BANGOR UNIVERSITY

BANGOR UNIVERSITY STAFF AND STUDENT PROFILE as at 30 March 2014 – Reporting date 31 March 2015

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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, for example in relation to collecting data for the monitoring of Religion and Belief (and no belief), sexual orientation and gender reassignment. Data provided in this report represents a summary of the high level profile of the University with regard to staff and student data monitoring. However, equality data is now also collected for specific projects, for example relating to equal pay, the Athena SWAN action plan where data at a College and School level and across the science subjects is of particular interest and for use in Equality Impact Assessments.

Data 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 be requested from Canolfan Bedwyr at:

http://www.bangor.ac.uk/canolfanbedwyr/cynllun_iaith_pb.php.en

2. Data from the most recently available UK Census (2011)

It is useful to consider data from the most recently available UK Census (2011) which provides a picture of the 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 data collected through the Human Resources and Payroll system, Agresso, and the Students' data base system Banner unless otherwise stated. Staff and student data is also reported annually to the Higher Education Statistical Agency.

- The census date for this report is 31 March 2014 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.
- This is the first reporting period for which statistical data has been collected relating to the composition of University staff for Religion and Belief, Sexual orientation and gender reassignment.
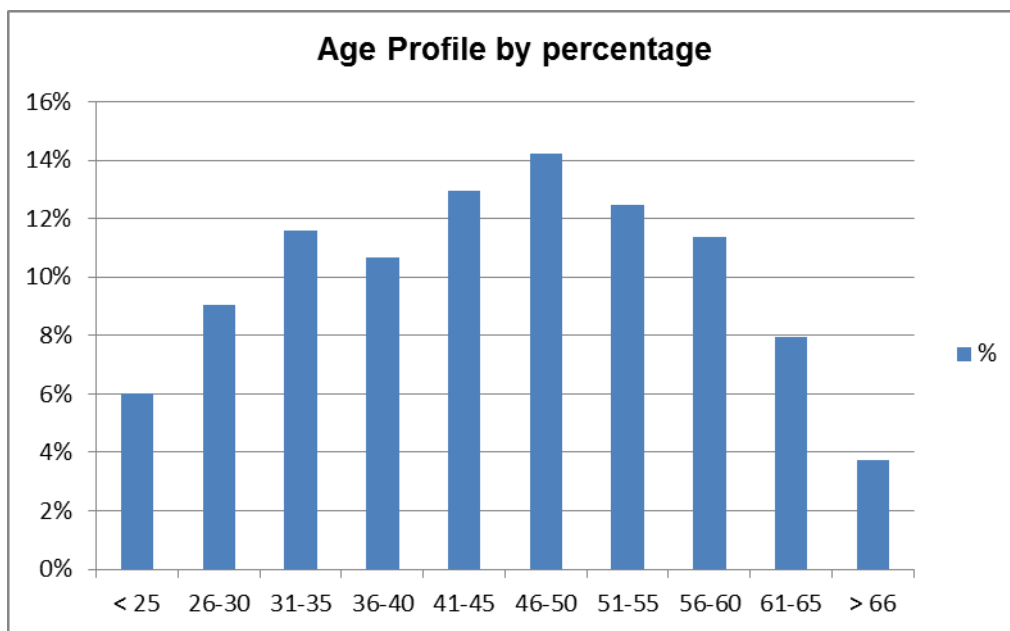
BANGOR UNIVERSITY - HIGH LEVEL STAFF PROFILE

On the census date of 31 March 2014 there were 2400 employees:

Gender	%
Female	58%
Male	41%

Ethnicity	%
BME	6%
White	93%
undeclared	1%

Disability	%
Declared disabled.	5%
Not known to be disabled.	91%
Information not provided or refused	3%

Religion and Belief (and no belief)	%
No religion	26.17%
Buddhist	0.36%
Christian	28.20%
Hindu	0.16%
Jewish	0.12%
Muslim	0.40%
Sikh	0.08%
Spiritual	1.00%
Any other religion or belief	1.08%
Information refused	20.10%
(blank)	22.34%

Gender reassignment	
Is your gender the same as that assigned to you at birth?	
Yes	53.4%
No	0.1%
prefer not to say	9.8%
question left blank	36.7%

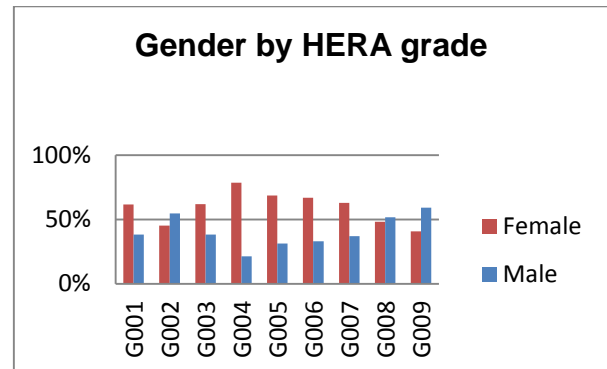| Sexual orientation	%
Bisexual	0.92%
Gay man	0.52%
Gay woman / Lesbian	0.40%
Heterosexual	53.13%
Other	0.68%
Information Refused	22.02%
(blank)	22.34%

Staff Profile by Gender

Staff Profile by Gender and Age Range
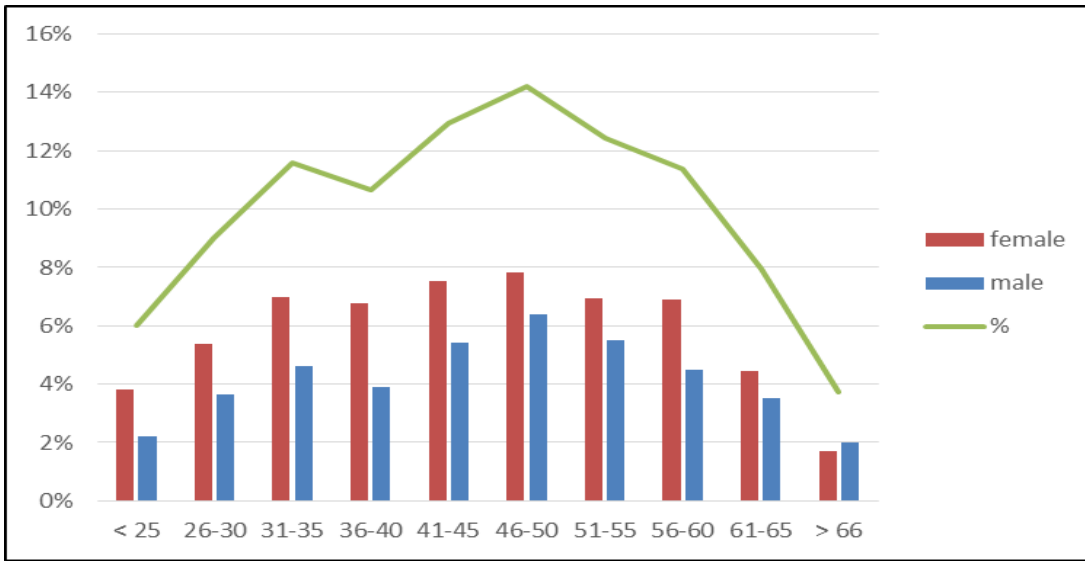
Staff Profile by Gender and Grade

HERA Grade	Female	Male
G001	62%	38%
G002	45%	55%
G003	62%	38%
G004	79%	21%
G005	69%	31%
G006	67%	33%
G007	63%	37%
G008	48%	52%
G009	41%	59%

Gender Off HERA Grade – Senior Management Academics	Female %	Male %
Professorial and Senior Clinical	22%	78%
Senior Management	33%	66%
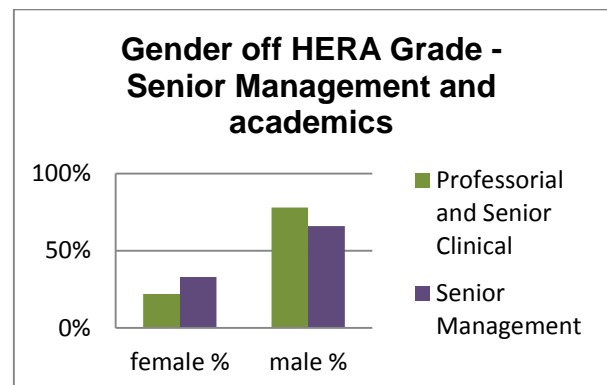
Staff Profile by Gender and Category

Category	Female	Male
ACADEMIC	51%	49%
CLERICAL	81%	19%
MANUAL	55%	45%
PROFESSIONAL	58%	42%
RESEARCH	54%	45%
TECHNICAL	28%	72%
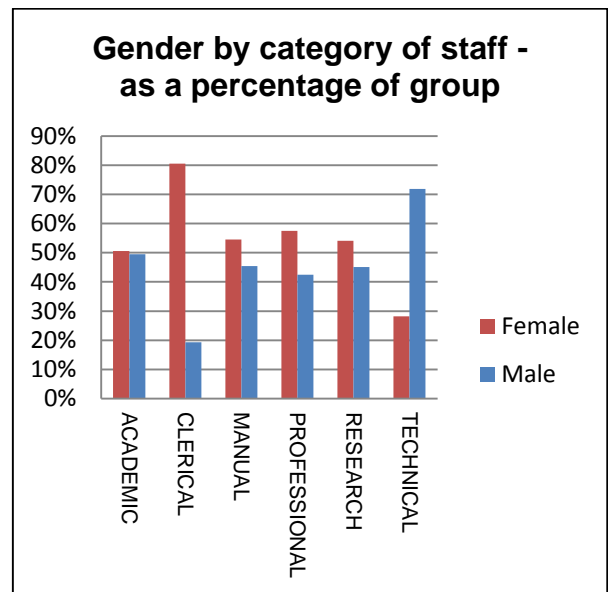
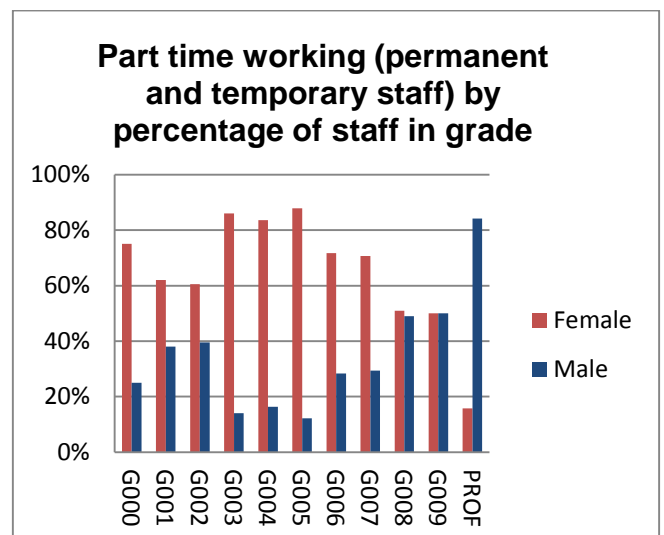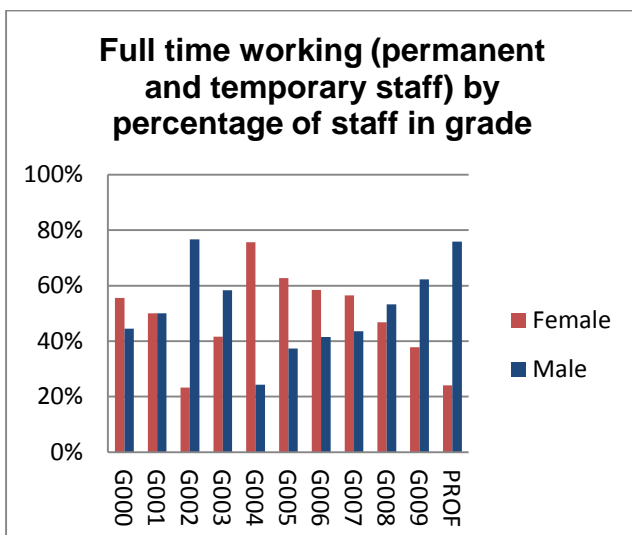Gender by category of staff - as a percentage of group

Staff Profile by Gender and Employment Type (contract type and working pattern) (percentage by number in group)

Employment type	Female %	Male %
Perm full time	49.4%	50.6%
permanent part time	72.5%	27.5%
Temporary full time	54.6%	45.4%
temporary part time	62%	38%

Staff Profile by Gender and Employment Type (contract type and working pattern) (percentage of total staff)

Employment type	Female %	Male %
Perm full time	20%	23%
permanent part time	17.5%	6.6%
Temporary full time	7%	5.7%
temporary part time	12%	7.5%

Staff profile by part time and full time working and Grade

Full time working (permanent and temporary staff) by percentage of staff in grade

Part time working (permanent and temporary staff) by percentage of staff in grade

Staff Profile by Gender and Occupational Group

Occupational Group - percentage by total staff
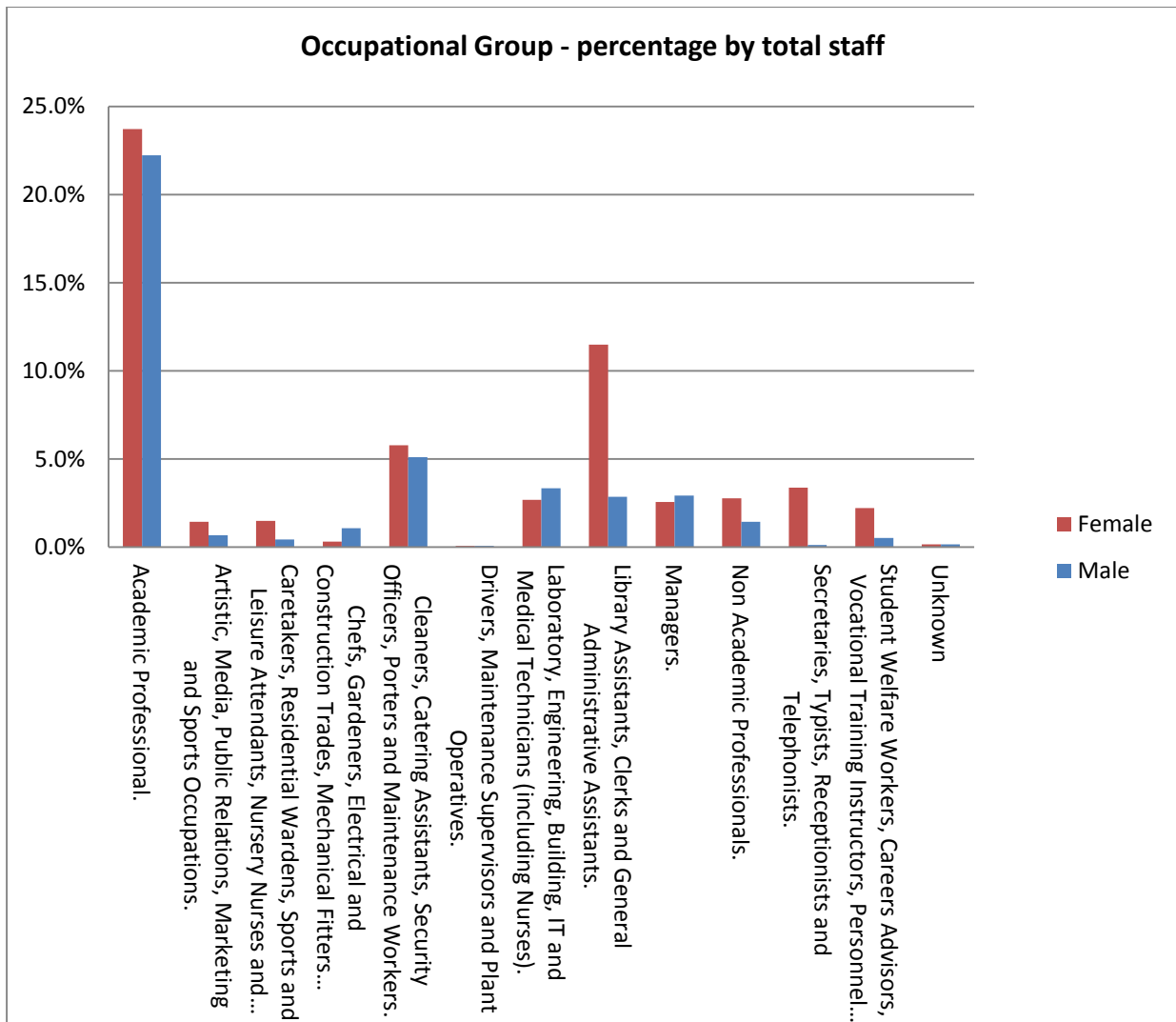
The category "Academic Professional" makes up the largest group of total staff at 46%. This comprises of 51% female and 48% male staff.

It is possible to drill down into the categories to identify the detail behind the gender balance, as the following charts indicate when drilling down.

Staff Profile in the Job Families

It is possible for the data in the Occupational Group chart to be drilled down further to examime the equality profile of job families and withing that the Employment Group. An example is presented in the following tables of drilling down by gender in the Manaual and Facilities Job Family and within that the Employment Group.

The Job Family, Manual and Facilities, comprises of the occupational group - Cleaners, Catering Assistants, Security Officers, Porters and Maintenance Workers.

Percentage of female and male staff in the Job Family:

Job family - Manual and Facilities Cleaners, Catering Assistants, Security Officers, Porters and Maintenance Workers	code	Female	Male	Total
Caretaker	MC	0.00%	1.58%	1.58%
Catering Assistant	MCA	13.29%	7.91%	21.20%
Catering Supervisor	MCS	0.95%	1.90%	2.85%
Cleaner	MDO	28.16%	16.46%	44.62%
Facilities Assistant	MFA	2.22%	1.27%	3.48%
Facilities Assistant Manager	MFAM	0.32%	1.27%	1.58%
Facilities Manager	MFM	1.27%	0.95%	2.22%
Facilities Supervisor	MFS	0.95%	1.58%	2.53%
Facilities Senior Manager	MFSM	0.95%	0.32%	1.27%
Grounds person	MG	0.32%	2.53%	2.85%
Labourer/Handyperson	MLH	0.00%	1.27%	1.27%
Maintenance Operative	MMO	0.00%	1.27%	1.27%
Mail/Security Assistant	MMSA	0.32%	1.90%	2.22%
Maintenance technician	MMT	0.00%	0.95%	0.95%
Porter	MP	0.00%	0.95%	0.95%
Security Assistant Supervisor	MSAS	0.00%	1.58%	1.58%
Security officer	MSO	0.00%	6.33%	6.33%
Security supervisor	MSS	0.00%	1.27%	1.27%
	Grand Total	48.73%	51.27%	100.00%

Percentage of female and male staff in each group within the job family:

Employment group % female to male in group	code	Female	Male
Caretaker	MC	0%	100%
Catering Assistant	MCA	63%	37%
Catering Supervisor	MCS	33%	67%
Cleaner	MDO	63%	37%
Facilities Assistant	MFA	64%	36%
Facilities Assistant Manager	MFAM	20%	80%
Facilities Manager	MFM	57%	43%
Facilities Supervisor	MFS	38%	63%
Facilities Senior Manager	MFSM	75%	25%
Grounds person	MG	11%	89%
Labourer/Handyperson	MLH	0%	100%
Maintenance Operative	MMO	0%	100%
Mail/Security Assistant	MMSA	14%	86%
Maintenance technician	MMT	0%	100%
Porter	MP	0%	100%
Security Assistant Supervisor	MSAS	0%	100%
Security officer	MSO	0%	100%
Security supervisor	MSS	0%	100%
	Grand Total	49%	51%

Staff Profile by Ethnicity and Nationality

Staff Profile by Ethnic Group – percentage by total employment
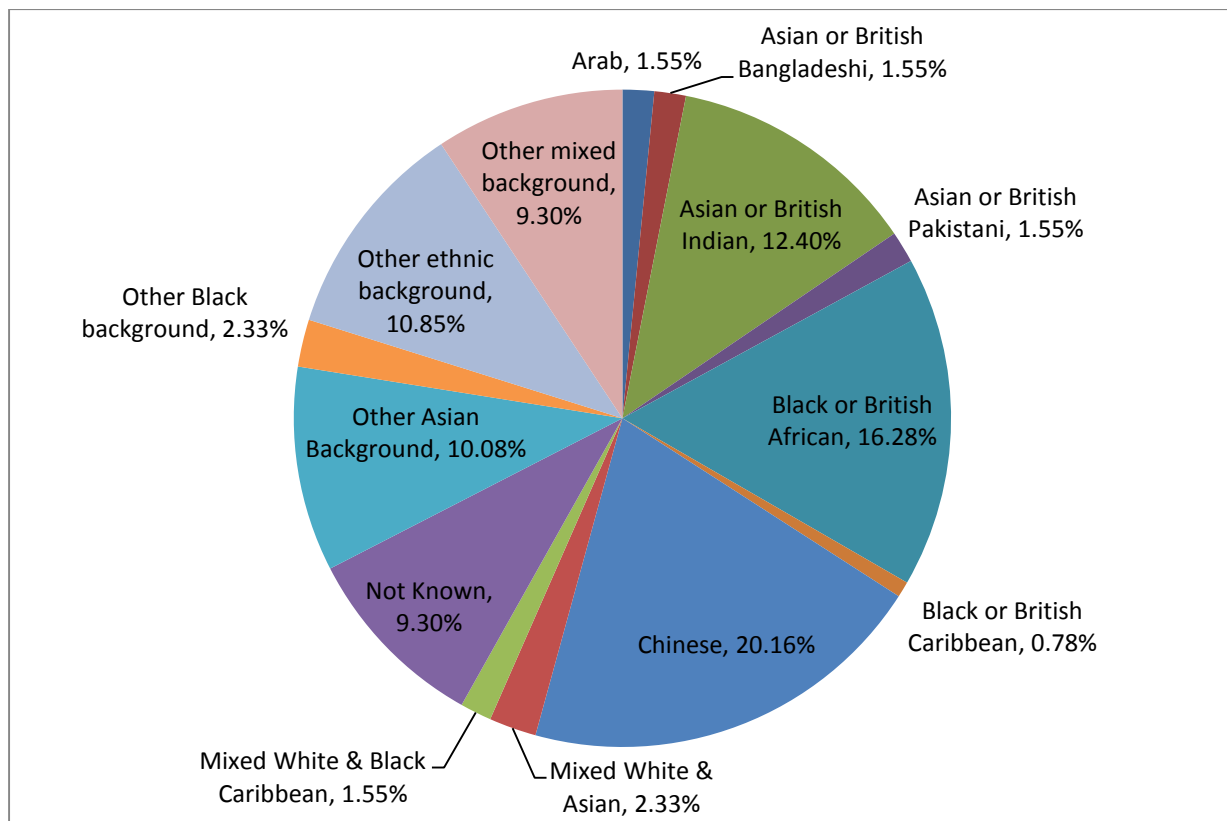
Staff Profile by Ethnicity and Gender
(percentage by total in ethnic group)

Ethnic Group	Female	Male
Arab	50.0%	50.0%
Asian or British Bangladeshi	50.0%	50.0%
Asian or British Indian	60.0%	40.0%
Asian or British Pakistani	50.0%	50.0%
Black or British African	40.9%	59.1%
Black or British Caribbean	100.0%	0.0%
Chinese	60.7%	39.3%
Mixed White & Asian	25.0%	75.0%
Mixed White & Black Caribbean	100.0%	0.0%
Other Asian Background	46.7%	53.3%
Other Black background	66.7%	33.3%
Other ethnic background	26.7%	73.3%
Other mixed background	58.3%	41.7%
White	59.1%	40.9%

Staff Profile by Ethnicity and Category
(Percentage by total staff)

Ethnic Group	% White	% BME
Academic	29.5%	2.1%
Clerical	22.4%	0.6%
Manual	13.6%	0.8%
other	0.2%	0.1%
professional	13.7%	0.4%
research	9.3%	1.2%
Technical	4.4%	0.0%

Staff Profile by Ethnicity and Category
(Percentage by total staff)

Occupational Code	White	BME
Academic Professional.	42.3%	3.2%
Artistic, Media, Public Relations, Marketing and Sports Occupations.	2.1%	0.1%
Caretakers, Residential Wardens, Sports and Leisure Attendants, Nursery Nurses and Care Occupations.	1.9%	0.0%
Chefs, Gardeners, Electrical and Construction Trades, Mechanical Fitters and Printers.	1.4%	0.0%
Cleaners, Catering Assistants, Security Officers, Porters and Maintenance Workers.	10.1%	0.8%
Drivers, Maintenance Supervisors and Plant Operatives.	0.2%	0.0%
Laboratory, Engineering, Building, IT and Medical Technicians (including Nurses).	6.0%	0.0%
Library Assistants, Clerks and General Administrative Assistants.	13.8%	0.6%
Managers.	5.2%	0.2%
Non Academic Professionals.	4.1%	0.1%
Secretaries, Typists, Receptionists and Telephonists.	3.4%	0.1%
Student Welfare Workers, Careers Advisors, Vocational Training Instructors, Personnel and Planning Officers.	2.7%	0.0%

Staff Profile by Ethnicity College or Central Service
(percentage by total staff)

Ethnic Group	Arts and Humanities	Business, Law, Education & Social Science	Central Services	Education and Lifelong Learning	Health and Behavioural Sciences	Natural Sciences	Physical and Applied Sciences
White	14.4%	8.7%	35.7%	0.4%	18.0%	12.1%	3.8%
BME	0.5%	1.0%	1.8%	0.0%	1.1%	0.9%	0.6%

Staff Profile by Ethnicity and Employment type (contract type and work pattern)
(by percentage in employment type group)

Ethnic Group	% as a total of white staff	% as a total of BME staff
permanent full time	94.7%	5.1%
permanent part time	98.2%	1.3%
temporary full time	91.8%	7.9%
temporary part time	88.6%	10.8%

Nationality and National Identiry

National idenity:

National identity	
British.	32.67%
English.	9.01%
Information refused.	0.44%
Irish.	1.40%
Other.	11.53%
Scottish.	0.68%
Unknown.	3.47%
Welsh.	40.33%
(blank)	0.48%

National Identity is different to both ethnicity and nationality and could be based on many things including, culture, language or ancestry/family history. National identity reflects how an individual chooses to classify themselves.   Staff had the opportunity to make two choices. 90% chose not to use a second identifier

Nationality - (by percentage of total staff)

| Nationality	%	Nationality	%
Australia	0.44%	Nepal	0.04%
Austria	0.16%	Netherlands	0.44%
Bangladesh	0.04%	New Zealand	0.12%
Belgium	0.24%	Nigeria	0.40%
Canada	0.36%	Northern Ireland	0.08%
China	0.48%	Not Known	0.16%
Czech Republic	0.04%	Pakistan	0.08%
Denmark	0.04%	Philippines	0.04%
Egypt	0.04%	Poland	0.76%
England	0.60%	Portugal {Includes Madeira, Azores}	0.32%
France {includes Corsica}	0.52%	Romania	0.16%
Germany	1.40%	Russia [Russian Federation]	0.08%
Ghana	0.08%	Singapore	0.12%
Greece	0.28%	Slovakia	0.04%
Hungary	0.04%	South Africa	0.04%
India	0.24%	Spain {includes Ceuta, Melilla}	0.72%
Iran [Iran, Islamic Republic of]	0.08%	Sweden	0.12%
Ireland	1.12%	Switzerland	0.12%
Israel	0.04%	Syria [Syrian Arab Republic]	0.04%
Italy {Includes Sardinia, Sicily}	0.68%	Tanzania [Tanzania, United Republic of]	0.04%
Jamaica	0.04%	Turkey	0.08%
Korea (South) [Korea, Republic of]	0.04%	Ukraine	0.04%
Lebanon	0.04%	United Arab Emirates	0.12%
Lithuania	0.08%	United Kingdom	75.27%
Madagascar	0.04%	United States	1.36%
Malaysia	0.24%	Uzbekistan	0.04%
Malta	0.16%	Vietnam [Viet Nam]	0.04%
Morocco	0.04%	Wales	11.21%
Mozambique	0.04%	Western Sahara	0.04%
Nepal	0.04%	(blank)	0.28%

Staff by Age Profile

<u>Staff age profile by gender</u>
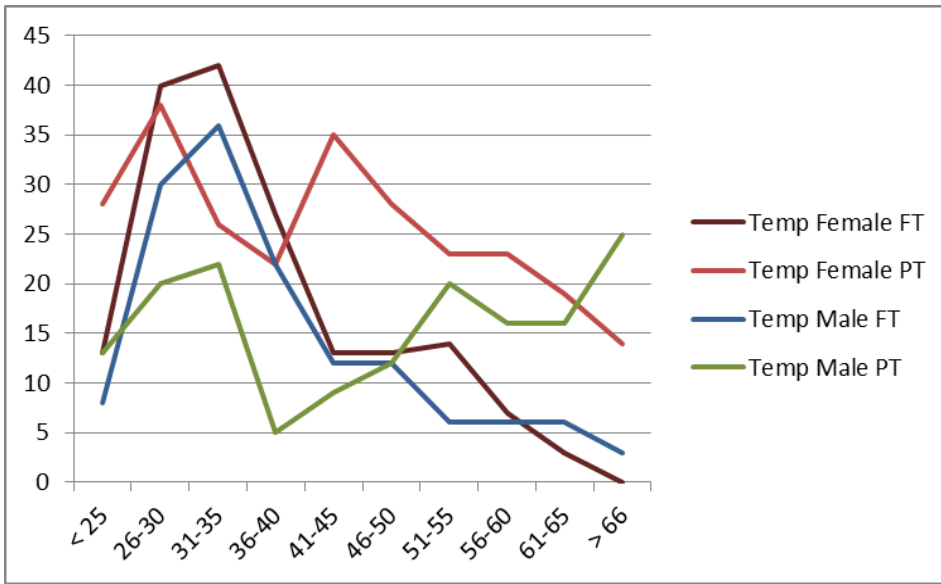(percentage of total staff)
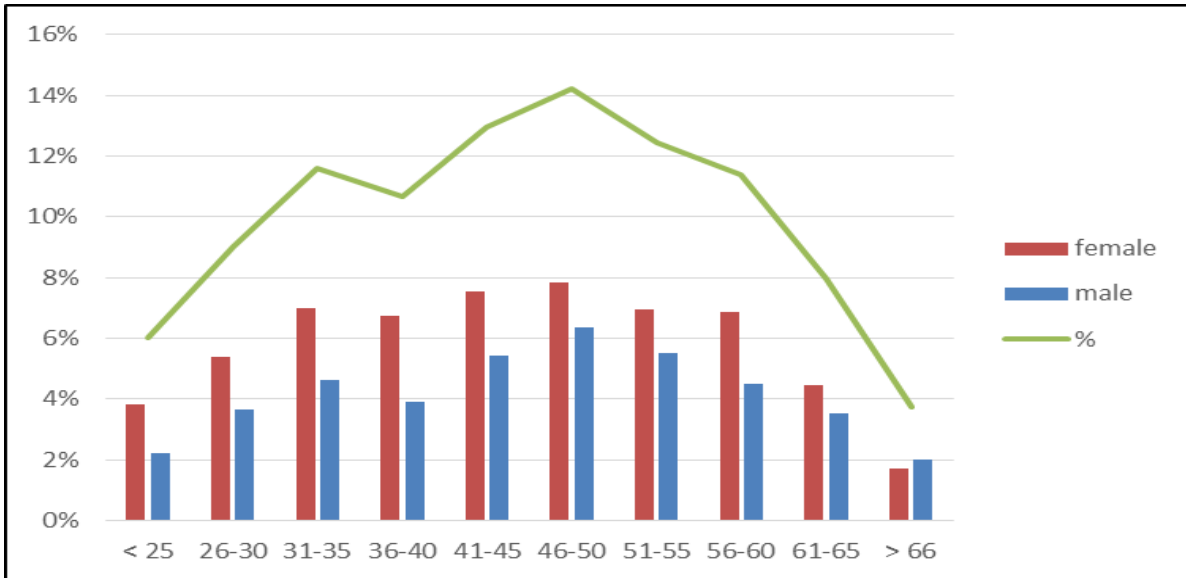
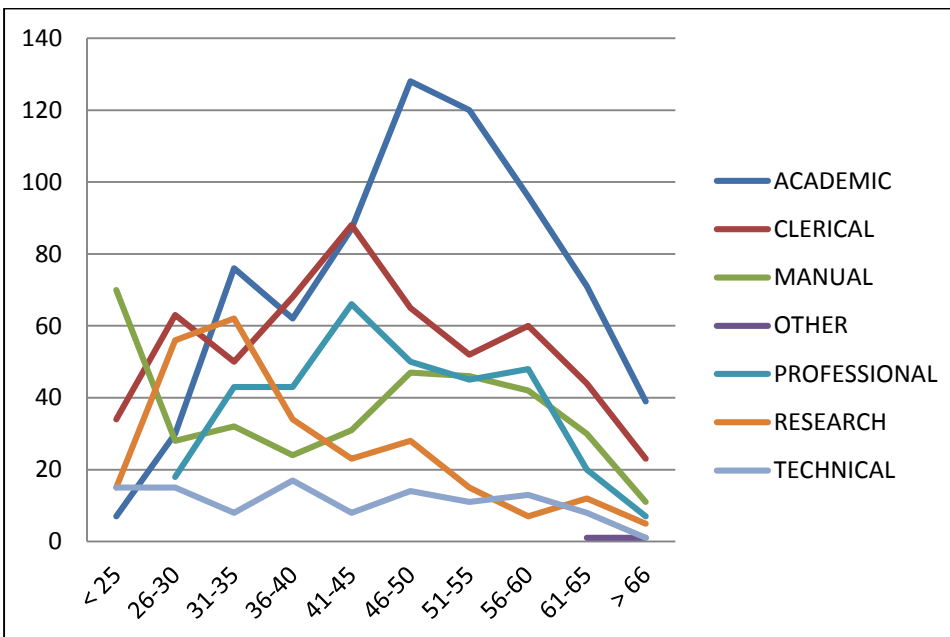<u>Staff Profile by Age and Employment Type</u> (contract type and work pattern)

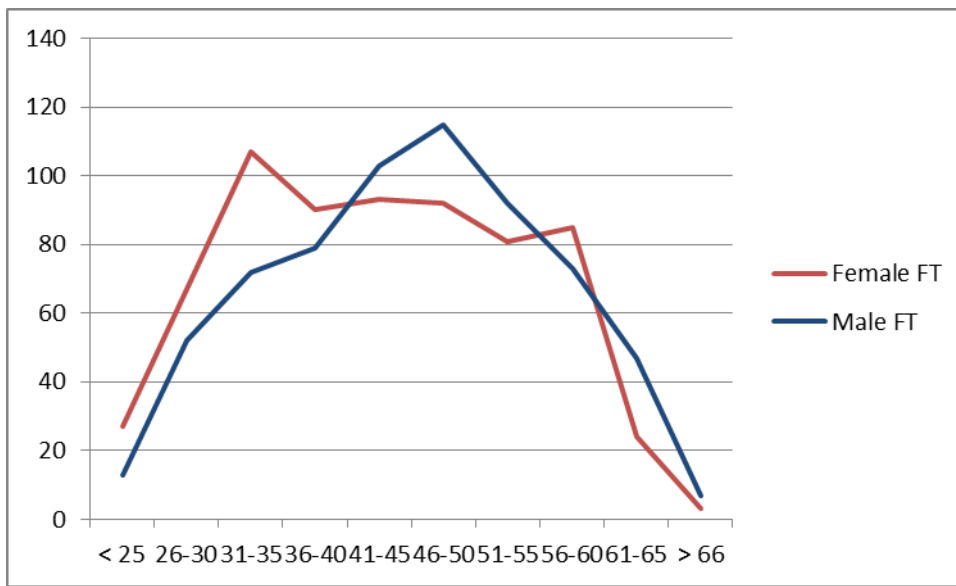Permanent Contract (by number of staff)
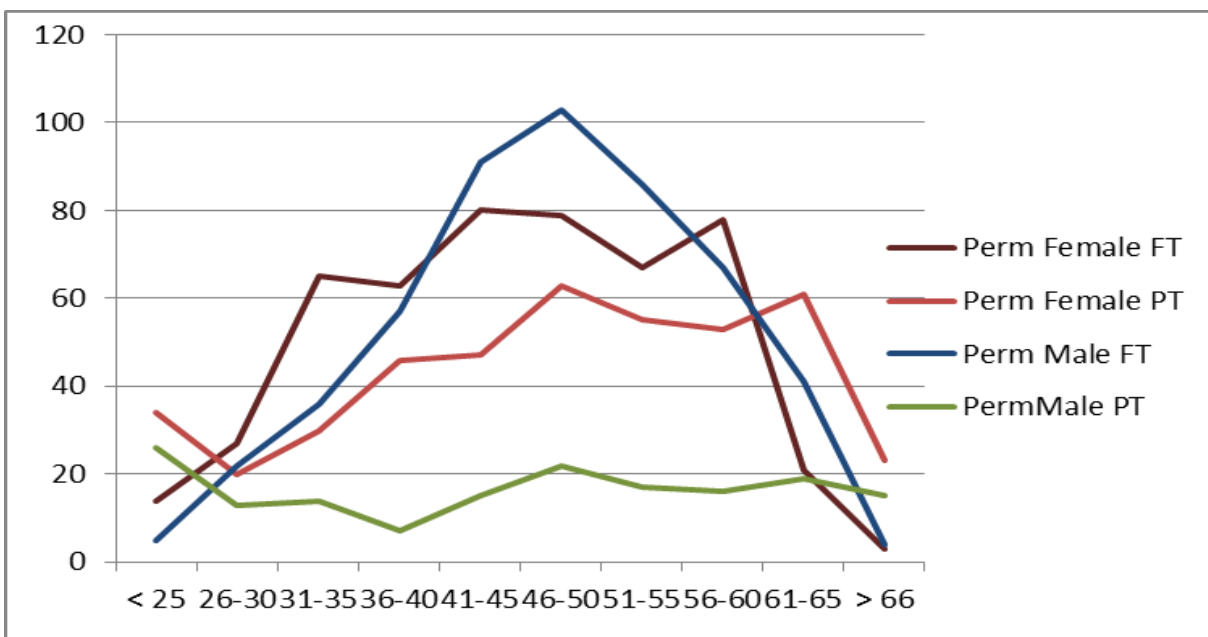
Temporary contracts (by number of staff)

Age Range by Staff Category (by number of staff)

Female:Male ful time working (including both permanent and temporary work)

Female:Male part time working (including both permanent and temporary work)
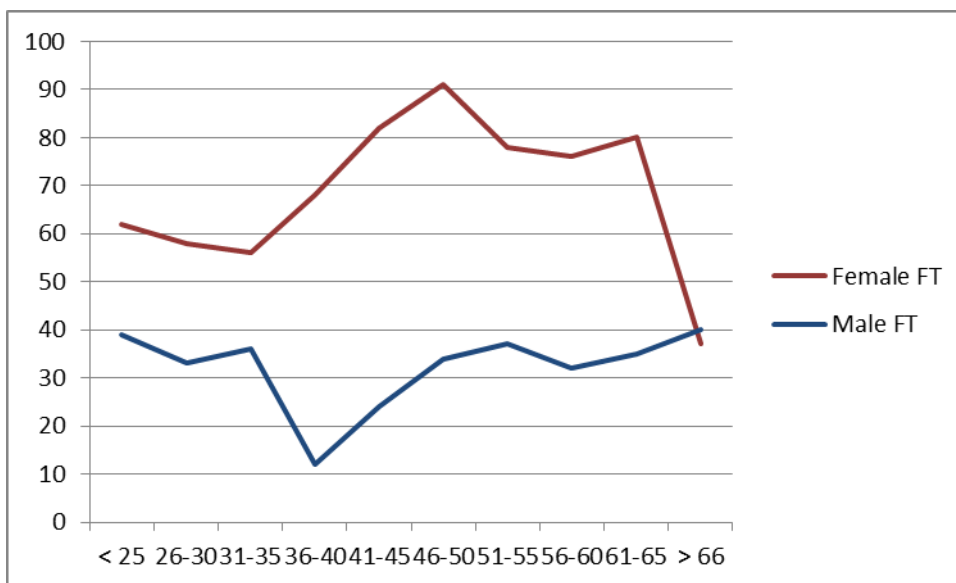
Staff by Disability

Age Profile of staff declaring a disability:

(by percentage of total declaring a disability)
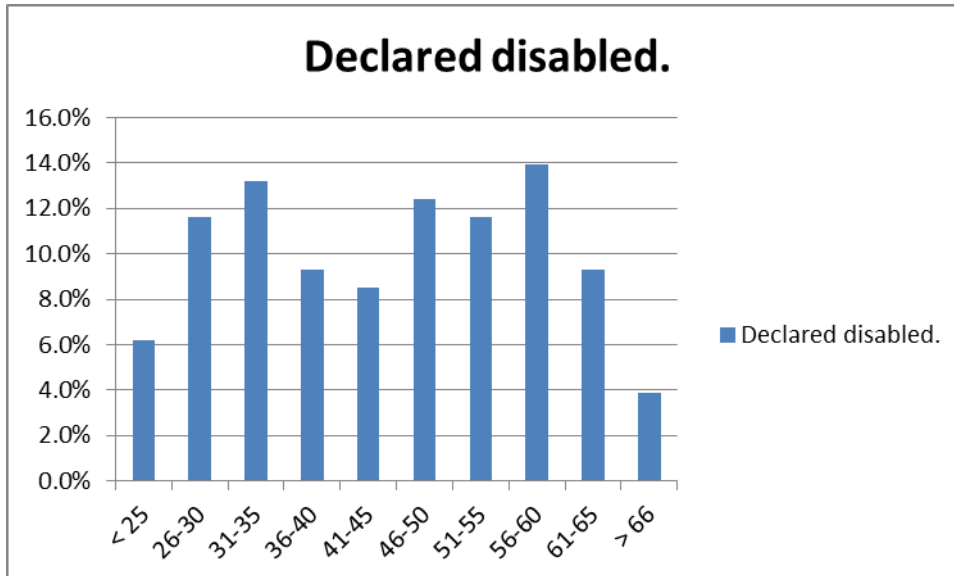
As the percentages declaring a disability are extremely low it is difficult to drill down further to produce meaningful statistics for publication. However data is available should it become evident through qualitative informatoin that there is a need to investigate an area.

4. Other Areas of Data Monitoring

Leavers
Data relating to staff leaving employment at the University is extracted from the Human Resource and Payroll data base (Agresso)

During the reporting period there were:

1   391 leavers.
2   Of which 35% left because their fixed term contracts were ending, 44% resigned and 12% took a form of retirement or voluntary severance.
3   4.5% of leavers declared a disability.
4   90% of leavers were from a white ethnic background.
5   39% of leavers were male and 61% female.

During the reporting period the University developed a leavers reporting process so that data can be collected as to the reasons why staff choose to resign their employment and data from this will be reported on during the 2014-2015 reporting period. However, a brief preview of reasons for leaving does not indicate that there are any issues relating to equality.

Re-grading, Promotions and Remuneration

Promotions and regrading:

There were 98 applications through the University's promotions or regrading process during the period

Status	Female	Male
Successful	31%	39%
unsuccessful	16%	10%

13% indicated a disability of some type, and of those almost 100% were successful in their application.

Statistics gathered for the Athena SWAN application process indicate a year on year increase in women applying for and getting promotion or regrading.

Remuneration:
The Remuneration Committee did not meet in the reporting period.

Summary of new starters:

- There were 503 new starters in the period.
- 58% female and 42% male.
- 90% from a white ethnic background and the next largest group was from an Asian background at 3%.

- 90% declared that they had no disability and 4% chose not to declare or refused the information.

<u>Summary of applications and appointments</u>

There were 3452 applications for employment during the reporting period.

Applicant outcome	Female %	Male %
Hired	5%	3%
Offer Turned down	0%	0%
Rejected	36%	41%
Shortlisted	7%	5%
Withdrew before shortlisting	1%	0%
Grand total	49%	50%

Gender summary;
- 72% of applications were for fixed term work
- Of those appointed to fixed term contracts 62% were female
- Of those appointed to permanent contracts 57% were female
- 66% of all appointments were for full time work
- Of those appointed to part time contracts 65% were female
- Of those appointed to full time contracts 58% were female

- 16% of total applicants were in the category Academic & Research
- 49% of the category "Academic & Research" were female
- 69% of the category "technical" were male
- 72% of the category "clerical" were female

- 58% of hired "Academic & Research " staff were female
- 60% of hired "technical" staff were male
- 80% of hired "clerical" staff were female
- "professional / Managerial staff were 50:50 female:male

Applicant outcome	not know to be disabled
Hired	8%
Offer Turned down	0%
Rejected	78%
Shortlisted	13%
Withdrew before shortlisting	1%

Disability Summary:
- Of the total appointments, 93% indicated they did not have a disability, 1 % chose not to answer.
- Successful candidates indicated a disability in the categories of:
  - A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D

- o A mental health conditions such as depression, schizophrenia or anxiety disorder
- o Or in a non-listed disability, impairment or medical condition

Applicant outcome	white	BME
Hired	7.0%	0.6%
Offer Turned down	0.3%	0.0%
Rejected	60.0%	17.5%
Shortlisted	11.0%	1.6%
Withdrew before shortlisting	1.0%	0.0%
total	80.0%	20.0%

Ethnicity Summary:
- Of the "hired" category, the largest number of successful candidates not from a white back ground were in the "Academic, Research category, with 13% being hired.

Monitoring the take up of Employee Support (data collected from stand-alone spreadsheets).
- Tax efficient childcare vouchers and the tax efficient University Nursery payment scheme continue to be a popular way of offsetting the cost of childcare.   Of those utilising the voucher scheme there is a 50:50 male female breakdown, and of those utilising the nursery scheme 60% are female.
- The introduction of a scheme to buy annual leave has proved popular and is open to both full time and part time staff. There has been a steady growth in the popularity of the scheme. The profile of staff buying into the scheme in August 2015 indicated that 80% were female. Further monitoring will take place in the next reporting period.
- There has been a steady increase in requests for flexible working during the reporting period and management has consistently shown support for requests.

Welsh Language Competencies of Applicants

Applicant's level of Welsh speaking	
A Little	18%
Do not wish to answer	2%
No	58%
Yes	22%

Level of Welsh speaking percentage of total Hired	job category	% of total
A Little	Academic & Research	13%
	Clerical	6%
	Manual	1%
	Professional / Managerial	2%
	Technical	3%
No	Academic & Research	29%
	Clerical	6%
	Manual	0%
	Other	1%
	Professional / Managerial	2%
	Technical	2%
Yes	Academic & Research	10%
	Clerical	13%
	Manual	1%
	Professional / Managerial	8%
	Technical	3%

Language Summary:
- Of appointees indicating that they did speak Welsh:
  - 39% were in the Clerical job category
  - 28% were in the Academic & Research Category
  - 23% were in the Professional / Managerial category
- Of appointees indicating that they did not speak Welsh:
  - 72% were in the Academic % Research Category
  - 15 % were in the Clerical category.

Further information about the University's Welsh Language Scheme and about its commitment to a bilingual environment can be obtained by contacting Canolfan Bedwyr at:

http://www.bangor.ac.uk/canolfanbedwyr/

5. Student Profile

High level profile of UK domiciled Students – All the following student data is based on Higher Education Statistical return date 2013-2014

Disability Status	
Disability Declared	13.6%
No Disability Declared	86.4%

Ethnic Group	
White	80.4%
Asian	10.9%
Black	2.4%
Information Refused	0.4%
Mixed / Other	3.1%
Not Known	2.9%

Gender	
Female	56.6%
Male	43.4%

Number of Students by Mode of Study and Level of Study – disability

Disability Status	Full-Time				
	Undergraduate	Sub-Degree	Postgraduate Taught	Postgraduate Research	Non-Graduating
Disability Declared	15.3%	16.7%	10.5%	9.3%	
No Disability Declared	84.7%	83.3%	89.5%	90.7%	100.0%
Disability Status	Part-Time				
	Undergraduate	Sub-Degree	Postgraduate Research	Postgraduate Taught	Non-Graduating
Disability Declared	18.0%	18.2%	10.7%	8.9%	5.2%
No Disability Declared	82.0%	81.8%	89.3%	91.1%	94.8%

Number of Students by Mode of Study and Level of Study - Gender

Gender	Full-Time				
	Undergraduate	Sub Degree	Postgraduate Taught	Postgraduate Research	Non-Graduating
Female	54.7%	61.1%	52.8%	52.9%	66.7%
Male	45.3%	38.9%	47.2%	47.1%	33.3%
Gender	Part-Time				
	Undergraduate	Sub Degree	Postgraduate Taught	Postgraduate Research	Non-Graduating
Female	64.5%	67.6%	59.4%	47.3%	78.6%
Male	35.5%	32.4%	40.6%	52.7%	21.4%

Number of Students by mode of Study and Level of Study – Ethnicity

Ethnic Group	Full-Time				
	Undergraduate	Sub-Degree	Postgraduate Taught	Postgraduate Research	Non-Graduating
White	84.2%	90.0%	55.4%	68.2%	52.4%
Asian	8.5%	6.7%	35.1%	19.3%	9.5%
Black	4.0%	1.1%	3.1%	2.3%	4.8%
Information Refused	0.5%		0.1%		
Mixed / Other	2.6%	1.1%	5.1%	8.5%	
Not Known	3.2%	1.1%	1.3%	1.8%	33.3%
Ethnic Group	Part-Time				
	Undergraduate	Sub-Degree	Postgraduate Taught	Postgraduate Research	Non-Graduating
White	93.5%	91.5%	71.2%	87.8%	93.4%
Asian	2.4%	0.8%	5.7%	3.1%	1.6%
Black	1.2%		17.2%	1.5%	0.4%
Information Refused	0.4%			8.0%	
Mixed / Other	1.6%	0.8%	3.3%	6.1%	1.4%
Not Known	0.8%	6.9%	2.6%	0.8%	3.2%

Proportion of Degree Classifications Awarded by disability

Disability Status	Degree Classification - Headcount					Grand Total
	First	2:1	2:2	Third	Unclassified	
Disability Declared	10.0%	16.5%	15.1%	14.2%	66.7%	14.6%
No Disability Declared	90.0%	83.5%	84.9%	85.8%	33.3%	85.4%

Proportion of Degree Classifications Awarded by Gender

Gender	Degree Classification - Headcount					Grand Total
	First	2:1	2:2	Third	Unclassified	
Female	58.9%	56.6%	50.7%	45.3%	0.0%	54.8%
Male	41.1%	43.4%	49.3%	54.7%	100.0%	45.2%

Proportion of Degree Classifications Awarded by Ethnicity

Ethnic Group	Degree Classification - Headcount					Grand Total
	First	2:1	2:2	Third	Unclassified	
White	82.4%	84.1%	76.7%	71.7%	66.7%	80.9%
Asian	10.2%	10.5%	17.4%	21.7%	33.3%	13.0%
Black	0.2%	0.5%	0.7%	0.9%		0.5%
Information Refused	1.2%	1.0%	1.4%	0.9%		1.2%
Mixed / Other	3.7%	3.2%	3.0%	4.7%		3.3%
Not Known	2.3%	0.8%	0.7%			1.1%

Proportion of Leavers by Reasons for Leaving and Disability

Disability Status	Successful completion of course	Completion of course - result unknown	Transferred to another institution	Academic	Financial	Gone into employment	Health	Other	Unknown	Written off after lapse of time	Total
Disability Declared	14.1%	0.0%	30.0%	20.7%	14.3%	0.0%	50.0%	12.6%	18.6%	0.0%	15.0%
No Disability Declared	85.9%	100.0%	70.0%	79.3%	85.7%	100.0%	50.0%	87.4%	81.4%	100.0%	85.0%

Proportion of Leavers by Reasons for Leaving and Gender

	Successful completion of course	Completion of course - result unknown	Transferred to another institution	Academic	Financial	Gone into employment	Health	Other	Unknown	Written off after lapse of time	Total
Female	55.6%	50.0%	30.0%	36.8%	42.9%	0.0%	50.0%	53.8%	65.3%	100.0%	56.3%
Male	44.4%	50.0%	70.0%	63.2%	57.1%	100.0%	50.0%	46.2%	34.7%	0.0%	43.8%

Proportion of Leavers by Reasons for Leaving and Ethnicity

Ethnic Group	Successful completion of course	Completion of course - result unknown	Transferred to another institution	Academic	Financial	Gone into employment	Health	Other	Unknown	Written off after lapse of time	Total
White	82.1%	75.0%	80.0%	81.6%	71.4%	100.0%	91.7%	89.0%	91.2%	50.0%	83.8%
Asian	11.6%	25.0%	10.0%	11.5%	14.3%			3.8%	2.0%		9.7%
Black	0.7%			1.1%	14.3%			1.1%	0.2%		0.7%
Information Refused	1.0%			3.4%			8.3%	1.1%	0.2%		1.0%
Mixed / Other	3.1%		10.0%	2.3%				2.7%	2.7%		3.0%
Not Known	1.5%							2.2%	3.6%	50.0%	1.9%

6. **Data Monitoring (**this section will form part of the Strategic Equality Annual Report 2013-2014)

<u>Staff Profile comparisons – at a National level:</u>

The Equality Challenge Unit (ECU) produce an Annual Statistical report[1] for both staff and students. It is a useful document for baseline data across the Higher Education sector when looking at comparing the Bangor University staff profile with UK and Welsh data, particular in project work, for example Athena SWAN reporting.

A few examples in the area of Gender and Ethnicity have been extracted from the ECU report for comparative high level data between the sector and Bangor University. These are based on the ECU reporting period 2013.

The intention is to not only demonstrate how Bangor University's profile compares with the UK and Welsh perspective but to also show that the University has a substantial base of equality data that can be used as and when required.

1. **Gender**

ECU benchmark	Bangor University		
Percentage of females working in HE:			
Working in the UK – 53.8% Working in Wales – 53.9% In the last 9 years the proportion of women working in HE in the UK has increased by 1.4% from 52.4% in 2003/04 to 53.8% in 2011/12	Working in Bangor - 58% Below is a progression since 2006:		
	Year	*Female %*	*Male %*
	2006	*57.6*	*42*
	2011	*57.4*	*42.4*
	2012	*58*	*41*
	2013	*58*	*41*
Percentage of female academics working in HE:			
The percentage of academic female staff has risen from 40% in 2003/04 to 44.5% in 2011/13.	The percentage of female academic staff has risen from 46% in 2012 to 52% in 2014,		

2. **Ethnicity**

The ECU statistics breakdown UK national and non-UK national staff in ethnicity statistics. Bangor University data presents the statistics as all of staff (UK nationals and non-UK national staff together) in ethnic groups, although it is also possible to identify ethnicity by nationality. There does, therefore need to be

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[1] "Equality in higher education: statistical report"

some caution in comparing data, however some general trends can be identified.

ECU benchmark	Bangor University
Percentage ethnic groups in HE:	
There is a higher proportion of white staff among UK staff than non-UK staff (92.4% compared with 70.5%).	93% of all staff identified as coming from a white background. Of those staff who indicated a nationality outside of the UK and EU, 47% were from a non-white background.
The three most represented ethnic groups:	
Asian or Asian British: Indian – 20.9% Chinese – 17.3% Other Asian Background – 12.2%	Chinese – 20% Black or British African – 16% Asian or Asian British: Indian – 12%
Proportion of staff who were from a BME background:	
This has increased over the last 9 years from 4.8% in 2003/04 to 6.3% in 2011/2012.	This has increased over the period from 2005 from 3.8% in 2005 to 6% in the reporting period 2013.
Staff from non-white backgrounds are most likely to be employed in the following categories:	
- Library Assistants, Clerks and General Administrative Assistants - Laboratory, Engineering, Building, IT and Medical Technicians (including nursing). - Student Welfare Workers, Careers Advisors, Vocational Training instructors, etc. - Artistic, Media, Public Relations, Marketing and Sporting Occupations - Academic Professional	- Academic Professional - Cleaners, Catering Assistants, Security Officers, Porters and Maintenance Workers. - Library Clerks and General Administrative Assistants.

Staff Profile Observations – at a local level

Gender profile:
- 58% of staff are women.
- More women are in part time work.
- More women are in the clerical grades with more men in the technical grades.

- There has been an increase in the percentages of women staff in senior roles, rising 2% in the senior management and professional grades and 1% across the board on the HERA grades 7 and above.
- There is a 50:50 split in the academic grades.
- More women in Grade 7 academic roles, and equal split at Grade 8 and more males in Grade 9 academic roles.
- The Athena SWAN group is taking a particular interest in putting in place strategies to support women, not just in the science subjects but by good management practices and transparency and supporting women in all areas.

Ethnicity profile:
Staff from a BME background are more likely to be employed in the College of Business, Law, Education and Social Sciences, the College of Health and Behavioural Science and by Central Services.

Nationality:
- 40% declared their nationality to be Welsh.
- Almost all of those indicating their nationality as Welsh were from a white ethnic background.

Age:
- The staff age profile peaks at 46-50 – This is a continuing trend from previous years.
- More women are in part-time working (both permanent and temporary) and this peaks in the age group 46-50. For men the peak for part time working is age 51-55.
- For women, full time working peaks at age 31-35 and for men 46-50

Disability
- 5% of staff declared a disability
- The number refusing or choosing not to provide information fell from 12% to 3%
- Declared disability peaks at ages 31-35 and 56-60.

Other areas of protected characteristics
This is the first reporting period that additional characteristics (Gender reassignment, sexual orientation and Religion and Belief (and no belief) have been reported on. It is anticipated that as staff become more used to and confident in reporting in these areas that the data will become more robust and meaningful.

<u>Student Profile</u>:

Gender:

- 56.6% of the student population are female
- More women are involved in part time courses
- At Undergraduate level Women dominate the subjects of Health care Sciences, Education, Psychology, Linguistics and Welsh Language. Men dominate the subjects of Electronics, Computer Science, Chemistry, Business, Biological Sciences and this is also reflected at Post Graduate level
- Women achieve 58.9% of first class and 56.6% of 2:1 degree classification

Disability
- 13.6% of students declared a disability
- Of those successfully completing their course, 14.1% declared a disability.

Ethnicity
- 84.2% of students on full time courses were from a white Ethnic Group
- 93.5% of students on part time courses were from a white Ethnic Group
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