

Nominations & Remuneration Committee

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| Date of Meeting | Thursday 24 September 2020 |
| Paper Title | Equalities Reporting 2020 |
| Agenda Item | 17 |
| Paper Number | NRC1-L |
| Responsible Officer | Penny Davis, Board Secretary |
| Recommended Status | Disclosable |
| Action | For Information |

1. Report Purpose

- 1.1** To apprise the Committee of the content of GCRB's Equalities Mainstreaming Report where this falls within the Committee's terms of reference.

2. Recommendations

- 2.1.** The Committee is invited to **note** the content of the report and feed back any comments or suggestions Members may have.

3. Background

- 3.1** The Equalities Act 2010 applies to GCRB as a public authority listed in Schedule 19 to the Act, Part 3.

The Act defines protected characteristics as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sex.

The General Duty, which applies to all public bodies, is to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

The Scottish Specific Duties, which entail a comprehensive reporting cycle, apply fully to the three Assigned Colleges. They apply in part, not fully, to bodies with fewer than twenty staff, and due to its distinct status, unique reporting requirements apply to GCRB. These are that in 2018 and every two years thereafter, GCRB must:

- report on mainstreaming the equality duty;
- publish equality outcomes or report progress;

- publish employee information (it should be noted that Data Protection legislation affects and may prevent publication due to low staff numbers).
- 3.2** The Equalities & Human Rights Commission in Scotland wrote to public authorities in April to advise that reporting requirements in 2020 were temporarily suspended due to the COVID-19 situation. However, organisations should proceed with publication when in a position to do so.
- 3.3** GCRB is engaging with the Colleges through the Glasgow Regional Equalities Group, which meets on 21 September, and a report including regional mainstreaming and collaborative activity will be presented to the GCRB Board on 26 October.
- 3.4** The following is the section of the report which relates directly to GCRB’s own mainstreaming of the Equality Duty, the content of which is relevant to the Nominations & Remuneration Committee’s remit.
- 3.5** Members are asked to review and comment on the report, which will subsequently form part of the full report to Board.

4. GCRB Staff and Board Equalities Report

4.1 Glasgow Colleges’ Regional Board Staff

The Glasgow Colleges’ Regional Board (GCRB) has adopted the HR policies and procedures of Glasgow Clyde College, which provides GCRB with all its HR support. This is mainly because of GCRB’s very small staff establishment. Full information on Glasgow Clyde College’s approach to equalities is available on its website at:

<http://www.glasgowclyde.ac.uk/about-us/equality-and-diversity/equality-act>

As GCRB is an organisation with a staff body of five, only high level data may be published in relation to protected characteristics. The staff body as of April 2020 comprised two men and three women. Data is held in relation to other protected characteristics but not published.

4.2 Glasgow Colleges’ Regional Board Membership

GCRB subscribed to the Partnership for Change’s 50:50 by 2020 initiative. The overall gender balance of the Board on 30 April 2020 was 50:50, which was reflected also in the Non-Executive membership. Throughout the period since the last GCRB report on equality, gender balance has remained within the minimum 40%:60% balance range.

The following table provides a breakdown of gender balance across categories of membership. It should be noted that the Board Chair is appointed by Scottish Ministers, Staff and Student Members are elected by their respective bodies, and Assigned College Chairs serve on the Board ex officio. GCRB therefore has influence over up to 65% of its membership with regard to gender balance and diversity.

The Board is familiar with the requirements of the Gender Representation on Public Boards (Scotland) Act 2018 and non-executive recruitment arrangements ensure compliance with the Act.

| Members | Female | Male | F:M % |
|-------------------------|---------------|-------------|--------------|
| Chair | 1 | | n/a |
| Assigned College Chairs | 0 | 3 | 0/100 |

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|-----------------------|----------|----------|--------------|
| Non-Executive Members | 5 | 5 | 50/50 |
| Staff Members | 1 | 1 | 50/50 |
| Student Members | 2 | 0 | 100/0 |
| Totals | 9 | 9 | 50/50 |

The Board of GCRB has a Diversity Succession Plan which is reviewed annually. The most recent Plan may be accessed on the following link:

<https://www.gcrb.ac.uk/sites/default/files/nominationspapers/nrc1-i-annual-review-diversity-succession-planning-2019.pdf>

Any relevant actions arising from the plan are incorporated into the Board's annual Development Action Plan, progress against which is monitored routinely by the Nominations and Remuneration Committee.

GCRB monitors diversity data during the recruitment of new Board Members using a form that reflects current best practice guidance, and will use board diversity data provided by the Scottish Government to inform its planning when this becomes available.

5. Risk Analysis

- 5.1.** Compliance with legal reporting duties contributes to mitigation of risk 013: There is a breach of legislation/ guidance/code of practice and this results in a failure of governance.

6. Legal Implications

- 6.1.** There are no legal implications besides those referred to in the report.

7. Resource Implications

- 7.1.** There are no resource implications arising from the report.

8. Equalities Implications

- 8.1.** The report concerns equalities reporting but does not in itself have equalities implications.

9. Strategic Implications

- 9.1.** The report is not directly relevant to the Regional Outcome Agreement, however, robust governance arrangements are the essential to the effective determination and delivery of GCRB objectives.