Annual Equality Report

Published 28 March 2019

Data reporting period: 1 August 2017 to 31 July 2018

Approved by the full Council of Aberystwyth University on 22 March 2019

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Annual Equality Report 2017-18

SECTION 1: CONTEXT

Introduction

This Annual Equality Report outlines the progress Aberystwyth University is making on equality and diversity in the workplace. The University aims to promote an inclusive culture and environment for students, staff and the wider community who use its facilities and services.   The report sets out how the University has worked over the last year (2017-2018) to comply with the Welsh specific Public Sector Equality Duty.

SECTION 2: Data Analysis

Student and staff data are extracted from the University's internal records, HESA returns, and 'snap-shots' from the Human Resources/Finance system ABW (Pobl Aber People).

This data section covers five areas of data:

1. Governance
2. Current Staff data
3. Staff – Applications, Reward and Recognition, and Training
4. Current Student data
5. Student recruitment / applicants

A. GOVERNANCE

There has been little change in Council and Senate proportions between female and male members, and parity remains on the totals for the main Joint Committees of Council and Senate.

It is worth noting that the University committee structure has gone through a significant change in line with the Sustainability Implementation Plan, and this came in to effect as of August 2018.

COMMITTEES	2018		2017	
	F	**M**	**F**	**M**
COUNCIL	6 (37.5%)	10 (62.5%)	7 (37%)	12 (63%)
SENATE	12 (33.3%)	24 (66.6%)	12 (33%)	24 (67%)
Executive Group	7 (41%)	10 (59%)	7 (41%)	10 (59%)
Council / Senate Joint Committees (main **4**), made up of:	23(50%)	23 (50%)	23 (50%)	23 (50%)
PDSEC	8	3	8	3
Redundancy	3	2	3	2
Charter	3	6	3	7
Honorary Awards	7	1	7	1
Finance / Strategy	5	11	5	12
Major Projects	n/a	n/a	2	5
Investments	1	7	1	8

Table A:1 Senate, Council, Executive and Joint Committees

B. CURRENT STAFF

Key points arising from an interpretation of the data (2017 refers to 2016/17 data, 2018 refers to 2017/18 data):

1. The total number of staff (excluding Aberworkers) in the University has decreased from 2017 to 2018 by 2.9%.
2. The gender split for 2018 is 51.7% female and 48.3% male. In 2017, the gender split was 54.5% female and 45.5% male.
3. The number of part-time female workers has increased from 48% in 2017 to 54% in 2018. The number of part-time male workers has decreased from 32% in 2017 to 31% in 2018.
4. The percentage of staff with declared disabilities has increased from 4.13% in 2017 to 4.4% in 2018.
5. The percentage of staff declaring as BaME has decreased from 5.8% in in 2017 to 5.1% in 2018.
6. The 'No data' section on the Welsh Language Standards has increased from 17% in 2017 to 20% in 2018 due to new members of staff not completing their competencies tab in Pobl Aber People. HR will perform another data capture exercise in 2019.
7. It is not possible to report on the numbers for sexual orientation and gender identity because these diversity fields are currently optional on Pobl Aber People.

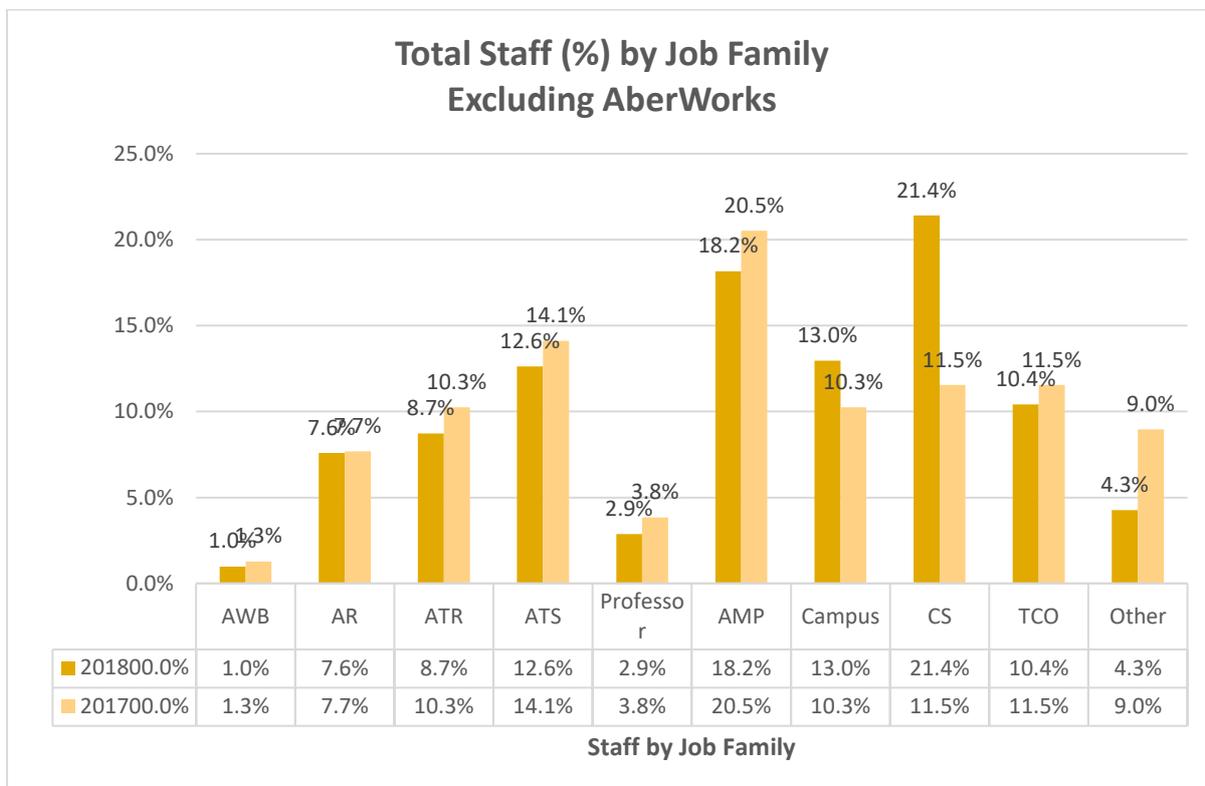### DETAILED STAFF INFORMATION

1. Staffing Level

The total number of people employed in the University on the 1st August 2018 was 2006 (headcount data, excluding Aberworks). This is a decrease (2.99%) over comparable 2017 data (2067). This reduction is a continuance of progress made in the reduction of the workforce in line with the Sustainability Implementation Plan.

Staff are split as follows: 57.4% of staff (excluding Aberworks) working full time (2017, 59%) and 42.6% of staff working part time (2017, 41%). Further FT and PT analysis can be found in Section 2 below, by gender.

The chart below shows total staff by 'Job Family'.

ABRWRK	Aberworkers
AWB	Agricultural Wages Board Staff
AR	Academic Related
ATR	Academic, teaching and research
ATS	Academic, teaching and scholarship
Prof	Professorial
AMP	Admin, managerial, professional
Campus	Campus service manual jobs
CS	Clerical, secretarial
TCO	Technical, Computer operators
Others	Other staff – not included above

Table B:1 Abbreviations of Job Families

Total Staff (%) by Job Family Excluding AberWorks

	AWB	AR	ATR	ATS	Professor	AMP	Campus	CS	TCO	Other
2018 0.0%	1.0%	7.6%	8.7%	12.6%	2.9%	18.2%	13.0%	21.4%	10.4%	4.3%
2017 0.0%	1.3%	7.7%	10.3%	14.1%	3.8%	20.5%	10.3%	11.5%	11.5%	9.0%

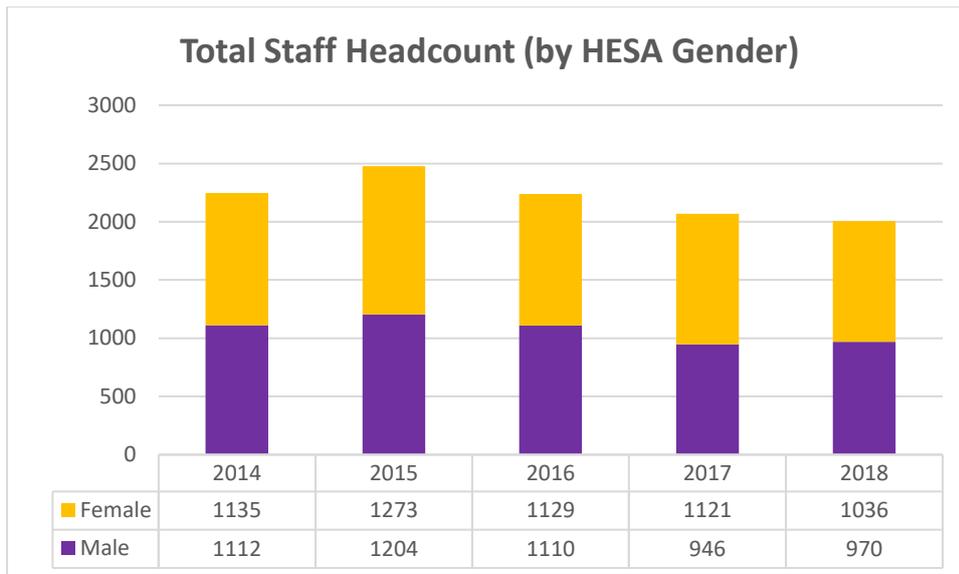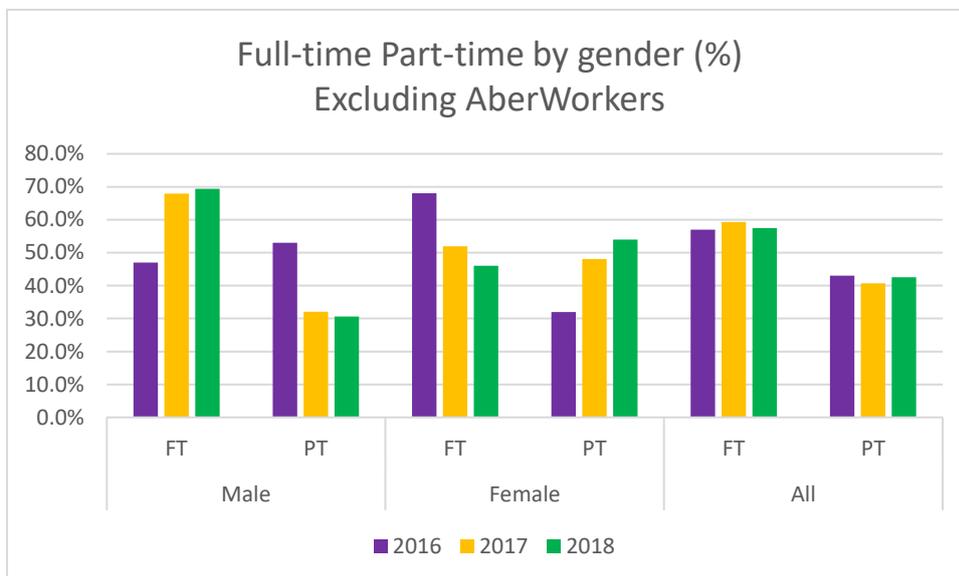**Staff by Job Family**

Graph B: 1 Dataset: HR Headcount 01.08.2018

2. **Gender breakdown**

The gender breakdown for all staff for 2018 (excl. abrwrk) is female 1036 (51.6%) and male 970 (48.3%), compared to 2017 figures female 1121 (54.2%) and male 946 (45.5%). This is shown as a stacked F-M (HESA sex ID) graph in B:2 below, indicating a decreasing trend in total staff over the last three years (where Aberworkers are excluded).

Total Staff Headcount (by HESA Gender)

	2014	2015	2016	2017	2018
Female	1135	1273	1129	1121	1036
Male	1112	1204	1110	946	970

Graph B: 2 Dataset: HR headcount 01.08.2018

Full-time Part-time by gender (%) Excluding AberWorkers

Graph B: 3 Dataset HR headcount 01.08.2018

Graph B: 3 above shows the gender split between full time and part time for those employed as at 01.08.2018 and 2017 and 2016 respectively. It is interesting to note the FT/PT change between 2017 and 2018, in particular the switch to a higher percentage of PT working for female staff (from 48.1% to 54%) compared with a decrease from 32% to 30.6% for male staff. This is in line with an increase in FT male from 68% to 69.4% and a decrease in FT female staff from 51.9% to 46%.

3. Disability

The percentage of staff with declared disabilities as of 01/08/2018 was 4.44% (compared with 4.13% in 2017, 4.6% in 2016), which is a little lower than Advance HE's benchmarking (sector average) figures (2017: 4.7%) but is in line with overall decreasing staff numbers. The table B: 2 below shows the breakdown between those with a declared disability, by full-time and part-time employees, and by gender for 2017/18.

Gender	FT/PT	No.	%
Female	FT	23	4.80
Female	PT	29	5.21
Male	FT	26	3.86
Male	PT	11	3.70
All	FT	49	4.25
All	PT	40	4.68
All Female		52	5.02
All Male		37	3.81
ALL		89	4.44

Table B: 2 HR HESA data 01.08.2018 (disability declared)

Those who did not wish to declare refused to answer reflect only 0.55% of total staff.
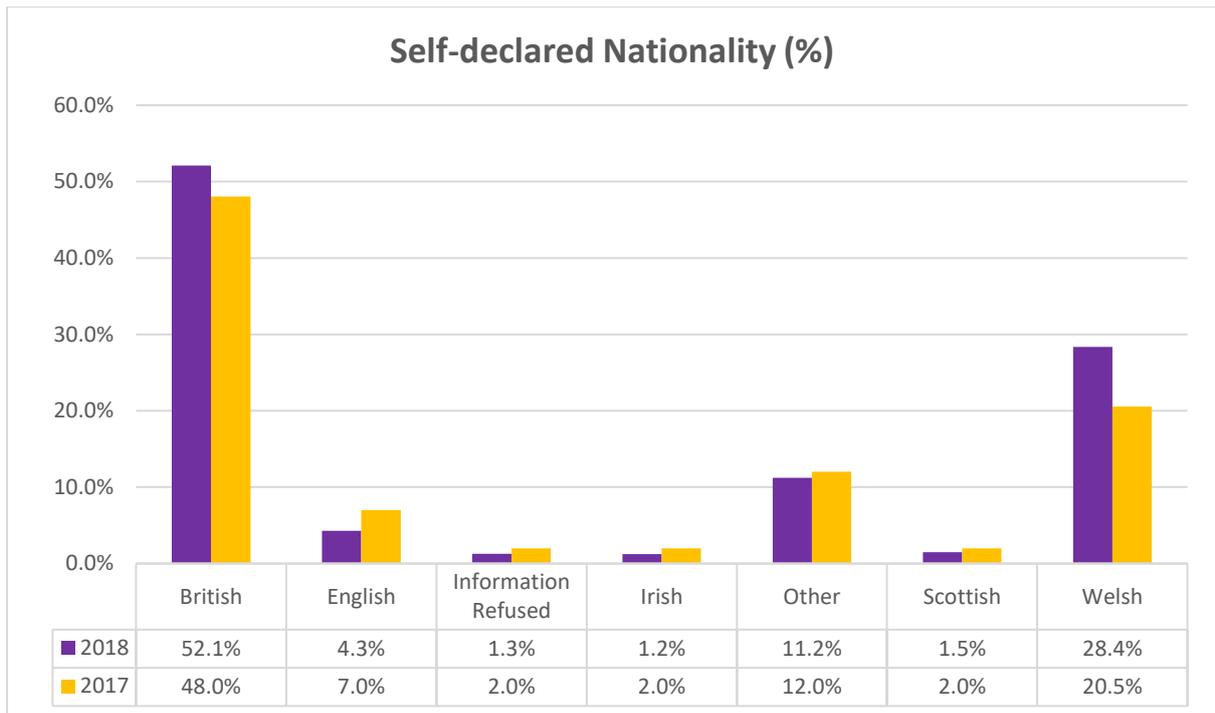
4. Ethnicity

For 2018, staff declaring as Black and Minority Ethnic (BaME) represented 5.1% of total staff (2017, 5.8%), which indicates that AU are just about maintaining their BaME staff percentage. The slight fall between 2017 and 2018 probably reflects the overall decline in AU staff numbers.This figure is low compared to the national average for the UK HE sector (15.0%) and indicates more work is required to improve this. Advance HE suggest that staff numbers should be approximately in line with student numbers for BaME, which for 2017/18 are 7.4% declaring as BaME (2016/17 9%).
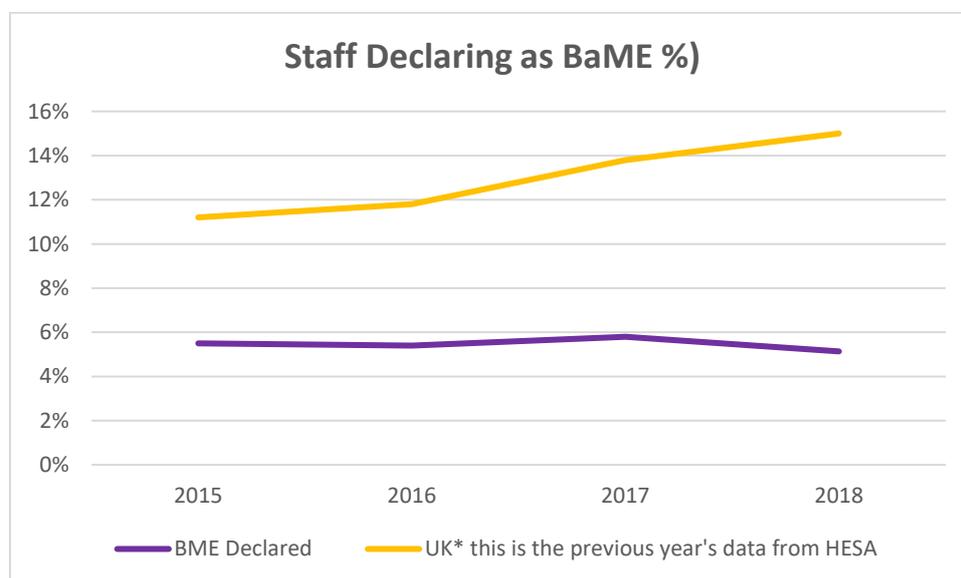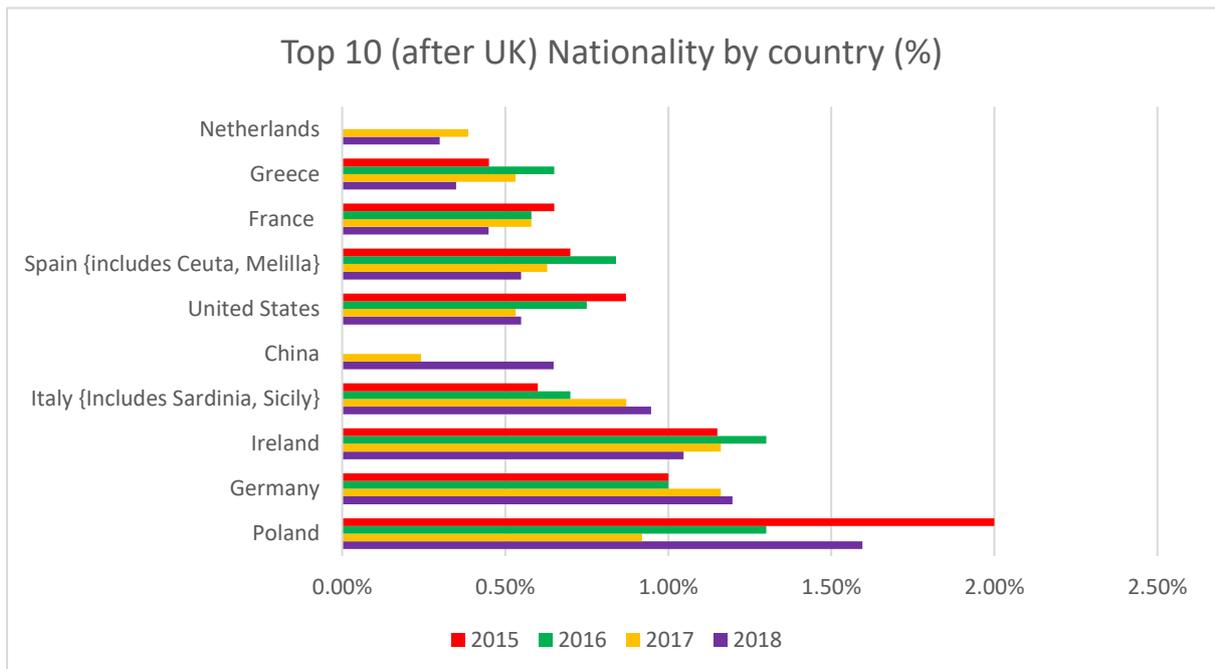

Graph B: 4 HR/HESA Data

5. Nationality

Staff can self-declare single or dual nationality for HESA purposes, and are broken down by categories as shown in Graph B: 5 below. The largest group are self-declared British at 52.1% (2017, 48%, 2016 49.1%) followed by Welsh at 28.4% (2017 21%, 2016, 23.3%).

Self-declared Nationality (%)

	British	English	Information Refused	Irish	Other	Scottish	Welsh
2018	52.1%	4.3%	1.3%	1.2%	11.2%	1.5%	28.4%
2017	48.0%	7.0%	2.0%	2.0%	12.0%	2.0%	20.5%

Graph B: 5 HR/HESA Data

During 2017/18 staff possessed legal nationalities from 59 countries. The most represented nationality of staff was United Kingdom, followed by Poland and Germany. Bulgaria has dropped out of the top 10 nationalities and is replaced by China. This is a break in a previous trend of reducing proportions of non-UK/non-EU staff at Aberystwyth, and will be interesting to monitor especially given the likely departure of the UK from the EU.

Top 10 (after UK) Nationality by country (%)

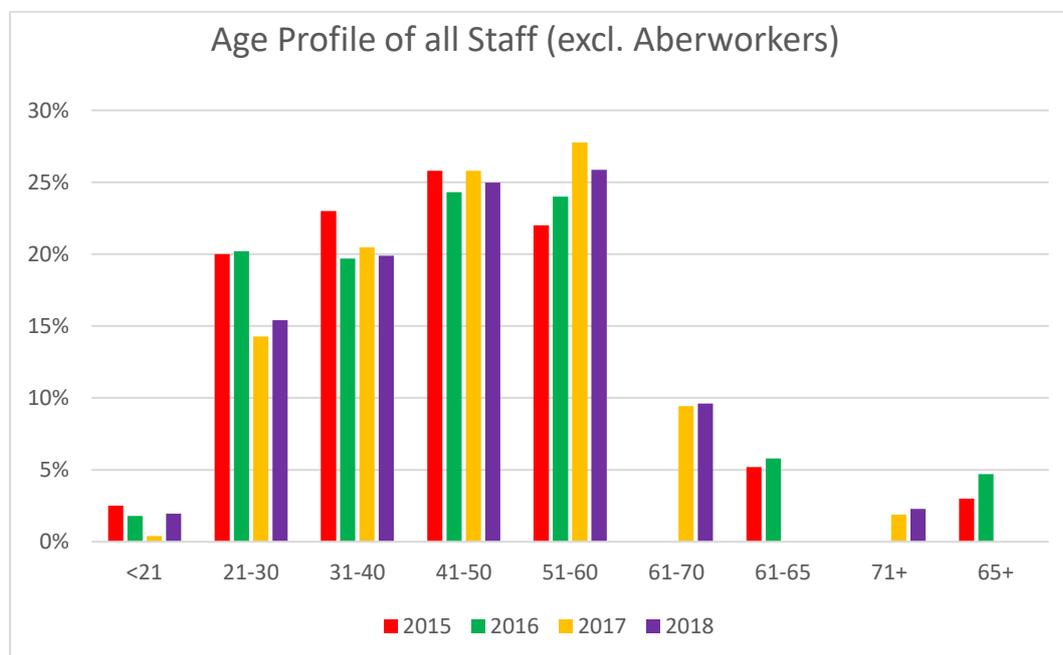Graph B: 6 HR/HESA Data

6. **Optional Diversity Data**

The Pobl Aber People system has an optional diversity data section, which asks employees about their religious belief, sexual orientation and whether their gender identity has changed since birth.

27.7% (49.7% national average for UK HE sector) of our staff have declared a religious belief, 27.6% (49.2% national average for UK HE sector) of our staff have declared their sexual orientation, and 67.9% (51.1% national average for UK HE sector) of our staff have told us whether their gender identity has changed since birth. Those whose gender identity has changed since birth (of those that answered the question) is at 0.3% and those that are LGB at AU are at 2.6%.

7. **Age**

There has been a slight increase in the number of AU staff members who are 21-30 years old since 2017 and an increase in the number of staff under the age of 21. As the impact of no fixed retirement age takes effect we can expect the workforce to become more equal across the whole of the 21-70 year age range.

The age profile of all staff in Graph B:7 (below) at 61-70 and 61-65 looks different to the other age groupings because of a change in the pensionable age that came in to effect in 2017.

Graph B: 7 HR/HESA Data

Graph B:8 shows the proportion of male (yellow) staff and female staff (purple) at AU. The profile by gender for 2018 shows little difference between the proportion of male (yellow) staff and female staff (purple) across the 31-60 group (with an approx. 2% higher level of female staff). At the 60+ end and the under 21 end members there are fairly equal splits by gender.
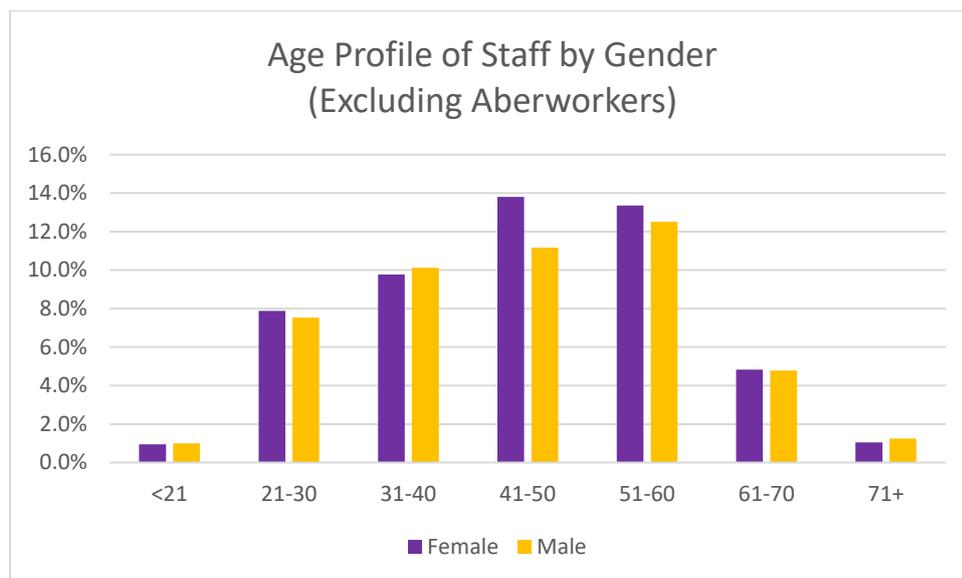
Graph B:8 HR/HESA Data

8. Welsh Language

It is interesting to note the increase in those identifying with a C1 and C2 level competency in the Welsh Language. It is also interesting that the amount of no data has also increased since 2017. In 2018, the Human Resources Department asked individuals to look at their Welsh level competencies to ensure that they were at the right level, this push was due to the old standards not matching to new levels C1 and C2. The present increase in Level C1 and C2 speakers is due to individuals being prompted by HR to check that their levels were correct since the change in system from standards to levels and based on this many individuals updated their records to reflect their current level, which for some is C1 and C2.

2018

Levels	%	Equivalence
A0 ORAL		
A1 ORAL	56%	**Old Level 1**
A2 ORAL		

B1 ORAL	7%	**Old Level 2**
B2 ORAL	8%	**Old Level 3**
C1 ORAL	9%	**No previous equivalent Higher than Level 3**
C2 ORAL		
No data	20%	

2017

Levels	%	Equivalence
A0 ORAL	**56%**	**Old Level 1**
A1 ORAL		
A2 ORAL		
B1 ORAL	**9%**	**Old Level 2**
B2 ORAL	**16%**	**Old Level 3**
C1 ORAL	**1%**	**No previous equivalent Higher than Level 3**
C2 ORAL		
No data	**17%**	

C – STAFF – Applications, Reward & Recognition, and Training

1. Applicant Data to 31 July 2018

The AU online system records 2894 applications for positions of employment (excluding Aber workers), but it is worth noting that due to the anonymization of applicant records under GDPR, we only currently have 2894 out of the 4115 applications (70%) to report on. The data still exists but it is not connecting with the reports. Hireserve, the company who we pay for our online recruitment system are aware of this and are working on it, but it may take some time to be rectified, as they need to resurrect the 'lost' data.

On 100% Data (Excluding AberWorkers):

All Applications: 4115

All vacancies (includes casuals and advertised, does not include multiple roles (i.e. 2x Lecturer)): 580

On 70% Data (excluding AberWorker), this data is also missing 35 appointments that were made outside the system.

All Applications: 2350

Successful Appointments: 633

    a. Gender

Gender of applicants:

Female	Male	Unknown
1098	1209	43
46.7%	51.4%	1.8%

Table C: 1 Hireserve system 31.07.2018

Of all applications made, Females accounted for 46.7% Males 51.4% and 1.8% were unknown.

Gender of hired candidates:

Female	Male	Unknown
307	308	18
48.4%	48.6%	2.8%

Table C: 2 Hireserve system 31.07.2018

Of all hired candidates 48.4% were female and 48.6% male, which is almost complete equality.

b. Ethnicity

Applicants by ethnicity (breakdown):

	Applicants		Appointments	
Arab	24	1.0%	3	0.47%
Asian or Asian British – Bangladeshi	13	0.55%	5	0.78%
Asian or Asian British - Indian	124	5.2%	6	0.95%
Asian or Asian British – Pakistani	28	1.2%	5	0.78%
Black or Black British - African	64	2.7%	13	2.0%
Black or Black British – Caribbean	1	0.04%	0	0%
Chinese	33	1.4%	12	1.9%
Gypsy or Traveller	1	0.04%	0	0%
Mixed – White and Asian	18	0.7%	8	1.2%
Mixed – White and Black African	8	0.34%	1	0.15%
Mixed – White and Black Caribbean	8	0.34%	0	0%
Other Asian background	49	2.0%	8	1.2%
Other Black background	9	0.38%	2	3.1%
Other ethnic background	40	1.7%	9	1.4%

Prefer not to say	96	4.0%	27	4.2%
White	1791	76.2%	516	81.5%
Unknown	43	1.8%	18	2.8%

Table C:3 Hireserve system 31.07.2018

Of those that applied 76.2% were white, then followed by 5.2% who were Asian or Asian British-Indian. Of those appointed 81.5% were white then followed by 3.1% from Other Black Background. It is disappointing to note that although the second highest category of those applying was Asian or Asian British-Indian (5.2%) only 0.95% of these applicants were appointed.

c. Disability

	Applicants		Appointments	
A disability, impairment or medical condition that is not listed above	26	1.1%	6	0.95%
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	20	0.85%	4	0.63%
A mental health condition, such as depression, schizophrenia or anxiety disorder	47	2.0%	7	1.1%
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	10	0.42%	3	0.47%
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	6	0.25%	3	0.47%
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	82	3.5%	13	2.0%
Blind or a serious visual impairment uncorrected by glasses	3	0.12%	1	0.15%
Deaf or serious hearing impairment	4	0.17%	1	0.15%

No Known disability	2034	86.5%	562	88.8%
Prefer not to say	69	2.9%	14	2.2%
Two or more impairments and/or disabling medical conditions	1	0.04%	1	0.15%
Unknown	18	0.86%	18	2.8%

Table C:4 Hireserve system 31.07.2018

Of those that applied 86.5% declared 'No Known Disability', followed by 3.5% declaring a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D. Of those appointed the highest number at 88.8% was those with no known disability, followed by those with a specific learning difficulty, which is in line with the applicant data. It is worth noting that the applicant and appointment data for disability nearly lines up equally percentage wise, which is good.

d. Sexuality

	Applicants		Appointments	
Bisexual	115	4.9%	24	3.8%
Gay man	43	1.8%	6	0.95%
Gay woman/lesbian	23	0.98%	8	1.2%
Heterosexual	1493	63.5%	423	66.8%
Other	27	1.15%	3	0.47%
Prefer not to say	196	8.3%	52	8.2%
Unknown	453	19.3%	117	18.5%

Table C:5 Hireserve system 31.07.2018

Of those that applied the highest percentage were heterosexual at 63.5%, followed by 8.3% who prefer not to say (excluding unknown). Of those appointed the highest proportion were heterosexual at 66.8% followed by 8.2% who prefer not to say. It is worth noting that whilst 1.8% of applicants were Gay men only 0.95% of these were appointed. 0.98% of applicants were Gay women yet 1.2% were appointed. A relatively high number of applicants and appointments were bisexual at 4.9% applying and 3.8% appointed. The categories 'Heterosexual' and 'Gay woman' are the only categories where a higher percentage were appointed than applied.

e. Gender Identity Changes

	Applicants		Appointments	
I prefer not to say if my gender identity has changed since it was assigned at birth	28	1.2%	6	0.95%
My gender identity has changed since it was assigned at birth	2	0.08%	1	0.15%
My gender identity has not changed since it was assigned at birth.	464	19.7%	133	21.0%
Unknown	1856	78.9%	493	77.9%

Table C:6 Hireserve system 31.07.2018

In terms of gender identity changes, of those that applied, the highest proportion were unknown, followed by 19.7% whose gender identity has not changed since it was assigned at birth. People who stated that their gender identity had changed since birth, made up 0.08% of applications and 0.15% of appointments.

2. Academic Promotions

In 2016, Aberystwyth University paused the Academic Promotions process due to the implementation of the current Sustainability Implementation Plan and related restructuring. There was therefore no Academic Promotions round in 2017. There is a team of people now working on policies and procedures with a view to re-opening the academic promotions process for 2019.

3. Accelerated Increments and Contribution Points (AICP) Process

The AICP process was an annual process which enabled (largely non-academic) staff, or their managers on behalf of the member of staff, to make an application for an accelerated increment or contribution point on the basis of being able to demonstrate excellent performance in accordance with the agreed criteria. In a similar manner to Academic Promotions, Aberystwyth University paused AICP process due to the implementation of the current Sustainability Implementation Plan and related restructuring. There is a team of people now working on policies and procedures with a view to re-opening the AICP process for 2019.

4. Training

Online Diversity e-learning training

Aberystwyth University provides mandatory training in this area for all staff. At the first induction day for new staff, the process is explained. This on-line tool enables staff to:

- Familiarise themselves with equality legislation
- Gain an understanding of the broader issues around equality and diversity
- Raise their awareness of their responsibilities and rights as members of staff

The training is provided by means of an online tutorial. This tutorial can be done in one sitting or in 'bite-sized' chunks at the user's convenience. As at 31.07.2018 65.8% of AU staff have engaged with the training course. This is a decrease since 2017 (72%) and is probably due to the overall reduction in staff numbers at AU. The Equalities Officer also delivers a bespoke face-to-face equalities training session which is delivered upon the request of Departments. The Equalities Officer most recently brought in online unconscious bias training in collaboration with the REF team and this is currently being rolled out to all staff.

D. *CURRENT STUDENT DATA*

1. Gender
(a) Overall

The total number of students registered at AU for 2017/18 was 6,564 with 49.7% being female, which is slightly higher than 2016/17 (49.2%). The objective to maintain a 50:50 balance between women and men overall, is part of the current Strategic Equality Plan 2016-2020.
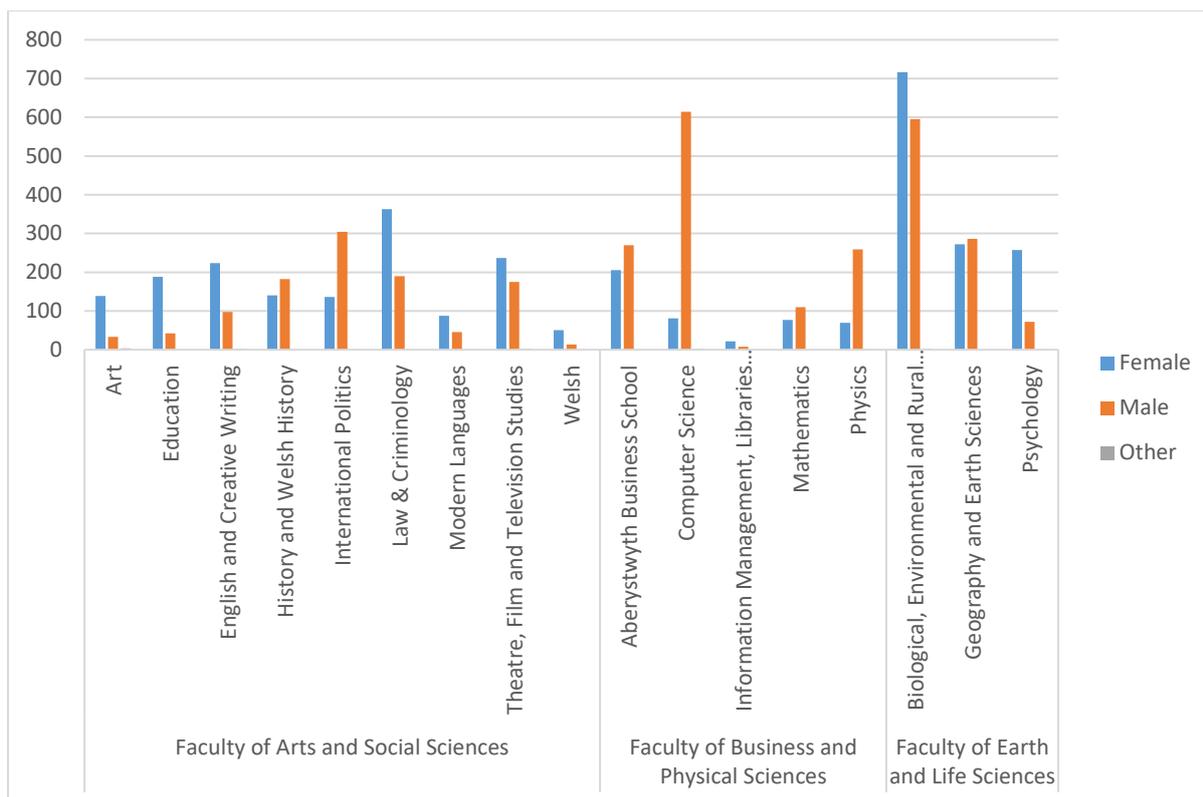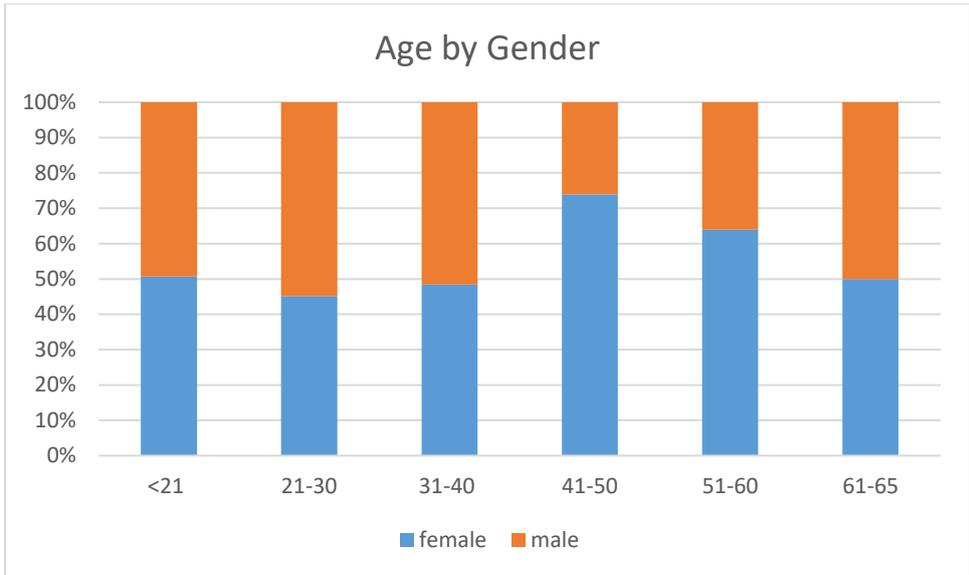
Graph D: 1 (ASTRA records) All registered students by gender, department, and faculty.

(b) Undergraduate withdrawals

The total number of UG withdrawals in 2017/18 is recorded as 230 FTE compared with 292.5 FTE in 2016/17.

2. Age

There is little difference in the gender gap of all students by Age on Entry, up to the age group of 41-50 where females exceed males. There continues to be low numbers in students commencing studies over the age of 30, which may be due to a general HE sector reduction in mature/part time students in Wales and wider UK. There seems to be little difference between this data and the 2016/17 data, other than there is now a higher number of women starting in the under 21 category as opposed to there previously being a higher number of males in this category.

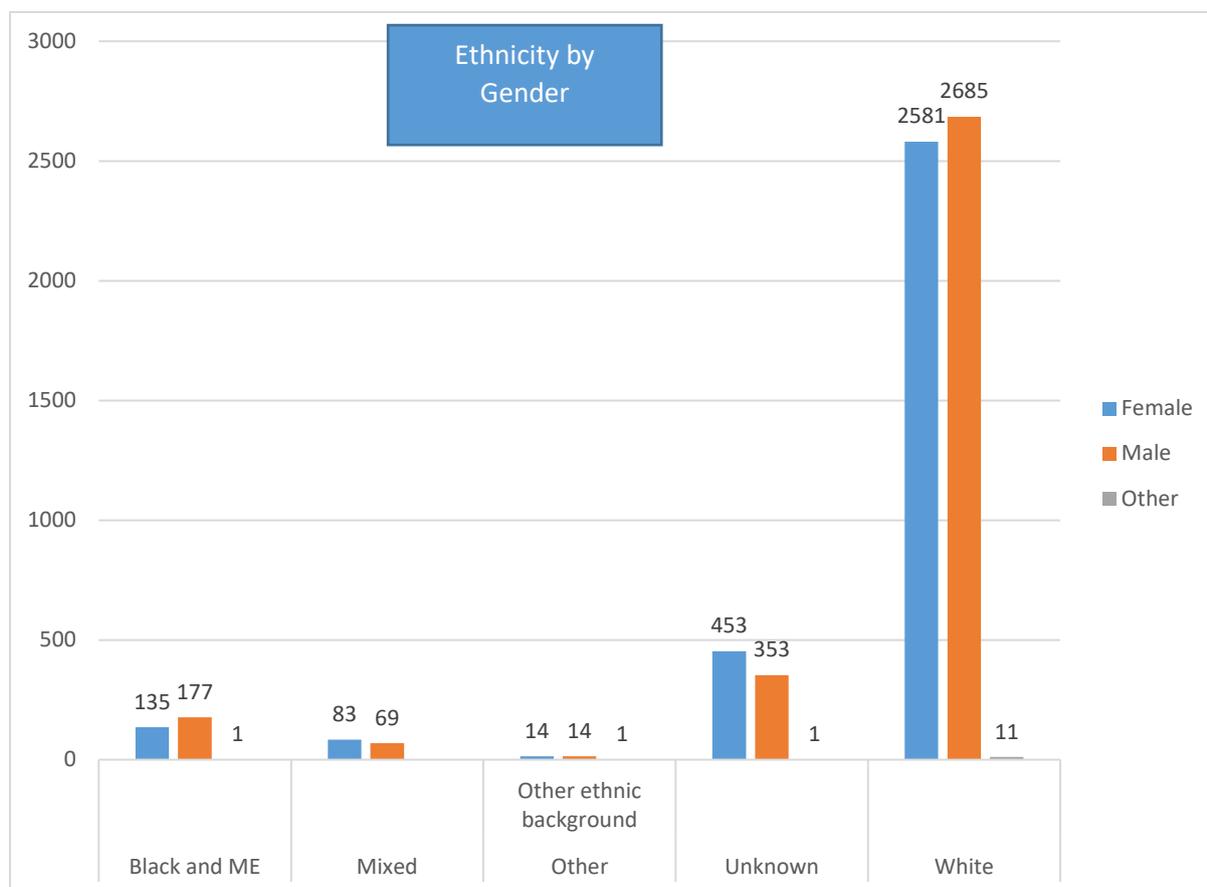Graph D: 2 (Astra records) All registered students by age and gender
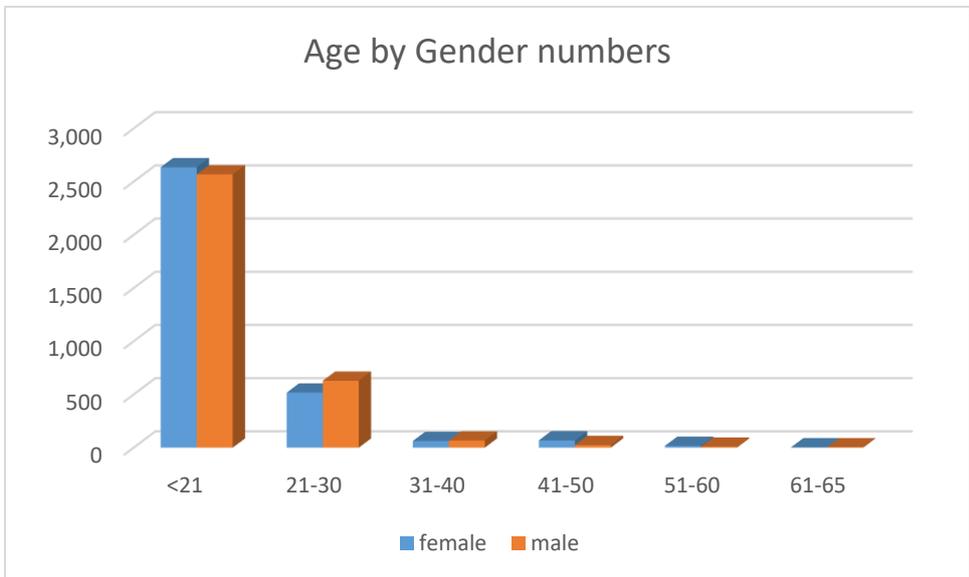
Graph D: 3 (Astra records) All registered students by age category on entry and gender

3. Ethnicity

The percentage of students at AU declaring they are 'white' remains high at 80.2% (2016/17 81%), with a further 12% (2016/17 10%) either refusing to supply this information or being unknown/blank. This gives a percentage of those declaring to be from BaME groups as 7.4% (for comparison in 2016/17 this was 9%).

When looking at the intersection between gender and ethnicity ; there is parity with 'other ethnic background', more males identifying as BaME, and more females as 'not known' or 'blank record'. There are also more white male students.

Graph D: 4 (Astra records) All registered students by ethnicity and gender

4. *Disability by mode and level*

The total number of students with 'no known disability' for 2017/18 was 5,427, which is equal to 82% of all registered students (2016/17 85%).

Looking at the gender split for those with a declared disability, there is an even split as in previous years.

	% of female students	% of male students	% of all students
2017/18	17.28%	17.33%	17.30%
2016/17	14.7%	15.2%	15.0%

The standards descriptors for Disability categories are shown below:

00	**No known disability**
08	**Two or more impairments and/or disabling medical conditions**

| 51	A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D
53	A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder
54	A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
55	A mental health condition, such as depression, schizophrenia or anxiety disorder
56	A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches
57	Deaf or serious hearing impairment
58	Blind or a serious visual impairment uncorrected by glasses
96	A disability, impairment or medical condition that is not listed above
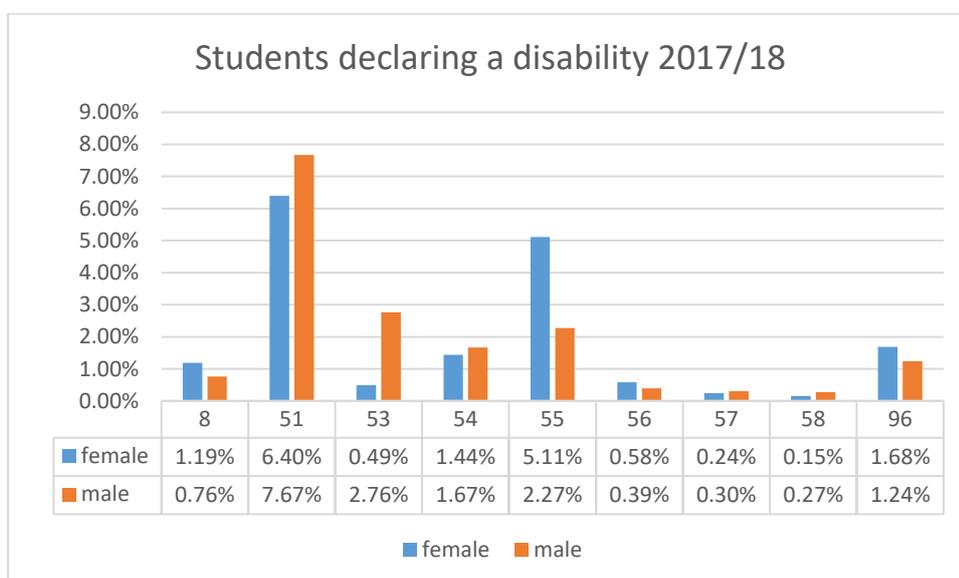
Graph D: 5 ASTRA student records – Students with a disability, by category

There is again this year a statistical difference between male and female students declaring a specific learning difficulty autism/ASD and a long-standing illness, with more males declaring than females. There is an opposite trend gender split for those declaring a mental health condition (55) with far more women declaring than men. Numbers declaring a MH condition are low at 3.68% (national average UK HE data 12%).
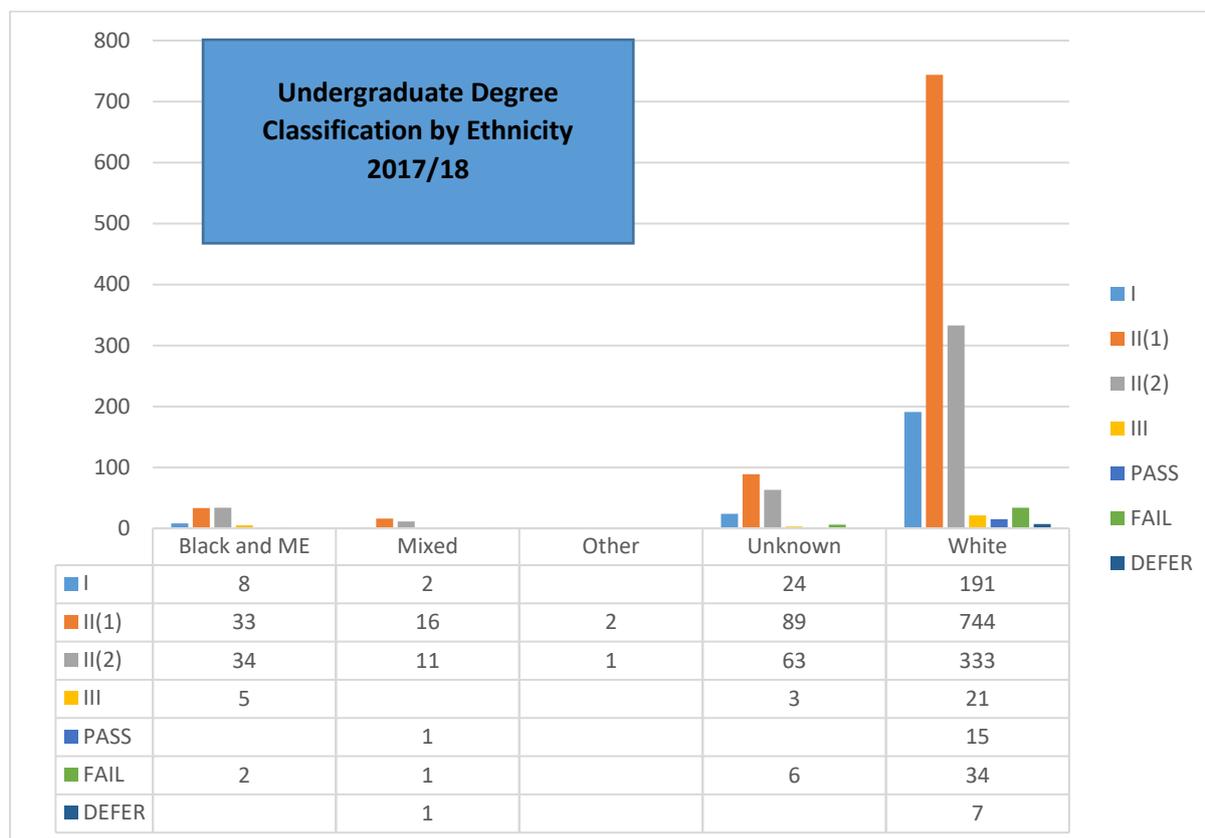
5. Achievement

GENDER
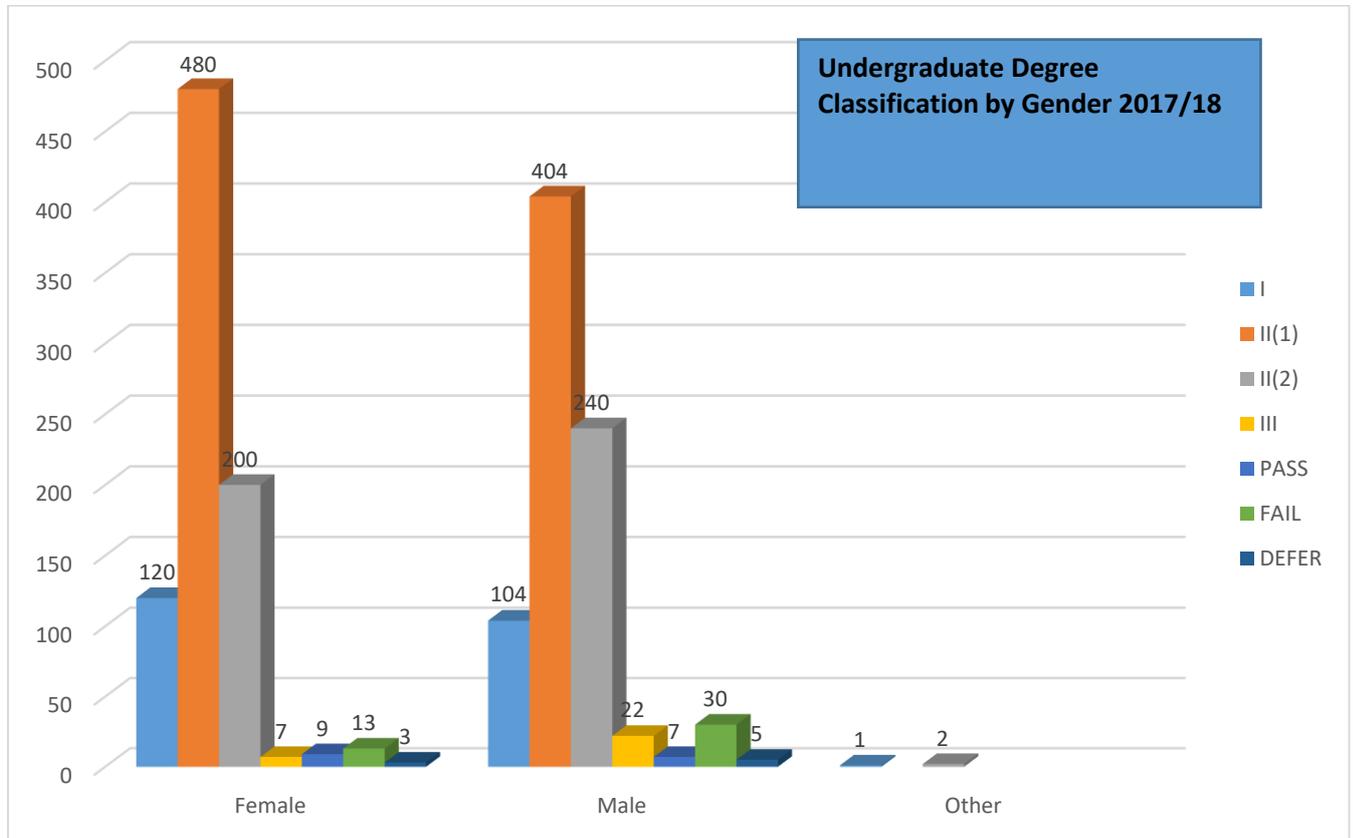
Graph D: 6 ASTRA student records undergraduate degree classification by gender

Graph D: 6 shows the Gender split of Undergraduates graduating/leaving in 2017/18. Female students outnumber Male students for 1st Class Honours degrees and 2.1 degrees. Male students outnumber female students for 2.2 degrees and 3rd class degrees. Female students achieving a 'good degree' (1st Class Honours degrees and 2.1 degrees) represent 36.4% (33.6% 2016/17) of the total and male students represent 30.8% (2016/17 32.7%) of the total.

ETHNICITY

Undergraduate Degree Classification by Ethnicity 2017/18

	Black and ME	Mixed	Other	Unknown	White
I	8	2		24	191
II(1)	33	16	2	89	744
II(2)	34	11	1	63	333
III	5			3	21
PASS		1			15
FAIL	2	1		6	34
DEFER		1			7

Graph D: 7 ASTRA records Undergraduate degree classification by ethnicity

Graph D: 7 shows degree class for undergraduates by Ethnicity. Given the relatively low numbers of BaME and Mixed/Other students, it is more useful to compare the percentages of White students getting 'good degrees' at 69.5% (68.9% 2016/17) and BaME/ Mixed race students getting 'Good Degrees' at 51.7% (56.6% 2016/17). An interesting line of enquiry would be to follow an entry cohort and compare entry-level qualifications through to final degree classification.

WELSH LANGUAGE
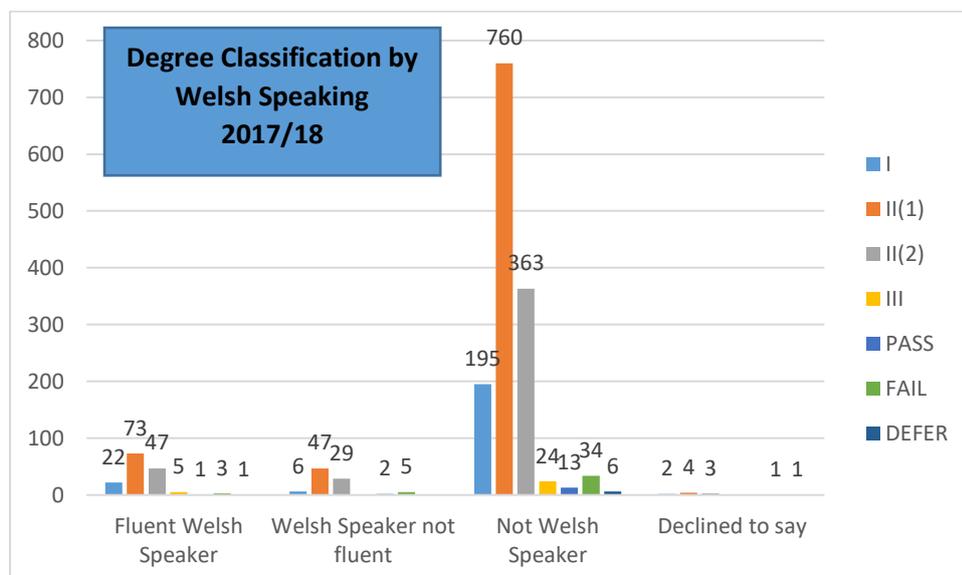
Graph D: 8 ASTRA records Undergraduate students degree classification by Welsh speaking 2017/18

Graph D:8 Data on attainment for Welsh speakers/ Non-Welsh speakers. The percentage of Welsh speakers gaining a 'Good Degree' is 61.4% (66.8% 2016/17), whereas for non-Welsh speakers it is 68.3% (66.5% 2016/17).

APPLICANT DATA

The applicant data for 2017/18 is not yet available. We are happy to submit a short paper to committees once this is released so that we can add it to this section of the report.

E. CONCLUSIONS

The total number of staff in Aberystwyth University (excluding Aberworkers) has decreased from 2017 to 2018 by 2.9% partly as a result of SIP. This appears to have affected the gender balance of our staff, which is now 51.6% female and 48.3% male (in 2017, this was 54.5% female and 45.5% male). It has also affected the part-time / full-time mix of our workforce (part-time female workers increased from 48% in 2017 to 54% in 2018 whilst part-time male workers decreased from 32% in 2017 to 31% in 2018). There has also been a fall in the percentage of staff declaring as BaME from 5.8% in in 2017 to 5.1% in 2018, which we need to address. The 'No data' section on the Welsh Language Standards has increased from 17% in 2017 to 20% in 2018 and we need to work with HR to ensure that Pobl Aber People is capturing the data we need.

There are also other initiatives underway to ensure we maintain equality and diversity in the workplace. We are developing an AU Operational Group to fulfil our statutory obligations to staff and students and initiatives on Equality and Diversity. We will seek representation through the existing Departmental Equality Champions and other groups and individuals working on Equality and Diversity in the University to ensure there is representation from across the Faculties. We have also signed up to the Advance HE 'EDI in the Curriculum' collaborative project for 2019. This project will help AU to learn how to embed Equality, Diversity and Inclusion in its Curricula. We are also going to be submitting the Institutional Athena Swan Bronze award in November 2019, as well as working on the Race Equality Charter application for submitting in June 2020. The Equalities Officer is also working with the Physics Department on their Juno submission (Nov 2019), working with the REF team on the REF 2021 equalities duties, and drawing up plans for the Strategic Equality Plan 2021-2025.