**BENCHMARKING FOR 2014/15**

 **Equality Statistics (2011 Census and 2014/15 HESA data)**

Please note the HESA statistics refer to 2014/15, the most recent benchmarking data available. Please also be aware that the HESA data refers to permanent and sessional figures combined meaning the figures may differ from data provided in other aspects of the report.

**AGE**

* The 2011 census information for the London Borough of Greenwich (LBG) shows a correlation between the LBG and Ravensbourne, with representation of people at all age groups. LGB reports the mean age of the population at 35.8 years old. Ravensbourne’s mean is slightly higher at 41.2 years old
* Ravensbourne has a similar age profile to other comparable institutions.

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| --- | --- | --- | --- | --- |
| **Institution** | **34 and under** | **35-49** | **50-65** | **66 and over** |
|  |  |  |  |  |
|  Arts University Bournemouth | 23% | 45% | 29% | 3% |
| The Royal Central School of Speech and Drama | 33% | 39% | 27% | 0% |
| Kingston University | 21% | 42% | 35% | 1% |
| Leeds Trinity University | 21% | 42% | 35% | 2% |
| University of the Arts London | 26% | 45% | 27% | 2% |
| Ravensbourne | 30% | 41% | 25% | 4% |
| Rose Bruford College | 12% | 38% | 46% | 4% |
| Royal College of Art | 20% | 49% | 28% | 2% |
| Trinity Laban Conservatoire of Music and Dance | 19% | 39% | 33% | 9% |

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**DISABILITY**

* The 2011 census information for the Royal Borough of Greenwich shows that 15.1% of their total population declared a disability. Ravensbourne’s figure of 12% disabled staff is moving closer to matching that of the LBG.
* The figures below show that Ravensbourne is placed within the top three when comparing the number of staff with a declared disability against other comparable Institutions.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Known disability** | **No known disability** | **Unknown** | **Total Staff** | **Staff with declared disability** |
| **Institution** | **Numeric data** | **Numeric data** | **Numeric data** | **Numeric data** | **Percentage** |
|  |  |  |  |  |  |
|  Arts University Bournemouth | 35 | 415 | 15 | 465 | 8% |
| The Royal Central School of Speech and Drama | 5 | 160 | 5 | 170 | 3% |
| Kingston University | 90 | 1850 | 0 | 1940 | 5% |
| Leeds Trinity University | 30 | 385 | 0 | 415 | 7% |
| University of the Arts London | 250 | 3055 | 80 | 3385 | 7% |
| Ravensbourne | 35 | 240 | 10 | 285 | 12% |
| Rose Bruford College | 25 | 110 | 0 | 135 | 19% |
| Royal College of Art | 55 | 345 | 0 | 400 | 14% |
| Trinity Laban Conservatoire of Music and Dance | 15 | 470 | 15 | 500 | 3% |

**ETHNICITY**

* The census information for the Royal Borough of Greenwich (RBG) in 2011 shows that 47.7% of their total population are of BAME origin. Ravensbourne’s proportion of 16% shows a clear need for continued work in increasing the number of BAME staff if we are to better represent the local profile. Here it should be noted however, that whilst we will strive to better reflect the community in which we live, it needs to be taken into consideration that 20.6% of Greenwich residents do not hold a qualification and only 20.4% of individuals fall into the professional category. These figures are important when considering our statistics and suggest that it may not be realistic to set our targets for a matching percentage of BAME staff compared to the RBG figures.
* The figures below show that Ravensbourne has the strongest BAME profile when looking at comparable institutions.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Institution** | **White** | **Black** | **Asian** | **Other (including mixed)** | **Not known** | **Total** | **Percentage of BAME Staff** |
|  |   |   |   |   |   |   |   |
| Arts University Bournemouth | 440 | 0 | 10 | 15 | 0 | 465 | 5% |
| The Royal Central School of Speech and Drama | 150 | 10 | 5 | 5 | 0 | 170 | 12% |
| Kingston University | 1,490 | 65 | 170 | 65 | 150 | 1940 | 15% |
| Leeds Trinity University | 385 | 5 | 5 | 5 | 15 | 415 | 4% |
| University of the Arts London | 1,875 | 130 | 130 | 100 | 1,150 | 3385 | 11% |
| Ravensbourne | 225 | 20 | 10 | 15 | 10 | 280 | 16% |
| Rose Bruford College | 125 | 0 | 5 | 0 | 0 | 130 | 4% |
| Royal College of Art | 320 | 10 | 15 | 25 | 30 | 400 | 13% |
| Trinity Laban Conservatoire of Music and Dance | 460 | 15 | 10 | 10 | 5 | 500 | 7% |

**GENDER**

* The census information for the Royal Borough of Greenwich shows that the gender split is 49.6% males and 50.4% females. There is a slight difference in Ravensbourne’s figures for this year where there are more males (53%) than females (47%) employed.
* Ravensbourne has a slightly lower number of females compared to other comparable institutions, which is an area we will look at in particular in the area of academia.

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| --- | --- | --- | --- | --- | --- | --- |
|  | **Female** | **Male** | **Total** |  | **Female** | **Male** |
| **Institution** | Numeric Data |  | Percentages |
|  |  |  |  |
| Arts University Bournemouth | 255 | 215 | 470 |   | 54% | 46% |
| The Royal Central School of Speech and Drama | 95 | 70 | 165 |   | 58% | 42% |
| Kingston University | 1,110 | 830 | 1940 |   | 57% | 43% |
| Leeds Trinity University | 270 | 150 | 420 |   | 64% | 36% |
| University of the Arts London | 1,900 | 1,485 | 3385 |   | 56% | 44% |
| Ravensbourne | 120 | 160 | 280 |   | 43% | 57% |
| Rose Bruford College | 75 | 55 | 130 |   | 58% | 42% |
| Royal College of Art | 200 | 205 | 405 |   | 49% | 51% |
| Trinity Laban Conservatoire of Music and Dance | 245 | 255 | 500 |   | 49% | 51% |