



Cardiff
Metropolitan
University

Prifysgol
Metropolitan
Caerdydd

Equality & Diversity Annual Report



2022/23

Foreword

On behalf of the University, I am pleased to present this year's Annual Report, covering the period April 1st 2022 – March 31st 2023, providing the relevant monitoring data and outlining our ongoing work and commitment at Cardiff Met aimed at meeting our ambitions set out within our Strategic Equality Plan 2020-24.

Our aspirations within the Strategic Equality Plan 2020-2024 are to improve Cardiff Met's equality and diversity profile, signalling our long-term commitment to champion equality of opportunity and promote effective and inclusive practice in Higher Education.

As a cross-cutting strategic agenda our Strategic Equality Plan is relevant to every student, internal and external stakeholder and staff member of the University. We acknowledge that it is an evolving document and we will review it to ensure it remains fit for purpose.

Professor Julia Longville

Chair of Equality, Diversity and Inclusion Committee
Dean for Cardiff School of Education and Social Policy



Introduction

The University places a great emphasis and value on Equality, Diversity and Inclusion (EDI) and we are committed to promoting and implementing best practice in EDI to provide a positive working and learning environment for our #OneCardiffMet community.

We wish to ensure that Cardiff Met considers all aspects of equality, diversity and inclusion, ensuring that our policies and practices meet our statutory duties to support equality, diversity and inclusion, while also utilising sector best practice.

At Cardiff Met, we recognise the importance of the Welsh Language and are committed to ensuring that the Welsh and English languages are treated on a basis of equality when conducting our business in Wales. We aim to provide a culture where Welsh speaking staff, students and the public feel comfortable and confident in engaging with the University through the medium of Welsh.

Under the Specific Duties for Wales of the Equality Act 2010 Cardiff Met is required to produce a Strategic Equality Plan outlining equality objectives and to publish an annual monitoring report by the 31st March each year. The following report provides an overview of Cardiff Met's equality data for the period 1st April 2022 – 31st March 2023. In a step-change from previous reporting periods and to ensure consistency across our data at Cardiff Met, we are utilising HESA staff and student 22/23 data.

EDI Governance at Cardiff Met

Board of Governors

The Board of Governors is made up of both external and internal members, with a lay majority; they have responsibility for the educational character and mission of our university, as well as having oversight of its activities.

Key functions of the Board include considering and approving our strategic plan, which sets our university's aims and objectives, and overseeing the financial, physical, and staffing strategies necessary to achieve this plan.

Academic Board

The Academic Board is a Committee of the Board of Governors and is responsible for advising the Vice-Chancellor and the Board of Governors. The Academic Board is both the University's academic authority and its senior decision-making body for resources which support the University at a strategic level.

University Executive Group

The University Executive Group (UEG) membership consists of the senior leadership team of the University and assists the Vice-Chancellor.

Equality, Diversity and Inclusion Committee

The Equality, Diversity and Inclusion Committee's aim is to promote and advance equality, diversity and inclusion across the University. The committee provides assurance to Academic Board on the execution of this responsibility and has oversight of the University's Strategic Equality Plan. The committee brings together key stakeholders from across the University to monitor progress in meeting the Equality Act 2010 general duty and other relevant equality legislation, ensuring the delivery of strategic targets and objectives.



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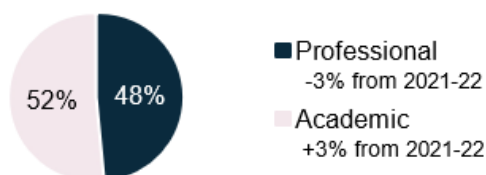
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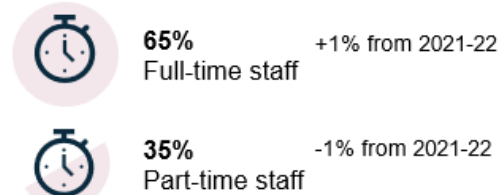
SnapShot
Data 2022/23

Staff Profile 'Snapshot' 2022-23

Service Area



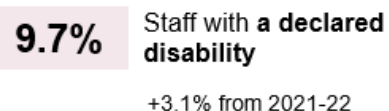
Full/Part-time



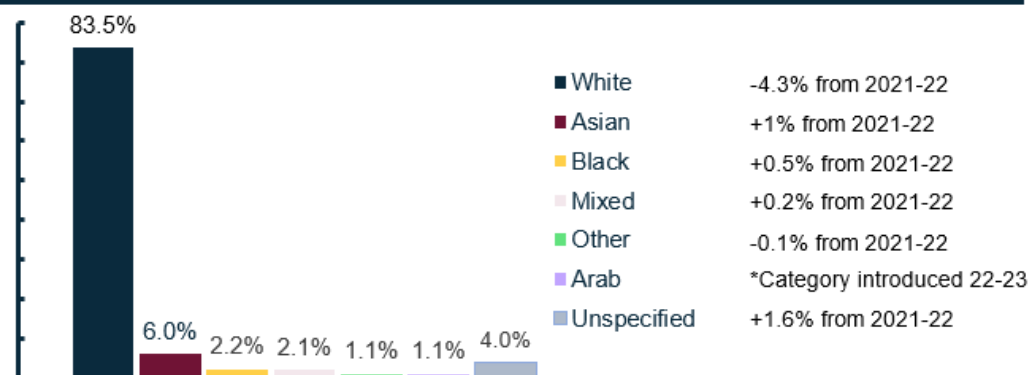
Gender



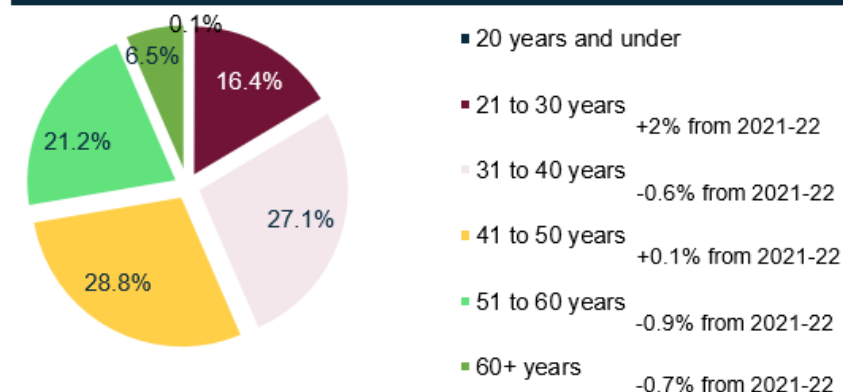
Disability



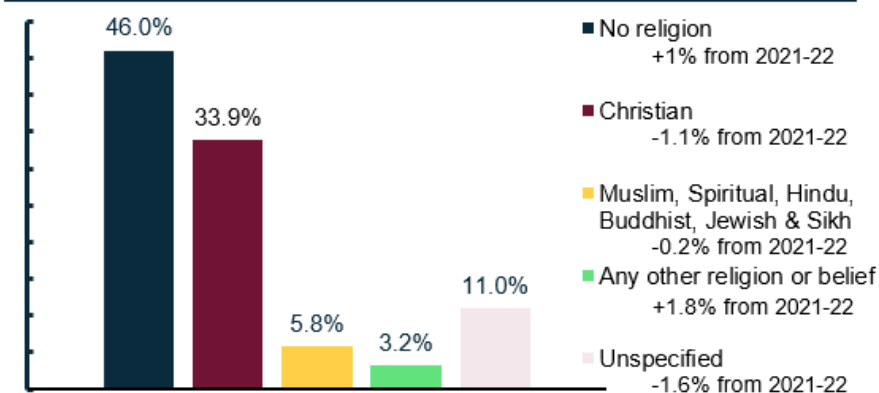
Ethnicity



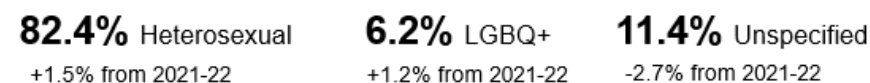
Age Group



Religion



Sexual Orientation



Student Profile 'Snapshot' 2022-23

Full/Part-time



90%
Full-time students



10%
Part-time students

Level of study



65%
Undergraduate students



35%
Postgraduate students

Gender



48.3% male

<1% other



51.7% female

Welsh Language



6% Welsh Speakers



92% Non-Welsh Speakers

Disability

86%

Students with **no known disability**

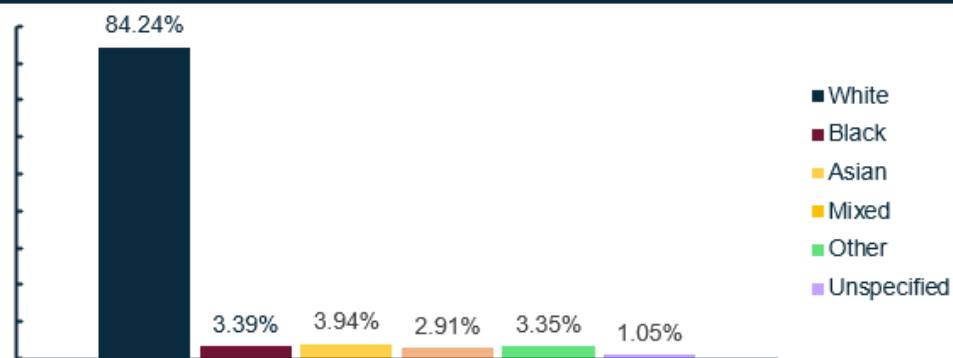
-1% from 2021-22

14%

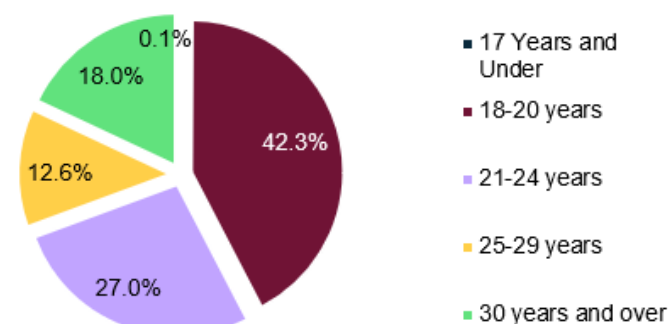
Students with **a declared disability**

-1% from 2021-22

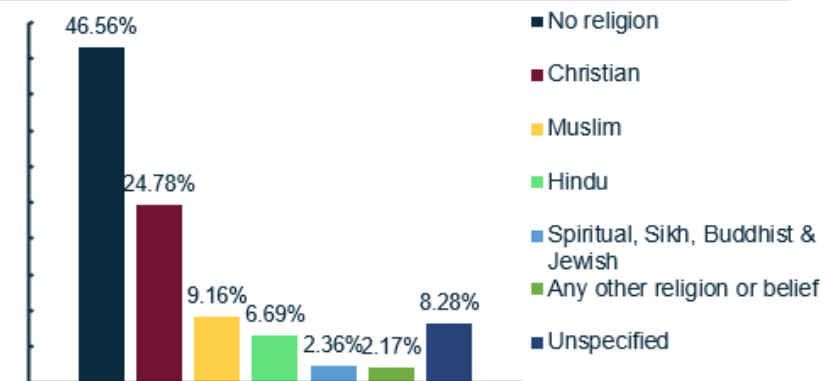
Ethnicity



Age Group



Religion



Sexual Orientation

76% Heterosexual

-1% from 2021-22

11% LGBTQ+

+1% from 2021-22

14% Unspecified



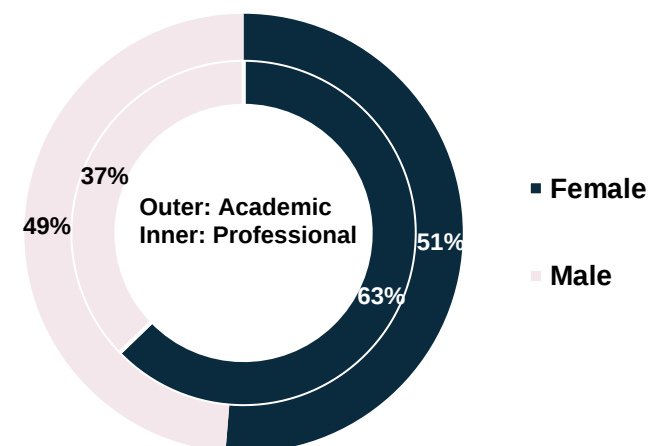
Staff Profile
2022/23

Staff Profile Data 2022-23

Sex

	Academic	Professional	Total
Male	482	347	829 (43%)
Female	508	585	1093 (57%)
Total	990	932	1922

Figure 1: Sex of staff by function



Grade*	Male	Female	Total
1A/1B	16	34	50 (3%)
2A/2B	28	37	65 (3%)
3A/3B	35	94	129 (7%)
4A/4B	55	137	192 (10%)
5A/5B	44	102	146 (7%)
6A/6B	102	111	213 (11%)
7A/7B	272	266	538 (28%)
8A/8B	149	196	345 (18%)
9A/9B	67	84	151 (8%)
Above grade 9	61	32	93 (5%)
Total	829	1093	1922

Figure 2: Sex of staff by grade

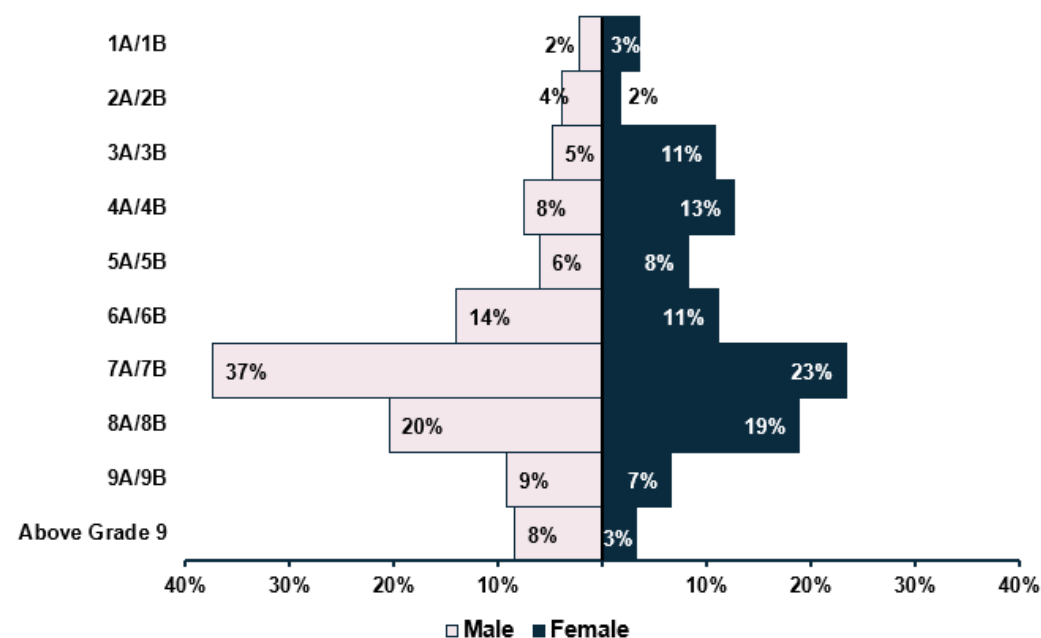


Table 3: Sex of staff by working pattern

	Full-time	Part-time	Total
Male	563 (68%)	266 (32%)	829
Female	677 (62%)	416 (38%)	1093
Total	1240	682	1922

Table 4: Sex of staff by contract type

	Fixed-term	Permanent	Total
Male	136 (16%)	693 (84%)	829
Female	210 (19%)	883 (81%)	1093
Total	346	1576	1922

Table 5: Sex of staff by leavers

Male	46 (41%)
Female	65 (59%)
Total	111

Table 6: Sex of staff by Access to training

Male	1005 (58%)
Female	742 (42%)
Total	1747

*Pay by sex broken down:

Grade 1-5 = £22,197 - £36,333

Grade 6-8 = £37,386 - £57,723

Grade 9+ = £59,450 or more

Staff Profile Data 2022-23

Ethnicity

	Academic	Professional	Total
White	767	838	1605 (83%)
BAME	176	65	241 (13%)
Unspecified	47	29	76 (4%)
Total	990	932	1922

	Academic	Professional	Total
White	708	813	1605 (83%)
Arab	16	5	21 (6%)
Black	32	11	43 (2%)
Asian	89	26	115 (2%)
Mixed	24	17	41 (1%)
Other	15	6	21 (1%)
Unspecified	47	29	76 (4%)
Total	990	932	1922

Figure 3: Ethnicity of staff by function

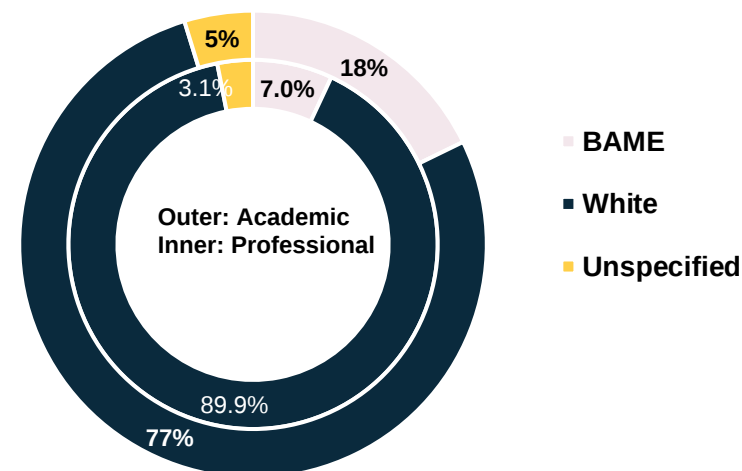


Figure 4: Ethnicity of staff by overall

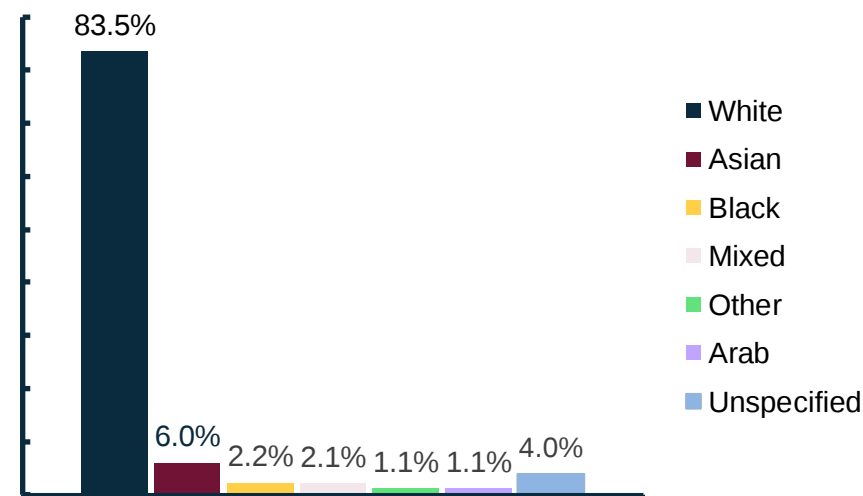


Table 3: Ethnicity of staff by sex			
	Male	Female	Total
White	677	928	1605
Arab	13	8	21
Black	22	21	43
Asian	55	60	115
Mixed	12	29	41
Other	11	10	21
Unspecified	39	37	76
Total	829	1093	1922

Table 4: Ethnicity of staff by leavers	
White	83 (75%)
BAME	25 (22%)
Unspecified	<5 (3%)
Total	111

Table 5: Ethnicity of staff by Access to training	
White	1486 (86%)
Arab	24 (1%)
Black	43 (3%)
Asian	87 (5%)
Mixed	33 (2%)
Other	15 (1%)
Unspecified	36 (2%)
Total	1724

Staff Profile Data 2022-23

Disability

Table 1: Disability of staff by function			
	Academic	Professional	Total
Mental health condition	15	23	38 (2%)
Specific learning difference	34	37	71 (4%)
Other disability	35	43	78 (4%)
No known disability	852	786	1638 (85%)
Unspecified	54	43	97 (5%)
Total	990	932	1922

Table 2: Staff disability profile	
Disability	187 (10%)
No Disability	1735 (90%)
Total	1922

Table 3: Disability of staff by leavers	
Disability	7 (6%)
No Disability	104 (94%)
Total	111

Figure 5: Disability of staff

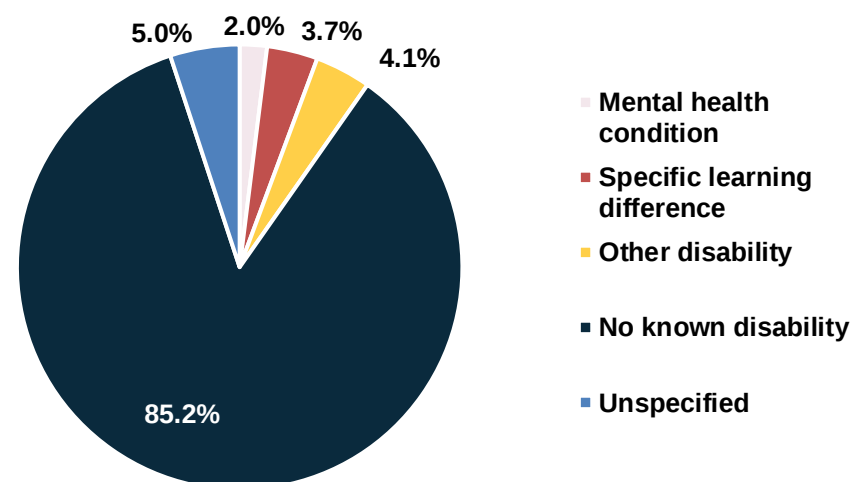


Table 4: Disability of staff by Access to training	
Disability	133 (8%)
No Disability	1422 (81%)
Unspecified	192 (11%)
Total	1747

Staff Profile Data 2022-23

Sexual Orientation

Table 1: Sexual Orientation of staff by function

	Academic	Professional	Total
Bisexual	12	20	32 (2%)
Gay or lesbian	42	31	73 (4%)
Heterosexual	811	772	1583 (82%)
Other	7	7	14 (1%)
Unspecified	118	102	220 (11%)
Total	990	932	1922

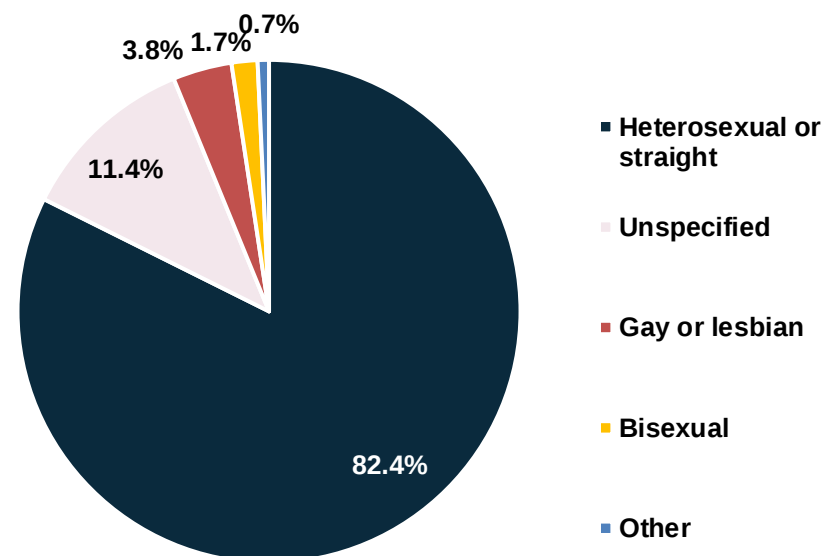
Table 2: Sexual Orientation of staff by leavers

Bisexual	<5 (4%)
Gay or lesbian	<5 (4%)
Heterosexual	96 (86%)
Other	<5 (2%)
Unspecified	5 (4%)
Total	111

Table 3: Sexual Orientation of staff by Access to training

Bisexual	39 (2%)
Gay or lesbian	71 (4%)
Heterosexual	1435 (82%)
Other	15 (1%)
Unspecified	187 (11%)
Total	1747

Figure 6: Sexual orientation of staff



Staff Profile Data 2022-23

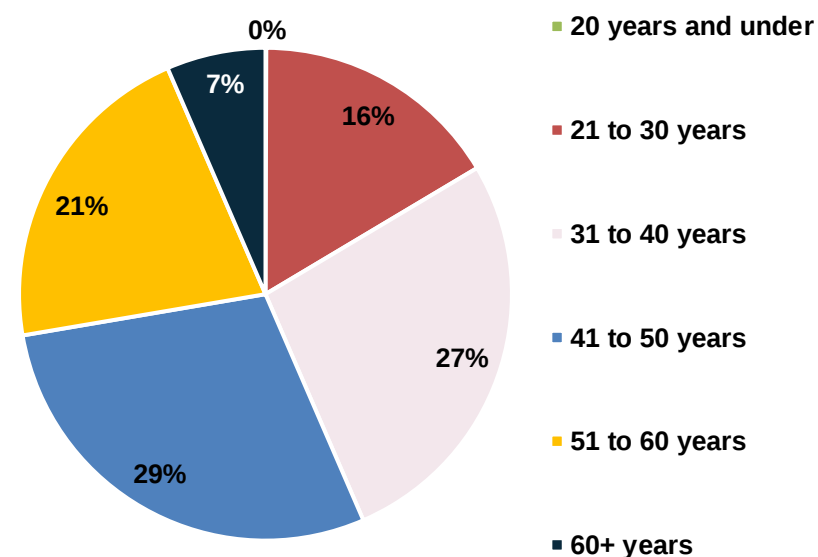
Age

	Academic	Professional	Total
<20 years	-	<5	<5 (<1%)
21 to 30 years	120	195	315 (16%)
31 to 40 years	264	256	520 (27%)
41 to 50 years	301	253	554 (29%)
51 to 60 years	230	177	407 (21%)
60+ years	75	50	125 (7%)
Total	990	932	1922

21 to 30 years	31 (28%)
31 to 40 years	35 (32%)
41 to 50 years	19 (17%)
51 to 60 years	17 (15%)
60+ years	9 (8%)
Total	111

<20 years	13 (1%)
21 to 30 years	297 (21%)
31 to 40 years	459 (32%)
41 to 50 years	479 (34%)
51 to 60 years	37 (3%)
60+ years	129 (9%)
Total	1747

Figure 7: Age of staff



Staff Profile Data 2022-23

Religion and Belief

Table 1: Religion and Belief of staff	
Any other religion or belief	62 (3%)
Buddhist	9 (1%)
Christian	652 (34%)
Hindu	20 (1%)
Jewish	<5 (<1%)
Muslim	75 (4%)
No religion	885 (46%)
Sikh	<5 (<1%)
Unspecified	212 (11%)
Total	1992

Figure 8: Religion and Belief of staff

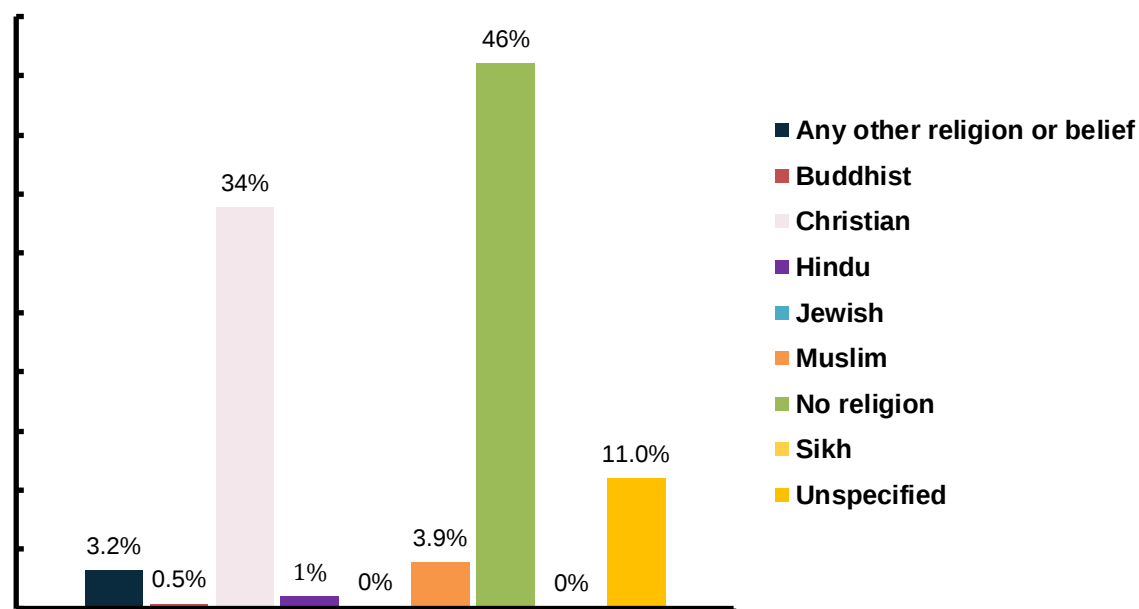


Table 2: Religion and Belief of staff by function

	Academic	Professional	Total
Any other religion or belief	28	34	62
Buddhist	7	<5	9
Christian	333	319	652
Hindu	14	6	20
Jewish	<5	<5	<5
Muslim	61	14	75
No religion	420	465	885
Sikh	<5	<5	<5
Unspecified	122	90	212
Total	990	932	1992

Table 3: Religion and Belief of staff by leavers

Any other religion or belief	5 (5%)
Buddhist	<5 (1%)
Christian	39 (41%)
Hindu	<5 (1%)
Muslim	<5 (1%)
No religion	48 (51%)
Total	111

Table 4: Religion and Belief of staff by Access to training

Any other religion or belief	23 (1%)
Buddhist	14 (1%)
Christian	596 (34%)
Hindu	21 (1%)
Jewish	<5 (<1%)
Muslim	83 (5%)
Spiritual	30 (2%)
Sikh	<5 (<1%)
No religion	800 (46%)
Unspecified	173 (10%)
Total	1747

Staff Profile Data 2022-23

Marriage & Civil Partnerships

Table 1: Marital status of staff by function			
	Academic	Professional	Total
Married/Civil Partnership	513	405	918 (48%)
Never Married/Registered in Civil Partnership	324	429	753 (39%)
Unspecified	130	76	206 (11%)
Co-habiting	17	15	32 (2%)
Divorced/formerly in a civil partnership	5	<5	9 (<1%)
Separated	<5	<5	<5 (<1%)
Total	990	932	1922

Table 2: Marital status of staff by leavers	
Married/Civil Partnership	44 (40%)
Never Married/Registered in Civil Partnership	58 (52%)
Unspecified	9 (8%)
Total	111

Table 3: Marital status of staff by Access to training	
Married/Civil Partnership	813 (47%)
Never Married/Registered in Civil Partnership	729 (42%)
Unspecified	167 (10%)
Co-habiting	24 (1%)
Divorced/formerly in a civil partnership	9 (<1%)
Separated	5 (<1%)
Total	1747

Staff Profile Data 2022-23

Pregnancy & Maternity

Maternity Leave

43 members of staff took maternity leave during the current reporting period.

Paternity Leave

15 members of staff took Paternity Leave during the current reporting period.

Parental Leave

No members of staff took Parental Leave during the current reporting period.

Adoption Leave

No members of staff took Adoption Leave during the current reporting period.

Shared Parental Leave

2 members of staff took Shared Parental Leave during the current reporting period.

Training

28 members of staff on Maternity leave undertook training during the reporting period.

15 members of staff on Paternity leave undertook training during the reporting period.

2 members of staff on Shared parental leave undertook training during the reporting period.

Staff Profile Data 2022-23

Gender Reassignment

Following a note in last year's report, throughout the 2022/23 period, greater clarity was provided to the voluntary question. Work is still ongoing.

Table 1: Gender Reassignment staff overview

Gender identity same as sex registered at birth	1578 (82%)
Gender identity different to sex registered at birth	19 (1%)
Unspecified	325 (17%)
Total	1922

Table 2: Gender Reassignment of staff by leavers

Gender identity same as sex registered at birth	88 (79%)
Gender identity different to sex registered at birth	<5 (1%)
Unspecified	22 (20%)
Total	111

Table 3: Gender Reassignment of staff by Access to training

Gender identity same as sex registered at birth	1352 (77%)
Gender identity different to sex registered at birth	72 (4%)
Unspecified	323 (19%)
Total	1747

Staff Recruitment Data 2022-23

Recruitment

Recruitment activity such as the use of head hunters, agencies etc is not counted within the tables below.

	White	BAME	Unspecified	Male	Female	No Disability	Disability	LGBQ+
Applications	3182	2408	104	2659	2982	5282	412	611
Interviews	1043	453	23	700	810	1396	123	156
Appointed	465	163	8	277	357	587	49	75

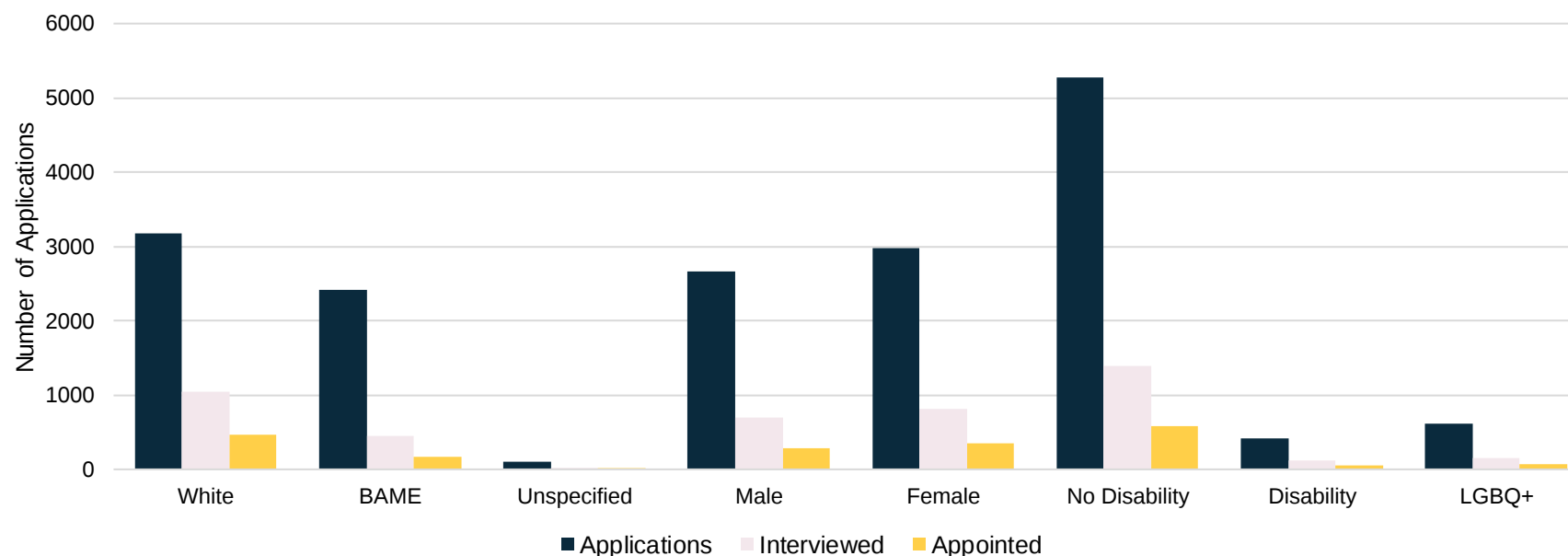


Table 2: Progression through recruitment stages – Gender Reassignment

	Gender identity same as sex registered at birth	Gender identity different to sex registered at birth	Unspecified
Applications	3851	67	1776
Interviews	799	16	704
Appointed	314	7	315

Table 3: Progression through recruitment stages – Religion and Belief

	Any other religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	No Religion	Sikh	Spiritual	Unspecified
Applications	116	112	1655	366	6	649	2313	14	115	348
Interviews	29	23	420	58	<5	131	734	5	24	93
Appointed	13	7	171	20	-	41	327	<5	9	45

Table 4: Progression through recruitment stages – Sexual Orientation

	Bisexual	Gay	Heterosexual	Lesbian	Other	Unspecified
Applications	313	132	4618	65	101	465
Interviews	69	38	1233	27	22	130
Appointed	31	20	506	15	9	55

Table 5: Progression through recruitment stages – Age

	<21	21-30	31-40	41-50	51-60	60+	Unspecified
Applications	64	2383	1620	1023	492	101	11
Interviews	13	533	464	312	172	24	<5
Appointed	9	249	183	119	64	12	<5

Grievances and Disciplinarys 2022-23

Only formal grievances are recorded within People Services as a full and fair procedure in line with the ACAS Code must be followed for any formal grievance raised. The procedure followed will be taken into account if the case reaches an employment tribunal.

We have aimed to be as detailed as possible in presenting the data, but as figures are low enough to potentially identify individuals, we have not published this information and have not separated out the data by grievances or disciplinary.

In 2022/23 there were six formal grievances raised. There was 1 in relation to deception, 2 against a protected characteristic (sex and disability), 2 in relation to bullying and harassment, and 1 containing various elements.

In terms of outcomes and resolution, 2 grievances were not upheld, 2 partially upheld, and 2 are still ongoing.

People Services continue to monitor all cases and assess for any wider EDI issues.

