

## Equality Impact Assessment: UCU Anti-Casualisation Report

In February 2020 UCU Glasgow produced a report entitled [\*The Realities of Casualisation at the University of Glasgow\*](#). The report considers the impact and conditions for a range of staff on fixed term and hourly contracts. The report requested five key proposals for change, these are:

- A significant reduction in the number of fixed-term contracts for all staff
- Improved redundancy processes
- Better and more consistent pay and conditions for Graduate Teaching Assistants
- An end to unequal treatment of staff
- University processes should no longer disproportionately disadvantage staff on the basis of gender, age, social class, disability, or ethnicity
- Increased transparency relating to casualisation

The University agreed to work with UCU to address a number of these proposals through the formation of an Anti-Casualisation Working Group, this group has been meeting since spring 2020.

In addition, the report made a specific reference to casualisation on individuals from protected characteristic groups<sup>1</sup>:

*University processes should no longer disproportionately disadvantage staff on the basis of gender, age, social class, disability, or ethnicity  
Casualisation disproportionately affects people with protected characteristics. As such, this can only be achieved by abolishing casualisation.*

- *The university should immediately undertake an equalities assessment of fixed-term and casualised contracts.*
- *The university should work with UCUG on measures to end any discrimination.*

This report was discussed at the Equality and Diversity Strategy Committee (EDSC) in June 2020, where the trade union representative on the committee requested the following of EDSC:

- UCU ask EDSC to review the report and consider the implications of casualisation in relation to gender, age, disability and ethnicity.
- UCU ask EDSC to instigate an equality impact assessment of fixed term and casualised contracts at University of Glasgow.
- UCU ask EDSC to promote a culture of transparency in the reporting of statistical data on casualisation at University of Glasgow.

At EDSC it was noted that the University had already agreed to take forward some of the actions from the report and a working group had been formed with UCU and the relevant University staff. The Deputy Director of HR agreed to conduct an EIA for the relevant data set and discuss it with the working group. This paper forms the EIA.

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<sup>1</sup> <https://ucuglasgow.files.wordpress.com/2020/04/ucu-glasgow-anti-casualisation-report.pdf> page 18

## 1. Data Analysis

All the data in this report is annually reported as part of the University's Public Sector Equality Duty, and can be viewed online in the [Staff Equality Monitoring Reports](#). For the purposes of this EIA, we have been asked to focus on staff on a Fixed term (F) or Open ended with funding end date (O) contract. For each protected characteristic, we have provided the overall University data as a benchmark.

Tables 1-3 (below) provide the context, and proportions of staff with each contract type from 2016-17 to 2018-19. This shows that the proportion of staff on a F or O contract type is between 35-38% of our staff.

### 2016-17 report - Census date - 24 August 2017

Table 1 - Contract Type	#	%
F = (F) Fixed term	1174	16%
O = (O) Open ended with funding end date	1445	19%
P = (P) Open ended + (C) Permanent in Temporary Fixed Term Appointment (Head of College/Principal/Vice Principal roles etc.)	4772	63%
S = (S) Fixed term - SOSR e.g. Maternity leave cover	137	2%

### 2017-18 report – Census date - 6 August 2018

Table 2 - Contract Type	#	%
F = (F) Fixed term	1260	16%
O = (O) Open ended with funding end date	1453	19%
P = (P) Open ended + (C) Permanent in Temporary Fixed Term Appointment (such as Principal/Vice Principal/Head of College roles etc.)	4816	63%
S = (S) Fixed term - SOSR e.g. Maternity leave cover	126	2%

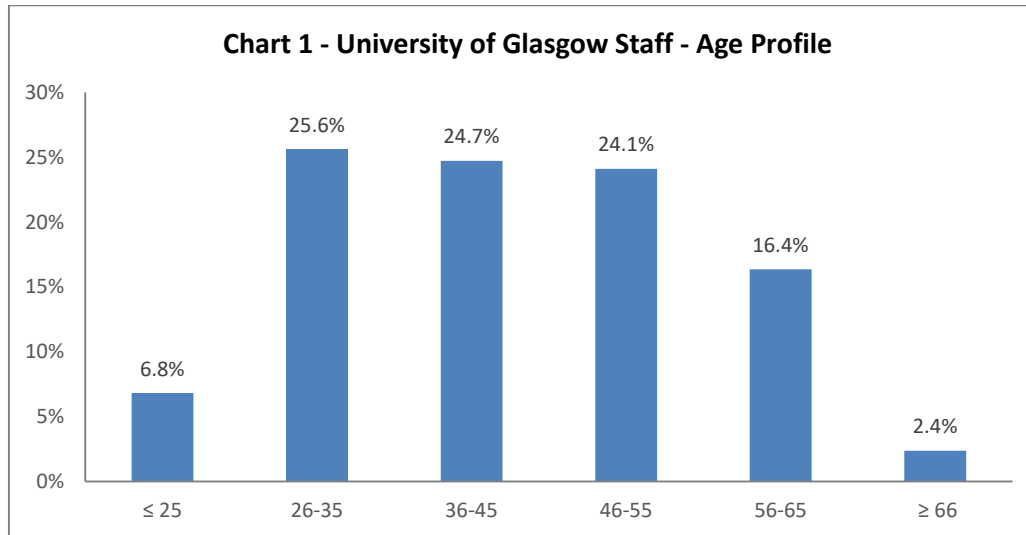
### 2018-19 report – Census date - 9 August 2018

Table 3 - Contract Type	#	%
F = (F) Fixed term	1658	20.2%
O = (O) Open ended with funding end date	1478	18.0%
P = (P) Open ended + (C) Permanent in Temporary Fixed Term Appointment (Head of College/Principal/Vice Principal roles etc.)	4954	60.4%
S = (S) Fixed term - SOSR e.g. Maternity leave cover	108	1.3%

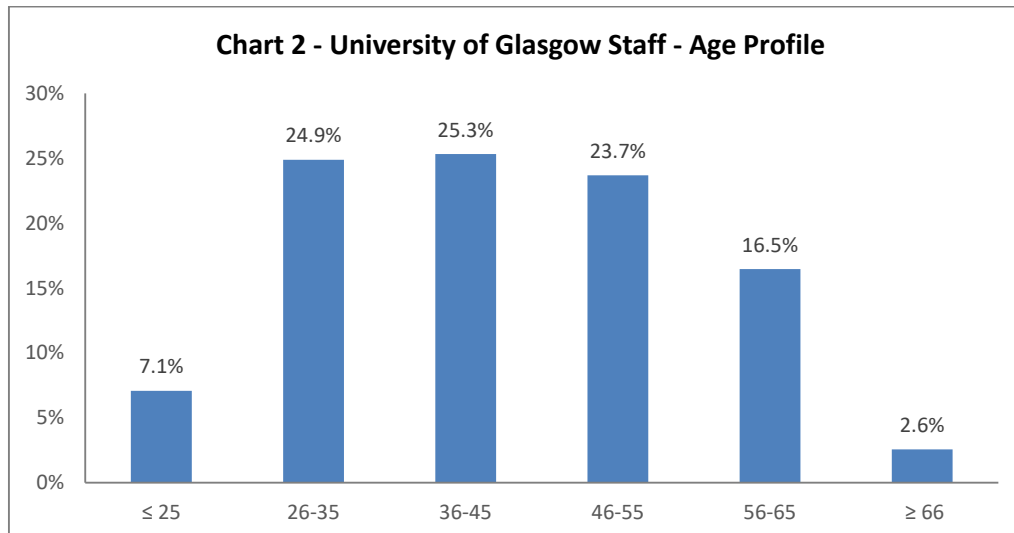
## 2. Age

### 2.1 Whole University Info (for comparison)

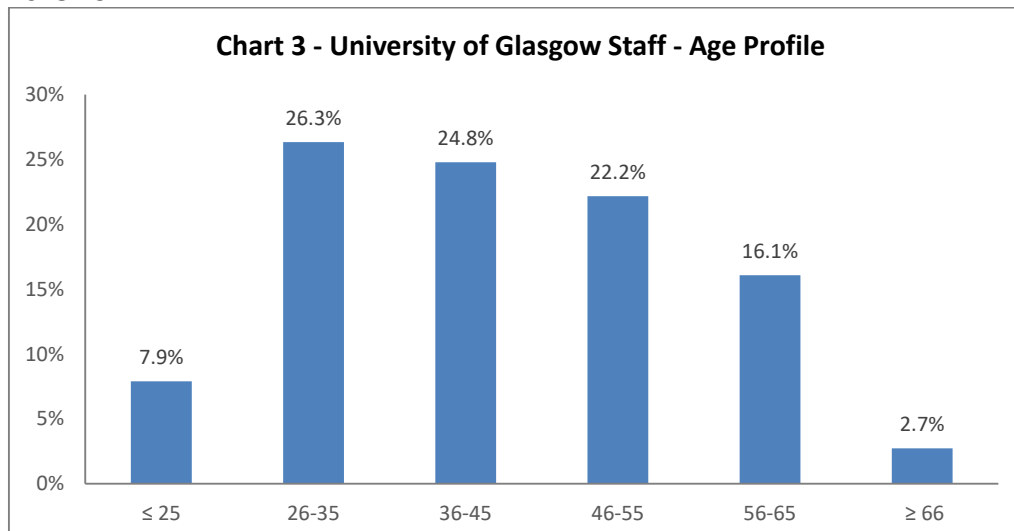
2016-17



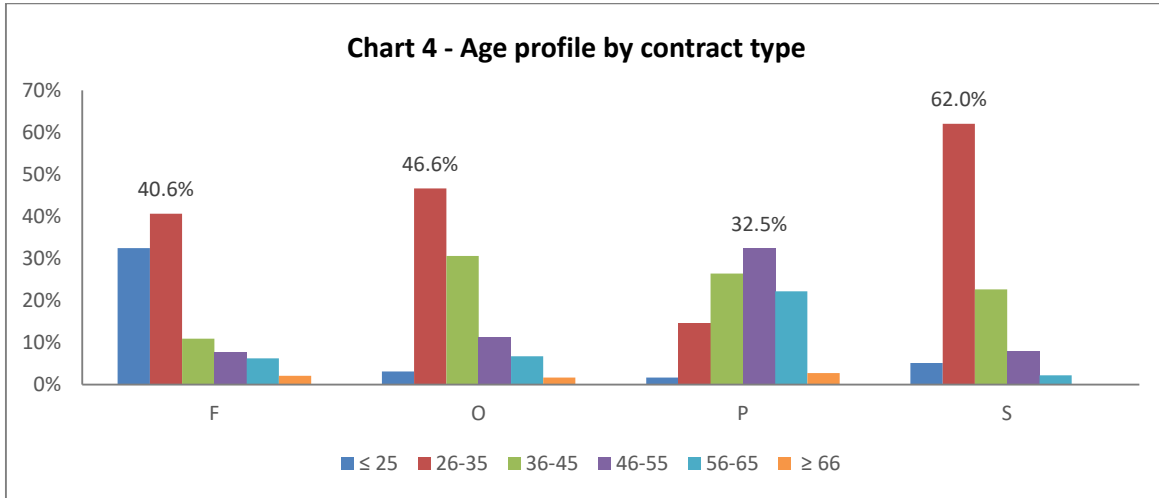
2017-18



2018-19

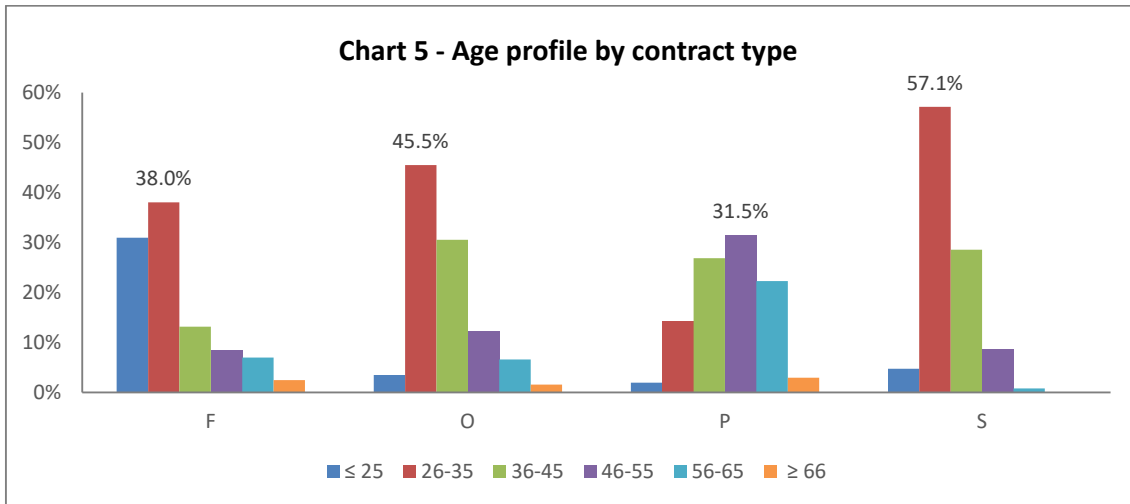


**2.2 Age & Contract Type**  
**2016-17**



<b>Table 10</b>	<b>F</b>	<b>O</b>	<b>P</b>	<b>S</b>
<b>Age Range</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
<b>Age ≤25</b>	32.5	3.1	1.7	5.1
<b>Age 26-35</b>	40.6	46.6	14.5	62.0
<b>Age 36-45</b>	10.9	30.6	26.4	22.6
<b>Age 46-55</b>	7.8	11.3	32.5	8.0
<b>Age 56-65</b>	6.2	6.7	22.2	2.2
<b>Age ≥66</b>	2.0	1.7	2.7	0.0

**2017-18**



<b>Table 10</b>	<b>F</b>	<b>O</b>	<b>P</b>	<b>S</b>
<b>Age Range</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
<b>Age ≤25</b>	31.0	3.5	2.0	4.8
<b>Age 26-35</b>	38.0	45.5	14.4	57.1
<b>Age 36-45</b>	13.2	30.6	26.8	28.6
<b>Age 46-55</b>	8.4	12.3	31.5	8.7
<b>Age 56-65</b>	7.0	6.6	22.3	0.8
<b>Age ≥66</b>	2.5	1.6	2.9	0.0

2018-19

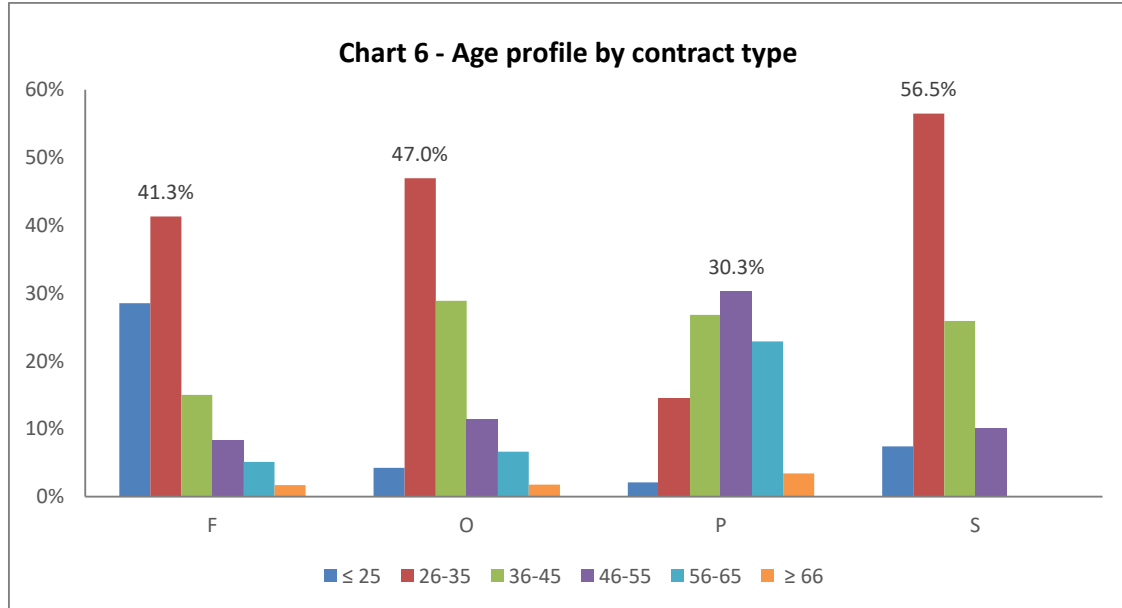


Table 10	F	O	P	S
Age Range	%	%	%	%
Age ≤25	28.5	4.3	2.1	7.4
Age 26-35	41.3	47.0	14.5	56.5
Age 36-45	15.0	28.9	26.8	25.9
Age 46-55	8.3	11.5	30.3	10.2
Age 56-65	5.1	6.6	22.9	0.0
Age ≥66	1.7	1.8	3.4	0.0

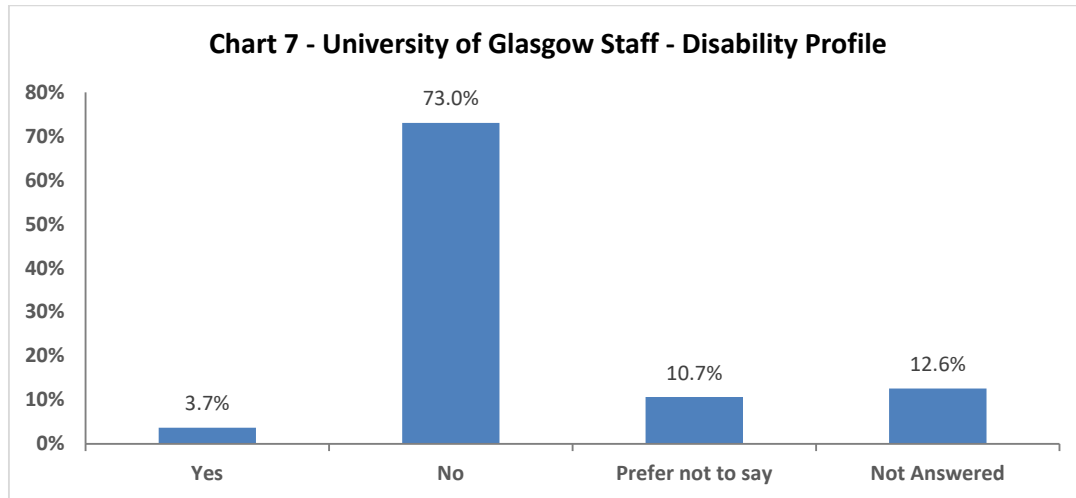
The data from charts 1-6 shows that staff on contract types F are generally between the ages of <25 to 35, with consistently 70% of our staff in this age range on this type of contract. Contract type O had a slightly higher demographic with age range 26-45 accounting for approximately 75% of this contract type. This compares to the University benchmark where staff between the ages of 26-35, 36-45 and 46-55 accounting for approximately 25% each of the workforce.

Overall, the data shows contract types F and O are disproportionately used with younger staff.

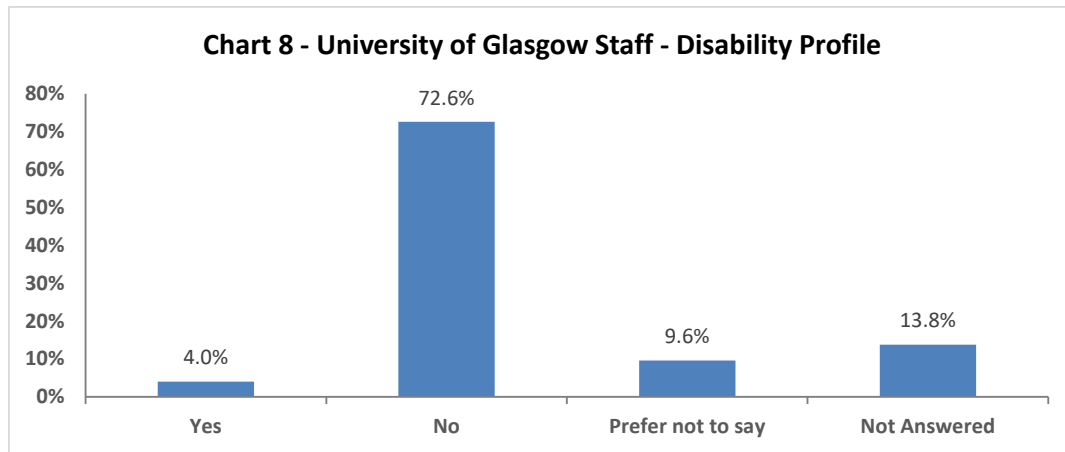
### 3. Disability

#### 3.1 Whole University Info (for comparison)

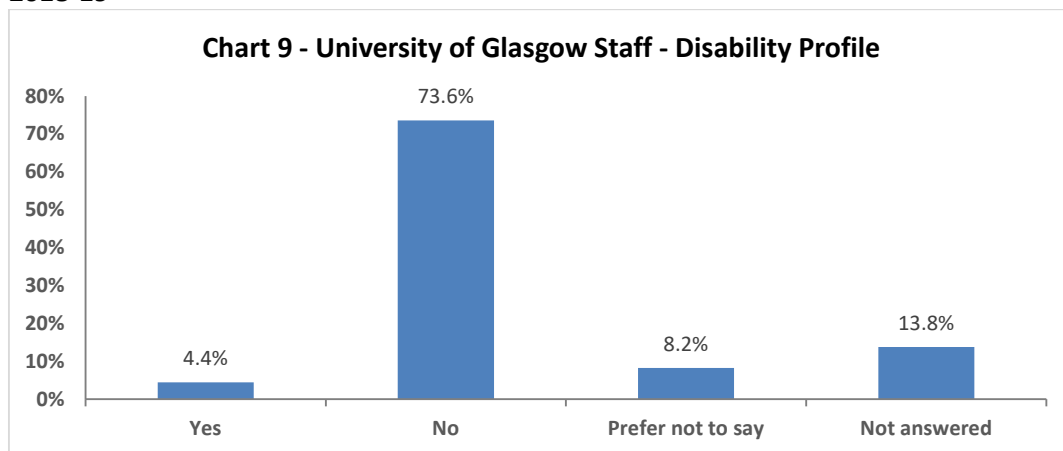
2016-17



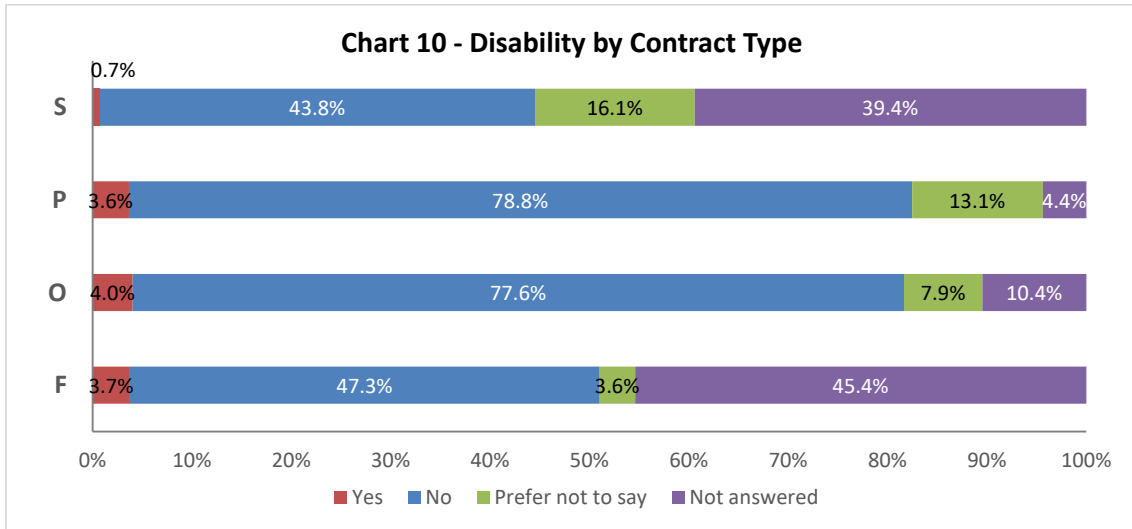
2017-18



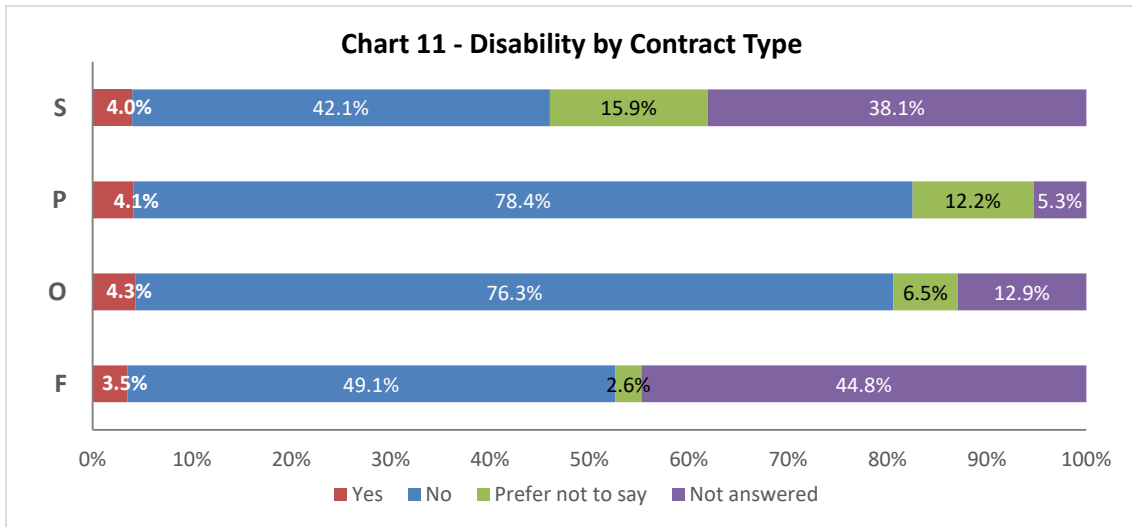
2018-19



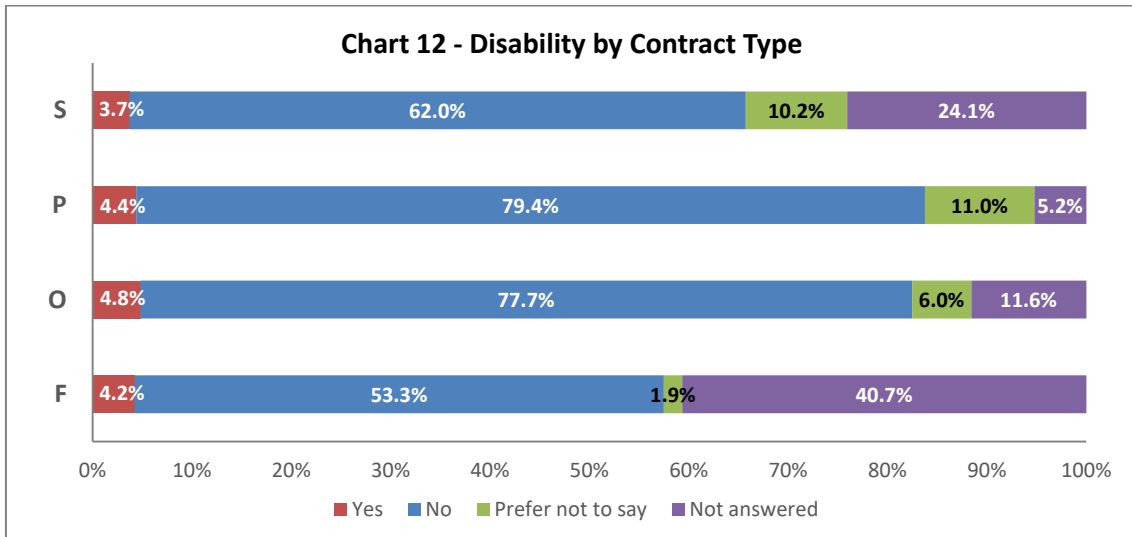
**3.2 Disability & Contract Type Info  
2016-17**



**2017-18**



**2018-19**



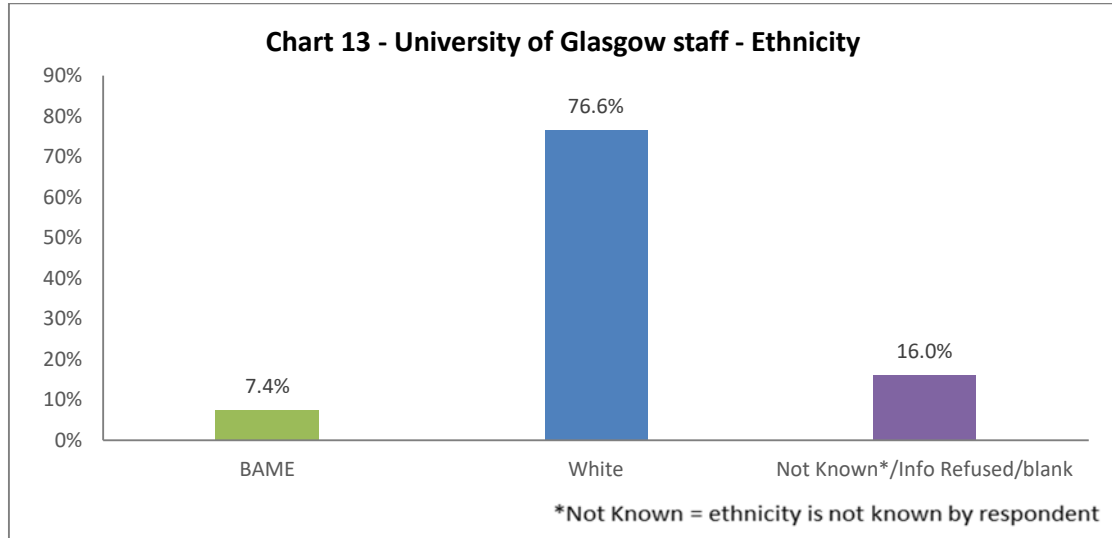
The data from chart 7-12 on disability shows that the percentages of disabled staff on F and O contracts has grown moderately from 2016-17 to 2018-19, for F from 3.7% to 4.2% and O from 4% to 4.8%, however this is in line with disabled staff on P contracts, who have grown at a similar rate over the same time period (from 3.6% to 4.4%). It should be noted that the non-disclosure rates for the whole University are high at almost 14%, and the F and O categories are reflecting this, for all the years recorded.



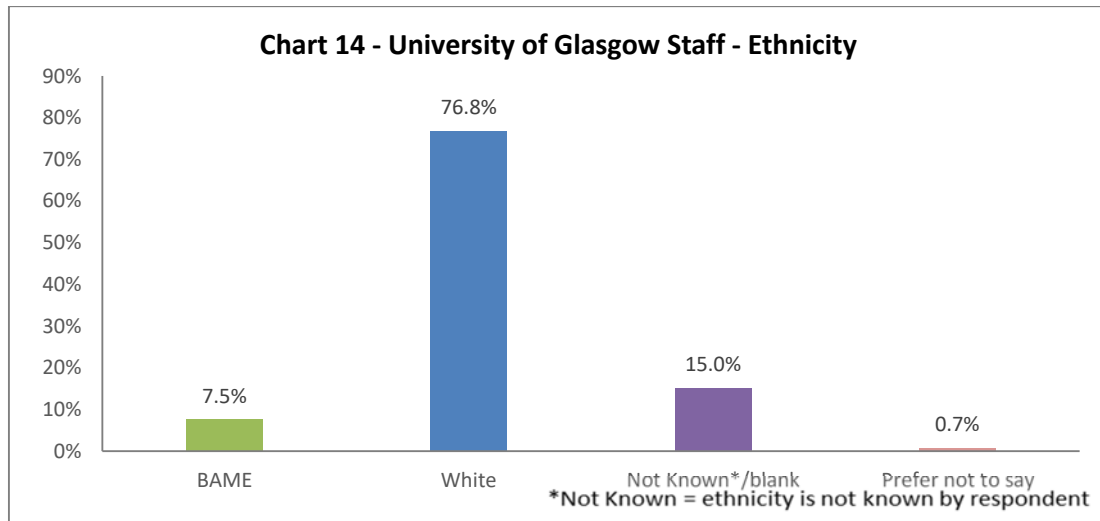
## 4. Ethnicity

### 4.1 Whole University Info (for comparison)

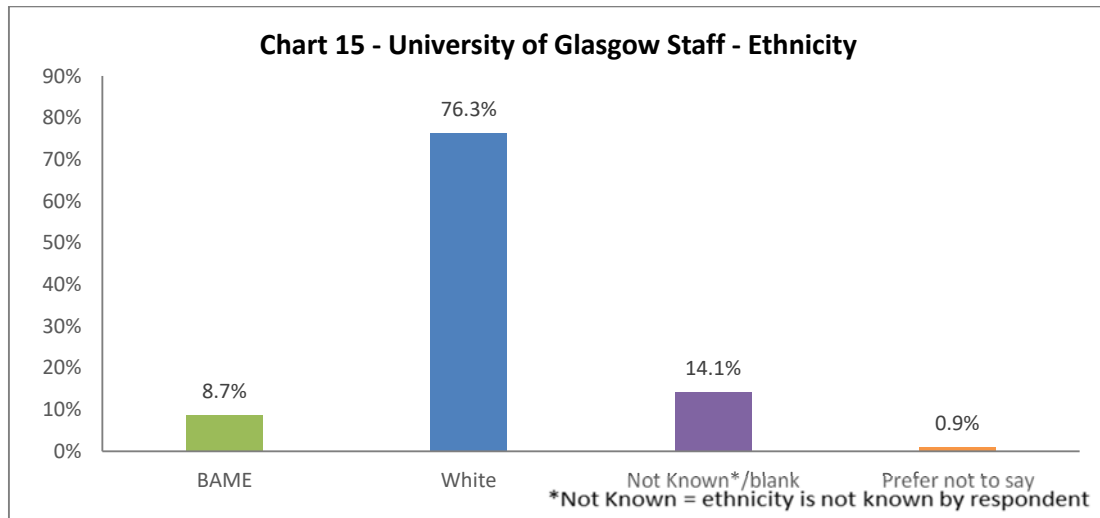
2016-17



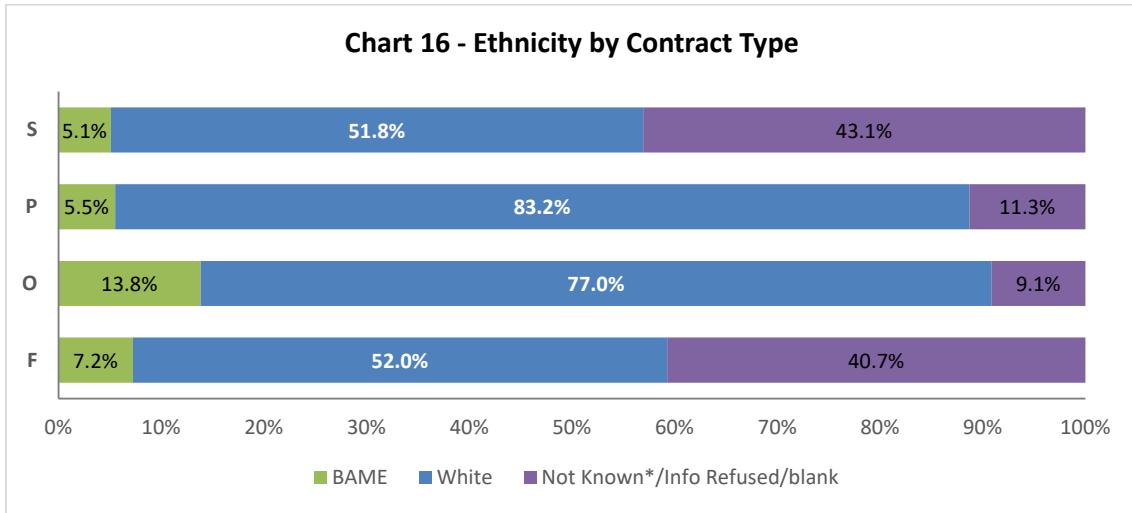
2017-18



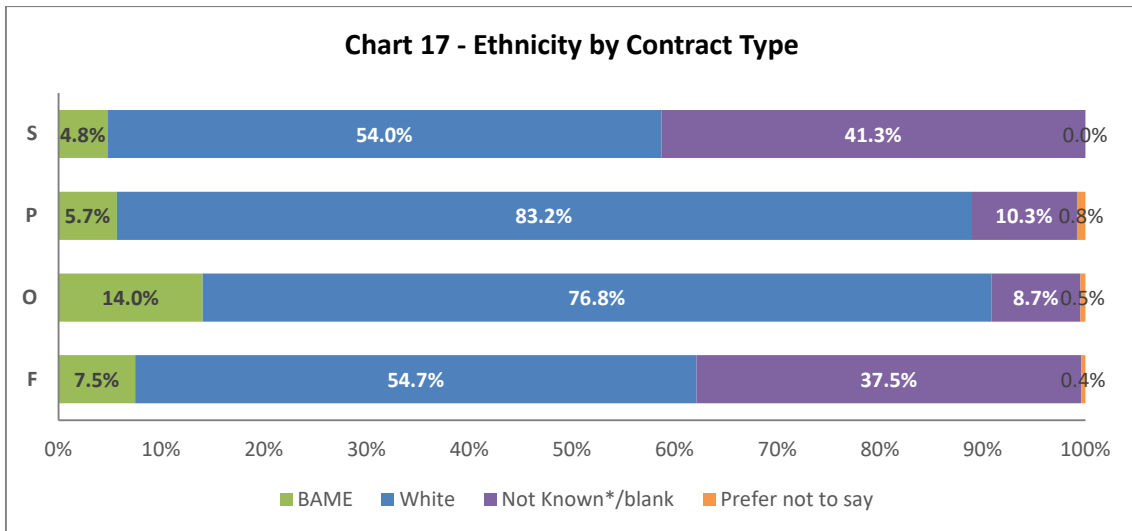
2018-19



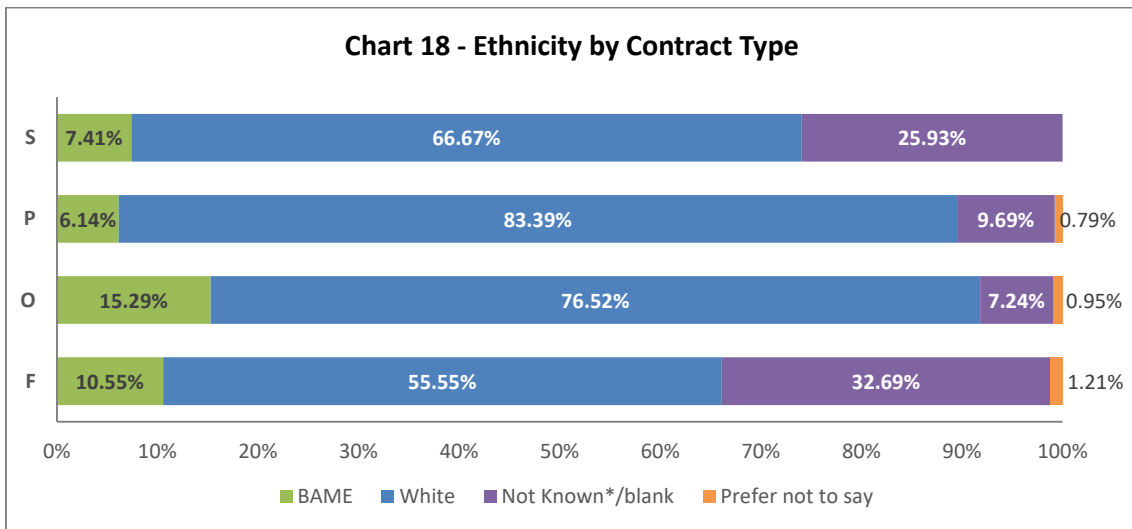
**4.2 Ethnicity & Contract Type Info  
2016-17**



**2017-18**



**2018-19**

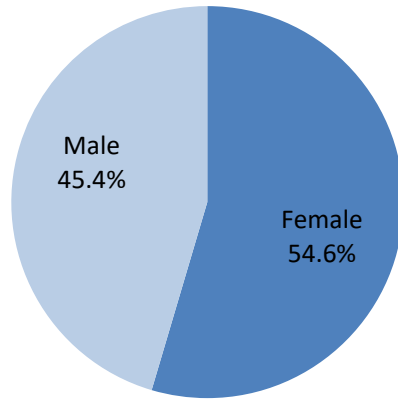


The University has grown the percentage of Black, Asian and Minority Ethnic (BAME) staff from 2016-17 at 7.4% to 8.7% in 2018-19. When considering the contract types, both the F and O categories have higher percentage of BAME, than the corresponding years University percentage. This is particularly noticeable in the O category which is consistently 7 or 8% higher than the University average.

As with disability data, there are high non-disclosure rates for ethnicity, however this in the F and S categories.

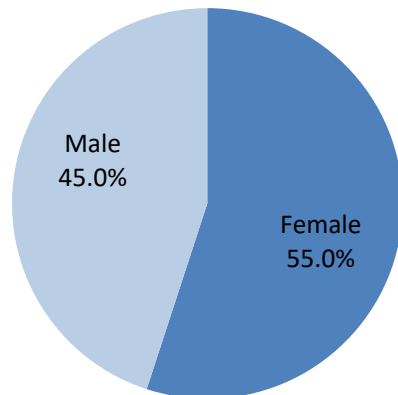
**5.Sex**  
**5.1 Whole University Info (for comparison)**  
**2016-17**

**Chart 19 - University of Glasgow staff - Sex**



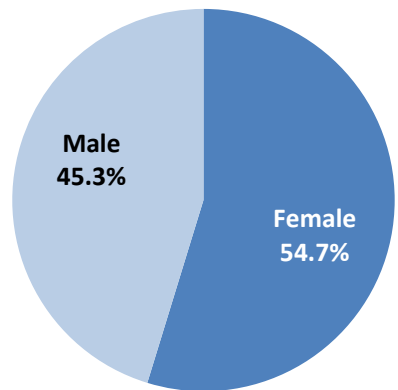
**2017-18**

**Chart 20 - University of Glasgow staff - Sex**

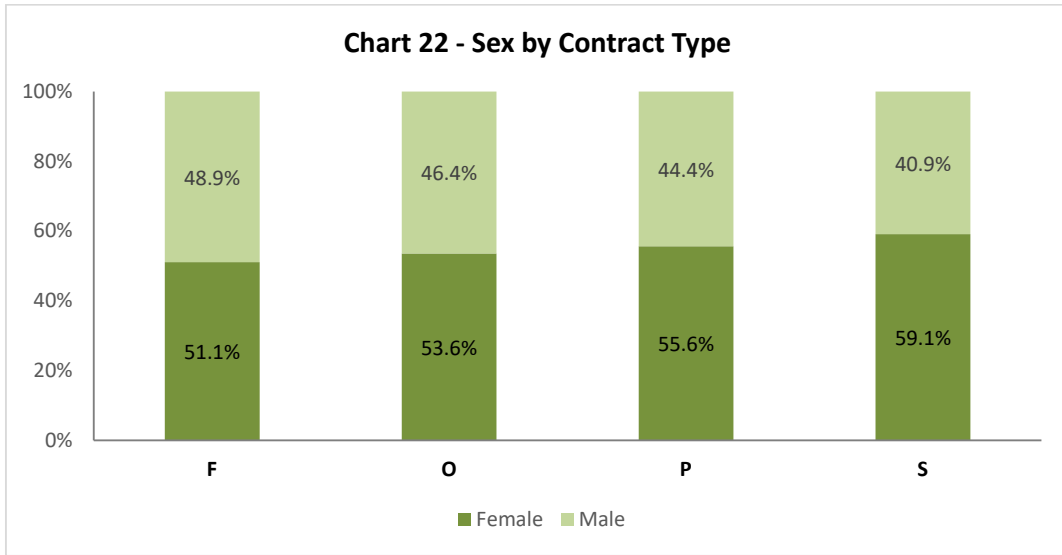


**2018-19**

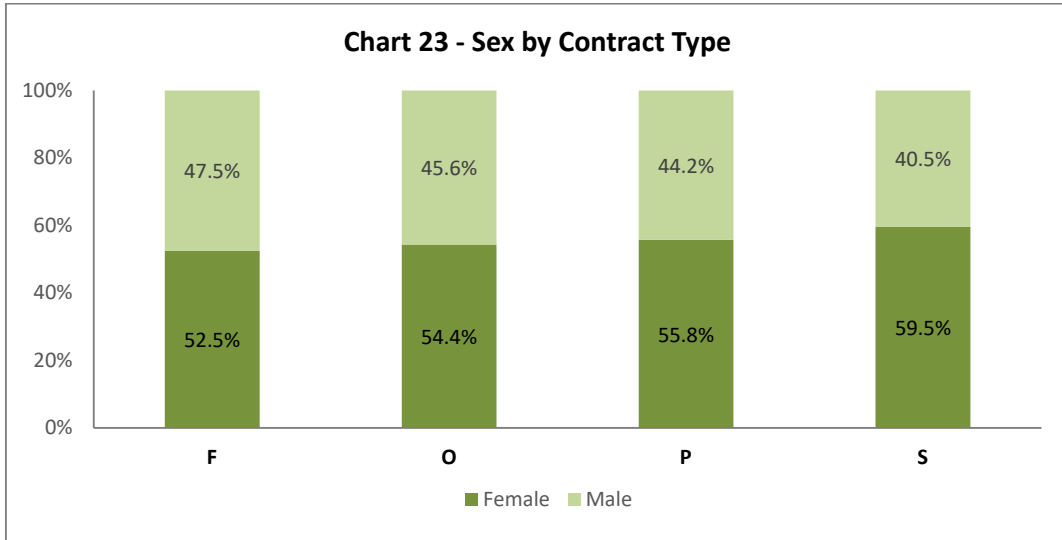
**Chart 21 - University of Glasgow staff - Sex**



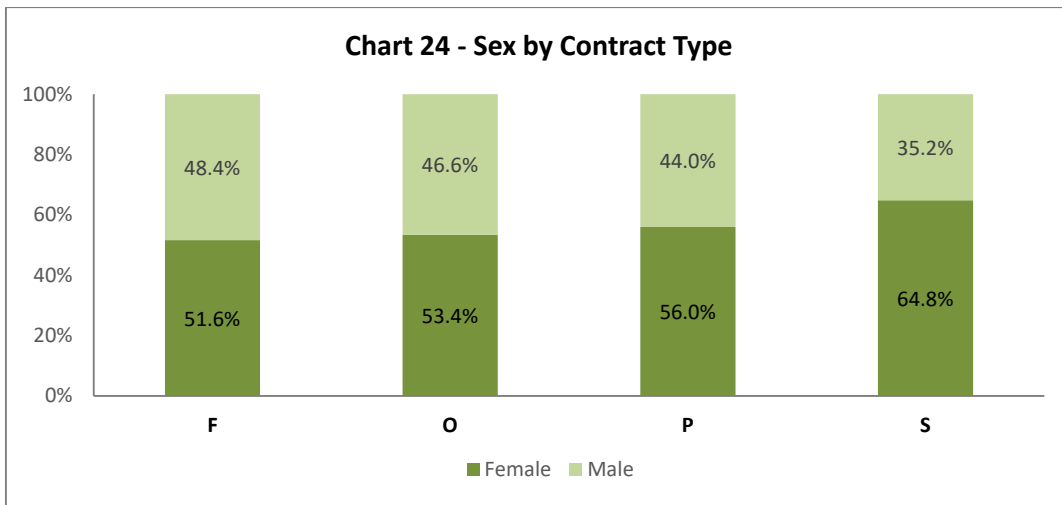
**5.2 Sex & Contract Type Info  
2016-17**



**2017-18**



**2018-19**



The data shows that the University employs more women than men, and this is broadly reflected in the contract types. P categories consistently reflects the University sex split, contract type S has a higher percentage of women than the average, and F has a slightly lower than average percentage of women.

## **6. Conclusion from the data analysis**

From the data held there are three main conclusions from this equality data analysis of contract type at the University:

- Age has an impact on the contract type, with younger employees more likely to be on contract types O and F.
- Ethnicity has an impact on contract type, with the highest percentage of BAME staff in contract type O, and the lowest in contract type P.
- There are significant non-disclosure rates for disability and ethnicity, and this impacts the validity of the results.

It should be noted this does not mean there are no differential impacts based on other protected characteristics, rather there is insufficient data to analyse these characteristics (i.e. for sexual orientation/religion or belief), or the impacts are based on other aspects of the contracts types (i.e. insecure contracts and family/health choices).