Staff Equality Monitoring Report 2005 - 2008

For HEFCW's full equality monitoring categories please see a copy of our equality monitoring form available on the website

Gender	2005	2006	2007	Jan - Dec 2008	HEFCW % 2005	HEFCW % 2006	HEFCW % 2007	HEFCW % 2008	Census Comparison* % for Wales
Male	14	15	16	17	29%	29%	30%	28%	54%
Female	34	37	38	44	71%	71%	70%	72%	46%
				61					

Ethnicity	2005	2006	2007	2008	HEFCW % 2005	HEFCW % 2006	HEFCW % 2007	HEFCW % 2008	Census comparison for Wales %*
Mixed - White & Black African									1.8%
White									
White English	11	14	13	13	25%	27%	24%	21%	
White Irish									
White other									
White Scottish									
White Welsh	20	30	33	37	45%	57%	61%	60%	
White British									
Not Known		0	0	0					
Total (excluding not known)	44	52	54	51					

Disability	2005	2006	2007	2008°	HEFCW % 2005	HEFCW % 2006	HEFCW % 2007	HEFCW % 2008	Receipt of DLA 05/06**
Disabled (Registered)									7.4%
Not Disabled	48	52	52		100%	100%	96%		
Autistic Spectrum Disorder									
Blind/partially sighted									
Deaf/hearing impairment									
Disability not listed									
Long-term medical condition or unseen disability e.g. Asthma, cancer, diabetes, epilepsy, HIV, ME, MS				8				13%	
Mental health difficulties									
Personal care support									
Specific learning difficulty e.g. Dyslexia									
Wheelchair user/mobility difficulties									
Not declared				18				29%	
No known disability				33				54%	
Multiple disabilities									

° Recording categories changed in 2008

Sexual Orientation	2005	2006	2007	2008	HEFCW % 2005	HEFCW % 2006	HEFCW % 2007	HEFCW % 2008 †
Bisexual								
Gay								
Heterosexual				43				70%
Lesbian								
Not declared				17				28%

Religion	2005	2006	2007	2008	HEFCW % 2005	HEFCW % 2006	HEFCW % 2007	HEFCW % 2008 †
Buddhist								
Christian				27				44%
Hindu								
Jewish								
Muslim								
Sikh								
Not Declared				9				15%
Other				25				41%

† Only recorded since 2008

Age	2005	2006	2007	2008	HEFCW % 2005	HEFCW % 2006	HEFCW % 2007	HEFCW % 2008	Census Comparison* % for Wales
Under 25									
25-34	14	18	19	13					
35-44	15	15	16	17	65%	65%	67%	52%	64%
45-54	12	14	13	15					
55-64				7					
65 over	0	0	0		35%	35%	33%	38%	36%
Not declared				6				10%	

What can be recorded
Ethnicity
Disability
Age range
Gender †
Religion †
Sexual Orientation †

† Only recorded since 2008

What can't be recorded and why
All data collected now recordable
What can be published
Gender
What can't be published and why
Disability - less than 10% identified as disabled
Ethnicity - less than 10% identified in one or more categories
Religion - less than 10% identified in one or more categories
Sexual Orientation - less than 10% in one or more categories
Age - by individual group as less than 10% identified in one or more categories

* Economically active and aged 16 and over

** Mid year estimate of th epopulation 2005