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USW Employment information

2020-2021

The Equality Act 2010 specific duties for Wales require public authorities to publish employment information as of the 31st March each year. The following report outlines the employment information for the University of South Wales (USW) for 1st April 2020 to 31st March 2021. Where possible, benchmarking statistics from the Equality Challenge Unit’s have been included

**Protected Characteristics overview**

As of 31st March 2020, there were 1809 staff employed at USW (excluding those on casual and hourly paid contracts).

**Age:** The largest proportion of staff are aged 50 to 54; the

smallest proportion of staff are aged 16 to 19 and 65 and over

**Disability:** 7.8% of staff declared a disability

**Race:** 90.7% of staff are of White ethnicity / 6.8% are Black, Asian, Chinese, Arab, Mixed or Other ethnicity

**Sex:** 57.8% are female / 42.2% are male

**Sexual orientation:** 50.14% of staff are heterosexual; 3.14% are LGBTQ+ and the remaining staff have not made a declaration.

**Religion & Belief:** 34.1% of staff have no religion; 23.8% are Christian; 5.2% of staff are Hindu, Muslim, Jewish, Buddhist, Sikh, Spiritual or any other religion

**Staff Profile**

Data within this section is based upon staff employed during the period 1st April 2020 to 31st March 2021.

Age

* 50-54 is the most common age bracket for USW staff (16.25%)
* The most common age band of sector staff is younger at 30-34 (14.3%)

**Figure 1: Proportion of USW staff by age band**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Age band | 2018/19 | 2019/20 | 2020/21 | Sector |
| **16 - 19** | 0.05% | **0.05%** | **0** | **5.9%** |
| **20 - 24** | 1.83% | **1.38%** | **1.22%** |
| **25 - 29** | 4.58% | **5.89%** | **5.64%** | **10.9%** |
| **30 - 34** | 10.88% | **8.92%** | **8.57%** | **14.3%** |
| **35 - 39** | 14.60% | **14.65%** | **13.99%** | **14.1%** |
| **40 - 44** | 14.98% | **15.66%** | **16.09%** | **12.5%** |
| **45 - 49** | 16.27% | **15.66%** | **14.76%** | **12.6%** |
| **50 - 54** | 16.16% | **15.76%** | **16.25%** | **12.3%** |
| **55 - 59** | 13.36% | **13.23%** | **13.76%** | **9.7%** |
| **60 - 64** | 5.12% | **6.58%** | **7.52%** | **5.4%** |
| **65+** | 1.29% | **1.91%** | **2.21%** | **2.4%** |

**Figure 2: USW staff by age split by working pattern**

|  |  |  |
| --- | --- | --- |
| **Age band** | **Full Time** | **Part Time** |
| 16 - 19 | 0.98% | 0.22% |
| 20 - 24 | 4.84% | 0.71% |
| 25 - 29 | 6.70% | 1.91% |
| 30 - 34 | 9.96% | 4.19% |
| 35 - 39 | 12.57% | 3.43% |
| 40 - 44 | 10.67% | 4.08% |
| 45 - 49 | 12.25% | 3.92% |
| 50 - 54 | 10.67% | 3.16% |
| 55 - 59 | 5.06% | 2.45% |
| 60 - 64 | 1.03% | 1.20% |
| 65+ | 0.98% | 0.22% |

Disability

* 7.79% of USW staff declared they have a disability. This is higher than declaration rates cited by the UK HEI sector comparators
* Non disclosures and information refused have decreased to 13.88%.

**Figure 3: Staff Disability declaration by year with sector comparator**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Disabled** | **2018/19 %** | **2019/20 %** | **2020/21 %** | **UK HEI Sector** | **Welsh HEI Sector** |
| **2019 %** | **2019 %** |
| Yes | 6.48% | 6.02% | 7.79% | 5% | 5.7% |
| No | 76.83% | 78.64% | 78.33% | 92.2% | 90.6% |
| Info refused / not disclosed | 16.69% | 15.33% | 13.88% | 2.8% | 3.7% |

The breakdown of recorded disabilities can be seen in the chart below.

**Figure 4: % Different Types of recorded disability at USW**

Gender Identity

USW collects data on staff that have changed their gender from that assigned at birth. As with all protected characteristics, staff are able to disclose this information during the recruitment process, or through the self-service HR system. As this information concerns small numbers of staff and is classified as sensitive personal data, it is not published within this report.

Ethinicity

**Figure 5: Summary of Ethnicity of USW staff**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity** | **2018/19** | | **2019/20** | |  | | **2019 Sector %** |
| **No.** | **%** | **No.** | **%** |  | |
| White | 1753 | 92.3% | 1763 | 91.9% | 1640 | 90.7% | 81% |
| Black & Ethnic Minority | 110 | 5.8% | 119 | 6.2% | 123 | 6.1% | 12.9% |
| Unknown/ Prefer not to say | 36 | 1.9% | 36 | 1.9% | 46 | 2.5% | 6% |
| Total | 1899 | 100 | 1918 | 100% | 1809 | 100% | 100% |

The breakdown of the staff BAME population is as follows:

* Asian or Asian British: 46.3% (52.9% in 2019/20)
* Black or Black British: 23.6% (21.8% in 2019/20)
* Mixed: 11.4 % (11% in 2019/20)
* Other ethnic group: 13.8% (14.3% in 2019/20)

The ethnic groups have not been broken down into further categories due to low numbers of staff in some groups. The breakdown analysis shows that, although the number of BAME staff has remained static, the individual staff members may have changed.

Religion

Levels of declaration for religion have fallen from 41.87% 19-20 to 39.53%. Further work is required to improve declaration rate.

**Figure 6: USW Religion and belief status**

|  |  |  |  |
| --- | --- | --- | --- |
| **Religion & Belief** | **2018/19** | **2019/20** | **2020/21** |
|  |  |  |
| **% of staff** | **% of staff** | **% of staff** |
| No Declaration / Prefer not to say | 45.80% | 45.31% | 39.53% |
| No Religion | 25.50% | 28.68% | 34.12% |
| Buddhist | 0.42% | 0.42% | **0.55%** |
| Christian | 20.30% | 21.53% | **23.76%** |
| Hindu | 0.47% | 0.47% | **0.50%** |
| Jewish | 0% | 0% | 0% |
| Muslim | 1% | 1.15% | **1.32%** |
| Sikh | 0.10% | 0.10% | **0.06%** |
| Spiritual | 1.26% | 1.15% | **1.38%** |
| Any other religion or belief | 1% | 1.20% | 0% |

Sexual orientation

The following table indicates the sexual orientation of staff at USW. Sexual orientations Asexual, Bi/Bisexual, Gay man, Gay woman/Lesbian, Other and Queer have been grouped into LGBTQ+.

## Figure 7 – Sexual Orientation at USW

|  |  |  |  |
| --- | --- | --- | --- |
| **Sexual Orientation** | **2018/19** | **2019/20** | **2020/21** |
|  |  |  |
| **% of staff** | **% of staff** | **% of staff** |
| No Declaration / Prefer not to say | 60.66% | 58.70% | 46.38% |
| LGBT+ | 2.63% | 2.76% | 3.48% |
| Heterosexual/straight | 36.70% | 38.50% | 50.14% |

Sex

The Equality Act requires all public authorities to present data for men and women broken down by: job, grade, pay, contract type and working pattern.

**Sex & Job Type**

**Figure 8: Proportion of staff category by Sex**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Academic & Research** | | **Senior Management Staff** | | **Support & Professional Staff** | |
| % of total staff | % breakdown of category | % of total staff | % breakdown of category | **% of total staff** | **% breakdown of category** |
| **Female** | 19% | 44% | 0.3% | 38% | 35% | 63% |
| **Male** | 24% | 56% | 1% | 63% | 20% | 37% |
| **Total** | **44%** | 100% | **1%** | 100% | **56%** | 100% |

|  |
| --- |
| RECRUITMENT |

The employment information provisions of the Equality Act require us to publish data for each protected characteristic for people that have applied for a job during 1st April 2020 to March 2021, those that have applied to change job within USW, detailing how many were successful and how many were not. The following information details the percentage of people from each protected group who have applied for a position within USW, who have been shortlisted for interview and who have been offered and accepted the position.

The data is for all candidates, both those who have applied internally and external candidates.

The data is based on 2965 applications.

**Age**

The following tables present data for age and the recruitment process.

## Figure 9: Age & Recruitment USW %

|  |  |  |  |
| --- | --- | --- | --- |
| **Age Group** | **Applications received** | **Shortlisted for interview** | **Formal offer made and accepted** |
| 16 - 19 | 0.30% |  |  |
| 20 - 24 | 18.01% | 9.27% | 9.52% |
| 25 - 29 | 19.66% | 16.99% | 17.86% |
| 30 - 34 | 16.26% | 14.67% | 11.31% |
| 35 - 39 | 13.22% | 19.69% | 19.05% |
| 40 - 44 | 11.30% | 14.29% | 14.29% |
| 45 - 49 | 8.57% | 11.58% | 10.71% |
| 50 - 54 | 7.35% | 7.72% | 9.52% |
| 55 - 59 | 3.64% | 4.25% | 5.95% |
| 60 - 64 | 1.42% | 1.54% | 1.79% |
| 65+ | 0.27% |  |  |

**Disability**

The following tables show the recruitment process by disability. The data has not been broken down into types of impairments due to the low numbers of declarations in each category.

## Figure 10: Disability & Recruitment USW %

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Disability** | **2018/19** | | | **2019/20** | | | **2020/21** | | |
| **% applications** | **% Short listed** | **% Formal offer made & accepted** | **% applications** | **% Short listed** | **% Formal offer made & accepted** | **% applications** | **% Short listed** | **% Formal offer made & accepted** |
| **Disabled** | 8.56% | 7.29% | 7.28% | 8.7% | 9.1% | 9.4% | 8.9% | 10.81% | 13.10% |
| **Prefer not to say** | 2.25% | 2.83% | 2.13% | 1.6% | 1.9% | 1.4% | 1.99% | 2.32% | 1.79% |
| **No known disability** | 89.19% | 89.88% | 90.59% | 89.7% | 89.0% | 89.2% | 88.3% | 86.87% | 85.12% |
| **No Response** | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

**Gender Identity**

There are a small number of applicants, shortlisted and appointed candidates who have declared that their gender identity differs from their gender assigned at birth. Due to the sensitive nature of this data, it has not been published in this report, but will continue to be monitored on an annual basis.

**Ethnicity**

## Figure 11: Race & Recruitment USW

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity** | **2018/19** | | | **2019/20** | | | **2020/21** | | |
| **% applications** | **% Short listed** | **% Formal offer made & accepted** | **% applications** | **% Short listed** | **% Formal offer made & accepted** | **% applications** | **% Short listed** | **% Formal offer made & accepted** |
| **BAME** | 19.6% | 14.6% | 12.7% | 19.5% | 10.3% | 9.8% | 29.1% | 14.3% | 9.5% |
| **White** | 78.2% | 83.9% | 85.9% | 78.7% | 88.6% | 89.5% | 68.3% | 84.7% | 89.3% |
| **Not known / prefer not to say / no response** | 2.1% | 1.4% | 1.2% | 1.8% | 1.1% | 0.7% | 2.6% | 1.5% | 1.2% |

**Religion & Belief**

Religion or belief have been grouped due to low declarations across each.

## Figure 12: Religion & Belief and Recruitment USW

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Religion or belief | **2018/19** | | | **2019/20** | | | **2020/21** | | |
| **% applications** | **% Short listed** | **% Formal offer made & accepted** | **% applications** | **% Short listed** | **% Formal offer made & accepted** | **% applications** | **% Short listed** | **% Formal offer made & accepted** |
| **No religion** | 52.1% | 53.5% | 53.4% | 51.9% | 61.2% | 63.9% | 48% | 59.1% | 58.9% |
| **Religion or belief** | 43.7% | 41.6% | 42.4% | 43.7% | 36.4% | 33.2% | 47.4% | 35.5% | 34.5% |
| **Prefer not to say** | 4.2% | 4.9% | 4.2% | 4.3% | 2.5% | 2.9% | 4.6% | 5.4% | 6.6% |

**Sex**

* 56.3% of applicants are from females and 60.3% of offers made to female staff indicating that that female employees were more likely to be successfully recruited than male employees

**Figure 13: Sex & Recruitment USW**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2018/19** | | | **2019/20** | | | **2020/21** | | |
| **Sex** | **% of applications** | **% Short listed** | **% Formal offer & accepted** | **% of Applications** | **% Short listed** | **% Formal offer made & accepted** | **% of Applications** | **% Short listed** | **% Formal offer made & accepted** |
| **Prefer not to say** | 1.2% | 1.2% | 1.2% | 0.8% | 0.2% | 0.4% | 1.4% | 1.5% | 1.2% |
| **Male** | 40.2% | 37.7% | 35.6% | 42.8% | 38.6% | 39.4% | 47.6% | 39% | 38.7% |
| **Female** | 58.6% | 61.1% | 63.3% | 56.3% | 61.2% | 60.3% | 50.96% | 59.5% | 60.1% |

**Sexual Orientation**

## Figure 14: Sexual Orientation & Recruitment USW

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2018/19** | | | **2019/20** | | | **2020/21** | | |
| **Sexual Orientation** | **% of Applications** | **% Short-listed** | **% Formal offer made & accepted** | **% of Applications** | **% Short-listed** | **% Formal offer made & accepted** | **% of Applications** | **% Short-listed** | **% Formal offer made & accepted** |
| LGBTQ+ | 9.7% | 6.9% | 4.8% | 10.3% | 7.6% | 9.0% | 9.5% | 6.6% | 6% |
| Hetero-sexual | 82.5% | 85.0% | 90.4% | 83.1% | 87.2% | 85.6% | 83% | 88% | 89.3% |
| Prefer not to say | 7.7% | 8.1% | 4.8% | 6.5% | 5.2% | 5.4% | 4.8% | 5.4% | 4.8% |

|  |
| --- |
| LEAVERS BY PROTECTED CHARACTERISTICS |

* 185 staff left USW during the period 1st April 2020 to 31st March 2021; this compared to 223 leavers during the previous year. This equates to 10.2% of current staff.
* Staff left the University for a range of reasons, including: end of fixed term contracts, resignation, retirement, voluntary severance and leaving to take up a new post.

**Age**

**Figure 19: USW leavers by Age**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 2018/19 | | 2019/20 | | 2020/21 | |
| % of leavers | **% of all Staff at USW** | % of leavers | **% of all Staff at USW** | % of leavers | **% of all Staff at USW** |
| **16 - 19** | 0% | 0.05% | 0% | 0.05% | 0% | **0%** |
| **20 - 24** | 4.66% | 1.83% | 6.00% | 1.38% | 4.9% | 1.2% |
| **25 - 29** | 8.07% | 4.58% | 9.68% | 5.89% | 8.1% | 5.6% |
| **30 - 34** | 8.70% | 10.88% | 12.44% | 8.92% | 10.3% | 8.6% |
| **35 - 39** | 13.98% | 14.60% | 17.97% | 14.65% | 12.4% | 14.0% |
| **40 - 44** | 11.49% | 14.98% | 11.52% | 15.66% | 10.8% | 16.1% |
| **45 - 49** | 11.80% | 16.27% | 8.30% | 15.66% | 9.7% | 14.8% |
| **50 - 54** | 10.20% | 16.16% | 9.22% | 15.76% | 13.5% | 16.3% |
| **55 - 59** | 14.29% | 13.36% | 11.10% | 13.23% | 15.7% | 13.8% |
| **60 - 64** | 13.35% | 5.12% | 11.10% | 6.58% | 9.7% | 7.5% |
| **65+** | 3.40% | 1.29% | 2.74% | 1.91% | 4.9% | 2.2% |

**Disability**

## Figure 20: % Disability Status of USW Leavers

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2018/19** | | **2019/20** | | **2019/20** | |
| **Disabled** | **% of Leavers** | **% of all Staff at USW** | **% of Leavers** | **% of all Staff at USW** | **% of Leavers** | **% of all Staff at USW** |
| Yes | 11.6% | 6.5% | 6.9% | 7.0% | 6.5% | 7.8% |
| No | 72.6% | 76.8% | 82.9% | 78.7% | 82.7% | 78.3% |
| Information refused / undisclosed | 15.8% | 16.7% | 10.1% | 14.3% | 10.8% | 13.9% |

**Race**

The following table illustrates the ethnicity of leavers at USW and draws comparisons with the overall staff profile. The table shows that 11.4% of leavers were from Black or Minority Ethnic Groups in comparison to 6.8% of staff population.

## Figure 21: Ethnicity of USW Leavers in comparison to ethnicity of USW staff

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnic Origin** | **2018/19** | | **2019/20** | | **2020/21** | |
| **% of Leavers** | **% of all staff at USW** | **% of Leavers** | **% of all staff at USW** | **% of Leavers** | **% of all staff at USW** |
| White | 94.9% | 29.3% | 90.0% | 91.9% | 86.5% | 90.7% |
| Black or Ethnic Minority Group | 4.7% | 5.8% | 7.8% | 6.2% | 11.4% | 6.8% |
| Information Refused / Not known | 0.5% | 1.9% | 2.3% | 1.9% | 2.2% | 2.5% |

**Religion & Belief**

Table 26 illustrates the religious belief of leavers at USW by percentage and draws comparisons with the overall staff profile. As large proportions of leavers have not made a declaration, no significance can be drawn from the data. Religion & belief monitoring is a key area for USW to progress for future reporting.

## Figure 22: % Religion & Belief of Leavers at USW

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Religion** | **2018/19** | | **2019/20** | | **2020/21** | |
| **% of Leavers** | **% of Staff** | **% of Leavers** | **% of Staff** | **% of Leavers** | **% of Staff** |
| No Declaration / Prefer not to say | 52.8% | 50.0% | 35.9% | 45.3% | 34.1% | 36.9% |
| No Religion | 24.1% | 25.5% | 32.7% | 28.7% | 28.6% | 34.1% |
| Christian | 20.8% | 20.3% | 23.6% | 21.5% | 30.8% | 23.8% |
| Any other religion or belief | 2.3% | 4.3% | 7.8% | 4.5% | 6.5% | 5.2% |

**Sex**

The below table highlights the number and percentage of leavers at USW by sex in comparison to the overall staff profile for the last three years.

## Figure 23: Sex of Leavers at USW

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sex** | **2018/19** | | | **2019/20** | | | **2020/21** | | |
|  | |
| **F** | **M** | **Total** | **F** | **M** | **Total** | **F** | **M** | **Total** |  |
| % of Leavers | 55.0% | 45.0% | 100.0% | 57.1% | 42.8% | 100.0% | 57.8% | 42.6% | 100% |  |

**Sexual Orientation**

The following table illustrates the sexual orientation of leavers at USW by percentage and draws comparisons with the overall staff profile.

## Figure 24: % Sexual Orientation of Leavers at USW

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Sexual Orientation** | **2018/19** | | **2019/20** | | **2020/21** | |
| **% of Leavers** | **% of USW Staff** | **% of Leavers** | **% of USW Staff** | **% of Leavers** | **% of USW Staff** |
| LGBTQ+ | 3.73% | 2.64% | 4.15% | 2.8% | 3.8% | 3.5% |
| Heterosexual | 27.44% | 36.70% | 40.55% | **38.4%** | 34.6% | **50.1%** |
| No Declaration / Information refused | 68.84% | 60.66% | 55.30% | 58.8% | 61.6% | 46.4% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |