

Equalities Monitoring 2015/16 to 2017/18

**Analysis of characteristics of
staff and students
at Welsh higher education providers
for the academic years
2015/16 to 2017/18**

Unless otherwise stated all comparisons are for students or staff at Welsh higher education providers (HEPs) across the period 2015/16 to 2017/18.

Student and staff populations used in this analysis have been revised to be in line with data published by the Higher Education Statistics Agency (HESA) and are therefore not directly comparable with data previously published by HEFCW.

From 2015/16 onwards, data for non-academic staff on atypical contracts are no longer collected. This means that data for academic staff on both atypical and non-atypical contracts and data for non-academic staff on non-atypical contracts only are included in data on 'all' staff.

Data for students at HEFCW directly funded higher education provision at Welsh further education institutions (FEIs) have been included in the HESA student record for the first time in 2016/17. Although equivalent data is not available for earlier years, the 2016/17 and 2017/18 data has been included in this analysis.

Age Monitoring

Students

- Overall, there was a 0.7% increase in the total number of students across the period. This increase was due to a rise in those aged 19 (2.1%), aged 20 (1.2%) and those aged 21-24 (3.2%). There was a decrease of 3.8% in those aged 18 and of 2.5% in those aged 25-29. At UK HEPs overall, there was a 2.7% increase in students across the period, with increases in all age groups under 30 (between 0.4% and 6.4%) and a decrease in those aged 30 and over (-3.4%). The 18 and under age group saw the largest percentage drop at Welsh HEPs, with a decrease of 3.8%.
- The number of students with unknown age has remained constant throughout the period at UK HEPs, while numbers at Welsh HEPs are small.

Staff

- There was an increase in all age groups of **academic** staff, with the 39 and under age groups and the 60 to 64 age group seeing increases greater than 10% and the largest percentage increase of 23.4% in the 25-29 age group. The age group with the smallest percentage increase of 0.4% was the 50 to 54 age group.
- There were also increases in all age groups for all staff but the 24 year olds and under and the 50-54 age groups. The largest percentage increase of 11.3% was in the 35-39 age group. The 30 to 34 and 40 to 44 age groups saw the smallest percentage increases of 1.5% and 1.3% respectively.
- For **academic** staff on **non-atypical** contracts, there were decreases in two age groups, with the 24 and under age group seeing the largest percentage

drop of 26%. There were increases (of 18% or lower) in eight age groups. For **all** staff on **non-atypical** contracts, there were drops in two age groups with again the 24 and under age group seeing the largest percentage drop of 28.5%.

- For **academic** staff on **atypical** contracts, there was a very large percentage increase in the 25-29 age group (108%), resulting in an overall increase of 39%.

Disability Monitoring

Students

- In 2017/18 there were 17,590 disabled students studying at Welsh HEIs (13.6% of total students). Two fifths of those with a disability have a specific learning disability such as dyslexia, dyspraxia or attention deficit (hyperactivity) disorder (AD(H)D).
- The number of students declaring themselves as having a mental health condition, such as depression, schizophrenia or anxiety disorder increased by 47%, and as having a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder increased by 38%.
- The number of disabled students in receipt of Disabled Students' Allowance (DSA) rose by 2.2%, while the number not in receipt of DSA rose by 33% and the number where information about DSA was not known fell by 61% (from 1,010 to 400). The number of students declaring themselves disabled rose by 13.9%.
- The proportion of disabled students claiming DSA at Welsh HEIs continues to be higher than the proportion at UK HEIs as a whole.

Staff

- The proportion of **academic** staff declared as disabled increased from 4.8% to 4.9% over the period, with the number increasing from 505 to 570.
- Similarly, the proportion of **all** staff declared as disabled increased from 5.7% to 5.9% and the number increased from 1,180 to 1,285.
- The number of **academic** staff on **non-atypical** contracts who were declared as disabled was 400 in 2015/16, increasing to 430 in 2016/17 and to 475 in 2017/18. Similarly, the number of **all** staff on **non-atypical** contracts who were declared as disabled increased each year in the period (1,075, 1,110 and 1,195 respectively).
- The number of **academic** staff on **atypical** contracts who were declared as disabled decreased by 14.0% from 105 to 90 while those with no known disability rose by over 42% from 1,120 to 1,595.

- The two most common disabilities declared by staff (**academic** and **all**) are a long-standing illness or health condition or a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D. In 2017/18, almost a quarter of disabled **academic** staff declared a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D and almost a quarter declared a long-standing illness or health condition. A quarter of **all** disabled staff declared a long-standing illness or health condition.
- The number of staff whose information on disability was refused decreased by 7.5% from 545 to 505 for **academic** staff and 17.4% from 1,065 to 880 for **all** staff.
- The number of staff whose information on disability was refused fell by 18% for **academic** staff on **non-atypical** contracts and by 23% for **all** staff on **non-atypical** contracts.
- For **academic** staff on **atypical** contracts, there was an increase in numbers where information on disability was refused of 71%, although numbers were small (a rise from 65 to 110).

Ethnicity Monitoring

Students

- There were increases in the number of students in all ethnic minority groups except Chinese (0.4% decrease). The groups that saw the greatest proportional increase in student numbers were Bangladeshi (135%), Black Caribbean (31%), Black Other (29%), and Other (34%).
- The number of students with information about ethnicity refused fell by 21% (from 1,915 to 1,505) similarly, the number of students with information about ethnicity not known fell by 56% (from 715 to 315). In 2017/18, the proportion of students with information about ethnicity refused was 1.4% and the proportion with information unknown was 0.3%.
- In 2017/18, the proportion of Welsh domiciled students from each ethnic minority background (except White and Black African) at Welsh HEIs was greater than or equal to the proportions in the Wales census population. The proportion of UK domiciled students from each ethnic minority background (except Mixed and Bangladeshi) of UK domiciled students at Welsh HEIs was lower than or equal to these proportions in the UK census population.
- In 2017/18, the proportion of UK domiciled students from ethnic minority backgrounds collectively is higher than the UK student weighted census population.

Staff

- In 2017/18, the proportion of **all** staff and **academic** staff from each ethnic minority background was lower than each of these proportions in the UK census population, except Chinese and Other ethnic minority backgrounds.
- In 2017/18, the proportion of **all** staff from each ethnic minority background was greater than or equal to each of these proportions in the Wales census population, except for Bangladeshi. The proportion of **academic** staff from each ethnic minority background was also greater than or equal to the Wales census population for all ethnic groups.

Gender Monitoring

Students

- Female applicants to UK HEIs and female students at UK and Welsh HEIs had greater representation than females in the census population aged 16 and over.

Staff

- Across the period, **all** female staff at Welsh HEIs had greater representation than females in the census population aged 16 and over and economically active.
- In 2015/16 and 2016/17, the proportion of female **academic** staff was just above the proportion of females in the census population, but in 2017/18 this proportion has fallen just below the census population.
- In 2017/18, 53.3% of **academic** staff are male but only 46.0% of **all** staff are male.
- Across the period, the proportion of **all** staff on **non-atypical** contracts that were female had greater representation than in the census population, and the proportion of female **academic** staff on **non-atypical** contracts was lower than the census population.
- The proportion of **academic** staff on **atypical** contracts that were male was lower than the proportion of males in the census population.

Technical Notes

Population

Students included in the HESA standard registration population¹ and staff included in either the 1 December staff contract population² or academic staff included in the staff atypical population are included in this analysis. Using these populations enables this analysis to be consistent with other analyses published by HESA.

The population data has been included from the 2011 census.

Students

This analysis includes individual student enrolments, returned on the HESA student record who are counted in the student registration population.

For the analyses of students by age, gender, and disability, the population includes all such students at Wales HEPs and at UK HEPs.

For the analysis of the ethnicity of students, only UK domiciled students at Welsh HEPs have been included. 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 refused – where it is not known if a staff member has a disability they are recorded as ‘no known’ disability, and only disability refused is used for staff who explicitly refuse.
- Unknown age – all cases where date of birth is missing, or when the date of birth causes the calculated age to be 0.

Students

- Ethnicity refused – used where a student has explicitly refused to provide the information.

¹ <https://www.hesa.ac.uk/support/definitions/students#standard-registration-population>

² <https://www.hesa.ac.uk/support/definitions/staff#staff-coverage>

- Ethnicity not known – used when a student genuinely does not know their ethnicity, for example individuals who were adopted.
- 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.

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

For the purposes of the analysis of ethnicity of students, UK domiciled students are taken to include students domiciled in Scotland, England, Northern Ireland, Wales, Channel Islands and Isle of Man.

Data disclosure control policy

HEFCW's standard data disclosure control procedure³ has been applied. This means that:

- All numbers are rounded up or down to the nearest multiple of 5. Any number lower than 2.5 is rounded to 0. Halves are rounded upwards (e.g. 2.5 is rounded to 5).
- Percentages are calculated on unrounded data. Percentages calculated on populations which contain fewer than 22.5 individuals are suppressed and represented as ".".
- Totals are the rounded sum of unrounded data and may not equal the sum of rounded data shown

³ https://www.hefcw.ac.uk/about_us/internal_policies/data_disclosure_control.aspx

Definition of atypical

The definition of 'atypical' was set out by the Department for Trade and Industry (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.'

Source: Department of Trade and Industry (DTI) Discussion Document on Employment Status, July 2003, paragraph 23.

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.