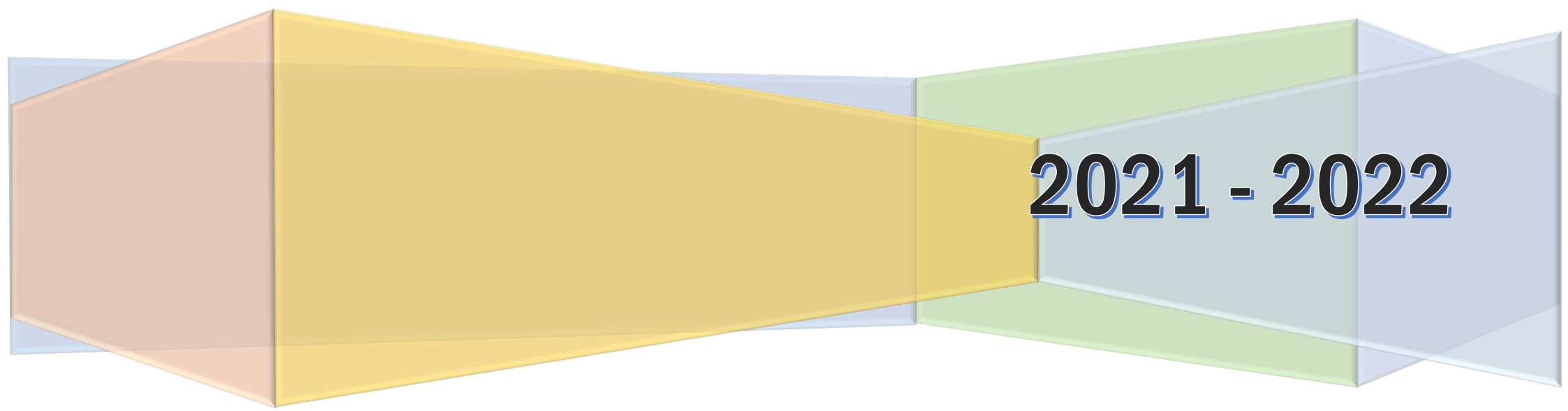


Equality monitoring report: Staff

Glasgow School of Art



2021 - 2022

Staff equality monitoring report 2021 - 2022

Introduction

GSA continues to monitor equality data for all protected characteristics, using data held on the integrated HR/Payroll system for the academic year 2021 - 2022.

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 and
- maternity / adoption / shared parental leave.

Total figures for the purpose of this report is 639 (figures taken 1 July 2022).

Developing Glasgow School of Art's approach to equality, diversity and inclusion

Working in a dynamic environment there are opportunities to continuously improve what we do, our approach to equality, diversity and inclusion impacts not just on our staff but also our student body. As such we are committed to making improvements across this area and set out some of the aspects of our work that we are keen to build into our approach to equality, diversity and inclusion.

- A part of this ambition is being exemplary in this area and we will expect to meet the minimum legal requirements and to help us we will:
 - Use our behaviours and values to help shape our approach to equality, diversity and inclusion
 - Actively listen to our staff and stakeholders, putting them and their needs at the centre of what we do
 - Encourage open and honest communications, including ways to raise issues and ensuring awareness is raised in how to do so
 - Improve on our collection, collation and presentation of workforce data
- Publish our equal pay review document and where possible ensure the linkages are made with other documents such as our Equality Outcomes 2021-25
- We will work in partnership within HR and with Trade Union colleagues who provide valuable insights, including emerging issues and themes from across the institution so that we fully understand and can then take appropriate action
- Use our People Strategy 2023-27 to provide a framework for the improvements that we are committed to making in this area, ensuring that the work is threaded throughout the actions that will come from the People Strategy but also link to the ambitions set out in the Glasgow School of Art Equality Outcomes 2021- 2025
- To further enhance the commitment to this area, additional capacity within the HR team will enable an increased focus on this area across all the work that impacts on our workforce. It will enable better use of our systems for collection of data and the mainstreaming of equality, diversity and inclusion across all our work and will enable this to be an embedded principle within the work of the HR team.

Current position

For the purposes of this report the following table provides the current breakdown of our workforce

Gender	Full time	Part time	% of staff
Female	149	213	FT – 23% PT – 32%
Male	144	133	FT – 23% PT – 22%
Other	n/a	n/a	n/a
Total	293	346	639 – 100%

Disability		
	%	Total
No / Not known	92.5	591
Disabled	7.5	48
	100.0	639

Sexual Orientation		
	%	Total
LGB	7.0	46
Heterosexual	46.0	292
Declined to Specify	47.0	296
Other	0.8	5
	100.0	639

Religion / Belief		
	%	Total
Christian	12.7	81
None	35.4	226
Information refused	43.7	279
Other major religions	4.4	28
Any other religion	3.9	25
	100.0	639

Age		
	%	Total
15-20	0.2	1
21-25	1.7	11
26-30	8.9	57
31-35	11.1	71
36-40	11.1	71
41-45	13.8	88
46-50	12.8	82
51-55	14.2	91
56-60	14.4	92
61-65	7.7	49
66-70	3.6	23
71+	0.5	3
	100.0	639

Ethnicity		
	%	Total
White	87.8	561
BAME	5.2	33
Not known	7.0	45
	100.0	639

- 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.
- In the table above in relation to gender other we have had none disclosed for the purposes of reporting but we will continue to support and encourage disclosure across all protected characteristics for more than compliance but to measure the impact of the institution in successfully delivery the commitment to delivering equality, diversity and inclusion across our workforce.
- Similarly, with regards to disclosure of sexual orientation indicates that work is required to build trust and confidence from staff as to why we ask for this information and how it is used to better the institution.
- 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 decreased slightly (5.2% from 7.4%). GSA will remain committed to improving the representation of people from BAME groups across GSA. This is reflected in the Equality Outcome 5 2021-25 and throughout the People Strategy.
- Flexible working applications have increased during 2021/2022 (11 staff – >2%). 8 from female staff and 3 from male. This would still indicate that female staff are still more likely to seek adjusted working patterns.

Grievance/Disciplinary

The number of grievance and disciplinary cases at GSA in 2021-22 were low, similar to previous years. Due to the numbers being less than 5 no further detail can be provided.

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 but they continue to be monitored.

Maternity / Adoption / Shared Parental Leave

8 staff (1.25%) took Maternity leave during 2021-22. 4 of these staff were full-time and 4 were part-time.

2 staff (less than 1%) took Shared Parental leave during this period, the same as in period 2020-21.

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

Conclusions

Overall the report does not show any significant changes to the data that has been collated.

As set out above our aim is to develop and embed our approach to how we collate, interpret and use this data to help make informed decisions.

GSA remains committed to improvement in this area and it will be further embedded within the GSA People Strategy 2023-27.