

Equality monitoring report: Staff Glasgow School of Art



2020 - 2021

Staff equality monitoring report 2020 - 2021

Introduction

GSA continues to monitor equality data for all protected characteristics, using data held on the integrated HR/Payroll system for the academic year 2020 - 2021.

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:

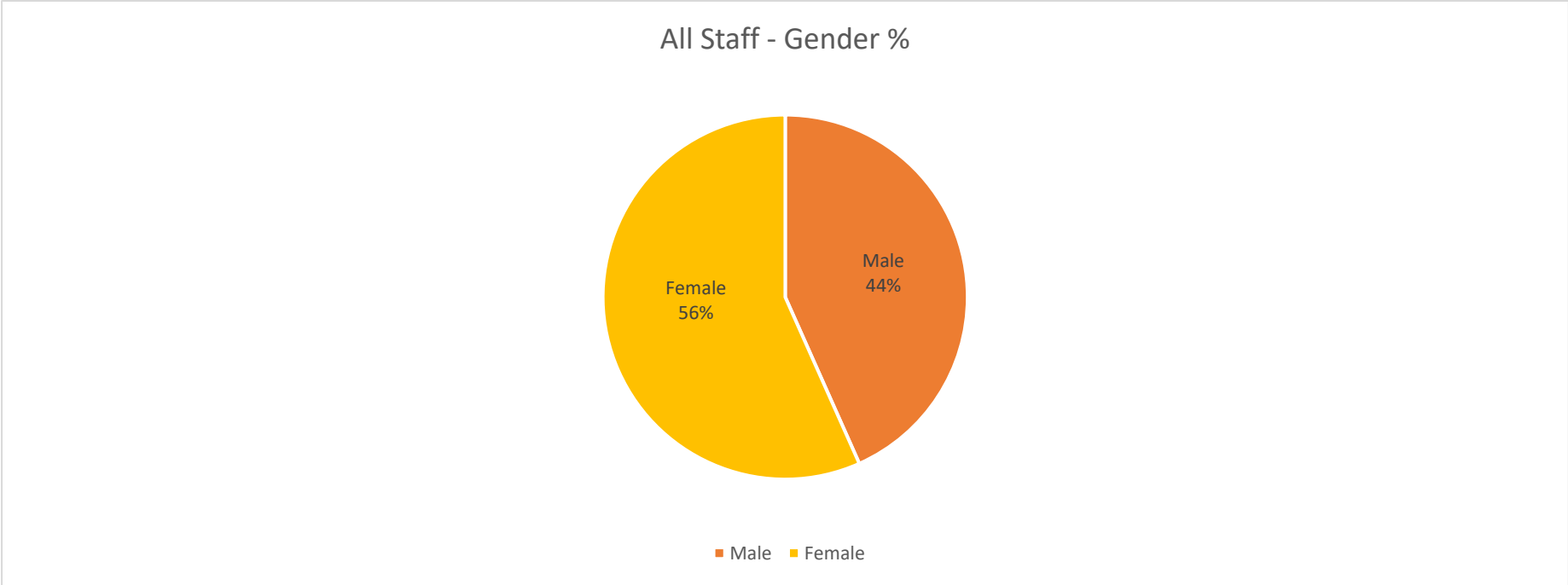
- ***Due to the ongoing impact of COVID-19 and staff mostly working from home during this reporting period, some figures will appear inconsistent from previous years (i.e. Flexible working)***
- Disclosure rates for existing staff remain similar to previous years in relation to disability, religion and sexual orientation, although they are still lower than desired*. Based against disclosure rates during the recruitment stages, existing staff figures remain consistent (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 this year declaration has increased again (5% up to 7%). 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. Therefore, this information is not included in the visual data.***

- Flexible working applications have remained consistent during 2020/2021 (5 staff – >1%). 4 from female staff and 1 male. 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 currently mostly working from home or on furlough, lower figures are expected. There were no refusals of flexible working during this time.

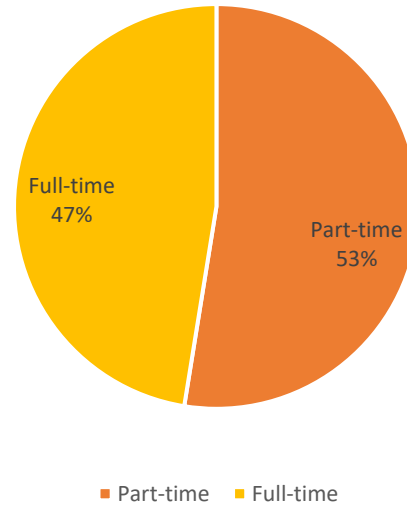
Further analysis on how GSA supports flexible working for all staff groups will be undertaken as part of the GSA Equality Outcome 4 2017-21.

Staff data

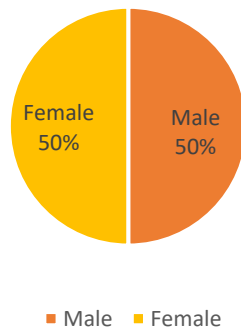


* *In 2020-2021 all staff at GSA returned information declaring the same gender as they were assigned at birth. Therefore, this information is not included in the visual data.*

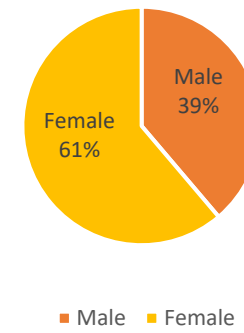
All Staff - Full-time / Part-time % (Staff)



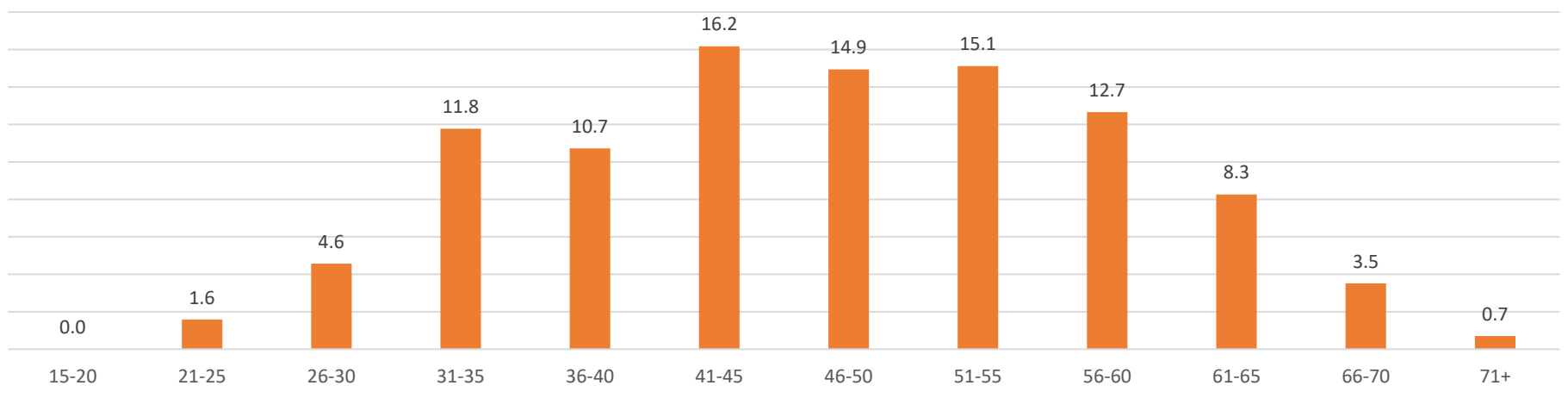
Gender % Full-time (Staff)



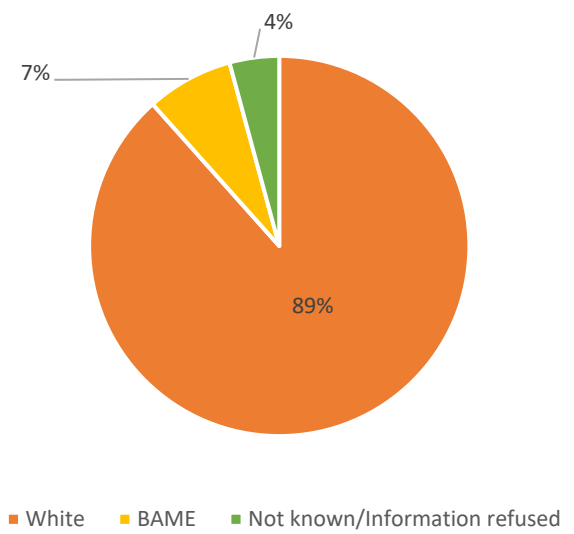
Gender % Part-time (Staff)



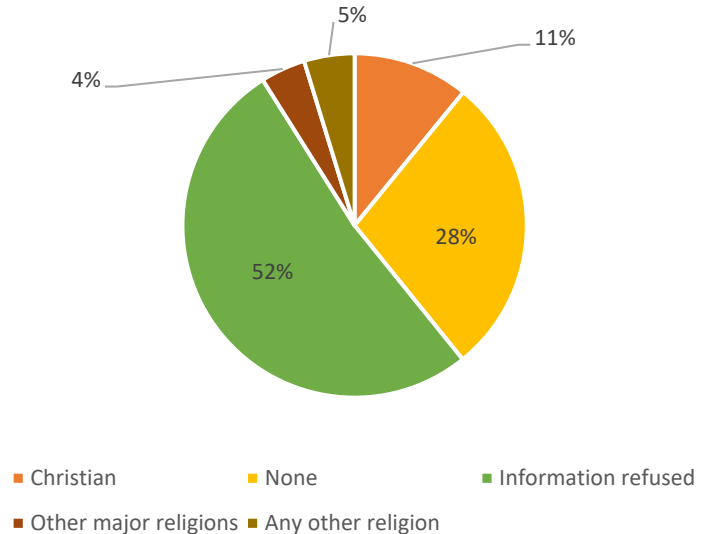
Age % (Staff)

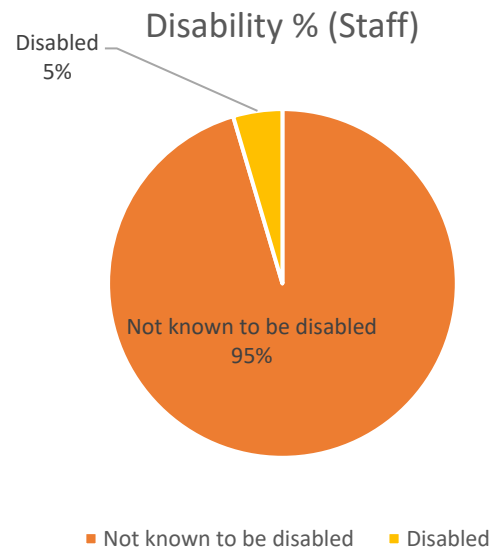


Ethnicity % (Staff)

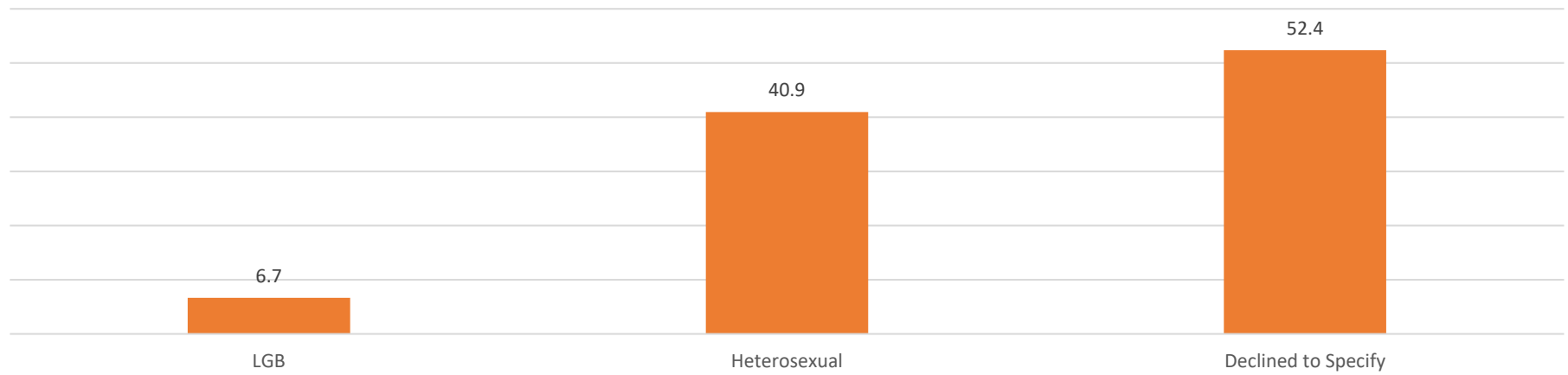


Religion/Belief % (Staff)



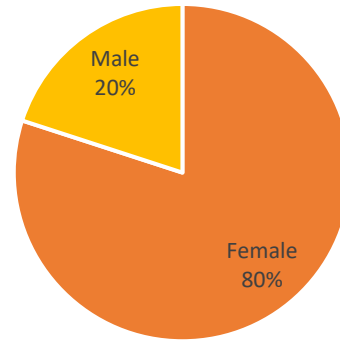


Sexual Orientation % (Staff)



Flexible Working

Flexible Working % - Gender



■ Female ■ Male

Grievance/Disciplinary

The number of grievance and disciplinary cases at GSA in 2020-21 were low, similar to previous years.

Less than 5 new grievance cases were raised at GSA in 2020/21, which is the same as reported in 2019-20. All raised by female members of staff. Cases equally split by full-time and part-time contracts.

In the current period less than 5 new disciplinary cases (equally split between male / female) was undertaken, representing less than 0.1% of the overall staff employed.

Of the staff subject to disciplinary procedures, again this was split equally between full-time and part-time. None of the staff subjected 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

Less than 5 staff (< 1%) took Maternity leave during 2020/21. 3 of these staff were full-time and 1 was part-time.

Less than 5 staff (< 1%) took Shared Parental leave during this period, compared to 0 employees in year 2019/2020.

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