

# Equality Monitoring Report: Students

**THE GLASGOW  
SCHOOL OF ART**



2013-14

## Overview

This report focuses primarily on four of the nine protected characteristics, namely age, ethnicity, gender, and disability all of which show stable or improved rates of representation.

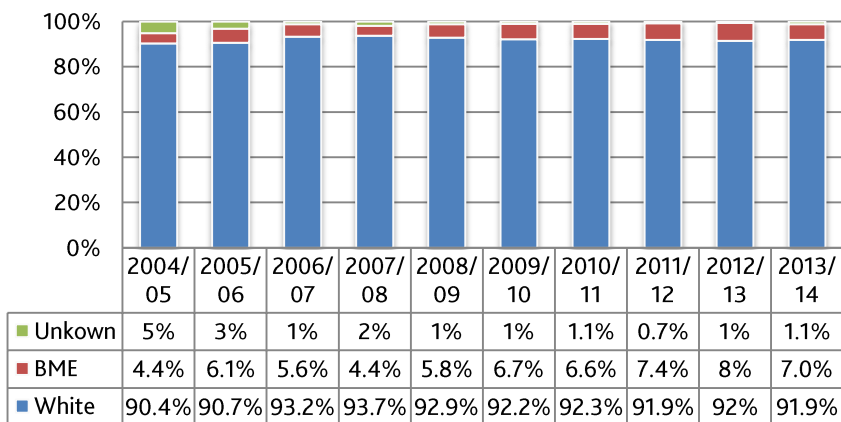
Data relating to sexual orientation and religion and belief for the session are also included. However, data collected regarding pregnancy and maternity, and gender identity (i.e. the question of whether a person identifies with the gender they were assigned at birth) is not included here to ensure that individuals cannot be identified from the data.

GSA has identified a number of equality-related ambitions in its [Equality Outcomes](#), which will contribute to wider representation and diversity among the student body, both directly and indirectly. These include: support for those with hidden disabilities and mental health issues; a culture that allows for free expression of sexual identity and religious belief; an increasingly diverse curriculum; and a commitment to increasing the number of UK-domiciled students from BME groups.

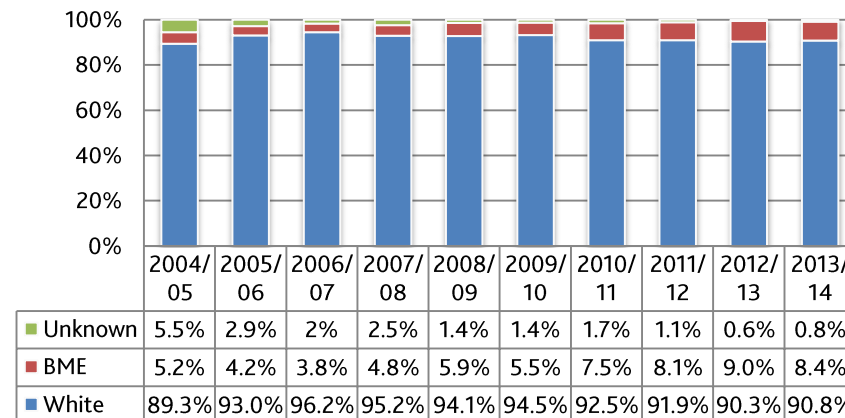
Degree attainment data shows positive results for BME, disability and sexual identity.

1. Ethnicity

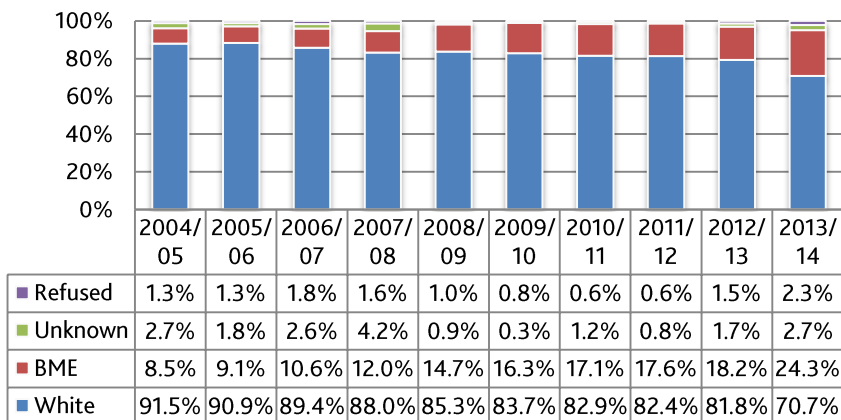
UCAS Applications



UCAS Acceptances



All Current Students

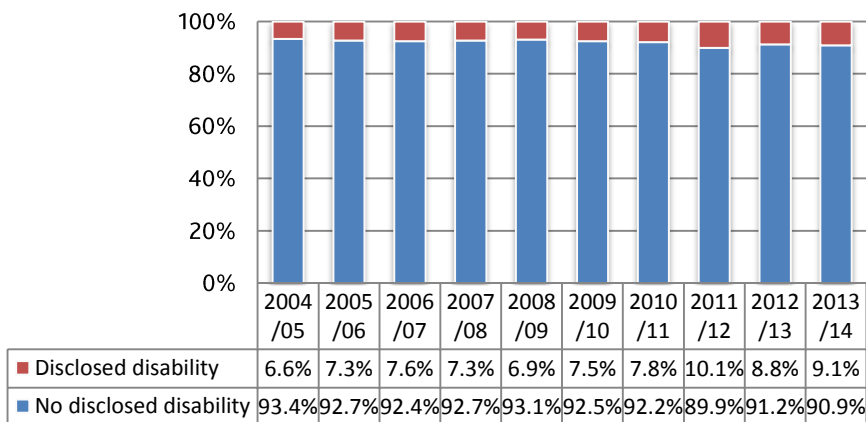


Observations:

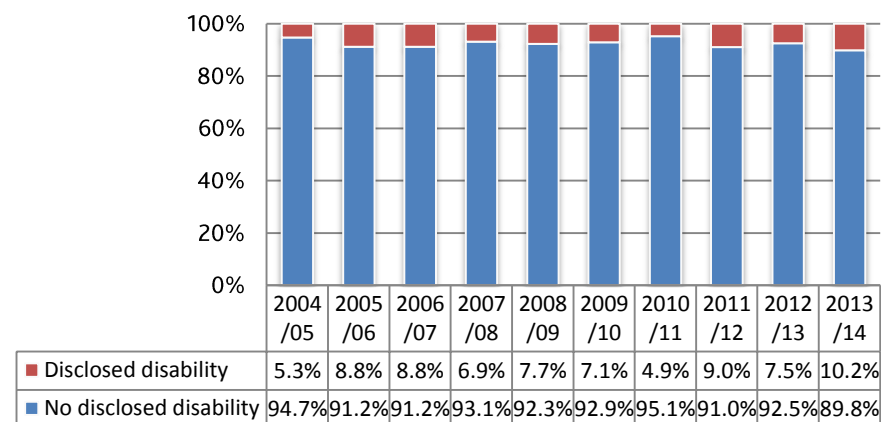
- The percentage of applications from BME groups has risen slightly since 2008/9 with an average over the five years of 7% of UCAS applicants to GSA from BME groups.
- Over the same period, acceptances of applicants from BME groups have risen to 9% in 12/13 with a dip to 6.5% in 13/14. The average over the period is 7%.
- However, analysis of the current student population reveals BME representation in the current student population at a high of 26.1%

2. Disability

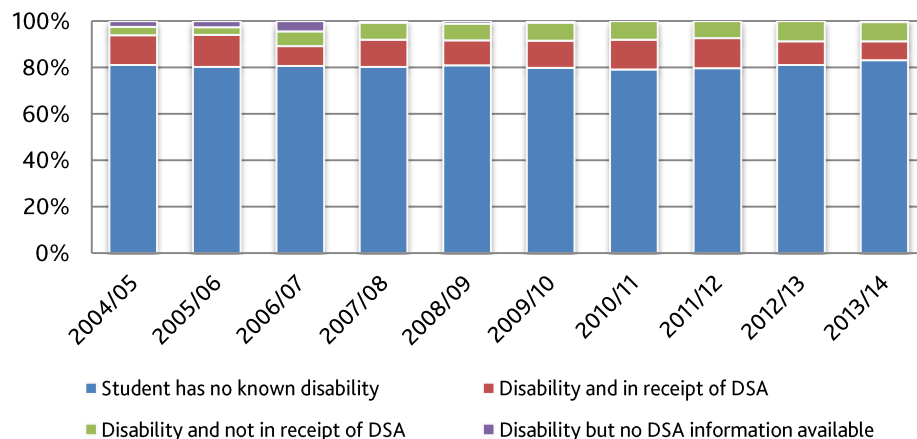
UCAS Applications



UCAS Acceptances



Disabled Students

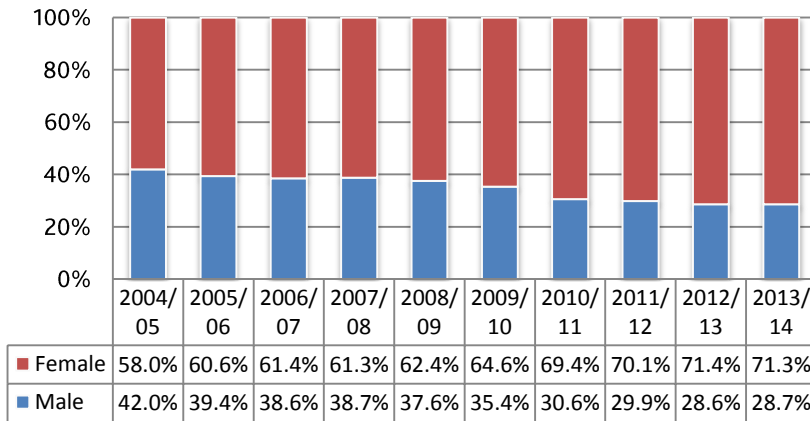


Observations

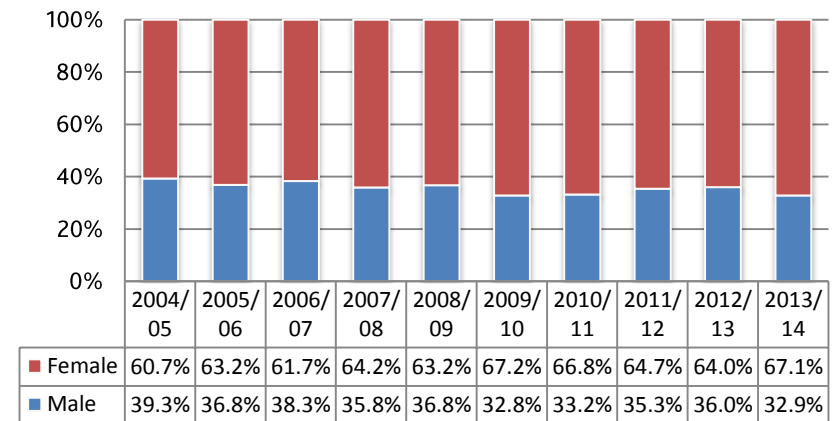
- During the five year period from 09/10, the % of students disclosing when making a UCAS application is variable, with an average of 8.7% disclosing. The actual numbers have however increased year on year with the number in 13/14 being more than double 09/10.
- Data in respect of UCAS acceptances indicates that these have also increased though not at the same rate, moving from 26 to 37 students.
- In the student body as a whole the 13/14 figure of 16.6% of students disclosing is significantly higher than the UK percentage and more than double that of the Scottish sector.
- Willingness to disclose could be an indication of increased awareness of support services and a non-stigmatising, inclusive approach. Disclosure in the School of Fine Art is more than double that in other schools.

3. Sexual Identity

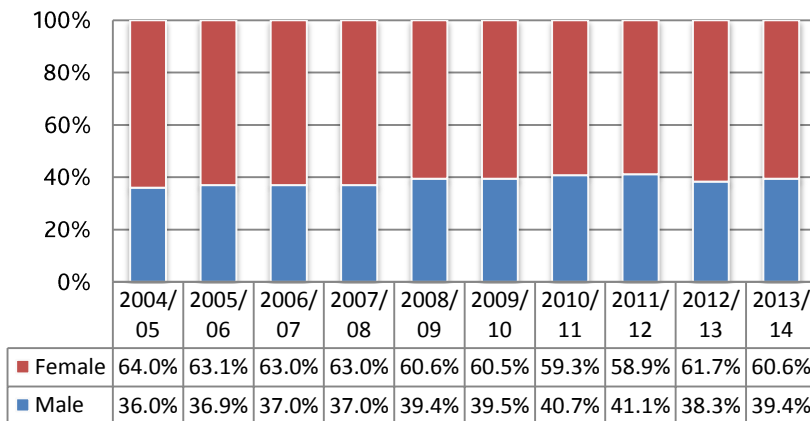
UCAS Applications



UCAS Acceptances



All Current Students

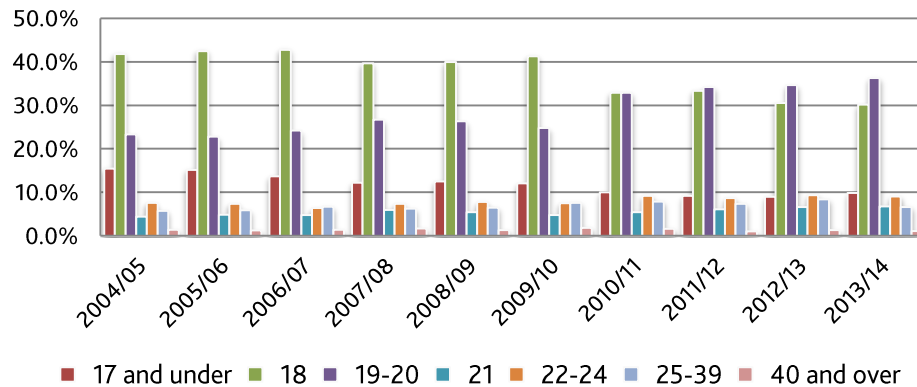


Observations:

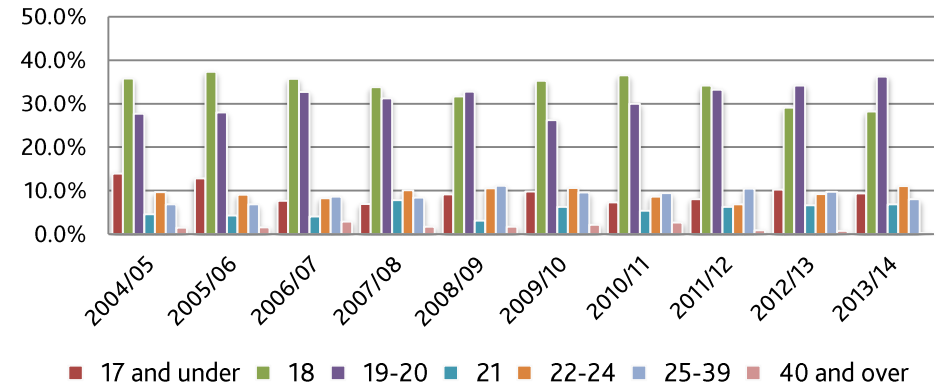
- UCAS applications are predominantly from female applicants. The ratio being approximately 2.5:1 female to male. This imbalance has increased by 6.7% over the 5 years since 09/10
- UCAS acceptances show a slightly reduced ratio at approximately 2:1 female to male
- Across the whole student body in 13/14 the % of female students at 60.6% is slightly higher than the UK and Scottish levels at 56.1% and 57.5% respectively but lower than other small specialist institutions at 64%

4. Age

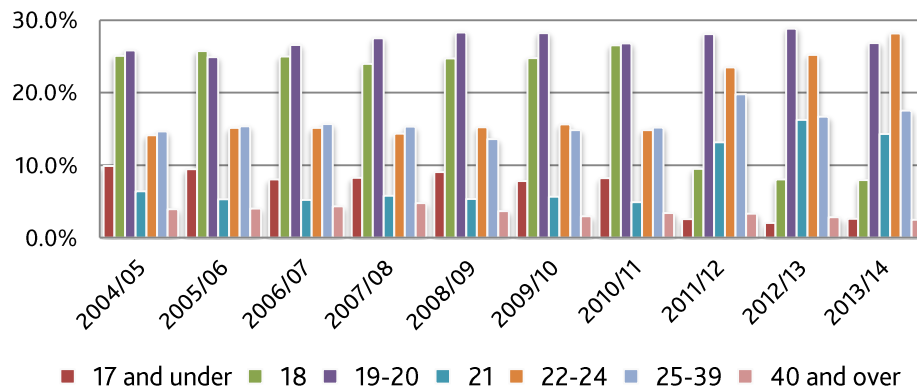
UCAS Applicants



UCAS Acceptances



All Current Students

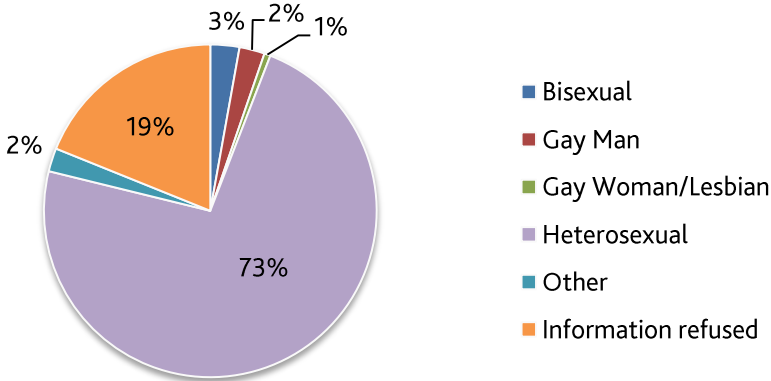


Observations:

- The number of applicants from age groups of 18 and below has in general fallen, with the fastest rising age group been those aged 19-20
- In terms of acceptances, 2013/14 has seen the 19-20 age group of applicants consolidate its position as the largest group
- The trend of students over 40 years of age being a falling population has continued
- Overall the number of students aged 22-24 continues to rise.

5. Sexual Orientation/Religion & Belief

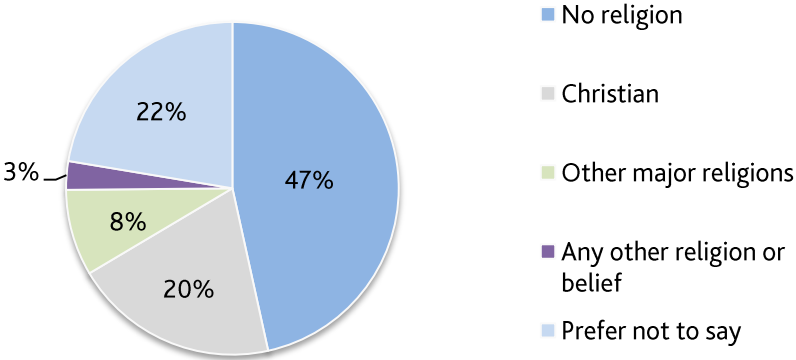
GSA Student Sexual Orientation



Observations

- Data on sexual orientation and religion and belief has been collected since academic session 2012/13. Meaningful analysis cannot therefore be undertaken currently
- The fact that 19% of students chose not to disclose their sexual orientation and 22.4% chose not to disclose their religion or belief, may need to be considered in the context of GSA’s Equality Outcome 2 which seeks to promote a culture where people feel free to express their identity with specific reference to Sexual orientation/religion and belief.

GSA Student Religion/Belief



Appendix A: Raw data

Student Ethnicity

UCAS APPLICATIONS																					
		Entry Year																			
		2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014
Ethnicity	White	2158	90.4%	2098	90.7%	2039	93.2%	1953	93.7%	1929	92.9%	1812	92.2%	2651	92.3%	2665	91.9%	2540	91.5%	2723	91.9%
	Black, Asian, Chinese, Mixed Race	106	4.4%	142	6.1%	122	5.6%	91	4.4%	121	5.8%	132	6.7%	189	6.6%	214	7.4%	217	7.8%	206	7.0%
	Unknown	124	5.2%	74	3.2%	26	1.2%	40	1.9%	26	1.3%	21	1.1%	31	1.1%	21	0.7%	18	0.6%	34	1.1%
TOTAL		2388		2314		2187		2084		2076		1965		2871		2900		2775		2963	

UCAS ACCEPTANCES																					
		Entry Year																			
		2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014
Ethnicity	White	292	89.3%	291	93.0%	255	94.4%	256	92.8%	256	92.8%	273	93.2%	270	90.9%	239	90.9%	280	90.3%	217	90.8%
	Black, Asian, Chinese, Mixed Race	17	5.2%	13	4.2%	10	3.7%	13	4.7%	16	5.8%	16	5.5%	22	7.4%	21	8.0%	28	9.0%	20	8.4%
	Unknown	18	5.5%	9	2.9%	5	1.9%	7	2.5%	4	1.4%	4	1.4%	5	1.7%	3	1.1%	2	0.6%	2	0.8%
TOTAL		327		313		270		276		276		293		297		263		310		239	

ALL STUDENTS																					
		Entry Year																			
		2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014
Ethnicity	White	1575	87.7%	1610	88.1%	1554	85.4%	1543	82.9%	1674	83.6%	1692	82.7%	1612	81.5%	1605	81.3%	1510	75.1%	1527	70.7%
	Black, Asian, Chinese, Mixed Race	147	8.2%	162	8.9%	185	10.2%	211	11.3%	289	14.4%	329	16.1%	332	16.8%	342	17.3%	435	21.6%	524	24.3%
	Unknown	49	2.7%	32	1.8%	47	2.6%	78	4.2%	19	0.9%	7	0.3%	23	1.2%	16	0.8%	34	1.7%	58	2.7%
	Refused	24	1.3%	24	1.3%	33	1.8%	29	1.6%	21	1.0%	17	0.8%	11	0.6%	12	0.6%	31	1.5%	50	2.3%
TOTAL		1795		1828		1819		1861		2003		2045		1978		1975		2010		2159	



Student Disability

UCAS APPLICATIONS																					
		Entry Year																			
		2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		2013/2014	
Disability	No disclosed disability	2594	93.4%	2513	92.7%	2372	92.4%	2340	92.7%	2366	93.7%	2198	92.5%	3221	92.2%	3257	89.9%	3360	91.2%	3773	90.9%
	Disclosed disability	183	6.6%	198	7.3%	194	7.6%	184	7.3%	175	6.9%	177	7.5%	274	7.8%	366	10.1%	323	8.8%	376	9.1%
	Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL		2777		2711		2566		2524		2541		2375		3495		3623		3683		4149	

UCAS ACCEPTANCES																					
		Entry Year																			
		2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		2013/2014	
Disability	No disclosed disability	373	94.7%	342	91.2%	309	91.2%	322	93.1%	324	92.3%	340	92.9%	352	95.1%	304	91.0%	360	92.5%	325	89.8%
	Disclosed disability	21	5.3%	33	8.8%	30	8.8%	24	6.9%	27	7.7%	26	7.1%	18	4.9%	30	9.0%	29	7.5%	37	10.2%
	Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL		394		375		339		346		351		366		370		334		389		362	

ALL STUDENTS																					
		Entry Year																			
		2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		2013/2014	
Disability	No disclosed disability	1454	81.0%	1464	80.1%	1463	80.4%	1488	80.0%	1620	80.9%	1628	79.6%	1564	79.1%	1574	79.7%	1561	77.7%	1801	83.4%
	Disclosed disability	341	19.0%	362	19.8%	351	19.3%	367	19.7%	373	18.6%	412	20.1%	395	20.0%	401	20.3%	347	17.3%	358	16.6%
	Unknown	0	0.0%	2	0.1%	5	0.3%	6	0.3%	10	0.5%	5	0.2%	19	1.0%	0	0.0%	102	5.1%	0	0.0%
TOTAL		1795		1828		1819		1861		2003		2045		1978		1975		2010		2159	

Student Sexual Identity

UCAS APPLICATIONS																					
		Entry Year																			
Gender		2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		2013/2014	
	Male		1166	42.0%	1067	39.4%	991	38.6%	978	38.7%	956	37.6%	840	35.4%	1071	30.6%	1084	29.9%	1055	28.6%	1189
Female		1611	58.0%	1644	60.6%	1575	61.4%	1546	61.3%	1585	62.4%	1535	64.6%	2424	69.4%	2539	70.1%	2628	71.4%	2960	71.3%
TOTAL		2777		2711		2566		2524		2541		2375		3495		3623		3683		4149	

UCAS ACCEPTANCES																					
		Entry Year																			
Gender		2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		2013/2014	
	Male		155	39.3%	138	36.8%	130	38.3%	124	35.8%	129	36.8%	120	32.8%	123	33.2%	118	35.3%	140	36.0%	119
Female		239	60.7%	237	63.2%	209	61.7%	222	64.2%	222	63.2%	246	67.2%	247	66.8%	216	64.7%	249	64.0%	243	67.1%
TOTAL		394		375		339		346		351		366		370		334		389		362	

ALL STUDENTS																					
		Entry Year																			
Gender		2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		2013/2014	
	Male		646	36.0%	675	36.9%	673	37.0%	688	37.0%	790	39.4%	807	39.5%	806	40.7%	812	41.1%	769	38.3%	850
Female		1149	64.0%	1153	63.1%	1146	63.0%	1173	63.0%	1213	60.6%	1238	60.5%	1172	59.3%	1163	58.9%	1241	61.7%	1309	60.6%
TOTAL		1795		1828		1819		1861		2003		2045		1978		1975		2010		2159	

Student Age Profile

UCAS APPLICATIONS																					
		Entry Year																			
		2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014										
Age	17 and under	430	15.5%	413	15.2%	352	13.7%	309	12.2%	318	12.5%	287	12.1%	350	10.0%	334	9.2%	332	9.0%	410	9.9%
	18	1162	41.8%	1151	42.5%	1097	42.8%	1001	39.7%	1016	40.0%	980	41.3%	1149	32.9%	1207	33.3%	1126	30.6%	1252	30.2%
	19-20	649	23.4%	617	22.8%	621	24.2%	674	26.7%	669	26.3%	590	24.8%	1149	32.9%	1240	34.2%	1277	34.7%	1506	36.3%
	21	124	4.5%	133	4.9%	123	4.8%	152	6.0%	140	5.5%	114	4.8%	191	5.5%	222	6.1%	245	6.7%	281	6.8%
	22-24	211	7.6%	201	7.4%	164	6.4%	187	7.4%	198	7.8%	179	7.5%	322	9.2%	315	8.7%	344	9.3%	376	9.1%
	25-39	161	5.8%	160	5.9%	172	6.7%	158	6.3%	166	6.5%	181	7.6%	276	7.9%	267	7.4%	309	8.4%	277	6.7%
	40 and over	40	1.4%	36	1.3%	37	1.4%	43	1.7%	34	1.3%	44	1.9%	58	1.7%	38	1.0%	50	1.4%	47	1.1%
	TOTAL	2777		2711		2566		2524		2541		2375		3495		3623		3683		4149	

UCAS ACCEPTANCES																					
		Entry Year																			
		2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014										
Age	17 and under	55	14.0%	48	12.8%	26	7.7%	24	6.9%	32	9.1%	36	9.8%	27	7.3%	27	8.1%	40	10.3%	34	9.4%
	18	141	35.8%	140	37.3%	121	35.7%	117	33.8%	111	31.6%	129	35.2%	135	36.5%	114	34.1%	113	29.0%	102	28.2%
	19-20	109	27.7%	105	28.0%	111	32.7%	108	31.2%	115	32.8%	96	26.2%	111	30.0%	111	33.2%	133	34.2%	131	36.2%
	21	18	4.6%	16	4.3%	14	4.1%	27	7.8%	11	3.1%	23	6.3%	20	5.4%	21	6.3%	26	6.7%	25	6.9%
	22-24	38	9.6%	34	9.1%	28	8.3%	35	10.1%	37	10.5%	39	10.7%	32	8.6%	23	6.9%	36	9.3%	40	11.0%
	25-39	27	6.9%	26	6.9%	29	8.6%	29	8.4%	39	11.1%	35	9.6%	35	9.5%	35	10.5%	38	9.8%	29	8.0%
	40 and over	6	1.5%	6	1.6%	10	2.9%	6	1.7%	6	1.7%	8	2.2%	10	2.7%	3	0.9%	3	0.8%	1	0.3%
	TOTAL	394		375		339		346		351		366		370		334		389		362	

ALL STUDENTS																					
		Entry Year																			
		2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014										
Age	17 and under	178	9.9%	173	9.5%	146	8.0%	154	8.3%	182	9.1%	160	7.8%	163	8.2%	51	2.6%	41	2.0%	57	2.6%
	18	450	25.1%	471	25.8%	454	25.0%	446	24.0%	495	24.7%	507	24.8%	525	26.5%	188	9.5%	162	8.1%	172	8.0%
	19-20	464	25.8%	455	24.9%	483	26.6%	512	27.5%	567	28.3%	577	28.2%	530	26.8%	555	28.1%	580	28.9%	580	26.9%
	21	115	6.4%	97	5.3%	95	5.2%	108	5.8%	107	5.3%	116	5.7%	97	4.9%	260	13.2%	327	16.3%	309	14.3%
	22-24	254	14.2%	277	15.2%	275	15.1%	267	14.3%	305	15.2%	320	15.6%	294	14.9%	464	23.5%	507	25.2%	608	28.2%
	25-39	263	14.7%	281	15.4%	285	15.7%	285	15.3%	273	13.6%	304	14.9%	301	15.2%	391	19.8%	336	16.7%	379	17.6%
	40 and over	71	4.0%	74	4.0%	79	4.3%	89	4.8%	74	3.7%	61	3.0%	68	3.4%	66	3.3%	57	2.8%	54	2.5%
	TOTAL	1795		1828		1819		1861		2003		2045		1978		1975		2010		2159	

## Student Sexual Orientation

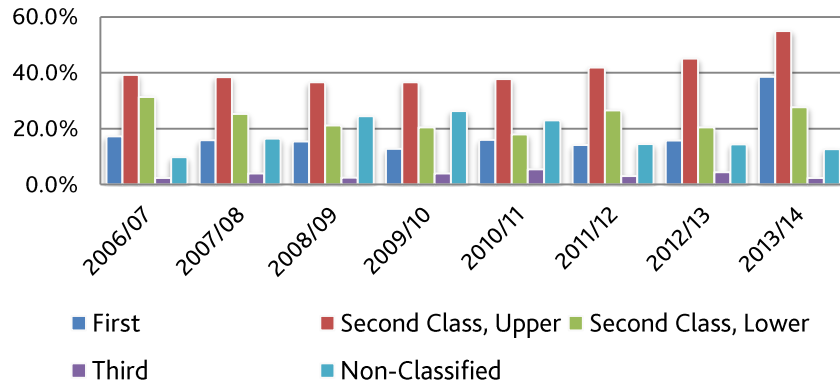
<b>GSA Sexual Orientation</b>	<b>Count</b>	<b>%</b>
Bisexual	61	2.8%
Gay Man	53	2.5%
Gay Woman/Lesbian	13	0.6%
Heterosexual	1575	73.0%
Other	49	2.3%
Prefer not to say/Information refused	408	18.9%
<b>Total</b>	<b>2159</b>	<b>-</b>

## Student Religion/Belief

<b>GSA Religion</b>	<b>Count</b>	<b>%</b>
No Religion	1005	46.5%
Buddhist	96	4.4%
Christian - Church of Scotland	149	6.9%
Christian - Roman Catholic	187	8.7%
Christian - Church of Ireland	1	0.0%
Christian - Other denomination	93	4.3%
Hindu	20	0.9%
Jewish	12	0.6%
Muslim	51	2.4%
Sikh	2	0.1%
Spiritual	25	1.2%
Any other religion or belief	35	1.6%
Prefer not to say/Information refused	483	22.4%
<b>Total</b>	<b>2159</b>	<b>-</b>

## Appendix B: Degree Classification Comparative Data for 2013/14

### GSA Degree Classification Profile



#### Observations:

- The number of those being awarded first class degrees has increased significantly in 2013/14
- Analysis of the data for 2013/14 in respect ethnicity indicates that a higher percentage of BME students achieved a third class degree this will be monitored relative to any indication of a developing trend.
- With regard to gender, the attainment gap has decreased, although with a small population, it can be expected that relatively small variations can have a disproportionate influence in the data.

ALL STUDENTS																	
		2006/2007		2007/2008		2008/2009		2009/2010		2010/2011		2011/2012		2012/2013		2013/2014	
Classification	First	44	17.3%	52	15.9%	51	15.4%	48	12.7%	50	16.0%	47	14.2%	46	15.7%	113	28.3%
	Second Class, Upper	100	39.2%	126	38.4%	121	36.6%	138	36.6%	118	37.7%	139	41.9%	132	45.1%	161	40.4%
	Second Class, Lower	80	31.4%	83	25.3%	70	21.1%	77	20.4%	56	17.9%	88	26.5%	60	20.5%	81	20.3%
	Third	6	2.4%	13	4.0%	8	2.4%	15	4.0%	17	5.4%	10	3.0%	13	4.4%	7	1.8%
	Non-Classified	25	9.8%	54	16.5%	81	24.5%	99	26.3%	72	23.0%	48	14.5%	42	14.3%	37	9.3%
TOTAL		255		328		331		377		313		332		293		399	

## GSA Degree Attainment Gaps

The degree attainment gaps look at the percentage difference between key groups of students who achieve a first and second class upper degree.

A negative percentage indicates there is no attainment gap present and is deemed positive.

### Ethnicity (UK Domiciled)

Ethnicity compares first and second class, upper degrees awarded to UK domiciled black and minority ethnic (BME) students with those awarded to white students at an institution. The overall GSA Degree Attainment Gap for ethnicity relates to BME students and is:

2013-14 - 0.3%   2012-13 -8.8%   2011-12 -4.4%   (Scotland 2014 8.0%)

### Disability

Disability compares first and second class, upper degrees awarded to students who have declared a disability with those awarded to students who have not declared a disability at an institution. The overall GSA Degree Attainment Gap for disability relates to students who have declared a disability and is:

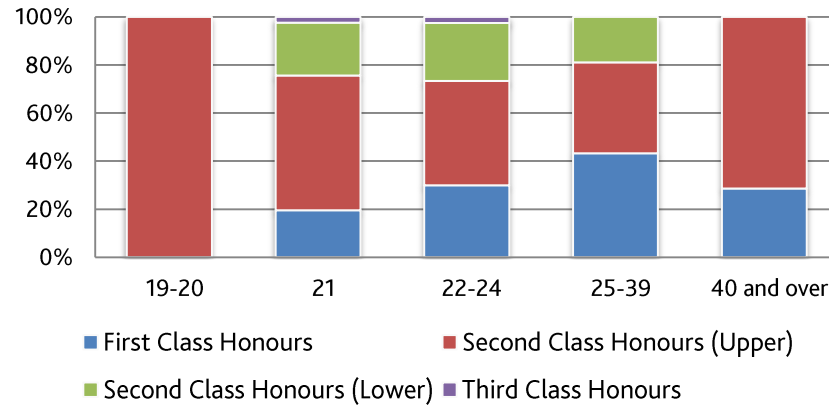
2013-14 - 2.6%   2012-13 1.1%   2011-12 -3.3%   (Scotland 2014 4.0%)

### Sexual Identity

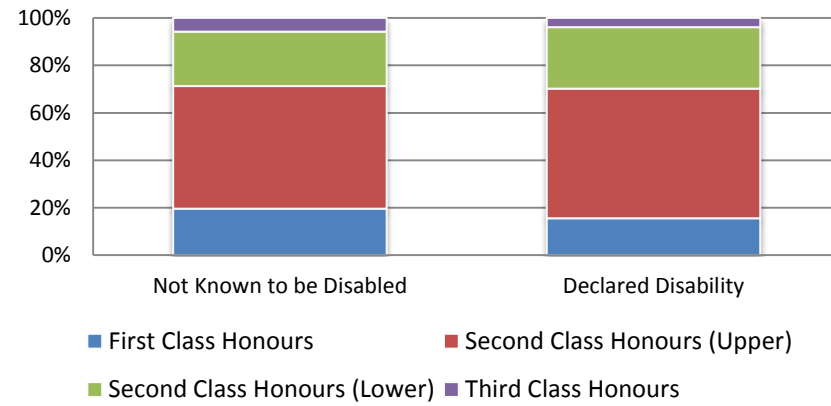
Sexual identity compares first and second class, upper degrees awarded to female students with those awarded to male students at an institution. The overall GSA Degree Attainment Gap for sexual identity relates to students who are female and is:

2013-14 - 0.4%   2012-13 4.9%   2011-12 2.5%   (Scotland 2014 -4.2%)

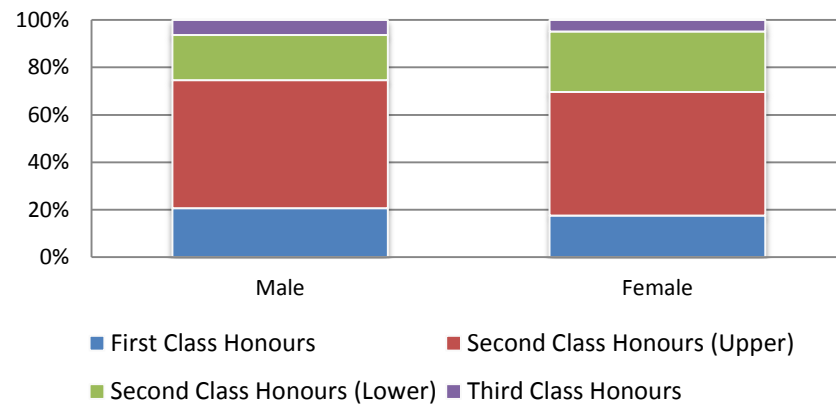
## Classification (Age at Graduation)



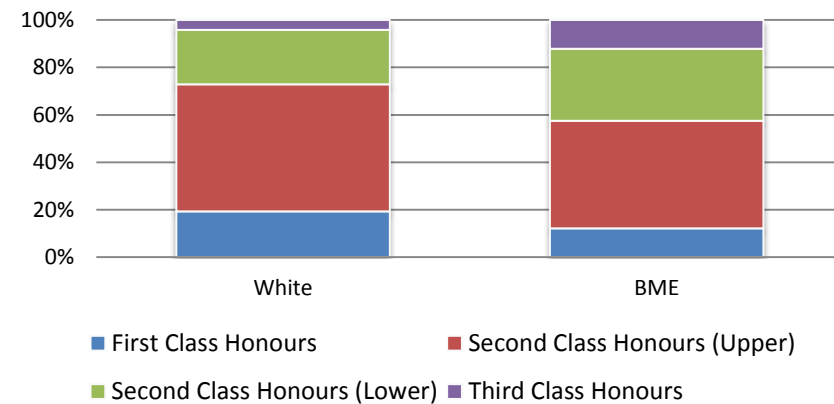
## Classification (Disability)



## Classification (Sexual Identity)



## Classification (Ethnicity)



<b>Classification (Age at Graduation)</b>						
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>	
<b>19-20</b>	0	1	0	0	1	
<b>21</b>	8	23	9	1	41	
<b>22-24</b>	72	104	58	6	240	
<b>25-39</b>	31	28	14	0	73	
<b>40 and over</b>	2	5	0	0	7	
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>	
<b>19-20</b>	0.0%	100.0%	0.0%	0.0%	100.0%	
<b>21</b>	19.5%	56.1%	22.0%	2.4%	100.0%	
<b>22-24</b>	30.0%	43.3%	24.2%	2.5%	100.0%	
<b>25-39</b>	42.5%	38.4%	19.2%	0.0%	100.0%	
<b>40 and over</b>	28.6%	71.4%	0.0%	0.0%	100.0%	



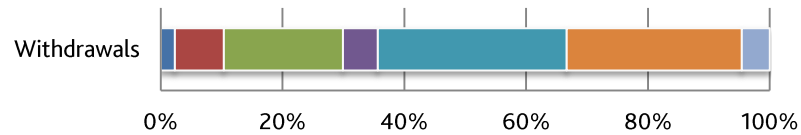
<b>Disability v Classification</b>					
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>
<b>Not Known to be Disabled</b>	72	31	2	0	105
<b>Declared Disability</b>	408	115	12	0	535
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>
<b>Not Known to be Disabled</b>	68.6%	29.5%	1.9%	0.0%	100.0%
<b>Declared Disability</b>	76.3%	21.5%	2.2%	0.0%	100.0%

<b>Sexual Identity v Classification</b>					
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>
<b>Male</b>	46	46	29	1	122
<b>Female</b>	67	115	52	6	240
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>
<b>Male</b>	37.7%	37.7%	23.8%	0.8%	100.0%
<b>Female</b>	27.9%	47.9%	21.7%	2.5%	100.0%

<b>Ethnicity v Classification</b>					
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>
<b>White</b>	78	105	37	2	222
<b>BME</b>	30	52	44	5	131
	<b>First Class Honours</b>	<b>Second Class Honours (Upper)</b>	<b>Second Class Honours (Lower)</b>	<b>Third Class Honours</b>	<b>Total</b>
<b>White</b>	35.1%	47.3%	16.7%	0.9%	100.0%
<b>BME</b>	22.9%	39.7%	33.6%	3.8%	100.0%

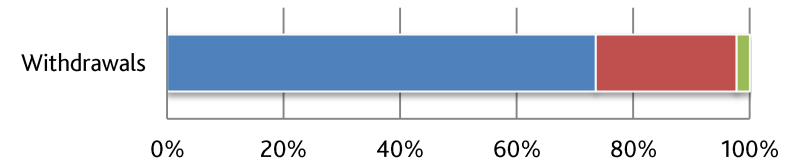
## Appendix C: Student Withdrawals

### Age



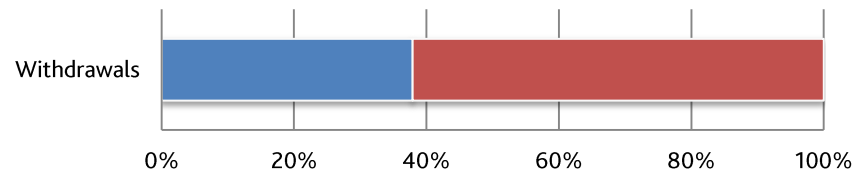
	Withdrawals
17 and under	2
18	7
19-20	17
21	5
22-24	27
25-39	25
40 and over	4

### Ethnicity



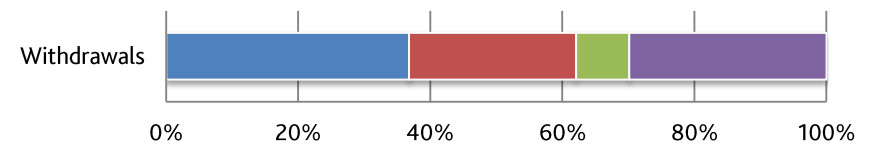
	Withdrawals
White	64
BME	21
Not Known/Info Refused	2

### Sexual Identity



	Withdrawals
Male	33
Female	54

### Domicile



	Withdrawals
Scottish	32
RUK	22
EU	7
Overseas	26