

RAVENSBOURNE

ANNUAL STAFF AGE MONITORING REPORT 2012 - 13

The key staff age equality activities and outcomes for 2012-13 are:

- Ravensbourne received 1008 enquiries into 40 vacancies during the course of 2012-13. Total enquiries increased overall by 64% this year, with 642 enquiries to 47 vacancies in 2011-12.
- There was representation at each of the five age brackets from candidates enquiring into vacancies, with the largest proportion of those who disclosed their age in the 31 – 40 bracket (243 candidates, 24%) and the lowest in the 61+ bracket (9 candidates, 1%). This is similar to the figures reported in 2011-12 (27% of enquirants in the 31-40 category with 1% of enquirants 61+).
- 33% of those enquiring into vacancies did not disclose their age (327 candidates). This is an increase of 3% from the last reporting period.
- Staff are employed across all five age brackets, with the highest proportion in the 31 – 40 bracket (30%). This is the same figure as seen in the 2011-12 report.
- Analysis of statistics shows no evidence of inequality on the basis of age in relation to pay and contract type.
- The census information for the London Borough of Greenwich (2001) shows a correlation between the LBG and Ravensbourne, with representation of people at all age groups. LBG reports the mean age of the population at 35.8 years old. Ravensbourne's mean is slightly higher at 41.8 years old.

ANNUAL STAFF DISABILITY MONITORING REPORT 2012-13

The key staff disability equality activities and outcomes for 2012-13 are:

- 6% of candidates enquiring in to vacancies at Ravensbourne in this reporting period disclosed a disability, which is a 2% increase on the figure reported in 2012-13.
- Of the small number of disabled applicants applying for roles at Ravensbourne, 12% were shortlisted for interview, which is a decrease from last year. 5% of all shortlisted candidates however declared a disability, which is a 1% increase from the last reporting year.
- Two offers of employment were made were to disabled candidates, which is an increase of 1% from last year

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- The proportion of staff with disabilities increased to 16%, which is an increase of 6% from last year
- Analysis of statistics show disabled staff are represented across academic and support functions, with no evidence of inequality compared to overall workforce profiling
- A new Disability Advice Line was launched in the new Academic year with Disability Rights UK which is incorporated into job advertisements to encourage more suitably qualified individuals with disabilities to apply for jobs at the Institution
- One-to-one meetings are conducted with staff who have declared disabilities to ensure the percentage of staff with disabilities is retained.
- The 2001 census information for the Royal Borough of Greenwich shows that 17% of their total population declared a disability, which is the fourth highest percentage in London. Ravensbourne has a proportion of 16% disabled staff, which very close to matching that of the LBG. This is an increase of 6% compared to last year.

ANNUAL STAFF ETHNICITY MONITORING REPORT 2012-13

The key staff ethnicity equality activities and outcomes for 2012-13 are:

- 326 (32%) people enquiring into vacancies in 2012-13 did not disclose their ethnicity. This is an increase on the disclosure rate from the two previous years when the rates were 34% and 39% respectively
- Of the 1008 enquiries, 619 (61%) candidates submitted an application
- The overall rate of disclosure for candidates submitting an application was 89%. 63 (10%) of those who applied for roles at Ravensbourne did not disclose their ethnicity
- More than half (59%) of total applicants for all jobs for the reporting period classified their ethnicity as White¹
- 31% of total applicants for all jobs were from BME backgrounds, which is an decrease of 13% from the last reporting period

Of all the shortlisted candidates the following declarations were made:

- 69% White
- 27% - BME (this equates to an 7% increase on last year)

¹ Including White British, Irish, Scottish and Other

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- 4% of candidates chose not to disclose their ethnicity

Of those who were successfully appointed to vacancies:

- 59% were White
- 37% were from BME backgrounds (this equates to a 17% increase on last year)
- The ethnicity of 4% of new appointees remained unknown
- BME staff accounted for 19% of the workforce in 2012-13, which is a 3% increase on last year
- Analysis of the organisational structure shows representation of BME staff at each of the different levels. There has been a 4% increase in the number of BME staff employed at Middle Management level, however there has been a decrease of 2% of BME staff employed at Director level compared to 2011-12 and a 3% decrease in the Senior Academics category. It must be noted however that very small numbers of staff are employed in these areas. For example, one individual joining at Director level affects the percentages in a way that would not be reflected in larger Institutions.
- In relation to age, BME staff are employed within each of the age bands between 17 to 60 years. However, there is no representation of BME staff at the highest age bracket. There has been an increase in the number of BME staff at the lowest age bracket (13%), where there were 11% of staff were employed in this age category in 2011-12 compared to 24% in 2012-13.
- The predicted census information for the Royal Borough of Greenwich shows that 33% of their total population are of BME origin. Ravensbourne has a proportion of 19%, an increase of 3% from last year's total, showing that we are beginning to reflect the local equality profile. However, we do recognise that there is still work to be done to better reflect the 33% proportion of BME residents seen in the LBG.

ANNUAL STAFF GENDER MONITORING REPORT 2012-13

The key staff gender equality activities and outcomes for 2012-13 are:

- Of the total enquiries into vacancies during the 2012-13 period, a higher proportion were female enquirants (34%) compared to male enquirants (33%), with 33% of enquirants not wishing to disclose their gender. This is a very positive move forwards, compared to 2011-12, where previously there was a much higher number of male enquirants compared to females (48% male compared to 20% female).

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- Of the candidates who submitted applications and disclosed their gender 46% were male and 43% were female. The remaining applicants that chose not to disclose their gender represent 11%. As with the number of enquirants, this is a big step forwards where the number of males and females applying for vacancies is more equal compared to the previous year (60% male and 25% female) and suggests that work in the area of gender equality has had a positive result. In addition, it should be noted that the number of candidates not declaring their gender has decreased by 4%, which is also a positive sign.
- The breakdown of shortlisted candidates in 2012-13 was 47% female, 50% male and 3% candidates who did not disclose. This is another positive shift showing more equal statistics in males and females being shortlisted, where 2011-12 showed 51% of shortlisted candidates as male and 41% as female. These figures also show a 4% decrease in the number of candidates not disclosing their gender.
- Of the 34 offers made in 2012-13, 19 (56%) were made to male candidates and 15 (44%) to females, which is therefore fairly equal.
- The overall gender split of staff employed in 2012-13 was 59% male and 41% female. We have therefore seen a slight widening of the number of females and males compared to 2011-12, which showed almost level numbers.
- The percentage of women employed in academia is 30%, which is a decrease from last year's total of 36%. As shown with the BME staff figures, very small numbers of Academics results in dramatic percentage differences when one or two individuals leave the Institution. This percentage difference however will be addressed in 2013-14.
- The proportion of male to females employed at Senior Academic level during 2012-13 is at 13% and 6% respectively. This are the same figures as shown in the 2011-12 figures which indicates that work still needs to be done to encourage more female staff to apply for senior academic roles. This is currently being addressed.
- Ravensbourne demonstrates an almost equal gender split over Directorial level role types (3% male and 2% female) and an equal difference between females and males in Middle management roles. Admin/teaching positions show a 7% difference between males and females with a higher figure of males holding these positions (36%). There are no women holding technical roles at Ravensbourne however as with previous years this is not an immediate concern where there are a very small number of Technical positions within the Institution (5 positions).

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- There is an almost equal proportion of gender across the age brackets in 2012-13. The 31-40 and 51-60 age brackets show the greatest gap (7%), which may need to be investigated however the two age brackets before and after these show almost equal percentages which is encouraging. There is no longer a difference at the 61+ age bracket which suggests a subtle influence of the change in the default retirement age.
- All other staff practices and workforce profiling, such as pay and grading, type of contract and length of service show no evidence of inequality between genders
- When comparing at the census information for the London Borough of Greenwich, the gender split is 47.9% males and 52.1% females. There is a slight difference in Ravensbourne's figures for this year where there are more males than females employed.