



## Issue 11 – June 2015



Welcome to our newsletter on equality and diversity matters. Hello, my name is Suzanne Marshall. I am the Advisor for Equalities at College Development Network (CDN). CDN works with our partners to enhance equality and diversity delivery within colleges.

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### Enhancing Equality and Diversity in Scotland's Colleges 2015-2017

College Development Network (CDN) and Equality Challenge Unit (ECU) are working in collaboration to deliver support for equality, diversity and inclusion within Scotland's colleges, building on the strengths of each organisation. CDN has both a Scotland wide and local knowledge and infrastructure with expertise and experience for staff development and inclusive practice while ECU has experience and expertise on equality and diversity policy, research and strategic projects.

CDN will lead on embedding equality and diversity in the curriculum, learning and teaching and on disabled student transitions. ECU will lead on equality and diversity policy, advice and guidance, delivering a programme of large scale strategic projects, resources and services. CDN will work in partnership with ECU to support all of these projects and activities.

### College Development Network (CDN) Training

#### Professional Development Award in Inclusiveness

A degree-level recognised qualification will be available to study entirely online from September 2015. The award features sessions on strategies to facilitate inclusive learning opportunities plus an intensive element dedicated to developing needs assessment practice.

This unique course is suitable for needs assessors, assistive technology specialists, lecturers with an interest in supporting students with additional needs, access and inclusion co-ordinators, or staff with a responsibility to implement inclusiveness in a college or university.

With engaging online resources and regular live interactive presentations from a range of experienced practitioners, this Professional Development Award (PDA) and the individual units are accredited by the Scottish Qualifications Authority (SQA) and benchmarked at level 9 on the Scottish Credit and Qualifications Framework (SCQF).

Study options include:

- PDA Inclusiveness
- Facilitate Inclusive learning Strategies
- Needs Assessment Practice



Contact the course tutor, Carol Boyle at [carol.boyle@cdn.ac.uk](mailto:carol.boyle@cdn.ac.uk) to find out more.

## Employability in Scotland

### See Me In Work Programme

This programme [www.seemescotland.org/workplace/see-me-in-work/](http://www.seemescotland.org/workplace/see-me-in-work/) will support organisations to improve practice to provide an environment where staff feel safe and able to talk openly about mental health.

One in four people will experience a mental health illness at some point in their lives, so it can affect anyone at any time – from the most experienced senior manager to junior members of staff. Providing timely and appropriate support can make the difference between a valued employee successfully returning to work or losing a skilled member of staff.

For those seeking to get into work, in particular students, some employers may be missing out on opportunities to recruit the best person for the job by ignoring the skills, experience and commitment of those wishing to return to the workforce owing to their mental health diagnosis. With the support of managers and reasonable adjustments in place, people who live with a mental health condition can be a huge asset to any workplace.

### £125,000 Investment for Female Apprenticeships

Women will receive further help in taking up careers in science, technology, engineering and mathematics (STEM) from a new programme to support Modern Apprenticeships (MAs).

The Scottish Government is investing a further £125,000 in the CareerWISE initiative to raise awareness of STEM MAs to girls and their parents, break down barriers to women taking them up and showcase employers taking action to address gender diversity in MAs.

The logo for EQUATE Scotland, featuring the word "EQUATE" in large, bold, blue capital letters, followed by "Scotland" in a smaller, blue, sans-serif font.

CareerWISE, which is delivered by [Equate Scotland](http://www.equatescotland.org.uk/) ([www.equatescotland.org.uk/](http://www.equatescotland.org.uk/)) at Edinburgh Napier University, was created in 2013 to raise awareness of STEM careers for girls from school age onwards.

### Minority Ethnic Communities Encouraged to Take up Apprenticeships

Skills Development Scotland (SDS) and BEMIS Scotland have joined forces in a bid to raise awareness of Modern Apprenticeships (MAs) among minority ethnic communities and increase their participation in the programme. The partnership will run until March 2016 and was launched during Scottish Apprenticeship Week in May.

SDS and BEMIS will work with key ethnic minority organisations and will host seminars and work closely with training providers to increase the number of people from minority ethnic communities undertaking apprenticeships.

#### **For further information, please contact:**

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## Lottery Funding for New Youth Employability and Training Scheme

A new employability and training scheme for vulnerable young people in Edinburgh has received an award of £290,153 from the Big Lottery Fund. The funding announced goes to the City of Edinburgh Council Economic Development to enable 60 young people between 16 and 24 on the autism spectrum or who learning disabilities to take part in a nine-month internship programme.

City of Edinburgh Council, NHS Lothian and an employer from the private sector will each host ten-week placements for those young people taking part. Project partner [IntoWork \(www.intowork.org.uk/\)](http://www.intowork.org.uk/), a specialised employment support service for disabled jobseekers across Edinburgh, East and Midlothian, will provide a job coach, a tutor, mentor and a buddy for each work placement. Staff seconded from [Edinburgh College](#) will also help students work towards an SQA certified employability award.

## Equal Opportunities Committee – race, ethnicity and employment inquiry

The Equal Opportunities Committee is conducting an [inquiry](#) into race, ethnicity and employment.

The Committee wants to hear about the challenges facing ethnic minorities accessing employment support and advice; the experiences of ethnic minorities in employment; and the measures being taken – and those that are still required – to achieve positive outcomes in employment. They are hoping to hear from individuals, employers and representative community groups and organisations on:

- Employment support and advice
- Recruitment, retention and promotion
- Promoting positive action



Submissions are invited in writing **by Wednesday 01 July 2015.**

## BBC Active: Bringing Education and Training to Life

[BBC Active \(www.bbcactivevideoforlearning.com/1/Home.aspx\)](http://www.bbcactivevideoforlearning.com/1/Home.aspx) offers thousands of BBC programmes which can be used as educational resources to enrich lectures, tutorials and workshops. The following videos will contribute to embedding equality and diversity in the curriculum: 'Touched by Auschwitz' tells the story of six people who survived Auschwitz, running from the years after they left the camp and travelling right up to the present day.

In addition, 'Racism - A History' shows how ideas of racial difference have evolved in response to historical events, and identify the profound impact that the idea of 'race' and the fact of racism has had on science, culture, society and global history.



## Resources

### See Me

See Me is Scotland's programme to tackle mental health stigma and discrimination. They have a number of resources on their website including the On Edge resource pack which although designed for secondary schools provides a range of resources such as a PowerPoint presentation, teachers notes and a video. [On Edge](#)



([www.seemescotland.org/resources/](http://www.seemescotland.org/resources/)) aims to tackle the myths that surround self-harm and reduce the stigma associated with it by increasing understanding and raising awareness of sources of support.

### Tackling Homophobic Language

The use of homophobic language has a negative impact on gay young people, making them feel less happy in college and less likely to reach their full potential. In the worst cases, homophobic language impacts on young people's mental health and wellbeing.

Stonewall has produced a [guide](#)

([https://www.stonewall.org.uk/documents/tackling\\_homophobic\\_language\\_.pdf](https://www.stonewall.org.uk/documents/tackling_homophobic_language_.pdf)) to provide education professionals with straightforward practical ways to prevent and tackle homophobic language.



## Sharing Best Practice Around the Colleges



### Ayrshire College

A Values, Inclusion, Equality and Wellbeing (VIEW) Steering Group has been developed with staff and student representatives from across Ayrshire College. This group supports a culture of Values, Inclusion, Equality and Well-being, so that all staff and students have a fair chance of reaching their potential. Staff members, students and partners made their commitment to VIEW through signing the VIEW pledge at each of the three main college campuses when the group was launched. The VIEW steering group has a key role in removing barriers to learning, encouraging further access to learning, promoting equality of opportunity and developing a culture which is inclusive and supports individual needs.

### Forth Valley College

The college has STEM assured status and has undertaken a number of initiatives to tackle the issue of women's under-representation in this area. The Science and Engineering Departments are involved in key activities that promote STEM subjects in an attempt to advance equality of opportunity. These include the Primary Engineers project to work with primary school children promoting practical engineering science; Christmas lectures on the theme of Scottish Inventors and Inventions for local high school pupils to benefit from expert talks and experiments; and local science festivals promoting science in the community. They have also introduced STEM clubs in the evening for school pupils aged 8-14 to encourage young students to be interested in science subjects.



### Edinburgh College Mental Health Outreach Provision



The college has a team based in Ballenden House and Inchkeith House in Edinburgh who work in partnership with NHS Lothian Community Mental Health. The team offer Multi Subject workshops which allow people whose mental health problems have affected their ability to study, to gain qualifications and study skills and build confidence at a pace that suits them, and with a timetable which agrees with their own particular circumstances. Students can:

- Join at any point during the year on a roll on, roll off basis for up to three years
- Sit assessments in the community base rather than at college
- Gradually work up to moving on to college, if appropriate
- Be supported to take the next step into HE, employment or volunteering.

The service has brought about positive change for a number of students who have been able to fulfil their aspirations. Examples include: one student competing successfully against 1500 others to gain an interview for primary teaching; another gained a place on an Edinburgh College of Art degree course and a third now has the confidence to work full-time as front of house for a named chef's restaurant.

### City of Glasgow College



Library Services has invested both resources and effort in developing its digital collections, which support a variety of disabled users and those whose first language is not English, through interfacing with assistive technologies. Subsequently the scope and quantity of their accessible e-book collection has been enhanced, together with streamlining access by implementing Shibboleth, a new authentication system which allows staff and students to access all of the college digital resources using their standard college username and password.

(Further examples will follow in future newsletters)

## Information and News

### International Skills Partnerships

In the last six years, British Council has delivered over 70 International Skills Partnerships in more than 30 countries. These partnerships bring together experienced organisations in the UK skills sector, including colleges and one or more counterparts in other countries to develop and deliver an agreed project plan that supports national level policy priorities. Projects have been delivered in a diverse range of sectors from fashion and engineering to finance and design. They have included the development of joint curricula, quality assurance methodologies, models of employer engagement, careers guidance programmes, transferrable skills training and institutional leadership. In recent weeks College Development Network has received visits from South African and Vietnamese colleagues as part of their partnership working with individuals colleges in Scotland.



[Read more on becoming an international skills partner.](#)

### Healthy Respect: new website launched

Healthy Respect works to improve young people's sexual health and wellbeing, and supports them to enjoy healthy and respectful relationships. Through partnership working, Healthy Respect aims to create an environment that will lead to long-term improvements in the sexual health and emotional wellbeing of young people. Their new website focuses on:

- Respect
- Relationships
- LGB or T?
- Gender identity
- Staying safe online
- Sexting and pornography
- Stress and emotions around sexual relationships



The website also has pages for Professionals on a [sub-site](#) which includes information on resources, training and development and young people, sex and the law.

### ESOL and Citizenship

The Home Office has introduced new requirements for Secure English Language Tests (SELT) for settlement or naturalisation applicants. The new system means tests will need to be taken at approved test centres, which will be run by Trinity College London and IELTS SELT Consortia in the UK (at present there are only two centres in Scotland, one in Glasgow and one in Edinburgh). From November 2015, applicants for settlement or naturalisation will no longer be able to use SQA ESOL qualifications as evidence of their English language skills. The Scottish Government and SQA are seeking urgent clarification from the Home Office as to the details of this change.

Applications for settlement and naturalisation were made before November, the Home Office will continue to accept qualifications which are included in the OFQUAL Register of ESOL Qualifications or those regulated by SQA.

## Upcoming Events

### **Equality in Scotland's Young Workforce: collaborating on student access 29 June 2015, 1215-1700, Teacher Building, Glasgow**

This [event](#) by Equality Challenge Unit brings together sector agencies and college senior managers to discuss approaches to achieving the equality aspects of Developing Scotland's Young Workforce Strategy. The day will include keynote inputs from Aileen McKechnie, Director of Advanced Learning and Science, Scottish Government and Karen Corbett, HM Inspector of Education, Education Scotland as well as a panel discussion with key speakers from colleges, College Development Network, Skills Development Scotland, Education Scotland and NUS Scotland.

### **Sticky Floors and Glass Ceilings 26 August 2015, 1000, The Vine, Dundee**

There is a considerable body of evidence which shows that women can encounter structural barriers to their professional progression. Do women hold themselves back? There is also evidence which points to the 'sticky floors' that can prevent women from making the most of their skills, knowledge and abilities – these are more internal barriers which can hold women back. This [workshop](#) by Equate Scotland will help participants to engage in an 'Appreciative Inquiry' about themselves- identifying more clearly the unique contribution women can make in work and other settings. It is an opportunity to examine individual abilities and leadership potential in the context of what research shows we want from our leaders or managers. It will also help participants to think more deeply about their own priorities for the coming year- using the GROW coaching model.