

UNIVERSITY OF BRISTOL: ANNUAL EQUALITY MONITORING REPORT 2015/16

1. Executive summary

- 1.1 The Annual Monitoring Report for the University of Bristol provides a summary of 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 to demonstrate our compliance with the requirement to publish relevant equality information in accordance with the Equality Act 2010. It also enables the University to prioritise and focus our resources on specific equality agendas. Although this report focuses on staff, headline data relating to our students is included as Annex A. This will be supplemented by more detailed diversity data and analysis in the annual monitoring report produced the Academic Registry in January 2017 for consideration at key committees.
- 1.2 Highlights during 2015/16 include our involvement in Bristol Pride for the first time, the integration of strategies to combat unconscious bias into our recruitment processes, and the prioritisation of diversity and inclusion in our new University Strategy.
- 1.3 Our new strategy presents an opportunity for us to adopt a more strategically focused approach to equality, diversity and inclusion and gives a framework from which we can meet equality- and diversity-related challenges holistically across staff and student groups.
- 1.4 Our data for 2015/16 shows room for improvement in the areas of the numbers of women at professorial level and proportions of BME staff particularly in operational and professional services roles. Although this report provides numerical data, it should be noted that successful diversity management is not only dependent on numerical representation of specific groups but also dependent on developing an organisational culture and structures that enable those differences to thrive. We are aiming to create an environment where individuals can bring their authentic selves to work and where individual difference is valued.
- 1.5 Over the coming year we will initiate a broader vision for diversity and inclusion, that shifts the agenda beyond risk-based compliance to an approach that ensures the richness and diversity of society are reflected and celebrated within our staff and student communities.

2. Introduction

- 2.1 Equality monitoring data in key areas is published in this report. These data are requested from staff and students at application/registration although disclosures can be made at any point during their time at the University. Sector-wide equality data - taken from the Equality Challenge Unit's publication *Equality in higher education: statistical report 2015* that is based on data that are available from the Higher Education Statistics Agency (HESA) staff and student records - are included in this report to indicate how the University

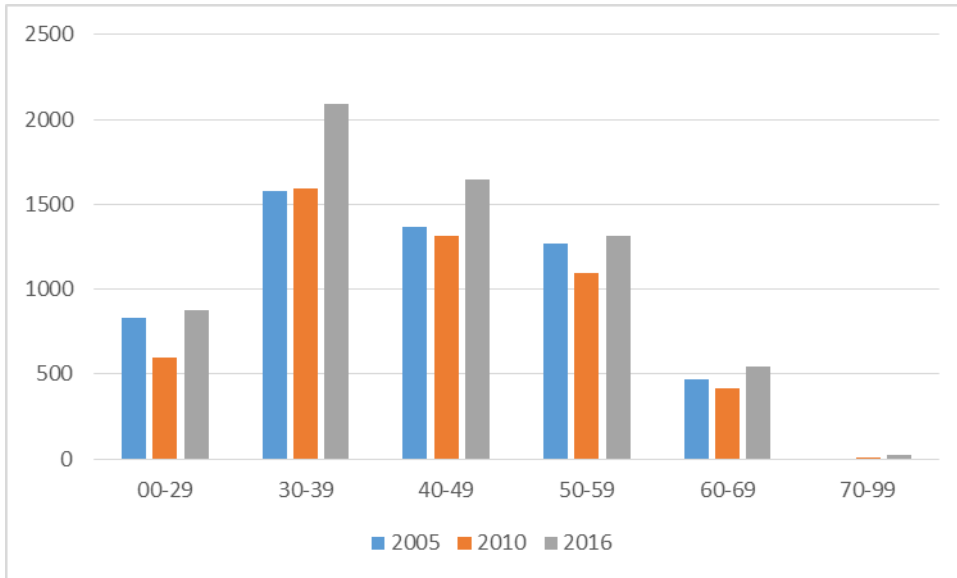
compares with the national picture in key areas. Russell Group benchmarks are included where possible. These data provide us with an evidence-based approach to equality, enabling us to prioritise and focus our resources on specific equality agendas and develop and focus actions accordingly. The data shown in this report are based on a staff population of 6,488 and a student population of 22,333.

- 2.2** Bristol is the 8th largest city in England and the largest city in the South-West. The population of Bristol has become increasingly diverse – there are now at least 45 religions, at least 187 countries of birth represented and at least 91 main languages spoken by people living in Bristol. Over the last decade, the proportion of people who are not ‘White British’ has increased from 12% to 22% and the proportion of people living in Bristol who were not born in the UK has increased from 8% to 15%¹.
- 2.3** The Board of Trustees is responsible for ensuring that the University is operating in compliance with the Equality Act 2010 and fulfilling the requirements of the Public Sector Equality Duty. The duty requires us to publish relevant equality information which supports the University in identifying activity to meet 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
- 2.4** A Committee of Council - HR Committee - considers matters relating to staff diversity; Education Committee considers student diversity, reporting to Senate as appropriate. A steering group to oversee this area of activity will be established in 2016/17.
- 2.5** Headline data relating to our students is included as Annex A to this report and will be supplemented by more detailed diversity data and analysis in the annual monitoring report produced the Academic Registry in January 2017 for consideration at key committees.

3. AGE

- 3.1** The distribution of staff by age range is outlined below at five year intervals since 2005.
- 3.2** **Chart 1: Staff Profile by Age**

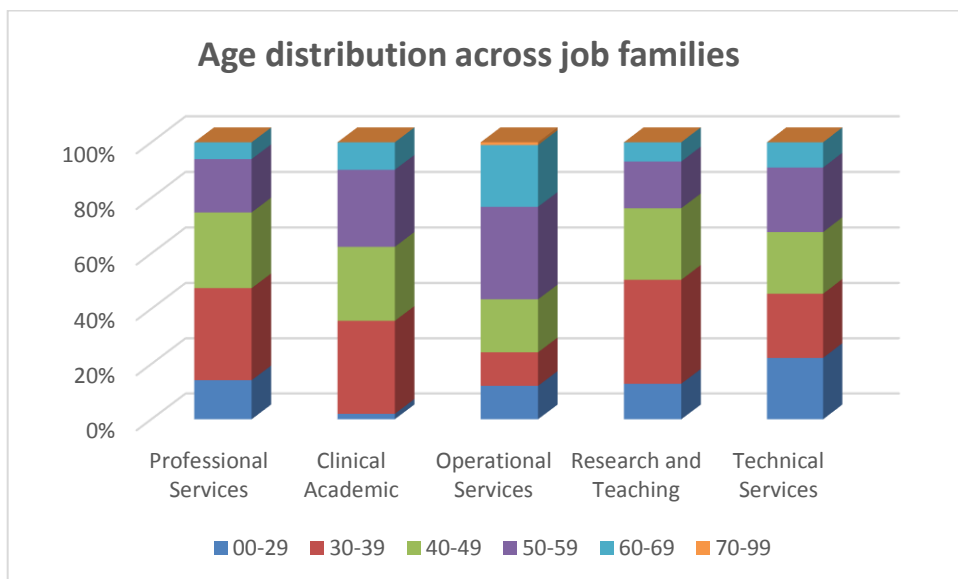
¹ Source: <https://www.bristol.gov.uk/statistics-census-information/the-population-of-bristol>



3.3 Table 1: Staff Profile by age

Age band	2005	2010	2016
00-29	827	594	877
30-39	1578	1595	2089
40-49	1365	1312	1644
50-59	1271	1098	1311
60-69	470	417	541
70-99	0	10	26
Total	5511	5026	6488

3.4 Chart 2: Staff Profile by Age and Job Family



3.5 Table 2: Staff Profile by Age and Job Family

Age Band	Professional Services	Clinical Academic	Operational Services	Research and Teaching	Technical Services
00-29	14%	2%	12%	13%	22%
30-39	33%	34%	12%	38%	23%
40-49	27%	27%	19%	26%	22%
50-59	19%	28%	33%	17%	23%
60-69	6%	10%	22%	7%	9%
70-99	<1%	0%	1%	<1%	0%
Total	2249	196	739	2819	485

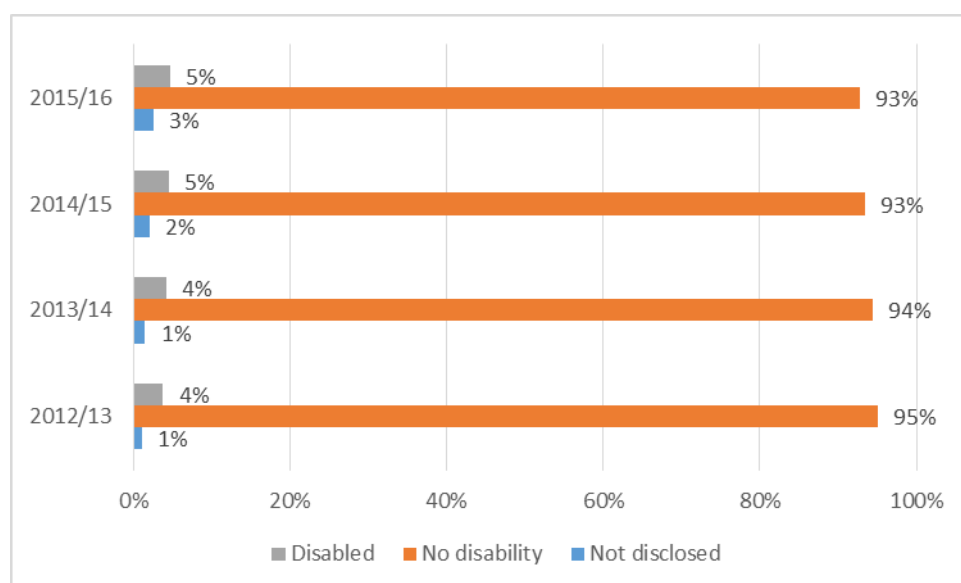
3.6 As our workforce becomes increasingly age diverse there are obvious challenges associated with managing, motivating and engaging with a multi-generational workforce who hold differing expectations on what they want from their employer.

3.7 It is interesting to note that numbers of staff who fall in the 70-99 age bracket have increased from 0 in 2005, to 10 in 2010 and during 2015 this number had increased to 26 (the majority of whom are employed in operational roles). The abolition of the default retirement in 2012 has led to an older workforce across the UK with projections indicating that this is likely to continue. We will continue to monitor this in future years and identify any action as appropriate.

4. DISABILITY

4.1 5% of our staff have disclosed a disability. This compares to an HE sector average of 4%.

4.2 Chart 3: Staff Disability Disclosures



- 4.3 As in previous years, the biggest proportion of our disabled staff disclosed a long-standing illness/health condition. This is also consistent with the sector where a quarter of all disabled staff disclosed a long-standing illness or health condition.

4.4 Table 3: Disabled Staff by Impairment Type

Disabled staff by impairment type*	2012/13	2013/14	2014/15	2015/16
Long-standing illness or health condition (such as HIV, cancer)	88	98	112	116
<i>As a %age of all staff disclosures</i>	38%	37%	40%	38%
Specific learning disability (such as dyslexia or dyspraxia)	50	63	70	80
<i>As a %age of all staff disclosures</i>	22%	24%	25%	26%
Mental health condition	33	39	37	43
<i>As a %age of all staff disclosures</i>	14%	15%	13%	14%
Physical impairment or mobility issues	28	33	27	23
<i>As a %age of all staff disclosures</i>	12%	12%	10%	7%
Other type of disability	14	17	16	18
<i>As a %age of all staff disclosures</i>	6%	6%	6%	6%
Deaf or serious hearing impairment	11	11	11	13
<i>As a %age of all staff disclosures</i>	5%	4%	4%	4%
Cognitive impairment (such as autism)	3	3	4	4
<i>As a %age of all staff disclosures</i>	1%	1%	1%	1%
Blind or serious visual impairment	3	2	3	4
<i>As a %age of all staff disclosures</i>	1%	1%	1%	1%
General learning disability (such as Down's syndrome)	1	1	1	1
<i>As a %age of all staff disclosures</i>	<1%	<1%	<1%	<1%
Total	231	267	281	302

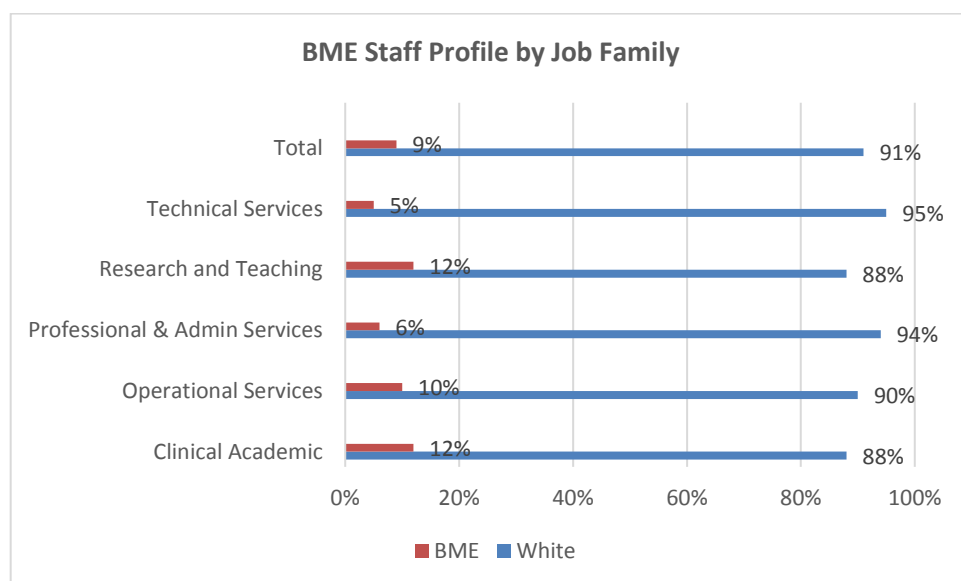
**It should be noted that staff are able to disclose more than one impairment type.*

- 4.5 It is encouraging that our culture enables staff to feel comfortable disclosing a disability and we have a slightly higher than average disclosure rate compared to the rest of the HE sector. However, anecdotal evidence suggests that the working experiences of disabled staff is less positive compared to other staff groups, and this was supported by the results of our most recent Staff Survey. We will consult disabled staff over the coming year with a view to identifying ways in which their staff experience might be improved.

5. ETHNICITY

- 5.1 Of those with known ethnicity information, the proportion of staff (home and overseas) who were BME remains at 9%, which is below the sector average of 13%. The local Bristol BME population stands at 16%.
- 5.2 As in previous years, the majority of BME staff were in the Research and Teaching job family with 12% of staff in this job family disclosing as BME which is just below the Russell Group average of 13%.

5.3 Chart 4: Staff Profile by Ethnicity

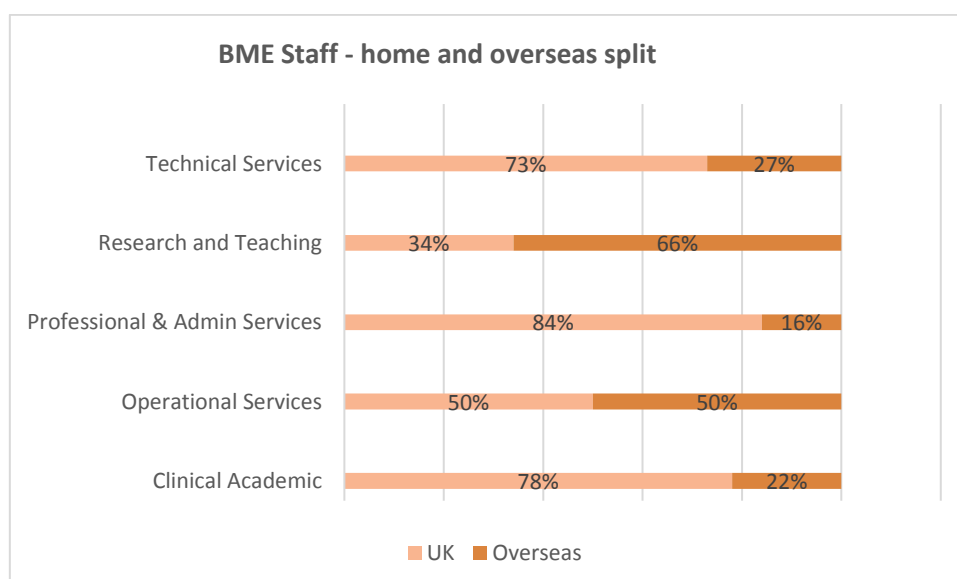


5.4 Table 4: BME Staff by Job Family

	Clinical Academic		Operational Services		Professional Services		Research and Teaching		Technical Services		Total	
	14/15	15/16	14/15	15/16	14/15	15/16	14/15	15/16	14/15	15/16	14/15	15/16
White	159	169	672	643	1966	2072	2231	2349	435	443	5463	5676
	89%	88%	92%	90%	95%	94%	88%	88%	95%	95%	91%	91%
BME	20	23	57	68	111	121	312	330	23	22	523	564
	11%	12%	8%	10%	5%	6%	12%	12%	7%	5%	9%	9%
Total	179	192	729	711	2077	2193	2543	2679	458	465	5986	6240

5.5 Of the staff who declared themselves to be from a black or minority ethnic background at Bristol, 50.1% were non-UK national with the highest proportion concentrated in research and teaching roles.

5.6 Chart 5: BME Staff - Home and Overseas

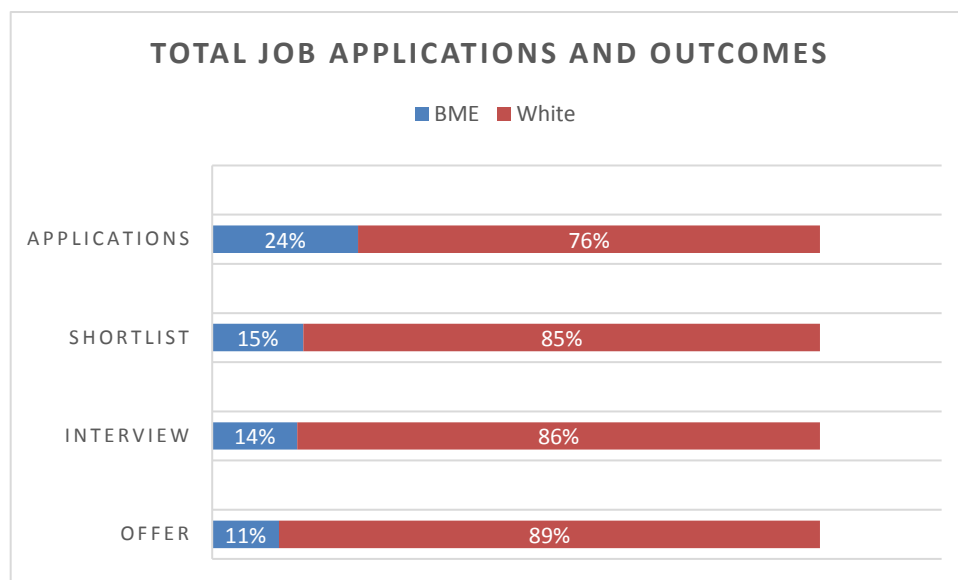


5.7 Table 5: BME Staff – Home and Overseas

BME Staff	Technical Services	Research and Teaching	Professional & Admin Services	Operational Services	Clinical Academic	Total
UK	16	111	102	34	18	281
Overseas	6	219	19	34	5	283
Total	22	330	121	68	23	564

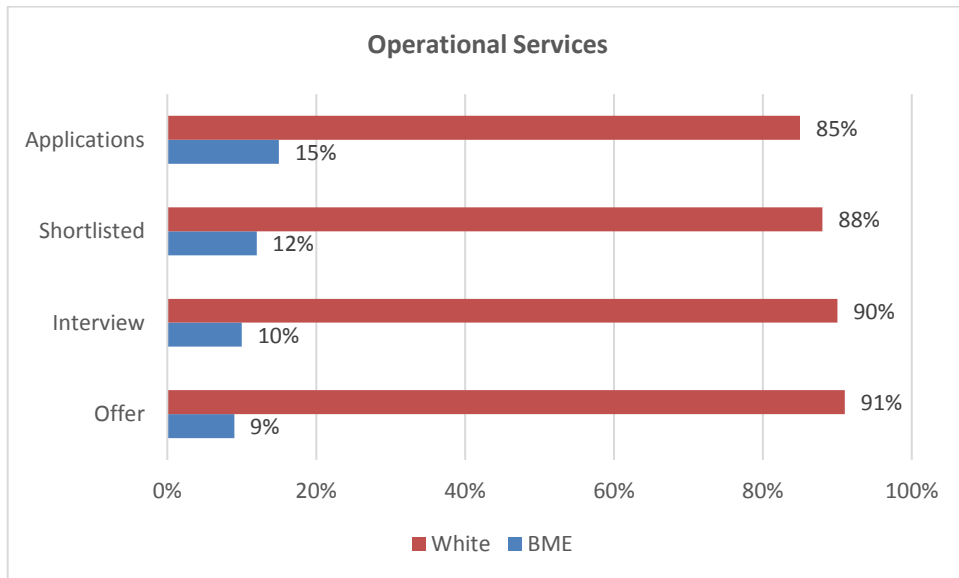
5.8 For the first time we are publishing the results of monitoring applications and outcome by job family and ethnicity. This will be continued in future years to inform any targeted positive action that we might introduce to address any inequalities in our recruitment processes.

5.9 Chart 6: Recruitment Activity for all vacancies during 2015/16



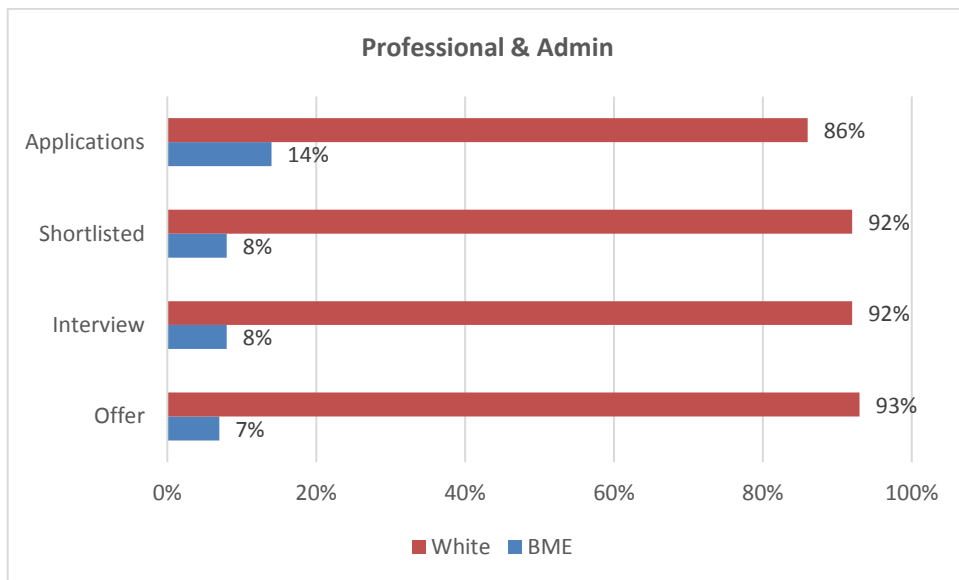
5.10 Our monitoring shows that 27% of all BME applicants who were invited to interview were offered a post, whereas 35% of all White applicants were offered a post. This exercise was repeated by job family and we will continue to monitor conversion rates over the coming years.

5.11 Chart 7: Operational Services – applications and outcomes by ethnicity



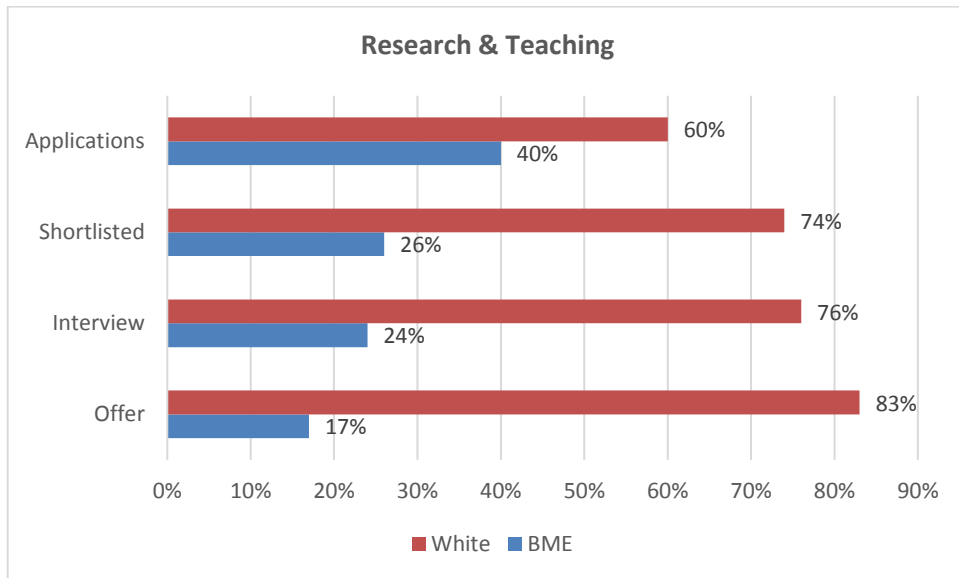
Applications		Shortlist		Interview		Offer	
White	BME	White	BME	White	BME	White	BME
672	114	226	32	121	14	48	5

5.12 Chart 8: Professional & Admin Services – applications and outcomes by ethnicity



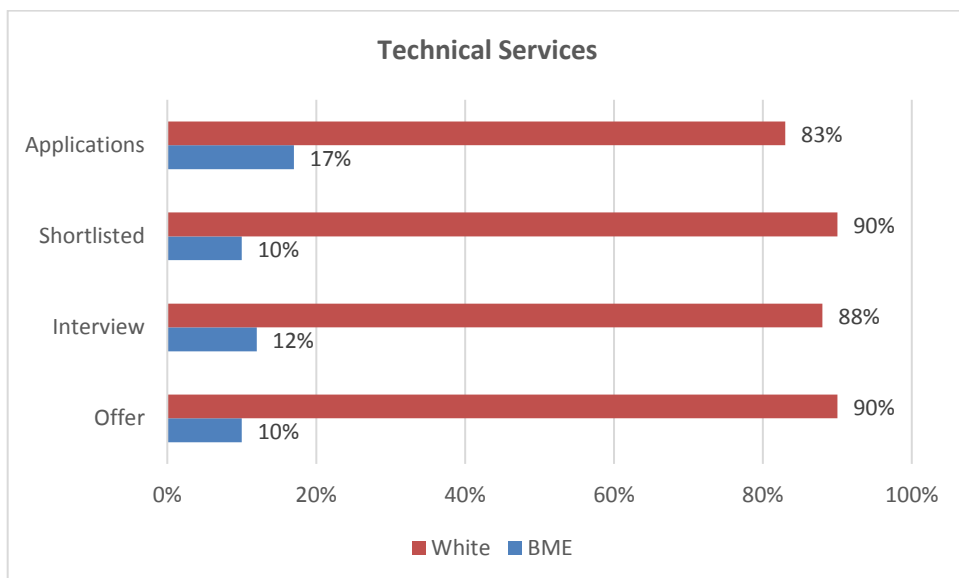
Applications		Shortlist		Interview		Offer	
White	BME	White	BME	White	BME	White	BME
11526	1805	2363	214	1253	109	388	30

5.13 Chart 9: Research & Teaching – applications and outcomes by ethnicity



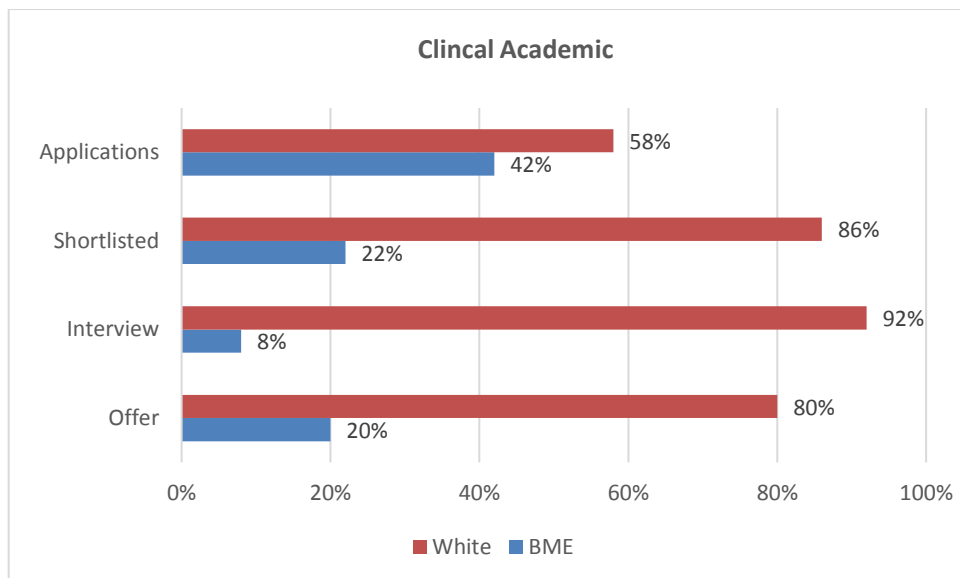
Applications		Shortlist		Interview		Offer	
White	BME	White	BME	White	BME	White	BME
5181	3513	1191	414	724	232	287	58

5.14 Chart 10: Technical Services – applications and outcomes by ethnicity



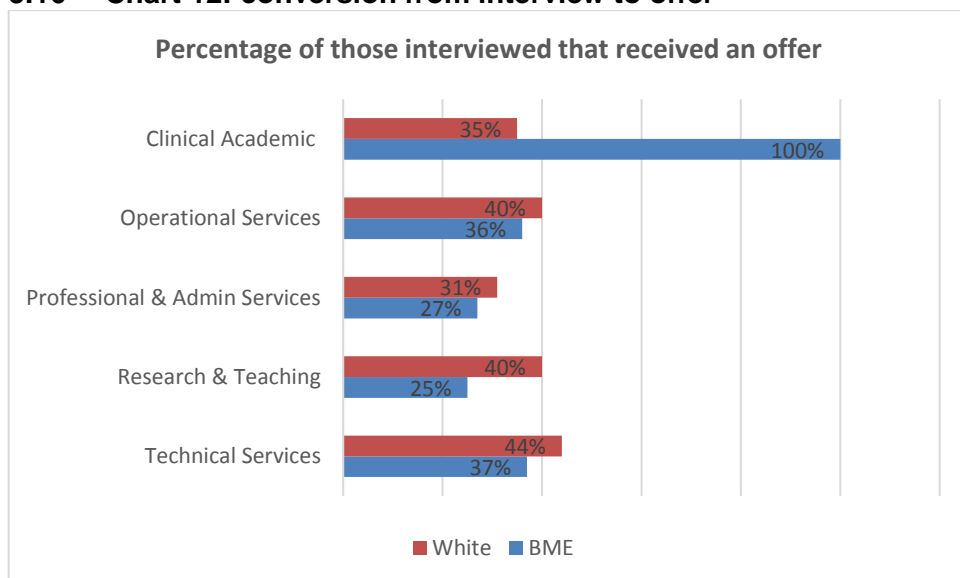
Applications		Shortlist		Interview		Offer	
White	BME	White	BME	White	BME	White	BME
903	181	213	24	119	16	53	6

5.15 Chart 11: Clinical academic – applications and outcomes by ethnicity



Applications		Shortlist		Interview		Offer	
White	BME	White	BME	White	BME	White	BME
66	48	39	11	34	3	12	3

5.16 Chart 12: conversion from interview to offer



5.17 Preliminary analysis is showing that – with the exception of recruitment to clinical academic roles – BME applicants have a lower rate of success during recruitment than White applicants.

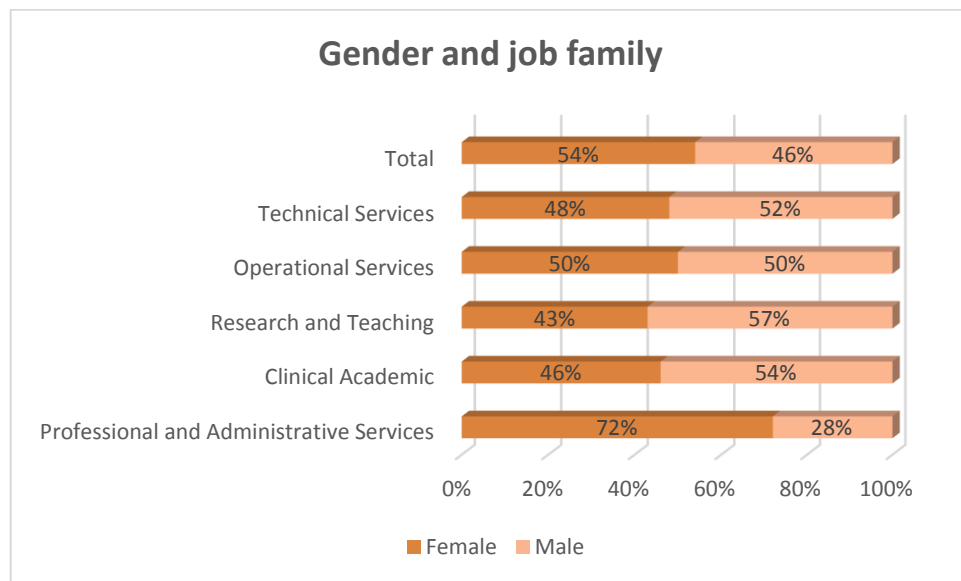
5.18 As stated previously, this monitoring only provides a snapshot of one year. We will continue to monitor recruitment of BME staff annually to enable us to

identify areas for specific action in terms of recruiting a more racially diverse workforce.

6. GENDER

6.1 54% of staff working at Bristol were female, which is directly in line with the sector average where female representation was also at 54% as the majority of staff working in UK universities are female.

6.2 Chart 13: Staff Profile by Gender and Job Family

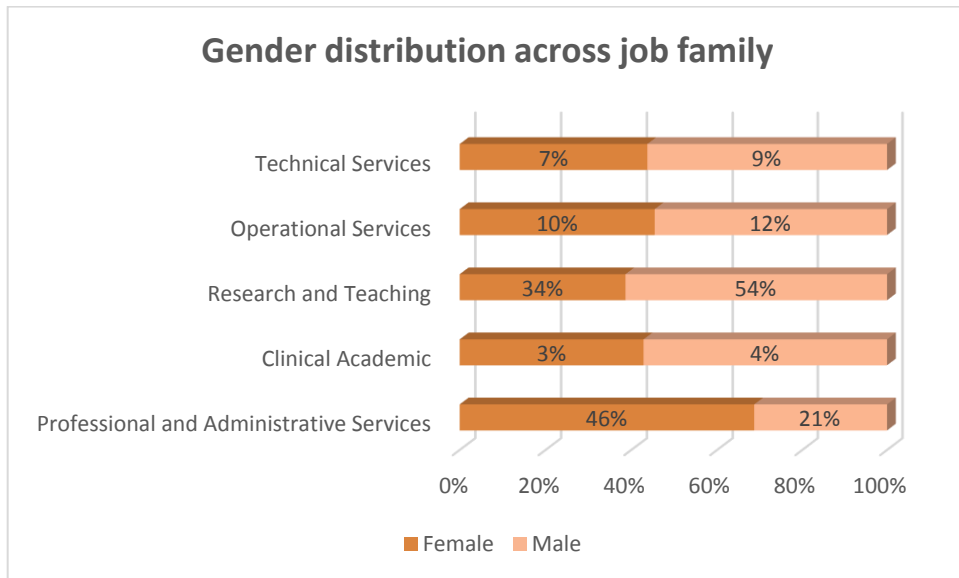


6.3 Table 6: Staff Profile by Gender and Job Family

	Professional and Administrative Services	Clinical Academic	Research and Teaching	Operational Services	Technical Services	Total
Female	1628	91	1212	370	232	3533
Male	621	105	1607	369	253	2955
Total	2249	196	2819	739	485	6488

6.4 Across Professional Services staff 72% were female compared to a sector average of 63%. Across our Research and Teaching job family the staff profile was 57% male which compares to a sector average of 55%.

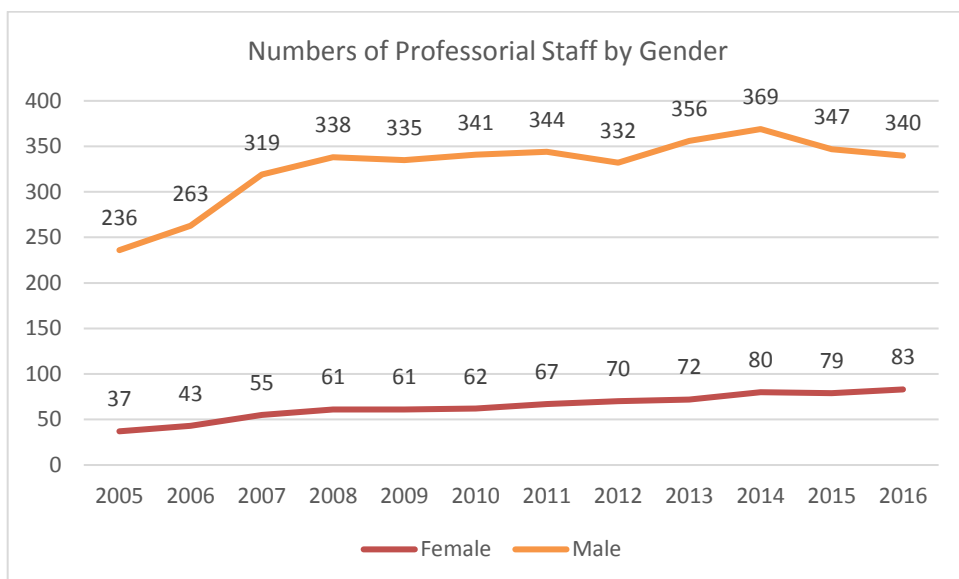
6.5 Chart 14: Distribution of all staff across job families



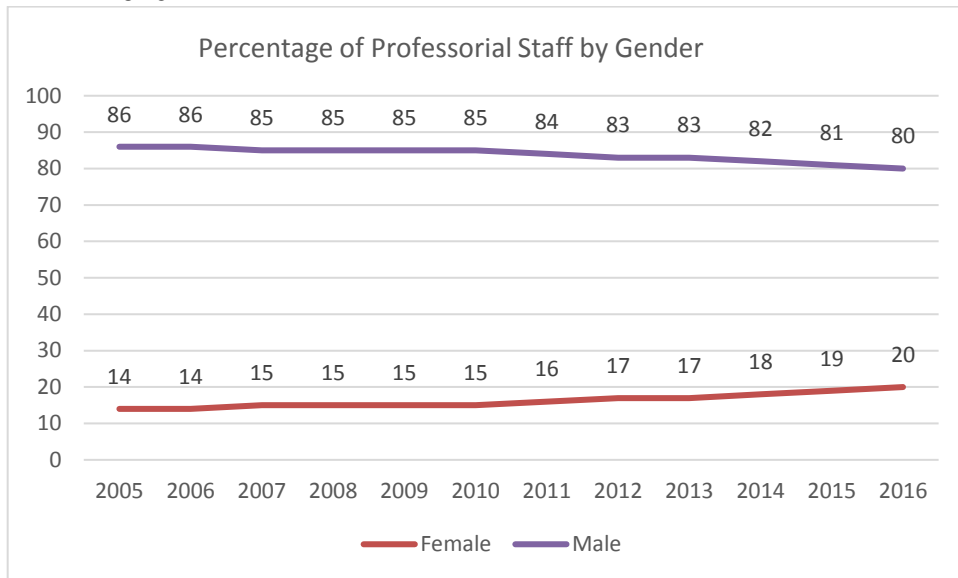
6.5 As in previous years, the biggest proportion of our female staff are based in Professional Services (46%) and the majority of our male staff are based in Research and Teaching roles (54%).

6.6 The proportion of women working at professorial level remained low in comparison to men working at this level – 20% of our professorial staff were female.

6.7 Chart 15: Numbers of Female/Male Grade M Professorial staff 2005 to 2016



6.8 Chart 16: Numbers of Female/Male Grade M Professorial staff 2005 to 2016



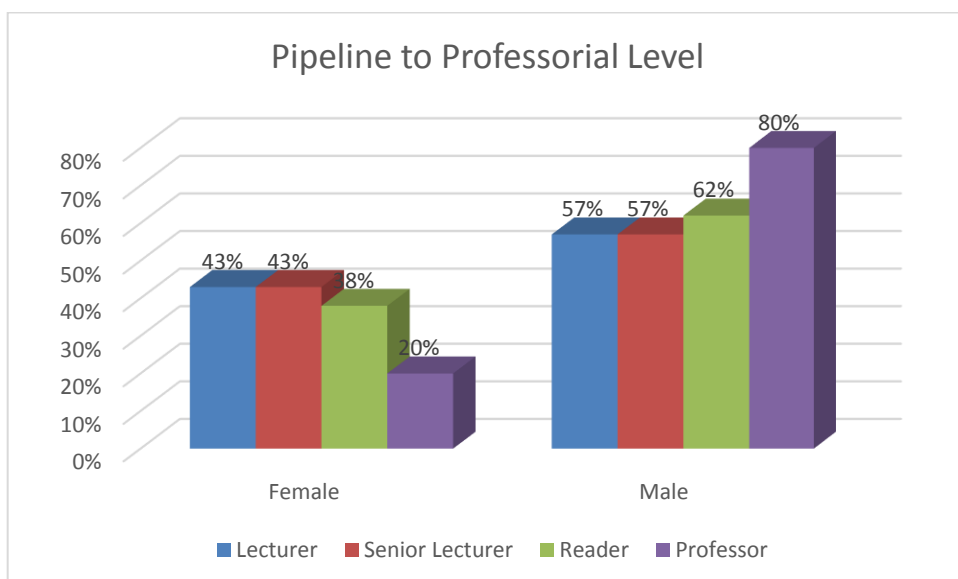
6.9 Table 7: Male/Female professorial staff 2005 - 2016

	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14	14/15	15/16
All	273	306	374	399	396	403	411	402	428	449	426	423
F	37 14%	43 14%	55 15%	61 15%	61 15%	62 15%	67 16%	70 17%	72 17%	80 18%	79 19%	83 20%
M	236 86%	263 86%	319 85%	338 85%	335 85%	341 85%	344 84%	332 83%	356 83%	369 82%	347 81%	340 80%

6.10 Over the last ten years the proportion of female professors has increased by six percentage points to 20%. Across the sector 22% of the professoriat was female and the Russell Group average was slightly lower at 21%.

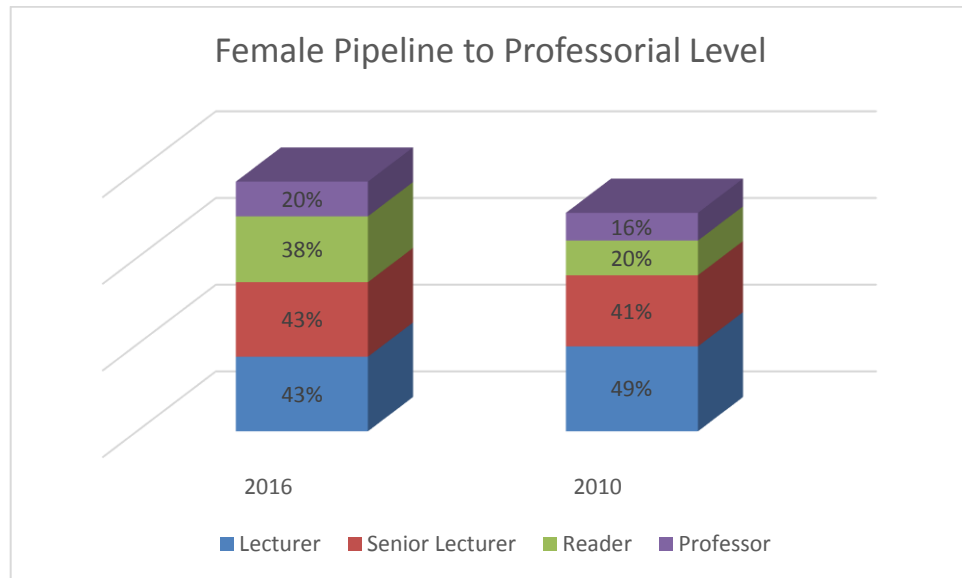
6.11 We continue to monitor the gender profile of staff across the 'pipeline' to professorial level as these grades will supply future talent to the professoriat.

6.12 Chart 17: Staff Profile: pipeline to professorial level



6.13 As in previous years (and as is the case across the sector) the ‘drop off’ point for female academic staff occurs during the transition from Senior Lecturer to Reader to Professor.

6.14 Chart 18: female representation across academic grades 2010 and 2016



6.15 Since 2010 we have seen an increase in the proportions of women at Reader level of 18 percentage points. This is particularly encouraging and provides a positive pipeline for future female professors.

7. RELIGION OR BELIEF

7.1 Religion is a relatively new diversity monitoring category and our current response rate is too low to draw any firm conclusions. 50% of our staff have now disclosed under this category with 50% who have yet to provide this information. This is an improvement on our disclosure rate during 2014/15 which was 44%.

7.2 It is encouraging to note that our disclosure rate in this area is higher than the sector average which is 33%. The current profile of staff who have made a disclosure under this monitoring category is shown below – blank records are excluded.

7.3 Chart 19: Staff Profile by Religion or Belief



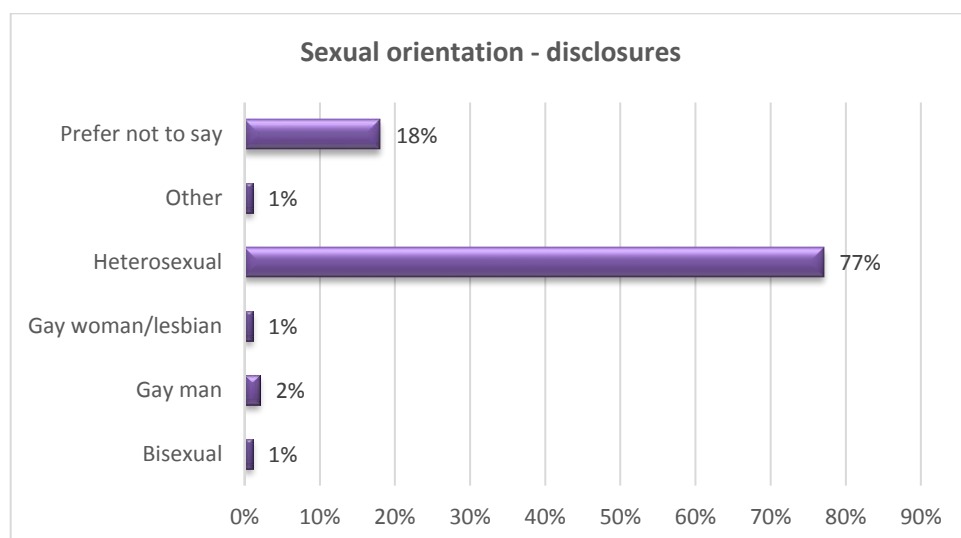
7.4 Table 8: Staff Profile by Religion or Belief

Any other religion or belief	2%	59
Buddhist	1%	30
Christian	27%	861
Hindu	1%	30
Jewish	<1%	12
Muslim	2%	54
No religion	50%	1615
Prefer not to say	16%	528
Sikh	<1%	3
Spiritual	1%	46
Total staff disclosures	100%	3238

8. SEXUAL ORIENTATION

8.1 This is a relatively new data monitoring category and was introduced in 2012/13 an optional area for return to HESA. During 2015/16 42% of staff disclosed under the sexual orientation category and the results of this monitoring is set out below (excluding blank records).

8.2 Chart 20: Staff Profile by Sexual Orientation



8.3 Table 9: Staff profile by sexual orientation

Bisexual	32	1%
Gay man	45	2%
Gay woman/lesbian	21	1%
Heterosexual	2053	77%
Other	19	1%
Prefer not to say	487	18%
Total staff disclosures	2657	100%

8.4 Nationally this dataset remains largely incomplete so no accurate conclusions can be drawn about the number of, or trends among, staff who identify as bisexual, gay, heterosexual, lesbian or any other sexual orientation yet. Across the sector, the response rate is too low to draw any firm conclusions but it is encouraging to know that our disclosure rate of 42% is higher than the sector average which is at 33%.

9. KEY OBJECTIVES FOR 2016/17

- 9.1** We will focus on the following priority areas over the coming academic year:
- 9.2** Activity to support the implementation of the strategic ambitions relating to equality, diversity and inclusion as articulated in the University Strategy.
- 9.3** Launch a strategic and co-ordinated approach to raise awareness of unconscious bias through various interventions to key staff across the University.
- 9.4** Undertake a range of activity to address issues of gender inequality at various key career transition points.

- 9.5** In collaboration with our LGBT+ Staff Network develop and initiate activity to support progress on a new Action Plan arising from our Stonewall Workplace Equality Index outcome and ensure ongoing participation in Bristol Pride.
- 9.6** Engage in consultation with our BME staff to explore their experiences and inform future activity.
- 9.7** Consult with our disabled members of staff to explore their experiences and inform future action.
- 9.8** Establish a network of role models and senior sponsors who can promote and champion specific areas of diversity.
- 9.9** Establish stronger links with other major employers to identify opportunities for collaborative working through sharing best practice in specific areas of staff recruitment and retention.
- 9.10** Publish the results of our Equal Pay Audit during 2015/16 and explore ways in which we might eliminate the professorial pay gap.

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

If you require this report in an alternative format please contact us

by email at 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/>

Annex A: Results of Student Monitoring

1. AGE

1.1 As with previous years, the majority of students at Bristol were aged under 21 on entry with the majority studying in the Arts and Science faculties; the majority of those aged over 21 on entry are concentrated in the Faculty of Social Sciences and Law.

1.2 **Table 1: Student Profile by Age and Faculty 2015/16**

Faculty	Under 21		Over 21		Total	
	2015/16		2015/16		2015/16	
Arts	3679	23.12%	799	12.45%	4478	20.05%
Biomedical Sciences	977	6.14%	263	4.10%	1240	5.55%
Engineering	2275	14.30%	769	11.98%	3044	13.63%
Health Sciences	2018	12.68%	1206	18.79%	3224	14.44%
Science	3750	23.56%	903	14.07%	4653	20.83%
Social Sciences & Law	3215	20.20%	2479	38.62%	5694	25.50%
Grand Total	15914	100%	6419	100%	22333	100%

2. DISABILITY

2.1 The proportion of students disclosing a disability is broadly in line with the average for the sector which is 10% and above the Russell Group average which is 7.5%.

2.2 **Table 2: Student Profile by Disability**

Disability Status	13/14	14/15	15/16
No Disability	18622 (90%)	18622 (91%)	20237 (91%)
Disabled	1922 (9%)	2010 (9%)	2068 (9%)
Not Known	60 (<1%)	47 (<1%)	28 (<1%)
Total	20604	21765	22333

3. ETHNICITY

3.1 The proportion of students who were black and minority ethnic (BME) was 22%. This includes home and overseas students. This group can be further split into home (47%) and overseas (53%).

3.2 Over a quarter of BME students at Russell Group universities are domiciled outside the UK. Universities are not required to provide data on the ethnicity of non-UK domiciled students to HESA, therefore directly comparable sector data that includes overseas students is not available.

3.3 Of those students who have disclosed their ethnicity to us, 13% of our home student population is BME and 87% is White. This is against a sector-wide average of 20% and a Russell Group average of 17%. The sector average for students studying in England was 23% - although excluding London universities from the England figures brings the proportion of students who are UK domiciled BME to 18%.

3.4 Table 3: Student Disclosures of Ethnicity

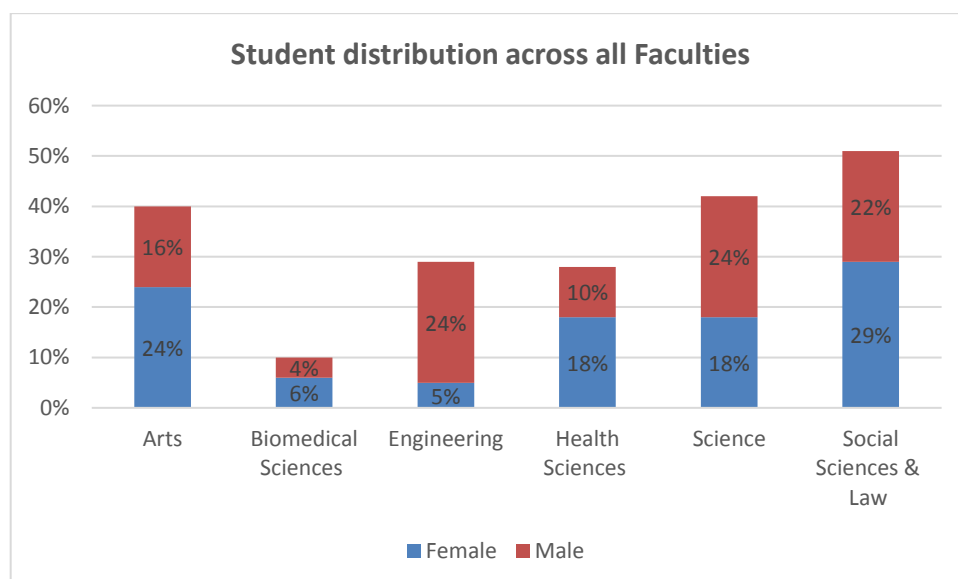
University of Bristol Student Disclosures of Ethnicity 2015/16 *					
Ethnicity	Overseas	% of total disclosures	Home	% of total disclosures	Total
White	263	9%	15737	87%	16000
<i>White</i>	<i>267</i>	<i>8%</i>	<i>15160</i>	<i>88%</i>	<i>15427</i>
BME	2606	91%	2324	13%	4930
<i>BME</i>	<i>2989</i>	<i>92%</i>	<i>2065</i>	<i>12%</i>	<i>5054</i>
Total	2869	100%	18061	100%	20930
<i>Total</i>	<i>3256</i>	<i>100%</i>	<i>17225</i>	<i>100%</i>	<i>20481</i>

* data for 2014/15 in italics

4. GENDER

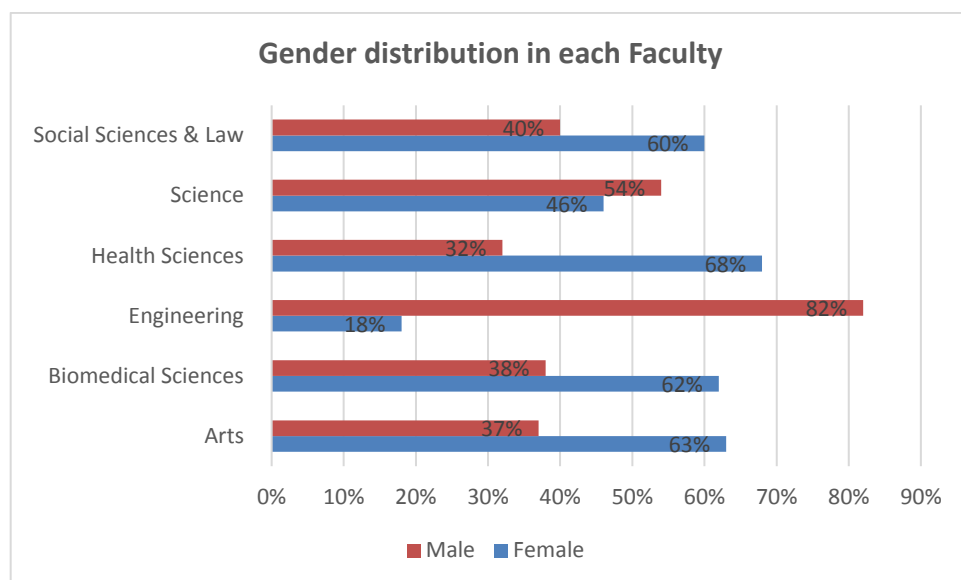
4.1 At Bristol, the gender proportions across the whole student population have remained stable over the last three years with female students making up 53% of the student body which is broadly in line with sector-wide and Russell Group averages.

4.2 Chart 1: Student Profile by Gender and Faculty



4.3 As in previous years the highest proportion of our male students are based in the Science and Engineering faculties while the highest proportions of female students are in Social Sciences and Law and Arts.

4.4 Chart 2: Gender distribution in each Faculty



5. RELIGION OR BELIEF

5.1 Although information on religion or belief was only provided to HESA for 19.6% of the national student population (Bristol has not previously returned this data but will start to provide this in the next student HESA return), 14.0% of those for whom information was provided preferred not to say. Bristol students appear to be more willing to answer this question than the national picture indicates.

5.2 Detailed analysis and conclusions are not possible with such an incomplete (and possibly unrepresentative) national dataset. However, comparison between the nationally available data and our data shows the following proportions:

5.3 Table 4: Student Profile by Religion or Belief

Religion or belief	National Proportion	University of Bristol Proportion
Buddhist	1.9%	1.2%
Christian	1.5%	2.0%
Hindu	34.5%	22.6%
Jewish	1.9%	1.5%
Muslim	10.7%	10.2%
No Religion	0.4%	1.5%
Other religion/belief	6.4%	3.0%
Prefer not to say	41.1%	56.6%
Sikh	0.6%	0.2%
Spiritual	1.1%	1.3%

6. SEXUAL ORIENTATION

6.1 Although information on sexual orientation was only provided to HESA for 18% of the national student population (Bristol has not previously returned this data but will start to provide this in the next student HESA return), 14% of those for whom information was provided preferred not to say. Bristol students appear to be more willing to answer this question than the national picture indicates.

6.2 Detailed analysis and conclusions are not possible with such an incomplete (and possibly unrepresentative) national dataset. However, a comparison between the nationally available data and our data shows the following proportions:

6.3 **Table 5: Student Profile by Sexual Orientation**

Sexual Orientation	National Proportion	University of Bristol Proportion
Bisexual	1.6%	2.9%
Gay man	1.2%	1.4%
Gay woman/lesbian	0.6%	0.5%
Heterosexual	82.3%	83.4%
Other	1.8%	1.1%
Prefer not to say	12.4%	10.6%