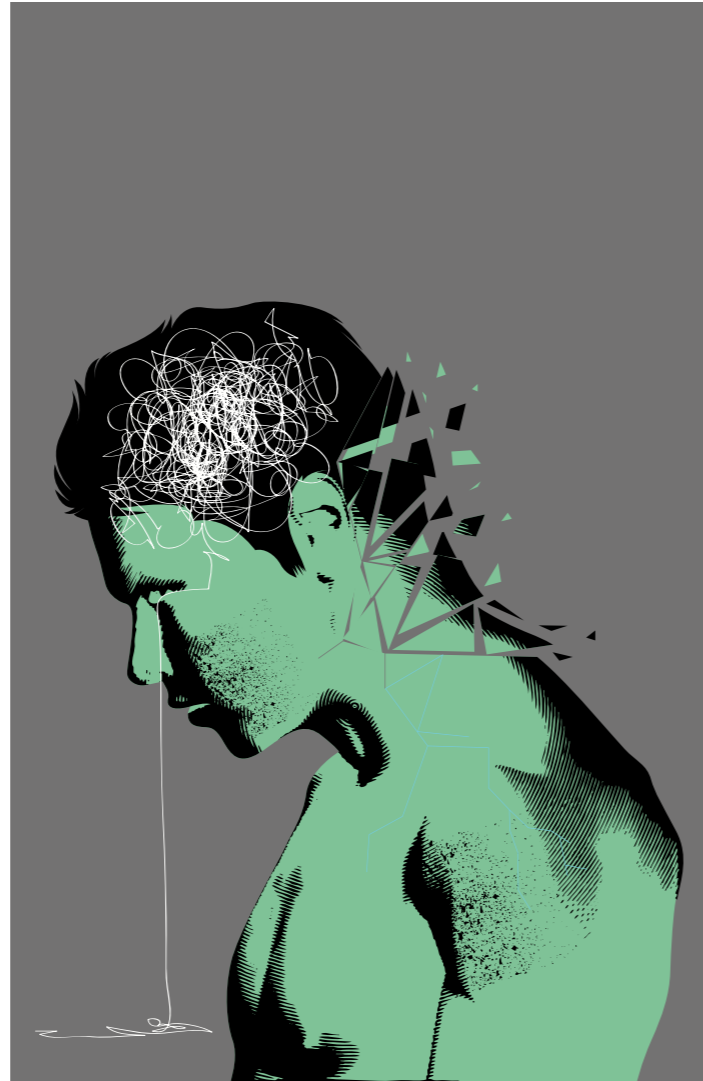
MORGAN GRAHAM KIER Morrison Construction hub
New College Lanarkshire
Skillset for life

Stigma Free Lanarkshire

During the College's annual Health and Wellbeing Week in January 2018, we gave a public commitment to challenge mental health stigma and discrimination in partnership with Stigma Free Lanarkshire – the first educational establishment to do so. In giving this commitment, the College has committed to listening and learning from those who have experience of mental health problems.

To support this, we also set up a dedicated page on our website signposting users to a range of useful sources of support, which remains publicly available at: <https://www.nclanarkshire.ac.uk/us/mental-health-support>

This was underpinned by a range of training for staff and Students' Association officers on mental health awareness, Mental Health First Aid, suicide awareness and the formally certificated Applied Suicide Intervention Skills Training (ASIST).



Employment of Young People

Conscious of our ageing workforce profile, we have also recently recruited our very first New College Lanarkshire Modern Apprentices. This initiative has seen three young people between the ages of 18 and 24 join us – one as a Technical Theatre Apprentice in the Faculty of Computing and Creative Industries and two as Business Administration Apprentices working across a number of support functions, such as Finance, Student Funding, Customer Services and Admissions.

This pilot programme will see our Modern Apprentices being supported to gain qualifications in technical theatre and SVQs in Business Administration while gaining valuable work experience. At the end of the initial apprenticeship programme, we hope that Jake, Mirin and Craig will consider progressing into permanent roles with the College.

Employment Information Equal Pay Statement

The College's approach to pay remains largely as set out in our previous equal pay statement published in April 2017, which some important additional context for the current reporting cycle.

New College Lanarkshire has ensured that all directly employed staff received at least The Living Wage since we merged in 2013/2014. However, we did not pursue formal accreditation at that stage. Building on this initial commitment and taking account of national agreements that stated that all colleges should become accredited Living Wage employers, we were pleased to achieve formal accreditation in December 2018. This involved engaging with a key contractor and the College's nursery subsidiary to ensure that all staff working regularly on behalf of the College also received a Living Wage of £9.00 per hour.

Since 1 April 2017, our lecturing staff have been migrating onto a nationally agreed pay scale and this migration process will be complete by 1 April 2019. The College now operates a five point scale, with nationally agreed guidance on salary placing subject to qualifications and experience. A nationally agreed matching process has also been undertaken for promoted teaching posts and has seen a number of roles

matched to one of three nationally agreed salary levels, although for New College Lanarkshire this process has not yet taken place for the role of Head of Faculty.

The College continues to pay spot points for support staff roles and there is no incremental progression for support staff. However, all staff performing the same role in the College (or a role that the College considers is of equal value) receive the same salary for doing so. As part of national bargaining agreements, a national job evaluation process for support staff has just been launched and will run for most of the next 18 months. Over the course of the next reporting period for statutory equality reports, there will be further work required to convert the outcomes of the job evaluation process into appropriate pay and grading structures.

At present, salaries and terms and conditions of service for senior management team (covering the roles of assistant principal, vice principal and principal) are set by the Board of Management (that is, The Lanarkshire Board), on the recommendation of the Remuneration Committee.



Staff Profile

Since merger in 2013, we have collected information from new staff on all protected characteristics on a voluntary basis via an equality and diversity monitoring form used in the recruitment process. As not all of our legacy colleges collected a consistent set of equality data, there continue to be some gaps in information held for existing staff in post prior to merger.

However, following an upgrade of our HR system, we are now in the process of implementing self-service functionality, which will enable staff to review and update existing information and to consider providing information not currently held. This was an action proposed for the previous reporting period, but was put on hold due to a delay to the HR system upgrade.

As at April 2019, our staff profile is as follows. If comparing these figures to the previous report in 2017, readers should be aware that the College's staffing complement dropped in 2017/2018 for two reasons. Firstly, staff involved in our delivery of prison based learning at seven centres under contract to the Scottish Prison Service transferred to another college due to a retendering exercise and second reason for an overall reduction in staffing is that a voluntary severance scheme was offered across the College in 2017/2018. Due to the effects of both of these factors, around 100 staff left the College:

Total Staff	All	Teaching	Support Staff
Total Staff (headcount)	984	531 (53.96%)	453 (46.04%)

As indicated, our staff complement has reduced by approximately 100 staff overall since our last report in April 2017. However, our percentage split between teaching staff and support staff remains fairly stable.

Gender	All	Teaching	Support Staff
Female (headcount)	625 (63.52%)	289 (54.43%)	336 (74.17%)
Male (headcount)	359 (36.48%)	242 (45.57%)	117 (25.83%)

The movement in our percentage split between male and female staff is very small, with fluctuations of approximately 1% or less. Although our teaching staff is more equally split overall, we continue to experience significant gender imbalances between faculties based on the industries from which we draw our staff. We continue to address this where possible, through succession planning and identifying promising students who could be mentored to apply for teaching roles. We have had some success in this in the Faculty of Engineering and Automotive.

Disability	All	Teaching	Support Staff
Disclosed Disability	28 (2.84%)	10 (1.88%)	18 (3.97%)

The overall number and percentage of staff who have disclosed a disability remains stable. However, we have been aware for some time that levels of disability disclosure are low, both for our college and for colleges nationally. To support us in reviewing our practice to consider how we may be better able to support disabled staff and develop a culture that promotes greater disclosure, we have recently expressed our interest in being part of a Scotland wide project looking at issues of disability disclosure and possible barriers. This project is being facilitated by Advance HE and we expect that our participation will take place towards the beginning of the 2019/2020 teaching session.

Sexual Orientation	All Staff
Gay Woman / Lesbian	4 (0.41%)
Gay Man	5 (0.51%)
Heterosexual	492 (50.00%)
Unknown / Not Given	465 (47.26%)
Prefer not to say	18 (1.83%)

The number of staff who have disclosed their LGBT status rose between 2015 (10 staff) and 2017 (15 staff) but has dropped significantly. While there has been a small increase in the number of staff confirming their sexual orientation as a gay woman / lesbian (+1) and a small reduction in the number of staff disclosing their sexual orientation as a gay man (-1), the most significant decrease is in the number of staff disclosing as bisexual, which has decreased from 6 in 2017 to zero in 2019. This merited further investigation and it appears that this change is entirely due to factors outwith the College's control. Two staff who disclosing their sexual orientation as bisexual retired over the two year period and three staff who had disclosed their sexual orientation as bisexual were transferred to another College in July 2017 as a result of the retendering of the College's previous delivery of education services to seven prison based learning centres under contract to the Scottish Prison Service.

Due to the small numbers disclosing their sexual orientation, we are not splitting this data across the teaching / support categories.



Stated Religion / Belief	All Staff	Teaching	Support
Roman Catholic	144 (14.65%)	72 (13.74%)	72 (15.69%)
None	122 (12.41%)	68 (12.98%)	54 (11.76%)
Church of Scotland	120 (12.41%)	72 (13.74%)	48 (10.46%)
Prefer not to say	31 (3.15%)	20 (3.82%)	11 (2.40%)
Other	30 (3.05%)	20 (3.82%)	10 (2.18%)
Christian Other	5 (0.51%)	3 (0.57%)	2 (0.44%)
Buddhist	2 (0.20%)	2 (0.38%)	NIL
Muslim	2 (0.20%)	1 (0.19%)	1 (0.22%)
Agnostic	1 (0.10%)	NIL	1 (0.22%)
Unitarian	1 (0.10%)	NIL	1 (0.22%)
Sikh	1 (0.10%)	1 (0.19%)	NIL
Shinto	1 (0.10%)	1 (0.19%)	NIL
Unknown/Not Given	523 (53.2%)	264 (50.38%)	259 (56.43%)

While the numbers of staff who have stated their religion/belief as Buddhist, Muslim, Sikh and Shinto have remained the same as 2017, there is a (small) decrease in the level of disclosure in all other categories and a general increase in the number of staff for whom this information is not recorded or not provided. Where staff have disclosed a stated religion or belief, the denominations with the most adherents are Roman Catholicism and membership of the Church of Scotland. This reflects the profile Lanarkshire as a whole and the demographics of the communities in which our three main campuses are based.

Age Band	All Staff	Female	Male
Under 35 years	132 (13.41%)	74 (11.84%)	58 (16.16%)
36 – 50 years	415 (42.17%)	285 (45.60%)	130 (36.21%)
51 – 60 years	303 (30.79%)	185 (29.60%)	118 (32.87%)
60+	134 (13.62%)	81 (12.96%)	53 (14.76%)

We continue to experience an ageing of our workforce, with a further reduction in the number of staff falling within the under 35 years age band (although for support staff the percentage in this age band is more stable). We have also seen a marked increase in the number of teaching staff working beyond 60 years (19 additional staff). As a significant proportion of our teaching staff retain a pension age of 60 years under the Scottish Teachers' Superannuation Scheme, we believe that this increase is due to a number of staff choosing to work beyond their pensionable age as they continue to enjoy their working environment, but also due to a number of teaching staff who for personal or economic reasons may not wish to consider retirement at 60 years. For most support staff, pension age is normally 65 years as a minimum and tied to state pension age. Over the reporting period covered by this report, the College reintroduced retirement planning workshops and these will continue to be required to meet the needs of our workforce.

Pregnancy / Maternity

For the year April 2017 to March 2018, we had 15 staff who were pregnant and who took a period of maternity leave. Of these 15 staff, all returned to work at the end of their maternity leave in their substantive roles. In the same period, we also had six partners taking a period of paternity leave and 1 partner who used the shared parental leave provisions.

Between 1 April 2018 and 31 March 2019, we have had 13 pregnant staff who have taken maternity leave. We have not received any flexible working requests from this group, although the majority are still on maternity leave and may still wish to make a request in anticipation of their return. We have had nine partners taking paternity leave and no shared parental leave requests in the 2018/2019 year

Marital Status / Civil Partnership

Following upgrades and development of the HR system, we now have the capacity to record data on this protected characteristic. However, the College does not yet hold this information for enough staff to enable meaningful reporting or analysis.

Gender Reassignment

Although gender reassignment remains one of the protected characteristic included in the College's equality monitoring processes, we have no information regarding any member of staff who may have undergone gender reassignment or who has disclosed their transgender or gender transition status, which mirrors the position in previous reporting periods. We continue to provide appropriate support to several students in this area each year, although this remains a very small percentage of the student population.



Pay Gap Data

At the time of publishing our 2015 Mainstreaming Report, we reported that our gender pay gap (based on male and female average hourly rates) was 12.5%. However, there was a marked difference between teaching staff, with a gender pay gap of 1.11% and our support services staff, where the pay gap was 16.77%. At that time, we concluded that the small gap in teaching staff was due to a small difference in the number of staff holding a recognised teaching qualification, which attracts a higher salary, with the support staff discrepancy being the result of several groups of lower paid staff being almost exclusively female, which skewed the distribution of support staff roles.

For our 2017 Mainstreaming Report, our gender pay gap (based on male and female average hourly rates) was 14.03%, with a pay gap based on median hourly rates of 7.49%. The increase in our average gender pay gap was largely due to a previously outsourced catering service at our largest campus being brought back in house in August 2015, where an overwhelmingly female staff group were transferred to the College. Although those staff not receiving the Living Wage had their hourly rate increased to this level, the transfer did increase our cohort of female support staff and increased the number of female staff paid at the College's lowest salary point.

For the 2018/2019 reporting year, our pay gap as remained fairly static and we have reported a 2018/19 gender pay gap of 14.5%. As with our original data reported in 2015, there are marked differences between our teaching staff (where the gender pay gap is 1.9% based on average hourly rates) with a support staff gender pay gap of 16.7%.

A full analysis of our gender pay gap data is available here:

<https://www.nclanarkshire.ac.uk/us/equality-diversity>

This data has also been submitted for publication to the UK Government's Gender Pay Gap Service, which is searchable at <https://gender-pay-gap-service.gov.uk>



Board of Management Information

As the regional strategic body for Lanarkshire, The Lanarkshire Board operates as the Board of Management for New College Lanarkshire and has responsibility for ensuring good governance for the College. The Lanarkshire Board also has responsibility for ensuring the delivery of high quality further education, as set out in the Regional Outcome Agreement with the Scottish Funding Council and, within this regional structure, South Lanarkshire College is an assigned college of the Lanarkshire Board while remaining its own local board of management and separate legal status. To reflect this arrangement, The Lanarkshire Board consists of representatives from both New College Lanarkshire and South Lanarkshire College, alongside additional non-executive board members from the local community.

From its inception in October 2015 following the implementation of new regional arrangements for further education in Scotland until March 2019, The Lanarkshire Board was chaired by Dr Linda J McTavish CBE. The post of Board Chair is a ministerial appointment made by the Scottish Ministers under the Post-16 Education (Scotland) Act 2013 and the Lanarkshire Colleges Order 2014. As at 1 April 2019, the College has an Interim Chair, Mr Keith Fulton, pending appointment of a new chair by Scottish Ministers.

Under The Lanarkshire Colleges Order 2014, The Lanarkshire Board must have between 18 and 22 members. In addition to the Chair, the principal of New College Lanarkshire and the principal and chair of the board of South Lanarkshire College are members of The Lanarkshire Board ex officio, with elected student and staff representatives from both colleges appointed as full board members. The remaining members are external appointments and have been appointed following an open and competitive recruitment process.

As at 1 April 2019, and including the Interim Chair of the Board, there are 8 female board members (44.4%) and 10 male board members (56.6%). They are supported by the Secretary to the Board, who is also female. The board currently has several vacancies for non-executive members and an external recruitment process is currently underway. There is also an election in progress to appoint a teaching staff representative to the board for New College Lanarkshire following the resignation in November 2018 of the previous (female) incumbent.

The College does not publish wider equality data in relation to Board membership in line with advice from the Equality and Human Rights Commission, on the basis that to do so may breach the data protection rights of individual members. Further detail on who is a member of The Lanarkshire Board is available on our website or on request from New College Lanarkshire.

More information on The Lanarkshire Board and its activities can be found on our website here: <https://www.nclanarkshire.ac.uk/us/board-of-management>

Further Information

General information on equality and diversity related topics is available from the Equality and Human Rights Commission at www.ehrc.org.uk. If you have questions regarding any aspect of New College Lanarkshire's equality and diversity activity, please contact **Brian Gilchrist, Assistant Principal: Organisational Development** or **Stephanie Kirkham, Equality and Diversity Adviser** on **0300 555 8080** by email to humanresources@nclan.ac.uk.

Alternatively, please check our website at www.nclanarkshire.ac.uk.

