

The Equality Act 2010 specific duties for Wales require public authorities to publish employment information as of the 31st March each year. The following report outlines the employment information for the University of South Wales (USW) for 1st April 2019 to 31st March 2020. Where possible, benchmarking statistics from the Equality Challenge Unit have been included

Protected Characteristics overview

As of 31st March 2020, there were 1899 staff employed at USW (excluding those on casual and hourly paid contracts).

Age:	The largest proportion of staff are aged 50 to 54; the smallest proportion of staff are aged 16 to 19 and 65 and over
Disability:	6.02% of staff declared a disability
Race:	92.31% of staff are of White ethnicity / 5.79% are Black, Asian, Chinese, Arab, Mixed or Other ethnicity. 1.9% of staff 'prefer not to say'
Sex:	53.98% are female / 46.02% are male
Sexual orientation:	38.5% of staff are heterosexual, 2.76% are LGBTQ+, and 58.7% of staff have not made a declaration.
Religion & Belief:	28.68% of staff have no religion; 21.53% are Christian; 4.49% of staff are Hindu, Muslim, Jewish, Buddhist, Sikh, Spiritual or any other religion. The remaining 45.31% 'prefer not to say' or have not made a declaration.

Staff Profile

Data within this section is based upon staff employed during the period 1st April 2019 to 31st March 2020.

Age

- 50-54 is the most common age bracket for USW staff (15.76%)
- The sector data shows the most common age band being 30-34 (14.3%)

Figure 1: Proportion of USW staff by age band

Age band	2017/18	2018/19	2019/20	Sector
16 - 19	0.05%	0.05%	0.05%	5.9%
20 - 24	1.83%	1.83%	1.38%	
25 - 29	4.58%	4.58%	5.89%	10.9%
30 - 34	10.88%	10.88%	8.92%	14.3%
35 - 39	14.60%	14.60%	14.65%	14.1%
40 - 44	14.89%	14.98%	15.66%	12.5%
45 - 49	16.27%	16.27%	15.66%	12.6%
50 - 54	16.16%	16.16%	15.76%	12.3%

55 - 59	13.36%	13.36%	13.23%	9.7%
60 - 64	5.98%	5.12%	6.58%	5.4%
65+	1.29%	1.29%	1.91%	2.4%

Figure 2: USW staff by age split by working pattern

Age band	Full Time	Part Time
16 - 19	0.1%	0.0%
20 - 24	1.6%	0.6%
25 - 29	6.8%	3.2%
30 - 34	9.4%	8.7%
35 - 39	14.5%	14.5%
40 - 44	15.8%	14.9%
45 - 49	15.3%	16.5%
50 - 54	15.5%	16.5%
55 - 59	13.8%	11.9%
60 - 64	6.0%	9.1%
65+	1.3%	4.2%

Disability

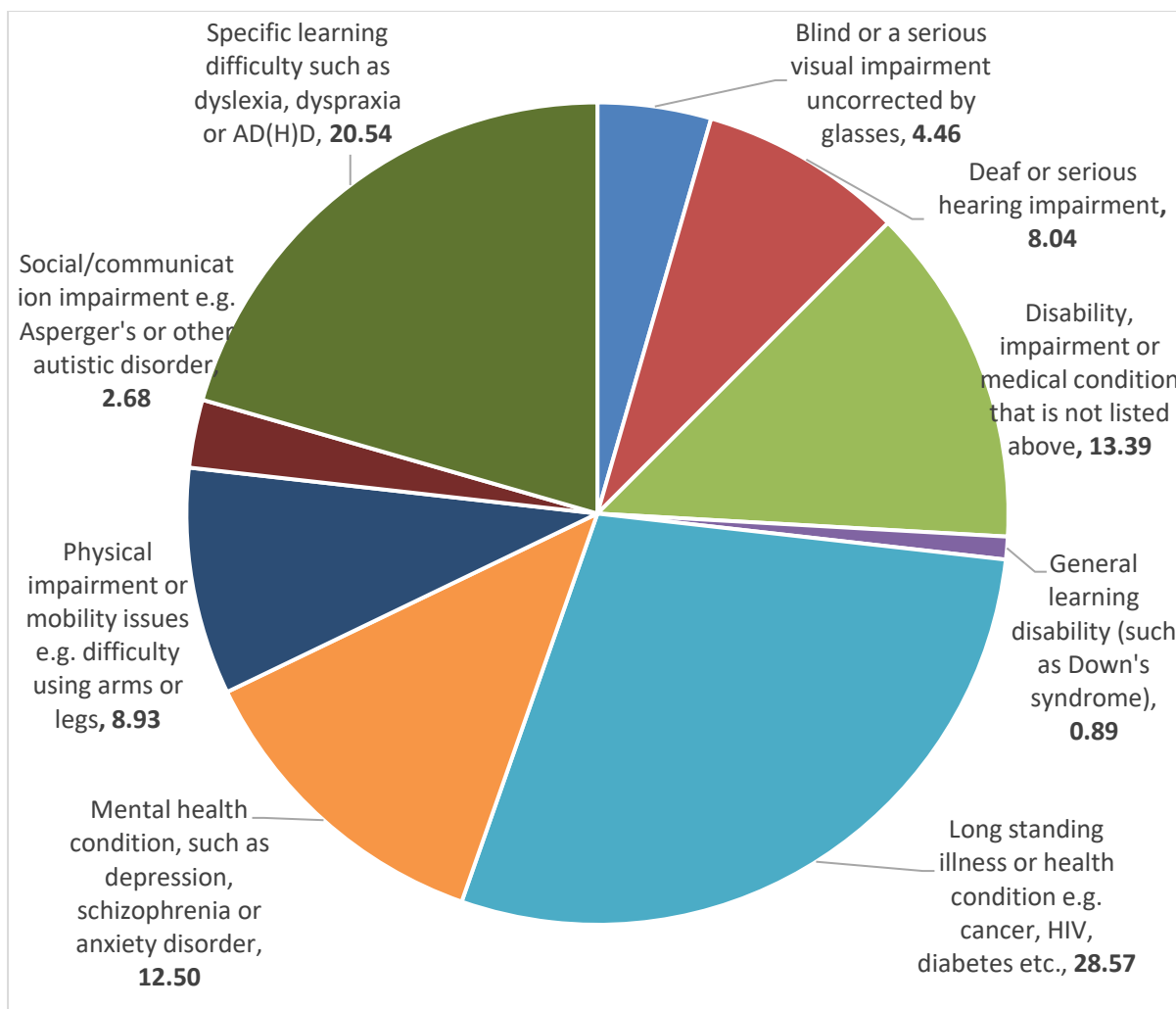
- 6.02% of USW staff declared they have a disability. This is higher than declaration rates cited by the UK HEI sector comparators
- Non disclosures and information refused have decreased to 15.33%.

Figure 3: Staff Disability declaration by year with sector comparator

Disabled	2017/18 %	2018/19 %	2019/20 %	UK HEI Sector	Welsh HEI Sector
				2019 %	2019 %
Yes	6.09%	6.48%	6.02%	5%	5.7%
No	73.18%	76.83%	78.64%	92.2%	90.6%
Info refused / not disclosed	20.73%	16.69%	15.33%	2.8%	3.7%

The breakdown of recorded disabilities can be seen in the chart below.

Figure 4: % Different Types of recorded disability at USW



Gender Identity

USW collects data on staff that have changed their gender from that assigned at birth. As with all protected characteristics, staff are able to disclose this information during the recruitment process, or through the self-service HR system. As this information concerns small numbers of staff and is classified as sensitive personal data, it is not published within this report.

Ethnicity

- 91.88% of USW staff are white
- 6.29% of staff are Black and Minority Ethnic, compared to 12.9% recorded within the sector
- 1.9% of staff have not made a declaration

Figure 5: Summary of Ethnicity of USW staff

Ethnicity	2017/18		2018/19		2019/20		2019 Sector %
	No.	%	No.	%	No.	%	
White	1732	93.3%	1753	92.3%	1763	91.9%	81%
Black & Ethnic Minority	91	4.9%	110	5.8%	119	6.2%	12.9%

Unknown/ Prefer not to say	34	1.8%	36	1.9%	36	1.9%	6%
Total	1857	100%	1899	100	1918	100%	100%

The breakdown of the staff BAME population is as follows:

- Asian or Asian British: 52.9% (52.7% in 2018/19)
- Black or Black British: 21.8% (19.09% in 2018/19)
- Mixed: 11 % (10% in 2018/19)
- Other ethnic group: 14.3% (18.18% in 2018/19)

The ethnic groups have not been broken down into further categories due to low numbers of staff in some groups. The breakdown analysis shows that, although the number of BAME staff has remained static, the individual staff members may have changed.

Religion

Levels of those not wishing to declare “prefer not to say” have fallen from 54.2% in 2018-19 to 41.87% 19-20. Further work is required to improve declaration rate.

Figure 6: USW Religion and belief status

Religion & Belief	2017/18	2018/19	2019/20
	% of staff	% of staff	% of staff
No Declaration / Prefer not to say	50.58%	45.80%	45.31%
No Religion	25.54%	25.50%	28.68%
Buddhist	0.42%	0.42%	0.42%
Christian	20.16%	20.30%	21.53%
Hindu	0.47%	0.47%	0.47%
Jewish	0%	0%	0%
Muslim	1%	1%	1.15%
Sikh	0.11%	0.10%	0.10%
Spiritual	1.21%	1.26%	1.15%
Any other religion or belief	1%	1%	1.20%

Sexual orientation

The following table indicates the sexual orientation of staff at USW. Sexual orientations Asexual, Bi/Bisexual, Gay man, Gay woman/Lesbian, Other and Queer have been grouped into LGBTQ+.

Figure 7 – Sexual Orientation at USW

Sexual Orientation	2016/17	2017/18	2018/19	2019/20
	% of staff	% of staff	% of staff	% of staff
No Declaration / Prefer not to say	77.54%	60.99%	60.66%	58.70%
LGBT+	1.62%	3.11%	2.63%	2.76%

Heterosexual/straight	20.84%	36.36%	36.70%	38.50%
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Of the 58.7% non-declarations, 3.7% of these are 'prefer not to say'. While there has been a small increase in the proportion of sexual orientation declarations (2.12%), further work on increasing declarations is needed.

Sex

The Equality Act requires all public authorities to present data for men and women broken down by: job, grade, pay, contract type and working pattern.

- 53.98% of staff are female; 46.02% are male
- At UK HEIs 54.4% of staff are female, 45.6% are male. This is broadly similar to USW.
- At Welsh HEIs, the gender divide is 54.5% female and 45.5% male. USW has a slightly more even gender balance than the Welsh HEI average.

Sex & Job Type

Figure 8: Proportion of staff category by Sex

	Academic & Research		Senior Management Staff		Support & Professional Staff	
	% of total staff	% breakdown of category	% of total staff	% breakdown of category	% of total staff	% breakdown of category
Female	18.58%	43%	0.32%	50%	35.14%	63%
Male	24.58%	57%	0.32%	50%	21.07%	37%
Total	43.16%	100%	0.64%	100%	56.21%	100%

RECRUITMENT

The employment information provisions of the Equality Act require us to publish data for each protected characteristic for people that have applied for a job during 1st April 2019 to March 2020 and those that have applied for a different job within USW, detailing how many were successful and how many were not. The following information details the percentage of people from each protected group who have applied for a position within USW, who have been shortlisted for interview and who have been offered and accepted the position.

The data is for all candidates, both those who have applied internally and external candidates.

The data is based on 1702 applications, 501 candidates being shortlisted and 317 positions being offered.

Age

The following tables present data for age and the recruitment process.

Figure 9: Age & Recruitment USW %

Age Group	Applications received	Shortlisted for interview	Formal offer made and accepted
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16 - 19	0.4%	0.2%	0.0%
20 - 24	13.7%	8.1%	9.0%
25 - 29	20.4%	18.4%	20.6%
30 - 34	16.0%	16.1%	15.2%
35 - 39	14.9%	17.6%	17.7%
40 - 44	10.3%	13.2%	11.2%
45 - 49	9.8%	13.2%	14.8%
50 - 54	6.3%	7.6%	7.2%
55 - 59	5.2%	4.3%	3.6%
60 - 64	2.1%	1.2%	0.7%
65+	0.7%	0.0%	0.0%

Disability

The following tables show the recruitment process by disability. The data has not been broken down into types of impairments due to the low numbers of declarations in each category.

Figure 10: Disability & Recruitment USW %

Disability	2017/2018			2018/19			2019/20		
	% applications	% Short listed	% Formal offer made & accepted	% applications	% Short listed	% Formal offer made & accepted	% applications	% Short listed	% Formal offer made & accepted
Disabled	8.60%	7.70%	5.50%	8.56%	7.29%	7.28%	8.7%	9.1%	9.4%
Prefer not to say	2%	2.20%	1.60%	2.25%	2.83%	2.13%	1.6%	1.9%	1.4%
No known disability	84.10%	73.70%	70.50%	89.19%	89.88%	90.59%	89.7%	89.0%	89.2%
No Response	5.30%	16.30%	22.40%	0%	0%	0%	0%	0%	0%

Gender Identity

There are a small number of applicants, shortlisted and appointed candidates who have declared that their gender identity differs from their gender assigned at birth. Due to the sensitive nature of this data, it has not been published in this report, but will continue to be monitored on an annual basis.

Ethnicity

Figure 11: Race & Recruitment USW

Ethnicity	2017/18			2018/19			2019/20		
	% applications	% Short listed	% Formal offer made & accepted	% applications	% Short listed	% Formal offer made & accepted	% applications	% Short listed	% Formal offer made & accepted
BAME	14.2%	8.3%	8.3%	19.6%	14.6%	12.7%	19.5%	10.3%	9.8%
White	78.5%	76.4%	75.2%	78.2%	83.9%	85.9%	78.7%	88.6%	89.5%
Not known / prefer not to say / no response	7.3%	15.4%	16.5%	2.1%	1.4%	1.2%	1.8%	1.1%	0.7%

Religion & Belief

Religion or belief have been grouped due to low declarations across each.

Figure 12: Religion & Belief and Recruitment USW

Religion or belief	2017/18			2018/19			2019/20		
	% applications	% Short listed	% Formal offer made & accepted	% applications	% Short listed	% Formal offer made & accepted	% applications	% Short listed	% Formal offer made & accepted
No religion	50.1%	46.7%	45.8%	52.1%	53.5%	53.4%	51.9%	61.2%	63.9%
Religion or belief	45.4%	49.8%	51.3%	43.7%	41.6%	42.4%	43.7%	36.4%	33.2%
Prefer not to say	4.5%	3.5%	2.9%	4.2%	4.9%	4.2%	4.3%	2.5%	2.9%

Sex

- 56.3% of applicants are from females and 60.3% of offers made to female staff.

Figure 13: Sex & Recruitment USW

	2017/18	2018/19	2019/20
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Sex	% of applications	% Short listed	% Formal offer & accepted	% of Applications	% Short listed	% Formal offer made & accepted	% of Applications	% Short listed	% Formal offer made & accepted
Prefer not to say	6.4%	15.2%	16.7%	1.2%	1.2%	1.2%	0.8%	0.2%	0.4%
Male	40.2%	37.0%	38.8%	40.2%	37.7%	35.6%	42.8%	38.6%	39.4%
Female	53.5%	47.7%	44.6%	58.6%	61.1%	63.3%	56.3%	61.2%	60.3%

Sexual Orientation

- The majority (83.1%) of applicants define themselves as 'heterosexual'. There appears to be relatively comparative recruitment between applications from different sexual orientations and then those shortlisted and then offered the positions.

Figure 14: Sexual Orientation & Recruitment USW

Sexual Orientation	2017/18			2018/19			2019/20		
	% of Applications	% Short-listed	% Formal offer made & accepted	% of Applications	% Short-listed	% Formal offer made & accepted	% of Applications	% Short-listed	% Formal offer made & accepted
LGBTQ+	6.6%	6.1%	6.0%	9.7%	6.9%	4.8%	10.3%	7.6%	9.0%
Heterosexual	82.0%	74.5%	73.6%	82.5%	85.0%	90.4%	83.1%	87.2%	85.6%
Prefer not to say	11.4%	19.3%	20.5%	7.7%	8.1%	4.8%	6.5%	5.2%	5.4%

TRAINING

During 1st April 2019 to 31st March 2020, 3516 records of training activity. These include: workshops, e-learning, conferences, seminars and training courses. USW records training through its HR system, all staff that apply to attend training through the system are successful in their application. Due to low declarations of sexual orientation and religion/belief, training data is presented for age, disability, race and sex.

Age

The following table shows the percentage per age group of staff that attended training, compared with the overall staff population; the two datasets are largely comparable.

Figure 15: % Age Groups Attended Training Events

Age Group	16 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
% Attended Training	0%	0.7%	6.1%	8.4%	14.8%	16.3%	14.5%	18.1%	12.9%	6.8%	1.5%
% Overall Staff	0.1%	1.4%	5.8%	9.2%	15.5%	15.6%	15.6%	15.7%	13.3%	6.8%	2.0%

Disability

- 5.78% of training events were attended by disabled staff, compared with 6.48% of disabled staff in the overall population; the percentage of disabled staff accessing training events is therefore in line with the workforce composition.

Figure 16: % Disabled Employees that Attended Training Events

Disability	%	% Overall Staff
No	63.6%	79.2%
Yes	10.6%	7.0%
Not known	25.7%	13.7%

Race

- 5.64% of staff that attended training events were from a BAME background; this is comparable to 5.79% of staff from the overall workforce that are from a BAME background.

Figure 17: % Race Groups that Attended Training Events

Race	%	% Overall Staff
No declaration/ Prefer not to say	1.6%	1.9%
Black & Ethnic Minority	7.8%	6.2%
White	90.7%	91.9%

Sex

- The proportional split of male:female for staff who attended training over this period, was equal to that of the overall staff population.

Figure 18: % Sex that Attended Training Events

Sex	%	% Overall Staff
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Female	53.1%	54.0%
Male	46.9%	46.0%

GRIEVANCES

There were seven grievances between 1st April 2019 and 31st March 2020. Five of these were males, two from females. Five complainants were White and the remaining two were BAME, none were disabled. Sexual orientation and gender identity data was not disclosed.

There were three Dignity at Work cases during this period. Two complainants were male, one was female, all were White. None of the complainants were disabled. Sexual orientation, religion and gender identity were not recorded for any.

Due to the small number of cases, no statistical significance can be found. However, they will be analysed each year to ascertain whether there are any trends arising.

DISCIPLINARY

There were five staff who were the subject of a disciplinary between 1st April 2019 and 31st March 2020. Two were female; one was male. One was White; one was from a BAME background. None disclosed that they were disabled.

Due to the small number of cases, no statistical significance can be found. However, they will be analysed each year to ascertain whether there are any trends arising.

LEAVERS BY PROTECTED CHARACTERISTICS

- 223 staff left USW during the period 1st April 2019 to 31st March 2020; this compared to 315 leavers during the previous year. This equates to 17% of current staff. Staff left the University for a range of reasons, including end of fixed term contracts, resignation, retirement, voluntary severance and leaving to take up a new post.

Age

Figure 19: USW leavers by Age

	2017/18		2018/19		2019/20	
	% of leavers	% of all Staff at USW	% of leavers	% of all Staff at USW	% of leavers	% of all Staff at USW
16 - 19	0%	0.05%	0%	0.05%	0%	0.05%
20 - 24	4.66%	1.83%	4.66%	1.83%	6.00%	1.38%
25 - 29	8.07%	4.58%	8.07%	4.58%	9.68%	5.89%
30 - 34	8.70%	10.88%	8.70%	10.88%	12.44%	8.92%
35 - 39	13.98%	14.60%	13.98%	14.60%	17.97%	14.65%
40 - 44	11.49%	14.89%	11.49%	14.98%	11.52%	15.66%
45 - 49	11.80%	16.27%	11.80%	16.27%	8.30%	15.66%

50 - 54	10.25%	16.16%	10.20%	16.16%	9.22%	15.76%
55 - 59	14.29%	13.36%	14.29%	13.36%	11.10%	13.23%
60 - 64	13.35%	5.98%	13.35%	5.12%	11.10%	6.58%
65+	3.42	1.29%	3.40%	1.29%	2.74%	1.91%

Disability

Figure 20: % Disability Status of USW Leavers

Disability	2017/18		2018/19		2019/20	
	% of Leavers	% of all Staff at USW	% of Leavers	% of all Staff at USW	% of Leavers	% of all Staff at USW
Yes	6.8%	6.1%	11.6%	6.5%	6.9%	7.0%
No	68.9%	73.2%	72.6%	76.8%	82.9%	78.7%
Information refused / undisclosed	24.4%	20.7%	15.8%	16.7%	10.1%	14.3%

Race

The following table illustrates the ethnicity of leavers at USW and draws comparisons with the overall staff profile. The table shows that 7.8% of leavers were from Black or Minority Ethnic Groups in comparison to 6.32% of the current staff population being from Black or Minority Ethnic Groups.

Figure 21: Ethnicity of USW Leavers in comparison to ethnicity of USW staff

Ethnic Origin	2017/18		2018/19		2019/20	
	% of Leavers	% of all staff at USW	% of Leavers	% of all staff at USW	% of Leavers	% of all staff at USW
White	87.5%	93.3%	94.9%	29.3%	90.0%	91.9%
Black or Ethnic Minority Group	5.2%	4.9%	4.7%	5.8%	7.8%	6.2%
Information Refused / Not known	7.3%	1.83%	0.5%	1.9%	2.3%	1.9%

Religion & Belief

Table 26 illustrates the religious belief of leavers at USW by percentage and draws comparisons with the overall staff profile. As large proportions of leavers have not made a declaration, no significance can be drawn from the data. Religion & belief monitoring is a key area for USW to progress for future reporting.

Figure 22: % Religion & Belief of Leavers at USW

Religion	2017/18	2018/19	2016/17
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