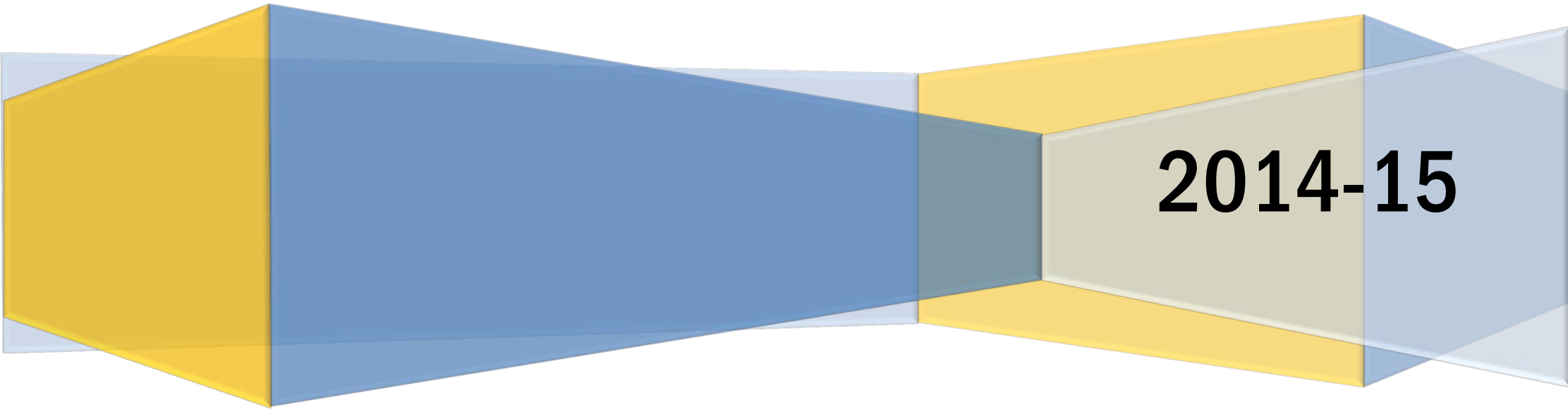


Equality monitoring report: Staff

Glasgow School of Art



2014-15

Staff equality monitoring report 2014-15

Introduction

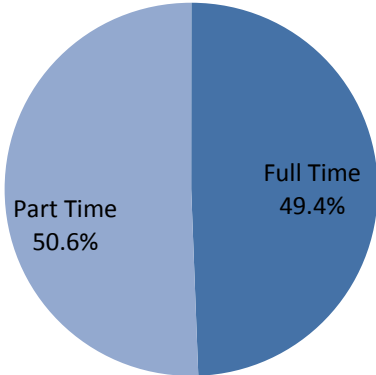
GSA continues to monitor equality data for all protected characteristics, using data held on the integrated HR/Payroll system for the academic year 2014-15. The data in this report illustrates GSA's staff profile in relation to: full and part-time staff; age; gender; disability; sexual orientation, ethnicity, and religion and belief. In 2014-15 all staff at GSA returned information declaring the same gender as they were assigned at birth, and therefore this information is not included in the visual data.

This report also contains profiling of the protected characteristics related to career development and profiling linked to the various stages of the staff recruitment process.

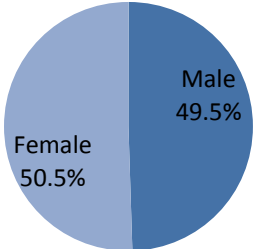
A number of key points should be noted related to the data presented within this report, as follows:

- Although disclosure rates appear to have declined in relation to disability, religion and sexual orientation, this may be due to the take up of the new self-service HR/Payroll system this year. Disclosure rates at application stage are significantly higher than those of existing staff. GSA continues to be committed to enabling staff disclosure and to supporting hidden disabilities and specific mental health issues. Activities to encourage disclosure will continue aligned with the promotion and roll-out of the new integrated HR/Payroll system.
- The percentage of part-time staff by gender is not reflective of the overall gender profile of the institution (as detailed on page 4). Further analysis will be undertaken as part of the Equality Outcomes.
- Representation of BAME groups has increased slightly and there remains a declared commitment to improving the representation of people from BAME groups across GSA. This is reflected in the Equality Outcomes.
- The information related to career development is derived from centrally held records and the data suggests that not all activity is being logged centrally and the trends illustrated are based on low numbers and incomplete data. Alongside an increased focus on the application of the Career Review and Development process across all groups, more effective methods of data collation and analysis will be considered.
- The number of female staff has increased by nearly 2% since 2013. This appears to be reflective of the gender profile of applications received (as outlined on page 21).

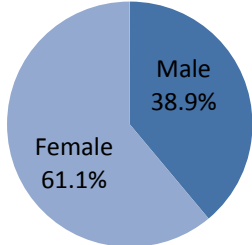
Full Time/Part Time Staff



Full Time (Gender)

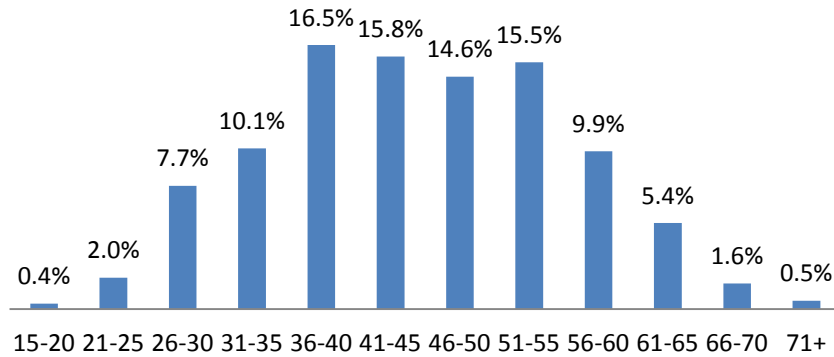


Part Time (Gender)



Full-time/Part-time	Part-time	Full-time
Part-time	298	50.6%
Full-time	291	49.4%
	589	
		298
		291

Age (Staff)



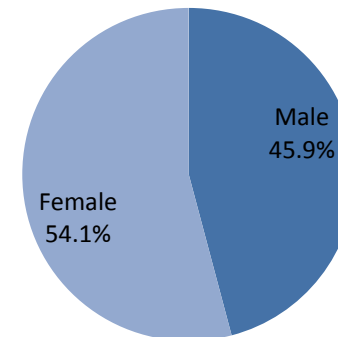
The weightings of age groups remain similar to those in previous years, with the largest group of staff aged between 36 and 40

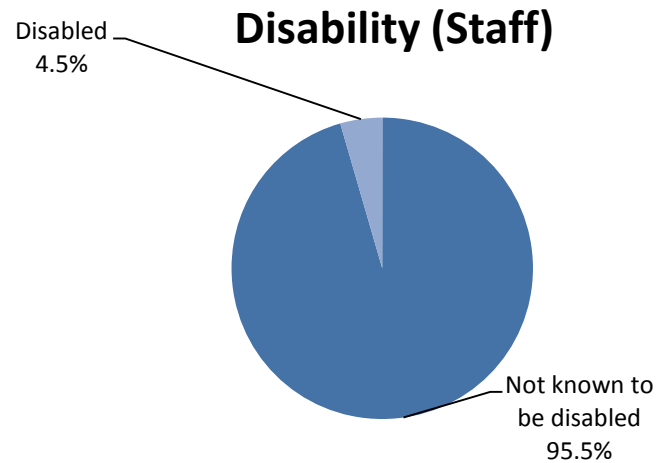
GSA has slightly more staff aged 66 or over (2.1%) than the national average of 1%.

Since last year, the percentage number of male staff has decreased and the percentage number of female staff has increased at GSA

In Scotland, the ratio is 53.8% female to 46.2% male

Gender (Staff)



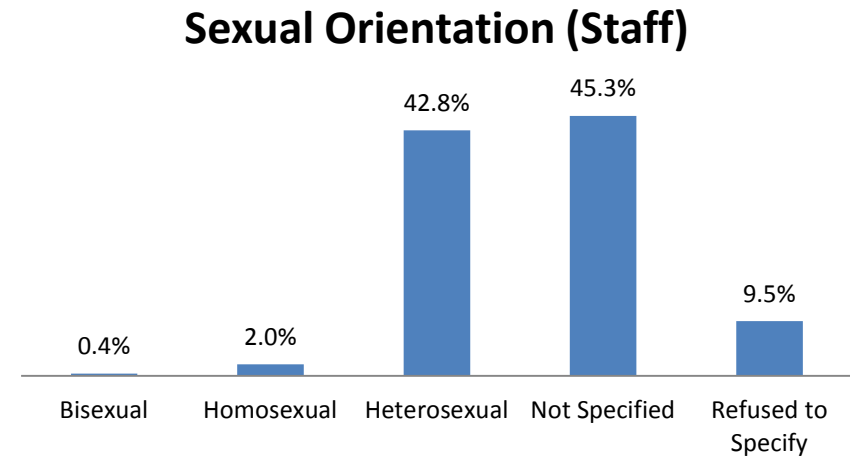


In Scottish higher education institutions, 2.6% of staff are known to be disabled. GSA sits above the Scottish average with 4.5% of staff with known disabilities.

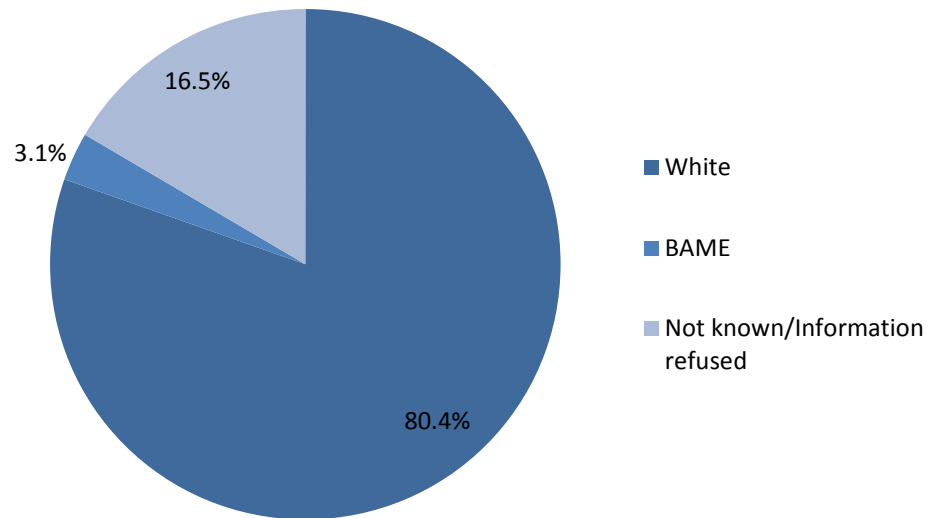
Since 2013/14 the percentage of staff disclosing a disability has increased by 2%.

The number of staff who identify as Lesbian, Gay or Bisexual has decreased since last year from 3.7% to 2.4%.

The number of staff choosing not to disclose their sexual orientation has increased by just over 3% in the same period.



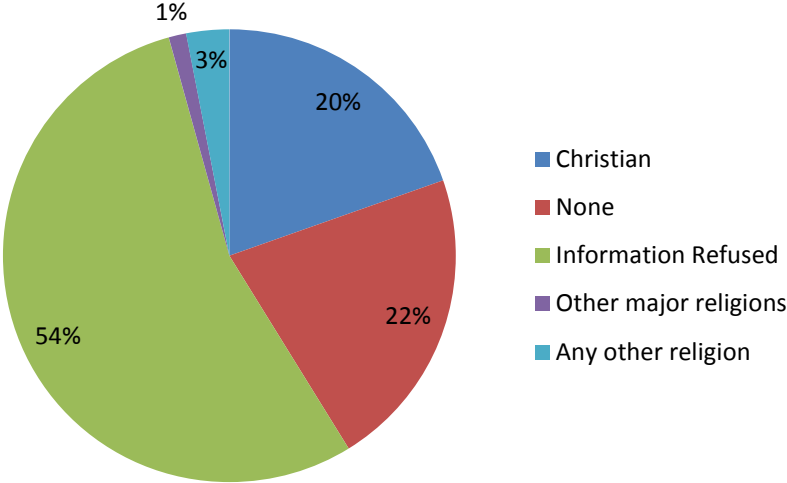
Ethnicity (Staff)



The percentage of BAME staff has decreased slightly over the past two years. In 2012/13, 3.5% of GSA staff were from BAME groups in comparison to 3.1% this year.

There has been a significant increase since last year of staff who have refused or failed to record ethnicity, from 4.1% to 16.5%.

Religion/Belief



There has been an increase in the percentage of those refusing to provide information from 43.9% last year to 54% this year.

Just over one fifth of staff have reported no religion, a decrease from 29.5% last year.

Christianity accounts for almost one fifth of staff, but this has seen a slight decrease since last year (from 21.5% to 19.6%).

Age	Number	%
15-20	2	0.4%
21-25	11	2.0%
26-30	43	7.7%
31-35	56	10.0%
36-40	92	16.5%
41-45	88	15.8%
46-50	81	14.6%
51-55	86	15.5%
56-60	55	9.9%
61-65	30	5.4%
66-70	9	1.6%
71+	3	0.5%
Total	556	100.0%

Legal sex	Number	%
Male	255	45.9%
Female	301	54.1%
Total	556	100%

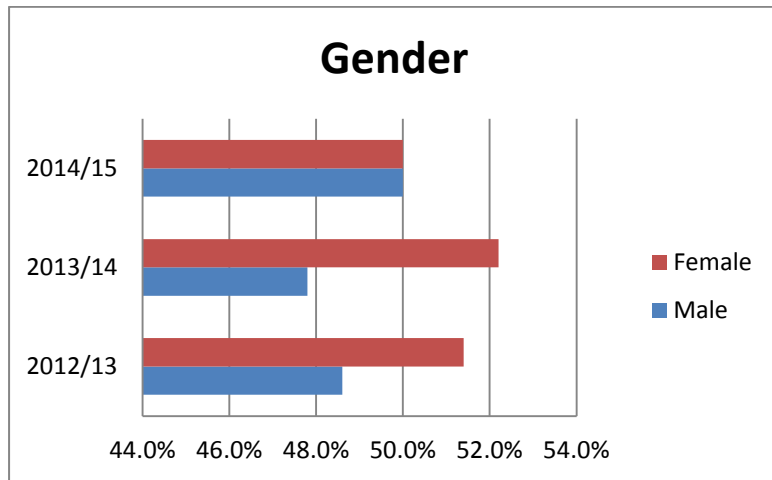
Disability	Number	%
Not known to be disabled	531	95.5%
Disabled	25	4.5%
Total	556	100%

Ethnicity	Number	%
BAME	26	3.1
White	448	80.4
Not known/Information Refused	92	16.5
Total	556	100.0%

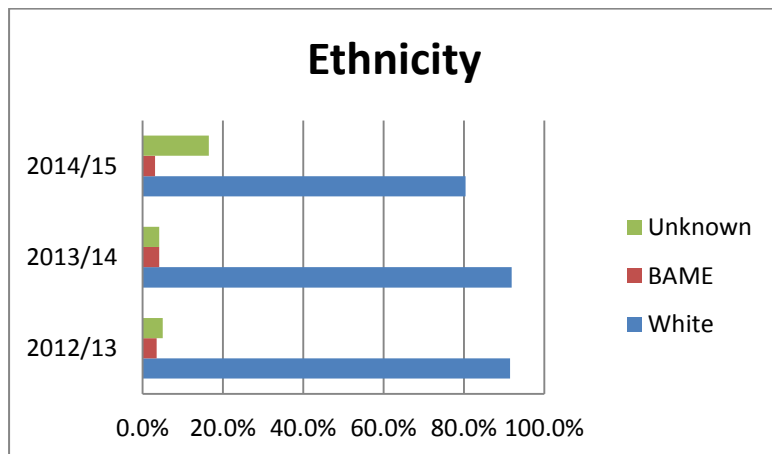
Religion/Belief	Number	%
Christian	109	19.6
None	120	21.6
Information refused	303	54.5
Other major religions	7	1.3
Any other religions	17	3.0
Total	556	100.0%

Sexual Orientation	Number	%
LGB	13	2.4%
Heterosexual	238	42.8%
Not Specified	252	45.3%
Refused to Specify	53	9.5%
Total	556	100.0%

Age	GSA
25 or under	13
26 - 30	43
31 - 35	56
36 - 40	92
41 - 45	88
46 - 50	81
51 - 55	86
56 - 60	55
61 - 65	30
66 and over	12
Disability	GSA
Not Disclosed	531
Disclosed	25
Gender	GSA
Female	301
Male	255
Ethnicity	GSA
White	447
BAME	17
Not known / Info refused	92

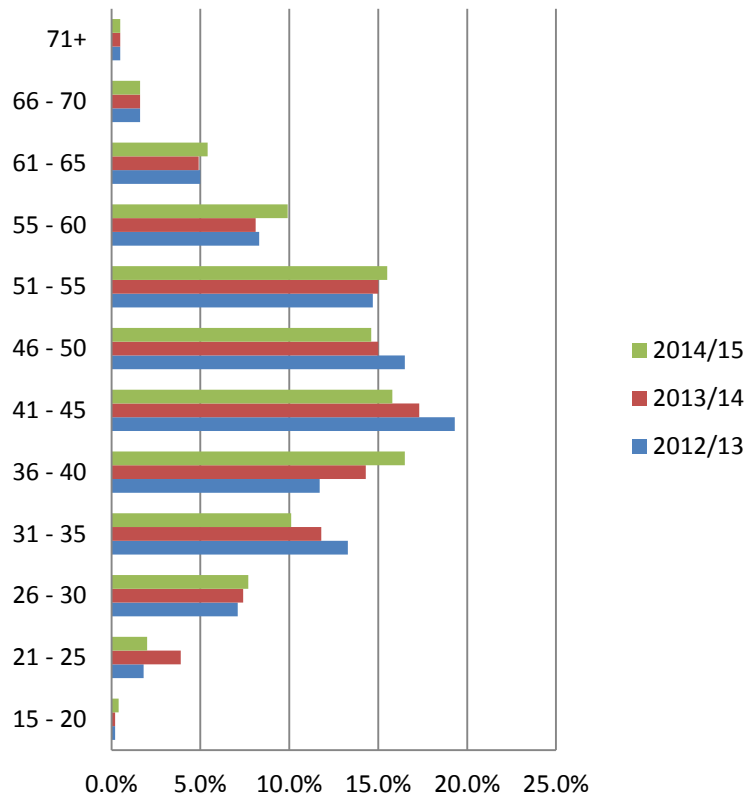


	2012/13	2013/14	2014/15
Male	48.6%	47.8%	45.9%
Female	51.4%	52.2%	54.1%



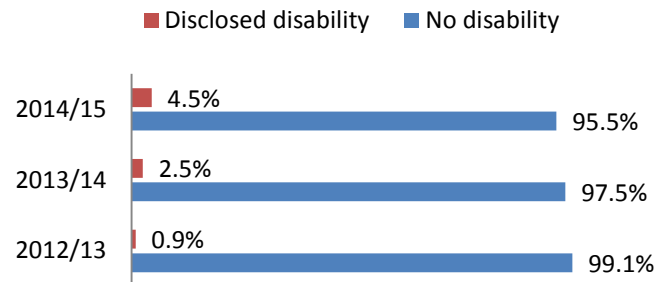
	2012/13	2013/14	2014/15
White	91.5%	91.9%	80.4%
BAME	3.5%	4.1%	3.1%
Unknown	5.0%	4.1%	16.5%

Age



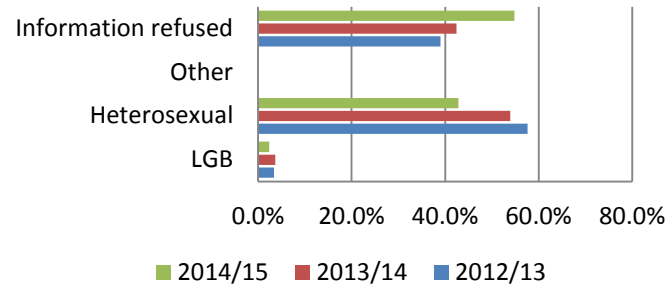
	2012/13	2013/14	2014/15
15 - 20	0.2%	0.2%	0.4%
21 - 25	1.8%	3.9%	2.0%
26 - 30	7.1%	7.4%	7.7%
31 - 35	13.3%	11.8%	10.1%
36 - 40	11.7%	14.3%	16.5%
41 - 45	19.3%	17.3%	15.8%
46 - 50	16.5%	15.0%	14.6%
51 - 55	14.7%	15.0%	15.5%
55 - 60	8.3%	8.1%	9.9%
61 - 65	5.0%	4.9%	5.4%
66 - 70	1.6%	1.6%	1.6%
71+	0.5%	0.5%	0.5%

Disability

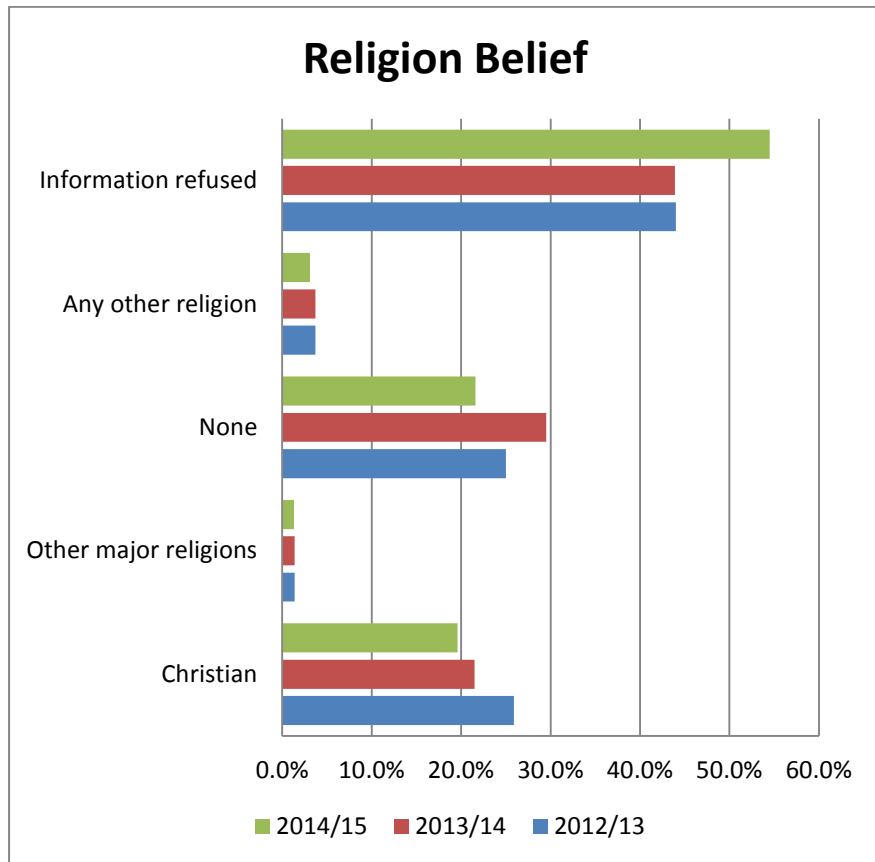


	2012/13	2013/14	2014/15
No disability	99.1%	97.5%	95.5%
Disclosed disability	0.9%	2.5%	4.5%

Sexual Orientation



	2012/13	2013/14	2014/15
LGB	3.4%	3.7%	2.4%
Heterosexual	57.6%	53.9%	42.8%
Other	0.0%	0.0%	0.0%
Information refused	39.0%	42.4%	54.8%

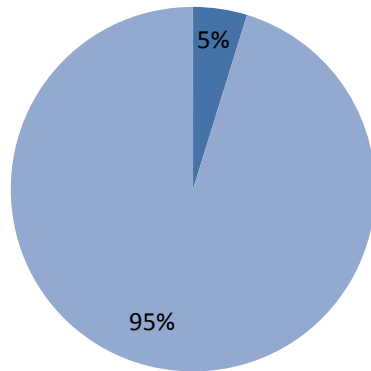


	2012/13	2013/14	2014/15
<i>Christian</i>	25.9%	21.5%	19.6%
<i>Other major religions</i>	1.4%	1.4%	1.3%
<i>None</i>	25.0%	29.5%	21.6%
<i>Any other religion</i>	3.7%	3.7%	3.1%
<i>Information refused</i>	44.0%	43.9%	54.5%

Career Development

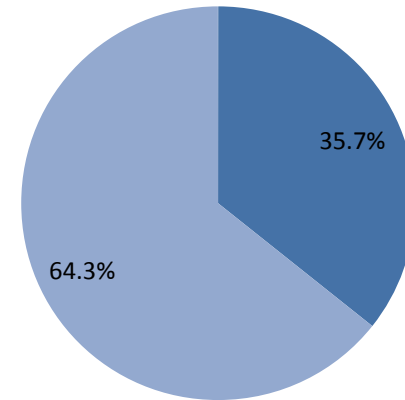
Career Development

■ Staff underwent career development ■ Overall staff



Career Development Academic/Support

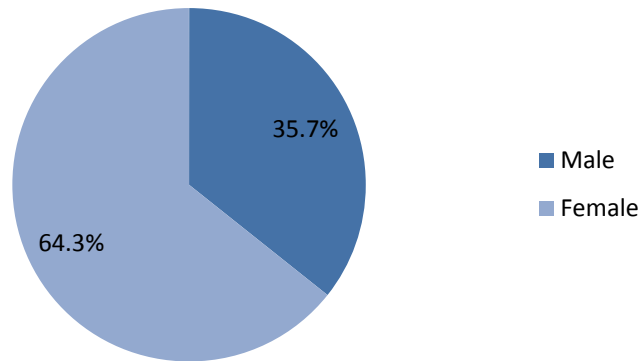
■ Academic
■ Support



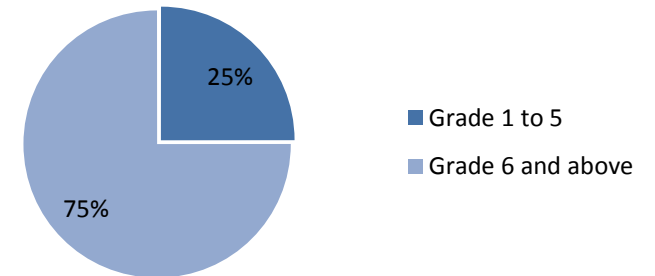
Please note that the analysis relates to 5% of GSA staff for whom development has been centrally recorded.

The overall number of support staff centrally recorded as undertaking development activity, in comparison to academic staff, is significantly higher with a ratio of almost 2:1.

Career Development Gender



Career Development Grade

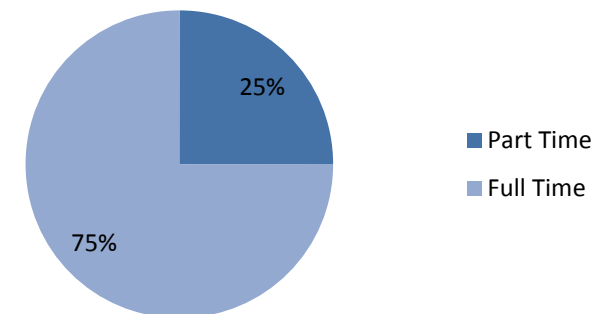


Please note that the analysis relates to 5% of GSA staff for whom development has been centrally recorded.

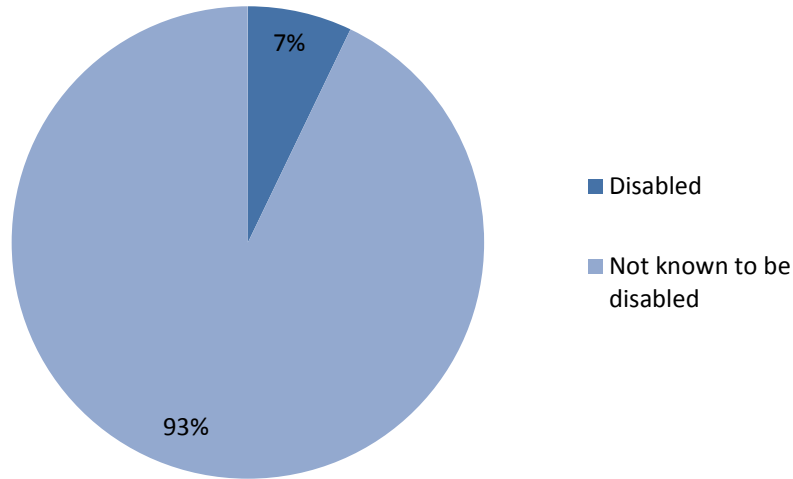
The number of female staff to male staff overall at GSA is only slightly higher, yet the number of male staff recorded as undertaking development activity in comparison is noticeably less.

The number of part time staff undergoing career development represents only one quarter of the staff undertaking development activity, and only 1.3% of staff employed at GSA overall.

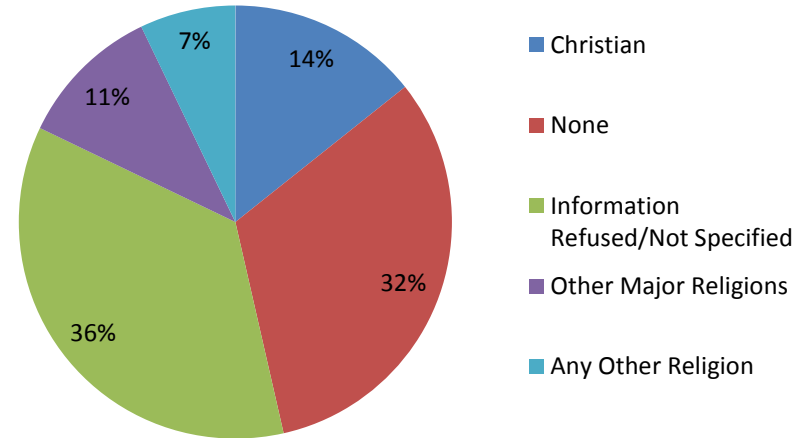
Career Development Full time vs Part time



Career Development Disability



Career Development Religion/Belief



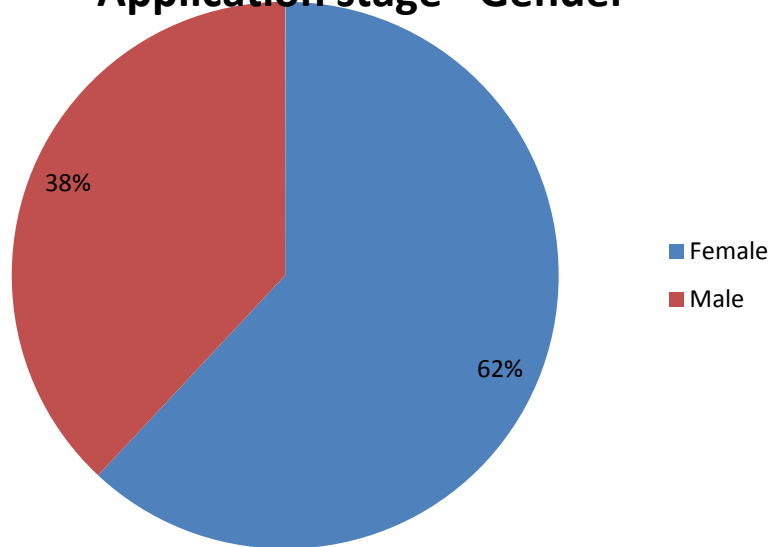
Please note that the analysis relates to 5% of GSA staff for whom development has been centrally recorded.

The percentage staff undertaken staff development in terms of sexual orientation, disability and religion/belief is comparable with the overall staff numbers in GSA. However, 100% of those staff are white.

Recruitment and Selection

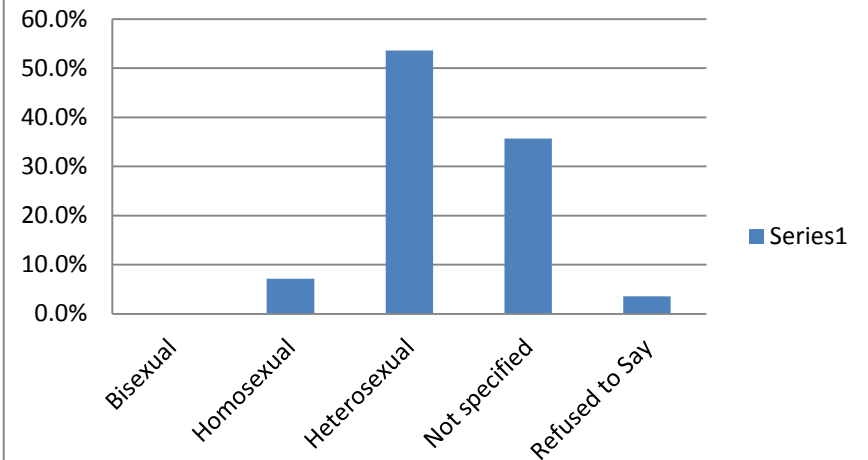
Note: Applicants are not required to disclose age and disability at this stage

Application stage - Gender



The percentage of female applicants compared to male applicants is approximately 2:1. The current gender balance for GSA is closer to 1:1.

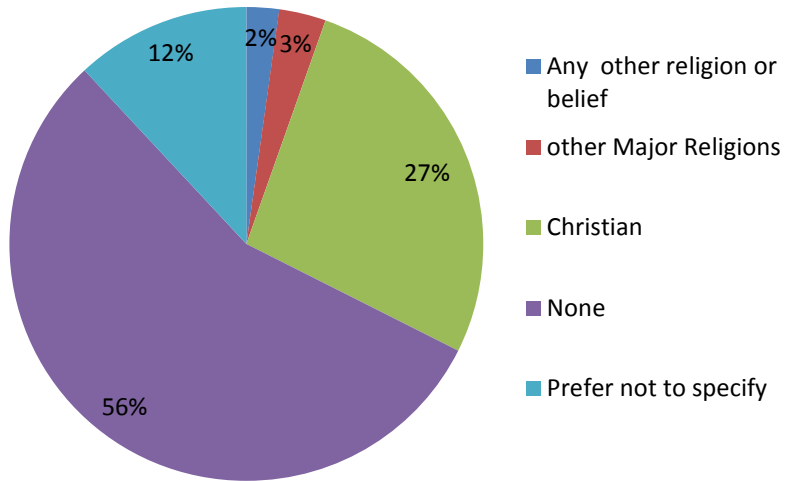
Application Stage - Sexual Orientation



Disclosure of sexual orientation at application stage is higher than with current GSA staff.

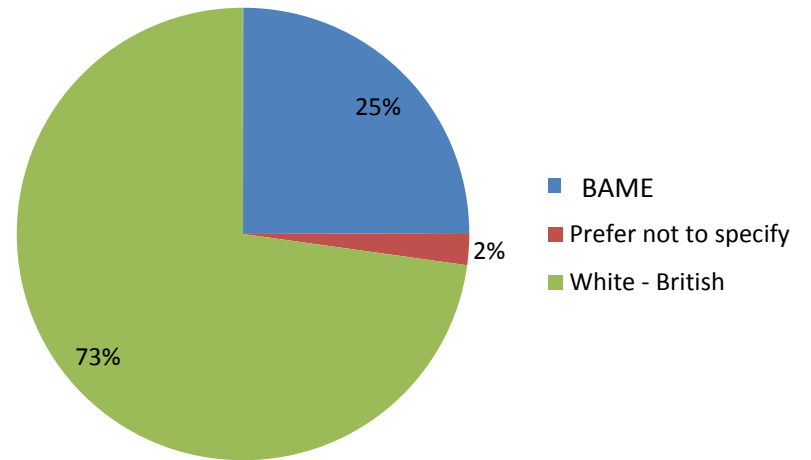
Only 11% of applicants did not disclose compared to over 50% of current GSA staff who have either not disclosed or refused to specify.

Application Stage - Religion



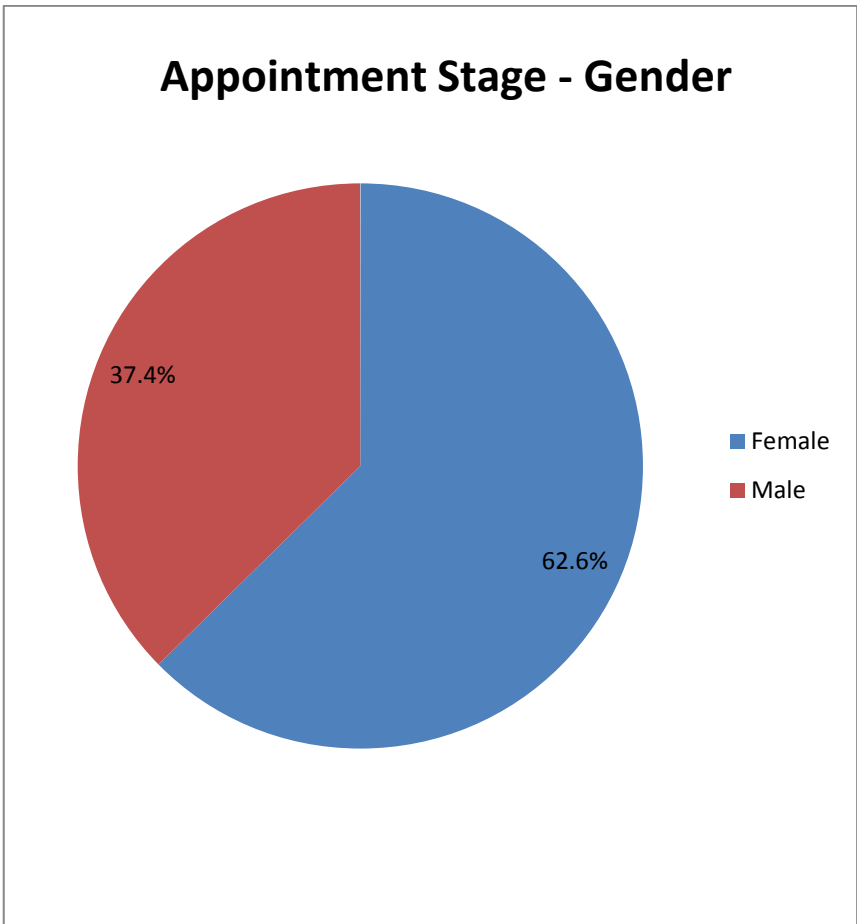
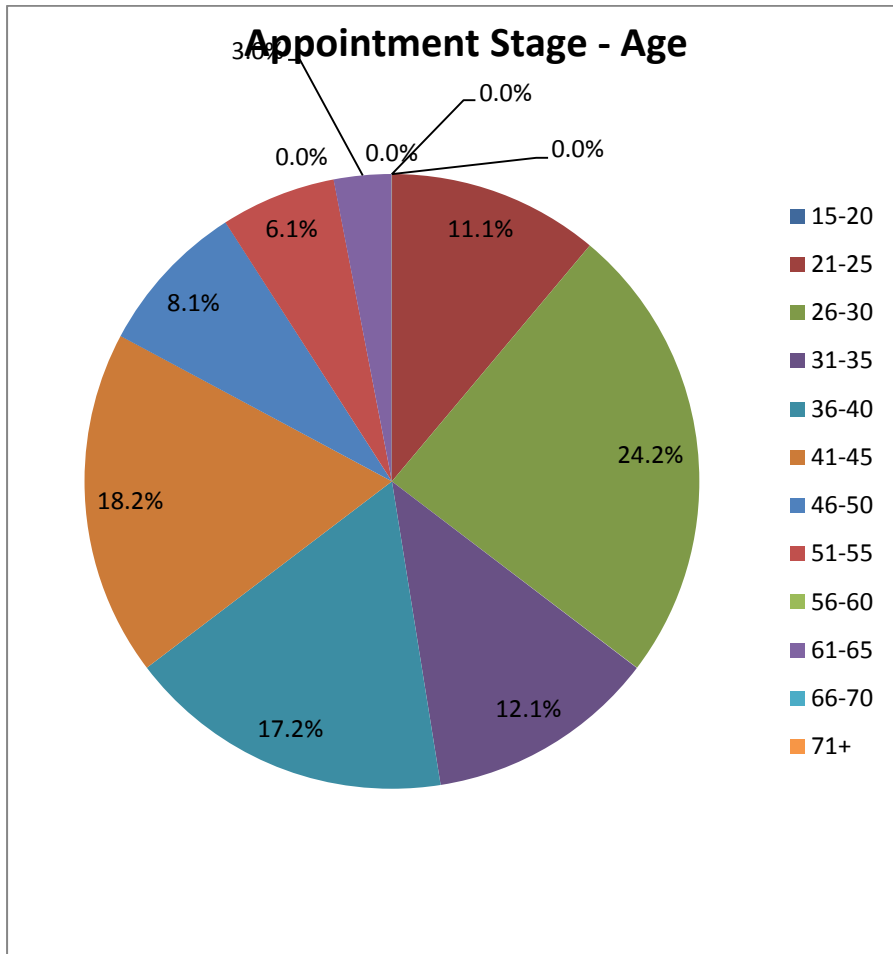
As in previous years, the non-disclosure of Religion has remained over 50%. This is almost identical to current GSA staff non-disclosure at 54%.

Application Stage - Ethnicity



Applications from BAME groups represent 25% of all applications to GSA. 10.1% of applicants appointed in 2014/15 were identified as BAME.

3.1% of current GSA staff in 2014/15 identify as BAME.

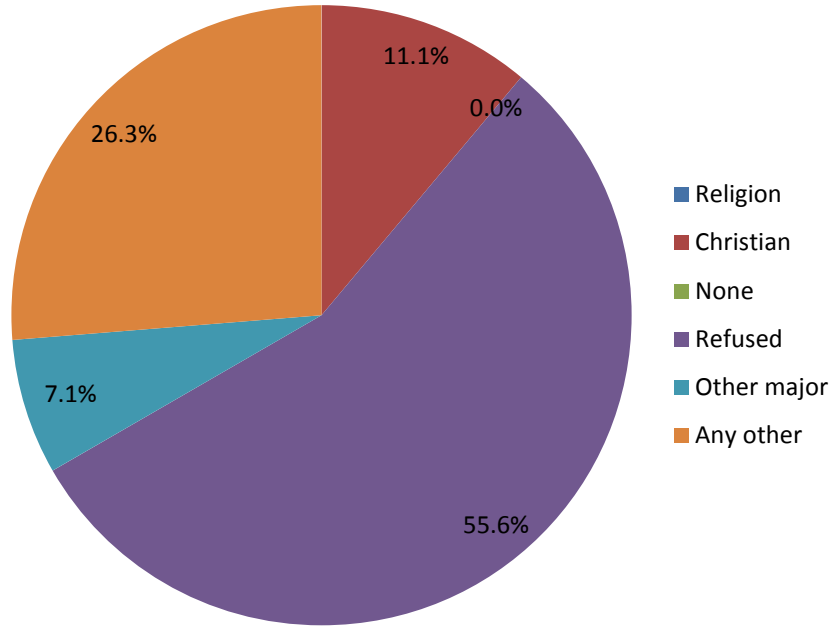


A wide range of age groups were appointed into GSA this year.

When comparing this to the current GSA staff age groups, there is an increased level of staff within ages 21 – 25, 26 - 30 & 31 – 35.

The percentage of appointed staff female/male remains consistent with current GSA staff numbers at around 60/40.

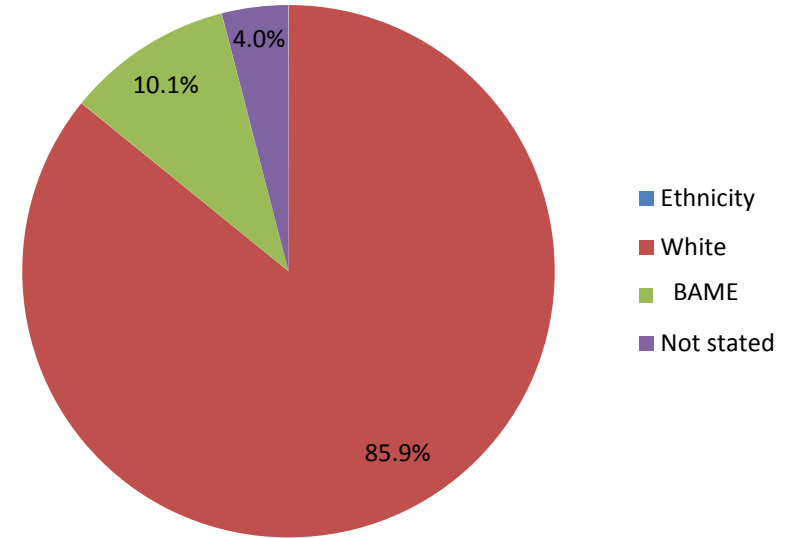
Appointment Stage - Religion



Conversion from application to appointment stage, for those who chose not to disclose their religion or belief was around 55%.

However, the percentage of those appointed into GSA this year within the 'any other religious groups' (26%) is significantly higher than the current GSA staff (3%).

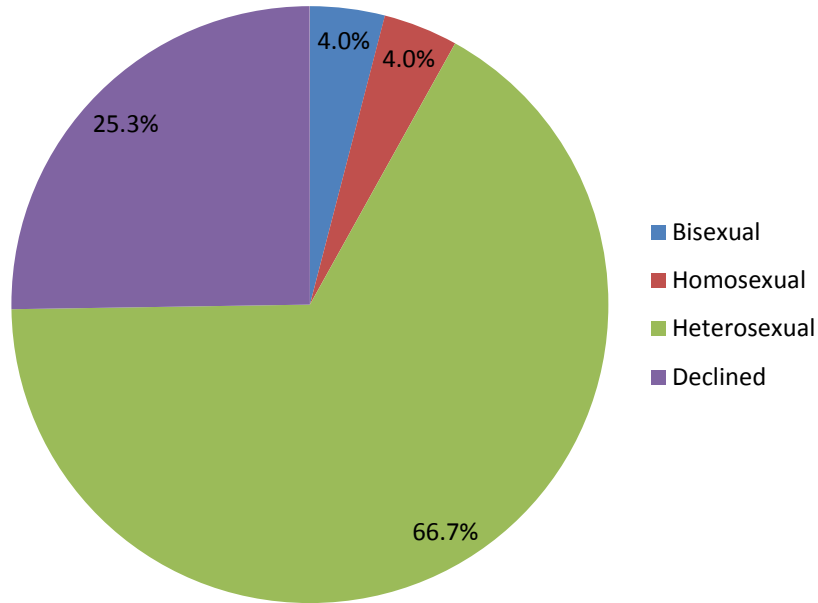
Appointment Stage - Ethnicity



25% of applicants this year identified as BAME and 10% of these applicants were appointed.

Conversion from application to appointment is proportionately higher for the white group.

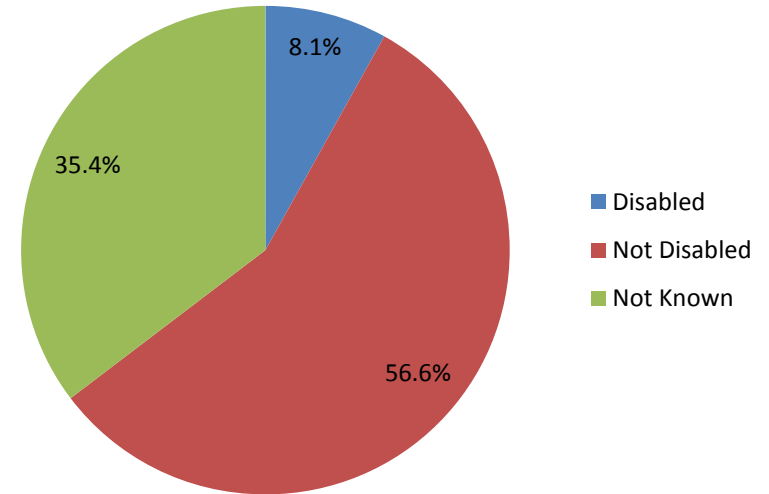
Appointment Stage - Sexual Orientation



Disclosure of sexual orientation has increased across all groups from applicants to appointees.

These figures are also higher than disclosure rates of current GSA staff.

Appointment Stage - Disability



The percentage of disabled staff appointed into GSA (8%) is almost double that of GSA current staff (4.5%)