

Equality monitoring report: Staff

The Glasgow School of Art



2018 - 2019

Staff equality monitoring report 2018-19

Introduction

GSA continues to monitor equality data for all protected characteristics, using data held on the integrated HR/Payroll system for the academic year 2018-19.

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 remain 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 previously increased year to year (3.9% 2014 to nearly 6.0% 2018 dropping slightly to 5% in 2019) however there remains a declared commitment to improving the representation of people from BAME groups across GSA. This is reflected in the Equality Outcome 5 2017-21.

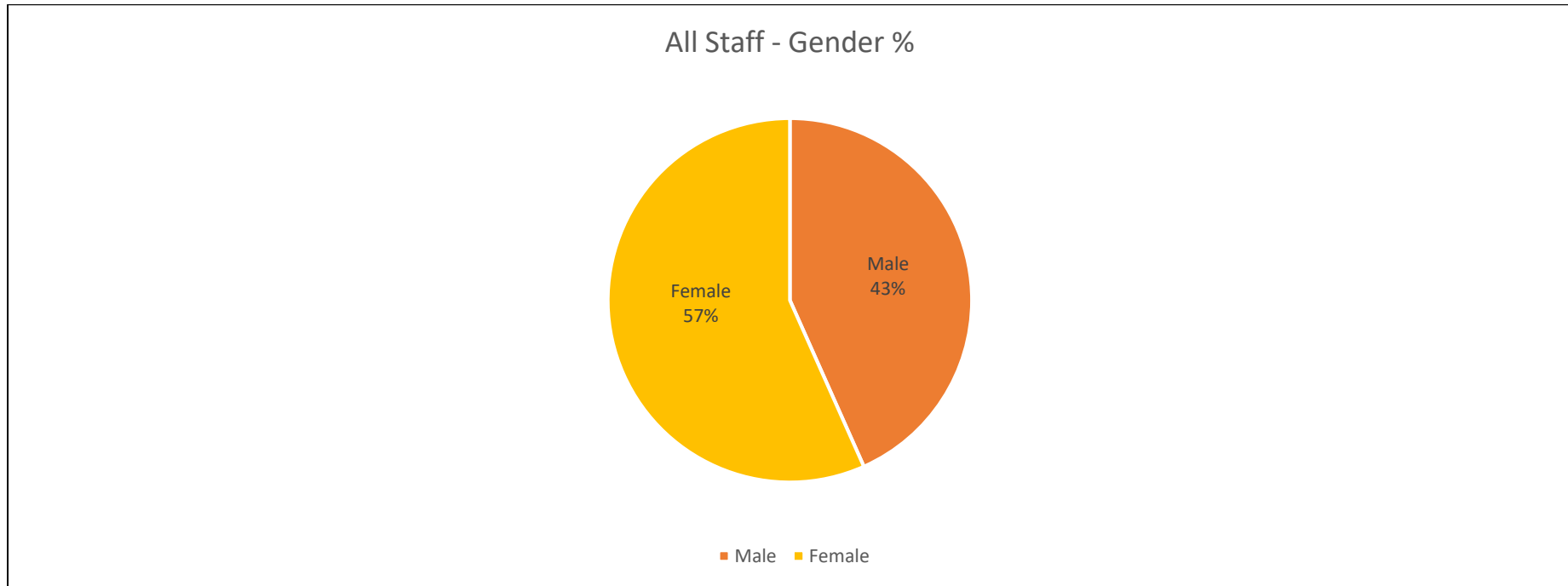
* *In 2018-19 all staff at GSA returned information declaring the same gender as they were assigned at birth, and therefore this information is not included in the visual data.*

- Flexible working applications have remained the same to 2017/18 (11 staff – 2%). Applications from female staff have decreased slightly during that time (from 9 down to 7) whereas male applications have doubled from 2 to 4. This indicates that female staff are still more likely to seek adjusted working patterns however male applications have increased by 100% during the same period. 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.

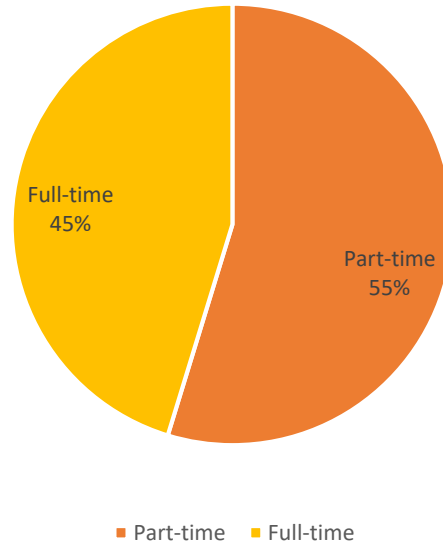
- Analysis of the recruitment process statistics highlight that the profiles of staff applying for roles at GSA appear to be consistent with the profiles of those appointed.
- Comparing 2017/18 figures to current indicates a minor decrease of female staff requesting flexible working from 82% down to 64%. The split of requests remains around 80% full-time & 20% part-time applicants. Male staff requesting flexible working has increased from 18% up to 37%. 50% of male requests were full-time staff.

Staff data

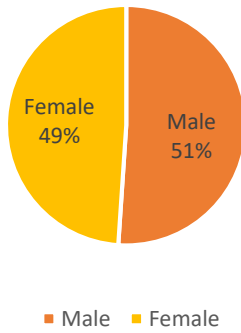


* *In 2018-19 all staff at GSA returned information declaring the same gender as they were assigned at birth, and therefore this information is not included in the visual data.*

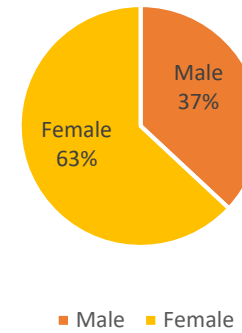
All Staff - Full-time / Part-time % (Staff)



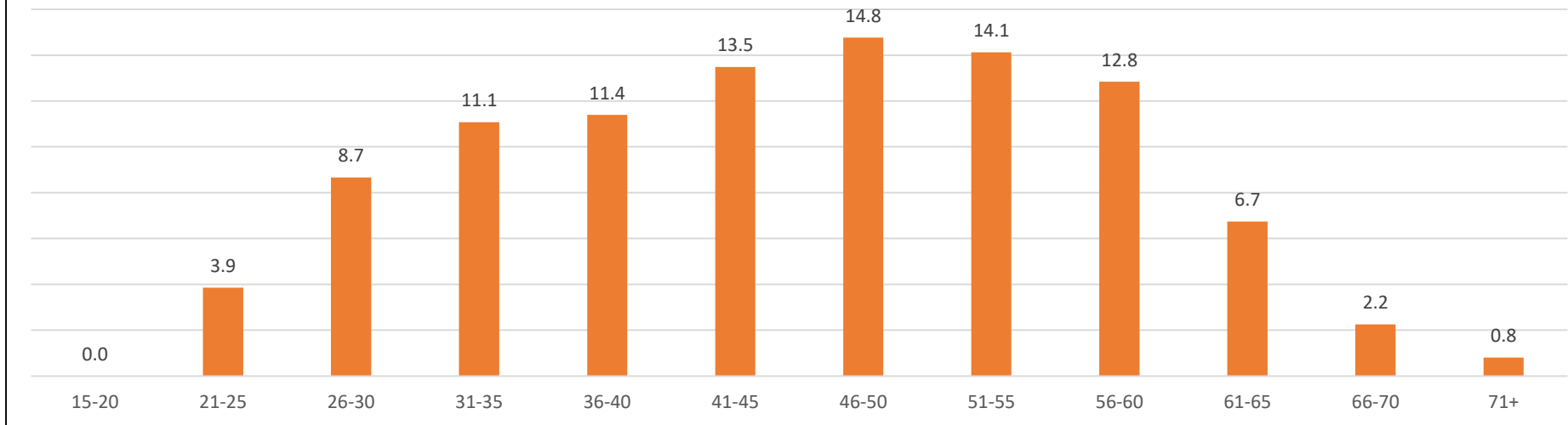
Gender % Full-time (Staff)



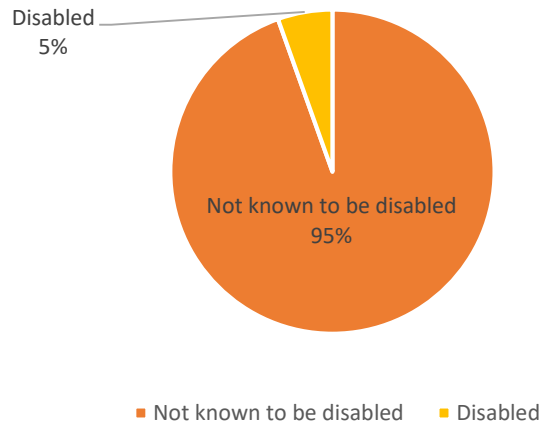
Gender % Part-time (Staff)



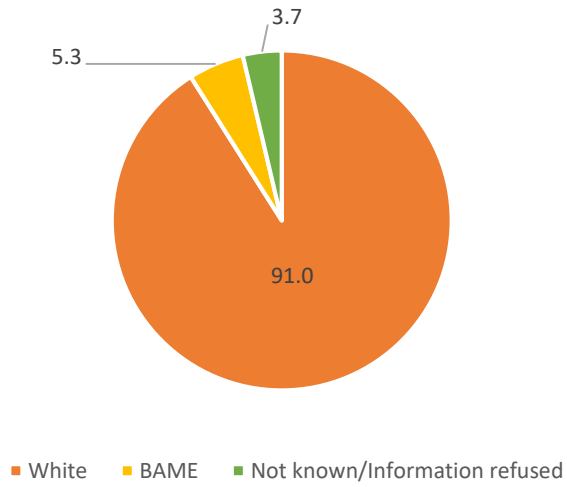
Age % (Staff)



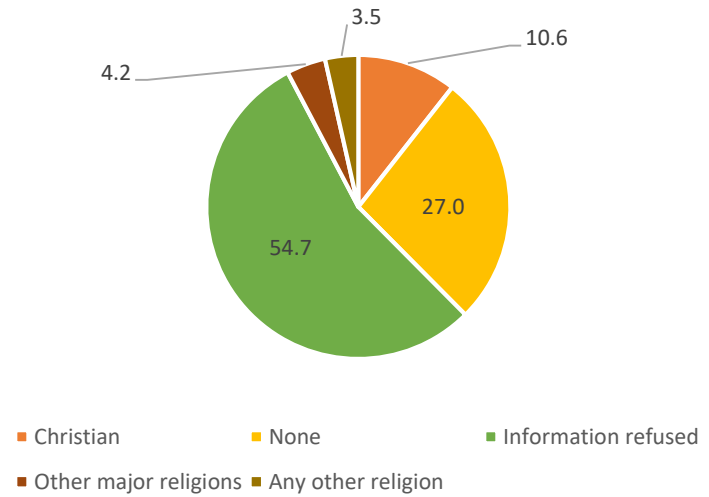
Disability % (Staff)



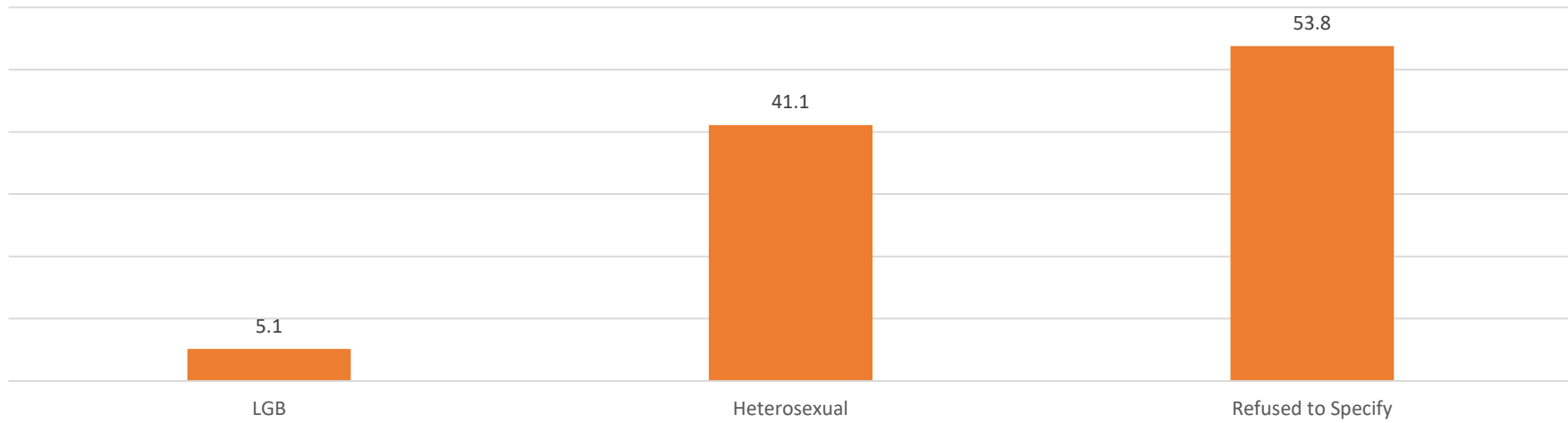
Ethnicity % (Staff)



Religion/Belief % (Staff)

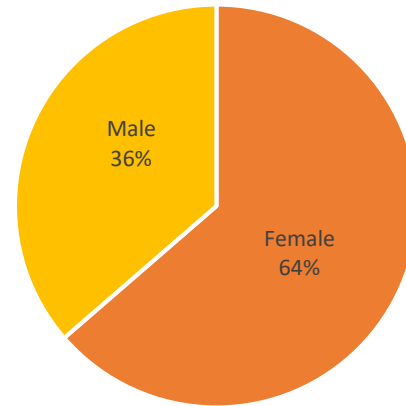


Sexual Orientation % (Staff)



Flexible Working

Flexible Working % - Gender



■ Female ■ Male

Grievance/Disciplinary

The number of grievance and disciplinary cases at GSA in 2018/19 were low, similar to previous years.

2 grievance cases were raised at GSA in 2018/19, which is the same as reported in 2017/18.
Both were raised by male staff, 1 full-time & 1 part-time contract.

In the current period only 3 disciplinary cases (2 male / 1 female) were undertaken, representing less than 0.5% of the overall staff employed.

67% of the staff subject to disciplinary procedures were full time, 33% part-time.
No member of staff subject to a grievance or disciplinary were disclosed as having a disability.

When comparing these similar 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. Given the small numbers, however, it is difficult to determine any patterns.

Maternity / Adoption / Shared Parental Leave

4 staff (less than 1%) took Maternity leave during 2018/19. 75% of these staff were part-time and 25% were full-time.

2 staff took Shared Parental leave during this period
Both were part-time and a 50% split between male / female.

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

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:

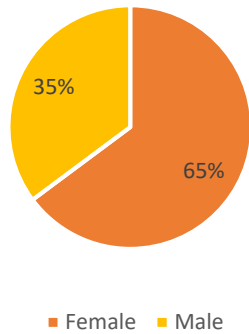
- Applications remain consistent in terms of gender - male 35-40% / female 60-65%
- Disclosure rates (***non-compulsory***) for applicants continue to increase from previous years particularly, ethnicity, religion and sexual orientation.
Non-disclosure is averaging around 9% across all areas (13% for 17-18) which indicates a gradual increase each year since 2012 (over 30%)
- Those appointed into new roles (94 staff) during 2018/19 remain similar in terms of gender – male 30 -35% / female 65-70%
- Non-disclosure of Sexual Orientation 26% and Religion /Belief 25% for staff appointed into has risen since 2017/18.
These figures have increased significantly from previous 9% & 10.4% respectively.

GSA continues to be committed to enabling full staff disclosure and continue to encourage specific areas around 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.

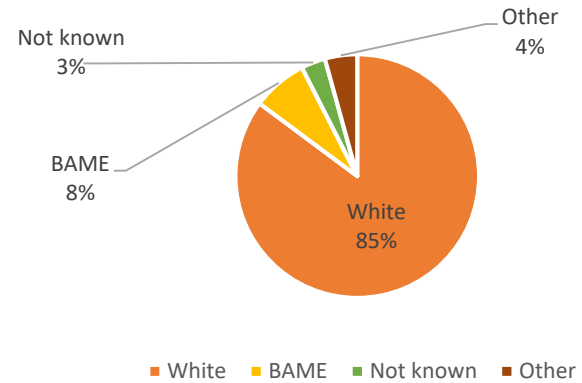
Recruitment (Applicants)

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

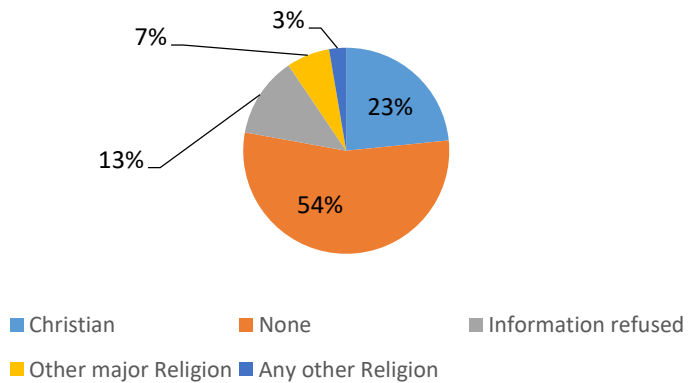
Applicants - Gender %



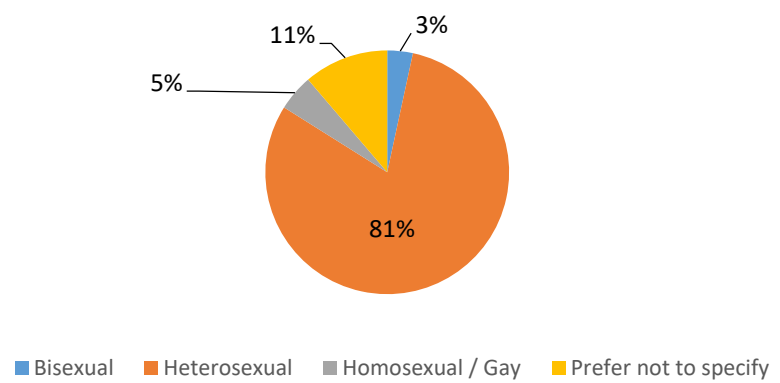
Applicants - Ethnicity %



Applicants - Religion_Belief %

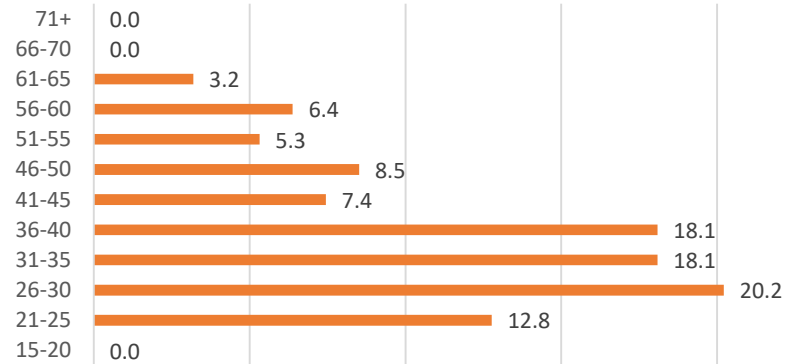


Applicants - Sexual Orientation %

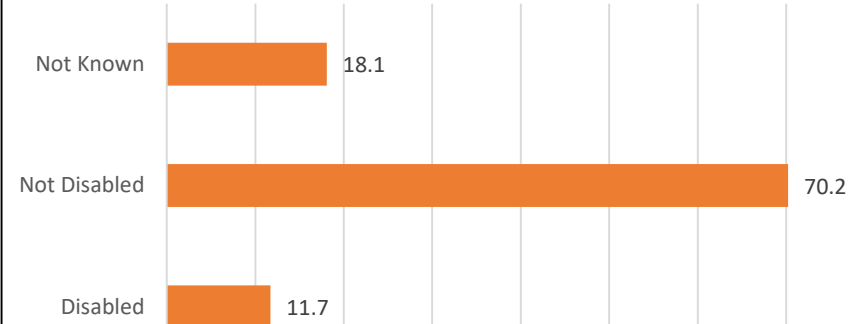


Recruitment (Appointed)

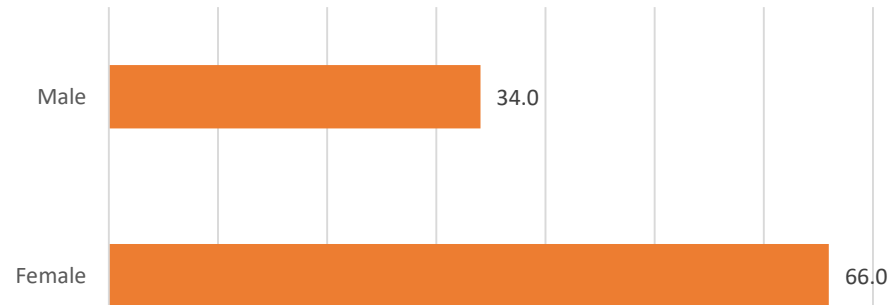
Appointed - Age %



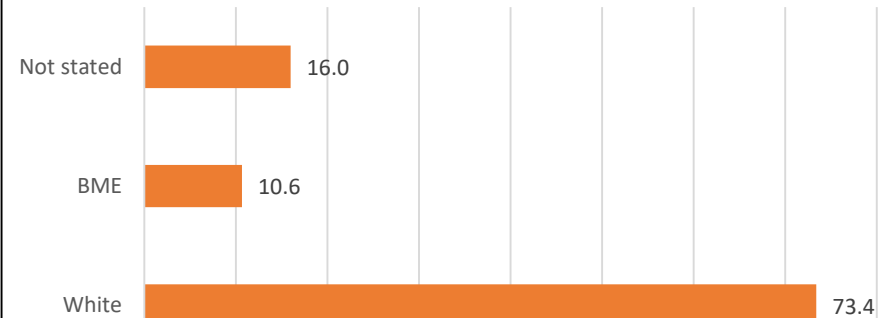
Appointed Disability %



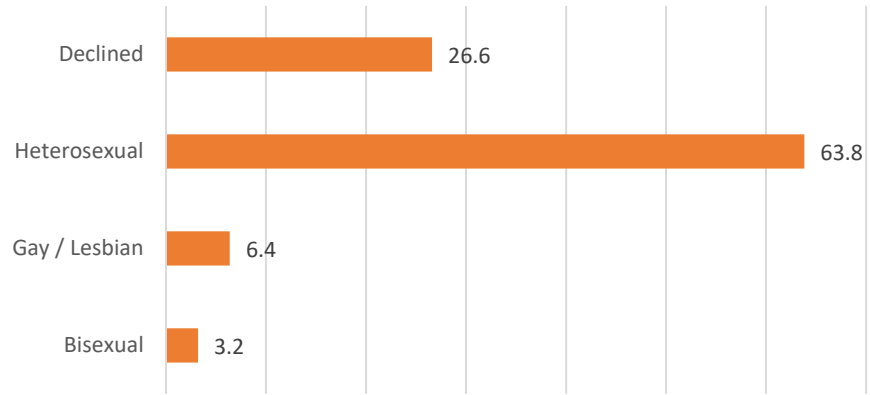
Appointed - Gender %



Appointed - Ethnicity %



Appointed - Sexual Orientation %



Appointed - Religion_Belief %

