Prifysgol **Abertawe**
Swansea University

EQUALITY
ANNUAL
REPORT | 2022-2023

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WELCOME

As the interim Chair of the Equality Committee, I am pleased to share this year's Equality Annual Report which presents Swansea University's equality data for the period 2022/2023.

Despite the ever-changing landscape, equality, diversity and inclusivity continues to be a key priority for the University as we make progress against our Strategic Equality objectives and embed Equality, Diversity and Inclusivity into our Institutional and other outcomes. I would like to thank all our colleagues across the University who have worked together during this time to progress the equality agenda. A list of these colleagues who have been key in progressing this agenda can be found at the end of this report.

In July 2022, we were delighted that the School of Psychology and School of Social Care submitted their Athena Swan submission and were recognised with a Silver level award. This award sits alongside the University Institutional Silver award as a total of four silver and seven bronze awards for the University.

KEY DELIVERABLES ACROSS THE REPORTING PERIOD HAVE INCLUDED:

EMBEDDING EQUALITY IN RECRUITMENT PRACTICES

We have continued to take action to remove barriers for underrepresented groups in the recruitment process by utilising positive action where appropriate, as a result;

- There has been an increase in the composition of applications from individuals from an ethnic minority background, increasing from 38% last year to 40.1% this year. This is the highest proportion of applications received from ethnic minority applicants since we have been collecting data in this way. Although we are pleased with the number of applications received, we note that there is a significant gap between the success rate of ethnic minority and white candidates. This is identified as a key priority area to conduct further data analysis and take appropriate actions.

- The success rate for disabled applicants has increased from 17.9% last year to 21.8% this year and is higher than those who did not state a disability (14.7%). This is the 3rd year in a row the success rate has increased for applicants with disabilities.

- The success rate for LGB+ applicants has also increased from 14.9% last year to 16.6% this year. This also remains higher than the success rate of heterosexual applicants which is 15.4% this year.

- The success rate for females has increased from 16.1% last year to 17% this year and female applicants for the 3rd year remain more successful than male candidates (13.9%).

PROGRESSING RACE EQUALITY

- The University appointed an Equality Lead (Race) to progress the University Race Equality objectives and to lead and prepare the University's first Race Equality Charter application.

- Swansea University has signed up to the Race Equality Charter with Advance HE and aim to apply for the Bronze Race Equality Charter Mark by July 2025. The Self-Assessment team has been established and has representation from a diverse group of colleagues with varied lived experiences. Work is underway to review qualitative and quantitative data to develop an outcome-based action plan.

- With 13.6% of our colleagues stating that they are from an ethnic minority background, we continue to surpass the Welsh benchmark at 9.6% (Advance HE Statistical Report 2022). The number of ethnic minority colleagues has increased by 6.5% over the past 6 years.

- University Council members from an ethnic minority background currently make up 26% of Council which is greater than the local community representation and the University population.

ADDRESSING OUR GENDER PAY GAP

The University has reinforced its commitment to tackling gender inequality by reporting our gender pay gap data on the Gov.UK website.

- Our current mean average gender pay gap stands at 14.4 %, which is a 6.4% decrease over the past 5 years.

- Our current median average is 5.7%, which is a 5.4% decrease since we reported last year and has decreased by 8% over the past 5 years.

- It is pleasing to note that we have already achieved the target we set ourselves in our University Strategic Equality Plan (2020-2024) to reduce our mean pay gap by 2% by 2024. We will continue to work hard to reduce the gap further.

ADVANCING LGBT+ EQUALITY

- Swansea University has increased its ranking from 26th to 12th in the Stonewall Workplace Equality Index, which is our highest ranking to date in the league table of UK employers. We are delighted that we have also increased our rankings in participating Education Sector entrants from 5th to 1st. We have retained the Gold standard award, which recognises that we have embedded LGBT+ equality into our core areas of work at the highest level. Our LGBT+Staff Network were also recognised and have achieved Stonewall's Highly Commended Network Group Award. The University and our LGBT+ Staff Network have worked together to make Swansea as accepting as possible during what has been a very challenging period for the LGBTQ+ community, and this improvement in our ranking, and importantly retaining the Gold level award, shows that together we are making a real difference.

- As a result, the percentage of our LGB+ colleagues continue to increase, and at 5.6% it continues to remain above the UK benchmark of 3.7% (Advance HE Statistical Report 2022).

PERFORMANCE ENABLING

- We continue to achieve sector leading completion rates and achieved a 97% completion rate for annual Performance Development Reviews (PDRs) in 2022. During this time, it has been even more important that all colleagues had the chance to have meaningful conversations about their personal growth, regardless of their background, beliefs, or individual protected characteristics.

INCREASING VISIBILITY AT SENIOR LEVEL

- We have continued to monitor our Council Governance structure and as of September 2023, female Council members remained at 42%, compared to 25% in 2013.

- The representation of council members from an ethnic minority background has increased to 26% and is higher than the percentage of colleagues from an ethnic minority background within the University, at 13.%.

- We are also pleased to report that considerable progress has been made at the University Senior Leadership Team where during the reporting period, 67% of members are female. Work continues in this area to increase the representation of members from an ethnic minority background.

- Our faculty restructure has enabled the appointment of EDI Faculty and School leads, these roles embed EDI considerations into the day-to-day functions of their areas.

CELEBRATING DIVERSITY

We have celebrated diverse events again this year, such as Holocaust Memorial Day, LGBT+ History Month, International Women's Day, Black History Month as well as a range of interfaith events. Many of these celebrations and events were organised in close partnership and association with the Students Union and were inclusive of both colleagues and students.

NEXT STEPS

Whilst it is important to celebrate our achievements over the past year there are areas in which we need to focus our efforts to continue to make progress against our Strategic Equality objectives.

Most notably, recruitment, retention, and promotion success rates of colleagues from ethnic minority backgrounds continues as a key priority. Of particular importance is the need to increase the number of colleagues from ethnic minority backgrounds in senior positions at the University. Work has already begun in this area through a race action plan which aims to address these areas. Other key areas have been identified through a series of recent consultation exercises with colleagues and students from all ethnic backgrounds on their lived experiences at the University. These experiences will shape our first Race Equality Charter submission, which we will make in 2025, and will support the University to advance race equality.

We have made significant progress in reducing the gender pay gap, but we must push forward by being proactive and innovative in pursuing activities to reduce the gender pay gap further.

We aim to support all colleagues including those with a neurodivergent profile with the appropriate workplace support. A neurodiversity policy and associated training will be developed to ensure that this support is available.

Our Senior Leadership Team remains committed to progressing all areas identified through our Strategic Equality Plan.
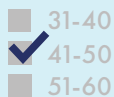
Thanks

DPVC Professor Michael Draper

OUR 4121 COLLEAGUES AT A GLANCE

AVERAGE AGE

- ☐ 31-40
- ☑ 41-50
- ☐ 51-60

43

Male: 43
Female: 42

SEX

55.7% Female **2294**   44.3% Male **1827**

ACADEMICS
45.9% Female   **54.1% Male**

PROFESSIONAL SERVICES
64.2% Female   **35.8% Male**

GENDER REASSIGNMENT

	%	👤
Same sex as registered at birth	84.1	3466
Prefer not to say	15.3	630
Different sex as registered at birth	0.6	25

RACE

- 83.4% ☐ 3437 **White**
- 13.6% ☐ 560 **Ethnic Minority**
- 2.9% ☐ 120 **Prefer not to say**
- 0.1% ☐ 4 **Not known**

- **4.5%** 184 **Asian**
- **3.9%** 159 **Other ethnic** (including Arab & Gypsy/Traveller)
- **2.4%** 99 **Chinese**
- **1.6%** 67 **Mixed**
- **1.2%** 51 **Black**

*Not known describes an individual that is not aware of their own ethnicity.

PARENTAL LEAVE

112	73.2%	Maternity
38	24.8%	Paternity/Partner
3	2.0%	Adoption

DISABILITY

416 (10.1%)
Colleagues have stated that they have a disability

3575 (86.8%)
Not disabled

130 (3.1%)
Prefer not to say

SEXUAL ORIENTATION

	%	👤
Heterosexual	74.9	3088
Prefer not to say	19.4	801
LGB+	5.6	232
Bi	2.6	106
Gay man	1.5	63
Gay woman/Lesbian	1.0	40
Other	0.6	23

MARRIAGE & CIVIL PARTNERSHIP

	%	👤
Married	46.4	1911
Single	28.5	1175
Co-habiting	12.1	499
Prefer not to say	8.0	333
Divorced	2.4	98
Separated	0.8	32
Other	0.8	32
Civil partnership	0.6	26
Widowed	0.4	15

RELIGION

- No religion 1835 — 44.5%
- Christian 1073 — 26.0%
- Prefer not to say 916 — 22.2%
- Muslim 95 — 2.3%
- Spiritual 74 — 1.8%
- Hindu 45 — 1.1%
- Other religions 41 — 1.0%
- Buddhist 32 — 0.8%
- Jewish 6 — 0.1%
- Sikh 4 — 0.1%
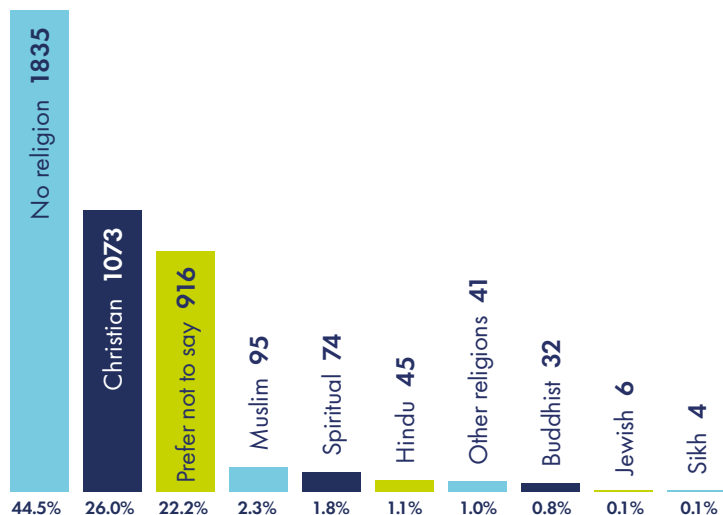
AGE

COLLEAGUE COMPOSITION

36 - 40	15.1%	622
31 - 35	14.3%	588
41 - 45	13.7%	565
46 - 50	12.9%	494
26 - 30	10.3%	423
56 - 60	8.9%	365
25 and under	6.6%	270
61 - 65	4.3%	176
66+	2.1%	88
Total		**4121**

AVERAGE AGE

Female	42
Male	43
Average	43

Age categories used in this report coincide with the Higher Education Statistics Agency (HESA) age range categories. The average age of both female (42) and male (43) colleagues and the overall average age (43) have remained the same as last year.

The age composition of our staff is broadly the same as last year with the exception that the 36-40 age group (15.1%) has taken over from the 31-35 (14.3%) age group as the biggest group.

The majority of the workforce are aged between 31-55 (68%) which is comparable with the UK sector benchmark data (66%). 17% of the workforce are aged 30 and under which is slightly higher than the UK sector benchmark data (15.6%) and Welsh sector benchmark data (13.1%). (Advance HE Staff Statistical Report 2022).

RECRUITMENT

Posts advertised		**971**

APPLICATIONS BY AGE

26 - 30	20.6%	1491
25 and under	18.0%	1300
31 - 35	17.6%	1274
36 - 40	14.7%	1063
41 - 45	10.7%	776
46 - 50	6.9%	500
51 - 55	5.1%	365
56 - 60	4.1%	299
61 - 65	1.3%	96
66+	0.6%	44
Prefer not to say	0.2%	13
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased compared to last year (2021-2022), 1100 and 10,800 respectively.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

The age range with the greatest percentage of applicants were aged 26-30 (20.6% of all applications). This has increased from last year, where this was 17.4%.

72% of all applicants were aged between 25 and 40, this shows that the majority of our applicants are slightly younger than the average age of our present workforce.

AGE

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

66+	34.1%	15
25 and under	25.4%	330
61 - 65	18.8%	18
26 - 30	15.4%	229
51 - 55	15.3%	56
56 - 60	14.7%	44
36 - 40	12.5%	133
41 - 45	12.0%	93
46 - 50	11.4%	57
31 - 35	11.0%	140
Prefer not to say	7.7%	1
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

The age range with the highest success rate were the applicants aged 66+, which has significantly increased to 34.1% from 11.1% last year. 50% of applicants aged 66+ were hired as exam invigilators as we have returned to pre-covid levels of invigilators from online exams during and after the pandemic to being on campus, therefore further invigilators have been required. The age group 61-65 has also increased to 18.8% from 9.8% last year. All other age categories are comparable to last year.

LEAVERS

25 and under	22.8%	171
31 - 35	18.0%	135
26 - 30	16.1%	121
36 - 40	11.7%	88
41 - 45	10.0%	75
56 - 60	6.3%	47
51 - 55	4.9%	37
46 - 50	4.3%	32
61 - 65	3.5%	26
66+	2.5%	19
Total		**751**

There has been a decrease in leavers from 865 last year to 751 this year.

All leaver groups are comparable to last year. The highest proportions of leavers are in the 25 and under group. 37% of the 25 and under group held clearing helpline operator, research assistant and SPIN (Swansea Paid Intern Partnership) intern roles which are all short-term appointments.

AGE

TRAINING

Classroom courses provided		353

CLASSROOM BASED TRAINING

36 - 40	15.7%	626
31 - 35	15.1%	602
26 - 30	14.2%	564
41 - 45	13.9%	553
46 - 50	11.8%	468
51 - 55	11.1%	443
25 and under	8.3%	331
56 - 60	6.8%	270
61 - 65	2.3%	92
66+	0.7%	28
Total		**3977**

ONLINE TRAINING

26 - 30	19.4%	1804
25 and under	18.5%	1716
31 - 35	17.9%	1658
36 - 40	12.1%	1121
41 - 45	10.3%	955
46 - 50	8.1%	756
51 - 55	6.6%	614
56 - 60	4.6%	430
61 - 65	1.6%	150
66+	0.8%	76
Total		**9280**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301).

The number of classroom-based training participants has increased slightly this year to 3977, compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

The age distribution of colleagues accessing classroom-based training is broadly similar to last year.

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the University's drive to complete mandatory learning modules i.e. GDPR refresher and Research Integrity training.

The age distribution of colleagues accessing online training is broadly similar to last year.

AGE

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

51 - 55	41.2%	7
31 - 35	17.6%	3
41 - 45	11.8%	2
61 - 65	11.8%	2
26 - 30	5.9%	1
36 - 40	5.9%	1
66+	5.9%	1
Total		**17**

DISCIPLINARY

51 - 55	50%	2
36 - 40	25%	1
46 - 50	25%	1
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

Of the grievances, there was a broad range of age groups but the greatest proportion of grievances were from the 51-55 age group (41.2%).

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

As for the conducted disciplinary cases, 50% (2) of all colleagues were aged 51-55. 25% (1) were aged 36-40 and 25% (1) were aged 46-50.

DISABILITY

COLLEAGUE COMPOSITION

Not Disabled	86.8%	3575
Disabled	10.1%	416
Prefer not to Say	3.1%	130
Total		**4121**

10.1% of colleagues stated a disability compared to 9.3% last year, suggesting an increase in confidence in disclosing this information. This is higher than the UK sector benchmark of 6% and Welsh sector benchmark of 7.3% (Advance HE Statistical Report 2022).

Of colleagues who stated a disability, 28% was for a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D which has risen by 2% since last year. This is followed by 23% who stated a mental health condition which rose by 3% since last year and 14% stated a long-standing illness or health condition which decreased by 3% since last year.

RECRUITMENT

Posts advertised		**971**

APPLICATIONS BY DISABILITY

Not Disabled	84.9%	6132
Disabled	11.0%	797
Prefer not to say	4.1%	292
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

The number of applicants disclosing a disability (11%) has decreased this year as compared to last year (11.2%).

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Not Disabled	14.7%	903
Disabled	21.8%	174
Prefer not to say	13.4%	39
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

The success rate for applicants stating a disability is 21.8%, which is significantly higher than applicants who do not have a disability at 14.7%. The success rate for applicants stating a disability has also increased by 3.9% from 17.9% last year, to 21.8% this year.

DISABILITY

LEAVERS

Not Disabled	82.0%	616
Disabled	14.5%	109
Prefer not to Say	3.5%	26
Total		**751**

The proportion of leavers with a disability, 14.5%, is higher than the university pool of colleagues who stated a disability at 10.1%. This is also slightly higher than last year (11.2%). 34% of the leavers with a disability held clearing helpline operator, internship or research related roles which would be short-term appointments.

TRAINING

Classroom courses provided	**353**

CLASSROOM BASED TRAINING

Not Disabled	84.8%	3374
Disabled	11.8%	470
Prefer not to Say	3.3%	133
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

Of those who completed classroom-based training, 11.8% stated a disability, this is higher than the percentage of colleagues who have stated a disability in the University (10.1%).

ONLINE TRAINING

Not Disabled	82.2%	7631
Disabled	14.3%	1328
Prefer not to Say	3.4%	321
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete mandatory learning modules i.e. GDPR refresher and Research Integrity training.

Of those who completed online training, 14.3% stated a disability, which is greater than the percentage of colleagues who have stated a disability in the University (10.1%).

DISABILITY

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

Not Disabled	64.7%	11
Disabled	29.4%	5
Prefer not to Say	5.9%	1
Total		**17**

DISCIPLINARY

Not Disabled	100.0%	4
Disabled	0.0%	0
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, 29.4% (5) stated that they had a disability. This is higher than the pool of staff who have shared they have a disability (10.1%), so we will monitor this figure. 64.7% (11) did not state any disability, 5.9% (1) preferred not to say.

As for the conducted disciplinary cases, none of those involved shared they had a disability.

GENDER REASSIGNMENT

COLLEAGUE COMPOSITION

Gender identity same	84.1%	3466
Prefer not to say	15.3%	630
Gender identity different	0.6%	25
Total		**4121**

Most colleagues, 84.1%, identify as the same sex as registered at birth, comparable to last year.

The percentage of colleagues preferring not to say reduced by 1.6% from 16.8% last year to 15.3% this year, suggesting an increase in confidence in disclosing information.

Colleagues identifying as a different sex to that registered at birth is 0.6%. This is 0.3% higher than reported last year and higher than the UK benchmark of 0.4% (Advance HE Statistical Report 2022).

RECRUITMENT

Posts advertised		**971**

APPLICATIONS BY GENDER IDENTITY

Gender identity same	96.1%	6940
Prefer not to say	2.5%	182
Gender identity different	1.4%	99
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

Applicants identifying as the same sex as at birth is comparable to last year (94.5%).

Applicants identifying as a different sex to that registered at birth has increased by 0.4%, from 1.0% last year to 1.4% this year.

Those preferring not to say decreased by 0.6% to 2.5%

GENDER REASSIGNMENT

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Gender identity different	16.2%	16
Gender identity same	15.5%	1075
Prefer not to say	13.7%	25
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

In contrast to last year's report, applicants identifying as a different sex to that registered at birth have a higher success rate (16.2%) within their own group to those who identify as having the same sex (15.5%).

LEAVERS

Gender identity same	92.4%	694
Prefer not to say	7.1%	54
Gender identity different	0.4%	3
Total		**751**

92.4% of leavers gender identity is the same as sex registered at birth. 0.4% of leavers gender identity is different to sex registered at birth which is lower than the pool of colleagues we have (0.6%).

TRAINING

Classroom courses provided	**353**

CLASSROOM BASED TRAINING

Gender identity same	89.3%	3550
Prefer not to say	9.9%	395
Gender identity different	0.8%	32
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

There has been an increase in the participation of colleagues whose gender identify is different to their sex registered at birth from 0.5% last year to 0.8% this year and this is greater than the pool of colleagues identifying in the same way at the University (0.6%).

GENDER REASSIGNMENT

ONLINE TRAINING

Gender identity the same	93.3%	8661
Prefer not to say	5.2%	488
Gender identity different	1.4%	131
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete mandatory learning modules i.e. GDPR refresher and Research Integrity training.

There has been an increase in the participation of colleagues whose gender identify is different to their sex registered at birth from 0.3% last year to 1.4% this year. This is greater than the pool of colleagues identifying in the same way at the University (0.6%).

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

Gender identity same	64.7%	11
Prefer not to say	35.3%	6
Total		**17**

DISCIPLINARY

Gender identity the same	75.0%	3
Prefer not to say	25.0%	1
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, 64.7% (11) identified as the same sex as at birth, and 35.3% (6) preferred not to say.

As for the conducted disciplinary cases, 75% (3) colleagues identified as the same sex as at birth, and 25% (1) preferred not to say.

MARRIAGE & CIVIL PARTNERSHIP

COLLEAGUE COMPOSITION

Married	46.4%	1911
Single	28.5%	1175
Co-habiting	12.1%	499
Prefer Not To Say	8.0%	333
Divorced	2.4%	98
Separated	0.8%	32
Other	0.8%	32
Civil Partnership	0.6%	26
Widowed	0.4%	15
Total		**4121**

The percentage of colleagues who are married or in a civil partnership is comparable to last year.

The percentage of colleagues preferring not to say has reduced by 0.8%, suggesting an increased confidence in reporting.

RECRUITMENT

Posts advertised		**971**

APPLICATIONS BY MARITAL STATUS

Single	43.9%	3171
Married	35.8%	2582
Co-habiting	9.9%	715
Prefer not to say	4.6%	333
Divorced	2.7%	193
Other	1.3%	94
Civil Partnership	0.9%	65
Separated	0.8%	55
Widowed	0.2%	13
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include - returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

The percentage of applicants who are married, single, co-habiting, divorced, separated, in a civil partnership or widowed is comparable to last year. The highest proportion of applications received is from those who are single (43.9%), followed by married applicants (35.8%).

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Other	24.5%	23
Co-habiting	22.1%	158
Single	16.8%	532
Civil Partnership	15.4%	10
Widowed	15.4%	2
Prefer not to say	15.3%	51
Married	12.5%	322
Separated	10.9%	6
Divorced	6.2%	12
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

The success rate for married applicants has increased by 3.2%, from 9.3% last year to 12.5% this year. There has been an increase in the success rate, for applicants in civil partnerships by 8.8%, from 6.6% last year to 15.4% this year.

MARRIAGE & CIVIL PARTNERSHIP

LEAVERS

Single	46.3%	348
Married	27.7%	208
Co-habiting	12.3%	92
Prefer Not To Say	7.6%	57
Divorced	2.4%	18
Other	1.6%	12
Civil Partnership	0.8%	6
Separated	0.8%	6
Widowed	0.5%	4
Total		**751**

The percentage of leavers who are married has decreased by 1.4% from 29.1% last year to 27.7% this year and remains well below the pool of colleagues at the University who are married (46.4%).

The percentage of leavers who are in a civil partnership has decreased by 0.5% from 1.3% last year to 0.8% this year. This is comparable to the pool of colleagues at the University in a civil partnership (0.6%).

TRAINING

Classroom courses provided		**353**

CLASSROOM BASED TRAINING

Married	44.0%	1751
Single	29.1%	1157
Co-habiting	15.0%	595
Prefer Not To Say	7.1%	284
Divorced	2.5%	99
Other	0.8%	32
Civil Partnership	0.6%	23
Separated	0.6%	22
Widowed	0.4%	14
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

The percentage of married colleagues (44%) who undertook classroom-based training is comparable to last year (44.7%) and proportionate to the pool of married colleagues at the University (46.4%).

The percentage of colleagues in a civil partnership (0.6%) who undertook classroom-based training this year, is comparable to last year (0.7%) and proportionate to the pool of civilly partnered colleagues at the University (0.6%).

MARRIAGE & CIVIL PARTNERSHIP

ONLINE TRAINING

Single	39.2%	3638
Married	34.1%	3166
Co-habiting	15.4%	1431
Prefer Not To Say	5.4%	506
Other	1.9%	178
Divorced	1.6%	150
Civil Partnership	1.5%	143
Separated	0.5%	44
Widowed	0.3%	24
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete further mandatory learning modules i.e. GDPR refresher and Research Integrity training.

The percentage of married colleagues (34.1%) who undertook online training is higher than last year (30.7%) but lower than the pool of married colleagues at the University (46.8%).

The percentage of colleagues in a civil partnership (1.5%) who undertook online training is slightly higher than last year (0.8%) and proportionate to the pool of civilly partnered colleagues at the University (0.6%).

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

Married	52.9%	9
Single	17.6%	3
Prefer Not To Say	11.8%	2
Divorced	5.9%	1
Co-habiting	5.9%	1
Separated	5.9%	1
Total		**17**

DISCIPLINARY

Co-habiting	50.0%	2
Married	25.0%	1
Prefer Not To Say	25.0%	1
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, 52.9% (9) were married, 17.6% were single (3), 11.8% (2) preferred not to say, 5.9% (1) were divorced, 5.9% (1) was co-habiting, and 5.9% (1) was separated.

As for the conducted disciplinary cases, 50% (2) were co-habiting, 25% (1) was married and 25% (1) preferred not to say.

PREGNANCY & MATERNITY

COLLEAGUE COMPOSITION

Maternity	73.2%	112
Paternity/Partner	24.8%	38
Adoption	2.0%	3
Total		**153**

112 colleagues (73.2% of the family leave pool) took maternity leave during the reporting period. This is comparable to last year. 38 colleagues (24.8%) took paternity/partner leave during the reporting period. This is comparable to last year. 3 (2%) colleagues took adoption leave during the reporting period; this is comparable to last year.

Overall, 3.7% of colleagues took a period of parental leave during the reporting period which is comparable to last year (4.7%)

RECRUITMENT

Posts advertised		**971**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

APPLICATIONS BY LEAVE TAKEN

No parental leave taken	94.3%	6811
Prefer not to say	3.3%	240
Maternity leave	1.9%	134
Additional paternity leave (more than 2 weeks)	0.5%	35
Adoption leave	0.0%	1
Applications received		**7221**

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

2.3% of applications were made by individuals who had taken some form of parental leave, which is a slight increase on last year (1.8%).

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Maternity leave	18.7%	25
No parental leave taken	15.5%	1058
Prefer not to say	12.5%	30
Additional paternity leave (more than 2 weeks)	8.6%	3
Adoption leave	0.0%	0
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

The success rate of individuals who had had a period of maternity leave during the reporting period (18.7%) was higher than those who had not taken any parental leave (15.5%). The success rate of those who had had a period of maternity leave has also increased by 5.7% since last year (13%).

PREGNANCY & MATERNITY

LEAVERS

No parental leave	98.9%	743
Parental Leave	1.1%	8
Total		**751**

1.1% (8) of leavers had taken a period of family leave in the last 12 months. This is less than the total pool of colleagues that have taken parental leave in the reporting period (3.7%).

TRAINING

Classroom courses provided		**353**

CLASSROOM BASED TRAINING

No Parental Leave	97.7%	3884
Parental Leave	2.3%	93
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

2.3% of colleagues who had undertaken classroom-based training had taken a period of parental leave during the reporting period.

ONLINE TRAINING

No Parental Leave	98.7%	9160
Parental Leave	1.3%	120
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete Prevent training and further mandatory learning modules i.e. GDPR refresher and Research Integrity training.

1.3% of colleagues who had undertaken online training had taken a period of parental leave during the reporting period.

PREGNANCY & MATERNITY

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

No Parental Leave	100.0%	17
Total		**17**

DISCIPLINARY

No Parental Leave	100.0%	4
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, none were reported by those who had taken a period of parental leave. The same applies for the conducted disciplinary cases.

RACE

COLLEAGUE COMPOSITION

White	83.4%	3437
Ethnic Minority	13.6%	560
Asian	4.5%	184
Other ethnic (including Arab & Gypsy/Traveller)	3.9%	159
Chinese	2.4%	99
Mixed	1.6%	67
Black	1.2%	51
Prefer not to say	2.9%	120
Not known*	0.1%	4
Total		**4121**

*Not known describes an individual that is not aware of their own ethnicity.

The composition of our ethnic minority colleagues is higher this year at 13.6% compared to last year's 13.1%. Our ethnic minority colleagues' composition has grown by 6.5% over the past 5 years.

The percentage of ethnic minority colleagues at the University, 13.6%, is slightly lower than the UK Benchmark of 16.3% but is higher than the Welsh Benchmark at 9.6% (Advance HE Statistical Report 2022).

The largest ethnic minority subcategories are Asian (4.5%) and other ethnic group (3.9%). We are above the Welsh benchmark for each Ethnic Minority subcategory with the exception of black (1.2%) which is comparative to the Welsh benchmark (1.2%) (Advance HE Statistical Report 2022).

RECRUITMENT

Posts advertised	**971**

APPLICATIONS BY RACE

White	56.1%	4053
Ethnic Minority	40.1%	2898
Asian	19.3%	1395
Black	8.2%	591
Other ethnic	6.6%	476
Chinese	4.5%	325
Mixed	1.5%	111
Prefer not to say	3.7%	270
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

There has been a 2% increase in the composition of ethnic minority applications received this year, increasing from 38.0% last year to 40.0% this year. This is the highest proportion of ethnic minority applicants received since we have been collecting data in this way. There have been slightly less applications from white candidates this year decreasing from 56.0% last year to 55.3% this year.

We have also seen an increase in the proportion of applications from each ethnic minority group with the exception of Chinese applicants which have decreased slightly from 5% last year to 4.4% this year and applicants from a mixed background which have decreased slightly from 1.6% last year to 1.5% this year.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

RACE

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

White	21.3%	862
Prefer not to say	11.1%	30
Ethnic Minority	7.7%	224
Mixed	15.3%	17
Chinese	9.2%	30
Black	7.3%	43
Asian	7.2%	100
Other ethnic	7.1%	34
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

The success rate for both white and ethnic minority groups has increased from last year. However, the gap in the success rate between ethnic minority applicants and white applicants has increased to 13.6% this year, (compared to 10.7% last year) with 21.3% of white applicants being successful, as compared to 7.7% of ethnic minority applicants.

When we look at the subcategory breakdown, we can see all subcategories have a lower success rate than white colleagues. However Asian, Black and Chinese applicant success rates have all increased since last year by 1.6%, 1% and 1.2% respectively.

We have identified this as a priority area and are continuing to focus on conducting further data analysis to take appropriate actions (implementing Positive actions) with the aim of reducing the gap in the success rate between ethnic minority applicants and white applicants.

LEAVERS

White	75.6%	568
Ethnic Minority	20.6%	155
Asian	8.8%	66
Black	3.5%	26
Chinese	3.3%	25
Other ethnic	2.7%	20
Mixed	2.4%	18
Prefer not to say	3.7%	28
Total		**751**

The percentage of ethnic minority leavers (20.6%) is higher compared with last year at 17.7%. It is higher than our overall pool of ethnic minority colleagues at 13.6%.

We can attribute some of this increase in ethnic minority leavers to 18% of the leavers held clearing helpline operator roles, 24% held research related roles and 6% were student roles (Interns, telethon student callers, year in industry placement roles) which would be short term appointments showing at least 48% of leavers were in student roles or a research related role.

RACE

TRAINING

Classroom courses provided		**353**

CLASSROOM BASED TRAINING

White	82.9%	3295
Ethnic Minority	14.3%	570
Asian	4.3%	172
Other ethnic	3.3%	133
Chinese	2.5%	100
Mixed	2.2%	87
Black	2.0%	78
Prefer not to say	2.5%	100
Not known	0.3%	12
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

Of the classroom-based training participants, 14.3% identified as from an ethnic minority background, which is comparable to last year and higher than the percentage of ethnic minority colleagues in our university pool (13.6%). When we look at the subcategory breakdown, we can see that they are all comparable to our pool of university staff.

There was a slight increase in white participants from 81.9% last year to 82.9%. The percentage of colleagues who preferred not to say was lower compared to last year (3.1%).

ONLINE TRAINING

White	79.6%	7389
Ethnic Minority	17.8%	1654
Asian	7.1%	663
Black	3.8%	350
Other ethnic	2.9%	266
Chinese	2.2%	203
Mixed	1.9%	172
Prefer not to say	2.5%	237
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete further mandatory learning modules i.e. GDPR refresher and Research Integrity training.

Of those who completed online training 17.8% identified as from an ethnic minority background, an increase from 0.1% last year and higher than the percentage of ethnic minority colleagues in our university pool (13.6%).

When we look at the subcategory breakdown, we can see that for the majority of ethnic subcategories the proportion of participants is higher compared to the pool of staff at the University (Asian, Black and Mixed ethnicity, and Chinese colleagues). However, the participation of other ethnic colleagues (2.9%) is lower than the pool of 3.9%. The percentage of white participants and those who preferred not to say was comparable to last year.

RACE

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

White	88.2%	15
Prefer not to say	11.8%	2
Total		**17**

DISCIPLINARY

White	75%	3
Ethnic Minority	25%	1
Other ethnic	25%	1
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, 88.2% (15) identified as white and 11.8% (2) preferred not to say.

As for the conducted disciplinary cases, 75% (3) identified as white, 25% (1) identified as from an ethnic minority background.

RELIGION & BELIEF

COLLEAGUE COMPOSITION

No religion	44.5%	1835
Christian	26.0%	1073
Prefer not to say	22.3%	916
Muslim	2.3%	95
Spiritual	1.8%	74
Hindu	1.1%	45
Any other religion or belief	1.0%	41
Buddhist	0.8%	32
Jewish	0.1%	6
Sikh	0.1%	4
Total		**4121**

Colleagues stating no religion represent the largest group at Swansea University, 44.5%. This is followed by those who are Christian 26% and prefer not to say, 22.3%. The order of the remaining religions and beliefs remain similar to last year,

The group of colleagues who preferred not to share their religion or belief group has decreased slightly, once again, from 24.3% last year to 22.3% this year, suggesting an increase in confidence of disclosing this information.

We have significantly more Christian colleagues, 26%, than the UK benchmark of 17.6%. The percentage of Muslim colleagues, 2.3%, is also higher than the UK benchmark of 1.9% (Advance HE Statistical Report 2022).

RECRUITMENT

Posts advertised		**971**

APPLICATIONS BY RELIGION & BELIEF

No religion	41.1%	2970
Christian	26.7%	1928
Muslim	12.1%	875
Prefer not to say	8.0%	579
Hindu	6.7%	486
Spiritual	2.2%	161
Buddhist	1.4%	98
Any other religion or belief	1.3%	93
Jewish	0.2%	17
Sikh	0.2%	14
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

The largest proportion of applicants are the same as last year; No Religion, 41.1% and Christian, 26.7%.

Muslim and Hindu representation of applicants has also increased from 11.5% to 12.1%, and 6.4% to 6.7% respectively.

RELIGION & BELIEF

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Sikh	21.4%	3
No religion	20.5%	609
Prefer not to say	15.5%	90
Spiritual	14.9%	24
Christian	14.8%	286
Any other religion or belief	14.0%	13
Buddhist	12.2%	12
Jewish	11.8%	2
Hindu	7.0%	34
Muslim	4.9%	43
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

Of applicants who disclosed their religion and belief, the highest success rate was for Sikh applicants which rose from 11.5% to 21.4%, an increase of 9.9%. However, caution must be taken, as actual numbers are low. Applicants with no religion rose from 16.6% last year to 20.5%, an increase of 3.9% from last year.

The success rates for Muslim (4.7% to 4.9%), Hindu (5.1% to 7%), Christian (12.7% to 14.8%), Spiritual (13.7% to 14.9%) and Buddhist (6.1% to 12.2%) colleagues have increased this year, however; Jewish colleagues have decreased (from 15.8% to 11.8%).

LEAVERS

No religion	52.3%	393
Christian	23.7%	178
Prefer not to say	13.5%	102
Muslim	4.3%	32
Hindu	2.1%	16
Spiritual	1.5%	11
Any other religion or belief	1.3%	10
Buddhist	1.2%	9
Sikh	0.1%	1
Total		**751**

52.3% of leavers defined themselves as having no religion, which is higher than the pool of 44.5%. The second highest proportion of leavers were Christians at 23.7%, which is slightly lower than the pool of 26%.

RELIGION & BELIEF

TRAINING

Classroom courses provided   **353**

CLASSROOM BASED TRAINING

No religion	46.9%	1650
Christian	26.1%	919
Prefer not to say	18.4%	647
Spiritual	2.5%	89
Muslim	2.2%	79
Buddhist	1.3%	46
Any other religion or belief	1.2%	41
Hindu	1.1%	39
Unknown	0.2%	6
Jewish	0.1%	5
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

48.6% of colleagues who undertook classroom-based training defined themselves as having no religion, followed by those who defined themselves as Christian at 25.8% and thirdly those who preferred not to say at 17%.

'No religion' figures have increased and 'prefer not to say' have decreased suggesting an increase in confidence in disclosing this information.

ONLINE TRAINING

No religion	50.9%	4418
Christian	25.5%	2211
Prefer not to say	14.4%	1246
Muslim	2.8%	243
Spiritual	1.8%	158
Hindu	1.6%	136
Buddhist	1.4%	120
Any other religion or belief	1.2%	106
Unknown	0.3%	23
Jewish	0.2%	20
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete further mandatory learning modules i.e. GDPR refresher and Research Integrity training.

55.6% of colleagues who undertook online training defined themselves as having no religion, followed by those who defined themselves as Christian at 23.6% and thirdly, those who prefer not to say at 10%

No religion figures have increased and 'prefer not to say' have decreased suggesting an increase in confidence in disclosing this information.

RELIGION & BELIEF

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

Christian	35.3%	6
Prefer not to say	35.3%	6
No religion	29.4%	5
Total		**17**

DISCIPLINARY

No religion	75.0%	3
Prefer not to say	25.0%	1
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, 35.3% (6) preferred not to say, 35.3% (6) identifies as Christian and 29.4% (5) expressed no religion.

As for the 4 conducted disciplinary cases, 75% (3) had no religion, and 25% (1) preferred not to say

SEX

COLLEAGUE COMPOSITION

Female	55.7%	2294
Male	44.3%	1827
Total		**4121**

BREAKDOWN BY SEX AND GRADE

Grade	F	%	M	%	Total	%
1	2	0.0	12	0.3	14	0.3
2	23	0.5	30	0.7	53	1.2
3	120	2.8	80	1.9	200	4.7
4	154	3.6	85	2.0	239	5.6
5	179	4.2	87	2.0	266	6.2
6	246	5.8	133	3.1	379	8.9
7	469	11.0	310	7.3	779	18.3
8	571	13.4	385	9.0	956	22.5
9	366	8.6	310	7.3	676	15.9
10	136	3.2	187	4.4	323	7.6
10a	16	0.4	9	0.2	25	0.6
11	74	1.7	196	4.6	270	6.3
Clinical[1]	41	1.0	37	0.9	78	1.8
Total	**2397**	**56.3**	**1861**	**43.7**	**4258**	**100**

[1] NHS, GP, and any clinical staff are grouped in the Clinical grade.

The proportion of female colleagues is slightly higher than the UK benchmark of 54.2%. The proportion of male colleagues has decreased by 1.4% and is lower than the UK benchmark of 45.8% (Advance HE Statistical Report 2022).

Note – information provided in this section refers to number of contracts as opposed to headcount.

Grade 8 continues to hold the highest percentage of colleagues for both females 13.4%, and males 9%.

More females occupy positions at grades 3,4,5,6,7,8,9,10a and clinical posts than males. More males occupy posts at grade 1,2, 10 and 11.

SEX

CONTRACT TYPE

ACADEMIC

Female	45.9%	841
Male	54.1%	993
Total		**1834**

PROFESSIONAL SERVICES

Female	64.2%	1556
Male	35.8%	868
Total		**2424**

FULL TIME

Female	50.3%	1584
Male	49.7%	1564
Total		**3148**

PART TIME

Female	73.2%	813
Male	26.8%	297
Total		**1110**

PERMANENT

Female	56.1%	1723
Male	43.9%	1346
Total		**3069**

FIXED TERM

Female	56.7%	675
Male	43.3%	515
Total		**1190**

Note – information provided in this section refers to number of contracts as opposed to headcount.

45.9% of all academic contracts (including clinical, research and tutors) are held by females, which is higher than last year (44%).

26% of professors are female (as at 31.3.22), an increase of 12% since 2012. This is slightly lower than the national HEI UK benchmark of 29% (Advance HE Statistical Report 2022).

64.2% of professional service contracts are held by females, compared to 35.8% held by males.

The percentage of full-time contracts held by males has reduced from 51.1% to 49.7% and the percentage of full time contracts held by females has increased from 49% to 50.3%.

The data shows that significantly more part time contracts are held by females. Of all the contracts held by females, 34% are part time, of all the contracts held by males, 16% are part time.

Of all contracts held by females, 28.1% are fixed term contracts and of all contracts held by males, 28% are fixed term contracts. These are both lower than last year, 28.5% and 29% respectively.

This continues to be a positive story and the result of an ongoing focus to review fixed term contracts at the point of renewal and convert to permanent contracts where feasible.

SEX

RECRUITMENT

Posts advertised		**971**

APPLICATIONS BY SEX

Female	50.8%	3668
Male	47.6%	3436
Prefer not to say	1.5%	107
Other	0.1%	10
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

50.8% of female applications were received, which was 3.5% higher than last year. 47.6% of male applications were received which was 1.2% lower than last year.

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Female	17.0%	624
Male	13.9%	477
Prefer not to say	13.1%	14
Other	10.0%	1
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

Female applicants are more successful (17%) than male (13.9%) applicants. Over the last 3 years we have seen an increase in successful female applicants of 4.9% from 12.1% in 2020-2021 to 17% 2022-2023.

SEX

GENDER PAY

Mean	14.4%
Median	5.7%

This is snapshot data taken on 31st March 2022, as reported in Gov.uk

The gender pay gap is the percentage difference of average pay between female and male colleagues. This is different to equal pay, which compares the pay of female and male colleagues 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. Further details can be found on our website.

The main 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 than males work at lower graded roles. We are pleased to note that the mean percentage gap has reduced by 0.9% over the past year and the median has reduced significantly by 5.4% to 5.7%.

LEAVERS

Female	52.6%	395
Male	47.4%	356
Total		**751**

The percentage of female leavers is lower than the university pool of female colleagues (55.7%). The rate of male leavers is higher than the university pool of male colleagues (44.3%).

SEX

TRAINING

Classroom courses provided		353

CLASSROOM BASED TRAINING

Female	65.1%	2588
Male	34.9%	1389
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

There has been an increase in the proportion of males attending classroom-based training by 1% since last year.

There has been a decrease in females attending classroom-based training by 1% since last year.

ONLINE TRAINING

Female	58.2%	5404
Male	41.8%	3876
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete further mandatory learning modules i.e. GDPR refresher and Research Integrity training.

There has been a decrease in the proportion of males attending online training by 5.8% since last year.

There has been an increase by 5.8% on females attending online training since last year.

SEX

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

Female	52.9%	9
Male	47.1%	8
Total		**17**

DISCIPLINARY

Male	75.0%	3
Female	25.0%	1
Total		**4**

Across this year's reporting period, 17 grievances were raised, and 4 disciplinary cases were conducted. This compares to 9 grievances and 12 disciplinary cases conducted last year.

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, 52.9% (9) were female and 47.1% (8) were male.

As for the conducted disciplinary cases, 75 % (3) were male and 25% (1) were female.

SEXUAL ORIENTATION

COLLEAGUE COMPOSITION

Heterosexual	74.9%	3088
Prefer not to say	19.4%	801
LGB+	5.6%	232
Bi	2.6%	106
Gay man	1.5%	63
Gay woman/Lesbian	1.0%	40
Other	0.6%	23
Total		**4121**

The total disclosure for LGB+ colleagues has increased to 5.6% this year from 4.5% last year, and this (remains above) is below the UK benchmark of 3.7% (Advance HE Statistical Report 2022).

Heterosexual colleague disclosures remain the largest proportion and have increased by 0.9% from 74% last year to 74.9% this year.

The number of colleagues who prefer not to say has dropped by 1.9%, from 21.2% last year to 19.4% this year, indicating increased confidence in disclosing this information.

Information relating to gender reassignment is presented on page 15 of this report.

RECRUITMENT

Posts advertised		**971**

APPLICATIONS BY ORIENTATION

Heterosexual	82.1%	5928
LGB+	9.2%	664
Bi	5.2%	374
Gay man	1.9%	135
Other	1.5%	107
Gay woman/lesbian	0.7%	48
Prefer not to say	8.7%	629
Applications received		**7221**

The number of posts advertised (971), and number of applications (7221) have both decreased slightly compared to last year (2021-2022), 1100 and 10,800 respectively.

We have seen a decrease in applications and this is reflected throughout the HE sector. Some of the reasons include returning to more pre-covid levels, demographic dips and reduced candidates in the labour market.

The percentage of LGB+ applicants has increased slightly from 8.5% last year to 9.2% this year. There has been a slight increase in the percentage of heterosexual applicants by 1.1%, from 81% last year to 82.1% this year.

There has been a decrease in applicants responding 'prefer not to say' from 9.1% last year to 8.7% this year, indicating increased confidence in disclosing this information.

SEXUAL ORIENTATION

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

LGB+	16.6%	110
Bi	20.3%	76
Gay woman/lesbian	16.7%	8
Gay man	11.1%	15
Other	10.3%	11
Heterosexual	15.4%	910
Prefer not to say	15.3%	96
Total success rate	**15.5%**	**1116**

The overall applicant success rate has increased from 13.3% to 15.5%.

The success rate has increased over the last three years. This appears to be a direct consequence of the decreasing volume of applicants per role, on average. In 20/21 we had just over 10 applicants per role, in 21/22 it was just below 10, but in 22/23 it dropped to just below 8 applicants per role, on average.

The success rate for LGB+ applicants has increased from 14.9% last year to 16.6% this year. This also remains higher than the success rate of heterosexual applicants which is 15.4% this year (an increase of 1.2%, compared to last year).

LEAVERS

Heterosexual	78.6%	590
Prefer not to say	13.7%	103
LGB+	7.7%	58
Bi	4.3%	32
Gay man	2.3%	17
Other	0.7%	5
Gay woman/lesbian	0.5%	4
Total		**751**

78.6% of leavers defined themselves as Heterosexual and 7.7% of leavers defined themselves as LGB+, which is greater than the pool of LGB+ colleagues (5.6%).

TRAINING

Classroom courses provided	**353**

CLASSROOM BASED TRAINING

Heterosexual	78.9%	3136
Prefer not to say	13.9%	555
LGB+	7.2%	286
Bi	3.5%	141
Gay man	1.8%	73
Gay woman/lesbian	1.0%	40
Other	0.8%	32
Total		**3977**

The number of classroom courses (353) has increased slightly during the reporting period as compared to last year (301). The number of classroom-based training participants has increased (3977) slightly compared to last year (3521).

The increase in classroom training can be attributed to the university launching new line manager training modules, increase in demand for further menopause modules and returning to more classroom-based staff induction courses than previous years, this reflects post pandemic working arrangements.

The percentage of LGB+ colleagues has increased for classroom-based training from 6.9 % to 7.2% and is greater than the pool of LGB+ colleagues (5.6%).

SEXUAL ORIENTATION

ONLINE TRAINING

Heterosexual	79.9%	7412
LGB+	11.5%	1063
Bi	5.9%	543
Gay man	3.6%	336
Other	1.2%	111
Gay woman/lesbian	0.8%	73
Prefer not to say	8.6%	805
Total		**9280**

The number of online training participants has increased slightly from 9280 this year, as compared to 8681 last year.

The increase in online training can be attributed to the university's drive to complete further mandatory learning modules GDPR refresher and Research Integrity training.

The percentage of LGB+ colleagues has increased for online training from 7.6 % to 11.5% and is greater than the pool of LGB+ colleagues (5.6%).

GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

GRIEVANCE

Heterosexual	58.8%	10
Prefer not to say	41.2%	7
Total		**17**

DISCIPLINARY

Heterosexual	75.0%	3
Prefer not to say	25.0%	1
Total		**4**

The number of grievances have increased this year (17) compared to last year (4); however, these grievances are not linked to a particular protected characteristic.

Of the grievances, 58.8% (10) identified as heterosexual and 41.2% (7) preferred not to say.

For the conducted disciplinary cases, 75% (3) colleagues identified as heterosexual, and 25% (1) preferred not to say.

EQUALITY IMPACT ASSESSMENTS

EQUALITY IMPACT ASSESSMENTS (EIA'S) WERE CONDUCTED OVER THE REPORTING PERIOD OF 1ST APRIL 2022 - 31ST MARCH 2023

Amongst those completed during the reporting period were Equality Impact Assessments on:

Appointments Policy, Real living Wage Implementation, Flexi time Policy, Children on campus policy, Secondment Policy, University Digital Strategy, Electric Vehicle and Charging Policy Arrangements, International Travel Policy and Risk Assessments, Degree Apprenticeship Funding Application.

STUDENT DATA 2022/2023

SEX

Female	51%	13974
Male	49%	13406
Non-binary	<1%	117
Other	<1%	145
Total		**27642**

UNDERGRADUATE

Male	51%	9448
Female	48%	8945
Non-binary	<1%	90
Other	<1%	132
Total		**18615**

POSTGRADUATE

Female	56%	5029
Male	44%	3958
Non-binary	<1%	27
Other	<1%	13
Total		**9027**

GENDER REASSIGNMENT

Same as at birth	95%	26143
Unknown	5%	1277
Different to at birth	<1%	222

SEXUAL ORIENTATION

Heterosexual	76%	21094
Unknown	12%	3357
Bi	7%	1905
Other	3%	743
Gay man	1%	286
Gay woman	1%	257

RELIGION

No religion	46%	12780
Christian	24%	6699
Not known	9%	2510
Muslim	7%	1944
Other religion	13%	3709

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

DISABILITY

No known disability	84%	23233
Disabled	16%	4409

AGE

<19	32%	8761
19-21	25%	6781
22-24	13%	3713
25+	30%	8387

UNDERGRADUATE

<19	47%	8761
19-21	31%	5846
22-24	7%	1267
25+	15%	2741

POSTGRADUATE

19-21	10%	935
22-24	27%	2446
25+	63%	5646

STUDENT DATA 2022/2023

RACE

White	59%	16323
Ethnic minority	36%	10034
Unknown	5%	1285

(includes not known and unknown)

Ethnic minority includes Bangladeshi, Black, Chinese, Indian, Mixed, Other, Arab, Asian, and Pakistani.

TOTAL ETHNIC MINORITY STUDENTS

Asian	12%	3340
Black	9%	2434
Mixed	6%	1791
Chinese	4%	972
Arab	3%	826
Other	2%	671

TOTAL NON-UK ETHNIC MINORITY STUDENTS

Asian	8%	2115
Black	7%	1935
Mixed	4%	1098
Chinese	3%	859
Arab	3%	709
Other	1%	329

TOTAL UK ETHNIC MINORITY STUDENTS

Asian	4%	1225
Mixed	3%	693
Black	2%	499
Other	1%	342
Arab	<1%	117
Chinese	<1%	113

BUILDING AWARENESS

SWANSEA UNIVERSITY EVENTS 1ST APRIL 2022 – 31ST MARCH 2023

PRIDE MONTH / **JUNE 2022**

Make caring Visible, Valued and Supported

Carers Week
6-12 June 2022

Carers Week

CARER'S WEEK / **6TH–12TH JUNE 2022**

INTERNATIONAL SIGN LANGUAGE DAY
23RD SEPTEMBER 2022

2023
INTERNATIONAL DAY OF SIGN LANGUAGES

Spread **love** NOT HATE
STOP HATE UK
STOP HATE. START HERE

B:M

#TIMEFORCHANGE:ACTIONNOTWORDS

BLACK HISTORY MONTH / **OCTOBER 2022**

HATE CRIME AWARENESS WEEK
8–15TH OCTOBER 2022

INTERFAITH WEEK
14TH–18TH NOVEMBER 2022

LGBT+
HISTORY
MONTH

LESBIAN GAY BISEXUAL TRANS +
LGBT+ 2023
HISTORY MONTH

LGBT+ History Month

Inter Faith Week
www.interfaithweek.org

HOLOCAUST MEMORIAL DAY 27/1

HOLOCAUST MEMORIAL DAY
27TH JANUARY 2023

LGBT+ HISTORY MONTH / **FEBRUARY 2023**

International Women's Day
INTERNATIONAL WOMEN'S DAY 2023
#BreakTheBias
INTERNATIONAL WOMENS DAY
MARCH 2023

THE Bigger PICTURE Festival 2023
BywydCampws CampusLife U

BIGGER PICTURE FESTIVAL / **MARCH 2023**

The Strategic Equality Plan 2020-2024 can be viewed online.
Progress made for period 1st April 2022- 31st March 2023 is highlighted below.

OUTCOME 1

Ensure fairness in pay with regards to gender, ethnicity and disability, by reporting on and reducing the identified pay gaps.

OBJECTIVES AND OVERALL SUCCESS MEASURE	PROGRESS REPORT:
Gender: To reduce the current mean gender pay gap by 2 percentage points by 2024.	During the reporting period the mean percentage gap has reduced from 15.3% to 14.4% and the median has reduced significantly from 11.1% to 5.7% percent. We will continue work to reduce the gap further.

OUTCOME 2

Promote and improve a culture of dignity and respect for all by increasing awareness of reporting of bullying and harassment.

OBJECTIVES AND OVERALL SUCCESS MEASURE	PROGRESS REPORT:
Colleagues and students demonstrate an increased awareness of policy in relation to Dignity at Work and Study.	A review of the Dignity at Work and Study policy by Human Resources and Academic Services is in its final stages. Awareness of the Dignity at Work and Study policy is promoted via staff induction and all staff emails.
Colleagues and students report an increased confidence in the reporting of bullying and harassment.	The University has been awarded a Hate Crime Charter Trustmark for the second year running. This trust mark awarded by Victim Support is recognition of our commitment to delivering on the actions contained within the Charter. This continues to be a work in progress. Implementation of the Report and Support system for sexual violence has commenced this year and this will continue to be a work in progress until the system is utilised to its fullest potential.

OUTCOME 3

An improved diversity of representation on university governance committees.

OBJECTIVES AND OVERALL SUCCESS MEASURE	PROGRESS REPORT:
There is a 50/50 gender balance on Council University committees, where this has not been achieved so far.	All Council University committees now have access to and review the diversity of their members in advance of appointment processes. At present the female representation is 42% on Council has increased as a result of positive action taken and this remains a work in progress.
Increase the percentage of Council members from an ethnic minority background to 10%, reflective of the local area.	All Council University committees now have access to and review the diversity of their members in advance of appointment processes. University Council members from an ethnic minority background currently make up 26% of Council which is greater than the local community representation.

OUTCOME 4

Attract and recruit diverse and quality leaders who fulfil our leadership values and behaviours.

OBJECTIVES AND OVERALL SUCCESS MEASURE	PROGRESS REPORT:
Over the 4 year period, for all PVC, Director and PVC Executive Deans, 50% of those appointed are female.	During the reporting period females represented 53% of all PVC, Director and PVC Executive Deans and females represented 67% of the University Senior Leadership team. This continues to be a work in progress and opportunities to maintain representation of women in leadership positions will continue to be taken.
Over the 4 year period, for all PVC, Director and Heads of Faculty roles, 15% of those appointed are from an ethnic minority background	During the reporting period there were no new appointments from an ethnic minority background for PVC, Director or Heads of Faculty roles. The University Senior Leadership team is currently under representative of our ethnic minority colleagues and this is being addressed as part of our Race Equality action plan. The University aims to make a submission for the Race Equality Charter in 2024.
Over the 4-year period to increase the percentage of LGBT+ Professors to 2.4%.	As at 31st March 2023 2.4% of Professors identified as LGBT+. This objective has been achieved but we will still continue to progress work in this area.

OUTCOME 5

To develop a diverse, high quality academic and professional services workforce.

OBJECTIVES AND OVERALL SUCCESS MEASURE	**PROGRESS REPORT:**
Higher success rate of all applicants to academic promotions at all levels, specifically a higher success rate for female academic and academics from an ethnic minority background	In the 2021/2022 promotions round, the success rate of female academics has increased 58% compared to 2015. The success rate of academics from an ethnic minority background has increased 67% compared to 2015. Overall there has been a 50% increase in successful applications compared to 2015. This continues to be a work in progress.

OUTCOME 6

To attract and recruit a diverse high quality academic and professional services colleagues that share our ambition.

OBJECTIVES AND OVERALL SUCCESS MEASURE	**PROGRESS REPORT:**
Numbers of female Professors increased to sector benchmark.	26% of Professors are female, an increase of 12% since 2012. The current sector benchmark is 29% and work in this area continues. We continue to use the opportunities that we have, to attract females to Professorial positions.
To increase the success rate for applicants from an ethnic minority background at appointment, to make this comparable to white applicants.	The success rate for applicants from an ethnic minority background at appointment (7.6%) continues to be lower than white applicants (20.8%). We will continue our work in this area, and targeted actions to address this difference will be included in the University Race Equality Action Plan.

OUTCOME 7

Excelling achievement for students from all ethnic backgrounds

OBJECTIVES AND OVERALL SUCCESS MEASURE	**PROGRESS REPORT:**
The degree awarding differential for students from an ethnic minority background is reduced	A student race awareness course has been implemented. A multivariate analysis has been started on differential degree outcomes for students from ethnic minority groups.

OUTCOME 8

Delivery of an innovative and collaborative CONNECT programme aimed at students to promote positive and healthy behaviours.

OBJECTIVES AND OVERALL SUCCESS MEASURE

To embed wellbeing into the culture of our institutions, creating a connected community with trained colleagues and students ("Connectors"), enabling a shift to a whole university approach supporting mental health and wellbeing.

To establish a sustainable preventative model of delivery that is flexible and meets the differing needs of partner institutions, and, changes in student wellbeing needs over time.

PROGRESS REPORT:

The programme has been delivered with over 100 students and colleagues being trained up as connectors, as well as Staff being trained up as Mental Health First Aiders. A number of successful elements from the programme have been embedded and sustained and a greater emphasis has now been placed on Social Prescribing with formal links between services that support neurodivergent students and Active Swansea.

OUTCOME 9

Centenary curriculum commitment will be embedded by 2024

OBJECTIVES AND OVERALL SUCCESS MEASURE

The six dimensions of the Centenary Curriculum will be embedded to the highest standard within all programmes to develop the Swansea Graduate.

PROGRESS REPORT:

The principles and attributes established through the Centenary Curriculum will continue to be refined and embedded in the next phase of the ongoing curriculum redesign work

Notes on the data presented: To allow for easy comparisons, this report follows a similar format to previous years. The majority of data covers the period of 1 April 2022 – 31 March 2023; where snapshot data has been used, this has been noted as of 31 March 2023. All benchmarking data is from the Advance HE Higher Education Statistical Report 2022 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.

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ANY COMMENTS OR QUERIES REGARDING
THIS ANNUAL REPORT CAN BE MADE TO
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Thank you to all academic and professional services staff for their valuable contribution towards progressing the equality agenda including members of the Equality Committee. Contributions by the following individuals are recognised however this list is not exhaustive.

EQUALITY COMMITTEE MEMBERS / EDI LEADS / OFFICERS

Adesola Ademiloye, Alison Braddock, Alison Llewelyn, Alma Rahat, Amanda Williams, Camilla Knight, Cinzia Giannetti, Daffydd Turner, Debdulal Roy, Delyth Thomas, Em Cookson-Williams, Emma Hughes, Emma Spacey, Fiona Jordan, Frances Lloyd, Gareth Stratton, Jennifer Thompson, Katie Hebborn , Laura Wilkinson, Liza Leibowitz, Lella Nouri, Lyn Davies, Marie Cheshire Allen, Matt Garrad, Minkesh Sood, Misbha Khanum, Mohsen El-Beltagi, Pamela Styles, Rhiannon Owen, Roberta Magnani, Ruth Hopkins, Samantha Guard, Shaz Abedean, Sian Thomas, Simon Hoffman, Sonja Consuegra Del Olma,Suki Collins and Zinab Battar.

SWANSEA ACADEMY OF INCLUSIVITY AND LEARNER SUPPORT TEAM:

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