

Equalities Monitoring April 2011

Summary

**Analysis of characteristics of
staff and students at Welsh HEIs
for the academic years
2007/08 to 2009/10**

Age Monitoring

Students

- The number of students at Welsh HEIs with unknown age has dropped by nearly 60% from 264 to 109.
- The number of students aged 29 and under has increased by 9% and the number of students aged 30 and over has fallen by 11%.

Staff

- The number of academic staff has increased for most age categories, with the number of staff aged 60 and over increasing by 8% from 1,254 to 1,358, this was mostly attributable to staff on non-atypical contracts. The number of academic staff aged 24 and under increased by 29% from 566 to 731. This was mostly attributable to staff on atypical contracts.
- For all staff there was a similar pattern to academic staff, with the greatest increases in the oldest and youngest age categories - 60 and over (increased 13%), and 24 and under (increased 11%).
- For the unknown age category both academic staff and all staff had a large drop in 2008/09 followed by a further drop in 2009/10. This was mostly attributable to staff on atypical contracts.
- For academic staff on atypical contracts, the biggest increase was for those staff aged 24 and under which rose by over three quarters. For all staff on atypical contracts the biggest increase was in the group aged 25 to 29 with an increase of over two thirds.
- For staff (all and academic) on non-atypical contracts, the biggest increase was in the age group 65 and over. All staff numbers in this age group rose by 30%, and academic staff in this age group rose by 15%.

Disability Monitoring

Students

- In 2009/10 there were 11,349 disabled students studying at Welsh HEIs (8% of total students). Almost half of those with a disability have a learning disability (eg dyslexia).
- The number of students in receipt of Disabled Students' Allowance (DSA) rose by 8.3%, the number of disabled students rose by 5.1% and the total number of students rose by 2.3%. Since the number of students receiving DSA rose more than the number of disabled students, this shows that there were more students receiving DSA.

- The number of students whose information about disability was refused/not known/not sought fell by 15% (from 7,863 to 6,698). Most of those with disability not known were from a single institution.
- The number of students with no known disability has increased by 3.1%.
- The proportion of disabled students claiming DSA at Welsh HEIs was higher than the proportion at UK HEIs as a whole.

Staff

- The number of academic staff declared as disabled has increased by over 40% from 268 to 377.
- The number of all staff declared as disabled has increased by 45% from 709 to 1,026.
- The number of staff (academic and total) on non-atypical contracts who were declared as disabled rose by nearly half.
- The number of staff on atypical contracts who were declared as disabled rose by 14% (academic) and 26% (total).
- The most common disability for staff (academic and total) including those on non-atypical contracts is a long-standing illness or health condition followed by other, dyslexia and physical impairment. For atypical staff the most common disabilities are dyslexia and cognitive impairment.
- Between 2008/09 and 2009/10 the number of staff (academic and total) reporting a disability increased for each category. 2008/09 was the first year that staff could report which disability they had.
- In 2008/09, the number of academic staff whose information on disability was not provided increased dramatically by nearly 5 times the number in 2007/08, and the number of all staff whose information on disability was not provided increased by nearly 4 times. This was mostly attributable to staff on atypical contracts at two institutions. The numbers fell in 2009/10 although one institution still had this issue.

Ethnicity Monitoring

Students

- The number of Asian other students and mixed ethnicity students each rose by over 20%. The number of Black Caribbean students fell by one third from 463 to 301.
- The number of students with information about ethnicity not known fell by over half (from 2,332 to 1,116).

- There were a greater percentage of both Welsh domiciled applicants and UK domiciled applicants from ethnic minority backgrounds than the percentage from ethnic minority backgrounds in the census population.
- The proportion of UK domiciled and Welsh domiciled students from an ethnic minority background at Welsh HEIs was greater than the proportion in the UK student weighted census population.

Staff

- The proportion of academic staff and all staff from with an ethnic minority background was lower than the proportion in the UK census population, but was greater than that in the Welsh census population.
- The number of both UK academic staff and all UK staff on non-atypical contracts with information about ethnicity not known/refused fell respectively by 19% and 27%.

Gender Monitoring

- Across the period there have been no significant changes to the pattern of gender amongst applicants, students, academic staff and all staff.

Students

- The proportion of female students at Welsh HEIs has fallen from 56 per cent to 54 per cent.
- Female applicants to UK HEIs and female students at Welsh HEIs had slightly more representation than females in the census population aged 16 and over.

Staff

- The proportion of female academic staff at Welsh HEIs was slightly lower than the proportion of females in the census population aged 16 and over and economically active.
- Female staff at Welsh HEIs had greater representation than females in the census population aged 16 and over and economically active.
- 56% of academic staff are male but only 47% of total staff are male.
- There was a lower proportion of male academic staff and male total staff at Welsh HEIs on atypical contracts than the proportion of males in the census population.
- There were fewer female academic staff on non-atypical contracts than male.

Technical Notes

Population

In all cases the data have been reduced to a headcount, that is, a staff member with more than one contract will be counted once, and a student with more than one enrolment will be counted once.

Staff

For the analysis of staff ethnicity, the population used is UK national staff only. For all other analyses all staff are included.

Students

This analysis includes individual students, returned on the HESA student record who are counted in the session population, that is students who are active within the academic year, except dormant students, incoming and visiting exchange students, students studying for the whole of their programme of study outside of the UK, students who are writing up and sabbatical students.

For the analyses of students by age and gender, the population includes all such students.

For the analysis of the disability of students, in addition, only those students recorded on the full student record have been included. For the analysis of the ethnicity of students, UK domiciled students only, recorded on the full student record have been included. The full student record is used as disability and ethnicity are not included on the reduced student record which is used for certain types of students where a subset of the information required by the full student record is recorded. UK domiciled students have been selected for the analysis of ethnicity of students as recording ethnicity is not compulsory for non-UK domiciled students.

Unknowns - HESA definitions

Staff

- Ethnicity not known – used for staff where ethnicity is not known, can be used for staff who do not genuinely know their ethnicity, e.g. staff who are adopted
- Ethnicity refused – used for staff who explicitly refused to provide the information
- Disability not provided – information not provided
- Unknown age – all cases where date of birth is missing, or when the date of birth causes the calculated age to be 0.
- Unknown gender – all cases where gender is not known

- Indeterminate gender – member of staff is unable to be classified as either male or female. It should not be used as a substitute or proxy for 'Not known'. It identifies those who are 'intersex' and is not related in any way to trans-gender.

Students

- Ethnicity refused – includes all cases where the information has been actively sought but is still missing
- Ethnicity not known – used for all other cases where ethnicity is not known
- Disability refused – used in all cases where the student has explicitly refused to provide disability information
- Disability not sought – used for continuing students in cases where the institution does not already hold the information
- Disability not known – includes all cases where the information has been sought but is missing
- DSA not known/not sought – includes cases where the student has a disability but it is not known whether or not they are in receipt of Disabled Students' Allowance
- Unknown age – all cases where date of birth is missing, or when the date of birth causes the calculated age to be 0.
- Indeterminate gender – student is unable to be classified as either male or female. It should not be used as a substitute or proxy for 'Not known'. It identifies those who are 'intersex' and is not related in any way to trans-gender.

Disability

Since 1996 there has been no registration of disability. Disability is recorded on the basis of the staff member or student's own self-assessment.

Students in receipt of DSA are UK domiciled only.

Age

Age is the student or staff member's age at the 31st August within the academic year.

UK Domiciled

Includes students domiciled in Scotland, England, Northern Ireland, Wales, Channel Islands and Isle of Man.

Small numbers

When absolute numbers in a category are low, small changes in number in such categories can lead to very large percentage differences. This is an issue for monitoring ethnicity and disability of staff in some cases.

Differences compared with other data sources

HESA publications

Staff data provided in this analysis will differ from data published by HESA, which excludes staff on atypical contracts, counts only those contracts active on the 1 December, and counts full person equivalents.

Student data provided in this analysis will differ from data published by HESA, which counts student active in the standard registration population and enrolments, not a headcount. The registration population is similar to the session population, but counts registrations once for each year of programme of study, rather than for each academic year in which they are active.

Definition of atypical

The definition of 'atypical' was set out by the DTI:

'The term 'atypical' is used to describe working arrangements that are not permanent, involve complex employment relationships and/or involve work away from the supervision of the normal work provider. These may be characterised by a high degree of flexibility for both the work provider and the working person, and may involve a triangular relationship that includes an agent. They can be contrasted with the model of a permanent, full-time employment contract between two parties, where one works standard hours under the control of the other and termination can only take place if there is grave fault or by giving notice. Atypical arrangements may involve an absence of mutual obligation between the work provider and working person beyond or within a given period of work or assignment and may also involve complex relationships between the working person, an agent paying and/or supplying the working person and the principal, under whose supervision the working person may work. It is important to recognise, however, that atypical workers may often be employees.'

In addition to this definition from the DTI, some HE specific guidance has been devised. Atypical contracts meet one or more of the following conditions:

- Are for less than four consecutive weeks - meaning that no statement of terms and conditions needs to be issued.
- Are for one-off/short-term tasks - for example answering phones during clearing, staging an exhibition, organising a conference. There is no mutual obligation between the work provider and working person beyond the given

period of work or project. In some cases individuals will be paid a fixed fee for the piece of work unrelated to hours/time spent.

- Involve work away from the supervision of the normal work provider - but not as part of teaching company schemes or for teaching and research supervision associated with the provision of distance learning education.
- Involve a high degree of flexibility often in a contract to work 'as-and-when' required - for example conference catering, student ambassadors, student demonstrators.