

Diversity & Inclusion: Staff Annual Monitoring Report 2018/19¹

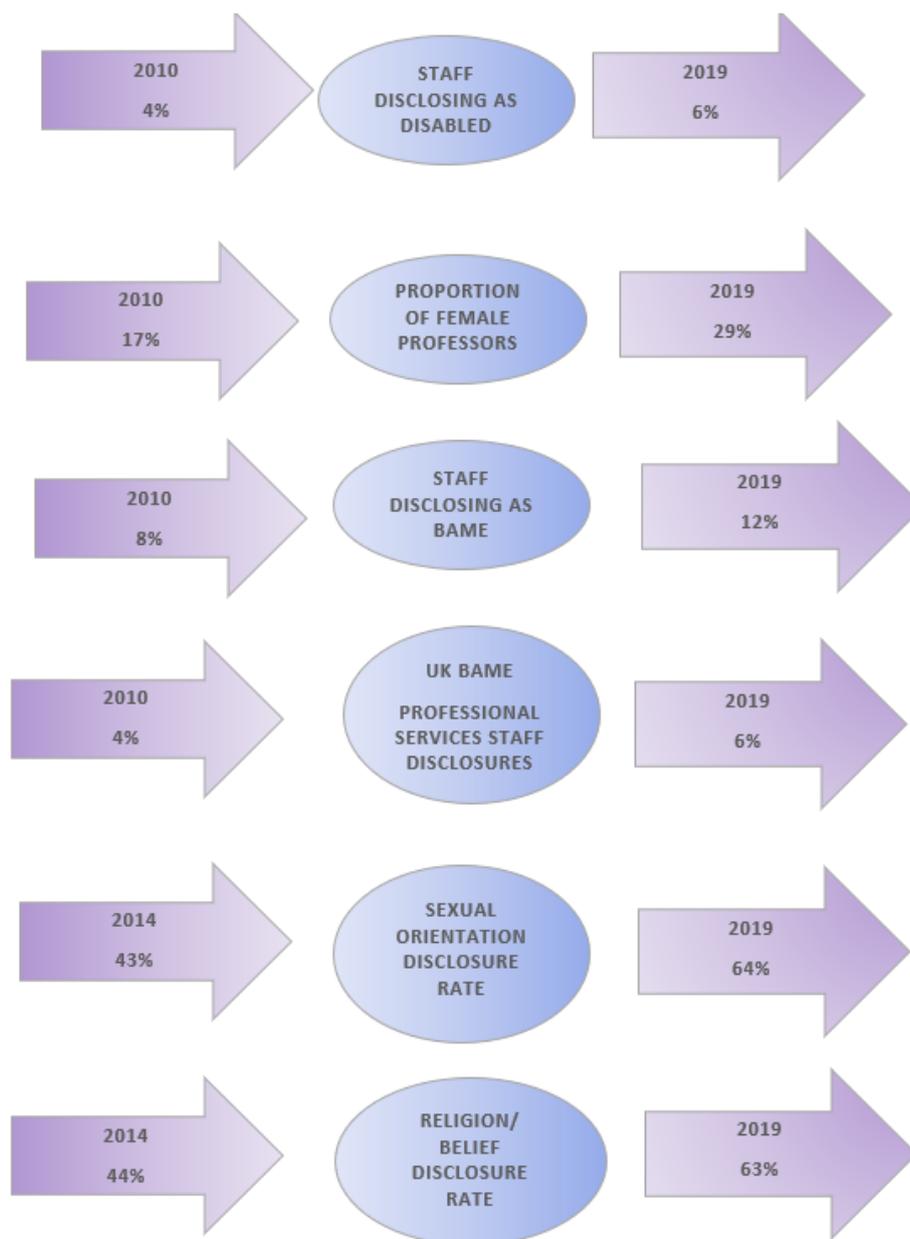
Diversity monitoring data continues to be used as an indicator of progress, although we are increasingly focused on building an inclusive environment that is welcoming to all.

The [Delivery Plan](#) for HR's Equality, Diversity and Inclusion Team was developed to support the University's People Plan and focuses on equality objectives under four key pillars: Our People, Our Processes, Our Culture and Our Reputation. These areas were identified as critical to the success of any work in the area of inclusion based on extensive experience and research and provides further detail on actions we will progress over the next three years. The plan encompasses all key equality objectives planned for the coming three years and is therefore a supporting document to this summary report.

A summary of progress in key areas is provided below, followed by a short overview of activity under each diversity monitoring category.

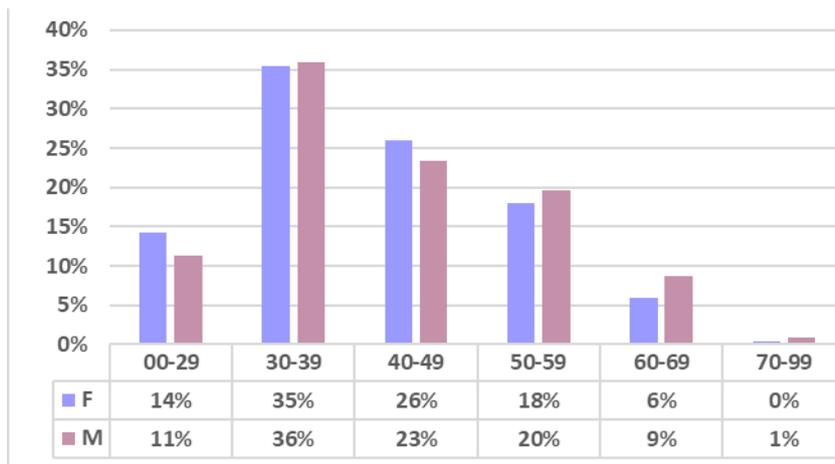
¹ Please note that due to staffing issues and transition to a new data monitoring system, this report is a shorter version than those developed for previous years.

1. Diversity monitoring data



2. Age

We routinely monitor the age profile of our staff and the majority of our staff fall within the 30 to 39 age bracket. Our workforce is ageing, in line with national trends, and generally higher proportions of women working at the University are aged under 50; higher proportions of men working at the University are aged over 50. We remain mindful of the complexities of managing a multi-generational workforce with differing expectations and support individuals in finding a balance. This will be incorporated into our apprenticeship programme in 2020 in terms of interviewing and supporting younger people who may be new to the world of work.



The peak age for caring for a loved one who is older, disabled or seriously ill is 45 to 64; as our workforce ages, it is likely that a growing number of our staff will be managing multiple caring responsibilities for children or grandchildren and for older parents. Supporting people to combine work and care has now become an economic as well as a social imperative and we continue to work closely with our [Parent & Carers' Network](#) and other key stakeholders to ensure that this group of staff remains supported in our workplace.

3. Disability

Overall, 6% of our staff have disclosed as having a disability – our disclosure rate is higher compared to the HE sector average which is at 5%.

Disability status

Disability status	Percentage	Number of disclosures
Prefer not to say	7%	529
No disability	87%	6489
Has a disability	6%	447
Total	100%	7465

Disability disclosures for staff in 2019

As with previous years, numbers of staff have increased in the categories of specific learning difficulty and mental health conditions. Across the sector, the most commonly disclosed impairments were a long-standing illness or health condition, a specific learning difficulty (which was anticipated due to the significant increase in students historically disclosing under this category), and a physical impairment or mobility issues.

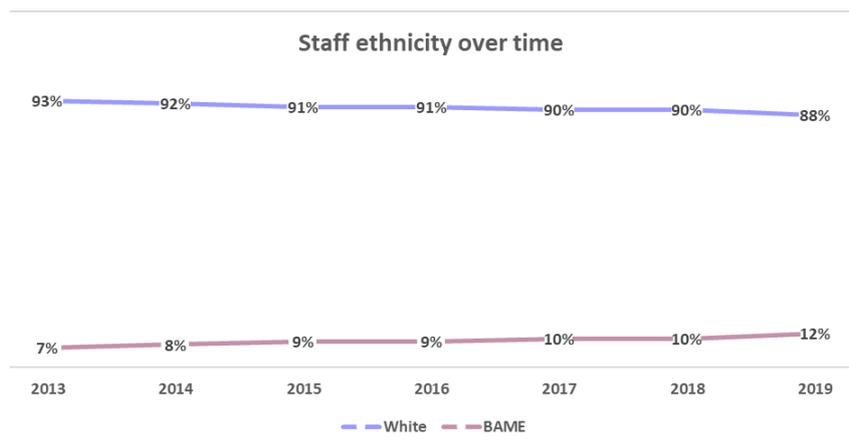
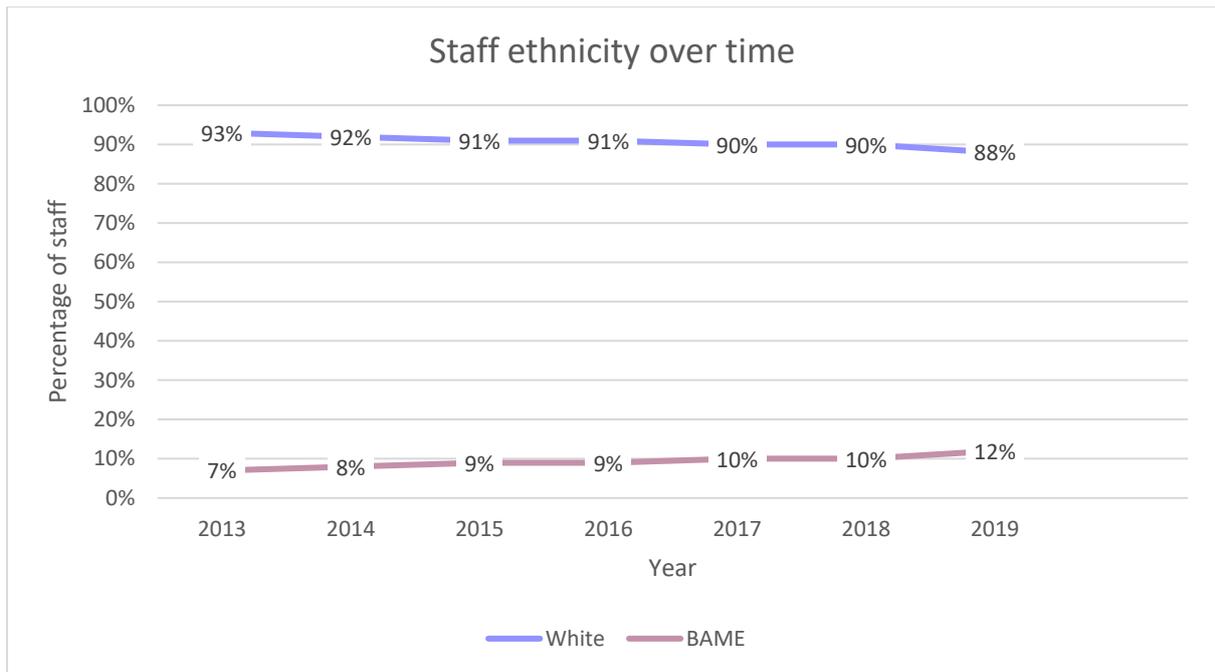
Type of disability	Number of disclosures	Percentage
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	117	1.6%
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	129	1.7%
A mental health condition, such as depression, schizophrenia or anxiety disorder	88	1.2%
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	26	0.3%
A disability, impairment or medical condition that is not listed	40	0.5%
Deaf or serious hearing impairment	10	0.1%
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	7	0.1%
Blind or a serious visual impairment	6	0.1%
No known disability	6489	86.9%
Prefer not to say	529	7.1%
Two or more impairments and/or disabling medical conditions	24	0.3%
Total	7465	100.0%

We see the increase in disclosures of mental health conditions as a positive indicator that staff feel they can be open about their disability and feel safe to make disclosures.

More [information on disability](#) is available on our website. We have also developed a range of support for [staff wellbeing](#).

4. Ethnicity

Overall representation of Black, Asian and minority ethnic (BAME) staff across the HE sector for 2017/18 was 15%; at the University this figure is at 12%.



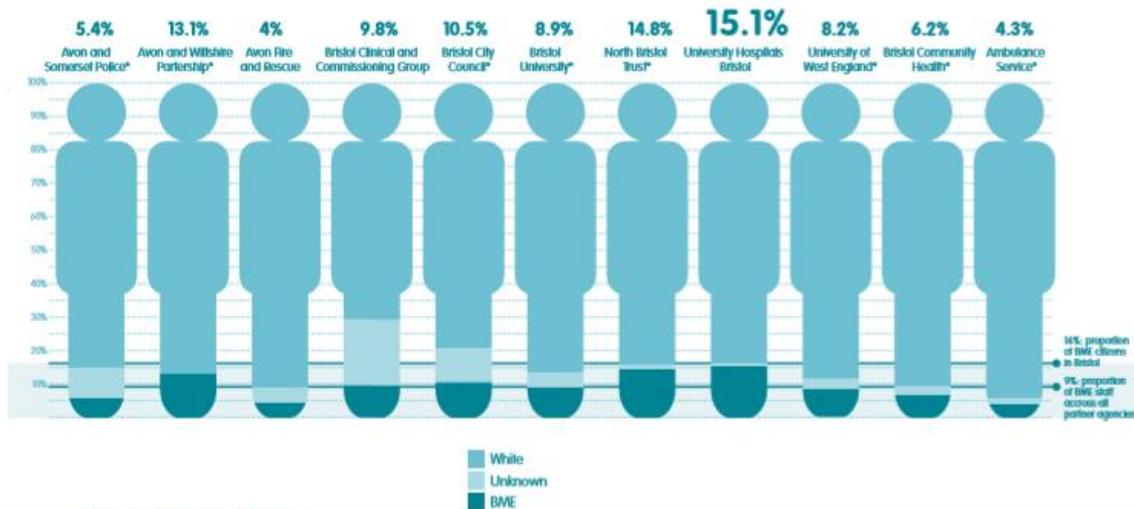
Of those with known ethnicity, 9.8% of UK staff across the sector identified as BAME: we are currently at 7%. Our University Strategy 2016 introduced a Strategic Performance Indicator to improve UK BAME representation to 8% by 2022/23: we are currently at 7% and aim to surpass this target.

As part of the [Bristol Race Equality Strategic Leadership Group](#) we participated in the first ever city-wide public sector employers' data picture as set out below. We continue to share our data and also work with representatives from each of these organisations to develop city-wide activity to address racial inequalities.

Bristol Race Equality Manifesto Leadership Group

Public Sector Data

Proportion of BME staff employed by partner agencies



The University's Vice-Chancellor signed Advance HE's Race Equality Charter in April 2019 which requires reflection and action in a range of areas affecting our staff and students. This includes consideration of academic practices including course content and teaching and assessment methods and much of this activity is already integrated into our BAME Attainment Gap Action Plan. much of this work will be incorporated into our Race Equality Charter activity.

What we are doing

- Finalising a comprehensive audit of staff recruitment processes with a focus on BAME inclusivity.
- Forming strategic partnerships across the city to work collaboratively to improve race equality outcomes for the people of Bristol.
- Ongoing staff engagement on key race equality issues with our BAME Staff Network.
- Targeting of BAME communities and groups for recruitment opportunities, advising and supporting them through the process.
- Embedding inclusive management practices across the organisation, equipping our managers and leaders to effectively role model and champion diversity and inclusion through training and guidance.
- Building ethnic diversity throughout our talent pipeline and engage with targeted development programmes to enhance and extend the leadership potential of existing BAME staff.
- Relaunching our policy on Volunteering Days to improve links with local small businesses and community groups across our city.

More [information on our work to promote race equality](#) is available on our website.

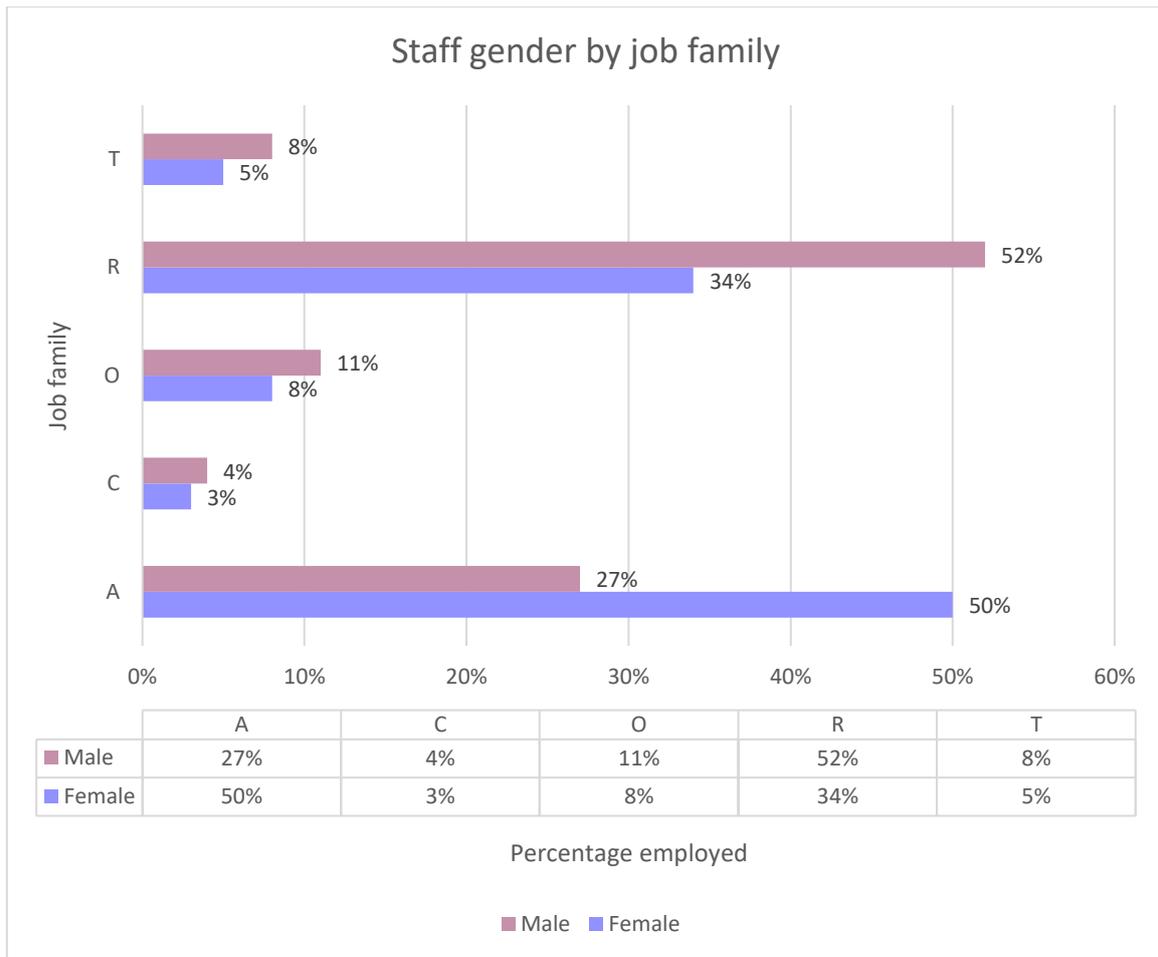
5. Gender

The University Strategy 2016-23 set a strategic performance indicator (SPI) to increase the proportion of female professors to 33% by 2022-2023 and we also committed to eliminating the gender pay gap in the professoriate (+/-3%) by 2023. Female representation at professorial level has increased by 80% over the last ten years and a quarter of all Grade M professorial staff are now female.

What we are doing

- a) Developing and embedding positive action measures to attract the best female talent to senior roles.
- b) Reviewing our approach to flexible working for new and existing staff.
- c) Introducing a Carers' Conference Fund where staff can access financial support to enable attendance at conference and other events that are key to career development.
- d) Supporting the Professorial Gender Pay Gap Steering Group in implementing the findings of an externally-commissioned report.
- e) Exploring and addressing gendered representation across our career grades.
- f) Supporting an increasing number of academic schools in their activity to better attract and support women across their talent pipelines.
- g) Embedding inclusive management practices across the organisation, equipping our managers and leaders to effectively role model and champion diversity and inclusion.
- h) Ongoing engagement with our Parents and Carers Network, Faculty EDI Committees, and other key groups to address issues of gender equality and intersectionality.
- i) Continued engagement with the Athena SWAN Charter at institutional and school level to gain recognition for established good practice.

In addition to progress against our SPI relating to female professors, we routinely monitor the gender profile of our staff population.



This informs a wide range of activity including our Female Leadership Initiative (FLI), Women’s Mentoring Network and our 2019 Gender Equality Conference. Our activity supports the principles of the Athena SWAN Charter and informs our work to close the gender pay gap.

More [information of our work on gender inclusivity](#) is available on our website.

6. Gender identity

We introduced monitoring on gender identity in 2018 and our disclosure rate was 1.4%. By 2019, disclosures under this category had increased to 14%, however numbers are too small (less than 10) to allow for detailed reporting on staff who declare that their gender is different to the one assigned at birth.

Our focus remains on developing a trans-inclusive environment where staff and students are fully supported at all stages of their transition. For example, we have held several TheirStories sessions where a member of trans staff has shared their own personal story with staff; we have developed guidance on supporting trans staff and students plus instructions on how to make necessary systems changes; we have signed a city-wide pledge to support the local trans community; and are sponsoring Bristol Trans Pride 2019.

7. Religion/belief

As a relatively new monitoring category, our focus is on improving disclosure rates under this category. This is an area that will be considered in more detail in terms of intersection with race as part of our Race Equality Charter work. The [University's Multi-faith Chaplaincy](#) continues to promote inclusion through their activity.

Religion	Number of disclosures	Percentage
Buddhist	49	0.7%
Christian	1170	15.7%
Hindu	56	0.8%
Jewish	19	0.3%
Muslim	103	1.4%
No religion	2631	35.2%
Any other religion or belief	84	1.1%
Prefer not to say	598	8.0%
Sikh	11	0.1%
Spiritual	83	1.1%
Not disclosed	2661	35.6%
Total number of disclosures	4804	64.4%
Total	7465	100.0%

8. Sexual orientation

Sexual orientation disclosures increasing year on year – 64% of our staff have disclosed under this category – this is against a HE sector disclosure rate of 52%. We see this as testament to the work undertaken to ensure that we build an environment that is inclusive to LGBT+ people. Visible support for our LGBT+ staff and students is vital to this area: for example, rainbow lanyards; rainbow steps; and rainbow stickers.

We are also a great supporter of Bristol Pride and work closely with our LGBT+ Staff Network and Bristol SU on this and other areas such as events to mark LGBT+ History Month. The launch of an LGBT+ Supporters Programme in 2019 was a huge success and has resulted in many staff pledging to be an advocate for the LGBT+ community.

More [information on activity to promote LGBT+ inclusion](#) is available on our website.

Staff disclosures – sexual orientation	2019 disclosures	2019 (%)	2018 disclosures	2018 (%)
Bisexual	140	1.9%	82	1.2%
Gay man	114	1.5%	84	1.2%
Gay woman/lesbian	41	0.5%	30	0.4%
Heterosexual	3770	50.5%	3161	45.9%
Other	45	0.6%	29	0.4%
Prefer not to say	651	8.7%	612	8.9%
Total disclosures	4761	64%	3998	58%
Not disclosed	2704	36%	2886	42%
Total	7465	100%	6884	100%

9. Equalities statistics for the Bristol Local authority area

Bristol has a long history of being an international city - the population of Bristol has become increasingly diverse and some local communities have changed significantly. We are proud to be part of an open and diverse city with cultural, educational and business links across the whole world and strive to work with partners across our city to create a positive impact in our vibrant local communities.

There are now at least 45 religions, at least 187 countries of birth represented and at least 91 main languages spoken by people living in Bristol; over 136 countries are represented across our staff community.

By way of context, the table below provides a summary of equalities statistics from the 2011 Census for the Bristol Local Authority area.

Age	Number	%	England & Wales %
0-17 years	87,503	20.4	21.3
18-64 years	284,859	66.5	62.2
65 years and over	55,872	13.0	16.4
Total population	428,234	100.0	100.0
Gender			
Male	213,071	49.8	49.2
Female	215,163	50.2	50.8
Ethnicity			
White British	333,432	77.9	80.5
Other White	26,160	6.1	5.5
Black and minority ethnic group	68,642	16.0	14.0
Religion			
Yes	233,234	54.5	67.7
No	160,218	37.4	25.1
Not stated	34,782	8.1	7.2
Disability			
Day-to-day activities limited	71,724	16.7	17.9
Day-to-day activities not limited	356,510	83.3	82.1
Sexual orientation [1]			
LGBT			6%

Sources:
ONS 2011 Census Crown Copyright 2012
[1] Stonewall Index - national data only

Table 1 – Data source ONS 2011 Census Crown Copyright 2012

Bristol has a relatively young age profile compared to the national average with higher proportions of people aged 16 to 24 years and lower proportions of people aged 45 and over. When taken within the context of our ageing workforce, this should provide a pipeline of local talent that we can bring into the organisation as apprenticeships and as students. Similarly, the proportion of people with a disability in Bristol is increasing – as it is at the University – but this is younger than the national average, reflective of the younger age profile in the city.

It should also be noted that the Black or minority ethnic group population of Bristol has increased from 8.2% of all people in 2001 to 16% in 2011. The proportion of Black or minority ethnic groups at Bristol is also increasing – albeit slowly – which reinforces the need for us to accelerate our progress and to continue to engage with different groups across the city to raise our profile as a place for everyone, where people can be themselves, feel like they belong and succeed in their careers.