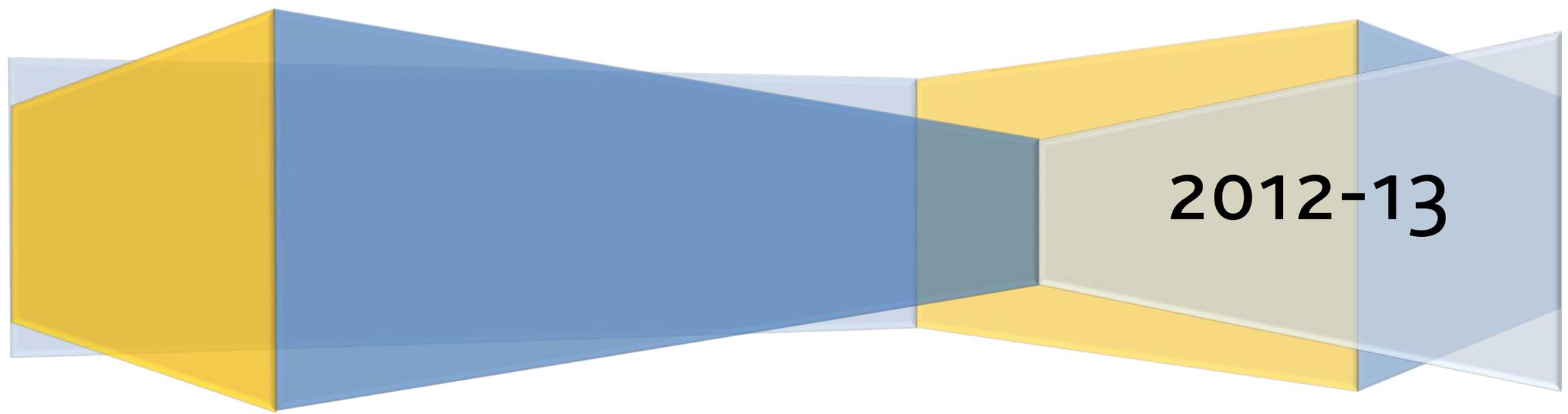


Equality statistics report: Staff

Glasgow School of Art



2012-13

Staff equality monitoring report 2012-13

Introduction

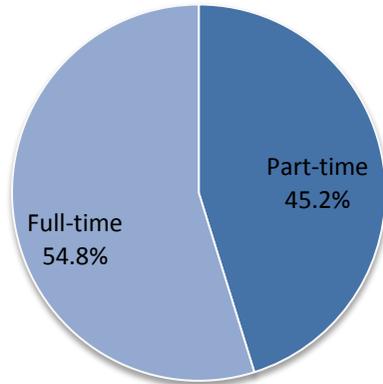
GSA continues to monitor equality data for all protected characteristics, using data returned to the Higher Education Statistics Agency for the academic year 2012-13. The information in this report includes statistics on: full- and part-time staff; age; gender; disability; sexual orientation, ethnicity, and religion and belief. Of the information relating to protected characteristics and other issues impacting on equality and diversity at GSA, it is also worth noting that:

- All staff returned information declaring the same gender as they were assigned at birth, and therefore this information is not included in the visual data
- Of 436 members of staff, 8 had taken maternity leave and 2 had taken additional paternity leave during the reporting year – given the numbers, this information has not been included in the visual data
- During this year, 19 members of staff are recorded as having left, of which 7 were male and 12 female

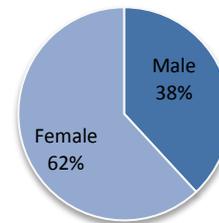
Key points

- There are now more female than male staff employed at GSA, although there are more male full-time staff than female
- The numbers of staff with a disclosed disability are very low
- The numbers of both LGB and BME staff have risen slightly

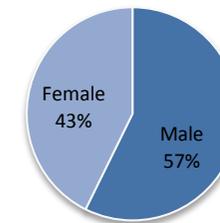
Full-time/Part-time Staff



Part-time (Gender)

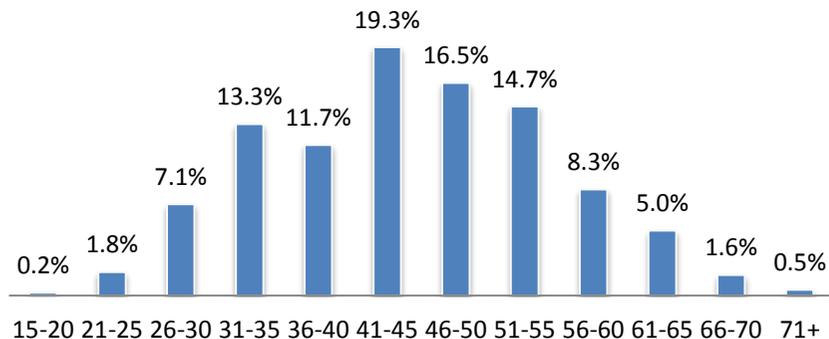


Full-time (Gender)



Full-time/Part-time		Part-time			Full-time			
Part-time	197	45.2%	Male	75	38%	Male	137	57%
Full-time	239	54.8%	Female	122	62%	Female	102	43%
	436			197			239	

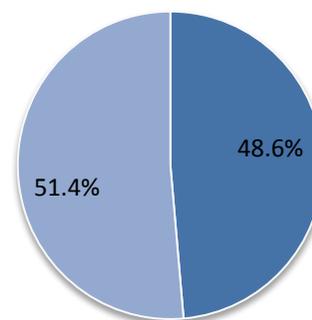
Age (Staff)



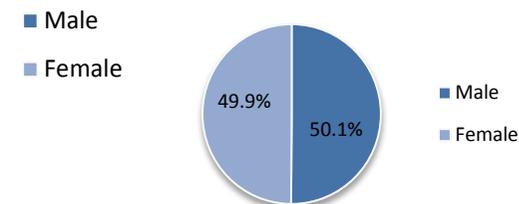
- The weightings of age groups remain similar to those in previous years, with the largest group of staff aged between 41 and 45
- GSA has slightly more staff aged 66 or over (2.1%) than the national average of 1%

- Since last year, the numbers of male staff have decreased while the numbers of female staff have risen at GSA
- In Scotland, the ratio is 53.8% female to 46.2% male

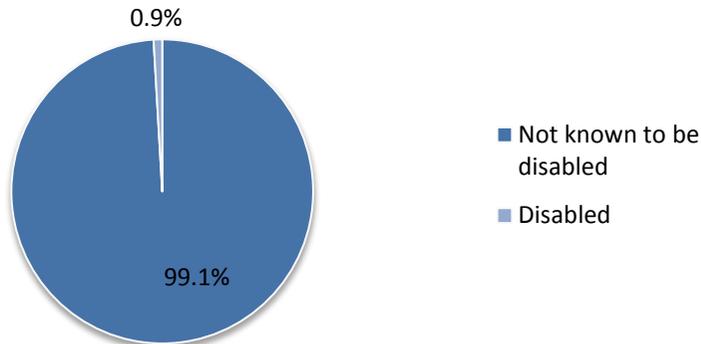
Gender (Staff)



GSA 2011-12



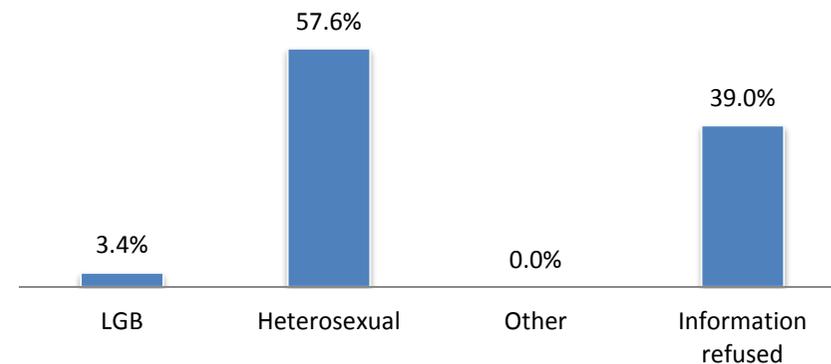
Disability (Staff)



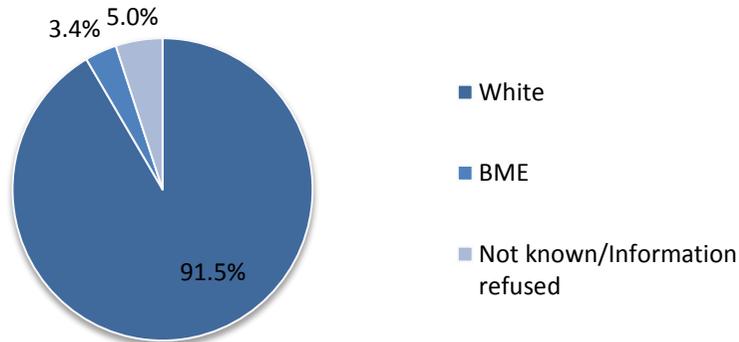
- In Scottish higher education institutions, 2.6% of staff are known to be disabled
- GSA sits slightly below the Scottish average, but has made an express commitment to supporting staff with hidden disabilities and specific mental health issues in its Equality Outcomes

- Lesbian, Gay, and Bisexual numbers are up slightly on last year (from 3%), and information refused numbers are lower
- The data suggests that disclosure may still be an issue that needs to be addressed before conclusions can be drawn

Sexual Orientation (Staff)



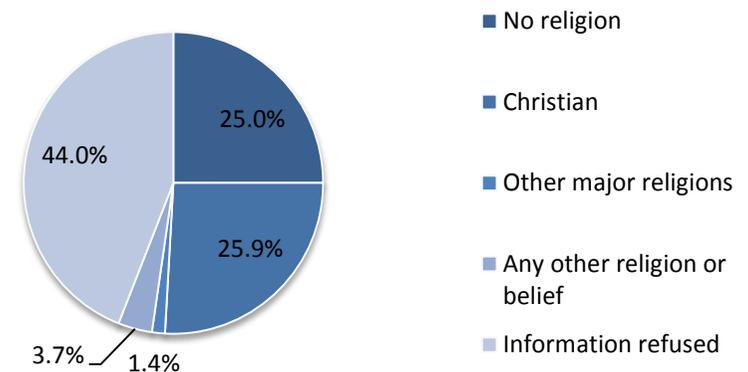
Ethnicity (Staff)



- The percentage of BME staff has not changed significantly over the past three years. In 2011/12 only 2.2% of GSA staff were from BME groups
- In all Scottish higher education institutions, BME staff make up 2.8% of the total
- GSA is therefore roughly in line with the Scottish average, with a declared commitment to improving representation of BME staff in its Equality Outcomes

- The data does not give any cause for concern, although the percentage of those refusing to give information may suggest that further investigation into disclosure is required
- GSA has an express commitment to supporting a work environment in which staff feel free to express their identity with specific reference to religion or belief

Religion/Belief



Age	Number	%
15-20	1	0.2%
21-25	8	1.8%
26-30	31	7.1%
31-35	58	13.3%
36-40	51	11.7%
41-45	84	19.3%
46-50	72	16.5%
51-55	64	14.7%
56-60	36	8.3%
61-65	22	5.0%
66-70	7	1.6%
71+	2	0.5%
Total	436	

Legal sex	Number	%
Male	212	48.6%
Female	224	51.4%
Total	436	

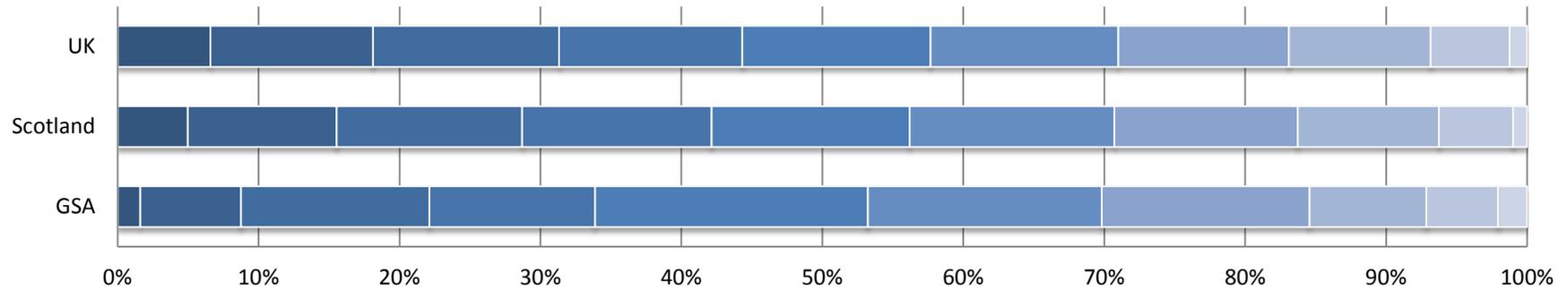
Disability	Number	%
Not known to be disabled	432	99.1%
Disabled	4	0.9%
Total	436	

Ethnicity	Number	%
White	1	0.2%
White - Scottish	234	53.7%
Irish Traveller	0	0.0%
Gypsy or Traveller	0	0.0%
Other White background	164	37.6%
Black or Black British - Caribbean	0	0.0%
Black or Black British - African	1	0.2%
Other Black background	0	0.0%
Asian or Asian British - Indian	1	0.2%
Asian or Asian British - Pakistani	1	0.2%
Asian or Asian British - Bangladeshi	0	0.0%
Chinese	3	0.7%
Other Asian background	2	0.5%
Mixed - White and Black Caribbean	1	0.2%
Mixed - White and Black African	0	0.0%
Mixed - White and Asian	1	0.2%
Other mixed background	2	0.5%
Arab	0	0.0%
Other ethnic background	3	0.7%
Not known	21	4.8%
Information refused	1	0.2%
Total	436	

Sexual Orientation	Number	%
Bisexual	5	1.1%
Gay man	7	1.6%
Gay woman/Lesbian	3	0.7%
Heterosexual	251	57.6%
Other	0	0.0%
Information refused	170	39.0%
Total	436	

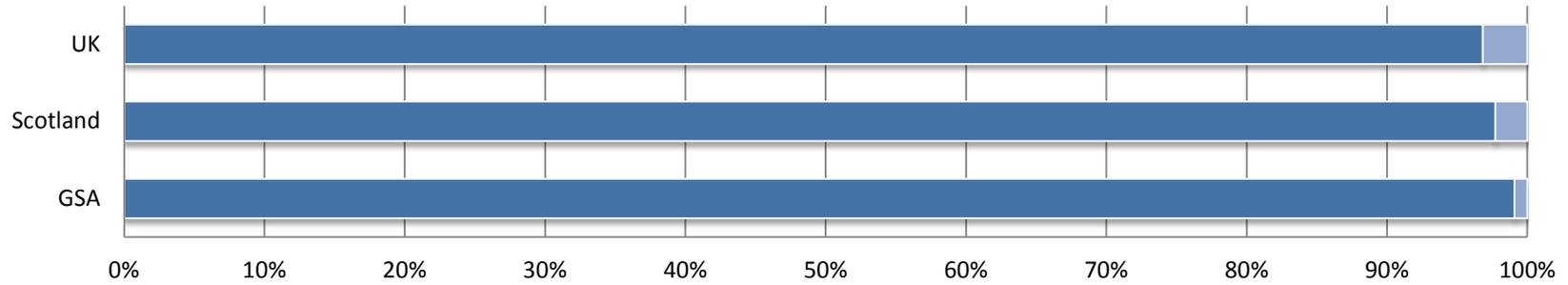
Religion/Belief	Number	%
No religion	109	25.0%
Buddhist	3	0.7%
Christian	0	0.0%
Christian - Church of Scotland	38	8.7%
Christian - Roman Catholic	43	9.9%
Christian - Presbyterian Church in Ireland	0	0.0%
Christian - Church of Ireland	0	0.0%
Christian - Methodist Church in Ireland	0	0.0%
Christian - Other denomination	32	7.3%
Hindu	0	0.0%
Jewish	2	0.5%
Muslim	1	0.2%
Sikh	0	0.0%
Spiritual	0	0.0%
Any other religion or belief	16	3.7%
Information refused	192	44.0%
Total	436	

Age



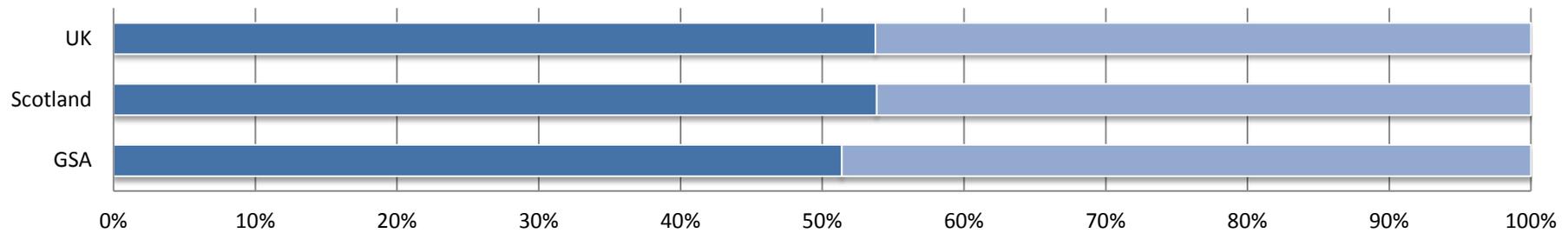
	GSA	Scotland	UK
■ 25 and under	7	1960	25090
■ 26-30	31	4160	44020
■ 31-35	58	5185	50415
■ 36-40	51	5295	49595
■ 41-45	84	5530	50975
■ 46-50	72	5725	50810
■ 51-55	64	5125	46185
■ 56-60	36	3945	38400
■ 61-65	22	2070	21340
■ 66 and over	9	390	4730

Disability



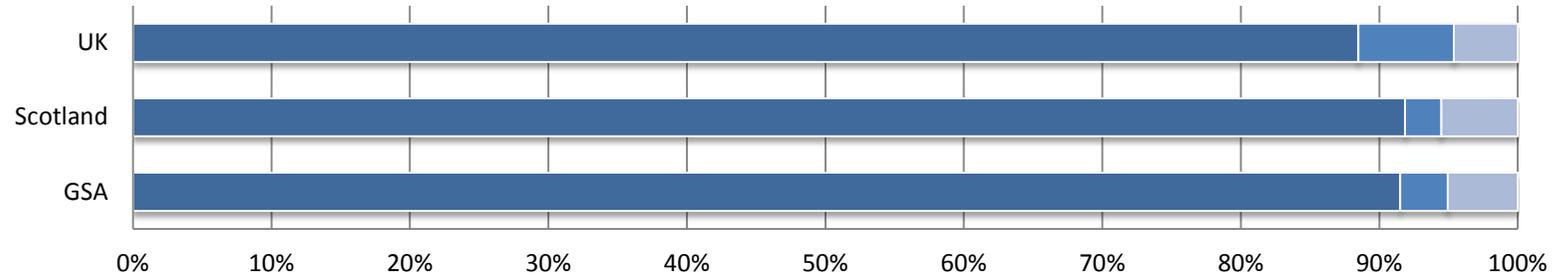
	GSA	Scotland	UK
■ No disclosed disability	432	38495	369705
■ Disabled	4	900	12085

Gender



	GSA	Scotland	UK
■ Female	224	21215	205195
■ Male	212	18185	176590

Ethnicity



	GSA	Scotland	UK
■ White	399	29140	270885
■ BME	15	830	21090
■ Not known/Information refused	22	1750	14140