

City of Glasgow College

FOISA Response 20 20-21 Dealings with Stonewall

Please see this College's response to your request for information below. Please note that access to some of this information is provided through alternative arrangements, where file sizes do not permit attachment by email

Where information cannot be disclosed, this is in line with applicable exemptions under the Freedom of Information (Scotland) Act 2002, as specified below.

Question 1

1. Any application you made in 2019 or 2020 to be a "Stonewall Diversity Champion" or to be included on Stonewalls "Workplace Equality Index," (WEI) including any attachments or appendices to those applications. Please redact personal details if necessary.

An application was submitted in 2019. Access to the information requested in connection with this application is outlined below. In 2020 the Stonewall WEI was suspended due to the COVID 19 Pandemic. Please note that the College's Equality Mainstreaming reports 2015 and 2019, included in the 2019 WEI submission, are available at: <https://www.cityofglasgowcollege.ac.uk/about-us/equality-diversity-and-inclusion/equality-act-2010-and-duties>

Due to the large quantity of related files, and the file sizes involved, all other information relating to this application is provided in an ordered set of files, under each application section, via the access arrangements specified in the accompanying email.

Some personal details have been redacted in some of these files, as you have directed. We withhold this redacted information under the applicable exemption of the Freedom of Information (Scotland) Act 2002 Section 38 - Personal Information - as the release of the information would represent disclosure of personal data. We believe that public interest in applying the exemption outweighs the public interest in disclosure.

Question 2

2. Any feedback you received in 2019 or 2020 from Stonewall in relation to either application or programme.

With regard to the feedback received by the College from Stonewall, this is provided to organisations in confidence, as per the Stonewall [privacy statement](#) (link) and it is our view that disclosure would represent a breach of confidence.

We therefore withhold this information under the applicable exemption of the Freedom of Information (Scotland) Act 2002 Section 36 (ii) - Confidentiality- as the release of the information would represent a breach of confidence.

Furthermore, as the Workplace Equality Index is a competitive process, we are advised that disclosure of this information would prejudice substantially the commercial interests of Stonewall, which would likely be damaged by disclosure. For example, disclosure could give other organisations entering the WEI an advantage, or because disclosure, contrary to our agreed terms with Stonewall, would undermine confidence in the WEI.

We therefore withhold this information under the applicable exemption of the Freedom of Information (Scotland) Act 2002 Section 33(1)(b) - Commercial Interests - as the release of the information would prejudice substantially the commercial interests of Stonewall.

We believe that public interest in applying the exemption outweighs the public interest in disclosure.

Question 3

3. Any other communication you have received from Stonewall in 2019 or 2020 unless privileged or otherwise exempt from disclosure (but if you claim privilege or exemption in relation to any material, please say in broad terms what the material is and the basis on which you claim to be entitled to withhold it).

The communications we have received across the organisation from Stonewall over the specified period are attached. Due to the size of this file, this information is provided via the access arrangements specified in the accompanying email.

Where information has been redacted this is to protect the identity of individuals, and other personal data.

We withhold this redacted information as described above under the applicable exemption of the Freedom of Information (Scotland) Act 2002 Section 38 - Personal Information - as the release of the information would represent disclosure of personal data. We believe that public interest in applying the exemption outweighs the public interest in disclosure.

Question 4

4. Full details of any equality impact assessment you carried out connected with any of these applications (including any equality impact assessment carried out prior to an earlier application of the same kind, if no further assessment was done).

An Equality Impact Assessment was not undertaken on the submission itself, though it is normal College practice to undertake an EQIA for all its policies, practices, and procedures. All College policies and procedures submitted to the WEI have been

individually Equality Impact Assessed. Furthermore, as the Workplace Equality Index is linked to one of our Equality Outcomes this is already covered by our equality reporting requirements in line with the Public Sector Duties under the Equality Act 2010.

Question 5

5. Details of the total amount of money you paid to Stonewall (i) in 2019; (ii) in 2020, whether or not as payment for goods or services.

The College has paid membership fees of £2000 per year in 2019 and 2020.

Question 6

6. Whether you intend to continue your membership of any Stonewall scheme in the future, and if so which.

This is not known at present. Therefore we hereby give you notice that in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, we do not hold this information.