

Equality monitoring report: Staff

Glasgow School of Art



2017-2018

Staff equality monitoring report 2017-18

Introduction

GSA continues to monitor equality data for all protected characteristics, using data held on the integrated HR/Payroll system for the academic year 2017-18.

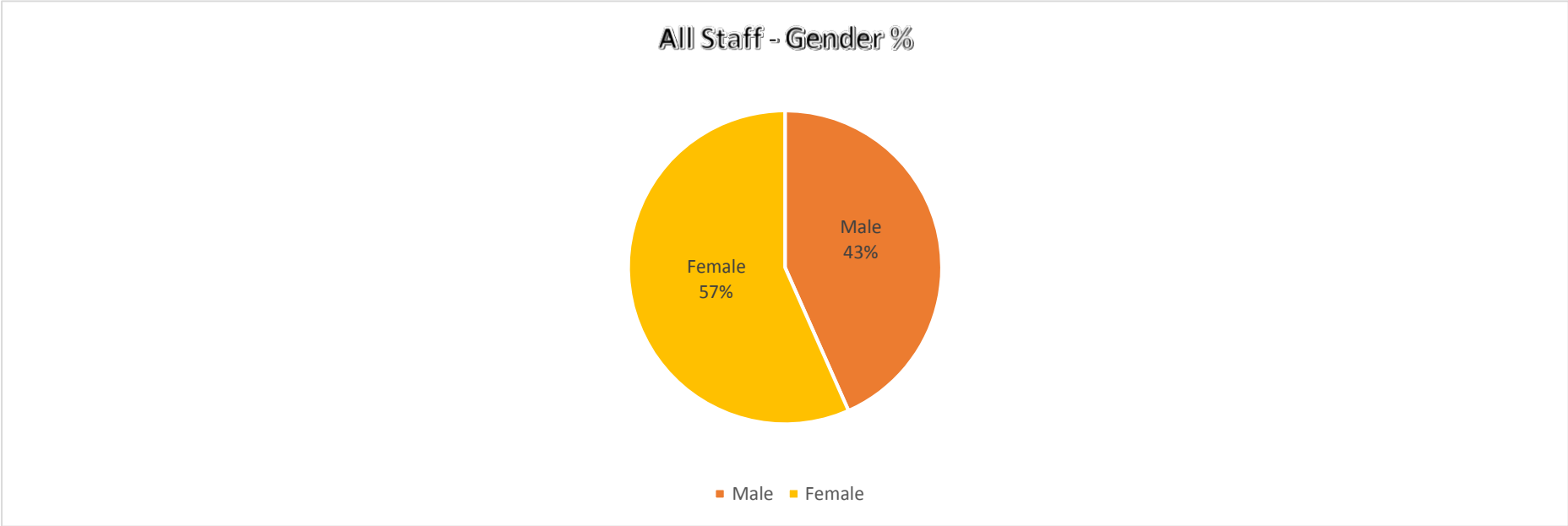
The data in this report illustrates GSA's staff profile in relation to: full and part-time staff; age; gender; disability; sexual orientation, ethnicity, religion / belief and recruitment.

This report also contains profiling of the protected characteristics related to: flexible working & maternity / adoption / shared parental leave.

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

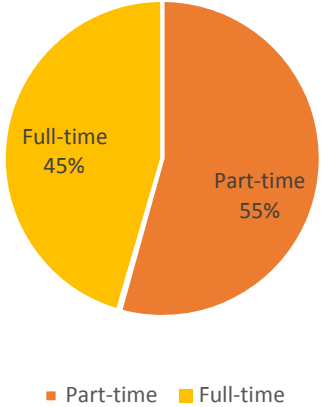
- Disclosure rates for existing staff remain similar to previous years in relation to disability, religion and sexual orientation, although they are still lower than desired. Based against disclosure rates during the recruitment stages, existing staff figures are significantly lower (specifically around Religion & Sexual orientation). GSA continues to be committed to enabling full staff disclosure and continue supporting hidden disabilities and specific mental health issues. Activities to encourage disclosure will continue aligned with further utilisation of the integrated self-service HR/Payroll system.
- Representation of Ethnicity (BAME) groups has continued to gradually increase year to year (3.9% 2014 to nearly 6.0% 2018) and there remains a declared commitment to improving the representation of people from BAME groups across GSA. This is reflected in the GSA Equality Outcome 5 2017-21.
- Flexible working applications have decreased overall from 3% (21 staff) down to just under 2% (11 staff). The gender split indicates that female staff are still more likely to seek adjusted working patterns. There were no refusals of flexible working during this time. Further analysis on how GSA supports flexible working for all staff groups will be undertaken as part of the GSA Equality Outcome 4 2017-21.
- Analysis of the recruitment process statistics highlight that the profiles of staff applying for roles at GSA appear to be consistent with the profiles of those appointed.

Staff data

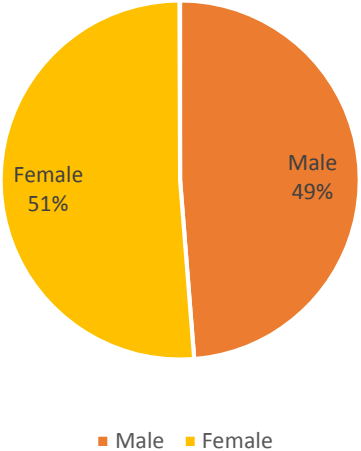


* *In 2017-18 all staff at GSA returned information declaring the same gender as they were assigned at birth, and therefore this information is not included in the visual data.*

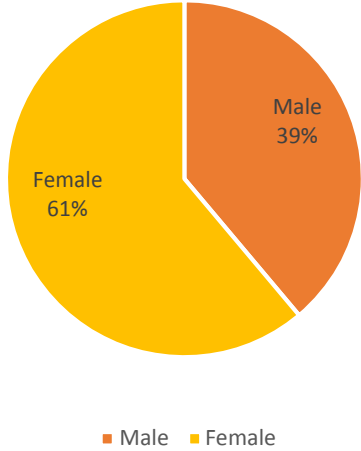
All Staff - Full-time / Part-time % (Staff)



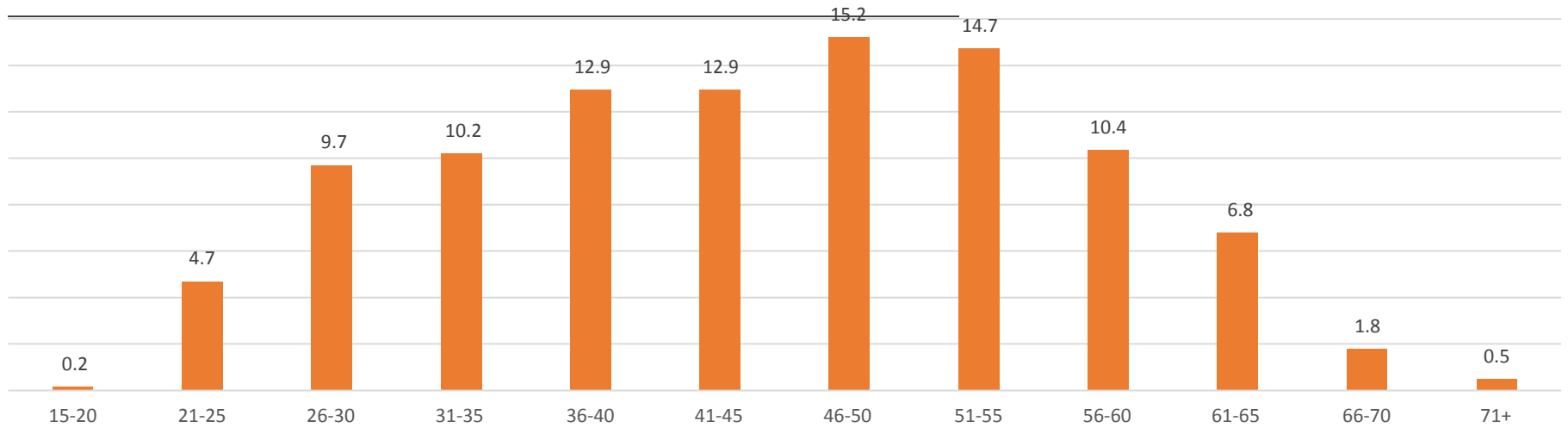
Gender % Full-time (Staff)



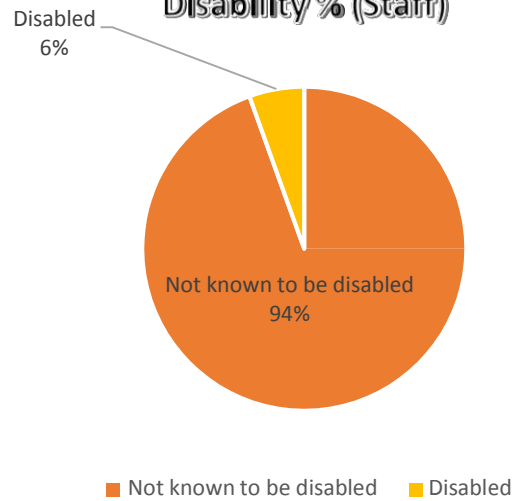
Gender % Part-time (Staff)



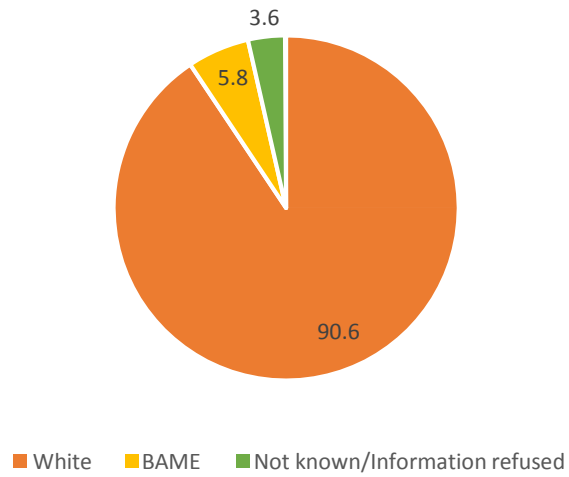
Age % (Staff)



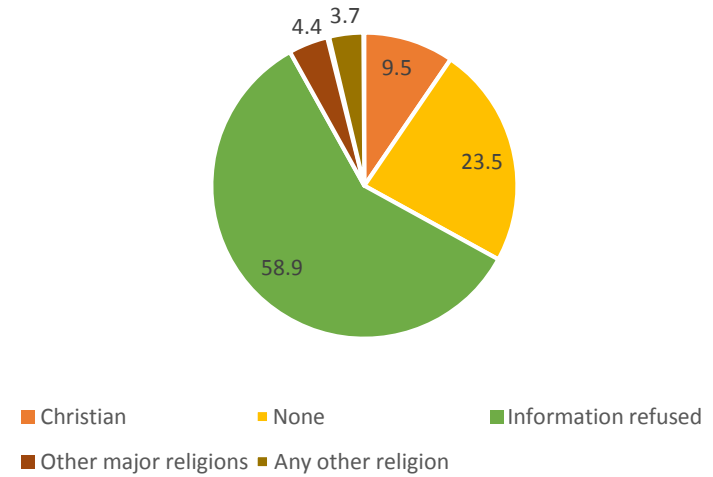
Disability % (Staff)



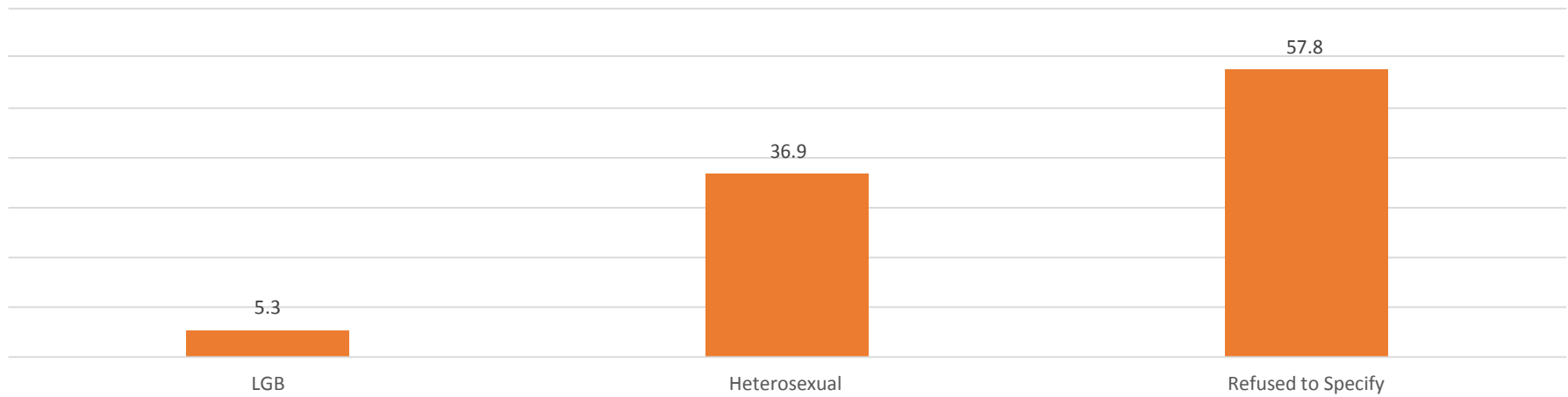
Ethnicity % (Staff)



Religion/Belief % (Staff)

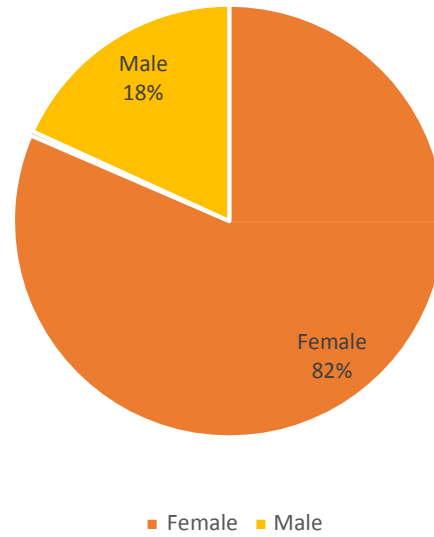


Sexual Orientation % (Staff)



Flexible Working

Flexible Working % - Gender



Grievance/Disciplinary

The number of disciplinary and grievance cases at GSA in 2017/18 were low, similar to previous years.

2 grievance cases were raised at GSA in 2017/18, which is 1 more than reported in 2016/17. Both were raised by male staff on full time contracts.

In the current period 5 disciplinary cases (all male) were undertaken, representing less than 1.0% of the overall staff employed. 80% of the staff subject to disciplinary procedures were full time, 20% part-time.

None of the staff who were the subject of a grievance or disciplinary process were disclosed as having a disability.

When comparing these numbers to previous years, there would appear to be no trends in the profile of staff who raise grievances or are subject to disciplinary procedures, other than there being a higher male representation. Given the small numbers, however, it is difficult to establish any patterns.

Maternity / Adoption / Shared Parental Leave

3 staff (less than 1%) took Maternity leave during 2017/18. 66% of these staff were part-time and 34% were full-time.

1 member of staff took Adoption leave & 3 staff took Shared Parental leave during this period. All staff were full time with a 50% split between male and female.

Current figures in comparison to previous show consistent average percentage split of staff on Mat leave between full-time and part-time staff.

Recruitment

These figures contain profiling of the protected characteristics relating to both the applicant data as well as the staff appointed into role once the recruitment process is complete.

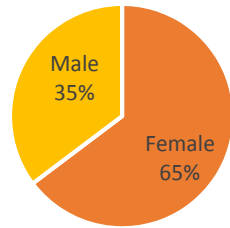
A number of key points should be noted related to the data presented within this area:

- Applications remain consistent in terms of gender - male 35-40% and female 60-65%
- Disclosure rates for applicants continue to increase from previous years particularly, ethnicity, religion and sexual orientation. Non-disclosure is currently around 13% across all areas which indicates a gradual increase each year since 2012 (over 30%)
- The profile of those appointed into new roles (67 staff) during 2017/18 in terms of gender were male 30 -35% and female 65-70%
- Non-disclosure of Sexual Orientation (9%) and Religion /Belief (10.4%) for staff appointed has improved since 2016/17. These figures are slightly better from previous 21% & 15.5% respectively.

Recruitment (Applicants)

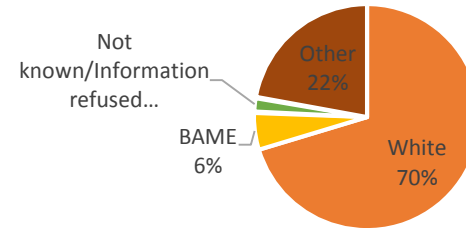
Note: Applicants are not required to disclose Age or Disability at this stage

Applicants - Gender %



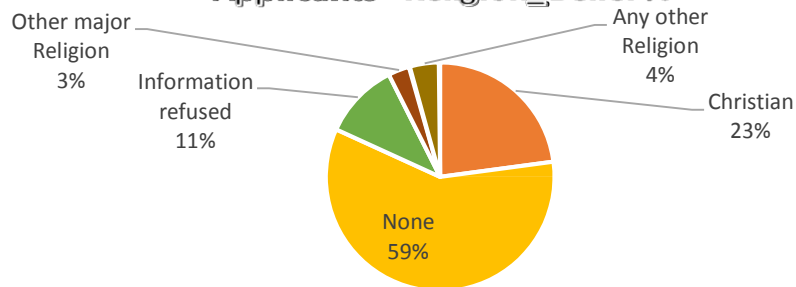
Female Male

Applicants - Ethnicity %



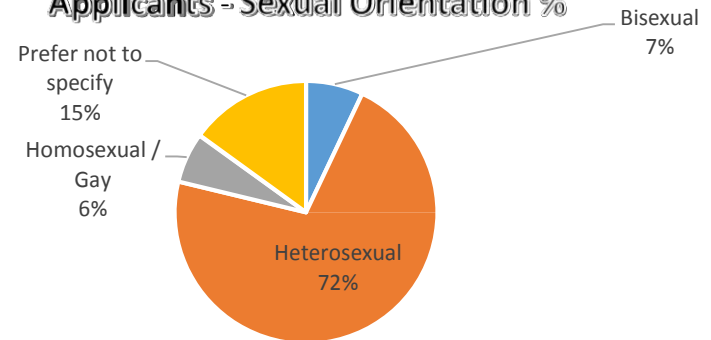
White BAME Not known/Information refused Other

Applicants - Religion_Belief %



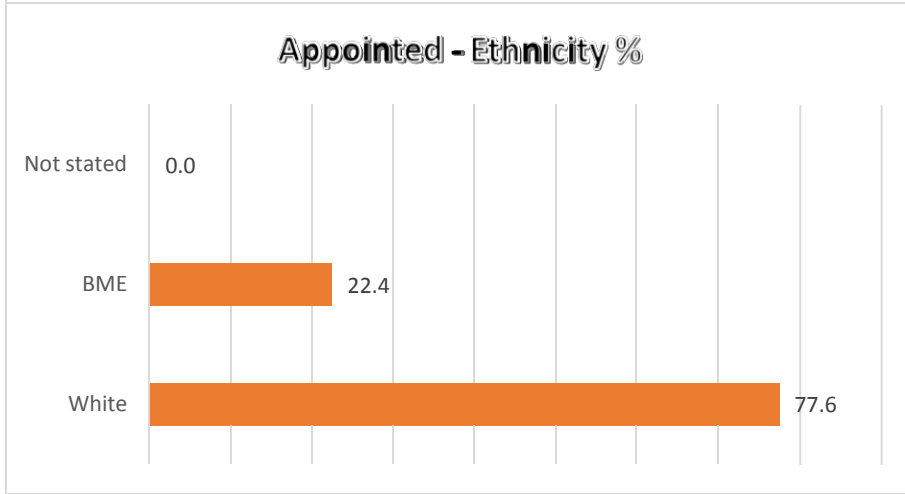
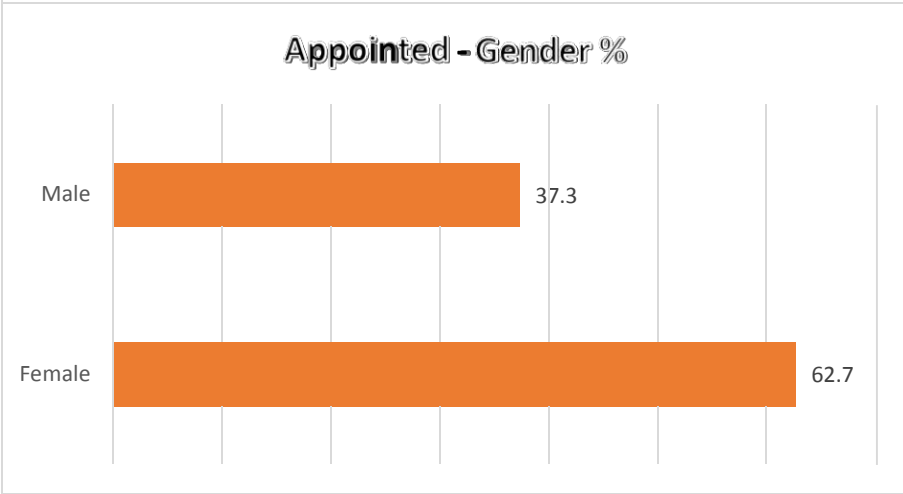
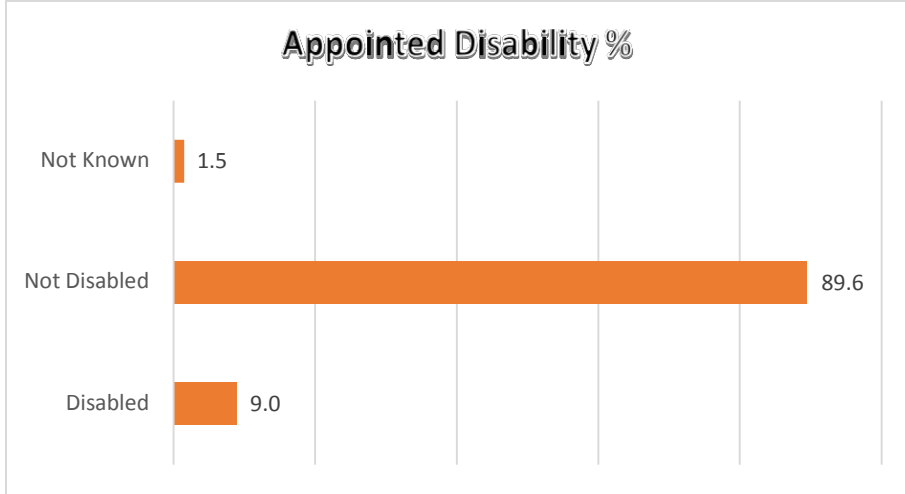
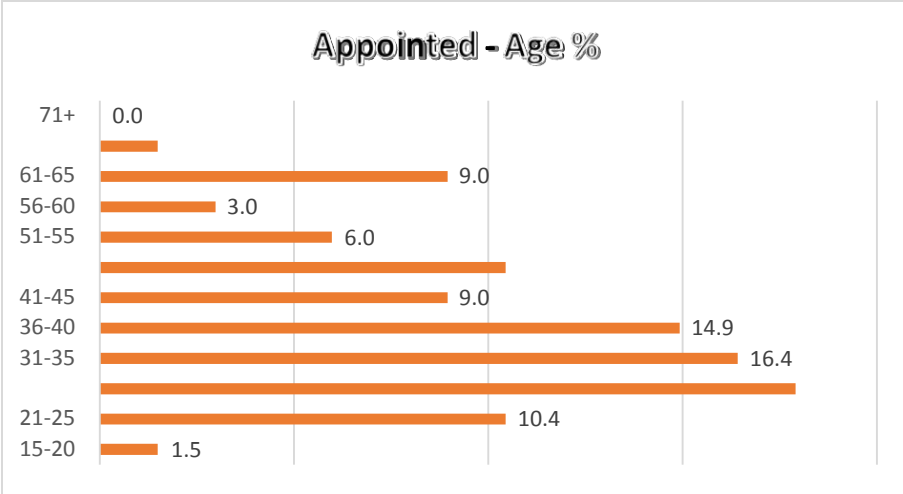
Christian None Information refused
Other major Religion Any other Religion

Applicants - Sexual Orientation %

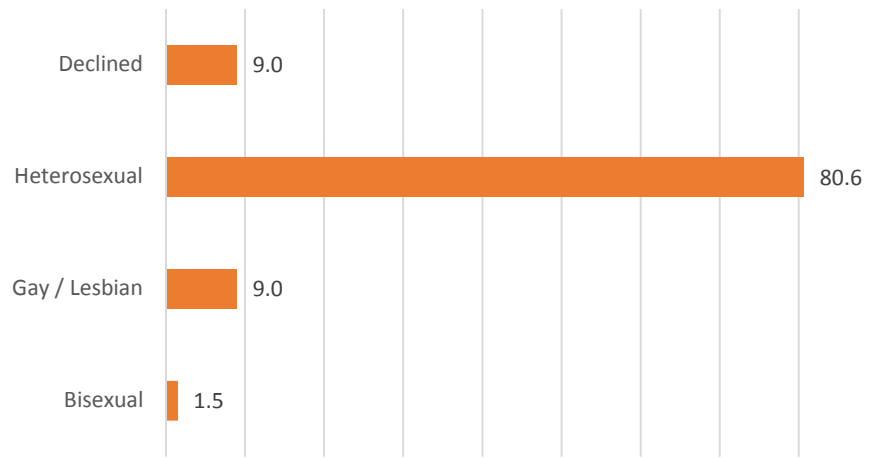


Bisexual Heterosexual Homosexual / Gay Prefer not to specify

Recruitment (Appointed)



Appointed - Sexual Orientation %



Appointed - Religion_Belief %

