

# ROYAL HOLLOWAY UNIVERSITY OF LONDON EQUALITY MONITORING DATA

## EMPLOYMENT REPORT: 2008/09 and 2009/10

### EXECUTIVE SUMMARY

#### 1. Introduction

We regularly monitor the profile of our staff to meet our legal obligations and in line with good higher education practice (HEFCE, 2004; EHRC, 2010a; EHRC 2010b). Our obligations are now set out in the Equality Act 2010, which, on 1st October 2010, replaced the various previous legal acts relating to discrimination. Further to more detailed monitoring work over the last two years, we now meet all our equality monitoring requirements in relation to staff. Carrying out equality monitoring of our staff also helps us assess the impact of our equal opportunities policy.

#### 2. Staff profile

At the end of 2009/10, there were 1511 staff in post, which was almost the same in the previous year and an increase of 67 staff in post since the last report, for the year 2007/08. Although the data for previous years is not directly comparable, due to the new categorisation system for jobs, the overall percentages for each type of job has remained broadly consistent over the past three years, with a slight increase in M&A this year and a slight decrease in the percentage of research posts.

**Summary Table 1: Number and percentage of staff in each staff group, 2009/10 and 2008/09**

<b>Staff group</b>	<b>2009/10</b>	<b>2008/09</b>
Academic	32.2%	33.0%
Admin 1 – 5	15.6%	15.9%
Admin 6 – 10	25.7%	25.4%
M&A	13.7%	11.0%
Research	8.5%	10.1%
Technical	4.2%	4.6%
<i>Based on total number</i>	<i>1511</i>	<i>1512</i>

From a decline between 2006 and 2008, the percentage of minority ethnic staff has now risen, from 10% in 2008, up to the current 12.5%. This is of all staff, including international and UK staff. Minority ethnic staff are 9.1% of those with UK nationality. Although there has been a small percentage increase in the proportion of female staff, men and women have remained more or less equally represented overall in the organisation. The percentage of disabled staff is of some concern, having dropped from an already low level of 2.5% of staff to the current 2%.

**Summary Table 2: Minority ethnic staff, women and disabled staff, 2005/06 – 2009/10**

Category	2006	2007	2008	2009	2010	HESA 2008/09
<b>Minority ethnic (known ethnicity)*</b>	11.0%	10.4%	10.0%	10.7%	12.5%	10.4%
<b>Women</b>	49.6%	49.7%	49.7%	50.8%	50.6%	53.6%
<b>Disabled</b>	2.4%	2.4%	2.5%	2.1%	2.0%	3%

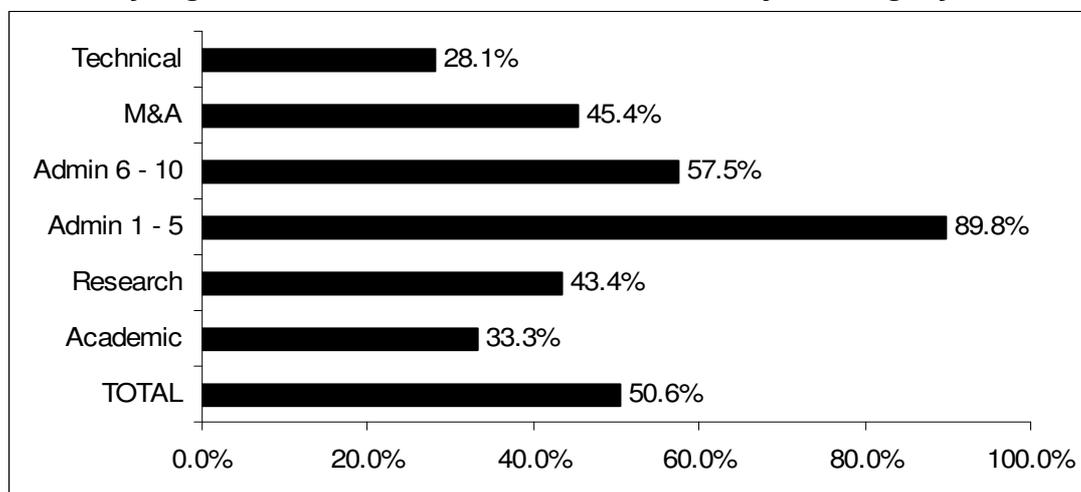
\* (ethnicity data is not known/refused by 37 staff, or 2.4%, in 2009/10)

## 2.1 Gender

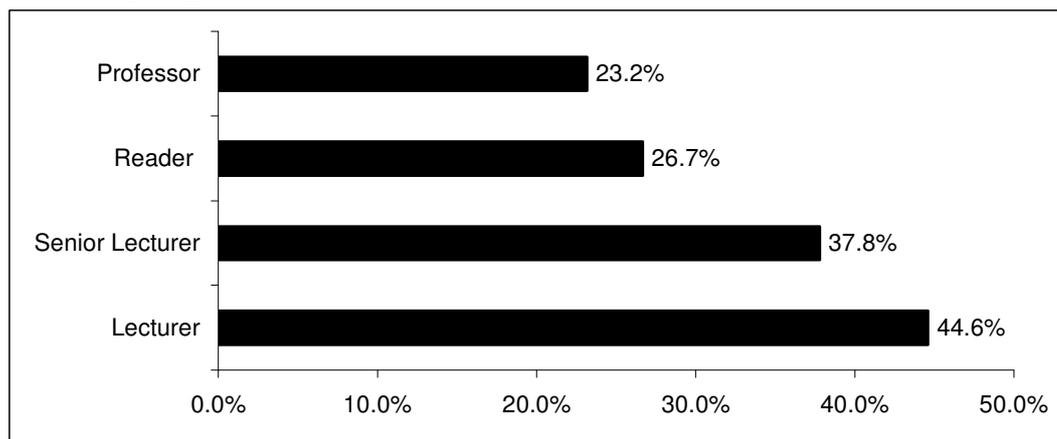
There are almost equal proportions of men and women staff in the College. During the last two years this has shifted to a slight majority of female staff. However, this difference is very small and the situation has been relatively stable over the last five years. This is broadly in line with the HESA data which, although they report women in a majority, is just slightly higher, at 53.6% in all HEIs.

As in previous years, there are variations in the balance of men and women by staff group. The highest proportion of women is in the Admin 1 – 5 group. The lowest is in the technical and academic staff. There is a notably lower percentage of women in academic roles compared to the HESA data (35.4% compared to 43.4%) and the percentage of women reduces according to seniority of position (from 44.6% of lecturers to 23.2% of professors).

**Summary Figure 1 Percent of female staff in each job category, 2009/2010**



**Summary Figure 2 Percent of women at each academic level, 2009/2010**



Overall, there were broadly equal numbers of male and female applicants but women were more successful than men at shortlisting and interview stages and in most job categories. This has been the same for the past three years.

Over half of starters were women in 2010, however the rate varies according to job category. It is perhaps unsurprising that highest percentage of women starters are in Admin roles 1 - 5 whereas at 70% there were more male starters in technical roles. Less predictably, perhaps, men were 58.5% of starters compared to women at 41.5% in research roles. Notably, 83% of those re-graded in research posts were men.

With regard to academic promotions, the levels reflect the balance in the organisation except for promotion to professor from reader (which shows a majority of women) and lecturer to reader which was entirely men for the 2009-10 period.

## **2.2 Ethnicity**

In 2008/09 and 2009/10, ethnicity data is available for UK and international staff and we can now also report the ethnicity profile of staff with UK nationality. This means that the profile data can be compared with HESA ethnicity monitoring data.

There are 12.5% (184) minority ethnic staff in the College overall, an increase from 2008/09 when there were 10.7% (158) and from 2007/08 when there were 10% (142). It is a higher percentage than the HESA overall figure of 10.4%. Of the staff with UK nationality, 9.1% (103) are of minority ethnic origin. This compares with the HESA overall figure of 6.7% and is an increase from 7.4% (83) in 2008/09.

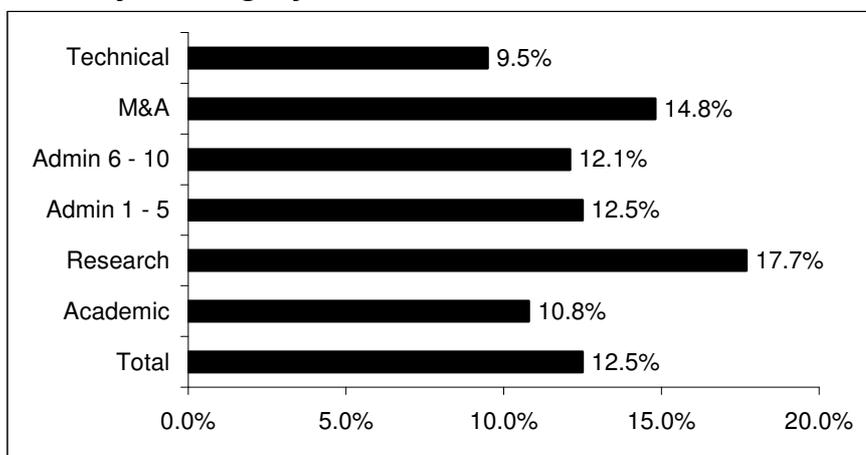
Of the staff with UK nationality, there is a higher percentage of minority ethnic staff amongst academic, research and Admin 6 - 10 grades, compared to Admin 1 - 5, M&A and technical staff groups.

In 2010, with the exception of academics, staff of Asian origin are the single largest minority ethnic group. In the academic group, those of Chinese origin have the highest percentage of the minority groups. In 2009, the percentage of Asian and Chinese were equal within both the academic and the research groups.

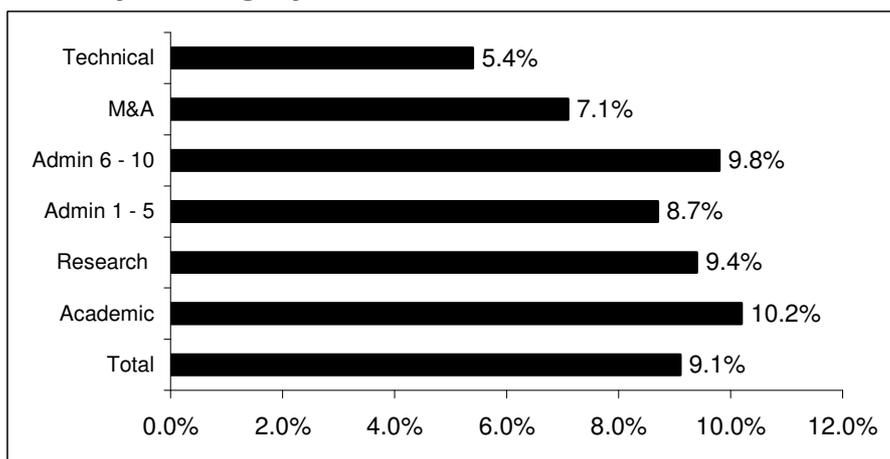
There was a slightly higher percentage of minority ethnic staff at lecturer level (15%) than at senior lecturer (13.7%) and at reader level (11.9%) in 2010, however the

percentage drops dramatically at professor level, with 4.4% of professors of minority ethnic origin in 2010.

**Summary Figure 3 Percent minority ethnic staff in each job category, international and UK, 2009/2010**



**Summary Figure 4 Percent minority ethnic staff in each job category, UK nationals, 2009/2010**



Overall, a higher percentage of White job applicants are shortlisted and then appointed than of minority ethnic job applicants. At 25%, a relatively high percentage of applicants were of minority ethnic origin. This reduced substantially to 19.9% of those shortlisted and 19.6% of those appointed. Minority ethnic applicants had a higher success rate in 2010 (19.6% of those appointed) compared to 2009, where they formed 14.7% of those appointed. In addition, the percentage of those shortlisted in 2010 who were of minority ethnic origin (19.9%) was over 3 percentage points higher than in 2009. In contrast to these overall figures, minority ethnic candidates with UK nationality have a higher success rate than white applicants with UK nationality, with minority ethnic people forming 8.2% of applicants and 14.1% of those appointed.

Overall, the College attracts almost equal numbers of UK and non-UK applicants, with UK nationality applicants forming a higher proportion (around three-quarters) of those appointed in each of the past two years. This varies across the staff groups, with the academic job category, closely followed by the research category, attracting

the highest percentages of non-UK applicants (73.1% and 66.5% respectively in 2010, broadly similar to 2009).

Of the 227 starters in 2009/10 (known ethnicity), 20.7% were of minority ethnic origin (17.1% of the 170 starters of UK nationality were of minority ethnic origin). This is relatively high compared with the ethnic profile of all staff and is higher than the 12.7% in 2009 (7.3% of UK nationality). In 2010, minority ethnic staff (international and UK) formed a slightly higher percentage of leavers than their representation in the overall workforce, although in 2009 they were slightly lower, thus indicating no overall concern. In the UK nationality group, the percentage of minority ethnic leavers was slightly less than their overall representation in the organisation.

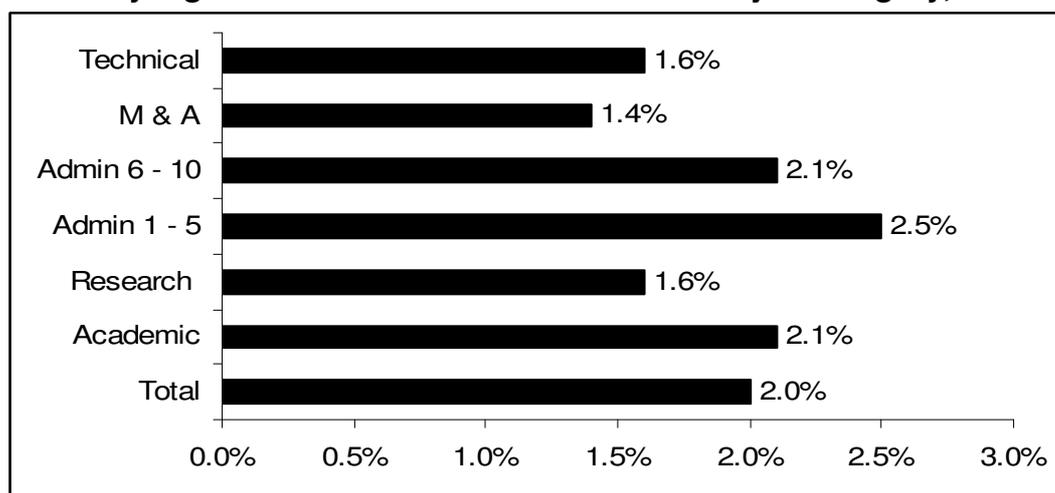
### 2.3 Disability

At the end of 2009/10, disabled staff formed 2% of the whole workforce with little variation in the percentage of academic staff compared to professional and support staff. This compares with the overall HESA figure of 3%. This 2% is a small decrease since 2009, however this shows a decrease also since 2008 and almost reverts to the lower percentage in 2005, losing the gains made in recent years.

Disabled staff are employed across the different job types, including in technical posts where in 2007/08 there were no disabled staff. The highest percentage are in Admin 1 – 5 roles, however overall, as numbers are small there is little difference across the different job types.

In both 2010 and 2009, disabled staff are in the academic jobs from lecturer up to professor level, with the exception of reader. However, as the figures are low, the important point to note is that they are not grouped at one particular level, but spread almost across all academic levels.

**Summary Figure 5 Percent disabled staff in each job category, 2009/10**



Disabled people have been appointed in different job categories. In 2010, 2.4% of applicants for posts in the college were disabled, 2.2% of those who were shortlisted were disabled, and a low 0.6% of those appointed were disabled. Although a higher percentage (1.7%), equating to a higher number (4) were appointed the previous year, this perpetuates the pattern of low success rates for disabled applicants at the College. Disabled staff were 3.2% of the leavers in 2009 and 2.1% in 2010, spread across different job types.

## **2.4 Age**

In 2010, as in previous years, the workforce is spread across the age groups from 16 to 20 through to over 70. The largest percentage is in the age group 31 to 40, which is overall slightly younger than 2008/09 and also in 2007/08. In this earlier year the largest percentage of staff was in the 41 – 50 age group.

There were applicants from across the age groups, from 16 – 20 up to 70+ (with just one application in this latter age group). This was quite a wide spread of age groups across all job categories and it was a similar picture in 2009.

The bulk of applicants and appointments made were in the 21 – 50 age range. Starters were from all age groups, from 16-20 up to and including 61-70, with the highest percentage of starters being in the 21-30 age group in 2010, and a slightly higher percentage being in the 31 – 40 age group in 2009. Leavers were from all age groups, with the pattern for the last three years showing the highest percentage of leavers being from the 21 – 30 year old group, perhaps reflecting a tendency in this group to be developing their career and looking for new opportunities in other organisations.

In general, training is taken up by all age groups across the College and, although an overall low percentage of appraisals have been carried out, they have taken place for staff of all age groups at a rate which is more or less in line with their overall representation.

## **2.5 Carers**

Data is not available for staff in relation to their carer responsibilities. However, carer data was collected for job applicants over the reporting period. Overall, 63% of applicants in 2010 supplied this data, which is an increase on the 52% in 2008/09 and 50% in 2007/08. Around 18% of those who responded to the question had carer responsibilities and carer responsibility seems to be no impediment to appointment overall, with successful candidates with caring responsibilities in proportion to their application rate. This is a similar picture to the results in 2008/09 and 2007/08.

## **3. Recommendations**

Recommendations have been made relating to the collection, collation and analysis of data. They are detailed in the full report and cover:

- Equality monitoring reporting on individual parts of the College, for example Faculties, once the new organisational structure is in place
- Equality monitoring reporting on other areas, for example carer responsibilities, disabled staff by contract type, and Council members
- More detailed analysis of data relating to non-academic re-gradings and academic promotions
- Trend data for grievances, particularly by ethnicity, and for disciplinaries, particular by gender
- Analysis of performance related pay or bonuses
- Consideration of monitoring in additional areas, for example sexual orientation
- Exploration of reasons for low percentage of appraisals reported
- Exploration of factors affecting gender and promotion
- Further efforts to increase applications from disabled people
- Consideration of relevant wider and more targeted benchmarking data.

**March 2011**