Equality and Diversity Annual

Report 2016

Monitoring data

Residential Schools Staff

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Comments or queries about this report are welcomed and should be sent for the attention of the Head of Equality, Diversity and Information Rights.

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Residential schools staff

# General

## About Residential School Staff

Around 30 modules have a residential school element which lasts from between one day to a week and are based at universities, hotels, conference centres and field study centres in the UK and mainland Europe. There are two models of schools – those that are embedded within a 30 or 60 credit module and those that are standalone 10 or 15 credit modules where the residential school is the main element of the module. The embedded schools each have an Alternative Learning Experience (ALE) which also provides students with an online opportunity to meet the module’s learning outcomes. The main residential school period is during the summer in July and August but the Faculty of Business and Law (FBL) holds schools throughout the year.

A large number of short term contracts are available for both internal and associate lecturer staff as well as external applicants. A total of 1329 contracts were raised for staff in 2015 (although these included duplicate contracts for the same staff in some cases).

## Notes on the data

The reporting period is from 1 January 2015 to 31 December 2015.

Recruitment

There are two stages to the recruitment process, application and recruitment. Applications for all posts are handled by the Residential Schools Team (RST) who collect and record the equal opportunities data provided. The regionally appointed staff are then appointed by staff in the locations acting as hosts for the relevant residential schools. In the cases of the language residential schools, the Warwick schools and the FBL residential schools, however, it is the RST who formally acts as the host location. Regionally appointed roles include school directors, residential school support managers, school administrators, and learning advisors as well as clerical roles such as assistant school administrators, and office staff. A small number of careers advisers are also recruited by the Central Careers Advisory Service.

Central Academic (CAU) staff are at the same time appointed by members of the appropriate faculty to a specific school line and include teaching roles (module director, tutor, demonstrator etc.) as well as support roles (academic assistant, module director’s assistant etc.).

Grievance, Bully and Harassment

There were no incidents reported in 2015.

Disciplinary

There were six cases of disciplinary action in 2015, four were current Associate Lecturers at the time one an external applicant in a CAU role and one an external applicant in a regional (disability support) role. All individuals were issued with final written warnings because of the serious nature of the incidents which will be held on their records for a period of one year from the date of issue.

Reasonable adjustment

There were no reasonable adjustments reported in 2015.

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# Age

## Recruitment and Applicants

The largest proportions of staff appointees are in the 56 and over age group with noticeably only 5% of the CAU appointees being in the twenty five and under category. This contrasts markedly with regional staff where 30% of appointees are in the under 25 category. This is because regional staff are often appointed from amongst students studying at host institutions.

Table 1: Job appointees by age (2015)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CAU Appointees** | **No.** | **%** | **CAU Applicants** | **No.** | **%** |
| 25 and under | 63 | 5% | 25 and under | 63 | 5% |
| 26 - 35 | 167 | 14% | 26 - 35 | 178 | 13% |
| 36 - 45 | 192 | 16% | 36 - 45 | 199 | 15% |
| 46 - 55 | 290 | 24% | 46 - 55 | 312 | 23% |
| 56 and over | 519 | 42% | 56 and over | 585 | 44% |
| Known Total | 1231 |   | Known Total | 1337 |   |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Grand Total | 1231 | 100% | Grand Total | 1337 | 100% |
| **Regional Appointees** |  |  | **Regional Appointees** |  |  |
| 25 and under | 30 | 31% | 25 and under | 32 | 30% |
| 26 - 35 | 8 | 8% | 26 - 35 | 9 | 9% |
| 36 - 45 | 14 | 14% | 36 - 45 | 15 | 14% |
| 46 - 55 | 26 | 27% | 46 - 55 | 27 | 26% |
| 56 and over | 20 | 20% | 56 and over | 22 | 21% |
| Known Total | 98 |   | Known Total | 105 |   |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Grand Total | 98 | 100% | Grand Total | 105 | 100% |
| **All Appointees** |  |  | **All Appointees** |  |  |
| 25 and under | 93 | 7% | 25 and under | 95 | 7% |
| 26 - 35 | 175 | 13% | 26 - 35 | 187 | 13% |
| 36 - 45 | 206 | 16% | 36 - 45 | 214 | 15% |
| 46 - 55 | 316 | 24% | 46 - 55 | 339 | 24% |
| 56 and over | 539 | 41% | 56 and over | 607 | 42% |
| Known Total | 1329 |   | Known Total | 1442 |   |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Grand Total | 1329 | 100% | Grand Total | 1442 | 100% |

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# Disability

## Recruitment and Applicants

The number and percentage of staff that consider themselves as disabled and that have been appointed to CAU roles has remained at 16%. However for Regional roles this reverted to what was previously a consistent 3-4%.

Table 2: Job appointees by disability (2015)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CAU Appointees** | **No.** | **%** | **CAU Applicants** | **No.** | **%** |
| Disabled | 200 | 16% | Disabled | 218 | 17% |
| Non-Disabled | 1027 | 84% | Non-Disabled | 1115 | 83% |
| Known Total | 1227 |   | Known Total | 1333 |   |
| Unknown Total | 4 | 0% | Unknown Total | 4 | 0% |
| Grand Total | 1231 | 100% | Grand Total | 1337 | 100% |
| **Regional Appointees** |  |  | **Regional Appointees** |  |  |
| Disabled | 4 | 4% | Disabled | 4 | 4% |
| Non-Disabled | 94 | 96% | Non-Disabled | 101 | 96% |
| Known Total | 98 |   | Known Total | 105 |   |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Grand Total | 98 | 100% | Grand Total | 105 | 100% |
| **All Appointees** |  |  | **All Appointees** |  |  |
| Disabled | 204 | 15% | Disabled | 222 | 15% |
| Non-Disabled | 1121 | 85% | Non-Disabled | 1216 | 85% |
| Known Total | 1325 |   | Known Total | 1438 |   |
| Unknown Total | 4 | 0% | Unknown Total | 4 | 0% |
| Grand Total | 1329 | 100% | Grand Total | 1442 | 100% |

Residential schools staff

# Ethnicity

## Recruitment and Applicants

Both the CAU and Regional staff show that by far the largest number of appointed staff are the white ethnic groups with 92% of CAU staff and 74% of regionally appointed staff.

Table 3: Job appointees by ethnicity (2015)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CAU Appointees** | **No.** | **%** | **CAU Applicants** | **No.** | **%** |
| Asian | 35 | 3% | Asian | 42 | 3% |
| Black | 7 | 1% | Black | 9 | 1% |
| Mixed | 26 | 2% | Mixed | 31 | 2% |
| Other | 5 | 0% | Other | 7 | 1% |
| Ethnic Minorities Total | 73 |   | Ethnic Minorities Total | 89 |   |
| White | 1129 | 92% | White | 1214 | 91% |
| Known Total | 1202 |   | Known Total | 1303 |   |
| Prefer not to say | 25 | 2% | Prefer not to say | 30 | 2% |
| Unknown | 4 | 0% | Unknown | 4 | 0% |
| Unknown Total | 29 |   | Unknown Total | 34 |   |
| Grand Total | 1231 | 100% | Grand Total | 1337 | 100% |
| **Regional Appointees** |  |  | **Regional Appointees** |  |  |
| Asian | 2 | 2% | Asian | 3 | 3% |
| Black | 2 | 2% | Black | 2 | 2% |
| Mixed | 9 | 9% | Mixed | 9 | 9% |
| Other | 1 | 1% | Other | 1 | 1% |
| Ethnic Minorities Total | 14 |   | Ethnic Minorities Total | 15 |   |
| White | 73 | 74% | White | 79 | 75% |
| Known Total | 87 |   | Known Total | 94 |   |
| Prefer not to say | 11 | 11% | Prefer not to say | 11 | 10% |
| Unknown | 0 | 0% | Unknown | 0 | 0% |
| Unknown Total | 11 |   | Unknown Total | 11 |   |
| Grand Total | 98 | 100% | Grand Total | 105 | 100% |
| **All Appointees** |  |  | **All Appointees** |  |  |
| Asian | 37 | 3% | Asian | 45 | 3% |
| Black | 9 | 1% | Black | 11 | 1% |
| Mixed | 35 | 3% | Mixed | 40 | 3% |
| Other | 6 | 0% | Other | 8 | 1% |
| Ethnic Minorities Total | 87 |   | Ethnic Minorities Total | 104 |   |
| White | 1202 | 90% | White | 1293 | 90% |
| Known Total | 1289 |   | Known Total | 1397 |   |
| Prefer not to say | 36 | 3% | Prefer not to say | 41 | 3% |
| Unknown | 4 | 0% | Unknown | 4 | 0% |
| Unknown Total | 40 |   | Unknown Total | 45 |   |
| Grand Total | 1329 | 100% | Grand Total | 1442 | 100% |

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# Gender

## Recruitment and Applicants

The staff appointed to regional roles remains static at around 62% female / 38% male. By contrast CAU staff are 53% male which is again very similar to 2013 but in contrast to earlier years when staff were predominantly female.

Table 4: Job appointees by gender (2015)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CAU Appointees** | **No.** | **%** | **CAU Applicants** | **No.** | **%** |
| Male | 654 | 53% | Male | 719 | 54% |
| Female | 577 | 47% | Female | 618 | 46% |
| Known Total | 1231 |   | Known Total | 1337 |   |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Grand Total | 1231 | 100% | Grand Total | 1337 | 100% |
| **Regional Appointees** |  |  | **Regional Appointees** |  |  |
| Male | 37 | 38% | Male | 40 | 38% |
| Female | 61 | 62% | Female | 65 | 62% |
| Known Total | 98 |   | Known Total | 105 |   |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Grand Total | 98 | 100% | Grand Total | 105 | 100% |
| **All Appointees** |  |  | **All Appointees** |  |  |
| Male | 691 | 52% | Male | 759 | 53% |
| Female | 638 | 48% | Female | 683 | 47% |
| Known Total | 1329 |   | Known Total | 1442 |   |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Grand Total | 1329 | 100% | Grand Total | 1442 | 100% |

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# Religion or belief

## Recruitment and Applicants

The largest percentage of both groups of appointees reported themselves to have no religion – at 46% each. After this the largest percentage of staff reported to following one of the Christian regions (29% of CAU appointees and 30% of regional appointees.)

Table 5: Job appointees by religion or belief (2015)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CAU Appointees** | **No.** | **%** | **CAU Applicants** | **No.** | **%** |
| Buddhist | 19 | 2% | Buddhist | 21 | 2% |
| Christian | 363 | 29% | Christian | 404 | 30% |
| Hindu | 3 | 0% | Hindu | 5 | 0% |
| Jewish | 4 | 0% | Jewish | 5 | 0% |
| Muslim | 21 | 2% | Muslim | 24 | 2% |
| No religion | 572 | 46% | No religion | 614 | 46% |
| Spiritual | 23 | 2% | Spiritual | 23 | 2% |
| Other | 18 | 1% | Other | 21 | 2% |
| Known Total | 1023 |   | Known Total | 1117 |   |
| Prefer not to say | 103 | 8% | Prefer not to say | 112 | 8% |
| Unknown | 105 | 9% | Unknown | 108 | 8% |
| Unknown Total | 208 |   | Unknown Total | 220 |   |
| Grand Total | 1231 | 100% | Grand Total | 1337 | 100% |
| **Regional Appointees** |  |  | **Regional Appointees** |  |  |
| Buddhist | 0 | 0% | Buddhist | 0 | 0% |
| Christian | 31 | 32% | Christian | 32 | 30% |
| Hindu | 0 | 0% | Hindu | 0 | 0% |
| Jewish | 0 | 0% | Jewish | 0 | 0% |
| Muslim | 2 | 2% | Muslim | 2 | 2% |
| No religion | 41 | 42% | No religion | 45 | 43% |
| Spiritual | 2 | 2% | Spiritual | 2 | 2% |
| Other | 0 | 0% | Other | 0 | 0% |
| Known Total | 76 |   | Known Total | 81 |   |
| Prefer not to say | 22 | 22% | Prefer not to say | 24 | 23% |
| Unknown Total | 0 | 0% | Unknown Total | 0 | 0% |
| Unknown Total | 22 |   | Unknown Total | 24 |   |
| Grand Total | 98 | 100% | Grand Total | 105 | 100% |
| **All Appointees** |  |  | **All Appointees** |  |  |
| Buddhist | 19 | 1% | Buddhist | 21 | 2% |
| Christian | 394 | 30% | Christian | 436 | 33% |
| Hindu | 3 | 0% | Hindu | 5 | 0% |
| Jewish | 4 | 0% | Jewish | 5 | 0% |
| Muslim | 23 | 2% | Muslim | 26 | 2% |
| No religion | 613 | 46% | No religion | 659 | 50% |
| Spiritual | 25 | 2% | Spiritual | 25 | 2% |
| Other | 18 | 1% | Other | 21 | 2% |
| Known Total | 1099 |   | Known Total | 1198 |   |
| Prefer not to say | 125 | 9% | Prefer not to say | 136 | 10% |
| Unknown Total | 105 | 8% | Unknown Total | 108 | 8% |
| Unknown Total | 230 |   | Unknown Total | 244 |   |
| Grand Total | 1329 | 100% | Grand Total | 1442 | 109% |

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# Sexual orientation

## Recruitment and Applicants

The majority of appointees (68% of CAU appointees and 74.0% of regional appointees) reported themselves to be heterosexual. There was a significant amount of unknown data with more than 25% of the appointees overall either explicitly saying that they preferred not to declare their sexual orientation or leaving the data field blank. This however may be as a result of this data not being recorded until quite recently and the higher percentage of older staff employed (as demonstrated in Table 1).

**Table 6: Job appointees by sexual orientation (2015)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CAU Appointees** | **No.** | **%** | **CAU Applicants** | **No.** | **%** |
| Towards people of the opposite sex (straight) | 832 | 68% | Towards people of the opposite sex (straight) | 914 | 68% |
| Towards men of the same sex (gay) | 17 | 1% | Towards men of the same sex (gay) | 18 | 1% |
| Towards people of more than one sex (bisexual) | 19 | 2% | Towards people of more than one sex (bisexual) | 21 | 2% |
| Towards women of the same sex (lesbian) | 14 | 1% | Towards women of the same sex (lesbian) | 14 | 1% |
| Other (e.g. asexual) | 11 | 1% | Other (e.g. asexual) | 13 | 1% |
| Known Total | 893 |   | Known Total | 980 |   |
| Prefer not to say | 213 | 17% | Prefer not to say | 230 | 17% |
| Unknown sexual orientation | 125 | 10% | Unknown sexual orientation | 127 | 9% |
| Unknown Total | 338 |   | Unknown Total | 357 |   |
| Grand Total | 1231 | 100% | Grand Total | 1337 | 100% |
| **Regional Appointees** |  |  | **Regional Appointees** |  |  |
| Towards people of the opposite sex (straight) | 73 | 74% | Towards people of the opposite sex (straight) | 78 | 74% |
| Towards men of the same sex (gay) | 0 | 0% | Towards men of the same sex (gay) | 0 | 0% |
| Towards people of more than one sex (bisexual) | 1 | 1% | Towards people of more than one sex (bisexual) | 2 | 2% |
| Towards women of the same sex (lesbian) | 1 | 1% | Towards women of the same sex (lesbian) | 1 | 1% |
| Other (e.g. asexual) | 0 | 0% | Other (e.g. asexual) | 0 | 0% |
| Known Total | 75 |   | Known Total | 81 |   |
| Prefer not to say | 20 | 20% | Prefer not to say | 21 | 20% |
| Unknown sexual orientation | 3 | 3% | Unknown sexual orientation | 3 | 3% |
| Unknown Total | 23 |   | Unknown Total | 24 |   |
| Grand Total | 98 | 100% | Grand Total | 105 | 100% |
| **All Appointees** |  |  | **All Appointees** |  |  |
| Towards people of the opposite sex (straight) | 905 | 68% | Towards people of the opposite sex (straight) | 992 | 69% |
| Towards men of the same sex (gay) | 17 | 1% | Towards men of the same sex (gay) | 18 | 1% |
| Towards people of more than one sex (bisexual) | 20 | 2% | Towards people of more than one sex (bisexual) | 23 | 2% |
| Towards women of the same sex (lesbian) | 15 | 1% | Towards women of the same sex (lesbian) | 15 | 1% |
| Other (e.g. asexual) | 11 | 1% | Other (e.g. asexual) | 13 | 1% |
| Known Total | 968 |   | Known Total | 1061 |   |
| Prefer not to say | 233 | 18% | Prefer not to say | 251 | 17% |
| Unknown sexual orientation | 128 | 10% | Unknown sexual orientation | 130 | 9% |
| Unknown Total | 361 |   | Unknown Total | 381 |   |
| Grand Total | 1329 | 100% | Grand Total | 1442 | 100% |