

Equality and Diversity Staff Monitoring – 2011-14 Trends Analysis

The standard Staff Equality Monitoring Report allows the University to consistently produce annual equality data which in turn can be used in Equality Impact Assessments (EIA's), grant/funding applications (if relevant) and meet our legislative requires for the Public Sector Equality Duty (PSED). The University has produced this annual report since 2011/12; this paper considers the trends over three years.

The Staff Equality Monitoring Report is structured by considering the all the protected characteristics for the whole University population, and then detailed analysis of age, disability, ethnicity and sex by a set of criteria, these are:

- College/University Services
- Level 10 Staff
- Job Family Profiles
- Grade
- Full/Part Time
- Contract Type
- Recruitment – application and appointment

To fully consider the trends over the three years period, this report is structured by this set of criteria and only the noteworthy trends have been highlighted.

It should be noted that the reporting timescale of the 2011/12 and 2012/13 report was May, and this was moved to August in 2013/14. This was to align the reporting with the academic year.

1. College/University Services

Colleges of MVLS and S&E have a distinct peak of staff in the 31-35 year age ranges. This is likely to reflect the large percentage of post doctoral researchers in both Colleges. Conversely, the Colleges of Arts and Social Science have a slight increase in staff in the age range 60+ over the three years. Most noteworthy is the aging population in University Services, which will require some attention in workforce planning.

Colleges of Arts and MVLS have seen a steady rise in the percentage of staff declaring a disability; however this is most noteworthy in Social Science where there has been an increase from 2.9% in 2011/12 to 5.8% in 2013/14. It is unclear whether this is due to new recruits, increased disclosure, or an increase in acquired disabilities.

All the Colleges have increased their percentage of BME staff, the highest increase in S&E from 8.8% in 2011/12 to 11.6% in 2013/14. University Services percentage of BME staff has remained static across the three year period.

All the College and University Service have had a fairly static ratio of male to female staff. S&E has the lowest percentage of female staff at around 30%.

2. Level 10 Staff

In 2011/12 the peak average age for level 10 staff was 56-60 years, and for the two subsequent years this dropped to 46-50 years. As the impact of the University's VSER was possibly after the 2011/12 report, this may have been the cause of the drop in the peak age range for level 10 staff.

There has been a substantial increase in level 10 staff declaring they have a disability from 1.3% in 2011/12 to 3% in 2013/14. This increase brings the level 10 staff in line with the University average for declared disability. Nationally, we know all employers have a low disability declaration rate, and so a steady increase should be considered a positive impact.

The percentage of level 10 Black and Minority Ethnic (BME) staff has increased from 2.3% in 2011/12 to 4.5% in 2013/14. This is a steady increase and may reflect our targeted recruitment for REF and the embedding of the University's Internationalisation Strategy.

Over the three years the University has had fairly static female and male representation, with females at around 25%. This initially may seem disappointing given the University's focus on gender equality, however if you only consider Professors (excluding the Senior Administration staff) the percentage of females has increased from 21% in 2010 to 24% in 2014.

3. Job Family Profiles

The five job family profiles (Clinical, Management, Professional and Administration [MPA], Operational, Research and Teaching [R&T] and Technical and Related) all have different age peaks, which are mirrored from 2011-2014. Only the MPA age range has the usual bell curve, Clinical and R&T staff tend to peak in the younger age range, and Operational and Technical and Related staff tend to peak in the older age ranges.

The highest percentage of Disabled staff are MPA – growing from 3.8% in 2011/12 to 4.4% in 2013/14. The lowest percentage are Clinical and Operational staff, where disclosure seems to be a concern as these two job families have the highest percentage of 'prefer not to say' responses.

There has been a steady rise in the percentage of BME R&T staff from 7.1% in 2011/12 to 9% in 2013/14, this may reflect the University's REF and Internationalisation recruitment. Clinical staff continue to have the highest proportion of BME staff at around 10% across the three years. The lowest percentages are in MPA and Technical and Related job families, at <=4%. The SMG has had no BME membership in the last three years. The recent census indicates the City of Glasgow BME population has risen in the last decade from 5.5% to 12%, and the University may want to be mindful of this going forward.

The MPA job family continues to be over 70% female, although the percentage has reduced over the three year period. SMG has had a steady decline in the percentage of female members from 23% in 2011/12 to 15.4% in 2013/14; however with such a small number of people, individual changes have a significant impact on the percentages.

4. Grades

The age ranges within each grade are steady over the three year period, and tend to link with the job roles relevant to the grade. There are peaks of older staff in Grades 1, 9 and Level 10, and a peak of younger staff in Grades 6, 7 and Clinical.

There has been a steady rise in Grade 3 staff declaring a disability from 2.8% in 2011/12 to 5% in 2013/14. Further investigation would be required to understand the reasons for this.

The highest percentage of BME staff are in Grades 1, 7 and Clinical, across the three year period. This will reflect the nature of the roles – Grade 1 are (mostly) Cleaning staff, Grade 7 (mostly) Postdoctoral researchers. It should also be noted that the highest percentage of Not know/Information Refused/Blank is in the Grade 1, and therefore a concerted effort to explain to staff why this information is required, and what the University does with it, may be of value.

The highest percentage of female staff are in Grades 1, 4 & 5 and this is consistent across the three years. From Grade 6 to level 10 there is a steady decline in the percentage of female staff; however at Grade 8 this is still 50/50 between men and women.

5. Full/Part Time

Across the three years, staff in the younger and older age ranges are more likely to work part time. In 2013/14 more staff in age range 56-60+ work part time compared to those who work full time. This may reflect pension changes which now allow staff to reduce hours and take some pension in advance of full retirement.

Approximately 70% of part time workers are female.

6. Contract Type

Across the three years there has been a rise by 2% (from 26% to 28%) in the 31-35 age range on Open ended (with funding end date) contracts, this will reflect the nature of Postdoctoral research funding.

Both Disabled and BME are more likely to be on an Open Ended (permanent) contract, this includes a 3% rise in BME staff on this contract type over the three year period.

7. Recruitment – Applications and Successful Applicants

For 2011/12 and 2012/13 the Staff Equality Monitoring Report considered and compared the total applicants to the new starts within the HR system. For 2013/14, the report has considered the total applicants to the successful applicants, thus removing any direct appointments from the data. This change has made comparison across the three years challenging.

For age, across the three years the data shows a similar pattern in applicants and appointments for most job families. The Clinical job family has a little more disparity; however there are small numbers in this group, so there is more likely to be a wider variation in the percentages.

For declared Disabled, it is very difficult to compare the three years as 2011/12 and 2012/13 appointments data has very high Unknown/Blank responses. For 2013/14, the percentage of

Disabled successful applicants is lower than the applicant pool in most job families; however the percentages are higher than in the previous two years.

For ethnicity, there is a consistent pattern across the three years of BME applicant percentages not reflecting the percentage of successful applicants. The full reasons for this are unknown and would require further investigation.

With the exception of MPA jobs, men are more likely to apply for all job families across the three years. In 2011/12 and 2012/13, men and women are equally likely to be a successful applicant in all job families, except MPA, where women are more likely. In 2013/14 the picture is more varied, with women more likely to be a successful applicant in all job families except Clinicians.

8. Conclusions

These data trends show the University to have the following positive outcomes:

- An increasingly diverse population, with an increasing percentage of BME staff, and this is across the grades and job families.
- More staff are declaring a disability.
- Increase in female staff at Level 10, and particularly the Professoriate.
- Increase in BME staff at Level 10.

This information supports the University's commitment to the PSED and our equality outcomes, the Equality and Diversity Strategy Action plan and Court KPI's.

There continue to be areas which are challenging and may need future consideration, these include:

- An aging workforce in University Services and particularly the Operational job family.
- The challenges relating to younger R&T staff, specifically Grades 6&7 in the Colleges of MVLS and S&E.
- Despite the increases in females at Level 10, this is still disproportionately low compared to the potential talent pool.
- The low percentage of BME successful applicants compared to applications.
- The changes in the local demographic of the City of Glasgow as highlighted in the 2011 Census data.

Mhairi Taylor

Equality and Diversity Unit

November 2014