Item 10

For Endorsement

Glasgow Kelvin College

Board of Management

Finance and Resources Committee

Public Sector Equality Duty – 16 February 2021

Report by Director of Human Resources

1. Introduction

Members will be aware that the Board of Management have a responsibility to ensure that the requirements of the Equality Act 2010, including the general duty of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 are addressed appropriately.

The College is required by statue to publish by the 30 April 2021 documents, which include a Mainstreaming Report, including staffing data; Equality Outcomes and Action Plan; Pay Gap Information and Equal Pay Statement.

The purpose of this paper is to apprise the Finance and Resources Committee of the main areas which demonstrate that the College has made progress towards meeting its statutory obligations and the areas where further work is required. The Committee is being asked to endorse this Report which will then be presented to the Board at the Meeting on 1 March for approval.

2. Public Sector Equality Duty (PSED)

The College took the decision due to the overlap in reporting data that it would produce one report containing three of the four reporting areas. The PSED Report 2021 (Public Sector Equality Duty Report) covers:

- Mainstreaming, including staffing data;
- Pay Gap Information [gender, race and disability]; and
- the Equal Pay Statement.

Members will be aware that the College is required to report on its pay gap for gender, race and disability every four years in line with the Regulations and gender every two years.

A report on progress against the Board's Equality Outcomes, the Equality Outcomes (EO) Progress Report, 2017 – 21 (Equality Outcomes Report) and new Equality Outcomes, 2021 – 2025 will be published separately.

The key highlights from the PSED Report are noted below.

Staffing data at 01 April 2020

- The proportion of staff in terms of gender balance is on a par with that reported for the Further Education (FE) Sector at 54%;
- Average age groups are broadly in line with the FE Sector which reports 45% of staff aged 51 and over, a total of 44% of College staff are in this age bracket, the age range within the College is from 20 to 73;
- There is confidence in staff disclosure of disability, the percentage of staff within the College who have disclosed a disability was 6.8%, which is higher than that reported for the Further Education Sector at 6%;
- At 7%, there is good representation of staff from an ethnic minority background, 7%, with BME staff at 3.5% and staff from a White Other background at 3.5%;
- There has been no progress in attracting ethnic minority groups into senior or managerial positions;
- There is a good retention rate in relation to ethnic minority staff, with 42% of staff from a BME background having more than 10 years' service and 72% of White Other with 5 to 10 years' service;
- Due to staff turnover there are no staff with a disclosed disability within senior positions, however there is representation at managerial levels;
- There is a good retention rate in relation to our staff who have chosen to disclose a disability, with 43% of staff having more than 10 years' service and 19% with more than 20 years' service;
- Retention rates for female staff continue to be higher than that for male staff;
- There has been some progress in increasing the proportion of female and males across departments and curriculum areas;
- There has been some progress in attracting males and females into non-traditional roles; and
- Staff across the protected characteristics are accessing the professional development budget available to fund professional learning and participating in continuous professional development processes and systems including: Professional Development Review; Professional Development Fund; Professional Teaching Qualifications and Staff Development Days.

Pay Gap Information

- There has been good progress in reducing further our gender pay gap. Data confirms that any differential is the result of incremental progression;
- There is a pay gap between staff who fall into a minority racial group and staff who do not. There remains no pay gap with regards to BME staff. However the pay gap is in the racial group White Other has reduced by 2.53%; and
- There is a pay gap between staff who are disabled and staff who are not.

The observations on the data relating to the lower proportion of disabled staff and staff from an ethnic minority background in higher graded posts, provide areas to be prioritised in our next equality outcomes. This is particularly strengthened by the

qualitative information gained through the College's consultation and involvement processes.

3. Equality Outcomes Progress Report 2017 -2021

Glasgow Kelvin College Equality Outcomes were shaped and informed by a range of evidence, including staff and student surveys and data collection; and consultation with internal and external stakeholders and representatives of its recognised Trade Unions.

The EO Progress Report 2017-21 highlights the progress in meeting the Outcomes. It demonstrates where an outcome has been fully met as evidenced in the PSED Report 2021. It identifies areas where Equality Outcomes have not yet been fully met and how these will be progressed as part of the College's new Outcomes over the next four years. This is in line with the requirements of the specific duties, as outlined in the Equality Act 2010.

The majority of the planned actions have been completed. The outstanding actions and the evidence gathered during consultation and involvement processes, and available data have informed the development of the new set of proposed Equality Outcomes for 2021-2025 below.

Proposed New Equality Outcomes 2021 - 2025

1. Increase the representation of ethnic minority groups in the workforce and support existing staff to prepare for promotion opportunities.

2. Improve the rate for staff disclosing disability and support existing staff to prepare for promotion opportunities.

3. Establish strategies and support for staff and learners to maintain good mental health and to be successful in work and study; and improve disclosure rates of staff in relation to mental health conditions.

4. Improve LGBTQ+ equality and inclusion for staff and students.

5. Strive to reduce gender-based violence to keep staff and students safe and able to work and study; and advance gender equality by reducing further occupational segregation.

6. Improve our students and staffs understanding of equality, diversity and dignity so that they are able to participate in an inclusive learning and working environment, to promote good relations between people from different groups.

Members should note that the EO Action Plan 2021 – 25 to progress and deliver the Outcomes is currently being finalised in consultation with stakeholders.

It is recommended that the PSED Report 2021 and the EO Progress Report 2017-21, which will include the Action Plan to support the implementation of the new Equality Outcomes, is presented to the Board of Management on 01 March 2021 for approval.

3. Resources Implications

There are no resource implications identified as a result of this report.

4. Equalities

The PSED Report 2021 and the EO Progress Report 2017 – 21 demonstrates the progress made by the College towards the general and specific duties under The Equality Act 2010. The new Equality Outcomes 2021 - 25 will ensure that the College continue to meet its statutory obligations and advance the Board of Management's equality agenda.

5. Risk and Assurance

No risks have been identified as a result of this report.

6. Data Protection

No risks have been identified as a result of this report.

7. Recommendations

Members of the Finance and Resources Committee are recommended to:

i. note the content of this report;

ii. endorse the PSED Report 2021 Public Sector Equality Duty Report and the Equality Outcomes Progress Report 2017-21 Equality Outcomes Report and the new Equality Outcomes 2021-25;

iii. request that the Director of Human Resources present the PSED Report 2021, the EO Progress Report 2017-21 and the new Equality Outcomes 2021-25 to the Board of Management at the scheduled meeting 01 March 2021 for approval; and

iv. note that the new Equality Outcomes and its associated Action Plan will be presented at the Board of Management, 01 March 2021.

8. Further Information

In the first instance further information on the content of this report can be obtained from Doreen Shiels, Director of Human Resources (dshiels@glasgowkelvin.ac.uk) or Patricia Currie, Equality, Diversity and Inclusion Manager (pcurrie@glasgowkelvin.ac.uk)