



2019 - 2020

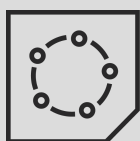
Update on

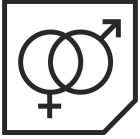
Mainstreaming Activities

**Includes Staff and Student
Diversity Data**

For enquiries and further
information:

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Background

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



Staff Activities



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

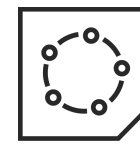
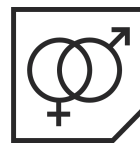


Student Activities

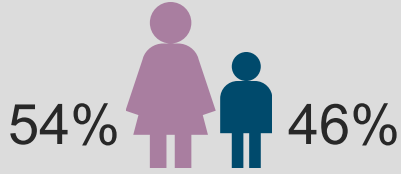
- We have delivered events targeted towards converting more female applicants into STEM (eg. Ada Lovelace events and public engagement in local schools), and also encouraging more male applicants through the Men into Nursing campaign
- The Gender-Based Violence Zero Tolerance campaign was launched in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



Staff Diversity Data 2019-2020



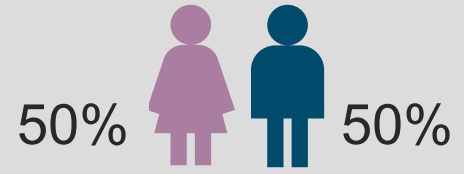
Increasingly more women are employed at Napier



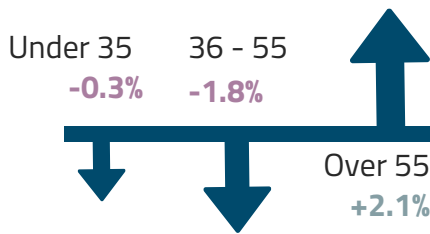
More men are in Senior Management posts (Grade 8+)



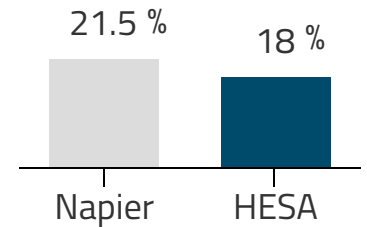
University Court has equal gender representation



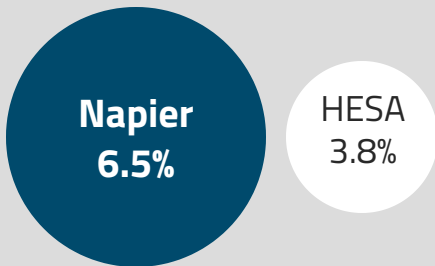
The proportion of staff **over 55** is the fastest growing trend...



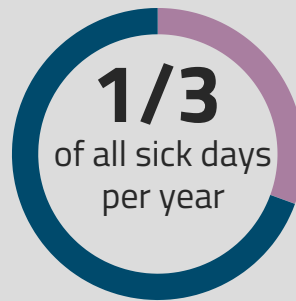
... and is above other Scottish institutions (*HESA, 2018*)



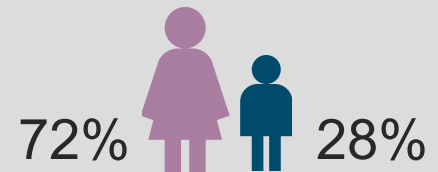
Staff are more likely to disclose a disability at Napier than in other Scottish institutions (*HESA, 2018*)



Mental health and stress absences are increasing



The majority of staff accessing the Employee Assistance Programme are women



The proportion of BAME (*Black Asian and Minority Ethnic*) staff is increasing...



... but is still lower than other Scottish institutions (*HESA, 2018*)



● White ● BAME ● Not stated/known

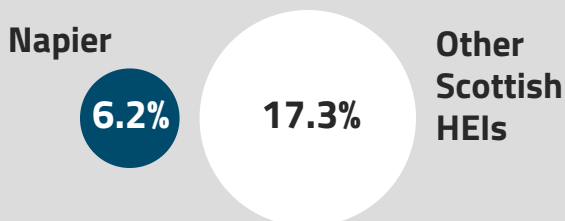
● White ● BAME ● Not stated/known

More staff now disclose personal details about:

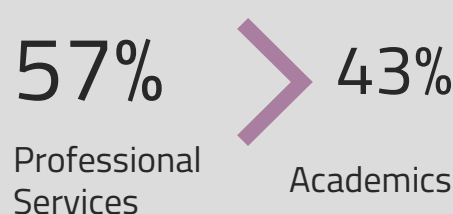
- Disability
- Religion
- Sexual Orientation



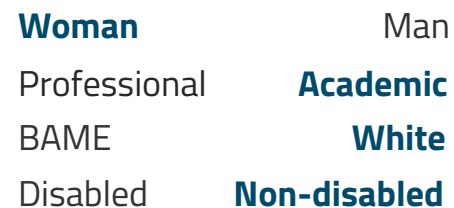
Napier Gender Pay gap is lower than other Higher Education institutions



The FTE ratio of staff remains as below



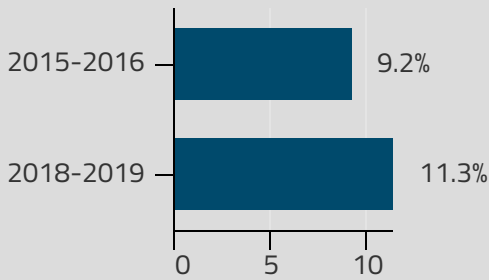
The majority of **promoted** staff are...



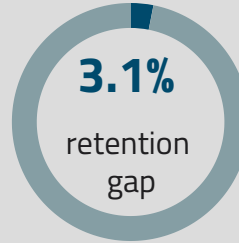
Student Diversity Data 2018-2019



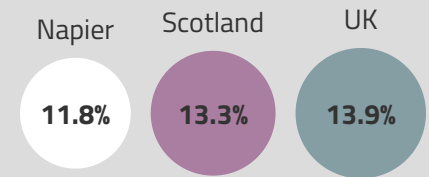
The proportion of applicants declaring a **disability** increases



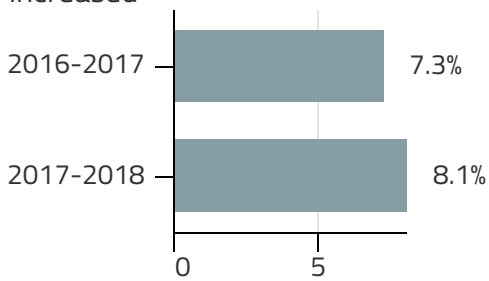
Retention rates of students with disability have been lower than those of students with no known disability.



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

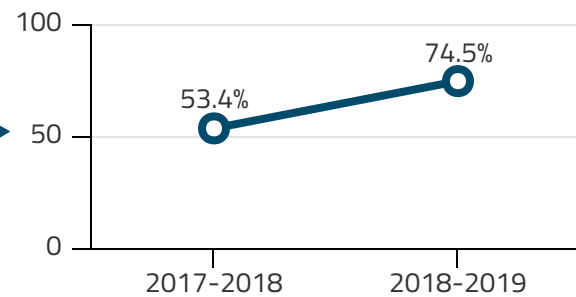


Enrolment of BAME (**Black Asian and Minority Ethnic**) students has increased



White students were more likely to achieve a good honours degree. However...

The proportion of **good honours** degrees awarded to BAME students increased



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

be offered a place to study

have a higher retention rate

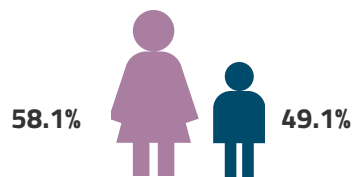
be awarded a good honours degree

However the gaps are decreasing

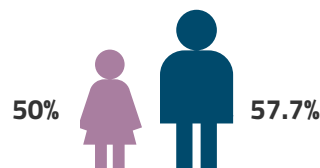


Female students are more likely to be enrolled on a course at ENU and to achieve a good honours degree compared to male students however the **gender** gap is decreasing.

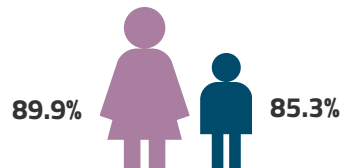
Applying to study at Napier



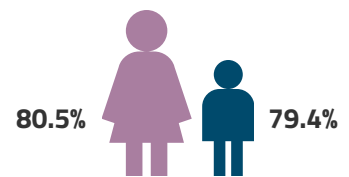
Receiving an offer to study at Napier



Retained at Napier



Achieving a good honours degree



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



- Subjects Allied to Medicine **93.5%**
- Social Studies **85.2%**



- Engineering & Technology **90.6%**
- Computer Science **85.2%**
- Architecture, Building & Planning **75.9%**

Gaps are increasing for:

Computer Science

Architecture

Social Studies