



**QUEEN'S
UNIVERSITY
BELFAST**

**ARTICLE 55 REVIEW 2019-
2022**

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Article 55 Review 2019-2022

Under Article 55 of the Fair Employment and Treatment Order (NI) 1998, the University is required to review its employment composition and practices at least once every three years, and submit an annual monitoring return (Article 55 Review) to the Equality Commission for Northern Ireland.

The purpose of an Article 55 Review is:

- to determine whether members of the Protestant and Roman Catholic communities are enjoying, and are likely to continue to enjoy, fair participation in employment;
- to take affirmative action if fair participation is not being secured by members of the Protestant and Catholic communities;
- to set goals and timetables as part of affirmative action; and
- to take account of the guidance in the Fair Employment Code of Practice

The University last conducted its review in 2020 and the most current review, completed in September 2023, relates to the reporting period of February 2019 – February 2022.

Article 55 Review 2019-2022

The University is obliged to review and report the workforce composition by:

- Protestant and Roman Catholic community background; and
- Protestant, Roman Catholic and Non-Determined community background

Non-Determined: individuals who did not indicate on their Equality Monitoring Form that they were from either a Protestant or a Roman Catholic community background

Data considers:

- Full time (more than 16 hours per week)
- Part time (less than 16 hours per week)

*Data includes University employees only (excludes QWork workers)

Article 55 Review 2019-2022

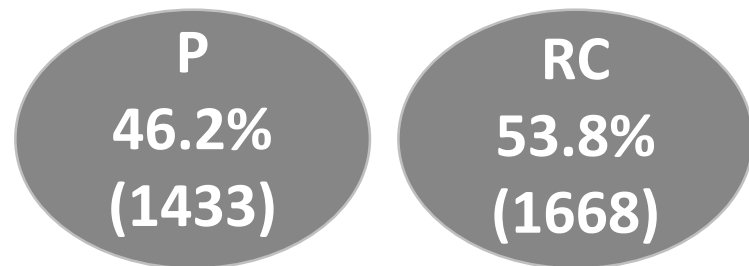
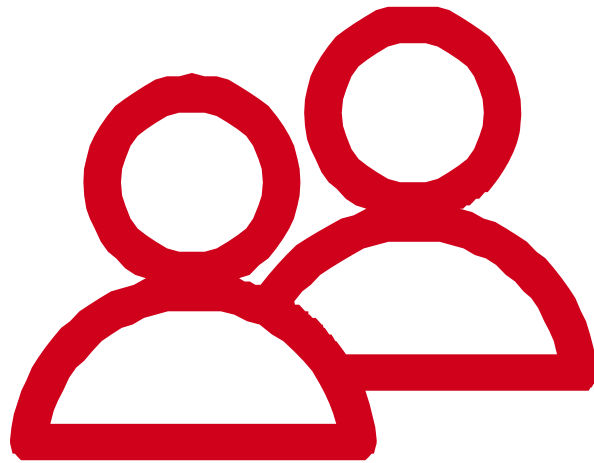
- Workforce Composition
- Recruitment – Applicants and Appointees
- Promotions
- Leavers
- Complaints

Including Non-Determined:

- Workforce Composition
- Recruitment – Applicants and Appointees
- Promotions
- Leavers

Workforce Composition (2019-2022)

**excluding Non-Determined*



▼ **0.6%**

▲ **0.6%**

In this reporting period:
The % Protestant staff decreased from 46.8% in 2019 to 46.2% in 2022

In this reporting period:
The % Roman Catholic staff increased from 53.2% in 2019 to 53.8% in 2022

Full-time / Part-time Staff (2019-2022)

In 2022

3.3%

OF STAFF WORKED PART-TIME

▲ 0.3%

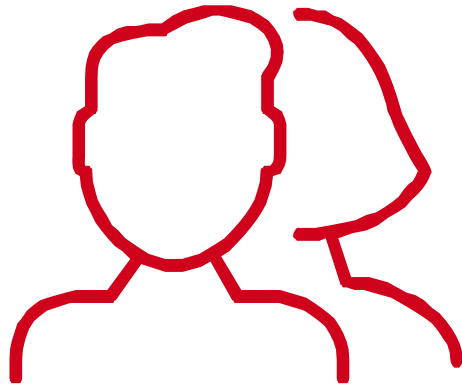
96.7%

OF STAFF WORKED FULL-TIME

▼ 0.3%

Recruitment Applications (2019-2022)

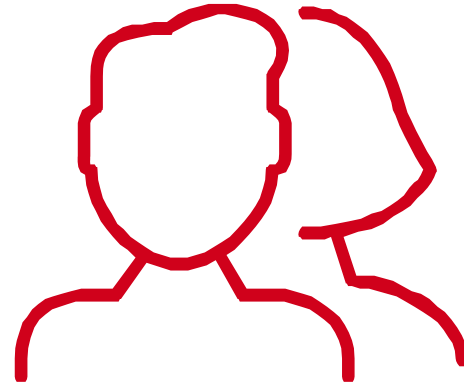
**excluding Non-Determined*



P Applicants

40.7%
(1916)

▲ 0.7%



RC Applicants

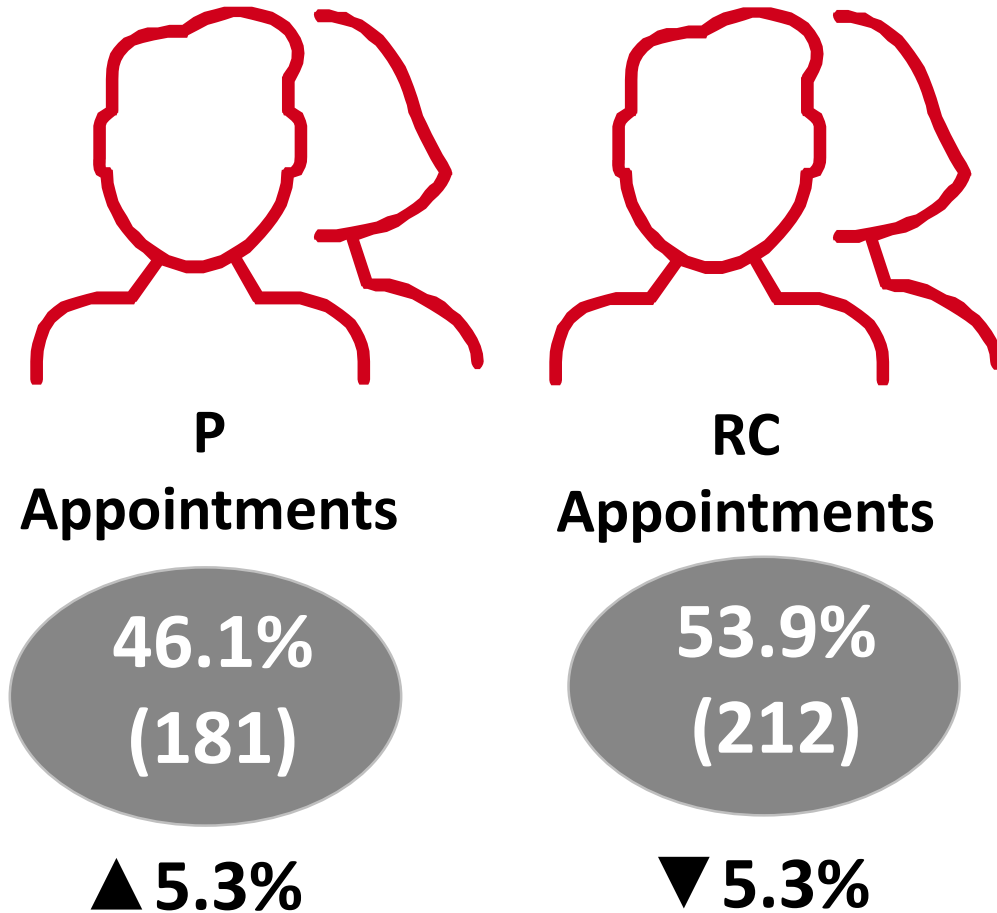
59.3%
(2795)

▼ 0.7%

There has been a **marginal increase** in the % of applications from the Protestant community (0.7%) since 2019.

Appointments (2019-2022)

**excluding Non-Determined*



In 2022 a greater % of applications and appointees came from Roman Catholics compared to Protestants

but

the % of Roman Catholics appointed (53.9%) is more than 5% lower than the RC applicant rate (59.3%) This will need to explored further.

Promotions (2019-2022)

**excluding Non-Determined*

**PROMOTEES RATES WERE CONSISTENT
WITH APPLICANT RATES FOR EACH
COMMUNITY:**

Indicating no bias in the promotions
process in relation to community
background

44.1%

PROTESTANT
APPLICANTS

55.9%

ROMAN CATHOLIC
APPLICANTS

42.5%

PROTESTANT
PROMOTIONS

57.5%

ROMAN CATHOLIC
PROMOTIONS

***Promotee: Any employee who has moved to a higher paid job within the organisation for a continuous period of not less than 6 months.**

Leavers (2019-2022)

**excluding Non-Determined*



P Leavers

44.1%
(142)

▼ 3.3%



RC Leavers

55.9%
(180)

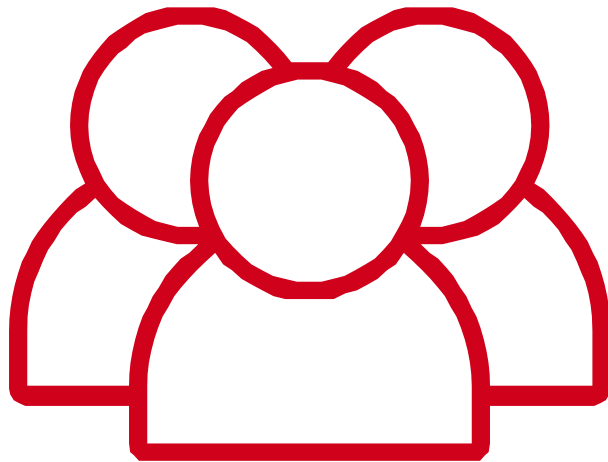
▲ 3.3%

A higher number and percentage of Roman Catholic staff left the university 2021/2022 compared to staff from the Protestant community

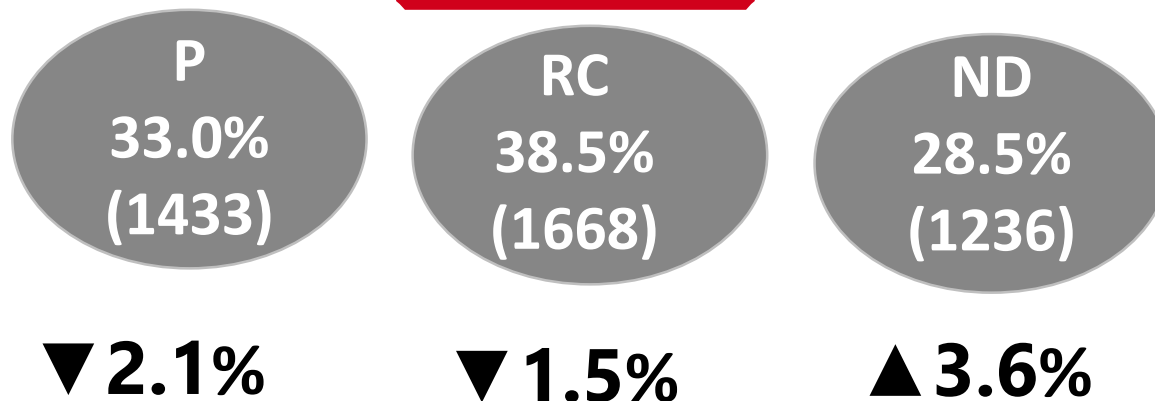
However, there was a higher percentage of Roman Catholic staff in the workforce, 53.8% Roman Catholic compared to 46.2% Protestant. Leaver numbers are therefore in line with the higher RC staff population.

Workforce composition (2019-2022)

**including Non-Determined*



The % of Non-Determined staff has **increased** from 24.9% in 2019 to 28.5% in 2022



P = Protestant, RC = Roman Catholic, ND = Non-Determined (Neither P or RC)

Recruitment – Applications (2019-2022)

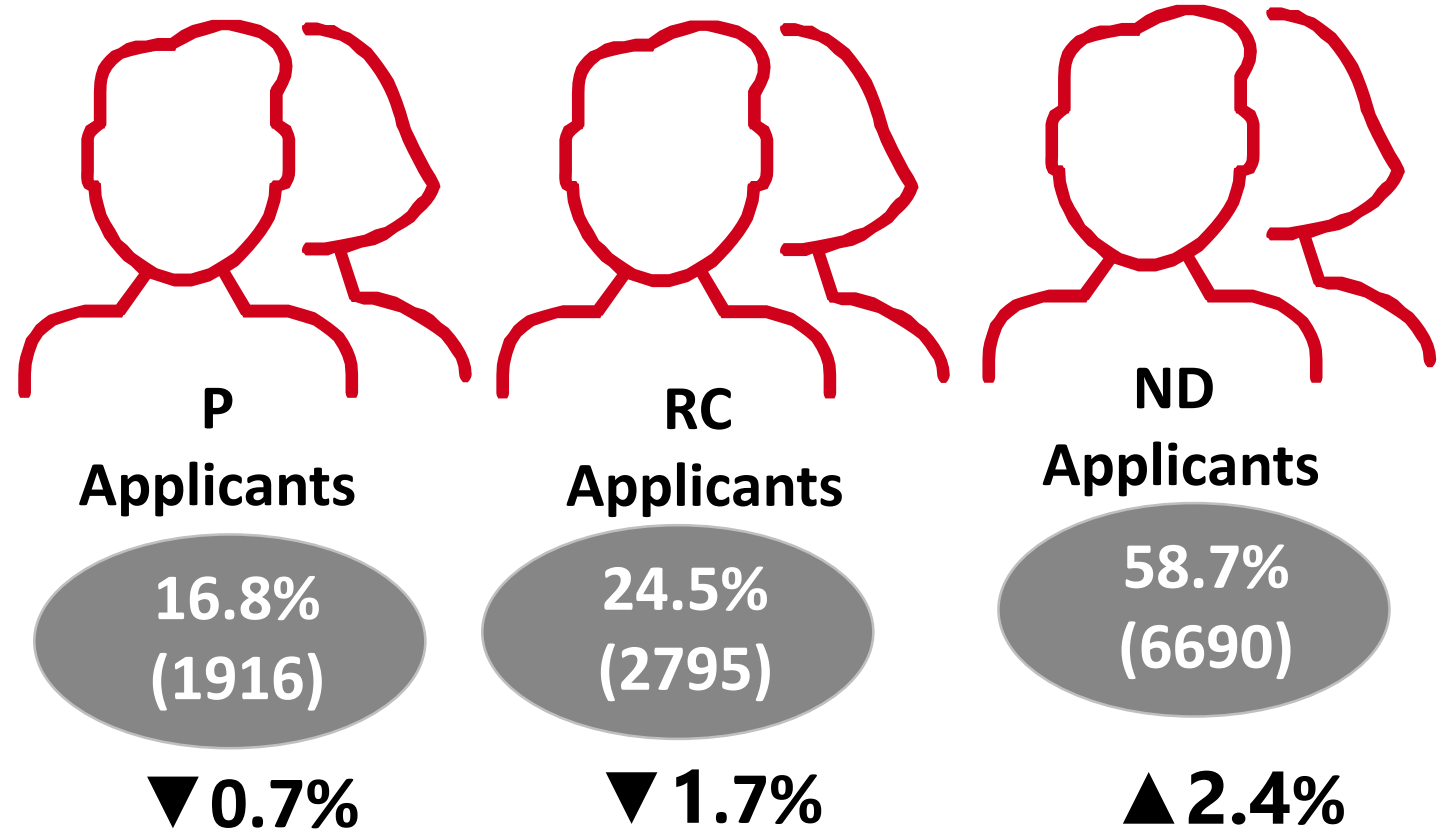
**including Non-Determined*

In 2022 the highest percentage of applicants were Non-Determined

58.7%

OF APPLICANTS
WERE NON-
DETERMINED

▲ **2.4%**



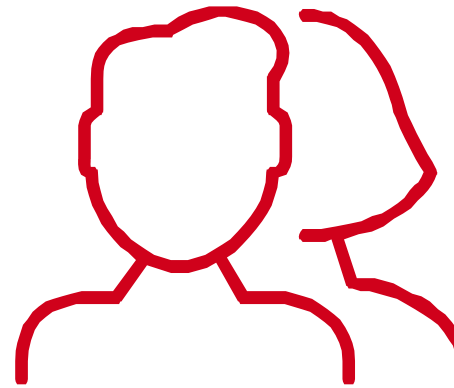
P = Protestant, RC = Roman Catholic, ND = Non-Determined (Neither P or RC)

Recruitment –Appointments (2019 -2022)

**including Non-Determined*

42.7%
OF
APPOINTMENTS WERE
NON-DETERMINED

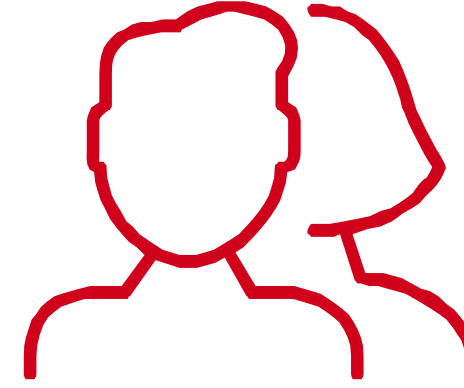
An **increase** of 0.2%
from 2019



P
Appointments

26.4%
(181)

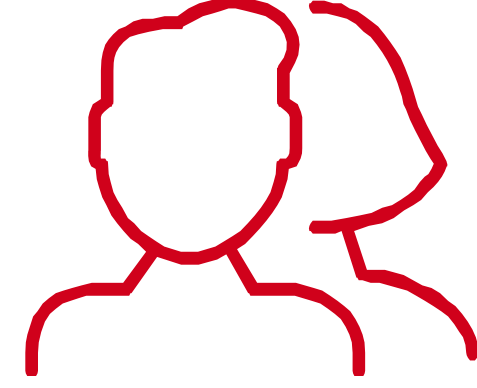
▲ 2.9%



RC
Appointments

30.9%
(212)

▼ 3.1%



ND
Appointments

42.7%
(293)

▲ 0.2%

P = Protestant, RC =Roman Catholic, ND = Non-Determined (Neither P or RC)

Both Protestant and Roman Catholics % appointed are more than 5% over their comparative applicant rate. ND appointed 16% less than ND applicant rate. This is significant and needs to be explored further. Could be due to applicants updating record to either P and RC when appointed.

Promotions (2019-2022)

**including Non-Determined*

**PROMOTEES RATES WERE BROADLY
CONSISTENT WITH APPLICANT
RATES FOR EACH COMMUNITY:**

Indicating no bias in the promotions
process in relation to community
background

32.5%

PROTESTANT
APPLICANTS

29.8%

PROTESTANT
PROMOTIONS

41.2%

ROMAN CATHOLIC
APPLICANTS

40.3%

ROMAN CATHOLIC
PROMOTIONS

26.3%

NON-DETERMINED
APPLICANTS

29.9%

NON-DETERMINED
PROMOTIONS

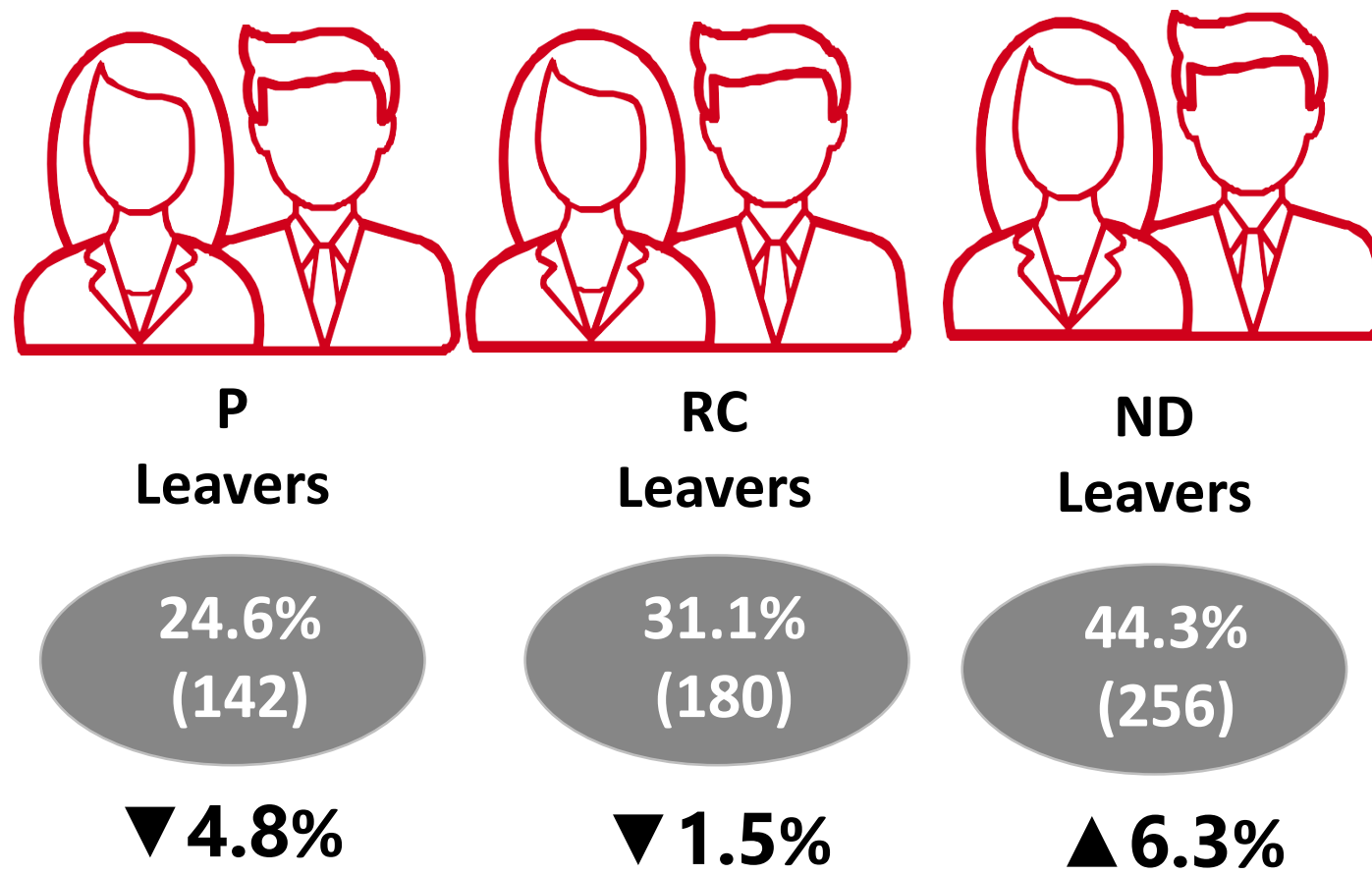
Leavers (2019-2022)

**including Non-Determined*

44.3%

OF LEAVERS WERE
NON-DETERMINED

An **increase** of 6.3%
from 2019



P = Protestant, RC = Roman Catholic, ND = Non-Determined (Neither P or RC)

Complaints (2019-2022)

The University is also required to report if any complaints of discrimination or harassment have been received during the qualifying review period.

The number of complaints has increased from 20 to 21 compared to the last Article 55 Review

No discrimination was proven in any of these cases



Complaints

▲ 5%

***Complaints: formal or informal complaints of discrimination or harassment (including cases which have progressed externally to tribunal)**

Welcoming Statements

All job adverts contain a statement outlining our commitment to equality for all.

On the [main job page](#) we also advise of any job categories where **an under representation by Community Background or Gender has been identified, specific welcoming statements are utilised to encourage applications.**

Analysis of the final year of the reporting period for this Article 55 review, 2021/2022 showed that Protestant applications were underrepresented in SOCs 1,2,5,6 and 7.

In relation to University Staff, Roman Catholics were underrepresented in SOC 1 and Protestants in SOC 6 ,overall numbers of staff in both of these SOC groups is low.

“Queen’s University is committed to promoting equality of opportunity to all. We have created an inclusive culture by establishing staff networks such as [iRise](#) (Black, Asian, Minority Ethnic and International Staff Network) and [PRISM](#) (LGBTQ+ Staff Network) which help us progress equality. We also subscribe to Equality Charter Marks such as the Diversity Charter Mark NI in addition to Athena Swan. For further information on our commitment to Equality, Diversity and Inclusion please visit: www.qub.ac.uk/diversity; www.qub.ac.uk/qqi and www.qub.ac.uk/sites/StaffGateway/StaffNetworks/

We welcome and support individuals from under-represented groups. Applications from members of the Roman Catholic community are therefore particularly welcomed for Managerial roles and from the Protestant community for Personal Service positions in Queen’s Sport and Childcare Services. In addition we also welcome applications from males who are currently under represented in clerical areas of our workforce.

Affirmative Action

To be confirmed with ECNI

- Welcoming statements for staff under representations of RC SOC 1 Managerial and P SOC 6 Queen's Sport and Childcare Services?
- Check with ECNI -Do we need welcoming statements where we are under represented by applicants but workforce is ok?
- Further analysis re low (>5%) RC Appointee rate compared to RC applicant rate for recruitment when ND is excluded
- Further Analysis re Protestant Appointee rate exceeding applicant rate by 9.6% and Roman Catholics by 6.4% when ND is included (Probably due to applicants updating from ND to either P or RC once in employment.)
- Further Analysis re largest % of leavers being ND (44.3%) compared to (28.5%) ND in staff population

Next Steps

- UMB approval
- Article 55 action plan to be submitted to the Equality Commission (awaiting final NISRA census stats and consult on the development of key actions)
- Online publication of key messages
- Development of operational activities for the next reporting period (2023-2025)