2019 - 2020
Update on Mainstreaming Activities

Includes Staff and Student Diversity Data

For enquiries and further information:

Human Resources
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Background

The staff Inclusion Strategy, endorsed by Court in October 2016, set out the University’s commitment to the creation of a truly inclusive organisational culture. The Inclusion Committee brings together staff and students with a remit for equality, diversity and inclusion at Edinburgh Napier University. This ensures both staff and student input to the strategic agenda. This report provides an update on activity for both staff and students.

Staff Activities

- A newly revised Inclusion Committee will overview all strands of inclusion activity (including all Public Sector Equality Duty legislative requirements, Athena SWAN, Gender Action Plan, Gender Based Violence Strategy).
- Recruitment: 95% of interview panels now are gender balanced.
- We have successfully retained our Disability Confident Employer Level 2
- A Chaplaincy service for students and staff was launched in January 2020
- Inclusion Networks: the university supports 4 active networks (LGBT+, Carers, Women, Armed Forces). Work is underway to set up a BAME (Black Asian and Minority Ethnic) staff Network.
- Equality, Diversity and Inclusion training provision has now moved online and is mandatory for all staff.
- LGBT+ Allies training was delivered to 30 members of staff.
- With over 15 members of staff trained as Mental Health First Aiders, we have launched a Mental Health Champions Network to support staff over all our campuses and sites.

Student Activities

- We have delivered events targeted towards converting more female applicants into STEM (eg. Ada Lovelace events and public engagement in local schools), and also encouraging more male applicants through the Men into Nursing campaign.
- The Gender-Based Violence Zero Tolerance campaign was launched in Autumn 2019 and includes the launch of the Report and Support website – this supports the reporting (anonymous or otherwise) of any form of gender based violence, hate crime, or bullying.
- The role of Personal Development Tutors was refreshed in addition to the launch of the Keep On Track service offering further support to students who may be considering leaving their programme.
- The I’m In project focuses on staff development and training on the principles of universal design, not only in relation to learning and teaching but also including the background support services and interventions.
- Two new sets of guidance have been approved by the University: supporting student during pregnancy/maternity and supporting transgender people.
Staff Diversity Data
2019-2020

Increasingly more women are employed at Napier
- Women: 54%
- Men: 46%

More men are in Senior Management posts (Grade 8+)
- Men: 35%
- Women: 65%

University Court has equal gender representation
- Women: 50%
- Men: 50%

The proportion of staff over 55 is the fastest growing trend...
- Under 35: -0.3%
- 36 - 55: -1.8%
- Over 55: +2.1%

... and is above other Scottish institutions (HESA, 2018)
- Napier: 21.5%
- HESA: 18%

Staff are more likely to disclose a disability at Napier than in other Scottish institutions (HESA, 2018)
- Napier: 6.5%
- HESA: 3.8%

Mental health and stress absences are increasing
- 1/3 of all sick days per year

The majority of staff accessing the Employee Assistance Programme are women
- Women: 72%
- Men: 28%

The proportion of BAME (Black Asian and Minority Ethnic) staff is increasing...
- 88.8%
- 7.1%
- 4.1%

... but is still lower than other Scottish institutions (HESA, 2018)
- Napier: 72.6%
- Other Scottish HEIs: 12.4%

Napier Gender Pay gap is lower than other Higher Education institutions
- Napier: 6.2%
- Other Scottish HEIs: 17.3%

The FTE ratio of staff remains as below
- Professional Services: 57%
- Academics: 43%

The majority of promoted staff are...
- Woman
- Professional
- BAME
- Disabled
- Academic
- White
- Non-disabled

More staff now disclose personal details about:
- Disability
- Religion
- Sexual Orientation
The proportion of applicants declaring a **disability** increases from 9.2% in 2015-2016 to 11.3% in 2018-2019.

Retention rates of students with disability have been lower than those of students with no known disability. The retention gap is 3.1%.

Enrolment of BAME (Black Asian and Minority Ethnic) students has increased from 7.3% in 2016-2017 to 8.1% in 2017-2018.

White students were more likely to achieve a good honours degree. However, the proportion of good honours degrees awarded to BAME students increased from 53.4% in 2017-2018 to 74.5% in 2018-2019.

Compared to older applicants, those **under the age of 21** were more likely to...

- be offered a place to study
- have a higher retention rate
- be awarded a good honours degree

Female students are more likely to be enrolled on a course at ENU and to achieve a good honours degree compared to male students however the **gender** gap is decreasing.

Some subject areas traditionally have a **gender imbalance** of 25:75 or more and need particular analysis.

- Subjects Allied to Medicine 93.5%
- Social Studies 85.2%
- Engineering & Technology 90.6%
- Computer Science 85.2%
- Architecture, Building & Planning 75.9%
- Social Studies

Gaps are increasing for:

- Computer Science
- Architecture
- Social Studies

The proportion of students with a disability at Napier in relation to Scotland and UK is relatively low.