

Equality statistics report: Staff

The Glasgow School of Art



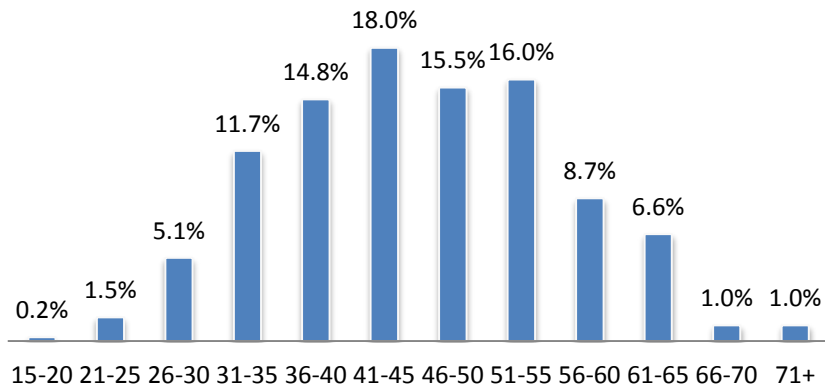
2011-12

Staff equality monitoring report 2011-12

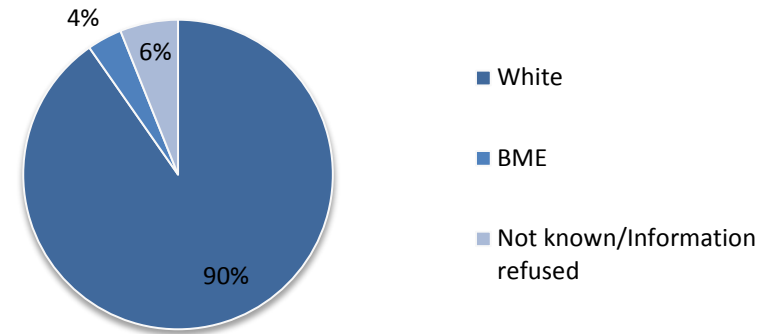
Key points

- Staff statistical information is collected biennially and relates to sexual identity, ethnicity, disability and age. Within the past three years the School has collated data relating to sexual orientation and religion/belief.
- The past few years has seen a gradual increase in the female staff members over males, however 2011/12 percentage has increased to 51.2% women and 48.8% men shifting back towards the national average of 53.7%.
- The number of staff disclosing a disability has increased overall in the last three years to around 5.4%. Disclosure of disability by staff at GSA remains higher than the national average. Typically around 3% of staff members in universities disclose disability status (Equality Challenge Unit, 2011).
- In terms of age, an even spread can be observed across the School, with no particular age category dominating.
- The percentage of BME staff has not changed significantly over the past three years. In 2011/12 only 2.2% of GSA staff were from BME groups, which is more than the national average of 1.6%, and significantly higher than the Scottish average of 0.2%.
- Overall staff equality statistics have not been subject to significant fluctuation since 2003. The overall shift in gender split and the relatively high disability disclosure rate remain encouraging.

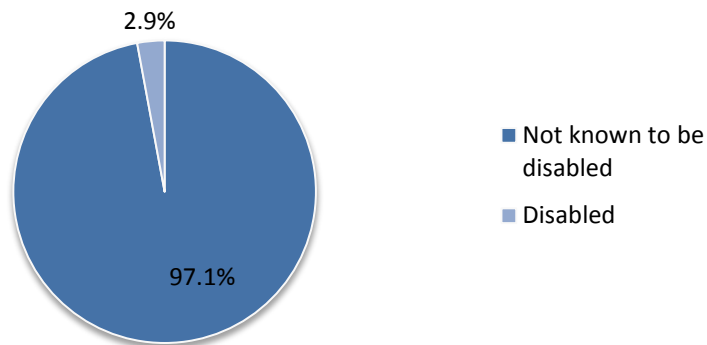
Age



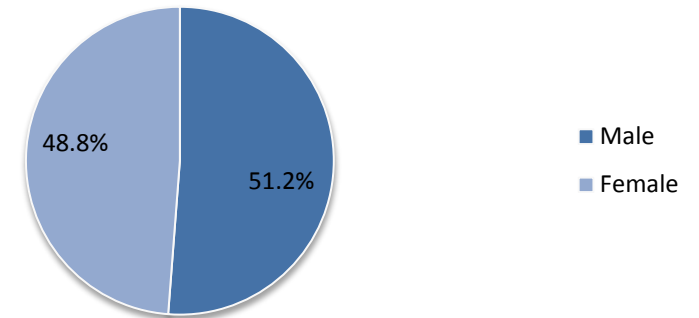
Ethnicity



Disability



Gender



Raw Data

Age	Number	%
15-20	1	0.2%
21-25	6	1.5%
26-30	21	5.1%
31-35	48	11.7%
36-40	61	14.8%
41-45	74	18.0%
46-50	64	15.5%
51-55	66	16.0%
56-60	36	8.7%
61-65	27	6.6%
66-70	4	1.0%
71+	4	1.0%
Total	412	

Gender	Number	%
Male	211	51.2%
Female	201	48.8%
Total	412	

Disability	Number	%
Not known to be disabled	400	97.1%
Disabled	12	2.9%
Total	412	

Ethnicity	Number	%
White	372	90.3%
BME	15	3.6%
Not known/Information refused	25	6.1%
Total	412	