



PRIFYSGOL
BANGOR
UNIVERSITY

ANNUAL EQUALITY REPORT

Data reporting period:

The academic year 1 August 2016 – 31 July 2017



Published April 2018

FOREWORD

This year Bangor University received the Gold standard in the UK Government's new Teaching Excellence (TEF), becoming the only university in Wales to achieve this award. This achievement, combined with the fact that the National Student Survey (NSS) once again placed Bangor eighth among the UK's non-specialist Universities in the UK, demonstrates our commitment to teaching and learning excellence. This success is also driven by Bangor's commitment to providing a supportive, multicultural environment, and our promotion of widening access and inclusiveness. We are also extremely proud of awards celebrating the success of women; following Bangor's winning the Chware Teg 'Womenspire' Employer of the Year Award last year, Emily Roberts, Project Administrator for the Bangor University owned Menai Science Park, won a Chwarae Teg Womenspire Award in the Women in Rural Economy category.

Professor Jerry Hunter
Pro Vice-Chancellor Welsh Medium and Civic Engagement



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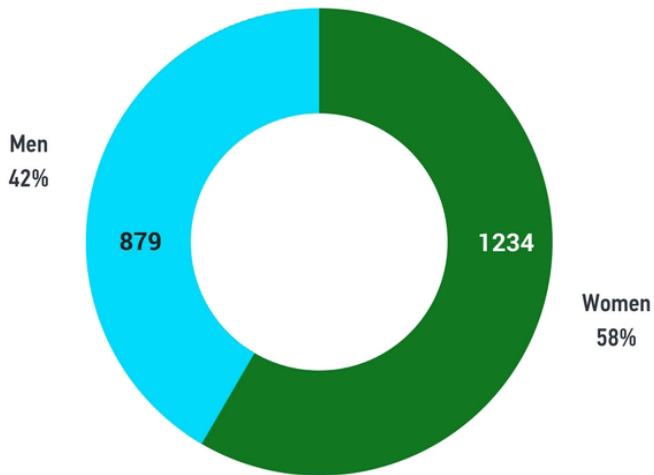
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All national and Wales HEI data for comparison taken from the ECU '*Equality in Higher Education: Staff Statistical Report 2017*'

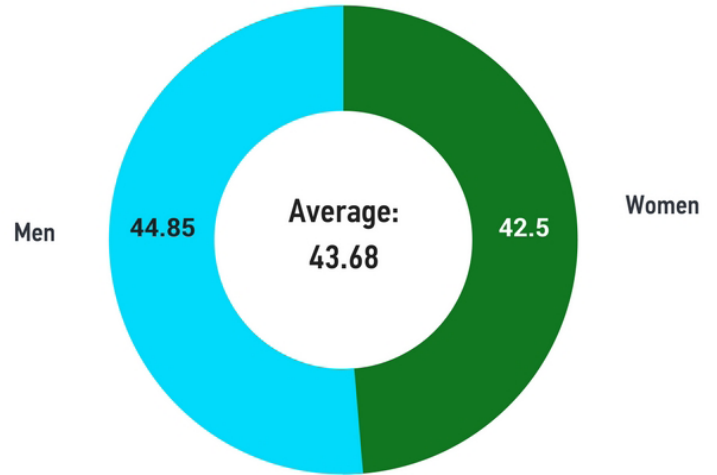
See also: Appendix 1 Progress against the Equality Action Plan 2016 - 2020 & Student Data tables

UNIVERSITY OVERVIEW - STAFF

The University employs 2113 staff of whom:



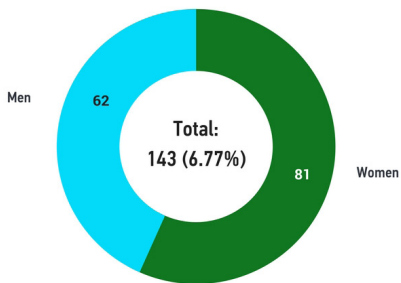
Age
(average age on 1 August 2016)



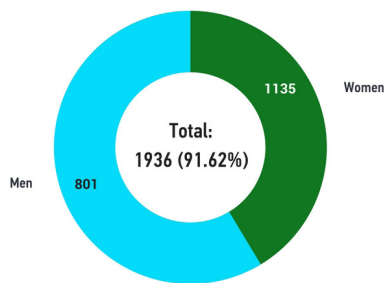
DISABILITY

143 staff have declared they have a disability (6.77%)

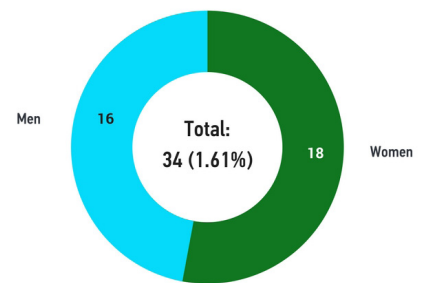
Declared Disabled



No known disability

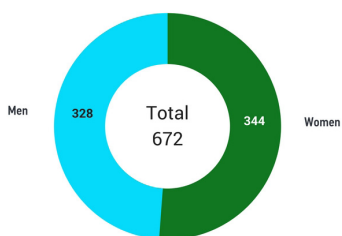


Information Refused

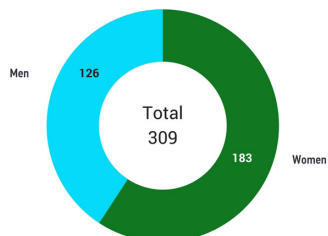


GENDER/SEX

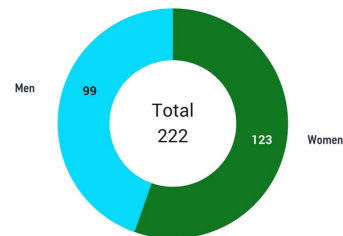
Academic



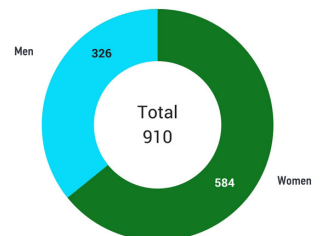
Professional



Research



Support



EVENTS



Bangor University was awarded the Employer of the Year 2016 (public sector) category in the Chwarae Teg 'Womenspire' awards.



The School of Environment Natural Resources and Geography (SENRGy) received an Athena SWAN Bronze Award by the Equality Challenge Unit (ECU) at an awards ceremony at Liverpool University and the award was presented to Deputy College Manager Carol Scott by Sir Paul Nurse, Director of the Francis Crick Institute and a Patron of Athena Swan.



The Project Administrator for M-SParc, (the Bangor University owned Menai Science Park), won a Chwarae Teg Womenspire Award in 2017. Emily Roberts won the *Women in Rural Economy* category, which raises awareness of the barriers women living and working in rural areas face.



Photo: Richard Bosworth

International Student Ambassadors and Bangor Indian Society Members that were invited to the Wales National Diwali in Cardiff with First Minister of Wales, Carwyn Jones.

GENDER WITHIN AGE RANGES

	WOMEN	MEN	TOTAL
16 - 24	4.50%	2.08%	6.58%
25 - 34	12.59%	7.52%	20.11%
35 - 44	15.14%	9.75%	24.89%
45 - 54	14.86%	12.12%	26.98%
55 - 64	9.89%	8.33%	18.22%
65+	1.42%	1.80%	3.22%

GRADE BY AGE RANGE

GRADE	16-24	25-34	35-44	45-54	55-64	65+	TOTAL
Grade 1	73	30	27	32	36	5	203
Grade 2	6	9	12	24	19	2	72
Grade 3	20	8	3	14	10	4	59
Grade 4	12	43	37	33	26	4	155
Grade 5	8	35	46	48	24	3	164
Grade 6	14	84	67	60	47	14	286
Grade 7	6	167	137	92	56	7	465
Grade 8		40	119	109	91	7	366
Grade 9		8	59	88	38	7	200
Grade 10		1	6	13	11	1	32
Professorial Grade 1			11	40	18	8	77
Professorial Grade 2			2	15	8	3	28
Professorial Grade 3				2	1	3	6
TOTAL	139	425	526	570	385	68	2113

PART-TIME STAFF WITHIN AGE RANGES

	WOMEN	MEN	TOTAL
16-24	9.61%	3.69%	13.30%
25-34	11.95%	4.68%	16.63%
35-44	16.87%	4.56%	21.43%
45-54	14.90%	5.30%	20.20%
55-64	13.92%	7.64%	21.55%
65+	3.45%	3.45%	6.90%

CONTRACT TYPE WITHIN AGE RANGES

	FIXED TERM	PERMANENT	TOTAL
16-24	2.13%	4.45%	6.58%
25-34	9.61%	10.51%	20.11%
35-44	6.39%	18.50%	24.89%
45-54	4.40%	22.57%	26.98%
55-64	3.12%	15.10%	18.22%
65+	1.09%	2.13%	3.22%

LEAVERS BY AGE RANGE AND REASON FOR LEAVING

AGE	END OF FIXED-TERM CONTRACT	OTHER (includes dismissal, ill-health and other)	RESIGNATION	RETIREMENT (excluding ill-health)	VOLUNTARY REDUNDANCY	TOTAL
16 - 24	39		49		1	89
25 - 34	88	3	37		9	137
35 - 44	49	2	26		8	85
45 - 44	1				1	2
45 - 54	22	3	16		5	46
55 - 64	25	11	14	14	34	98
65 +	9		5	1	13	28
TOTAL	233	19	147	15	71	485

Age ranges

Over half of our staff (51.87%) are aged 35 – 54.

There are more women than men in every age bracket apart from 65+ where there are more men.

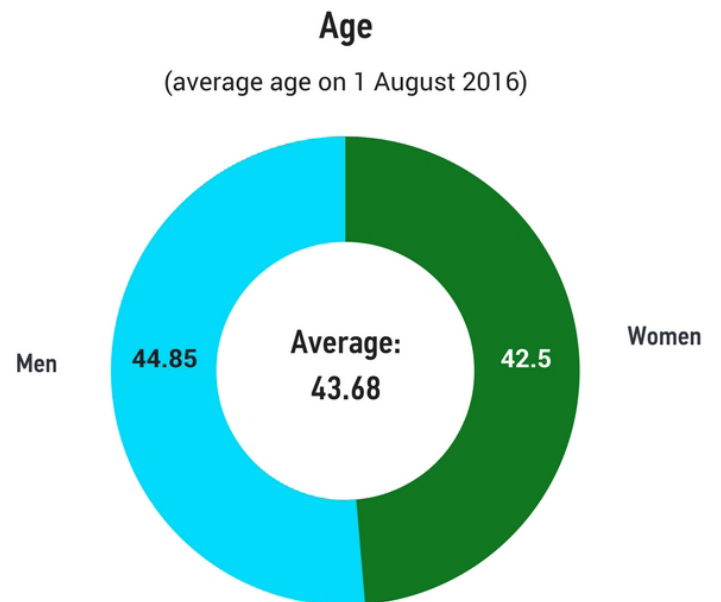
Part-time working

Women work part-time at higher rates than men in all age ranges apart from 65+ where the numbers of men and women working part-time is identical

In the age range 35 – 44 almost four times as many women work part-time as men.

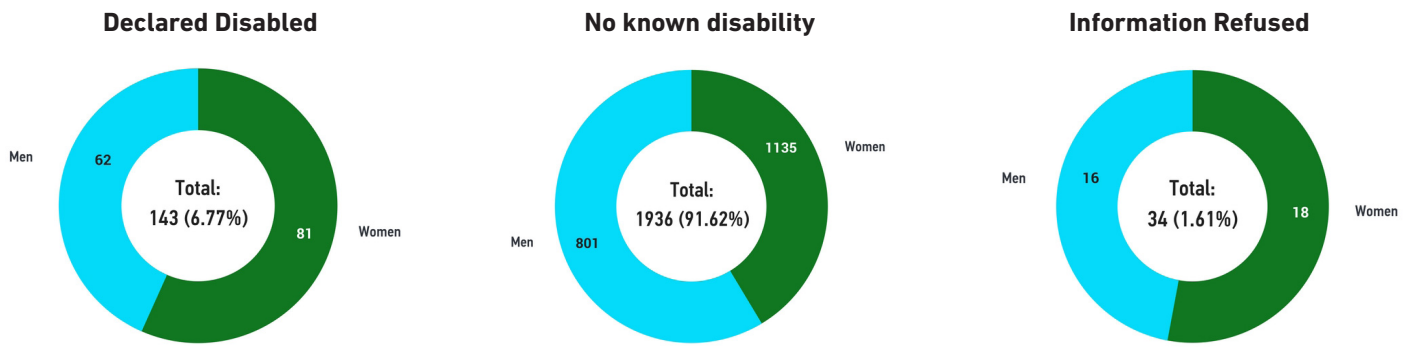
Leavers

The age range with the highest number of leavers in the University is 25 – 34, and the majority of these leave due to the end of a fixed term contract.



DISABILITY

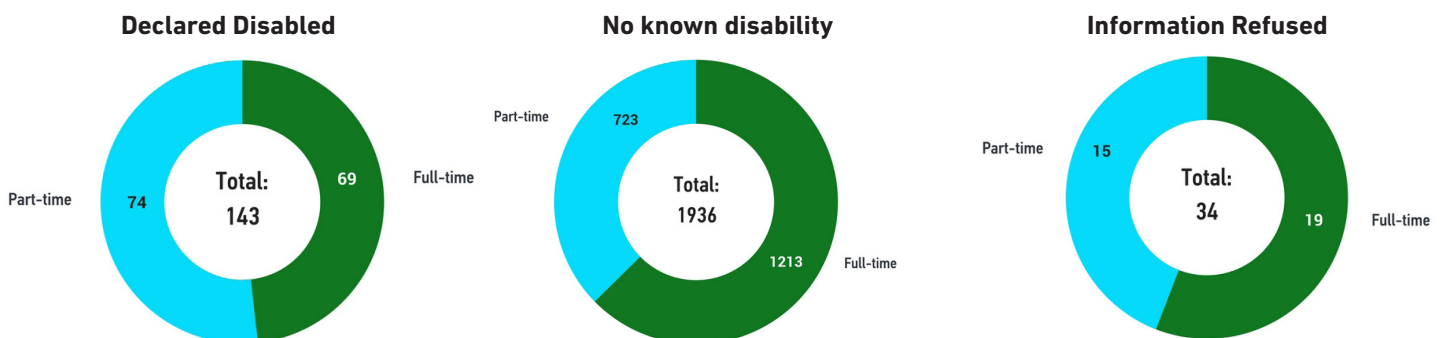
143 staff have declared they have a disability (6.77%)



DISABILITY BY AGE RANGE

	DISABLED	INFORMATION REFUSED	NO KNOWN DISABILITY	TOTAL
16-24	0.66%	0.00%	5.92%	6.58%
25-34	1.42%	0.14%	18.55%	20.11%
35-44	1.70%	0.33%	22.86%	24.89%
45-54	1.33%	0.62%	25.04%	26.98%
55-64	1.42%	0.43%	16.37%	18.22%
65+	0.24%	0.09%	2.89%	3.22%

DISABILITY BY FULL-TIME OR PART-TIME WORKING PATTERN

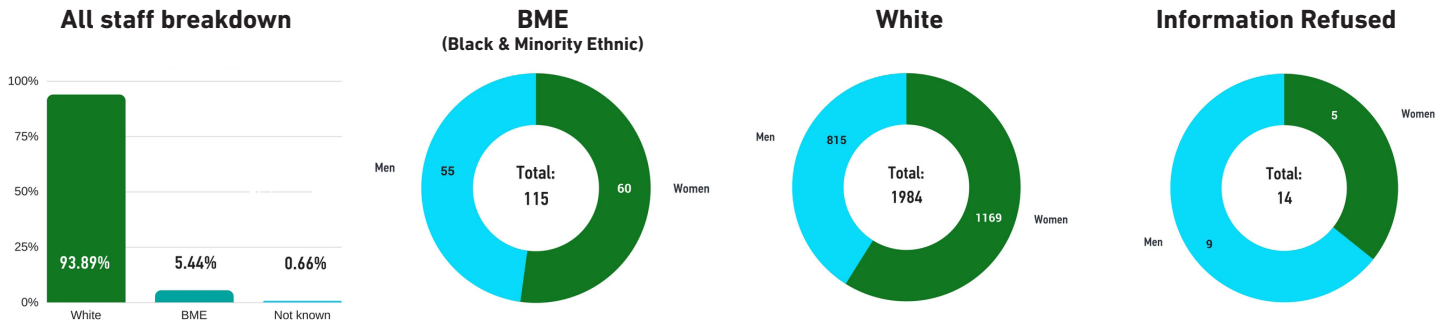


RECRUITMENT AND DISABILITY

	HIRED	IN PROCESS	OFFER DECLINED	REJECTED	SHORTLISTED	SHORTLISTING IN PROCESS	WITHDRAWN	TOTAL
No known disability	110	18	4	832	167	5	16	1152
Declared a disability	14	3	1	67	21			106
Do not wish to answer	6		1	38	3		1	49
Unknown	19		3	210	29		1	262
TOTAL	149	21	9	1147	220	5	18	1569

- 6.77% of staff at Bangor University have declared a disability. This compares with 4.6% of staff working in higher education across the UK and 5.2% in Wales HEIs.
- Of the staff who have declared a disability 3.27% work full time and 3,5% work part-time.
- 8% of the 485 staff who left the University had declared a disability.

RACE



RACE BY GRADE

GRADE	BME	INFORMATION REFUSED	WHITE	TOTAL
Grade 1	10	2	195	207
Grade 2	1	1	67	69
Grade 3	2		57	59
Grade 4	4		151	155
Grade 5	1		163	164
Grade 6	15	1	269	285
Grade 7	39	5	421	465
Grade 8	19	3	344	366
Grade 9	17	3	179	199
Grade 10			33	33
Professorial Grade 1	6		71	77
Professorial Grade 2	1		27	28
Professorial Grade 3			6	6
TOTAL	115	14	1984	2113

RACE BY CONTRACT TYPE

	FIXED TERM	PERMANENT	TOTAL
BME	3.41%	2.04%	5.44%
Information refused	0.57%	0.09%	0.66%
White	57.60%	36.30%	93.89%

RACE BY FULL-TIME OR PART-TIME

	FULL-TIME	PART-TIME	TOTAL
BME	3.41%	2.04%	5.44%
Information refused	0.57%	0.09%	0.66%
White	57.60%	36.30%	93.89%
TOTAL	61.57%	38.43%	100.00%

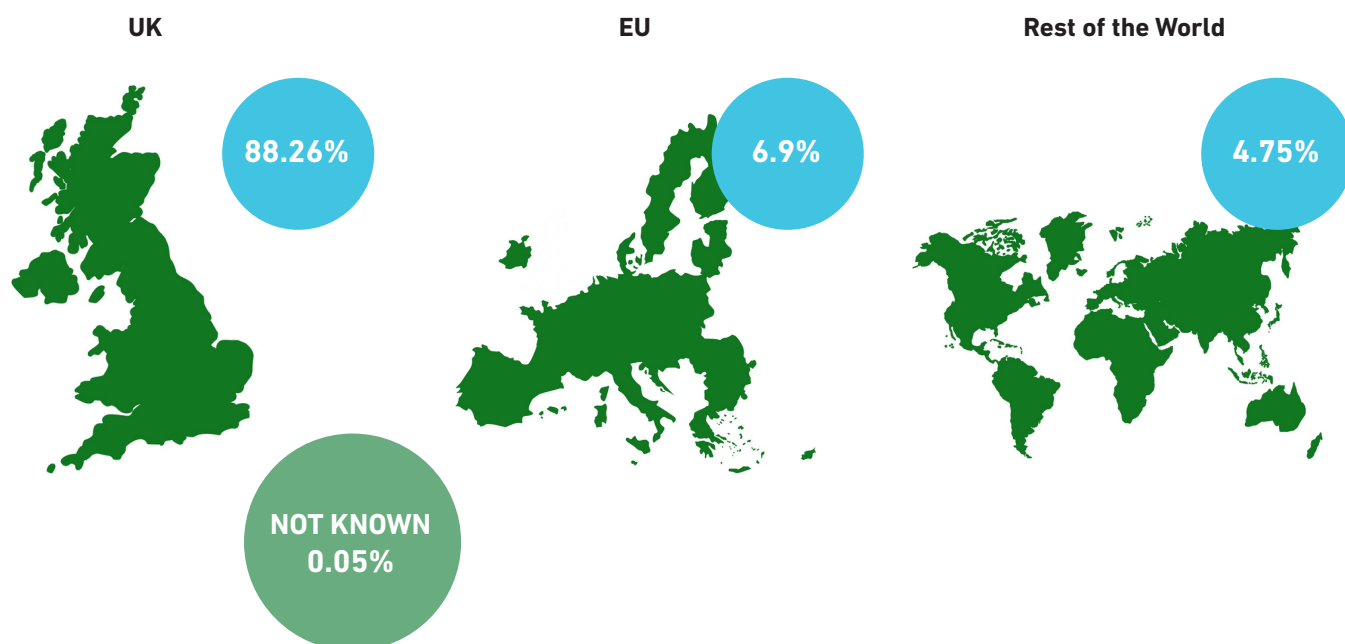
RECRUITMENT APPLICATIONS AND OUTCOMES BY RACE

	HIRED	IN PROCESS	OFFER DECLINED	REJECTED	SHORTLISTED	SHORTLISTING IN PROCESS	WITHDRAWN	TOTAL
BME	9	7	0	241	20	1	2	280
White	117	14	6	661	169	4	14	986
Unknown	19		3	210	29		1	262
Do not wish to answer	3			35	2		1	41
TOTAL	148	21	9	1147	220	5	18	1569

LEAVERS BY RACE

	END OF FIXED-TERM CONTRACT	OTHER (INCLUDES DISMISSAL, ILL-HEALTH & OTHER)	RESIGNATION	RETIREMENT (EXCLUDING ILL-HEALTH)	VOLUNTARY REDUNDANCY	TOTAL
BME	31		6		2	39
Information refused	3					3
White	199	19	141	15	69	443
TOTAL	233	19	147	15	71	485

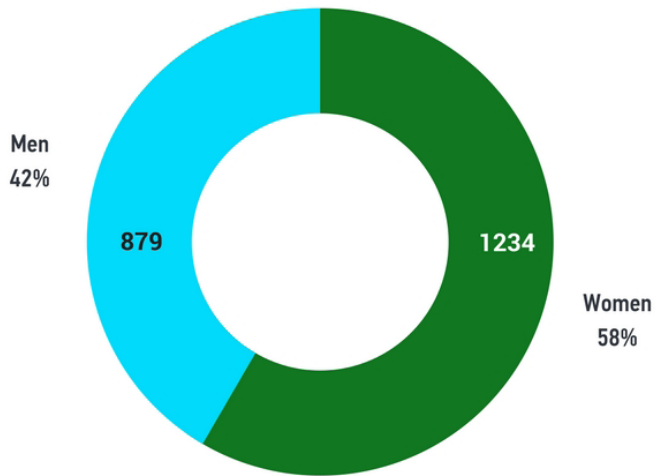
STAFF PROFILE BY NATIONALITY



- 5.44% of staff identify as BME which compares with 8.9% of staff in HEIs across the UK and 3.8% in Wales.
- The number of staff members from the EU have decreased from 7.58% during the previous reporting year to 6.9% in this reporting year.

SEX/GENDER

The University employs 2113 staff of whom:



GENDER BY GRADE

GRADE	WOMEN	MEN	TOTAL
Grade 1	142	61	203
Grade 2	25	47	72
Grade 3	31	28	59
Grade 4	105	50	155
Grade 5	117	47	164
Grade 6	188	97	285
Grade 7	311	154	465
Grade 8	190	176	366
Grade 9	80	120	200
Grade 10	15	18	33
Professorial Grade 1	24	53	77
Professorial Grade 2	5	23	28
Professorial Grade 3	1	5	6
TOTAL	1234	879	2113

GENDER BY FULL TIME OR PART TIME

	FULL-TIME	PART-TIME	TOTAL
Women	31.24%	27.17%	58.40%
Men	30.34%	11.26%	41.60%
TOTAL	61.57%	38.43%	

GENDER BY PERMANENT OR FIXED TERM

	FIXED-TERM	PERMANENT	TOTAL
Women	17.08%	41.32%	58.40%
Men	9.65%	31.95%	41.60%
TOTAL	26.74%	73.26%	

GENDER BY JOB TYPE

	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	OTHER	TOTAL
Women	16.23%	8.66%	5.82%	27.64%	0.05%	58.40%
Men	15.43%	5.96%	4.69%	15.43%	0.09%	41.60%
TOTAL	31.66%	14.62%	10.51%	43.07%	0.14%	

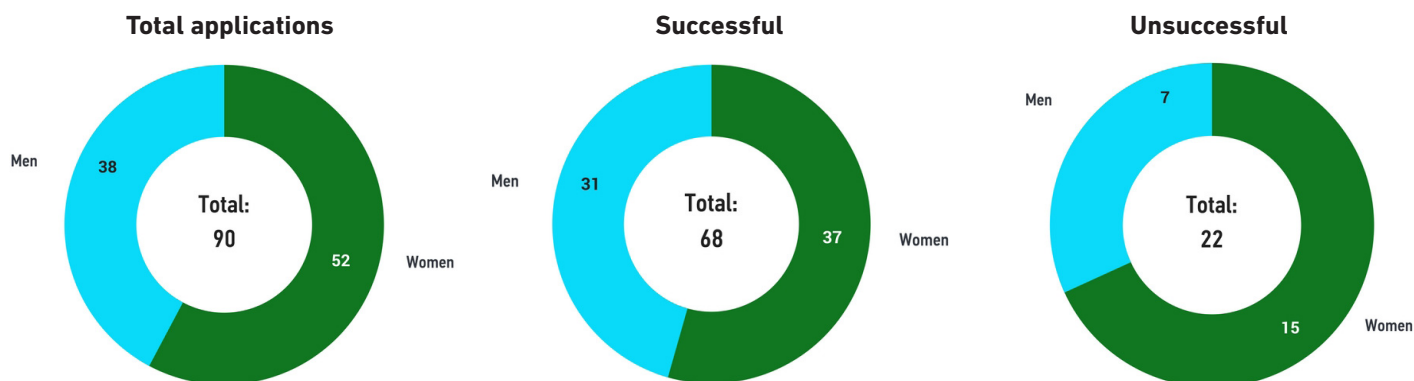
EMPLOYEES WHO HAVE LEFT THE UNIVERSITY BY GENDER AND REASON FOR LEAVING

REASON FOR LEAVING	WOMEN	MEN	TOTAL
End of fixed-term contract	125	108	33
Other (includes dismissal and ill-health)	5	5	10
Other redundancy	8	1	9
Resignation	100	47	147
Retirement (excluding ill-health)	7	8	15
Voluntary redundancy	40	31	71
TOTAL	285	200	485

RECRUITMENT OUTCOMES BY GENDER

GENDER	HIRED	IN PROCESS	OFFER DECLINED	REJECTED	SHORTLISTED	SHORTLISTING IN PROCESS	WITHDRAWN	TOTAL
Women	87	14	5	432	107	1	8	654
Men	56	7	4	695	109	4	9	884
Do not wish to answer	2			19	4		1	26
Unknown	4			1				5
TOTAL	149	21	9	1147	220	5	18	1569

PROMOTION BY GENDER



- Total percentage of female staff is 58.4% which is higher than the UK figure of 54.1% and the Wales figure of 55%
- 30 Professors are female compared with 81 male Professors.
- The highest number of females are in grades 7 and 8 but the numbers of males is higher from grade 9 upwards.
- At grade 10 which are mostly professional roles (rather than academic roles, the number of females and males is similar (0.71% and 0.85% respectively).
- The majority of women at the University are employed in support roles only (27.64%). The highest number of men by job type are spread equally between both academic and support roles (15.43% in each).

GENDER PAY GAP

Gender Pay Gap reporting requirements do not apply to Public Authorities within Wales, however a mock style exercise (based on the general principles)

to identify potential distribution issues across our pay structure is being undertaken. In addition to top level institution analysis, the data will be analysed by Staff

Categories – Academic & Research, Managerial & Professional, Technical, Administrative & Clerical and Manual.

RELIGION AND BELIEF

Any other religion or belief	1.23%
Buddhist	0.71%
Christian	35.97%
Hindu	0.28%
Jewish	0.14%
Muslim	0.80%
No religion	38.38%
Spiritual	1.56%
Information refused	20.92%

The Chaplaincy Team is affiliated to, and works with, Student Services to offer, pastoral care on a multi faith basis and support to both students and staff of the University. Belonging to different faith traditions, the team meets regularly to ensure a coordinated approach to faith matters whilst respecting the different beliefs and traditions we hold.

SEXUAL ORIENTATION

Bisexual	0.85%
Gay man	1.09%
Gay woman/lesbian	0.76%
Heterosexual	72.69%
Other	0.52%
Information refused	24.09%

Sexual orientation is the characteristic with the highest 'Information refused' figure which suggests that some work is required around explaining why the data is valuable, how the data is held and who has access to it.

GENDER REASSIGNMENT

As disclosure rates are low it has been decided not to report specific numbers.

Work has begun on preparing policy and guidance to support Trans staff and students on campus.

HEIs are required to return data relating to Religion & Belief, Sexual Orientation and Gender Reassignment on an optional basis. Currently the ECU only reports on collection and monitoring rates. As the data is currently voluntary to return we do not yet have a national demographic picture of the HE staff population in relation to these characteristics for comparison.

PREGNANCY & MATERNITY – FAMILY LEAVE

43 women took maternity leave during the reporting period:

1 person took adoption leave

1 person took shared parental leave

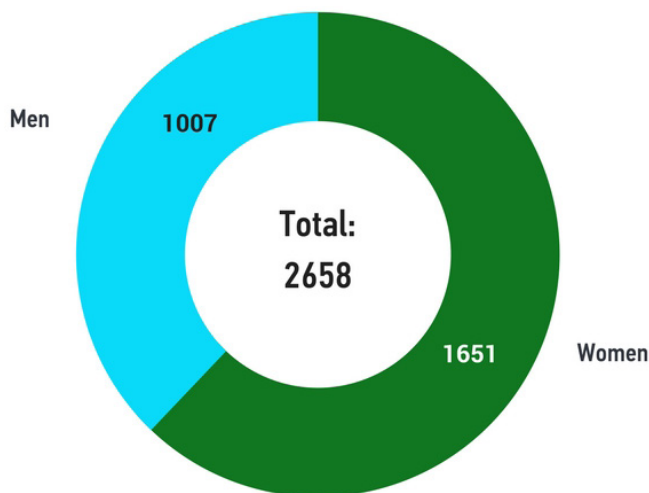
10 members of staff took paternity leave

4 members of staff took unpaid parental leave

TRAINING

110 courses were arranged for staff by the Staff Development Team.

The total number of course participants was 2658 (some members of staff may have attended more than one course).



EQUALITY IMPACT ASSESSMENTS

The Equality Impact Assessment form and associated guidance was revised during the reporting period, moving from a method of reporting under each characteristic in isolation to consider all the characteristics against the Public Sector Equality Duties.

Briefings were given to senior staff and the revised procedure and guidance will be published on our website and training will be provided to staff.

All proposals and policies to date relating to the University restructuring have been assessed and shared with the Trade Unions.

FORMAL GRIEVANCES & DISCIPLINARY PROCEDURES

Of the 5 formal disciplinary proceedings, 4 were male and one female. One was BME.

There was one formal grievance.

None of the above cases were on the grounds of a protected characteristic.