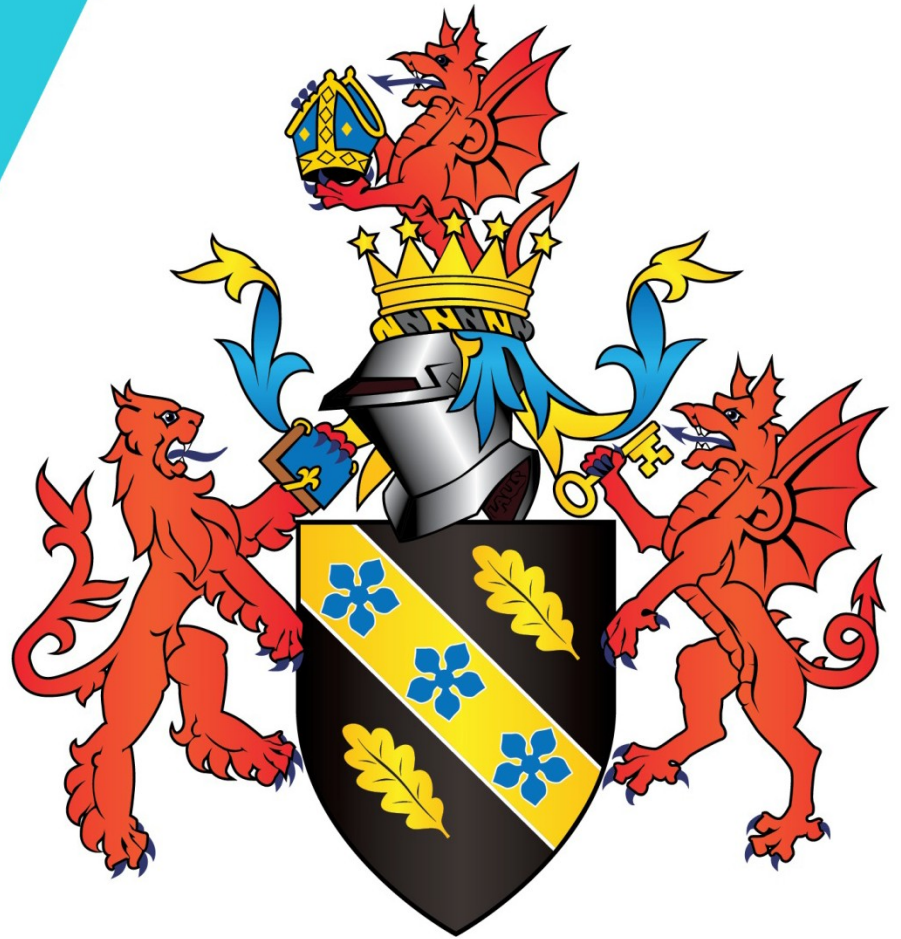




Prifysgol Cymru  
Y Drindod Dewi Sant  
University of Wales  
Trinity Saint David



# Annual Report: Equality and Diversity 2019/20

## Contents

Introduction .....	3
Background .....	3
Data collection and monitoring .....	4
Staff Data .....	5
Mode of Employment .....	6
Salary.....	7
Gender .....	9
Age .....	9
Ethnicity .....	11
Disability.....	12
Religion & Belief.....	13
Sexual Orientation .....	13
Encouraging disclosure .....	14
Student data.....	15
Overall student profile .....	16
Gender .....	17
Age .....	20
Ethnicity .....	22
Disability.....	25
Religion and Belief .....	28
Sexual Orientation .....	28

## Introduction

The University of Wales Trinity Saint David (UWTSD) is part of the UWTSD Group (the Group), a multi-institutional collaborative venture owned and governed by the University, with Coleg Sir Gâr (CSG) and Coleg Ceredigion (CC) as constituent colleges. The Group has campuses in Carmarthen, Lampeter, London, and Swansea, each with their own distinct identities. It also has a learning centre in Birmingham, locations in Cardiff and outreach community centres throughout South Wales, which help to deliver our strategic focus on widening participation. HE and FE provision is offered at several further locations within South and West Wales through its constituent and partner colleges.

We are committed to the principles of equality and diversity and to building strong communities on all sites and to create an inclusive, supportive learning and working environment in which all staff, students and learners can flourish and fulfil their personal potential. We actively work on removing barriers to participation and supporting people from all backgrounds and circumstances to fulfil their potential.

Our five key objectives for 2020-2024 are:

- To better understand the needs of our communities and understand the barriers they face to thrive
- To reduce inequalities that exist within our communities
- To promote safe communities
- To reduce the gender pay gap
- To create healthy and inclusive learning communities

## Background

The University's Group Strategic Equality Plan (SEP) covered the period 2016 – 2020. It included our dual sector partners and underpins our commitment to promoting equality of opportunity and identifying and addressing barriers to participation. The University has consulted extensively with staff, students, the Students' Union and external partners to develop its Strategic Equality Plan for 2020-2024. A consultation report has been published alongside the Strategic Equality Plan.

Whilst the Welsh language is not a protected characteristic, the University recognises its important role in the culture and heritage of Wales.

## Data collection and monitoring

The UWTSO Group collates and monitors data from the following internal and external sources:

- The University's Human Resources records system
- The University's Student Records Systems
- Higher Education Statistics Agency (HESA) staff and student institutional data (obtained through Heidi plus, a data analysis portal)
- Application and acceptance data through UCAS

Data is used to:

- assess the usefulness and impact of our Strategic Equality Plan and related action plans;
- identify trends within our staff and learner / student populations with respect to protected characteristics;
- identify and highlight any ongoing barriers and/or areas of under-representation or inequality;
- assess our progress against our equality objectives and check to see whether these need updating or revising;
- identify future priorities for action.

## Staff Data

The staff data is based on the data reported to the Higher Education Statistics Agency (HESA) in 2019/20 or in some instances, the data held on the internal HR systems. The HESA data is rounded for data protection purposes.

To provide context, the University staff data has been compared to Higher Education sector information available on Heidi Plus as well as to previous years' data.

In 2019/20, UWTSD employed a total of 1,375 staff, of which 53% were academic staff and 47% were non-academic staff. This rate is the same as the UK sector average but differs in comparison to the Welsh sector average where 49% are academic staff. Over the five-year period, there has been a trend towards employing a larger proportion of academic staff.

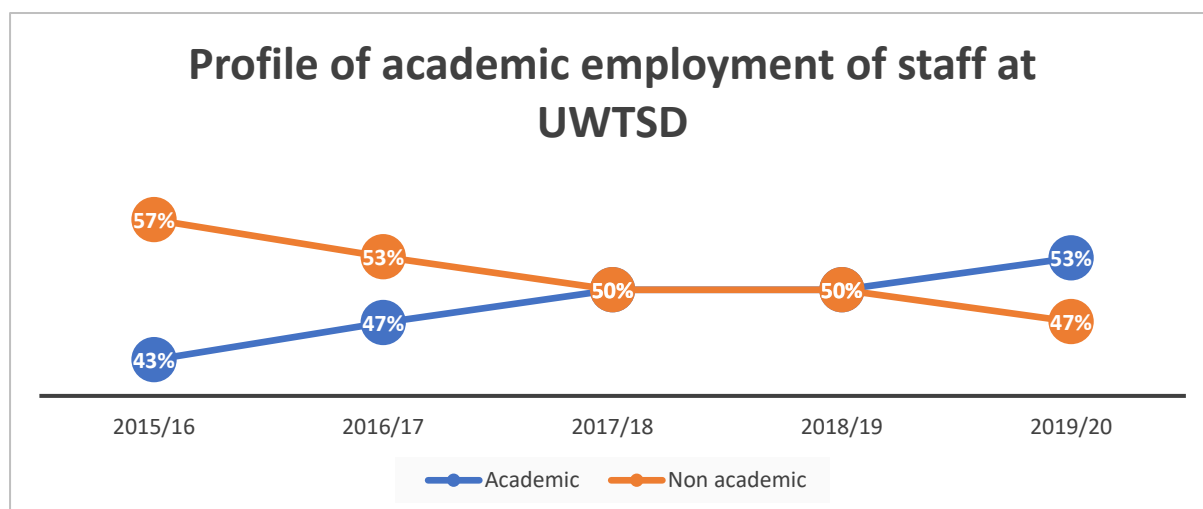


Figure 1: Source HESA

80% of staff are employed at UWTSD on an open-ended / permanent contract compared to 20% on a fixed-term contract. This is slightly more than both the Welsh sector average, 79% and the UK sector average, 75%.

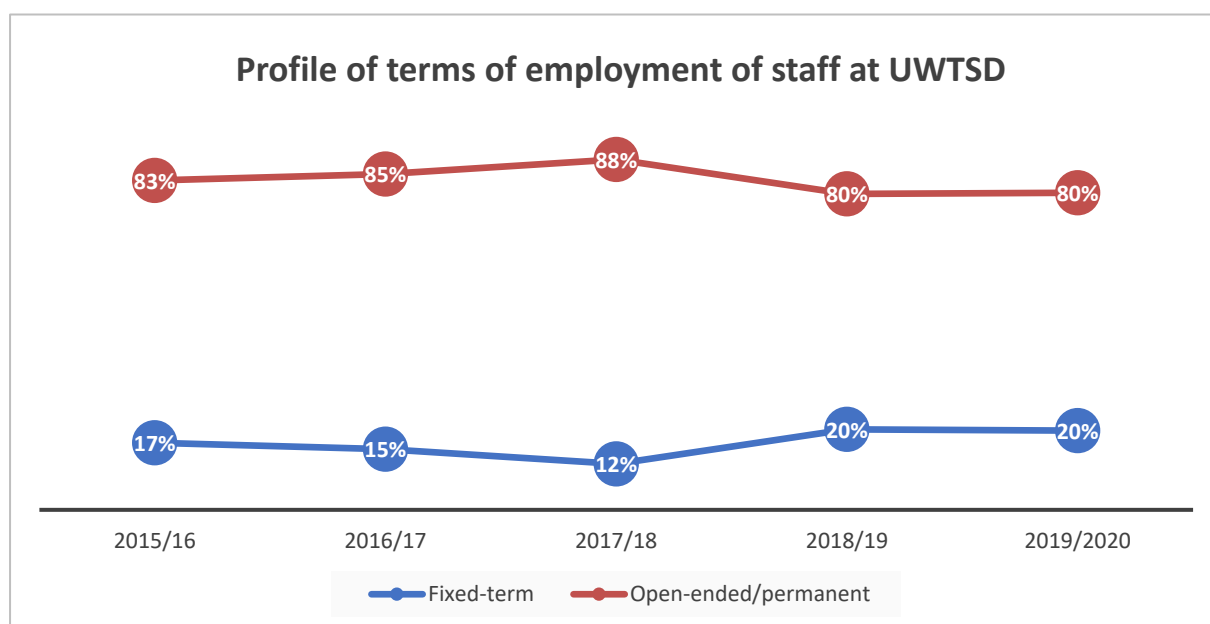


Figure 2: Source HESA

From Figure 3, it is clear that there has been sharp decline in the proportion of Academic staff on open-ended/permanent contracts since 2017/18, falling from 90% to 73% in 2019/20. This decline, however, brings UWTSD in line with the Welsh sector, where 76% of staff are on open-ended/permanent contracts and is still above the UK sector average of 67%. The proportion of non-academic staff on open ended/ permanent contracts has remained consistent over the past three years.

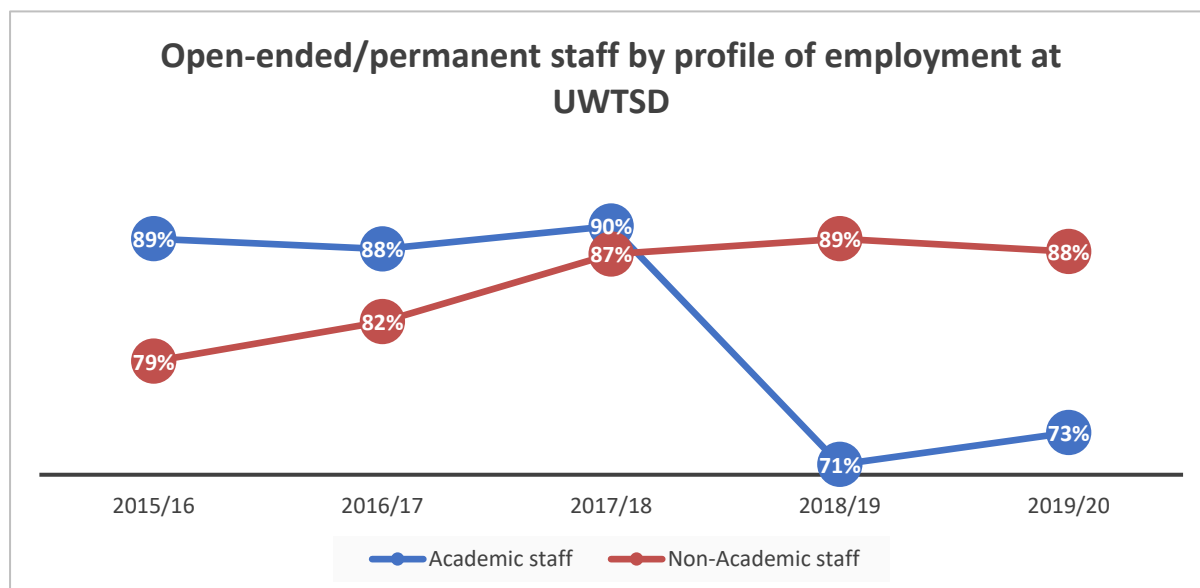


Figure 3: Source HESA

### Mode of Employment

The mode of employment of staff at UWTSD has remained consistent over the past five years. For the first time, in 2019/20, there was a slightly larger proportion of staff on part-time contracts compared to full-time contracts. When compared to the Welsh and UK sector averages, UWTSD has a far greater proportion of part time staff at 50%, compared to 34% and 33% respectively.

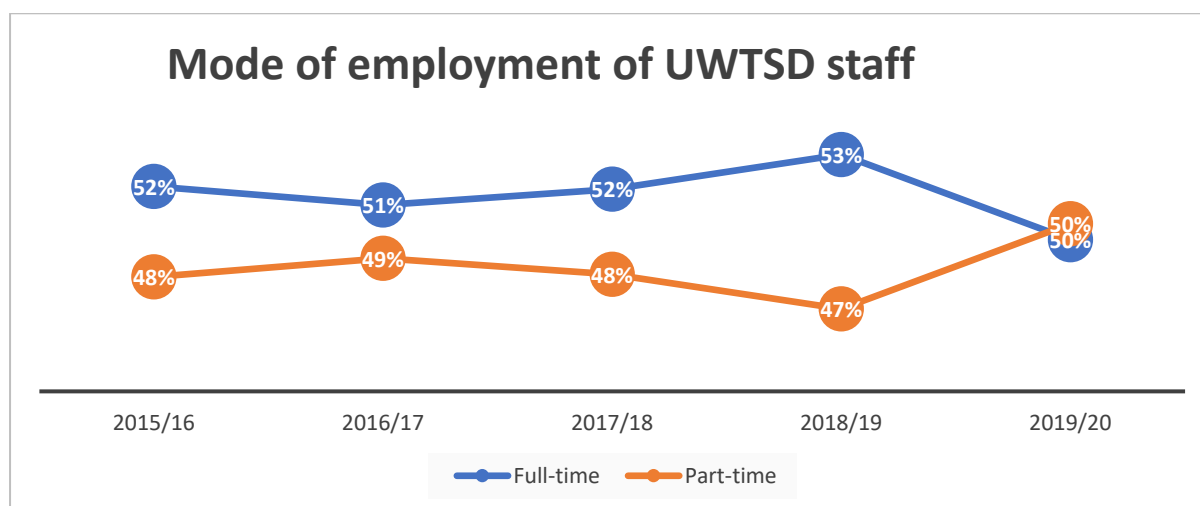


Figure 4: Source HESA

The gender profile of staff by mode of employment shows that in 2019/20 57% of male staff are employed full-time whilst just 44% of female staff are employed full-time. This is lower than the UK figures where 75.8% of male staff in full-time employment and 59.8% of women in full-time employment.

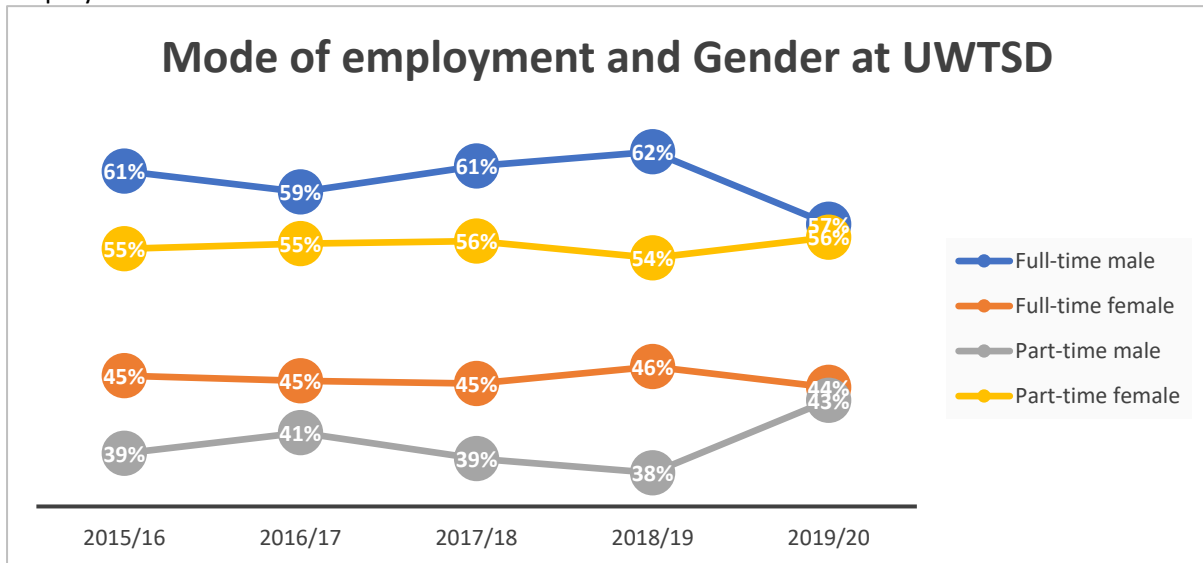


Figure 5: Source HESA

### Salary

The breakdown of UWTSD staff based on contract salary range<sup>1</sup> in 2019/20 shows a similar pattern to previous years whereby the most populated salary range is salary range 4, which represents 43% of the total staff.

There has been a general increase in the proportion of staff in salary range 4 over the past five years with a noticeable drop in salary range 1.

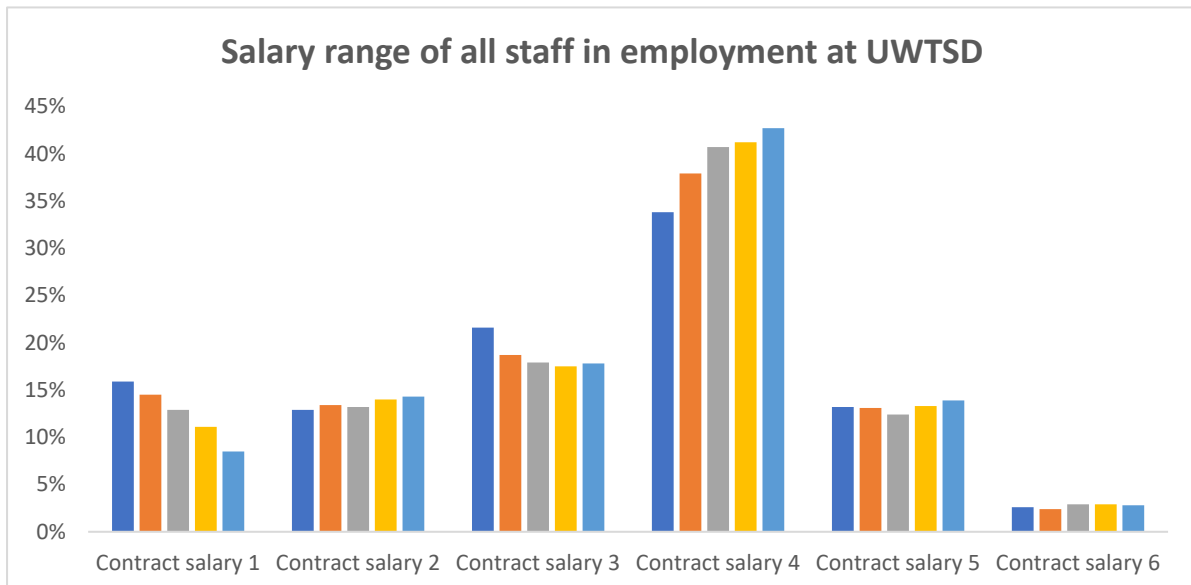


Figure 6: Source HESA

<sup>1</sup> Salary is based on the contract salary for members of staff at a HE provider where applicable, at 31 July in the reporting period, or the end date of the contract if earlier.

About 2/3rds of academic staff are employed in salary range 4, with 88% of academic staff employed in either salary range 4 or 5.

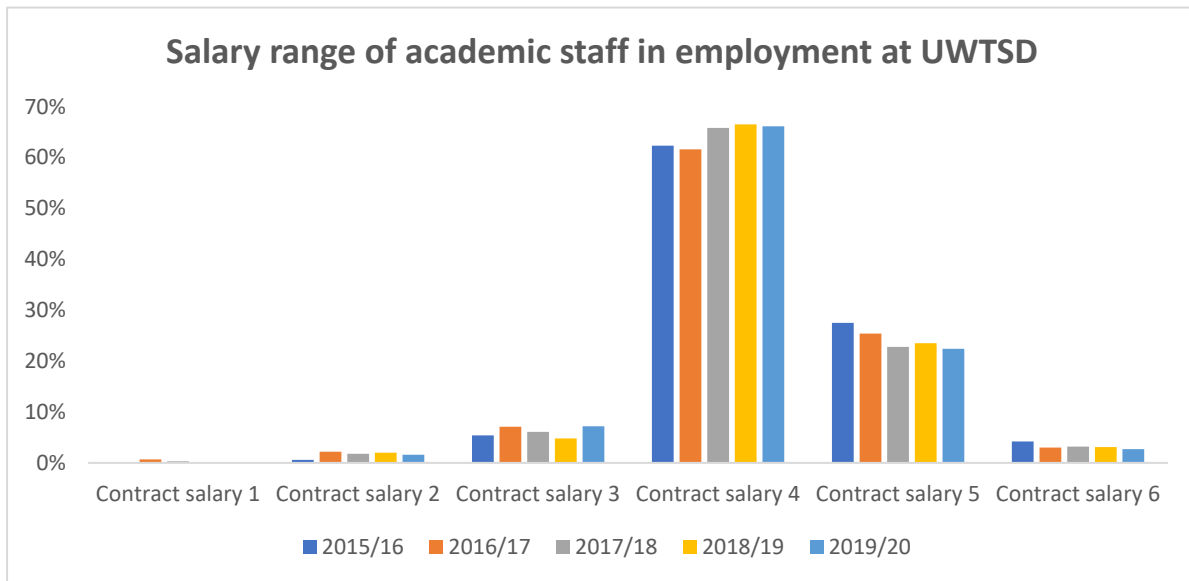


Figure 7: Source HESA

Most non-academic members of staff are employment in either salary range 2, 28.5%, or salary range<sup>2</sup> 3, 29.9%. There has been a steady decline in the proportion of non-academic staff employed in salary range 1 over the five-year period, with a steady rise in the proportion employed in salary range 2.

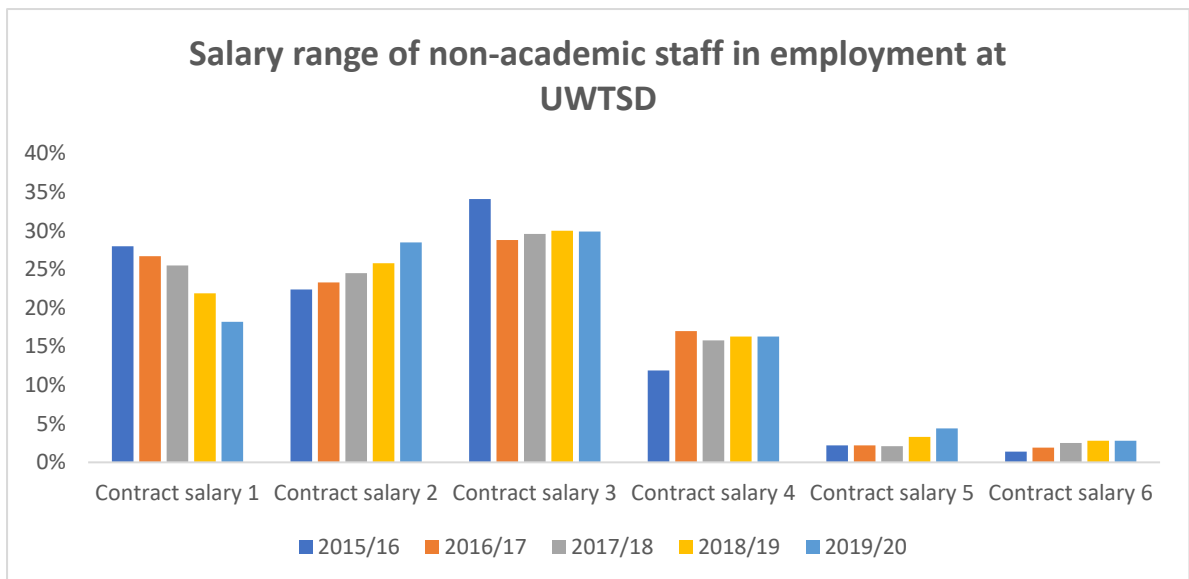


Figure 8: Source HESA

<sup>2</sup> For analysis purposes the contract salaries are grouped into six salary ranges, the upper and lower of each range aligned with salary spine points used in the JNCHEs Pay Spine (previously referred to as the Final Salary Spine), as detailed in the HESA Single pay spine document located in <https://www.hesa.ac.uk/collection/c16025> (Salary from 1 August 2016 column).



## Gender

In 2019/20 the gender breakdown of UWSTD staff is 56.3% female and 43.7% male, which is in line with the results of the last five years. The overall gender profile of UWSTD is broadly in line with the overall profile of staff working in higher education in the UK (54.1% female and 45.7% male) and in Wales (55.1% female and 44.8% male). The proportion of female academic staff to male academic staff at UWSTD at 52% female and 48% male is higher than the UK and Welsh figures of 47%.

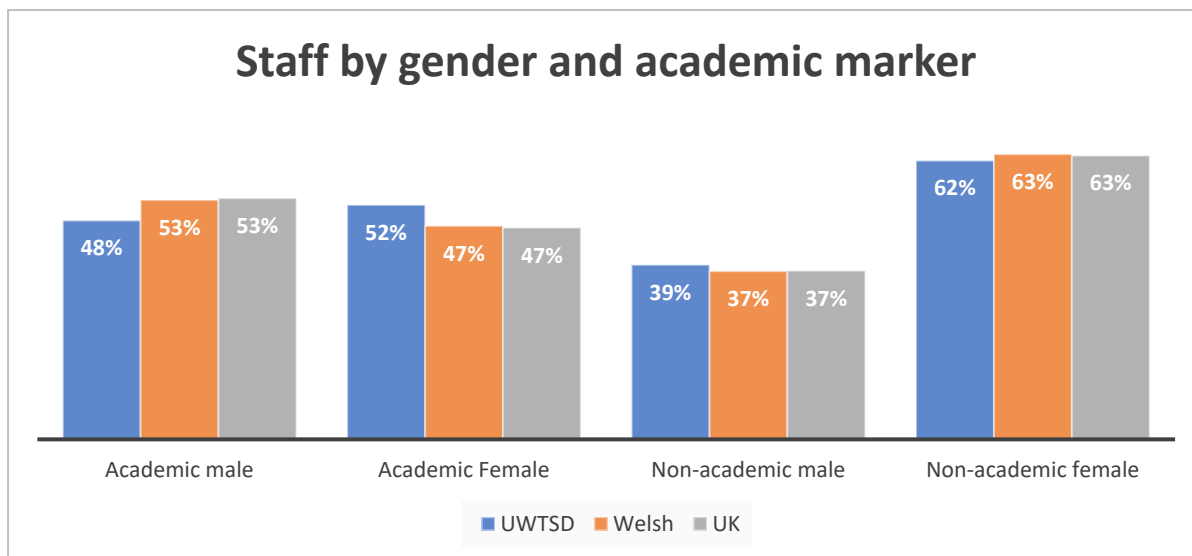


Figure 9: Source HESA

## Age

There has been a general decline in the proportion of staff aged 35 years and younger, which has fallen from 26% in 2015/16 to 20% in 2019/20. In contrast, all other age groups have experienced a small increase. Both the UK and Welsh sectors have a higher proportion of staff aged 35 years and younger, 27% and 31% respectively than UWSTD, and a lower proportion of staff aged 51-65, 28% and 27% respectively.

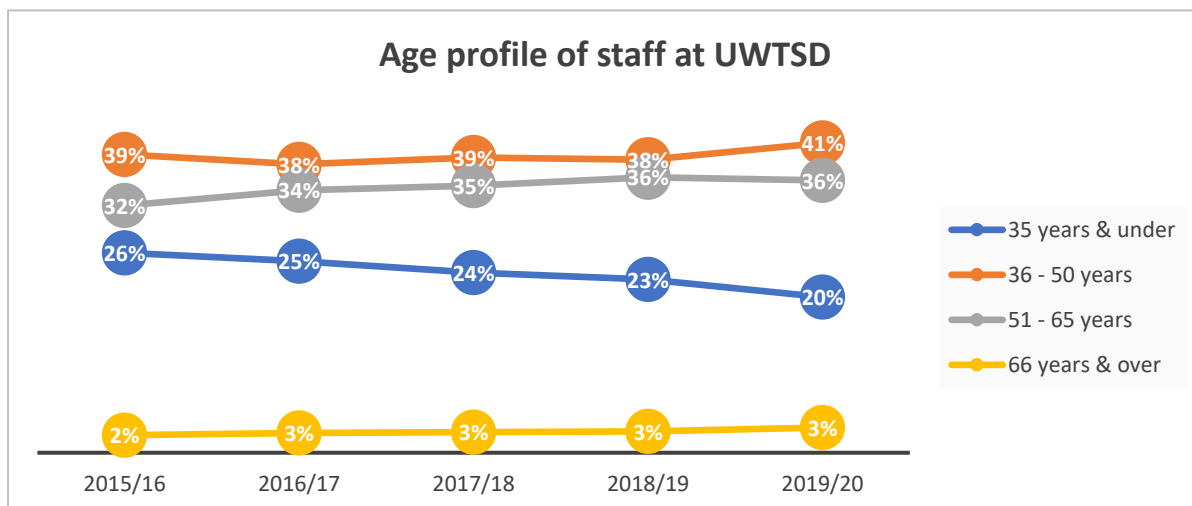


Figure 10: Source HESA

41% of academic staff are aged between 51-65 years, with 80% of staff aged between 36 and 65. The age range of academic staff has remained consistent over the five-year period.

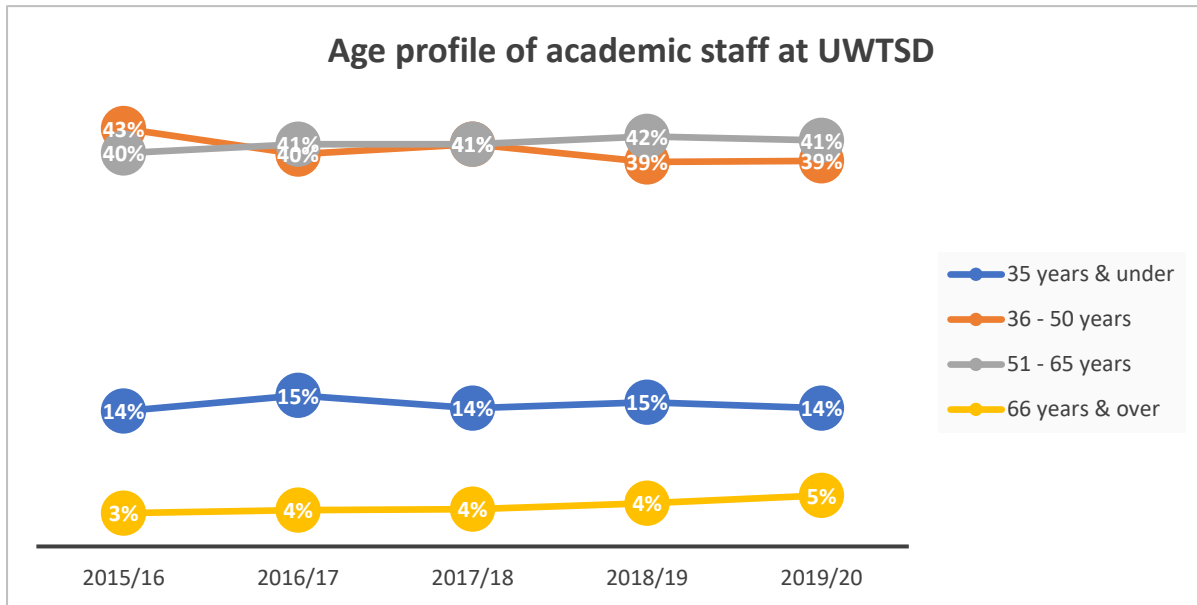


Figure 11: Source HESA

42% of non-academic staff are aged between 36-50 years and has experienced a 4% rise since last year. The proportion of non-academic staff aged 35 years and younger has declined by 8% over the five year period.

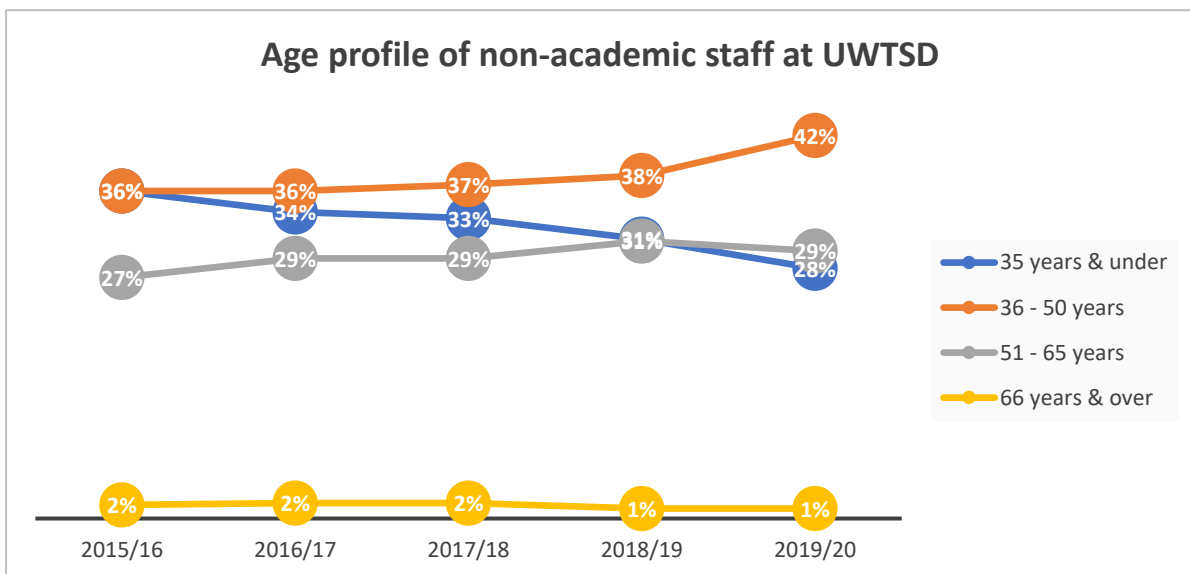


Figure 12: Source HESA

## Ethnicity

In 2019/20, 86% of UWTSD staff declared their ethnicity as white, which has remained consistent over the last 5 years. There has been a small increase in Asian staff members since 2015/16, rising from 1% to 4%. The 86% of staff who declare as White is on par with the Welsh average but above the UK average of 78%.

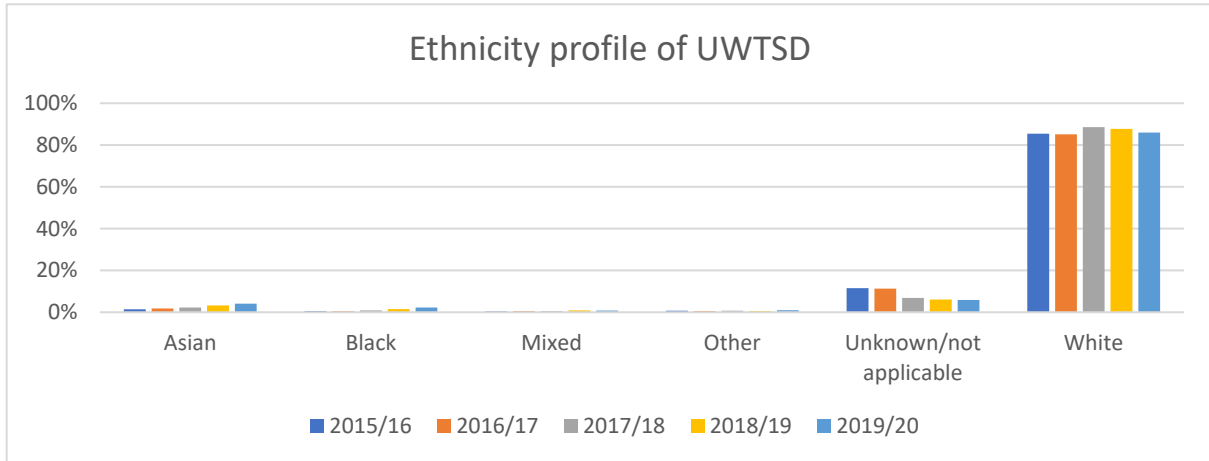


Figure 13: Source HESA

81% of academic staff at UWTSD are white, which is below the overall University average. As can be seen in Figure 15, 91% of non-academic staff are White.

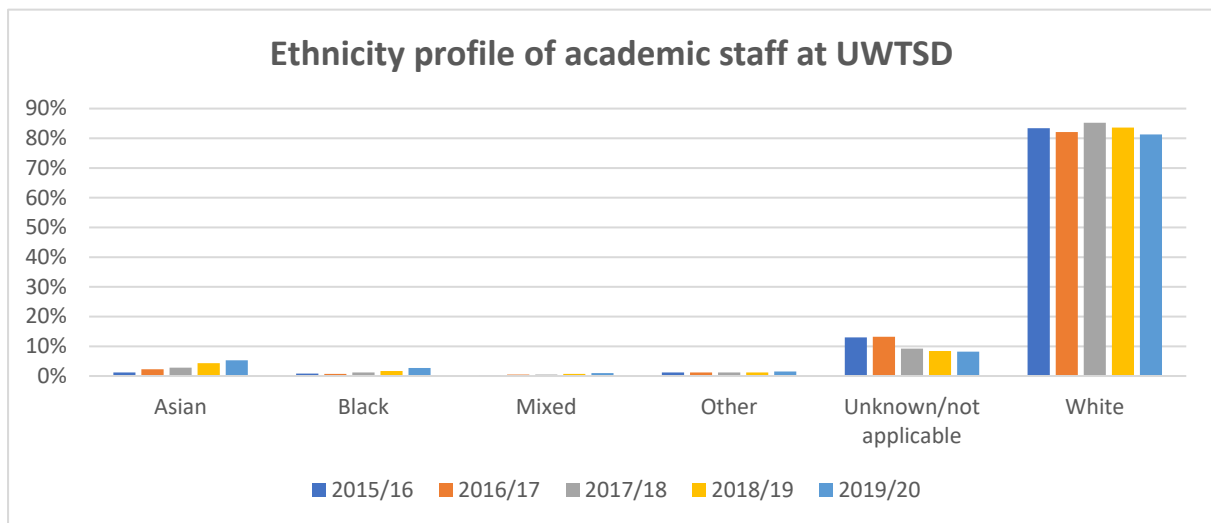


Figure 14: Source HESA

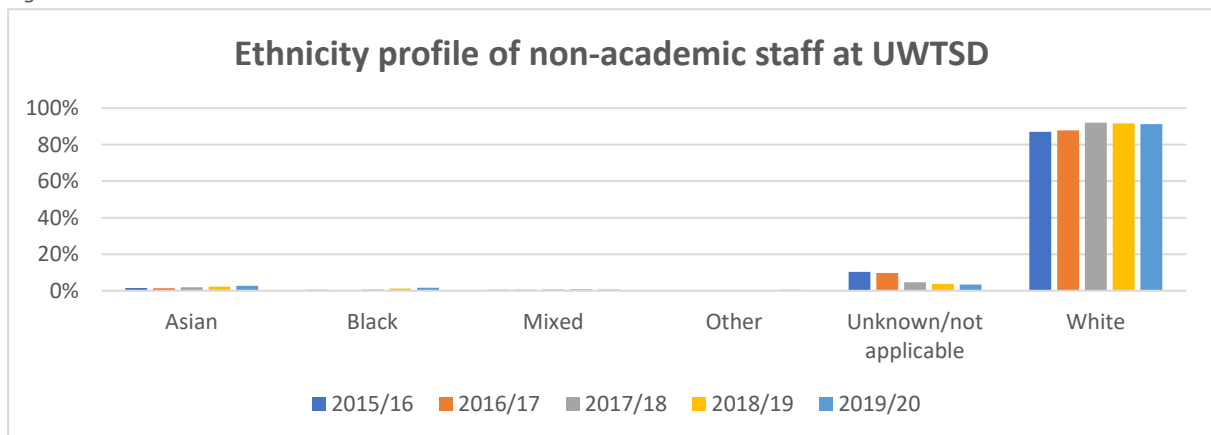


Figure 15: Source HESA

## Disability

In 2019/20, 7.5% of UWTSD staff declared themselves as having a disability, the highest proportion over the last five years. These figures are slightly above the Welsh and UK sector averages of 6.7% and 5.5% respectively. For academic staff, this reduces to 6.2% whereas for non-academic staff this increases to 9%.

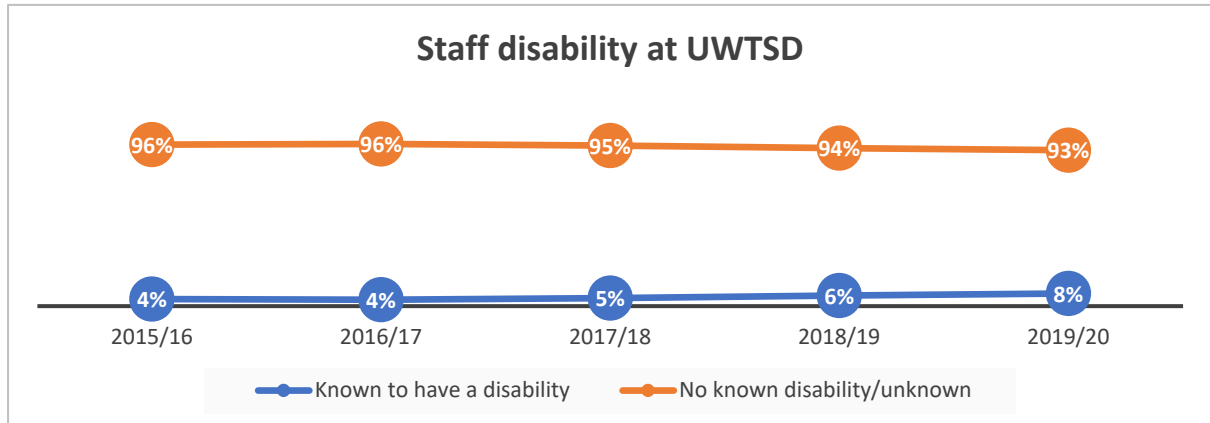


Figure 16: Source HESA

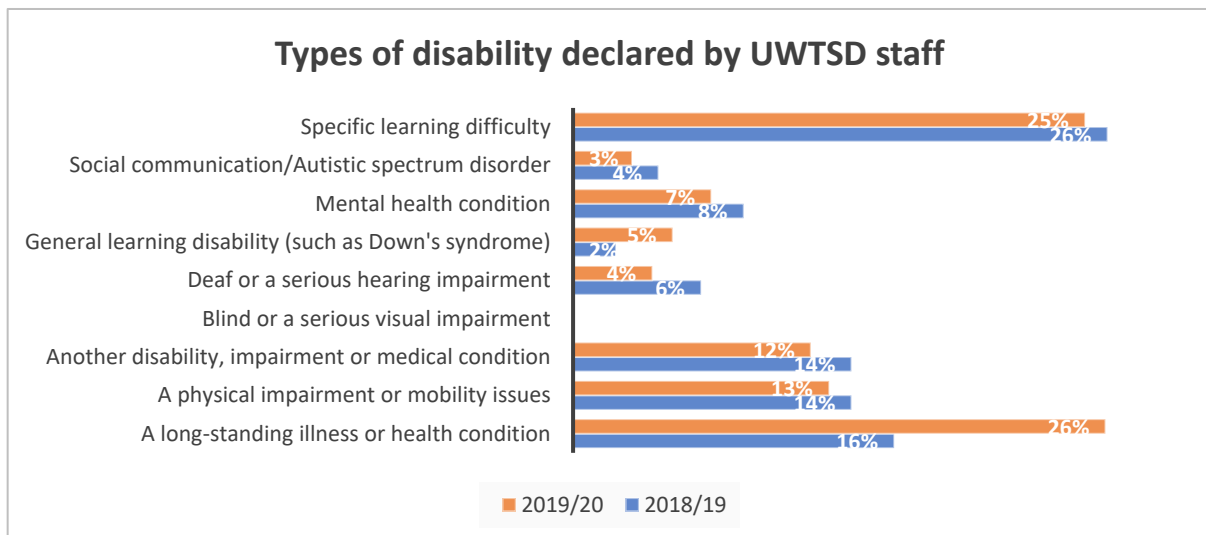


Figure 17: Source HESA

## Religion & Belief

54% of staff declared they had no religious beliefs. Christian was the largest religious grouping, with 34% of staff identifying as such. 6% of staff refused to provide this information.

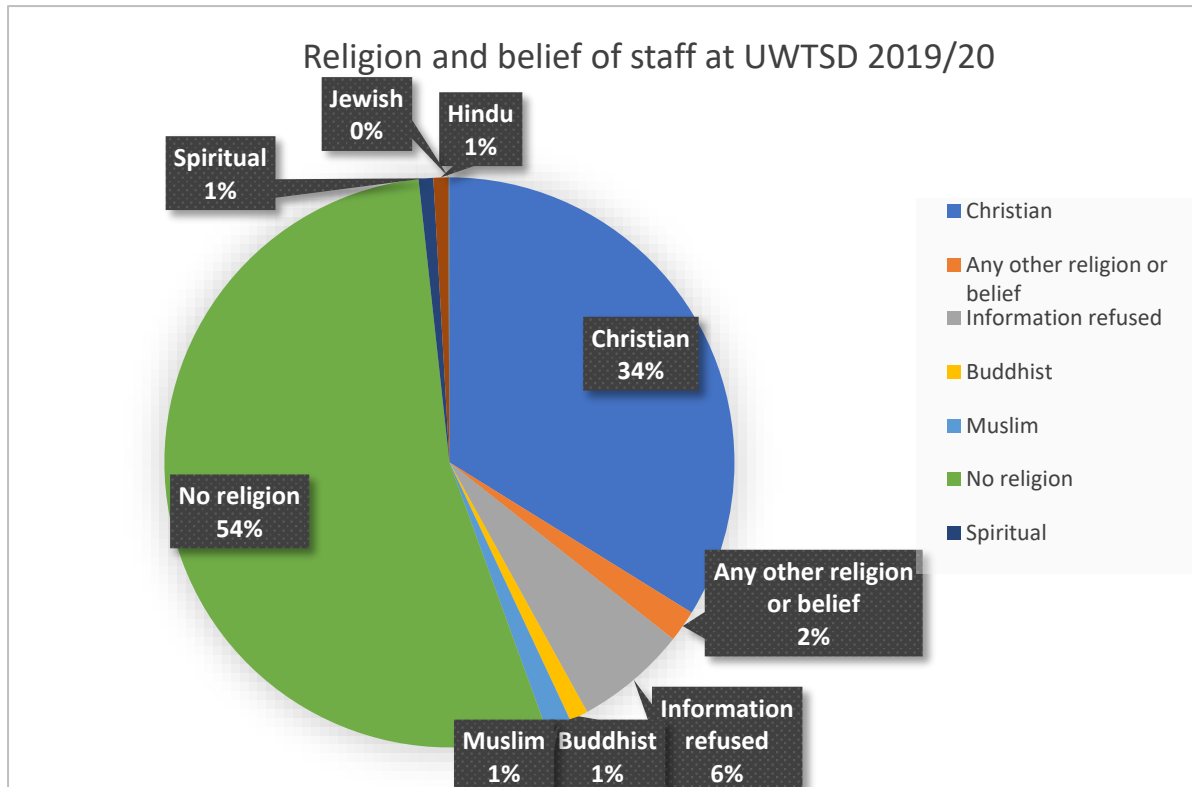


Figure 18: Source internal data

## Sexual Orientation

71% of staff identified as heterosexual, by far the largest group. 25% of staff refused to provide this information.

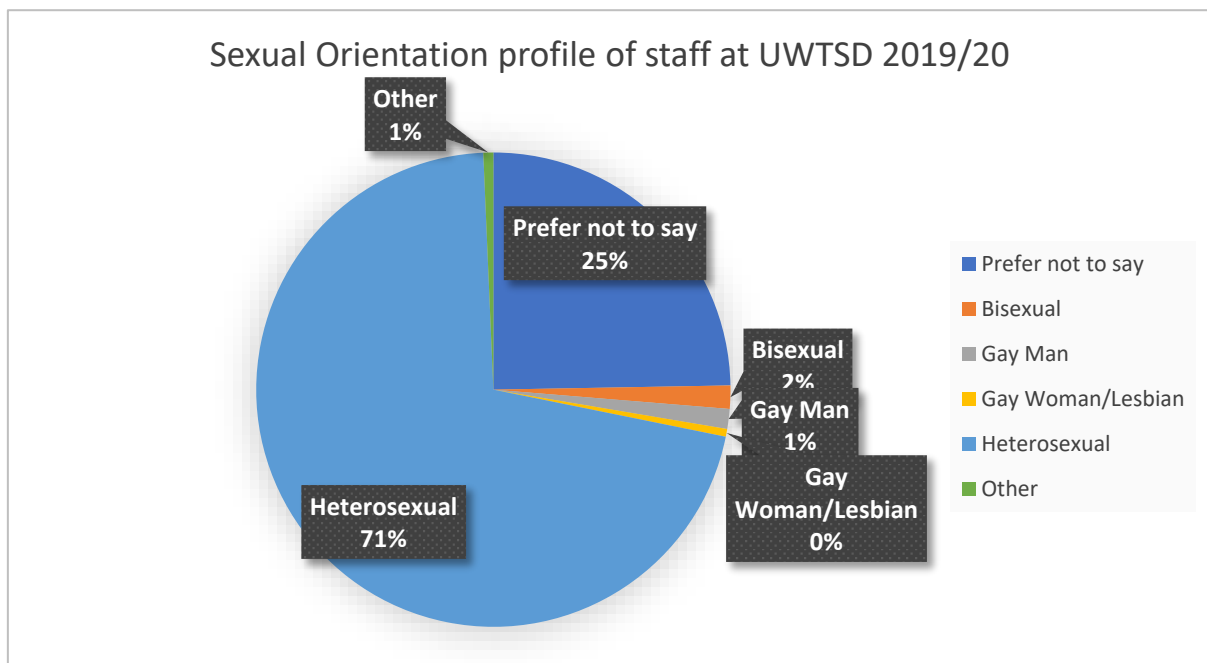


Figure 19: Source internal data

### Encouraging disclosure

At the start of the SEP 2015 -20, the self-service module for the HR/payroll system at UWTSD was implemented for the majority of staff. This allows staff to view and update their own personal information including protected characteristics with the exception of disability and pregnancy. Significant effort has been invested over the SEP period in delivering training sessions for staff to encourage the use of the system in relation to self-service for updating personal information. At the same time, the University has focused on raising awareness of the importance of data monitoring to encourage staff to share sensitive information.

## Student data

Student data given in this section concerns HE students studying within the UWTSD Group. HE students studying at collaborative partnerships are not included. With the exception of the application data which comes from UCAS, all other data has been reported to HESA<sup>3</sup>. The HESA data is rounded for data protection purposes. All data has been sector-benchmarked, using HEIDI plus data. The analyses in this report inform priorities for action.

This part of the equality statistical report first considers the overall profile of students within the UWTSD Group and then focuses on the admission and attainment of students with the following protected characteristics:

- Gender
- Age
- Ethnicity
- Disability

Historical data comparisons are made where possible as well as comparisons to the UK and Welsh sector scores. The final part of the statistical data relating to students reports data in relation to the religion / belief and sexual orientation.

UWTSD does not hold student data in relation to pregnancy or maternity, or marriage or civil partnership on its student record system and these protected characteristics have therefore not been included within this equality statistical report. Student data is returned to HESA in relation to gender reassignment. Because overall numbers are small, for data protection reasons, no analysis has been done of the data in this statistical report.

As part of the objectives outlined in the Strategic Equality Plan the University has continued work to encourage students to disclose protected characteristic information.

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<sup>3</sup> With the exception of religion/belief and sexual orientation data, all student demographic data has been derived from Heidi Plus.

## Overall student profile

Between 2018/19 and 2019/20 the number of students studying at UWTSD rose by 1,600 to 12,700 students and is the 4th year in a row to experience an increase in student numbers. In comparison with national data, 40% of all UWTSD students study on an Other Undergraduate programme, compared to 5.5% across the UK sector, with just 44% studying on a First Degree programme compared to 69.2% across the sector. Figure 20 reflects this continued shift towards Other Undergraduate Programmes of study with a 10% increase in students studying an Other Undergraduate programme since 2016/17. This is in line with UWTSD's mission to widen participation and access opportunities to Higher Education.

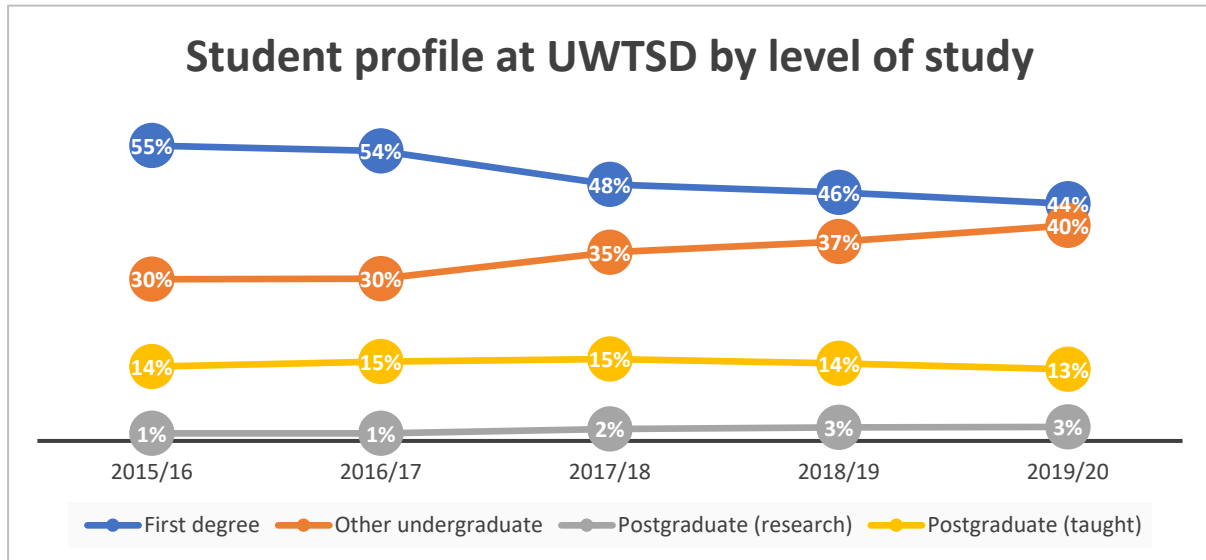


Figure 20: Source HESA

The student profile by mode of study is given in Figure 21. The number of part-time students enrolled has continued its trend of decreasing, with every level of study experiencing a shift towards students studying on a full-time course rather than a part-time course. In 2019/20, 80.7% of students studied on a full-time course, a 2.5% increase from 2018/19 and at similar levels experienced by the sector. The proportion of students studying full-time on an Other Undergraduate degree has increased from 33% in 2015/16 to 78% in 2019/20.

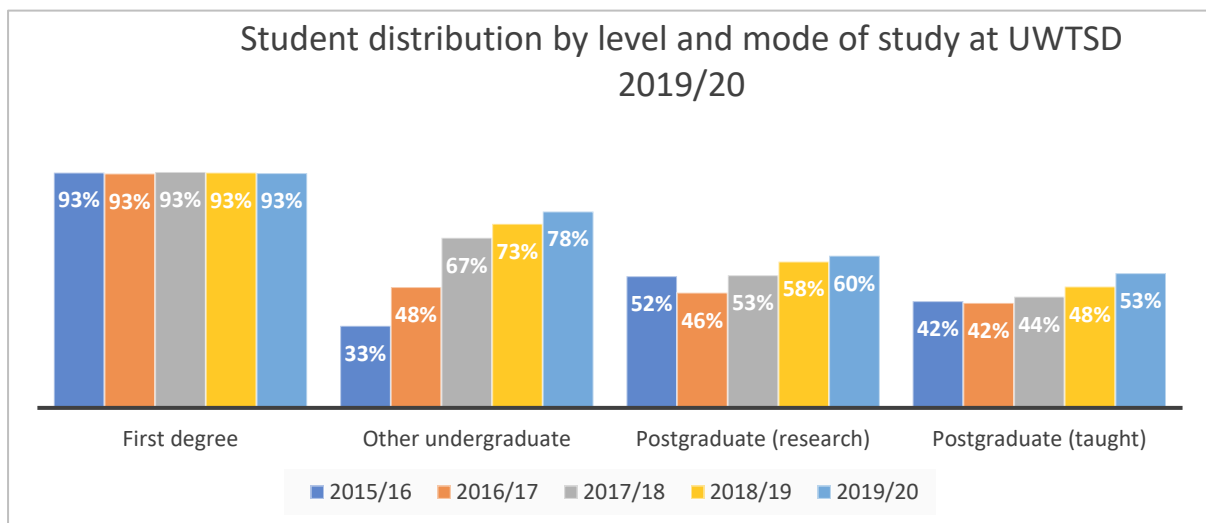


Figure 21: Source HESA



The proportion of First Degree Undergraduate student good honours is given in Figure 22. This shows that the overall percentage of Good Honours degrees (First/2:1) has gone up from 73% in 2018/19 to 75% in 2019/20. This is slightly below the proportion of good honours at both the Welsh sector and UK sector average, 79% and 78% respectively.

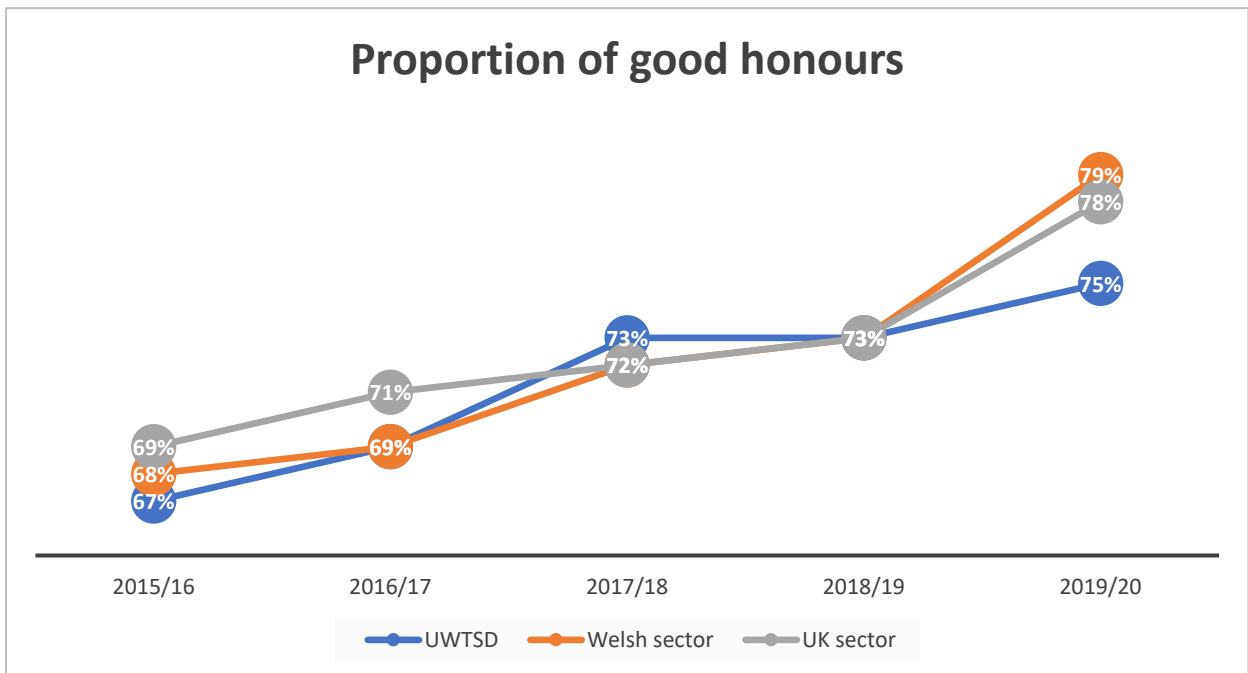


Figure 22: Source HESA

### Gender

Figure 23 gives the applications by gender. More female students have applied for courses at UWSTD than male students over the past 5 years. This brings the UWSTD average in line with the UK sector average for the first time in five years.

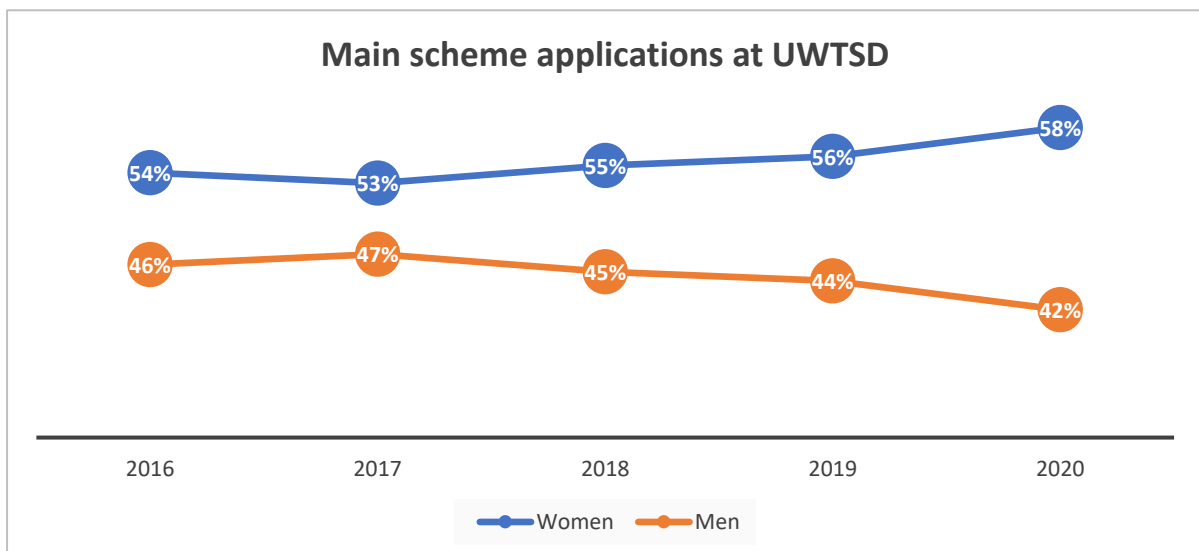


Figure 23: Source UCAS

As shown by Figure 24, the actual profile of UWTSD students mirrors the main scheme application data. The gender profile at UWTSD has been stable over the past five years and is in line with both the Welsh and UK average figures. The Institutes and Marketing Department work closely together to address gender imbalances in relation to the intakes for particular subject areas.

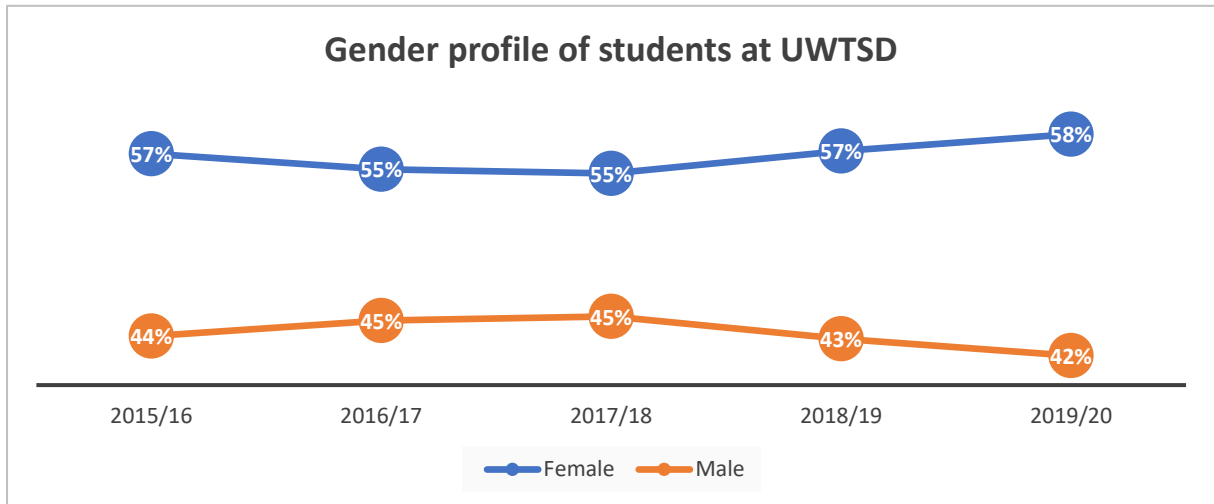


Figure 24: Source HESA

Figure 25 shows the type of degree by gender in 2019/20. Percentages are fairly similar and there is no significant discrepancy between the types of degrees studied by female or male students. This is a similar pattern experienced by the UK sector.

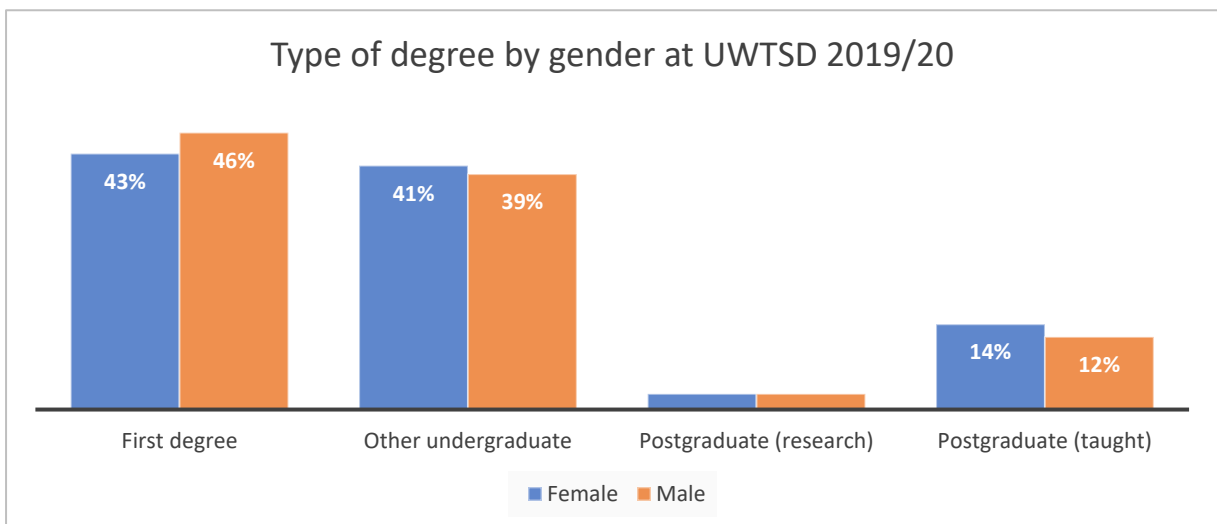


Figure 25: Source HESA

Similarly, as is shown by Figure 26, there are no significant differences between the percentages of male and female students studying full-time or part-time. The proportion of female students in full-time study is slightly above the UK sector average (82% compared to 79%) whereas the proportion of male students in full-time study is slightly below (80% compared to 81%). There has been a consistent trend towards a higher proportion of students studying a full-time degree at UWTSD for both male and female students. Full-time male students have increased from 70.5% in 2015/16 to 79.6% in 2019/20 for male students whilst for female students, it has increased from 65% in 2015/16 to 81.5% in 2019/20. This corroborates the general trend towards full-time study.

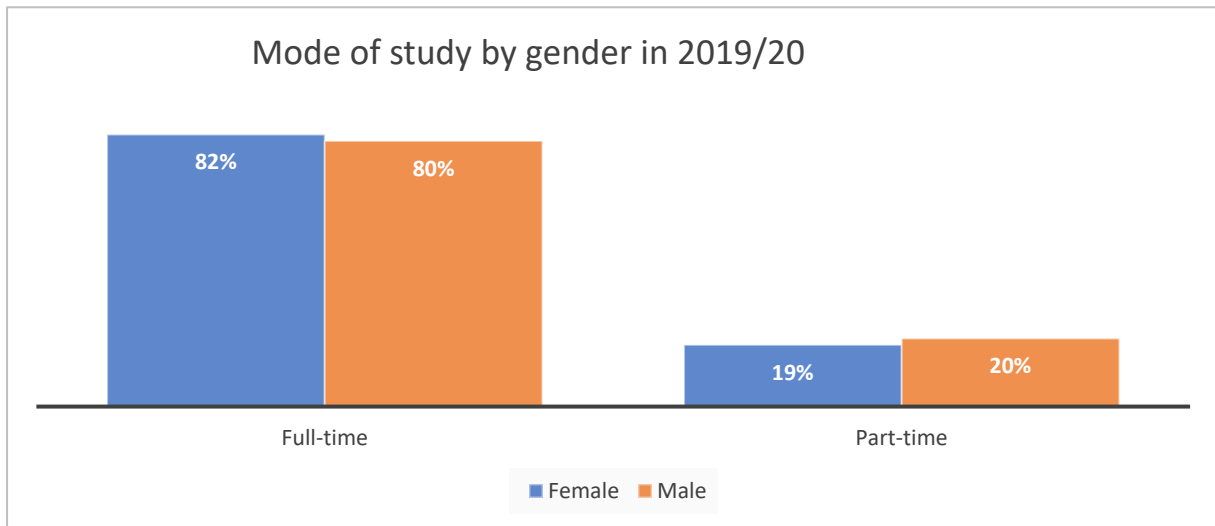


Figure 26: Source HESA

Figure 27 considers the gender profile of degree outcomes in 2019/20. The data shows that, as has been the case over the past five years, female students are more likely to obtain Good Honours degrees than male students and less likely to obtain Lower Second Class Honours or Thirds and Pass degree outcomes. Compared to the UK and Welsh averages, Good honours results at UWTSD for both female and male students are below sector averages.

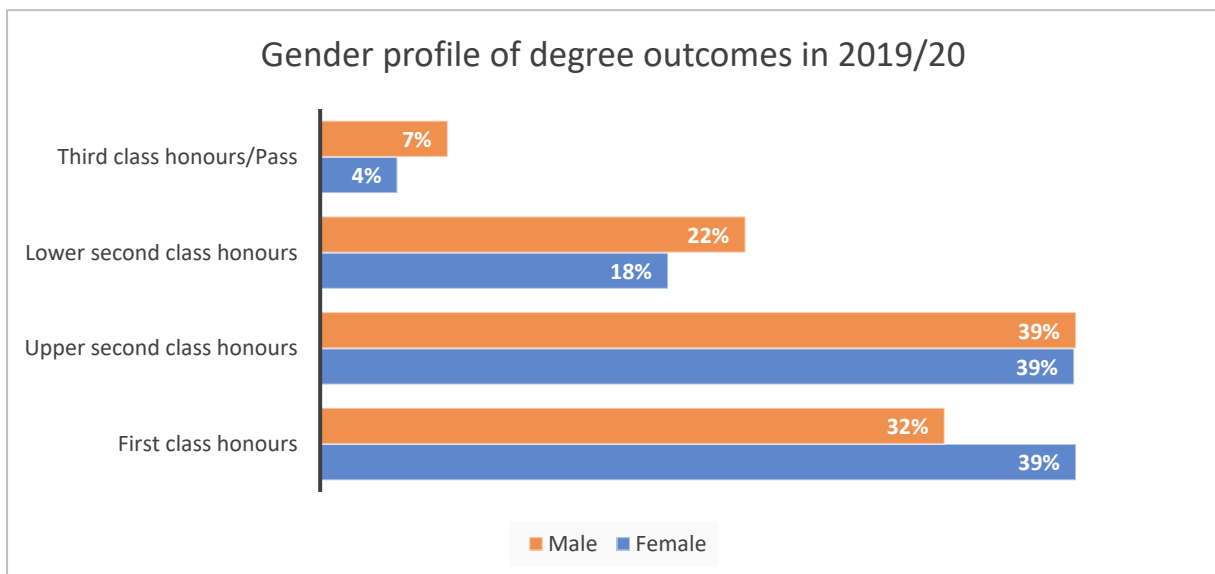


Figure 27: Source HESA

## Age

Figure 28 shows the applications by age for 2019/20. Main scheme application numbers at UWSTD are similar to the UK sector average although 23% of applications are from students aged 21 or above, compared to just 17% across the UK sector.

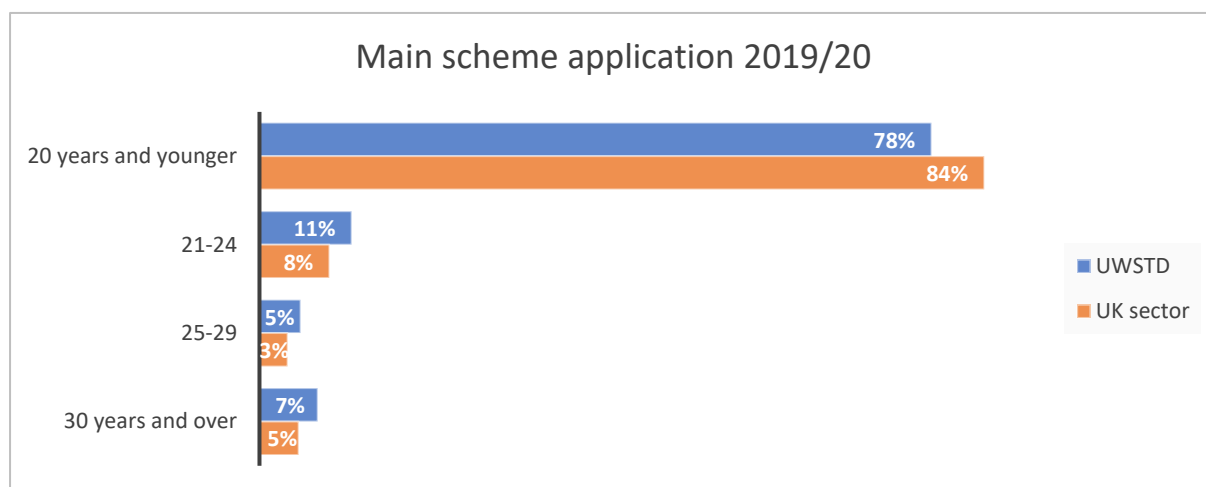


Figure 28: Source UCAS

Figure 29 and Figure 30 shows that there is a consistent increase in the age of students studying at UWSTD. In 2019/20, 60% of students were aged 25 or older with just 20% of students aged 20 or younger. It is a profile very different from the Welsh and UK sector average age profile, where only 38% and 31% of student respectively were aged over 25. The strong emphasis of UWSTD on continued professional development, upskilling, and lifelong learning explains this age profile.

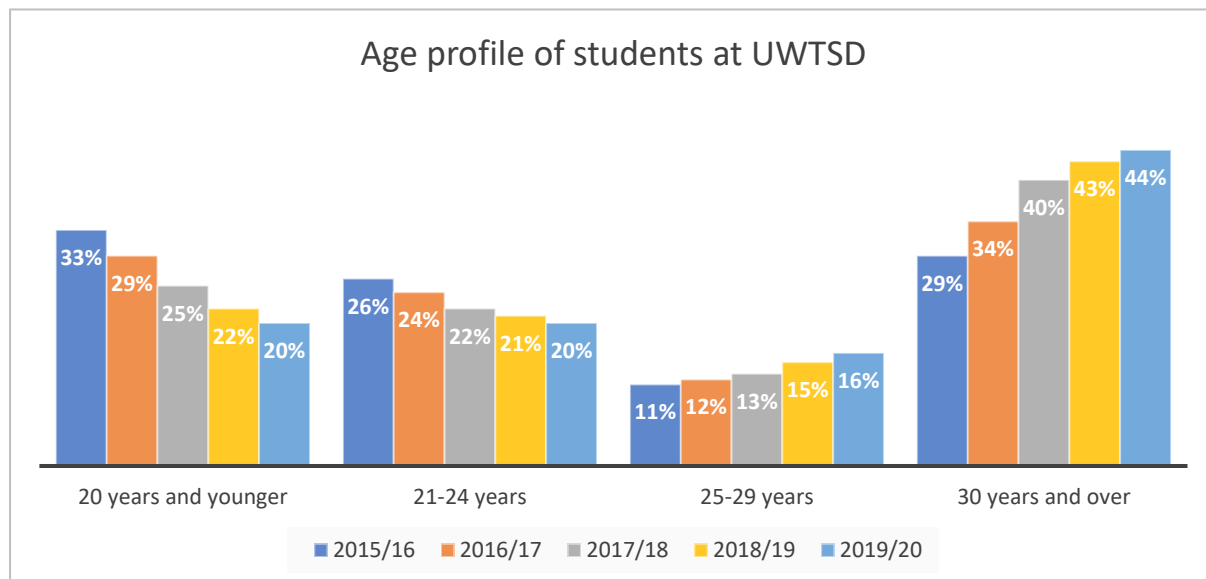


Figure 29: Source HESA

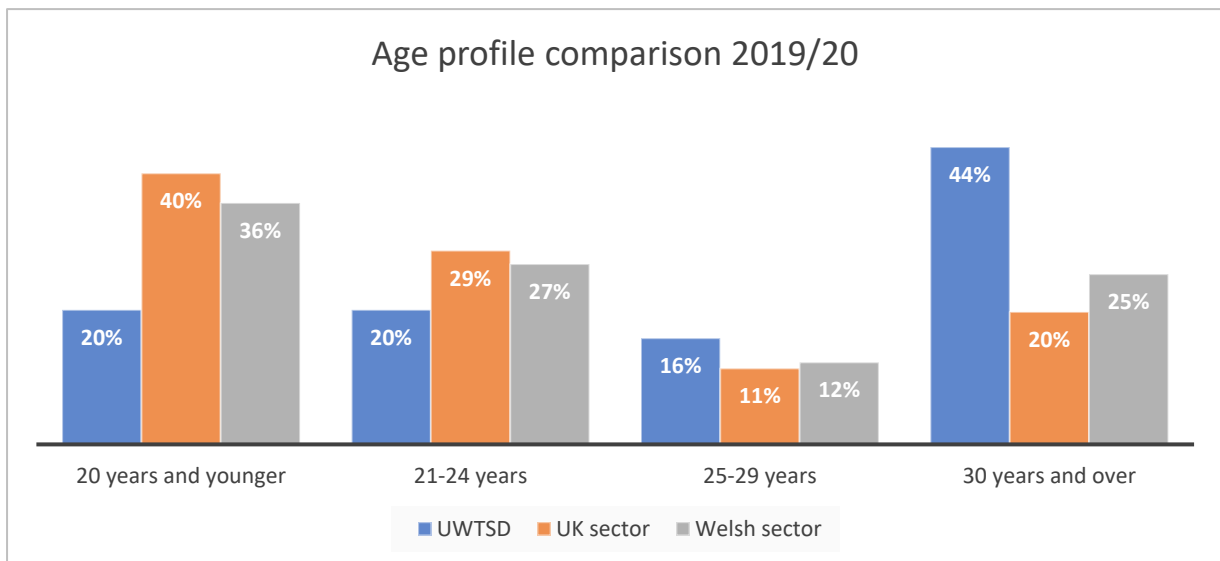


Figure 30: Source HESA

The relationship between age and mode of study is given below in Figure 31. Every age group at UWTSD has a larger number of full-time students, apart from students aged 60 years and over. From the 21-24 age group, the proportion of part-time students increases with age.

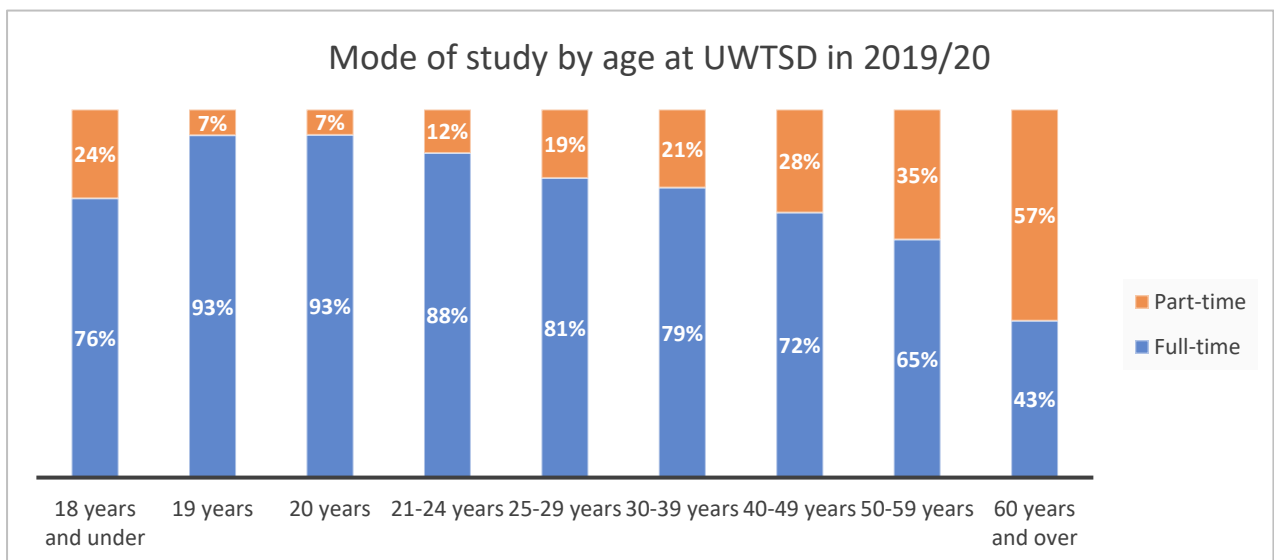


Figure 31: Source HESA

The age profile of First Degree outcomes is given in Figure 32. 82% of students aged 18-20 achieved a Good Honours degree outcome (a first or a 2:1) and had the highest proportion amongst the age groups. Interestingly, the proportion of students who receive a first-class honours degree increases with age, with almost the inverse experienced in the upper second-class honours group. This is a similar trend to that experienced by the Welsh sector average however the UK sector average differs with only 30% of those aged 30 years or over receiving a first-class honours.

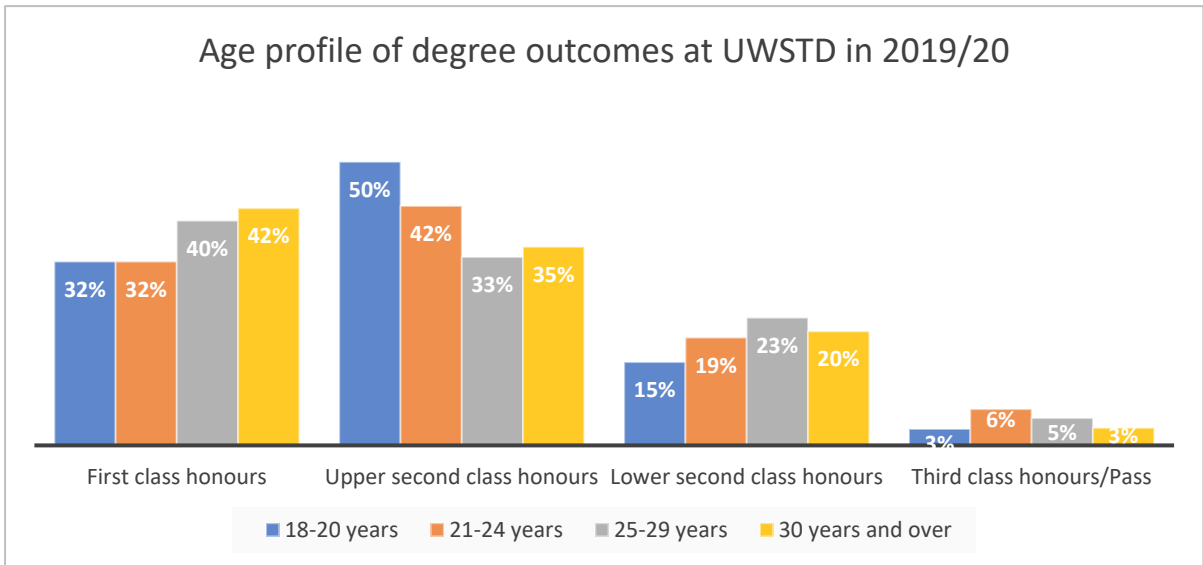


Figure 32: Source HESA

## Ethnicity

Please note that the main categories in this section focus on UK-domiciled students; non-UK domiciled students are included in the Unknown/not Applicable category. Students are able not to disclose their ethnicity and data for those students can also be found within the 'unknown' / 'not applicable' categories.

92% of students who apply to UWSTD through the main scheme application are White. This is noticeably more than the UK sector average where just 68% of students are White.

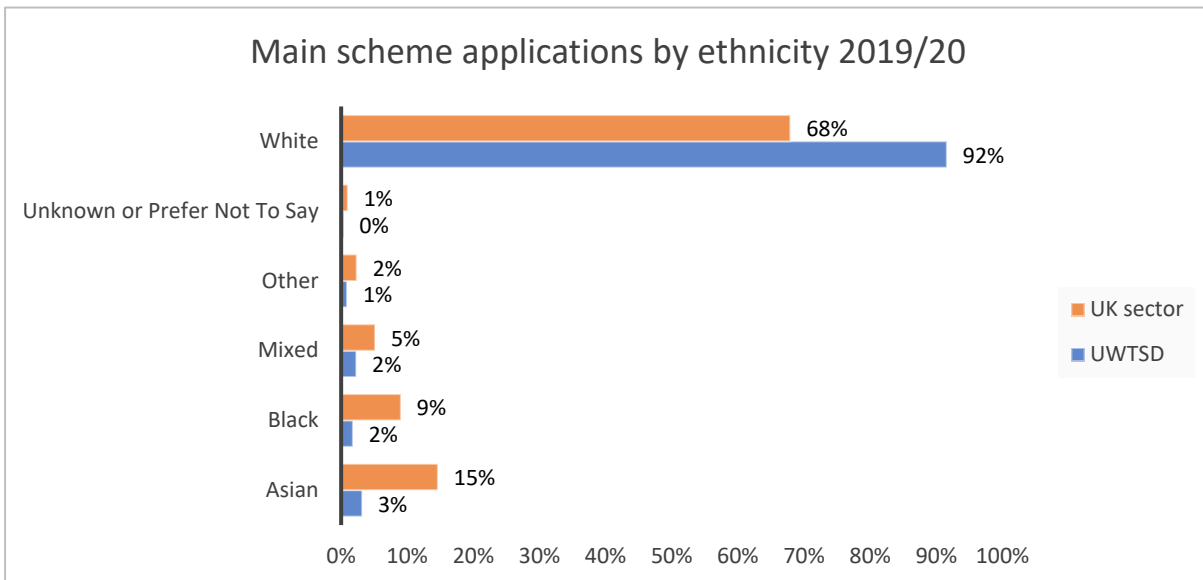


Figure 33: Source UCAS

The overall ethnicity profile for UWSTD shows is shown in Figure 34. The proportion of White students has been decreasing since 2015/16, where 83% of students were White, to just 71% in 2019/20. There has been a sharp increase in the proportion of both Black and Asian students over the five-year period.

The clear increase in BAME student numbers is the result of a strategic and focused approach to provide access to HE study for 'hard to reach' communities through the development of a number of employment focused CertHE programmes of study.

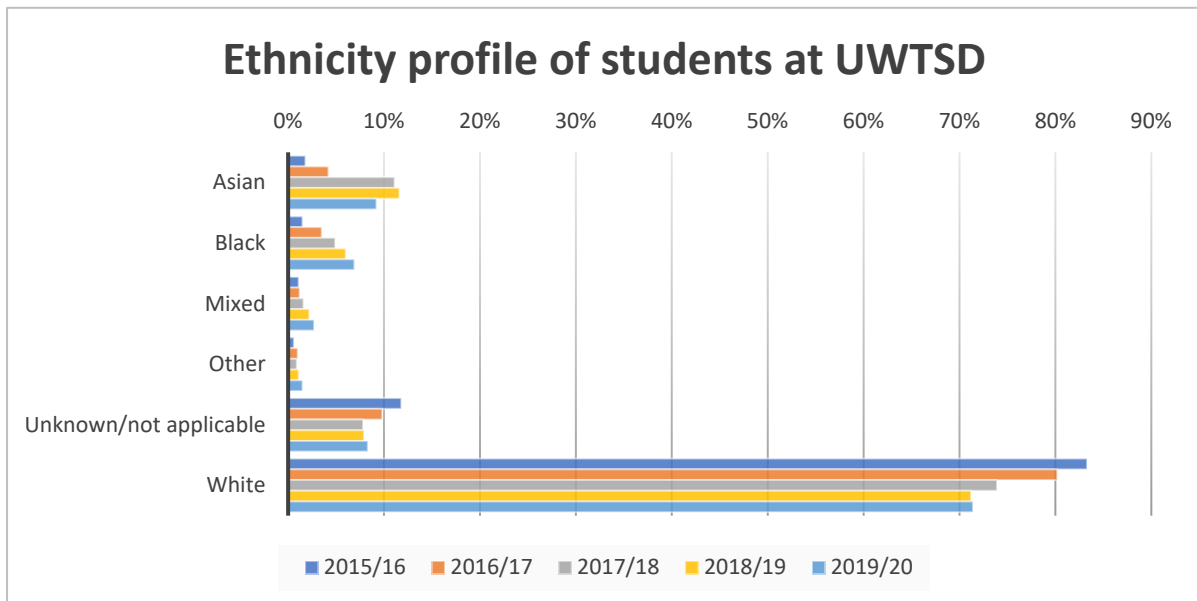


Figure 34: Source HESA

White students are the most prominent ethnicity for all types of study apart from Postgraduate research degree.

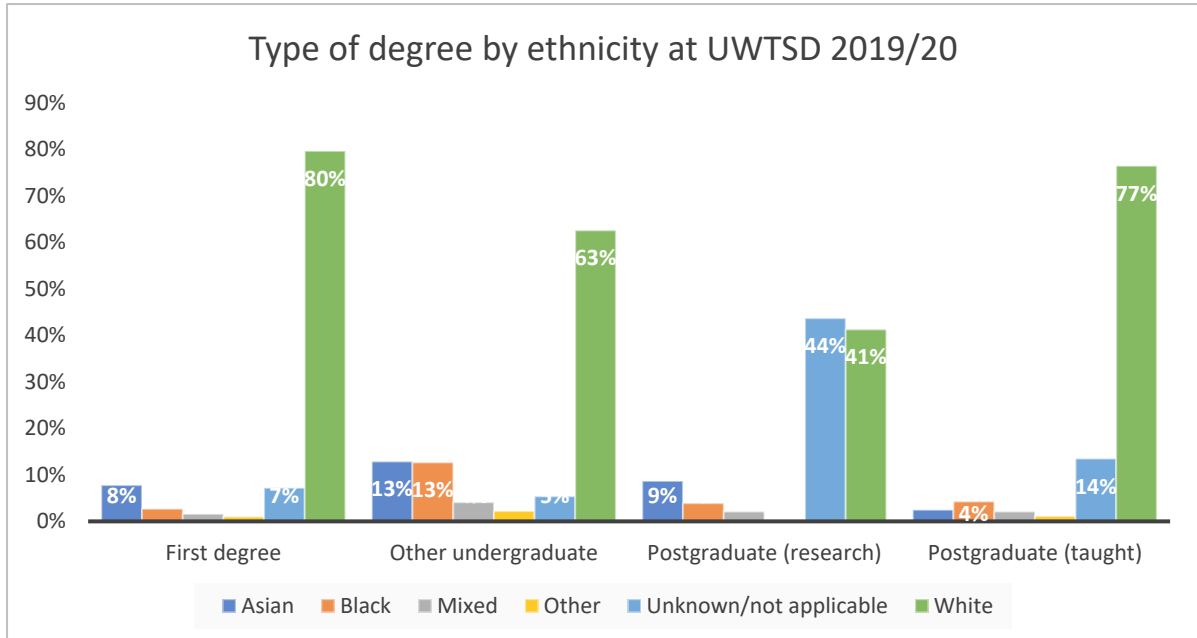


Figure 35: Source HESA

Figure 36 details the Good Honours degree results by ethnicity. White students have consistently received a higher proportion of Good Honours than the other ethnic groups. This 79% is slightly below the UK sector average of 82% and Welsh average of 81%. The proportion of students from an Asian ethnic background at UWSTD attaining a Good Honours degree has improved significantly since 2015/16 by 26%. However, these scores are noticeably lower than the Welsh and UK sector averages, which in 2019/20 were at 69% and 73% respectively. Black student attainment at UWSTD is slightly below the UK sector average but is above the Welsh sector average. It is important to take into account the low numbers of BME students on First Degrees. Statistically, this makes it difficult to draw firm conclusions.

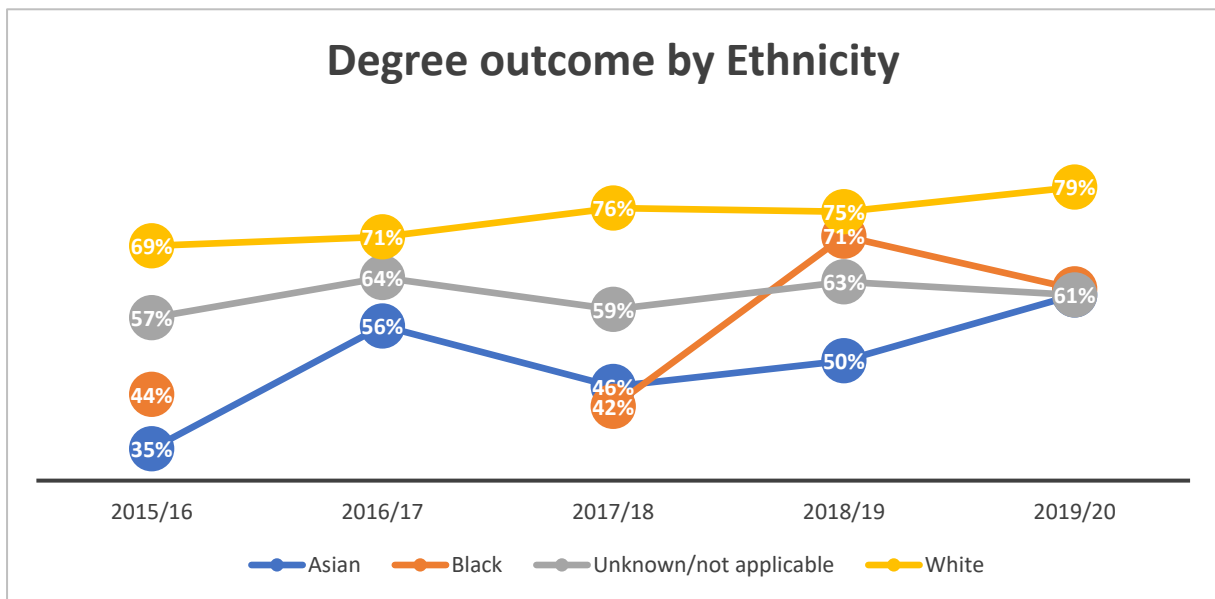


Figure 36: Source HESA

Figure 37 details the Good honours attainment for each ethnicity, split by gender in 2019/20. Female students across all ethnicities received a higher proportion of good honours degrees than their male counterparts. The gender gap between Asian and Black students was fairly small, but for White students, 5% more female students achieve a good honours degree than Male students

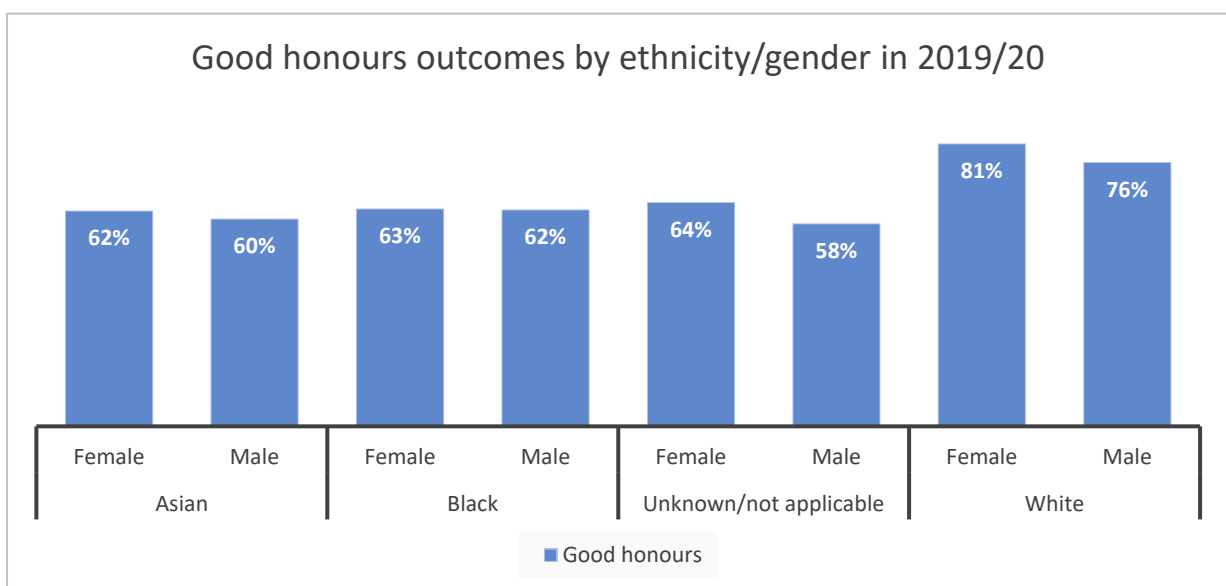


Figure 37: Source HESA



## Disability

Application data for students with a declared disability is no longer available from UCAS.

Figure 38 shows that 15.7% of students have a declared disability. This is on par with the Welsh average of 15.8% and above the UK average of 14.6%. The proportion of students known to have a disability has stayed consistent over the five-year period. When looking specifically at just full-time First Degree undergraduate students, the proportion with a declared disability rises to 23.6%, which is above both the Welsh and UK sector averages.

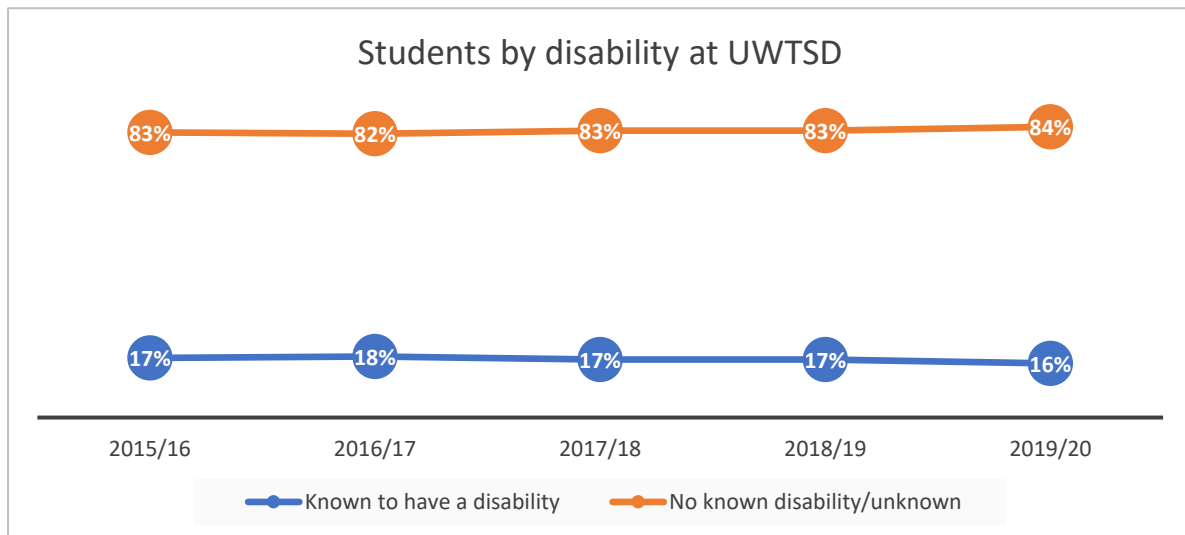


Figure 38: Source HESA

Figure 39 details the impairment category of UWTSD students who declared a disability over the past three years. The most common impairment category across all three years was a specific learning difficulty with 47% of students in 2019/20 declaring this, although this 10% less than levels in 2017/18. Over the three year period, there has been an increase in the proportion of students with a mental health condition, increasing from 16% to 20% and students with two or more conditions, increasing from 7% to 11%.

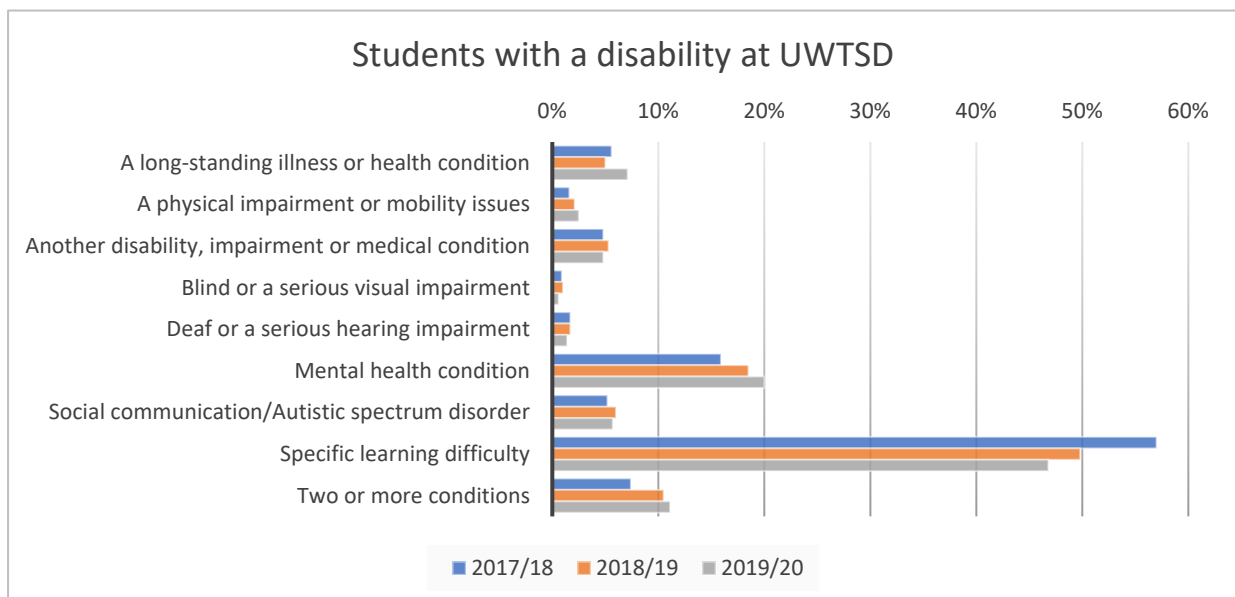


Figure 39: Source HESA

Figure 40 details the type of degrees studied by students with a declared disability. Declared disability data per subject is used within the institution to target and focus support.

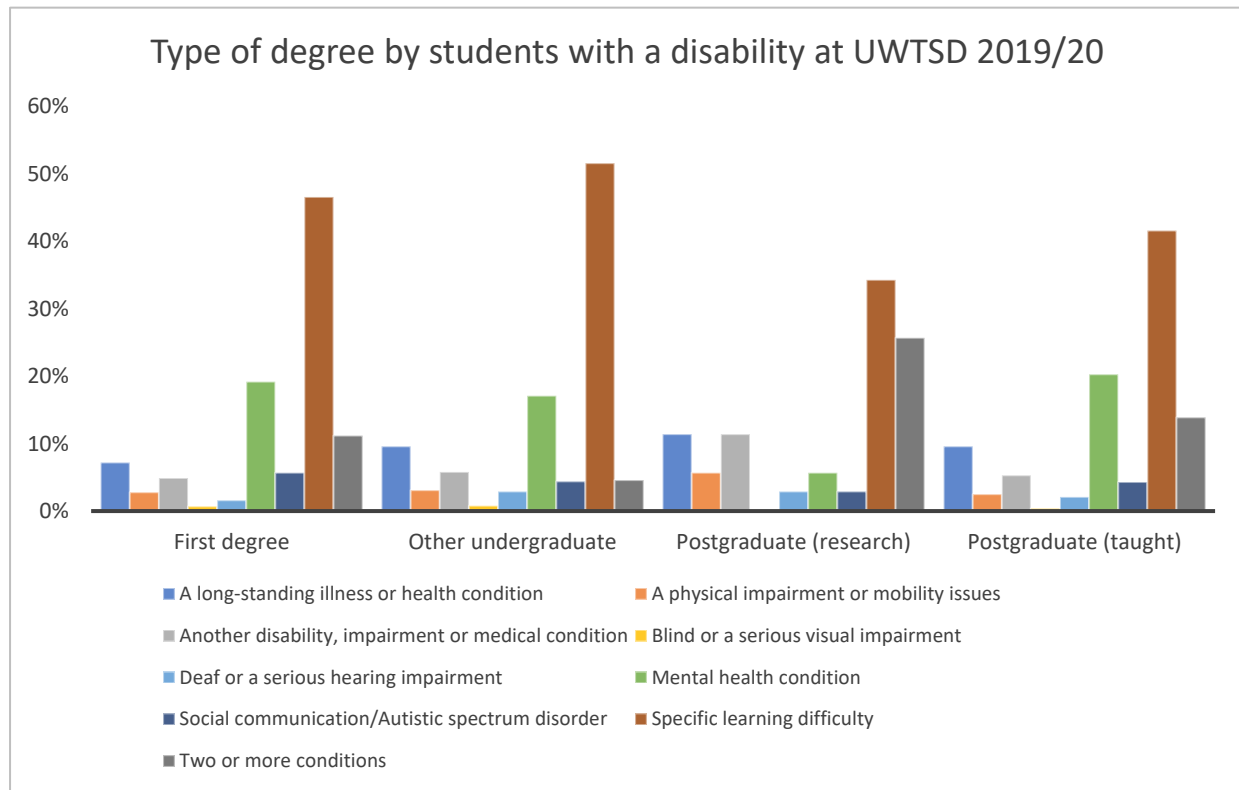


Figure 40: Source HESA

Over the past five years, there has been a large change in the proportion of students with no known disability studying full-time courses, having increased from 65% in 2015/16 to 81% in 2019/20. This is now at a similar level to those students who have a known disability who have typically favoured full-time study. This is in line with the UK sector average, but above the Welsh sector average of 74%.

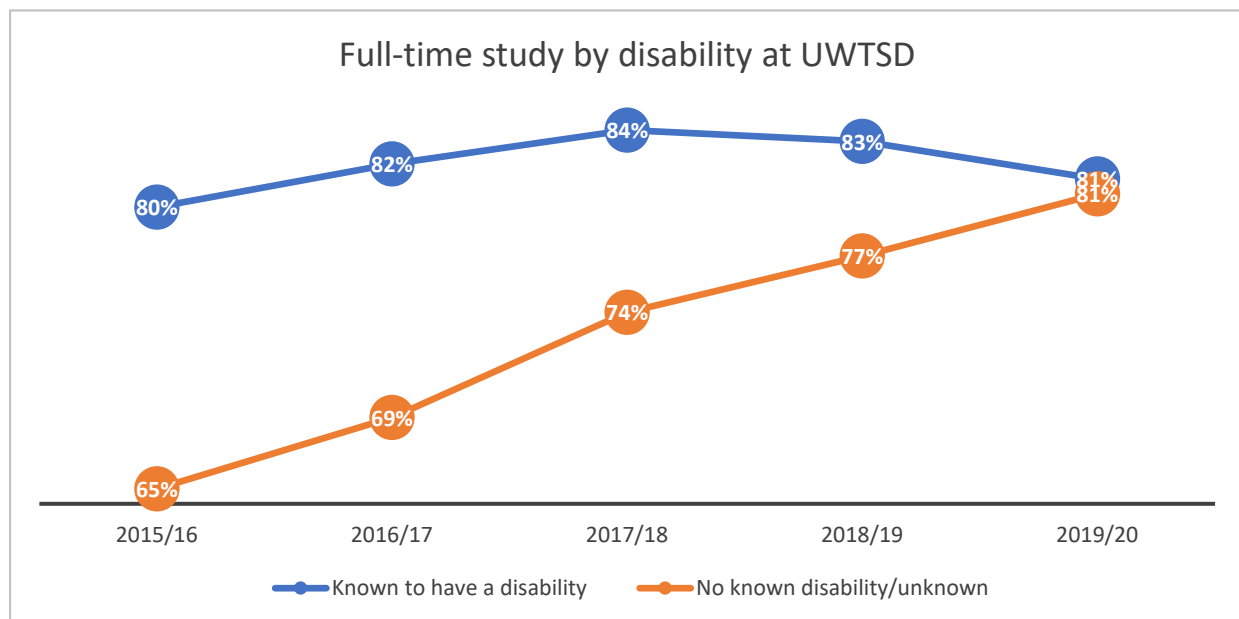


Figure 41: Source HESA

In relation to attainment, 74% of students with no known disability obtain a Good Honours degree, which is below the UK average of 78% and the Welsh average of 79%. 78% of students with a disability obtain a Good Honours degree at UWTSD which is on average with both sector averages.

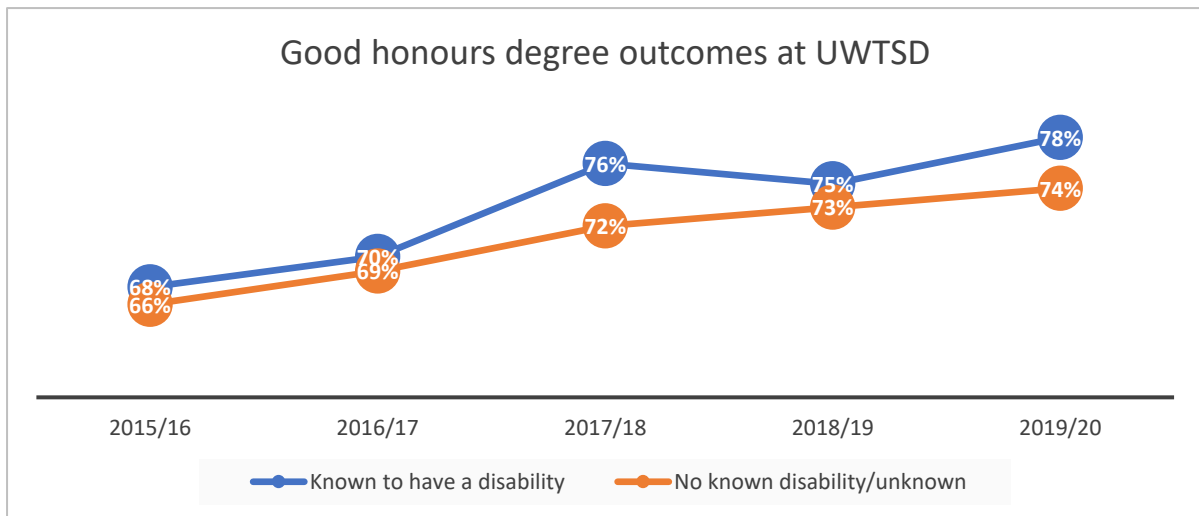


Figure 42: Source HESA

Good Honours rates, however, differ per disability status as detailed in Figure 43. Because of the low numbers associated with particular disabilities, only four categories can be shown due to the HESA rounding strategy for data protection reasons. 86% of students with two or more conditions achieved a good honours degree, noticeably above both sector averages. For students with a specific learning difficulty 79% are obtaining a Good Honours degree, above the Welsh and UK average of 77% and 76% respectively. For students with a mental health condition 76% obtained such a result, below the sector average scores.

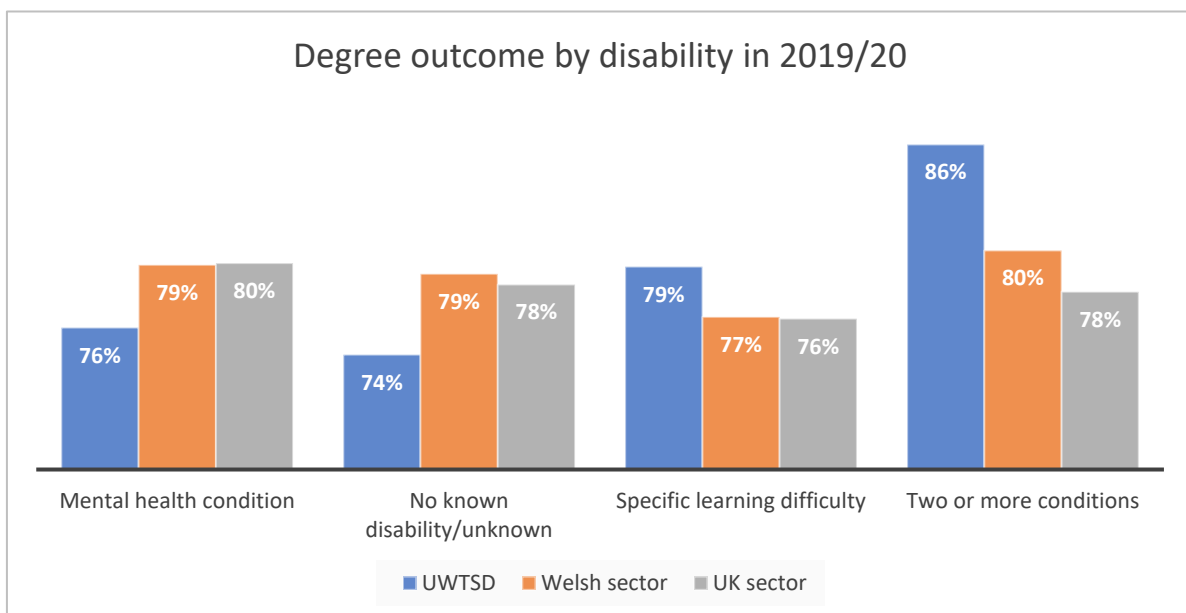


Figure 43: Source HESA

## Religion and Belief

41% of students stated they had no religion which is the lowest proportion over the past five years. 35% of students stated they were Christian whilst 12% stated they were Muslim. 5.8% of students refused to provide this information, the lowest proportion over the past 5 years.

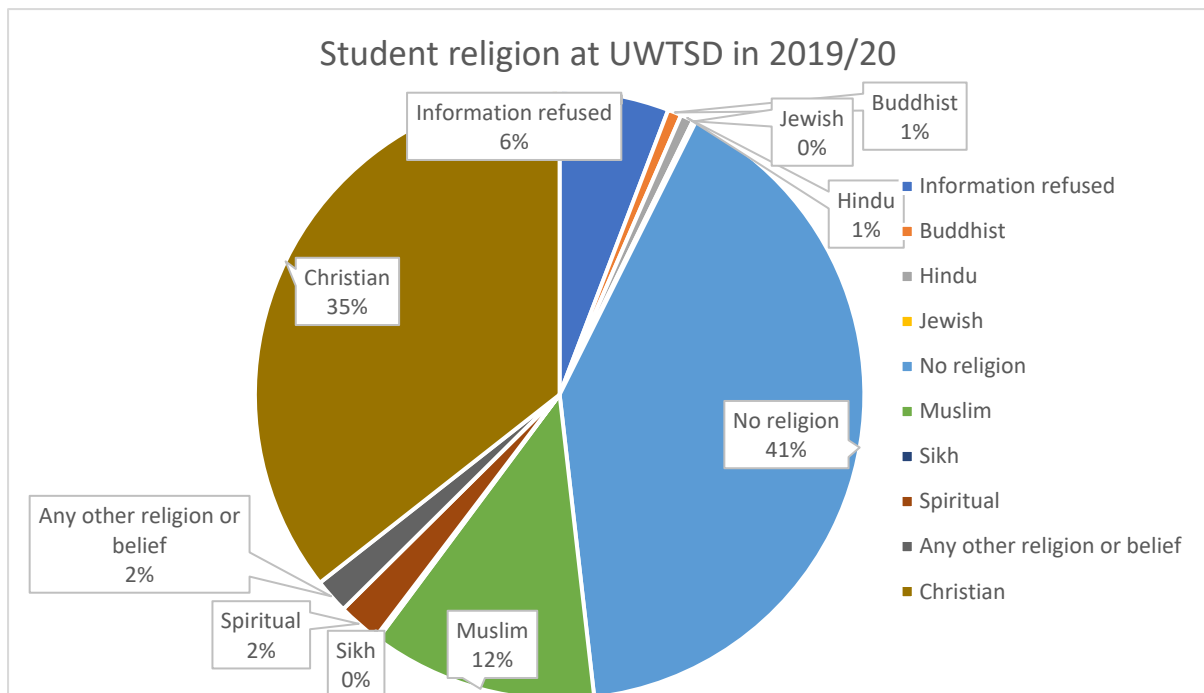


Figure 44: Internal data sources

## Sexual Orientation

The most common type of sexual orientation was heterosexual, with 80% of students declaring this. 12% of students refused to declare this information, a similar amount to last year. Sexual orientation rates have stayed consistent over the past five years.

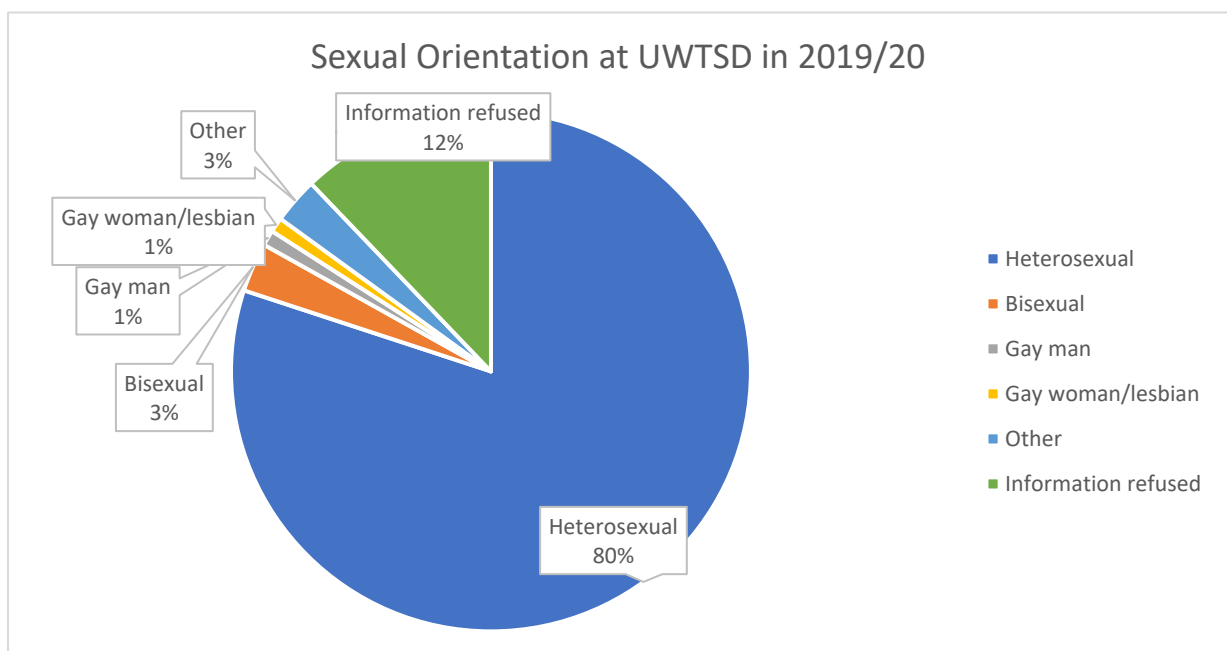


Figure 45: Internal data source

