



Equality Information Summary Report

January 2012

Sheffield Hallam University

To be read in conjunction with SHU Equality and Diversity Monitoring Report

Equality Information Summary Report

In the academic year 2010/11 the total number of enrolled students was **36,404**, and during the same year there were approximately **4,300** staff in post at Sheffield Hallam University. This report summary sets out the diversity profile and performance measurements of staff and students at the University in accordance with the requirements of *section (153)* Equality Act 2010.

Students

Gender

The gender profile at Sheffield Hallam reflects that of the sector as a whole, that is to say, female students are in the majority and constitute 56% of the overall student population. The sector averages for England and the UK are 56% and 56.7% respectively, in favour of female students. Postgraduate part-time (PG/ PT) courses have consistently had the highest female representation in 2008/9 (62%) and 2009/10 (63%).

First Degree Attainment

Across all modes female students out perform male students in terms of good honours; with 14% of female undergraduate (UG) students obtaining a 1st in 2010/11, compared to 13% of male undergraduates. There was a 4% point difference between the numbers of female UG students who received a 2.1 and the number of male students, with 50% of females being awarded a 2.1. A higher number of male students received a 2.2, but performance was relatively consistent concerning the numbers of students who received a 3rd in terms of gender balance. However, this trend reverses with respect to part-time study with male students out-performing female students.

Employment

In 2009/10 figures show that male and female students were equally successful in gaining employment (70% employment rates for both male and female students), and Sheffield Hallam students of both genders have higher employability rates than the sector averages for male and female students (65.2% and 69.8% respectively).

Unemployment figures show that male students at Sheffield Hallam have a greater chance of becoming unemployed than their female counterparts, and this is consistent with the sector average by gender.

A lower number of Sheffield Hallam students go on to further study than the sector average, but this figure can be partially explained by the high

employability rates for Sheffield Hallam students and the emphasis the University places on education for employment.

Graduate Level Employment

Sheffield Hallam students have a significantly higher chance of entering graduate level employment than the sector average in terms of gender. 67% of female students at Sheffield Hallam enter graduate employment compared to a sector average of 41.4%. Male students also enjoy a higher success rate in terms of graduate employment than their sector peers 66% in comparison to 41.6% for the sector.

Ethnicity

In 2009/10 and 2010/11 of those students who declared their ethnicity 88% identified themselves as being White and 12% as coming from a Black and Minority Ethnic (BME) background. These figures are lower than the UK Sector averages of 81.9% White and 18.1% BME. The sector averages for England were 79.6% White and 20.4% BME.

A significant proportion of the BME group consists of students from an Asian ethnic background (5% in 2009/10). Students who identified themselves as being from a Chinese background had the lowest representation (0.1%). Black students comprised 4% of BME students and students of Mixed ethnicity (Other) 2% increasing to 3% in 2010/11. These proportions within the BME group are consistent with the UK Higher Education sector averages and also mirror the broader BME population within the UK and those for the Sheffield City region.

First Degree Attainment

In 2010/11, across all modes, White students out performed BME students. There is a significant 17% point difference in the numbers of BME students who were awarded a 2.1, with White students obtaining a higher number. There was a 14% point difference for the numbers of BME students who obtained a 2.2, with BME students receiving the higher number of 2.2 awards.

In terms of the White:BME attainment ratio for the number of firsts awarded there is a 9% point difference, with 16% of White students obtaining a first compared to 7% of BME students. Furthermore, a significantly higher number of BME students received a 3rd (10%) compared with only 4% of White students.

The highest number of thirds were awarded to Chinese students studying part-time. Students from the Mixed ethnicity (Other) group had similar rates of achievement to the White ethnic group.

Employment

In 2009/10 statistics show that BME students at Sheffield Hallam had lower rates of employment (66%) than their White peers (86%), and lower rates than the Sheffield Hallam University average of 70%. BME students were more likely than White students to go on to further study.

Graduate Employment

In 2009/10 graduates from both White and BME backgrounds combined achieved high rates of graduate employment which exceeded the sector average. The graduate employment rate for White students at Sheffield Hallam in 2009/10 was 65%, in comparison to a UK Sector average of 42.9%. For BME students, the Sheffield Hallam average was significantly higher (64%) compared to the UK Sector average of 35.1%.

Graduate employment rates by ethnic group show that students of mixed ethnicity have the highest success rates within the BME group at sector level (72.7%) compared to a Sheffield Hallam rate of 68%. Black Students at Sheffield Hallam had the highest graduate employment success rate within the BME group (74%). 65% of White students at Sheffield Hallam obtained graduate level employment.

Disability

In 2010/11, 9% (3,262) of the student population at Sheffield Hallam declared that they had a disability. In 2009/10 this figure was 8% (2,816), and the numbers of students declaring a disability has risen by 25% since 2008/9. This equates to 657 students in the period 2008/9 to 2010/11.

Students on full-time other undergraduate (FT OUG) e.g. foundation degrees had the highest declaration rates 11% followed by 10% of full-time UG students declared a disability. Students on full-time postgraduate (FT PG) courses consistently had the lowest rates of declaration at 5%.

Declaration by Disability Type

Students who declared a specific learning disability e.g. dyslexia had the highest declaration rates (44%), followed by students who have an unseen disability (24%).

First Degree Attainment

In 2010/11, across all modes of study, disabled students had higher attainment rates for 1st degree classifications (14%) than non-disabled students (13%). The attainment rates for disabled and non-disabled students is relatively similar across the 2.1, 2.2, and 3rd classifications, with non-disabled students attainment levels only 1% point higher than disabled

students. However, there is a notable difference in attainment levels for disabled students on part-time courses where disabled students have significantly lower attainment levels for 2.1 awards and are awarded a higher number of thirds. The attainment level for the number of part-time students obtaining a 1st is the same for disabled and non-disabled students (10%).

Employment

Disabled students had lower rates of employment 63% than non-disabled students 71 % across all modes, 7% points lower than the University average of 70%. The largest proportion of graduates who were unemployed and had a disability were undergraduate (all modes) disabled students (20%).

Graduate Employment

In 2009/10 the Sheffield Hallam graduate employment rates for disabled students were significantly higher than the sector average. 68% of disabled graduates at Sheffield Hallam were in graduate employment compared to a UK sector average of 36.3%. Non-disabled students at Sheffield Hallam also had greater chances of success with respect to graduate employment, 65% obtained graduate level employment compared to a UK sector average of 42.3%.

Age

Sheffield Hallam has a young student population and 57% of all students are under the age of 21 years.

In the period 2008/9 to 2010/11 there was a small increase in the number of students under 21 years, corresponding with a slight decrease of 2% points in the number of mature students.

Larger numbers of mature students were studying part-time at both UG and PG levels, and undergraduate full-time/sandwich awards are dominated by students in the under 21 years age group.

First Degree Attainment

Across all modes mature students and students under the age of 21 attained a similar number of first and third awards. However, there was an 8% point difference in terms of the numbers of 2.1 awards received, with students under 21 years receiving the higher proportion. Mature students received the majority of 2.2 awards: 6% more than students under 21 years of age.

Employment

In 2009/10, students in the under 21 years age group on UG awards had higher rates of unemployment. Mature students across all modes had higher

success rates in employment and more specifically graduate employment. The graduate employment rate for mature students was 81% compared to students under the age of 21 years (57%). However, Sheffield Hallam students in the under 21 years age group still had higher graduate employment rate than the sector average of 25%.

Staff

On 1 November 2011 the total staff population at Sheffield Hallam was 4,300. Of the 4,300 Sheffield Hallam staff in post 51% were academic staff and 49% were professional and support services staff. The largest staff group in percentage terms was the Administrative, Professional and Clerical (APC) group (37%) and the smallest was the Research staff group (3%). It has not been possible to benchmark against the sector averages with respect to this information.

Gender

The staff gender equality data shows that 58% of the total workforce is female and 42% is male. However, 51% of the academic workforce is comprised of male staff. The APC staff group has the largest female representation (72%) and the University Executive has the lowest female representation (21%).

Applications for staff vacancies by gender

Over 50% of applicants have been female throughout the period from 2007/8 rising to 56% in 2010/11. Over the four year period from 2007/8 male applicants were consistently more likely to apply for Teaching and Research roles and female applicants were more likely to apply for lower grade APTC roles.

Equal Pay

Sheffield Hallam University is committed to the principle of equal pay for work of equal value for all its employees. We recognise that equal pay is a legal right under both domestic and European law, regardless of contractual status, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The University believes that operating a fair, transparent and objective pay system sends a positive message to its employees and stakeholders, and is fundamental to sustaining organisational reputation, well-being and success.

In support of these aims, the University uses an analytical job evaluation system to assign jobs to grades, which determines salary levels. This ensures that jobs of similar sizes are within the same grade and employees in these jobs are paid equitably. Alongside other pay policies and procedures this

enables the University to demonstrate that any differential in pay is justified due to levels of responsibility, experience, skills and qualifications, performance or length of service. The University is committed to working in partnership with the recognised trade unions to agree appropriate measures to tackle any unfair, unjust or unlawful practices that are identified.

The current job evaluation system was introduced as part of the National Framework Agreement which required all UK universities to move their staff onto a single grade structure to promote equal pay for work of equal value. Following the introduction of the resulting pay and grading structure, an Equal Pay Audit was completed in 2011. In addition to the Equal Pay Audit, an Equality Review which compares salaries across the pay and grading structure has also been undertaken. This shows an overall gender pay gap of 11.88% in favour of male employees which compares favourably with an overall pay gap nationally of 19.3% in favour of males (using mean salary). It also demonstrates a reduction in the gender pay gap from 18.64% in 2006.

Gender	SHEFFIELD HALLAM UNIVERSITY Pay Gap 2006	SHEFFIELD HALLAM UNIVERSITY Pay Gap 2011 (01/08/2010)	HE Sector Pay Gap (2009/10)	UK Pay Gap
All staff	18.64%	11.88%	20.3%	19.3%

Overall there are no significant issues in relation to gender, age, staff type and contractual arrangement. It has also shown that progress has generally been made since the previous audit was undertaken in 2006. The University has published an Equal Pay Statement and will continue to be proactive so that further progress can be demonstrated in the next Equal Pay Audit.

Ethnicity

In 2010/11, of those who declared their ethnicity 6% of staff stated that they are from a BME background, the Asian ethnic group being the largest ethnic group within the BME category (3%) compared to Black (1%), Chinese (1%), and Mixed Ethnicity/Other (1%). 94% of the workforce at Sheffield Hallam identify themselves as being of White ethnicity. 8% of the workforce is unknown, or the information has been refused.

The largest percentage of BME staff is located in the Research staff group and there is only one staff group where all members are from a White background; the University Executive.

Applications for staff vacancies by Ethnicity

The percentage of BME applicants is gradually increasing and in 2010/11, 18% of all applications were made by people from a BME background: an increase of 4% since 2007/8.

Technical vacancies received the largest percentage of applications from White applicants (73%). Teaching vacancies received a higher percentage of applications from BME applicants (9% points difference compared to white staff 64%), and this pattern can be seen throughout the period 2007/8 to 2010/11. Furthermore, this trend follows through into Research posts.

Disability

3% of the staff population has a declared disability and 91% have declared that they do not have a disability. The largest proportion of disabled staff are located in the Associate Lecturer staff group (5%). The University Executive is the only staff group where no members have declared a disability.

Applications for staff vacancies by Disability

90% of applications made for vacancies at Sheffield Hallam were made by people who did not declare a disability. Consistently throughout the period 2007/08 to 2010/11 only 4% of applicants declare a disability. A significant proportion of applications received from disabled applicants in 2010/11 were for APC posts (76%), followed by 15% for Teaching posts.

Age

The average age profile for the University overall is 40-49 yrs, this age group also constitutes the largest age group for academic staff. Non-academic staff in the 16-20 age band are the smallest group in the overall staff population.

Applications for staff vacancies by Age

The majority of applicants to staff vacancies in 2010/11 came from applicants in the 20-29 age band, and 76% of applicants under 20 years applied for APC posts.

Employee Opinion Survey

An Employee Opinion Survey is completed by staff at the University approximately every three years. In 2008, 58% of staff completed the survey and reflected a reasonably positive view of the University, with strengths in the experience of working at Sheffield Hallam, the appraisal procedures, and high levels of job

satisfaction. Concerns were linked to University change and consultation, as well as implementation of policies and procedures.

Further analysis of the responses by gender, ethnicity and disability was also completed. Women were generally more satisfied than their male colleagues. There were many areas where disabled respondents' results were significantly less positive than those of respondents without a reported disability. Results for ethnicity presented a mixed picture. However, on balance, more positive responses came from the non-white population. It is notable that the group of respondents who chose not to report their ethnicity returned more negative views.

Gender

The results of the Employee Opinion Survey (EOS) 2008 show that at Sheffield Hallam University women are generally significantly more satisfied than their male colleagues. This pattern is repeated throughout the survey, with all indicators demonstrating a significantly more positive response for women. The overall sample of 2159 respondents is made up of 35% males and 58% females, with an additional 7% not stating their gender.

Key indicators

Of those Sheffield Hallam staff who stated that they were proud to work for Sheffield Hallam University 79% were female and 74% were male. Female respondents also returned positive results in terms of whether they felt that they were valued as a member of the Sheffield Hallam Community 54% in comparison to 51% of male respondents. Overall 84% of women and 78% of men who work at Sheffield Hallam were happy to work for the University and 72% of all respondents male and female felt that Sheffield Hallam treats all employees fairly irrespective of gender.

Ethnicity

Key indicators

The 2008 EOS survey results show that on balance, more positive responses come from the Non-White population. 83% of BME (Black and Minority Ethnic) respondents said they were proud to work for Sheffield Hallam University compared to 77% of White respondents. Furthermore, 63% of BME respondents said that they felt a valued member of the Sheffield Hallam workforce and 86% said they were happy to work at the University. 53% of White respondents said that they felt a valued member of the Sheffield Hallam Community and 82% were happy to work for the University.

In response to the question do you agree that Sheffield Hallam treats all employees fairly irrespective of Ethnicity 71% of all staff agreed.

Disability

Key indicators

In 2008 75% of disabled employees said that they were proud to work for Sheffield Hallam University and 74% were happy to work at the University. 43% of disabled staff said that they felt a valued member of the Sheffield Hallam Community. With regard to the question do you think that Sheffield Hallam University treats all employees fairly irrespective of Disability, 72% of all survey respondents agreed.

Publication of Equality Information Gap Analysis

The University has undertaken a data capability analysis in order to determine how any relevant equality information which is not currently collected, analysed and/or reported can be addressed. In addition, a detailed action plan has been developed identifying particular types of equality information for future publication, and these requirements will be embedded and aligned to a number of ongoing University corporate projects and programmes.