

UNIVERSITY OF EAST ANGLIA

Equality Data Annual Report – January 2012

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1.0 Introduction

1.1 Background

The University is gradually building a robust set of data reflecting the proportions of its student and staff populations within the defined protected characteristics of the Equality Act 2010. This goes beyond being a legal requirement to make such information available to being an essential and embedded part of our consideration and thinking when making decisions of policy and practice.

This report builds on a basic framework of management information introduced in 2008 presenting the UEA's population by age, disability, ethnicity and gender. Our monitoring of sexual orientation and religion and belief as self declared by students and new staff is gathering depth. Religion and belief and sexual orientation are reported at University level only to preserve anonymity as figures in some categories are very low but other characteristics are 'drilled' to School level. Section 5 outlines next steps to develop the scope of future reports.

Despite covering the same areas of diversity for both staff and students they are reported separately since they each have a different set of dynamics and are, for the most part, governed by different policies and practices.

One of the key aims of this report is to reveal the evolution of populations at UEA to achieve greater awareness on the part of all those working with students and managing staff. Greater transparency in this respect will help people across the University achieve wider understanding of the relevance of measures introduced in equality legislation, develop practical measures to support those duties and facilitate a proactive, holistic approach.

1.2 Data Routes and Integrity

Care has been taken to ensure the information in this report is consistent with other key reports and routes for data across the institution. The Management Information Group includes the Head of Equality and Diversity in its membership and will increasingly streamline and embed equality information into standard report production routes and timetables.

Staff data reported here has been taken from reports drawn from the central Human Resources Resourcelink system. The staff figures represent a single snapshot, taken on 9 November 2011.

Training data has been extracted from the CSED Administration system and is reported separately. It should be noted that the information covers only those courses delivered by the central CSED team and doesn't at this point take into account any additional development activities that may have been undertaken within the reported area. The aim is to develop this information further when the training reporting system is incorporated into the main HR database (likely timescale 2014).

Student data has been taken from Discoverer Reports, also representing a single point in time, on 25 January 2012. It should be noted that ideal timing for the report on students is April each year as many Health students are registered as an April intake. The figures may be revised in April/May 2012 to reflect this and updated similarly in subsequent years. Currently, therefore, figures for the Faculty of Health will not be fully inclusive of a full academic year's cohorts.

These reports are derived from the same criteria underpinning the reports published on the Business Intelligence Unit website under 'Facts and Figures – the University Body'.

1.3 Exceptions and Inclusions

It should be noted that student information here excludes exchange and visiting students who may be at UEA for just a few weeks.

Staff data is based on core staff and includes staff on full time, part time, fixed and indefinite term contracts.

2.0 UEA Student Profile

The following paragraphs comment on data shown below extracted via the Discoverer system unless otherwise stated. Figures shown include all students (undergraduate, post graduate taught and post graduate research). A full Summary Table can be found on our website under 'student profile'.

2.1 Age

- A much higher percentage of the student population has fallen into the under 25 age bracket since 2006/7 – data for the whole University shows an increase of just over 20% in the age groups under 25;
- Between 15 – 18% of students in the Faculties of Health and Social Sciences are aged 35 or over.
- The Faculty of Health also shows the sharpest rise in numbers of younger students.

2.2 Disability

Key points:

- 1124 students have declared a disability so far in the current academic year (it should be noted, not all students have registered yet for the 2011/12 academic year);
- The largest discrete group is formed by those declaring a Specific Learning Difficulty (e.g. dyslexia, dyspraxia, dyscalculia);
- The next two largest groups are Unseen Disabilities (175) and Mental Health Difficulties;
- The overall trend at institutional level for disabled students has been relatively stable over the last five academic years at around 8% (c.f. national figure for England in 2010: 7.6%). There are wide disparities between Faculties with 12.6% of students in the Faculty of Health declaring a disability compared to 5.4% in Social Sciences. It should be noted that the percentage of overseas students shows an inverse correlation in these faculties and differing cultural attitudes to disability as well as the potentially reduced opportunity to study abroad for overseas disabled students may have a part to play in the differing declaration rates.
- Overall, UEA compares well with national figures for disabled students published by the Equality Challenge Unit in its Statistical Reports;
- Application and admission data will be available in the near future and is required to create a wider context of disabled students aspiring to educate at UEA. This would be needed as part of the kind of impact assessment indicated above.

2.3 Ethnicity

Key points:

- In 2011/12, almost a quarter (24%) of all students at UEA is BAME, up from one fifth (20.4%) in the last academic year. This figure comprises international, EU and home fee groups and all study levels;
- Institutional growth in the number of BAME students since 2006/7 is nearly 10%;

- Nationally, according to sector statistics published by the Equality Challenge Unit and derived from HESA, 18.1% of students are known to be BAME - however it should be noted that the national figure comprises only those BAME students domiciled in the UK. In this respect, the figure for UEA is much lower, at 9.2% (see comments below);
- Percentages of BAME students at post graduate levels are generally much higher than, and in some cases more than double, those at undergraduate level (see Appendix 3, Graph Set 1 in report at April 2010);
- SSF has almost doubled its percentage of BAME students since 2006/7;
- UEA has no huge 'secondary' ethnic population but the most predominant group within our total BAME population is Chinese (10.8%, increased from 3.9% in 2006/7).
- Home Fee students form 75.3%% of all UEA students (84.5% in 2006/7). Of that 75%, 12.9% are from BME populations (this has increased from 8.6% in 2007/8).. Within this, the largest group is Asian/Asian British – Indian (2.1%, increased from 1.5% in 2006/7);
- Schools with subjects that attract international students also attract the highest number of Home Fee BME students, however, it should be understood that support requirements within both groups are likely to be quite different;
- Schools with a presence of more than 10% of Home Fee BME students are, typically, those with a professional focus to their study areas: PHA, MED, CHE, ECO, DEV, LAW, LCS, NBS and BIO. Appendix 3 Graph Set 2 shows data and growth in all Schools.
- Nationally, around one in five (18.8%) UK domiciled first degree students were from a BME background in 2007/8 and there is an opportunity for UEA to consider how to further access and attract students from this population, as part of the institutions long term sustainability.

2.4 Ethnicity and Degree Results

2.5 Gender

Appendix 4 shows data and graphs relating to the gender of students at UEA, Faculty and School level with 'snapshots' of 2009/10 and 2006/07.

- Overall, UEA has a predominantly female student population (57% in 2009/10) although there has been a slight shift in recent years towards greater gender balance (i.e. down from 60.3% in 2006/7).
- Study areas reflect traditional gender polarisation, from seven Schools having over 70% female students (NAM is the highest with 85.4%) to four with less than 40%, (the lowest being Computing with just 11.5%);
- Appendix 4 Graphs 1 and 2 show gender percentages for all Faculties and Schools;
- Graph 4 shows the percentage of women in Post Graduate research posts has risen very slightly since 2006/7 but still nearly 10% lower than women at PGT level. However, women in research still form over 50% of the overall Research population here.
- At Faculty level however greater polarity can be seen by subject area. Only HUM shows a significant drop in women progressing to research. An impact assessment of this trend is suggested.
- Despite SCI showing a lower percentage of women participating in the subject area overall progression of women to research level appears to hold up well.
- For all areas trends will continue to be monitored.

2.6 Other Protected Characteristics

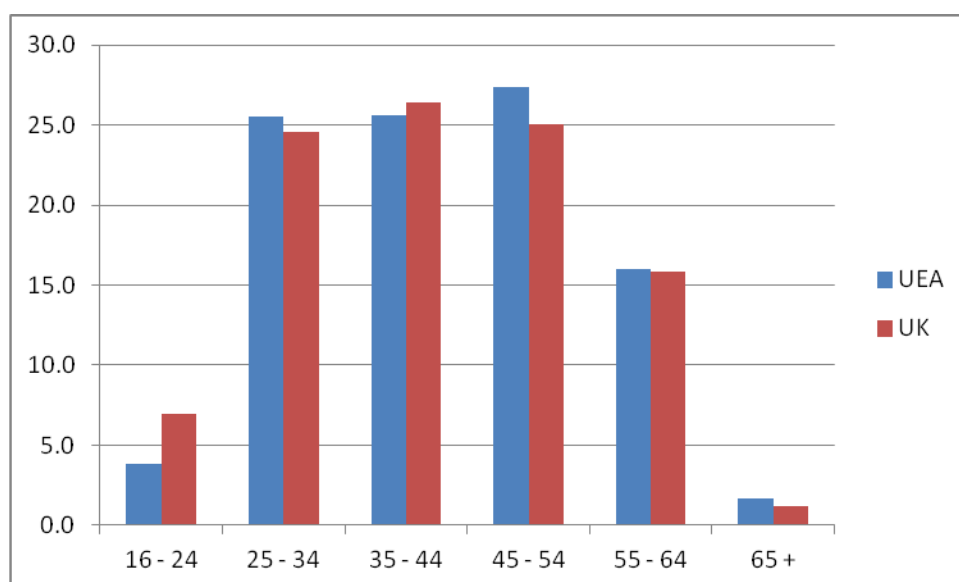
The University does not yet monitor students on religion and belief and sexual orientation. The intention is to introduce this in the near future to better understand these areas. The Equality Act 2010 strengthened rights in these areas and from April 2011 the new Public Sector Equality Duty (PSED) will come into force, replacing existing duties with a framework including these areas. Monitoring will assist us in meeting those duties. The University does not monitor Transgender students and there are no plans to introduce such monitoring due to the high sensitivity in this area.

Active support of transitioning students does take place and the University is proactively developing its capacity in this area on an on-going basis.

3.0 UEA Staff Profile

The following paragraphs highlight key points relating to data extracted from the Human Resources database in November 2011. Where possible trends at UEA are compared with national data published for the sector.

3.1 Age



- The graph above shows a broad comparison between UEA staff profile by age and that for the national sector. Slight differences in age banding prevent an exact comparison but the graphs show UEA as having a more mature profile than the sector overall with the biggest differences in the under 25 and 45 – 54 year old groupings .

Academic staff aged 16-24 comprise mainly Associate Tutors. There is, for obvious reasons, a much higher percentage of Professional and Support staff in this youngest age group.

3.2 Disability

- National data for 2009/10 academic year shows the overall HE sector percentage for staff declaring a disability as 3.1%. This has increased from 2.7% declared in 2007/8;

- Data for UEA at January 2012 shows a total % of 1.8% of staff declaring a disability;
- Information refused by UEA staff has fallen from 9.4% in October 2008 to 3.9% in January 2012;
- Both male and female staff show the same percentage (0.9%);
- Not all staff records show a declaration of the type of disability but of those that do the biggest group is 'long standing illness or health condition' (25% of all declared disabled), followed by 'specific learning difficulties' (24% of all declared disabled);
- 3 staff categories (Sportspark, Dental Assistants and Nursery Staff) show 0% declaration;
- 3.7% of Professors/Heads of School have declared a disability. This compares well with 2.1% at national level;

The current figures show a stable position compared to on previous employment data at the University for disabled people which has been around 1.7% since (at least) 2004.

More can be done to raise awareness of adjustments available to support disabled staff and now that the Disability Fund, previously held centrally, has been disaggregated to Faculties and Divisions it will be important to ensure access to appropriate support remains available. This will form part of the revised Action Plan.

3.3 Ethnicity

- The percentage of Black and Minority Ethnic (BME) staff has risen marginally from 5.4% in October 2008 to 6.5% in November 2011;
- This equals 221 staff by headcount;
- The largest group remains Chinese (1.6%), followed by Asian British/Asian – Indian (1.4%), and Other Asian (1.2%);
- Some staff categories are much more diverse than others. Unsurprisingly, academic staff operating in particular specialisms and likely to be recruited from a wider net than more generalist staff are more highly ethnically diverse: Research and Analagous staff: 14.9%, ATR staff 8.2%, Associate Tutors and ATS staff 7.2%;
- Least diverse categories are Maintenance and Nursery staff which have no BME staff;
- UEA again compares well at headline figure of 6.5% in November 2011 to national data at 6.9% in 2010 (n.b this national figure is for UK only BME – at the moment UEA does not split it's information by UK/Non UK staff but will build this into future plans);
- At national level 7.0% of academic staff are BME and 6.3% of Professional and Support staff. At UEA there is more disparity: 8.9% and 3.8% respectively –the proportion of BME staff in non academic roles has dropped from 5.9 in 2010 and this is something that will be monitored with the potential for positive action in recruitment in the revised action plan;
- A further division has been made in UEA statistics to highlight 'other White' staff. This broad ethnic band makes up 18.8% of Academic staff but just 2.9% of Professional and Support staff. 28.8% of Research and Analogous staff are from this group and 21.8% of ATR staff;

3.4 Gender

- UEA Statistics on broad gender balance show little variation generally from 2008 to 2011 with the current proportion at 56% women (cf. 53.5% nationally) and 44% men ;
- Cutting data between Academic and Professional & Support staff reveals that UEA has a greater percentage of women Academics than shown in the sector nationally (see Appendix 6 Graph Set 1);
- Analysis of women in Professorial roles shows that just over a fifth of Professors at UEA are women (22.8%) compared with 19.1% across the sector. However, there is significant difference in the position between Faculties at UEA with Social Sciences showing 47.8% female professors compared to 14.7% in Science. The University is embarking on a Bronze submission to Athena Swan in 2012 to specifically support women in STEM subjects (Science, Technology, Engineering and Maths);
- Analysis of women in Senior Management roles shows a better gender balance with the exception at the most senior level, the Senior Executive Team remaining 100% male. At Director level the balance is 54.5% female and at general Managerial level 51.4% female.
- The highest proportion of women can be seen in traditional areas such as Secretarial and Clerical (85%), Nursery/Dental Assistant (both 100%) and ATS posts;
- ATR posts remain stubbornly male dominated at 65.8% with Teaching posts at 58.8% female.
- The area showing the biggest increase in women is that of Associate Tutor (10% increase over an 18 month period);
- It is anticipated that the Gender Project will assist in identifying continuing barriers and look at ways within the University's power which might address these polarities.

3.5 Religion and Belief

This information about our staff population is only just emerging. Some of the points made below are comments about the monitoring process and behaviour around it as this practice is still slightly controversial. Enhanced rights for religion and belief in the new Equality Act 2010 strengthen the case for monitoring so the University can make proportionate and informed decisions in policy and practice.

- The University introduced monitoring questions on Religion and Belief for new staff in 2009 (currently there is no regular exercise for existing staff to update their equality information). As tables are not fully populated information will only be analysed at University level as an extra safeguard to individuals' identity;
- Currently 43.9% of staff have responded on the question of religion or belief – of those responding only 5.2% have preferred not to say – this has fallen from 11.1% in 2010 when the question was very new. It's encouraging to note that questions are being answered reflecting people's recognition that such monitoring is a current and standard practice;
- Of those responding, 19.8% stated they had no religion - the largest group declaring a religion was Christian -16.8% of those who responded;
- The next largest group consisted of 'Other' (2.5%) but we don't have further information to determine what 'Other' consists of;
- 0.5% of staff declared as Hindu;
- 0.4% of staff are Buddhist with a further 0.3% declaring as Muslim;
- The highest proportion of answers came from Associate Tutors, probably reflecting the on-going recruitment for such posts.

3.6 Sexual Orientation

Monitoring on sexual orientation was introduced for applicants/new staff at the same time as that for religion and belief. The same sensitivities apply to the practice and the gathered information.

- The response rate is the same as that for Religion and Belief at 56.1%;
- Of those that responded:
 - 5.5% preferred not to make any statement about their sexual orientation a reduction from 12.9% last year;
 - 36.7% declared themselves Heterosexual/straight;
 - 1.6% declared themselves Gay/Lesbian/Bisexual

Information from other Universities and large organisations who have been monitoring this for several years suggests that increased confidence in declaring emerges over time and much higher percentages become evident. Stonewall advise that greater publicity and information of monitoring purpose and practice be undertaken to increase confidence in the process and encourage disclosure. Attention will be paid to this in the coming months and it will form part of our next Action Plan.

3.7 Transgender

The University does not monitor either transgender students or staff due to the continuing sensitivity surrounding gender transition. However, a small but increasing number of our transgender population are engaging with the organisation. The University will continue to positively support these students and staff and is proactively increasing institutional knowledge and capacity to do so with regular training and extension of knowledge. The University will once again host the Transgender Conference in June 2012, a national bi-ennial event which offers the opportunity to gain detailed insight into the background and issues for this community.

4.0 Next Steps

Data collation and analysis are still developing for equality strands and the University has made huge strides in establishing consistent management information for protected characteristics mainly due to the collaborative work between, the Discoverer team, Human Resources and the Equality Office.

For this work to obtain the depth of analysis required for it to be supportive and meaningful both to the groups monitored and to the organisation in terms of informing policy, practice and strategy, the next step must be to achieve links, across staff and student 'life cycles' or key points of interaction. This means the range of data commented on in this report must become standard and available annually for:

- Applications
- Widening Participation
- Admissions/Recruitment
- Retention
- Formal Complaints/Grievances (inc. harassment/bullying)
- Formal Disciplinary actions
- Training
- Retention
- Assessment
- Degree Classification
- Career Destination/Exit from employment

Work is currently developing particularly via the new Management Information Group and it is envisaged that as much of the above as possible will be embedded within this. Liaison will continue with Human Resources to establish a full range of reports so trend information can continue to be built in all the above areas.

5.0 Conclusion

Despite a popularly quoted impression that the University is neither diverse nor affected by social changes nationally the reality is one of on-going and increasing change. This report makes explicit basic populations and groups and provides a confident set of benchmarks to be built on annually. Information now needs to be developed and linked horizontally and vertically across the organisation.

The University's population continues to be dynamic in many respects, most notably around ethnicity. Growth of key groups presents new challenges for the University to ensure the quality of experience for home and international students alike. Emerging information around religion, belief and sexual orientation will support policy development and help focus efforts to ensure the University meets all of its legal obligations, develops best practice and can demonstrate it is doing so particularly via Impact Assessment.

A key focus for the Equality Office over the next year will be the work outlined in section 4.0 above. Beyond this is a requirement to gather more information about dynamics in the region and to continue to link with national data trends to provide a fully meaningful context. The ambition is to provide a cohesive set of information to enable fully informed management decisions at all levels and to contribute to the long term sustainability of the University.

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