

2012

Workforce Diversity Report

London South Bank University

Equality and Diversity, Human Resources

Introduction

The Equality Act 2010

This new act replaces all previous anti-discrimination laws with a single act. A key measure in the act is the Public Sector Equality Duty which came into force in April 2011 and ensures that public bodies, including HEI's, consider the needs of all individuals in their policies, delivery of services and for their own staff.

The Equality Duty covers the following groups, known as protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or national origins, colour or nationality
- religion or belief – this include slack of belief
- gender
- sexual orientation.

London's Diversity

Almost 30 per cent of the Capital's population belong to a Black, Asian or minority ethnic (BAME) group and more than 300 languages are spoken. In Southwark 48% have an ethnic minority representation. Two of London's boroughs, Newham and Brent, have an ethnic representation of more than 50%.

Around half of London's working age population are women. On average women working full time in London are paid 17% less than a man and 38% less if part time for work that is of equal value. In 2009 it was estimated that 7% of senior managers in London belong to a BAME group.

Disability is newly defined in the Equality Act 2010 and covers people who have a disability that lasts or is likely to last more than a year and 'substantially limits their ability to carry out normal day to day activities'. The GLA estimates 17% of working Londoners have a disability.

The campaigning group Stonewall estimate that 10% of Londoners are gay, lesbian or bisexual.

Government statistics refer to there being between 5,000 & 7,500 Transgender people in the UK.

Who works for LSBU?

In the summer and autumn of 2011 the HR department carried out an Equality Census with the aim of updating the information HR has on the protected characteristics of our staff. Almost 70% of employees took part in the census and their electronic records in HR have been updated with the information they provided. Applicants for new posts are also asked for information on their protected characteristics and annual reminders will be sent to ask staff to update us.

In 2011/12 LSBU employed 1,983 people. 46% women, 26.5 % from a BAME background. 8% of employees told LSBU they had a disability and 7% told us they were gay, lesbian or bisexual. Data used in the following tables is from the HR oracle database, updated with statistics from the 2011 Equality Census.

This report sets out what London South Bank University has achieved so far to diversify our workforce. It covers issues such as training, recruitment and promotions. The report brings this data together for the first time to provide a comprehensive assessment of LSBU's workforce diversity.

This report complies with the recommendations of the Equality and Human Rights Commission guidance on the Public Sector Equality Duty.

All LSBU staff

LSBU	Overall numbers	Women %	Men %	BAME %	White %	Disabled Staff %	Gay, Lesbian, Bisexual %
2011/12	1983	46%	54%	27%	73%	8%	7%

LSBU Academic Staff

These numbers compare favourably with the statistics reported by the Equality Challenge Unit for HE in the UK where 39% of post holders are women and 7% are BAME

LSBU	Overall numbers	Women %	Men %	BAME %	White %	Disabled %	Gay, Lesbian, Bisexual %
2011/12	1222	48%	52%	17%	83%	5%	2%

Representation at senior level

13% of the Senior Management Group are BAME staff members, compared to the wider London statistic of 7%

Senior managers in LSBU	Women senior managers %	Men %	BAME %	White %	Disabled %	Gay, Lesbian, Bisexual %
2011/12 61 staff	40%	60%	13%	87%	2%	3%

Representation at Professorial level

36% of LSBU Professors are women and 34% belong to a BAME group.

Professors in LSBU	Women Professors	Men	BAME	White	Disabled Professors	Gay, Lesbian, Bisexual
2011/12 44 staff	36%	64%	34%	66%	unknown	2%

LSBU staff religion and belief

LSBU's workforce is made up of members of many different religions and beliefs.

This data is based on 1,171 staff who responded to this question in the 2011 Equality Census.

Religion	2011/12
Christian	52%
No religion	39%
Muslim	3%
Hindu	3%
Buddhist	1%
Jewish	1%
Sikh	1%

Belief	2011/12
No belief	57%
Atheist	16%
Humanism	14%
Agnostic	11%
Paganism	2%

LSBU employees by sexual orientation

The campaign group Stonewall estimate the Gay population in the UK as 10% in London and 7% outside of London

Heterosexual	Bisexual	Lesbian	Gay man	Prefer not to say
85%	1%	2%	4%	8%

Transgender

In the Equality Census one member of staff told us they had changed their gender and 14 staff told us they would prefer not to tell us, the remainder answered no.

We will continue to monitor data around gender reassignment whilst recognising that some transgender people will simply identify themselves as a man or as a woman.

LSBU staff by age

LSBU's workforce are predominantly aged over 44.

19 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 - 75 years
24 staff 1%	250 staff 13%	265 staff 14%	984 staff 49%	460 staff 23%

LSBU staff by legal, marital or same sex civil partnership status

This data was gathered for the first time during the 2011 Diversity Census. Almost 70% of staff provided data which indicates 65% of our staff are in a long term relationship

Married	Single	Cohabiting	Divorced	Same sex civil partnership	Widowed	Separated
50%	27%	13%	5%	2%	2%	1%

LSBU staff by disability

As a result of the Equality Census, using the Equality Act definition of disability as having a physical or mental impairment that has a substantial and long-term adverse effect on their ability to perform normal day to day activities, the number of staff telling us they have a disability has increased from less than 2% to 8%. The working population figure is 17%.

Type of Disability	Number	%
Mobility related e.g. paralysis, arthritis, muscular, skeletal	28	24%
Communication related disability e.g autism spectrum, speech and language problems, dyslexia	7	6%
Other health related disability e.g cancer, HIV, diabetes	12	14%
Mental health related disability e.g depression, bipolar, anxiety	7	6%
Hearing related disability e.g. deafness, hearing loss, tinnitus	13	11%
Visually related disability e.g. blindness, low vision, colour blindness	10	8%
Learning related disability Defined as a significantly reduced ability to understand new or complex information and to learn new skills with a reduced ability to cope independently which started before adulthood with a lasting effect on development	24	20%

Recruitment and Selection at LSBU

These statistics relate to activity in 2010/11

Gender

Slightly more women than men applied for jobs at LSBU and women were more successful than men in gaining employment

Stage of recruitment	Male	Female
Applications	49%	51%
Shortlist	53%	47%
Selected	45%	55%

Ethnicity

Whilst 48% of applicants were white and 37% were BAME and 15% unknown, a higher proportion of white applicants were appointed.

Stage of recruitment	BAME	White
Applications	37%	48%
Shortlist	29%	56%
Selected	24%	61%

Age

The pattern is for older applicants in the 40-49 age range to be more successful in gaining employment

Stage of recruitment	Under 20 %	20 -29 %	30-39 %	40 – 49 %	50-59 %	60+ %
Applications	1	24	22	18	8	2
Shortlist	0	19	21	23	12	1
Selected	0	21	23	25	11	0

Note approximately 25% of applicants did not supply data

Disability

Stage of recruitment	Disabled	Not disabled	Unknown
Applications	12%	71%	17%
Shortlist	7%	75%	17%
Selected	3%	80%	17%

Promotions

During the year to 31 July 2011 fifteen roles were re-graded through the HERA process.

There were five promotions from the Leadership Succession Cohorts.

There were three other promotions.

This represents 1.2% of staff

Of these 25 promotions staff with the following protected characteristics were promoted

Women %	Men %	BAME %	Disabled Staff %	Gay, Lesbian, Bisexual %
52%	48%	32%	8%	4%

Restructuring

In total 125.4 full time equivalent (fte) posts were disestablished, putting 138 staff in these posts at risk of redundancy.

54 fte new posts were created, an overall net reduction of 71.34 fte posts for the University.

The 138 staff impacted represented 7% of the University's overall staffing.

Staff Group	% staff affected
Gender:	
Male	36%
Female	64%
Ethnicity:	
White	74%
BAME	17%
Unknown	9%
Age:	
60+	12%
50-59	39%
40-49	28%
30-39	15%
Under 30	6%
21-24	-
Under 24	-
Disabled:	
Yes	2%
No	98%
Sexual Orientation:	Not known
Religion/Belief:	Not known

Gender

A higher proportion of female (64%) than male (36%) staff were affected by the restructurings. However a higher proportion of female staff (45%) were appointed or redeployed than male staff (29%).

A higher proportion of male staff (18%) than female staff (9%) left through natural wastage (resignation or end of contract /secondment)

	Appoint's to new structure	Redep'd	Enhanced redundancy	Statutory Redundancy	Resig'd/ end of contract	Total
Female	31	7	39	4	8	89
Male	10	4	21	5	9	49
Total	41	11	60	9	17	138

Ethnicity

More white (74%) than BAME (17%) staff were affected by the restructurings. This is a higher proportion than for staff in the University.

A higher proportion of BAME staff (66%) were redundant (58% enhanced, 8% statutory) than were appointed/redeployed (33%). Amongst white staff similar numbers (45%) were redundant (40% enhanced, 5% statutory) as were appointed/redeployed (40%).

Ethnicity	Appoint's to new structure	Redep'd	Enhanced redundancy	Statutory Redundancy	Resig'd/ end of contract	Total
BAME	5	3	14	2		24
Unknown	1		7	2	2	12
White	35	8	39	5	15	102
Total	41	11	60	9	17	138

Age

Most of the staff affected were in the age ranges 40-49 (28%) and 50-59 (39%). This is reflective of the overall staffing in the University.

Overall, a higher proportion of staff aged over fifty were redundant (most opting for enhanced redundancy), compared to those under fifty who were more likely to be appointed or redeployed.

The highest proportion of staff who took enhanced redundancy were in the over sixty age range (71%).

In the 50-59 age range 57% were made redundant than were appointed/redeployed (36%). Amongst the 40-49 age range broadly the same proportion (49%) were redundant (44% enhanced, 5% statutory) as were appointed/redeployed (44%).

In the under 39 categories, 50% were appointed/redeployed and 21% redundant on statutory terms.

Age	Appoint's to new structure	Redep'd	Enhanced Redundancy	Statutory Redundancy	Resig'd/ end of contract	Total
29 or less	3	1		2	2	8
30-39	8	2	6		6	21
40-49	14	3	17	2	2	39
50-59	15	4	25	5	4	53
60+	1	1	12		3	17
Total	41	11	60	9	17	138

Disability

Only three (2%) of staff affected by the restructurings had a declared disability.

One member of staff with a disability was appointed to a new structure and two took enhanced redundancy.

Disability	Appoint's to new structure	Redep'd	Enhanced redundancy	Statutory Redundancy	Resig'd/ end of contract	Total
No	40	11	58	9	17	135
Yes	1		2			3
Total	41	11	60	9	17	138

Equality impact assessments

Equality Impact Assessments (EiA's) were carried out for all change proposals.

The restructurings that took place in 2010/11 had a differentiating impact on all the various groups of staff:

- A higher proportion of female than male staff were put at risk of redundancy, although a higher proportion of female than male staff were redeployed.
 - More white than BAME staff were put at risk of redundancy, however, a higher proportion of white staff were appointed/redeployed than BAME staff who were more likely to take redundancy.
 - A higher proportion of older staff took enhanced redundancy than younger staff who were more likely to be appointed/redeployed.
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Challenges for 2012/13

Focus groups run in March 2012 to explore these findings revealed that BAME staff are concerned about:

- Students not embracing diversity to the same extent as staff
- Lack of visible role models at senior management level
- Concerns about recruitment practices
- Our EiA process has recently been streamlined and relaunched. We need to use this data to monitor trends in staff outcomes.
- Continue to aim for Stonewall top 100 employers accreditation. We have set targets for improving our overall score this year. We also need to do more to reference bisexual people in our HR policies and procedures
- We need to monitor the outcomes for disabled and BAME job applicants and ensure our recruitment processes are free from bias. We want our workforce across LSBU to reflect London's diversity in all occupations and at all levels.