

# **Equalities Monitoring April 2008**

**Analysis of characteristics of  
staff and students at Welsh HEIs  
for the academic years  
2004/05 to 2006/07**

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## **Age Monitoring**

### **Age of HE students at Welsh HEIs**

- The number of students at Welsh HEIs rose over the three year period to 2006/07 by 2.6%. The number of students aged between 19 and 29 has increased whilst the number aged 18 and under has dropped by just under 1%. The number of students recorded with unknown age has decreased by 34%.
- In absolute terms the number of students aged 30 and over decreased compared to 2004/05 and the proportion of students in that age group also dropped. There was strong growth in the 21 to 24 and 25 to 29 age groups, and overall numbers in the 21 to 29 age group increased by 9%. There remains a fairly even split between the 20 and under, 21 to 29, and 30 and over age groups, with slightly more than a third for the 30 and over age group and slightly less for the other two over the whole period.

### **Age of Academic Staff at Welsh HEIs**

- Following a drop in the number of academic staff between 2004/05 and 2005/06, mainly due to a decrease in the number of staff on atypical contracts, the total number of academic staff recovered to above the 2004/05 level in 2006/07. The overall increase for the three year period was 5%.
- This recovery was reflected in increased numbers of staff for all known age groups over 2005/06. The recovery was strongest for those aged up to age 29 and weaker for the 35 to 39 and 45 to 49 age groups for which numbers were lower in 2006/07 than for 2004/05. As a consequence 32% of academic staff were aged 34 and under at 2006/07.
- By 2006/07 the absolute number of academic staff with unknown age was below that for 2004/05, reducing by a quarter over the three year period.

### **Age of Staff at Welsh HEIs**

- Between 2005/06 and 2006/07 the total number of staff increased by over 5% with all individual age groups increasing by at least 4%. Overall growth over the three years to 2006/07 for known age groups was 8%. The largest increase over the three years was in the 25 to 29 age group (24%). Strong increases were also recorded for the 65 and over and 60 to 64 age groups (17% and 16% respectively), although the absolute numbers involved were smaller. Smaller increases were seen in the 30 to 34 and 50 to 54 age group (1.3% in each).
- The number of staff whose age was unknown dropped below 2004/05 levels in 2006/07. The decrease was large compared to that in 2005/06 and over the three years the number of 'unknowns' decreased by 13%.

## **Age of Applicants, Students and Staff of Welsh HEIs Compared to Population Distributions**

- In the recent past Wales has had a higher proportion of applicants aged 19 and under than the UK as a whole but over the three years this difference has narrowed. For Wales the proportion aged 19 and under decreased from just over 70% in 2004/05 to nearer the UK figure of around two thirds of applicants in 2006/07.
- The age profile of students from Wales enrolled in UK HEIs is broadly similar to that for the UK as a whole, although Wales has consistently higher proportions of students aged 18 and under and 30 and over. For both Wales and the UK ages up to age 29 have greater representation in the student population than in the census population whilst the 30 and over age group is less represented than in the census population.
- Those aged 24 and under remain considerably less represented in the academic staff population than in the census population but overall numbers in this age group more than doubled compared to 2003/04, to 6.9% of academic staff in Wales in 2006/07. The population aged 55 and over has greater representation in the academic staff population than the census population, by almost 3 percentage points in the 55 to 59 age band.
- Changes since 2004/05 mean that for academic staff, the 30 to 34 and 35 to 39 age groups are now slightly less represented compared to the census populations for both Wales and the UK.
- At the same time the direct result of the increase in the 25 to 29 age group is that in 2006/07 it is more represented in both the academic and all staff populations than the census populations for Wales and the UK. The situation is most pronounced for academic staff compared to the population of Wales.

## **Disability Monitoring**

### **Disability status of Students at Welsh HEIs**

- Numbers in receipt of Disabled Students' Allowance (DSA) showed a 21% increase over the three years to 2006/07. The proportion of disabled students in receipt of DSA in 2006/07 was 39%, below the level for 2005/06 but slightly higher than for 2004/05.
- The number of students with a known disability increased by 14%. As a result 8% of all students recorded a known disability in 2006/07. The number of students with unknown disability status dropped by 35% overall.
- Numbers of students recording disabilities have increased for all disability types except multiple disabilities, which stayed roughly the same over the period. Numbers recording autistic spectrum disorder more than doubled (albeit from a low base) while for deafness or hearing impairment numbers increased by a fifth.
- Disability categories with the greatest representation over all three years were Dyslexia, Unseen disability and Disability not listed.
- The majority of the larger numbers of students recorded with disability not known since 2004/05 are attributable to one institution. For 2006/07 the overall figure remains over 6,000 whereas for 2003/04 it was less than 1,500.

### **Disability status of Academic Staff at Welsh HEIs**

- Between 2004/05 and 2006/07 the number of staff declared disabled increased by 38%. The proportion of all academic staff declared disabled increased from 1.6% to 2.0%. The number of academic staff who did not provide disability information decreased by 52% over the three years.

### **Disability status of Staff at Welsh HEIs**

- Between 2004/05 and 2006/07 the overall number of staff declared disabled rose by 22% whilst the number who did not provide information halved. The proportion of all staff declared disabled rose from 2.1% in 2004/05 to 2.2% in 2006/07.

### **Disability of Applicants, Students and Staff of Welsh HEIs**

- The proportion of UK domiciled applicants to UK HEIs who are disabled rose from 5.1% in 2004/05 to 5.6% in 2006/07.
- The proportion of students at Welsh HEIs with a disability remains slightly above that for UK HEIs as a whole. The proportion of disabled students in receipt of DSA is also higher for Wales than for the UK, although for the UK the proportion is increasing.
- The proportions of both academic and all staff who are declared disabled increased to 2% or above in 2006/07. By comparison the proportion of the total Wales population in receipt of Disability Living Allowance each year is over 7%.

## **Ethnicity Monitoring**

### **Ethnicity of UK Domiciled HE students at Welsh HEIs**

- The number of UK domiciled students at Welsh HEIs dropped by around 200 (0.2%) over the three years to 2006/07. The proportion of UK students declared to be White decreased slightly despite a small increase in the absolute numbers recorded as such.
- All other ethnicity categories have seen an increase in their share of the population of known ethnicity, apart from Pakistani where numbers dropped 5% between 2004/05 and 2006/07.
- The number of UK domiciled students at Welsh HEIs for whom ethnicity was Not Known or Refused fell by 35% overall, whilst the population with known ethnicity increased by nearly 2%.

### **Ethnicity of UK National Academic Staff at Welsh HEIs**

- The number of UK national academic staff increased by 5.7% to 2005/06 and 4% to 2006/07. Over the three years the increase was nearly 10%. Most of this increase was in the White ethnic group which increased by over 800 overall.
- The next highest increase in terms of absolute numbers was in the Indian group followed by the Mixed group. Below this, changes to absolute numbers were single digit but even so the number of Black African staff doubled whilst the Pakistani, Bangladeshi and Asian Other groups increased steadily over the period.
- The number of staff recorded with ethnicity not known/not requested decreased in 2005/06 but returned to above 300 in 2006/07. There was still a slight percentage decrease as academic staff numbers increased by nearly 10% over the three years.

### **Ethnicity of UK National Staff at Welsh HEIs**

- The number of UK national staff increased by over 10% over the three year period. Most of this increase occurred between 2004/05 and 2005/06.
- The largest percentage increase was for the Black African group which doubled in size between 2004/05 and 2006/07. In terms of absolute numbers the largest non-White ethnic groups are the Mixed and Indian groups, which have also seen the largest absolute increases overall.
- Of the smaller groups the Black Other group has decreased slightly whilst the numbers in the Bangladeshi group have remained static, although the total numbers involved are very small.
- The number of staff recorded as Not known/ refused increased by 1% over the three year period following a decrease in 2005/06. Under half of these were found to be on fixed-term contracts in 2006/07, whereas in 2004/05 just over half and in 2005/06 nearly two thirds of staff recorded with unknown/refused ethnicity had been on fixed term contracts.

## **Ethnicity of Applicants, Students and Staff of Welsh HEIs Compared to Population Distributions**

- The proportion of White applicants to UK HEIs domiciled anywhere in the UK, at just under 80% in 2006/07 is considerably lower than the proportion of the UK population recorded as White in the 2001 census (92%). For Wales domiciled applicants the difference is less marked, where the corresponding figures were 94% in 2006/07 and 98% in the census. As a consequence all minority groups have greater representation amongst applicants than amongst the census population. This is true for both Wales and the UK and across the period.
- The proportion of UK applicants from non-White groups increased over the period except for the Indian, Pakistani and Chinese groups (although absolute numbers grew for Indian and Pakistani groups). The proportion of Wales' applicants from non-White groups also increased, except for the Black Caribbean, Indian, and Chinese groups. Absolute numbers of applicants also fell for Black Caribbean and Chinese groups in Wales.
- When considering students at Welsh HEIs domiciled in the UK it can be seen that the proportion of non-White students (6.2% at 2006/07) remains lower than that for the UK census population (7.9%). In 2004/05 only the Chinese and Other groups had greater representation in the student population than the UK census, but by 2006/07 so did the Black African and Asian Other groups. Nevertheless, the proportion of non-White students is greater than the student weighted population figure of 4.1%, and all minority groups have greater representation than the student weighted population in each year except Pakistani, and Bangladeshi (and Black Caribbean in 2004/05). (The weighted population figures take into account that student numbers at Welsh HEIs are dominated by the number of students domiciled in Wales and therefore the ethnic mix of all students will be skewed towards the mix of the Welsh population).
- When considering only those students domiciled in Wales it can be seen that all non-White groups have greater representation amongst students at Welsh HEIs than amongst the Wales population for all years.
- At around 97% white academic staff at Welsh HEIs have higher - and non-White academic staff have lower (2.8% in 2004/05 rising to 3.1% in 2006/07) - representation than amongst the UK census population (92% and 7.9% respectively). Compared to the Wales census population the reverse is true: for all three years to 2006/07 the proportion of academic staff in non-White groups is greater than the corresponding proportion of the Wales population (2.1%), and the proportion of academic staff who are White is marginally lower than the corresponding proportion of the Welsh population (98%).
- When considering all staff, the non-White group had lower representation than the UK census population (7.9%), but at 2.1% the proportion was comparable to the Wales population in 2004/05 and increased to 2.4% in 2006/07.

## **Gender Monitoring**

### **Gender of HE students at Welsh HEIs**

- The number of students at Welsh HEIs rose by 2.6% over the three year period to 2006/07. In 2004/05 females represented nearly 57% of students but this has now dropped slightly due to larger percentage increases in male students since then.

### **Gender of Academic Staff at Welsh HEIs**

- Between 2004/05 and 2006/07 numbers of academic staff fell sharply then recovered to above the levels for 2004/05. The initial decrease is mostly explained by a drop in the number of academic staff on atypical contracts. The overall increase to 2006/07 was 5%.
- In terms of gender the decrease was greater for females (5.6%) than for males (4.2%) but so was the recovery so that to 2006/07 the number of females rose by 6.4% whilst the number of males rose by 3.9%.
- As a result, out of the three years 2006/07 shows the highest number (over 5,500) as well as the highest proportion of academic staff who are female (43.7%).

### **Gender of Staff at Welsh HEIs**

- Total staff numbers increased by 8% over the three years to 2006/07. The percentage increase for males (8.5%) was higher than that for females (7.4%). However, for each of the three years nearly 53% of all staff were female.

### **Gender of Applicants, Students and Staff of Welsh HEIs Compared to Population Distributions**

- The proportion of applicants to UK HEIs from both the UK and Wales who were female increased slightly to nearly 55% of UK applicants and nearly 60% of Wales applicants in 2006/07.
- The proportion of female students in 2006/07 is greater than the proportion of females aged 16 and over in the census population for both Wales and the UK as a whole. For HEIs in Wales the proportion is 4 percentage points higher than the Wales census population and for UK HEIs is 5 percentage points higher than the UK census population. The proportions change very little over the three year period.
- Females are underrepresented in the academic staff population compared to the census population who are aged 16 and economically active. The difference narrowed over the three year period so that the proportion of academic staff who are female is now 2 percentage points below the proportion in the census population in Wales who are female.
- By contrast females are overrepresented amongst all staff compared to the census population. The proportion of females is 7 percentage points higher in the all staff population than the census population in Wales.

## **Unknowns by HEI**

### **All Staff**

#### *Gender*

Although unknown gender is a valid entry on the staff record, no staff were recorded with unknown gender.

#### *Ethnicity*

Two institutions had relatively higher proportions of all staff where ethnicity was not known in 2004/05 (5% and 6% respectively). By 2006/07, the proportions for both institutions had reduced considerably.

#### *Disability*

Information on disability was not provided for 4% of staff at Welsh HEIs in 2006/07, down from 8% in 2004/05.

#### *Age*

Coding of date of birth does not appear to be an issue for Welsh HEIs as all HEIs have very low proportions of staff with unknown age, with the exception of one institution where 4% of staff were of unknown age in 2005/06. The vast majority of these staff were on atypical contracts and the issue was eliminated in 2006/07.

### **Academic staff**

#### *Ethnicity*

Two institutions had relatively high proportions of academic staff with unknown ethnicity in 2004/05 (10% and 14% respectively). By 2006/07, the proportions for both had dropped considerably and were comparable with the other institutions in Wales.

#### *Disability*

The proportion of academic staff who did not provide disability information halved from 8% to 4% between 2004/05 and 2005/06 and remained at this level in 2006/07.

#### *Age*

In 2005/06 the proportion of academic staff recorded with unknown age increased to 3% due to coding problems at one institution but by 2006/07 these problems were largely eliminated and the proportion reduced to 1%.

## **Students**

### *Ethnicity*

The proportion of students who refused to provide ethnicity information decreased slightly from 3% to 2% in 2005/06 and remained at that level in 2006/07, mainly due to reductions at two institutions. The proportion of students with unknown ethnicity also reduced from 3% to 2% and remained at that level in 2006/07.

### *Disability*

The proportion of students for whom disability information was not known reduced from 8% in 2004/05 to 5% in 2006/07, due to reductions at five institutions. For the remaining eight institutions no students were recorded with unknown disability information over the same period.

### *Disabled Students' Allowance*

Only UK domiciled students are eligible for DSA.

The proportion of UK domiciled disabled students for whom information on DSA was either not known or not sought fell from 21% in 2004/05 to 16% in 2006/07. For two institutions the proportion of UK domiciled disabled students where information on DSA was not known or not sought dropped considerably whilst for six the proportion remained in double figures, between 14% and 46% in 2006/07.

### *Age*

Recording of date of birth for students does not cause any major problems with the largest proportion of students with unknown age being no more than 2% at 2004/05 and no more than 1% at 2006/07.

## Technical Notes

### Population

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

#### *Staff*

Collecting information for all staff at individual level occurred for the first time in 2003/04, and it was not compulsory for institutions to return information concerning staff on atypical contracts until 2004/05. Analysis using comparable data is only possible for 2004/05 onwards.

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, i.e. 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

## *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 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 information about Disabled Students' Allowance is not known/not sought
- Unknown age – all cases where date of birth is missing, or when the date of birth causes the calculated age to be 0.

## **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 31<sup>st</sup> 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**

### *Previous equal opportunities monitoring analyses*

Figures provided in previously produced equal opportunities monitoring analyses, should not be compared, even if they relate to the same year, due to differences in defining the populations under examination.

For example:

- In this analysis we have analysed the characteristics of academic staff of any FTE. In previous analyses academic staff on contracts of greater than 25% of an FTE were analysed.
- Reducing the population to a headcount is dependent on the original sort order of the data.
- Students recorded on a reduced record were included in earlier analyses.

#### *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.