

EDC16D009

Title: Annual Statutory Report – Staff Equality Profile 2017
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Issue

To provide the Committee with an updated Staff Profile from an equality perspective.

Recommendation

The Committee is asked to note the contents.

Resource Implications

None for the Committee to agree.

Risk Implications

The University is legally required to publish equality data for both staff and students annually, before the end of April. This report is the first of two.

Equality and Diversity

Equality and Diversity is at the core of the paper.

Timing of decisions

n/a

Further Information

The report ensures compliance with the Equality Act 2010.

Background

The University has an increasingly diverse staff and student population. This report monitors trends under each protected characteristic, noting changes in the staff population and benchmarking against national sector data.

UNIVERSITY OF EAST ANGLIA

Equality Data Annual Report: Staff Profile

January 2017

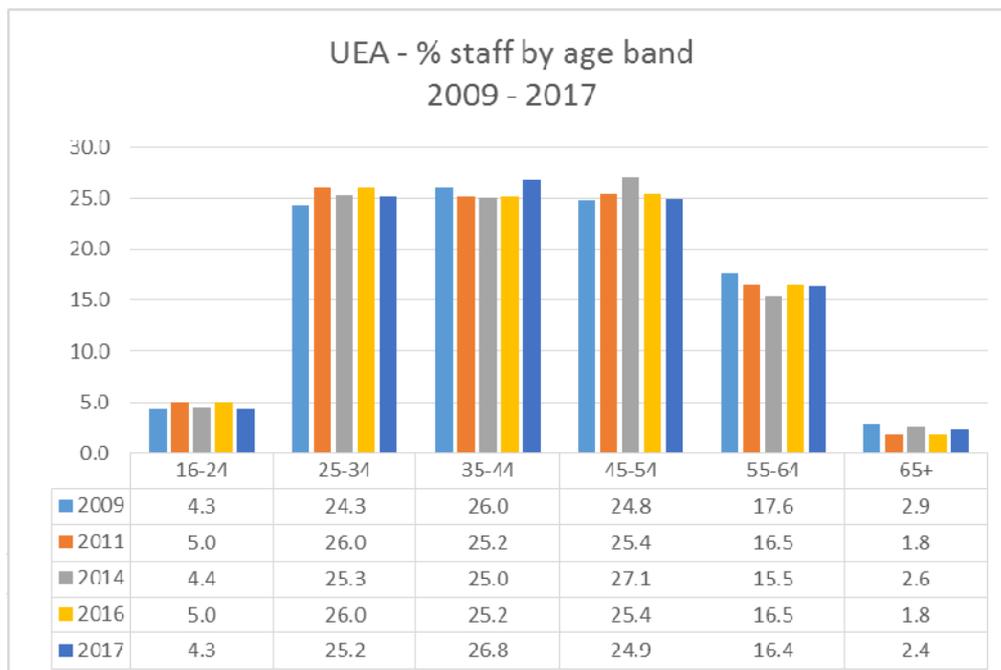
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1.0 UEA Staff Profile

The following paragraphs highlight key points relating to data extracted from the Human Resources database in January 2017. 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.

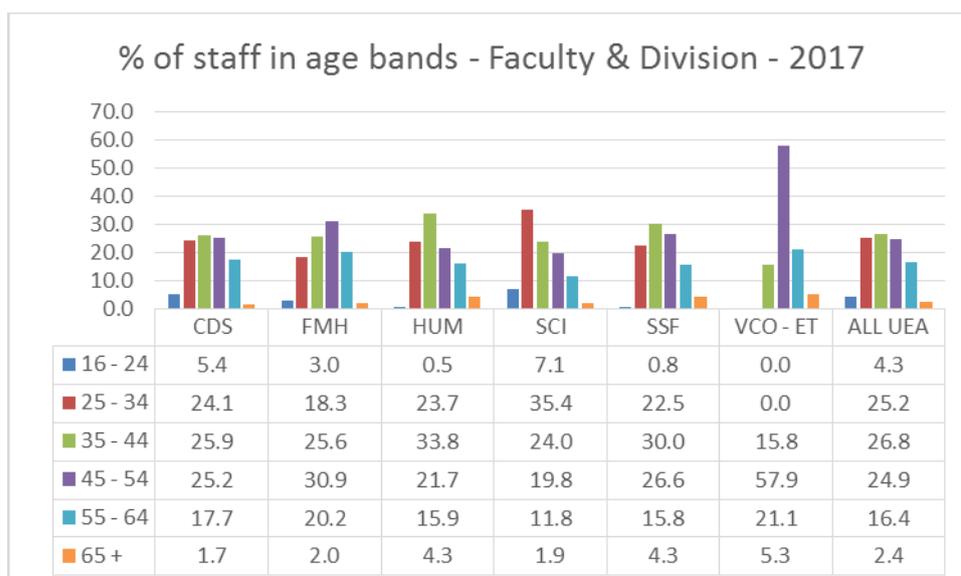
1.1 Age



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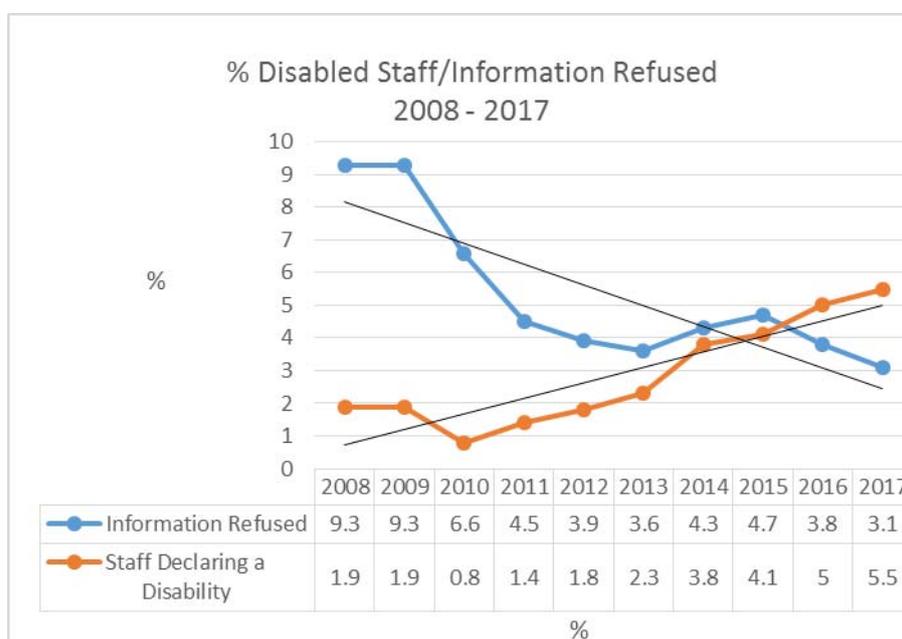
Academic staff aged 16-24 comprise mainly Associate Tutors and the number of staff in this category in the Faculty of Science account for their younger profile in comparison with the other Faculties. The percentage of staff in this age band in SCI falls to 1.2% if Associate Tutors are excluded. There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



- The level of 'Information refused' has reduced to 3.2%, from 9.3% in 2008.
- Of those declaring a disability 27.7% disclosed a specific learning difficulty (SpLD, i.e. dyslexia, dyspraxia or dyscalculia) 61 staff, up from 59 last year and 47 in the previous year and a further 27.3% (60 people) disclosed a chronic health condition. 16.4% of staff (36 people) disclosed a mental health condition (up from 14% in 2016).
- The staff category with the highest proportion of disabled staff was Secretarial and Clerical, with 9.1% of staff disclosing. The main conditions were a chronic health condition or a specific learning difficulty. The next highest group was Technicians with 8.2% of staff disclosing a variety of disabilities. Otherwise, disclosure rates ranged between 7.4% (nursery staff) to 1.4% (Sportspark).
- 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: 85.2% (-1.2%)
 Long Standing Illness or Health Condition: 66.7% (+3.8%)
 Mental Health Condition: 72.2% (-2.2%)

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:

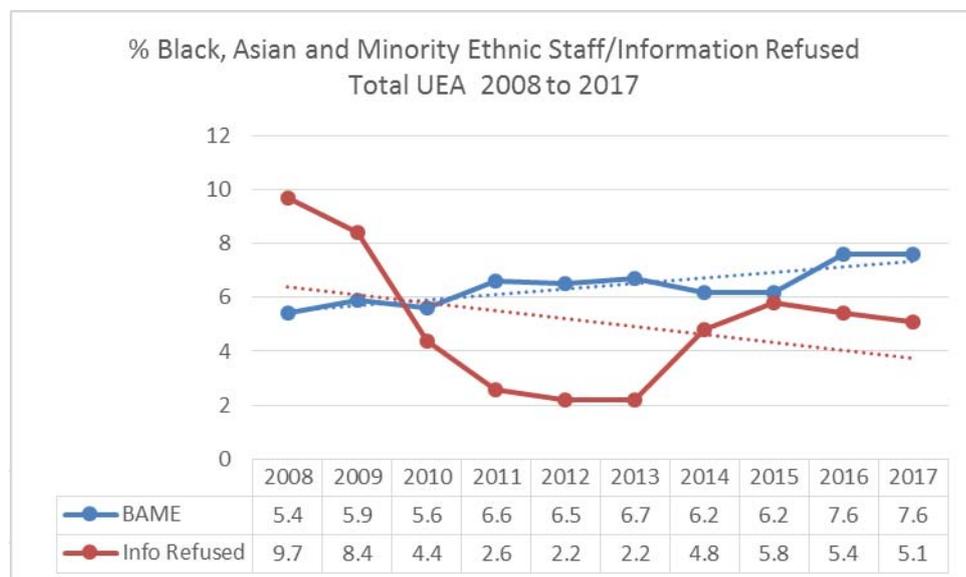
Physical impairments or mobility issues: 66.7% (+2.5%)
 Deaf or Serious Hearing impairments: 63.6% (-2.1%)
 Blind or serious visual impairments 60.0% (-15.0%)

- 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. **In the last year X sessions have run with X staff attending.**

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

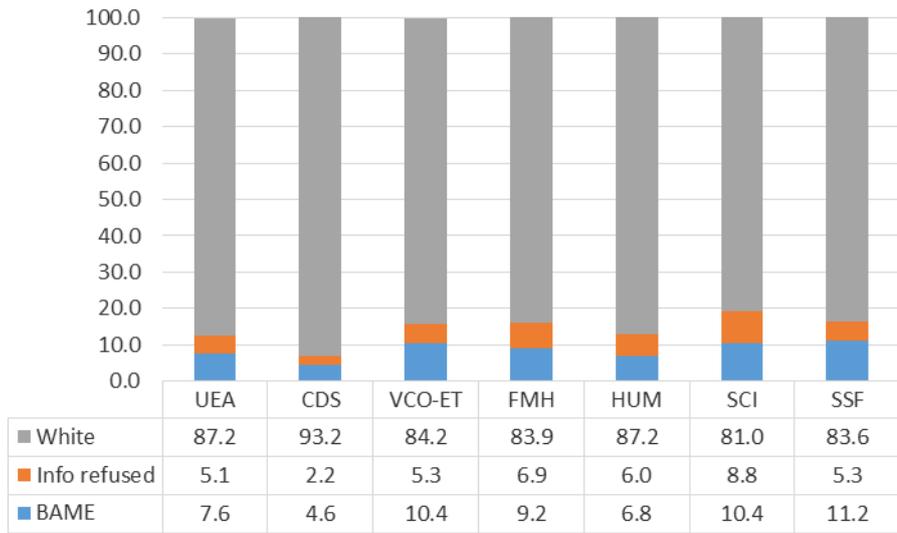
The University is working to raise awareness of adjustments available to support disabled staff. On a broader note there is an Access All Areas Group which meets regularly and involves disabled staff and students in discussions about priorities and improvements to the campus and designs for new buildings and refurbishments.

1.3 Ethnicity

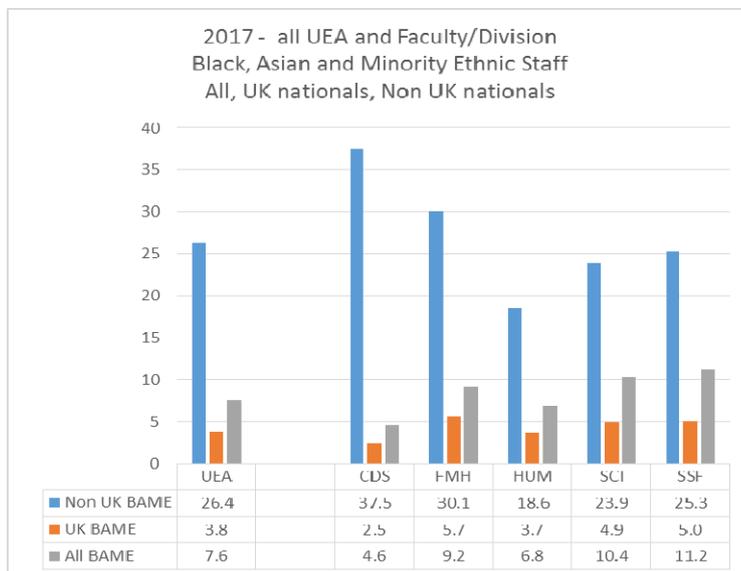


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- The largest group are Chinese (1.8%, 73 staff (+7)), followed by Asian British/Asian – Indian (1.2%, 52 staff (-1)) and Other Asian (1.2%, 48 staff (-8)).
- 10.7% of ATR staff (+0.5%) are Black, Asian or Minority Ethnic and 38% (+6%) of these staff are from the UK. 28% (-5%) 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 4.3% (+1.4%) are from outside the UK.

UEA, Central Divisions & Faculties - Ethnicity - all core staff - 2017

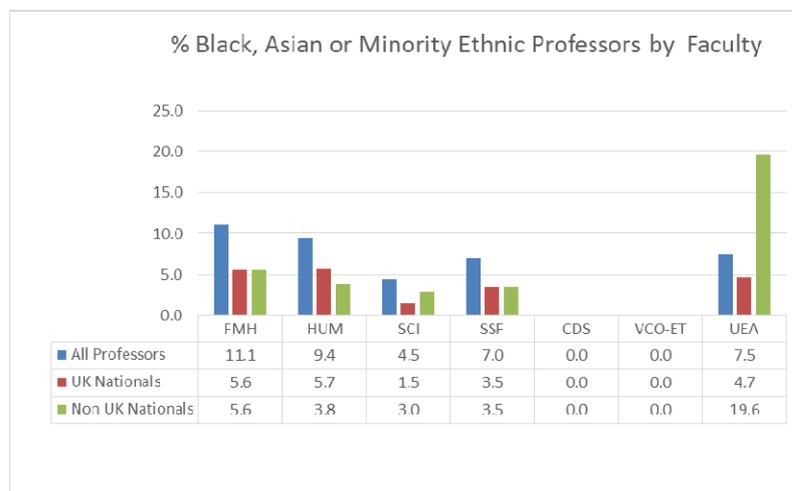
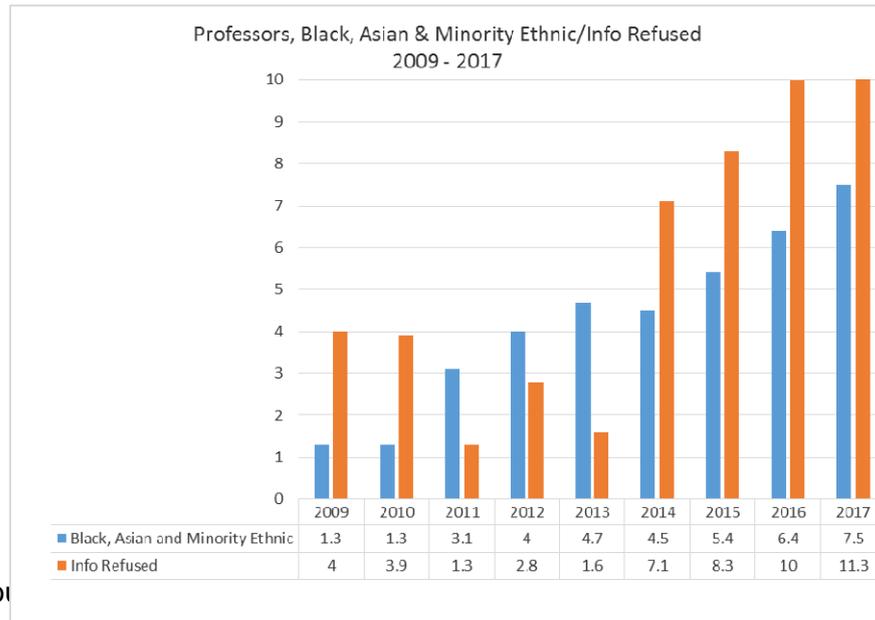


- SSF is the least diverse area (4.6%, 74 BAME staff (+7));
- National data shows UK BAME staff at 8.5% overall (9.6% in England). Of all staff, 18.5% are non UK. Within the total non UK body, the percentage of non UK BAME staff in the UK is at 28.9%.
At UEA, 16.7% of all staff are Non-UK. Of those staff, 26.4% are BAME, with the largest group being Chinese (8.2%, 55 staff).
Of UK staff at UEA 3.8% of staff (128) are BAME. Annual data showing UK/Non-UK staff will be gathered to monitor these trends.
The proportion of non UK staff employed varies across the campus:



- Of 239 (+19) professors at UEA, 18 (7.5%) are from BAME backgrounds. A further 27 (+5) are of unknown ethnicity (11.3%):

- 7.5% of background



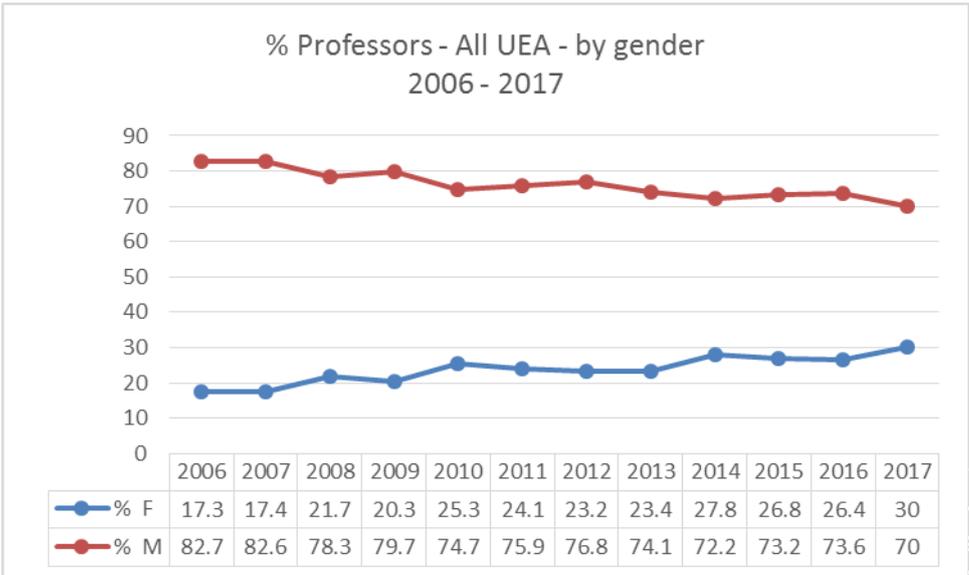
The ECU Annual Statistical Report, used for benchmarking in the table below, breaks staff into UK nationals and non UK nationals:

	National Data* UK 2016	UEA Feb 2017	UEA +/-
% UK National Staff of all staff	81.8	83.0	1.2
% Non UK National Staff of all Staff	18.2	16.7	-1.5
All BAME Staff as % of all Staff	12.1	7.6	-4.5
BAME UK National staff as % of all UK National staff	8.5	3.8	-4.7
BAME Non UK staff as % of all Non UK Staff	28.3	26.4	-1.9
All BAME Academic Staff as % of all academic staff	13.9	8.9	-5.0
All White Academic Staff as % of all academic staff	86.1	85.0	-1.1
All Professors as % of all Academic staff	9.9	21.8	11.9
BAME Professors as % of all Professors	9.2	7.5	-1.7
% UK National BAME Professors	7.7	4.7	-3.0
% Non UK National BAME Professors	14.9	19.6	4.7
% White professors	90.8	81.2	-9.6
% UK National White Professors	92.3	86.0	-6.3
% Non UK National White Professors	85.2	60.9	-24.3
*Source ECU			

It is worth noting the national picture of the general population of England and Wales (Census 2011, ONS) which shows: *'80% of the population were White British. Asian (Pakistani, Indian, Bangladeshi, other Asian groups) made up 6.8% of the population; Black groups 3.4%; Chinese groups 0.7%, Arab groups 0.4% and other groups 0.6%'*

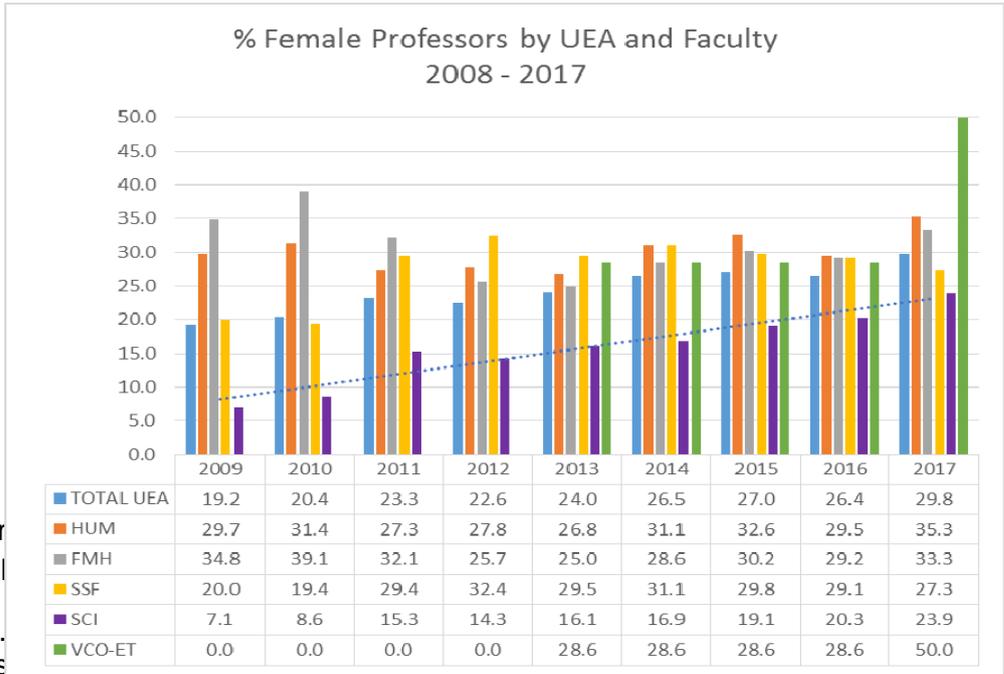
1.4 Gender

- Statistics on overall gender balance at the University show little variation generally from 2008 to 2017 with the current proportion at 56.3% women and 43.7% men;
- Sector figures show 54% of all HEI staff are women (ECU/HESA, 2014/15)



currently have a gender balance. However, there is a significant difference in the position between Faculties at UEA with Humanities showing 35.3% female professors (+5.8%) compared to 23.9% in Science (+3.6% and up from 7.1% in 2009). As stated earlier, the University is heavily engaged in work on Athena SWAN to specifically support women across all subject areas.

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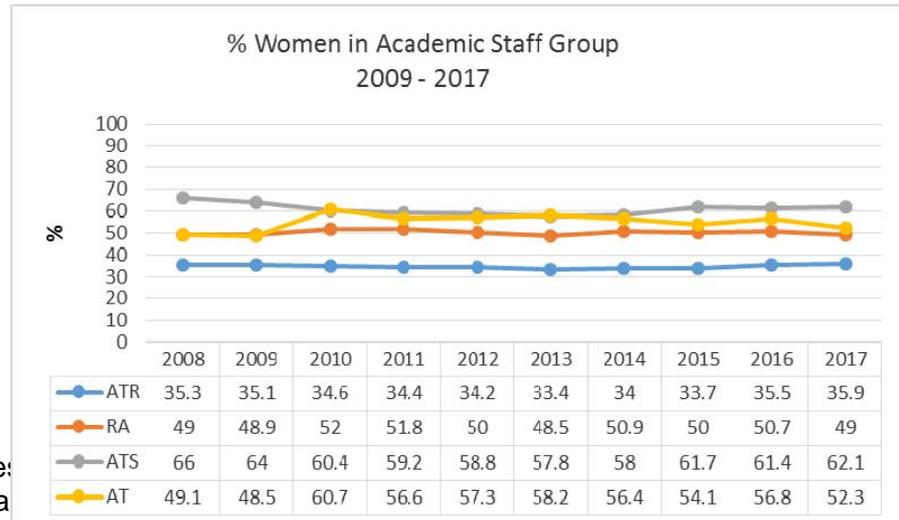


- Data for gender balance (+2.2%) numbers

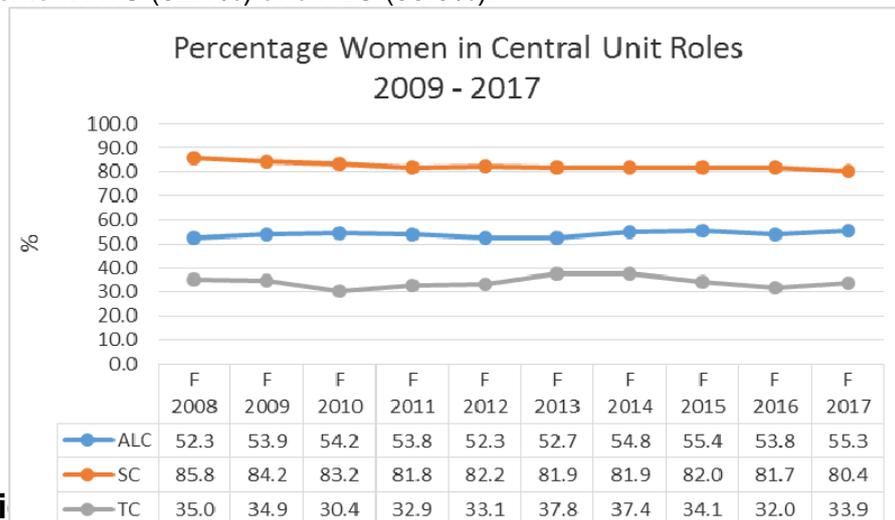
movements of staff have high impact.



- Academic staff groups show static trends in their discrete groups but considerable difference against one another. ATR posts remain male dominated with 35.9% (+0.4%) of positions occupied by women. ATS posts are 62.1% female (-0.7%).



- The highest Secretarial posts are a lesser extent ATS (62.1%) and ALC (55.3%).



1.5 Reli

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	2017	% 2013	% 2017
No Religion	904	1669	25.0	41.7
Christian	721	1056	19.9	26.4
Prefer Not To Say	253	599	7.0	14.9
Unknown	1631	525	45.0	13.0
Other	49	60	1.4	1.5
Muslim	18	43	0.5	1.1
Hindu	24	25	0.7	0.6
Buddhist	14	16	0.4	0.4
Jewish	7	14	0.2	0.3
Total	3621	4007		

- 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 14.9% the percentage of 'unknown' has fallen from 45% in 2013 to 13% in January 2017 (-2). It is encouraging to note that the question is increasingly being answered reflecting people's recognition that such monitoring is a current and standard practice;
- Of those responding, 1,699 (41.7%) stated they had no religion - the largest group declaring a religion was Christian: 1056 people, (26.4%);
- The next largest group consisted of 'Other' (1.4%); a free text box has been introduced to improve understanding. From the entries we can see beliefs ranging from Pagan, Odinist, Pantheist and Humanist to some Christian Denominations, Taoist and a number of Atheist/Agnostics.
- 0.6% of staff declared as Hindu; 1.1% of staff are Muslim, with a further 0.4% declaring as Buddhist and 0.3% 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	% 2017
	2013	2016	2017			
Bisexual	23	37	45	0.6	0.9	1.1
Gay Man	24	44	50	0.7	1.1	1.2
Lesbian/Gay Woman	18	33	46	0.5	0.8	1.1
Other	6	10	13	0.2	0.3	0.3
Prefer Not To Say	1631	694	659	45.0	17.7	16.4
Unknown	279	591	515	7.7	15.1	12.9
Heterosexual/Straight	1640	2504	2679	45.3	64.0	66.9
Total	3621	3913	4007			

- The response rate has steadily increased since the monitoring was introduced and is currently at 87.1%;
- Of those responding:
 - 16.4% of staff preferred not to make any statement about their sexual orientation (-1.3%);

- 66.9% declared themselves Heterosexual/straight;
- 3.5% of staff (+0.6%) declared themselves Gay/Lesbian/Bisexual an increase from 1.6% in 2013 and this compares with 1.5% at national level (*ECU/HESA statistics*)

It should be noted that only 30% of Universities provide such data to HESA therefore national data is incomplete for the sector. However, 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 as part of our participation in the Stonewall WEI and it will form part of our next Action Plan.

1.7 Transgender

The University does not monitor transgender students or staff. However, all staff have the opportunity to define themselves beyond the binary identities of male/female (e.g. non-binary, genderfluid, genderqueer). Reporting, even at UEA level only, is not undertaken due to the continuing sensitivity surrounding gender transition. However, a small number of our transgender population do engage 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. Three central courses advertised via CSED will be run during 2016/17 with around 50 staff trained on Trans and Gender Identity as a result. This helps gradually increase the institutional capacity for understanding/supporting/guiding in this sensitive but rapidly developing area. 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. Both frameworks will help us develop further.

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 trends, built on annually. Information now needs to be developed and linked horizontally and vertically across the organisation and across characteristics (intersectionality) so it can be used effectively 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 2017