

York St John University Annual Report on Equality and Diversity 2019

Presented to (1) People Committee on 12 May 2020, (2) Governing Body on 9 July 2020
For the purpose of publication, the numbers have been redacted in line with the [HESA rounding and suppression methodology](#). All numbers end on a '0' or a '5' and percentages based on fewer than 22.5 individuals are suppressed.

1. Introduction

- 1.1. The Higher Education Code of Governance requires governing bodies to “promote equality and diversity throughout the institution, including in relation to its own operation.”¹, this should support compliance with the public sector Equality Duty.
- 1.2. This fifth Annual Report on Equality and Diversity provides a broad overview of progress on equality and diversity and specifically on the achievement of our equality objectives during the calendar year 2019. By posting the report on the University’s website, the University complies with the specific equality duties to publish equality outcomes and report on progress.
- 1.3. Key achievements in 2019:
 - The race equality taskforce reported its findings and recommendations to Executive Board
 - We were listed as a Top 100 LGBT Employer for the fifth time and are a Stonewall Top 20 Trans Employer.
 - We retained our status as Disability Confident Employer (Level 2).
- 1.4. The report sets out the external and institutional context for equality and diversity, considers student and staff equality data, and reports against key equality objectives. At the end, it provides an outlook on 2020. The report sits alongside the Gender Pay Gap report (PC.19.03.29, to note), the Access and Participation Plan (APP, GB18.04.104) and the APP Impact Report (scheduled for Governing Body November 2020 meeting).

2. Governing Body’s responsibilities for equality and diversity

- 2.1. Each year, Governing Body and its committees receive relevant reports. Following the Annual Equality and Diversity Report at the Governing Body’s March 2019 meeting, in May 2019 People Committee reviewed the student and staff equality data, It was agreed that in future the People Committee would consider the annual equality and diversity report at its May meeting before it is presented to Governing Body in July. Additionally, Foundation Committee considered an annual report on student religion and belief and received a presentation about the University’s application to Athena SWAN charter at the October meeting.
- 2.2. Governing Body appointed a new Chancellor, Reeta Chakrabarti, an internationally recognised figurehead for championing women’s rights and opportunities.
- 2.3. Governing Body has 4 female and 13 male governors, including the new (female) Vice Chancellor and 2 male governors who were appointed in November 2019; four out of five governing body committee chairs remain men. At its meeting in June 2019, the Governance and Nominations Committee considered a report on the diversity of the Governing Body and its committees. The minutes recorded that the Board is fully aware of and acknowledged the importance of diversity, and that appointments had been, and should continue to be, determined by the needs of the institution.
- 2.4. Governor Mohammed Ali continues to support the University’s work on race equality, while Governor Maggie Pavlou champions the University’s application to the Athena SWAN Charter.

¹ <https://www.universitychairs.ac.uk/wp-content/uploads/2015/02/Code-Final.pdf>

3. Legislative and policy developments in 2019

- 3.1. The Office for Students (OfS) published a new approach to widening participation, and now requires Universities to publish a five year Access and Participation Plan (APP). The University's APP 2020//1-2024/5² was approved in July 2019 by Governing Body, and arrangements for oversight and implementation have been made. Details of our progress will be provided in the APP Impact report at the Governing Body's November meeting.
- 3.2. The Equality and Human Rights Commission published findings of their inquiry into racial harassment in Universities in Britain. The University promoted their call for evidence and responded to their survey. The Commission found that many Universities significantly underestimate the scale of racism on the campus and have inadequate processes to deal with racial harassment. The University is committed to ensuring that we have effective mechanisms to report race-related incidents and provide an appropriate response, and to promote these to students and staff.³ Since September students can report hate crime through the Report and Support Platform. This has had a minimal take-up and in 2020 we continue to raise awareness of reporting channels.

4. Equality data

- 4.1. We provide key observations about the diversity of the student body and the workforce. Detailed data covering the past 3 years are in appendix A, while details of 2018/9 student and staff equality data are available on the website: yorksj.ac.uk/policies-and-documents/equality-data/.
- 4.2. Declaration rates indicate how comfortable people feel about being open and inform the confidence level of our data. The summary of the equality data shows that there have been some slight movements in figures over the last 12 months mostly in the positive direction.
- 4.3. Over a period of 3 years, the student declaration rates show an encouraging upward trend (religion and belief: 95.4%, up by 9 percentage points (pp), sexual orientation: 91.4%, up by 5.9 pp; transgender status: 96.9%, up by 4.3pp).
- 4.4. The staff declaration rates paint a more mixed picture: while since 2016 declaration has increased for most groups, this is not the case for ethnicity (disability: 98%, up by 0.2pp; religion and belief: 90.6%, up by 7.4pp; sexual orientation: 87.9%, up by 10.3pp; ethnicity: 97.3%, down by 1.3pp).
- 4.5. The increase in declaration of sexual orientation, alongside the growth in representation of LGB students and employees is really positive, and likely partly attributable to the University's position in the Stonewall Workplace Equality Index, our promotion of and support for York LGBT events, our trans inclusive framework and the success of our staff LGBT network.
- 4.6. Regarding disability, we have a high disclosure rate amongst staff and representation of disabled staff and students continue to grow; we're well above the national average and more than Guild HE. We retained our status as Disability Confident Employer (Level 2), introduced disability leave and reviewed the Supporting Disabled Staff policy and procedures. The Disability Staff Network provides a small but steadily growing forum for peer support and consultation. Further detail about closing gaps for disabled students will be provided in the APP Impact report.
- 4.7. There has been a positive increase in the number of female professional staff at Grades 8 & 9 (women 64%, men 36%). Further detail about the gender data and equality initiatives is provided in the Gender Pay Gap report (PC.19.03.29).

² https://apis.officeforstudents.org.uk/accessplansdownloads/2024/YorkStJohnUniversity_APP_2020-21_V1_10007713.pdf

³ This was a recommendation from the Race Equality Taskforce

- 4.8. Although the decrease in disclosure for ethnicity appears marginal, considering that over twice as many employees chose not to declare (25 in 2019) alongside the small number of BAME employees (45) those numbers impact on reliability of our data and raise a question about why this small group decided not to declare their ethnicity (which could be any ethnic group).
- 4.9. BAME student and staff figures have increased slightly to 5.8% and 4.8% respectively, still significantly below the national average. While job applications from BAME individuals have increased and more are being shortlisted, they are still less likely to be offered a job. Tackling race inequalities remains a priority and the commitment to join the Race Equality Charter in summer 2020 is a significant step forward in our work.

5. Progress on equality objectives

- 5.1. The University operates under a collaborative structure to deliver against equality objectives and meet the requirements of the Office for Students (OfS) and public sector Equality Duty. Details of the structure are referenced in previous annual reports to Governing Body.
- 5.2. All policies and major projects are subject to the equality impact assessment (EIA), to help us meet the equality duties. In 2019 the University reviewed the process, and we launched a revised streamlined approach in 2020. The Executive Board will prioritise equality impact assessment in line with the strategic dashboard, and where possible the EIA will be integrated into other processes like the corporate policy management framework and procurement.
- 5.3. The 2026 Strategy has four equality measures of success:
- Positive TEF metrics in satisfaction, retention and outcomes for underrepresented groups (10).
 - Increase the representation of BAME staff and students to 10% of the University's population (12).
 - All staff are engaged in Equality & Diversity training and development appropriate to their role (13).
 - Median gender pay gap below 10% (25).

Positive TEF metrics in satisfaction, retention and outcomes for underrepresented groups.

- 5.4. We published the Access and Participation Plan (APP), an ambitious plan setting out how we address inequalities. A steering group and Tracking and Evaluation subgroup have been established. The detail will be provided in the separate APP Impact report to Governing Body.

Increase the representation of BAME staff and students to 10% of the University's population.

- 5.5. York St John has significant under-representation of BAME students and staff compared to the sector. A taskforce was set up to understand what racial inequalities currently exist and identify steps to address these. In autumn 2019 they reported to the Executive Board who have accepted all recommendations. The Race Equality report is available via [Teams](#). A small implementation group has been set up to support the delivery of the recommendations.
- 5.6. The Executive Board has set a specific target that by 2026, at least 10% of senior level appointments (grade 9 and above) are BAME individuals, through promotions as well as external appointments. In 2019, the BAME Network co-chairs, who are also members of the taskforce, attended the Diversifying Leadership Programme for BAME staff. One subsequently took up a temporary role as Acting Subject Director. The University continues to fund two places annually, and are mindful of gender balance.

All staff are engaged in Equality & Diversity training and development appropriate to their role.

- 5.7. For the academic year up until September 2019 there were 615 learners that accessed equality and diversity training activity (mandatory e-learn and face to face workshops), which equates to 71% of staff, with a financial commitment of £21,400.
- 5.8. Our interview panels should always have at least one person who has attended an unconscious bias in recruitment workshop. This remains a key tool in addressing inequalities in recruitment. Over the period of a year 95 staff members attended the workshop (11% of all staff), an increase on 45 participants the previous year. We also encourage all people on panels to refresh themselves with the learning content from the online e-learn module, and for the same period 185 staff (21%) completed the Unconscious Bias e module. The benefit of this is that they can access this learning on demand without having to wait for the next face to face workshop to be scheduled.
- 5.9. The Equality and Diversity Adviser and the Head of Research Office have delivered Advance HE training on equality and mitigating bias to all staff with REF responsibilities, through workshops and digitally.

Median gender pay gap below 10%.

- 5.10. This is covered in the Gender Pay Gap report.

6. Outlook on 2020

- In 2020 a diverse group of students will be recruited to contribute to the Access and Participation Plan Tracking and Evaluation Subgroup, bringing the Student Voice to the process.
- A new People and Culture Strategy underpins our overall 2026 Strategic plan. This delivers strategic and tactical interventions which will help move forward our approach to equality. The strategy was discussed by the People Committee in February 2020 (PC.19.02.15).
- The University will join the Race Equality Charter network.
- The University intends to submit an application to Athena SWAN in November 2020.

Appendix A: Staff Equality Data 2019

The table below shows the University's workforce profile as at 1 November of the last 5 years in relation to disability, ethnicity, religion & belief, sex and sexual orientation. Where the numbers of under-represented groups are too low, e.g. in relation to sexual orientation, only the university total is shown. Currently no employees have declared transgender status.

Table 1 Gender: Representation of women

Year	Total		Executive Board		Academic		Professional Support		Ancillary	
	#	%	#	%	#	%	#	%	#	%
2019	535	59.3%	**		160	49.2%	335	69.5%	35	41.7%
2018	505	58.5%			160	50.6%	300	67.2%	35	42.1%
2017	475	60.2%			150	51.2%	285	69.9%	35	43.6%
2016	455	60.9%			140	50.9%	270	70.7%	30	44.9%
2015	470	60.4%			150	51.2%	280	70.1%	35	44%

Table 2 Disclosure: People choosing not to declare, by disability, ethnicity, religion and sexual orientation.

Year	Disability		Ethnicity		Religion/belief		Sexual orientation	
	#	%	#	%	#	%	#	%
2019	20	2.0%	25	2.7%	85	9.4%	110	12.1%
2018	15	1.5%	15	2%	85	10.1%	110	12.7%
2017	15	1.9%	15	1.7%	90	11.7%	130	16.8%
2016	25	3.5%	15	1.9%	110	14.7%	150	20%
2015	15	2.2%	10	1.4%	130	16.8%	175	22.4%

Table 3 Disability: representation of disabled people

Year	Total		Executive Board		Academic		Professional Support		Ancillary	
	#	%	#	%	#	%	#	%	#	%
2019	75	8.3%	**		25	7.3%	45	9.5%	5	4.8%
2018	70	8.2%			25	7.2%	40	8.9%	5	8%
2017	45	5.8%			15	5.5%	25	6.1%	5	6.4%
2016	45	6%			15	5.2%	25	6.5%	5	7.2%
2015	45	6%			15	5.5%	25	6.5%	5	6.7%

Table 4 Ethnicity: representation of BAME people

Year	Total		Executive Board		Academic		Professional Support		Ancillary	
	#	%	#	%	#	%	#	%	#	%
2019	45	4.8%	**		20	6.4%	20	4.1%	0	2.4%
2018	35	4%			20	5.9%	15	2.9%	0	3.4%
2017	30	3.8%			15	4.5%	15	3.4%	0	3.8%

** Executive Board data suppressed as smaller than 22.5 individuals.

2016	35	5%			15	5.5%	20	5.5%	0	1.4%
2015	35	4.5%			15	5.9%	15	4%	0	2.7%

Table 5 Religion or belief: representation of people of different religions and none

Year	No religion		Christian		Other religion	
	#	%	#	%	#	%
2019	425	47.1%	335	37.1%	55	6.3%
2018	405	46.7%	320	37.2%	50	6%
2017	345	43.6%	310	39.1%	45	5.6%
2016	300	40.3%	290	39.2%	45	5.7%
2015	290	37.1%	210	39.4%	15	1.9%

Table 6 Sexual orientation: representation of LGB people

Year	LGB+	
	#	%
2019	70	7.6%
2018	60	7.2%
2017	55	6.7%
2016	45	5.8%
2015	40	5.1%

Appendix B: Student Equality Data

The tables show the profile of the University's student body in the academic years 2016/7 to 2018/9 in relation to age, disability, ethnicity, religion & belief, sex, sexual orientation and transgender status. Where possible we have included a breakdown of undergraduate and postgraduate students, and the national and Guild HE average for 2018/9.

1. Age

Table 1a: YSJU students - Age

Year	All			UG			PG		
	Young	Mature	Mature %	Young	Mature	Mature %	Young	Mature	Mature %
2018/9	4910	1710	25.8%	4640	1190	20.4%	270	520	65.9%
2017/8	5090	1155	18.5%	4735	730	13.3%	360	430	54.5%
2016/7	4580	1360	22.9%	4215	900	17.7%	365	460	55.6%

Table 1b: YSJU Postgraduate students - Age

Year	PGT			PGR		
	Young	Mature	Mature %	Young	Mature	Mature %
2018/9	245	410	62.8%	25	110	81.8%

2. Disability

Table 2a: YSJU students – disability

Year	All			UG			PG		
	Disabled	Non-Disabled	Disabled %	Disabled	Non-Disabled	Disabled %	Disabled	Non-Disabled	Disabled %
2018/9	1310	5305	19.8%	1180	4650	20.2%	130	655	16.8%
2017/8	1150	5100	18.4%	1010	4455	18.5%	140	645	17.8%
2016/7	975	4965	16%	850	4010	17.5%	115	540	17.7%

Table 2b: YSJU postgraduate students – disability

Year	PGT			PGR		
	Disabled	Non-Disabled	Disabled %	Disabled	Non-Disabled	Disabled %
2018/9	115	540	17.5%	15	115	12.9%

Table 2c: Disabled students by YSJU/mission group/nationally 2017/8

	Disabled %
YSJU	18.4%
UK	12.9%
Guild HE	18.7%

3. Ethnicity (UK/EU)

Table 3a: YSJU UK/EU students – ethnicity

Year	All			UG			PG		
	BAME	White	BAME%	BAME	White	BAME%	BAME	White	BAME%
2018/9	360	5875	5.8%	320	5226	5.8%	40	651	5.8%
2017/8	340	5570	5.7%	305	4928	5.8%	35	640	5.1%
2016/7	265	5240	4.8%	230	4624	4.7%	35	616	5.2%

Table 3b: YSJU UK/EU Postgraduate students – ethnicity

Year	PGT			PGR		
	BAME	White	BAME%	BAME	White	BAME%
2018/9	35	540	5.8%	5	110	5.1%

Table 3c: BAME by YSJU/mission group/nationally 2017/8

	BAME%
YSJU	5.7%
UK	23.6%
Guild HE	14.3%

4. Ethnicity (International)

Table 4a: YSJU international students – ethnicity

Year	All			UG			PG		
	BAME	White	BAME%	BAME	White	BAME%	BAME	White	BAME%
2018/9	185	165	53.0%	120	145	45.5%	65	20	75.9%
2017/8	190	135	59.1%	110	110	50.7%	80	25	76.4%
2016/7	330	90	77.1%	180	70	70.8%	150	20	86.5%

Table 4b: YSJU international Postgraduate students – ethnicity

Year	PGT			PGR		
	BAME	White	BAME%	BAME	White	BAME%
2018/9	55	15	76.7%	*	5	71.4%

5. Sex

Table 5a: YSJU students – sex

Year	All			UG			PG		
	Female	Male	F %	Female	Male	F %	Female	Male	F %
2018/9	4395	2220	66.4%	3875	1955	66.5%	520	270	80.9%
2017/8	4215	2030	67.5%	3685	1775	67.4%	535	245	67.9%
2016/7	4080	1860	68.7%	3270	1590	67.3%	815	270	75.1%

Table 5b: YSJU postgraduate students – sex

Year	PGT			PGR		
	Female	Male	F %	Female	Male	F %
2018/9	450	205	30.9%	65	65	50.0%

Table 5c: Female students by YSJU/mission group/nationally 2017/8

	F %
YSJU	67.5%
UK	57.0%
Guild HE	64.6%

6. Sexual orientation

Table 6: YSJU students – sexual orientation

Year	All				UG			PG		
	LGB+	Hetero	LGB+%	Declaration	LGB+	Hetero	LGB+%	LGB+	Hetero	LGB+%
2018/9	593	5345	9.0%	91.4%	546	4712	9.4%	47	633	6.9%
2017/8	599	5096	9.6%	91.1%	553	4471	10.1%	46	625	5.8%
2016/7	357	4664	7.1%	85.5%	366	4055	7.2%	57	609	6.9%

7. Religion or belief

Table 8: YSJU students – religion or belief

Year	All students						Declaration %
	Christian		Other religions		No religion		
2018/9	2040	30.8%	373	5.6%	4205	63.5%	95.4%
2017/8	2025	32.4%	323	5.2%	3540	56.6%	94.2%
2016/7	1870	31.5%	323	5.4%	2941	49.5%	86.4%

8. Transgender identity

Table 7: YSJU students – transgender identity

Year	All students			Declaration %
	Cis	Trans	Trans %	
2018/9	6225	125	1.9%	96.9%
2017/8	5842	148	2.7%	93.5%
2016/7	5273	228	3.8%	92.6%