ANNUAL EQUALITY MONITORING REPORT

2009-2010

Equality Officer

Monitoring Advisory Group

INDEX

Sources

Staff Office Reports (CORE database/WiSER database).
Senior Lecturer's Annual Report 2008/2009
Recruitment Monitoring reports (Equality Office)
Trinity Access Programmes
College Disability Service
Inclusive Curriculum Project TIC
Gender and Promotions Report
HEA statistics 2008-2009
ECU report 2009
Secretary's Office
College Calendar 2009-2010

Membership of Monitoring Advisory Group 2009-2010

Pat Daly (Staff Office)
Caroline Roughneen (Director of WiSER)
Lisa Coady (TAP)
Clodagh Byrne (Mature Students Officer
Dr Andrew Loxley (School of Education)
Karen Campos McCormack (Equality Officer)

Summary of Findings

Interpretation of the data

Some of the key findings in this second monitoring report are outlined below. The report constitutes a snapshot of the diversity profile and distribution of staff and students in College as of 2009-2010. Where possible comparisons have been established regarding previous reports (starting in 2006-2007) and sectoral comparative data, however a trend discussion would require further data analysis.

College staff

The overall number of College staff is 3,745, of whom 53% are women and 47% are men (no variation since 2006).

Age profile

- The most common age group in employment is 30-39 (28%) followed by the 40-49 group (20%).
- Women are predominant in the younger age group (20-29) and men are more represented in the 60+ group.

Little variation with 2008 figures, details in Table 2.2.

Staff Gender profile

Area/ Faculty

The gender distribution of staff in different function categories suggests a strong segregation still exists in the areas of employment for men and women. These proportions appear to remain with little variation from 2006-2007 and 2008 to the 2009-2010 report. One possible factor stalling further development is the government moratorium on recruitment currently in place.

There are great variations in gender proportion depending on the area of work and staff grade:
- in the academic grades we see an overall predominance of male staff (61%), and in the administrative and Library grades a majority of female staff (61%).
- Gender segregation is most extreme in the support staff grades: women are predominantly employed in the areas of Housekeeping, Catering and Nursery, and in the Secretarial/Executive Officers grades (94% f); while men are predominantly employed in the areas of Buildings, Grounds, and Security (overall 86% m).

This distribution follows a traditional labour segregation pattern, and needs to be monitored closely to ensure male and female staff in all areas enjoy the same career opportunities and conditions. See tables in section 2.4 and 2.5 for details.

4

Faculty academic staff

The comparison of the Schools grouped under the three Faculties highlights the markedly different gender profiles of each faculty.

- The most balanced distribution is in the Faculty of Health Sciences (55% female) and the Faculty of Arts, Humanities and Social Sciences (42% female).
- The greatest disproportion is seen in the Faculty of Engineering, Mathematics and Science, where women are 19% of all academic staff.
- Within each Faculty there are large variations between different Schools.

Note on School data –statistics include part-time staff on different contracts ranging from nearly full-time to only a few hours a week, which might give distorted vision of the size of a department.

Senior and decision-making positions

Women are under-represented in senior positions, with the consequent lack of recognition in the College community – the report considers women's representation as Heads of School, in senior positions such as Annual Officers and Senior administrative officers, the key decision-making bodies in College, Board and Council, etc. Overall there are small fluctuations in the proportions of women in different decision-making and senior roles from year to year – reflecting changes in management positions, promotions, student representation and elected members – however the fact that there is no clear linear progression towards gender balance would indicate that achieving this balance will not be a matter of time alone.

- There are 5 female Heads of School out of 24 Schools (3 in 2008)
- The proportion of women Fellows is 21%, 56 out 273 Fellows (marginally increased with five new female Fellows)
- Women are now 33% of Statutory/Annual Officers, Senior Administrative Officers and Honorary positions (5 out of 15 Annual officers, 3 out of 9 Senior Administrators and 3 out 8 Honorary positions).
- Women make up 28% of College Board members (8 out of 29 members) (32% in 2008). It should be noted that Board elections are currently being held and thus the figures may change significantly in 2010-11.
- The proportion of women sitting on the University Council is now 32% or 12 of 37 members (42% in 2008).

Grade

Academic staff

- Women make-up 39% of all academic staff. The proportion of women in each grade decreases as we move up the academic grades.
- The proportion of women academics at the entrance level to the scale (Lecturer below bar) is higher (54%) but decreases steadily, to make up only 14% of Professors currently (13 Professors).

- HESA UK data indicates we are below the average (currently 18.7% of Professors are women in the UK), although we are limited by the absence of comparable data in the Irish higher education sector.
- Grade progression patterns vary across Faculties.

The issue of gender imbalance and barriers to women's career progression in academe have been highlighted by international research. In College there have been several reports examining women's career progression prepared for the Equality Committee, most recently a report on Gender and Promotions and a Gender analysis of Junior Promotions 2009 which is being considered by the Vice Provost.
See sections 2.4 for further details.

Research

The total number of research staff is 702, which make these grades a significant component of the College staff (3,745). The report also considers research students, who are not staff but are part of the College research activities.

- The proportions of research staff are relatively gender balanced from an overall College perspective: 45 % and 55% male.
- In the case of Research Fellows 41% are women and for Research Assistants 61% are women, with noticeable variations by Faculty, detailed in the report.
  See section 2.4f for details.

Administrative grades

The report considers staff in administrative grades, executive officer/secretarial grades and Library grades, which are overall predominantly female (61%).

- Women make up 61% of staff in administrative grades but are a minority in senior grades.
- The lower grades (Admin 3 to 1) are predominantly female, but this situation is reversed in the more senior administrative grades.
- The majority of administrative staff are concentrated at the Admin 1 level.
- In the case of the Library, staff are predominantly female (65%) up to the senior Sub-Librarian grade. It is only at the most senior Library Keeper grade that again the gender proportion is reversed.

  See section 2.4 for details.

Contract profile

The distribution of staff in permanent and fixed-term contracts becomes more relevant with the recruitment moratorium currently in place.
- The overall proportion of part-time staff across different contract types is 73% female. Women on part-time contracts outnumber men across all categories, but particularly in the case of Permanent Part-time staff.
- In the case of academic staff, there is a gender imbalance is in the proportion of women and men on permanent and fixed term contracts;

73% of all male academic staff are on permanent contracts by comparison to 58% of all female academic staff, across faculties and grades (or 41% of women academics are on non-permanent contracts, by comparison 26% of men). This imbalance is not so marked if we include all staff grades.

- in FAHSS 55% of women academics are on permanent contracts, by comparison to 79% of their male colleagues.

This indicates the recruitment moratorium will potentially have a more negative effect on female staff, particularly in some faculties.
See sections 2.6 and 2.7.

Promotions

Due to the employment moratorium there were no Senior Promotions in 2009 or 2010. A report on Gender and Promotions was carried out by the Equality Officer in 2009 at the Provost's request and the actions are currently being considered. An analysis of Junior Promotions 2009 has been completed by the Equality Officer and is being considered by the Vice Provost; both reports are available from the Equality Officer.

Recruitment Monitoring

A recruitment equality monitoring online form was introduced in 2008 to collect applicant data in relation to the nine equality grounds. The Equality Officer is liaising with the Staff Office in order to integrate equality recruitment monitoring in the new e-Recruitment system currently being piloted.

- The figures for 2008-2009 have been greatly affected by the employment moratorium – total employment applicants down to 4,235 from 5,922.
- The response rate has also decreased from 45% to 37%.
- International profile: 48% of applicants are Irish (increase on 41% Irish in previous report) and the remaining applicants are EU (25%) or Non-EU international (24%).
- 1.3% of applicants declared a disability.
- The overall proportion of applicants is gender balanced (51% female) however it does vary depending on the area of the position applied for, along traditional employment lines.

Data on religion, family status and marital status, religion and sexual orientation is included in the report. See section 2.8. for details.

Disability

A follow-up census was carried out this year to update the College's report to the DES Monitoring Committee as required by the Disability Act 2005.
- The combined response rate for the census of 2008 and 2009 is 32 % of all staff (1261).
- 2.4% (95) of College staff have disclosed a disability – this compares to 2.8% disclosure rate in the UK university sector.

It remains a challenge to encourage staff to disclose disabilities and to increase the overall census response rate amongst staff with and without disabilities.

Students

Student profile

The majority of Trinity's 16,215 registered students in 2008-2009 are enrolled in full-time undergraduate degrees (62%), and 32% on part-time and full-time post-graduate degrees.

Gender

- The gender profile of the student body has been evolving and is presently 61% female in College (56% in 2007-2008, 61% in 2006-2007), although proportions vary greatly across disciplines; this compares to 57% female in the UK and 62% female across the Irish university sector.

- The gender distribution by Faculty shows great variation for both undergraduates and postgraduates: Faculty of Arts Humanities and Social Sciences undergraduate population is 64% female (67% in the case of postgraduates); Faculty of Engineering Maths and Sciences undergraduate population is 39% female (37% in the case of postgraduates); Faculty of Health Sciences undergraduate population is 78% female (69% in the case of postgraduates).

See section 3.1.3

Nationality

Trinity's long tradition as an international institution is reflected in the student nationality profile:
- there are students from 119 nationalities in total, making up 20% of the student body (16% in 2007-2008).

This is a strong increase since 2007-2008. It would be of interest to be able to cross-reference this data with the access route student support data to build a clearer picture of non-traditional students. See section 3.2.1.

Age

- the majority of students in College (combined undergraduate and postgraduate) are aged 18 -21, and 11% of all students are 30 and over. Disaggregated data by UG and PG might be of interest.

HEA student background
- 90% of new entrants to Irish universities declare their ethnicity to Irish, the second largest group (4%) is from other white backgrounds. This compares to 17% of students from Black or Minority Ethnic backgrounds in the UK universities.
- 4.7% of all entrants declare a disability (7.3 % in UK universities).

The response to the HEA survey was low for TCD in 2007-2008 – it is hoped a better response rate will allow us to draw more information from this data about our student body.

Access

Trinity College's Strategic Plan is committed to increasing the number of non-traditional students admitted to undergraduate programmes. Non-traditional students are categorized into three types: students with a disability; mature students (23 or more when starting first degree) applying through the mature student dispensation scheme; and socio-economically disadvantaged students. The 15% target of non-traditional students has been increased to 22% in the College Strategic Plan 2009-2014.

- In 2009 a total of 427 (374 in 2008) incoming non-traditional students registered in UG degree programmes, (15.5% of CAO intake)
- Non-traditional students currently make-up 11% of the total student population.
- Faculty distribution: non-traditional students are more represented in FAHSS, this is particularly the case for Mature registered students and TAP students.

- The TCD completion rate is 97% overall (all level 8 final year students who passed final exams), 95% for students registered with the Disability Service, 91% for Level 8 TAP students, 96% for Mature dispensation scheme students.

Disability
- There were 685 (517 in 2008) students registered with the College Disability Service in 2009, with 296 new students registered.
- 60% enrolled in courses in FAHSS and TSM, 20% in FEMS and 18.5% in F Health Sciences.
- There is cross-over in students registered with different access areas, for e.g. 7.8% of TAP students are disabled.

It should be noted that students may disclose they have a disability on the CAO form, but will often register later in the year. The majority of students registered in the Disability Service are in the category of Specific Learning Difficulty (SPLD).

Socio-economically disadvantaged students- TAP

The Trinity Access Programmes (TAP) are a range of initiatives aimed at increasing the participation rate at third level of young adult and mature students from under-represented socio-economic groups.

- In 2009 there were 114 students registered on a TAP course and 472 students registered on under-graduate courses in College through TAP (total number of TAP students 604, increase on 570 in 2008).
- The 2008-2009 TAP cohort comprises 66.5% females;
- 80% were young adults and 20% mature students.
- 58.5% of students were enrolled in FAHSS courses, 27% in F Health Sciences and 15% in FEMS.

Mature students

Applicants to the Mature Student Dispensation Scheme must be over 23 years of age. Many students who qualify as mature students (are over 23 at the time of entering an undergraduate degree) use the usual Leaving Cert points system and do not register with the Mature Students Office.

- Total 685 registered mature students.
- 48% of Mature students are in FAHSS, 12% in FEMS and 40% in F Health Sciences.

1. Introduction

Definition

Equality monitoring is the process of collecting, storing and analysing information that is relevant to, and necessary for, the purpose of promoting equality of opportunity between different categories of persons.

This is the second equality monitoring report to be submitted to the Equality Committee by the Equality Officer. The report provides base-line statistics on staff in relation to equality grounds such as gender, age and disability, and provides data on the student profile in relation to gender, age, nationality, and access initiatives. The aim of the report is initially to establish base-line positions and to determine possible inequalities; and secondly, to track developments and the success of different measures. Adequate data is essential to develop evidence-based policy and actions to ensure equality of access and opportunity. In monitoring equality data College is following best practice as seen in UK third level institutions and HEA recommendations. For a full discussion on the rationale for monitoring please see the Annual Equality Monitoring Report 2006-2007.

About this report

The report is comprised of three sections and provides mainly statistical information on the profile of the staff and student body.

The data has been analysed following the format of the first Annual Equality Monitoring Report 2006-2007 with a focus on the nine equality grounds included in equality legislation and bearing in mind the limitations of available data. The Monitoring Advisory Group reviews and advises on the content of this report, suggesting areas for further development. This report includes new data sections on students by gender and Faculty, on staff on medical grades and comparative student data in the Irish sector amongst others.

Staff section

The staff section of the report provides detailed data tables, with particular regard to gender distribution; seniority and decision-making; the achievement of the 3% disability employment target, senior and junior promotions, the pilot recruitment monitoring programme.

The staff gender disaggregated reports look at gender imbalance in seniority levels (vertical distribution) and in different areas or type

of contract (horizontal distribution). In relation to gender balance and decision-making, it is useful to bear in mind that a 60-40 proportion is often provided as a minimum guideline for representation of both genders in decision-making bodies, although targets and quotas vary in different contexts from one/third minimum representation for the under-represented sex to a 50:50 ratio[1].

Student section

The student section outlines the student body profile in terms of the available College and HEA data (gender, age, course and nationality) and includes more detailed information on student access initiatives and non-traditional groups.

Sources

The staff statistics are mostly based on statistical reports from the personnel database CORE, developed in collaboration with the Staff Office. Some reports have been sourced from the WiSER gender indicators database. Unless otherwise stated the reports include all monthly and weekly paid staff (permanent, contract, indefinite, part-time and temporary) except for casual staff. It should be noted that the part-time category includes staff employed on a wide range of contracts varying from nearly full-time to very few hours a week.

The Monitoring Advisory Group established an agreed criteria for reporting on academic grades with the Staff Office based on the report *Academic Titles in Trinity College Dublin* (Working Group on Academic Titles) – this criteria has been implemented in the equality reports and WiSER database.

The student statistics have been supplied by TAP, the Mature Students Officer, the Senior Lecturer's Area, the Disability Service and the Inclusive Curriculum Project.

Acknowledgements

The Business Analyst in the Staff Office; the members of the Equality Monitoring Group -Lisa Coady (TAP), Clodagh Byrne (Mature Students Officer), Caroline Roughneen (WiSER), Patricia Daly (Staff Office), Dr Andrew Loxley (Education) -;Jade Barrett (Senior Lecturer Area); John McGregor, Sanjay Dixit and other staff in ISS; Michelle Garvey (TIC) and many others..

---

[1] Going for Gender Balance p17 and p44.
[1] http://www.quotaproject.org/aboutQuotas.cfm

2. Staff

2.1 Overall staff figures by gender

The overall College staff population, as of the report run January 2010 is 3745 with women making up 53%% of all employees and men 47%. This includes full-time, part-time, permanent, contract, temporary and casual staff in all areas (academic, administrative and other support areas), with the only exception of associate staff.

Table 2.1 Overall staff

Overall staff figures					
	Female	**%**	**Male**	**%**	**Total**
All staff	1987	53%	1758	47%	**3745**

Report run Jan 2010   Based on contract summary report

2.2 Overall staff figures by age

The age profile of staff is detailed below.

Age range	Female	Male	Total	% of all staff
20-29	270	187	**457**	**11%**
30-39	623	515	**1138**	**28%**
40-49	411	396	**807**	**20%**
50-59	312	293	**605**	**15%**
60 plus	164	259	**423**	**10%**
no birth date entered	328	282	**610**	**15%**
Total	2108	1932	**4040**	

Report run Jan 2010 includes associate staff

2.3 Decision-making in College

The following tables outline the participation of women and men in College senior positions and decision-making bodies.

The College management and administrative structure is based on the principle of collegiality. The ownership of the College is vested in the Provost, Fellows and Foundation Scholars, who together with the members of the Board form the 'body corporate' of the institution. The Board is the governing body and the Council superintends the University's academic business. There is also an extensive Committee and sub-committee structure in College. The Executive Officers group develops strategic planning for the Board's consideration.

The 3 Faculty academic structure came into effect in January 2008 and comprises 24 Schools.

2.3a Senior Positions

This table indicates the gender distribution of men and women in senior positions such as Annual or Statutory officers *, Senior Administrative positions**, and Honorary positions***. Annual or Statutory officers are appointed by Board each year on the nomination of the Provost, and work closely with Senior Administrative Officers in the development of policy and management of the College. Annual Officers normally hold office for 3 years.

The Chancellor acts as head of the University on ceremonial occasions, is elected by the Senate and is also the primary Visitor of the College.

Table 2.3a Gender and senior positions in College

	F	F %	M	M %	Total
Honorary Positions***	3	38%	5	63%	8
Annual/Statutory Officers*	5	33%	10	67%	15
Senior Administration**	3	30%	7	70%	10
Total	**11**	**33%**	**22**	**67%**	**33**
Jan-10					

_____
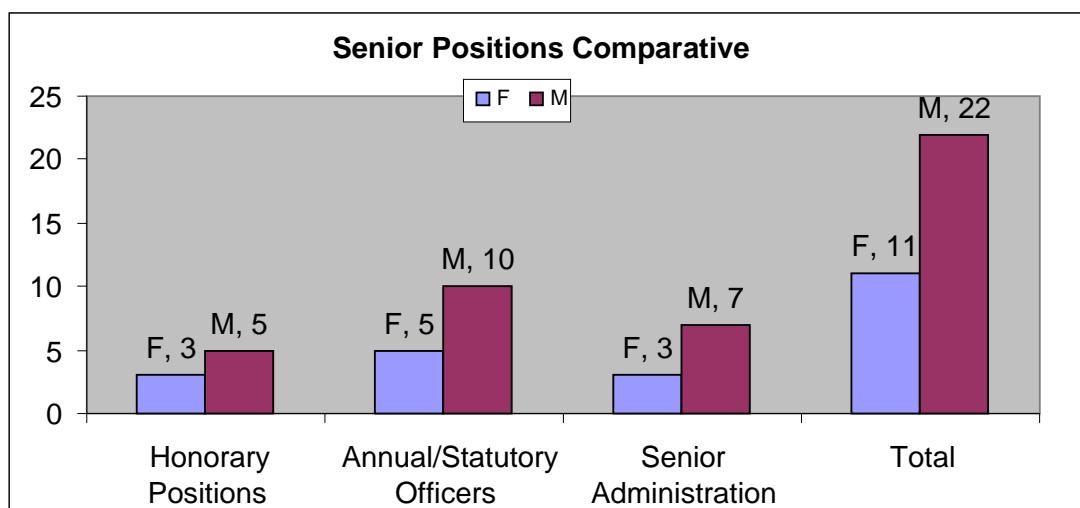
Key:
*Annual/Statutory officers: Vice-Provost CAO, Bursar, Senior Lecturer, Registrar, Senior and Junior Deans, Senior and Junior Proctors, Senior Tutor, Dean of Graduate Studies, Dean of Research, Dean of Students, 3 Faculty Deans.

** Senior Administrative positions: Interim Chief Operating Officer, Secretary, Deputy Staff Secretary, Librarian, Treasurer, Academic Secretary, Director of Buildings, Director of ISS, Director of Accommodation and Catering, and Director of Careers Advisory Service.

Please note that the senior administrative group established now includes: Director of College Health Service, Director of College Disability Service, Director of Student Counselling, Associate Director of Trinity Research, Director of International Affairs and the Director of Sport, and this will be reflected in future reports.

***Honorary Positions**: Chancellor, Pro-Chancellors, Visitors to the College.

2.3b Board and Council

Board

The Board of Trinity College is the governing body, responsible for managing the affairs of the College; and is the body which ultimately approves all College policies and procedures. The Board has 28 members including elected members, ex-officio members, student members and in attendance members.

Table 2.3b1

BOARD 2009-2010	Female	%	Male	%	Total
BD elected member	5		13		18
BD student members	0		4		4
BD ex-officio member	2		3		5
BD in attendance	1		1		2
Total	**8**	28%	**21**	72%	29

Source Calendar 2009-2010 and Staff Office

Council

The University Council superintends and regulates the academic business of the University (including course and degree structure), and is the body which makes nominations for all academic appointments. Its decisions and nominations are forwarded to Board for confirmation. The University Council has a total of 37 members (2009-2010 Calendar); 6 of these are student representatives, 2 are student observers.

Table 2.3b2 Council 2009-2010

Council 2009-2010	Female	%	Male	%	Total
Council ex-officio member	3		4		7
Council representatives (1 vacant)	4		13		17
Council in attendance	2		2		4
Co-opted members (1 vacant)	0		1		1
Student representatives	2		4		6
Student observers (in attendance)	1		1		2
Total	**12**	**32%**	**25**	**68%**	**37**

Source: Calendar 2009-2010 and Secretary's Office.

Executive Officers Group

The Executive Officers Group reflects the new College management and Faculty design and is comprised of the Provost (m), 3 Faculty Deans (m), Dean of Research (m), COO (m), CAO (m), Treasurer (m), Secretary (f), Deputy Staff Secretary (f) and the Vice-Provost for Medical Affairs/ Head of School of Medicine (m).

2.3c Academic Decision-making

Table 2.3 charts the gender proportions for Heads of School, Fellows and Deans. There are 5 female Heads of School (21%) in 2009-2010, a slight increase on 2008 (3). The proportions of female Fellows is now 21% (20% in 2008). The number of women Faculty Deans is unchanged since the 2006-2007 report.

Table 2.3c Senior Academic comparative

Senior Academic Comparative	Female	F%	Male	M%	Total
Heads of School	**5**	**21%**	**19**	**79%**	**24**
Fellows	56	**21%**	217	**79%**	273
Faculty Deans	0	**0%**	3	**100%**	3
Total	**61**	**20%**	**239**	**80%**	**300**

Report run Jan 2010
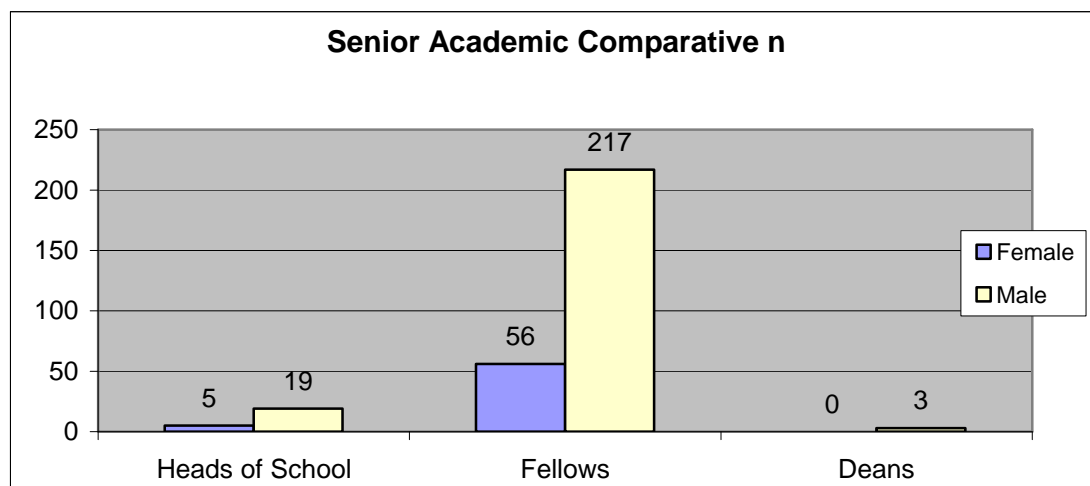
2.4 Staff distribution by grade

Table 2.4 summarises the distribution of staff according to the type of function staff belong to. This graph provides us with an overall picture of the gender distribution of staff in different areas of activity, be it academic, research, administrative or Library, secretarial, technical or other support staff. While the overall proportion of staff is quite even between men and women, there are significant differences as we can see in the table below.

The following areas are examined in more detail in the coming sections: academic grades, research grades, administrative and Library.

Table 2.4. Staff Overview by type of employment

Staff Grade Summary Graph	Female	% F	Male	% M	Total
SUPPORT STAFF (2) Buildings and Grounds and Security	31	14%	193	86%	224
TECHNICAL and GENERAL	78	36%	138	64%	216
ACADEMIC	378	39%	592	61%	970
RESEARCH staff	331	47%	371	53%	702
ADMINISTRATIVE and LIBRARY	368	62%	225	38%	593
SUPPORT STAFF (1) Catering, Nursery, Housekeeping, Shop, Stores	199	90%	22	10%	221
SECRETARIAL/EO	375	94%	23	6%	398
Other	6	38%	10	63%	16
Total	**1760**	**53%**	**1564**	**47%**	**3324**

Report run January 2010

College employment distribution by area

Legend:
- SUPPORT STAFF (2) Buildings and Grounds and Security
- TECHNICAL and GENERAL
- ACADEMIC
- RESEARCH staff
- ADMINISTRATIVE, EXECUTIVE, LIBRARY
- SUPPORT STAFF (1) Catering, Nursery, Housekeeping, Shop, Stores
- SECRETARIAL/EO
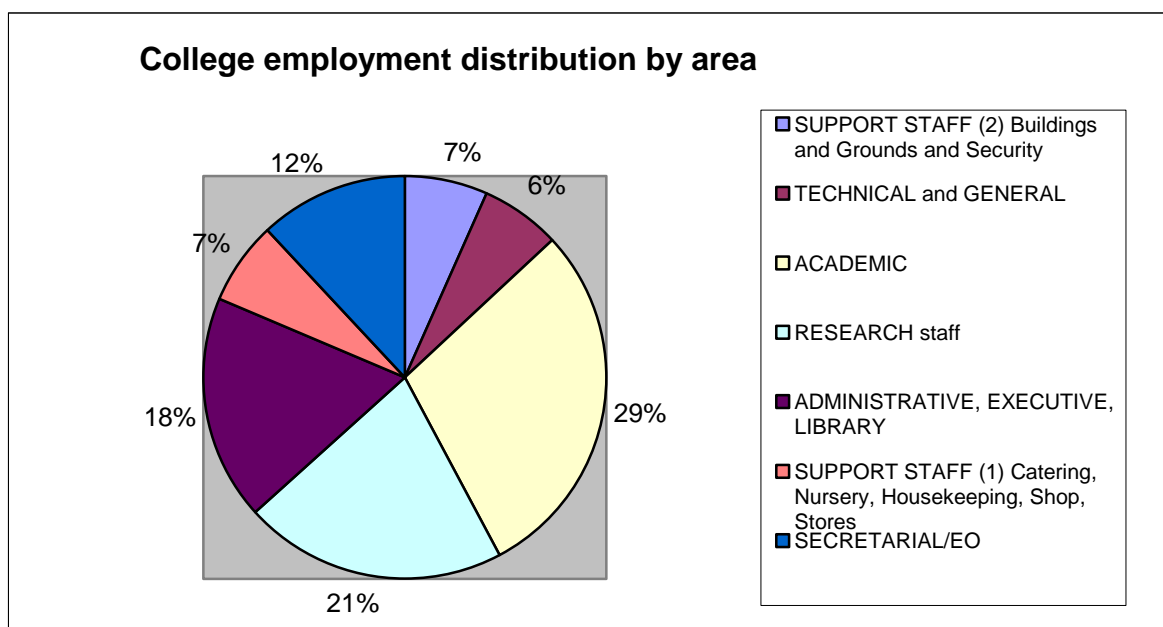
Graph 2.4.2 (2) Staff grades distribution summary by gender

Staff Grades Gender Distribution Summary
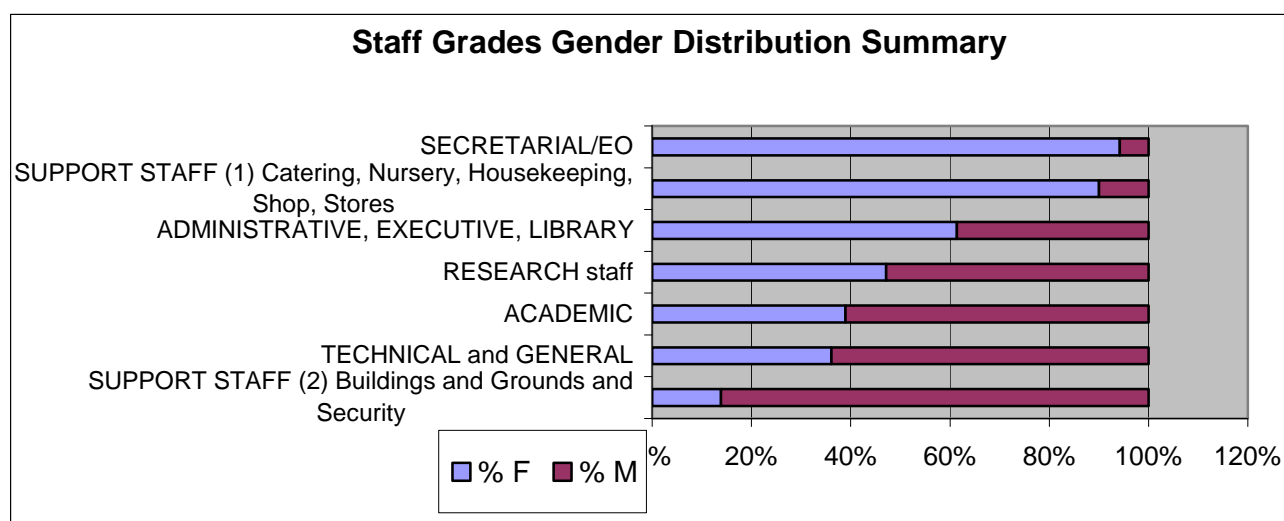
2.4.A Academic Grades

The table below details the number of women and men in each academic grade, medical and non-medical (January 2010). The Monitoring Advisory Group established an agreed criteria for reporting on academic grades with the Staff Office based on the report *Academic Titles in Trinity College Dublin* (Working Group on Academic Titles).

Although women make-up 39% of all academic staff, the under-representation of women in senior grades has been documented in international research and in previous College reports. Currently the proportion of Professors is 14%. The Equality Officer has prepared a more detailed report on this issue for the Provost (Gender and Promotions Report, 2009) and has also submitted a report regarding progression above the Merit Bar to the Vice Provost/CAO.

Table 2.4.a (1) Academic Grades

Grade Description	Female	F %	Male	M %	Total
PROFESSOR	13	14	81	86	94
ASSOCIATE PROFESSOR	25	32	54	68	79
SENIOR LECTURER	53	33	106	67	159
LECTURER ABOVE BAR	79	36	143	64	222
LECTURER BELOW BAR	140	60	92	40	232
PART TIME LECTURER	35	32	73	68	108
Total	**345**	**39%**	**549**	**61%**	**894**

Report run January 2010
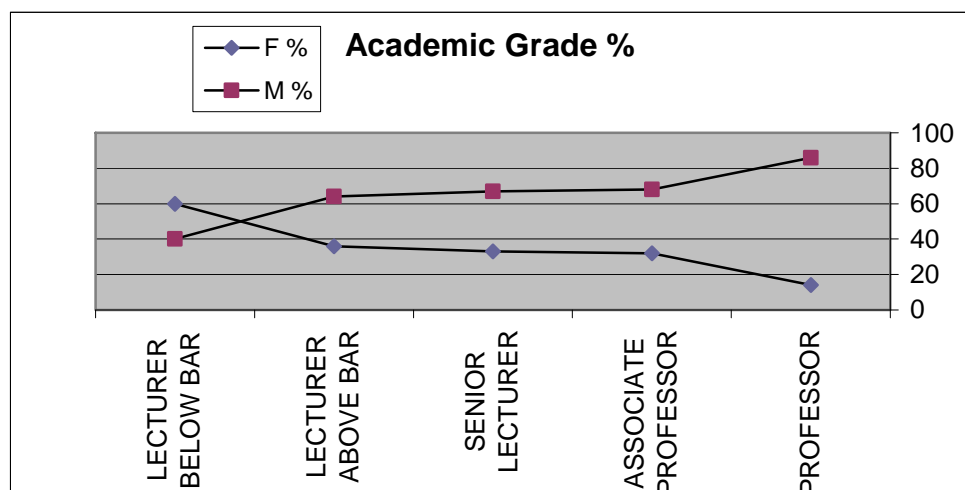
Table 2.4.a (2) Medical academic staff by grade

Grade Description	Female	F %	Male	M %	Total
PROFESSOR CONSULTANT	1	10	9	90	10
ASSOCIATE PROFESSOR CONSULTANT	1	100	0	0	1
SENIOR LECTURER CONSULTANT	4	40	6	60	10
LECTURER REGISTRAR	3	50	3	50	6
SENIOR REGISTRAR	2	40	3	60	5
SPECIALIST REGISTRAR	5	56	4	44	9
P/T LECTURER MEDICAL	0	0	7	100	7
PROFESSOR CONSULTANT 1998 TYPE B	1	50	1	50	2
ASSOC PROF CONSULTANT 1998 TYPE B	0	0	1	100	1
SNR LECT CONSULTANT 1998 TYPE A	0	0	1	100	1
SNR LECT CONSULTANT 1998 TYPE B	1	100	0	0	1
SNR LECT CONSULTANT NEW ENTR TYPE B	0	0	2	100	2
Total	**18**	**33%**	**37**	**67%**	**55**

Medical academic grades have been included for the first time in this report reflecting medical staff employed on a variety of consultant grades. Staff on these grades are predominantly male (67%).

UK and Ireland comparative data

Gender disaggregated data is currently unavailable to compare Trinity's performance with that of other Irish universities. The available data from the HESA in UK is outlined in Table 2.4a (3). The HESA has indicated the percentage of female professorial staff in their 2008-2009 report is 18.7%, with women making up 43.3 % of all academic staff. Currently the EU Roadmap for Equality has set a 25% female target for Professorial and senior scientific positions.

Table 2.4a 3

Distribution of grades by Gender (National UK university average 2007-2008) HESA		
	% F	% M
Professor	18.7%	82.5%
Senior Lecturers and Researchers	38.6%	61.4%
Lecturer	47.9%	58.1%

Source HESA press release, 30 March 2009.

2.4. B Fellows

Fellows of the College are members of academic staff who have been nominated, deemed to meet the criteria set out in the Statutes for this recognition, and are elected by Board. There are certain privileges attached with being a Fellow, and fellowship is held until retirement.

Table 2.4. b Fellows (data from 2009-2010 Calendar and Staff Office, including Senior Fellows, Junior Fellows and Honorary Fellows)

Fellows	Female	%	Male	%	Total
Junior and Senior Fellows	53		182		235
Honorary Fellows	3		35		38
Total	**56**	21%	**217**	79%	**273**

Source Calendar 2009-2010.

2.4.C Administrative

The overall breakdown of administrative, library and executive staff is provided in table 2.4.C (1).

Table 2.4.C (1) Administrative and Library

ADMINISTRATIVE, EXECUTIVE AND LIBRARY	Female	%	Male	%	Total
Admin total	**269**	**61%**	**171**	**39%**	**440**
Library total	**99**	**65%**	**54**	**35%**	**153**
TOTAL	**368**	**62%**	**225**	**38%**	**593**

The distribution of staff through different administrative grades, from most junior (Admin 3) to most senior (Senior Admin 1) is reflected in table 2.4.C (2)

Table 2.4.c2 Administrative Grades

Administrative Grades	Female	% F	Male	% M	Total
ADMIN 3	51	57	38	43	89
ADMIN 2	88	69	40	31	128
ADMIN 1	109	64	60	36	169
SENIOR ADMIN 3	17	46	20	54	37
SENIOR ADMIN 2	1	14	6	86	7
SENIOR ADMIN 1	3	30	7	70	10
Total:	**269**	**61**	**171**	**39**	**440**

Report run January 2010

Administrative Grade Distribution %

	ADMIN 3	ADMIN 2	ADMIN 1	SENIOR ADMIN 3	SENIOR ADMIN 2	SENIOR ADMIN 1
% F	57	69	64	46	14	30
% M	43	31	36	54	86	70

Administrative grades (n)

	ADMIN 3	ADMIN 2	ADMIN 1	SENIOR ADMIN 3	SENIOR ADMIN 2	SENIOR ADMIN 1
Female	51	88	109	17	1	3
Male	38	40	60	20	6	7
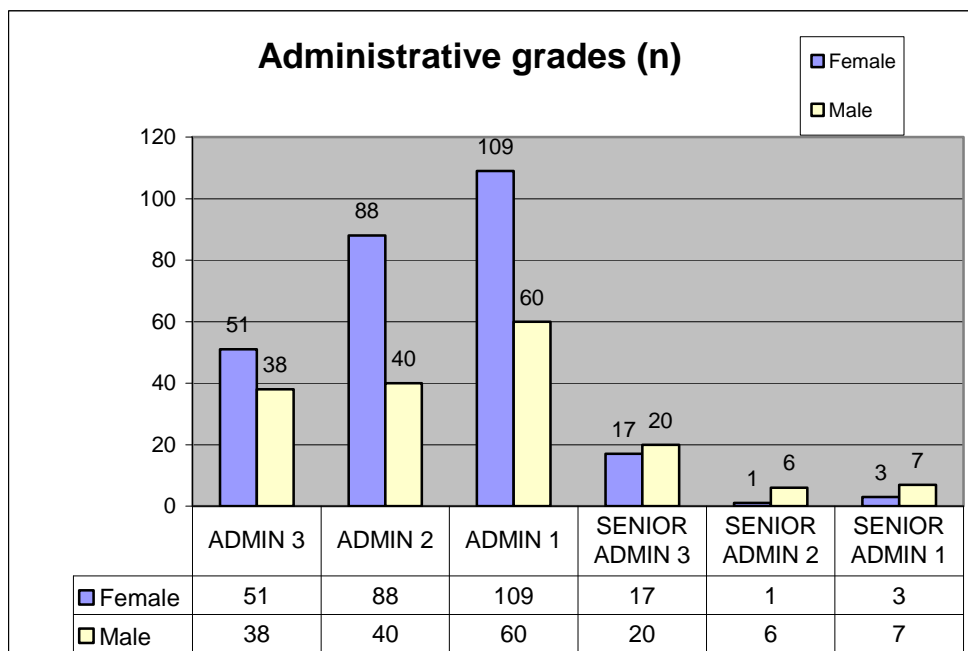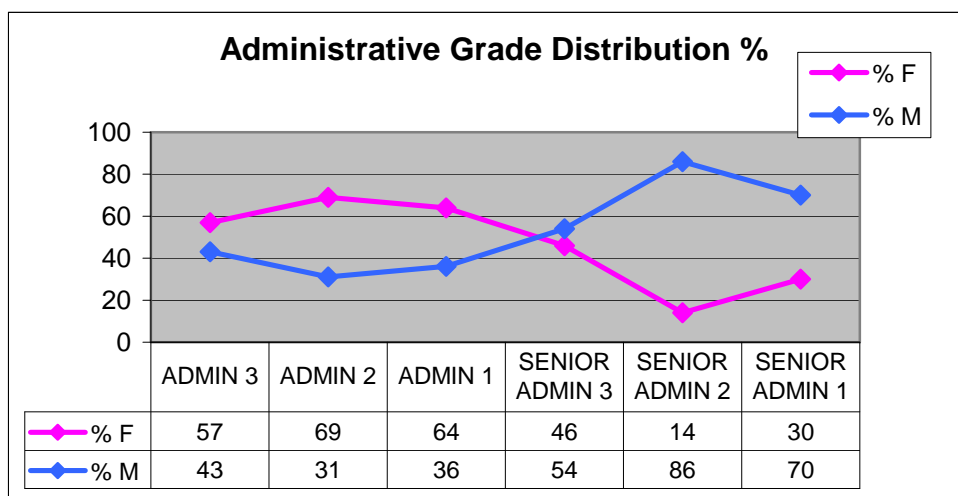
The graph provides a similar outline to that included in the 2006-2007 and 2008 report, with the step between Admin 1 and Senior Admin 3 proving to be the inflexion point between grades that are predominantly female and senior grades which are predominantly male.

2.4.D Other Support Staff

Under Support Staff 1 we have grouped Catering, Housekeeping, Shop and Nursery staff, which are all areas employing mainly female staff. Staff distribution reflects classical occupational segregation, and may need to be monitored for possible inequalities.

Table 2.4.d1 Support staff 1

Support Staff 1 (Nursery, Catering, Housekeeping, Shop, Stores)					
	Female	%F	Male	%M	Total
Nursery	19	100%	0	0%	19
Catering	*		*		*
Housekeeping	179	90%	19	10%	198
Shop	1	25%	3	75%	4
Total	199	90%	22	10%	221

*data not available. Report run January 2010.

Under Support Staff 2 we have grouped Buildings Office staff, Grounds staff and Security staff. Figures include weekly and monthly paid staff.

Table 2.4.d 2 Support Staff 2

Support Staff 2 (Buildings and Grounds, Security, Stores)					
	Female	%F	Male	%M	Total
Buildings and Grounds	1	1%	75	99%	76
Security and Guards	29	21%	110	79%	139
Stores	1	11%	8	89%	9
Total	**31**	**14%**	**193**	**86%**	**224**

Report run January 2010.

2.4.E Library

This table provides data on the distribution of Library staff throughout the different employment grades (data from January 2010). Library staff is predominantly female (65%).

Table 2.4.e (1) Library overview

LIBRARY STAFF	Female	%	Male	%	Total
Library total	99	65	54	35	153

Table 2.4.e (2) Library Grades

Grade Description	Female	F%	Male	M %	Total
LIBRARY KEEPER	2	33	4	67	6
SUB LIBRARIAN	5	100	0	0	5
ASSISTANT LIBRARIAN 1	16	64	9	36	25
ASSISTANT LIBRARIAN 2	13	65	7	35	20
HIGHER LIBRARY ASSISTANT (EXEC 1)	7	58	5	42	12
HIGHER LIBRARY ASSISTANT (EXEC 2)	13	72	5	28	18
HIGHER LIBRARY ASSISTANT (EXEC 3)	28	67	14	33	42
LIBRARY ASSISTANT	12	63	7	37	19
LIBRARY ASSISTANT (50%)	1	100	0	0	1
LIBRARY ASSISTANT	2	40	3	60	5
TOTAL	**99**	**65**	**54**	**35**	**153**
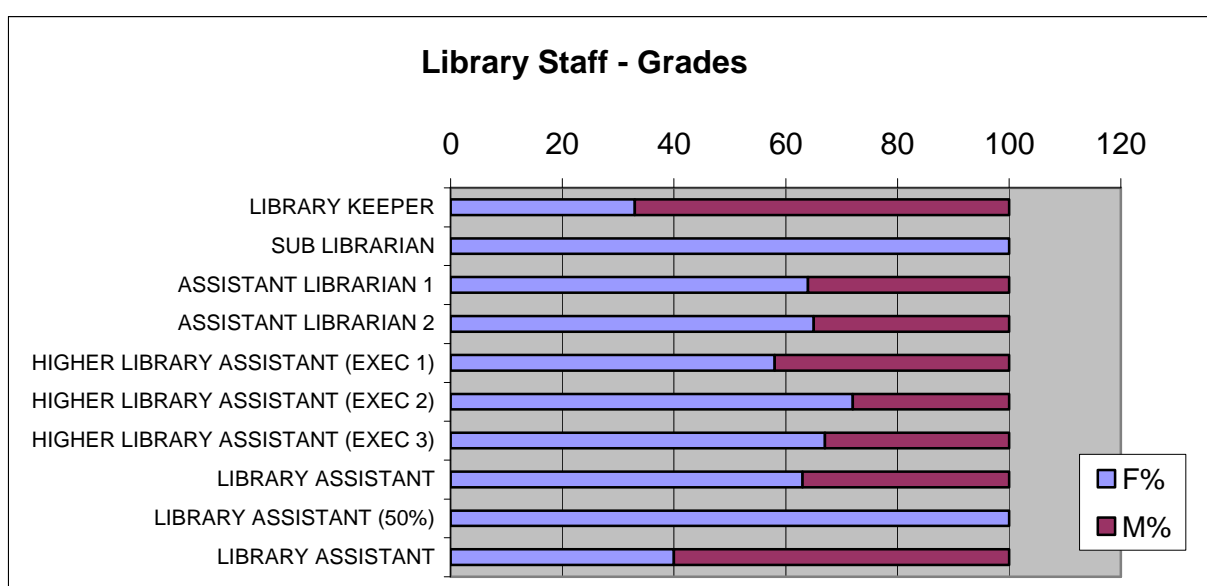
2.4.F Research

Table 2.4.f (1) shows the profile of College research staff and students reflecting an approximate gender balance. Research staff make-up a considerable part of the College community (there are 700 research staff in different categories).

Graphs 2.4.f (2) and (3) show research Fellows and Research Assistants by Faculty.

Table 2.4.f. (1) Research staff and students

Research Staff/Students	Female	% F	Male	% M	Total
RESEARCH FELLOW	198	41	287	59	485
RESEARCH ASSISTANT (183 and 283)	133	61	84	39	217
RESEARCH STUDENT	487	44	625	56	1112
Total	**818**	**45**	**996**	**55**	**1814**

Research Staff / Students

% M	
% F	

- Total
- RESEARCH STUDENT
- RESEARCH ASSISTANT (183 and 283)
- RESEARCH FELLOW

0 10 20 30 40 50 60 70 80 90 100
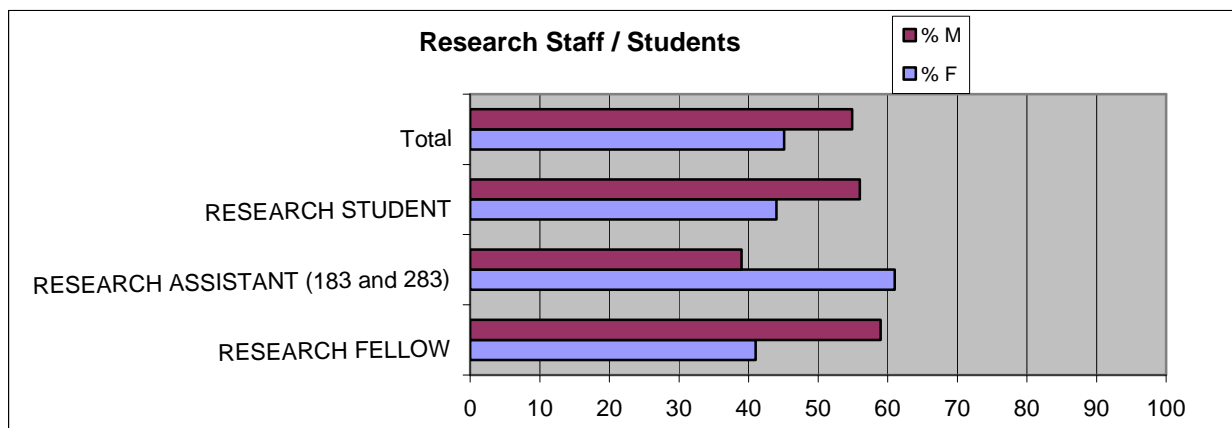
Table 2.4.f. (2) Research Fellows by Faculty

Research Fellows by Faculty

	FEMS	No Faculty ()	HEALTH SCIENCES	FAHSS
% Male	65	58	51	48
%Female	35	42	49	52
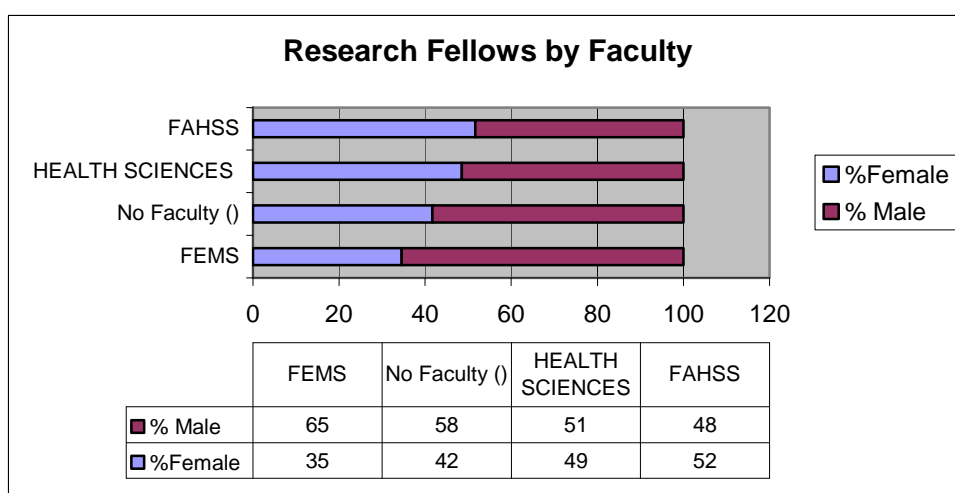
Table 2.4.f. (3) Research Assistants by Faculty

Research Assistant staff by Faculty

	No Faculty ()	FEMS	FAHSS	HEALTH SCIENCES
% Male	53	52	26	14
%Female	47	48	74	86
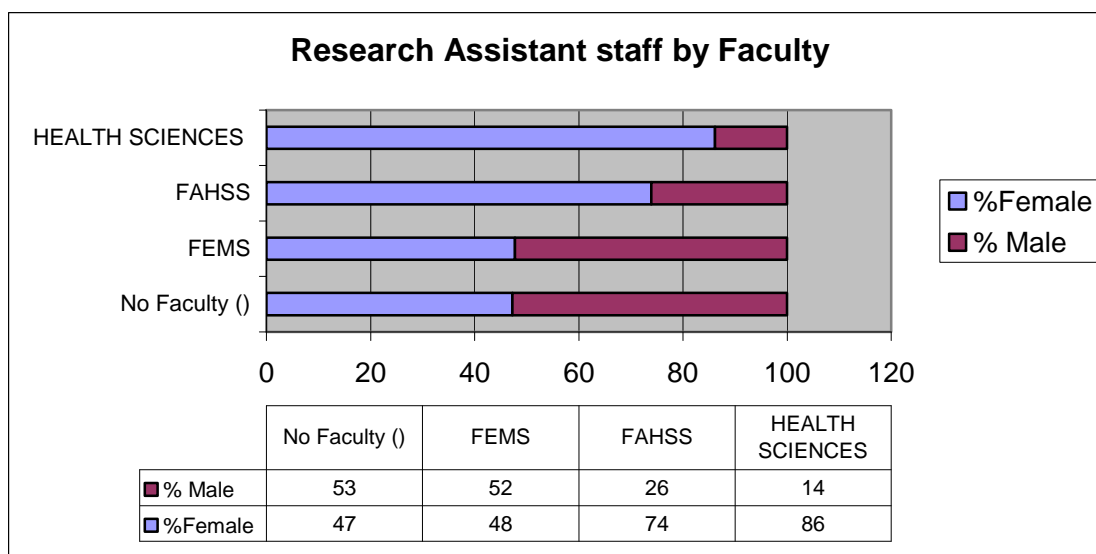
2.5   Academic Staff by School

The following tables indicate the gender distribution of academic staff by Faculty and School, with considerable variations. In FAHSS School proportions range from 25% female academics in the School of Social Science and Philosophy, to 67% female staff in the School of Linguistic speech and Communication Science (with a total of 42% female across the faculty); in FEMS the proportions of female academic staff are consistently low in a range from 4% to 26% (with a total 19% of female academic staff across the faculty), while in the Faculty of Health Sciences the composition of the School of Nursing and Midwifery is highly feminized at 73% (faculty total 55% female).

Data is from January 2010 and includes all academic staff – on full time, part time, permanent, indefinite and temporary contracts (the only category excluded is casual and associate staff). Please note the statistics reflect individual staff members rather than Full Time Equivalents (FTEs) as may be used in other reports.

2.5.1 Faculty of Arts Humanities and Social Sciences:

Table 2.5.1

Faculty of Arts, Humanities and Social Sciences	Female	%F	Male	%M	Total
School of Social Science and Philosophy	14	25	41	75	55
School of Business	8	29	20	71	28
School of Education	7	30	16	70	23
School of Psychology	10	34	19	66	29
School of Drama, Film & Music	8	38	13	62	21
School of English	11	44	14	56	25
School of Histories & Humanities	17	45	21	55	38
School of Lang, Lit. & Cultural Studies	21	45	26	55	47
School of Law	15	45	18	55	33
School of Religions Theology & Ecumenics	10	53	9	47	19
School of Social Work and Social Policy	14	64	8	36	22
School of Linguistic Speech & Comm Science	20	67	10	33	30
Total academic staff:	**155**	**42**	**215**	**58**	**370**

Report run January 2010

Faculty of Arts, Humanities and Social Sciences
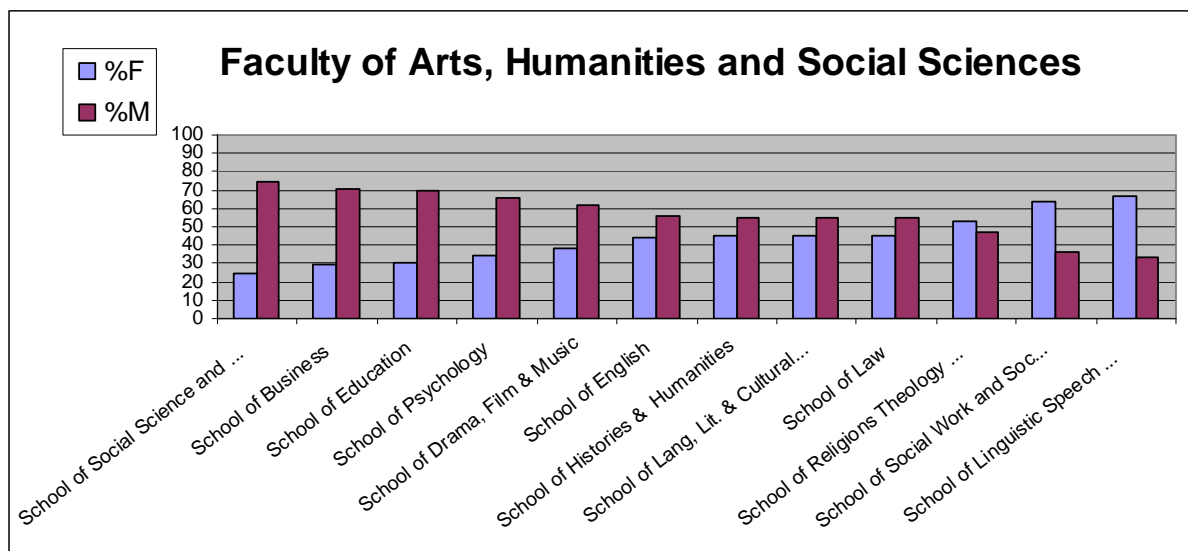
2.5.2 Faculty of Engineering Mathematics and Science:

Table 2.5.2

Faculty of Engineering, Mathematics and Science	Female	% F	Male	% M	Total
School of Mathematics	1	4	22	96	23
School of Physics	3	10	26	90	29
School of Genetics & Microbiology	3	12	22	88	25
School of Biochemistry & Immunology	3	17	15	83	18
School of Engineering	12	21	46	79	58
School of Natural Sciences	8	22	29	78	37
School of Computer Science & Statistics	21	24	66	76	87
School of Chemistry	6	26	17	74	23
total faculty	**57**	19%	**243**	81%	**300**

Report run January 2010

Faculty of Engineering, Mathematics and Science
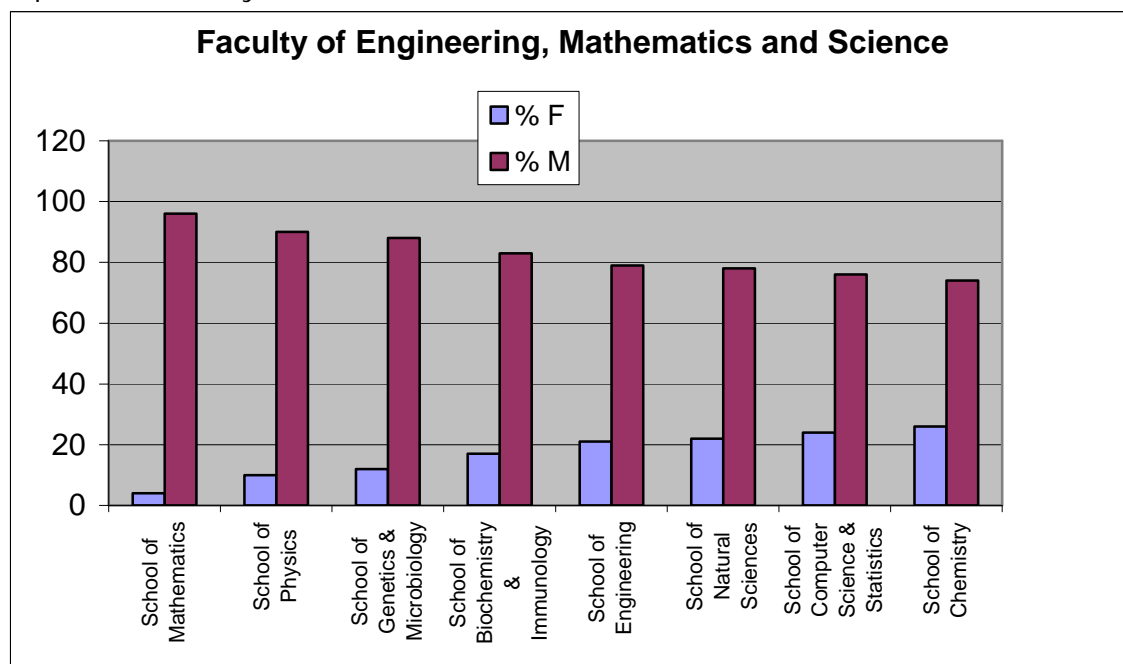
2.5.3 Faculty of Health Sciences:

Table 2.5.3

Faculty of Health Sciences	F	%F	M	%M	Total
School of Pharmacy & Pharma. Sciences	9	41	13	59	22
School of Medicine	78	46	90	54	168
School of Nursing & Midwifery	59	78	17	22	76
School of Dental Sciences	NA	NA	NA	NA	NA
total faculty	**146**	55	**120**	45	**266**

Report run January 2010
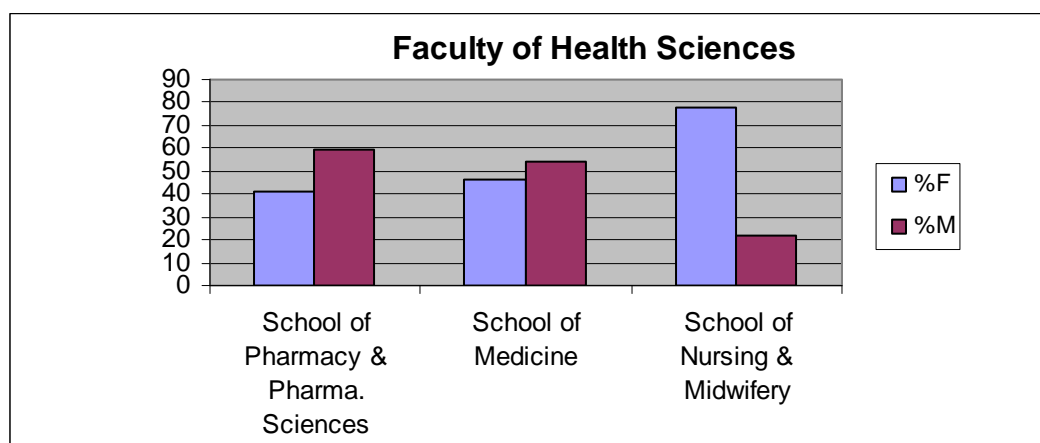
2.6 WiSER statistics

The Centre for Women in Science and Engineering (WiSER) was established in 2006 with an aim of retaining and advancing women working in sciences, engineering and technology (SET) disciplines where currently they are significantly under-represented. The tables below outline the distribution of students and staff by School in Biological and Physical Sciences, and a profile of permanent contract staff by Faculty and gender.

Table 2.6.1 Number and percentage of Students, Researchers and Academic Staff in the Biological Sciences, FEMS

2008-09	Undergraduate Students			Research Fellows			Academic Staff		
Biological Sciences	Male (n)	Female (n)	% Female	Male (n)	Female (n)	% Female	Male (n)	Female (n)	% Female (staff)
Biochemistry & Immunology	NA	NA	NA	27	35	56%	15	3	17%
Genetics & Microbiology	20	30	60%	25	21	46%	22	3	12%
Chemistry	32	46	59%	18	11	38%	17	6	26%
Natural Sciences	7	9	56%	9	10	53%	29	8	22%
Total	59	85	59%	79	77	49%	83	20	19%

Source: WiSER gender database January 2010

Table 2.6.2 Number and percentage of Students, Researchers and Academic Staff in the Physical Sciences, FEMS

2008-09	Undergraduate Students			Research Fellows			Academic Staff		
	Male	Female	%	Male	Female	%	Male	Female	% Female
Physical Sciences	(n)	(n)	Female	(n)	(n)	Female	(n)	(n)	(staff)
Engineering	540	163	23%	27	8	23%	46	12	21%
Physics	NA	NA	NA	32	4	11%	25	3	11%
Computer Science & statistics	204	53	21%	41	7	15%	65	21	24%
Mathematics	66	32	33%	3	0	0%	22	1	5%
Total	810	248	23%	103	19	16%	158	37	19%
Total (FEMS)	1509	1006	40%	182	96	35%	240	57	19%

Source: WiSER gender database January 2010

Table 2.6.3 Proportions of Academic Staff by Contract type, All Faculties

All Faculties				
	Male		**Female**	
Contract Type	**(n)**	**Proportion**	**(n)**	**Proportion**
Contract (FT & PT)	80	14%	75	21%
Indefinite (FT & PT)	61	11%	58	16%
Permanent (FT & PT)	**418**	**73%**	**204**	**58%**
Temporary (FT & PT)	10	2%	15	4%
Total	569	100%	352	100%
Source: Network List from CORE January 2010				
Includes: Definition 1 - All Academic Staff (incl. medical)				

Table 2.6.3 indicates a higher proportion of men are on permanent contracts in academic grades: 73% of men overall compared just 58% of women academics. Women academics are comparatively more likely to be on fixed term, indefinite and temporary contracts (41% by comparison to 27%). This difference is more marked in certain faculties.

2.7 Staff by type of contract

The following tables and graphs detail the distribution of staff in relation to the type of contract and provide a more detailed breakdown of part-time staff.

The types of contract are: permanent, indefinite duration, contract (fixed-term), temporary, casual, job-share and buy-back (for employees who are retired).

Table 2.7a Staff distribution by type of contract

| Contract Distribution - Gender Count	F	%	M	%	Total
Buy Back	0	0	2	100	2
Permanent Fulltime	656	43	870	57	1526
Permanent Part-time	318	87	46	13	364
Indefinite Contract Fulltime	185	54	155	46	340
Indefinite Contract Part-time	91	64	52	36	143
Contract Fulltime	375	53	335	47	710
Contract Part-time	92	57	69	43	161
Temporary Full-time	73	53	64	47	137
Temporary Part-time	48	61	31	39	79
Casual	149	53	132	47	281
Default	0	0	2	100	2
Total	**1987**	**53%**	**1758**	**47%**	**3745**

Report run January 2010
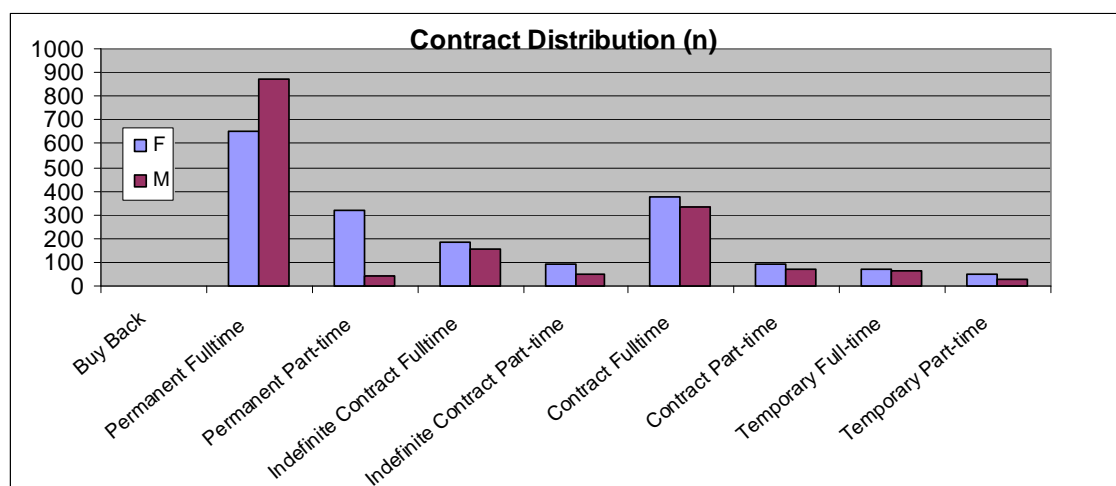
2.7 b Part-time staff

Table 2.7 b analyses the profile of part time staff across different contract types. In most part-time categories women outnumber men, particularly in the case of permanent part-time staff.

Table 2.7b Part-Time Contract Distribution

Employee Status	Female	% F	Male	% M	Total:
Contract Part-time	92	57	69	43	161
Indefinite Contract Part-time	91	64	52	36	143
Permanent Part-time	318	87	46	13	364
Temporary Part-time	48	61	31	39	79
Total	**549**	**73%**	**198**	**27%**	**747**

Report run January 2010

Part-Time Contract (n)
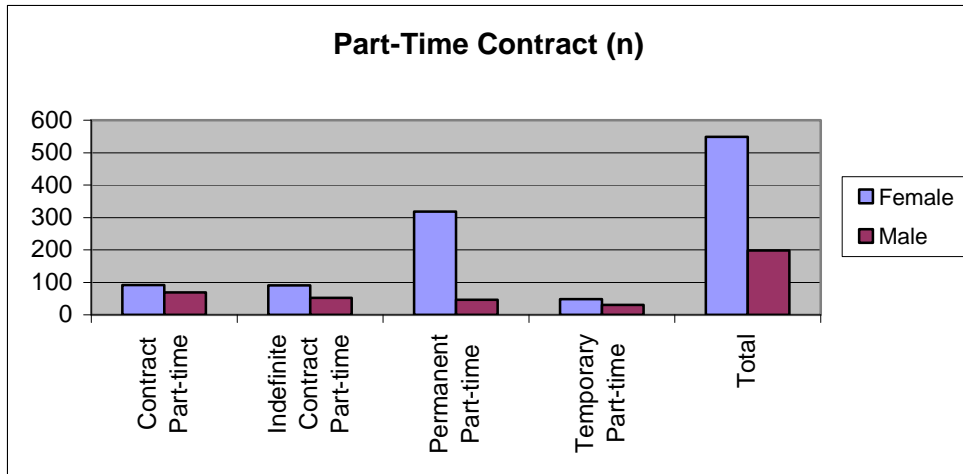
Overall proportion of Part-time staff: 73% female, 27% male.

2.8 Senior and Junior Promotions

Due to the Employment Control Framework embargo on recruitment and promotion there were no Senior Promotions in 2009 or 2010.

The Equality Officer has completed a gender analysis report on Junior Promotions 2009 for the Vice Provost. The report is currently being considered by the Vice Provost and is available upon request to the Equality Officer.

2.10 Recruitment monitoring

The Equality Officer developed a recruitment equality monitoring system with the assistance of IS Services at the request of the Equality Committee. Employment applicants are requested to fill in an anonymous online monitoring form that collects data on all of the nine equality grounds. The recruitment monitoring module is located on the equality website and the database and statistical reports are managed by the Equality Officer.

The Staff Office is implementing a pilot e-Recruitment module to streamline processes and is liaising with the Equality Officer regarding the integration of equality monitoring.

The recruitment monitoring module has been in place since January 2008. Currently a recruitment embargo is in place which greatly affects the data for 2009 – the overall number of applicants has decreased in 2008-2009 to 4,235 from 5,922 in 2007-2008. In the period 1 October 2008 to 30 September 2009 1565 applicants have completed the form, this represents 37% of the overall applicants to employment in that period. It should also be noted in this respect that not all applications in College are processed through the Recruitment Office, in particular research staff are generally recruited by the Principal Investigator directly – and the figures below may not represent the full picture regarding research staff.

The proportion of Irish applicants appears to have increased slightly to 48% (41% in 2008) while the proportion of Non-EU applicant respondents is stable at 23%.

Table 2.10.1 1 Oct 2008- 30 Sep 2009

Total number of applications received (SO Recruitment data)	**4235**
Total number of applicants who completed the recruitment monitoring form	**1565**
Response rate	**37%**

Table 2.10.2

Irish/EU/Non-EU	%	Count
Irish/EU/Non-EU	%	Count
EU	25.5	399
Irish	48.2	755
No Response	2.5	39
Non-EU	23.8	372
Total:		1565

Table 2.10.3

Religion	%	Count
Christian	60.1	940
Hindu	5.1	80
Jewish	0.1	2
Muslim	4.1	64
No Response	3.7	58
None	22.4	350
Other(Blank)	1	15
Other(User Defined)	3.6	56
Total:		1565

Table 2.10.4 Age

Age Bracket	%	Count
15-19	0.6	9
20-29	38.1	596
30-39	39	611
40-49	15.4	241
50-59	4.8	75
60+	0.4	6
No Response	1.7	27
Total:		1565

Table 2.10.5

Family Status	%	Count
Caring for children	20.6	323
Caring for other family members	3.4	53
No Response	2.4	37
No caring responsibilities	72.3	1132
Other(Blank)	0.2	3
Other(User Defined)	1.1	17
Total:		1565

Table 2.10.6

Marital Status	%	Count
Divorced	1.5	23
Living with Partner	13.4	209
Married	31	485
No Response	1	16
Other(User Defined)	1	15
Separated	1.3	21
Single	50.6	792
Widowed	0.3	4
Total:		1565

Table 2.10.7

Sexual Orientation	%	Count
Bisexual	1.4	22
Gay/Lesbian	2.7	43
Heterosexual	91.2	1428
No Response	3.5	54
Other(Blank)	0.1	2
Other(User Defined)	0.8	12
Transgender	0.3	4
Total:		1565

Table 2.10.8

Disability	%	Count
No	96.5	1510
Yes	1.3	20
No Response	2.2	35
Total:		1565

Table 2.10.9

Gender:	%	Count
Female	51.7	809
Male	47.3	740
No Response	1	16
Total:		1565

Table 2.10.10 Applicants by Area and Gender

Applicants by Grade and Gender	Female	% F	Male	% M	Total
Security	0	0	2	100	2
Technical	21	19	90	81	111
Academic	110	32	238	68	348
Support Staff (Catering, Accommodation, Housekeeping)	6	35	11	65	17
Academic Medical	9	39	14	61	23
Academic Research	54	39	85	61	139
Support Staff (Grounds, Buildings)	6	46	7	54	13
No Response	17	47	6	17	36
Support Staff Other	21	55	17	45	38
Other(Blank)	5	56	4	44	9
Library	192	65	101	34	294
Administrative	211	66	109	34	321
Other(User Defined)	78	68	37	32	115
Secretarial/Executive Officer	79	80	19	19	99
Totals	**809**	**52**	**740**	**47**	**1565**

Applicants by Grade and Gender
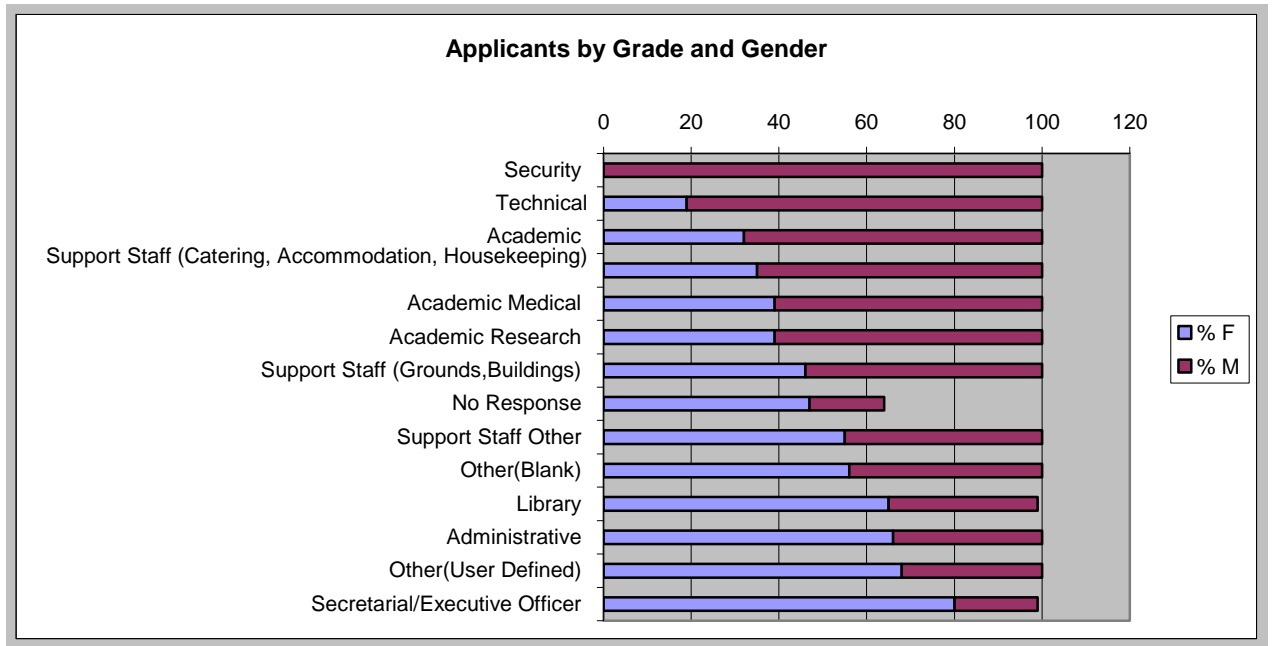
2.9 Disability - 3 % Employment Target

College completed its report to the Department of Education and Science Monitoring Committee for 2009.

An all-staff census was completed in 2008 with a 31% response rate (1094 staff); records were updated this year regarding staff employed on 31st December 2009 for the purpose of reporting. The census was re-circulated by e-mail (online survey) and letter to all staff for whom there was no disability record (both new staff and staff who did not submit the form last year), receiving an additional 225 responses.

The combined return from staff is currently 32.3% (1261 staff); still far from achieving a 100% return and therefore calling in to question the accuracy of the calculation of the actual number of staff with a disability.

> In total 95 staff have declared a disability, representing 7.5 % of all respondents (2.4 % of all staff).

Note on further data:

More detailed staff reports, broken down by School and Department are available from the Staff Office database system.

3. Students

Introduction

An outline of the general student body in 2008-2009 is provided (gender, course, nationality) as well as more detailed information in relation to non-traditional student categories. The changing gender profile of the student population has been noted for some time, with female students making up the majority of UG and PG students, and 61% of the total student population, although proportions vary greatly across disciplines. Trinity has a long tradition as an international institution and this is reflected in the student nationality profile. This report includes a breakdown by Faculty, School and gender for the first time.

The College Access and Equality Policy and the College's Access Strategy outline the College's commitment to promoting greater access for students from non-traditional backgrounds. In particular in the College's Strategic Plan 2009-2014 the College commits itself to achieving a 22% intake of students from non-traditional backgrounds in UG courses. The College provides students from non-traditional backgrounds with supports to avail of a third-level education and equality of opportunity, including a number of programmes under the Trinity Access Programmes, the Mature Student Dispensation Scheme and the Disability Service. The collaborative Inclusive Curriculum project (TIC) aims to resource and mainstream inclusive teaching and learning practices in College.

Comparative sectoral data

The HEA publishes the report **Key Facts and Figures (2008-2009)**, and, where available, comparable data on gender and nationality for the Irish university sector is included alongside the College statistics.

Data on student socio-economic background, ethnicity and disability is available from the HEA based on a new entrants survey implemented in 2007 for the first time, with variable response rate amongst institutions. Over 90% of new entrants declare their ethnicity to be Irish, and the second largest group (4%) is from other white backgrounds. The largest group of entrants come from the 'employer and manager' parent background, followed by 'skilled manual'. 4.7% of all entrants declared a disability, the largest category being students with specific learning disabilities.

The UK Equality Challenge Unit has published the Equality in Higher Education Report 2009 which examines staff and student data in

relation to gender, age, ethnicity and disability (2007-2008 cohort). 43% of the student population in the UK are male and 57% female, with variations by subject. 17% of UK national students are from Black or Minority Ethnic background. 7.3 % of the student population declare a disability.

Sources

The data included in this section has been provided by the Senior Lecturer's Area, TAP, the Mature Students Officer, the Disability Service, the Trinity Inclusive Curriculum project and the WiSER database. The date for student population data is 1 March 2009 unless otherwise stated.
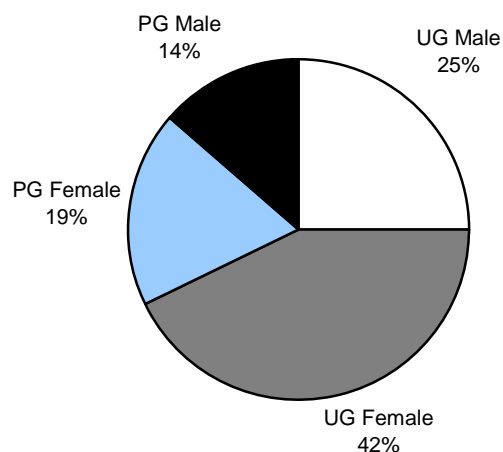
3.1 Student Population

In total, there were 16,215 registered students in 2008/09 (15,716 in 2007/08). In 2008/09, 61% of the student population was female and 39% was male (in 2007/2008 56% female). Eleven thousand and nine students were registered on undergraduate programmes, and 5,206 (32%), on postgraduate programmes.

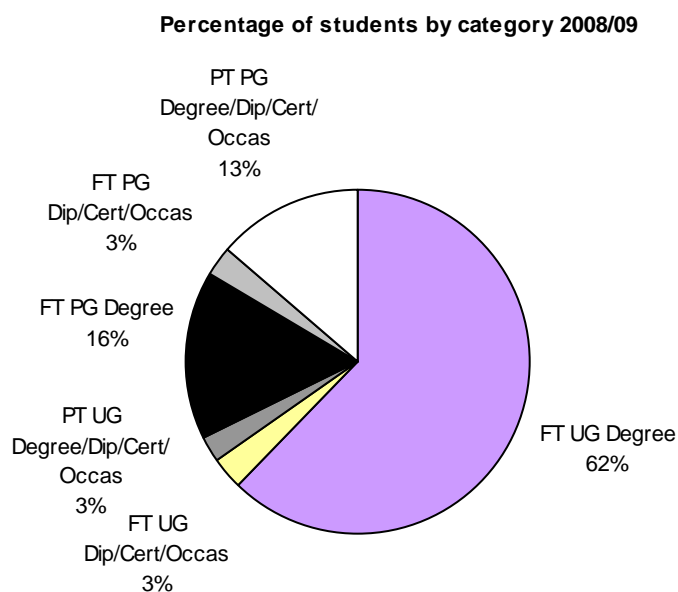### 3.1.1 Gender breakdown of student population 2008/09

Table 3.1.1 Student population by category and gender

	Total	% of total pop
UG Male	4064	25%
UG Female	6945	43%
PG Female	3007	18.5%
PG Male	2199	14%
Total	**16215**	**100%**

PG Male
14%

UG Male
25%

PG Female
19%

UG Female
42%

Total student population (UG and PG): 61% Female; 39% Male. This compares to 57% F in the UK student body and 62% in Irish student body (source HEA).

3.1. 2 Students by category 2008/09

Percentage of students by category 2008/09

PT PG
Degree/Dip/Cert/
Occas
13%

FT PG
Dip/Cert/Occas
3%

FT PG Degree
16%

PT UG
Degree/Dip/Cert/
Occas
3%

FT UG
Dip/Cert/Occas
3%

FT UG Degree
62%

	2008/09	
FT UG Degree	10,094	62%
FT UG Dip/Cert/Occas	481	3%
PT UG Degree/Dip/Cert/Occas	434	3%
FT PG Degree	2,566	16%
FT PG Dip/Cert/Occas	453	3%
PT PG Degree/Dip/Cert/Occas	2,187	13%
TOTAL	**16,215**	**100%**

3.1.3 Faculty distribution of student population (2009-2010)

Table 3.1.3 a Gender breakdown by Faculty (UG)

Faculty	Male	Female	Total	**%Female**
HEALTH SCIENCES	605	2180	2785	**78.28**
ARTS, HUMANITIES & SOCIAL SCIENCE	1508	2686	4194	**64.04**
ENGINEERING, MATHEMATICS & SCIENCE	1596	1030	2626	**39.22**
MULTI FACULTY	651	1139	1790	**63.63**
Total	4360	7035	11395	
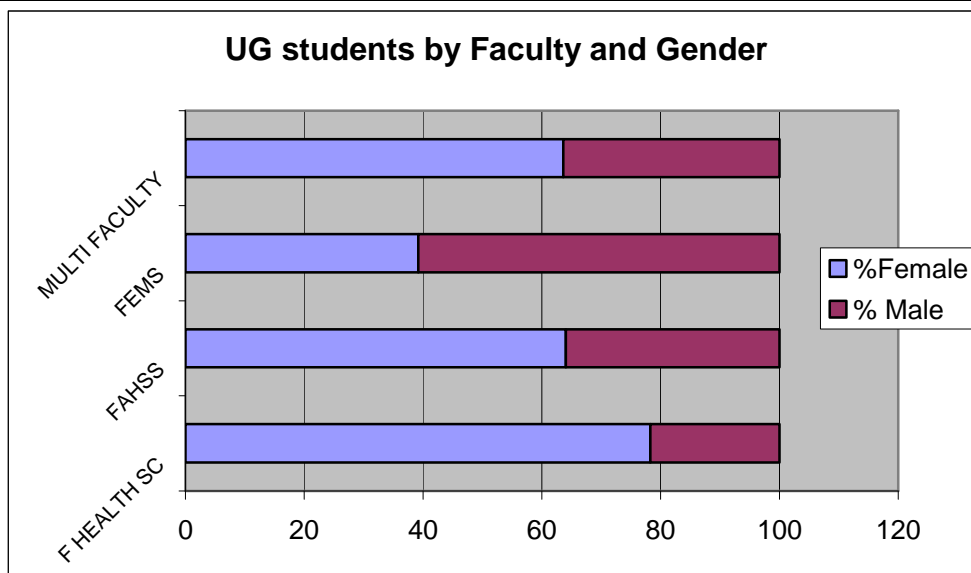
Source WiSER database January 2010

Table 3.1.3 b Gender breakdown by Faculty (PG)

Faculty	Male	Female	Total	%Female
HEALTH SCIENCES	173	392	565	69
ARTS, HUMANITIES & SOCIAL SCIENCE	528	1078	1606	67
ENGINEERING, MATHEMATICS & SCIENCE	704	410	1114	37
MULTI FACULTY	43	42	85	49
Total	1448	1922	3370	

PG Students by Faculty and Gender
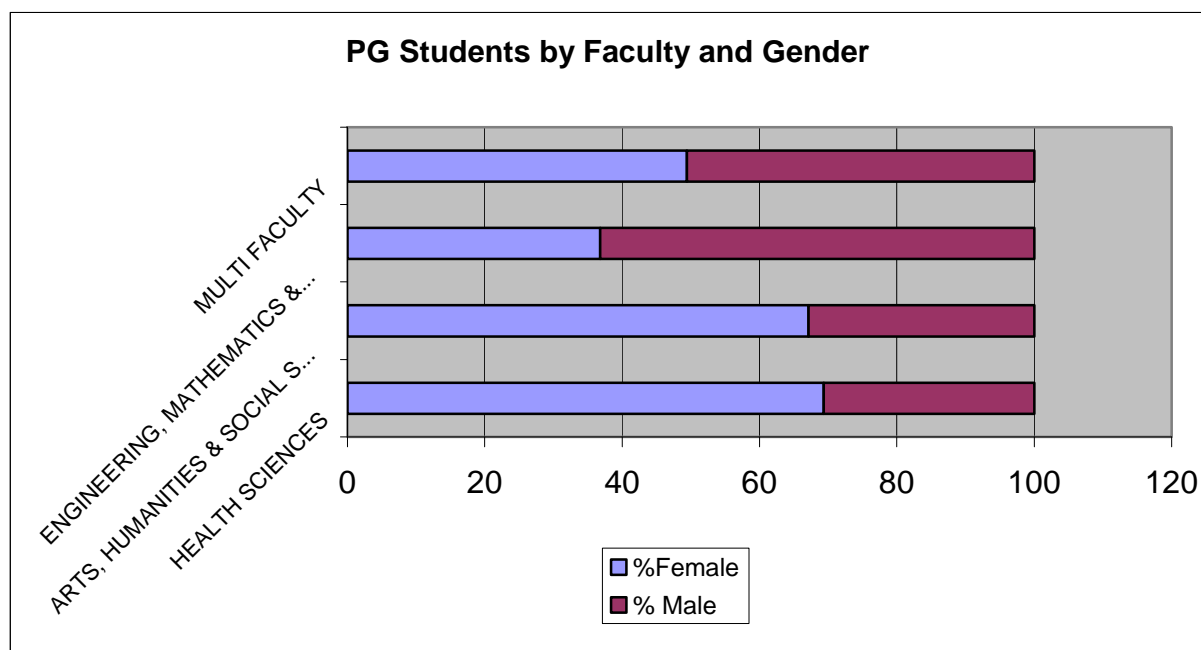

Source WiSER database January 2010

3.2 Geographical and Age distribution of student population 2008/09

80% of undergraduate and postgraduate students were from the Republic of Ireland, 11% from other EU countries, 4% from North and Central America and 4% from other parts of the world and 1% from other European (non-EU) countries. There are students of 119 nationalities, making up 20% of the student body. This compares to 15% of the UK student body (07-08) and 12% of the Irish university student body (2008-2009) (Sources Equality Challenge Unit and HEA). In previous senior lecturer reports data on geographic distribution of students were derived from home address, this Report derives data on geographical distribution from student nationality.

Table 3.2.1 Geographical distribution of student population 2008-2009

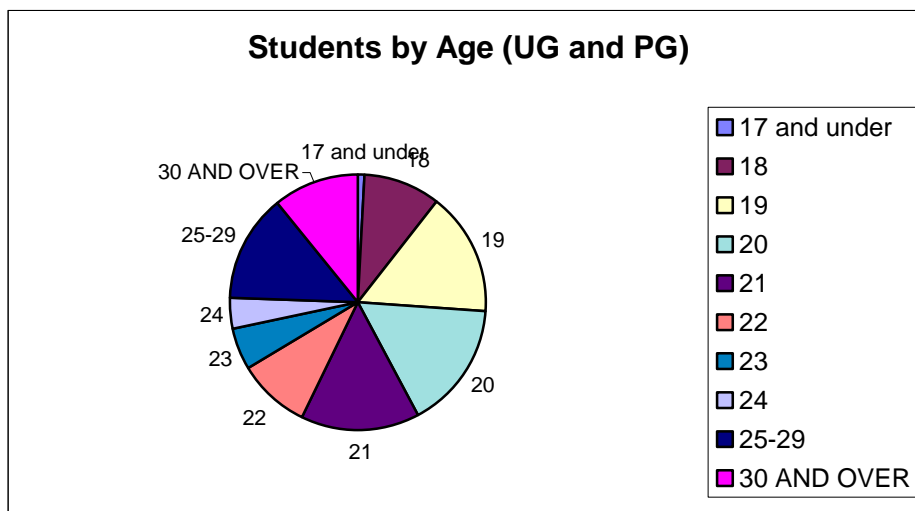|	Number of Students	% Distribution
Republic of Ireland	12,942	79.8%
Europe (EU)	1,766	10.9%
Europe (Non EU)	142	0.9%
North & Central America	628	3.9%
Other	737	4.5%
TOTAL:	**16,215**	**100%**

41

Graph 3.2.1 Geographical distribution of student population 2008-2009
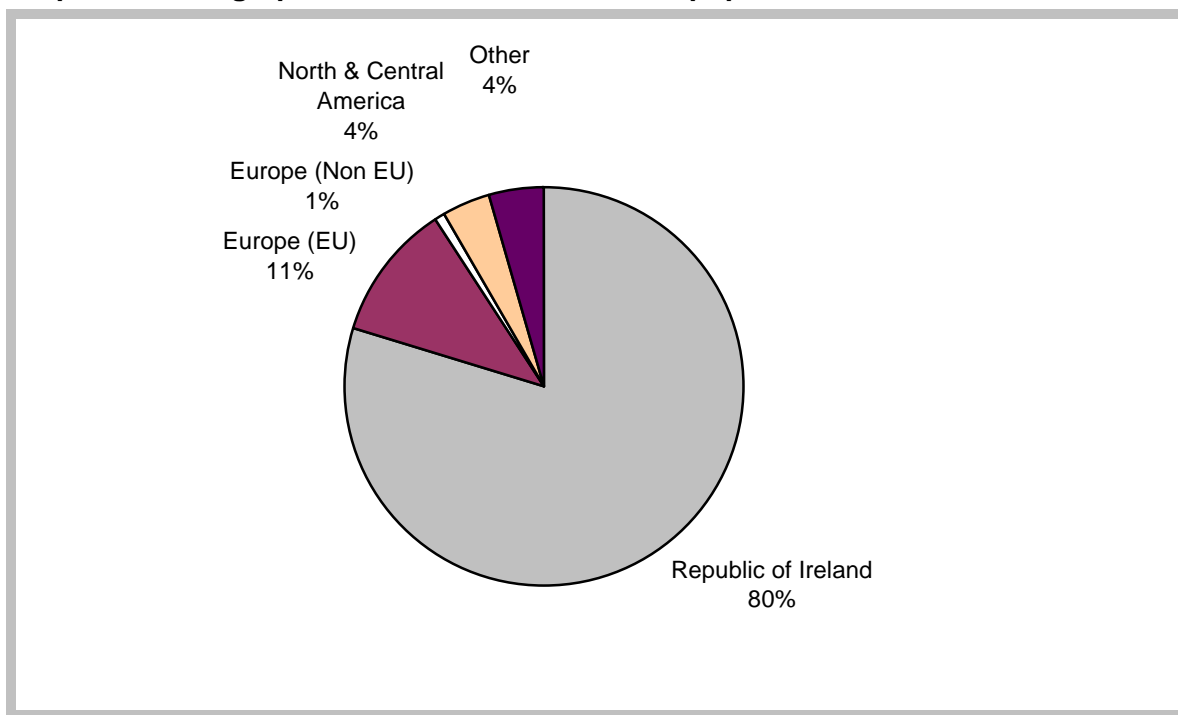
The College age distribution data has been drawn from the statistics published by the HEA (January 2009, see http://www.hea.ie/en/node/1312).

3.2.2 Age distribution of TCD student population (UG and PG) 2008-2009

AGE	M	F	T	% of total population
17 and under	49	75	124	1%
18	474	828	1302	10%
19	798	1295	2093	15%
20	787	1378	2165	16%
21	741	1285	2026	15%
22	477	769	1246	9%
23	285	432	717	5%
24	237	306	543	4%
25-29	713	1115	1828	14%
30 AND OVER	591	871	1462	11%
Age Unknown*	0	0	0	0%
TOTALS	**5152**	**8354**	**13506**	

Students by Age (UG and PG)

Legend:
- 17 and under
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25-29
- 30 AND OVER

3.3 Alternative Admissions and Access Initiatives

Alternative admissions and access applications to the university are categorised into three principal types: (a) students with a disability, (b) mature students applying for admission under the mature student dispensation scheme, and (c) socio-economically disadvantaged students. In addition to applying through the CAO, applicants in these three groups are invited to submit separate applications directly to the university.

College's Strategic Plan is committed to increasing the number of students from under-represented groups to undergraduate programmes. The new Strategic Plan (2009-2014) makes a commitment to increase the number of places reserved on undergraduate courses for students from under-represented groups from 15% to 22% of CAO new entrants by 2013. In May 2009 the University Council approved the recommendations set out in the Access Plan 2009 - 2013.

Non-traditional students overview

Admissions 2009

In 2009, a total of 427 (374 in 2008) students from under represented groups registered on undergraduate degree programmes, representing 15.5% of the CAO intake. 42% of these are mature students.

Student population 2009-2010

Table 3.3 a Non-traditional students 2009-2010

	Number	As percentage of total student population*
Disability	650	3.9 %
Access (TAP)	604	3.6%
Mature registered	557*	3.3%
No of registered non-traditional students 09-10	1811	11%

*This is the number of registered mature students, the total number of mature students calculated on age is 1270. Source TIC report.

The data has been sourced from the Trinity Inclusive Curriculum project. These figures are a minimum estimate, it is unknown how many students from lower socioeconomic backgrounds enter TCD outside of TAP or how many students choose not to disclose their disability.

There is cross-over between the students within each cohort. There are students who belong to two or more of the relevant categories, and this leads to duplication. For example:
- out of the students registered with the Disability Service, there are 120 students who entered as mature students, via either the mature students' dispensation scheme or the CAO; 40 students who entered via the TAP Foundation course; 23 students who entered via the TAP Mature students Foundation course (crossing over between all three access initiatives).
- 7.8% of TAP students are disabled, or 5.8 of students with a disability entered via TAP.
- 24% of students who entered via the Mature students foundation course are disabled, by comparison to 4% of the young adults course.

Table 3.3.b provides a breakdowns of non-traditional students by Faculty.

Table 3.3.b Non-traditional students by Faculty 2009-2010

	Total	AHSS and TSM	Eng, Maths and Sys Sci	Health Sciences	Other/Cross Faculty
Total	17022 (100%)	8278 (100%)	4173 (100%)	4101 (100%)	470 (100%)
Disability	650	387 (4.7%)	130 (3.1%)	123 (3%)	10(2.1%)
TAP	604	276 (3.3%)	69 (1.7%)	127 (3.1%)	132 (28.1%)
Mature – Dispensation Scheme	557	269 (3.2%)	64 (1.5%)	224 (5.5%)	
Mature - All	1270	550 (6.6%)	175 (4.2%)	533 (13%)	12 (2.6%)

Source: TIC report. Total as per SIS 12/04/10, Disability as per DIS 16/210, TAP as advised 17/11/09 (graduates as advised 23/04/09), Mature students as per MSO 26/1/10 (pt as per

16/3). Mature students figure includes 155 part time students (23 AHSS, 90 FEMS, 30 HS, 12 cross faculty).

Table 3.3.c outlines a summary of the completion and progression rates by access category (and overall College rate).

3.3.c Student outcomes – progression and completion

	TCD total	Disability	Level 8 TAP	Mature – Dispensation Scheme
Completion Rate	97%	95%	91%	96%
Progression Rate	91%**	82%	93%	84%

Source: TIC report. Total TCD data as per Senior Lecturer report 08/09, Disability as calculated using information on DIS, December 09, TAP as reported from TAP Database 17/11/09, Mature as per Mature Students' Office 26/01/10,

Note on definitions:
Completion Rate – All level eight final year students who successfully passed their final year assessments in 08/09.
Progression Rate – All level eight students, excluding final year students, who successfully passed their assessments and progressed onto the next year in 08/09. Except for: ** Refers to JF who completed the year successfully and qualified for the SF year.

3.4   Socio-economically disadvantaged students – the Trinity Access Programmes

The Trinity Access Programmes (TAP) are a range of initiatives aimed at increasing the participation rate at third-level of young adult and mature students from under-represented socio-economic groups. In 2009 114 students entered Trinity College via TAP entry routes increasing the total of TAP registered undergraduate students in Trinity College to 472.

Table 3.4.1 Total TAP Access students

	Number	As percentage of total student population*
No. of Students on TAP Course	132	
No of students in College through TAP	472	
Total Tap	604	3.6%

Source TAP

Figure 3.4.2 Entry Route breakdown of TAP Undergraduate Students 2009
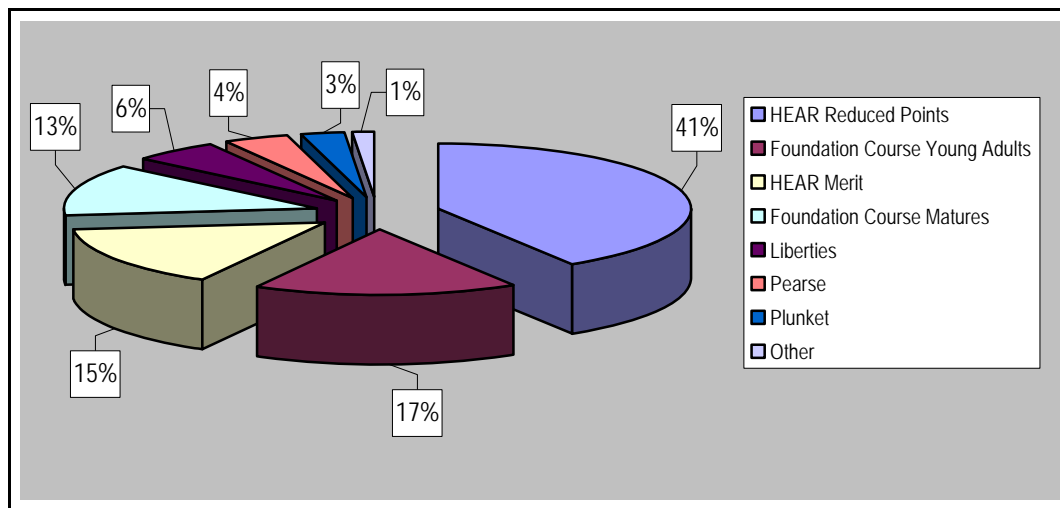
The 2009 TAP undergraduate cohort comprised of 66.5% females (n=314) and 33.5% males (n=158). 80% of these students were young adults (n=377) and 20% were mature students (n=95). The figure below details the faculty breakdown for TAP registered undergraduate students in 2009.

Figure 3.4.3 Faculty Breakdown of TAP UG students

Arts, Humanities and Social Sciences	Health Sciences	Engineering, Maths and Science
58.5%	26.9%	14.6%

Post-entry support programme

TAP has developed a range of post-entry supports in response to student needs. These include a variety of pre-university programmes, financial and personal support, extra tuition, a Writing Resource Centre, a Mathematics Help Room, the Studio (learning resource centre), a supported accommodation scheme and end-of-term review workshops.

There are currently five admissions initiatives, all of which are part-funded by the Higher Education Authority (HEA) through the Strategic Initiatives Scheme. TAP also receives support from a number of individual and corporate donors.
The programmes are:

- **School and Community Outreach Links (SCOL)**

- **Foundation Course for Higher Education - Mature Students**

- **Foundation Course for Higher Education - Young Adults**

- **Concession on Points**

- **Partnership Foundation Course**

Further details are available in the Senior Lecturer's Annual Report.

3.5 College Disability Service – student figures

Trinity College established the College Disability Service to meet the requirements of students with a disability, and as a resource to the rest of the University. The brief of the Disability Service has now been expanded to include staff.

This service aims to provide prospective and current students in College with appropriate information relating to disability issues and to outline the relevant resources and services available in College.

Trinity has a supplementary application procedure in place for students from non-traditional learning backgrounds, which includes students with disabilities. This is known as DARE (Disability Access Route to Education). The Disability Access route to Education (DARE) is a third level admissions scheme for school leavers who have a disability or specific learning difficulty.

Applicants with a disability applying for full time undergraduate degree/diploma courses in Trinity College must apply via the Central Applications Office (CAO) indicating on the application form that they have a disability or specific learning difficulty. It should be noted that many applicants with a disability do not disclose this information on the CAO form, and consequently the number of registered new entrants with a disability tends to be greater than the numbers declared at registration (129 additional students had declared a disability by 1st November 2009 bringing the total to 173 new entrants registered with the Service). The number of CAO applicants who declared a disability and accepted a place was 44.

- 685 students registered with the service
- 17% increase in students registered from 2008-09 to 2009-10
- 296 new students registered this year

Table 3.5.1 Faculty breakdown students with disabilities by type

Faculty Breakdown (as per DIS 30/04/10)	Total	FAHSS and TSM	% of total sts with disab	FEMS	%	F Health Sciences	%	Cross Faculty	%
Medical	89	53		14		22		0	
Mental Health	112	66		24		21		1	
Physical	56	34		14		7		1	
Sensory	52	41		4		5		2	
SPLD	376	219		81		71		5	
Total students with disability	**685**	**413**	**60%**	**137**	**20%**	**126**	**18.5%**	**9**	**1.5%**

Table 3.5.2 Students registered with the Disability Service 2008

	Number (including NIID students)	Number	As percentage of total student population* UG, PG and Cert
No. of register students	685		4.2%
Undergrads	574		3.5%
Post grads	74		0.5%
Cert/Dip	37		0.25%

*Using April 10 student population

3.6 Mature students

In 2009, 681 mature applicants applied under the Mature Student Dispensation Scheme of whom 169 (25%) were offered places and of these 112 (66%) registered. Applicants under this scheme must be over twenty three years of age and are assessed on the basis of their life and work experience.

Mature students are also admitted to the undergraduate degrees in Nursing. Applicants to these courses are assessed externally by the Nursing Career Centre. 68 mature students registered on degree courses in Nursing and Midwifery in 2009 (66 in 2008). Despite efforts to increase the number of mature students and a willingness on the behalf of departments to increase their mature student intake, it continues to be difficult to secure successful applications to the Faculties of Science and Engineering and Systems Sciences. This difficulty is partly attributed to the requirement for a specific level of mathematics and/or a science subject as a prerequisite of entry to courses in these Faculties.

Further details of students admitted under the Mature Student Dispensation Scheme and by the Nursing Career Centre together with an indication of the trends in mature student applications are available in the Senior Lecturer's Annual Report 2008-2009.

Note that many students who qualify as mature students (are over 23 at the time of entering an undergraduate degree) use the usual Leaving Cert points entry system and do not register with the Mature Student Office. In total there are 1270 mature students on the basis of age (these enter via the mature dispensation scheme, mature student nursing route, direct applications and CAO).

Table 3.6.1 Faculty Breakdown from those who entered through mature student dispensation scheme and mature nursing route

Total	AHSS	Eng, Maths and Science	Health Sciences
557	269	64	224
%	48%	12%	40%

Source: Mature Students Office May 2010

Table 3.6.2 Total Mature students, registered and by age

Total Mature Students registered 09-10			
	Number	As percentage of total student population*	UG population
No of Mature students entering through dispensation scheme and mature nursing route	557	3.5%	8%
All mature students (23+ when starting UG degree)	1270	5.4%	12%

*Jan 2010 total student population

3.7 Inclusive Curriculum

The SIF II funded Trinity Inclusive Curriculum Project (TIC) commenced in College in 2008. This project, developed in partnership between the Centre for Academic Practice and Student Learning (CAPSL), access initiatives and the academic community, runs from the Disability Service and aims to mainstream inclusive principles within the curricula of College.

The TIC project aims to enhance teaching, learning, and assessment procedures within Trinity College so as to enable all students, particularly those from non-traditional learning backgrounds, to participate more fully in the academic life of College. TIC aims to

achieve this through the creation of teaching and learning self-evaluation tools to be embedded into College policies and procedures, training and awareness raising activities, and the creation of web based resources (www.tcd.ie/capsl/tic).

References

Barry, Ursula, Building the Picture (The Equality Authority, 2000).

Drew, Prof. Eileen, Best Practice Models for the Career Advancement of Women in Academe (Report presented to the Equality Committee) (TCD, 2002).

Edinburgh University, EOTAG Fifth Report 2006/2007 (Edinburgh University, 2007).

Equality Commission for Northern Ireland, Section 75 Monitoring Guidance for Use by Public Authorities (ECNI, 2006).

Equality Challenge Unit, Equality in Higher Education: Statistical Report 2009 (ECU 2009, UK).

Equality Office TCD (Campos McCormack, Karen),
        Annual Equality Monitoring Report 2006-2007 and 2008 (TCD, 2009); Gender and Promotions Report (TCD, 2009).

Higher Education Statistics Agency, Press releases (March 2009 and January 2010) www.hesa.ac.uk.

Higher Education Authority,
        Report of the High Level Group on University Equality Policies (HEA, 2004).
        Key Facts and Figures 08/09 (HEA, 2009)

Senior Lecturer's Office TCD, Senior Lecturer's Annual Report 2007-2008 (TCD, 2008) and 2008-2009 (TCD, 2009).

Schneider Ross Consultants, Equality in the University – Setting a New Agenda, (Cambridge, 2001).

Staff Office TCD, Staff Office Annual Report 2008-2009 (TCD, 2009)

Student Counselling Service, Investigating the Counselling and Support Needs of 'Non-Traditional Students' in Irish Third-Level Education (TCD, 2007).

Trinity College Dublin, Access and Equality Policy; Equal Opportunities Policy; Code of Practice for the Employment of People with Disabilities; and Dignity and Respect Policy (TCD, 2008).

Working Group on Academic Titles *Academic Titles in Trinity College Dublin* (TCD).

Wright, Prof. Barbara, Report on Women Academics and Promotions,(report presented to the Equality Committee) (TCD 2002).

Legislation

Employment Equality Act 1998 -2008
Equal Status Act 2000 -2004
Disability Act 2005
Universities Act 1997

Websites

Cambridge University, Equality Unit,
www.admin.cam.ac.uk/offices/personnel/equality
Equality Authority www.equality.ie
Equality Challenge Unit http://www.ecu.ac.uk/
Equality Commission of Northern Ireland (ECNI) www.equalityni.org
HEA (Higher Education Authority) student statistics www.hea.ie
(http://www.hea.ie/en/node/1312)
Higher Education Statistics Agency (HESA) www.hesa.ac.uk
Leeds University, Equality Unit, www.equality.leeds.ac.uk
National Disability Authority www.nda.ie
Oxford University, Diversity and Equal Opportunities Unit,
www.admin.ox.ac.uk/eop/
Trinity College Policies www.tcd.ie/about/policies
Queens University, Equal Opportunities Unit, www.qub.ac.uk