



Swansea
University
Prifysgol
Abertawe

EQUALITY ANNUAL REPORT



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As a Public Sector organisation, Swansea University is legally required to publish our equality monitoring data, however, we are fully committed to reflecting equality, diversity and inclusion across the institution. This report primarily ensures our compliance with the Public Sector Equality Duty, but the content of the report is also used to inform the University's priorities for equality, diversity and inclusivity.

We are committed to ensuring fairness and equality for all, and we aim to demonstrate this, not just through our commitments but through our actions. The richness of diversity brought about by our colleagues and students makes us the University we are. 2020/2021 has been a challenging year due to the COVID-19 pandemic, where many have faced difficulties both personally and professionally. My heartfelt appreciation goes out to our colleagues across the University who have worked together under pressure to continue to deliver outstanding levels of customer service and support. This past year has raised the importance of ensuring that we continue to make progress against our equality, diversity and inclusivity (EDI) objectives. I would like to thank all our colleagues for their valuable contribution towards progressing the equality agenda.

POSITIVE STEPS FORWARD

- Despite the challenges of working through a global pandemic, we are extremely proud of the positive steps forward we have made this year towards our EDI objectives.
- We continue to be proactive in pursuing various activities to reduce the gender pay gap, and as a result, our median gap reduced by 2.6% to 11.1%, whilst our mean gap reduced by 1% to 18.4%. During this reporting period, we politely declined the offer of an extension to the statutory reporting deadline (due to the pandemic) and instead chose to report as usual to maintain our focus and commitment to closing the gap.
- 2021 saw two further Schools gain their first Bronze level Athena Swan awards – The Hillary Rodham Clinton School of Law and The College of Arts and Humanities. This means that alongside the University Institutional Silver award, all of our eligible academic departments have an Athena Swan award, resulting in a total of four Silver and seven Bronze awards for the University.
- Three of our colleagues were successfully appointed as Athena Swan panel reviewers. This will further aid us in our efforts to progress gender equality across the University.

- Our percentage of BAME (Black, Asian, and Minority Ethnic) colleagues, currently at 13.2%, remains significantly higher than the Welsh Higher Education Sector benchmark of 8% (Advance HE Statistical Report 2020), and our BAME colleague's composition has grown by 5.9% over the past five years. This year's figures show the highest proportion of BAME recruitment applicants to date.
- The success rate for recruitment applicants declaring a disability is higher than applicants not declaring a disability. This reassures us that we are working hard to remove any barriers that may disadvantage this group of colleagues.
- The number of our LGB+ colleagues has continued to increase, from 3.7% to 4.2%, which remains above the Higher Education Sector UK benchmark of 2.6% (Advance HE Statistical Report 2020). The percentage of colleagues identifying as a different sex to that registered at birth is 0.2% which is in line with the UK benchmark (Advance HE Statistical Report 2020). These are positive reflections on our commitment to these agendas after we secured our position as 47th in the Stonewall Top 100 Employers.
- This year, once again, we achieved a 99% completion rate for Performance Development Reviews (PDRs). During an 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. Over a 6-year period, there has been a 38% increase in overall successful applicants, which includes a 21% increase in successful female applicants. This resulted in 44% of this year's successful applicants being female. Our data shows a 33% increase in the total number of female academics promoted across all levels, from Lecturer through to Professor, between 2015 and 2020. We have also seen a significant increase in the overall percentage of female professors (+11%) in our total colleague composition; rising from 13% in 2014 to 24% in 2020/21.
- We have continued to monitor our Council Governance structure and are pleased to report that in 2021, 55% of Council members were female, compared to 25% in 2013 and for the first time this year we achieved a representation of BAME Council members, which is comparative to the percentage of BAME colleagues within the University. In addition, considerable progress has been made at the University Senior Leadership Team where a third of members are female. Work continues in this area to work towards gender parity, and also BAME representation.

- 100% of professional services colleagues in the Directorates have completed both the Unconscious Bias training and Equality Diversity and Inclusivity training.
- There has been a significant increase in the number of Equality Impact Assessments being completed across the University, from 12 reported last year to 157 reported this year, which demonstrates an increased understanding of the importance of ensuring inclusive practices.
- The University has a very active Staff Carers Network that continues to grow in numbers each year. The Network meets every month for one hour and provides a source of support and advice for staff with caring responsibilities across the University. We became the first Welsh HEI to be a member of Employers for Carers, this membership offers access to a range of resources that help us support our staff who juggle work and care.

CELEBRATING DIVERSITY

This past year we have celebrated a range of diversity events virtually, keeping our colleagues connected as we largely worked remotely. Our online events drew more participants than in previous years and helped us to reach a wider audience. Amongst these events marked were Holocaust Memorial Day, LGBT+ History Month, International Women's Day, Black History Month (covering a range of speakers inclusive of the Black Lives Matter movement), United Nations International Day of People with Disabilities as well as a range of interfaith events. Many of these celebrations and events have been organised in close partnership and association with the Students Union and are inclusive of both staff and students.

LOOKING TO THE FUTURE

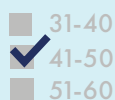
We know that we have a lot more work to do in all areas, and in particular, we need to focus on increasing the recruitment and promotion success rates for our BAME applicants. We will also focus our efforts on increasing the number of BAME colleagues in senior positions. We will address these and other key areas identified through our [Strategic Equality Plan 2020-2024](#). In addition to this, we recently participated in the Race Access and Success Collaborative Project to progress race equality within higher education. This Wales-wide enhancement programme was designed to help improve race equality in higher education through an innovative series of workshops, action planning sets and consultation. We are working towards a comprehensive race action plan in the forthcoming year.

With an ever-changing landscape and the long-term impact of COVID-19 for both colleagues and students still largely unknown, we aim to ensure that EDI is embedded into the core decisions we make as a university. Our strength is in the diversity of our colleagues and students, and I look forward to leading our work on the Equality Agenda in the forthcoming year.

PVC Martin Stringer

Our 4,079 Colleagues at a Glance

AVERAGE AGE



42

Male: 43
Female: 42

GENDER REASSIGNMENT

	%	People
Same sex as registered at birth	77.7	3,171
Prefer not to say	19.2	784
Unknown	2.8	115
Different sex as registered at birth	0.2	9

SEX



54.7% Female 2,230

45.3% Male 1,849

ACADEMICS

43% Female

57% Male

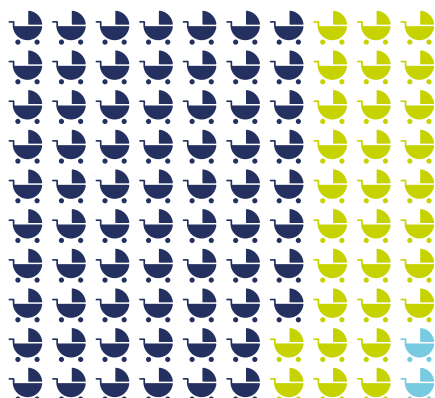
PROFESSIONAL SERVICES

63.4% Female

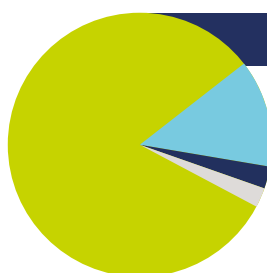
36.6% Male

PARENTAL LEAVE

87	68.5%	Maternity
38	29.9%	Paternity/Partner
2	1.6%	Adoption



RACE



81.8% 3,336 White

13% 532 BAME

2.7% 111 Prefer not to say

2.5% 100 Unknown

4% 164 Asian
4% 164 Other ethnic
(including Arab & Gypsy/Traveller)
2.5% 100 Chinese
1.5% 60 Mixed
1.1% 44 Black

DISABILITY

319 (7.8%)

Colleagues have declared that they have a disability

3,531 (86.6%)

Not disabled

117 (2.9%)

Prefer not to say

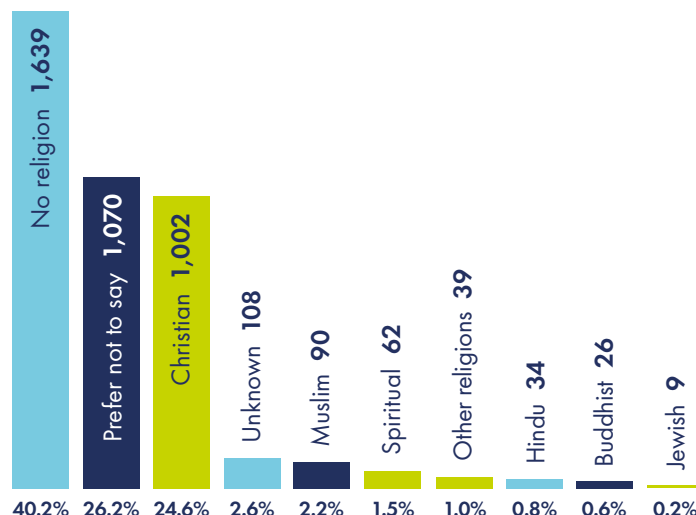
SEXUAL ORIENTATION

	%	People
Heterosexual	69.6	2,840
Prefer not to say	23.4	956
LGB+	4.2	170
Bi	2.0	81
Gay man	1.0	50
Gay woman/Lesbian	0.8	32
Other	0.2	7
Unknown	2.8	113

MARRIAGE & CIVIL PARTNERSHIP

	%	People
Married	44.8	1,829
Single	26.6	1,087
Co-habiting	9.5	386
Prefer not to say	9.1	373
Unknown	5.0	203
Divorced	2.4	98
Separated	0.9	35
Other	0.7	27
Civil partnership	0.6	26
Widowed	0.4	15

RELIGION



COLLEAGUE COMPOSITION

36-40	15.6%	638
31-35	14.6%	597
41-45	13.0%	530
46-50	12.7%	520
51-55	11.1%	454
26-30	10.0%	406
25 and under	8.6%	351
56-60	8.5%	345
61-65	4.0%	162
66+	1.9%	76
Total		4079

AVERAGE AGE

Female	42
Male	43
Average	42

Age categories used in this report coincide with the 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 decreased slightly from 43 to 42 years.

There are more 25 years and under colleagues working here, 8.6% compared to the Welsh HE sectors average of 4.8%. 50% of colleagues in this age bracket is made up of Reaching Wider student Leaders and COVID-19 related colleagues (Asymptomatic Testers).

56% of the workforce are aged between 31-50.

RECRUITMENT

Posts advertised	645
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APPLICATIONS BY AGE

25 and under	23.2%	1534
26-30	20.7%	1370
31-35	18.6%	1230
36-40	13.7%	907
41-45	8.6%	569
46-50	5.8%	381
51-55	4.7%	312
56-60	2.5%	166
61-65	1.1%	71
Unknown	0.9%	59
66+	0.1	9

Applications received	6608
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APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

25 and under	20.8%	319
Unknown	20.3%	12
26-30	8.8%	120
61-65	8.5%	6
51-55	8.0%	25
31-35	7.3%	90
56-60	7.2%	12
36-40	6.2%	56
41-45	5.8%	33
46-50	5.5%	21
66+	0%	0
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

This decrease has taken place across all age categories and the pattern of applications by age is similar to last year.

The age range with the greatest percentage of applicants were aged 25 and under (23.2% of all applications).

TRAINING

Classroom courses provided 245

CLASSROOM BASED TRAINING

31-35	17.6%	473
36-40	15.8%	426
46-50	13.6%	365
51-55	12.8%	344
41-45	12.5%	337
26-30	11.5%	308
56-60	7.7%	207
61-65	3.9%	105
25 and under	3.7%	99
66+	0.9%	24
Total		2688

ONLINE TRAINING

31-35	15.7%	1809
36-40	15.5%	1779
26-30	13.7%	1572
46-50	12.2%	1400
51-55	11.8%	1363
41-45	11.8%	1359
56-60	8.3%	950
25 and under	6.7%	772
61-65	3.3%	380
66+	1.1%	130
Total		11514

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online Training such as the COVID-19 online recovery package and criminal finances.

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

LEAVERS

25 and under	21.3%	170
61-65	12.7%	101
26-30	12.3%	98
31-35	11.7%	93
56-60	9.8%	78
36-40	8.6%	69
51-55	7.0%	56
41-45	5.8%	46
46-50	5.6%	45
66+	5.3%	42
Total		798

The highest proportions of leavers are in the 25 and under group. 61% of the 25 and under group are fixed-term posts such as Student Demonstrators and Reaching Wider Student Leaders, which are primarily posts that our student community fulfil. There has been a decrease in leavers from 844 last year to 798 this year

GRIEVANCE AND DISCIPLINARY

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

GRIEVANCE

25-40	45%	4
40-55	33%	3
55+	22%	2
Total		9

DISCIPLINARY

25-40	33%	4
40-55	67%	8
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

As for the conducted disciplinary cases, 33% (4) were in the 25-40 age group and 67% (8) were 40-55.

Of the grievances, 45% (4) were in the 25-40 age group, 33% (3) were 40-55 and 22% (2) were 55+.

Disability

COLLEAGUE COMPOSITION

Not Disabled	86.6%	3531
Disabled	7.8%	319
Prefer not to say	2.9%	117
Unknown	2.7%	112
Total		4079

7.8% of colleagues declared a disability compared to 7.4% last year, suggesting an increase in confidence in disclosing this information. This is higher than the UK benchmark of 5.3% and Welsh benchmark of 6.1% (Advance HE Statistical Report 2020).

Of colleagues who declared a disability, 27% was for a specific learning difficulty such as dyslexia, dyspraxia etc followed by 18% declaring a long-standing illness or health condition and 18% declaring a mental health condition.

LEAVERS

Not disabled	77.9%	622
Disabled	11.3%	90
Unknown	8.6%	69
Prefer not to say	2.1%	17
Total		798

The proportion of leavers with a disability, 11.3%, is higher than the university pool of colleagues who declared a disability at 7.8%. The University offered a Voluntary Exit Scheme (VES) during 2020. Those who left the University via this scheme contributed to the percentage increase of colleagues with a disability leaving this year.

RECRUITMENT

Posts advertised	645
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APPLICATIONS BY DISABILITY

Not disabled	90.7%	5991
Disabled	9.3%	617
Applications received		6608

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	20.3%	12
Disabled	13.3%	82
Not Disabled	10.1%	584
Prefer not to Say	9.1%	16
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

The number of applicants disclosing a disability is comparable to last year.

The success rate for applicants declaring disability, 13.3%, is higher than applicants who do not declare a disability, 10.1% and is comparable to last year.

Disability

TRAINING

Classroom courses provided 245

CLASSROOM BASED TRAINING

Not Disabled	86.9%	2337
Disabled	9.2%	247
Prefer not to say	2.6%	71
Unknown	1.2%	33
Total		2688

ONLINE TRAINING

Not Disabled	86.3%	9936
Disabled	8.7%	1006
Prefer not to say	2.7%	313
Unknown	2.2%	259
Total		11514

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

Of those who completed classroom-based training 9.2% identified as having a disability, which is above the percentage of colleagues who have declared a disability in the University (7.8%).

Of those who completed online training, 8.7% identified as having a disability, again this is above the percentage of colleagues who have declared a disability in the University (7.8%).

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	67%	6
Disabled	33%	3
Total		9

DISCIPLINARY

Not Disabled	83%	10
Prefer not to say	8.5%	1
Disabled	8.5%	1
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

Of the grievances, 67% (6) identified as not disabled and 33% (3) identified as having a disability.

As for the conducted disciplinary cases, 83% (10) identified as not disabled, 8.5% (1) had a disability, and 8.5% (1) preferred not to say.

Race

COLLEAGUE COMPOSITION

White	81.8%	3336
Asian	4%	164
Other ethnic (including Arab & Gypsy/Traveller)	4%	164
Prefer not to say	2.7%	111
Chinese	2.5%	100
Unknown	2.5%	100
Mixed	1.5%	60
Black	1.1%	44
BAME Total	13%	532
Total		4079

The composition of our colleagues by race is higher this year at 13% compared to last year's 12.4%. Our BAME (Black, Asian and Minority Ethnic) colleagues' composition has grown by 5.9% over the past 5 years.

The percentage of BAME colleagues at the University, 13%, is comparable to the UK Benchmark of 14%, and is higher than the Welsh Benchmark at 8% (Advance HE Statistical Report 2020).

The largest BAME sub categories are Asian (4%) and other ethnic group (4%). We are above the Welsh benchmark (Advance HE Statistical Report 2020) for each BAME sub category

LEAVERS

White	74.6%	595
BAME	14.3%	114
Unknown	8.4%	67
Prefer not to say	2.8%	22
Total		798

The percentage of BAME leavers is comparable with last year at 14.3%. It is slightly higher than our overall pool of BAME colleagues at 13% and higher than the UK benchmark for BAME leavers at 13.1% (Advance HE Statistical Report 2020).

RECRUITMENT

Posts advertised 645

APPLICATIONS BY RACE

White	61.6%	4069
BAME	34.3%	2267
Prefer not to say	3.2%	213
Unknown	0.9%	59

Applications received 6608

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	20.3%	12
White	13.3%	540
Prefer not to say	6.6%	14
BAME	5.6%	128
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

There has been a 9.4% increase in the composition of BAME applications received this year, increasing from 24.9% last year to 34.3% this year. This is the highest proportion of BAME applicants received since we have been collecting data in this way. There have been slightly less applications from white candidates this year.

The success rate for both white and BAME groups has reduced from last year. However, the gap in the success rate between BAME and White applicants has increased to 8% this year, (compared to 4% last year) with 13.3% of White applicants being successful, as compared to 5.6% of BAME applicants. We have identified this as a priority area and will focus on conducting further data analysis and take appropriate actions with the aim of reducing this gap.

Race

TRAINING

Classroom courses provided 245

CLASSROOM BASED TRAINING

White	80.8%	2171
BAME	15.7%	423
Prefer not to say	2.7%	73
Unknown	0.8%	21
Total		2688

ONLINE TRAINING

White	84.5%	9727
BAME	11.4%	1310
Unknown	2.6%	290
Prefer not to say	1.6%	187
Total		11514

Classroom Based Training

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

Of the classroom-based training participants, 15.7% identified as BAME, an increase on last year (11.1%) and higher than the percentage of BAME Colleagues in our university pool.

There was a slight decrease in participants who identified as White, from 85.1% to 80.8%. The percentage of colleagues who preferred not to say was comparable to last year.

Online based Training

Of those who completed online training 11.4% identified as BAME, a slight increase from 10.1% last year. For participants who identified as White, online training increased from 82.2% to 84.5%.

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	11.0%	1
White	89.0%	8
Total		9

DISCIPLINARY

BAME	17.0%	2
White	83.0%	10
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

Of the grievances, 89% (8) identified as White and 11% (1) preferred not to say.

As for the conducted disciplinary cases, 83% (10) identified as White, and 17% (2) identified as BAME.

COLLEAGUE COMPOSITION

Female	54.7%	2230
Male	45.3%	1849
Total		4079

BREAKDOWN BY SEX AND GRADE

GRADE	M	%	F	%	Total	%
1	93	2.2%	180	4.3%	273	6.5%
2	36	0.9%	18	0.4%	54	1.3%
3	76	1.8%	94	2.2%	170	4.0%
4	44	1.0%	143	3.4%	187	4.4%
5	102	2.4%	212	5.0%	314	7.4%
6	98	2.3%	212	5.0%	310	7.3%
7	310	7.3%	407	9.6%	717	16.9%
8	400	9.5%	513	12.1%	913	21.6%
9	297	7.0%	300	7.1%	597	14.1%
10, 10a	202	4.8%	136	3.2%	338	8.0%
11	188	4.4%	65	1.5%	253	5.9%
NHS	29	0.7%	31	0.7%	60	1.4%
AT*	12	0.3%	37	0.9%	49	1.2%

* Associate Tutor

The proportion of female colleagues is comparable to the UK benchmark of 54.6%. The proportion of male colleagues has increased by 1.3% and is comparable to the UK benchmark of 45.4% (Advance HE Statistical Report 2020).

40.5% of all academic colleagues (including clinical, research and tutors) are female, which is slightly higher than last year's 39.6%.

24.2% of professors are female (as at 31.3.21), an increase of 11% since 2012. This compares to the national HEI UK benchmark of 26.7% (Advance HE Statistical Report 2020).

63% of our females are in professional services roles, compared to 37% of males.

Grade 8 continues to hold the highest percentage of colleagues for both females, 12.1%, and males, 9.5%.

RECRUITMENT

Posts advertised	645
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APPLICATIONS BY SEX

Male	51.7%	3414
Female	46.3%	3059
Prefer not to say	1.1%	70
Unknown	0.9%	59
Other	0.1%	6

Applications received	6608
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APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Other	50%	3
Unknown	20.3%	12
Female	12.1%	370
Male	8.9%	305
Prefer not to say	5.7%	4
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

46.3% of female applications were received, which was 5.8% lower than last year. 51.7% of male applications were received which was 7.4% higher than last year.

Female applicants are more successful (12.1%) than male (8.9%) applicants.

LEAVERS

Female	56.8%	453
Male	43.2%	345
Total		798

The percentage of female leavers is higher than the UK benchmark of 45.7% but in line with the university pool of female colleagues. The rate of male leavers is lower than the benchmark of 54.3% but in line with the university pool of male colleagues (Advance HE Statistical Report 2020).

TRAINING

Classroom courses provided 245

CLASSROOM BASED TRAINING

Female	59.6%	1602
Male	40.4%	1086
Total		2688

ONLINE TRAINING

Female	56.4%	6491
Male	43.6%	5023
Total		11514

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

There has been an increase in the proportion of males attending both classroom-based, 4.8%, and online training, 4%, since last year. There has been a decrease in females attending both classroom-based, 3.8%, and online training, 4%, since last year leading to a more gender balanced cohort.

GENDER PAY

Mean	18.4%
Median	11.1%

This is snapshot data taken on 31st March 2020, as reported in Gov.uk

The gender pay gap is the percentage difference of average pay between men and women. This is different to equal pay, which compares the pay of men and women 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 1% over the past year. The median has reduced by 2.6%.

CONTRACT TYPE

FULL TIME

Female	47.3%	1379
Male	52.7%	1535
Total		2914

PART TIME

Female	73.4%	969
Male	26.6%	352
Total		1321

PERMANENT

Female	54.4%	1531
Male	45.6%	1284
Total		2815

FIXED TERM

Female	57.5%	817
Male	42.5%	603
Total		1420

The percentage of male and female colleagues working on full time contracts is similar to last year.

The data shows that significantly more women work on a part time basis. Of all female colleagues 43% work on a part time basis, of all male colleagues 19% work on a part basis.

The distribution of colleagues, by gender, on permanent contracts is comparable to last year. Of all female colleagues 35% are on a fixed term contract, of all male colleagues 32% are on a fixed term contract.

Of those on a fixed term contract, 42.5% are men, and 57.5% are women.

GRIEVANCE AND DISCIPLINARY

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

GRIEVANCE

Female	67%	6
Male	33%	3
Total		9

DISCIPLINARY

Female	33%	4
Male	66%	8
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

Of the grievances, 67% (6) were female and 33% (3) were male.

As for the conducted disciplinary cases, 67% (8) were male and 33% (4) were female.

Religion & Belief

COLLEAGUE COMPOSITION

No religion	40.2%	1639
Prefer not to say	26.2%	1070
Christian	24.6%	1002
Unknown	2.6%	108
Muslim	2.2%	90
Spiritual	1.5%	62
Any other religion or belief	1.0%	39
Hindu	0.8%	34
Buddhist	0.6%	26
Jewish, Sikh	0.2%	9
Total		4079

Colleagues declaring no religion represent the largest group at Swansea University, 40.2%. This is followed by those who prefer not to say, 26.2%. The order of the remaining religions and beliefs remain unchanged compared to last year.

The group of colleagues who preferred not to share their religion or belief group has decreased slightly, once again, from 28.6% last year to 26.2% this year, suggesting an increase in confidence of disclosing this information.

We have significantly more Christian colleagues, 24.6%, than the UK benchmark of 17.7%. The percentage of Muslim colleagues, 2.2%, is also higher than the UK benchmark of 1.6% (Advance HE Statistical Report 2020).

LEAVERS

No religion	34.8%	278
Prefer not to say	26.4%	211
Christian	23.8%	190
Unknown	9.0%	72
Muslim	2.5%	20
Buddhist	1.0%	8
Hindu	1.0%	8
Spiritual	0.8%	6
Any other religion or belief	0.5%	4
Jewish	0.1	1
Total		798

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

RECRUITMENT

Posts advertised 645

APPLICATIONS BY RELIGION & BELIEF

No religion	43.9%	2902
Christian	25.2%	1665
Muslim	11.0%	730
Prefer not to say	8.0%	529
Hindu	5.5%	362
Spiritual	2.3%	154
Buddhist	1.4%	94
Any other religion/belief	1.4%	91
Unknown	0.9%	59
Jewish	0.2%	13
Sikh	0.1%	9

Applications received 6608

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	20.3%	12
No religion	12.9%	375
Prefer not to say	12.7%	67
Christian	10.1%	168
Any other religion or belief	9.9%	9
Buddhist	9.6%	9
Jewish	7.7%	1
Spiritual	6.5%	10
Muslim	4.4%	32
Hindu	3.0%	11
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

The largest proportion of applicants are the same as last year; No Religion, 43.9%, and Christian, 25.2%.

Muslim and Hindu representation of applicants has also increased from 7.6% to 11%, and 2.9% to 5.5% respectively.

Of applicants who disclosed their religion and belief, the highest success rate was for applicants with no religion, 12.9%. However, this has decreased by 2.4% since last year.

Religion & Belief

TRAINING

Classroom courses provided 245

CLASSROOM BASED TRAINING

No religion	42.6%	1144
Prefer not to say	24.6%	662
Christian	24.5%	659
Muslim	2.5%	67
Spiritual	1.9%	50
Hindu	1.6%	42
Unknown	0.9%	24
Any other religion or belief	0.8%	21
Buddhist	0.4%	12
Jewish	0.3%	7
Total		2688

ONLINE TRAINING

No religion	43.8%	5042
Christian	25.6%	2946
Prefer not to say	22.7%	2616
Muslim	2.1%	240
Unknown	2.0%	234
Spiritual	1.5%	176
Any other religion or belief	0.8%	93
Hindu	0.6%	72
Buddhist	0.6%	71
Jewish	0.2%	20
Sikh	<0.1%	4
Total		11514

Classroom based training

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

42.6% of colleagues who undertook classroom-based training defined themselves as having no religion, followed by those who preferred not to say at 24.6% and thirdly, those who defined themselves as Christian at 24.5%.

Online training

43.8% of colleagues who undertook online training defined themselves as having no religion, followed by those who defined themselves as Christian at 25.6% and thirdly, those who prefer not to say at 22.7%.

Religion & Belief

GRIEVANCE AND DISCIPLINARY

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

GRIEVANCE

Christian	33%	3
No religion	33%	3
Prefer not to say	33%	3
Total		9

DISCIPLINARY

Christian	8%	1
Muslim	17%	2
No religion	25%	3
Prefer not to say	50%	6
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

Of the grievances, 33% (3) identified as Christian, 33% (3) expressed no religion and 33% (3) preferred not to say.

For the conducted disciplinary cases, 50% (6) preferred not to say, 25% (3) expressed no religion, 17% (2) identified as Muslim and 8% (1) as Christian.

Sexual Orientation

COLLEAGUE COMPOSITION

Heterosexual	69.6%	2840
Prefer not to say	23.4%	956
Unknown	2.8%	113
Bi	2.0%	81
Gay man	1.2%	50
Gay woman/lesbian	0.8%	32
Other	0.2%	7
LGB+ total	4.2%	170
Total		4079

The total disclosure for LGB+ colleagues has increased by 0.5% from last year to 4.2%, which remains above the UK benchmark of 2.6% (Advance HE Statistical Report 2020).

Heterosexual colleague disclosures remain the largest proportion and has increased from 65.7% last year to 69.6% this year.

The number of colleagues who prefer not to say has dropped by 2.6% from last year, indicating increased confidence in disclosing this information.

Information relating to gender reassignment is presented in the next section of this report.

LEAVERS

Heterosexual	59.1%	472
Prefer not to say	25.7%	205
Unknown	9.3%	74
Bi and Other	3.4%	27
Gay man	1.6%	13
Gay woman/lesbian	0.9%	7
LGB+ total	5.9%	47
Total		798

59.1% of leavers defined themselves as Heterosexual and 5.9% of leavers defined themselves as LGB+, slightly above the pool of LGB+ colleagues (4.2%).

RECRUITMENT

Posts advertised	645
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APPLICATIONS BY ORIENTATION

Heterosexual	83.5%	5518
Prefer not to say	7.2%	478
Bi	4.3%	284
Gay man	2.0%	131
Gay woman/lesbian	1.0%	69
Other	1.0%	69
Unknown	0.9%	59
LGB+ total	8.3%	553
Applications received		6608

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	20.3%	12
Gay woman/lesbian	14.5%	10
Bi	12.3%	35
Heterosexual	10.4%	573
Gay man	9.9%	13
Prefer not to say	9.8%	47
Other	5.8%	4
LGB+ total	11.2%	62
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

Despite a significant reduction in the total number of applications (as compared to last year), the percentage of LGB+ applicants has increased from 7.6% last year to 8.3% this year.

The success rate for LGB+ applicants has reduced by 4.3% to 11.2% this year. However, this remains higher than the success rate of heterosexual applicants which is 10.4% this year (a decrease of 3.4%, compared to last year) this is overall a similar trend to last year.

Sexual Orientation

TRAINING

Classroom courses provided 245

CLASSROOM BASED TRAINING

Heterosexual	72.4%	1946
Prefer not to say	21.4%	575
Unknown	2.4%	65
Bi	1.5%	39
Gay man	0.9%	23
Gay woman/lesbian	0.9%	23
Other	0.6%	17
LGB+ total	5.3%	144
Total		2688

ONLINE TRAINING

Heterosexual	72.8%	8385
Prefer not to say	19.7%	2268
Bi	2.2%	256
Unknown	2.1%	246
Gay man	1.6%	189
Gay woman/lesbian/other	1.3%	145
Other	0.2	25
LGB+ total	5.3%	615
Total		11514

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

The percentage of LGB+ colleagues has increased for classroom-based training from 4% to 5.3% and has also increased for online training from 2.8% to 5.3%. Both training participation percentages for LGB+ colleagues are greater than the pool of LGB+ colleagues (4.2%).

GRIEVANCE AND DISCIPLINARY

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

GRIEVANCE

Gay woman/lesbian	11%	1
Heterosexual	67%	6
Prefer not to say	22%	2
Total		9

DISCIPLINARY

Heterosexual	67%	8
Prefer not to say	33%	4
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

Of the grievances, 67% (6) identified as heterosexual, 22% (2) preferred not to say, and 11% (1) identified as LGB+.

For the conducted disciplinary cases, 67% (8) identified as heterosexual, and 33% (4) preferred not to say.

Gender Reassignment

COLLEAGUE COMPOSITION

Data collection on sexual orientation and gender reassignment began in 2013.

Gender identity the same as sex registered at birth	77.7%	3171
Prefer not to say	19.2%	784
Unknown	2.8%	115
Gender identity different to sex registered at birth	0.2%	9
Total		4079

Most colleagues, 77.7%, identify as the same sex as registered at birth, with an increase of 4.7% on last year.

The percentage of colleagues preferring not to say reduced by 3% to 19.2%, suggesting an increase in confidence in disclosing information.

Colleagues identifying as a different sex to that registered at birth is 0.2%. This is 0.1% lower than reported last year (0.3%) but still in line with the UK benchmark of 0.2% (Advance HE Statistical Report 2020).

LEAVERS

Gender identity same	69.3%	553
Prefer not to say	21.6%	172
Unknown	8.8%	70
Gender identity different	0.4%	3
Total		798

At 69.3%, most leavers identify as the same gender as at birth. Leavers identifying as a different sex to that registered at birth is 0.4%, which is comparable to the pool of colleagues we have.

RECRUITMENT

Posts advertised 645

APPLICATIONS BY GENDER IDENTITY

Gender identity same	96.8%	6397
Prefer not to say	1.5%	98
Unknown	0.9%	59
Gender identity different	0.8%	54

Applications received 6608

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	20.3%	12
Gender identity different	11.1%	6
Gender identity same	10.5%	669
Prefer not to say	7.1%	7
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

Applicants identifying as the same sex as at birth is comparable to last year.

Applicants identifying as a different sex to that registered at birth has increased by 0.3% to 0.8%.

Those preferring not to say decreased by 1.2% to 1.5%.

Applicants identifying as a different sex to that registered at birth have a marginally higher success rate (11.1%) within their own gender identity, than those who identify as having the same sex (10.5%). Caution needs to be taken when interpreting percentages as the numbers are low.

Gender Reassignment

TRAINING

Classroom courses provided **245**

CLASSROOM BASED TRAINING

Gender identity same	83.0%	2231
Prefer not to say	15.8%	426
Unknown	1.1%	29
Gender identity different	0.1%	2
Total		2688

ONLINE TRAINING

Gender identity same	82.7%	9523
Prefer not to say	14.9%	1720
Unknown	2.2%	248
Gender identity different	0.2%	23
Total		11514

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

The proportion of colleagues undertaking training is comparable with last year's figures.

Of the classroom-based training participants, 0.1% were trans colleagues. For online based training it was 0.2%. This is the same as last year and proportionate to the pool of trans colleagues (0.2%).

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	78%	7
Prefer not to say	22%	2
Total		9

DISCIPLINARY

Gender identity same	67%	8
Prefer not to say	33%	4
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

Of the grievances, 78% (7) identified as the same sex as at birth, and 22% (2) preferred not to say.

As for the conducted disciplinary cases, 67% (8) identified as the same sex as at birth, and 33% (4) preferred not to say.

Marriage & Civil Partnership

COLLEAGUE COMPOSITION

Married	44.8%	1829
Single	26.6%	1087
Co-habiting	9.5%	386
Prefer not to say	9.1%	373
Unknown	5.0%	203
Divorced	2.4%	98
Separated	0.9%	35
Other	0.7%	27
Civil Partnership	0.6%	26
Widowed	0.4%	15
Total		4079

The percentage of colleagues who are married or single is comparable to last year. The percentage of colleagues preferring not to say has reduced by 0.9%, showing an increased confidence in reporting.

LEAVERS

Single	33.2%	265
Married	33.0%	263
Unknown	11.0%	88
Prefer not to say	10.3%	82
Co-habiting	6.9%	55
Divorced	3.5%	28
Other	0.8%	6
Widowed	0.8%	6
Civil Partnership	0.4%	3
Separated	0.3%	2
Total		798

The distribution of leavers remains the same as last year where the largest group of leavers were single followed by married and not known respectively and the smallest group of leavers being those colleagues who are separated.

RECRUITMENT

Posts advertised 645

APPLICATIONS BY MARITAL STATUS

Single	44.8%	2962
Married	34.0%	2245
Co-habiting	11.7%	774
Prefer not to say	3.7%	243
Divorced	2.4%	157
Other	1.1%	71
Unknown	0.9%	59
Civil partnership	0.7%	45
Separated	0.6%	40
Widowed	0.2%	12

Applications received 6608

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Other	23.9%	17
Unknown	20.3%	12
Single	12.7%	375
Separated	12.5%	5
Prefer not to say	11.5%	28
Co-habiting	10.7%	83
Widowed	8.3%	1
Divorced	8.3%	13
Married	7.0%	158
Civil Partnership	4.4%	2
Total success rate	10.5%	694

The overall applicant success rate has decreased from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

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, followed by married applicants.

Those preferring not to say has decreased by 0.4% since last year, suggesting an increased confidence in reporting.

Marriage & Civil Partnership

TRAINING

Classroom courses provided 245

CLASSROOM BASED TRAINING

Married	48.3%	1297
Single	25.4%	682
Co-habiting	11.5%	310
Prefer not to say	7.8%	210
Unknown	2.4%	65
Divorced	2.3%	61
Separated	0.9%	23
Civil Partnership	0.6%	17
Other	0.4%	12
Widowed	0.4%	11

Total 2688

ONLINE TRAINING

Married	43.9%	5055
Single	27.0%	3105
Co-habiting	11.8%	1362
Unknown	7.6%	879
Prefer not to say	4.1%	470
Divorced	2.7%	312
Separated	1.0%	110
Civil Partnership	0.9%	102
Other	0.6%	74
Widowed	0.4%	45

Total 11514

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

The majority of both classroom based and online training was undertaken by colleagues who are married, followed by those who are single. This is comparable to last year and proportionate to our total colleagues pool.

GRIEVANCE AND DISCIPLINARY

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

GRIEVANCE

Single	11%	1
Divorced	11%	1
Prefer not to say	11%	1
Married	33.5%	3
Co-habiting	33.5%	3
Total		9

DISCIPLINARY

Married	17%	2
Co-habiting	17%	2
Single	33%	4
Prefer not to say	33%	4
Total		12

Across the reporting period, 9 grievances were raised, and 12 disciplinary cases were conducted.

Of the grievances, 33.5% (3) were married, 33.5% (3) co-habiting, 11% (1) single, 11% (1) divorced and 11% (1) preferred not to say.

As for the conducted disciplinary cases, 33% (4) were single, 33% (4) preferred not to say, 17% (2) married, and 17% (2) co-habiting.

Pregnancy & Maternity

COLLEAGUE COMPOSITION

Colleagues who took leave		127
Maternity Leave	68.5%	87
Paternity/Partner Leave	29.9%	38
Adoption Leave	1.6%	2

87 colleagues (68.5% of the parental leave pool) took maternity leave during the reporting period. This is a 9.2% increase compared to last year.

38 colleagues (29.9%) took paternity/partner leave during the reporting period. This is an increase of 2 colleagues as compared to last year.

2 (1.6%) colleagues took adoption leave during the reporting period.

LEAVERS

Parental leave colleagues	0.8%	1
Total		1

Of the 127 colleagues that took parental leave during the reporting period, only 1 colleague left the University, indicating that our return to work processes are providing a positive experience.

TRAINING

Classroom courses provided		245
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CLASSROOM BASED TRAINING

Parental leave colleagues	0.8%	1
Total		1

ONLINE TRAINING

Parental leave colleagues	0.8%	1
Total		1

The number of classroom courses has reduced during the reporting period as compared to last year (424) and this can be attributed to the effects of the pandemic and home working. The number of online training participants has increased significantly since last year (2056) and this again is because of the move to home working and the introduction of new mandatory online training such as the COVID-19 online recovery package and criminal finances.

Of the 127 colleagues that took parental leave during the reporting period, 1 colleague attended classroom-based training whilst on leave, and 1 completed online based training whilst on leave.

Pregnancy & Maternity

RECRUITMENT

Posts advertised 645

APPLICATIONS BY LEAVE TAKEN

No parental leave taken	94.7%	6259
Prefer not to say	2.7%	179
Maternity Leave	1.0%	166
Unknown	0.9%	58
Additional paternity/partner leave (more than 2 weeks)	0.6%	42
Adoption Leave	0.1%	4

Applications received 6608

APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Unknown	18.9%	11
No parental leave taken	10.6%	666
Additional paternity/partner leave (more than 2 weeks)	9.5%	4
Prefer not to say	6.1%	11
Maternity	3.0%	2
Adoption	0%	0
Total success rate	10.5%	694

The overall applicant success rate has fallen from 14.4% to 10.5%. The number of posts advertised, and number of applications have both reduced compared to last year. The number of high-volume posts advertised and recruited has also reduced compared to last year.

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

1.7% of applications were made by individuals who had taken some form of parental leave, which is a slight decrease of 1.4% from last year.

All groups experienced a lower success rate compared to last year.

The success rate of individuals who were either pregnant or on maternity leave, 3%, was lower than those who had not taken any parental leave at 10.6%. This trend continues from last year. Caution needs to be taken in interpreting these percentages as the numbers are low.

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
Total		0

DISCIPLINARY

Parental leave colleagues	0%	0
Total		0

Across the reporting period, 9 grievances were raised, and 12 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.

Impact Assessments

EQUALITY IMPACT ASSESSMENTS (EIAS) WERE CONDUCTED OVER THE REPORTING PERIOD OF 1ST APRIL 2020 - 31ST MARCH 2021

During this period 157 Equality Impact Assessments have been completed across the University. This is an increase from 12 during the previous reporting period (1st April 2019 - 31st March 2020).

Over this period the University has commenced its transformational programme involving the merger of seven Schools and Colleges into three 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;

Sustainable Business travel Procedure, Real Living Wage, Agile Working Policy, Health and Wellbeing Strategy, Funding Proposals (Degree Apprenticeship), Furlough, Voluntary Severance, Digital Learning Platform Minimum Standards and Expectations Policy, Assessment Policy, Research & Innovation Strategy Update, COVID Safe Procedures, Strategy for Sustainability, Learning and Teaching Strategy Review, Study Leave Policy Review and University Transformation (various stages).

Student Data 2020/2021

SEX

Male	52%	11067
Female	48%	10389
Unknown	0%	7
Total		21463

UNDERGRADUATE

Male	54%	9017
Female	46%	7671
Unknown	0%	3
Total	78%	16691

POSTGRADUATE

Female	43%	2050
Male	57%	2718
Unknown	0	4
Total	22%	4772

AGE

<19	36.5%	7836
19-21	30.5%	6541
22-24	11.5%	2454
25+	21.5%	4632

UNDERGRADUATE

<19	47%	7836
19-21	35%	5829
22-24	6%	978
25+	12%	2048

POSTGRADUATE

19-21	17%	721
22-24	32%	1476
25+	51%	2584

GENDER IDENTIFICATION

Same as at birth	90%	19380
Unknown	9%	1974
Different to at birth	1%	109

SEXUAL ORIENTATION

Heterosexual	79%	16958
Unknown	12%	2616
Bisexual	5%	1167
Other	1%	270
Gay man	1%	264
Gay woman	1%	188

RELIGION

No religion	54%	11652
Christian	23%	4836
Not known	14%	2970
Other religion	4%	872
Muslim	5%	1133

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

DISABILITY

No known disability	85%	18244
Disabled	15%	3219

RACE

White	73%	15729
BAME	25%	5278
Unknown	2%	456

TOTAL DISAGGREGATED BAME STUDENTS 24%

Arab	3%	564
Asian	9%	1855
Black	4%	932
Chinese	4%	960
Mixed	3%	733
Other	1%	234

DISAGGREGATED OVERSEAS BAME STUDENTS


Arab	2%	444
Asian	3%	594
Black	2%	368
Chinese	4%	838
Mixed	0%	91
Other	0%	61

DISAGGREGATED HOME BAME STUDENTS

Arab	0.5%	120
Asian	6%	1261
Black	3%	564
Chinese	0.5%	122
Mixed	3%	642

Celebrating Diversity

SWANSEA UNIVERSITY EVENTS 1ST APRIL 2020 – 31ST MARCH 2021



100
1920-2020

Menywod Duon yng Ngholeg y Celfyddydau a'r Dyniaethau
Black Women in the College of Arts and Humanities

BLACK HISTORY MONTH
OCTOBER 2020

Safbwynt Cyn-fyfrwraig / An Alumni Perspective

29 Hydref / Thursday 29th October 12:00-13:00

Interfaith Week 2020

MON 9TH	TUES 10TH	THURS 12TH
9AM Morning Prayer Father Tim Ardoun	8:30AM Guided Meditation Rev. Mandy Williams	1:30PM Guided Meditation Rev. Mandy Williams
9:30AM Guided Meditation Father Tim Ardoun		
5PM Lecture: Universal 4-Path Journey & COVID Alexander John	WEDS 11TH 11AM Acts of Remembrance 6PM	FRI 13TH 1PM Live Friday Prayer Sheikh Mohsen El-Beltagi

INTERFAITH EVENTS
NOVEMBER 2020

WWW.HMD.ORG.UK
HOLOCAUST MEMORIAL DAY / DIWRNOD COFIO'R HOLOCAST

BE THE LIGHT IN THE DARKNESS BYDDWCH Y GOLAU YN Y TYWYLLWCH

We will continue to do our bit for as long as we can, secure in the knowledge that others will continue to light a candle long after us.

Geno Turgel MBE, survivor of the Holocaust (1923-2018)

HOSTED BY / CYRWYNIWYD GAN YR: PROFESSOR / ATHRO **MARTIN STRINGER**

GUEST SPEAKER / SIARADWR GWADD:
MARALYN TURGEL
Maralyn will share the story of her Polish-born father, a young teenager during the Holocaust.

27 27.1.2021 11AM - 12PM ZOOM

HOLOCAUST MEMORIAL DAY
JANUARY 2021

STAFF & STUDENTS ONLY / STAFF A MYFYRWYR YN UNIG

RSVP: ATEBER I:
<https://www.eventbrite.com/e/132786515041>



Swansea University
Prifysgol Abertawe



A Brave New World: Resilience & Community

Human Library Living Books

ISS inclusive services group, SAILS and Faith & Community
@CampusLife are working together to present A Brave New World:

HUMAN LIBRARY: A BRAVE NEW WORLD
NOVEMBER 2020

LGBTQIA+
History Month

Events & Info

LGBT+ HISTORY MONTH
FEBRUARY 2021

International Women's Day

INTERNATIONAL WOMEN'S DAY 2021
#choosetochallenge

INTERNATIONAL WOMEN'S DAY
MARCH 2021

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

OUTCOME 1

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

OBJECTIVES AND OVERALL SUCCESS MEASURE

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 1 percentage point. This continues to be a work in progress.

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.

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

The University has signed up 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. This continues to be a work in progress.

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.

Increase the percentage of Black Asian and Minority Ethnic (BAME) Council members to 10%, reflective of the local area.

PROGRESS REPORT:

All Council University committees now have access to and review the diversity of their members in advance of appointment processes. As at June 2021, University Council is gender balanced in relation to the University benchmark (55% female and 45% male).

All Council University committees now have access to and review the diversity of their members in advance of appointment processes. As at June 2021, University Council Black Asian and Minority Ethnic (BAME) members make up 10% 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 Heads of Faculty roles, 50% of those appointed are female.

Over the 4-year period, for all PVC, Director and Heads of Faculty roles, 15% of those appointed are BAME.

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

PROGRESS REPORT:

Over the last year the University has undergone significant changes which has led to the merger of colleges into three faculties. As a result of this the percentage of females in leadership positions* has increased from 35% (July 2021) to 45% in Aug 2021.

*Director, Associate Director, Executive Dean, Deputy Executive Dean, Head of School, Registrar, Pro Vice Chancellor, Vice Chancellor, Head of Operations, Associate Deans, Provost.

Over the last year the University has undergone significant changes which has led to the merger of colleges into three faculties. As a result of this the percentage of BAME colleagues in leadership positions* has increased from 0% (July 2021) to 9% in Aug 2021.

*Director, Associate Director, Executive Dean, Deputy Executive Dean, Head of School, Registrar, Pro Vice Chancellor, Vice Chancellor, Head of Operations, Associate Deans, Provost.

As at 31st March 2021 2% of Professors identified as LGBT+. (Included in this group are Professors, Pro Vice Chancellors and the Vice Chancellor), this continue to be a work in progress.

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 BAME academics.

PROGRESS REPORT:

During the most recent promotion round (2020/2021), we saw a 38% increase in successful applications (since 2015). Female academics saw a 21% increase in successful applicants (since 2015). The success rate of BAME academics remained the same at 14%. 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 24% (rising from 13% in 2014). We have not yet met the current sector benchmark (27%) and work in this area continues.

To increase the success rate for BAME applicants at appointment, to make this comparable to white applicants.

The success rate for BAME applicants at appointment continues to be lower than white applicants. 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 BAME students is reduced.

PROGRESS REPORT:

A degree awarding differential toolkit has been developed for colleagues as well as an inclusive curriculum toolkit. Work is ongoing in this area and a [Design Thinking Project](#) on the lived experience of minority ethnic students has identified the need for a race awareness course for students. The project has been featured as a case study by Advance HE. Members of the Equality Team and the Swansea Academy of Inclusivity and Learner Success (SAILS) are involved in the HEFCW funded Advance HE Race Access and Success Programme which will produce a Race Action plan for Swansea University.

OUTCOME 8

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

OBJECTIVES AND OVERALL SUCCESS MEASURE

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

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

PROGRESS REPORT:

The project has been launched and we have over 100 students and colleagues trained up as connectors. Students are offering peer support to others, uptake has been slow due to the pandemic (online sessions) and time of year but we are working on a re-launch for September.

[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:

Timescales have been affected by the COVID 19 pandemic, but work continues on this objective.

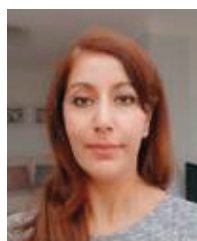
Notes on the data presented: To allow for easy comparisons, this report follows a similar format to previous years. The majority of data covers the period of 1 April 2020 – 31 March 2021; where snapshot data has been used, this has been noted as at 31 March 2021. All benchmarking data is from the Advance HE Higher Education Statistical Report 2020 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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@SWANSEAEQUALITY

We would like to thank academic and professional services staff for their valuable contribution towards progressing the equality agenda.