



Cardiff  
Metropolitan  
University

Prifysgol  
Metropolitan  
Caerdydd

# 2016/17

## EQUALITY & DIVERSITY ANNUAL REPORT



This document was approved by Cardiff Metropolitan University's Board of Governors on 27<sup>th</sup> March 2018 and is available on-line at:  
<http://www.cardiffmet.ac.uk/about/structureandgovernance/equalityanddiversity/Pages/Annual-Reports-and-Policies.aspx>

A Welsh version of this document is available at :  
<http://www.cardiffmet.ac.uk/about/structureandgovernance/equalityanddiversity/Pages/Annual-Reports-and-Policies.aspx>

This document can also be made available in alternative formats, e.g hard copy, Braille, large print etc.

If you questions relating to the content of the report, please contact Martin Smith, Civic and International Equality and Diversity Officer at  
[Equality@cardiffmet.ac.uk](mailto:Equality@cardiffmet.ac.uk)

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## Foreword

As Chair of Cardiff Metropolitan University's Equality and Diversity Engagement Group (EDEG) I am very pleased to present the Equality and Diversity Annual Report for 2016-17, covering the period April 1<sup>st</sup> 2016 – March 31<sup>st</sup> 2017. This report and supporting documents demonstrate the University's commitment to equality and diversity and shows how this is delivered through staff and student activities, in line with our Strategic Equality Plan (SEP) 2016-20.

The University's achievements rely upon the hard work and dedication of all staff and particularly upon the work of those who have contributed to the production of this report. I look forward to supporting the University as it works towards the achievement of its equality objectives and the enhancement of the staff and student experience.

*Richard Walters, Chair of the Equality and Diversity Engagement Group*



## Introduction and Background

The Equality Act 2010 replaces previous anti-discrimination law, consolidating it into a single act. The Act introduced new measures which have direct implications for Higher Education Institutions (HEIs).

The public sector equality duty came into force in Wales in April 2011, replacing the previous equality duties for race, disability and gender. This public sector equality duty is underpinned by specific duties. Welsh HEIs, and the Higher Education Funding Council for Wales (HEFCW), are covered by the equality duty.

Under the Specific Duties for Wales of the Equality Act 2010 the University 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 report must cover the period 1<sup>st</sup> April to 31<sup>st</sup> March of the previous year.

The Annual Report must contain progress statements including:

- The steps taken to identify and collect relevant information
- How the University has used this information
- The reasons for not collecting any relevant information
- The progress the University has made to fulfil each of its equality objectives
- A statement about the effectiveness of arrangements for identifying and collecting relevant information and the steps take to fulfil each of its objectives
- Employment information

The current Annual Report covers the period 1st April 2016 to 31st March 2017 and provides an account of how Cardiff Metropolitan University is working towards it aims and objectives as set out within our [Strategic Equality Plan 2016-20](#).

## University Overview

Cardiff Metropolitan University is a global university rooted in Wales and with a focus on practice-focused and professionally oriented education. Our vision emboldens this commitment to education, research and innovation undertaken in partnership with our students, governments, business and industry and with tangible benefits for individuals, society and the economy.

We are committed to ensuring that every student has the opportunity to fulfil their full potential to make outstanding graduate-level contributions to their own and future generations through sustainable economic growth and social cohesion for our city, Wales and the wider world.

The University places a great emphasis and value on Equality and Diversity (E&D) and as such we are committed to promoting and implementing best practice in Equality and Diversity in order to provide a positive working and learning environment for our staff and students.

We wish to work beyond the legislative requirements in the delivery of E&D policies, and aim for equality of opportunity to be embedded in everything we do. We are aware of the need to recognise people's identities as multi-dimensional and are committed to providing an environment free from discrimination, harassment, and victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation.

At Cardiff Metropolitan University, we recognise the importance of Welsh Language and are committed to ensuring that Welsh and English language 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.

The University's Strategic Equality Plan 2016-20 embodies the University's aspirations and commitment to Equality and Diversity, having acknowledged in the past, our approach may have been characterised as 'fixing the people for the University' rather than 'fixing the University for the people'. Moving forward in the next four years we will continue to push on collectively with the aim of creating a diverse and inclusive place of work and study, where diversity is valued, equality is promoted and services are delivered to support all staff and students.

# Identifying, Collecting & Using Relevant Information

## 1. The Steps Taken to Identify and Collect Relevant Information Monitoring

Staff and student monitoring data is collected and analysed on an annual basis as part of the production of the University's Equality and Diversity Annual Report. This information is collected from the University's HR and Student systems. Information is also collected and used to monitor progress against our Strategic Equality Plan 2016-20.

Equality and Diversity staff monitoring information is collected through the University's online recruitment system which contains a separate equality and diversity monitoring section. Upon application, applicants are asked for relevant monitoring information to ensure that the University meets our statutory responsibilities (the General Duties under the Equality Act 2010 and the Public Sector Equality Duty in Wales), to measure the effectiveness of our policy, ensure that all applicants continue to be treated equitably, and equally with regard to the statutory protected characteristics, and monitor the success rate of applicants with protected characteristics. It is made clear to applicants that if they do not wish to provide all or some of this information they do not need to. Furthermore, it is clearly stated to applicants that the collection of this information will not affect the selection process. If an applicant is successful the individual's monitoring information is transferred into their personal HR records, within the HR system.

In order to ensure that the information that the University is collecting is accurate, staff are reminded on an annual basis to review and update their personal details if necessary within the University iTrent HR System. Staff members can update a variety of contact information along with sensitive information including; marital status, religion, ethnicity, nationality, sexual orientation and self-certified disability. This system can be accessed at any point throughout the year by staff via the 'self-service' option on the University's internal staff portal.

The current HR system enables the production of regular reports on staff and applicant information by protected characteristics. These reports can provide a valuable insight and help inform future equality and diversity initiatives.

The University collects annual student data reports on admissions to the University through the UCAS process and monitors the information provided by students in relation to age, gender, Welsh language fluency, ethnicity, nationality, sexual orientation, disability and religion and belief.

Work is currently being undertaken to develop a number of business intelligence dashboards to further enhance the University's ability to analyse and monitor staff and student equality data that is collected. The need for the

development of these business intelligence dashboards is to provide timely and accurate data in order to assist a number of equality initiatives such as the Athena SWAN Charter Mark and the Stonewall Workplace Equality Index. We aim to have this system fully in place for the reporting period 2017/18.

## **2. How Cardiff Metropolitan University Has Used This Information**

Although the University under The Wales Specific Duties, which form part of the Equality Act 2010, is required to publish certain information in relation to numbers of staff, Equality and Diversity related staff and student monitoring data is used in a number of ways to help monitor and evaluate the progress of our Cardiff Metropolitan University against objectives highlighted within our Strategic Equality Plan 2016-20.

Monitoring data is used to help inform and guide equality assessment and policy development, shape recruitment practice of staff and students, ensure fair representation of staff and students on committee bodies and help improve various University initiatives.

The current Equality and Diversity Annual Report, which contains relevant information relating to staff and students, is presented to the University's Equality and Diversity Engagement Group (EDEG) and Board of Governors for review on an annual basis. Through this review process, further discussions can take place around areas of significant interest, which can help direct further strategic action.

Examples of how the University has continuously used staff and student monitoring data is through the University's Institutional and Departmental Athena SWAN applications as well as the University's submission to the Stonewall Workplace Equality Index. These submissions used the monitoring information that is collected to analyse progression and representation of staff and students in relation to protected characteristics and in turn helped the University develop action plans, in order to take positive action. In the upcoming 2017-18 period the University will look to continue to expand the use of its monitoring data with the view to participate in the Equality Challenge Unit's 'Race Equality Charter Mark'.

## **3. The Reasons for Not Collecting Relevant Information**

### **Pregnancy and Maternity**

Information on pregnancy and maternity for students is currently not collected during enrolment. Information is collected in relation to pregnancy and maternity for staff but only for administrative purposes. Through charter marks such as Athena SWAN, the University conducts further qualitative and quantitative research in order to evaluate members of staff experiences during the lead up to their maternity leave, during leave and also their return to work. This information will help inform future University practice and processes.



### **Marriage and Civil Partnership**

Information on marriage and civil partnership for students is currently not collected during enrolment. Data is however collected for staff.

### **Gender Reassignment**

Student gender reassignment data is currently collected through our admissions process. Staff information relating to gender reassignment is collected through our staff monitoring form. As numbers are low, specific numbers will not be reported in the current report. The University will however report disclosure rates.

#### **4. Statement on the Effectiveness of Arrangements for Identifying and Collecting Relevant Information and steps taken to fulfil each equality objective**

Throughout the 2016-2017 period, significant efforts have been made to collect the relevant Equality and Diversity information. The ongoing development of a University data dashboard software package has allowed the Equalities team to improve the accessibility of data and ability to affectively analyse information relating to all protected characteristics.

This is an ongoing project and work will continue into 2017-2018 period, with the Equalities team working alongside Student Recruitment, Human Resources, Strategy Office and representatives from across the University to continue to enhance the University's staff and student monitoring data provision. Moreover, the ongoing development of the data dashboards will be further informed by accreditation marks such as Athena SWAN and the Race Equality Charter Mark, whereby a greater emphasis will be placed on the University's ability to produce staff and student data on representation, progression and attainment.

**The following data tables in this report capture staff and student data by protected characteristic between the period 1 April 2016 - 31 March 2017.**

**Data includes information captured from all 2,299 staff employed at Cardiff Metropolitan University.**

**Leavers data reported is for fixed term/permanent staff (n=1358)**

## Age

<p><b>Average Age</b></p> <p>Male (♂) = 40                  Female (♀) = 39                  Combined (♀ ♂) = 39</p>	<p><b>Age Range (n=2,299)</b></p> <table border="1"> <thead> <tr> <th></th> <th>♀</th> <th>♂</th> <th>♀ ♂</th> </tr> </thead> <tbody> <tr> <td>&lt;20</td> <td>2.83%</td> <td>1.46%</td> <td>2.26%</td> </tr> <tr> <td>20-29</td> <td>24.65%</td> <td>25.31%</td> <td>24.92%</td> </tr> <tr> <td>30-39</td> <td>24.65%</td> <td>23.01%</td> <td>23.97%</td> </tr> <tr> <td>40-49</td> <td>21.89%</td> <td>19.56%</td> <td>20.92%</td> </tr> <tr> <td>50-59</td> <td>18.99%</td> <td>19.87%</td> <td>19.36%</td> </tr> <tr> <td>60+</td> <td>7%</td> <td>10.77%</td> <td>8.57%</td> </tr> </tbody> </table>		♀	♂	♀ ♂	<20	2.83%	1.46%	2.26%	20-29	24.65%	25.31%	24.92%	30-39	24.65%	23.01%	23.97%	40-49	21.89%	19.56%	20.92%	50-59	18.99%	19.87%	19.36%	60+	7%	10.77%	8.57%														
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## Race

<b>Race by Sex (n=2,299)</b>				<b>Race by Age (n=1,822)</b>			
	♀	♂	♀♂		White	BAME	Not stated
White	90.02%	89.12%	89.65%	<20	2%	4%	1%
BAME	6.70%	6.38%	6.56%	20-29	26%	23%	9%
Not stated	3.28%	4.50%	3.78%	30-39	24%	30%	12%
				40-49	21%	25%	27%
				50-59	19%	17%	28%
				60+	9%	2%	22%
<b>Recruitment</b>				<b>Interviewed not appointed (n=1014)</b>			
<b>Applicants received (n=4664)</b>				<b>Appointed (n=234)</b>			
White = 72.71% BAME = 15.61% Not stated = 0.04% Prefer not to say = 1.11% Not known = 10.53%				White = 76.33% BAME = 11.93% Not stated = 0.10% Prefer not to say = 1.18% Not known = 10.45%			
<b>Applied not interviewed (n=3416)</b>				White = 83.76% BAME = 11.11% Prefer not to say = 0.43% Not known = 4.70%			
White = 70.87% BAME = 17.01% Not stated = 0.03% Prefer not to say = 1.14% Not known = 10.95%							
<b>Working Pattern</b>				<b>Contract Type</b>			
		Part time	Full time		Professional	Academic	
White		90%	90%	White	93%	87.5%	
BAME		6%	7%	BAME	5%	7.3%	
Not stated		4%	3%	Not stated	2%	5.3%	
<b>Leavers (n=126)</b>				<b>Access to Training (n=980)</b>			
	♀	♂	♀♂	White = 90.41% BAME = 5.92% Not Known = 0.20% Prefer not to say = 1.02% Information refused = 2.45%			
White	92%	86%	90%				
BAME	4%	8%	5%				
Not stated	4%	6%	5%				

## Sex

<p><b>Staff by Sex (n=2,299)</b></p> <p>Male (♂) = 956 (41.58%)                  Female (♀) = 1343 (58.42%)</p>	<p><b>Pay by Sex*</b></p> <table border="1"> <thead> <tr> <th></th> <th>♂</th> <th>♀</th> </tr> </thead> <tbody> <tr> <td>Grade 1-5</td> <td>38%</td> <td>62%</td> </tr> <tr> <td>Grade 6-8</td> <td>45%</td> <td>55%</td> </tr> <tr> <td>Grade 9+</td> <td>61%</td> <td>39%</td> </tr> </tbody> </table>				♂	♀	Grade 1-5	38%	62%	Grade 6-8	45%	55%	Grade 9+	61%	39%						
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Grade 6-8	45%	55%																			
Grade 9+	61%	39%																			
<p><b>Recruitment</b></p> <p><b>Applicants received (n=4664)</b></p> <p>Male = 45.18%                  Female = 54.18%                  Unknown = 0.09%                  Not Completed = 0.56%</p> <p><b>Applied not interviewed (n=3416)</b></p> <p>Male = 45.18%                  Female = 54.18%                  Unknown = 0.08%                  Not Completed = 0.56%</p>	<p><b>Interviewed not appointed (n=1014)</b></p> <p>Male = 45.96%                  Female = 53.25%                  Unknown = 0.10%                  Not Completed = 0.69%</p> <p><b>Appointed (n=234)</b></p> <p>Male = 35.9%                  Female = 63.68%                  Unknown = 0.43%</p>																				
<p><b>Working Pattern</b></p> <table border="1"> <thead> <tr> <th></th> <th>Part time</th> <th>Full time</th> </tr> </thead> <tbody> <tr> <td>♂</td> <td>37%</td> <td>48%</td> </tr> <tr> <td>♀</td> <td>65%</td> <td>52%</td> </tr> </tbody> </table>		Part time	Full time	♂	37%	48%	♀	65%	52%	<p><b>Contract Type</b></p> <table border="1"> <thead> <tr> <th></th> <th>Professional</th> <th>Academic</th> </tr> </thead> <tbody> <tr> <td>♂</td> <td>39%</td> <td>46%</td> </tr> <tr> <td>♀</td> <td>61%</td> <td>54%</td> </tr> </tbody> </table>				Professional	Academic	♂	39%	46%	♀	61%	54%
	Part time	Full time																			
♂	37%	48%																			
♀	65%	52%																			
	Professional	Academic																			
♂	39%	46%																			
♀	61%	54%																			
<p><b>Leavers (n=126)</b></p> <p>♂ = 58.7%                  ♀ = 41.3%</p>	<table border="1"> <thead> <tr> <th></th> <th>Permanent</th> <th>Fixed-term</th> <th>HPL</th> </tr> </thead> <tbody> <tr> <td>♂</td> <td>42%</td> <td>40%</td> <td>43%</td> </tr> <tr> <td>♀</td> <td>58%</td> <td>60%</td> <td>57%</td> </tr> </tbody> </table> <p><b>Access to Training (n=980)</b></p> <p>♂ = 40%                  ♀ = 60%</p>				Permanent	Fixed-term	HPL	♂	42%	40%	43%	♀	58%	60%	57%						
	Permanent	Fixed-term	HPL																		
♂	42%	40%	43%																		
♀	58%	60%	57%																		
<p>*Pay by sex broken down:</p> <p>Grade 1-5 = £14,767 - £32,004                  Grade 6-8 = £32,958 – £51,260                  Grade 9+ = £52,219 or more</p>																					



## Religion and Belief

<p><b>Religion and Belief (n=2,298)</b></p> <p>Christian = 32.45%                  Buddhist = 0.53%                  Muslim = 1.14%                  Jewish = 0.13%                  Sikh = 0.18%                  Spiritual = 0.84%                  Hindu = 0.57%                  No religion = 42.44%                  Any other religion = 1.67%                  Prefer not to say = 20.05%</p>	<p><b>Interviewed not appointed (n=1014)</b></p> <p>No religion = 48.32%                  Buddhist = 0.79%                  Christian = 33.23%                  Hindu = 1.87%                  Jewish = 0.1%                  Muslim = 3.06%                  Sikh = 0.59%                  Spiritual = 1.68%                  Other religion/belief = 2.47%                  Prefer not to say = 7.89%</p>
<p><b>Recruitment</b></p> <p><b>Applicants received (n=4664)</b></p> <p>Not Known = 0.06%                  No religion = 46.36%                  Buddhist = 0.88%                  Christian = 33.23%                  Hindu = 3.19%                  Jewish = 0.21%                  Muslim = 4.93%                  Sikh = 0.32%                  Spiritual = 1.39%                  Other religion/belief = 2.47%                  Prefer not to say = 6.95%</p>	<p><b>Appointed (n=234)</b></p> <p>No religion = 47.01%                  Christian = 36.32%                  Hindu = 2.56%                  Jewish = 0.43%                  Muslim = 3.85%                  Sikh = 0.43%                  Spiritual = 1.71%                  Other religion/belief = 0.43%                  Prefer not to say = 7.26%</p>
<p><b>Applied not interviewed (n=3416)</b></p> <p>Not Known = 0.09%                  No religion = 45.73%                  Buddhist = 0.97%                  Christian = 33.02%                  Hindu = 3.63%                  Jewish = 0.23%                  Muslim = 5.56%                  Sikh = 0.23%                  Spiritual = 1.29%                  Other religion/belief = 2.61%                  Prefer not to say = 6.65%</p>	<p><b>Leavers (n=126)</b></p> <p>Any other religion = 0.8%                  Christian = 34.9%                  Hindu = 0.8%                  Muslim = 1.6%                  No religion = 42.9%                  Prefer not to say = 15.1%                  Spiritual = 3.2%                  Not Known = 0.8%</p>
	<p><b>Access to Training (n=980)</b></p> <p>Christian = 36.22%                  Buddhist = 0.41%                  Muslim = 1.12%                  Jewish = 0.2%                  Sikh = 0.31%                  Spiritual = 0.61%                  Hindu = 0.71%                  No religion = 41.22%                  Any other religion = 1.73%                  Prefer not to say = 17.45%</p>

## Sexual Orientation

<p><b>Sexual Orientation Sex (n=2,299)</b></p> <p>Bisexual = 1%                  Gay = 1.39%                  Heterosexual = 74.34%                  Lesbian = 1.30%                  Other = 0.52%                  Prefer not to say = 21.44%</p>	
<p><b>Recruitment</b></p> <p><i><b>Applicants received (n=4664)</b></i></p> <p>Bisexual = 3.54%                  Gay = 2.85%                  Heterosexual = 83.9%                  Lesbian = 0.88%                  Other = 0.92%                  Prefer not to say = 6.93%                  Not Known = 0.99%</p> <p><i><b>Applied not interviewed (n=3416)</b></i></p> <p>Bisexual = 3.69%                  Gay = 2.96%                  Heterosexual = 83.49%                  Lesbian = 0.88%                  Other = 0.94%                  Prefer not to say = 6.7%                  Not Known = 1.35%</p>	<p><i><b>Interviewed not appointed (n=1014)</b></i></p> <p>Bisexual = 3.25%                  Gay = 2.56%                  Heterosexual = 84.71%                  Lesbian = 0.99%                  Other = 0.79%                  Prefer not to say = 7.69%</p> <p><i><b>Appointed (n=234)</b></i></p> <p>Bisexual = 2.56%                  Gay = 2.56%                  Heterosexual = 86.32%                  Lesbian = 0.43%                  Other = 1.28%                  Prefer not to say = 6.84%</p>
<p><b>Leavers (n=126)</b></p> <p>Heterosexual = 77.8%                  Lesbian = 2.4%                  Gay = 2.4%                  Other = 0.8%                  Prefer not to say = 16.7%</p>	<p><b>Access to Training (n=980)</b></p> <p>Bisexual = 1.02%                  Gay = 1.33%                  Heterosexual = 77.24%                  Lesbian = 1.63%                  Other = 0.10%                  Prefer not to say = 18.67%</p>

## Marriage & Civil Partnerships

<p><b>Marriage &amp; Civil Partnerships (n=2,299)</b></p> <p>Married or in a Civil Partnership = 43.89%                  Not married or in a Civil Partnership = 35.27%                  Prefer not to say = 20.84%</p>	
<p><b>Recruitment</b></p> <p><i>Applicants received (n=4664)</i></p> <p>Married/Civil Partnership = 37.48%                  Not Married/Civil Part = 55.79%                  Prefer not to say = 6.09%                  Not Known = 0.62%                  Not Completed 0.02%</p> <p><i>Applied not interviewed (n=3416)</i></p> <p>Married/Civil Partnership = 37.09%                  Not Married/Civil Part = 56.76%                  Prefer not to say = 5.44%                  Not Known = 0.67%                  Not Completed = 0.03%</p>	<p><i>Interviewed not appointed (n=1014)</i></p> <p>Married/Civil Partnership = 39.25%                  Not Married/Civil Part = 53.25%                  Prefer not to say = 7%                  Not Known = 0.49%</p> <p><i>Appointed (n=234)</i></p> <p>Married/Civil Partnership = 35.47%                  Not Married/Civil Part = 52.56%                  Prefer not to say = 11.54%                  Not Known = 0.43%</p>
<p><b>Leavers (n=125, no information for 1 staff member)</b></p> <p>Married/Civil Partnership = 38%                  Not Married/Civil Partnership = 46%                  Prefer not to say = 16%</p>	
<p><b>Access to Training (n=980)</b></p> <p>Married/Civil Partnership = 43%                  Not Married/Civil Partnership = 37%                  Prefer not to say = 20%</p>	

## Pregnancy & Maternity

### Maternity Leave

30 members of staff took maternity leave during the current report period.

- 27 (90%) members returned from maternity leave
- 1 member of staff did not return to work following the end of a fixed term contract
- 2 members of staff returned but left shortly after their return to work

### Paternity Leave

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

### Parental Leave

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

## Gender Reassignment

The data has been collected for the gender re-assignment equality strand: numbers recorded were between 0 and 5.

The University is committed to providing a supportive and inclusive environment for our staff where they feel safe to disclose equality related information. Further to this, disclosure rates to our monitoring question around gender reassignment were examined.

81.86% of staff declared if their Gender identity is different to the gender originally assigned at birth or the same.

18.14% of staff refused to answer the question.

*Data based on University staff HESA return*

Leavers data for gender reassignment has been collected, however numbers recorded were between 0 and 5.

## Grievances and Disciplinary

14 cases started between 1<sup>st</sup> April 2016 and 31<sup>st</sup> March 2017.

### Grievances

**Sex:** 7 Female, 2 Male

**Age:** 2 (22-30), 1 (31-40), 4 (41-50), 1 (51-60), 1 (60+)

**Disability:** 6 No disability, 1 Not known, 2 Yes

**Ethnicity:** 9 White

**Marital Status:** 2 Married or Civil Partnership, 6 Not married or in civil partnership, 1 Prefer not to say

**Religion:** 5 Christian, 3 No religion, 1 Prefer not to say

**Sexual Orientation:** 7 Heterosexual, 1 Lesbian, 1 Prefer not to say

**Maternity:** 9 not on maternity

**Welsh Language:** 7 No Welsh Language, 2 Welsh Language

### Disciplinary

**Sex:** 3 Female, 2 Male

**Age:** 3 (31-40), 2 (41-50)

**Disability:** 5 No disability

**Ethnicity:** 5 White

**Marital Status:** 3 Married or Civil Partnership, 2 Not married or in civil partnership

**Religion:** 3 Christian, 2 No religion

**Sexual Orientation:** 5 Heterosexual

**Maternity:** 5 not on maternity

**Welsh Language:** 4 No Welsh Language, 1 Welsh Language



## Student Data

<p><b>Sex</b></p> <p>♀ = 5,964 (54.9%)</p> <p>♂ = 4,907 (45.1%)</p> <p>♀♂ = 10,872</p>	<p><b>Age Range (n=10,872)</b></p> <table border="1"> <thead> <tr> <th></th> <th>Undergraduate</th> <th>Postgraduate</th> </tr> </thead> <tbody> <tr> <td>&lt;21</td> <td>54.8%</td> <td>0.3%</td> </tr> <tr> <td>21-25</td> <td>30.8%</td> <td>42.5%</td> </tr> <tr> <td>26-30</td> <td>5.2%</td> <td>19%</td> </tr> <tr> <td>31-35</td> <td>3.1%</td> <td>13%</td> </tr> <tr> <td>36+</td> <td>6.1%</td> <td>25.2%</td> </tr> </tbody> </table>		Undergraduate	Postgraduate	<21	54.8%	0.3%	21-25	30.8%	42.5%	26-30	5.2%	19%	31-35	3.1%	13%	36+	6.1%	25.2%
	Undergraduate	Postgraduate																	
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<p><b>Level of study</b></p> <table border="1"> <thead> <tr> <th></th> <th>Undergraduate</th> <th>Postgraduate</th> </tr> </thead> <tbody> <tr> <td>♀</td> <td>55%</td> <td>53.9%</td> </tr> <tr> <td>♂</td> <td>45%</td> <td>46.1%</td> </tr> </tbody> </table>		Undergraduate	Postgraduate	♀	55%	53.9%	♂	45%	46.1%	<p><b>Religion/Belief</b></p> <p>38.4% of students disclosed</p> <p>Jewish = &lt;1%</p> <p>Sikh = &lt;1%</p> <p>Buddhist = &lt;1%</p> <p>Hindu = 1%</p> <p>Spiritual = 1%</p> <p>Any other religion = 1%</p> <p>Information refused = 3%</p> <p>Muslim = 6%</p> <p>Christian = 29%</p> <p>No religion = 59%</p>									
	Undergraduate	Postgraduate																	
♀	55%	53.9%																	
♂	45%	46.1%																	
<p><b>Race</b></p> <p>White = 74%</p> <p>BME = 14%</p> <p>Not known = 12%</p>	<p><b>Sexual Orientation</b></p> <p>20.9% of student disclosed</p> <p>Heterosexual = 91%</p> <p>Information refused = 4%</p> <p>Bisexual = 2%</p> <p>Other = 2%</p> <p>Gay Man = 1%</p> <p>Gay Woman/Lesbian = &lt;1%</p>																		
<p><b>Disability</b></p> <p>Disability = 11%</p> <p>No Known Disability = 89%</p>	<p><b>Gender Reassignment</b></p> <p>21% of students disclosed</p> <p>Yes = 98%</p> <p>No = 1%</p> <p>Information refused = 1%</p>																		
<p><b>Welsh Language</b></p> <p>96% of students disclosed</p> <p>Welsh Speaker = 15%</p> <p>Not Welsh Speaker = 85%</p>	<p><b>Gender Reassignment</b></p> <p>21% of students disclosed</p> <p>Yes = 98%</p> <p>No = 1%</p> <p>Information refused = 1%</p>																		

## Equality Impact Assessments

Cardiff Metropolitan University is committed to creating a fair and equitable working and learning environment and like all other public bodies, the University has a legal duty to assess all its proposed policies, practices and procedures for their impact on protected groups as defined in the Equality Act 2010.

The University has forms and guidance in place to support staff to undertake Equality Impact Assessments.

During the reporting period 2016/17 the following EIAs were undertaken:

- Health University Strategy
- Childcare Vouchers
- Flexible Working
- Electronic Communications Policy
- Strategic Equality Plan
- Student Incident Procedure
- Annual Leave Guidance
- Bank Holiday and Concessionary Day Entitlement - Part time Employees
- Change Management Model
- Employment Policy Framework
- Human Resources Strategy
- Human Samples
- Leave of Absence Academic
- Leave of Absence Support Staff
- Management Guidelines for Establishment Procedure
- Maternity Paternity Adoption Share Parental and Parental Leave
- Staffing Changes Policy
- Whistleblowing Procedure
- Flexible Working Policy - Secretariat
- Workload Allocation Model
- Data Management and Governance Policy
- Records Management Policy
- Strategic Plan 2017-18 to 2022-23

## Supporting Documents

Appendices I and II provide further information to support the current Equality and Diversity Annual Report.

Appendix I – SEP Progress 2016-2017

Appendix II – Good Practice at Cardiff Met 2016-17



Cardiff  
Metropolitan  
University

Prifysgol  
Metropolitan  
Caerdydd

