



EQUALITY STATISTICS
2008 – 2009

THE GLASGOW
SCHOOL OF ART

EQUALITY STATISTICS 2008 – 2009

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 2008–2009, in line with the aims of the School’s Strategic Plan 2008–12, available online at gsa.ac.uk/strategicplan

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.

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EQUAL OPPORTUNITIES MONITORING COMMENTARY 2008 – 2009

The percentage of applicants from black and minority ethnic (BME) groups has recovered to marginally above the 2006/07 level and the percentage of these applicants accepting a place to study in the School is consistent with the percentage of applicants. The overall percentage of students from BME groups has increased steadily from 8.5% in 2004/05 to 14.7% in 2008/09.

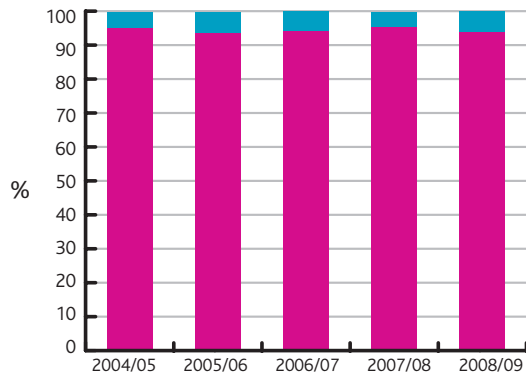
The percentage of applicants disclosing a disability has dipped slightly this year from a high of 7.6% in 2006/07, however the ratio of students who disclosed a disability and were offered a place to study remains broadly in line with the ratio of disabled applicants. The overall percentage of students disclosing a disability has dipped very slightly to 18.7%. However with the proportion of disabled students in the UK sector at 7.5% the percentage of students at GSA who have disclosed a disability remains significant.

The gender balance of applicants remains broadly consistent over time with applications from men down marginally this year. Women at 60.6% of students at GSA are very slightly over represented against the UK sector percentage in non SET subjects of 56.9%

The age profile of applicants, acceptances and students has remained consistent with no significant change.

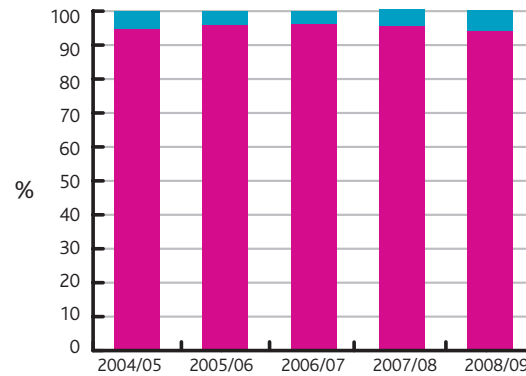
STUDENT ETHNICITY

UCAS APPLICANTS

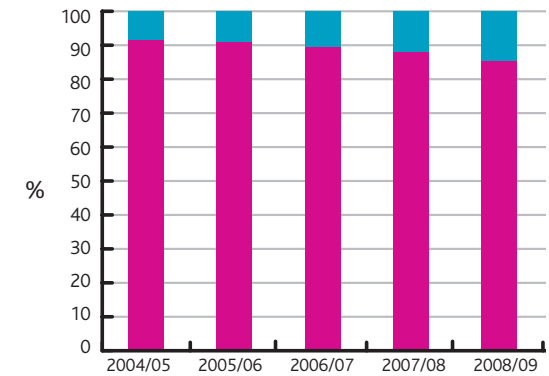


White Black, Asian, Chinese, Mixed Race

UCAS ACCEPTANCES

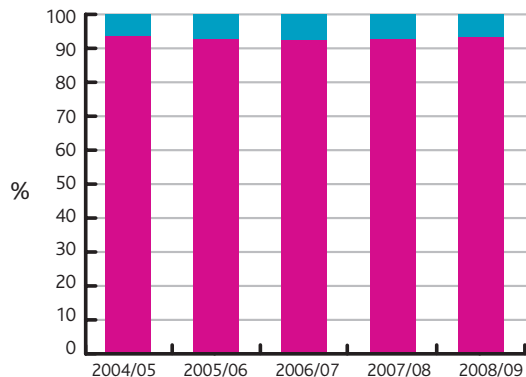


ALL CURRENT STUDENTS



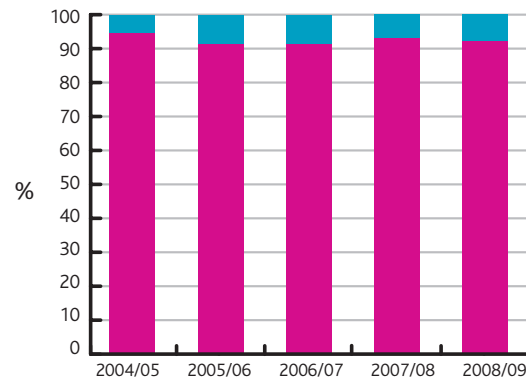
STUDENT DISABILITY

UCAS APPLICANTS

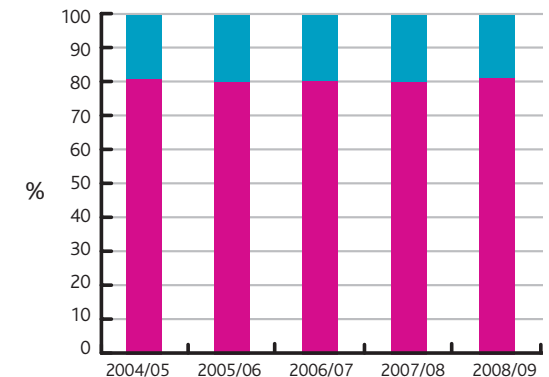


No Disclosed disability Disclosed disability

UCAS ACCEPTANCES

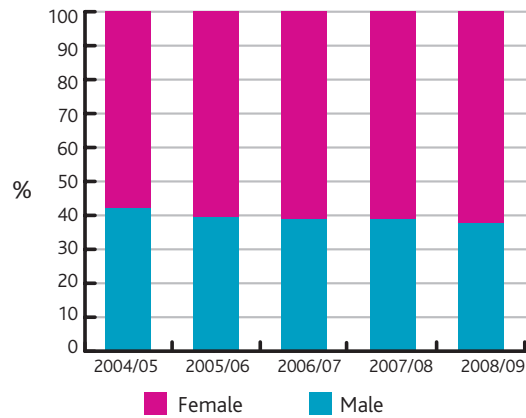


ALL CURRENT STUDENTS

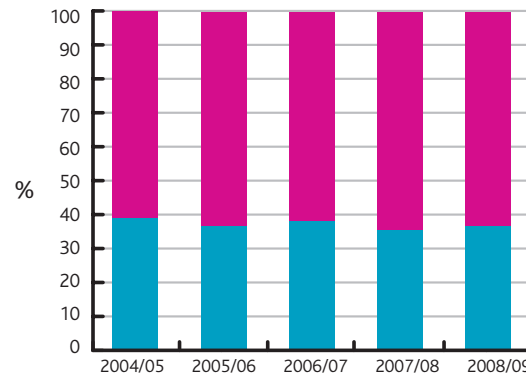


STUDENT GENDER

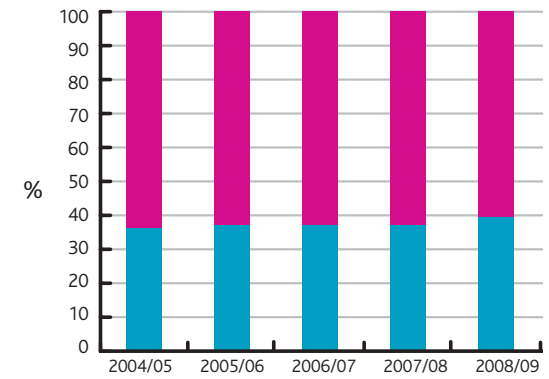
UCAS APPLICANTS



UCAS ACCEPTANCES

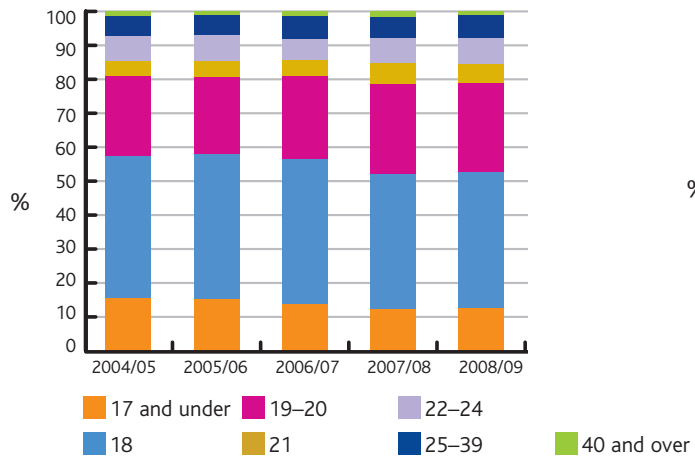


ALL CURRENT STUDENTS

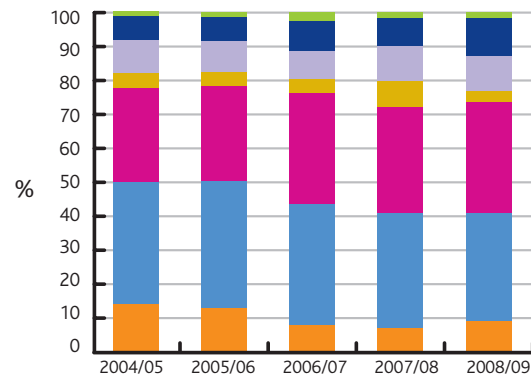


STUDENT AGE PROFILE

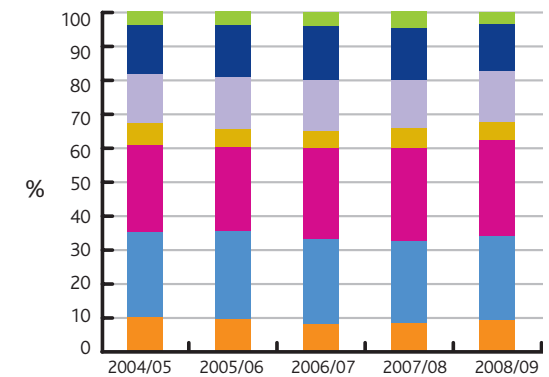
UCAS APPLICANTS



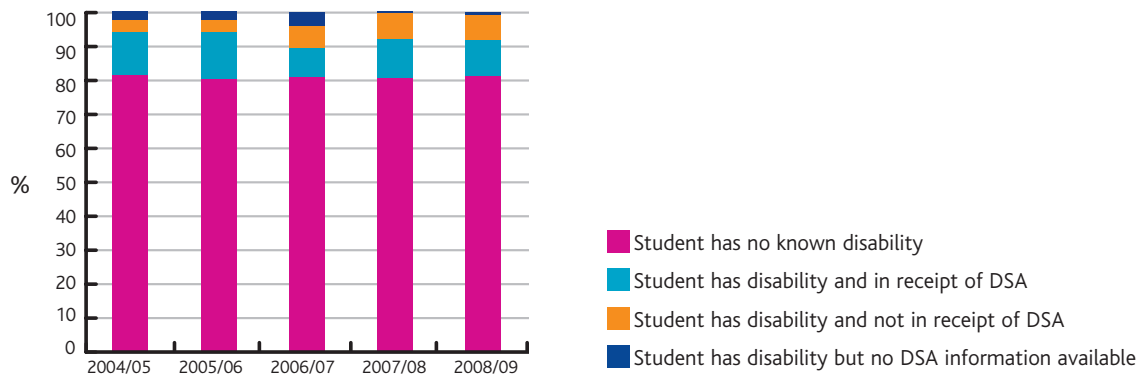
UCAS ACCEPTANCES



ALL CURRENT STUDENTS



DSA - ALL STUDENTS



STUDENT ETHNICITY

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08		Entry Year 2008/09	
	Number	%	Number	%	Number	%	Number	%	Number	%
<i>UCAS APPLICATIONS</i>										
White	2158	95.3%	2098	93.7%	2039	94.4%	1953	95.5%	1929	94.1%
Black, Asian, Chinese, Mixed Race	106	4.7%	142	6.3%	122	5.6%	91	4.5%	121	5.9%
Unknown	124		74		26		40		26	
TOTAL	2388		2314		2187		2084		2076	
<i>UCAS ACCEPTANCES</i>										
White	292	91.5%	291	95.7%	255	96.2%	256	95.2%	256	94.1%
Black, Asian, Chinese, Mixed Race	17	5.5%	13	4.3%	10	3.8%	13	4.8%	16	5.9%
Unknown	18		9		5		7		4	
TOTAL	327		313		270		276		276	
<i>ALL STUDENTS</i>										
White	1575	91.5%	1610	90.9%	1554	89.4%	1543	88.0%	1674	85.3%
Black, Asian, Chinese, Mixed Race	147	8.5%	162	9.1%	185	10.6%	211	12.0%	289	14.7%
Unknown	49		32		47		78		19	
Refused	24		24		33		29		21	
TOTAL	1795		1828		1819		1861		2003	

STUDENT DISABILITY

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08		Entry Year 2008/09	
	Number	%	Number	%	Number	%	Number	%	Number	%
<i>UCAS APPLICATIONS</i>										
No disclosed disability	2594	93.4%	2513	92.7%	2372	92.4%	2340	92.7%	2366	93.1%
Disclosed disability	183	6.6%	198	7.3%	194	7.6%	184	7.3%	175	6.9%
Unknown										
TOTAL	2777		2711		2566		2524		2541	
<i>UCAS ACCEPTANCES</i>										
No disclosed disability	373	94.7%	342	91.2%	309	91.2%	322	93.1%	324	92.3%
Disclosed disability	21	5.3%	33	8.8%	30	8.8%	24	6.9%	27	7.7%
Unknown										
TOTAL	394		375		339		346		351	
<i>ALL STUDENTS</i>										
No disclosed disability	1454	81.0%	1464	80.2%	1463	80.7%	1488	80.2%	1620	81.3%
Disclosed disability	341	19.0%	362	19.8%	351	19.3%	367	19.8%	373	18.7%
Unknown			2		5		6		10	
TOTAL	795		1828		1819		1861		2003	

STUDENT DSA

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08		Entry Year 2008/09	
	Number	%	Number	%	Number	%	Number	%	Number	%
Student has no known disability	1455	81.1%	1466	80.2%	1463	80.7%	1494	80.3%	1622	81.0%
Student has disability and in receipt of DSA	229	12.8%	252	13.8%	155	8.5%	217	11.7%	213	10.6%
Student has disability and not in receipt of DSA	66	3.7%	60	3.3%	117	6.4%	137	7.4%	146	7.3%
Student has disability but no DSA information available	45	2.5%	50	2.7%	79	4.4%	13	0.7%	22	1.1%
Unknown disability					5					
TOTAL	1795		1828		1819		1861		2003	

STUDENT GENDER

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08		Entry Year 2008/09	
	Number	%	Number	%	Number	%	Number	%	Number	%
<i>UCAS APPLICATIONS</i>										
Male	1166	42.0%	1067	39.4%	991	38.6%	978	38.7%	956	37.6%
Female	1611	58.0%	1644	60.6%	1575	61.4%	1546	61.3%	1585	62.4%
TOTAL	2777		2711		2566		2524		2541	
<i>UCAS ACCEPTANCES</i>										
Male	155	39.3%	138	36.8%	130	38.3%	124	35.8%	129	36.8%
Female	239	60.7%	237	63.2%	209	61.7%	222	64.2%	222	63.2%
TOTAL	394		375		339		346		351	
<i>ALL STUDENTS</i>										
Male	646	36.0%	675	36.9%	673	37%	688	37.0%	790	39.4%
Female	1149	64.0%	1153	63.1%	1146	63%	1173	63.0%	1213	60.6%
TOTAL	1795		1828		1819		1861		2003	

STUDENT AGE

	Entry Year 2004/05		Entry Year 2005/06		Entry Year 2006/07		Entry Year 2007/08		Entry Year 2008/09	
	Number	%	Number	%	Number	%	Number	%	Number	%
<i>UCAS APPLICATIONS</i>										
17 and under	430	15.5%	413	15.2%	352	13.7%	309	12.2%	318	12.5%
18	1162	41.8%	1151	42.5%	1097	42.8%	1001	39.7%	1016	40.0%
19-20	649	23.4%	617	22.8%	621	24.2%	674	26.7%	669	26.3%
21	124	4.5%	133	4.9%	123	4.8%	152	6.0%	140	5.5%
22-24	211	7.6%	201	7.4%	164	6.4%	187	7.4%	198	7.8%
25-39	161	5.8%	160	5.9%	172	6.7%	158	6.3%	166	6.5%
40 and over	40	1.4%	36	1.3%	37	1.4%	43	1.7%	34	1.3%
TOTAL	2777		2711		2566		2524		2541	
<i>UCAS ACCEPTANCES</i>										
17 and under	55	14.0%	48	12.8%	26	7.7%	24	6.9%	32	9.1%
18	141	35.8%	140	37.3%	121	35.7%	117	33.8%	111	31.6%
19-20	109	27.7%	105	28.0%	111	32.7%	108	31.2%	115	32.8%
21	18	4.6%	16	4.3%	14	4.1%	27	7.8%	11	3.1%
22-24	38	9.6%	34	9.1%	28	8.3%	35	10.1%	37	10.5%
25-39	27	6.9%	26	6.9%	29	8.6%	29	8.4%	39	11.1%
40 and over	6	1.5%	6	1.6%	10	2.9%	6	1.7%	6	1.7%
TOTAL	394		375		339		346		351	
<i>ALL STUDENTS</i>										
17 and under	178	9.9%	173	9.5%	146	8.0%	154	8.3%	182	9.1%
18	450	25.1%	471	25.8%	454	25.0%	446	24.0%	495	24.7%
19-20	464	25.8%	455	24.9%	483	26.6%	512	27.5%	567	28.3%
21	115	6.4%	97	5.3%	95	5.2%	108	5.8%	107	5.3%
22-24	254	14.2%	277	15.2%	275	15.1%	267	14.3%	305	15.2%
25-39	263	14.7%	281	15.4%	285	15.7%	285	15.3%	273	13.6%
40 and over	71	4.0%	74	4.0%	79	4.3%	89	4.8%	74	3.7%
TOTAL	1795		1828		1819		1861		2003	

STAFF

The following statistical information relates to staff and is collected via the School's payroll database. Information is provided on the following areas:

Gender
Age
Disability
Ethnic Origin

This summary also provides information on current headcount and staff turnover.

GSA Workforce Profile

GENDER

For the first time since 2005, female staff numbers are less than males. There are now more men (51%) than women (48%) within the School. The gender balance for academic staff has been fairly stagnant since 2004 with 62% men and 38% women, 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.

AGE

The largest proportion of staff is found to be in the 41 – 50 years age group. In the last year, those under the age of 30 have decreased.

DISABILITY

The number of staff disclosing a disability has increased in the last 2 years to 5.94% in comparison to previous years. Disclosure of disability by staff remains higher than the sector average. Typically less than 1% of Staff Members in universities disclose disability status (Scottish Government, 2010).

ETHNIC ORIGIN

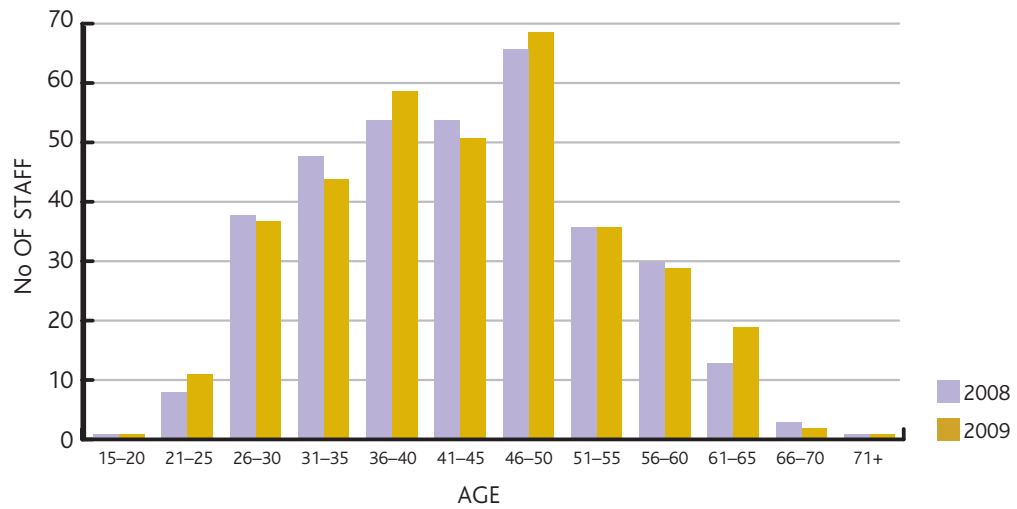
The percentage of BME staff has not changed significantly over the past four years. Only 6.8% of GSA staff are from BME groups.

SUMMARY

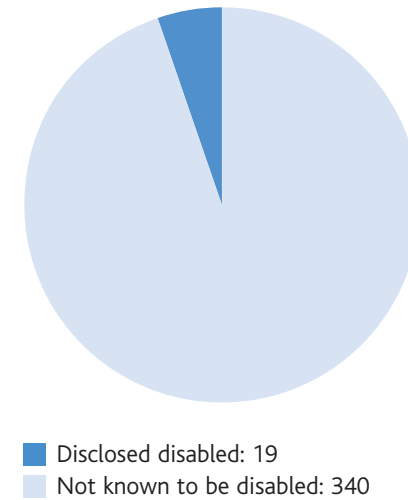
Overall staff equality statistics have not been subject to much fluctuation since 2003. The change in overall gender split, however, highlights the need for HR to investigate further. This year's turnover rate of 13.2% has increased since 2008 (11.7%) but is still marginally lower than the national average of 13.5%. The majority of leavers from the School are due to resignation and the reasons for resignation will be monitored by the Human Resources Department in order to identify any trends.

In the coming year, attention will be given to the data on BME Staff to ascertain why statistics remain unchanged.

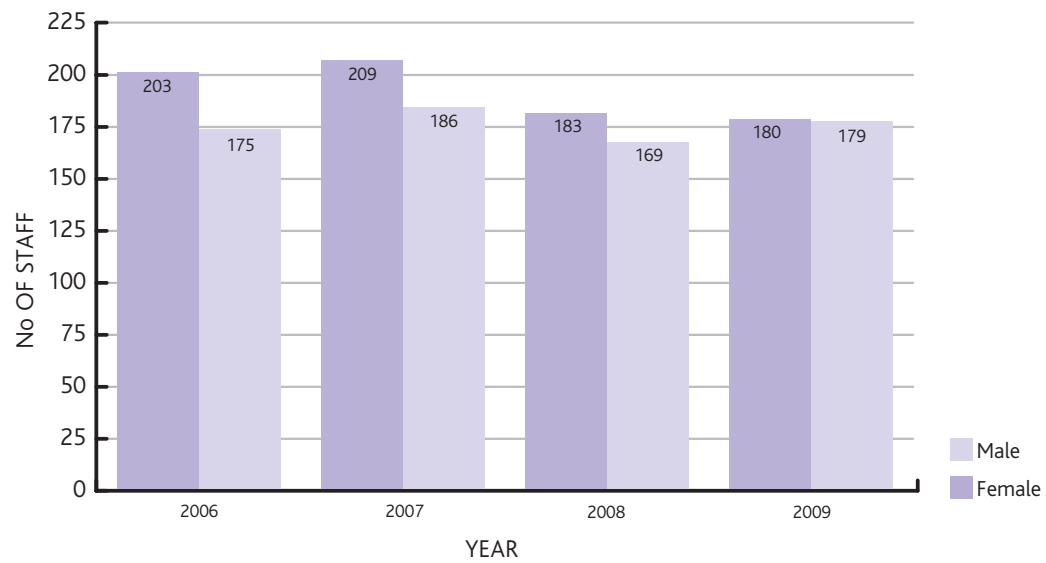
STAFF AGE PROFILE



STAFF DISABILITY



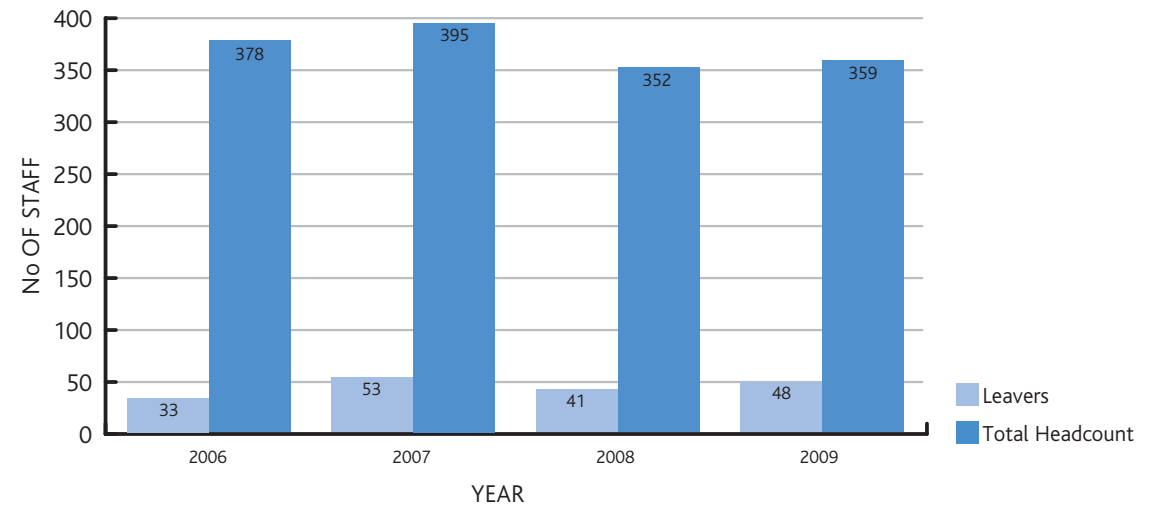
STAFF GENDER PROFILE 2006 – 2009



STAFF ETHNICITY 2009

	No.	%
White	334	93%
Black	1	0.3%
Asian	5	1.4%
Other	6	1.7%
Information Refused	0	0%
Not Known	13	3.6%
TOTAL	359	100

STAFF LEAVERS V. HEADCOUNT



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