

## BENCHMARKING FOR 2013/14

### Equality Statistics (2011 census and 2012/13 HESA data)

Please note the HESA statistics refer to 2012/13, the most recent benchmarking data available, as opposed to the data collected in house, which refers to 2013/14. Please also be aware that the HESA data refers to permanent and sessional figures combined meaning the figures may differ from data provided in other aspects of the report.

#### AGE

- The 2011 census information for the London Borough of Greenwich shows a correlation between the LBG and Ravensbourne, with representation of people at all age groups. LBG reports the mean age of the population at 35.8 years old. Ravensbourne's mean is slightly higher at 41.4 years old.
- Ravensbourne has similar age profile to other comparable Institutions

Institution	34 and under	35-49	50-65	66 and over
The Arts University Bournemouth	24%	47%	28%	1%
Central School of Speech and Drama	31%	38%	31%	0%
Kingston University	20%	41%	36%	3%
Leeds Trinity University	20%	43%	36%	1%
University of the Arts, London	27%	45%	26%	2%
Ravensbourne	29%	41%	28%	2%
Rose Bruford College	15%	46%	35%	4%
Royal College of Art	19%	47%	34%	0%
Trinity Laban Conservatoire of Music and Dance	23%	37%	34%	6%

## DISABILITY

Institution	Known to be disabled	No known disability	Unknown	Total Staff	Percentage Staff with Declared Disability
	Numeric data	Numeric data	Numeric data	Numeric data	%age
The Arts University Bournemouth	35	380	20	435	8%
Central School of Speech and Drama	5	140	0	145	3%
Kingston University	35	2945	15	2995	1%
Leeds Trinity University	25	340	0	365	7%
University of the Arts, London	200	3400	35	3635	6%
<b>Ravensbourne</b>	<b>25</b>	<b>200</b>	<b>0</b>	<b>225</b>	<b>11%</b>
Rose Bruford College	20	110	0	130	15%
Royal College of Art	65	295	10	370	18%
Trinity Laban Conservatoire of Music and Dance	15	470	10	495	3%

- The 2011 census information for the Royal Borough of Greenwich shows that 15.1% of their total population declared a disability. Ravensbourne's figure of 14% disabled staff is very close to matching that of the LBG.
- The figures below show that Ravensbourne is placed at the top end when comparing the number of staff with a declared disability against other comparable Institutions.

## ETHNICITY

- The census information for the Royal Borough of Greenwich in 2011 shows that 47.7% of their total population are of BAME origin. Ravensbourne's proportion of 19%, shows that there continues to be work to be done in increasing the number of BAME staff if we are to better represent the local profile. Here it should be noted however that whilst we will strive to better reflect the community in which we live, it needs to be taken into consideration that 20.6% of Greenwich residents do not hold a qualification and only 20.4% of individuals fall into the professional category. These figures are important when considering our statistics where it may not be realistic to set our targets for a matching percentage of BAME staff compared to the RBG figures.
- The figures below show that Ravensbourne has strong figures BAME when looking at comparable Institutions. Only one other Institution (Central School of Speech and Drama) demonstrated a higher BAME figure.

Institution	White	Black	Asian	Other (include mixed)	Not known	Total Staff	% of BAME Staff
The Arts University Bournemouth	415	0	10	10	5	440	5%
Central School of Speech and Drama	125	10	5	5	5	150	13%
Kingston	1920	60	190	80	745	2995	11%
Leeds Trinity University	340	5	5	5	5	360	4%
University of the Arts, London	1840	120	110	95	1470	3635	9%
<b>Ravensbourne</b>	<b>195</b>	<b>10</b>	<b>10</b>	<b>5</b>	<b>5</b>	<b>225</b>	<b>11%</b>
Rose Bruford College	125	0	5	0	0	130	4%
Royal College of Art	310	10	10	20	20	370	11%
Trinity Laban Conservatoire of Music and Dance	465	10	5	10	5	495	5%

## GENDER

- When comparing at the census information for the Royal Borough of Greenwich, the gender split is 49.6% males and 50.4% females. There is a very slight difference in Ravensbourne's figures for this year where there are more males (53%) than females (47%) employed.
- Ravensbourne has a slightly lower number of females compared to other comparable Institutions which is an area we will look at in particular in the area of Academia.

Institution			Female		Male
	Female	Male			
The Arts University Bournemouth	230	210	440	52%	48%
Central School of Speech and Drama	85	65	150	57%	43%
Kingston University	1395	1600	2995	53%	47%
Leeds Trinity University	255	110	365	70%	30%
University of the Arts, London	1640	1995	3635	55%	45%
<b>Ravensbourne</b>	<b>90</b>	<b>135</b>	<b>225</b>	<b>40%</b>	<b>60%</b>
Rose Bruford College	75	50	125	60%	40%
Royal College of Art	170	200	370	46%	54%
Trinity Laban Conservatoire of Music and Dance	245	250	495	49%	51%