



Swansea  
University  
Prifysgol  
Abertawe

**BUILDING AWARENESS  
CELEBRATING DIVERSITY  
CHAMPIONING EQUALITY  
ENHANCING INCLUSIVITY**



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**EQUALITY ANNUAL REPORT**

**2021 - 2022**

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# Welcome

As the Chair of the Swansea University Equality Committee, I am pleased to share this year's Equality Annual Report which presents Swansea University's equality monitoring data for the period 2021/2022. During the reporting period we have seen COVID19 restrictions gradually lift in Wales and a planned phased return to campus for many staff and students at Swansea in line with Welsh Government guidance. The year has, nevertheless, still had its challenges for many as we have continued to adapt to our new ways of working. I would like to thank all our colleagues across the University who have worked together during this time to continually progress the equality agenda. A list of these colleagues and who are key contacts in progressing this agenda can be found at the rear of this report.

Whilst we are legally required to publish this report, it's important to note that Swansea University is also fully committed to ensuring fairness and equality for all its staff and students. The content of this report is used to inform the University's priorities for equality, diversity and inclusion (EDI) and an update on the progress made towards our [University Strategic Equality Plan\(2020-2024\)](#) can be found towards the end of this report.

Despite the ever-changing landscape, equality, diversity and inclusivity has remained a key priority for the University as we continue to make progress against our strategic equality objectives.

## **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 34.3% last year to 38% 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 gap between the success rate of ethnic minority and white candidates, which we will continue to address.
- The success rate for disabled applicants has increased from 13.3% last year to 17.9% this year and is higher than those who did not state a disability (12.7%).
- The success rate for LGB+ applicants has also increased from 11.2% last year to 14.9% this year. This also remains higher than the success rate of heterosexual applicants which is 12.8% this year.
- The success rate for females has increased from 12.1% last year to 16.1% this year and female candidates remain more successful than male candidates (10.5%).

## **PROGRESSING RACE EQUALITY**

We have participated in the Race Access and Success Collaborative Project with Advance HE and HEFCW, a Wales-wide enhancement programme designed to help improve race equality in higher education through an innovative series of workshops, action planning sets and consultation. An action plan has been developed and further consultations underway to understand the lived experiences of staff and students from ethnic minority backgrounds.

With 13.1% of our colleagues stating that they are from an ethnic minority background, we continue to surpass the Welsh benchmark at 8.8% (Advance HE Statistical Report 2021). The number of ethnic minority colleagues has increased by 6% over the past 5 years.

This year, for the first time, the subcategories of ethnicities was recorded in order to help us take more targeted action in future.

## **ADDRESSING OUR GENDER PAY GAP**

Once again, 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 15.3%, which is a 3.1% decrease since we reported last year and a 5.5% decrease over the past 4 years. This means 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 47th to 26th 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 6th to 5th. We have achieved a Gold standard award, which recognises that we have embedded LGBT+ equality into our core areas of work at the highest level. The University and our LGBT+ Staff Network have worked together to make Swansea as accepting as possible during what has been a very difficult period for the LGBTQ+ community, and this improvement in our ranking, and importantly being awarded a Gold level award, shows that we are making a real difference.

As a result, the percentage of our LGB+ colleagues continues to increase, and at 4.5% it continues to remain above the UK benchmark of 3.5% (Advance HE Statistical Report 2021).

## **PERFORMANCE ENABLING**

Once again, we achieved a 99% completion rate for annual Performance Development Reviews (PDRs) in 2021. During a continued unprecedented period of uncertainty and upheaval, we felt it was 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.

Our performance enabling initiatives continue to actively support our colleagues' career progression, particularly our female academics, who have historically been less likely to apply for promotion. There's been a 58% increase in the number of successful female applicants compared to 2015 and our percentage of female Professors has risen from 13% in 2014 to 26% in 2022. This compares to the UK sector benchmark of female professors at 28% (Advance HE Statistical Report 2021).

There's also been a 67% increase in the number of successful ethnic minority applicants at all levels compared to 2015.

## **INCREASING VISIBILITY AT SENIOR LEVEL**

We have continued to monitor our Council Governance structure and as of March 2022, 56% of Council members were female, compared to 25% in 2013. The representation of council members from an ethnic minority background continues



to be representative of the percentage of colleagues from an ethnic minority background within the University.

We are also pleased to report that considerable progress has been made at the University Senior Leadership Team where, for the first time, 50% of members are now female. Work continues in this area to address the representation of members from an ethnic minority background.

Our faculty restructure has enabled the appointment of EDI School and Faculty leads who are tasked with embedding EDI considerations into the day to day functions of their areas.

## **CELEBRATING DIVERSITY**

With the restrictions easing during the reporting period, we were able to adopt a more flexible approach to events held, with some being held online and some being held in person but with an option to attend online.

Amongst the events marked were 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.

Our Employability Academy (SEA) won the Equality, Diversity, and Inclusivity category at this year's Association of Graduate Careers Advisory Services. The award acknowledged SEA's involvement in RE: Action 24/7 programme which supports the ambitions and aptitudes of those from lower socio-economic backgrounds looking to advance their career.

Our [ISS inclusive Services Annual Report](#) highlights the group's activities in the last Academic Year, which include the Living Books Toolkit, which has been effective in building connections and developing understanding in the University Community, and the launch of the Inclusive Practices course.

## **NEXT STEPS**

Although it is important to celebrate our achievements over the past year there are clear 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 remains 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 the development of a comprehensive race action plan which aims to address these, and other key areas identified through a series of recent consultation exercises with colleagues and students from all ethnic backgrounds on their lived experiences at the University.

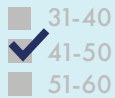
We have made significant progress in reducing the gender pay gap, but we must push forward by being proactive and innovative in pursuing activities to reduce the gender pay gap and to encourage more females to apply for senior roles.

Swansea University Senior Leadership Team remains committed to progressing all areas identified above through our Strategic Equality Plan 2020-2024.

**PVC Martin Stringer**

# Our 3,912 Colleagues at a Glance

## AVERAGE AGE



**43**

Male: 43  
Female: 42

## GENDER REASSIGNMENT

	%	👤
Same sex as registered at birth	82.6	3,231
Prefer not to say	16.8	659
Different sex as registered at birth	0.3	13
Unknown	0.2	9

## SEX



54.3% Female 2,126      45.7% Male 1,786

### ACADEMICS

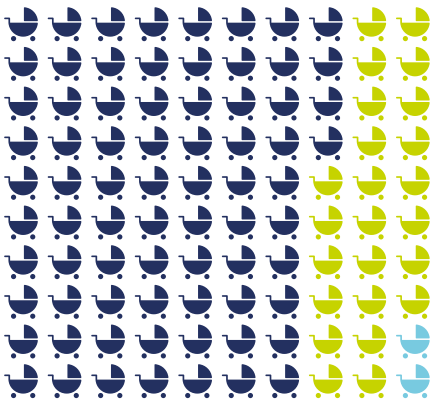
44.1% Female      55.9% Male

### PROFESSIONAL SERVICES

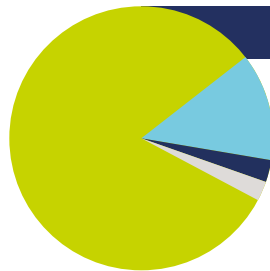
63.9% Female      36.1% Male

## PARENTAL LEAVE

137	74.1%	Maternity
44	23.8%	Paternity/Partner
4	2.2%	Adoption



## RACE



83.7%	3,273	White
13.1%	511	Ethnic Minority
3.0%	119	Prefer not to say
0.3%	9	Unknown
4.2%	165	Asian
3.9%	151	Other ethnic (including Arab & Gypsy/Traveller)
2.6%	101	Chinese
1.7%	65	Mixed
0.7%	29	Black

## DISABILITY

**362 (9.3%)**

Colleagues have stated that they have a disability

**3,423 (87.5%)**  
Not disabled

**119 (3.0%)**  
Prefer not to say

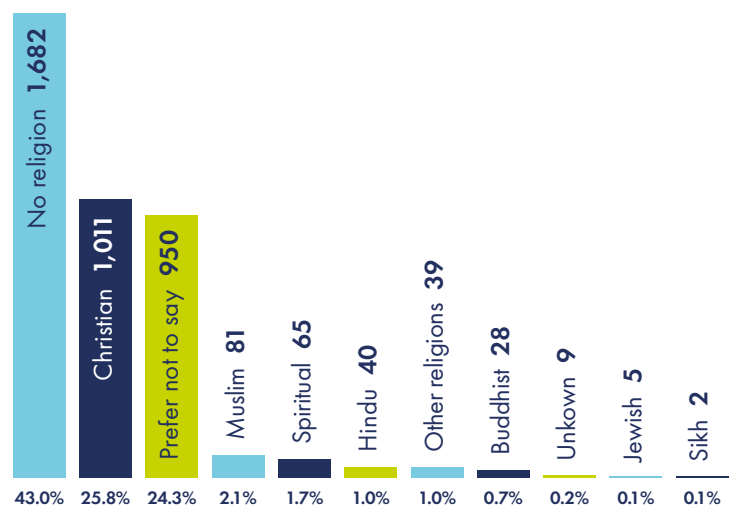
## SEXUAL ORIENTATION

	%	👤
Heterosexual	74.0	2,894
Prefer not to say	21.2	830
LGB+	4.5	176
Bi	2.0	78
Gay man	1.3	51
Gay woman/Lesbian	0.8	33
Other	0.4	14
Unknown	0.3	12

## MARRIAGE & CIVIL PARTNERSHIP

	%	👤
Married	46.8	1,829
Single	27.3	1,068
Co-habiting	11.7	459
Prefer not to say	8.7	339
Divorced	2.5	97
Separated	0.9	35
Other	0.6	24
Civil partnership	0.6	22
Unknown	0.6	22
Widowed	0.4	17

## RELIGION



# Age

## COLLEAGUE COMPOSITION

31-35	15.6%	611
36-40	15.4%	603
41-45	14.3%	559
46-50	12.9%	505
51-55	11.6%	452
26-30	9.8%	385
56-60	9.2%	360
25 and under	5.2%	202
61-65	4.0%	155
66+	2.0%	80
<b>Total</b>		<b>3912</b>

### 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 have remained the same as last year. However, the overall average age has increased slightly from 42 to 43 years.

There are less 25 years and under colleagues working here compared to last year, however at 5.2% of the workforce this remains higher than the Welsh HE sectors average of 4.4%. This year we have excluded Reaching Wider Student Leaders, Reaching Wider Senior Student Leaders and COVID -19 related colleagues (Asymptomatic Testers) from our overall colleague numbers, due to the short-term nature of these roles. These staff last year made up 50% of the 25 and under, age bracket.

70% of the workforce are aged between 31-55, this is higher than the UK HE sectors average of 65.5% and slightly higher than the Welsh HE sectors average of 68% (Advance HE Statistical Report 2021).

# Age

## RECRUITMENT

Posts advertised **1100**

### APPLICATIONS BY AGE

25 and under	20.8%	2250
31-35	18.9%	2041
26-30	17.4%	1875
36-40	14.6%	1580
41-45	9.6%	1041
46-50	7.2%	778
51-55	5.3%	573
56-60	3.4%	362
Unknown	1.4%	150
61-65	1.1%	123
66+	0.3%	27

Applications received **10800**

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	24.0%	36
25 and under	21.2%	476
26-30	14.1%	265
51-55	12.6%	72
66+	11.1%	3
46-50	10.7%	83
56-60	10.2%	37
31-35	10.0%	205
41-45	9.8%	102
61-65	9.8%	12
36-40	9.1%	144
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

The age range with the greatest percentage of applicants were aged 25 and under (20.8% of all applications). This is slightly lower than last year where those aged 25 and under were 23.2%. 37% of the job roles in this age group were taken up by students in Student Demonstrator and Student Ambassador roles.

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.

The overall applicant success rate has increased from 10.5% to 13.3%.

This increase has taken place across all age categories and the pattern of applications by age is similar to last year. The age range with the highest success rate were the 'unknown' age group with 24%. This was followed by age group 25 and under with 21.2%.

## LEAVERS

25 and under	24.4%	211
26-30	14.8%	128
31-35	14.5%	125
36-40	9.7%	84
41-45	8.1%	70
46-50	7.2%	62
56-60	6.8%	59
61-65	6.0%	52
51-55	5.7%	49
66+	2.9%	25
<b>Total</b>		<b>865</b>

The highest proportions of leavers are in the 25 and under group. 43% of the 25 and under group held clearing helpline operator and COVID asymptomatic testing fixed-term posts.

There has been an increase in leavers from 798 last year to 865 this year. The numbers of leavers should reduce next year due to COVID asymptomatic testing colleagues (47 staff under 25) not being required by the University.



## TRAINING

**Classroom courses provided 301**

### CLASSROOM BASED TRAINING

31 - 35	18.3%	644
26 - 30	13.5%	475
36 - 40	13.2%	465
41 - 45	12.9%	454
46 - 50	12.6%	442
51 - 55	12.0%	423
56 - 60	7.2%	253
25 and under	6.5%	230
61 - 65	3.2%	113
66+	0.6%	22

**Total 3521**

### ONLINE TRAINING

26 - 30	20.6%	1790
31 - 35	20.3%	1761
25 and under	14.9%	1291
36 - 40	12.8%	1109
41 - 45	9.8%	847
46 - 50	7.6%	664
51 - 55	6.5%	567
56 - 60	4.9%	428
61 - 65	2.1%	184
66+	0.5%	40

**Total 8681**

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

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

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

The age distribution of colleagues accessing online training has significantly increased for age groups 26-30 (20.6%), 31-35 (20.3%) and 25 and under (14.9%) compared to last year's data; 26-30 (13.7%), 31-35 (15.7%) and 25 and under (6.7%).

## GRIEVANCE AND DISCIPLINARY

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

### GRIEVANCE

31 - 35	50.0%	2
41 - 45	50.0%	2

**Total 4**

### DISCIPLINARY

41 - 45	28.6%	2
51 - 55	28.6%	2
26 - 30	14.3%	1
31 - 35	14.3%	1
36 - 40	14.3%	1

**Total 7**

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted. This is lower than last year, where a total of 9 grievances and 12 disciplinarys were recorded.

Of the grievances, 50% (2) were in the 31-35 age group and 50% (2) were 41-45.

As for the conducted disciplinary cases, 72% of all colleagues were aged between 25 and 40. 28.6% (2) were in the 51-55 age group..

# Disability

## COLLEAGUE COMPOSITION

Not disabled	87.5%	3423
Disabled	9.3%	362
Prefer not to Say	3.0%	119
Unknown	0.2%	8
<b>Total</b>		<b>3912</b>

9.3% of colleagues stated a disability compared to 7.8% last year, suggesting an increase in confidence in disclosing this information. This is higher than the UK benchmark of 5.5% and Welsh benchmark of 6.7% (Advance HE Statistical Report 2021).

Of colleagues who stated a disability, 26% was for a specific learning difficulty such as dyslexia, dyspraxia etc followed by 20% stated a mental health condition and 17% stated a long-standing illness or health condition.

## RECRUITMENT

**Posts advertised 1100**

### APPLICATIONS BY DISABILITY

Not Disabled	83.9%	9061
Disabled	11.2%	1205
Prefer not to say	4.9%	534

**Applications received 10800**

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Not Disabled	12.7%	1149
Prefer not to say	13.1%	70
Disabled	17.9%	216
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

The number of posts advertised, and number of applications have both increased compared to last year. The number of applicants disclosing a disability (11.2%) has increased this year as compared to last year (9.3%).

The overall applicant success rate has increased from 10.5% to 13.3%.

The success rate for applicants stating a disability is 17.9%, which is higher than applicants who do not have a disability at 12.7%. The success rate for applicants stating a disability has also increased by 4.6% from 13.3% last year, to 17.9% this year.

## LEAVERS

Not disabled	84.3%	729
Disabled	11.2%	97
Prefer not to Say	2.8%	24
Unknown	1.7%	15
<b>Total</b>		<b>865</b>

The proportion of leavers with a disability, 11.2%, is higher than the university pool of colleagues who stated a disability at 9.3%. This is comparable with last year. This figure can in part be attributed to a higher percentage of colleagues on fixed term contracts disclosing a disability.

# Disability

## TRAINING

**Classroom courses provided** **301**

### CLASSROOM BASED TRAINING

Not Disabled	84.4%	2973
Disabled	12.8%	452
Prefer not to Say	2.6%	90
Unknown	0.2%	6
<b>Total</b>		<b>3521</b>

### ONLINE TRAINING

Not Disabled	84.1%	7302
Disabled	12.2%	1056
Prefer not to Say	3.5%	301
Unknown	0.3%	22
<b>Total</b>		<b>8681</b>

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

Of those who completed classroom-based training, 12.8% identified as having a disability, this is 3.5% higher than the percentage of colleagues who have stated a disability in the University (9.3%).

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

Of those who completed online training, 12.2% identified as having a disability, this is 2.9% greater than the percentage of colleagues who have stated a disability in the University (9.3%).

## 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	75.0%	3
Disabled	25.0%	1
<b>Total</b>		<b>4</b>

### DISCIPLINARY

Not Disabled	85.7%	6
Disabled	14.3%	1
<b>Total</b>		<b>7</b>

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, 25% (1) stated that they had a disability and 75% (3) did not state any disability.

As for the conducted disciplinary cases, 14.3% (1) stated that they had a disability and 85.7% (6) did not state any disability.

# Gender Reassignment

## COLLEAGUE COMPOSITION

Gender identity the same as sex registered at birth	82.6%	3231
Prefer not to say	16.8%	659
Gender identity different to sex registered at birth	0.3%	13
Unknown	0.2%	9
<b>Total</b>		<b>3912</b>

Most colleagues, 82.6%, identify as the same sex as registered at birth, with an increase of 4.9% on last year.

The percentage of colleagues preferring not to say reduced by 2.4% from 19.2% last year to 16.8% this year, suggesting an increase in confidence in disclosing information.

Colleagues identifying as a different sex to that registered at birth is 0.3%. This is 0.1% higher than reported last year (0.2%) but slightly lower than the UK benchmark of 0.4% (Advance HE Statistical Report 2021).

## RECRUITMENT

**Posts advertised** 1100

### APPLICATIONS BY GENDER IDENTITY

Gender identity same	94.5%	10205
Prefer not to say	3.1%	333
Unknown	1.4%	150
Gender identity different	1.0%	112

**Applications received** 10800

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	24.0%	36
Gender identity same	13.3%	1357
Prefer not to say	9.9%	33
Gender identity different	8.0%	9
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

Applicants identifying as the same sex as at birth is comparable to last year (96.8%). Applicants identifying as a different sex to that registered at birth has increased by 0.2% to 1%.

Those preferring not to say increased by 1.6% to 3.1%.

The overall applicant success rate has increased from 10.5% to 13.3%.

In contrast to last year's report, applicants identifying as a different sex to that registered at birth have a lower success rate (8%) within their own group, than those who identify as having the same sex (13.3%). Caution needs to be taken when interpreting percentages as the numbers are low and there has been an increase in 'Prefer Not to Say' responses as compared to last year. Those who chose 'Prefer Not to Say' had a higher success rate this year (9.9%) as compared to last year (7.1%).

## LEAVERS

Gender identity same	86.5%	748
Prefer not to say	11.2%	97
Unknown	2.0%	17
Gender identity different	0.3%	3
<b>Total</b>		<b>865</b>

86.5% of leavers gender identity is the same as sex registered at birth. 0.3% of leavers gender identity is different to sex registered at birth which is comparable to the pool of colleagues we have (0.3%).

# Gender Reassignment

## TRAINING

**Classroom courses provided** 301

### CLASSROOM BASED TRAINING

Gender identity same	89.3%	3143
Prefer not to say	10.1%	356
Gender identity different	0.5%	16
Unknown	0.2%	6

**Total** 3521

### ONLINE TRAINING

Gender identity same	92.6%	8037
Prefer not to say	6.3%	543
Unknown	0.9%	78
Gender identity different	0.3%	23

**Total** 8681

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

There has been an increase in the participation of colleagues whose gender identify is different to their sex registered at birth from 0.1% last year to 0.5% this year and this is greater than the pool of colleagues identifying in the same way at the University (0.3%).

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

There has been an increase in the participation of colleagues whose gender identify is different to their sex registered at birth from 0.2% last year to 0.9% this year and this is greater than the pool of colleagues identifying in the same way at the University(0.3%).

## 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	75.0%	3
Prefer not to say	25.0%	1

**Total** 4

### DISCIPLINARY

Prefer not to say	57.1%	3
Gender identity same	42.9%	4

**Total** 7

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, 75% (3) identified as the same sex as at birth, and 25% (1) preferred not to say.

As for the conducted disciplinary cases, 57.1% (4) colleagues identified as the same sex as at birth, and 42.9% (3) preferred not to say



# Marriage & Civil Partnership

## COLLEAGUE COMPOSITION

Married	46.8%	1829
Single	27.3%	1068
Co-habiting	11.7%	459
Prefer not to say	8.7%	339
Divorced	2.5%	97
Separated	0.9%	35
Other	0.6%	24
Civil Partnership	0.6%	22
Unknown	0.6%	22
Widowed	0.4%	17
<b>Total</b>		<b>3912</b>

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 0.4%, suggesting an increased confidence in reporting.

## RECRUITMENT

**Posts advertised 1100**

### APPLICATIONS BY MARITAL STATUS

Single	41.6%	4488
Married	34.7%	3751
Co-habiting	11.3%	1219
Prefer not to say	5.2%	566
Divorced	2.3%	246
Unknown	1.4%	150
Other	1.3%	135
Separated	1.0%	108
Civil Partnership	1.0%	106
Widowed	0.3%	31

**Applications received 10800**

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Other	25.2%	34
Unknown	24.0%	36
Co-habiting	18.9%	230
Widowed	16.1%	5
Single	15.0%	671
Prefer not to say	12.4%	70
Separated	10.2%	11
Married	9.3%	349
Divorced	8.9%	22
Civil Partnership	6.6%	7
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

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 (41.6%), followed by married applicants (34.7%).

The overall applicant success rate has increased from 10.5% to 13.3%.

The success rate for married applicants has increased by 2.3%, from 7% last year to 9.3% this year, and there has been an increase in the success rate by 2.2%, from 4.4% last year to 6.6% this year, for applicants in civil partnerships.

The success rate for applicants who are co-habiting has increased by 8.2%, from 10.7% last year to 18.9% this year, and for widowed applicants the success rate has increased by 7.8%, from 8.3% last year to 16.1% this year. All other categories are comparable.

# Marriage & Civil Partnership

## LEAVERS

Single	44.6%	386
Married	29.1%	252
Co-habiting	10.3%	89
Prefer Not to Say	7.3%	63
Unknown	2.4%	21
Divorced	2.2%	19
Other	1.4%	12
Civil Partnership	1.3%	11
Separated	0.8%	7
Widowed	0.6%	5
<b>Total</b>		<b>865</b>

The percentage of leavers who are married has decreased by 3.1% from 33% last year to 29.1% this year and remains well below the pool of colleagues at the University who are married (46.8%).

The percentage of leavers who are in a civil partnership has increased by 0.9% from 0.4% last year to 1.3% this year. This is 0.7% greater than the pool of colleagues at the University in a civil partnership (0.6%).

## TRAINING

**Classroom courses provided** **301**

### CLASSROOM BASED TRAINING

Married	44.7%	1574
Single	29.7%	1045
Co-habiting	14.2%	499
Prefer Not to Say	5.9%	206
Divorced	2.7%	94
Separated	0.9%	31
Other	0.8%	27
Civil Partnership	0.7%	24
Widowed	0.3%	12
Unknown	0.3%	9
<b>Total</b>		<b>3521</b>

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

The percentage of married colleagues (44.7%) who undertook classroom-based training is comparable to last year and proportionate to the pool of married colleagues at the University (46.8%).

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

### ONLINE TRAINING

Single	42.3%	3675
Married	30.7%	2669
Co-habiting	16.2%	1409
Prefer Not to Say	4.8%	418
Divorced	2.3%	203
Separated	1.1%	95
Other	0.9%	76
Civil Partnership	0.8%	69
Widowed	0.4%	39
Unknown	0.3%	28
<b>Total</b>		<b>8681</b>

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

The percentage of married colleagues (42.3%) who undertook online training is comparable to last year (43.9%) and proportionate to the pool of married colleagues at the University (46.8%).

The percentage of colleagues in a civil partnership (0.8%) who undertook online training is comparable to last year (0.9%) and proportionate to the pool of civilly partnered colleagues at the University (0.6%).

# Marriage & Civil Partnership

## GRIEVANCE AND DISCIPLINARY

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

### GRIEVANCE

Married	50.0%	2
Single	25.0%	1
Prefer Not to Say	25.0%	1
<b>Total</b>		<b>4</b>

### DISCIPLINARY

Single	57.1%	4
Prefer Not to Say	28.6%	2
Married	14.3%	1
<b>Total</b>		<b>7</b>

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, 50% (2) were married, 25% (1) co-habiting, and 25% (1) preferred not to say.

As for the conducted disciplinary cases, 57.1% (4) were single, 28.6% (2) preferred not to say and 14.3% (1) were married.

# Pregnancy & Maternity

## COLLEAGUE COMPOSITION

<b>Colleagues who took leave</b>		<b>185</b>
Maternity	74.1%	137
Paternity/Partner	23.8%	44
Adoption	2.2%	4

137 colleagues (74.1% of the parental leave pool) took maternity leave during the reporting period. This is a 5.6% increase compared to last year and an increase of 50 colleagues.

44 colleagues (23.8%) took paternity/partner leave during the reporting period. This is an increase of 6 colleagues as compared to last year.

4 (2.2%) colleagues took adoption leave during the reporting period, an increase of 2 colleagues as compared to last year.

Overall 4.7% of colleagues took a period of parental leave during the reporting period.

## RECRUITMENT

**Posts advertised** **1100**

### APPLICATIONS BY LEAVE TAKEN

No parental leave taken	93.0%	10043
Prefer not to say	3.8%	412
Maternity leave	1.5%	161
Unknown	1.4%	150
Paternity/Partner leave	0.3%	32
Adoption leave	0.0%	2

**Applications received** **10800**

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	24.0%	36
No parental leave taken	13.5%	1352
Maternity leave	13.0%	21
Paternity/Partner leave	9.4%	3
Prefer not to say	5.6%	23
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

The recruitment data shows the majority of applications (93%) were made by individuals who had not taken any parental leave during the reporting period, this is comparable to last year (94.7%).

1.8% of applications were made by individuals who had taken some form of parental leave, which is a slight increase on last year (1.7%).

The overall applicant success rate has increased from 10.5% to 13.3%.

The success rate of individuals who had had a period of maternity leave during the reporting period (13%) was comparable to those who had not taken any parental leave (13.5%). The success rate of those who had had a period of maternity leave has also increased by 10% since last year when it was just 3%.

# Pregnancy & Maternity

## LEAVERS

No leave	99.2%	858
Parental leave colleagues	0.8%	7
<b>Total</b>		<b>865</b>

0.8% (7) 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 (4.7%).

## TRAINING

**Classroom courses provided** 301

### CLASSROOM BASED TRAINING

No leave	97.6%	3438
Parental leave colleagues	2.4%	83
<b>Total</b>		<b>3521</b>

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

2.4% of colleagues who had undertaken classroom-based training had taken a period of parental leave during the reporting period.

### ONLINE TRAINING

No leave	99.1%	8601
Parental leave colleagues	0.9%	80
<b>Total</b>		<b>8681</b>

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

0.9% of colleagues who had undertaken online training had taken a period of parental leave during the reporting period.

## GRIEVANCE AND DISCIPLINARY

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

### GRIEVANCE

Parental leave colleagues	0%	0
<b>Total</b>		<b>0</b>

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, none were reported by those who had taken maternity, paternity/partner or adoption leave. The same applies for the conducted disciplinary cases

### DISCIPLINARY

Parental leave colleagues	0%	0
<b>Total</b>		<b>0</b>



# Race

## COLLEAGUE COMPOSITION

White	83.7%	3273
<b>Ethnic Minority</b>	<b>13.1%</b>	<b>511</b>
Asian	4.2%	165
Other ethnic (including Arab & Gypsy/Traveller)	3.9%	151
Chinese	2.6%	101
Mixed	1.7%	65
Black	0.7%	29
Prefer not to say	3.0%	119
Not known	0.3%	9
<b>Total</b>		<b>3912</b>

The composition of our ethnic minority colleagues is slightly higher this year at 13.1% compared to last year's 13%. Our ethnic minority colleagues' composition has grown by 6% over the past 5 years.

The percentage of ethnic minority colleagues at the University, 13.1%, is slightly lower than the UK Benchmark of 15.4%, but is higher than the Welsh Benchmark at 8.8% (Advance HE Statistical Report 2021).

The largest ethnic minority subcategories are Asian (4.2%) and other ethnic group (3.9%). We are above the Welsh benchmark (Advance HE Statistical Report 2021) for each Ethnic Minority subcategory with the exception of black (0.7%) which is slightly lower than the 1.04% Welsh benchmark.

## RECRUITMENT

**Posts advertised 1100**

### APPLICATIONS BY RACE

White	56.0%	6050
<b>Ethnic Minority</b>	<b>38.0%</b>	<b>4099</b>
Asian	18.4%	1990
Black	6.8%	731
Other ethnic (including Arab & Gypsy/Traveller)	6.2%	666
Chinese	5.0%	536
Mixed	1.6%	176
Prefer not to say	4.3%	461
Unknown	1.8%	190

**Applications received 10800**

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	20.0%	38
White	17.7%	1072
Prefer not to say	8.5%	39
<b>Ethnic Minority</b>	<b>7.0%</b>	<b>286</b>
Mixed	18.8%	33
Chinese	8.0%	43
Other ethnic (including Arab & Gypsy/Traveller)	7.8%	52
Black	6.3%	46
Asian	5.6%	112
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

There has been a 3.7% increase in the composition of ethnic minority applications received this year, increasing from 34.3% last year to 38.0% this year. This is the highest proportion of ethnic minority applicants received since we have been collecting data in this way. There have been less applications from white candidates this year decreasing from 61.6% last year to 56% this year.

The overall applicant success rate has increased from 10.5% to 13.3%.

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 10.7% this year, (compared to 8% last year) with 17.7% of white applicants being successful, as compared to 7% of ethnic minority applicants. When we look at the sub category breakdown we can see that all subcategories with the exception of mixed ethnicity colleagues, have a lower success rate than white colleagues.

We have identified this as a priority area and are continuing to focus on conducting further data analysis to take appropriate actions with the aim of reducing this gap.

# Race

## LEAVERS

White	78.6%	680
Ethnic Minority	17.7%	153
Asian	6.1%	53
Black	3.2%	28
Chinese	3.2%	28
Other ethnic (including Arab & Gypsy/Traveller)	2.9%	25
Mixed	2.2%	19
Prefer not to say	1.8%	16
Unknown	1.7%	15
Not known	0.1%	1
<b>Total</b>		<b>865</b>

The percentage of ethnic minority leavers (17.7%) is higher compared with last year at 14.3%. It is higher than our overall pool of ethnic minority colleagues at 13.1%.

We can attribute some of this increase to fixed term contracts for Clearing Operators and Covid Asymptomatic Testing staff. We should see a reduction in 2022-2023 as there is no anticipated requirement for Covid Asymptomatic Testing roles.

When we look at the subcategory breakdown we can see that for all subcategories, with the exception of 'other ethnic' colleagues, the proportion of leavers is slightly higher than the corresponding pool of staff at the University.

## TRAINING

**Classroom courses provided** **301**

### CLASSROOM BASED TRAINING

White	81.9%	2884
Ethnic Minority	14.6%	513
Asian	4.3%	150
Other ethnic (including Arab & Gypsy/Traveller)	4.1%	146
Chinese	3.2%	113
Mixed	2.3%	81
Black	0.7%	23
Prefer not to say	3.1%	108
Not known	0.3%	10
Unknown	0.2%	6
<b>Total</b>		<b>3521</b>

### ONLINE TRAINING

White	79.5%	6900
Ethnic Minority	17.7%	1533
Asian	6.5%	565
Chinese	4.2%	368
Other ethnic (including Arab & Gypsy/Traveller)	3.1%	266
Mixed	2.9%	250
Black	1.0%	84
Prefer not to say	2.4%	211
Not known	0.3%	22
Unknown	0.2%	15
<b>Total</b>		<b>8681</b>

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

Of the classroom-based training participants, 14.6% identified as from an ethnic minority background, a slight decrease on last year (by 1.1%) but still higher than the percentage of Ethnic Minority Colleagues in our university pool (13.1%)

When we look at the subcategory breakdown, we can see that for all subcategories the proportion of participants is comparable to the pool of staff at the University.

There was a slight increase in white participants from 80.8% last year to 81.9%. The percentage of colleagues who preferred not to say was comparable to last year.

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

Of those who completed online training 17.7% identified as from an ethnic minority background, an increase from 15.7% last year and higher than the percentage of ethnic minority colleagues in our university pool.

When we look at the subcategory breakdown, we can see that for all subcategories the proportion of participants is comparable to the pool of staff at the University.

There was a slight decrease in white participants from 84.5% last year to 79.5%.

## GRIEVANCE AND DISCIPLINARY

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

### GRIEVANCE

White	75.0%	3
Prefer not to say	25.0%	1
<b>Total</b>		<b>4</b>

### DISCIPLINARY

White	85.7%	6
Ethnic Minority	14.3%	1
Other ethnic (including Arab & Gypsy/Traveller)	14.3%	1
<b>Total</b>		<b>7</b>

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, 75% (3) identified as white and 25% (1) preferred not to say.

As for the conducted disciplinary cases, 14.3 % (1) identified as from an ethnic minority background, 85.7% (6) were White.

# Religion & Belief

## COLLEAGUE COMPOSITION

No religion	43.0%	1682
Christian	25.8%	1011
Prefer not to say	24.3%	950
Muslim	2.1%	81
Spiritual	1.7%	65
Hindu	1.0%	40
Any other religion or belief	1.0%	39
Buddhist	0.7%	28
Unknown	0.2%	9
Jewish	0.1%	5
Sikh	0.1%	2
<b>Total</b>		<b>3912</b>

Colleagues stating no religion represent the largest group at Swansea University, 43%. This is followed by those who are Christian 25.8% and prefer not to say, 24.3%. The order of the remaining religions and beliefs remain similar to last year with the exception of Unknown where this has significantly reduced. This has been due to an equality monitoring exercise completed this year, encouraging colleagues to review and update their equality monitoring information.

The group of colleagues who preferred not to share their religion or belief group has decreased slightly, once again, from 26.2% last year to 24.3% this year, suggesting an increase in confidence of disclosing this information.

We have significantly more Christian colleagues, 25.8%, than the UK benchmark of 17.6%. The percentage of Muslim colleagues, 2.1%, is also higher than the UK benchmark of 1.7% (Advance HE Statistical Report 2021).



# Religion & Belief

## RECRUITMENT

**Posts advertised** **1100**

### APPLICATIONS BY RELIGION & BELIEF

No religion	41.1%	4441
Christian	25.2%	2718
Muslim	11.5%	1247
Prefer not to say	9.0%	977
Hindu	6.4%	686
Spiritual	2.1%	226
Any other religion or belief	1.5%	163
Unknown	1.4%	150
Buddhist	1.4%	147
Sikh	0.2%	26
Jewish	0.2%	19

**Applications received** **10800**

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	24.0%	36
No religion	16.6%	739
Jewish	15.8%	3
Prefer not to say	15.6%	152
Any other religion or belief	14.1%	23
Spiritual	13.7%	31
Christian	12.7%	346
Sikh	11.5%	3
Buddhist	6.1%	9
Hindu	5.1%	35
Muslim	4.7%	58
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

The largest proportion of applicants are the same as last year; No Religion, 41.1% and Christian, 25.2%.

Muslim and Hindu representation of applicants has also increased from 11% to 11.5%, and 5.5% to 6.4% respectively.

The overall applicant success rate has increased from 10.5% to 13.3%.

Of applicants who disclosed their religion and belief, the highest success rate was for applicants with no religion, which rose from 12.9% last year to 16.6%. This has increased by 3.7% since last year.

## LEAVERS

No religion	47.3%	409
Christian	24.3%	210
Prefer not to say	16.2%	140
Muslim	4.3%	37
Spiritual	1.8%	16
Unknown	1.7%	15
Hindu	1.5%	13
Any other religion or belief	1.3%	11
Buddhist	1.0%	9
Jewish	0.3%	3
Sikh	0.2%	2
<b>Total</b>		<b>865</b>

34.8% of leavers defined themselves as having no religion, which is lower than the pool of 40.2%. The second highest proportion of leavers was the prefer not to say group at 26.4%, which is comparable to the pool of 26.2%

# Religion & Belief

## TRAINING

**Classroom courses provided** **301**

### 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** **3521**

### 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** **8681**

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

46.9% of colleagues who undertook classroom-based training defined themselves as having no religion, followed by those who defined themselves as Christian at 26.1% and thirdly those who preferred not to say at 18.4%.

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

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

50.9% of colleagues who undertook online training defined themselves as having no religion, followed by those who defined themselves as Christian at 25.5% and thirdly, those who prefer not to say at 14.4%

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

## GRIEVANCE AND DISCIPLINARY

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

### GRIEVANCE

Prefer not to say	50.0%	2
Christian	25.0%	1
No religion	25.0%	1
<b>Total</b>		<b>4</b>

### DISCIPLINARY

Prefer not to say	71.4%	5
Christian	14.3%	1
Muslim	14.3%	1
<b>Total</b>		<b>7</b>

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, 50% (2) preferred not to say, 25% (1) identifies as Christian and 25% (1) expressed no religion.

As for the conducted disciplinary cases, 71.4% (5) preferred not to say, 14.3% (1) identified as Christian and 14.3% (1) identified as Muslim.

## COLLEAGUE COMPOSITION

Female	54.3%	2126
Male	45.7%	1786
<b>Total</b>		<b>3912</b>

### BREAKDOWN BY SEX AND GRADE

GRADE	F	%	M	%	Total	%
1	3	0.1%	15	0.4%	18	0.5%
2	13	0.3%	24	0.6%	37	0.9%
3	95	2.0%	80	1.9%	175	4.0%
4	141	3.5%	66	1.7%	207	5.2%
5	201	5.1%	91	2.3%	292	7.4%
6	222	5.6%	114	2.9%	336	8.5%
7	427	10.6%	326	8.3%	753	18.9%
8	560	13.9%	377	9.5%	937	23.4%
9	324	8.1%	304	7.7%	628	15.8%
10	123	3.1%	197	5.0%	320	8.1%
10a	16	0.4%	9	0.2%	25	0.6%
11	68	1.7%	183	4.7%	251	6.3%
Clinical <sup>1</sup>	37	0.9%	31	0.8%	68	1.7%
	2230	54.3%	1817	45.7%	4047	100%

<sup>1</sup>NHS, GP, and any clinical staff are grouped in the Clinical grade.

The proportion of female colleagues is comparable to the UK benchmark of 54.2%. The proportion of male colleagues has increased by 0.4% and is comparable to the UK benchmark of 45.8% (Advance HE Statistical Report 2021).

*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 13.9%, and males 9.5%.

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.

## CONTRACT TYPE

### ACADEMIC

Male	55.9%	1005
Female	44.1 %	794
<b>Total</b>		<b>1799</b>

### PROFESSIONAL SERVICES

Female	63.9%	1436
Male	36.1%	812
<b>Total</b>		<b>2248</b>

### FULL TIME

Male	51.1%	1524
Female	49.0%	1464
<b>Total</b>		<b>2988</b>

### PART TIME

Female	72.3%	766
Male	27.7%	293
<b>Total</b>		<b>1059</b>

### PERMANENT

Female	55.4%	1593
Male	44.6%	1285
<b>Total</b>		<b>2878</b>

### FIXED TERM

Female	54.5%	637
Male	45.5%	532
<b>Total</b>		<b>1169</b>

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

44% of all academic contracts (including clinical, research and tutors) are held by females, which is higher than last year (40.5%).

26% of professors are female (as at 31.3.21), an increase of 12% since 2012. This compares to the national HEI UK benchmark of 28% (Advance HE Statistical Report 2021).

63.9% of professional service contracts are held by females, compared to 36.1% held by males.

The percentage of full time contracts held by males has reduced from 52.7% to 51.1% and the percentage of full time contracts held by females has increased from 47.3% to 49%.

The data shows that significantly more part time contracts are held by females. Of all the contracts held by females, 35% are part time, of all the contracts held by males, 16% are part time.

Of all contracts held by females, 28.5% are fixed term contracts and of all contracts held by males, 29% are fixed term contracts. These are both lower than last year, 35% and 32% respectively.

This is 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** **1100**

### APPLICATIONS BY SEX

Male	48.8%	5269
Female	47.3%	5108
Prefer not to say	2.3%	253
Unknown	1.4%	150
Other	0.2%	20

**Applications received** **10800**

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	24.0%	36
Female	16.1%	824
Other	15.0%	3
Male	10.5%	554
Prefer not to say	7.1%	18
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

47.3% of female applications were received, which was 1% higher than last year. 48.8% of male applications were received which was 2.9% lower than last year.

The overall applicant success rate has increased from 10.5% to 13.3%.

Female applicants are more successful (16.1%) than male (10.5%) applicants.

## GENDER PAY

Mean 15.3%

Median 11.1%

This is snapshot data taken on 31st March 2021, 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 3.1% over the past year. The median has remained at 11.1%.

## LEAVERS

Female	54.9%	475
Male	45.1%	390
<b>Total</b>		<b>865</b>

The percentage of female leavers is in line with the university pool of female colleagues. The rate of male leavers is in line with the university pool of male colleagues

## TRAINING

Classroom courses provided **301**

### CLASSROOM BASED TRAINING

Female 66.1% 2328

Male 33.9% 1193

**Total 3521**

### ONLINE TRAINING

Female 52.4% 4553

Male 47.6% 4128

**Total 8681**

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

There has been a decrease in the proportion of males attending classroom-based training by 6.5% since last year.

There has been an increase in females attending classroom-based training by 6.5% since last year.

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

There has been an increase in the proportion of males attending online training by 4% since last year.

There has been a decrease by 4% on females attending online training since last year

## GRIEVANCE AND DISCIPLINARY

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

### GRIEVANCE

Female 50% 2

Male 50% 2

**Total 4**

### DISCIPLINARY

Male 85.7% 6

Female 14.3% 1

**Total 7**

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, 50% (2) were female and 50% (2) were male.

As for the conducted disciplinary cases, 85.7% (6) were male and 14.3% (1) were female.

# Sexual Orientation

## COLLEAGUE COMPOSITION

Heterosexual	74.0%	2894
Prefer not to say	21.2%	830
LGB+	4.5%	176
Bi	2.0%	78
Gay man	1.3%	51
Gay woman/Lesbian	0.8%	33
Other	0.4%	14
Unknown	0.3%	12
<b>Total</b>		<b>3912</b>

The total disclosure for LGB+ colleagues has increased to 4.5% this year from 4.2% last year, and this remains above the UK benchmark of 3.5% (Advance HE Statistical Report 2021).

Heterosexual colleague disclosures remain the largest proportion and have increased by 4.4% from 69.6% last year to 74% this year.

The number of colleagues who prefer not to say has dropped by 2.2%, from 23.4% last year to 21.2% this year, indicating increased confidence in disclosing this information.

*Information relating to gender reassignment is presented on page 12 of this report.*

## RECRUITMENT

Posts advertised **1100**

### APPLICATIONS BY ORIENTATION

Heterosexual	81.0%	8744
Prefer not to say	9.1%	987
LGB+	8.5%	919
Bi	4.4%	474
Gay man	1.9%	201
Other	1.3%	144
Gay woman/Lesbian	0.9%	100
Unknown	1.4%	150
<b>Applications received</b>		<b>10800</b>

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	24.0%	36
LGB+	14.9%	137
Gay man	16.4%	33
Bi	15.2%	72
Gay woman/Lesbian	15.0%	15
Other	11.8%	17
Prefer not to say	14.2%	140
Heterosexual	12.8%	1122
<b>Total success rate</b>	<b>13.3%</b>	<b>1435</b>

The number of posts advertised, and number of applications have both increased compared to last year (2020-2021). However 2020-2021 saw a period of reduced recruitment due to financial restraints and the Covid-19 Pandemic. Financial restrictions were lifted in 2021-2022 which allowed recruitment to return to pre pandemic levels.

The percentage of LGB+ applicants has increased slightly from 8.3% last year to 8.5% this year. There has been a decrease in the percentage of heterosexual applicants by 2.5%, from 83.5% last year to 81% this year.

There has been a slight increase in applicants responding 'prefer not to say' from 7.2% last year to 9.1% this year.

The overall applicant success rate has increased from 10.5% to 13.3%.

The success rate for LGB+ applicants has increased from 11.2% last year to 14.9% this year. This also remains higher than the success rate of heterosexual applicants which is 12.8% this year (an increase of 2.4%, compared to last year).



# Sexual Orientation

## LEAVERS

Heterosexual	74.6%	645
Prefer not to say	15.8%	137
LGB+	7.6%	66
Bi	4.3%	37
Gay man	2.3%	20
Gay woman/Lesbian	0.9%	8
Other	0.1%	1
Unknown	2.0%	17
<b>Total</b>		<b>865</b>

74.6% of leavers defined themselves as Heterosexual and 7.6% of leavers defined themselves as LGB+, which is greater than the pool of LGB+ colleagues (4.5%).

## TRAINING

**Classroom courses provided** 301

### CLASSROOM BASED TRAINING

Heterosexual	77.0%	2710
Prefer not to say	15.9%	560
LGB+	6.9%	244
Bi	3.6%	128
Gay woman/Lesbian	1.3%	46
Gay man	1.3%	45
Other	0.7%	25
Unknown	0.2%	7
<b>Total</b>		<b>3521</b>

The number of classroom courses (301) has increased slightly during the reporting period as compared to last year (245) and this can be attributed to a greater number of colleagues returning to campus as Covid-19 restrictions have been lifted.

The percentage of LGB+ colleagues has increased for classroom-based training from 5.3 % to 6.9% and is greater than the pool of LGB+ colleagues (4.5%).

The number of online training participants has decreased significantly since last year (11514) and this can be partly attributed to an increase in classroom-based courses and partly due to a reduction in newly released mandatory online training such as the Covid-19 online recovery package and criminal finances which were introduced and completed by colleagues during 2020-21.

The percentage of LGB+ colleagues has increased for online training from 5.3 % to 7.6% and is greater than the pool of LGB+ colleagues (4.5%).

### ONLINE TRAINING

Heterosexual	78.9%	6848
Prefer not to say	13.4%	1160
LGB+	7.6%	650
Bi	4.4%	378
Gay man	1.6%	135
Gay woman/Lesbian	0.9%	74
Other	0.7%	63
Unknown	0.3%	23
<b>Total</b>		<b>8681</b>

# Sexual Orientation

## GRIEVANCE AND DISCIPLINARY

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

### GRIEVANCE

Prefer not to say	50%	2
Gay man	25%	1
Heterosexual	25%	1
<b>Total</b>		<b>4</b>

### DISCIPLINARY

Prefer not to say	57.1%	4
Heterosexual	42.9%	3
<b>Total</b>		<b>7</b>

Across the reporting period, 4 grievances were raised, and 7 disciplinary cases were conducted.

Of the grievances, 25% (1) identified as heterosexual, 50% (2) preferred not to say, and 25% (1) identified as LGB+.

For the conducted disciplinary cases, 42.9% (3) colleagues identified as heterosexual, and 57.1% (4) preferred not to say.

# Equality Impact Assessments

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## **EQUALITY IMPACT ASSESSMENTS (EIAS) WERE CONDUCTED OVER THE REPORTING PERIOD OF 1<sup>ST</sup> APRIL 2021 - 31<sup>ST</sup> MARCH 2022**

Over this period the University has continued with its transformational programme involving the merger of 7 Schools and Colleges into 3 Faculties. This process has provided the University with many opportunities to assess impact for equality and diversity and to embed considerations for advancing equality of opportunity into the evolving structures.

Alongside this, the University has adapted in response to the global Covid-19 pandemic. Equality Impact Assessments have also played a crucial role here, in evaluating the impact of the changes on colleagues protected characteristics and minimising any potential negative impacts.

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

Research Excellence Framework, Reasonable Adjustment Policy, Animals on Campus Policy, Menopause Policy, Whistleblowing Policy, Zoom Telephony, USS Pension Changes, Senior Appointment Policy, Reaching Wider Programme Strategy, Parental Bereavement Guidelines, Staff Counselling Tender Process.

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# Student Data 2021/2022

## SEX

Female	50%	12087
Male	50%	12057
Non-binary	<1%	66
Unknown	<1%	16
<b>Total</b>		<b>24226</b>

## UNDERGRADUATE

Male	53%	8705
Female	47%	8018
Non-binary	<1%	55
Unknown	<1%	9
<b>Total</b>	<b>69%</b>	<b>16787</b>

## POSTGRADUATE

Female	55%	4069
Male	45%	3352
Non-binary	<1%	11
Unknown	<1%	7
<b>Total</b>	<b>31%</b>	<b>7439</b>

## GENDER REASSIGNMENT

Same as at birth	92%	22195
Unknown	8%	1892
Different to at birth	<1%	144

## SEXUAL ORIENTATION

Heterosexual	77%	18580
Unknown	14%	3271
Bisexual	6%	1470
Other	2%	405
Gay man	1%	265
Gay woman	1%	235

## RELIGION

No religion	43%	10461
Not known	21%	5071
Christian	20%	4890
Other religion	11%	2681
Muslim	5%	1123

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

## DISABILITY

No known disability	86%	20768
Disabled	14%	3458

## AGE

<19	<1%	19
19-21	23%	5504
22-24	38%	9180
25+	39%	9420

## UNDERGRADUATE

<19	<1%	19
19-21	31%	5503
22-24	45%	8177
25+	24%	4281

## POSTGRADUATE

19-21	<1%	1
22-24	16%	1003
25+	84%	5139

## RACE

White	65%	15871
Ethnic minority	31%	7616
Unknown	3%	742

(includes not known and unknown)

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

## TOTAL ETHNIC MINORITY STUDENTS

Arab	3%	787
Asian	10%	2502
Black	6%	1489
Chinese	5%	1135
Mixed	5%	1180
Other	2%	522

## TOTAL NON-UK ETHNIC MINORITY STUDENTS

Arab	3%	686
Asian	6%	1378
Black	4%	1075
Chinese	4%	1013
Mixed	3%	636
Other	1%	221

## TOTAL UK ETHNIC MINORITY STUDENTS

Arab	0.4%	101
Asian	5%	1124
Black	2%	414
Chinese	1%	122
Mixed	2%	544
Other	1%	301

# Building Awareness

SWANSEA UNIVERSITY EVENTS 1<sup>ST</sup> APRIL 2021 – 31<sup>ST</sup> MARCH 2022



**Swansea Pride 2 May 2021**  
**Pride Month June 2021**  
**LGBT+ History Month Feb 2022**

**LGBT+ Events**

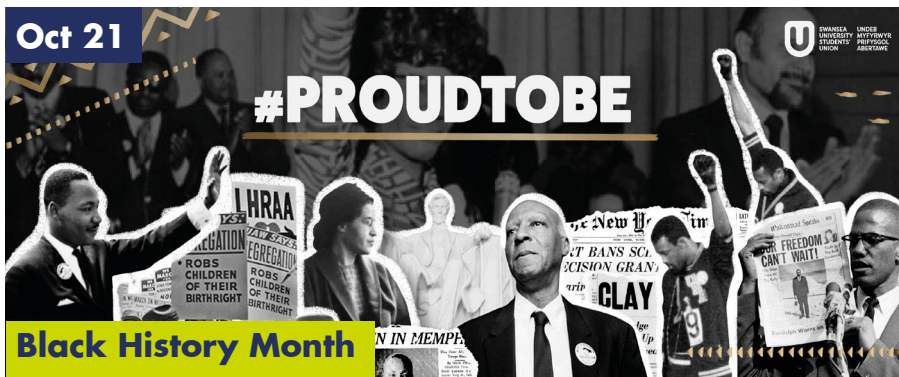


7 - 13 June 2021  
**Make Caring  
 Visible and Valued**

**Carers' Week**

[carersweek.org](http://carersweek.org)

**Oct 21**



**#PROUDTOBE**

**Black History Month**

**9-16 Oct 21**

Spread  
*Love*  
 NOT HATE



**Hate Crime Awareness Week**

**11-18 Nov 21**

**Inter  
 Faith  
 Week**



[www.interfaithweek.org](http://www.interfaithweek.org)

**Interfaith Week**

**Nov-Dec 21**

**ABLEISM  
 in Academia**

**Disability History Month**



**HOLOCAUST  
 MEMORIAL  
 DAY 27/1**

**Holocaust  
 Memorial Day**



International Women's Day

**INTERNATIONAL WOMEN'S DAY 2022**

**#BreakTheBias**

**8 Mar 22**

**International Women's Day**

**INTERNATIONAL  
 DAY FOR  
 THE  
 ELIMINATION OF  
 RACIAL  
 DISCRIMINATION**  
 MARCH 21

**International Day for the  
 Elimination of  
 Racial Discrimination**

The [Strategic Equality Plan 2020-2024](#) can be viewed online. Progress made for period 1st April 2021 - 31st March 2022 is highlighted below.

### IMPACT OF THE CORONAVIRUS PANDEMIC

We reviewed our SEP objectives in light of the coronavirus pandemic and the following action was taken to mitigate against any impact on under represented groups;

- Our Agile Policy was updated to allow more flexible and hybrid working to enable our colleagues to balance their work and personal commitments.
- Our health and wellbeing pages were updated with support and FAQs for colleagues who have been affected by the pandemic.
- Our promotions applications process took into account the effect of the pandemic on colleague's ability to meet promotion criteria and allowances made as a result.
- All training was moved to online platforms to ensure accessibility and support continued throughout the pandemic.
- All staff who were furloughed as a result of the pandemic were paid their salaries in full.
- Covid safe operating procedures were introduced and guidance provided to colleagues returning to campus. Risk assessments were carried out.

### 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

Gender: To reduce the current mean gender pay gap by 2 percentage points by 2024.

#### PROGRESS REPORT:

During the reporting period the mean gender pay gap has reduced by 3.1 percent which means that this outcome has now been achieved in advance of the deadline. 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

Colleagues and students demonstrate an increased awareness of policy in relation to Dignity at Work and Study.

### PROGRESS REPORT:

A review of the Dignity at Work and Study policy has commenced and is being reviewed by Human Resources and Academic Services in consultation with colleagues and students. This continues to be a work in progress.

We continue to promote the awareness of the Dignity at Work and Study policy via staff induction and all staff emails. We also conducted refresher training for all harassment advisors this year, as we incorporated whistleblowing as part of this role.

Colleagues and students report an increased confidence in the reporting of bullying and harassment.

The University has signed up to the Victim Support Hate Crime charter to demonstrate and increase the visibility of our commitment to supporting those experiencing bullying and harassment. The University was awarded a Hate Crime Charter Trustmark, by Victim Support as recognition of our commitment to delivering on the actions contained within the Charter. We have delivered 5 training sessions on Hate Crime Awareness this year, working with Victim Support, and also marked Hate Crime Awareness Week in October 2021. This continues to be a work in progress.

As a University we also purchased a Report and Support system this year, to support students by making the reporting of bullying and harassment easier. Implementation of the system will follow 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

There is a 50/50 gender balance on Council University committees, where this has not been achieved so far.

### PROGRESS REPORT:

All Council University committees now have access to and review the diversity of their members in advance of appointment processes. As at March 2022, University Council is gender balanced in relation to the University benchmark (56% female and 44% male).

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. As at March 2022, University Council members from an ethnic minority background make up 11% of Council, reflective of the local area.



## OUTCOME 4

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

### OBJECTIVES AND OVERALL SUCCESS MEASURE

Over the 4 year period, for all PVC, Director and PVC Executive Deans, 50% of those appointed are female.

### PROGRESS REPORT:

During the reporting period females represented 44% of all PVC, Director and PVC Executive Deans and females represented 50% of the University Senior Leadership team. This continues to be a work in progress and opportunities to increase and 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 not representative of our ethnic minority colleagues and this is being addressed as part of our Race Equality action plan.

Over the 4-year period to increase the percentage of LGBT+ Professors to 2.4%.

As at 31st March 2022 3% of Professors identified as LGBT+ . (Included in this group are Professors, Pro Vice Chancellors and the Vice Chancellor). This means that we have achieved our objective 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

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

### PROGRESS REPORT:

During the most recent promotion round (2021/2022), 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

Numbers of female Professors increased to sector benchmark.

### PROGRESS REPORT:

The percentage of female professors has increased during the reporting period to 26% (rising from 13% in 2014). We have not yet met the current sector benchmark (28%) and work in this area continues.

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%) continues to be lower than white applicants (17.7%). We will continue our work in this area.

## OUTCOME 7

Excelling achievement for students from all ethnic backgrounds

### OBJECTIVES AND OVERALL SUCCESS MEASURE

The degree awarding differential for students from an ethnic minority background is reduced

### PROGRESS REPORT:

Options for a student race awareness course are under consideration with a view to implementation in 2022/23. A multivariate analysis has been started on differential degree outcomes for students from ethnic minority groups which should report by July 2023.

## 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:

Over 100 students and colleagues have been trained up as connectors. A wellbeing lounge has been developed in collaboration with the Student's Union and will be run by a lead volunteer mentored by staff in the University wellbeing team.

[CONNECT \(connect-wellbeing.wales\)](https://connect-wellbeing.wales)

## 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:

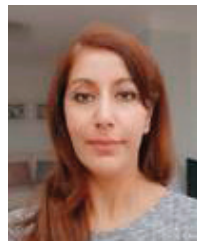
The Centenary curriculum commitment has been written into the Learning & Teaching strategy for the University. Disruption caused by the pandemic has meant that the rate of implementation across the University is variable as would be expected, however the outcome is on target.

**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 2021 – 31 March 2022; where snapshot data has been used, this has been noted as at 31 March 2022. All benchmarking data is from the Advance HE Higher Education Statistical Report 2021 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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We would like to thank academic and professional services staff for their valuable contribution towards progressing the equality agenda and in particular the members of the Equality Committee.

In particular we'd like to acknowledge the contributions of the following individuals, however this list is not exhaustive.

#### **EQUALITY COMMITTEE MEMBERS/EDI LEADS/OFFICERS**

Alison Braddock, Alison Llewelyn, Alma Rahat, Amanda Williams, Andrew Iwobi, Andrew King, Camilla Knight, Charlotte Ajomale-Evans, Cinzia Giannetti, Daffydd Turner, Debdulal Roy, Delyth Thomas, Elwen Evans, Emma Spacey, Fiona Jordan, Frances Lloyd, Gareth Stratton, Jennifer Thompson, Katie Hebborn, Kevin Child, , Laura Wilkinson, Liza Leibowitz, Marie Cheshire Allen, Martin Stringer, Minkesh Sood, Mohsen El-Beltagi, Rhiannon Owen, Roberta Magnani, Ruth Hopkins, Samantha Guard, Sian Thomas, Sian-Elin Thomas, Simon Hoffman, Sonja Consuegra Del Olma and Suki Collins.

#### **SWANSEA ACADEMY OF INCLUSIVITY AND LEARNER SUPPORT TEAM**

Farzana Rahman, Magda Hall and Theresa Ogbekhiulu.

We'd also like to thank the Faith@CampusLife team, the creative services team, the Welsh translation team and the Student's Union for their assistance in the development of this annual report.