Feb 2014

BANGOR UNIVERSITY

BANGOR UNIVERSITY STAFF AND STUDENT PROFILE AS AT 31 MARCH 2013

1. 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

Over the reporting period, significant progress has been made in the collection of data relating to the monitoring of gender, age, disability and ethnicity. Data provided in this report represents a summary of the high level profile of the University with regard to staff and student data monitoring. Data is also collected for specific projects relating to equal pay, the Athena SWAN action plan and for use in Equality Impact Assessments.

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

Data monitoring relating to the University's application for membership of Athena SWAN and in relation to the supporting action plan can be found on the following link:

http://www.bangor.ac.uk/hr/equalitydiversity/athenaSWAN.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

2. 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 Bulleting 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.

Ethnic identity **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

3. Staff Profile - Statistics for the equality census date 31 March 2014

The data presented in this report is based on the following drawn from data reporting to the Higher Education Statistical Agency:

- The census date for this report is 31 March 2013 unless otherwise stated.
- Gender – male or female
- Ethnicity: White = includes all white ethnic groups including white British
  Black = includes black Caribbean, back African, black British and black other
  Asian includes Asian Indian, Asian Pakistani, Asian Bangladeshi, Asian British and Asian Other
  Chinese
  Mixed
  Other ethnic background.
  mixed
- BME – Black Minority ethnic – the limitations of this definition are recognised, however, it is used in this report as an indication of the numbers of staff in a minority ethnic group.
- Disability data is presented based on those declaring a disability, those not known to have a disability and if information if not provided.
- Age – the reporting age categories are calculated based on those used by the Equality Challenge Unit in their annual reporting document.

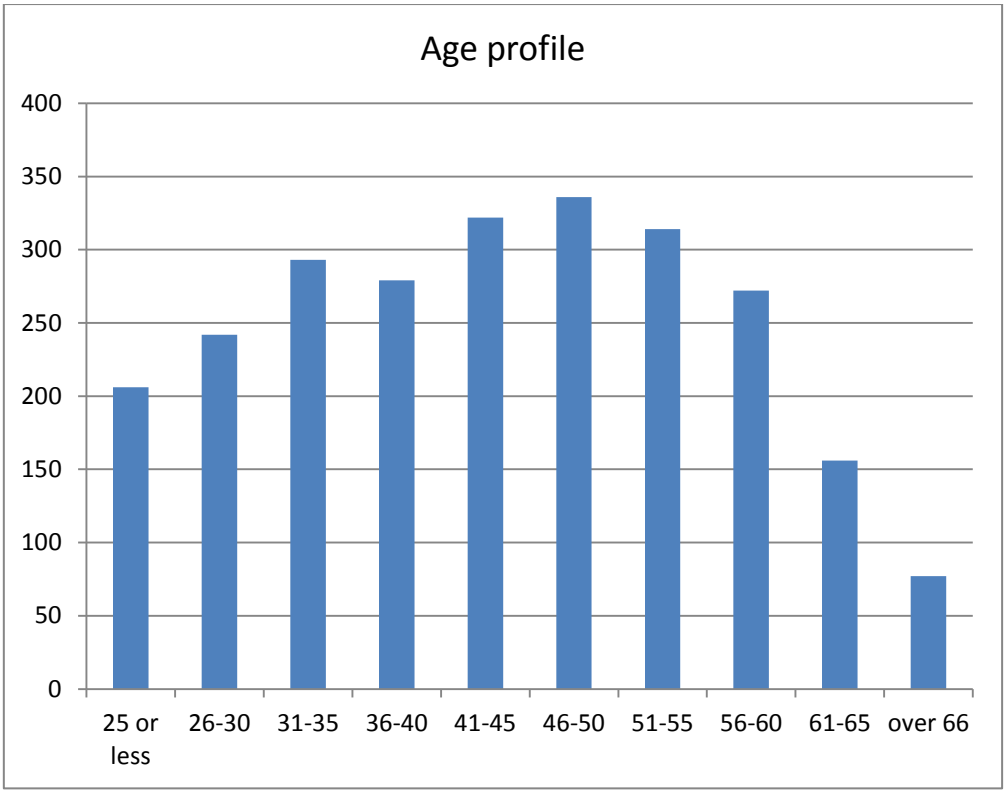
Staff profile

On the census date of 31 March 2013 there were 2504 employees:

Gender	percentage
Female	58%
Male	41%

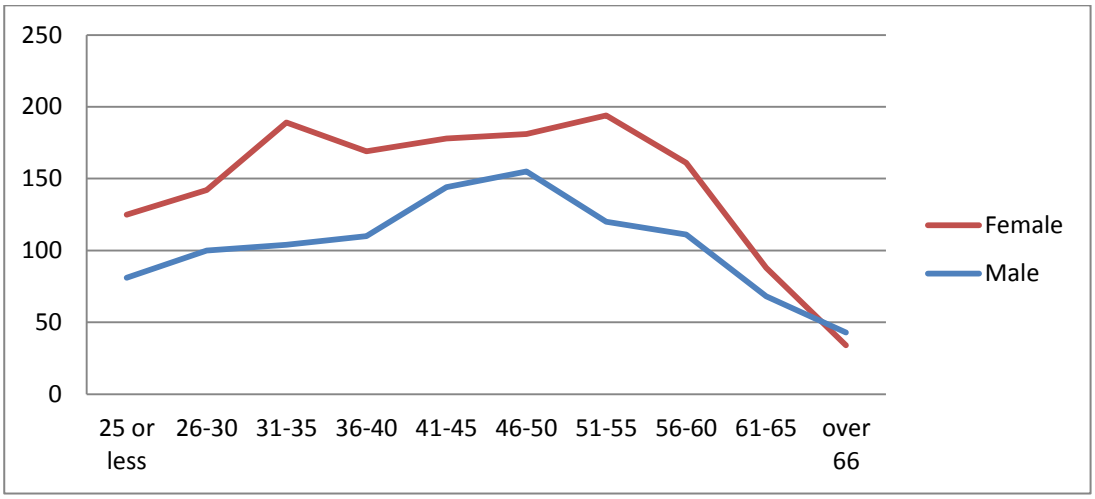
Ethnicity	percentage
BME	5.4%
White	94.8%

Disability	percentage
Declared disabled.	3%
Not known to be disabled.	85%
Information not provided or refused	12%


Age profile
400
350
300
250
200
150
100
50
0
25 or less
26-30
31-35
36-40
41-45
46-50
51-55
56-60
61-65
over 66

Staff Profile by Gender

Staff Profile by Gender and Age Range

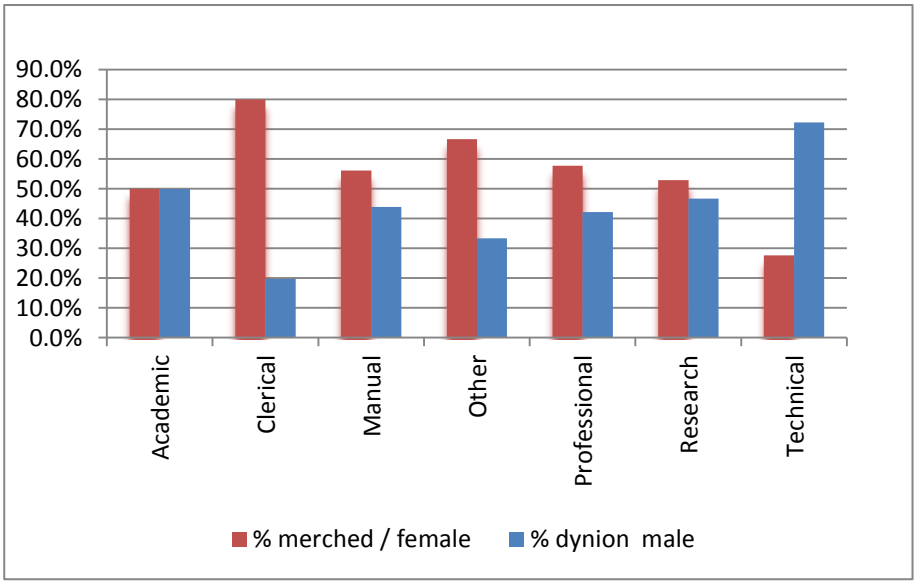


Staff Profile by Gender and Grade

HERA Grade	Female	Male
G001	63%	37%
G002	43%	57%
G003	61%	39%
G004	78%	22%
G005	69%	31%
G006	68%	32%
G007	62%	38%
G008	47%	53%
G009	39%	61%

Grade	female %	male %
Professorial	22%	78%
Senior and Professional	31%	69%

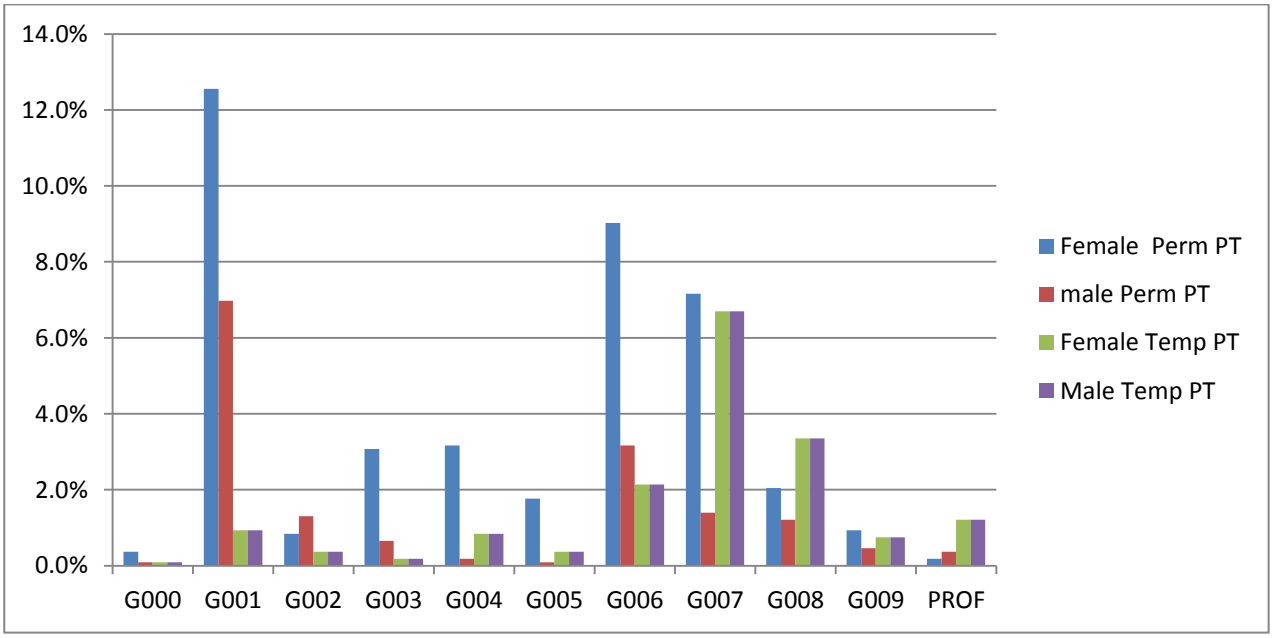
Staff Profile by Gender and Category



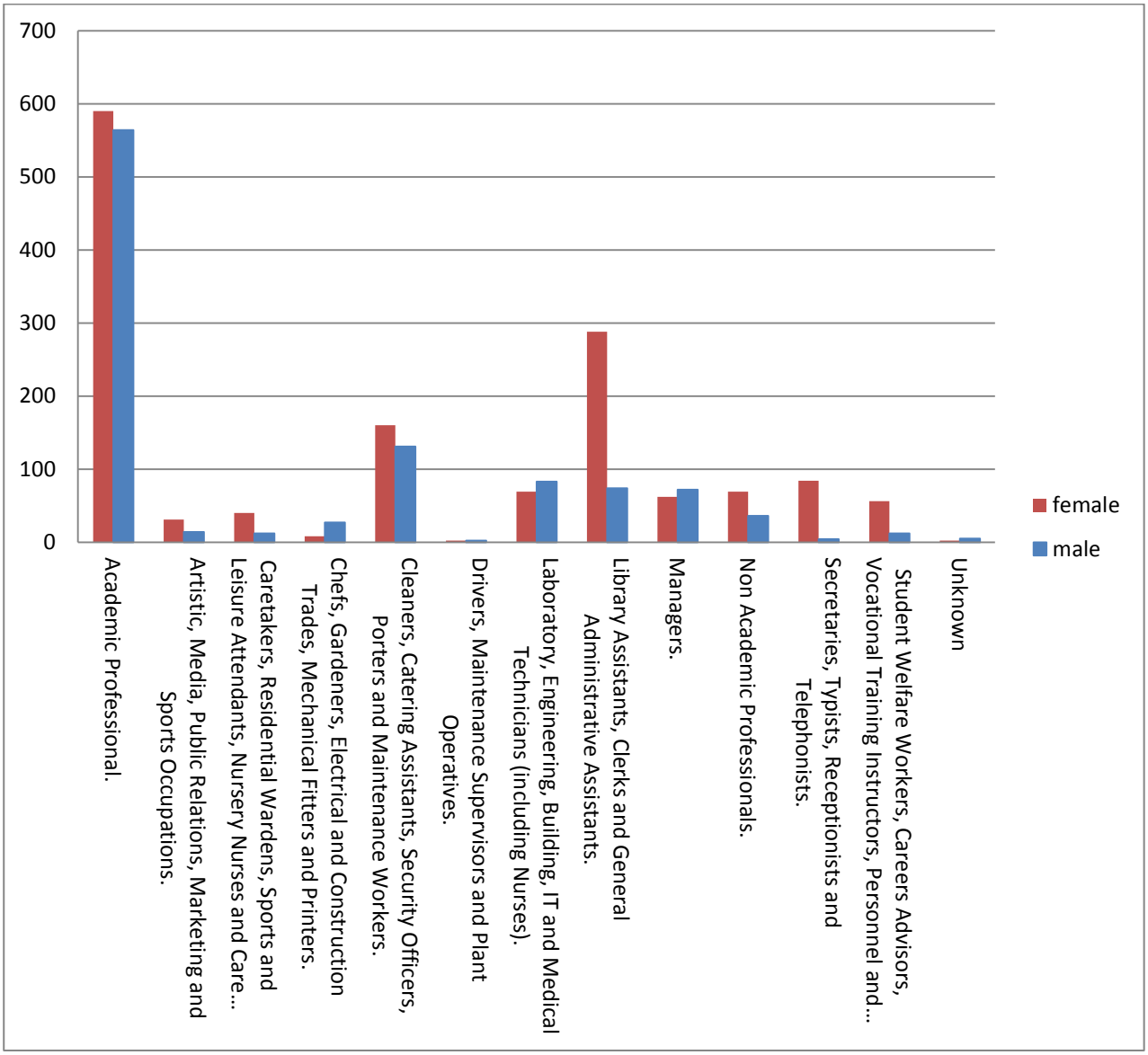
Staff Profile by Gender and Employment Type (contract type and working pattern)

Employment type	female %	male %
Perm Full time	20%	20.%
permanent part time	18%	7%
Temporary full time	6%	7%
temporary part time	12%	8%

Staff Profile by part time working and Grade

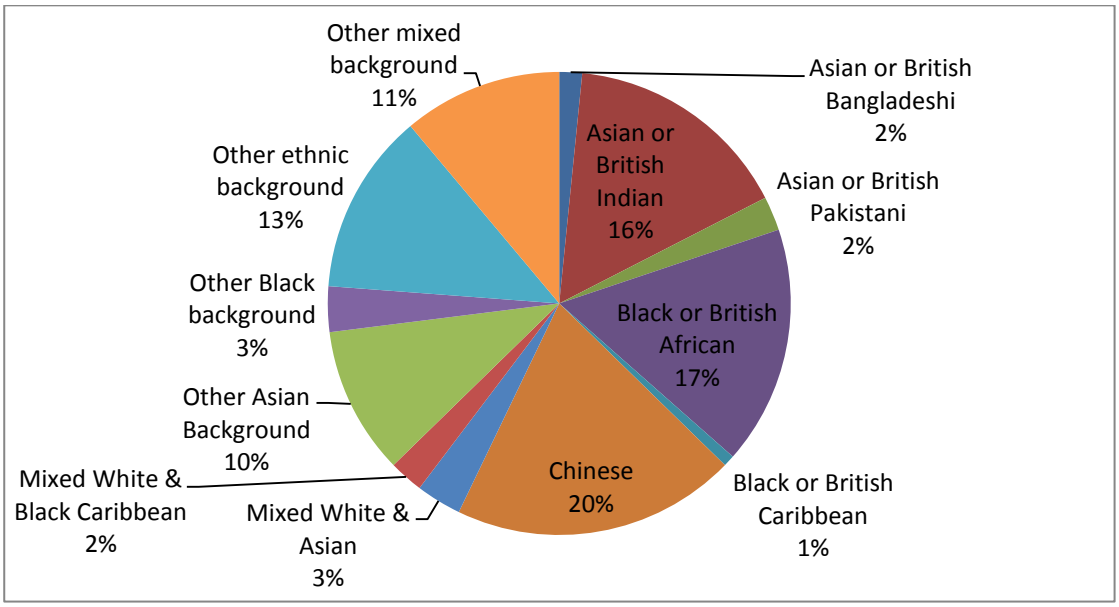


Staff Profile by Gender and Occupational Group



Staff Profile by Ethnicity and Nationality

Staff Profile by Ethnic Group



Staff Profile by Ethnicity and HERA grade

percentage in group	G001	G002	G003	G004	G005	G006	G007	G008	G009
White	91.4%	95.7%	99.1%	97.9%	98.3%	97.2%	95.5%	91.7%	93.4%
BME	8.6%	4.3%	0.9%	2.1%	1.7%	2.8%	4.5%	8.3%	6.6%

Staff Profile by Ethnicity and Category

Ethnic Group	% White	% BME
Academic	30%	2%
Clerical	23%	1%
Manual	14%	1%
other	0%	0%
professional	13%	0%
research	9%	1%
Technical	5%	0%

Staff Profile by Ethnicity and Employment type (contract type and work pattern)

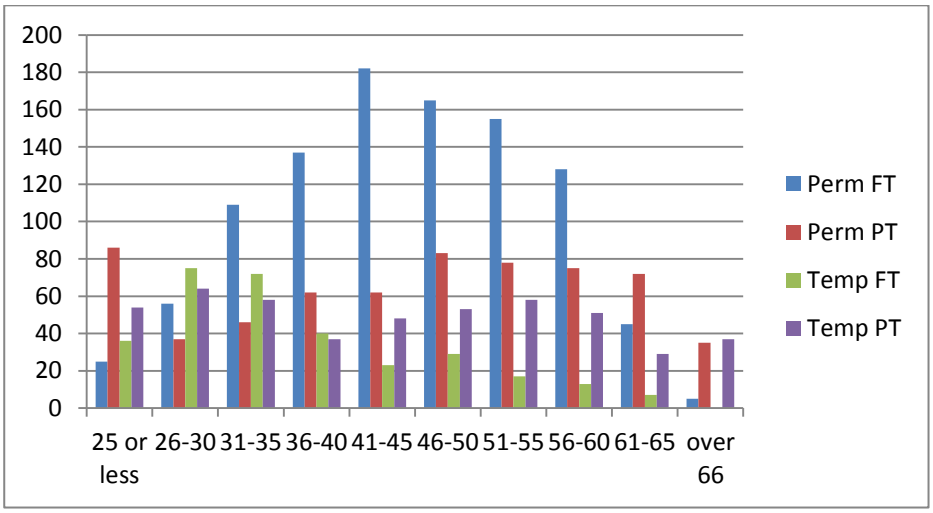
Ethnic Group	% as a total of white staff	% as a total of BME staff
permanent full time	42%	40%
permanent part time	27%	8%
temporary full time	13%	16%
temporary part time	19%	36%

Nationality

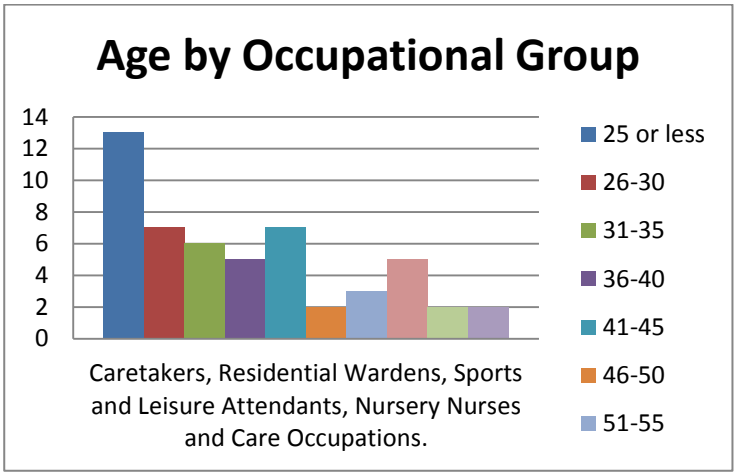
225 reported their nationality as Welsh (10 % of staff and almost 100% white)
1927 reported their nationality as UK (77% of staff and 94% white)

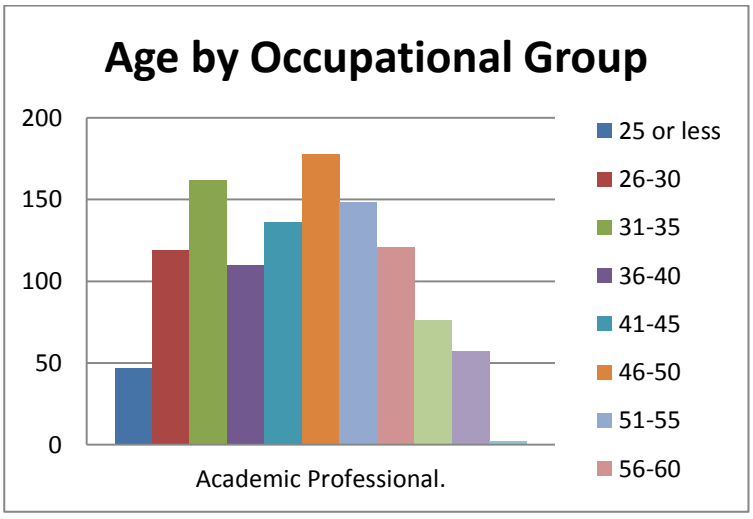
Staff by Age Profile

Staff Profile by Age and Employment Type (contract type and work pattern)



Staff Profile by Age and occupational Group – snapshot of two groups





Staff by Disability

As the percentages declaring a disability are extremely low it is difficult to drill down further to produce meaningful statistics for publication.

4. Other Areas of Data Monitoring

Leavers

During the reporting period there were:

1 537 leavers
2 Of which 35% left because their fixed term contracts were ending, 37% resigned and 3% took a form of retirement.
3 5% of leavers declared a disability. Of those declaring a disability 34% resigned and of those not declaring a disability 37% resigned.
4 84% of leavers were from a white ethnic background.
5 Male:female leavers were 50:50.

Currently the University does not record the detailed reasons for staff resignations. However a project is near completion that will record staff reasons for leaving.

Re-grading, Promotions and Remuneration

Promotions and regrading:

Status	Female	Male
successful	42%	42%
unsuccessful	7%	5%
other award		2%

No data disclosed – 2%

Remuneration:

The Remuneration Sub-Committee receive requests for salary adjustments from staff not on the HERA scales (senior management and senior academic staff). Awards are made in recognition of personal contribution, retention or additional responsibilities and fall under specific University Policies in those areas. Equality Statistics are presented to the Sub-Committee particularly in relation to gender breakdown. The Sub-Committee met in December 2012 and noted that a higher percentage of females applied for remuneration (of those eligible) and a higher percentage of females were successful (of those who applied) compared with the reporting period 2011.

Applications and Appointments

Status	total
Offer declined	3
Hired	289
Rejected	2875
Shortlisted	594
Withdrew before shortlisting	18
Grand total	3779

Gender	Total
Female	52.6%
Male	42.0%

Summary of applications:

- Total number of applications = 3779 of which 42.4% were male
- permanent full time work = 48% female
- permanent part time work = 70% female
- temporary full time work = 50% female
- temporary part time work = 64% female
- from a white background = 80%
- from an Asian background = 8%
- from a Chinese background 1.6%
- not known to be disabled = 90%
- declared a disability, and including one or more = 5.5%
- Information on disability refused = 6%

Summary of appointments:

- total number of appointments = 289 of which 32% male
- permanent full time = 60% female
- permanent part time = 93% female
- temporary full time work = 64% female
- temporary part time = 25% female
- From a white background = 92%
- from a Chinese or Asian back ground = 4.5%
- not known to be disabled = 96%

Welsh profile of applicants:

- indicated they spoke Welsh = 32%
- indicated that they were learning = 22%
- stated that they did not speak Welsh = 40%
- refused the information = 7%
- The largest groups indicating they did not speak Welsh were in Grade 2, and Grade 7 and above.
- The largest groups indicating they did speak Welsh were in Grade 3 and Grade 4
- Welsh speaking appointments were greater across the Grades 2,4,5 and 6
- Non Welsh speaking appointments were greater across the Grades 7,8 and 9.

5. Student Profile

Profile by Disability:

	% against Bangor Student Population	Wales Avg(%)	UK Avg(%)
2012-13	11.5%	Not available yet	Not available yet
2011-12	10.4%	8.9%	8.5%
2010-11	10.3%	8.4%	7.9%

Wales & UK data taken from HEFCW Statistics found at - http://www.hefcw.ac.uk/about_he_in_wales/statistics/statistics.aspx

Profile by Gender:

	Male			Female		
	% against Bangor Population	Wales Avg (%)	UK Avg (%)	% against Bangor Population	Wales Avg (%)	UK Avg (%)
2012-13	42.0%	Not available	Not available	57.3%	Not available	Not available
2011-12	42.7%	46.4%	43.8%	57.3%	53.6%	56.2%
2010-11	42.8%	46.4%	43.8%	57.2%	53.6%	56.2%

Wales & UK data taken from HEFCW Statistics found at - http://www.hefcw.ac.uk/about_he_in_wales/statistics/statistics.aspx

Profile by Ethnicity:

	White		
	% against Bangor Population	**Wales Avg (%)**	**UK Avg (%)**
2012-13	79.4%	Not available	Not available
2011-12	81.7%	92.61%	76.72%
2010-11	82.4%	92.81%	77.94%

	Asian		
	% against Bangor Population	**Wales Avg (%)**	**UK Avg (%)**
2012-13	4.4%	Not available	Not available
2011-12	4.3%	2.69%	9.35%
2010-11	4.5%	2.77%	8.91%

	Black		
	% against Bangor Population	**Wales Avg (%)**	**UK Avg (%)**
2012-13	1.9%	Not available	Not available
2011-12	1.6%	1.55%	8.36%
2010-11	1.6%	1.43%	7.83%

	Chinese		
	% against Bangor Population	**Wales Avg (%)**	**UK Avg (%)**
2012-13	8.5%	Not available	Not available
2011-12	6.7%	0.61%	0.78%
2010-11	5.9%	0.59%	0.78%

	Mixed/other		
	% against Bangor Population	**Wales Avg (%)**	**UK Avg (%)**
2012-13	3.0%	Not available	Not available
2011-12	3.3%	2.55%	4.78%
2010-11	3.1%	2.4%	4.55%

Wales & UK data taken from HEFCW Statistics found at - http://www.hefcw.ac.uk/about_he_in_wales/statistics/statistics.aspx

6. Summary of Data Monitoring

Gender profile:

1 On the census date of 31 March 2013 there were 2504 employees, 58% were female and 41% were male. This is a similar composition to the previous reporting period.
2 The number of female staff peaks in the age ranges 31-35 years and 51-55 years, whereas the age range for male staff peaks in the 46-50 years age range.
3 Female staff are in the majority in grades 7 and below, with the exception of Grade 2 in which male staff are in the majority.
4 Academic staff are 50% female and 50% male, whilst clerical staff tend to be predominantly female and technical staff tend to be predominantly male.
5 More women are in part time permanent employment.

Ethnicity profile:

1 The ethnic composition of the University was 94.5% white. Of the 5.5% from the Black Minority Ethnic (BME) group, the largest ethnic group was Chinese (20%) followed by Black or British African and the Asian or British Indian. This is a similar composition to the previous reporting period.
2 Staff from the BME group tend to be employed in the Academic, Research, Clerical and Manual categories.
3 42% of staff from the white group and 40% of staff from the BME group have permanent full time roles. BME staff are more likely to be employed in temporary work both full and part time. This potentially reflects the increase in international students looking for employment whilst studying at Bangor and being employed in manual roles.

Nationality:

1 Of the 10% of staff who reported their nationality as Welsh, almost 100% were of a white ethnic background.
2 Of the 77% of staff who reported their nationality as UK, 94% were of a white ethnic background.
3 58 other nationalities were recorded, with the largest groups coming from countries in the EU, China and the United States.

Age:

1 The staff profile peeks in employment numbers at aged 41-45, 46-50 and 51-55 and this tends to be permanent full time work.
2 By age 61-65 more staff work permanent part time hours.
3 Academic and professional staff numbers peek at age 46-50, whilst the occupational group Caretakers, residential wardens, sports, leisure attendants, nursery nurses and care occupations peek at age 25 or less.

Disability

1 3.1% of staff declared a disability and this is a similar percentage to the previous reporting period
2 Further detailed analysis would not produce meaningful data in this category, however, data is available and can be used to advise Equality Impact Assessments or specific projects.

Other areas of protected characteristics:

1 Data is collected in relation to the equality characteristics of age, disability, ethnicity and gender and, for the census date 31 March 2013 has not been collected in relation to other protected characteristics. However in a recent data refreshing exercise staff have been asked to return, on a voluntary basis, information relating to Sexual orientation and Religion and Belief. A positive response has been received and data will be presented in future annual reports.

Student Profile:

1. 11.5% of the student population declared a disability. Although this is a small increase in the total population it is a large percentage increase in numbers of disables students coming forward for support.
2. 57.3% of the student population is female. This percentage has been fairly consistent over the last few years and a larger female student population is representative of the student population in Wales and in the UK as a whole.
3. 79.4% of the student population are white. The next largest student ethnic group is of Chinese origin at 8.5%.

7. Conclusions and Actions:

The University continues to make progress in data collection and to address areas for which there have been identified data shortfall. Statistical data is increasingly requested to support decision making, equality impact assessment, research proposals and College applications for the Athena SWAN award. During the next reporting period the university anticipates developments in the following areas:

- Gathering information on staff profile with regard to religion and belief (and no belief) and sexual orientation.
- Developing gender statistics to support Colleges in their application for the Athena SWAN award. This will include a gender s “dashboard” on the University’s Business Intelligence system.
- Statistical data relating to staff leavers and reasons for leaving.
- Student Disability Data to support information about progression.