

Equalities Monitoring 2016/17 to 2018/19

**Analysis of characteristics of
staff and students
at Welsh higher education providers
for the academic years
2016/17 to 2018/19**

Unless otherwise stated all comparisons are for students or staff at Welsh higher education providers (HEPs) across the period 2016/17 to 2018/19.

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.

Age Monitoring

Students

- Overall, there was a 2.2% increase in the total number of students across the period (from 129,395 to 132,205). This increase was due to a rise in those aged 20 (1.4% - from 18,930 to 19,200), those aged 21-24 (4.1% - from 33,530 to 34,900), aged 25-29 (5.9% - from 14,210 to 15,045) and those aged 30 and over (8.7% - from 29,805 to 32,395). There was a decrease of 12.7% (from 15,125 to 13,205) in those aged 18 and under and of 1.8% (from 17,760 to 17,440) in those aged 19. At UK HEPs overall, there was a 2.9% increase (from 2,317,880 to 2,383,970) in students across the period, with increases in all age groups under 30 (between 1% and 6.4%) and a decrease of 0.4% in those aged 30 and over (from 471,905 to 469,985). Other than a decrease of 52.9% (from 35 to 15) in the unknown age category, the 18 and under age group saw the largest percentage drop at Welsh HEPs, with a decrease of 12.7% (from 15,125 to 13,205).
- The number of students with unknown age has decreased by 5.4% (from 225 to 210) throughout the period at UK HEPs, while numbers at Welsh HEPs are small.

Staff

- There was a decrease in all age groups of **academic** staff apart from the 30 to 34 and the 35 to 39 age groups, with the greatest percentage decrease of 26.7% (from 945 to 695) in the 24 and under age group and the largest percentage increase of 2.5% (from 1,660 to 1,700) in the 35-39 age group. The age group with the smallest percentage decrease of 0.1% was the 40 to 44 age group.
- There were also decreases in all age groups for all staff except the 35 to 39 and the 60 to 64 age groups. The largest percentage decrease of 28.3% (from 1,815 to 1,305) was in the 24 and under age group. The 40 to 44 and 55 to 59 age groups saw the smallest percentage decreases of 1% and 0.1% respectively.

- For **academic** staff on **non-atypical** contracts, there were decreases in four age groups, with the 50 to 54 age group seeing the largest percentage drop of 5.5% (from 1,475 to 1,395). There were increases (of 6.4% or lower) in seven age groups. For **all** staff on **non-atypical** contracts, there were drops in seven age groups with the 24 and under age group seeing the largest percentage drop of 25.9% (from 1,010 to 745).
- For **academic** staff on **atypical** contracts, there was a large percentage decrease in all age groups, varying between 5.2% (from 540 to 515) for those aged 25 to 29 and 51% (from 155 to 75) for those aged 65 and over, resulting in an overall decrease of 23.5% (from 2,760 to 2,115).

Disability Monitoring

Students

- In 2018/19 there were 19,725 disabled students studying at Welsh HEIs (14.9% of total students). 38.1% (7,505) 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 46.7% (from 3,180 to 4,670), and as having a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder increased by 39.9% (from 700 to 980).
- The number of disabled students in receipt of Disabled Students' Allowance (DSA) rose by 2.2% (from 6,905 to 7,055), while the number not in receipt of DSA rose by 27% (from 9,500 to 12,060) and the number where information about DSA was not known increased by 41% (from 430 to 610). The number of students declaring themselves disabled rose by 17.1% (from 16,835 to 19,725).
- 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 4.5% to 5% over the period, with the number increasing from 565 to 590.
- Similarly, the proportion of **all** staff declared as disabled increased from 5.4% to 6.1% and the number increased from 1,245 to 1,350.
- The number of **academic** staff on **non-atypical** contracts who were declared as disabled was 430 in 2016/17, increasing to 475 in 2017/18 and to 515 in 2018/19, showing a percentage increase of 19.7% throughout the period. Similarly, the number of **all** staff on **non-atypical** contracts who were

declared as disabled increased each year in the period (1,110, 1,195 and 1,275 respectively), an increase of 14.9% across the period.

- The number of **academic** staff on **atypical** contracts who were declared as disabled decreased by 42.2% from 135 to 80 and those with no known disability fell by over 24% from 2,560 to 1,935.
- 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 2018/19, almost a quarter (145) of disabled **academic** staff declared a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D and over a fifth (135) declared a long-standing illness or health condition. Over a quarter (340) of **all** disabled staff declared a long-standing illness or health condition.
- The number of staff whose information on disability was refused decreased by 1.9% from 510 to 505 for **academic** staff and 7.5% from 960 to 885 for **all** staff.
- The number of staff whose information on disability was refused fell by 9.6% (from 445 to 400) for **academic** staff on **non-atypical** contracts and by 11.8% (from 890 to 785) 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 48.5%, although numbers were small (a rise from 70 to 100).

Ethnicity Monitoring

Students

- There were increases in the number of students in all ethnic minority groups except Chinese (9% decrease – from 520 to 475). The groups that saw the greatest proportional increase in student numbers were Bangladeshi (83.3% - from 820 to 1500), Black Caribbean (43.1% - from 410 to 585), Pakistani (39.5% - from 920 to 1285), and Black Other (38.% - from 160 to 220).
- The number of students with information about ethnicity refused fell by 21.2% (from 1,790 to 1,410) similarly, the number of students with information about ethnicity not known fell by 63.3% (from 650 to 240). In 2018/19, the proportion of students with information about ethnicity refused was 1.3% and the proportion with information unknown was 0.2%.
- In 2018/19, the proportion of Welsh domiciled students from each ethnic minority background (except Chinese)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, Bangladeshi and Other) of UK domiciled students at Welsh HEIs was lower than or equal to these proportions in the UK census population.

- In 2018/19, the proportion of UK domiciled students from ethnic minority backgrounds collectively is higher than the UK student weighted census population.

Staff

- In 2018/19, 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 for Chinese and Other ethnic minority backgrounds, and Asian Other for academic staff only.
- In 2018/19, 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 2016/17 and 2018/19, the proportion of female **academic** staff was just above the proportion of females in the census population, but in 2017/18 this proportion fell just below the census population.
- In 2018/19, 52.7% (6,520) of **academic** staff are male but only 45.6% (10,490) 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 in 2016/17 and 2017/18 the proportion of female **academic** staff on **non-atypical** contracts was lower than the census population but in 2018/19 it increased above 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.