

ANNUAL REPORT 2011-12

1. INTRODUCTION

The University's Diversity Team based in HR's Organisational Development section continues to support the University in meeting the three elements of the general equality duty that 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 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 to demonstrate our compliance with the requirement of the Equality Act to publish relevant equality information. It 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 2012* - are included in this report to indicate how the University compares with the national picture in key areas.

2. MAIN AREAS OF ACTIVITY

The main focus for the Diversity Team during 2011/12 was identifying action that might be taken to improve the representation of women in senior academic leadership roles. As a result, a set of recommendations was presented to senior management that suggested steps to address this issue including:

- The Chair of Council, in conjunction with the Nominations Committee of Court and key staff in HR, to identify further action to improve gender diversity among lay members of Council.
- The introduction of a goal to achieve a 60/40 gender split of lay members of Council.
- To incorporate a review of gender balance into the annual review of the terms of reference of Council Committees.
- Where there is particular under-representation of women, each Faculty to identify up to five priority areas where they will consider action to address any potential inequality.
- Identifying additional support for female academics that can be offered during the promotions process on a Faculty or School basis.
- Undertaking a review of how fractional contracts operate and how they are perceived in academia.

The recommendations are now being implemented with the support of the appropriate HR Team at Faculty level.

The Diversity Team also developed a submission under the Athena SWAN Charter – a scheme that recognises excellence in the employment of women - for the University to apply for a renewal of its bronze-level status. Initiatives that had been introduced by the Team to support the Charter were reviewed including:

- The Women Returners Scheme – this applies to female Lecturers/Senior Lecturers and Professors within the Faculties of Engineering, Science, Medicine and Dentistry and Medical and Veterinary Science. It provides for a period of protected research time (up to six months) for such women returning from maternity leave. During this time they have no teaching or administrative duties. The aim of the scheme is to enable such women to re-establish their research career.
- SET Mentoring Circles for female academic and research staff that provide for a degree of peer mentoring, as well as learning from the experiences of women working at a more senior level who acts as the Circle Leader.
- Female SET Role Models – a virtual network of female academics, who share their career paths with more junior members of staff.

The Work and Family initiative that was introduced by the Team remains an important part of the University's overall commitment to creating a positive working environment for all colleagues. The initiative brings together information and support for the diverse mix of people who work at the University - mums, dads, and colleagues with other caring responsibilities. It also provides information for managers on relevant policies (such as flexible working or maternity leave) and issues such as managing flexibility in teams, as well as support for staff including a maternity coaching service (career coaching sessions to support women before, during and after maternity leave) and the Working Parents' Network. During 2011/12 several events were held for the Carers' Support Group involving external speakers that covered issues such as dealing with the stresses of being a carer and the support services that are available locally.

An important area of activity for the Diversity Team during 2011/12 was reviewing the University's approach to dealing with allegations of bullying and harassment through the development of an Acceptable Behaviour Policy. This policy will be subject to further consultation over the coming months and will introduce a major shift in the way that the organisation deals with allegations of bullying in the workplace.

3. RESULTS OF EQUALITY MONITORING

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

3.1 DISABILITY

Students

Disability Status	09/10	10/11	11/12
No Disability	17164 (92%)	17221 (92%)	17511 (91%)
Disabled	1263 (7%)	1395 (7%)	1437 (8%)
Not Known	188 (1%)	154 (1%)	174 (1%)
Year Total	18615 (100%)	18770 (100%)	19122 (100%)

The proportion of students disclosing a disability is in line with the average for the sector which is 8%. As in previous years, the majority of disabled students disclose learning difficulties (such as dyslexia). However we continue to see an increase in the numbers of students disclosing autistic spectrum disorder/Asperger syndrome as set out below. It should be noted that these students often require high levels of support.

Disabled students by impairment type	09/10	10/11	11/12
Autistic Spectrum Disorder / Asperger Syndrome	10	19	26
<i>As a %age of all student disclosures</i>	1%	1%	2%
Blind / Partially Sighted	20	20	24
<i>As a %age of all student disclosures</i>	2%	1%	2%
Deaf / Hearing Impairment	52	53	47
<i>As a %age of all student disclosures</i>	4%	4%	3%
Learning Difficulty	774	809	808
<i>As a %age of all student disclosures</i>	61%	58%	59%
Mental Health Difficulty	72	94	104
<i>As a %age of all student disclosures</i>	6%	7%	7%
Multiple Disabilities	25	28	27
<i>As a %age of all student disclosures</i>	2%	2%	2%
Other Disability	166	193	178
<i>As a %age of all student disclosures</i>	13%	14%	13%
Unseen Disability e.g. Diabetes, Epilepsy	125	147	137
<i>As a %age of all student disclosures</i>	10%	11%	10%
Wheelchair User / Mobility Difficulty	19	32	27
<i>As a %age of all student disclosures</i>	1%	2%	2%
Dyspraxia	-	-	-
<i>As a %age of all student disclosures</i>			
Total disclosed disability	1263	1395	1378
<i>As a %age of all students</i>			

Staff

Of the 5344 members of staff who declared their disability status during 2011/12, 4% declared they were disabled. Across the sector, 3.2% of staff disclosed their status as disabled.

DISABILITY (head count)	2009/10	2010/11	2011/12
Disabled	181 (3%)	184 (3%)	199 (4%)
No disability	5240 (96%)	5060 (96%)	5145 (95%)
Not disclosed	35 (1%)	33 (1%)	49 (1%)
Total staff	5456 (100%)	5277 (100%)	5393 (100%)

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	2009/10	2010/11	2011/12
Specific learning disability (such as dyslexia or dyspraxia)	32	31	40
<i>As a %age of all staff disclosures</i>	16%	15%	17%
General learning disability (such as Down's syndrome)	1	1	1
<i>As a %age of all staff disclosures</i>	0.5%	1%	1%
Cognitive impairment (such as autism)	1	2	3
<i>As a %age of all staff disclosures</i>	0.5%	1%	1%
Long-standing illness or health condition (such as HIV, cancer)	73	77	88
<i>As a %age of all staff disclosures</i>	37%	38%	38%
Mental health condition	23	28	31
<i>As a %age of all staff disclosures</i>	12%	14%	14%
Physical impairment or mobility issues	29	26	28
<i>As a %age of all staff disclosures</i>	15%	13%	12%
Deaf or serious hearing impairment	20	21	19
<i>As a %age of all staff disclosures</i>	10%	10%	8%
Blind or serious visual impairment	2	2	2
<i>As a %age of all staff disclosures</i>	1%	1%	1%
Other type of disability	17	14	17
<i>As a %age of all staff disclosures</i>	8%	7%	7%

Among disabled staff across the sector, the three most common impairments declared were a long-standing illness or health condition (25%), an impairment other than those listed (23%), or a specific learning disability (15%). At Bristol, the three most common impairments were a long-standing illness or health condition (38%), a specific learning disability (17%), or a mental health condition (14%).

3.2 GENDER

Students

Overall female students are in the majority, as in previous years, at 54%. Across the sector, female representation stands at around 56%.

Gender	09/10	10/11	11/12
Female	9757 (52%)	10082 (54%)	10268 (54%)
Male	8858 (48%)	8688 (46%)	8853 (46%)
Year Total	18615 (100%)	18770 (100%)	19122 (100%)

Across the sector women made up 51% of all students studying SET subjects and 60% of all students in non-SET subjects. The gender split at Bristol is as follows:

2011/12	SET Faculties	Non-SET Faculties
Female	4880 (48%)	5388 (52%)
Male	5654 (64%)	3199 (36%)

The gender balance by Faculty continues to be female-dominated, with the exceptions of Science and Engineering where female representation stands at 46% and 18% respectively.

Faculty	Female	Male	Year Total
Arts	2333 (63%)	1344 (37%)	3677 (100%)
Science	1721 (46%)	2052 (54%)	3773 (100%)
Engineering	454 (18%)	2073 (82%)	2527 (100%)
Medical & Veterinary Sciences	1304 (69%)	595 (31%)	1899 (100%)
Medicine & Dentistry	1401 (60%)	934 (40%)	2335 (100%)
Social Sciences & Law	3055 (62%)	1855 (38%)	4911 (100%)
Year Total	10268 (54%)	8853 (46%)	19122 (100%)

Across the sector there were particularly high proportions of female students in subject allied to medicine (80%) and – with the exception of business and administrative studies – female students were in the majority for all non-SET subjects.

During 2011/12, the Students Union highlighted a need for more consistent support for students who may become pregnant during the course of their studies. As a result, and in consultation with Faculty Education Managers, the Diversity Team developed guidance for staff on supporting students through pregnancy, maternity and paternity.

Staff

Total numbers of male and female staff in relation to job family for 2011/12 are provided below:

	Admin/Professional		Clinical Academic		Research and Teaching		Operational Services		Technical Services		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
No.	1301	536	79	120	929	1288	348	382	232	213	2889	2531
%	71%	29%	40%	60%	42%	58%	48%	52%	52%	48%	53%	47%

At the University, the proportion of women in academic roles (i.e. research, teaching and clinical roles) is 42% and in professional and support roles (i.e. admin/professional, operational and technical roles) is 62%. Across the sector the proportion of academic staff that is female stands at 44% and 62% for professional and support roles thus showing alignment with the national benchmark. The majority of our staff are employed on full-time contracts (71%); 29% of our staff work part-time (anything less than 100% FTE), the majority of which are female as illustrated in the following table.

2011/12	Admin/Professional		Clinical Academic		Research and Teaching		Operational Services		Technical Services		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
No. of p/t staff	526	97	39	45	266	102	268	116	102	15	1201	375
% of p/t staff	84%	16%	46%	54%	72%	28%	70%	30%	87%	13%	76%	24%
% of all staff in job family	40%	18%	49%	37%	29%	8%	77%	30%	44%	7%	42%	15%

Anecdotal evidence suggests that male and female staff expect increasing levels of flexibility in the workplace, although some staff have questioned the compatibility of part-time working with a career in academia. This will be explored in more detail over the coming year.

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 by headcount is provided below.

	As at 31/07/10	As at 31/07/11	As at 31/07/12
Professor – Female	62	67	70
	15%	16%	17%
Professor – Male	341	344	333
	85%	84%	83%

By Faculty, the gender balance of appointments at professorial level is as follows, with the majority of all female professorial appointments based in the Faculty of Social Sciences and Law and the majority of all male professorial appointments based in the Faculty of Science.

Faculty	Male	Female	Totals
Arts	34	5	39
As a % of Faculty total	87%	13%	100%
<i>As a % of total male or female professorial appointments</i>	10%	7%	
Engineering	48	2	50
As a % of Faculty total	96%	4%	100%
<i>As a % of total male or female professorial appointments</i>	14%	3%	
Medicine and Dentistry	52	14	66
As a % of Faculty total	79%	21%	100%
<i>As a % of total male or female professorial appointments</i>	16%	20%	
Medical and Veterinary Sciences	48	11	59
As a % of Faculty total	81%	19%	100%
<i>As a % of total male or female professorial appointments</i>	14%	16%	
Science	108	7	115
As a % of Faculty total	94%	6%	100%
<i>As a % of total male or female professorial appointments</i>	32%	10%	
Social Sciences and Law	46	30	76
As a % of Faculty total	61%	39%	100%
<i>As a % of total male or female professorial appointments</i>	14%	44%	
Total appointments	336	69	405

Across the sector 20% of professorial staff are female. At Bristol the representation of female professorial staff is slowly increasing – currently at 17% - and this will be closely monitored over the coming years. The career aspirations of female Senior Lecturers and Readers will also be explored. 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 some staff may not yet be assigned to a range so they will not be included in these data. Some staff are assigned to a range above 3 but these numbers are so minimal that they are excluded for the purpose of this analysis.

Grade M Professorial Staff – roles with range assigned	31.07.09		31.07.12	
	M	F	M	F
TOTAL	288	54	282	60
Range 3	38	3	36	6
As a % within the range	93%	7%	86%	14%
As a % of that total gender group ranges 1-3	13%	6%	13%	10%
As a % of total Grade M ranges 1 – 3	11%	1%	11%	2%
Range 2	151	31	151	25
As a % within the range	83%	17%	86%	14%
As a % of that total gender group ranges 1-3	52%	57%	53%	42%
As a % of total Grade M ranges 1 - 3	44%	9%	44%	7%
Range 1	99	20	95	29
As a % within the range	83%	17%	77%	23%
As a % of that total gender group ranges 1-3	34%	37%	34%	48%
As a % of total Grade M ranges 1 - 3	29%	6%	28%	8%

Action will be initiated during 2012/13 to improve the representation of women in academic leadership roles in order to encourage more diversity of representation at this level. Much of this action will be implemented at Faculty level. 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 also be gathered to both inform action and assess progress against this objective over the coming years.

As part of our ongoing commitment to the Athena SWAN Charter we monitor staff by gender and type of contract as follows:

2009/10				2010/11				2011/12			
Female		Male		Female		Male		Female		Male	
Total	%										
933	40%	1401	60%	945	41%	1360	59%	971	41%	1394	59%
Open appts	%										
689	38%	1103	62%	668	39%	1049	61%	670	39%	1032	61%
Fixed appts	%										
244	45%	298	55%	277	47%	311	53%	301	45%	362	55%

During 2011/12 out of all female academic and research staff in post, 69% were on a permanent/open ended contract and 31% were fixed term; for men, the figures were 74% and 26% respectively. Data released for 2012 by the Equality Challenge Unit show that the sector average for female academic and research staff on fixed term contracts is 36%; men employed on fixed term basis was 31%. The University

totals of male and female staff on fixed term contracts is below the sector average. We employ less staff on a fixed term basis and more on an open ended/permanent basis – 69% of female academic and research staff are permanent compared to a 64% average for the HE sector; 74% of male academic and research staff are permanent at Bristol compared with the sector average of 69%.

3.3 ETHNICITY

Students

We continue to monitor representation of undergraduate, postgraduate research and postgraduate taught students by ethnicity.

Ethnicity	09/10	10/11	11/12
White	13563 (73%)	13666 (73%)	14020(73%)
BME	3427 (18%)	3910 (21%)	3959 (20%)
Not Known	1625 (9%)	1194 (6%)	1143 (7%)
Year Total	18615 (100%)	18770 (100%)	19122 (100%)

Representation of black and minority ethnic students across the sector is at 18%. Bristol is slightly above the national average with 20% of students who have disclosed their ethnicity as non-White.

Ethnicity	09/10	10/11	11/12
White	13109	13666	14020
White Irish (old code)	69	-	-
White Scottish (old code)	26	-	
African - Black or Black British	220	244	243
Bangladeshi - Asian or Asian British	39	40	41
Caribbean – Black or Black British	75	67	68
Chinese - Asian or Asian British	1147	1504	1563
Indian - Asian or Asian British	505	536	555
Mixed White and Asian	296	288	293
Mixed White and Black African	43	56	61
Mixed White and Black Caribbean	55	66	72
Other Asian background	515	566	525
Other Black background	14	23	18
Other ethnic background	211	5	200
Other mixed background	190	167	186
Other White background	359	-	-
Pakistani - Asian or Asian British	117	130	117
Not Known	1625	1412	1143
Year Total	18615	18770	19122

Out of students who disclosed their ethnicity to the University, 78% were White and 22% disclosed as a non-White category.

Non-White category students as a percentage of students disclosing ethnicity as non-White 2011/12	
African - Black or Black British	6%
Bangladeshi - Asian or Asian British	1%
Caribbean – Black or Black British	2%
Chinese - Asian or Asian British	40%
Indian - Asian or Asian British	14%
Mixed White and Asian	7%
Mixed White and Black African	1%
Mixed White and Black Caribbean	2%
Other Asian background	13%
Other Black background	1%
Other ethnic background	5%
Other mixed background	5%
Pakistani - Asian or Asian British	3%
Total non-White category disclosures	3942

By Faculty, representation of students by ethnicity is as follows:

Ethnicity	White	Non White	Not Known	Year Total
Arts	3139 (85%)	396 (11%)	142 (4%)	3677 (100%)
Science	3182 (84%)	427 (11%)	164 (4%)	3773 (100%)
Engineering	1574 (62%)	689 (27%)	264 (10%)	2527 (100%)
Medical & Veterinary Sciences	1592 (84%)	243 (13%)	64 (3%)	1899 (100%)
Medicine & Dentistry	1674 (72%)	575 (25%)	86 (4%)	2335 (100%)
Social Sciences & Law	2859 (58%)	1692 (33%)	423 (9%)	4911 (100%)
Year Total	14020 (73%)	3959 (21%)	1143 (6%)	19122 (100%)

Staff

Our staff profile by ethnicity during 2011/12 was as follows:

	Academic/Research	Clinical	Admin/Professional	Technical	Operational	TOTALS
WHITE						
White British	1318	155	1603	392	617	4085
White Irish	43	5	35	1	8	92
Other White Background	536	23	95	28	24	706
Total number of appointments - WHITE staff	1897	183	1733	421	649	4883
Total % of appointments - WHITE	86.3%	92.0%	94.3%	94.6%	88.9%	90.3%
BME						
Black or Black British - Caribbean	3	1	13	1	10	28
Black or Black British - African	6	0	7	0	8	21
Black Other	2	0	0	0	5	7
Asian or Asian British - Indian	37	5	13	4	5	64
Asian or Asian British - Pakistani	11	1	4	1	0	17
Asian or Asian British - Bangladeshi	4	0	4	0	0	8
Chinese	81	0	6	4	3	94
Asian Other	33	2	5	2	11	53
Mixed - White and Black Caribbean	2	0	6	1	3	12
Mixed - White and Black African	1	0	2	1	0	4
Mixed - White and Asian	12	0	10	0	2	24
Other Mixed Background	16	1	9	0	1	27
Other Ethnic Background	24	4	5	0	4	37
Total number of appointments BME	232	14	84	14	52	396
Total % of appointments - BME staff	10.6%	7.0%	4.6%	3.1%	7.1%	7.3%
NOT KNOWN/REFUSED						
Not known	12	1	1	6	20	40
Disclosure of ethnic origin declined	58	1	19	4	9	91
Total number of appointments NOT KNOWN/REFUSED	70	2	20	10	29	131
Total % of appointments - NOT KNOWN/REFUSED	3.2%	1.0%	1.1%	2.2%	4.0%	2.4%

The proportion of BME staff across the sector was 6.6%; at Bristol this stands at 7.3% which mirrors exactly the proportion of BME staff employed at institutions in England.

Representation of staff by ethnicity at professorial level is as follows:

Professorial staff by ethnicity 2011/12			
	BME	White	Unknown
Research and Teaching	21	321	17
Clinical	3	41	-
%	6%	90%	4%

The percentage of BME staff in professorial roles across the sector is 7%. Representation at Bristol is slightly below this average at 6%. Further monitoring will take place in this area over the coming year and benchmarking will take place with other Russell Group universities.

4. LOOKING AHEAD

The main focus for the Diversity Team over the coming academic year will be on the following priority areas:

- Launching the Acceptable Behaviour Policy to all staff
- Working with faculties on implementing actions to improve female representation in senior academic roles (particularly professorial level)
- Engaging in ongoing activity on Athena SWAN in SET Schools and progressing the University action plan in this area
- Reviewing the Student Policy on bullying and harassment to align with the 'acceptable behaviour' approach adopted for staff
- Continued involvement with the Russell Group Equality Forum, identifying common priorities and working collaboratively to initiate action as appropriate
- In consultation with the University's Individual Circumstances Group considering applications from staff for reductions in outputs for REF2014
- Introducing a series of workshops on unconscious bias with a particular focus on how this might influence recruitment activities

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 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

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/>