

Equality, Diversity and Inclusion Lead
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This newsletter brings you the latest equality news and developments at the Edinburgh College. Anyone at the College is welcome to contribute to this newsletter, please contact the [EDI Lead](#) for more information.

CALL IT OUT

Report Hate and Misogyny

Edinburgh College launched its **hate and misogyny** reporting forms in September 2023. Since then, we have received 11 anonymous reports and 10 reports with details. Those who chose to report anonymously told us on the form that they fear of not being taken seriously or retaliation. The College takes these concerns seriously. **Please do not hesitate to ask for help when you need it.**



Big Announcement!

The Widening Access, Equality, Diversity and Inclusion (WAX-ED) Group has renamed itself as **Access and Inclusion Strategy Group**. The group will continue to meet once every two months to progress the following Equality Outcomes:

1. The success rate for students aged under 19 will improve.
2. The success and retention rates of students who declare a mental health condition will improve.
3. Disabled students report feeling satisfied with the overall support and reasonable adjustments received, including from lecturing staff, while on their course.
4. Employees and students report feeling safe and confident that complaints of violence, harassment, abuse and bias will be dealt with appropriately and sensitively.
5. The representation of employees and Board will align with the population of City of Edinburgh and the wider region.
6. Have regard to attainment levels by racial group and ensure that our curriculum is diverse and anti-racist.
7. Male employees and students know how to access mental health support (recognising intersectionality within that group).
8. Have regard to significant gender imbalances on courses and take action to address it.
9. The retention rate for students from deprived backgrounds will improve.
10. The retention rate for care experienced students will improve.

If you want to be part of this group, please contact equality@edinburghcollege.ac.uk.

The first **Decolonising the Curriculum Group meeting**, chaired by **Assistant Principal Jakki Jeffery**, was held on 01 December 2023. Jakki and Lecturer Jo Carmichael provided good insights into why the College needs to decolonising the curriculum and culture. The next meeting is scheduled for Thursday 07 March 2024 with the guest speaker Gail Tom from CDN. Please get in touch if you wish to attend.

Vice Principal Jon Buglass congratulated the ESOL students for organising **International Events** across the campuses to raise funds for the UNICEF, as part of their SQA assessments. Jon vouched that Afghan vegan samosas are the best. Hopefully there will be more similar opportunities for us to try foods from around the world.



Equality Impact Assessment (EIA) Workshop is a new addition to the College's CPD Programme. This workshop reminds everyone that we have a duty to assess and review policies and practices against **all three parts of the General Equality Duty**:

- eliminate discrimination, harassment, and victimisation.
- advance equality of opportunity.
- foster good relations.

We also need to demonstrate the evidence we use and impacts on each protected characteristic. The guidance and EIA form will be useful to anyone conducting an EIA.

Introducing Contact Scotland BSL

Contact Scotland BSL is a free service for BSL users to contact key services and vice versa. To use this service, you simply register your work email address with the website and download the APP. Edinburgh College is currently drafting a new **BSL Plan for 2024 to 2030**. Please get in touch if you wish to suggest actions or ideas for the Plan.



FEBRUARY 2024

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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

LGBT History Month	It is marked across the UK throughout February to connect and reflect on the past and present of the LGBT Community.
(10) Lunar New Year	Lunar New Year is one of the most important celebrations of the year among East and Southeast Asian cultures.
(13) Shrove Tuesday	Christian holiday that precedes Ash Wednesday and therefore the feast before beginning Lent.
(14) Vasant Panchami	Vasant Panchami day is a Hindu holiday dedicated to Saraswati, the Goddess of knowledge, music, art, science and technology.
(15) Nirvana Day	It is celebrated to commemorate the death of the Buddha when he attained complete nirvana or parinirvana.
(16) National Care Day	It's an event where the 5 Nations (Become, EPIC, VOYPIC, Who Cares? Scotland and Voices From Care Cymru) come together to celebrate care experienced children and young people, their stories and their achievements.
(20) World Day of Social Justice	The day recognises the need to promote social justice, which includes efforts to tackle issues such as poverty, exclusion, gender inequality, unemployment, human rights, and social protections.
(21) International Mother Language Day	UNESCO believes in the importance of cultural and linguistic diversity for sustainable societies.
(24) Maigha Phela Day	Buddhist holiday observed annually on the full moon day that falls during the third lunar month.

Many interesting festivals and international days will be celebrated in February and March. Please visit the College's **Diversity Calendar** for innovative ideas for your upcoming activities.

Wishing you all a prosperous **Year of the Dragon!**