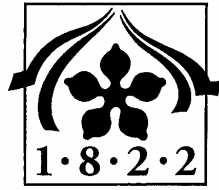


UNIVERSITY OF WALES  
L A M P E T E R



PRIFYSGOL CYMRU  
LLANBEDR PONT STEFFAN

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# Equality and Diversity Annual Report 2009/10

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2010

This Annual Report is available in a variety of alternative or accessible formats. If you would like a copy of this Report in an alternative format, please contact the HR Department on 01267 676619 or e-mail [humanresources@trinity-cm.ac.uk](mailto:humanresources@trinity-cm.ac.uk)

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## **1. Introduction**

- 1.1 As a Higher Education Institution, the University of Wales, Lampeter recognises that it has a key role to play in promoting equality and diversity issues. The institution is fully committed to aligning equality and diversity with the core values of the University. The University recognises its responsibility to comply with equality legislation namely the Equality Act 2010, which has combined previous legislation such as the Disability Discrimination Act 2005, the Race Relations (Amendment) Act 2000, the Equality Act (2006).
- 1.2 The principle of dignity at work underlines the University's approach to Equality and Diversity. The institution seeks to establish a working and learning environment which is free from unfair discrimination, where staff and students are treated with dignity and respect whether at work or at study, and where each individual recognises their responsibility in developing and maintaining an environment where every student, member of staff or visitor is valued and respected.
- 1.3 Equality and Diversity is identified as a specific theme within the HR Strategy, and the University aims to more effectively mainstream the equality agenda during 2010/11.

## **2. Equality and Diversity Committee**

The Equality and Diversity Committee is charged with ensuring that equality and diversity issues are scrutinised and monitored in the interests of all staff and students. Over the 2009-2010 academic year it has been chaired by the Registrar. Membership includes the Director of Student Services, one representative Dean of Faculty, two staff representatives from each Faculty, the Director of Human Resources and the President or a nominee from the Students' Union. Additional or specialist members are co-opted members as and when required. The Equality and Diversity committee meets twice each semester and reports to the Senate. Staff and students are consulted regularly via focus groups. A focus group covering race, gender and disability, meets on a regular basis and reports to the Equality and Diversity committee.

## **3. Internal communication**

Minutes of the Equality and Diversity Committee are circulated to both the School Board and to the Senate Academic Board. Equality and Diversity matters are also reported to the HR committee of the Governing Body. Information, updates and details of relevant publications are disseminated to staff by e-mail and via a dedicated section of the University's website.

## **4. Equality schemes**

- 4.1 The University has a Disability Equality Scheme, a Race Equality Scheme and a Gender Equality Scheme, along with a range of action plans. The Disability Equality Scheme and Action Plan were updated in December 2009 in line with statutory requirements. The University consulted with staff, students and external stakeholders during the preparation of the scheme to gather views on key areas of institutional activity. This was done via focus

groups, on-line staff and student questionnaires as well as through consultation with external organisations. As a new institution the University of Wales Trinity Saint David will be creating a single Equality Scheme.

- 4.2 The single Equality Scheme aims to combine the separate schemes and action plans for Disability, Gender and Race whilst including other protected characteristics such as Age, Religion or belief and Sexual orientation.

## **5. Consultation**

- 5.1 The University consulted widely with staff and students during the preparation of its equality schemes. Staff and student questionnaires were used to gather views on key areas of institutional activity.
- 5.2 Further consultation and discussion was facilitated by focus groups. In 2009-10 the University trialled a joint focus group covering race, gender and disability, rather than holding three separate groups for disability, race and gender. These focus group meetings were scheduled in the University's annual calendar and reported to the Equality and Diversity committee. By combining the separate focus groups the aim was to achieve the same level of high attendance in groups relating to gender and race, as the Disability Focus group had previously experienced.
- 5.3 Although student participation in the Focus group remains low, measures are being taken to address this for 2010/11 with the support of the Students' Union.

## **6. Monitoring (Staff)**

The HR department monitors all established staff in relation to disability, race, gender and age. In addition the institution updates personal data on an annual basis through the use of staff questionnaires. It must be noted that the institution can only record the information that is disclosed by staff, and that some members of staff may choose not to disclose information on disability, race and gender. The University is able to confirm that disability, gender, ethnicity and age statistics have been collected for all staff. Staff monitoring for core or established staff in respect of the 2009/10 academic year is outlined in Appendix A.

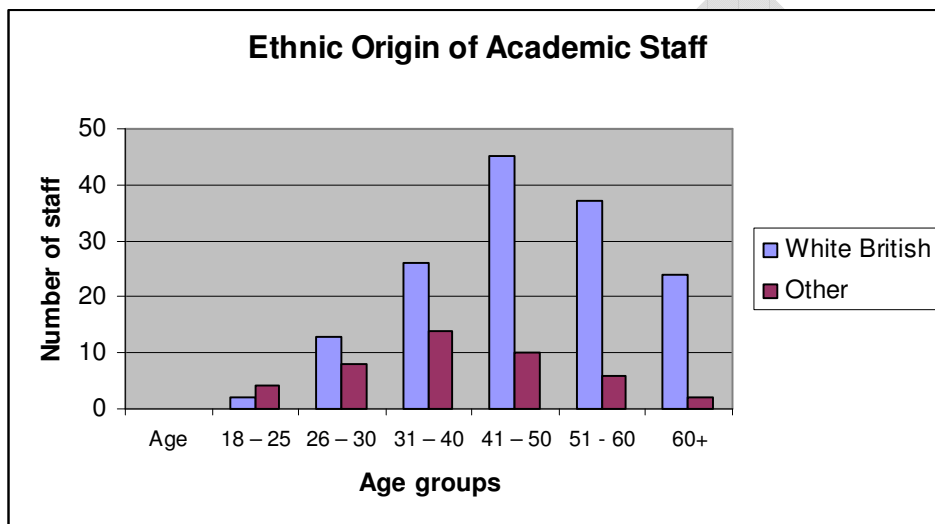
### **(a) Disability**

- 6.1 Currently a total of 30 members of University staff (5.9%) have declared themselves as being disabled. This is higher than the corresponding percentage of staff working within Higher Education over the UK that were declared disabled at 3% (ECU, 2010)
- 6.2 4.7% of staff amongst the academic profile are declared as disabled. This is higher than the corresponding figure for UK academic staff at 2.5%. (ECU, 2010)
- 6.3 With regard to the support staff of the University, 6.7% of staff have declared themselves as disabled.

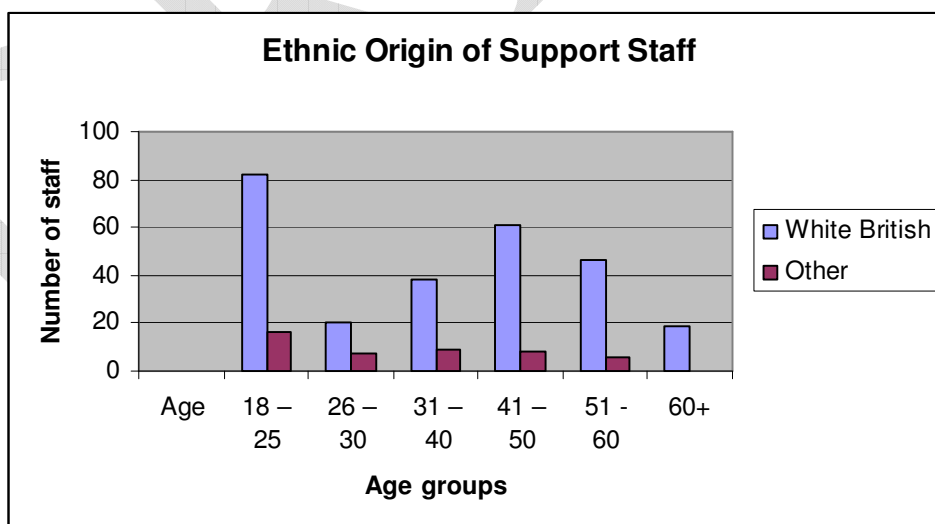
**(b) Race**

6.1.1 Currently 17.9% of University staff are of minority ethnic origin. This is much higher than the corresponding figures for both Ceredigion (1.4%) and Wales (2.12%) as reported by the 2001 census.

6.1.2 With regard to the core academic staff profile of the University, 23% of academic staff are of minority ethnic origin. The graph below compares the number of white British staff to staff of other ethnicity.



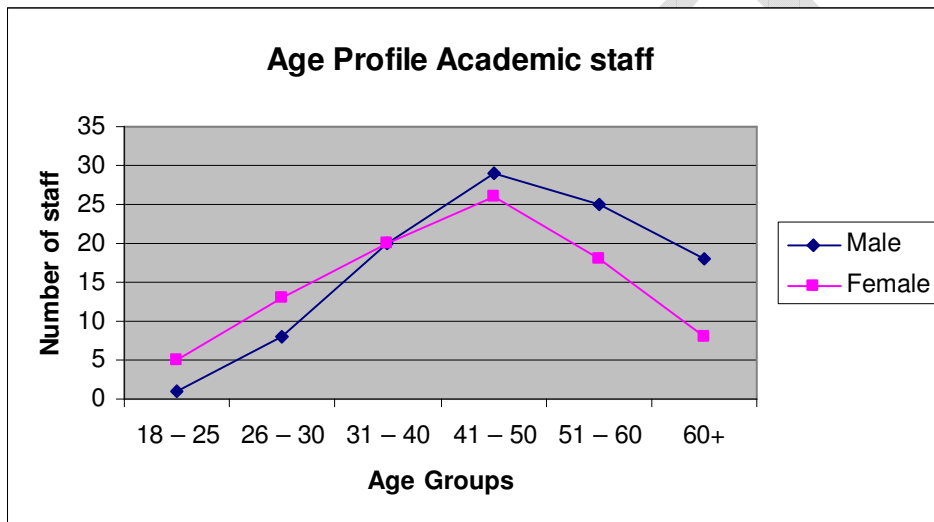
6.1.3 The percentage of minority ethnic staff amongst University support staff is 14.7%. The graph below compares the number of white British staff to staff of other ethnicity.



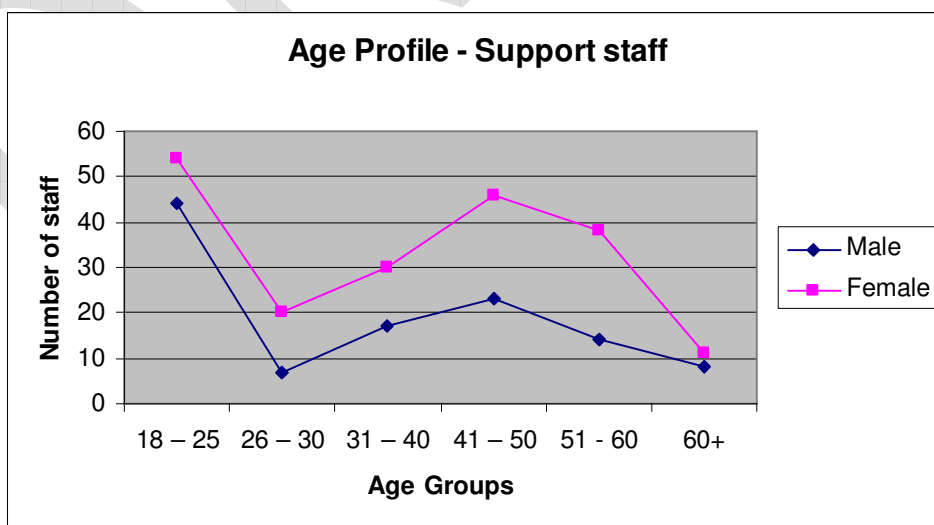
**(c) Gender**

6.2.1 Analysis of overall University gender statistics for staff reveals that female staff are in a majority at 57.5%, compared to 42.5% that are male. This corresponds with the UK statistics which also states that women were in a slight majority within HEI's at 53.6% (ECU, 2010)

6.2.2 With regard to the core academic profile, 47.1% of the academic staff are female, and 52.9% of the academic staff are male. Men are in the majority in the 40+ age groups, with females in the majority in the 18-30 category. Men and women are of equal numbers in age group 31-40.



6.2.3 Analysis of the gender profile for support staff reveals that 63.8% of the support staff are female, and that 36.2% of the support staff are male. The graph shows that women are in the majority in all age groups.



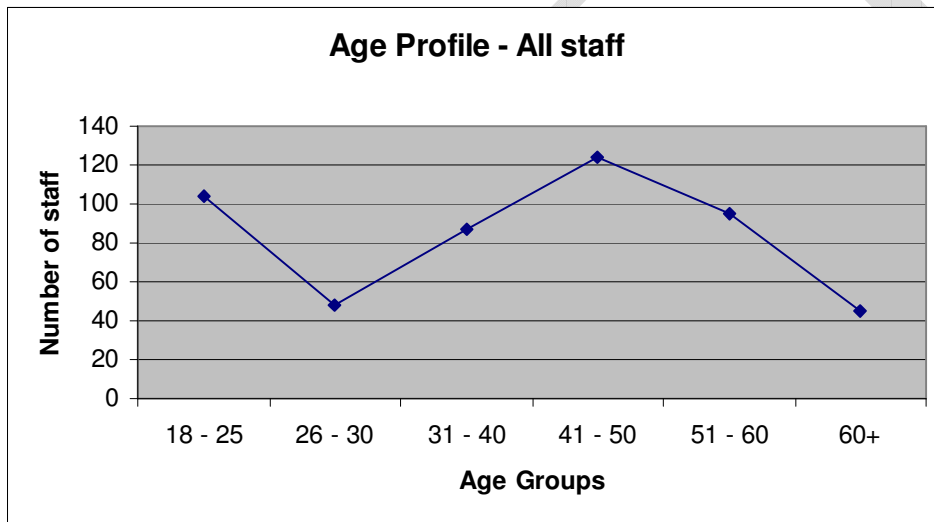
6.2.4 In relation to the gender ratio amongst senior staff, it is relevant to note that one in three of the senior executive group is female, and that a further 4 of the 8 remaining members of the

senior management team are female. Following restructuring in anticipation of the new University, the University will have a male Vice-Chancellor, with 2 out of the 3 Pro Vice-Chancellors 2 are female. Amongst the Heads of School and Units, there are 8 female heads of school / unit.

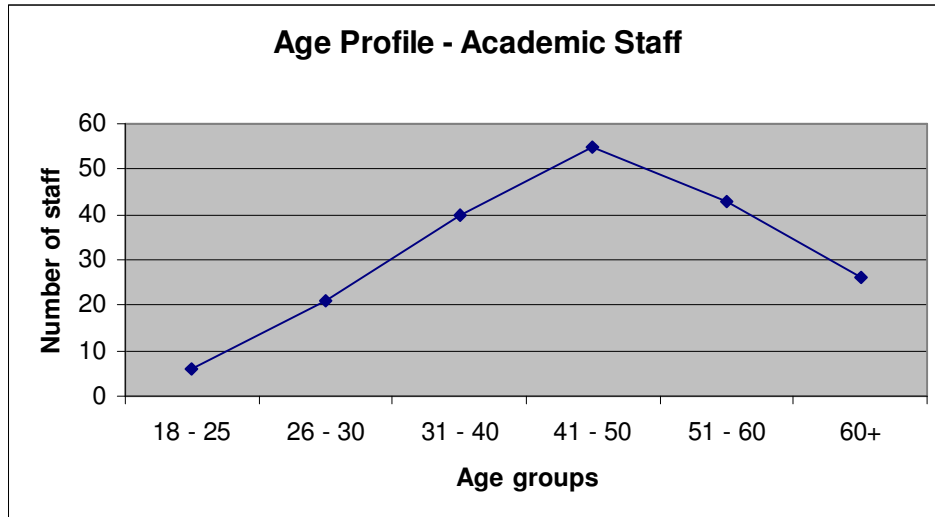
6.2.5 The University of Wales, Lampeter is aware that some gender bias issues remain e.g. all the staff of the Registry are female, and all grounds and trades staff are male.

**(d) Age**

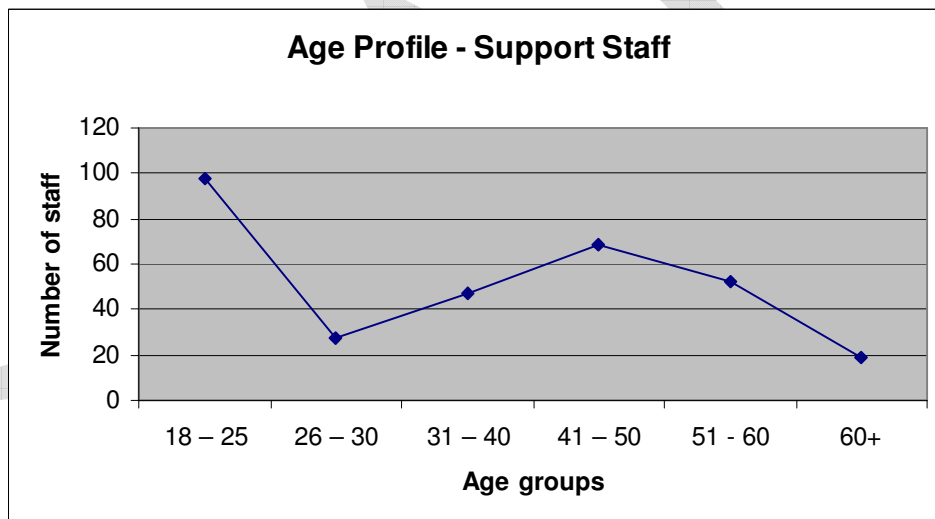
6.3.1 Analysis of the overall age profile for all University staff reveals that 60.8% of all staff are aged between 31 and 60 years. The proportion of all University staff aged between 18 and 25 years is 20.7%. This is a high percentage due to casual staff being included in the statistics. A further 9% are aged over 60 years.



6.3.2 Further analysis of the age profile for academic staff reveals that 72.3% of the academic staff are between 31 and 60 years of age. There are lower percentages of academic staff in the 18-25 category at 3.1%, 11% in the 26-30 category and 3.1% are aged over 60. It should be noted for the younger age category academic staff may not have achieved an appropriate academic qualification until the age of 21, or indeed later for postgraduate qualifications.



6.3.3 The highest proportion of support staff lie within the 18-25 category at 31.4%. It must be noted that this is due to the fact that casual staff working within the University are also included. Other than this category the next highest proportion of support staff lie within the 41-50 age group with 22.1%. A total of 6.1% of support staff are aged over 60.



## 7. Monitoring (students)

7.1 Monitoring data for the student population in 2009/10 is presented in Appendix B. Analysis of the student population reveals that of the 6101 students, 56% are male, and 44% are female. The statistics include the numbers of students that are studying in the College of Technology London which accounts for a large overall number of students.

7.2 With regard to disability, a total of 297 students (10.7%) declared disabilities. Of the students that declared a disability, 27.9% declared a learning disability, 16.3% had an unseen disability, 10.1% with a mental health and 10.1% with multiple disabilities.

- 7.3 In terms of ethnicity, monitoring data for the student population for 2009/10 is also presented in Appendix B. The majority of students declared themselves to be of White (50.9%) backgrounds. Data was recorded for some 16 other ethnic backgrounds with the second highest ethnicity recorded as Asian- Indian at 11.9%.
- 7.4 Appendix B also includes data on student withdrawals by gender and disability. There were 2866 withdrawals recorded, however, it must be noted that this is a high number due to a data cleansing process that took place. Therefore this number is not a true reflection of the number of student withdrawals over 2009/10 alone.
- 7.5 The highest number of withdrawals by students who had declared a disability were deaf/or had partial hearing, had a learning difficulty, mental health or unseen disabilities.

## **8. 'Access to Work' Scheme**

Where appropriate the University has engaged with the 'Access to Work' scheme in order to provide guidance and support to staff with disabilities that affects the way in which they carry out their role. The scheme gives employees advice and support in making reasonable adjustments to the work environment, along with supporting extra costs which may arise due to their needs.

## **9. Religion and belief**

In 2009/10 the Lampeter held a joint session with the Islamic Society in which students were introduced to "Friday Prayers". This continued a series of joint ventures between the Islamic Society and the Chaplaincy held in previous years. Religious provision on the Lampeter Campus remains comprehensive and substantial. In addition to the University Chapel of St David there is also a Mosque and Pagan Worship Circle on the campus. Relations between the Chaplaincy and the Christian Union and other denominations, notably Methodist and Roman Catholic remain good.

## **10. Women in Universities Mentoring scheme (WUMMS)**

WUMMS is a scheme that aims to promote and facilitate professional development for women working in Welsh universities by setting up inter-university mentoring partnerships. The University of Wales, Lampeter has mentors and mentees who participate within the scheme.

## **11. Equal Pay Audit**

As data was compiled in preparation for the HESA return of staffing statistics for this academic year, an equal pay audit was also commenced. The task is not yet complete and therefore not able to be reported fully.

## **12. Family Friendly Policies**

The University offers a range of Family Friendly Policies as the University values the importance of the work-life balance of its staff. Both male and female staff take advantage of the flexible working option, which include, University Term Time Working and Voluntary reduced working time. In special circumstances the University considers special arrangements.

## **13. Equality Impact Assessment**

Due to the merger with Trinity University College, all HR policies and procedures are being revised and will be Impact Assessed as part of that process.

## **14. Staff development and training**

- 14.1 The University of Wales, Lampeter is fully committed to training and development opportunities for all staff.
- 14.2 As part of the induction process, all new staff are introduced to the principle of Dignity at Work, and are made aware of the institution's commitment to Equality and Diversity.
- 14.3 All staff were engaged in a mandatory Staff Development week which took place during the first week of September. Equality and Diversity training will continue to be a regular feature of Staff Development Week. A mandatory staff development session was held during Staff Development week in September 2010 on the Equality Act. This session was presented by Bethan Lewis of Swansea University.
- 14.4 The University provides compulsory equality and diversity training to staff through Marshall ACM, an on-line e-learning training package on diversity.
- 14.5 The University of Wales Lampeter is working very closely with, and is represented on the ECU's Welsh liaison group, and this is proving invaluable in terms of guidance and support.

## **15. Publishing**

This report will be published on the University of Wales, Trinity Saint David intranet and website.

## **16. Future developments**

The University of Wales Trinity Saint David - as the newly merged University of Trinity University College and the University of Wales, Lampeter - will be fully committed to the equality and diversity agenda and to the mainstreaming of all strands of the equalities agenda. Over the coming year the new University hopes to make significant progress in the production of a single equality scheme, ensuring that the scheme is enforced and implemented across the institution on our three campuses. Ensuring compliance with the Equality Act 2010 along with equality and diversity training will be considered a significant priority.

## APPENDIX A

\* Numbers lower than 5 have been replaced with \* to avoid risk of identification

### Current Staff Age Profile – July 2010

<b>Age Profile - Academic Staff</b>				
<b>Age</b>	<b>% Male</b>	<b>% Female</b>	<b>Total Number</b>	<b>Total %</b>
18 – 25	0.52	2.62	6	3.14
26 – 30	4.19	6.8	21	10.99
31 – 40	10.47	10.47	40	20.94
41 – 50	15.18	13.61	55	28.80
51 – 60	13.09	9.42	43	22.51
60+	9.42	4.19	26	13.61
<b>TOTAL</b>	<b>52.88</b>	<b>47.12</b>	<b>191</b>	<b>100.00</b>

<b>Age Profile - Support Staff</b>				
<b>Age</b>	<b>% Male</b>	<b>% Female</b>	<b>Total Number</b>	<b>Total %</b>
18 – 25	14.1	17.31	98	31.41
26 – 30	2.24	6.41	27	8.65
31 – 40	5.45	9.62	47	15.06
41 – 50	7.37	14.74	69	22.12
51 - 60	4.49	12.18	52	16.67
60+	2.56	3.53	19	6.09
<b>TOTAL</b>	<b>36.22</b>	<b>63.79</b>	<b>312</b>	<b>100.00</b>

<b>Age Profile - All Staff</b>				
<b>Age</b>	<b>% Male</b>	<b>% Female</b>	<b>Total Number</b>	<b>Total %</b>
18 - 25	8.95	11.73	104	20.68
26 - 30	2.98	6.56	48	9.54
31 - 40	7.36	9.94	87	17.3
41 - 50	10.34	14.31	124	24.65
51 - 60	7.75	11.13	95	18.89
60+	5.17	3.78	45	8.95
<b>TOTAL</b>	<b>42.54</b>	<b>57.46</b>	<b>503</b>	<b>100</b>

## Current Staff Ethnic Profile – July 2010

### Academic Staff

Age	White British	% of White British	Other	% of Other	Total
18 – 25	*	1.05	*	2.09	6
26 – 30	13	6.81	8	4.19	21
31 – 40	26	13.61	14	7.33	40
41 – 50	45	23.56	10	5.24	55
51 – 60	37	19.37	6	3.14	43
60+	24	12.57	*	1.05	26
<b>TOTAL</b>	<b>147</b>	<b>76.96</b>	<b>44</b>	<b>23.04</b>	<b>191</b>

### Support Staff

Age	White British	% of White British	Other	% of Other	Total
18 – 25	82	30.83	16	5.13	98
26 – 30	20	7.52	7	2.24	27
31 – 40	38	14.29	9	2.88	47
41 – 50	61	22.93	8	2.56	69
51 – 60	46	17.29	6	1.92	52
60+	19	7.14	0	0.00	19
<b>TOTAL</b>	<b>266</b>	<b>100.00</b>	<b>46</b>	<b>14.73</b>	<b>312</b>

## Current Staff Disability Profile – July 2010

### Academic Staff

Age	Declared Disabled	%
18 – 25	0	0.00
26 – 30	0	0.00
31 – 40	*	1.57
41 – 50	*	1.05
51 – 60	*	1.57
60+	*	0.52
<b>TOTAL</b>	<b>9</b>	<b>4.71</b>

## Support Staff

Age	Declared Disabled	%
18 – 25	6	1.92
26 – 30	*	0.32
31 – 40	*	0.64
41 – 50	*	0.96
51 – 60	6	1.92
60+	*	0.96
TOTAL	21	6.73

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## APPENDIX B

\* Numbers lower than 5 have been replaced with \* to avoid risk of identification

### STUDENT MONITORING 2009/10 – Lampeter Campus

#### DISABILITY

##### Overall Data

Students 2009/10  
Disability Recorded

Total  
**6101**  
**652**

Overall %	Total Number of Male	% of Male	Total Number of Female	% of Female
	<b>3416</b>	<b>56.00</b>	<b>2685</b>	<b>44.01</b>
<b>10.67</b>	<b>309</b>	<b>5.06</b>	<b>343</b>	<b>5.62</b>

##### Disability Breakdown

Autistic disorder  
Blind/partial sight  
Deaf/partial hearing  
Improvement of Communication Skills  
Learning difficulty  
Mental health  
Multiple disabilities  
Other disability  
Personal care support  
SPLD or ADHD  
Unseen disability  
Wheelchair/mobility  
2 or more impairments/Disabilities  
Long standing illness or health condition  
Physical impairment or mobility issue  
Temporary Disability

Number of Male	Number of Female	Total	% Breakdown of Disability
5	0	<b>5</b>	<b>0.77</b>
7	13	<b>20</b>	<b>3.07</b>
16	16	<b>32</b>	<b>4.91</b>
6	1	<b>7</b>	<b>1.07</b>
95	87	<b>182</b>	<b>27.91</b>
23	43	<b>66</b>	<b>10.12</b>
23	43	<b>66</b>	<b>10.12</b>
36	21	<b>57</b>	<b>8.74</b>
*	*	<b>*</b>	<b>0.31</b>
10	13	<b>23</b>	<b>3.53</b>
51	55	<b>106</b>	<b>16.26</b>
24	33	<b>57</b>	<b>8.74</b>
2	5	<b>7</b>	<b>1.07</b>
*	*	<b>5</b>	<b>0.77</b>
*	*	<b>*</b>	<b>0.31</b>
7	8	<b>15</b>	<b>2.3</b>
<b>Total</b>		<b>652</b>	

## STUDENT MONITORING 2009/10 – Lampeter Campus

### ETHNICITY

#### Ethnicity Data

	% Male	% Female	Total Number	% Total
Blank	0.1	0.24	21	0.34
Asian - Bangladeshi	0.25	0.08	20	0.33
Asian - Chinese	0.80	0.75	95	1.56
Asian - Indian	9.64	2.25	725	11.88
Asian - Other	2.82	0.97	231	3.79
Asian – Pakistani	0.82	0.18	61	0.1
Black - African	2.48	1.28	229	3.75
Black - Caribbean	0.7	1.23	118	1.93
Not given	8.46	3.93	756	12.4
Not given (Dom=Home)	0.46	0.41	53	0.89
Not given (Dom=Osea)	0	0	0	0
Other	0.33	0.52	52	0.85
Other Mixed	0.33	0.31	39	0.64
Other White Background	2.82	1.95	291	4.77
White	23.77	27.16	3107	50.93
White - Irish	1.21	2.1	202	3.31
White - Scottish	0.18	0.16	21	0.34
White and Asian	0.21	0.18	24	0.39
White Welsh	0	0	0	0
White/Black African	0.1	0.03	8	0.13
White/Black Caribbn	0.03	0.05	5	0.08
Black Other	0.49	0.21	43	0.70
<b>TOTAL</b>	<b>3416</b>	<b>2685</b>	<b>6101</b>	

## ANALYSIS OF STUDENT WITHDRAWALS BY GENDER, 2009/10 Lampeter Campus

Withdrawal Data Overall		
	% of Male	% of Female
Withdrawn	3.25	2.75
Forced Withdrawal	0.3	0.15
Deemed Withdrawn	17.73	22.8
<b>Total</b>	<b>2866</b>	

## ANALYSIS OF STUDENT WITHDRAWALS BY DISABILITY, 2009/10 \*\*

Disability Breakdown	% Withdrawn	Forced Withdrawal	Deemed Withdrawn
Autistic disorder	0	0	0
Blind/partial sight	0.07 male, 0.03 female	0	0.1 male, 0.35 female
Deaf/partial hearing	0.24 female	0	0.31 male, 0.28 female
Improvement of Communication Skills	0	0	0.14 male, 0.03 female
Learning difficulty	0.1 male, 0.1 female	0.03 female	0.6 male, 1.05 female
Mental health	0.24 male, 0.14 female	0.03 female	0.77 male, 1.15 female
Multiple disabilities	0.03 male, 0.1 female	0	0.8 male, 0.66 female
Other disability	0.03 male, 0.03 female	0.03 female	0.77 male, 0.1 female
Personal Care Support	0	0	0.07 male
Temporary Disability	0	0	0
Unseen disability	0.24 male, 0.1 Female	0	1.43 male, 1.4 female
Wheelchair/mobility	0.14 male, 0.1 Female	0	0.56 male, 1.15 female

\*\* The large number of withdrawn students are due to a data cleansing process