

# Publication of Equality Information Report

## January 2017

### Background

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This report provides information on how the University of Birmingham is meeting its responsibilities under the Equality Act 2010 Equality Duty. It is published with regard to the specific duty to publish equality information to demonstrate compliance with the three aims of the Equality Duty and to make this information publicly available.

### The Equality Duty

As a public sector organisation, the University has duties under the Equality Act 2010 to promote equality - the Equality Duty. The Equality Duty requires that the University has 'due regard' in carrying out its activities of the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups by considering the need to:
  - Remove or minimise disadvantages suffered by people due to their protected characteristics
  - Meet the needs of people with protected characteristics
  - Encourage people with protected characteristics to participate in public life or other activities where their participation is low
- Foster good relations between people from different groups

The Equality Duty applies in relation to the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The University has further duties to publish one or more equality objectives that support the aims of the Equality Duty and to publish information demonstrating our compliance with the Equality Duty on an annual basis.

## University of Birmingham Equality Objectives

Our equality objectives and the actions we will take to achieve them are set out in detail in the University's Equality Scheme 2016-2020, 'Advancing Equality, Valuing Diversity.' Our themes for 2016-2020 are:

<b>Inclusion:</b>	We provide an environment that is accessible, welcoming and safe
<b>Attainment:</b>	Everyone can flourish and succeed to the best of their abilities
<b>Flexibility:</b>	We support different ways of working and learning
<b>Embedding:</b>	The active promotion of equality informs our culture and behaviour

The full Equality Scheme can be viewed at:

<http://www.birmingham.ac.uk/university/about/equality/index.aspx>

### Publication of Equality Information

This report provides information demonstrating how the University is complying with the Equality Duty. It contains demographic information on our staff and student bodies for 2016 by the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It also provides information on activities during the 2015-16 academic year to achieve the objectives set out under our Equality Scheme.

Our aim is to present this information in a format that provides members of the University and general public with an accessible overview of our activities to promote greater equality. If you require further information on the report, or an alternative format, please contact the University's equality team at [equality@contacts.bham.ac.uk](mailto:equality@contacts.bham.ac.uk).

## Introduction

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### Promoting equality – an overview

The University of Birmingham has a longstanding commitment to the promotion of equality and undertakes a wide range of activities to promote better outcomes and meet the needs of different groups of students and staff. Under our 2011-2015 Equality Scheme we have initiated the following:

#### **Students:**

- Sector-leading BME and LGBT employability mentoring schemes have given students opportunities to network and express their identities when making the transition from higher education to the workplace
- Developing an inclusive curriculum, including a dedicated website resource and staff development workshops, to enhance teaching staff's understanding of student diversity
- A BME ambassador project that was created to address the ethnicity attainment gap, challenge stereotypes and promote equality in University has been widely cited across the UK HE sector as an example of good practice in engaging and listening to BME students
- Work undertaken with the Guild of Students to develop online resources that support the needs of mature students
- Launch of the "It's Not On" campaign to address sexual harassment on campus
- An online equality training module for students has been initiated

#### **Staff:**

- Mandatory equality training for staff on recruitment and selection panels
- Embedding equality training in staff induction via an online training module
- 10 of our STEMM Schools and Institutes hold Bronze or Silver Athena awards in recognition of their activities to address female under-representation
- Delivering the Aurora leadership development programme for women and Emerging Leadership Programme
- The University is recognised by Stonewall as one of the UK's Top 100 employers for LGB staff
- The 'Year of Advancing Equality in Employment' in 2014, culminating in a University-wide conference

- Providing a dedicated staff disability service
- Unconscious bias training
- Equality & Diversity Champions were established in each School and Budget Centre
- College Equality and Diversity Champions were established on College Boards and the Equality Executive Group to support the cascading and embedding of equality initiatives
- Active networks for disabled, LGBT and single parent staff
- Financial support was put in place for academic maternity returners to allow relief from teaching and administration so that research can be re-established
- A wide range of national history months and interfaith events have been celebrated

# Employment Information

## Introduction

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Information to demonstrate compliance with the Equality Duty in relation to the University's role as an employer is presented below, in relation to the protected characteristics of: age, disability, gender identity, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In relation to each characteristic there is

The data is taken from a snapshot of the staff population in December 2016. Benchmark data for the Russell Group is for the 2014/15 academic year and is provided by the Higher Education Statistical Agency (HESA).

As of December 2016, the University employs 7,749 staff. Staff are employed in three main groups:

**Academic staff** – These are our teaching and research staff and include roles such as Research Fellow, Lecturer and Professor. Academic staff are recruited nationally and internationally and employed in the University's 5 academic Colleges - Arts and Law, Engineering and Physical Sciences, Life and Environmental Sciences, Medical and Dental Sciences and Social Sciences. 46% of all University staff are employed in Academic posts.

**Administrative and Other Related staff** – These staff are employed in a wide range of professional roles, such as admissions officers, statisticians and I.T. specialists. They are predominately recruited nationally and from the West Midlands region. Admin and Other Related staff are employed in Professional Services' budget centres and in the academic Colleges. 22% of all University staff are employed in Admin and Other Related posts.

**Support staff** – Support staff are employed in a wide range of manual and clerical roles across the University, such as cleaning, catering and junior administration roles. Support staff are predominately recruited locally from the City of Birmingham and are employed in Professional Services budget centres and in the academic Colleges. 32% of all University staff are employed in Support posts.

## Age

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Following the removal of the national default retirement age in October 2011, staff can now work past the University's traditional retirement age of 65, and there is no upper limit on the age of job applicants for the majority of posts at the University. In response to these significant changes to retirement, the University has created a Later Working Life intranet resource to support older staff in planning their later working life and eventual retirement, together with long-term financial planning courses to support staff in preparing for retirement. We have also introduced increased flexibility for older staff through flexible retirement arrangements.

Staff data for 2016 indicates that this has impacted on the upper-end of the staff age profile, with the number of staff aged 66+ rising from 25 staff (0.4%) in 2011 to 139 staff (1.8%) in 2016. This trend has occurred across all 3 staff groups and is expected to continue as staff take advantage of the opportunity to work past traditional retirement age.

### **Overview of staff data**

Our data for 2016 shows:

- The University employs staff aged from 18 to 86, with a mean average age of 42.
- Support posts employ the most diverse range of ages at the University, encompassing both the highest proportion of staff under 26 and of staff aged over 60.

## Disability

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The number of staff disclosing a disability to the University has substantially increased during this period, from 153 staff in 2011 to 372 staff in 2016, raising the overall proportion of disabled staff to 4.8% of the University population. This is above the Russell Group average of 3.4% disabled staff. The University's non-disclosure rate (i.e. staff who have withheld information on their disability status) is 3.9% (306 staff).

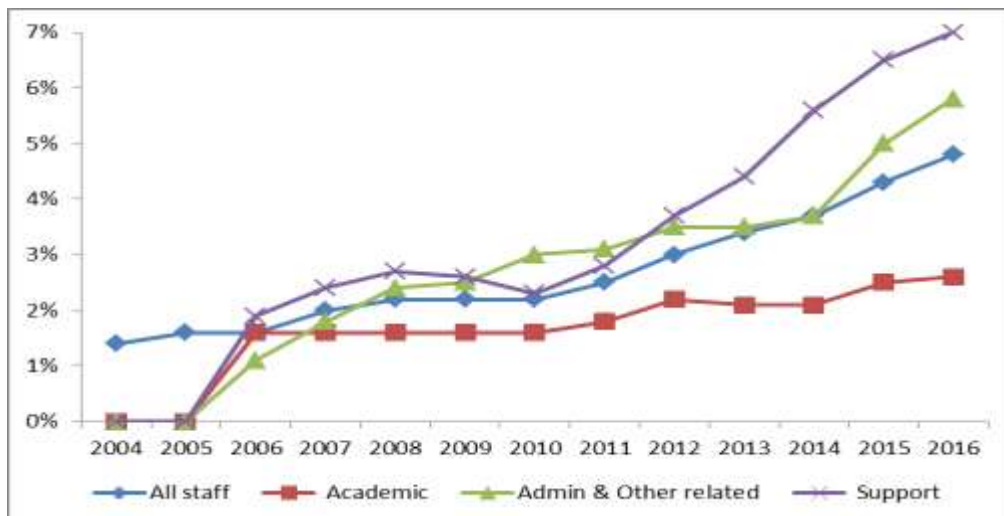
It is hoped that this increase in disclosures is indicative of an increasingly positive working culture where staff with physical and mental disabilities feel safe and supported. The University has a Disability Service for staff, which provides general advice for disabled staff, guidance on adjustments to workplace practices and specific support for mental health needs. This service is promoted to staff through internal publications and through information specifically sent to new and current staff on disclosure of a disability. The University also has had a Staff Disability Group (established in 2004), that is open to all disabled staff and staff with a professional interest in disability issues.

### Overview of staff disability data

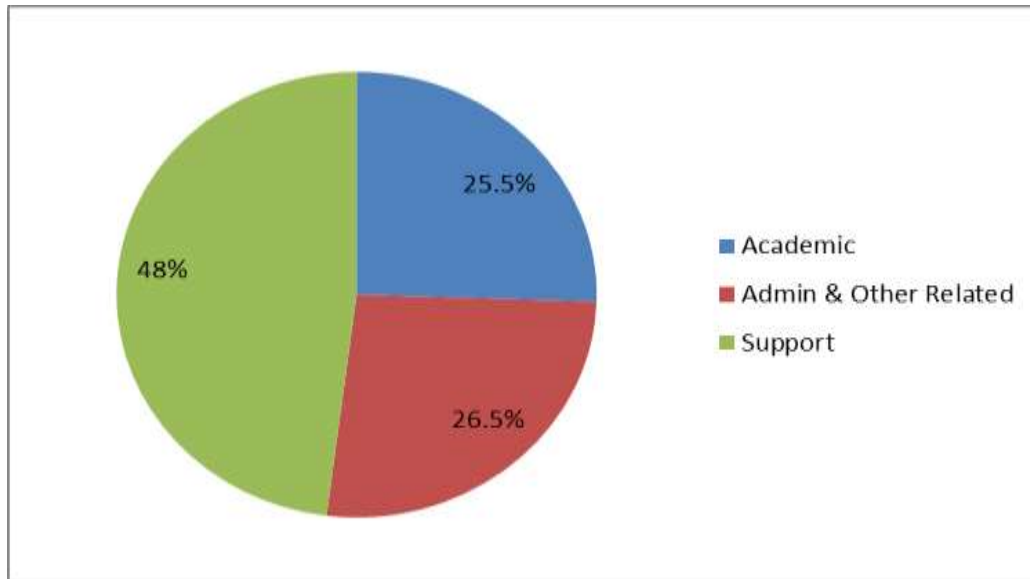
Our data for 2016 shows:

- 4.8% of University staff (372 staff) have disclosed a disability to the University, as defined under the medical and social model definitions of disability
- The largest proportion of disabled staff are employed in Support roles (48% of all disabled staff), 26.5% in Administrative and Other Related roles and 25% are in Academic posts.
- The University employs more disabled staff than the Russell Group average of 3.4%.

### Disabled staff population 2004-2016 (%)



### Disabled staff by staff group 2016 (%)



Disabled staff by staff group, 2004-2016					
		All staff	Academic	Admin & Other related	Support
2004	No	79	-	-	-
	%	1.4	-	-	-
2005	No	91	-	-	-
	%	1.6	-	-	-
2006	No	93	37	8	48
	%	1.6	1.6	1.1	1.9
2007	No	119	41	21	57
	%	2	1.6	1.8	2.4
2008	No	132	39	30	63
	%	2.2	1.6	2.4	2.7
2009	No	134	40	31	63
	%	2.2	1.6	2.5	2.6
2010	No	132	40	40	52
	%	2.2	1.6	3	2.3
2011	No	153	43	48	62
	%	2.5	1.8	3.1	2.8



2012	No	194	53	57	84
	%	3	2.2	3.5	3.7
2013	No	208	53	58	97
	%	3.4	2.2	3.5	4.4
2014	No	264	56	77	131
	%	3.7	2.1	3.7	5.6
2015	No	322	88	76	158
	%	4.3	2.5	5	6.5
2016	No	372	94	99	179
	%	4.8	25.5	26.5	48

## Gender

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Whilst the University has an overall positive balance between female and male staff (53%/47%), there is ongoing under-representation of women at more senior levels, particularly in academic roles.

In 2016, 44.6% (1,584) of all Academic staff were female, the highest proportion of female academics that the University has employed to date, and an increase from 37.4% (875 staff) in 2011. This is also above the Russell Group average of 41% female academic staff. 22.7% of our Professors are female (103 staff), from 21% in 2015, representing an increase of 23 staff. This compares to a Russell Group average of 21% female professors.

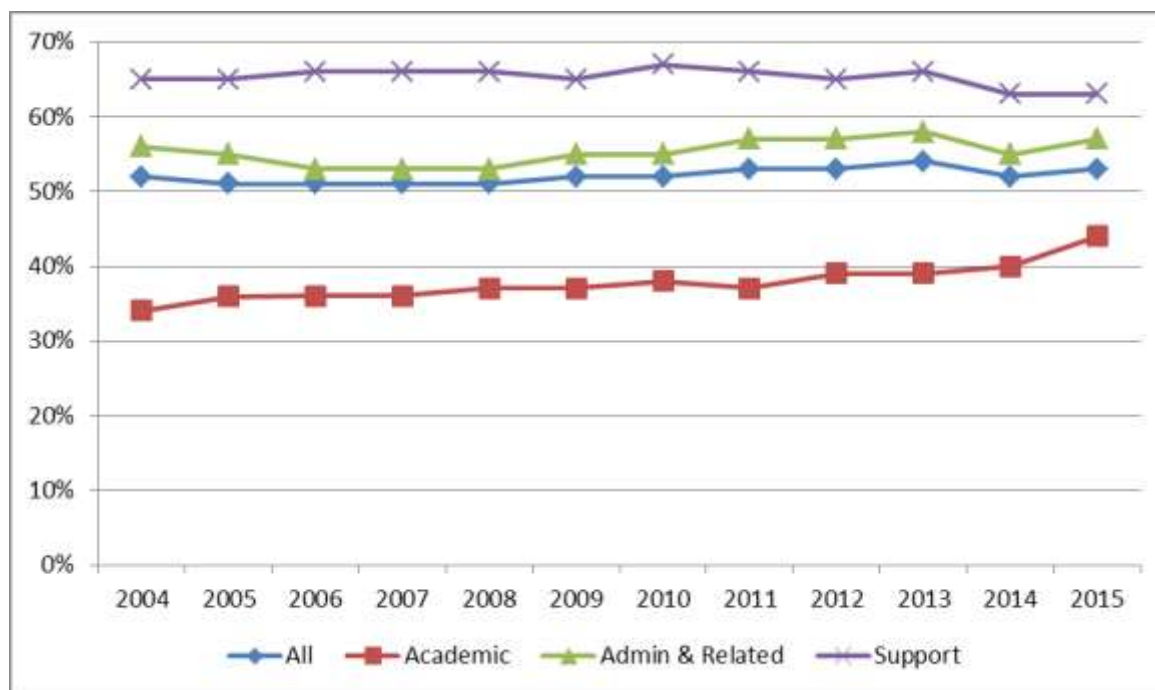
The University recognises this as a significant issue and has joined the Athena SWAN Charter as a means of addressing under-representation. Athena SWAN promotes and recognises good employment practices in the higher education sector that support the recruitment, retention and progression of female academic staff. The University has an established Athena SWAN Working Group and holds a Bronze institutional award. The College of Medical and Dental Sciences and the School of Physics have achieved Silver Athena awards and a further 8 schools in the Colleges of Engineering and Physical Sciences and Life and Environmental Sciences have achieved Bronze awards. Following the expansion on the Athena SWAN Charter to non-STEMM subject areas, Schools with the Colleges of Arts & Law and Social Sciences are also actively working towards awards.

### Overview of staff gender data

Date for 2016 shows:

- The University's total staff body is evenly balanced between female and male staff, with female staff accounting for 53% of the staff population
- There are variations in gender representation across the three staff groups. Female staff are 44.6% of Academic staff, 56% of Admin & Other Related staff and 63.5% of Support staff
- The proportion of female Academics has increased, from 743 staff (34.2%) in 2004 to 1,584 staff (44.6%) in 2016
- 22.7% of our Professors are female

### Female Staff 2004 – 2016 (%)



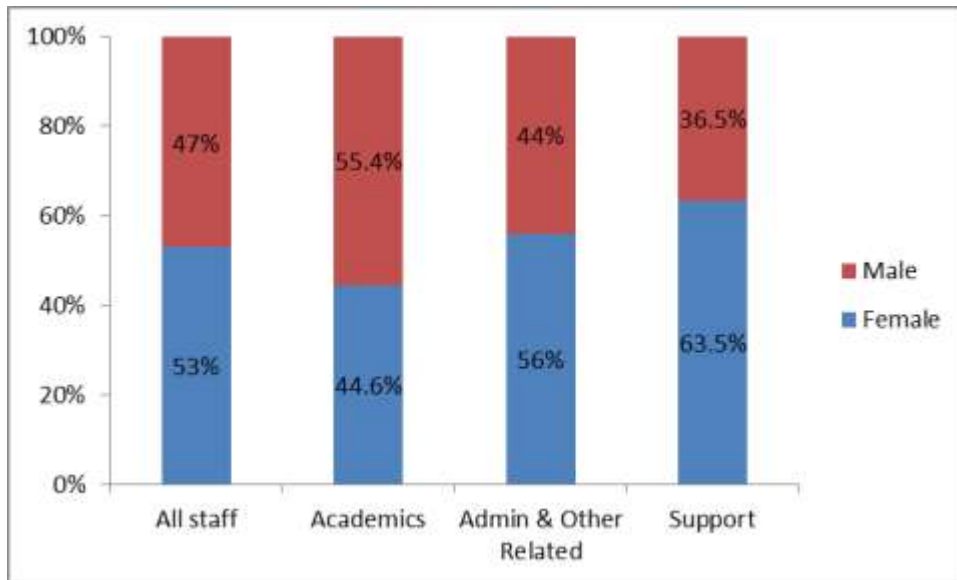
### Staff by gender and staff group, 2004-2016

			All Staff	Academic	Admin & Other Related	Support
<b>2004</b>	Female	No.	2918	743	443	1732
		%	52	34.2	56	65
	Male	No.	2711	1429	345	937
		%	48	65.8	44	35
<b>2005</b>	Female	No.	2905	852	413	1640
		%	51	35.9	55	65
	Male	No.	2766	1524	341	901
		%	49	64.1	45	35
<b>2006</b>	Female	No.	3032	877	547	1608
		%	51	36.1	53.3	65.9
	Male	No.	2865	1553	479	833
		%	49	63.9	46.7	34.1
<b>2007</b>	Female	No.	3054	908	605	1541

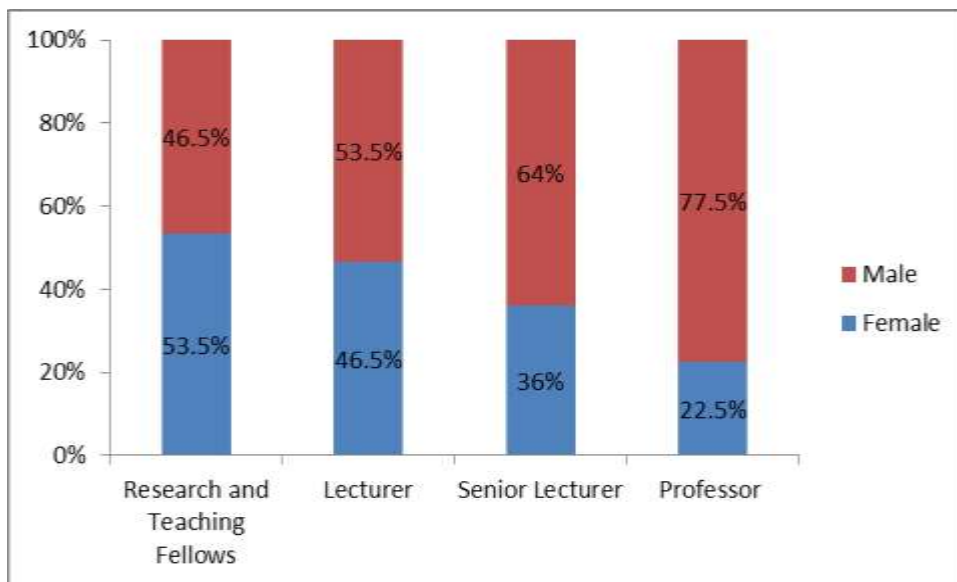
		%	51	36.3	53.4	66
	Male	No.	2911	1590	528	793
		%	49	63.7	46.6	34
2008	Female	No.	3097	904	660	1533
		%	51.5	36.8	53.5	66
	Male	No.	2922	1553	574	795
		%	48.5	63.2	46.5	34
2009	Female	No.	3180	937	736	1507
		%	52	37.6	55.5	65.5
	Male	No.	2937	1542	592	793
		%	48	62.4	44.5	34.5
2010	Female	No.	3180	937	736	1507
		%	52	37.9	54.6	66.7
	Male	No.	2937	1531	612	752
		%	48	62	45.4	33.2
2011	Female	No.	3234	875	884	1475
		%	52.9	37.4	56.9	66.3
	Male	No.	2881	1462	669	750
		%	47.1	62.6	43.1	33.7
2012	Female	No.	3383	951	940	1492
		%	53.2	38.9	57.3	65.6
	Male	No.	2982	1497	701	784
		%	46.8	61.1	42.7	34.4
2013	Female	No.	3383	961	952	1470
		%	54%	39%	58%	66%
	Male	No.	2948	1497	698	753
		%	46%	61%	42%	34%
2014	Female	No.	3680	1046	1157	1477
		%	52%	40%	55.2%	63.1%
	Male	No.	3401	1598	939	864
		%	48%	60%	44.8%	36.9%
2015	Female	No.	3958	1574	864	1520
		%	53%	44.5%	57%	63%
	Male	No.	3510	1965	647	898
		%	47%	55.5%	43%	37%
2016	Female	No.	4125	1584	946	1595
		%	53%	44.6%	56%	63.5%

Male	No.	3624	1968	738	918
	%	47%	55.4%	44%	36.5%

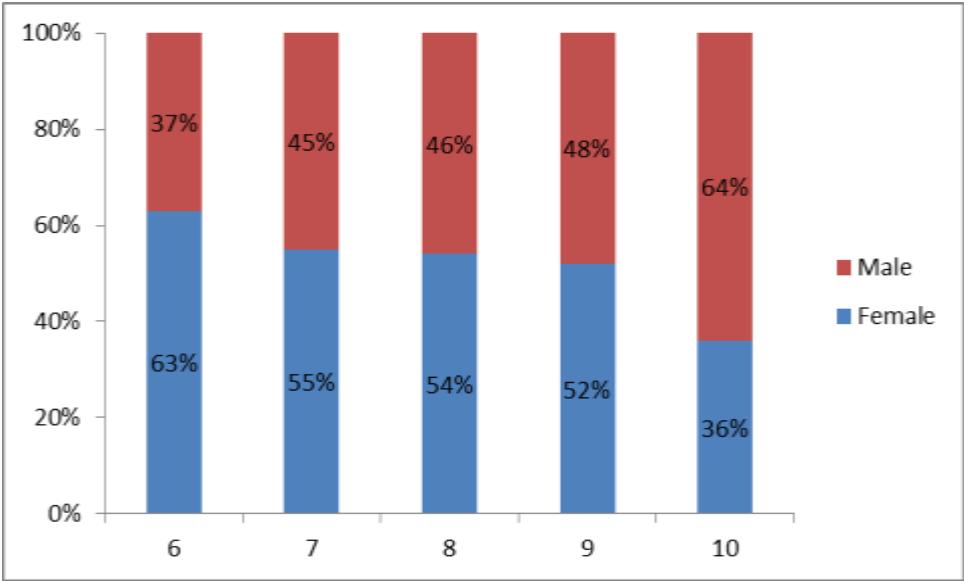
**Staff Groups by gender 2016 (%)**



**Academic staff by grade and gender 2016 (%)**



**Administrative and Other Related staff by grade and gender 2016 (%)**



## Gender Identity

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The University has been collecting data on gender identity since 2015. To date, 36% of staff have provided us with information on their gender identity, (up from 25% in 2015). Of those who have disclosed, 0.7% have a gender identity different to that assigned to them at birth.

Guidance on 'Supporting Transgender Students and Staff' is available on the University website and is based on sector best practice. Human Resources provide individual support to staff and their managers where a member of staff is undertaking a process of gender transition. The University's new Sports Centre (due to open in 2017) will have improved changing facilities that take into account the needs of trans and non-binary users.

The University also supports an active LGBTQ Rainbow Staff Network. The network is open to all staff who identify as lesbian, gay, bisexual, transgender, non-binary or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest of its members to the University.

## Race and ethnicity

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The University's staff body is ethnically diverse, with staff drawn from over 18 ethnic groups and 95 countries. The University has comprehensive data on the ethnic and national origins of its staff population, with 99% of staff disclosing this information.

The University employs 1,471 staff from black, Asian or minority ethnic (BME) backgrounds, equivalent to 19% of the total staff population, an increase of 104 staff or 0.5% from 2015. 18.6% of Academic staff are BME, as are 13.2% of Admin and Other Related and 23.5% of Support staff. Overall, Asian staff (Indian, Pakistani, Bangladeshi and other Asian groups) are the largest BME group at 8.9% of the staff population.

Whilst historical data from 2004 onwards indicates that the number of BAME staff is on an upwards trajectory, the University Support staff population continues to be under-representative of the BME population in the City of Birmingham. The Support staff population is predominately recruited from the local population and currently stands at 23.5% BME staff. The representation of BME staff also declines as seniority increases, (as is also the case for gender). However, 8.6% of our Professors are BME, compared to 7% of the Russell Group.

The University's Equality Scheme has identified the under-representation of BME staff amongst its locally recruited staff as an area of concern. We are also participating in the Equality Challenge Unit Race Charter Mark to help address issues of under-representation.

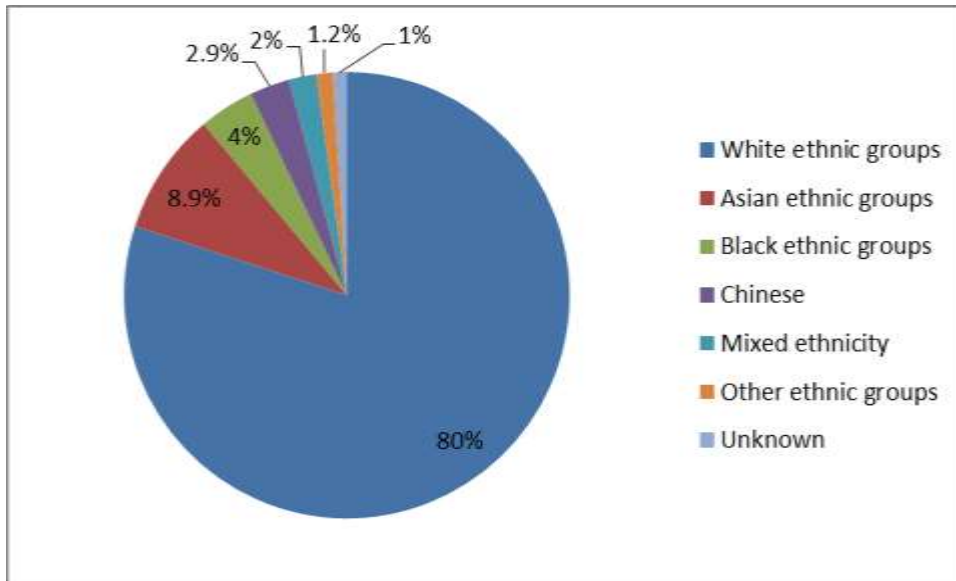
### Overview of staff data by ethnic group

Our data for 2016 shows:

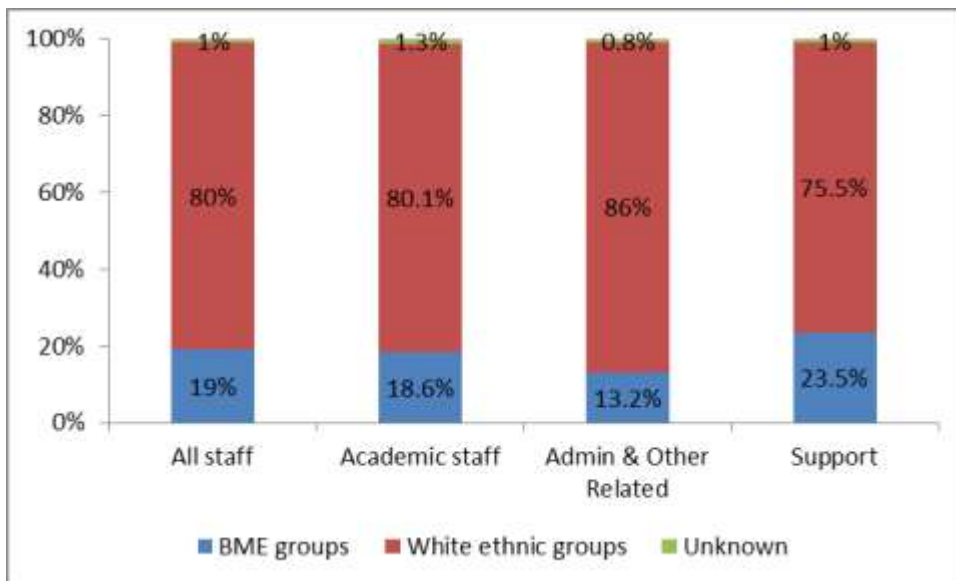
- 19% of University staff are from black, Asian or other minority ethnic groups (BAME), 80.5% are from white ethnic groups, and 1% have not disclosed their ethnic origin
- Asian staff (Indian, Pakistani, Bangladeshi and other Asian ethnic groups) make up the largest proportion of BME staff at 8.9%
- 18.6% of Academic staff are BME. The largest proportion of BAME staff are employed in Support roles (23.5%) and the lowest proportion in Admin & Other Related roles (13.2%)
- The number of staff from BME groups has increased overall from 748 staff in 2004 to 1,471 staff in 2015



**All staff by ethnic group, 2016 (%)**



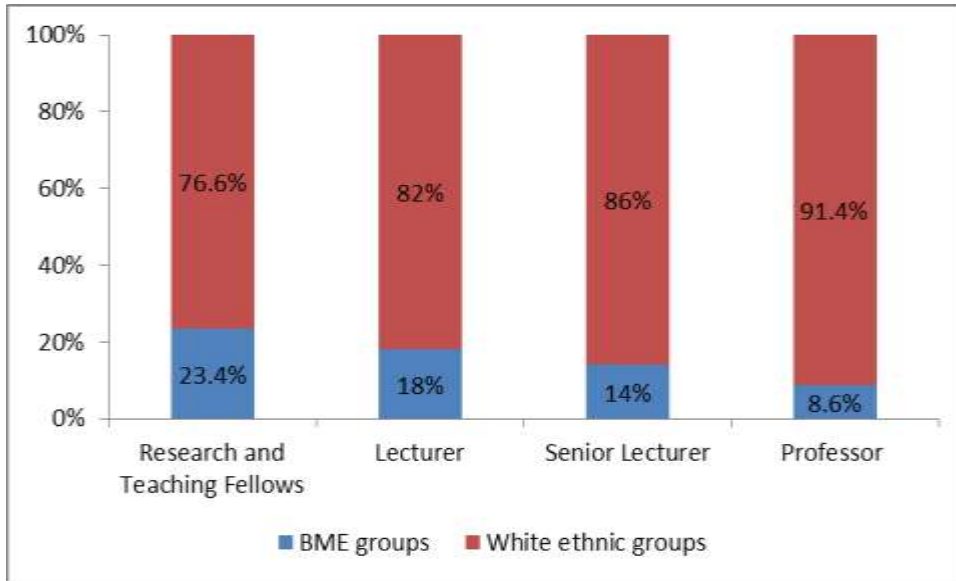
**Staff by staff group and ethnic group 2016 (%)**



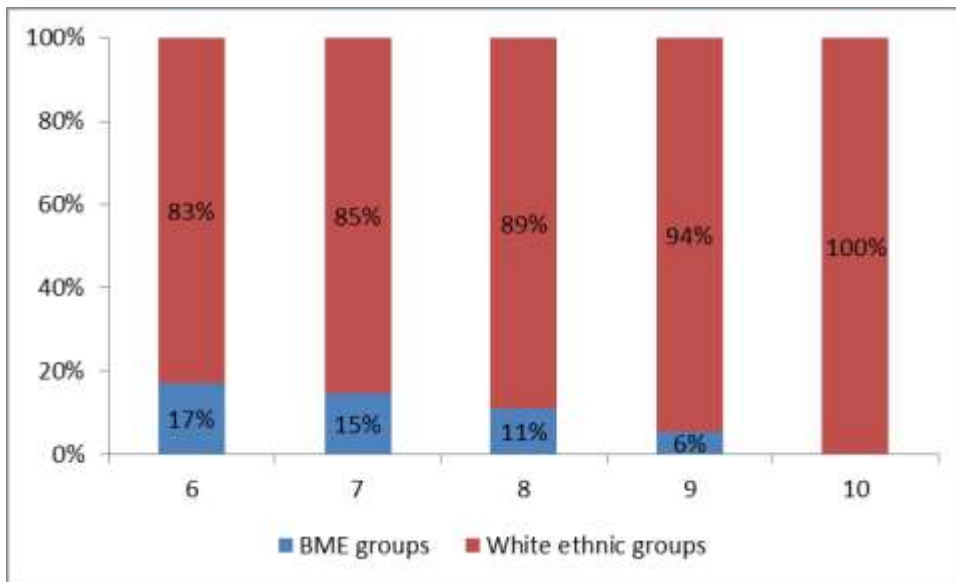
<b>Staff by ethnic group and staff group, 2004-2016</b>						
			<b>All Staff</b>	<b>Academic</b>	<b>Admin &amp; Other Related</b>	<b>Support</b>
2004	White ethnic groups	No.	4792	1833	711	2248
		%	85.1	84.4	90.2	84.2
	Black, Asian and minority ethnic groups	No.	748	299	70	379
		%	13.3	13.8	8.9	14.2
	Information not provided	No.	89	40	7	47
		%	1.6	1.8	0.9	1.8
2005	White ethnic groups	No.	4789	1989	671	2129
		%	84.4	83.7	89	83.8
	Black, Asian and minority ethnic groups	No.	810	353	78	379
		%	14.3	14.9	10.3	14.9
	Information not provided	No.	72	34	5	33
		%	1.3	1.4	0.7	1.3
2006	White ethnic groups	No.	4963	2033	908	2022
		%	84.2	83.7	88.5	82.8
	Black, Asian and minority ethnic groups	No.	861	367	104	384
		%	14.6	15.1	10.1	15.7
	Information not provided	No.	73	30	14	35
		%	1.2	1.2	1.4	1.5
2007	White ethnic groups	No.	4988	2071	1004	1913
		%	83.6	82.9	88.6	82
	Black, Asian and minority ethnic groups	No.	903	404	114	385
		%	15.1	16.2	10.1	16.5
	Information not provided	No.	74	23	15	36
		%	1.3	0.9	1.3	1.5
2008	White ethnic groups	No.	5047	2043	1092	1912
		%	83.8	83.1	88.1	82.1
	Black, Asian and minority ethnic groups	No.	903	400	135	388
		%	15.1	16.3	10.9	16.7
	Information not provided	No.	74	15	13	29
		%	1.3	0.6	1	1.2
2009	White ethnic groups	No.	5079	2025	1160	1894
		%	83	82.2	88	81.4
	Black, Asian and minority ethnic groups	No.	947	401	148	398
		%	15.5	16.3	11.2	17.1
	Information not provided	No.	81	36	11	34
		%	1.5	1.5	0.8	1.5

2010	White ethnic groups	No.	5084	2041	1191	1852
		%	83.5	82.7	88.5	82
	Black, Asian and minority ethnic groups	No.	939	405	150	383
		%	15.5	16.4	11	17
	Information not provided	No.	53	22	7	24
		%	1	0.9	0.5	1
2011	White ethnic groups	No.	5127	1943	1377	1807
		%	83.8	83.1	88.7	81.2
	Black, Asian and minority ethnic groups	No.	942	378	170	394
		%	15.4	16.2	10.9	17.7
	Information not provided	No.	46	16	6	24
		%	0.8	0.7	0.4	1.1
2012	White ethnic groups	No.	5319	2002	1445	1852
		%	83.6	82.6	88	81.4
	Black, Asian and minority ethnic groups	No.	1004	414	189	401
		%	15.7	16.9	11.5	17.6
	Information not provided	No.	42	12	7	23
		%	0.7	0.5	0.4	1
2014	White ethnic groups	<b>No.</b>	5754	2149	1746	1859
		<b>%</b>	81%	81%	83%	79%
	Black, Asian and minority ethnic groups	<b>No.</b>	1275	473	337	465
		<b>%</b>	18%	18%	16%	20%
	Information not provided	<b>No.</b>	52	22	13	17
		<b>%</b>	1%	1%	1%	1%
2015	White ethnic groups	<b>No</b>	6023	2822	1308	1893
		<b>%</b>	80.5%	80%	86.5%	78%
	Black, Asian and minority ethnic groups	<b>No</b>	1367	670	196	501
		<b>%</b>	18.5%	19%	13%	21%
	Information not provided	<b>No</b>	78	47	7	24
		<b>%</b>	1%	1%	0.5%	1%
2016	White ethnic groups	<b>No</b>	6188	2843	1448	1898
		<b>%</b>	80%	80.1%	86%	75.5%
	Black, Asian and minority ethnic groups	<b>No</b>	1471	661	222	588
		<b>%</b>	19%	18.6%	13.2%	23.5%
	Information not provided	<b>No</b>	90	48	14	27
		<b>%</b>	1%	1.3%	0.8%	1%

**Academic staff by ethnic group and grade 2016 (%)**



**Administrative and Other Related staff by ethnic group and grade 2016 (%)**



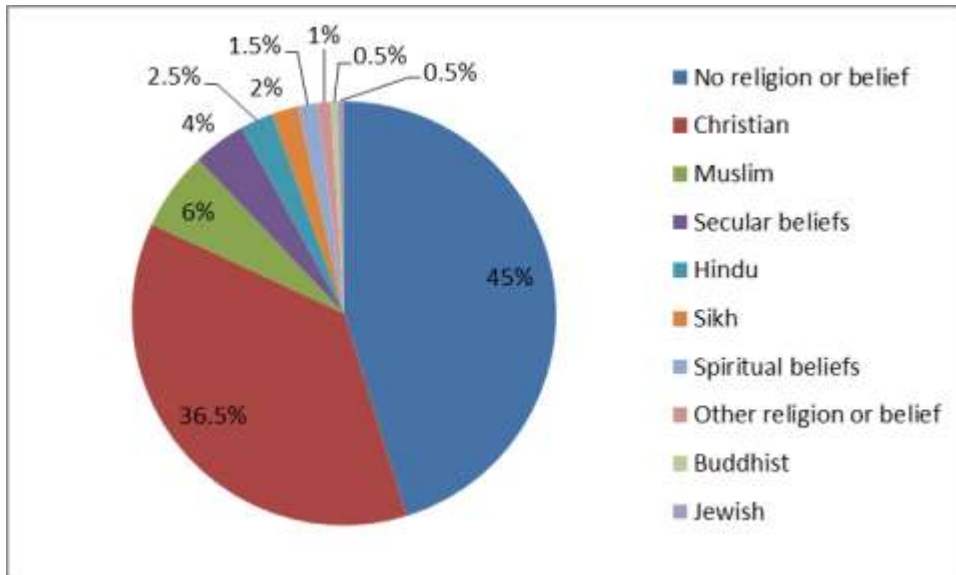
## Religion or Belief

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The University has two multi-faith chaplaincies with full and part-time Christian, Jewish, Muslim, Buddhist and Hindu chaplains. Students and staff have access to the chaplaincy for prayer and contemplation. Arrangements for local prayer facilities are agreed between staff and managers on a case-by-case basis. The University seeks to accommodate the religious needs of staff wherever this is reasonably practical, usually through the use of flexible working practices.

The University has been collecting data on staff religion and belief since 2015. 35.5% of staff have provided information on their religion or belief to date, an increase from 29% in 2015.

### Staff by religion or belief 2016 (%)



## Sexual Orientation

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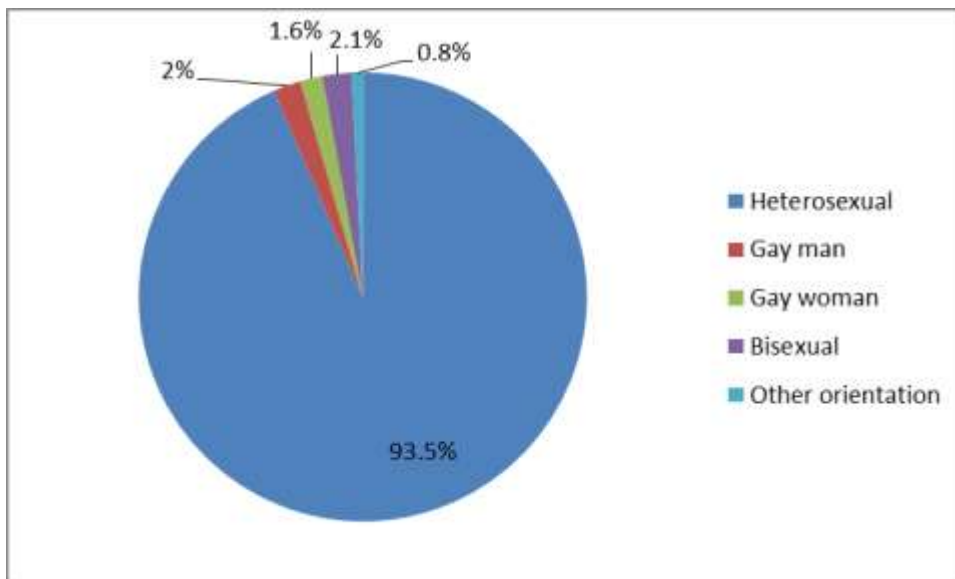
The University supports an active LGBT Rainbow Staff Network, that is open to all staff who identify as lesbian, gay, bisexual, trans or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest of its members to the University.

The Rainbow Network plays a key role in organising events for LGBT History Month, which has been formally marked at the University since 2010 and is now an established part of the University calendar. The underpinning theme of the University's LGBT History Month is to celebrate and promote greater understanding of LGBT lives and experiences.

As part of our commitment to LGB equality, the University is also a member of Stonewall Diversity Champions and participates in their annual employers' index, ranking no.50 in 2016. We have benchmarked our employment practices against Stonewall best practice and introduced changes, such as explicitly promoting family benefits to same sex couples and using the Stonewall logo in our recruitment materials.

During 2015 the University has also started collecting monitoring data on staff sexual orientation. To date, 35% of staff have provided information on their orientation, an increase on 29% in 2015.

### Staff by sexual orientation 2016 (%)



## **Student Information**

*Student information will be published shortly.*