

Voluntary Employer Reporting on Disability 2024

Context

The College have spent several months explaining to staff the importance of completing all the EDI information on their iTrent portal (iTrent is our HR system and all staff have access to be able to change their sensitive information which includes whether or not they consider themselves to have a disability). We have explained that they may not have been diagnosed as disabled but if they have a medical condition that affects their daily lives which they have had for 12 months or more, that this is likely to be classed as a disability.

The actual question asked is 'Do you consider yourself to have a disability?' We also asked people to describe their condition and then anyone who confirmed that they had a disability, they were given the opportunity to discuss it with our occupational health provider.

The data was pulled as at 1 August 2024. At that time we had 669 people on payroll, of which 608 had not declared a disability (those people would have stated the following: I do not have a disability, or prefer not to say or did not answer). 61 people stated that they do have a disability. This means that the percentage of people reporting as disabled was 9.12%.

Organisational Policies

The policy that covers the recruitment and retention of disabled people is our Commitment to Equality in Employment (including Bullying & Harassment). The policy is equality impact assessed each 3 years and when the policy was drawn up, UCU (our teaching union) sent it to their head office as a best practice document.

When recruiting staff there is a full equal opportunities monitoring sheet that new recruits have to complete. However, this information is not made available to managers either when shortlisting or when the individual is employed.

Support for employees

Applicants for roles can claim a guaranteed interview providing that they meet the essential criteria for the role outlined on the job specification.

When we recruit staff, they have to complete a health questionnaire in that the College does not see. The questionnaire is completed on our Occupational Health provider's portal. They then look through the questionnaire, may speak with the applicant to clarify medical conditions but either provide us with a 'fit for work' certificate or 'fit with the following recommendations' certificate. Those recommendations are then passed onto the line manager for implementation or discussion.

Depending upon the disability, occupational health will provide a report that helps the line manager provide the right environment for the individual to work. If there are musculoskeletal issues, our Health & Safety Manager will also assist by ensuring that the right office furniture is available.

We will often involve Access to Work to help provide specialist equipment.

Progression and Pay

As the College is open and supportive for people with disabilities, we have a positive disability pay gap as follows:

Not Disabled – Hourly rate	Disabled – hourly rate	As at August 2024
£18.17	£20.29	Mean pay gap is £1.86 = (10.64%)
£16.32	£18.18	Median pay gap is £1.86 = (11.4%)

In terms of the disability quartile figures these are:

	2024	2024
	% Disabled	%Not Disabled
Upper quartile	12.26%	87.74%
Upper middle quartile	8.39%	91.61%
Lower middle quartile	9.68%	90.32%
Lower quartile	7.1%	92.9%

This shows that we have people with disabilities at all levels in the organisation including in the upper quartile.

Workplace adjustments

Depending upon what our occupational health or health and safety manager recommend, adjustments can be equipment, furniture, providing lift keys, etc. All of our buildings are accessible and we have a number of disabled parking spaces by each of our buildings.

Employee Engagement Scores

The College runs an Employee Engagement Survey each year and then compares our results to how other Colleges perform that year. We have submitted our 2024 results and are awaiting the results. The following has our 2023 results in terms of questions that would be appropriate for this report.

Questions taken from our 2023 and 2024 surveys	2023 Results – Net Promoter Scores (NPS)	2023 Comparison Results	2024 Results Net Promoter Scores (NPS)
Equality of opportunity is embedded into the culture of the College	33 (Great)	3rd out of 39 other colleges	42 (Great)
I am treated fairly and with dignity and respect	41 (Great)	1 st out of 40 Colleges	42 (Great)
My views are sought and considered	17 (Good)	5 th out of 40 Colleges	21 (Good)
I would recommend the College as a great place to work	32 (Great)	(Not asked by other Colleges)	45 (Good)