

APPENDIX A: Equality Report – Students 2009-2010

Figures for benchmarking are taken from the Equality Challenge Unit’s, ‘Equality in higher education, Statistical report 2010’ report published in November 2010, <http://www.ecu.ac.uk/publications/equality-in-he-stats-10> which is based on analysis of data from the Higher Education Statistics Agency (HESA) covering staff and student gender, ethnicity, disability and age for the 2008/09 academic year. The report also references the latest Higher Education Funding Council for Wales (HEFCW) profiles of all Welsh Universities for 2008/09: http://www.hefcw.ac.uk/about_he_in_wales/statistics/equality_diversity_statistics.aspx.

The following is a summary of student data recorded for the 2009-10 academic session.

Note: figures under the value of 5 have been anonymised, i.e. shown as an asterisk () so as not to identify any student or member of staff.*

1. COMPOSITION OF STUDENTS:

Figures for student numbers are taken from HESA data and include UK, EU and Overseas students. If a student is returned to HESA on more than one active course, they will be counted more than once. In 2009-10 there were 9059 registered students (undergraduates and postgraduates, but not including those studying part-time continuing education courses such as Welsh for Adults) (34% studying Social Sciences 33%, Arts and 32% Sciences) in comparison to 8521 students in 2008-09, i.e. an increase of 538 students.

a. Disability:

The following 2009-10 table shows the current number of students with disabilities which is 10.43%. This is similar to total of 10.5% in 2008-09 and 9.12% in 2007-08.

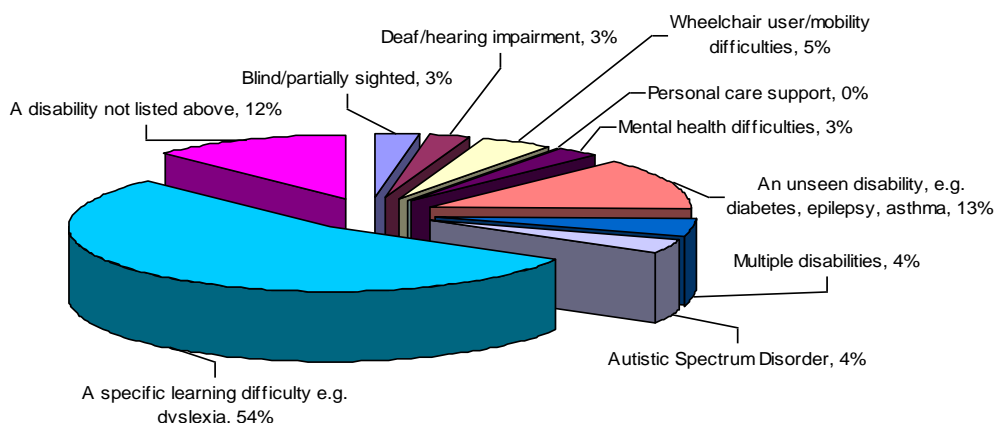
Faculty	Disability Declared	No Disabilities	Total Students	% of Total	Receipt of DSA	% DSA (as a % of Disability Declared)
Arts	324	2680	3004	12.1%	120	30.5%
Social Sciences	295	2821	3116	9.5%	98	24.9%
Sciences	326	2613	2939	11.1%	175	44.5%
Total	945	8114	9059	10.43%	393	41.6%

In 2009-10 there were 46% female students with disability and 54% male. 42% (393) of the total of disabled students (945) accessed Disability Support Allowance in 2009-10.

In comparison the Equality Challenge Unit’s disability profile of students disclosing a disability was 7.5% in 2008/09 (page 112). HEFCW’s disability student profile of all Welsh HEIs was 8.3% for 2008/09.

As seen in the adjacent pie diagram, 54% of students with disabilities declared a specific learning difficulty (e.g. dyslexia), 13% an unseen disability and 12% declared a disability not listed.

92% of students with disability were of White origin, 5% BME and 3% recorded as information refused.



ACTIONS FOR 2010/2011: (1) To continue consulting with and supporting students with disabilities to further understand their needs; (2) To review the uptake of DSA allowance and seek to remove any barriers.

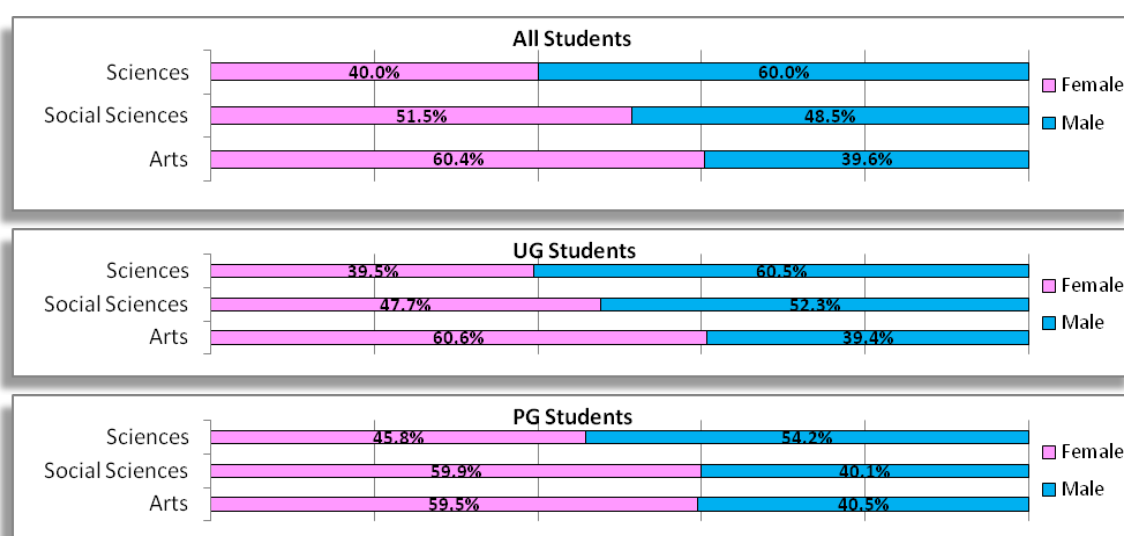
b. Gender:

In 2009-10, 49% of Undergraduate (UG) students were female, and 58% of Post-Graduate (PG) students were female, though overall 51% of UG and PG students were female and 49% male (as shown below), which is the same figure as the previous year (2008/09). In 2007/08 the figure was 52% female and 48% male.

Faculty	Under-Graduates		Post-Graduates		All Levels		
	Female	Male	Female	Male	Female	Male	Total
Arts	1473	956	342	233	1815	1189	3004
Social	1027	1126	577	386	1604	1512	3116
Sciences	1068	1633	109	129	1177	1762	2939
Total	3568	3715	1028	748	4596	4463	9059
Percentages	49%	51%	58%	42%	51%	49%	100%

This compares with the Equality Challenge Unit's 2008/09 all UK Universities student profile disclosing gender totals of 56.9% female and 43.1% male (page 84). HEFCW's student gender profile of all Welsh HEIs for 2008/09 is 56.7% female and 43.3% male.

As the graphs below illustrates, more females generally are represented in Arts and Social Sciences faculties than Sciences, though for undergraduates, the Social Sciences have the situation reversed with 52% male and 48% female:



ACTIONS FOR 2010/2011: (1) To continue to monitor female/male ratios.

c. Ethnicity:

Ethnicity of students for 2009-10 compared with 2008-09 is as follows:

Ethnicity	2008-09	2009-10
White (includes 'Other White background')	88.6%	87.0%
BME	7.1%	7.0%
Not known / Information Refused	4.3%	6.0%
	100.00%	100.00%

Definitions:

11 White - British	21 Black or Black British - Caribbean	39 Other Asian background
12 White - Irish	22 Black or Black British - African	41 Mixed - White and Black Caribbean
13 White Scottish	29 Other Black background	42 Mixed - White and Black African
14 Irish Traveller	31 Asian or Asian British - Indian	43 Mixed - White and Asian
15 White Welsh (returned as code 11)	32 Asian or Asian British - Pakistani	49 Other Mixed background
16 White English (returned as code 11)	33 Asian or Asian British - Bangladeshi	80 Other Ethnic background
19 Other White background	34 Chinese	90 Not known
		98 Information refused

Note: Monitoring codes for Welsh staff and students are recorded on our databases and return to HESA under 'White' category. In this table 'Other White Background' is also shown as 'White'.

This compares with HEFCW's student profile of all Welsh HEIs for 2008/09 of 94.54 White and 5.46% BME.

As in the gender data above, more female BME's are represented in Arts and Sciences faculties, than Science. The largest cohorts of BME students all located within Social Science faculty are Chinese (123 students), Asian or Asian British – Indian (51 students) and Black or Black British – African (49 students).

ACTIONS FOR 2010/2011 (1) To monitor the impact of Immigration, Asylum and Nationality Act legislation.

d. Nationality:

As shown in the table below, 83% of students were home students, i.e. from the UK, 10% European and 7% International.

	2008-09	2009-10
European Students	9%	10%
International Students	7%	7%
Home Students	84%	83%
	100%	100%

35.5% of 'Home Students' (the total of 83%) were from Wales according to postcode analysis.

The largest cohort of International students appears to be the faculty of Social Science for both under-graduate and post-graduate categories. For European students, the largest cohort is in faculty of Social Science for post-graduate students and Arts for under-graduates.

ACTIONS FOR 2010/2011: (1) To monitor student recruitment strategies and their impact on Race/Nationality; (2) To monitor the impact of Immigration, Asylum and Nationality legislation.

e. Age:

The table below shows the ages of students in each age category.

Arts				Social Science				Science			
Entry Age	Male	Female	Total	Entry Age	Male	Female	Total	Entry Age	Male	Female	Total
<21	1327	839	2166	<21	709	923	1632	<21	975	1424	2399
21-30	349	255	604	21-30	470	406	876	21-30	163	287	450
31-40	61	49	110	31-40	220	113	333	31-40	23	27	50
41-50	38	26	64	41-50	164	54	218	41-50	12	15	27
51-60	23	10	33	51-60	39	11	50	51-60	*	7	9
61-65	13	*	16	61-65	*	*	*	61-65	*	*	*
66>	*	7	11	66>	*	*	*	66>	*	*	*
	1815	1189	3004		1604	1512	3116		1177	1762	2939
								Total	4596	4463	9059

For all faculties this totals <21 = 68.4%, 21-30 = 21.3%, 31-40 = 5.4%, 41-50 = 3.4%, 51-60 = 1.0%, 61-65 = 0.2% and 66> = 0.2%

The largest group of older ethnic students between ages 31-40 were Black or Black British - Caribbean (20 students) and Other Asian background (11 students) all within the Social Science faculty.

The largest group of mature students with disabilities are ages 31-40 (10 students) and 41-50 (10 students) both recorded as having an 'unseen disability', e.g. diabetes/epilepsy/asthma, again within the Social Science faculty.

ACTIONS FOR 2010/2011: (1) To continue to monitor age alongside other related strands.

f. Welsh Speakers:

Data for Welsh speakers is recorded as follows:

Faculty	Gender	Fluent Welsh Speaker	Welsh Speaker not fluent	Not Welsh Speaker	Not known	Total
Arts	F	305	198	1299	13	1815
	M	170	86	920	13	1189
		475	284	2219	26	3004
		5%	3%	24%	0%	33%
Social Science	F	120	106	1360	18	1604
	M	98	69	1305	40	1512
		218	175	2665	58	3116
		2%	2%	29%	1%	34%
Science	F	121	104	946	6	1177
	M	231	121	1393	17	1762
		352	225	2339	23	2939
		4%	2%	26%	0%	32%
	2009-10 Total	1045	684	7223	107	
		12%	8%	80%	1%	9059
	2008-09 Total	982	591	6391	557	
		11.50%	7%	75%	6.50%	8521

As shown in the table above, Welsh speakers are distributed throughout all 3 faculties. There are more female Welsh speakers in the Arts and Social Science Faculties and more male Welsh speakers in Science.

The greatest change from the previous year (2008-09) is the percentage of 'Not known' has reduced significantly.

ACTIONS FOR 2010/2011: (1) To continue to review Welsh date with the Centre for Welsh Language Services).

g. Religion or Belief:

There is currently no legal obligation to monitor religion and belief and data is not collected by the University at present.

ACTIONS FOR 2010/2011: (1) To review the potential monitoring; (2) To consult on best practice; (3) To find ways of engaging with students on this area.

h. Sexual Orientation:

As above, there is currently no legal obligation to monitor sexual orientation and data is not collected by the University at present.

ACTIONS FOR 2010/2011: (1) To further review potential monitoring; (2) To consult externally (Stonewall Cymru) on best practice; (3) To find further way of consulting with students, e.g. further LGB&T events.

2. APPLICATIONS, OFFERS, ACCEPTANCES (INTAKE):

The following is a summary of results of UG student data application data made in 2009/10, i.e. relates to the current UG intake 2010/2011):

	Applications	Offers (Conditional or Unconditional)	Firm Acceptances
2009-10 Total	10,829 (33% Arts, 30.5% Social Science and 36.5% Science)	10,199 (32% Arts, 27% Social Science and 41% Science)	2712 (34.4% Arts, 26.1% Social Science and 39.5% Science)
2008-09 Total	10,057	9640	2794
2009-10 Gender:			
Female:	51%	51%	49%
Male:	49%	49%	51%
2008-09 Gender:			
Female:	51%	51%	48%
Male:	49%	49%	52%
2009-10 Disability	7.2% (Arts 2.5%, Social Science 1.3% and Science 3.4%)	7.1% (Arts 2.4%, Social Science 1.3% and Science 3.4%)	7.4% (Arts 2.5%, Social Science 1.6% and Science 3.3%)
2008-09 Disability	6.1% (Arts 2.2, Social Science 1.5 & Science 2.4 - 1.5% unknown)	6.0% (Arts 2.1, Social Science 1.5 and Science 2.4 - 1.4% unknown)	7.4% (Arts 2.8, Social Science 2.0 and Science 2.6 - 4.4% unknown)
2009-10 Ethnicity:	26.7% White, 1.1% BME, 5.9% Info Refused & 68.7% Unknown	26.3% White, 1.0% BME, 5.6% Info Refused & 61.2% Unknown	79.9% White, 3.3% BME, 16.2% Info Refused & 0.6% Unknown
2008-09 Ethnicity:	30.2% White, 1.1% BME and 68.7% unknown	31.0% White, 1.1% BME and 67.9% unknown	77.6% White, 2.9% BME and 19.5% unknown
2009-10 Nationality:	83% Home (UK) students, 9.5% EU and 7.5% Overseas	84% Home (UK) students, 9% EU and 7% Overseas	84% Home (UK) students, 10% EU and 6% Overseas
2008-09 Nationality:	83% Home (UK) students, 10% EU and 7% Overseas	83.5% Home (UK) students, 10% EU and 6.5% Overseas	82.5% Home (UK) students, 11.2% EU and 6.3% Overseas
2009-10 Age:	92.9% = <21, 6.2% = 21-30, 0.7% = 31-40, 0.2% = 41-50, 0.1% = 51-60, 0% = 61-65, 0% = >65	93.8% = <21, 5.2% = 21-30, 0.7% = 31-40, 0.2% = 41-50, 0.1% = 51-60, 0% = 61-65, 0% = >65	91.1% = <21, 7% = 21-30, 1.2% = 31-40, 0.3% = 41-50, 0.3% = 51-60, 0% = 61-65, 0% = 65
2008-09 Age:	89.4% = <21, 9.2% = 21-30, 0.9% = 31-40, 0.3% = 41-50, 0.1% = 51-60, 0% = 61-65, 0% = >65	90.5% = <21, 8.4% = 21-30, 0.8% = 31-40, 0.2% = 41-50, 0.1% = 51-60, 0% = 61-65, 0% = >65	85.3% = <21, 12.5% = 21-30, 1.3% = 31-40, 0.6% = 41-50, 0.1% = 51-60, 0.1% = 61-65, 0% = 65
2009-10 Welsh: (Requested correspondence in Welsh)	3.7% Welsh applicants	3.5% Welsh applicants	3% Welsh applicants
2008-09 Welsh:	5% Welsh applicants and 95% non Welsh applicants	5% Welsh applicants and 95% non Welsh applicants	4% Welsh applicants and 96% non Welsh applicants
2009-10 Welsh Domicile (on postcode) Note: No figures for previous year	3,363 (or 31% of total students) (11% Arts, 7% Social Science and 13% Science)	3,146 (or 31% of total students) (11% Arts, 7% Social Science and 13% Science)	816 (or 30% of total students) (11% Arts, 7% Social Science and 12% Science)

ACTIONS FOR 2010/2011:

(1) To monitor the 'flip' from slightly female weighting in the applications and offers, to the slightly male bias in acceptances; (2) To further monitoring widening access strategies/applicants re student fees?; (3) To report on people from areas with no tradition of going to higher education; (4) To report on National Identity in forthcoming reports.

3. RETENTION AND ACHEIVEMENT DATA: The following tables show student withdrawal (WD) data for the last two years:

All Students :	2008-09		2009-10	
Retained	7941	93.2%	8466	93.6%
Permanent WD	447	5.2%	416	4.6%
Temporary WD	133	1.6%	166	1.8%
	8521	100%	9048	100%

2009-10	Retained				Permanent WD				Temporary WD				Total Home	Total EU	Total Int'l	Total
	Home	EU	Int'l	Total	Home	EU	Int'l	Total	Home	EU	Int'l	Total				
Total	7005	861	598	8466	351	46	19	416	141	20	5	166	7497	927	622	9048

Of the total students (9048), ethnicity is recorded as follows:

Ethnicity :	White British	Other White	BME	Unknown
Arts	2721	40	108	135
Social Science	2289	118	432	277
Science	2653	52	93	130
Total	7663	210	633	542

Comparisons of retentions rates are shown below:

Gender :	2008-09		2009-10	
	Female	Male	Female	Male
Retained	94.4%	92.0%	94.8%	92.3%
Permanent WD	4.3%	6.2%	3.7%	5.6%
Temporary WD	1.4%	1.8%	1.6%	2.1%

Disabled :	2008-09		2009-10	
Retained	821	91.9%	94.8%	91.0%
Permanent WD	52	5.8%	3.7%	5.7%
Temporary WD	20	2.2%	1.6%	3.3%

Age 2008-09 :	<21	21-30	31-40	41-50	51-60	61-65	>65
Retained	92%	95%	97%	98%	87%	100%	67%
Permanent WD	6%	4%	3%	2%	7%	0%	33%
Temporary WD	2%	1%	0%	0%	6%	0%	0%
Age 2009-10 :	<21	21-30	31-40	41-50	51-60	61-65	>65
Retained	93%	95%	95%	97%	96%	90%	94%
Permanent WD	5%	4%	3%	2%	1%	10%	6%
Temporary WD	2%	1%	2%	1%	3%	0%	0%

The following tables show achievement data for Under-Graduate (UG), Post-Graduate (PG) and Other Undergraduate (OUG) students for the year as follows:

UG Students	Female							Male							Total Female	Total Male
	I	II(1)	II(2)	III	PASS	FAIL	Other	I	II(1)	II(2)	III	PASS	FAIL	Other		
Arts	44	210	85	9	0	9	*	22	130	71	8	0	4	*		
Social Science	30	116	117	12	0	*	*	15	115	114	16	0	14	*		
Science	37	114	80	15	19	7	*	38	92	111	36	17	29	*		
Total	111	440	282	36	19	19	6	75	337	296	60	17	47	*		

PG Students	Female							Male							Total Female	Total Male
	I	II(1)	II(2)	III	PASS	FAIL	Other	I	II(1)	II(2)	III	PASS	FAIL	Other		
Arts	-	-	-	-	168	*	5	-	-	-	-	78	0	*	177	82
Social Science	-	-	-	-	51	0	8	-	-	-	-	40	*	11	59	52
Science	-	-	-	-	3	0	0	-	-	-	-	10	0	*	*	11
Total	-	-	-	-	222	*	13	-	-	-	-	128	*	16	239	145

OUG Students	Female							Male							Total Female	Total Male
	I	II(1)	II(2)	III	PASS	FAIL	Other	I	II(1)	II(2)	III	PASS	FAIL	Other		
Science	0	0	0	8	0	0	0	0	0	0	0	22	*	0	8	23

Total UG & PG	111	440	282	36	249	23	19	75	337	296	60	167	49	20	1160	1004
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A summary of the above achievement data for Under-Graduate (UG) students, together with a comparison with of previous year data is shown below:

All Under-Graduate Students:

2008-09 UG only	I		II(1)		II(2)		III		PASS		FAIL		Other	
Total UG's	165	7%	854	37%	572	25%	96	4%	50	22%	58	2%	7	3%

2009-10 UG only	I		II(1)		II(2)		III		PASS		FAIL		Other	
Female UG	111	6%	440	25%	282	16%	36	2%	19	1%	19	1%	6	0%
Male UG	75	4%	337	19%	296	17%	60	3%	17	1%	47	3%	4	0%
Total UG's	186	11%	777	44%	578	33%	96	5%	36	2%	66	4%	10	1%

Also provided below is a table comparing achievement data for Under-Graduate Students with Disabilities:

2009-10 UG only	I		II(1)		II(2)		III		PASS		FAIL		Other	
	Dis	Not Dis	Dis	Not Dis	Dis	Not Dis	Dis	Not Dis	Dis	Not Dis	Dis	Not Dis	Dis	Not Dis
Arts	3.1%	3.0%	16.1%	15.7%	9.9%	6.9%	0.9%	0.8%	6.3%	12.0%	0.4%	0.8%	2.2%	0.4%
Social Science	1.8%	2.1%	10.3%	10.7%	6.7%	11.1%	0.9%	1.3%	4.0%	4.2%	0.9%	0.8%	1.3%	1.0%
Science	2.2%	3.6%	9.9%	9.5%	10.8%	8.6%	4.5%	2.1%	4.9%	3.5%	1.8%	1.7%	0.9%	0.1%
Total	7.2%	8.8%	36.3%	35.9%	27.4%	26.6%	6.3%	4.2%	15.2%	19.7%	3.1%	3.3%	4.5%	1.5%

Total students in each faculty:

Faculty	Total Disabled	Total Not Disabled
Arts	39.0%	39.6%
Social Science	26.0%	31.3%
Science	35.0%	29.1%
Total	100%	100%

ACTIONS FOR 2010/2011:

- (1) To disseminate monitoring data to relevant personnel.

Equality Report – Staff 2009-2010

The following is a summary staff data extracted during September and October 2010.

The total number of staff dropped slightly in 2010, impacted by a reduction of vacancies in Human Resources Department and some voluntary redundancies/retirements throughout the year:

Jul-05	Oct-06	Oct-07	Aug-08	Sep-09	Sep-10
1,844	1,791	1,883	2,217	2,123	2034

1. COMPOSITION OF STAFF:

a. Disability:

As shown in the table below, the percentage of staff with disabilities in 2010 is currently 3.64% (74 staff) which is similar to the 2008 and 2009 percentages as shown below:

	Jul-05	Oct-06	Oct-07	Aug-08	Sep-09	Sep-10
Staff with Disabilities (%)	3.4%	3.3%	2.7%	3.7%	3.8%	3.64%

This compares with the Equality Challenge Unit's 2008/09 all UK Universities staff profile disclosing disability of 3.0% (page 49). HEFCW 2008/09 profile of all Welsh Universities is 3.5% for all staff.

The highest disability categories recorded are long standing illness, physical mobility impairment and specific learning disability. 2.7% work in academic departments and 4.7% work in service/support departments. The highest proportion of staff with disabilities are located in RHS residences teams, IGER (Scientists) and the Arts Centre.

A total of 7 staff accessed funding and support through the Access to Work Scheme during 2009/10 with the same amount of ongoing applications for the current year.

ACTIONS FOR 2010/2011: (1) To continue to communicate and offer support to staff annually as per our Two Ticks commitment, (2) to continue to consult with staff and students with disabilities, e.g. through the Accessibility Forum, Disability Coordinators, etc.

b. Gender:

As shown in the table below, female and male gender ratios remain balanced as in previous years:

	Jul-05	Oct-06	Oct-07	Aug-08	Sep-09	Sep-10
Female (%)	49.5%	50.1%	50.0%	49.8%	49.9%	50.4%
Male (%)	50.5%	49.9%	50.0%	50.2%	50.1%	49.6%

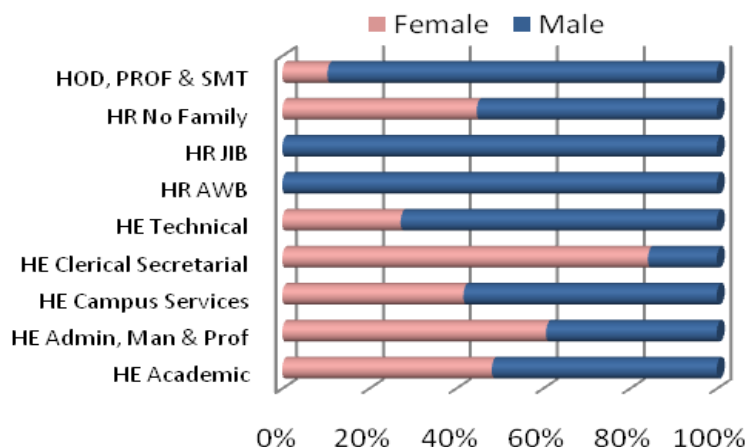
This compares with the Equality Challenge Unit's 2008/09 all UK Universities staff gender profile of 53.6% females and 46.4% males (page 23). Other profiled benchmarks include:

	Female	Male
HEFCW's (all Welsh Universities) staff profiles for 2008/09	53.3%	46.7%
For UK Population (from 2001 census data for those aged 16 and over)	45.5%	54.5%
For Wales Population (from 2001 census - economically active & aged 16 & over)	45.7%	54.3%

The proportion of females working in academic departments is 47.6% and in support departments 53.6%. For males the distribution is 52.4% in academic departments and 46.4% in support departments which is a similar picture to last year.

There are differences in gender distributions for certain employee groups, i.e. are JIB (maintenance), AWB (farm workers), Heads of Departments (HOD), Professors and Senior Management Team (Prof & SMT) and Clerical Secretarial staff which is illustrated in the graph overleaf:

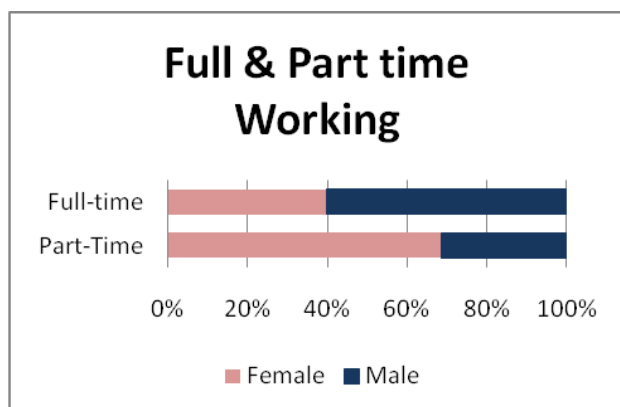
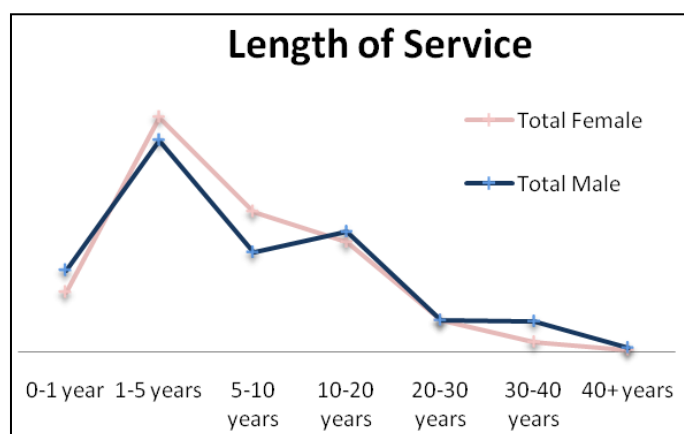
Gender in Job Families



Data has also been analysed on length of service (see adjacent graph) which remains fairly consistent for both genders.

From the total composition of staff (2,034), 63% work full-time and 37% work part-time. As shown in the graph below, there are less female full-time staff and females are more likely to work part-time.

For gender comparisons on type of contracts, i.e. indefinite and fixed, there are: 33% indefinite and 17% fixed for female staff and 35% indefinite and 15% fixed for male staff which is consistent with the previous year.



ACTIONS FOR 2010/2011: (1) To continue reviewing recruitment and retention strategies for certain staff groups, e.g. senior staff; (2) To review an Athena Swan application to support under-represented women in Science, Engineering and Technology; (3) To continue to promote initiatives for women, e.g. Women's Roundtable forum, Women in Universities Mentoring Scheme, Women in Science events, etc.

c. Ethnicity:

The table below shows the ethnicity of staff for 2008 to 2010:

	2008	2009	2010	
White	80.2	84.8%	84.4%	1717
Other White	6.4	6.3%	6.7%	136
BME	3.4	3.3%	3.9%	79
Not Known	8.4	4.5%	3.5%	72
Info Refused	1.8	1.2%	1.5%	30

Categories:

11 White - British	21 Black or Black British - Caribbean	39 Other Asian background
12 White - Irish	22 Black or Black British - African	41 Mixed - White and Black Caribbean
13 White Scottish	29 Other Black background	42 Mixed - White and Black African
14 Irish Traveller	31 Asian or Asian British - Indian	43 Mixed - White and Asian
15 White Welsh (returned as code 11)	32 Asian or Asian British - Pakistani	49 Other Mixed background
16 White English (returned as code 11)	33 Asian or Asian British - Bangladeshi	80 Other Ethnic background
19 Other White background	34 Chinese	90 Not known
		98 Information refused

Please note that the University separates 'Other White' from 'BME' or 'White' categories and acknowledges that further BME staff may be represented in this 'Other White' figure, e.g. people from Eastern Europe or from the USA, New Zealand, etc. It is also recognised there could be further inconsistencies with the 'Other Ethnic background' code, i.e. further BME's in this category.

The greatest proportion of BME staff are located in Academic (2%), Admin, Managerial and Professional (1%) and Campus (1%) job families. The gender ratios of BME staff are equal at 2% each.

HEFCW's staff profile of all Welsh Universities for 2008/09 is 97.39% White (includes Other White) and 2.63% BME. The Equality Challenge Unit's 2008/09 all UK Universities staff ethnicity profiles are reported as follows (page 36):

Of non-UK-national staff, 69.4% were of white ethnicity. The next largest ethnic groups were Chinese 8.4% and Asian 6.3%. For UK nationals, 93.3% were of white ethnicity, 2.3% were Asian, 0.7% Chinese and 0.6% other Asian (figure 2.1). Overall for UK-national staff, 6.7% were BME and 93.3% were white.

2001 Census records 1.4% of the population of Ceredigion as ethnic minorities. This compares with 2.1% for Wales and 7.9% for the UK as a whole.

ACTIONS FOR 2010/2011: (1) To monitor the internal and external recruitment strategies and their impact on BME staff; (2) To monitor the impact of Immigration, Asylum and Nationality legislation.

d. Nationality:

The recording of visas, work permits and tier certificates (as shown below) was changed in 2008 due to more stringent monitoring and reporting mechanisms required by the Immigration, Asylum and Nationality Act implemented in 2008. The table below shows our figures over the three year period:

	2008		2009	2010
Staff Work Permits	35	Visas in Force	47	52
		Work Permits	29	17
		Tier Certificates	9	26

Staff declared nationalities from a total of almost 50 countries. The top 5 nationalities declared by staff include Poland (24 staff), Germany (21), Ireland (19), United States (17) and China (12) which are similar to last years figures. The table below shows the percentages of staff by Home, International and EU/EEA categories over the last two years.

	2009	2010
International	4.3%	4.6%
EU & EEA	4.5%	5.9%
UK	90.5%	89.5%
Not Known	0.7%	0.0%

Departments that have the greatest proportions of International staff are International Politics, Computer Science and School of Management and Business, and departments that employ most EU/EEA staff are IBERS (Scientists), Residences Teams and Theatre, Film & TV.

ACTIONS FOR 2010/2011: (1) To continue to monitor the internal and external recruitment strategies and their impact on BME staff; (2) To monitor the impact of Immigration, Asylum and Nationality legislation and their tighter restrictions on international staff.

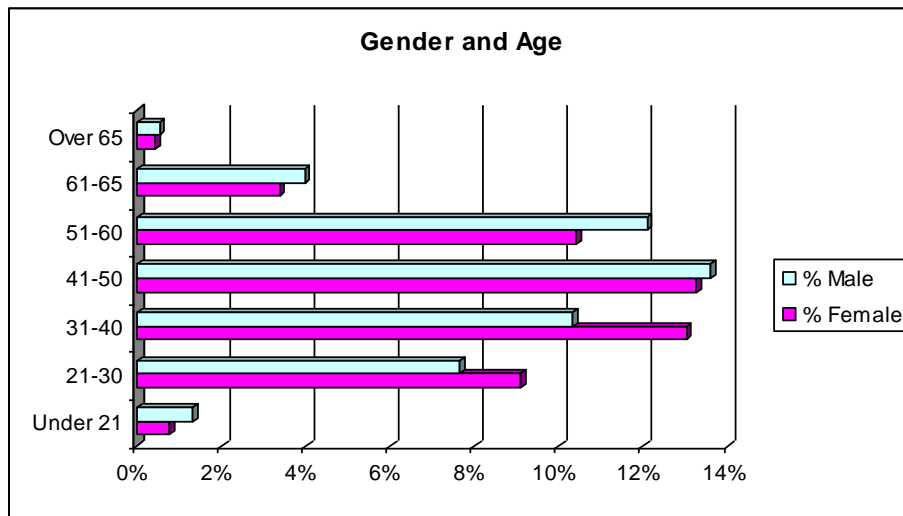
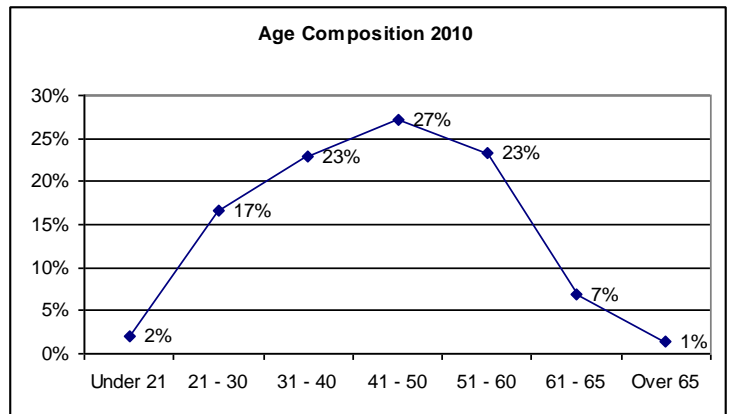
e. Age:

The table below gives the ages of staff across all age groups for 2008 to 2010:

	Aug-08	Sep-09	Sep-10
Under 21	2%	3%	2%
21 - 30	19%	17%	17%
31 - 40	22%	22%	23%
41 - 50	25%	27%	27%
51 - 60	23%	23%	23%
61 - 65	7%	7%	7%
Over 65	2%	1%	1%
Not Known	0%	0%	0%

As the graph adjacent illustrates, the largest age group is 41-50 years (27%) and the two smallest Under 21 (2%) and Over 65 (1%).

The graph below further analyses age and gender of staff, and illustrates that there are more males over the age of 40 (except in the Under 21 age band) and more females between the ages of 21 to 40 years.



ACTIONS FOR 2010/2011: (1) To continue to monitor age; (2) To monitor the impact of forthcoming changes in retirement age.

f. Welsh:

Some of this data overleaf was compiled for the 2009/10 monitoring report on the Welsh Language Scheme to the Welsh Language Board. The monitoring report concentrated on administrative and academic staff, but for the purpose of this Equality and Diversity Report all job families have been included. The information on language is based on a bilingual skills questionnaire where staff self-assess their ability to speak Welsh. It should be noted that not all staff have completed these questionnaires and that the data refers to a reporting period of June 2010.

Number and Percentage of staff who speak Welsh according to Department/Job Family:

Note: data captured by Welsh Language Service during June 2010

A = No. of staff, B = No. who speak Welsh (level 2 &3), C = Percentage	A	B	C	A	B	C
Clerical / Secretarial and Administrative / Managerial / Professional staff	Clerical and Secretarial staff			Administrative, Managerial and Professional staff		
ACADEMIC DEPARTMENTS : Clerical/Secretarial and Administrative/Managerial/Professional	71	36	50.7%	105	39	37.1%
SUPPORT / SERVICE DEPARTMENTS : Clerical/Secretarial and Administrative/Managerial/Professional	197	104	52.8%	300	119	39.7%
ACADEMIC & SUPPORT/SERVICE TOTALS:	268	140	52.2%	405	158	39.0%
Academic and Technical staff	Academic staff			Technical staff		
	847	207	24.4%	82	19	23.2%
Campus Services and No Job Family staff	Campus staff			No Job Family staff		
	267	67	25.1%	305	60	19.7%
Agricultural Wages Board and Joint Industry Board staff	Agricultural Wages Board staff			Joint Industry Board staff		
	7	*	14.3%	21	9	42.9%

There are 47 staff learning Welsh; 19 Admin/Management/Professional, 15 Clerical/Secretarial, 9 No family, 3 Technical; and 1 Campus services.

ACTIONS FOR 2010/2011: (1) To continue reviewing data with Centre for Welsh Language Services.

g. Religion or Belief:

There is currently no legal obligation to monitor religion and belief and data is not collected by the University at present.

ACTIONS FOR 2010/2011: (1) To review the potential for monitoring, (2) consult on best practice and (3) find ways of engaging with staff on this area.

h. Sexual Orientation:

As above, there is currently no legal obligation to monitor sexual orientation and data is not collected by the University at present.

ACTIONS FOR 2010/2011: (1) To further review potential for monitoring; (2) To consult externally (Stonewall Cymru) on best practice; (3) To find further way of consulting with staff, e.g. further LGB&T events.

2. RECRUITMENT MONITORING:

Note: HR data for recruitment monitoring was analysed during January 2011 and relates to 1 September 2009 to 31 August 2010 reporting period.

a. Web Traffic Data:

The below table shows the volume of potential applicants viewing online job pages in HR Department:

HR Website Views: 01/01/10 to 31/12/10	
HR Page views (whole site)	475,401
Unique views (individual views)	342,802
English views - External traffic	117,267
English views - Internal traffic	63,951
Welsh views - External traffic	2,852
Welsh views - Internal traffic	1,295
	185,365

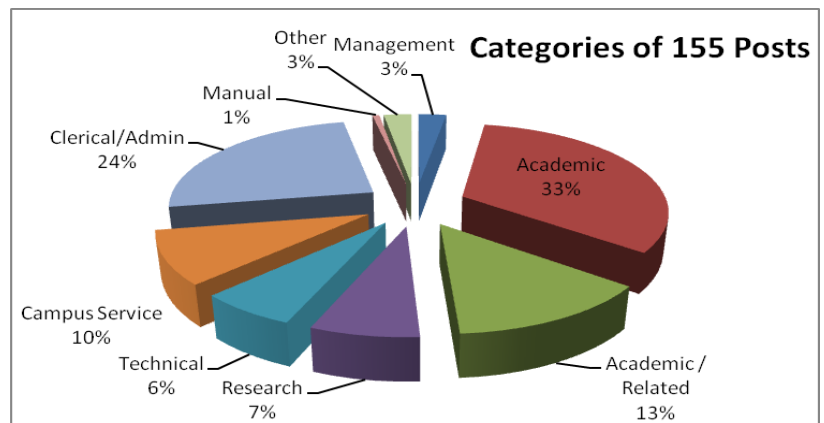
The advertising routes for applicants (1625 in total) are recorded as follows:

40%	AU's website
17.5%	Jobs.ac website
9%	Word of mouth
8%	Job centre
7%	Cambrian News

b. Applicant Data

During the year a total of **155 posts were advertised** for the following job families: 4 management, 51 academic, 21 academic related, 11 research, 10 technical, 15 campus services, 38 clerical/admin, 1 manual and 4 other, as shown in the adjacent graph.

This represented 22 fewer posts than the previous year. However approximately 85 further staff were also recruited, for example casual staff, part-time teaching, demonstrators and staff on contracts for a period of less than 3 months, which would have been recruited locally, i.e. through departments, rather than Human Resources recruitment processes. Such staff have been omitted from the following monitoring statistics.



HR staff processed **1625 applicants** - 51% female and 49% male. This averages 10.5 applicants per post.

In comparison, 177 posts were recorded in 2008-09 with 1847 applicants. This averages 10.7 applicants per post, which is similar to the current figure.

488 applicants were short-listed in 2009-10.

Of these applicants short listed, 155 were recruited: 78 female and 77 male. 114 were full-time posts, 34 part-time posts and 7 hourly paid posts. 80 were recruited on fixed-term contracts, 74 permanent and 1 on a temporary contract.

146 (or 9%) of applicants required work permits and 29 (or 2%) required registering with Workers Registration Scheme (i.e. EU workers). 87 (or 5%) applicants preferred language was indicated as being Welsh.

Two Residential & Hospitality Service posts received the greatest number of applicants with 74 and 67 applicants for each vacancy.

c. Equality Comparisons on Applicant and Successful Candidate Data

Tables below give applicant and successful candidate data comparisons for gender, disabilities, nationality and ethnicity:

Gender:	Gender Totals	
	Female	Male
Applicants	51%	49%
Successful candidate	50%	50%

Disability:	Disabled	% of total applications
Disabled Applicants	44	3% of applicants (1625)
Shortlist under Two Ticks	24	5% of shortlisted (488)
Successful Applicant	*	3% of posts (155)

Note: the University is a Two-Ticks: 'Positive about Disability' employer and signposts staff to funding through the Government's 'Access to Work' scheme.

Nationality:	Applicants:	Successes:
British or mixed British	65%	34%
Irish	1%	0%
Welsh	4%	30%
English	1%	12%
Scottish	0%	1%
Any other	22%	6%
Info Refused	5%	6%
Unspecified	2%	12%

The top six nationalities of applicants, excluding UK, include:

Indian (38)	Polish (22)
German (33)	Chinese (22)
America (26)	Italian (20)

Ethnicity:	No of.	Applicants:	Successes:
White	709	44%	55%
Other white	211	13%	1%
BME	131	8%	5%
Not known	409	25%	32%
Info Refused	162	10%	6%

ACTIONS FOR 2010/2011: (1) To update e-learning to include the Equality Act and monitor uptake; (2) To implement a new University Application and Monitoring form to take account of the new Equality Act and enhance monitoring mechanisms; (3) To review the potential of a recruitment database to aid effective monitoring; (4) To review the University's localised (internal) recruitment campaign and immigration legislation for impact on BME and International recruitment.

3. CAREER PROGRESSION:

Online diversity e-learning will be updated over the forthcoming year to include the Equality Act and improved 'user friendly' interface. Training continues to be delivered and monitored for panel members and new staff.

In 2009/10 **1589** staff (some multiple) attended **126** courses or 12.61 participants per event. This compares with 1813 staff (including multiple staff) attending 193 courses or 9.39 participants per event during 2008/09.

Equality courses run in this period include a range of 'bite-size' disability sessions and induction training requested by staff/departments, i.e. Information Services and Student Guild. The University also ran a Supporting Students Symposium in July 2010 which attracted 37 staff and 28 external delegates to a two day event on promoting best practice in Student Support. During 2009/2010 Student Support and Careers Advisory service undertook a project on Personal Tutoring, the output of which will be a dedicated Personal Tutoring portal.

ACTIONS FOR 2010/2011: (1) To update diversity e-learning and monitor its impact; (2) To review training need for the forthcoming year.

Please note that previously reported items of Sickness levels, Turnover and Grievances / Disciplinarys / Dignity and Respect data will be reported by HR Department to Staffing Committee.