

# Summary of the University's Equality and Diversity Statistics v1.0

**Produced in accordance with the Public Duty  
Reporting Guidelines**

September 2011

## Background

The overall aim of the Public Sector Equality Duty is to make sure that public bodies take equalities into account as part of their decision making process.

In relation to advancing equality this means:

- Removing or minimising disadvantages suffered by anyone with a protected characteristic;
- Taking steps to meet the needs of people who share a protected characteristic that is different from those who do not have it;
- Encouraging people with a protected characteristic to participate in public life or other activities where their participation is low.

## Background: General Duty

The general duty is supported by specific duties, set out in regulations, to help public bodies comply with it

- On 17 March 2011, the Government announced to Parliament the publication of a policy review paper seeking views on new draft specific duties regulations.
- For the period from 5 April until the new specific duties are in place, public bodies will still need to comply with the general Equality Duty
- Until the Specific Duties are published the University is producing staff and student data inline with the same categories as the ECU and other HEIs

## Background: General Duty

The three aims of the General Duty are to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act;
- Advance equality of opportunity between those who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not by tackling prejudice and promoting understanding.

## Background

In 2011 Public organisations were required to publish information relating to persons who share a relevant protected characteristic who are:

- its employees (if over 150 staff) : **OUR STAFF**
- other persons affected by its policies and practices : **OUR STUDENTS**

## Background – Protected Characteristics

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race**
- **Sex**
- **Sexual orientation**

For definitions of each of the characteristics see: <http://www.ecu.ac.uk/law/equality-act>

## Background

This report summarises the University's position in the academic year 2009/10 updated where more recent data is available

It has not been possible, at this point, to report against all of the protected characteristics. However, further work will be undertaken to identify gaps in our information and to engage with staff and students to collect and collate in this information as far as is practicable

## Sources of Information

The information presented in this report is taken from several sources:

- Student Information System (for student-related graphs)
- Human Resources System (SAP)(for staff-related graphs)
- Committee Constitution and membership (for Senate)
- Mandatory external reporting such as Higher Education Statistics Agency (HESA) and Destination of Leavers in Higher Education (DLHE) submissions
- Formal records kept in accordance with our policies for monitoring and review of particular issues
- Higher Education Information Database for Institutions (HEIDI)
- Office for National Statistics (ONS)



## Contacts for further information

If you require any further information, please contact:

- Rosie Qureshi, Equality Impact Assessment Co-ordinator, Governance Service Unit  
[r.qureshi@salford.ac.uk](mailto:r.qureshi@salford.ac.uk)

or

- The Planning and Performance Directorate  
[Planning@salford.ac.uk](mailto:Planning@salford.ac.uk)

## **Report - Introduction**

This report, prepared in accordance with the Public Sector Equality Duty, comprises three sections:

- Summaries relating to our Students
- Summaries relating to our Staff
- Summaries relating to our Governance body (The Senate)

## Summary of information relating to our Students

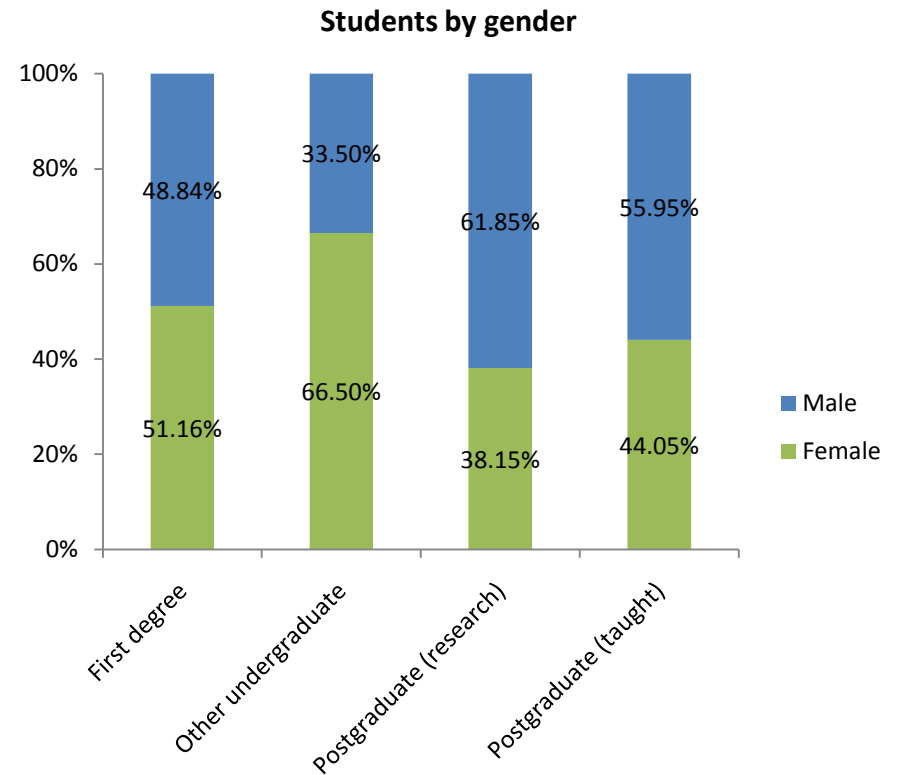
The following section contains a summary of information about our students, as returned to the Higher Education Statistics Agency for the academic year 2009/10 supplemented, where appropriate, with additional information

The information is presented by the following protected characteristics:

- age
- declared disability
- ethnicity
- gender

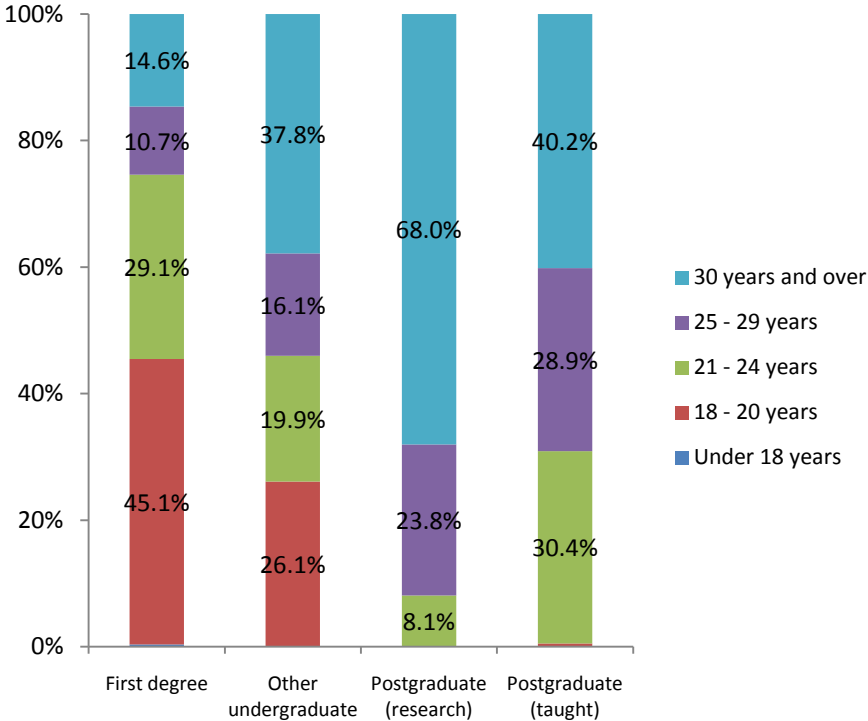
## Student Profile in the Academic Year 2009/2010

- The graphs in this section give an overview of the Student Profile in the 2009/10 academic year summarising our total students by gender, age, ethnicity and declared disability.
- The more detailed graphs that follow concentrate on our first degree or undergraduate student population

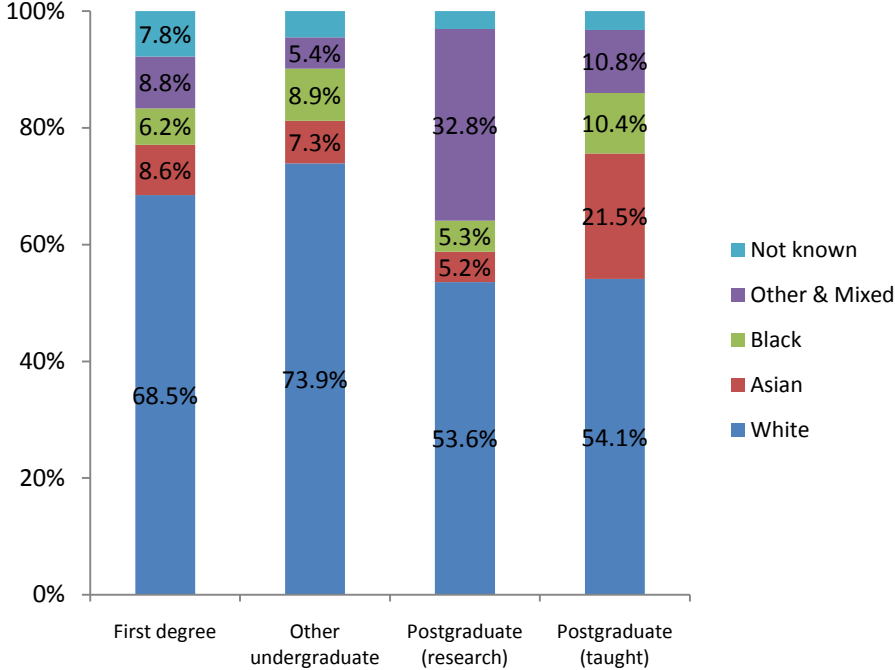


# Student Profile in the Academic Year 2009/2010

Students by age



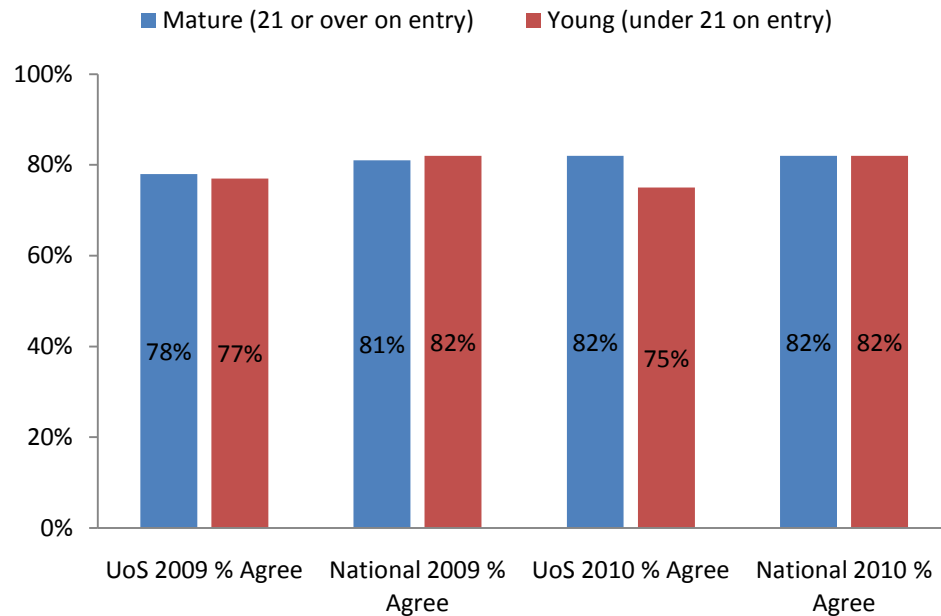
Students by ethnicity





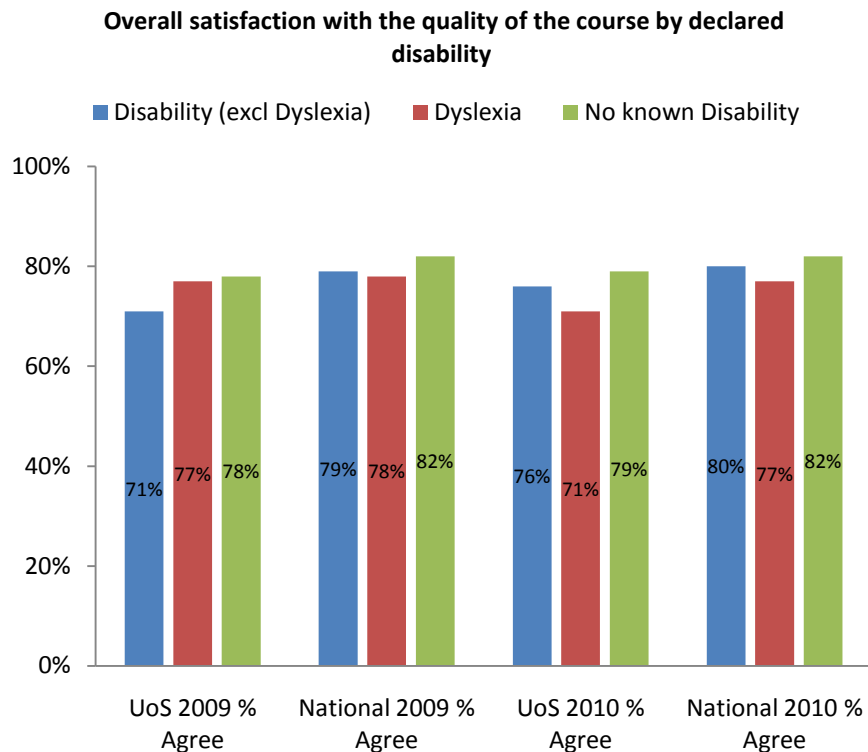
## National Student Survey – Overall satisfaction with the quality of the course by age

% Agree for question 22 - Overall, I am satisfied with the quality of the course: 2009-2010



The 2010 national average has remained the same as the previous year whilst an improvement has been seen in the level of satisfaction of mature students at the University of Salford.

## National Student Survey – Overall satisfaction with the quality of the course by declared disability



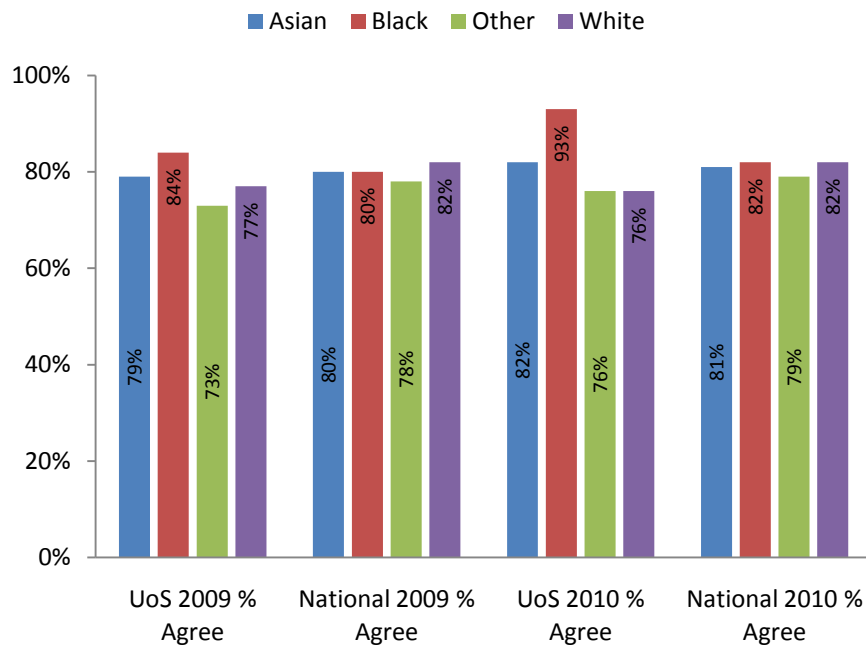
Students with a declared disability are reporting lower levels of satisfaction with the quality of their course than their counterparts with no known disability.

Students at the University of Salford who have declared that they have dyslexia have shown a decline in satisfaction in 2010 from the position in 2009 when students at Salford mirrored the national position



## National Student Survey – Overall satisfaction with the quality of the course by ethnicity

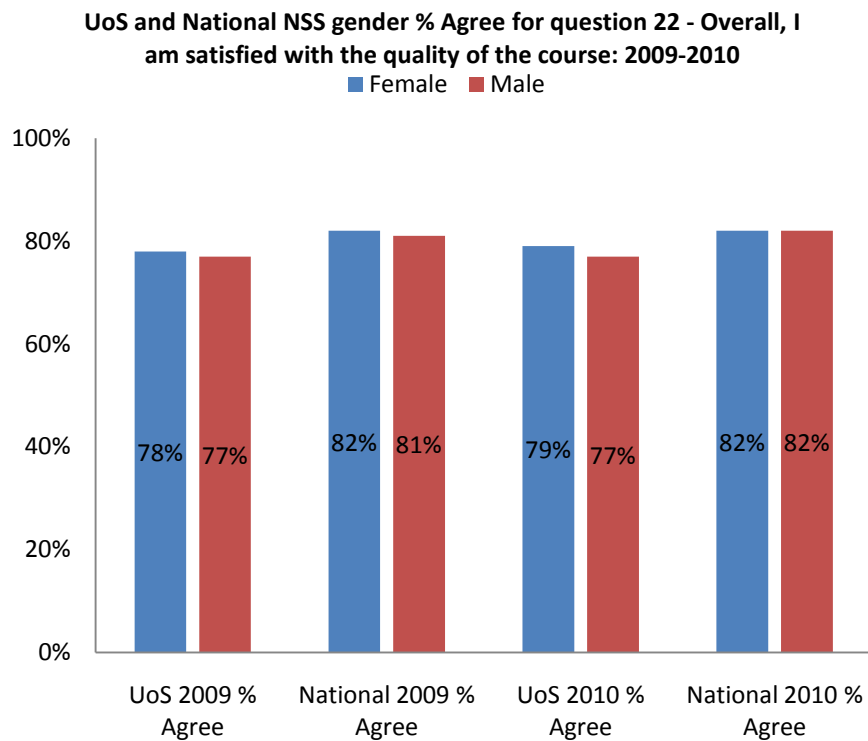
UoS and National NSS ethnicity (4-way split) % Agree for question 22 - Overall, I am satisfied with the quality of the courses: 2009-2010



While levels of overall satisfaction in 2010, at a national level, have remained the same as 2009 the level of satisfaction of BME students at Salford has increased.

The overall levels of satisfaction reported by white students at Salford remains below that of the national level of satisfaction and lower than Asian and Black students at Salford

## National Student Survey – Overall satisfaction with the quality of the course by gender

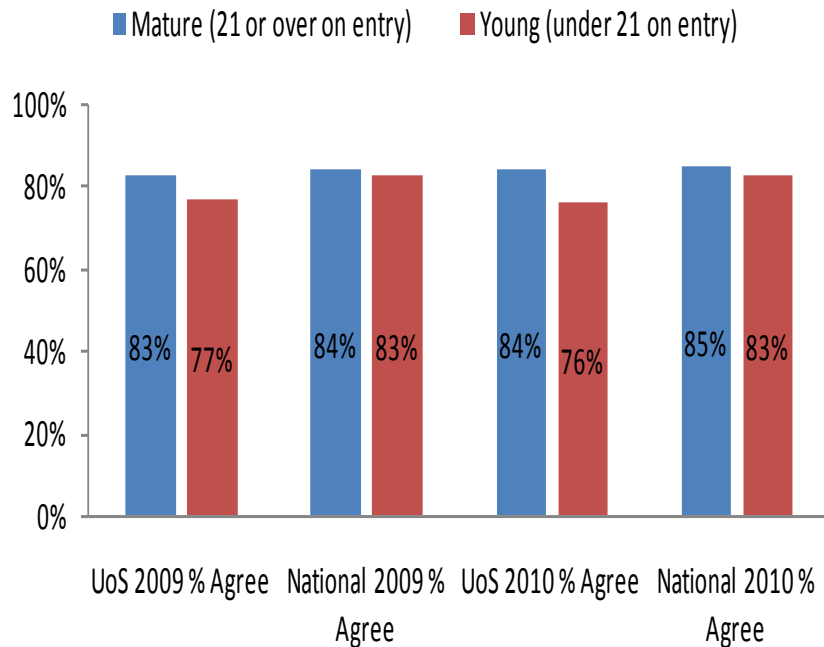


The University has slightly lower levels of overall satisfaction when compared to the national figures.

Female and male students, both nationally and at Salford, show similar levels of satisfactions with no change on the previous year.

## National Student Survey – Satisfaction with teaching on courses by age

UoS and Sector NSS age % Agree summary scores - The teaching on my course: 2009-2010



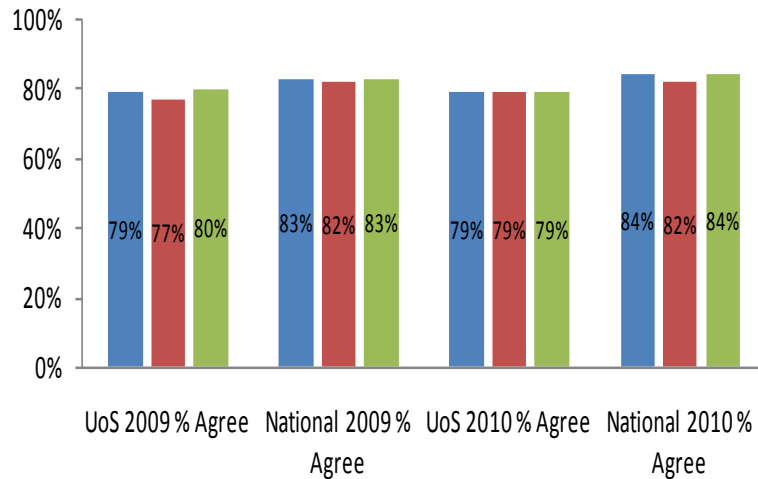
At a national level both groups of students have declared similar levels of satisfaction with the teaching on their course. Compared to this, mature students at the University of Salford show similar levels of satisfaction to national levels, whereas young students at Salford are reporting lower levels of satisfaction.

## National Student Survey – Satisfaction with teaching on courses by students with a declared disability

□

UoS and National NSS disability % Agree summary scores - The teaching on my course: 2009-2010

■ Disability (excl Dyslexia) ■ Dyslexia ■ No known Disability

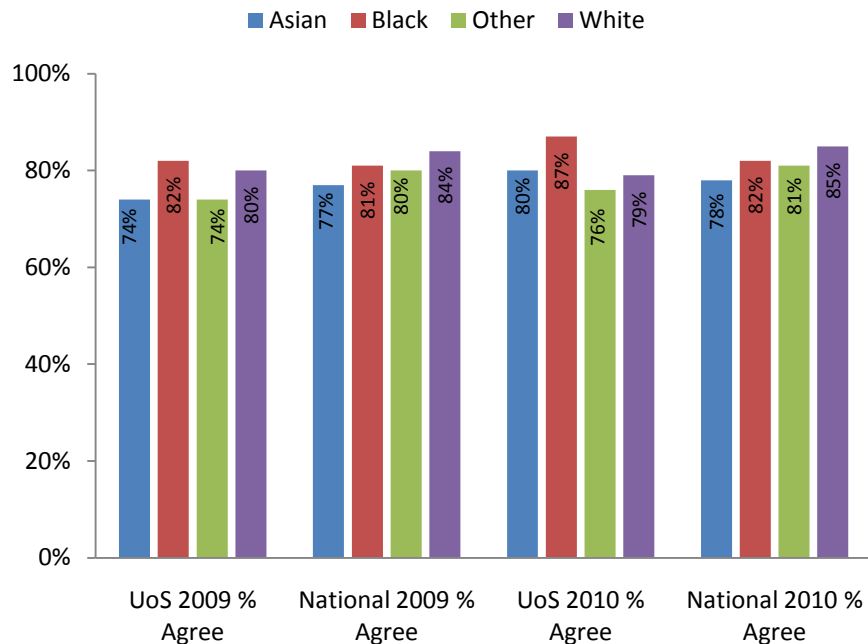


Levels of satisfaction, at Salford, across all three categories, are slightly below that reported at a national level.

Levels of satisfaction from 2009 to 2010 remain the same both at Salford and at a national level.

## National Student Survey – Satisfaction with teaching on courses by ethnicity

UoS and National NSS ethnicity (4-way split) % Agree summary scores - The teaching on my course: 2009-2010

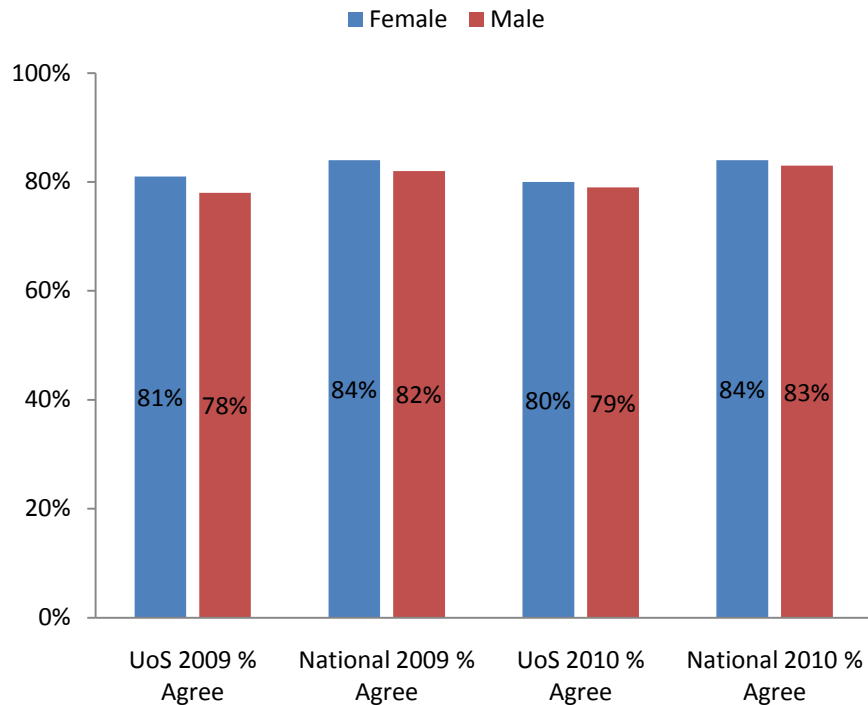


Satisfaction amongst asian and black students with the teaching on their course at Salford has improved.

The level of satisfaction reported by the student categories of white and other at the University remain below the national level.

## National Student Survey – Satisfaction with teaching on courses by gender

UoS and National NSS gender % Agree summary scores - The teaching on my course: 2009-2010

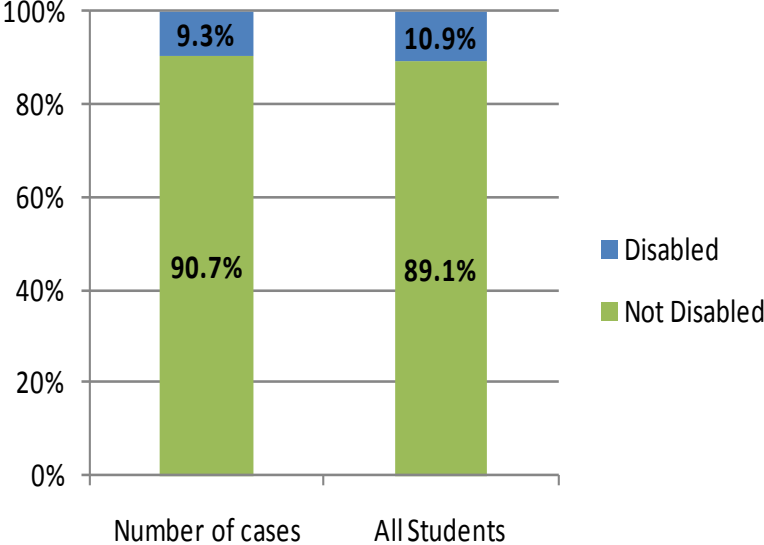


Whilst there appears to be lower levels of satisfaction than the national position for male and female students, they do mirror the national position where female students are reporting higher levels of satisfaction than their male counterparts.

Levels of satisfaction with teaching, in 2010, remain at a similar level to 2009 both at Salford and the national level with males and females showing similar levels of satisfaction and both below the national levels of satisfaction.

# Students – Number of cases considered by the Disciplinary Committee by declared disability in 2009/10

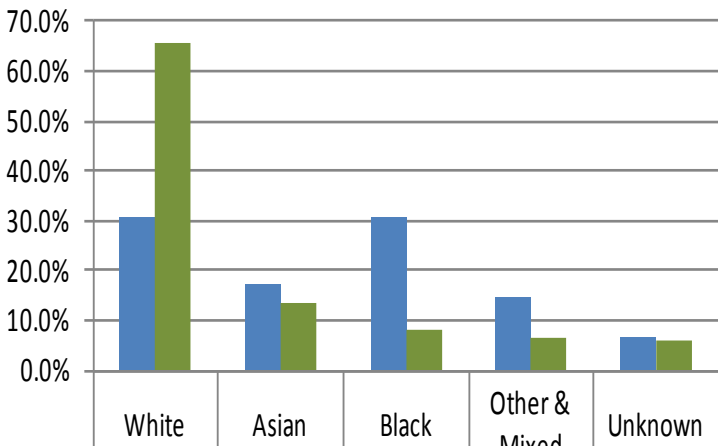
Number of cases considered by Disciplinary Committee - disability



The percentage of cases, considered by the University’s Disciplinary Committee, involving students with a declared disability is very similar to the overall profile of Salford’s students.

# Students – Number of cases considered by the Disciplinary Committee by ethnicity in 2009/10

Number of cases considered by Disciplinary Committee - ethnicity

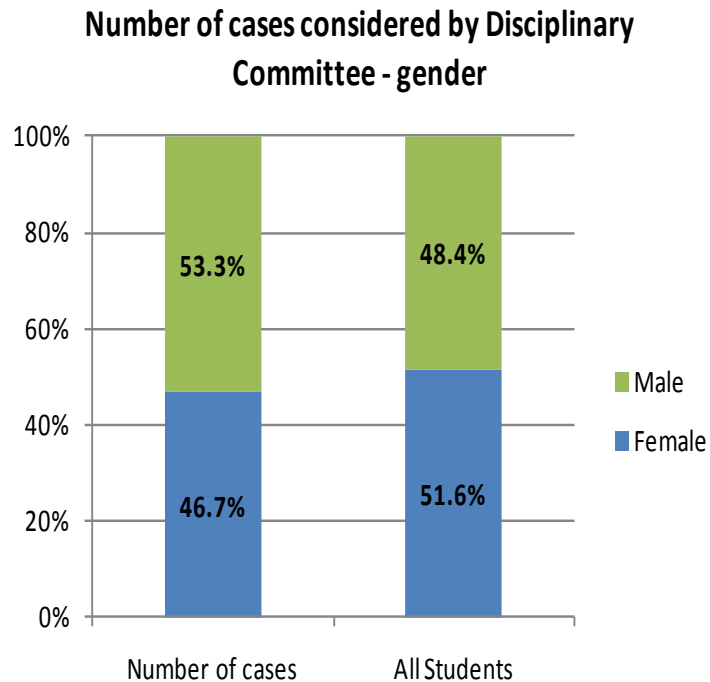


The split of student cases, by ethnicity, considered by the Disciplinary Committee does not match that of all students.

■ Number of cases	30.7%	17.3%	30.7%	14.7%	6.7%
■ All Students	65.8%	13.5%	8.0%	6.5%	6.2%

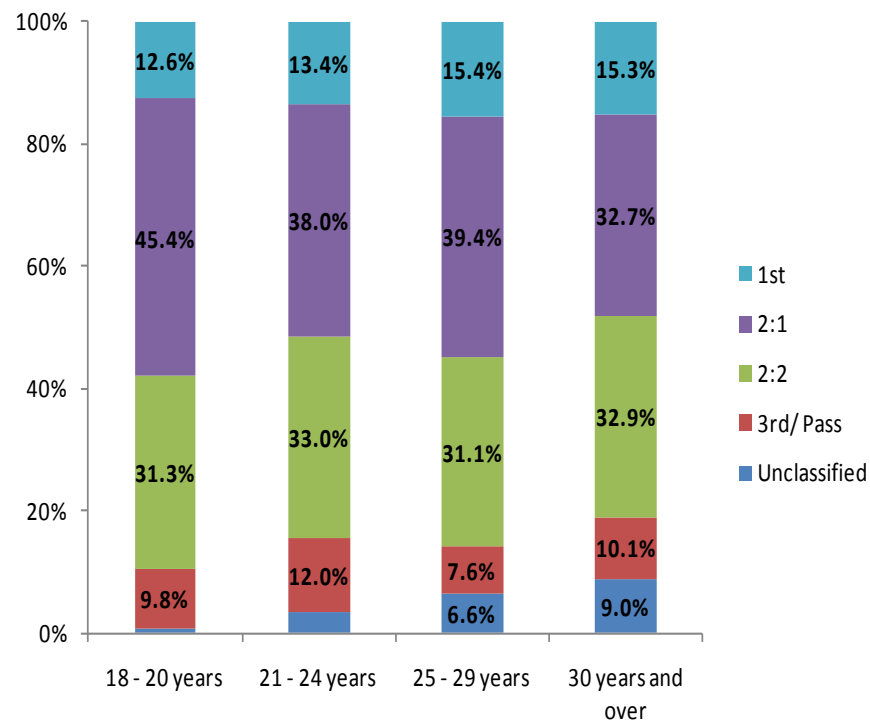


## Students - Number of cases considered by the Disciplinary Committee by gender in 2009/10



The total number of cases considered by the University's Discipline Committee shows a similar split by male and female students

## Degree classification by age



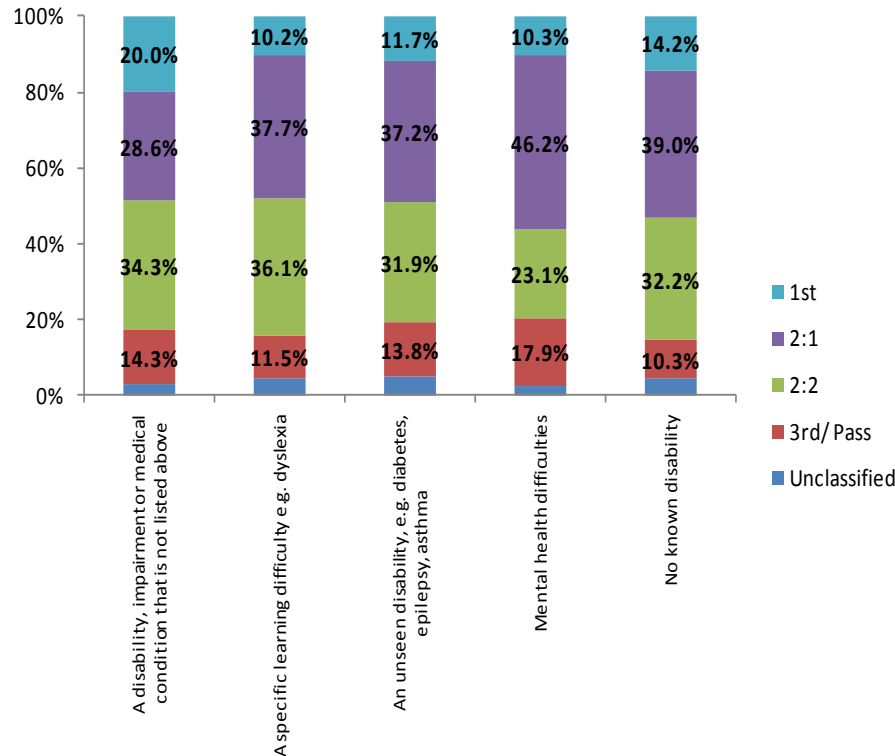
The number of first class and 2(ii) degrees awarded is fairly even across the age groups with students 21-24 (on entry) being awarded a higher percentage of 3<sup>rd</sup> class honours degrees.

Students between 18 and 20 (on entry) are being awarded a higher percentage of 2(i) degrees.

Students 30 and over (on entry) are awarded the highest percentage of unclassified degrees

Percentages less than 5% are not shown

## Degree classifications by declared disability



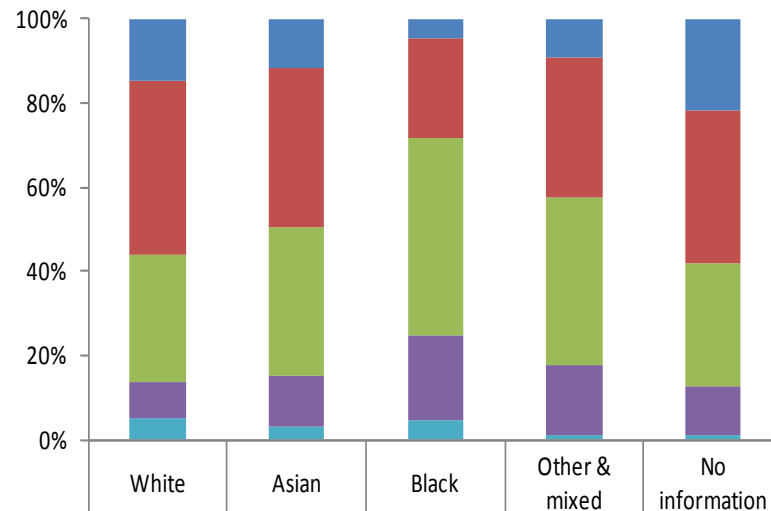
The percentage of first and 2(ii) degrees awarded across the declared disability categories are fairly even. Students with declared mental health difficulties, achieve the highest combined percentage of 1<sup>st</sup> and 2(i) degrees.

Percentages less than 10% are not shown

The following disability groups are not included due to the small number of students:

- Personal care support
- Two or more impairments and/or disabling medical conditions
- Wheelchair user/mobility difficulties
- Autistic Spectrum Disorder
- Blind/partially sighted
- Deaf/hearing impairment

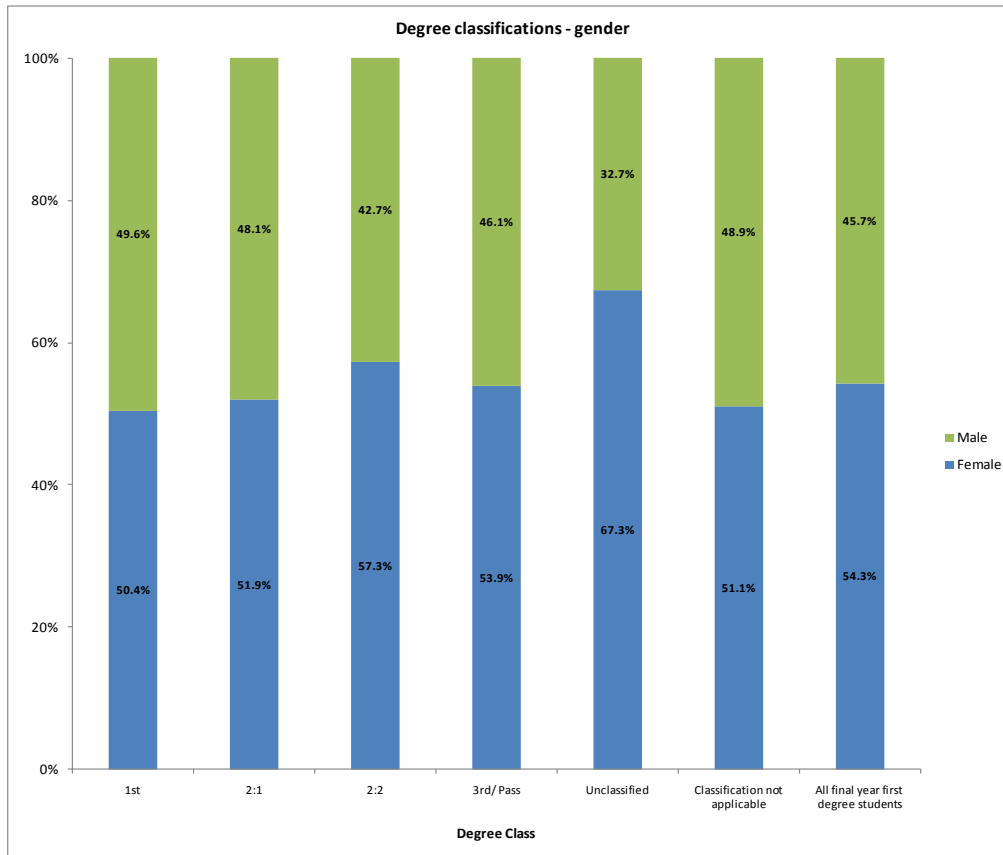
## Degree classification by ethnicity



For those students where ethnicity information is available, white students are obtaining a higher percentage of 1<sup>st</sup> and 2(1) degrees (56%) than other students. Compared to this only 28% of black students achieve a 1<sup>st</sup> or 2(i) degree.

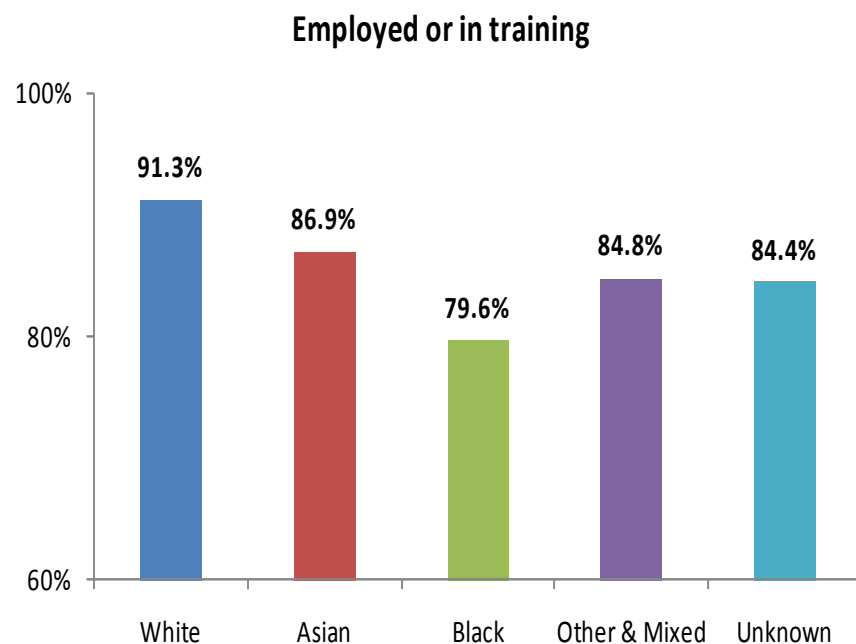
■ 1st	14.6%	11.6%	4.5%	9.4%	21.7%
■ 2:1	41.3%	38.0%	23.7%	33.1%	36.5%
■ 2:2	30.1%	35.0%	46.9%	40.0%	28.9%
■ 3rd/Pass	8.7%	12.5%	20.5%	16.3%	11.6%
■ Unclassified	5.1%	3.0%	4.5%	1.2%	1.2%

## Degree classifications by gender in 2009/10



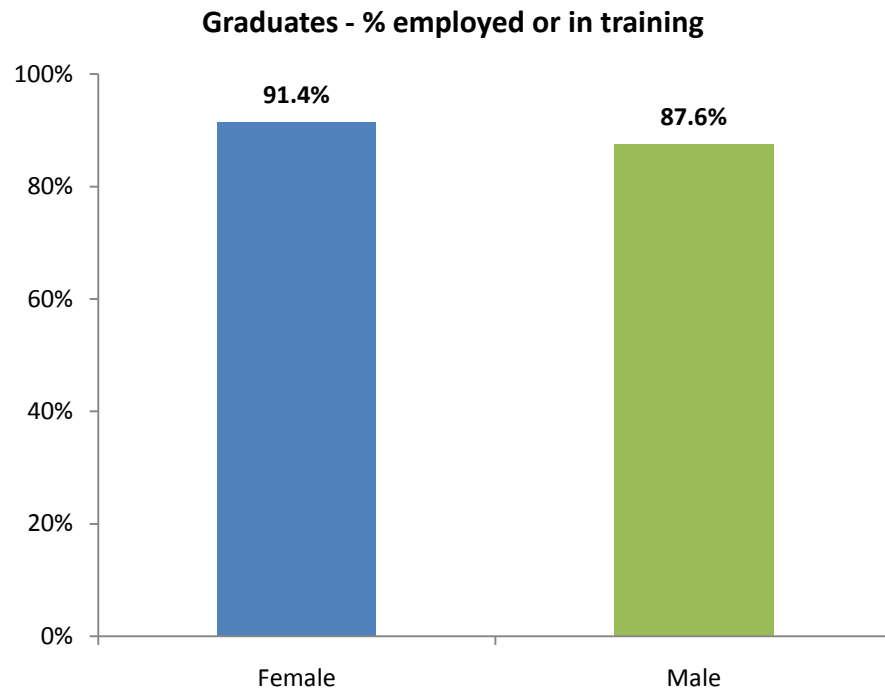
In looking at the final year student population degree classifications are awarded in similar levels to males as they are to females. An exception to this is the percentage of unclassified degrees awarded where over two thirds were obtained by females.

## Graduates in employment or training six months after graduation by ethnicity



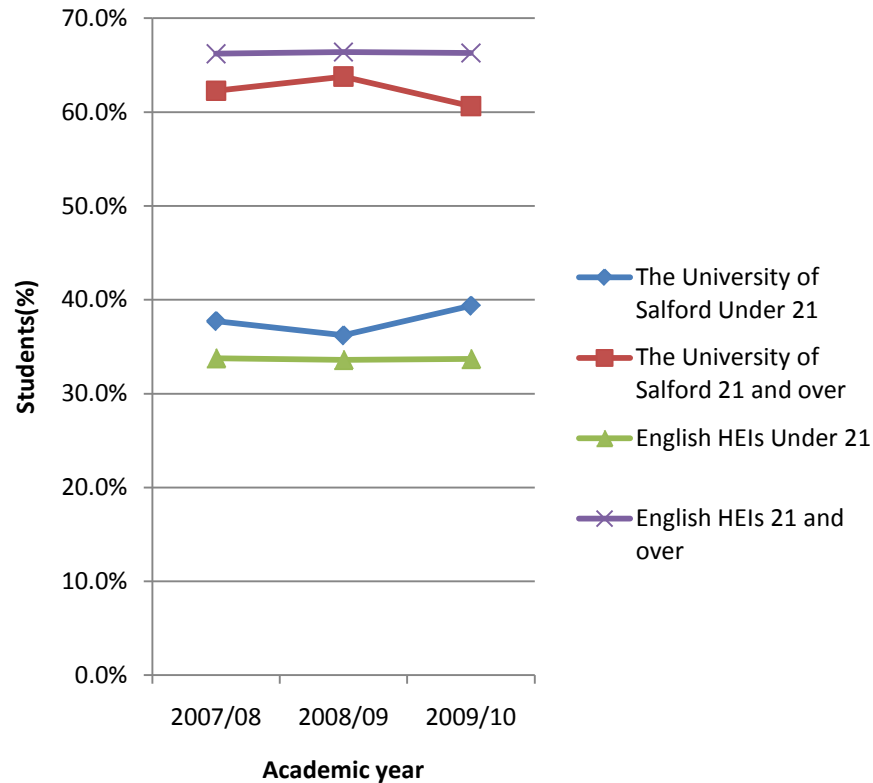
Of those graduates responding to the survey, graduates who are white show the highest percentage either in employment or undertaking further training 6 months after graduating, with black graduates showing the lowest percentage.

## Graduates in employment or training six months after graduation by gender



Of those graduates responding to the survey, a slightly higher percentage of female graduates than male were employed or undertaking further training 6 months after graduating.

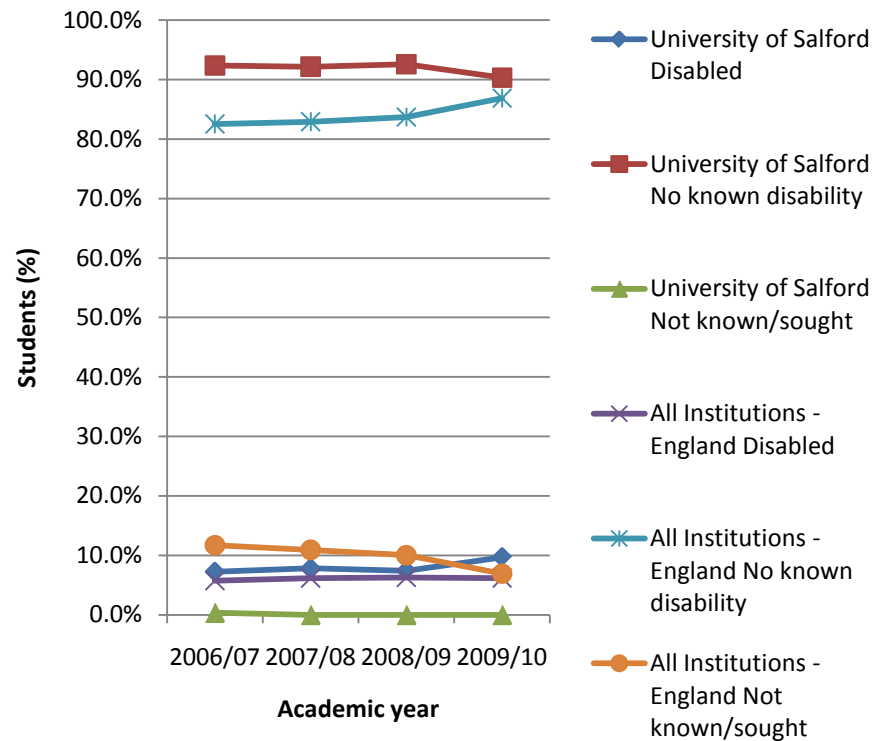
## First-Year Students by age (Full Person Equivalent) (University of Salford compared to all English HE Institutions) 2007/8 to 2009/10



The University is showing a trend in recruiting more students under 21 than other English Universities and less students aged 21 and over.

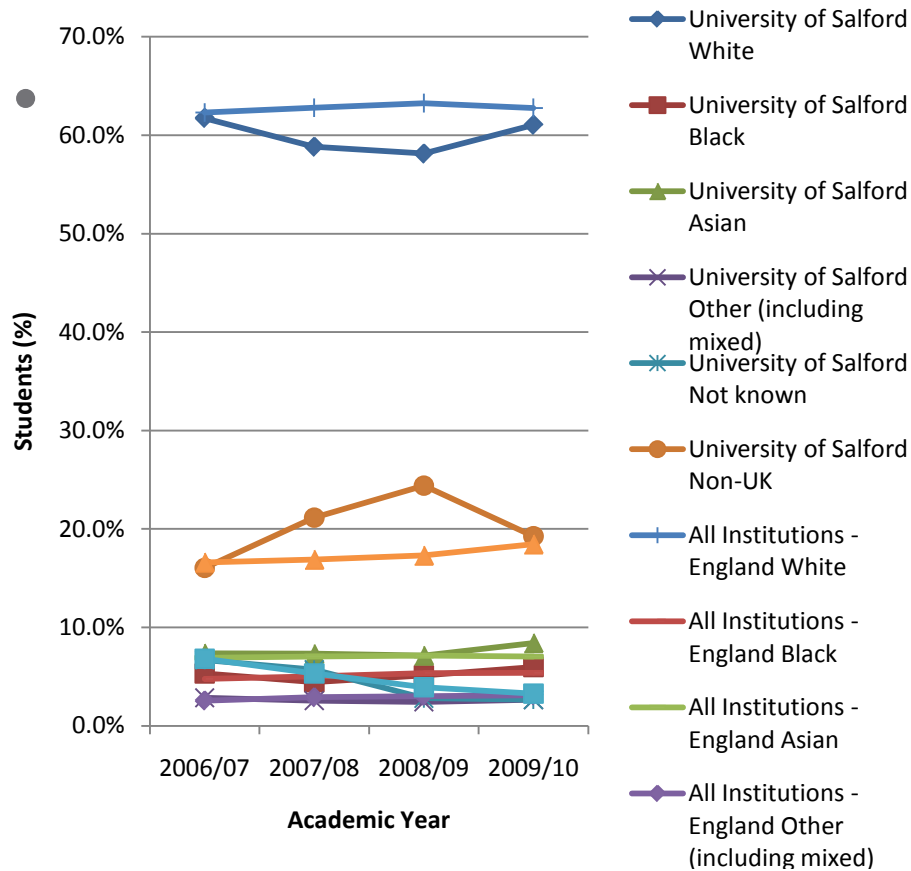


## First -Year Students (Full Person Equivalent) with a Declared Disability (University of Salford compared to all English HE Institutions) 2006/7 to 2009/10



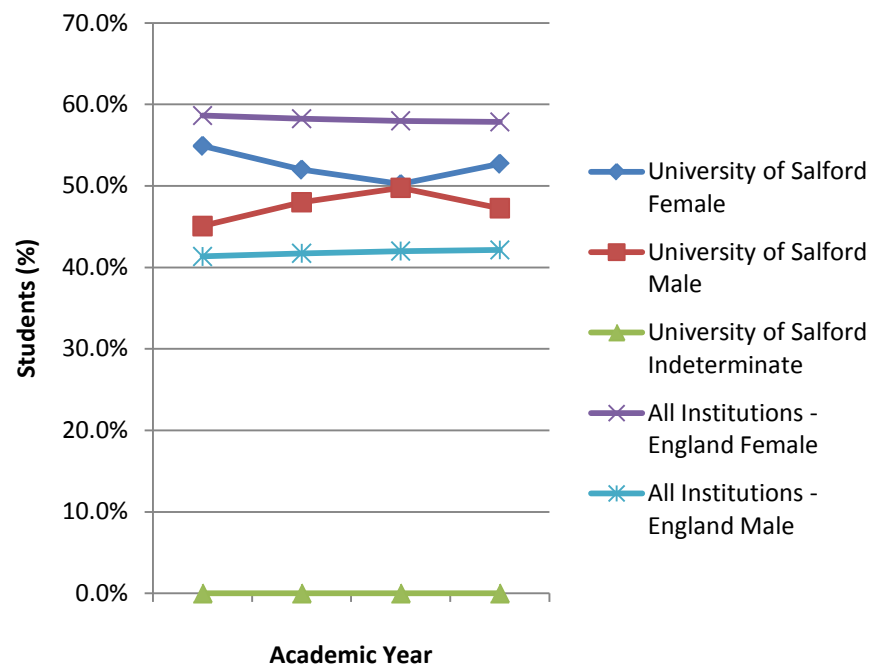
The University has a slightly higher percentage of students with a declared disability than the national position, increasing by 2 percentage points in 2009/10.

## First-Year Students by ethnicity (University of Salford compared to all English HE Institutions) 2006/7 to 2009/10



With a few minor exceptions the profile of the first-year students mirrors that of the national position

## First-Year Students by gender (Full Person Equivalent) (University of Salford compared to all English HE Institutions) 2006/7 to 2009/10



The University's recruitment of students, split by males and females, is more similar than that seen overall in other English HE institutions.

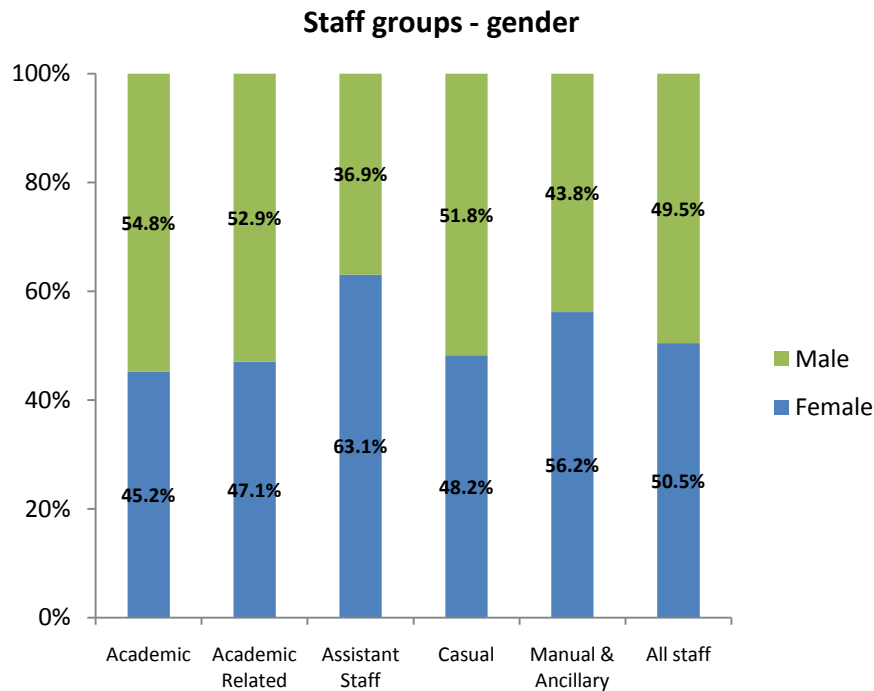
## Summary of information relating to our Staff

The following section contains a summary of information about our staff, as returned to the Higher Education Statistics Agency for the academic year 2009/10 supplemented, where appropriate, with additional information

The information is presented by the following protected characteristics:

- age
- declared disability
- ethnicity
- gender

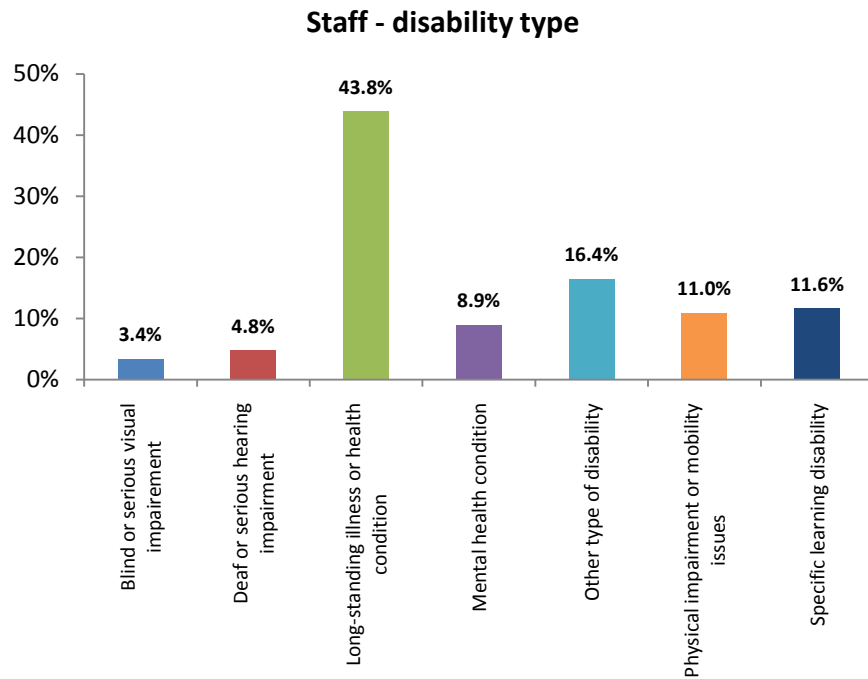
## Staff – Staff groups/types by gender



Across the University there are similar numbers of male and female employees. However, when looking at the roles or staff, it can be seen that there are higher percentages of males than females employed in academic, academic-related and casual roles within the University, with the opposite in assistant staff and manual and ancillary roles.

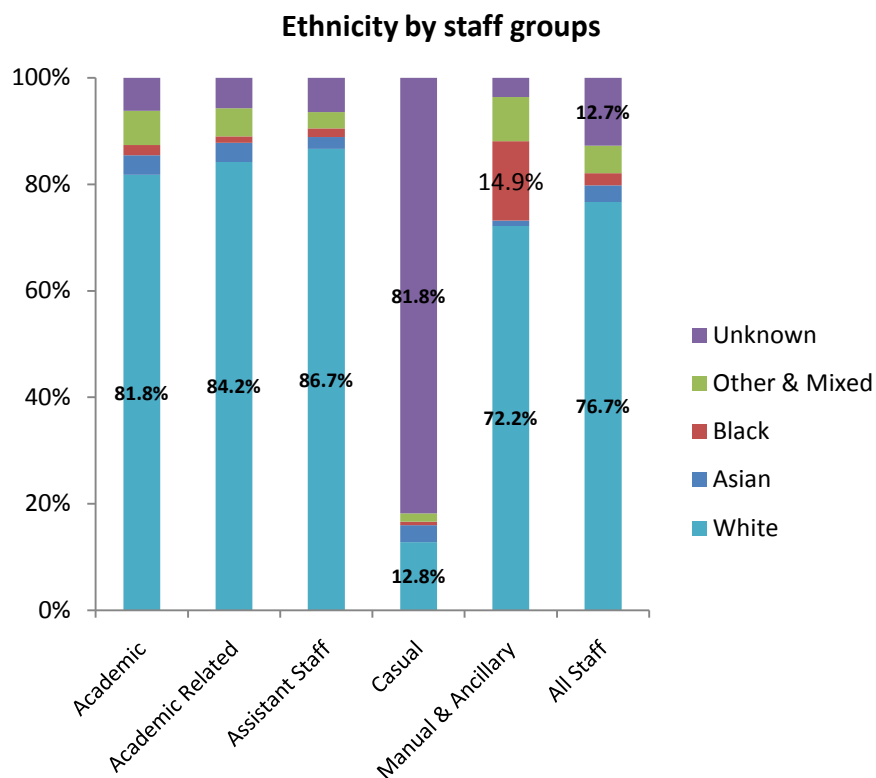
Source: HESA 09/10

## Staff – Staff by declared disability



The greatest percentage of staff who have declared a disability are those with a long-standing illness or health condition (44%).

## Staff – Staff groups/types by ethnicity

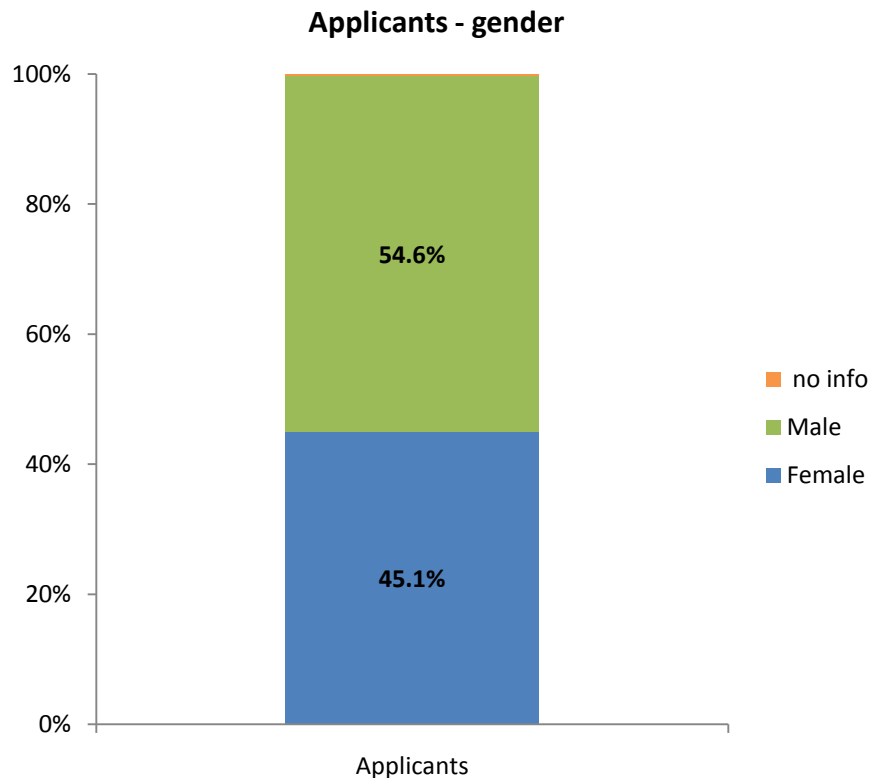


The ethnicity profile of staff in academic, academic related and assistant staff roles are similar to that of the organisation as a whole. There is a greater percentage of staff who are black in manual and ancillary roles than seen in other roles across the University.

The ethnicity of a large percentage of casual staff (82%) is unknown and is likely to be because the data is not currently collected comprehensively or this group of staff.

Percentages less than 10% are not shown

## Staff – Applicants by gender

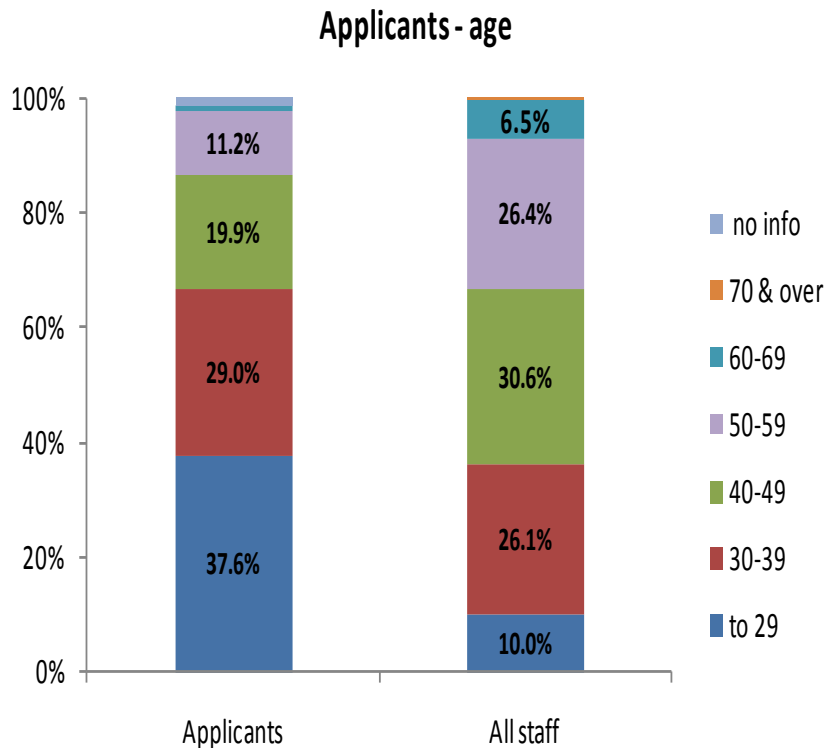


The University receives 45% of its applications for staff posts from female applicants, against 50.5% who make up the total staff population.

Percentages less than 5% are not shown



## Staff – Applicants by age

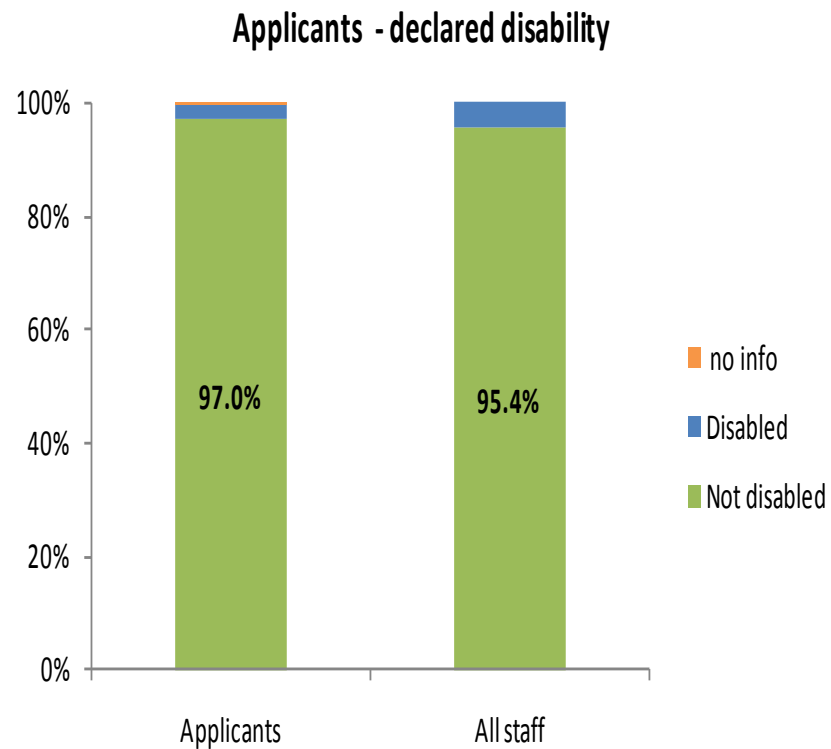


The greatest percentage of applicants are from people aged up to 29 (38%), although this age range only makes up 10% of the total staff population. Smaller percentages of people apply the older the age range they are in.

The majority of staff currently employed at the University are aged between 30 and 69 years, with similar percentages of people in the 3 age categories across this range.

Percentages less than 5% are not shown

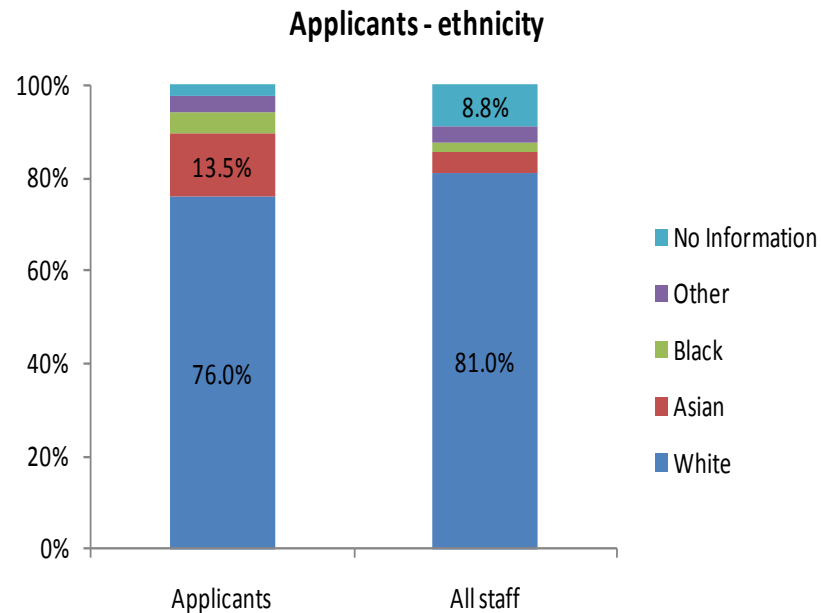
## Staff – Applicants by declared disability



Applicants and current staff show similar levels of people who have declared a disability.

Percentage of less than 5% are not shown

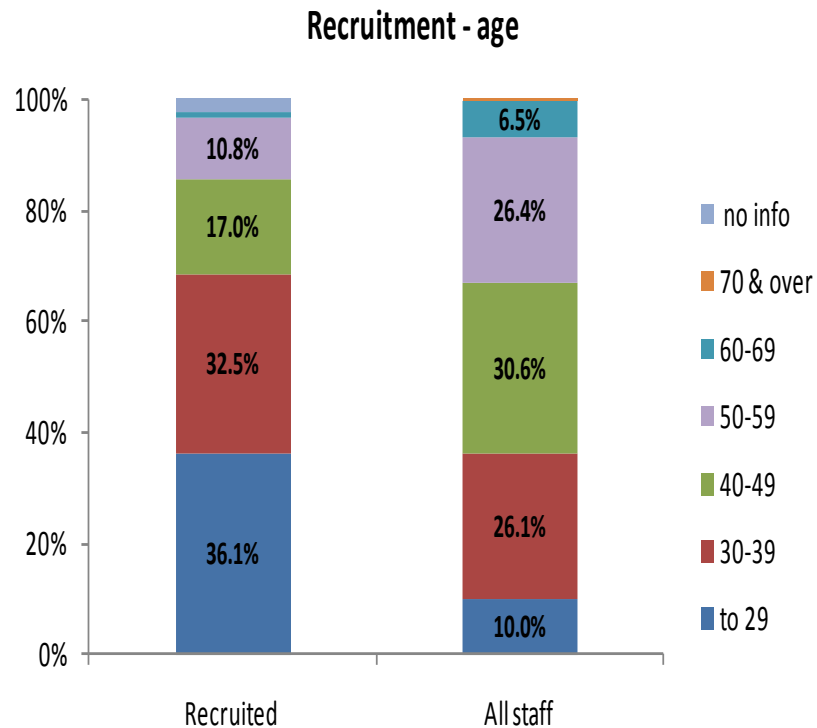
## Staff - Applicants by ethnicity



Applications for staff posts show that the majority of are white with a larger percentage of black applicants than current members of staff who are black.

Percentages less than 5% are not shown

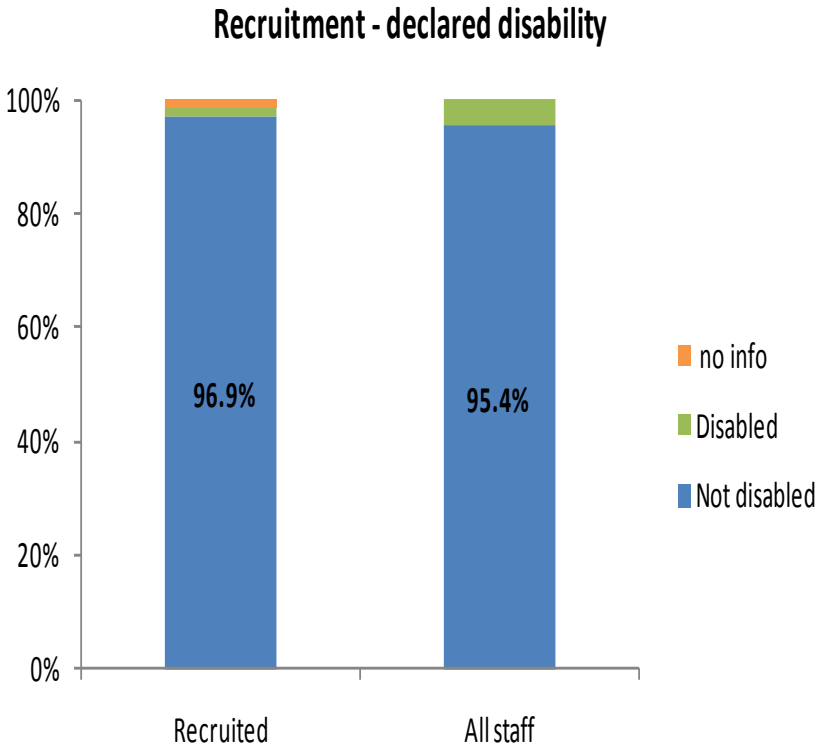
## Staff – Recruitment to staff posts by age



Successful applicants are showing a younger profile with 69% under the age of 40. This is against an older profile of current staff where 64% are over the age of 40.

Percentages less than 5% are not shown

## Staff – Recruitment to staff posts by declared disability

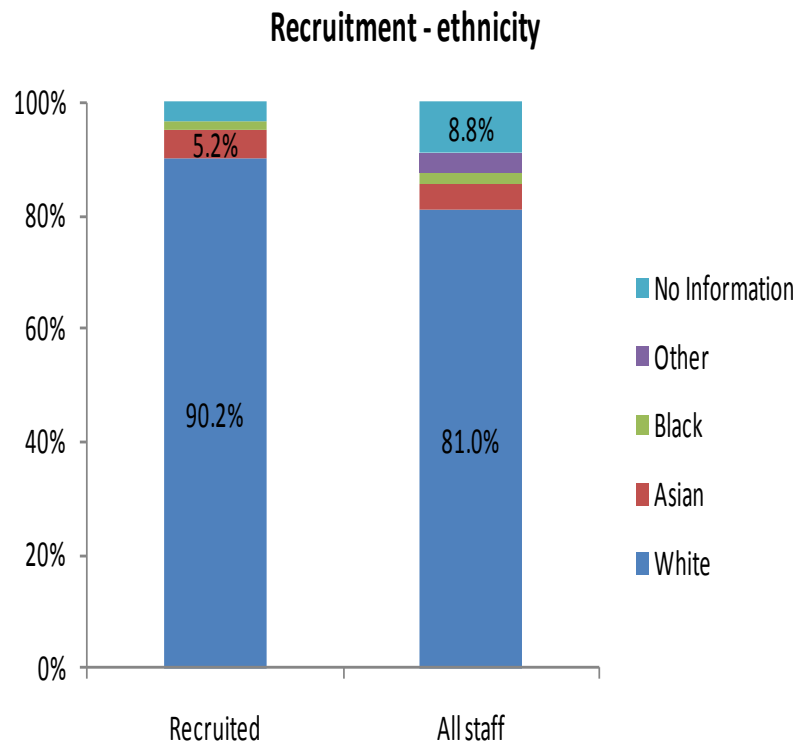


Whilst 3% of applications for posts were from people declaring a disability 1.5% of applicants who were subsequently recruited to posts had a declared disability.

This compares with 5% of staff employed at the University who have declared a disability

Percentages less than 5% are not shown

## Staff – Recruitment to staff posts by ethnicity



Of applicants that were successful in being recruited to posts 90% were white, 5% were Asian and 1% were black

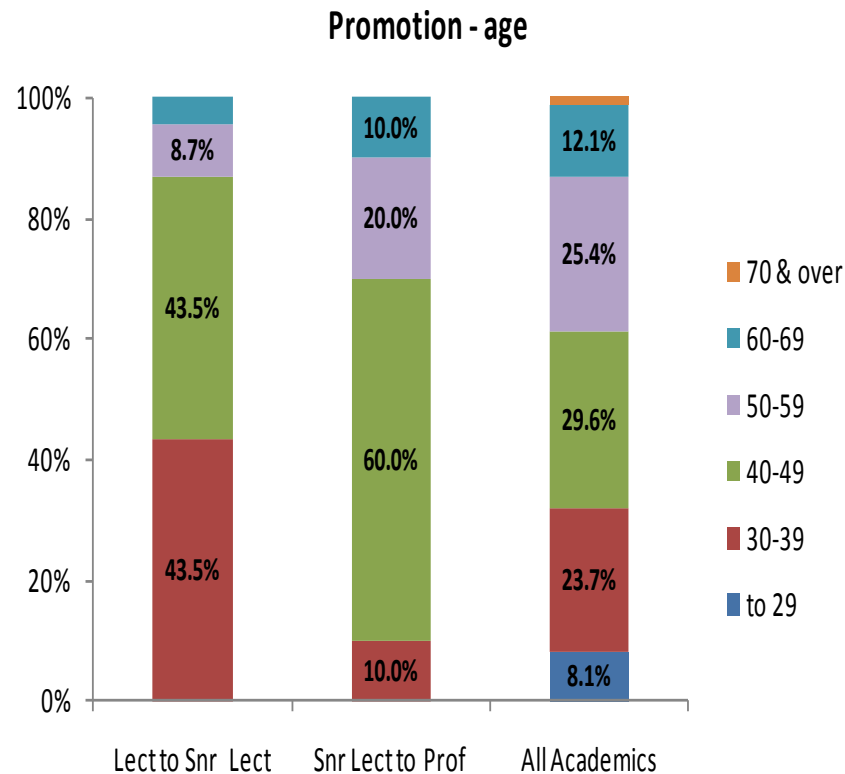
Percentages less than 5% are not shown

## Staff – Recruitment to staff posts by gender

54.6% of applicants for posts in the University were male, whilst 43.8% of those who were successful in being recruited to posts were male.



## Staff – Academic Staff Promotions by age

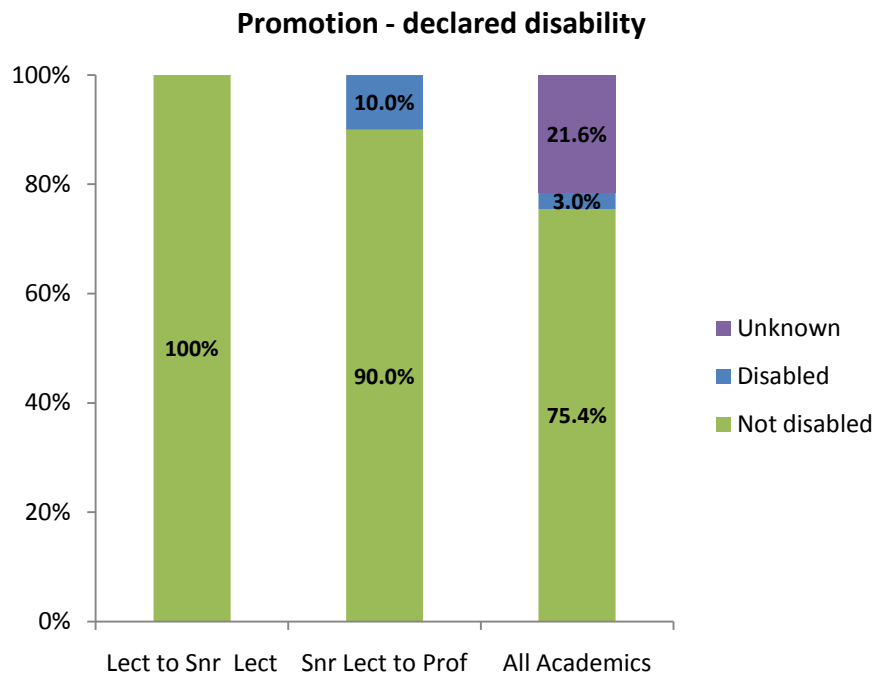


Academic staff in the two age groups 30 – 39 and 40 – 49 were equally promoted from Lecturer to Senior Lecturer; whilst the majority of staff promoted from Senior Lecturer/Reader to Professor were in the age range 40 – 49 (60%).

Percentages less than 5% have not been shown

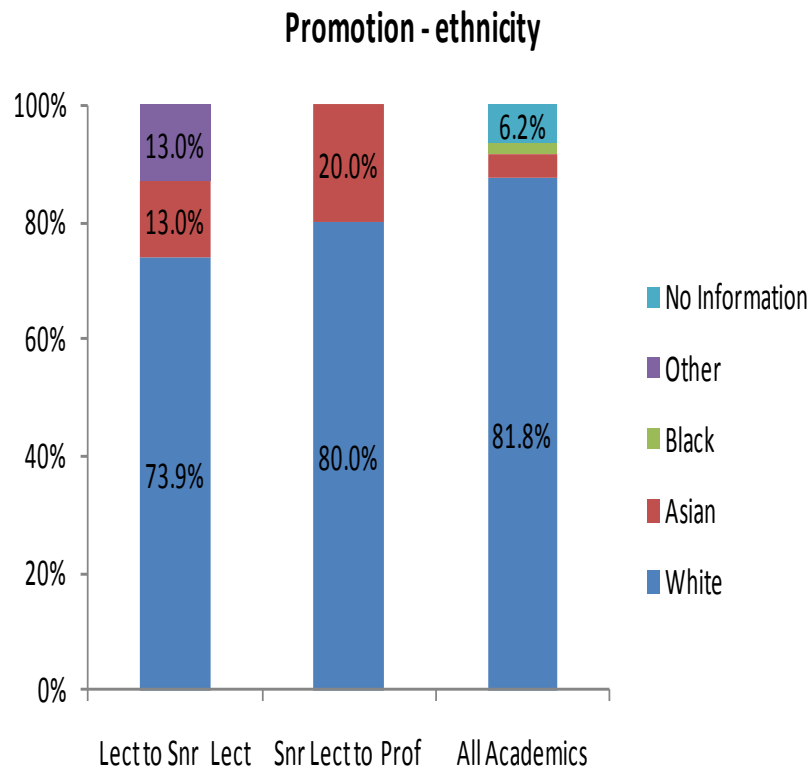


## Staff – Academic Staff promotions by declared disability



10% of the promotions from Senior Lecturer/Reader to Professor were of staff with a declared disability which compares favourably when considered against the overall academic staff profile.

## Staff – Academic Staff Promotions by ethnicity

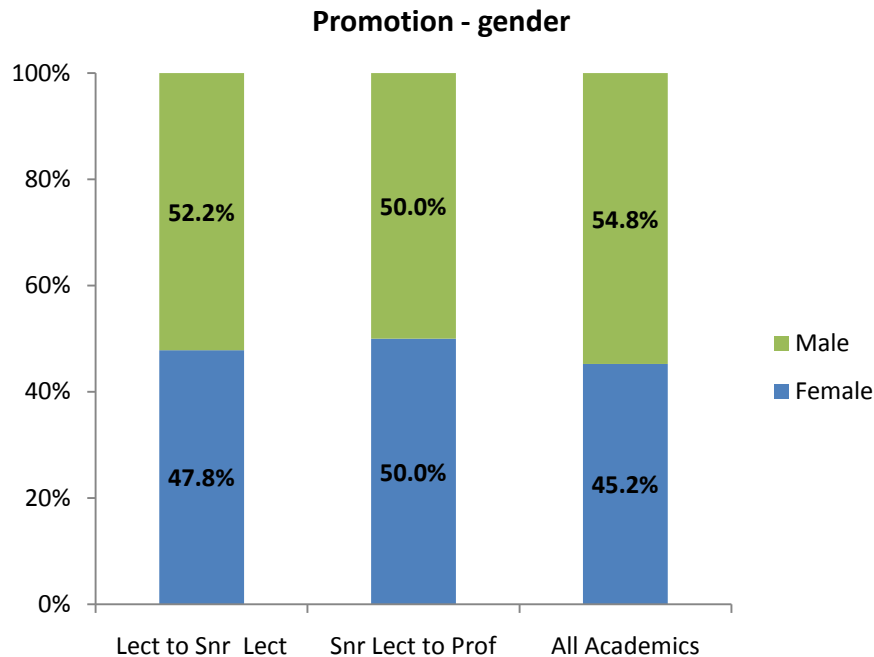


Whilst it is apparent that the majority of staff promotions in the previous year have been of white staff, we can also see that asian staff and those whose ethnicity was declared as 'other' were equally successful in promotion from Lecturer to Senior Lecturer. However, no black staff were promoted internally within the year to either Senior Lecturer or Professorial posts.

Of the BME staff it was asian staff that were successful in promotion from Senior Lecturer/Reader to Professorial posts.

Percentages less than 5% are not shown

## Staff – Academic Staff Promotions by gender



Promotions from Senior Lecturer/Reader to Professorial posts were equally split between male and female staff. However, at Lecturer to Senior Lecturer promotion level, slightly more male staff (52%) were promoted. These figures are close to the gender profile of our academic staff

## Staff – Grievance/disciplinary cases by age

Staff – Grievance/Disciplinary cases by age

	to 29	30-39	40-49	50-59	60-69	70 & over	Total
Grievance	3	1	4	6	0	0	14
Disciplinary	1	1	3	3	0	0	8
All staff	247	646	759	654	162	10	2478

	to 29	30-39	40-49	50-59	60-69	70 & over
Grievance	21.4%	7.1%	28.6%	42.9%	0.0%	0.0%
Disciplinary	12.5%	12.5%	37.5%	37.5%	0.0%	0.0%
All staff	10.0%	26.1%	30.6%	26.4%	6.5%	0.4%

In 2010 the Grievance and Disciplinary procedures involved a small number of staff

In 2010 the University's Grievance Procedure was invoked by a greater percentage of staff aged between 50 and 59 than other age groups. This was higher than the percentage of staff employed in that age range.

The Disciplinary procedure, involved staff equally across the age ranges 40 to 49 and 50 to 59 years (37.5%) and at a lower level across the age ranges up to 29 years and 30 to 39 years (12.5%)

## Staff – Grievance/disciplinary cases by declared disability

Staff – Grievance/disciplinary cases by declared disability

	Disabled	Not disabled	Total
Grievance	0	14	14
Disciplinary	0	8	8
All staff	114	2364	2478

	Disabled	Not disabled
Grievance	0.0%	100%
Disciplinary	0.0%	100%
All staff	4.6%	95.4%

In 2010 the Grievance and Disciplinary procedures involved a small number of staff, however, there were no staff with a declared disability were involved in Grievance or Disciplinary procedures during 2010.

## Staff – Grievance and Disciplinary cases by ethnicity

Staff – Grievance/disciplinary cases by ethnicity

In 2010 the Grievance and Disciplinary procedures involved a small number of staff

	White	Asian	Black	Other	No Information	Total
Grievance	13	1	0	0	0	14
Disciplinary	7	1	0	0	0	8
All staff	2007	108	58	86	219	2478

	White	Asian	Black	Other	No Information
Grievance	92.9%	7.1%	0.0%	0.0%	0.0%
Disciplinary	87.5%	12.5%	0.0%	0.0%	0.0%
All staff	81.0%	4.4%	2.3%	3.5%	8.8%

## Staff – Grievance/Disciplinary cases by gender

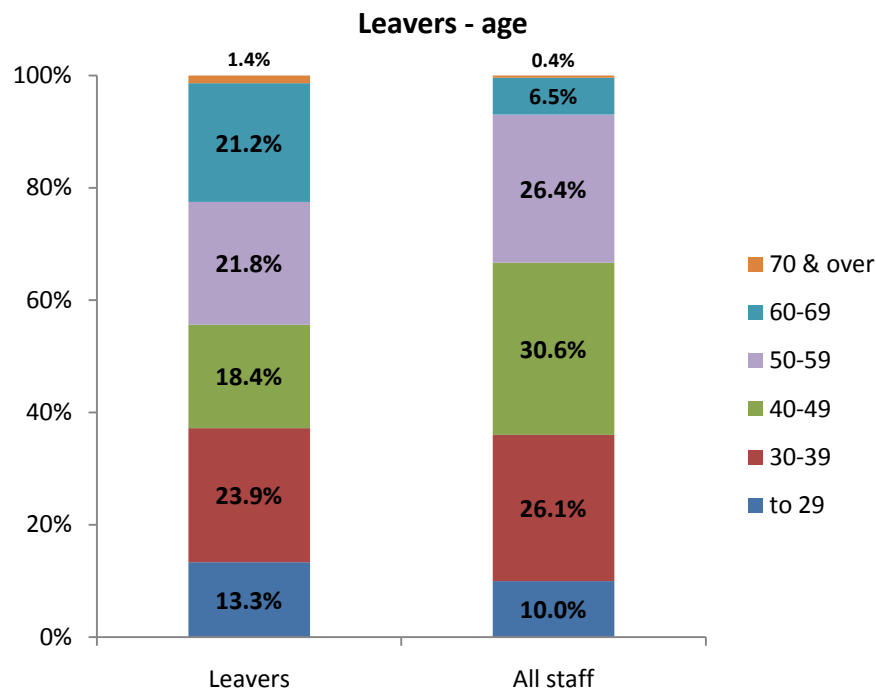
### Staff – Grievance/disciplinary cases by gender

	Female	Male	Total
Grievance	3	11	14
Disciplinary	4	4	8
All staff	1309	1169	2478

	Female	Male
Grievance	21.4%	78.6%
Disciplinary	50.0%	50.0%
All staff	52.8%	47.2%

In 2010 the Grievance and Disciplinary procedures involved a small number of staff; invoked predominantly by male staff (79%), whilst the Disciplinary procedure was invoked equally between male and female staff, although there are more females (53%) employed by the University

## Staff – Leavers by Age



The largest percentage of staff leaving the University in 2010 were between 30 – 39 years of age, which is slightly lower than the percentage of staff in that age group in the University. Whilst only 18% of staff who left were aged between 40 and 49, this group comprises the largest age group in the staffing population (31% of the overall workforce)

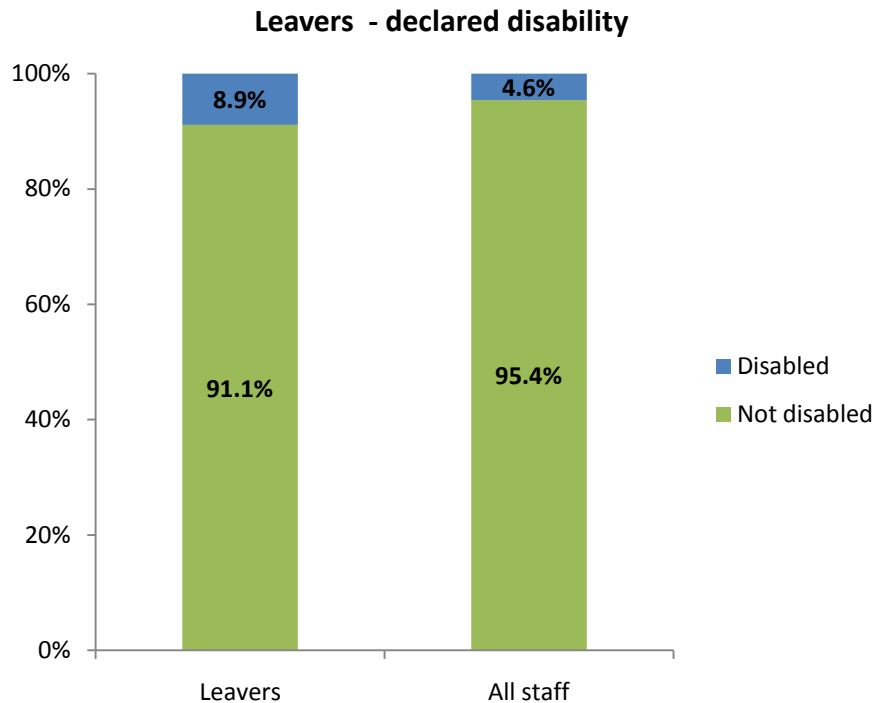
2010 also saw 21% of leavers aged between 60 – 69 leave the University – this group comprised 6.5% of the workforce in 2010

Percentages less than 5% have not been shown

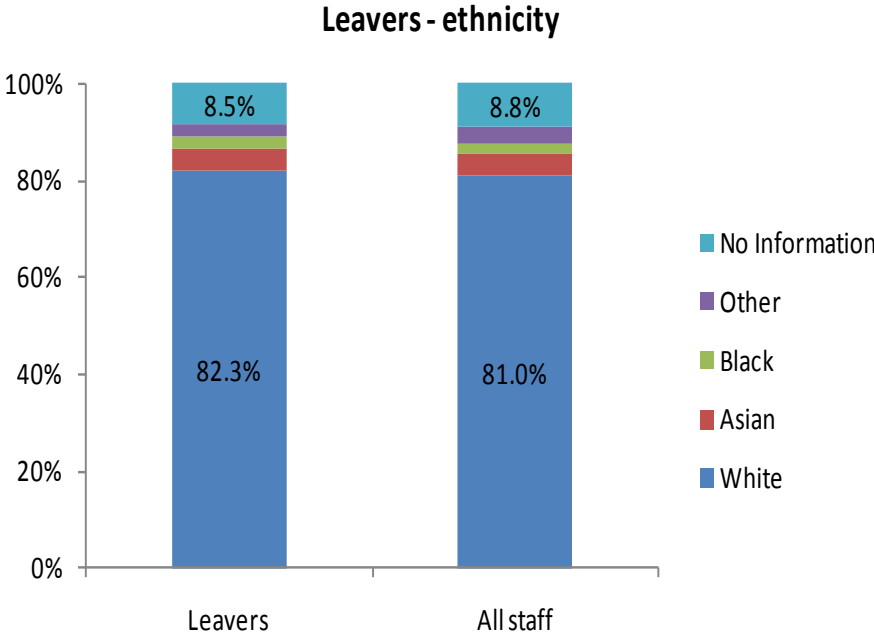


## Staff – Leavers by declared disability

Of the staff leaving the University in 2010 8.9% had a declared disability. This compares with 5% of the overall staff of the University who have declared a disability



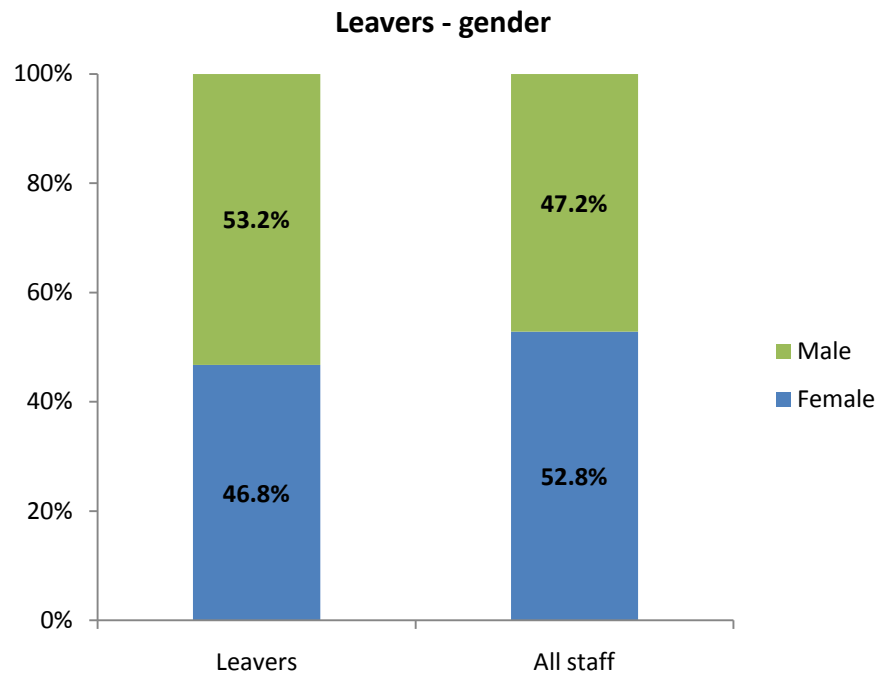
# Staff – Leavers by ethnicity



In 2010 the ethnicity of the staff leaving the University mirrors that of the staff profile overall

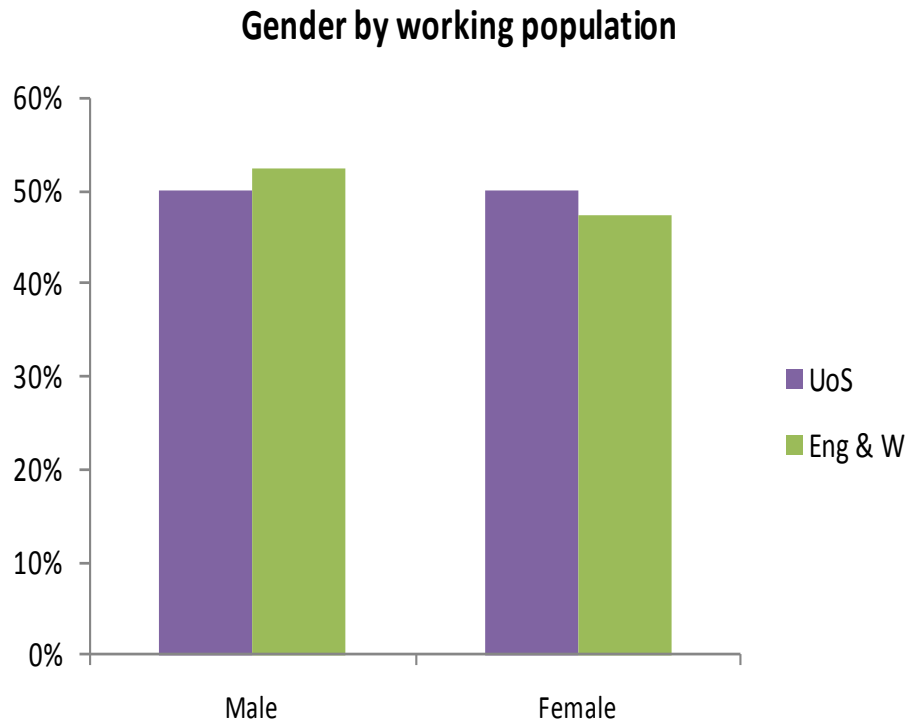
Percentages of less than 5% have not been shown

## Staff – Leavers by gender



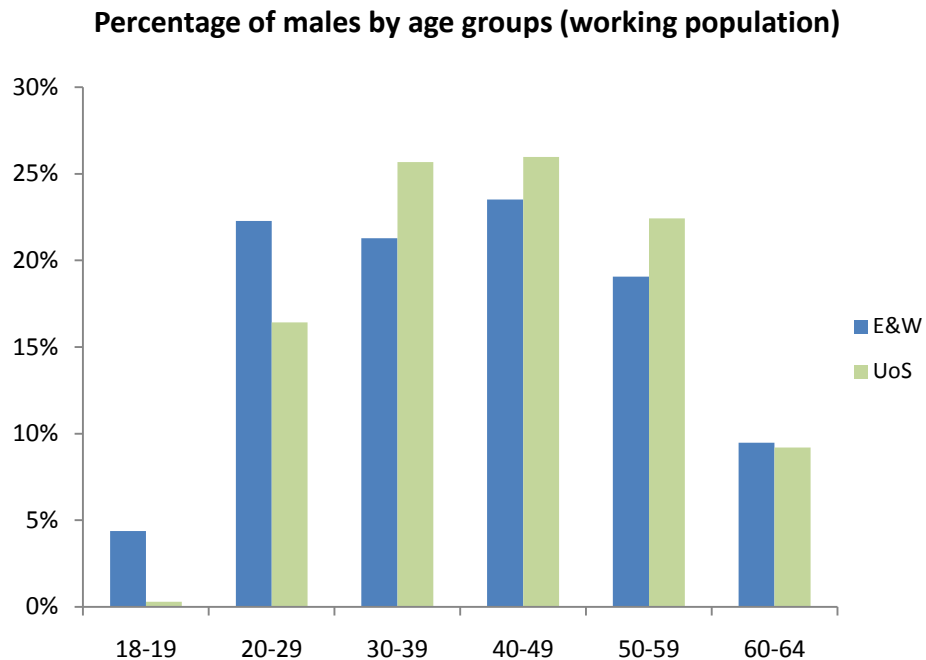
In 2010 more males (53%) than females (47%) left the employment of the University. The number of females leaving is slightly lower than those in the overall staff when compared to the slightly higher percentage of males than females in the overall staff.

## Staff – Gender – Compared to the working population of England and Wales



- This graph compares the gender profile of staff working at the University of Salford against the gender profile for the population of England & Wales based on the mid-2007 estimates, from the Office for National Statistics (ONS)
- The Working population is defined by the ONS as: 16-64 for males; and 16-59 for females

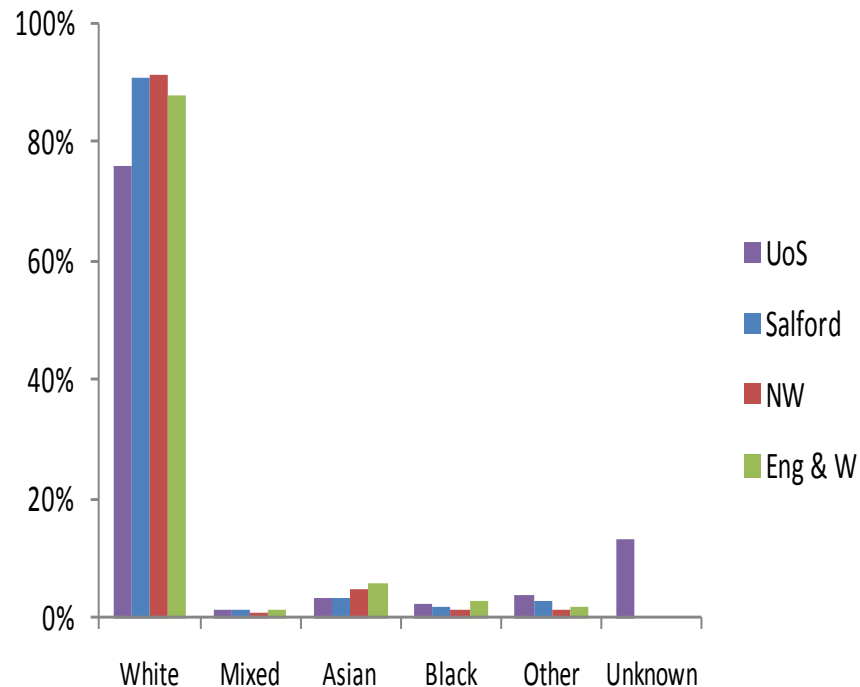
## Staff – Male working population, by age groups, University of Salford compared with England and Wales



- This graph compares the males, by age group, of staff working at the University of Salford against the males by age group for the population of England & Wales based on the mid-2007 estimates, from the Office for National Statistics (ONS)
- The Working population is defined by the ONS as: 16-64 for males; and 16-59 for females

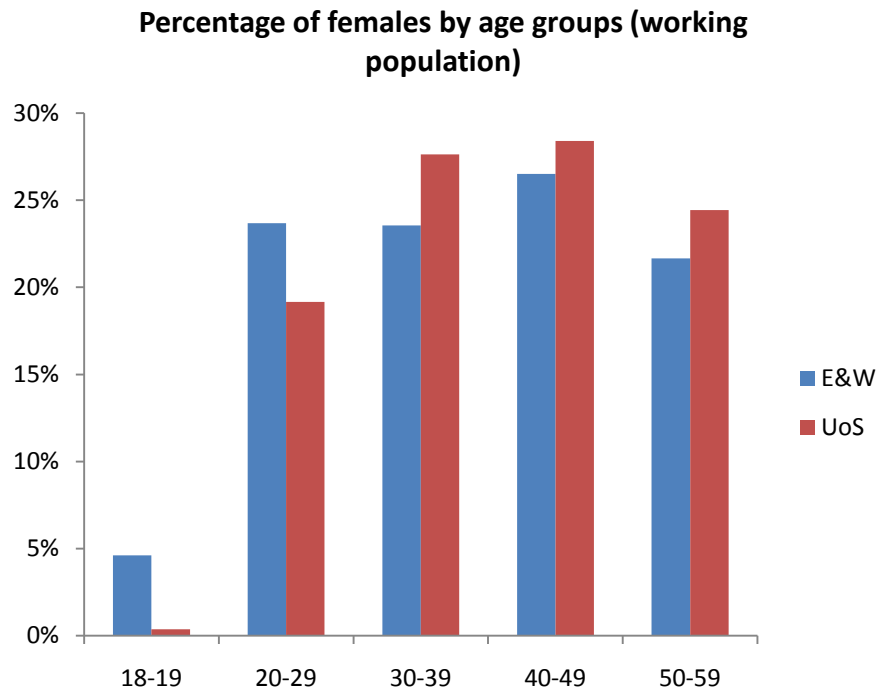
## Staff – Ethnicity compared with the working population of England and Wales

Ethnicity by working population



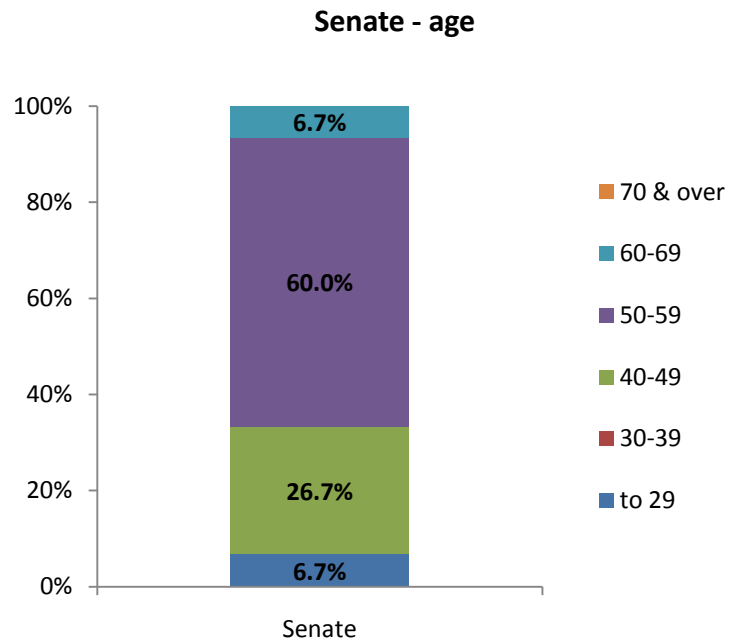
- This graph compares the ethnicity profile of staff working at the University of Salford against the ethnicity profile for the populations for the City of Salford, the North West, and England & Wales.
- The ethnicity of population, based on the mid-2007 estimates, comes from the Office for National Statistics (ONS)
- The Working population is defined by the ONS as: 16-64 for males; and 16-59 for females

## Staff – Females, by age groups, compared with the working population of England and Wales



- This graph compares the females, by age group, of staff working at the University of Salford against the females by age group for the population of England & Wales based on the mid-2007 estimates, from the Office for National Statistics (ONS)
- The Working population is defined by the ONS as: 16-64 for males; and 16-59 for females

## SENATE membership by age



The Senate, as the University's primary academic authority, has a membership largely of academic managers, academic staff representatives and representatives of the Students' Union.

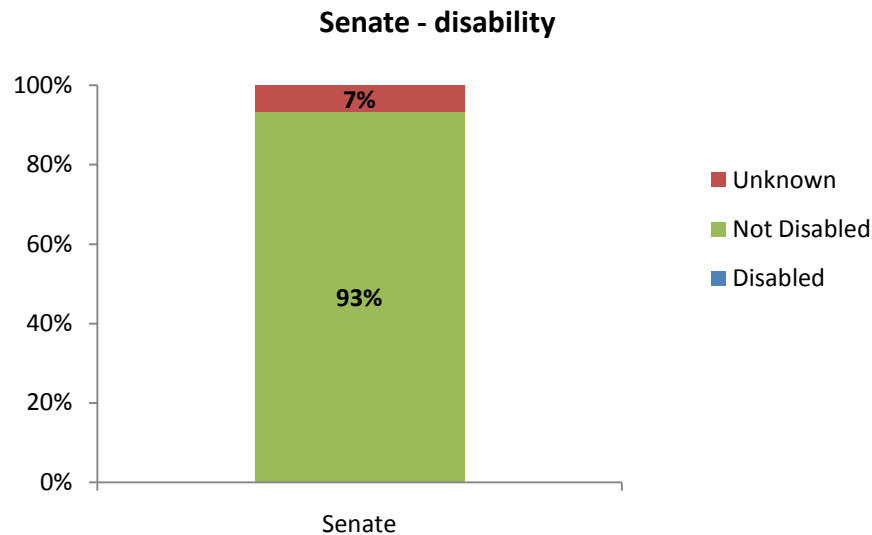
The University's Senate predominantly comprises staff who are in the 50 – 59 age range (60%) with 27% of the membership who are 40 – 49.

7% of the staff are up to 29 years of age and a further 7% are 60 – 69.

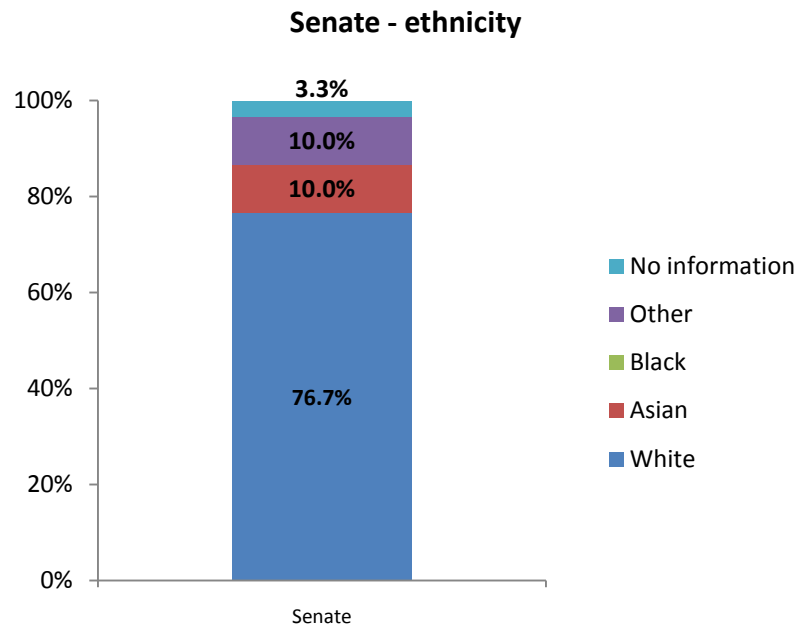


## Senate Membership by declared disability

No members of the University's Senate have a declared disability. However, there is 7% of the membership that have been classified as disability status unknown



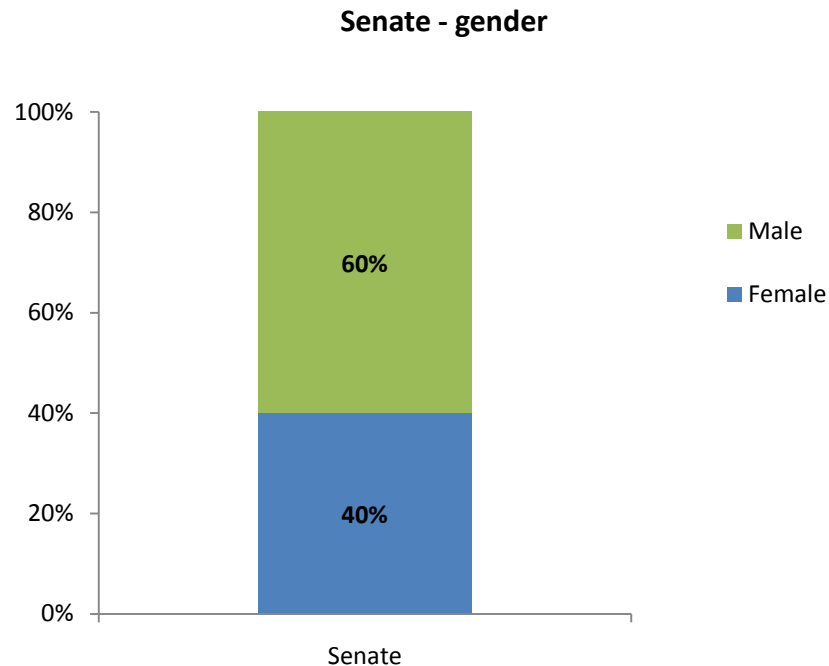
## Senate Membership by ethnicity



The Senate, as the University's primary academic authority, has a membership largely of academic managers, academic staff representatives and representatives of the Students' Union

The ethnicity profile of the Senate is predominately white (77%), with 10% each of asian and other ethnicity members, and 3% where no ethnicity information is currently available

## Senate Membership by gender



The Senate, as the University's primary academic authority, has a membership largely of academic managers, academic staff representatives and representatives of the Students' Union is comprised of 60% males and 40% females