



Coleg Prifysgol y Drindod

Trinity University College

Equality and Diversity Annual Report 2009/10

2010

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1. Introduction

- 1.1 As a Higher Education Institution, the Trinity University College 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 Faculty Boards 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.

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 specific to the various functional areas of the institution, along with the learning and teaching environment. The Disability Equality Scheme and Action Plan were updated in December 2009 in line with statutory requirements. The University consulted with staff and students during the preparation of the scheme to gather views on key areas of institutional activity. This was done via focus

groups, staff and student questionnaires as well as 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. The Staff Development Week during September, which included a focus on strategic planning, provided a further useful opportunity to consult with academic and support staff.
- 5.2 Further consultation and discussion are facilitated by focus groups. For 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 are scheduled in the University's annual calendar and report to the Equality and Diversity committee. By combining the separate focus groups the aim was to address the low staff and student participation in the gender and race groups as the Disability Focus group had the highest attendance of staff and students.
- 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.

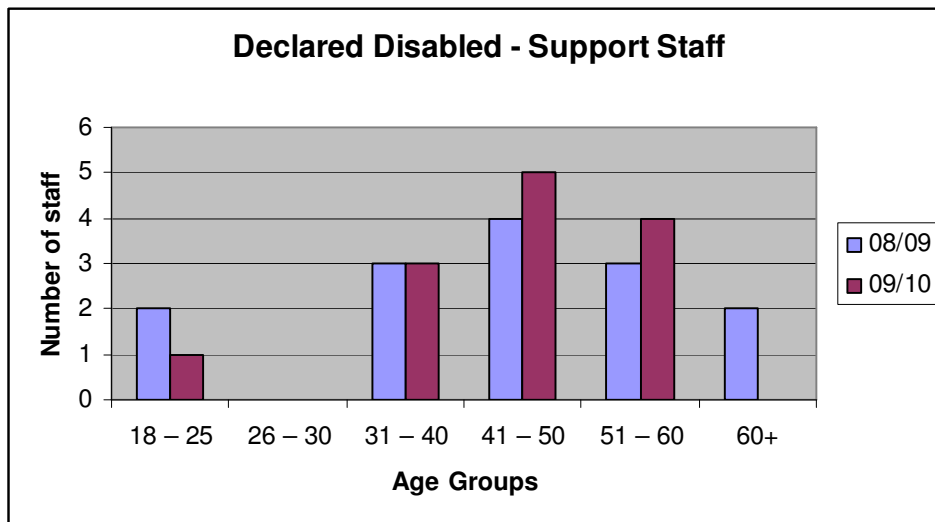
6. Monitoring (Staff)

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 core or established staff. Staff monitoring for core or established staff in respect of the 2009/10 academic year is outlined in Appendix A.

(a) Disability

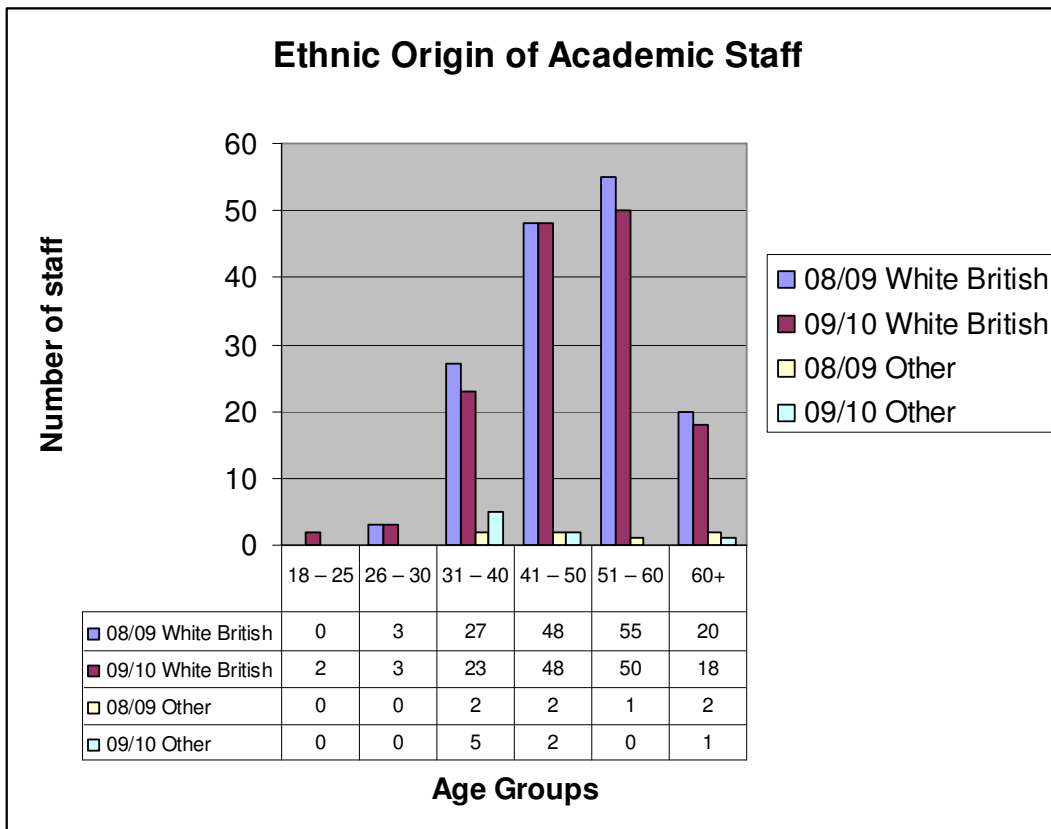
- 6.1 Currently a total of 17 members of University staff (4.7%) have declared themselves as being disabled. This is a very slight decrease on the previous year. This is higher than the corresponding percentage of staff working within Higher Education over the UK that were declared disabled at 3% (ECU, 2010)

- 6.2 2.6% of staff amongst the academic profile are declared as disabled, which remains the same number as the previous year. This is equivalent to the corresponding figure for UK academic staff at 2.5%. (ECU, 2010)
- 6.3 With regard to the support staff of the University, 6.2% of staff have declared themselves as disabled, a slight decrease on the previous year.

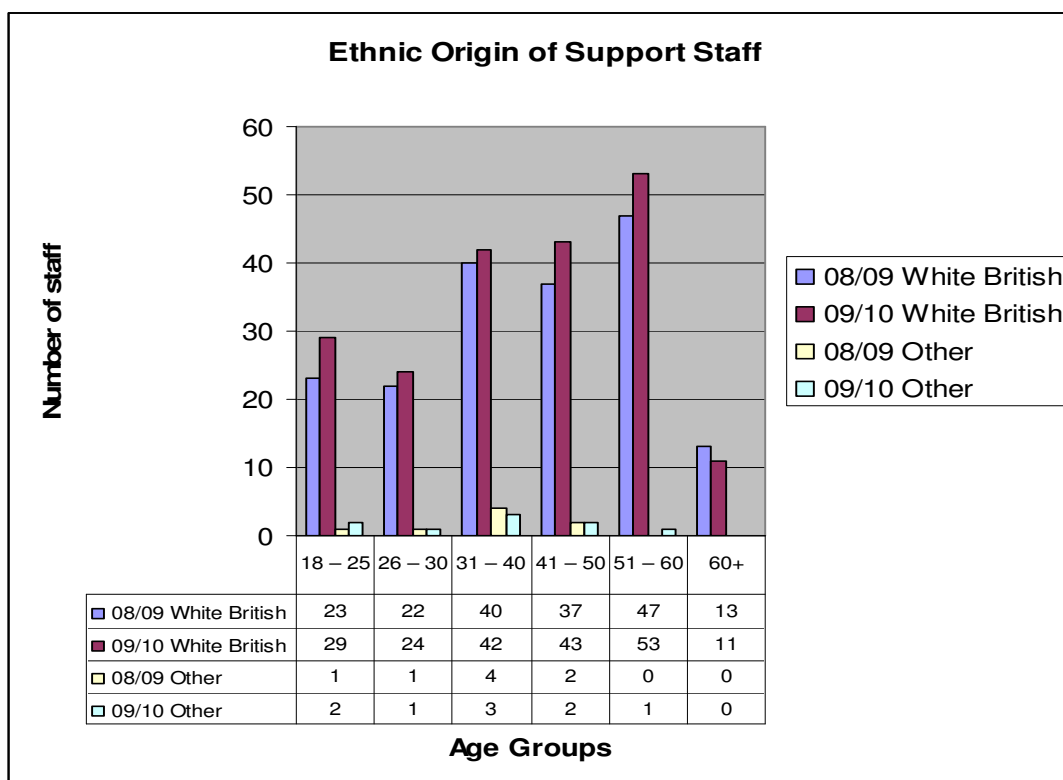


(b) Race

- 6.1.1 Currently 4.7% of University staff are of minority ethnic origin. This is lower than the UK average which was at 6.7% (ECU, 2010), but is considerably higher than the corresponding figures for both Carmarthenshire (0.9%) and Wales (2.12%) as reported by the 2001 census. The percentage of staff from ethnic minority origin reflects the low ethnic minority population in the area and that a high percentage of the University’s staff live within a 30 miles radius. Whilst the ethnic minority figures in the University workforce are slightly above the average for the locality and Wales, Trinity University College recognises the richness that can be experienced by expanding the proportion of staff from other ethnic groups.
- 6.1.2 With regard to the core academic staff profile of the University, 5.3% of academic staff are of minority ethnic origin. As the graph below shows, the number of staff of minority ethnic origin has increased in age group 31-40 from last year, but has either remained the same or decreased in all other age groups.



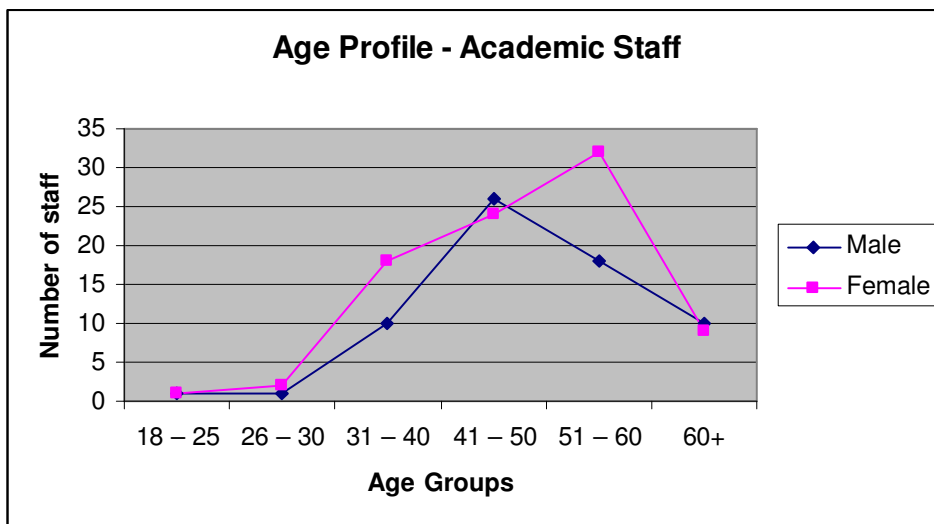
6.1.3 The percentage of minority ethnic staff amongst University support staff is 4.3%. The graph below compares the number of white British staff to staff of other ethnicity over the last 2 years.



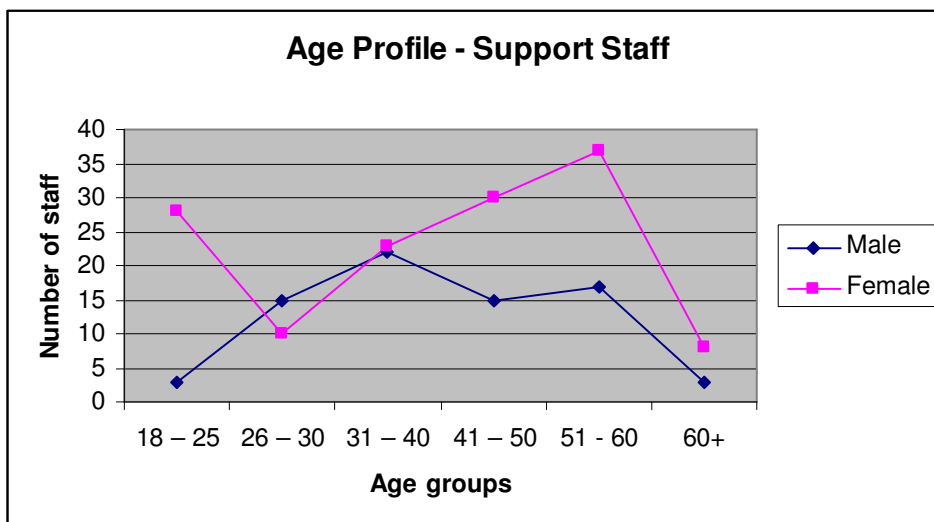
(c) Gender

6.2.1 Analysis of overall University gender statistics for staff reveals that female staff were in a majority at 61.2%, compared to 38.8% 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, 56.6% of the academic staff are female, and 43.4% of the academic staff are male. Women are in the clear majority in the 31-40 and 51-60 age groups, but there are more men than women in the 41-50 category.



6.2.3 Analysis of the gender profile for the support staff reveals that 64.5% of the support staff are female, and that 35.5% of the support staff are male. The graph shows that women are in the majority in all age groups other than the 26-30 group.



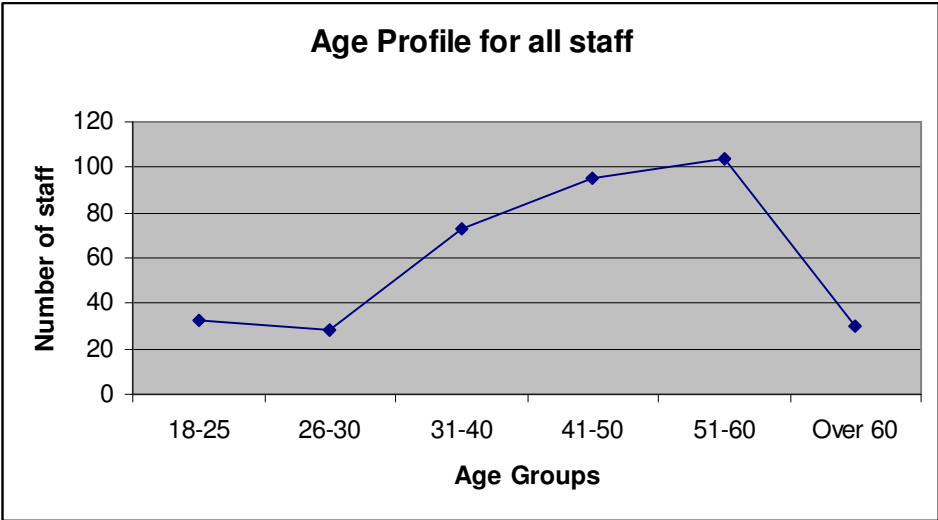
6.2.4 In relation to the gender ratio amongst senior staff, it is relevant to note that one in three of the senior executive group is female, and that a further 4 of the 8 remaining members of the senior management team are female. The restructuring for the new University means that

the University has a male Vice-Chancellor and of the 3 Pro Vice-Chancellors 2 are female. Amongst the Heads of School and Units, there are 9 female heads of department / unit, comprising 45% of all departmental / unit heads.

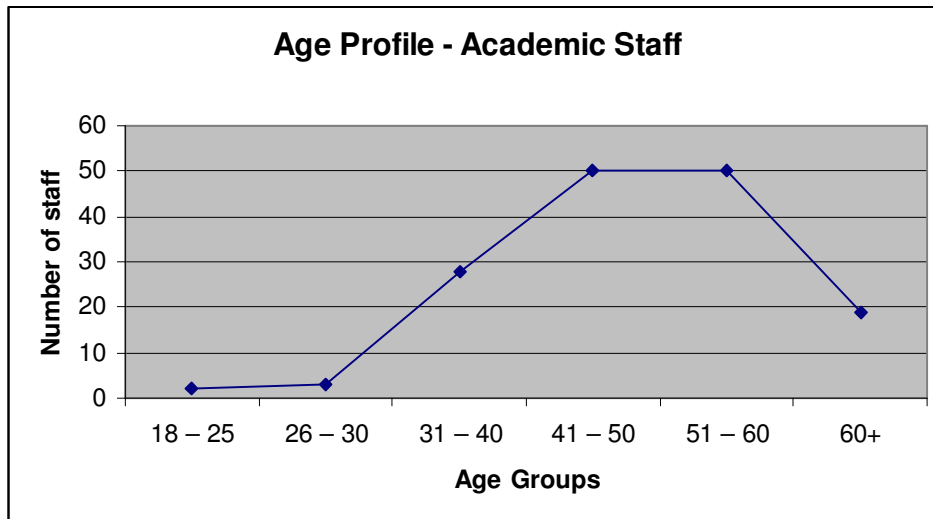
6.2.5 Trinity University College is aware that some gender bias issues remain e.g. all the staff of the School of Early Childhood and the Nursery are female, and all grounds and trades staff are male. It should be noted however that there are limited staff turnover rates in these areas. Previously the Domestic team has been an all female team but this is no longer the case.

(d) Age

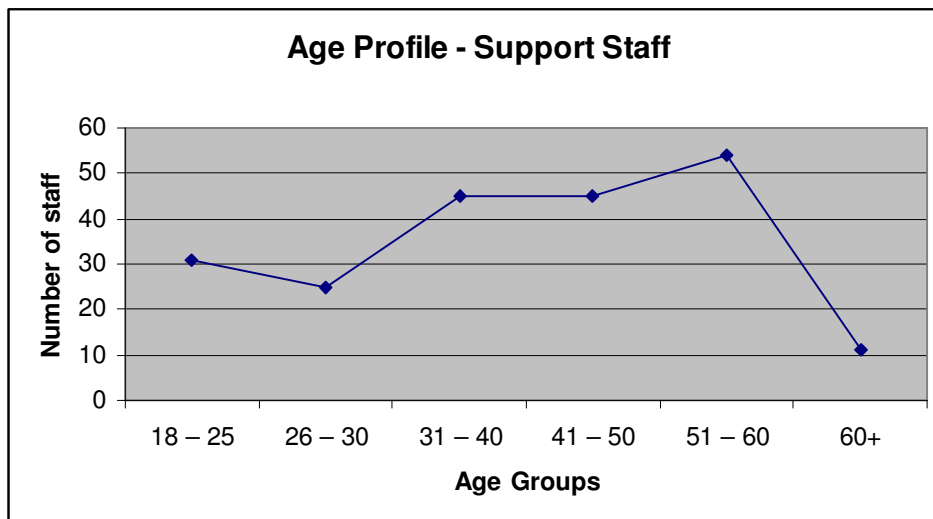
6.3.1 Analysis of the overall age profile for all University staff reveals that 75% of all staff are aged between 31 and 60 years. The proportion of all University staff aged between 18 and 30 years is 16.8%. A further 8.3% are aged over 60 years.



6.3.2 Further analysis of the age profile for academic staff reveals that 65.8% of the academic staff are between 41 and 60 years of age, with a further 18.4% aged between 31 and 40 years and 12.5% aged over 60 years of age. There are lower percentages of academic staff in the 18-30 category at 3.3%. It should be noted for the younger age category (18-30), 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 age profile for the support staff reveals a better balanced age structure than with the academic staff. There is a well-balanced age structure with between a fifth and a quarter of all support staff in each of the 31-40, 41-50 and 51-60 age groups. A total of 5.2% 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 2756 students, 718 (26.1%) were male, and 2038 (73.9%) were female. This breakdown is partly explained by strong recruitment of female students to several of the programmes offered at Trinity University College including primary teacher education and early childhood.

7.2 With regard to disability, a total of 297 students (10.8%) declared disabilities. Further details are provided in Appendix B. 46% of these students declared a learning disability, specific learning difficulty (SpLD) or ADHD. Other categories of disabilities declared by significant numbers of students included unseen disabilities at 21%, and other disabilities at 14%.

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 (47%) or White Welsh (46%) backgrounds. Nonetheless, it should be noted that data was recorded for some 16 other ethnic backgrounds. Numbers and proportions of students from Minority Ethnic groups are low but have increased from 2.5% in 2008/09 to 3.1% in 2009/10. It should also be noted that Trinity University College's international recruitment is growing, and an increasing number of students are involved in international study abroad programmes.

7.4 Appendix B also includes data on student withdrawals by gender and disability. During 2009/10 there were 189 withdrawals (6.9%). In terms of gender the pattern of student withdrawal reflects the overall student population with females as a majority.

7.5 With regard to disability, of the students withdrawn, there were only 16 (8.5%) withdrawals by students who had declared a disability. 3.7% of these withdrawals were by students who had declared a learning disability and a further 1.6% of withdrawals were by female students who had declared unseen disability.

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

During 2007/08 a Task and Finish Group on multi faith chaplaincy provision was chaired by the college chaplain. The group recommended that the University creates a multi faith prayer room, set aside for those who do not wish to use the Chapel. This recommendation is currently under consideration.

10. Women in Universities Mentoring scheme (WUMMS)

WUMS is a scheme that aims to promote and facilitate professional development for women working in Welsh universities by setting up inter-university mentoring partnerships. Trinity University College is represented on the WUMS steering committee and hopes to take the scheme forward as part of the E&D agenda.

11. Equal Pay Audit

As a small University, the University recognises the importance of combining tasks of work. 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 Annualised Hours, Compressed Hours, Flexible Working Hours Scheme, Home working, Job Sharing, Shift Swapping, School Term Time Working, University Term Time Working, Voluntary reduced working time, Staggered Hours. In special circumstances the University considers special arrangements.

13. Staff Disciplinary and Grievance or Harassment Matters

Trinity University College dealt with 2 disciplinary matters during 2009/10 relating to attendance and conduct issues. There were four grievance procedures during 2009/10. Three of the four were formal grievance procedures of which two are pending and one is proceeding to Employment tribunal which related to a complaint regarding bullying and harassment. There were no cases involving an individual with a declared disability or from a minority ethnic group. Where appropriate internal or external mediation is considered.

14. Equality Impact Assessment

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

15. Staff development and training

- 15.1 As an 'Investor in People', Trinity University College is fully committed to training and development opportunities for all staff.
- 15.2 During the academic year two male members of staff have been seconded to and organisation outside of the University and one female has been seconded in to the University. Each request for a secondment are considered on an individual basis.
- 15.3 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.
- 15.4 All staff are engaged in the mandatory Staff Development week which takes place during the first week of September. Equality and Diversity training is 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.
- 15.5 The University is aiming to provide equality and diversity training to staff through Marshall ACM, an on-line e-learning training package on diversity. All managers will be asked to undertake the training before it is likely to be made compulsory training to all staff.

- 15.6 The possibility of further staff development linked to equality and diversity is being considered for Halliwell and other support staff. The Halliwell currently has the broadest range of ethnic minority employees, and training needs reflects the growing number of international students on campus.
- 15.7 Trinity University College, Swansea University and Swansea Metropolitan University, as part of the South West Wales Higher Education Partnership (SWWHEP) collaboration, have been sharing good practice in relation to equality and diversity. The SWWHEP Equal Opportunities project steering group, comprising representatives of Trinity University College, Swansea University and Swansea Metropolitan University have been meeting regularly to exchange good practice in relation to equality and diversity matters. The funding for the collaboration will be coming to an end towards the end of 2010. The three institutions are hopeful to receive further funding to continue this collaboration.
- 15.8 Trinity University College 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.

16. Publishing

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

17. Future developments

Trinity University College is fully committed to the equality and diversity agenda and to the mainstreaming of all strands of the equalities agenda. Over the coming year we hope 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 high on our agenda.

APPENDIX A

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

Current Staff Age Profile – July 2010

Age Profile - Academic Staff				
Age	% Male	% Female	Total Number	Total %
18 – 25	0.66	0.66	*	1.32
26 – 30	0.66	1.32	*	1.97
31 – 40	6.57	11.84	28	18.42
41 – 50	17.1	15.79	50	32.89
51 – 60	11.84	21.05	50	32.89
60+	6.58	5.92	19	12.50
TOTAL	43.41	56.58	152	100.00

Age Profile - Support Staff				
Age	% Male	% Female	Total Number	Total %
18 – 25	1.42	13.27	31	14.69
26 – 30	7.11	4.74	25	11.85
31 – 40	10.43	10.9	45	21.33
41 – 50	7.11	14.22	45	21.33
51 - 60	8.06	17.54	54	25.59
60+	1.42	3.79	11	5.21
TOTAL	35.55	64.45	211	100.00

Age Profile - All Staff				
Age	% Male	% Female	Total Number	Total %
18 - 25	1.10	7.99	33	9.09
26 - 30	4.41	3.31	28	7.71
31 - 40	8.82	11.3	73	20.12
41 - 50	11.29	14.88	95	26.17
51 - 60	9.64	19.01	104	28.65
60+	3.58	4.68	30	8.26
TOTAL	38.84	61.16	363	100

Current Staff Ethnic Profile – July 2010

Academic Staff

Age	White British	% of White British	Other	% of Other	Total
18 – 25	*	1.32	*	0.00	*
26 – 30	*	1.97	*	0.00	*
31 – 40	23	15.13	5	3.29	28
41 – 50	48	31.58	*	1.32	50
51 – 60	50	32.9	*	0.00	50
60+	18	11.84	*	0.66	19
TOTAL	144	94.74	8	5.27	152

Support Staff

Age	White British	% of White British	Other	% of Other	Total
18 – 25	29	13.74	*	0.95	31
26 – 30	24	11.37	*	0.47	25
31 – 40	42	19.9	*	1.42	45
41 – 50	43	20.38	*	0.95	45
51 – 60	53	25.12	*	0.47	54
60+	11	5.21	0	0	11
TOTAL	202	95.72	9	4.26	211

Current Staff Disability Profile – July 2010

Academic Staff

Age	Declared Disabled	%
18 – 25	0	0.00
26 – 30	0	0.00
31 – 40	0	0.00
41 – 50	0	0.00
51 – 60	*	1.32
60+	*	1.32
TOTAL	*	2.63

Support Staff

Age	Declared Disabled	%
18 – 25	*	0.47
26 – 30	0	0.00
31 – 40	*	1.42
41 – 50	5	2.37

51 – 60	*	1.9
60+	0	0.00
TOTAL	13	6.16

VACANCY MONITORING								
ACADEMIC STAFF 2009/2010								
Post	Date Advertised	Expression of Interest per post	Actual Applications Received	% Returned Application Forms	Ethnicity of Applicants	Disability	Gender	Age Profile of Applicants
Uwch Ddarlithydd y Gyfadran Gysylltiol	Hydref 2009	11	4	36.4	White x 2	No x 2	F x 2	18-25= 26-30= 31-40= 1 41-50= 1 51-60= 60+=
Lecturer - ESSI	Tachwedd 2009	13	6	46.2	White x 4	No x 3	M x 3 F x 1	18-25= 26-30= 31-40= 2 41-50= 1 51-60=1 60+=
Cymrodoriaeth-Drama	Tachwedd 2009	7	4	57.1	White x 2	No x 2	M x 1 F x 1	18-25= 26-30=1 31-40= 1 41-50= 51-60= 60+=
Cymrawd Addysgu Anghenion Arbennig	Mai 2010	4	2	50	White x 2	No x 1 Yes x 1	F x 2	18-25= 26-30= 31-40= 1 41-50= 51-60= 1 60+=
Cymrawd Addysg Awyr Agored	Mai 2010	5	3	60	White x 1	No x 1	M x 1	18-25= 26-30= 31-40= 1 41-50= 51-60= 60+=
Lecturer in Health and Nutrition	May 2010	39	12	30.8	White x 5 Black African x 1	No x 6	M x 4 F x 2	18-25= 26-30= 31-40= 2 41-50= 1 51-60= 3 60+=
Lecturer in Psychology	May 2010	21	11	52.4	White x 6	No x 5 ? = 1	M x 4 F x 2	18-25= 26-30= 1 31-40= 2 41-50= 1 51-60= 2 60+=
Darlithydd HAGA	Mai 2010	14	8	57.1	White x 5 Black Caribbean x 1	No x 3 Yes x 3	M x 2 F x 4	18-25= 26-30= 1 31-40= 2 41-50= 3 51-60= 60+=
Lecturer in Social Policy	June 2010	47	16	34	White x 12	No x12	M x 4 F x 8	18-25= 1 26-30= 1 31-40= 4 41-50= 6 51-60= 60+=

VACANCY MONITORING

SUPPORT STAFF 2009/2010

Post	Date Advertised	Expression of Interest per post	Actual Applications Received	% Returned Application Forms	Ethnicity of Applicants	Disability	Gender	Age Profile of Applicants
Catering Assistant/ Kitchen Porter	Medi 2009	19	11	57.9	White x 10 Other x 1	No x 10 Yes x 1	M x 8 F x 3	18-25=4 26-30=1 31-40=3 41-50=1 51-60=2 60+=
Cynorthwydd Meithrin Rhan amser- Mamolaeth	Medi 2009	2	2	100	White x 1	No x 1	F x 1	18-25= 26-30= 31-40= 41-50= 51-60=1 60+=
Cynorthwydd Meithrin Cyfnod mamolaeth	Medi 2009	6	3	50	White x 2	No x 2	F x 2	18-25=1 26-30= 31-40= 41-50= 51-60=1 60+=
Uwch- Gynorthwydd Meithrin	Medi 2009	6	1	16.7				
LRC Assistant	October 2009	24	16	66.7	White x 6 White/Asian x 1 Indian x 1	No x 7 Yes x 1	F x 7 M x 1	18-25=5 26-30= 31-40=1 41-50=2 51-60= 60+=
Student Co-ordinator	October 2009	10	5	50	White x 2	Yes x 1 No x 1	F x 2	18-25=1 26-30= 31-40= 41-50=1 51-60= 60+=
Clerk to the Governors	October 2009	7	1	14.3	White x 1	No x 1	F x 1	18-25= 26-30= 31-40= 41-50=1 51-60= 60+=
Derbynnydd/ Cynorthwydd Gweinyddol- Gwasanaethau Myfyrwyr	Hydref 2009	25	8	32	White x 8	No x 8	F x 7 M x 1	18-25=4 26-30= 31-40= 41-50=1 51-60=3 60+=
LRC Facilitator	Tachwedd 2009	60	24	40	White x 20 Filipino x 1	No x 21	F x 11 M x 9	18-25=4 26-30=2 31-40=6 41-50=3 51-60=5 60+=
Cyfieithydd	Tachwedd 2009	21	11	52.4	White x 5	No x 4 Yes x 1	F x 3 M x 2	18-25=2 26-30=2 31-40= 41-50= 51-60=1 60+=
Swyddog Cysylltiadau Cyhoeddus	Tachwedd 2009	21	3	14.3	White x 2	No x 2	F x 2	18-25= 26-30=1 31-40=1 41-50= 51-60= 60+=
Project Co-	Tachwedd	4	3	75	White x 2	No x 1	F x 1	18-25=

ordinator SHOE	2009						M x 1	26-30= 31-40= 41-50=1 51-60= 60+=1
Director of Knowledge and Information	December 2009	54	14	25.9	White x 9 Indian x 1 Other x 1	No x 11	M x 10 F x 1	18-25= 26-30=1 31-40= 41-50=6 51-60=4 60+=
Catering Assistant/ Kitchen Porter	January 2010	28	11 1 x CV	42.9	White x 9	No x 5 Yes x 1 ? x 3	M x 3 F x 6	18-25= 2 26-30= 1 31-40= 1 41-50= 1 51-60= 4 60+=
Domestic Assistant	February 2010	48	23	47.9	White x 21	No x 17 Yes x 4	M x 13 F x 7	18-25=5 26-30=4 31-40=4 41-50=5 51-60=3 60+=
Admin Assitant Registry	April 2010	13	7	53.8	White x 3	No x 3	M x 2 F x 1	18-25= 26-30= 1 31-40= 1 41-50= 1 51-60= 60+=
Swyddog Prosiect	April 2010	10	4	40	White x 2	No x 1 Yes x 1	F x 2	18-25= 1 26-30= 31-40= 1 41-50= 51-60= 60+=
Porter	April 2010	31	13	41.9	White x 10	No x 8 Yes x 2	M x 10	18-25= 2 26-30= 2 31-40= 1 41-50= 3 51-60= 2 60+=
Research and Development Officers	May 2010	119	25	21	White x 17 Celt Cymraeg x 1	No x 16 Yes x 2	M x 10 F x 8	18-25= 26-30= 5 31-40= 5 41-50= 6 51-60= 1 60+=1
Executive International Officer	May 2010	35	11	31.4	White x 8 Romanian / Jordanian x 1	No x 10	M x 6 F x 3 M&F x 1	18-25= 1 26-30= 1 31-40= 3 41-50= 3 51-60= 1 60+= 1
International Assistant – Maternity Cover	May 2010	8	3	37.5	White x 2 Mongolian x 1	No x 3	M x 2 F x 1	18-25= 1 26-30= 1 31-40= 1 41-50= 51-60= 60+=
Dylunydd Graffeg	Mehefin 2010	49	18	36.7	White x 13 Chinese x 1	No x 10 Yes x 2	M x 9 F x 5	18-25= 7 26-30= 3 31-40= 3 41-50= 1 51-60= 60+=
QA & Academic Planning manager	Mehefin 2010	21	8	38.1	White x 7	No x 7	M x 3 F x 4	18-25= 26-30= 1 31-40= 3 41-50= 1 51-60= 1 60+= 1
Admin Officer – LATERAL & MoW	July 2010	104	19	18.3	White x 15	No x 13 Yes x 2 ? x 1	M x 4 F x 11 ? x 1	18-25= 5 26-30= 2 31-40= 2

								41-50= 4 51-60= 2 60+=
Project Officer MoW	July 2010	92	22	23.9	White x 15	No x 12 Yes x 3	M x 7 F x 8	18-25= 26-30= 3 31-40= 3 41-50= 7 51-60= 1 60+= 1
Project Officer LATERAL	July 2010	44	5	11.4	White x 3	No x 2 Yes x 1	M x 1 F x 2	18-25= 26-30= 31-40= 2 41-50= 1 51-60= 60+=
e-learning Officer	July 2010	39	13	33.3	White x 9 Chinese x 1	No x 10	M x 6 F x 4	18-25= 1 26-30=3 31-40= 4 41-50= 2 51-60= 60+=
Executive Project Officer CORACLE	July 2010	77	12	15.6	White x 7	No x 8	M x 6 F x 1 M&F x 1	18-25= 26-30= 2 31-40= 2 41-50= 3 51-60= 1 60+=
Project Officer CORACLE	July 2010	104	24	23.1	White x 21	No x 18 Yes x 2	M x 11 F x 10	18-25= 3 26-30= 5 31-40= 6 41-50= 6 51-60= 60+= 1
Executive Project Officer ACTION	Awst 2010	67	15	22.4	White x 12 Welsh Indian x 1	No x 13	M x 7 F x 5 ? x 1	18-25= 26-30= 31-40= 5 41-50= 4 51-60= 4 60+= 1
Project Officer ACTION	Awst 2010	56	13	23.2	White x 12	No x 12	M x 4 F x 8	18-25= 1 26-30= 4 31-40= 4 41-50= 1 51-60= 2 60+=
Swyddog Cyswllt Ysgolion a Cholegau	Awst 2010	13	5	38.5	White x 4	No x 3 Yes x 1	M x 3 F x 1	18-25= 1 26-30= 1 31-40= 41-50= 51-60= 2 60+=
Swyddog Ehangu Mynediad	Awst 2010	20	4	20	White x 4	No x 3 Yes x 1	M x 3 F x 1	18-25= 1 26-30= 1 31-40= 41-50= 51-60= 2 60+=
Swyddog Gweinyddol Marchnata	Awst 2010	27	10	37	White x 7	No x 8	F x 8	18-25= 3 26-30= 1 31-40= 41-50= 2 51-60= 1 60+=
Swyddog Cyswllt Cyhoeddus a Chyfathrebu	Awst 2010	31	9	29	White x 7	No x 7	M x 3 F x 4	18-25= 26-30= 4 31-40= 1 41-50= 2 51-60= 60+=

APPENDIX B

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

STUDENT MONITORING 2009/10

DISABILITY

Overall Data

Students 2009/10
Disability Recorded

Total
2756
297

Overall %	Total Number of Male	% of Male	Total Number of Female	% of Female
	718	26.05	2038	73.95
10.78	89	3.23	208	7.55

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

Number of Male	Number of Female	Total	% Breakdown of Disability
*	*	*	0.34
*	*	5	1.68
3	10	13	4.38
*	*	*	1.01
27	64	91	30.64
7	6	13	4.38
*	*	18	6.06
12	29	41	13.8
0	0	0	0
17	28	45	15.15
13	48	61	20.54
*	*	6	2.02

Total	297	100
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STUDENT MONITORING 2009/10

ETHNICITY

Ethnicity Data

	% Male	% Female	Total Number	% Total
Blank	0.07	1.12	33	1.2
Asian - Bangladeshi	0.36	0.07	12	0.44
Asian - Chinese	0	0.04	*	0.04
Asian - Indian	0.15	0.25	11	0.4
Asian - Other	0.15	0.36	14	0.51
Asian - Pakistani	0.18	0.04	6	0.22
Black - African	0.11	0.18	8	0.29
Black - Caribbean	0.07	0.04	*	0.12
Not given	0.18	0.44	17	0.62
Not given (Dom=Home)	0.04	0.4	12	0.44
Not given (Dom=Osea)	0	0	0	0
Other	0.07	0.15	6	0.22
Other Mixed	0.15	0.15	8	0.29
Other White Background	0.34	0.69	28	1.02
White	12.63	34.33	1294	47.0
White - Irish	0.22	0.33	15	0.54
White - Scottish	0	0.18	5	0.18
White and Asian	0.07	0.11	5	0.18
White Welsh	11.18	34.8	1267	45.97
White/Black African	0.04	0.04	*	0.07
White/Black Caribbn	0	0.07	*	0.07
Black Other	0.07	0.18	7	0.25
TOTAL	718	2038	2756	100

ANALYSIS OF STUDENT WITHDRAWALS BY GENDER, 2009/10

Withdrawal Data Overall		
	% of Male	% of Female
Withdrawn	1.27	5.3
Forced Withdrawal	0.07	0.18
Deemed Withdrawn	0.04	0
Total %	1.38	5.48
Total Number 189		

ANALYSIS OF STUDENT WITHDRAWALS BY DISABILITY, 2009/10

Disability Breakdown	% Withdrawn	Forced Withdrawal	Deemed Withdrawn
Autistic disorder	0	0	0
Blind/partial sight	0.53 female	0	0
Deaf/partial hearing	0.53 female	0	0
Improvement of Communication Skills	0	0	0
		1.06 female and 0.53 male	
Learning difficulty	2.12 female		0
Mental health	0.53 female	0	0
Multiple disabilities	0.53 male	0	0
Other disability	0.53 female	0	0
Personal Care Support	0	0	0
Temporary Disability	0	0	0
Unseen disability	1.59 female	0	0
Wheelchair/mobility	0.53 female	0	0