Front Cover

Equality Outcomes 2017-2021

Final Progress Report

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1) Introduction

ABOUT GLASGOW CLYDE COLLEGE

GLASGOW CLYDE COLLEGE

Glasgow Clyde College is one of Scotland's largest colleges, employing more than 1,000 staff and with 17,000 enrolled students. We span a large geographical area with our main campuses located in the north west and south of the city in Anniesland, Cardonald and Langside. We work closely with a number of local authorities including Glasgow, East Renfrewshire, East Dunbartonshire, North Lanarkshire and Renfrewshire.

MISSION: INSPIRATIONAL LEARNING; CHANGING LIVES
By 2025 Glasgow Clyde College will be celebrated as a socially progressive college which is relentlessly focused on improving the prosperity of the communities it serves.
The College will be acknowledged for its unrivalled 'career ready' students, employment focused curriculum, pioneering approaches, financial resilience and members of staff who are passionate in their pursuit of excellence.
Glasgow Clyde College will be the partner of choice for employers, the employer of choice for members of staff and the College of choice for our communities.

Attainment data for 2019-20

OVER 10,500 students successfully completed their qualifications in 2019-20

79% of **HE LEARNERS** successfully completed their course

75% of **FE LEARNERS** successfully completed their course

77% of **HE FULL-TIME LEARNERS** successfully completed their course
OVER 2,200 STUDENTS

FE Course Success

Media	85%
Language and ESOL	82%
Performing Arts	82%
Engineering	79%
Construction	78%

HE Course Success

Performing Arts	90%
Art and Design	84%
Hairdressing and Beauty	83%
Construction	80%
Care	79%

734 school pupils study at college

900 Modern Apprentices

OVER 1,300 students successfully completed qualifications in **CARE** subjects

OVER 880 students successfully completed qualifications in **Engineering** subjects

OVER 1,000 students successfully completed **ESOL** qualifications

73% of students from the **20% most deprived postcodes** successfully completed their qualifications – **5,907** students

74% of students from **Ethnic Minority groups** successfully completed their qualifications – **1,747** students

Satisfaction Data

from Early Impressions Survey October 2020

Carried out in COVID conditions with most students learning remotely.

GLASGOW CLYDE COLLEGE

96% of students were satisfied with their learning experience

99% of students were satisfied with their application process

91% of students were satisfied by the quality of their learning experience

93% of students found it easy to use Canvas – our VLE platform

82% of students felt a sense of Belongingness

Disability

28% ➚ 32%

17.7% STUDENTS DECLARED A DISABILITY

Increased declaration rates from students declaring 'a mental health condition' from 28% to 32% over the last 2 years.

BSL

57.1% ➚ 71.4%

Success for BSL users has seen a substantial improvement rising from 57.1% to 71.4% over the last two years with the same number of learners in 2018-2019 and 2019-2020.

IN 2019-20 THERE WERE NO WITHDRAWALS

Glasgow Clyde College is committed to providing an inclusive ethos and environment. We value and respect diversity while ensuring equality of opportunity for all in every aspect of our services. We acknowledge and welcome the support and involvement of present, past and potential students, staff and other stakeholders in our efforts to achieve this.

We will positively promote equality and inclusion for all. Our aim is to create a culture where everyone feels able to be themselves in an environment that is welcoming, comfortable and respectful.

Report Context

What are Equality Outcomes?

Equality outcomes are strategic and express results institutions will achieve to improve people's life chances over a four-year period. In Scotland, there is a specific duty for institutions to publish a set of equality outcomes and to report on progress every two years.

To better perform the Public Sector Equality Duties (PSED), Glasgow Clyde College's Equality Outcome Progress Report will detail our

- Duty to publish a report on the progress made to achieve the published equality outcomes.

Equality and Human Rights Commission | Scotland

"The purpose behind setting equality outcomes is to help further the needs mentioned in the general equality duty."
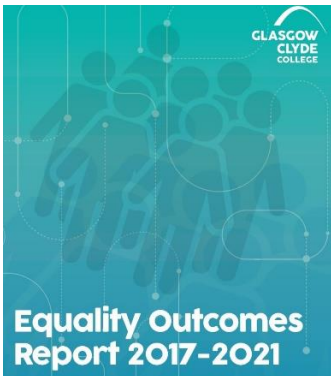
(https://www.equalityhumanrights.com/en/public-sector-equality-duty-scotland/public-sector-equality-duty-faqs)

Glasgow Clyde College's Equality Outcomes for 2017-2021 were published in 2017 with the report detailing how they were devised. These reports are available on our website under Equality & Inclusion.

This report will show progress made in the last two years 2019-2021 in achieving these outcomes.

2) <u>Measurement & Evidence of Progress</u>

2017

Within our Equality Outcomes Report in 2017, we collated our outcomes for the four-year period to 2021.

2019

In 2019 we provided an update including our [action plan](#) highlighting advances made towards achieving our Outcomes. We have continued to use both quantative, qualitative measures and actions to evidence our progress.

2021

Updated progress can be seen in the following **Equality Outcome Action Plan** (*Appendix A*)

Measurable data, further qualitative information for both staff and student, across all protected characteristics which highlights and evidences further developments impacting our progress towards the 2017-2021 Equality Outcomes, is available in our **Equality Mainstreaming Report (insert link).**

Our Equality Outcomes for the next four year period have been published in the New Equality Outcomes Report 2021-2025, available on our [website](#)

Glasgow Clyde College's Equality Outcomes aligned to **Regional Equality Outcome Themes**

What we Want Our EDI Vision 2017-2021		What We'll See (Regional Equality Outcome Themes & Our specific Glasgow Clyde College Equality Outcomes)
To embed the principles of equity in all College services and in every aspect of College life, which embraces diversity and respects the dignity and rights of all.	Access	**1. The diversity of students and staff reflects the communities the College serves.** **1 The successful recruitment of a diverse work force & student body, particularly of disabled individuals and those from minority ethnic communities, provides a welcoming and safe environment for all**
	Experience	**2. All students and staff experience and contribute to a culture of dignity and respect.** **2 All students & staff are fully supported to promote and contribute to a College ethos of inclusion and diversity.**
		3. All students and staff benefit from inclusive and accessible spaces, environments and services. **3 Disabled individuals can independently and confidently access our buildings and services**
		4. All students and staff actively engage in fully inclusive and accessible learning. **4.1 Students experience and contribute to learning & teaching methods and materials which are accessible to all and promote and celebrate diversity** **4.2 Staff receive appropriate continuous professional development to support them in the design, development and delivery of inclusive teaching methods and materials**
	Achievement	**5. Successful student and staff outcomes are increased irrespective of protected characteristics.** **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.** **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**

2019-2020 Awards

Further progress of our work towards our equality outcomes can be seen by the awards we have won recognising our achievements by staff and students.

CDN Annual Awards

Health Promoting College Award – Winner of the overall **Judges' Award and Category Winner** for 'Healthy Lives at Glasgow Clyde College' which took in the work of the Mentally Healthy College Community project as well as the work of the overall College to promoting healthy lives.

Innovation Award – **Commended** for the work of Schools Liaison and the College's Systems Development team in developing a new Schools Portal for securely recording attendance and progress of senior phase school pupils with local authorities.

SQA Star Awards

Lifelong Learning (Candidate) – **Winner**. The achievements of Hospitality student Fathima Irshad were recognised with this award.

Innovation – **Winner** for Beauty with a Conscience, a partnership between the College's Beauty department and the Prince and Princess of Wales Hospice.

Promoting Inclusion – **Highly Commended** for the Mentally Healthy College Community project.

Partnership – **Highly Commended**. The Beauty with a Conscience partnership between the College and Prince and Princess of Wales Hospice was recognised with this award.

Herald Scottish Digital Business Awards

Emerging Talent – **Commended**. Computing Alumni Adrian Cybulski was commended as an emerging talent following his success as a member of TeamUK competing at WorldSkills 2019 held in Russia.

Herald Society Awards

Partnership Award – **Finalist**. The Beauty with a Conscience partnership between the College and Prince and Princess of Wales Hospice was recognised with this award.

Herald Pioneer Awards

Innovation in STEM – **Finalist** for Gift-Tech, the College's innovative recycling initiative which aims to help students and local communities with valuable resources for learning, and to reduce digital social exclusion.

Scottish Public Service Awards

Digital Public Services Award – **Finalist** for Gift-Tech, the College's innovative recycling initiative which aims to help students and local communities with valuable resources for learning, and to reduce digital social exclusion.

Lantra Scotland Awards

Winner - HND Horticulture student Ross Yuill won the Horticulture category, at the annual awards which celebrate the achievements of trainees in the rural sector.

British eSports Championships

Silver Medal Winners - Three Computing students, Robert McClure, Scott Loftus and Kamil Szyszka (the Clyde Hot Shots), took second place at the British eSports Championship Grand Final.

CDN Hall of Fame

College alumni and disability rights advocate, Dr Julie McElroy was inducted in the CDN Hall of Fame, in recognition of her education achievements.

We have made real progress across out 2017-2021 Equality Outcomes, but we also acknowledge that further progress needs to be made in certain areas including-

- the recruitment of a more diverse work force to support the diverse student body and communities we serve

- further support disabled individuals particularly those with mental health conditions

- create an inclusive and anti-racist curriculum

In 2019/20 the College undertook a review and refresh of our Strategic Framework and after a planned period of consultation and co-creation with staff, students and external partner, we have developed a new Strategic Framework. With 3 Strategic Themes and 2 Cross-Cutting Themes, we have been able to crystalise our commitment to EDI and set the tone for the development of a new set of Equality Outcomes

Our 'Partner of Choice' Strategic Theme contains a stated objective:

- *To increase opportunities for those in the most disadvantaged communities to remove barriers to participation, widen access to provision and build strong, resilient and prosperous communities*

Our 'Unrivalled Student Experience' Theme contains a stated objective:

- *To create inclusive and caring learning environments that promote and develop the diversity, wellbeing and resilience of our students.*

Our 'Employer of Choice' Cross-Cutting Theme contains a stated objective:

- *To strive to ensure that the College workforce are representative of our local communities and in aspects of their employment experience equality is ensured.*

Understanding and recognising where we need to improve, has helped inform the development of our new Equality Outcomes for 2021-2025.

3) Looking Forward

We acknowledge that further analysis and accurate gathering of staff data will enhance our work towards the Public Sector Equalities Duties. We have recognised a need to create more measurable and specific Equality Outcomes which can be seen in our new Equality Outcomes 2021-2025 Report.

The Equality Outcomes Action Plan structure was created to enable the College to monitor progress and ensure further development in achieving the outcomes by 2021 and update it accordingly. We will continue to use an improved and revised structure of this moving forward with our new outcomes, updating the plan accordingly as a 'live' document. This can be found in our New Equality Outcomes 2021-2025 Report on our website (insert hyperlink to new reports)

Equality Outcomes Action Plan 2017-2021

The progress plan below is separate and details:

- **Glasgow Clyde College's Equality Outcomes**
- **Action to Staff or Students**, in support of achieving the specific outcome.
- **Related Protected Characteristic**, the specific PC targeted by actions
- **Responsibility**, the staff role or college functions tasked with implementing the action.
- **Timescale,** detailing the month and year

Please view our **Equality Outcomes Action Plan**, (*Appendix A)*, to see our specific actions we, at Glasgow Clyde College, have taken towards achieving our Equality Outcomes 2017-2021 over the last two years. It has been completed in collaboration with relevant internal College groups, the GCCSA and cross college staff & students.

Glasgow Clyde College will continue to work with our students, staff, regional and national partners and organisations to advance our commitment and further progress our equality, diversity and inclusion objectives and Public Sector Reporting Duties.

This document is available in an online PDF and Word format. It can also be provided in standard print, large print, in electronic, audio form, in Braille and support given to BSL users, upon request. For more information, please call 0141 272 3639 or contact chutchison@glasgowclyde.ac.uk

Appendix A

Equality Outcomes Action Plan

Updated for 2019-2021

Insert Action Plan here