

If you require further information on our services please contact a member of the GCIL Equality Academy Team:

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GCIL Equality Academy

Promoting Equality Commitments in
Practice

The information in this brochure is available in other formats such as in larger print, braille or audio-format, on request.

About us

Glasgow Centre for Inclusive Living (GCIL) is part of the Independent Living Movement.

GCIL is an organisation of, not for, disabled people that was established in 1996 to provide a diverse range of employment and housing services. GCIL operates and promotes the social model of disability believing disability is created by the organisational, environmental and attitudinal barriers which people with impairments face.

GCIL Equality Academy is part of GCIL and is an organisation that:

- promotes equality matters throughout Scotland;
- assists organisations to challenge and address institutional forms of discrimination and to promote equality values throughout all of their services; and
- addresses and challenges the under-representation of disabled graduates in professional level employment in Scotland.

“A really fantastic programme which helps and supports talented individuals to reach their potential. I have learned so much about the real challenges disabled people face and particularly the barriers they experience in trying to get into employment. I am very grateful to have had a part in the fantastic work of GCIL Equality Academy.”
Kerry Chalmers, Senior Policy Manager, Scottish Government



“GCIL Equality Academy is working in partnership with the Association to develop and implement its new equality strategy. This covers, not just a revised equality policy and action plan, but an array of specialist equality policies. We have aligned our staff equality training programme to this process and the benefits are already tangible. The organisational culture is evolving with staff now clear about equality mainstreaming, in particular recognising that equality issues are part and parcel of everyday work. We look forward to developing our action plan with the Equality Academy that has been extremely supportive throughout this process.”
Kirsty Fotheringham, Head of Housing Services, New Gorbals Housing Association

Our partners

GCIL Equality Academy has developed strategic partnership working arrangements with key organisations. For example, we have worked in partnership with the Scottish Government and NHS Scotland to develop an innovative employment programme for disabled graduates.

We have also developed important partnerships with a range of Scottish housing associations to assist them in developing and implementing their equality strategies. This includes the development of innovative policies covering equality data collection, equality impact assessments, use of appropriate language and so on. Further information on our partners is available on our website.

Our services

Building on two decades of experience, GCIL Equality Academy delivers a comprehensive package of innovative equality services.

Our services include a range of development services tailored to organisations' specific requirements, covering five main areas.

- employment opportunities for disabled people;
- strategic policy development, including research;
- training and development;
- workplace access audits; and
- specialist services.

All services are delivered by qualified people with extensive knowledge and experience of organisational development matters and committed to promoting equality values.

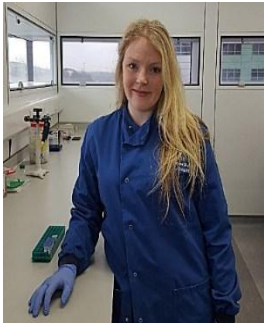
Visit our website for more information at www.gcilequalityacademy.org.uk

"I have been really impressed with the range of services and approach taken by the team."
Gillian O'Neil, Founder and MD 29studios

Employment Opportunities

Our innovative Scotland wide Professional Careers Programme offers graduate traineeships of up to two years with full salary; and employers obtain a pool of talented, motivated disabled graduates and much more.

“I felt supported throughout the whole process, from the interview stage right through to my end of year review. To work in such a respected and inspiring department within the National Health Service (NHS) has given me



so much academically and personally. I can honestly say I wouldn't have been given this new opportunity, without the hard work of GCIL Equality Academy. They found me the perfect placement, which gave me the platform and confidence to apply for a PhD position.”

- Hayley Cassidy, Professional Careers Trainee, (Master of Science Degree), Placement: **NHS Greater Glasgow and Clyde**.
- The only UK citizen to be accepted (in 2017) to carry out a PhD at the University of Groningen, Netherlands.

Specialist Services

We provide a range of specialist services such as advice and information and research surveys.

Research survey work we carry out is aligned to the particular requirements of each organisation to promote collation of meaningful and practical data, as well as incorporating appropriate language, in line with the social model of disability.

“It has been a pleasure to work with you and the team at GCIL. The experience and detailed knowledge you possess on all equality matters affecting a Group structure such as ours has been, and will continue to be, invaluable to assist us to work towards our long term goals. I would not hesitate to recommend your services to other organisations and look forward to continuing to work with you in the future.”

Lesley Pert, HR Officer, Hillcrest Group

Workplace access audits

Access audits are covered through the equality action planning process and can include: audits of policies and procedures; audits of IT services; and audits of office premises.

“GCIL Equality Academy has undertaken an access audit to enhance our information technology system so that it is easier to use for our service users and staff. This is an invaluable service that has promoted considerably our equality commitments as a housing association.”

Blue Triangle Housing Association



“I am thankful to the staff from the Equality Academy, NHSScotland and the Scottish Government, who have been involved in making the Programme work so well. When I applied, I was interested in continuing to work in public health. The Equality Academy found me a placement with NHS Health Scotland that fitted my background and career goals perfectly.”

- Daniel Kelly, Professional Careers Trainee, (First Degree Politics and Public Policy and MSc Marketing), Placement: **NHS Health Scotland**.
- Secured a Marketing Officer post with NHS Health Scotland

Strategic policy development, including research

In order to promote equality matters across Scotland, we have developed a range of innovative equality policies. These policies are necessary for effective mainstreaming of equality objectives into practice.

"We have been working in partnership with Glasgow Centre for Inclusive Living Equality Academy (the Academy) to develop our equality and diversity policy and related equality documentation such as an action plan. The Academy possesses specialist and comprehensive knowledge in organisational development that will enable us to mainstream our equality objectives effectively into practice. This is an innovative and exciting process and we look forward to progressing a range of organisational initiatives with the Academy."

Oak Tree Housing Association Ltd

Training and development

We offer a diverse range of training and development programmes tailored to the needs of individual organisations and their staff. This includes incorporating equality themes into all training courses.

Delegates' comments from our training include:

"Interesting, thought provoking ... lot of work to contemplate but essential in terms of meeting requirements of legislation;" and

"The course really opened my eyes to issues that we often give little account of in terms of equality. Very challenging and thought provoking...now time to act!"