

Equalities Monitoring June 2009

**Analysis of characteristics of
staff and students at Welsh HEIs
for the academic years
2005/06 to 2007/08**

Age Monitoring

- There was an increase in student numbers in all age groups except 18 and under and 30 and over.
- The number of students with unknown age halved.
- The number of academic staff in each age category rose; percentage increases were greatest in younger and older age groups of 29 and under and 60 and over.
- There was a large drop in the number of academic staff with unknown age in 2006/07 followed by a large increase in 2007/08 though the proportion with unknown age remained small.
- For all staff there were also increases in each age category with the greatest percentage increases in the older age groups of 60 and over, and the younger age group of 25 to 29.
- As with academic staff, there was a large drop in the number of staff with unknown age in 2006/07 followed by a large increase in 2007/08.

Disability Monitoring

- The number of students declaring a disability, and the number of disabled students claiming Disabled Students' Allowance (DSA) rose, although the overall number of students remained the same.
- The number of students where information about disability was refused, not known or not sought fell by about a tenth.
- The proportion of disabled students claiming DSA at Welsh HEIs was higher than the proportion at UK HEIs as a whole.
- The number of disabled students where information about DSA was not known/not sought fell by about a quarter.
- The number of academic staff declaring themselves as disabled increased by just over a quarter.
- The number of all staff declaring themselves as disabled increased by nearly a third.
- The number of all staff where information on disability was not provided fell by nearly a quarter.

Ethnicity Monitoring

- Minority groups had greater representation amongst applicants than amongst the census population for both Welsh domiciled and UK domiciled applicants as a whole.
- The number of Bangladeshi students rose by nearly a half, and the number of Black African and Mixed students each rose by just over a quarter.
- The number of students with information about ethnicity not known or refused fell by a fifth.
- All minority groups had greater representation among UK domiciled students at Welsh HEIs than the student weighted census population across the period except Pakistani and Bangladeshi.
- The proportion of academic staff and all staff from minority groups was lower than the proportion of the UK census population from minority groups, but greater than that in the Welsh census population.
- The number of all staff where information on ethnicity was not known or refused increased by over a third.

Gender Monitoring

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