

Introduction

The purpose of this paper is to analyse equality data of staff members employed at St Mary's University College during the 2010/11 academic year.

The primary data source is the 2010/11 HESA Staff return. St Mary's is required to submit the following equality data: gender, ethnicity, date of birth and disability status for the period of 1st August to 31st July. The HESA staff return includes all staff members employed at St Mary's in that period. The secondary source is from the Human Resources database, Professional Personnel (PP). The equality data extracted from the HR database is religion and belief and sexual orientation. This data is not a requirement of the HESA return but is included in this paper as St Mary's collects this additional equality information.

This paper includes a section on equality variables of staff members that have been involved in either raising a grievance or disciplinary action in the same period.

The number of staff reported to HESA in the 2010/11 increased by 9% compared to the 2009/2010 HESA Staff return.

Sex

The female employee population at St Mary's continues to represent over half (60%) of the staff population, this has been the case since 2004/05. Overall the female population increased by 1% in 2010/11 compared to the previous year.

	2010/11	2009/10	2008/09	2007/08	2006/07	2005/06	2004/05
Female%	60	59	60	60	62	60	58

Female employee's population percentage from 2004

By examining sex by role type the increase in female population can be associated with academic roles, female staff members holding academic roles have increased by 6.2% compared to the previous year. There has also been a slight increase (0.1%) in academic-related female employees compared to 2009/10.

	Female 2010/11	Female 2009/10
Academic %	56.1	49.9
Academic-related%	62.4	62.3

Female employee's comparison between 20010/11 and 2009/10 by role type (Including atypical)

As part of the HESA return St Mary's UC is required to report the contractual function of academic staff. VL's and Graduate Assistants are classified as *Teaching Only*, the majority of academic staff are contracted as *Teaching and Research (T&R)*, a small percentage have *Research Only* contracts. Staff members with an academic contract such as, Vice-Principal are classified as *not teaching and/or research*.

Nearly half (48.9%) of T&R contracts are held by female academics, a decrease of 1.1% compared to 2009/10. The increase of a third (33.4%) in female Research Only staff compared to 2009/10 appears to be significant however the total number of issued research Only contracts at St Mary's is five, Research Only contracts represent 1% of all issued contracts.

Academic Function	Female 2010/11%	Female 2009/10%	Female 2008/09%
Teaching Only	62.6	53	54.7
Teaching and research	48.9	50	48.5
Research Only	80.0	46.6	50
Not teaching and/or research	16.7	28.6	20

Female academic only employee's comparison from 2010/11 to 2008/09 by academic function.

Female academic-related staff represent nearly two-thirds (62.4%) of the non-academic workforce. The largest female representative continues to be Support and Administration (S&A) activity group (activity groups are derived from the HESA occupational codes, for compositions see Appendix A). Female employees continue to dominate the S&A activity group. Under a fifth (18%) of S&A staff are male. The largest male population within academic-related staff is within Technicians activity group; male employees within this activity group increased to 75% in 2010/11.

The majority (53%) of Managers and Professionals (M&P) are female. There has however been a decrease of 5% since 2008/09 and a 1% decrease from the previous year.

Activity group	Female 2010/11%	Female 2009/10%	Female 2008/09%
Managers & Professionals	53	54	58
Technicians	35	39	45
Support & Administration	82	81	80
Other	65	64	65

Female academic-related staff comparison

Age

The average (mean) age of a St Mary's employees including atypical staff is 40.1 years old, a decrease of 1 year compared to 2010. The oldest average age by activity group continues to be academic professional; the average age has increased by over 1 year compared to 2009/10. The average age of (S&A) staff has decreased by over 2 years compared to 2009/10. The changes in average age for Technicians and M&P staff have been small compared to the previous year.

Activity Group	Average Age at 31.07.2011	Average Age at 31.07.10
Academic Professional	47.3	46
Managers & Professionals	42.8	42.4
Technicians	33.4	34
Support & Administration	33.7	36.2
Other	35.7	36.7

Average (mean) age by activity group compared comparison (atypical included)

The average age of an academic professional can be examined by role type. The increased average age of Academic Professionals can be associated with the increased aged of Visiting Lecturers (VL's) in 2010/11.

Role Type	Average Age at 31.07.2011	Average Age at 31.07.10
Academic	45.2	44.8
Visiting Lecturer	49.6	47.2

Average (mean) age for academic only staff comparison

Comparing the average age in 2010/11 to 2009/10 by academic function reveals a decrease in age for Research Only and Not teaching and/or research roles. Not teaching and/or research roles has decreased by 2.9 years and Research Only average age has decreased by 2.7 years. The increase in academic professional average age is associated with the function Teaching Only and T&R. The Teaching Only function average age increased by 2 years; all VL's are classified as Teaching Only.

Academic Function	Average Age at 31.07.2011	Average Age at 31.07.10
Teaching Only	48.4	46.6
Teaching and research	46.1	45.0
Research Only	45.3	48.0
Not teaching and/or research	53.8	56.7

Average (mean) age comparison by academic function

The academic-related employees average age decreased by 1.6 years to an average age of 35.4 years. By examining the academic-related staff by activity group the average age across all groups has decreased with the exception of M&P. The most significant decrease in age is the S&A activity group, the average age decreased by 2.5 years.

Activity group	Average of Age 31.07.11	Average of Age at 31.07.10
Managers & Professionals	42.8	42.4
Support & Administration	33.7	36.2
Technicians	33.4	34.0
Other	35.7	36.7
Total	35.4	37.0

Academic-related average (mean) age by activity group comparison

Examining average age by role type and mode of employment you can see the influence mode of employment has on average age. The average age of full-time staff is 41.8 years; nearly five years (4.8) years younger than part-time staff. The youngest average age can be found within full-time academic-related staff group, 39.6 years old; this is over 7 average years younger than the academic-related equivalents with part-time contracts.

	Average age of full-time	Average age of part-time
Academic	44.8	46.0
Academic-related	39.6	46.8
Total	41.8	46.6

Average (mean) of employees by role type and mode of employment

Ethnicity

In the 2009/10 academic year 15% of all staff declared that they were from a Black, Minority or Ethnic group (BME) in 2010/11 year BME disclosure rate increase by 1% to 16%. The increase in BME disclosure can be associated with a 4% increase in BME atypical staff, staff members with open-ended and fixed-term contracts disclosure rate remained at the same declared level.

	Open-ended/Permanent%	Fixed-term%	Atypical%
2011	17	9	24
2010	17	9	20

BME percentage disclosure by contract type comparison

There has been a significant increase of 12% in BME staff within the Technicians group compared to the previous year. Issued Technician contracts account for over a third (37%) of academic-related contracts. There has been an additional increase of 0.6% in BME staff in the Other activity group. Conversely there has been decrease in BME staff within both M&P and S&A activity groups.

Activity Group	BME 2010/11%	BME 2009/10%	BME 2008/09%	Percentage of issued academic-related contracts in 2011%
Managers & Professionals	10.3	11.1	10.9	17.2
Support & Administration	8.9	9.9	12	8.6
Technicians	29.1	17.1	18.4	37
Other	36.1	35.5	30.8	37.2

Percentage of BME academic-related staff members comparison and percentage of issued contracts in 2011 (atypical excluded)

Examining BME disclosure by academic function reveals a 0.3% decrease in BME Teaching Only staff and conversely a 0.3% increase in T&R employees, 44% of all academic contracts are T&R. Research Only contracts represented 1.2% of all academic contracts issued in 2010/11.

Academic Professional	BME 2010/11%	BME 2009/10%	BME 2008/09%	BME 2007/08%
Teaching Only	8.4	8.7	6.7	4.5
Teaching and research	7.4	7.1	5.8	6.1
Research Only	0	0	0	0

Percentage comparison of academic BME staff by academic function

Over half (59.2%) of issued contracts at St Mary's UC are open-ended/continuous; BME staff represents nearly a fifth (17.4%) of open-ended/continuous contracts, a slight increase of 0.4% on the previous year. Since 2007/08 the number of open-ended/continuous contracts issued to BME staff has increased by 5.5%. There has been a decrease in BME staff with fixed-term contracts compared to 2009/10 of 0.5%.

Contract Type	BME 2010/11%	BME 2009/10%	BME 2008/09%	BME 2007/08v
Open-ended/Permanent	17.4	17	16.1	11.9
Fixed-term	8.8	9.3	7.8	5.7

Percentage of contract type from 2007/08 issued to BME staff (atypical excluded)

Disability

Declared disability at St Mary's UC has continued to increase year on year from 2004/05 when declared disability for all staff was at 1.3%, it has now increased 5.68%.

Disability comparison	2010/11%	2009/10%	2008/09%	2007/08%	2006/07%	2005/06%	2004/05%
Disability Declared	5.68	4.55	3.40	1.10	1.10	1.00	1.30

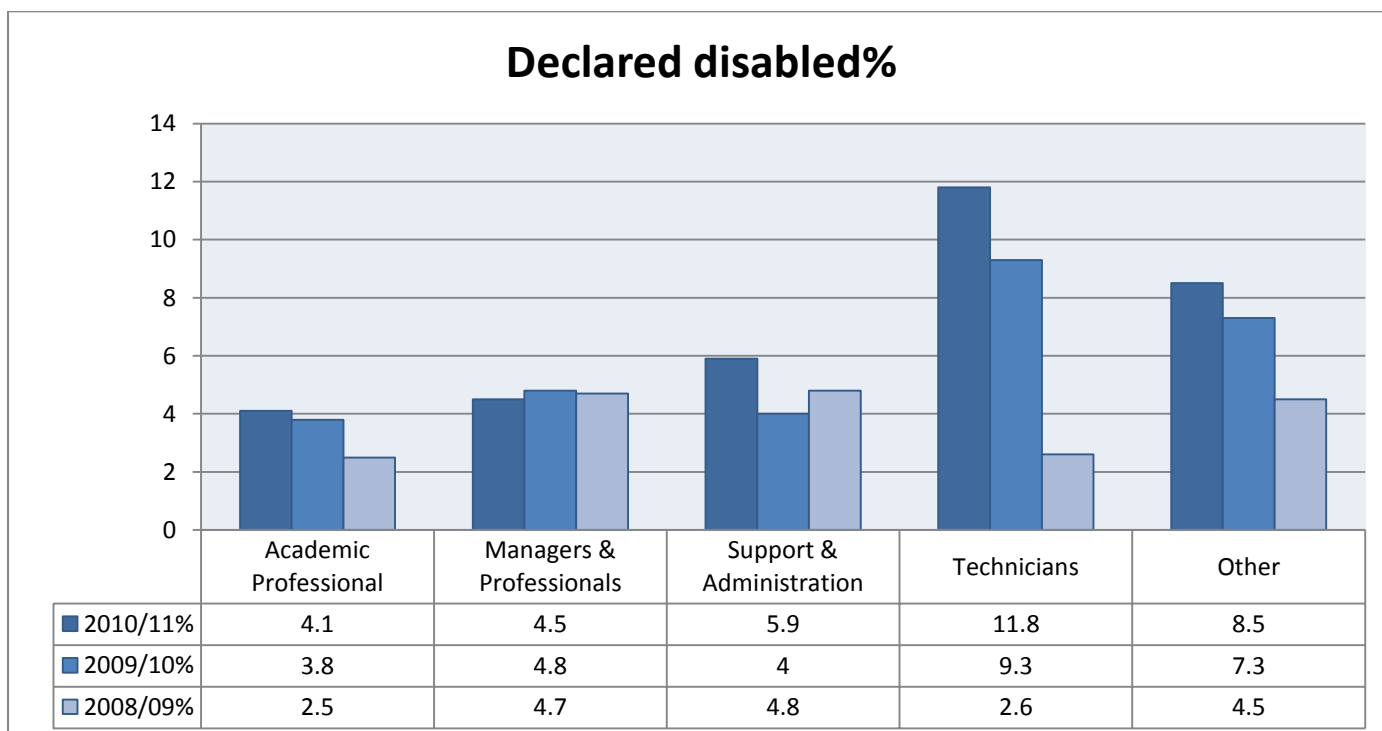
Declared disability percentage year on year comparison for all staff

Over a third (36.51%) of declared disability is recorded as Specific learning disability; over a fifth (23.81%) is a Long-standing illness or health condition. Deaf or serious hearing impairment (12.7%) and mental health conditions (11.1%) represent over a tenth of declared disability.

Disability description	2010/11%
Deaf or serious hearing impairment	12.70
Long-standing illness or health condition (such as cancer, diabetes or chronic heart disease)	23.81
Mental health condition (such as depression or schizophrenia)	11.11
Other type of disability	7.94
Physical impairment or mobility issues (such as difficulty using arms or using a wheelchair)	7.94
Specific learning disability (such as dyslexia or dyspraxia)	36.51

Percentage of declared disability from 2010/11 (all staff)

Examining declared disability by activity group reveals that, with the exception of M&P activity group, an increase in declared disability has occurred in all activity groups. The largest increase is within the technician group, since 2008/09 declared disability has increased by 9.2% and to over a tenth (11.8%). The decrease in declared disability in the M&P activity group compared to the previous year is minimal (0.3%)



Percentage of disclosed disability by activity group (unknown excluded)

Sexual Orientation

The question regarding sexual orientation was introduced in 2009; there has been a year on year increase in staff members responding to the question. In 2011 71% of staff supplied an answer with under a tenth (9%) preferring not to answer.

	2011	2010	2009
Response rate%	71	52	37

Staff percentage response rate to sexual orientation question comparison

The increased response rate has not affected the percentage of declared sexual orientation. Staff that declare their sexuality as Heterosexual has remained at 97% since 2009 and Lesbian, Gay or Bisexual (LGB) has remained at 3%.

	Academic Professional	Managers & Professionals	Technicians	Support & Administration	Other
LGB%	2	4	0	5	3
Heterosexual %	98	96	100	95	97

Percentage of all staff declared sexual orientation by activity group (unknown removed)

There is currently no sexual orientation benchmark data to compare to St Mary's dataset however HESA will begin to collect sexual orientation data from 2012/13 HESA year. Additionally it is anticipated that data from the 2011 census will be released from September 2012 onwards with sexual orientation data included in the released dataset. Sexual orientation equality data will continue to be collected and analysed by the Human Resources department.

Religion and Belief

As with sexual orientation the religion and belief data has been collected since 2009. The response rate to the question has once again increased in 2010/11, 74% of employees will declare a religion or belief.

	2010/11	2009/10	2008/09
Response rate%	74	52	37

Percentage of staff responding to the sexual orientation question

Over two-thirds (69.4%) of employees declared their religion as being from a Christian background. A third of all staff declared their religion as Christian-Catholic (34.7%) and a third of staff declared their religion as Christian-Other (34.7%). Under a tenth (9.2%) of declared religion is from a Buddhist, Hindu, Islam, Jewish or Sikh background, a decrease of 1.4% compared to the previous year. A fifth (20%) of staff declared that they have no religion.

	Christian – Catholic%	Christian – Other%	Buddhist, Hindu, Islam, Jewish, Sikh%	Other Religion or Belief%	No Religion%
2010/11	34.7	34.7	9.2	1.4	20.0
2009/10	33.1	34.3	10.6	1.4	20.5
2008/09	33.8	38.4	6.1	1.5	20.2

Percentage rate of disclosed religion or belief 2008/09 to 2010/11 comparison (unknown excluded)

Over two-fifths (43.8%) of academic staff declared their religion as Christian-Catholic, an increase of 2.6% compared to the previous year and the highest percentage of declared religion compared to all other activity groups.

Declared Christian-Other from the activity group S&A has increased by 7% within one year, nearly a third (31%) of all S&A staff in 2010/11 declared a Christian-Catholic religion. Conversely Technicians from a Christian-Catholic background decreased by 4.4% compared to 2009/10. The declaration of Christian-Other has decreased in the M&P, S&A and Other activity groups compared to 2009/10 however the number of Technicians from a Christian-Other background has increased by 13.7% to over a third (36.4%) compared to the previous year.

The decrease in Buddhist, Hindu, Islam, Jewish or Sikh declared religion observed in the previous chart is reflected in each activity group with the exception of the Technicians group, this group increased by 4.6%.

	Christian – Catholic%		Christian – Other%		Buddhist, Hindu, Islam, Jewish, Sikh%		Other Religion or Belief%		No Religion%	
	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10
Academic	43.8	41.2	31.8	31.3	7.0	7.7	0.5	1.6	16.9	18.1
Managers & Professionals	34.8	34	34.8	39	2.2	2.4	0	0	28.3	24.4
Support & Administration	31	24	37.6	41.7	5.6	6.7	1.5	0.8	24.4	26.7
Technicians	13.6	18	36.4	22.7	27.3	22.7	4.5	4.5	18.2	31.8
Other	30.9	32	34.5	32.3	15.8	18.9	2.4	1.6	16.4	15

Disciplinary and Grievance

During the period 01/08/2010 to 31/07/2011 there were no grievances raised by members of staff. Six disciplinaries were raised against staff members in this period; this accounts for less than 1% of the staff population.

Gender

The majority (66.7%) of disciplinaries were for male members of staff.

	%
Female	33.3
Male	66.7

Ethnicity

Two thirds (66.7%) of disciplinaries were for White members of staff.

Ethnicity	%
BME	33.3
White	66.7

Age

The majority (50%) of disciplinaries were for members aged 34 & under, a third (33.3%) were raised against staff in the age group 35-49 years. There were no disciplinaries for staff aged 66 or over.

	34 & Under%	35 - 49 years%	50 - 65 years%	66 & Over%
Age	50	33.3	16.7	0

Disability

A third (33.3%) of disciplinarys were for staff with a declared a disability.

Disability	%
Declared disability	33.3
No known disability	66.7

Sexual Orientation

All (100%) disciplinarys raised were for heterosexual staff.

Sexual Orientation	%
Heterosexual	100

Religion or Belief

A third of disciplinarys were for staff from both a Christian-Catholic (33.3%) and Christian- Other (33.3%) background. The reaming thirds were for staff with Buddhist, Hindu, Islam, Jewish or Sikh background (16.7%) or with No religion (16.47%)

Religion or Belief	%
Buddhist, Hindu, Islam, Jewish, Sikh	16.7
Christian - Catholic	33.3
Christian-Other	33.3
None	16.7

Equality variables of staff members with either disciplinarys or grievances will continue to be monitored by the Human Resources department.

May 2012

Human Resources

Appendix A – Activity group composition

Activity group	Activity Code	Occupational Group
Academic	2A	Academic Professionals
Managers & Professionals	1	Managers
	2B	Non - Academic Professionals
Technicians	3A	Laboratory, Engineering, building, IT and Medical Technicians
Support & Administration	3B	Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers
	3C	Artistic, media, PR, marketing and sports occupations
	4A	Library assistants, clerks and general administrative assistants
	4B	Secretaries/typists, receptionists and telephonists
Other	5	Chefs, gardeners, electrical and construction trades, mechanical fitters, printers
	6	Caretakers, residential wardens , sports and leisure attendants', nursery nurse and care occupations
	8	Drivers, Maintenance supervisors and plant operatives
	9	Cleaners, Catering Assistants, security, porters and maintenance workers