



# **Annual Staff Equality and Diversity Data Report 2018/19**

Published February 2020

## Introduction

This report of our staff profile for 2018-19 is based on staff in post at 31 August 2019. We regularly monitor the profile of our staff to meet the requirements of the Equality Act 2010 (Specific Duty) to publish equality information. Furthermore, equality monitoring also helps us assess the impact of our Equality Scheme, to recognize the progress made against our equality objectives and to identify areas for improvement. It also provides us with the data to help us meet the public sector equality duty which requires higher education institutions (HEIs) in the exercise of their functions to have due regard to:

- Eliminating discrimination, harassment and victimization
- Advancing equality of opportunity and
- Fostering good relations

This report is the second year of our annual workforce equality monitoring report in this format.. The key issues are presented in bullet points. There are seven sections in the report covering:

1. Staff profile, benchmarked against HEIs in England, profile of academic/research staff and professional services staff
2. Contracts which include the proportion of full-time/part-time contracts and fixed term/permanent contracts
3. Ethnicity - BAME disaggregated; by nationality, contracts and grades
4. Sex – by nationality, contracts and grades
5. Intersectionality
  - a. Age and Ethnicity
  - b. Ethnicity and Sex
  - c. Age and Sex
6. Recruitment, analysed by nationality, sex and disability
7. Turnover, for College, academic/research staff and professional services staff, analysed by ethnicity and sex

## 1. Staff Profile

- At the end of 2018-19, there were 1984 staff in post, the equivalent of 1810 whole time equivalent. This compares to 1949 staff in post and 1794 whole time equivalent in 2017-18
- 52.2% (1036) of the workforce were female and 47.8% (948) male
- 15.5% (308) staff were of BAME (Black, Asian, Minority Ethnic) background – above benchmark ( HEIs in England) of 14.9%, see figure 2 .The non- declaration rate is at 3.4% (67)
- 72.6% (1441) of staff were British, 27.4% (551) are non-UK - above benchmark at 20.5%
- 78.9% (1565) of staff were on permanent contract - above benchmark of 76.1%. 21.1% (419) of staff are on fixed term contracts –below benchmark of 23.9%
- 90.8% (167) of all Researchers (184) were on fixed term contracts ( table 2)
- 70.1% (176) of permanent part-time staff and 59.5% (75) of fixed term part-time staff were female (figure 8)
- The College's turnover for 2018-19 was 15.8%, with 273 leavers.
- Age
  - 14.2% (282) - Aged 30 years and below; below benchmark at 16.9%
  - 26.1% (517) - Aged 31 to 40 years; below benchmark at 28.6%
  - 25.8% (512) – Aged 41 to 50 years; above benchmark at 24.9%
  - 24.1% (478) – Aged 51 to 60 years; above benchmark at 21.7%
  - 9.8% (195) – Aged 61 years and above; similar to benchmark at 7.9%
- Disability
  - 3.6% (71) have declared a disability, below the benchmark rate of 5.1% (Figure 2)
  - “long standing illness/health conditions” at 1.3% (25) is the highest declared condition
- Religion or Belief
  - 66.9% (1328) provided this information
  - 34.2% (678) - No religion or belief
  - 25.3% (502) - Christian
  - 2.5% (50) – Muslim
  - 2.0% (39) – Hindu
  - 0.8% (16) - Spiritual.
  - 8 % (15) – Any other religion/ belief
- Sexual Orientation
  - 5.6% (111) LGB – above benchmark at 2.5%
    - Bisexual: 1.4% (28)
    - Gay/Lesbian: 3.5% (70)
    - Other: 0.7% (13)
  - Declaration rate of 60.9% compared to 52.2% nationally (Figure 2)

Figure 1

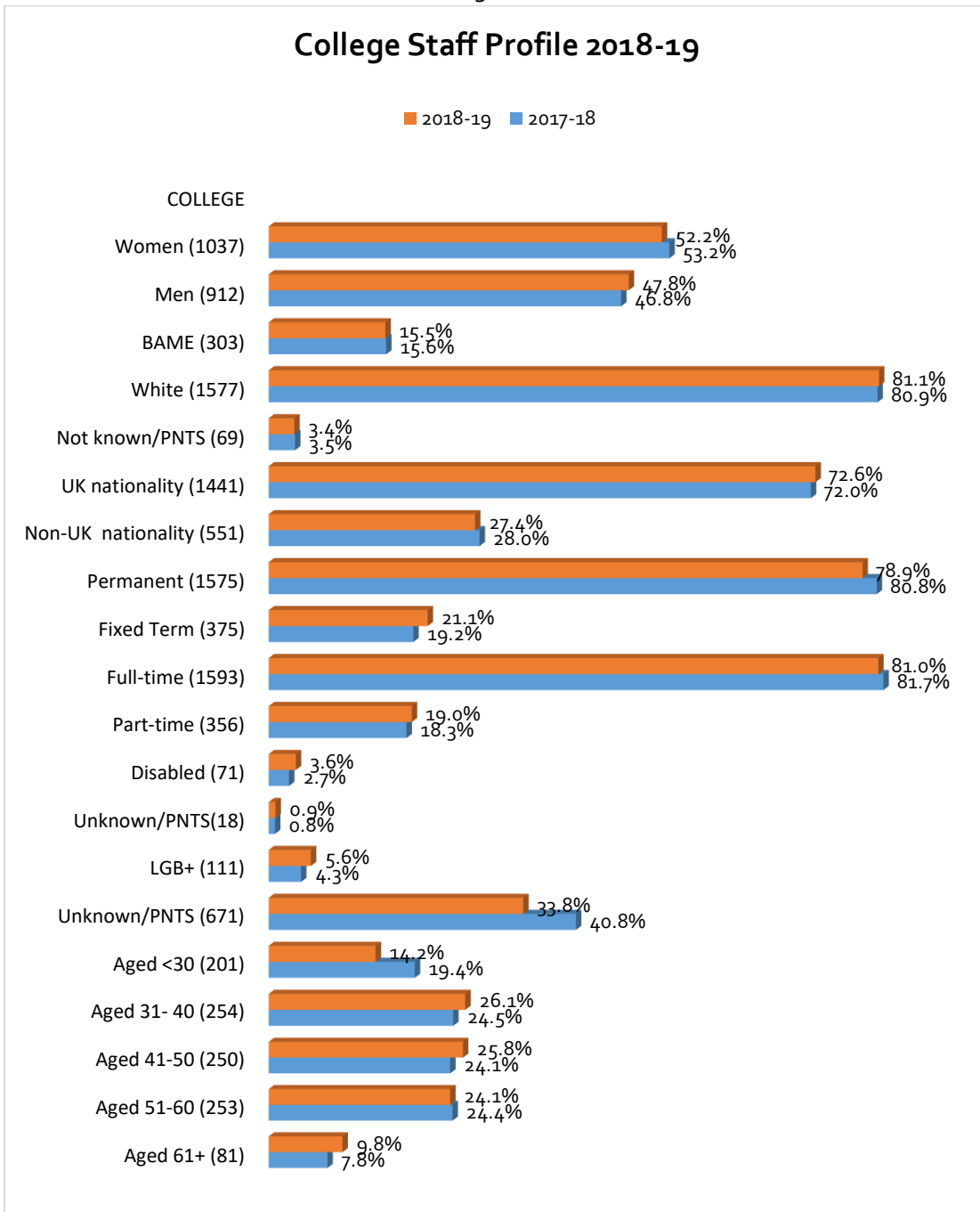
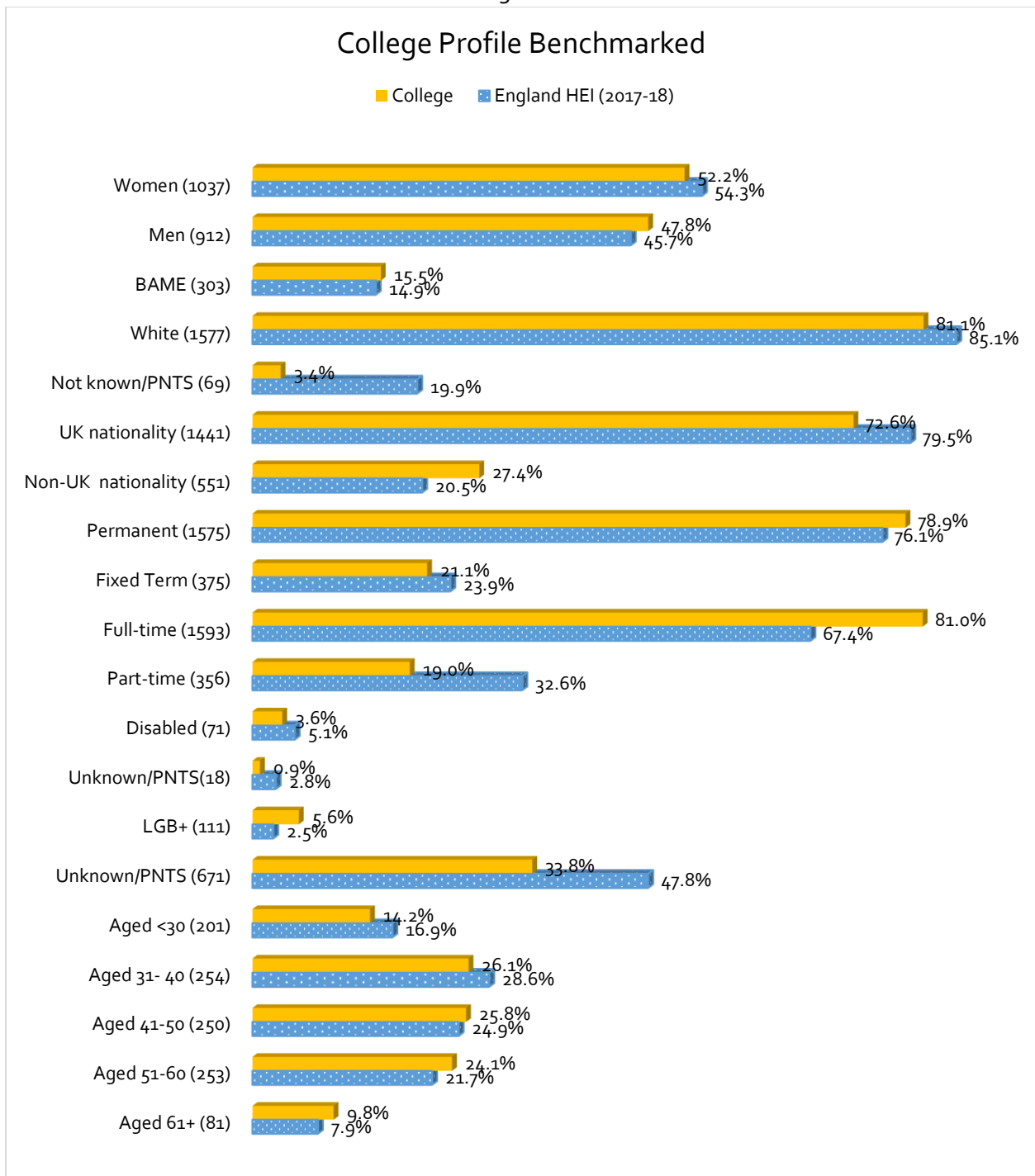


Figure 2



\*Benchmark data from Advance HE publication: Staff statistical report 2019

Figure 3a

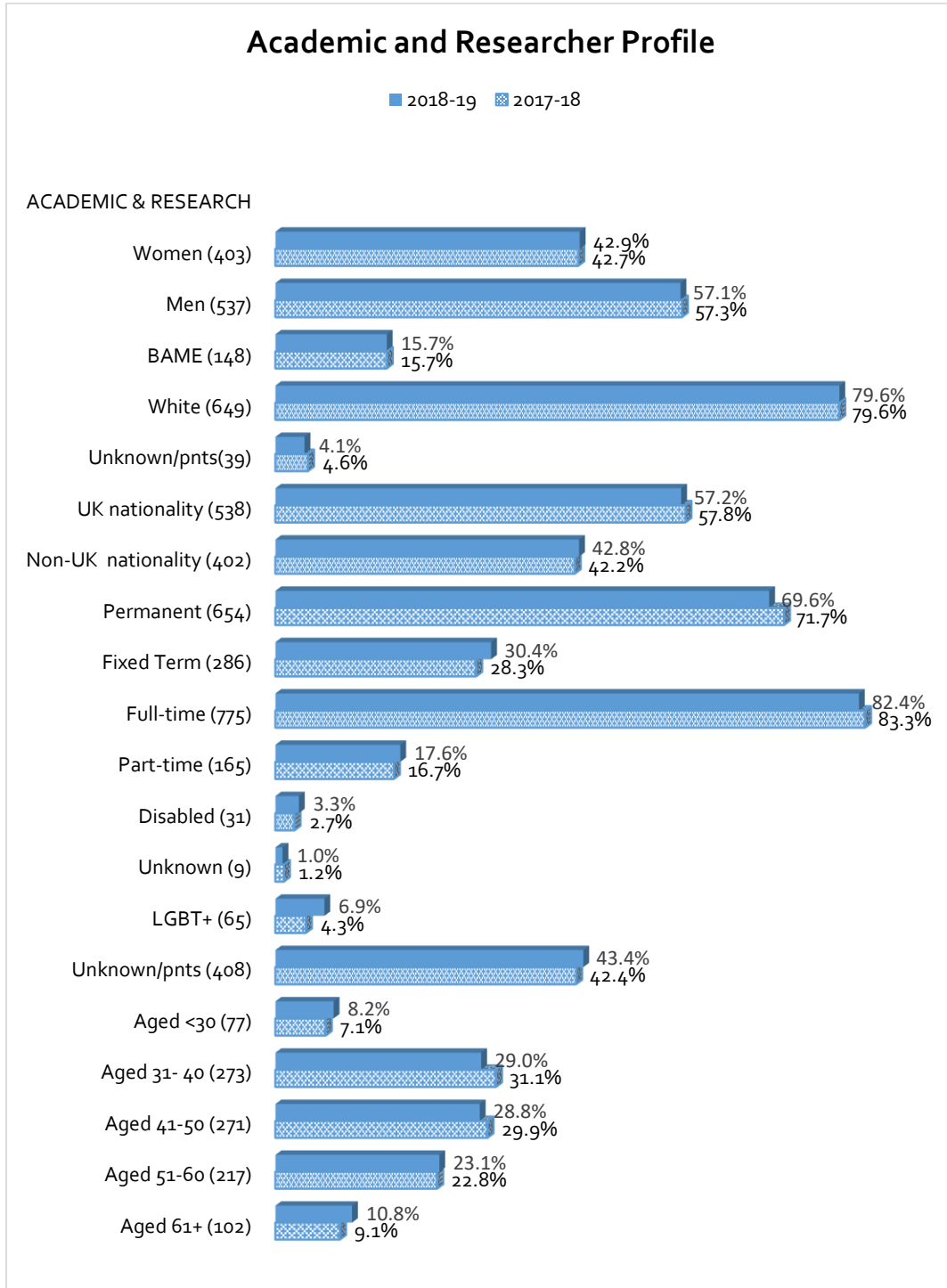
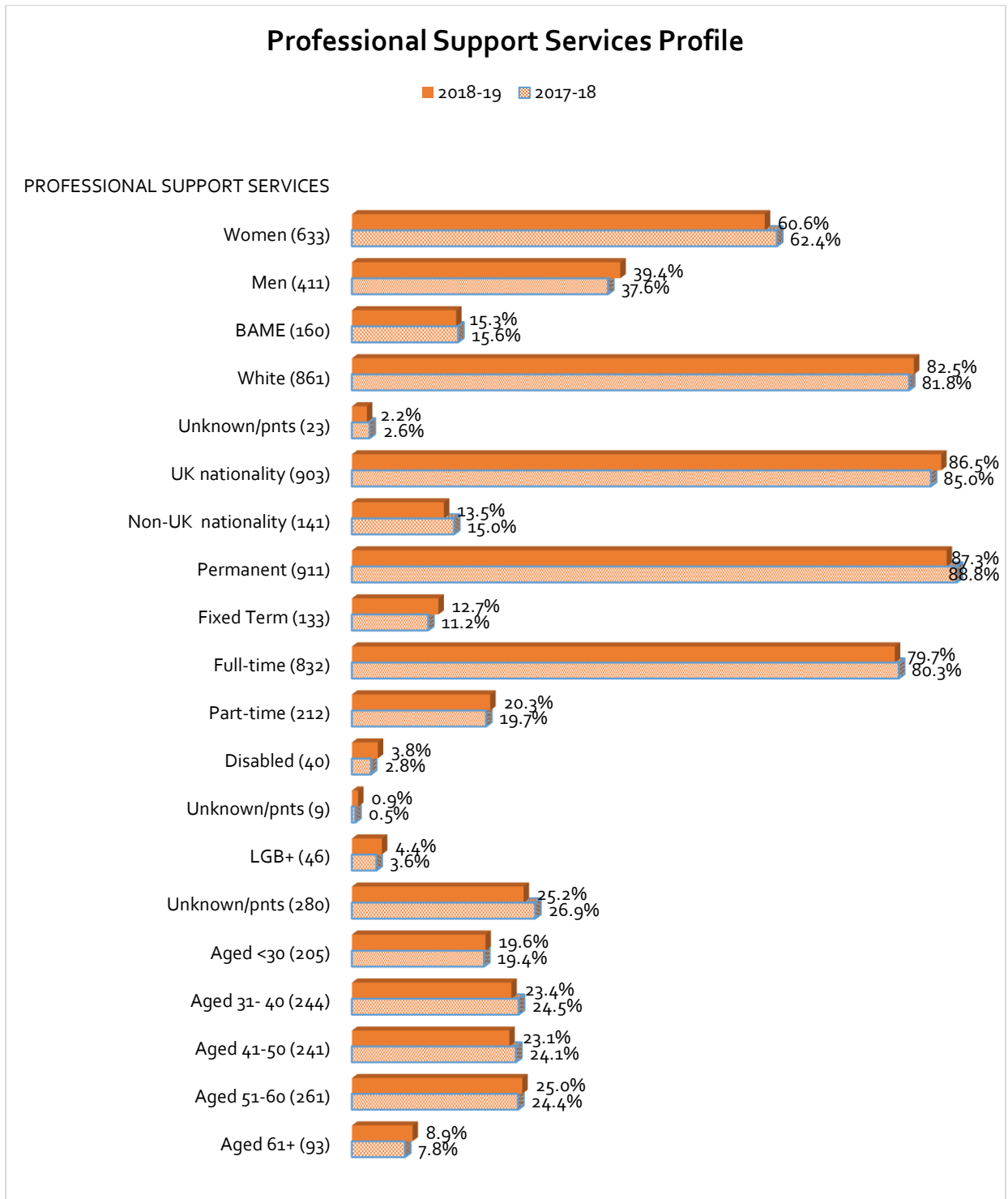


Figure 3b



## 2. Contract type

- Overall 81.0% (1607) of all staff work full-time hours.
- 48.9% (785) of full time staff are female and 66.6% (251) of part-time staff are female. (Figure 8)
- The highest proportion of part-time staff are in the Teaching Fellows/Tutors at 40.0% (50) followed by Administration 1-5 staff groups at 31.5% (102).

Table 1

2018 -19	Full - time	Part -time	Total
Academic	86.5% (546)	13.5% (85)	<b>631</b>
Administration grades 1 - 5	68.5% (222)	31.5% (102)	<b>324</b>
Administration grades 6 - 10	86.9% (439)	13.1% (66)	<b>504</b>
Manual & Ancillary	80.3% (114)	19.7% (28)	<b>142</b>
Research	83.7% (154)	16.3% (30)	<b>184</b>
Teaching Fellows & Tutors	60.0% (75)	40.0% (50)	<b>125</b>
Technical	77.0% (57)	23.0% (17)	<b>74</b>
<b>Grand Total</b>	<b>81.0% (1607)</b>	<b>19.0%(377)</b>	<b>1984</b>

- Academics represent the highest proportion (83.4%) and number (526) of staff on permanent full time contracts
- 90.8% of Researchers are on fixed term contracts
- Administration grades 1-5 has the highest proportion of permanent part-time contracts at 22.5% (73).

Table 2

Staff Group (2018-19)	Fixed Term Contract Full Time	Fixed Term Contract Part Time	Full Time Permanent	Part Time Permanent	Total
Academic	3.2% (20)	1.4% (9)	83.4% (526)	12.0% (76)	100% (631)
Administration grades 1 - 5	10.2% (33)	7.0% (29)	58.3% (189)	22.5% (73)	100% (324)
Administration grades 6 - 10	8.9% (45)	3.2% (16)	78.2% (394)	9.7% (49)	100% (504)
Manual & Ancillary	1.4% (2)	0	78.9% (112)	19.7% (28)	100% (142)
Research	75.0% (138)	15.8% (29)	8.7% (16)	<5	100% (185)
Teaching Fellows & Tutors	41.6% (52)	30.4% (38)	18.4% (23)	9.6% (12)	100% (125)
Technical	<5	6.8% (5)	73.0% (54)	16.2% (12)	100% (74)
<b>Grand Total</b>	<b>14.8% (293)</b>	<b>6.4% (126)</b>	<b>66.2% (1314)</b>	<b>12.7% (251)</b>	<b>100% (1986)</b>



### 3. Ethnicity

- Asian at 7.5% (148) forms the highest proportion of BAME in the College
- It is also highest in the Academic/Research staff group at 5.7% (34) and Professional Services staff at 9.0% (94)
- Figure 4 shows that in the College non-UK BAME (22.5%; 122) are higher in proportion than UK BAME (12.9%; 186)
- The proportion of BAME Academic/Research staff on fixed term contracts has decreased; part-time at 14.5% (11) and full-time at 17.6% (37) compared to 28.8% (21) part-time and full time at 18.9% (35) in 2017-18
- Compared to 2017-18, there are some changes in the proportion of BAME staff in Professional Services:
  - i) 22.2% (6) BAME staff at RHUL 2 compared to 25.9% (7) in 2017-18
  - ii) 20.4% (11) BAME staff at RHUL 3 compared to 27.7% (13) in 2017-18
  - iii) 20.6% (7) BAME staff at RHUL 9 compared to 9.7% (3) in 2017-18
- 21.9% (30) of RHUL 7 and 15.3% (9) of RHUL 6 Academic/Researchers are BAME compared to 20.9% (29) of grade 7 and 26.3% (15) of grade 6 in 2017-18

Figure 3

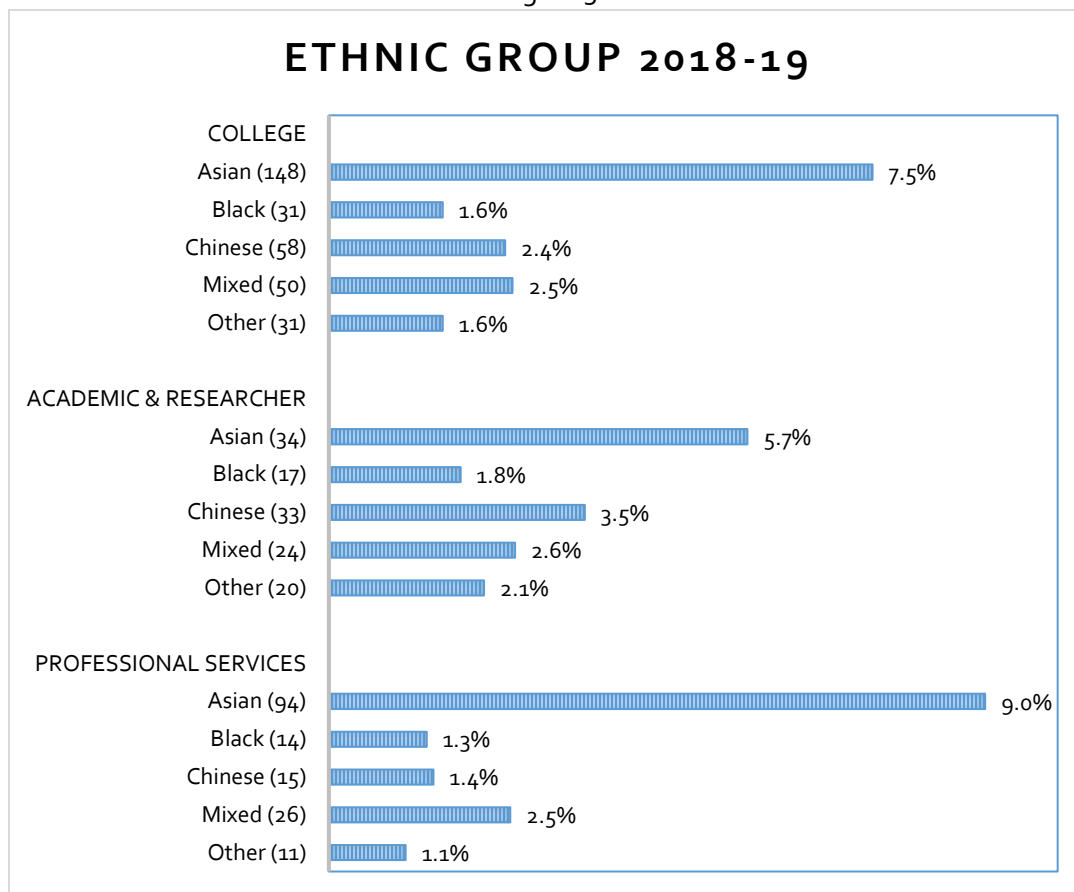


Figure 4

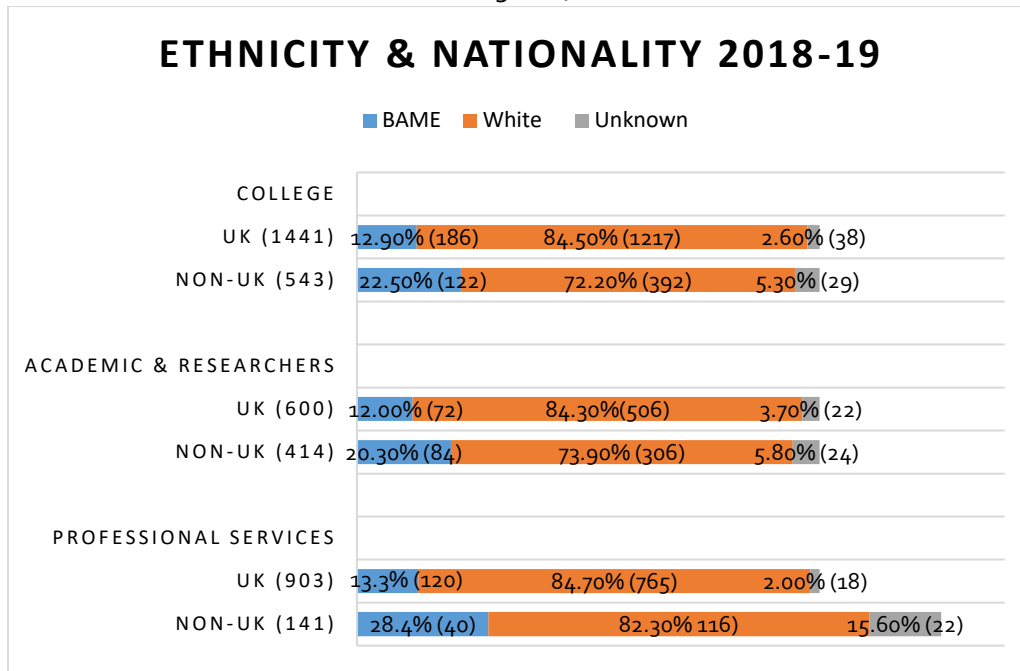


Figure 5

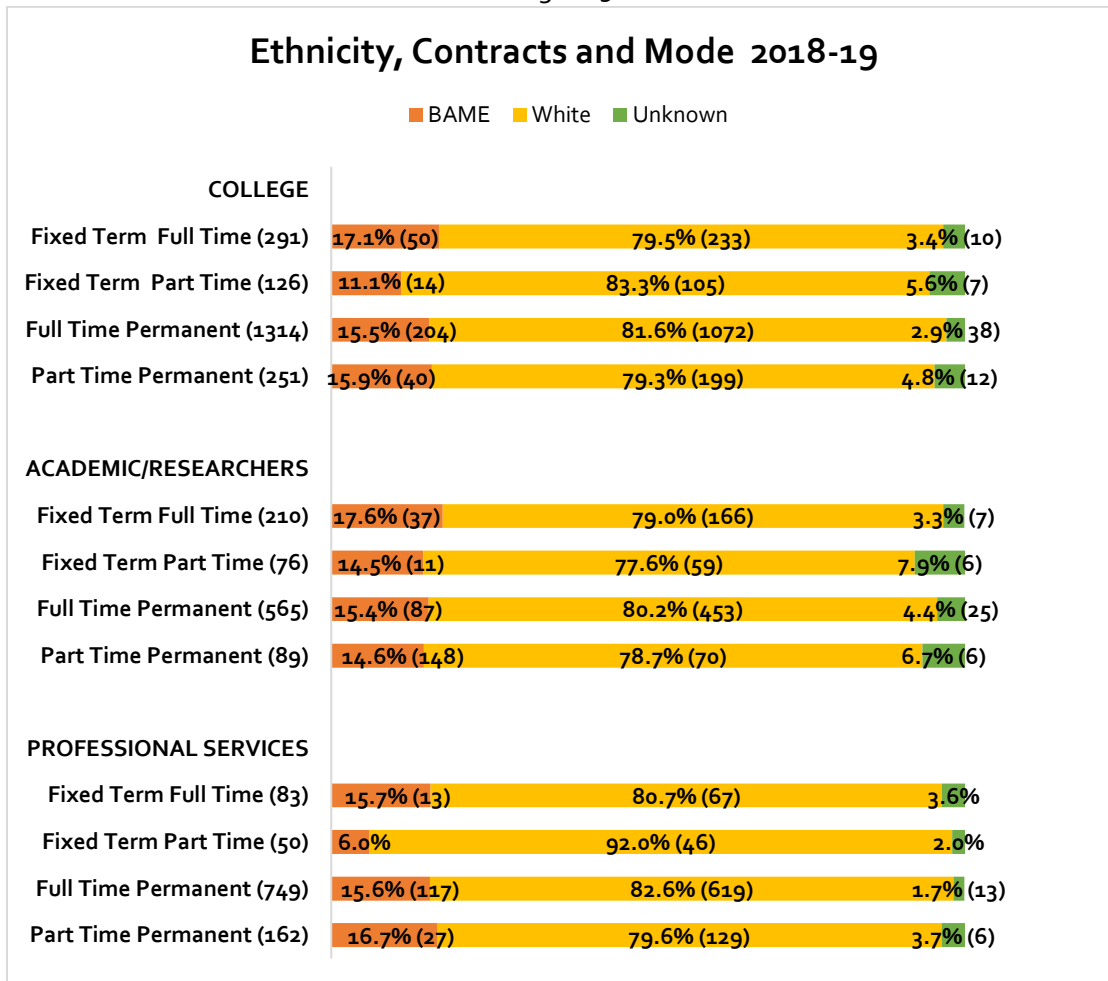
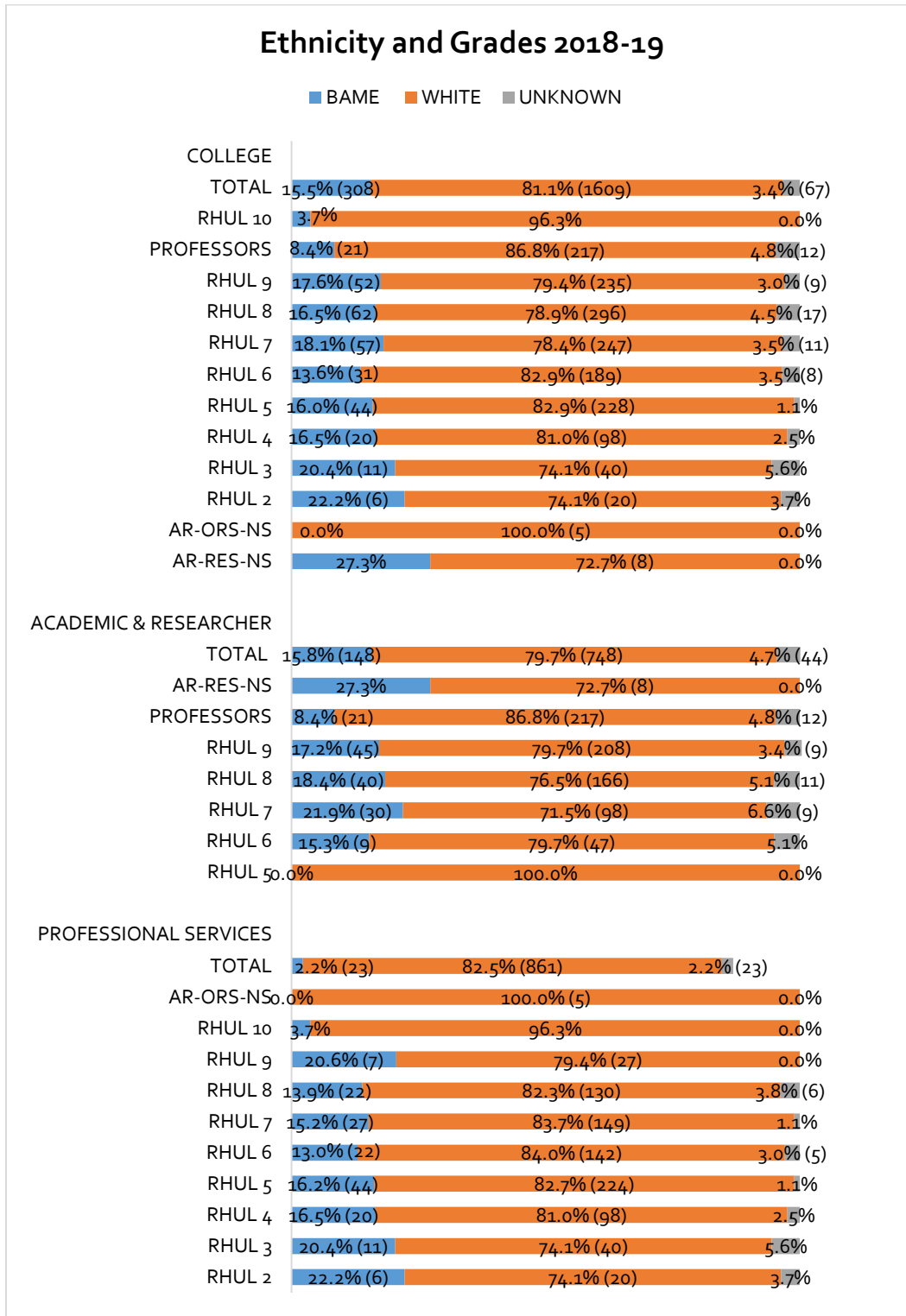


Figure 6



## 4. SEX

- Administration Grades 1-5 have the highest proportion of females at 78.4% (254) down from 82.3% (268) in 2017-18 followed by the Administration Grades 6-10 at 61.7% (311), also down from 63.2% (312) in 2017-18.
- The highest proportion of male staff were in the Manual and Ancillary staff group, 71.8% (102), followed by Technical at 62.2% (74).
- There are a higher proportion of men in the Academic/Researcher staff 61.0% (631), with a slight decrease in the proportion of male with non-UK nationality to 56.5% (227) from 58.2% (227).
- In the case of Professional Services staff, 61.4% (554) of women are from UK and 56.0% (79) of women are of non-UK nationalities
- At College level proportionately more females work part-time, regardless of whether they are on permanent or fixed term contracts although it is lower with regards to women academic and researchers working fixed term part-time at 47.4% (36).
- More females are on fixed term contracts, 53.2% (156) of fixed term full-time and 59.5% (75) of fixed term part-time.
- From figure 9 it can be seen that generally as the grade increases, the proportion of men increases. However, in Professional Services there are gender parity for grades RHUL 9 and RHUL 3.

Table 3

Staff Group 2018-19	Women		Men		Total
Academic	246	39.0%	385	61.0%	631
Administration grades 1 - 5	254	78.4%	70	21.6%	324
Administration grades 6 - 10	311	61.7%	193	38.3%	504
Manual & Ancillary	40	28.2%	102	71.8%	142
Research	89	48.4%	95	51.6%	184
Teaching Fellows & Tutors	68	54.4%	57	45.6%	125
Technical	28	37.8%	46	62.2%	74
<b>Total</b>	<b>1036</b>	<b>52.2%</b>	<b>948</b>	<b>47.8%</b>	<b>1984</b>

Figure 7

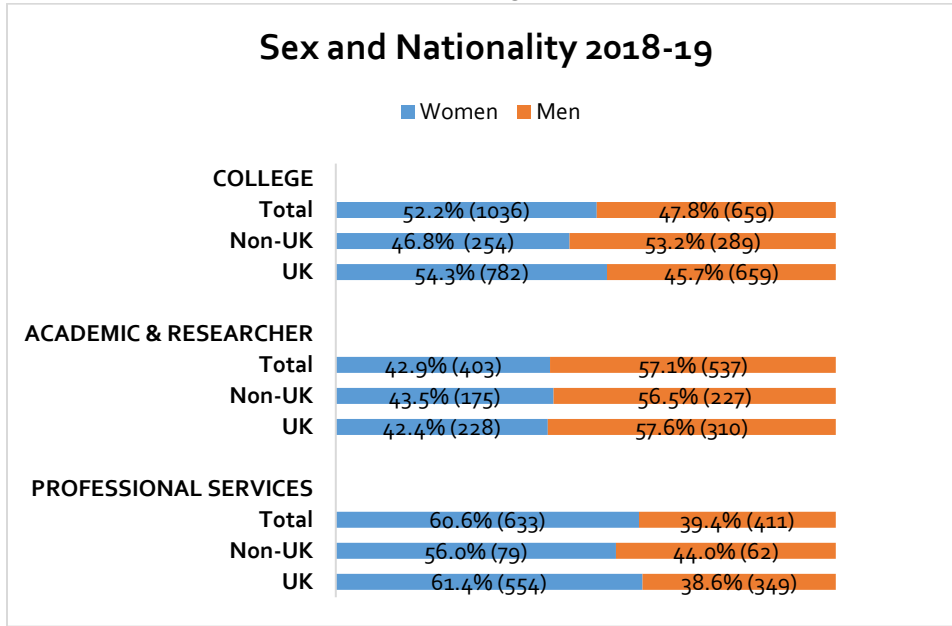


Figure 8

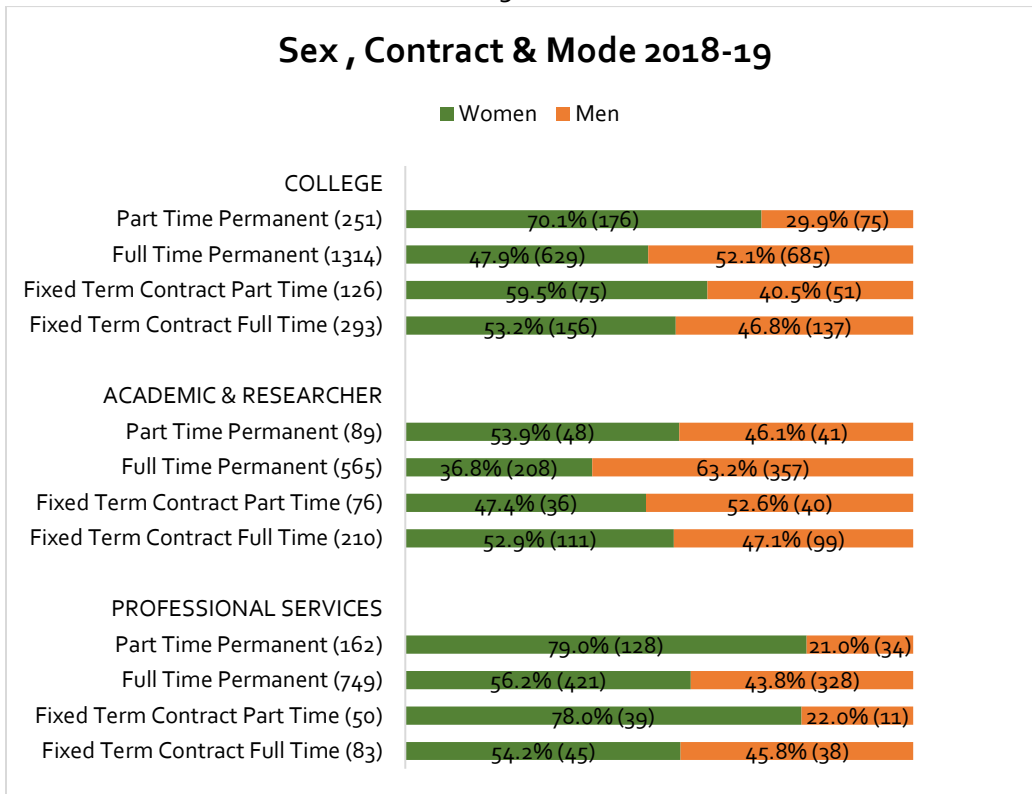
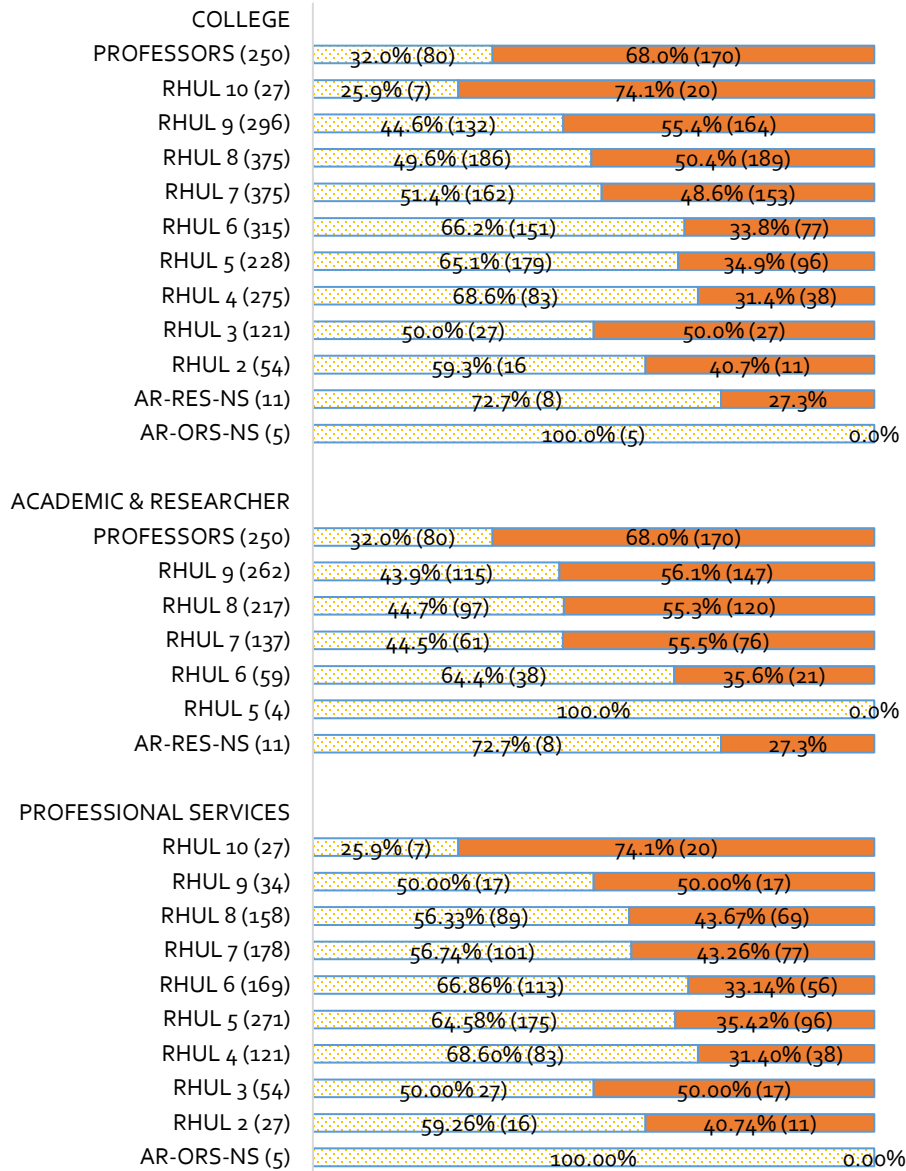


Figure 9

## Sex and Grades 2018-19

Women Men



## 5. Intersectionality

- At College level, the proportion of BAME staff are fairly evenly distributed across the age groups <30 years – 14.5% (41), 31 to 40 years - 19.1% (99) , 41 to 50 years – 17.8% (91) and 51 to 60 years -13.4% (64).
- The highest proportion of BAME staff below thirty years is in the Academic/Researcher staff groups, most of whom are Post-Doctoral Research Assistants
- The highest proportion of BAME staff in Professional Services staff groups is in the age group 31 to 40 years, 20.1% (49)
- There is a higher proportion of BAME women than men staff across the College (Figure 11); with higher proportion of women across all ethnic groups in Professional services staff
- 55.7% (157) of 30 year olds and below in the College are women, with an increase proportionately and in the number of men from 41.4% (110) in 2017-18 to 44.3% (125).
- 59.7% (46) of academic/research staff in the 30 years and less age group are women while there are higher proportion of men in all other age groups
- In Professional Services women staff are higher in proportion in all age group, although there are an increase in the proportion of men in the age groups below 50 years.

Figure 10

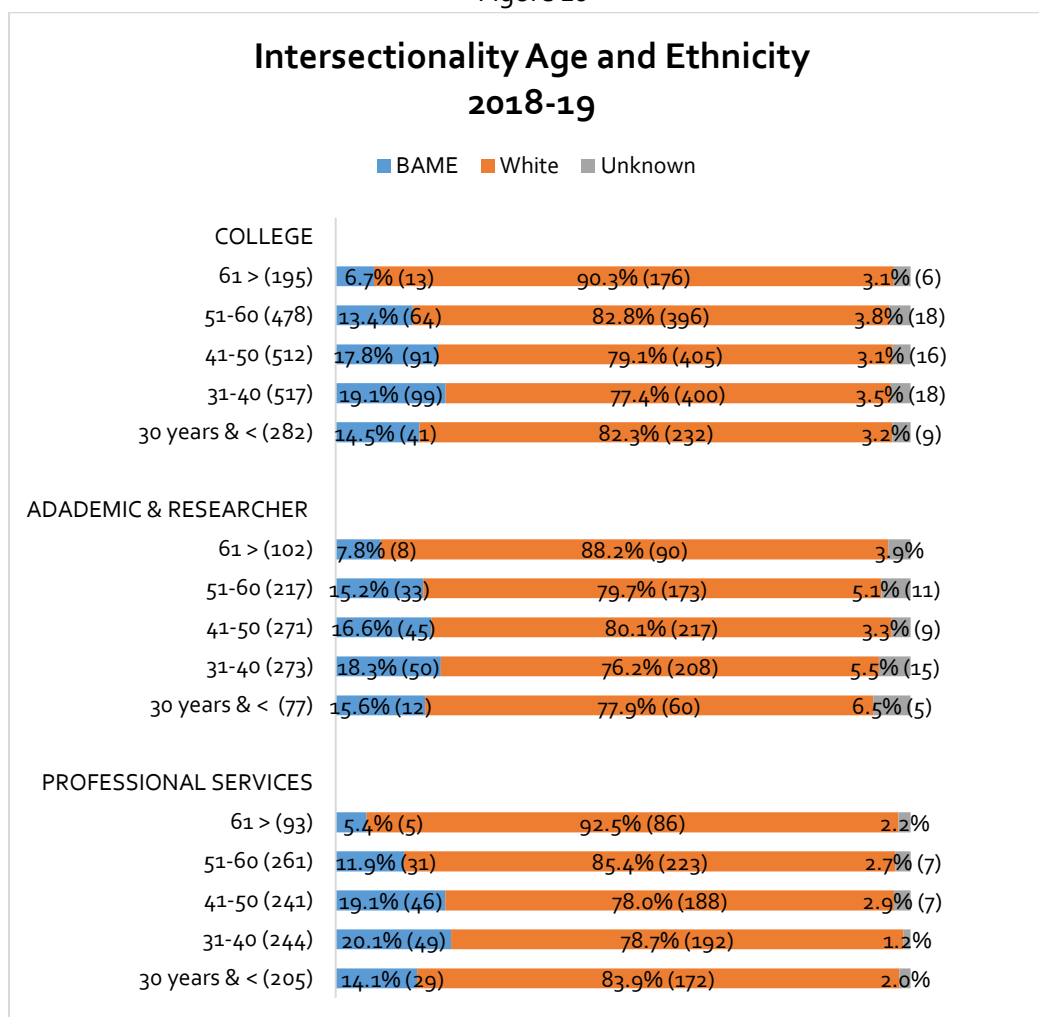


Figure 11

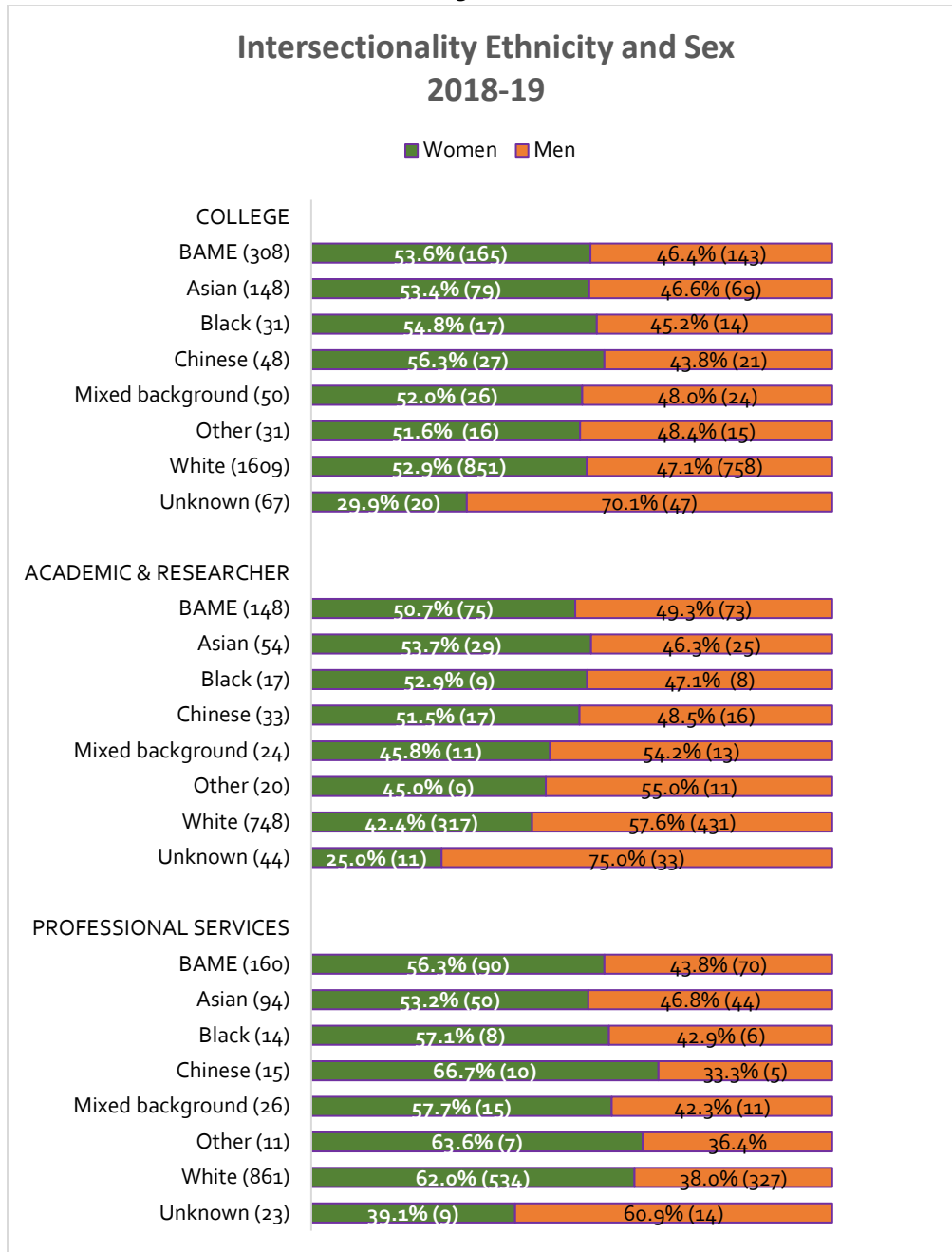
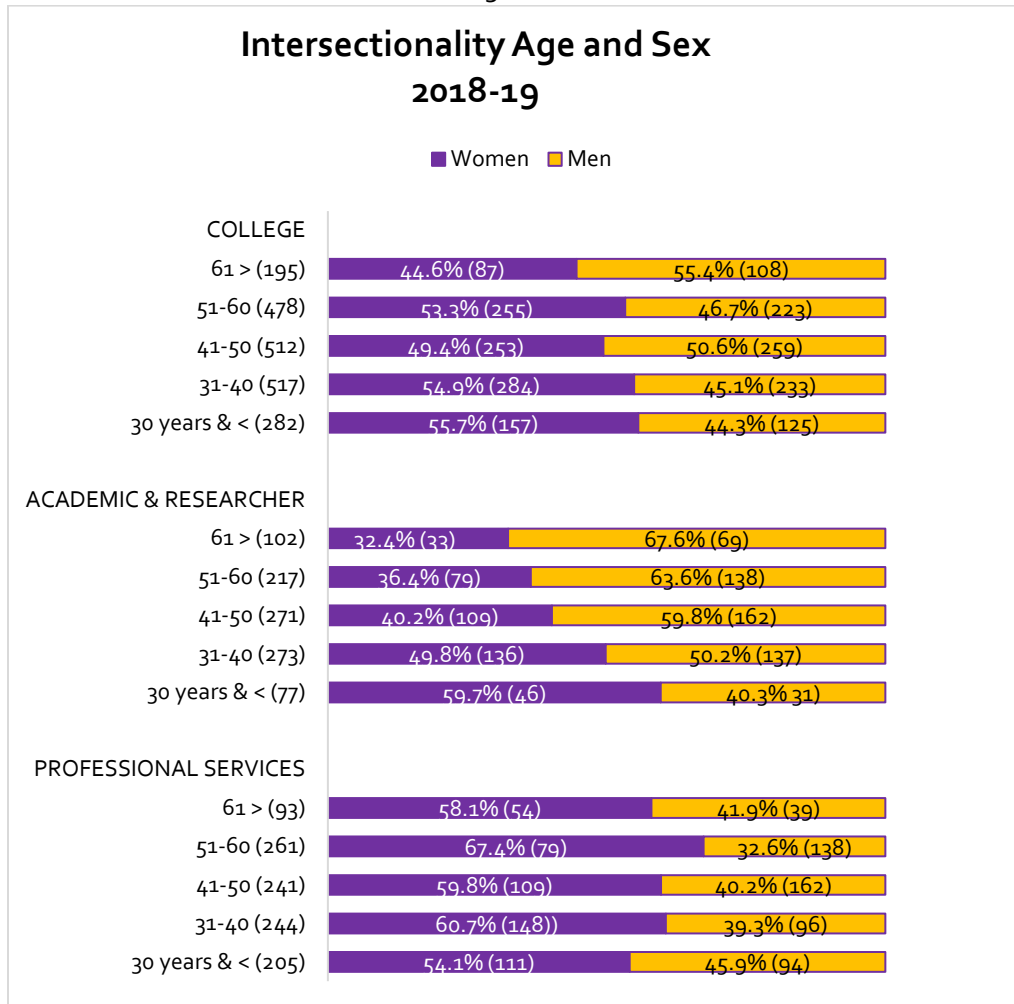




Figure 12



## 6. Recruitment

- The proportion of BAME applicants decreases as they progress through the recruitment process; regardless of role applied for (Figure 13). The proportion BAME appointed has fallen by 2.1% point to 18.6% from 20.7% in 2017-18.
- The proportion of Non-UK applicants also decreases as they progress through the recruitment process (figure 14) and remain the same as the 2017-18 figures.
- Female applicants appear to fare better than male applicants, for both academic/research and professional services roles, with a higher proportion of women academic/researcher at 54.9% (28) appointed in 2018-19 compared to 43.9% (45) in 2017-18.
- A higher proportion of UK applicants are successful in getting appointed, this being most significant in applications for academic/research roles where 66.8% (1853) of applicants are from non-UK nationals and only 49.0% (25) of successful academic/research applicants are from non-UK background.
- We only received 3.5% (205) disabled applicants and out of that only 4.5% (8) are successful. (Figure 17).

Figure 13

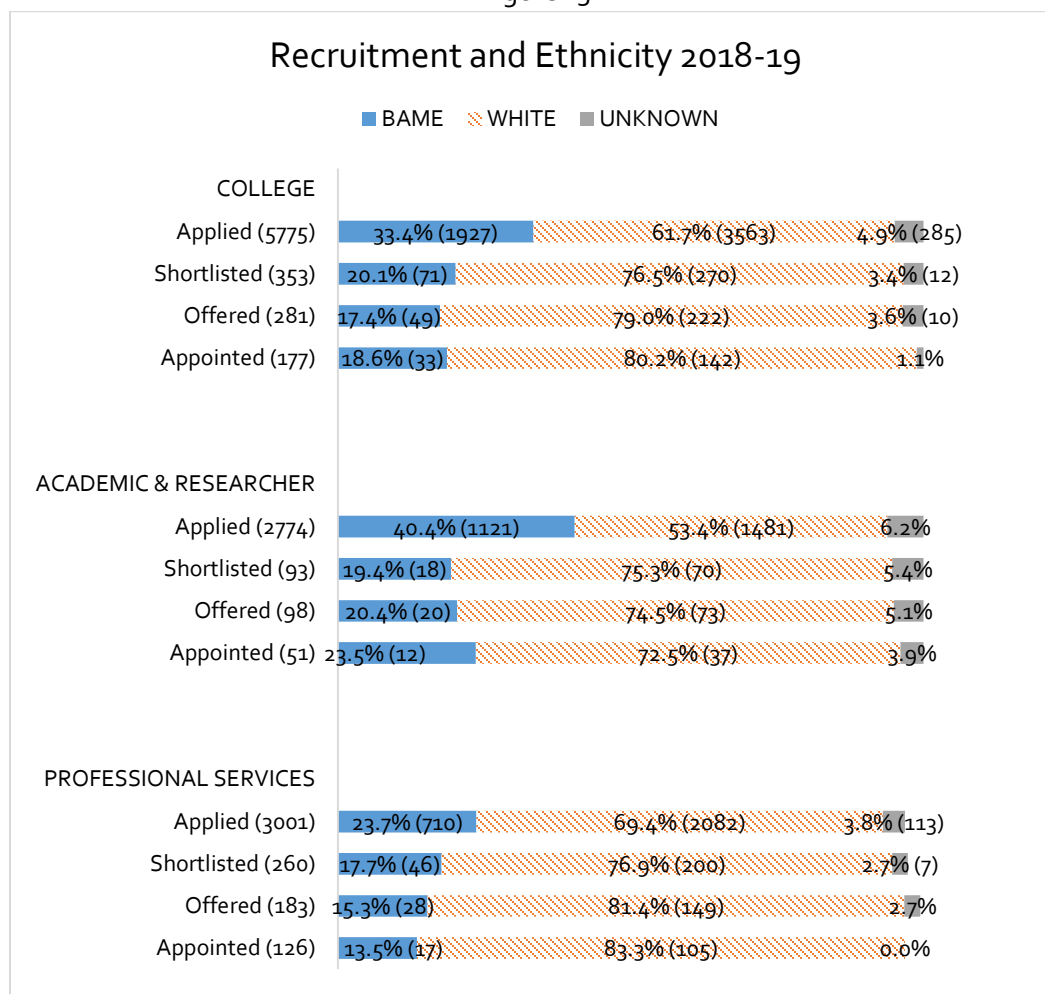


Figure 14

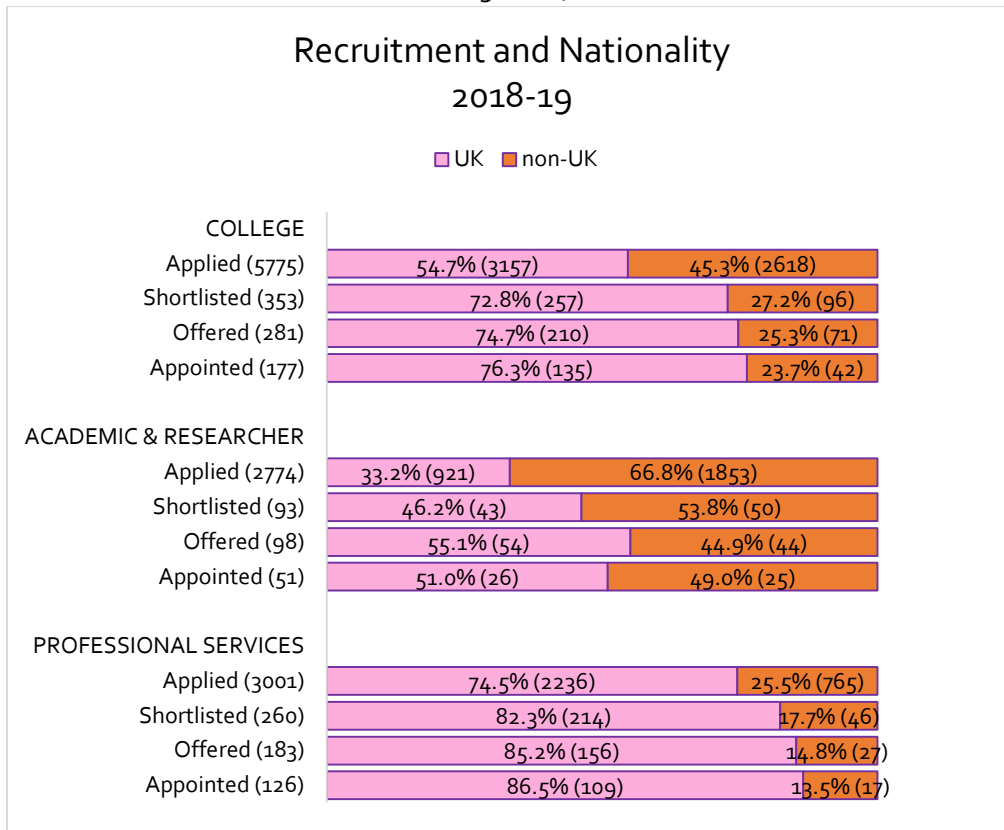


Figure 16

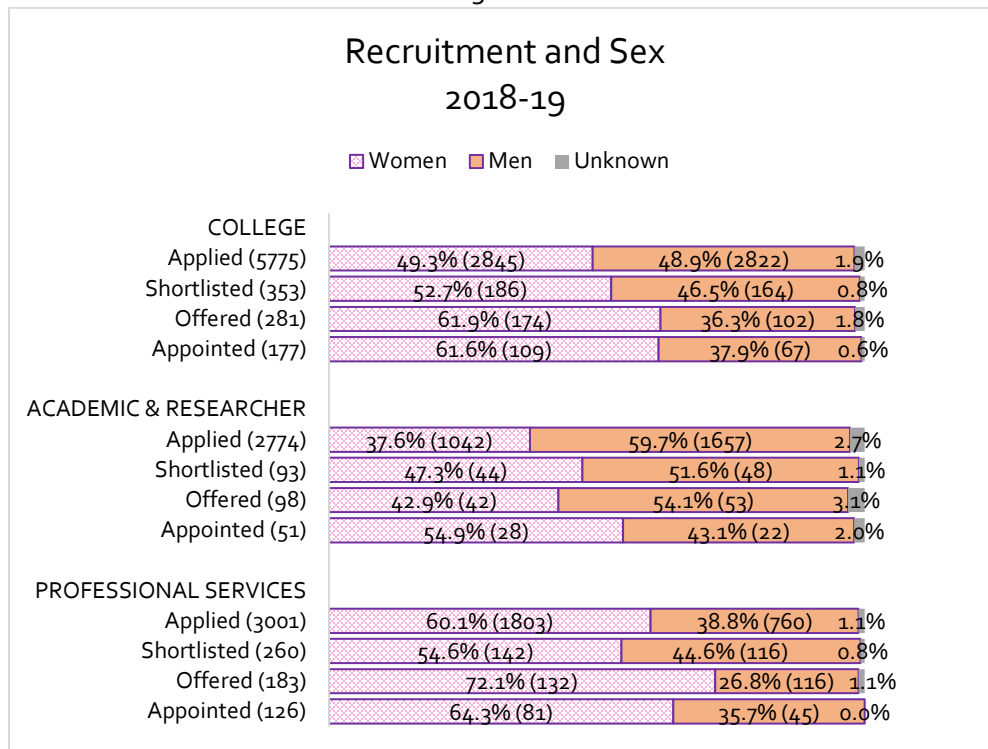
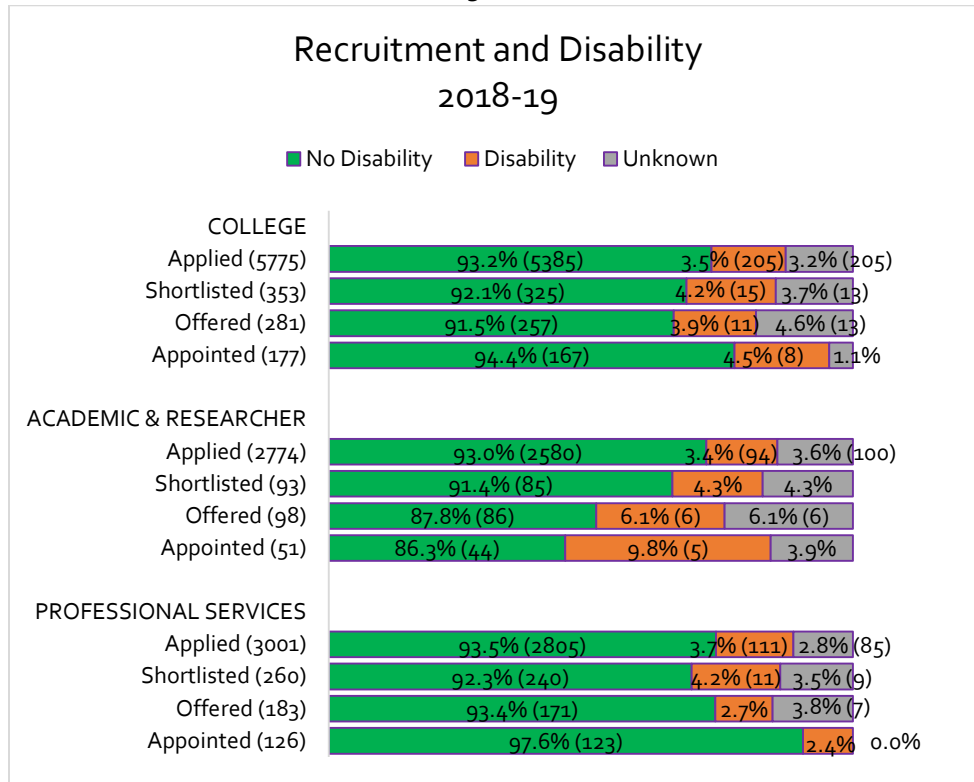


Figure 17



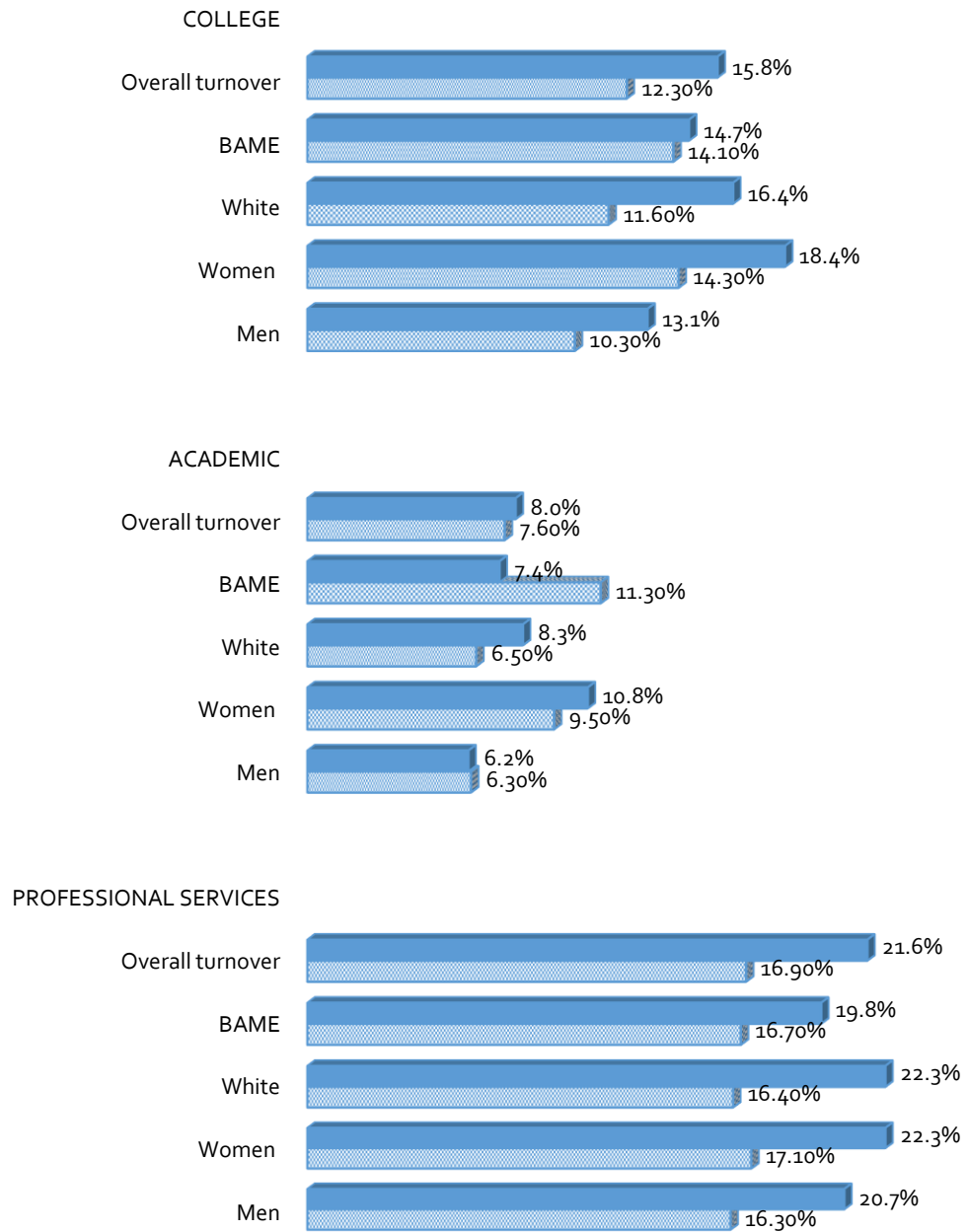
## 7. Turnover

- The College turnover for 2018-19 was 15.8%.
- The highest turnover rate is for BAME staff at 14.1% and for female staff at 14.3%
- There is a higher turnover rate in professional services roles with the highest in female staff.

Figure 18

## Turnover

■ 2018-19 ■ 2017-18



## Key Issues

The key issues from the report are as follows:

- The proportion of BAME staff (15.5%) was higher than benchmark, England HEIs (14.9%) but under-represented given our proximity to London and centres of high BAME population e.g. Slough and Hounslow
- Disability increased from 2.8% (52) in 2017-18 to 3.8% (71) although it was still below the benchmark of 5.1%.
- The proportion of UK BAME staff at 12.9% (186) is lower than the proportion of BAME staff from non- UK at 22.5% (122), figure 4.
- Highest proportion of fixed term, part-time staff, 15.8% (29), was from the Research staff
- Higher proportion of BAME staff was represented at lower grades – 22.2% (6) at Grade 2 and 20.4% (11) at Grade 3 (figure 6)
- Women in administrative grades 1 to 5 decreased from 82.3% (268) in 2017-18 to 78.4% (254) in 2018-19. Women in administrative grades 6-10 remained about the same at 61.7% (311). There were proportionally more men in the Manual & Ancillary staff group, 71.8% (102), followed by the Technical staff group at 62.2% (46), (table 3)
- Higher proportion of women work part-time hours - 70.1% (176) on permanent contract and 59.5% (75) on fixed term contracts in 2018-19 (figure 8), a drop from 63.1% (70) in 2017-18.
- In 2017-18, the highest proportion of BAME staff were in the age group 31 to 40 at 19.1% (99) followed by the 41 to 50 age group at 17.8% (91), compared to 41 to 50 years at 18.0% (94) and 31 to 40 years old at 17.7% (95) in 2017-18
- The highest proportion of staff under 30 years were women at 55.7% (157) although the highest number of women are in the 31 to 40 age group at 54.9% (284)
- BAME applicants were still proportionately less successful in getting accepted in job roles. 33.4% (1927) of all job applicants were from BAME but only 18.6% of those appointed were BAME people.
- The proportion of non-UK applicants who were successful in 2018-19 were similar to that in 2017-18 (figure 14).
- The proportion of men , 48.9% (2822) and women, 49.3% applying for jobs were about the same, however, women, 61.6% (109) appeared to be more successful in being appointed (figure 16)
- The turnover rate for non-academic staff was at 21.7% compared to 8.0% for academic staff, the rate for women professional services staff was slightly higher at 22.3%.
- The turnover rate for BAME staff is at 14.7% compared to 16.4% for White staff and was lower for both BAME academic and non-academic staff.

The key issues summarized above remains largely the same as in the previous years. We appeared to have an increase in the proportion by 1.0% point and numbers (by 19) of disabled staff. Women appeared to be more successful in being appointed. There are issues pertaining to gender and ethnic equality which have already been identified and being addressed in the College. For example our Institutional Athena SWAN and Gender Pay Gap work had action plans in place to improve gender equality. Similarly, action plans from the Institutional Race Equality Charter contained a range of actions to help us address race equality issues.

We are currently also carrying out a piece of work to cross reference all our equality and diversity initiatives against key College wide initiatives to enable us to monitor and co-ordinate our equality, diversity and inclusion activities.

## **Conclusion**

This Annual Workforce Monitoring aims to capture and present equality data more visually that will provide a quick overview of the profile of the workforce at Royal Holloway. Key stakeholder can track and monitor equality trends year on year from these annual reports.