

APPENDIX B

Assessment of relevant equality data

Student data

ECU recommends that HEI's collect information on student:

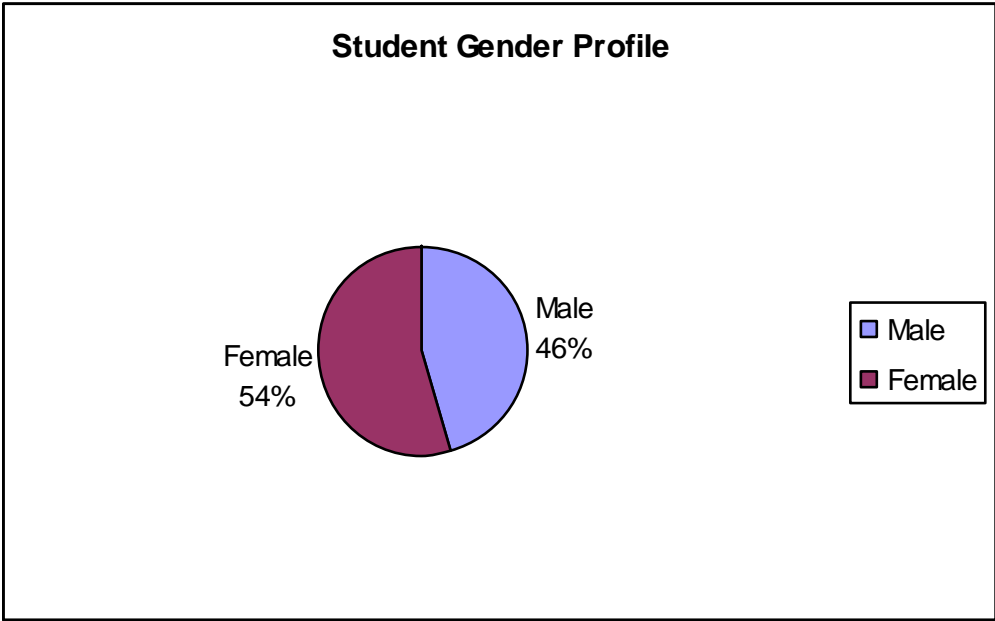
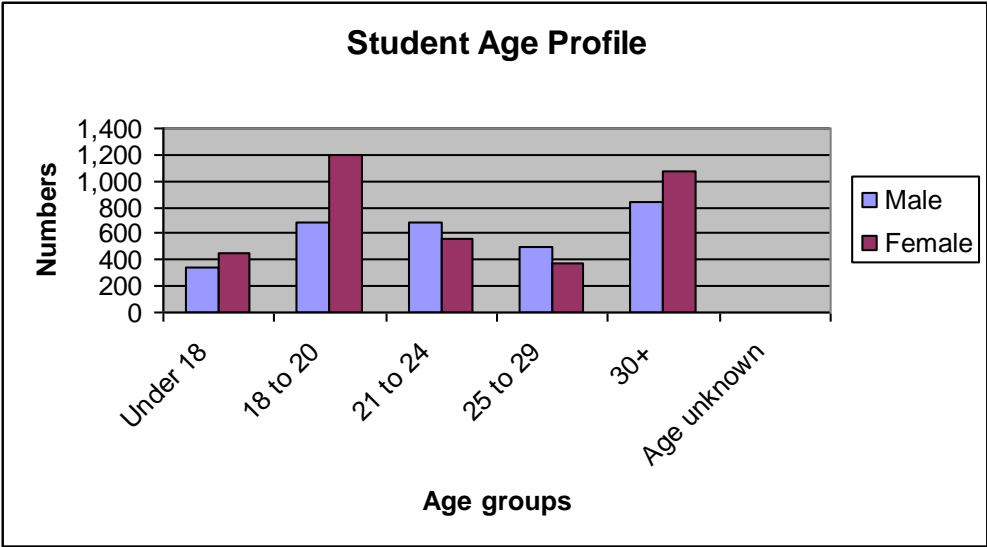
- Admissions (including applicants and outcomes)
- Progress (including transfers and non-completion)
- Take-up of work placements and targeted programmes
- Grievances
- Attainment

Student data – location of information currently held

	Age	Disability	Gender	Race
Student profile	Registry	Registry	Registry	Registry
Admissions	Registry	Registry	Registry	Registry
Progress	Registry	Registry	Registry	Registry
Take up of work placements and targeted programmes	Student Services	Student Services	Student Services	Student Services
Grievances	Student Services	Student Services	Student Services	Student Services
Attainment	Registry	Registry	Registry	Registry

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Diversity Profile of University of Wales Trinity Saint David students – July 2011



The University’s student gender profile reflects the student population in Welsh institutions during 2009/10 which comprised 53.5% females and 46.5% males. (ECU Statistical Report 2011)

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Student Ethnicity	UWTSD %	% of students in Welsh institutions by ethnicity (ECU Statistical Report 2011)
White	69.52	93.2
Black or Black British - Caribbean	0.79	1.4 – Black
Black or Black British - African	1.15	
Other Black background	0.36	
Asian or Asian British - Indian	7.83	2.1 - Asian
Asian or Asian British - Pakistani	1.03	
Asian or Asian British - Bangladeshi	0.95	
Chinese	0.98	0.5
Other Asian background	3.79	0.7
Other (including mixed)	2.12	2.1
Not known (includes code 'information refused')	11.48	0

Student Disability	% as a proportion of all UWTSD students	% of UWTSD students declared disabled	% of UK students declared disabled (ECU Statistical Report 2011)
A specific learning difficulty	4.65	47.85	51.0
Blind/serious visual impairment	0.19	1.99	2.1
Deaf/serious hearing impairment	0.39	3.99	4.2
Physical impairment/mobility issues	1.21	12.42	3.3
Personal care support	0	0	0.1
Mental health condition	0.21	2.15	6.7
Social communication/autistic Spectrum Disorder	0.46	4.75	1.5
Multiple disabilities	0.76	7.82	5.1
A long standing illness or health condition	1.22	12.58	25.9 – Other disabilities including unseen impairment
Other disability	0.63	6.44	
No known disability	90.28	N/A	92.4
Students declared disabled	9.72	N/A	7.6

Student data – information not currently held

Student information is not currently held on gender re-assignment, pregnancy and maternity, religion and belief and sexual orientation

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Employment/staff data

HEI's must collect employment information for all the protected characteristics, including information on:

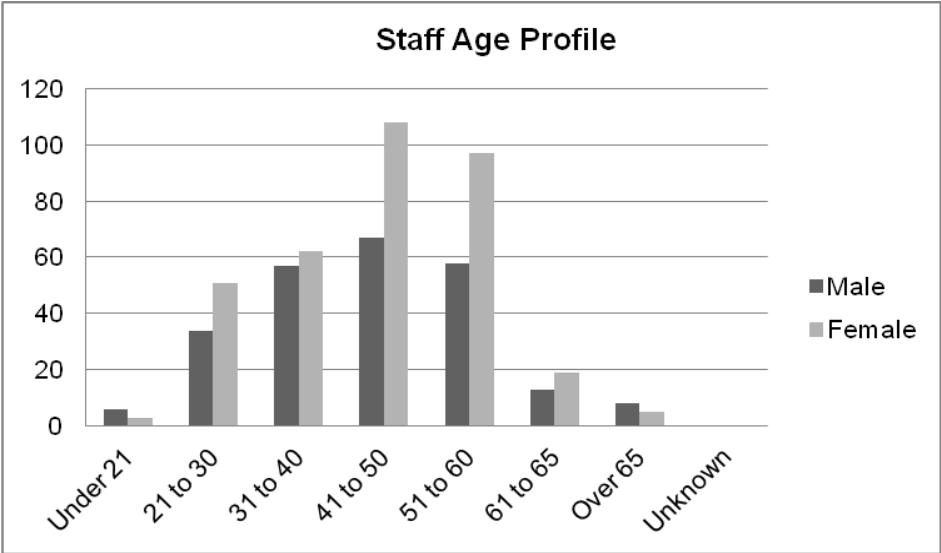
- Number of people employed on 31 March, annually
- Recruitment
- Leavers
- Training
- Grievances
- Disciplinary procedures

Employment/staff data – information currently held

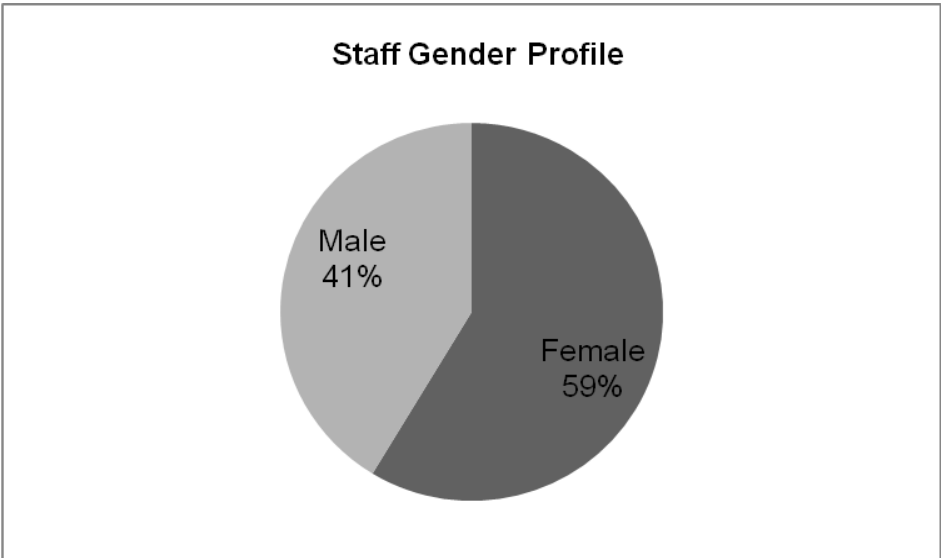
	Age	Disability	Gender	Race	Marriage and civil partnership	Pregnancy and Maternity	Gender re-assignment	Religion and Belief	Sexual Orientation
Staff Employed	✓	✓	✓	✓	Marital status only	✓	✗	✗	✗
Applications	✓	✓	✓	✓	✗	✗	✗	✗	✗
Internal applications	✓	✓	✓	✓	✗	✗	✗	✗	✗
Applications for training	Not currently reported and analysed				✗	✗	✗	✗	✗
Completed training	Not currently reported and analysed				✗	✗	✗	✗	✗
Grievances	✓	✓	✓	✓	✗	✗	✗	✗	✗
Disciplinary	✓	✓	✓	✓	✗	✗	✗	✗	✗
Leavers	Not currently reported and analysed				✗	✗	✗	✗	✗

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Diversity Profile of University of Wales Trinity Saint David staff – July 2011

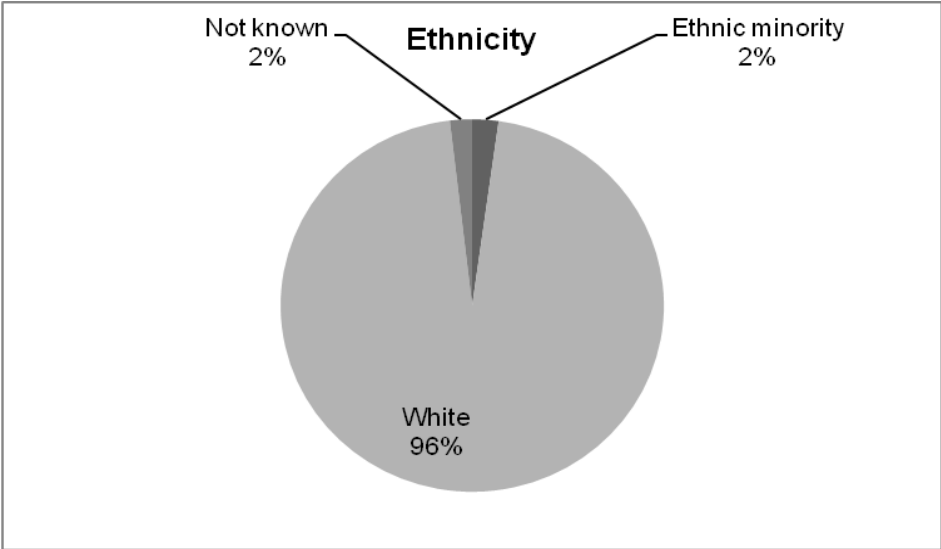


The age profile of UWTSD staff broadly corresponds with that of the sector in Wales, although the proportion of staff aged under 40 years (36.2%) is lower than that of the Welsh sector average (43.8%). (ECU Statistical Report 2011)

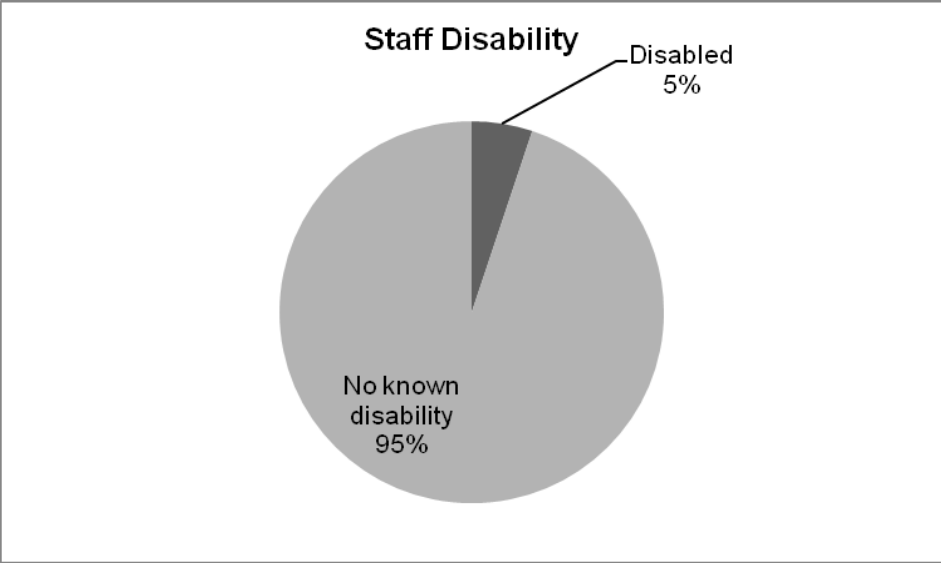


59% of UWTSD staff are female which broadly corresponds to the UK sector average (53.8%). (ECU Statistical Report 2011)

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The percentage of BME staff at UWTSD is 2%, slightly below the sector average in Wales (2.7%). (ECU Statistical Report 2011)



The proportion of UWTSD staff who have declared a disability is 5%, slightly higher than the Welsh sector average (4.3%). (ECU Statistical Report 2011)

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Gender specific employment/staff data

For the protected characteristic of **gender** HEI's must also analyse staff information by:

- Job
- Grade
- Pay
- Contract type (including permanent and fixed-term contracts)
- Working pattern (including full-time, part-time and other flexible working arrangements)

Information currently held

Data for men and women	Available
Job	✓
Pay	✓
Grade	✓
Contract Type	✓
Working pattern	