RAVENSBOURNE

ANNUAL STAFF DIVERSITY REPORT 2016-17

**1 Executive Summary**

The annual Staff Diversity Report provides a summary of progress against objectives for 2016/17. The Equality and Diversity Policies and Procedures are provided in Annex One and sets out the broader policy framework in which we operate.

The bullet-pointed headlines below for 2016/17 remained **unchanged** from the previous reporting year across the following KPIs:

* The workforce gender profile: 51% female staff and 49% male staff
* Overall BAME representation: 23% of the workforce
* Disabled staff: 12%

The key points underlying the gender and BAME figures are that:

* Whilst there is a fairly even balance overall in the gender composition in the workforce, there was – 2 percentage point decrease in the female academic staffing.
* The BAME staffing representation for 2016/17 was respectable, however, the majority of employees are employed within the Professional Services; academic BAME staff continues to remain stubbornly low.

In both cases, alternative approaches need to agreed and actioned in order to potentially effect faster change.

4 **Diversity Staffing KPIs: Trend Analysis**

**4.1 Gender**

**Chart 1**

**Key Point**:

* In spite of the static reporting position for 2016/17, there has been incremental improvement in the representation of female staff since 2014/15

 **Chart 2**

**Key Point**:

* The 2% decrease in female staff for 2016/17, the position remains marginally better than 2014/15

**Chart 3**

**Key Point**:

* Despite the 6% decrease in 2016/17 female staff are very well represented at middle management level across the workforce

 **Chart 4**

**Key Point**:

* The gender composition of the Executive Team has fluctuated over the 3-yaer period ending 2016/17

4.2 **BAME Staff**

**Chart 5**

**Key Point:**

* The underlying reason for the significant increase of BAME staff since 2014/15 is due to the appointment of greater numbers to Professional Services

**Chart 6**

**Key Points:**

* The Academic staffing profile for BAME remains stubbornly low, so headhunting may be a more effective option to broaden academic recruitment, particularly for key roles
* The salary data for 2016/17 indicated a similar picture compared with the previous reporting year. The majority of job roles occupied by BAME staff remain located in Band C. Typically, job roles in this band are found in Professional Services and are at Officer level

**Chart 7**

**Key point**:

* BAME Middle Managers accounted for just under a quarter of all such roles over the last 3 years, most of whom hold professional services roles

 **Chart 8**

**Key Point:**

* The reduction in BAME staffing last year was due to the departure of one employee

**Chart 9**

**Key point:**

A greater number of female BAME staff have been employed over the last 2 years than males

**Chart 10**

**Key point:**

A small percentage of BAME staff have a declared disability

**Chart 11**

**Key point:**

* Officer level roles are located in Band C and this accounts for the majority of BAME staff

4.3 **Disability**

**Chart 12**

**Key point:**

* Whilst the proportion of staff with declared disabilities has remained static over the last two years, previous year’s external benchmarks have been consistently exceeded

 **Chart 13**

**Key Point:**

* Continued use of the confidential disability advice line, run by Disability Rights UK, has encouraged greater number suitably experienced / qualified individuals to apply for roles

**Chart 14**

**Key Point:**

* Disabled staff are represented in all pay bands - predominantly in D and E

 **Chart 15**

**Key Point**:

* Disabled staff continued to be well represented within the managerial structure, most visibly at Middle management where 10% were located.

**Chart 16**

**Key Point**:

* Representation at the Executive level marginally increased last year to 22%.

 **Chart 17**

**Key Point:**

* The percentage of Academic with a disability remained static, at 13%

**Chart 18**

**Key Points:**

* The majority of disabled staff have more than 5 years’ service. The annual meeting with individual disabled staff to understand to what extent, reasonable adjustments are meeting their needs, may be a contributory factor of continuous service
* In August 2017, Ravensbourne was reviewed under the new Disability Confident Scheme and successfully passed the level 2 standard to become a “Disability Confident Employer”. This Scheme replaces the previous “Two Ticks” model and is valid for two years.

4.4 **Age**

**Chart 19**

**Key Points:**

* Staff were employed across all five age brackets, with the highest proportion within the 31 – 40 bracket (31%) over the last 3 years
* Whilst we have not experienced significant numbers of staff seeking to retire over the last 3 years, we did organise an externally facilitated workshop, aimed at colleagues who may be seeking to retire within the next 5 years

4.5 **External-facing Activities**

Proactive HR engagement with the ECU (Equality Challenge Unit):

* Athena SWAN assessment panelist for a round of individual university applications seeking to achieve recognition for the work they have undertaken to both encourage and recognize departmental commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research

4.6 **Priorities for 2017/18 and Areas for on-going Improvement**

Aside from our statutory obligations:

* Refocus efforts around increasing the pool of BAME applicants for academic roles; consider use of head hunters for recruitment to key academic roles
* The same action should be considered in relation to female academic staffing where appropriate
* Examine the criteria for attainment of the Disability Confident Scheme, Level 3. The Scheme consists of three levels: Disability Confident Committed (Level 1); Disability Confident Employer (Level 2); and Disability Confident Leader (Level 3)