



**BANGOR UNIVERSITY**

**BANGOR UNIVERSITY STAFF PROFILE AS AT 31 MARCH 2012**

April 2011 to March 2012

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## INTRODUCTION

Bangor University was established in 1884 directly as a result of public subscription to establish a college of University rank in Bangor and consequently has strong links with its local community. The University, in conformity with its Charter and Statutes, confirms its commitment to promoting equality of opportunity.

Today the University operates not only at a local level but also nationally and internationally and is committed to providing teaching of the highest quality, conducting research of the highest quality, taking good care of its students and playing a full role in the wider community of North Wales.

As part of developing its Strategic Equality Plan, the University identified the sources of relevant data available to advise monitoring and decision making. A schedule listing data sources and identifying gaps forms part of the Strategic Equality Plan:

<http://www.bangor.ac.uk/hr/equalitydiversity/index.php.en>

Data particularly relating to the monitoring of equal pay is presented in a separate report, a copy of which can be obtained on the following link:

<http://www.bangor.ac.uk/hr/equalitydiversity/equalpay.php.en>

Each year, the University produces an Annual Report on the Implementation of the Language Scheme and copies of past Annual Reports can also be found at:

[http://www.bangor.ac.uk/canolfanbedwyr/cynllun\\_iaith\\_pb.php.en](http://www.bangor.ac.uk/canolfanbedwyr/cynllun_iaith_pb.php.en)

## DATA FROM THE MOST RECENTLY AVAILABLE UK CENSUS (2011)

Data from the most recently available UK Census (2011) is currently being released and it is useful to consider the general changing diversity of the UK and Welsh populations before looking at the profile of the University. The following information is taken from the Office for National Statistics, Statistical Bulletin released in December 2012:

- 1 White was the majority UK ethnic group at 86% with white British being the largest group at 80.5%.
- 2 The population of Wales was 3.1 million – a 5% increase since 2001, of whom 1.5 million are men and 1.6 million are women.
- 3 In Wales, nearly one in five of residents were aged 65 or over.
- 4 Of the regions, Wales had the highest level of residents with a long term health problem or disability (23%).
- 5 58% of the Welsh population stated Christian as their religion, a 14% point drop since 2011. Almost one third of the Welsh population stated they had no religion. This is more than any of the English regions.
- 6 Nearly 66% of residents in Wales expressed their national identity as Welsh in 2011.
- 7 There was a 1% decrease in Welsh residents who could speak, read and write Welsh.

- 8 The resident population of Wales was 96% white, a higher percentage than any of the English Regions.
- 9 Bangor University is in the Welsh region of Gwynedd with an ethnicity of 94.4% white.

<b>Ethnic Identity by Welsh Regions</b>	
White: English/Welsh/Scottish/Northern Irish/British	Welsh Region
96.6	Isle of Anglesey
94.4	Gwynedd
95.4	Conwy
95.6	Denbighshire
95.9	Flintshire
93.1	Wrexham
96.1	Powys
93.1	Ceredigion
95.6	Pembrokeshire
95.5	Carmarthenshire
91.5	Swansea
96.9	Neath Port Talbot
96.0	Bridgend
94.4	The Vale of Glamorgan
80.3	Cardiff
96.3	Rhondda Cynon Taf
94.6	Merthyr Tydfil
97.3	Caerphilly
97.3	Blaenau Gwent
96.9	Torfaen
96.1	Monmouthshire
87.0	Newport

# GENERAL PROFILE OF BANGOR UNIVERSITY STAFF

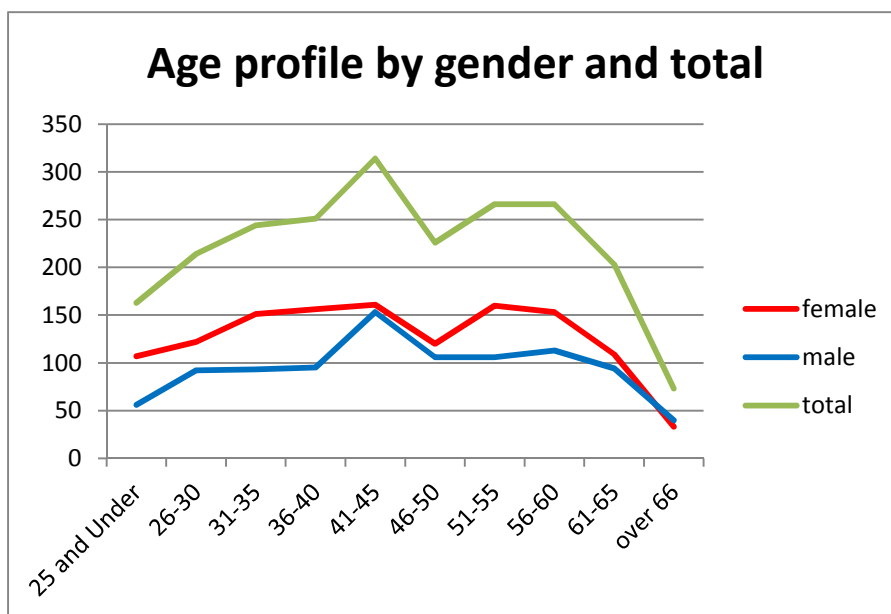
(High level employment information – snapshot taken 31 March 2012)

Gender	Total number	%
Female	1332	57%
Male	983	42%
<b>Total</b>	<b>2320</b>	

Ethnicity	%
BME	5.5%
White	94.3%

(BME – Black and Minority Ethnic)

Disability category	%
Declared disabled.	3%
Information not provided.	4%
Invalid	1%
Not known to be disabled.	91%



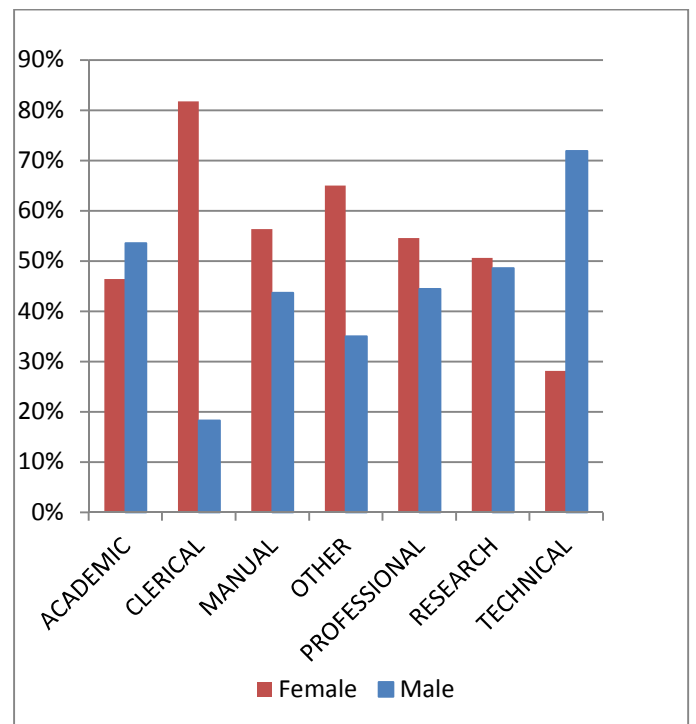
## GENDER PROFILE

### Gender by HERA Grade

Grade	Female	Male
G000	67%	33%
G001	64%	36%
G002	45%	55%
G003	65%	35%
G004	79%	21%
G005	71%	29%
G006	67%	33%
G007	55%	45%
G008	51%	49%
G009	36%	64%

### Gender by Category

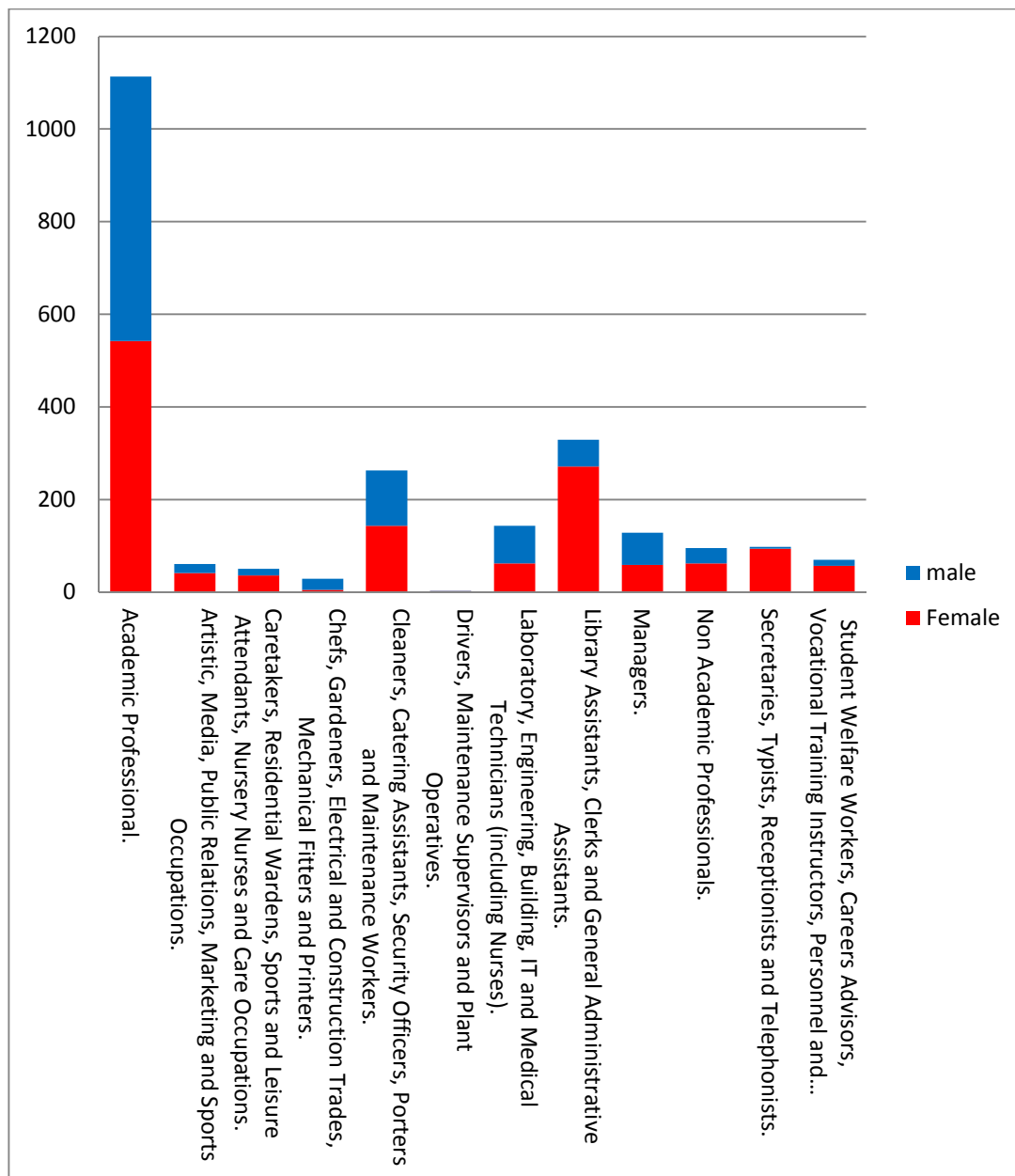
Staff Category	Female	Male
ACADEMIC	46%	54%
CLERICAL	82%	18%
MANUAL	56%	44%
OTHER	65%	35%
PROFESIONAL	55%	44%
RESEARCH	51%	49%
TECHNICAL	28%	72%



## Gender by contract type and working pattern

	Female	Male
Perm Full time	20.0%	21%
Permanent Part Time	19%	6%
Temporary Full Time	7%	7%
Temporary Part Time	9%	9%

## Gender by occupational group



## ETHNICITY PROFILE AND NATIONALITY

### Ethnicity by HERA grade

Ethnic Group	G000	G001	G002	G003	G004	G005	G006	G007	G008	G009	G010
White	89%	89%	99%	98%	98%	99%	96%	95%	92%	95%	75%
BME	11%	11%	1%	2%	2%	1%	4%	5%	8%	5%	25%

### Ethnicity by Category

Ethnic Group	White	BME
ACADEMIC	29%	2%
CLERICAL	23%	1%
MANUAL	14%	1%
OTHER	1%	0%
PROFESSIONAL	13%	0%
RESEARCH	10%	1%
TECHNICAL	4%	0%

(percentage by total ethnic group)

### Ethnicity by Contract type

Ethnic group	As a % of total white staff	As a % of total BME staff
permanent full time	41%	33%
permanent part time	25%	6%
temporary full time	14%	2%
temporary part time	20%	37%

Of the BME ethnic group 22% of staff are from a Chinese background and all work on a temporary part time basis many in the domestic category whilst studying in Bangor.

### Nationality

77% of staff indicated their nationality to be UK

7% of staff indicated their nationality as Welsh

## AGE

Age band	%
25 and Under	7.3
26-30	9.6
31-35	11.0
36-40	11.3
41-45	14.1
46-50	10.2
51-55	12.0
56-60	12.0
61-65	9.1
over 66	3.3

- Of those who are over 66, 45% are female.
- Of those 25 and under 65% are female.
- There are similar numbers of male and female academics between the ages of 26 and 40. From age 40 there are significantly more male academics than female academics. By age 51-60 there are again similar numbers of male and female academics. However, male academics appear to stay on after age 60 in more numbers.
- Female Professorial numbers peak at age 51-55.
- 24% of the staff category “manual” are 25 or under and of that group 60% are females. This is likely to reflect the number of students looking for part time work whilst studying in Bangor and taking up roles in this category.
- More males stay in the research field later than females despite the fact that more females than males are in the research age group 31 to 40.
- More males are in permanent full time employment from age 41. More females choose part time working across all the age ranges.
- Data is available on disability and ethnicity, however, the small numbers make it difficult to draw any meaningful observations.



## **DISABILITY PROFILE**

As the percentage declaring disability is low it is not appropriate to publish data by category or contract type.

## **LEAVERS**

During the reporting period there were:

- 424 leavers
- Of which 50% left because their fixed term contracts were ending and 32 handed in their resignations. Other reasons for leaving included ill health, death in service, retirement and TUPE transfers.
- 2.3% of leavers declared a disability.
- 87.5% of leavers were from a white ethnic background.
- 55% of leavers were female.

Currently although the University does not record the details behind the reasons for staff resignations, staff who do resign are offered exit interviews. The University is examining electronic ways in which meaningful data can be recorded on staff leaving and this is expected to be implemented during 2013.

## **REGRAIDING, PROMOTION AND REMUNERATION**

There were 64 regrading / promotion applications from staff on the HERA scales of whom 60% were female. Of the 39 successful applications, 54% were female.

Data presented to the Remuneration Committee, who receive applications from staff not on the HERA scales (senior management and senior academic staff), indicated that there has been an improvement in the number of females applying to the Committee and being successful in their application.

The focus of monitoring is predominantly relating to gender because the small percentages of staff declaring a disability or from an ethnic group other than white means that meaningful data in those areas is not possible.

## **APPLICATIONS**

Of the 3262 applications for employment received during the period

- 34% were for permanent full time work (41% female)
- 2% were for permanent part time work (78% female)
- 45% were for temporary full time work (45% female)
- 16% were for temporary part time work (52% female)
- 49% were from males
- 73% were from applicants of a white ethnic origin. The next ethnic group were those from an Asian background and a Chinese background

- 3% declared a disability
- There was an un-reporting rate of approximately 11% and it is anticipated that this will improve following the implementation of an electronic recruitment system.

## **APPOINTMENTS**

There were 871 new contracts issued during the period:

- 480 were for new starters (56% female).
- 83% of new starters were from a white ethnic background and 3% were from a black British background.
- 339 members of staff were issued with new contracts relating to extensions (57% female).
- The other new contracts included TUPE transfers and staff being seconded in or out of the University.
- 3.7% indicated a disability .

## **GRIEVANCE AND DISCIPLINE**

Staff, students and the general public can make complaints if they have a grievance via recognised procedures within the University and staff grievance issues are handled through appropriate disciplinary procedures.

A data monitoring report on Student grievances received, student disciplinary issue, staff grievance and complaints, and complaints made relating to the University Welsh language Scheme is reported to the Audit and Risk Committee on an annual basis.

Of the 67 complaints received, 62% related to student issues predominantly around course or fee issues, 13% related to issues around the implementation of the Welsh Language Scheme and 23% related to staff issues mostly around contractual matters. All issues were dealt with under the appropriate University procedures. Any complaints relating to bullying and harassment were dealt with through the formal procedures and resulted in formal outcomes.

## **TRAINING**

The Staff Development Team organised a wide range of courses during the reporting period.

- There were 1197 attendees.
- 600 individual members of staff attended courses.
- Of the 1197 attendees 768 were female and 429 were male.
- On University single spine pay grades between 3 and 9, more women attended courses than men.
- 94% were from a white background.
- 94 % reported no disability, with 1.3% reporting a learning disability and 1.6%