ANNUAL EQUALITY REPORT

Data reporting period:
The academic year 1 August 2018 – 31 July 2019

Published April 2020

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Should you require this report in an alternative format please contact Nia Blackwell n.blackwell@bangor.ac.uk.
This report has been produced in accessible format.

Executive Summary

This has been a year of consolidating our previous work as we approach the end of our current Strategic Equality Plan 2016 ï

with the UK national median Gender Pay Gap which stands at 17.3% and the UK HEI Gender pay Gap as reported by Advance HE in their Staff Statistical Report 2019 of 16.7% across the UK and 17.2% in Wales.

7.6% of staff at the University have declared a disability. This is an increase on last yearôs figure of 6.9% and the previous yearôs 6.77%. This compares with 5% of staff working in higher education across the UK and 5.7% in Wales HEIs.

The Universityôs population of BAME (Black, Asian, Minority Ethnic) staff is 6.5%, last year the figure was 5.4%. This is lower than the average across HEIs in the UK (9.

In addition to the **general duty**, there are **specific duties** in Wales that are set out in the Equality Act (Statutory Duties) (Wales) Regulations 2011.

This report presents information on the diversity profile of all Bangor University staff employed during the 2018 ï 2019 academic year. The information it provides will assist us in maintaining an inclusive university community, to better understand the main equality challenges for staff and to enable us to work to overcome them.

The report compares Bangor University figures against national (UK and Wales) statistics so that we can consider the diversity and inclusivity of the University workforce and identify change and progress over time, using previous data for comparison.

Identifying and collecting relevant information

Monitoring data for the diversity profile of staff and students is collated on an annual basis from the Human Resources system and Planning Departmentôs student data system.

Questions on the protected characteristics of staff are incorporated within the staff recruitment process and regular data cleansing exercises are carried out. We do not routinely ask staff for their marriage or civil partnership status. From the focus groups held during the development of the Strategic Equality Plan 2020 ï 2024 staff told us that they didnôt want to be required to tell us their title unless it was a gender-neutral title obtained through achievement. We will develop our systems to make the title field optional.

Monitoring data is used to inform progress against the Equality Action Plan and to develop new actions. Data is also used to inform Equality Impact Assessments.

The Annual Equality Report is reviewed and ratified by the Equality and Diversity Strategy Group and the University Executive on an annual basis.

Equality statistics and data are key for University and School Athena SWAN submissions and are therefore regularly reviewed at both University level and School level by self-assessment teams.

Points to note:

Data in this report relates to the academic year 1 August 2018 ï 31 July 2019.

Staff ages are calculated at 1 August in the reporting year or on the staff memberôs start date if employment began during the academic year.

Figures have been rounded to one decimal point

In terms of the gender statistics, beginning in 2012/13, the HESA staff record replaced the gender field with the legal sex field, of which the possible options are male and female. For the purposes of this report, data from the legal sex field is referred to as ógender.ô

National and Wales HEI data for comparison is taken from the Advance HE ó**Equality + higher education: Staff Statistical Report 2019**ô

University Overview - Staff

Key developments include:

Athena SWAN 18/19

College Equality and Diversity Committees and support on-going Athena SWAN initiatives with the relevant Athena SWAN leads.

EMBEDDING EQUALITY AND SHARING GOOD PRACTICE

College Equality and Diversity Committees have been created in all three Colleges, their purpose is to ensure equality and inclusiveness is considered as College-based strategies, policies and initiatives are developed. The Committees report to the Equality and Diversity Strategy Group.

SUPPORTING TRANS STAFF AND STUDENTS

In January 2019 the University published its Trans Policy and Guidance for staff to ensure that the University can respond positively to the needs of trans staff to ensure they feel valued and supported as a member of the University.

EQUALITY IMPACT ASSESSMENTS

The Equality Impact Assessment (EIA) process has been further developed with training incorporated within the Equality for Managers half-day workshops to ensure that the University meets its equality duties, as set out within the Equality Act 2010. By using this evidence-based approach, the University can make informed decisions to eliminate disadvantage and promote equality of opportunity and foster good relations.

UNIVERSITY STAFF - HEADLINE FACTS AND FIGURES

The University employs 2338 staff of whom:

Figure 1: Pie chart showing percentage of Female and Male staff.

Age

(average age on 1 August 2018 or on employment start date)

All staff 43.2 years

♀ + ♂	43.2 years

♀

Disability

178 staff have declared they have a disability (7.6% of all staff)

Figure 3: Bar chart showing disability by gender.

Gender

*Figure 4: Bar chart showing gender by job typ**T#ET 0 1 72.024 7p40008q0.000008871 0 595.35*

Average age on 1 August 2018

♀ + ♂	43.2 years
♀	42.7 years
♂	43.8 years

Figure 2: Table showing average age of staff by gender.

Age ranges by gender

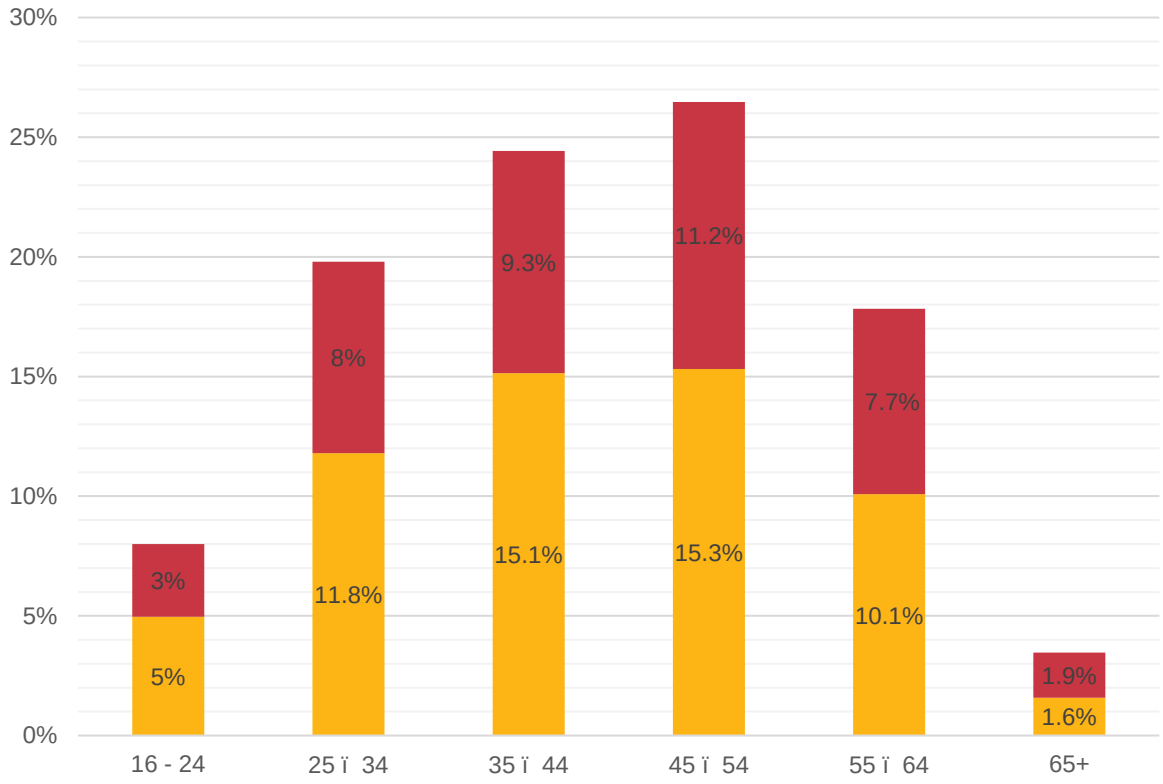

Figure 6: Bar chart showing age ranges by gender.

Age ranges by grade in %

Full-time or part-time by age range

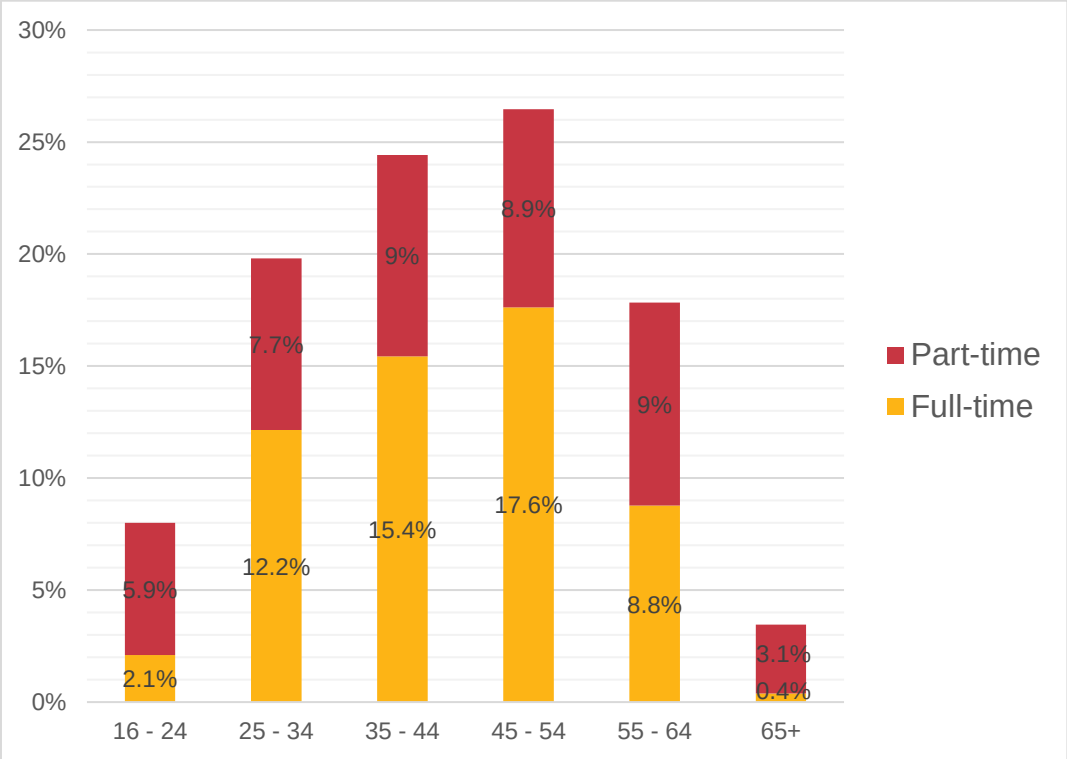

Figure 12: Bar chart showing full-time and part-time staff by age range in percentages.

Part-time staff only by age range and by gender

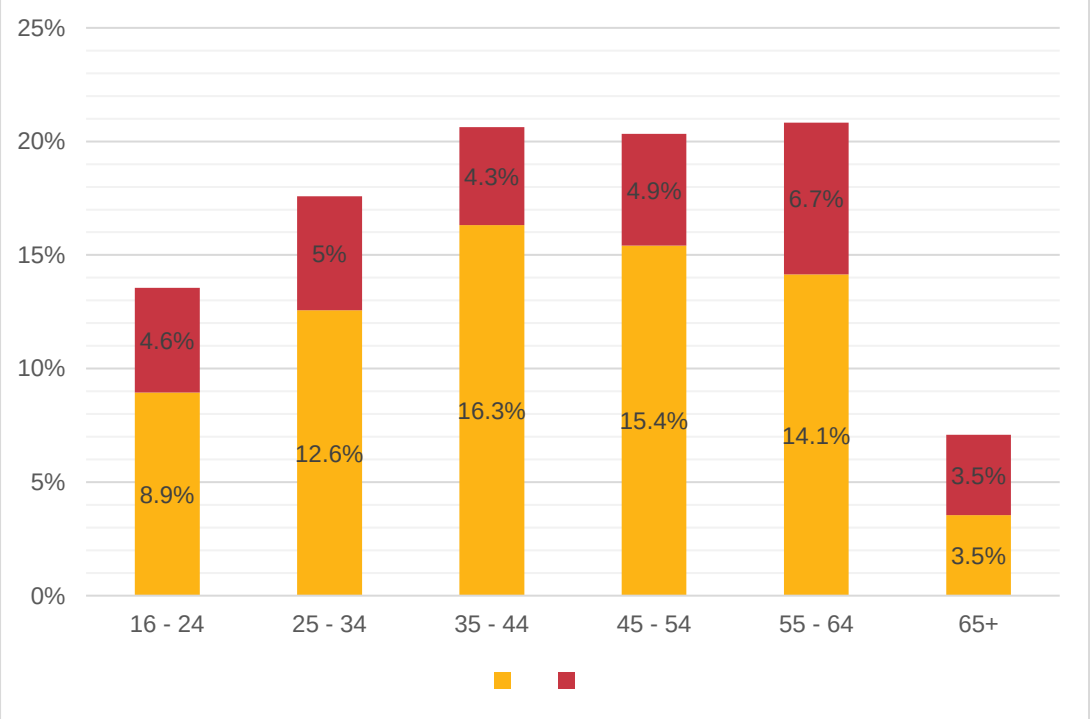

Figure 13: Bar chart showing part-time staff by age group and gender.

Disability

7.6

Disability by full-time or part-time

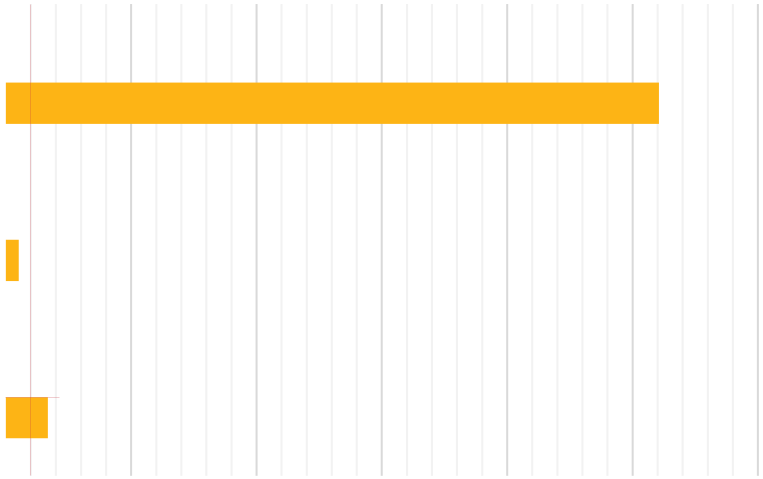

Figure 17: Bar chart showing part-time and full-time staff by disability in percentages.

Disability by job type in %

Figure 18: Bar chart showing disability by job type in percentages.

Disability by job type by headcount

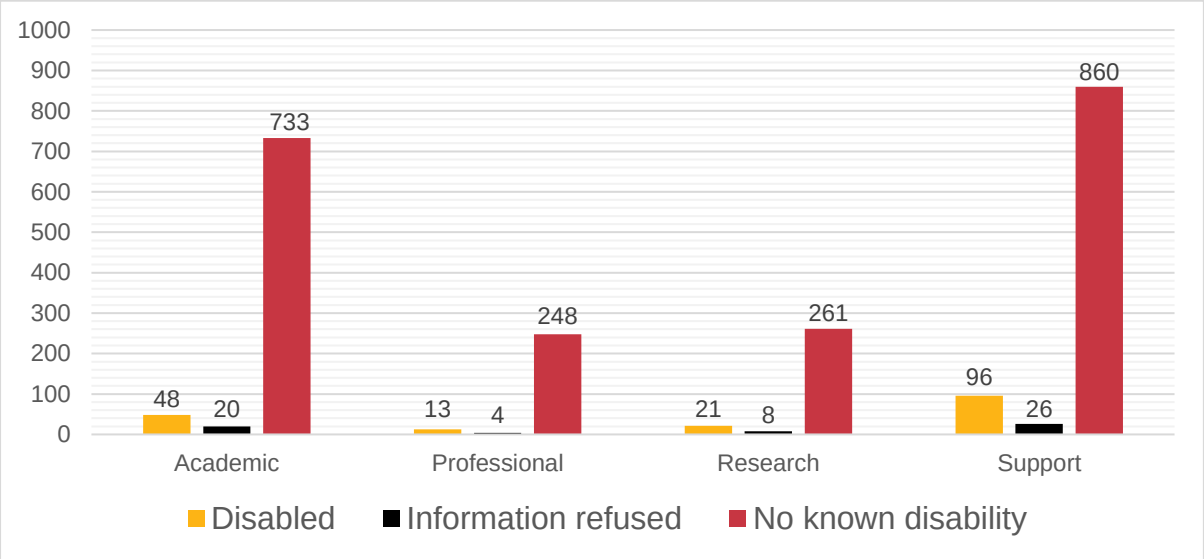

Figure 19: Bar chart showing disability by job type by headcount.

Disability by contract type

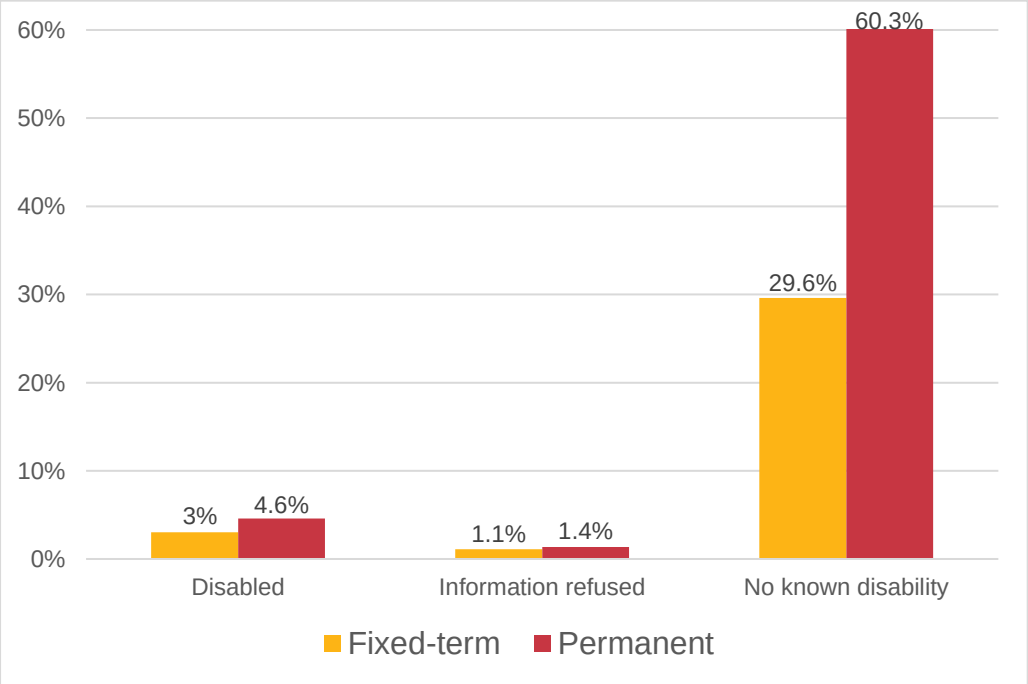

Figure 20: Bar chart showing disability by contract type.

Race/ethnicity

The Universityôs population of BAME (Black, Asian, Minority Ethnic) staff is

Gender

Despite comprising the majority of staff working in UK higher education, females remain under-represented among academic staff, staff in STEM subject areas and in senior management roles. This is the case across the University and across UK HEIs. With a larger proportion of females than males working in professional and support roles, working part-time, on fixed-term contracts, and in lower salary bands.

The total percentage of female staff in the University is 58.9% which is higher than the UK HEI figure of 54.4% and the Wales HEI figure of 54.5%

The highest number of females are in grades 6, 7 and 8. From grade 9 upwards there is a mixed picture, in that in senior academic grades there are more males than females, however, for senior professional staff there is a similar number of males and females.

In terms of professorial staff, in the 2018 reporting period we had 33 female professors (30% of all professors) and 77 male professors (70%). In our report published in 2019 there were 30 female professors and 81 male professors. In the reporting period of this report published in March 2020 we had 106 professors with 32 being female (30.2%) and 74 being male (69.8%). This compares with the UK figure of 74.5% of professors being men.

In terms of senior lecturers (SL), in 18/19 44% of SL were women (67M, 54F), and 41% of Readers (M23, F16). We will continue to monitor these figures.

We began looking at intersectionality in the Institutional Athena SWAN application in April 2018 (with data from 14/15, 15/16 and 16/17). The breakdown by role profile, gender and ethnicity showed that the representation of researchers from a BME background is significantly higher for male researchers (average approx. 20%) compared to female researchers (average 10%) across all three years. The

Of all 2338 staff

Figure 1: Pie chart showing percentage of Female and Male staff.

Gender by grade in %

Grade	Female	Male	Grand Total
G001	7.4%	3.3%	10.8%
G002	1.8%	2%	3.8%
G003	0.8%	1.6%	2.4%
G004	4.3%	2.1%	6.3%
G005	5.5%	2.4%	7.9%
G006	8.8%	4.3%	13.1%
G007	17.2%	9.8%	26.9%
G008	7.7%	6.6%	14.2%
G009	3.6%		

Gender by grade by headcount

Grade	Female	Male	Grand Total
G001	174	78	252
G002	42	47	89
G003	19	38	57

Gender by job type by headcount

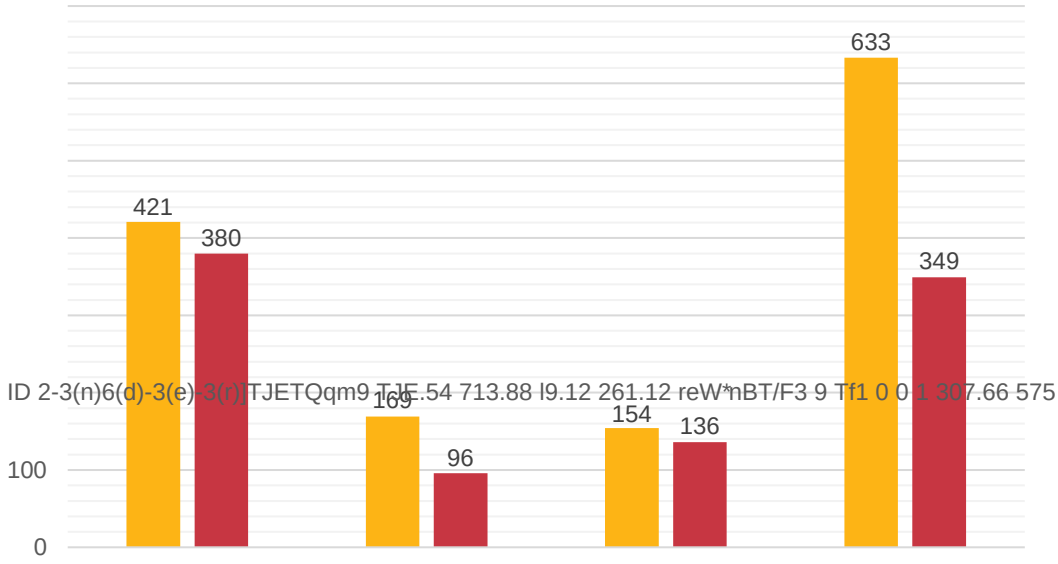

Figure 33: Bar chart showing job type by gender by headcount.

Gender by permanent or fixed term

Figure 34: Bar chart showing contract type by gender in percentages.

Gender by full time or part time

Figure 35: Bar chart full-time and part-

Gender Equality Scholarship recipients
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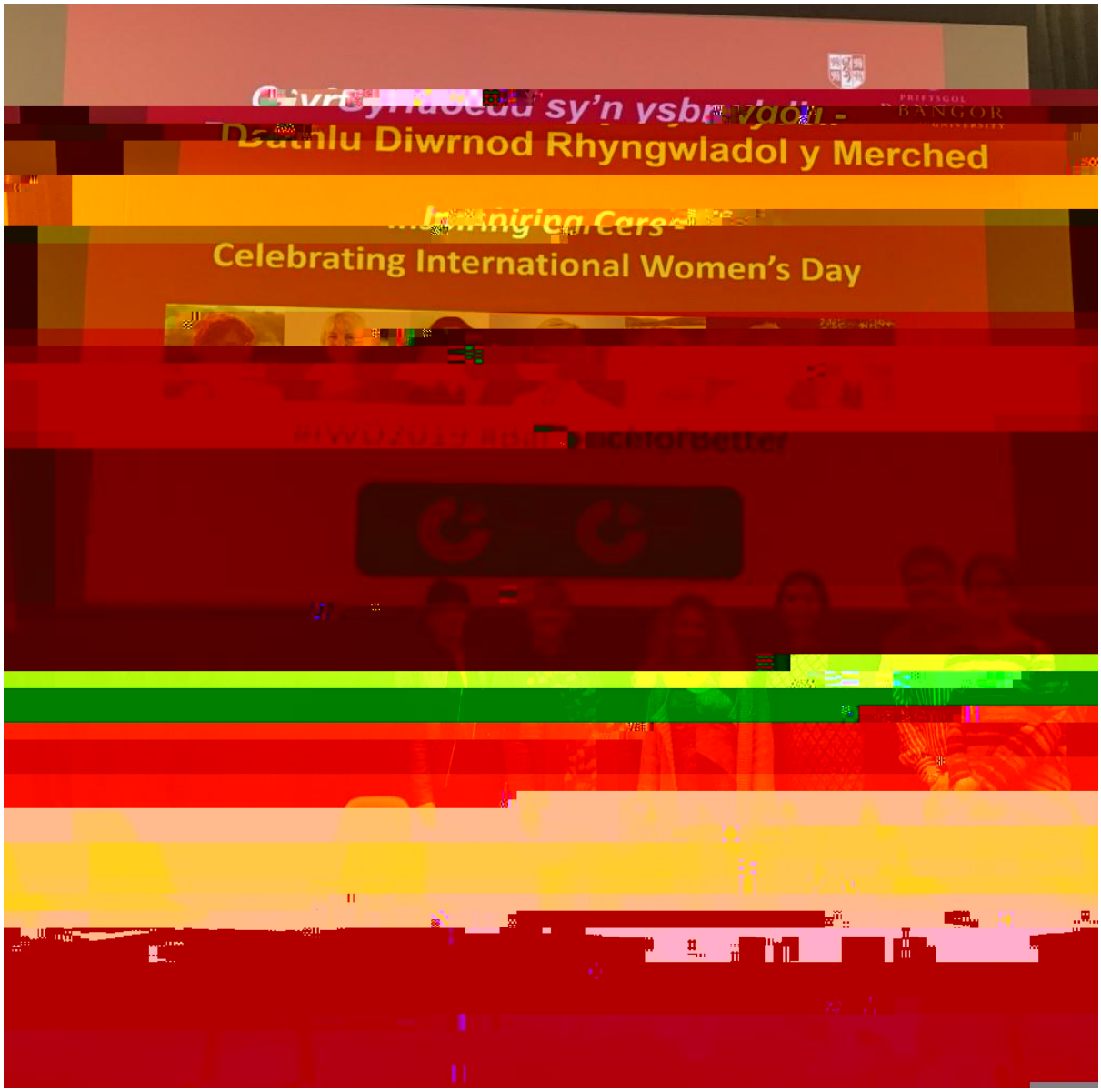

International Women's Day. The theme was #BalanceForBetter

Higher Education Institutions are required to return data relating to Religion & Belief, Sexual Orientation and Gender Reassignment on an optional basis only. Currently Advance HE only reports on collection and monitoring rates. As the data is currently voluntary to return we do not yet have a national demographic picture of the HE staff population in relation to these characteristics for comparison.

Sexual Orientation

The Annual Equality Report published in March 2019 reported that 23.4% of staff selected ólnformation refusedôin the Sexual Orientation equality personal data field. This is was the highest ólnformation refusedôfigure of all protected characteristics which suggested that action was required.

An LGBTQ Network for staff and post-graduate students was established and for the first time the University flew a Rainbow flag above Main Arts in June 2019 to commemorate the anniversary of the Stonewall Riots. Further priorities for development in this area are identified within our Strategic Equality Plan 2020 ï 2024.

The ólnformation refusedôfigure has reduced very slightly this year and it is hoped that the work of the LGBTQ Network events and awareness-raising 2 493. 0 1 393.07 554.95 Tm0

Recruitment outcomes by disability in %

Application Outcome	Unknown	Do not wish to answer	No known disability	Disabled	Grand Total
Applicant withdrew	0%	0.1%	2.5%	0.3%	2.9%
Applicant withdrew after shortlisting	0.1%	0%	2.1%	0.1%	2.2%
Hired	0%	0.1%	9.4%	1.1%	10.6%
Offer declined	0%	0.1%	0.7%	0%	0.8%
Post withdrawn					

Promotion

During the 2018 ï 2019 academic year 54 staff applied for promotion equating to 2.3% of all staff. Of these 54 applicants, 83.3% were successful.

Promotion outcomes by gender

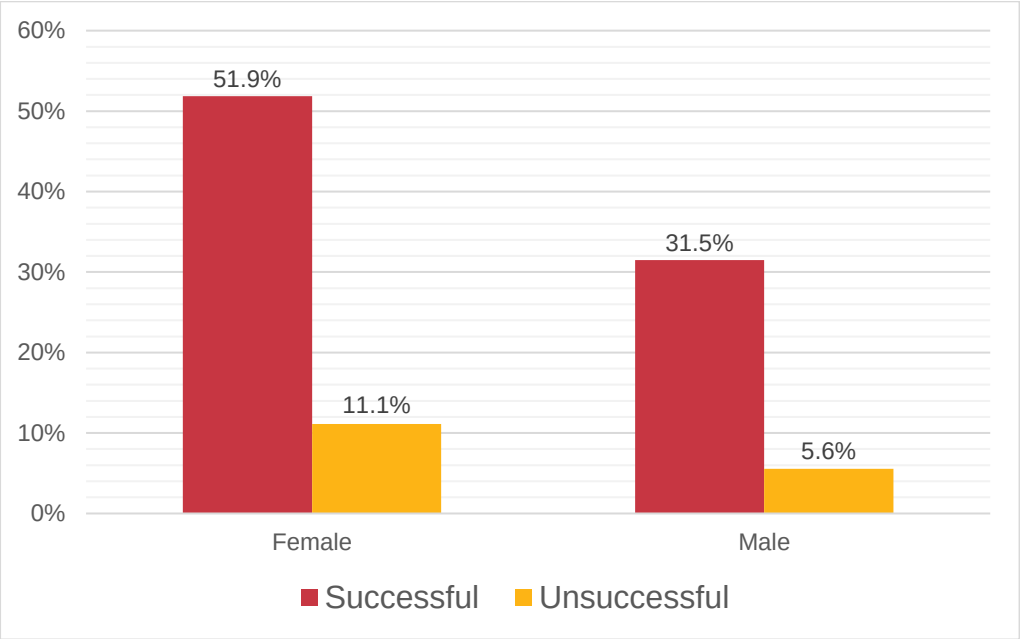

Figure 45: Bar chart showing promotion outcome percentages by gender.

Promotion outcomes by disability

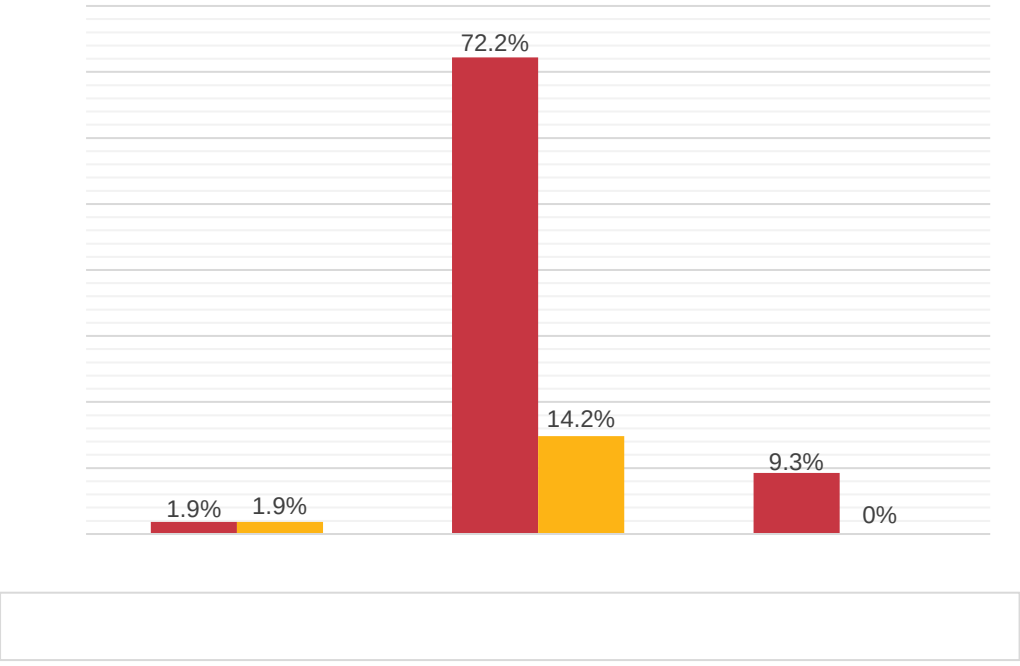

Figure 46: Bar chart showing promotion outcome percentages by disability.

Appendix 1

Progress Against Our Equality Objectives for the 2018 – 2019 Academic Year

(outcomes in italics)

1. Our Strategic Equality Plan runs from 2016 ï 2020 and during the next 12 months we will be engaging with staff, students and external stakeholders to gather their views to help us formulate that Plan and consider areas where the University can improve for people across all protected groups. The new SEP will be published by April 2020

   The new Strategic Equality Plan was published on our webpages in March 2020.

2. Our Gender Pay Gap report, section 5, comprises an ongoing action plan to reduce the gender pay gap.

   We have delivered against our action plan and have reported outcomes and updated the action plan within our Gender Pay Gap Report published in March 2020.

3. Bangor University is facilitating the establishment of an LGBT Network for staff and post-graduate students. The first meeting to be held on 22 February 2019.

   Our LGBTQ Network is now well established and we have a webpage to enable communication with staff and post-graduate students.

4. We are a Disability Confident Employer and are working with the DWP and other key local employers to improve access to workplaces for disabled staff.

   During March 2019 we hosted an event with the DWP and Remploy to promote and encourage local; employers to employ staff who have identified as disabled. We continue to work with the DWP in this area.

5. We will train managers regarding our new Trans Policy and Procedure to

The Unconscious Bias online module has been rolled out to the Executive, to Deans and Heads of Schools and to the Heads of Professional Services. It will be promoted to all staff during March 2020.

7. Attention will be given to age as a protected characteristic. As our workforce ages we will need to focus on how we actively retain our staff, developing our policies and their skills to enable a longer working life.

   Work on the ageing population and workforce is identified in our new Strategic Equality Plan and associated Action Plan.

   Our Strategic Equality Plan 2020 – 2024 and underpinning Action Plan is published on our Equality and Diversity webpages.