CITY OF GLASGOW COLLEGE

Mainstreaming Report

2023

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Executive Summary

This report sets out City of Glasgow College activities and success in delivering on our commitment to embedding Equality Diversity and Inclusion across the College.

The report will detail the steps taken to Mainstream ED & I across the college, to ensure it is embedded in everything we do, we will review our campaigns and our success to consider how we can continue to improve.

With staff and student mental health and wellbeing creating some unique challenges, we will explore some of the many positive interventions designed to raise awareness, and offer help and support

Mainstreaming Equality

The College has made substantial progress on its mainstreaming responsibilities over the reporting period 2021 to 2023.

Mainstreaming activity is highlighted both within the faculties and within the support services. This is evident in areas such as People and Culture, Student Support and Learning and Teaching.

Key actions include:

- Tackling racism and developing anti racist approaches, which include the launch of the College Microaggression campaign.

- Supporting the City of Glasgow College Student Association, City SA, in achieving the LGBT Scotland Youth Charter.
- Women in leadership session was held on International Women's day where we also launched the "Celebration of Heroic Women" resource designed by staff and students, celebrating women in the Arts.
- Tackling Gender Based Violence with Fearless Glasgow, committing to work to achieve the Emily Test Charter, and working with Rape Crisis to support staff and students.
- Supporting staff with mental health support in particular supporting men's mental health and the development of staff led peer groups on menopause and neurodiversity.
- Student mental health support through providing mental health mentors ans working with external agencies such as Cross reach
- Supporting care experienced students and vulnerable students in partnership with Action for Children.

Equalities Data Reporting

The College has published the staff profile equality information and recruitment selection and retention data as required by the Equality Act 2010.

This data highlights the diverse workforce at the City of Glasgow College and demonstrates how the College continues to attract diverse talent to its workforce.

The College will continue to monitor our equality data to ensure equality diversity and inclusion is at the heart of how City of Glasgow College delivers on its Values. A review of our recruitment process in 2024 will enhance our commitment to ensuring that we reflect the community that we serve.

1.INTRODUCTION

City of Glasgow College is an inclusive and diverse College. The College was recently awarded a 7-Diamond ranking in the European Foundation for Quality Management (EFQM) world ranking. The Diamond ranking is at the highest level of recognition and is the category beyond the EFQM star rating.

The College excelled in the following areas:

- Culture of change and Innovation
- A clear purpose and identity to drive "Inspiration, Excellence and Innovation"
- People-focused organisation with a culture of trust and involvement
- Mature and Responsible Governance System
- Future fit programs and strong and structured students' relations

Equality Diversity and Inclusion was a consideration in the assessment of the award which was reflected in the diverse staff and students that contributed to the story the College has to tell.

The College was also ranked third in the world in EFQM's Global benchmarking and achieved the best score for any educational institution in EFQM's 33-year history. Subsequently we were also awarded an Outstanding Achievement Global Award for Driving Innovation.

Despite the challenges faced by the sector, City of Glasgow College strives to keep moving forward to deliver a high-quality teaching and learning environment.

This was echoed in our previous report where we stated:

"We are a college that is not only diverse in its staff and students but in what we do and the way we do it".

This mainstreaming report demonstrates a snapshot of the innovation and creativity by our teaching and support staff in delivering new and relevant approaches that support an inclusive culture within the College. City of Glasgow College will continue to innovate, create, and develop these approaches across the College. This work is also supported by the People and Culture Team who were the recipients the Fair and Healthy Workplace Award at the Glasgow Business Awards. This along with our action plans demonstrates Equality and Diversity mainstreaming taking place across the College.

City of Glasgow College is delivering Equality Diversity and Inclusion not just to staff and students but to our International Partners championing Equalities at both a local, national and international level.

This mainstreaming report is an opportunity to demonstrate commitment in delivering equality and diversity across the College. However, the College is mindful that there is more to do and with the support of the Staff and Students Equality Committee, chaired by the Chair of the Management Board, we will continue to deliver on our commitment.

2. Purpose

The mainstreaming report is to present the progress made to date in delivering our equality actions and to demonstrate compliance with the General Duty, which states that we have to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

The report presents the College's approach to mainstreaming the Equality Act 2010 Public Sector Equality Duty (PSED) across College functions, so as to better perform the duty.

The mainstreaming reports have a focus on staff however the new National Equality Outcomes (NEO) published on 18th January 2023 by the Scottish Funding Council now have a focus on student experience and attainment.

The requirements to report progress on mainstreaming and gathering staff information, as well as completed equality impact assessments and information on equal pay, are available from the ED&I section of the College's website.

3. Commitment

The College commitment is outlined in its strategic priorities and associated aims.

Within the College Strategic Plan 2030, equality, diversity, and inclusiveness are addressed within the following strategic priorities:

1. To be an inspirational place of learning.

2. To enable individuals to excel and realise their full potential.

3. To live our values, value our people and innovate in partnership.

4. To deliver excellence in performance.

4. Our Values

- The Individual
- Equality, Diversity, and Inclusiveness
- Integrity, Honesty, and Transparency
- Excellence and Achievement
- Partnership
- Innovation and Enterprise

5. Internal Influences

The Equality Diversity and Inclusion (EDI) agenda is supported by our EDI working group, and our EDI Advisory and Engagement Group which has representation from several equality focused organisations. The EDI working group has representation from Senior Management Team, as well as from Curriculum and Support Leads. The College also has an established Spiritual Care Team to support both staff and students. All this is supported by the Student Staff and Equalities Committee Chaired by the Board of Directors.

External Influences

The College continues to work with several external partners and participate in the Glasgow Regional Equality Group (GREG) which meets regularly to share good practice and develop partnership working. In addition, the Student Associations of all three colleges in Glasgow have also collaborated to support and promote Equality messages. The College is an active member of the Trans Edu Community of Practice led by The University of Strathclyde and Ayrshire College. City of Glasgow College is also an active member of the Scottish Equality Forum (SEF) which it chaired from 2020 to 2022. This reflects the partnership approaches that we have developed recently which help to shape our future actions and opportunities for engagement.

6. City of Glasgow College Board of Management

Composition and Representation

- The Board of Management of City of Glasgow is comprised of the following positions:

- 1 x Principal and CEO.

- 1 x Chair (appointed by the Regional Board for 4 years).
- 2 x Student Members (Student President and another student officer, both elected for 1 year).
- 2 x Staff Members (representing teaching and support areas, both elected for 4 years).
- 12 x Non-Executive Directors

The gender breakdown of the Non-Executive Members, there are six female and five males this is evidence below from 2020 to 2022. There for the members are represented as follows:

Table 1

Year (at 1 April)	Male	Female	Total
2020-21	45% (5)	55% (6)	100% (11)
2021-22	45% (5)	55% (6)	100 % (11)

The College collects equalities monitoring data at the point of recruitment for the Board, to inform succession planning and to ensure that we monitor and encourage applications from underrepresented groups. The College employs a careful approach to publicising Board vacancies, including gender-neutral wording of advertisements, and a video featuring female Board members on the College's Board Vacancy webpage. The College is committed to ensuring that we continue to enhance Board Diversity and works with a number of diversity organisations to promote opportunities when available.

7. MAINSTREAMING

The General Duty of the Equality Act 2010 requires us to have due regard to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance Equality of opportunity between people of different groups
- Foster good relations between people if different group, tackling prejudice and promoting understanding between people of different groups.

This section will detail the College's approach to both planning for, and subsequently demonstrating mainstreaming of the Public Sector Equality Duty (PSED) across its functions.

Equality Impact Assessment (EQIA)

City of Glasgow College continues to provide support and guidance to all staff to ensure that the EQIA is supported. All changes to policy practice and procedures are approved by the Senior Management Team who ensure that an EQIA is conducted before approval. A review of the EQIA process is ongoing to ensure seamless delivery and recording of the EQIA process.

Procurement

The procurement process was revised in 2020 with Equality considerations remaining central to the tendering process. The approach had been commended by Employers Network for Equality and Inclusion (ENEI) in 2018 in ensuring that Equalities remained core to the procurement process. The College continues to refine processes to ensure that they are relevant and meet the equality criteria.

Embedding Equality

The College continues to embed equality by delivering Diversity Awareness Months, EDI training, and hosting EDI events. The College will continue to develop collaborative EDI work and further develop a partnership approach as demonstrated

throughout this report. The College has worked across sectors with University of West of Scotland, Ayrshire College and the University of Strathclyde to deliver a Trans Edu mini conference in June 2022. The College is working with Kabaddi Scotland (South Asian Sport) to provide coaching opportunities and has secured the Charter Institute of Building (CIOB), Equality and Inclusion Charter and continues to support the College sector on the CIOB Inclusive Employers Forum. City of Glasgow College continues to support the Scottish Equality Forum established to support the Equality leads of Scotland across Universities and Colleges. The forum liaises directly with the Scottish Government and the Scottish Funding Council (SFC) to help shape the Equality landscape in Scotland and to improve understanding of the equality requirements. This has included responding to the PSED consultation and the consultation on the now published National Equality Outcomes (NEO). In addition, a City of Glasgow College staff survey was conducted in 2021 which identified key areas of development for staff, which incorporated Equality Diversity and Inclusion. The survey results helped shape the Wellbeing development week held in April 2022.

Anti-Racist Approach and Leadership

The College is committed to developing an anti-racist approach, this is evident from the sessions delivered to the Board of Directors and the Senior Management Team in November 2021. This along with the College commitment to delivering anti-racism in curriculum design, to launching the Microaggression campaign in May 2022 and again in October 2022 for Black History month has raised awareness of the issues to staff and students. This approach is embedded in our Equality Outcomes and builds on the work to deliver an inclusive and anti-racist approach. City of Glasgow College Faculties across the College have started to develop specific content for the Curriculum. Anti-Racism and Black Lives Matter was incorporated into Digital Culture, Travel and Tourism communications class to consider Black History Month and to look at locations in the US linked to Human Rights and Civil rights movement of the 60s. This led to further learning on the civil rights movement and anti-racism in history and tourism. This was an innovative approach to offering students the opportunity to

discuss racism and understand how this links to their area of study and work. In Creative Industries, Digital Media Students in their second year of animation were tasked to create a Slavery Project developing better understanding of the roots of racism.

LGBTQ+ Inclusion

The College is continuing to work and support our LGBTQ+ staff and students. Current focus has been to revise and update the City of Glasgow College Trans Gender Reassignment Guidance due to be completed in early 2023. A short life working group has been established to oversee the submission for the LGBT Youth Scotland's Charter and to oversee initiatives to ensure that we deliver on equality commitments to ensuring a safe and inclusive environment for our staff and students.

Women in Leadership

On international Women day 2022 the College hosted a woman in leadership workshop attended by women across the College, which received positive feedback. The workshop was also used to launch the development of a new resource developed by staff and students at the College celebrating Women in the Arts. This was developed to address the lack of female representation in students work, in particular referencing the works of females over men work. The project was led by an Associate Dean who worked with staff and students to launch the City of Glasgow "Celebration of Heroic Women" resource. The resource celebrates female artists chosen by staff and students and showcasing a diverse and intersectional group of women across the ages.

International Woman's Day 2022 - 1 (pagetiger.com)

Gender Based Violence

The College is a member of Fearless Glasgow, a joint working group of universities and colleges in Glasgow and Ayrshire, The Emily Test, Glasgow and Clyde Rape Crisis, Police Scotland, Women's Aid and Glasgow Violence Against Women Partnership.

Emily Test Charter

This Charter award from the Emily Test, is a charity working to end Gender Based Violence (GBV) in colleges and universities. The Charter was piloted in 2021 with five institutions involved. We applied to undertake this work in July 2022 with a view to completing the 'Emily Test' with 12-18 months. This is a cross-college initiative that will see us undertake a review of current support and information sharing between departments, and will provide an opportunity to train a range of staff in managing risk where there is a disclosure of GBV. Further information can be found here.

Aware and Empowered Training for Nautical Cadets

In December 2021, the College worked in partnership with the Emily Test to deliver interactive workshops to five Maritime Cadet phase 1 groups. The workshop told Emily's Story and included activities centered around consent. The Cadets have recently returned from their sea phase and we are completing a follow-up with them around their experiences while at sea. We aim to be able to widen this training out to other curriculum areas in the future.

Campaigns

The College continues to use the Erase the Grey campaign from Glasgow Caledonian University to highlight GBV as well as Police Scotland campaigns. City of Glasgow College undertook a social media campaign during the 16 Days of Action and focused our digital posters on campus around GBV.

GBV Support

The College continues to partner with Glasgow and Clyde Rape Crisis to offer an on-campus support. A weekly drop-in and appointment service is available to both male and female students. Training is being developed for staff to create awareness of stalking and how to support victims of stalking in the workplace in partnership with Action Against Stalking.

8. Mental Health and Wellbeing

Staff Focus

The Wellbeing team are continuing to provide support to all staff. City of Glasgow College recognises the unique challenges men face around their health, in particular the sigma around mental health.

Therefore, a range of resources and support pathways were developed for staff aimed at raising awareness, education, and improving access to support around men's health. Some of the work delivered focused on the following:

- Working in partnership with West Lothian College's Man Cave to offer a men's peer support group for our staff.
- Liaising with SAMH and the Rangers Foundation to offer a pathway to support, health assessments and healthy living interventions such as Football Fans in Training and Changing Rooms.
- Worked closely with Men's Mental Health Support groups to improved referral pathways for our staff including Andy's Man Club, Scottish Men's Shed, Mind the Men, Brothers in Arms.
- Offered workshops on Men's Mental Health to all staff.
- Provided a toolkit of support, resources and education around male specific health issues such as sexual health, mental health, health and fitness, prostate problems and testicular health.

The College has developed peer support groups such as menopause and neurodiversity, these are staff led groups supported by the Health and Wellbeing group and are open to all staff to join. This is further supported by the launch of the Menopause policy and the development of an accessibility toolkit for staff. The Health and Safety team continue to provide support in physical health through health risk assessments, Display Screen Equipment (DSE) assessments, Occupational Health.

9. Student Focus

Student Wellbeing

In 2021/22, the Scottish Government provided funding to colleges and universities to support student mental health. This additional funding enabled the college to pilot a scheme of Mental Health Mentors. The mentors were in post from February to September 2022 and provided weekly/fortnightly meetings with students who presented with anxiety to work on coping strategies. The service worked with 132 students. Feedback from the students was overwhelmingly positive. This work is now being supported by Student Counselling Service which has continued to grow, with five counsellors now available to provide short-term counselling and class workshops around stress management. The College has also partnered with Cross Reach to offer longer-term counselling for students with more complex well-being needs.

Support for Priority Groups

An enhanced support package is offered to students within priority groups including student carers, care experienced or estranged students. They are supported by having a named Student Advisor who is a point of contact for support throughout their time at college. Support offered includes:

- Targeted pre-entry information and visits.

- On-course support with funding, personal support and advocacy.
- Referral to specialist services such as Action for Children.
- Support to remove barriers and advocacy with lecturers.
- Training support for teaching staff through the Inclusive College initiative.

391 student carers and 162 care experienced students accessed support from the service in 2021/22. This includes support from named contacts but also other team members including mental health support.

Table 2 shows the retention rates for care experience students and student carers. In 2021/22 retention for student carers was 90% and care experienced 84%.

Table 2

Status	College	Care Experienced	Student Carers
Enrolments	35,217	783	1,325
Live	29,073	660	1,195
Retention	83%	84%	90%

STAY Programme

Action for Children provide support for vulnerable students, working intensively with young people who are care experienced up to age 29 and other vulnerable young people up to the age of 26. In 2021/2 there were 48 direct referrals to Action for Children; however, they also supported an additional 16 who were identified via the Glasgow City Council transitions programme.

Mainstreaming activities are delivered across faculties and departments, the College is committed to creating an inclusive culture that benefits both staff and students.

A requirement of the Equality Act is to publish Equality data in relation to staff and to recruitment, selection and retention. The following is a summary of the data analysis and the full data sets can be found in the appendices.

10. DATA SUMMARY

Age

Composition

- The average age of staff was 47 years, this was consistent from 2020/21 to 2021/22.

- In 2020/21 the number of staff that were 25 to 29 years was 5.2% this changed to 6% in 2021/22, this is an increase of 0.8%.

- In 2020/21, 15.5% of staff were 55-59 years this changed to 13.3% in 2021/22 this is a decrease of 2.2%.

- Staff aged 65+ remained stable for a period of two years from 2020 to 2022 at 5.7%.

Recruitment

- In 2020/21 the highest number of candidates shortlisted were from the 30-34 years, range, this represented 19.2% of all candidates.

- From 2020/21 there were 151 candidates appointed, the majority were age 30 to 34 years at 21.8%.

- There were 3,060 applications received in 2020/21 total 25-29 years age range represented 29.3%.

- 0.3% gave no response and 0.9% applications were received from the 65+ age group.

Retention

The average age of those appointed in 2021/22 was 40 years.

Disability

Composition

- Staff that disclosed a disability in 2020/21 was 8.7%, this is an increase of 1% since 2019/20.

- The percentage of staff who prefer not to say has increased from 0% in 2019/20 to 5.9% in 2021/22.

- The percentage of people stating they "prefer not to say" has decreased from 6.7% to 5.9% in 2020/21 and 2021/22.

- Percentage of staff that do not have a disability has decreased from 75.7% in 2020/21 to 73.4% in 2021/22, this is a 3.5% decrease in staff that do not have a disability.

Recruitment

- Disabled applicants represented 9.55% in 2020/21
- Disabled shortlisted applicants represented 10.94% in 2020/21.
- Disabled candidates that were appointed represented 6.78% in 2020/21
- Disabled applicant in 2021/22 represented 9.5% of all applicants.
- 10.94% of all applicants were shortlisted.
- Disabled candidates that were appointed represented 6.78% in 2021/22

Retention

- 33.70% of leavers did not disclose their disability status in 2020/21.

- 24.87% of leavers did not disclose their disability in 2021/22 this is an improvement in reporting of 8.83%.

- Over two years 14.2% of leavers declared a disability, 6.08% in 20/21 and 8.47% in 2021/22.

Ethnicity

Composition

- The percentage of Black and Minority Ethnic staff in 2020/21 was 5.7% and 5.5% in 2021/22 this has remained stable over two years.
- In 2021/22, the percentage of staff who did not respond was 13.6%, which is an increase of 5.9% from 2020/2021 at 7.7%.
- In 2021/22, staff who identified as White was 74.1% this is a decrease of 8.7% from 2020/21 however, the no response also increased to 13.6% in the same period.

Recruitment

- 21.14% of all applications in 2020/21 were from BME applicants.
- In 2020/21, of all applicants, 8.63% were from "other white applicants, this was 8.58 % in 2021/22.
- The percentage of "Other white" shortlisted in 2020/21 was 7%, in 2021/22 this was10.79%.
- The percentage of "Other white" appointed in 2020/21 was 10.21%, and in 2021/22 this was 10.17%.
- In 2020/21, the number of people appointed from BME applicants was 10.58% in 2021/22 this was10.17% which has remained fairly consistent over 2 years.
- In 2021/22, 1.46% of applicants prefer not to say.

Retention

- 14.92% gave no response and 5.52% and 1.10% was unknown this makes a total of 21.54% that did not declare ethnicity in 2020/21, this figure was 24.87% in 2021/22.
- 4.97% BME staff were leavers and 2.76% "Other white minority" 2020/21.
- The leavers from "Other White minority groups was 3.17% the largest number of leavers were white Scottish at 44. %

Gender Reassignment

Composition

- To protect the identity of transgender staff at work we cannot disclose all the data collected. However, we can confirm that the data reveals that the number of transgender staff at the College has remained the same from 2020/2021 to 2021/22.
- In 2020/21 the "No response" to the question improved by 74.4%.
- In 2021/22 the percentage of staff prefer not to say increased improved by 2.2%.

Recruitment

- In 2020/21, 0.5% of applicants identified as Transgender.
- In 2021/22, 1.03% of applicants identified as Transgender
- In 2020/21, 97.3% of external shortlisted applicants and 92.9% of internal shortlisted applicants did not identify as Transgender.

Retention

- No leavers who identified as Transgender left the College in 2020/2021 and 2021/2022.
- The number of leavers who chose not to give a response or chose prefer not say was 28.8% in 2020/21 and 37.7% in 2021/22.
- It would not be appropriate to report on how many people left due to the small numbers represented.
- Further analysis would not be appropriate due to the risk of disclosing individual identity.

Marriage and Civil Partnership

Composition

- In 2021/22 47.6% of staff declared married, this has been stable over two years.

- The percentage of staff in a Civil Partnership was 1.6% in both 2020/21 and in 2021/22.

- The number of staff that did not disclose has increased from 4.9% in 2020/21 to 10.3% in 2021/22, this is an increase of 5.4%.

- The staff response to 'Other' was 37.1% in 2020/21 and 33.7% in 2021/22.

Recruitment

- External applicants in the 'Other' category were represented at 60.1% in 2020/21.

- Internal applicants in the 'Other' category were represented at 36.8% in 2020/21.

- 3.17% of the Internal Shortlisted candidates in 2020/21 were in a Civil Partnership.

Retention

- 2.76% of leavers declared a Civil Partnership in 2020/21 and this was 0.53% in 2021/22.

- Married leavers were represented at 40.88% in 2020/21 and this was 37.04% in 2021/22.

- In 2021/22 18.5% gave no response.

- In the 'Other' category this was represented as 37.57% in 2020/21 and 32.04% in 2021/22.

- Prefer not to say remained steady at 11.05% in 2020/21 and 10.58% in 2021/22.

Maternity/Pregnancy

Composition

- In 2020/21, 2.6% of staff accessed maternity leave, compared to 2.4% in 21/22.
- Paternity leave averages 2% over the two-year period.
- No staff member accessed Adoption leave over the 2-year period.

Retention

Due to the small numbers and data collection procedures, we are limited to the level of analyse we can evidence here.

RELIGION or BELIEF

Composition

- The data on staff has remained consistent over the last 4 years except for 'No response' which has increased from 8.1% in 2020/21 to 12.4% in 2021/22, this is a difference of 4.3%.

- Overall, 29.7% of staff have no religion or belief. This has remained fairly consistent over two years

- In 2021/22 the prefer not to say was 0%, this is an improvement of 24.6%.

Recruitment

- In 2020/21, 50.78% of applicants stated no faith or belief. The largest faith group was Roman Catholic at 14.25%.

- In 2020/21, 9.28% of applicants prefer not to say.

- Candidates shortlisted in 2020/21 that stated no faith or belief represented 52.38%, this was also the largest number of candidates appointed at 49.2%

- In 2021/22, candidates, shortlisted represented, 46.93% had no faith which was a decrease of 5.45%.

Retention

- Leavers that did not want to disclose religion or belief represented 37.04% in 2020/21 with this reducing to 15.34% in 2021/22.

- In 2020/21, those with no religion was 25.40% and in 2021/22 this was 36.69%.

- In 2020/21, the largest group of leavers was Roman Catholic at 19.34%

- Minority group faith represented 3.31% of leavers.

Sex

Composition

- The gender balance of staff was 54.4% female and 45.5% male in 2021/22.
- In 2020/21, male staff represented 34.3%, this has increased by 11.2% to 45.5% in 2021/22.
- Both No response and prefer not to say was 0% in 2021/22, this was 24.6% in 2020/21, this is an extensive improvement within one year.

Recruitment

- Applicants for all posts 2020/21 were 57.82% female and 41.36% male.
- 0.92% of applicants in 2020/21 declared prefer not to say.
- Candidates shortlisted in 2020/21 was 52.05% female and 47.16% male.
- Prefer not to say was 0.79%
- 47.68% of candidates offered posts were female, and 52.32% male and 0% prefer not to say in 2020/21
- Applicants for all posts in 2021/22 were 58.23% female and 40.85% male and 0.92% preferred not to say.
- Candidates shortlisted in 2021/22 were 55.0% female and 43.81 Male with 1.20% preferred not to say.
- Candidates appointed in 2021/22, 55.93% were female and 42.80% were male with 1.27% preferred not to say.

Retention

- Leavers in 2020/21 were 37.1% female and 38.3% male, 14.9% preferred not to say.
- 9.7% of Leavers in 2020/21 gave no response. Collectively 'prefer not to say' and 'no response' constitutes 24.6% of leavers whose sex is unknown.

Sexual Orientation

Composition

Due to the data protection and as not to unduly disclose information we are limited to what we can report.

- In 2020/21, 1.1% of staff identified as Bisexual, 2% % as Gay men and 1.4% as Gay Woman/Lesbian.
- In 2020/21, 65.7% staff identified as heterosexual/straight in 2021/22 this was 62.2%
- Prefer not to say in 2020/21 was 22.5% this fell to 13% in 2021/22.
- No response was 7% in 2020/21 this increased to 29% in 2021/22
- In 2020/21 overall 29.5% did not respond in 2021/22 this increased to 32% overall this is an increase of 2.5%.
- Overall, the representation of LGBT+ staff was 4.57 % in 2020/21 and 4.6% in 2021/22

Recruitment

- Out of all Applicants in 2020/21, 82.26% identified as heterosexual/straight and 6.09% preferred not to say.
- 4.54% identified as Bisexual, 4.31% as Gay Man, and 1.76% as Gay Women/Lesbian in 2020/21.
- 84.96% of applicants shortlisted identified as heterosexual/straight, 6.41% prefer not to say in 2020/21
- Of candidates appointed 17.88% identifies as LGBTQ+ in 2020/21.
- Candidates appointed in 2021/22 11.44% represented as LGBTQ+.

Retention

- In 2020/21 2.75% of leavers identified as LGBT.
- In 2021/22 7.94% of leavers identified as LGBT.

Care Experience

Composition

- In 2020/21, 73.35% declared no caring responsibility this changed to 40.19% in 2021/22 a difference of 30.44%.
- In 2020/21, preferred not to say was 0.18% this increased to 10.63% in 2021/22.
- 48.46% staff had a caring responsibility, 27.24% caring for an adult or a child with the disability and 21.22% caring for a non-disabled child.

Recruitment

- 18.2% of applicants declared a caring responsibility in 2020/21 and 18.13% in 2021/22.
- In 2020/21, preferred not to say was 2.01% and in 2021/22 this was 3.29%.
- Candidates shortlisted with caring responsibilities in 2021/22 was 24.77% this was 21.59% in 2021/22.
- Candidates appointed in 2020/21 with caring responsibilities was 22.05% and this similar in 2021/22 with caring responsibilities was 22.03%.

Retention

- In 2020/21, 10.08% of staff had caring responsibilities for a disabled child or adult.
- In 2021/22, 27.24% of staff had caring responsibilities for a disabled child or adult, an increase of 17.16%.
- In 2020/21, staff who had caring responsibility for children was 17.49%.
- In 2021/22, staff who had a caring responsibility for children was 21.22% this is an increase of 3.73%

11. Summary of Recruitment Data

2020/2021 Recruitment Analysis

Applications

The number of applications received in 2020/2021, was 3,060, 9.46% were from internal applicants and 90.53% were from external applicants. The analysis of the data demonstrates that 16.12 % declared a caring responsibility, 7.22% declared a disability, 12.38% were BME, and the majority of applications at 53.68% declared no religion or faith. The majority of applications were received by women at 57.82%. In reference to Marriage and Civil Partnership 61.65% declared other and 3.46% where in a civil partnership.

Shortlisted

There were 500 candidates shortlisted for interview, 52.05% were female and 47.16% were male, 0.79% preferred not to say. Those with caring responsibility were 21.59% and 9.40% declared a disability. Candidates selected as LGBT representation was 8.63% and the BME representation was 11.0%.

Appointed

There were 235 posts offered 52.32% were female, 47.02% male, those that declared at disability was 5.30%, and 5.96% were represented as BME. Similar to the above the majority of appointed staff had no religion or belief and 1.34% were in a civil marriage. Staff that identified as LGBTQ+ represented 17.88%.

Retention

The number of staff that left the College was 181, this was representative of 58.56% female and 41.44% male. The number of full-time leavers was represented as 27.62% whilst part time leavers was 72.38%, overall 13% held secondary contracts. 2.7% were in a civil partnership and 40.88% status was married.

BME leavers accounted for 4.97%, other white 2.7% and 5.5% prefer not to say. Leavers with caring responsibilities represented 13.20%, half of which left due to caring for an adult that required additional care. As reflected in the staff data, the largest percentage of staff declared no religion and this was reflected in the leavers' data at 25.4%. Leavers that identified as LGBT was 2.75%.

2021/2022 Recruitment Analysis

Applicants

The number of applications received 1,852, 9.25% were from internal applicants and 90.75% external. The analysis of the data shows that 58.23% were female, 40.85% male. 21.10% were from BME. In addition, 50.78% declared no religion, and 9.55% declared a disability. Those with caring responsibilities represented 18.27% of applicants. Overall approximately 13% declared as LGBT+ with 6.21% declaring as Bi Sexual. Civil partnerships were represented as 3.45% and 60.25% declared 'other' in Marriage and Civil partnership category.

Shortlisted

There were 755 applicants shortlisted for interview, 55.0% were female, 43.09% were male, 10.94% declared a disability and 21.59% had caring responsibilities. Approximately 17% were BME, 46.93% declared no religion or belief. In relation to marriage and civil partnership this was 2.53% whilst the figure for LGBT+ was 10.24%.

Appointed

There were 234 people appointed, the average age of appointees was 40 years old. This represented spilt of 55.93% women and 42.80 % as male. Those with caring responsibilities was 22.03% and those that disclosed a disability was 6.78% and 11.44% declared as LGBT+. 10.59% of those appointed represented the BME category and of those appointed 49.15% declared no religion, 38.56% declared as married and 4.66% in a civil partnership.

Retention

The number of staff that left the College in this period was 189 of which 58.20% were female and 41.80% were male. Part time leavers represented 35.45% female and 23.81% male leavers. Collectively part time leavers represented 59.2% of the total. 8.47% declared a disability, 30.69% declared no religion and 0.53% in a civil partnership. The leavers with caring responsibility was 8.99% with 7.14% leaving to support adults that need additional care. Leavers that identified as LGBT was 7.94% and BME leavers was 3.7%.

12. Training and Development

Training and development opportunities continued during and after the Covid 19 lockdown. In 2020/21, 94 staff accessed Learning and Support 33 academic and 61 support staff. In 2021/22, 600 staff accessed learning and support opportunities, 227 academic and 374 support staff. A new Learning Experience Platform (LXP) system was developed and launched to offer all staff an enhanced learning experience, including a new and revised EDI module. Core training for managers has focused on Managers skills along with training on safe guarding, Trans Inclusion and the Menopause training is being offered to teaching and support staff.

13. Conclusion

This is an interim report that has focused on recent activities in mainstreaming equality diversity and inclusion, the College will report further on our mainstreaming activities and on the impact of delivering the equality actions in 2025. Evidence has highlighted the increase of staff reporting 'prefer not to say' and 'no response' to the Equality Monitoring questions, this will be addressed through our Induction and Welcome for new staff and will highlight this through a campaign to encourage staff to update their Equality responses on itrent our HR system.

City of Glasgow College is confident in the approach highlighted to embed and deliver on our Equality commitments. The College welcomes the SFC National Equality Outcomes that mirrors the College's approach to tackling persistent inequalities, will report further progress on the City of Glasgow College Equality priorities and on the SFC National Priorities in 2025.

14. Appendix 1   Workforce Data

AGE	18/19	19/20	20/21	21/22
16-19	1.7%	0.3%	0.18%	0.24%
20-24	3.0%	1.6%	1.2%	1.3%
25-29	6.1%	5.7%	5.2%	6.0%
30- 34	9.3%	9.4%	8.7%	9.2%
35-39	12.6%	13.8%	12.1%	11.3%
40-44	10.8%	10.8%	11.7%	13.0%
45-49	14.0%	12.9%	13.3%	12.7%
50-54	13.8%	13.7%	15.5%	13.3%
55-59	14.6%	15.5%	15.2%	15.4%
60-64	9.8%	11.3%	13.4%	11.5%
65+	4.4%	5.3%	5.9%	5.7%
No Response	0%	0%	0%	0%

Care	18/19	19/20	20/21	21/22
Caring Responsibility for adults or disabled children	8.6%	8.3%	10.98%	27.24%
Responsibility for children non-disabled	16.0%	15.0%	17.49%	21.22%
No responsibility	38.2%	36.9%	71.35%	40.91%
No response	32.6%	34.9%	0%	0%
Prefer not to say	1.8%	2.1%	0.18%	10.63%

Disability	18/19	19/20	20/21	21/22
Disabled	7.6%	7.7%	8.7%	8.2%
Non-Disabled	76.9%	77.0%	75.7%	73.4%
No response	15.5%	15.4%	8.7%	12.3%
Prefer not to Say	0%	0%	6.7%	5.9%

Gender Reassignment	18/19	19/20	20/21	21/22
Identify as Transgender.	*	*	0.1	0.1
Do not identify as Transgender.	16.1%	17.6%	75.3%	70.3%
No Response	83.2%	81.3%	6.9%	13.9%
Prefer not to say	0.7%	1.0%	17.7%	15.5%

Marriage and Civil Partnership	18/19	19/20	20/21	21/22
Married	49.6%	50.6%	49.4%	47.6%
In Civil Partnership	1.6%	1.8%	1.6%	1.6%
Other	36.5%	37.4%	37.1%	33.7%
No response	5.4%	3.2%	4.9%	10.3%
Prefer not to say	7.0%	7.2%	7.4%	6.5%

Race	18/19	19/20	20/21	21/22
BAME	6.4%	6.3%	5.7%	5.5%
Other White	5.6%	5.7%	3.8%	3.8%
White	74.6%	77.2%	82.8%	74.1%
No response	8.2%	6.7%	7.7%	13.6%
Prefer not to say	3.5%	4.1%	3.5%	5.5%

Religion or Belief	18/19	19/20	20/21	21/22
Listed Religious Belief	40.1%	39.7%	39.1%	37.2%
Other Religious belief	2.0%	1.9%	1.7%	1.6%
No religion or belief	29.7%	31.0%	29.4%	29.7%
No response	7.8%	6.3%	8.1%	12.4%
Prefer not to say	20.4%	21.1%	21.4%	22.5%

Sex	18/19	19/20	20/21	21/22
Female	40.0%	41.3%	40.8%	54.4%
Male	36.4%	35.9%	34.3%	45.5%
Other	0.2%	0.1%	0.1%	0.1%
No response	6.9%	5.1%	6.9%	0%
Prefer not to say	16.6%	17.6%	17.7%	0%

Sexual Orientation	18/19	19/20	20/21	21/22
Bisexual	0.9%	*	1.1%	1.1%
Gay Man	2.1%	2.1%	2%	2%
Gay women/Lesbian	1.0%	*	1.4%	1.4%
Heterosexual/Straight	67.5%	67.8%	65.7%	62.2%
Other	0%	0%	0.07%	0.1%
No response	7.9%	6.7%	7%	29%
Prefer not to say	20.8%	21.7%	22.5%	13%

Pregnancy and Maternity	18/19	19/20	20/21	21/22
Pregnant	2.2%	1.8%	2.6%	2.4%
Not pregnant	96.8%	97.4%	97.4%	96.4%
Adoption	0.1%	0%	0%	0%
Paternity	1.0%	0.9%	0.8%	1.2%

15. Appendix 2 Recruitment Data

2020/21 Recruitment Data by Protected Characteristics

AGE	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Prefer not to say
Applicants	1	106	897	658	392	283	229	179	157	119	28	11
Shortlisted	0	3	62	96	71	55	45	61	54	25	18	7
Appointed	0	0	19	33	25	20	11	14	12	6	10	1

Care	YES	No	Prefer not to say
Applicants	16.12%	81.59%	2.29%
Shortlisted	21.59%	74.82%	3.59%
Appointed	25.17%	73.51%	1.32%

Disability	YES	No	Prefer not to say
Applicants	7.22%	92.78%	0%
Shortlisted	9.40%	90.60%	0%
Appointed	5.30%	94.70%	0%

Ethnicity	BME	Other White	UK white	Prefer not to say
Applicants	12.38%	11.47%	74.65%	1.50%
Shortlisted	11.0%	7.0%	80.60%	1.4%
Appointed	5.96%	5.30%	87.42%	1.32%

Married/Civil Partnership	Married	Other	Civil Partnership	Prefer not to say
Applicants	26.89%	61.65%	3.46%	8.0%
Shortlisted	40.57%	48.39%	3.17%	7.87%
Appointed	41.45%	53.92%	1.34%	3.29%

Religion and Belief	None	Listed Religion or Belief	Other Religion or Belief	Prefer not to say
Applicants	53.68%	37.93%	1.30%	7.06%
Shortlisted	52.38%	37.97%	1.22%	8.43%
Appointed	56.29%	33.77%	3.32%	6.62%

Sex	Female	Male	Prefer not to say
Applicants	57.82%	41.36%	0.82%
Shortlisted	52.05%	47.16%	0.79%
Appointed	52.32%	47.02%	0.66%

Sexual Orientation	Gay Man	Lesbian/Gay Women	Bi Sexual	Heterosexual/ Straight	Other	Prefer not to say
Applicants	4.31%	1.76%	4.54%	82.26%	1.04%	6.09%
Shortlisted	4.41%	0.6%	2.81%	84.96%	0.81%	6.41%
Appointed	7.95%	5.96%	3.31%	76.16%	0.66%	5.96%

2021/22 Recruitment Data by Protected Characteristics

AGE	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Applicants	1	136	536	376	201	166	124	116	124	51	16
Shortlisted	0	21	131	130	94	101	67	75	88	29	13
Appointed	0	4	50	41	34	34	18	15	23	8	7

Care	YES	No	Prefer not to say
Applicants	18.27%	78.43%	3.30%
Shortlisted	21.59%	74.82%	3.59%
Appointed	22.03%	73.73%	4.24%

Disability	YES	No	Prefer not to say
Applicants	9.55%	90.45%	0%
Shortlisted	10.94%	89.06%	0%
Appointed	6.78%	93.22%	0%

Ethnicity	BME	Other White	UK White	Prefer not to say
Applicants	21.10%	8.58%	68.86%	1.46%
Shortlisted	17.19%	10.79%	70.96%	1.06%
Appointed	10.59%	10.17%	76.70%	2.54%

Married/Civil Partnership	Married	Civil Partnership	Other	Prefer not to say
Applicants	27.45%	3.45%	60.25%	8.79%
Shortlisted	35.69%	2.53%	54.06%	7.72%
Appointed	38.56%	4.66%	48.31%	8.47%

Religion and Belief	None	Listed Religion or Belief	Other Religion or Belief	Prefer not to say
Applicants	50.78%	38.76%	1.18%	9.28%
Shortlisted	46.93%	43.09%	1.05%	8.93%
Appointed	49.15%	33.90%	3.39%	13.56%

Sex	Female	Male	Prefer not to say
Applicants	58.23%	40.85%	0.92%
Shortlisted	55.0%	43.81%	1.20%
Appointed	55.93%	42.80%	1.27%

Sexual Orientation	Gay Man	Lesbian/Gay Women	Bi Sexual	Heterosexual/ Straight	Other	Prefer not to say
Applicants	4.58%	1.62%	6.21%	79.28%	0.92%	7.39%
Shortlisted	3.6%	1.87%	3.98%	83.63%	0.79%	6.13%
Appointed	3.39%	1.7%	4.66%	78.39%	1.69%	10.17%

16. Appendix 3 Leavers Data

Caring	Yes	No	Prefer not to say
2020/21	13.26%	32.04%	54.70%
2021/22	8.99%	31.75%	59.26%

Disability	Yes	No	Prefer not to say
2020/21	6.08%	60.22%	33.70%
2021/22	8.47%	66.67%	24.87%

Ethnicity	BME	Other White	White	Prefer not to say
2020/21	4.97%	6.63%	68.51%	21.55%
2021/22	3.70%	4.23%	66.67%	24.87%

Marriage and Civil Partnership	Married	Other	Civil Partnership	Prefer not to say
2020/21	40.88%	37.57%	2.76%	18.78%
2021/22	37.04%	32.80%	1.06%	29.10%

Religion and Belief	No Religion	Listed Religion	Other Religion or Belief	Prefer not to say
2020/21	25.41%	36.46%	2.21%	35.19%
2021/22	30.69%	30.69%	1.59%	37.04%

Sex	Female	Male	Prefer Not to Say
2020/21	58.56%	44.44%	0%
2021/22	58.20%	41.80%	0%

Sexual Orientation	Gay Man	Lesbian/Gay women	Bi sexual	Heterosexual/ Straight	Other	Prefer not to say
2020/21	1.10%	1.10%	0.55%	66.85%	0%	30.39%
2021/22	3.70%	1.59%	2.65%	56.08%	0%	35.98%

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