

EDC15D017

Title: Annual Statutory Report – Staff Profile 2016
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Issue: The University has a statutory duty to report internally and externally on its staff profile disaggregated by protected characteristics. This paper fulfils that duty.

Recommendation: n/a

Resource Implications: n/a

Risk Implications: the University can be taken to judicial review if the document is not published

Equality and Diversity: the focus is on the profile of the staff population disaggregated by equality statistics

Timing of decisions: n/a

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Background: The Equality Act 2010 introduced the duty to report equality statistics annually. This paper, in conjunction with its sister paper on the student profile, fulfils that legal duty.

Discussion: The committee is asked to note trends and reflect on implications for training, service delivery, access etc within their specific areas of influence.

UNIVERSITY OF EAST ANGLIA

Equality Data Annual Report: Staff Profile

January 2016

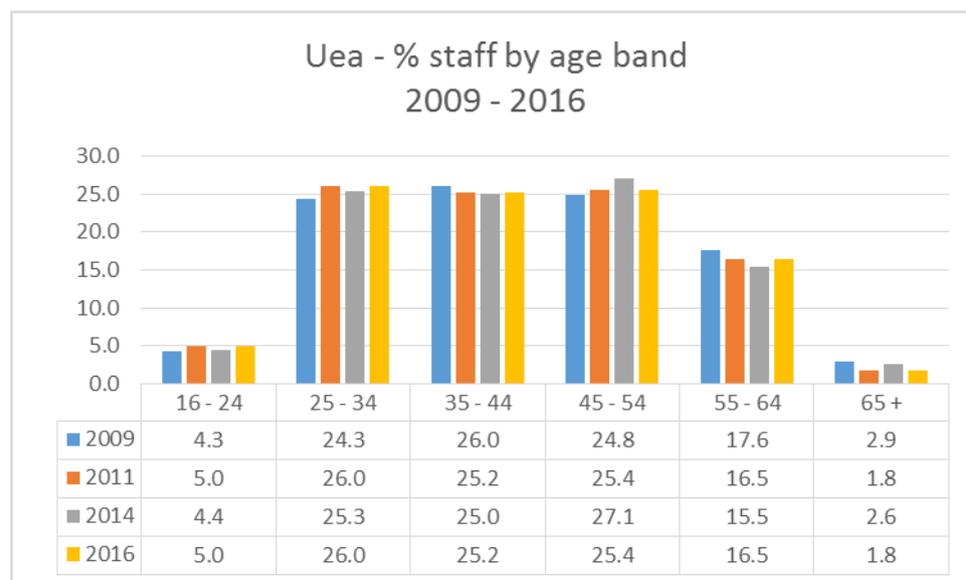
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1.0 UEA Staff Profile

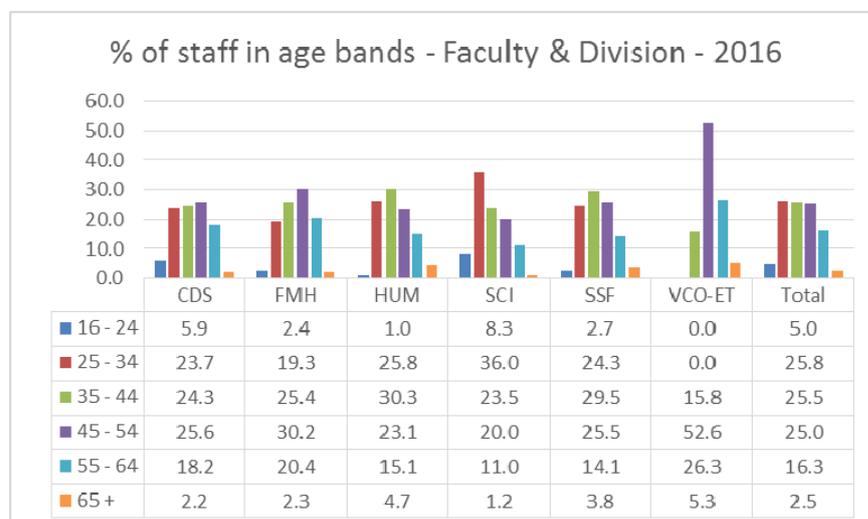
The following paragraphs highlight key points relating to data extracted from the Human Resources database in January 2016. Year on year data is built using the same criteria every year providing us with a growing trend of reliable information from the perspective of understanding changes in our staff base from the perspective of increasing diversity.

1.1 Age



The graph above shows the trend in the overall UEA staff profile, by age, biennially, from 2009 to 2016. The graph shows there is not much variation in the youngest age band and slightly more in the later age bands. The data includes all staff groups. A longer trend will prove more useful although so far there does not appear to be dynamic change in the data at any stage.

Academic staff aged 16-24 comprise mainly Associate Tutors and the number of staff in this category in the Faculty of Science account for their younger profile in comparison with the other Faculties. The percentage of staff in this age band in SCI falls to 1.2% if Associate Tutors are excluded. There is, for obvious reasons, a higher percentage of Professional and Support staff in this youngest age group.

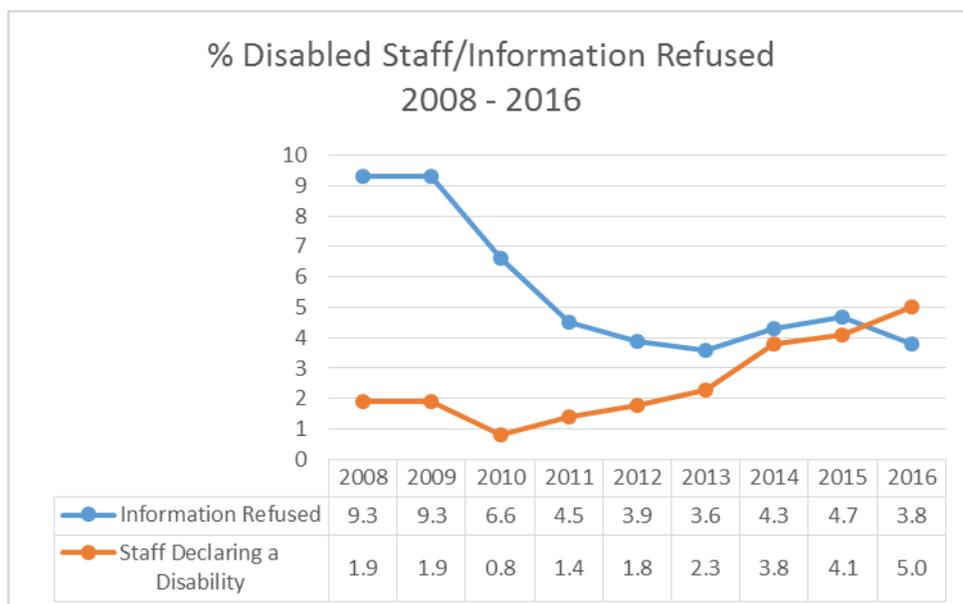


Age profiles of Central Divisions (CDS) and Faculties show a more even spread of ages in the CDS to age 55. In all areas other than VCO there is a fall in the percentage of staff over age 55. Given the likelihood that retirement ages may extend in the future it is likely the proportion of staff remaining beyond age 64 will increase. In FMH there is a 'spike' at age band 45 – 54 with a high proportion of AT and ATS staff falling into this group. More detailed age profiling may be useful to Deans and Heads of School in managing succession planning and ensuring continuity for major subject areas.

1.2 Disability

- Data for UEA at January 2016 shows 5% of all staff declaring a disability, the highest percentage recorded since this report began. This compares favourably with national data for 2013/14, the most recent issued by ECU, showing the proportion of disabled staff in the sector as 4.2%, an increase from 2.2% in 2003/04.

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- The level of 'Information refused' has reduced to 3.8%, from 9.3% in 2008.
- Of those declaring a disability 30.4% disclosed a specific learning difficulty (SpLD, i.e. dyslexia, dyspraxia or dyscalculia) 59 staff, up from 47 last year and a further 27.8% disclosed a chronic health condition. 14% of staff (27 people) disclosed a mental health condition.
- The staff category with the highest proportion of disabled staff was Secretarial and Clerical, with 9.2% of staff disclosing. The main conditions were SpLD or a chronic health condition. The next highest group was Technicians with 6.4% of staff disclosing a variety of disabilities. Otherwise, disclosure rates ranged between 2.7 – 5.0 %. Two staff groups (Dental Assistants and Sportspark personnel) have no disclosed disabilities.
- When analysed by age it is interesting to note that for a number of types of disability declared the majority of staff affected are under 45; examples are:

Specific Learning Difficulty:	86.4%
Long Standing Illness or Health Condition:	62.9%
Mental Health Condition:	74.4%

It may be that younger people are more aware of and less stigmatised than older generations when it comes to declaring certain types of disability.

Disabilities for which the staff fell into the over 45 age bands are:

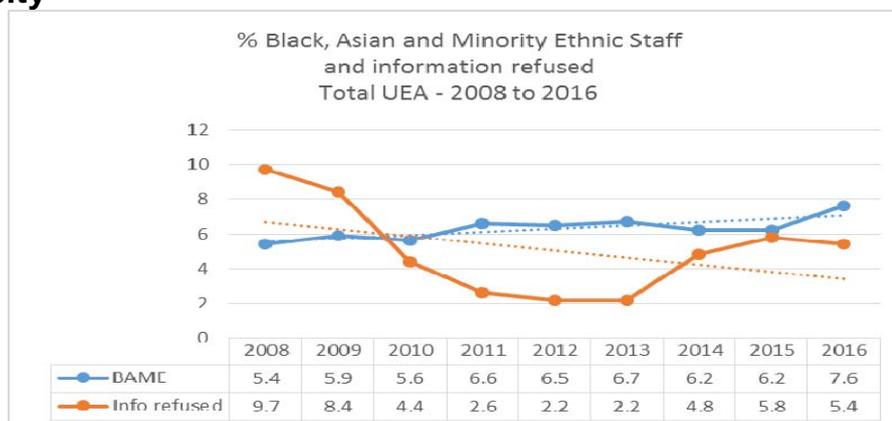
Physical impairments or mobility issues: 64.2% over 45
 Deaf or Serious Hearing impairments: 63.6%
 Blind or serious visual impairments 75.0%

- The University runs Disability Awareness Courses for staff who wish to improve their understanding either of reasonable adjustments or managing staff who have disclosed a disability.

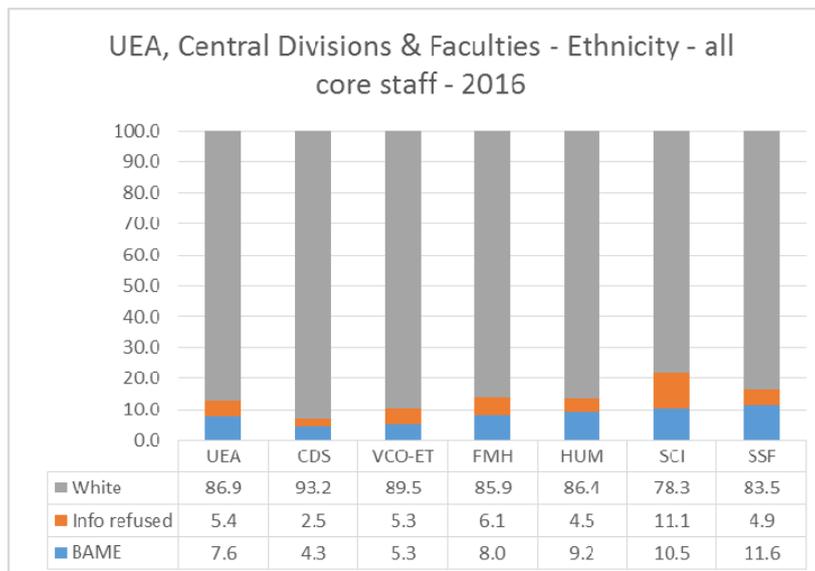
The current figures show a gradual increase, compared to previous employment data at the University for disabled people, from 1.7% since 2004.

The University is working to raise awareness of adjustments available to support disabled staff. On a broader note there is an Access All Areas Group which involves disabled staff and students in discussions about priorities and improvements to the campus and designs for new buildings and refurbishments. The first Inclusive Design Principles have been used in initial designs for Building Zero.

1.3 Ethnicity



- The total percentage of Black, Asian and Minority Ethnic (BAME) staff at UEA risen to 7.6% in 2016.
- This equals 299 staff by headcount, an increase from 225 in 2015.
- The largest group are Chinese (1.7%, 66 staff), followed by Other Asian (1.5%, 57 staff) and Asian British/Asian – Indian (1.4%, 53 staff):
- 10.3% of ATR staff are Black, Asian or Minority Ethnic and 32% of these staff are from the UK. A third of White ATR staff are from outside the UK.
- At the other end of the spectrum, 2.5% of Secretarial and Clerical staff are Black, Asian or Minority Ethnic. Of White staff in this staff category 3.7% are from outside the UK.

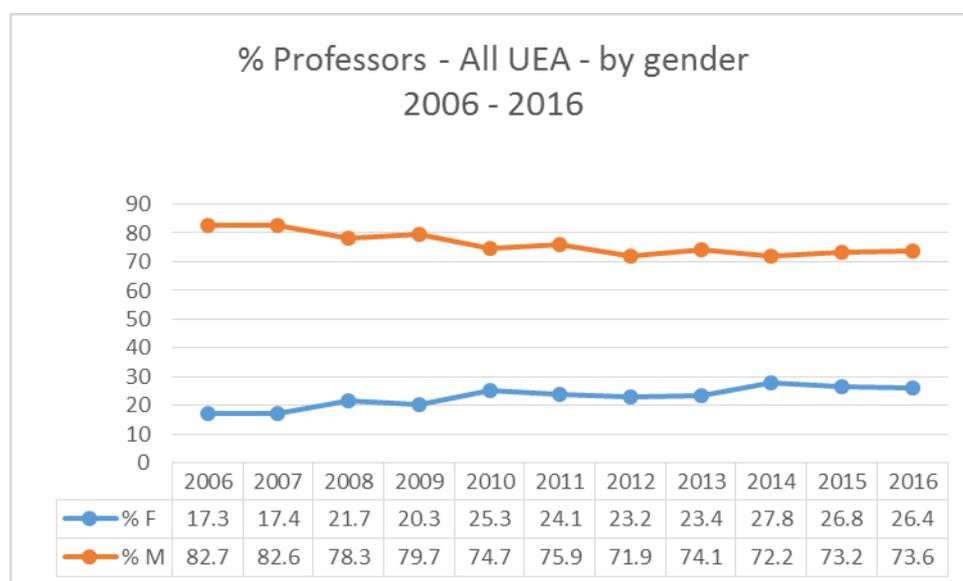


- SSF is the most diverse Faculty (11.6%, 55 BAME staff) with Central Divisions the least diverse area (2.5%, 67 BAME staff);
- National data shows UK BAME staff at 6.7% and non UK at 5.0% in 2013/14
- Of 220 professors at UEA, 14 (6.4%) are from BAME backgrounds. A further 22 (10%) are of unknown ethnicity (see graph below for trend).

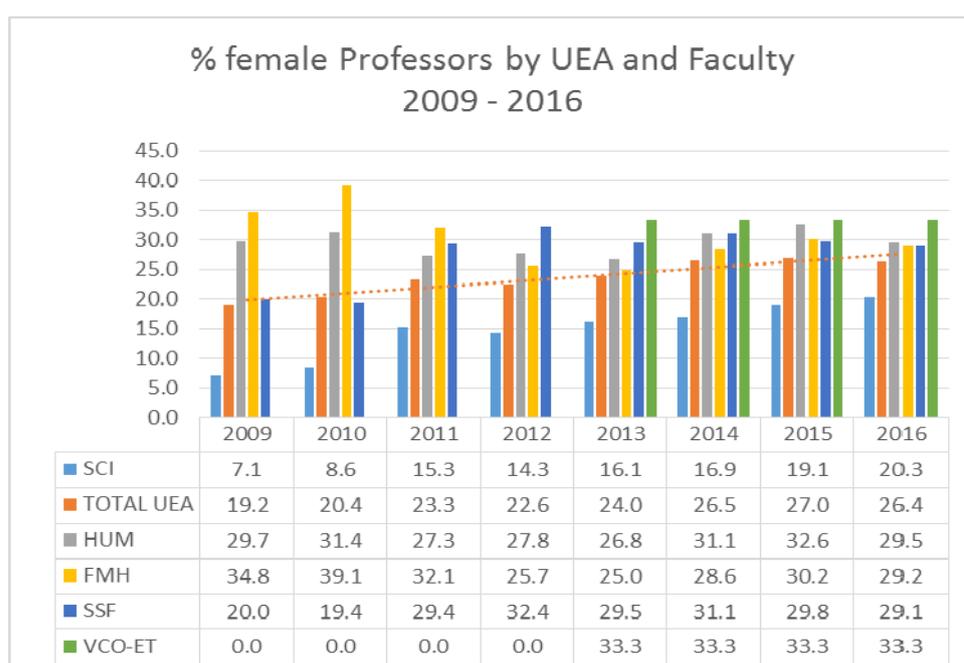


1.4 Gender

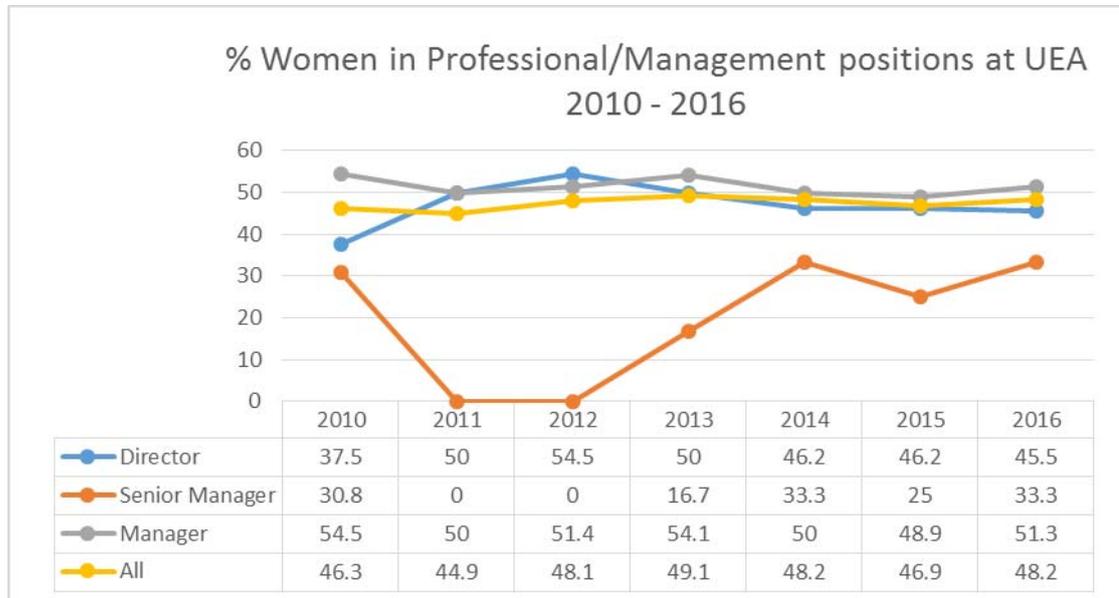
- Statistics on overall gender balance at the University show little variation generally from 2008 to 2016 with the current proportion at 57.0% women and 43.3% men;
- Sector figures show 53.8% of all HEI staff are women (ECU, 2016)



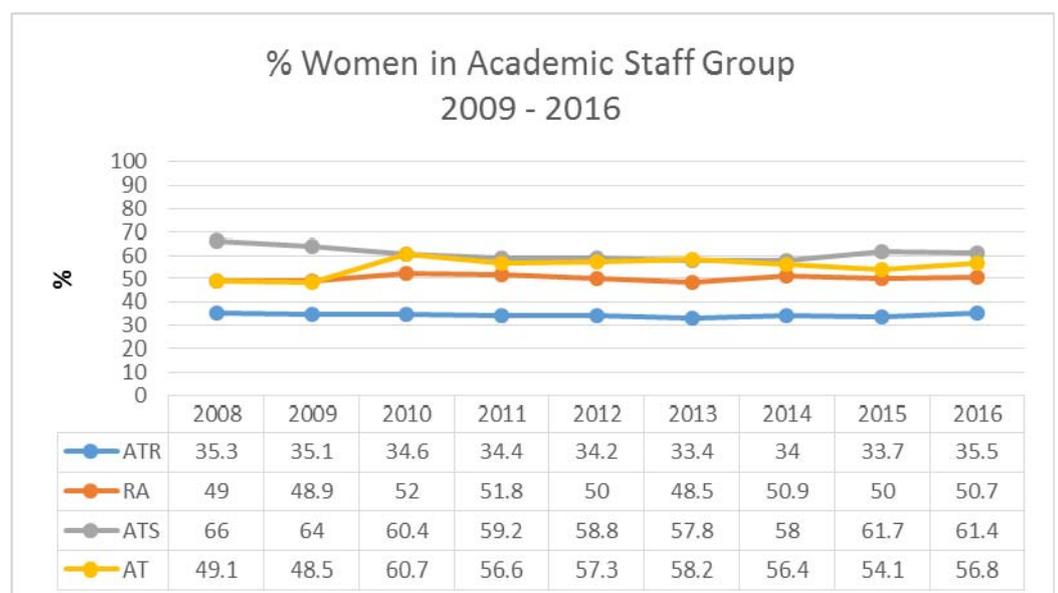
- Analysis of women in Professorial roles shows that just over a quarter of Professors at UEA are women (26.4%) compared with 22.4% in the whole sector. However, there is significant difference in the position between Faculties at UEA with Humanities showing 29.5% female professors (a slight drop from 32.6% last year) compared to 20.3% in Science (up from 7.1% in 2009). As stated earlier, the University is heavily engaged in work on Athena SWAN to specifically support women in STEMM subjects (Science, Technology, Engineering and Maths) and from July 2015 in Arts, Humanities, Social Sciences, Business and Law;

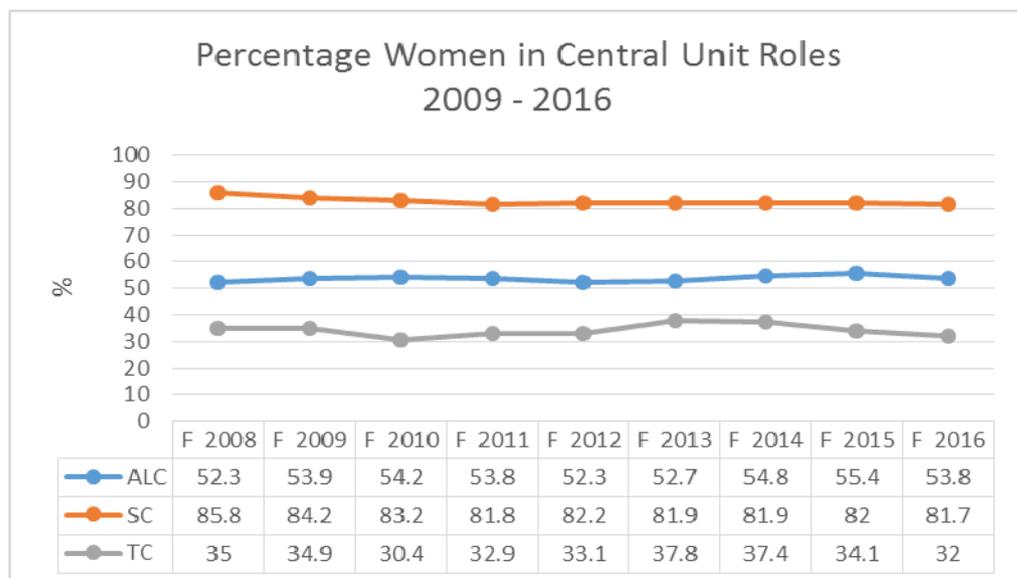


- Data of women in management roles shows an improved gender presence including at the most senior level, the Executive Team progressing to 25% female. At Director level the balance is 45.5% female and at general Managerial level 51.3% female. Senior Managers show a more variable trend although numbers at this level are much smaller (currently 4 staff) overall so small movements of staff have high impact.



- Academic staff groups show static trends in their discrete groups but considerable difference against one another. ATR posts remain male dominated with 35.5% of positions occupied by women. ATS posts are 58% female (down from 66% in 2008 and without corresponding increase for women in ATR posts over the same period).
- The area showing the biggest increase in women is that of Associate Tutor (7.7% increase since 2008);





- The highest proportion of women can be seen in traditional areas such as Secretarial and Clerical (81.7%), Nursery/Dental Assistant (both 100%) and to a lesser extent ATS (61.4%) and ALC (53.8%).

1.5 Religion and Belief

Information about the religious beliefs of our staff population is newly emerging but becoming steadily more robust. Enhanced rights for religion and belief in the Equality Act 2010 strengthened the case for monitoring so the University can make proportionate and informed decisions in policy and practice.

Declared Religion	2013	2016	% 2013	% 2016
No Religion	904	1526	25.0	39.0
Christian	721	1021	19.9	26.1
Prefer Not To Say	253	624	7.0	15.9
Unknown	1631	595	45.0	15.2
Other	49	51	1.4	1.3
Muslim	18	41	0.5	1.0
Hindu	24	24	0.7	0.6
Buddhist	14	16	0.4	0.4
Jewish	7	12	0.2	0.3
Total	3621	3910		

- The University introduced monitoring questions on Religion and Belief for new staff in 2009 and recently the HR system allowed staff to update their personal details online which will help improve our data over time. As tables are not fully populated information will only be analysed at University level as an extra safeguard to individuals' identity;
- Although the proportion of those who prefer not to disclose their religion has increased from 7% to 16% the percentage of 'unknown' has fallen from 45% in 2013 to 15% in January 2016. It is encouraging to note that questions are being answered reflecting people's recognition that such monitoring is a current and standard practice;
- Of those responding, 39% stated they had no religion - the largest group declaring a religion was Christian (26.1%):

- The next largest group consisted of 'Other' (1.4%); we don't currently have further information to determine what 'Other' consists of but a free text box to allow description will be investigated;
- 0.7% of staff declared as Hindu;
- 0.5% of staff are Muslim, with a further 0.4% declaring as Buddhist and 0.2% as Jewish.

1.6 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.

	Headcount		% 2013	% 2016
	2013	2016		
Heterosexual/Straight	1640	2504	45.3	64.0
Prefer Not To Say	1631	694	45.0	17.7
Unknown	279	591	7.7	15.1
Gay Man	24	44	0.7	1.1
Bisexual	23	37	0.6	0.9
Gay Woman	18	33	0.5	0.8
Other	6	10	0.2	0.3
Total	3621	3913		

- The response rate has steadily increased since the monitoring was introduced and is currently at 84.9% up from 62.4% last year;
- Of those responding:
 - 17.7% of staff preferred not to make any statement about their sexual orientation;
 - 64.0% declared themselves Heterosexual/straight;
 - 2.9% of staff declared themselves Gay/Lesbian/Bisexual an increase from 1.6% in 2013 and this compares with 1.1% at national level (*ECU statistics*)

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.

1.7 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 revised submission documents for Athena SWAN have a section specifically reviewing support for transgender staff and students and Stonewall recently added trans to their remit.

2.0 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 diversity. 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 and most importantly used to inform decision making, support and services.

The University's population continues to be dynamic in many respects, most notably around ethnicity, but increases in the proportion of staff declaring a disability as well as increasing openness regarding sexual orientation and religion evidence a changing culture across campus. Growth of key groups presents new challenges for the University to ensure the quality of experience for home and international students alike and to ensure non-biased recruitment and promotion processes are implemented in all areas for staff. 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 evidence positive impact from its efforts.

A key focus for the Equality Office is continuation of work with colleagues 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.

Helen Murdoch
Head of Equality and Diversity
February 2016