

### Introduction

The purpose of this paper is to compare St Mary's University College equality data of gender, ethnicity, age and disability with other higher education institutions benchmark groups.

The data source for this paper is the 2010/11 (01/08/2010-31/07/2011) Staff HESA return using the Heidi database (Higher Education Information Database for Institutions).

An important thing to consider whilst reading this paper is that the data from Heidi uses Full Person Equivalent (FPE) rather than FTE (full-time equivalent). FPE is calculated by staff counts divided amongst their activities in proportion to the declared FTE for each activity. The data is also affected by HESA's rounding strategy which prevents, in some cases the ability to drill down into the data, especially at an institution of St Mary's size.

### Benchmark groups

With improvements to the quality of St Mary's equality data and in Heidi, it is now possible to compare our data to a variety of benchmark groups. The benchmark groups included in this paper are:

- All HEI's – this benchmark group includes all Higher Education Institutions that submitted data for 2010/2011
- London HEI's – this benchmark comprises of all HEI based in the London area as determined by HESA (See appendix A for full list of institutions)
- Local HEI – this benchmark group comprises of the three immediate local competitors, Brunel, Kingston and Roehampton University
- AMHEC - (Association of Managers in Higher Education Colleges & University's) Group – a benchmarking group that St Mary's participates in (See appendix B for full list of institutions)

### Sex

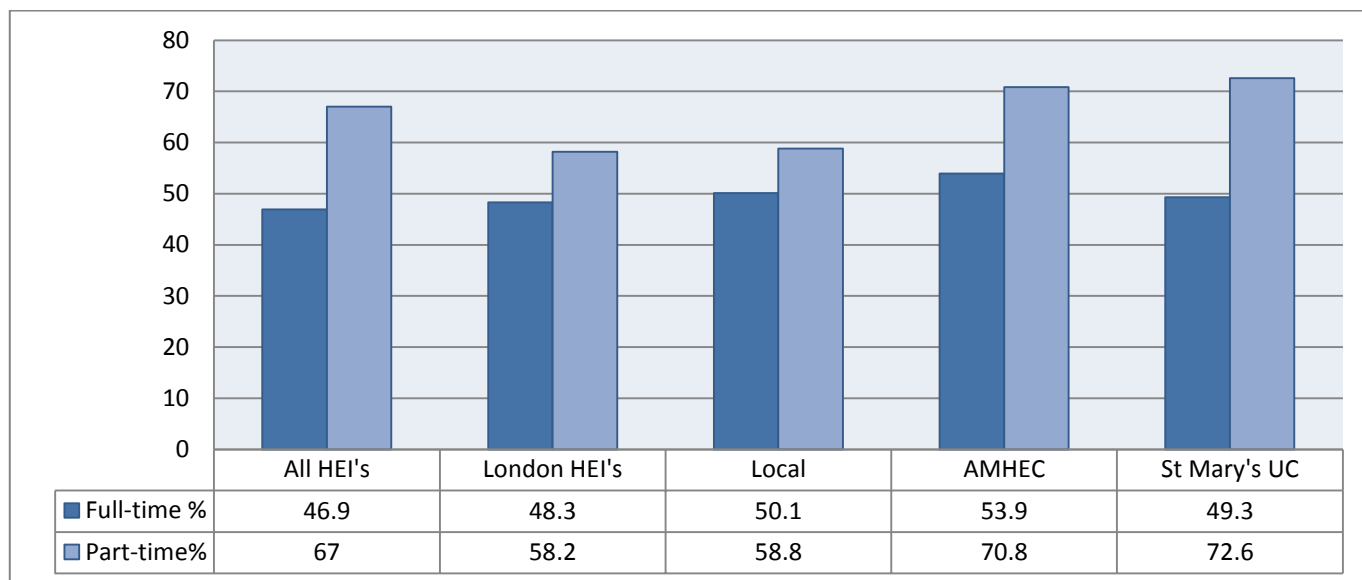
Female staff members at St Mary's represent nearly two-thirds (62.3%) of all staff, there is a similar (61.1%) representation of female staff within the AMHEC group. Female staff also represents the majority within all other benchmark groups.

	Female%	Male%
All HEI's	53.8	46.2
London HEI's	51.8	48.2
Local	54.9	45.1
AMHEC	61.1	38.9
St Mary's UC	62.3	37.7

*Female and male percentage comparison by benchmark group*

Mode of employment has a significant impact on female working patterns across benchmark groups. Female employees dominate part-time contracts; the highest percentage of part-time contracts can be found at St Mary's (72.6%), the percentage of part-time contracts is slightly lower at 70.8% within the AMHEC group. Over two-thirds (67%) of all part-time contracts across all HEI's are issued to female employees.

Nearly half (49.3%) of St Mary's UC female staff hold a full-time contract, this is over 3% higher than the national level (46.9%). Female staff within the AMHEC group represents 53.9% of all issued full-time contracts within the benchmark group.



*Percentage of female employees by mode of employment*

Examining female populations across the benchmark groups by activity reveals that it is less likely for a female academic to hold a full-time contract than compared to a female academic-related staff.

Female academics in the benchmark group AMHEC equally hold (50.4%) the numbers of full-time contracts with their male equivalents, in all other benchmark groups' full-time academic contracts held by women are in the minority.

Under two-fifths (38.6%) of full-time academic contracts nationally (all HEI's) are held by female employees, this is the lowest female representation across all benchmark groups. St Mary's UC female academic represent the largest percentage (46.4%) after the AMHEC group. Conversely full-time academic-related female staff at St Mary's UC have the lowest representation (51.3%) compared to the other benchmark groups. Again, female representation within the AMHEC group (56.4%) is the highest compared to the other benchmark groups.

	Full-time Academic Female%	Full-time Academic-related%
All HEI's	38.6	54.2
London HEI's	41.5	54.7
Local	43.2	56.0
AMHEC	50.4	56.4
St Mary's UC	46.4	51.3

*Full-time female academic and academic-related female employees by benchmark*

Female employees represent the majority of both academic and academic-related part-time contracts. St Mary's UC academic female part-time employees represent nearly two-thirds (63.5%), this is the largest representation compared to the other benchmark groups. Academic female employees within the London benchmark group have the lowest representation, just over half (51.2%) hold part-time contracts.

As with academic part-time contracts, academic-related part-time contracts held at St Mary's UC are dominated by female employees; nearly all (87.5%) part-time contracts are held by females, the AMHEC group has a similar composition, 82.6% of part-time academic-related contracts are held by female employees.

	Part-time Academic Female%	Part-time Academic-related%
All HEI's	54.6	78.6
London HEI's	51.2	69.7
Local	54.4	61.7
AMHEC	58.8	82.6
St Mary's UC	63.5	87.5

*Part-time female academic and academic-related female employees by benchmark*

### Ethnicity

Over a tenth (11.1%) of all staff across all HEI's in the UK in 2010/11 academic year are from a Black, Minority and Ethnic background (BME) an increase of 1.1% compare to the previous year. The largest percentage increase in BME staff can be found in the Local benchmark group, an increase in 2.4% has resulted in the BME population representing over a fifth (21.3%) of all staff. BME representation within the London benchmark group has also increased to over a fifth (20.9%) of the employee population. St Mary's UC BME staff percentage decreased by 0.2% compared to the previous year, St Mary's was the only benchmark group to decrease.

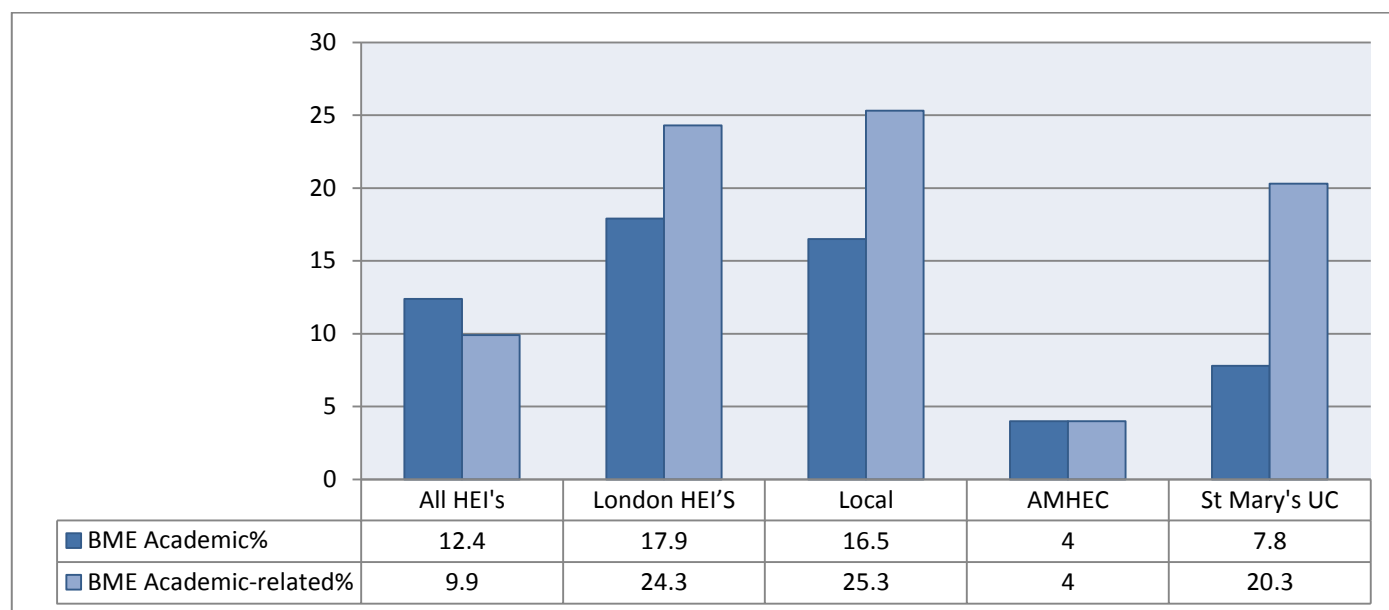
	BME% 2010/11	BME% 2009/10	BME% 2008/09
All HEI's	11.1	10	10.5
London HEI's	20.9	19	15.6
Local	21.3	18.9	14.1
AMHEC	4.0	3.6	3.5
St Mary's	13.7	13.9	6.2

*Percentage of all Black, Minority and Ethnic (BME) staff by benchmark group*

Similarly with the analysis of sex, the influence of activity reveals an impact the on the distribution of the BME HEI employee population.

With the exception of all HEI's and the AMHEC benchmark group BME employees are more commonly associated with academic-related roles. The distribution of BME staff within the AMHEC group is equally distributed across both academic and academic-related roles. The BME academic-related population within the Local benchmark group represent over a quarter (25%) of all an academic-related staff, this is the largest representation of BME staff. Similarly at London HEI's just under a quarter (24.3%) of all academic-related employees are within the BME ethnic group.

At a national level (all HEI's) the BME population does not reflect the trend of a higher BME population within academic-related roles, over a tenth (12.4%) of all academic roles across the HE sector in the UK are held by employees from a BME ethnic background. Under a tenth (9.9%) of academic-related roles are held by BME employees.



*Black, Minority or Ethnic (BME) employee's activity type by benchmark group*

### Age

Examining the distribution of employees by age group reveals that the majority of HEI employees fall into the age group 35-49 years. AMHEC has the largest population (40.8%) of 35-49 years. The Local benchmark group has the youngest population, over a thirds (34.6%) are aged 34 years or under. St Mary's UC has the highest percentage of employees aged 66 years or over compared to the other benchmark groups. Due to the abolition of the default retirement age it is anticipated that the percentage of staff aged 66 years or over will increase across all benchmark groups.

	34 & under	35-49 years	50-65 years	66 & over	Unknown
All HEI's %	28.8	39.6	30.3	1.2	0.1
London HEI's%	33.4	38.2	26.5	1.7	0.1
Local%	34.6	33.7	29.0	2.1	0.6
AMHEC%	22.3	40.8	35.8	1.1	0.0
St Mary's UC	24.5	38.4	33.8	3.3	0.0

*Age group percentage by benchmark group*

Examining age groups by terms of contract reveals that employees aged 34 years and under are more likely to have a fixed-term contract. Over half (51.4%) of all fixed-term contracts were issued to employees aged 34 years or under, this age group accounts for under a third (28.8%) of all staff employed at HEI's across the UK. The distribution of staff with fixed-term contracts by age group within London HEI's is very similar to the national (all HEI's) distribution. The majority (50.4%) of 34 years and under hold fixed-term contracts, under a third of 35-49 year olds nationally (29.7%) and at London HEI's (29.9%) are issued with a fixed term contracts. 50-65 year olds also have a similar distribution.

The distribution of fixed-term contracts by age at St Mary's UC is dissimilar to the national and London pattern. Nearly two-fifths (37.3%) of fixed-term contracts are issued to employees aged between 35-49 years, this is the highest percentage compared to other benchmark groups. St Mary's has the highest percentage of 66 and overs holding fixed-term contracts and conversely has the lowest percentage (22%) of 34 years and under with fixed-term contracts.

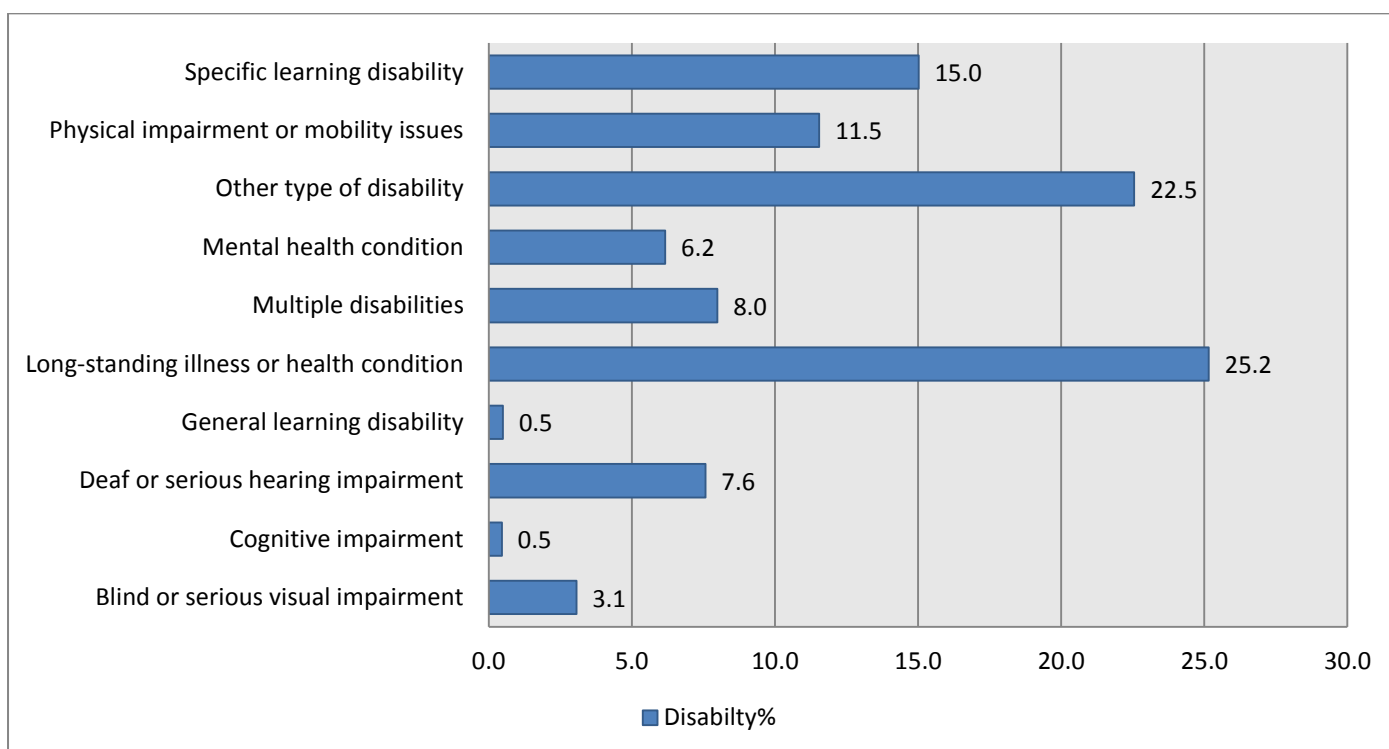
	Fixed-term contracts%				
	34 & under	35-49 years	50-65 years	66 & over	Unknown
All HEI's	51.4	29.7	16.2	2.7	0.1
London HEI's	50.4	29.9	15.7	3.8	0.1
Local	28.6	32.2	33.0	5.3	0.7
AMHEC	30.7	32.8	32.8	3.2	0.0
St Mary's UC	22.0	37.3	32.2	8.5	0.0

Age group percentage by fixed-term contracts type benchmark comparison

### Disability

The impact of the new Disability Equality duty expanded coding frame in the 2008/09 HESA year has once again increased the percentage of disclosure of disability across almost all benchmark groups.

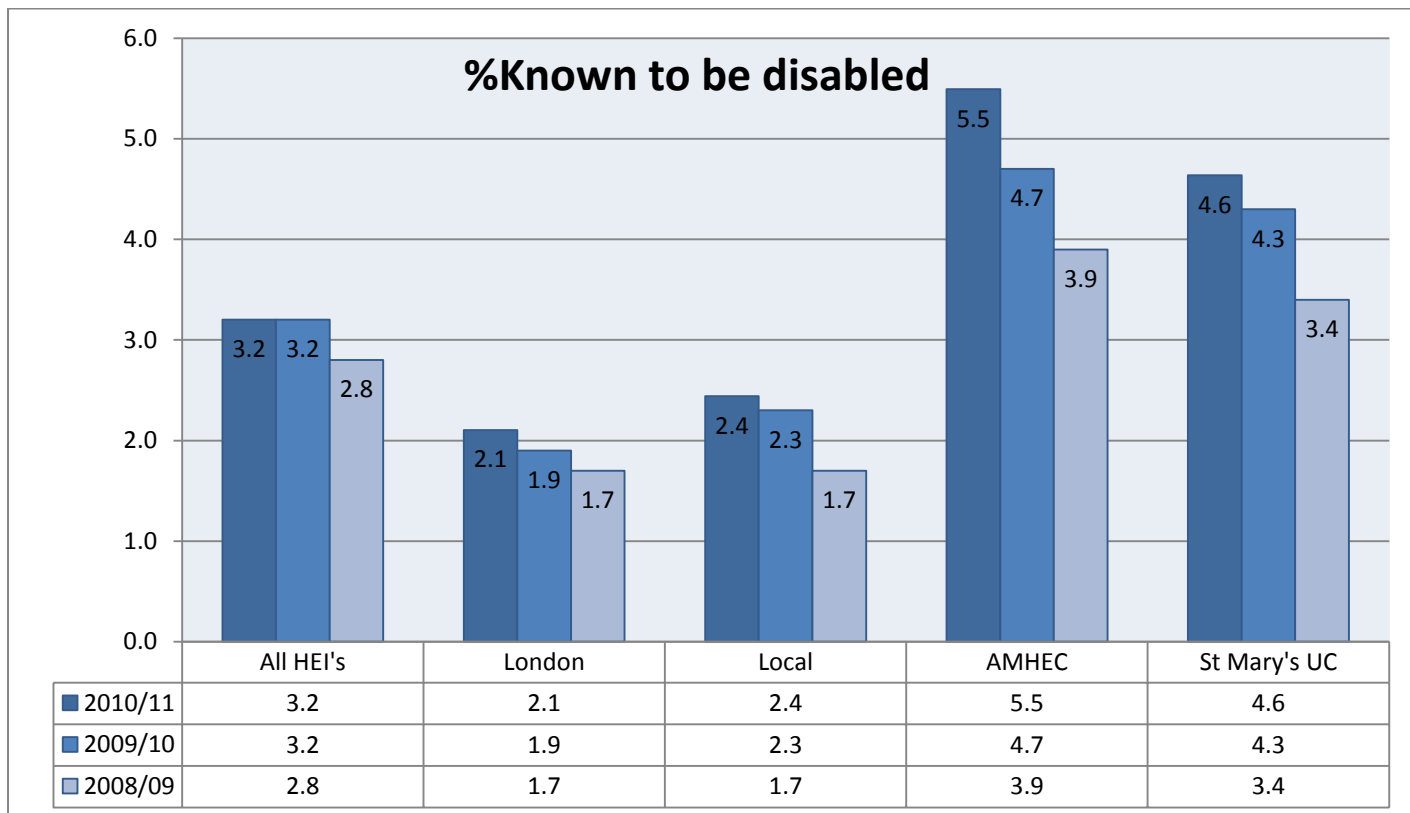
Employees declaring a disability can now select up to two disabilities from nine different options. In the 2010/11 staff HESA return a quarter (25.2%) of declared disability was reported as Long-standing illness or health condition, over a fifth (22.5%) of declared disability was Other type of disability, over a tenth was recorded as Physical impairment or mobility issues (11.5%) and Specific learning disability (15%).



Percentage of declared disabilities from the 2010/11 Staff HESA return (All HEI's)

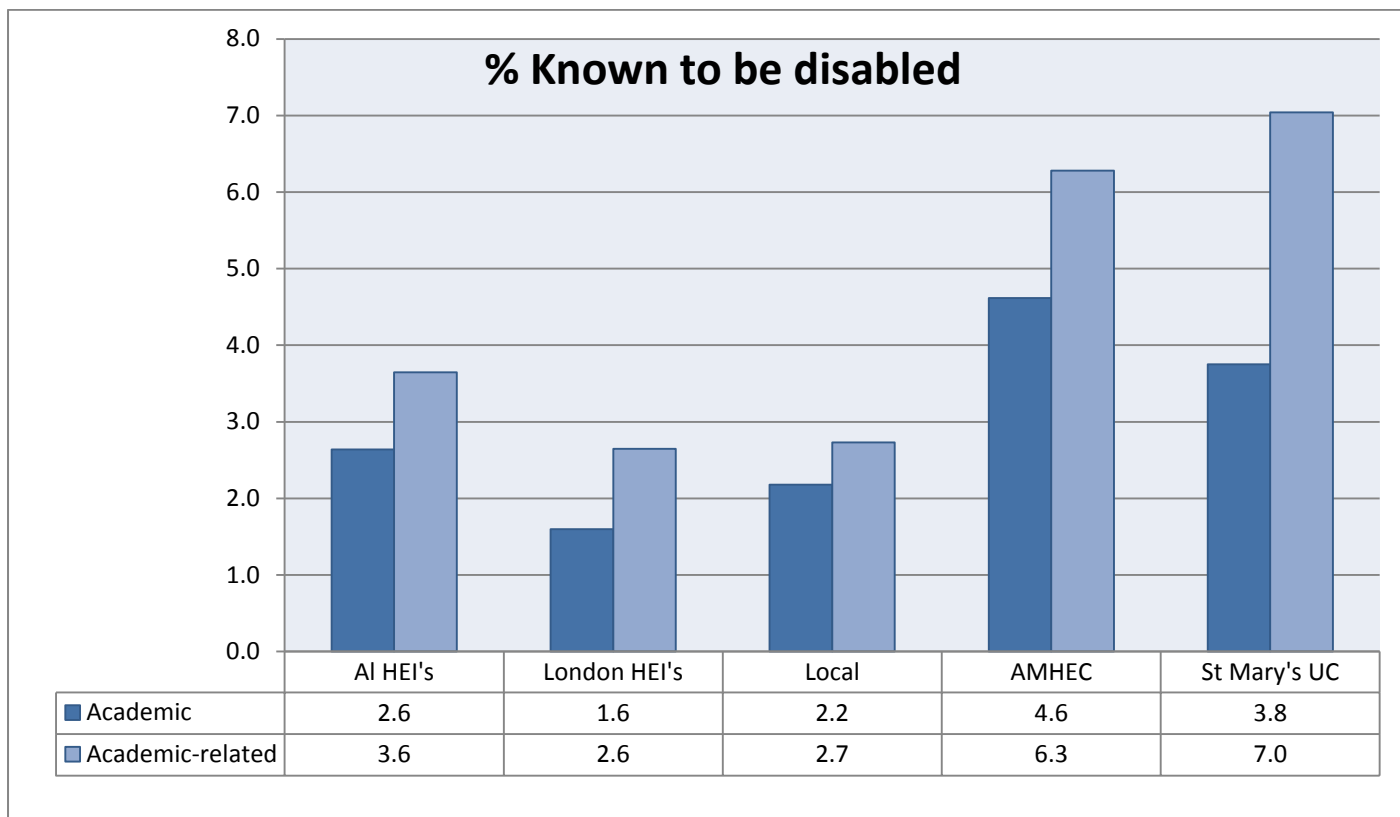
For further analysis purposes the different disability categories are combined under the header “Known to be disabled”.

The increase in percentage of disclosed disability occurred in all groups with the exception of All HEI’s, which remained at 3.2%. Declared disability in the AMHEC group increased by 0.8%, the largest increase compared to the other benchmark groups, the AMHEC group has also seen the biggest increase in disclosure since the new coding frame was introduced in 2008/09; it has increased by 1.6%.



Percentage of declared disability from 2008 by benchmark group.

It is more likely that an academic-related employee will declare a disability compared to an academic employees. Academic-related disclosure across all benchmark groups exceed academic discloser, the largest variation between academic-related and academic discloser can be found at St Mary’s UC, academic-related disclosure is 3.2% higher than academic disclosure. The lowest level of disclosure is within the London HEI benchmark group, declared disabled academic employees represent 1.5% of all academic employees at London institutions.



*Percentage of declared disability by activity group*

Sexual Orientation and Religion or Belief

HESA will begin the collection of Sexual Orientation and Religion or Belief data from the 2013/14 Staff return. This data will be available for analysis and benchmarking from March 2015.

May 2012  
Human Resources

## Appendix A – London HEI's

Institution
Birkbeck College
Brunel University
The Institute of Cancer Research
Central School of Speech and Drama
The City University
Conservatoire for Dance and Drama
Courtauld Institute of Art
The University of East London
Goldsmiths College
The University of Greenwich
Guildhall School of Music and Drama
Heythrop College
Imperial College of Science, Technology and Institute of Education
King's College London
Kingston University
University of the Arts, London
London Business School
University of London (Institutes and activities)
London Metropolitan University
London South Bank University
London School of Economics and Political Science
London School of Hygiene and Tropical Medicine
Middlesex University
Queen Mary and Westfield College
Ravensbourne
Roehampton University
Rose Bruford College
Royal Academy of Music
Royal College of Art
Royal College of Music
The Royal Veterinary College
St George's Hospital Medical School
St Mary's University College, Twickenham
The School of Oriental and African Studies
The School of Pharmacy
Trinity Laban Conservatoire of Music and Dance
University College London
The University of West London
The University of Westminster



Appendix B – AMHEC Institutions (Association of Managers in Higher Education Colleges & University's)

Institution
Bath Spa University
Bishop Grosseteste University College
The Arts University College at Bournemouth
Canterbury Christ Church University
University of Chester
The University of Chichester
University for the Creative Arts
University of Cumbria
Edge Hill University
Leeds Trinity University College
Liverpool Hope University
Newman University College
Norwich University College of the Arts
St Mary's University College
St Mary's University College, Twickenham
Stranmillis University College
Trinity Laban Conservatoire of Music and
Trinity University College
The University of Winchester
York St John University