

Staff Equality Data

Last updated: October 2017

Date of next review: September 2018

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Staff & Board of Governors

The University produces an annual staff Diversity Report to our Vice-Chancellor, which includes equality data related to staff and the Board of Governors. The following data has been taken from the 2017 report, which reviews the period from 1 August 2015 to 31 July 2016. The data is based on staff employed as at 31 July 2016 and where possible has been benchmarked against UK and SW region HESA (South West regional Higher Education Statistics Agency) for

2015/16 In addition the data this year has been benchmarked against a number of Universities BSU has identified as comparators for relevant Key Performance Indicators (KPIs). For the purposes of this comparison the BSU KPI comparator universities are Chichester, Gloucester, Goldsmiths, Falmouth, Lincoln, Oxford Brookes and Winchester For reference:

- Senior staff at Bath Spa University are defined as being at Grade 9s/Ac4s and above.
- Academic staff are defined as staff responsible for planning, directing and undertaking academic research and teaching with higher education institutions, and includes Associate Lecturers unless otherwise stated.
- Professional Services staff are defined as all other staff employed at the University and includes functional professional staff, student welfare workers, cleaners, caterers and administrative staff.

Current Staff Analysis

Gender

Figure 1 shows that the BSU gender split for all staff remains consistent with previous years. In 2015/16 this was F: 57.5%, M: 42.5%, which is, aligned to the BSU comparator groups.

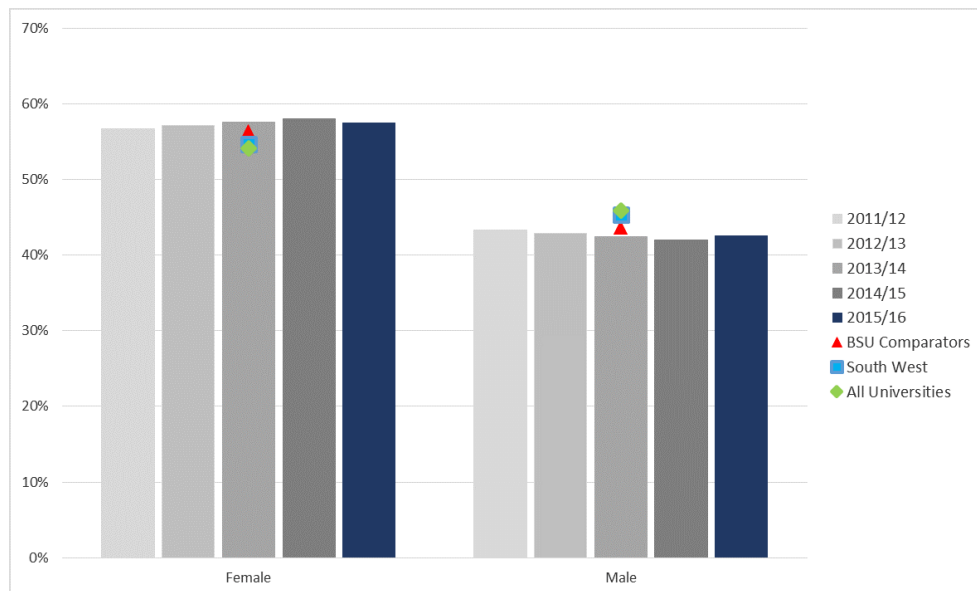


Figure 1 - Gender split of all BSU staff (Source: Heidi Plus)

Figure 2 shows the gender distribution of Senior Staff (Grade 9s/Ac4s or equivalent and above). The trend made in previous years has continued in 2015/16 with 42% of senior roles held by women compared with 37% last year. BSU comparators have seen a decrease in the number of female senior staff, to 43% over the same period, which has brought BSU into line with its comparators. Despite good progress being made in this area in recent years, the proportion of senior women (42%) remains lower than the proportion of female staff overall (57.5%). We now calculate female professors as 40% of our professorial headcount, which benchmarks well with the sector at 23% women.

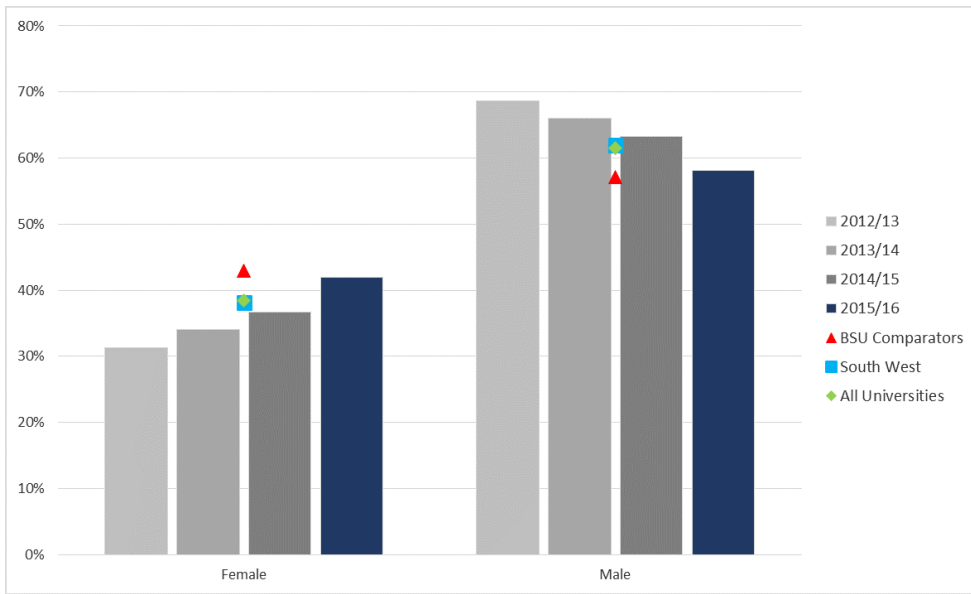


Figure 2 - Gender split of Senior Staff (Source: Heidi Plus)

This is the second year that we have reported on the gender balance of the senior groups and committees that steer the institution. Figure 3 shows that female representation in the SMT and Professional Services Strategy Groups have improved since the previous report and that in general the gender balance of all these committees now matches that of the senior staff population.

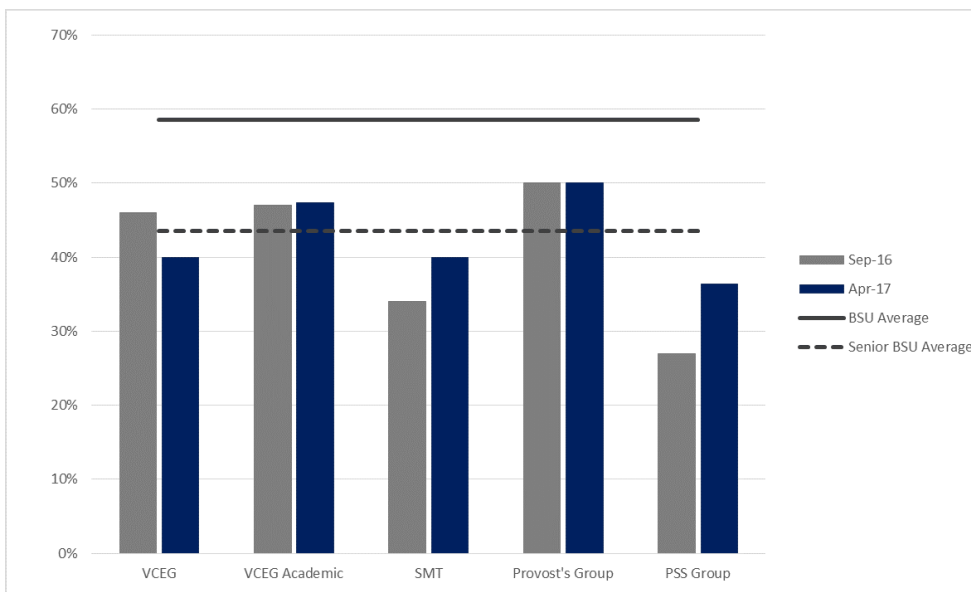


Figure 3 - Representation of women at senior committees (Source: Northgate)

Further analysis of our current staff gender profile shows that the key point where the female representation of all staff by grade, (excluding Associate Lecturers), begins to decline continues to be Grade 9a/Ac4A (fig. 4).

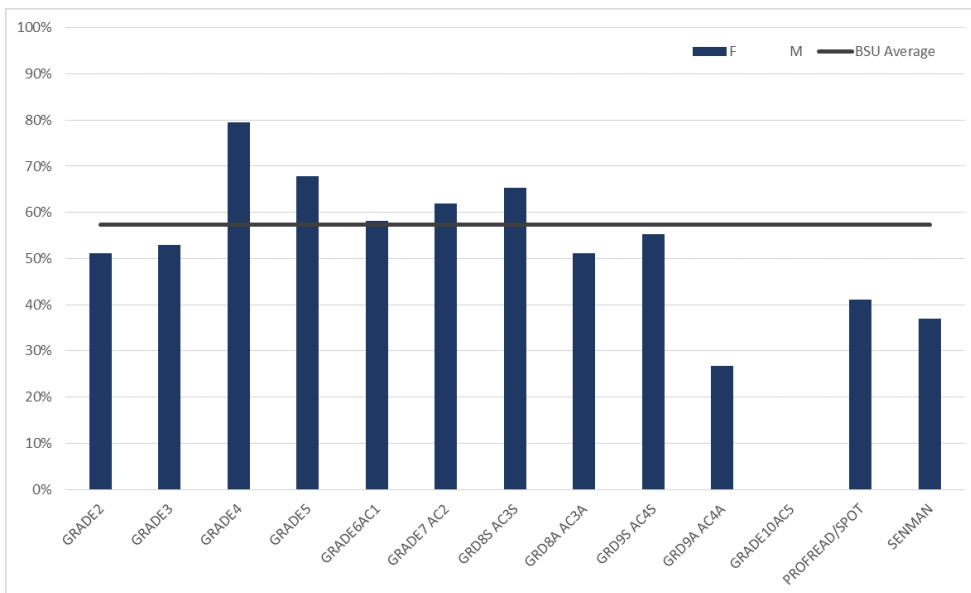


Figure 4 - Representation of women by pay grade compared to the BSU average (Source: Northgate)

A breakdown of senior staff by grade can be seen in figure 5. This shows that the increase in female representation in senior staff seen in Figure 2 can be attributed to an increase in female representation at Grade 9s/Ac4s. The decreases seen at grade 9a/Ac4a and at senior management level are based on small numbers of staff and reflect reductions from 7/21 to 4/15 and from 7/17 to 7/19 respectively.

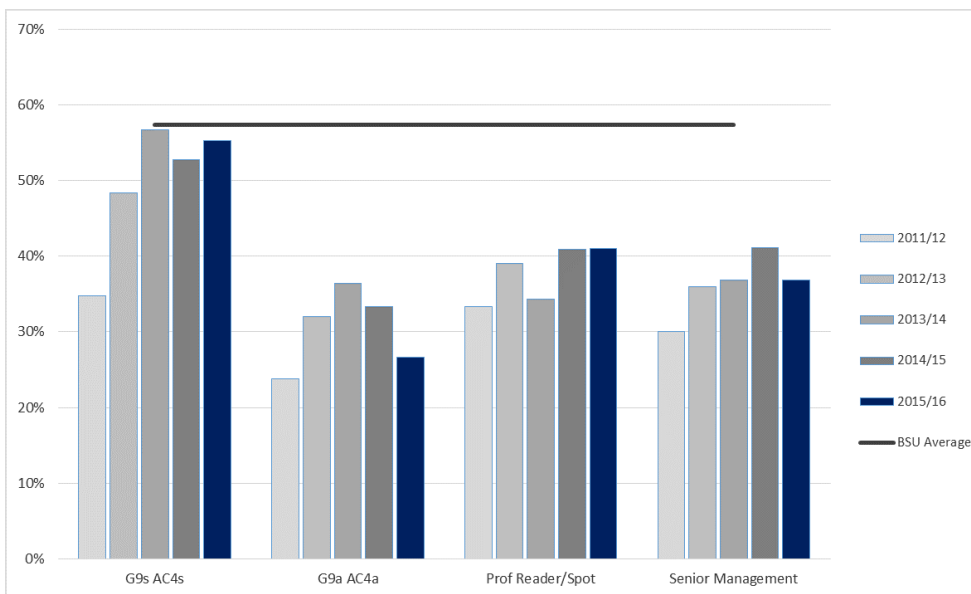


Figure 5 - Female representation among senior staff by pay grade (Source: Qlikview)

Representation of women among academic staff has continued to increase and currently stands at 53.6% women (fig. 6). This is higher than our chosen comparator group, which is currently at 50.0% women, and significantly higher than the averages for all universities (45.3% women), and for SW universities (45.2% women).

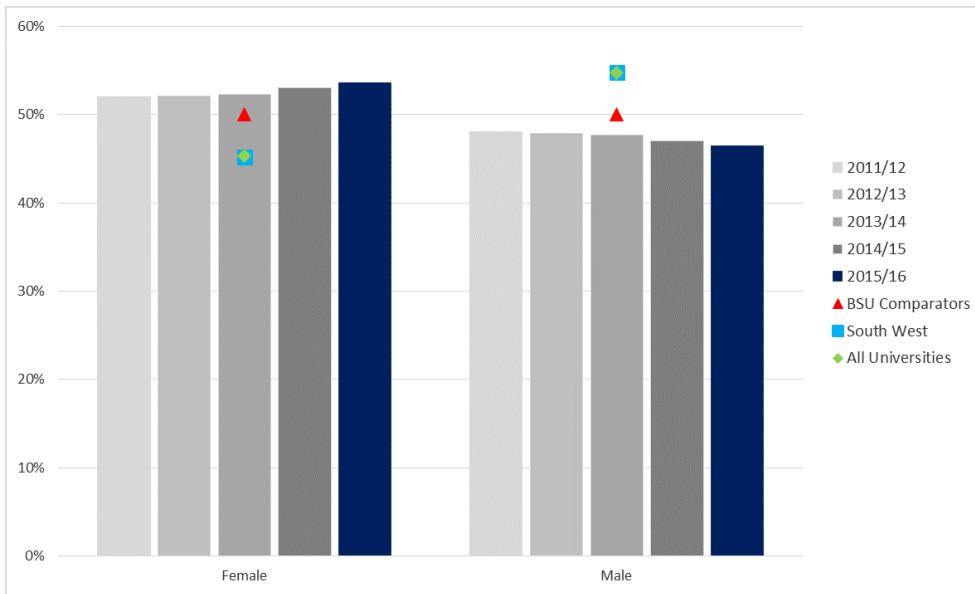


Figure 6 - Gender split of BSU academic staff (Source: Heidi Plus)

Figure 7 shows that there is still a difference between the level of female representation among senior academic staff and the wider academic population, although this gap has narrowed significantly since 2012. We now have women in 41.7% of these roles, compared to 27.9% in 2012. This also compares favourably with to our comparators at 40%.

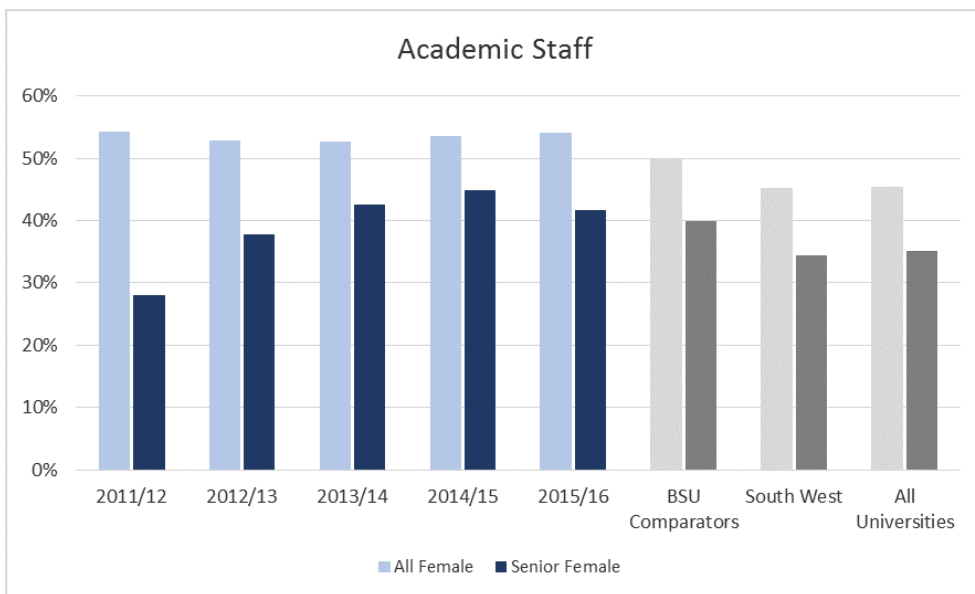


Figure 7 - Representation of women in senior academic posts compared to the wider academic population (Source: Heidi Plus)

The female representation in senior professional services roles compared to the wider professional services population is similar to that seen in the academic roles, at 51.7% senior women compared with 64.4% women in total. This is slightly above our comparator groups (fig. 8).

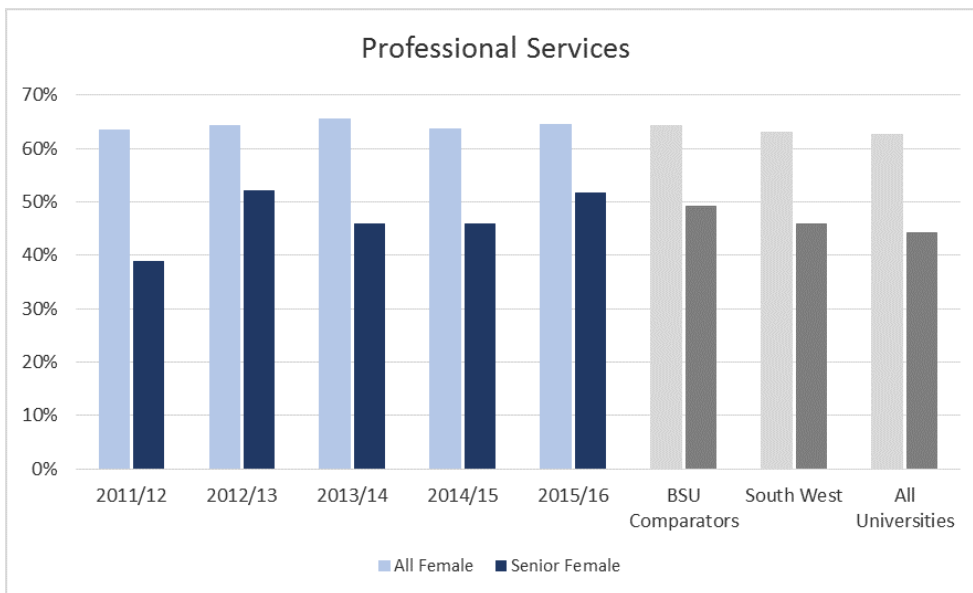


Figure 8 - Representation of women in senior professional services roles compared to the wider professional services population (Source: Heidi Plus)

The representation of women in Associate Lecturer roles of 57.2% represents a higher proportion of female staff than observed in the SW, the UK and among our comparators (50.7% women). We have speculated that this is due to the subject disciplines we offer. However, this is within 5% of the percentage of female representation in the salaried academic population of BSU (fig. 9).

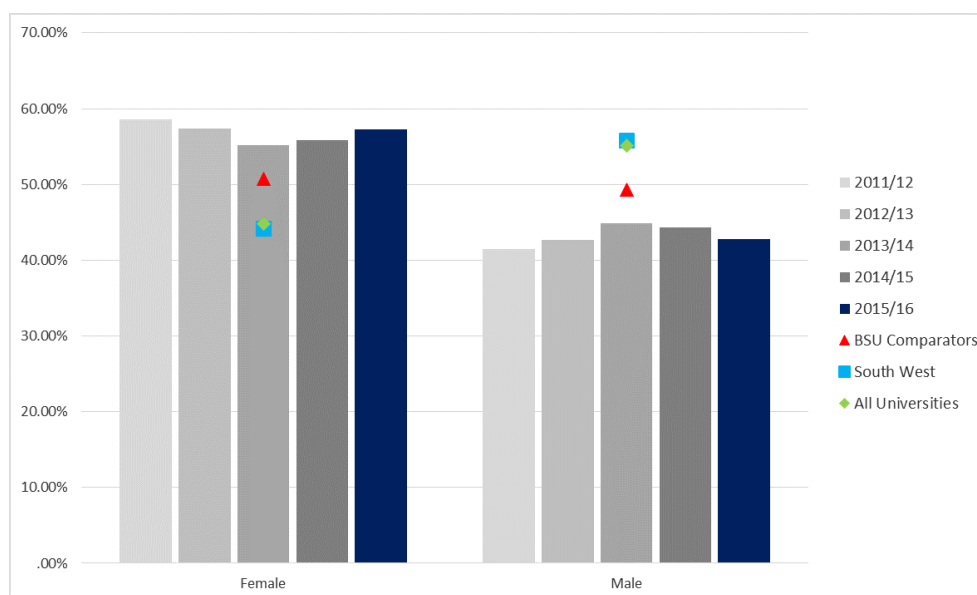


Figure 9 - Gender split of BSU associate lecturers only (Source: Qlikview)

Disability

The percentage of staff declaring themselves disabled across the University has increased from 5.9% to 6.3%. This compares to BSU comparators which have also increased slightly to 4.2%. More detailed analysis shows the figure for Academic staff is 4.4% compared with 1.5% for BSU comparators. The number of Professional Services staff declaring a disability has increased from 7.4% to 8.4% for BSU compared with an increase from 4.9% to 9.5% for the BSU comparators.

This trend carries through to BSU senior staff with 5.9% declaring a disability, compared with 3.8% among the BSU comparator group.

Ethnicity

The proportion of staff identifying as Black and Minority Ethnic (BME) has increased compared to last year from 5.2% to 5.7%. However, this still leaves us behind our comparator groups (see Table 1).

Table 1 - Ethnicity distribution across all BSU staff (Source: Heidi Plus)

Ethnicity	2014/15	2015/16	BSU Comparators	South West	All Universities
BME	5.2%	5.7%	8.1%	7.4%	11.8%
Not Known	5.5%	5.7%	7.4%	3.4%	6.5%
White	89.4%	88.7%	84.6%	89.2%	81.7%

The proportion of BME staff is higher amongst academic staff (6.3%) than professional services staff (4.9%). For both academic and professional services, the proportion of BME staff at BSU is lower than that of our comparator groups, which range from 8.6% - 13.4% for academic staff and 4.9% - 10.2% for professional services.

As shown in Table 2, the proportion of BME Senior Staff has slightly decreased from 6.8% to 6.2% since 2014/15, but remains in line with the figures for the BSU comparator group (6.3%) and South West Universities (6.2%).

Table 2 - Ethnicity distribution across senior BSU staff (Source: Heidi Plus)

Ethnicity	2014/15	2015/16	BSU Comparators	South West	All Universities
BME	6.8%	6.2%	6.3%	6.2%	7.5%
Not Known	2.3%	0.9%	6.7%	3.7%	6.6%
White	90.9%	92.9%	87.0%	90.1%	85.8%

Age

As in previous years the percentage of BSU staff aged 40 and under is generally lower than the benchmarks and our age profile continues to peak at age 51 – 55, remaining above or in line with the benchmarks for the rest of the data (figure 10).

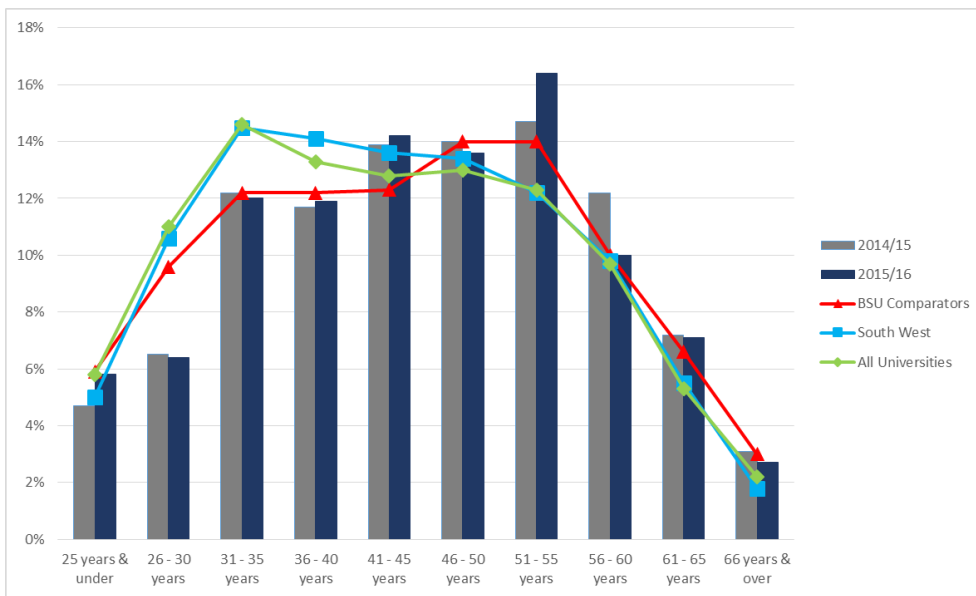


Figure 10 - Age distribution of all BSU staff (Source: Heidi Plus)

After the abolition of the default retirement age in 2011 it was anticipated that the number of members of staff continuing to work past the age of 65 would increase. While BSU has seen an increase in this regard, the increase has been marginal and we currently have 20 employees aged 66 and over (2.7% of salaried headcount), compared with 12 (1.9% of salaried headcount) in October 2011.

In the three previous academic years (2013-13 – 2014-15), an average of nine members of staff have retired each year, with an average of one of those nine each year retiring after the age of 65. In contrast to this, in the 2015-16 year, 18 members of staff retired, four of whom were above the age of 65. Although there has been an increase in the total number of leavers (141 from an average of 91 for the three previous years), the proportion of staff leaving due to retirement has increased from an average of 10.1% to 12.8%.

When looking more closely at the different staff groups, BSU’s academic staff population continues to skew towards the higher age ranges, particularly in the 51-55 age bracket, away from the comparators (Figure 11). It appears that BSUs comparator group follows a similar trend to this, compared with the UK University average.

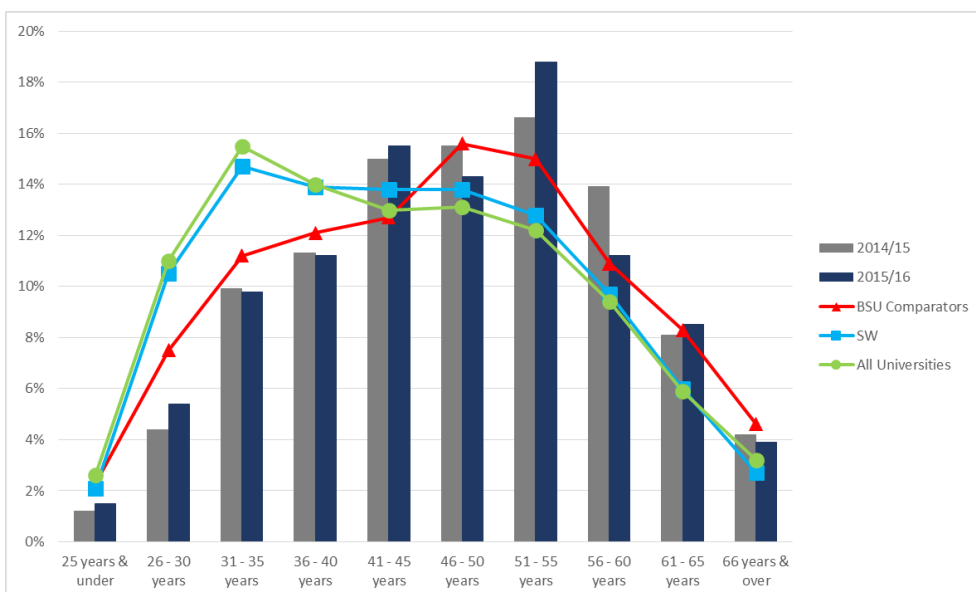


Figure 11 - Age distribution of BSU academic staff (Source: Heidi Plus)

Professional Services staff age distribution follows the benchmark trends more closely. However, one peak can be clearly seen in Figure 12, where staff representation at age 31 – 35 peaks significantly. This peak is matched by a significant dip in the 26-30 age band.

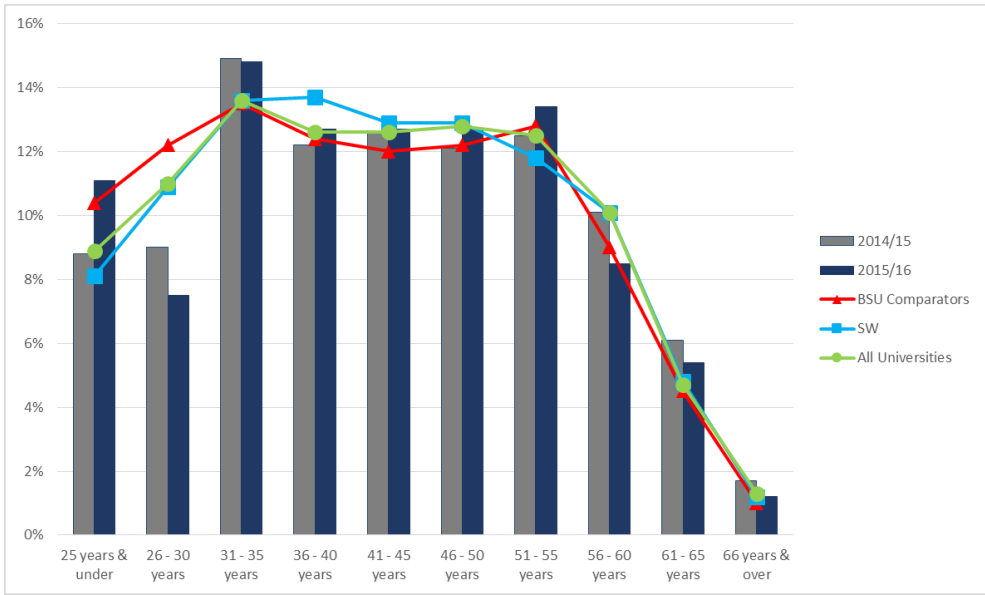


Figure 12 - Age distribution of BSU professional services staff (Source: Heidi Plus)

Figure 13 shows that BSU has made significant progress in removing the age skew among our senior staff. The proportion of senior staff aged 56 and above has decreased significantly since last year. We still have a notable peak in the 51-55 age group, but it can be seen that we are significantly above our comparators for staff aged 40 and below.

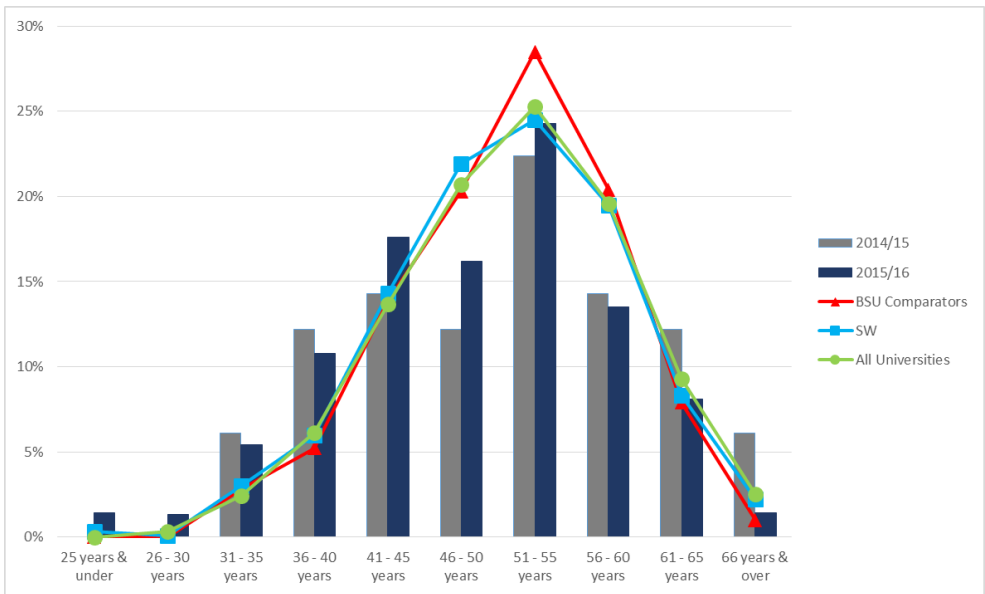


Figure 13 - Age distribution of senior BSU staff (Source: Heidi Plus)

The age profile of the professorial staff is similarly skewed towards the higher age ranges, with all of our current professors aged 36 or over, and 26% of them aged over 60. A more detailed analysis is complicated by the small population size involved.

Sexual Orientation

HESA does not report on sexual orientation data therefore it is not possible to benchmark against other universities. Table 3 shows BSU staff distribution by sexual orientation compared against the 2015 ONS Sexual Identity Survey data which shows that the percentages of BSU staff identifying themselves as bisexual or gay is consistent with the UK population overall.

The data for gay men and women at BSU has been aggregated to enable comparison with the ONS data.

Table 3 - Sexual Orientation of BSU staff (Source: Qlikview)

Sexual Orientation	2014/15	2015/16	UK Population
Bisexual	0.5%	0.9%	0.6%
Gay man/woman	2.1%	2.3%	1.1%
Heterosexual	68.8%	64.4%	93.5%
Prefer not to say	28.5%	32.5%	4.1%

Religion and Belief

As with the above, we do not have HESA data to use as a benchmark. Figure 14 shows BSU staff distribution by religion and belief. Similarly to last year, comparison with the 2011 ONS Census data shows both a lower proportion of staff declaring 'Christian', (23% compared with 59%), and a higher proportion of BSU staff declaring 'no religion or belief', (40% compared with 25%), than the population of England and Wales. There also continues to be a significant proportion of BSU staff (33%) who have not provided this information.

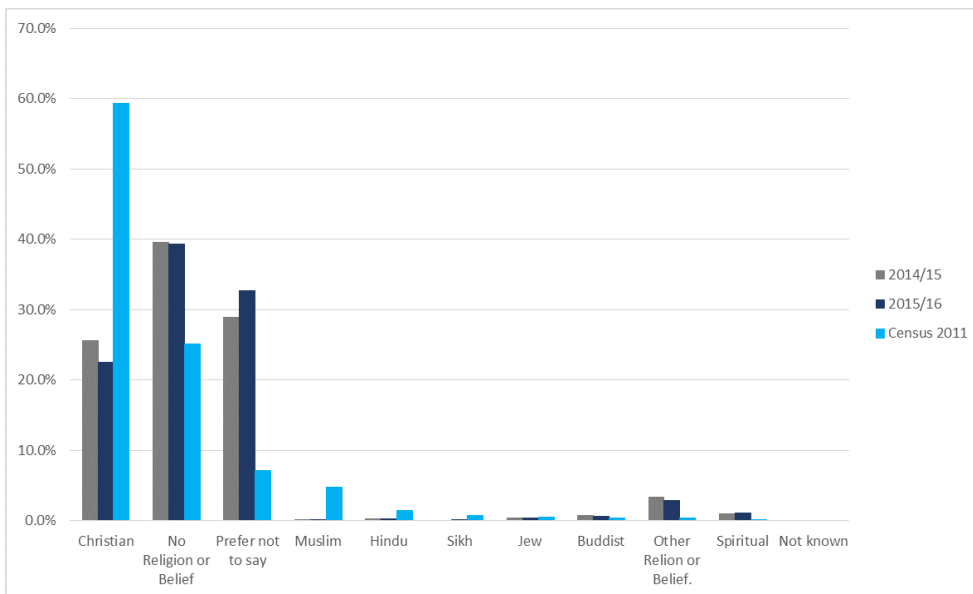


Figure 14 - Religion and Belief Distribution for all staff at BSU (Source: Qlikview)

Staff Recruitment Analysis

All recruitment data is excluding associate lecturers.

Gender

As in previous years, there was a higher proportion of women applying and being shortlisted compared to men (Table 4). The percentage of women appointed continues to be higher than the percentage of women applying.

Table 4 - Gender split of BSU applicants (Source: Qlikview)

Gender	Applied	Applied %	Shortlisted	Shortlisted %	Offered	Offered %
	4396		766		206	
Male	1644	37.4%	293	38.3%	68	33.0%
Female	2633	59.9%	454	59.3%	138	67.0%
Unknown	119	2.7%	19	2.5%	0	0.0%

Disability

As shown in Table 5, the number of applicants declaring a disability has increased from 3.2% in 2014/15 to 4.9%. The percentage of offers made is higher than the rate of applications at 11.2%.

Table 5 - Distribution of BSU applicants by disability (Source: Qlikview)

Disability	Applied	Applied %	Shortlisted	Shortlisted %	Offered	Offered %
	4396		766		206	
Declared disability	213	4.9%	48	6.7%	23	11.2%
No known disability	3956	90.0%	681	88.9%	179	86.9%
Not known	208	4.7%	32	4.2%	0	0.0%
Prefer not to say	19	0.4%	5	0.7%	4	1.9%

Ethnicity

The percentage of BME applicants has decreased from 15.1% in 14/15 to 14.5% in 2015/16. There has also been a decrease at the offer stage from 9.8% in 14/15 to 7.3% in 15/16. The rate of BME applicants shortlisted has increased from 9.8% in 14/15 to 11.6%.

Table 6 - Distribution of BSU applicants by ethnicity (Source: Qlikview)

Ethnicity	Applied	Applied %	Shortlisted	Shortlisted %	Offered	Offered %
	4396		766		206	
BME	639	14.5%	89	11.6%	15	7.3%
White	3627	82.5%	655	85.5%	182	88.4%
Unknown	11	0.3%	1	0.1%	0	0.0%
Prefer not to say	119	2.7%	21	2.7%	9	4.4%

Age

Table 7 shows the age distribution of applicants to BSU through to the offer stage. The proportion of applicants aged 30 and under has increased from 37.2% in 14/15 to 41.7%. There has also been a corresponding increase in offers made to this age group, from 27.4% in 14/15 to 37.4%. As shown in figure 15, there is still a disparity between the

proportion of applicants aged under 30, and the percentage of appointees in this age group, but the gap does appear to be closing. We can conclude that this is a positive trend as we are currently behind our comparators in this age group, and so we do not propose any further action at this time.

We also continue to increase in percentage offered versus applied in the 31- 45 age group. Again, we conclude this is a positive trend as we have a lower percentage of staff in these age ranges than our comparator groups.

Table 7 - Age distribution of BSU applicants (Source: Qlikview)

Age at 31 Aug	Applied	Applied %	Shortlisted	Shortlisted %	Offered	Offered %
	4396		766		206	
25 years & under	1019	23.2%	111	14.5%	40	19.4%
26 - 30 years	816	18.6%	113	14.8%	37	18.0%
31 - 35 years	581	13.2%	92	12.0%	33	16.0%
36 - 40 years	425	9.7%	94	12.3%	22	10.7%
41 - 45 years	339	7.7%	87	11.4%	19	9.2%
46 - 50 years	363	8.3%	72	9.4%	17	8.3%
51 - 55 years	353	8.0%	85	11.1%	23	11.2%
56 - 60 years	178	4.1%	51	6.7%	12	5.8%
61 - 65 years	50	1.1%	13	1.7%	2	1.0%
66 years & over	9	0.2%	1	0.1%	1	0.5%
Unknown	263	6.0%	47	6.1%	0	0.0%

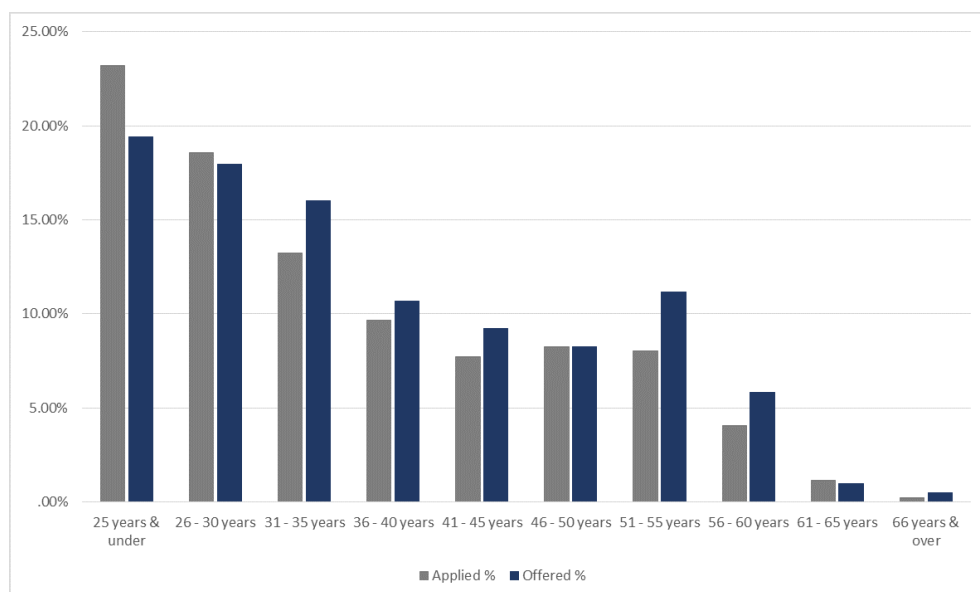


Figure 15 - Age distribution of BSU applicants and appointees (Source: Qlikview)

Sexual Orientation

Analysis of the sexual orientation of BSU applicants does not reveal any significant trends.

Religion and Belief

Analysis of the religion and belief of BSU applicants does not reveal any significant trends.

BSU Leavers

Leave Reasons

Of the 141 staff that left BSU in 2015/16 the main reasons given for leaving were:

- Promotion outside the institution – 27.1%
- End of Fixed Term Contract – 13.5%
- Retirement – 12.8%

It was noted that the number of employees who cited Dissatisfaction as their reason for leaving has increased again to 5.0% (7) from 5.8% (6). A detailed breakdown of leaver reasons is available in Table 8.

Table 8 - Reasons for leaving given by BSU leavers

Primary Leave Reason	Female	Male	Total	% Female	% Male	% Total
Compromise Agreement	1	3	4	1.0%	7.3%	2.8%
Dismissal - Capability	2		2	2.0%	0.0%	1.4%
End of Fixed Term Contract	15	4	19	15.0%	9.8%	13.5%
Failed Probation	4	1	5	4.0%	2.4%	3.5%
Ill Health Retirement	1		1	1.0%	0.0%	0.7%
Redundancy		3	3	0.0%	7.3%	2.1%
Retirement	14	4	18	14.0%	9.8%	12.8%
Travelling	1		1	1.0%	0.0%	0.7%
Resignation	62	26	88	62.0%	63.4%	62.4%
Total	100	41	141			

Gender

The gender split of leavers is 41M/100F (29.1%M/70.9%F) which contrasts with the BSU staff population, but is largely in line with the ratio of male to female appointees recruited within the same period (33.0%M/67.0%F).

Further analysis of the leave reasons has identified that female staff members are more likely to leave due to the end of a fixed term contract (15.0% of female leavers in 2015/16 compared with 9.8% of male leavers), or because of retirement (14.0% F cf. 9.8% M). Male staff members are more likely to leave due to attaining promotions outside the institution (34.1% M cf. 24.0% F).

Disability

The number of leavers with a declared disability was 9.2% (13 members of staff) which is slightly lower than the BSU total population with a declared disability of 6.3%. This represents an increase from 5.8% in 14/15 (six members of staff).

Ethnicity

7.8% of our leavers were BME (11 people) compared to the total BSU BME population of 5.7%. This is higher than the percentage of BME leavers in the previous year, which was 5.8% (6 people) – in line with the proportion of BME staff the general population.

Age

The age profile of our leavers shows that a disproportionate number are aged under 30 (Figure 15), with a corresponding lower than expected number of leavers in the 46-56 age range. Further investigation into the leavers aged under 25 shows 44% (11) leaving at the end of a fixed term contract, and 24% (6) leaving for promotions outside of the institution. In addition to this, 40% of leavers in the 26-30 age band left for promotions outside of the university.

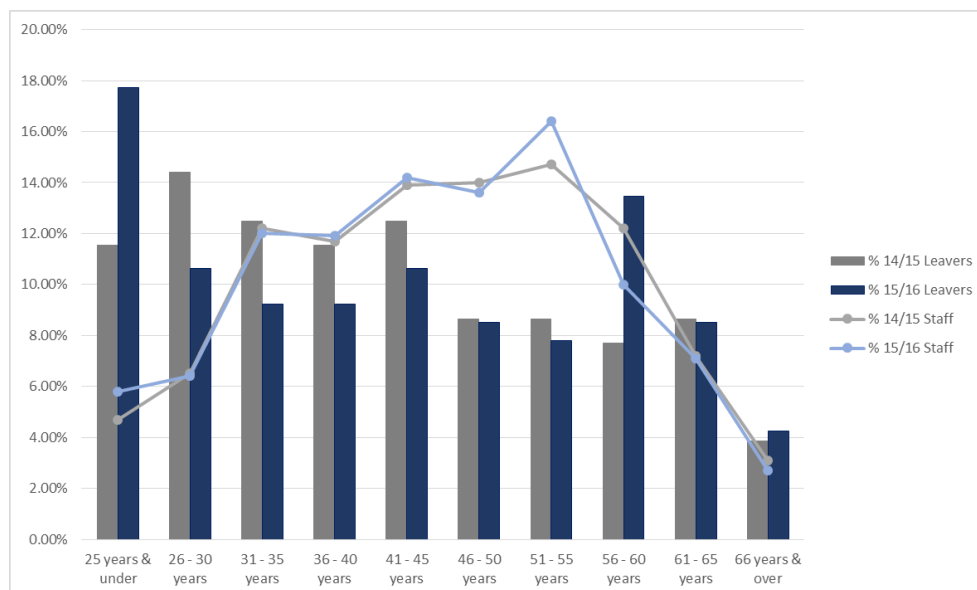


Figure 16 - Age profile of BSU leavers in recent years

Sexual Orientation

Analysis of the sexual orientation of BSU leavers does not reveal any significant trends.

Religion and Belief

Analysis of the Religions or Beliefs of BSU leavers does not reveal any significant trends

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