

## Equality Monitoring Report 2011-2012

### 1. Introduction

The Equality Monitoring Report will allow the University to have a standard base for all equality information across the organisation. This report will assist the development of the Equality and Diversity Strategy, and equality outcomes for the Public Sector Equality Duty.

The aim of this report is to provide transparent data for all functions in the institution to use when equality information is required such as when conducting Equality Impact Assessments.

### 2. Staff Report structure

This report has been structured to provide a 'whole University' overview by all the protected characteristics, followed by specific sections on each of the protected characteristics with a break down of data by the following:

- College
- Level 10
- Job Family Profiles
- Grade
- Full/part time
- Contract type
- Recruitment – both application and appointment

Further information has then been provided by sex on:

- Academic promotion
- Equal Pay

### 3. Staff Report - Notes and definitions

The census date for this information was May 2012, unless otherwise stated.

Whole University - this is the head count for all staff in the University, including those on zero hours and multiple contracts. Total headcount is 6144.

The University does not currently collect information on gender reassignment, however this will be included next year as this information will be collected from 2012/13.

The new HR system Core allows the University to record maternity and pregnancy for the first time, therefore we currently do not have a full year's data set. This will be included in next year's report when there is a full data set.

Disability – the impairment breakdown for staff was not available when the data was drawn for the report.

Ethnicity – three charts have been provided for the whole University ethnicity data, for all subsequent charts all ethnic minority categories have been combined into Black and Minority Ethnic (BME) and White.

Sexual Orientation – two charts have been presented for the whole University sexual orientation data; the full breakdown and the information combined into Lesbian, Gay and Bisexual (LGB) and Heterosexual.

When using the term 'By College' this includes University Services as a College.

#### Job Family Profile

One member of the Senior Management Group is classed as Clinical under the Job Family Profiles.

#### By Full/Part time

All staff who work less than one FTE are considered part time.

#### By Contract

The contract types are as follows;

F = Fixed term as per FT & OE Contract policy

O = Open ended with funding end date

P = Open ended

S = Fixed term - SOSR e.g. Maternity leave cover

Other = Non contracted status and Associate to School/RI

#### Promotion

The data for promotion is currently only available by sex.

#### Reward and Recognition

The information on reward and recognition is currently not available.

#### Recruitment - Applications and Appointments

The census date for applications and appointments was April 2011 – April 2012. Between application and appointment the declaration rate for all equality data drops markedly. The online application system requires applicants to complete the equal opportunities monitoring data prior to submission. Appointment information is drawn from the HR system Core, where staff input their own diversity data on a voluntary basis.

#### Equal Pay

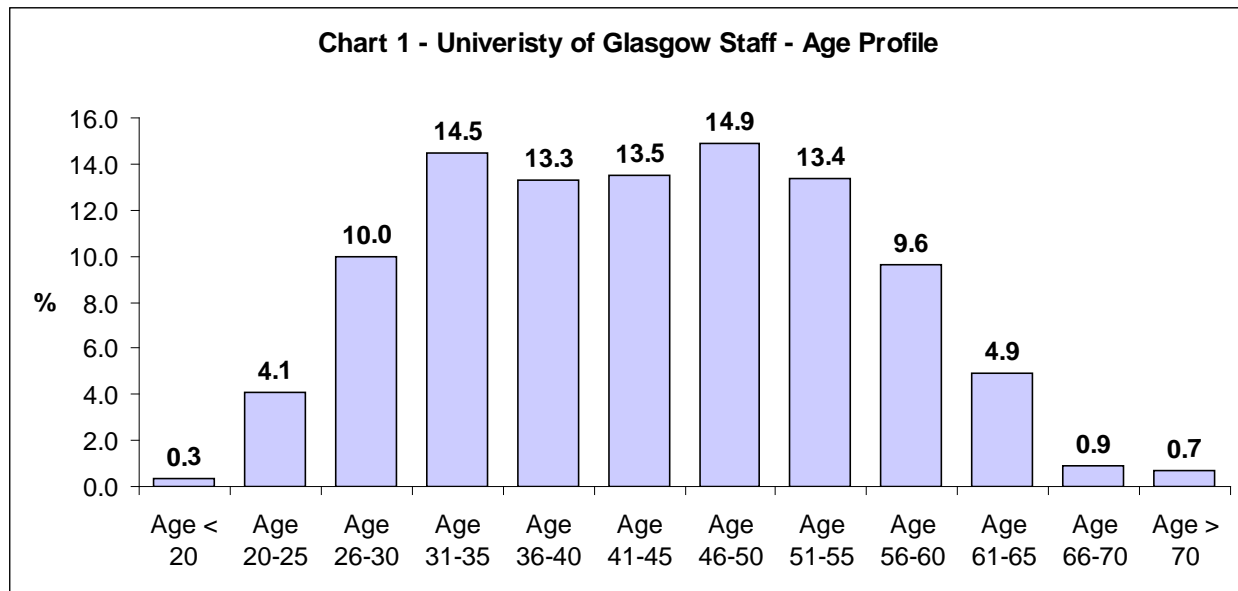
The data for equal pay is currently only available by sex.

#### Development

The data for training is currently not available; however this is part of phase two of the HR system Core.

## 4. Whole University Profile

### Age



The University's age profile has a usual bell curve, with most staff concentrated between the ages of 31 to 55, as shown in Chart 1 above.

### Disability

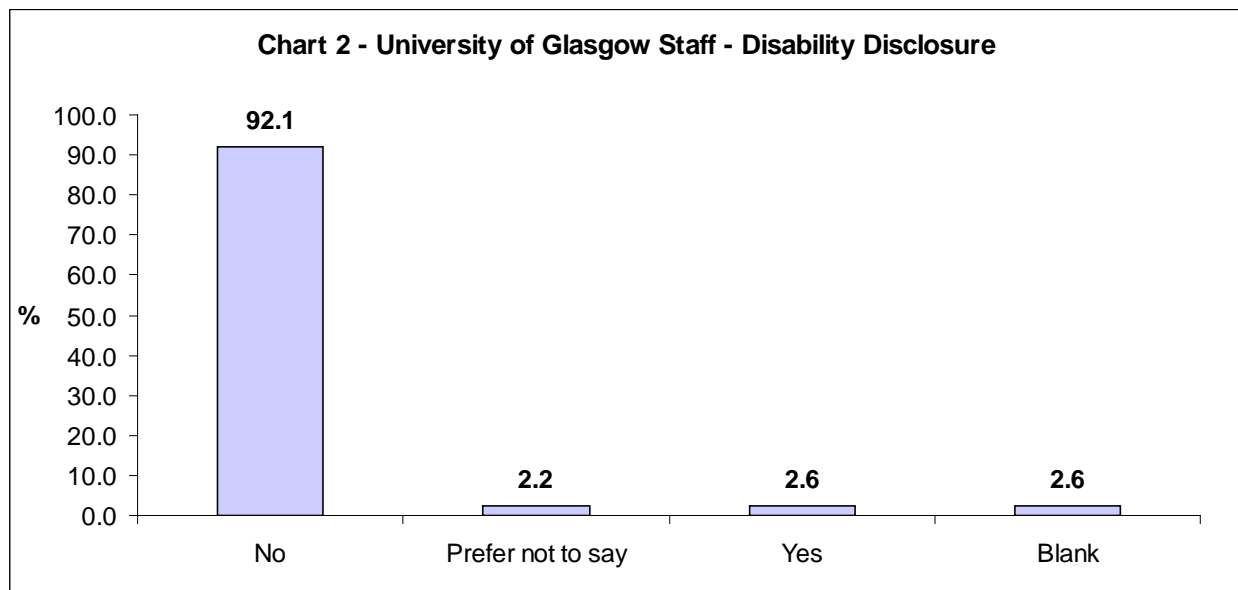


Chart 2 above shows 2.6% of University staff have declared a disability. This figure has steadily risen since 2007; however this figure is still lower than would be expected in an organisation, but reflects a well documented reluctance of the employees to declare a disability.

Marital status

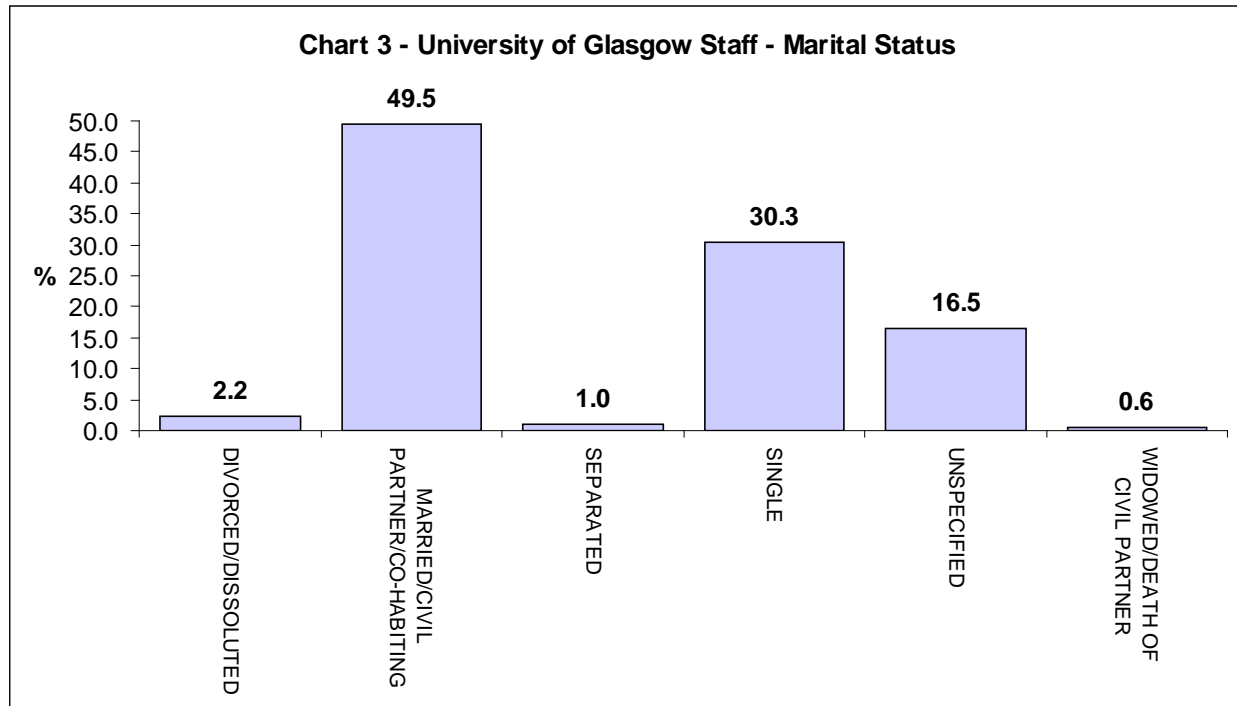
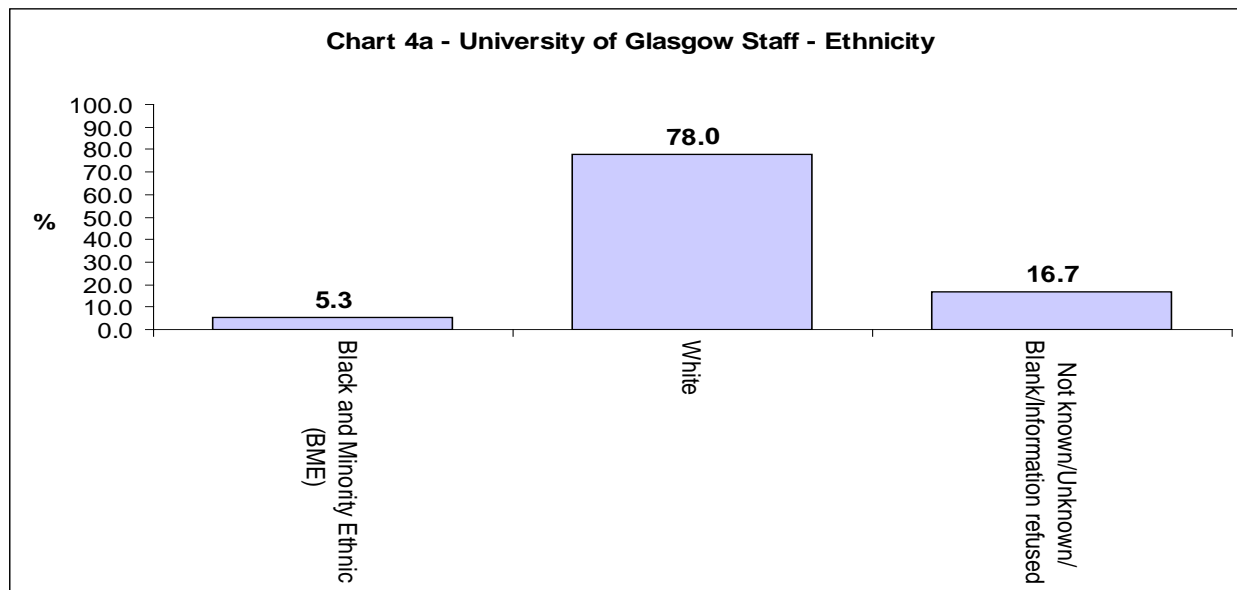


Chart 3 shows 49.5% of staff are either married, in a civil partnership or co-habiting.

Maternity and pregnancy

The new HR system Core allows the University to record this information for the first time, therefore we currently do not have a year's data set. This will be included in next year's report when there is a full data set.

Ethnicity



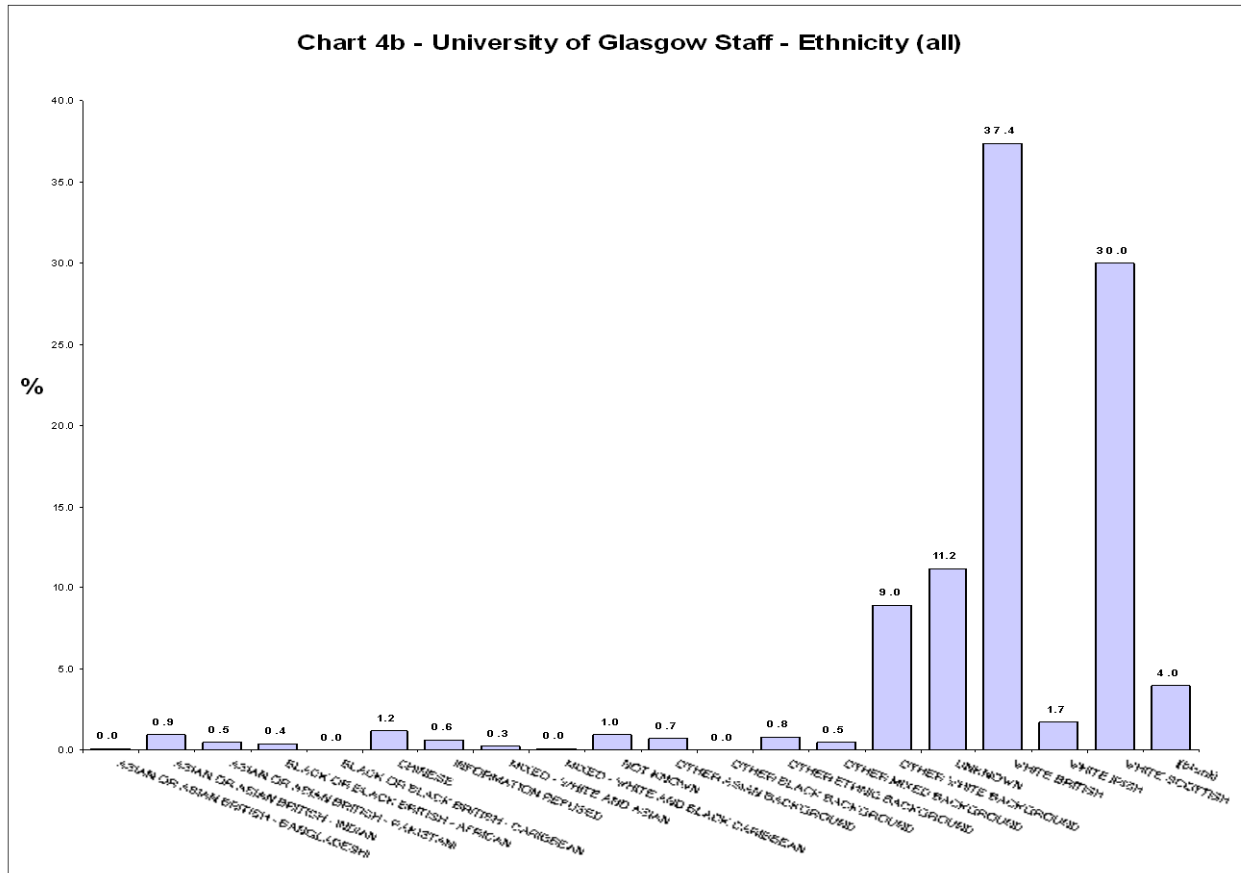


Chart 4a shows 5.3% of University staff are from a Black or Minority Ethnic background, this is higher than the national average from the 2001 census (2%), and slightly lower than the Glasgow average from the same census (5.5%). It is expected this number will have increased in the 2011 census, however this data is not yet available. It should be noted that 16.7% have not completed, or refused to respond to the question, which is a significant percentage. The full ethnic breakdown has been provided for information in Chart 4b.

#### Religion or belief

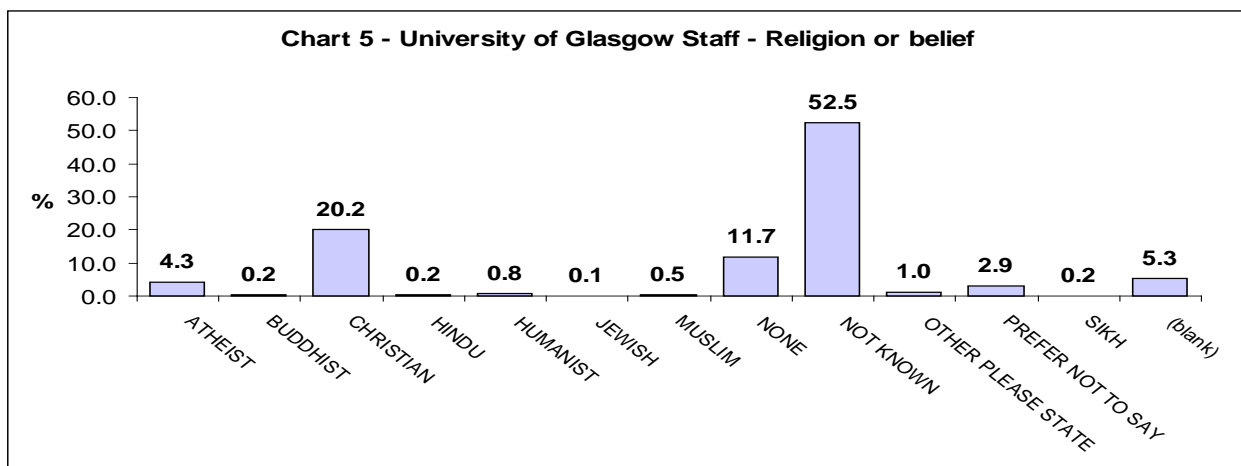
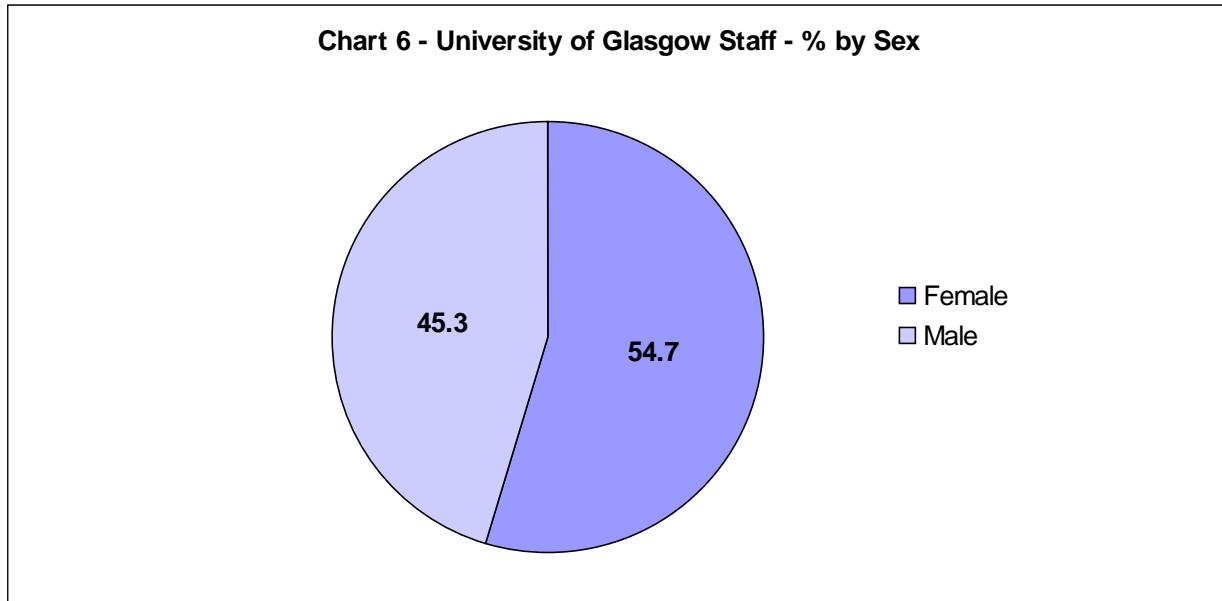


Chart 5 above shows Christianity is the largest religious grouping, with 20.2%. The seconded largest grouping has stated they have no religion at 11.7%. However with over 50% of the staff not responding to the question, this could not be considered an accurate picture of the religion and belief make up of University staff.

Sex



The majority of the University's workforce is female, with 54.7 %, as shown in Chart 6.

Sexual Orientation

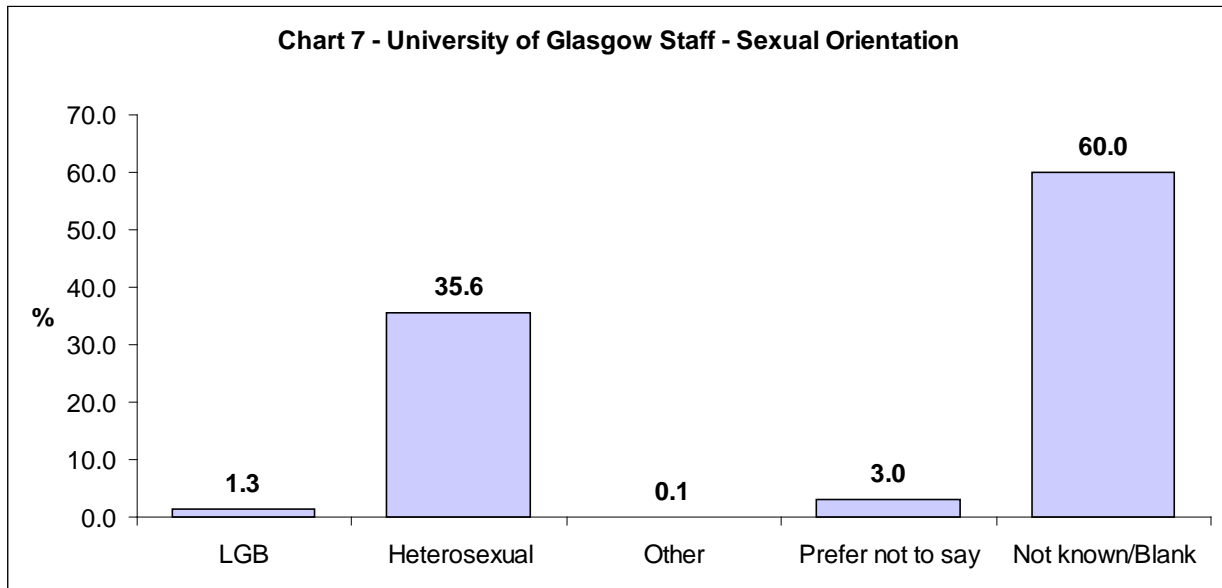


Chart 7 above shows 1.3% of the workforce stated they are gay, lesbian or bisexual, and 35.6% stated they are heterosexual. The declaration rate has steadily risen since the introduction of this monitoring category, which many people object to. It should be noted the 'Sexual Orientation' question has the highest rate of 'prefer not to say' responses of all the equality questions, possibly due to its sensitive nature.

## PROFILE BY AGE

By College

<b>Table 1</b>	<b>Arts</b>	<b>Medical, Veterinary and Life Sciences</b>	<b>Science and Engineering</b>	<b>Social Sciences</b>	<b>University Services</b>
<b>Age Range</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Age < 20	0.0	0.2	0.1	0.0	0.7
Age 20-25	1.8	2.2	2.3	1.6	7.6
Age 26-30	8.2	11.8	12.4	5.5	9.7
Age 31-35	14.8	18.0	18.2	12.3	11.1
Age 36-40	14.5	15.0	14.4	13.9	10.9
Age 41-45	15.8	14.0	13.3	16.2	11.6
Age 46-50	17.7	14.4	15.9	12.9	15.2
Age 51-55	12.9	12.7	10.9	12.0	15.5
Age 56-60	7.4	7.9	7.6	11.9	11.2
Age 61-65	6.6	3.3	4.3	7.9	5.0
Age 66-70	0.0	0.3	0.6	2.5	1.1
Age > 70	0.3	0.1	0.0	3.3	0.5

Table 1 above shows MVLS and Science and Engineering have a larger proportion of staff in the 26-35 age ranges than Arts and Social Sciences. Arts have a significant number of staff in the 41-50 age range, higher than the University average (see Chart 1). Both Social Sciences and University Services have a higher number of staff in the 56-65 age range, and Social Sciences has the majority of staff who are over 70, possibly due to the Open Programmes.

By Level 10 staff (Professors, Senior Administrators, SMG)

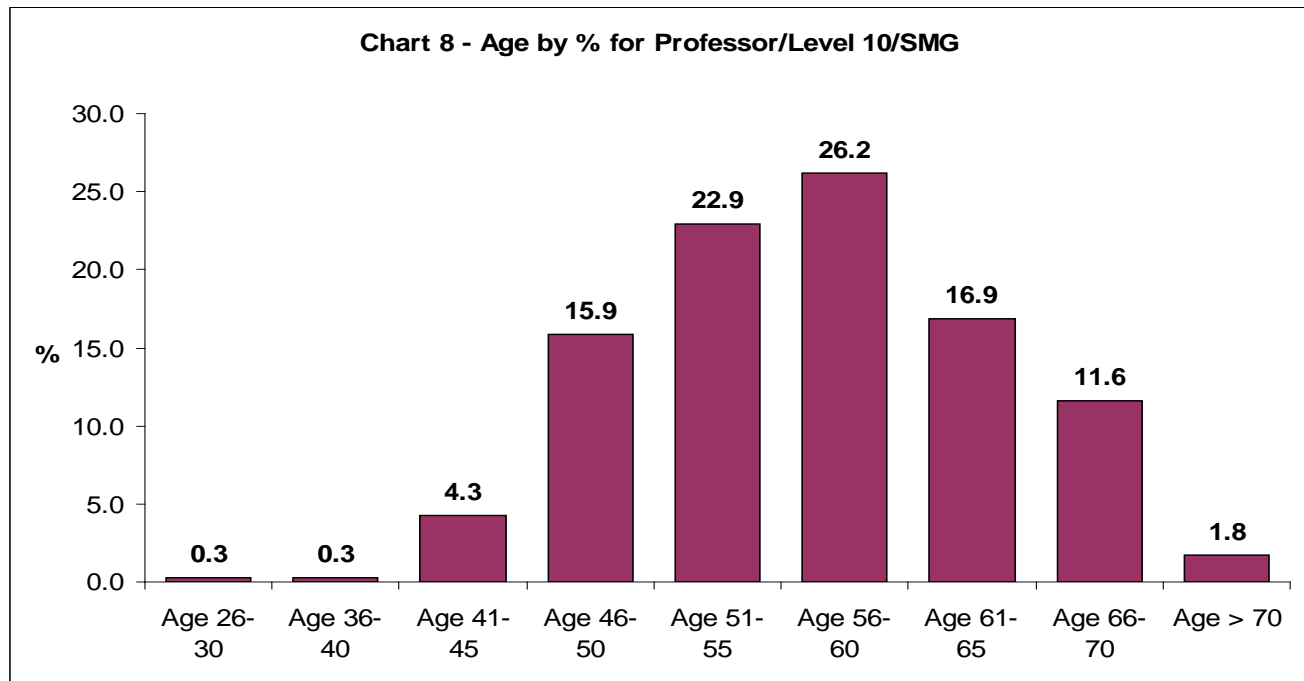


Chart 8 above shows the majority of level 10 staff are 51 or over, this is unsurprising given the work experience required for these positions.

By Job Family Profile

<b>Table 2</b>	<b>Clinical</b>	<b>Management Professional &amp; Administrative</b>	<b>Operational</b>	<b>Research and Teaching</b>	<b>Senior Management Group</b>	<b>Technical and Related</b>
<b>Age Range</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Age < 20	0.0	0.2	1.6	0.0	0.0	0.0
Age 20-25	0.4	4.5	10.1	1.9	0.0	3.8
Age 26-30	7.9	9.5	7.2	11.6	0.0	10.3
Age 31-35	27.3	13.1	7.7	17.5	0.0	11.5
Age 36-40	11.5	14.3	7.2	15.7	0.0	10.5
Age 41-45	11.2	14.2	10.3	14.8	0.0	12.0
Age 46-50	12.9	14.8	15.6	13.6	38.5	20.3
Age 51-55	13.3	15.1	17.0	9.8	23.1	17.7
Age 56-60	10.8	10.2	12.9	7.4	15.4	11.5
Age 61-65	4.7	3.3	7.9	5.4	15.4	2.3
Age 66-70	0.0	0.5	2.0	1.1	7.7	0.0
Age > 70	0.0	0.3	0.5	1.2	0.0	0.2

It is difficult to draw conclusions from the job family age profiles as shown in Table 2. The Research and Teaching profile is concentrated between the age ranges of 30-50, whilst the MPA profile reflects the University. The Operational job profile is significantly grouped in the age range of 45-60, indicating an older workforce. There is a spike of Clinical staff in the 31-35 age range, however further discussion with MVLS would be required to explain why.

By Grade

<b>Table 3</b>	<b>Grade 1</b>	<b>Grade 2</b>	<b>Grade 3</b>	<b>Grade 4</b>	<b>Grade 5</b>	<b>Grade 6</b>	<b>Grade 7</b>	<b>Grade 8</b>	<b>Grade 9</b>	<b>Prof, SenAdm &amp; SMG</b>	<b>Clinical</b>	<b>Other</b>
<b>Age Range</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Age < 20	0.3	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Age 20-25	2.5	19.1	16.4	7.6	2.6	3.9	0.4	0.1	0.0	0.0	0.0	2.9
Age 26-30	2.5	13.4	12.5	15.2	13.4	19.2	10.8	1.8	0.0	0.3	6.1	11.4
Age 31-35	8.0	8.6	7.1	12.0	14.8	16.8	31.2	11.6	2.5	0.0	31.8	11.4
Age 36-40	5.3	6.7	11.7	13.5	12.6	12.8	18.2	21.8	14.9	4.3	13.6	8.6
Age 41-45	8.3	6.3	10.0	15.2	15.2	11.6	13.0	18.0	21.9	15.9	9.8	12.4
Age 46-50	17.5	11.0	12.1	11.5	14.4	12.5	11.2	18.1	24.6	22.9	10.3	19.0
Age 51-55	19.7	12.2	15.3	13.0	13.0	10.7	7.7	13.3	16.4	26.2	13.6	15.2
Age 56-60	18.6	12.0	8.9	8.4	10.5	5.6	5.2	9.3	12.2	16.9	10.3	16.2
Age 61-65	11.6	4.9	5.7	2.9	3.6	3.6	1.8	5.2	6.5	11.6	4.7	2.9
Age 66-70	4.7	1.2	0.0	0.2	0.0	1.0	0.5	0.7	0.8	1.8	0.0	0.0
Age > 70	1.1	1.0	0.4	0.2	0.0	2.3	0.1	0.1	0.2	0.3	0.0	0.0

Table 3 shows the general profile for age range reflects the norm; that staff who are in senior grades (9 and above) are likely to be older. However there is a spike of grades 1 and 2 who are 50 or over, which is possibly linked to the job family profiles.



By Full/part time

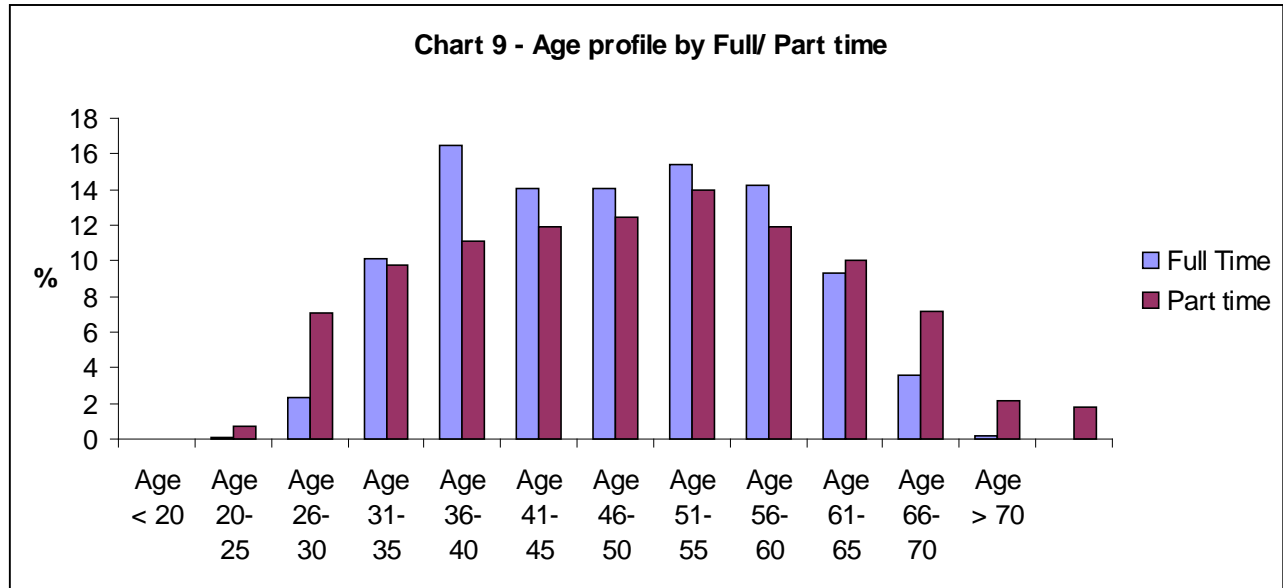


Chart 9 shows the part time staff age profile mirrors that of the University profile as shown in Chart 1. However there are a significant number of 61-70 year olds working part time. With the introduction of flexible retirement the University may see a rise in this figure over the next few years.

By contract type

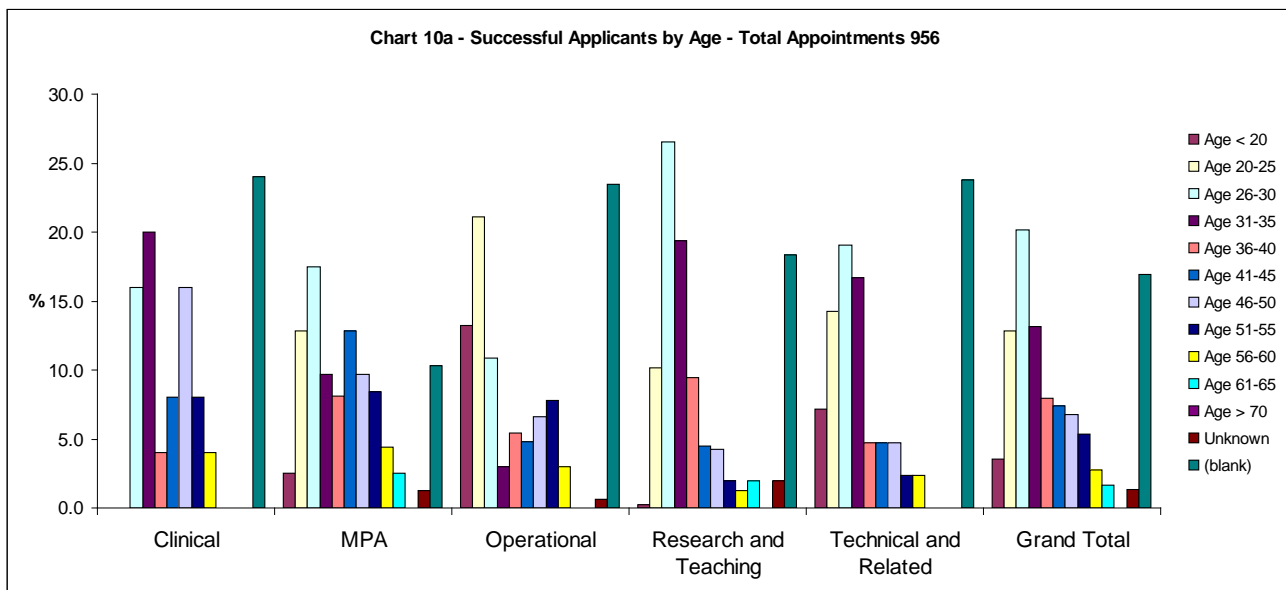
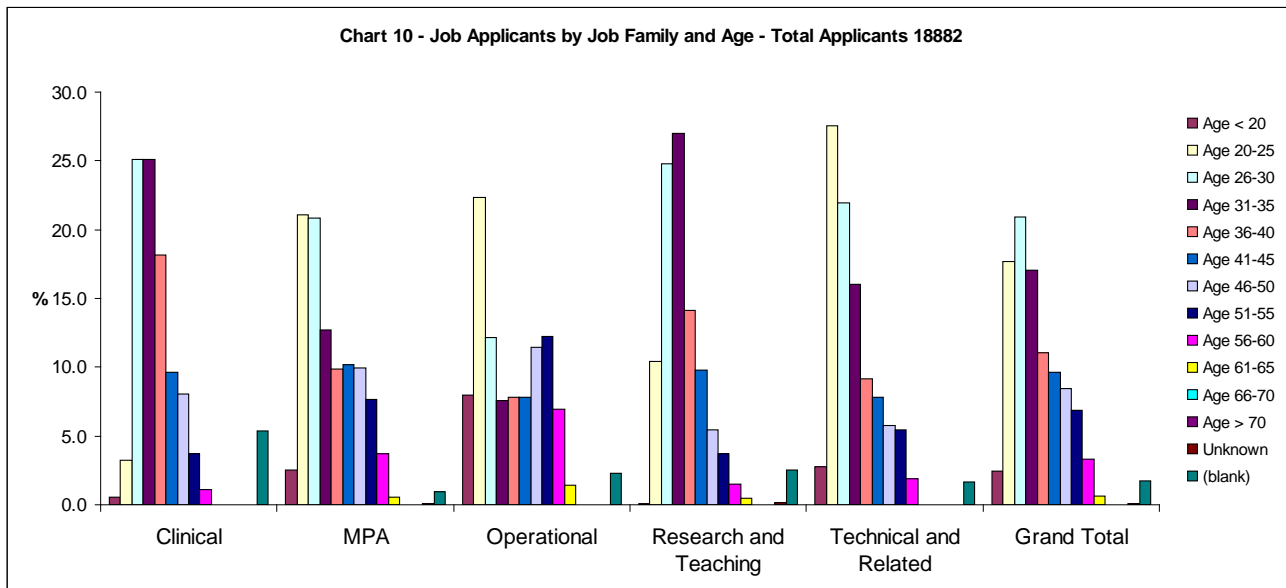
<b>Table 4</b>	<b>F</b>	<b>O</b>	<b>P</b>	<b>S</b>	<b>Other</b>
<b>Age range</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Age < 20	1.3	0.1	0.3	0.0	0.0
Age 20-25	8.0	3.8	4.0	2.0	0.0
Age 26-30	23.3	20.3	6.1	16.9	28.6
Age 31-35	16.9	25.7	10.3	48.0	14.3
Age 36-40	10.0	17.1	12.4	14.2	14.3
Age 41-45	11.3	10.2	14.7	6.8	14.3
Age 46-50	9.6	9.2	17.1	4.1	14.3
Age 51-55	5.3	5.6	16.3	2.7	0.0
Age 56-60	4.3	4.4	11.5	4.1	0.0
Age 61-65	5.0	2.4	5.6	1.4	14.3
Age 66-70	4.3	0.8	0.8	0.0	0.0
Age > 70	0.7	0.3	0.8	0.0	0.0

**Key**

- F = Fixed term as per FT & OE Contract policy
- O = Open ended with funding end date
- P = Open ended
- S = Fixed term - SOSR e.g. Maternity leave cover
- Other = Non contracted status and Associate to School/RI

A significant number of fixed term (as per FT and OE contract policy) and open ended with funding end date staff are concentrated in the 26-35 age ranges, as shown in Table 4 above.

Recruitment – by Applications and Appointments



Charts 10 and 10a show the age of applicants are generally reflective of the appointments, with a couple of notable highlights including;

- The proportion of Clinical 46-50 year olds appointed is significantly higher than those applying (although the actual numbers are quite low).
- A significant number of Technical and Related staff apply in age range 20-25, however there is a significant drop in appointment.
- The number of (blank) for all job family profiles significantly increases from application to appointment. This may be due to the recruitment system requiring applicants to complete this information but after appointment completion of diversity data is on a voluntary basis.

## PROFILE BY DISABILITY

### By College

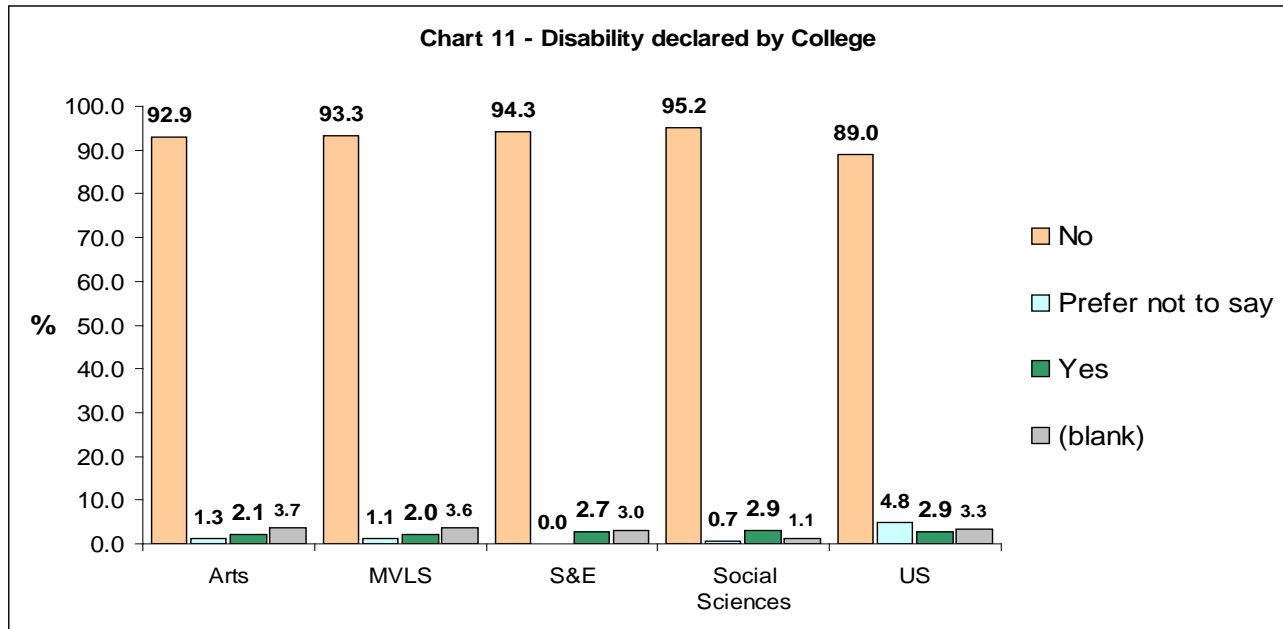


Chart 11 illustrates that disabled staff are evenly spread across each of the four Colleges and University Services. There is a significant proportion (4.8%) of staff in University Service who have stated they would 'prefer not to say' in response to this question.

### By Level 10 staff (Professors, Senior Administrators, SMG)

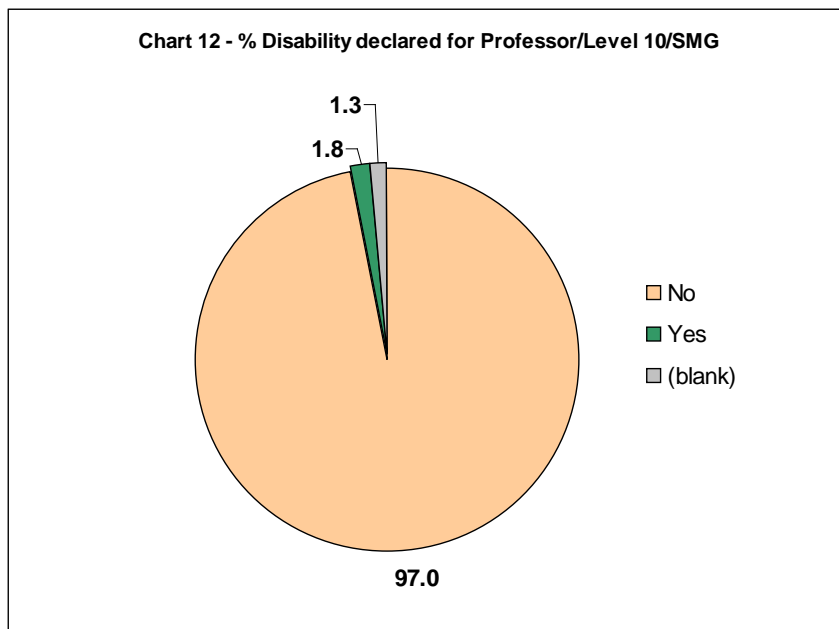
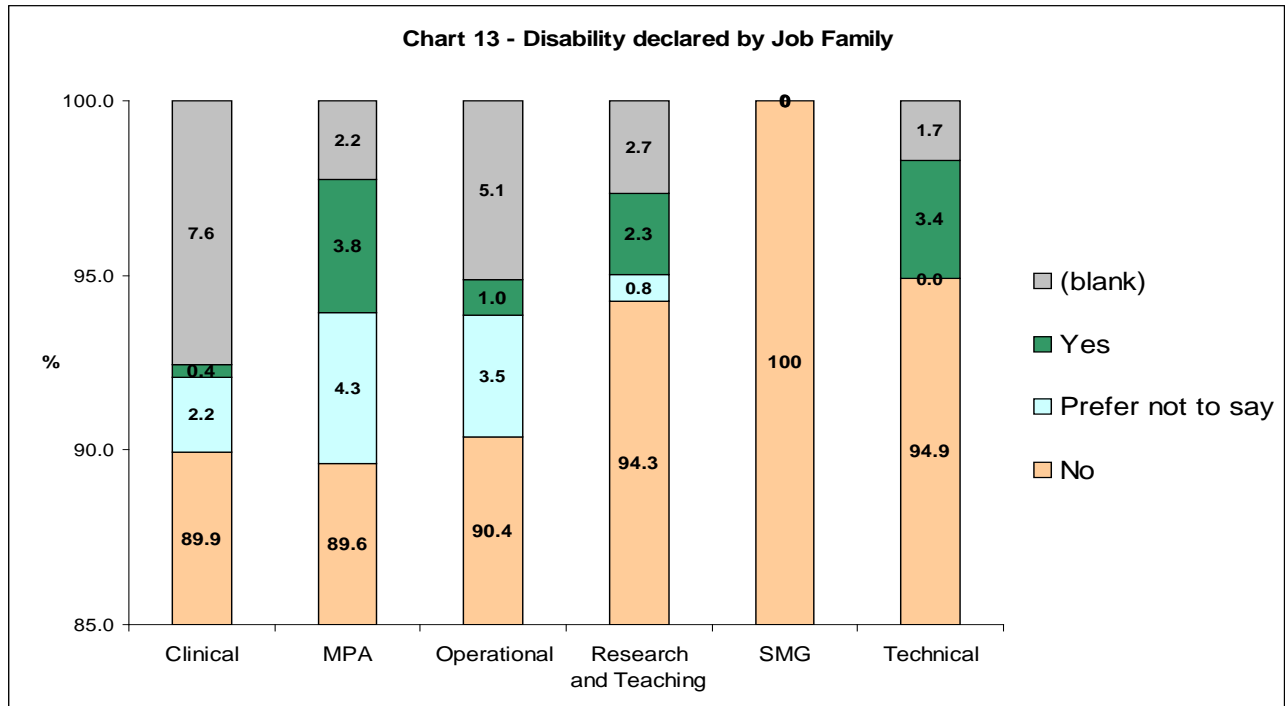


Chart 12 shows that 1.8% of senior staff have declared a disability; this is lower than the University average of 2.6%.

By Job Family Profile



Both MPA and Technical staff have a higher declaration rate than the University average (3.8% and 3.4% respectively). Clinical staff have a disproportionately low response rate at 0.4%, as shown in Chart 13.

By Grade

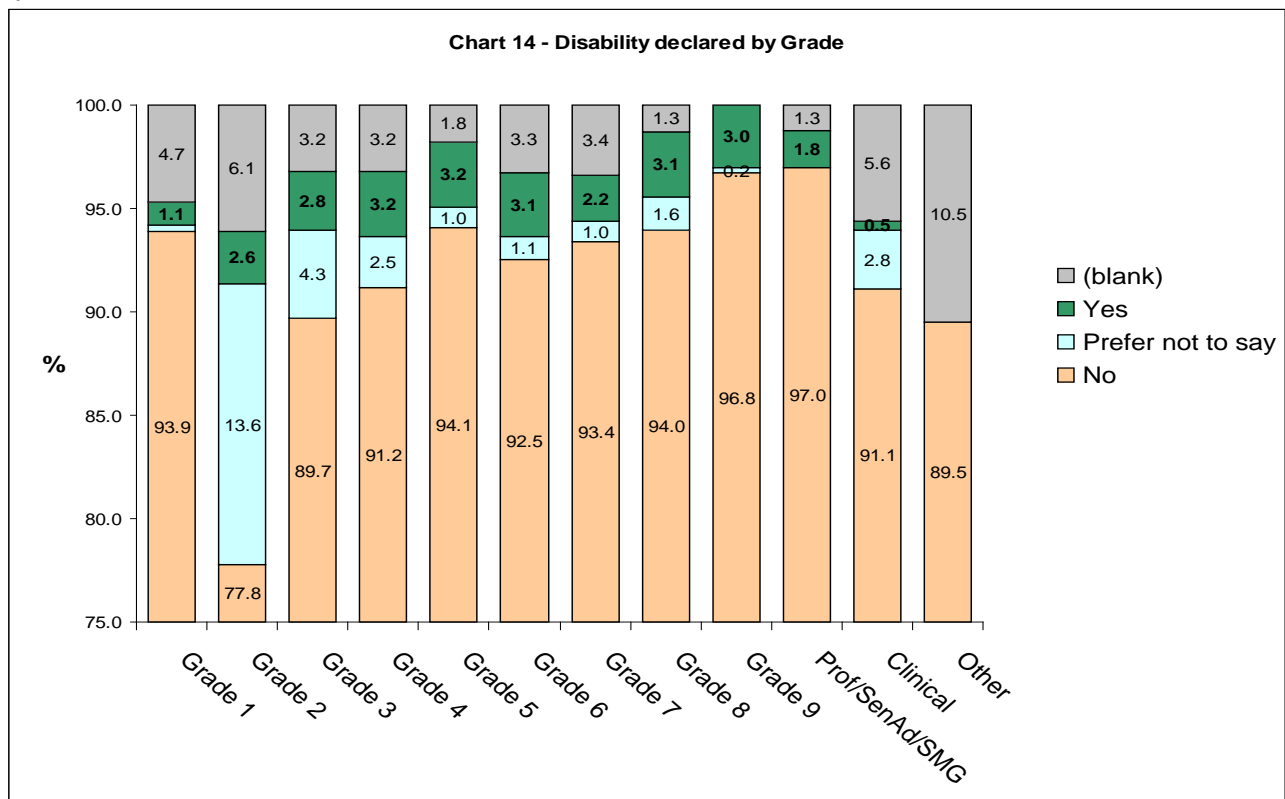
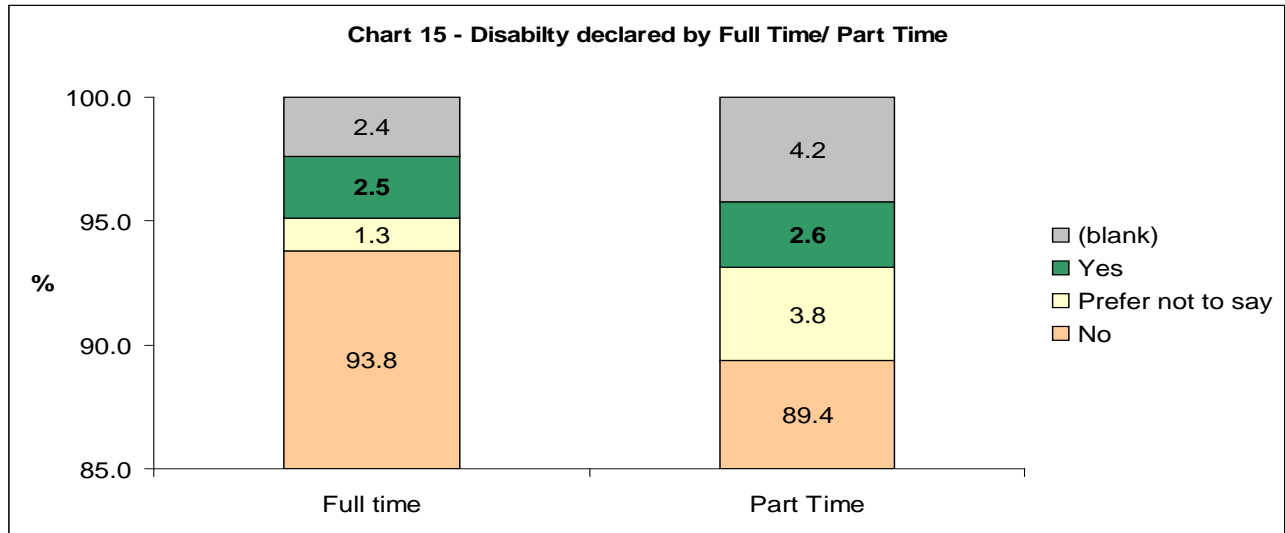


Chart 14 above shows there is a relatively even spread of disabled staff across the grades, with the exception of Grade 1 and Clinical staff. A significant proportion – 13.2% - of Grade 2 staff have stated they would 'prefer not to say' for this question.

By Full/part time



Disabled staff are equally likely to work full or part time, as shown in Chart 15.

By Contract Type

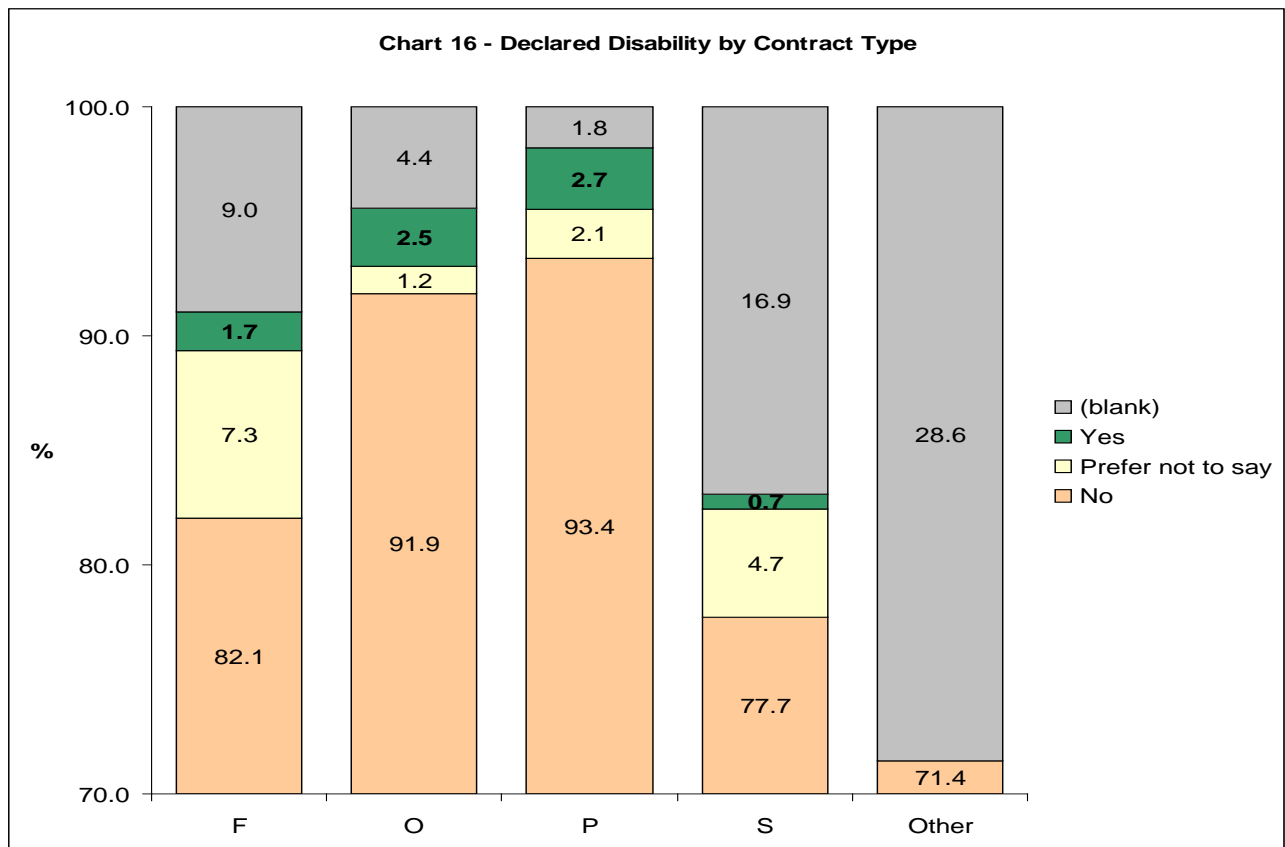
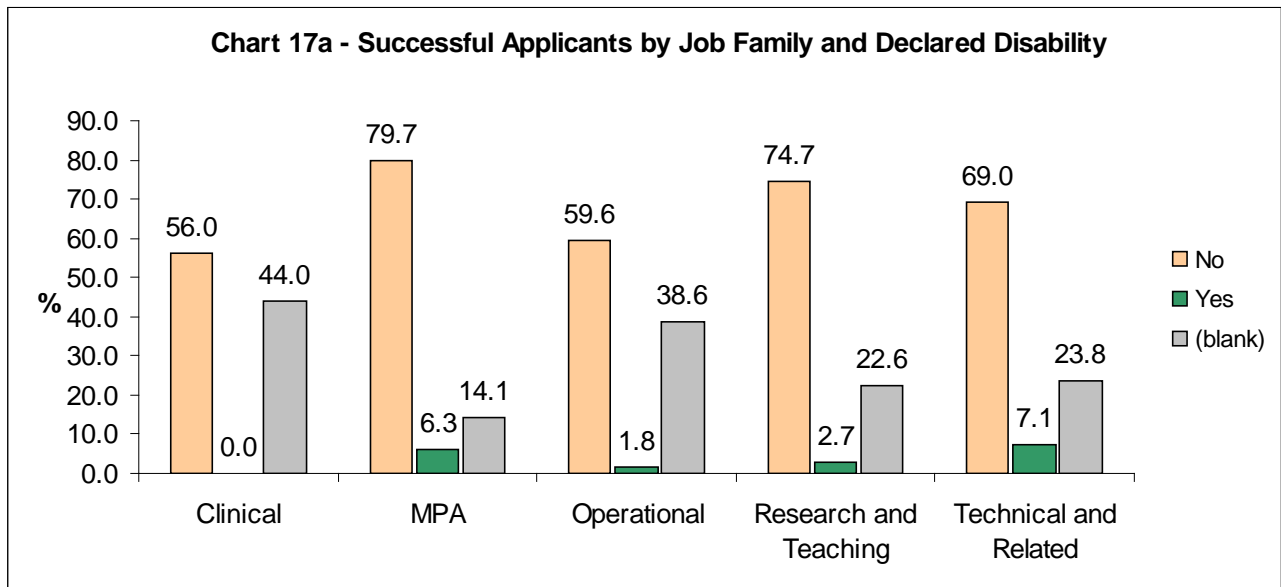
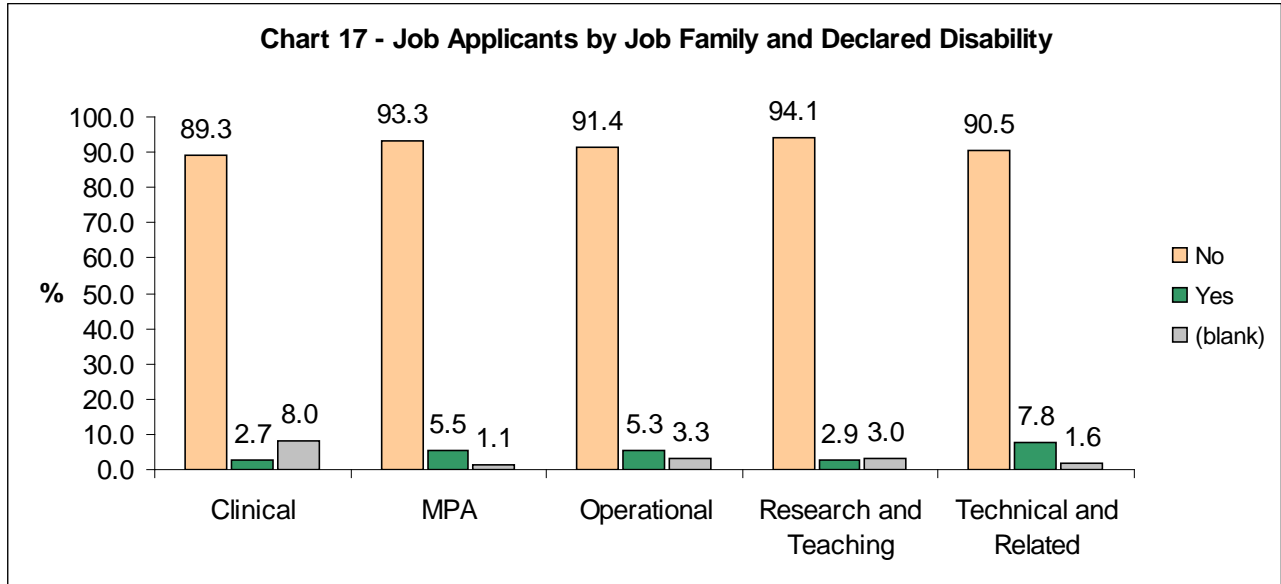


Chart 16 above shows disabled staff are more likely to have an open ended with funding end date or an open ended contract.

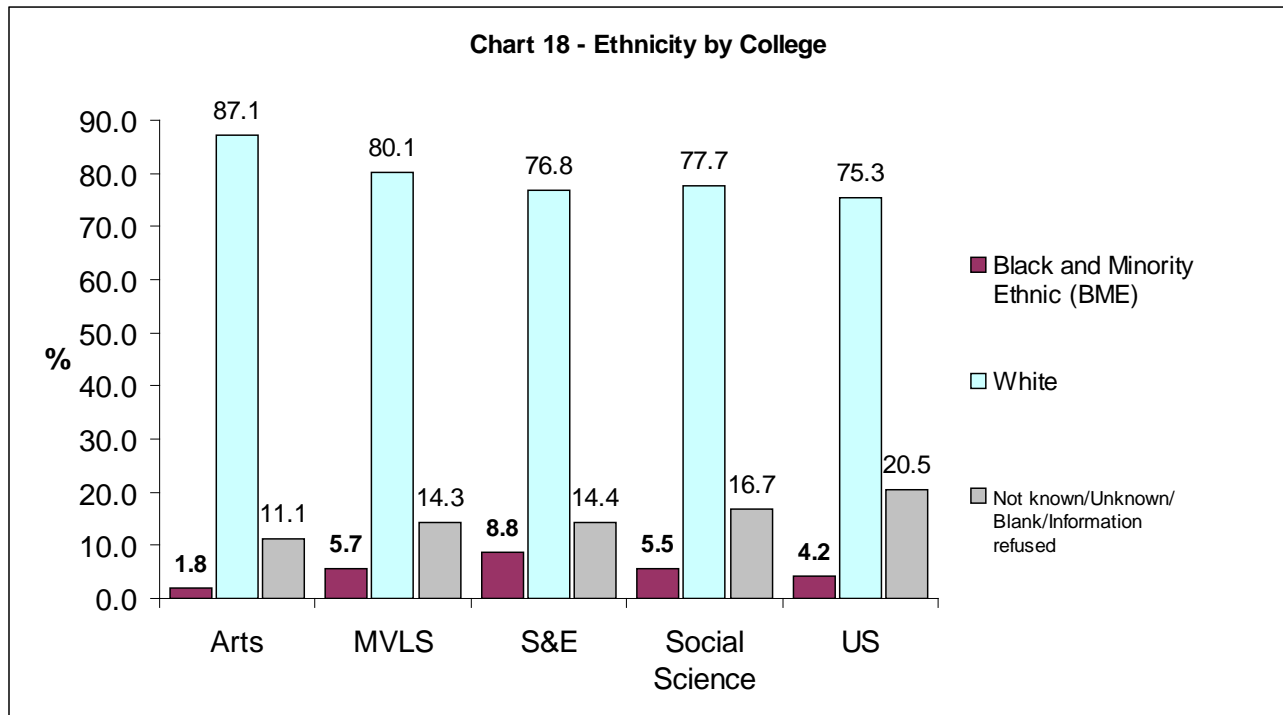
Recruitment – by Applications and Appointments



Charts 17 and 17a show declared disabled applicants are more likely to be appointed in job families MPA and Technical and Related, however proportionally less likely to be appointed in Clinical and Operational job families.

## PROFILE BY ETHNICITY

### By College



The University's Black and Minority Ethnic (BME) staff work in the highest proportion in the Colleges of MVLS and Science and Engineering. The lowest proportion of BME staff is in the College of Arts, as illustrated in Chart 18 above.

### By Level 10 staff (Professors, Senior Administrators, SMG)

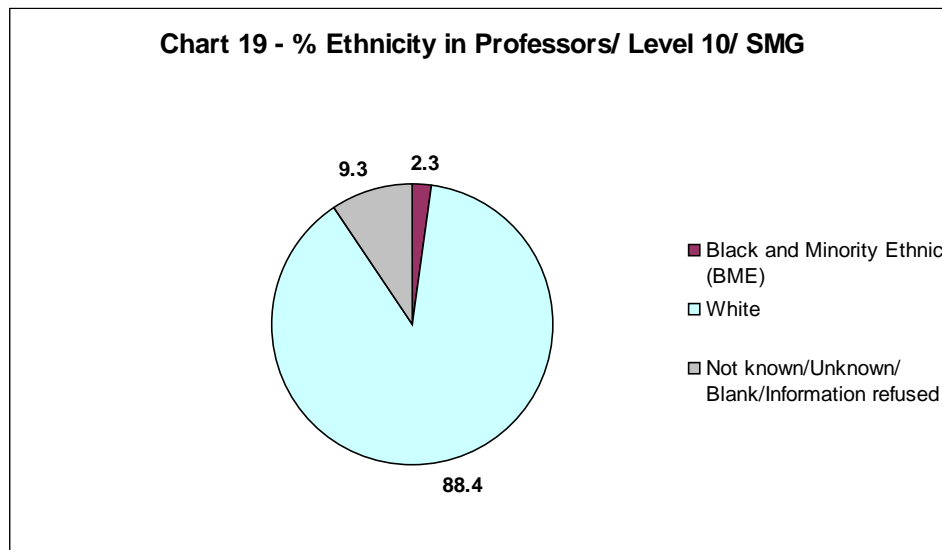


Chart 19 shows the proportion of BME staff in senior roles (2.3%) is significantly lower than the University average of 5.3% (see Chart 4a).

By Job Family Profile

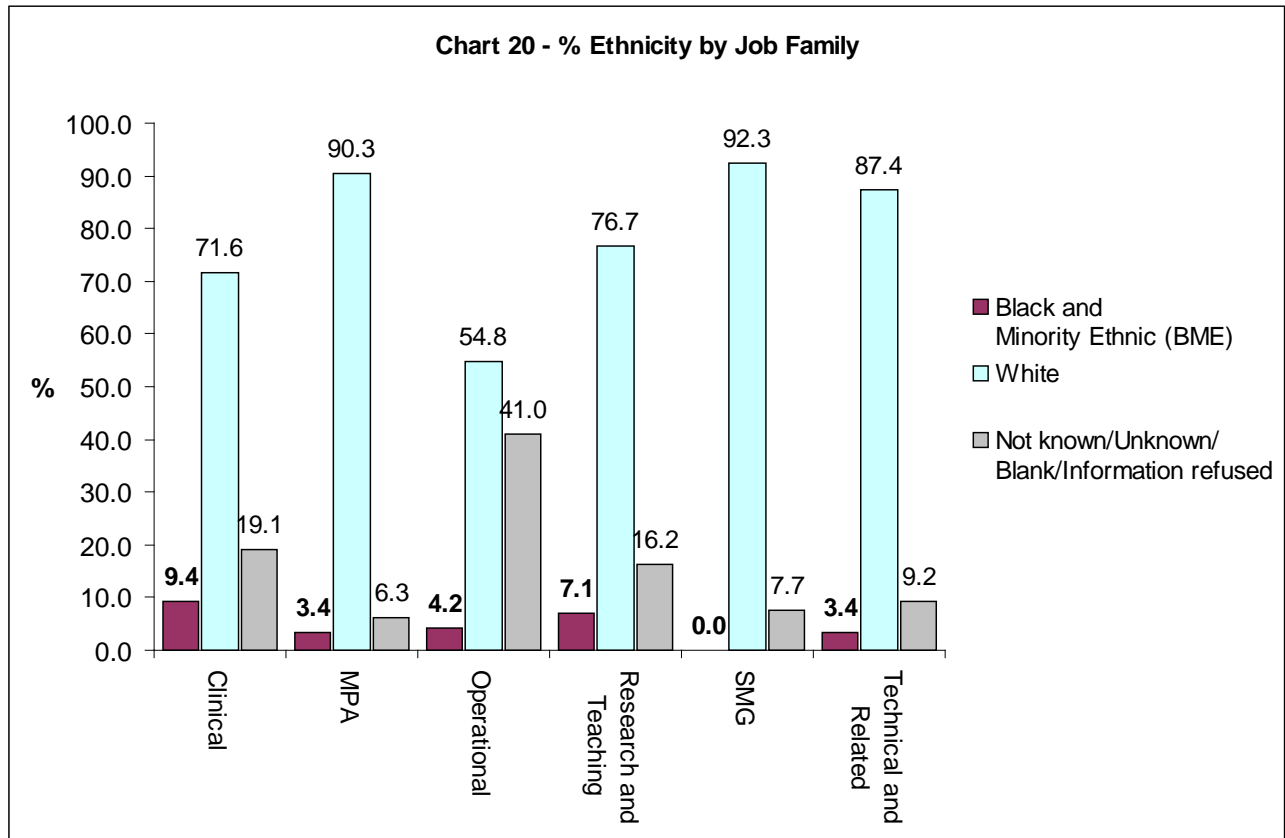


Chart 20 shows the highest proportion of BME staff is represented in the Clinical (9.4%) and Research and Teaching (7.1%), this possibly reflects the international market this group of staff is pulled from. There is a lower proportion of BME staff in the MPA and Technical and Related job families. For these job families we would expect the BME staff to reflect the local population, so this may be considered fairly low.

By Grade

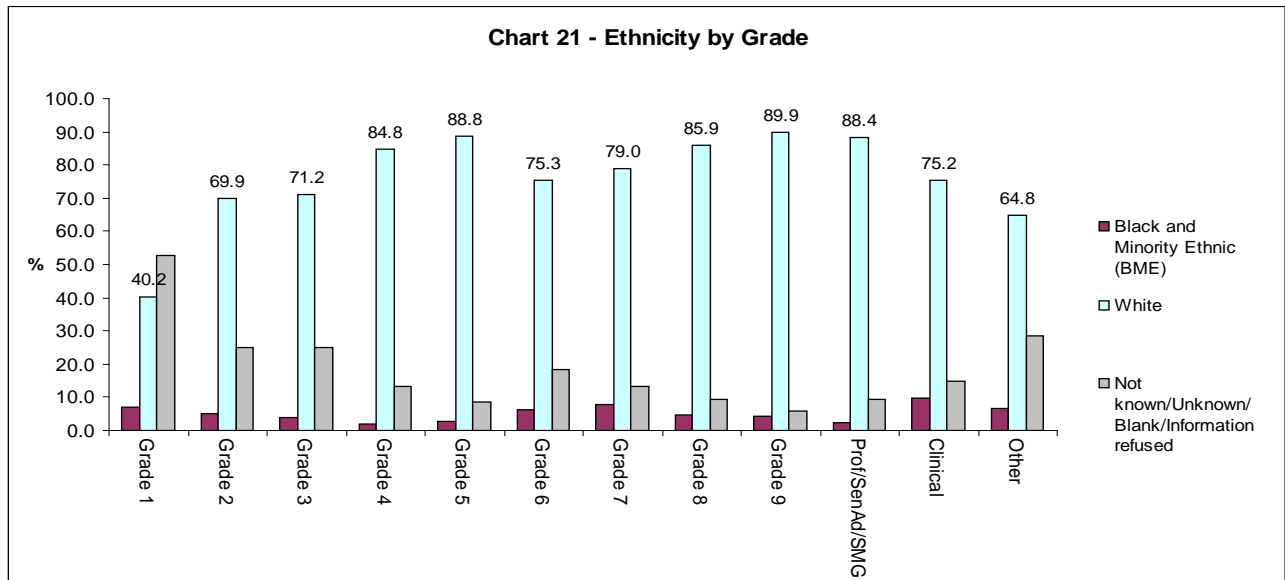
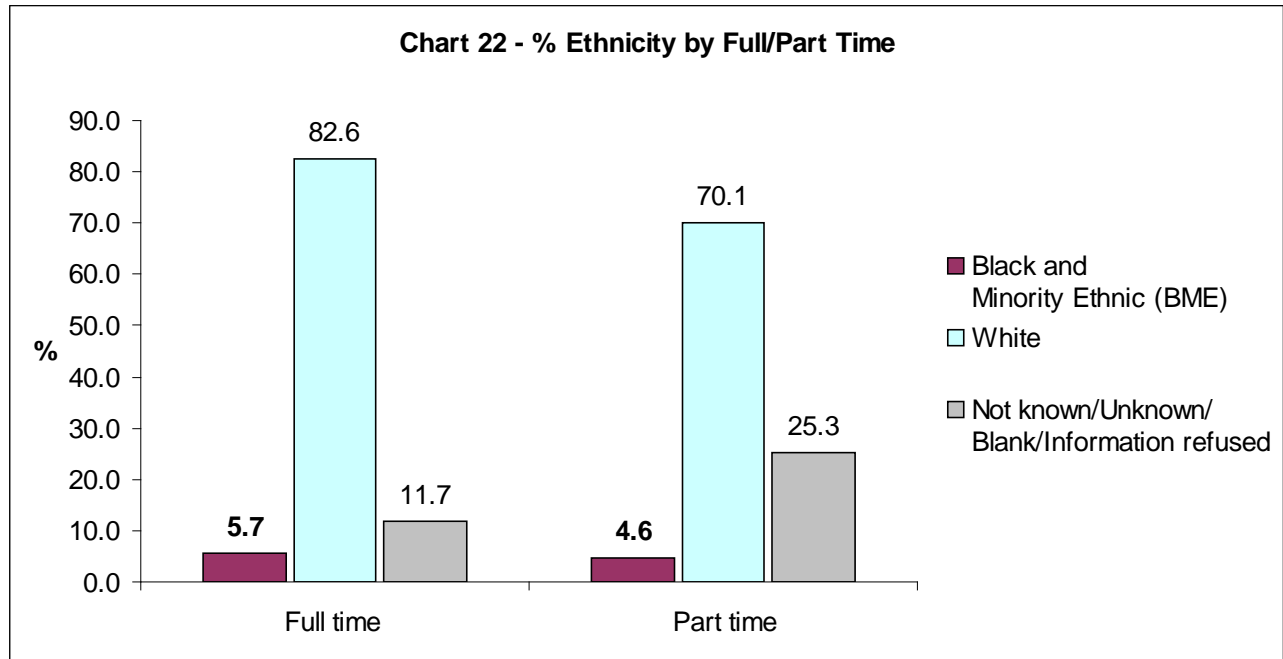




Chart 21 above shows there no real pattern for which grade the University's BME staff are employed in. There are however lower proportions in grades 3-5 and grade 10, as mentioned before. The reasons for this would require further investigation.

By Full/part time



There are less BME part time staff than full time, however a significant number of part time staff (over 25%) have not informed us of their ethnicity, as illustrated by Chart 22.

By Contract Type

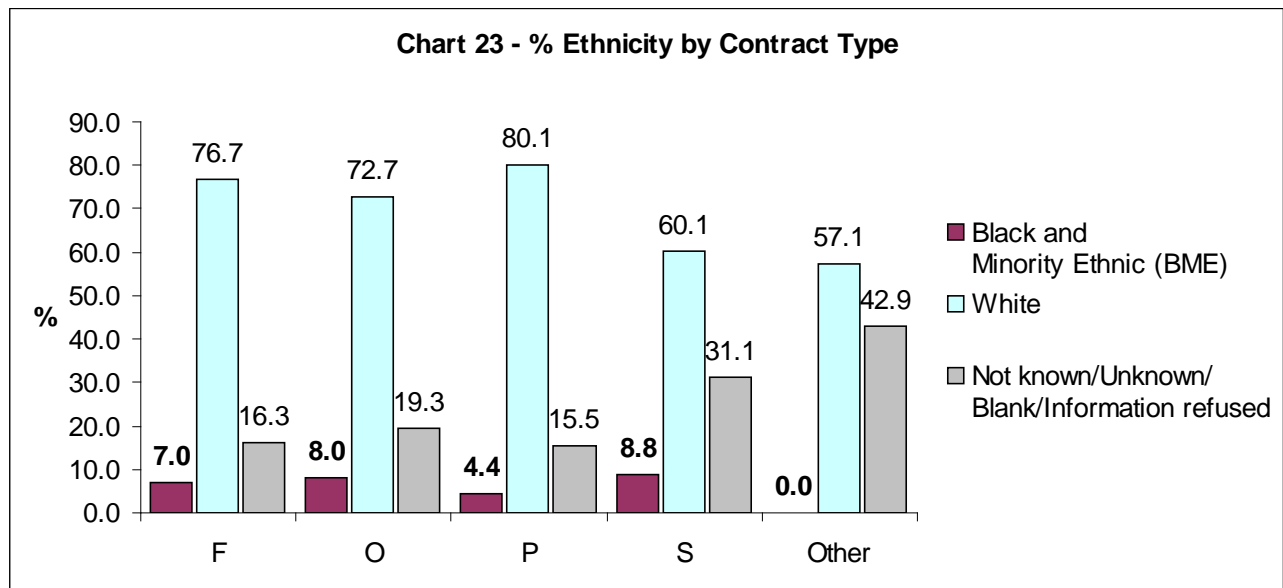
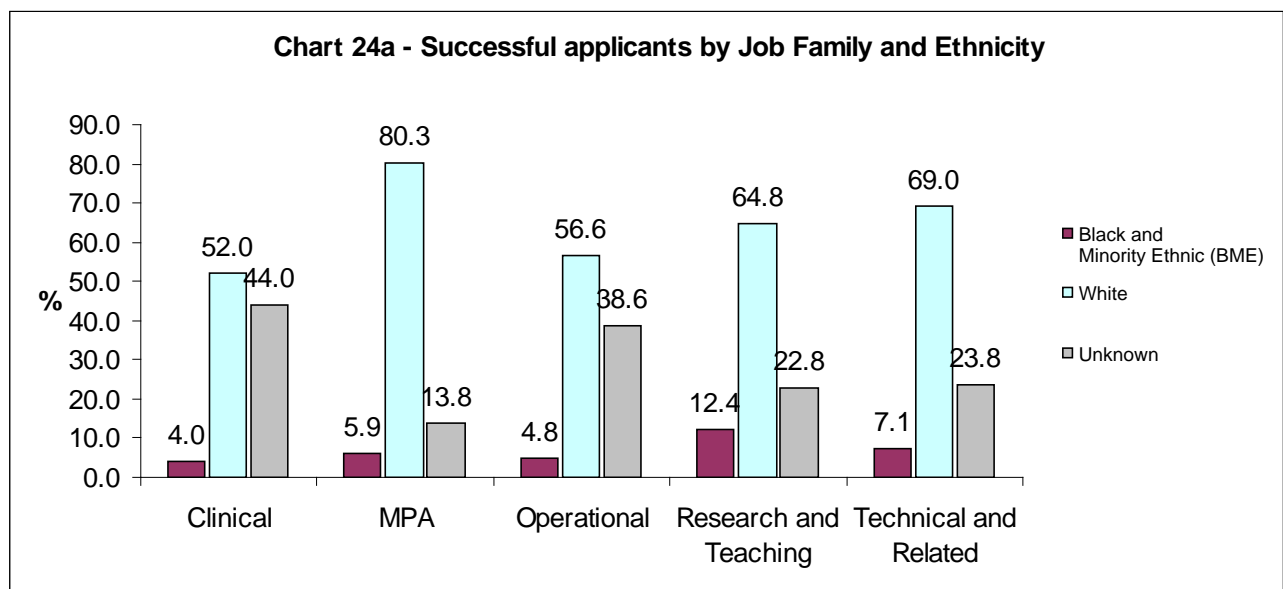
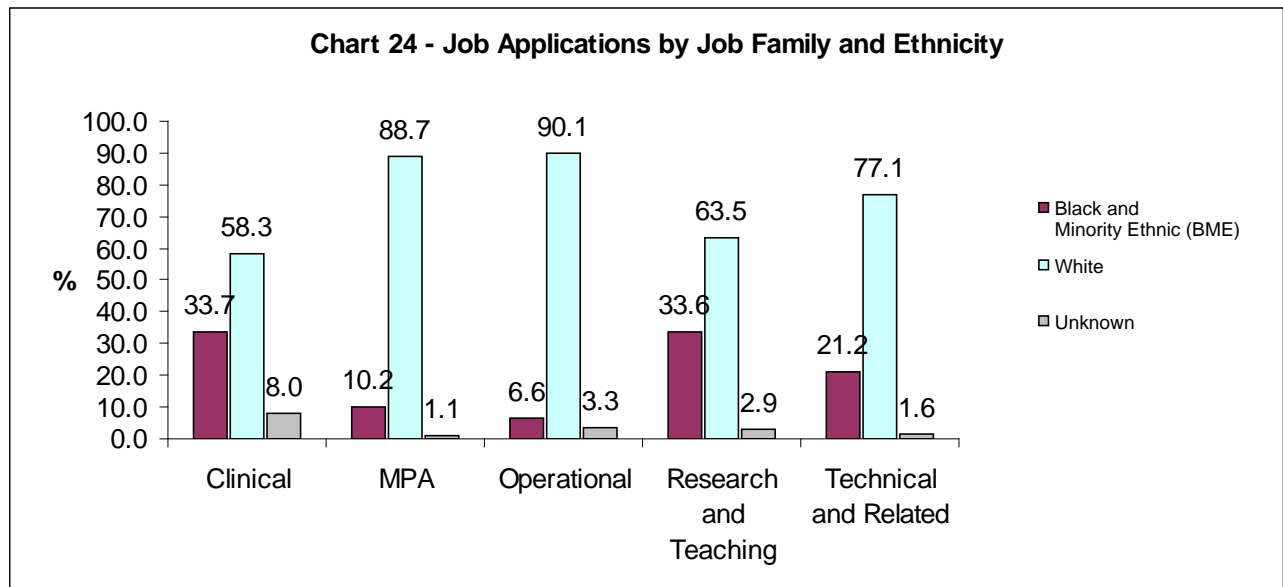


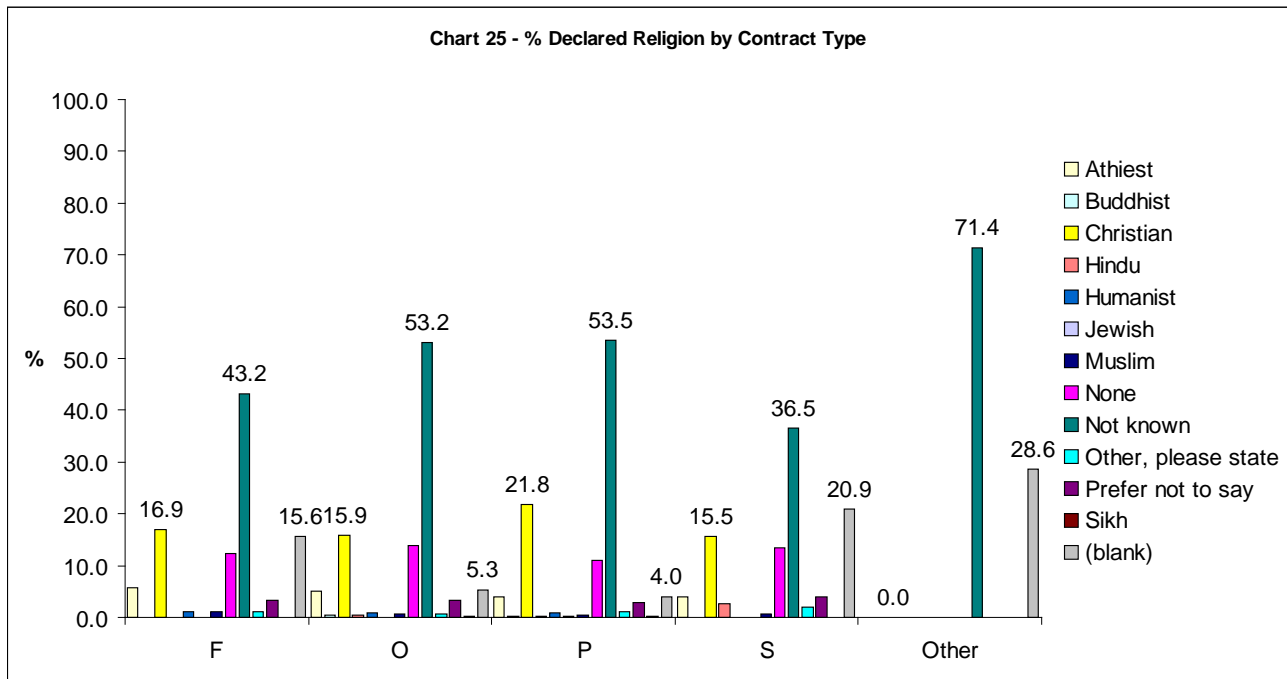
Chart 23 shows the proportion of BME staff on an Open contract (P) is lower than on any other contract type.

Recruitment – by Applications and Appointments



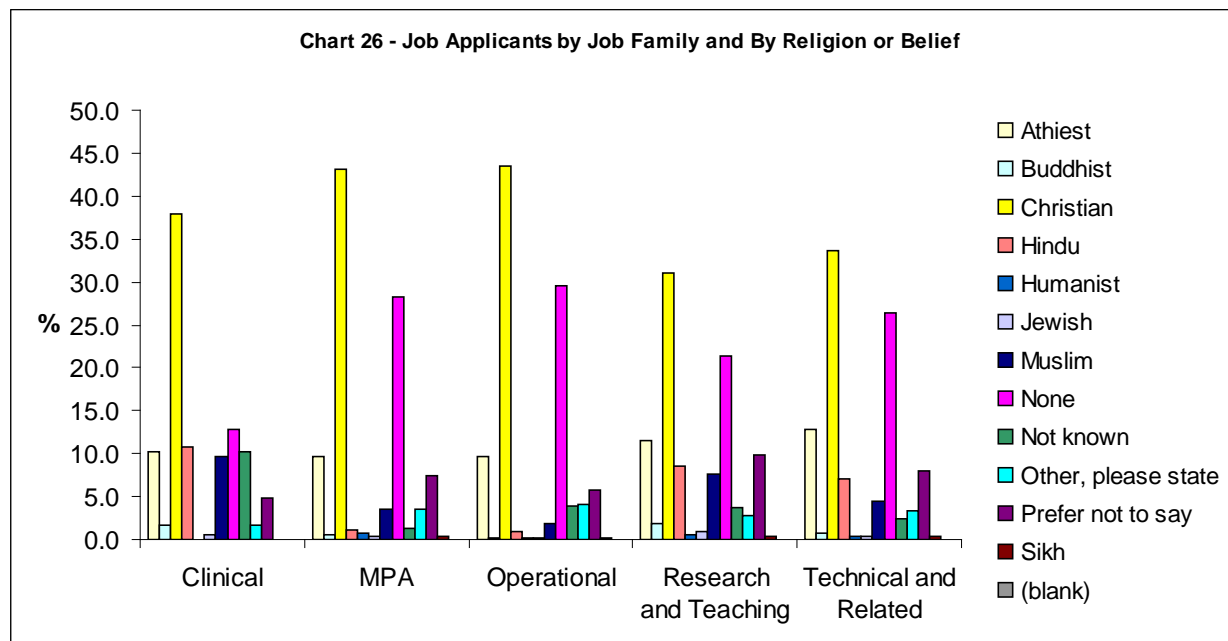
The data, as illustrated by Charts 24 and 24a, shows White and Black and Minority Ethnic staff are proportionally less likely to be appointed in all job family profiles; however there is a significant increase in the levels of 'unknown' responses. This may again be due to the recruitment system requiring applicants to complete this information but completion of diversity data is on a voluntary basis after appointment.

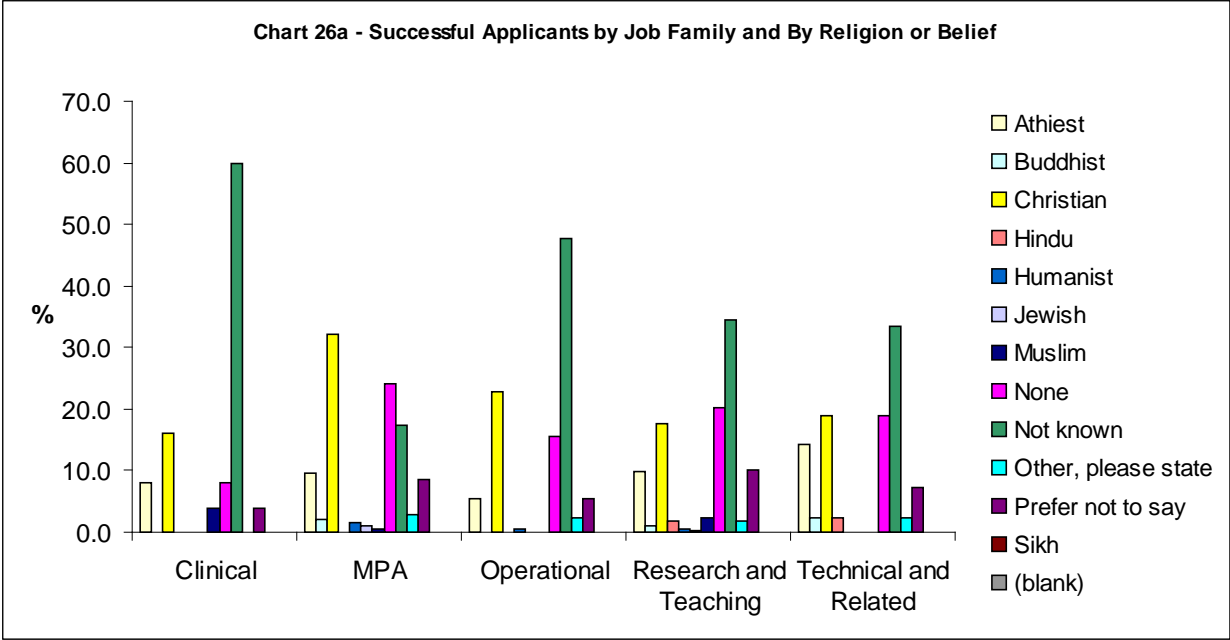
## PROFILE BY RELIGION AND BELIEF



EDSC specifically requested the EDU looks at contract type by religion. This data is shown in Chart 25. It is very difficult to draw any conclusions as the return rate is so low.

### Recruitment – by Applications and Appointments





Charts 26 and 26a show Christians are the highest proportion of applicants to the University across all job family profiles, however the highest proportion of appointments are classed as 'not known'. This would require further investigation to understand the disparity in these figures but may again be due to the recruitment system requiring applicants to complete this information but completion of diversity data is on a voluntary basis after appointment.

## PROFILE BY SEX

### By College

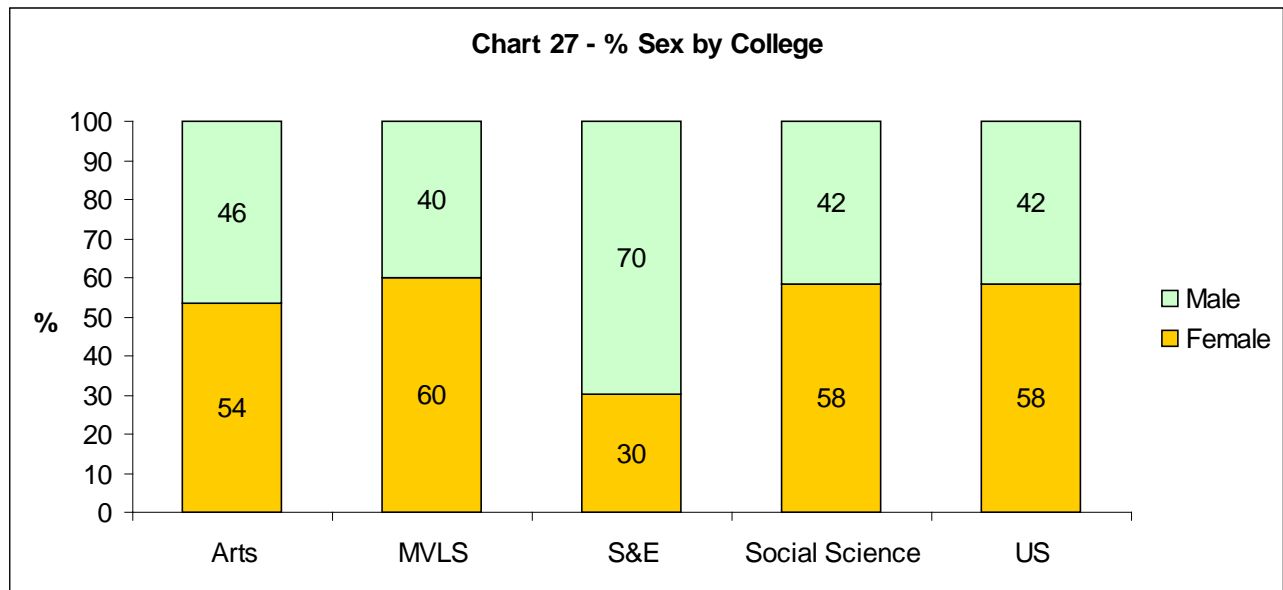


Chart 27 shows MVLS has a higher proportion of female staff than the University average with 60%, reflecting the proportion of female students entering the Medicine, Life Sciences and Veterinary Medicine. The reverse of this is seen in the College of Science and Engineering, where the proportion of female staff is only 30%; however this is similar to all other academic institutions.

### By Level 10 staff (Professors, Senior Administrators, SMG)

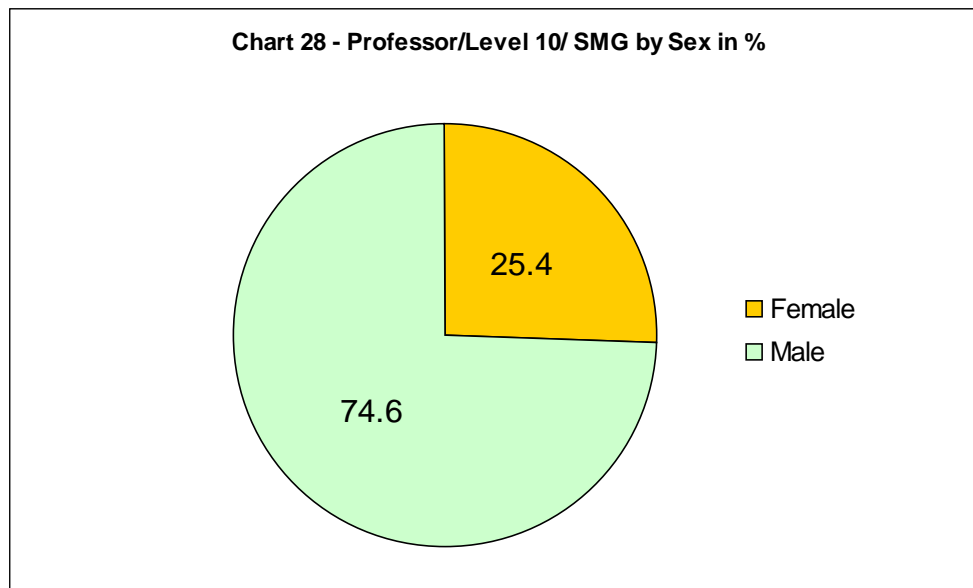


Chart 28 illustrates that 25% of senior staff are female. This has been identified as an area of concern for the University and improving this is a key KPI for the organisation.

By Job Family Profile

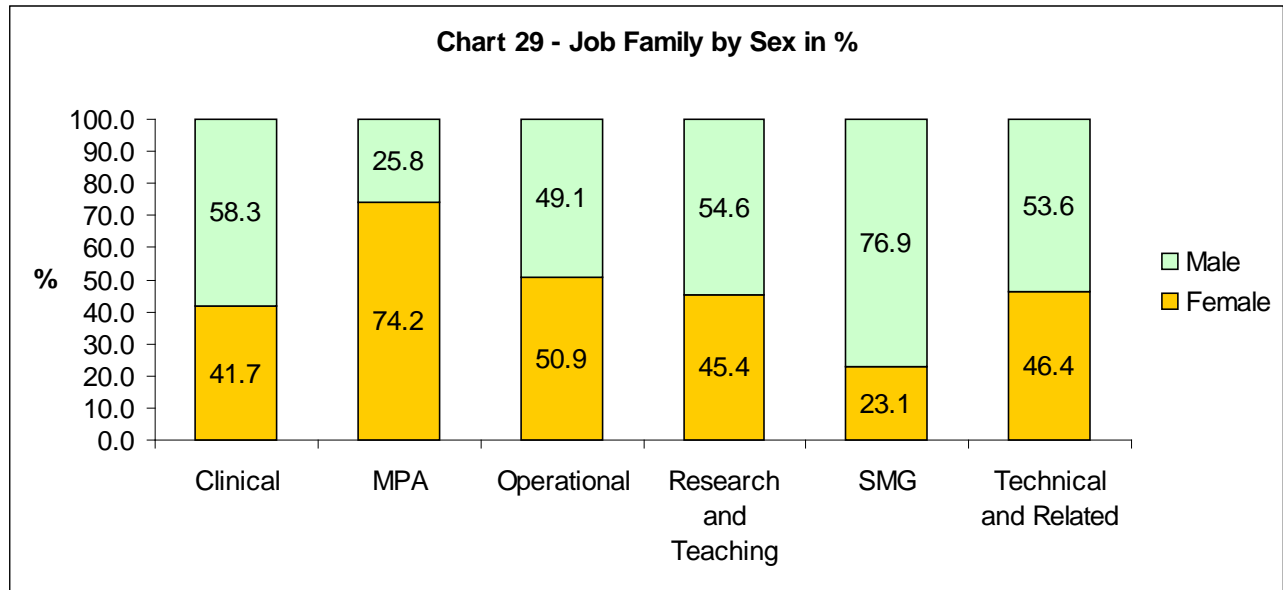


Chart 29 shows there is a significant issue of occupational segregation within specific job families, particularly the SMG and MPA staff. Only 25.8% of MPA staff is male, which is particularly low. The 'true' SMG figure is 28.6% female, as one member is classed as Clinical in the job family profiles.

By Grade

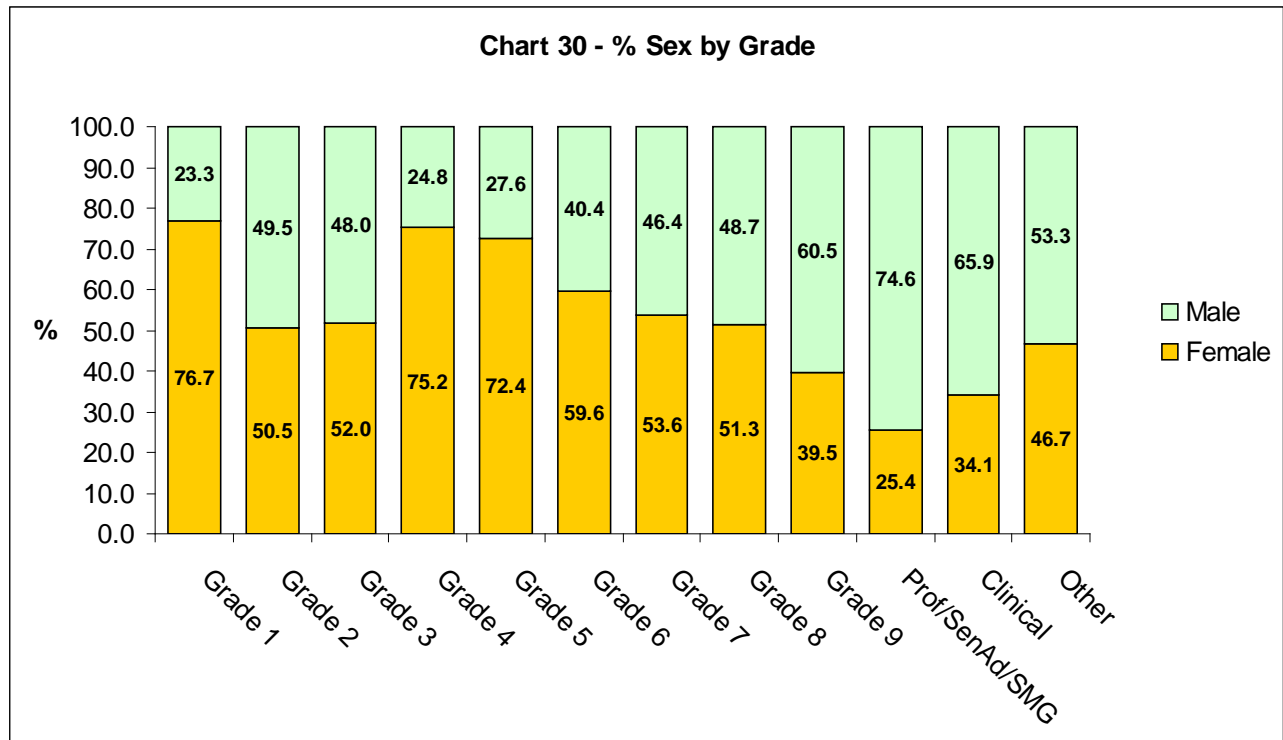


Chart 30 above shows the lower grades are proportionally majority female, with the exception of grades 2 and 3 which are equal. Grades 6-8 are equal between the sexes. Grade 9 is 40% female and senior grades are 25% female. Therefore as we move up the grades the proportion of females reduce.

By Full/part time

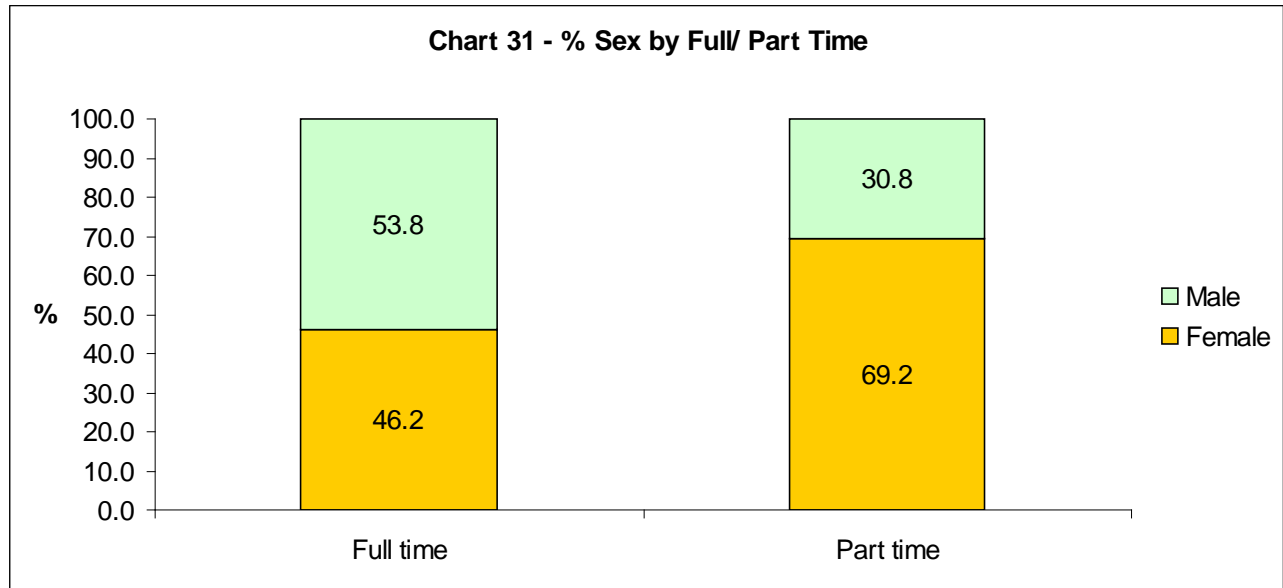
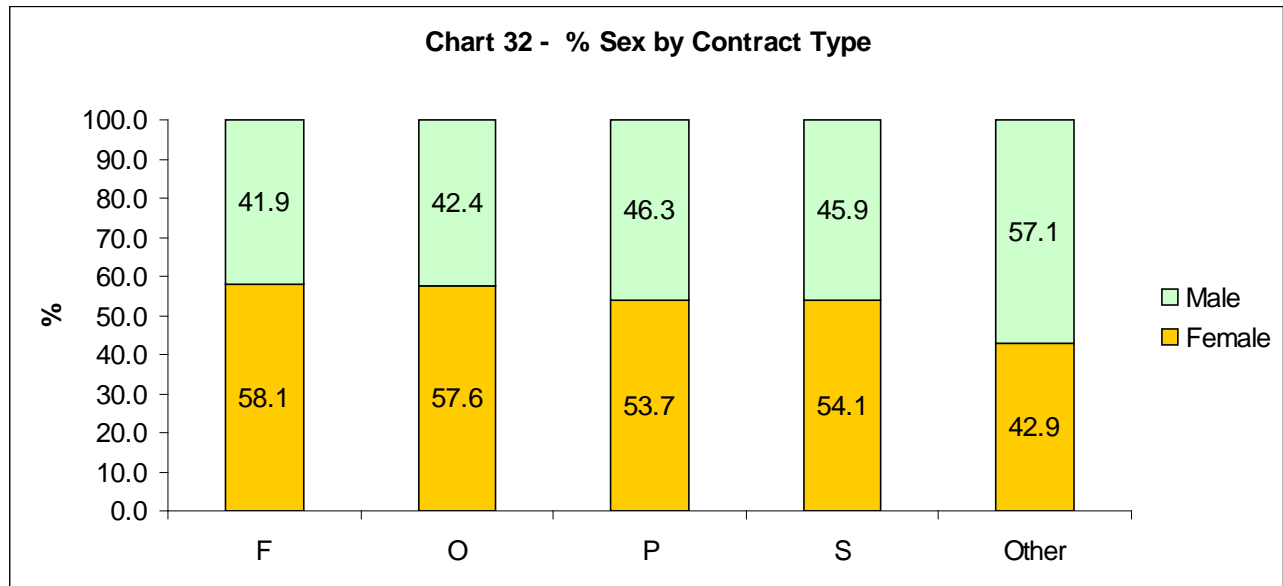


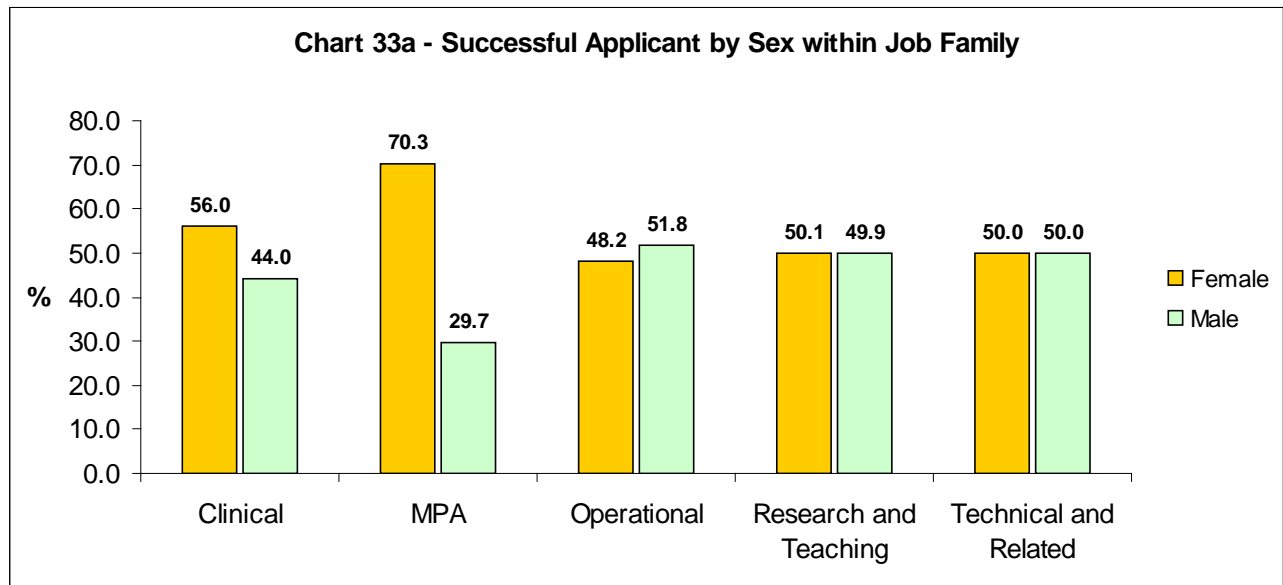
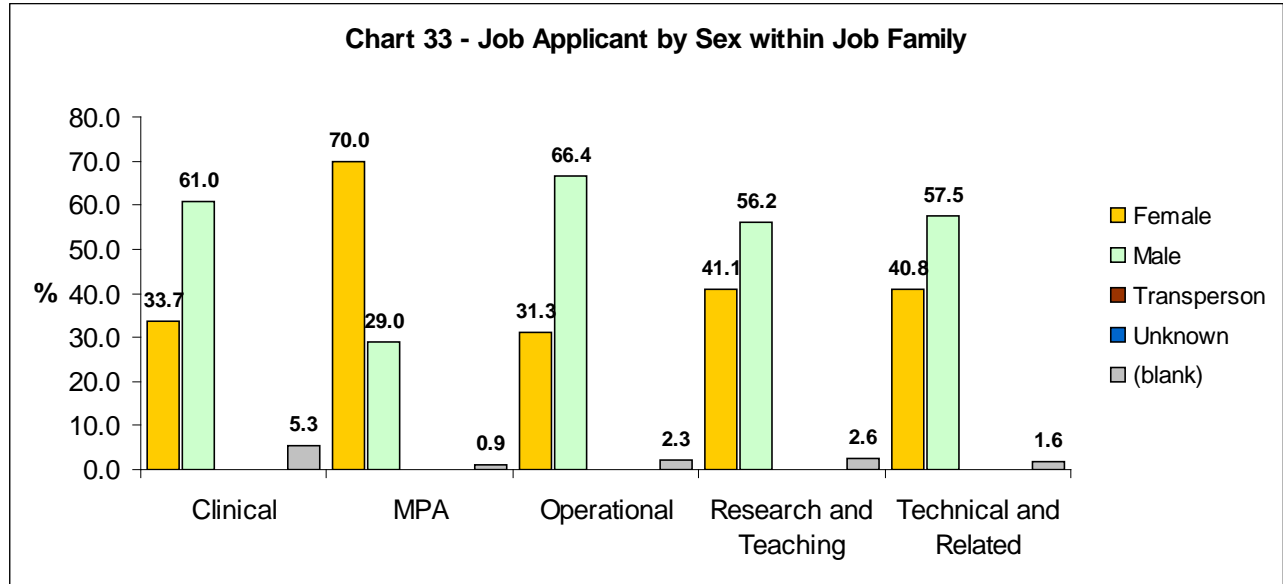
Chart 31 illustrates the proportion of male and female full time staff is practically equal. Nearly 70% of part time workers are female. This reflects some of the part time roles in the University (such as cleaners) and that women are more likely to work part time due to child care commitments.

By contract type



Women are more likely to hold fixed term (as per FT and OE contract policy), open ended with funding end date and traditional fixed term contracts, as shown in Chart 32 above.

Recruitment – by Applications and Appointments



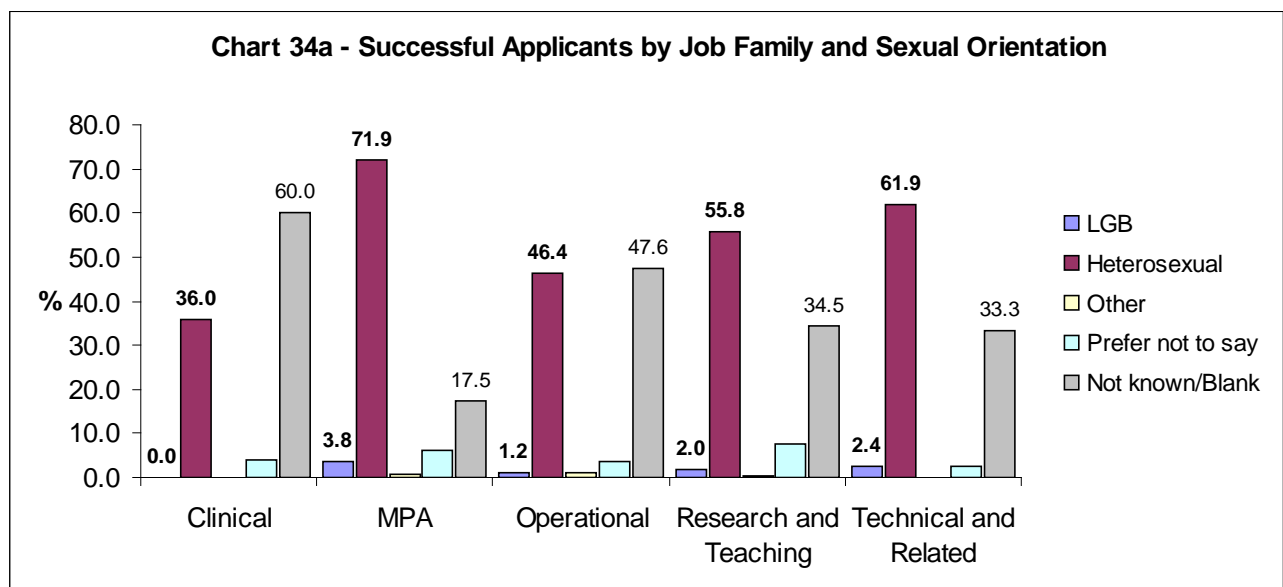
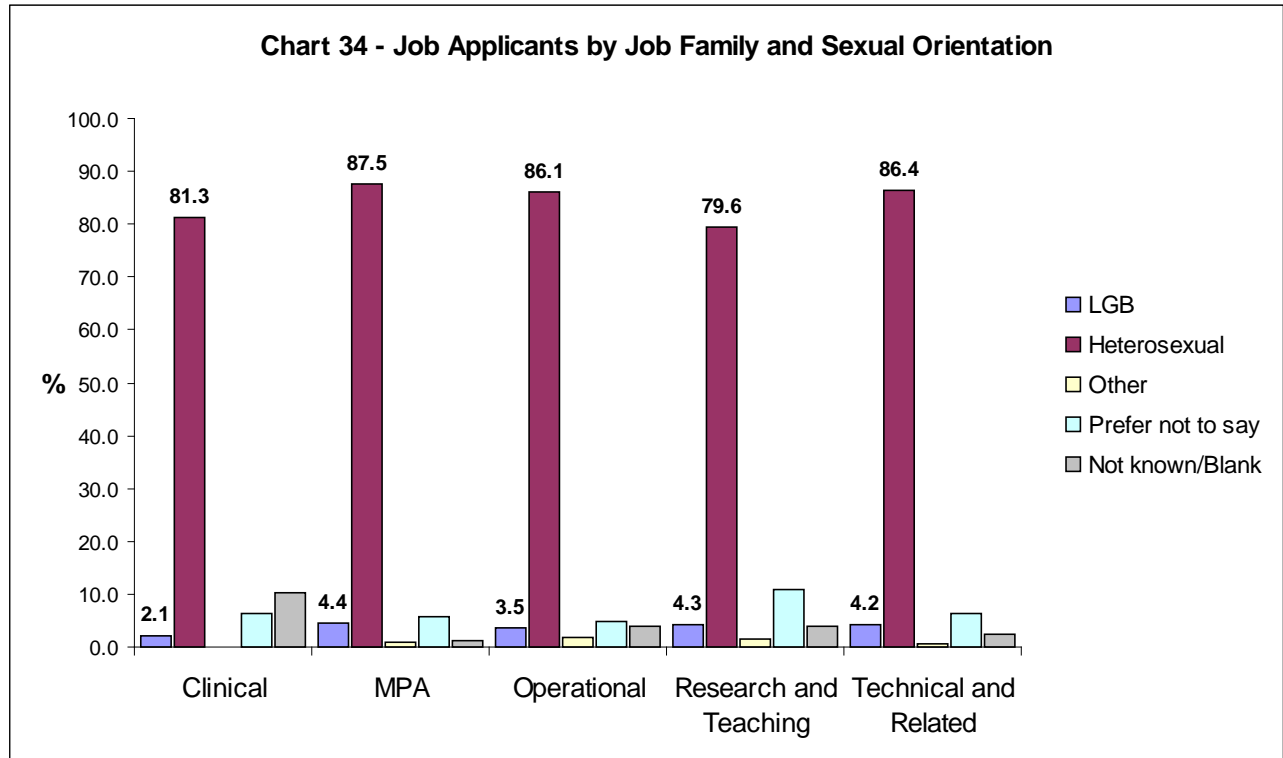
In most job families (the exception being MPA) men are more likely to apply, however women are more likely to be appointed compared to the applicant profile. In the MPA job family applications and appointments reflect the percentages of men and women applying, as shown in Charts 33 and 33a above.



## Profile by Sexual Orientation

The University's declaration rate by sexual orientation is extremely small making analysis by College, Job Profile, and Grade etc difficult. However the recruitment statistics (by applications and appointments) are more robust, and therefore the data is provided below in Charts 34 and 34a.

### Recruitment – by Applications and Appointments



It is difficult to draw conclusions from the sexual orientation data, as the declaration rate drops significantly between application and appointment.

## Academic Promotions

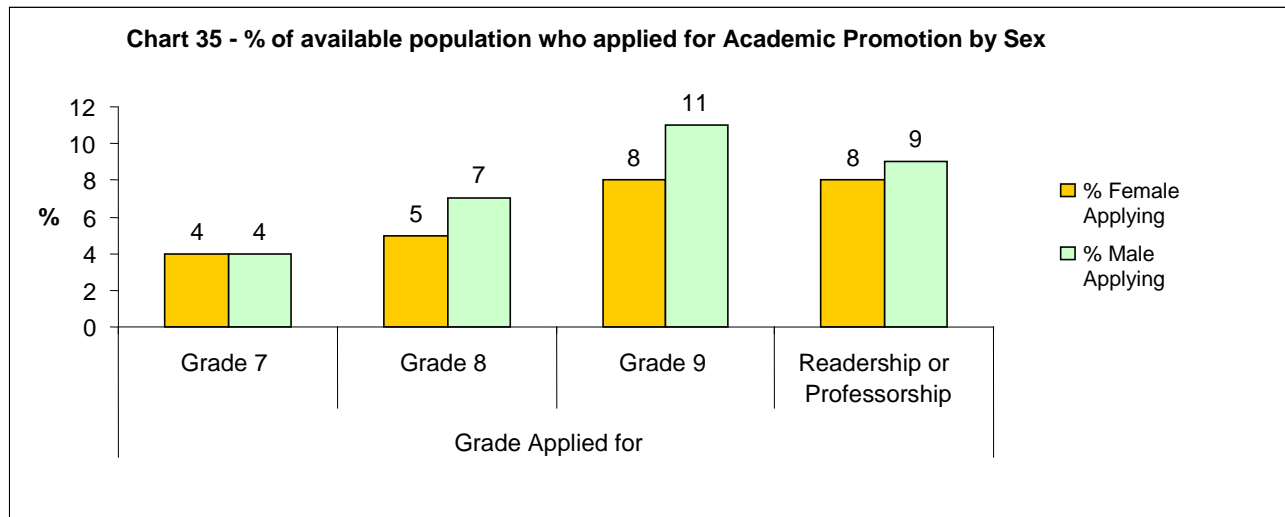


Chart 35 outlines the percentage of men and women who applied for academic promotion. As shown, more men than women apply for academic promotion to grades 8 and above.

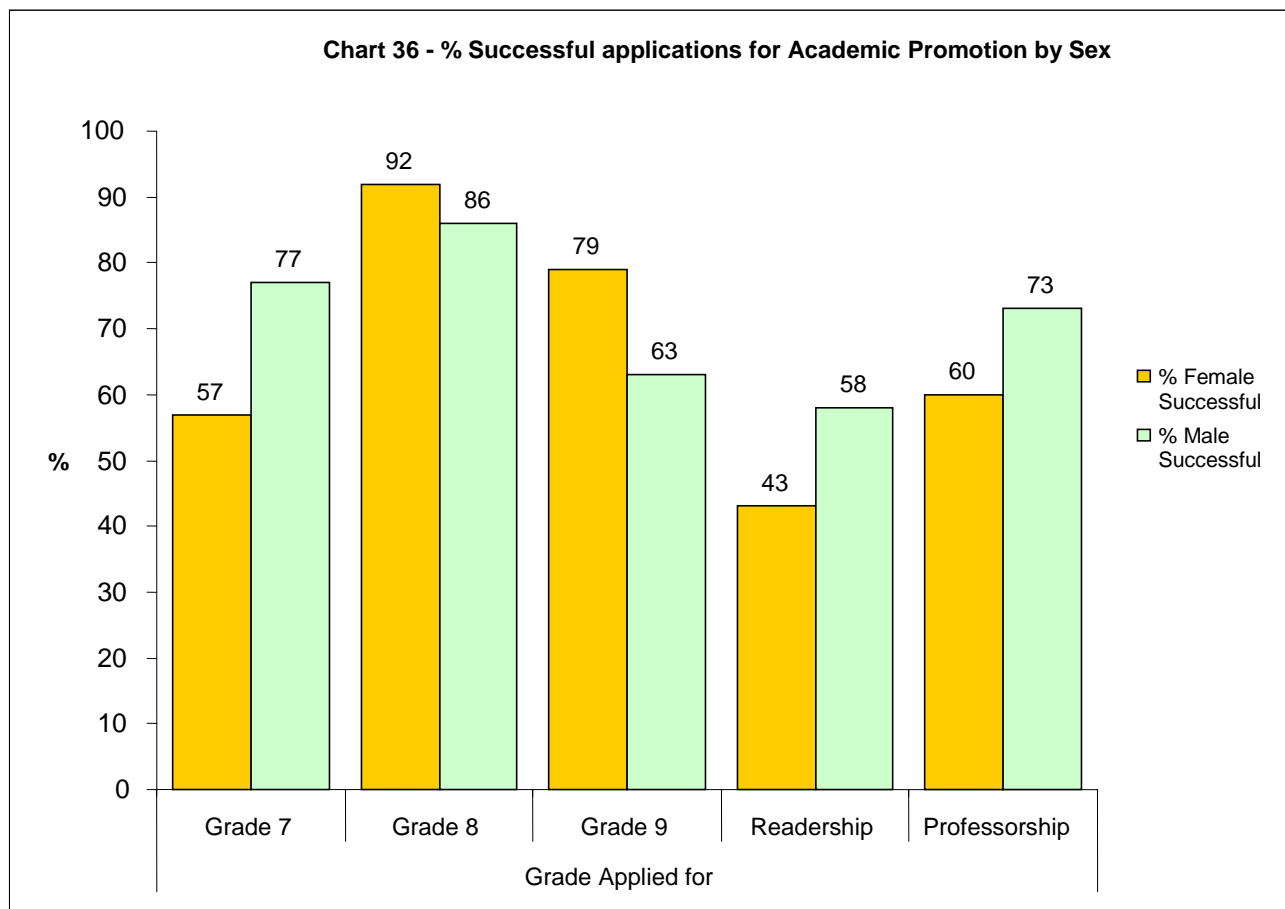


Chart 36 shows that men are more successful in gaining academic promotion at grades 7, Readership and Professorship, and women are more successful in gaining academic promotion at grades 8 and 9.

## Equal Pay

Table 5 below shows the results of equal pay comparisons over the last 3 years. It can be seen that efforts made by the University to reduce the pay gap over the period has resulted in the gaps, where they existed, being closed significantly. The biggest disparity is now at the Senior Management Group level, where on average females are paid 5% more than males and in Clinical Research Fellows where females are paid on average 8% more.

<b>Table 5</b>	<b>2008-09</b>		<b>2009-10</b>		<b>2010-11</b>	
	<b>% difference</b>	<b>Difference from 100% *</b>	<b>% difference</b>	<b>Difference from 100% *</b>	<b>% difference</b>	<b>Difference from 100% *</b>
<b>Grade 1:</b>	99.6	-0.4	100.0	0.0	100.0	0.0
<b>Grade 2:</b>	101.1	1.1	101.1	101.0	100.0	0.0
<b>Grade 3:</b>	100.7	0.7	100.0	0.0	99.0	-1.0
<b>Grade 4:</b>	100.0	0.0	99.1	-0.9	99.5	-0.5
<b>Grade 5:</b>	98.7	-1.3	100.3	0.3	100.1	0.1
<b>Grade 6:</b>	100.6	0.6	100.3	0.3	100.1	0.1
<b>Grade 7:</b>	99.7	-0.3	100.0	0.0	100.0	0.0
<b>Grade 8:</b>	100.4	0.4	100.2	0.2	100.0	0.0
<b>Grade 9:</b>	101.0	1.0	100.6	0.6	100.1	0.1
<b>Grade 10:</b>	104.8	4.8	106.5	6.5	100.4	0.4
<b>Professor (including RA 4):</b>	103.3	3.3	104.4	4.4	100.7	0.7
<b>SMG ***</b>	105.5	5.5	108.0	8.0	95.0	-5.0
<b>Consultant Contract</b>	10.7	7.2	107.4	7.4	100.5	0.5
<b>Clinical Lecturer</b>	94.1	-5.9	99.2	-0.8	100.2	0.2
<b>Clinical Research Fellow</b>	94.7	-5.3	89.4	-10.6	92.0	-8.0
<b>Clinical University Teacher</b>	105.9	5.9	101.5	1.5	100.0	0.0

Figures shown to one decimal place

\* Difference from 100%: minus figures reflects female salary higher

\*\*\* Principal's salary deleted from results