Staff Equality Statistical Data 2012/13

This Section presents City University London's Staff equality data from the academic year 2008/9 to 2012/13. The University currently monitors seven of the eight protected characteristics defined by the Equality Act 2010. The characteristics covered are Gender/Sex, Maternity, Race, Disability, Sexual Orientation, Religion and Age. Gender Reassignment is currently not monitored due to sensitivities and further work required to adequately monitor this characteristic.

Staff Achievements and progress during 2012/13:

The Strategic Plan Staff Equality Performance Indicator seeks to advance equality of opportunity and eliminate discrimination by seeking to address both the pay differential and under-representation of female staff at senior grades within the University. It seeks to increase the top 5% of earners who are female to the sector median. In 2010/11 City's position was 23% against a sector median of 27%. In 2012/13 the position was 19% against a sector median of 30%.

The University has undertaken the following initiatives in support of meeting the Performance Indicator.

 Activities during 2012/13

Equality Committee – Professor Carl Stychin (Dean of the City Law School) was appointed Chair of the Committee in January 2013. Representatives from Schools/Professional Services, Student Union and Trade Unions are now members of the Committee and attend alternate meetings of the group. The Representatives provide an improved link between the Committee's activities and Schools/Services.

 Equal Pay Audit - An Equal Pay Audit was conducted to identify any areas of pay disparity and an analysis conducted to determine if there were disparities which cannot be objectively justified. The findings of the Audit, with recommendations and an action plan, were approved by the Executive Committee in June 2013. Professorial Banding was introduced in the spring of 2013, in part to assist in ensuring equality concerns at Grade 9 are addressed. A key recommendation arising from the Equal Pay Audit is a further Equal Pay Audit of all staff on Grade 9 (Professorial and Professional Staff) with consideration of the introduction of a job evaluation scheme for the latter group.

Athena SWAN Charter – The Athena Scientific Women's Academic Network (SWAN) Charter is funded by the Equality Challenge Unit, the Royal Society, the Biochemical Society and HEFCE.   The Scheme bestows awards on universities and departments that have a track record of removing obstacles to women's career advancement in STEMM (Science, Technology, Engineering, Mathematics and Medicine) disciplines. The Charter provides a framework for the promotion of gender equality at all levels for its member universities.

The University's Equality Committee has commissioned an Athena SWAN Working Group to prepare for membership of the Charter and to assess the University's readiness for a successful application for a Bronze Award.

AURORA Women's Leadership Development Programme – AURORA was recently established by the Leadership Foundation for Higher Education (LFHE) and aims to create a network of highly capable and skilled women supported to advance into leadership. This programme also seeks to

ensure the university maximises the use of the skills participants acquire through the programme. Four members of staff from City are enrolled on this inaugural programme which commenced in November 2013, together with the participation of institutional mentors and role models.

Leadership Programme

Last year it was reported that 32.7% of participants on the leadership programme were women. This year following the encouragement of more female staff to participate, there has been a significant increase with 43.7% of participants being female.

Race

Whilst there remains room for further action to address the imbalance of BAME staff in senior grades, an improvement has been seen over the 3 year trend analysis with the proportion of BAME Professorial staff increasing from 6.6% (2010/11) to 10% (2012/13). The number of BAME Grade 9 Professional staff increased from 5.8% (2010/11) to 7.9% (2012/13).

Responsibility for Student Equality - Responsibility for student equality has now been established under the job role of the Assistant Registrar (Enhancement) and will assist in ensuring synergy between student and staff initiatives.

Key Issues

Disclosure

City's staff disability disclosure rate showed an increase following an awareness raising exercise which encouraged staff to disclose during the annual staff validation exercise rising to 7% in 2009/10. However, since 2010/11 the overall percentage of staff with a disability disclosing has fallen from 5.5% to 4.27%. Encouragingly, the percentage of professorial staff disclosing a disability rose from 2% to 5.39% and the number of Grade 9 professional services staff disclosing during 2012/13 is 6.35%. Staff will continue to be encouraged to disclose and it is hoped that initiatives such as the Disability Two Tick symbol scheme, the launch of a City Disability Network and participation in the 'Time to change' campaign will demonstrate City's commitment to disability and hence, encourage more staff to disclose.

The disclosure rate of LGBT staff has remained constant over the past 2 years and it is hoped that the increased visibility of the LGBT+ Network, encouragement during the staff validation exercise and increased equality related activity will encourage more staff to disclose their sexual orientarion.

Other Initiatives

Unconscious bias development, Succession Planning, Talent identification and attraction as well as mentoring and career development are further areas to be explored.

The Survey planned for November 2013 will allow the analysis of staff opinion by protected characteristic. The data is very useful to the Committee in seeking to establish areas for further exploration and initiatives. The results of the Survey will be available in early 2014.

Key Employee Statistics 2012/13 (Data from HR Information System)

Gender/Sex (including maternity)	2010/11	2011/12	2012/13	Performance Indicator
Top 5% of earners who are female to track the sector median as measured by the DLA Piper benchmark survey	23%	19.10%	Data not yet available	30% (Sector Median 2011/12)
Female staff employed (%)	53.1	52.2	51.3	
Female professorial staff (%)	24.2	23.3	21.6	
Female Grade 9 professional services staff (%)	40.6	40.9	38.1	
Female academic staff (%)	53.3	45.3	50.2	
Female professional services staff (%)	58.5	57.0	58.9	
Female staff promotions (% from number of promotions awarded)	62.4	48.1	46.6	
Female job applicants (%)	40.9	39.9	38.7	
Female shortlisted candidates (% from total number of applicants)	26.5	40.4	45.4	
Female appointments (% from total number offered)	46.7	39.2	40.1	
Number of staff returning to City following maternity leave	72	67	66	
Women not returning from maternity leave (%)	0.07	11.8	8.3	
Female members of University Executive Team (%) (as at 31 July)	16.7	20	14.3	
Female members of University Executive Committee (%) (as at 31 July)	27.3	15.8	10	
Race/Ethnic Origin	**2010/11**	**2011/12**	**2112/13**	
BAME staff employed (%)	17.9	18.2	17.9	
BAME professorial staff (%)	6.6	7.6	10.0	
BAME Grade 9 professional services staff (%)	5.8	6.1	7.9	
BAME academic staff (%)	13.5	13.5	14.0	
BAME professional services staff (%)	22.4	21.4	22.3	

BAME staff promotions (% from number of promotions awarded)	20	15.4	21.6
BAME job applicants (%)	37.4	38.2	39.4
BAME shortlisted candidates (% from total number of applicants)	36.5	29.6	28.1
BAME appointments (% from total number offered)	22.6	14.7	20.3
BAME members of University Executive Team (%) (as at 31 July)	0	0	0
Percentage of BAME members of University Executive Committee (%) (as at 31 July)	0	0	0
Disability	**2010/11**	**2011/12**	**2012/13**
Disabled staff employed (%)	5.5	3.4	4.3
Disabled professorial staff (%)	2	1.0	5.4
Disabled Grade 9 professional service staff (%)	7.3	3.0	6.4
Disabled academic staff (%)	7	4.0	5.2
Disabled professional services staff (%)	5.2	3.0	3.4
Disabled staff promotions (% from number of promotions awarded)	2.4	5.8	6.0
Disabled job applicants (%)	3.4	3.3	4.0
Disabled shortlisted candidates (% from total number of applicants)	1.8	3.5	3.7
Disabled staff appointments (% from total number offered)	2.3	1.8	1.8
Age	**2010/11**	**2011/12**	**2012/13**
Staff aged under 25 (%)	2.4	2.6	1.7
Staff aged 25-34 (%)	31.3	29.4	29.1
Staff aged 35-44 (%)	27.4	28.8	30.7
Staff aged 45-54 (%)	22	21.4	21.7
Staff aged 55-64 (%)	13.5	12.9	13.1

	2010/11	2011/12	2012/13	
Staff aged 65 and over (%)	3.3	4.5	3.6	

Sexual Orientation (staff %)	2010/11	2011/12	2012/13
Heterosexual	32.8	43.9	41.5
Not Known	56.1	39.0	43.2
Prefer not to say	9.2	14.4	13.0
Gay	1.4	1.8	1.7
Lesbian	0.3	0.5	0.2
Bisexual	0.3	0.4	0.4
Total	**100**	**100**	**100**

Religion (staff %)	2010/11	2011/12	2012/13
Not Known	40	38.7	53.4
No Religion	22	22.6	21.9
Christian	19	19.0	5.9
Prefer not to say	13	13.5	13.2
Muslim	2	1.8	2.1
Hindu	1	4.5	1.4
Jewish	**1**	0.9	1.2
Sikh	1	0.5	0.1
Other	1	1.3	0.5
Buddhist	0	0.4	0.4
Total	**100**	**100**	**100**

Appendix B

Equality & Diversity Statistics for Training & Development 2012-13

Workshop Based Learning - Gender
- The percentage of all female staff attending training has increased year on year over the last 3 years. In 2012-13 62% of all female staff attended training, an increase of 2% compared to 2011-12 and an increase of 9% compared to 2010-11.
- This increase can be seen across all sub groups in the gender category with the exception of the percentage of female academic staff (excluding Professorial). The percentage of females attending training in this sub group has remained the same in 2012-13 compared to 2011-12 at 28%.

- There has been a 20% increase in the number of female Professorial staff attending training in 2012-13 to 53% from 33% in 2011-12.There is also a noticeable increase of 22% in the number of female Grade 9 professional services staff attending training in 2012-13 to 79% from 57% in 2011-12. A potential reason for the increases in these two sub groups is that L&SDU's provision in 2012-13 focused on the Leadership & Management Development programme which was offered to senior managers and academic leaders.

Workshop Based Learning - Race/ Ethnic Origin
- The percentage of all BAME staff attending training in 2012-13 has increased to 56% (209 individuals) compared to 54% (177 individuals) in 2011-12.
- There has been a 41% increase in the number of BAME Professorial staff attending training in 2012-13 to 77% (17 individuals) from 36% (5 individuals) in 2011-12. Again a potential reason for the increase in this sub group is that L&SDU's provision in 2012-13 focused on the Leadership & Management Development programme which was offered to senior managers and academic leaders.
- A total of 45% of BAME academic staff (excluding Professorial) have attended training in 2012-13. This is a 7% increase compared to 2011-12 and a further 7% increase compared to 2010-11 highlighting there has been a year on year increase in the number of staff attending training in this group.
- The percentage of BAME professional services staff attending training (excluding Grade 9) has decreased by 7% in 2012-13 to 55% from 62% in 2012-11. However it should be noted that the number of staff attending training in 2012-13 has actually increased in this group to 153 compared to 137 attending training in 2012-11.
- N.B. These statistics relate to the staff who have provided this information.

Workshop Based Learning - Disability
- There has been a 5% decrease in all disabled staff attending training in 2012-13 to 38% from 43% in 2011-12. However it should be noted that the number of staff attending training in 2012-13 has actually increased in this group to 33 compared to 27 attending training in 2012-11.
- 2012-13 is the first year that there have been more than 10 people employed in the sub group of disabled Professorial staff showing that a percentage of 15% of staff attended training. In previous years there has been 10 or less people employed in this sub group and the data has not been reported to protect the anonymity of these individuals. Therefore there is no data to compare this percentage with.
- 22% of disabled academic staff (excluding Professorial) have attended training in 2012-13 compared to 41% in 2011-12. However it should be borne in mind that numbers in this sub group are small and this percentage decrease accounts for 2 fewer staff being trained in 2012-13.
- There has been a 30% increase in the number of disabled professional services staff (excluding Grade 9) attending training in 2012-13 to 72% (21 individuals) from 42% (14 individuals) in 2011-12.
- N.B. These statistics relate to the staff who have declared a disability.

Workshop Based Learning - Age

- It is generally the case that younger staff are more likely to attend training than older staff. This trend is reflected over the last 3 years.
- In particular the percentage of staff who are 65 years of age and over have engaged the least in training.

Online Based Learning for all Cohorts

- The vast majority of online training is completed by new starters at City. These staff are invited to complete various online training courses according to their role. These online courses include Health and Safety, Bribery and Corruption Awareness, Security Awareness and Equal Opportunities and Diversity Essentials. Since this training constitutes the majority of the online training data, the statistics for this will reflect the number of new starters in a particular protected characteristic group.
- There is a general trend that the percentage of Professorial and academic staff who have completed online training has increased in 2012-13 compared to 2011-12. This is reflected in all protected characteristic groups. The requirement for academics to complete the 'Effective Risk Assessment' online training course is likely to be a potential reason for this increase.

Gender/Sex (including maternity)	2010/11		2011/12		2012/13	
		%		%		%
Female Staff employed	957 out of 1817	53%	933 out of 1805	52%	1049 out of 2084	50%
Workshop Based Learning						
Female staff attending training	510 out of 957	53%	463 out of 933	60%	647 out of 1049	62%
Female Professorial attending training	12 out of 42	29%	14 out of 42	33%	27 out of 51	53%
Female Grade 9 Professional Services Staff attending training	14 out of 26	54%	13 out of 23	57%	19 out of 24	79%
Female Academic Staff attending training (excluding Professorial)	88 out fo 328	27%	85 out of 302	28%	143 out of 271	28%
Female Professional Services Staff attending training (excluding Grade 9)	391 out of 557	70%	343 out of 566	61%	475 out of 714	67%
Online Based Learning						
Female staff completed online training	196 out of 957	20%	248 out of 933	27%	302 out of 1049	29%
Female Professorial completed online training	4 out of 42	5%	8 out of 42	19%	15 out of 51	29%
Female Grade 9 Professional Services Staff completed online training	2 out of 26	8%	9 out of 23	39%	5 out of 24	21%
Female Academic Staff completed online training (excluding Professorial)	40 out of 328	12%	55 out of 302	18%	122 out of 271	45%
Female Professional Services Staff completed online training (excluding Grade 9)	140 out of 557	25%	176 out of 566	31%	163 out of 714	23%

Race/Ethnic Origin						
BAME Staff employed	331 out of 1817	18%	325 out of 1805	18%	372 out of 2084	18%
Workshop Based Learning						
BAME attending training	182 out of 331	55%	177 out of 325	54%	209 out of 372	56%
BAME Professorial staff attending training	6 out of 14	43%	5 out of 14	36%	17 out of 22	77%
BAME Grade 9 Professional Services Staff attending training	*	*	*	*	*	*
BAME Academic Staff attending training (excluding Professorial)	26 out of 83	31%	33 out of 86	38%	35 out of 77	45%
BAME Professional Services Staff attending training (excluding Grade 9)	149 out of 219	68%	137 out of 221	62%	153 out of 276	55%
Online Based Learning						
BAME completed online training	59 out of 331	18%	60 out of 325	18%	84 out of 372	23%
BAME Professorial staff completed online training	0 out of 14	0%	1 out of 14	7%	6 out of 22	27%
BAME Grade 9 Professional Services Staff completed online training	*	*	*	*	*	*
BAME Academic Staff completed online training (excluding Professorial)	9 out of 83	11%	11 out of 86	13%	30 out of 77	39%
BAME Professional Services Staff completed online training (excluding Grade 9)	51 out of 219	23%	46 out of 221	21%	47 out of 276	17%
Disability						
Disabled Staff employed	73 out of 1817	4%	63 out of 1805	3%	87 out of 2084	4%
Workshop Based Learning						
Disabled Staff attending training	36 out of 73	49%	27 out of 63	43%	33 out of 87	38%
Disabled Professorial Staff attending training	*	*	*	*	2 out of 13	15%
Disabled Grade 9 Professional Service Staff attending training	*	*	*	*	*	*
Disabled Academic Staff attending training (excluding Professorial)	9 out of 26	35%	11 out of 27	41%	9 out of 41	22%
Percentage Disabled Professional Services Staff attending training (excluding Grade 9)	24 out of 35	69%	14 out of 33	42%	21 out of 29	72%
Online Based Learning						
Disabled Staff completed online training	9 out of 73	12%	15 out of 63	24%	16 out of 87	18%
Disabled Staff Professorial staff completed online training	*	*	*	*	0 out of 13	0%
Disabled Staff Grade 9 Professional Services Staff completed online training	*	*	*	*	*	*
Disabled Staff Academic Staff completed online training (excluding Professorial)	1 out of 26	4%	4 out of 27	15%	8 out of 41	20%
Disabled Staff Professional Services Staff completed online training (excluding Grade 9)	7 out of 35	20%	10 out of 33	30%	7 out of 29	24%
Age						
Workshop Based Learning						
Staff under 25 attending training	28 out of 52	54%	35 out of 52	67%	31 out of 36	86%
Staff 25-34 attending training	324 out of 572	57%	285 out of 521	55%	366 out of 606	60%
Staff 35-44 attending training	235 out of 505	47%	254 out of 536	47%	368 out of 640	58%
Staff 45-54 attending training	190 out of 410	46%	172 out of 409	42%	265 out of 453	59%
Staff 55-64 attending training	82 out of 232	35%	96 out of 236	41%	135 out of 273	49%
Staff 65 and over attending training	7 out of 46	15%	16 out of 51	31%	24 out of 76	32%
Online Based Learning						
Staff under 25 completed online training	21 out of 52	40%	24 out of 52	46%	14 out of 36	39%
Staff 25-34 completed online training	141 out of 572	25%	158 out of 521	30%	169 out of 606	28%
Staff 35-44 completed online training	74 out of 505	15%	110 out of 536	21%	188 out of 640	29%
Staff 45-54 completed online training	46 out of 410	11%	94 out of 409	23%	146 out of 453	32%
Staff 55-64 completed online training	17 out of 232	7%	43 out of 236	18%	76 out of 273	28%
Staff 65 and over completed online training	0 out of 46	0%	11 out of 51	22%	13 out of 76	17%

*If 10 or less people are employed in a particular group, the data has not been reported to protect the anonymity of these individuals.