

Glasgow Kelvin College

Board of Management Meeting of 11 June 2025

Public Sector Equality Duty Report 2025

Report by Director of People and Culture

1. Introduction

Members will be aware that the Board of Management has a responsibility to ensure that the requirements of the Equality Act 2010, including the general duty of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, are addressed appropriately.

The College is required by Statute to publish data in the form of a Report by the 30 April 2025. An interim Public Sector Equality Duty Report (PSED) 2025 was published on the College's website to ensure it complied with its legal obligations with the caveat that it is subject to the approval of the Board of Management on 11 June 2025.

2. Public Sector Equality Duty Report 2025

The PSED Report is based on data from Academic Years 2022/23 and 2023/24. Members will be aware that the College is required to produce four reports however these have been incorporated into the PSED Report and includes: a Mainstreaming Report, including staffing data; Equality Outcomes and Action Plan; Pay Gap Information; and Equal Pay Statement.

Key highlights demonstrated within the PSED Report, [Appendix 1](#), include:

- **Strategic Commitment:** The College's mission and values emphasises professionalism, integrity, creativity, support, respect, and participation. Strategic goals include delivering inclusive student experience, strengthening communities, and addressing climate emergencies.
- **Legislative Framework:** Compliance with the Equality Act 2010 and specific duties in Scotland, including Board of Management diversity, gender pay gap reporting, and mainstreaming equality.
- **Board of Management:** The Board champions Equality, Diversity and Inclusion (EDI), ensuring diverse representation and transparency in governance. The gender breakdown of the Board is detailed in the Report
- **Staff Diversity Data:** Analysis of staff demographics, highlighting age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation and initiatives to improve data collection and support for underrepresented groups. The College will continue to work with staff towards improving its disclosure rates.

- **Equality Mainstreaming:** Embedding EDI principles into everyday activities, processes, and decision-making. Progress in delivering key strategies and plans, including the Corporate Parenting Plan and the British Sign Language Plan.
- **Continuous Professional Development:** Diverse training opportunities for staff, including mandatory Equality and Diversity training. Support for professional qualifications and ongoing development for all staff to access.
- **Disciplines, Complaints, and Grievances:** Overview of student and staff disciplinarys and complaints, with a focus on maintaining a safe and respectful environment. A total of four disciplinarys and three grievances were managed during the reporting period of which none related to matters associated with EDI.
- **Student Feedback and Support:** Analysis of student feedback and support services, highlighting areas for improvement and actions taken.
- **Student Equalities Data:** Analysis of student enrolment and performance data across various demographic factors. Targeted interventions to address disparities and improve outcomes.
- **Equality Outcomes:** National and College-specific equality outcomes, focusing on age, disability, gender reassignment, race, religion, sex, and sexual orientation. Initiatives undertaken to support the equality outcomes are shown, including mental health, reduce gender-based violence, and promote LGBTQ+ inclusion.

The PSED Report was presented to the Finance and Resources Committee on 27 May 2025 for comment, however no comments were received.

3. Resource Implications

There are ongoing costs associated with training and initiatives; however these are managed within College budgets and Forecasts.

4. Impact on Students

There are no impacts on students identified on students as a result of this report. The College seeks to ensure that the culture of its working and that the learning environment is inclusive.

The College EDI Lead actively works with the Student Association, both to address any issues and to proactively identify areas for improvement.

5. Risk and Assurance

No risks have been identified as a result of this report.

6. Equality

The PSED Report 2025 demonstrates the progress made by the College towards the general and specific duties under The Equality Act 2010. The College will continue to make progress to meet its statutory obligations and advance the Board of Management's equality agenda.

7. Data Protection

No data protection issues have been identified as a result of this report.

8. Environmental and Sustainability

There are no Environmental and Sustainability implications arising as a consequence of this report.

9. Recommendations

Members of the Board of Management are recommended to approve the Public Sector Equality Duty Report 2025 for immediate publication.

10. Further Information

Further information on the content of this report can be obtained from Doreen Shiels, Director of People and Culture Services dshiels@glasgowkelvin.ac.uk.

D Shiels
May 2025