



# OCCUPATIONAL SEGREGATION: DISABILITY 2016





## EXECUTIVE SUMMARY

The purpose of this report is to meet one of the specific duties under the Equality Act 2010, to report on occupational segregation by gender, race and disability. This report focusses on disability. Other reports focus on gender and race/ethnicity. There is a separate pay gap report.

The report presents a disability/no disability analysis at North East Scotland College, which is compared with the disability/no disability profile in Scotland.

The overwhelming majority of staff do not consider themselves to have a disability (480; 81.1%), with there being a low number of staff (28; 4.7%) who consider themselves to have a disability. A considerable number of staff (84; 14.2%) either prefer not say whether they have a disability or have given no information regarding disability. In view of the large number of staff who did not disclose whether they do/do not have a disability, the staff numbers in this report must be interpreted with care and the disability profile of the College should be treated as indicative.

The report defines the 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). However, given the low number of staff (4.7%) who disclosed themselves as having a disability, there is very little information that can be published as individual members of staff could otherwise be identified. Due to small numbers of staff with a disability, it is also of little value to compare occupational segregation between those with/those with no disclosed disability.

Of the 28 staff who have disclosed that they have a disability, the majority work on a full-time basis (22; 78.6% of those with a disclosed disability).



There is an equal balance in terms of gender between the number of male (14) and female staff (14) who consider themselves to have a disability and there are equal numbers of staff with a disability who are employed on lecturing terms & conditions (14) and support staff terms and conditions (14).

In terms of a pay gap between staff who have a disability and staff who do not, the data have not been published. This is because of the small number of staff who disclosed they have a disability and the considerable number who did not disclose any information at all.

However, in terms of the mean hourly rate of pay, staff who disclosed a disability have a fractionally higher rate of pay than staff who do not have a disability. The median hourly rate for staff with a disability is also higher than for staff who do not have a disability. However, care must be exercised when interpreting these figures due to the small number of staff who disclosed a disability and the considerable number of staff who did not disclose any information. Given that caveat, from the information available it would appear that disability does not seem to have an effect on rates of pay.

The analysis from this report shows that one of the main issues lies around the small number of staff who disclosed a disability as well as a lack of disclosure. In view of this, the College has taken steps to address this situation by re-issuing its Equal Opportunities form, but this time has included additional information on what constitutes a disability and also offered staff the opportunity to meet up with HR to see if any reasonable adjustments could be made to support them. Next steps will include analysing this information and identifying any adjustments that can be made to further support staff with disabilities.

The College will also review its recruitment processes as a Disability Confident Employer

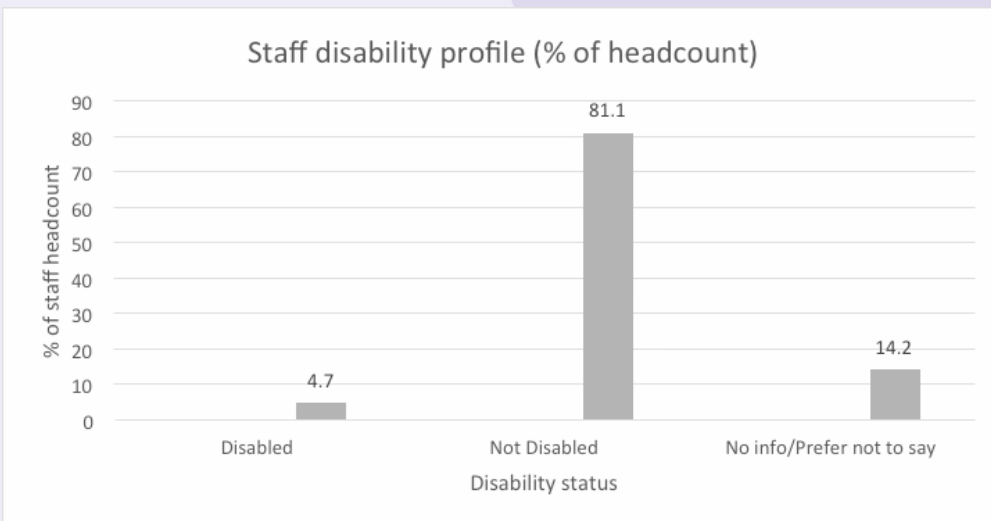
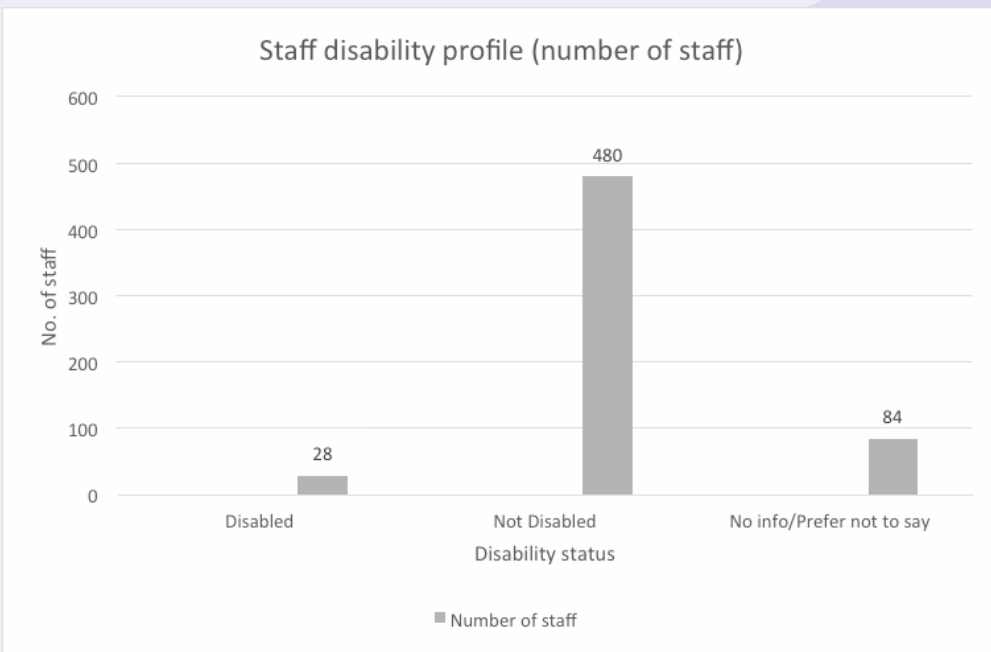
The College's next steps will feed into its Equality Outcomes report.

### Staff disability profile

At July 2016, the College had a staff headcount of 592. This date was used, given the limitations of the current HR system, in order to allow enough time for the data to be analysed.

It should be noted that where there were fewer than 5 staff, no further breakdown of information was given in case individual staff could be recognised.

As can be seen from the charts below, the overwhelming majority of staff do not consider themselves to have a disability (480; 81.1%).



Note: % figures are rounded to one decimal place and may not total 100

These charts also illustrate the College has a low number of staff (28; 4.7%) who consider themselves to have a disability and show that a considerable number of staff (84; 14.2%) either prefer not say whether they have a disability or have given no information regarding disability.

Consequently, in view of the large number of staff who did not disclose their disability status, the staff numbers in the report must be interpreted with care and the disability profile of the College should only be treated as indicative.

According to the Scottish Government's "Analysis of Equality Results from 2011 Census" p42 (<http://www.gov.scot/Resource/0046/00460679.pdf>)

*"The 2011 Census in Scotland asked all people: 'Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months'.*

*One in five (20 per cent) people reported a long-term health problem or disability; this was the same as in 2001 despite an ageing population.*

*It should be noted that the Scottish Health Survey (SHeS) showed that 32 per cent of adults and 19 per cent of children (aged under 16) in Scotland reported a limiting long-term condition or disability in 2012. However, the question wording used in the SHeS differs from the above."*

The Government report goes to state, p46, "that the majority (52 per cent) of people in Scotland thought that their general health was 'very good' in 2011. A further third (30 per cent) thought that their health was 'good' and 12 per cent thought it was 'fair'. Only 6 per cent of the population thought that their health was either 'bad' or 'very bad'.

*These figures would seem to indicate - although the questions posed by the census and the Scottish Health Survey are different to the questions asked in Staff Equality form - that the number of staff disclosing a disability is not at the level for Scotland as a whole. According to p107 of the Analysis of Equality Results from 2011 Census: "the proportion of people living in urban and rural areas of Scotland was similar for those who had a limiting long-term health problem or disability and those who did not."*

The figures for Scotland as a whole include all age groups and not just those of working age, as is the case at the College. As the College figures also include a large proportion of staff who did not disclose their disability status, it is difficult to make any comparisons with the wider Scottish figures - except to say that the majority of College staff (who live in both rural and urban areas) and the majority of the Scottish population are not disabled.

As can be seen from the chart above there is an equal balance in terms of gender between the number of male and female staff who consider themselves to have a disability.

Of the 28 staff who have disclosed that they have a disability, the majority work on a full-time basis (22; 78.6% of those with a disclosed disability), with 6; 21.4% working on a part-time basis. However, due to the small number of staff who have disclosed a disability, care should be taken when interpreting these figures.

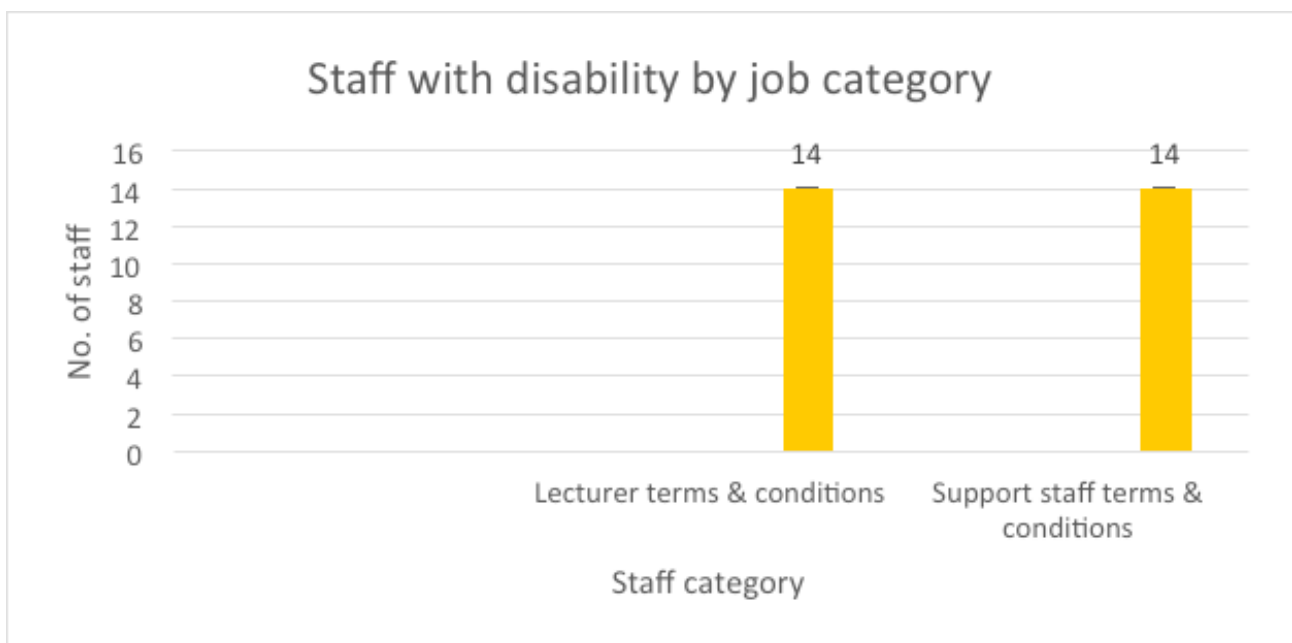
Note: % figures are rounded and may not total 100%

**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.

There are equal number of staff with a disability who are employed on lecturing terms & conditions (14) and support staff terms and conditions (14).



In terms of vertical occupational segregation, support staff with disabilities are 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 are 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 are no lecturing staff in Grade 5 and Grades 9-13).

Further break outs are not published as individual staff could otherwise be identified.

As regards horizontal segregation, of the staff with disabilities who are on lecturing terms and conditions, 57.1% (8 out of 14) are 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 is given as individual staff could otherwise be identified.

In terms of a pay gap between staff who have a disability and staff who do not, the data have not been published. This is because of the small number of staff who disclosed they have a disability and the considerable number who did not disclose any information at all.

However, in terms of the mean hourly rate of pay, staff who disclosed a disability have a fractionally higher rate of pay than staff who do not have a disability. The median hourly rate for staff with a disability is also higher than for staff who do not have a disability. However, care must be exercised when interpreting these figures due to the small number of staff who disclosed a disability and the considerable number of staff who did not disclose any information. Given that caveat, from the information available it would appear that disability does not have an effect on rates of pay.

## **Next steps**

Given that there is non-disclosure rate of 14.2% the College has taken steps to try and address this situation by re-issuing Equal Opportunities forms to staff, but this time it has included additional information to explain what constitutes 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. Given this lack of clarity, an additional sheet of information has been sent out with the Equal Opportunities form (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) 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.**

Contact details for the Staff Equality Group were also given in case people wanted to discuss any Equal Opportunity matter in more detail.

Further analysis should be undertaken once the data have been collected to see if this has had any impact of the number of staff who disclose that they have a disability.

There should also be further investigations regarding disability-related adjustments that could be made for staff.

The College should also review its recruitment processes as a Disability Confident Employer.

The College's next steps will also feed into its Equality Outcomes Report.