

**NORTH EAST
SCOTLAND
COLLEGE**



APPENDIX 5: OCCUPATIONAL SEGREGATION: DISABILITY: 2020

**THE EQUALITY MAINSTREAMING AND OUTCOMES
OF NORTH EAST SCOTLAND COLLEGE**

APPENDIX 5: OCCUPATIONAL SEGREGATION: DISABILITY: 2020

Executive Summary

The Equality Act 2010 has a Public Sector Equality Duty (PSED), which is supported by specific duties for Scotland. The specific duties require the reporting of occupational segregation. This report focuses on disability. Separate reports focus on gender and race/ethnicity.

This report presents an analysis of the disability protected characteristic at North East Scotland College, which is compared with the profile for Scotland and the UK.

As at 31 July 2020, the College had 604 employees (521.4 FTE), with 40 employees declaring that they have a disability (6.6% of headcount), 74 declaring that they do not have a disability (12.3%) and 490 being in a "not indicated/prefer not to say" category (81.1%). Given that there is a high percentage of staff who are in the "not indicated/prefer not to say" category, it is difficult to infer any significance from the figures.

The reason for such a large number of staff being in a "not indicated/prefer not to say" category is due to issues with the College's new HR/payroll system when the data for this protected characteristic were migrated from the old system.

In July 2016, at the time of the College's last occupational segregation (disability) report, the overwhelming majority of staff did not consider themselves to have a disability (480; 81.1%), with there being a low number of staff (28; 4.7%) who considered themselves to have a disability. A considerable number of staff (84; 14.2%) either preferred not say whether they had a disability or gave no information regarding disability.

Although it is difficult to make any comparisons between 2016 and 2020 due to the large number of staff in 2020 who are in a "not indicated/prefer not to say" category due to system migration issues, it can still be seen that there are more staff in 2020 (40; 6.6% of headcount) who declared a disability than in 2016 (28; 4.7% of headcount). This could be explained by the fact that College undertook an exercise, prior to the migration of data, to reduce non-declaration rates of protected characteristics and to encourage staff to declare if they had a disability.

In terms of the wider population, in Scotland 32% of the population have long term conditions that mean they would be considered 'disabled' (Source: Scottish Government "Scotland's Wellbeing - Measuring the National Outcomes for Disabled People", July 2019, p9) and in the UK, 19% of the working age population reported they were disabled (Source: The House of Commons Library Briefing Paper, Number 7540, "Disabled People in Employment", 13 August 2020, reports, p3). This compares with 6.6% of headcount in the College declaring a disability in 2020. It is difficult to make inferences from the College figures, given that such a large number of staff in the College are in a "not indicated/prefer not to say" category.

As regards part-time work, according to the Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019, p13 "Disabled people in work (aged 16 to 64) were more likely to work part-time when compared with non-disabled people; 34.1% of disabled people work part-time compared with 23.1% of non-disabled people".

However, at the College, this does not appear to be the case, although care must be taken when interpreting small numbers. In both 2016 and 2020, the majority of staff who declared a disability worked full-time: in 2016, 22 of the 28 staff (78.6% of those with a declared disability) worked full-time; in 2020, 26 of the 40 staff (65.5% of those with a declared disability) work full-time.

It should also be noted that College works closely with its occupational health provider to provide support to any member of staff with a disability. In addition, the College has recently introduced an Employee Assistance Programme, where staff have free access to counselling.

In terms of gender balance, in Scotland more women than men reported disabilities: In 2017, 34% of women reported disabilities, which was higher than the 29% of men who reported these condition (Source: The Scottish Government "Scotland's Wellbeing - Measuring the National Outcomes for Disabled People", July 2019 report, on p12).

NESCol's 2020 figures also indicate that more women than men have a disability: of the 40 staff who declared they have a disability, 23 (57.5%) are female and 17 (42.5%) are male, although care must be taken when interpreting small numbers.

In NESCol, in 2016, there was an equal balance in terms of gender between the number of male (14) and female staff (14) who considered themselves to have a disability.

In the UK: "in April-June 2020, there were 2.4 million disabled women in work, an employment rate of 53.5%. During the same period there were 1.7 million disabled men in work, an employment rate of 53.9%." (**Source:** The House of Commons Briefing Paper, Number 7540, "Disabled People in Employment", 13 August 2020, p7).

There are two main dimensions to occupational segregation: horizontal (i.e. the *types* of jobs in which workers with certain characteristics are clustered); and vertical (i.e. the *levels* at which workers with certain characteristics are clustered).

In 2020, of the staff who declared a disability, there was an even split between support (13 full-time staff; 7 part-time staff) and lecturing staff (13 full-time staff; 7 part-time staff).

In terms of vertical segregation, both in 2016 and 2020, support staff with declared disabilities were employed across most grades, up to and including Professional Officer. Lecturing staff in 2016 were employed in grades 2-14 (although these grades have now changed, in line with National Bargaining). In 2020, lecturing staff with declared disabilities are all concentrated at the top of the un-promoted lecturing scale. No further breakdown is detailed due to small numbers.

The Office for National Statistics states that " Disabled people in work were less likely to be employed as managers, directors or senior officials, or to be employed in professional occupations.....Disabled people in work were more likely to hold elementary positions at 12.6% compared with 10.2% of non- disabled people." (**Source:** Source: Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019).

However, at the College, on the basis of the small number of staff who have declared they have a disability, this does not appear to be the case, as those staff with a disability are employed across the support staff grades, up to and including Professional Officer, and are also concentrated at the top of the un-promoted lecturing scale.

In 2020, in terms of horizontal segregation, there is no concentration of support staff with a declared disability in any particular type of role. However, 8 of the 11 male lecturing staff with a declared disability lecture in STEM subjects. This reflects the wider horizontal segregation for male lecturing staff, as detailed in the College's Occupational Segregation Report: Gender: 2020.

No horizontal breakdown is detailed for female lecturing staff with a declared disability, due to small numbers.

In 2016, there was also a concentration of staff who were on lecturing terms and conditions, (57.1%; 8 out of 14) teaching in STEM-related areas, although care must be taken when interpreting such small numbers.

After its July 2016 report, the College did make progress in trying to reduce its non-declaration rate for disability by re-issuing its equal opportunities monitoring questionnaire and including an explanatory information sheet on what constituted a disability along with further information on the reasons for, and the importance of, declaring this information. However, due to a subsequent data migration issue, there are still currently a large number of staff who are in a "not indicated/prefer not to say" category. Actions to address this have been included in the College's next steps.

These actions will enable the College to have more accurate data which it will use to advance equality of opportunity.

Public Sector Equality Duty

The Equality Act 2010 has Public Sector Equality Duty (PSED) which consists of a general duty that is underpinned by Specific Duties that are set out in the secondary legislation which accompanies the act, namely the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended).

The general duty consists of 3 main needs (set out in section 149 of the Equality Act 2010) which require due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010**
- **Advance equality of opportunity between people from different protected characteristic groups, considering the need to:**
 - **Remove or minimise disadvantages suffered by people due to their protected characteristics**
 - **Meet the needs of people with protected characteristics**
 - **Encourage people with protected characteristics to participate in public life or in other activities where their participation is low**
- **Foster good relations between people from different protected characteristic groups, tackling prejudice and promoting understanding between people from different groups**

The Specific Duties are intended to assist public bodies meet the general duty. This includes publishing statements on occupational segregation for gender, race and disability every 4 years.

Sources: The public sector equality duty: specific duties for Scotland (revised), David Bass, Equality Challenge Unit, February 2017, available online at: www.advance-he.ac.uk/knowledge-hub/public-sector-equality-duty-specific-duties-scotland-revised
Accessed: 5 November 2020

Equality Act 2010 Public Sector Equality Duty (section 149), available online at: www.legislation.gov.uk/ukpga/2010/15/section/149
Accessed 16 February 2021

Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, available online at: <https://www.legislation.gov.uk/ssi/2012/162/contents/made>
Accessed: 16 February 2021

Notes about the analysis

It should be noted that the figures used in this report include staff on temporary contracts and staff who have 2 posts. Staff with two posts have been counted twice, so the overall figures in this report may appear to be greater than in other reports. However, this is done in order to conduct an analysis across all posts and grades, irrespective of whether it was a person's main post or a second post. This will give a more complete picture of the number of people carrying out roles at differing levels within the College.

Please note that throughout this report, figures are rounded to one decimal place, so percentage figures may not total 100%, due to rounding. FTE figures are also rounded to one decimal place.

Where there are fewer than 5 staff in a category, figures are not published in case individual staff could be identified.

NESCol disability profile

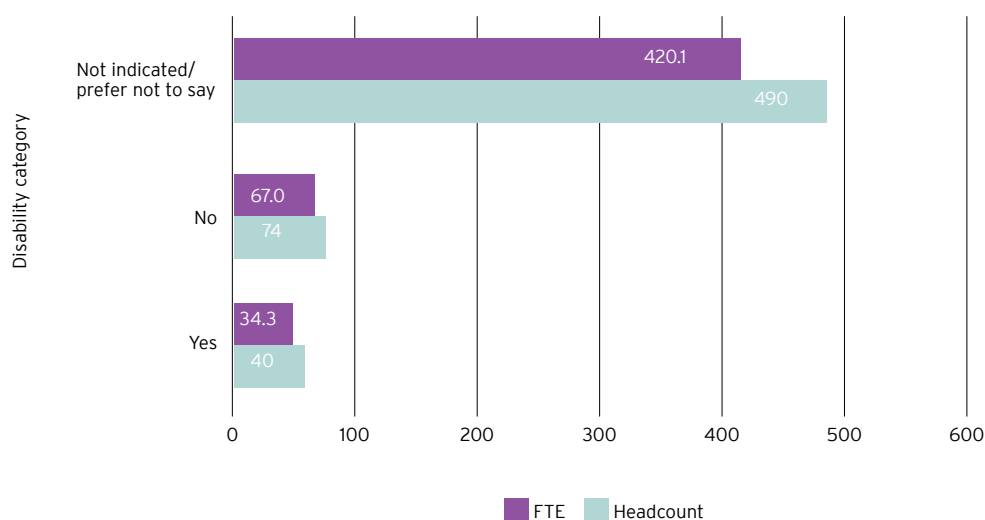
As at 31 July 2020, the College had 604 employees (521.4 FTE), with 40 employees declaring that they have a disability (6.6% of headcount), 74 declaring that they do not have a disability (12.3%) and 490 being in a "not indicated/prefer not to say" category (81.1%).

The reason for such a large number of staff being in a "not indicated/prefer not to say" category is due to issues with the College's new HR/payroll system when the data were migrated from the old system.

The College is working with its system provider to remedy this issue and the College will also revise its Equal Opportunities Monitoring Questionnaire, where staff will be able to directly input their protected characteristics information themselves. This will be accompanied by further information on the reasons for collecting this information, in order to address the non-declaration rate.

Given that there is a high percentage of staff who are in the "not indicated/prefer not to say" category, it is difficult to infer any significance from these figures.

NESCol Staff Disability Profile Headcount and FTE



Note: FTE figures are rounded to 1 decimal place

Disability profile - Scotland and UK

According to the Scottish Government's "Scotland's Wellbeing - Measuring the National Outcomes for Disabled People", July 2019, p9:

"In Scotland, disability is often measured in large-scale surveys using a two-part definition. The first part asks participants if they have a long-term illness or health condition that is expected to last more than 12 months. Second, participants are asked whether this condition limits their day to day activity, either by 'a lot' or 'a little'.

In 2017, the Scottish Health Survey (SHeS) estimated that 45% of adults (and 17% of children) had a long term condition or illness, and that 32% of adults (and 10% of children) had long-term conditions that were also limiting. In this context, 32% of the adult population would be considered 'disabled', while 68% would be considered 'not disabled'."

The report, on p12, goes to say that "The SHeS also indicates gender disparity in disability rates. In 2017, 34% of women reported disabilities, which was higher than the 29% of men who reported these condition."

Source: www.gov.scot/publications/scotlands-wellbeing-measuring-national-outcomes-disabled-people/

Accessed: 14 October 2020

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The Scottish Government's "The Scottish Health Survey 2018 - amended 2020", published 21 February 2020, p33, says that "in 2018, 71% of adults described their health as "good" or "very good", the lowest recorded since 2008" and on p50, it details that 9% of adults self-assessed their health as "bad/very bad".

Source: www.gov.scot/publications/scottish-health-survey-2018-volume-1-main-report/

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According to the Scottish Health Survey dashboard, published September 2020, (under the heading of Data and using the search criteria: Long-term illness - 2019 - self-assessed general health), the self-assessed general health in Scotland is as follows:

Year	Indicator	Categories	LTI	Percent
2019	Self-assesse/d general health	Very good/Good	Limiting long-term illness	42
2019	Self-assessed general health	Fair	Limiting long-term illness	34
2019	Self-assessed general health	Bad/Very bad	Limiting long-term illness	23
2019	Self-assessed general health	Very good/Good	No long-term illness	89
2019	Self-assessed general health	Fair	No long-term illness	10
2019	Self-assessed general health	Bad/Very bad	No long-term illness	1
2019	Self-assessed general health	Very good/Good	Non-limiting long-term illness	84
2019	Self-assessed general health	Fair	Non-limiting long-term illness	15
2019	Self-assessed general health	Bad/Very bad	Non-limiting long-term illness	1

Source: Source: <https://scotland.shinyapps.io/sg-scottish-health-survey/>

Accessed: 14 October 2020

In terms of the UK, Scope (the disability charity) details on their website that 14.1 million people in the UK are disabled, with 19% of working age people being disabled.

Source: www.scope.org.uk/media/disability-facts-figures/

Accessed: 22 October 2020

The House of Commons Library Briefing Paper, Number 7540, "Disabled People in Employment", 13 August 2020, reports, p3, that 7.7 million people of working age (16-64) reported that they were disabled in April-June 2020, which is 19% of the working age population.

Source: <https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf>

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Accessed: 22 October 2020

According to the Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019, p13 "Disabled people in work (aged 16 to 64) were more likely to work part-time when compared with non-disabled people; 34.1% of disabled people work part-time compared with 23.1% of non-disabled people".

This report, p14, states that "Disabled people in work were less likely to be employed as managers, directors or senior officials, or to be employed in professional occupations.....Disabled people in work were more likely to hold elementary positions at 12.6% compared with 10.2% of non- disabled people."

On p6, the report indicates that "employment rates for disabled men and women are similar". This is also indicated in "The Employment of Disabled People" Department for Work & Pensions and Department of Health & Social Care, 24 March 2020, p13.

According to the House of Commons Briefing Paper, Number 7540, "Disabled People in Employment", 13 August 2020, p7, in April-June 2020, there were 2.4 million disabled women in work, an employment rate of 53.5%. During the same period there were 1.7 million disabled men in work, an employment rate of 53.9%.

Sources:

Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019, available online at: www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019

Accessed: 22 October 2020

The Employment of Disabled People, Data to 2019, Department for Work & Pensions and Department of Health & Social Care, 24 March 2020, available online at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/875199/employment-of-disabled-people-2019.pdf

Accessed: 22 October 2020

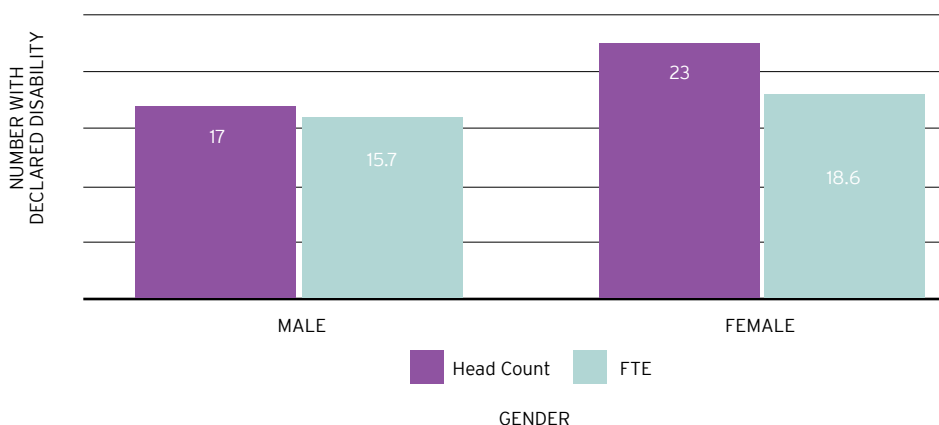
The House of Commons Briefing Paper, Number 7540, "Disabled People in Employment", 13 August 2020, available online at: <https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf>

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Gender breakdown

At NESCol, of the 40 staff who declared they have a disability, 23 (57.5%) are female and 17 (42.5%) are male.

Nescol Disability Profile, by Gender



Note: FTE figures are rounded to one decimal place

There are 26 staff with a declared disability working full-time, with 14 working part-time. A gender breakdown by full-time/part-time is not published due to small numbers in some categories.

However, care should be exercised when interpreting small numbers, particularly when there is such a high non-declaration rate.

The College's Occupational Segregation Report: Gender: 2020 provides detailed information on the College's overall gender profile, including full-time and part-time, and so no other information is detailed in this report.

Occupational segregation

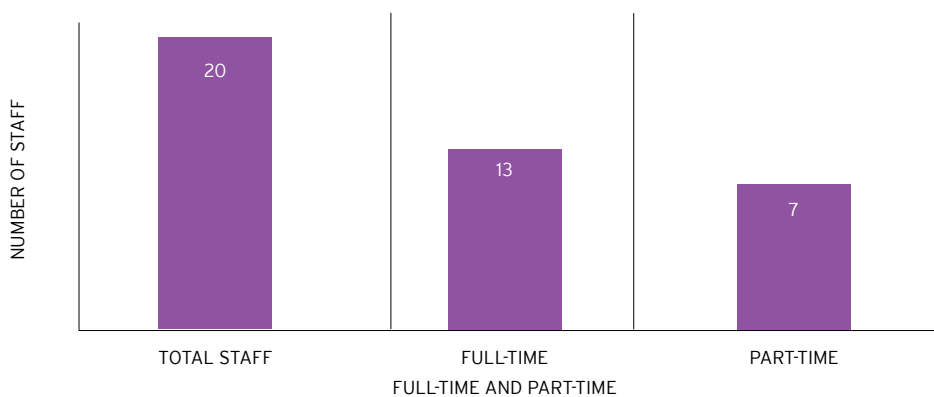
There are two main dimensions to occupational segregation: horizontal (i.e. the *types* of jobs in which workers with certain characteristics are clustered); and vertical (i.e. the *levels* at which workers with certain characteristics are clustered).

In view of the small number of staff who disclosed that they have a disability, the occupational segregation data - both horizontal and vertical - that can be published is limited, as individual members of staff could otherwise be identified. Care should also be taken when making inferences from small numbers.

Support staff

The chart below illustrates that there are 20 support staff who have declared a disability, of whom 13 work full-time (65.0%) and 7 work part-time (35.0%).

Number of Support Staff with a Declared Disability, by Full-Time and Part-Time



Of the 20 support staff who declared a disability, 14 (70.0%) are female and 6 (30.0%) are male. This would be in line with the fact that more support staff in the College are female (196) than male (102). Further information on this is published in the College's Occupational Segregation Report: Gender: 2020.

Due to small numbers, no male/female breakdown is published for full-time/part-time by gender.

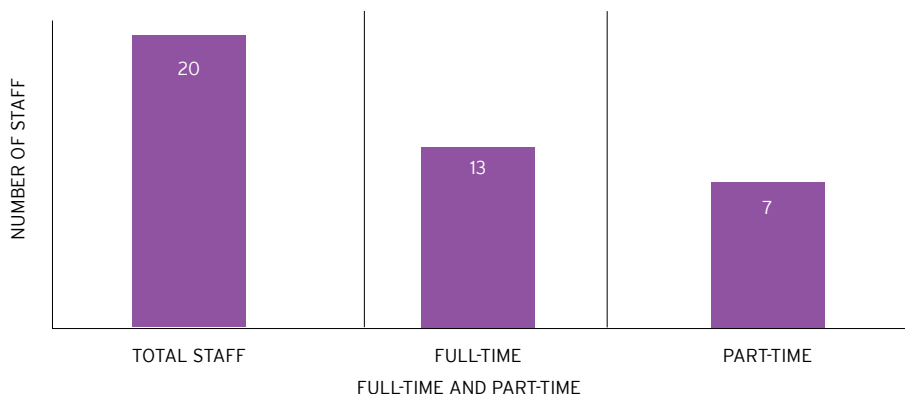
In terms of vertical segregation, support staff with a declared disability are represented in nearly all support staff grades, up to and including the Professional Officer grade, although no further details can be published due to the small numbers involved.

In terms of horizontal segregation, there is no concentration of staff with a declared disability in any particular type of role.

Lecturing staff

The overall profile for lecturing staff is the same as that of support staff (i.e. 20 employees have declared a disability). This also applies to the full-time (13; 65.0%) /part-time (7; 35.0%) numbers, as illustrated in the following chart.

Number of Lecturing Staff with a Declared Disability, by Full-Time and Part-Time



However, the gender profile is slightly different in that of the 20 lecturing staff who declared a disability, 11 (55.0%) are male and 9 (45.0%) are female. This would be in line with the fact that the College has more male lecturing staff (165) than female (141). Further information on this is detailed in the College's Occupational Segregation Report: Gender: 2020.

In terms of vertical segregation, lecturing staff with a declared disability are all concentrated at the top of the un-promoted lecturing scale (Grade 505/Scale point 5). Due to small numbers, no further information is published.

With regards to horizontal segregation, 8 of the 11 male staff with a declared disability lecture in STEM subjects. This reflects the wider horizontal segregation for male lecturing staff, as detailed in the College's Occupational Segregation Report: Gender: 2020. No horizontal breakdown is detailed for female lecturing staff with a declared disability, due to small numbers.

It should be noted that care should be exercised when interpreting the small numbers identified in this section of the report, particularly when there is such a high non-declaration rate.

Comparison with 2016 Occupational Segregation Report: Disability

As at July 2016, the overwhelming majority of staff did not consider themselves to have a disability (480; 81.1%), with there being a low number of staff (28; 4.7%) who considered themselves to have a disability. A considerable number of staff (84; 14.2%) either preferred not say whether they had a disability or gave no information regarding disability. This compares with 40 employees declaring that they have a disability (6.6% of headcount), 74 declaring that they do not have a disability (12.3%) and 490 being in a "not indicated/prefer not to say" category (81.1%) in 2020.

In 2016, of the 28 staff who disclosed that they have a disability, the majority worked on a full-time basis (22; 78.6% of those with a disclosed disability). In 2020, there are 26 staff (65.0% of the 40 staff who declared a disability) working full-time.

In 2016, there was an equal balance in terms of gender between the number of male (14) and female staff (14) who considered themselves to have a disability and there were equal numbers of staff with a disability who were employed on lecturing terms & conditions (14) and support staff terms and conditions (14). In 2020, this balance changed so that of the 40 staff who declared they have a disability, 23 (57.5%) are female and 17 (42.5%) are male. However, care should be taken when interpreting these figures, given the small numbers involved.

In terms of vertical occupational segregation, in 2016, support staff with disabilities were employed in Grades 3 - Professional Officer (with support staff grades going from Grade 1, the lowest Grade, to Senior Management, the highest Grade). Lecturing staff with disabilities were employed in Grades 2-14 (un-promoted lecturing staff are in Grades 1-4, promoted lecturing staff are in Grades 6-8 and 14). There were no lecturing staff in Grade 5 and Grades 9-13).

In 2020, in terms of vertical segregation, support staff with a declared disability are represented in nearly all support staff grades, up to and including the Professional Officer grade, although no further details can be published due to the small numbers involved. Lecturing staff with a declared disability are concentrated at the top of the un-promoted lecturing scale (Grade 505/Scale point 5). Due to small numbers, no further information is published. It should be noted that lecturing grades have changed since 2016, when the top of the un-promoted lecturing scale was grade 4).

In 2016, as regards horizontal segregation, of the staff with disabilities who were on lecturing terms and conditions, 57.1% (8 out of 14) were in STEM-related areas, although care must be taken not to make inferences from small numbers. Overall, given the small numbers of staff involved, no other breakdown was given as individual staff could otherwise be identified.

In 2020, in terms of horizontal segregation, there is no concentration of support staff with a declared disability in any particular type of role. However, 8 of the 11 male lecturing staff with a declared disability lecture in STEM subjects. No horizontal breakdown is detailed for female lecturing staff with a declared disability, due to small numbers.

Summary/Conclusion

As at 31 July 2020, the College had 604 employees (521.4 FTE), with 40 employees declaring that they have a disability (6.6% of headcount), 74 declaring that they do not have a disability (12.3%) and 490 being in a "not indicated/prefer not to say" category (81.1%).

The reason for such a large number of staff being in a "not indicated/prefer not to say" category is due to issues with the College's new HR/payroll system when the data were migrated from the old system.

In July 2016, the overwhelming majority of staff did not consider themselves to have a disability (480; 81.1%), with there being a low number of staff (28; 4.7%) who considered themselves to have a disability. A considerable number of staff (84; 14.2%) either preferred not say whether they had a disability or gave no information regarding disability.

Although it is difficult to make any comparisons between 2016 and 2020 due to the large number of staff in 2020 who are in a "not indicated/prefer not to say" category due to system migration issues, it can still be seen that there are more staff in 2020 (40; 6.6% of headcount) who declared a disability than in 2016 (28; 4.7% of headcount). This could be explained by the fact that College undertook an exercise (prior to the migration of data) to reduce non-declaration rates of protected characteristics and to encourage staff to declare if they had a disability.

In previous Equal Opportunities data gathering exercises, some comments had been made by staff that they did not know if their particular condition would mean that they were disabled or not.

After the July 2016 report and prior to the new HR/payroll system being implemented, the College did take action to address this lack of clarity and to encourage more staff to feel confident in declaring if they had a disability. When the College re-issued its Equal Opportunities Monitoring Questionnaire, an additional sheet of information (summarised from the Government's Office for Disability Issues: Equality Act 2010: Guidance: Guidance on matters to be taken into account in determining questions relating to the definition of disability) was sent out along with the Questionnaire, to explain in more detail what constitutes a disability.

The following statement was also included at the end of the explanatory information sheet:

If you have a disability, the College would work with Occupational Health where appropriate, to see if it could make any reasonable adjustments to support you. If you would like HR to contact you for a confidential discussion about any disability-related adjustments, please mark this on the Equal Opportunities form.

Some staff did take up this opportunity and it would appear that this exercise did have some impact on the number of staff who did declare they have a disability.

It should also be noted that College works closely with its occupational health provider to provide support to any member of staff with a disability. In addition, the College has recently introduced an Employee Assistance Programme, where staff have free access to counselling.

In terms of the wider population, according to Scottish Government "Scotland's Wellbeing - Measuring the National Outcomes for Disabled People", July 2019, p9, in 2017, the Scottish Health Survey (SHeS) estimated that 45% of adults (and 17% of children) had a long term condition or illness, and that 32% of adults (and 10% of children) had long-term conditions that were also limiting. In this context, 32% of the adult population would be considered 'disabled', while 68% would be considered 'not disabled'."

The House of Commons Library Briefing Paper, Number 7540, "Disabled People in Employment", 13 August 2020, reports, p3, that 7.7 million people of working age (16-64) reported that they were disabled in April-June 2020, which is 19% of the working age population.

Source: <https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf>

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It is difficult to make inferences from the College figures, due to the large number of staff in 2020 who are in a “not provided/prefer not to say” category.

As regards part-time work, according to the Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019, p13 “Disabled people in work (aged 16 to 64) were more likely to work part-time when compared with non-disabled people; 34.1% of disabled people work part-time compared with 23.1% of non-disabled people”.

Source: Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019, available online at:

www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019

Accessed: 22 October 2020

However, at the College, this does not appear to be the case, although care must be taken when interpreting small numbers. In 2016, of the 28 staff who disclosed that they have a disability, the majority worked on a full-time basis (22; 78.6% of those with a disclosed disability). In 2020, there are 26 staff (65.0% of the 40 staff who declared a disability) working full-time. In 2020, there was also an even split between support (13 full-time staff; 7 part-time staff) and lecturing staff (13 full-time staff; 7 part-time staff).

At NESCoI, in 2016, there was an equal balance in terms of gender between the number of male (14) and female staff (14) who considered themselves to have a disability and there were equal numbers of staff with a disability who were employed on lecturing terms & conditions (14) and support staff terms and conditions (14). In 2020, this balance changed so that of the 40 staff who declared they have a disability, 23 (57.5%) are female and 17 (42.5%) are male. However, care should be taken when interpreting these figures, given the small numbers involved.

These latter figures would appear to more consistent with the Scottish figures, in that more women report having disabilities than men:

The Scottish Government “Scotland’s Wellbeing - Measuring the National Outcomes for Disabled People”, July 2019 report, on p12, details that:

“The SHes also indicates gender disparity in disability rates. In 2017, 34% of women reported disabilities, which was higher than the 29% of men who reported these condition.”

Source: Scottish Government “Scotland’s Wellbeing - Measuring the National Outcomes for Disabled People”, July 2019, available online at: www.gov.scot/publications/scotlands-wellbeing-measuring-national-outcomes-disabled-people/

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In terms of the UK, “employment rates for disabled men and women are similar.”

Source: Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019, available online at:

www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019

These figures are also substantiated by the House of Commons Briefing Paper, Number 7540, “Disabled People in Employment”, 13 August 2020, p7, which details that *“in April-June 2020, there were 2.4 million disabled women in work, an employment rate of 53.5%. During the same period there were 1.7 million disabled men in work, an employment rate of 53.9%.”*

Source: <https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf>

Accessed: 22 October 2020

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However, given the small number of College staff who declared a disability (as well as the large number of staff in a “not indicated/prefer not to say” category), care must be taken not to infer a significance, when comparing College and wider figures.

In terms of vertical segregation, both in 2016 and 2020, support staff with declared disabilities were employed across most grades, up to and including Professional Officer. Lecturing staff in 2016 were employed in grades 2-14 (although these grades have now changed, in line with National Bargaining). In 2020, lecturing staff with declared disabilities are all concentrated at the top of the un-promoted lecturing scale, with no further breakdown being detailed due to small numbers.

The Office for National Statistics states that “ Disabled people in work were less likely to be employed as managers, directors or senior officials, or to be employed in professional occupations.....Disabled people in work were more likely to hold elementary positions at 12.6% compared with 10.2% of non- disabled people.”

Source: Office for National Statistics: Disability and employment, UK: 2019, release date: 2 December 2019, available online at:
www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019

Accessed: 22 October 2020

However, at the College, on the basis of the small number of staff who have declared they have a disability, this does not appear to be the case, as those staff with a disability are employed across the support staff grades, up to and including Professional Officer, and are also concentrated at the top of the un-promoted lecturing scale.

In 2020, in terms of horizontal segregation, there is no concentration of support staff with a declared disability in any particular type of role. However, 8 of the 11 male lecturing staff with a declared disability lecture in STEM subjects. No horizontal breakdown is detailed for female lecturing staff with a declared disability, due to small numbers. In 2016, there was also a concentration of staff who were on lecturing terms and conditions, (57.1%; 8 out of 14) teaching in STEM-related areas, although care must be taken when interpreting such small numbers.

Next steps

In 2020, there are 490 staff in a “not indicated/prefer not to say” category (81.1% of headcount), due to issues with the College’s new HR/payroll system when the data were migrated from the old system. This makes it difficult to interpret the figures regarding this protected characteristic and infer any significance from the numbers.

The College should, therefore, continue to work with its system provider to remedy this issue. The College should also revise and re-issue its Equal Opportunities Monitoring Questionnaire, where staff will be able to directly input their protected characteristics information themselves, and accompany this with further information on the reasons for collecting this information, in order to address the number of staff in a “not indicated/prefer not to say” category. In addition, the College should once again issue guidance to staff on what constitutes a disability and explain to staff that they can contact People Services for a confidential discussion, should they feel that they require any reasonable adjustments.

These actions will enable the College to have more accurate data which it will use to advance equality of opportunity.

In addition:

The College should continue to work with its Occupational Health provider to support any member of staff with a disability and continue to make staff aware of its Employee Assistance Programme, which provides free counselling.

The College should also review its recruitment processes as a Disability Confident Employer, to ensure that the College is seen as an attractive place to work for anyone who has a disability.

These actions have been incorporated into a People Services Equalities Action Plan to ensure that they are carried out as a priority in the interests of advancing equality of opportunity and fostering good relations.