



EQUALITY STATISTICS
2007 – 2008

**THE GLASGOW
SCHOOL OF ART**

EQUALITY STATISTICS 2007–2008

This publication is intended to show statistical data relating to the age, gender, ethnicity and disability profile of students, applicants and staff at The Glasgow School of Art 2007–2008, in line with the aims of the School’s Strategic Plan 2008–12, available online at gsa.ac.uk/strategicplan

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AIMS

Our aims for the next four years are:

- 1 To provide innovative, fresh, externally engaged and relevant learning and teaching.
- 2 To achieve international excellence and recognition in research and knowledge transfer/exchange in key areas of strength.
- 3 To create active and responsible engagement with communities, industry, professional sectors, policy makers and the City.
- 4 To increase the diversity of the School in order to engender a dynamic creative environment and to support an egalitarian ethos.
- 5 To embed an international and intercultural ethos in all aspects of the School’s activities.
- 6 To be transparent, responsive, courageous, confident and well-resourced organisation able to change to achieve our objectives.

EQUAL OPPORTUNITIES MONITORING COMMENTARY

The statistical data relating to the age, gender, ethnicity and disability profile of students and applicants in 2007-8 shows little change with comparative data for the previous four years.

The number of UK applicants from Black and Minority Ethnic (BME) groups has dipped to 4.5% from a high of 6.3% in 2005-6. However the percentage of BME applicants accepting a place to study in the School has increased slightly. Last year 12% of GSA students were from BME groups. This represents a very steady increase since 2004-5. These figures may however represent a decrease in BME international students coming to the School through independent application. The data for withdrawals by BME students offers no clear pattern over time but remains low.

The number of applicants disclosing a disability remains consistent over time and the percentage of these applicants being accepted continues to correspond closely. On course disclosure of disability again remains significant with almost 20% of our students disclosing a disability. While the proportion of students in receipt of support from the

Disabled Students Allowance (DSA) has increased in 2007-8 the number of disabled students who are being supported by the institution without recourse to DSA has also increased slightly. The number of students disclosing a disability but for whom the School does not have information about DSA has decreased significantly. This may relate to the more firmly established status of the School as a validated assessment centre. Withdrawals by students who have disclosed a disability are at the lowest level for five years.

The gender balance of applicants remains static and there continues to be a very slight tendency towards a proportionately higher rate of acceptance of women. In 2007-8 retention of both men and women was high and there is no evidence in the data of any gendered aspect to withdrawal.

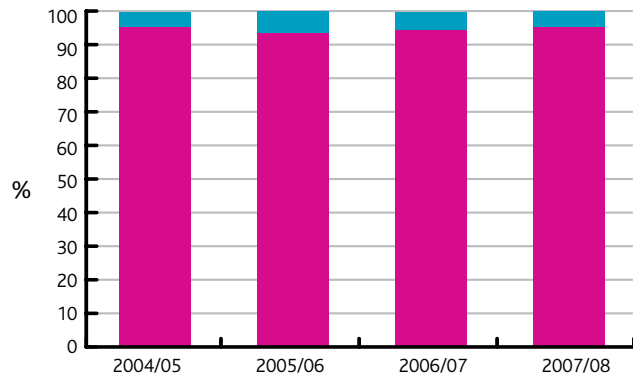
The data on the age of applicants suggests that the application from 17 and 18 year olds has decreased slightly over time and the average age of applicants is increasing. The percentage of students aged 17 and

under has fallen gradually from 10% in 2003-4 to 8.3% on 2007-8, in numerical terms a decrease of 23 students in this age group. In all other respects the age profile of students remains relatively static. There seems to be no immediately apparent age-related pattern to withdrawals.

Overall the data indicate a student population where the percentage of entrants from each group closely reflects the percentage of applicants from that group and percentage variations over time are negligible.

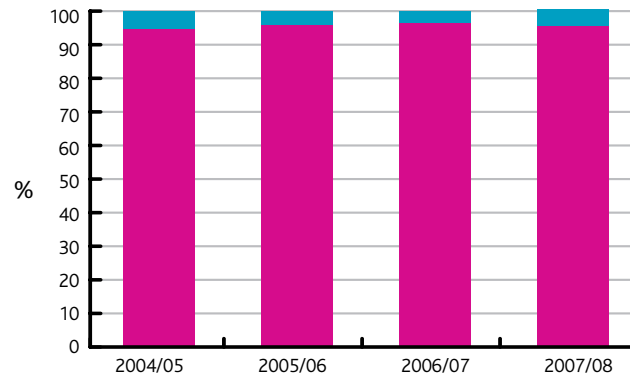
STUDENT ETHNICITY

UCAS APPLICANTS

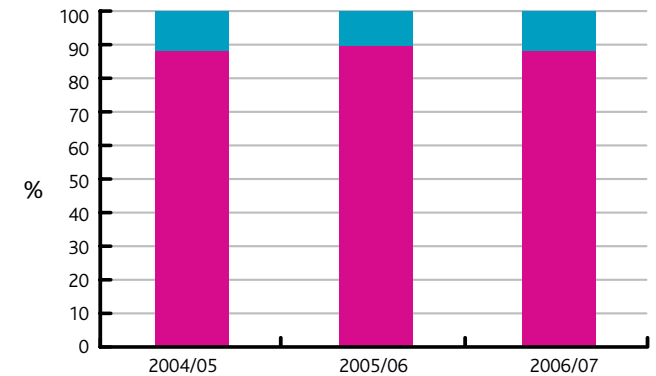


White Black, Asian, Chinese, Mixed Race

UCAS ACCEPTANCES

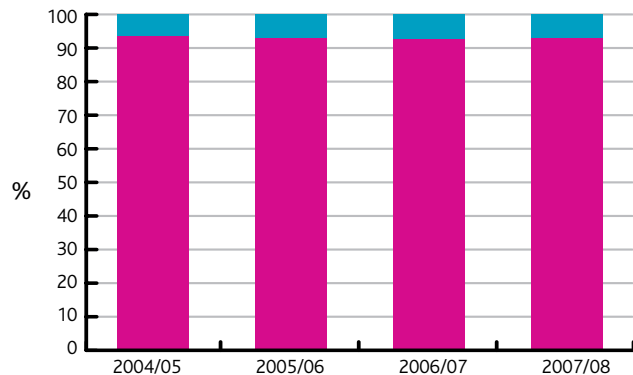


ALL CURRENT STUDENTS



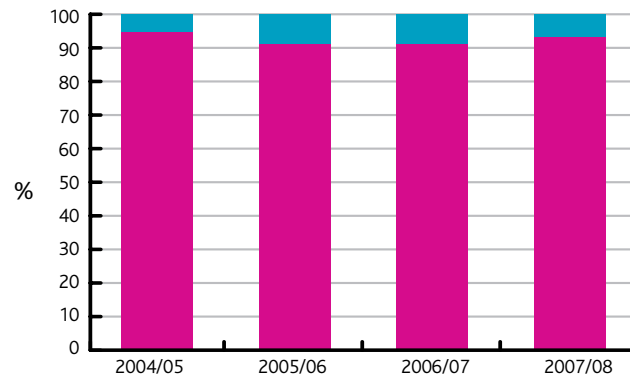
STUDENT DISABILITY

UCAS APPLICANTS

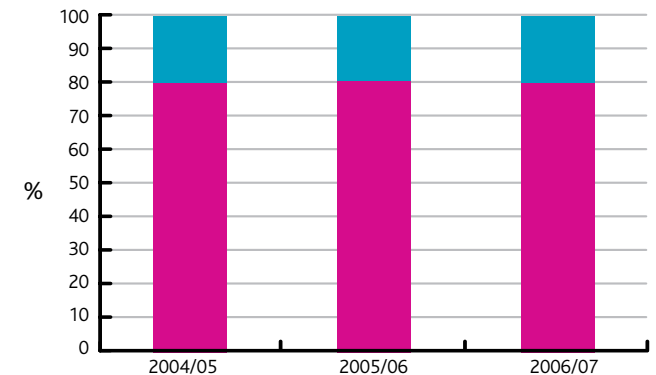


No Disclosed disability Disclosed disability

UCAS ACCEPTANCES

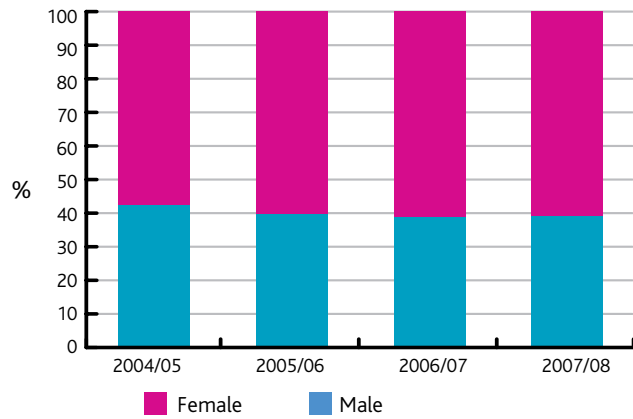


ALL CURRENT STUDENTS

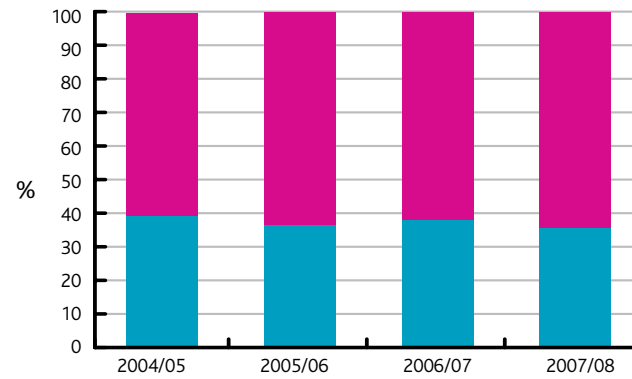


STUDENT GENDER

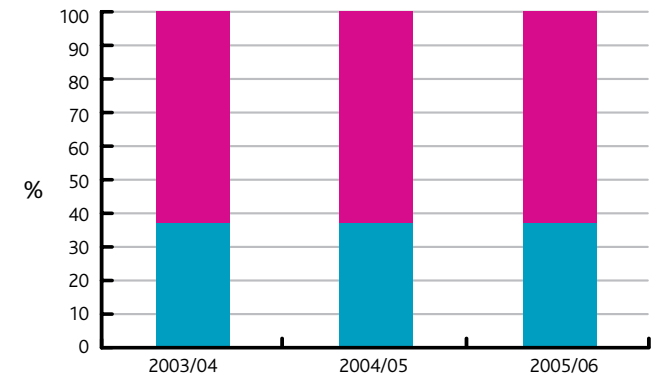
UCAS APPLICANTS



UCAS ACCEPTANCES

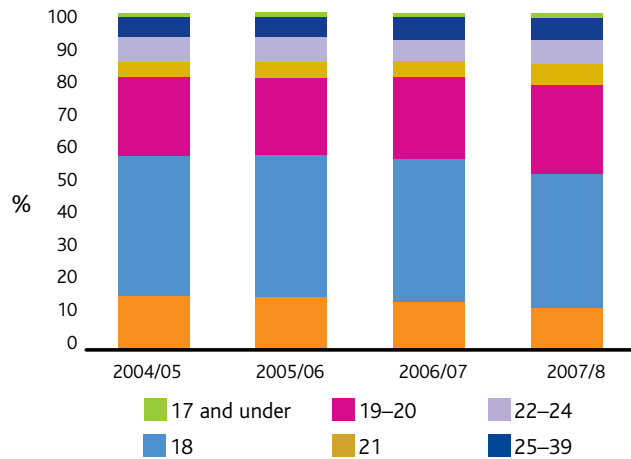


ALL CURRENT STUDENTS

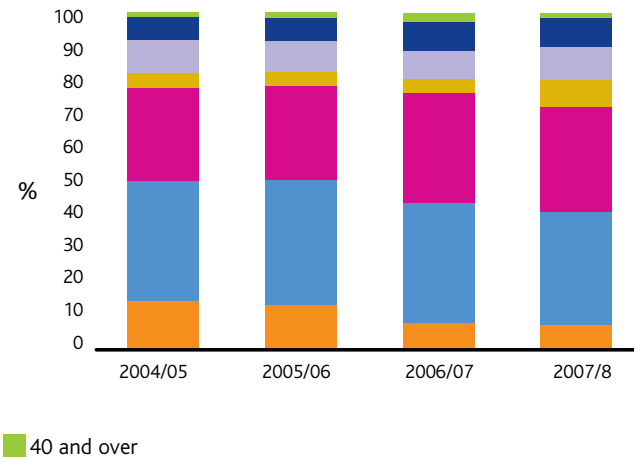


STUDENT AGE PROFILE

UCAS APPLICANTS



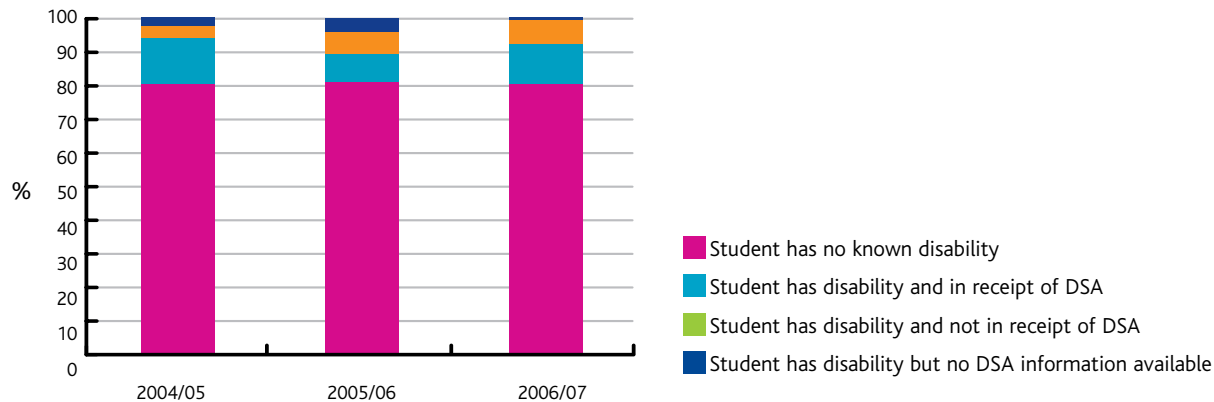
UCAS ACCEPTANCES



ALL CURRENT STUDENTS



DSA – ALL STUDENTS



STUDENT ETHNICITY

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08	
	Number	%	Number	%	Number	%	Number	%
<i>UCAS APPLICATIONS</i>								
White	2158	95.3%	2098	93.7%	2039	94.4%	1953	95.5%
Black, Asian, Chinese, Mixed Race	106	4.7%	142	6.3%	122	5.6%	91	4.5%
Unknown	124		74		26		40	
TOTAL	2388		2314		2187		2084	
<i>UCAS ACCEPTANCES</i>								
White	292	91.5%	291	95.7%	255	96.2%	256	95.2%
Black, Asian, Chinese, Mixed Race	17	5.5%	13	4.3%	10	3.8%	13	4.8%
Unknown	18		9		5		7	
TOTAL	327		313		270		276	
<i>ALL STUDENTS</i>								
White	1575	91.5%	1610	90.9%	1554	89.4%	1543	88.0%
Black, Asian, Chinese, Mixed Race	147	8.5%	162	9.1%	185	10.6%	211	12.0%
Unknown	49		32		47		78	
Refused	24		24		33		29	
TOTAL	1795		1828		1819		1861	
<i>WITHDRAWALS</i>								
White	61	95.3%	45	80.3%	45	86.5%	39	90.7%
Black, Asian, Chinese, Mixed Race	3	4.7%	11	19.6%	7	13.5%	4	9.3%
Unknown	1		4		21		1	
Refused	2		0		5		2	
TOTAL	79		60		78		46	

DISABILITY

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08	
	Number	%	Number	%	Number	%	Number	%
<i>UCAS APPLICATIONS</i>								
No disclosed disability	2594	93.4%	2513	92.7%	2372	92.4%	2340	92.7%
Disclosed disability	183	6.6%	198	7.3%	194	7.6%	184	7.3%
Unknown								
TOTAL	2777		2711		2566		2524	
<i>UCAS ACCEPTANCES</i>								
No disclosed disability	373	94.7%	342	91.2%	309	91.2%	322	93.1%
Disclosed disability	21	5.3%	33	8.8%	30	8.8%	24	6.9%
Unknown								
TOTAL	394		375		339		346	
<i>ALL STUDENTS</i>								
No disclosed disability	1454	81.0%	1464	80.2%	1463	80.7%	1488	80.2%
Disclosed disability	341	19.0%	362	19.8%	351	19.3%	367	19.8%
Unknown			2		5		6	
TOTAL	795		1828		1819		1861	
<i>WITHDRAWALS</i>								
No disclosed disability	62	78.5%	49	81.7%	64	82.1%	42	91.3%
Disclosed disability	17	21.5%	11	18.3%	9	17.9%	4	8.7%
Unknown	0		0		5		0	
TOTAL	79		60		78		46	

DSA

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08	
	Number	%	Number	%	Number	%	Number	%
Student has no known disability	1455	81.1%	1466	80.2%	1463	80.7%	1494	80.3%
Student has disability and in receipt of DSA	229	12.8%	252	13.8%	155	8.5%	217	11.7%
Student has disability and not in receipt of DSA	66	3.7%	60	3.3%	117	6.4%	137	7.4%
Student has disability but no DSA information available	45	2.5%	50	2.7%	79	4.4%	13	0.7%
Unknown disability					5			
Total	1795		1828		1819		1861	

GENDER

	Entry Year 2004/05 Number	%	Entry Year 2005/06 Number	%	Entry Year 2006/07 Number	%	Entry Year 2007/08 Number	%
<i>UCAS APPLICATIONS</i>								
Male	1166	42.0%	1067	39.4%	991	38.6%	978	38.7%
Female	1611	58.0%	1644	60.6%	1575	61.4%	1546	61.3%
TOTAL	2777		2711		2566		2524	
<i>UCAS ACCEPTANCES</i>								
Male	155	39.3%	138	36.8%	130	38.3%	124	35.8%
Female	239	60.7%	237	63.2%	209	61.7%	222	64.2%
TOTAL	394		375		339		346	
<i>ALL STUDENTS</i>								
Male	646	36.0%	675	36.9%	673	37%	688	37.0%
Female	1149	64.0%	1153	63.1%	1146	63%	1173	63.0%
TOTAL	1795		1828		1819		1861	
<i>WITHDRAWALS</i>								
Male	30	38.0%	21	35.0%	26	33.3%	17	37.0%
Female	49	62.0%	39	65.0%	52	66.7%	29	63.0%
TOTAL	79		60		78		46	

AGE

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08	
	Number	%	Number	%	Number	%	Number	%
<i>UCAS APPLICATIONS</i>								
17 and under	430	15.5%	413	15.2%	352	13.7%	309	12.2%
18	1162	41.8%	1151	42.5%	1097	42.8%	1001	39.7%
19-20	649	23.4%	617	22.8%	621	24.2%	674	26.7%
21	124	4.5%	133	4.9%	123	4.8%	152	6.0%
22-24	211	7.6%	201	7.4%	164	6.4%	187	7.4%
25-39	161	5.8%	160	5.9%	172	6.7%	158	6.3%
40 and over	40	1.4%	36	1.3%	37	1.4%	43	1.7%
TOTAL	2777		2711		2566		2524	
<i>UCAS ACCEPTANCES</i>								
17 and under	55	14.0%	48	12.8%	26	7.7%	24	6.9%
18	141	35.8%	140	37.3%	121	35.7%	117	33.8%
19-20	109	27.7%	105	28.0%	111	32.7%	108	31.2%
21	18	4.6%	16	4.3%	14	4.1%	27	7.8%
22-24	38	9.6%	34	9.1%	28	8.3%	35	10.1%
25-39	27	6.9%	26	6.9%	29	8.6%	29	8.4%
40 and over	6	1.5%	6	1.6%	10	2.9%	6	1.7%
TOTAL	394		375		339		346	

AGE CONTINUED

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08	
	Number	%	Number	%	Number	%	Number	%
<i>ALL STUDENTS</i>								
17 and under	178	9.9%	173	9.5%	146	8.0%	154	8.3%
18	450	25.1%	471	25.8%	454	25.0%	446	24.0%
19-20	464	25.8%	455	24.9%	483	26.6%	512	27.5%
21	115	6.4%	97	5.3%	95	5.2%	108	5.8%
22-24	254	14.2%	277	15.2%	275	15.1%	267	14.3%
25-39	263	14.7%	281	15.4%	285	15.7%	285	15.3%
40 and over	71	4.0%	74	4.0%	79	4.3%	89	4.8%
TOTAL	1795		1828		1819			
<i>WITHDRAWALS</i>								
17 and under	8	10.1%	5	8.3%	7	9.0%	0	0.0%
18	20	25.3%	19	31.7%	10	12.8%	11	23.9%
19-20	16	20.3%	15	25.0%	21	26.9%	6	13.0%
21	6	7.6%	2	3.3%	4	5.1%	0	0.0%
22-24	11	13.9%	7	11.7%	15	19.2%	3	6.5%
25-39	16	20.2%	10	16.7%	20	25.6%	20	43.5%
40 and over	2	2.5%	2	3.3%	1	1.3%	6	13.0%
TOTAL	79		60		78		46	

STAFF

The following statistical information relates to staff and is collected during the recruitment process and via the School's biennial Employee Check. The figures relate to gender, ethnicity, disability and age. This summary also provides information on current headcount and staff turnover.

Increasingly, the largest proportion of staff is found in the 41 – 50 years age group and this correlates with nationwide demographic changes. Over the past 4 years the number of staff under 25 years of age joining the organisation has steadily decreased.

The number of staff disclosing a disability remains relatively unchanged over the past 4 years and the School continues to improve on provision and services for disabled staff and students as part of its Equality Scheme. Ongoing support and development is available to all staff in the arena of disability via the ongoing programme of Staff Development and provision of training to meet specific needs. For example Deaf Equality Training and training in working with BSL Interpreters has been provided this year. Disclosure of disability by staff

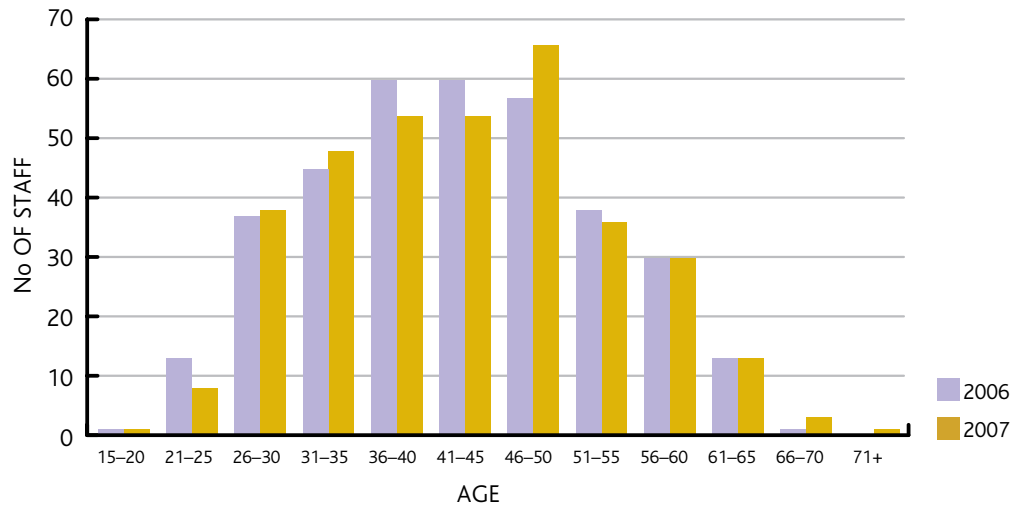
remains higher than the sector average at 3.4%. This may indicate that GSA successfully deals with the barriers that can discourage staff from disclosing disabilities. Encouragingly, there has been a significant decrease in leavers in 2008 as compared to 2007.

The percentage of BME staff has not changed significantly over the past four years. Only 7% of GSA staff are from BME groups. The overall staff gender balance has also remained relatively static; in 2008 women accounted for 52% of employees and men 48%. The gender balance for academic staff is 60% men and 40% women with the sector average respectively 57% and 43%. The Human Resources Department is developing approaches to improve the gender balance of academic staff, particularly at senior level.

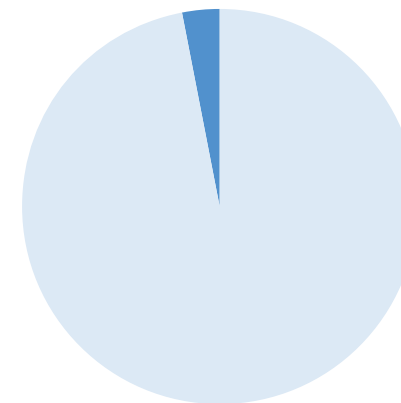
Overall staff equality statistics have not been subject to much fluctuation over the past four years. The overall gender split remains encouraging and the relatively high disability disclosure rate indicates that GSA responds positively to disabled staff. Additionally, this year's turnover rate 11.7% is significantly lower

than the national average of 17.3%. In the coming year, attention will be given to the data on Race to ascertain why they remain unchanged. The proportion of staff clustered in the 41-50 age group may be significant in 10 to 15 years time, particularly if the number of younger members of staff entering the organisation does not increase.

AGE PROFILE

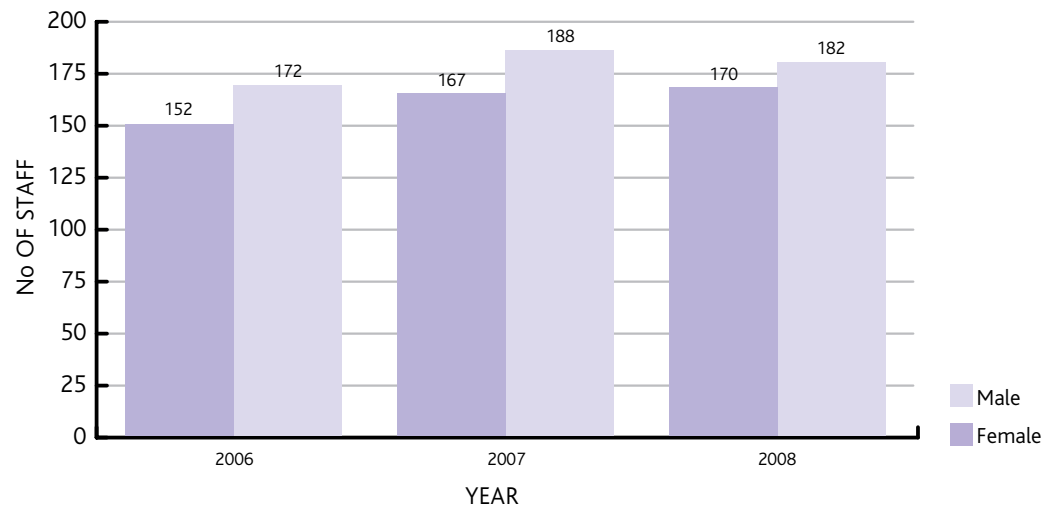


DISABILITY



■ Declared disabled 15
 ■ Not known to be disabled 337

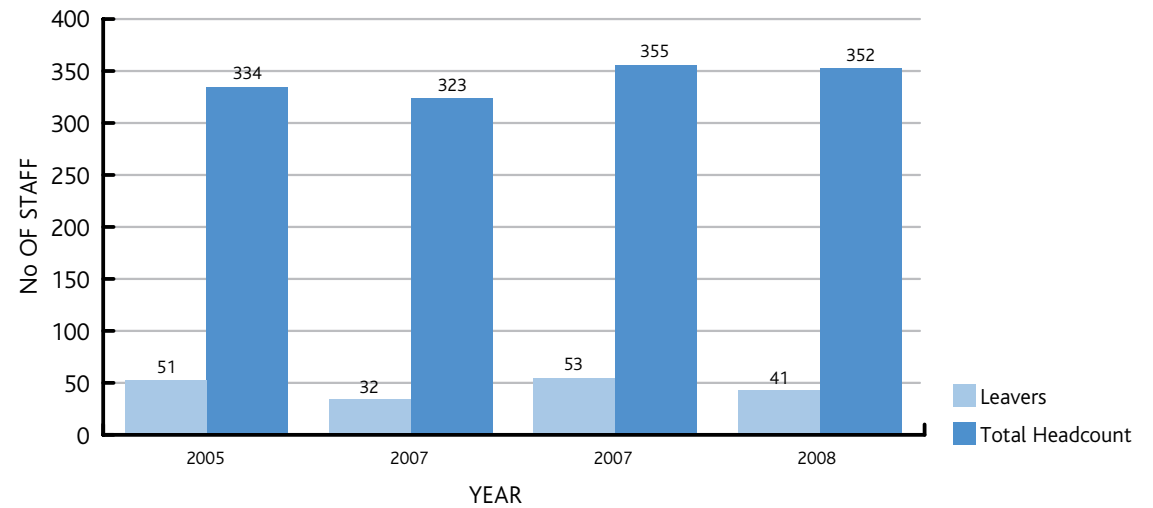
GENDER PROFILE 2006-8



GSA ETHNICITY SEPTEMBER 2008

	No.	%
White	329	93.5%
Black or Black British - African	0	0%
Asian or Asian British	5	1.4%
Other Ethnic background	5	1.4%
Information Refused	2	0.6%
Not Known	11	3.1%
TOTAL	352	100

LEAVERS v HEADCOUNT



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