

APPENDIX A – Race Equality Monitoring 2007

Notes:

- Data reported adheres to the Commission Racial Equality’s (CRE) Statutory Code of Practice guidance.
- Where possible, the University will collect data according to the ethnic categories recommended by the CRE’s guide to ethnic monitoring. However, data gathered from the monitoring of the admission and progress of students and the recruitment and development of staff by racial group, uses data provided by national sector organisations, e.g. HESA, UCAS, and may be inconsistent in certain categories.
- Demographic comparators: 2001 census records 1.4% of the population of Ceredigion as ethnic minorities. This compares with 2.1% for Wales and 7.9% for the UK as a whole. The main concentration of ethnic minorities in Ceredigion is within Aberystwyth itself, due to the location of the University and Hospital. The percentage of minority ethnic workforce in the Welsh HE Sector was 3.9% for 2005/06.

Student Monitoring:

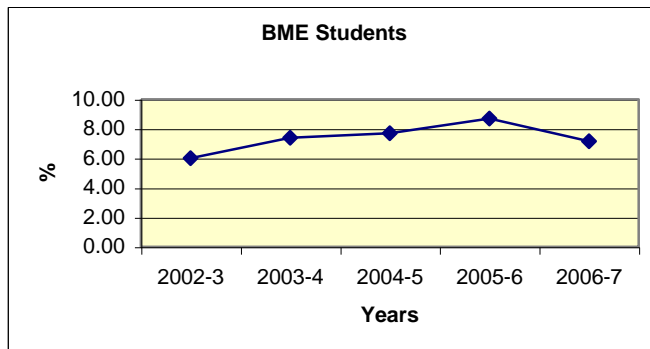
Admissions – data requirements:

1. Choice of subject

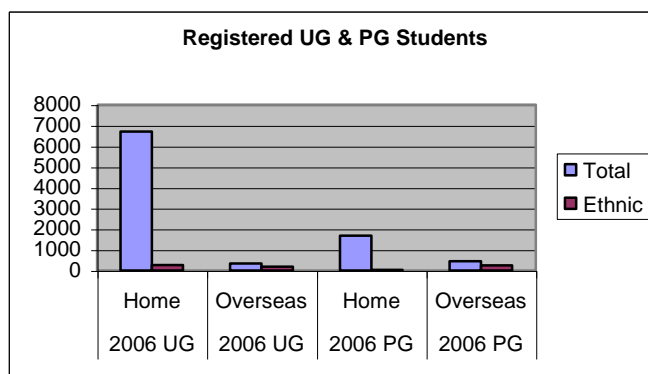
- To be reviewed – only available by Faculty at present.

2. Home or International status

- The table below represents the trend for BME students over the last few years.



- As the table indicates, the number of BME students is slightly down for 2005/06 as the total number of Overseas students has slightly decreased.
- In 2007, the figure has decreased again slightly to 7.15%, again due to the decrease in Overseas students. A strategy for the recruitment of Overseas student is currently being developed.
- However the number of BME Home students has increased slightly this current year.
- The table below represents the percentage of Home and International students against a total of 9169 students in 2005/06.



- Of 9169 students in 2005/06, a total of 297 students or 3.24% BME UG and PG Home were recorded.
- For BME UG and PG Overseas students, a total of 434 students or 4.73% were recorded.
- This totals 7.97% BME students for 2005/06.
- Students are recruited from Birmingham (23 students), Wolverhampton, Hertfordshire, Shropshire and Staffordshire (7 students each).

<p>3. Selection method</p> <ul style="list-style-type: none"> • Selection methods are based on written applications from students and UCAS points appropriate to particular degree courses.
<p>Additional recommendations:</p>
<p>4. Applications</p> <ul style="list-style-type: none"> • In 2005/06 a total of 9765 applications were made, of whom 4997 were female and 4768 were male. BME data will be recorded next year. <p>5. Offers made</p> <ul style="list-style-type: none"> • Of the applications, a total of 2190 acceptances were made - 1037 female and 1153 were male. BME data will be recorded next year. <p>6. Relative success of selection method (such as UCAS form, informal interview, formal interview, grading mechanism)</p> <ul style="list-style-type: none"> • To be reviewed. <p>7. Students accepting places</p> <ul style="list-style-type: none"> • Of a total of 2190 acceptances in 2005/06, a total of 3.29% of BME and Other were recorded. • Of the total acceptances in each faculty, percentages of BME and other are recorded as: Social Sciences 5.6%, Sciences 2.9% and Arts 2.3%
<p>Progress – data requirements:</p>
<p>8. Student numbers, transfers and drop-outs</p> <ul style="list-style-type: none"> • To be reviewed.
<p>9. Different methods of assessing students</p> <ul style="list-style-type: none"> • To be reviewed.
<p>10. Work placements</p> <ul style="list-style-type: none"> • To be reviewed – data available.
<p>11. The results of programmes targeted at people from specific racial groups</p> <ul style="list-style-type: none"> • UWA continues to target young people from Romany Gypsy communities in Pembrokeshire to encourage participation in education or training. It has also has developed a range of specialist contacts to raise the profile of the programme amongst ethnic minority groups, for example, a contact working with Refugees and Asylum Seekers. • The Wales Summer University has endeavoured to recruit participants from ethnic minority groups and has made efforts to develop strong relationships with schools and colleges in areas of South Wales where there are higher than average numbers of pupils from ethnic minority groups. Such courses are now achieving 15-20% target amongst ethnic minority groups. • UWA's Centre for Widening Participation and Social Inclusion continues to develop links with Education Action Zones in the West Midlands and receives a proportion of ethnic minority pupils from this area for 'Taste of University Life' days in UWA. Additionally, UWA networks with previous ethnic minority participants of the Summer University who on return to their former schools in the West Midlands, promote Aberystwyth in areas where there is a higher than average proportion of people from ethnic minority communities. • Monitoring shows that only 1 BME failed their UG degree in 2005/06 from a total of 14 failures.
<p>12. Bullying and racial harassment</p> <ul style="list-style-type: none"> • No cases have been formally reported for 2007.
<p>Additional recommendations:</p>
<p>13. Job offers arising from work placements</p> <p>14. Employment rates on graduation</p> <p>15. Levels of disciplinary action</p> <p>16. Reported incidents of unlawful discrimination and their outcomes</p> <p>17. Alleged perpetrators and victims of unlawful discrimination</p> <p>18. Outcomes of work to raise student attainment levels</p> <ul style="list-style-type: none"> • To be reviewed.

Staff Monitoring:**Recruitment– data requirements:****1. Selecting and training panel members**

- As a condition of eligibility to serve as a member of a Selection Panel for appointments 5 sessions of **Interview Skills** training (which includes equality and diversity training) have been delivered. This year 44 members of staff have undertaken this training and another session is scheduled for May 2007.
- Equal Opportunities in Recruitment and Selection** has also been delivered for members of Council and Senior Staff in all departments / sections. These members also reside on Selection Panels and a total of 69 people have undertaken such training. Further training is scheduled for June 2007 to over 70 delegates, including a session which will be delivered in Welsh.
- Additionally, targeted training (Age Equality and Disability Equality) was delivered to 23 Human Resources staff and there has additionally been specific **Disability Equality Training** delivered to 13 people.
- A course on **Teaching International Students** was delivered to 10 staff.
- Databases of staff undertaking such training has been data cleansed and updated this year.

2. Applications and appointments

- The monitoring of Applications was reviewed manually for the period 1 Jan 2007 to 31 May 2007.
- Of 68 posts with 763 applicants, 40 nationalities were represented (including British, Welsh, Scottish, Irish and English). Approximately 5% were recorded as of BME origin. The success rate for these candidates is currently unknown.
- A mechanism to computerise such data is planned for the forthcoming year.

3. Success rates for the different selection methods

- The main selection method is an Interview Assessment form which is a scoring matrix.
- Presentations and practical assessments are also undertaken in combination to the above and this process is not formally scored.

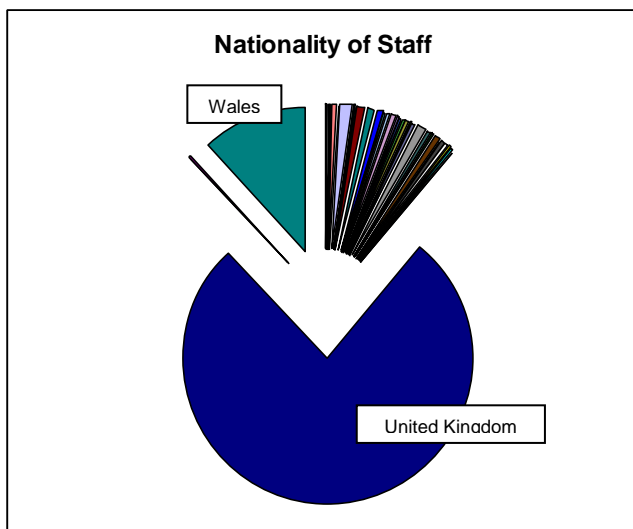
4. Permanent, temporary or fixed-term appointments

	Females	Males
Total Staff	999	1025
Percentage	49.4%	50.6%

Ethnicity Breakdown	Total Staff	Female				Male					
		Fixed		Indefinite		Fixed		Indefinite			
		P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T		
White British	1588	195	123	153	301	174	140	44	458		
White Irish	10	2			2	2	1		3		
White	216	61	23	11	23	40	20	7	31	1814	89.6%
Other White Background	28	7		3	4	1	2		11	28	1.4%
Black Carib.	2	1			1						
Black African	7				2	2			3		
Other Mixed	1	1									
Other	23	6	3	4	3	1	2	1	3		
Indian	9	3		1	1	2			2		
Asian Other	6	1		1			1	1	2		
Chinese	21	4		3	1	4	5		4		
Bangladeshi	1								1	70	3.5%
Inf. Refused	32	4	1	2	1	10	4	3	7		
Not Known	80	32	7	8		20	3	2	8	112	5.5%

5. Home or International status

- Many work permits are currently in force for staff for staff originating from Bangladesh, China, India, Japan, New Zealand, Nigeria, Russia, Sri Lanka, Taiwan, United States, Uzbekistan. The greatest number of permits obtained was for Chinese staff.
- UWA is represented by 53 Nationalities (including Wales, England, Ireland and Scotland).
- The percentage of Welsh staff is currently recorded as a total of 237 staff or 12%.



Total Staff - May 2007

White British	1588			
White Irish	10			
White	216	Total	1814	89.6%
Other White Background	28	Total	28	1.4%
Black Caribbean	2			
Black African	7			
Other Mixed	1			
Other	23			
Indian	9			
Asian	6			
Chinese	21			
Bangladeshi	1	Total	70	3.5%
Info Refused	32			
Not Known	80	Total	112	5.5%
	2024			100.00%

- In 2003, 34 staff were identified as being of BME background with 77 staff shown as 'white other'. For locally recruited staff (primarily allied or support staff) the percentage from BME backgrounds was 2.5%. For academic staff the percentage was 2.25%.
- In 2004, 39 staff are recorded as being of BME background / mixed background. For locally recruit staff the percentage is 1.88% and for academic staff the percentage is 2.9%.
- In 2005, 50 staff were recorded as being from BME background / mixed background representing a figure of 3.5%.
- In 2006, 51 staff were recorded as being of BME/ mixed background. This represents a decreased figure of 2.5% ethnic minority staff. However, if 'other ethnic minorities' are taken into account for both years (i.e. 16 additional staff recorded 2005 and 25 recorded in 2006) then the figure rises slightly with 3.51% for 2005 and 3.86% for 2006.
- In 2007, 70 staff (3.5%) were identified as being BME and 28 staff (1.4%) from other white background. This represents an increase from last years figure.

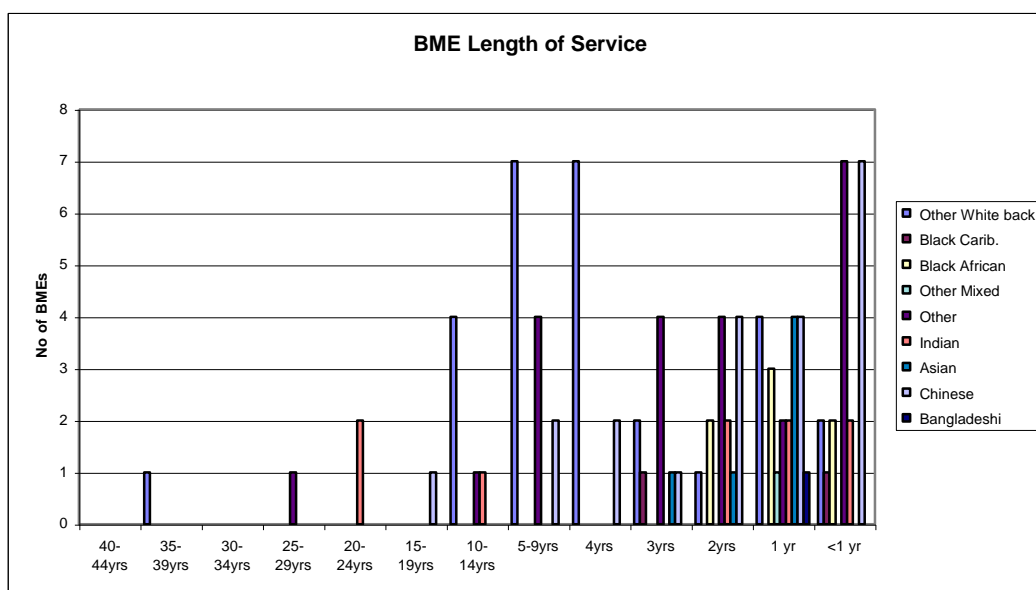
Additional recommendations:

- 6. Invitations to interview and success at interview
- 7. Grades of appointments made
- 8. Relative levels of success by type of position/contract (such as permanent/fixed-term, full-time/part-time, casual, hourly paid)
 - To be reviewed.

Career Progression – data requirements:

- 9. Staff, by grade and type of post
 - In 63 grade structures present at UWA, 24 grades, or 34% of all grades, are represented by ethnic minorities including 'Other White' Background.
 - The distribution of BMEs are spread evenly across grades for both Academic and Allied/Support Staff.

10. Staff, by length of service



- The graph illustrates that more BMEs and other background staff are being employed at UWA.

11. Staff training and development, including applications and selection, if appropriate.

- Since January 2007, staff have attended 893 courses and of these 107 staff members, or 12%, were recorded as BME's or other white ethnic minorities. (Note staff may have attended more than one course).

12. The results of training and career-development programmes or strategies that target staff from particular racial groups.

- None to report.

13. Staff appraisals

- In 2003 UWA's appraisal system was suspended and currently very few departments participate in appraisals. Departments that participate in appraisal include Information Services, Art Centre and Commercialisation and Consultancy Services. Personal Development Reviews were previously undertaken in Residential Services.

14. Staff promotion, including recruitment methods and criteria for choosing candidates

- To be reviewed.

Additional recommendations:

- 15. In addition to promotions – staff re-gradings and pay awards
- 16. Disciplinary action
- 17. Reported incidents of unlawful discrimination and their outcomes
- 18. Alleged perpetrators and victims of unlawful discrimination
- 19. Use and outcome of grievance procedures
- 20. Ceasing employment – reasons for leaving
 - To be reviewed.