



6 were female. 75% of the delegates were of white origin, 17% BME and 8% (1 delegate) did not disclose their ethnicity.

8. We also have online equality training. In the 2013/14 year, 6 staff completed Managing Diversity (2 male, 4 female) and 31 completed Equality and Diversity Essentials (11 male, 20 female). We do and will also offer face-to-face training on equality areas but have not in this reporting year.
9. We recognise that at present we rely on HR generalists and lack a dedicated individual to advise on promoting equality and diversity in the workplace. We intend to address this in 2015 by taking a diversity advice service from SOAS. This position will enable us to develop and implement action plans and improve awareness of equality and diversity issues within the University.

## Monitoring

### Ethnicity – Total Workforce

10. BME, or Black and Minority Ethnic, is the terminology normally used in the UK to describe people of non-white descent.
11. The overall proportion of BME staff in the workforce has remained relatively stable:
  - 17% in 2010-11
  - 16% in 2011-12
  - 18% in 2012-13
  - 19% in 2013-14\*

12. This compares with a BME proportion of 11.3% in the HE sector nationally and 33.7% within the London Borough of Camden.

\*Percentages are based on total number of staff minus those whose ethnic origin is withheld or undisclosed.

### Ethnicity – By Grade

13. Managerial grades continue to be dominated by employees declaring a white origin, and during the year there were again no BME employees in the professoriate (Appendix A).
14. When compared with the 19% of BME staff in the workforce as a whole, there are a relatively higher numbers of BME staff in clerical, technical and support roles (23.9%) compared to management and professional roles (16% management and professional, none in the professoriate, 6% in Academic roles) – Appendix B. BME staff are over-

represented in less senior grades and underrepresented in more senior grades (Appendix C).

### Ethnicity – Recruitment

15. The proportion of applicants declaring a BME origin at each stage of the recruitment process during the year is as follows:

	2010/11	2011/12	2012/13	2013/14
Applications	42%	36%	35%	39%
Shortlisted	30%	31%	33%	32%
Offers	25%	22%	24%	28%

16. The proportions at each stage appear to be relatively stable once again and we believe this shows the value of the mandatory training of interviewers along with the completely blind shortlisting process.
17. The increased number of offers made to BME staff suggests that over time, the relative proportion of BME staff in the workforce should increase.

### Ethnicity – Training

18. During the year internally organised events had 27% of staff who had declared an ethnic origin; and 19% attending external events had declared an ethnic origin. These proportions are broadly in line with the

### Gender

19. The split in the workforce has held steady between men (47%) and women (53%). This is close to the distribution found nationally in the HE sector in 2014 of 46% men and 54% women.
20. As in previous years, women predominate in the clerical and support grades (61% female). Men outnumber women in the managerial grades (52% male), including in academic research and teaching (56% male) and professorial roles (70% male) – Appendix D. Nationally, 62% of professional and support staff are female and 44.5% of academic staff. Female staff are overrepresented in less senior grades and underrepresented in more senior grades (Appendix E).
21. At levels 9 and 10, the number of female new starters in the year

22. In the 2013 performance pay review, the split between women and men (52% female), those declaring an ethnic origin (17% BME) and those declaring a disability (3%) is close to the composition of the workforce..

### Disability

23. Disability is now a matter of self-definition, and this makes it hard to obtain meaningful comparative data. The figure this year has increased to 5.1% and compares with a 2014 national HE figure of 3.9%. No staff in academic roles or the professoriate have declared a disability.

### Age

24. We continue as over recent years to show a peak in early to mid-career between the ages of 30 - 39.
25. As might be expected, the age profile increases with grade. Younger staff predominate in the lower grades and older staff at the higher grades:

The most represented age group in levels 1-5 is 25-34

The most represented age group in levels 6-8 is 35-44

The most represented age group in levels 9-10 is 45-54

### Conclusion

26. When compared with the 19% of BME staff in the workforce as a whole, there are a relatively higher numbers of BME staff in clerical, technical and support roles (23.9%) compared to management and professional roles (16% management and professional, none in the professoriate, 6% in Academic roles).
27. Similarly, when compared with the 54% of women in the workforce as a whole, there are a relatively higher numbers of female staff in clerical, technical and support roles (61%) compared to management and professional roles (48% management and professional, 30% in the professoriate, 44% in Academic roles).
- 28.











