

## APPENDIX A – Race Equality Monitoring 2008

### Notes:

- A larger data collection exercise has been undertaken for the 2008 Race Equality Monitoring report.
- Data reported adheres to the Commission Racial Equality's (CRE's) Statutory Code of Practice guidance. Note: the CRE has now been amalgamated to the Equality and Human Rights Commission.
- 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.
- In the context of this report, the definition of Black and Minority Ethnic (BME) is as per HESA defined code categories as follows: Black or Black British – Caribbean, Black or Black British – African, Other Black background, Asian or Asian British – Indian, Asian or Asian British - Pakistani. Asian or Asian British – Bangladeshi, Chinese, Other Asian background, Mixed: White and Black Caribbean, Mixed: White and Black African, Mixed: White and Asian, Other Mixed background, Other Ethnic background.
- Other White Background is recorded separately. This includes staff/students from Eastern Europe, e.g. people from Slovakia, Poland etc, but also includes individuals from the USA, Canada and New Zealand. There may, however, be inconsistencies with the code for Other Ethnic background.
- Monitoring codes for Welsh staff and students are also recorded on our databases which is not an official HESA category/code.
- White is defined to mean HESA code 10 - white, 11 - white British, 12 - white Irish and 13 - white Scottish. The code for Irish traveller has not been recorded as we do not currently have such a category in this years reporting.
- 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 (no up-to-date data is currently available).
- For student monitoring the reported period is 2006-07 (previous academic year) and for staff monitoring 2008 figures are given (as at May 2008).

## Student Monitoring:

Admissions – data requirements:																																																																													
<p><b>1. Choice of subject</b></p> <ul style="list-style-type: none"> <li>A total of 3.34% UG acceptances from BME student recorded in 2006-07. Registered BME undergraduates (i.e. 419 students as shown below) were recorded as studying in Social Science 62%, Arts 21%, and Science 17% faculties. A total of PG students chose Social Science 71%, Science 16% and Arts 13% faculties. (Note – These figures do not include 'Other White Background' students).</li> </ul>																																																																													
<p><b>2. Home or International status</b></p> <ul style="list-style-type: none"> <li>The table below shows the number and proportion of BME students at AU since 2003 .</li> </ul> <table border="1"> <thead> <tr> <th>Reported</th> <th>Data</th> <th>Total Students</th> <th>UG BME's</th> <th>PG BME's</th> <th>Total BME's</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>2003</td> <td>2001-2</td> <td>8439</td> <td>220</td> <td>278</td> <td>498</td> <td>5.90%</td> </tr> <tr> <td>2004</td> <td>2002-3</td> <td>8745</td> <td>282</td> <td>340</td> <td>622</td> <td>7.11%</td> </tr> <tr> <td>2005</td> <td>2003-4</td> <td>9090</td> <td>365</td> <td>334</td> <td>699</td> <td>7.69%</td> </tr> <tr> <td>2006</td> <td>2004-5</td> <td>9263</td> <td>453</td> <td>352</td> <td>805</td> <td>8.69%</td> </tr> <tr> <td>2007</td> <td>2005-6</td> <td>9169</td> <td>455</td> <td>276</td> <td>731</td> <td>7.97%</td> </tr> <tr> <td>2008</td> <td>2006-7</td> <td>8821</td> <td>419</td> <td>234</td> <td>653</td> <td>7.40%</td> </tr> <tr> <td></td> <td>2007-8</td> <td>8584</td> <td>383</td> <td>212</td> <td>595</td> <td>6.93%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>As the table indicates, the number of BME students is slightly down for 2006-07 (7.4%), a trend which appears to be continuing (6.93%) in the current academic year.</li> <li>Of a total of 8821 students in 2006-07, the table below illustrates the type of student in Home / Overseas and UG / PG categories of the total of 7.4% BME students.</li> </ul> <div style="text-align: center;"> <table border="1"> <caption>Registered UG &amp; PG Students Home / Overseas Status</caption> <thead> <tr> <th>Category</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>UG Home Students</td> <td>261</td> <td>2.96%</td> </tr> <tr> <td>UG O'Seas Students</td> <td>158</td> <td>1.79%</td> </tr> <tr> <td>PG Home Students</td> <td>51</td> <td>0.58%</td> </tr> <tr> <td>PG O'Seas Students</td> <td>183</td> <td>2.07%</td> </tr> </tbody> </table> </div> <ul style="list-style-type: none"> <li>The number of BME 'Home' students has increased slightly from 3.24% BME UG and PG in 2005/06 to <b>3.54%</b> in 2006/07.</li> <li>For BME UG and PG 'Overseas' students, there is a decreased from 4.73% recorded in 2005/06 to <b>3.87%</b> in 2006/07.</li> <li>The total number of students in 2005-06 (9169) decreased in 2006-7 to 8821, a small decline of 348 students, and a trend that continues in the current academic year to 8580 students in 2007-08.</li> <li>This decrease in student numbers is due to a downturn in the number of full time undergraduates from England. Since 2005 the number of new undergraduate students from England in AU's intake decreased by 27%. The welcome increase of 17% (over the same period) of undergraduates from Wales has not compensated for the decline from England and there has consequently been a net loss overall. The loss of students from England (which has also affected the sector as a whole in Wales) has had an effect on the recruitment of BME students.</li> <li>A strategy for the recruitment of overseas student is currently being led by the Pro Vice Chancellor (Learning and Teaching).</li> <li>The largest proportion of BME students in 2006-07 were recruited from Birmingham (44), Hertfordshire (20), Wolverhampton (18) which illustrates a similar pattern to 2005-06.</li> <li>'Other White Background' has also been recorded for the first time this year (2006-07) as a total of 319 students or 3.62% of total student population of 8821.</li> </ul>							Reported	Data	Total Students	UG BME's	PG BME's	Total BME's	%	2003	2001-2	8439	220	278	498	5.90%	2004	2002-3	8745	282	340	622	7.11%	2005	2003-4	9090	365	334	699	7.69%	2006	2004-5	9263	453	352	805	8.69%	2007	2005-6	9169	455	276	731	7.97%	2008	2006-7	8821	419	234	653	7.40%		2007-8	8584	383	212	595	6.93%	Category	Number	Percentage	UG Home Students	261	2.96%	UG O'Seas Students	158	1.79%	PG Home Students	51	0.58%	PG O'Seas Students	183	2.07%
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- Amalgamating Other White Background (3.62%) and BME (7.4%) students, gives Aberystwyth University a total BME population of 11.02%.
- In view of demographic comparators of 1.4% for Ceredigion, 2.1% for Wales and 7.9% for the UK as a whole (Census 2001), these figures are relatively encouraging and remain consistent.

### 3. Recruitment and selection method

- Selection of applicants is based on written applications and offers are made in terms of UCAS points appropriate to particular degree courses.

### Additional recommendations:

#### 4. Applications

- In 2005-06 a total of 9765 applications were made of whom 4997 were female and 4768 were male. In 2006-07, 9739 applications were made, 4944 female and 4795 male, illustrating similar percentages of 51% female and 49% male applicants. BME data will be reviewed next year.

#### 5. Offers made

- To be reviewed.

#### 6. Relative success of selection method (such as UCAS form, informal interview, formal interview, grading mechanism)

- To be reviewed.

#### 7. Students accepting places

- A total of 2190 acceptances were made in 2005-6, 1037 female and 1153 male. In 2006-07 a total of 2307 acceptances were made, 1128 were female and 1179 male, illustrating similar percentages of 48-49% females and 51-52 % males. 3.34% of acceptances this year were from BME, Mixed and Other backgrounds.

### Progress – data requirements:

#### 8. Student numbers, transfers and drop-outs

- Student numbers are shown in 2 above. In 2006-07, only 3 BME and Other White Background failed their Degree and 6 deferred. Failure numbers are less (and thus better) for BME in compared with 'white' and 'not known' category rates.

#### 9. Different methods of assessing students

- Policies governing the assessment of students are currently being reviewed under our Equality Impact Assessment screening exercise.

#### 10. Work placements

- Data is collated from Careers Advisory Service on the Work/Study destinations for graduates, numbers in full-time paid work and location of employment.
- The Destinations of Leavers from Higher Education (DLHE) survey data for graduates in 2006/07 (for 1731 AU graduates) have been recorded by ethnic origin as follows:

Ethnic Group	% in some form of work and/or study
Black and Minority Ethnic	81.0%
Other White Background	84.9%
White British	86.4%
Unknown	84.2%

- The number of graduates in full-time paid work (935 graduates) are recorded as follows:

Ethnic Group	F/T Paid Work only (inc. Self-Employment)
Black and ME	56.70%
Other White Background	84.60%
White British	56.90%
Unknown	95.20%

- Location of employment is available on request.

**11. The results of programmes targeted at people from specific racial groups****Widening Access**

- The West and Mid Wales Widening Access Partnership continues to include membership of ethnic minority communities as one of its criteria for entry onto its activities. It has developed a range of specialist contacts to raise the profile of the programme amongst ethnic minority groups and continues to target young people from Romany Gypsy communities in Pembrokeshire to encourage participation in education or training.
- A Gypsy project, Finding Your Voice, has been successful in encouraging this ethnic minority group to consider Further and Higher Education, despite it being very alien to the cultural traditions of the gypsy community. The project liaises closely with the Swansea-led WAW (Widening Access Wales Workshops) project for black and ethnic minority families through which it is funded.
- The Wales Summer University exceeded its targets for recruitment from ethnic minority communities in 2007 with over 20% of students from this group participating, of whom four were asylum seekers. The excellent contacts developed with schools, colleges and communities is crucial in ensuring that ethnic minority students have the confidence to apply to the scheme and are able to both enjoy their experience and succeed at it.
- AU's Centre for Widening Participation and Social Inclusion continues to develop links with Education Action Zones and has hosted two Taste of University Life days, including one residential, for year 10 young people within the English Aim Higher scheme. These pupils are from the West Midlands and have a higher than average percentage of young people from ethnic minority groups. The visits were extremely successful and the evaluations revealed that over 90% said that they were more likely to consider Higher Education.
- The Centre continues to run a Signpost Mentoring Scheme which supports first year undergraduates in the current year. Semester 1 analysis shows that 4 (approx. 14%) of mentees (and 10% of mentors) were from ethnic minority communities. A more targeted approach is being considered in the coming academic year to support the work of departments.

**12. Bullying and racial harassment**

- No cases of bullying and harassment on the basis of race have been formally reported to the Equality Advisor. A new Bully and Harassment Monitoring Form will be launched with the new Dignity and Respect Policy in June 2008.

**Additional recommendations:****13. Job offers arising from work placements****14. Employment rates on graduation****15. Levels of disciplinary action****16. Reported incidents of unlawful discrimination and their outcomes****17. Alleged perpetrators and victims of unlawful discrimination****18. Outcomes of work to raise student attainment levels**

- To be reviewed.

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

- The Centre for the Development of Staff and Academic Practice (CDSAP - previously Staff Development Office) continue to organize and provide Interview Skills training delivered by the Equalities Advisor and other staff from Human Resources, which includes an element of Race Equality awareness in terms of general discrimination awareness. This training is mandatory for members of staff that take part in interview panels.
- HR staff are currently in the process of developing a days Recruitment and Selection training course to be delivered during the summer of 2008.

**2. Applications and appointments**

- The monitoring of Applications was reviewed manually using a new spreadsheet monitoring system for the period 1 Jan 2008 to 31 May 2008.
- In 2007, there were 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 was unknown.
- For 2008, this data (to-date) illustrates that 41 posts were advertised with 362 applicants. 32 nationalities were represented (including British, Welsh, Scottish, Irish and English). Approximately 30 were recorded as of BME origin and 57 were recorded as White Other Background. The ethnicity of the successful candidate for these 41 posts are recorded as follows:-

Recruitment Monitoring	% recruited
White British	37%
White Welsh	22%
White English	5%
Other Asian Background	2%
Chinese	5%
Other White Background	7%
Unknown	15%
Declined the post	2%
To be re-advertised	5%
	100%

**3. Success rates for the different selection methods**

- The main selection method for the recruitment of staff is by Interview Assessment which uses is a scoring matrix to evidence outcome.
- Presentations and practical assessments are also undertaken by departments in combination to the above although this process is not formally scored.

**4. Permanent, temporary or fixed-term appointments**

- There is the same gender proportion of male/female staff for 2008 as illustrated in 2007, i.e. percentage of staff is females 49.4% and males 50.6%.
- The breakdown of staff, gender, type of contract and ethnic origins is shown below:

Ethnic Origin	Female				Male				Totals		
	Fixed		Indefinite		Fixed		Indefinite				
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T			
(H) Asian Other	*	*	*	*			*		10		
(H) Bangladeshi							*		*		
(H) Pakistani				*	*				*		
(H) Black African				*	*	*	*		10		
(H) Black Carib.				*					*		
(H) Chinese	*	*	*	*	*	*	*		18		
(H) Indian			*	*	*	*	*		10		
(H) Mixed W/B Caribbean							*		*		
(H) Mixed W/B African				*	*				*		
(H) Other	*	*	*	*	*	*	6		19		
(H) Other Mixed	*								*	75	3.36%
(H) Other White background	14	36	21	9	14	16	33		143	143	6.40%
(H) White British	61	190	325	207	98	149	500	51	1581		
(H) White English		*	16	9	*		29		58		
(H) White Irish		*	*	*	*		9		19		
(H) White Scottish			*	*	*		*		9		
(H) White Welsh	*	18	22	13	*	10	56	*	123	1790	80.09%
(H) Not Known	7	62	12	15	14	54	16	7	187		
(H) Inf. Refused	*	9	*	*	*	10	9	*	40	227	10.16%
									2235		

Note: The asterick (\*) indicates an anonymised figure which equals or is less than 5. This figure has been included in total figures/percentages.

- 2008 figures show 80.09% of staff were recorded as White ethnicity, 3.36% BME, 6.4% Other White Background and 10.16% unknown. These figures show a very slight decrease to 3.36% Black/Asian and Mixed staff, whilst showing a large and significant increase of Other White Background to 6.4%, totalling 9.75% BME and Other White Background staff.
- Previous years figures have been recorded as follows:
  1. 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%.
  2. 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%.
  3. 2005, 50 staff were recorded as being from BME background / mixed background representing a figure of 3.5%.
  4. 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.
  5. 2007, 70 staff (3.5%) were identified as being BME and 28 staff (1.4%) from other white background. In 2007, 70 staff (3.5%) were identified as being BME and 28 staff (1.4%) from other white background. 89.6% of staff were recorded as White ethnicity and 5.5% unknown.

#### 5. Home or International status

- AU staff are represented by over 50 countries, both European and International, with the largest majority from Germany, 38, China (People's Republic and Taiwan) 15, Poland 12, The United States 12 and Spain 10.
- Over 35 work permits are currently in force for staff for staff with the greatest number of permits obtained for Russian and Chinese staff.
- Of a total of 2235 staff members, a figure of 5.5% is recorded as White Welsh staff. This figure is however unrepresentative as a code for Welsh staff is not a requirement of HESA and has only been recorded by HR since 2005. 'White Welsh' data may therefore be recorded as 'White British'.

#### 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)**

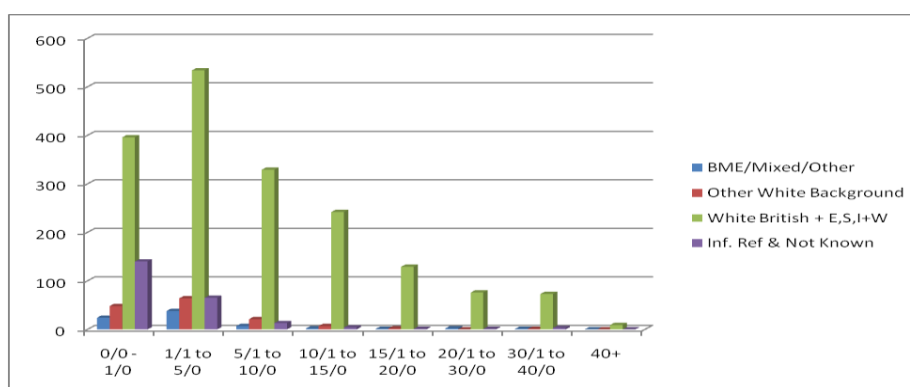
- To be reviewed.

**Career Progression – data requirements:****9. Staff, by grade and type of post**

- The review of data of various categories of posts (e.g. Academic, Agricultural Workers, Clerical, Chefs, Professors, Research, etc) and their ethnicity illustrated that there was a good distribution of BMEs are spread evenly both Academic and Allied/Support structures.

**10. Staff, by length of service**

- The graph overleaf illustrates staff by length of service and illustrates more BME and Other White Background are being employed by the University.

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

- The Centre for the Development of Staff and Academic Practice continue to organize and provide Interview Skills training delivered by the Equalities Advisor and other staff from Human Resources, which includes an element of Race Equality awareness in terms of general discrimination awareness. This training is mandatory for members of staff that take part in interview panels.
- HR is currently rolling-out AU's mandatory and bilingual e-learning diversity course to all staff which includes a specific module on the Race Relations Amendment Act 2000 and a general module on Race. It also contains modules on other strands of equality including Religion, Welsh Language Scheme, consequences of discrimination, role of staff members, Harassment and Bullying, etc.

**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 AU 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.
- The Probationary system for new members of the Academic & Academic related staff remains a robust and well utilised system which provides support and development to staff during the first 2 or 3 years of their appointment to the University.
- The PVC and Director of HR are currently reviewing a new system for appraisal and HR Department has recently undertaken Appraisal training in order to lead and disseminate the need for such practice.

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

- The University is currently operating existing mechanisms for managing the process of re-grading and promotion across all categories of staff in the University. It is anticipated that the introduction of HERA and the Framework Agreement will significantly impact upon the current procedures for promotion and re-grading and will tie the exercise closer to the analysis of competencies on a

framework based upon established role descriptions and associated competencies and skills required.

- The HR Department are currently working in consultation with the recognised Trade Unions on a new Recruitment & Selection policy which will standardise the approach to recruitment and selection across the University.

**Additional recommendations:**

**15. In addition to promotions – staff re-gradings and pay awards**

- See 14 above

**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.