



STAFF EQUALITY REPORT

2022



NORTH EAST
SCOTLAND
COLLEGE





NORTH EAST SCOTLAND COLLEGE

STAFF EQUALITY PROFILE: 2022 COMPARED WITH 2021

EXECUTIVE SUMMARY AND COMMENTARY

The Equality Act 2010 has a Public Sector Equality Duty (PSED), which is underpinned by Specific Duties for Scotland. The Specific Duties require the College to gather, use and publish employee information in relation to protected characteristics. This report is produced annually by the College and in line with the Specific Duties is published every 2 years (covering annual information).

This report covers employee information (including recruitment and retention) by protected characteristics for the years 2022 and 2021.

Staff development is covered in a separate report.

In 2021, within the limitations of its HR/Payroll system, the College updated its Equal Opportunities Monitoring questionnaire/protected characteristics categories. In both 2021 and 2022, staff were asked to update their protected characteristics information and it was explained why it was important to do so. The College also provided additional information on what constitutes a disability to encourage staff to declare this protected characteristic. Although these actions initially resulted in a decrease in non-declaration rates in 2021, in 2022 for some protected characteristics, the non-declaration rates have risen, although the reasons for this are unclear.

Having low non-declaration rates enables the College to have a more accurate picture of the protected characteristics of its staff, which in turn enable the College to determine if there are any actions it should be taking to advance equality of opportunity. Consequently, the College should continue to take action to address non-declaration rates.

That having been said, from the staff who did declare their protected characteristics, the College has produced a profile of its staff's protected characteristics, which will be used to inform how the College moves forward.

As at 31 December 2022 the College had a headcount of 588, compared with a headcount of 562 in 2021.

In terms of the protected characteristic of sex, unlike national statistics which show that there are more men in work than women, the College continues to employ more female staff, with the percentage rising to 57.0% of headcount in 2022 (55.7% in 2021). The percentage of male staff fell to 43.0% of headcount in 2022, compared with 44.3% in 2021.

The percentage of female staff working part-time also rose to 24.7% in 2022, compared with 23.7% in 2021, with the percentage of male staff working part-time also rising to 5.3% in 2022, compared with 4.1% in 2021. However, it is of note that is still

predominately female staff who work part-time in the College and this would be consistent with wider statistics.

In 2021, the College, after having worked with its HR/Payroll provider, became able to report on gender identity for the first time. In 2022, 46.1% of headcount declared they were female, compared with 45.9% in 2021 and 30.8% declared they were male in 2022, compared with 32.2% in 2021. The percentage in a "Blank/not provided" category rose to 21.6% in 2022, compared with 20.1% in 2021.

The College has an aging workforce with 15.6% of its staff in the 60-75+ age group in 2022 (15.8% in 2021) with the largest age category being 45-59 years, accounting for 44.6% of staff in 2022 (45.9% in 2021). Overall, these figures illustrate the concentration of College staff in the 45 years plus categories.

In terms of race/ethnicity, the majority of staff (90.8% in 2022; 92.5% in 2021) are in a White ethnicity category, with 69.0% in 2022 (71.2% in 2021) being in a White: Scottish category. 1.2% of staff in 2022 are in Asian, Asian Scottish/British category (1.6% in 2021); 1.0% in 2022 are in a Black, African, Caribbean category (1.1% in 2021); and 0.9% in 2022 are in a Mixed or Multiple Ethnic Group category (the figure was not published in 2021). The percentage in a "Not provided/blank" category rose to 5.4% in 2022, compared with 3.0% in 2021.

At the time of writing, benchmark figures from the 2022 Scottish census information were not available, so indicative comparisons have been made with older statistics.

The Scottish Government's Equality Evidence Finder details that the largest ethnic group in 2018 was White Scottish at 76.6%, with 95.4 of the adult population in Scotland being in a White ethnicity category. These are also the categories in the College which have the greatest percentage of staff. However, in Scotland, minority ethnic adults represented 4.6% in 2018.

In 2011, Scotland's cities had the highest proportions of ethnic minorities, with 4.7% of Aberdeen City's population being in an African, Indian or Asian: Other ethnicity category.

With regards to the Grampian area – which is relevant for the College as it covers both Aberdeen City and Aberdeenshire – the largest ethnic group was White Scottish (79% in 2011) and this is also the case in the College (69.0% in 2022).

Figures for Grampian also detail that in 2011, 1.2% of the population was in an African, African Scottish/British or Caribbean, Black or Caribbean/Black Scottish/British ethnicity category (1.0% in the College in 2022) and 2% of the population was in an Asian, Asian Scottish/British category (1.2% in the College in 2022). When added together, non-white ethnicity categories in Grampian accounted for 3.9% of the population in 2011 (compared with 3.1% in the College in 2022).

In view of these figures, the College could do more to ensure it is fully representative of the geography in which it is based.

In 2022, the percentage of staff declaring they had a disability rose to 11.4% of headcount, compared with 10.0% in 2021, which could perhaps be attributed to the College making staff aware of what constitutes a disability (see appendix). 60.4% of staff declared they did not have a disability in 2022, compared with 69.8% in 2021. However, the percentage in the "Unaware/blank" category rose to 27.2% in 2022, compared with 19.8% in 2021, although the reasons for this are unclear.

Although the number of staff declaring a disability has risen, the College figures are below UK levels (22% of the population; 21% of working age adults) and Scottish levels (21% of the population) in 2020/21. However, Nescol has more people declaring a disability when compared with the Scottish Funding Council figures for staff in the College sector in Scotland (6.7% in 2020-21).

Overall, these figures indicate that the College needs to continue to address the disability non declaration rates and also identify why its figures are below national levels.

In terms of the Sexual Orientation protected characteristic, the percentage of staff in a "heterosexual or straight" category fell to 85.0% in 2022, compared with 87.7% in 2021, with the percentage of staff in a "bisexual" category rising to 1.7% in 2022, compared with 1.1% in 2021 and the percentage of staff in a "gay or lesbian" category rising to 2.2% in 2022, compared with 2.1% in 2021. However, the percentage of staff in a "not disclosed/blank" category rose to 7.1% in 2022, compared with 5.2% in 2021, for reasons which are unclear.

In Scotland, in 2020, 95.4% were in a "heterosexual or straight" category, 2.0% were in a "gay or lesbian" category, but only 0.9% were a "don't know or refuse" category.

In terms of wider UK statistics, there has been a decreasing trend in the proportion of the UK population that identifies as "heterosexual or straight" and this also seems to be the case in the College, although it is difficult to determine this categorically, given the increase in the number of staff in a "not disclosed/blank" category.

For the protected characteristic of gender reassignment, the College changed the question in its equal opportunities monitoring questionnaire in 2021 to: "Does your gender match your sex as registered at birth?"

In 2022, 75.3% of headcount said "yes", compared with 76.5% in 2021 and 14% said "no" in 2022, compared 2.1% in 2021. The number of "no" responses may possibly reflect where staff did not update this protected characteristic (in line with the new question) and where the "no" answer, given the limitations of the HR/Payroll system, was a legacy response to the previously asked question: transgender: yes/no/prefer not to say. However, the percentage of staff in a "blank/not indicated category" rose to 22.1% in 2022, compared with 20.1% in 2021, for reasons which are unclear.

With regards benchmarking the College data for this protected characteristic, it should be noted that it is currently difficult to obtain accurate figures on the size of the trans community.

For the protected characteristic of religion/belief, the College is very broadly in line with wider statistics, although more updated benchmark figures will be available when the 2022 Scottish census is published. The largest percentage of staff are in a "no religion" category (45.6% in 2022; 45.4% in 2021), which was also the case in Scotland in 2018, where just over half the population reported not belonging to a religion, although the College has fewer staff in a "Christian" category (36.1% in 2022; 36.8% in 2021) compared with 46% of the Scottish adult population in 2018.

It should also be noted that the percentage of College staff in the "undisclosed/blank" category rose to 8.7% in 2022, compared with 7.5% in 2021, although the reasons for this are unclear.

With regards to the protected characteristic of marriage/civil partnership, the largest category in the College was "married" (53.9% in 2022; 57.5 in 2021). However, the percentage in an "unknown/blank" category rose to 9.4% in 2022, compared with 2.7% in 2021, although the reasons for this are unclear.

The staff leavers profile is largely in line with the wider staff profile, with the exception of the protected characteristics of sex/gender and age.

Although the College continues to employ more female than male staff, more male staff left during 2022 (40 leavers) than female (37 leavers). However, in 2021 the leaver profile was more in line with the staff profile in that more females left (25) than males (15).

Similarly, although the age category with the fewest staff in 2022 was age 16-29, this was the category that had, proportionately, the greatest number of leavers (21). However, again in 2021, the leaver profile was more in line with staff profile in that this age category had the lowest number of leavers (3).

With regards to the recruitment of staff, in 2022, the College received 442 applications for its job vacancies, with 244 being shortlisted, resulting in 60 appointments. This compares with 2021, where the College received 440 applications for its job vacancies, with 181 being shortlisted, resulting in 43 appointments. Given the small numbers involved, particularly at the appointment stage, care must be taken when interpreting the numbers. However, they can be used indicatively.

The recruitment figures that follow illustrate that the College needs to examine and improve its recruitment processes and to these ends a Recruitment Working Group has been set up.

The College continues to attract more applications from – and appoint – more females than males. 56.6% of applications in 2022 were from females, resulting in 66.7% of appointments, showing an increase from 2021 where females accounted for 53.4% of applications and 53.5% of appointments. Males accounted for 38.9% of applications in 2022 and 31.7% of appointments, showing a decrease from 2021, where males accounted for 44.1% of applications and 46.5% of appointments.

With regards to disability, in 2022, 79.0% of applications were from those with no disability but 88.2% of those appointed did not have a disability. However, 13.6% of applications were from people with a disability, but this resulted 5.0% of appointments.

For the protected characteristic of sexual orientation, in 2022, 79.0% of applications were from people in a "heterosexual/straight" category, but 91.7% of those appointed were in this category. However, in 2021, it is worth noting that 1.8% of applications were from people in a "Lesbian/gay female" category, but 7.0% of those appointed were in this category.

In terms of the protected characteristic of religion/belief, in 2022, 49.6% of applications were from people in a "no religion/belief" category, but this category accounted for 65.0% of appointments. In 2021, 53.0% of applicants were in a "no religion/belief" category, but accounted for 60.5% of appointments.

The College continues to appoint proportionately fewer people from a Black, Asian, Ethnic Minority ethnicity category. In 2022, 12.9% of applications were from people in this ethnicity category, but only 1.7% of those appointed were in this category and in 2021, 10.7% of applicants were of Black, Asian, Ethnic Minority ethnicity, and 2.3% of those appointed applicants were in this ethnicity category. This compares with those in a White ethnicity category, where in 2022, 79.4% of applications were in this category as were 93.3% of those appointed. In 2021, 82.1% of applicants were of a White ethnicity and 97.7% of those appointed were of a White ethnicity). However, in 2022, 1.8% of applications were from those in a "mixed" ethnicity category and accounted for 3.3% of the people appointed (compared with 2.1% of applications in 2021 and 0.0% of those appointed).

The report identifies next steps to address the points identified and also provides an update on progress against the actions identified in the previously published Staff Equality Report.



Background

The Equality Act 2010 has a Public Sector Equality Duty (PSED) under section 149. This includes a general equality duty which requires listed authorities, including the College, to have 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 Equality Act 2010 (Specific Duties) (Scotland) regulations 2012 (as amended), requires listed authorities to gather, use and publish employee information. The purpose of the specific duties is to assist public bodies, including the College, to meet the general equality duty.

The Specific Duties require the College to gather information on the composition of its employees and information on the recruitment, development and retention of employees with respect to, in each year, the number and relevant protected characteristics of such people. This information must be published every two years.

The information gathered must be used to improve the College's performance in terms of the general equality duty.

Sources:

Equality and Human Rights Commission, "Employee Information and the Public Sector Equality Duty: A guide for public authorities in Scotland", July 2016, available online at www.equalityhumanrights.com/en/publication-download/employee-information-and-public-sector-equality-duty-guide-public-authorities

Accessed: 2 November 2022

Equality Challenge Unit (now called Advance HE), "The public sector equality duty: specific duties for Scotland (revised)", February 2017, available online at www.ecu.ac.uk/publications/the-public-sector-equality-duty-specific-duties-for-scotland-revised/

Accessed: 2 November 2022

Equality Act 2010 Public Sector Equality Duty (Section 149), available online at www.legislation.gov.uk/ukpga/2010/15/section/149

Accessed: 2 November 2022

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Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, available online www.legislation.gov.uk/ssi/2012/162/contents/made

Accessed: 2 November 2022

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Introduction

The College is required to publish protected characteristics data for its staff every 2 years (covering annual information) and use this data to meet the general equality duty.

This report provides staff data for 2022 compared with 2021.

In 2021, within the limitations of its HR/Payroll system, the College updated its Equal Opportunities Monitoring Questionnaire (via MyView – which is part of the HR/Payroll system where staff can update their protected characteristics information themselves). The equality monitoring questions/protected characteristics categories were revised, as far as possible, in line with the guidance from Advance HE, March 2018, available online www.ecu.ac.uk/publications/guidance-gathering-staff-equality-data-colleges/

Accessed: 2 November 2022

Staff were asked to update their protected characteristics information and it was explained why it was important to do so (see Appendix for the email that was sent to all staff). Staff were also sent reminders, in 2021 and 2022, asking them to update their information if they had not already done so. The College also provided additional information on what constitutes a disability to encourage staff to declare this protected characteristic (see Appendix).

Notes regarding the analysis

It should be noted that, for the purposes of this document, student interns on zero-hours contracts have not been included. This is due to the short-term, College course-related nature of the internship, and the inclusion of their numbers would not give a representative staff picture.

As this reports looks at the number of employees by protected characteristic, staff who have 2 posts have only been counted once, under the category of their main post.

As outlined earlier, the College has updated its equal opportunities monitoring questionnaire/protected characteristics categories. However, if staff did not update their protected characteristics, their information would remain in the legacy categories.

Previously, the College's HR/Payroll system only allowed for sex/gender to be reported as male or female in line with HMRC requirements, so all gender analysis was done on the basis of sex/gender defined as male/female. However, in 2021, the College worked with its HR/Payroll provider to enable the College to report on gender identity. Consequently, the College can now report on sex and gender identity.

In previous reports, the various blank/unknown/not indicated/prefer not to say categories were grouped together under the heading "Prefer Not to Say/Not indicated". However, from 2021, "Prefer Not to Say" has been split out into a separate category and the other categories of "Blank", "Unaware", "Undisclosed", "Not disclosed", "Not provided" are presented as they are reported by the HR/Payroll system.

It should be noted that throughout this report, Nescol figures are rounded to one decimal place, so percentage figures may not total 100, due to rounding.

Generally, where there are fewer than 5 staff in a particular protected characteristic category, the actual number is not reported in case individual staff may be identifiable.

Staff Equality Overview by Protected Characteristics: 2022 and 2021

All figures relate to 31 December 2022 and are compared with figures as at 31 December 2021.

As at 31 December 2022, the College had a headcount of 588, compared with a headcount of 562 as at 31 December 2021.

Sex/Gender

Previously, the College's HR/Payroll system only allowed for sex/gender to be reported as male or female in line with HMRC requirements, so all analysis was done on the basis of sex/gender defined as male/female. However, in 2021, the College worked with its HR/Payroll provider to enable the College to report on gender identity. Consequently, the College can now report on sex and gender identity.

Sex

The Equality and Human Rights Commission (EHRC) defines the protected characteristic of "sex" as being a man or a woman.

Source: Equality and Human Rights Commission, Protected Characteristics, last updated 6 July 2021, available online at:

www.equalityhumanrights.com/en/equality-act/protected-characteristics#sex

Accessed: 14 November 2022

As at 31 December 2022, the profile for the College was:

	Headcount			% of total headcount		
Position status	Female	Male	Total	Female	Male	Total
Full-time	190	222	412	32.3	37.8	70.1
Part-time	145	31	176	24.7	5.3	29.9
Total	335	253	588	57.0	43.0	100.0

Note: % figures rounded to one decimal place

As at 31 December 2021, the profile for the College was:

	Headcount			% of total headcount		
Position status	Female	Male	Total	Female	Male	Total
Full-time	180	226	406	32.0	40.2	72.2
Part-time	133	23	156	23.7	4.1	27.8
Total	313	249	562	55.7	44.3	100.0

Note: % figures rounded to one decimal place

According to the National Records of Scotland, "in 2020, there were more females [50.2%] than males [49.8%] living in Aberdeen City. There were also more females [51.2%] than males [48.8%] living in Scotland overall."

Source: National Records of Scotland, Aberdeen City Council Area Profile, Updated June 2021, available online at:

www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/aberdeen-city-council-profile.html

Accessed: 14 November 2022

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According to the National Records of Scotland, Aberdeenshire Council Area Profile, updated June 2021, "in 2020, there were more females [50.3%] than males [49.7%] living in Aberdeenshire."

Source: National Records of Scotland, Aberdeenshire Council Area Profile, Updated June 2021, available online at:

www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/aberdeenshire-council-profile.html

Accessed: 7 November 2022

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The College also employs more females than males. The percentage of women employed by the College is higher than the percentage of women in the Aberdeen/shire population, with the percentage of women employed at the College rising in 2022. However, when comparing the College figures with wider statistics, it should be noted that the Aberdeen City/Aberdeenshire statistics cover people of all ages (from 0 years to over 75+), whereas this is obviously not the case for the College.

Part-time work, by male/female

According to the Office for National Statistics, EMP01 SA, Full-time, part-time and temporary workers (seasonally adjusted), Release date: 14 February 2023.

Note figures are in thousands:

Of the 32,813 in employment in October – December 2022 in the UK, 8,277 were working part-time, of which 2,353 were men working part-time and 5,924 were women working part-time.

This equates to 25.2 % of those in employment working part-time. Of the 8,277 people working part-time, 71.6% were women. It can be found at: www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/fulltimeparttimeandtemporaryworkersseasonallyadjustedemp01sa.

Accessed: 14 February 2023

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According to the House of Commons Library Research Briefing, 11 October 2022, p6, citing ONS figures, in June-August 2022, 24.61 million people were employed in the UK on a full-time basis while 8.14 million were employed on a part-time basis.

	Full-time	Part-time
All workers (millions)	24.61	8.14
Men (millions)	14.84	2.27
Women (millions)	9.77	5.87

Source: House of Commons Library Research Briefing, Andrew Powell, Brigid Francis-Devine, 11 October 2022, UK Labour Market Statistics, available online at: <http://researchbriefings.files.parliament.uk/documents/CBP-9366/CBP-9366.pdf>

Accessed: 14 November 2022

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These UK figures clearly illustrate that there are fewer women in work than men and that a considerably higher proportion of women in work, work part-time, when compared with men.

With regards to part-time work, this is also the case in the College. However, although national statistics show that there are more men in work than women, as outlined earlier, the College employs more women than men.

Gender identity

Since 2021, the College has also been able to report on gender identity.

As at 31 December 2022, the profile for the College was:



Gender Identity	Headcount	% of Headcount
Female	271	46.1
Male	181	30.8
Prefer not to say/Prefer to Self describe	9	1.5
Blank/Not provided	127	21.6
Total	588	100.0

As at 31 December 2021, the profile for the College was:

Gender Identity	Headcount	% of Headcount
Female	258	45.9
Male	181	32.2
Prefer not to say/Prefer to Self describe	10	1.8
Blank/Not provided	113	20.1
Total	562	100.0

Age

The age profile for the College as at 31 December 2022 was:

	Headcount			% of total headcount		
Age Band	Female	Male	Total	Female	Male	Total
16-29	26	23	49	4.4	3.9	8.3
30-44	116	69	185	19.7	11.7	31.5
45-59	150	112	262	25.5	19.0	44.6
60-75+	43	49	92	7.3	8.3	15.6
Total	335	253	588	57.0	43.0	100.0

Note: % figures rounded to one decimal place.

The age profile for the College as at 31 December 2021 was:

	Headcount			% of total headcount		
Age Band	Female	Male	Total	Female	Male	Total
16-29	24	12	36	4.3	2.1	6.4
30-44	105	74	179	18.7	13.2	31.9
45-59	145	113	258	25.8	20.1	45.9
60-75+	39	50	89	6.9	8.9	15.8
Total	313	249	562	55.7	44.3	100.0

Note: % figures rounded to one decimal place

According to National Records of Scotland, the population of Aberdeen City, by age, in 2020, was as follows:

"Population by age group by sex, Aberdeen City, 2020.

Age group	Male	Female	All people	% of population	Scotland % of population
All people	114,004	115,056	229,060	100.0	100.0
0 to 15	18,323	17,466	35,789	15.6	16.8
16 to 24	12,353	13,990	26,343	11.5	10.4
25 to 44	39,634	35,948	75,582	33.0	26.2
45 to 64	27,285	27,450	54,735	23.9	27.3
65 to 74	9,950	10,420	20,370	8.9	10.7
75 and over	6,459	9,782	16,241	7.1	8.6

Source: [Population Estimates Time Series Data](#) cited in National Records of Scotland, Aberdeen City Council Area Profile, Updated June 2021, available online at: www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/aberdeen-city-council-profile.html
Accessed: 14 November 2022

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For Aberdeenshire, according to the National Records of Scotland, the age profile in 2020 was as follows:

"Population by age group by sex, Aberdeenshire, 2020

Age group	Male	Female	All people	% of population	Scotland % of population
All people	129,617	131,163	260,780	100.0	100.0
0 to 15	24,959	23,715	48,674	18.7	16.8
16 to 24	12,180	10,240	22,420	8.6	10.4
25 to 44	30,602	30,934	61,536	23.6	26.2
45 to 64	37,511	38,533	76,044	29.2	27.3
65 to 74	14,792	15,285	30,077	11.5	10.7
75 and over	9,573	12,456	22,029	8.4	8.6

Source: [Population Estimates Time Series Data](#) cited in

National Records of Scotland, Aberdeenshire Council Area Profile, Updated June 2021, available online at: www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/aberdeenshire-council-profile.html#table_pop_est_sex_age
Accessed: 14 November 2022

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The College figures show that the largest age category for College staff is the 45-59 age group (44.6% in 2022; 45.9% in 2021). When the 45-59 and 60-75+ age categories are added together, 60.2% of College staff in 2022 were aged 45 years+ and in 2021, this figure was 61.7%, illustrating that the College has an older staff profile.

Although the age categories for Aberdeen City and Aberdeenshire are different to the ones used by the College – and cover all ages from 0 – 75+ years, thus covering people who are not just of working age – it can be seen that in Aberdeen City, the greatest number of people are in the 24-55 age category (33.0%), followed by 23.9% being in the 45-64 age group whereas in Aberdeenshire, the greatest number of people are in the 45-64 age category (29.2%), followed by 23.6% being in the 25-44 age group. This would indicate that the College is more in line with the Aberdeenshire age profile than the Aberdeen City age profile.

Race/Ethnicity

The following table outlines the race/ethnicity profile for the College, as at 31 December 2022 compared with 31 December 2021.

Note that where there are fewer than 5 staff in any category, the figures are not published as staff could otherwise be identified.

Ethnicity	Total Number 2022	Total % of overall headcount 2022 (headcount = 588)	Total Number 2021	Total % of overall headcount 2021 (headcount = 562)
White: Scottish	406	69.0	400	71.2
White: British	66	11.2	62	11.0
White: English	23	3.9	25	4.4
White: Welsh	N/P	N/P	-	-
White: Irish	N/P	N/P	-	-
White: Polish	7	1.2	N/P	N/P
White: Other	32	5.4	31	5.5
All White ethnicity categories	534	90.8	520	92.5
Mixed or Multiple Ethnic Groups	5	0.9	N/P	N/P
Asian, Asian Scottish/British: Bangladeshi	N/P	N/P	N/P	N/P
Asian, Asian Scottish/British: Chinese	N/P	N/P	N/P	N/P
Asian, Asian Scottish/British: Indian	N/P	N/P	5	0.9
Asian, Asian Scottish/British: Other	N/P	N/P	N/P	N/P
All Asian, Asian Scottish/British ethnicity categories	7	1.2	9	1.6
Black/African/Caribbean/British-African	N/P	N/P	N/P	N/P
Black, Black Scottish/British	N/P	N/P	N/P	N/P
Black or Caribbean background: Other	N/P	N/P	N/P	N/P
African, African Scottish/British	N/P	N/P	N/P	N/P
All Black, African, Caribbean ethnicity categories	6	1.0	6	1.1
Other Ethnic: Arab, Arab Scottish/British	N/P	N/P	N/P	N/P
Prefer not to say	N/P	N/P	5	0.9
Not provided/Blank	32	5.4	17	3.0

Note: % figures are rounded to one decimal place; N/P = not published

In 2021, the College revised its ethnicity categories to be more in line with those used by Advance HE, as follows:

Asian,Asian Scottish/British:Bangladeshi
Asian, Asian Scottish/British:Chinese
Asian, Asian Scottish/British:Indian
Asian, Asian Scottish/British:Pakistani
Asian, Asian Scottish/ British:Other
African, African Scottish/British
African background: Other
Caribbean, Caribbean Scottish/British
Black, Black Scottish/British
Black or Caribbean background: Other
Other Ethnic: Arab,Arab Scottish/British
Other Ethnic: Other
Mixed or Multiple Ethnic Groups
White: British
White: English
White: Gypsy or Traveller
White: Scottish
White: Welsh
White: Northern Irish
White: Irish
White: Polish
White: Other
Prefer Not To Say

According to the Scottish Government Equality Evidence Finder:

"In 2018, the largest ethnic group was 'White Scottish' at 76.7%

Minority ethnic adults represented 4.6% in 2018

Source: [Scottish Surveys Core Questions 2019](#) (Last updated: January 2021)" cited in

Scottish Government, Equality Evidence Finder, available online at: <https://scotland.shinyapps.io/sg-equality-evidence-finder/>.

(Data was found by clicking on the intersection of "Ethnicity" and "Demographics" and then "Population Estimates" and downloading the chart data)

Accessed: 14 November 2022

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According to the Equality Evidence Finder, ethnicity figures in Scotland in 2018 were as follows:

ETHNICITY IN SCOTLAND, 2018				
Indicator	Disaggregation	Breakdown	DateCode	Figure
% of Adult Population	% of Adult Population	White: Scottish	2018	76.7
% of Adult Population	% of Adult Population	White: Other British	2018	12.1
% of Adult Population	% of Adult Population	White: Polish	2018	1.6
% of Adult Population	% of Adult Population	White: Other	2018	5
% of Adult Population	% of Adult Population	Asian	2018	2.8
% of Adult Population	% of Adult Population	All other ethnic groups	2018	1.7
% of Adult Population	% of Adult Population	Unknown	2018	0.1

Source: Scottish Government, Equality Evidence Finder, available online at:

<https://scotland.shinyapps.io/sq-equality-evidence-finder/>

(Data was found by clicking on the intersection of "Ethnicity" and "Demographics" and then "Population Estimates" and downloading the chart data)

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According to the Scottish Funding Council, whose statistics provide summary information on staff employed in the college education sector in Scotland, Black and minority ethnic staff made up 2.3% [318] of all headcounts in 2020-21.

Source: Scottish Funding Council, SFC Statistics, 29 March 2022, College Staffing data 2020-21, available online at:

www.sfc.ac.uk/publications-statistics/statistical-publications/2022/SFCST022022.aspx.

Accessed: 14 November 2022

Other information is still largely based on the 2011 census and more up-to-date information will not be available until the 2022 census data becomes available. However, to give some perspective, Grampian Racial Equality Council, December 2021, has produced a table, p4, that outlines Grampian's Population Ethnicity, as follows:

GRAMPIAN POPULATION ETHNICITY DATA, 2011		
Ethnic Group	Number	%
All people	569,061	100
White: Scottish	448,133	79
White: Other British	64,891	11
White: Irish	3,805	1
White: Gypsy/Traveller	533	0.1
White: Polish	11,036	2
White: Other White	17,692	3
Mixed or multiple ethnic groups	2,491	0.4
Asian, Asian Scottish/British	12,155	2
African, African Scottish/British	5,620	1
Caribbean, Black, or Caribbean/ Black Scottish/British	914	0.2
Other ethnic groups	1,791	0.3

Source: Grampian Regional Equality Council (GREC), December 2021, How Fair is North East Scotland, available online at: https://grec.co.uk/wp-content/uploads/HFINES_dec2021.pdf.

Accessed: 14 November 2022

According to the Scottish Census, 2011:

The 2011 census found that:

- **Scotland's population was 96.0% white**
- **91.8% of people identified as 'White: Scottish' or 'White: Other British'**
- **4.2% of people identified as Polish, Irish, Gypsy/Traveller or 'White: Other'**
- **2.7% of Scotland's population identified as Asian, Asian Scottish or Asian British**
- **African Caribbean or Black groups made up just over 1% of Scotland's population**
- **Under 1% of Scotland's population identified as having a Mixed, Multiple or Other ethnicity**

Scotland's cities had the highest proportions of ethnic minorities.

In Aberdeen city:

- **2.2% identified their ethnicity as African**
- **1.5% identified their ethnicity as Indian**
- **1.0% identified their ethnicity as Asian: Other**

Source: Scotland's Census, last updated 3 August 2021, Ethnicity, available online:

www.scotlandscensus.gov.uk/census-results/at-a-glance/ethnicity

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The College figures illustrate that the majority of staff (90.8% in 2022; 92.5% in 2021) are in a White ethnicity category, with a 69.0% in 2022 (71.2% in 2021) of staff being in a White: Scottish category. 1.2% of staff in 2022 are in Asian, Asian Scottish/British category (1.6% in 2021); 1.0% in 2022 are in a Black, African, Caribbean category (1.1% in 2021); and 0.9% in 2022 are in a Mixed or Multiple Ethnic Group category (the figure was not published in 2021).

Until the information from the 2022 Scottish Census is available, at the time of writing it is only possible to provide older comparative information as a benchmark.

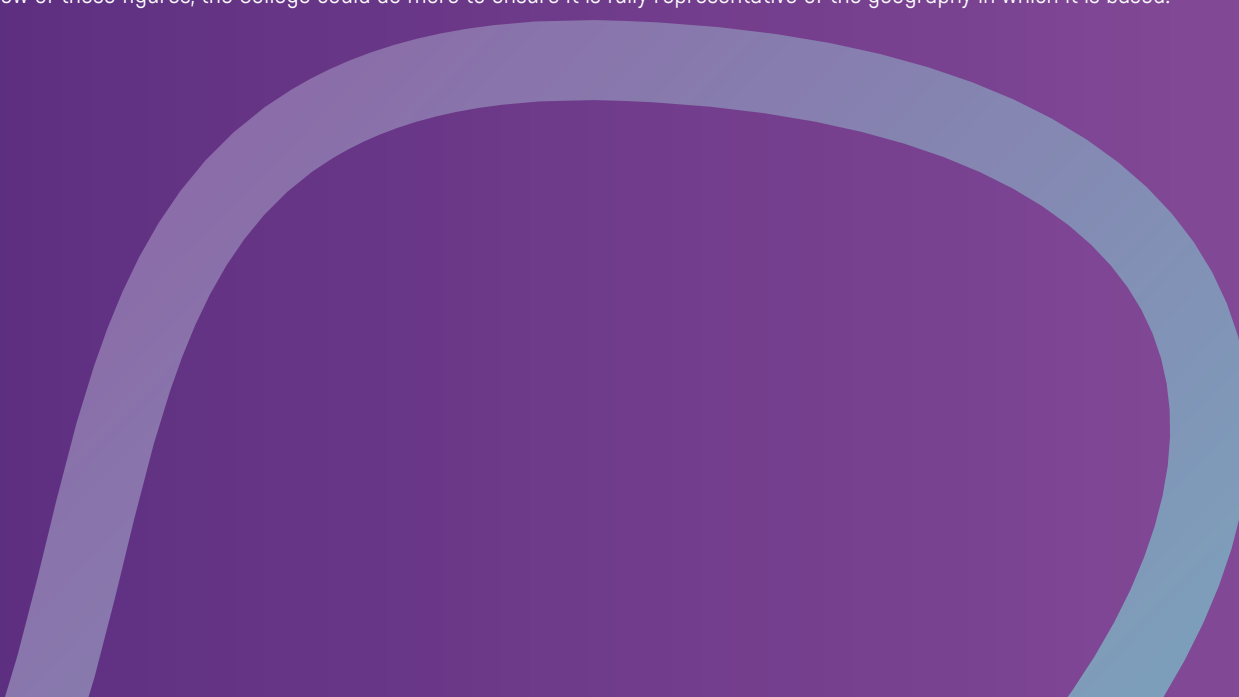
As outlined earlier, the Scottish Government's Equality Evidence Finder detailed that the largest ethnic group in 2018 was White Scottish at 76.6% with 95.4 of the adult population in Scotland being in a White ethnicity category. Minority ethnic adults represented 4.6% in 2018.

It should be noted that in 2011, Scotland's cities had the highest proportions of ethnic minorities, with 4.7% of Aberdeen City's population being in an African, Indian or Asian: Other ethnicity category.

Information in relation to Grampian – which is relevant for the College as it covers both Aberdeen City and Aberdeenshire – details that the largest ethnic group in Grampian was White Scottish (79% in 2011) and this is also the case in the College (69.0% in 2022).

The Grampian figures also detail that in 2011, 1.2% of the Grampian population was in an African, African Scottish/British or Caribbean, Black or Caribbean/Black Scottish/British ethnicity category (1.0% in the College in 2022) and 2% of the population was in an Asian, Asian Scottish/British category (1.2% in the College in 2022). When added together, non-white ethnicity categories in Grampian accounted for 3.9% in 2011 (compared with 3.1% in the College in 2022).

In view of these figures, the College could do more to ensure it is fully representative of the geography in which it is based.



Disability

The College disability profile as at 31 December 2022 was:

	Total Number	Total % of overall headcount	Male (Number)	Female (Number)
Disability	67	11.4	23	44
No disability	355	60.4	149	206
Prefer not to say	6	1.0	4	2
Unaware/Blank	160	27.2	77	83
Total	588	100.0	253	335

Note: % Figures have been rounded to one decimal place

The College disability profile as at 31 December 2021 was:

	Total Number	Total % of overall headcount	Male (Number)	Female (Number)
Disability	56	10.0	21	35
No disability	392	69.8	168	224
Prefer not to say	3	0.5	3	0
Unaware/Blank	111	19.8	57	54
Total	562	100.0	249	313

Note: % Figures have been rounded to one decimal place

It should be noted the College continues to work closely with occupational health to provide support for any member of staff who has or who develops a health condition/disability which may impact on their ability to do their job and also provides support to staff via the College's Employee Assistance Programme.

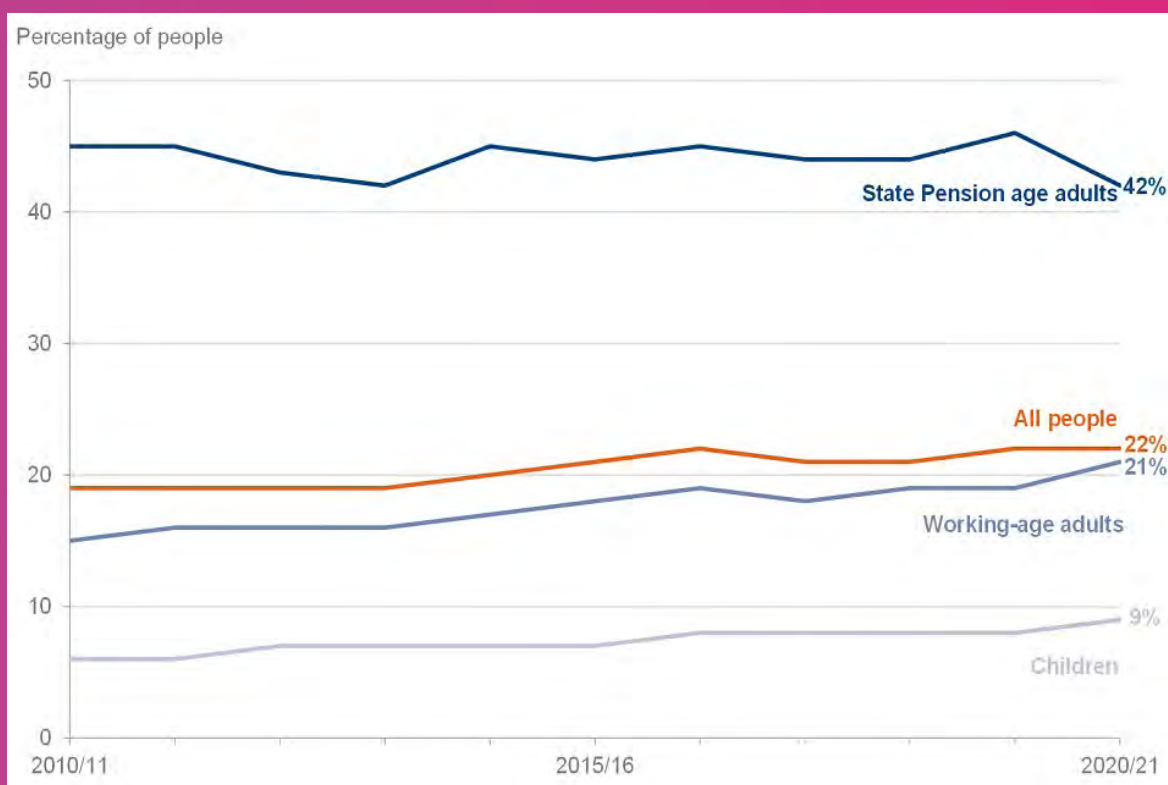
According to the House of Commons Library Research Briefing, 29 July 2022, p5, "an estimated 14.6 million people in the UK had a disability in 2020/21. This represents 22% of the total population. The prevalence of disability rises with age: in 2020/21 9% of children were disabled, compared to 21% of working age adults and 42% of adults over State Pension age." The report, p11, goes on to highlight that "Disability prevalence tended to be higher among female respondents (24%) than male respondents (20%)" and on p16, the report details that "the prevalence of disability varies across the UK. In Wales, 28% of people reported a disability in 2020/21, six percentage points higher than the UK national average (22%). Scotland was the only UK country to fall below the national average, with 21% of people reporting a disability."

Source: House of Commons Library Research Briefing, Esme Kirk-Wade, 29 July 2022, UK disability statistics: Prevalence and life experiences, available online at: <https://researchbriefings.files.parliament.uk/documents/CBP-9602/CBP-9602.pdf>.

Accessed: 15 November 2022

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According to the Department for Work and Pensions, National Statistics, Family Resources Survey: financial year 2020 to 2021, published 31 March 2022, one in five people reported a disability.



"In 2020 to 2021 the number of people who reported a disability was 14.6 million, an increase of 3 million since 2010 to 2011, where disability was reported by 11.6 million people. The percentage of people who reported a disability in 2020 to 2021 has increased to 22%, a change of three percentage points over the period since 2010 to 2011, when the percentage was 19%.the main drivers of this change were increases in the percentage of working-age adults (15% to 21%) and children (six to nine per cent) reporting a disability for those of State Pension age, the percentage reporting a disability has been between 42% and 46% in every year of the past decade, with the percentage estimated at 42% this year for working-age adults, the percentage reporting a disability has increased from 2019 to 2020 to 2020 to 2021, from 19% to 21%."

"Twenty-four per cent of females (8.0 million) reported a disability in 2020 to 2021, an increase from 20% (6.2 million) in 2010 to 2011. In comparison, reporting a disability amongst males increased from 18% (5.5 million) in 2010 to 2011 to 20% (6.6 million) in the most recent survey year."

Source: Department for Work and Pensions, National Statistics, published 31 March 2022, Family Resources Survey: financial year 2020 to 2021, available online at: www.gov.uk/government/statistics/family-resources-survey-financial-year-2020-to-2021/family-resources-survey-financial-year-2020-to-2021#disability-1

Accessed: 15 November 2022

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According to the Scottish Funding Council, whose statistics provide summary information on staff employed in the college education sector in Scotland, those with declared disability made up 6.7% (950) of all headcounts in 2020- 21.

Source: Scottish Funding Council, SFC Statistics, 29 March 2022, College Staffing data 2020-21, available online at: [/www.sfc.ac.uk/publications-statistics/statistical-publications/2022/SFCST022022.aspx](https://www.sfc.ac.uk/publications-statistics/statistical-publications/2022/SFCST022022.aspx)

Accessed: 14 November 2022

In 2021, the College updated its Equal Opportunities Monitoring questionnaire/protected characteristics categories and also provided addition information on what constitutes a disability (see appendix). These actions have resulted in an increase in the number of staff declaring that they have a disability (11.4% in 2022; 10.0% in 2020). However, there are still a considerable number of staff who have not declared/left their disability category blank (27.2% in 2022; 19.8% in 2021), with the reasons for this being unclear.

Although the number of staff declaring a disability has risen, the College figures (11.4% in 2022) are below UK levels (22% of the population; 21% of working age adults) and Scottish levels (21% of the population) in 2020/21. However, Nescol has more people declaring a disability when compared with the Scottish Funding Council figures for staff in the College sector in Scotland (6.7% in 2020-21).

Overall, these figures indicate that the College needs to continue to address the disability non declaration rates and also identify why its figures are below national levels.

Religion or belief (including no belief)

The following table outlines the religion or belief (including no belief) profile for the College at 31 December 2022 and 31 December 2021.

Where there are fewer than 5 staff in a category, the actual number of staff is not published.

Religion	Total Number 2022	Total % of overall headcount 2022 (headcount = 588)	Total Number 2021	Total % of overall headcount 2021 (headcount = 562)
Christian: Church of Scotland	34	5.8	29	5.2
Christian: Protestant	11	1.9	10	1.8
Christian: Roman Catholic	8	1.4	6	1.1
Christian: Other	159	27.0	162	28.8
All Christian religion categories	212	36.1	207	36.8
Buddhist	N/P	N/P	N/P	N/P
Hindu	N/P	N/P	N/P	N/P
Jewish	N/P	N/P	N/P	N/P
Muslim	N/P	N/P	N/P	N/P
No Religion (inc agnostic or atheist)	268	45.6	255	45.4
Other religion	N/P	N/P	N/P	N/P
Other belief (eg veganism)	N/P	N/P	N/P	N/P
Prefer not to say	43	7.3	42	7.5
Undisclosed/Blank	51	8.7	42	7.5

Note: % figures are rounded to one decimal place; N/P = Not published

In 2021, the religion/belief categories were revised to be more in line with Advance HE, as follows:

No religion (inc agnostic or atheist)
Buddhist
Christian: Church of Scotland
Christian: Protestant
Christian: Roman Catholic
Christian: Other
Hindu
Muslim
Jewish
Sikh
Other religion
Other belief (eg veganism)
Prefer not to say

According to Scotland's Census, Religion, last updated 2 August 2021:

Census recorded a rise in people with no religion between 2001 and 2011, while Church of Scotland numbers dropped. Religion was an optional question. In 2011, 7% of people did not state their religion.

No religion

- 36.7% of people said they had no religion.
- That's an increase from 27.5% who said they had no religion in 2001.
- 39.4% of males and 34.1% of females said they had no religion.

Church of Scotland

- The number of people identifying with the Church of Scotland dropped to 32.4%.
- This was a decrease of 10 percentage points from 42.4% in 2001.

Other religions

- Muslims, Buddhists, Hindus and Sikhs all increased in number from 2001.
- 14% of people said they were Muslim. That's an increase of 0.6 percentage points since 2001.
- Buddhists, Hindus and Sikhs made up 0.7% of the population. Each of these also increased between 2001 and 2011.
- The number of Jewish people declined slightly to just under 6,000.

Source: Scotland's Census, Religion, last updated 2 August 2021, available online at:

www.scotlandscensus.gov.uk/census-results/at-a-glance/religion/

Accessed: 17 November 2022

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According to the Equality Evidence Finder, figures for religion in Scotland in 2018 were as follows:

About half of adults belong to no religion:

- In 2018, Christian (Church of Scotland, Roman Catholic and Other Christian) represented 46% of the adult population.
- Over the past decade there has been an increase in the proportion of adults reporting not belonging to a religion, from 40% in 2009 to just over a half of adults (50%) in 2018.
- There has also been a corresponding decrease in the proportion reporting belonging to 'Church of Scotland', from 32% to 23%.

Source: Scottish Surveys Core Questions 2019 (Last updated: January 2021) cited in Scottish Government, Equality Evidence Finder, available online at: <https://scotland.shinyapps.io/sg-equality-evidence-finder/>

[Data was found by clicking on the intersection of "Religion" and "Demographics" and then "Population Estimates"]

Accessed: 17 November 2022

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The College figures show that the largest religion/belief category is "No religion" (45.6% in 2022; 45.4% in 2021), followed by "Christian" (36.1% in 2022; 36.8% in 2021).

Given that, at the time of writing, the 2022 Scottish census figures are not available and that there are differing older benchmark statistics, it is not possible make direct comparisons with the College figures. However, in broad terms, it would appear that the College is in line with wider 2018 statistics in that "no religion" is the largest religion category, although the College has fewer staff in a "Christian" category (36.1% in 2022; 36.8% in 2021) compared with 46% of the Scottish adult population in 2018.

Marriage and Civil Partnership

The following table details the Marriage and Civil Partnership profile for the College at 31 December 2022 and 31 December 2021:

Marital Status	Total Number of Staff 2022	Total % of overall head-count 2022 (headcount =588)	Total Number of Staff 2021	Total % of overall head-count 2021 (headcount = 562)
Married	317	53.9	323	57.5
Civil Partnership	6	1.0	6	1.1
Single	151	25.7	155	27.6
Other	44	7.5	47	8.4
Prefer not to say	15	2.6	16	2.8
Unknown/Blank	55	9.4	15	2.7

Note: % figures are rounded to one decimal place

In 2021, the College revised its Marriage and Civil Partnership categories to be more in line with those used by Advance HE, as follows:

Married
Civil Partnership
Single
Other
Prefer not to say

According to Scotland's Census, in 2011, "45.2% of people aged 16 and over were married: a decrease of 5 percentage points since 2001.

35.4% of people aged 16 and over were single: either never married, or never registered a same-sex civil partnership. 7,000 people (0.2% of adults) were in registered same-sex civil partnerships.

The remaining 19.2% of people aged 16 and over were either:

- **divorced or had been in a dissolved civil partnership**
- **widowed or had a civil partner who has died"**

Source: Scotland's Census, Population, last updated 30 July 2021, available online:

www.scotlandscensus.gov.uk/census-results/at-a-glance/population/

Accessed: 15 November 2022

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According to National Records of Scotland, "in 2020, 3 civil partnerships were registered in Aberdeen City, of which 1 was female and 2 were male. In Scotland overall, there were 72 civil partnerships in 2020, which is a decrease of 13.3% from 2019."

"In 2020, 2 civil partnerships were registered in Aberdeenshire, of which 0 were female and 2 were male."

Sources: National Records of Scotland, Aberdeen City Council Area Profile, Updated June 2021, available online at:

www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/aberdeen-city-council-profile.html

Accessed: 15 November 2022

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National Records of Scotland, Aberdeenshire Council Area Profile, Updated June 2021, available online at:

www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/aberdeenshire-council-profile.html

Accessed: 15 November 2022

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The College figures show that there has been a decrease in the percentage of staff in a "married" category (53.9% in 2022, compared with 57.5% in 2021) as well as a decrease in the percentage of staff in a "single" category (25.7% in 2022, compared with 27.6% in 2021). However, there has been an increase in the percentage of staff in an "unknown/blank" category (9.4% in 2022; 2.7% in 2021), although the reasons for this are unclear.

As the 2022 census figures were not available at the time of writing, comparisons have been made with older statistics, where in 2011 in Scotland 42.5% of those aged 16 or over were married and 34.4% of those aged 16 or over were single, with 0.2% of adults being in same-sex civil partnerships (compared with 1.0% of headcount in the College in 2022).

Pregnancy and Maternity

This section details the number of pregnancies/maternity leaves for 2022 and 2021. However, where there are fewer than 5 staff, information is not published as staff could otherwise be identified.

It should be noted that the timing of maternity leave has an impact on when the member of staff returns to work, eg, if a member of staff's maternity leave begins in October 2022, they would be less likely to return to work before the end of 2022. The figures below should, therefore, be interpreted in this light.

There were 18 pregnancies/maternity leaves at various points during 2022.

5 returned to work in 2022

The number of flexible working requests after maternity leave was fewer than 5, so the number is not reported. However all requests were granted.

There were 15 pregnancies/maternity leaves at various points during 2021.

The number of staff that came back to work in 2021 after maternity leave was fewer than 5 so the exact number is not reported. In addition, the number of staff not returning to work after maternity leave was fewer than 5 so the exact number is not reported.

The number of flexible working requests after maternity leave was also fewer than 5, so the number is not reported. However all requests were granted.

Sexual orientation

The sexual orientation profile of the College as at 31 December 2022 and 2021 is detailed in the following table:

Where there are fewer than 5 staff in a category, the number of staff is not published. Given the small numbers in some categories, no further breakout is given of this protected characteristic, as individual staff could otherwise be identified.

Sexual Orientation	Total number of staff 2022	Total % of overall headcount 2022 (headcount =)	Total number of staff 2021	Total % of overall headcount 2021 (headcount = 562)
Heterosexual or Straight	500	85.0	493	87.7
Bisexual	10	1.7	6	1.1
Gay or Lesbian	13	2.2	12	2.1
Prefer to Self-Describe	N/P	N/P	N/P	N/P
Other	N/P	N/P	N/P	N/P
Prefer not to say	21	3.6	21	3.7
Not disclosed/Blank	42	7.1	29	5.2

Note: % figures are rounded; N/P = not published

In 2021, the College revised its Sexual Orientation categories to be more in line with those used by Advance HE, as follows:

Bisexual
Gay or Lesbian
Heterosexual or Straight
Other
Prefer to Self-Describe
Prefer not to say

The College figures compare with figures for Scotland from the Office for National Statistics:

Scotland, 2020	(%)
Heterosexual or straight	95.4
Gay or lesbian	2.0
Bisexual	1.0
Other	0.6
Don't know or refuse	0.9

Source: Dataset: Sexual orientation, UK. Release date 25 May 2022, Sexual orientation in the UK from 2012 to 2020 by region, sex, age, marital or legal partnership status, ethnic group and National Statistics Socio-economic Classification, available online at:

www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/datasets/sexualidentityuk

Accessed: 14 November 2022

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According to the Office for National Statistics: "the proportion of the UK population aged 16 years and over identifying as heterosexual or straight was 93.6% in 2020; there has been a decreasing trend since the series began in 2014.

An estimated 3.1% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2020, an increase from 2.7% in 2019 and almost double the percentage from 2014 (1.6%).

The proportion of men in the UK identifying as LGB increased from 1.9% to 3.4% between 2014 and 2020; the proportion of women identifying as LGB has risen from 1.4% to 2.8% over the same period."

Source: Office for National Statistics, Sexual Orientation, UK: 2020, release date 25 May 2022, available online at:

www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2020.

Accessed: 15 November 2022

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According to the Equality Evidence Finder, figures for sexual orientation in Scotland in 2018 were as follows:

Around 95% of adults identified as straight

- **Around 3% of adults self-identified as lesbian, gay, bisexual or other.**
- **95% of adults self-identified as straight or heterosexual**

Source: Scottish Surveys Core Questions 2019 (Last updated: January 2021) cited in Scottish Government, Equality Evidence Finder, available online at: <https://scotland.shinyapps.io/sg-equality-evidence-finder/>.

(Data was found by clicking on the intersection of "Sexual Orientation" and "Demographics" and then "Population Estimates")

Accessed: 17 November 2022

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The College figures for this protected characteristic are broadly in line with wider statistics in that the largest category is "heterosexual" (85.0% in 2022 in the College; 87.7% in 2021) with 2.2% being in a "gay or lesbian" category in 2022 (2.1% in 2021). However, there has been an increase in the number of staff in a "not disclosed/blank" category (7.1% in 2022; 5.2% in 2021), with the reason for this being unclear.

In Scotland, in 2020, 95.4% were in a "heterosexual or straight" category, 2.0% were in a "gay or lesbian" category, but only 0.9% were in a "don't know or refuse" category.

In terms of wider UK statistics, there has been a decreasing trend in the proportion of the UK population that identifies as "heterosexual or straight" and this is also the case in the College, although it is difficult to determine this categorically, given the increase in the number of staff in a "not disclosed/blank" category.

Gender reassignment/Transgender

In 2021, the College updated the question it asked with regards to this protected characteristic, to be more in line with the one asked by Advance HE. The College now asks the question: Does your gender match your sex as registered at birth.

In 2022, the College profile was:

Does your gender match your sex as registered at birth?	Number	% of total headcount (headcount = 588)
Yes	443	75.3
No	8	1.4%
Prefer Not to Say	7	1.2%
Blank/Not indicated	130	22.1%

In 2021, the College profile was:

Does your gender match your sex as registered at birth?	Number	% of total headcount (headcount = 588)
Yes	430	76.5
No	12	2.1
Prefer Not to Say	7	1.2%
Blank/Not indicated	113	20.1

The number of "no" responses may possibly also reflect where staff did not update this protected characteristic (in line with the new question) and where the "no" answer, given the limitations of the HR/Payroll system, was a legacy response to the previously asked question: transgender: yes/no/prefer not to say.

According to a report by Scottish Public Health Network, May 2018, p100:

In relation to Scotland, no single figure for the prevalence of people with trans identities exists. However, there is some literature that can be used to provide crude estimates of the number of trans people in Scotland. Given an estimated 2016 Scottish population of 5,404,700 people (918,799 under 16 years old, 4,485,901 aged 16 years and over) the following estimates could be derived:

Estimates of the size of the trans population in Scotland derived from literature	Prevalence estimate	Estimated size of trans population in Scotland
Source		
Reed et al* [32]	20 per 100,000	Approx 900 adults
Collin et al [33]	9.2 per 100,000	Approx 400 adults
US estimates (Crissman et al and Flores et al [28, 35])	0.53% of adults (95% CI 0.46, 0.61)	Approx 23,775 adults (95% CI 20,635-27,364 adults)
Clark et al [29]	1.2% of young people	Approx 11,000 young people

*This paper also provided higher estimates of prevalence.

The report goes on to say, p101: Given that over 1,800 adults have been referred to Scottish GICs (gender identity clinics) between 2014 and 2017 (41 per 100,000 adults in 4 years) the former two estimates appear extremely low, and can probably be disregarded. True prevalence may be more in line with the findings from the US, which was calculated from self-reported gender identity and is the most often quoted likely prevalence i.e. 0.5% of the population, but this is considerably higher than the numbers referred to services.

Source: Scottish Public Health Network "Healthcare Needs Assessment of Gender Identity Services, R. Thomson, J. Baker and J. Arnot, May 2018
Available online at: www.scotphn.net/wp-content/uploads/2017/04/2018_05_16-HCNA-of-Gender-Identity-Services-1.pdf.
Accessed: 15 November 2022

According to Stonewall, which asks the question: "How many trans people are there in Britain at the moment?"

We don't know. There isn't an accurate figure for how big the trans community is. There were no questions about trans identity in the census until this year, and we're awaiting those results. There also isn't any existing research that covers enough people to be statistically significant.

The best estimate at the moment is that around 1% of the population might identify as trans, including people who identify as non-binary. That would mean about 600,000 trans and non-binary people in Britain, out of a population of over 60 million."

Source: Stonewall, The truth about trans, How many trans people are there in Britain at the moment, available online at: www.stonewall.org.uk/help-advice/information-and-resources/truth-about-trans#trans-people-britain
Accessed: 15 November 2022

It is difficult to benchmark College figures, as it is difficult to obtain accurate figures for how big the trans community is. However, the College figures show a decrease in the percentage of staff who indicated that their gender matches their sex at birth (75.3% in 2022; 76.5% in 2021) and an increase in the percentage of staff in a "blank/not indicated" category (22.1% in 2022; 20.1% in 2021), although the reasons for this are not clear.

Retention of Staff

This section includes data on leavers, by protected characteristic, as well as information that can have an impact on retention, such as flexible working requests.

In 2022, 77 staff left the College, compared with 40 staff leaving the College in 2021. The 2022 would not be in line with the wider staff profile, as the College employs more female staff than male. However, the 2021 figures are more in line with the staff profile.

Sex/Gender profile:

In 2022, the profile of leavers was:		In 2021, the profile of leavers was:	
Female	37	Female	25
Male	40	Male	15

Gender Identity:

In 2022, the profile of leavers was:		In 2021, the profile of leavers was:	
Female	19	Female	N/P
Male	15	Male	N/P
Not Indicated/ Blank	43	Not Indicated/ Blank	36
Total	77	Total	40

N/P = not published, as staff could otherwise be identified

Age profile:

The table below details the age profile of staff, compared with age profile of staff who left the College during 2022 and is compared with 2021.

The age profile for 2022 was:

Age group	Number of staff (at Dec 2022)	Number of leavers during 2022
16-29	49	21
30-44	185	19
45-59	262	21
60-75+	92	16

This indicates that proportionately more staff in the 16-29 age group left the College and the reasons for this should be investigated.

The age profile for 2021 was:

Age group	Number of staff (at Dec 2021)	Number of leavers during 2021
16-29	36	3
30-44	179	10
45-59	258	12
60-75+	89	15

Marriage and Civil Partnership status:

In 2022, this was as follows:

Single	15
Married	33
Divorced	N/P
Other	N/P
Unknown/Blank	24
Total	77

Note: N/P = not published, due to small numbers

This would be in line with the wider staff profile, in that the greatest number of staff in 2022 were in a "married" category.

This compares with 2021, where the greatest number of leavers (out of a total of 40) were in the "married" category (24 leavers), followed by the "single" category (7 leavers). Other categories were not reported due to small numbers.

Sexual Orientation:

In 2022, the sexual orientation of leavers was consistent with the wider staff profile in that the majority (47) were in a "Heterosexual or Straight" category. However, more leavers were in a "prefer not to say/not disclosed" category (28), compared with the overall staff profile.

In 2021, the sexual orientation profile of leavers was consistent with the wider staff profile in that the majority were in the "heterosexual or straight" category (34 leavers).

Other categories are not reported due to small numbers.

Gender reassignment/Transgender:

In both 2022 and 2021, the greatest number of leavers was in the "Not indicated/Blank" category (43 out of 77 in 2022 and 33 out of 40 in 2021).

Race/Ethnicity:

In 2022, the ethnicity profile of leavers was as follows, with the largest category of leavers being in line with the wider staff profile (i.e. White - Scottish):

White - Scottish	35
White - Other	N/P
White - English	N/P
White - British	9
Other Ethnic: Arab, Arab Scottish/British	N/P
Mixed or Multiple Ethnic Groups	N/P
Black/African/Caribbean/British- African/Other	N/P
Asian, Asian Scottish/British: Indian	N/P
Not Provided/Blank	23
Total	77

Note: N/P = Not published

In 2021, the ethnicity profile of leavers was in line with the wider staff profile in that the majority of leavers were in a White: Scottish category (24). Other categories are not reported due to small numbers.

Religion/Belief (including no belief):

In 2022, the profile of leavers was as follows, with the greatest number of leavers (other than those in a "prefer not to say/undisclosed/blank" category) being in a "no religion" category, followed by "Christian", in line with the wider staff profile:

Christian	18
Muslim	N/P
No Religion	24
Other Belief	N/P
Prefer not to say/undisclosed/blank	31
Total	77

Note: N/P = Not published

In 2021, the greatest number of leavers were in the "Christian: Other" category (17), followed by the "No Religion (inc agnostic or atheist)" category (16), which would indicate that the leaver profile is different to the wider staff profile, where the greatest number of staff are in the No Religion (inc agnostic or atheist) category. Other categories were not reported due to small numbers.

Disability:

In 2022, the disability profile of leavers was in line with the wider staff profile in the majority did not have a disability, as follows:

Disability	N/P
No Disability	34
Unaware/Blank	N/P
Not Indicated	38
Total	77

Reasons for leaving

In 2022, the main reasons for leaving, where there are 5 or more leavers in a category were:

Resigned	46
End of contract	7
Retired	11

In 2021, the main reasons for leaving, where there are 5 or more leavers in a category were:

Resigned	21
Retired	11

Flexible Working Requests

In 2022, there were 17 flexible working requests. As fewer than 5 were rejected, the precise number is not detailed. However, the rejections were for business reasons:

- **negative impact on the leadership/management capacity of the College**
- **detrimental effect on the College's ability to meet student/customer needs**

In 2021, there were 15 flexible working requests, all of which were approved.

Shared Parental leave

In 2022, no members of staff took shared parental leave.

In 2021, the number of staff taking shared parental leave was less than 5, so the exact number is not detailed.

Recruitment

In 2022, the College received 442 applications for its job vacancies, with 244 of those being shortlisted, resulting in 60 appointments.

In 2021, the College received 440 applications for its job vacancies, with 181 of those being shortlisted, resulting in 43 appointments.

Unlike for staff data where, if there were fewer than 5 members of staff in a category, numbers were not published as staff could otherwise be identified, at the recruitment stage, all numbers are reported so that the data can highlight any potential – and otherwise unseen – bias within the recruitment process. The one exception to this is for transgender/gender reassignment figures, where due to very small reported numbers in the "different gender to the one assigned at birth" category, numbers are only reported at the application stage.

The tables in the following pages detail the applications, shortlisting and appointment numbers and percentages by protected characteristic category.

This should enable trends to be identified, eg, if 30% of applications are in a given category, proportionately, one would expect around 30% of those shortlisted and around 30% of those appointed also to be in that category.

It should be noted that pregnancy/maternity data are not collected during the recruitment process. These data are only collected for staff and are reported in the staff section of this report.

Recruitment: Sex/Gender

2022 - THERE WERE A TOTAL OF 442 APPLICATIONS; 244 SHORTLISTED; 60 APPOINTMENTS						
Gender category	Number of applications	% of applications	Number shortlisted	% of shortlisted	Number appointed	% of appointments
Male	172	38.9	91	37.3	19	31.7
Female	250	56.6	148	60.7	40	66.7
Other	2	0.5	0	0.0	0	0.0
Prefer not say	3	0.7	2	0.8	0	0.0
Blank/Not indicated	15	3.4	3	1.2	1	1.7

Note: % figures are rounded and so may not total 100%

2021 - THERE WERE A TOTAL OF 440 APPLICATIONS; 181 SHORTLISTED; 43 APPOINTMENTS						
Gender category	Number of applications	% of applications	Number shortlisted	% of shortlisted	Number appointed	% of appointments
Male	194	44.1	79	43.7	20	46.5
Female	235	53.4	97	53.6	23	53.5
Other	0	0.0	0	0.0	0	0.0
Prefer not say	5	1.1	3	1.7	0	0.0
Blank/Not indicated	6	1.4	2	1.1	0	0.0

Note: % figures are rounded and so may not total 100%

Recruitment: Race/Ethnicity

2022 - THERE WERE A TOTAL OF 442 APPLICATIONS; 244 SHORTLISTED; 60 APPOINTMENTS						
Ethnicity category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
White	351	79.4	207	84.8	56	93.3
Black, Asian & Ethnic Minority	57	12.9	22	9.0	1	1.7
Mixed	8	1.8	4	1.6	2	3.3
Other	9	2.0	4	1.6	0	0.0
Prefer not say	1	0.2	1	0.4	0	0.0
Blank/Not indicated	16	3.6	6	2.5	1	1.7

Note: % figures are rounded and so may not total 100%

2021 - THERE WERE A TOTAL OF 440 APPLICATIONS; 181 SHORTLISTED; 43 APPOINTMENTS						
Ethnicity category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
White	361	82.1	163	90.1	42	97.7
Black, Asian & Ethnic Minority	47	10.7	11	6.1	1	2.3
Mixed	9	2.1	3	1.7	0	0.0
Other	14	3.2	1	0.6	0	0.0
Prefer not say	1	0.2	1	0.6	0	0.0
Blank/Not indicated	8	1.8	2	1.1	0	0.0

Note: % figures are rounded and so may not total 100%

Recruitment: Disability

2022 - THERE WERE A TOTAL OF 442 APPLICATIONS; 244 SHORTLISTED; 60 APPOINTMENTS						
Disability category	Number of applications	% applications	Number shortlisted	% shortlisted	Number appointed	% appointed
No disability	351	79.4	195	79.9	53	88.2
Disability	60	13.6	35	14.3	3	5.0
Prefer not to say	7	1.6	4	1.6	1	1.7
Blank/Not indicated	24	5.4	10	4.1	3	5.0

Note: % figures are rounded and so may not total 100%

2021 - THERE WERE A TOTAL OF 440 APPLICATIONS; 181 SHORTLISTED; 43 APPOINTMENTS						
Disability category	Number of applications	% applications	Number shortlisted	% shortlisted	Number appointed	% appointed
No disability	345	78.4	139	76.8	37	86.1
Disability	53	12.1	32	17.7	5	11.6
Prefer not to say	7	1.6	0	0.0	0	0.0
Blank/Not indicated	35	8.0	10	5.5	1	2.3

Note: % figures are rounded and so may not total 100%

Recruitment: Sexual Orientation

2022 - THERE WERE A TOTAL OF 442 APPLICATIONS; 244 SHORTLISTED; 60 APPOINTMENTS						
Sexual orientation category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
Heterosexual/straight	349	79.0	213	87.3	55	91.7
Lesbian/Gay female	7	1.6	3	1.2	1	1.7
Gay male	24	5.4	2	0.8	0	0.0
Bisexual	21	4.6	10	4.1	3	5.0
Other	7	1.6	1	0.4	0	0.0
Prefer Not to say	16	3.6	10	4.1	0	0.0
Blank/Not indicated	18	4.1	5	2.1	1	1.7

Note: % figures are rounded and so may not total 100%

2021 - THERE WERE A TOTAL OF 440 APPLICATIONS; 181 SHORTLISTED; 43 APPOINTMENTS						
Sexual orientation category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
Heterosexual/straight	376	85.5	156	86.2	36	83.7
Lesbian/Gay female	8	1.8	4	2.2	3	7.0
Gay male	12	2.7	6	3.3	1	2.3
Bisexual	13	3.0	7	3.9	3	7.0
Other	1	0.2	0	0.0	0	0.0
Prefer Not to say	23	5.2	6	3.3	0	0.0
Blank/Not indicated	7	1.6	2	1.1	0	0.0

Note: % figures are rounded and so may not total 100%

Recruitment: Gender Reassignment/Transgender

Is your gender the same gender as the one you were assigned at birth?

Due to small numbers in the "different gender to the one assigned at birth" category, transgender/gender reassignment figures are only reported at the application stage, to ensure anonymity.

2022	NUMBER	% (OF APPLICATIONS)
Same gender assigned at birth	416	94.1
Different gender to the one assigned at birth	3	0.7
Prefer not to say	2	0.5
Blank/Not indicated	21	4.8

2021	NUMBER	% (OF APPLICATIONS)
Same gender assigned at birth	424	96.4
Different gender to the one assigned at birth	0	0.0
Prefer not to say	8	1.8
Blank/Not indicated	8	1.8

Recruitment: Religion or belief (including no belief)

2022 - THERE WERE A TOTAL OF 442 APPLICATIONS; 244 SHORTLISTED; 60 APPOINTMENTS						
Religion/ belief category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
Christian	132	29.9	72	29.5	17	28.3
Muslim	16	3.6	5	2.1	0	0.0
Hindu	8	1.8	4	1.6	0	0.0
No religion/belief	219	49.6	136	55.7	39	65.0
Other	12	2.7	2	0.8	0	0.0
Prefer Not to Say	36	8.1	19	7.8	3	5.0
Blank/Not indicated	19	4.3	6	2.5	1	1.7

Note: % figures are rounded and so may not total 100%

2021 - THERE WERE A TOTAL OF 440 APPLICATIONS; 181 SHORTLISTED; 43 APPOINTMENTS						
Religion/ belief category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
Christian	128	29.1	56	30.9	13	30.2
Muslim	17	3.9	4	2.2	0	0.0
Hindu	13	3.0	4	2.2	0	0.0
No religion/belief	233	53.0	100	55.3	26	60.5
Other	6	1.7	0	0.0	0	0.0
Prefer Not to Say	34	7.7	13	7.2	3	7.0
Blank/Not indicated	9	2.1	4	2.2	1	2.3

Note: % figures are rounded and so may not total 100%

Recruitment: Marriage/Civil Partnership/Marital status

2022 - THERE WERE A TOTAL OF 442 APPLICATIONS; 244 SHORTLISTED; 60 APPOINTMENTS

Marital status category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
Married/ Civil Partnership	189	42.8	111	45.5	29	48.3
Single/Never married	160	36.2	92	37.7	23	38.3
Divorced	27	6.1	19	7.8	3	5.0
Separated	9	2.0	1	0.4	1	1.7
Widow/er	6	1.4	2	0.8	0	0.0
Prefer Not to Say	31	7.0	14	5.7	2	3.3
Blank/Not indicated	20	4.5	5	2.1	2	3.3

Note: % figures are rounded and so may not total 100%

2021 - THERE WERE A TOTAL OF 440 APPLICATIONS; 181 SHORTLISTED; 43 APPOINTMENTS

Marital status category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
Married/ Civil Partnership	211	48.0	88	48.6	24	55.8
Single/Never married	157	35.7	64	35.4	16	37.2
Divorced	23	5.2	7	3.9	1	2.3
Separated	7	1.6	3	1.7	0	0.0
Widow/er	3	0.7	3	1.7	0	0.0
Prefer Not to Say	25	5.7	12	6.6	2	4.7
Blank/Not indicated	14	3.2	4	2.2	0	0.0

Note: % figures are rounded and so may not total 100%



Recruitment: Age

2022 - THERE WERE A TOTAL OF 442 APPLICATIONS; 244 SHORTLISTED; 60 APPOINTMENTS

Age category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
16-24	36	8.1	12	4.9	5	8.3
25-34	132	29.9	70	28.7	12	20.0
35-44	134	30.3	75	30.7	18	30.0
45-54	90	20.4	60	24.6	17	28.3
55-64	35	7.9	24	9.8	7	11.7
65+	2	0.5	0	0.0	0	0.0
Prefer not to say	0	0.0	0	0.0	0	0.0
Blank/Not indicated	13	2.9	3	1.2	1	1.7

Note: % figures are rounded and so may not total 100%

2021 - THERE WERE A TOTAL OF 440 APPLICATIONS; 181 SHORTLISTED; 43 APPOINTMENTS

Age category	Number of applications	% of applications	Number shortlisted	% shortlisted	Number appointed	% appointed
16-24	25	5.7	7	3.9	3	7.0
25-34	123	28.0	41	22.7	12	27.9
35-44	118	26.8	41	22.7	11	25.6
45-54	105	23.9	56	30.9	10	23.3
55-64	54	12.3	29	16.0	6	14.0
65+	4	0.9	3	1.7	0	0.0
Prefer Not to Say	1	0.2	0	0.0	0	0.0
Blank/Not indicated	10	2.3	4	2.2	1	2.3

Note: % figures are rounded and so may not total 100%



Progress on actions since the previously published Staff Equality Report (Mainstreaming and Equality Outcomes Report: Appendix 2, published in April 2021)

This previous report identified areas to be addressed and that were taken forward via a People Services Equalities Action Plan. These areas were:

Concentration of women in part-time work

The previously published report stated that People Services would be taking a 2-pronged approach to looking at this matter: firstly, there would be an all-staff equality, diversity and inclusion survey; and secondly, the information from this will be used to structure focus groups to understand why there is such a predominance of women working part-time, if there are any barriers to progression and to determine if there are any actions the College should be taking.

Progress:

The Staff Equality, Diversity and Inclusion Survey has been completed and the results analysed. The results from the overall analysis were used to inform the sessions for the All Staff Development day in February 2022, where the focus was on the equality, diversity and inclusion matters raised as important in the survey.

Address non-declaration rates

The previously published report identified that there were still several protected characteristics where a considerable number of staff had either "not indicated" their protected characteristic or have stated they "prefer not to say".

Progress: The College has since revised its equal opportunities monitoring questionnaire, as per Advance HE's guidance and asked staff to update their protected characteristics information. The College explained why this was important and also provided additional information on what constitutes a disability to encourage staff to declare this protected characteristic (see Appendix).

These actions have resulted in a reduction in non-declaration rates in 2021. However, there has been a rise in non-declaration rates in 2022, so the College should continue to address this.

Disability and gender reporting in the HR/Payroll system

When the protected characteristics data were migrated from the College's previous HR/payroll system, there was an issue with the data for the disability protected characteristic, due to it being recorded in a different way. This resulted in most staff being in a "not indicated/prefer not to say category" which meant that nothing could be inferred from the data.

The sex/gender reporting issue was previously limited to "male" or "female" in line with HMRC reporting requirements.

Progress: Both of these issues have now been addressed, as outlined earlier in this report.

Examine recruitment practices

The previously published report identified that, with the exception of the age protected characteristic, it appeared that College was largely recruiting in the image of its current staff profile, although it should be noted that the staff protected characteristic profile was largely in line with its wider geography.

Progress: The College has added in a statement to its job adverts that it welcomes applicants from diverse backgrounds and is examining how it can use the Scottish Government's minority ethnic toolkit.

The College has also carried out an analysis of its 2020 job adverts to see if there was anything in the adverts that could be contributing to this, but the job adverts concentrated largely on the skills and qualifications needed for the vacancy.

In addition, The College has established a Recruitment Working Group to improve its recruitment processes, including its adverts – and accessibility of its adverts – as well as its interview processes. Actions will be followed up via the People Services Equalities Action Plan, where progress is monitored by the Human Resources Committee of the Board

Examine reasons for leaving for those in the 30-44 age group and in the “Christian” religion/belief category to identify why the leaver profile was different to the staff profile

Update: An analysis was undertaken, but the reason for leaving were not related to protected characteristics.

Next steps

To address the matters identified in this report, the College will be focussing on the following:

Concentration of women in part-time work

It is still predominately female staff who work part-time in the College (24.7% of headcount in 2022; 23.7% in 2021), with 5.3% of headcount in 2022 being male (4.1% in 2021).

In view of these figures, the College should continue with its plan to use the information from the staff equality, diversity and inclusion survey to structure focus groups, this academic year, to understand why there is such a predominance of women working part-time, if there are any barriers to progression and to determine if there are any actions the College should be taking. This action is highlighted in the People Services Equalities Action Plan.

Address non-declaration rates

There was a rise in non-declaration rates for a number of protected characteristics in 2022, so the College should continue to address this, by reminding staff regularly to update their protected characteristics and by emphasising the importance of doing this. This action is highlighted in the People Services Equalities Action Plan.

Examine recruitment practices

Although the College has been examining its recruitment processes, the recruitment figures in this report illustrate that more still needs to be done, in particular with regards to: disability, race/ethnicity, religion/belief and sexual orientation. The College also needs identify why it continues to employ more females than males and why this figure increased in 2022.

To these ends, the College has set up a Recruitment Working Group.

The College has also been working with a Disability Scheme Mentor to identify the steps the College can take with regards to disability in the recruitment process as well as addressing ableism in the College.

A Strategy and Outcomes document has been produced as a result of working with the Disability Scheme Mentor, which outlines how the College will address ableism by focussing on changing organisational culture through language and communication as well as highlighting how we could gain a greater understanding of hidden impairments and disabilities - in order to create a more inclusive College environment. The College is also looking to introduce a Wellbeing & Disability Agreement for staff, which would be made available from the induction stage.

Further actions with regards to recruitment are detailed in the People Services Equalities Action Plan and progress is monitored by the HR Committee of the Board.

The People Services Equalities Action Plan also includes wider training for managers on recruitment, to avoid any inadvertent bias in the process, working with external race equality organisations and ensuring that the College uses the Scottish Government's minority ethnic recruitment toolkit.

These actions have been put in place so that the College's staff profile can become more representative of its wider geography and more in line with wider statistics, in addition to ensuring that the College becomes more inclusive.

Appendix

The following email was sent out to staff in the period July – December 2021 and a further reminder was sent out in December 2022

Dear Colleague

Could you please take a minute to update your equal opportunities/protected characteristics information on MyView?

You can access your MyView dashboard by logging into COLin and clicking on the My View button on the home page. You will then be prompted for your usual NESCol login and password. Select the "My Details" tab on the left and then "Equal Opportunities Info" (please also see the attached instructions).

Please then check - and update your information where necessary (remembering to **SUBMIT** once you have made any changes). Please note that the system will only allow you to select one option for each protected characteristic.

Additional information on what constitutes a disability under the Equality Act is attached for your information.

What are the protected characteristics?

The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation.

Pregnancy and maternity is also a protected characteristic, but this information is gathered differently.

Why are we asking you to do this?

The College's new HR/Payroll system has been updated and we want to ensure that your equal opportunities/protected characteristics information on the system is accurate and up-to-date.

The purpose of this is to help the College to meet its obligations under the Equality Act to:

- eliminate discrimination
- advance equality of opportunity between people from different protected characteristics groups
- foster good relations between people from different protected characteristics groups

What will the College do with equal opportunities/protected characteristics information?

Firstly, we want to reassure you that your information will be treated confidentially and will be used anonymously.

It is collated data that we will analyse and not information about individuals. Information will only be used in a statistical way e.g. out of a headcount of XYZ staff, 44% (256 staff) are male; 67% (388 staff) staff are in a White: Scottish ethnicity category. This will give a picture of equality and diversity across all protected characteristics in the College.

For example, an analysis of the data may show that the College does not e.g. employ very many part-time male staff. If we know this from our statistics, we can then look into the reasons why. Similarly, if the data showed that e.g. that we did not have many staff in certain ethnicity categories, we would try to understand why that was the case, so that we could take action to address this. This is why it is important for all staff to check and update their information – otherwise the statistics will not give an accurate picture of equality and diversity across all protected characteristics in the College.

The College values respect and diversity and wants you to share in these values. Checking and updating your information helps us to have the data that we need in order to eliminate discrimination, advance equality of opportunity and foster good relation between people from different protected characteristics groups.

If you have any questions, please do not hesitate to contact People Services at humanresources@nescol.ac.uk

Kind regards

Your People Services Team

The following information was attached to the all staff email.



Additional Information: Disability

Sometimes people are unsure whether they have an impairment which would come under the category of "disability". These definitions may help:

Definition of disability (under the Equality Act 2010)

A disability is a physical or mental impairment which has a long-term and substantial adverse effect on a person's ability to carry out normal day-to-day activities.

Substantial is defined as being more than minor or trivial, eg, it takes much longer than it usually would to complete a daily task, eg, getting dressed.

Long-term means an impairment:

- which has lasted at least 12 months; or
- where the total period for which it lasts, from the time of the first onset, is likely to be at least 12 months; or
- which is likely to last for the rest of the life of the person affected

Conditions which are treated as a disability under the Equality Act:

- Cancer
- HIV infection
- Multiple Sclerosis
- If you are certified blind, severely sight impaired, sight impaired or partially sighted by a consultant ophthalmologist

There are some physical and mental conditions which **might** be treated as a disability under the Equality Act, depending on whether they have long-term and substantial effect on your daily life:

- Problems with your sight or hearing
- Conditions where the effects vary over time or come in episodes, such as osteoarthritis, rheumatoid arthritis, fibromyalgia and ME
- Progressive conditions such as motor neuron disease, muscular dystrophy and forms of dementia
- Conditions which affect certain organs such as heart disease, asthma and strokes
- Learning difficulties such as dyslexia and dyspraxia
- Autistic spectrum disorders
- Mental health conditions e.g. depression, schizophrenia, bipolar affective disorders, eating disorders, obsessive compulsive disorder
- Impairment due to injury to the body or brain

Further information relating to the definition of disability under the Equality Act 2010 is available at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/570382/Equality_Act_2010-disability_definition.pdf

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. Please contact People Services at humanresources@nescol.ac.uk if you would like to have a confidential discussion about any disability-related adjustments.