

# **Equalities Monitoring May 2010**

**Analysis of characteristics of  
staff and students at Welsh HEIs  
for the academic years  
2006/07 to 2008/09**

## **Age Monitoring**

### Students

- The number of students at Welsh HEIs with unknown age has dropped by two thirds.
- The number of students aged 20-29 has increased.

### Staff

- The number of academic staff increased for most age categories, with the number of staff aged 60 and over increasing by nearly a third and staff aged 24 and under increasing by a tenth. 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, and 24 and under. This was mostly attributable to staff on atypical contracts.
- For both academic staff and all staff with unknown age category, there was a large increase in 2007/08 followed by a large drop in 2008/09. This was mostly attributable to staff on atypical contracts.
- For staff (all and academic) on atypical contracts, the biggest increase was for those staff between the age of 25 to 29 years old. The number of academic staff in this age group rose by nearly a third, and the number of all staff rose by a quarter.
- 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 over 50%, and academic staff in this age group rose by 40%.

## **Disability Monitoring**

### Students

- The number of students in receipt of Disabled Students' Allowance (DSA) rose by 13.6%, the number of disabled students rose by 4.5% and the total number of students rose by 1.4%. 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 rose by about a quarter. This was mostly attributable to one institution.
- The total number of students with no known disability has remained the same.
- 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 nearly a quarter.
- The number of all staff declared as disabled has increased by over 50%.
- The number of academic staff on non-atypical contracts who were declared as disabled rose by over a third.
- The number of all staff on atypical contracts who were declared as disabled fell by a third.
- The number of all staff on non-atypical contracts who were declared as disabled rose by two thirds.
- In 2008/09, the number of academic staff whose information on disability was not provided increased dramatically by over 5 times the number in 2006/07, 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.

## Ethnicity Monitoring

### Students

- The number of Bangladeshi students and mixed ethnicity students each rose by over a quarter.
- The number of students with 'Other' ethnicity fell by about a quarter.
- The number of students with information about ethnicity not known fell by over a quarter.
- There were a greater percentage of both Welsh domiciled applicants and UK domiciled applicants from ethnic minority groups than the percentage of ethnic minority groups in the census population.
- The proportion of UK domiciled ethnic minority students at Welsh HEIs was greater than the proportion of ethnic minority students in the UK student weighted census population.

### Staff

- The proportion of academic staff and all staff from ethnic minority groups was lower than the proportion of the UK census population for ethnic minority groups, 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 increased by about 15% each.

## **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**

- 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.
- There was a lower proportion of male academic staff and male all 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.