University of Cumbria

Annual Equality, Diversity and Inclusion Report
January 2016 – December 2016

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Equality, Diversity and Inclusion Manager

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Contents

Key activities and achievements

Equality, Diversity and Inclusion (EDI) Group - the EDI group has been reviewed and the membership of senior managers reflects a more strategic approach to EDI.

Equality Impact Assessment Guidelines – a pilot scheme using the new procedure with key policies has run during September – December 2016. Feedback from this pilot scheme will inform amendments to improve the process.

'Prevent' agenda – over 700 staff have now been trained by the external Prevent Co-ordinator and senior managers within the university. In addition, 60 staff have completed the on-line training.

Stonewall index – a new action plan has been agreed by the EDI Group. This action plan is designed to enhance our support for LGBT staff and to improve our overall score in the Stonewall Index.

Athena Swan – a self-assessment team has been established with representatives from across the university. Key initial data has been collected and will be analysed to inform our action plan and submission in September 2017.

Equal Pay Review – an audit was carried out to identify any inequality in the way we pay our staff – in terms of gender, race, disability, religion or belief and sexual orientation. No significant inequalities were found but several issues have been identified and will be monitored.

Events/awareness-raising - examples of the events and awareness-raising campaigns that were organised during 2015 – 16 are listed below:

- LiSS staff and other colleagues organised an International Food Bazaar for staff and students
- The University supported a cultural evening organised by the Communities Together Group
- Training
  - The on-line EDI training has continued to be offered to all staff and 109 staff completed the course during 2016.
  - Cross-cultural Awareness training was delivered across 3 campuses.
  - Student Union officers received training in hate crime reporting

Website and StaffNet – Equality and Diversity pages have been developed on the website and StaffNet and include a range of information such as Athena SWAN project details, bullying and harassment, contacts and definitions.

Statutory returns - a number of statutory returns which require equality information (including OFFA, Annual Monitoring Statement and HEBCI) have been completed during 2016. Evidence of equality awareness and action is becoming increasingly required as part of a range of external initiatives and funding opportunities.

Advice, Information and Guidance - colleagues in LiSS and EDI have continued to provide advice and support across a range of equality issues to both staff and students.

Equality Data Summary

Staff Data

<u>Staff profile</u>   (see Appendix 1 – p6 - 7 for details)

The detailed data available is presented in Appendix 1 but a summary of this data highlights the following points:

- Gender – female staff account for 67% of our employees compared to 54% for the HE sector (this is probably due to the type of courses we offer).

- Ethnicity – Black and Minority Ethnic (BME) staff make up 3% of our university population compared to 8% for the rest of the sector (this is probably due to the location of our campuses and the ethnic breakdown of the local population).

- Disability – 10% of our staff declare a disability compared to only 5% of staff across the sector (this is probably due to either us attracting more disabled staff or encouraging staff to declare their disability – both of which reflect the reputation we have for supporting disabled staff).

This data includes all permanent and fixed-term staff but excludes casual staff and Hourly Paid Academic staff. The HE sector data is from the Equality Challenge Unit report – 'Equality in HE: statistical report 2015 – part 1: staff'.

<u>Staff recruitment</u>   (see Appendix 1 – p7 - 8 for details)

In terms of recruitment data an analysis has been undertaken to establish if there is any discrimination taking place throughout the recruitment process. This analysis highlights the following points:

- Gender – while 44% of applications received were from men only 31% of offers were made to men. Further analysis needs to be done in order to understand if there are specific types of roles that men are less likely to be appointed to or if this happens in particular areas of the university.

- Ethnicity – there is a drop in the relative number of offers made to BME applicants compared to the applications received but the numbers involved are so small that it is difficult to understand if this is an issue for concern. The data will be monitored annually to establish any trends.

- Age – there is a small difference in the percentage of offers compared to applicants for those under 35 years of age so this data also needs to be monitored for any trends.

- There is negligible difference between the percentage of people who apply for jobs and the percentage who are offered jobs regarding their religion.

- There is a small difference in the percentage of offers compared to applicants for those with a disability and those who identify as lesbian, gay or bisexual but the numbers involved in these categories are very small.

Student Data

Student Profile   (see Appendix 2 p9 - 10 for details)

The University data is taken from the Academic Profiler Report 2016. The HE sector data is from the Equality Challenge Unit report – 'Equality in HE: statistical report 2016 – part2: students'. The detailed data available is presented in Appendix 2 but a summary of this data highlights the following points:

- Disability – our disabled students make up 8% of the university population which is less than for the sector which is 11%.

- Sex – our female students account for 70% of our student body compared to only 56% across the sector which probably reflects the types of courses that we offer.

- Ethnicity (UK only students) – 10% of our students identify as Black and Minority Ethnic students which is much lower than the sector average of 21% (this difference is probably due to the location of our campuses and the ethnic breakdown of the local population).

Student applications and enrolments   (see Appendix 2 p11 for details)

An analysis has been done to compare the breakdown of the type of students that apply to join the university and those that actually enrol in order to try and understand if there is any discrimination occurring during this process. This data highlights the following points:

- In terms of gender, ethnicity and disability there does not appear to be any significant difference in the proportion of applications and enrolments although there is a high proportion of 'unknowns' for ethnicity (57%) which makes an accurate analysis difficult.

- In terms of age, those applicants under 21 years of age account for 45% of applications but only 25% of enrolments (this is probably because we are not the first choice university for many in this age group).

Student awards and fails   (see Appendix 2 p12 for details)

This analysis examines whether any particular equality group accounts for a higher proportion of fails compared to their proportion of the student body. The data highlights the following points:

- Gender – of those students that failed, 45% were male although they only make up 30% of the student population which is a cause for concern and needs to be monitored.

- Ethnicity and disability – there is a slightly higher than expected rate of failure for both BME and disabled students but the numbers involved are relatively small.

- Age – there is no significant difference within each age group.

Appendix 1 – Staff Data

Staff profile

University of Cumbria			
Equality Category		**Head Count**	**Percentage of total**
Contract type	F/T	599	57%
	P/T	443	43%
Sex	Male	342	33%
	Female	700	67%
Age	Age Under 29	66	6%
	Age 30-39	196	19%
	Age 40-49	326	31%
	Age 50-59	355	34%
	Age Over 60	99	10%
Ethnicity	White (British)	954	92%
	Black or Minority Ethnic	36	3%
	Not Known	52	5%
Disability	Disability	100	10%
	No disability	867	83%
	Not Known	75	7%
Total		1042	

Staff Equality Data compared to HE sector

Equality characteristic		University of Cumbria	UK Higher Education sector *
Disability	**Staff declaring a disability**	10%	5%
	Non-disabled staff	83%	92%
	Not known	7%	4%
Sex	**Female**	67%	54%
	Male	33%	46%
Ethnicity	**Black and Minority Ethnic**	3%	8%
	White	92%	87%
	Not Known	5%	5%

*The HE sector data is from the Equality Challenge Unit report – 'Equality in HE: statistical report 2016 – part 1:staff'.

Staff recruitment - Job applications, shortlisted and offered 2015 – 16

Gender	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
Male	698	**44%**	252	**38%**	72	**31%**
Female	896	**56%**	410	**62%**	159	**69%**

Disability	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
Disabled	110	**9%**	44	**9%**	9	**6%**
Not disabled	1178	**91%**	446	**91%**	139	**94%**

Race	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
White	1380	**88%**	595	**91%**	220	**96%**
BME	185	**12%**	57	**9%**	10	**4%**

Religion	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
No religion	697	**46%**	296	**48%**	100	**46%**
Religion	808	**54%**	320	**52%**	118	**54%**

Sexual Orientation	Applications		Shortlisted		Offered	
	Number	%	Number	%	Number	%
LGB+	97	**7%**	34	**5%**	7	**3%**
Heterosexual	1365	**93%**	592	**95%**	211	**92%**

Appendix 2 – Student Data

Student Profile

Disability	All		Part-time		Full-time	
	%	Number	%	Number	%	Number
Disabled	8%	878	6%	309	9%	584
Not disabled	92%	10485	94%	4593	91%	5877
Total		11363		4902		6461

Sex	All students		Part-time students		Full-time students	
	%	Number	%	Number	%	Number
Female	70%	7961	72%	3505	69%	4456
Male	30%	3402	28%	1397	31%	2005
Total		11363	43%	4902	57%	6461

Age	All students		Part-time students		Full-time students	
	%	Number	%	Number	%	Number
<=20	35%	3956	10%	489	54%	3467
21 - 30	34%	3824	35%	1699	33%	2125
>30	31%	3577	55%	2708	13%	869
Not known	-	6	-	6	-	-
Total		9528		2965		6461

Ethnicity	All students		Part-time students		Full-time students	
	%	Number	%	Number	%	Number
BME*	10%	1153	8%	374	12%	779
White	88%	10017	90%	4389	87%	5628
Not known	2%	193	2%	139	1%	54
Total		11363	43%	4902	57%	6461

*Black and Minority Ethnic – includes all categories other than White

BME student population - breakdown by ethnicity group

Other 4%
Mixed 16%
Chinese 8%
Asian 47%
Black 25%
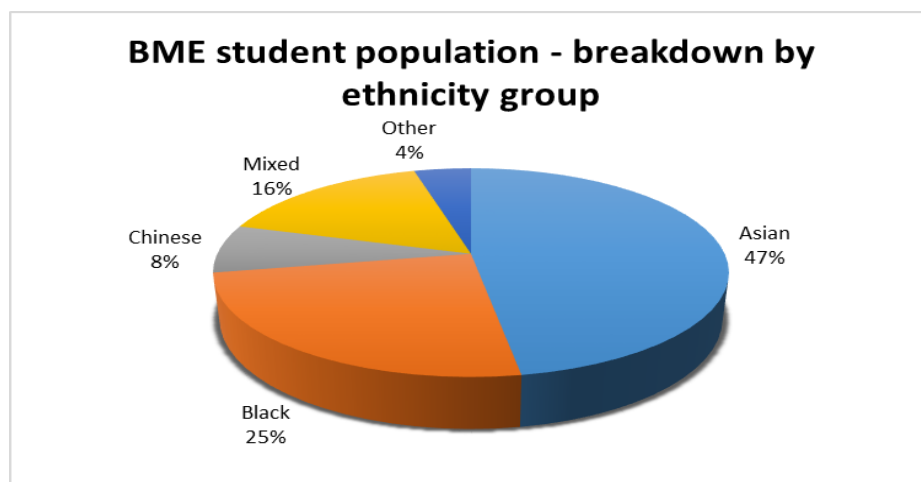
Student Equality Data compared to HE sector

Equality characteristic		University of Cumbria	UK Higher Education sector *
Disability	Disabled	8%	11%
	Not disabled	92%	89%
Sex	Female	70%	56%
	Male	30%	44%
Ethnicity	Black and Minority Ethnic	10%	21%
	White	88%	79%
	Not known	2%	2%

*The HE sector data is from the Equality Challenge Unit report – 'Equality in HE: statistical report 2016 – part 2:students'.

Applications and Enrolments

Gender	Applications		Enrolments	
	Number	**%**	**Number**	**%**
Female	12177	**68%**	3994	**65%**
Male	5784	**32%**	2108	**35%**

Ethnicity	Applications		Enrolments	
	Number	**%**	**Number**	**%**
White	6829	**38%**	4430	**73%**
BME	985	**5%**	552	**9%**
Unknown	10147	**57%**	1120	**18%**

Disability	Applications		Enrolments	
	Number	**%**	**Number**	**%**
No disability	15418	**86%**	4824	**79%**
Learning difficulty	895	**5%**	295	**5%**
Physical disability	83	**0.5%**	41	**1%**
Other disability	729	**4%**	193	**3%**
Unknown	836	**5%**	749	**12%**

Age	Applications		Enrolments	
	Number	**%**	**Number**	**%**
Under 21	8127	**45%**	1544	**25%**
21 - 30	5905	**33%**	2275	**37%**
31 - 40	2146	**12%**	1174	**19%**
41 - 50	1340	**7%**	832	**14%**
51 and over	436	**2%**	271	**4%**

Awarded and Fails

Gender	Awarded		Fails	
	Number	**%**	**Number**	**%**
Female	8665	**67%**	841	**54%**
Male	4231	**33%**	706	**45%**
Unknown	21	-	5	-

Ethnicity	Awarded		Fails	
	Number	**%**	**Number**	**%**
White	10888	**38%**	1110	**73%**
BME	1109	**5%**	158	**9%**
Unknown	920	**57%**	284	**18%**

Disability	Awarded		Fails	
	Number	**%**	**Number**	**%**
No disability	11724	**91%**	1307	**84%**
Learning difficulty	547	**4%**	110	**7%**
Physical disability	38	**0.3%**	6	**0.3%**
Other disability	140	**1%**	37	**2%**
Unknown	468	**4%**	92	**6%**