



# **Annual Staff Equality and Diversity Data Report 2019/20**

Published December 2020

## Introduction

This report of our staff profile for 2019-20 is based on staff in post at 31 August 2020. 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

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 2019-20, there were 2155 staff in post, which is 1962.4 whole time equivalent compared to 1984 staff in post, 1810 whole time equivalent in 2018-19; 1949 staff in post and 1794 whole time equivalent in 2017-18.
- 52.7% (1136) of the workforce were female and 47.3% (1019) male
- 16.9% (365) staff were of BAME (Black, Asian, Minority Ethnic) background – above benchmark (**the benchmark being HEIs in England**) of 11.6%, see figure 2. The non- declaration rate is at 3.7% (80)
- 73.9% (1589) of staff were British, 26.0% (561) are non-UK - above benchmark at 21.0%, see figure 2
- 77.6% (1673) of staff were on permanent contract - above benchmark of 75.7%. 22.4% (482) of staff are on fixed term contracts –below benchmark of 24.3%
- 92.4% (181) of all Researchers were on fixed term contracts (table 2) an increase from 90.8% (167) of all Researchers in 2018-19.
- 71.0% (198) of permanent part-time staff and 58.4% (87) of fixed term part-time staff were female (figure 8)
- The College's for turnover for 2019-20 was 15.9%, with 275 leavers.
- Age
  - 12.4% (268) - Aged 30 years and below; below benchmark at 16.8%; figure 2
  - 26.5% (571) - Aged 31 to 40 years; below benchmark at 28.6%
  - 26.2% (565) – Aged 41 to 50 years; above benchmark at 25.0%
  - 23.8% (513) – Aged 51 to 60 years; above benchmark at 21.7%
  - 11.0% (238) – Aged 61 years and above; above benchmark at 8.0%
- Disability
  - 4.10% (88) have declared a disability, below the benchmark rate of 5.4% (Figure 2)
  - “long standing illness/health conditions” at 1.3% (28) is the highest declared condition
- Sexual Orientation
  - 6.2% (134) LGBT+ – above benchmark at 3.6%
    - Bisexual: 2.1% (46)
    - Gay/Lesbian: 3.3% (71)
    - Other: 0.7% (16)
  - Declaration rate of 56.1% compared to 55.5% nationally (Figure 2)

Figure 1

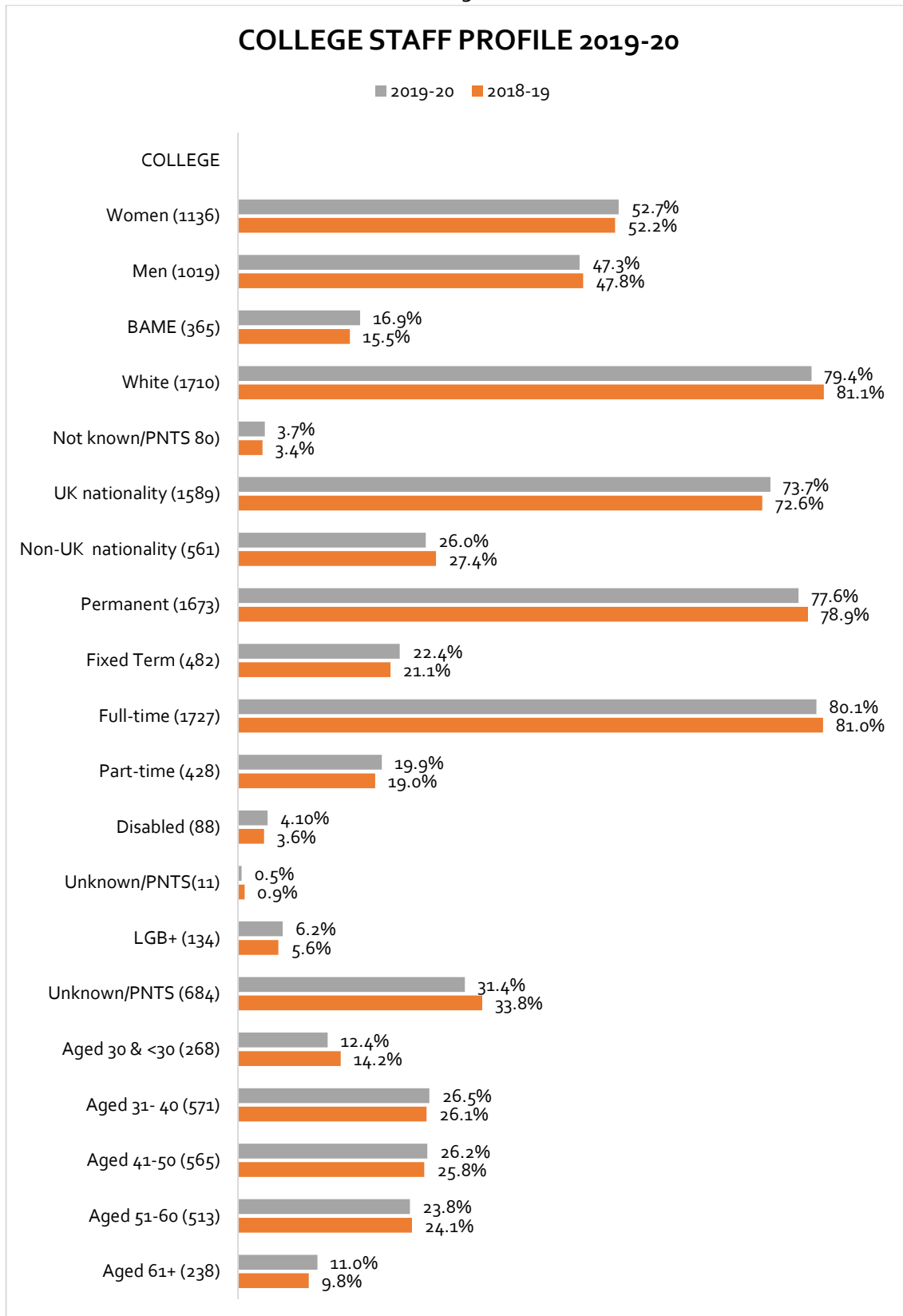
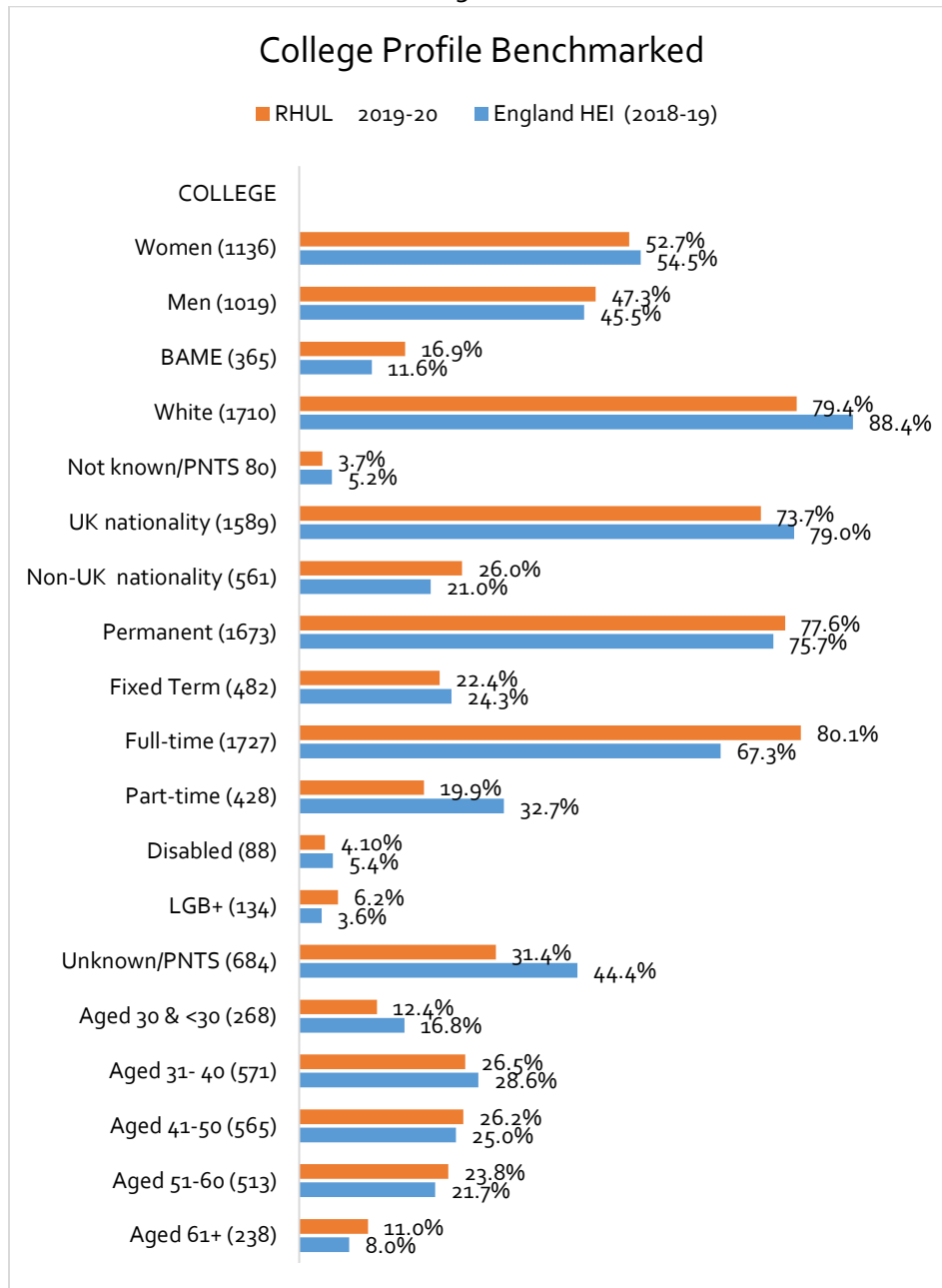


Figure 2



\*Benchmark data from Advance HE publication: Staff statistical report 2

Figure 3a

### Academic and Researcher Profile

2019-20 2018-19

ACADEMIC & RESEARCH

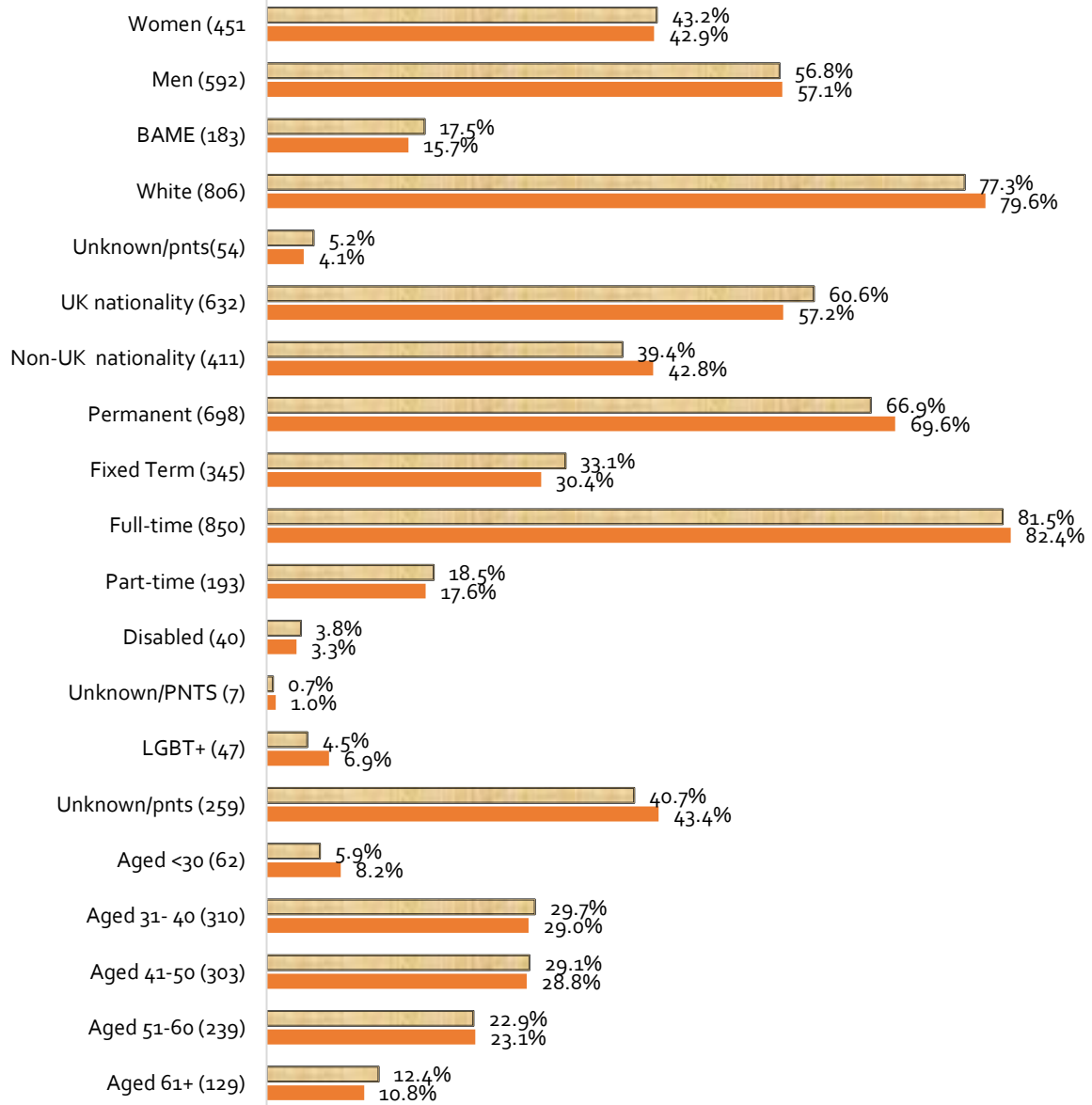
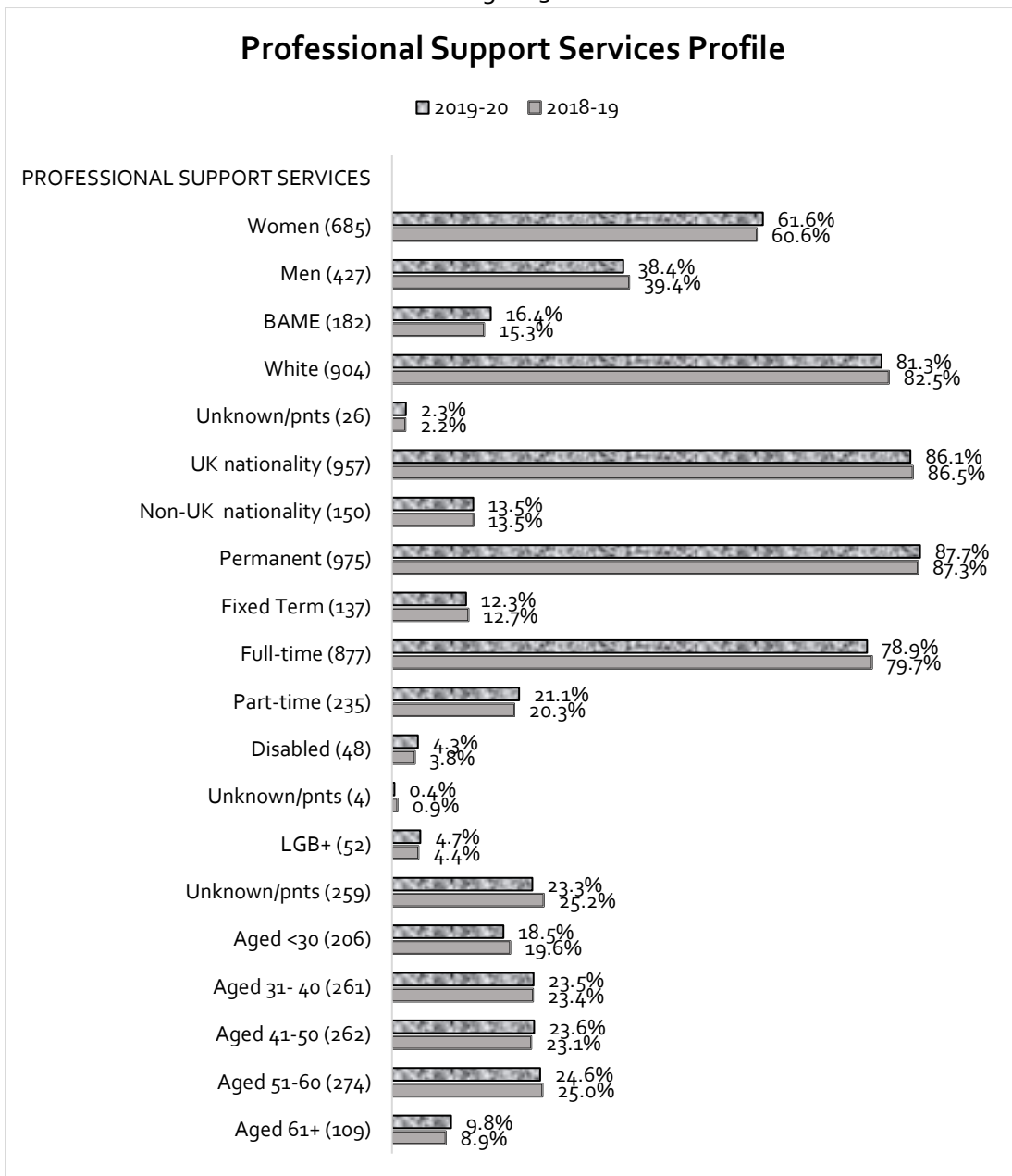


Figure 3b



## 2. Contract type

- Overall 80.1% (1727) of all staff work full –time hours.
- Just below 50% of full time permanent and fixed term staff are women while 71.0% (198) of part-time permanent staff are female. (Figure 8)

- The highest proportion of part-time staff are in the Teaching Fellows/Tutors at 44.4% (60) followed by Administration 1-5 staff groups at 31.6% (111).

Table 1

Staff Group 2019 -20	Full - time	Part -time	Total
Academic	86.5% (616)	13.5% (96)	<b>712</b>
Administration grades 1 - 5	68.4% (240)	31.6% (111)	<b>324</b>
Administration grades 6 - 10	85.6% (450)	14.4% (76)	<b>526</b>
Manual & Ancillary	81.2% (121)	18.8% (28)	<b>149</b>
Research	81.1% (159)	18.9% (37)	<b>184</b>
Teaching Fellows & Tutors	55.6% (75)	44.4% (60)	<b>135</b>
Technical	76.7% (66)	23.3% (20)	<b>86</b>
<b>Grand Total</b>	<b>80.1% (1727)</b>	<b>19.9%(428)</b>	<b>2155</b>

- Academics represent the highest proportion (78.9%) and number (562) of staff on permanent full time contracts
- 92.4% of Researchers are on fixed term contracts
- Administration grades 1-5 has the highest proportion of permanent part-time contracts at 26.2% (92).

Table 2

Staff Group (2019-20)	Fixed Term Contract Full Time	Fixed Term Contract Part Time	Full Time Permanent	Part Time Permanent	Total
Academic	7.6% (54)	2.1% (15)	78.9% (562)	11.4% (81)	100% (712)
Administration grades 1 - 5	8.8% (31)	5.4% (19)	59.5% (209)	26.2% (92)	100% (351)
Administration grades 6 - 10	8.9% (47)	4.2% (22)	76.6% (403)	10.3% (54)	100% (526)
Manual & Ancillary	2.0% (3)	0.0%	79.2% (118)	18.8% (28)	100% (149)
Research	74.0% (145)	18.4% (36)	7.1% (14)	< 5	100% (196)
Teaching Fellows & Tutors	34.1% (46)	36.3% (49)	21.5% (29)	8.1% (11)	100% (135)
Technical	8.1% (7)	9.3% (8)	68.6% (59)	14.0% (12)	100% (86)
<b>Grand Total</b>	<b>15.5% (333)</b>	<b>6.9% (149)</b>	<b>64.7% (1394)</b>	<b>12.9% (279)</b>	<b>100% (2155)</b>

### 3. Ethnicity

- Asian at 8.4% (180) forms the highest proportion of BAME in the College, an increase of 0.9% (32) from 2018-19.
- It is also highest in the Academic/Research staff group at 6.7% (70) compared to 5.7% (34) in 2018-19 and Professional Services staff at 9.9% (110) compared to 9.0% (94) in 2018-19. (Figure 3)



- Figure 4 shows that in the College non-UK BAME 25.4% (144) in 2019-20 and (22.5%; 122) in 2018-19 are higher in proportion than UK BAME 13.9% (221) in 2019-20 and 12.9% (186) in 2018-19.
- The proportion of BAME Academic/Research staff on fixed term contracts has risen slightly to 19.0% (19) part-time and full-time 16.4% (49) part-time compared to 14.5% (11) and full-time at 17.6% (37) in 2018-19; 28.8% (21) part-time and 18.9% (35) full-time in 2017-18; see Figure 5
- For Professional Services there are changes in the proportion of BAME in the following grades

	2017-18	2018-19	2019-20
Grade 2	25.8% (7)	22.2% (6)	33.3% (11)
Grade 3	27.7% (13)	20.4% (11)	34.0% (16)
Grade 8	16.6% (38)	13.9% (22)	15.7% (25)
Grade 9	9.7% (3)	20.6% (7)	18.9% (7)

Figure 3

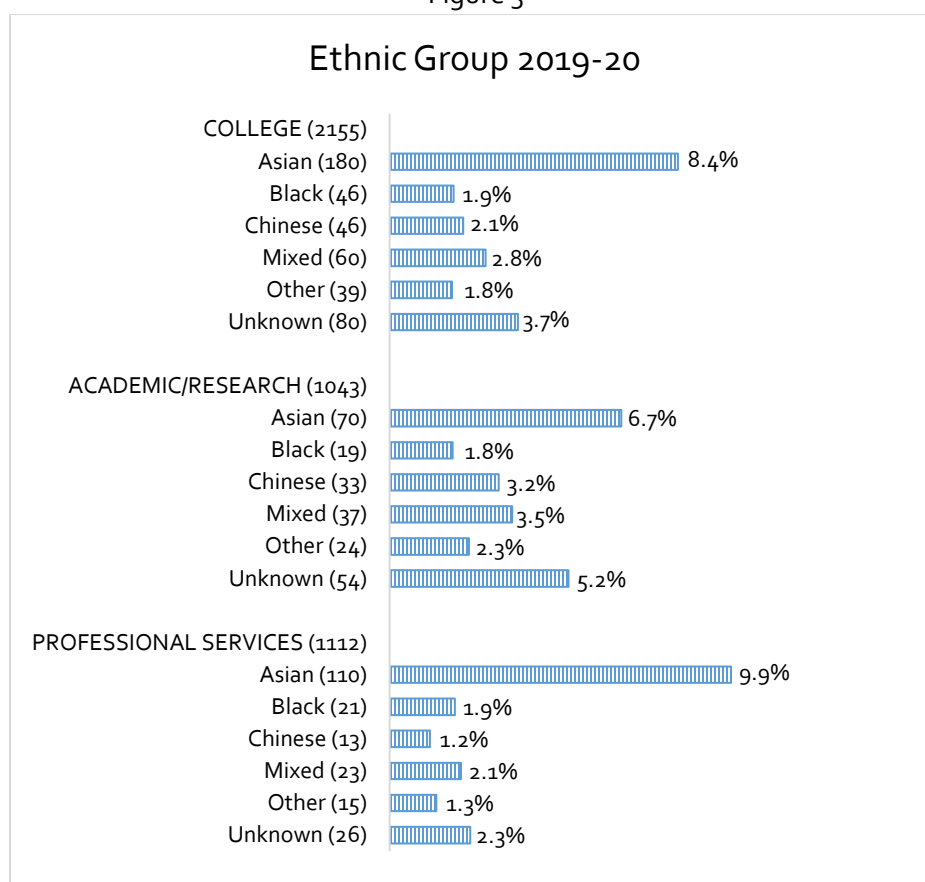


Figure 4

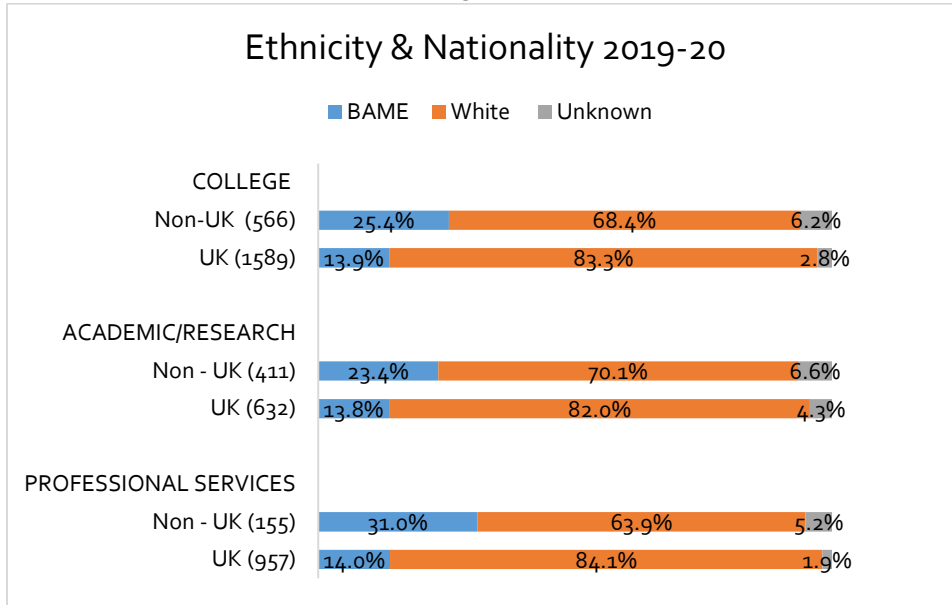


Figure 5

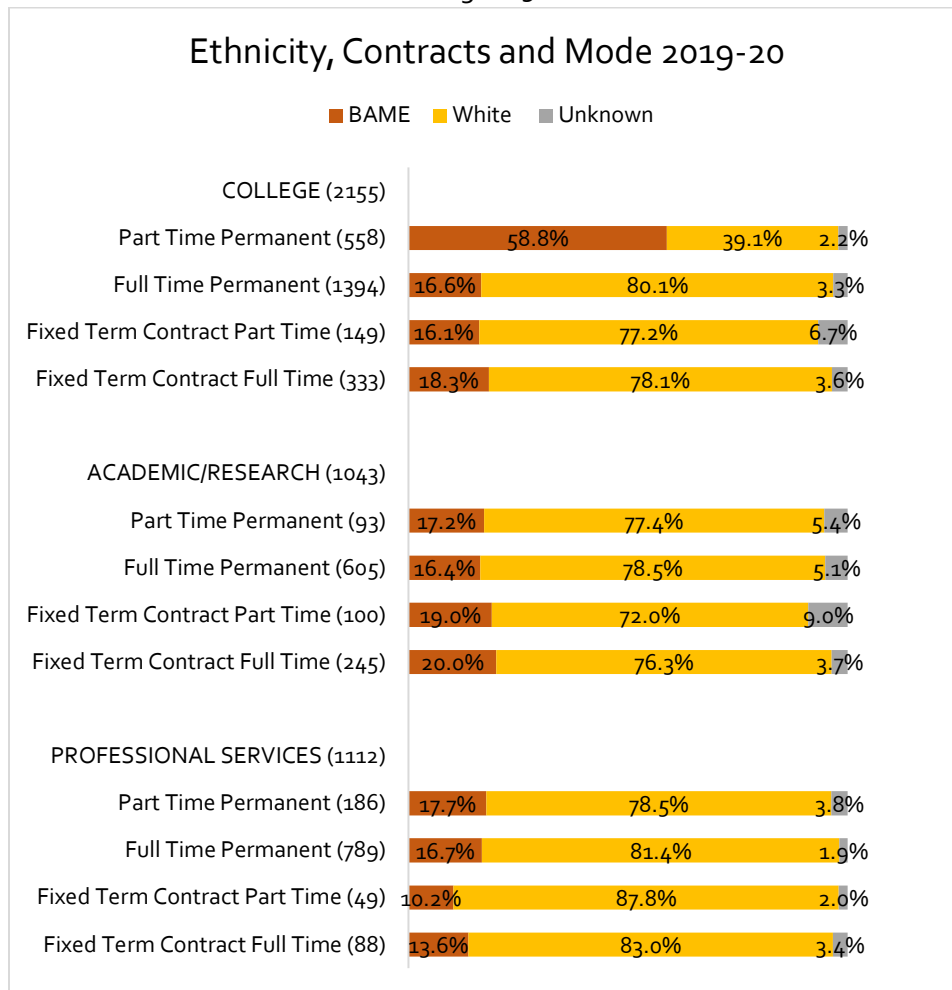
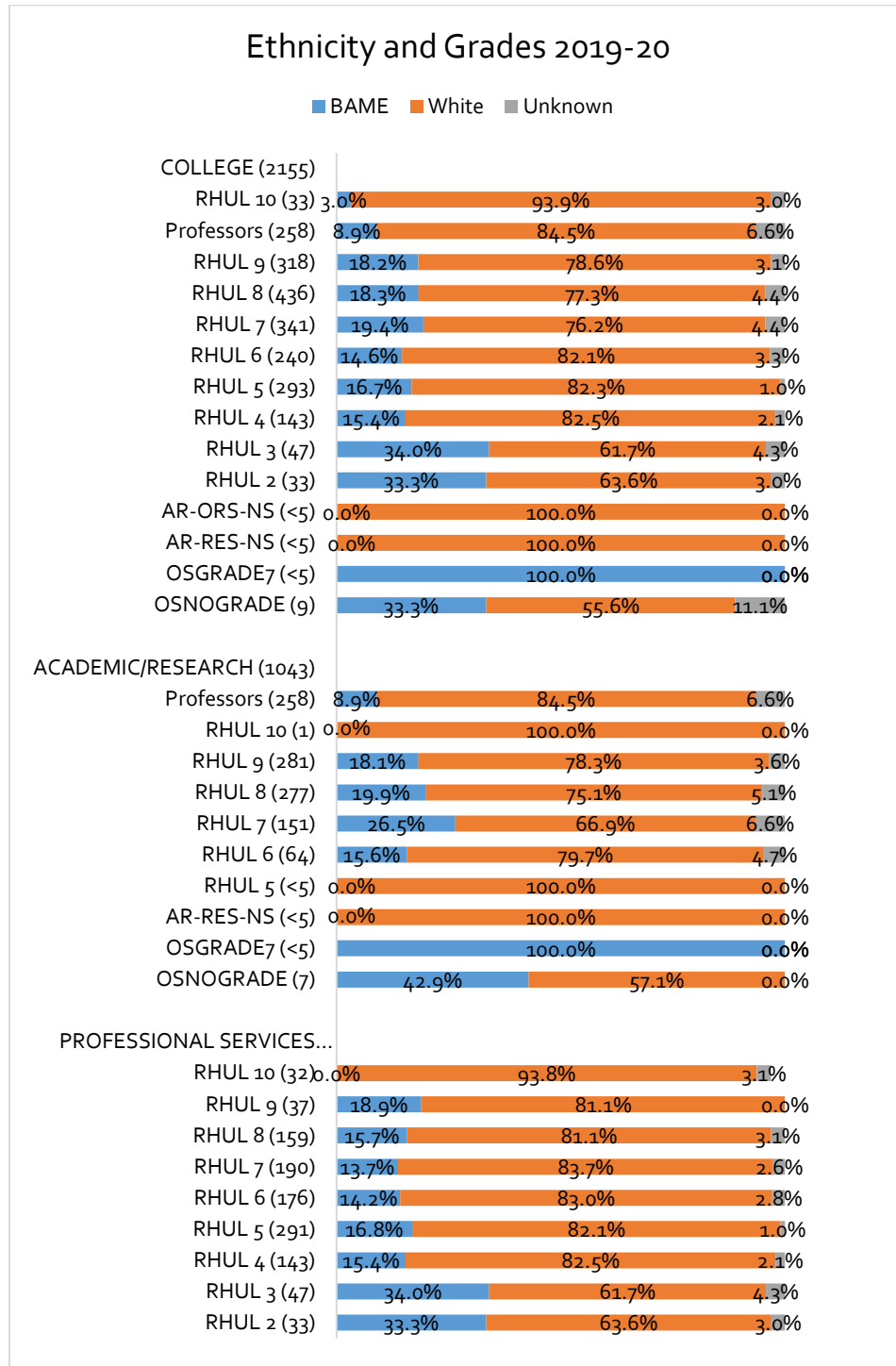


Figure 6



## 4. SEX

- Administration Grades 1-5 have the highest proportion of females at 77.8% (273) followed by the Administration Grades 6-10 at 64.1% (337); table 3
- The highest proportion of male staff were in the Manual and Ancillary staff group, 69.1% (103) followed by Technical at 66.3% (57) an increase in percentage but decrease in number from 62.2% (74) in 2018-19 ; table 3
- There are a higher proportion of men in the Academic/Research staff at 56.8% (592), although showing a decrease from 61.0% (631) in 2018-19. The proportion of women to men are similar for both UK and non-UK Academic/Research staff.
- In the case of Professional Services staff, 62.1% (597) of women are from UK compared to 61.4% (554) in 2018-19, with 58.7% (88) of women of non-UK nationalities which is an increase from 56.0% (79) in 2018-19.
- Proportionately more of women staff from Professional Services work part-time, regardless of whether they are on permanent or fixed term contracts at 81.2% (151) and 75.5% (37) respectively. (see figure 8)
- From figure 9 with the exception of RHUL 3 and RHUL 6, it can be seen that generally in Professional Services as the grade increases the proportion of men increases. For Academic/Research staff the proportion of women to men for RHUL 7, 8 and 9 are pretty consistent but men are still proportionately higher at Professor level at 68.2%.

Table 3

Staff Group 2019-20	Women		Men		Total
Academic	283	39.7%	429	60.3%	712
Administration grades 1 - 5	273	77.8%	78	22.2%	351
Administration grades 6 - 10	337	64.1%	189	35.9%	526
Manual & Ancillary	46	30.9%	103	69.1%	149
Research	100	51.0%	96	49.0%	196
Teaching Fellows & Tutors	68	50.4%	67	49.6%	135
Technical	29	33.7%	57	66.3%	86
<b>Grand Total</b>	<b>1136</b>	<b>52.7%</b>	<b>1019</b>	<b>47.3%</b>	<b>2155</b>

Figure 7

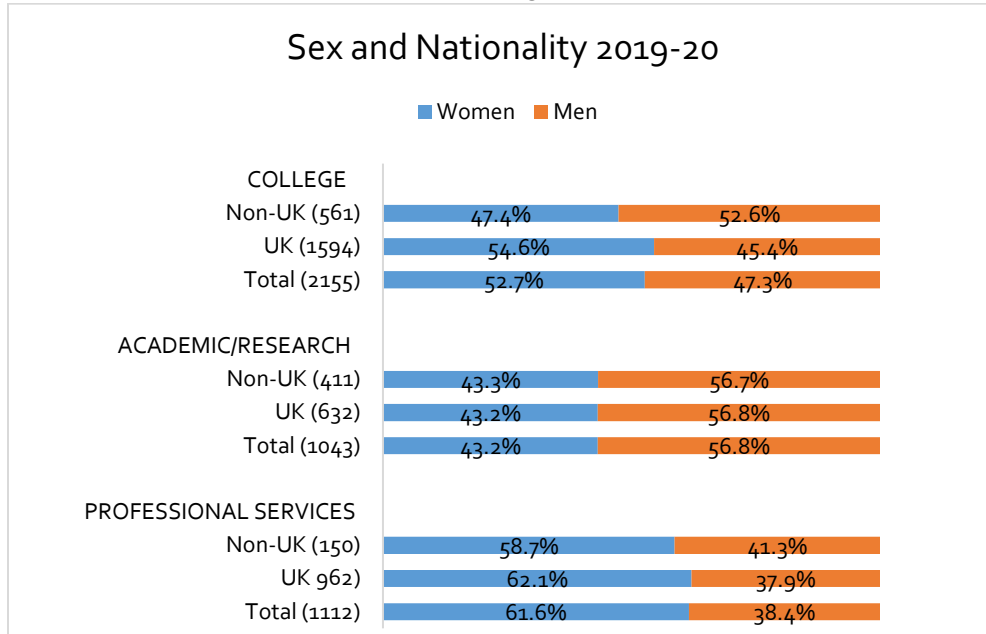


Figure 8

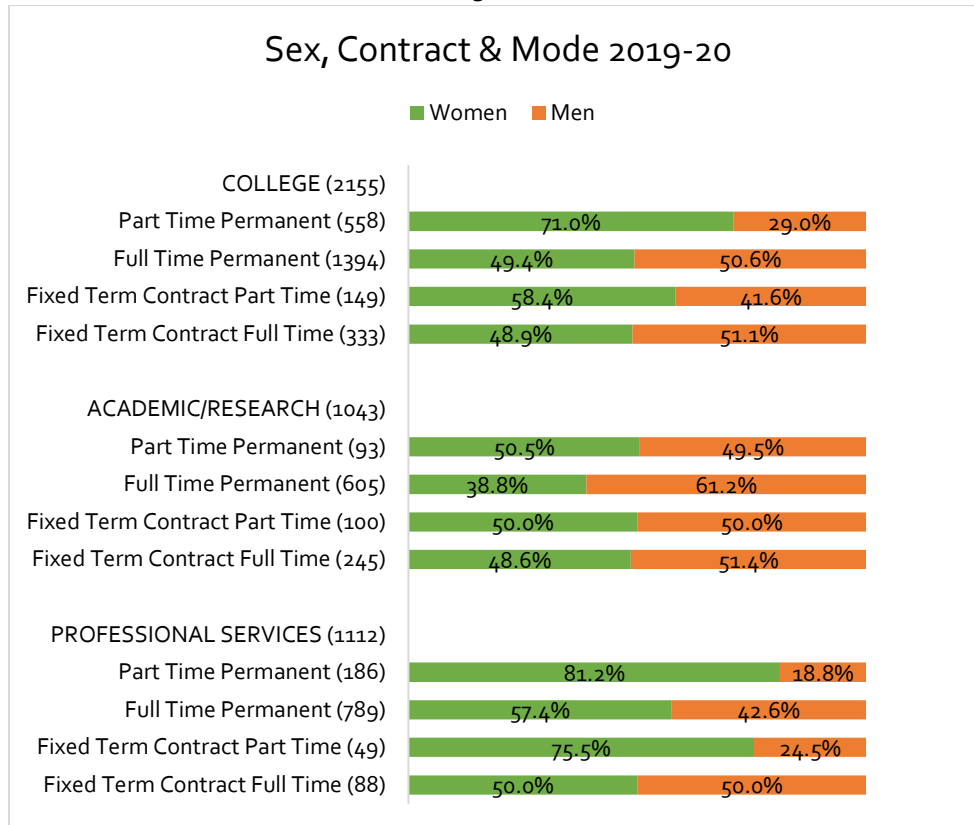
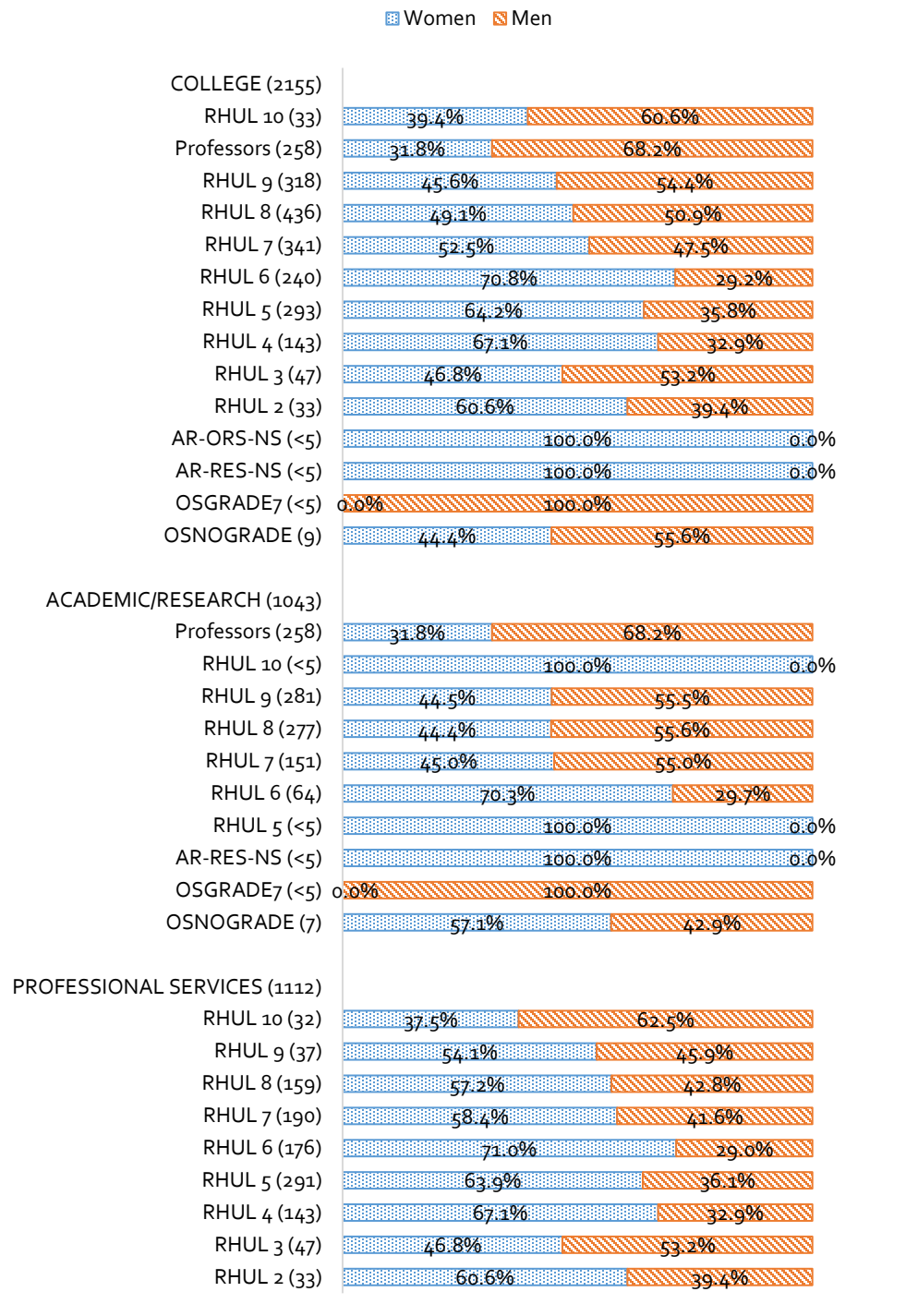


Figure 9

### Sex and Grades 2019-20



## 5. Intersectionality

- At College level, the highest proportion of BAME staff are in the 31-40 years at 20.0% (114) and the 41-50 years at 19.5% (110).
- The highest proportion of BAME Academic/Research staff are in the 31 to 40 age group at 20.6% (64) and the lowest in the 61 and above age group, 10.1% (13), while they are evenly distributed in the other three age groups – 41 to 50 years at 17.8% (54), 51 to 60 at 17.2% (41) and 30 and below at 17.7% (11).
- The highest proportion of BAME staff in Professional Services staff groups is in the age group 41 to 50 years, 21.4% (56) followed by the 31 to 40 years, 19.2% (50).
- There is a higher proportion of BAME women than men staff across the College (Figure 11); with a higher proportion of women across all ethnic groups in Professional services staff
- With the exception of the 61 years and above age group (42.9%, 106) over 50.0% of staff across all the other age groups in the College are women.
- 61.3% (38) of Academic/Research staff in 2019-20 are in the 30 years and below 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, with 68.2% (187) in the 51 to 60 years age group.

Figure 10

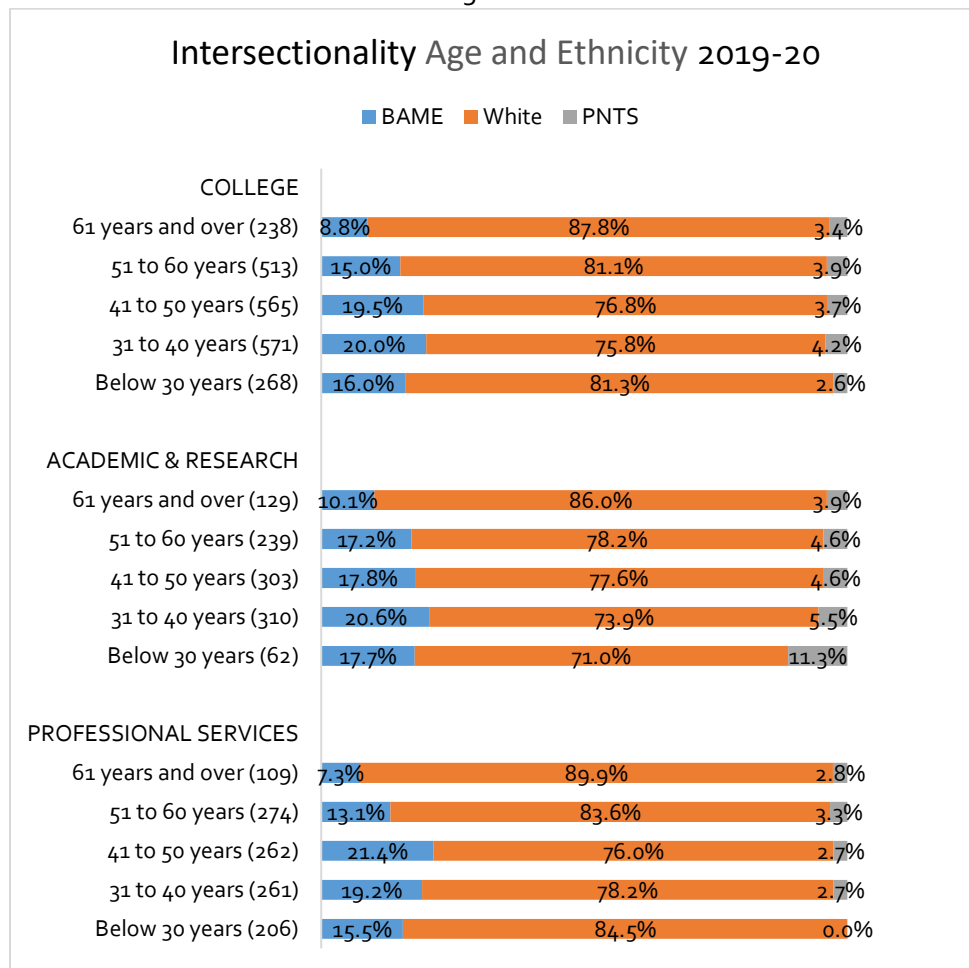


Figure 11

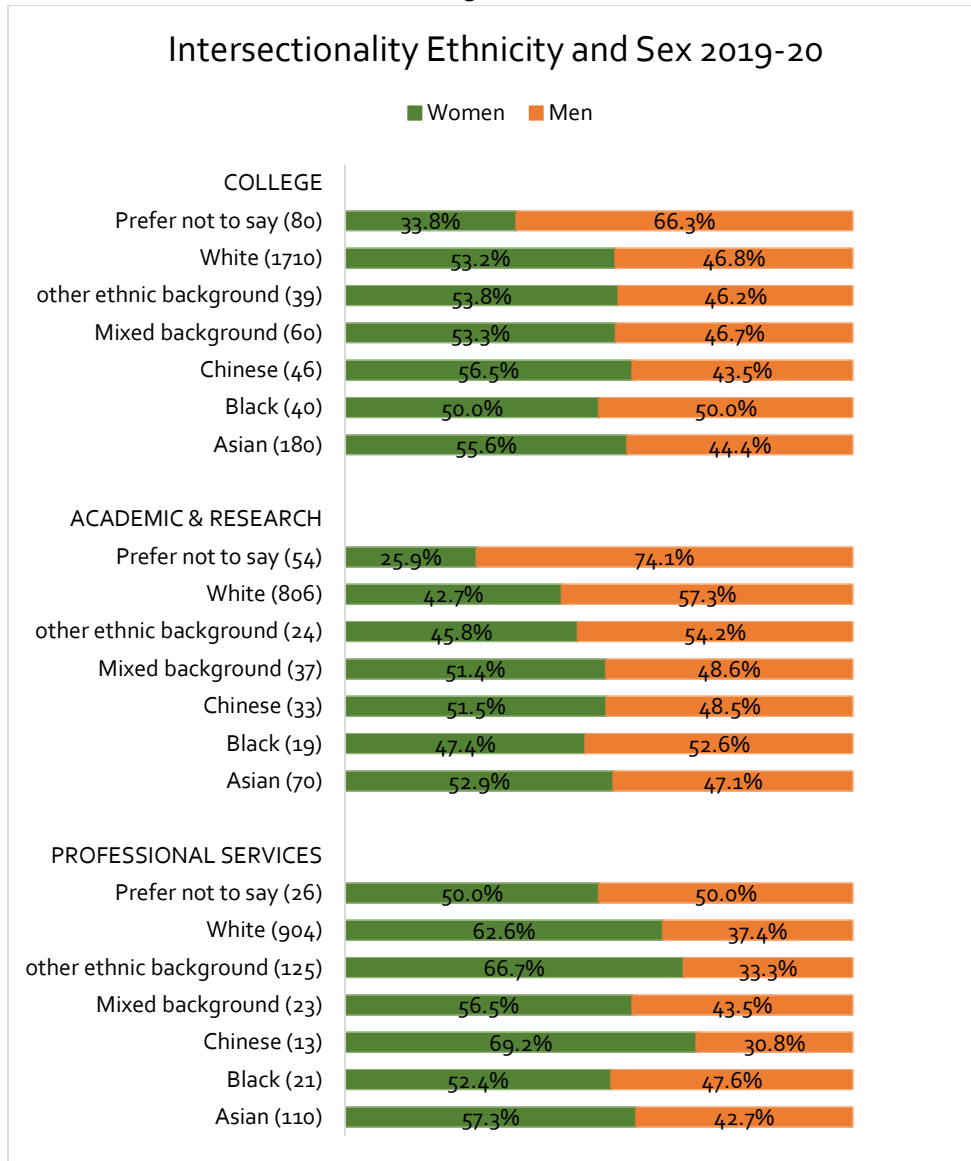
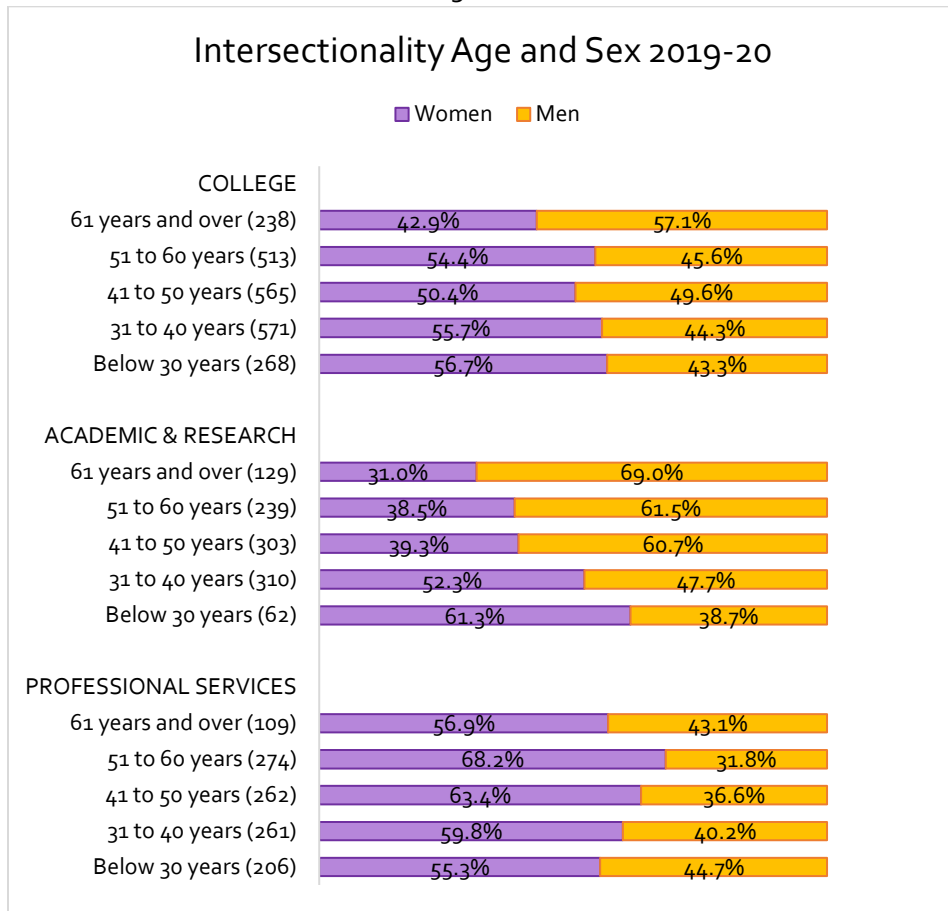




Figure 12



## 6. Recruitment

- The proportion of BAME applicants decreases as they progress through the recruitment process; regardless of role applied for (Figure 13). The proportion of BAME appointments fell by 2.1% point to 18.6% in 2018-19 but has risen up to 20.9% in 2019-20.
- The proportion of Non-UK applicants also decreases as they progress through the recruitment process (figure 14), decreasing from 47.4% of all applications to 25.8% being successful in 2019-20. The proportion of non-UK academic/researchers remain high at 66.25 of all applicants with only 33.8% (53) being successful compared to 49.0% (25) in 2018-19. See Figure 14
- For academic/research roles, the proportion of women academic/researcher at 48.0% (59) has fallen from 54.9% (28) appointed in 2018-19. For professional services roles at 64.6% (117), the proportion of women appointed continues to be twice the proportion of men. See figure 15.
- The proportion (4.1%) and numbers (234) of disabled applicants have increased from 2018-19 at 3.5% (205), however, only 2.6% (8) are successful compared to 4.5% (8) in 2017-18. There was a decrease in disabled academic/researchers recruited at 1.6% (Figure 16) compared to 9.8% (5).

Figure 13

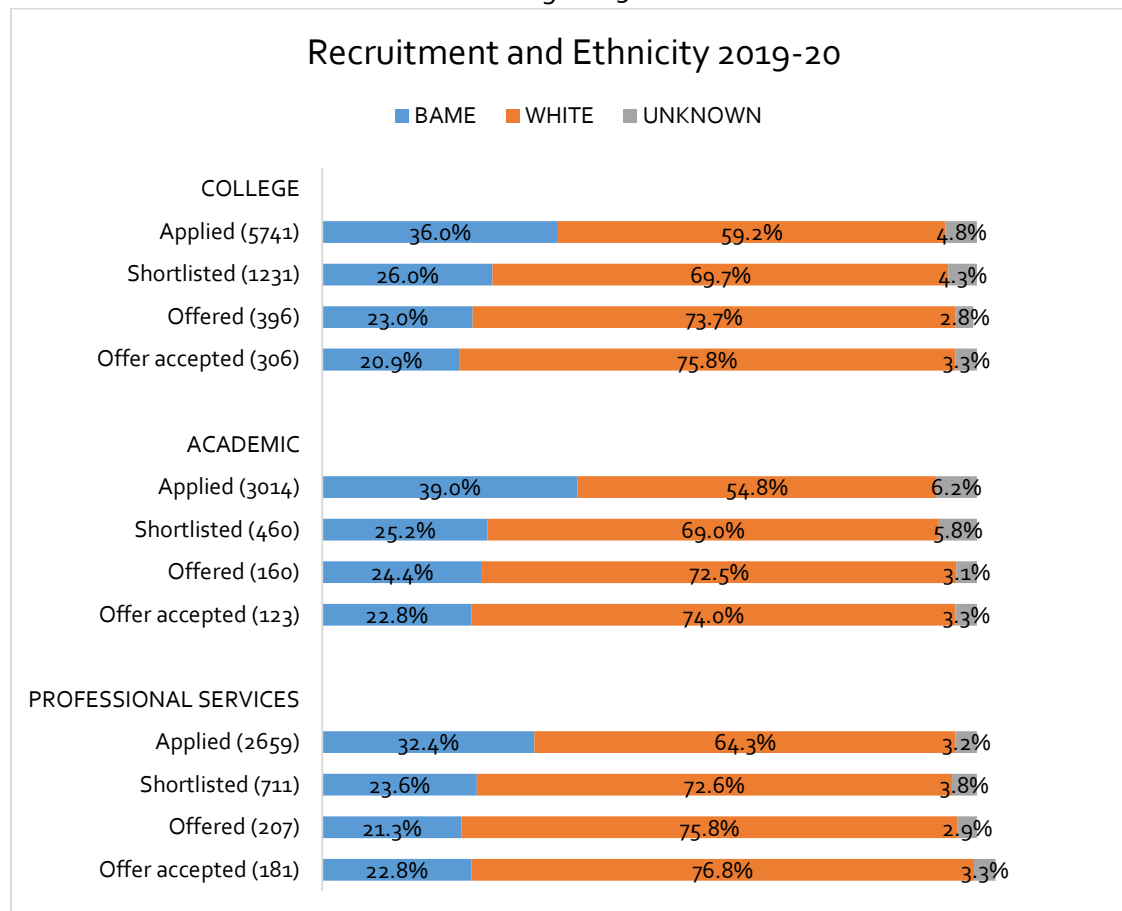


Figure 14

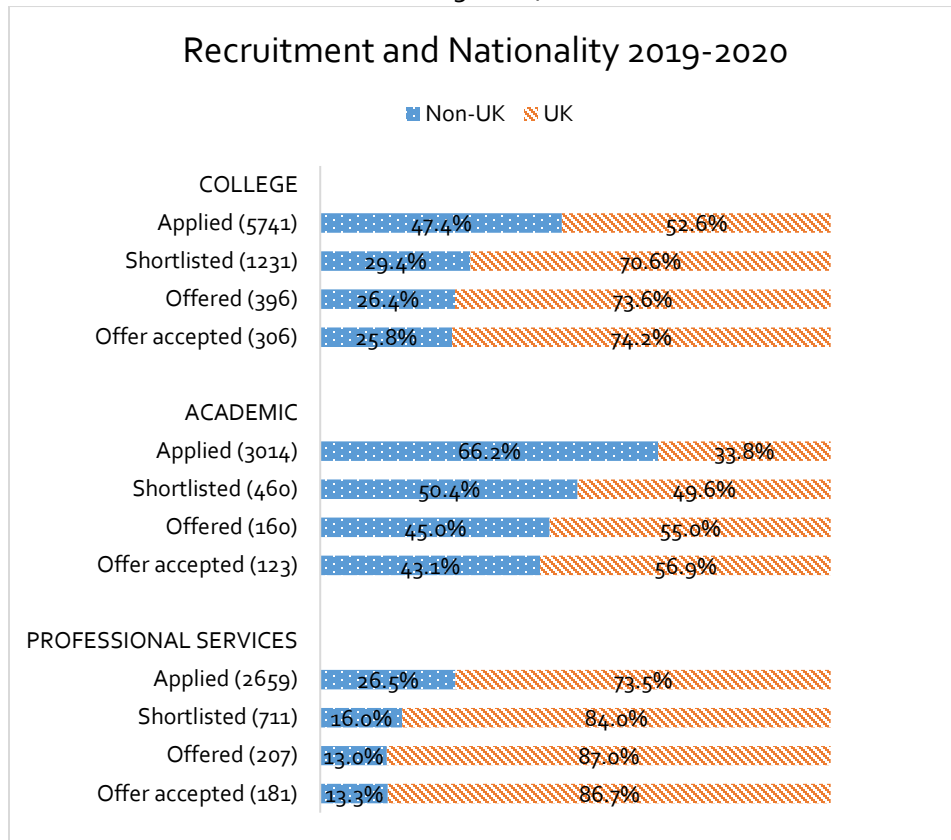


Figure 15

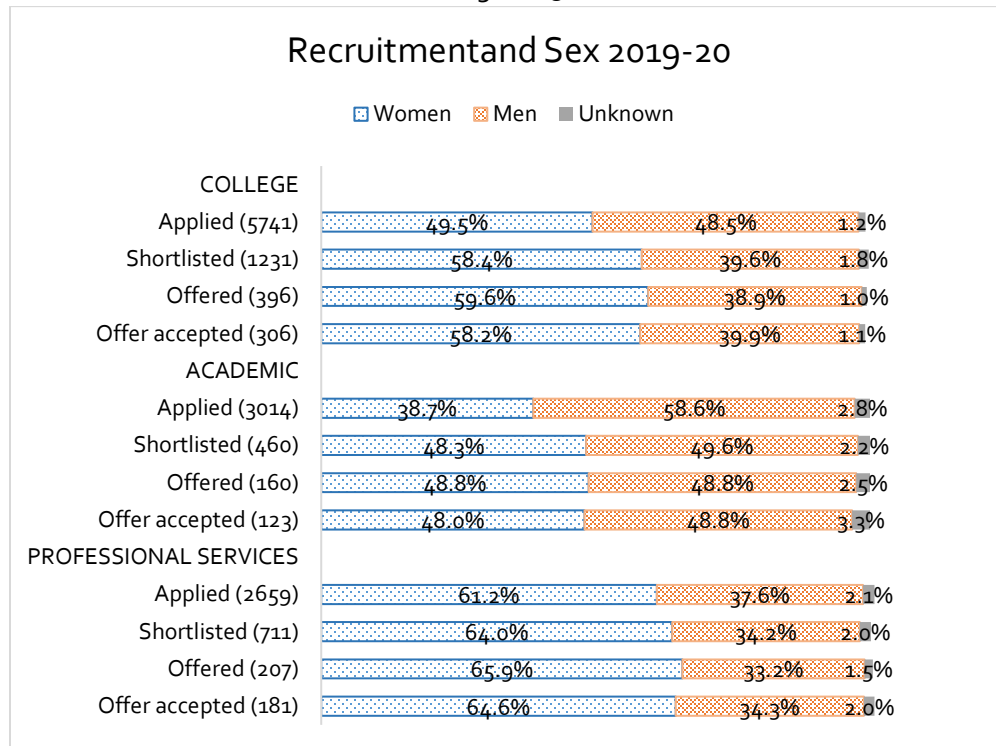
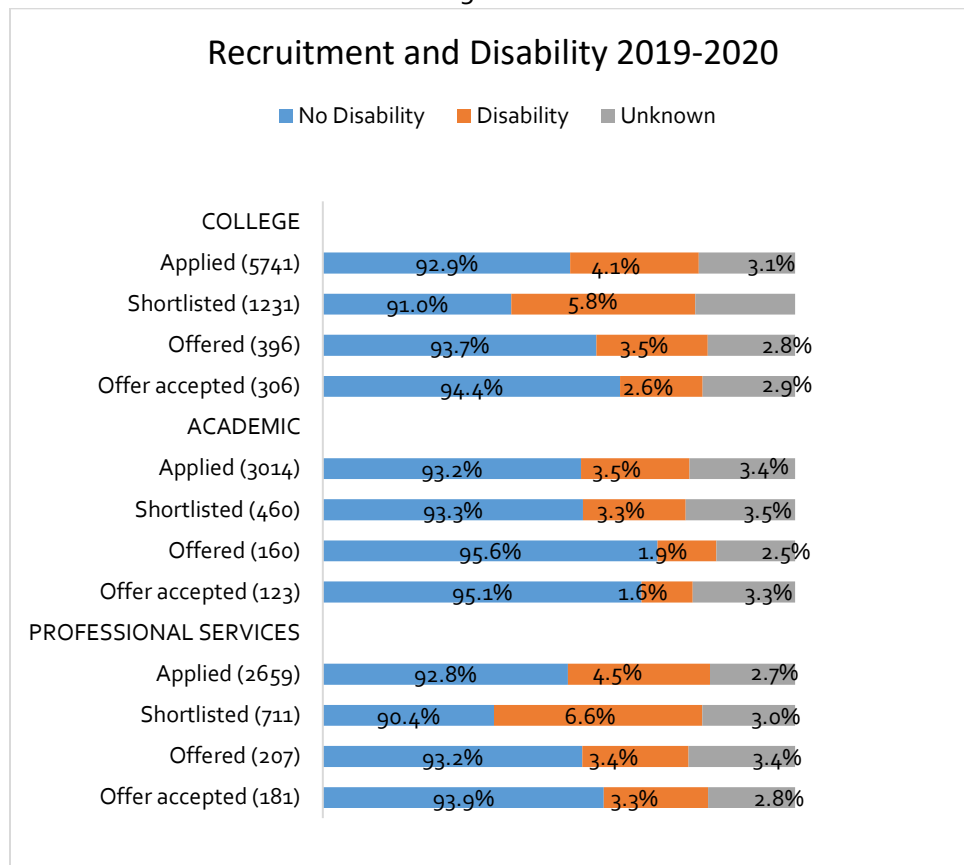


Figure 16



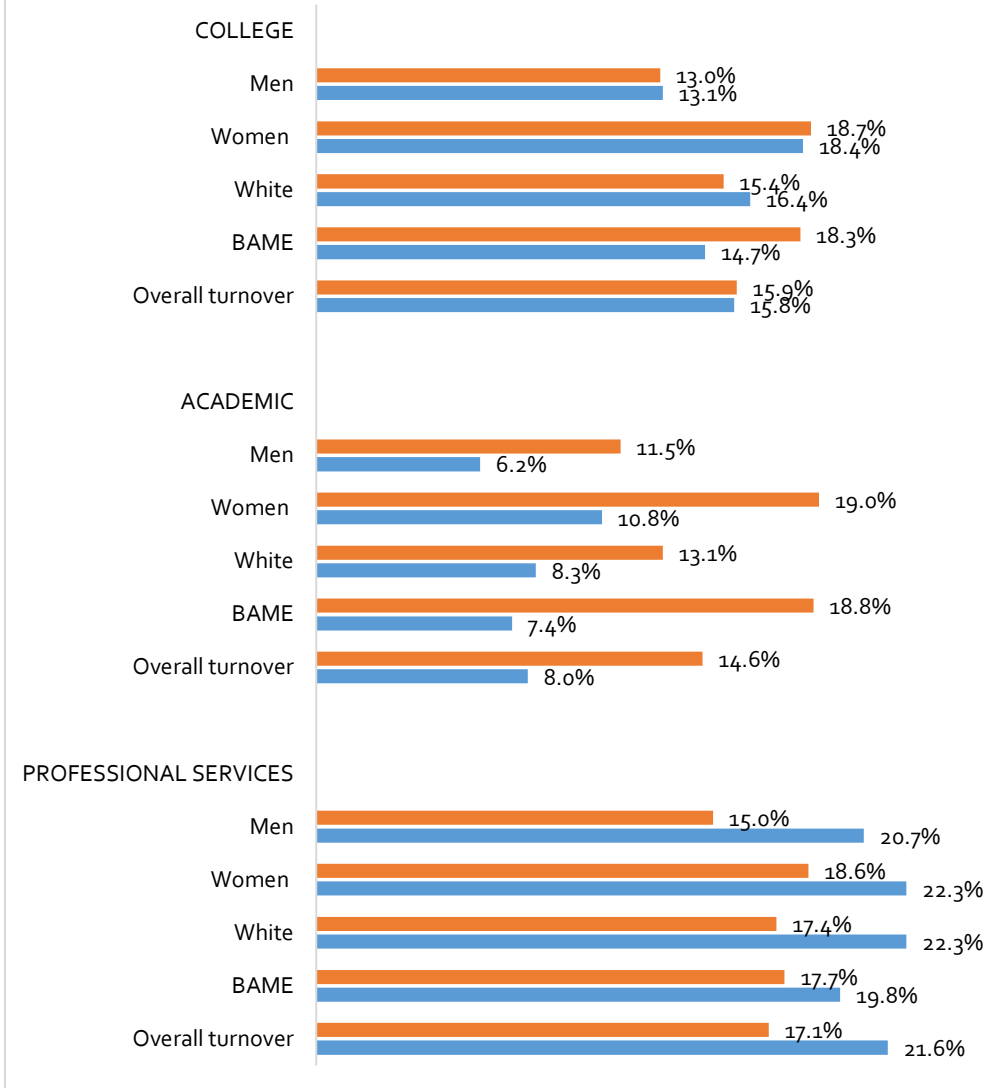
## 7. Turnover

- The College turnover for 2019-20 was 15.9%.
- The highest turnover rate is for BAME staff at 18.3% and for female staff at 18.7%
- There is a higher turnover rate in professional services at 17.1%. The highest turnover rate was for female academic at 19.0% with female non-academic not far behind at 18.6%.

Figure 17

### Turnover

2019-20 2018-19



## Key Issues

The key issues from the report are as follows:

- The proportion of BAME staff (16.9%) was higher than benchmark, England HEIs (11.6%) but under-represented given our proximity to London and centres of high BAME population e.g. Slough and Hounslow
- Disability increased to 4.1% (88), from 2.8% (52) in 2017-18 and 3.8% (71) in 2018-19, although it was still below the benchmark of 5.4%.
- The proportion of UK BAME staff at 13.9% (221) is lower than the proportion of BAME staff from non- UK at 25.4% (144), figure 4.
- Highest proportion of fixed term, part-time staff, 18.4% (36), was from Research staff
- Higher proportion of BAME staff was represented at lower grades – 33.3% (11) at Grade 2 and 34.0% (47) at Grade 3 (figure 6), these figures have increased from (22.2% (6) at Grade 2 and 20.4% (11) at Grade 3 in 2018-19.
- Women in administrative grades 1 to 5 decreased to 77.8% (273) from 78.4% (254) in 2018-19, and 82.3% (268) in 2017-18. Women in administrative grades 6-10 increased to 64.1% (337), having remained about the same at 61.7% (311) for the past two years. There were proportionally more men in the Manual & Ancillary staff group although it showed a slight decrease to 69.1% (149) from 71.8% (102) in 2018-19. Men in the Technical staff group increased to 66.3% (86), table 3, from 62.2% (46) in 2018-19
- Higher proportion of women work part-time hours – 71.0% (198) on permanent contract and 58.4% (87) in 2019-20 (figure 8), remaining fairly similar to 70.1% (176) on permanent contract and 59.5% (75) on fixed term contracts in 2018-19.
- In 2019-20, the highest proportion of BAME staff were in the age group 31 to 40 at 20.6% (114) and 41-50 at 19.5% (110) similar to 2018-19 where it was at 19.1% (99) and at 17.8% (91) respectively.
- The highest proportion of staff under 30 years were women at 56.7% (152) although the highest number of women are in the 31 to 40 age group at 55.7% (318).
- BAME applicants were still proportionately less successful in getting accepted in job roles. 36.0% (2068) of all job applicants were from BAME but only 20.9% of those appointed were BAME people, a slight improvement from the 18.6% who were successful in 2018-19.
- The proportion of men, 48.5% (2783) and women, 49.5% (2840) applying for jobs were about the same, however, women, 58.2% (178) appeared to be more successful in being appointed (figure 16)
- The turnover rate for academic staff at 14.6% in 2019-20 was significantly less than 8.0% in 2018-19. 8.0%, while it was less for Professional services staff at 17.1% in 2019-20 compared to 21.6% in 2018-19.
- The turnover rate for BAME staff was at 18.3% compared to 15.4% for White staff and was significantly higher for BAME academic staff at 18.8% compared to 13.1% for white academic staff ( Figure 17)

The key issues summarized above remains largely the same as in the previous years. Although we are still below the benchmark of 5.4%, there is a gradual increase in the proportion and numbers for the past three years of disabled staff from 2.7% (52) in 2017-18 to 4.1% (88) in 2019-20. Women still appeared to be more successful in getting appointed. There are issues pertaining to gender and ethnic

equality especially in senior roles which have already been identified and being addressed in the College e.g. our Institutional Athena SWAN and Gender Pay Gap work had action plans in place to improve gender equality. The Covid19 pandemic and the Black Lives Matter campaigns had highlighted more than ever the entrenched systemic race inequality, it is critical that more effort and additional resources are prioritized to address this. The turnover rate amongst academic staff was also significantly higher and may possibly be due to the impact of the pandemic.

## **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.