

# EQUALITY AND DIVERSITY

## ANNUAL MONITORING REPORT 2012-13

### 1. INTRODUCTION

The University's Equality and Diversity Team based in HR's Organisational Development section continues to support the University in meeting the three elements of the general equality duty, which are to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups

The Annual Monitoring Report will set out the equality-related data that we have gathered over the last year alongside data gathered in previous years. These data provide us with an evidence-based approach to equality and demonstrate our compliance with the requirement of the Equality Act to publish relevant equality information. This also enables the University to prioritise and focus our resources on specific equality agendas. Sector-wide equality data - taken from the Equality Challenge Unit's publication *Equality in higher education: statistical report 2013* - are included in this report to indicate how the University compares with the national picture in key areas.

### 2. MAIN AREAS OF ACTIVITY

The work of the Equality and Diversity team is both proactive and reactive. We work towards legal deadlines in some areas (which forms the proactive part of our activity), where we anticipate forthcoming legal changes and develop policies/activity to better position the University to respond to these requirements. However, there is also a need to retain high levels of flexibility for risk management activity - the increasing staff and student-related advisory or casework element, which is unpredictable and can in itself lead onto the development of policy that is beyond legal compliance and further activity across the organisation as necessary.

Gender equality continues to be a strategic issue of importance at the University, particularly in terms of female representation in academic leadership roles and support for women working in Science, Technology, Engineering, Medicine and Mathematics (STEMM). The Academic Career Equalities Working Group (ACEWG) was established in May 2013 to support the University's commitment to equality in the career development, progression and retention of academic and research staff. Pro Vice-Chancellor (Research) Professor Guy Orpen, chairs the Group and Pro Vice-Chancellor (Education) Professor Judith Squires, is a member, demonstrating a collaborative research and education led approach in this area. Each Dean nominated two members of academic staff as members, with membership being completed by representatives from HR Services. The Group is initially focussing on gender equality as the results of monitoring in this area show that female academic colleagues progress less effectively than their male counterparts. The Group's priorities include: exploring what can be done to support female colleagues at key transition points in their careers; identifying how matters might be improved through our recruitment policy and

practice, our staff development activity and Staff Review process; and sharing and embedding best practice emerging from our involvement with external initiatives such as the Athena SWAN Charter.

During 2012/13 activity was initiated across the University to strengthen our approach to equality and diversity including the following actions:

- Job descriptions for Heads of School were revised to mandate explicit responsibility for delivery of equality and diversity and staff review policies.
- All University job adverts now include the following statement: *“The University is committed to equality and we value the diversity of our staff and students.”*
- An Individual Circumstances Group was established to support the University’s submission under the Research Excellence Framework (REF). A Code of Practice was also developed to set out a procedural framework for the development of the University’s submission to REF2014 ensuring that it met its obligations under equal opportunities legislation.
- The Honorary Degrees Committee took action to address the lack of diversity in the nominations they had received.
- The Mayor of Bristol signed the European Charter for equality of women and men in local life and set up the Bristol Women’s Commission to implement this Charter, with representation from all the city’s key employers, including the University. The Commission will work on an array of women’s issues and will link in with relevant research at the University.

In 2012 we welcomed a new member of staff to the Equality and Diversity Team, taking us from a team of two to a team of three. The HR Officer (Diversity) role is focused on supporting schools in gaining and maintaining recognition under the Athena SWAN Charter, a good practice initiative that recognises excellence in the employment of women in Science, Technology, Engineering, Medicine and Mathematics (STEMM).

During 2013, SWAN awards were won by all of our Schools in the Faculty of Medicine and Dentistry - the Schools of Social and Community Medicine (Silver), Oral and Dental Sciences (Silver) and Clinical Sciences (Bronze). The School of Chemistry and the School of Physiology and Pharmacology hold Bronze and Silver awards respectively. Activity undertaken to better support women working in our STEMM faculties includes:

- The Mentoring Circles programme for Women in STEMM was reviewed, restructured and relaunched. We now have 11 Circles where each ‘Circle Leader’ (*the mentor - a senior woman*) takes on a group of approximately 10 ‘Circle Participants’ (*the mentees*). Each Circle meets periodically to discuss common issues, providing a supportive environment for women who can be quite isolated in their disciplines to explore work, career, and sometimes personal issues.
- Bristol held a Gender, Leadership and STEMM Conference which was open to all academics and support staff in STEMM at the University. Speakers at the event included Dr Jan Bogg from the University of Liverpool who presented her research on women in science careers and Professor Gillian Gehring OBE, from the University of Sheffield who gave a lively presentation on *‘A Lifetime of being a Physicist, Partner and Parent’*.
- Informal discussion groups were held to explore the experiences and perceptions of female Senior Lecturers, Readers and Professors working in the STEMM faculties with a view to identifying any particular challenges they have faced or anticipate in

relation to their career progression. The findings were subsequently considered by the ACEWG and short and longer term actions identified.

The Team's Work and Family initiative brings together information and support for parents and colleagues with other caring responsibilities. It also provides information for managers on relevant policy and issues such as managing flexibility in teams. Over the last year, several events were held for the Working Parents' Network and Carers' Network that covered issues such as dealing with the guilt associated with being a working parent, managing the stresses of being a carer and the support services that are available for carers locally. The networks are also connected via an e-mail group system that can be used by individuals to discuss relevant issues and share useful information. 2013 also saw the establishment of a Maternity Mentor Scheme which will fully launch in early 2014. The Scheme involves a group of voluntary Maternity Mentors with experience of pregnancy at work, maternity leave and life as a working parent who members of staff will be able to contact directly and confidentially for support and advice. All members of staff will be welcome to utilise the scheme, whether they are pregnant, on maternity leave, a working parent or just thinking of becoming one.

The University has recently launched regular Induction Lunches for new members of staff and the Equality and Diversity Team has a stall at these events to promote the Work and Family initiative and the support available for female academic staff, such as the STEM Mentoring Circles.

### 3. DIVERSITY IN GOVERNANCE AND DECISION-MAKING

The Chair of Council (our governing body) established a Council Membership Appointments Group in 2012 to review the gender balance on Council and its committees to identify and take action to address any imbalances. There are currently 31 members of Council with an overall gender split of 23 (72%) men and 8 (28%) women. Of these, 18 are lay members – 13 (72%) are male, 5 (28%) are female; of the remaining 13 members 10 (77%) are male; 3 (23%) are female.

Each Committee of Council is required to incorporate gender balance into their annual review of terms of reference and membership, whilst being mindful of the dangers of 'committee overload' for women. Council and Committees of Council now have a long-term aspiration of achieving 50/50 gender balance supported by a current 'stretch' target of achieving a 60/40 balance in favour of either gender. Membership of Council committees by gender can be found below:

Committee	Males		Females		Vacancies no.	Total members	Gender of Chair
	no.	%	no.	%			
<b>Audit</b>							<b>Male</b>
<b>Total Members</b>	<b>4</b>	<b>80</b>	<b>1</b>	<b>20</b>	<b>0</b>	<b>5</b>	
<i>Lay</i>	4	80	1	20	-	5	
<i>Staff</i>	0		0		-		
<i>Student</i>	0		0		-		
<i>Co-opted</i>	0		0		-		
<i>In Attendance</i>	4	67	2	33	-	6	
<b>Estates</b>							<b>Male</b>
<b>Total Members</b>	<b>10</b>	<b>71</b>	<b>4</b>	<b>29</b>	<b>0</b>	<b>14</b>	

Committee	Males		Females		Vacancies no.	Total members	Gender of Chair
	no.	%	no.	%			
Lay	6	75	2	25	-	8	
Staff	2	50	2	50	-	4	
Student	1	100	0		-	1	
Co-opted	1	100	0		-	1	
In Attendance	2	100	0	0	-	2	
<b>Ethics of Research</b>							<b>Male</b>
<b>Total Members</b>	<b>9</b>	<b>64</b>	<b>5</b>	<b>36</b>	<b>0</b>	<b>14</b>	
Lay	2	67	1	33	-	3	
Staff	6	67	3	33	-	9	
Students	0	--	0	--	-	0	
Co-opted	1	50	1	50	-	2	
In Attendance	0	--	0	--	--	0	
<b>Finance</b>							<b>Male</b>
<b>Total Members</b>	<b>10</b>	<b>83</b>	<b>2</b>	<b>17</b>	<b>1</b>	<b>12</b>	
Lay	5	83	1	17	1	6	
Staff	5	83	1	17	-	6	
Students	0	--	0	--	-	0	
In Attendance	0	--	0	--	--	0	
<b>Honorary Degrees</b>							<b>Male</b>
<b>Total Members</b>	<b>14</b>	<b>74</b>	<b>5</b>	<b>26</b>		<b>19</b>	
Lay	5	63	3	37		8	
Staff	9	82	2	18		11	
Students	0	--	0	--		0	
Co-opted	0	--	0	--		0	
In Attendance	0	--	0	--	--	0	
<b>Personnel, Equality and Health and Safety</b>							<b>Male</b>
<b>Total Members</b>	<b>7</b>	<b>58</b>	<b>5</b>	<b>42</b>	<b>1</b>	<b>12</b>	
Lay	4	67	2	33	-	6	
Staff	3	50	3	50	1	6	
Students	0	--	0	--	-	0	
Co-opted	0	--	0	--	-	0	
In Attendance	1	25	3	75	--	4	
<b>Remuneration Committee</b>							<b>Male</b>
<b>Total members</b>	<b>4</b>	<b>80</b>	<b>1</b>	<b>20</b>	<b>0</b>	<b>5</b>	
Lay	3	60	1	40	-	4	
Staff	1	100		-	-	1	
Students	0	-		-	-	0	
In attendance	0	-		-	-	0	
<b>Student Affairs</b>							<b>Female</b>
<b>Total Members</b>	<b>5</b>	<b>42</b>	<b>7</b>	<b>58</b>	<b>-</b>	<b>12</b>	
Lay	3	60	2	40	-	5	
Staff	1	20	4	80	-	5	

Committee	Males		Females		Vacancies no.	Total members	Gender of Chair
	no.	%	no.	%			
<i>Students</i>	1	50	1	50	-	2	
<i>Co-opted</i>	0	--	0	--	-	0	
<i>In Attendance</i>	0	--	0	--	--	0	

The following table demonstrates progress made since 2011:

Committee	Males		Females		Gender of Chair
	no.	%	no.	%	
<b>Audit</b>					<b>Male</b>
<b>2013</b>	<b>4</b>	<b>80</b>	<b>1</b>	<b>20</b>	
<b>2011</b>	<b>8</b>	<b>80</b>	<b>2</b>	<b>20</b>	
<b>Estates</b>					<b>Male</b>
<b>2013</b>	<b>10</b>	<b>71</b>	<b>4</b>	<b>29</b>	
<b>2011</b>	<b>13</b>	<b>100</b>	<b>0</b>	<b>0</b>	
<b>Ethics of Research</b>					<b>Male</b>
<b>2013</b>	<b>9</b>	<b>64</b>	<b>5</b>	<b>36</b>	
<b>2011</b>	<b>9</b>	<b>64</b>	<b>5</b>	<b>36</b>	
<b>Finance</b>					<b>Male</b>
<b>2013</b>	<b>10</b>	<b>83</b>	<b>2</b>	<b>17</b>	
<b>2011</b>	<b>11</b>	<b>92</b>	<b>1</b>	<b>8</b>	
<b>Honorary Degrees</b>					<b>Male</b>
<b>2013</b>	<b>14</b>	<b>74</b>	<b>5</b>	<b>26</b>	
<b>2011</b>	<b>15</b>	<b>75</b>	<b>5</b>	<b>25</b>	
<b>Personnel, Equality and Health and Safety</b>					<b>Male</b>
<b>2013</b>	<b>7</b>	<b>58</b>	<b>5</b>	<b>42</b>	
<b>2011</b>	<b>8</b>	<b>50</b>	<b>8</b>	<b>50</b>	
<b>Remuneration Committee</b>					<b>Male</b>
<b>2013</b>	<b>4</b>	<b>80</b>	<b>1</b>	<b>20</b>	
<b>2011</b>	<b>4</b>	<b>80</b>	<b>1</b>	<b>20</b>	
<b>Student Affairs</b>					<b>Female</b>
<b>2013</b>	<b>5</b>	<b>42</b>	<b>7</b>	<b>58</b>	
<b>2011</b>	<b>14</b>	<b>67</b>	<b>7</b>	<b>33</b>	

It is encouraging to note that we have increased the proportions of women on four out of the eight committees of Council – Estates, Finance, Honorary Degrees and Student Affairs. The gender balance on the committees of Audit, Ethics of Research and Remuneration remains the same, while there has been a decrease in the proportion of women on Personnel, Equality and Health and Safety Committee.

There has been no change in terms of the Chairs of these committees, with all but one (87.5%) being chaired by men, and this remains an area where we will work with the Membership Appointments Group to identify how this situation might be improved in future years.

#### 4. RESULTS OF EQUALITY MONITORING

We continue to monitor staff and students by specific equality groups.

##### 4.1 DISABILITY

##### 4.1.1 Students

Disability Status	10/11	11/12	12/13
No Disability	17221 (92%)	17511 (91%)	18207 (90%)
Disabled	1395 (7%)	1437 (8%)	1930 (10%)
Not Known	154 (1%)	174 (1%)	51 (<1%)
<b>Total</b>	<b>18770 (100%)</b>	<b>19122 (100%)</b>	<b>20188 (100%)</b>

The proportion of students disclosing a disability is in line with the average for the sector which is 9.6%. Since 2011/12 we have seen a 34% increase in the numbers of students disclosing a disability. As in previous years, the majority of disabled students disclose a learning difficulty (such as dyslexia).

Disabled students by impairment type	10/11	11/12	12/13
<b>Autistic Spectrum Disorder / Asperger Syndrome</b>	19	26	31
<i>As a %age of all student disclosures</i>	1%	2%	2%
<b>Blind / Partially Sighted</b>	20	24	21
<i>As a %age of all student disclosures</i>	1%	2%	1%
<b>Deaf / Hearing Impairment</b>	53	47	50
<i>As a %age of all student disclosures</i>	4%	3%	3%
<b>Learning Difficulty</b>	809	808	950
<i>As a %age of all student disclosures</i>	58%	59%	49%
<b>Mental Health Difficulty</b>	94	104	149
<i>As a %age of all student disclosures</i>	7%	7%	8%
<b>Multiple Disabilities</b>	28	27	50
<i>As a %age of all student disclosures</i>	2%	2%	3%
<b>Other Disability</b>	193	178	507
<i>As a %age of all student disclosures</i>	14%	13%	26%
<b>Unseen Disability e.g. Diabetes, Epilepsy</b>	147	137	148
<i>As a %age of all student disclosures</i>	11%	10%	8%
<b>Wheelchair User / Mobility Difficulty</b>	32	27	24
<i>As a %age of all student disclosures</i>	2%	2%	1%
<b>Dyspraxia</b>	-	-	-
<i>As a %age of all student disclosures</i>			
<b>Total disclosed disability</b>	1395	1378	1930
<i>As a %age of all students</i>	7%	8%	10%

The Organisational Development Manager (Diversity) continues to provide advice to staff on supporting disabled students within the context of the Equality Act, including providing expert advice and guidance to staff on responses to complex student appeals and student complaints where disability is cited as a factor.

#### 4.1.2. Staff

Of the 5634 members of staff who disclosed their disability status during 2012/13, 4% declared they were disabled. Across the HE sector, the average disability disclosure rate for staff was 3.4%.

DISABILITY	2010/11	2011/12	2012/13
Disabled	184 (3%)	199 (4%)	214 (4%)
No disability	5060 (96%)	5145 (95%)	5357 (95%)
Not disclosed	33 (1%)	49 (1%)	63 (1%)
<b>Total staff</b>	<b>5277 (100%)</b>	<b>5393 (100%)</b>	<b>5634 (100%)</b>

Data relating to disabled staff by impairment type at the University are provided below. It should be noted that staff are able to disclose more than one impairment type.

Disabled staff by impairment type	2010/11	2011/12	2012/13
<b>Specific learning disability (such as dyslexia or dyspraxia)</b>	31	40	50
<i>As a %age of all staff disclosures</i>	15%	17%	22%
<b>General learning disability (such as Down's syndrome)</b>	1	1	1
<i>As a %age of all staff disclosures</i>	1%	1%	<1%
<b>Cognitive impairment (such as autism)</b>	2	3	3
<i>As a %age of all staff disclosures</i>	1%	1%	1%
<b>Long-standing illness or health condition (such as HIV, cancer)</b>	77	88	88
<i>As a %age of all staff disclosures</i>	38%	38%	38%
<b>Mental health condition</b>	28	31	33
<i>As a %age of all staff disclosures</i>	14%	14%	14%
<b>Physical impairment or mobility issues</b>	26	28	28
<i>As a %age of all staff disclosures</i>	13%	12%	12%
<b>Deaf or serious hearing impairment</b>	21	19	11
<i>As a %age of all staff disclosures</i>	10%	8%	5%
<b>Blind or serious visual impairment</b>	2	2	3
<i>As a %age of all staff disclosures</i>	1%	1%	1%
<b>Other type of disability</b>	14	17	14
<i>As a %age of all staff disclosures</i>	7%	7%	6%

Among disabled staff across the sector, the three most common impairments declared were a long-standing illness or health condition (25%), other impairment (21%) and a specific learning disability (16%). At Bristol, the three most common impairments were a long-standing illness or health condition (38%), a specific learning disability (22%) and mental health condition (14%). The Equality and Diversity Manager continues to work closely with HR Teams on staff-related cases where disability is cited as a factor and also works closely with Occupational Health Service on improving the processes associated with staff referrals.

## 4.2 ETHNICITY

### 4.2.1 Students

We continue to monitor representation of undergraduate, postgraduate research and postgraduate taught students by ethnicity. From this year we are including the split between home and overseas students as set out in the table below; 19% of our total student population being classed as overseas, and 81% being home students:

Ethnicity	12/13		
	Total	Overseas	Home
White	14446 (72%)	293 (8%)	14153 (86%)
BME	4638 (23%)	2836 (75%)	1802 (11%)
Not Known	1104 (5%)	660 (17%)	444 (3%)
<b>Total</b>	<b>20188 (100%)</b>	<b>3789 (100%)</b>	<b>16399 (100%)</b>

Representation of black and minority ethnic (BME) UK domiciled students across the sector is at 19%. Bristol is below the national average with 11% of home students disclosing their ethnicity as non-White. There follows a breakdown of students who have disclosed their ethnicity as non-White at Bristol:

BME students 2012/13	Total	% of BME total	Home	% of Ethnicity	Overseas	% of Ethnicity
Arab	58	1%	13	22%	45	78%
Asian - Bangladeshi	45	1%	31	69%	14	31%
Asian - Chinese	1993	43%	172	9%	1821	91%
Asian - Indian	593	13%	420	71%	173	29%
Asian - Other	582	13%	135	23%	447	77%
Asian - Pakistani	118	3%	94	80%	24	20%
Black - African	285	6%	188	66%	97	34%
Black - Caribbean	64	1%	55	86%	9	14%
Black - Other	19	<1%	15	79%	4	21%
Other ethnic background	204	4%	102	50%	102	50%
Other Mixed	233	5%	182	78%	51	22%
White and Asian	302	7%	268	89%	34	11%
White/Black African	58	1%	46	79%	12	21%
White/Black Caribbean	84	2%	81	96%	3	4%
<b>Totals</b>	<b>4638</b>	<b>100%</b>	<b>1802</b>	<b>39%</b>	<b>2836</b>	<b>61%</b>

### 4.2.2 Staff

We continue to monitor our staff profile by ethnicity. During 2012/13, our disclosure rate of ethnicity for staff stood at 97%, with 153 staff (3%) with an unknown ethnicity. There follows a breakdown of staff who disclosed their ethnicity to the University presented by job family:



Ethnicity	Clinical Academic	Operational Services	Professional Services	Research & Teaching	Technical Services	Total
White	184	653	1789	1995	423	5044
	91%	92%	95%	88%	96%	92%
BME	18	58	91	274	16	457
	9%	8%	5%	12%	4%	8%
<b>Totals</b>	<b>202</b>	<b>711</b>	<b>1880</b>	<b>2269</b>	<b>439</b>	<b>5501</b>

The average proportion of BME staff across the sector was 11%; at Bristol this stands at 8%. The majority (60%) of Bristol's total BME staff population are in research and teaching roles; 20% are in Professional Services; 13% in Operational Services; 4% are Clinical Academics; and 3% are in Technical Services. Of the 8% of staff who disclosed their ethnicity as non-White, the split across job families is as follows:

Ethnicity 2013	Clinical Academic	Operational Services	Professional Services	Research & Teaching	Technical Services	Total
Arab	0	0	0	3	0	3
Asian or Asian British - Bangladeshi	0	1	4	4	0	9
Asian or Asian British - Indian	7	6	13	44	2	72
Asian or Asian British - Pakistani	2	0	4	10	1	17
Asian Other	2	13	3	43	2	63
Black or Black British - African	0	9	7	10	0	26
Black or Black British - Caribbean	1	13	15	3	2	34
Black Other	0	5	0	2	0	7
Chinese	1	3	8	89	5	106
Gypsy or Traveller	0	0	1	0	0	1
Mixed - White and Asian	1	2	11	12	1	27
Mixed - White and Black African	0	0	2	1	1	4
Mixed - White and Black Caribbean	0	1	6	1	1	9
Other Ethnic Background	3	5	6	33	1	48
Other Mixed Background	1	0	11	19	0	31
<b>Totals</b>	<b>18</b>	<b>58</b>	<b>91</b>	<b>274</b>	<b>16</b>	<b>457</b>
<b>As a % of all BME staff</b>	<b>4%</b>	<b>13%</b>	<b>20%</b>	<b>60%</b>	<b>3%</b>	<b>100%</b>

Of the staff who declared themselves to be from a black or minority ethnic background, the home/overseas split is as follows:

BME staff	Clinical Academic	Operational Services	Professional Services	Research & Teaching	Technical Services	Total
UK	13	27	77	104	5	226
	72%	47%	84%	38%	31%	49%
Overseas	5	31	14	170	11	231
	28%	53%	16%	62%	69%	51%
<b>Totals</b>	<b>18</b>	<b>58</b>	<b>91</b>	<b>274</b>	<b>16</b>	<b>457</b>

### 4.3 GENDER

#### 4.3.1 Students

Our student population stands at just over 20,000 – 53% female, 47% male. This reflects national data on student representation where there are increasingly more female than male students; currently male students comprise 47% of the UK student body and female student representation is at 53% so Bristol is in line with this.

Gender	10/11	11/12	12/13
Female	10082 (54%)	10268 (54%)	10761 (53%)
Male	8688 (46%)	8853 (46%)	9424 (47%)
<b>Total</b>	<b>18770</b>	<b>19122</b>	<b>20188</b>

The gender balance by Faculty continues to be female-dominated, with the exceptions of Science and Engineering where female representation stands at 45% and 18% respectively.

Faculty	Female	Male	Year Total
Arts	2436 (63%)	1433 (37%)	3870
Science	1761 (45%)	2170 (55%)	3933
Engineering	475 (18%)	2188 (82%)	2663
Medical & Veterinary Sciences	1276 (69%)	586 (31%)	1862
Medicine & Dentistry	1459 (60%)	991 (40%)	2450
Social Sciences & Law	3354 (62%)	2056 (38%)	5410
<b>Total</b>	<b>10761 (53%)</b>	<b>9424 (47%)</b>	<b>20188</b>

#### 4.3.2 Staff

The gender split among staff is as follows:

Gender	
Female	3028 (54%)
Male	2606 (46%)
<b>Total</b>	<b>5634</b>

Total numbers of male and female staff in relation to job family for 2012/13 are provided below:

Gender	Professional Services	Clinical Academic	Research & Teaching	Operational Services	Technical Services	Total
Female	1364	91	1001	350	230	3036
	71%	45%	43%	47%	51%	54%
Male	548	113	1348	388	221	2618
	29%	55%	58%	53%	49%	46%
% of all female staff	45%	3%	33%	11%	8%	100%
% of all male staff	21%	4%	52%	15%	8%	100%
<b>Total</b>	1912	204	2349	738	451	5654

Across the sector the proportion of academic staff that is female stands at 44.5% and at 62% for professional and support roles. The majority of our staff are employed on full-time contracts (70%) and 30% of our staff work part-time (anything less than 100% FTE). Of our part-time staff population, 75% are female.

Representation of women at professorial level continues to be closely monitored including numbers of women appointed and analysis of promotions data. Current gender balance at professorial level is provided below.

	31/07/2011		31/07/2012		31/07/2013	
	Number	%	Number	%	Number	%
<b>Female</b>	67	16%	70	17%	72	17%
<b>Male</b>	344	84%	332	83%	356	83%
<b>Total</b>	411		402		428	

Female representation across the professoriate at all UK universities ranges from 7.9% to 64.8% - our female representation is 17%, compared to a Russell Group average of 16%. This is something that we remain committed to improving.

Professors by Faculty – as at 31 July 2013			
Faculty	F	M	Totals
<b>Faculty of Arts</b>	<b>5</b>	<b>33</b>	<b>38</b>
<i>% of Faculty total</i>	13	87	
<i>% of overall total</i>	1	8	
<b>Faculty of Engineering</b>	<b>4</b>	<b>59</b>	<b>63</b>
<i>% of Faculty total</i>	6	94	
<i>% of overall total</i>	1	14	
<b>Faculty of Medical and Veterinary Sciences</b>	<b>11</b>	<b>48</b>	<b>59</b>
<i>% of Faculty total</i>	19	81	
<i>% of overall total</i>	3	11	
<b>Faculty of Medicine and Dentistry</b>	<b>15</b>	<b>55</b>	<b>70</b>
<i>% of Faculty total</i>	21	79	
<i>% of overall total</i>	3	13	

<b>Faculty of Science</b>	<b>9</b>	<b>116</b>	<b>125</b>
<i>% of Faculty total</i>	7	93	
<i>% of overall total</i>	2	27	
<b>Faculty of Social Sciences and Law</b>	<b>28</b>	<b>48</b>	<b>76</b>
<i>% of Faculty total</i>	37	63	
<i>% of overall total</i>	6	11	
<b>Total</b>	<b>72</b>	<b>359</b>	<b>431</b>
<i>% of Total</i>	17	83	
<p><i>Note: The total number of professors is actually 428, however the figures add up to 431 because individuals with more than one appointment may appear more than once in the breakdown by faculty.</i></p>			

Across the sector 20% of professorial staff are female. At Bristol the representation of female professorial staff has remained consistent for the last year – currently at 17% - and this will be closely monitored over the coming years. We compare these data with male/female representation at Head of School level since they are largely drawn from the professoriate. As we take action to increase the proportion of women at professorial level, we expect to see an increase in the proportion of women in Heads of School roles. Progress made is demonstrated in the following table:

<b>Heads of School</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>
<b>Totals</b>	<b>25</b>	<b>24</b>	<b>24</b>
<b>Female</b>	5 (20%)	4 (17%)	5 (21%)
<b>Male</b>	20 (80%)	20 (83%)	19 (79%)

Professorial staff are assimilated onto a pay and grading structure that is divided into separate ranges. Male and female representation at ranges 1 to 3 is provided in the following table. It should be noted that this analysis excludes staff who have not been assigned a range of 1 to 3.

<b>Grade M Professorial Staff – roles with range assigned</b>	<b>31/07/2011</b>			<b>31/07/2012</b>			<b>31/07/2013</b>		
	<b>M</b>	<b>F</b>	<b>Total</b>	<b>M</b>	<b>F</b>	<b>Total</b>	<b>M</b>	<b>F</b>	<b>Total</b>
<b>Range 3</b>	<b>42</b>	<b>6</b>	<b>48</b>	<b>36</b>	<b>6</b>	<b>42</b>	<b>47</b>	<b>6</b>	<b>53</b>
As a % within the range	88%	13%		86%	14%		89%	11%	
As a % of that total gender group ranges 1-3	14%	10%		13%	10%		16%	10%	
As a % of total Grade M ranges 1 – 3	12%	2%		11%	2%		13%	2%	
<b>Range 2</b>	<b>149</b>	<b>24</b>	<b>173</b>	<b>150</b>	<b>25</b>	<b>175</b>	<b>153</b>	<b>27</b>	<b>180</b>
As a % within the range	86%	14%		86%	14%		85%	15%	
As a % of that total gender group ranges 1-3	51%	41%		54%	42%		50%	44%	
As a % of total Grade M ranges 1 - 3	42%	7%		44%	7%		42%	7%	

<b>Range 1</b>	<b>103</b>	<b>28</b>	<b>131</b>	<b>94</b>	<b>29</b>	<b>123</b>	<b>103</b>	<b>29</b>	<b>132</b>
As a % within the range	79%	21%		76%	24%		78%	22%	
As a % of that total gender group ranges 1-3	35%	48%		34%	48%		34%	47%	
As a % of total Grade M ranges 1 - 3	29%	8%		28%	9%		28%	8%	
<b>Total</b>	<b>294</b>	<b>58</b>	<b>352</b>	<b>280</b>	<b>60</b>	<b>340</b>	<b>303</b>	<b>62</b>	<b>365</b>

Action will continue during 2013/14 to improve the representation of women in academic leadership roles in order to encourage more diversity of representation at this level. Although much of this action will be implemented at Faculty level, Balanced Leadership workshops, Unconscious Bias training and networks for senior level female academics will be explored and established at University level in the forthcoming year. This area of activity has been identified as a strategic equality objective for the University and progress will be measured through ongoing monitoring of the levels of men and women in senior academic roles. Qualitative data will continue to be gathered to both inform action and assess progress against this objective over the coming years.

## **5. LOOKING AHEAD**

In addition to working with staff on student and staff related cases and progressing the activity that will come out of the Academic Career Equalities Working Group, the Equality and Diversity Team will focus on the following priority areas over the coming academic year:

- Developing and launching a new on-line diversity training module that incorporates issues connected to unconscious bias in the workplace. This will be linked to the on-line Staff Review system.
- Develop a new policy and procedure on acceptable behaviours for students to replace the current student-related bullying and harassment policy.
- Expanding previous University level STEMM related gender initiatives to Faculties of Social Sciences and Law and Arts (e.g. discussion groups and mentoring circles).
- Engaging in ongoing activity for Athena SWAN in all STEMM Schools and progressing the University action plan in this area, with the objective of 100% of all STEMM Schools applying for recognition under the Charter by November 2014. We will also explore collaborative working with GW4 partners on key SWAN initiatives.
- Develop enhanced support for Professional Services staff returning from maternity, adoption or additional paternity leave.
- Actively progress membership of the Stonewall Diversity Champions programme, which is the UK's foremost scheme for monitoring performance on lesbian, gay and bisexual equality; currently 17 of the 24 Russell Group universities have signed up. We will also seek to establish a Steering Group to help take this forward.
- Produce and analyse data on the ethnicity of our staff, particularly in terms of recruitment (applications, shortlisting and outcomes) and promotions (in terms of staff from black and minority ethnic groups eligible for promotion compared to applications) and identify any issues for further exploration with key groups of staff as appropriate.
- Undertake a second Equal Pay Review to identify any gender inequalities.

Through the implementation of continued activity to support the diversity of our staff and students, we will seek to sustain a productive and positive environment where everybody

feels valued, is supported to reach their full potential and contributes towards the broader aims and aspirations of the University.

**This report was produced by the Equality and Diversity Team based in HR**

**If you require this report in an alternative format (for example in Braille) please contact us  
by email at [equality-diversity@bristol.ac.uk](mailto:equality-diversity@bristol.ac.uk)**

**or by telephone (0117) 33 18087**

**Please note that the report is available on the Equality and Diversity website at**

**<http://www.bristol.ac.uk/equalityanddiversity/annualreports/>**