

Equality Monitoring Report: Staff

**THE GLASGOW
SCHOOL OF ART**



2013-14

Staff equality monitoring report 2013-14

Introduction

The Glasgow School of Art (GSA) continues to monitor equality data for all protected characteristics. The data returned to the Higher Education Statistics Agency for the academic year 2013-14 is used in order to report on the following employment related data on: the number of full and part-time staff; age; gender; disability; sexual orientation, ethnicity, and religion and belief. In addition:

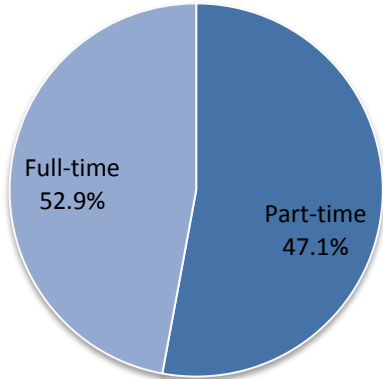
- All staff returned information declaring the same gender as they were assigned at birth, and therefore this information is not included in the visual data
- During 2013/14, 19 members of staff are recorded as having left employment at GSA (11 male and 8 female).

It should be noted that as a result of the phased introduction of a new HR management system it has been difficult to make comparisons across data sets longitudinally and appropriately for all protected characteristic groups. This will be addressed in future statistical analysis and reporting.

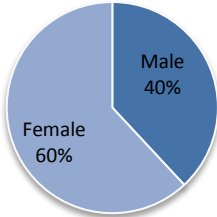
Key points

- There are more female than male staff employed at GSA, although there are more male full-time staff than female.
- The number of staff disclosing disability continues to be low.
- The number of staff identifying themselves as Lesbian, Gay or bisexual (LGB) and the number of staff from Black and Minority Ethnic groups (BME) has increased slightly.

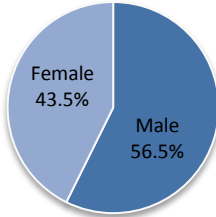
Full-time/Part-time Staff



Part-time (Gender)



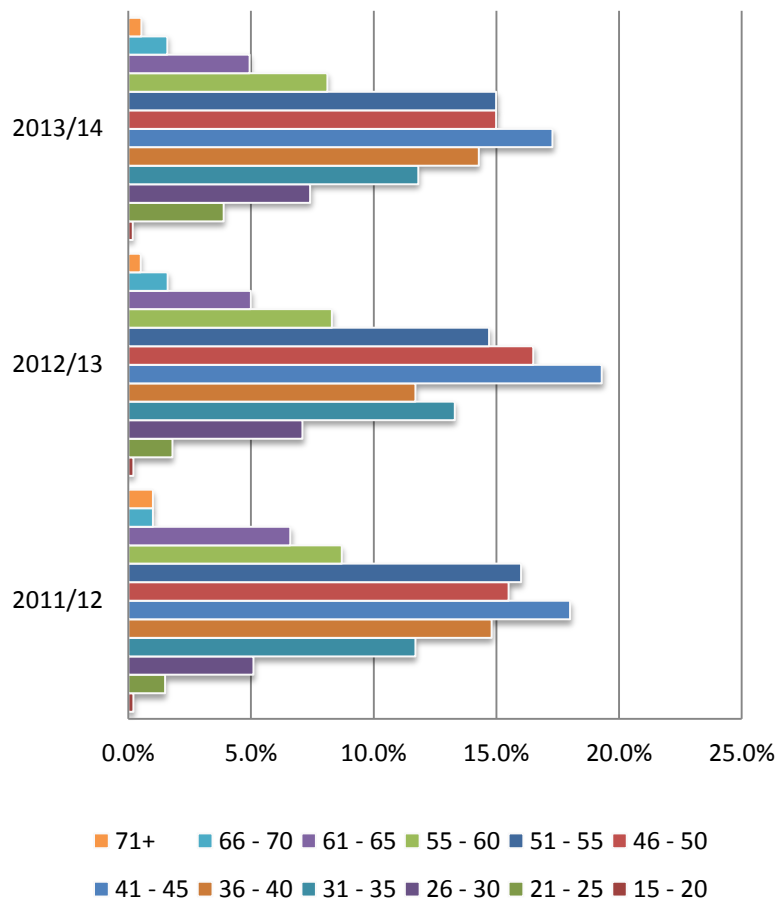
Full-time (Gender)



Full-time/Part-time 2013/14			Part-time			Full-time		
Part-time	300	52.9%	Male	120	40%	Male	151	56.5%
Full-time	267	47.1%	Female	180	60%	Female	116	43.5%
	567			300			267	

Full-time/Part-time 2012/13			Part-time			Full-time		
Part-time	197	45.2%	Male	75	38.0%	Male	137	57.0%
Full-time	239	54.8%	Female	122	62.0%	Female	102	43.0%
	436			197			239	

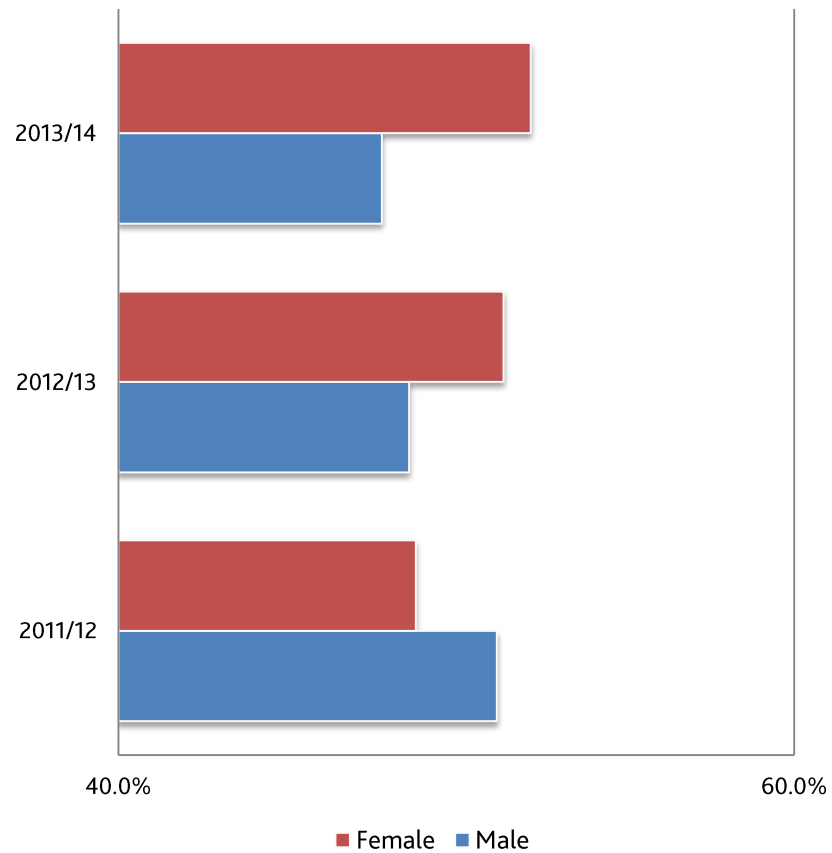
Age



	2011/12	2012/13	2013/14
15 - 20	0.20%	0.20%	0.20%
21 - 25	1.50%	1.80%	3.90%
26 - 30	5.10%	7.10%	7.40%
31 - 35	11.70%	13.30%	11.80%
36 - 40	14.80%	11.70%	14.30%
41 - 45	18.00%	19.30%	17.30%
46 - 50	15.50%	16.50%	15.00%
51 - 55	16.00%	14.70%	15.00%
55 - 60	8.70%	8.30%	8.10%
61 - 65	6.60%	5.00%	4.90%
66 - 70	1.00%	1.60%	1.60%
71+	1.00%	0.50%	0.50%

- The relative distribution of age groups is consistent with that in previous years, with the largest group of staff aged between 41 and 45 having decreased slightly by 2% since 2012/13
- GSA has slightly more staff aged 66 or over (2.1%) than the national average of 1%

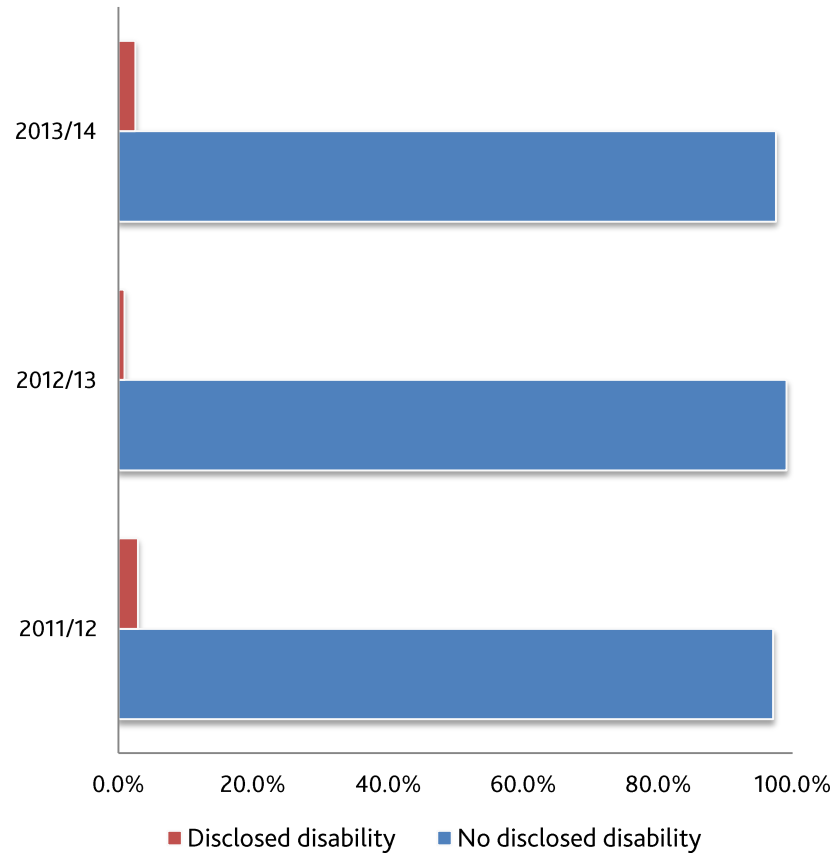
Sexual Identity



	2011/12	2012/13	2013/14
Male	51.2%	48.6%	47.8%
Female	48.8%	51.4%	52.2%

- In the three years from 2011/12 the percentage of male staff at GSA has fallen slightly by 3.4% over the period
- The ratio of male to female staff at GSA remains similar to that of the sector in Scotland which is 53.8% female to 46.2% male

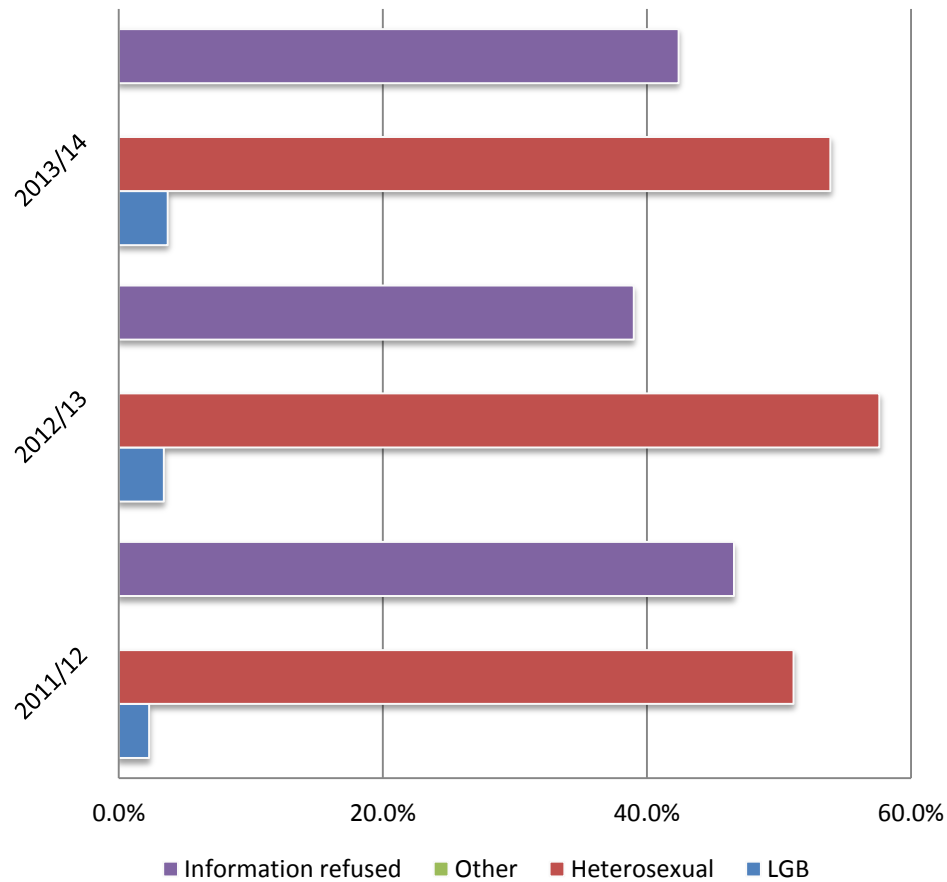
Disability



	2011/12	2012/13	2013/14
No disability	97.1%	99.1%	97.5%
Disclosed disability	2.9%	0.9%	2.5%

- In Scottish higher education institutions, 2.6% of staff have disclosed a disability
- GSA sits just below the Scottish average and is specifically committed to supporting staff with hidden disabilities including mental health issues as an Equality Outcomes
- The percentage of staff disclosing disability at GSA remains low.
Disclosure has however returned to the level of 2011/12 from a low of 0.9% in 2012/13

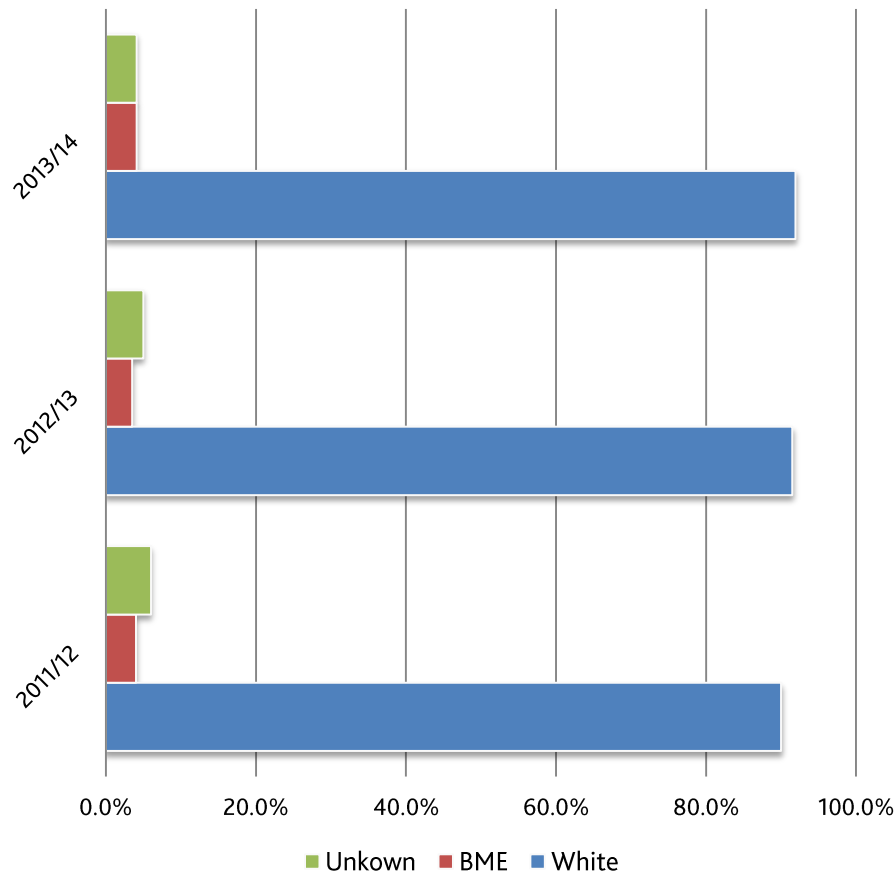
Sexual Orientation



	2011/12	2012/13	2013/14
LGB	2.3%	3.4%	3.7%
Heterosexual	51.1%	57.6%	53.9%
Other	0.0%	0.0%	0.0%
Information refused	46.6%	39.0%	42.4%

- The number of staff identifying as Lesbian, Gay, and Bisexual has increased slightly from 3.4% in 2012/13
- The number of staff preferring not to identify their sexual orientation or refusing to give the information has also increased from 39% in 2012/13.

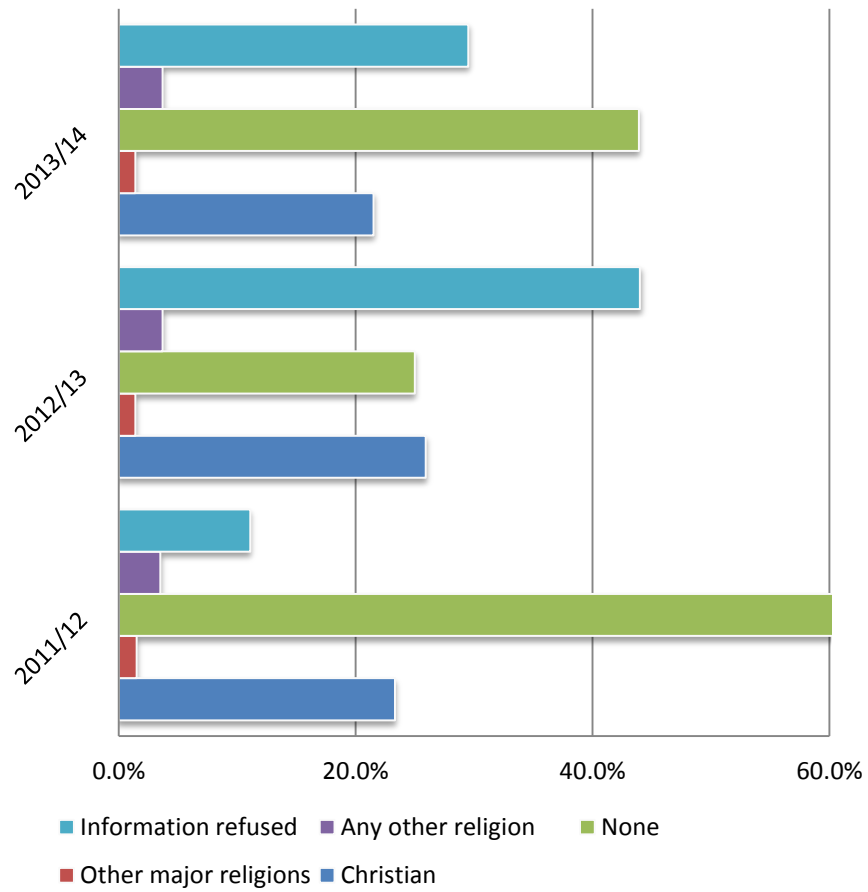
Ethnicity



	2011/12	2012/13	2013/14
White	90.0%	91.5%	91.9%
BME	4.0%	3.5%	4.1%
Unknown	6.0%	5.0%	4.1%

- The percentage of BME staff has increased slightly from 3.4% in 2012/13 to 4.1%
- 2.8% of staff in the Scottish higher education sector are from BME groups
- GSA's current percentage of staff from BME groups is slightly higher than the sector average, with a continued commitment to increasing the number of staff from BME groups as identified in Equality Outcomes

Religion / Belief



	2011/12	2012/13	2013/14
Christian	23.30%	25.90%	21.50%
Other major religions	1.50%	1.40%	1.40%
None	60.60%	25.00%	29.50%
Any other religion	3.50%	3.70%	3.70%
Information refused	11.10%	44.00%	43.90%

Age	Number	%
15-20	1	0.2%
21-25	22	3.9%
26-30	42	7.4%
31-35	67	11.8%
36-40	81	14.3%
41-45	98	17.3%
46-50	85	15.0%
51-55	85	15.0%
56-60	46	8.1%
61-65	28	4.9%
66-70	9	1.6%
71+	3	0.5%
Total	567	100.0%

Sexual Identity	Number	%
Male	271	47.8%
Female	296	52.2%
Total	567	100.0%

Ethnicity	Number	%
White	521	91.8%
BME	23	4.1%
Not known / Info refused	23	4.1%
Total	567	100.0%

Religion/Belief	Number	%
Athiest	1	0.2%
Buddist	4	0.7%
Church of Scotland	43	7.6%
Jewish	3	0.5%
Muslim	1	0.2%
None	248	43.7%
Not Specified	23	4.1%
Other	3	0.5%
Other Belief	18	3.2%
Other Christian	34	6.0%
Rather not Specify	144	25.4%
Roman Catholic	45	7.9%
Total	567	100.0%

Sexual Orientation	Number	%
LGB	21	3.7%
Heterosexual	305	53.9%
Information refused	240	42.4%
Total	567	100.0%

Disability	Number	%
Not known to be disabled	553	97.5%
Disabled	14	2.5%
Total	567	100.0%