UNIVERSITY OF BRISTOL: ANNUAL EQUALITY MONITORING REPORT 2016/17

1.   Executive summary

1.1   The Annual Monitoring Report for the University of Bristol provides a summary of the staff-related equality-related data (based on head count) that we have gathered over the last year alongside data gathered in previous years. These data provide us with an evidence-based approach to equality to demonstrate our compliance with the requirement to publish relevant equality information in accordance with the Equality Act 2010. It also enables us to prioritise and focus our resources on specific equality agendas; although our University Strategy prioritises race and gender equality, there are also issues affecting other protected groups that need attention.

1.2   Student-related diversity data and analysis will be published separately in the annual monitoring report produced the Academic Registry.

1.3   The results of our monitoring for 2017 are particularly positive: for example, representation of female professors is now in line with both sector and Russell Group averages; our overall BME staff population has increased – albeit slowly - to 10%; disclosures of sexual orientation have increased from 42% to 55%.

1.4   *Promoting gender equality*
We have continued our involvement with the Athena SWAN Charter and now have sixteen schools holding awards that recognise good practice in gender equality. A University level submission was finalised and submitted in 2017 with a supporting action plan which is now being implemented. Equal pay is high on our agenda with work underway to explore and address issues connected to professorial pay. Through training and development sessions, we raised awareness of how unconscious bias can impact decision-making – particularly in relation to staff recruitment – and took steps to ensure gender diversity on shortlists and on all interview panels.

1.5   *Governance*
We convened an Equality, Diversity and Inclusion Steering Group to offer a strategically focused approach to these areas, identifying and implementing key mission critical activity that ensures the richness and diversity of society are reflected and celebrated in our staff and student experience. Chaired by our PVC for Research, the Group has influenced many key university activities ranging from Open Days and actions identified by Bristol SU to address the BME Attainment Gap.

1.6   *Addressing race equality*
Working with Bristol SU and local external partners from SARI and VOSCUR we established a Joint Task Force to tackle racism in all its forms – including institutional (cultural and structural), direct incidents of racist abuse, and more subtle forms of discrimination. The work of the Task Force will feed into the University's long-term commitment to promote a safe and inclusive environment for its entire community. We also initiated a plan to improve racial diversity across our Professional Services divisions and consulted BME staff on what they would want from a staff network. As a result of this consultation, a BME Staff Advisory Group will be launched in 2017/18.

1.7 *Working with our LGBT+ communities*
We introduced a rainbow lanyard as a symbol of affirmation and pride for the sexual and gender diversity of our staff and students who identify as LGBT+. It also serves as a visible reminder to those outside the university community that diversity is an asset and something to be celebrated. We were awarded 'Best Employer' at the Bristol Pride Gala Ball 2017 for our continued engagement with the LGBT+ community and the staff team that coordinated our presence at Pride received the Registrar's Award for Diversity as the annual Professional Services Excellence Awards.

Working in collaboration with trans staff and students we reviewed and relaunched guidance on supporting trans people through their employment or education and held briefing sessions for staff on trans awareness.

1.8 *Staff Engagement Forums*
We now have thriving staff networks that promote the diversity of our staff through peer support covering parents, carers, disabled staff and LGBT+ colleagues. A network for BME staff is being launched in October 2017.

1.9 Targeted action over the coming years – particularly in relation to representation of BME staff across Professional Services divisions – should ensure that we continue with this upward trajectory in all areas of equality monitoring. We remain committed to enabling individuals to be the best that they can be and developing new and innovative ways in which we can create and sustain an inclusive culture.

2. Introduction
2.1 Equality monitoring data in key areas is published in this report. These data are requested from staff at application although disclosures can be made at any point during their time at the University. Sector-wide equality data - taken from the Equality Challenge Unit's publication *Equality in higher education: statistical report 2016* that is based on data that are available from the Higher Education Statistics Agency (HESA) - are included in this report to indicate how the University compares with the national picture in key areas. Russell Group benchmarks are included where possible. These data provide us with an evidence-based approach to equality, enabling us to prioritise and focus our resources on specific equality agendas and develop and focus actions accordingly. The data shown in this report are based on a staff population of 6,711.

2.2 Bristol is the 8th largest city in England and the largest city in the South-West. The population of Bristol has become increasingly diverse – 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. The Black or Minority Ethnic group (BME) population (all groups with the exception of all the White groups) make up 16% of the total population in Bristol. This is an increase from 8.2% of all people in 2001[1].

2.3 The Board of Trustees is responsible for ensuring that the University is operating in compliance with the Equality Act 2010 and fulfilling the requirements of the Public Sector Equality Duty. The duty requires us to

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[1] Source: https://www.bristol.gov.uk/statistics-census-information/the-population-of-bristol

publish relevant equality information which supports the University in identifying activity to meet the three elements of the general equality duty, which are to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
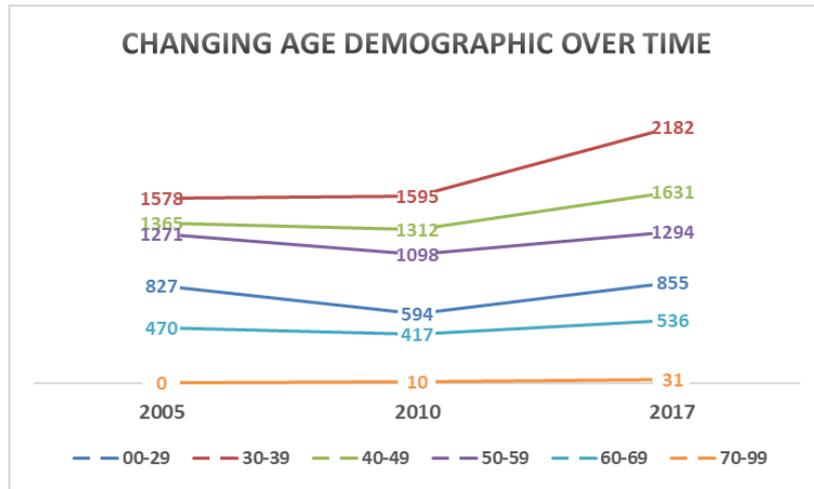- foster good relations between people from different groups

2.4   A Committee of Council - HR Committee - considers matters relating to staff diversity; Education Committee considers student diversity, reporting to Senate as appropriate.   A steering group to oversee this area of activity will be established in 2016/17.

2.5   Headline data relating to our students is included as Annex A to this report and will be supplemented by more detailed diversity data and analysis in the annual monitoring report produced the Academic Registry in January 2017 for consideration at key committees.
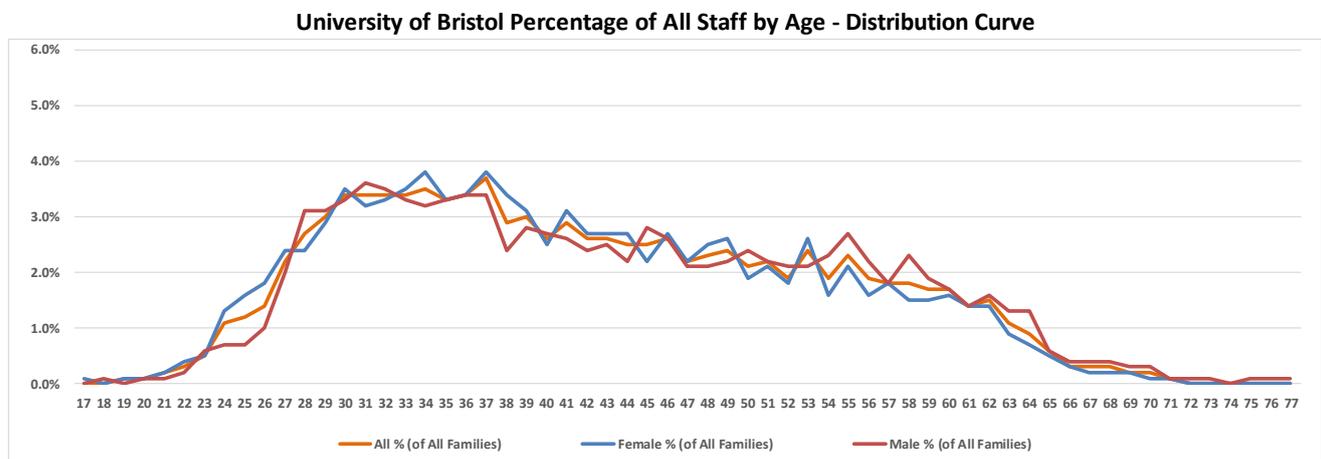
3. AGE

3.1 A decline in the younger population with a corresponding rise in 'older' workers is changing the age demographic across the UK; by 2020 it is predicted that one third of workers will be over 50. At Bristol, our workforce has aged over time, bringing with it the challenges of managing a multi-generational workforce.
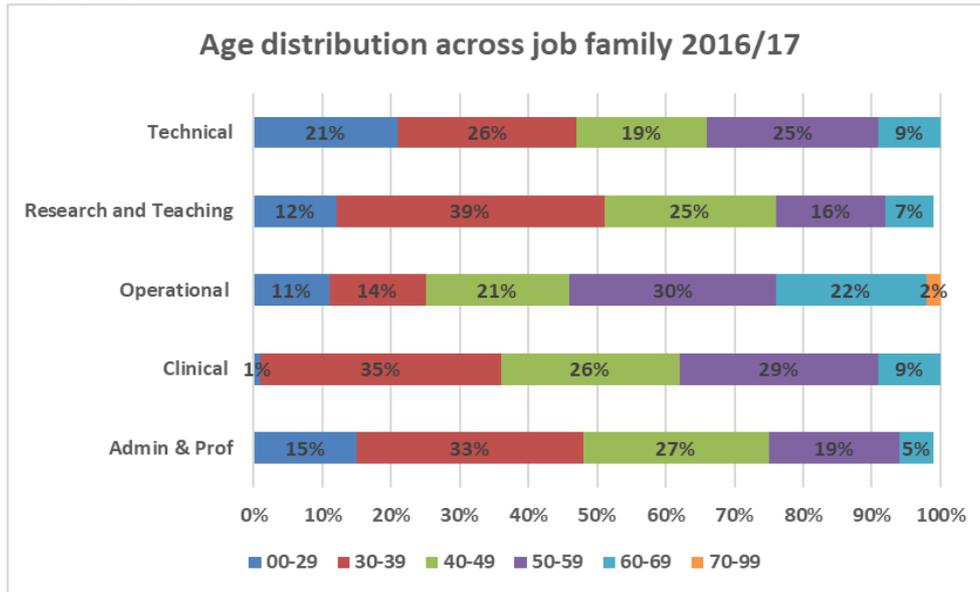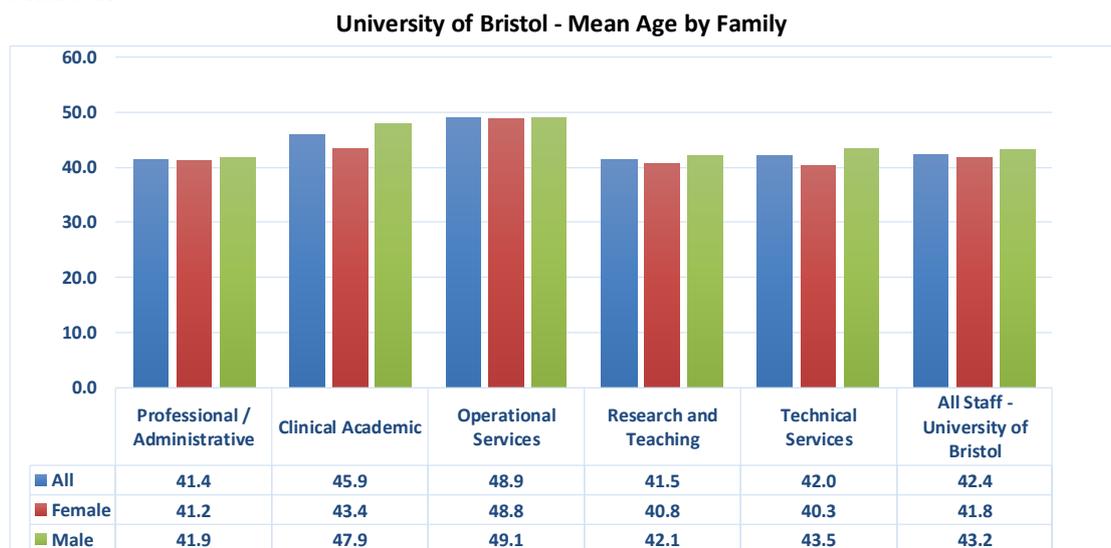
3.2 **Chart 1:**

CHANGING AGE DEMOGRAPHIC OVER TIME

3.3 **Chart 2:**

University of Bristol Percentage of All Staff by Age - Distribution Curve

3.4 Chart 3:

Age distribution across job family 2016/17

Job Family	00-29	30-39	40-49	50-59	60-69	70-99
Technical	21%	26%	19%	25%	9%	
Research and Teaching	12%	39%	25%	16%	7%	
Operational	11%	14%	21%	30%	22%	2%
Clinical	1%	35%	26%	29%	9%	
Admin & Prof	15%	33%	27%	19%	5%	

3.5 Chart 4:

University of Bristol - Mean Age by Family

	Professional / Administrative	Clinical Academic	Operational Services	Research and Teaching	Technical Services	All Staff - University of Bristol
All	41.4	45.9	48.9	41.5	42.0	42.4
Female	41.2	43.4	48.8	40.8	40.3	41.8
Male	41.9	47.9	49.1	42.1	43.5	43.2

3.6 Overall age distribution shows the largest percentage of staff are between 31 and 40, with differences occurring by family: Admin/Professional and Research and Teaching broadly reflect the University profile as a whole; Operational staff have an older staff profile with the largest percentage of staff being between 51 and 60; Technical staff are split at both ends of the age spectrum with the majority of staff falling between the 21-30 and 51-60 age brackets.

3.7 The peak age for caring for a loved one who is older, disabled or seriously ill is 45-64; the average age of our staff is early to late 40s. Growing numbers of male and female employees are 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 will work closely with our Carers' Network and other key stakeholders to ensure that this group of staff remains supported in our workplace.

4. DISABILITY

4.1 5% of our staff have disclosed a disability. This compares to a sector average of 4.5%.

4.2 As in previous years, the largest proportion of our disabled staff disclosed a long-standing illness/health condition. This is also consistent with the sector where a quarter of all disabled staff disclosed a long-standing illness or health condition.

4.3 Over the last 5 years, numbers of staff disclosing disabilities have increased in every impairment category - with the exception of general learning disabilities - where numbers have remained constant. This increase should be considered within the context of increasing staff numbers during the same time period.

4.4 Table 1:

Disabled staff by impairment type[2]	2012	2017
Long-standing illness or health condition (such as HIV, cancer)	88	103
As a %age of all staff disclosures	*38%*	*29%*
Specific learning disability (such as dyslexia or dyspraxia)	50	93
As a %age of all staff disclosures	*22%*	*27%*
Mental health condition	33	67
As a %age of all staff disclosures	*14%*	*19%*
Physical impairment or mobility issues	28	30
As a %age of all staff disclosures	*12%*	*8%*
Other type of disability	14	28
As a %age of all staff disclosures	*6%*	*8%*
Deaf or serious hearing impairment	11	12
As a %age of all staff disclosures	*5%*	*4%*
Cognitive impairment (such as autism)	3	9
As a %age of all staff disclosures	*1%*	*3%*
Blind or serious visual impairment	3	6
As a %age of all staff disclosures	*1%*	*2%*
General learning disability (such as Down's syndrome)	1	1
As a %age of all staff disclosures	*0*	*0*
Total	**231**	**349**

4.5 Anecdotal evidence suggests that the working experiences of disabled staff is less positive compared to other staff groups, and this was supported by the results of our most recent Staff Survey. We are consulting members of our Disabled Staff Forum to identify ways that their experience might be improved.

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[2] It should be noted that staff are able to disclose more than one impairment type.

5. ETHNICITY

5.1 During 2016/17, 610 staff disclosed as non-White; 5624 disclosed as White; 295 members of staff have not disclosed ethnicity to the University. For the purposes of monitoring, we exclude the blank/unknown records from our analysis.

5.2 Based on the total of staff (UK and non-UK national) who disclosed their ethnicity to the University, 10% are BME; 90% are White. Across the sector, 12% of staff have disclosed as BME. UK national BME disclosure is 8.5% across the sector, and 5% at Bristol. We have set a Strategic Performance Indicator to improve representation in this area to 8% by 2022/23.
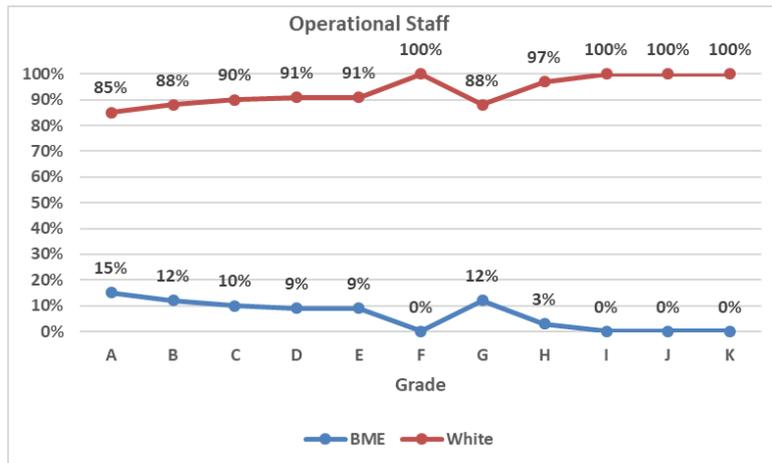
5.3   Chart 5:
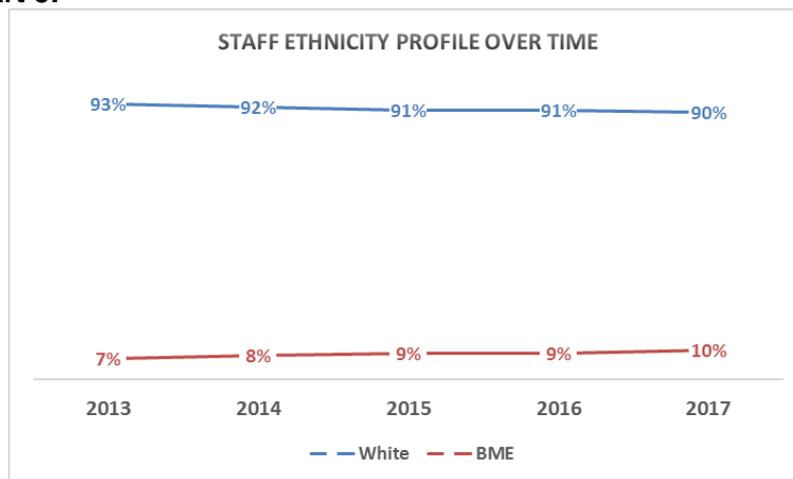
5.4   Chart 6:
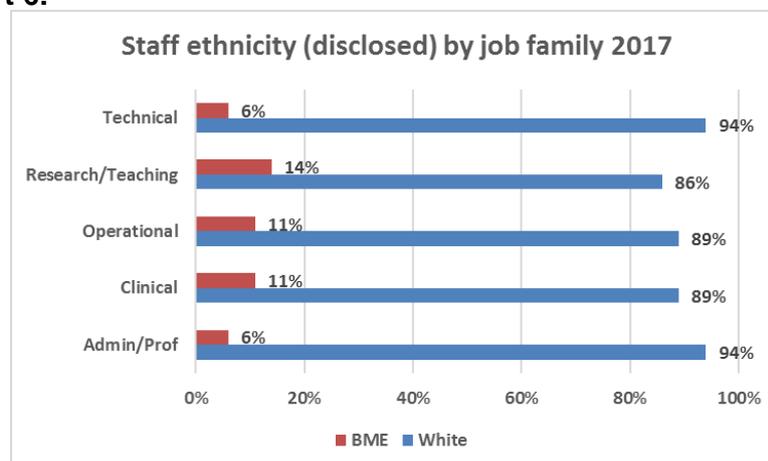
5.5 The local Bristol BME population stands at 16%[3]. We aim to reflect this diversity across our staff profile – with a particular focus on roles across the Professional Services job family over the coming year as these are roles that we generally recruit to locally. Taking Operational Services as an example, even where overall representation of BME staff looks positive (11%), there are clearly issues with distribution across grades that need to be examined.
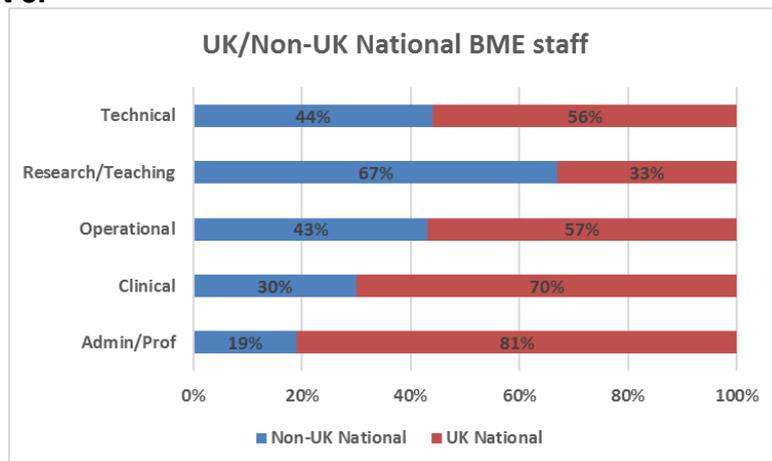
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[3] See https://www.bristol.gov.uk/statistics-census-information/the-population-of-bristol

5.6   Chart 7:

Operational Staff
| Grade | A | B | C | D | E | F | G | H | I | J | K |
BME: 15%, 12%, 10%, 9%, 9%, 0%, 12%, 3%, 0%, 0%, 0%
White: 85%, 88%, 90%, 91%, 91%, 100%, 88%, 97%, 100%, 100%, 100%

5.7   Of the staff who declared themselves to be from a BME background at Bristol, 51% were non-UK national. The highest proportion of overseas BME staff are working in academic and research roles where 67% of the total BME population in this job family is non-UK national. which is consistent with our success in attracting the best possible talent globally to these roles
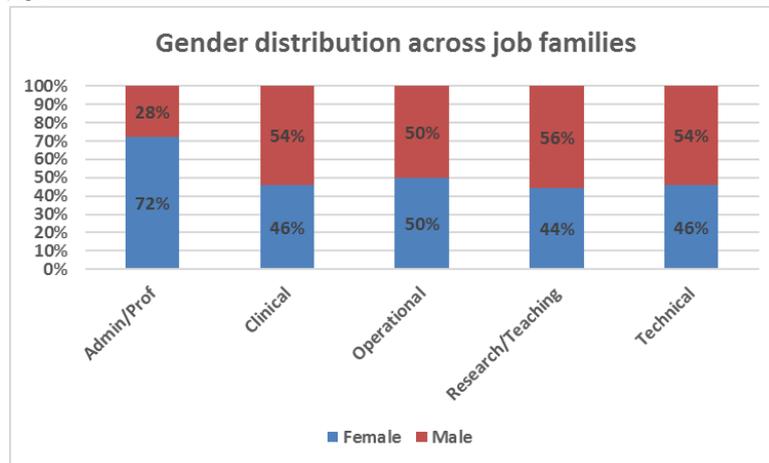
5.8   Chart 8:

UK/Non-UK National BME staff
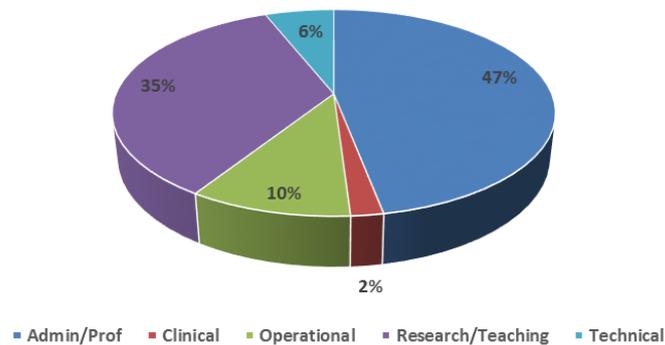| Job family	Non-UK National	UK National
Technical	44%	56%
Research/Teaching	67%	33%
Operational	43%	57%
Clinical	30%	70%
Admin/Prof	19%	81%

6. GENDER

6.1 55% of staff working at Bristol were female, which is slightly above the sector average of 54%. The majority of women are employed in Admin/Professional roles which is consistent with the rest of the sector.
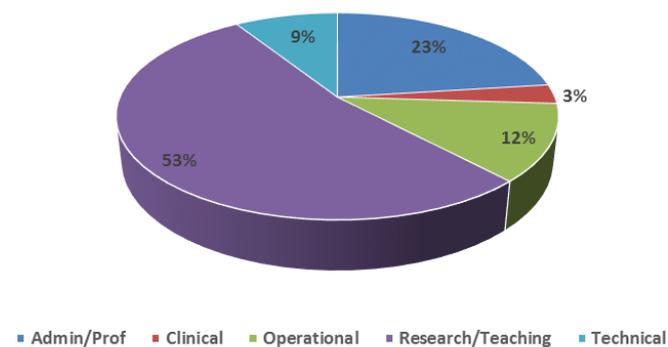
6.2   Chart 9:

Gender distribution across job families

Job Family	Female	Male
Admin/Prof	72%	28%
Clinical	46%	54%
Operational	50%	50%
Research/Teaching	44%	56%
Technical	46%	54%

6.3   Chart 10:

Distribution of female staff across job families

Job Family	%
Admin/Prof	47%
Clinical	2%
Operational	10%
Research/Teaching	35%
Technical	6%

6.4   Chart 11:

Distribution of male staff across job families

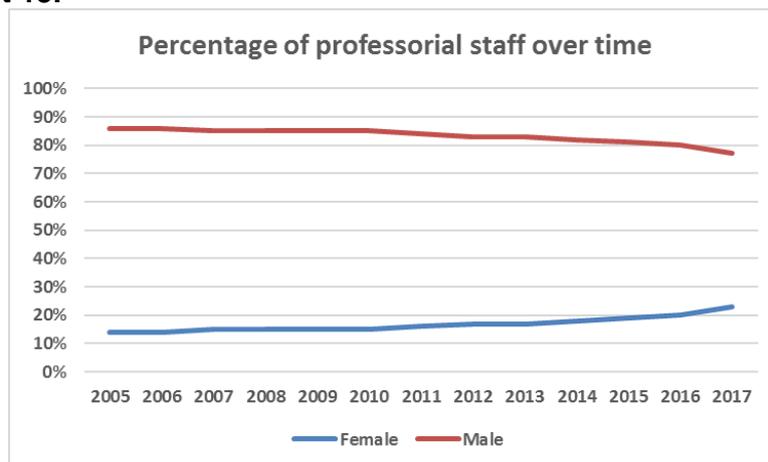| Job Family	%
Admin/Prof	23%
Clinical	3%
Operational	12%
Research/Teaching	53%
Technical	9%

6.5 Since 2005 numbers of female professors has increased by 186% from 37 to 106. The proportion of male and female professors at Bristol is now directly in line with both sector and Russell Group averages.
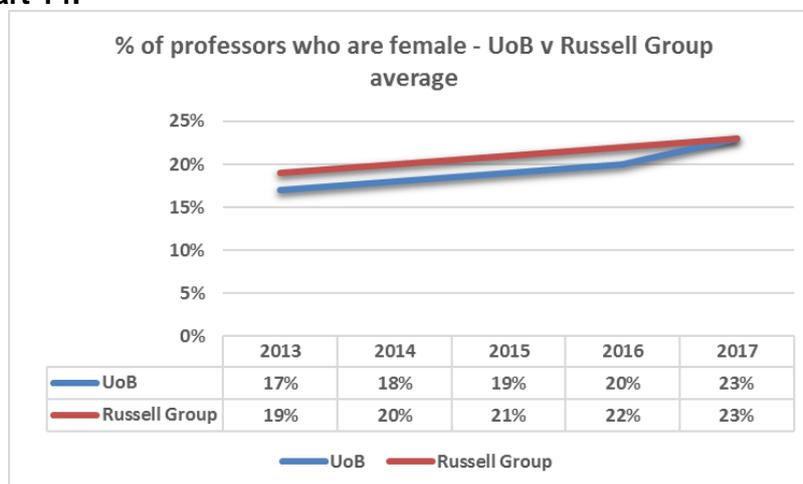
6.6 **Chart 12:**

Numbers of professorial staff over time

6.7 **Chart 13:**

Percentage of professorial staff over time

6.8 **Chart 14:**

% of professors who are female - UoB v Russell Group average

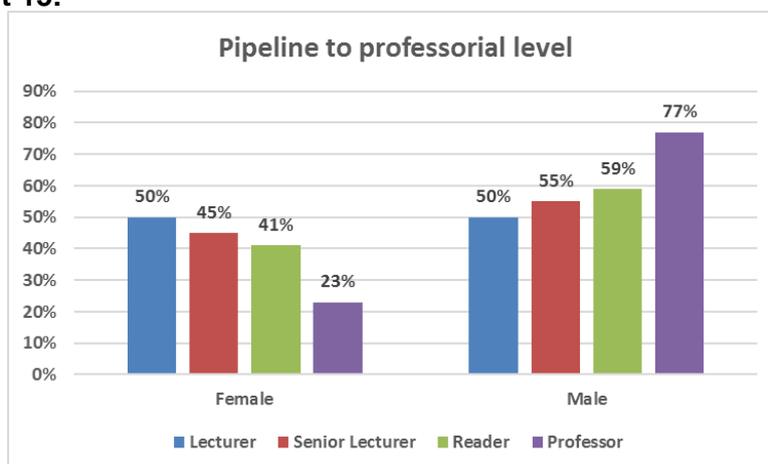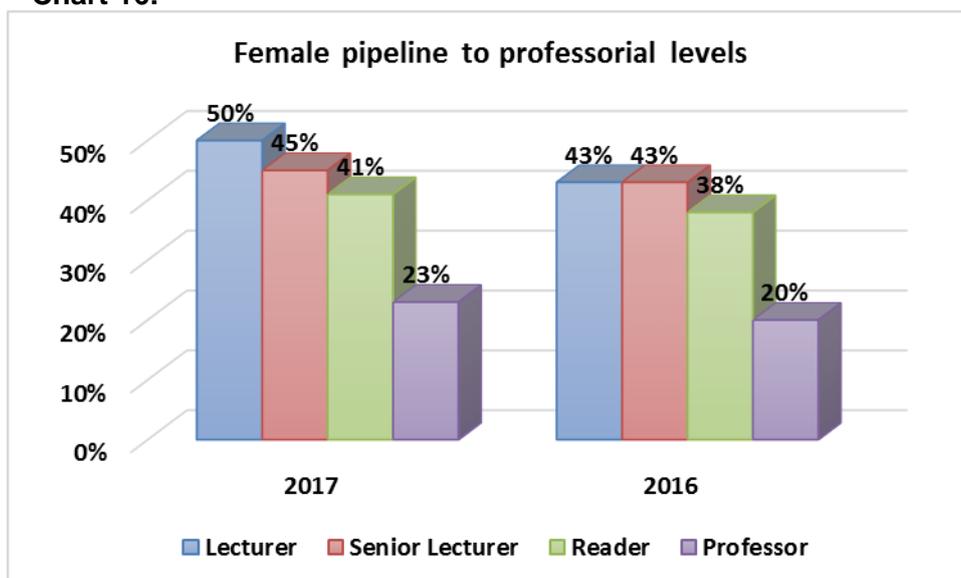|	2013	2014	2015	2016	2017
UoB	17%	18%	19%	20%	23%
Russell Group	19%	20%	21%	22%	23%
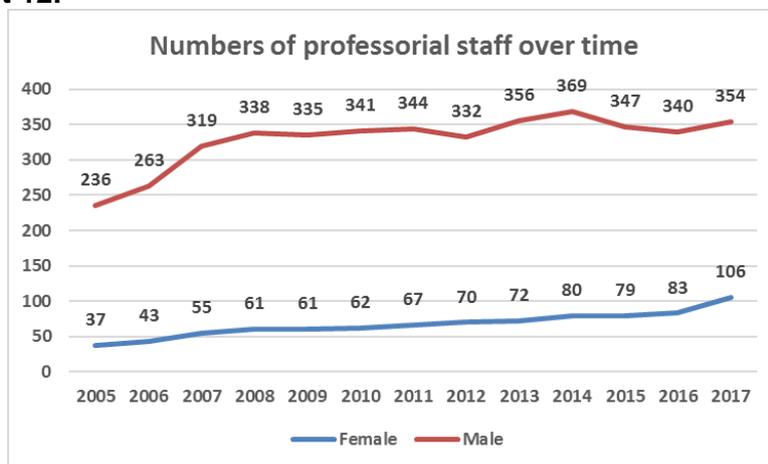
6.9 We continue to monitor the gender profile of staff across the 'pipeline' to professorial level and note an increase in women at all grades that supply future talent to the professoriat. Our strategic performance indicator to achieve 33% female representation at this level by 2022/23 is being closely monitored and it is encouraging to note that we are increasing the pools of women at Senior Lecturer and Reader levels as these feed into professorial grades.

6.10 Chart 15:

Pipeline to professorial level

Female: Lecturer 50%, Senior Lecturer 45%, Reader 41%, Professor 23%
Male: Lecturer 50%, Senior Lecturer 55%, Reader 59%, Professor 77%

Legend: Lecturer, Senior Lecturer, Reader, Professor

6.11 Chart 16:

Female pipeline to professorial levels

2017: Lecturer 50%, Senior Lecturer 45%, Reader 41%, Professor 23%
2016: Lecturer 43%, Senior Lecturer 43%, Reader 38%, Professor 20%

Legend: Lecturer, Senior Lecturer, Reader, Professor

7. RELIGION OR BELIEF

7.1 Our disclosure rate for religion/belief increased from 50% in 2016 to 56% in 2017. 3622 members of staff have disclosed under this monitoring category; 2867 have not. For the purposes of monitoring, this analysis excludes non-disclosures; it should be noted that 'prefer not to say' is included as a legitimate disclosure category.

7.2 Chart 17:
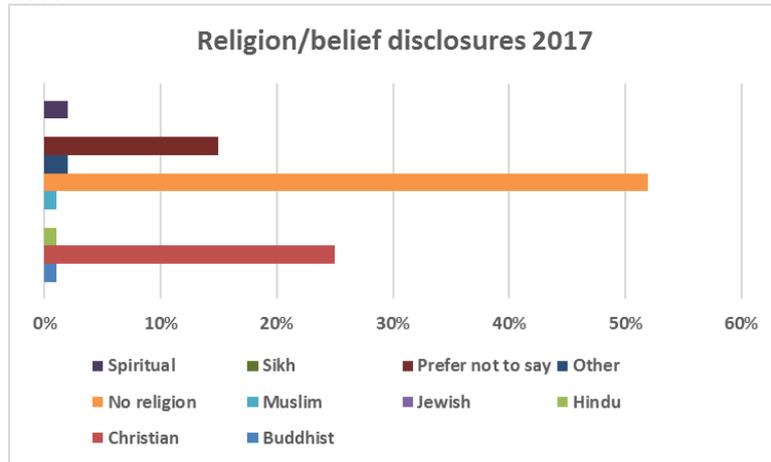
7.3 Table 2:

| Staff disclosures - religion/belief		
Buddhist	1%	41
Christian	14%	930
Hindu	1%	38
Jewish	0%	13
Muslim	1%	56
No religion	29%	1890
Other	1%	61
Prefer not to say	9%	566
Sikh	0%	5
Spiritual	1%	62
Total disclosed	**56%**	**3662**
Not disclosed	44%	2867

8. SEXUAL ORIENTATION

8.1 It is encouraging to note that disclosures are increasing – from 42% during 2015/16 to 55% in 2016/17.   For the purposes of monitoring, this analysis excludes non-disclosures; it should be noted that 'prefer not to say' is included as a legitimate disclosure category.
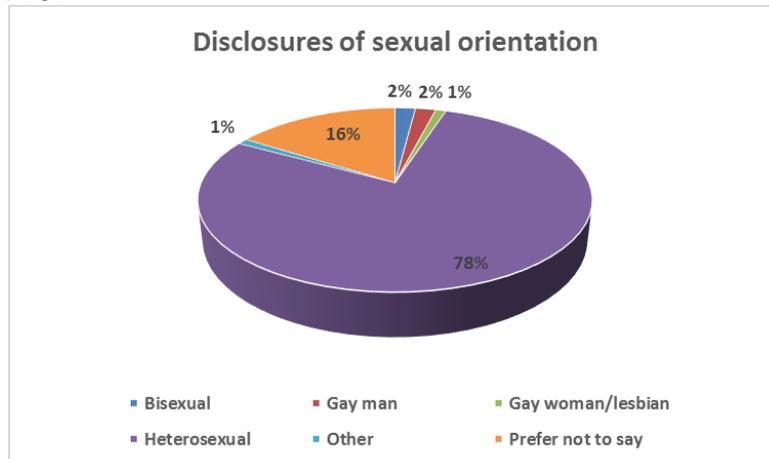
8.2   Table 3:

Staff disclosures - sexual orientation		
Bisexual	1%	69
Gay man	1%	80
Gay woman/lesbian	<1%	31
Heterosexual	43%	2820
Other	<1%	28
Prefer not to say	9%	573
Total disclosures	55%	3601
Not disclosed	45%	2928

8.3   Chart 18:
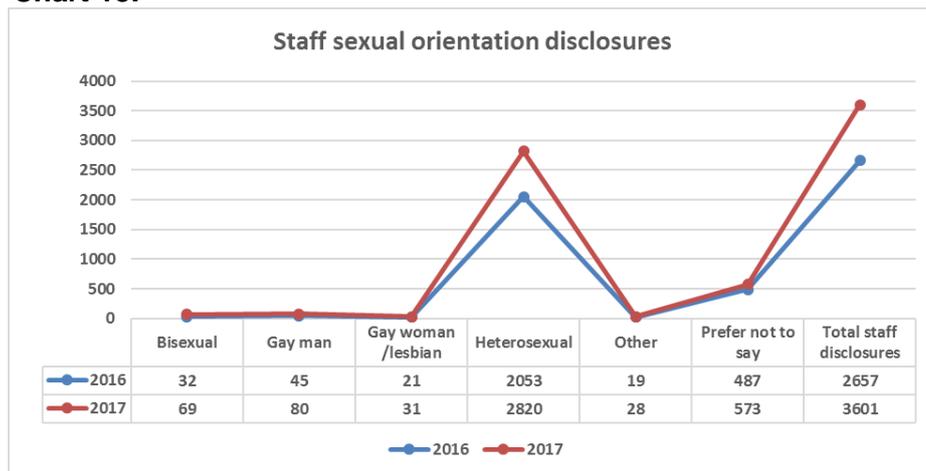
8.4   Chart 19:

9. LOOKING AHEAD

9.1 We will focus on the following priority areas over the coming academic year:

9.2 Activity to support the implementation of the strategic ambitions relating to equality, diversity and inclusion – with a particular focus on race and gender - as articulated in the University Strategy.

9.3 Establish a Gender Equality Group to ensure implementation of our Athena SWAN Action Plan and other related activity.

9.4 Work in collaboration with our Staff Networks and other key staff to develop an inclusive culture to support the diversity of our staff and students.

9.5 Working in collaboration with Professional Services Leaders, address issues of under-representation of BME staff across Professional Services.

9.6 Establish a network of champions and senior sponsors who can promote and champion specific areas of diversity.

9.7 Establish stronger links with other major employers to identify opportunities for collaborative working through sharing best practice in specific areas of staff recruitment and retention.