Draft – De Montfort University Gap Analysis for Equality Objectives and Key Performance Indicators April 2012 – March 2015

1.0 **Introduction**

This report is drawn from DMU's key equality and diversity information. The purpose of the report is to identify through gap analysis, those areas where further effort is required in order to ensure that DMU is a fair and equitable place to work and study. The report describes information against each of the nine protected characteristics and concludes with University wide objectives and key performance indicators. (Appendix 1)

2.0 Protected Characteristic of Age

2.1 Data

Data is collected and published on the age profile of both staff and students.

2.2 Recruitment, Retention, Progression and Achievement

2.2.1 Student

The national trend showing the age profile of students has changed with an increase in the proportion of younger students from 45.4% in 2003/04 to 47.6% in 2008/09 and 48.2% in 2009/10. The DMU data showed a decrease towards the national figure from 55.8% in2007/08 to 54.9% in 2009/10.

Younger students (21 and under) have a higher retention rate at DMU than older students (30 and over). In 2008/09, 88% of young students were retained as opposed to 77% of older students.

Action - Objective 4   KPI: 1

In DMU, a higher proportion of younger students achieve good honours degrees compared to older students. Over the period, the proportion of older students achieving a good honours classification has decreased. In 2007/08 the rate was 53% while in 2009/10 the rate was 46%. The rate for younger students remained the same at 53% over the period.

Action - Objective 5   KPI: 1

2.2.2   Staff

The age profile of staff at DMU has remained relatively steady over the three year period 2006/07 – 2009/12. There are however notably higher numbers of staff in the 41-60 age group.

In terms of recruitment, the data shows that there were relatively few appointments in the 56-65 age groups. The university has removed the default retirement age.

The data on leavers for 2009/10 shows that the greatest number of leavers were from the 21-30 age groups. The majority of staff aged 51 and above leave due to retirement.

The promotions data shows that there were more applications made and more successful applications for accelerated increments in the 25-40 age range. The 18-24age and 65+ groups had no applications in 2009/10.

There is no age related data on training and development.

Action - Objective 2   KPI: 1

3.0   **Protected Characteristic of Disability**

3.1   **Data**

The university has been collecting data on disabled people for many years. All staff and students are given opportunities to disclose an impairment, learning difference, mental health condition or long term health condition. Staff can do this when they apply for employment and can now check and edit their diversity status through the staff portal.
Students can disclose a disability at enrolment and at any time to faculty staff, faculty disability co-ordinators or the central Disability Support Team in Student and Academic Services. Students are not asked to validate data in subsequent years.
Disclosure by staff at 4.9% is better than the UK HE average of 3.1% (ECU 2011)
Disclosure by students is 15.1% and is higher than the HE average of 7.6% in 2009/10 (ECU 2011).

Action - Objective 1   KPI: 1

3.2   **Recruitment, Retention, Progression & Achievement**

3.3.1   **Students**

The data shows that the number of applicants from disabled students has decreased from 10% in 2008/09 to 5% in 2010/11.
The retention of disabled students has increased from 82% in 2006/07 to 84% in 2008/09. The retention data for students with no recorded disability was 85% in 2008/09.
The percentage of disabled students with a good honours degree in2008/09 was 59.8% against 62.08% with no known disability.

The Destination of Leavers from Higher Education (DLHE) survey shows that disabled students were slightly less likely to be working 67.7% than others with no known disability at 70.9%.

3.2.2 Staff

Data on the recruitment of disabled staff shows that only 3% of new employees declared a disability.
The retention data on disabled staff shows that the numbers of disabled staff leaving was proportionately lower than the disabled staff profile.
Disabled staff are not proportionally represented at higher grades of employment.
No disabled people applied for any of the pay progression schemes in 2009/2010.
Data on the uptake of training and development opportunities is incomplete and not reportable.

Action - Objective 2 KPI: 1 and 2 and
   Objective 5 KPI: 3

3.3 Environmental Accessibility

De Montfort University regularly surveys it built environment for accessibility. In 2010 DMU commissioned a survey of all of its property by DisabledGo. Publicly available information is available on the website http://disabledgo.com/en/org/de-montfort-university. Additionally a log is published on the DMU website of access information and planned improvements.

Works such as improvements to some of the accessible toilets and problematic cobbles outside the Kimberlin Library, identified by the Disabled staff and student groups have been addressed. Access to the Kimberlin library (steep slope) and the green house (access entrance difficult to locate) have been identified as problematic. Additionally, problems with lifts either breaking down or being overloaded have caused access problems to staff and students with mobility impairments.

Action - Objective 3 KPI:1

3.4 Communication, IT & Web

The disabled staff and disabled students have noted that some aspects of communication and IT are inaccessible. In the past, disabled students have reported problems accessing accessible computers and printing in the library. This is now under constant review.

The DMU website is being redeveloped to meet international accessibility standards. There remains a consistent problem with inaccessible webcasts being uploaded without written transcripts.

Further issues have been raised by staff on the provision and usability of access adjustments to IT. The difficulties lie in: finding ways to make DMU applications accessible for staff with physical or sensory impairments to use, having IT support for accessible software, ensuring access needs are met during IT training.

Action - Objective 3 KPI: 4

4.0 Protected Characteristic of Gender Reassignment

4.1 Data

The university does not currently collect transgender information on its staff or students. This means that we cannot report any trends on recruitment, retention, progression and achievements.

Action - Objective 1 KPI: 2

4.2 Environmental Accessibility

Research and good practice reports recommend that the needs of transgender people should be considered. This includes considering their needs for toilet and changing faculties.

Action - Objective 3   KPI: 3

4.3 Changing Name & Gender

A student related procedure for changing name and gender on university records is in place and can be accessed from the following link http://www.dmu.ac.uk/aboutdmu/services/registry/sasd/names.jsp.

Currently no similar procedure exists for staff who wish to make relevant changes.

Action - Objective 1   KPI:3

4.4 Staff & Student Involvement

DMU has a Lesbian, Gay, Bisexual and Transgender staff involvement group which meets at least once a term. Notes are published on the website.

The De Montfort University Union also has a Lesbian, Gay, Bisexual and Transgender society and student officer.

Both staff and student groups have met together to discuss relevant issues.

5.0 Marriage & Civil Partnership

5.1 Data

The university does not collect or hold any data on marriage or civil partnership status for individual staff or students.

The legalisation only applies to marriage and civil partnership in respect of the requirement to have due regard to the need to eliminate unlawful discrimination in employment.

Action - Objective 1 KPI: 5

6.0 Pregnancy & Maternity

6.1 Data

6.1.1 Staff

The university has current data on staff who are on maternity leave; however, this information is reset once the women return from leave and information lost.

6.1.2 Students

No data is currently collected on students who take maternity leave.

Action - Objective 1   KPI: 2

6.2 Policies and Procedures

The university has a policy and procedure for maternity, paternity, secondary care and adoption leave for both staff and students.

The student policy was approved and published in January 2012. Students taking maternity, paternity, secondary care or adoption leave should now be offered the opportunity to have their leave requirements discussed and reasonable adjustments made. Pregnant and breast feeding students should, like staff, have a risk assessment conducted in order to ensure their personal safety and that of the child.

7.0 Race & Ethnicity

7.1 Data

The university has collected data on the race and ethnicity of its staff and students for many years. All staff and students are given opportunities to declare their race or ethnicity and nationality.

Staff may declare on applications to DMU and can now check and edit their diversity status through the staff portal.

Students can declare their ethnicity at enrolment. They are not asked to validate their data in subsequent years.

Declaration of ethnicity by staff at DMU shows that 25.5% of total workforce is from Black or Minority Ethnic background.

Declaration of ethnicity by students at DMU shows that the total proportion of Black or Minority Ethnic students grew from 30% in 2007/08 to 40.3% in 2009/10.

7.2   Recruitment, Retention, Progression & Achievement

7.2.1   Students

The data on Home (UK) full-time undergraduate students shows that the recruitment trend for Black and Minority Ethnic students dropped from 47% in 2008/09 to 42% in 2010/11.

The retention of ethnic minority students also dropped from 83% in 2006/07 to 77% in 2008/09, while student's retention data increased from 84% to 86% in the same period.

Action - Objective 4 KPI: 2

The achievement gap between Black and Minority Ethnic students and white qualifiers increased from 20.7% in 2007/08 to 22.7% in 2008/09 and 21.1% in 2009/10.

Action - Objective 5 KPI 2

The Destination of Leavers for Higher Education (DLHE) survey shows that Black and Minority Ethnic students are performing less well than white students in achieving graduate level employment.

7.2.2   Staff

The retention data on Black and Minority Ethnic staff shows that at application stage, 51% of applications are from candidates from a white British background. At offer stage this rises to 68%.

Black and Minority Ethnic staff are not proportionally represented at higher grades of employment. The lowest proportion of Black and Minority Ethnic staff at 15.2% (2009/10) is in the senior staff category.

Action - objective 2 KPI: 2
**   - objective 5 KPI: 3**

There were no successful applications from Black and Minority Ethnic staff for accelerated increments, however the success rate of Black and Minority Ethnic staff

for contribution points is in line with the eligible population and not significantly different for the percentage of white applications.

The data on retirement, redundancy and leavers shows that there is a lower turnover of Black and Minority Ethnic staff than the percentage of Black and Minority Ethnic staff overall.

8.0   Religion, Belief or None

8.1   Data

The University does not hold trend data on the religion, belief or none of its staff and students. New staff recruits have been provided with the opportunity to declare since autumn 2011. All staff can now access, check and edit their records on the staff portal

Students currently declare diversity information on paper enrolment forms. It is anticipated that the university will move to electronic enrolment in 2012/13 when further data areas will be added.

Action - objective 1 KPI 2

8.2   Policies

The university has a "statement of Religious Activity on campus" on the website. A new policy for staff and students is currently being developed and will be approved and published in 2012.

The Staff Special Leave Policy makes provision for staff to make religious observances whilst at work.

Action - objective 6 KPI 1

8.3   Staff and Student Involvement

In 2011/12, around 60 staff expressed an interest in supporting the university in developing relevant policies and procedures in response to Religion, Belief or None.

The De Montfort University Union has a number of student religious or cultural societies including the Islamic society, Hindu society, Sikh society and Christian union.

9.0   Sex

9.1   Data

The university has been collecting data on gender/sex for many years. All staff and students given opportunities to declare their sex; staff can do this when they apply for employment and then check and edit their diversity status through the staff portal. Students can declare their sex at enrolment.

9.2   Recruitment, Retention, Progression & Achievement

9.2.1   Staff

The data on enrolment of students shows that the ratio of female: male has remained relatively stable at 56%: 44% in 2008/09, 53%: 47% in 2009/10 and 57%: 43% in 2010/11.

The retention data shows that female students had a slightly higher retention rate of 86% against males of 84% in 2008/09.

At DMU a higher proportion of females achieve good honours compared to males. In 2009/10, 53% of females against 46% of males achieved a good honours degree.

9.2.2   Students

The data on the recruitment of staff shows a stable balance of female and male staff. Female staff represented 53% in 2007/08, 52.9% in 2008/09 and 53.2% in 2009/10.

There is however some areas of under representation particularly at senior staff level where 30.2% of senior staff are females compared to 69.8% male.

The recruitment data shows that a slightly higher proportion of females apply for jobs at 54% and this balance continues through interview stages at 59% and through offer stages at 54%.

The proportions of staff leavers by sex matched the proportions of staff by sex at DMU.

There is no data on staff training and development.

Action - Objective 2 KPI: 1

9.3   Athena Swan Charter for Women in Science, Engineering and Technology.

DMU has been a member of the Athena Swan Charter for Women in Science, Engineering and Technology since 2009. We applied for an institutional Bronze Award in 2011 but we were unsuccessful.

Action - Objective 6 KPI: 3

9.4   The Research Assessment Exercise/Research Excellence Framework.

The DMU data shows that X male and X female were eligible for entry into the 2010 (?) RAE, of those X male and X female were entered. (To be confirmed)

Action - Objective 6 KPI: 4

10.0   Sexual Orientation

10.1   Data

The University does not hold trend data on the sexual orientation of its staff and students. New staff recruits have been provided with the opportunity to declare since autumn 2011. All staff can now access, check and edit their records on the staff portal

Students currently declare diversity information on paper enrolment forms. It is anticipated that the university will move to electronic enrolment in 2012/13 when further data areas will be added.

Action - objective 1 KPI: 2

10.2   Stonewall Workplace Equality Index

The university has entered the Stonewall Workplace Equality Index for two years (2011 and 2012)

On Wednesday 11th January, Stonewall (The Charity for Lesbian, Gay and Bisexual People) announced the results of the 2012 Workplace Equality Index.

DMU entered the Index for the first time in 2011 and was ranked 360 out of 378 entries.

Following extensive policy work and gathering of evidence by the POD directorate and the efforts of both the staff and student LGBT groups at DMU, we have, this year, been ranked 193rd of 362 entries, a rise of 167 places.

Action - Objective 6   KPI: 2

10.3   Stonewall Gay By Degree

Each year Stonewall Staff visit institutional websites and grade these according to a range of criteria on how "gay friendly" the university appears to be. In 2011 the University received the following grading: _____.

Action - Objective 6   KPI: 2

10.4   Staff and Student Involvement

In 2010 a new staff Lesbian, Gay, Bisexual and Transgender group was formed. This meets approximately twice a term.

The De Montfort Student Union has a Lesbian, Gay, Bisexual and Transgender society and officer.

11.0   The Legal Duty

11.1   Promotion of Good Relationships
The staff survey 2010 showed that 1 in 10 staff report friction between colleagues.

Action - objective 7 KPI 1 + 2

The internal audit report by Grant Thornton recommended that specific equality and diversity training is developed to support the creation of a positive culture around equality and diversity.

Action - objective 7 KPI 3 + 4

11.2   Reduce Discrimination

The equality impact assessment on the international strategy highlighted the need to investigate the support offered to disabled international students.

Action - objective 8 KPI: 1

11.3   Unlawful Discrimination, Bullying. Harassment & Hate Related Issues

There were no reports of unlawful discrimination, bullying, harassment or hate related crime, against people with protected characteristics, in the reported periods.

A new DMU partnership with Leicestershire police (Stamp it Out), focuses on understanding and reducing hate crime across the counties of Leicestershire and Rutland. Posters featuring pictures of disabled, black and minority ethnic groups and gay and lesbian people who may be affected by hate crime have been distributed across the university.

The disabled staff, black and minority ethnic staff, lesbian, gay and bisexual staff and student groups have had a briefing on reporting and dealing with hate related incidents with the Head of Security.

12.0   Conclusions

This report constitutes DMUs analysis of its equality and diversity data and information. In undertaking the analysis the university has taken account of national policies and benchmarking information.

The Equality Objectives have been derived directly from the most urgent gaps identified in the information we currently hold.