Equality monitoring report: Staff

Glasgow School of Art

2019 - 2020

Staff equality monitoring report 2019-20

Introduction

GSA continues to monitor equality data for all protected characteristics, using data held on the integrated HR/Payroll system for the academic year 2019-20.

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 / belief.

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:

- ***Due to the impact of COVID-19 and staff mostly working from home during this reporting period, some figures may show as inconsistent from previous years (i.e. Flexible working)***

- 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 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). This year follows the same trend with a slight increase to nearly 6%. GSA will remain committed to improving the representation of people from BAME groups across GSA. This is reflected in the Equality Outcome 5 2017-21.

* In 2019-20 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 reduced during 2019/20 (From 11 staff (2%) to 5 staff – >1%). All applications were from female staff. This would still indicate that female staff are still more likely to seek adjusted working patterns, however with the impact of COVID-19 and staff mostly working from home or on furlough, lower figures are expected. There were no refusals of flexible working during this time.
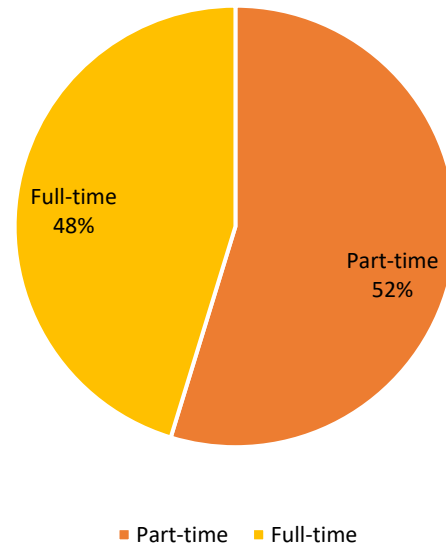
  Further analysis on how GSA supports flexible working for all staff groups will be undertaken as part of the GSA Equality Outcome 4 2017-21.

Staff data
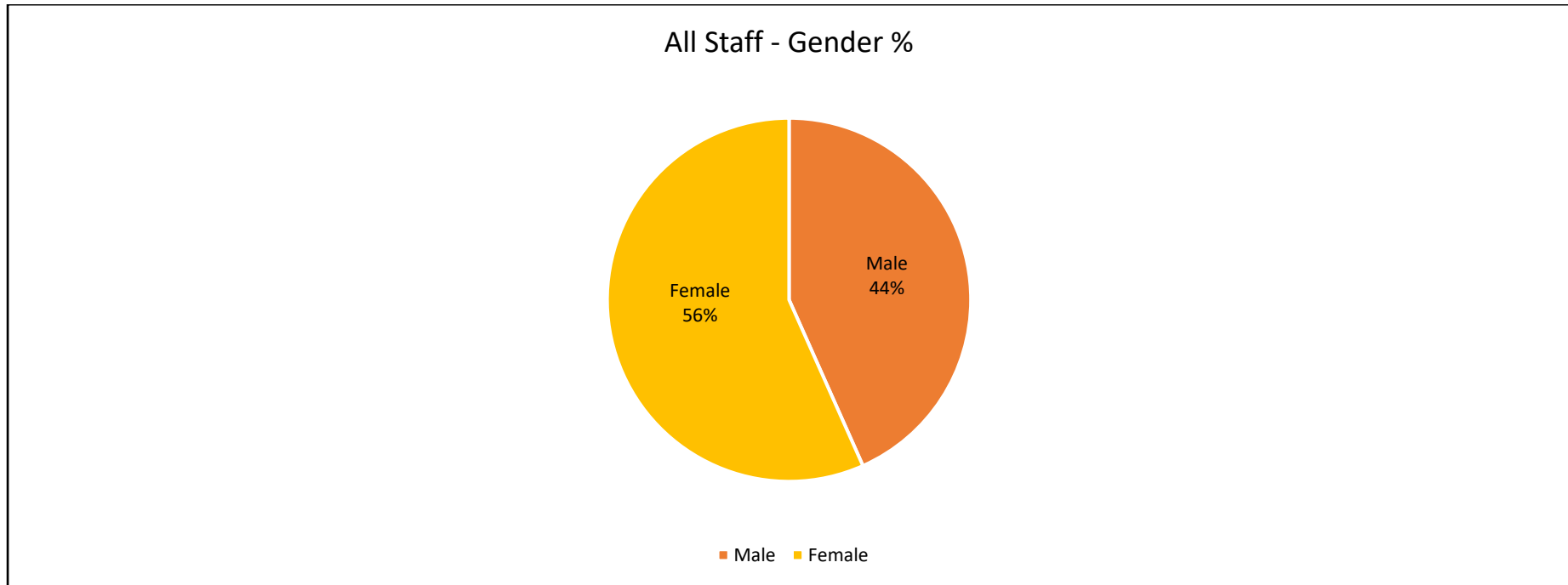
All Staff - Gender %
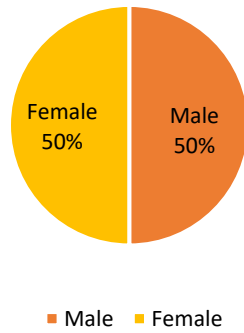

Male
44%

Female
56%

■ Male ■ Female

*   *In 2019-20 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.*
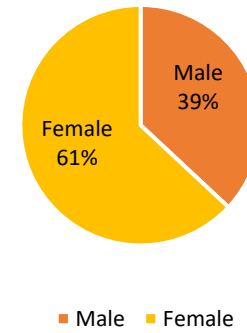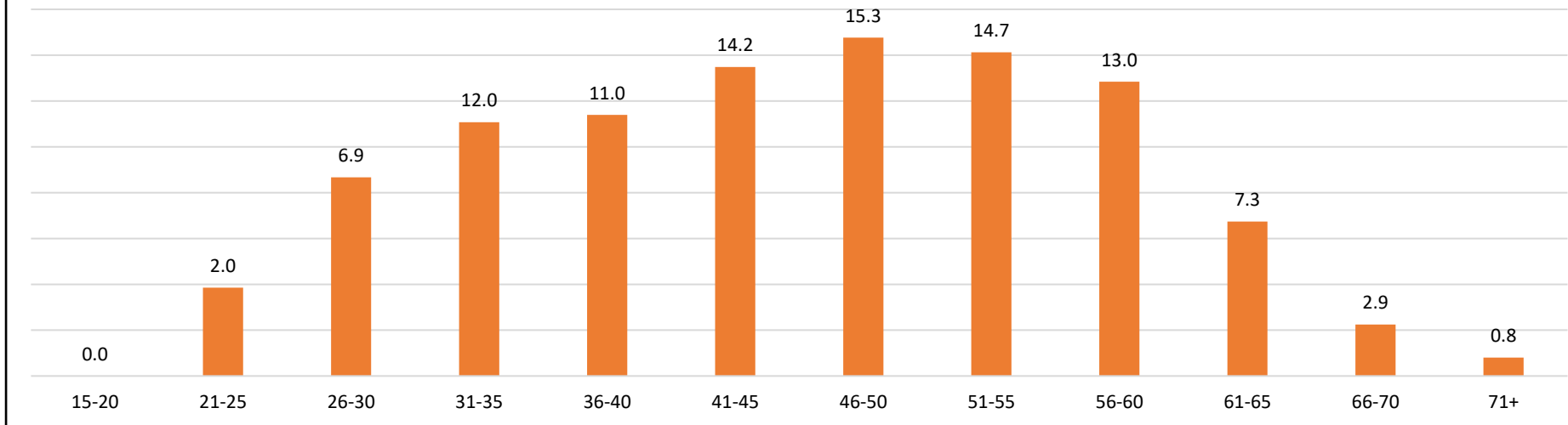
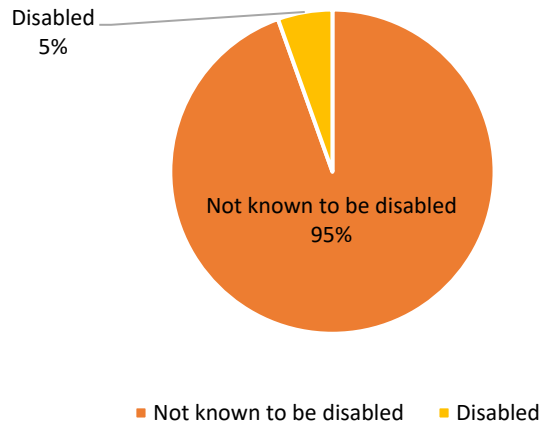## All Staff - Full-time / Part-time % (Staff)

Full-time
48%

Part-time
52%

■ Part-time ■ Full-time

Gender % Full-time (Staff)

Female
50%

Male
50%

■ Male ■ Female

Gender % Part-time (Staff)

Male
39%

Female
61%

■ Male ■ Female

Age % (Staff)

Age	%
15-20	0.0
21-25	2.0
26-30	6.9
31-35	12.0
36-40	11.0
41-45	14.2
46-50	15.3
51-55	14.7
56-60	13.0
61-65	7.3
66-70	2.9
71+	0.8

Disability % (Staff)

Disabled 5%

Not known to be disabled 95%

- Not known to be disabled
- Disabled

Ethnicity % (Staff)

- White: 90%
- BAME: 6%
- Not known/Information refused: 4%

Religion/Belief % (Staff)

- Christian: 10%
- None: 28%
- Information refused: 53%
- Other major religions: 4%
- Any other religion: 5%

Sexual Orientation % (Staff)

LGB	Heterosexual	Declined to Specify
6.2	41.8	51.9
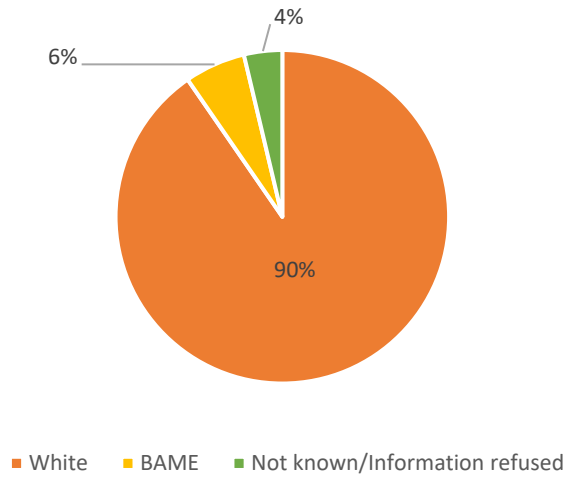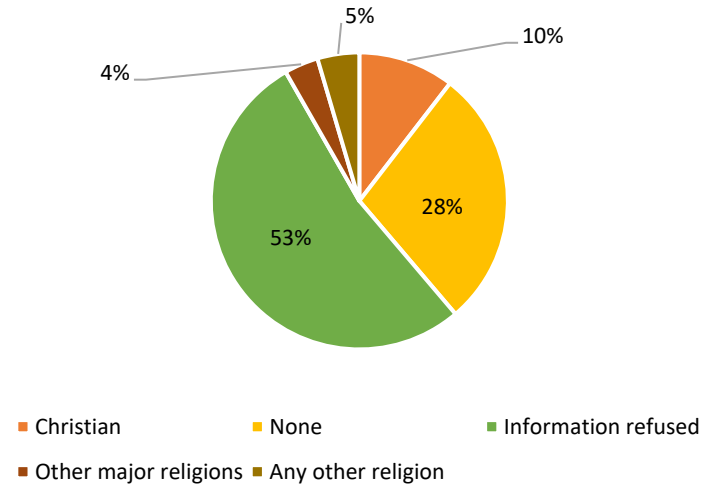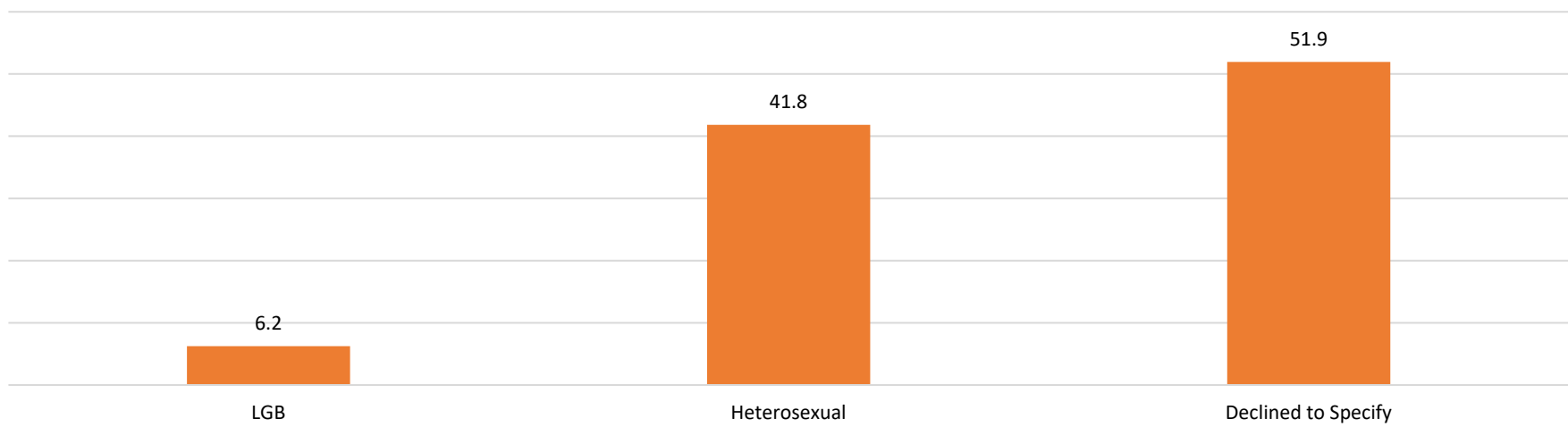
Flexible Working

Flexible Working % - Gender

Male
0%
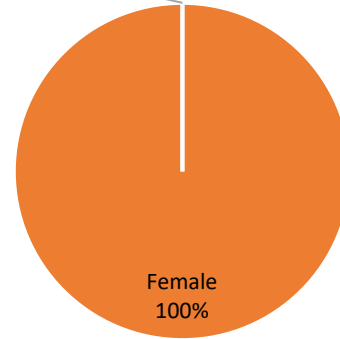
Female
100%

■ Female ■ Male

Grievance/Disciplinary

The number of grievance and disciplinary cases at GSA in 2019-20 were low, similar to previous years.

3 grievance cases were raised at GSA in 2019/20, which is slightly higher than reported in 2018-19.
1 grievance was raised by a male member of staff and the other 2 by female members of staff. One of the individuals was on a full time contract and 2 individuals were on a part-time contract.

In the current period only 4 disciplinary cases (2 male / 2 female) were undertaken, representing less than 0.7% of the overall staff employed.

100% of the staff subject to disciplinary procedures were full time.
1 member of staff subject to a grievance or disciplinary was 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

5 staff (less than 1%) took Maternity leave during 2019/20. 3 of these staff were part-time and 2 were full-time.

No staff took Shared Parental leave during this period, compared to 2 employees in year 2018/2019.

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