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1920~2020



Swansea University
Prifysgol Abertawe



Equality Annual Report

2019
2020



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Welcome



**Andrew Rhodes,
Registrar and Chief Operating Officer**

Swansea University is committed to ensuring fairness and equality for all and we aim to demonstrate this, not just through words, but through our actions. The richness of diversity brought about by our staff and students; make us the University we are. Each year, we continue with ongoing positive steps for Equality, Diversity and Inclusion (EDI), and 2019/20 was no exception.

Over the course of the year, we have continued to be proactive in pursuing various activities to reduce the gender pay gap. We published our gender pay data on the GOV.UK portal, despite the challenges of working through a pandemic, to demonstrate our commitment to providing our staff with a supportive environment that's free from unfair discrimination. The median gap remained level at 13.7%, whilst the mean gap reduced by 1.4% to 19.4%.

This year, 2020, we maintained our ranking of 47th in the Stonewall Workplace Equality Index (WEI) league table of UK employers. We are delighted that we have also increased our rankings in the Higher Education sector, where Swansea University is now ranked sixth in the UK.

We continue to make progress in gender equality through our Athena SWAN awards. 2019 saw two further departments gain their first Bronze level awards – the Computational Foundry and the Department of Geography. Alongside the University

Institutional Silver award, we now hold four college level awards; three Silver and one Bronze, as well as four Bronze level departmental awards.

This year we can report that our percentage of BAME (Black, Asian, and Minority Ethnic) colleagues, currently at 12.4%, is significantly higher than the Welsh Higher Education Sector benchmark, and the growth in our BAME staff composition has grown by 4% over the past 5 years. We are also encouraged that following positive action within the University academic promotions cycle, the success rate for BAME academic applicants increased to 48% (a higher success rate than other comparator ethnic groups).

2020 saw much time invested in the development of our new Strategic Equality Plan. Using relevant management information and through engagement and consultation with our stakeholders, we identified our key equality priorities for the next 4 years. The Strategic Equality Plan and associated actions can be found on our [website](#).

With an ever-changing landscape, we aim to ensure that EDI is embedded into core decisions that we make as a University. Our strength is in the diversity of our staff and students, and I look forward to leading our work on the Equality Agenda in the forthcoming year.

**Andrew Rhodes
Registrar and Chief Operating Officer**

University Overview

We are pleased to share our Equality Annual Report 2019/2020.

As a Public Sector organisation we are legally required to publish our equality monitoring data, however, we also believe that it is the right thing to do. This report primarily ensures our compliance with the Public Sector Equality Duty, however the content of the report is also used to inform the University's priorities for equality diversity and inclusivity.

To allow for easy comparisons, this report follows a similar format to previous years. The majority of data covers the period of 1 April 2019 – 31 March 2020; where snapshot data has been used, this has been noted as at 31 March 2020. All benchmarking data is from the Advance HE Higher Education Statistical Report 2019 unless stated otherwise.

We have aimed to be as detailed as possible in presenting the data, but where figures are low enough to identify individuals, we have grouped categories accordingly.

We are pleased that our percentage of BAME colleagues remains significantly higher than the Welsh HE Sector benchmark and this year's figures show the highest percentage of Black, Asian, and Minority Ethnic (BAME) recruitment applicants to date. The success rate for applicants declaring a disability is higher than applicants not declaring a disability. This reassures us that we are working hard to remove any barriers that may disadvantage this group. The number of our LGB+ colleagues has continued to increase, from 3.2% to 3.7%, which remains above the UK benchmark of 2.4%, and is a positive reflection to our commitment to this area.

This year, once again, we achieved a 99% completion rate for Performance Development Reviews (PDRs). PDRs ensure that all colleagues have the chance to have meaningful conversations about their personal growth, regardless of their background, beliefs, or individual protected characteristics. Our performance enabling initiatives actively support our colleagues' career progression, particularly our female academics, who have historically been less likely to apply

for promotion. Over a 5-year period, there has been a 38% increase in overall successful applicants, which includes a 33% increase in successful female applicants. This resulted in 48% of this year's successful applicants being female. There has been a 56% increase in the number of successful Black, Asian and Minority Ethnic (BAME) applicants compared to 5 years ago, with 21% of this year's successful applicants being BAME. Of the pool of BAME academics who applied for promotion, the success rate this year increased to 48%, (compared to 43% success rate for white staff). We have continued to monitor our Council Governance structure and are pleased to report that in 2020, 52% of Council members were female, compared to 25% in 2013. The Council make critical decisions about the University and having fairer gender representation here, as well as throughout the University is really important to us. Whilst maintaining this gender balance, we are also striving to increase the BAME membership of our Council.

We know that we have a lot more work to do in all areas, and in particular we need to focus on increasing the recruitment success rates for our BAME applicants to make these comparable to white applicants. We will also focus our efforts on increasing the number of BAME staff in senior positions. We will address these and other key areas identified through our new Strategic Equality Plan 2020-2024.

FOSTERING RELATIONSHIPS AND CONNECTING OUR COMMUNITIES

We have celebrated a range of diversity events this year. Some of these have included: Holocaust Memorial Day was marked on January 27th, with a series of talks and workshops on the theme of Stand Together, exploring how we must learn from each other, and work together to combat the increasing spread of inequality in all societies. The Student Union led on Black History Month celebrations in October, with a panel talk from a range of diverse speakers. The University celebrated Pride Week by showcasing a range of LGBT+ role models in the month of June. We were pleased to mark International Women's Day in March with a range of events across campus. We profiled a range of diverse women in our 'Inspiring Women Series', during the month of March.

Our 4,246 Colleagues at a Glance

AVERAGE AGE

- 31-40
- ✓ 41-50
- 51-60

43

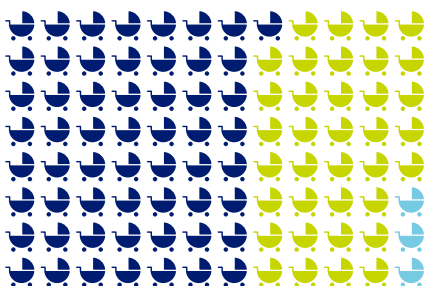
Male: 43
Female: 42

GENDER REASSIGNMENT

	%	👤
Same sex as registered at birth	73	3098
Prefer not to say	22.2	944
Unknown	4.5	193
Different sex as registered at birth	0.3	11

PARENTAL LEAVE

59.3%	Maternity
37.6%	Paternity
3.1%	Other



DISABILITY

313 (7.4%)

Colleagues have declared that they have a disability

3,631 (85.6%)
Not disabled

111 (2.6%)
Prefer not to say

MARRIAGE & CIVIL PARTNERSHIP

	%	👤
Married	45.3	1,921
Single	25	1,063
Prefer not to say	10	426
Co-habiting	8	340
Unknown	7	295
Divorced	2.6	110
Separated	0.7	30
Other	0.5	22
Civil partnership	0.5	21
Widowed	0.4	18

SEX



56% Female **2,316** 44% Male **1,885**

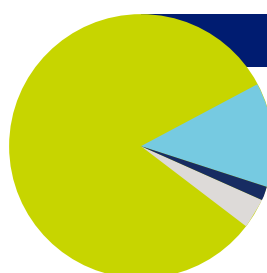
ACADEMICS

39.6% Female 60.4% Male

PROFESSIONAL SERVICES

66.1% Female 33.9% Male

RACE

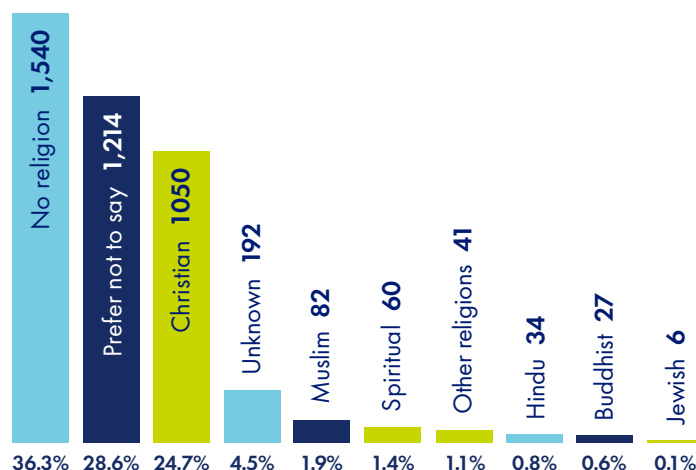


80.8%	3,432 White
12.4%	525 BAME
2.6%	112 Prefer not to say
4.2%	117 Unknown

SEXUAL ORIENTATION

	%	👤
Heterosexual	65.7	2,789
Prefer not to say	26	1,105
Unknown	4.6	194
LGB+	3.7	158
Bisexual	1.7	73
Gay man	1.1	47
Gay woman/Lesbian	0.7	31
Other	0.2	5

RELIGION



Age

COLLEAGUE COMPOSITION

36-40	15.0%	639
31-35	14.0%	593
41-45	12.7%	540
46-50	12.1%	515
51-55	11.4%	482
26-30	10.0%	425
25 and under	8.8%	375
56-60	8.5%	359
61-65	5.0%	214
66+	2.5%	104
Total		4246

AVERAGE AGE

Female	42
Male	43
Average	43

Age categories used in this year's Equality Annual report have been amended to coincide with the HESA age range categories.

The average age of Female colleagues has increased from 41 to 42, in the last year. This has increased our overall average to 43.

There are slightly more 25 and under colleagues working here, 8.8% compared to the Welsh average of 5%.

Over half of the workforce are aged between 31-50.

LEAVERS

25 and under	27.5%	232
26-30	14.2%	120
31-35	12.3%	104
36-40	9.6%	81
41-45	8.2%	69
46-50	5.2%	44
51-55	4.6%	39
56-60	6.8%	57
61-65	7.0%	59
66+	4.6%	39
Total		844

The highest proportions of leavers are in the 25 and under group. There has been an increase in leavers this year from 671 to 844.

RECRUITMENT

Posts advertised 773

APPLICATIONS BY AGE

25 and under	29.3%	3082
26-30	18.2%	1910
31-35	14.9%	1565
36-40	11.9%	1256
41-45	8.7%	912
46-50	5.5%	574
51-55	4.7%	495
Unknown	2.8%	289
56-60	2.5%	258
61-65	1.3%	132
66+	0.2%	17

Applications received 10490

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	29.4%	85
25 and under	26.1%	805
56-60	12.0%	31
26-30	11.3%	216
46-50	8.4%	48
31-35	7.9%	124
41-45	7.8%	71
61-65	7.6%	10
36-40	6.7%	84
51-55	6.4%	32
66+	0%	0

Total success rate 14.4% 1506

The majority of applicants were aged 25 and under (29.3% of all applications). 74.3% of colleagues are aged 40 and under.

The pattern of applications by age is similar to last year. The total number of applications were lower this year from 11,221 to 10,490. We also advertised less vacancies (down from 1077 to 773).

The overall Applicant success rate has increased from 11% to 14.4%.

TRAINING

Number of courses provided **424**

CLASSROOM BASED TRAINING

36-40	17.6%	493
31-35	17.0%	476
26-30	16.6%	465
41-45	12.5%	351
46-50	11.0%	309
51-55	8.7%	244
25 and under	7.9%	221
56-60	5.3%	150
61-65	3.0%	85
66+	0.4%	10
Total		2804

ONLINE TRAINING

26-30	17.4%	358
31-35	16.8%	346
36-40	14.2%	291
41-45	12.2%	250
25 and under	11.6%	238
46-50	9.3%	191
51-55	8.5%	175
56-60	6.8%	141
61-65	2.8%	57
66+	0.4%	9
Total		2056

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. None of these involved age discrimination.

There has been a reduction in the number of courses run this year from 598 to 424.

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

Disability

COLLEAGUE COMPOSITION

Not Disabled	85.5%	3631
Disabled	7.4%	313
Prefer not to say	2.6%	111
Unknown	4.5%	191
Total		4246

7.4 % of colleagues declared a disability. This is higher than the UK benchmark of 5% and Welsh benchmark of 5.7% .

Of colleagues who declared a disability, 26% was for a specific learning difficulty such as dyslexia, dyspraxia etc. followed by 20% declaring a long-standing illness or health condition and 20% declaring a mental health condition, such as depression, schizophrenia or anxiety disorder.

LEAVERS

Not disabled	80.1%	676
Disabled	8.4% %	71
Prefer not to say	3.9%	33
Unknown	7.6%	64
Total leavers		844

The proportion of leavers with a disability (8.4%) is and is slightly higher than the pool of colleagues who declared a disability (7.4%).

RECRUITMENT

Posts advertised **773**

APPLICATIONS BY DISABILITY

Not disabled	90.4%	9481
Disabled	9.6%	1009
Applications received		10490

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Not Known	29.8%	84
Prefer not to Say	14.5%	56
Disabled	14.2%	143
Not Disabled	13.9%	1223
Total success rate	14.4%	1506

The total number of applications were lower this year from 11,221 to 10,490. We also advertised less vacancies (down from 1077 to 773).

There has been a slight increase of 0.9% in the number of applicants disclosing a disability compared to last year.

The success rate for applicants declaring disability, 14.2% is slightly higher than applicants who do not declare a disability, 13.9%.

Disability

TRAINING

Number of courses provided 424

CLASSROOM BASED TRAINING

Not Disabled	87.2%	2446
Disabled	8.7%%	244
Prefer not to say	2.1%	59
Not Known	2.0%	55
Total		2804

ONLINE TRAINING

Not Disabled	80.8%	1661
Disabled	10.9%%	224
Prefer not to say	2.9%	60
Unknown	5.4%	111
Total		2056

Of those who completed classroom based training 10.7% identified as having a disability, this was an increase on last year (6.6%).

Of those who completed online training 10.9% identified as having a disability this was an increase on last year (7.5%).

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. None of these involved disability discrimination.

Race

COLLEAGUE COMPOSITION

White	80.8%	3432
BAME	12.4%	525
Prefer not to say	2.6%	112
Unknown	4.2%	177
Total		4246

The composition of our colleagues by race is comparable to last year.

The percentage of BAME colleagues, 12.4% is higher than the UK Benchmark of 9.8%, and is significantly higher than the Welsh Benchmark at 4.3%.

LEAVERS

White	74.6%	630
BAME	14.3%	121
Unknown	7.5%	63
Prefer not to say	3.6%	30
Total		844

The percentage of BAME leavers has reduced from 17.1% last year to 14.3% this year. It is higher than our overall pool of BAME colleagues at 12.4% but is slightly lower than the UK benchmark for BAME leavers at 15%.

RECRUITMENT

Posts advertised 773

APPLICATIONS BY RACE

White	69%	7240
BAME	24.9%	2612
Prefer not to say	3.1%	320
Unknown	3%	318

Applications received 10490

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	27.4%	87
Prefer not to say	17.2%	55
White	15%	1088
BAME	10.6%	276
Total success rate	14.4%	1506

The total number of applications were lower this year from 11,221 to 10,490. We also advertised less vacancies (down from 1,077 to 773).

The proportion of BAME applicants has increased slightly from 24% to 24.9%. This is the highest proportion of BAME applicants received since we have been collecting data in this way. There have been slightly less applications from white candidates.

The success rate for White applicants has increased to 15% from 12.1% last year. The success rate for BAME applicants, whilst it has significantly increased to 10.6% from 7.1% last year, remains lower than the success rate of White applicants.

TRAINING

Number of courses provided **424**

CLASSROOM BASED TRAINING

White	85.1%	2386
BAME	11.1%	310
Prefer not to say	2%	55
Unknown	1.8%	53
Total		2804

ONLINE TRAINING

White	82.2%	1690
BAME	10.1%	207
No Value	4.5%	93
Prefer not to say	3.2%	66
Total		2056

Classroom Based Training

Of the completed classroom training, 11.1% identified as BAME, a slight increase on last year (10.1%) and comparable to the % of BAME Colleagues in our pool. There was a slight decrease of participants who identified as White from 87% to 85.1%. The % of staff who Preferred not to say was comparable to last year.

Online based Training

Of those who completed online training 10.1% identified as BAME, a slight increase from 9.9% last year. For participants who identified as White, online training decreased from 87.9% to 82.2%.

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted.

1 grievance and 1 disciplinary involved race discrimination.

COLLEAGUE COMPOSITION

Female	56%	2361
Male	44%	1885
Total		4246

BREAKDOWN BY GENDER AND GRADE

GRADE	M	%	F	%	T	%
1	106	2.4%	251	5.7%	357	8.1%
2	45	1.0%	33	0.7%	78	1.7%
3	57	1.3%	109	2.5%	166	3.8%
4	45	1.1%	144	3.3%	189	4.4%
5	102	2.3%	247	5.6%	349	7.9%
6	108	2.4%	223	5.0%	331	7.4%
7	298	6.7%	393	8.9%	691	15.6%
8	392	8.9%	513	11.6%	905	20.5%
9	307	7.0%	296	6.7%	603	13.7%
10, 10a	210	4.7%	147	3.3%	357	8%
11	203	4.6%	67	1.5%	270	6.1%
NHS	32	0.7%	29	0.6%	61	1.3%
AT*	18	0.4%	50	1.1%	68	1.5%

* Associate Tutor

The proportion of female colleagues is higher than the UK benchmark of 54.4%. The proportion of male colleagues has decreased by 1.7% and is lower than the UK benchmark of 45.6%.

39.6% of all academic colleagues (including clinical and research) are female, which is the same as last year. 23% of Professors are female, an increase of 10% since 2012. This compares to the national HEI UK benchmark of 25.5% female Professors.

66% of our females are in professional services roles, compared to 34% of males.

Grade 8 continues to hold the majority of colleagues for both females (11.6%) and males (8.9%).

RECRUITMENT

Posts advertised	773
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APPLICATIONS BY SEX

Female	52.1%	5468
Male	44.3%	4644
Unknown	2.7%	282
Prefer not to say	0.8%	88
Other	0.1%	8

Applications received	10490
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APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Other	37.5%	3
Unknown	29.8%	84
Prefer not to say	19.3%	17
Female	14.3%	781
Male	13.4%	621
Total success rate	14.4%	1506

The total number of applications were lower this year from 11,221 to 10,490. We also advertised less vacancies (down from 1077 to 773).

Female applicants are slightly more successful (14.3%) than males (13.4%).

LEAVERS

Female	51.3%	433
Male	48.7%	411
Total		844

The % of female leavers is comparable to the UK benchmark of 50.4%. The male benchmark was 49.6%.

TRAINING

Number of courses provided **424**

CLASSROOM BASED TRAINING

Female	63.4%	1779
Male	36.6%	1025
Total		2804

ONLINE TRAINING

Female	60.4%	1241
Male	39.6%	815
Total		2056

There has been an increase in the proportion of females (+1.1%) and males (0.9%) attending both classroom based and online training.

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

GENDER PAY

Mean	19.4%
Median	13.7%

The gender pay gap is the percentage difference of average pay between men and women. This is different to equal pay, which compares the pay of men and women doing the same job.

The gap is calculated in two ways; the mean average is the total of all salaries divided by the number of colleagues; the median average is the middle salary, when ordering them from lowest to highest.

We published our gender pay gap figures on gov.uk in March. This year, organisations were offered an extension to this deadline (due to the pandemic), however we worked hard to meet the usual timeframe, to demonstrate our commitment to gender pay. Further details can be found on our [website](#).

The reason for our gap is due to the balance of male and female colleagues working at different levels; more male colleagues work in senior roles; more female colleagues work at lower graded roles. We are pleased to note that the mean % gap has reduced by 1.4% over the past year. The median has remained the same.

CONTRACT TYPE

FULL TIME

Male	52.3%	1537
Female	47.7%	1400
Total		2937

PART TIME

Male	25.9%	386
Female	74.1%	1102
Total		1488

FIXED TERM

Male	42.3%	593
Female	57.7%	810
Total		1403

PERMANENT

Male	44%	1330
Female	56%	1692
Total		3022

The percentage of male and female colleagues working on full time contracts is similar to last year.

The gender balance of colleagues on part time contracts for females is 74% and for men is 26%.

Of those staff on a fixed term contract, 42.3% are men, and 57.7% of staff on a fixed term contract are women.

The distribution by gender of staff on permanent contracts remains constant with last year, with less than 1% change.

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. 1 grievance involved sex discrimination.

Religion & Belief

COLLEAGUE COMPOSITION

No religion	36.3%	1540
Prefer not to say	28.6%	1214
Christian	24.7%	1050
Unknown	4.5%	192
Muslim	1.9%	82
Spiritual	1.4%	60
Any other religion or belief	1.1%	41
Hindu	0.8%	34
Buddhist	0.6%	27
Jewish	0.1%	6
Total		4246

Staff declaring No Religion is the largest representation at Swansea University followed by Prefer not to say. The order of the remaining religions and beliefs remain unchanged compared to last year.

The group of staff who Preferred not to share their religion or belief group has decreased once again from 34.6% last year to 28.6% this year, suggesting an increase in confidence in disclosing this information.

We have significantly more Christian colleagues (24.7%), than the UK benchmark of 17%. The percentage of Muslim colleagues (1.9%) is also higher than the UK benchmark of 1.4%.

LEAVERS

No religion	40.9%	345
Prefer not to say	21.6%	182
Christian	21.4%	181
Unknown	8.3%	70
Muslim	3.3%	28
Buddhist	1.3%	11
Any other religion or belief	1.2%	10
Hindu	1.1%	9
Spiritual	0.9%	8
Total		844

40.9% of leavers were from those who expressed No religion, which is slightly higher than the pool of 36.3%.

The second highest proportion of leavers, 21.6% were Prefer not to say, which is lower than the pool at 28.6%.

RECRUITMENT

Posts advertised 773

APPLICATIONS BY RELIGION & BELIEF

No religion	46.4%	4870
Christian	25.9%	2713
Prefer not to say	8.1%	851
Muslim	7.6%	794
Spiritual	3.1%	320
Hindu	2.9%	302
Unknown	2.6%	282
Any other religion/belief	1.6%	178
Buddhist	1.3%	136
Jewish	0.3%	27
Sikh	0.2%	17

Applications received 10490

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	29.8%	84
Buddhist	16.9%	23
Spiritual	15.6%	50
No religion	15.3%	744
Prefer not to say	14.3%	122
Christian	13.6%	370
Any other religion or belief	12.4%	22
Jewish	11.1%	3
Muslim	8.3%	66
Hindu	7.0%	21
Sikh	5.9%	1
Total success rate	14.4%	1506

The largest proportion of applicants are same as last year; No Religion and Christian.

Muslim representation of applicants has also increased from 7.1% to 7.6%.

Religion & Belief

TRAINING

Number of courses provided 424

CLASSROOM BASED TRAINING

No religion	47.6%	1334
Christian	26.9%	753
Prefer not to say	17.3%	485
Spiritual	2.3%	65
Unknown	2.0%	56
Muslim	1.7%	48
Any other religion or belief	0.9%	26
Hindu	0.8%	22
Buddhist	0.5%	15

Total 2804

ONLINE TRAINING

No religion	46.1%	947
Christian	25.9%	533
Prefer not to say	16.3%	335
Unknown	5.1%	104
Spiritual	2.5%	52
Muslim	1.7%	34
Hindu	1.0%	21
Any other religion or belief	1.0%	20
Buddhist	0.2%	5
Jewish	0.2%	5

Total 2056

47.6% of colleagues who undertook Classroom based training defined themselves as having no religion, followed by those who defined themselves as Christian at 26.9% and thirdly, those who prefer not to say at 17.3%.

46.1% of colleagues who undertook Online training defined themselves as having no religion, followed by those who defined themselves as Christian at 25.9% and thirdly, those who prefer not to say at 16.3%.

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. 1 grievance involved discrimination on the ground of religion and belief.

Sexual Orientation

COLLEAGUE COMPOSITION

Heterosexual	65.7%	2789
Prefer not to say	26.0%	1105
Unknown	4.6%	194
Bisexual	1.7%	73
Gay man	1.1%	47
Gay woman/lesbian	0.7%	31
Other	0.2%	7
LGB+ total	3.7%	158
Total		4246

The total disclosure for LGB+ colleagues has increased by 0.5% from last year to 3.7% which remains above the UK benchmark of 3.2%.

The Heterosexual colleague disclosures remain the largest proportion and has increased from 61.7 last year to 65.7% this year.

Those staff who Prefer Not to Say has dropped by 6.3% from last year, indicating increased confidence in disclosing this information.

LEAVERS

Heterosexual	64.5%	544
Prefer not to say	21.7%	183
Unknown	9.5%	80
Bisexual and Other	2.3%	19
Gay man	1.3%	11
Gay woman/lesbian	0.8%	7
LGB+ total	4.4%	37
Total		844

64.5%, of leavers identified as Heterosexual, and 4.4% of leavers identified as LGB+ slightly above the pool of LGB+ staff at 3.7%

The percentage of leavers who prefer not to declare their sexual orientation is 21.7%.

RECRUITMENT

Posts advertised **773**

APPLICATIONS BY ORIENTATION

Heterosexual	81.8%	8580
Prefer not to say	7.9%	824
Bisexual	3.8%	400
Unknown	2.7%	282
Gay man	2.2%	236
Gay woman/lesbian	0.9%	91
Other	0.7%	77
LGB+ total	7.6%	804
Applications received		10490

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	29.8%	84
Gay woman/lesbian	20.9%	19
Bisexual	18.3%	73
Other	14.3%	11
Heterosexual	13.8%	1187
Prefer not to say	13.3%	110
Gay man	9.3%	22
LGB+ total	15.5%	125
Total success rate	14.4%	1506

Despite a reduction in the total number of applications as compared to last year, the number of LGB+ applicants has increased slightly from 6.5% last year to 7.6% this year.

The success rate for LGB+ applicants has increased by 7.2% from last year to 15.5% and is higher than the success rate of heterosexual applicants which is 13.8% (an increase of 2.8%, compared to last year).

Sexual Orientation

TRAINING

Number of courses provided **424**

CLASSROOM BASED TRAINING

Heterosexual	78.3%	2196
Prefer not to say	15.5%	436
Unknown	2.2%	61
Bisexual	2.0%	56
Gay man	1.0%	27
Gay woman/lesbian	0.9%	24
Other	0.1%	4
LGB+ total	4%	111
Total		2804

ONLINE TRAINING

Heterosexual	75.5%	1552
Prefer not to say	15.8%	324
Unknown	5.9%	122
Bisexual	1.4%	29
Gay man	0.8%	17
Gay woman/lesbian/other	0.6%	12
LGB+ total	2.8%	58
Total		2056

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. None of these involved discrimination on the grounds of sexual orientation.

The percentage of Heterosexual colleagues undertaking training has increased across both classroom based and online training.

The percentage of LGB+ colleagues has increased for classroom based training from 3.3% to 4% but decreased for online training from 3.3% to 2.8%.

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

Gender Reassignment

COLLEAGUE COMPOSITION

Data collection on sexual orientation and gender reassignment began in 2013.

Gender identity the same as sex registered at birth	73%	3098
Prefer not to say	22.2%	944
Unknown	4.5%	193
Gender identity different to sex registered at birth	0.3%	11
Total		4246

The majority of colleagues (73%) identify as the same sex as registered at birth, with an increase of 4.6% on last year.

Those colleagues who 'prefer not to say' reduced by 6.6% to 22.2%, suggesting an increase in confidence in disclosing information.

Colleagues identifying as a different sex to that registered at birth is 0.3%, which is higher than the UK benchmark of 0.1%.

LEAVERS

Gender identity same	73.9%	624
Prefer not to say	17.1%	144
Unknown	8.4%	71
Gender identity different	0.6%	5
Total		844

At 73.9%, the majority of leavers identify as the same gender as at birth. Leavers identifying as a different sex to that registered at birth is 0.6%.

RECRUITMENT

Posts advertised 773

APPLICATIONS BY GENDER IDENTITY

Gender identity same	95.3%	9997
Prefer not to say	2.7%	282
Unknown	1.5%	163
Gender identity different	0.5%	48

Applications received 10490

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	29.8%	84
Prefer not to say	16%	26
Gender identity different	14.6%	7
Gender identity same	13.9%	1389
Total success rate	14.4%	1506

Applicants identifying as the same sex as at birth is comparable to last year.

Applicants identifying as a different sex to that registered at birth increased by 0.1% to 1.5%

Those preferring not to say increased by 0.6% to 2.7%.

Applicants identifying as a different sex to that registered at birth have a marginally higher success rate (14.6%) within their own gender identity, than those who identify as having the same sex (13.9%). Caution needs to be taken when interpreting percentages as the numbers are low.

Gender Reassignment

TRAINING

Number of courses provided **424**

CLASSROOM BASED TRAINING

Gender identity same	86.6%	2428
Prefer not to say	11.2%	314
Unknown	2.1%	59
Gender identity different	0.1%	3
Total		2804

ONLINE TRAINING

Gender identity same	83.5%	1716
Prefer not to say	11%	227
Unknown	5.3%	108
Gender identity different	0.2%	5
Total		2056

The proportion of colleagues undertaking training is comparable with last year's figures.

There has been a significant decrease in 'prefer not to say' answers for both classroom based and online training.

Of all classroom training completed, 0.1% were completed by transgender colleagues. For online based training it was 0.2%.

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. None of these involved discrimination on the grounds of gender identity.

Marriage & Civil Partnership

COLLEAGUE COMPOSITION

Married	45.3%	1921
Single	25%	1063
Prefer not to Say	10%	426
Co-habiting	8%	340
Unknown	7%	295
Divorced	2.6%	110
Separated	0.7%	30
Civil Partnership	0.5%	22
Other	0.5%	21
Widowed	0.4%	18
Total		4246

The percentage of staff who are married or single is comparable to last year. The 'prefer not to say' category has reduced by 1.3%, which shows an increased confidence in reporting.

LEAVERS

Single	39.1%	330
Married	29%	245
Unknown	14.2%	120
Prefer not to Say	8.5%	72
Co-habiting	5%	42
Divorced	1.7%	15
Other	1.2%	10
Widowed	0.5%	4
Civil Partnership	0.4%	3
Separated	0.4%	3
Total		844

The largest proportion of leavers were single (39.1%) and this is comparable to last year (38.7%). The overall rate of leavers is higher than the pool, at 25%. This is something we will continue to monitor closely.

Married leavers are the second highest group (29%) and this is comparable to last year (27.8%). The rate of leavers in this group is significantly lower than the overall pool at 45.3%.

RECRUITMENT

Posts advertised 773

APPLICATIONS BY MARITAL STATUS

Single	45.9%	4813
Married	30.9%	3243
Co-habiting	11.2%	1178
Prefer not to say	4.1%	428
Unknown	2.7%	282
Divorced	2.2%	227
Other	1.2%	127
Civil partnership	0.9%	98
Separated	0.8%	79
Widowed	0.1%	15

Applications received 10490

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	29.8%	84
Single	19.2%	922
Prefer not to say	15.9%	68
Other	15.0%	19
Separated	13.9%	11
Co-habiting	11.0%	130
Married	7.8%	253
Divorced	6.6%	15
Civil Partnership	4.1%	4
Total success rate	14.4%	1506

The percentage of applicants who are married, single, co-habiting, divorced, separated in a civil partnership or widowed is comparable to last year.

'Prefer not to say' has decreased by 1.2% since last year, suggesting an increased confidence in reporting.

The success rate for applicants who are single has increased by 7.2% since last year.

The success rate for separated applicants has also increased by 5.5% since last year.

The success rate for married applicants decreased slightly, by 1.4% compared to last year.

Marriage & Civil Partnership

TRAINING

Number of courses provided **424**

CLASSROOM BASED TRAINING

Married	44.8%	1253
Single	28.3%	793
Co-habiting	12.1%	339
Prefer not to Say	6.2%	175
Unknown	3.7%	104
Divorced	2.2%	63
Separated	1.0%	28
Civil Partnership	0.7%	19
Other	0.5%	15
Widowed	0.5%	15
Total		2804

ONLINE TRAINING

Married	41.7%	858
Single	27.7%	569
Co-habiting	11.8%	243
Unknown	7.5%	154
Prefer not to Say	5.9%	122
Divorced	1.7%	35
Separated	1.4%	28
Civil Partnership	1.0%	21
Other	0.7%	14
Widowed	0.6%	12
Total		2056

The majority of both classroom based and online training was undertaken by colleagues who are married, followed by those who are single. This is comparable to last year and in alignment with our total pool.

Note: There has been an overall decline in both online and classroom participants since last year due to;

- (i) a change in how we record attendance for information/conference type sessions;
- (ii) the impact of social distancing measures (i.e. postponement of courses for the month of March);
- (iii) the general trend also reflects our move away from traditional classroom based learning to more self-paced content online.

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. None of these involved discrimination on the grounds of marriage and civil partnership.

Pregnancy & Maternity

COLLEAGUE COMPOSITION

Colleagues who took leave		96
Maternity Leave	59.3%	57
Paternity Leave	37.6%	36
Other	3.1%	3

57 (59.3%) members of staff took maternity leave during the reporting period. This compares to 67 members of staff taking maternity leave last year.

36 (37.6%) members of staff took paternity leave during the reporting period. This is an increase of 12 staff, as compared to last year.

3 (3.1%) members of staff took additional paternity and adoption leave during the reporting period, which is the same as last year.

LEAVERS

Of the 96 colleagues that took parental leave during the reporting period, none have left the University, indicating that our return to work processes are providing a positive experience.

TRAINING

Of the 96 colleagues who took parental leave, 2 staff members attended classroom based training whilst on leave.

GRIEVANCE AND DISCIPLINARY

Across the reporting period, 17 grievances were raised and 23 disciplinary cases were conducted. None of these involved discrimination on the grounds of pregnancy and maternity.

RECRUITMENT

Posts advertised		773
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APPLICATIONS BY LEAVE TAKEN

No parental leave taken	92%	9665
Unknown	2.7%	282
Prefer not to say	2.2%	227
Maternity	1.6%	164
Additional paternity leave (more than 2 weeks)	1.4%	147
Adoption	0.1%	5

Applications received		10490
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APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	30.5%	86
No parental leave taken	14.1%	1360
Prefer not to say	12.8%	29
Additional paternity leave (more than 2 weeks)	12.2%	18
Maternity	7.9%	13
Adoption	0%	0
Total success rate	14.4%	1506

The recruitment data shows the majority of applications (92%) were made by individuals who had not taken any parental leave, this is comparable to last year. 3.1% of applications were made by individuals who had taken some form of parental leave, again comparable to last year. 'Prefer not to say' has decreased by 1.1% since last suggesting a greater confidence in disclosing information.

The success rate of individuals who were either pregnant or on maternity leave was lower (7.9%) than those who had not taken any parental leave (14.1%). This is the opposite of last year, where the success rate for staff who were pregnant or on maternity was higher than other staff. Caution need to be taken, in interpreting these percentages as the numbers are low.

Impact Assessments

EQUALITY IMPACT ASSESSMENTS WERE CONDUCTED OVER THE REPORTING PERIOD OF 1ST APRIL 2019 - 31 MARCH 2020

ISS	RIS development
Health and Safety	Disability Risk Assessment Guidance
HR - DTS	Induction
HR - DTS	Staff Development
HR - DTS	Study Leave
HR - DTS	Concordat Policy
PSPU	Learning and Teaching Strategy
HR - Process	Redundancy Policy
HR - Process	Fixed Term Policy
Admissions	English Language Policy
Admissions	Pre-sessional Offers
HR - Equality	Flexible Working

Student Data 2019/2020

SEX

Male	52%	10616
Female	48%	9759
Unknown	0%	1
Total		20376

AGE

UNDERGRADUATE

<19	37%
19-21	44%
22-24	6%
25+	13%

POSTGRADUATE

19-21	17%
22-24	32%
25+	51%

RACE

White	75%	15222
BAME	24%	4962
Unknown	1%	192

BAME includes Bangladeshi, Black, Chinese, Indian, Mixed, Other Asian and Pakistani.

SEXUAL ORIENTATION

Heterosexual	78%	15902
Unknown	14.7%	2988
Bisexual	4.4%	895
Gay man	1.2%	237
Other	1%	209
Gay woman	0.7%	145

DISABILITY

No known disability	86%	17613
Disabled	14%	2763

RELIGION

No religion	54%	11059
Christian	22%	4559
Other religion	19%	3801
Muslim	5%	957

Other religion includes Buddhist, Hindu, Jewish, Sikh, Spiritual and other religious beliefs.

UNDER/POSTGRADUATE

UNDERGRADUATE

Male	43%	8791
Female	37%	7521
Unknown	0%	1
Total	80%	16312

POSTGRADUATE

Female	11%	2238
Male	9%	1825
Total	20%	4063

GENDER REASSIGNMENT

Same as at birth	88.4%	18017
Unknown	11.2%	2290
Different to at birth	0.3%	69

Celebrating Diversity

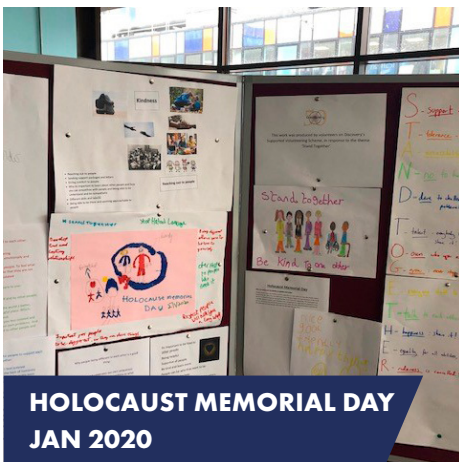
SWANSEA UNIVERSITY EVENTS 2019 – 2020



**CAREERS PRESENTATION
SEPTEMBER 2019**



**HILLARY CLINTON GUTSY WELSH
WOMEN PANEL DISCUSSION
NOVEMBER 2019**



**HOLOCAUST MEMORIAL DAY
JAN 2020**



**LGBT+ HISTORY MONTH
FEBRUARY 2020**



**BLACK HISTORY MONTH
OCTOBER 2019**



**INTERNATIONAL WOMEN'S DAY ROLE MODELS
MARCH 2019**

Progress for period 1st April 2019 - 31st March 2020

The link for the Strategic Equality Plan 2016-2020 can be found [here](#).

OUTCOME 1

As a consequence of eliminating discrimination, advancing equality of opportunity and fostering good relations amongst the diverse staff and student groups the University will have achieved external recognition and/or accreditation through Athena SWAN awards; Race Charter Mark awards; Stonewall Workplace Equality Index; and Disability Standard awards.

KEY MILESTONES AND OBJECTIVES

Athena SWAN College of Engineering Bronze Award - April 2016

Athena SWAN College of Arts & Humanities Bronze Award - November 2016

Athena SWAN College of Human & Health Science Silver Award - November 2016

Athena SWAN Silver Institutional Award - April 2017

Stonewall Workplace Equality Index top 10 - July 2020

The Computational Foundry and Department of Geography applied were awarded a Bronze level award in April 2020.

The Department of Physics made an application for a JUNO award in April 2019; they were successful in their award.

The College of Human and Health Sciences are working towards a silver level application by April 2021.

The College of Arts and Humanities are working towards a Bronze level application by November 2020.

The Hilary Rodham Clinton School of Law will be making a Bronze level application in November 2020.

We submitted an application for the Stonewall Workplace Equality Index in September 2019. Our ranking is was 47th in the UK. We are in the top 100 employers participating, and ranked 6th of all HEIS.

OUTCOME 2

As a consequence of removing barriers to fair and meritocratic appointment and promotion the University will have a high performing workforce drawn from the widest pool of talent available.

KEY MILESTONES AND OBJECTIVES

Proportional submissions to the Research Excellence Framework (REF) 2020 for members of staff by the protected characteristics of gender, race and disability

Gender balanced Council governance structures - by 2020

A balanced workforce that is inclusive of all protected characteristics- by 2020

An EIA has commenced on the REF for 2020. A number of training sessions have taken place to upskill staff, ensuring they have the equality and diversity knowledge to be able to apply to process.

Individual circumstances have been reviewed at the Equality and Diversity Sub Group meetings, and appeals panels have also met.

All involved in REF decision making committees have received Equality and Diversity Training and Unconscious Bias Training.

There have also been a number of bespoke face to face training sessions for those involved in REF decision making committees.

Council Governance structures have been reviewed from a gender perspective. In 2020, 52% of Council membership was female, as compared to 25% in 2013.

All key appointment, selection and promotion decision makers to have undertaken unconscious bias training - by 2018

Introduction of an annual staff survey aimed at identifying any barriers to staff reaching their full potential by protected characteristics – by 2017

100% of senior decision makers on key committees such as selection and appointments panels, remuneration committees, and promotion committees have undertaken unconscious bias training.

The data in this reporting period shows that at a total of 4246 staff work here, of which 56% female and 44% are male. 81% of staff are from a white ethnic group and 12% from a Black Asian and Minority Ethnic (BAME) group. The average age of the workforce is 43 years, and 11.8% of staff declared that they have a disability. 3.7% of staff have disclosed their sexual orientation to be LGBT+. The Equality Annual Report 2019/2020 can be found here: staff.swansea.ac.uk/professional-services/human-resources/equal-opportunities/whatwedo/eo-documents

The Culture Survey was conducted in January 2018 and 2020. Data collated was shared with relevant Athena SWAN leads in Colleges and departments. The themes emerging from this have informed and will continue to be used to inform and progress the equality agenda.

OUTCOME 3

As a consequence of removing barriers to fair and meritocratic appointment and promotion the University's high performing workforce will be characterized by gender equality in terms of pay, conditions and reward.

KEY MILESTONES AND OBJECTIVES

Gender balanced outcomes from annual academic promotions cycles

Gender balanced appointment panels for academic and professional services staff by 2020

Annual action plans arising from monitoring of gender, race and disability pay gaps

Implementing gender neutral recruitment literature and role definitions commencing 2016, by 2020.

The promotions cycle for 2019 received 153 applications. There were 66 applications from females, and 87 from males. Overall, there were 66 successful applications, the success rate for females was 48% and 39% for males.

In 2019, 29 promotions application were from BAME colleagues, of which 14 were successful (48% success rate). In comparison, there were 117 applications from White colleagues, of which 50 were successful (43% success rate).

There has been at least 1 female decision maker at each and 1 BAME decision maker at each promotion committee, and one to one feedback is provided to each applicant.

The success rate for recruitment shows that there is an overall success rate of for all applicants was 14.4%, up from 11% last year. Males have a 13.4% success rate, (up from 11% last year) compared to a 14.3% success rate for females (up from 10.5% last year). The success rate for BAME applicants is 10.6% compared to 15% for white applicants.

The University reported its Gender Pay Gap on the Gov.UK website. We are pleased to note that the mean % gap has reduced by 1.4% to 19.4%. The median gap of 13.4% has remained the same.

We have introduced mandatory Unconscious Bias training that has been rolled out to the University in a phased approach.

OUTCOME 4

As a consequence of removing barriers to achievement for students with protected characteristics or disadvantaged as a result of socio economic background or other circumstances, the University will achieve external recognition for providing an excellent student experience

KEY MILESTONES AND OBJECTIVES

Identify and reduce the Swansea University student attainment Gap for UK domiciled BME students to at least 3% below the Welsh national average (12%) - April 2020

To be the highest rated university in Wales in the Stonewall Good University Guide

Ensure there is equality of outcome for students of all protected characteristics within the Step4Excellence and subsequent programmes

Ensure an equal and inclusive experience for students of all protected characteristics through the appropriate satisfaction surveys, planning for and taking action where required - commencing 2017

Provide an annual programme of appropriate events and engagement activities to promote good relations between people of different religious faiths/no faiths across campuses - commencing 2016

From 2014/15 to 2018/19, the proportion of UK BAME students in the Swansea University population (all levels, all modes) has risen from 7% to 11% of all students. (Higher Education Statistics Agency/Jisc, HEIDI Plus statistics, accessed 15/06/20).

The data for the degree awarding differential in 2019/20 for UK BAME v White is 2.67% with 81.5% of UK BAME achieving a 'good' degree and 84.2% of White. However, there is a differential of 15% for Black students compared to White students. Moving forwards, we will focus on this differential through targeted actions.

In 2020 the University was nominated for Whatuni Student Choice Awards 2020. It was nominated in the categories of International and Postgraduate.

The Swansea Academy of Inclusivity and Learner Success (SAILS) has developed a Toolkit for mitigating differential degree awarding. Based on research and external good practice, a number of toolkit guidance sheets have been produced in the following areas:

- Inclusive Practice
- Designing for Diversity
- Unconscious Bias
- Belonging and Connectedness
- Improving Students' Confidence
- Promoting Good Relations.
- Understanding your Students
- Pastoral Care.
- Commuter Students
- Assignment Checklists
- Understanding the Assignment – Group Work
- Information Literacy
- Digital Literacy

With the Student Hut we were ranked 8th in Best 10 Halls of Residence for 2020 (Bay Campus), 10th in Best 10 Universities for 2020 and 9th in Best 10 Student Cities for Nightlife for 2020.

The National Student Survey (NSS) 2020 data showed that 89% of students saying they were satisfied with their course overall, which is the same as last year.

Satisfaction rates by the protected characteristics of age , disability, ethnicity and sex are below:

- Age – Mature Students (83%), younger students (90%)
- Disabled students with a specific learning disability (87%), Other disability (excluding dyslexia, dyspraxia and ADHD) (89%), no disability (89%)
- Ethnicity- Asian (89%), Black (83%), Other (84%), White (90%)
- Sex – Female (89%), Male (89%).

In the reporting period, some of the annual programme of events included:

- Holocaust Memorial Day was marked in January, with a range of speakers and workshops.
- In November 2019, Hillary Rodham Clinton paid tribute to the women who have inspired her throughout her career at a special event hosted by Swansea University. As guest of honour she joined a high-profile panel for a discussion entitled Gutsy Welsh Women in front of a capacity audience at the University's Bay Campus.
- The Inspiring Women Series profiling staff and students across the institution was run during March to mark International Women's Day.
- International Women's Day was celebrated on March 8th, by staff and students across Colleges and at University level, with the theme 'Each for Equal'.
- Black History Month was led by the Student Union by inviting range of diverse speakers in October.
- LGBT History Month was celebrated in February by staff and students with a range of activities. Further information can be found here: swansea.ac.uk/personnel/equal-opportunities/networks/lgbt
- Eid in the Park was celebrated in June this year, with hundreds of individuals from different faiths and backgrounds coming on Singleton Campus

For information, this report encompasses the period of 1st April 2019 until 31 March 2020.

Snapshot data has been taken on 31st March 2020.

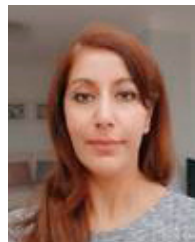
Terminology is taken from the Equality Act 2010 for the purposes of reporting compliance. In the Equality Act, sex means either "male" or "female", however we acknowledge that this binary definition is not inclusive of non-binary individuals. We are committed to equality for individuals of all genders.

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We would like to thank academic and professional services staff for their valuable contribution towards progressing the equality agenda.