

# Equality and Diversity Newsletter

## Issue 18 – October 2017



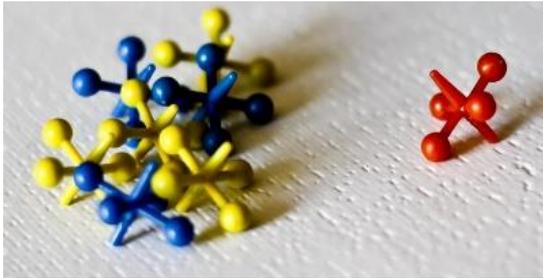
Welcome to our newsletter on equality, diversity and inclusion matters. My name is Suzanne Marshall and I am one of the Advisors at College Development Network (CDN). CDN works with our partners at Equality Challenge Unit (ECU) to enhance equality and diversity delivery within colleges. Please share this newsletter with colleagues who would find it interesting.

Contact me at: [suzanne.marshall@cdn.ac.uk](mailto:suzanne.marshall@cdn.ac.uk)

## CDN Activities

### PDA in Advancing Equality and Diversity through Inclusiveness

The PDA in Advancing Equality and Diversity through Inclusiveness at SCQF level 9 has been developed in partnership with key stakeholder organisations, such as The Equality Challenge Unit, Colleges, Education Scotland, Scottish Funding Council, The Higher Education Academy and delivering centres.



It will help organisations subject to the Public-Sector Equality Duty to evidence how they are mainstreaming equality in all aspects of their day-to-day work throughout the organisation, meet skills gaps and provide continuing professional development for staff.

The unit-based structure aids timetable flexibility. The mandatory unit is 40 hours of learning and the two optional units are typically 80 hours of learning. They can be delivered on a full-time or part-time basis.

The programme is designed to encourage participants to enhance and develop their professional skills. It will give them the opportunity to explore their professional practice, to become a self-evaluating reflective practitioner and to demonstrate skills and impact in mainstreaming equality, diversity and inclusiveness within planning processes, change management and quality enhancement. For further information and to apply visit [CDN LearnOnline](#).

## CDN College Awards

CDN College Awards recognise the talent, skills and achievement of colleges, their staff and their learners. They provide a valuable opportunity to celebrate the innovation taking place in colleges across the country. They showcase the impact the sector is having – every day – for our learners, communities, and the wider economy.



This year the Awards will be bigger and better than ever before, we have revised the award categories to reflect the key priorities in the sector. There are three award categories which are of particular interest to equality, diversity and inclusion and these are: Inclusive College Award, Health Promoting College and Student Citizenship Award. The awards ceremony will take place in Glasgow on Thursday 23 November. [Book your place here.](#)

## Learning and Teaching

### Embedding Equality, Diversity and Inclusiveness (EDI) in the Curriculum

CDN has produced a framework for embedding equality, diversity and inclusiveness into the curriculum. The framework comprises of eight themes:

1. College management and co-ordination
2. Inclusive policies and procedures
3. Curriculum design
4. Curriculum delivery
5. Assessment and feedback
6. Student engagement
7. Staff engagement
8. Learning resources and environment

In addition, you will also find information on college examples and a variety of resources and information to help you embed equality, diversity and inclusiveness in learning and teaching. You can access the resource on [CDN LearnOnline here.](#)

The screenshot shows a web browser window displaying the CDN LearnOnline website. The page title is "Embedding Equality Diversity and Inclusiveness / The Framework". There are three tabs: "An Introduction to the Framework", "The Framework", and "Resources, and examples". The main content area features a video player with a dark background and white text that reads "Embedding equality, diversity and inclusivity in the curriculum" and "A framework for colleges". Below the video player, there is a small red icon and text that says "EDI Framework 69 419 PDF document" and "Powerpoint PDF for download." At the bottom left, there is a green icon and text that says "1: College management and co-ordination".

# The Inclusive Practitioner

## Student Mental Health

CDN has produced a course on Student Mental Health for lecturers and tutors working in Scotland's colleges. As well as providing relevant background knowledge, the content is intended to be useful in your daily work. You should find that you are able to start applying your new knowledge and understanding right away.



You will gain an understanding of key factors that influence student mental health, and of strategies that help to support good mental health. The course also looks at ways of responding to crises and proactively combatting stigma.

The course is divided into the following six sections:

- What do we mean by mental health?
- Wellbeing and resilience
- Understanding mental health problems
- Roles and responsibilities
- Reasonable adjustments
- Whole college approaches

You can access the course via [CDN LearnOnline here](#)

## Understanding the role of the support-worker

An Educational Support Worker (ESW) is someone who would normally support an individual to overcome barriers to learning to help eliminate an unfair disadvantage such as a disability. The ESW should always encourage learner independence and empower the learner to adopt the support strategies used to take ownership of their learning experience to make a successful and effective transition to further and higher education, training and employment.

CDN has developed a module aimed at staff in a supporting role within an educational environment.

The aim of the module is to improve knowledge and skills that underpin the role of an ESW so that confidence is increased when supporting a diverse range of learners with varying levels of need and liaising with various partners involved in teaching and supporting the learner. You can access the course [here](#).

## Promoting positive behaviour in the classroom

This is a self-study, online course developed by CDN which provides an overview of a number of strategies to prevent and deal with low-level disruption in the classroom.



This course is about more than dealing with disruptive behaviour, although this is important. As educators we know that positive behaviour and learning are linked. In addition to enabling students to learn more effectively, positive behaviour empowers lecturers and teaching assistants to teach and to avoid stressful, morale-draining situations.

By the end of this course, staff will have an understanding of the ways in which a positive approach to classroom and behaviour management can result in higher levels of motivation and achievement for all. You can access the course [here](#).

## The International Development Education Association of Scotland (IDEAS)

IDEAS is a network of organisations and individuals involved in Development Education and Education for Global Citizenship across Scotland. Members include large NGOs, small organisations and individuals working in areas such as international development, global poverty, sustainable development, social justice and citizenship. They also include the regionally based [Development Education Centres](#) (DECs) who provide local practical teacher support.



IDEAS sees Development Education and Education for Global Citizenship as active learning processes that enable people to understand the links between their own lives and those of people throughout the world. Increase understanding of the economic, social, political and environmental forces that shape our lives develop skills, attitudes and values that enable people to work together to bring about change and take control of their lives and contribute to the development of a more just and sustainable world, in which power and resources are more equitably shared.

By raising awareness of global concerns and illustrating the potential for change, the IDEAS network aims to influence those in all sectors of formal and informal education and lifelong learning including teachers, policy makers, youth and adult education workers and a range of voluntary and statutory organisations.

They have a number [of teaching resources](#) on their website which can be used and adapted for college students studying in a number of different curriculum areas.

## Fairtrade is forecast

From September 2017, NUS and the Fairtrade Foundation are teaming up to pilot a new Fairtrade Award for Universities and Colleges across the UK.



Fairtrade is a partnership between consumers in developed countries and producers in developing countries. The role of the Scottish Fairtrade Forum (SFTF) is to embed the values of Fairtrade in all aspects of Scottish society and to maintain Fairtrade Nation status for Scotland and build upon that achievement.

The student movement is central to the rapidly growing success of Fairtrade in Scotland. Engaging with the Fairtrade movement allows students and staff to demonstrate support and commitment to producers in developing countries. Increasing the use and sales of Fairtrade products on campus positively affects producers' lives. Achieving Fairtrade status is an expression of global responsibility and an understanding of the positive social impact made.

### Who has status?

The colleges currently with Fairtrade status are:

**Forth Valley College** – the first college to be awarded Fairtrade status in March 2011, with status renewed for the fourth time in 2016

**City of Glasgow College** – 'It is part of our commitment to sustainability, international development and to offering wider choice to the people who work, study and visit with us. It is particularly encouraging to see our students so involved in promoting and fundraising for Fair Trade causes which both raise awareness and provide an invaluable learning curve.'

**Glasgow Clyde College** – 'We have been working in conjunction with the Student Association, staff, suppliers and students for several years to gain Fairtrade status. We have increased the range of Fairtrade products within the canteen, hosted events and workshops with our suppliers and have worked tirelessly to embed Fairtrade into the ethos of the College.'

### Process

Fairtrade status is awarded by the [Fairtrade Foundation](#) – the first stage in the process is to fill in the application on the Fairtrade Foundation website and email it back to them.

### Case study

Since achieving Fairtrade status in March 2011 Forth Valley College, in partnership with the Students' Association has engaged in the following:

- increased the use of Fairtrade food products in its training kitchens and refectories
- raised awareness of Fairtrade amongst students
- incorporated the teaching of the Fairtrade ethos into the curriculum of several departments including: Access and Progression, Care, Health and Sport and Hospitality
- incorporated a dynamic Fairtrade policy for the College through the Estates and Facilities Management Departments
- held various events to promote Fairtrade
- produced a children's book which explored Fairtrade: 'The Adventures of Jolly Trolley' was written by a group of HNC Early Education and Childcare students and illustrated by a former Forth Valley College Art and Design student. This was recognised by the Scottish Fairtrade Forum in 2016 when they were awarded the Scottish Fairtrade Forum's Award for Innovation.

## Responding mindfully in the digital world



Mindfulness is a way of paying attention. It is the mental faculty of purposefully bringing awareness to your experience in the present moment, whatever that may be. It can be applied to sensory experience, thoughts and emotions by using sustained attention and noticing our experience without reacting. Its origins sit firmly in the East but over the last 40 years it has increasingly been taught in a secular form and simplified to suit a Western context. There has been increased interest in the concept of mindfulness as a tool for both students and staff in colleges and Sandy MacLean, Advisor, CDN has written a [blog post](#) about her own personal journey towards Mindfulness and its use in learning, life and work and our modern digital culture.

## Around the Colleges

### Inspiring City Awards

Glasgow Clyde College and Glasgow Kelvin College were nominated and shortlisted in the Inspiring City Awards which took place on 7 September in Glasgow for a programme which supports vulnerable young people. The programme is a partnership between Glasgow Clyde College, Glasgow Kelvin College and Glasgow City Council Education Department.



[The Enhanced Vocational Inclusion Programme \(EVIP\)](#) is a unique programme that offers vulnerable young people an alternative to mainstream secondary school education. It is a 'virtual' school designed to provide a vocational and employment focused learning experience for those who require intensive support and ongoing coaching. EVIP's aim is to provide an alternative college based experience for pupils entering 4<sup>th</sup> year at secondary school who are seriously at risk of disengaging with the school curriculum and could benefit from undertaking a college programme. Each year, approximately 100 young people are identified by schools and support services in Glasgow as a vulnerable young person or who fall into the criteria of looked after (at home or accommodated); on the Child Protection Register; subject to Vulnerable Young Person procedures; young carers or young people experiencing severe additional support needs.

### Icon Awards

The Icon Awards took place in Glasgow on 15 September with the aim of rewarding businesses and individuals striving for inclusiveness and championing diversity in all forms across Scotland. Nancy Birney, Head of Equality and Inclusion at Glasgow Clyde College was nominated for Diversity and Inclusion Manager of the Year. Nancy was up against a number of strong nominees from Alzheimer Scotland, Visit Scotland, Lloyds, Edinburgh City Council, The Law Society and Vodafone and was delighted to be declared runner-up. Nancy has no idea who nominated her but it was a welcome surprise. She said: "The awards are voted for by the public so it came as a complete surprise to me, but a very nice one. I have worked within the equality sector for over 10 years and I have seen things change significantly for the better. I believe that strong foundations have been built to support future ambitions to remove barriers to inclusion and to effect cultural change."



## City of Glasgow College leads the way in LGBTI support

The College's application process shows their commitment to the LGBTI community allowing for prospective students to choose options not limited to traditional 'male' or 'female' categories. The inclusion of the categories to the application process was a voluntary measure by the College, offering reassurance to the LGBTI community that the learning institution is committed to such issues, prior to a student walking through its doors.

This inclusive approach is also reflected in the design of the new building on Cathedral Street, which houses gender neutral changing areas and toilets and showering facilities.

## Top employer title awarded to caring college

[Borders College](#) has become the first of Scotland's colleges to be named as a 'Carer Positive Engaged' employer by Carer Positive Scotland, in recognition of its supportive policies and practices for staff who are carers. Carer Positive employers support working carers in the workplace, not only benefitting those individuals by helping them to achieve the necessary balance in their lives, but also benefitting the organisation by retaining experienced workers, reducing staff absences and making huge savings on recruitment costs.



## College stars up for Herald Diversity Awards

The Herald Diversity Awards took place on 12 October where more than 300 guests gathered to celebrate the companies, organisations and individuals who put equality and diversity at the heart of their actions.

Congratulations to Kayleigh Haggio from Ayrshire College who won Rising Star Diversity Award. Kayleigh was nominated for the impact she has made on her HNC Sports Coaching and Development course, winning three gold medals at the European Paralympic Youth Games, setting 13 world records and four national age group records in swimming, race running and club throw sports. Congratulations also to Steven Fegan from Ayrshire College who came runner-up in the Diversity Hero of the Year award. Steven is a role model to students and staff at the college, having overcome both physical and mental challenges throughout his life. He is using his experiences to make a difference to others and has written powerful pieces on mental health for the college blog and The Sunday Post, as part of the Samaritan's campaign to raise awareness of their 24-hour service across the UK.

City of Glasgow College was another big winner of the evening, the college won the Design for Diversity category for the inclusive design process of its new City campus including accessible design and assistive technology to enable the broadest range of users.

## Green College Salon

[Fife College](#) won an award for Best Green Initiative at the recent Kingdom FM Local Hero Awards.

Christine Laing, Sustainability Advisor for the college was nominated by the college's Sustainability Committee, for her work in creating Scotland's first Green College Salon. The Green Salon, which boasts sustainable products and training in an environmentally friendly facility is based at the College's Halbeath Campus in Dunfermline.

## Falkirk campus event to encourage more women into Engineering

A joint initiative between [Forth Valley College](#), Developing the Young Workforce Forth Valley and Scottish Power Energy Networks aimed to challenge the stereotype that women don't aspire to a career in engineering. The Falkirk Campus played host to the 'Challenging the Stereotype' event which took place on Thursday 21 September and saw seventeen secondary schools tour the STEM workshops and facilities, gain experience from an overhead power lines maintenance demonstration, take part in mock interviews and hear direct from female engineers on their careers so far.



## Student wins trio of medal at Special Olympics

Liam Nolan from [New College Lanarkshire](#) brought home three medals, two golds and one bronze, from the 10<sup>th</sup> National Summer Games held in August in Sheffield. He was one of 2,600 athletes drawn from 20 regions across the UK to compete in a range of sports including athletics, cycling, football, golf, tennis and swimming. Liam, who is a second-year students of Skills for Life at the Cumbernauld Campus sprinted his way to glory with gold medals for the men's 200m and 4x400m relay as well as a third-place finish in shot put.

The 22-year-old from Larbert has been classified by UK Athletics and can now be selected to compete at international events including the 202 Paralympics in Japan.

## Helping to enhance homecare across Europe

[West College Scotland](#) has been involved in a transnational Erasmus research project 'Carevolution' to examine the future role, responsibilities and qualifications of home care workers across Europe.

Partners from Italy, Spain, the Netherlands and Scotland involved in this project have stressed the need to develop a community approach where patients are more actively engaged in the management of their health care.



Now nearing completion, the project has led to the development of a new curriculum and qualification to enhance home carers, who were in Scotland, Spain and the Netherlands. In Scotland, the SQA has approved the development of a new professional Development Award in Enhanced Home Care Practice using the material produced during the project.

## International Skills for Employability

[West Lothian College](#) has teamed up with Malaysia's Hong Leong Manufacturing group to enable students to gain professional education and enterprise skills training to meet industry needs. The project is part of the British Council's Skills for Employability programme and will help young people to have direct access to industry training and future employment opportunities.

## Forthcoming events

### ACTS Conference

A conference for College Chaplains, Spiritual Care Teams and Support Staff will take place in City of Glasgow College, Riverside Campus on 26 October 2017 from 1030-1530.

The conference aims to:

- provide a greater awareness and understanding of the diversity of multi-faith groups within college communities, and to support the diverse needs of learners
- uphold people's rights, promote understanding and tackle prejudice through the work of the spiritual, pastoral care and student support within the college sector
- provide support, training and networking to meet the needs of spiritual and pastoral care in the college sector.

Booking is available via [Eventbrite](#).

### ECU Attracting Diversity Project

ECU has been working with a number of colleges over the last three years to help them develop their current student recruitment activity to effectively widen access for underrepresented groups. Colleges have been receiving ongoing support as they complete research activities and develop and evaluate their initiatives. They are planning a workshop on Tuesday 14 November 2017 in CDN premises which will focus on positive action strategies. Registration will be via [CDN website](#), so please keep a lookout for this event.

### Gender Action Plan National Conference



The Scottish Funding Council (SFC) are planning to publish their first annual progress report on the implementation of their Gender Action Plan on Monday 4 December 2017. They will also host a national conference that day to bring together the sector to celebrate the progress made; share good practice and enhance collaboration. Further information will be on their website nearer the time: [www.sfc.ac.uk](http://www.sfc.ac.uk)

## Food for Life Served Here: Making good food the easy choice

Soil Association Scotland is delivering a webinar on Friday 20 October 2017 from 1000-1100 to talk about sustainable food and food procurement in the context of a further and higher education setting.

The webinar will explore:

- the context for sustainable food- globally and in Scotland
- strategic drivers for sustainable food in the FE and HE sector
- consumer awareness of and demand for sustainable food
- Food for Life Served Here and how it can help you

This webinar is aimed at:

- FE & HE procurement professionals
- FE & HE sustainability professionals
- FE & HE facilities management professionals
- FE & HE catering professionals
- Contract catering professionals working in FE & HE

Book a [place here](#) and contact [scotland@eauc.org.uk](mailto:scotland@eauc.org.uk) for any further information or enquiries.

## Information

### Back to the classroom – the Equality Act 2010 and education bodies

From 11 September 2017, the Equality and Human Rights Commission (EHRC) is offering funding and other legal assistance for claims concerning discrimination in education. The Commissioner's objective under this new scheme is to increase access to justice for those victims of discrimination involving schools, further and higher education institutions or general qualification bodies. The Commission may be able to assist by offering funding for front line advice and representation or by taking appropriate cases in house. To assist with this they have produced [an article](#) which explores the obligations owed by education bodies in terms of the Equality Act 2010 and the types of cases where the Commission may be able to offer assistance under the new Scheme.

### Deaf Action

Deaf Action is currently working with other partner organisations to support the implementation of the British Sign Language (Scotland) Act 2015 and to empower those who speak BSL. They will also be supporting colleges and universities with their own BSL Authority Plans following the publication of the BSL National Plan due later this month. They have produced a short video in BSL and would ask that staff share this video with other staff and students:

<https://vimeo.com/230776599>

For more information, please contact: Alison Hendry, Participation Officer:

[alison.hendry@deafaction.org](mailto:alison.hendry@deafaction.org)



## New Independent Living Fund (ILF)



The Scottish Government has set up a new scheme of ILF support. The new ILF scheme will be a broad discretionary fund, that will provide short term awards, to support disabled people to live independently. In its first phase, the scheme will focus on supporting young disabled people, aged 16-21, who are at an important transitional stage in their lives.

The scheme aims, in this initial first phase, to provide an opportunity for young disabled people to achieve goals, which empower them to actively contribute to their communities and facilitate their participation in society, creating a lasting impact on their lives.

In order to be eligible for the new ILF scheme, applicants must be resident in Scotland; be aged 16-21 inclusive; and have evidence of a disability or impairment within the meaning of the Equality Act 2010.

In their application, the young person must outline a plan aimed at achieving a specific, clearly defined goal or goals, which relate to making a lasting difference to their life. The new scheme would offer a short-term ILF award to help the disabled young person achieve the goals outlined in their plan. The development of the plan must be led by the young person. The intention is that the ILF award is not to fund activities that would otherwise be the responsibility of another agency, for example a local authority.

Ministers have committed £5 million a year (pro-rated) for the new scheme. [ILF Scotland](#) will be implementing the new scheme and are currently looking at the application process, in co-production with young disabled people and other organisations, such as the Scottish Transitions Forum. The new ILF scheme will open to new applications later in 2017.

## Diversity doesn't have to be burdensome – it's magic!

Simon Fanshawe, Stonewall co-founder, comedian and broadcaster talks in this article on what we are still getting wrong about diversity and inclusion. "Don't put together a business case for diversity – that's like putting together a business case for love. Diversity isn't something you do – it's the way you do something."

Read the [article here](#).



## Tackling the technology gender gap

Scotland's technology sector is one of the country's most exciting, creative and successful areas in which to work. Yet far too few women are choosing to pursue digital technology. Positive female role models and mentors have been found to have a profound effect on encouraging young girls to pursue technology. For this reason, the Digital Technologies Skills Group in partnership with Girl Geek Scotland are looking for young women who have chosen to study and work in and enjoy technology to volunteer as role models and mentors for school age girls.



Skills Development Scotland has created a resource pack which includes a training webinar, a directory of organisations with which to volunteer, guidance materials, classroom resources and case studies.

You can access the [resources here](#).

## European Day of Languages T-shirt Contest

The European Day of Languages is an initiative of the Council of Europe which has been celebrated every year on 26 September since 2001. Now that 2017's Day is over, they are planning for 2018 and inviting entries for the design of the official 2018 European Day of Languages T-shirt. This competition might be useful for students in the Creative Industries. The submission deadline is 31 December 2017. Find more details and where to send your design [here](#).

