

# The Glasgow School of Art:

## Equality Monitoring: Board of Governors



**2020**

## EQUALITY MONITORING: BOARD OF GOVERNORS

### 1. INTRODUCTION

This report presents an overview of GSA's equality monitoring data for 2020 as it relates to the protected characteristics of members of the Board of Governors. Data relating to marriage and partnership, caring responsibilities, pregnancy and maternity is not included. This report marks the second year of the publication of this data. Where data is available for the previous year(s) this has also been included.

As of 24 January 2020, the Board of Governors is comprised of Lay, Student and Staff members totalling twenty members. Owing to the small number of members, care has been taken to anonymise the data.

Since 2018, equality data on GSA's Governors has been included in the staff record return to the Higher Education Statistics Agency (HESA) and data pertaining to the 2018<sup>1</sup> and 2019<sup>2</sup> returns have been provided to demonstrate how the Board's composition has changed over this period. Further information is provided in section 4 below.

When reviewing the 2018 and 2019 HESA data, it was clear from the high percentage of *Not Known* returned that there was an opportunity to improve the quality of the data. In early January 2020, in collaboration with the Human Resources department, further engagement with members of the Board was undertaken regarding the submission of equality monitoring forms and data relating to the position as at 1 November 2019 is set out below. This has afforded a clearer view of the diversity of the Board. In addition, following the Lay Governor recruitment exercise in autumn 2019, all new Lay Governors were invited to return equality monitoring forms. This has been incorporated in Figures 1 - 6 below which provides data on the Board's composition as of 1 November 2019.

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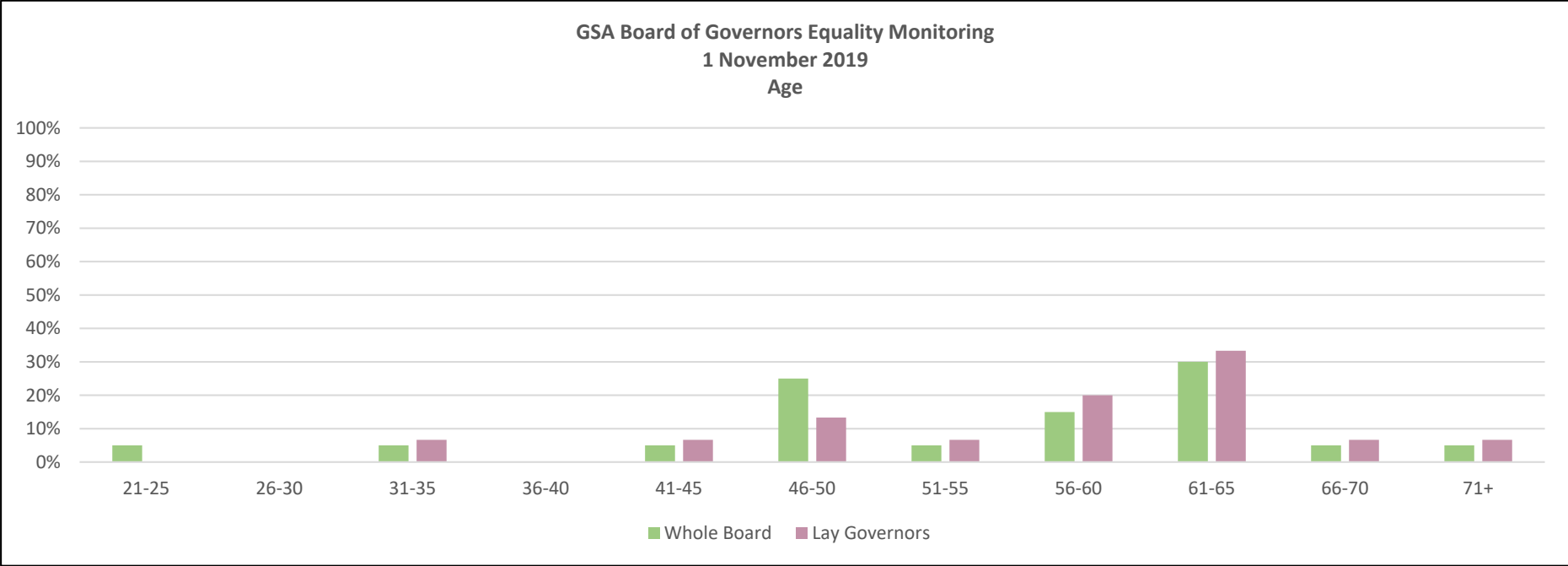
<sup>1</sup> 1 August 2017 – 31 July 2018

<sup>2</sup> 1 August 2018 – 31 July 2019

**2. GSA BOARD OF GOVERNORS EQUALITY MONITORING**

Figures 1 - 6 provide a summary position of anonymised data regarding the Board's composition as of 1 November 2019.

**Figure 1: Age:**



**Figure 2: Disability:**

Data on disability is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). On the basis that no disability has been declared, the category *Disability* has not been broken down further into further sub-categories.

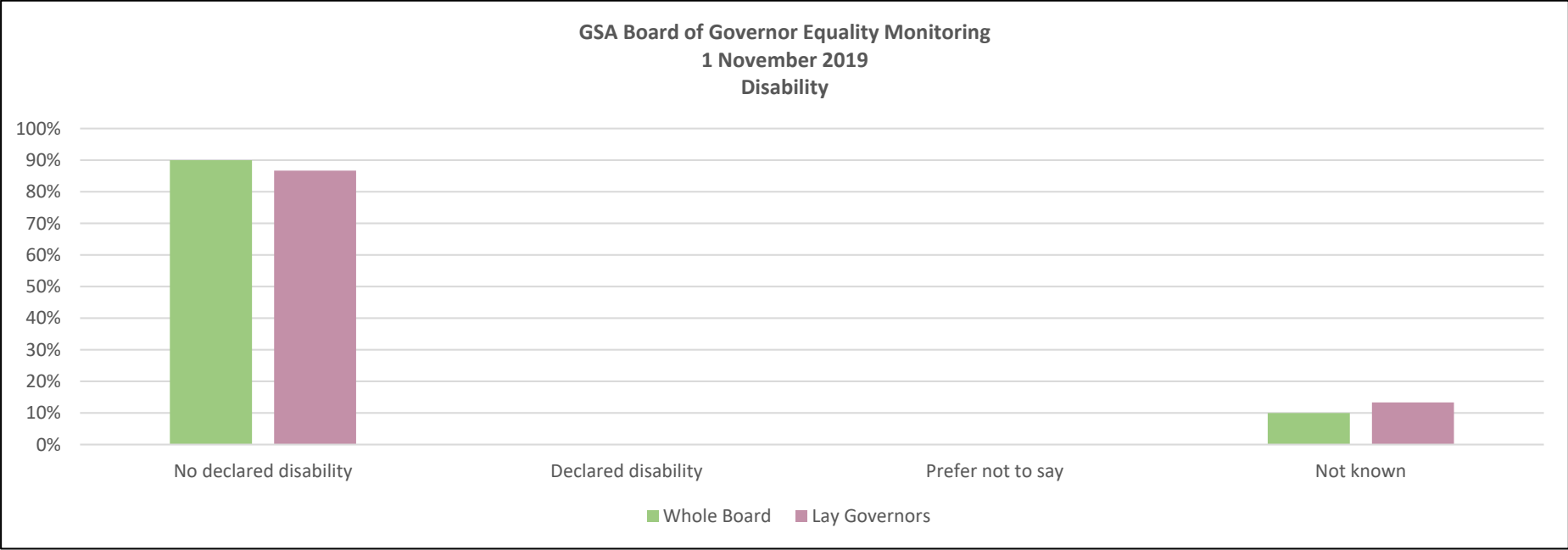
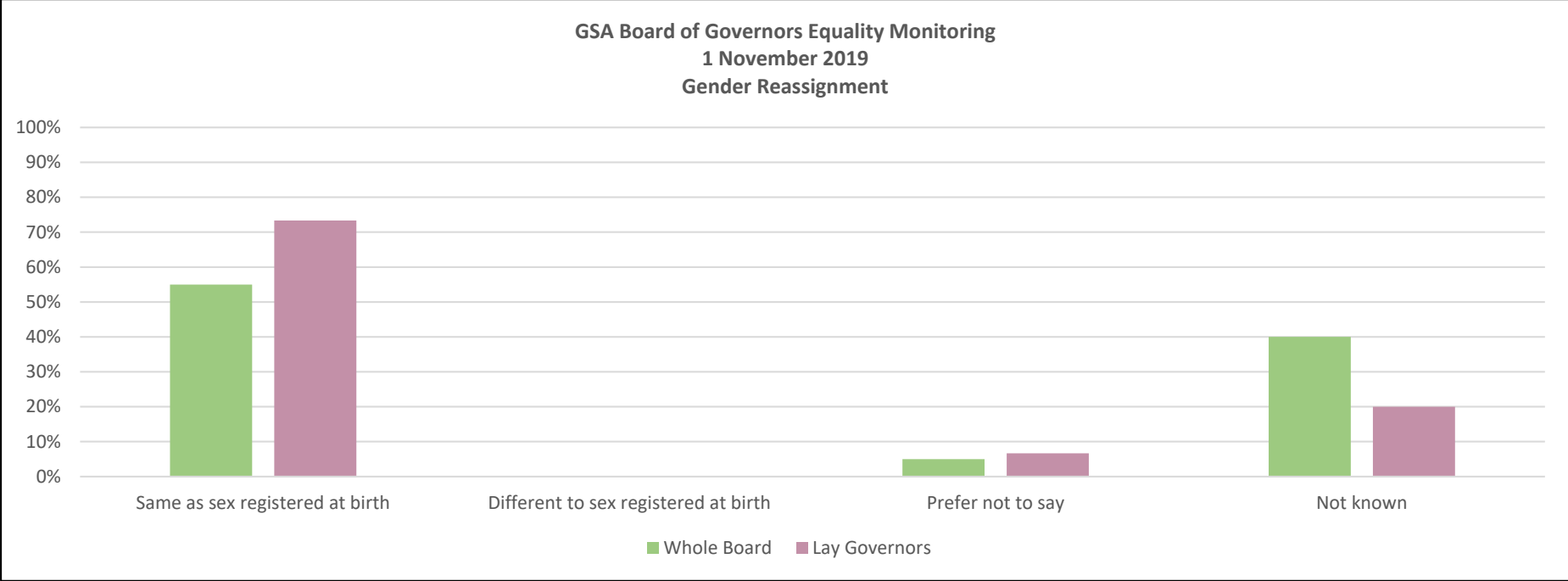
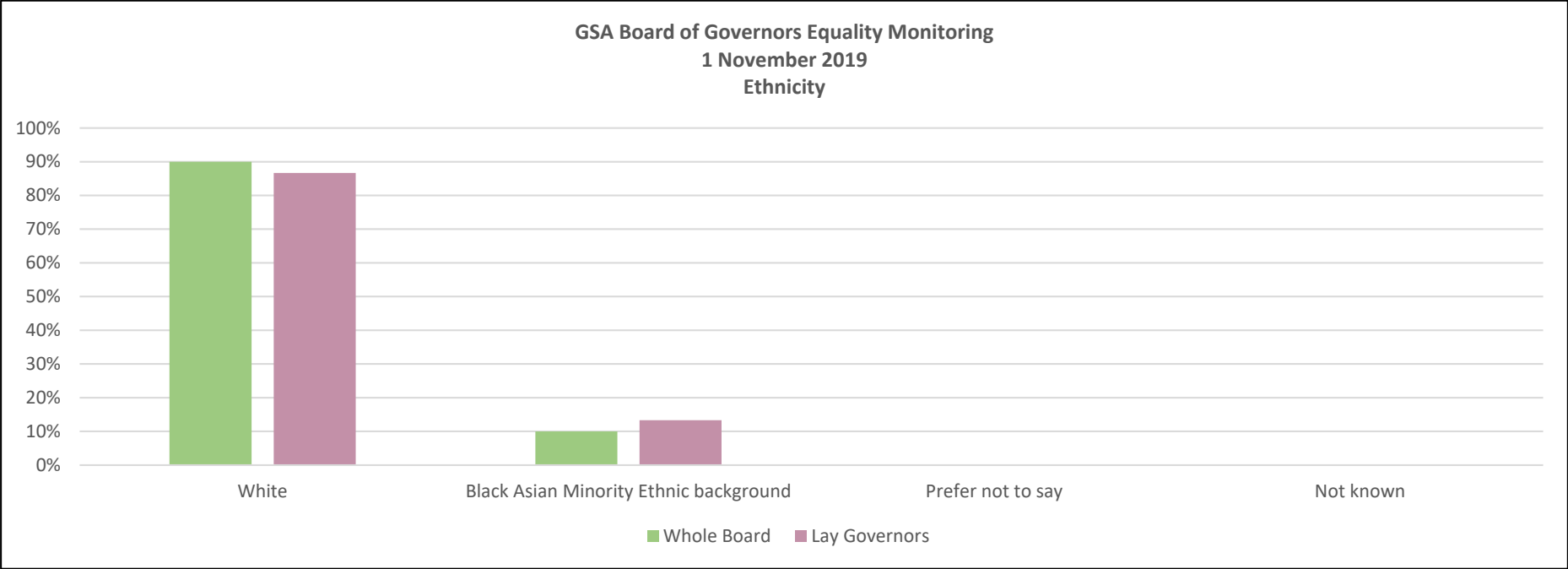


Figure 3: Gender Reassignment:



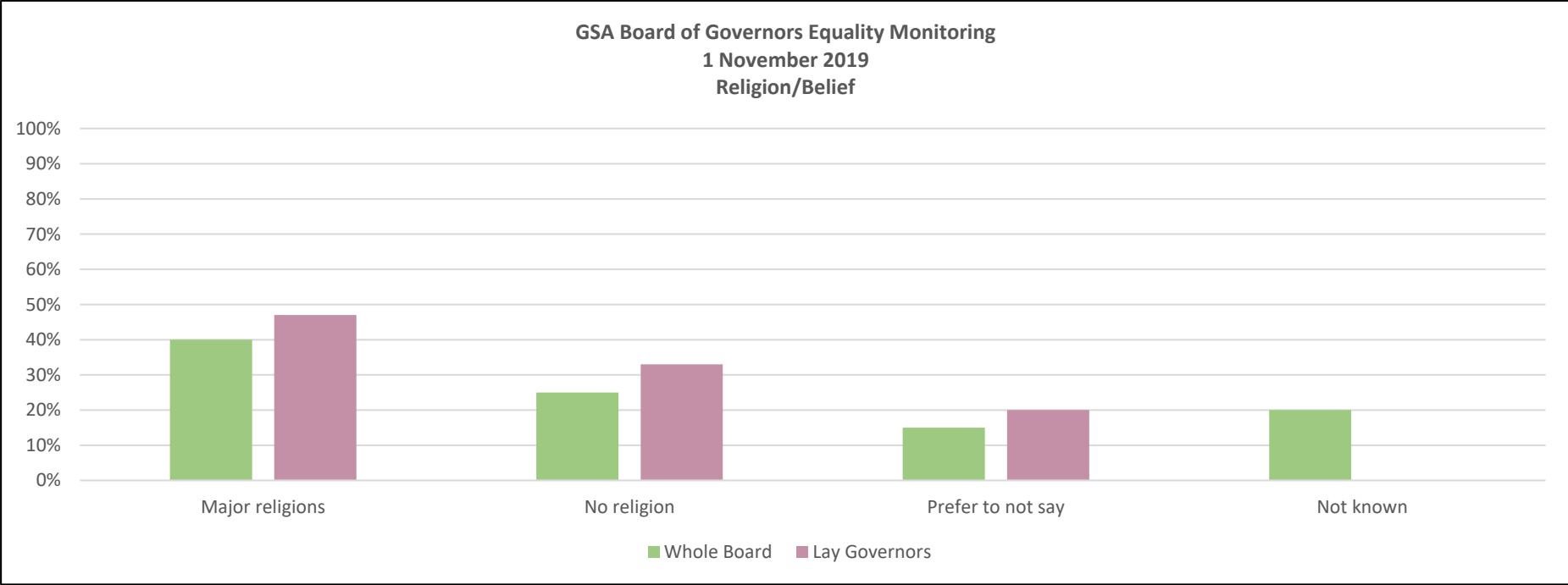
**Figure 4: Ethnicity:**

Data on race/ethnicity is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). GSA’s institutional equality reporting normally groups Black, Asian, Minority Ethnic (BAME) together for reporting purposes.



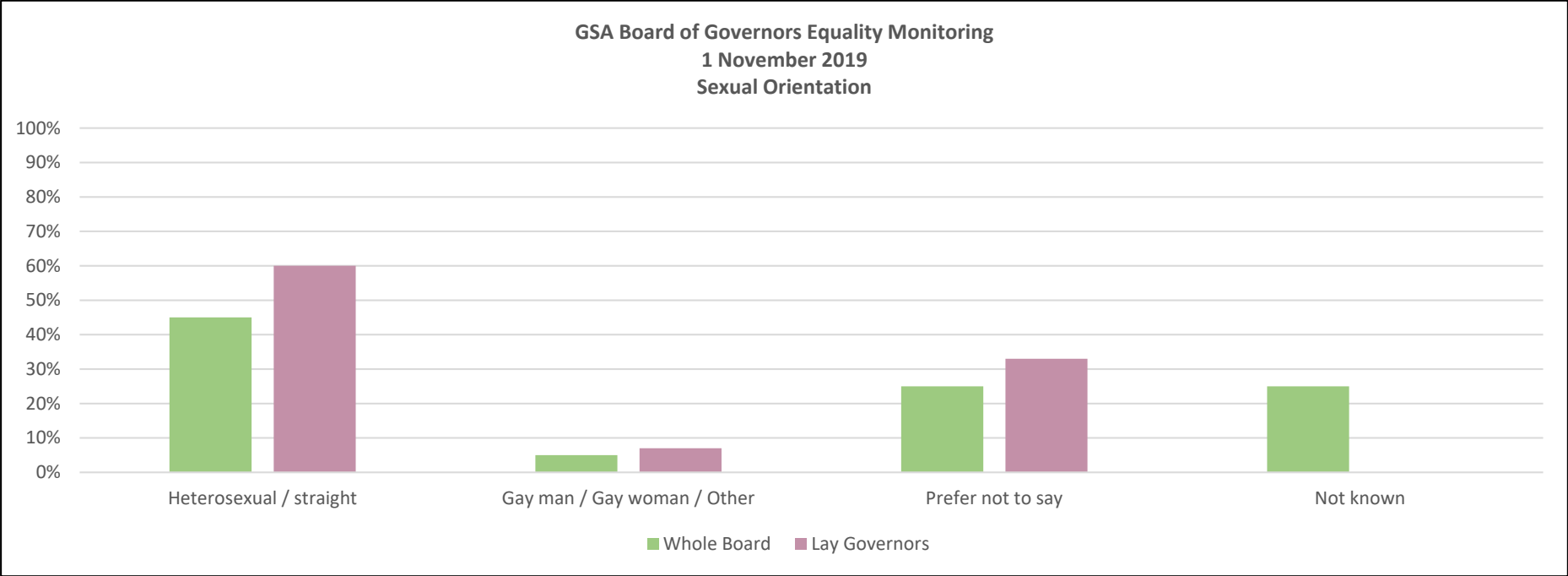
**Figure 5: Religion/Belief**

Major religions cover the following: Buddhist, Christian, Hindu, Jewish and Muslim.



**Figure 6: Sexual Orientation:**

Data on sexual orientation is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). For the purposes of this table some categories have been grouped.



**Points to Note**

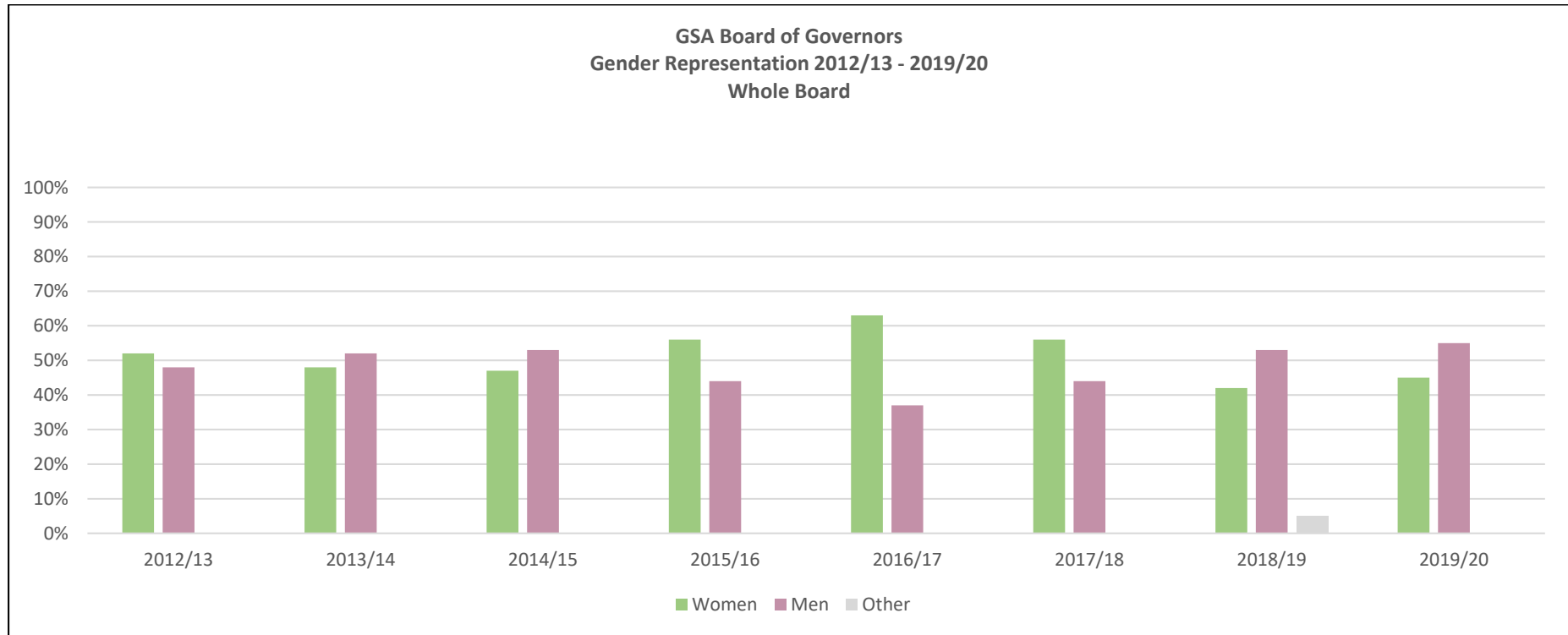
On the basis that the *Not Known* percentages have in most cases been reduced to 0%, it is inferred that the work undertaken to improve the quality of the data in January 2020 has provided a clearer understanding of the current diversity of the Board.



### 3. GSA BOARD OF GOVERNORS GENDER REPRESENTATION 2012/13 TO 2019/20

GSA's Board of Governors has monitored its membership with regard to gender since 2012/13 and the balance of men and women governors over this eight-year period is represented in **Figures 7 - 8** below. Representation on the Board remains relatively balanced with a tendency towards a higher number of women.

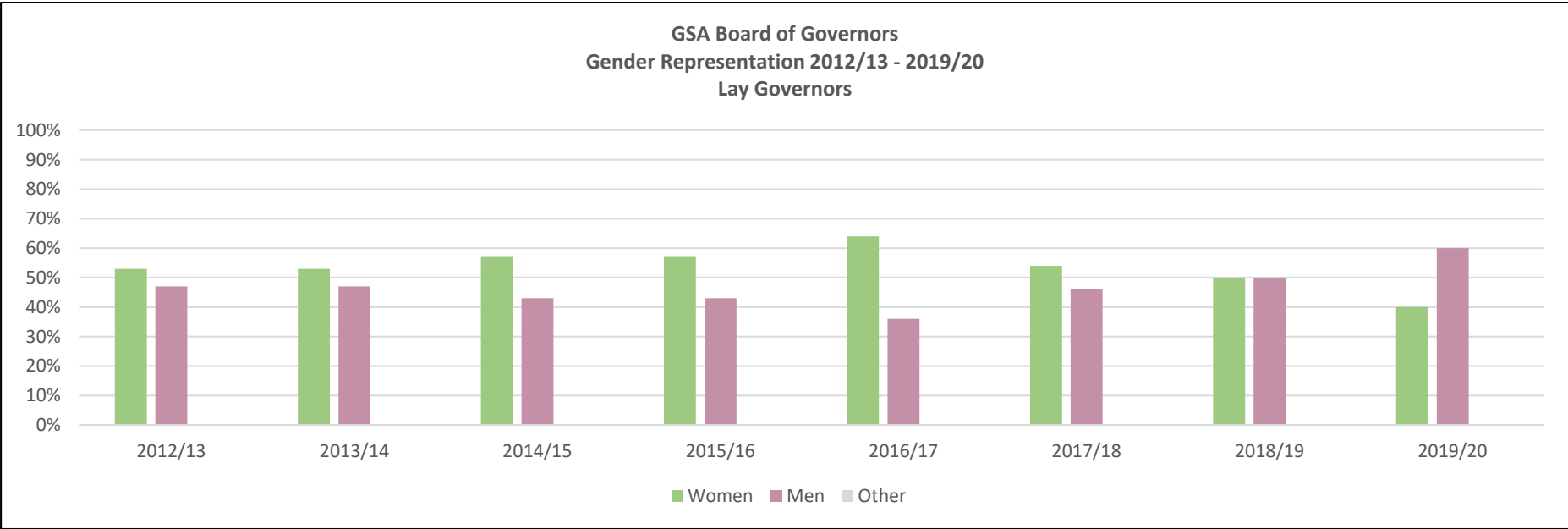
**Figure 7: GSA Board of Governors Gender Representation 2012/13 – 2019/20 (Whole Board)**



**Figure 8: GSA Board of Governors Gender Representation 2012/13 – 2019/20 (Lay Governors):**

As of 24 January 2020, the gender balance between men and women on the full Board is 48%:52%. The current gender balance between men and women Lay Governors is 56%:44% and the target is 50%:50%. Since the previous report, in which GSA had achieved the 50%:50% target, two Lay Governors came to the end of their tenure and five new Lay Governors have joined the Board.

GSA had previously committed to the sector level aim of a 40% target for men and women Lay Governors on the Board of Governors with a 20% zone enabling adjustment over time. With the exception of 2016/17, where women Lay Governors comprised 64% of members, GSA has successfully met and maintained over time the sector level aim.

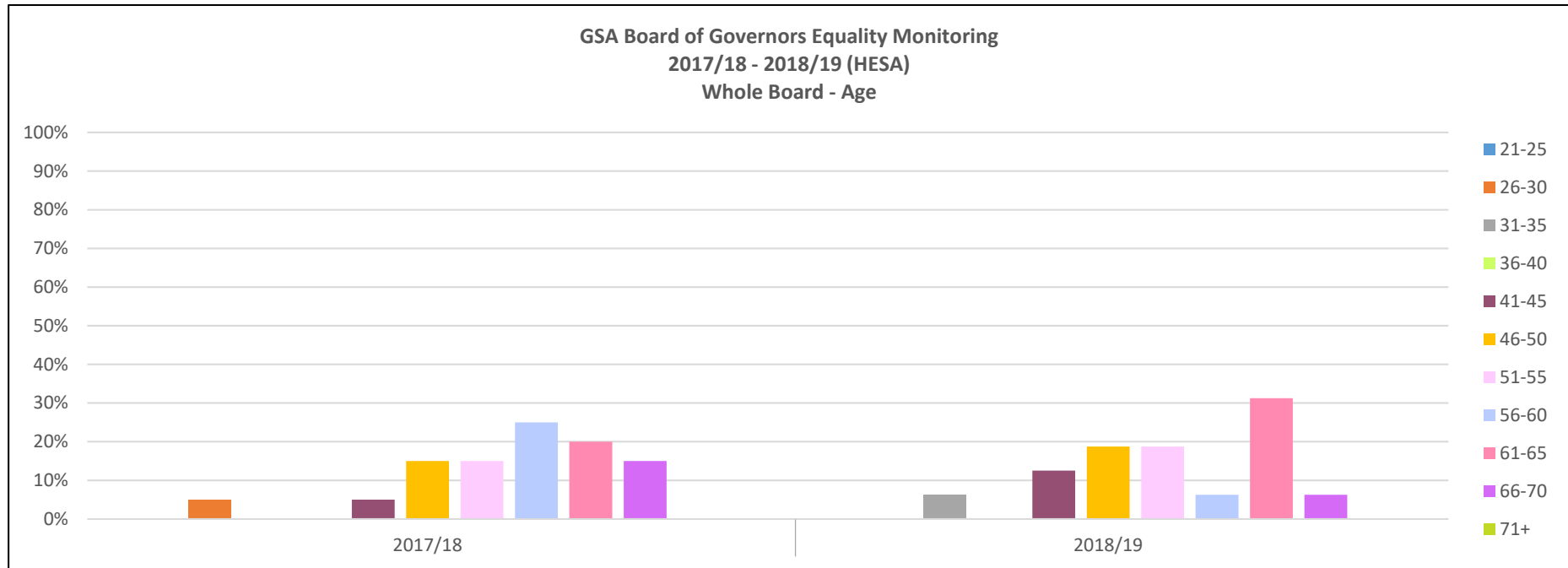


#### 4. GSA BOARD OF GOVERNORS EQUALITY MONITORING: TWO-YEAR TREND

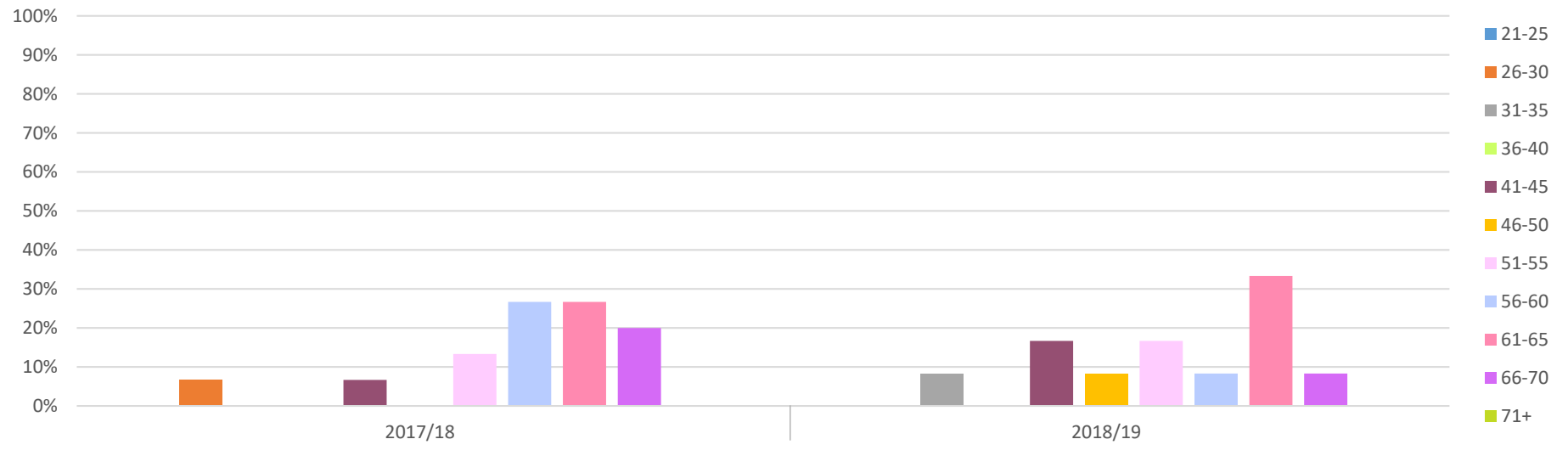
The undernoted figures provide two-year trend data which demonstrates how the Board of Governor’s composition has changed over this period.

As reported in January 2019, in 2018, HESA implemented changes to the requirements for the staff record return which made it obligatory for all HE institutions to collect equality data on Governors and include this in the staff return. This collection exercise is undertaken by the Human Resources department and the information gathered informs GSA’s equality and diversity activities and is used for monitoring and reporting purposes. Anonymised data covering the period 1 August 2017 – 31 July 2019 is set out below.

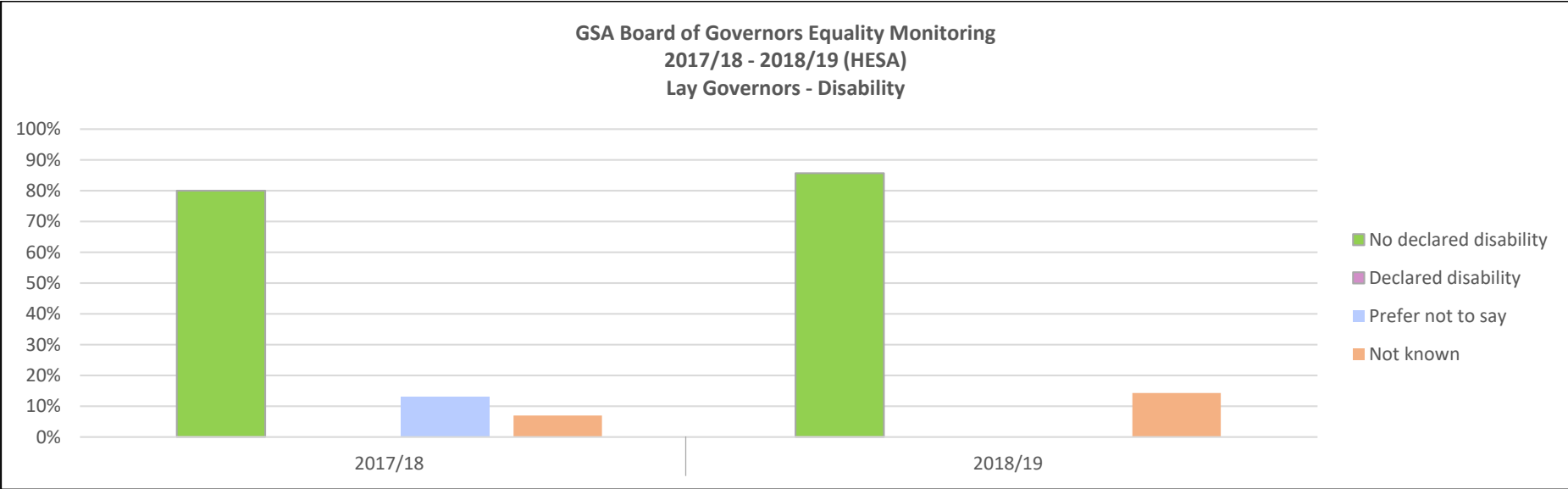
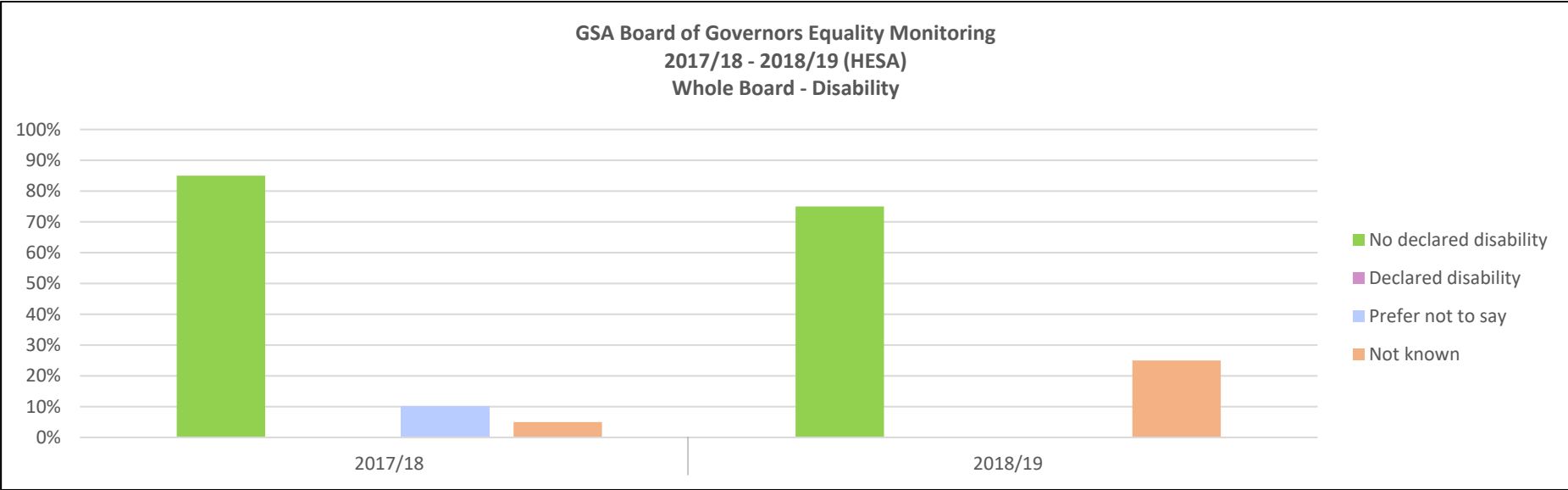
**Figures 9 (a) and 9 (b): Age:**



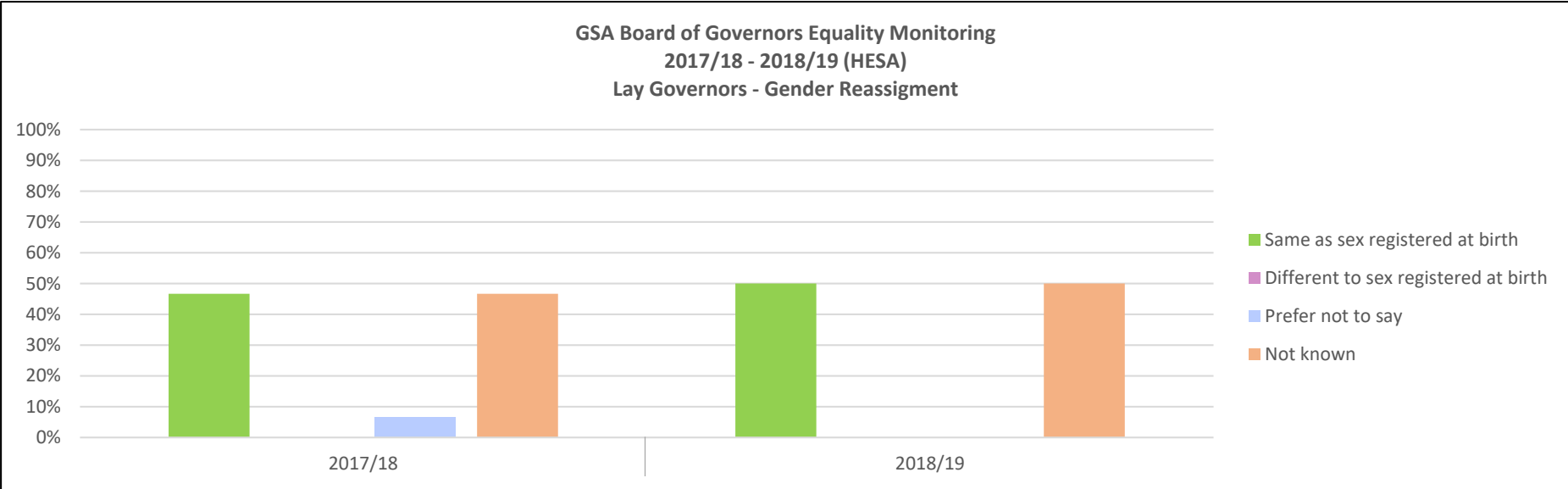
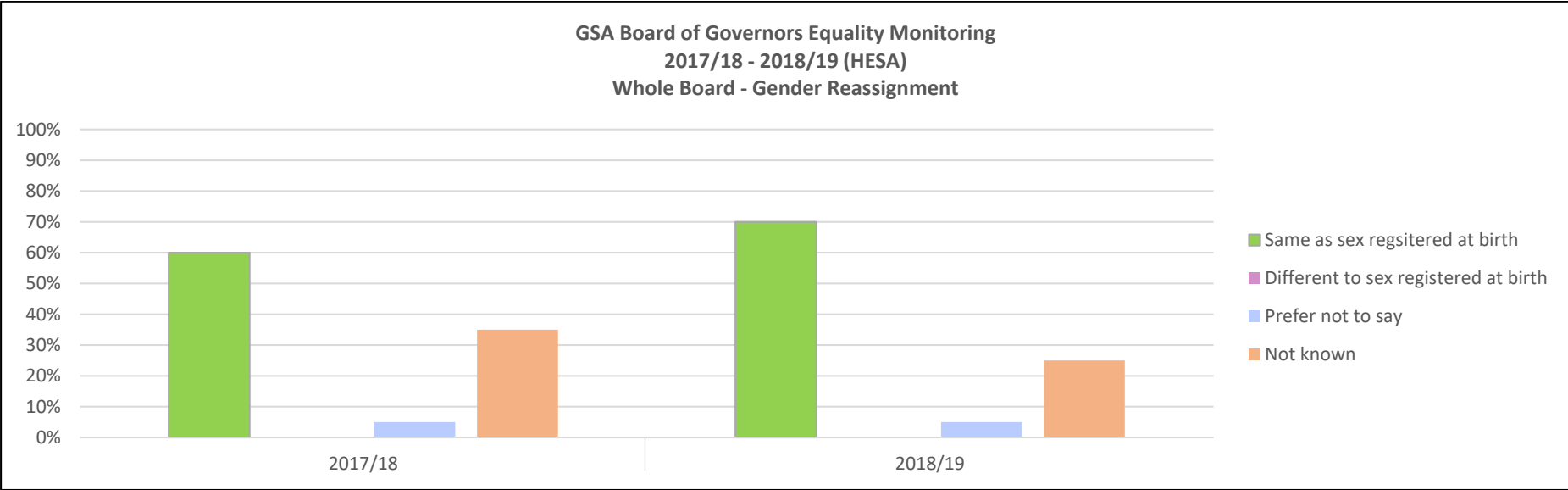
GSA Board of Governors Equality Monitoring  
 2017/18 - 2018/19 (HESA)  
 Lay Governors - Age



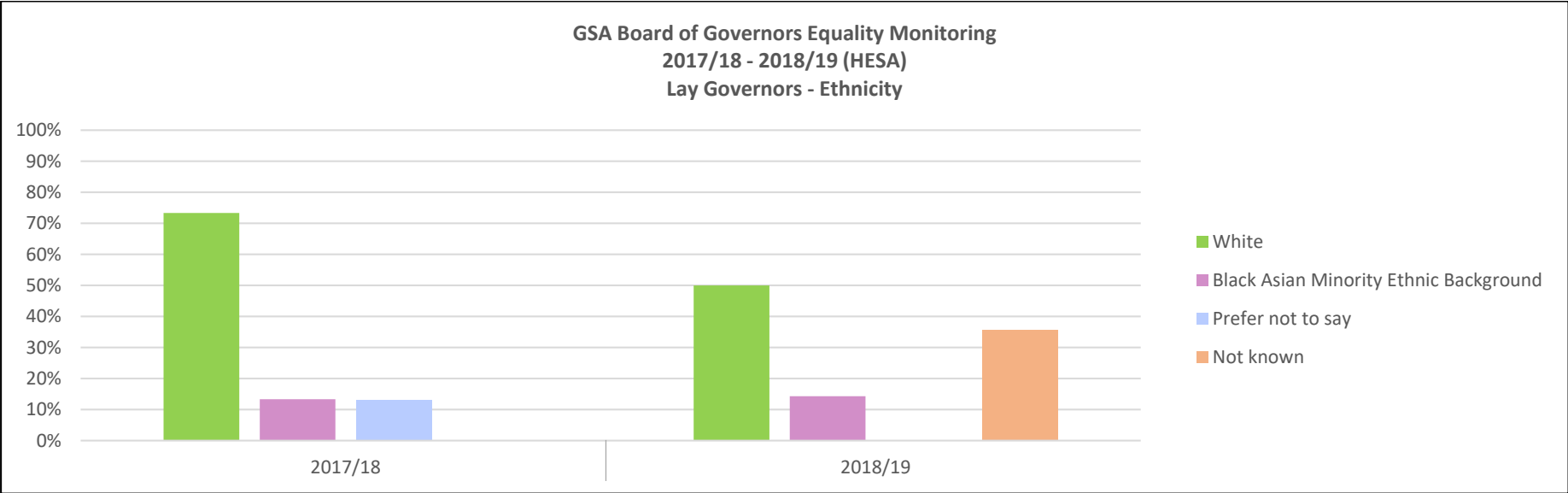
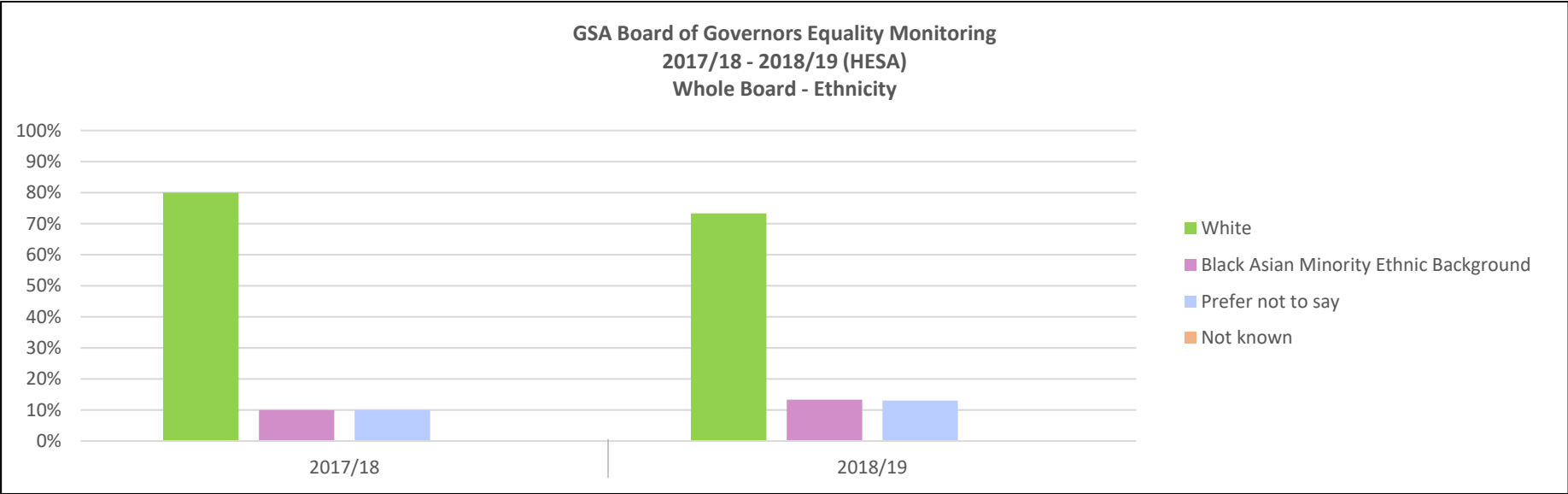
Figures 10 (a) and 10 (b) Disability:



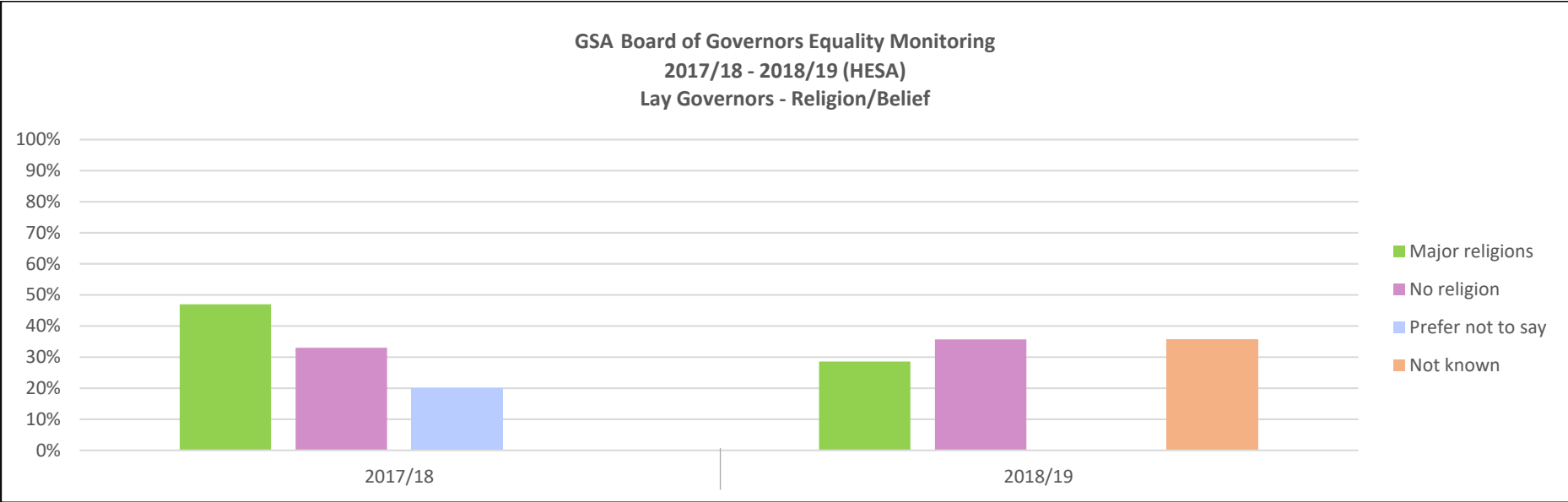
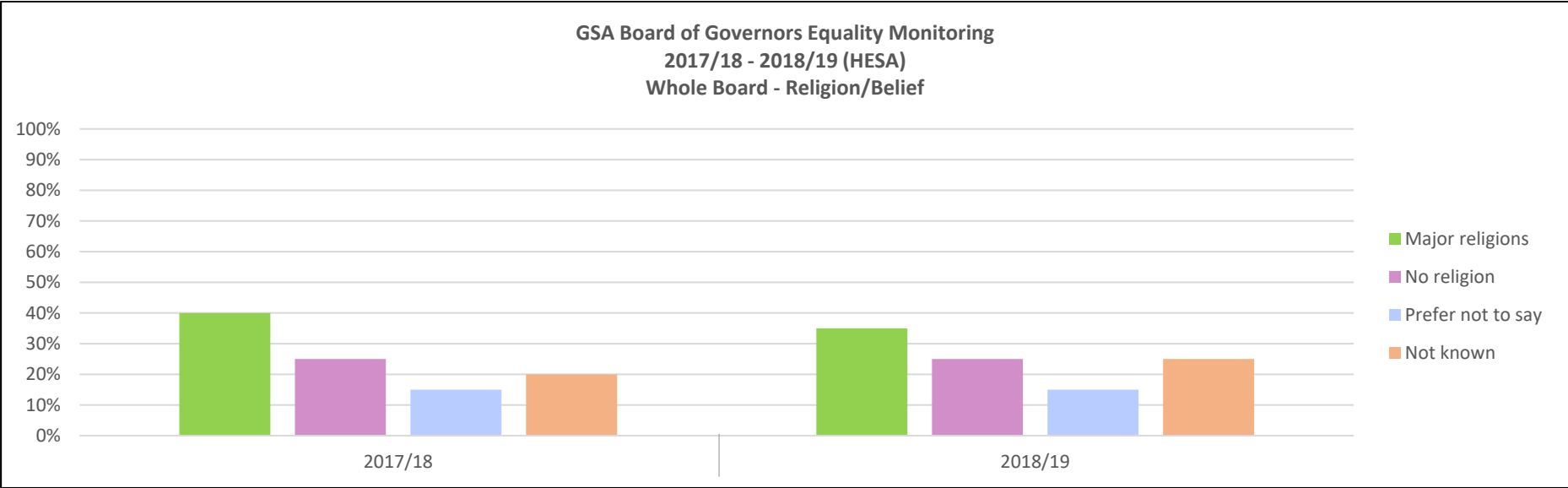
**Figures 11 (a) and 11 (b) Gender Reassignment:**



Figures 12 (a) and 12 (b) Ethnicity:

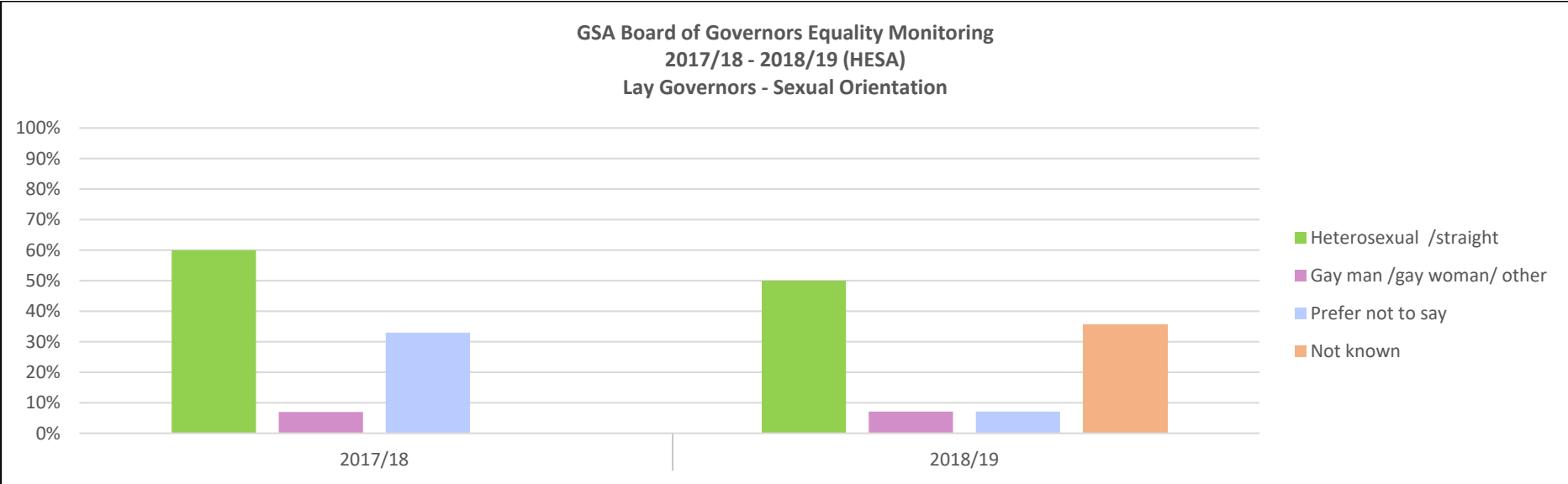
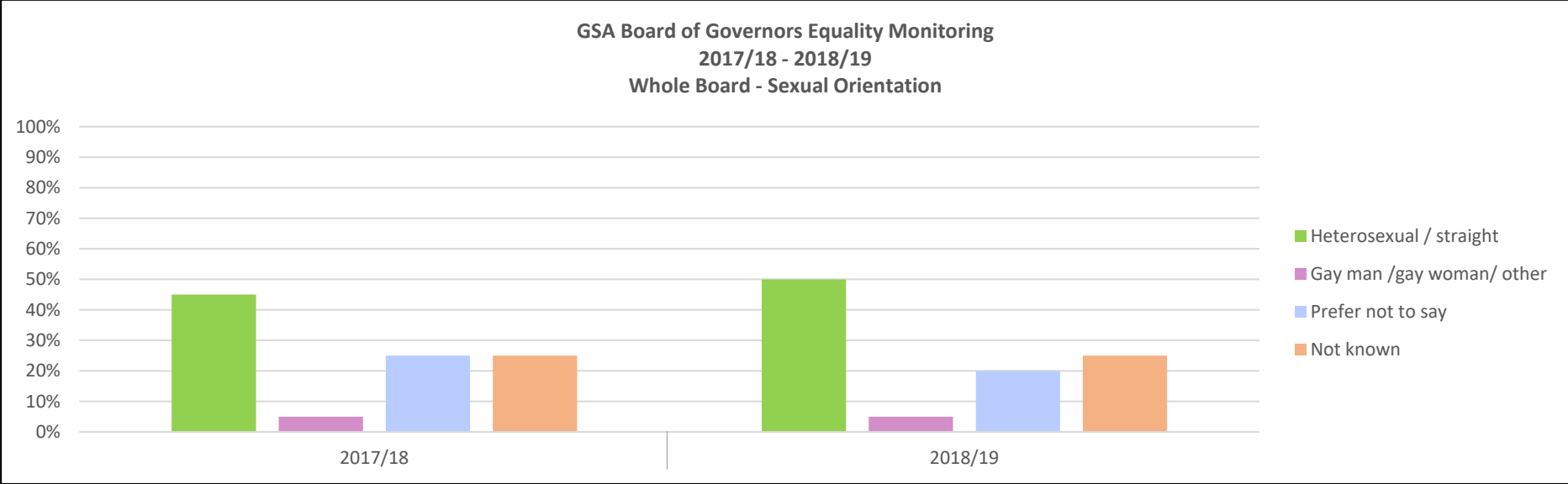


**Figures 13 (a) and 13 (b) Religion/Belief:**





Figures 14 (a) and 14 (b) Sexual Orientation:

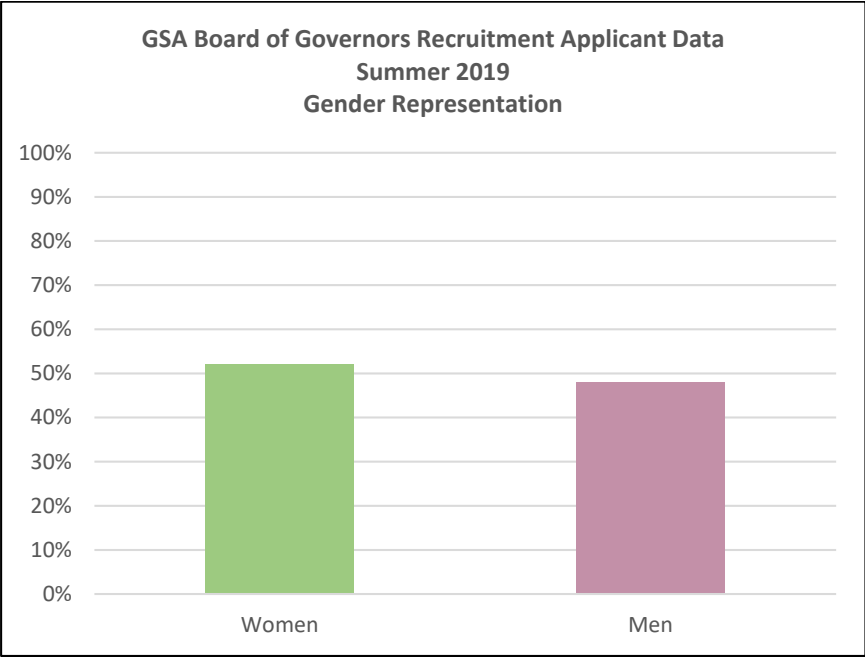


**5. 2019 LAY GOVERNOR RECRUITMENT: APPLICANT DATA**

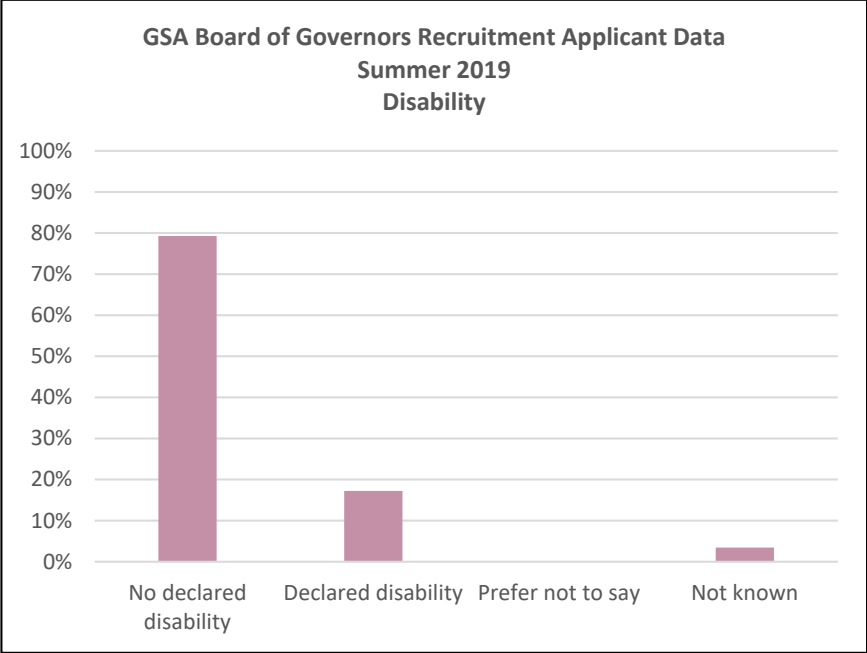
GSA has focused on maintaining open and transparent recruitment processes and improved monitoring at all stages in terms of enhancing the diversity of its Board. In summer 2019, GSA undertook a Board recruitment exercise for new Lay Governors. Applicants were invited to complete and submit equality monitoring forms to the Human Resources Department. This data is provided below.

Further reflection will be made on how best to encourage applications from those whose protected characteristics would further enhance the diversity of the Board to inform the further round of Board recruitment which is scheduled to commence in 2020.

**Figure 15: Gender Representation**



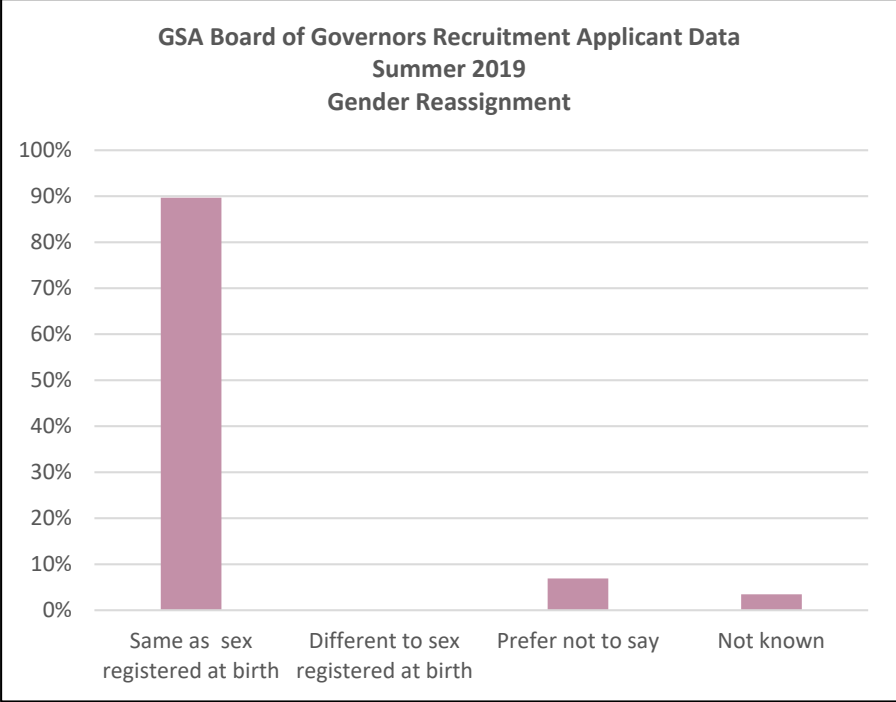
**Figure 16: Disability**



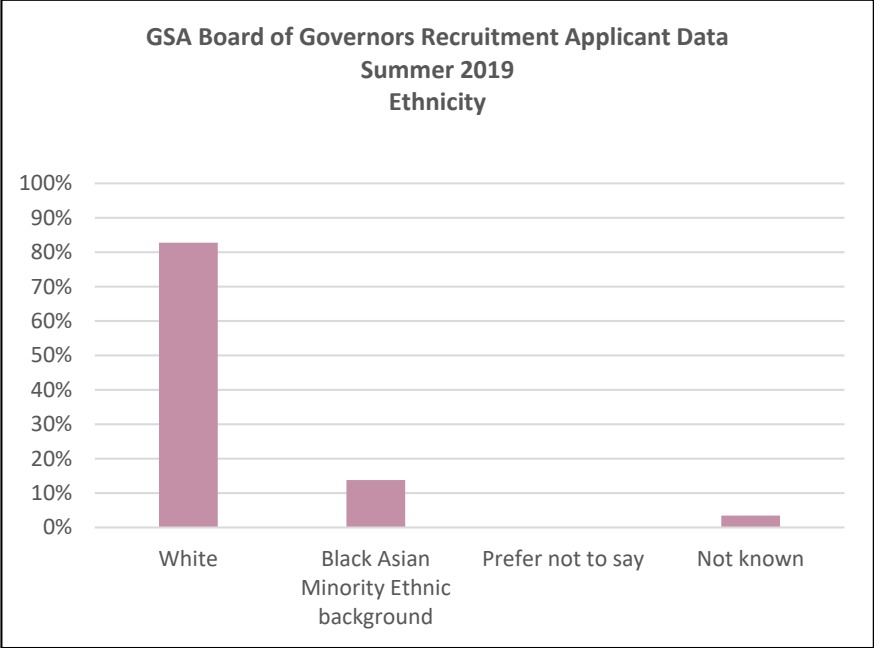
**DISABILITY**

- In terms of declared disability, while the majority of the applicants did not disclose a disability or long-term medical condition, 17% of the applicants did.

**Figure 17: Gender Reassignment**



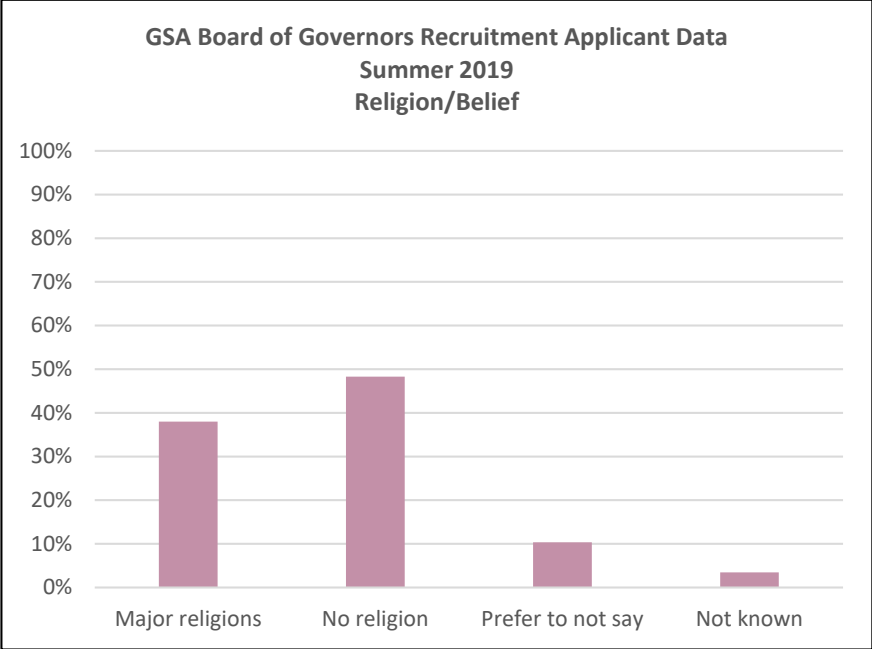
**Figure 18: Ethnicity**



**ETHNICITY**

- Over 80% of the applicants identified as white (including white Scottish and white British).
- 14% of applicants were from the Black Asian Minority Ethnic Background.

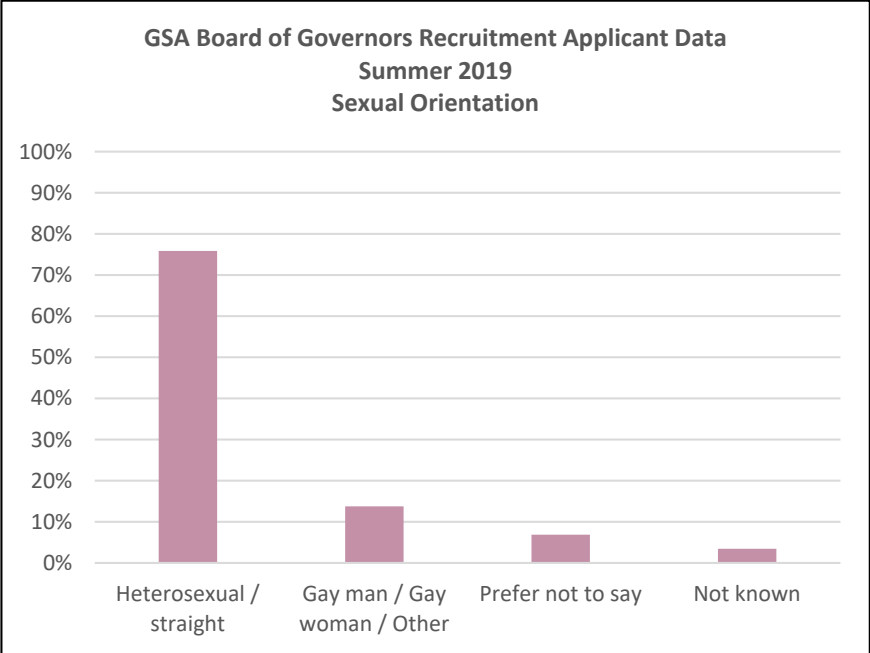
**Figure 19: Religion/Belief**



**RELIGION/BELIEF**

- 38% of applicants stated that they had a religion or belief. Within this group, while the majority stated that they are Christian (multiple denominations) other faiths were also represented.
- Almost 50% declared that they had no religion, and 10% preferred not to say.

**Figure 20: Sexual Orientation**



**SEXUAL ORIENTATION**

- 76% of applicants stated that they were heterosexual, and 14% stated that they were gay.

**27 January 2020**