

Equality and Diversity Report 2009/2010

Contents

	Page
1. Introduction	3
2. Equality and Diversity Update	4
3. Statistics	
3.1 Staff headcount by gender, disability and ethnicity	5
3.2 Applicant data	8
3.3 Contract type by gender, disability and ethnicity	9
3.4 Full/part-time working patterns	10
3.5 Job evaluation and reward review	10
3.6 Academic staff	11
3.7 Committee representation	12
3.8 Reasons for leaving	12
3.9 Length of Service	12
4. Recommendations for 2010/2011	14

Table of graphs

Fig 1	Female staff by job family in 2008, 2009 and 2010
Fig 2	Disabled staff by job family in 2008, 2009 and 2010
Fig 3	BME staff by job family in 2008, 2009 and 2010
Fig 4	Applicant data by gender, disability and ethnicity
Fig 5	Staff by contract type
Fig 6	Academic staff breakdown
Fig 7	Number of staff by length of service
Fig 8	Percentage turnover from January 2006 to January 2010

1. Introduction

Loughborough University is committed to proactively embedding equality and diversity throughout the organisation and to working with staff to ensure this through enabling them, as far as possible, to achieve their full potential. The effective contribution of all staff, students and partners to the organisation's success is recognised in the University's strategy "Towards 2016".

This report provides an overview of the internal and external factors that have impacted on Equality and Diversity agenda within the University. It also highlights key statistical information on staffing drawn from the data held as of **1st April 2010** thereby providing a useful indication of progress towards our E & D objectives.

The report was presented in draft format to the Equality and Diversity Committee for comment and amendment, prior to being presented through the Human Resources Committee, to Senate and Council. The final report will also be published on the University's website in accordance with our statutory duties.

2. Equality and Diversity Update

During the last year, a number of internal and external factors have impacted upon the University's equality and diversity agenda. It is expected that the provisions of the new Equality Act will become law within the next year. This will provide the University with more guidance on the statutory expectations with regard to equality and diversity. In anticipation of the new provisions, the University has integrated all seven strands of equality into its equality and diversity action plan.

During the last year, the University has undertaken a wide variety of work to progress the equality and diversity agenda, including the production of a draft single equality scheme and associated action plan, a review of the support offered to disabled people, the updating of the equality and diversity policy and the introduction of a requirement for all new policies to include an Equality Impact assessment (EIA).

In September 2009 the University's Equality and Diversity Adviser, left the University to take up another position. The opportunity was taken to assess the effectiveness of the post and in order to better assist the University to embed equality and diversity throughout the organisation, it was decided to integrate this role into Staff Development. Unfortunately an appointment to the new post of Staff Development Adviser (Equality & Diversity) was not made at the first attempt but an appointment has now been made.

A new Head of DANS (Disability and Additional Needs Service) was appointed in July 2009.

In 2009, the University became one of only 28 Higher Education institutions to achieve an Athena Swann Bronze award in recognition of the work that the University has undertaken to encourage women into Science and Engineering. This is a notable achievement and it is hoped that individual Departments will build upon this success and achieve silver or gold accreditation.

The University has taken part in the Stonewall employer assessment and accreditation exercise, which has provided useful feedback on our policies and practices and their impact on LGBT staff helping use to ensure that staff are not disadvantaged because of their actual, or perceived, sexuality.

3 Staffing Statistics

The data in this report is at the 1st April 2010 unless otherwise specified.

3.1 Head Count of Staff by Gender, Disability and Ethnicity

The total number of staff at the University, as at 1st April 2010 was 3243 excluding casual staff, of these, 1608 are Female and 1635 are Male.

a) Gender

According to the 2001 census, the female population (%) was:

England	51.31%
Leicestershire	50.58%
Charnwood Borough Council	50.28%.

According to the Office for National Statistics 79% of men of working age were in employment compared to 70% of women of working age in 2008.

The total percentage of females employed at Loughborough University is 49.58% for 2010, showing a slight decrease of 0.51% from last year. Fig 1 shows the comparative percentages of female staff by job family for 2008, 2009 and 2010.

Fig 1.

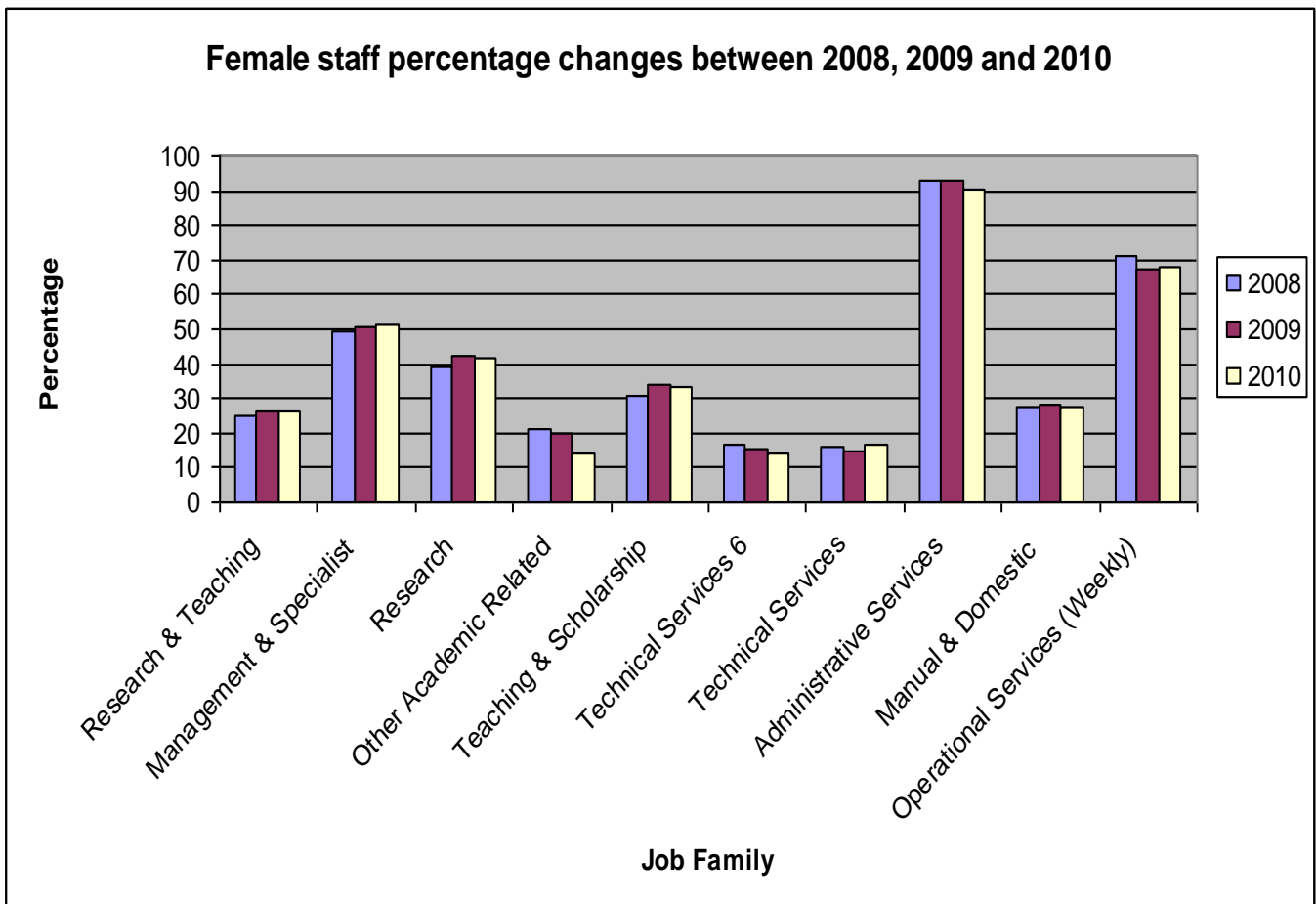


Fig. 1 shows that the gender balance in each job family has remained relatively consistent in 2008, 2009 and 2010. The gender balance in the Management and Specialist and Research job family correlates with the University as a whole. Women are heavily represented in the Administrative Services job family and the Operational Services (Four Weekly) group. In all other staff groups women are underrepresented in comparison with the overall University gender split.

b) Disability

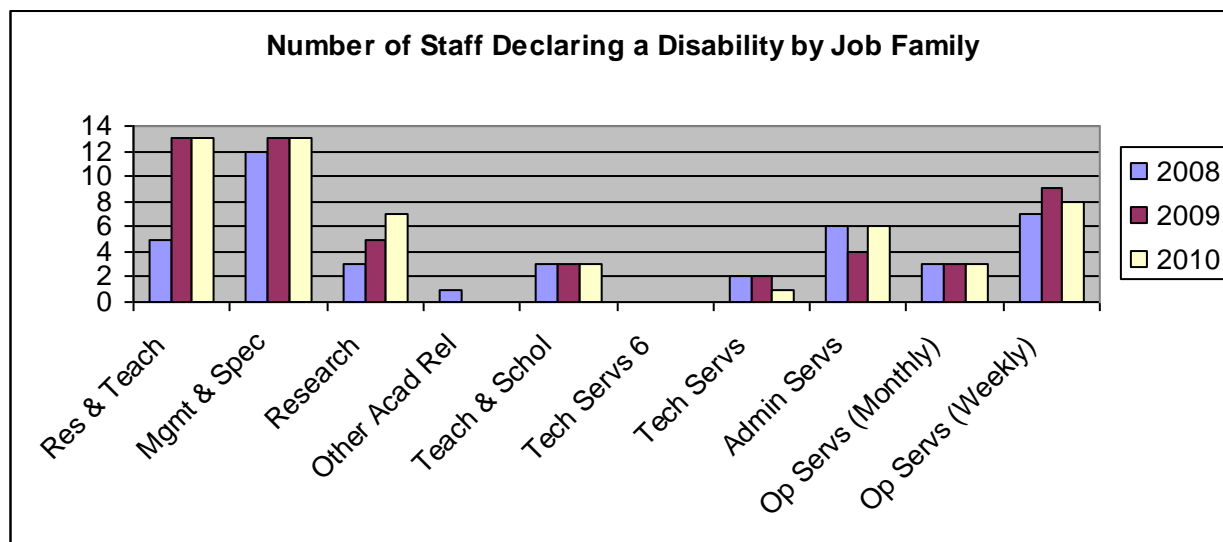
The Employers Forum on Disability states that one in six people of working age in the European Union has a disability or a long term health problem. Their research suggests that UK has the second highest prevalence in the EU with 27.2% of people of working age declaring a disability or a long term health problem. The Shaw Trust estimates that 18.6% of UK employees have a disability as defined by the Disability Discrimination Act.

Currently 1.67% (54) of University staff has declared a disability. This represents a marginal increase from 2009, when the figure was 1.61% (52). However, approximately 3% staff declared a disability as part of the 2008 staff survey. It is not clear whether all of these people would formally be classified as disabled within the meaning of the Disability Discrimination Act, however, it does indicate an underreporting of disability which may be due to changes in the disability status of staff since appointment or inaccurate recording of longer serving staff. A data verification exercise is therefore planned for the forthcoming year.

In addition, the University does not currently have information on 65 staff, which represents 2% of the workforce.

Fig. 2

Disabled staff by job family in 2008, 2009 and 2010.



c) Ethnicity

In line with the recommendation from the Equality & Human Rights Commission, for the purposes of this report, the terms White and Black Minority Ethnic are used.

'White' staff includes the following categories

- White British
- White Irish
- White Other

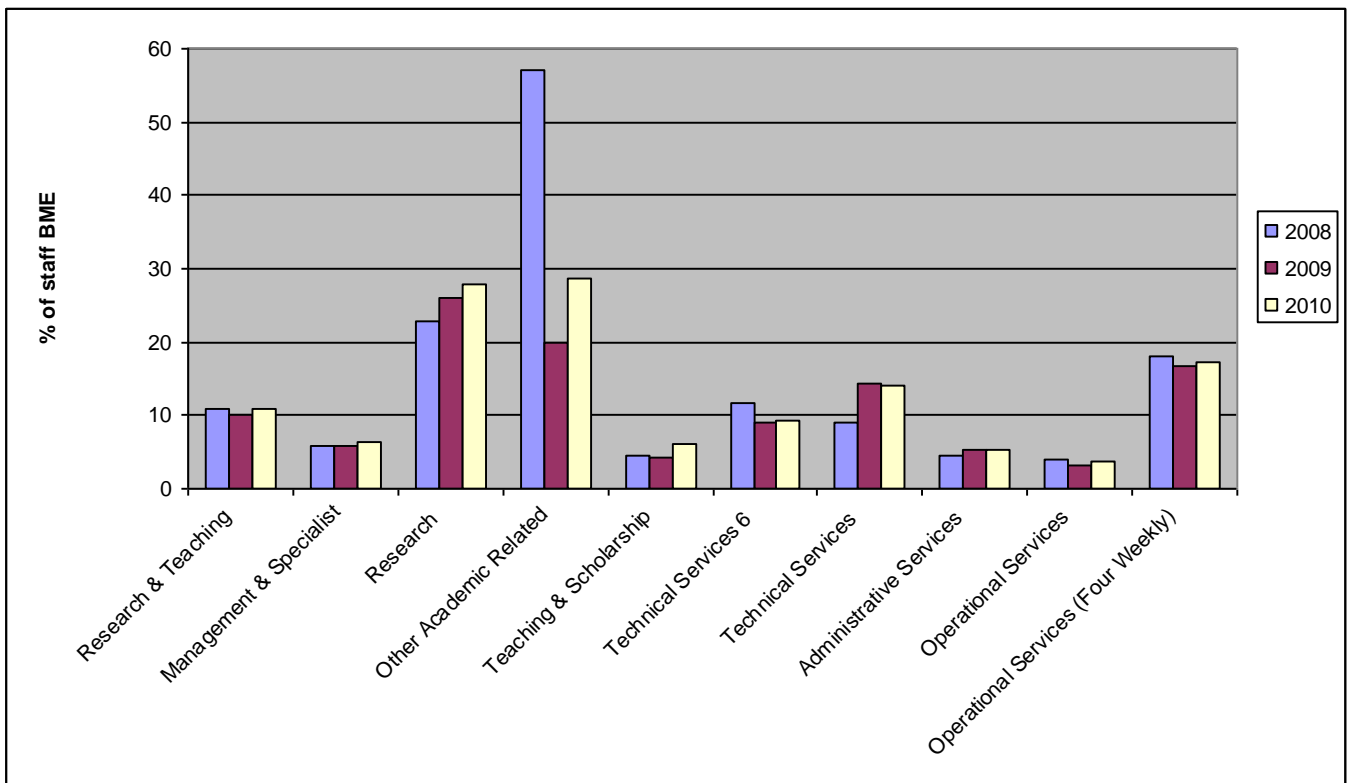
'Black, Minority Ethnic staff (BME)' is used to represent the following categories

- Black or Black British
- Asian or Asian British
- Mixed Parentage categories
- Other Ethnic Background

The University's BME staff population is 11.66%, which showed a slight increase on previous years (11.02% in 2009). However, it continues to be higher than the national figures for England (9%), Leicestershire (5.2%) and Charnwood Borough (8.33%) as shown in the Census of 2001

Fig 3.

BME staff by job family in 2008, 2009 and 2010.



The data indicates that the University employs proportionately more BME staff than the local population; however, it is hard to assess whether this is a true reflection, as the local data is now 9 years old. The census data from 2011 will provide a more accurate comparison.

Generally, the proportion of BME staff across the Job Families has changed in line with normal variations between 2008, 2009 and 2010 with the exception of the Other Academic Related group where there have been more marked variations. It is important to note that the total number of staff in the 'Other Academic related' job family is relatively small, therefore small changes result in marked percentage changes.

3.2 Applicant Data (Applicants for roles between January – December 2009)

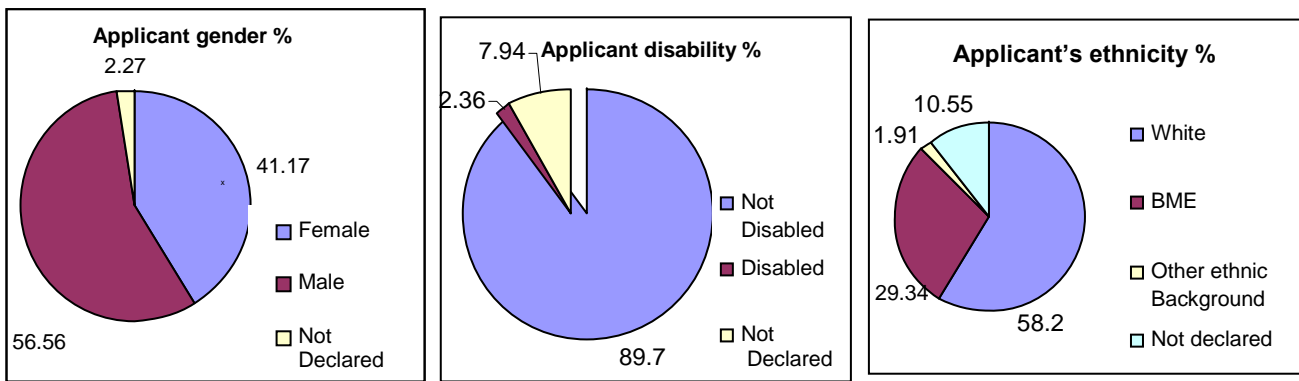
Historically, the University has tracked equalities data for job applicants on grade 6 and above, but from 2009, the equalities data for applicants for all jobs at the University is captured and analysed.

In 2008, there were 96 adverts for roles on grade 6 and above, which attracted a total of 3472 applicants. In 2009, there were 106 adverts for roles on grade 6 and above, attracting 2707 applicants. The reduction in total applicants, despite an increase in adverts, may be explained by an unwillingness for people to leave jobs due to the wider uncertain economic conditions as well as an increase in the number of vacancies restricted to internal candidates, as part of the University’s commitment to increase development opportunities for staff – an issue highlighted in the 2008 staff survey.

In 2009, the University received 6388 applications in response to 367 adverts across all grades. Fig 4 below provides the percentage applicant breakdown by Gender, Disability and Ethnicity.

Fig 4.

Applicant Data by Gender, Disability and Ethnicity



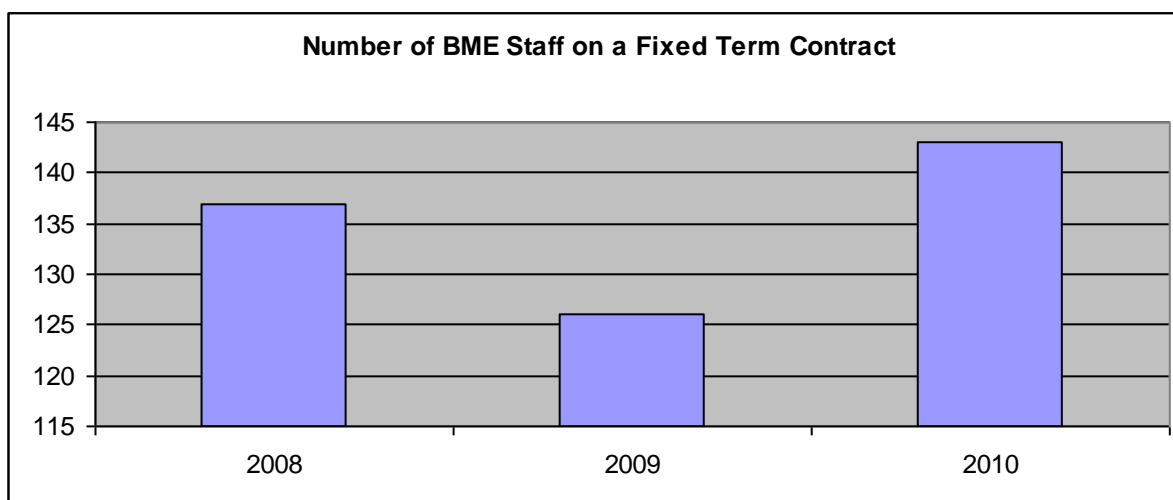
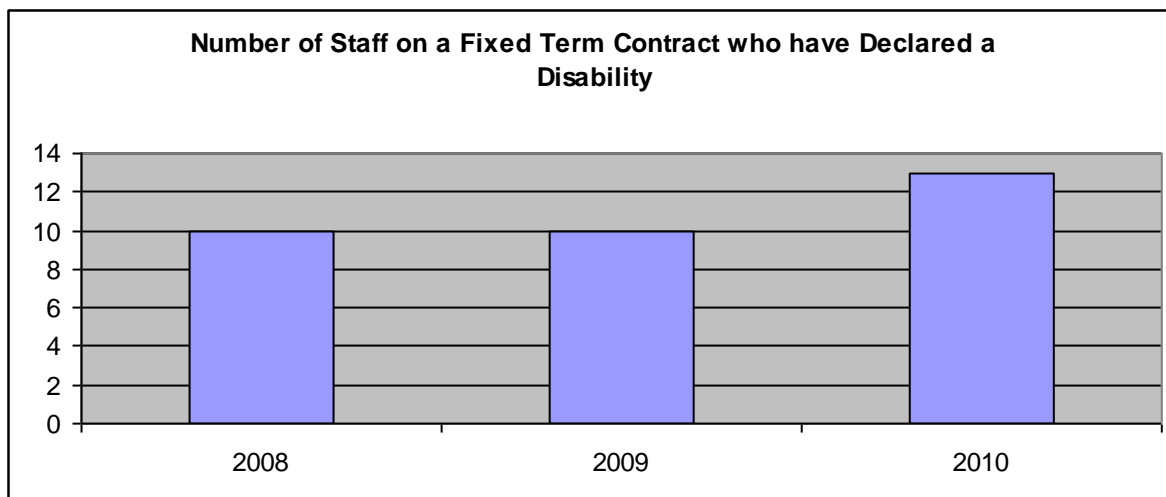
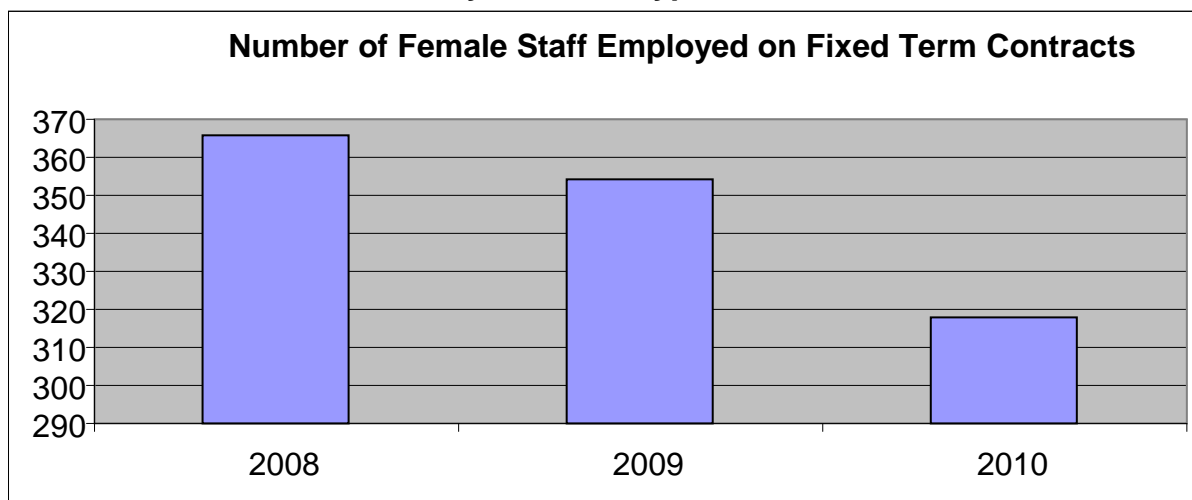
The applicant data shows that a smaller proportion of women apply for jobs at the University than exist in the local community or Loughborough University staff. A greater number of BME and disabled staff apply for roles at the University than the local community or Loughborough University staff. It is anticipated that the new methods of data collection will allow a more sophisticated analysis of applicant data across the equality strands in 2011.

3.3 Contract Type by gender, disability and ethnicity

The University employs 682 staff on fixed term contracts which represents 21.03% of staff.

Fig 5

Staff by Contract Type



The gender balance of staff on fixed term contracts is broadly similar to the gender profile of all University staff. The percentage of disabled staff within the fixed term staff population is slightly higher than the number of disabled University staff.

There are significantly more BME staff on fixed term contracts than in the University as a whole. However, it should be noted that this figure is broadly similar to the number of BME staff in the Research Job family. The nature of research undertaken in University's relies on contributions from fixed term research assistants.

3.4 Full/Part-time Status

35.55% of staff at the University are part time. 74.37% of part time staff are women. The University has a comprehensive flexible working policy which applies equally to men and women. There are a number of reasons why people choose to work part time, the most common of which is due to caring responsibilities. In wider society, these responsibilities tend to be undertaken by women and this is likely to explain this trend.

12.07% of part timers are BME staff. This percentage has been broadly stable for some time.

3.5 Job Evaluation/Reward Review 2009

In 2007 the University implemented the final stage of a new job evaluation process which involved the evaluation of the roles undertaken by all staff in the University and their allocation to one of 9 grades across 7 job families.

As part of the job evaluation implementation, the University introduced an amended Reward Reviews process. This process acknowledges exceptional performance in the following ways:

- Lump sum awards of £500 or £1000
- Accelerated incremental progression
- Contribution Points on the pay scale, above the normal maximum point
- Promotion to senior lecturer

There were 332 successful applications during the academic year 2008-09. 171 (51.5%) applications were from females and 161 (48.5%) were from males. This is relatively consistent with the gender balance for the University (49.58% of the staff population are female.)

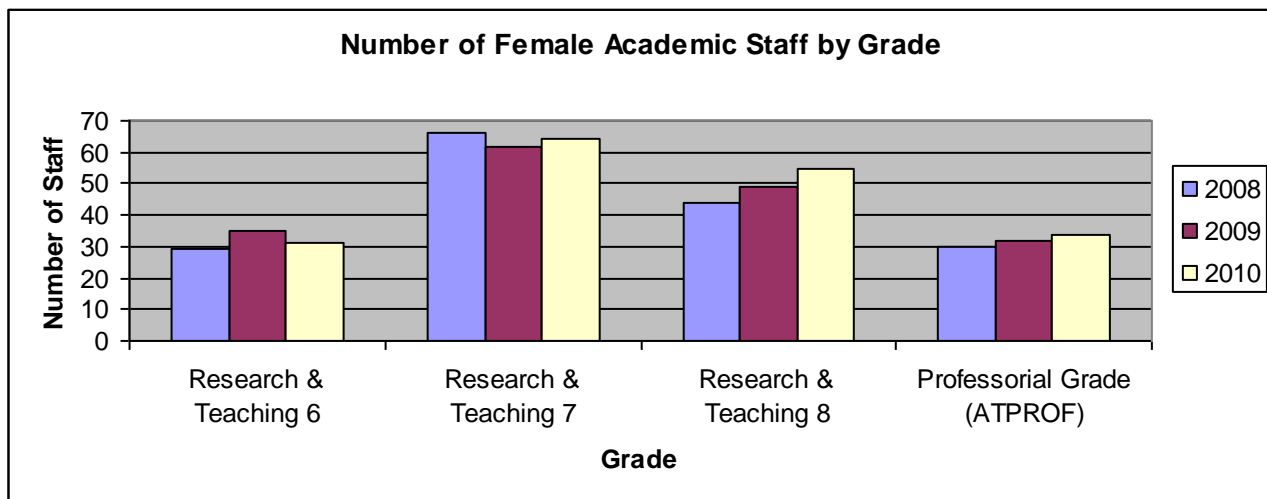
Of the 332 submissions, three were from candidates who had declared a disability. This is equivalent to 0.9% of the total number of applications which is slightly lower than the percentage of staff in the University who has declared a disability (1.67%). It is worth noting that three disabled employees submitted an application which was rejected.

Similarly, of the 332 submissions, 27 were from employees who had indicated that they belong to a minority ethnic group (either BME or other ethnic background), which is equivalent to 8.13% of the total number of applications. This is slightly lower than the University figure of 11.66% staff who has indicated that they belong to a minority ethnic group. Three BME candidates were unsuccessful in their application.

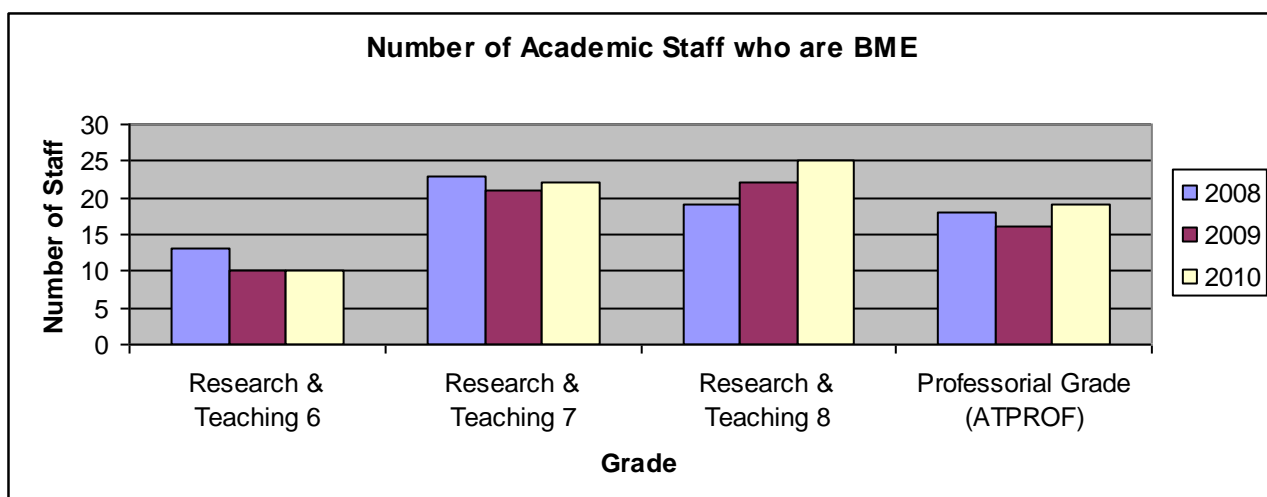
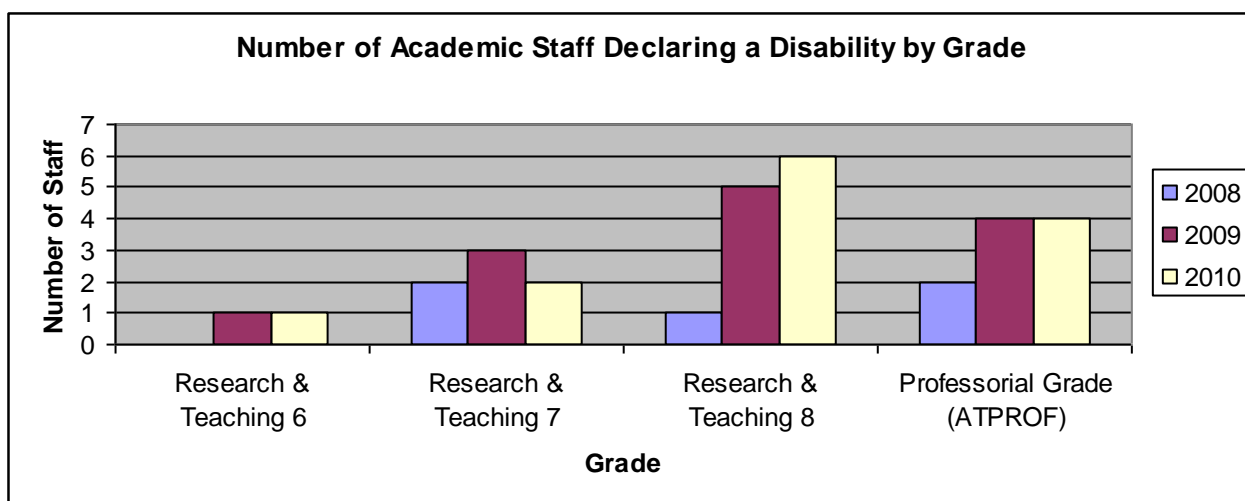
3.6 Academic Staff

The University employs 702 Academic members of staff. The charts below show the breakdown of Academic staff by Equality strands.

Fig 6.



It can be seen from the above, that there has been a gradual, year on year increase in the number of females in the professorial grade.



3.7 Committee Representation

The University Council has 31 sitting members, 29% of these are female.
 Senate comprises 59 people and has 20% female members.
 The Executive Management Group has 23 members, 26% of these are female.

Other equality data for committee representation is not collected

3.8 Reasons for Leaving

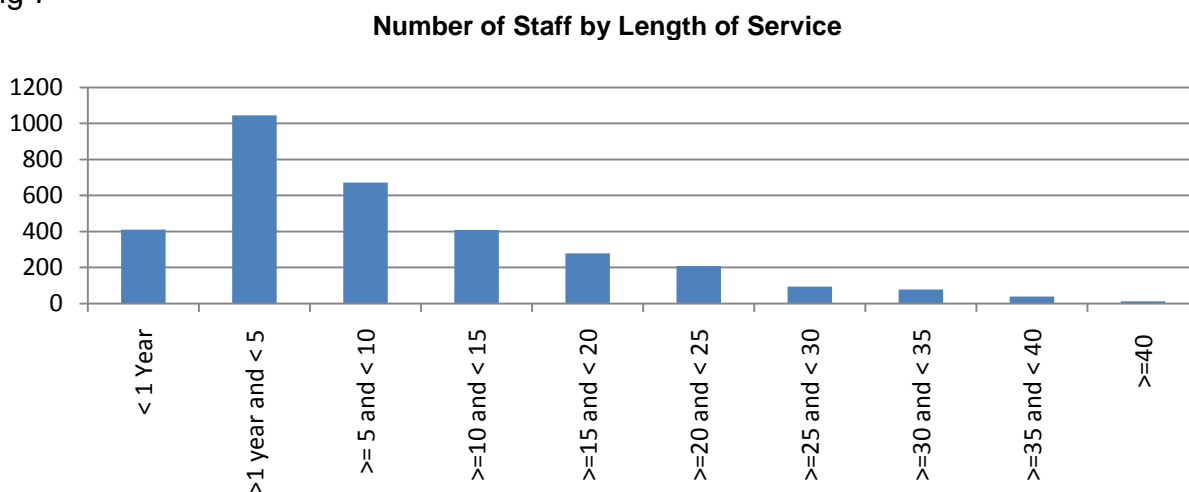
The breakdown of those who left the University from 01 April 09 to 31 March 10 is as follows:

- a. **Gender** - A total number of 235 females (49.68%) and 238 males (50.32%) left last year. With regard to fixed-term contracts, this represents 17.34% and 21.99% of leavers, respectively.
- b. **Disability** – From the total 473 members of staff who left the University, 1.48% had disclosed a disability, which is a marginal decrease on 2009 from 1.5%.
- c. **Ethnicity** – 92 BME staff left last year (19.45%), 42.39% of these were on fixed-term contracts.

3.9 Length of Service

The table below shows the proportion of staff by length of service.

Fig 7

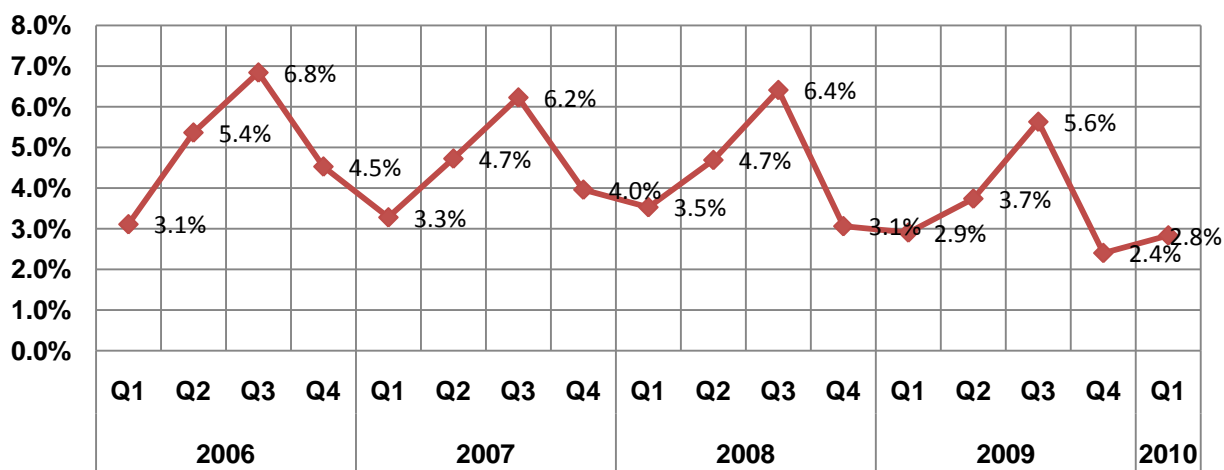


The highest proportion of staff, by length of service, is within the range of 1 to 5 years. 13.2% (428) of staff have over 20 years service, 207 have worked at the University for between 20 and 25 years and 11 staff have over 40 years service with the University.

The chart below shows the turnover trends from January 2006 to January 2010

Fig 8

% Turnover over the period Jan 2006 to Jan 2010 by quarter



This graph shows that turnover follows a consistent pattern each year, with the highest number of people leaving the University in quarter 2 and quarter 3. This is consistent with expectations as the normal retirement date for staff is the 1st October each year and Academic staff tends to leave the University at the end of an Academic Year.

Overall, turnover has reduced from 3.1% in 2006 to 2.4% in 2009. This could indicate that fewer people are seeking alternative employment in the current economic climate.

4 Recommendations

The University is committed to embedding equality and diversity throughout the University and work will continue towards this aim. Currently, the University is consulting widely on the single equality scheme which provides a framework for the equality's work to be undertaken. The product of this consultation will be an action plan which will highlight the actions to be taken to promote equality and diversity and to remove discrimination.

The role of Equality and Diversity Adviser has been integrated into Staff Development to ensure that equalities principles are integrated into all development activity across the University.

In Academic Year 2010/11 the University will undertake its second staff survey. This should provide further indicators of how equality and diversity is perceived throughout the organisation.

It is recommended that the following actions are taken in the next year:

- 1) To improve the quality of equality and diversity data held by the University by
 - Reviewing the method of collection from applicants and staff.
 - Reviewing the information collected, providing consideration to collecting broader data such as information on religion or belief and/or sexual orientation
 - Reviewing the way in which this data is analysed to inform strategy.
- 2) To increase the number of staff declaring a disability by
 - Providing current staff with an easy method of informing the University that they have declared a disability.
 - Consider undertaking a data verification exercise
 - Publicise information about the collation of this information, for example the definition of disability and the use and storage of this information.
 - Work with the Staff Group: Disability to identify any barriers to declaration.
- 3) To work with external partners to recognise good practise within the organisation and to improve practise where appropriate.
 - Pursue Athena Swan silver and gold awards for individual departments to recognise the work underway to increase women's participation in Science and Engineering.
 - To undertake the Employers Forum on Disability review to identify ways of better supporting disabled staff.
- 4) To review the HR Implementation Plan to ensure that the objectives in the Equality and Diversity section meet all of the requirements of the new Equality Act 2010.