

Equality & Diversity Staff Census 2020/21

Demographic Results

Purpose

This report summarises the responses from staff to the demographic and role at the university sections of the Maynooth University *Equality & Diversity Staff Census 2020* which was circulated to staff on 11th December 2020 and closed in January 2021.

Response rate

There were 305 respondents to the survey overall, representing an overall response rate of approximately 24.5%.

Of the overall responses, 71% of respondents identified as female, 25% as male, 1% identified as non-binary and 3% preferred not to say.

Anonymity

The survey data in raw form was available only to the Office of the Vice-President for Equality and Diversity¹.

The data presented here has been aggregated to preserve the anonymity of respondents. Where a detailed cross-tabular analysis including gender is presented, gender minorities have not been included for reasons of anonymity. Similarly, percentages rather than numbers per category may have been included in some sets of responses for reasons of anonymity.

¹ Office of the Vice President for Equality and Diversity (EDI Office), www.maynoothuniversity.ie/edi contact us at equality@mu.ie.

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Profile of Respondents

By Gender Identity

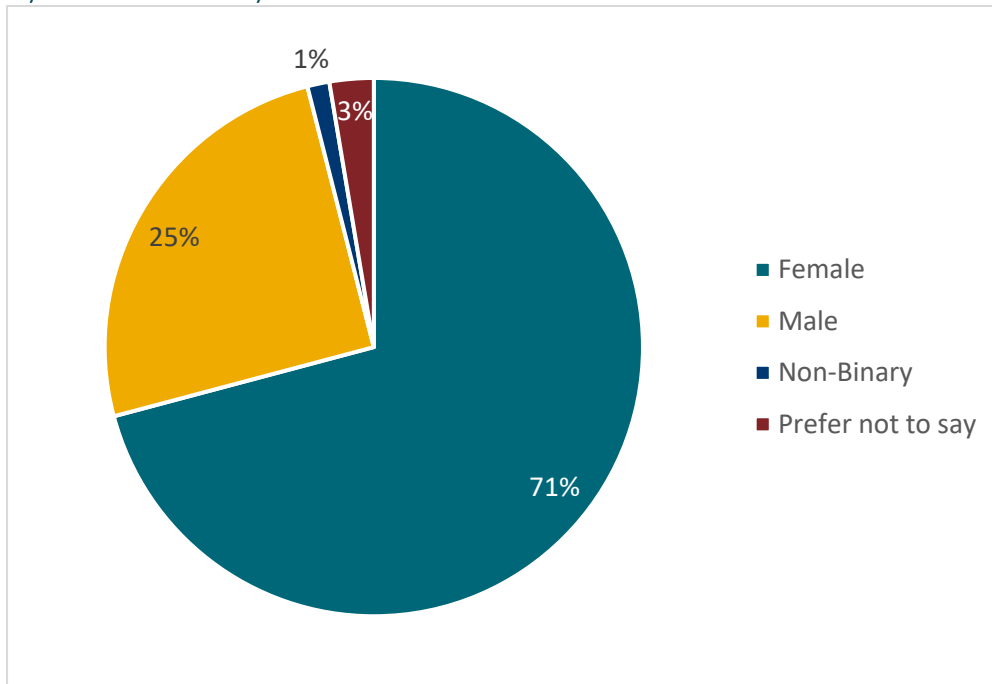


Figure 1. Respondents by gender identity, (n=302)

By Sex Assigned at Birth

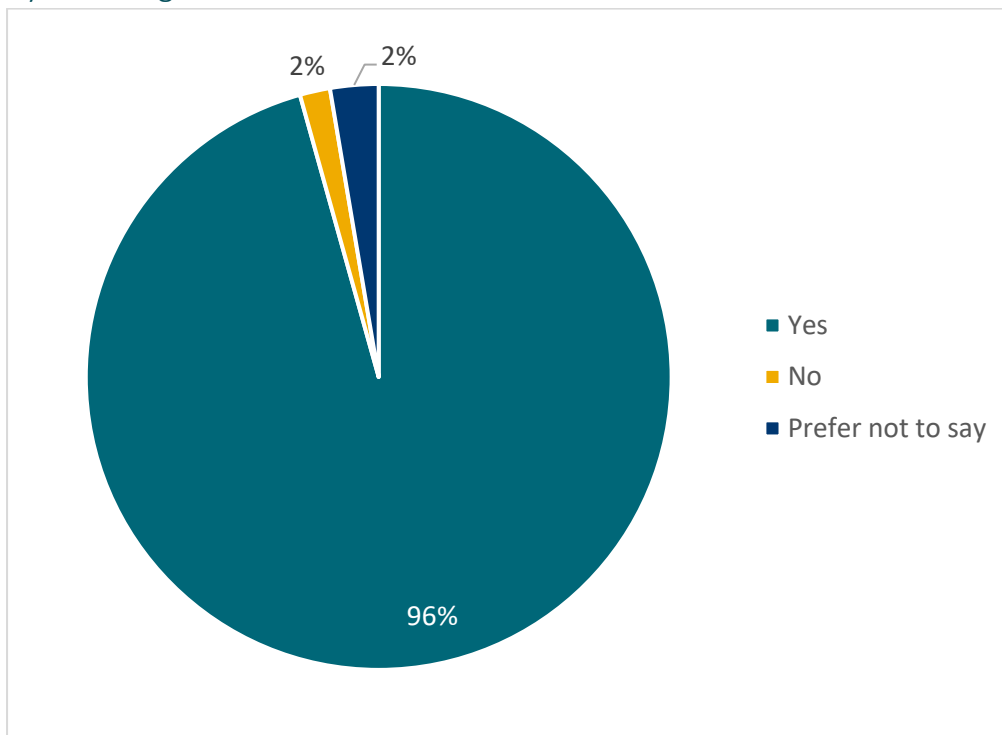


Figure 2. Respondents answering 'yes', 'no', 'prefer not to say' to the question 'Does this match the sex you were assigned at birth?' (n=300)

By Age

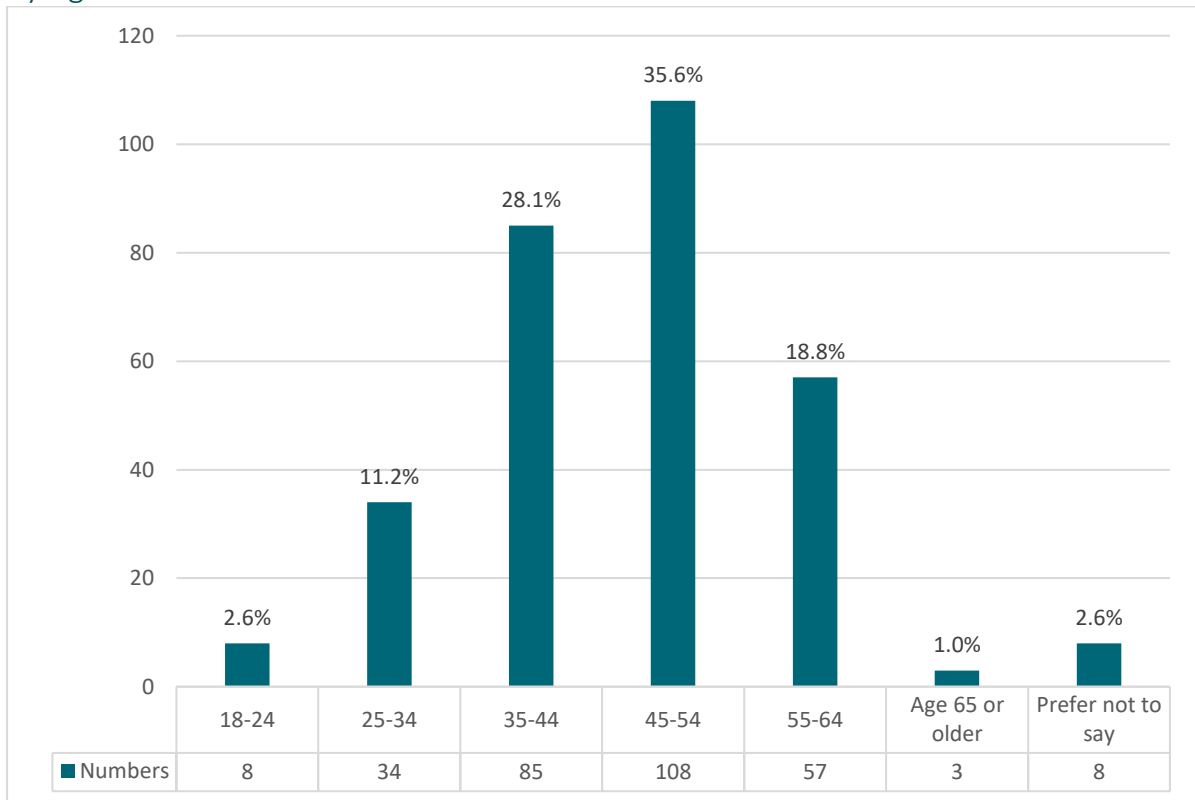


Figure 3. Respondents by Age (n=303)

By Religion

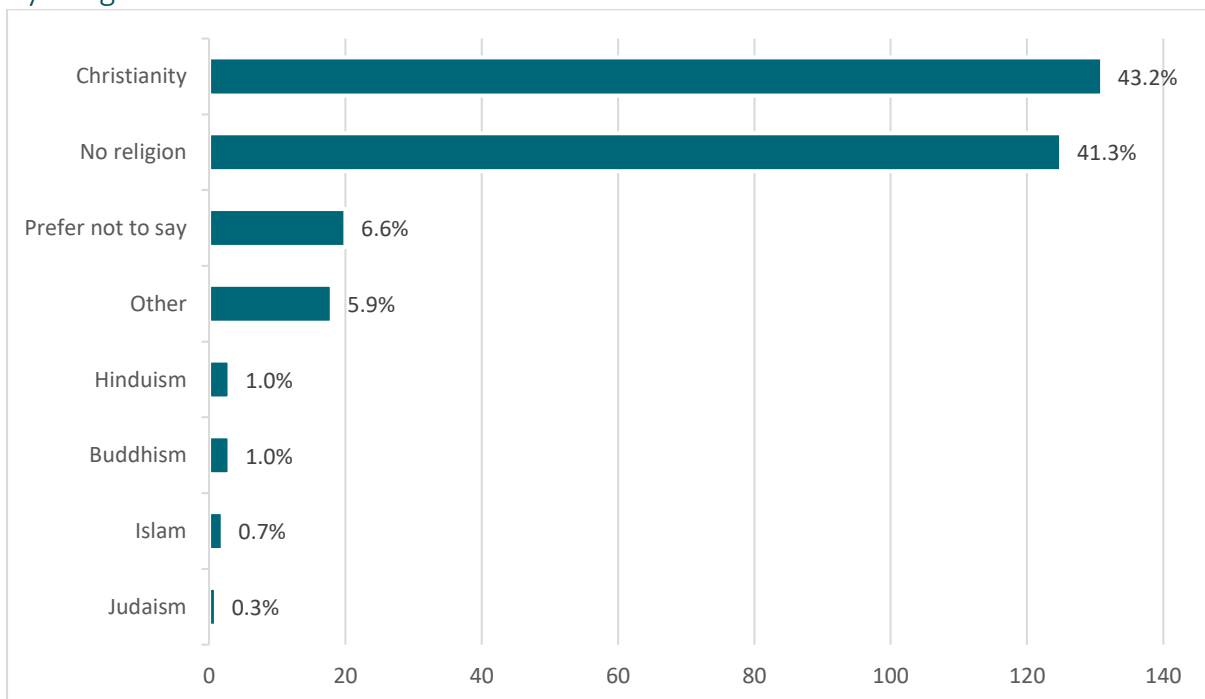


Figure 4. Respondents by Religion (n=303)

Religious Denominations

Table 1. Specific religious denominations mentioned by respondents

Catholic	26
Catholic/Lapsed non-practising	4
Atheist	2
Unitarian	2
Agnostic	1
Non-practising Christian	1
Spiritual	1
Culturally Christian	1
Methodist	1
Non-dogmatic Christianity / Universalist	1
Non-practising	1

By Civil Status

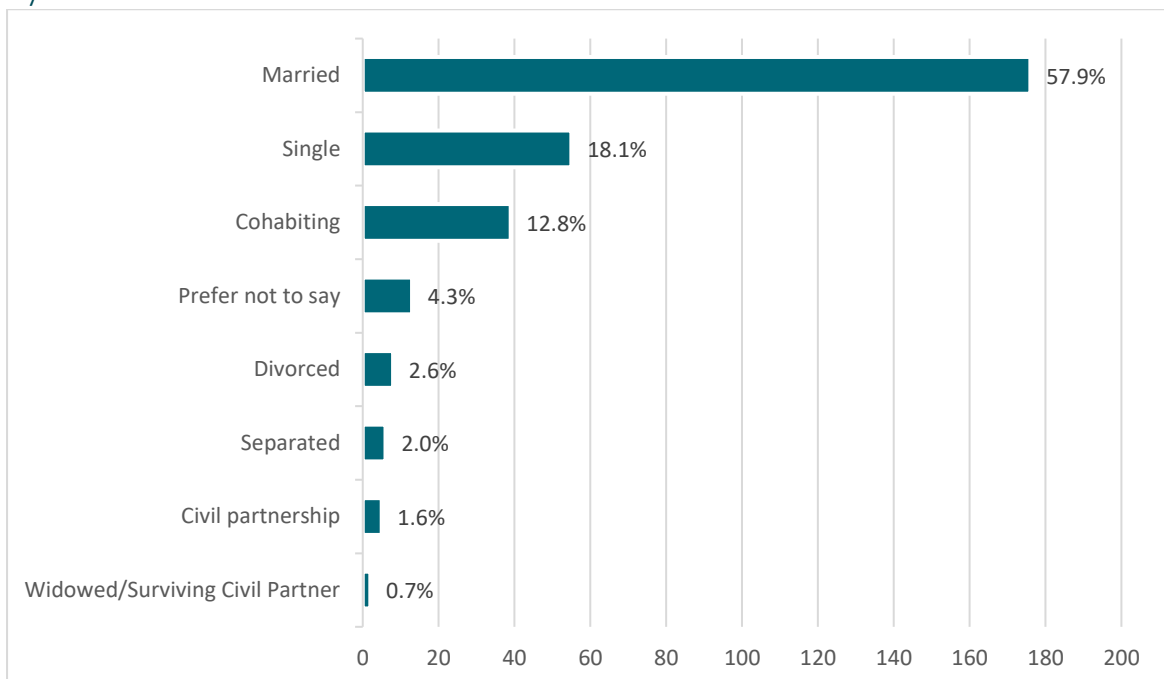


Figure 5. Respondents by Civil Status (n=304)

By Ethnicity

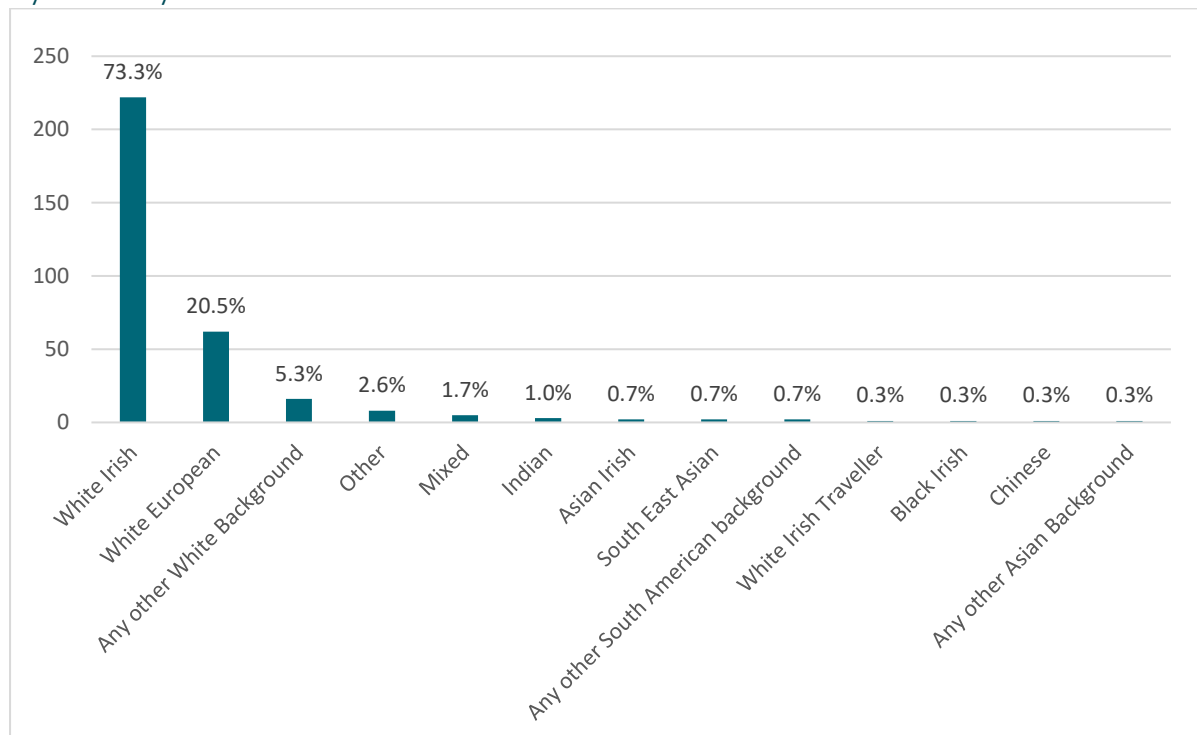


Figure 6. Respondents by Ethnicity, some respondents chose multiple options (n=303)

By Sexual Orientation

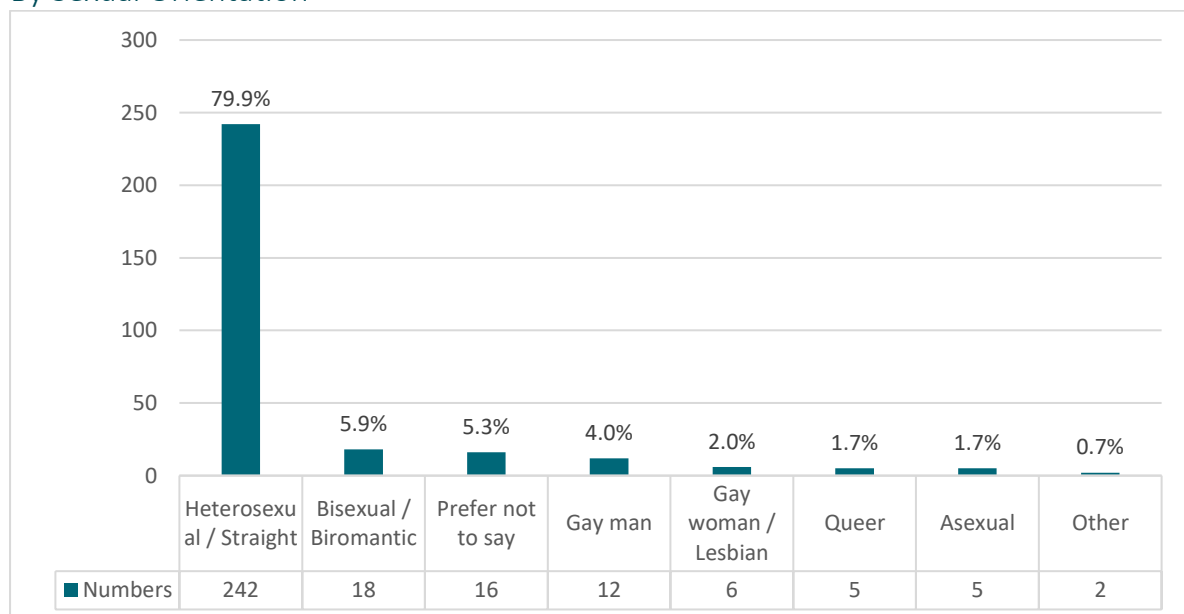


Figure 7. Respondents by Sexual Orientation, some respondents chose multiple options (n=303)

By Disability

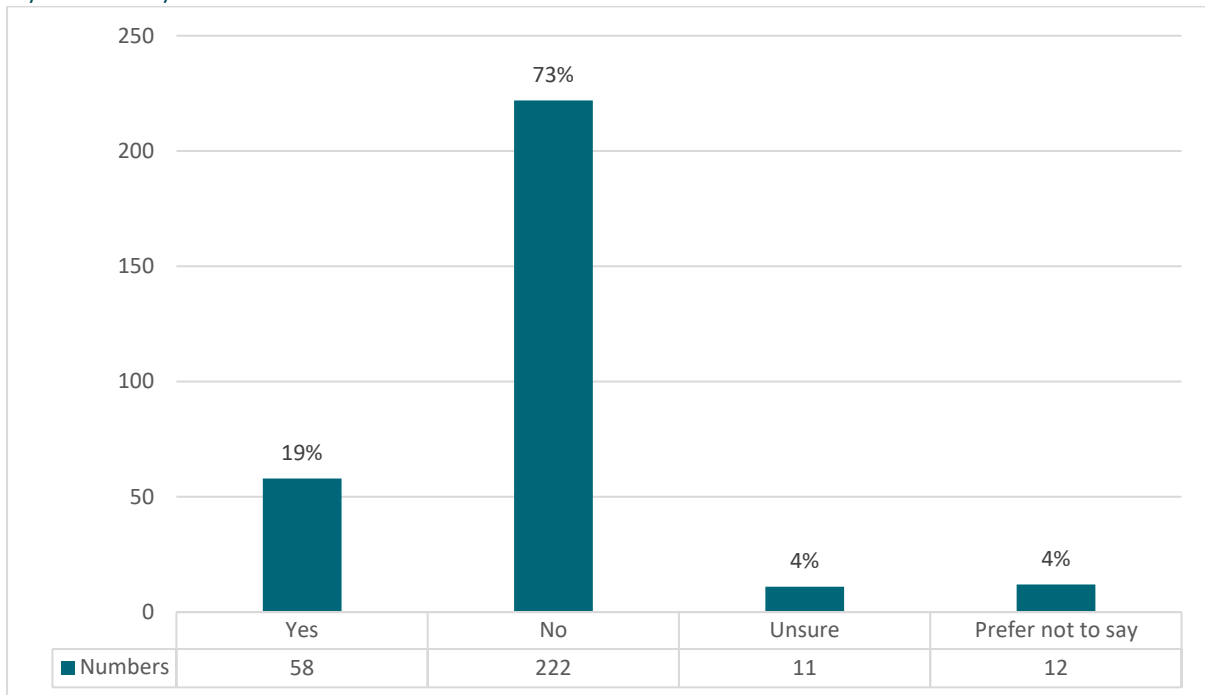


Figure 8. Respondents with or without a disability, impairment, health condition (including mental health) or learning difference (n=303)

A section of the survey was only asked to respondents who answered yes, unsure or prefer not to say to the question “Do you consider yourself to have a disability, impairment, health condition (including mental health) or learning difference?” (N=81). Figures 9 and 10 were part of this section.

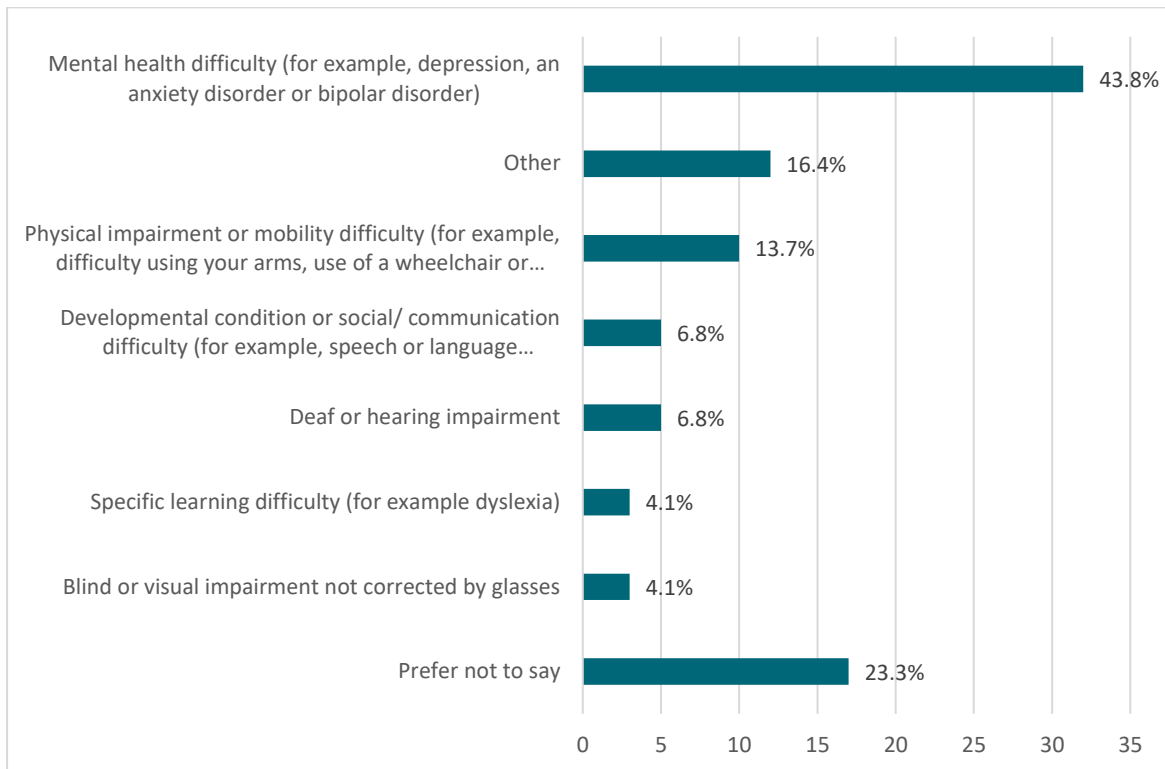


Figure 9. Breakdown of disclosed disabilities, impairments, health conditions (including mental health) and/or learning differences, some respondents chose multiple options (n=73)

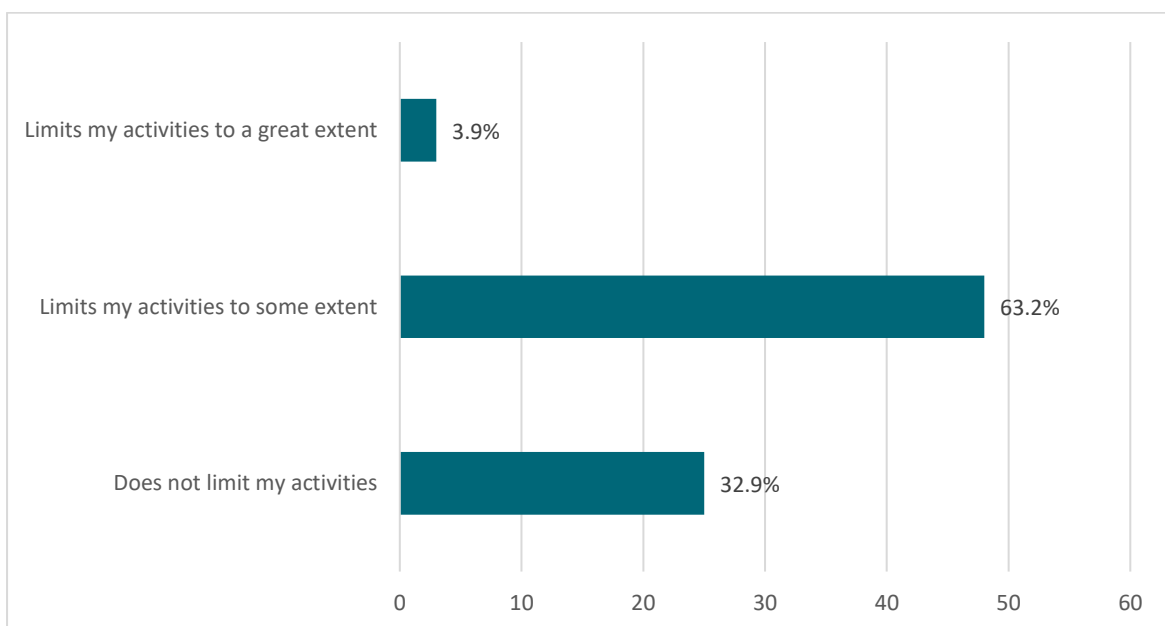


Figure 10. Extent to which the condition has a long-term impact on respondents ability to carry out day to day activities (n=76)

By Caring Responsibilities

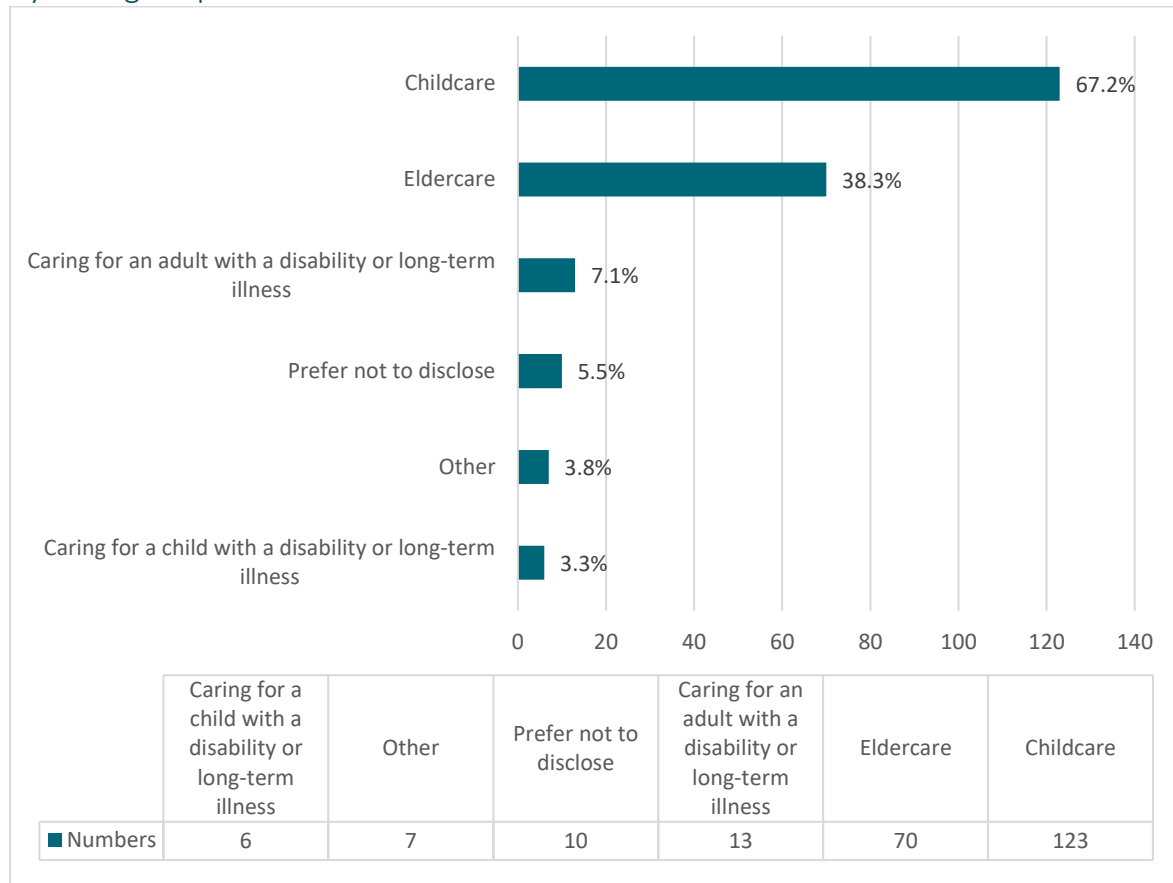


Figure 11. Respondents by caring responsibilities, some respondents chose multiple options (n=183)

By contract type

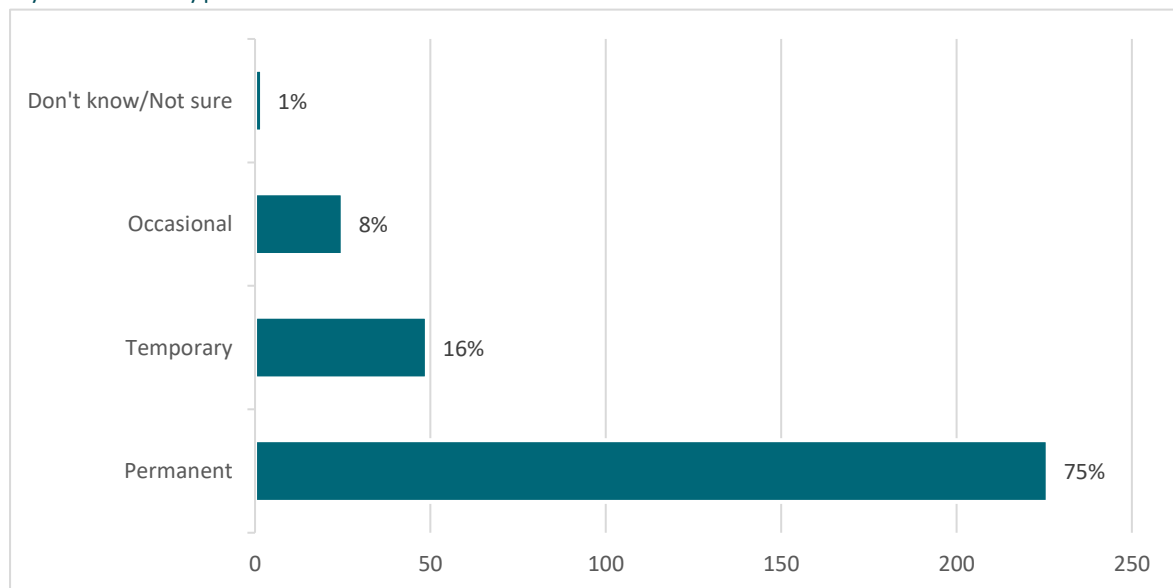


Figure 12. Respondents by contract type (n=302)

By full or part-time hours

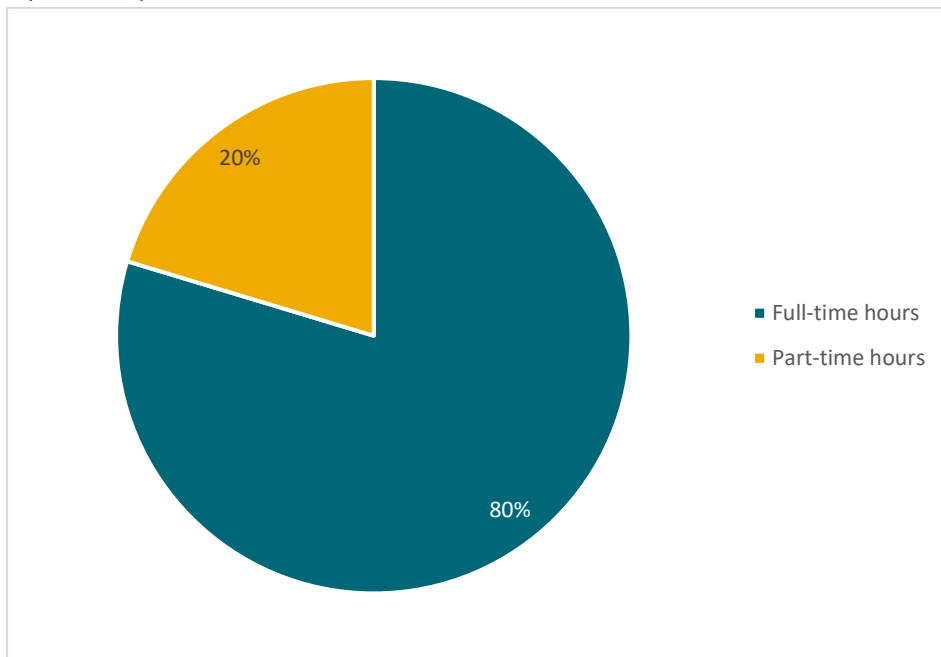


Figure 13. Respondents by contract to work full and part-time hours (n=300)

By length of time working at MU

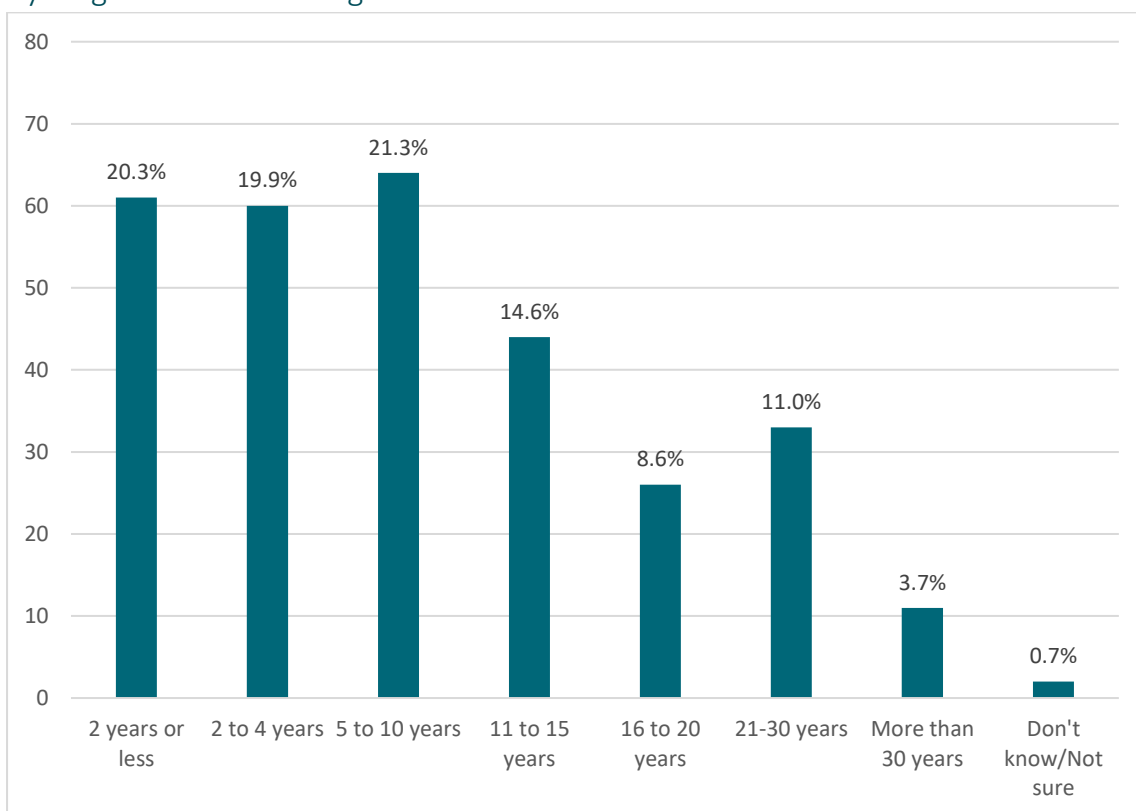


Figure 14. Respondents by length of time working at Maynooth University (n=301)

By salary range

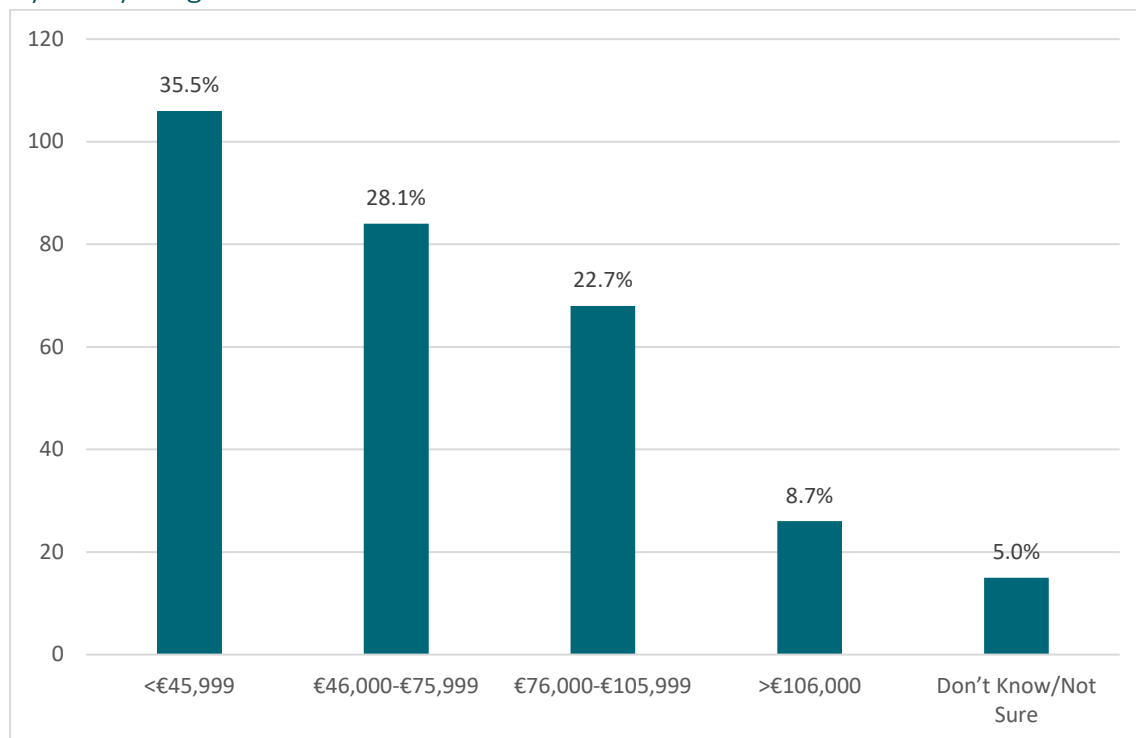


Figure 15. Respondents by salary range reflecting their current annual earnings (n=299)

By work location

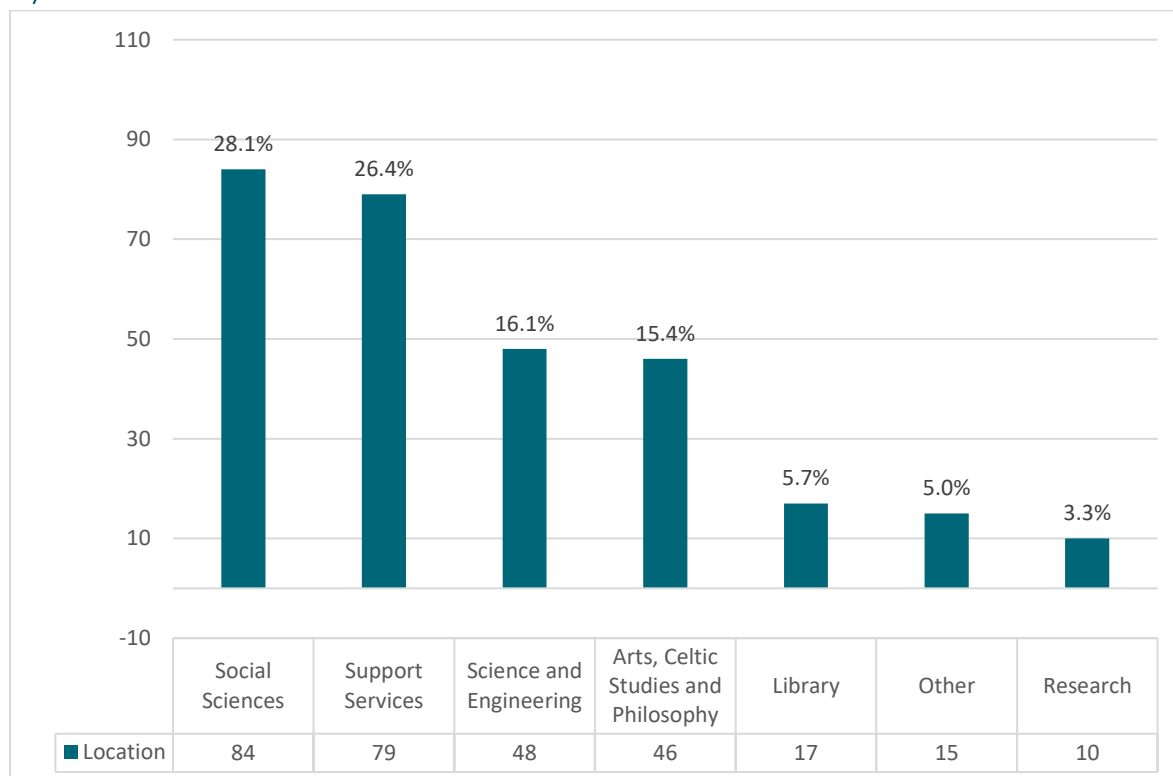


Figure 16. Respondents by work location (n=299)

By contracted position

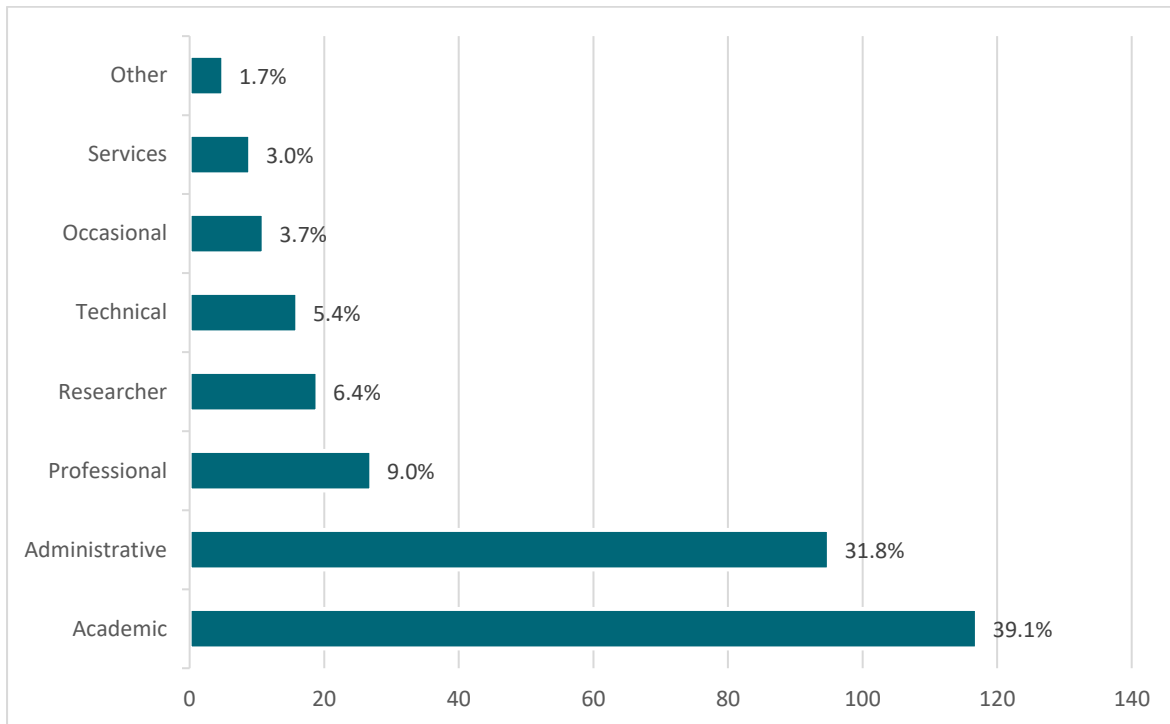


Figure 17. Respondents by contracted position at MU (n=299)

By grade of post

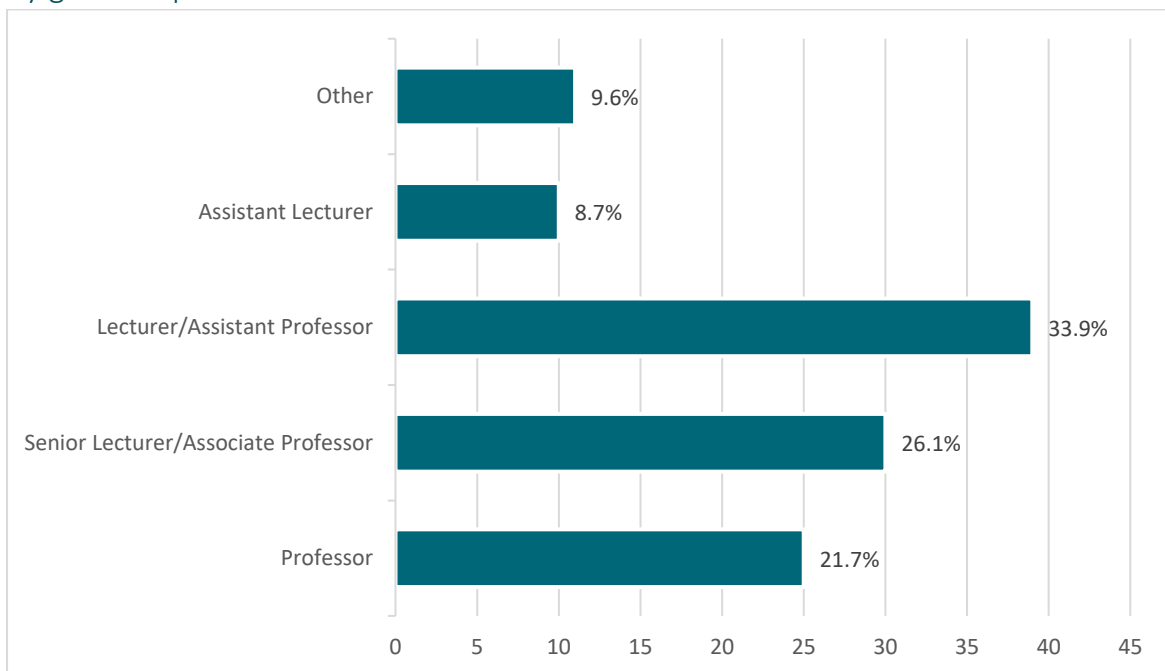


Figure 18. Academic respondents by grade of their post (n=115)