



Royal Holloway University of London

Equality Monitoring Data

Employment Report: 2011/12

Report prepared by:
Equality Research and Consulting Ltd.
Royal Holloway Enterprise
Royal Holloway University of London
Egham
Surrey
TW20 0EX
Tel: 01932 561320
July 2013



Contents

List of Tables and Figures

Executive Summary

i - vi

1.	Introduction.....	1
2.	Staff profile	2
2.1	Contract Type.....	3
2.1.1	Permanent/fixed term.....	3
2.1.2	Full-time/part-time	4
2.2	Gender	6
2.2.1	Academic staff	8
2.2.2	Recruitment	10
2.2.3	Starters	12
2.2.4	Training.....	12
2.2.5	Appraisals	14
2.2.6	Promotions.....	15
2.2.7	Grievances and disciplinaries	15
2.2.8	Maternity leave	15
2.2.9	Leavers	15
2.3	Ethnicity.....	16
2.3.1	Academic staff	22
2.3.2	Recruitment	24
2.3.3	Starters	28
2.3.4	Training.....	29
2.3.5	Appraisals	30
2.3.6	Promotions.....	30
2.3.7	Grievances and disciplinaries	30
2.3.8	Leavers	30
2.4	Nationality.....	32
2.4.1	Academic staff	33
2.4.2	Recruitment	33
2.4.3	Starters	34
2.4.4	Leavers by nationality	35
2.5	Disability	36
2.5.1	Academic staff	37
2.5.2	Recruitment	37
2.5.3	Starters	37
2.5.4	Training.....	37
2.5.5	Appraisals	38
2.5.6	Grievances and disciplinaries	38
2.5.7	Leavers	38
2.6	Age groups.....	38
2.6.1	Academic staff	41
2.6.2	Recruitment	41
2.6.3	Starters	44
2.6.4	Training.....	44
2.6.5	Appraisals	45
2.6.6	Grievances and disciplinaries	45
2.6.7	Leavers	46
2.7	Sexual orientation.....	46

2.8	Religion or Belief	46
2.9	Senior management	47
2.9.1	Gender	47
2.9.2	Disability	47
2.9.3	Ethnicity	47
2.9.4	Age group	48
2.10	Carers.....	48
3.	Media.....	50
4.	Analysis of main issues	51
5.	Recommendations.....	52
6.	References	53

Appendix – Report on action points from 2010/11 equality monitoring report

List of Tables

Table 1 Staff profile - at a glance over past two years	2
Table 2 Percentage of staff in different staff groups over a three year period.....	2
Table 3 Percentage of women and of men working part-time by staff group, 2011/12 .5	
Table 4 Percentage of women and of men working part-time at the different academic levels, 2011/12.....	5
Table 5 Percentage of female staff since 2006/07, benchmarked with HESA	6
Table 6 Percentage of female staff by staff group, benchmarked with HESA.....	6
Table 7 Female academic staff at different levels, over a four year period	9
Table 8 Academic staff by gender comparison in each Faculty, 2011/12	9
Table 9 Appraisals by staff group, 2011/12.....	14
Table 10 Minority ethnic staff by job groups (all staff), 2011/12	18
Table 11 Minority ethnic staff by job groups (UK nationality), 2008/09 to 2011/12	18
Table 12 Percentage minority ethnic staff by staff group from 2003/04 to 2011/12	21
Table 13 Staff by ethnicity by staff groups (all staff), 2011/12.....	21
Table 14 Staff by ethnicity by staff groups (UK nationality), 2011/12.....	21
Table 15 Minority ethnic staff (academic) 2011/12 compared to previous years	23
Table 16 Academic staff by ethnicity comparison in each Faculty, 2011/12	24
Table 17 Staff by UK or non-UK nationality, 2011/12.....	32
Table 18 Staff by UK or non-UK nationality, 2010/11.....	32
Table 19 Staff by UK or non-UK nationality, 2009/10.....	32
Table 20 Staff by UK or non-UK nationality, 2008/09.....	32
Table 21 Recruitment by all job types by nationality (UK and non-UK), 2011/12.....	33
Table 22 New starters by nationality (UK and non-UK) by job type, 2011/12	34
Table 23 Disabled staff compared to HESA statistics, 2004 - 2012.....	36
Table 24 Disabled staff by broad job groups, 2009 to 2012.....	36
Table 25 New starters by age group by staff group, 2011/12	44

List of Figures

Figure 1 All staff by contract type, 2011/12.....	3
Figure 2 All academic staff by contract type, 2011/12.....	3
Figure 3 All staff full-time/part-time, 2011/12	4
Figure 4 All academic staff full-time/part-time, 2011/12	4
Figure 5 Staff profile by gender in each job type - 2011/12.....	7
Figure 6 Percentage of women in each staff group 2003/04 to 2011/12.....	8
Figure 7 Gender profile of academic staff, 2011/12	9
Figure 8 All job applicants and success rates by gender, 2011/12	10
Figure 9 New starters by gender by staff group, 2011/12	12
Figure 10 Overall training completed by gender, 2011/12	13
Figure 11 Take up of different types of training by men and women, 2011/12.....	13
Figure 12 Appraisals by gender, 2011/12	14
Figure 13 Leavers by gender, 2011/12	15
Figure 14 UK and all staff - known ethnicity, 2011/12.....	16
Figure 15 Minority ethnic staff by main ethnic groups, 2011/12	17
Figure 16 Ethnicity by age group (all nationalities), 2011/12.....	17
Figure 17 Main ethnic groups by age groups (all nationalities), 2011/12	17
Figure 18 Staff profile in each job type - 2011/12 (all staff).....	19
Figure 19 Staff profile in each job type, 2011/12 (UK nationality)	20
Figure 20 Percentage of all minority ethnic academic staff by level, 2011/12.....	23
Figure 21 Percentage of UK nationality minority ethnic staff by level, 2011/12.....	23
Figure 22 All applicants by ethnicity, 2011/12.....	24
Figure 23 All applicants by ethnicity by job category, 2011/12.....	25
Figure 24 UK applicants by ethnicity, 2011/12.....	26
Figure 25 UK applicants by ethnicity by job category, 2011/12.....	27
Figure 26 Percentage of minority ethnic starters (all nationalities), 2011/12.....	28
Figure 27 Percentage of minority ethnic starters (UK nationality), 2011/12	28
Figure 28 Overall training completed by ethnicity, 2011/12	29
Figure 29 Take up of training by ethnicity, 2011/12	29
Figure 30 Leavers by ethnicity, all staff, 2011/12.....	30
Figure 31 Leavers by ethnicity, UK nationality, 2011/12	31
Figure 32 Percentage of academic staff by nationality (UK and non-UK), 2011/12	33
Figure 33 Leavers by nationality, 2011/12	35
Figure 34 Disabled staff by job category, 2011/12.....	36
Figure 35 Percentage of disabled staff in academic posts, 2011/12.....	37
Figure 36 Staff by age group, 2011/12.....	38
Figure 37 Age profile of RHUL staff, 2011/12 and HESA figures 2011/12.....	39
Figure 38 Age distribution of staff by age and staff group, 2011/12.....	39
Figure 39 Gender by age group, 2011/12.....	40
Figure 40 Ethnicity by age group, 2011/12	40
Figure 41 Main ethnic groups by age group, 2011/12.....	41
Figure 42 Academic staff by level and age group, 2011/12	41
Figure 43 Recruitment and selection, age groups, 2011/12.....	42
Figure 44 Applicants by age group for different job types, 2011/12	43
Figure 45 Take up of training by different age groups, 2011/12.....	44
Figure 46 Appraisals by age groups, 2011/12	45
Figure 47 Leavers by age groups, 2011/12	46
Figure 48 Gender profile of senior management, 2011/12.....	47
Figure 49 Age profile of senior management, 2011/12	48
Figure 50 Applicants by carers responsibilities, 2011/12.....	48
Figure 51 Applicants by carers responsibilities by different job types, 2011/12	49

ROYAL HOLLOWAY UNIVERSITY OF LONDON

EQUALITY MONITORING DATA

EMPLOYMENT REPORT: 2011/12

EXECUTIVE SUMMARY

1. Introduction

This is a summary of our full equality monitoring report for staff for the period 2011/12. We regularly monitor the profile of our staff to meet our legal obligations according to the Equality Act 2010 and in line with good higher education practice (HEFCE, 2004; ECU, 2012). Over and above our legal obligations, carrying out equality monitoring of our staff helps us to assess the impact of our equal opportunities policy, to identify areas for improvement, and also to recognise where we are making progress. This provides us with data to help us meet the public sector equality duty which requires HEIs in the exercise of their functions to have due regard to: eliminating discrimination, harassment, and victimisation; advancing equality of opportunity; and fostering good relations.

2. Staff profile

At the end of 2011/12, there were 1589 staff in post, 67 more than the previous year, and an increase of 145 since the year 2007/08. A summary breakdown of staff is set out in the two tables below. The split across the different staff groups for the past three years shows an increase in the proportion of administrative staff (Admin 6-10).

Percentage of staff in different staff groups over a three year period

Staff group	2011/12	2010/11	2009/10
Academic	30.5%	31.8%	32.2%
Admin 1 – 5	15.9%	15.4%	15.6%
Admin 6 – 10	27.4%	25.9%	25.7%
M&A	13.7%	14.5%	13.7%
Research	7.9%	8.0%	8.5%
Technical	4.5%	4.5%	4.2%

Staff profile – at a glance over past two years

Category of staff	Total Number	% of workforce at 31st August 2012	% of workforce at 31st August 2011
Women	826	52%	52%
Disabled	34	2.1%	2.2%
Minority ethnic (UK)*	112	9.7%**	9%
Minority ethnic (all)*	209	13.4%***	12.4%

* known ethnicity

** excludes 16 (1.4%) of UK staff for whom ethnicity data is unknown

***excludes 30 (1.9%) of all staff for whom ethnicity data is unknown

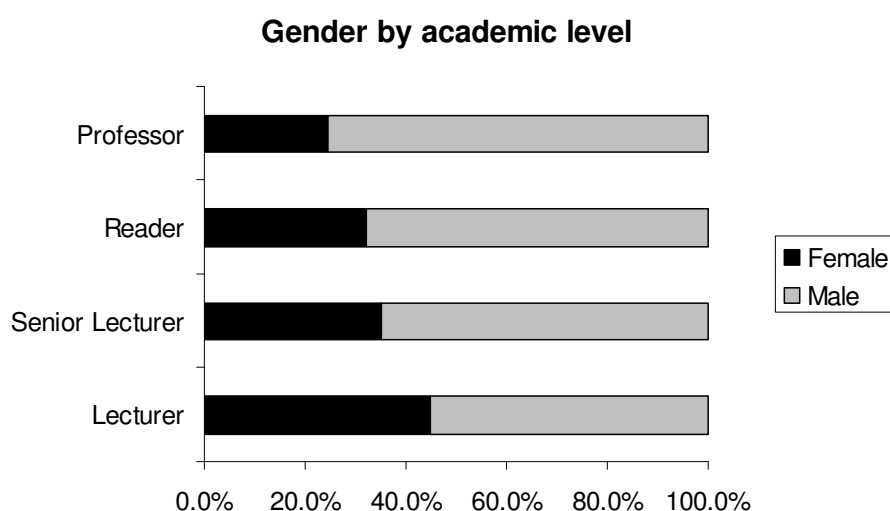
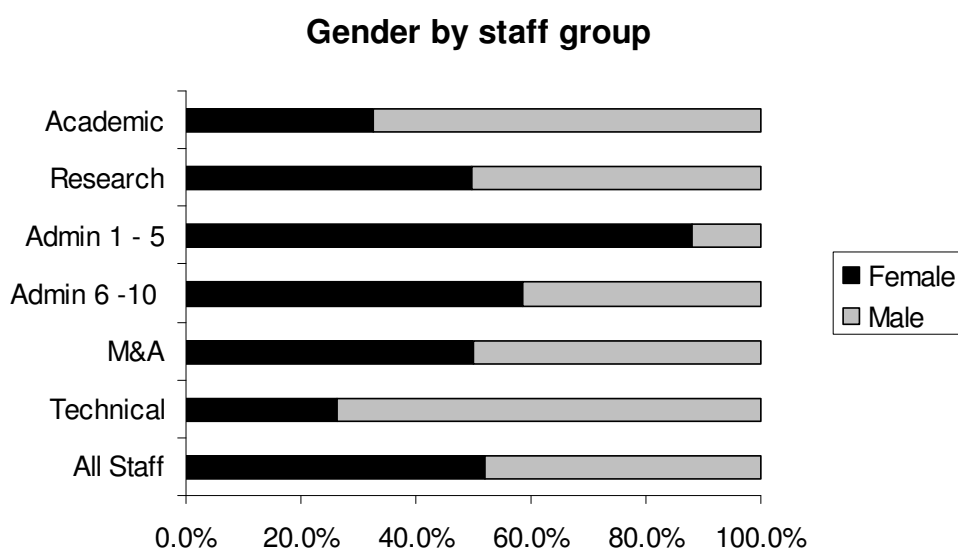
Casuals and VTs

There were 2311 casual and visiting teacher contracts engaged, of which there were 1481 of the former and 830 of the latter.

2.1 Gender

While the percentage of female staff in RHUL has increased overall (from 49.7% in 2007 to 52%), they remain a relatively low percentage of staff in the Technical and Academic groups where they are 26.4% and 32.6% respectively. There is a gender balance in the Research and M&A groups, and 58.5% of staff in Admin 6-10 posts are female. In contrast, in Admin 1-5 posts men are only 11.9% of the total. These proportions are largely unchanged from the previous report.

In relation to academic staff the mix varies according to level. From an approaching gender balance at lecturer level, a disparity in numbers emerges immediately at Senior Lecturer and Reader levels, where men are approximately double that of women and this disparity increases so that at professor level men are more than three times the number of women.



Overall there was a slightly higher percentage of male applicants, and their success rate was higher. There were differences across the different job types, with the success rate for women being relatively high for academic posts and the success rate

for men being slightly higher for research posts; the success rate for men in Admin 1-5 posts was high and relatively high for women in Admin 6-10 posts.

Continuing a trend, women formed over half of new starters. As previously, and as expected, there are gender differences in relation to starters depending on the job category. The biggest differences are in the Admin 1-5 posts and the Technical posts, where women form the vast majority in the former and men in the latter.

Of the 187 appraisals reported, 68% were of female staff, compared with their overall 52% representation in the College. This contrasts with last year in which there was a lower percentage of female staff appraisals in relation to their overall representation in the College.

Seventeen of the twenty-one non-Academic re-gradings were to women, most of them in Admin groups. Of the 37 Academic promotions, 54% were to men (their representation overall amongst academic staff being 67.4%).

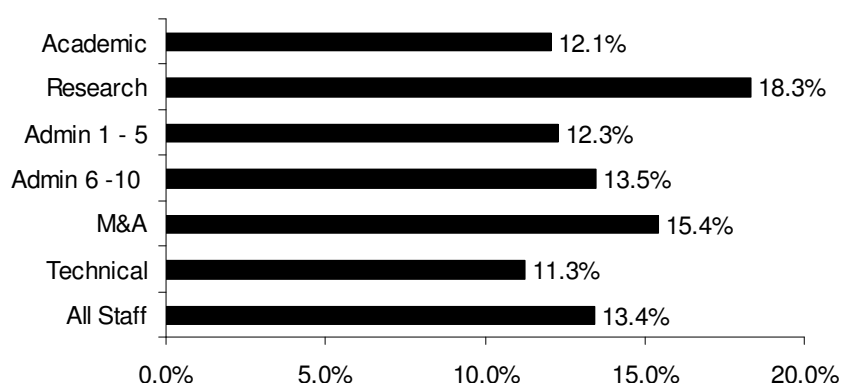
2.2 Ethnicity

At 13.4%, the percentage of all minority ethnic staff has increased, but there is a lower percentage of minority ethnic staff, 9.7%, amongst staff of UK nationality.

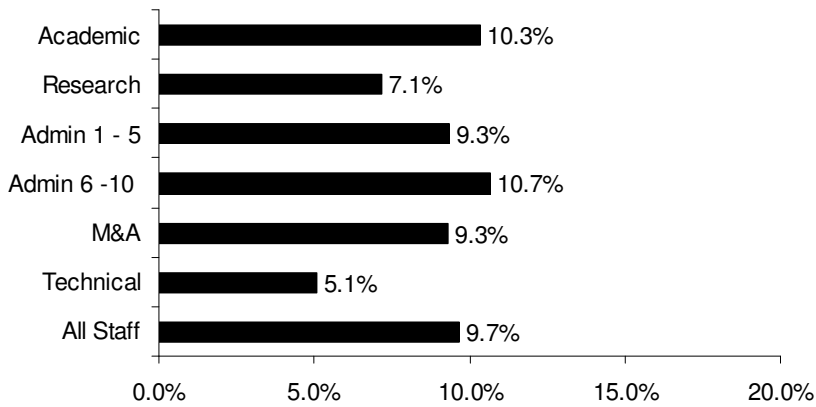
The job categories with the highest proportions of minority ethnic staff this year are Research (up to 18.3%) and M&A (steady at 15.4%), both enhanced with staff with overseas nationality. Staff of Asian ethnicity is still the largest minority ethnic group.

Overall, 12.1% of all academic staff and 10.3% of academic staff of UK nationality are of minority ethnic origin, figures which are broadly in line with the last report. Whereas minority ethnic academic staff are reasonably well represented at Lecturer, Senior Lecturer and Reader levels, descending from 20% to 14.1% and 13.1% respectively, this reduces at Professorial level to 5.3% (6.3% if one considers only those of UK nationality).

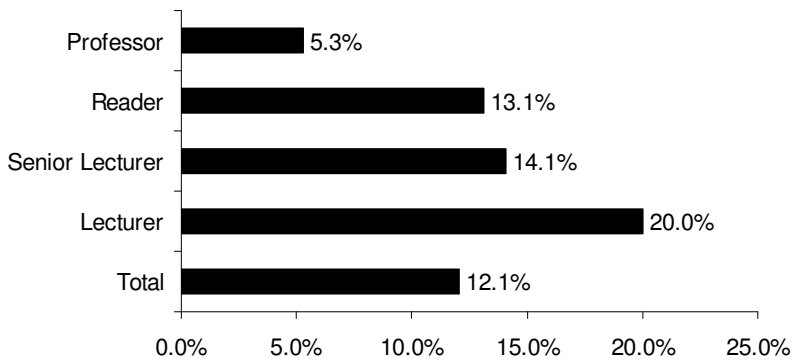
Per cent minority ethnic staff by staff group (all nationalities)



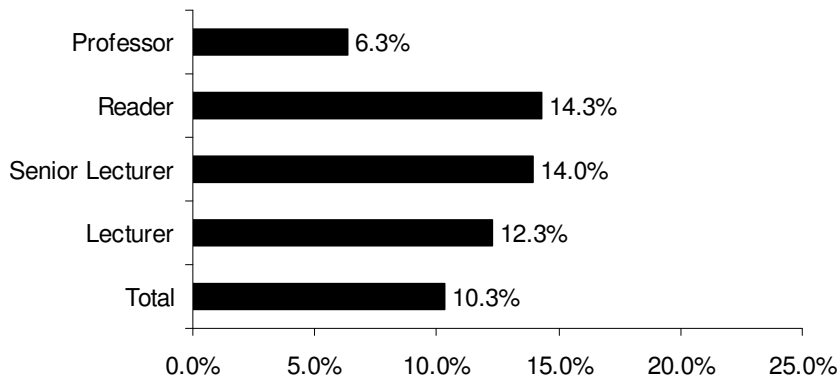
Per cent minority ethnic staff (UK nationality)



Per cent minority ethnic academic staff (all nationalities)



Per cent minority ethnic academic staff (UK nationality)



Overall, there is still a higher success rate of white applicants than minority ethnic applicants. Whereas 16.9% of applicants were shortlisted, this ranged from 19.3% of white applicants to 10.9% of BME applicants.

Overall, 18.1% of all new starters and 14.2% of those of UK nationality were of minority ethnic origin – most numerous in Admin 6-10 posts and least so in Admin 1 – 5 and in Academic posts.

24% (5 out of 21) of non-academic re-gradings went to minority ethnic staff (compared to their 13.4% in the organisation as a whole). The numbers are small in relation to minority ethnic academics, who are 12% of all academic staff and were 5% (2) of those who were promoted (a smaller percentage than last year).

2.3 Disability

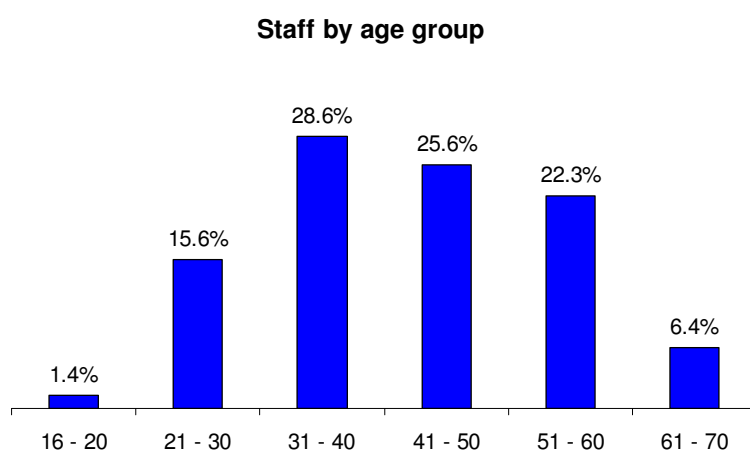
There is still very little change in the percentage of disabled staff, which has hovered just above the 2% level for some years (2.1% this year or the same number – 34 – as last year).

Disabled casual staff and visiting teachers are between 2.6% and 2.4% of the total, similar to their representation in the wider staff group. Disabled staff are employed in all the staff groups, with the exception of Technical. There are disabled staff from lecturer through to professor levels (with the exception of reader level) however this is within the context of the overall numbers of disabled academic staff being small.

The percentage of disabled applicants, at 2%, is in line with the percentage in the existing staff. Disabled staff were 3% of those appointed.

2.4 Age

The age profile of staff at RHUL remains much as it has been for the last three years, with only a small shift in the balance between the groups across the 41-60 age range.



Women tend to be slightly younger than the overall College population – more under-30s and fewer post-50s.

Whereas 45% of staff are 40 or under, the corresponding figure for minority ethnic staff in these age bands is 58%, while minority ethnic over-50s are less than half of that of the general college population.

Just under two-thirds of academic staff are in the 30-50 age bracket and 94% of lecturers are in that band. 10% of academics are 61 years of age or over, with that rising to 20% in the Professorial roles.

The highest percentage of appointments overall were made in the 21 – 40 age group (68% of all appointments), reflecting the high percentage of applications from this age group. Most of the appointments of those in the 16 - 20 age group were in Admin 1-5, while 2 of the 3 appointments in the 61-70 age group were to academic posts.

2.5 Sexual orientation

This is a relatively new equality area for the College to collect data on. Sexual orientation data is collected routinely for new staff. Existing staff are asked to update their personnel data from time to time, however there is still a high percentage (91%) of staff for whom sexual orientation data is unknown. Of those who have provided data, around 3.2% are gay or bisexual and 3.2% indicated other (not heterosexual).

2.6 Religion or Belief

A second relatively new area for the College to collect data on is religion or belief and 9.3% of staff have responded to the request for this information, still leaving a high percentage (91%) for whom religion or belief data is unknown. Of those who provided data, the largest group are Christian (52%), followed by 40% who have no religion or belief and smaller percentages of staff who are Hindu, Jewish, Muslim, Sikh and Spiritual and any other religion or belief.

2.7 Carers

Data is only available on carer status for applicants and 65% of them provided data. Of those, 17% had carer responsibilities. Of those appointed, 21% had carer responsibilities and they were appointed in all six job categories.

3. Recommendations

Recommendations are set out in the full report and cover:

- Discussion by Equality Steering Group about the key findings and recommendations from this year's report.
- Raising awareness amongst staff of the inclusion of data on sexual orientation and religion as part of equality monitoring in the college.
- Grievances and disciplinary data and identification of any common themes.
- More active consideration of encouraging applications from disabled people.
- Looking into the relatively low percentage of minority ethnic staff at professorial level and none at senior management level; the relatively low percentage of women at professorial level and their decrease at senior management level.
- Collection of equality data from the College Council membership.

1. INTRODUCTION

This report of our staff profile for 2011/12 is based on staff in post at 31st August 2012. Activity data, such as recruitment, is for the whole period 1st September 2011 – 31st August 2012. We have reported on the staff profile since 2003/04, developing and extending the data each year. Where relevant we make comparisons with previous years, which gives us useful trend information. Details of the action taken in response to the recommendations in last year's report are attached in the Appendix.

The report focuses on the main equality characteristics of age, disability, ethnicity, gender, nationality and two new sets of data which we are starting to build up relating to sexual orientation and religion. In addition, we include data relating to job applicants and carer responsibilities. The report covers current status with regard to the overall staff profile and main job categories, recruitment and selection, new starters and leavers, staff undertaking learning and development, appraisals, promotions, and grievances and disciplinarys.

We regularly monitor the profile of our staff to meet our legal obligations according to the Equality Act 2010 and in line with good higher education practice (HEFCE, 2004; ECU, 2012). Over and above our legal obligations, carrying out equality monitoring of our staff helps us to assess the impact of our equal opportunities policy, to identify areas for improvement, and also to recognise where we are making progress. This provides us with data to help us meet the public sector equality duty which requires HEIs in the exercise of their functions to have due regard to: eliminating discrimination, harassment, and victimisation; advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.¹

Two additional areas, sexual orientation and religion, are reported on in a limited way in this report. Staff are able to update their personal records which can provide data on these two issues, however with only 9% to date providing any information on these, the data is not yet sufficient to report on in detail. This data is also collected from job applicants and will be reported on in future in relation to recruitment and selection.

We do not collect equality monitoring data relating to gender identity from staff. The ECU and the EHRC give advice on consulting in regards to monitoring gender identity and also, once the decision is taken to do so, advise on how to proceed (ECU, 2010, pp.27 - 29). We will continue to consider good practice in this area as it develops.

The equal pay audit is carried out as a separate exercise and was reported on in September 2012.²

¹ Higher Education Statistics Agency, 11/01, May, <http://www.hesa.ac.uk/index.php/content/view/2118/> [accessed 5th April 2012]

² See RHUL, 'Equal Pay Review', September 2012.

2. STAFF PROFILE

At the end of 20011/12, there were 1589 staff in post, 67 more than the previous year, and an increase of 145 since the year 2007/08. A summary breakdown of staff is set out in Table 1 below.

Table 1 Staff profile - at a glance over past two years

Category	Total Number	% of workforce at 31st August 2012	% of workforce at 31st August 2011
Women	826	52%	52%
Disabled	34	2.1%	2.2%
Minority ethnic (UK)*	112	9.7%**	9%
Minority ethnic (all)*	209	13.4%***	12.4%

* known ethnicity

** excludes 16 (1.4%) of UK staff for whom ethnicity data is unknown

***excludes 30 (1.9%) of all staff for whom ethnicity data is unknown

The split across the different staff groups for the past three years is set out in the table below, showing an increase in administrative staff (Admin 6-10) compared to the other staff groups.

Table 2 Percentage of staff in different staff groups over a three year period

Staff group	2011/12	2010/11	2009/10
Academic	30.5%	31.8%	32.2%
Admin 1 – 5	15.9%	15.4%	15.6%
Admin 6 – 10	27.4%	25.9%	25.7%
M&A	13.7%	14.5%	13.7%
Research	7.9%	8.0%	8.5%
Technical	4.5%	4.5%	4.2%

Casuals and VTs

There were 2311 casual and visiting teacher contracts engaged, of which there were 1481 of the former and 830 of the latter.

2.1 CONTRACT TYPE

2.1.1 Permanent/fixed term

Figure 1 All staff by contract type, 2011/12

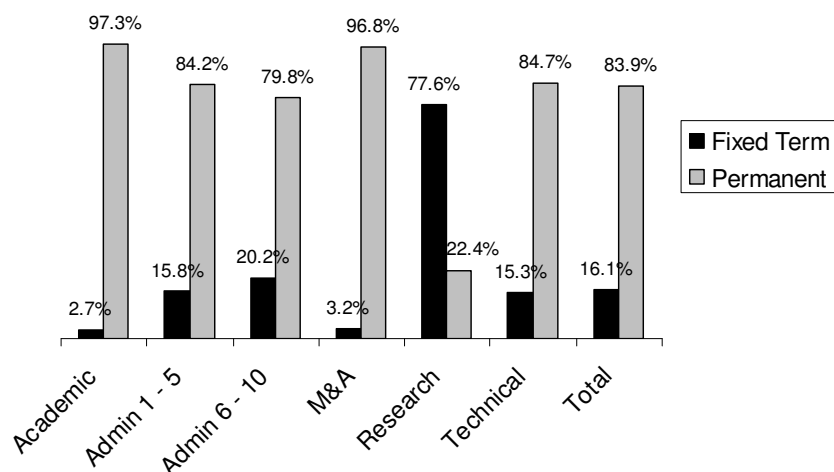
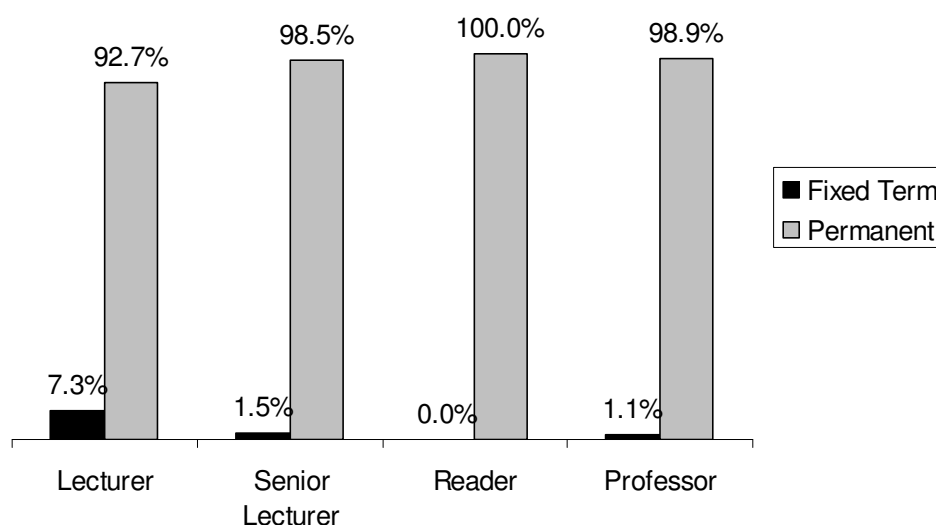


Figure 2 All academic staff by contract type, 2011/12



Just over 16% of staff are on fixed term contracts – a rise of over two percentage points from the last report which had reported a fall. The Academic and M&A groups, are the groups which have the highest percentages of staff on permanent contracts (97.3% and 96.8% respectively), but with Research posts only between a fifth and a quarter are on permanent contracts. Women, who are 52% of staff, have 57% of fixed term contracts and 51% of permanent contracts, constituting 17.7% of female employees compared with 14.4% of male employees on fixed term contracts. The rise in fixed term contracts for minority ethnic employees by 6% (from 17.6% to 23.4%) outstrips the general increase. The percentage on fixed term contracts is highest for staff of mixed background (a third are on fixed term contracts) and for Chinese staff (over a quarter are on fixed term contracts) and although base figures can be quite small, the percentages of minority ethnic groups on fixed term contracts are all higher than the percentage of White staff, often running at two and three times their number.

Overall, starters were as likely to begin on a permanent contract as not (46% compared with 54%), but again variations were great between staff groups, from 74%-81% permanent contracts in Academic departments and M&A to universal fixed term contracts in Research - and more of a balance in the rest.

Permanent/fixed term - academics

At RHUL only 13 (2.7%) academics are on fixed term contracts, most of them in the lecturer group, where they are 7.3%.

2.1.2 Full-time/part-time

Figure 3 All staff full-time/part-time, 2011/12

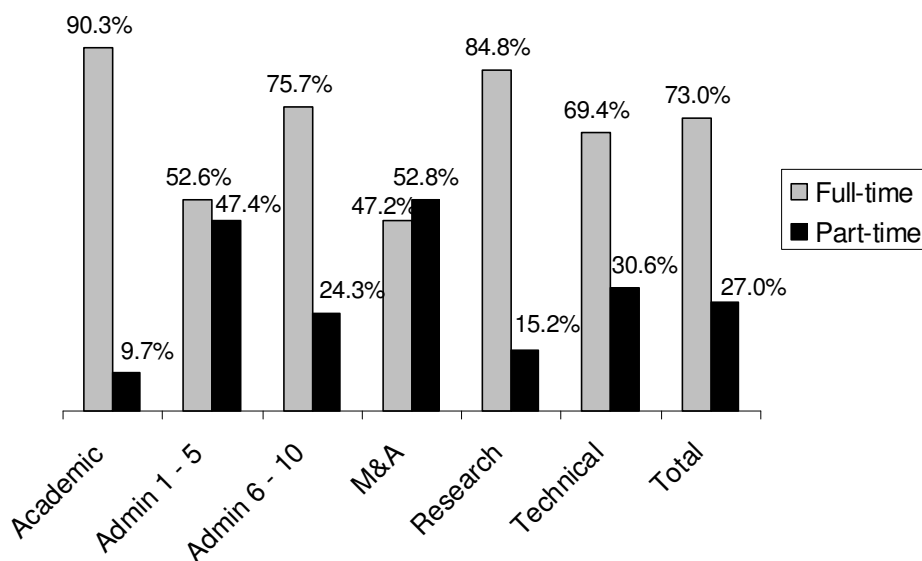
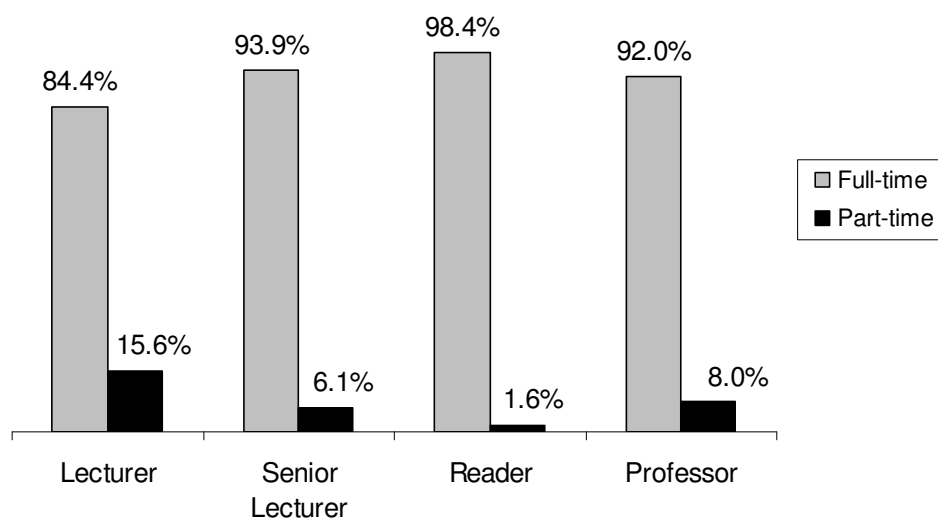


Figure 4 All academic staff full-time/part-time, 2011/12



The ratio of full-time to part-time contracts remains approximately what it was in the last report. Just less than three-quarters of staff are full-time, with the highest percentages in Academic (90%) and Research posts (85%). Part-time work is most

common in the M&A and Admin 1-5 groups, 53% and 47% respectively, an increase in the Admin 1-5 group since last year.

Women outnumber men on part-time contracts by 3:1 (73% of those on part-time contracts are women and 38% of women are on part time contracts compared with only 15% of men). Men are 56% of those on full-time contracts, women correspondingly 44%.

The percentage of women on part-time contracts compared with men on part-time contracts varies according to staff group (see Table 3). The staff group with the highest percentage of women working part-time is M&A and the lowest is academic. The staff group with the highest percentage of men working part-time is Admin 1-5 and the lowest is academic, the same as the lowest for women. The picture varies for the different levels of academic roles. A higher percentage of women than of men work on a part-time basis at all levels of academic roles with the highest percentage being in Lecturer roles and the lowest in Reader (see Table 4).

Table 3 Percentage of women and of men working part-time by staff group, 2011/12

Gender	Academic	Admin 1 - 5	Admin 6 - 10	M&A	Research	Technical
Female	15.2%	48.9%	29.4%	73.4%	22.6%	57.9%
Male	7.0%	36.7%	17.1%	32.1%	7.9%	20.8%

Table 4 Percentage of women and of men working part-time at the different academic levels, 2011/12

Gender	Lecturer	Senior Lecturer	Reader	Professor
Female	26.5%	10.9%	5.0%	11.6%
Male	6.7%	3.5%	0.0%	6.8%

There is little difference overall in relation to ethnicity and part-time working with just under three quarters of white staff are on full-time contracts compared to around 70% of minority ethnic staff.

Overall, 63% of starters were full-time, but this varies over staff groups, with a relatively high percentage of the starters in Technical and M&A being part-time, just over half of those in Admin 1-5 being part-time and relatively low numbers in Academic departments and Research.

Full-time/part-time – academics

Overall, under 10% of academics are on part-time contracts, with the highest numbers and greatest concentration at lecturer level (15.6%) followed by professors at 8%.

Leavers by contract type

Part-time staff were 38% of leavers, higher than their overall representation in the College. Those on fixed term contracts were 42% of leavers, higher than their 16% representation in the College as a whole. This represents a high number of staff on Research and Admin 1-5 contracts (where half of those on fixed term contracts left) coming to an end.

2.2 GENDER

Nationally in 2010/11, 53.7% of all HEI staff in the UK were women (46.9% of full-time staff and 67% of part-time staff), with a continuation in the marked increase (since 2003/04) in female academics (40% to 44.2%). A higher proportion of staff in professorial roles were male (80.2%) and men also comprised 53.2% of academic staff in non-professor roles and 72.2% of academic staff in senior management roles (ECU, 2012, pp. 32-48).

While the percentage of female staff in RHUL has increased overall (from 49.7% in 2007 to 52%), they remain a relatively low percentage of staff in the Technical and Academic groups where they are 26.4% and 32.6% respectively. There is a gender balance in the Research and M&A groups, and 58.5% of staff in Admin 6-10 posts are female. In contrast, in Admin 1-5 posts men are only 11.9% of the total (see Figure 5). These proportions are largely unchanged from the previous report.

Table 5 Percentage of female staff since 2006/07, benchmarked with HESA

Category	% in 2012	% in 2011	% in 2010	% in 2009	% in 2008	% in 2007
Women staff – RHUL	52%	52.1%	50.6%	50.8%	49.7%	49.7%
Women staff – HESA	53.8%*	53.7%	53.8%	53.6%	53.2%	53.1%

* This is an updated figure at December 2011, HESA.

The HESA data is from the Equality Challenge Unit's annual report *Equality in Higher Education statistical report, 2012*.

Table 6 Percentage of female staff by staff group, benchmarked with HESA

Staff group	% Royal Holloway female staff				% HESA Statistics for female staff ³
	2011/12	2010/11	2009/10	2008/09	HESA 2010/11
Academic and research	36.1%	35.9%	35.4%	37.2%	44.2%
Professional and Support staff (RHUL – Admin, M&A and Technical)	61.9%	62.9%	61.1%	61.1%	62.4%

³ HESA define academic staff as those responsible for planning, directing and undertaking academic research and teaching in HEIs. This may also include vice-chancellors, principals, and clinical and healthcare professionals who undertake teaching or research activities. They define professional and support staff as those who do not have an academic employment function, such as managers, non-academic professionals, student welfare workers, cleaners, caterers and secretaries. For the RHUL data we have grouped 'Academic and Research' together and then the 'Admin, M&A and technical' staff together).

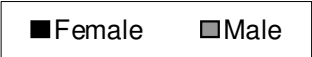


Figure 5 Staff profile by gender in each job type - 2011/12

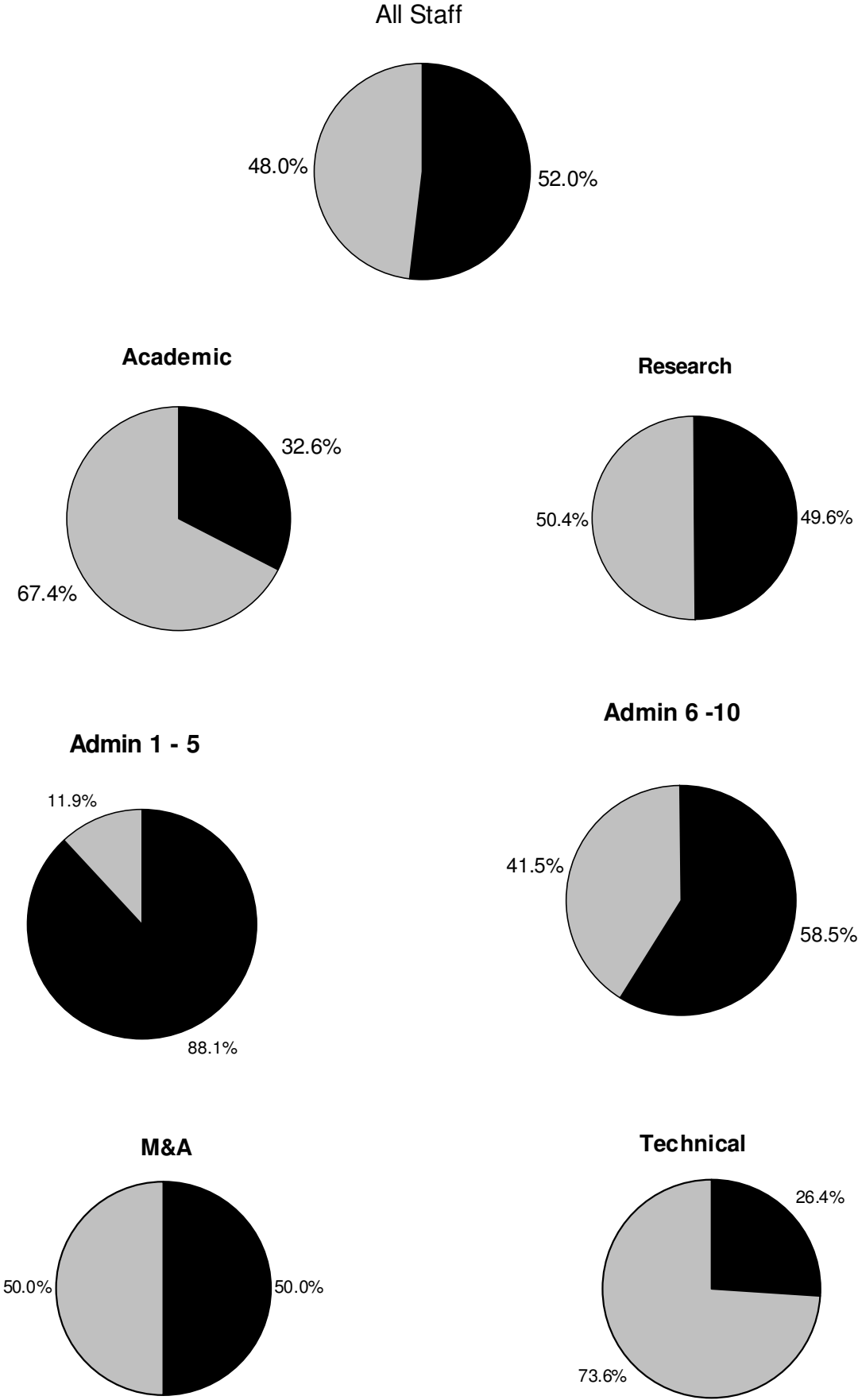
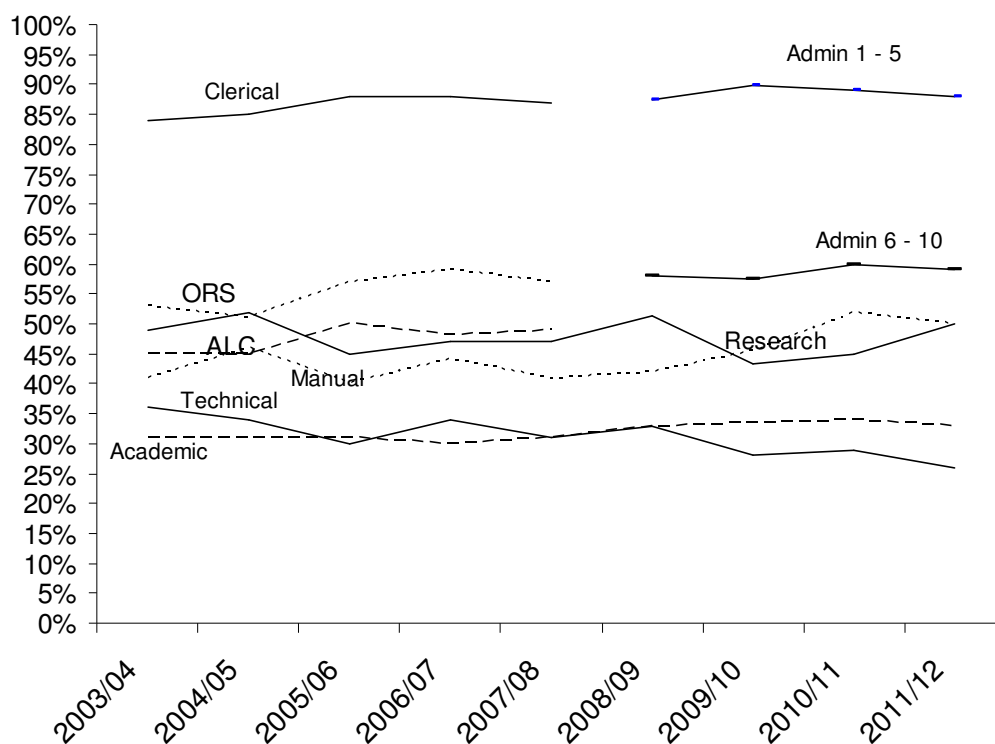


Figure 6 Percentage of women in each staff group 2003/04 to 2011/12



2.2.1 Academic staff

The overall position remains broadly as it was a year ago: male academic staff outnumber female two to one. The mix varies according to level. From an approaching gender balance at lecturer level, a disparity in numbers emerges immediately at Senior Lecturer and Reader levels, where men are approximately double that of women and this disparity increases so that at professor level men are more than three times the number of women. Whereas there are two more female professors this year, there are six more male.

There are considerable differences across the three Faculties (see Table 8), although there is an overall pattern in each Faculty of a higher percentage of women at lecturer level, decreasing at each ascending level (with a few small exceptions, for example at Reader level in Arts and Social Sciences) until their lowest percentage at professor level. It is worth noting however that in Arts and Social Science, female lecturers and readers outnumber the male 3:2, though at senior lecturer and professor levels they are only a little over half the number of men. Whereas Management and Economics follows the general College pattern, the Science Faculty never has more than half as many women as men, and at reader and professor levels this disparity increases greatly.

62% of casual staff and 46% of visiting teachers are women – the latter a more balanced proportion than that of academic staff overall and conforming closely to the approaching gender balance within Lecturer staff.

Figure 7 Gender profile of academic staff, 2011/12

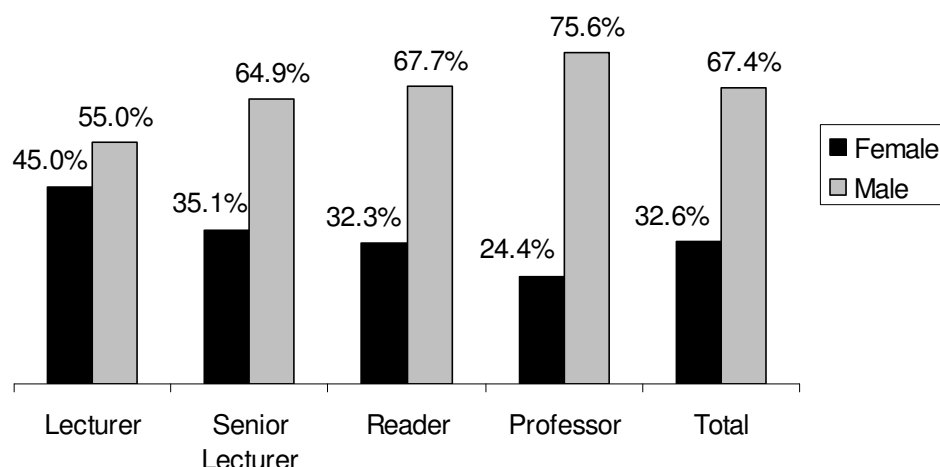


Table 7 Female academic staff at different levels, over a four year period

% Female academic staff	2011/12	2010/11	2008/09	2009/10
Lecturer	45.0%	48.5%	44.4%	44.6%
Senior lecturer	35.1%	33.9%	36.8%	37.8%
Reader	32.3%	30.2%	29.5%	26.7%
Professor	24.4%	24.4%	22.9%	23.2%

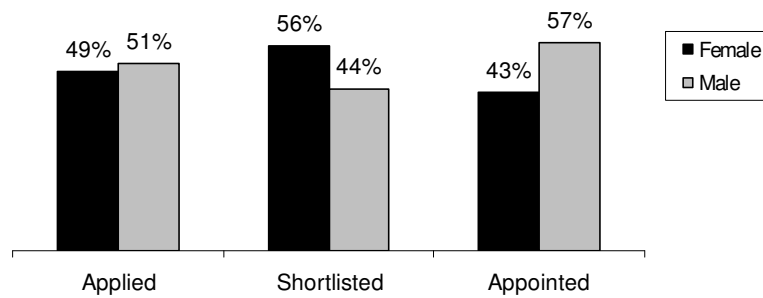
Table 8 Academic staff by gender comparison in each Faculty, 2011/12

Job category	Arts and Social Science		Management and Economics		Science	
	Female	Male	Female	Male	Female	Male
Lecturer	60.5%	39.5%	45.5%	54.5%	29.5%	70.5%
Senior Lecturer	37.5%	62.5%	37.5%	62.5%	31.4%	68.6%
Reader	61.9%	38.1%	27.3%	72.7%	13.3%	86.7%
Professor	34.8%	65.2%	27.0%	73.0%	13.7%	86.3%
Academic Non-Spinal	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%
Total	44.1%	55.9%	33.3%	66.7%	21.4%	78.6%

2.2.2 Recruitment

Figure 8 All job applicants and success rates by gender, 2011/12

All job applicants by gender

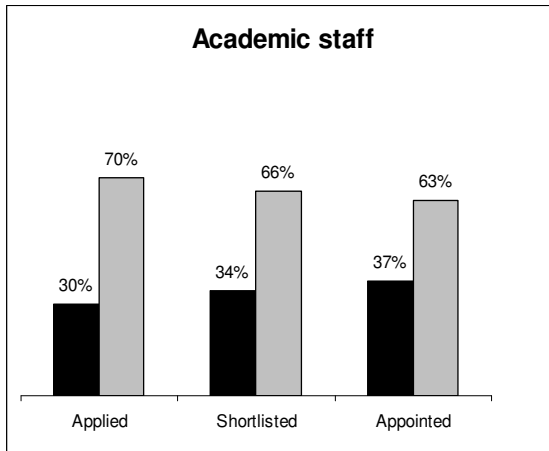


Based on 7532 applicants (gender data unknown for an additional 101 applicants)

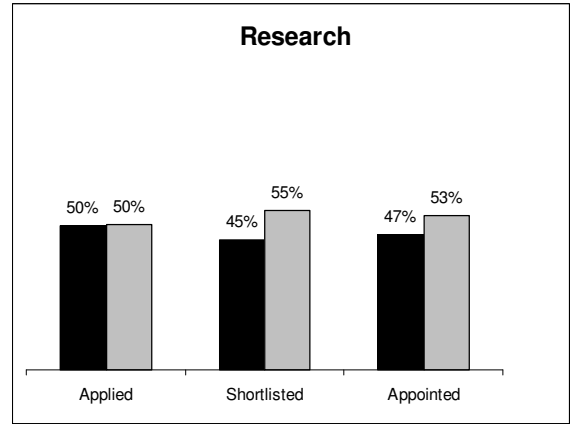
Overall there was a slightly higher percentage of male applicants, and their success rate was higher. There were differences across the different job types, with the success rate for women being relatively high for academic posts and the success rate for men being slightly higher for research posts; the success rate for men in Admin 1-5 posts was high and relatively high for women in Admin 6-10 posts and for M&A posts. Applicants for technical posts were almost exclusively male and no women were appointed.

Figure 9 Applicants by gender for different job types, 2011/12

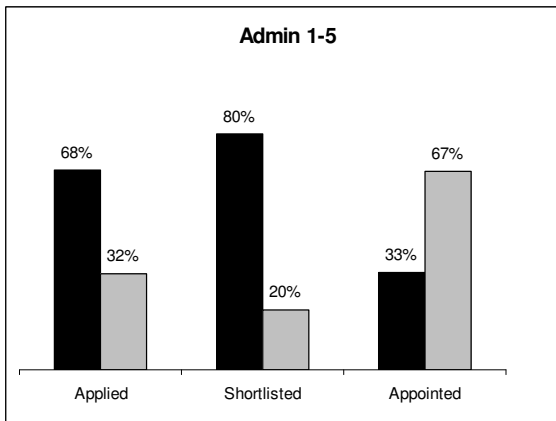
■ Female ■ Male



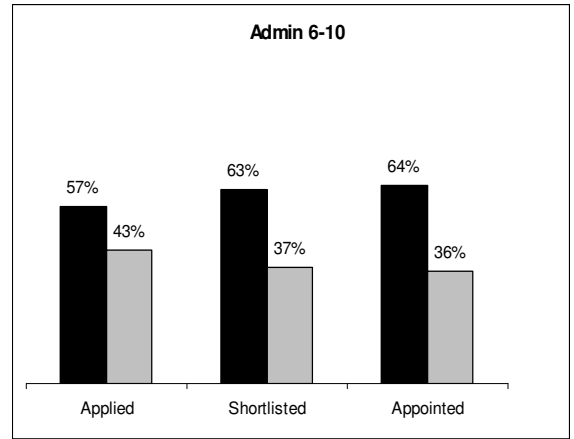
Based on 2120 applicants (gender data unknown for an additional 47 people)



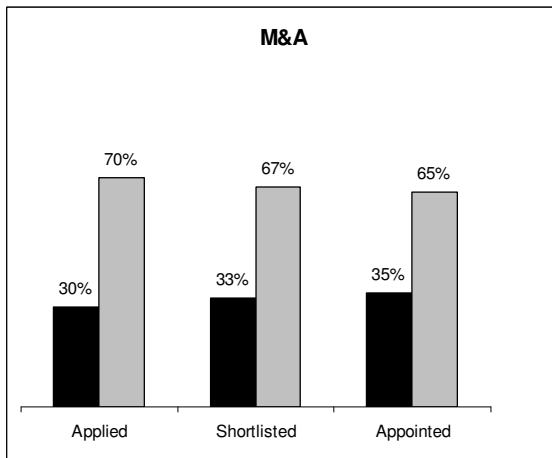
Based on 850 applicants unknown for an additional 12 people)



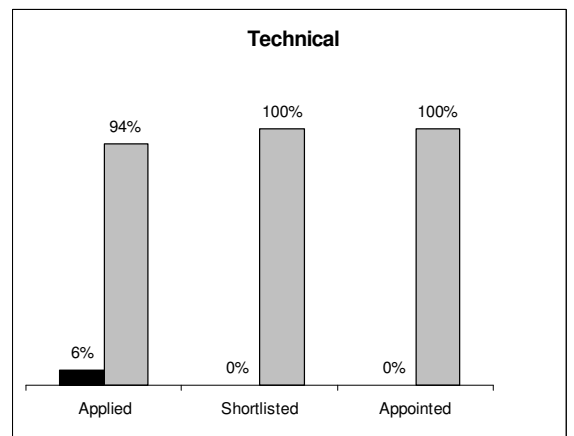
Based on 2190 applicants (gender data unknown for an additional 9 people)



Based on 1713 applicants (gender for an unknown for an additional 25 people)



Based on 522 applicants (gender data unknown for an additional 7 people)



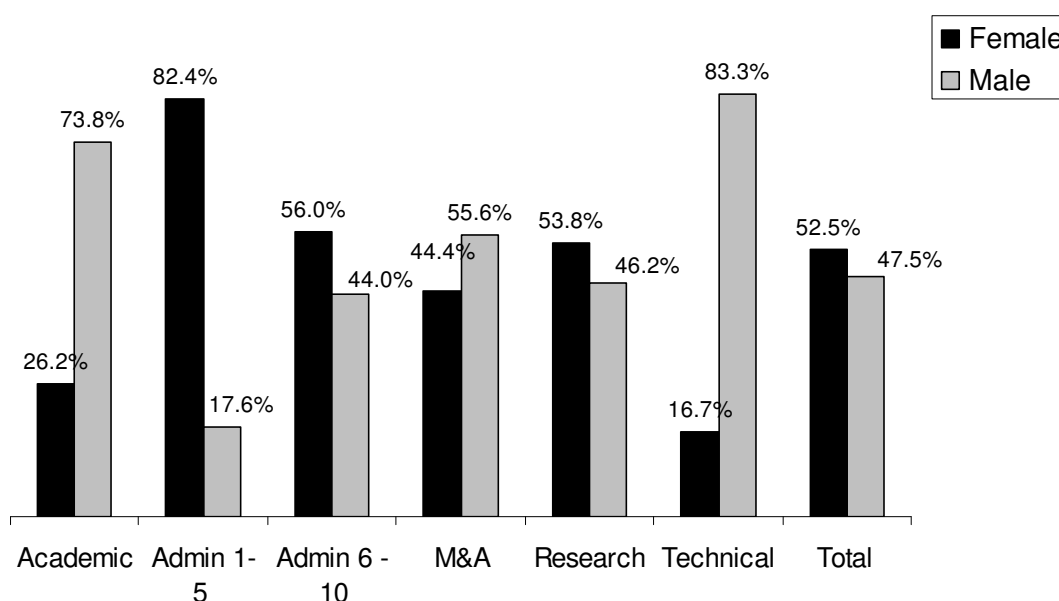
Based on 137 applicants (gender unknown for an additional 1 person)

2.2.3 Starters

Continuing a trend, women formed over half of new starters. As previously, and as expected, there are gender differences in relation to starters depending on the job category. The biggest differences are in the Admin 1-5 posts and the Technical posts, where women form the vast majority in the former and men in the latter.

Men are in the majority in starters in Academic posts, where they are 74% of new starters – a 38% increase over the previous year.

Figure 9 New starters by gender by staff group, 2011/12



2.2.4 Training

Again as in previous years, a higher percentage of the generic training was completed by women and in fact a higher percentage of women than men undertook all training opportunities with the exception of H&S training, where they were just slightly under half of the training cohort, which is the same pattern as last year.

A relatively high percentage of those taking IT training were women (71%). This varies across staff groups, broadly reflecting the gender balance in each job category with the exceptions of Admin 6-10 where the percentage of women taking IT training was relatively high and Technical where the percentage of women was relatively low.

Figure 10 Overall training completed by gender, 2011/12

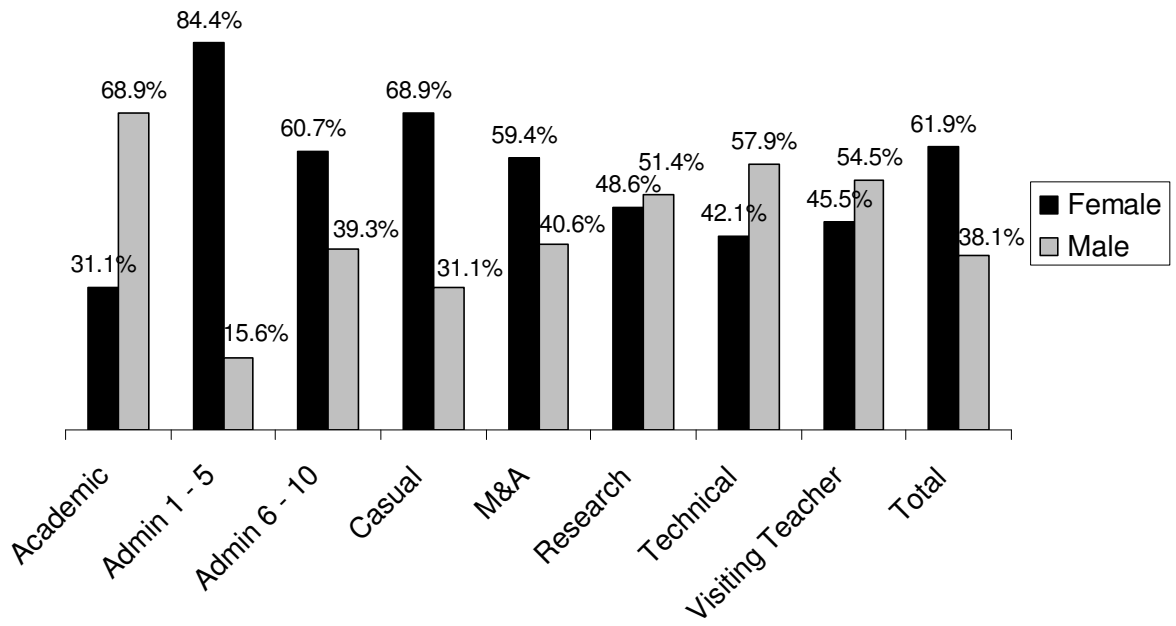
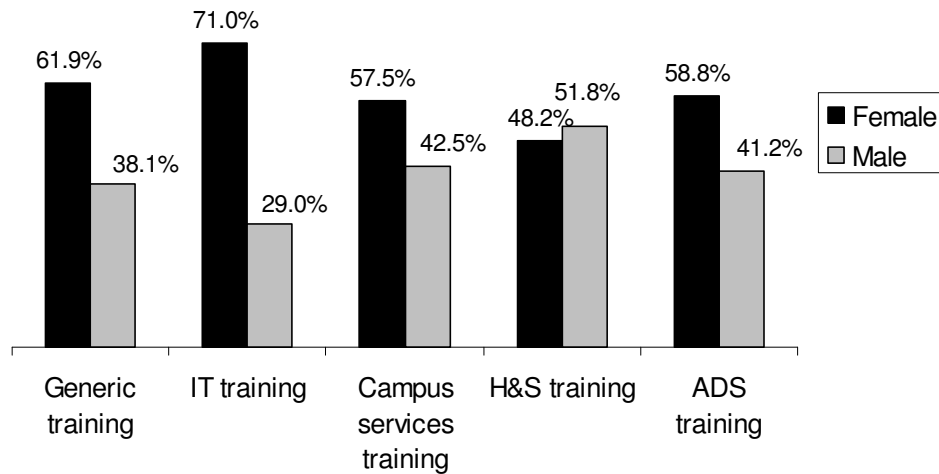


Figure 11 Take up of different types of training by men and women, 2011/12



2.2.5 Appraisals

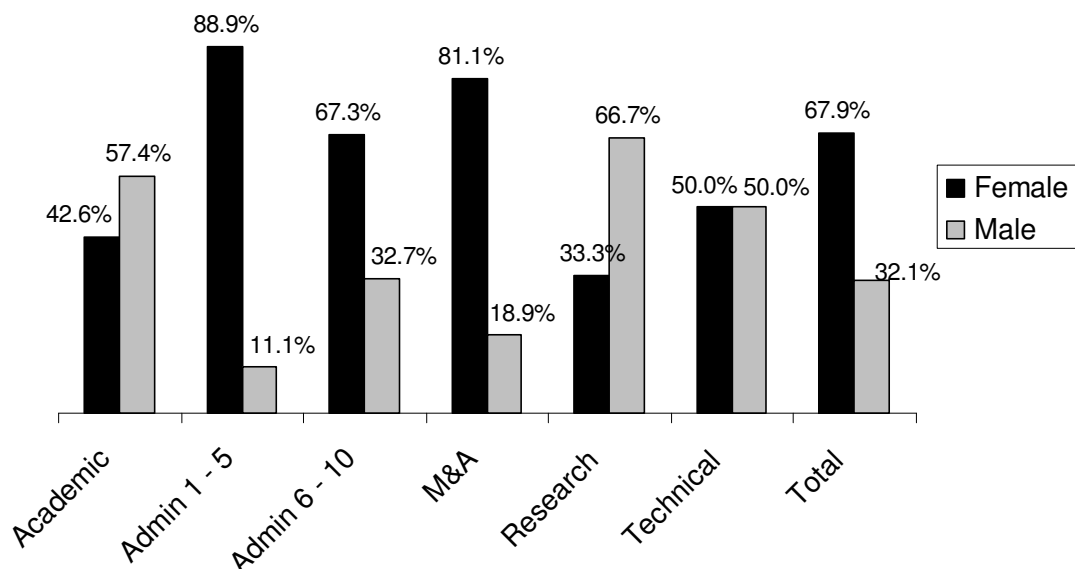
Appraisals are reported here for 12% of staff. The rate of appraisals being reported seems low overall and varies per staff group. Only 2.4% of those in research roles are reported as having had an appraisal, up to the highest percentage – 17.8% of those in Admin 1-5 roles are reported as such.

Table 9 Appraisals by staff group, 2011/12

Staff group	% within each group reported as having an appraisal
Academic	9.7%
Admin 1–5	17.8%
Admin 6-10	11.2%
M&A	17%
Research	2.4%
Technical	8.3%
Total	11.8%

Of the 187 appraisals reported here, 68% were of female staff, compared with their overall 52% representation in the College. This contrasts with last year in which there was a lower percentage of female staff appraisals in relation to their overall representation in the college.

Figure 12 Appraisals by gender, 2011/12



2.2.6 Promotions

Seventeen of the twenty-one non-Academic re-gradings were to women, most of them in Admin groups. There were no re-gradings of men in the Admin groups. Of the 37 Academic promotions, 54% were to men (their representation overall amongst academic staff being 67.4%).

2.2.7 Grievances and disciplinaries

Only three grievance and two disciplinary cases were recorded. There is no indication of any concerns relating to the gender profile.

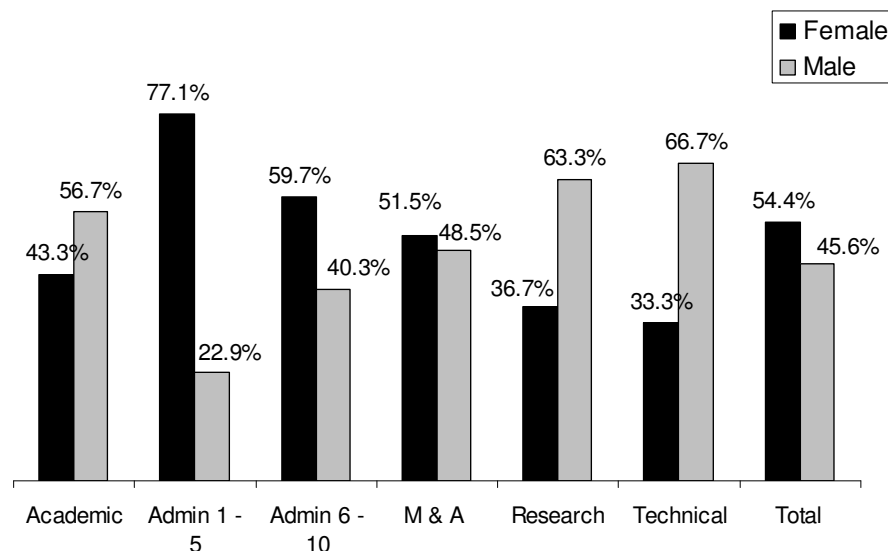
2.2.8 Maternity leave

The data relating to maternity covers those who started maternity leave on or after 1st September 2010 and returned from maternity leave between 1st September 2010 and 31st August 2012. Five of the 37 staff on maternity leave did not return to work after their leave expired (three due to the completion of their fixed term contracts and two resignations) and four others resigned within a year. Nine others returned to reduced contracts after a period of weeks or months, and three more moved to variable contracts; two full-timers returned as part-time. The remainder, 16 staff and all but one full-time, returned to their previous contracts. Of the twelve academic staff on maternity leave (all but one full-time), two resigned within a year, one went on to a 60% contract two months after her return, and the remainder returned to their previous contract.

2.2.9 Leavers

A total of 204 staff left in 2011/12, with 9% more women leaving than men. The percentage of women who left from academic roles is higher than their percentage in those roles. Given that 13 women left that group and only 11 female academics started (i.e. 26% of academic starters) women academics will not be replaced in previous proportions.

Figure 13 Leavers by gender, 2011/12

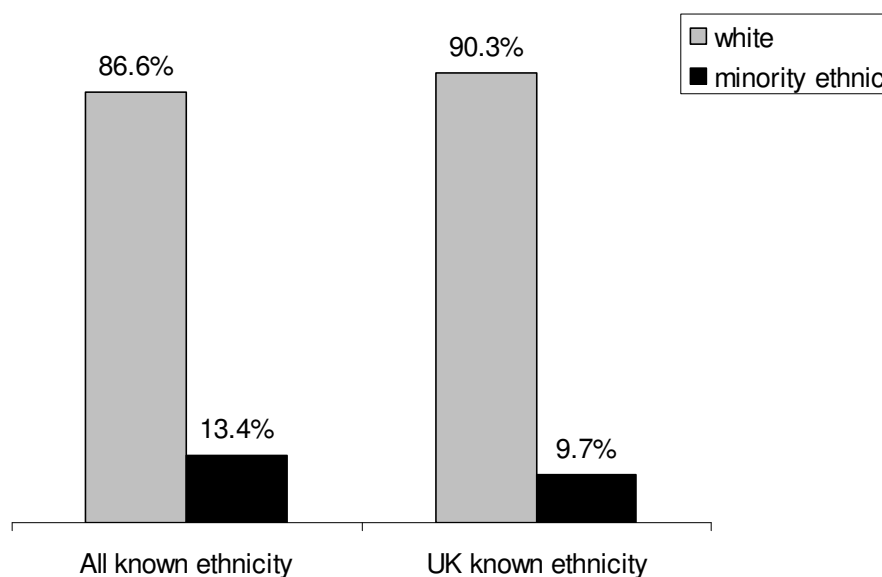


2.3 ETHNICITY⁴

At 13.4%, the percentage of all minority ethnic staff has increased since last year (up from 12.4%). There is a lower percentage of minority ethnic staff of UK nationality although this has also increased, to 9.7% since last year.

The job categories with the highest proportions of minority ethnic staff (all nationalities) this year are Research (up to 18.3%) and M&A (steady at 15.4%), both enhanced with staff with overseas nationality. Staff of Asian ethnicity is still the largest minority ethnic group, particularly as a percentage of staff in M&A and Technical. The UK minority ethnic staff hover around 10% of staff with Research and Technical on lower percentages than the other staff groups but also with very low numbers.

Figure 14 UK and all staff - known ethnicity, 2011/12



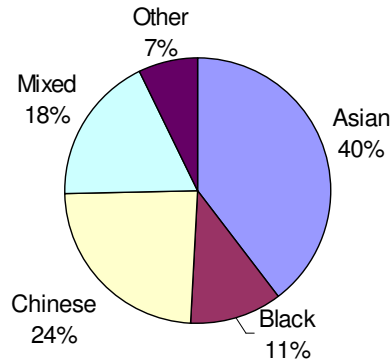
Of the 209 employees of known minority ethnic origins or identity 117 are women (56%), and 70% are full-time, whereas 52% of White employees are women and 73% are full-time. Of the minority ethnic female staff, Asian women are the largest category. Women of Chinese, Indian and Other Asian origin comprise more than half of minority ethnic female employees.

23% of casual and 16% of visiting teachers (21% of these combined) are minority ethnic staff. By far the largest proportion of these are comprised of staff of Asian background, roughly equally divided between those of Indian, Pakistani, Chinese, and Other Asian background, followed by Black African and then smaller numbers of other groups.

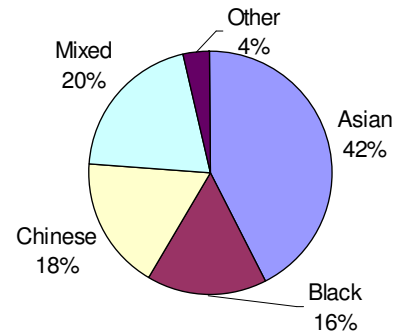
⁴ When referring to ethnicity, we indicate if we are referring to all staff, or to those of UK nationality. All data relating to ethnicity throughout the report refers to 'known ethnicity' – i.e. 98.6% of staff.

Figure 15 Minority ethnic staff by main ethnic groups, 2011/12

Minority ethnic all staff by known ethnicity



Minority ethnic UK staff by known ethnicity



There are higher proportions of minority ethnic staff in the age band from 21 through to 50, and are a very small number in the youngest or in the order age groups, particular aged 61 and above.

Figure 16 Ethnicity by age group (all nationalities), 2011/12

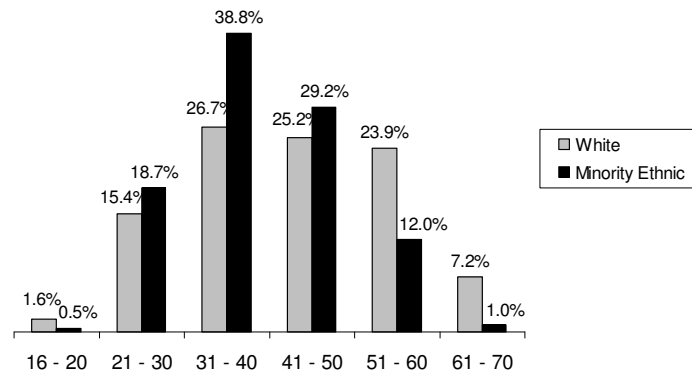


Figure 17 Main ethnic groups by age groups (all nationalities), 2011/12

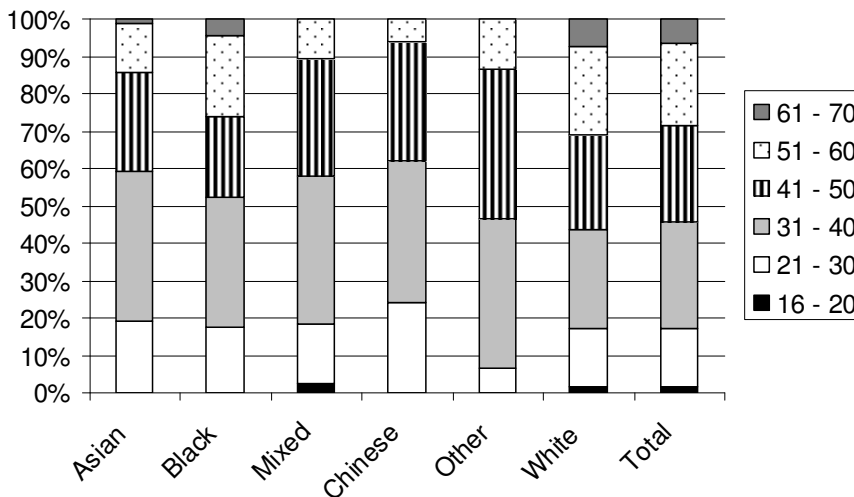


Table 10 Minority ethnic staff by job groups (all staff), 2011/12

Staff group	% Royal Holloway minority ethnic staff (all staff)				
	2011/12	2010/11	2009/10	2008/09	2007/08
Academic and research	13.3%	13.5%	12.2%	12.5%	10.4%
Professional and Support staff (RHUL – Admin, M&A and Technical	13.4%	11.7%	12.7%	9.3%	9.7%

Table 11 Minority ethnic staff by job groups (UK nationality), 2008/09 to 2011/12

Staff group	% Royal Holloway minority ethnic staff (UK nationality)				HESA data (HESA 2010/11 data), published in 2012
	2011/12	2010/11	2009/10	2008/09	2010/11
Academic and research	9.8%	9.8%	10.1%	9.6%	7.4%
Professional and Support staff (RHUL – Admin, M&A and Technical	9.6%	8.6%	8.5%	6.2%	7.1%



Figure 18 Staff profile in each job type - 2011/12 (all staff)

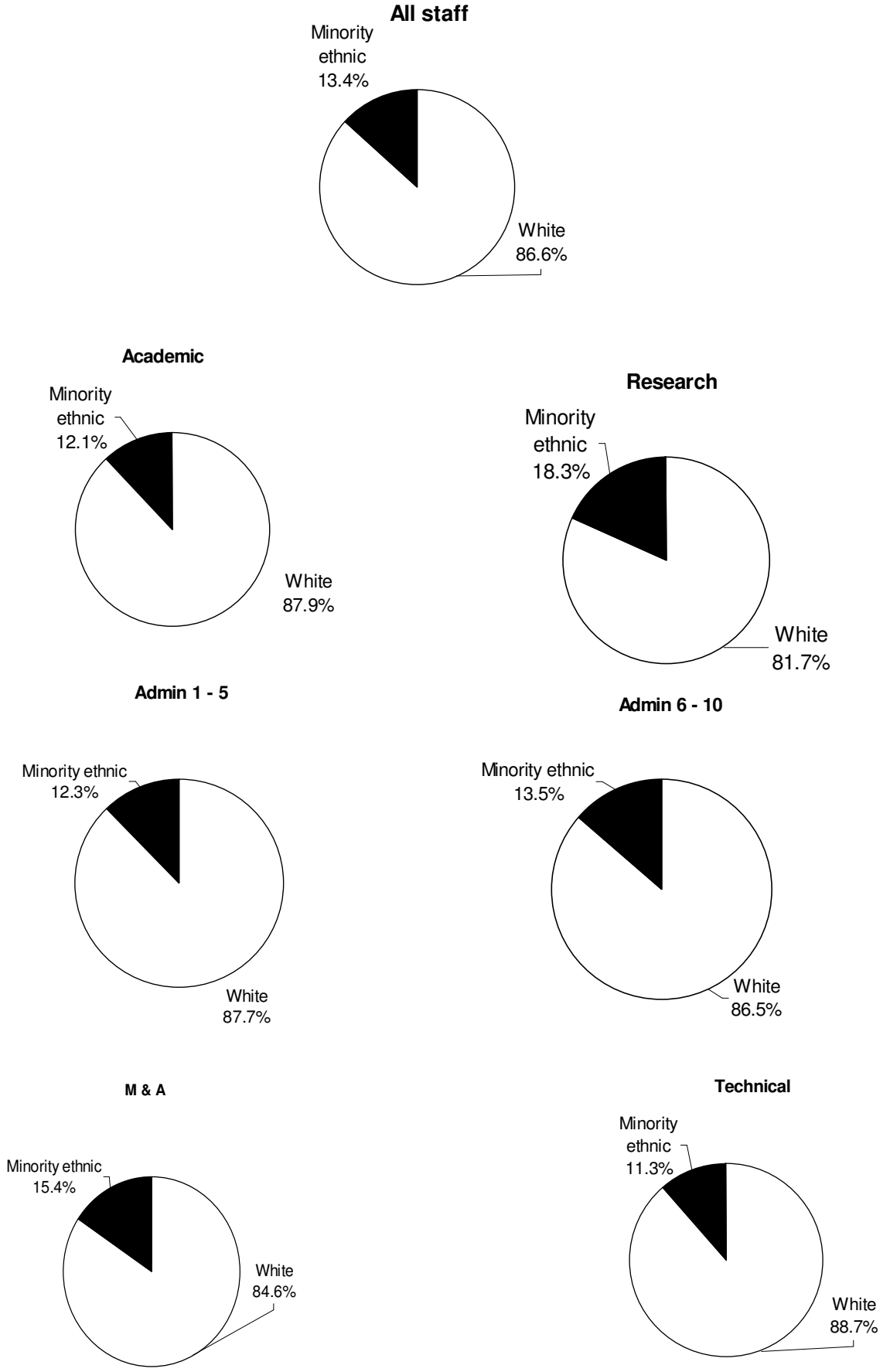


Figure 19 Staff profile in each job type, 2011/12 (UK nationality)

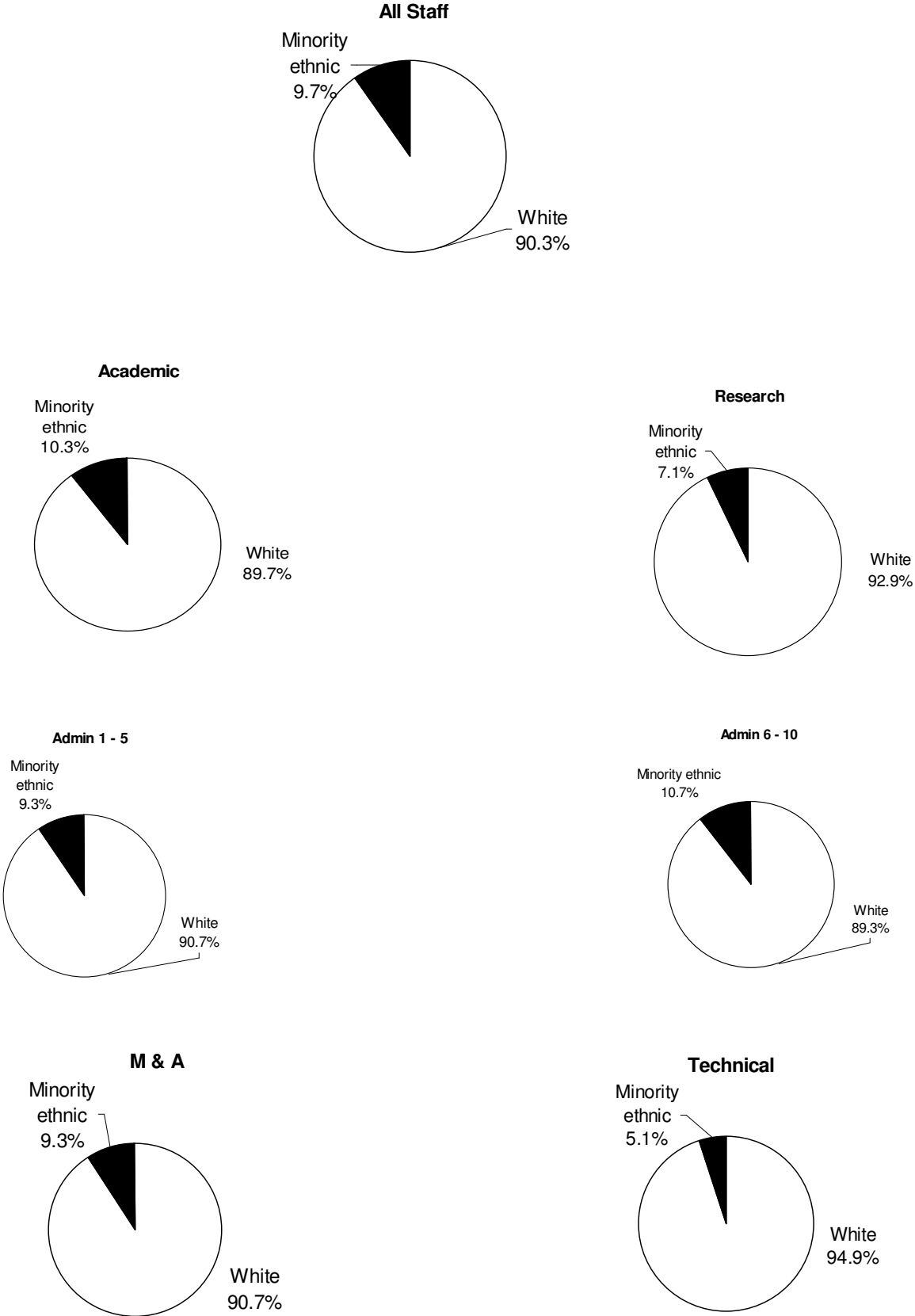


Table 12 Percentage minority ethnic staff by staff group from 2003/04 to 2011/12

Staff group	% minority ethnic staff								
	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Academic	7.9%	8.1%	8.8%	8.6%	9.6%	10.6%	10.5%	12.4%	11.8%
ALC (as from 2008/09, classified as Admin 6 – 10)	7.1%	7.0%	7.9%	8.0%	9.3%	9.4% (Admin 6 – 10)	11.9% (Admin 6 – 10)	9.8% (Admin 6 – 10)	13.3%
Clerical (as from 2008/09, classified as Admin 1 – 5)	7.7%	8.6%	8.5%	9.9%	8.4%	8.3% (Admin 1 – 5)	12.3% (Admin 1 – 5)	12.0% (Admin 1 – 5)	12.3%
Manual (as from 2008/09, classified as M&A)	13.5%	23.8%	18.6%	12.9%	10.7%	11.4%	14.5%	15%	15.1%
ORS	13.8%	21.3%	25.7%	25.4%	17.6%	now included in research			
Research	9.5%	6.5%	9.1%	9.2%	12.1%	17.1%	17.1%	16.5%	17.6%
Technical	7.5%	5.5%	6.1%	9.8%	5.6%	5.7%	9.4%	8.7%	11.1%
Not known/refused	3.7%	4.0%	3%	2.3%	1.6%	2.3%	2.4%	1.7%	1.9%
Total	8.8%	10.6%	10.7%	10.0%	9.8%	10.4%	12.2%	12.2%	13.2%

* This is all staff – all nationalities. For comparability with previous years, these percentages for each job type include the numbers of ‘unknown’ ethnicity’. The College does not use the same job category headings as HESA for monitoring purposes and therefore the breakdowns for HESA data is not included.

Table 13 Staff by ethnicity by staff groups (all staff), 2011/12

Main Ethnic Group	Academic	Admin 1 - 5	Admin 6 - 10	M&A	Research	Technical	Total
White	87.9%	87.7%	86.5%	84.6%	81.7%	88.7%	86.6%
Black	1.1%	0.8%	3.0%	0.9%	0.0%	1.4%	1.5%
Asian	3.8%	6.3%	5.1%	7.9%	4.2%	7.0%	5.3%
Chinese	4.0%	2.4%	3.7%	0.9%	4.2%	2.8%	3.2%
Mixed	2.1%	2.4%	1.2%	3.7%	7.5%	0.0%	2.4%
Other	1.1%	0.4%	0.5%	1.9%	2.5%	0.0%	1.0%

Table 14 Staff by ethnicity by staff groups (UK nationality), 2011/12

Main Ethnic Group	Academic	Admin 1 - 5	Admin 6 - 10	M&A	Research	Technical	Total
White	89.7%	90.7%	89.3%	90.7%	92.9%	94.9%	90.3%
Black	1.3%	0.9%	3.3%	0.6%	0.0%	0.0%	1.6%
Asian	3.9%	4.9%	4.4%	2.9%	3.6%	3.4%	4.1%
Chinese	2.9%	1.3%	1.5%	1.2%	0.0%	1.7%	1.7%
Mixed	1.6%	2.2%	1.2%	4.1%	3.6%	0.0%	2.0%
Other	0.6%	0.0%	0.3%	0.6%	0.0%	0.0%	0.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

2.3.1 Academic staff

Nationally (ECU, 2012, p. 70), as a percentage of the whole academic staff group, the proportion of UK BME academic staff increased from 4.8% in 2003/04 to 5.6% in 2010/11. The proportion of non-UK BME staff also rose from 5.6% to 6.8% in the same period. Given the high percentage of BME staff amongst the non-UK BME staff nationally, the overall percentage of BME academic staff nationally in 2010/11 was 12.4% (7.4% of UK nationality staff). At RHUL, overall, 12.1% of all academic staff and 10.3% of academic staff of UK nationality are of minority ethnic origin, figures which are broadly in line with the last report. The pattern described above with regard to women academics differs in significant ways when considering ethnicity. Whereas minority ethnic academic staff are reasonably well represented at Lecturer, Senior Lecturer and Reader levels, descending from 20% to 14.1% and 13.1% respectively, this reduces at Professorial level to 5.3% (6.3% if one considers only those of UK nationality).

Of the 57 minority ethnic academic staff overall at RHUL, 72% are of Asian, Chinese or mixed Asian background and only 9% of Black ethnicity (rising if any of the six of 'Other Mixed' is Mixed with a Black ethnic origin). This is broadly the case when considering the ethnicity of UK nationals as well.

At national levels,

The proportion of black academics who were professors is lower than for any other ethnic group, with 3.7% of UK national black academics and 2.3% of non-UK national black academics holding professorial status. In contrast, 12.3% of UK Chinese academics and the same percentage of UK academics with an other ethnicity were professors, as were 8.1% of non-UK white academics (ECU, 2012, p. 65).

Nationally, a higher percentage of UK national academics in professorial roles were white (94%) than those in non-professorial roles (92.4%). This was also the case for non-UK national academics, where 86.2% of professors were white, compared with 71.1% of non-professors (ECU, 2012, p.95). Of all of the minority ethnic professors at the College 1.8% are Asian (2.4% of UK nationals). None are Black. The Chinese professors (1.8% of all professors) are all UK Nationals. In total, while 42% of White academics at the college are at professorial level, only 25% of minority ethnic academics are (UK nationality).

The differences across the three Faculties that were reported last year are maintained by this year's statistics. At 23.7%, Management and Economics has the highest overall percentage of minority ethnic staff, compared to Arts and Social Science, with 9.8%, and Science, with 8.7%. The progression towards professorship from lecturer posts varies across faculties, from the steady decline in percentages in Arts and Social Science to more fluctuations at senior lectureships and readerships in the other two until the continued pattern of a much lower percentage at professor level than their overall representation in each Faculty.

Figure 20 Percentage of all minority ethnic academic staff by level, 2011/12

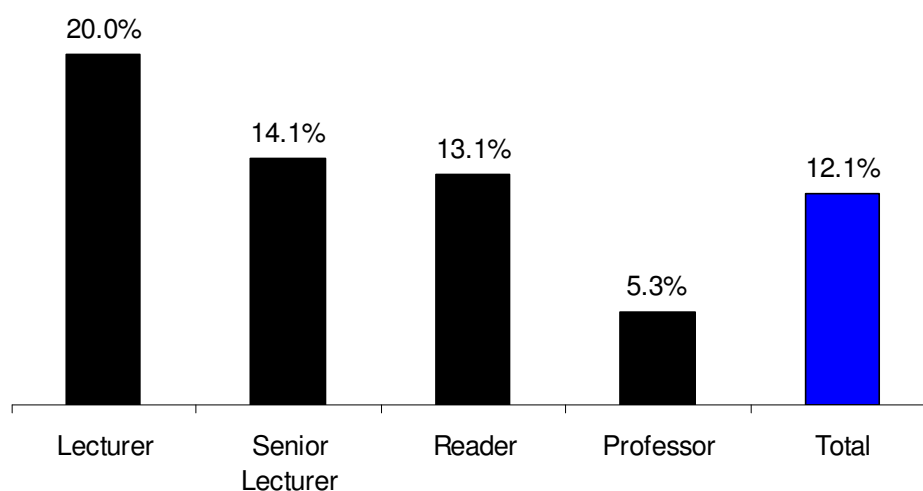


Figure 21 Percentage of UK nationality minority ethnic staff by level, 2011/12

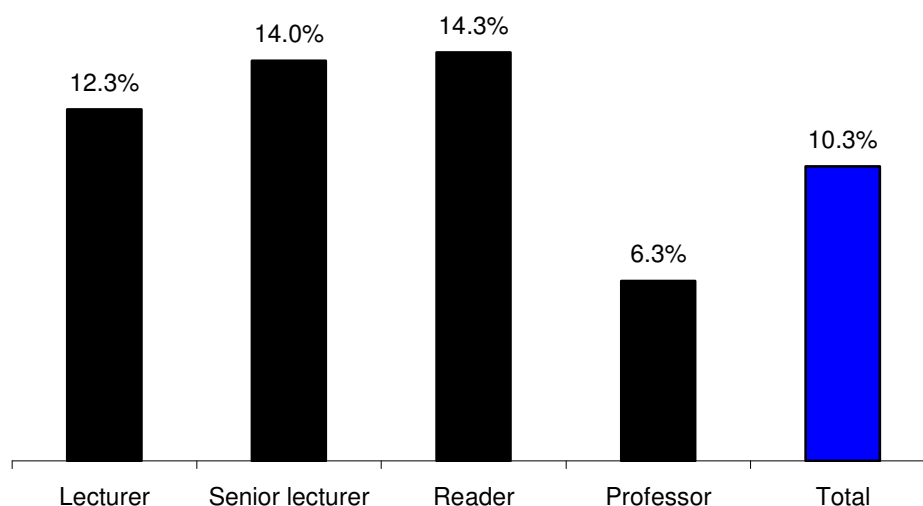


Table 15 Minority ethnic staff (academic) 2011/12 compared to previous years

% minority ethnic academic staff	2011/12	2010/11	2009/10	2008/09
Lecturer	20.0% (12.3%)	18.9% (13.8%)	15.0% (14.1%)	16.9% 15.3%
Senior lecturer	14.1% (14.0%)	14.4% (12.5%)	13.7% (11.6%)	14.0% (12.0%)
Reader	13.1% (14.3%)	15.4% (16.1%)	11.9% (12.8%)	11.7% 12.5%
Professor	5.3% (6.3%)	5.5% (6.3%)	4.4% (5.7%)	3.6% (3.8%)

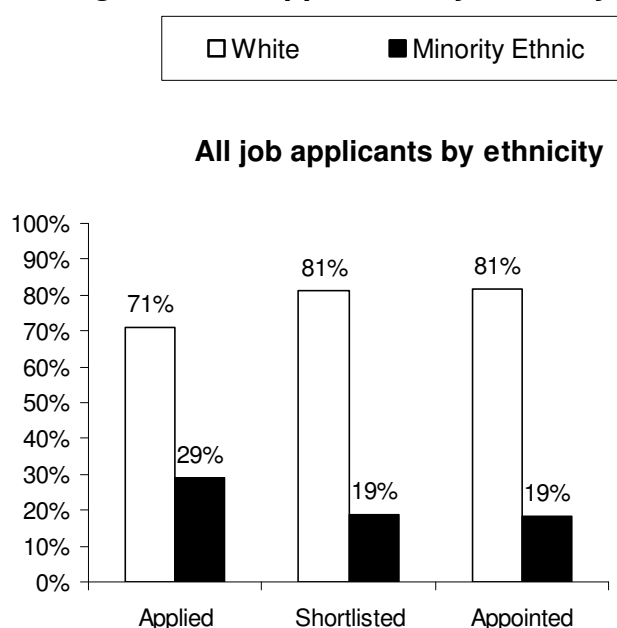
Figures in brackets are for staff with UK nationality

Table 16 Academic staff by ethnicity comparison in each Faculty, 2011/12

	Arts and Social Science		Management and Economics		Science	
Job category	White	Minority ethnic	White	Minority ethnic	White	Minority ethnic
Lecturer	72.1%	27.9%	70.0%	30.0%	92.9%	7.1%
Senior Lecturer	92.7%	7.3%	60.9%	39.1%	90.0%	10.0%
Reader	95.0%	5.0%	72.7%	27.3%	86.7%	13.3%
Professor	98.4%	1.6%	91.9%	8.1%	93.0%	7.0%
Academic Non-Spinal	100.0%	0.0%	50.0%	50.0%	100.0%	0.0%
Total	90.2%	9.8%	76.3%	23.7%	91.3%	8.7%

2.3.2 Recruitment

Figure 22 All applicants by ethnicity, 2011/12

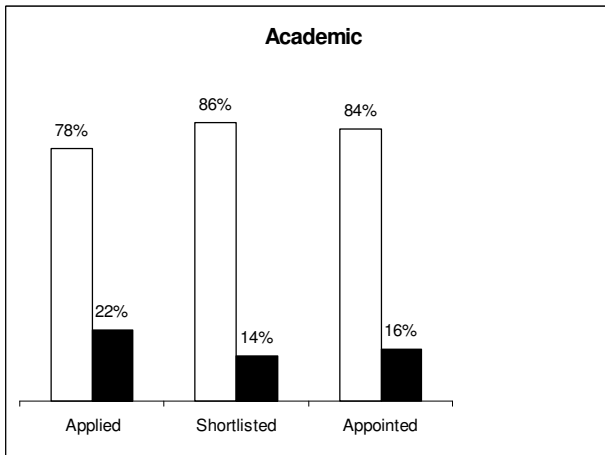


Based on 7197 applications. Ethnicity data unknown for an additional 436 applicants.

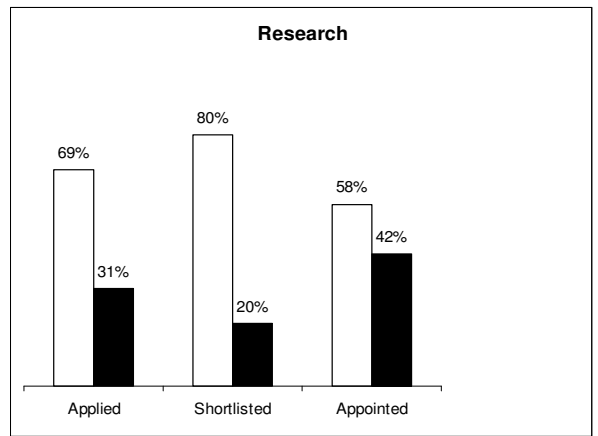
Overall, there is still a higher success rate of white applicants than minority ethnic applicants. Whereas 16.9% of applicants were shortlisted, this ranged from 19.3% of white applicants to 10.9% of BME applicants. For academic posts, 12% of applicants were shortlisted: 13% of the White applicants and 7% of the BME applicants. There are other variations across different job types: 11% of appointments in Admin 1-5 and 16% in academic jobs were BME; 42% of research posts went to BME interviewees. Although minority ethnic people (UK nationality) were 36% of applicants for technical posts, none were appointed.

Figure 23 All applicants by ethnicity by job category, 2011/12

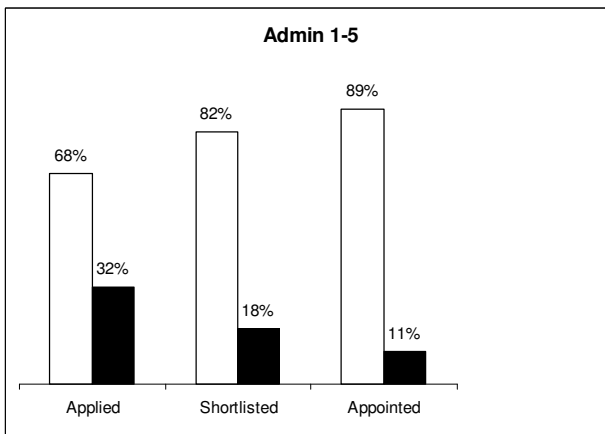
□ White ■ Minority Ethnic



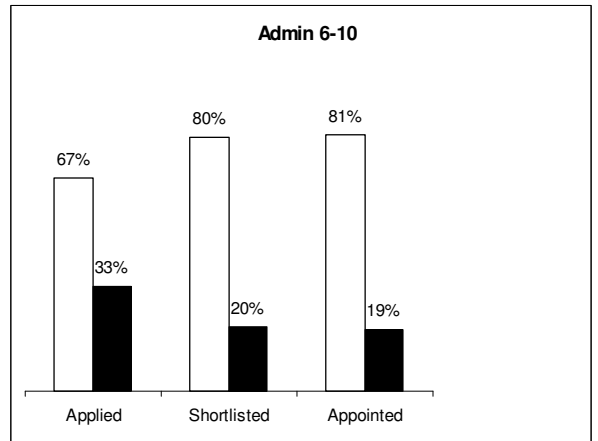
Based on 1997 applicants (ethnicity data unknown an additional 170 people)



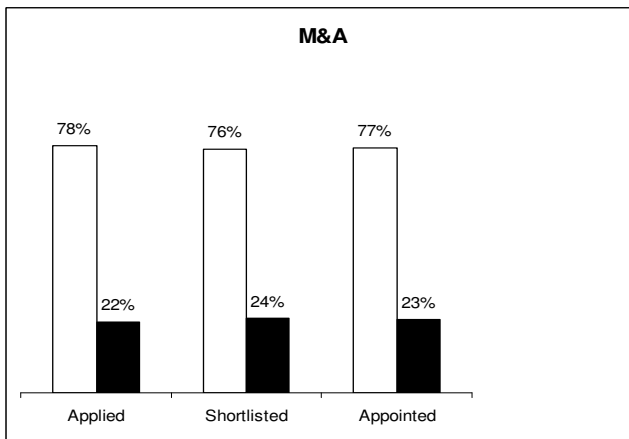
Based on 817 applicants (ethnicity data unknown for an additional 45 people)



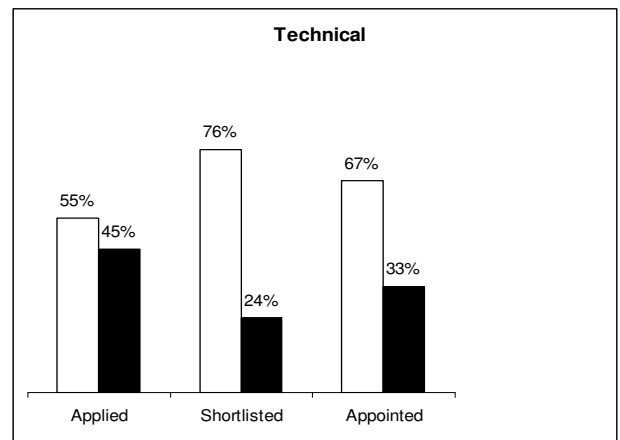
Based on 2126 applicants (ethnicity data unknown an additional 73 people)



Based on 1642 applicants (ethnicity data unknown for an additional 96 people)



Based on 489 applicants (ethnicity data unknown an additional 40 people)

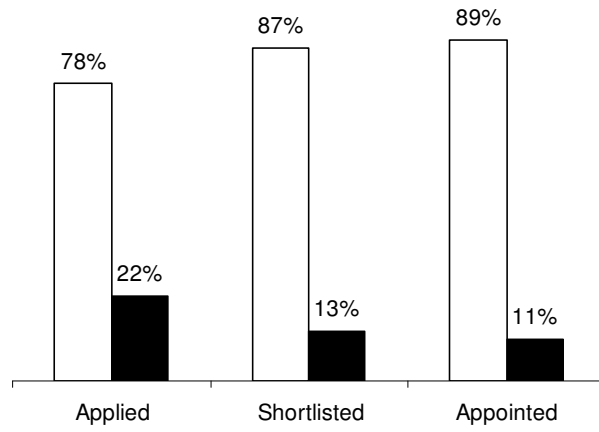


Based on 126 applicants (ethnicity data unknown for an additional 12 people)

Figure 24 UK applicants by ethnicity, 2011/12

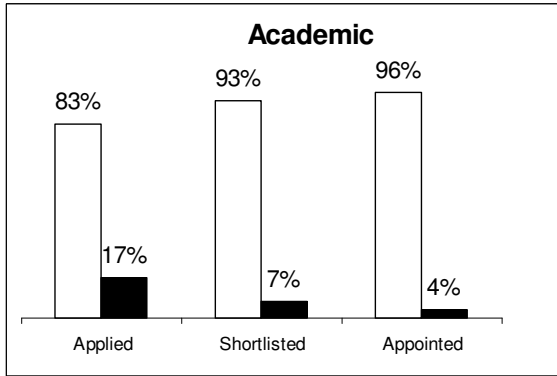


All job applicants by ethnicity (UK nationality)

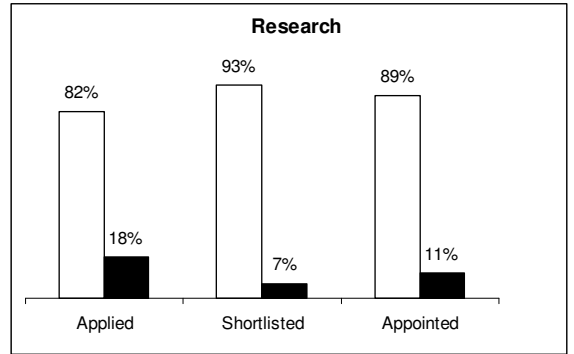


Based on 3990 applications. Ethnicity data unknown for an additional 113 applicants.

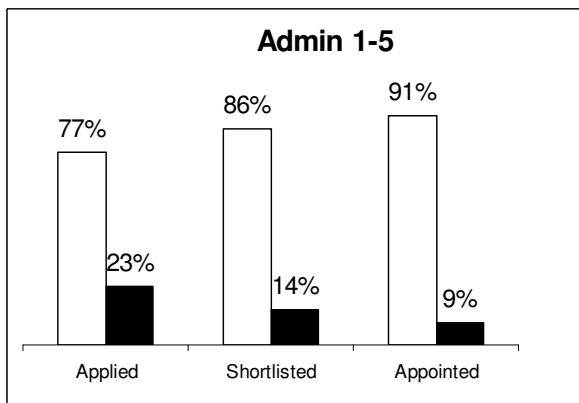
Figure 25 UK applicants by ethnicity by job category, 2011/12



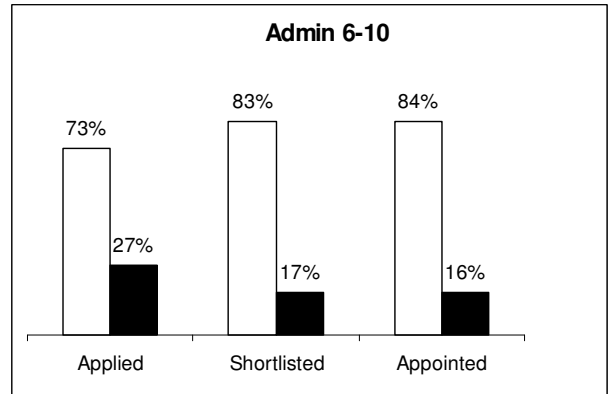
Based on 667 applicants (ethnicity data unknown for an additional 40 people)



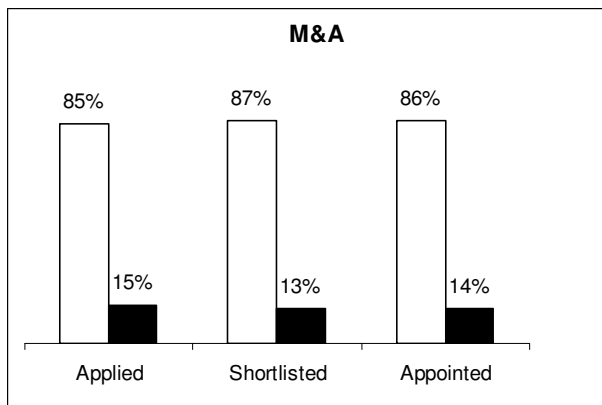
Based on 357 applicants (ethnicity data for unknown for an additional 6 people)



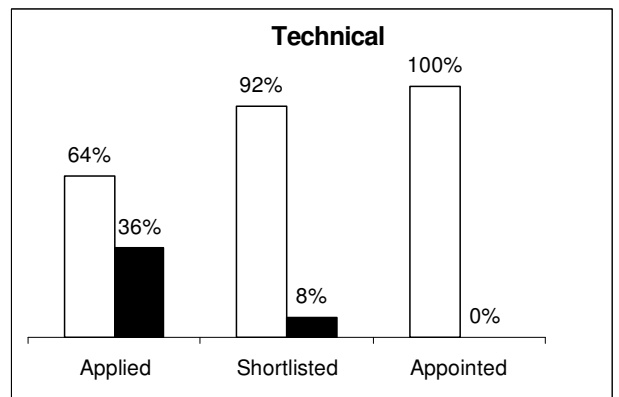
Based on 1503 applicants (ethnicity data unknown for an additional 27 people)



Based on 995 applicants (ethnicity data unknown for an additional 38 people)



Based on 384 applicants (ethnicity) data unknown for an additional 2 people)



Based on 84 applicants

2.3.3 Starters

Overall, 18.1% of all new starters and 14.2% of those of UK nationality were of minority ethnic origin – most numerous in Admin 6-10 posts and least so in Admin 1 – 5 and in Academic posts. This generally holds true for those with UK nationality with the exception that no such minority ethnic starters were recorded for the Technical group or the Academic group. Around three quarters of minority ethnic starters were of Asian and Chinese origins (including Mixed) White and Asian - 71% of all nationalities; 77% of those of UK nationality.

Figure 26 Percentage of minority ethnic starters (all nationalities), 2011/12

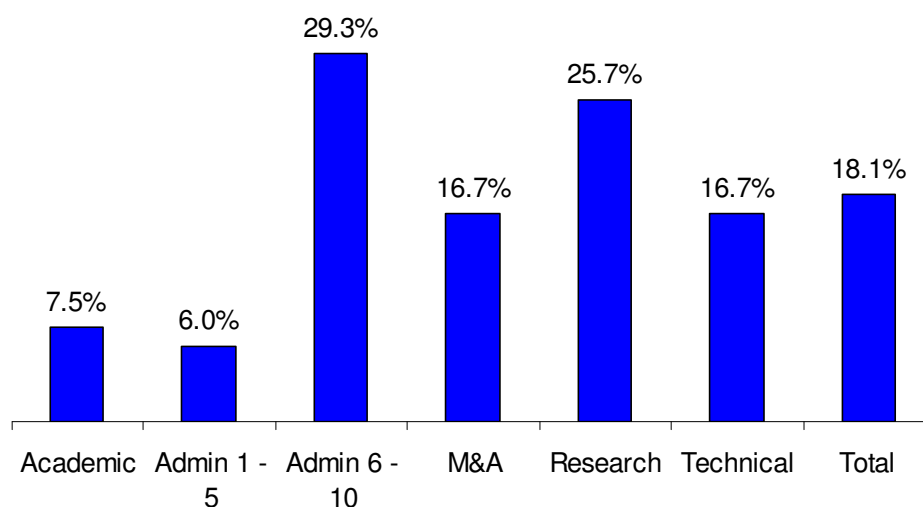
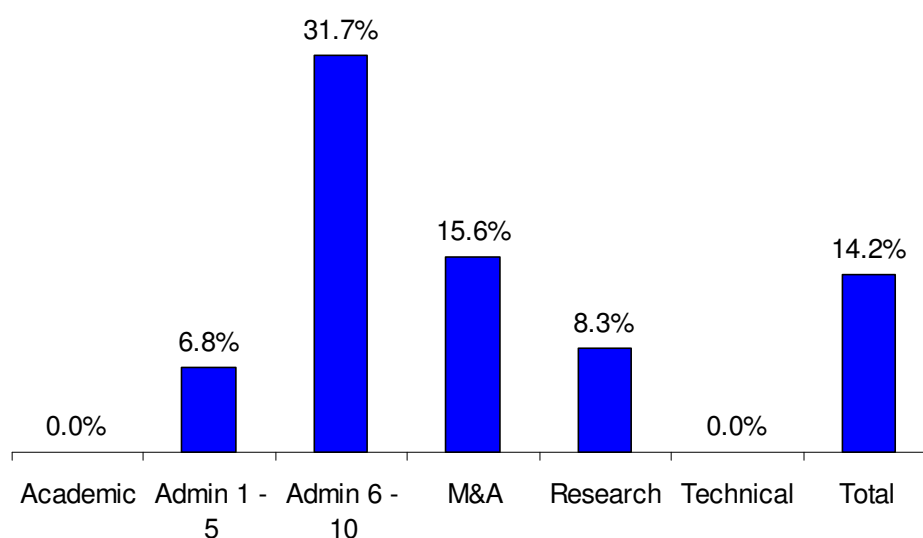


Figure 27 Percentage of minority ethnic starters (UK nationality), 2011/12



2.3.4 Training

Figure 28 Overall training completed by ethnicity, 2011/12

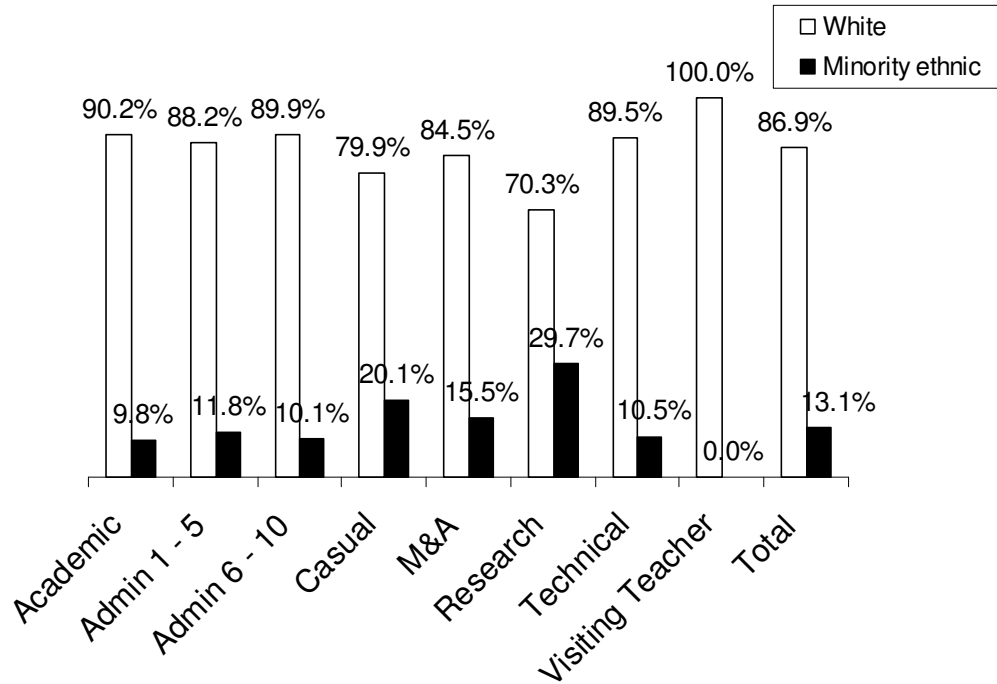
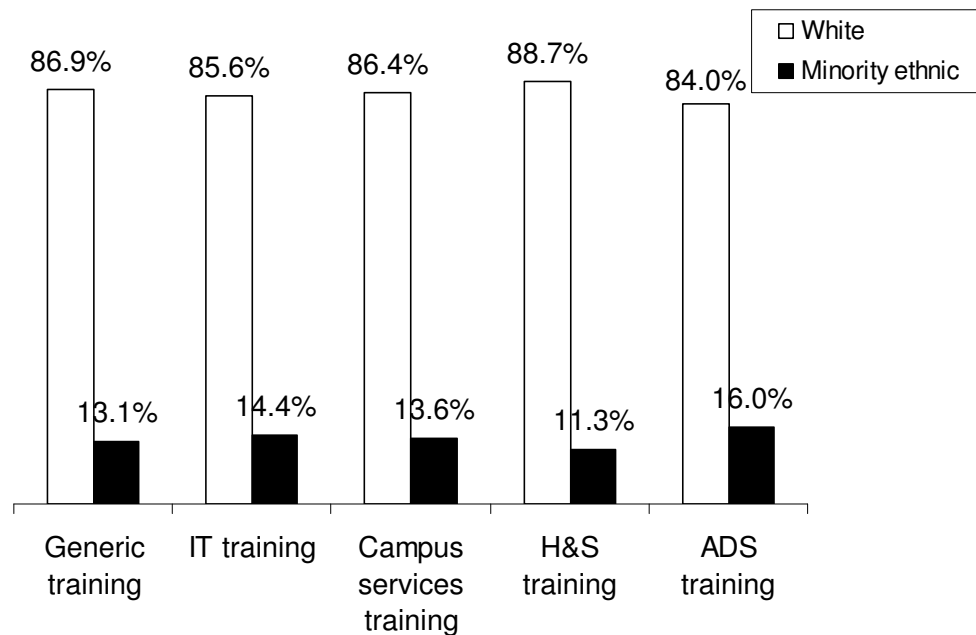


Figure 29 Take up of training by ethnicity, 2011/12



Overall, 13.1% of those who completed training were of minority ethnic origin. This is in line with their representation in the College. Take-up varied across the different job types, broadly reflecting representation in the different job categories.

2.3.5 Appraisals

For the second year running, minority ethnic staff were appraised in smaller proportions than their White colleagues, both overall in the organisation (8.7% of those for whom appraisals are reported, compared to their 13.4% in the organisation as a whole). This under-representation for those for whom appraisals are reported is across all staff groups with the exception of Admin 1-5 where minority ethnic staff are a relatively high percentage compared to their representation within that group. No minority ethnic staff were appraised in the Research or the Technical groups, where numbers appraised were in any case low overall.

2.3.6 Promotions

24% (5 out of 21) of non-academic re-gradings went to minority ethnic staff (compared to their 13.4% of all staff). Most of these were in the Admin 1-5 group (43% [9 out of 21] of re-gradings) where minority ethnic staff are 12% of the total staff. The numbers are small in relation to minority ethnic academics, who are 12% of all academic staff and were 5% (2) of those who were promoted (i.e. a smaller percentage than last year although numbers are very small).

2.3.7 Grievances and disciplinaries

The overall number of grievances and disciplinaries is too small to show anything of concern in relation to ethnicity.

2.3.8 Leavers

Minority ethnic staff were 16.9% of all leavers, higher than their representation in the College and 10.6% of leavers of UK nationality.

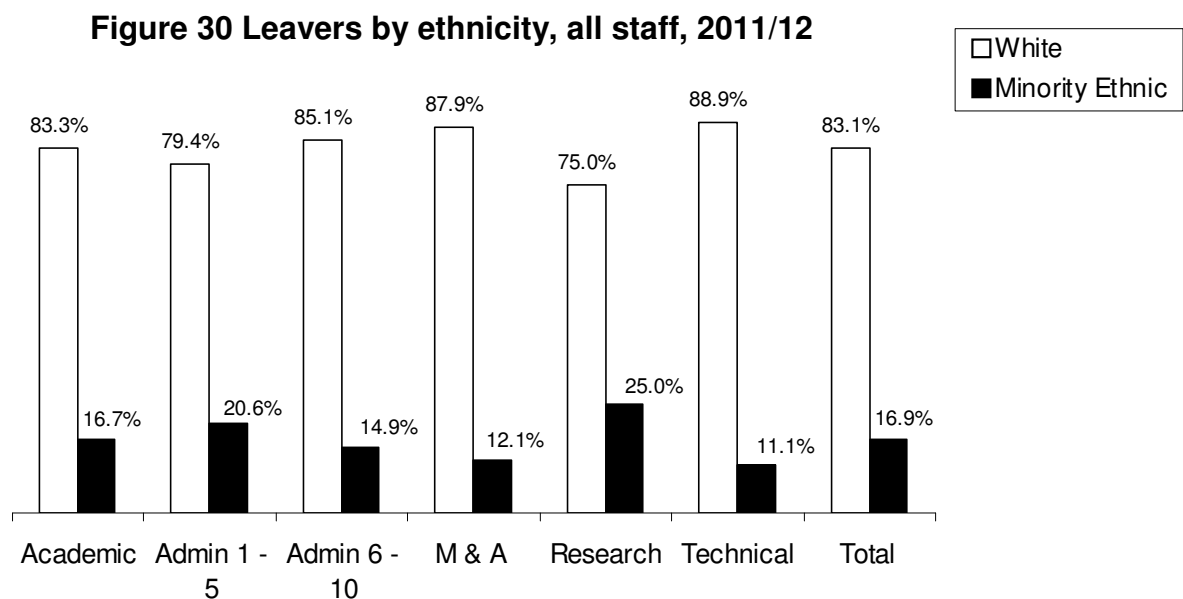
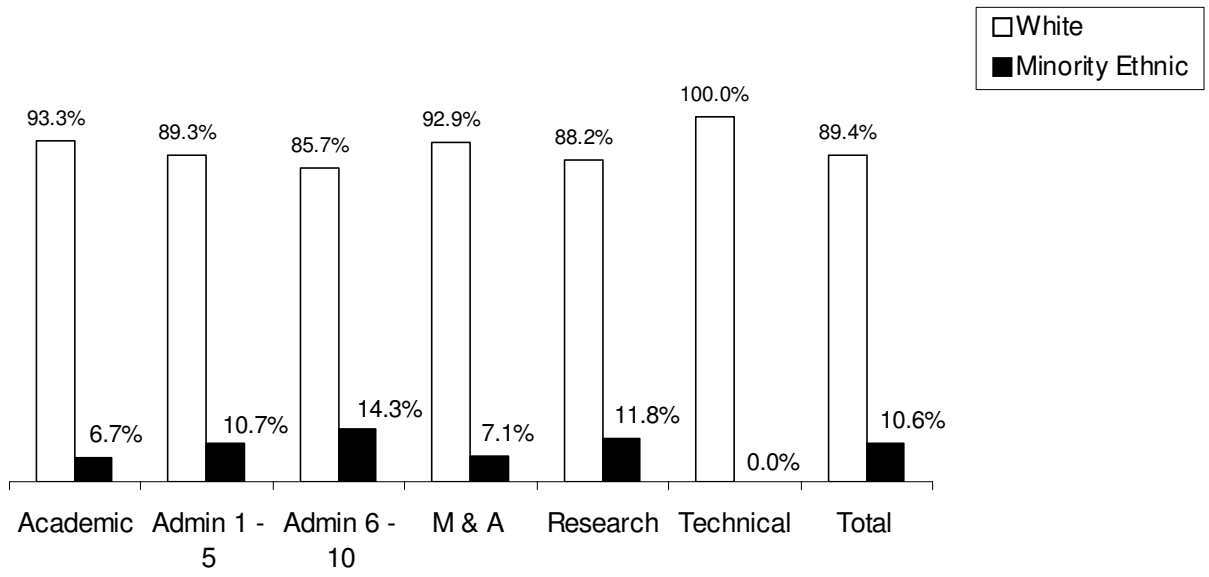


Figure 31 Leavers by ethnicity, UK nationality, 2011/12



2.4 NATIONALITY

Nationally, 83.8% of UK HE staff has UK nationality (ECU, 2012, pp. 66-67), whereas just under three quarters (73.9%) of RHUL staff are of UK nationality – a small change from the last report. The remaining staff are of 63 other nationalities, but none in numbers of any note apart from Germany (3%), Italy (2.6%) and the USA (2.1%).

The two job types that have the highest percentages of staff of non-UK nationality remain academic and research staff. Two thirds of academics and just under half of Research staff hold UK nationality, but proportions in other staff groups run from 78%-89% UK nationality staff.

Table 17 Staff by UK or non-UK nationality, 2011/12

Nationality	Academic	Admin 1 – 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	65.2%	89.3%	78.4%	79.4%	46.4%	83.3%	73.9%
Non-UK	34.7%	10.7%	21.6%	20.6%	53.6%	16.7%	26.1%

Table 18 Staff by UK or non-UK nationality, 2010/11

Nationality	Academic	Admin 1- 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	66.1%	92.7%	83.0%	79.5%	54.5%	85.5%	76.4%
Non-UK	33.9%	7.3%	17.0%	20.5%	45.5%	14.5%	23.6%

Table 19 Staff by UK or non-UK nationality, 2009/10

Nationality	Academic	Admin 1- 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	68.2%	89.8%	82.5%	83.0%	51.9%	89.1%	76.8%
Non-UK	31.8%	10.2%	17.5%	17.0%	48.1%	10.9%	23.2%

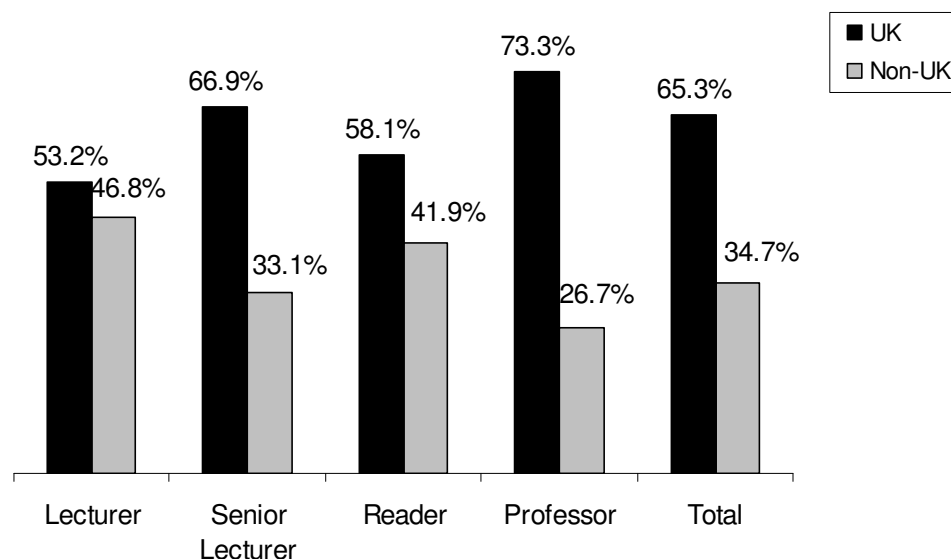
Table 20 Staff by UK or non-UK nationality, 2008/09

Nationality	Academic	Admin 1- 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	67.7%	88.3%	84.1%	87.3%	46.1%	87.1%	76.0%
Non-UK	32.3%	11.7%	15.9%	12.7%	53.9%	12.9%	24.0%

2.4.1 Academic staff

The percentages of UK/non-UK nationality academic staff are roughly equal at lecturer level. Thereafter, the percentage of UK staff increases, with a slight dip at Reader, to the highest percentage at professor level (73.3%).

Figure 32 Percentage of academic staff by nationality (UK and non-UK), 2011/12



2.4.2 Recruitment

Individuals from 105 countries, comprising 44% of the total, applied for posts at the College last year. Nationals from Italy, India, the USA, China, Germany and Greece (in diminishing order of numbers) all produced over 200 applications. Applicants of non-UK nationality were most numerous for Academic (two thirds of applications) and Research posts (56%) and although those of UK nationality had a higher success rate than those of non-UK nationality generally, non-UK nationals had considerable success in those two groups.

Table 21 Recruitment by all job types by nationality (UK and non-UK), 2011/12

All

% known nationality	Applied	Shortlisted	Appointed
UK	56%	69%	71%
Non UK	44%	31%	29%

Academic

% known nationality	Applied	Shortlisted	Appointed
UK	34%	43%	45%
Non UK	66%	57%	55%

Research

% known nationality	Applied	Shortlisted	Appointed
UK	44%	39%	31%
Non UK	56%	61%	69%

Admin 1 - 5

% known nationality	Applied	Shortlisted	Appointed
UK	71%	82%	88%
Non UK	29%	18%	12%

Admin 6 - 10

% known nationality	Applied	Shortlisted	Appointed
UK	62%	76%	82%
Non UK	38%	24%	18%

M & A

% known nationality	Applied	Shortlisted	Appointed
UK	80%	79%	85%
Non UK	20%	21%	15%

Technical

% known nationality	Applied	Shortlisted	Appointed
UK	71%	76%	67%
Non UK	29%	24%	33%

2.4.3 Starters

Around 38% of new starters in 2011/12 were of non-UK nationality. They were most highly represented in the Research and Academic jobs where they represented 67% and 57% of starters respectively, but they were also 45% of Admin 6-10 starters.

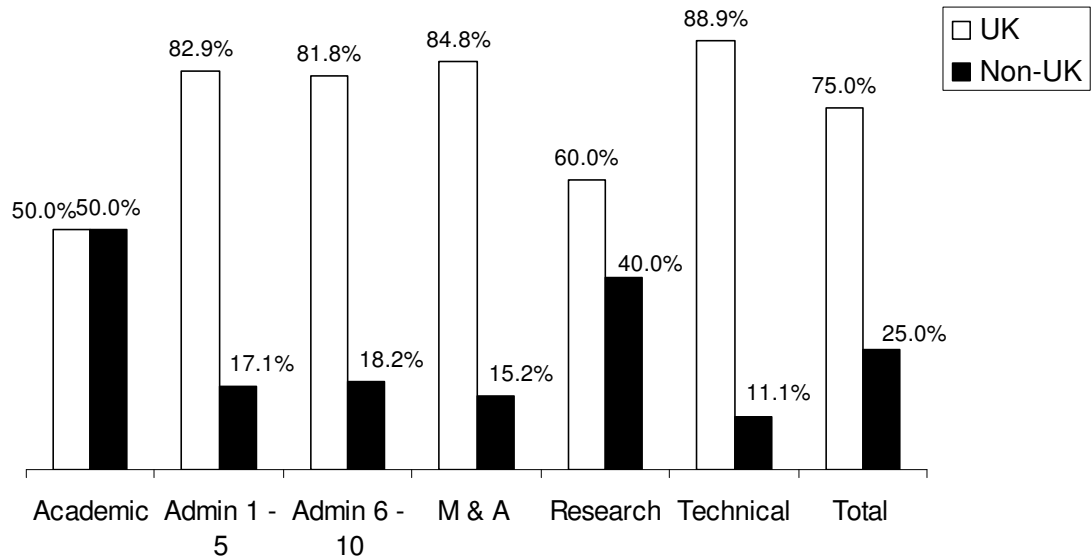
Table 22 New starters by nationality (UK and non-UK) by job type, 2011/12

Nationality	Academic	Admin 1 - 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	42.9%	88.2%	54.7%	88.9%	33.3%	75.0%	62.0%
Non-UK	57.1%	11.8%	45.3%	11.1%	66.7%	25.0%	38.0%

2.4.4 Leavers by nationality

Overall, a quarter of leavers were of non-UK nationality, but this rose to a half of those from Academic posts, considerably higher than last year, and 40% from Research posts.

Figure 33 Leavers by nationality, 2011/12



2.5 DISABILITY

Nationally, 3.2% of those who declared a disability status indicated that they were disabled (ECU, 2012, p. 122). At RHUL there is very little change in the percentage of disabled staff, which has hovered around the 2% level for some years (2.1% this year or the same number – 34 – as last year).

Slightly higher percentages of disabled people are amongst the casual staff (2.6%) and the visiting teachers (2.4%) than the figure for staff in the six main staff groups combined. Disabled staff are employed in all the staff groups, with the exception of Technical.

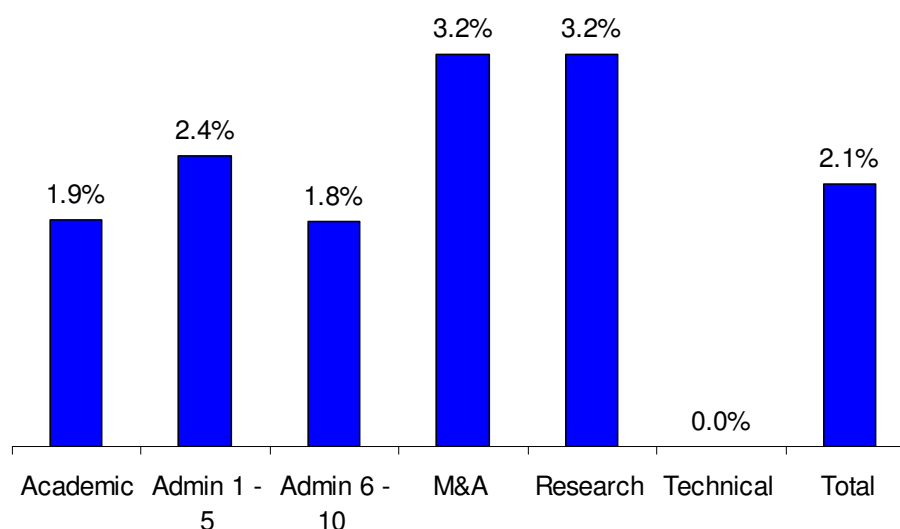
Table 23 Disabled staff compared to HESA statistics, 2004 - 2012

Category	% in 2012	% in 2011	% in 2010	% in 2009	% in 2008	% in 2007	% in 2006	% in 2005	% in 2004
Disabled staff - RHUL	2.1%	2.2%	2.0%	2.1%	2.5%	2.4%	2.4%	1.8%	1.8%
Disabled staff - HESA	3.2%	3.1%	3.1%	3.0%	2.7%	2.6%	2.4%	2.4%	2.4%

Table 24 Disabled staff by broad job groups, 2009 to 2012

Staff group	% Royal Holloway disabled staff, 2012	% Royal Holloway disabled staff, 2011	% Royal Holloway disabled staff, 2010	% Royal Holloway disabled staff, 2009	% HESA Statistics disabled staff (HESA 2010/11 data), published in 2012
Academic and research	2.1%	2.7%	1.9%	2.0%	2.5%
Professional and support	3.6%	3.5%	2.0%	2.2%	3.5%

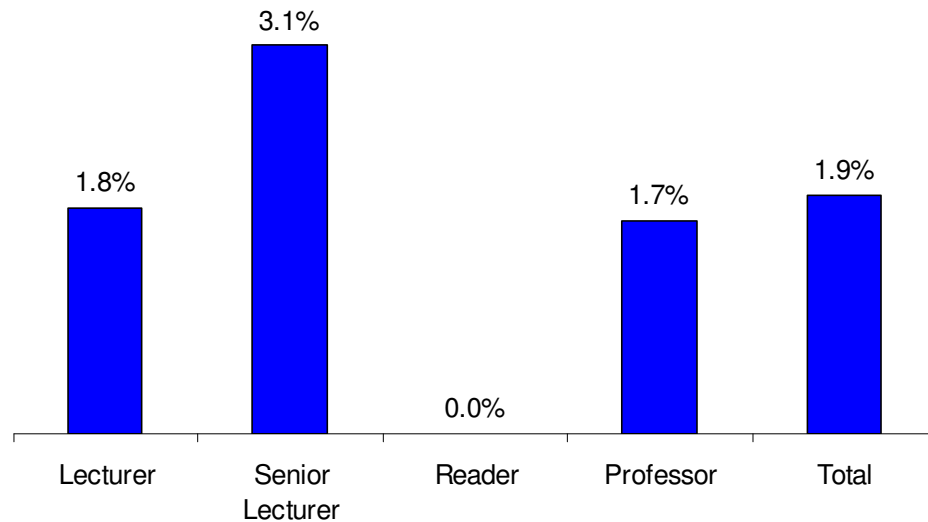
Figure 34 Disabled staff by job category, 2011/12



2.5.1 Academic staff

Nationally, 2.6% of academic staff declared a disability, though this is lower (2.3%) in professorial roles than the 2.7% in the non-professorial roles (ECU, 2012, p.136). At RHUL there are disabled staff from lecturer through to professor levels (with the exception of reader level) however overall these numbers are small.

Figure 35 Percentage of disabled staff in academic posts, 2011/12



2.5.2 Recruitment

The percentage of disabled applicants, at 2%, is in line with the percentage in the existing staff. Disabled staff were 3% of those appointed. The appointees were distributed over four of the six staff groups, the Academic group appointing at twice the College average and with no disabled applicants appointed in M&A or Technical jobs. .

2.5.3 Starters

Six starters had a disability (2.4%): they were academics, in Admin 6-10 roles, in M&A roles and in Research roles.

2.5.4 Training

Disabled staff were 2.4% of those who completed generic training. They were 1.7% who did IT training, from three different job types. Disabled staff also took up Campus Services training, H&S training and ADS training.

2.5.5 Appraisals

A relatively low 1.6% of those who received appraisals were disabled staff, compared to their 2.1% in the College. Notably, no disabled staff in M&A or Research are reported as having had appraisals (no-one has identified as disabled in Technical posts).

2.5.6 Grievances and disciplinarys

There were no grievances or disciplinarys related to disabled people.

2.5.7 Leavers

Five disabled staff or 2.5% of the total who left RHUL last year, a percentage in line with their overall representation amongst staff.

2.6 AGE GROUPS

Nationally, the age profile of staff is broadly in line with the age profile of RHUL staff, with some small differences (ECU, 2012, pp.168-9) and see Figure 37. The age profile of staff at RHUL remains much as it has been for the last three years, with only a small shift in the balance between the groups across the 41-60 age range, and no staff in the over 70 age group in the six main staff groups (although there are staff over the age of 70 amongst casual staff and visiting teachers).

Over 80% of casual staff are under 31. Over a quarter of visiting teachers are aged 30 or under and, in addition, just under a third are in the age group 31 – 40, thus enhancing the 'youthful' profile of the Academic group.

Figure 36 Staff by age group, 2011/12

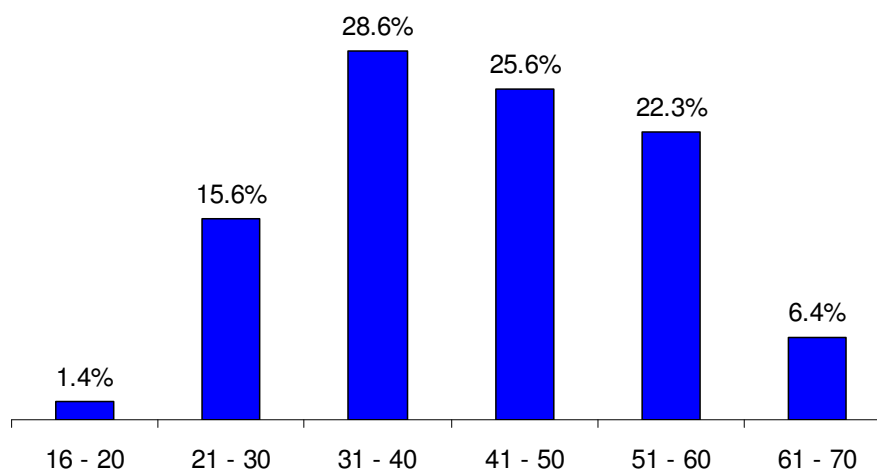


Figure 37 Age profile of RHUL staff, 2011/12 and HESA figures 2011/12

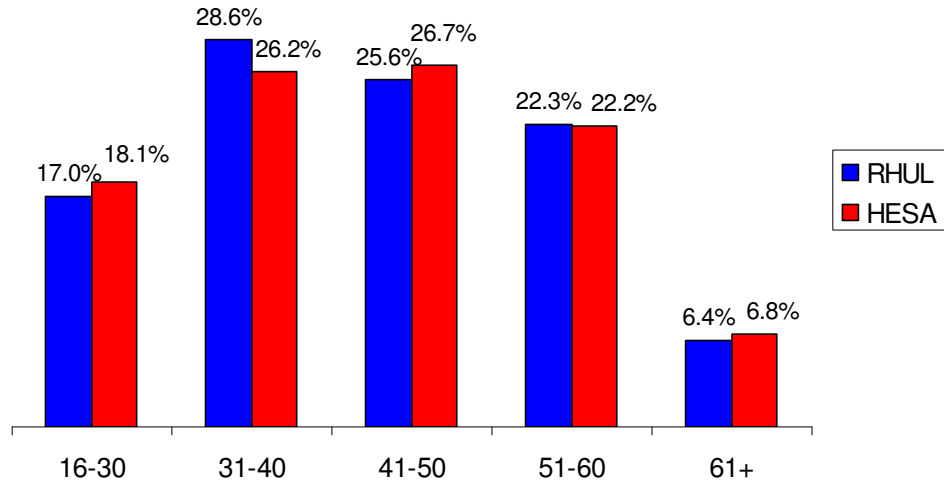
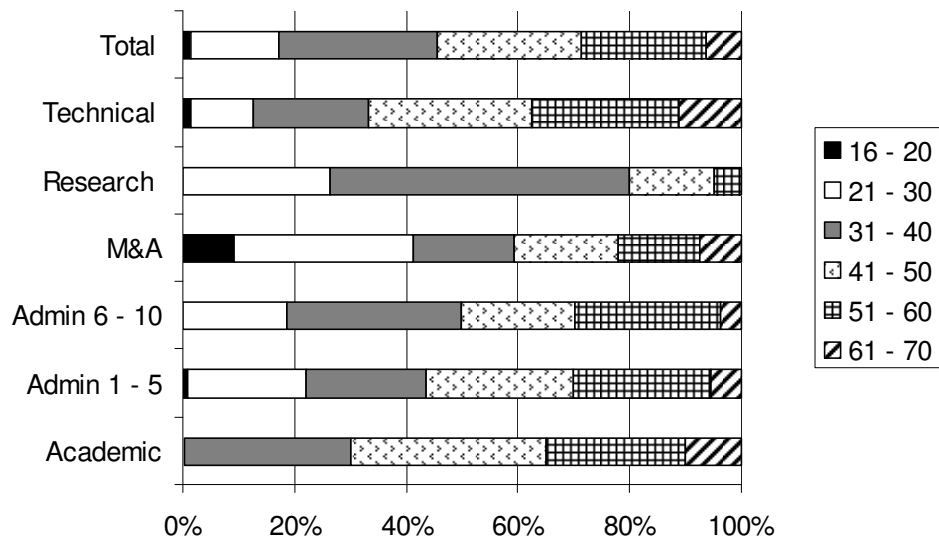
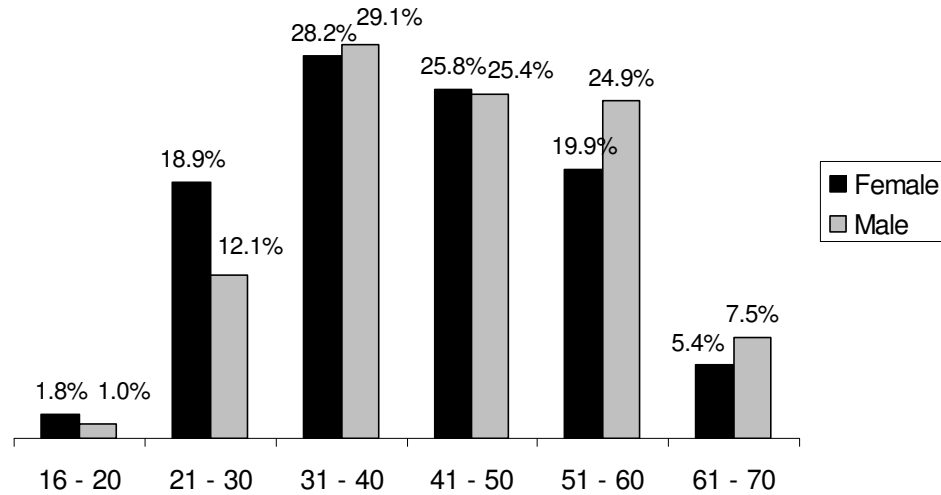


Figure 38 Age distribution of staff by age and staff group, 2011/12



Age by gender

Figure 39 Gender by age group, 2011/12



Women tend to be slightly younger than the overall College population – more under-30s and fewer post-50s.

Age by ethnicity

Whereas around 45% of staff are 40 or under, the corresponding figure for minority ethnic staff in these age bands is 58%, while minority ethnic over-50s are less than half of that of the general college population. This varies by ethnic group (see Figure 41).

Figure 40 Ethnicity by age group, 2011/12

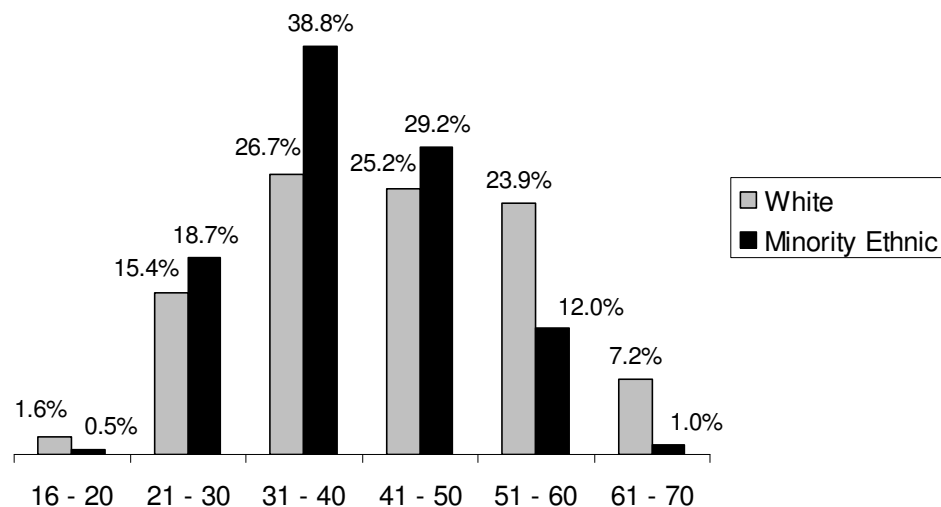
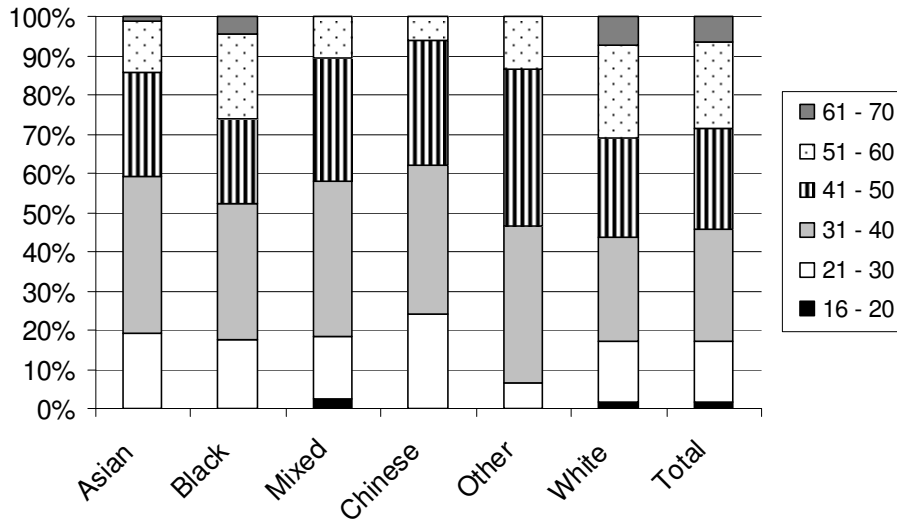


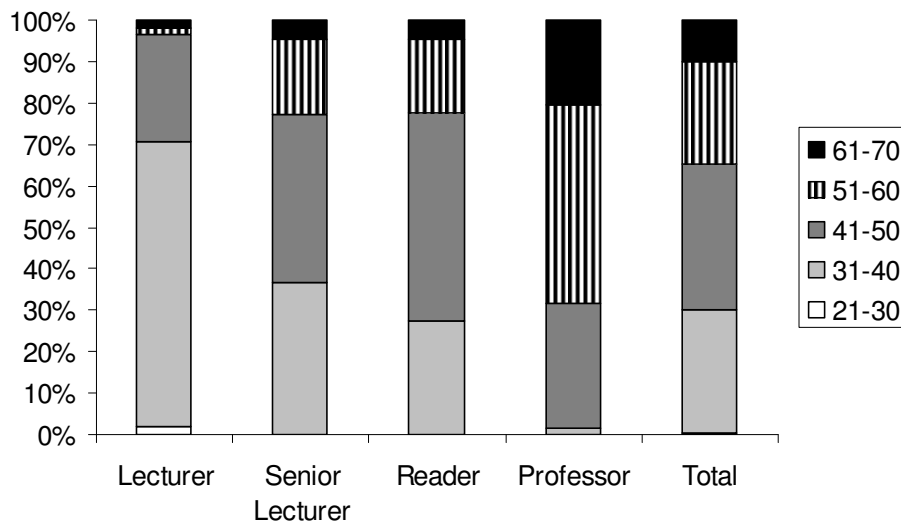
Figure 41 Main ethnic groups by age group, 2011/12



2.6.1 Academic staff

Just under two-thirds of academic staff are in the 31-50 age bracket and 95% of lecturers are in that band. 10% of academics are 61 years of age or over, with that rising to 20% in the Professorial roles.

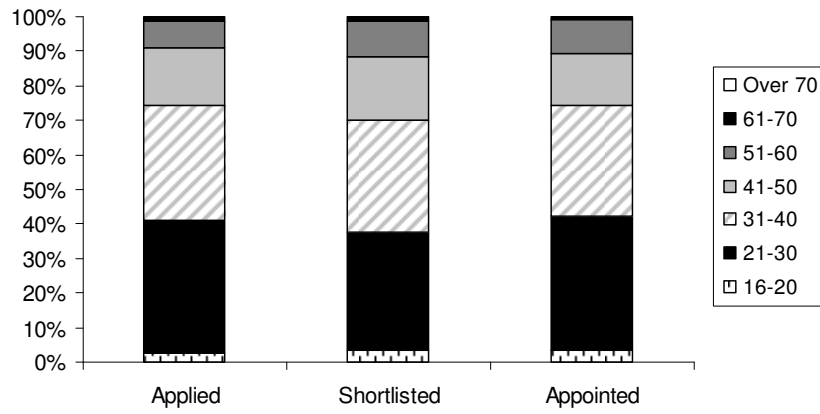
Figure 42 Academic staff by level and age group, 2011/12



2.6.2 Recruitment

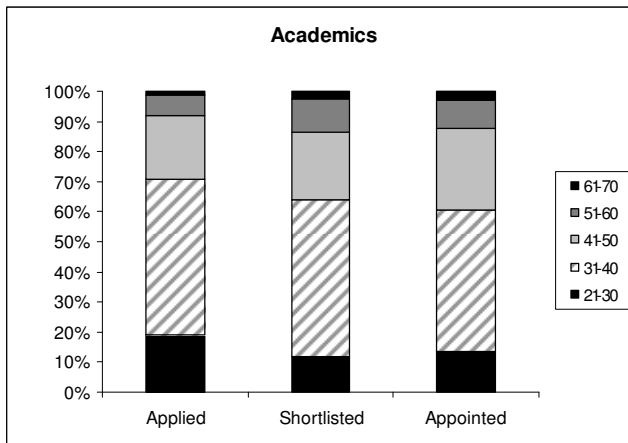
The highest percentage of appointments overall were made in the 21 – 40 age group (68% of all appointments), reflecting the high percentage of applications from this age group. Most of the appointments of those in the 16 - 20 age group were in Admin 1-5, while 2 of the 3 appointments in the 61-70 age group were to academic posts.

Figure 43 Recruitment and selection, age groups, 2011/12

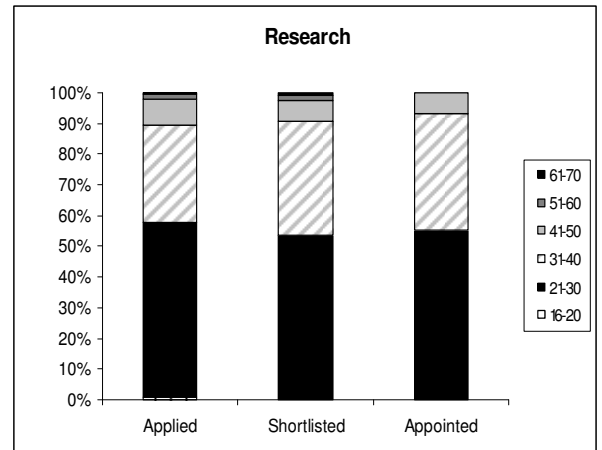


Based on 7281 applications. Ethnicity data unknown for an additional 352 applicants.

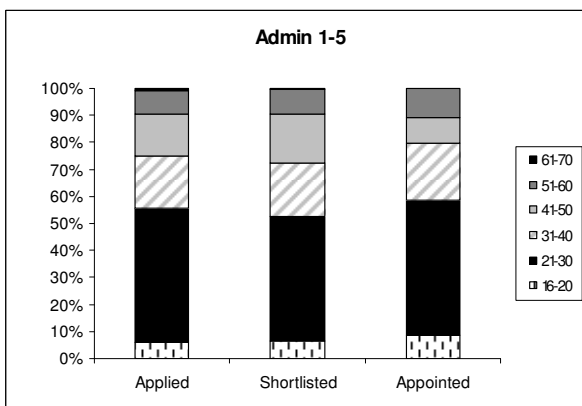
Figure 44 Applicants by age group for different job types, 2011/12



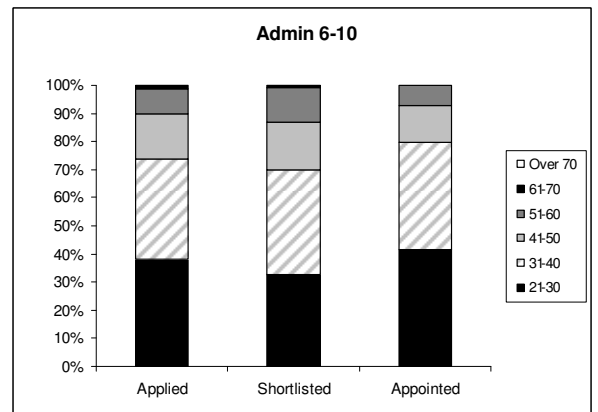
Based on 2043 applicants (age data is unknown for an additional 124 people)



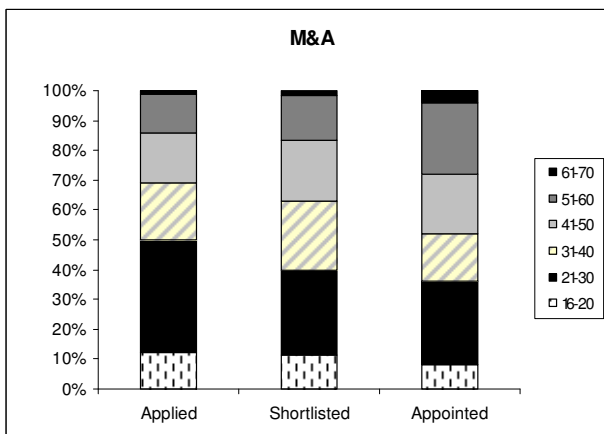
Based on 826 applicants (age data is unknown for an additional 36 people)



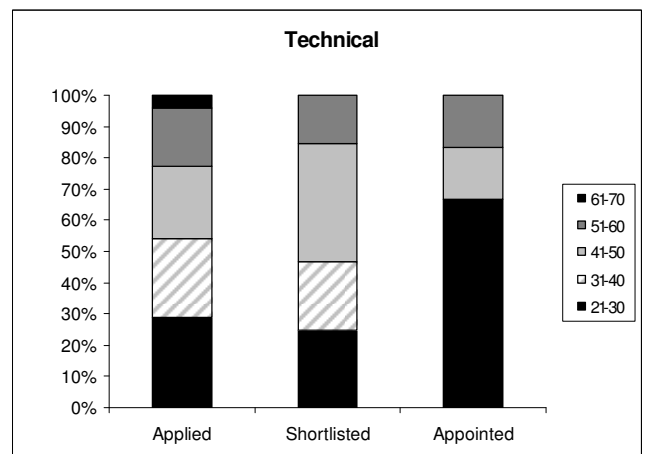
Based on 2147 applicants (age data is unknown for an additional 52 people)



Based on 1649 applicants (age data is unknown for an additional 89 people)



Based on 494 applicants (age data is unknown for an additional 35 people)



Based on 122 applicants (age data is unknown for an additional 16 people)

2.6.3 Starters

Academic starters are a slightly older group than the rest of the staff groups and those with starters in the youngest age groups are Admin 1-5, M&A and Technical.

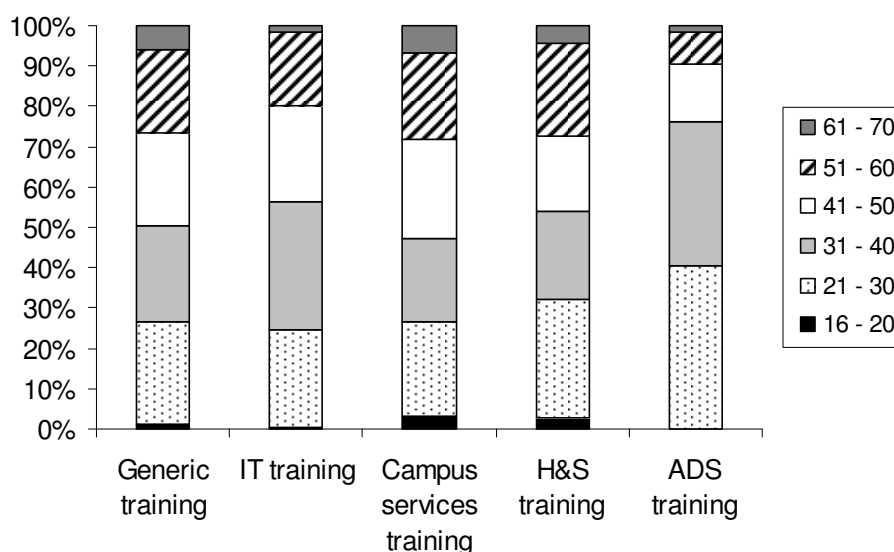
Table 25 New starters by age group by staff group, 2011/12

Age group	Academic	Admin 1 - 5	Admin 6 - 10	M&A	Research	Technical	Total
16-20	0.0%	3.9%	0.0%	22.2%	0.0%	8.3%	4.3%
21-30	7.1%	41.2%	48.0%	27.8%	43.6%	16.7%	34.9%
31-40	38.1%	27.5%	37.3%	13.9%	46.2%	33.3%	33.3%
41-50	28.6%	15.7%	5.3%	13.9%	10.3%	8.3%	13.3%
51-60	19.0%	11.8%	9.3%	16.7%	0.0%	8.3%	11.0%
61-70	7.1%	0.0%	0.0%	5.6%	0.0%	25.0%	3.1%

2.6.4 Training

Overall, there is take-up of the various types of training by all age groups.

Figure 45 Take up of training by different age groups, 2011/12



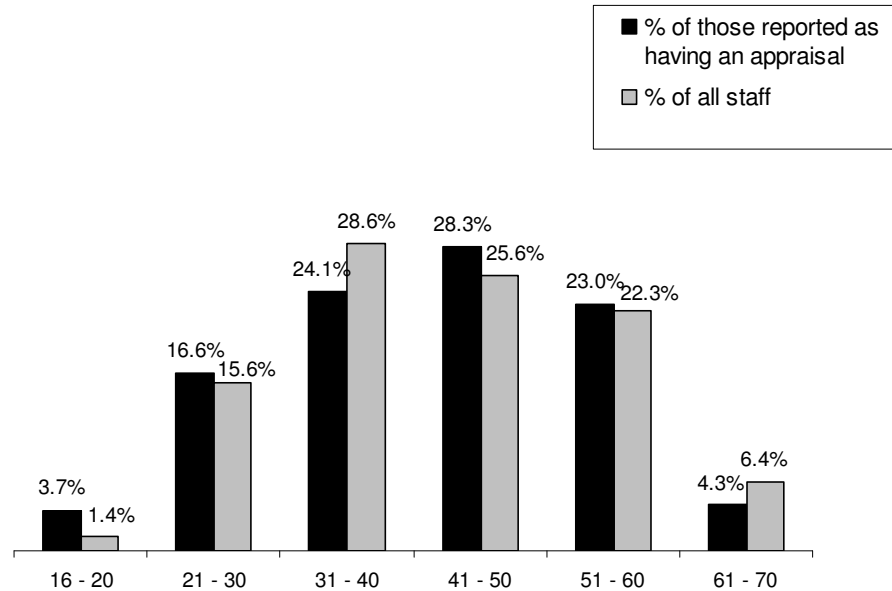
IT Training

Less than a fifth of the 231 trainees were over 51, a considerable drop from the previous year, but across staff groups there was some consistency in the take up, averaging at around a quarter. The key time frame for IT training seems to be staff in their twenties and thirties, accounting for two-thirds of the take-up in Admin 6-10, 94% of Research staff, and all visiting and casual staff (although these are very small numbers). In M&A, take-up was relatively reasonably well balanced between all main age groups; Academics aged 40 or below were the main recipients of IT training in their group. Admin staff were the main group to take up IT training (73%), but Admin 1-5 staff in their forties and fifties were their largest cohort, while Admin 6-10 staff in the twenties and thirties were largest in that group.

2.6.5 Appraisals

The age pattern of those reported as having an appraisal is broadly in line with the age pattern of staff overall, with the exception of where the numbers peak. The largest percentage of all staff is in the 31-40 age group, whereas the largest percentage of those reported as having had an appraisal is the 41-50 age group.

Figure 46 Appraisals by age groups, 2011/12



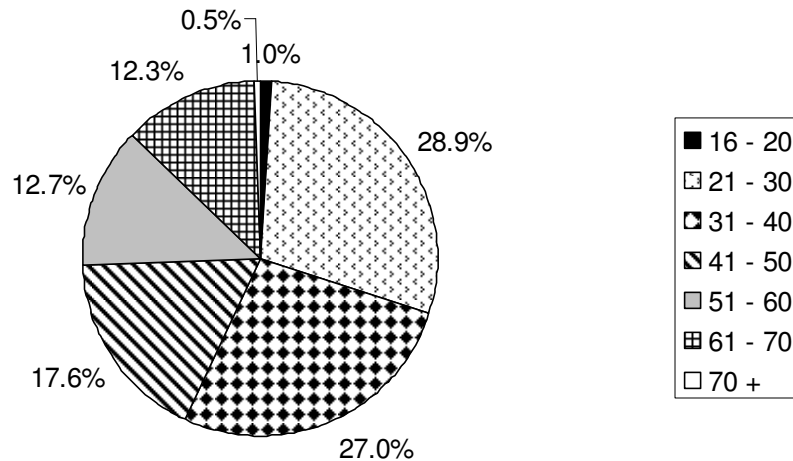
2.6.6 Grievances and disciplinaries

Although overall small numbers, the grievances and disciplinaries are all for staff aged 41 and above.

2.6.7 Leavers

Leavers were from all the age groups but, as in previous years, the leavers are disproportionately from the younger age groups, particularly 21 – 30 and 31 – 40, probably reflecting a wider variety of available career choices.

Figure 47 Leavers by age groups, 2011/12



2.7 SEXUAL ORIENTATION

This is a relatively new equality area for the College to collect data on. Sexual orientation data is collected routinely for new staff. Existing staff are asked to update their personnel data from time to time, however there is still a high percentage (91%) of staff for whom sexual orientation data is unknown. Of those who have provided data, around 3.2% are gay or bisexual and 3.2% indicated other (not heterosexual).

2.8 RELIGION OR BELIEF

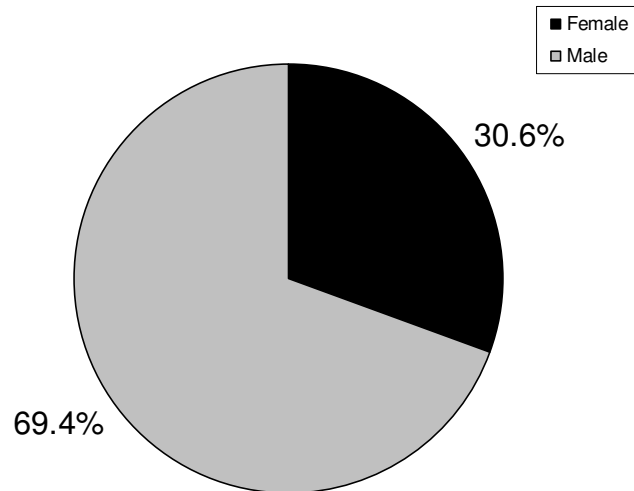
A second relatively new area for the College to collect data on is religion or belief and 9.3% of staff have responded to the request for this information, still leaving a high percentage (91%) for whom religion or belief data is unknown. Of those who provided data, the largest group are Christian (52%), followed by 40% who have no religion or belief and smaller percentages of staff who are Hindu, Jewish, Muslim, Sikh and Spiritual and any other religion or belief.

2.9 SENIOR MANAGEMENT

All senior managers are on permanent contracts and all are full-time.

2.9.1 Gender

Figure 48 Gender profile of senior management, 2011/12



The proportion of women managers has decreased in the last year so that they now represent less than a third of the total (last year they were 39%).

2.9.2 Disability

Two senior managers have indicated they have a disability which represents 5.6% of the total of 36 managers.

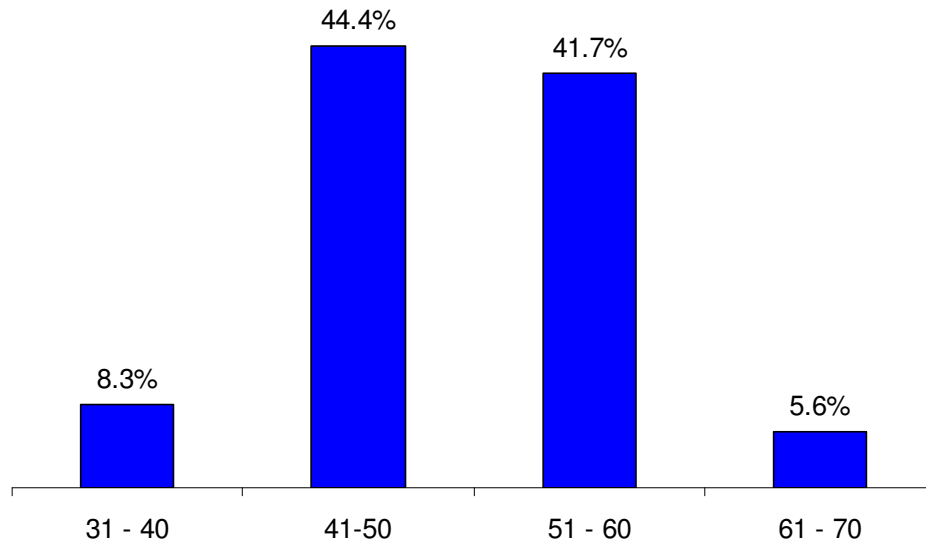
2.9.3 Ethnicity

There is one senior manager of minority ethnic origin, but no other minority ethnic staff at this level. One person preferred not to provide this data.

There are six (16.7%) senior managers of non-UK nationality.

2.9.4 Age group

Figure 49 Age profile of senior management, 2011/12

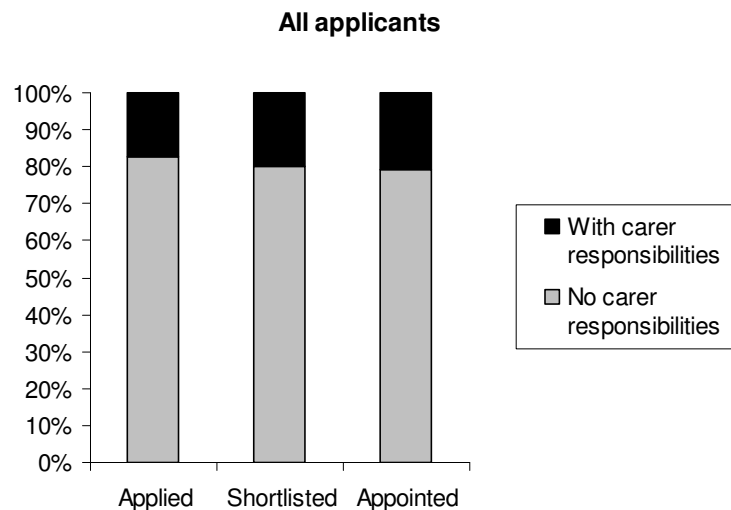


Not unexpectedly, the age profile at the senior management level is higher than the age profile of staff, with 86% in the 41-60 age bracket and none younger than the 31-40 age group.

2.10 CARERS

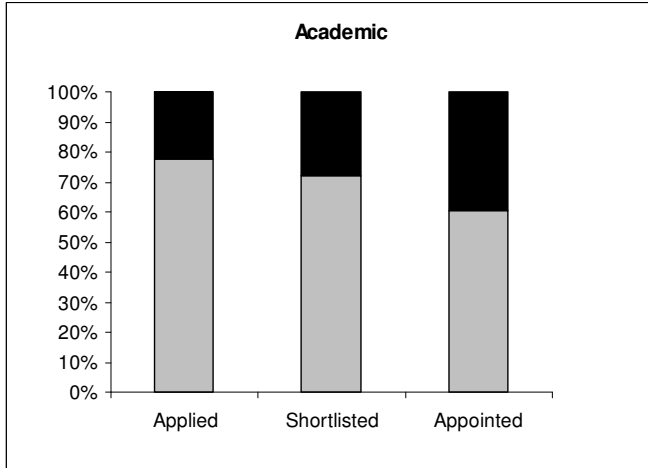
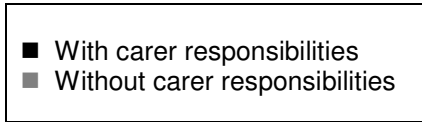
Data is only available on carer status for applicants of whom 65% provided data. Of those, 17% had carer responsibilities. Of those appointed, 21% had carer responsibilities and they were appointed in all six job categories. On the surface, carer responsibility does not seem to have been an impediment to obtaining an interview or securing a post.

Figure 50 Applicants by carer responsibilities, 2011/12

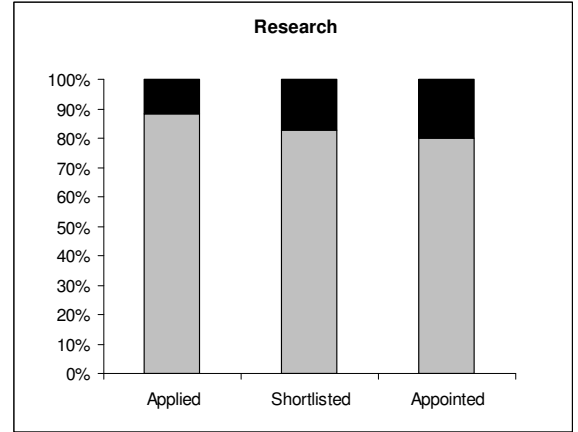


Based on 6690 applications. Ethnicity data unknown for an additional 943 applicants.

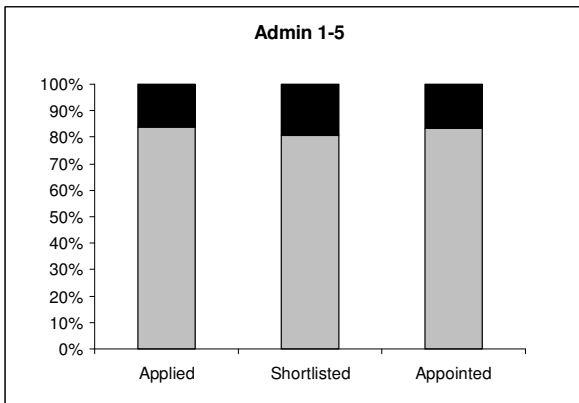
Figure 51 Applicants by carers responsibilities by different job types, 2011/12



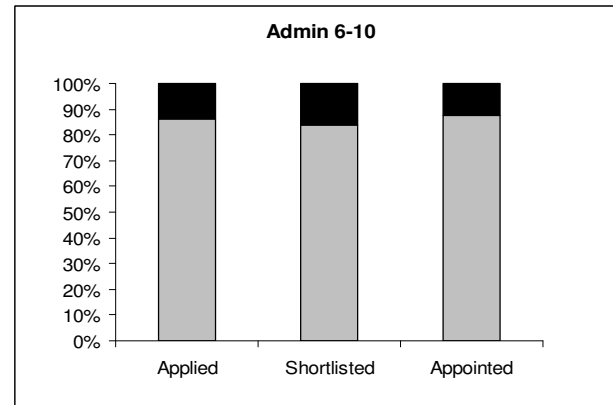
Based on 2001 applicants (carer data is unknown for an additional 166 people)



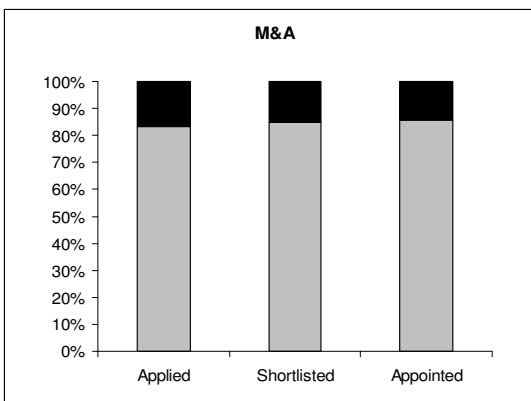
Based on 730 applicants (carer data is unknown for an additional 132 people)



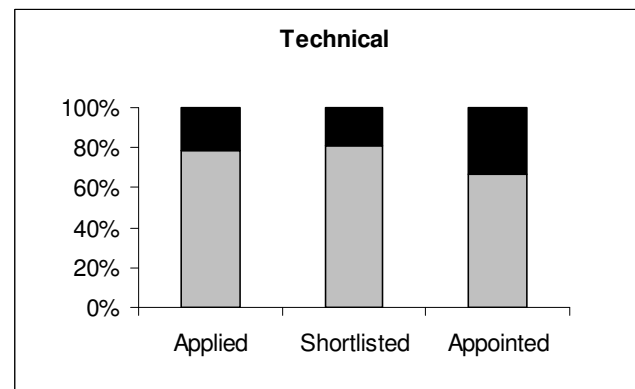
Based on 1950 applicants (carer data is unknown for an additional 249 people)



Based on 1505 applicants (carer data is unknown for an additional 233 people)



Based on 424 applicants (carer data is unknown for an additional 105 people)



Based on 80 applicants (carer data is unknown for an additional 58 people)

3. MEDIA

A total of 51 different sources of advertising/mechanisms of providing information were used recruit for staff in 2011/12. These included the national and local press, professional and technical journals/magazines and recruitment websites. The three most cited sources of jobs information in descending order were job.ac.uk, the RHUL Intranet and word-of-mouth. For academic posts, 55% of applicants cited jobs.ac.uk as their source, but only 38% of successful applicants did so, and word-of-mouth accounted for 30% of successful applicants. Similarly, 37% of research applicants cited jobs.ac.uk as their source, but only 16% of successful appointees did so; word-of-mouth and the Intranet were almost as equally important. For Admin 1-5 posts 85% of successful appointees cited college-based sources – Intranet, Website, internal advert and word-of-mouth - as their sources.

It appears that College-based and internal methods of recruitment are matched by web-based sources as the College has received large numbers of apparently overseas applications. There are, however, no examples of media used to target populations that are under-represented in the College, such as those that may be particularly read by disabled people or people from the African-Caribbean communities.

4. ANALYSIS OF MAIN ISSUES

This equality monitoring report covers all groups of College staff. When relevant there is a focus on particular groups of staff, such as academic staff or senior management.

The percentage of female staff continues its annual increase, approaching figures for national representation of 53.8%. Women still outnumber men on part-time contracts by 3:1, however this percentage varies according to staff group. The staff group with the highest percentage of women working part-time is M&A and the lowest is academic. The staff group with the highest percentage of men working part-time is Admin 1 – 5 and the lowest is academic. It also varies according to academic level. Although a higher percentage of women than of men work on a part-time basis at all the academic levels, the level with the highest percentage is Lecturer and the lowest is Reader. Women apply for posts in robust numbers and they form over half of new starters. Despite the overall gender balance in the College this is only reflected broadly at staff group level in the Research, M&A and Admin 6-10 groups and other groups show the much more unbalanced gender representation that has been reported in previous equality monitoring. With regard to academic posts, men are in the majority of new starters and the overall position remains as it was a year ago: male academic staff outnumber female staff two to one at senior lecturer and reader levels and three to one at professorial level. Given the difference between academic leavers and starters the percentage of women will not increase rapidly. At Arts and Social Science Faculty level, it is worth noting that although female lecturers and readers outnumber the male 3:2, at senior lecturer and professor levels they are only a little over half the number of men. Women continue to be strongly represented in training courses. Appraisals of women returned to a proportionately higher figure, so that over the three-year period there appears to be a general gender balance. Women also seem to have been favourably considered in non-Academic re-gradings and promotions. Taking into account a small number of adjustments, most women return from maternity leave to the same conditions of employment prior to taking leave and some take up the option to change to work on a part-time basis.

The percentage of all minority ethnic staff continues to be higher than the percentage of minority ethnic staff nationally, with staff of Asian origins the largest ethnic group. Minority ethnic staff register slightly higher levels amongst female employees, casual staff and to some extent visiting teachers. At RHUL, overall, 12.1% of all academic staff and 10.3% of academic staff of UK nationality are of minority ethnic origin, figures which are broadly in line with the last report. Despite being shortlisted at a lower rate than white applicants, minority ethnic academics are reasonably well represented at lecturer, senior lecturer and reader levels, descending from 20% to 14.1% and 13.1%, but then decreasing at professorial level to 5.3% (6.3% if one considers only those of UK nationality). The differences across the three Faculties that were reported last year are maintained by this year's statistics. Management and Economics has the highest overall percentage of minority ethnic staff, at 23.7% of all academic staff, compared to Arts and Social Science, with 9.8%, and Science, at 8.7%. The progression towards professorship from lecturer posts varies across faculties, from the steady decline in percentages in Arts and Social Science to more fluctuations at senior lectureships and readerships in the other two until decrease to a much lower percentage at professor level.

Minority ethnic employees tend to be on part time contracts in similar proportions to those of the whole staff (approximately one quarter). There are some variations between groups, however numbers are small. More minority ethnic staff are on fixed term contracts than the general population of the College. Though the number of appraisals of minority ethnic staff were low again, their participation in training was comparable to their representation on the staff, and non-academic promotions of minority ethnic staff was double their percentage in the college overall.

More than a quarter of the staff are of non-UK nationality, divided amongst 63 nationalities, mostly European. This is most concentrated in academic and research posts where a third and a half respectively are of non-UK nationality. Individuals from 105 countries, comprising 44% of the total, applied for posts at the College last year and 38% of new starters were of non-UK nationality (as well as a quarter of leavers). This varied according to staff group and half of the leavers from academic posts were of non-UK nationality).

The situation with regard to disabled staff has hardly changed in recent years and as numbers are very small in any case noticeable percentage changes actually reflect quite small numbers of people. Similarly, the age profile of staff remains much as it was in previous reports with small shifts in the balance of age groups, and no staff this year over the age of 70. It was noted that less than a fifth of the 231 taking up IT training were over 51, a considerable drop from the previous year, though this may have been the effect of their heavy involvement in training and development in the past.

The percentage of women in senior management has decreased from 39% to 31%. While the proportion of disabled staff in senior management is higher than the College profile, this represents small numbers and minority ethnic staff at this level are well below their overall representation in the College.

In summary, the trends noted in the previous report continue. In broad terms, an unmistakable pattern has emerged over the last monitoring reports and previous comments on areas of development still apply. Key areas for action are set out in the recommendations below.

5. RECOMMENDATIONS

- (a) As in previous years, the Equality Steering Group should discuss the key findings from this year's report and incorporate recommendations into existing action plans, such as the Single Equality Scheme. This should include looking at the reported progress on action points from the previous year's equality monitoring report.
- (b) Further work should take place to raise awareness amongst staff of the inclusion of data on sexual orientation and religion as part of equality monitoring in the college. Staff should be encouraged to update their personal records with this information.
- (c) Look at the grievances and disciplinaries data with a particular focus on age profile to identify if there are any common themes. Data may be too limited and this could be monitored over time.

- (d) Given the persistent low percentage of disabled staff across all job types, more active consideration should be given to encouraging applications from disabled people through for example making job vacancies known to disabled people's organisations. In addition, consideration could be given, in consultation with a group of existing disabled staff, to the development of an intern programme aimed specifically at disabled people.
- (e) The continuing relatively low representation of minority ethnic staff at the senior academic levels and senior management levels should be explored further.
- (f) The relatively low percentage of women at the professorial levels compared to their representation overall in academic roles should be looked into, as should the recent decrease of the percentage of women at senior management level.
- (g) As previously recommended, it would be useful to collect equality data from the College Council membership and include that in the regular equality monitoring report.

6. REFERENCES

Equality Challenge Unit (2010), *Trans staff and students in higher education, revised 2010*

Equality Challenge Unit (2012), *Equality in higher education: statistical report 2012*

HEFCE, (2004), *Equality and diversity monitoring in higher education institutions*, Higher Education Funding Council for England

APPENDIX

Report on action points from 2010/11 equality monitoring report

Action points from 2011/12 report	Progress made
<p>1. As in previous years, a group should be convened in order to consider progress generally in relation to equality monitoring and to discuss the key findings from this year's report and develop an action plan based on these. This should include looking at the reported progress on action points from the 2008/09 and 2009/10 combined report (see Appendix 1).</p>	<p>The Equality Steering Group has been re-formed with a new chair. Membership now also includes representatives from each of the three campus trade unions. The Group will continue to review progress against the university's Single Equality Scheme.</p>
<p>2. The continued low percentage of disabled staff is of note and consideration should be given to prioritising taking action to address this. The percentage of disabled applicants is low and this could form the focus of some consideration.</p>	<p>The university now has a staff disability forum which feeds relevant issues and suggestions to the Equality Steering Group. The HR Department are currently in the process of applying for the two ticks 'positive about disabled people' award.</p>
<p>3. Work should be undertaken to collate and make available for analysis data for internal applicants for promotion and for those put forward for promotion as, in the absence of this, success rates cannot be reported and analysed by any of the equality categories.</p>	<p>Whilst data is available on the success rates of promotion applications that are considered by the Academic Staffing and Titles Committee, this does not give an accurate reflection as it does not include applications that do not get put forward by departmental promotions committees. This will be considered as part of the review of academic promotions later in the year. Data will then be incorporated in the 2013/14 monitoring report.</p>
<p>4. Consider extending the equality monitoring analysis of data by Faculty.</p>	<p>This will be incorporated in the 2012/13 monitoring report.</p>
<p>5. Further efforts to increase the reporting rates of sexual orientation and religion, as well as the collection of carer responsibility data from existing staff, would extend the equality monitoring data reporting.</p>	<p>Staff have recently been encouraged to update their equality information using my-view. Further encouragement will be needed and this will be considered by the Equality Steering Group.</p>
<p>6. As previously recommended, it would be useful to look into the collection of equality data from the College Council membership.</p>	<p>To be considered by the Equality Steering Group.</p>