

# EQUALITY

## ANNUAL REPORT

# 2023-2024



Swansea  
University  
Prifysgol  
Abertawe



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# WELCOME

In my capacity as Deputy Pro Vice Chancellor – Equality, Diversity, Inclusion, and Belonging (EDIB), I am delighted to present this year’s Equality Annual Report, which presents Swansea University’s equality data for the period 2023/2024.

Despite the ever-changing higher education landscape, equality, diversity and inclusivity has remained a key priority for the University, demonstrated through our continuing progress against our Strategic Equality objectives and the increasing evidence of EDI being embedded across all our University activities. I extend my heartfelt gratitude to colleagues and students who have supported our progress. Your dedication and passion have been the driving forces behind the strides we have made and continue to make. Together, we have laid the groundwork for an even brighter, more equitable future across our University community.

In September 2023, we were delighted that the University successfully renewed their Athena Swan Silver Award. This award sits with a total of four silver and seven bronze awards for the University. Additionally, we were pleased to achieve our highest ever ranking in the Stonewall Equality Index and are excited to be submitting our first Institutional Race Equality Charter in the new year.

## **KEY DELIVERABLES ACROSS THE REPORTING PERIOD HAVE INCLUDED:**

### **EMBEDDING EQUALITY IN RECRUITMENT PRACTICES**

We have continued to take action to remove barriers for underrepresented groups in the recruitment process by utilising positive action where appropriate, as a result;

- There has been an 11.9% increase in the composition of ethnic minority applications received this year, increasing from 40.1% last year to 52% this year. This is the highest proportion of applications from individuals from an ethnic minority since we have been collecting data in this way. Although we are pleased with the number of applications received, we note that there is a significant gap between the success rate of ethnic minority and white candidates, which we have identified as a key priority as part of our Race Charter action plan.
- The success rate for LGB+ applicants is 15.2% this year, and this remains higher than the success rate of heterosexual applicants which is 11.1%.
- The success rate for females (14.7%) remains higher than that for male candidates (9.2%).

## PROGRESSING RACE EQUALITY

- Swansea University has committed to applying for a Bronze Race Equality Charter Mark with Advance HE by March 2025. The Self-Assessment team has been established and has representation from a diverse group of colleagues and students with varied lived experiences. Work is currently underway to review qualitative and quantitative data to develop an outcome-based action plan.
- With 13.5% of our colleagues stating that they are from an ethnic minority background, we continue to surpass the Welsh benchmark of 5.6% (Advance HE Statistical Report 2023). The number of ethnic minority colleagues has increased by 6.4% over the past 6 years.
- University Council members from an ethnic minority background currently make up 26% of Council, which is greater than the local community representation and the University population.

## ADDRESSING OUR GENDER PAY GAP.

Once again, the University has reinforced its commitment to tackling gender inequality by reporting our gender pay gap data on the [gov.uk](https://gov.uk) website.

- Our current mean average gender pay gap stands at 13.4 %, which is a 7.4% decrease over the past 5 years.
- Our current median average is 5.6%, which is a 0.1% decrease since we reported last year and a 8.1% decrease over the past 5 years.
- It is pleasing to note that we have already achieved the target we set ourselves in our University Strategic Equality Plan (2020-2024) to reduce our mean pay gap by 2% by 2024.

## ADVANCING LGBT+ EQUALITY

- Swansea University has increased its ranking from 12th to 5th in the Stonewall Workplace Equality Index (WEI), which is our highest ranking to date in the league table of UK employers. We achieved 2nd in the rankings for all participating Education Sector entrants.
- We have retained the Gold standard award in the WEI, which recognises that we have embedded LGBT+ equality into our core areas of work at the highest level. The University and our LGBT+ Staff Network have worked together to make Swansea as accepting as possible during what has been a very difficult period for the LGBTQ+ community, and this improvement in our ranking, and importantly retaining the Gold level award, shows that we are making a real difference.
- As a result, the percentage of our LGB+ colleagues continue to increase, and at 5.8% it continues to remain above the UK benchmark of 3.7% (Advance HE Statistical Report 2023).

## PERFORMANCE ENABLING

We achieved a 97% completion rate for annual Performance Development Reviews (PDRs) in 2023/2024. During this time, it has been even more important that all colleagues had the chance to have meaningful conversations about their personal growth, regardless of their background, beliefs, or individual protected characteristics.

## INCREASING VISIBILITY AT SENIOR LEVEL

- We have continued to monitor our Council Governance structure and as of March 2024, female Council members represent 44%, compared to 25% in 2013.
- The representation of council members from an ethnic minority background has increased to 26% and is better than the percentage of colleagues from an ethnic minority background within the University, at 13.%.
- We are also pleased to report that considerable progress has been made at the University Senior Leadership Team where, 56% of members are now female. Work continues in this area to address the representation of members from an ethnic minority background.
- Our EDI School and Faculty leads continue to support the embedding of EDI considerations into the day-to-day functions of their areas.

## CELEBRATING DIVERSITY

We have celebrated diverse events again this year, such as Holocaust Memorial Day, LGBT+ History Month, International Women's Day, Black History Month as well as a range of interfaith events.

Many of these celebrations and events were organised in close partnership and association with the Students Union and were inclusive of both colleagues and students.

## ADVANCING DISABILITY AND NEURODIVERGENT EQUALITY

We have continued to celebrate with our colleagues with disabilities and neurodivergent staff, reflecting on Neurodiversity week and International Day of Persons with Disabilities. As a university we are currently drafting a Neurodiversity Policy which will support our neurodivergent staff

The University commissioned an independent audit of the accessibility of the university estate with a view to identifying priority actions for improvement. The audit was extensive considering all disabilities throughout both Singleton and Bay campuses. The Estate & Campus services directorate are currently reviewing audit reports and developing a priority action list based on the audit findings, which range from developing new procedures, installing signage and more significant project activity. The university is also working with colleagues across the university to develop directorate policies and procedures that enable a joined-up approach to support staff, students, visitors and others on matters relating to disability and accessibility.

## EQUALITY IMPACT ASSESSMENTS

Equality Impact Assessments (EIAs) were conducted over the reporting period of 1st April 2023 – 31st March 2024

- Amongst those completed during the reporting period were Equality Impact Assessments on: AI and Assessment Policy, Assessment, Marking and Feedback Policy, Global Mobility Policy, Implementation of Report and Support System, IT Policies, Stress Policy, Student Mental Health Policy.

## NEXT STEPS

Although it is important to celebrate our achievements over the past year, of which there are many, we are aware that there are other areas that require focused effort to continue to progress against our Strategic Equality objectives.

Most notably, recruitment, retention, and promotion success rates of colleagues from ethnic minority backgrounds remains a key priority. For the first time, the highest percentage of applicants for university positions are from an ethnic minority background, with applications rising by 11.9% this year. Of particular importance is the need to increase the number of colleagues from ethnic minority backgrounds in senior positions at the University. Work has already begun in this area through the implementation of a race action plan to address these areas. Other key areas have been identified through a series of recent consultation exercises with colleagues and students from all ethnic backgrounds on their lived experiences at the University. These experiences will shape our first Race Equality Charter submission, which we will make in 2025, and will support the University to advance race equality.

Moving forwards, we have reflected on the role intersectionality has in progressing the equality agenda, and we aim to weave the protected characteristics together through an intersectional lens via our Athena and Race Charter action plans.

We have made significant progress in reducing the gender pay gap, but we must push forward by being proactive and innovative in pursuing activities to reduce the gender pay gap and to continue to encourage more females to apply for senior roles.

In our 2024-2028 SEP we have also made a commitment to identify the current mean and median pay gaps and commence reporting in 2024.

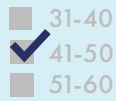
Our Senior Leadership Team remains committed to progressing all areas identified through our Strategic Equality Plan.

As we look forward, we remain committed to the principles of fairness, justice, and opportunity for all. While there is much work still to be done, we are confident to achieve this with continued collaboration and unwavering dedication.

**Prof. Camilla Knight, DPVC (EDIB)**

# OUR 3993 COLLEAGUES AT A GLANCE

## AVERAGE AGE



**43**

Male: 44  
Female: 42

## GENDER REASSIGNMENT

	%	Person icon
Same sex as registered at birth	84.4	3372
Prefer not to say	14.9	595
Different sex as registered at birth	0.7	26

## SEX



55.5% Female 2215

44.5% Male 1778

### ACADEMICS

45.8% Female

54.2% Male

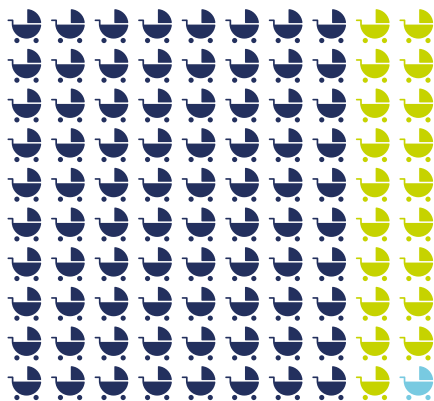
### PROFESSIONAL SERVICES

64.2% Female

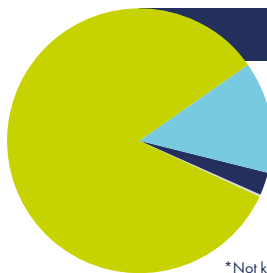
35.8% Male

## PARENTAL LEAVE

117	80.1%	Maternity
28	19.2%	Paternity/Partner
1	0.7%	Adoption



## RACE



83.4% 3330 White

13.5% 539 Ethnic Minority

3.1% 122 Prefer not to say

0.1% 2 Not known

4.6% 182 Asian  
3.8% 153 Other ethnic (including Arab & Gypsy/Traveller)  
2.4% 96 Chinese  
1.5% 59 Mixed  
1.2% 49 Black

\*Not known describes an individual that is not aware of their own ethnicity.

## DISABILITY

**408 (10.2%)**

Colleagues have stated that they have a disability

**3446 (86.3%)**

Not disabled

**139 (3.5%)**

Prefer not to say

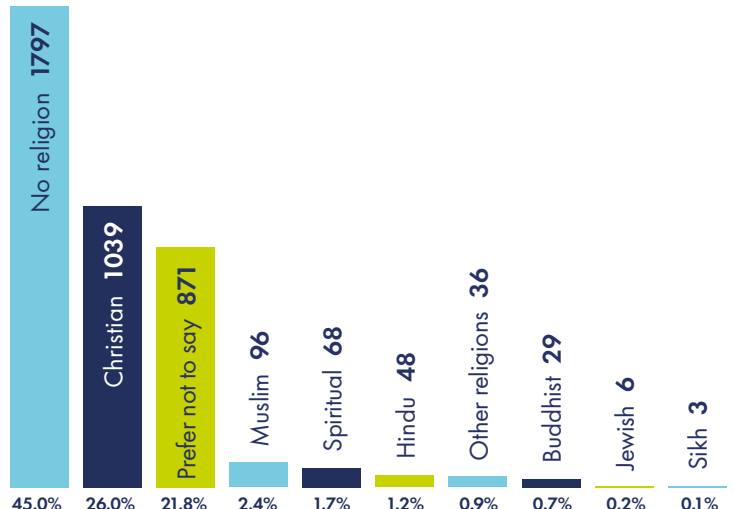
## SEXUAL ORIENTATION

	%	Person icon
Heterosexual	74.9	2992
Prefer not to say	19.2	768
LGB+	5.8	233
Bi	2.7	106
Gay man	1.7	66
Gay woman/Lesbian	0.9	36
Other	0.6	25

## MARRIAGE & CIVIL PARTNERSHIP

	%	Person icon
Married	46.2	1843
Single	28.3	1132
Co-habiting	12.4	497
Prefer not to say	8.0	321
Divorced	2.3	91
Other	0.9	34
Separated	0.8	31
Civil partnership	0.7	29
Widowed	0.4	15

## RELIGION



## COLLEAGUE COMPOSITION

36 - 40	15.9%	636
41 - 45	14.2%	566
31 - 35	13.4%	534
46 - 50	12.7%	506
51 - 55	12.1%	483
26 - 30	10.2%	406
56 - 60	9.5%	381
25 and under	5.4%	215
61 - 65	4.5%	178
66+	2.2%	88
<b>Total</b>		<b>3993</b>

### AVERAGE AGE

Female	42
Male	44
Average	43

Age categories used in this report coincide with the Higher Education Statistics Agency (HESA) age range categories. The average age of both female (42) and male (43) colleagues and the overall average age (43) have remained the same as last year.

The age composition of our staff is broadly the same as last year with the exception that the 41-45 age group (14.2%) has taken over from the 31-35 (13.4%) age group. Staff aged between 36-40 remains as our biggest group.

The majority of the workforce are aged between 31-55 (68.3%) which is higher than the UK sector benchmark data (65.6%) and comparable to the Welsh sector benchmark data (67.8%). 15.6% of the workforce are aged 30 and under which is comparable with the UK sector benchmark data (15.8%) and higher than the Welsh sector benchmark data (12.9%). (Advance HE Staff Statistical Report 2023).

## RECRUITMENT

**Posts advertised** **749**

### APPLICATIONS BY AGE

26 - 30	20.2%	2286
31 - 35	19.6%	2217
25 and under	19.0%	2150
36 - 40	14.5%	1643
41 - 45	12.2%	1374
46 - 50	6.1%	695
51 - 55	3.8%	427
56 - 60	2.9%	323
61 - 65	1.1%	129
66+	0.5%	55
Prefer not to say	0.0%	5
<b>Applications received</b>		<b>11304</b>

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

The greatest percentage of applicants were aged 26-30 (20.2% of all applications). This is comparable to last year, where this was 20.6%.

73% of all applicants were aged 40 and under, this shows that the majority of our applicants are slightly younger than the average age of our present workforce.



# AGE

## APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

66+	30.9%	17
25 and under	21.7%	465
26 - 30	12.3%	281
51 - 55	10.8%	46
56 - 60	9.9%	32
31 - 35	8.8%	195
61 - 65	8.5%	11
36 - 40	7.7%	127
46 - 50	7.5%	52
41 - 45	6.9%	95
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and increased volume of applications received (57% higher than last year).

The age range with the highest success rate were the applicants aged 66+, which has decreased slightly to 30.9% from 34.1% last year. The success rate for the age group 61-65 has also decreased to 8.5% from 18.8% last year. All other age categories are comparable to last year.

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

## LEAVERS

25 and under	20.1%	154
26 - 30	17.1%	131
31 - 35	14.2%	109
36 - 40	10.8%	83
41 - 45	10.5%	80
46 - 50	6.8%	52
51 - 55	6.1%	47
56 - 60	5.2%	40
66+	4.8%	37
61 - 65	4.2%	32
<b>Total</b>		<b>765</b>

There has been a slight increase in leavers from 751 last year to 765 this year.

All leaver groups are comparable to last year. The highest proportions of leavers are in the 25 and under group. 42% of the 25 and under group held clearing helpline operator, research assistant, Intern and SPIN (Swansea Paid Intern Partnership) intern roles which are all short-term appointments.

## TRAINING

**Classroom courses provided** **430**

The number of classroom courses this year (430) has increased during the reporting period as compared to last year (353).

### CLASSROOM BASED TRAINING

36 - 40	17.6%	789
31 - 35	16.3%	732
41 - 45	14.7%	661
26 - 30	12.8%	577
46 - 50	12.8%	573
51 - 55	10.1%	454
56 - 60	6.6%	298
25 and under	5.6%	251
61 - 65	2.6%	116
66+	0.9%	42
<b>Total</b>		<b>4493</b>

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

The age distribution of colleagues accessing classroom-based training is broadly similar to last year.

### ONLINE TRAINING

26 - 30	20.0%	1380
31 - 35	18.3%	1258
36 - 40	17.0%	1173
25 and under	14.7%	1015
41 - 45	10.8%	746
46 - 50	7.2%	496
51 - 55	5.5%	381
56 - 60	3.9%	269
61 - 65	1.8%	127
66+	0.6%	40
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

The age distribution of colleagues accessing online training is broadly similar to last year with the exception of those in age groups 36-40 (+4.9%) and under 25's (-3.8%).

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

51 - 55	45.5%	5
56 - 60	27.3%	3
41 - 45	18.2%	2
61 - 65	9.1%	1
<b>Total</b>		<b>11</b>

### DISCIPLINARY

51 - 55	71.4%	5
46 - 50	14.3%	1
56 - 60	14.3%	1
<b>Total</b>		<b>7</b>

Across this year's reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted. This compares to 17 grievances and 4 disciplinary cases conducted last year.

Of the total 11 grievances, there was a broad range of age groups, but the greatest proportion of grievances were from the 51-55 age group (45.5%).

The number of grievances have decreased this year (11) compared to last year (17).

As for the conducted disciplinary cases, 71.4% (5) of all colleagues were aged 51-55. 14.3% (1) were aged 46-50 and 14.3% (1) were aged 56-60.

# DISABILITY

## COLLEAGUE COMPOSITION

Not Disabled	86.3%	3446
Disabled	10.2%	408
Prefer not to Say	3.5%	139
<b>Total</b>		<b>3993</b>

10.2% of colleagues stated a disability compared to 10.1% last year. This is higher than the UK sector benchmark of 6.8% and Welsh sector benchmark of 5.6% (Advance HE Statistical Report 2023).

Of colleagues who stated a disability, 35% was for a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D which has risen by 7% since last year. This is followed by 19% who stated a mental health condition which decreased by 4% since last year and 15% stated a long-standing illness or health condition which increased by 1% since last year.

## RECRUITMENT

**Posts advertised** **749**

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

### APPLICATIONS BY DISABILITY

Not Disabled	85.3%	9642
Disabled	11.2%	1266
Prefer not to say	3.5%	391
Unknown	0.0%	5
<b>Applications received</b>		<b>11304</b>

The number of applicants disclosing a disability (11.2%) has increased this year as compared to last year (11%).

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Disabled	16.0%	203
Prefer not to say	13.0%	51
Not Disabled	11.1%	1067
Unknown	0.0%	0
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and increased volume of applications received (57% higher than last year).

The success rate for applicants stating a disability is 16%, which is higher than applicants who do not have a disability at 11.1%. The success rate for applicants stating a disability has decreased by 5.8% from 21.8% last year, to 16% this year.

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

# DISABILITY

## LEAVERS

Not Disabled	85.1%	651
Disabled	12.9%	99
Prefer not to Say	2.0%	15
<b>Total</b>		<b>765</b>

The proportion of leavers with a disability, 12.9%, is higher than the university pool of colleagues who stated a disability at 10.2%. However, this is lower than last year (14.5%). 32% of the leavers with a disability held clearing helpline operator, internship or research related roles which would be short-term appointments.

## TRAINING

**Classroom courses provided** 430

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

### CLASSROOM BASED TRAINING

Not Disabled	84.8%	3812
Disabled	12.3%	554
Prefer not to Say	2.8%	127
<b>Total</b>		<b>4493</b>

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

Of those who completed classroom-based training, 12.3% stated a disability, this is higher than the percentage of colleagues who have stated a disability in the University (10.2%).

### ONLINE TRAINING

Not Disabled	84.2%	5794
Disabled	12.4%	857
Prefer not to Say	3.4%	234
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

Of those who completed online training, 12.4% stated a disability, which is greater than the percentage of colleagues who have stated a disability in the University (10.2%).

# DISABILITY

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

Not Disabled	81.8%	9
Disabled	18.2%	2
<b>Total</b>		<b>11</b>

### DISCIPLINARY

Not Disabled	71.4%	5
Disabled	28.6%	2
<b>Total</b>		<b>7</b>

Across this year's reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted. This compares to 17 grievances and 4 disciplinary cases conducted last year.

Of the grievances, 18.2% (2) stated that they had a disability. This is higher than the pool of staff who have shared they have a disability (10.2%), so we will monitor this figure. Caution needs to be applied when interpreting this data, due to the small numbers. 81.8% (9) did not state any disability.

As for the conducted disciplinary cases, 28.6% (2) shared they had a disability. This is higher than the pool of staff who have shared they have a disability (10.2%), we will monitor this figure. Caution needs to be applied when interpreting this data, due to the small numbers.

# GENDER REASSIGNMENT

## COLLEAGUE COMPOSITION

Gender identity the same	84.4%	3372
Prefer not to say	14.9%	595
Gender identity different	0.7%	26
<b>Total</b>		<b>3993</b>

Most colleagues, 84.4%, identify as the same sex as registered at birth, which is comparable to last year.

The percentage of colleagues preferring not to say reduced slightly from 15.3% last year to 14.9% this year, suggesting an increase in confidence in disclosing information.

Colleagues identifying as a different sex to that registered at birth is 0.7%. This is 0.1% higher than reported last year and higher than the UK benchmark of 0.5% (Advance HE Statistical Report 2023).

## RECRUITMENT

**Posts advertised** **749**

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

### APPLICATIONS BY GENDER IDENTITY

Gender identity the same	96.9%	10959
Prefer not to say	1.9%	211
Gender identity different	1.1%	129
Unknown	0.0%	5
<b>Applications received</b>		<b>11304</b>

Applicants identifying as the same sex as at birth is comparable to last year (96.1%).

Applicants identifying as a different sex to that registered at birth has decreased by 0.3%, from 1.4% last year to 1.1% this year.

Those preferring not to say decreased by 0.6% to 1.9%.

### APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Prefer not to say	13.7%	29
Gender identity the same	11.7%	1279
Gender identity different	10.1%	13
Unknown	0.0%	0
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and the increased volume of applications received (57% higher than last year).

Applicants identifying as a different sex to that registered at birth (10.1%) are comparable to those who identify as having the same sex registered at birth (11.7%).

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

# GENDER REASSIGNMENT

## LEAVERS

Gender identity the same	91.9%	703
Prefer not to say	67.1%	54
Gender identity different	1.0%	8
<b>Total</b>		<b>765</b>

91.9% of leavers gender identity is the same as sex registered at birth. 1.0% of leavers gender identity is different to sex registered at birth which is slightly higher than the pool of colleagues we have (0.7%).

## TRAINING

**Classroom courses provided** **430**

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

### CLASSROOM BASED TRAINING

Gender identity the same	90.5%	4064
Prefer not to say	8.8%	395
Gender identity different	0.8%	34
<b>Total</b>		<b>4493</b>

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

Those attending classroom training whose gender identity is different to their sex registered at birth (0.8%) is comparable to last year (0.8%) and this is greater than the pool of colleagues identifying in the same way at the University (0.7%).

### ONLINE TRAINING

Gender identity the same	95.5%	6575
Prefer not to say	3.9%	271
Gender identity different	0.6%	39
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

There has been a decrease in the participation of colleagues whose gender identify is different to their sex registered at birth from 1.4% last year to 0.6% this year. This is lower than the pool of colleagues identifying in the same way at the University (0.7%).



# GENDER REASSIGNMENT

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

Gender identity the same	54.5%	6
Prefer not to say	45.5%	5
<b>Total</b>		<b>11</b>

### DISCIPLINARY

Gender identity the same	71.4%	5
Prefer not to say	28.6%	2
<b>Total</b>		<b>7</b>

Across this year’s reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted. This compares to 17 grievances and 4 disciplinary cases conducted last year.

Of the grievances, 54.5% (6) identified as the same sex as at birth, and 45.5% (5) preferred not to say.

As for the conducted disciplinary cases, 71.4% (5) colleagues identified as the same sex as at birth, and 28.6% (2) preferred not to say.

# MARRIAGE & CIVIL PARTNERSHIP

## COLLEAGUE COMPOSITION

Married	46.2%	1843
Single	28.3%	1132
Co-habiting	12.4%	497
Prefer not to say	8.0%	321
Divorced	2.3%	91
Other	0.9%	34
Separated	0.8%	31
Civil Partnership	0.7%	29
Widowed	0.4%	15
<b>Total</b>		<b>3993</b>

The percentage of colleagues who are married or in a civil partnership is comparable to last year.

## RECRUITMENT

**Posts advertised** **749**

### APPLICATIONS BY MARITAL STATUS

Single	45.0%	5089
Married	38.7%	4378
Co-habiting	7.8%	882
Prefer not to say	3.3%	372
Divorced	1.8%	209
Other	1.4%	153
Civil Partnership	1.0%	115
Separated	0.7%	74
Widowed	0.2%	27
Unknown	0.0%	5
<b>Applications received</b>		<b>11304</b>

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

The percentage of applicants who are married, single, co-habiting, divorced, separated, in a civil partnership or widowed is comparable to last year. The highest proportion of applications received is from those who are single (45%), followed by married applicants (38.7%).

# MARRIAGE & CIVIL PARTNERSHIP

## APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Other	19.6%	30
Co-habiting	18.7%	165
Widowed	14.8%	4
Single	13.9%	706
Prefer not to say	13.2%	49
Civil Partnership	12.2%	14
Separated	8.1%	6
Married	7.6%	333
Divorced	6.7%	14
Unknown	0.0%	0
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and the increased volume of applications received (57% higher than last year).

The success rate for married applicants has decreased by 4.9%, from 12.5% last year to 7.6% this year. There has also been a decrease in the success rate, for applicants in civil partnerships by 3.2%, from 15.4% last year to 12.2% this year. However, the success rate of all categories have decreased with the exception of 'divorced' which is comparable.

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

## LEAVERS

Single	45.1%	345
Married	32.2%	246
Co-habiting	11.2%	86
Prefer Not to Say	5.8%	44
Divorced	2.4%	18
Other	1.4%	11
Separated	0.9%	7
Civil Partnership	0.8%	6
Widowed	0.3%	2
<b>Total</b>		<b>765</b>

The percentage of leavers who are married has increased by 4.5% from 27.7% last year to 32.2% this year but remains well below the pool of colleagues at the University who are married (46.2%).

The percentage of leavers who are in a civil partnership remains the same as last year (0.8%). This is comparable to the pool of colleagues at the University in a civil partnership (0.7%).

# MARRIAGE & CIVIL PARTNERSHIP

## TRAINING

**Classroom courses provided** **430**

### CLASSROOM BASED TRAINING

Married	43.8%	1968
Single	31.3%	1407
Co-habiting	14.2%	637
Prefer Not To Say	5.8%	260
Divorced	2.2%	98
Other	1.0%	47
Civil Partnership	0.7%	33
Separated	0.6%	27
Widowed	0.3%	15
Unknown	0.0%	1
<b>Total</b>		<b>4493</b>

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

The percentage of married colleagues (43.8%) who undertook classroom-based training is comparable to last year (44%) and proportionate to the pool of married colleagues at the University (46.2%).

The percentage of colleagues in a civil partnership (0.7%) who undertook classroom-based training this year, is comparable to last year (0.6%) and proportionate to the pool of civilly partnered colleagues at the University (0.7%).

### ONLINE TRAINING

Single	40.5%	2785
Married	32.6%	2247
Co-habiting	15.1%	1037
Prefer Not to Say	4.6%	318
Other	2.8%	190
Divorced	1.8%	125
Civil Partnership	1.3%	92
Separated	0.9%	65
Widowed	0.4%	26
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

The percentage of married colleagues (32.6%) who undertook online training is lower than last year (34.1%) and lower than the pool of married colleagues at the University (46.2%).

The percentage of colleagues in a civil partnership (1.3%) who undertook online training is slightly lower than last year (1.5%) and proportionate to the pool of civilly partnered colleagues at the University (0.7%).

# MARRIAGE & CIVIL PARTNERSHIP

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

Married	54.5%	6
Prefer Not to Say	27.3%	3
Single	18.2%	2
<b>Total</b>		<b>11</b>

### DISCIPLINARY

Married	71.4%	5
Prefer Not to Say	28.6%	2
<b>Total</b>		<b>7</b>

Across this year’s reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted. This compares to 17 grievances and 4 disciplinary cases conducted last year.

Of the grievances, 54.5% (6) were married, 27.3% (3) preferred not to say and 18.2% were single (2).

As for the conducted disciplinary cases 71.4% (5) were married and 28.6% (2) preferred not to say.

# PREGNANCY & MATERNITY

## COLLEAGUE COMPOSITION

Maternity	80.1%	117
Paternity/Partner	19.2%	28
Adoption	0.7%	1
<b>Total</b>		<b>146</b>

117 colleagues (80.1% of the family leave pool) took maternity leave during the reporting period. This is comparable to last year.

28 colleagues (19.2%) took paternity/partner leave during the reporting period. This is comparable to last year and 1 colleague (0.7%) took adoption leave during the reporting period; this is comparable to last year.

Overall, 3.7% (146) of colleagues took a period of parental leave during the reporting period which is comparable to last year (3.7%).

## RECRUITMENT

**Posts advertised** **749**

### APPLICATIONS BY LEAVE TAKEN

No parental leave taken	95.5%	10812
Prefer not to say	2.7%	310
Maternity leave	1.2%	131
Additional paternity leave (more than 2 weeks)	0.4%	40
Adoption leave	0.1%	6
<b>Applications received</b>		<b>11304</b>

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

1.7% of applications were made by individuals who had taken some form of parental leave, which is less than last year (2.3%).

# PREGNANCY & MATERNITY

## APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

No parental leave taken	11.8%	1286
Maternity leave	9.9%	13
Prefer not to say	6.8%	21
Additional paternity leave (more than 2 weeks)	5.0%	2
Adoption leave	0.0%	0
<b>Total success rate</b>	<b>11.7</b>	<b>1322</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and the increased volume of applications received (57% higher than last year).

The success rate of individuals who had had a period of maternity leave during the reporting period (9.9%) was slightly lower than those who had not taken any parental leave (11.8%). The success rate of those who had had a period of maternity leave has also decreased by 8.8% since last year (18.7%).

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

## LEAVERS

No parental Leave	99.0%	757
Parental Leave	1.0%	8
<b>Total</b>		<b>765</b>

1% (8) of leavers had taken a period of family leave in the last 12 months. This is less than the total pool of colleagues that have taken parental leave in the reporting period (3.7%).

## TRAINING

**Classroom courses provided 430**

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

### CLASSROOM BASED TRAINING

No Parental leave	98.7%	4433
Parental Leave	1.3%	60
<b>Total</b>		<b>4493</b>

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

1.3% of colleagues who had undertaken classroom-based training had taken a period of parental leave during the reporting period.

# PREGNANCY & MATERNITY

## ONLINE TRAINING

No Parental leave	99.4%	6844
Parental Leave	0.6%	41
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

0.6% of colleagues who had undertaken online training had taken a period of parental leave during the reporting period.

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

No Parental Leave	100.0%	11
<b>Total</b>		<b>11</b>

Across this year's reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted. This compares to 17 grievances and 4 disciplinary cases conducted last year.

Of the grievances, none were reported by those who had taken a period of parental leave. The same applies for the conducted disciplinary cases.

### DISCIPLINARY

No Parental Leave	100.0%	7
<b>Total</b>		<b>7</b>



# RACE

## COLLEAGUE COMPOSITION

White	83.4%	3330
Ethnic Minority	13.5%	539
Asian	4.6%	182
Other	3.8%	153
Chinese	2.4%	96
Mixed	1.5%	59
Black	1.2%	49
Prefer not to say	3.1%	122
Not known	0.1%	2
<b>Total</b>		<b>3993</b>

\*Not known describes an individual that is not aware of their own ethnicity.

The composition of our ethnic minority colleagues is 13.5% this year, compared to last year's 13.6%.

The percentage of ethnic minority colleagues at the University, 13.5%, is slightly lower than the UK Benchmark of 17.5% but is higher than the Welsh Benchmark at 9.9% (Advance HE Statistical Report 2023).

The largest ethnic minority subcategories are Asian (4.6%) and other ethnic group (3.8%). We are above the Welsh benchmark for each Ethnic Minority subcategory except for mixed (1.5%) and black (1.2%) which are both comparative to the Welsh benchmark (1.5% and 1.3% respectively) (Advance HE Statistical Report 2023).

## RECRUITMENT

**Posts advertised** **749**

### APPLICATIONS BY RACE

Ethnic Minority	52.1%	5883
Asian	28.2%	3191
Black	10.6%	1193
Other ethnic	6.1%	685
Chinese	5.7%	639
Mixed	1.5%	175
White	43.7%	4944
Prefer not to say	4.2%	477
<b>Applications received</b>		<b>11304</b>

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

This year, for the first time since we began reporting, the highest percentage of applicants are from an ethnic minority background. There has been an 11.9% increase in the composition of ethnic minority applications received this year, increasing from 40.1% last year to 52% this year. This is the highest proportion of ethnic minority applicants received since we have been collecting data in this way. There have been less applications from white candidates this year decreasing from 56.1% last year to 43.7% this year.

We have also seen an increase in the proportion of applications from each ethnic minority group with the exception of other ethnic applicants which have decreased slightly from 6.6% last year to 6.1% this year.

# RACE

## APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

White	19.4%	956
Prefer not to say	7.8%	33
Ethnic Minority	5.6%	332
Other ethnic	8.0%	55
Mixed	8.0%	14
Chinese	7.0%	45
Black	6.8%	81
Asian	4.3%	137
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% last year to 11.7% this year.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and increased volume of applications received (57% higher than last year).

The success rate of white applicants (19.4%) has decreased since last year (21.3%). The success rate of ethnic minority groups (5.6%) has decreased since last year (7.7%). The gap in the success rate between ethnic minority applicants and white applicants has increased slightly to 13.8% this year, (compared to 13.6% last year) with 19.4% of white applicants being successful, as compared to 5.6% of ethnic minority applicants.

When we look at the subcategory breakdown, we can see all subcategories have a lower success rate than white colleagues. The success rate of Other ethnic (8%) applicants has increased since last year (7.1%). The success rate of Asian (4.3%), Black (6.8%), Chinese (7%) and mixed ethnicity applicants (8%) has decreased since last year (7.2%), (7.3%), (9.2%) and (15.3%) respectively.

We have identified this as a priority area and are continuing to focus on conducting further data analysis to take appropriate actions (implementing Positive actions) with the aim of reducing the gap in the success rate between ethnic minority applicants and white applicants. This work will be undertaken through our Race Charter Action Plan.

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

# RACE

## LEAVERS

White	73.7%	564
Ethnic Minority	23.0%	176
Asian	12.3%	94
Black	4.6%	35
Other	3.7%	28
Mixed	2.5%	19
Prefer not to say	3.3%	25
<b>Total</b>		<b>765</b>

The percentage of ethnic minority leavers (23%) is higher compared with last year at 20.6%. It is higher than our overall pool of ethnic minority colleagues at 13.5%.

We can attribute some of this increase in ethnic minority leavers to 6% of the leavers having held clearing helpline operator roles, 41% held research related roles and 7% were student roles (Interns) which would be short term appointments. This shows that at least 54% of ethnic minority leavers were in student roles or a research related role.

## TRAINING

**Classroom courses provided** **430**

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

### CLASSROOM BASED TRAINING

White	82.3%	3696
Ethnic Minority	15.2%	682
Asian	4.6%	207
Other	4.0%	179
Chinese	2.9%	131
Mixed	2.1%	95
Black	1.6%	70
Prefer not to say	2.5%	113
Not known	0.0%	2
<b>Total</b>		<b>4493</b>

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

Of the classroom-based training participants, 15.2% identified as from an ethnic minority background, which is slightly higher than last year (14.3%) and higher than the percentage of ethnic minority colleagues in our university pool (13.5%). When we look at the subcategory breakdown, we can see that they are all comparable to or higher than our pool of ethnic minority university staff.

There was a slight decrease in white participants from 82.9% last year to 82.3% this year. The percentage of colleagues who preferred not to say is the same as last year (2.5%).

## ONLINE TRAINING

White	75.5%	5197
Ethnic Minority	21.6%	1490
Asian	8.8%	609
Chinese	4.6%	314
Black	4.1%	284
Other	2.8%	193
Mixed	1.3%	90
Prefer not to say	2.9%	197
Not known	0.0%	1
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

Of those who completed online training 21.6% identified as from an ethnic minority background, an increase from 17.8% last year and higher than the percentage of ethnic minority colleagues in our university pool (13.5%).

When we look at the subcategory breakdown, we can see that for the majority of ethnic minority subcategories the proportion of participants is higher compared to the pool of staff at the University for Asian, Black and Chinese colleagues. However, the participation of other ethnic colleagues (2.8%) is lower than the pool of 3.8%. Participation of mixed ethnicity colleagues (1.3%) is comparable to the pool of 1.5%.

The percentage of white participants (75.5%) is slightly lower than last year (79.6%) and those who preferred not to say (2.9%) was comparable to last year (2.5%).

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

White	54.5%	6
Ethnic Minority	36.4%	4
Asian	18.2%	2
Other	18.2%	2
Prefer not to say	9.1%	1
<b>Total</b>		<b>11</b>

### DISCIPLINARY

White	71.4%	5
Ethnic Minority	28.6%	2
Other	28.6%	2
<b>Total</b>		<b>7</b>

Across the reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted. This compares to 17 grievances and 4 disciplinary cases conducted last year.

The number of grievances have decreased this year (11) compared to last year (17).

Of the grievances, 54.4% (6) identified as white, 36.4% (4) identified as ethnic minority and 9.1% (1) preferred not to say.

As for the conducted disciplinary cases, 71.4% (5) identified as white and 28.6% (2) identified as from an ethnic minority background.

# RELIGION & BELIEF

## COLLEAGUE COMPOSITION

No religion	45.0%	1797
Christian	26.0%	1039
Prefer not to say	21.8%	871
Muslim	2.4%	96
Spiritual	1.7%	68
Hindu	1.2%	48
Any other religion or belief	0.9%	36
Buddhist	0.7%	29
Jewish	0.2%	6
Sikh	0.1%	3
<b>Total</b>		<b>3993</b>

Colleagues stating no religion represent the largest group at Swansea University, 45%. This is followed by those who are Christian 26% and prefer not to say, 21.8%. The order of the remaining religions and beliefs remain comparable to last year.

The group of colleagues who preferred not to share their religion or belief group has decreased, once again, from 22.3% last year to 21.8% this year, suggesting an increase in confidence of disclosing this information.

We have significantly more Christian colleagues, 26%, which is higher than the UK benchmark of 18.1%. The percentage of Muslim colleagues, 2.4%, is also higher than the UK benchmark of 2.2% (Advance HE Statistical Report 2023).

## RECRUITMENT

**Posts advertised** **749**

### APPLICATIONS BY RELIGION & BELIEF

No religion	36.0%	4070
Christian	23.9%	2705
Muslim	16.5%	1864
Hindu	9.7%	1096
Prefer not to say	8.0%	911
Spiritual	2.2%	252
Buddhist	1.6%	185
Any other religion or belief	1.3%	150
Sikh	0.4%	45
Jewish	0.2%	26
<b>Applications received</b>		<b>11304</b>

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

The largest proportion of applicants are the same as last year; no religion (36%) and Christian (23.9%). Both groups have decreased since last year (41.1% and 26.7% respectively), however, there has been an increase in applicants from all other religions since last year, except for Spiritual and Jewish which have remained the same.

# RELIGION & BELIEF

## APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

Jewish	19.2%	5
No religion	17.6%	716
Christian	12.3%	332
Prefer not to say	11.4%	103
Spiritual	9.5%	24
Any other religion or belief	9.3%	14
Buddhist	5.4%	10
Sikh	4.4%	2
Muslim	3.9%	73
Hindu	3.8%	42
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and increased volume of applications received (57% higher than last year).

Of applicants who disclosed their religion and belief, the highest success rate was for Jewish applicants which rose from 11.8% last year to 19.2% this year. However, caution must be taken, as actual numbers are low.

The success rate for all other categories is lower than last year.

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

## LEAVERS

No religion	50.1%	383
Christian	25.8%	197
Prefer not to say	13.1%	100
Muslim	3.1%	24
Spiritual	2.4%	18
Hindu	2.2%	17
Buddhist	2.0%	15
Any other religion or belief	0.9%	7
Sikh	0.4%	3
Jewish	0.1%	1
<b>Total</b>		<b>765</b>

50.1% of leavers defined themselves as having no religion, which is higher than the pool of 45%. The second highest proportion of leavers were Christians at 25.8%, which is slightly lower than the pool of 26%. With the exception of Jewish leavers, prefer not to say and 'any other religion or belief' who are comparable to or lower than the pool. The proportion of leavers for all other religions is slightly higher than their pool, however, caution must be taken, as actual numbers are low in some cases.

# RELIGION & BELIEF

## TRAINING

**Classroom courses provided** 430

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

### CLASSROOM BASED TRAINING

No religion	50.2%	2254
Christian	26.0%	1168
Prefer not to say	16.4%	738
Muslim	2.1%	94
Spiritual	2.0%	89
Hindu	1.4%	63
Any other religion or belief	1.0%	45
Buddhist	0.8%	36
Jewish	0.1%	6
Sikh	0.0%	0
<b>Total</b>		<b>4493</b>

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

50.2% of colleagues who undertook classroom-based training defined themselves as having no religion, followed by those who defined themselves as Christian at 26% and thirdly those who preferred not to say at 16.4%.

The proportion of colleagues who undertook classroom-based training for all groups is proportionate to their pool.

### ONLINE TRAINING

No religion	54.1%	3728
Christian	27.2%	1873
Prefer not to say	8.7%	601
Muslim	3.4%	232
Hindu	2.3%	160
Spiritual	2.3%	158
Buddhist	1.3%	90
Any other religion or belief	0.6%	41
Jewish	0.0%	1
Sikh	0.0%	1
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

54.1% of colleagues who undertook online training defined themselves as having no religion, followed by those who defined themselves as Christian at 27.2% and thirdly, those who prefer not to say at 8.7%.

The proportion of colleagues who undertook classroom-based training for all groups is proportionate to their pool with the exception of colleagues with no religion (54.1%) who are overrepresented compared to the pool (45%) and those who prefer not to say (8.7%) who are underrepresented compared to the pool (21.8%).



# RELIGION & BELIEF

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

Prefer not to say	54.5%	6
No religion	27.3%	3
Christian	18.2%	2
<b>Total</b>		<b>11</b>

### DISCIPLINARY

Christian	42.9%	3
Prefer not to say	28.6%	2
Muslim	14.3%	1
No religion	14.3%	1
<b>Total</b>		<b>7</b>

Across the reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted. This compares to 17 grievances and 4 disciplinary cases conducted last year.

The number of grievances have decreased this year (11) compared to last year (17).

Of the grievances, 54.5% (6) preferred not to say, 27.3% (3) expressed no religion and 18.2% (2) identified as Christian.

As for the conducted disciplinary cases, 42.9% (3) identified as Christian, 28.6% (2) preferred not to say, 14.3% (1) identified as Muslim and 14.3% (1) had no religion.

## COLLEAGUE COMPOSITION

Female	55.5%	2215
Male	44.5%	1778
<b>Total</b>		<b>3993</b>

### BREAKDOWN BY SEX AND GRADE

Grade	F	%	M	%	Total	%
1	4	0.1	11	0.3	15	0.4
2	23	0.6	35	0.9	58	1.5
3	76	1.9	63	1.5	139	3.4
4	159	3.9	67	1.6	226	5.5
5	169	4.1	89	2.2	258	6.3
6	249	6.1	115	2.8	364	8.9
7	436	10.6	310	7.6	746	18.2
8	551	13.4	397	9.7	948	23.1
9	363	8.8	297	7.2	660	16.0
10	136	3.3	177	4.3	313	7.6
10a	14	0.3	8	0.2	22	0.5
11	73	1.8	198	4.8	271	6.6
Clinical <sup>1</sup>	46	1.1	37	0.9	83	2.0
<b>Total</b>	<b>2299</b>	<b>56.0</b>	<b>1804</b>	<b>44.0</b>	<b>4103</b>	<b>100</b>

<sup>1</sup>NHS, GP, and any clinical staff are grouped in the Clinical grade.

The proportion of female colleagues has decreased slightly since last year (55.7%) but is still slightly higher than the UK benchmark of 54.6%. The proportion of male colleagues has increased slightly since last year (44.3%) and is lower than the UK benchmark of 45.4% (Advance HE Statistical Report 2023).

*Note – information provided in this section refers to number of contracts as opposed to headcount.*

Grade 8 continues to hold the highest percentage of colleagues for both females 13.4%, and males 9.7%.

More females occupy positions at grades 3,4,5,6,7,8,9,10a and clinical posts than males. More males occupy posts at grade 1,2,10 and 11.

## CONTRACT TYPE

## ACADEMIC

Female	45.8%	839
Male	54.2%	991
<b>Total</b>		<b>1830</b>

## PROFESSIONAL SERVICES

Female	64.2%	1460
Male	35.8%	813
<b>Total</b>		<b>2273</b>

## FULL TIME

Female	50.3%	1553
Male	49.7%	1534
<b>Total</b>		<b>3087</b>

## PART TIME

Female	73.4%	746
Male	26.6%	270
<b>Total</b>		<b>1016</b>

## PERMANENT

Female	56.0%	1706
Male	44.0%	1338
<b>Total</b>		<b>3044</b>

## FIXED TERM

Female	56.0%	593
Male	44.0%	466
<b>Total</b>		<b>1059</b>

*Note – information provided in this section refers to number of contracts as opposed to headcount.*

45.8% of all academic contracts (including clinical, research and tutors) are held by females, which is comparable to last year (45.9%).

26% of professors are female (as at 31.3.24), an increase of 12% since 2012. This is slightly lower than the national HEI UK benchmark of 29.7% (Advance HE Statistical Report 2023).

64.2% of professional service contracts are held by females, compared to 35.8% held by males and remains the same as last year.

The percentage of full-time contracts held by males (49.7%) and females (50.3%) remains the same as last year.

The data shows that significantly more part time contracts are held by females. Of all part time contracts, 73.4% are held by females and 26.6% are held by males.

Of all the contracts held by females, 32% are part time compared to 34% last year, of all the contracts held by males, 15% are part time compared to 16% last year.

Of all permanent contracts, 56% are held by females and 44% are held by males.

Of all contracts held by females, 26% are fixed term contracts and of all contracts held by males, 26% are fixed term contracts. These are both lower than last year, 28.1% and 28% respectively.

This continues to be a positive story and the result of an ongoing focus to review fixed term contracts at the point of renewal and convert to permanent contracts where feasible.

## RECRUITMENT

Posts advertised **749**

## APPLICATIONS BY SEX

Male	53.5%	6045
Female	45.2%	5106
Prefer not to say	1.1%	124
Other	0.3%	29
<b>Applications received</b>		<b>11304</b>

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

45.2% of female applications were received, which was 5.6% lower than last year. 53.5% of male applications were received which was 5.9% higher than last year.

APPLICANT SUCCESS RATE  
(WITHIN OWN GROUP)

Female	14.7%	749
Prefer not to say	12.6%	15
Other	10.3%	3
Male	9.2%	554
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and increased volume of applications received (57% higher than last year).

Female applicants are more successful (14.7%) than male (9.2%) applicants. Both female and male success rates have decreased since last year (17% and 13.9% respectively).

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

## GENDER PAY

Mean	13.4%
Median	5.6%

This is snapshot data taken on 31st March 2023, as reported in Gov.uk.

The gender pay gap is the percentage difference of average pay between female and male colleagues. This is different to equal pay, which compares the pay of female and male colleagues doing the same job.

The gap is calculated in two ways; the mean average is the total of all salaries divided by the number of colleagues; the median average is the middle salary, when ordering them from lowest to highest.

We published our gender pay gap figures on gov.uk in March. Further details can be found on our [website](#).

The main reason for our gap is due to the balance of male and female colleagues working at different levels; more male colleagues work in senior roles; more female colleagues than males work at lower graded roles. We are pleased to note that the mean percentage gap has reduced by 1% over the past year and the median has reduced by 0.1%.

## LEAVERS

Female	57.6%	441
Male	42.4%	324
<b>Total</b>		<b>765</b>

The percentage of female leavers (57.6%) is proportionate to the university pool of female colleagues (55.5%). The rate of male leavers (42.4%) is proportionate to the university pool of male colleagues (44.5%).

## TRAINING

Classroom courses provided **430**

**CLASSROOM BASED TRAINING**

Female	66.3%	2980
Male	33.7%	1513
<b>Total</b>		<b>4493</b>

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

There has been an increase in the proportion of females attending classroom-based training by 1.2% since last year.

There has been a decrease in males attending classroom-based training by 1.2% since last year.

**ONLINE TRAINING**

Female	57.6%	3964
Male	42.4%	2921
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

The proportion of females (57.6%) and males (42.4%) participating in online training is comparable to last year (58.2% and 41.8% respectively).

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

Female	63.6%	7
Male	36.4%	4
<b>Total</b>		<b>11</b>

### DISCIPLINARY

Male	85.7%	6
Female	14.3%	1
<b>Total</b>		<b>7</b>

Across the reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted.

The number of grievances have decreased this year (11) compared to last year (17).

Of the grievances, 63.6% (7) were female and 36.4% (4) were male.

As for the conducted disciplinary cases, 85.7% (6) were male and 14.3% (1) were female.

# SEXUAL ORIENTATION

## COLLEAGUE COMPOSITION

Heterosexual	74.9%	2992
Prefer not to say	19.2%	768
LGB+	5.8%	233
Bi	2.7%	106
Gay	1.7%	66
Gay / Lesbian	0.9%	36
Other	0.6%	25
<b>Total</b>		<b>3993</b>

The total disclosure for LGB+ colleagues has increased to 5.8% this year from 5.6% last year, and this remains above the UK benchmark of 4.2% (Advance HE Statistical Report 2023).

Heterosexual colleague disclosures remain the largest proportion and have remained the same as last year (74.9%).

The number of colleagues who prefer not to say has dropped by 0.2%, from 19.4% last year to 19.2% this year, indicating increased confidence in disclosing this information.

Please note information relating to gender reassignment is presented separately, please see table of contents for page number.

## RECRUITMENT

**Posts advertised** **749**

### APPLICATIONS BY ORIENTATION

Heterosexual	81.7%	9233
LGB	10.4%	1171
Bi	6.0%	674
Gay	2.1%	237
Other	1.5%	175
Gay / Lesbian	0.8%	85
Prefer not to say	7.9%	900
<b>Applications received</b>		<b>11304</b>

The number of posts advertised (749) have decreased since last year (971) and this is due to the University financial sustainability programme. The number of applications received has increased this year (11304) compared to last year (7221).

The percentage of LGB+ applicants has increased from 9.2% last year to 10.4% this year. There has been a slight decrease in the percentage of heterosexual applicants by 0.5%, from 82.1% last year to 81.6% this year.

There has been a decrease in applicants responding 'prefer not to say' from 8.7% last year to 7.9% this year, indicating increased confidence in disclosing this information.



# SEXUAL ORIENTATION

## APPLICANT SUCCESS RATE (WITHIN OWN GROUP)

LGB	15.2%	178
Gay / Lesbian	17.6%	15
Bi	16.0%	108
Other	14.9%	26
Gay	12.2%	29
Prefer not to say	13.5%	121
Heterosexual	11.1%	1022
<b>Total success rate</b>	<b>11.7%</b>	<b>1321</b>

The overall applicant success rate has decreased from 15.5% to 11.7%.

The lower success rate for this year can be explained by the lower number of vacancies (23% lower than last year) and increased volume of applications received (57% higher than last year).

The success rate for LGB+ applicants has decreased from 16.6% last year to 15.2% this year. However, it remains higher than the success rate of heterosexual applicants which is 11.1% this year, a decrease from 15.4% last year.

Based on feedback received, HR introduced a new CV method for recruitment which started in November 2023, and we will review the impact of this recruitment process next year.

## LEAVERS

Heterosexual	79.9%	611
Prefer not to say	12.0%	92
LGB	8.1%	62
Bi	4.2%	32
Gay / Lesbian	1.7%	13
Gay	1.4%	11
Other	0.8%	6
<b>Total</b>		<b>765</b>

79.9% of leavers defined themselves as Heterosexual and 8.1% of leavers defined themselves as LGB+, which is greater than the pool of LGB+ colleagues (5.8%).

# SEXUAL ORIENTATION

## TRAINING

**Classroom courses provided** **430**

The number of classroom courses (430) has increased during the reporting period as compared to last year (353).

### CLASSROOM BASED TRAINING

Heterosexual	79.4%	3566
Prefer not to say	13.2%	596
LGB	7.4%	331
Bi	3.5%	159
Gay	1.8%	79
Gay / Lesbian	1.1%	48
Other	1.0%	45
<b>Total</b>		<b>4493</b>

The number of classroom-based training participants has increased this year to 4493, compared to last year (3977).

The increase in classroom-based training, can be partly attributed to launching some new courses i.e. Leading through Uncertainty in 2023, some new line manager training modules including Wellbeing related courses, an increase in demand for further menopause modules, and returning to more classroom-based staff induction courses than previous years.

The percentage of LGB+ colleagues has increased for classroom-based training from 7.2% last year to 7.4% this year and is greater than the pool of LGB+ colleagues (5.8%).

### ONLINE TRAINING

Heterosexual	81.0%	5580
LGB	9.7%	668
Bi	5.3%	363
Gay	1.7%	117
Gay / Lesbian	1.4%	94
Other	1.4%	94
Prefer not to say	9.3%	637
<b>Total</b>		<b>6885</b>

The number of online training participants has decreased significantly to 6885 this year, as compared to 9280 last year. The significant decrease in online training can be attributed to the return of delivering face to face training as a preference to online training and there was a drive last year for colleagues to complete mandatory modules i.e. GDPR Refreshers and Research Integrity Training.

The percentage of LGB+ colleagues has decreased for online training from 11.5% last year to 9.7% this year but is still greater than the pool of LGB+ colleagues (5.8%).

# SEXUAL ORIENTATION

## GRIEVANCE AND DISCIPLINARY

The data for grievance and disciplinary shows the number of cases reported by the protected characteristic of the individual.

### GRIEVANCE

Prefer not to say	54.5%	6
Heterosexual	45.5%	5
<b>Total</b>		<b>11</b>

### DISCIPLINARY

Heterosexual	71.4%	5
Prefer not to say	28.6%	2
<b>Total</b>		<b>7</b>

Across the reporting period, 11 grievances were raised, and 7 disciplinary cases were conducted.

The number of grievances have decreased this year (11) compared to last year (17).

Of the grievances, 45.5% (5) identified as heterosexual and 54.5% (6) preferred not to say.

For the conducted disciplinary cases, 71.4% (5) colleagues identified as heterosexual, and 28.6% (2) preferred not to say.

# EQUALITY IMPACT ASSESSMENTS

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## **EQUALITY IMPACT ASSESSMENTS (EIA'S) WERE CONDUCTED OVER THE REPORTING PERIOD OF 1<sup>ST</sup> APRIL 2023 - 31<sup>ST</sup> MARCH 2024**

Amongst those completed during the reporting period were Equality Impact Assessments on:

AI and Assessment Policy, Assessment, Marking and Feedback Policy, Global Mobility Policy, Implementation of Report and Support System, IT Policies, Stress Policy, Student Mental Health Policy.

The University also commenced a programme of change which will allow it to navigate current financial and sectoral challenges whilst maintaining its vision to remain a global, multidisciplinary and research-intensive University. The University is committed to embedding equality, diversity and inclusivity throughout the delivery of this programme and has therefore also conducted numerous equality impact assessments as appropriate and relevant.

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# STUDENT DATA 2023 / 2024

## SEX

Female	51%	12891
Male	48%	12190
Non-binary	<1%	129
Other	<1%	16
<b>Total</b>		<b>25226</b>

## UNDERGRADUATE

Male	50%	8667
Female	49%	8490
Non-binary	<1%	101
Other	<1%	11
<b>Total</b>		<b>17269</b>

## POSTGRADUATE

Female	55%	4401
Male	44%	3523
Non-binary	<1%	28
Other	<1%	5
<b>Total</b>		<b>7957</b>

## GENDER REASSIGNMENT

Same as at birth	95%	24226
Unknown	5%	693
Different to at birth	<1%	307

## SEXUAL ORIENTATION

Heterosexual	76%	19214
Unknown	11%	806
Bi	8%	1891
Other	3%	823
Gay	1%	254
Gay/Lesbian	1%	245

## RELIGION

No religion	44%	11174
Christian	18%	4563
Not known	27%	6817
Muslim	5%	1262
Other religion	6%	1410

Other religion includes Buddhist, Hindu, Jewish, Sikh, Spiritual and other religious beliefs.

## DISABILITY

No known disability	84%	21160
Disabled	16%	4066

## AGE

<19	<1%	537
19-21	36%	10151
22-24	26%	5604
25+	38%	8934

## UNDERGRADUATE

<19	<1%	537
19-21	52%	10032
22-24	28%	3654
25+	19%	3045

## POSTGRADUATE

19-21	<1%	119
22-24	22%	1950
25+	78%	5889

# STUDENT DATA 2023 / 2024

## RACE

White	60%	15122
Ethnic minority	34%	8576
Unknown	6%	1528

(Includes not known and unknown)

Ethnic minority includes Bangladeshi, Black, Chinese, Indian, Mixed, Other, Arab, Asian, and Pakistani.

## TOTAL DISAGGREGATED ETHNIC MINORITY STUDENTS

Asian	16%	3938
Black	8%	2077
Mixed	3%	804
Other	1%	369
Chinese	3%	772
Arab	2%	616

## DISAGGREGATED OVERSEAS ETHNIC MINORITY STUDENTS

Asian	6%	1390
Black	3%	674
Mixed	3%	700
Other	<1%	168
Chinese	<1%	111
Arab	<1%	156

## DISAGGREGATED HOME ETHNIC MINORITY STUDENTS

Asian	10%	2548
Black	6%	1403
Mixed	<1%	104
Other	1%	201
Chinese	3%	661
Arab	2%	460

# BUILDING AWARENESS

SWANSEA UNIVERSITY EVENTS 1<sup>ST</sup> APRIL 2023 – 31<sup>ST</sup> MARCH 2024



**PRIDE MONTH** JUNE 2023

Make caring  
**Visible, Valued  
and Supported**

**Carers Week**  
5-11 June 2023



**CARER'S WEEK** 5TH-11TH JUNE 2023

**DISABILITY HISTORY MONTH**  
16TH NOVEMBER - 16TH DECEMBER 2023



Spread  
*Love*  
NOT HATE



**BLACK HISTORY MONTH** OCTOBER 2023

**HATE CRIME AWARENESS WEEK**  
14-21<sup>ST</sup> OCTOBER 2023


**INTERFAITH WEEK**  
13TH - 17TH NOVEMBER 2023



**Inter Faith Week**  
[www.interfaithweek.org](http://www.interfaithweek.org)



**HOLOCAUST MEMORIAL DAY**  
27/1



**LGBT+ History Month**  
Founded by:  
**SCHOOLS OUT**

**LGBT+ HISTORY MONTH** FEBRUARY 2024

**HOLOCAUST MEMORIAL DAY**  
27TH JANUARY 2024



International Women's Day  
**INTERNATIONAL WOMEN'S DAY 2024**  
#EmbraceEquality

**INTERNATIONAL WOMENS DAY**  
MARCH 2024

**THE Bigger PICTURE Festival**

**BIGGER PICTURE FESTIVAL** MARCH 2024

The University's Strategic Equality Plan 2020-2024 aims to demonstrate how as a university we are committed to fairness across all aspects of the University's work. We have set series of equality outcomes and an action plan, which shows how the University intends to promote equal opportunities for all, creating a positive difference for students and staff studying and working in the University.

From 2024, our new Strategic Equality Plan 2020-2024 was developed detailing our new outcomes and action plans from 2024-2028. We will provide progress on the [Strategic Equality Plan 2024-2028](#) in our 2024-2025 Equality Annual Report.

Progress made on the University's Strategic Equality Plan 2020-2024 for the period 1st April 2023 – 31st March 2024 is highlighted below.

## OUTCOME 1

Ensure fairness in pay with regards to gender, ethnicity and disability, by reporting on and reducing the identified pay gaps.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

Gender: To reduce the current mean gender pay gap by 2 percentage points by 2024.

### PROGRESS REPORT:

During the reporting period the mean percentage gap has reduced from 14.4% to 13.4% and the median has reduced slightly from 5.7% to 5.6%. We will continue work to reduce the gap further.

In the last 4 years we have seen a 5% reduction for the mean percentage gap from 18.4% to 13.4% and a reduction of 5.5% for the median percentage gap from 11.1% to 5.6%. We will continue to maintain focus by reducing this gap further and this outcome has been included in the new Strategic Equality Plan 2024-2028.



## OUTCOME 2

Promote and improve a culture of dignity and respect for all by increasing awareness of reporting of bullying and harassment.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

Colleagues and students demonstrate an increased awareness of policy in relation to Dignity at Work and Study.

### PROGRESS REPORT:

A review of the Dignity at Work and Study policy by Human Resources and Academic Services is in its final stages.

Awareness of the Dignity at Work and Study policy is promoted via staff induction and all staff emails.

We have delivered several face-to-face training sessions for staff aimed at increasing understanding and awareness of bullying and harassment.

Through marketing of events such as Black History Month, LGBT History Month etc, we have included information regarding reporting procedures.

Feedback from the Race Survey indicated that ethnic minority colleagues shared that sense of belonging was an issue and actions to address this, have been included in our Race Action Plan.

An online reporting form was also introduced for our trained bullying/harassment advisors, to assist with ease of reporting.

Colleagues and students report an increased confidence in the reporting of bullying and harassment.

Implementation of the Report and Support system for sexual violence was implemented last year and this will continue to be a work in progress until the system is utilised to its fullest potential.

## OUTCOME 3

An improved diversity of representation on university governance committees.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

There is a 50/50 gender balance on Council University committees, where this has not been achieved so far.

### PROGRESS REPORT:

All Council University committees now have access to and review the diversity of their members in advance of appointment processes. At present the female representation is 44% on Council has increased as a result of positive action taken, this will remain a work in progress, and we will continue to work on increasing these through the new Strategic Equality Plan 2024-2028.

Increase the percentage of Council members from an ethnic minority background to 10%, reflective of the local area.

All Council University Committees now have access to and review the diversity of their members in advance of appointment processes. University Council members from an ethnic minority background currently make up 27% of Council which is greater than the local community representation.

## OUTCOME 4

Attract and recruit diverse and quality leaders who fulfil our leadership values and behaviours.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

Over the 4 year period, for all PVC, Director and PVC Executive Deans, 50% of those appointed are female.

### PROGRESS REPORT:

During the reporting period females represented 43% of all PVC, Director and PVC Executive Deans and females represented 56% of the University Senior Leadership team. This continues to be a work in progress and opportunities to maintain representation of women in leadership positions will continue to be taken.

Over the 4 year period, for all PVC, Director and Heads of Faculty roles, 15% of those appointed are from an ethnic minority background

During the reporting period there were no new appointments from an ethnic minority background for PVC, Director or Heads of Faculty roles. The University Senior Leadership team is currently under representative of our ethnic minority colleagues, and this is being addressed as part of our Race Equality Action Plan. The University aims to make a submission for the Race Equality Charter in 2025.

Over the 4-year period to increase the percentage of LGBT+ Professors to 2.4%.

As of 31st March 2024, 2.7% of Professors identified as LGBT+. This objective has been achieved but we will still continue to progress work in this area.

## OUTCOME 5

To develop a diverse, high quality academic and professional services workforce.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

Higher success rate of all applicants to academic promotions at all levels, specifically a higher success rate for female academic and academics from an ethnic minority background

### PROGRESS REPORT:

There was a pause on academic promotions during the reporting round. However, there continues to be analysis of promotions data to determine actions that would be beneficial for women and ethnic minority colleagues in order to meet the objective.

## OUTCOME 6

To attract and recruit a diverse high quality academic and professional services colleagues that share our ambition.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

Numbers of female Professors increased to sector benchmark.

### PROGRESS REPORT:

26% of Professors are female, an increase of 12% since 2012. The current sector benchmark is 30% and work in this area continues. We continue to use the opportunities that we have, to attract females to Professorial positions.

To increase the success rate for applicants from an ethnic minority background at appointment, to make this comparable to white applicants.

The success rate for applicants in the recruitment process from an ethnic minority background is 7.6% and continues to be lower than white applicants at 20.8%. We will continue our work in this area, and targeted actions to address this difference will be included in the University Race Equality Action Plan.

## OUTCOME 7

Excelling achievement for students from all ethnic backgrounds

### OBJECTIVES AND OVERALL SUCCESS MEASURE

The degree awarding differential for students from an ethnic minority background is reduced

### PROGRESS REPORT:

UG degree outcome data is only available from 1st August 2022 to 31st July 2023.

During COVID, assessments moved almost entirely online, and a 'no detriment' policy was in place. During this period the good degrees (first and upper second-class honours) gap between UK ethnic minority and white students reduced from 10% in 2018/19 to 5% in 2019/20, 6% in 2020/21 and 5% in 2021/22. Unfortunately, the gap widened in 2022/23 to 9%. The gap between non-UK and UK white students has persisted since 2018/19 and in 2022/23 was 10% overall but 16% for non-UK ethnic minority students.

Internal analysis of the variables which are significant in the degree awarding differential for undergraduate students identified effects related to the programme of study and level of engagement with scheduled learning sessions. Further external analysis has been undertaken and will be an area of work that is monitored.

The University wide change enhancement which will deliver on more inclusive and accessible learning is the Curriculum Transformation which is underway and due to complete in summer 2026. It is anticipated that this will reduce the degree awarding differential.

## OUTCOME 8

Delivery of an innovative and collaborative CONNECT programme aimed at students to promote positive and healthy behaviours.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

To embed wellbeing into the culture of our institutions, creating a connected community with trained colleagues and students ("Connectors"), enabling a shift to a whole university approach supporting mental health and wellbeing.

To establish a sustainable preventative model of delivery that is flexible and meets the differing needs of partner institutions, and, changes in student wellbeing needs over time.

### PROGRESS REPORT:

The CONNECT programme was initially funded through MEDR. In order to embed this area of work, we have staff trained in Mental Health First Aid across the university.

## OUTCOME 9

Centenary curriculum commitment will be embedded by 2024.

### OBJECTIVES AND OVERALL SUCCESS MEASURE

The six dimensions of the Centenary Curriculum will be embedded to the highest standard within all programmes to develop the Swansea Graduate.

### PROGRESS REPORT:

Following the development of the Centenary Curriculum principles and attributes, the University has moved forward with a full Curriculum Transformation programme which has now replaced the Centenary Curriculum. The Principles have been fully embedded in the revised Design Principles, which are now being used to drive a broad review and redevelopment of programmes across the University, ensuring that Swansea Graduates achieve the agreed Graduate Attributes, and this project is now underway.

**Notes on the data presented:** To allow for easy comparisons, this report follows a similar format to previous years. The majority of data covers the period of 1 April 2023 – 31 March 2024; where snapshot data has been used, this has been noted as of 31st March 2024. All benchmarking data is from the Advance HE Higher Education Statistical Report 2023 unless stated otherwise. We have aimed to be as detailed as possible in presenting the data, but where figures are low enough to identify individuals, we have grouped categories accordingly.