

Kingston University Public Sector Equality Duty Workforce Profile Report

31st March 2023

Introduction

Kingston University has a strong and sustained commitment to equality, diversity and inclusion, and to promoting a positive culture which celebrates difference, challenges prejudice and ensures fairness. It is a thread that runs through our work and is one of our key strengths as an institution. At Kingston University we are committed to inclusivity and ensuring equality of opportunity to enable all our staff and students to flourish in an inclusive environment. In 2021 we published our [Kingston University Equality Objectives 2021-2025](#). Under the [Public Sector Equality Duty](#), we are required to publish our workforce profile each year indicating how employee representation and experience may differ by protected characteristics using data as of 31st December 2022.

Why equality, diversity and inclusion matters to us

It brings value to our university: our diversity is a strength that enhances the educational and learning experience for all through bringing different backgrounds, perspectives and ideas to the academic endeavour.

We are a diverse community: we live in a global and diverse world where our communities come from an increasingly diverse range of backgrounds. We appreciate the benefits of working inclusively in an environment where difference is celebrated and understood.

We value diversity in others: equality, diversity and inclusion are at the heart of our approach to partnership, collaboration and outreach. As a university, we have a responsibility to challenge inequality, find solutions and enact change, leading by example

To prioritise equality, diversity and inclusion, we recognise important challenges for the University:

As individuals

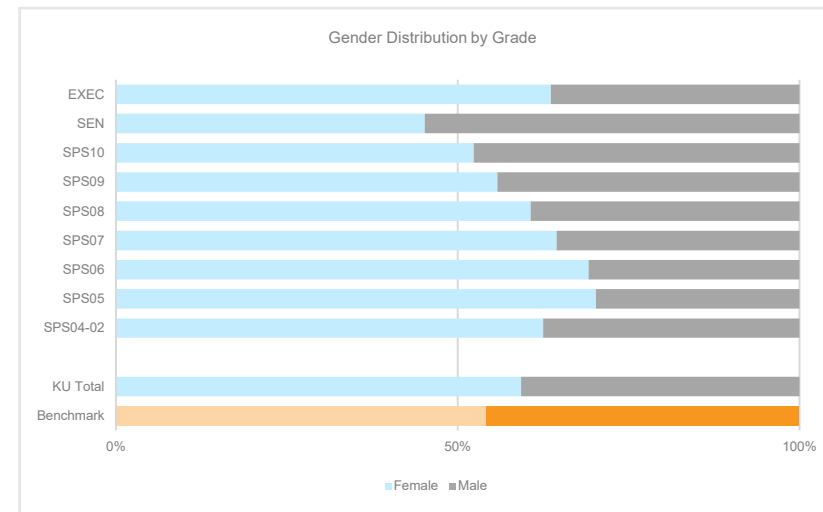
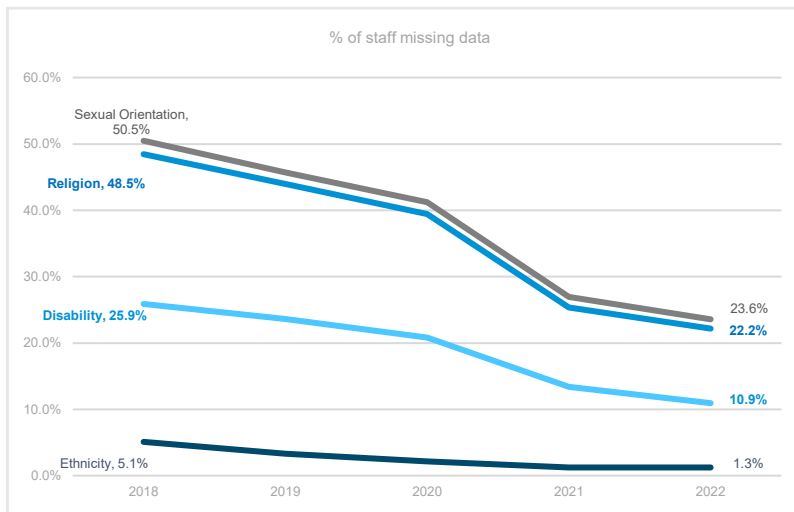
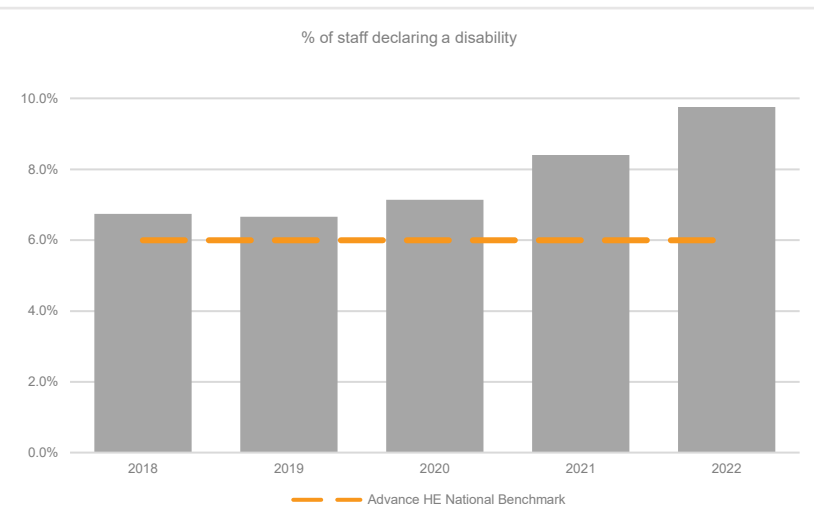
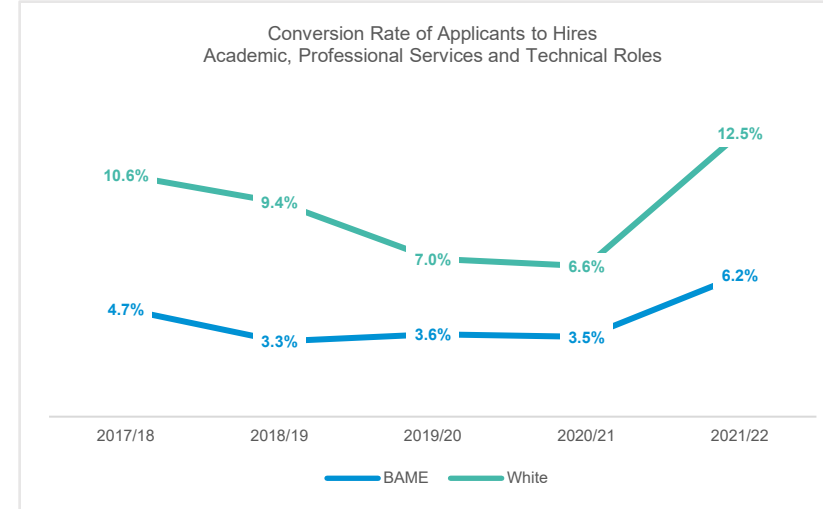
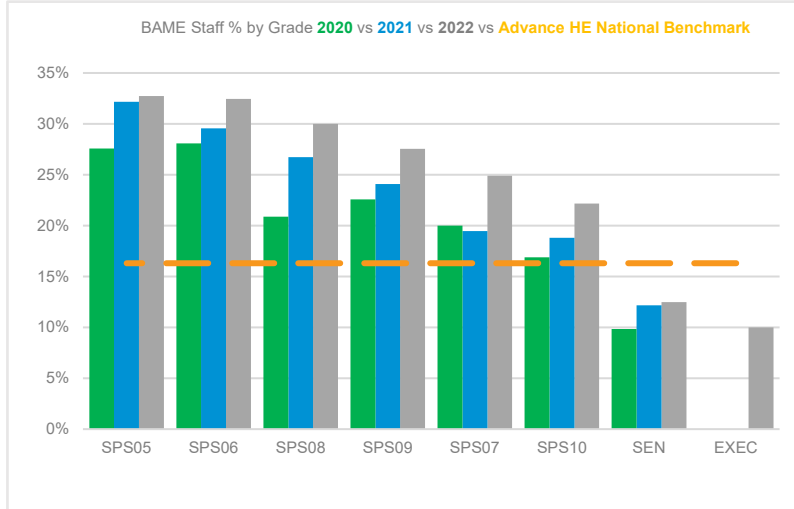
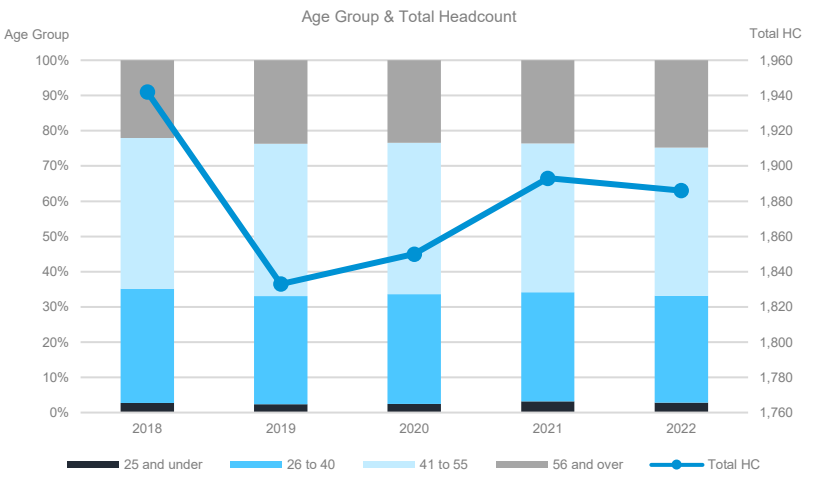
- in how we teach, assess and co-create learning
- in how we support students in their learning and university experience
- in how we conduct research and knowledge exchange
- in how we undertake outreach and external engagement activity
- in our learning and working relationships
- in the way we lead and manage

As an organisation

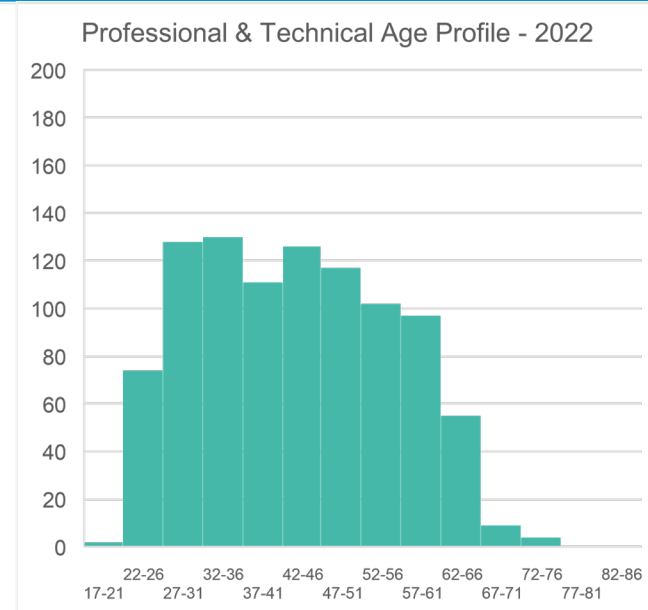
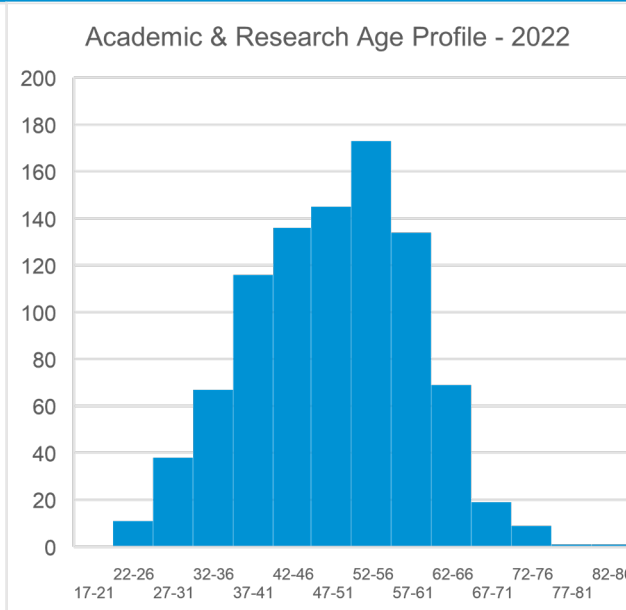
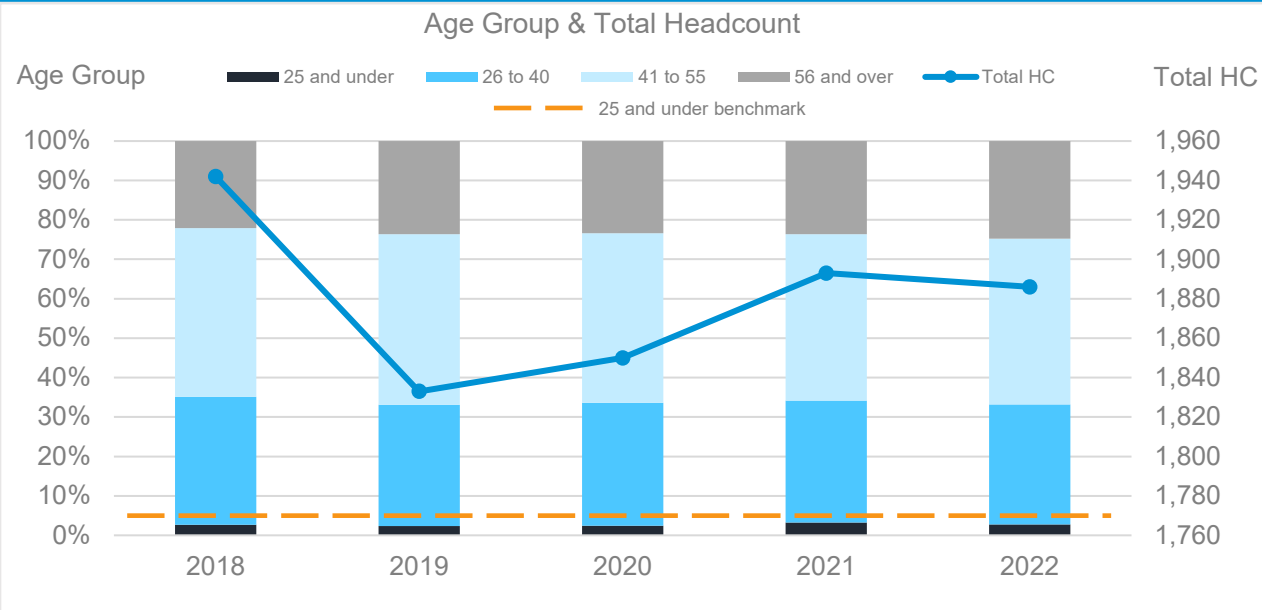
- in developing an inclusive culture where everyone understands their responsibilities and obligations, appreciates benefits, and actively shares good practice
- in mainstreaming the conversation about equality, diversity and inclusion, and ensuring visible role models and positive stories as well as active listening
- through informed and purposeful leadership and engagement to implement improvement and change
- through ensuring strong representation, active participation and inclusive agency in decision-making
- in providing appropriate training, development and support from an EDI perspective
- in ensuring key policies reflect and support the university's equality aims
- through sharing excellence learned from other organisations and sectors

Public Sector Equality Duty Dashboard

This dashboard presents an overview of our workforce profile, with a focus on our progress against our quantitative Public Sector Equality Duty objectives. The subsequent pages will provide more insight on each of these charts.



Age Profile



Insights:

- The percentage of staff 25 and under has remained at 3% (50-60 staff)
- 12% of new hires this year have been aged 25 or under
- 73% of the workforce are between the age group of 26-40 and 41-55
- 24% of staff are 56 years and over compared to a national HEI average of 18.4%
- 30% of all academic staff are 56+ years, with an average of 15.5 years of loyal service

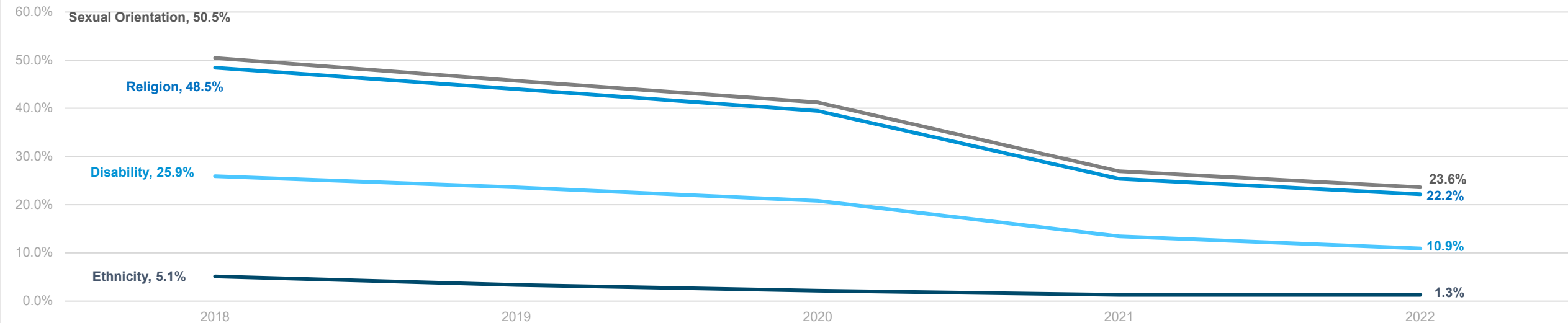
Response:

- Analyse staff survey responses based on age and position type
- Enhance our recruitment frameworks to improve our representation of under 25s
- Promote the importance of being a flexible and responsive employer
- Ensure workforce planning discussions include effective succession planning
- Identify innovative ways to create opportunities for early career researchers

Age Group		2018	2019	2020	2021	2022
25 and under	#	53	44	46	61	53
	% ↓	3%	2%	2%	3%	3%
26 to 40	#	630	563	576	586	573
	% ↓	32%	31%	31%	31%	30%
41 to 55	#	830	792	795	799	793
	% ↓	43%	43%	43%	42%	42%
56 and over	#	429	434	433	447	467
	% ↓	22%	24%	23%	24%	25%
Total	#	1,942	1,833	1,850	1,893	1,886

Data Gaps

% of staff we are missing data for



Insights:

- The quality of our data has improved year on year with fewer gaps in our EDI data
- Introducing new processes for new hires means our data capture is close to 100%
- The data gap exists primarily among long serving staff
- Despite closing data gaps our sexual orientation and religion gaps remain high

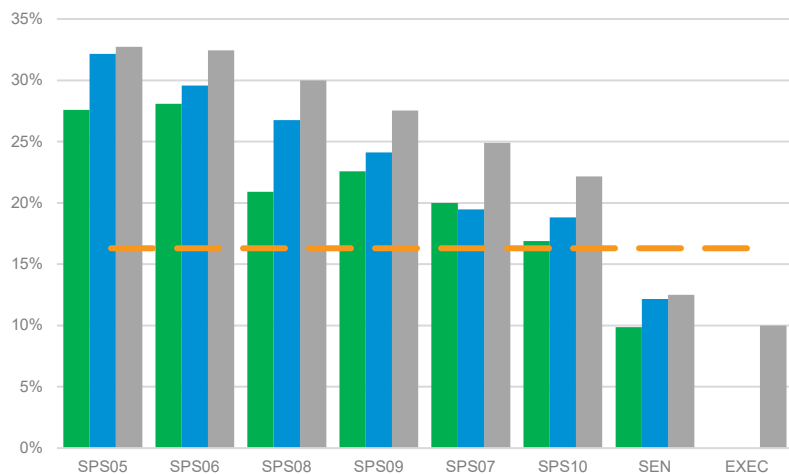
Response:

- Analyse impact of data gaps on our pay gap calculations
- Develop a comms campaign to demonstrate how EDI data is used within the University
- Utilise our networks and forums to discuss concerns about data capture and next steps
- Focus and prioritise areas with the highest gaps to further reduce them

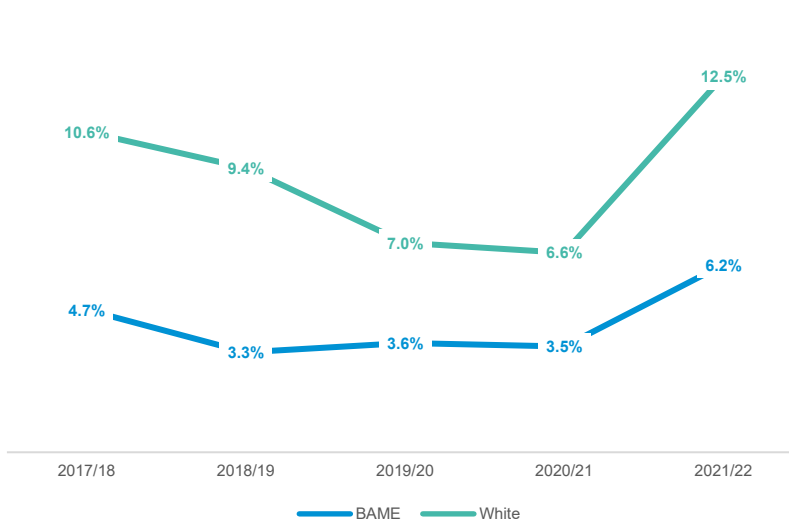
Missing Data		2018	2019	2020	2021	2022
Ethnicity	#	99	61	40	24	24
	% ↓	5%	3%	2%	1%	1%
Disability	#	503	433	385	254	206
	% ↓	26%	24%	21%	13%	11%
Religion	#	941	806	730	480	418
	% ↓	48%	44%	39%	25%	22%
Sexual Orientation	#	980	838	763	510	445
	% ↓	50%	46%	41%	27%	24%

Ethnicity

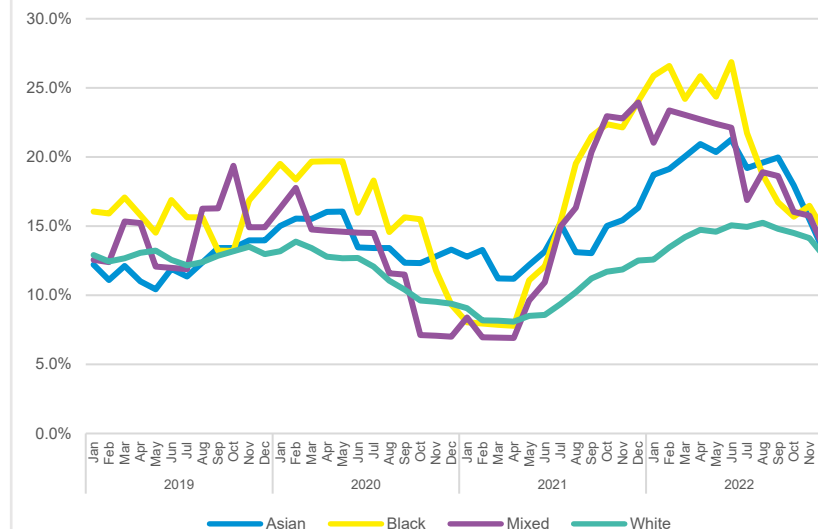
BAME Staff % by Grade 2020 vs 2021 vs 2022 vs Advance HE National Benchmark



Conversion Rate of Applicants to Hires Academic, Professional Services and Technical Roles



Voluntary Attrition by Ethnicity



Insights:

- Our BAME representation has increased since 2018 currently at 27% (19.8% in 2018)
- This compares favourably to the HEI national benchmark for BAME staff at 16.3%
- The % of staff who identify as BAME has increased year on year across all grades
- At Senior Grades we have seen a 2pp increase over the last 3 years, including SLT
- BAME applicants are hired at half the rate of White applicants
- Sector benchmark for new hire attrition is 10.8% BAME staff compare favourably at 8%

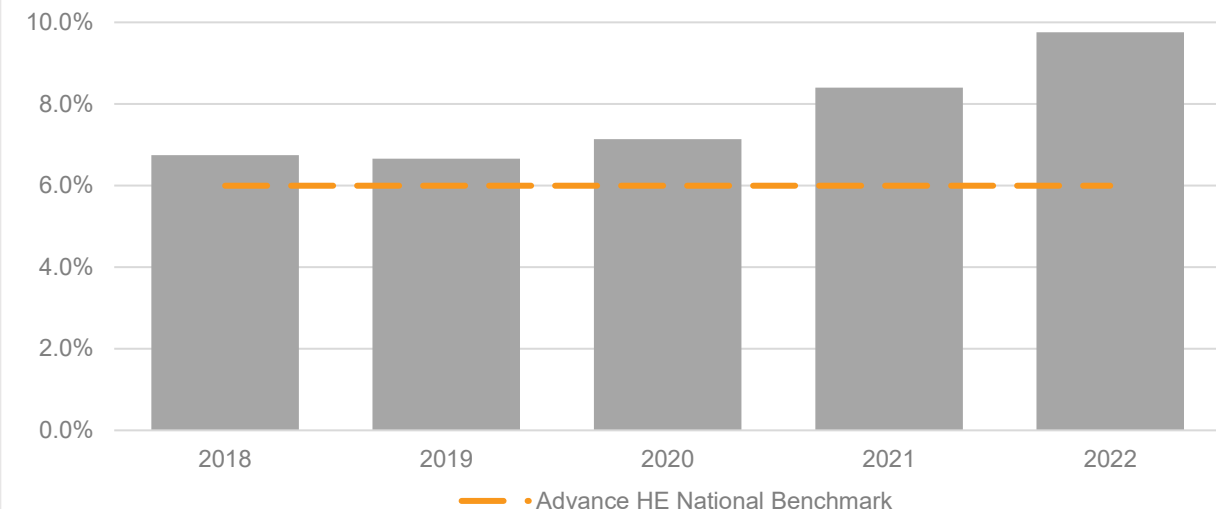
Response:

- Address underrepresentation by sharing data locally and devising local action plans
- Embed recruitment best practice and enhance our processes with inclusive practices
- Review and update our bespoke anti-racism training workshops and toolkits
- Introduce institution-wide Equalities Impact Assessment (EIA) training

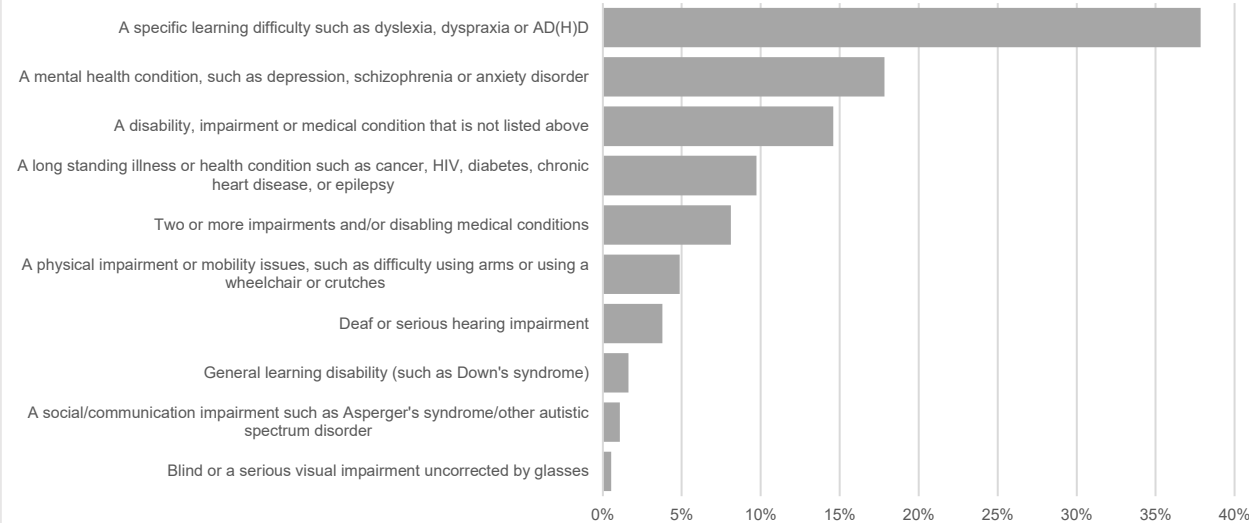
Ethnicity Group		2018	2019	2020	2021	2022
White	#	1,429	1,368	1,375	1,375	1,304
	% ↓	74%	75%	74%	73%	69%
BAME	#	384	376	403	449	510
	% ↓	20%	21%	22%	24%	27%
Not Provided	#	99	61	40	24	24
	% ↓	5%	3%	2%	1%	1%
Prefer not to say	#	30	28	32	45	48
	% ↓	2%	2%	2%	2%	3%
Total	#	1,942	1,833	1,850	1,893	1,886

Disability

% of salaried staff declaring a disability



% of disabled staff by specific disability



Insights:

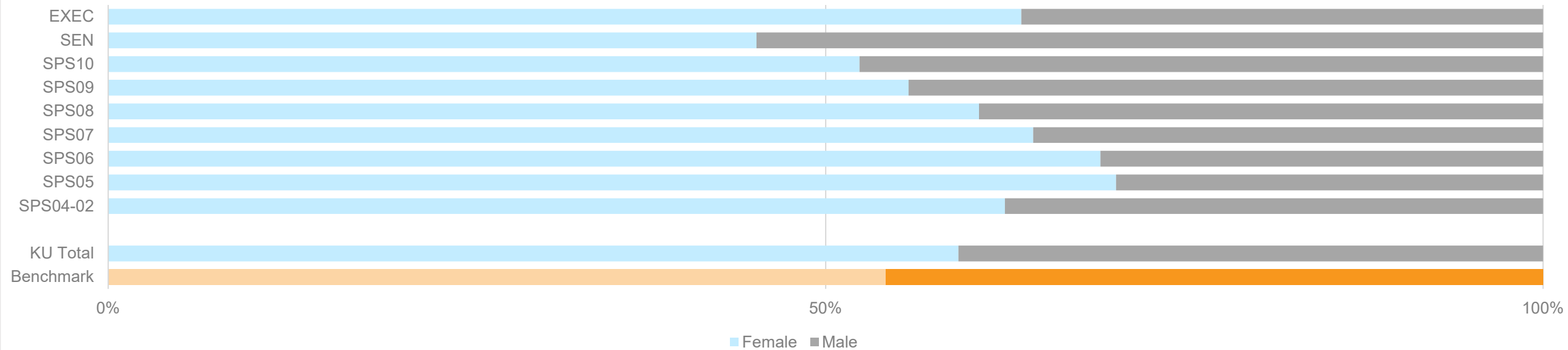
- Our disability representation is 9.8% against the HEI national benchmark of 6%
- The % of staff willingly reporting disabilities continues to increase and is currently at 90%
- The highest reporting is learning difficulties at 38% followed by mental health at 18%
- 15% of staff with a disability have a condition that is not listed in our system

Response:

- Introduce a Disability taskforce to improve participation and access for our staff
- Increase staff awareness on the importance of informing us of disability status changes
- Improve OH and EAP provision to better support staff with disabilities
- Enhance our IT and work-based assistance tools for neuro-diversity and learning difficulties

Disability Group		2018	2019	2020	2021	2022
Disabled	#	131	122	132	159	184
	% ↓	7%	7%	7%	8%	10%
No Known Disability	#	1,296	1,262	1,312	1,439	1,451
	% ↓	67%	69%	71%	76%	77%
Not Provided	#	503	433	385	254	206
	% ↓	26%	24%	21%	13%	11%
Prefer not to say	#	12	16	21	41	45
	% ↓	1%	1%	1%	2%	2%
Total	#	1,942	1,833	1,850	1,893	1,886

Gender Distribution by Grade



Insights:

- Female representation at Executive level is the 3rd highest % of any grade with 64%
- Senior Staff is the only level where we have more males (55%) than females (45%)
- There is high representation of females in Professional Services and Research
- Female staff are significantly more likely to be on part time contracts than male staff

Response:

- Conduct EIAs for our academic promotion rounds and develop action plans
- Submit our Athena Swan renewal application and adopt approach within Directorates
- Continue to invest in STELLA, Diversifying Leadership and Aurora programmes
- Introduce Institutional Lead to coordinate EDI Leadership and Mentoring schemes

Gender		2018	2019	2020	2021	2022
Female	#	1,110	1,047	1,072	1,120	1,117
	% ↓	57%	57%	58%	59%	59%
Male	#	832	786	778	773	769
	% ↓	43%	43%	42%	41%	41%
Total	#	1,942	1,833	1,850	1,893	1,886