



EQUALITY & DIVERSITY

NEWSLETTER

NOVEMBER 2018



www.slc.ac.uk

 SLCEk

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‘We Believe in Equality & Diversity’

It is part of our ethos and we expand this to everyone who engages with the College.



South Lanarkshire College first adopted the Investors in Diversity (NCFD) framework in 2011 and was the first organisation in Scotland to be recognised as a full **‘Investor in Diversity’** in 2011 and as a **‘Leader in Diversity’** for the second time in 2016.

These highly prized quality marks recognise an effective, all-encompassing approach to managing equality, diversity and inclusion within the College and focus on the NCFD approach to Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE for short). www.nationalcentrefordiversity.com/



We Believe in Equality and Diversity

All Staff Conference

With equality, diversity and inclusion as core values we aim to integrate the principles of equality and promotion of diversity into all aspects of the day-to-day life of the College.

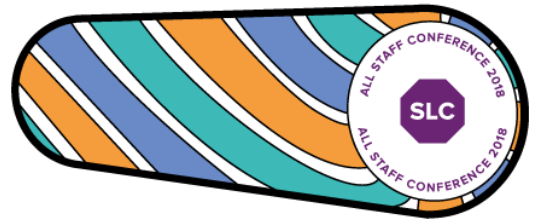
We hold an Annual All Staff Conference at the beginning of each academic year to bring staff together on a shared theme to debate, generate ideas, network with colleagues and to have a chance to develop themselves as well as thinking about how to deliver transformational opportunities for our students.

Every member of staff across all faculties and departments is invited to attend, including temporary staff.

The 2018 theme was 'You Rock' and over 270 staff enjoyed a day of networking, workshops, learning and all round inspiration.

Andy Kerr – Chair of the Board of management delivered a welcome message speaking candidly about how education and lifelong learning has been woven through his entire personal and working life.

Our inspirational keynote speakers this year were, Kaye Adams – radio and television presenter, Linda Fabiani – MSP for East Kilbride & Deputy Presiding Officer of the Scottish Parliament and Danny Bent – award winning author and journalist and voted one of the 100 happiest people in the UK.



We Believe in Equality and Diversity

Events Calendar

We have a packed calendar of information events throughout the year which are informative, fun and a fantastic opportunity for our students and staff to work together to promote equality and diversity.

A diverse range of partner organisations help us to inform by hosting information stands in the Atrium EXPO and through delivering workshops.

Our events calendar for the year includes:

- * Fresher's Week
- * World Mental Health Day - Positivi-Tea Event
- * Health and Wellbeing Event
- * Volunteer week
- * Sustainability Event
- * LGBT History Month/Purple Friday
- * Equality & Choices Event
- * Carers' week
- * Mental Health Awareness Week - Curry & Chaat
- * November

Mental Health Awareness Week

CURRY & CHAAT

TUCK IN FOR MENTAL HEALTH

Monday 14th – Friday 18th May
Third Floor, 12:00 – 12:45pm

Have lunch at the Bistro. 50% of the money raised from meals sold will go to nominated mental health charities.



 South Lanarkshire College
East Kilbride

#SLCgivesback

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We Believe in Equality and Diversity

We believe in listening

We continually gather information and feedback from a wide range of sources including:

- ◆ Student and staff questionnaires
- ◆ Information sharing with Regional partners
- ◆ National statistical information and guidance
- ◆ Focus and working groups

We also believe in talking and this is evident by the number of groups we have with an equality and diversity focus, all taking membership from areas across the College. This includes students, staff and the Community Pastoral support team.

All groups meet at least four times a year and provide an excellent opportunity to examine, consider and action all equality related issues.

Equality Group

This group acts as a channel of communication to progress equality, diversity & inclusion and supports the Equality Impact Assessment process which ensures that our policies, practices and decisions are fair, meet the needs of students and staff and don't inadvertently discriminate.

The Principal as chair has overall responsibility for equality and diversity.



Access and Inclusion Group

This group has developed a strategy demonstrating commitment to developing and implementing services, policies and procedures with a positive focus on Access & Inclusion.

We are delighted that this strategy was put forward as an example of good practice by the Scottish Funding Council.

Mental Health Working Group

This group supports and promotes the mental health of students and staff continuously working on raising awareness, reducing stigma and promoting good mental health and resilience.



Gender Action Plan Group

The Scottish Funding Council has set an ambition that by 2030 no college or university will have a gender imbalance of greater than 75% of one gender. The role of this group is to develop and progress an action plan focusing on the curriculum areas in which the College is required to address severe imbalance. These areas are: female under-representation in Construction and male under-representation in Child Care, Hair and Personal Services.



Clean Air College Group

The College is working partnership with the NHS and ASH Scotland in support of Scotland's Charter for a tobacco free generation and have made the following three pledges:

1. To establish a cross college working group to explore the current situation and how best to progress the plan for a tobacco free campus and tobacco-free generation.
2. Stop-smoking and smoking prevention resources (including benefits of being smoke-free) available on campus throughout the year.
3. 'Quit Your Way Scotland' number for stop smoking advice to be displayed across institution, if possible at areas here people congregate to smoke (in smoking shelter). www.ashscotland.org.uk/what-you-can-do/



Carers Peer Support Group

The College was delighted to become a Carer Positive Engaged Employer in June 2018.

To help support staff with caring responsibilities a 'Caring for Carers Booklet' was created linking to a range of College policies highlighting support available.

A Carers Information board has also been added to the staff room, signposting support available out with the College.

We have also introduced a Carers Peer Support Group which is support by Lanarkshire Carers Network. www.carerpositive.org/



Support and resources

We recognise that coming to college can be an exciting and rewarding experience but can also bring extra challenges and stress. We offer a wide range of support and resources to support our students every step of the way.

Our professional and dedicated staff in Student Services are always ready to talk to make sure College life is as enjoyable as possible.

There is a wide range of support available which is widely promoted throughout the College including:

- ◆ Guidance and Support Advisors
- ◆ Student Counsellor
- ◆ Chaplaincy Team
- ◆ Mindfulness Classes
- ◆ Support for learning



Where specialised help is needed, students are put in touch with other support agencies.

Suicide Awareness ASIST

We recognise that suicide is a community health problem and very proud that 23 members of College staff volunteered to undertake a two day ASIST training course. (Applied Suicide Intervention Skills Training).

As a result they now have the skills to effectively support people at risk of suicide. An ASIST list with contact details is strategically placed next to the First Aid contact list throughout the College.



Mindfulness Classes

The College offers Mindfulness classes every Thursday at lunchtime and early evening. This is a great opportunity for students and staff to learn the skills to let go of thoughts which cause stress and anxiety, breathe easier, sleep better.



Community Pastoral Support Team

Our College Chaplains can provide help and assistance with:

- * Bereavement support
- * Emotional support when life gets difficult
- * Relationship issues
- * Discussions on faith and belief



Student Counsellor

Appointments with the Student Counsellor are available from Monday to Thursday and available through Guidance Tutors or Student Services in the advice centre.



Staff Counselling Support

Staff can access free independent confidential support through Counselling & Coaching Solutions.

Care Leavers

Care experienced young people often face barriers which can impact on their ability to start and finish a college course.

We want to listen to our care experienced students to ensure we provide the support necessary for them to succeed and reach their full potential therefore each student will have a named contact within the Student Services team.

We also have a range of support services we can offer to help our students succeed.

Motivational Posters

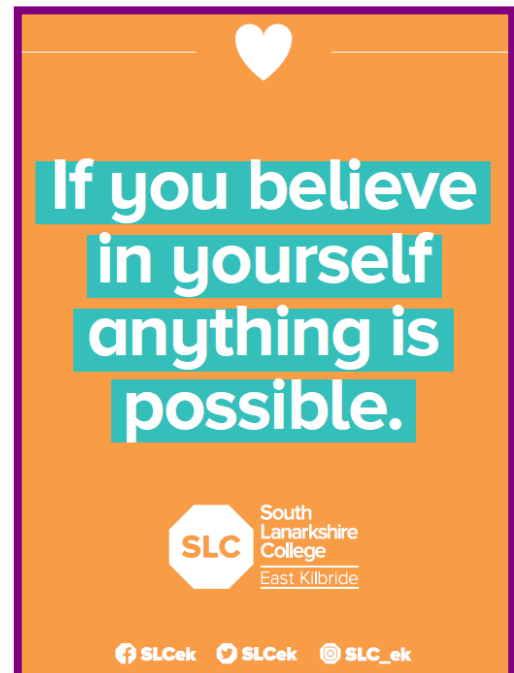
To remind our students and staff that they are special, unique and important we have motivational posters next to mirrors in all toilet areas.

Toilet Door Health Campaign

This is a great way of getting information out there and we have approximately 120 A4 frames to fill.

Campaigns this year include:

- * Quit your Way
- * Breathing Space
- * LGBT History Month
- * Mental Health Foundation
- * Carers Week
- * C-Card Scheme – Free Condoms



LGBT Charter of Rights

We are very proud holders of the Foundation Level award of the LGBT Youth Scotland Charter of Rights and equally proud of the Student Association who are now working towards the Bronze Level Award. <https://www.south-lanarkshire-college.ac.uk/life-at-slc/student-services/lgbt/>



Pride Glasgow



For the third year running in 2018 a group of students, staff and families showed their support for LGBT equality by joining over 5000 people marching through Glasgow in the Pride Parade in August.

We also hosted an information stand in the Community Exp, a fantastic opportunity to engage with the LGBT community. Plans already in place to attend in August 2019.



LGBT History Month Purple Friday

Our very own Pride event takes place in February on the last Friday of History Month. Students and staff can opt to wear Purple to show that they stand up against homophobia, biphobia and transphobia. We also have an EXPO in the Atrium which



Accessibility

Accessibility is fundamental to our core values and we endeavour to create an environment that is barrier-free to the maximum extent possible.

We have a continuous program of adaptation and have introduced a number of accessibility measures, both physical and operational.

The new College Annexe was designed with accessible facilities.

We have identified further improvements to existing facilities to remove barriers and will continue to strive to improve accessibility where possible.

Toilets

We have fully accessible toilets in both the Main Building and Annex, and in addition both buildings have toilets equipped for support with personal care.



Breast Feeding room

In recognition of the well documented health advantages of breastfeeding for children and mothers, we have created a private room for students and staff to breastfeed and express milk should they wish to use it. The College is delighted to support breastfeeding anywhere a mother wishes to do so.



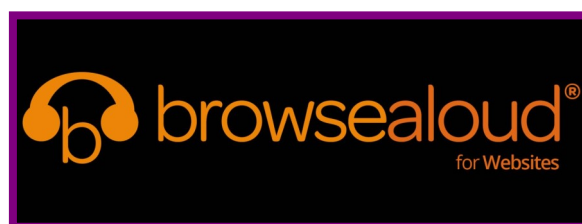
BREASTFEEDING ROOM

Sanitary Products

As part of our health and wellbeing focus for students and staff the College provides free sanitary products and dispensing machines are installed in toilets throughout the College.

Assistive Technology

Browsealoud—This web screen reader adds speech, reading and translation to the College website making it more accessible and gives visitors to the website a better experience.



Claro - Assistive – This technology software is available throughout the College to support all students and staff during their time at College.



We Believe in Equality and Diversity

Staff Development

We respect and value the positive contribution of our staff and want them to achieve their full potential and gain benefit and enjoyment from involvement in the life of the College. To achieve this staff training in the area of equality and diversity is key. CPD opportunities are continuously available, in addition we have four staff development days.

The programme for 2018/19 includes:

- * Equality & Diversity E-Learning
- * Equality Impact Assessment Drop – in
- * Autism Awareness
- * Nil by Mouth
- * ASIST – Applied suicide intervention skill training
- * ASIST Support Forum
- * AMIS: Helping to bring and end to domestic abuse
- * Makaton – Beginners Workshop



Protected Characteristics

How well do you know the 9 protected characteristics covered under the umbrella of the Equality Act 2010?

1. A _ E
2. D _ S _ _ _ L _ _ Y
3. S _ X
4. G _ N _ _ _ R R _ A S _ G _ M _ _ T
5. M _ R R _ _ G E or C _ V I L P _ _ _ N E R _ _ _ _
6. P _ _ _ N _ _ _ _ & M _ T _ _ N _ _ _
7. R _ L _ G _ _ _ & B _ _ _ _ F
8. S _ X _ _ _ O _ _ _ _ T A T _ _ _ _
9. R _ _ E



We Believe in Equality and Diversity

Accreditations

As well as being a Leader in Diversity we also hold a number of accreditations in recognition of the work we do in equality & diversity.

Investors in People Platinum (IIP)



Our commitment to staff is demonstrated in the achievement of IIP Platinum accreditation in May 2016. This is a huge achievement as successful accreditation against the Investors in People Standard is the sign of a great employer, an outperforming place to work and a clear commitment to sustainability. We are currently undertaking a 12-month review in line with the next stages of our IIP journey. <https://www.investorsinpeople.com/>

Investors in People Health and Wellbeing Award



We were delighted to also achieve the IIP Health and Wellbeing Award in 2016 which further supports our commitment to health and wellbeing. www.investorsinpeople.com

Disability Confident Employer

We have gained 'Committed' accreditation status. This nationally recognised accreditation scheme encourages businesses to recruit and retain disabled people and people with health conditions. www.gov.uk



Living Wage Employer

Living Wage accreditation celebrates employers that choose to go further than the government minimum.

South Lanarkshire College became a Living Wage Employer in 2017. <https://www.livingwage.org.uk/>



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Accreditations

Responsible Futures

This accreditation mark confirms that the College and the student association are committed to embedding sustainability into the curriculums, and acts as a clear signal to prospective students who want to leave their time in education as global citizens prepared for the 21st century.

www.nusconnect.org.



Healthy Body Healthy Mind Award

The Student Association were a proud team in 2018 when they were awarded two stars from the Healthy Body Healthy Mind Awards in 2018. This is a partnership initiative between NUS Scotland and Scottish Student Sport, which focus on the link between sports, physical activity, smoking prevention and mental health.

www.thinkpositive.scot/projects/hbhm/



Dementia Friendly Community

The College is working with Alzheimer Scotland towards being a Dementia Friendly Community.

Alzheimer's Scotland recently carried out a Dementia Friendly Audit of the College environment and identified further improvements to existing facilities.

The Facilities team are currently working through suggestions made.

We are also very proud of the many students and staff who have taken part in workshops and are now Dementia Friends. www.dementiafriendsscotland.org/



Thank you for taking the time to read this brief overview of just how much 'We Believe in Equality & Diversity'. Further information is available on the College website:

www.slc.ac.uk.

If you have any questions or would like this newsletter in an alternative format please contact: equality@slc.ac.uk



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