2021 Equality, Diversity and Inclusion Workforce Report

Introduction

1. This is IT Sligo's first Annual EDI Workforce Report, but it builds upon previous annual reports on Gender Profile, underpinned by the HEA's published Institutional and Sectoral Gender Profiles.
2. The expanded scope of this report includes; the expansion of gender categories to include both non-binary and other (although no member of staff has currently identified as non-binary or other), the inclusion of data on ethnicity and an analysis of recruitment to the Institute in 2020.
3. The availability of equality monitoring data continues to be a challenge. A campaign was initiated in 2020 to encourage staff to provide equality monitoring data through the CORE HR self-service portal. The effectiveness of this campaign was severely limited by the changed nature of working arrangements in 2020. This campaign will need to be relaunched as more staff return to Campus from Autumn 2021.
4. The staffing data used in this report is from 31st December 2020, the recruitment data relates to recruitment activity in 2020.

Gender Make up of Key decision-making bodies

5. The Gender Equality Taskforce Action Plan [1] recommended that Institutions should set a target of a minimum representation of 40% of females and males on key decision-making bodies by 2024. For Institutes of Technology these bodies have been identified as the Governing Body, Academic Council and Executive Management.
6. The data for IT Sligo is set out in Table 1 below and shows that IT Sligo has met the target of a minimum representation of 40% male and 40% female across all three key decision-making bodies. This is the second consecutive year that the Institute has achieved this significant milestone.

Table 1

	F	M	Non-Binary	Other	Total	%F	Target of minimum 40% M&F
Governing Body	8	10	0	0	18	44%	Target met
Executive Committee	4	4	0	0	8	50%	Target met
Academic Council	28	24	0	0	52	54%	Target met

7. IT Sligo is among the 5 out of 11 Institutes that have met these targets across the sector.

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[1] https://hea.ie/assets/uploads/2018/11/Gender-Equality-Taskforce-Action-Plan-2018-2020.pdf

Staff Profile

8. The overall staff profile (Table 2) by gender is broadly balanced, females account for 51% of all staff, 47% of academic staff and 57% of PMSS staff. The only staff category where there is not a minimum of 40% females and males is on the research and funded projects category. However overall numbers are small in this category.
9. IT Sligo is broadly in line with the sector as a whole, with the only notable difference being in respect of PMSS, where IT Sligo has better balance than the rest of the sector.

Table 2

	F	M	Non-binary	Other	Total	%F	%F across all HEIs
Academic	185	207	0	0	392	47	47
PMSS	141	107	0	0	248	57	60
Research and funded projects	16	10	0	0	26	62	
Total	342	324	0	0	666	51	52

Senior staff

10. For an assessment of gender representation at senior level, the HEA have identified two measures for benchmarking purposes: senior lecturers (a combination of SLI, SLII and SLIII) for academic staff and those earning in excess of €76,000 for core PMSS.
11. Table 3 shows that females account for 27% of senior lecturers in IT Sligo. This represents an increase from 26% in the previous year however it is below the sector average of 36% and indeed remains the lowest female percentage of senior lecturers in the sector. This continues to be a source of concern.

Table 3

	F	M	Non-binary	Other	Total	%F	%F across all HEIs
SLI	3	10	0	0	13	23	
SLII	4	8	0	0	12	33	
SLIII	1	3	0	0	4	25	
SLs combined	8	22	0	0	30	27	36%
Core PMSS+€76,000	6	13	0	0	19	32	42%

12. 32% of core PMSS staff earning over €76,000 are female, an increase from 25% in the previous year. This represents good progress however IT Sligo remains 10% points below the sector average, a position it has held for two previous years.
13. Therefore, in summary, in respect of gender representation, women continue to be under-represented at senior level in IT Sligo, and IT Sligo continues to trail the sector by a significant margin. This under-representation was also identified in the Athena

SWAN process and there are a number of specific actions in the Gender Equality Action Plan 2021-2024 aimed at addressing this.

Ethnicity

14. In respect of ethnicity, IT Sligo currently hold ethnicity data on 35% of staff. This is low and limits the ability to draw conclusions. 35% does however compare well with the sector; a number of institutions have not started to collect this data. A campaign was launched in 2020 to encourage staff to provide their equality monitoring data on the CORE Employee Self Service system, however the changed working arrangements in 2020 limited the effectiveness of this campaign.

15. The low level of data held limits the ability to draw conclusions, yet from this sample we see that 98% of those for whom we hold data are white and 2% are black/Asian/other. In the 2016 Census 91.5% of the population identified as white. Therefore, based on a sample of 35% of staff, it would appear that IT Sligo has a higher proportion of staff who identify as white than the general population. This is a concern. With our student population visibly becoming more diverse, our staffing does not reflect this. The Institute needs to attract and recruit more people from minority ethnic groups.

Gender Pay Gap

16. The gender pay gap is the difference between the mean pay of all males and the mean pay of all females within an organisation. This is not to be confused with equal pay requirements which compares the pay of men and women doing jobs of the same value. The Gender Pay Gap Information Act 2021 will require employers to publish data on their gender pay gap, with the details of the regulations and the date of their implementation awaited. In advance of these regulations Table 4 sets out the mean hourly pay for men and women which indicates that the gender pay gap in IT Sligo is 11.3%. This compares with the gender pay gap in Ireland of 14.4% in 2017, the most recent year for which statistics are currently available from the CSO and 14.9% across the EU as a whole.

Table 4

	Headcount	Mean Annual	Hourly Rate
Male	281	66205.76	34.41
Female	310	58694.19	30.51

Gender Pay Gap = 11.3%

17. In terms of trying to understand the reason for this gender pay gap it is important to note that pay is very tightly determined by Government Pay Policy. Pay scales are nationally negotiated and there is very little discretion in respect of starting salaries. Pay progression is by incremental progression; there is no discretion to accelerate progression on the basis of performance or any other factors. On account of this, the gender pay gap is probably the result of two factors; firstly the lack of women at

senior level in the Institute (as identified in Paras 11 & 12 above) and secondly the length of pay scales, particularly at a senior level. 9 and 10 point salary scales mean that as women break through the glass ceilings into senior posts (the female % of PMSS staff earning in excess of €76,000 increased from 25% to 32% in 2020), it will take them 8 or 9 years to get to the top of the scale, to catch up salary-wise with senior male counterparts. Unfortunately, the Institute cannot do anything about the length of nationally agreed pay scales, however it needs to do more to attract and recruit women to senior roles.

Recruitment Monitoring 2020

18. Set out below is a review of the outcome of the Institutes' recruitment process in 2020. In total 2268 applications were received by the Institute; 129 offers were made and there were 97 appointments. This represents a healthy overall average of just over 23 applications per appointment. That 129 offers were made and there were 97 appointments indicates that 32 candidates rejected an offer of employment, a seemingly high non-acceptance rate of 33%. The HR Office will begin to collect data on reasons for non-acceptance to ascertain whether there are any underlying issues.

19. From an equality perspective, data is reviewed in terms of gender, ethnicity and disability status. Caution should be applied in considering the data as this represents a snapshot of one year, data from future years will allow trends and patterns to be identified. Further, in some cases numbers are too small and the number of "unknowns" is too high to draw significant conclusion. Nevertheless, there is significant merit in reviewing data and sharing it widely with recruiting managers.

By gender

20. Overall recruitment by gender is set out in Table 5 and Figure 1 overleaf. The figures show a reasonably gender balanced picture, although the relatively high level of "unknowns", particularly in the offered and appointed categories, limit the ability to draw firm conclusions. The reason for this high number of unknowns is being investigated[2]. Nevertheless, this broadly balanced picture is in line with the Institute's overall gender balanced profile as seen in Table 2 above.

Table 5

Gender	Applicants		Shortlisted		Offered		Appointed	
	No	%	No	%	No	%	No	%
Female Total	1053	46%	270	44%	56	43%	39	40%
Male Total	1062	47%	257	42%	45	35%	33	34%
Unknown Total	153	7%	83	14%	28	22%	25	26%
Total	2268	100%	610	100%	129	100%	97	100%

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[2] The CORE recruitment module is set up to require applicants to provide gender data, whereas the occurrence of "unknowns" suggests that some applicants have been able to circumvent this requirement.

Figure 1

Recruitment by Gender 2020
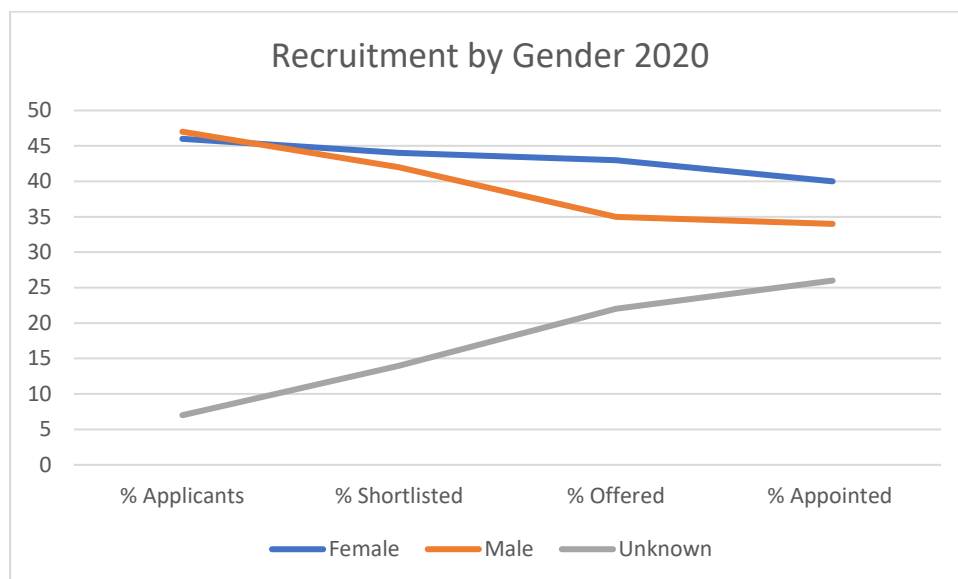
21. Recruitment to senior posts is of particular interest given the under-representation of women at senior level (Para 11-13). This data is set out below for both senior academic posts (Table 6) and senior PMSS posts (Table 7). The overall number of appointments in these categories is small – 4 Senior Lecturer appointment and 6 senior PMSS appointments so caution needs to be applied.

22. Table 6 is difficult to interpret given the high number of unknowns amongst applicants and those shortlisted. However, we can see that more males applied than females and it is clear that more males were appointed. This 75(M):25(F) split on appointments is in line with the Senior Lecturer gender split of 73(M):27(F), thus the outcome of recruitment in 2020 has not served to reduce the under-representation of females at a senior academic level.
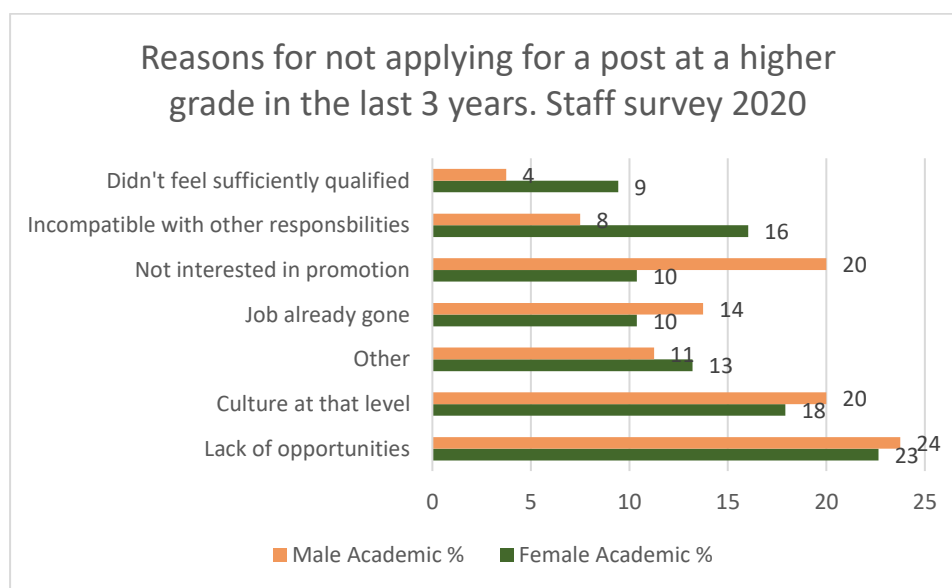
Table 6

Senior Lecturer	Applicants		Shortlisted		Offered		Accepted	
	No	%	No	%	No	%	No	%
Female	13	20	6	20	1	25	1	25
Male	34	52	14	47	3	75	3	75
Unknown	19	29	10	33	0	0	0	0
Total	66	100	30	100	4	100	4	100

23. In the absence of knowing the gender of the "unknowns", one conclusion that could be drawn is that the Institute needs to attract more female applicants for these roles. The staff survey carried out in 2020 asked staff who had not applied for a post at a higher grade in the previous three-year period to explain their reasons for that. Figure 2 below shows the responses from male and female academics where some clear differences emerge. Lack of opportunities is the biggest reason for both male (24%) and female academics (23%), however twice as many males (20%) as opposed to 10% of females are not interested in promotion. 16% of females felt that a post at

a higher level would be incompatible their other responsibilities outside of the Institute as opposed to 8% of males and 9% of females felt that they were insufficiently experienced or qualified as opposed to 4% of males. The Institute, through the CUA, is committed to creating additional Senior Lecturer opportunities, however work needs to be done to make senior roles more compatible with other responsibilities outside of the Institute particularly for female staff. The Executive of the new University will be asked to considered ensuring that the 18 new SLI positions committed to over the next three years will be filled on a 50:50 male:female basis.

Figure 2

Reasons for not applying for a post at a higher grade in the last 3 years. Staff survey 2020

Reason	Male Academic %	Female Academic %
Didn't feel sufficiently qualified	4	9
Incompatible with other responsbilities	8	16
Not interested in promotion	20	10
Job already gone	14	10
Other	11	13
Culture at that level	20	18
Lack of opportunities	24	23

24. The picture for Senior PMSS recruitment is different. Table 7 shows a broad balance in the applicant pool and those shortlisted, however females made up the significant majority of appointments. These appointments contributed to an increase in the level of representation of women at senior PMSS level, rising from 25% to 32% (Para 12). However, IT Sligo still remains well behind the sector average of 42% female.
25. The data for senior PMSS recruitment exemplifies the challenges of addressing under-representation. Whilst the data could be said to be "good" in that it has helped to reduce under-representation, it could also be said to be "bad" in that 44% of applicants are male but only 17% of appointments are male. Broadly gender balanced recruitment is required over the medium term to reduce under-representation.
26. It is noteworthy that the challenge of attracting female applicants to senior academic positions does not arise for senior PMSS positions but nevertheless given the continued under-representation of women at senior levels the Institute should continue to include statements particularly welcoming female applicants for senior posts.

Table 7

Senior PMSS	Applicants		Shortlisted		Offered		Accepted	
	No	**%**	**No**	**%**	**No**	**%**	**No**	**%**
Female	55	53	14	42	6	86	5	83
Male	44	42	17	52	1	14	1	17
Unknown	5	5	2	6	0	0	0	0
Total	104	100	33	100	7	100	6	100

Ethnicity

27. This report represents the first time that IT Sligo has analysed recruitment data by the ethnicity of applicants. The CORE HR E-recruit system has been set up to require applicants to provide ethnicity data. The ethnicity categories used are those that the CSO has developed for the 2021 census, 12 in total including "unknown". The ethnicity of applicants in 2020 is set out below.

Table 8

	Applicants	
All Applicants	No	%
Asian / Asian Irish (Chinese)	12	1%
Asian / Asian Irish Any Other Background	27	1%
Black / Black Irish (African)	70	3%
Black / Black Irish Any Other Background	13	1%
Other Including Mixed Background	50	2%
White (Irish Traveller)	3	Less than 1%
White (Irish)	1530	67%
White Any Other Background	321	14%
Asian / Asian Irish (Indi/Pak/ban)	208	9%
White (Roma)	11	Less than 1%
Arabic	19	1%
Unknown	4	Less than 1%
	2268	100%

28. White Irish is by far the largest category, accounting for 67% of applicants, with any other white background the second highest at 14%. In the 2016 Census White Irish accounted for 82% of the population and any other white background accounted for 9.5%, the two largest categories. Therefore, whilst IT Sligo applicants are overwhelming white, the proportion of applicants from minority ethnic groups is higher than proportion of the population at large which is from a minority ethnic group, based on 2016 data. (The ethnic make-up of Ireland is changing so more valid comparisons will come once the 2021 Census data is available.) Therefore, IT Sligo is being relatively successful in attracting applicants from minority ethnic groups.

29. When it comes to analysing the progress through the different stages of the recruitment process by ethnicity, numbers become very small. Accordingly, a number of categories have been combined as set out in Table 8, to attempt to assist the analysis of the data.

Table 9

Asian / Asian Irish (Chinese)	Asian
Asian / Asian Irish Any Other Background	
Asian / Asian Irish (Indi/Pak/ban)	
Black / Black Irish (African)	Black
Black / Black Irish Any Other Background	
White (Irish)	White Irish and any other white background
White Any Other Background	
White (Irish Traveller)	Irish Traveller & Roma
White (Roma)	
Other Including Mixed Background	Other
Arabic	
Unknown	

30. Table 10 below sets out the ethnicity of candidates at four stages of recruitment; application, shortlisting, offered and accepted. This data shows that the percentage of candidates that identified as "white Irish and any other white background" increased at each stage of the recruitment process, whereas the percentage of candidates that identified as being from each of the minority ethnic groups decreased at each stage of the process. The divergent lines are clear in the graph in Figure 3 overleaf.

Table 10

	% Applicants	% Shortlisted	% Offered	% Appointed
White Irish and any other white background	81.5	88	93	95
Asian	11	8	6	4
Black	4	2	0	0
Irish Traveller and Roma	0.5	0	0	0
Other	3	2	1	1

Figure 3

Recruitment by Ethnicity 2020

31. Whilst the caveats that this is only one year's data and the numbers in some categories are very small apply, it is nevertheless clear that "white Irish and any other white background" applicants fare better proportionately in the recruitment process than those from minority ethnic groups; this is a concern. White Irish and any other white background increases from 81.5% of applicants to 88% of those shortlisted, to 93% offered and 95% appointed. Asian, Black, Irish Traveller & Roma and other falls from 18.5% of applicants to 12% of those shortlisted, to 7% of those offered and 5% of those appointed. No Black applicants and no Irish Travellers were offered a position.

32. To raise awareness of issues regarding Race / Ethnicity the Institute will introduce Race Equality Training for managers.

By disability status

33. Table 11 below sets out data by disability status across four stage of the recruitment process. The number of applicants declaring a disability is low at 2%, with the number appointed lower still at 1%. The Institute needs to take proactive steps to increase the number of applications from people with disabilities.

Table 11

	Applicants		Shortlisted		Offered		Appointed	
	No	%	No	%	No	%	No	%
Declared a disability	41	2%	13	2%	1	0.8%	1	1%
Do not have a disability	2114	93%	579	95%	126	97.7%	94	97%
Prefer not to say	113	5%	18	3%	2	1.5%	2	2%
Total	2268	100%	610	100%	129	100%	97	100%

Summary

34. This report has provided an overview of workforce and recruitment data from an EDI perspective, particularly gender, ethnicity and disability. It has highlighted areas where progress has been made and where further action is required. In addition to the specific actions summarised below, the wide dissemination of this report across the Institute will of itself increase awareness of equality, diversity and inclusion. Reports will be produced annually (by our new university) so that progress can be tracked to ensure that the Institute / University is taking all necessary steps to create a diverse and inclusive place to work and study.

Summary of Actions

I. The Institute will collect data on reasons why successful applicants do not accept offers of employment to determine whether there are any underlying reasons.

II. The campaign to collect equality monitoring data for all staff will be relaunched to ensure that the Institute has the data to effectively monitor the implementation of equality, diversity and inclusion initiatives.

III. The high number of "unknowns" in recruitment monitoring data, particularly in respect of gender will be investigated and remedial action taken.

IV. The Institute will continue to include welcoming statements in advertisements, broadening them to include people from minority ethnic groups and people with disabilities.

V. The Executive of our new university will be asked to consider 50:50 F/M split on the additional 18 SL1 positions to be created over the next 3 years.

VI. Race equality training for managers will be introduced.

VII. Proactive measures will be taken to attract more applications from people with disabilities.

Tom Reilly

EDI Manager

September 2021