

## Equality Outcomes Progress Action Plan 2019-2021

The symbol ✓ highlights areas we have completed the relevant action(s), are proceeding or ready for action when Covid-19 restrictions are lifted

|                                                                                                                                                                                                                     | Action for staff/students                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Related Protected Characteristic             | Responsibility                                   | Timescale & Status    |
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| <b>1) The successful recruitment of a diverse work force &amp; student body, particularly of disabled individuals and those from minority ethnic communities, provides a welcoming and safe environment for all</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                              |                                                  |                       |
| 1.1                                                                                                                                                                                                                 | Targeted staff recruitment to local community groups. Recruitment – ensure all external vacancies are published/advertised in appropriate media with an aim to attracting a more diverse workforce particularly disabled and within minority ethnic communities                                                                                                                                                                                                                               | All with specific focus on Disability & Race | Nicole Patton (Head of HR)                       | April 2019<br>Ongoing |
| 1.2                                                                                                                                                                                                                 | Continued support of the recruitment of a diverse workforce & student body, including collaborative projects with partners with the following partners: Scottish Refugee Council, Glasgow City Council Education Team, Scottish Childminding Association                                                                                                                                                                                                                                      | All                                          | Teresa Ashmead (HoC Early Years and Social Care) | Jan 2021<br>✓         |
| 1.3                                                                                                                                                                                                                 | Devise and implement bespoke training programmes tailored to the lifestyle and learning needs of under-represented groups in the ELC and Social Service workforce: <ul style="list-style-type: none"> <li>First Steps to Childcare course delivered in partnership with the Scottish Refugee Council and Glasgow City Council</li> <li>EVIP Childcare programme delivered in partnership with Glasgow City Council</li> <li>Career Changers programme in partnership with the SCMA</li> </ul> | Disability, Age, Race                        | Teresa Ahmed (HoC Early Years and Social Care)   | Jan 2021<br>✓         |

|     | Action for staff/students                                                                                                                                                                                                                                                                           | Related Protected Characteristic | Responsibility                                           | Timescale & Status                    |
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| 1.4 | Consideration is given to applicants that do not meet the academic requirements for the HND/ BA courses that have industry or relevant life experiences to ensure balanced and diverse class groups.                                                                                                | Age, Disability, Race            | Theresa Lindsay (HoC Fashion, Textiles & Design)         | Aug 2020<br>Ongoing<br>✓              |
| 1.5 | Increase the number of candidates applying for our Modern Apprenticeship Programme from Black and Minority Ethnic Communities, via continuous work with BEMIS and their support on SDS programmes.                                                                                                  | Race                             | External Funding Unit<br>Jim Anderson                    | April 2019<br>Ongoing<br>✓            |
| 1.6 | Gender imbalance in the media industries (Media, Journalism, Television and Sound) was addressed by a recruitment event, aimed at senior phase school pupils, where students had the opportunity to hear and participate in workshops chaired by senior women TV and media professionals.           | Sex                              | Anne McMullen (HoC Media & Performing Arts)              | August 2021<br>✓                      |
| 1.7 | Increase in applications from students who would have found the shorthand option to be a barrier to their learning after redesigning the HND Practical Journalism course in order to remove shorthand, a subject which we have found to be a barrier to inclusion.                                  | Disability                       | Anne McMullen (HoC Media & Performing Arts)              | August 2019<br>✓                      |
| 1.8 | Introduce a January start level 4 course in Music, Theatre and Dance to include and encourage performers with interest and aptitude but no formal qualification.                                                                                                                                    | All                              | Anne McMullen (HoC Media & Performing Arts)              | January 2021<br>deferred to 2022<br>✓ |
| 1.9 | A Gateway programme (focusing on learners for whom English is not first language or have learning difficulties) in science was advertised and recruited in session 2019/20 and ran from Aug 2020 to Jan 2021. Outcomes were good, and generated a demand for further study requiring the college to | Age, Disability, Race            | John Rafferty (Curriculum Assistant Principal/Acting SL) | Jan 2021<br>Ongoing<br>✓              |

|      | Action for staff/students                                                                                                           | Related Protected Characteristic | Responsibility                 | Timescale & Status                         |
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|      | create a Jan-Jun programme in 2021 which will grant access to the level 5 in science.                                               |                                  |                                |                                            |
| 1.10 | Continue to work with local authorities to ensure data sharing agreements are in place to support new learners from all backgrounds | All                              | School Liaison Team            | Prior to each new session-<br>Ongoing<br>✓ |
| 1.11 | Create and develop a new induction process with equalities highlighted as a priority                                                | All                              | Gillian Crankshaw (OD Manager) | April 2019<br>✓                            |
| 1.12 | Review online enrolment for any challenges experienced by staff and students                                                        | All                              | Head of MIS                    | January 2021<br>✓                          |
| 1.13 | Use of narrated videos and ESOL helpsheet to support the enrolment process                                                          | Race                             | ESOL Department Staff          | September 2020<br>Ongoing<br>✓             |

|                                                                                                                                 | Action for staff/students                                                                                                                                                                        | Related Protected Characteristic | Responsibility                         | Timescale & Status         |
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| <b>2) All students &amp; staff are fully supported to promote and contribute to a College ethos of inclusion and diversity.</b> |                                                                                                                                                                                                  |                                  |                                        |                            |
| 2.1                                                                                                                             | Produce new GCC locally agreed Policies and Procedures.                                                                                                                                          | All                              | N.Patton (Head of HR) & HR Team        | April 2019<br>Ongoing<br>✓ |
| 2.2                                                                                                                             | Introduce a revised model of student support and guidance that strengthens interventions at all stages of the learner journey.                                                                   | All                              | VP Curriculum<br>AP Student Experience | Sept 2019<br>Ongoing<br>✓  |
| 2.3                                                                                                                             | New College Values developed                                                                                                                                                                     | All                              | Senior Leadership Team (SLT)           | June 2019<br>✓             |
| 2.4                                                                                                                             | Increase awareness of the Equality Duties so all staff understand the importance/relevance of providing equality data.                                                                           | All                              | HR & Equality                          | June 2019<br>Ongoing<br>✓  |
| 2.5                                                                                                                             | Implement complainant satisfaction survey with data on protected characteristics to establish whether any specific groups feel that their complaint has been handled differently                 | All                              | Quality Coordinators                   | April 2021<br>✓            |
| 2.6                                                                                                                             | Revise the Complaints Handling Procedure to set out actions staff will take to support equal access to the complaints process, including for vulnerable groups and ensure process is transparent | All                              | Quality Coordinators                   | September 2020<br>✓        |

|      | Action for staff/students                                                                                                                                                                                                                                                 | Related Protected Characteristic | Responsibility                                                | Timescale & Status             |
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| 2.7  | Work with lecturing staff to run sessions where staff are available to assist students through the application process on a one-to-one basis in particular with ESOL students                                                                                             | Race                             | M.Lang<br>(Student Funding Manager)                           | June 2019<br>Ongoing<br>✓      |
| 2.8  | HND Additional Support Needs learners involved in providing feedback to the Scottish Funding Council regarding alternative question formats for learners at SCQF Levels 1-3 and those with additional support needs for the sector wide 2020 Student Satisfaction survey. | Disability, Age, Race            | Quality Coordinators                                          | March 2020<br>✓                |
| 2.9  | Libraries continue to promote Equality Monthly Themes and relevant issues contributing to celebrating diversity & fostering good relations on campus                                                                                                                      | All                              | Library Facilitators                                          | September 2020<br>Ongoing<br>✓ |
| 2.10 | Online staff induction content has been updated to include transcripts and videos now have subtitles                                                                                                                                                                      | Disability                       | Organisational Development Team                               | September 2020<br>✓            |
| 2.11 | All new staff are required to complete an online Equalities course within the first week of employment and attend a Welcome Day induction where they receive a presentation from our EDI Lead                                                                             | All                              | Organisational Development Team and Equality & Diversity Lead | May 2019<br>Ongoing<br>✓       |
| 2.12 | Increase accessible activities on our Healthy College Day.                                                                                                                                                                                                                | All                              | Gillian Crankshaw (OD Manager)                                | June 2019<br>✓                 |

|      | Action for staff/students                                                                                                                                                                              | Related Protected Characteristic             | Responsibility                   | Timescale & Status                         |
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| 2.13 | Feedback of events is sought and reviewed to improve for future Healthy College Day events                                                                                                             | All                                          | Gillian Crankshaw (OD Manager)   | June 2019<br>✓                             |
| 2.14 | Gender training for staff to raise awareness of LBGTQQIA+                                                                                                                                              | Gender Reassignment, Sexual Orientation, Sex | Business and Finance HOC and SLs | Academic session 2020-21<br>Ongoing<br>✓   |
| 2.15 | Trans training for all department staff                                                                                                                                                                | Gender Reassignment, Sexual Orientation, Sex | Hospitality Team SLs             | June 2020<br>✓                             |
| 2.16 | Collaboration with other sections in the college to promote positive interactions between disabled and non-disabled learners. E.g. sports students are running online fitness classes for ASL learners | Disability                                   | Julie Joiner (ASL HOC)           | Academic session 2019-2020<br>Ongoing<br>✓ |

|                                                                                                    | Action for staff/students                                                                                                                                                                                                                                                                 | Related Protected Characteristic | Responsibility                                                        | Timescale & Status          |
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| <b>3) Disabled individuals can independently and confidently access our buildings and services</b> |                                                                                                                                                                                                                                                                                           |                                  |                                                                       |                             |
| 3.1                                                                                                | Content on website/ social media which is accessible to all, diverse and inclusive                                                                                                                                                                                                        | All                              | Marketing Team                                                        | March 2021<br>Ongoing<br>✓  |
| 3.2                                                                                                | Work to further progress support for all BSL users through BSL Action Plan                                                                                                                                                                                                                | Disability                       | Gillian Crankshaw (OD Manager)                                        | August 2020<br>Ongoing<br>✓ |
| 3.3                                                                                                | The introduction of a series of accessible panto performances. Students worked with professionals to create an autism friendly show. The intention was to have one show. However, the response was remarkable and we subsequently scheduled 4 further performances to accommodate demand. | Disability                       | Anne McMullen (HoC Media & Performing Arts)                           | Dec 2019<br>✓               |
| 3.4                                                                                                | An increase in applications from students who would have found the shorthand option to be a barrier to their learning after redesigning the HND Practical Journalism course in order to remove shorthand, a subject which we have found to be a barrier to inclusion.                     | Disability                       | Anne McMullen (HoC Media & Performing Arts)                           | August 2019<br>✓            |
| 3.5                                                                                                | Increase spend in library budget year on year on accessible resources and increase on usage                                                                                                                                                                                               | Disability                       | L. Forde, S. Hollywood, E. Henderson (Library Managers/Co-ordinators) | June 2019<br>Ongoing<br>✓   |
| 3.6                                                                                                | Develop of a range of SCQF units, specifically designed to meet Additional Support for Learning students' needs.                                                                                                                                                                          | Disability                       | J.Joiner (Head of Curriculum ASL)                                     | December 2019<br>✓          |

|      | Action for staff/students                                                                                                                                                 | Related Protected Characteristic | Responsibility                                    | Timescale & Status                         |
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| 3.7  | Science Lab refurbished to permit improved disabled and wheelchair access                                                                                                 | Disability                       | Estates Team & John Rafferty (CAP)                | Dec 2020<br>✓                              |
| 3.8  | Refurbish Cardonald Changing Rooms to include new disabled facilities                                                                                                     | Disability                       | Estates Team                                      | Academic Session 2019-2020<br>✓            |
| 3.9  | Ensure canteen areas have flexible seating to increase accessibility & inclusion within these areas at each campus                                                        | Disability                       | Estates Team                                      | Academic session 2019-2020<br>Ongoing<br>✓ |
| 3.10 | Integrate MS Immersive Reader in Canvas (VLE platform) enabling all users to change font, colour, size, and language of text in pages, as well as enabling text to speech | Disability, Race                 | eLearning team                                    | July 2021<br>✓                             |
| 3.11 | All staff to undertake the Mental Health workshop to support the Mental Health First Aiders                                                                               | Disability                       | Sport & Fitness Team                              | June 2020<br>✓                             |
| 3.12 | Purchase of two hand crank all-terrain cycles to allow access to outdoor education for wheelchair users                                                                   | Disability                       | Kirstie Barton (HoC Sport, Tourism & Hospitality) | August 2021<br>✓                           |
| 3.13 | Delivery of Health & Wellbeing classes to community groups across Glasgow to promote increased mental health and wellbeing                                                | Disability                       | Community Learning Development                    | September 2020<br>✓                        |

| Action for staff/students                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                  | Related Protected Characteristic | Responsibility                                    | Timescale & Status                         |
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| <b>4.1) Students experience and contribute to learning &amp; teaching methods and materials which are accessible to all and promote &amp; celebrate diversity</b> |                                                                                                                                                                                                                                                                                                                                                                                  |                                  |                                                   |                                            |
| 4.1.1                                                                                                                                                             | Celebrate diversity within the Science curriculum, especially with regard to the prominence or awareness of female scientists as the history of science has been one where women's contribution was often marginalised or unrecognised. Facilitated discussions around scientists such as Rosalind Franklin (DNA), Marie Curie (Radiation), Jocelyn Bell Burnell (Astrophysics). | Sex                              | Science staff                                     | Academic session 2020-2021<br>Ongoing<br>✓ |
| 4.1.2                                                                                                                                                             | Link with SULSA (Scottish Universities Life Sciences Association) and IBiolC who regularly host conferences aimed at young people, especially those from underrepresented groups. Conferences include inspiring female and ethnic minority contributors                                                                                                                          | Sex, Race                        | Science Staff                                     | Academic session 2020-2021<br>✓            |
| 4.1.3                                                                                                                                                             | Inductions to include talks from Learning Inclusion and Equality & Inclusion teams. Raise Awareness of all relevant support within the College                                                                                                                                                                                                                                   | All                              | Kirstie Barton (HoC Sport, Tourism & Hospitality) | Aug 2019<br>Ongoing<br>✓                   |
| 4.1.4                                                                                                                                                             | Include Mindfulness certificate in the new Jan start Cabin Crew Course & Mindfulness to Schools training for session 2019-20.                                                                                                                                                                                                                                                    | Disability                       | Kirstie Barton (HoC Sport, Tourism & Hospitality) | Jan 2019<br>Ongoing<br>✓                   |
| 4.1.5                                                                                                                                                             | Create a safe environment for trans learners in Hospitality changing areas                                                                                                                                                                                                                                                                                                       | Gender Reassignment              | Kirstie Barton (HoC Sport,                        | March 2019<br>✓                            |

| Action for staff/students |                                                                                                                                                                                                         | Related Protected Characteristic | Responsibility                            | Timescale & Status            |
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|                           |                                                                                                                                                                                                         |                                  | Tourism & Hospitality)                    |                               |
| 4.1.6                     | Analysis and break down of future Student Surveys data by protected characteristic provided to SLT for use in planning improvements                                                                     | All                              | Quality Coordinators                      | June 2019<br>Ongoing<br>✓     |
| 4.1.7                     | Roll out delivery of SQA Mental Health and Wellbeing units across our Level 5 Social Care provision not only in relation to its direct relevance to the curricular area but also to equip our learners. | Disability                       | Social Care Senior Lecturers              | Academic session 2020-21<br>✓ |
| 4.1.8                     | Move to new VLE platform Canvas                                                                                                                                                                         | Disability                       | eLearning Team                            | March 2020<br>✓               |
| 4.1.9                     | Collaboration with GCCSA to develop and promote access to Canvas for all student support                                                                                                                | All                              | eLearning Team and GCCSA                  | March 2020<br>Ongoing<br>✓    |
| 4.1.10                    | Collaboration with Learning Inclusion in relation to digital accessibility                                                                                                                              | Disability                       | eLearning Team and Learning Inclusion     | March 2020<br>Ongoing<br>✓    |
| 4.1.11                    | Emphasis on the Equality Act 2010 in relevant subject curriculum areas (HR & Law) to allow for enhanced awareness and discussion opportunities in class groups                                          | All                              | Business & Finance Lecturers, SLs and HOC | August 2019<br>Ongoing<br>✓   |
| 4.1.12                    | Topics exploring faith are embedded in the T&T curriculum                                                                                                                                               | Religion & Belief                | Travel & Tourism SLs                      | August 2020<br>Ongoing<br>✓   |

| Action for staff/students |                                                                                                                                                                                                    | Related Protected Characteristic | Responsibility       | Timescale & Status          |
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| 4.1.13                    | Dissertations developed around pregnancy/maternity & tourism to ensure students feel more confident about how they would support customers who was pregnant or had a new born or infant.           | Pregnancy & Maternity            | Travel & Tourism SLs | August 2020<br>Ongoing<br>✓ |
| 4.1.14                    | Airport ground ops unit covers client passport details that reflects the statuses of marriage and civil partnership. Building students' understanding and confidence around different partnerships | Marriage and Civil Partnership   | Travel & Tourism SLs | August 2020<br>Ongoing<br>✓ |

| Action for staff/students                                                                                                                                                     |                                                                                                                                                                                             | Related Protected Characteristic               | Responsibility                                    | Timescale & Status          |
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| <b>4.2) Staff receive appropriate continuous professional development to support them in the design, development and delivery of inclusive teaching methods and materials</b> |                                                                                                                                                                                             |                                                |                                                   |                             |
| 4.2.1                                                                                                                                                                         | Implement a comprehensive professional development and communications programme to ensure better understanding and impact of equalities approaches and responsibilities for staff.          | All                                            | AP Quality & Curriculum APs                       | June 2019<br>✓              |
| 4.2.2                                                                                                                                                                         | Deliver comprehensive and targeted professional development to support staff to implement a wider range of teaching and assessment approaches and increase the number of staff using Canvas | Sex, Race, Disability, Religion & Belief, Age, | AP Quality<br>AP Student Experience<br>AP Org Dev | Sept 2019<br>✓              |
| 4.2.3                                                                                                                                                                         | Provide training for teaching staff in creating engaging, accessible and inclusive resources for Canvas                                                                                     | Sex, Race, Disability, Religion & Belief, Age  | Niall Hardie (eLearning Manager)                  | March 2020<br>Ongoing<br>✓  |
| 4.2.4                                                                                                                                                                         | Training provided to Learning Inclusion staff to enable them to create and curate their own resources to develop and support students                                                       | Disability                                     | Niall Hardie (eLearning Manager)                  | March 2020<br>Ongoing<br>✓  |
| 4.2.5                                                                                                                                                                         | Support staff to develop online resources for students on Canvas                                                                                                                            | All                                            | Niall Hardie (eLearning Manager)                  | March 2020<br>Ongoing<br>✓  |
| 4.2.6                                                                                                                                                                         | Development of external facing digital inclusion resource which is also integrated in teaching support and development training                                                             | Disability                                     | eLearning Team                                    | August 2020<br>Ongoing<br>✓ |

| Action for staff/students |                                                                                                                                                                           | Related Protected Characteristic | Responsibility                                                   | Timescale & Status                         |
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| 4.2.7                     | Increase the trained staff at the Langside & Cardonald campuses to 2 Mental Health First Aiders.                                                                          | Disability                       | Kirstie Barton, OD & Sport staff teams                           | Aug 2019<br>✓                              |
| 4.2.8                     | Arrange for all staff in department to attend Mental Health Workshop to support the Mental Health First Aiders                                                            | Disability                       | Kirstie Barton, OD & Sport staff teams                           | Aug 2019<br>✓                              |
| 4.2.9                     | Complete further training for audio assessment in lower level classes as an option for all students as alternative evidence in assessments.                               | Disability                       | Computing Lecturers                                              | August 2019<br>Ongoing<br>✓                |
| 4.2.10                    | ASL staff offered additional training to support neuro diverse learners including ways to support learners to improve relationships, sexual wellbeing, and Mental Health. | Disability                       | Julie Joiner (HoC Additional Support for Learning)               | Academic session 2019-2020<br>Ongoing<br>✓ |
| 4.2.11                    | Enhanced VLE design training to eliminate unlawful discrimination and use inclusive language                                                                              | Race                             | Julie Wales (HoC Hairdressing, Beauty & Complementary Therapies) | Academic session 2020-2021<br>✓            |
| 4.2.12                    | Complementary therapies embed a college certificate in stress management and healthy eating and well-being                                                                | Disability                       | Julie Wales (HoC Hairdressing, Beauty & Complementary Therapies) | Academic session 2020-2021<br>✓            |

| Action for staff/students                                                                                                                                                     |                                                                                                                                                                                                                                                  | Related Protected Characteristic                                  | Responsibility                                   | Timescale & Status          |
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| <b>5.1) There is an increased equity of success for all learners, irrespective of protected characteristic, based on decisions informed by robust and comprehensive data.</b> |                                                                                                                                                                                                                                                  |                                                                   |                                                  |                             |
| 5.1.1                                                                                                                                                                         | Proactively engage with appropriately qualified male ELC and Social Services practitioners (via professional social networking recruitment sites such as LinkedIn) to enhance the diversity of our staff team.                                   | Sex                                                               | Teresa Ashmead (HoC Early Years and Social Care) | March 2019<br>✓             |
| 5.1.2                                                                                                                                                                         | Recruit diverse staff team - Male ELC professional joined the college as a part-time lecturer in August 2018 and delivers our evening HNC Childhood Practice programme.                                                                          | Sex                                                               | Teresa Ashmead (HoC Early Years and Social Care) | August 2018<br>Ongoing<br>✓ |
| 5.1.3                                                                                                                                                                         | Engage with three male members of the ELC workforce in the development of a voluntary “male student mentoring” project for our learners.                                                                                                         | Sex                                                               | Teresa Ashmead (HoC Early Years and Social Care) | May 2019<br>✓               |
| 5.1.4                                                                                                                                                                         | Set clear improvement targets and implement more targeted strategies that focus on improving retention and attainment for specific groups of learners (to include:16-19 year olds; care experienced; ethnic groups; and those from SIMD10 areas) | Age, Ethnicity including Socio Economic & Care experienced groups | Curriculum APs (CAPs) Heads of Curriculum (HoCs) | June 2019<br>✓              |
| 5.1.5                                                                                                                                                                         | Develop and implement the use of appropriate software for more effective monitoring and reporting of learner performance data.                                                                                                                   | All                                                               | SLT                                              | Sept 2019<br>✓              |
| 5.1.6                                                                                                                                                                         | An increased number of formal, certificated units available to learners in Community settings and the ASL area to recognise learning taking place and support progression opportunities.                                                         | All                                                               | Quality, CLD & ASL                               | June 2020<br>✓              |

| Action for staff/students |                                                                                                                                                                 | Related Protected Characteristic | Responsibility                                | Timescale & Status             |
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| 5.1.7                     | Breakdown and analysis of Early Impressions Student Survey data by protected characteristic to establish that no specific group had a lesser overall experience | All                              | Quality Coordinators                          | January 2020<br>✓              |
| 5.1.8                     | Development of a range of SCQF units which are specifically designed to meet Additional Support for Learning students' needs.                                   | Disability                       | J.Joiner (Head of Curriculum ASL)             | December 2019<br>✓             |
| 5.1.9                     | Students who indicate that they are thinking about withdrawing or are identified as at risk of withdrawing are offered a student mentor                         | All                              | Nicola Leonard (HOC Gen Ed & Social Sciences) | September 2020<br>Ongoing<br>✓ |
| 5.1.10                    | Continue collaborative work with ASL course team to ease progression for relevant students to mainstream level 4 computing courses                              | Disability                       | Senior Lecturers (Computing)                  | August 2018<br>Ongoing<br>✓    |
| 5.1.11                    | Promotion of Family Learning and ESOL opportunities to close the attainment gap                                                                                 | Sex, Race, Age                   | Community Learning Development                | September 2021<br>✓            |
| 5.1.12                    | ESOL Support Officers provide specific support to ESOL students who are experiencing difficulties/challenges                                                    | Race, Religion & Belief          | ESOL Department                               | Aug 2019<br>Ongoing<br>✓       |
| 5.1.13                    | Mental Health Co-ordinator specifically for ESOL students                                                                                                       | Race, Religion & Belief          | ESOL Department                               | Aug 2019<br>Ongoing<br>✓       |

| Action for staff/students |                                                                                                                                                                 | Related Protected Characteristic | Responsibility                                                                    | Timescale & Status           |
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| 5.1.14                    | Continue to promote Construction, landbased, energy and Building services industries to females via relevant workshops and events such as Girls Go Construction | Sex                              | All staff in Construction and Land Based Industries/ Energy and Building Services | Dec 2019 Ongoing<br>✓        |
| 5.1.15                    | Enhance recruitment drive to attract male student to all programmes within department                                                                           | Sex                              | Hair, Beauty & Complementary Therapies                                            | Academic Year 2019-2020<br>✓ |

|                                                                                                                                                                                                                 | Action for staff/students                                                                                                                                                        | Related Protected Characteristic | Responsibility                             | Timescale & Status         |
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| <b>5.2) Irrespective of protected characteristic or role within Glasgow Clyde College, all staff are empowered to fulfil their full potential, based on decisions informed by robust and comprehensive data</b> |                                                                                                                                                                                  |                                  |                                            |                            |
| 5.2.1                                                                                                                                                                                                           | Offer Pre Retirement programmes to support any retiring members of staff to plan for the next chapter in their lives.<br>Support members of staff considering Phased retirement. | Age                              | N.Patton (Head of HR)                      | June 2019<br>Ongoing<br>✓  |
| 5.2.2                                                                                                                                                                                                           | As part of the wider "Raising Awareness" process for staff, encourage existing employees to complete their sensitive data.                                                       | All                              | N.Patton (Head of HR)                      | June 2019<br>Ongoing<br>✓  |
| 5.2.3                                                                                                                                                                                                           | Implement clearer target setting, accountability and performance monitoring strategies for managers and teams to inform interventions and set actions for improvement.           | All                              | SLT<br>HoCs<br>Support Managers            | Sept 2019<br>✓             |
| 5.2.4                                                                                                                                                                                                           | Agile Working and related policies to support staff                                                                                                                              | All                              | HR                                         | March 2020<br>ongoing<br>✓ |
| 5.2.5                                                                                                                                                                                                           | ICT staff to be included in membership of EDI Committee                                                                                                                          | All                              | ICT Manager                                | Aug 2018<br>✓              |
| 5.2.6                                                                                                                                                                                                           | Roll out and promote the online equality training available on Skillsbooster                                                                                                     | All                              | J.Rodden & C. Crawford<br>(LD/OD Officers) | May 2019<br>✓              |
| 5.2.7                                                                                                                                                                                                           | EDI is a key focus and embedded through the College Values within the new Leadership Charter and Leadership Framework/Programme                                                  | All                              | Organisational Development Team            | September 2021<br>✓        |