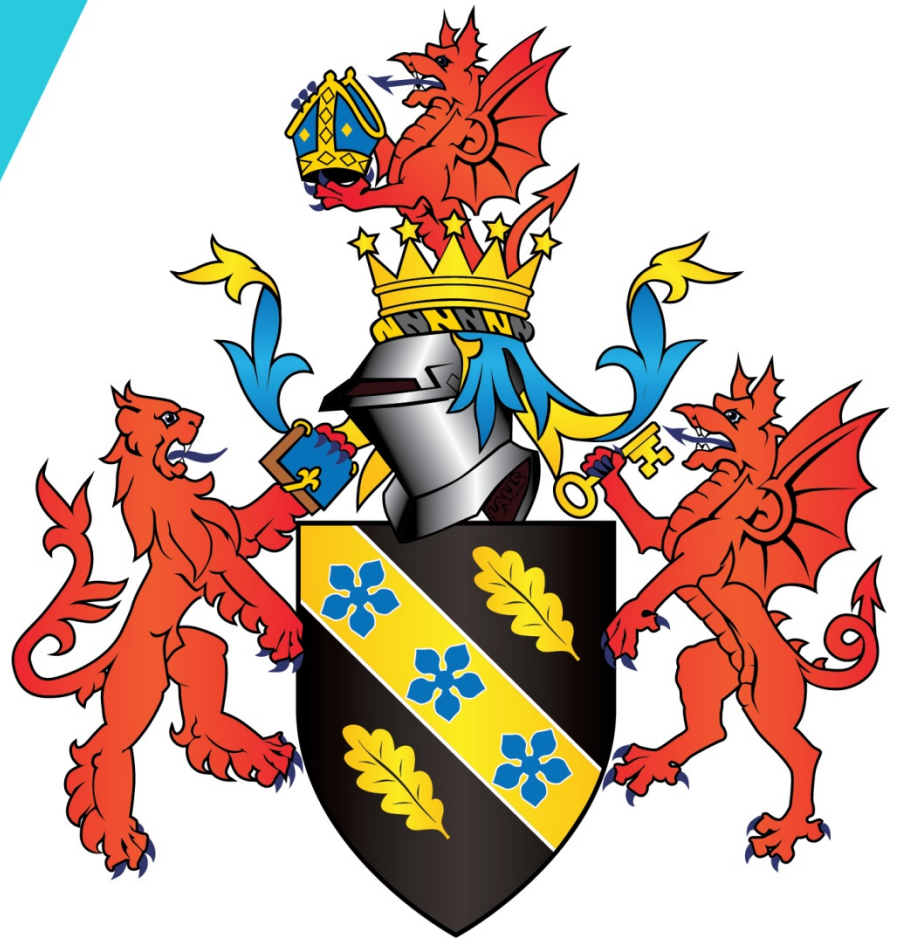




Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David



Annual Report: Equality and Diversity 2018/19

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1. Introduction

The University of Wales Trinity Saint David (UWTSD) is part of the UWTSD Group (the Group), a multi-institutional collaborative venture owned and governed by the University, with Coleg Sir Gâr (CSG) and Coleg Ceredigion (CC) as constituent colleges. The Group has campuses in Carmarthen, Lampeter, London, and Swansea, each with their own distinct identities. It also has a learning centre in Birmingham, locations in Cardiff and outreach community centres throughout South Wales, which help to deliver our strategic focus on widening participation. HE and FE provision is offered at several further locations within South and West Wales through its constituent and partner colleges.

We are committed to the principles of equality and diversity and to building strong communities on all sites and to create an inclusive, supportive learning and working environment in which all staff, students and learners can flourish and fulfil their personal potential. We actively work on removing barriers to participation and supporting people from all backgrounds and circumstances to fulfil their potential.

Our five key objectives for 2020-2024 are:

- To better understand the needs of our communities and understand the barriers they face to thrive
- To reduce inequalities that exist within our communities
- To promote safe communities
- To reduce the gender pay gap
- To create healthy and inclusive learning communities

2. Background

The University's Group Strategic Equality Plan (SEP) covered the period 2016 – 2020. It included our dual sector partners and underpins our commitment to promoting equality of opportunity and identifying and addressing barriers to participation. The University has consulted extensively with staff, students, the Students' Union and external partners to develop its Strategic Equality Plan for 2020-2024. A consultation report has been published alongside the Strategic Equality Plan.

Whilst the Welsh language is not a protected characteristic, the University recognises its important role in the culture and heritage of Wales.

As 2018/19 was the final complete year of the 2015-2020 SEP, performance against the plan was assessed by the University. This assessment formed a key part of the development of the new 2020-2024 SEP. The assessment undertaken showed that significant progress towards the 2015-2020 SEP had been made and new objectives identified were incorporated into the 2020-2024 plan.

3. Data collection and monitoring

The UWTSD Group collates and monitors data from the following internal and external sources:

- The University's Human Resources records system

- The University's Student Records Systems
- Higher Education Statistics Agency (HESA) staff and student institutional data (obtained through Heidi plus, a data analysis portal).

Data is used to:

- assess the usefulness and impact of our Strategic Equality Plan and related action plans;
- identify trends within our staff and learner / student populations with respect to protected characteristics;
- identify and highlight any ongoing barriers and/or areas of under-representation or inequality;
- assess our progress against our equality objectives and check to see whether these need updating or revising;
- identify future priorities for action.

3.1 Staff Data

The staff data is based on the data reported to the Higher Education Statistics Agency (HESA) in 2018/19 or in some instances, the data held on the internal HR systems. The HESA data is rounded for data protections purposes.

To provide context, the University staff data has been compared to Higher Education sector information available on Heidi Plus.

The staff data in this report covers UWTSD staff and the approximately 100 members of staff from CSG that teach on HE programmes of study.

In 2018/19 UWTSD employed a total of 1,515 staff, of which 50% were academic and 50% were non-academic.

80% of staff are employed at UWTSD on an open-ended / permanent contract compared to 20% on a fixed-term contract. This represents an 8% increase in the proportion of staff on a fixed-term contract compared to the 2017/18 result with an associated decrease in the proportion of staff on open-ended / permanent contract.

In comparison with national UK data provided in HEIDI plus, UWTSD has a higher proportion of staff employed on open-ended/ permanent contracts (80% ~ 75.7%). UWTSD has a higher proportion of academic staff employed on open-ended/ permanent contracts in comparison with the UK figure (70.8% ~ 66.5%).

Profile of terms of employment of staff at UWTSD in 2018/19

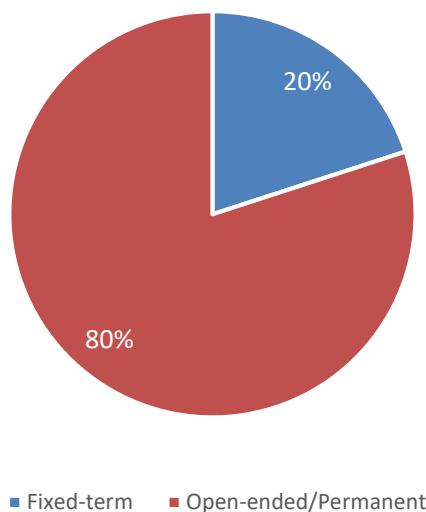
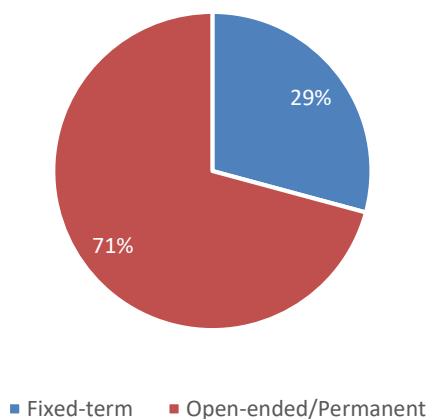


TABLE STF-2; Source: HESA

Profile of terms of employment of academic staff at UWTSD in 2018/19



Profile of terms of employment of non-academic staff at UWTSD in 2018/19

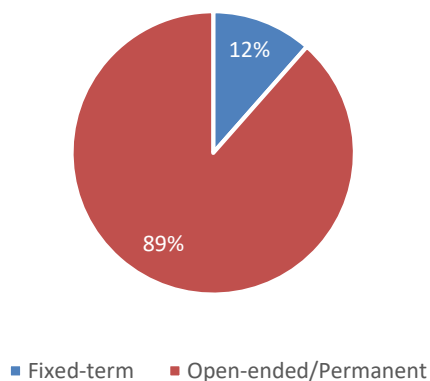


TABLE STF-3 and TABLE STF-4; Source: HESA

Mode of Employment

The mode of employment of staff at UWTSD is proportionately 52.9% full-time and 47.1% part-time. The 2018/19 percentages are very similar to those in 2017/18. By way of comparison the UK figure is 67.3% full-time and 32.7% part-time.

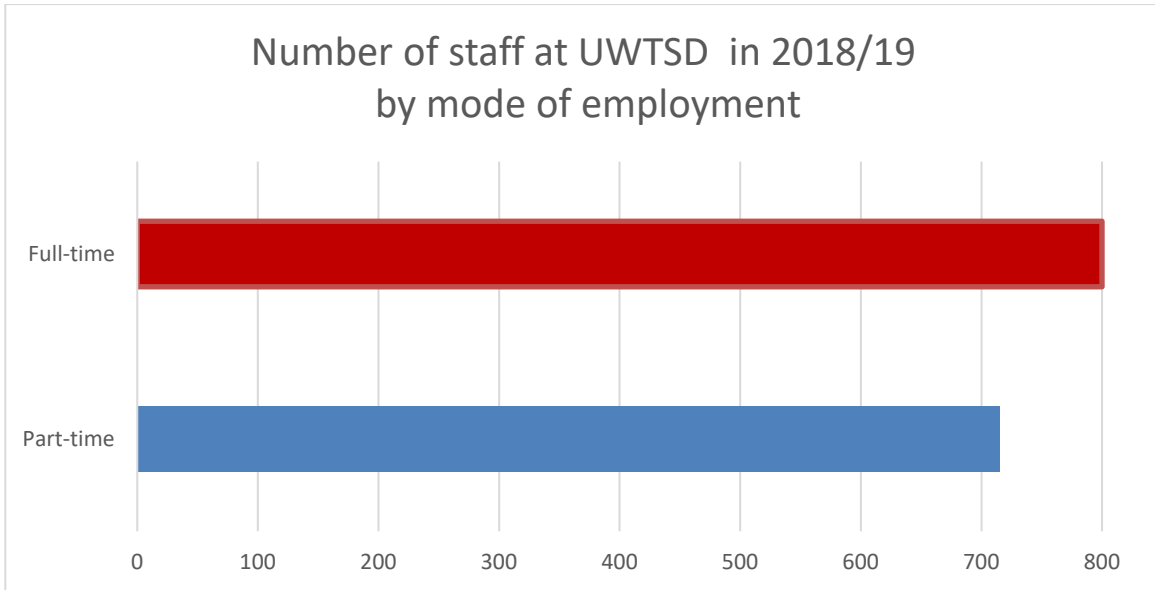


TABLE STF-5; Source: HESA

The gender profile of staff by mode of employment shows that 62.4% of male staff are full-time whilst 45.8% of female staff are full-time. This is lower than the UK figures of 76.4% of male staff in full-time employment and 59.8% of women in full-time employment.

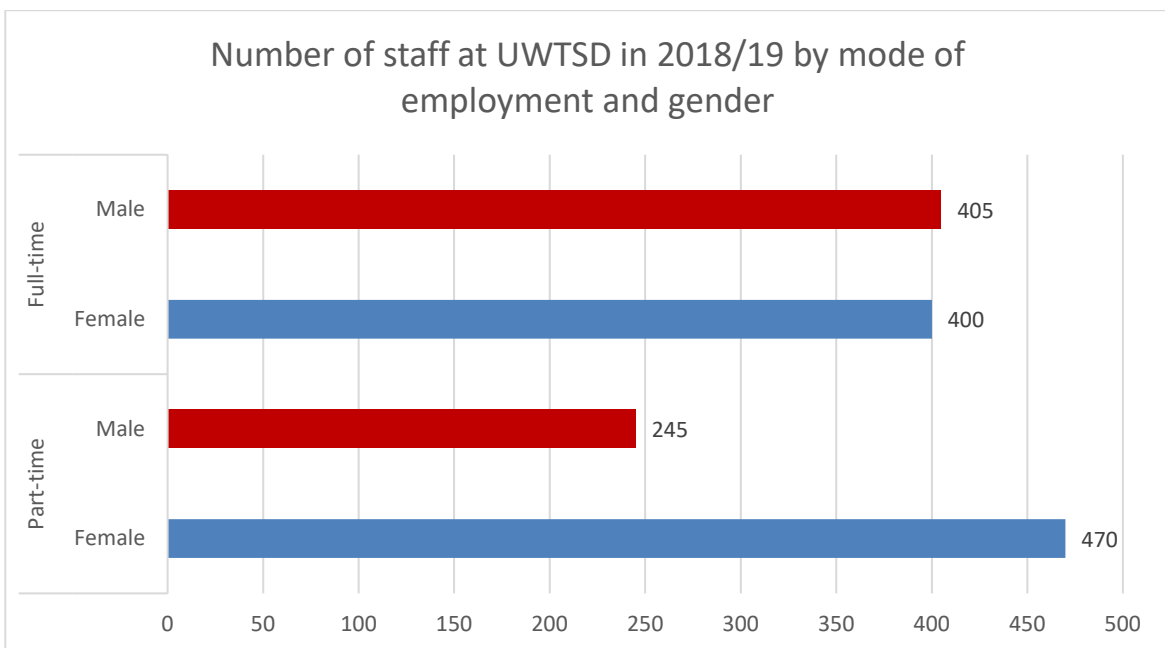


TABLE STF-6; Source: HESA

Salary

The breakdown of UWTSD staff based on contract salary range¹ in 2018/19 shows a similar pattern to the 2017/18 figures where the most populated is salary range 4, which represents 41% of the total staff.

¹ Salary is based on the contract salary for members of staff at a HE provider where applicable, at 31 July in the reporting period, or the end date of the contract if earlier.

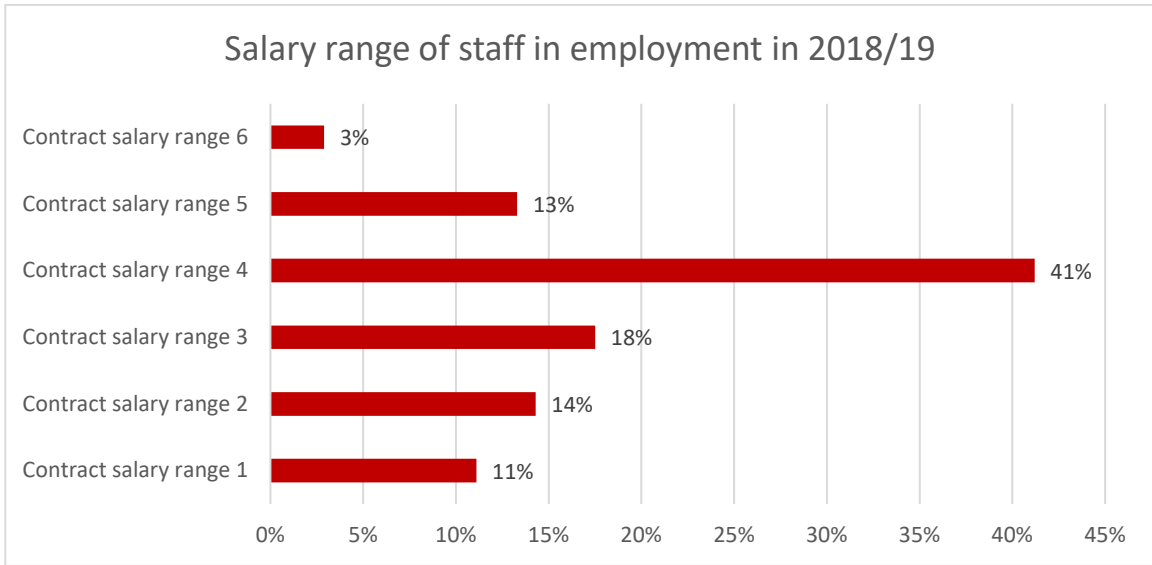


TABLE STF-7; Source: HESA

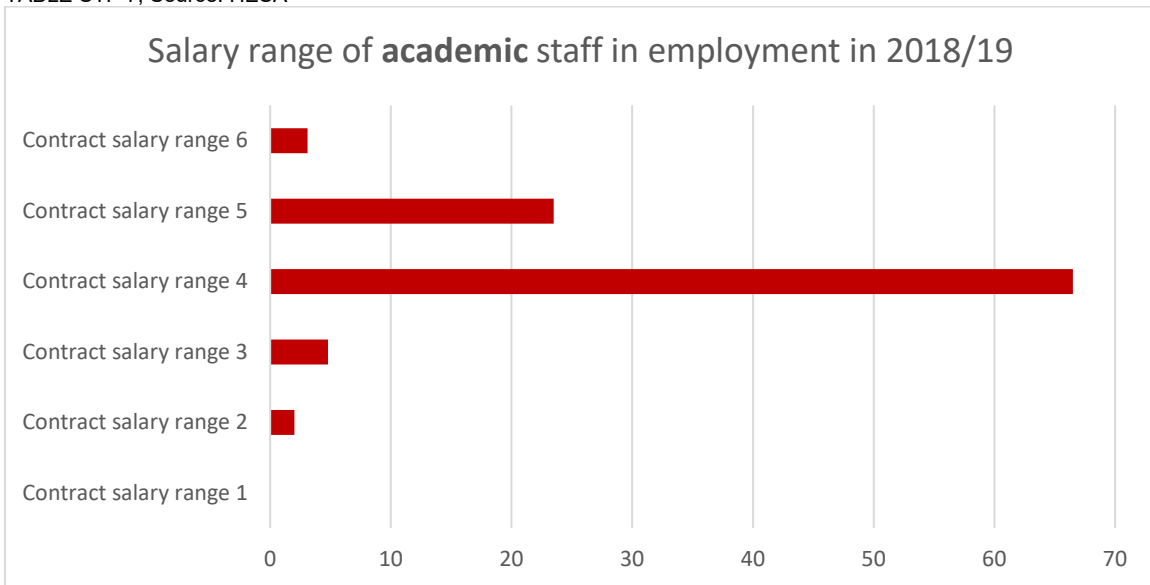


TABLE STF-8; Source: HESA

For analysis purposes the contract salaries are grouped into six salary ranges, the upper and lower of each range aligned with salary spine points used in the JNCHES Pay Spine (previously referred to as the Final Salary Spine), as detailed in the HESA Single pay spine document located in <https://www.hesa.ac.uk/collection/c16025> (Salary from 1 August 2016 column).

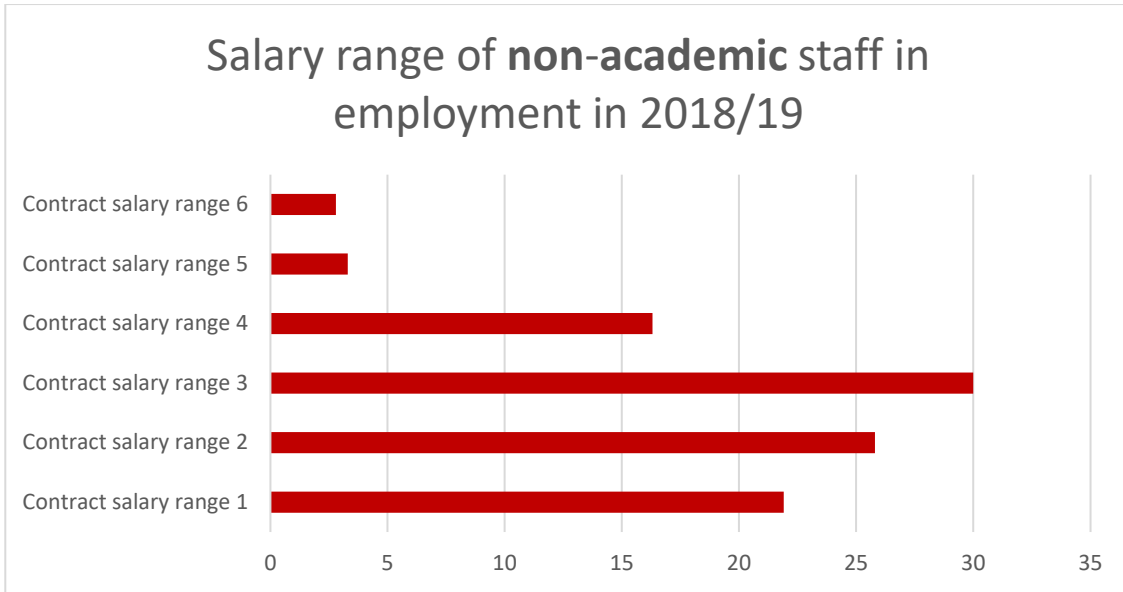


TABLE STF-9; Source: HESA

3.1.1 Gender

In 2018/19 the gender breakdown of UWSTD staff is 57.3% female and 42.7% male, which is in line with the results of the last two years. The overall gender profile of UWSTD is broadly in line with the overall profile of staff working in higher education in the UK (54.6% female and 45.4% male) and in Wales (55% female and 45% male). The proportion of female academic staff to male academic staff at UWSTD at 54.6% female and 45.4% male is higher than the UK figure of 46.2% and 53.7% respectively.

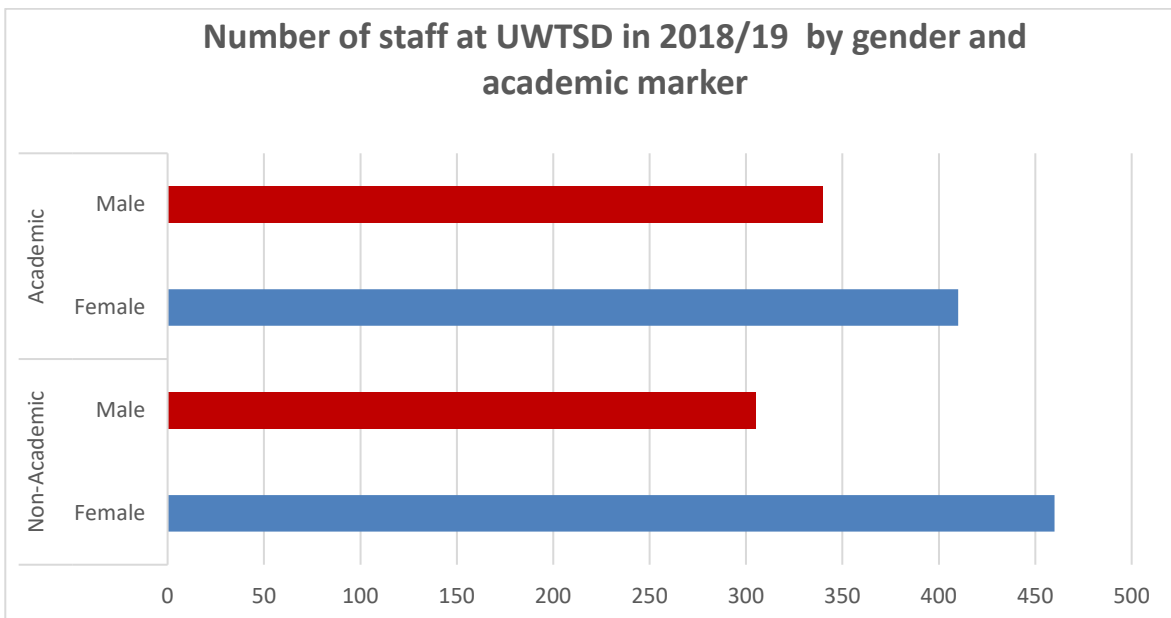


TABLE STF-10; Source: HESA

3.1.2 Age

The 2018/19 age profile for staff is broadly comparable to the previous year. The percentage of staff within the 51 years and over categories has increased from 37% in 2016/17 to 38% in

2017/18 and 38.9% in 2018/19. The proportion of UWTSD staff within the 51 years and over categories is higher than both the UK figure of 29.8% and the Wales figure of 30.7%. Within the academic staff the proportion in the 51 years and over category is 46.2% compared to the UK figure of 30.9%. The percentage of staff under 30 years of age is 13% which is broadly in line with the Wales figure of 14.3% and the UK figure of 16.8%.

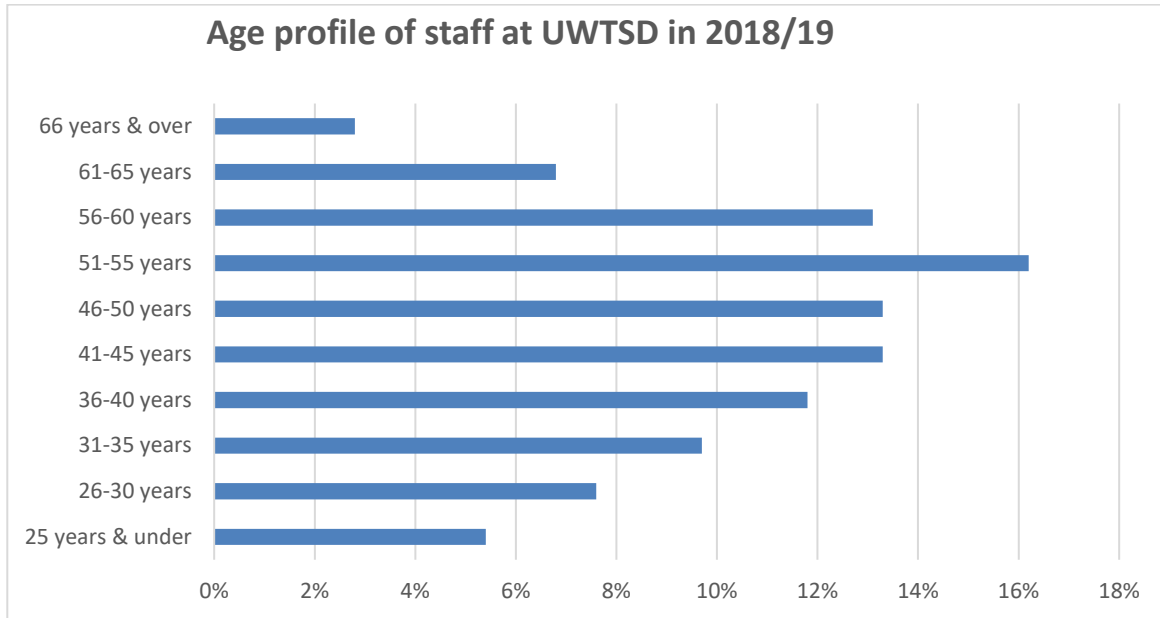


TABLE STF-11; Source: HESA

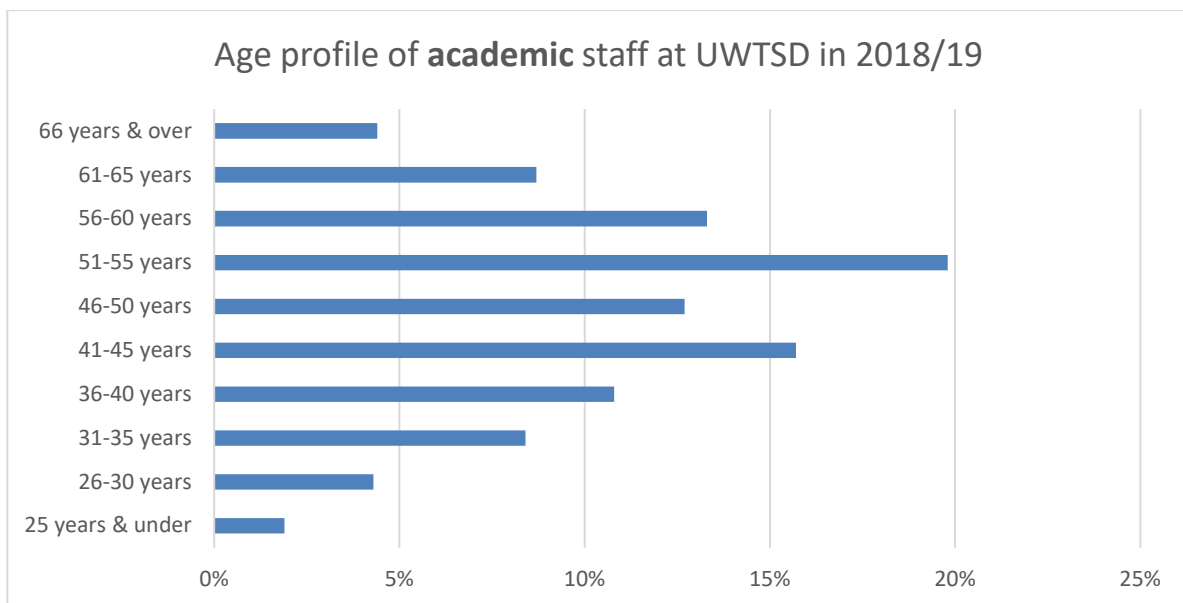


TABLE STF-12; Source: HESA

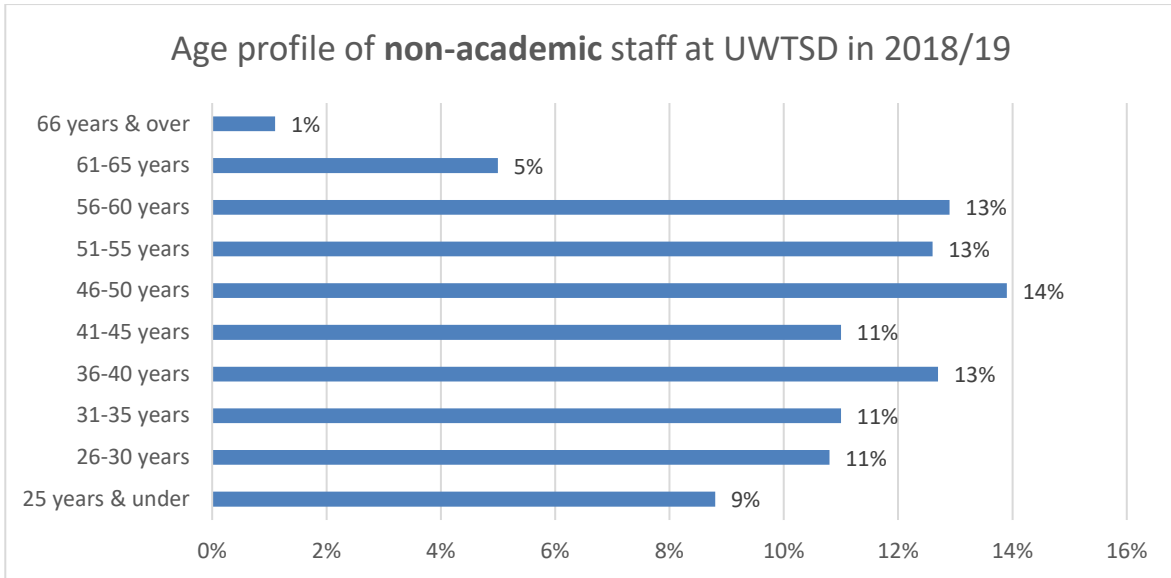


TABLE STF-13; Source: HESA

3.1.3 Ethnicity

In 2018/19 93.9% of UWSTD staff declared their ethnicity. Of the 93.9% that declared this 93.4% declared 'white' as their ethnicity. The percentages for academic and non-academic are 91.3% and 95.4% respectively.

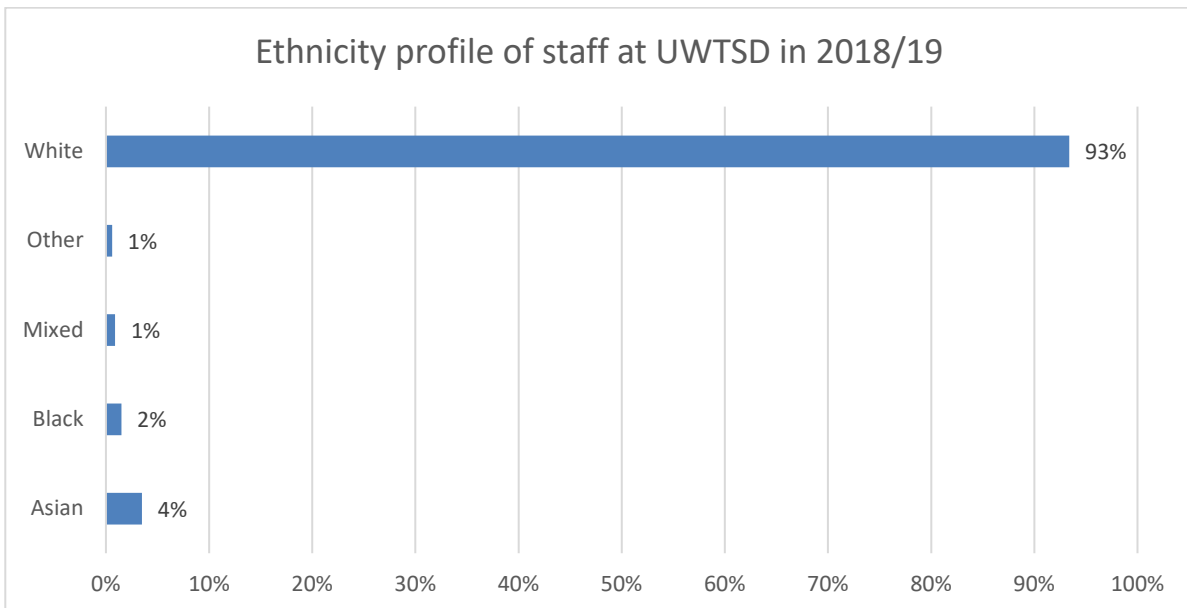


TABLE STF-14; Source: HESA

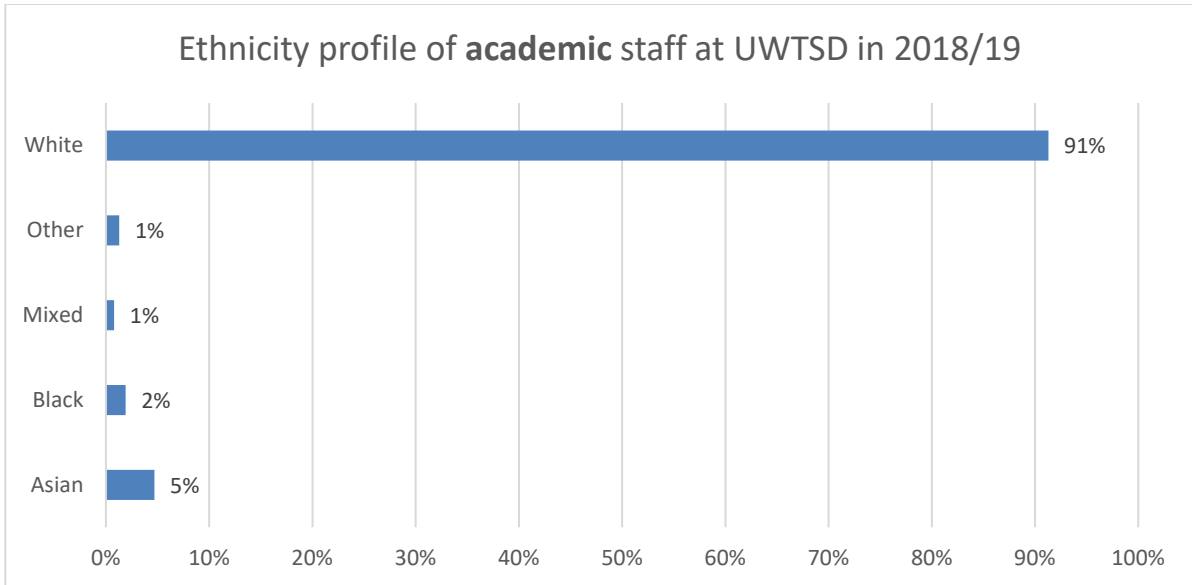


TABLE STF-15; Source: HESA

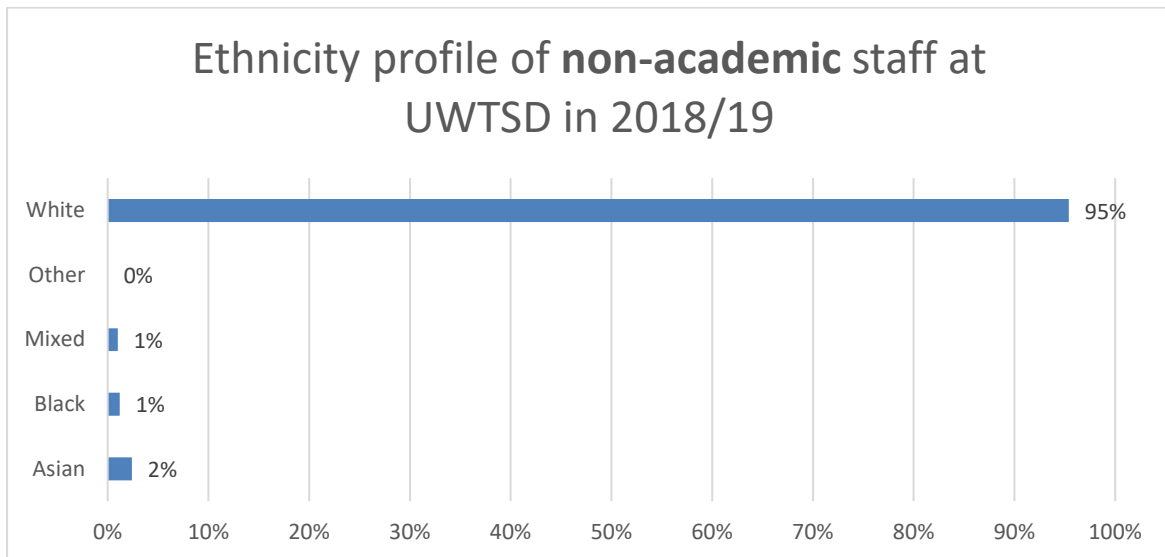


TABLE STF-16; Source: HESA

3.1.4 Disability

In 2018/19 95 members of UWTSD staff declared themselves as having a disability, which represents 6.2% of the total staff. This is slightly above the percentage for the previous two years. The proportion of academic staff and of non-academic staff is respectively 5.6% and 6.9%. This figure is broadly in line with the overall UK figure of 5.3% and 6.1% of staff in Wales declared themselves as having a disability.

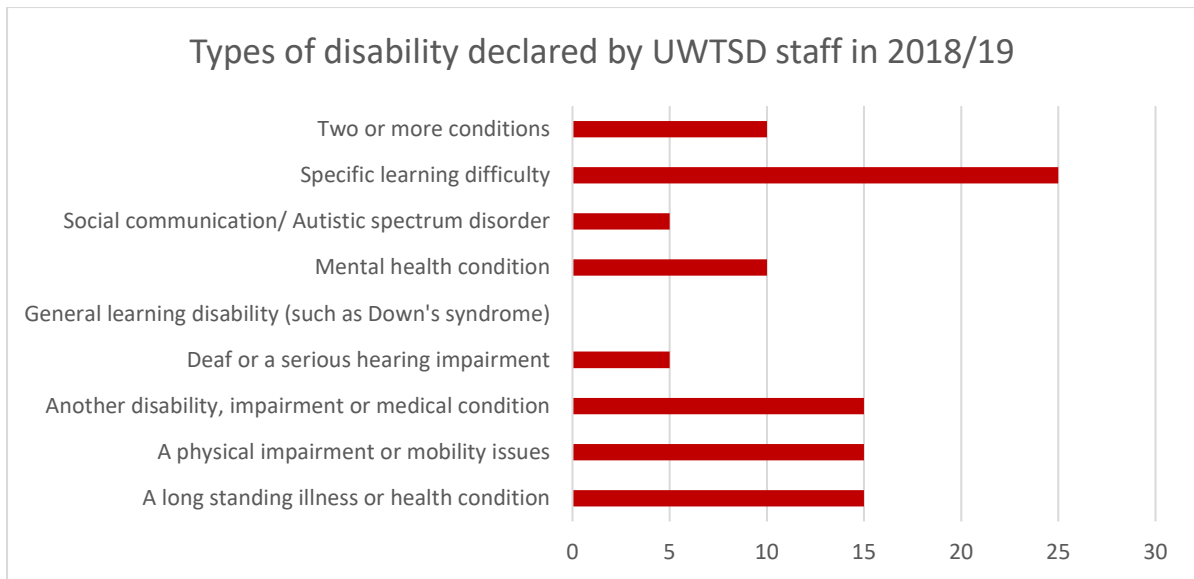


TABLE STF-17; Source: HESA

3.1.5 Religion and Belief

It has not been possible to include staff data on Religion and Belief.

3.1.6 Sexual Orientation

It has not been possible to include staff data on Sexual Orientation.

3.1.9 Encouraging disclosure

At the start of the SEP 2015 -20, the self-service module for the HR/payroll system at UWTSD was implemented for the majority of staff. This allows staff to view and update their own personal information including protected characteristics with the exception of disability and pregnancy. Significant effort has been invested over the SEP period in delivering training sessions for staff to encourage the use of the system in relation to self-service for updating personal information. At the same time, the University has focused on raising awareness of the importance of data monitoring to encourage staff to share sensitive information. Enhanced disclosure levels are reported for 2018/19 in relation to ethnicity where the percentage of staff declaring their ethnicity has gone from 85% in 2016/17 to 93.9% in 2018/19.

3.2 Student data

Student data given in this section concerns HE students studying within the UWTSD Group and HE students at Franchise FE partners. HE students studying at collaborative partnerships are not included. With the exception of the application data which comes from our data warehouse, all other data has been reported to HESA.² The HESA data is rounded for data protection purposes. All data has been sector-benchmarked, using HEIDI plus data. The analyses in this report inform priorities for action.

This part of the equality statistical report first considers the overall profile of students within the UWTSD Group and then focuses on the admission and attainment of students with the following protected characteristics:

- Gender
- Age
- Ethnicity
- Disability

Comparison is made with 2017/18 data where possible and appropriate. The final part of the statistical data relating to students reports data in relation to the religion / belief and sexual orientation.

UWTSD does not hold student data in relation to pregnancy or maternity, or marriage or civil partnership on its student record system and these protected characteristics have therefore not been included within this equality statistical report. Student data is returned to HESA in relation to gender reassignment. Because overall numbers are small, for data protection reasons, no analysis has been done of the data in this statistical report.

As part of the objectives outlined in the Strategic Equality Plan the University has continued work to encourage students to disclose protected characteristic information.

3.2.1 Overall student profile

Between 2017/18 and 2018/19 the number of students studying at UWTSD rose by 855 to 11,135 students.

In comparison with national data UWTSD has a much higher proportion of undergraduate students studying for Other Undergraduate programmes of study (39.3% ~6.3%) and a smaller percentage studying for First Degree undergraduate programmes (55.5% ~ 91.9%). Table STU-1 reflects this continued shift towards Other Undergraduate Programmes of study. This is in line with UWTSD's mission to widen participation and access opportunities to Higher Education.

² With the exception of religion/belief and sexual orientation data, all data has been derived from Heidi Plus.

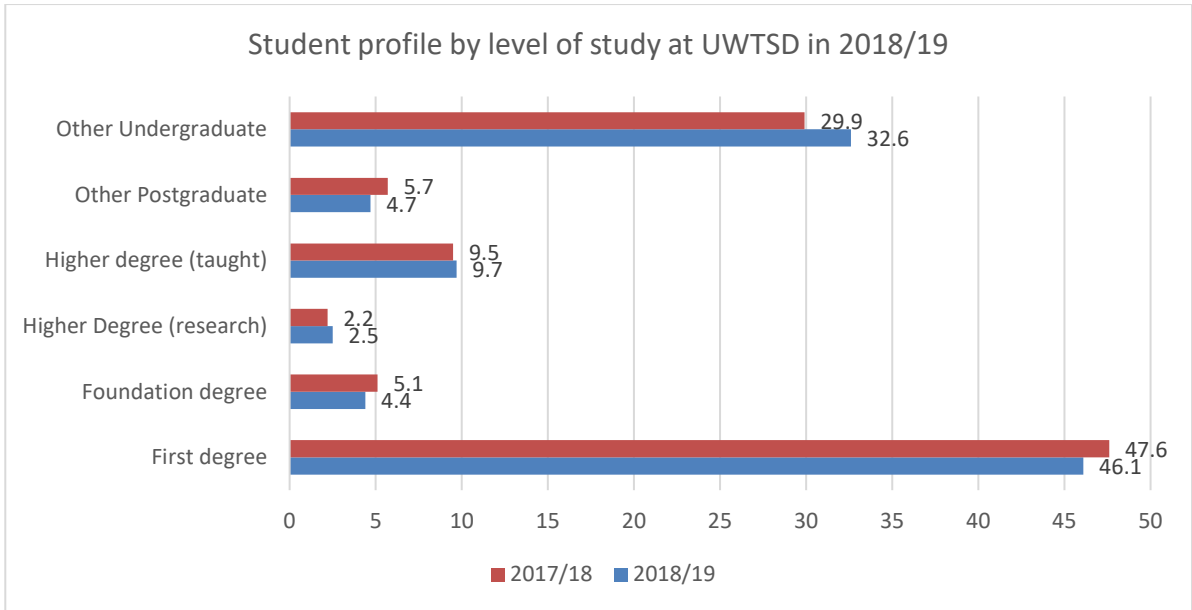


TABLE STU-1 Source: HESA

The student profile by mode of study is given in table STU-2. The number of part-time students enrolled has continued its trend of decreasing, with every level of study experiencing a shift towards students studying on a full-time course rather than a part-time course. Comparison with nation-wide figures also confirm that our profile is different to that of the sector: First degree and especially Other Undergraduate students are, for example, more likely to be full-time at UWTSD (+3.4% and 54% respectively).

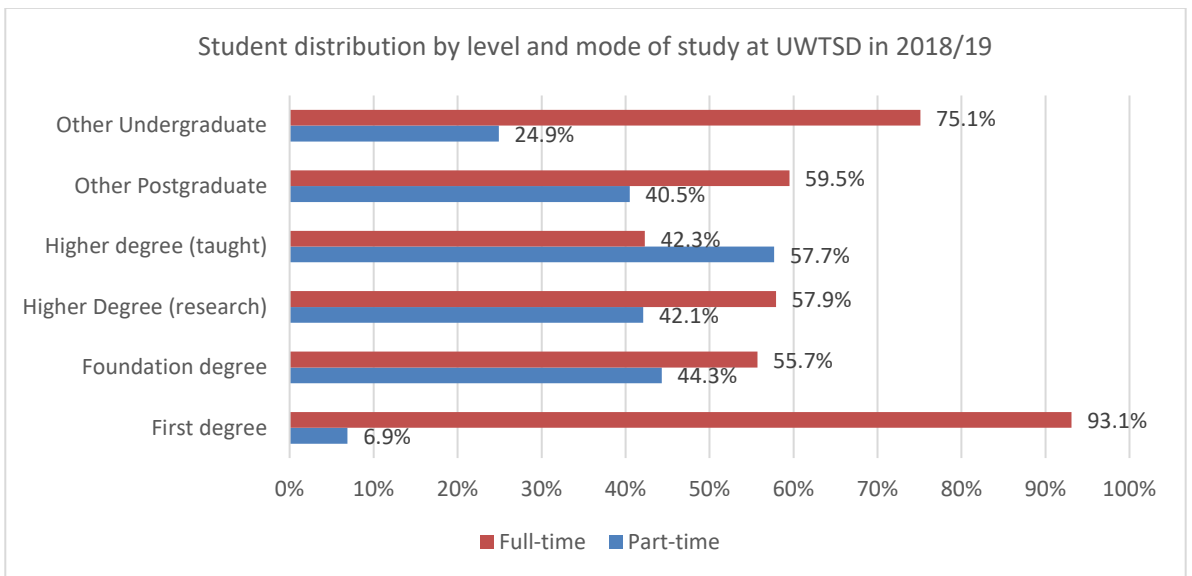


TABLE STU-2 Source: HESA

The overall student profile of First Degree Undergraduate degree outcomes is given in table STU-3. This table shows that the overall percentage of Good Honours degrees (First/2:1) has gone up from 73% in 2017/18 to 73.5% in 2018/19. The percentages of students obtaining a Third Class Honours / Pass and Lower Second Class Honours have decreased slightly.

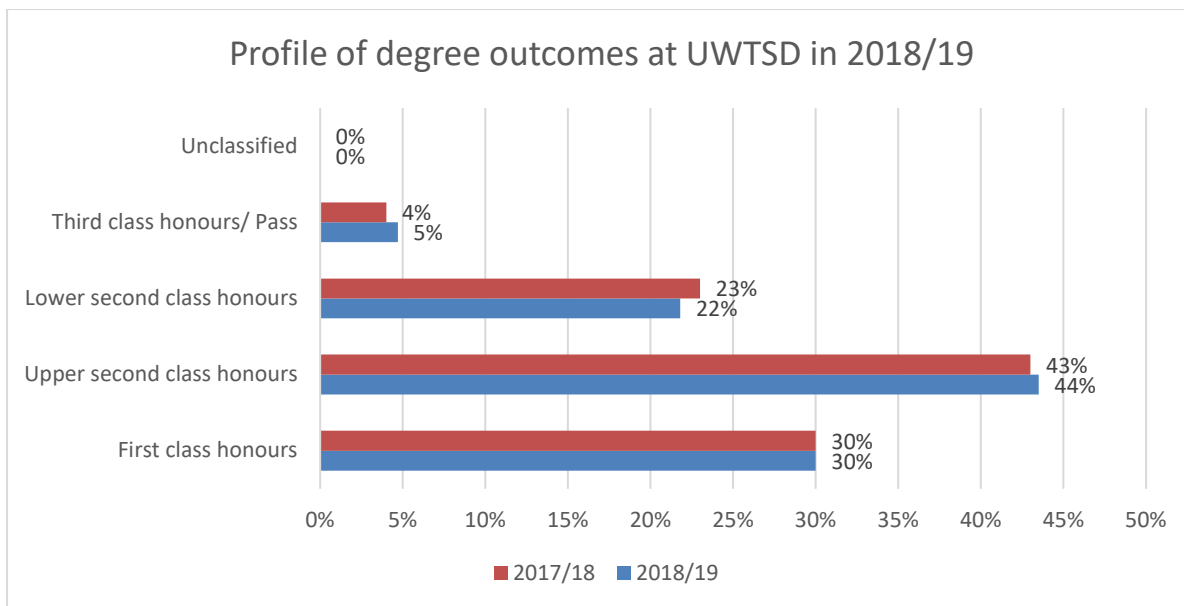


TABLE STU-3 Source: HESA

The percentage of Good Honours degrees is slightly above the Welsh average (+0.6%). The number of Firsts Class Honours is above the Welsh average of 27.3% but in line with UWTSD's age profile (see section 3.2.3). The percentage of Upper Second Class Honours degrees is below the Welsh average (43.5% ~ 45.6%); the percentage of lower second class honours degrees is above the Welsh average (21.8% ~ 20.3%), and the percentage of third class honours / pass outcomes is slightly above the Welsh average.

3.2.2 Gender

Table STU-4 gives the applications by gender.

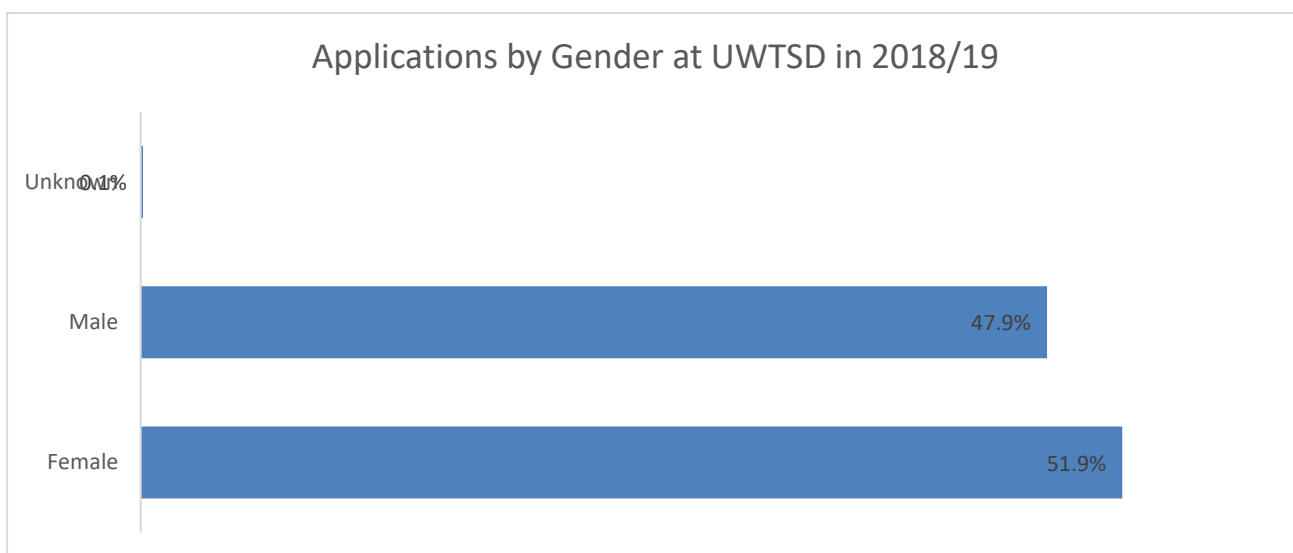


TABLE STU-4 Source: Internal sources

The gender balance in terms of applications reflects the overall gender profile of the institution as is shown by table STU-5. Overall, the gender profile of UWTSD has been stable over the past few academic years. UWTSD's gender profile is in line with Welsh average figures (male students: 43.2% ~ 43.6%; female students: 56.7% ~ 56.3%) and the national UK average (57.1% - female students and 42.7% male students). The Institutes and Marketing

Department work closely together to address gender imbalances in relation to the intakes for particular subject areas.

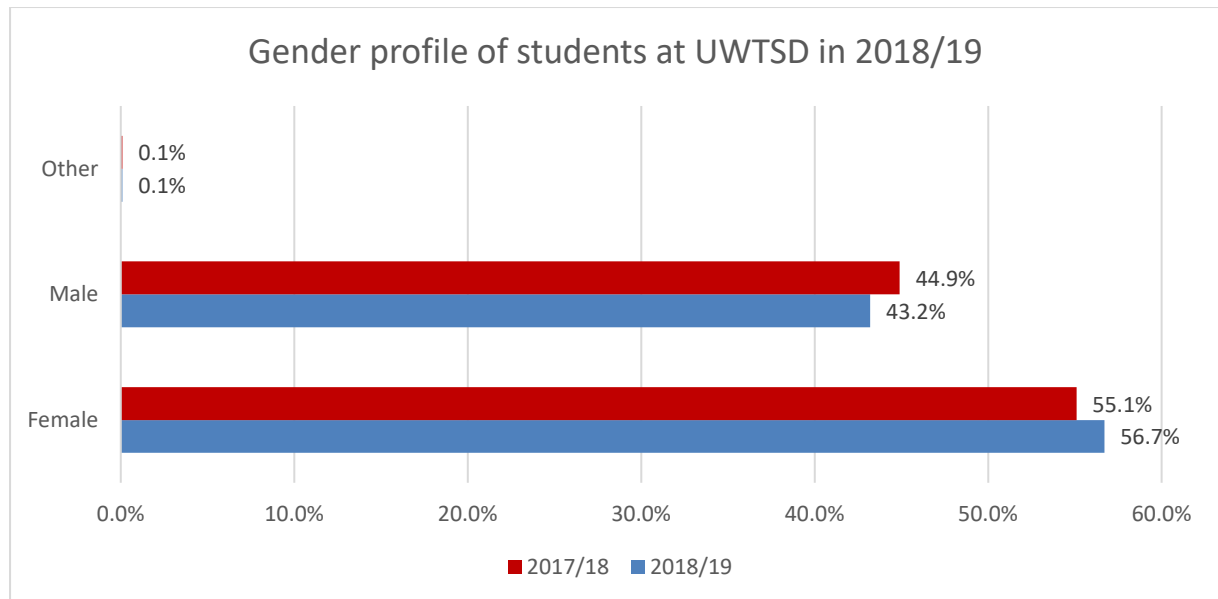


TABLE STU-5 Source: HESA

Table STU-6 shows the type of degree by gender. Percentages are fairly similar and there is no significant discrepancy between the types of degrees studied by female or male students.

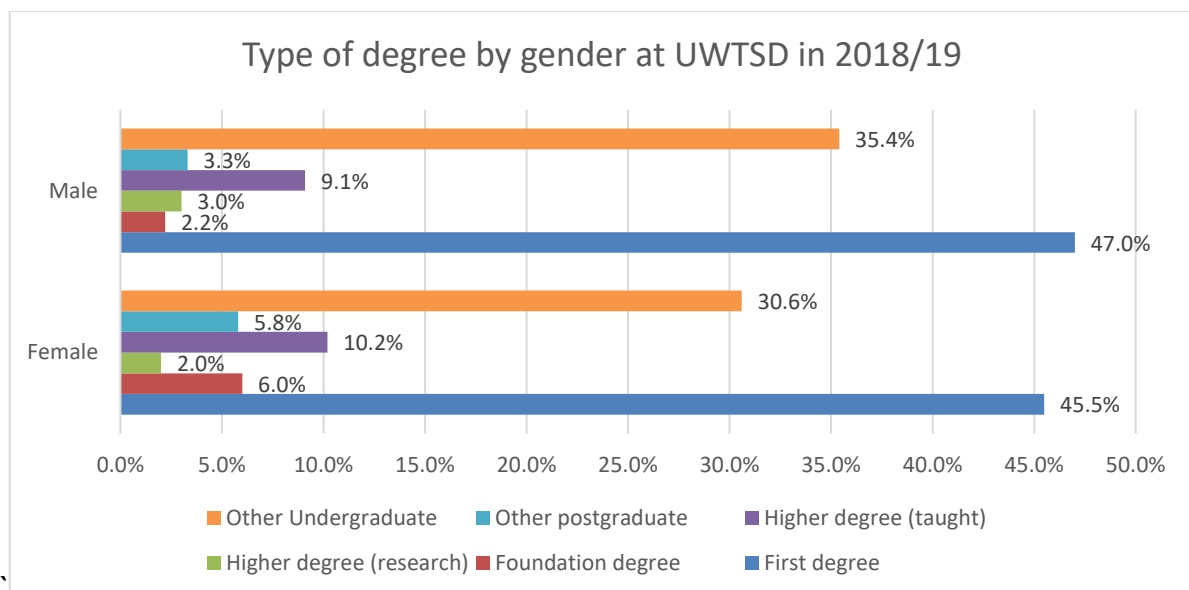


TABLE STU-6 Source: HESA

Similarly, as is shown by table STU-7, there are no significant differences between the percentages of male and female students studying by full-time or part-time module of study. Part-time percentages are slightly higher for UWTSD for both male and female students when compared with the overall UK averages. E.g. female part-time: 22.5% ~ 22.2% and male part-time: 20.8% ~ 19.4%. This reflects UWTSD’s emphasis on widening participation and the average age on entry (see section 3.2.3). For both male and female students at UWTSD, the full-time mode of study has increased (from 78% in 2017/18 to 79.2% in 2018/19 for male students and from 74.1% (2016/17) to 77.5% (2018/19) for female students. This corroborates the general trend towards full-time study.

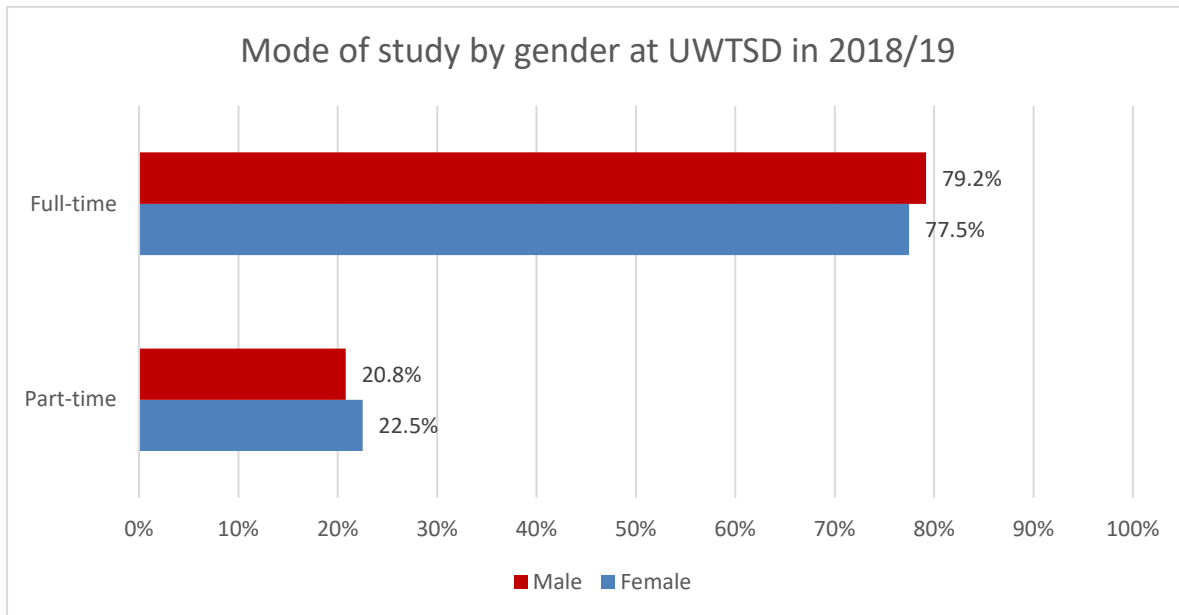


TABLE STU-7 Source: HESA

Table STU-8 considers the gender profile of degree outcomes in 2018/19. The data shows that, as was the case in 2017/18, female students are more likely to obtain Good Honours degrees than male students and less likely to obtain Lower Second Class Honours, Thirds and Pass degree outcomes. Compared to UK averages, Good honours results for female students are above the UK and Welsh averages. UWTSD average: 78.1%; Welsh average: 75.5%, UK average: 74.7%. However, in contrast, for male students, the results are below both the Welsh and UK averages. UWTSD: 67.4%, Welsh average: 69.8%, UK average: 70.1%

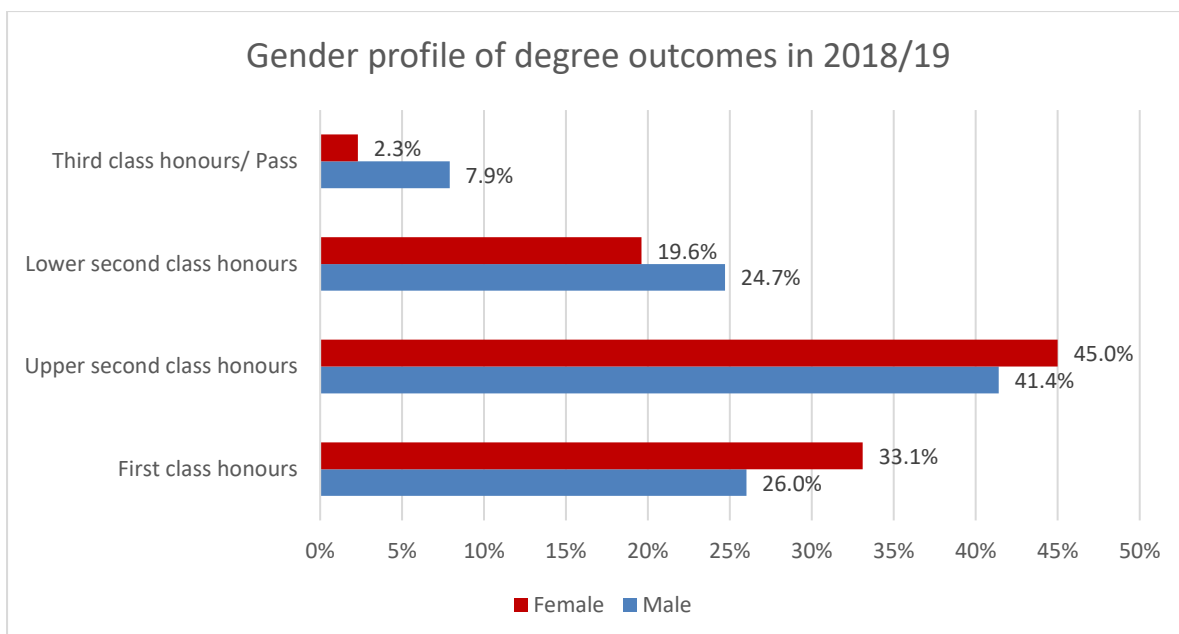


TABLE STU-8 Source: HESA

Attainment outcomes by gender and ethnicity are considered in section 3.2.4.

3.2.3 Age

The data in this section refers to the students' age on the start date of their studies. Please note that the data groups provided by Heidi Plus do not fully match the age groups used by the ECU in their Students Statistical Report 2019.

Table STU-9 shows the applications by age for 2018/19. Comparing this table with table STU-10, which gives the overall age profile for the institution, it is clear that applicant numbers by age mirror the enrolment numbers.

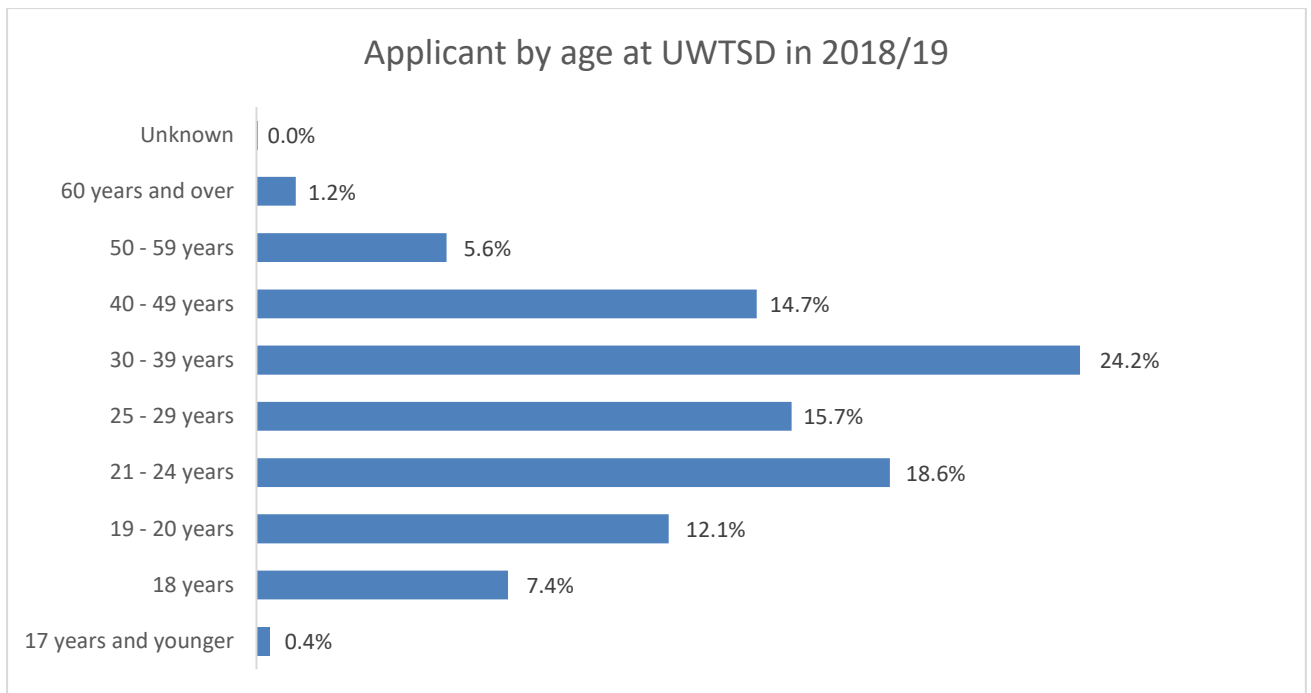


TABLE STU-9. Source: internal sources

Table STU-10 shows that 78% of all UWTSD students were 21 or older at the start of their studies, an increase of 3% since 2017/18. It is a profile very different from the Welsh and UK sector average age profile, with a significantly lower percentage aged under 21 (62.3% [Wales] and 59.3 [UK]) at the commencement of their studies and significantly larger percentages aged over 39 (UWTSD > 39: 21%, Wales > 39: 11.9%, UK >39: 8.8%). The strong emphasis of UWTSD on continued professional development, upskilling, and lifelong learning explains this age profile.

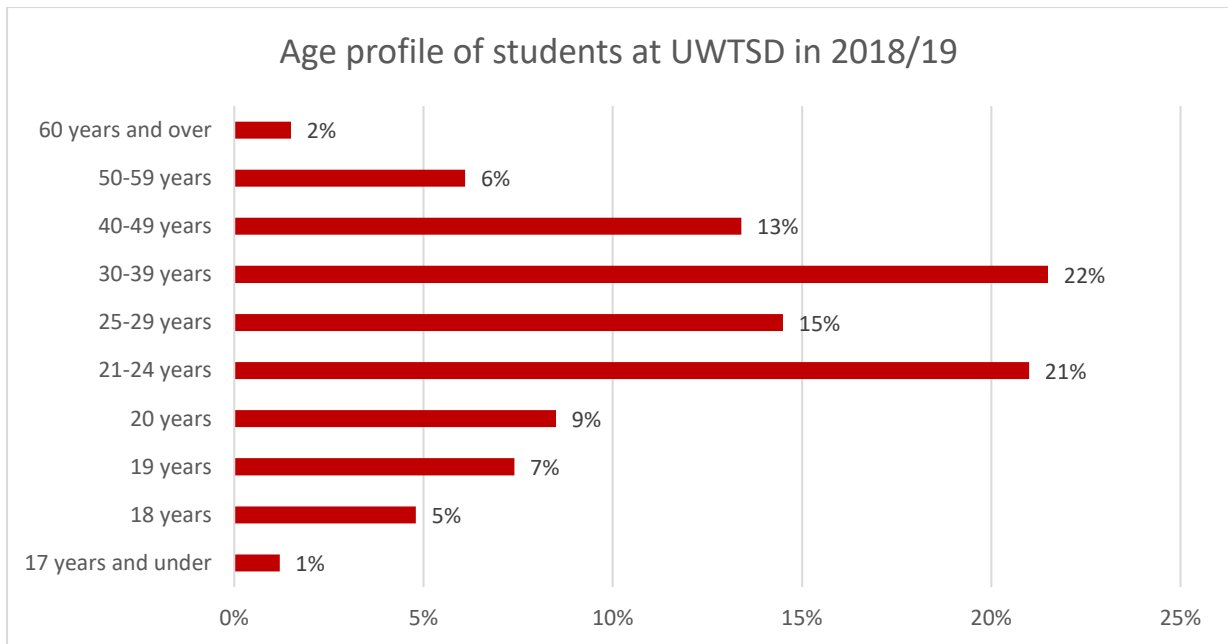


TABLE STU-10. Source: HESA

Table STU-11 shows that the age profile of all undergraduate students shows a similar age distribution to that of the overall UWTSD age profile.

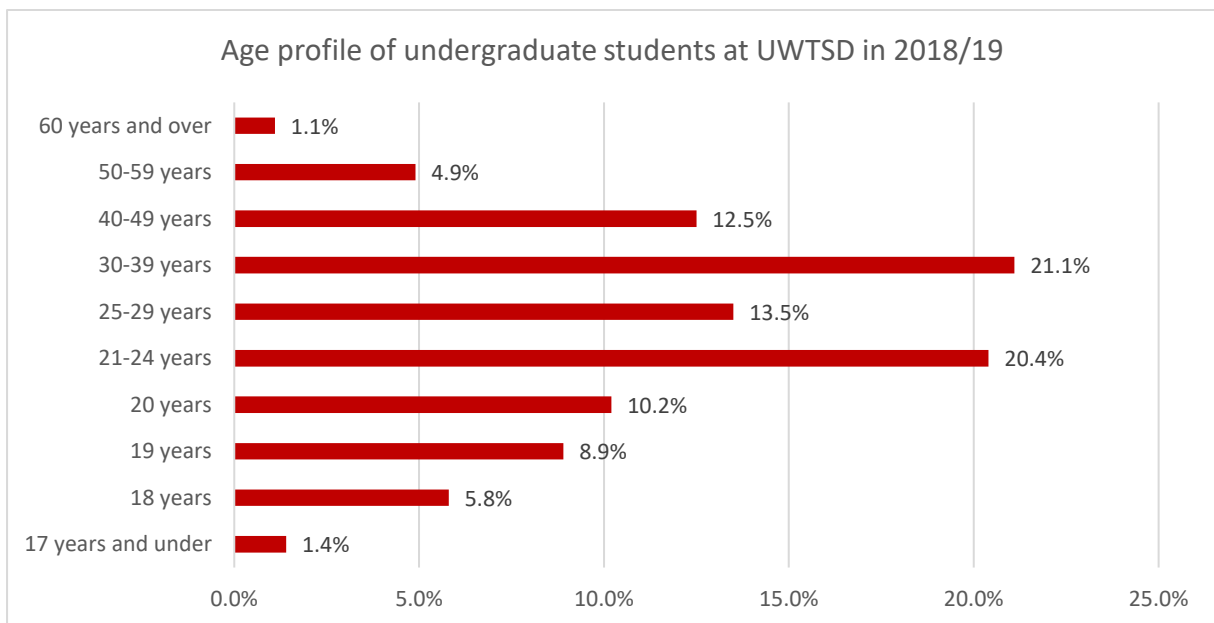


TABLE STU-11. Source: HESA

The relationship between age and mode of study is given below in table STU-12. Every age group at UWTSD has a larger number of full-time students, apart from age group 17 and under and 60 and over. The proportion of part-time students increases with age.

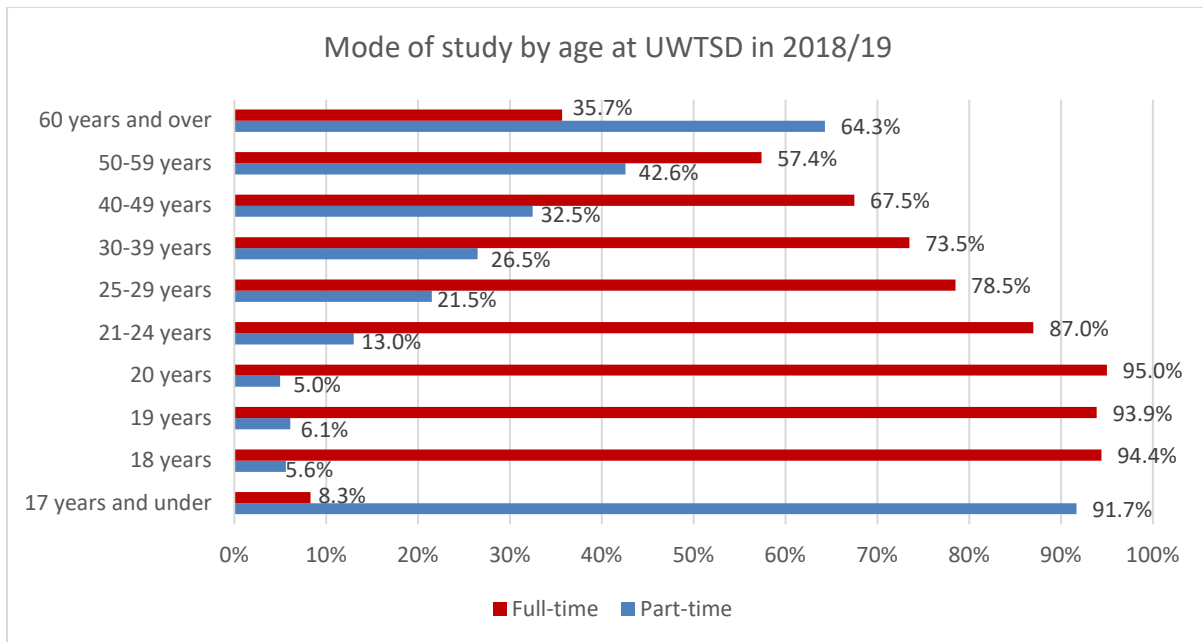


TABLE STU-12. Source: HESA

The age profile of First Degree outcomes is given in table STU-13. The data for students aged 30 years and over gives a more positive result than UK-wide findings: nationally, mature students have higher rates of receiving a degree class lower than a 2:1. Within Wales this is on average 69%. At UWTSD, 79.4% of students aged 30 and above achieve a good honours degree compared to 61% across the UK and 69.4% in Wales. UWTSD data shows that for students aged 30-39 years old on entry, 79.7% get a good honours, for 40-49 year old on entry this is 77.2% and for 50-59 year old students 90.9%.

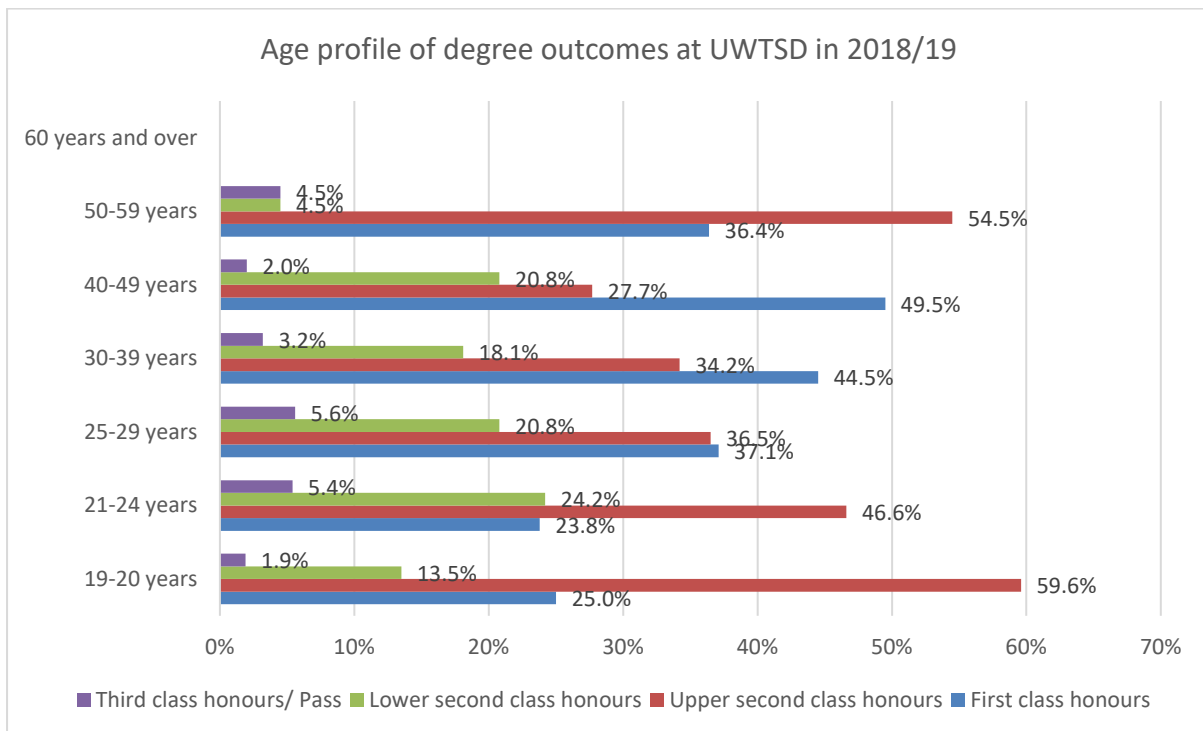


TABLE STU-13. Source: HESA

3.2.4 Ethnicity

Please note that the main categories in this section focus on UK-domiciled students; non-UK domiciled students are included in the Unknown/not Applicable category. Students are able not to disclose their ethnicity and data for those students can also be found within the 'unknown' / 'not applicable' categories. A larger proportion of White students apply to UWTSD compared to the proportion of White students who enrol at the University. There is a drop in the proportion of Asian students who apply (24%) and enrol (11.6%).

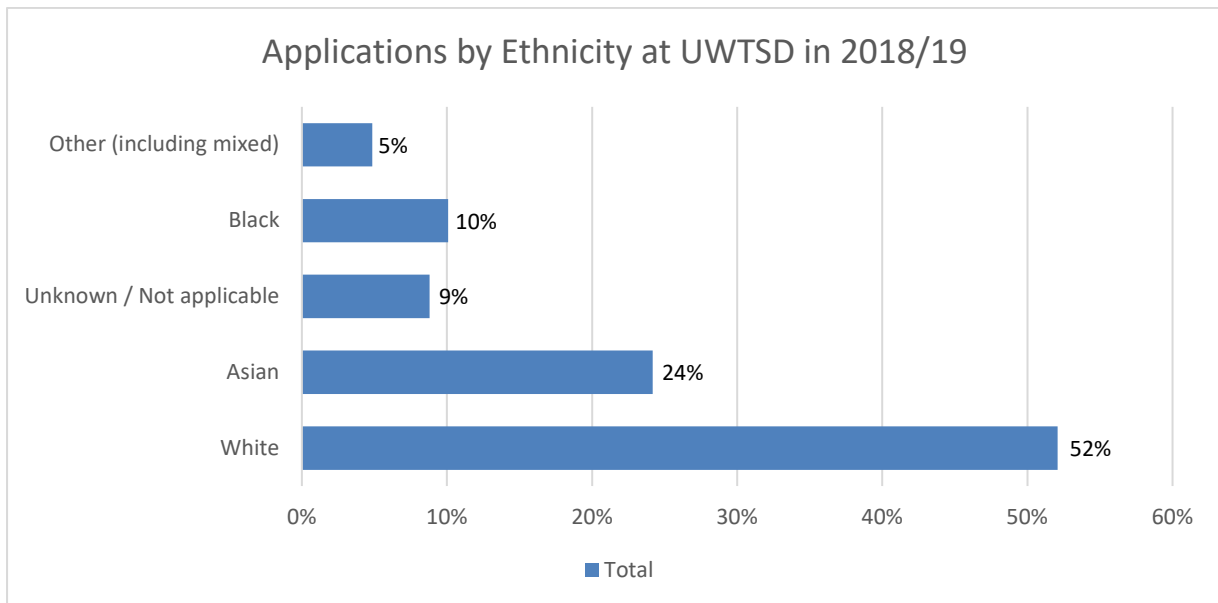


TABLE STU-14. Source: Internal Sources

The overall ethnicity profile for UWTSD shows is shown in table STU-15.

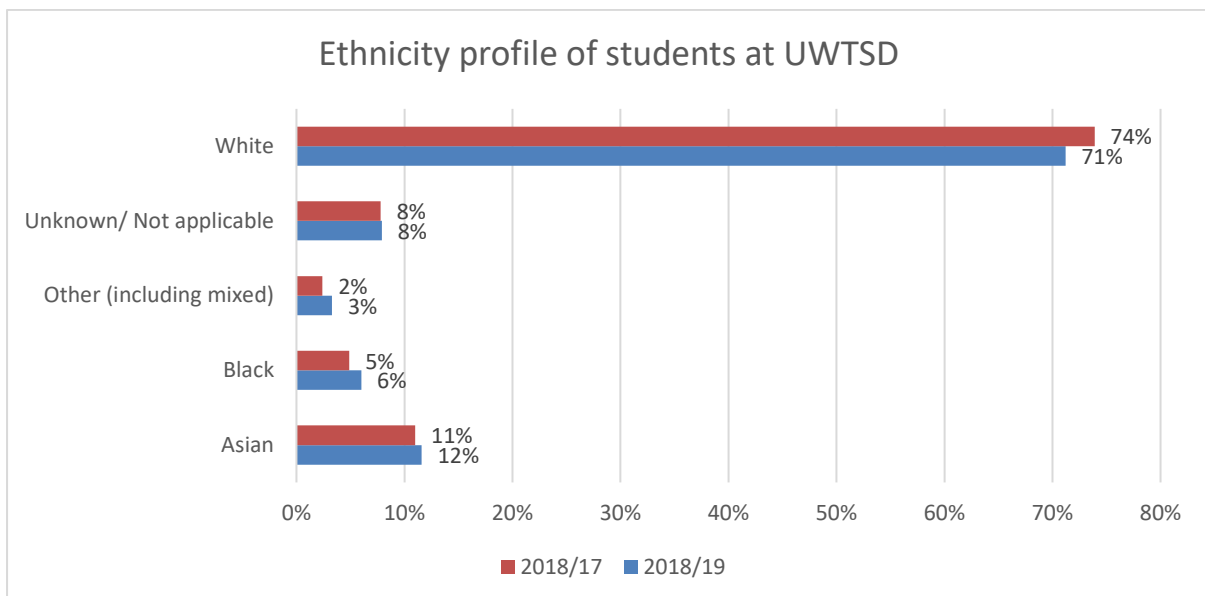


TABLE STU-15. Source: HESA

The data shows that UWTSD has become more diverse over the past three academic years. Students within the white category decreased from 80.3% in 2016/17 to 73.9% in 2017/18 and 71.2% in 2018/19. At the same time, the 'unknown / not applicable' category decreased from

9.8% to 7.8%. The BME total went from 9.9% in 2016/17 to 18.4% in 2017/18 to 20.9% in 2018/19. The BME total is well above the Welsh average of 10% and is also above the UK overall average of 19%. The clear increase in BME student numbers is the result of a strategic and focused approach to provide access to HE study for 'hard to reach' communities through the development of a number of employment focused CertHE programmes of study.

The results of this strategic approach can also be evidenced considering data relating to the type of degree studied by ethnicity (see table STU-16 and the percentages of students from BME backgrounds enrolled on 'Other Undergraduate' programmes of study).

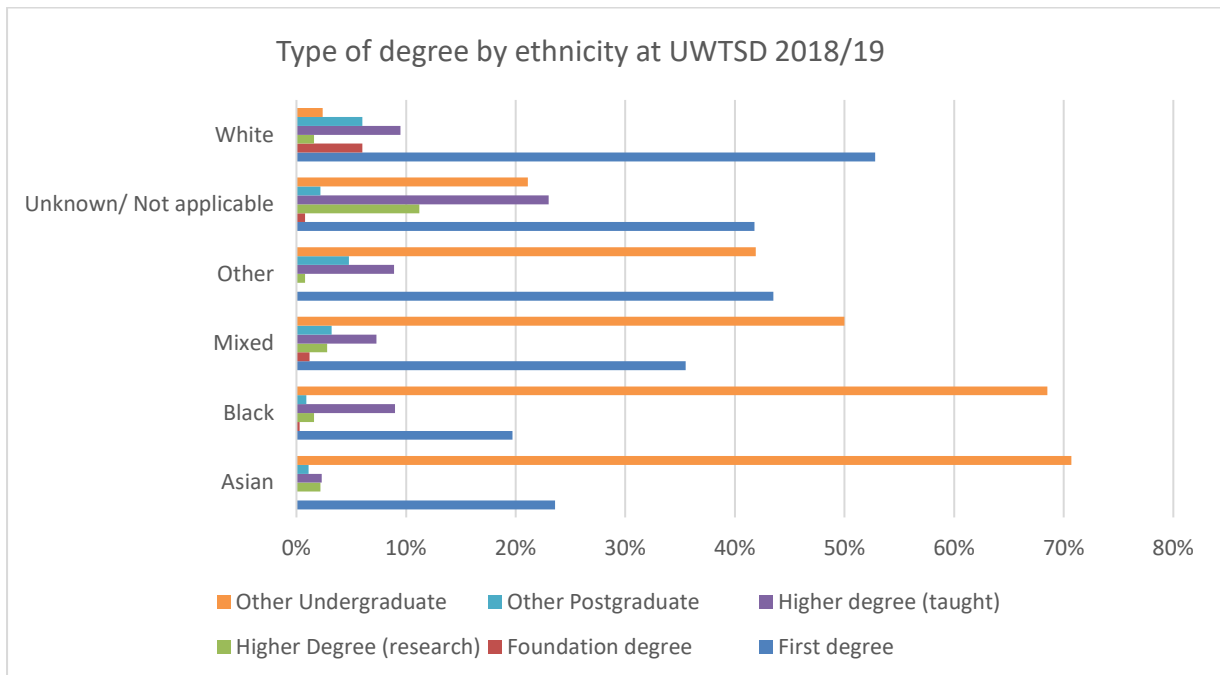


TABLE STU-16. Source: HESA

Tables STU-17 & 18 give the degree results by ethnicity and degree results by ethnicity and gender. The slight discrepancy between both tables can be explained by the rounding strategy used by HESA for data protection reasons. Black Good Honours (70.9%) is significantly above the Welsh (55.4%) and UK average (57%); Asian Good Honours averages are low (50%) compared to the Welsh (63.5%) and UK (65.9%) averages. Results for White Good Honours (74.9%) are below both the UK average (76.8%) and Welsh average (76.6%). It is important to take into account the low numbers of BME students on First Degrees. Statistically, this makes it difficult to draw firm conclusions. However, with increasing BME numbers, performance in this area will be closely monitored.

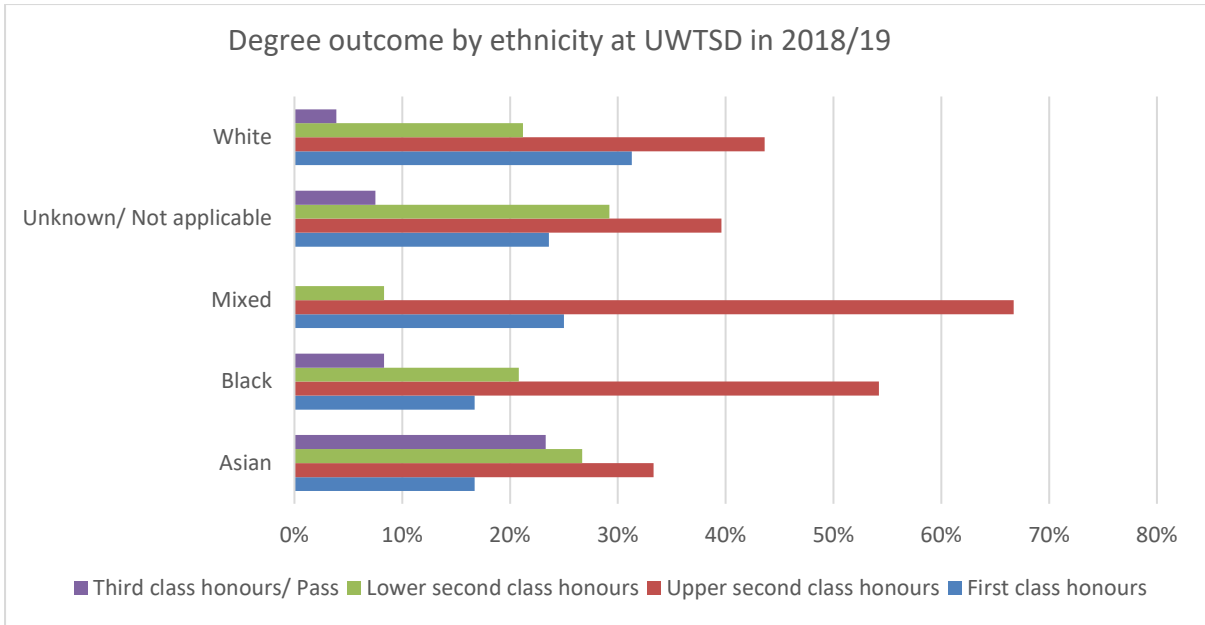


TABLE STU-17. Source HESA

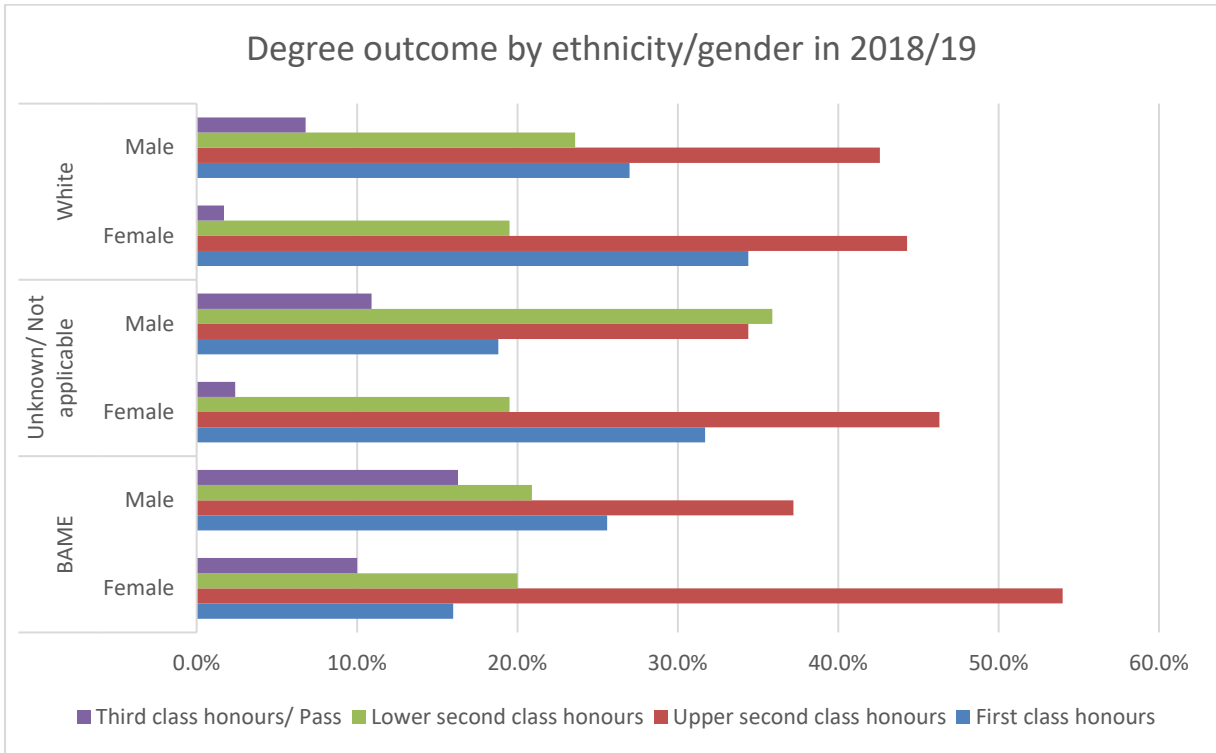


TABLE STU-18. Source: HESA

3.2.5 Disability

Application data for students with a declared disability show that 11.7% of students declare a disability as part of the application process, slightly higher than the proportion who did for 2016/17 (10.3%). The percentage of declared disabilities increases to 16.8% for enrolled students (see tables STU20 & 21).

Applications made by disability at UWTSD in 2018/19

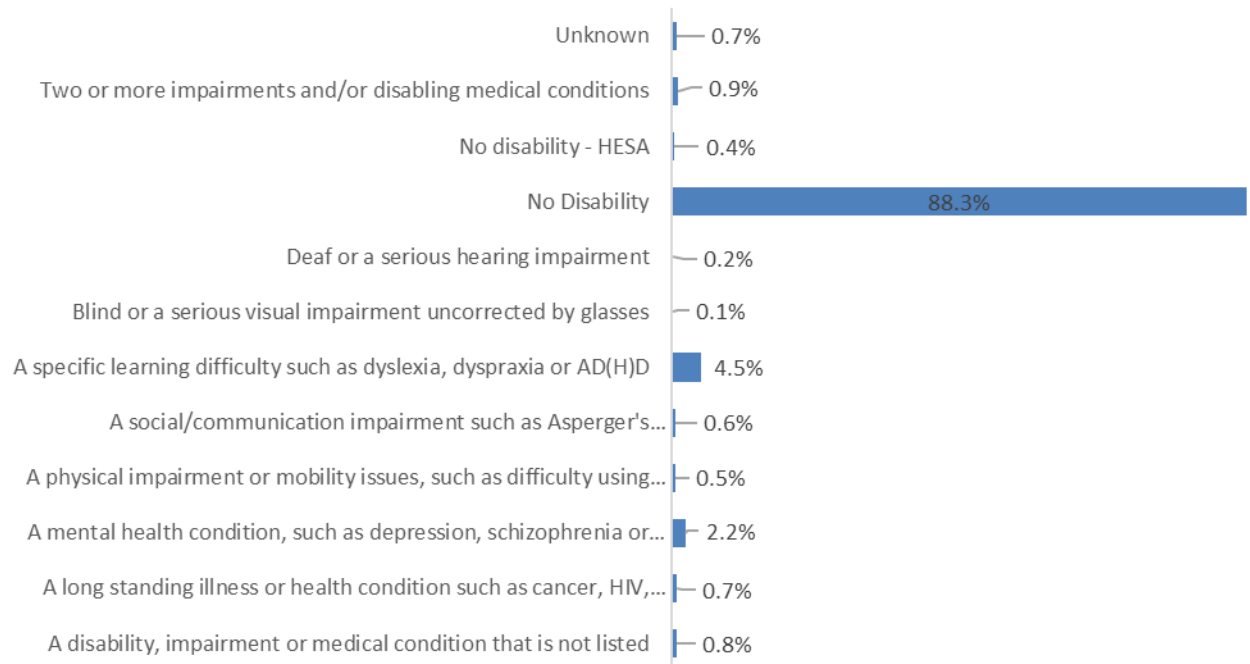


TABLE STU-19. Source: Internal sources

Table STU-20 details which disabilities / conditions / impairments are declared as part of the application stages.

Applications made by disability at UWTSD in 2018/19

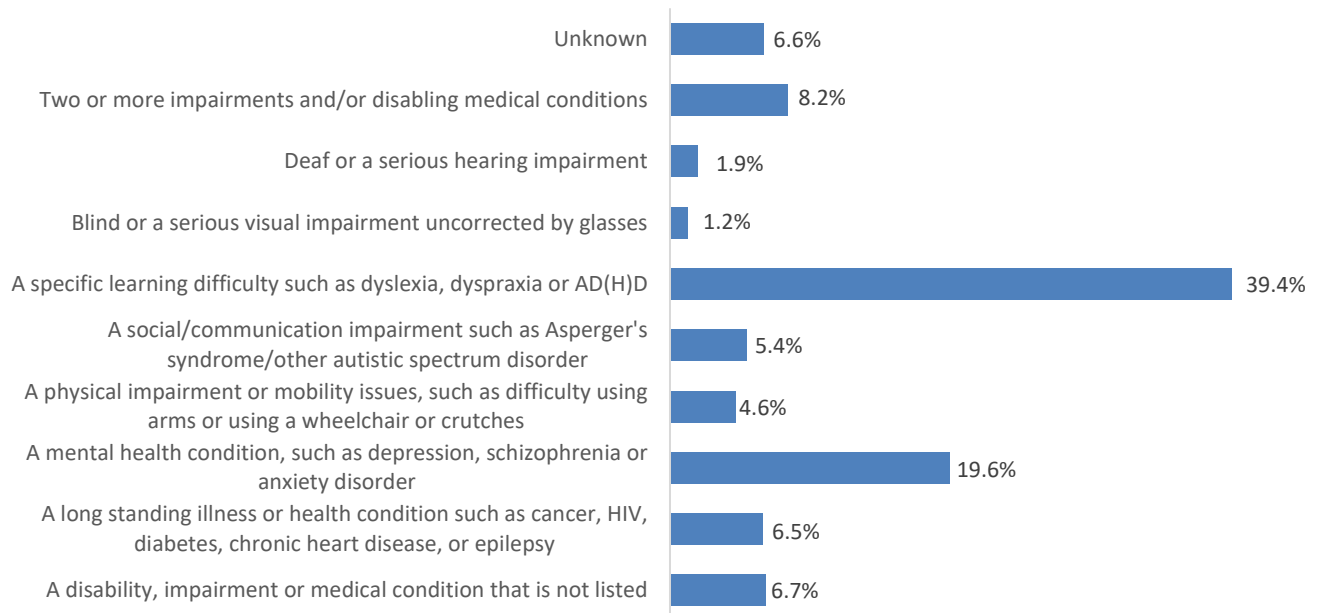


TABLE STU-20. Source: Internal sources

Table STU-21 shows that 16.8% of all students have a declared disability. This is well above the UK average of 13.9% and the Wales average of 14.9%. 23.1% of full-time First-Degree Undergraduate students had a declared disability, a figure above both national averages.

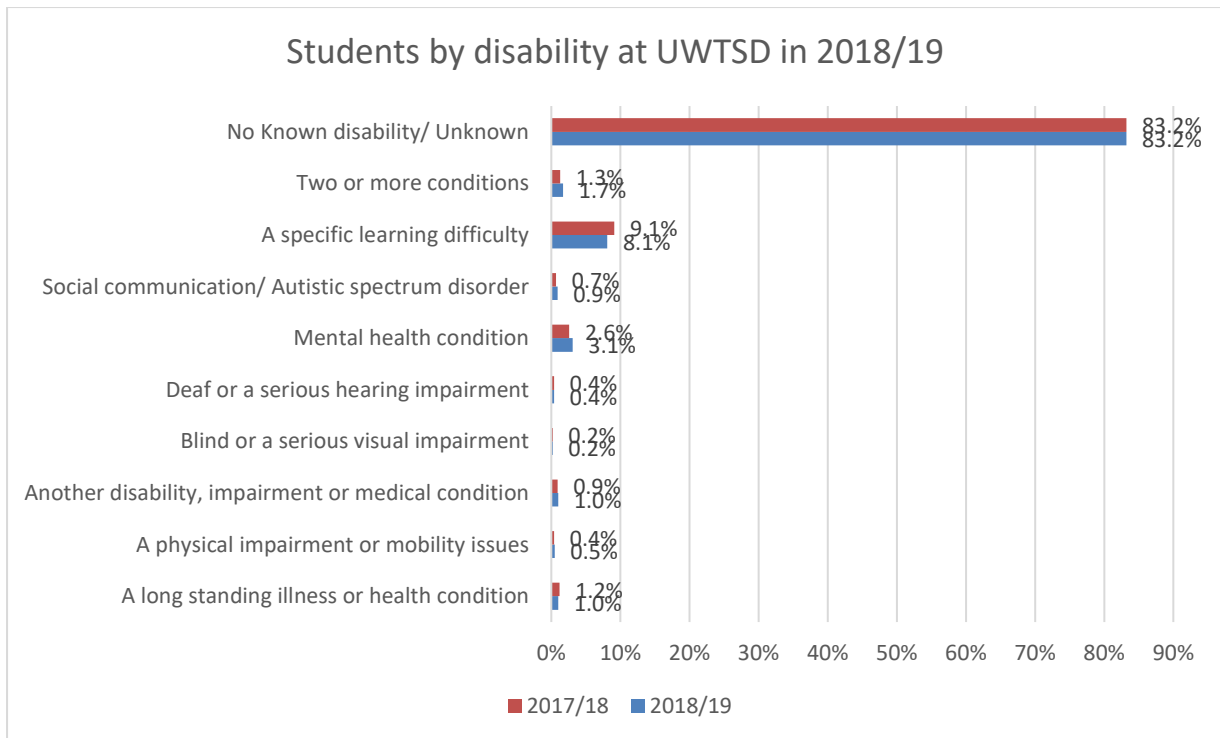


TABLE STU-21 Source HESA

Table STU-22 gives details of the impairment type of the 16.8% of students with a declared disability. In line with national statistics, a specific learning difficulty is the most commonly declared disability. 47.9% of UWTSD have declared a specific learning difficulty, compared to 35.7% across the UK and 38.1% in Wales. Declaration of a mental health condition comes second (18.6%), in line with national statistics, and two or more conditions third (10%).

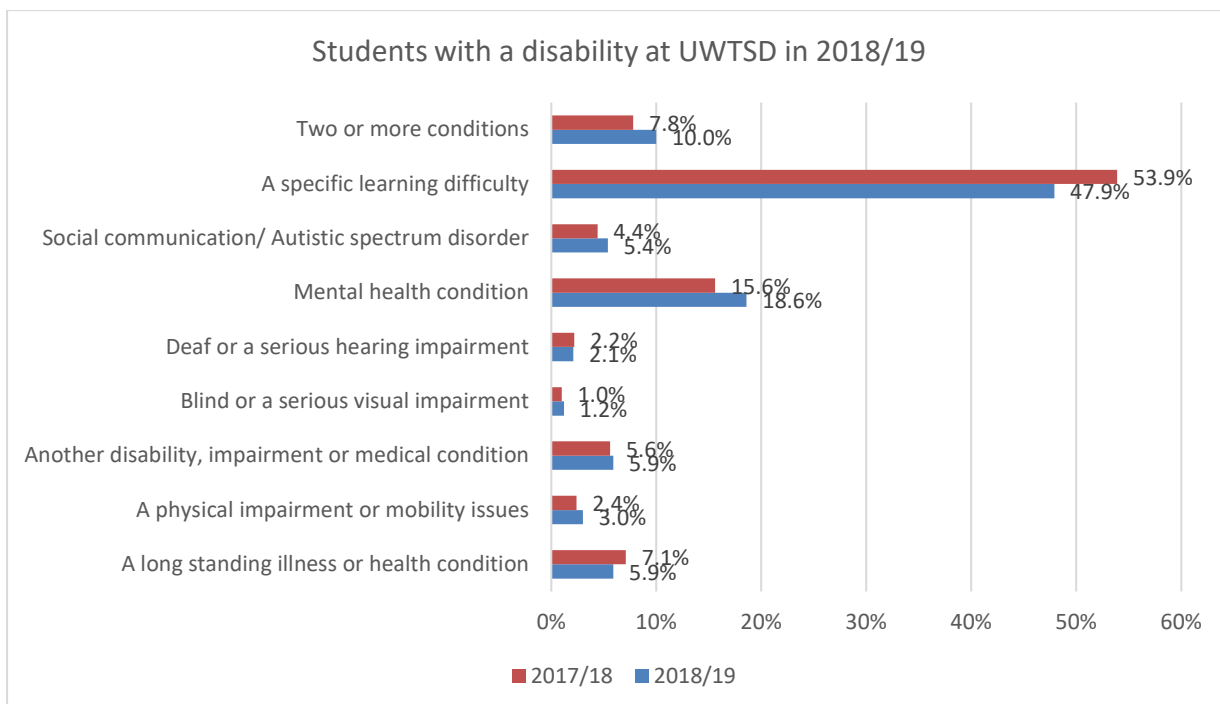


TABLE STU-22. Source HESA

Table STU-23 details the type of degrees studied by students with a declared disability. Declared disability data per subject is used within the institution to target and focus support.

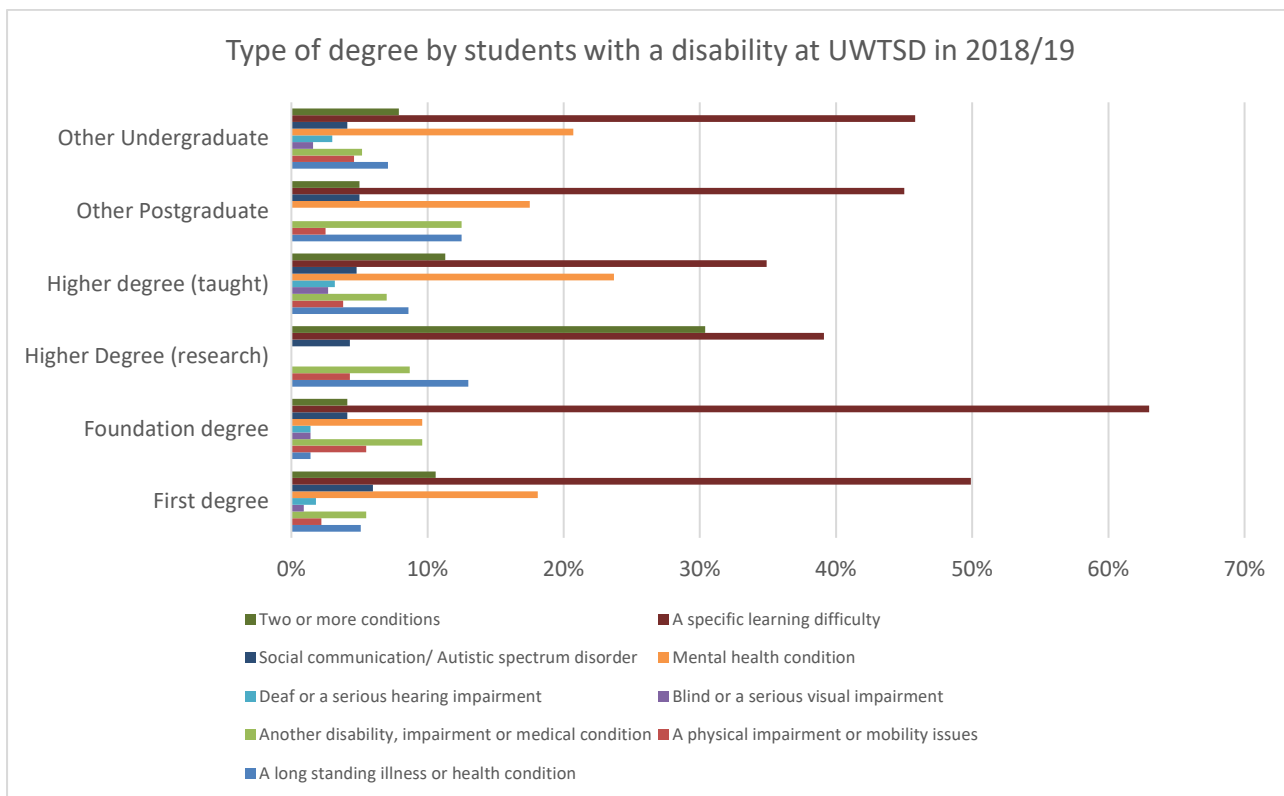


TABLE STU-23. Source: HESA

Students with a disability are more likely to study full-time than part-time. This is related to the fact that students with a disability are more likely to be students < 21 years of age on entry.

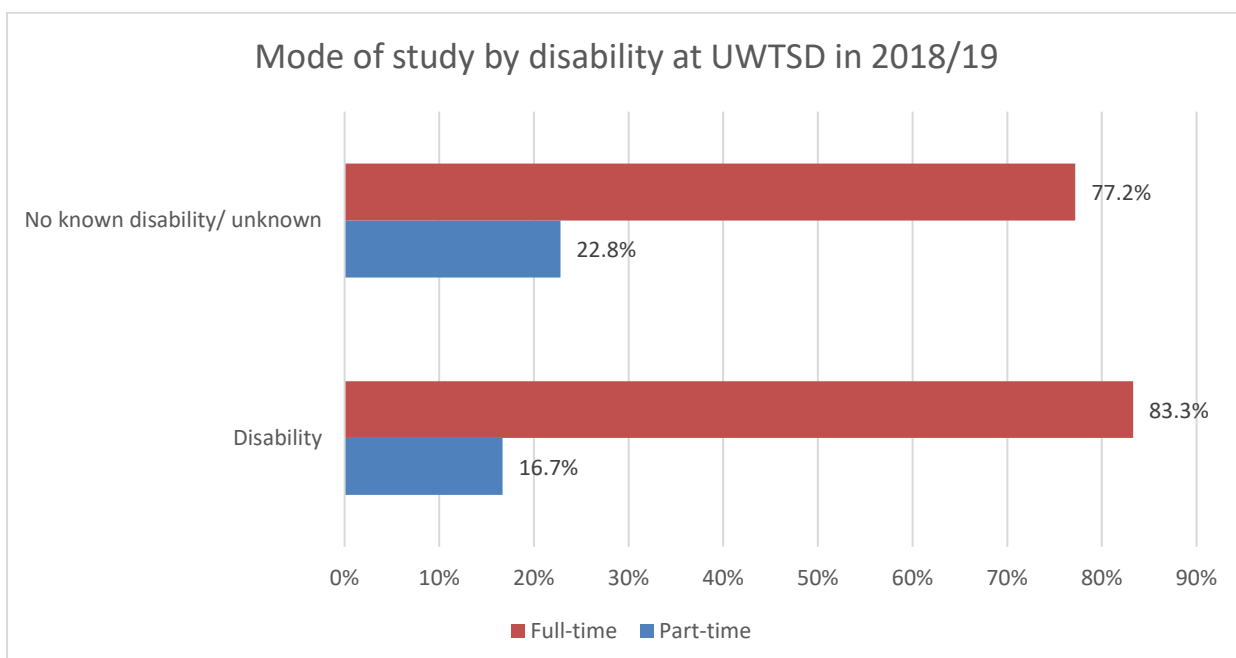


TABLE STU-24. Source: HESA

In relation to attainment (see table STU-25), 73.1% of students with no known disability obtain a Good Honours degree, which is in line with the national average of 73% and the Welsh average of 73.4%. 74.7% of students with a disability obtain a Good Honours degree which is above the national average of 71.5%, well above the Welsh average of 70.5%. Similarly,

only 3.4% of disabled students obtains a Third Class or Pass degree, compared to 5.1% of students with no known disability.

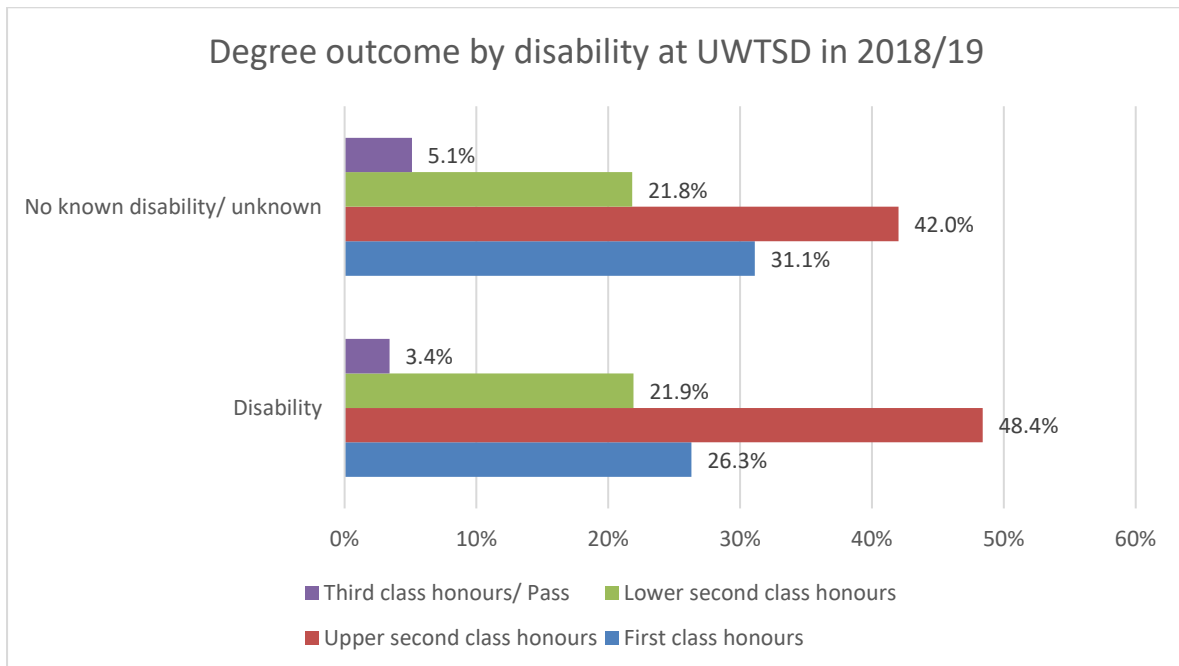


TABLE STU-25. Source: HESA

Good Honours rates, however, differ per disability status as detailed in table STU-26. Because of the low numbers associated with particular disabilities, please be aware in this table of the HESA rounding strategy for data protection reasons. For students with a specific learning difficulty 72.8% are obtaining a Good Honours degree, above the national average of 70.4%. For students with a mental health condition 75% obtained such a result, 1.4% above the national average.

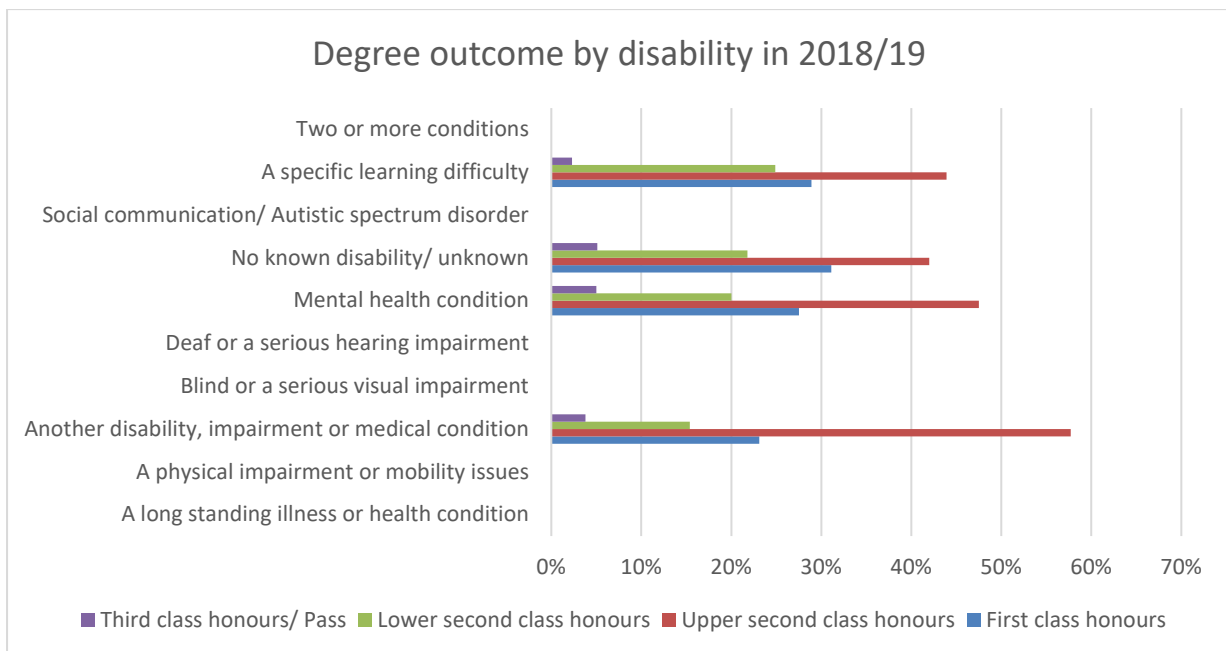


TABLE STU-26. Source HESA

3.2.6 Religion / Belief

Figures for students declaring no religion has varied from year to year. In 2016/17, it was at 36.5%, then increased to 45.2% for 2017/18 and is at 42% in 2018/19 (see table STU-27). The percentage of students choosing or refusing such information decreased by 5.7% to 7%. For comments in relation to disclosure data, see section 3.2. The percentage of students identifying themselves as Christian has remained the same since 2017/18 with the proportion of students identifying themselves as Muslim having increased from 11.5% to 14%.

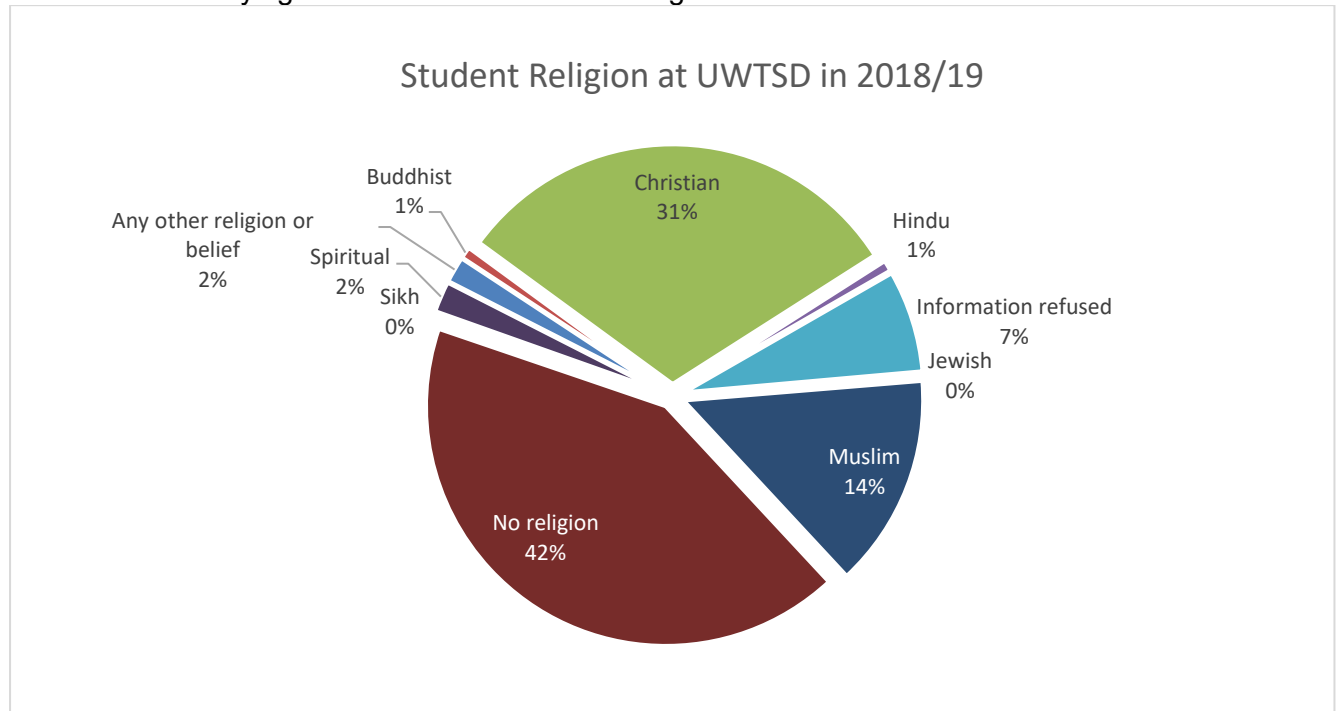


TABLE STU-27. Source: Internal sources

3.2.7 Sexual Orientation

78.2% of students cited heterosexual as their sexual orientation, which is a 3% decrease compared to 2017/18. Disclosure rates have decreased from 11.6% refusing information in 2017/18 to 14.4% in 2018/19.

Student Sexual Orientation at UWTSD in 2018/19

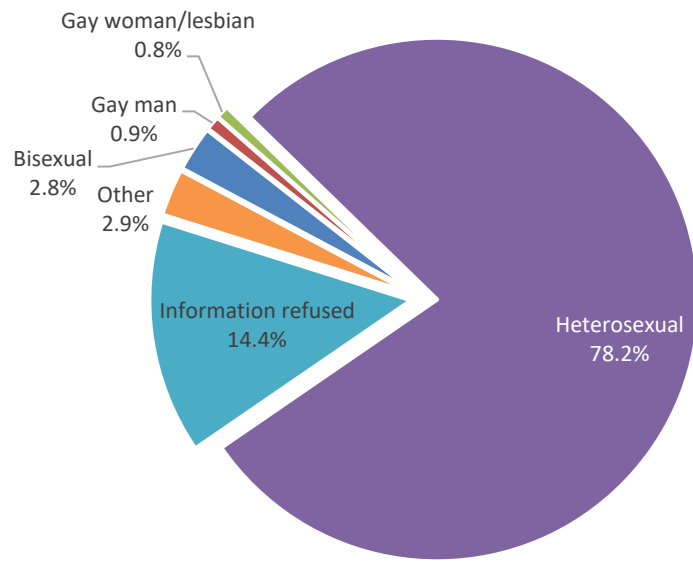


TABLE STU-28. Source: Internal sources

