



De Montfort University
Gender Equality Scheme –
Annual Report 2009

For the year April 2008 – 2009

Published April 2009

The full Gender Equality Scheme is available on De Montfort University's website www.dmu.ac.uk/aboutdmu/policy/index.jsp in PDF and word document formats. If you would like this report in another format please contact the Equality & Diversity Adviser.

Please forward any comments or enquiries about this report or De Montfort University's equality schemes to: -

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Introduction

This is the second of De Montfort University's annual reports on the progress of our Gender Equality Scheme.

We are pleased to report that progress has been made this year on the strategic approaches to the specific duties required of public bodies.

Specifically, De Montfort University has begun a University wide project to develop an Equality Impact Assessment process that is fit for purpose. Four pilot sites have been testing the process since October 2008.

This year, the report has been presented to show the original identified outcome, planned actions mapped against the related equality public duties, followed by a progress report for the year April 2008 to 2009.

We look forward to the third and final year of work on this Equality Scheme and to presenting a new Gender Equality Scheme and Action Plan in April 2010.

De Montfort University - Gender Equality Scheme (2006-2009) - Action Plan and Progress Report April 2009

No	Identified Outcomes	Revised Actions
1.	A written Gender Equality Scheme, Action Plan and associated annual reports.	<p>A. All those responsible for action points to report on progress and identify key actions for following plans.</p> <p>B. Actions relating to gender equality to be identified by all faculties and departments through evaluation processes, strategic objective setting, equality impact assessment and so on.</p> <p>C. Annual reports to be published May 2009 and 2010.</p> <p>D. Prepare and publish new Gender Equality Scheme and action plan, May 2010.</p>
<p>Progress 2008-2009</p> <p>A. A systematic process has been instigated at De Montfort University for the reporting of progress against equality scheme action plans. This year, all faculties and departments, Deans and Directors were required to report to the Deputy Vice Chancellor</p> <p>B. Each department and faculty receives reports on student and staff gender balance. Awareness has been raised of particular areas of gender imbalance. The Faculty of Technology in particular is taking steps to address the issues of gender inequality in the technology subjects, by initiating visits to local schools (including single-sex girls' schools) and to sixth form colleges. The Faculties of Health Life Sciences and Technology are actively involved in scoping the issues for women in science, engineering and technology along with the Equality and Diversity Adviser and lead Pro Vice Chancellor. The Directorate for Enterprise and Commercial Partnerships is currently exploring quality charter marks for women in business, are running sessions targeted at women and are involved in networks for women in business.</p> <p>C. This annual report has been prepared and approved by the University's Equality & Diversity Committee.</p> <p>D. The Equality & Diversity Committee's work plan for March 2009/10 includes the preparation of new equality schemes.</p>		
No	Identified Outcomes	Revised Actions

2.	To complete a three year programme of EIA of all DMU policy, procedure, plans and practice.	<p>A. All policy owners and University committees, faculties, directorates and centres will identify and undertake a programme of EIA on all policy, practice, plans and procedures.</p> <p>B. An EIA Steering Group will be activated for a period of around 12 to 18 months to support initial EIAs.</p> <p>C. A summary of the results of EIA will be presented to the Finance & HR Committee and the Academic Board.</p>
<p>Progress 2008-2009</p> <p>A. & B. All departments and faculties are now aware of Equality Impact Assessment. The Framework for Equality Impact Assessment – Project Group continues to develop and test the EIA process. Four pilot projects continue to develop and test a DMU process and further faculties and directorates are beginning to EIA new course developments and other processes.</p> <p>The current EIAs are on: -</p> <ul style="list-style-type: none"> • Admission Policies; • Recruitment of Staff • Corporate Policies; • Equal Pay. <p>C. The University's Finance & HR Committee received and approved a report on the progress of the Equality Duties including Equality Impact Assessment, on 11 March 2009.</p>		
No	Identified Outcomes	Revised Actions
3.	To undertake monitoring of policies, practices, plans, procedures and initiatives that are identified as contributing to the impact on gender issues.	<p>To monitor and report on the following -</p> <p>A. Staff recruitment processes including application, short listing, appointment, promotion, retention and leaving.</p> <p>DMU's Equal Pay process Starting pay of DMU recruits and promotees</p>

		<p>Retirement and retirement appeals Redundancy Maternity, Paternity and Adoption Leave Parental Leave Policy Special Compassionate Leave Flexible Working Policy Part-time work Participation in staff training and learning</p> <p>B. Student applications, enrolments, retentions and achievements.</p> <p>C. Grievance and disciplinary reports and incidents.</p> <p>D. Reports of sexist and sexual harassment.</p> <p>E. Complaints incidents.</p> <p>F. Monitor security incidents.</p> <p>G. A summary of the monitoring activities will be presented to the Finance & HR Committee and Academic Board.</p>
<p>Progress 2008-2009</p> <p>A. The following progress has been on the monitoring of: -</p> <ul style="list-style-type: none"> • Staff recruitment – application, short listing and appointment process. A new recruitment module was introduced on 27 November 2008. This will capture diversity data at the earliest stages of recruitment and will enable the HR Department to engage in improved monitoring and analysis. The staff data appears as appendix 2. This shows a gender split of 52% female to 48% male which is comparable with the figures in the HE sector. • Promotion and retention – monitoring of promotion processes are maintained and have been reported in the appendices. 		

Participation in staff training and learning are also monitored.

- DMU equal pay – An Equality Impact Assessment is currently being undertaken and data monitored on the Implementation of the National Pay Framework Single Spine Assimilation Exercise, to be reported in 2009/10.
- Starting pay – this is being monitored and Equality Impact Assessed, to be reported in 2009/10.
- Retirement – Monitoring is due to commence in 2009/10.
- Redundancy, maternity, paternity and adoption leave, parental leave, special compassionate leave, flexible working pattern, part-time work – to be included in EIA plan.
- Participation in staff training and learning – this is monitored annually.

B. The following progress has been made on the monitoring of: -

- Student application, enrolments, retentions and achievements. The University has been working on improved monitoring of students in this field. The monitoring report is attached.

C. Grievance and disciplinary reports are currently monitored and are not indicating any trends that impact on gender.

D. Sexist and sexual harassment – Reports are currently monitored for complaints based on sexist or sexual harassment.

E. Complaints incidents are monitored.

F. Security incidents are monitored.

G. A report of progress on monitoring activities was accepted by the University's Finance & HR Committee.

No	Identified Outcomes	Revised Actions
4.	Publish the following information on	The following information to be published on the website: -

	<p>the DMU website.</p>	<ul style="list-style-type: none"> A. The policy on Equality of Opportunity in Employment. Maternity, Paternity and Adoption leave policy Parental Leave Policy Guidance Special Compassionate Leave Flexible Working Policy Part-Time Hourly Paid Lecturer Process B. The DMU Consultation and Involvement Strategy. C. Results from the staff and student Diversity Survey. D. A summary of the main staff and student monitoring processes within the annual report. E. A summary of progress on Equality Impact Assessments. F. Progress report on the Gender Equality Action Plan in the form of an annual report. G. Grievance and Complaints Procedure for staff and students. H. Security arrangements and reporting processes.
<p>Progress 2008-2009</p> <ul style="list-style-type: none"> A. All the named policies are published on the University's intranet site. B. This strategy has not yet been prepared, though student and staff involvement groups have been developing this year. A call for interest on "gender" related consultation and involvement was sent out in March 2009. C. The Staff and Student Diversity Surveys have not been conducted in this reporting period. D. Staff and student gender monitoring data is annexed to this report. 		

- E. A statement on Equality Impact Assessment progress has been made in section 2 above.
- F. This report constitutes the De Montfort University Annual Gender Equality Progress Report.
- G. This is published on the DMU intranet site.
- H. This is published on the DMU intranet site.

No	Identified Outcomes	Revised Actions
5.	Support students and staff of all gender groups to reach their potential.	<ul style="list-style-type: none"> A. To identify, report and take action on factors that improve the retention and achievement of male students. B. To monitor the progress of related changes and initiatives. C. To develop opportunities to support men and women and trans-gendered staff to reach their potential. D. To monitor the take up of staff training and learning opportunities and take appropriate action on the findings.
<p>Progress 2008-2009</p> <ul style="list-style-type: none"> A. No progress reports. B. No progress reports. C. Specific arrangement for part-time staff to attend development and training courses has been introduced. This is not gender specific but the majority of part-time lecturers are female. D. Take up of training is reviewed by gender for centrally run courses and a variety of alternative training options are available. 		
No	Identified Outcomes	Revised Actions

6.	To promote equality of opportunity and good relations between all gender groups within the University.	<p>A. To review, equality impact assess and promote the EO policy, in particular in relation to gender and transgender matters.</p> <p>B. To consult with staff and students on gender relations at DMU.</p> <p>C. To EIA all publications and marketing material.</p>
<p>Progress 2008-2009</p> <p>A. Equality of Opportunity in Employment Policy revised and published on the intranet.</p> <p>B. Consultation via Trade Unions and also a call for interest in a gender staff involvement group has generated interest.</p> <p>C. The Marketing Department are planning to develop processes that support the EIA of all publications and marketing material.</p>		
No	Identified Outcomes	Revised Actions
7.	Promote gender equality when working in partnership with external Organisations and in procurement.	<p>A. To review and EIA assess procurement procedures and partnership arrangement procedures.</p> <p>B. Monitor procurement and partnership arrangements.</p>
<p>Progress 2008-2009</p> <p>The Department of Enterprise and Commercial Partnerships are working with some funding and partner organisations to monitor participation in our business and enterprise programmes (including gender).</p> <p>.</p>		
No	Identified Outcomes	Revised Actions
8.	Staff, students and external stakeholders are consulted on issues that might have an impact on gender.	<p>A. Develop an Equality and Diversity involvement and consultation strategy.</p> <p>B. As a priority to develop the internal Equality and Diversity involvement and consultation strategy for staff and students.</p>
<p>Progress 2008-2009</p>		

<p>A. This strategy has not yet been prepared.</p> <p>B. A call for interest on “gender” related consultation and involvement was sent out in March 2009. The Student Services Directorate and the Equality and Diversity Adviser have initiated an ECU/HEA project on ‘Involving Disabled Students’. It is intended that this project will help the University develop a framework for involving other diversity representation groups including gender diversity.</p>		
No	Identified Outcomes	Revised Actions
9.	Develop and extend staff and student development activities.	A. Identify need for staff development opportunities that promote equality of opportunity and good relationships between gender groups.
Progress 2008-2009		
A. Diversity Learning Zone improved and receives around 1000 hits per month. Diversity Showcase being planned for summer term.		
No	Identified Outcomes	Revised Actions
10.	Clear channels for communication across the university on Equality and Diversity matters.	A. Develop an Equality and Diversity Communication strategy. B. As a priority to develop the internal Equality and Diversity Communication strategy.
Progress 2008-2009		
A. & B. An initial communication scoping paper was presented to the Equality & Diversity Committee. Its initial findings led to the reconstitution of the Equality & Diversity Committee. This year’s work plan includes a continuation of a communication strategy.		
No	Identified Outcomes	Revised Actions
11.	To develop understanding of transgender issues. For transgender issues to be introduced in to the University policies, practices, plans and procedures as appropriate.	A. Develop question on transgender in staff and student survey. B. Identify timeframe for including transgender/transition category in staff and student monitoring data.

Progress 2008-2009

- A. The student survey has been drafted for approval. The staff survey will take place in 2009/10.
- B. This has not been agreed yet, will form part of Equality & Diversity Committee discussions on single equality scheme.

Appendix 1

SPS 2205

This report presents the key diversity profiles of DMU students in 2007/08 over a number of indicators across the lifecycle of a student. National comparisons are presented where possible.

This report has been produced to review current performance and highlight areas for further development.

This report is based on Full Time Undergraduate UK based students only. Applicants, Accepts are for UCAS only, Enrolments data is based on 1st year students only, while drop out and achievement data are based on all year students.

STUDENT DIVERSITY REPORT 2007/08

EXECUTIVE SUMMARY

Gender

- DMU recruited a higher proportion of female students to full time undergraduate programmes than male for 2007/08 academic entry which reflects the national trend.
- Around 6% of both females and males dropped out of the University before the end of the year.
- The proportion of male students achieving a 1st or 2:1 was lower than the University benchmark. Female students achieved the benchmark. (DMU benchmark is 9.8% for 1st and 44% for 2:1 degrees).

Technical Notes

Applicants and Accepts data based on UK based UCAS students only, which caters for full time undergraduates students.

Enrols data based on new UK based full time undergraduate 1st year students only for comparison with national data.

% dropped out before end of year (EOY) based on students in all years enrolled and shows those that dropped out of the year before the end of the academic year – proportions within diversity category.

% 1st and 2:1 degree classifications based on total passes in the final year – proportions within diversity category.

Data Sources

DMU Applicants and Accepts - UCAS Conversion Stats 07/08

DMU Enrolments, Drop out and Achievement - HE 5 year database (HESA)

UK Applicants and Accepts - UCAS Annual Datasets (UCAS website)

UK Enrolments – Data available Spring 2009 (updated report due in April)

Students in HE (HESA publication and CD Rom)
- tables 1b, 10b and 11b

DMU and National Total Students – Benchmark numbers and proportions 2007/08 Entry

Total 2007/08	Applicants	Accepts	Enrols	Dropped out before EOY	Achieved	
					1st	2:1
Total Students Numbers (base)	18,002	3,562	4,951	743	306	1,367
National Benchmark and DMU Proportions	454,148	364,544	N/A	5.6% *	9.8%*	44%*

* DMU Proportions

Data note:

Applicants and Accepts data cannot be compared to Enrols data due to differing selection criteria.

Data includes associate colleges, but excludes students based abroad and Erasmus students

Gender Proportions

GENDER	2007/08	Gender Proportions of total			Proportion of Gender Group that		
		Applicants	Accepts	Enrols	Dropped out before EOY	Achieved	
						1st	2:1
Female	DMU	56.5%	52.5%	54.8%	5.4%	9.4%	46.0%
	UK	54.9%	54.1%	Update April 2009	N/A	N/A	N/A
Male	DMU	43.5%	47.5%	45.2%	5.9%	7.5%	41.2%
	UK	45.1%	45.9%	Update April 2009	N/A	N/A	N/A

Appendix 2

SPS 2239

This report shows staff gender diversity in 2007/08 by Faculty. The data in this report is from the staff HESA return for 2007-08.

Data is shown by Gender by different staff groups.

This report builds upon the SPS report 2109, and is an expansion of the data by DMU faculty. The same benchmark information is presented.

Comparison is made where possible to the national HESA figures for 2006-07, and a national set of information from January 2007 to December 2007.

STAFF DIVERSITY 2007/08

EXECUTIVE SUMMARY

- The gender split at DMU has a higher percentage of females which is comparable to the figures within the HE sector. However the sector is different when compared with national employment figures.

Definitions:

Atypical: is someone on a non-permanent work arrangement that may involve a complex arrangement that does not involve standard hours and the contract can be ended without notice

Data note:

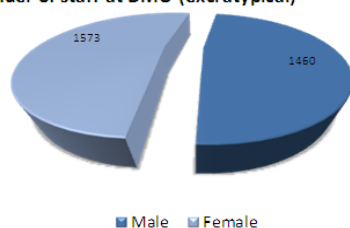
Staff counts are divided amongst the contracts that they work on, a staff member with two contracts will appear as 0.5 against each contract type. Hence, % figures will appear where the staff number shows 0 (due to rounding).

Gender

Staff Group	Faculty	Female		Male		Total Staff
		Number	%	Number	%	
Teaching Only	AAD	71	54%	61	46%	132
	BAL	19	38%	30	62%	49
	CSE	5	43%	7	57%	12
	HLS	60	58%	43	42%	103
	HUM	35	65%	19	35%	53
	CENTRAL	11	79%	3	21%	14
Teaching Only Total		201	55%	163	45%	363
Research Only	AAD	4	47%	5	53%	9
	BAL	3	46%	4	54%	7
	CSE	4	21%	16	79%	21
	HLS	8	62%	5	38%	13
	HUM	1	29%	2	71%	3
	CENTRAL		0%	1	100%	1
Research Only Total		21	39%	32	61%	53
Teaching and Research	AAD	58	40%	85	60%	143
	BAL	74	42%	104	58%	178
	CSE	34	18%	154	82%	188
	HLS	156	56%	124	44%	280
	HUM	56	42%	78	58%	134
	CENTRAL	5	49%	5	51%	11
Teaching and Research Total		383	41%	549	59%	932
Admin & Technical	AAD	58	55%	48	45%	105
	BAL	78	80%	20	20%	98
	CSE	74	49%	75	51%	149
	HLS	127	69%	57	31%	183
	HUM	36	61%	23	39%	59
	CENTRAL	597	55%	493	45%	1,091
Admin & Technical Total		969	57%	716	43%	1,685
Total (excluding Atypical)		1,573	52%	1,460	48%	3,033

Staff Group	Faculty	Female		Male		Total Staff
		Number	%	Number	%	
Atypical (Academic)	AAD	53	47%	60	53%	113
	BAL	55	45%	65	55%	120
	CSE	14	22%	52	78%	66
	HLS	236	60%	159	40%	395
	HUM	69	35%	129	65%	197
	CENTRAL	28	47%	32	53%	60
Atypical (Academic) Total		454	48%	497	52%	951
Atypical (Non-academic)	AAD	75	68%	35	32%	110
	BAL	13	71%	5	29%	18
	CSE	4	22%	14	78%	18
	HLS	5	64%	3	36%	7
	HUM	20	74%	7	26%	27
	CENTRAL	127	61%	81	39%	209
Atypical (Non-academic) Total		243	63%	145	37%	388
Total (including Atypical)		697	52%	641	48%	1,339
Total Staff		2,270	52%	2,101	48%	4,371

Gender of staff at DMU (excl atypical)



The gender split at DMU overall is 52% female to 48% male. The figures collated by HESA for all UK HEIs in 2006-07 are comparable to that seen at DMU in 2007-08.

Male staff represent a higher percentage than females in both Research and Teaching and Research, whilst Teaching only roles and Admin and Technical roles have a higher female representation.

Focusing on Teaching only, the faculty of Humanities has the largest differential of females to males (65%: 35%) Teaching and Research academic staff is majority male (59%), with significantly higher proportions of males to female in Technology than any other faculty.

Within the Admin and Technical, BAL has a significantly higher number of females compared to males (80% : 20%).

National Figures

From the Annual Population Survey Jan 2007- Dec 2007

Working Age (16-59/64) - In Employment

	Male		Female		Total
	Number	%	Number	%	
UK (million)	15.3	55%	12.6	45%	27.9

Provided by NOMIS <https://www.nomisweb.co.uk/>

HESA HEI Information 2006-07

	Male		Female		Total
	Number	%	Number	%	
UK HEIs(000s)	170.6	47%	193.5	53%	364.1

Staff figures for 2006-07 session (excluding atypical)

Results of Support Staff Pay Progression Panels 2007/08 by Gender

	Contribution Points			Accelerated Increments		
	Total No.	No. (F)	No. (M)	Total No.	No. (F)	No. (M)
Total for All Faculty/Departments						
Total Number of Eligible Staff	161	108	53	803	462	341
Number of Applications	11	7	4	31	20	11
Number of Successful Applications	7	4	3	24	14	10

Support Staff Progression Panel Statistics 2007/08

Total for All Faculty/Departments						
Total Number of Eligible Staff	272	160	112	754	445	309
Number of Applications	10	8	2	14	9	5
Number of Successful Applications	6	6	0	12	8	4

Results of Academic Promotions & Progression Panels 2007/08 by Gender

	Contribution Points			Accelerated Increments			Promotion		
	Total No.	No. (F)	No. (M)	Total No.	No. (F)	No. (M)	Total No.	No. (F)	No. (M)
Total for All Faculty/Departments									
Total Number of Eligible Staff	288	102	185	415	206	209	513	253	260
Number of Applications	11*	8	6	33	19	14	45	18	27
Number of Successful Applications	18*	9	9	28	14	14	20	12	8

**figures distorted – data includes unsuccessful promotion applicants who were subsequently awarded contribution points.*