Equality, Diversity and Inclusion

Public Sector Equality Duty - Staff Data Report 2019

Academic Year 2018/19

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Contents

1. Introduction

The Annual Employee Information Report 2019, provides information on how the University is meeting its responsibilities under the Equality Act 2010. The report is published with regard to the specific duty, under the Act, to publish equality information to demonstrate compliance with the three aims of the Equality Duty. As a public sector body, the University in its role as an employer and an education provider is committed to tackling discrimination and advancing equality of opportunity for everyone and strives to create a positive culture of mutual respect and dignity.

This report provides an overview of staff equalities monitoring data for the academic years 2016, 2017 and 2018 in relation to recruitment and selection, staff profile, leavers, training and development, disciplinary and grievances. This report should be read alongside the University's Public Sector Equality Duty reports, which will be published in April 2019. It should be noted that in addition to this report the University also participates in various external accredited activities that involve scrutiny of key equalities datasets and practices at a much closer level. For example, Athena SWAN, Stonewall Workplace Equality Index and the Race Equality Charter Mark.

1.1. Equality Act 2010

In the implementation of its activities, the University must demonstrate due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people from different groups, by considering the need to minimise disadvantages and meet the needs of people with protected characteristics;
- Foster good relations between people from different groups.

The Equality Duty applies in relation to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership (in terms of the requirement to eliminate discrimination only), pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

1.2. Publishing Equality Monitoring

There is a statutory requirement for the University to collect and publish equality monitoring information to demonstrate its compliance with equalities legislation. The Annual Employee Information Report 2019 will be published on the University web pages, and a summary will be made available in alternative formats upon request.

Whilst this report responds to the University's duties and obligations under the Equality Act 2010 and the Equality Duty, it also supports the core University equality and diversity Strategy.

1.3. Staff Data

The following pages provide diversity profile data for all University employed staff data captured annually on 31 July 2016, 2017 and 2018 based on headcount. The same methodology has been applied when preparing the data for each year to ensure comparability. It should be noted that staff are reported on headcount rather than FTE (full-time equivalent). The profile data for each protected characteristic uses a single count per staff member, however, in analysis for contract terms (part-time/full-time and fixed-term/permanent) and job categories staff are counted for each contract they have with the University.

Historically, staff data collection has included Sex (Gender), Ethnicity, Disability and Age. The University has implemented new processes to capture data on other protected characteristics to meet the new requirements and the analysis on these characteristics will improve going forward.

The University plans to implement a self-service functionality for employees to update their personal information which will help to improve the disclosure rates and enhance all diversity data for staff.

1.4   Summary of Key Statistics

At 31 July 2018, the University had a total number of 3208 employees, with 2563 (79.4%) working on permanent open-ended contracts and 663 (20.6%) working on fixed-term contracts.

1.4.1   Sex (Gender)

- The gender balance at the University in 2018 has remained unchanged over the previous year. Overall, 57% (1837) of staff were female, continuing the trend over the last three years (Figure 5).
- There are variations in gender representation across the job categories. Female staff are 46.1% of Academic staff and 65% of Professional Services (Figure 7).
- In 2018 female staff comprised 24% of Professorships compared to 76% male staff and 28% of Grade 10 are female (Figure 9).
- Gender balance across Researcher level was broadly representative of the whole university gender split (Figure 9).
- Female staff were underrepresented in senior academic roles (Figure 9) and overrepresented in Professional Services roles (Clerical, Academic Related, Technical and Manual) (Figure 7).
- The proportion of staff working on a fixed-term basis has remained stable over the past three years but female employees continue to hold more part-time fixed-term contracts (Figure 8).
- 2018 saw an increase in the proportion of female applicants, with female candidates receiving proportionately more interviews than male candidates (Figure 10). Overall, females accounted for 52.3% of applications and 64.5% of offers of employment (Figure 11).

1.4.2   Race (Ethnicity)

- The University has a predominately white workforce (86.5%) with Black and Minority Ethnic (BME) employees making up 9.4% of the workforce. The proportion of our staff who are BME has remained the same for each of the last three years. The percentage of employees whose ethnicity is unknown has increased this year to 4.1% (Figure 21).
- BME staff are employed within all staff levels but a high proportion are concentrated in Grade 7 and lower and represented at a much smaller number at Grade 10 (Figure 22).
- The largest proportion 207 (68.8%) of BME staff are employed in Academic and Research roles and 94 (31.2%) are in Professional Services roles (Figure 23).
- Majority of the BME staff are employed in full time positions (Figure 24).
- In 2018, BME staff held 8% of Professorships, which showed an improvement from the previous years (Figure 25).
- The proportion of BME applicants declined in 2018 to 19.8% from the 25.45% level in 2015/16 (Figure 26). BME candidates were less successful in achieving an interview (15.0%) and an offer of employment (2.0%) (Figure 27).

1.4.3   Disability

- The overall rate of staff disclosing their disability status in 2017/18 is 3.9% (126) which remains proportionally similar to previous years. There were a total of 55 (1.7%) staff whose disability status was unknown (Figure 37).
- In 2017/18 the University had 4% disabled staff who have a job role as Professor (Figure 41).
- Applicants for jobs in 2017/18 who had declared a disability achieved a lower success rate (4%) compared to 2015/16 (6%) (Figure 43).
- In 2017/18 promotion submissions, academic disabled staff who sought promotion achieved a lower success rate (67%) than in previous years (Figure 45).

1.4.4   Age

- The University has a wide range of ages of staff, with most staff employed at the University in 2018 being within the age range of 30 to 59 (80.1%) (Figure 53).
- Majority of the full-time permanent staff and part-time permanent staff at the University were mainly within the age range of 30 to 59 (Figure 56).
- In 2018 the majority of Professors are age 50 and over (Figure 57).
- Appointment data for 2017/18 shows that the majority of staff hired were below the age of 49 (Figure 58).
- The promotion success rate for Academic staff was 73% of applications which was reflected across all age groups (Figure 59).

1.4.5   University Court (Governing Body)

Equality data was provided by the Academic and Corporate Governance directorate as at March 2019. The University governing body comprised of 24 members. 23 Court members disclosed their gender information whilst one member was declared as unknown. From the total members who had disclosed information, 65.2% were female (Figure 73).

2.   Overview of University Staff Profile

A summary of staff data by Protected Characteristics as at 31 July 2018 is shown below.
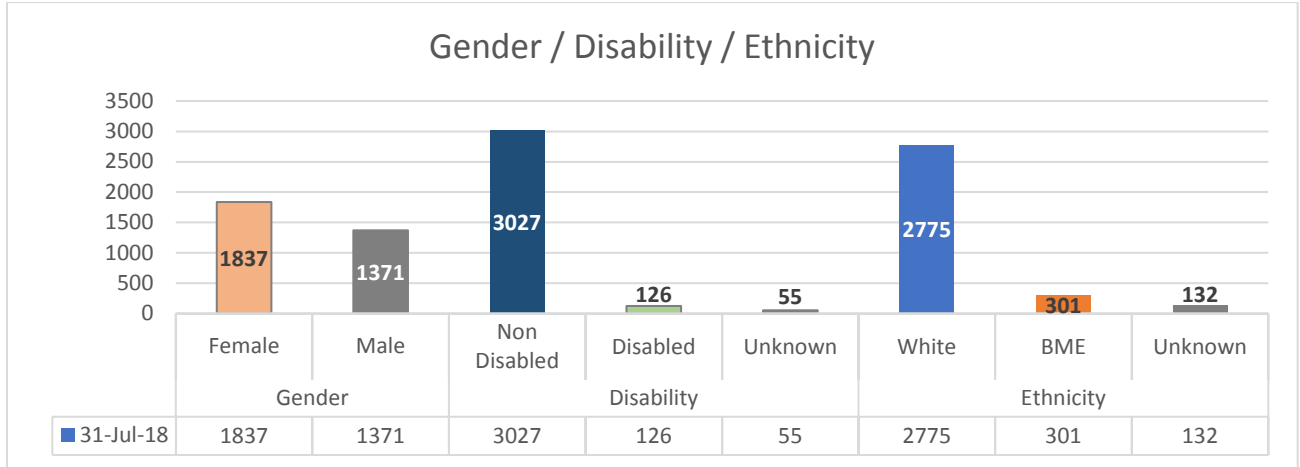
Figure 1 Gender / Disability / Ethnicity 2018 summary
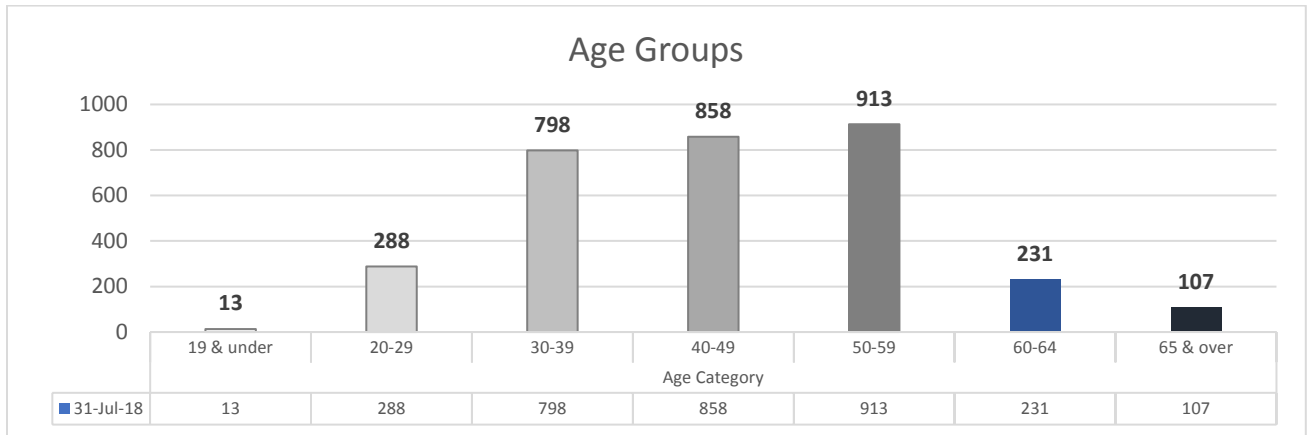
Figure 2 Age groups 2018 summary
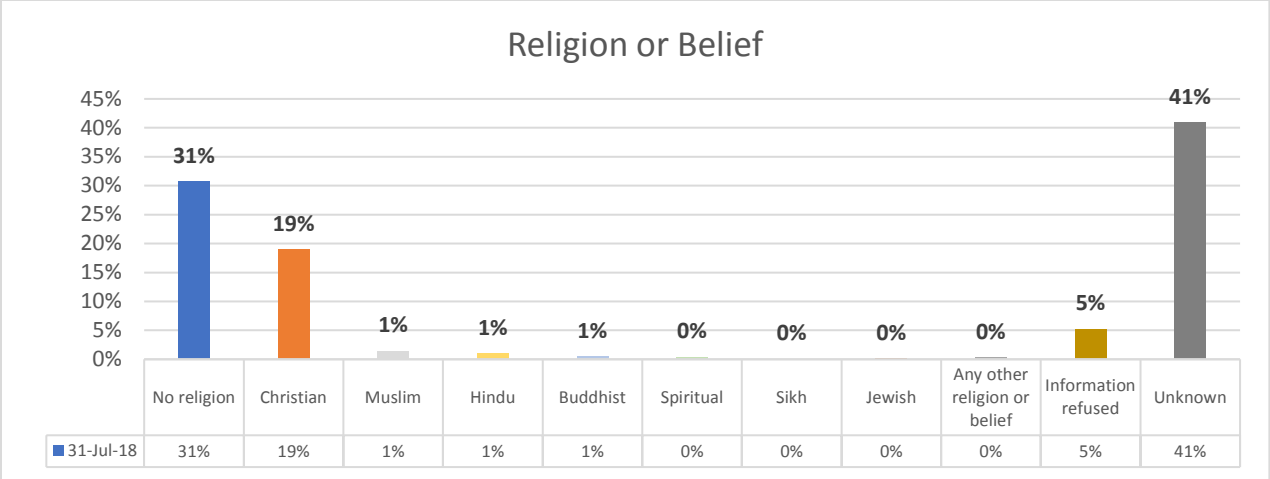
Figure 3 Religion or Belief 2018 summary

	No religion	Christian	Muslim	Hindu	Buddhist	Spiritual	Sikh	Jewish	Any other religion or belief	Information refused	Unknown
31-Jul-18	31%	19%	1%	1%	1%	0%	0%	0%	0%	5%	41%
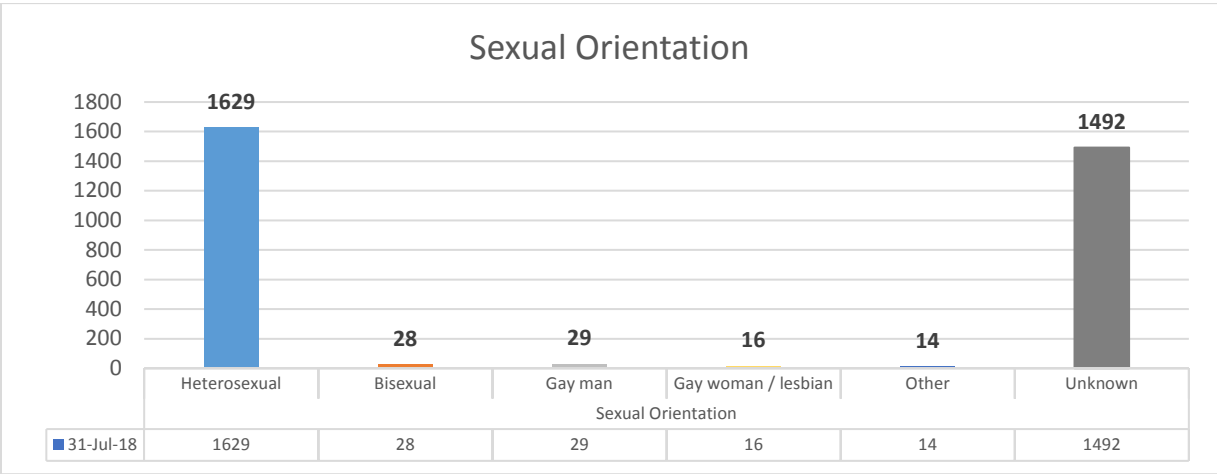
Figure 4 Sexual Orientation 2018 summary

	Heterosexual	Bisexual	Gay man	Gay woman / lesbian	Other	Unknown
31-Jul-18	1629	28	29	16	14	1492

3. Gender

3.1 Gender Staff Profile

Gender - Staff profile

	2015-2016	2016-2017	2017-2018
Male	1376	1380	1371
Female	1760	1807	1837
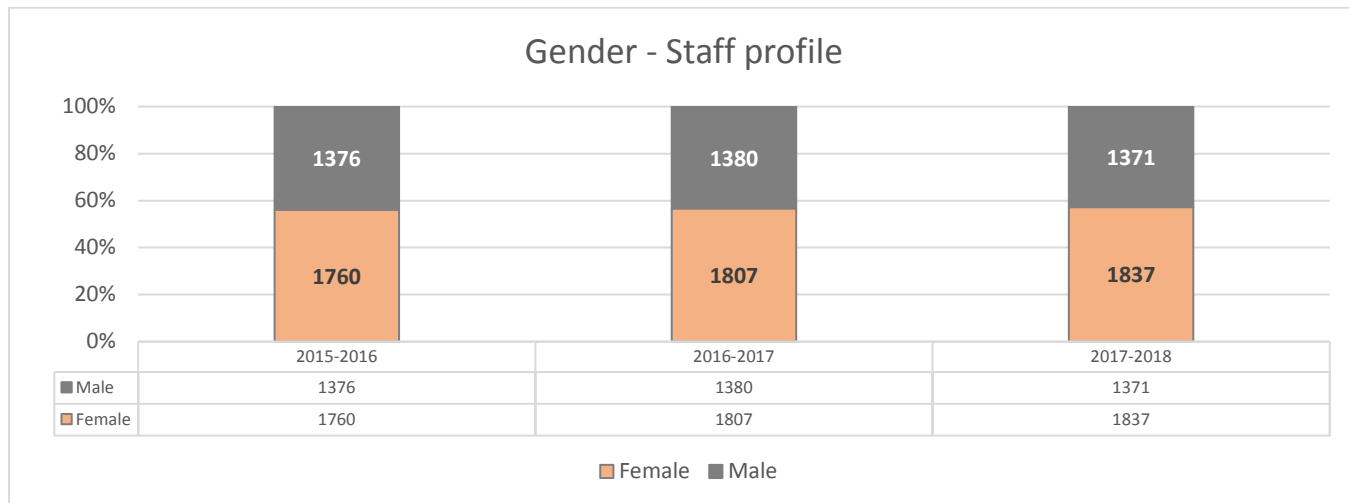
Figure 5 Gender Staff profile

3.2 Gender and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	10	CLINICAL GRADES	NON SPINE POINT GRADE
2015/16													
Female	79%	20%	61%	86%	79%	65%	55%	67%	46%	44%	25%	49%	29%
Male	21%	80%	39%	14%	21%	35%	45%	33%	54%	56%	75%	51%	71%
2016/17													
Female	78%	21%	61%	83%	78%	65%	57%	71%	48%	45%	27%	52%	29%
Male	22%	79%	39%	17%	22%	35%	43%	29%	52%	55%	73%	48%	64%
2017/18													
Female	79%	24%	62%	81%	78%	65%	58%	71%	48%	45%	28%	56%	32%
Male	21%	76%	38%	19%	22%	35%	42%	29%	52%	55%	72%	44%	68%

Figure 6 Gender – Percentage of staff by Grade

3.3   Gender and Job Categories

Gender - Staff by Job Category grouping

	All staff			Academic & Research			Professional Services		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Male	1383	1385	1377	768	740	716	615	645	661
Female	1767	1814	1841	609	623	612	1158	1191	1229

■ Female ■ Male
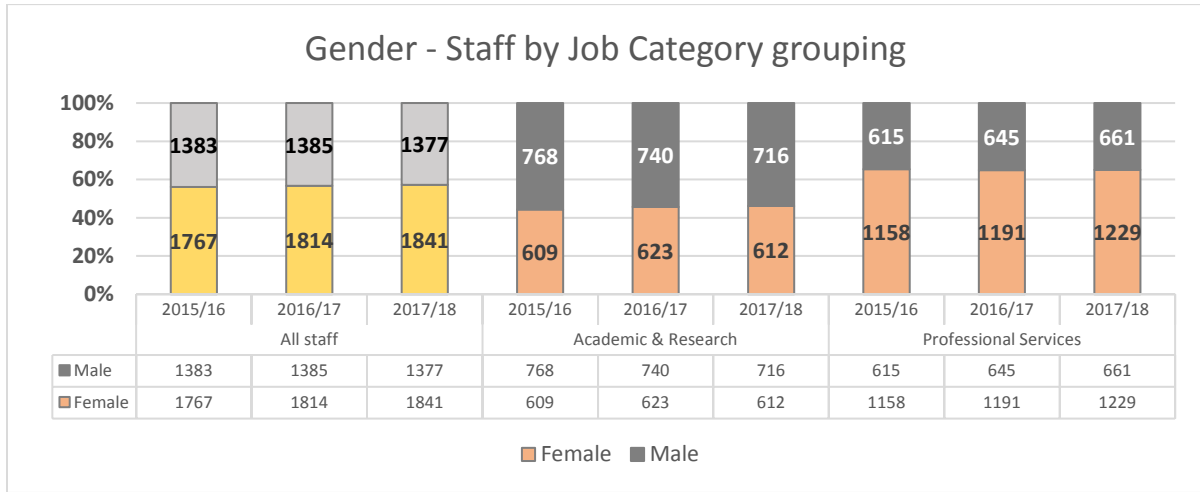
Figure 7 Gender and Job Category grouping

3.4   Gender and Contract Types

Gender - Contract types

	Full-time Permanent			Part-time Permanent			Full-time Fixed term			Part-time Fixed term		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Male	50%	50%	50%	22%	23%	23%	53%	50%	46%	29%	27%	28%
Female	50%	50%	50%	78%	77%	77%	47%	50%	54%	71%	73%	72%

■ Female ■ Male
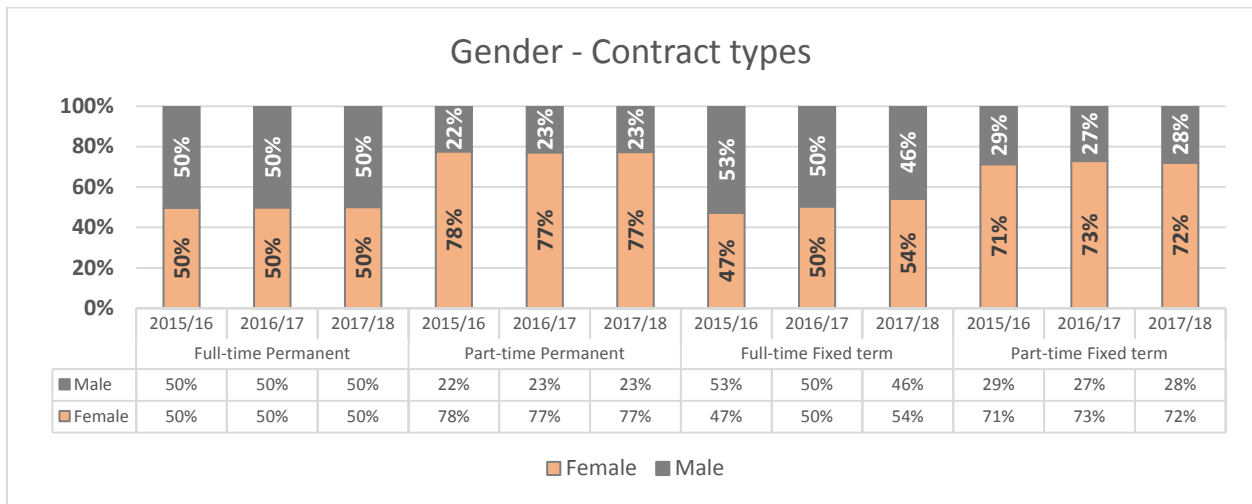
Figure 8 Gender - Full-time and Part-time staff by Contract Type

3.5   Gender and Academic Job Role

Gender - Academic Job Role

	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
		Professor			Reader			Senior Lecturer			Lecturer			Other Academic			Researcher	
■ Male	79%	76%	76%	66%	70%	62%	58%	55%	56%	47%	46%	46%	53%	56%	53%	52%	51%	50%
■ Female	21%	24%	24%	34%	30%	38%	42%	45%	44%	53%	54%	54%	47%	44%	47%	48%	49%	50%

■ Female   ■ Male
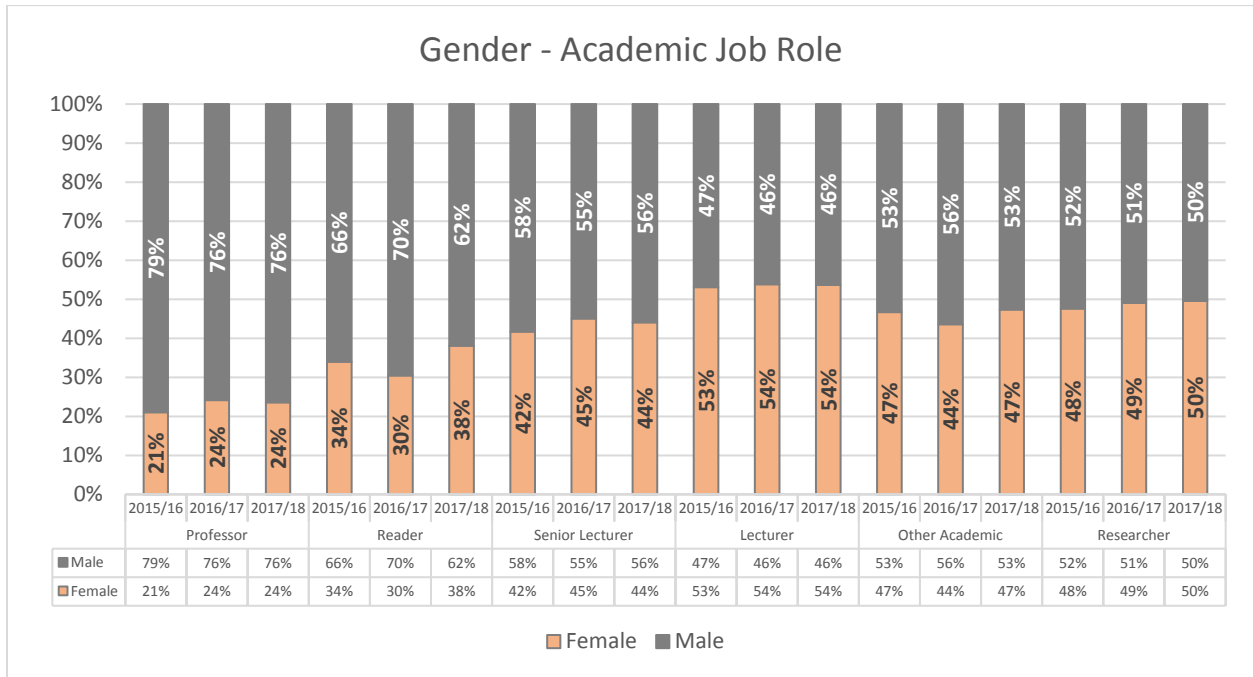
Figure 9 Gender and Academic Job Role

3.6   Gender and Recruitment

Gender - Recruitment and Staff

	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff
			2015-2016				2016-2017				2017-2018	
Unknown	1673	16	13	0	2911	34	25	0	421	80	34	0
Male	5221	513	194	1376	5189	502	209	1380	3618	587	168	1371
Female	5232	782	323	1760	5687	842	316	1807	4432	945	315	1837
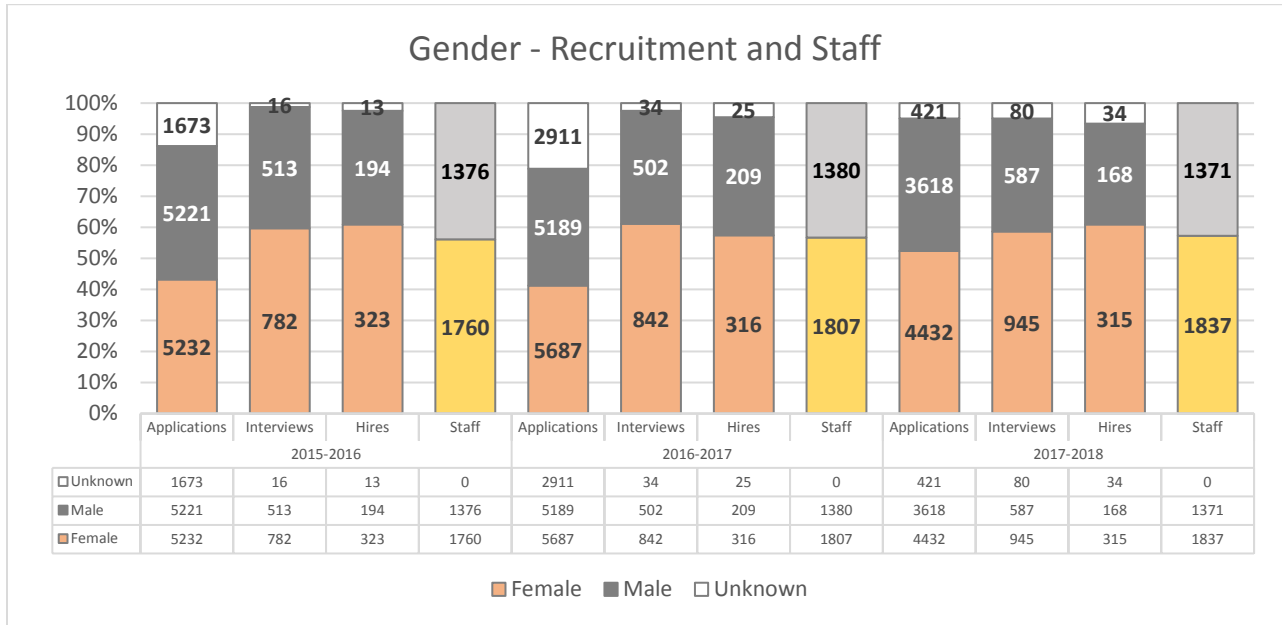
Figure 10 Gender - Recruitment Stages and Staff Profile

Gender - Recruitment stages success

		Applicants interviewed			Interviewees hired			Applicants hired	
	Female	Male	Other	Female	Male	Other	Female	Male	Other
2015-2016	15%	10%	1%	41%	38%	81%	6%	4%	1%
2016-2017	15%	10%	1%	38%	42%	74%	6%	4%	1%
2017-2018	21%	16%	19%	33%	29%	43%	7%	5%	8%
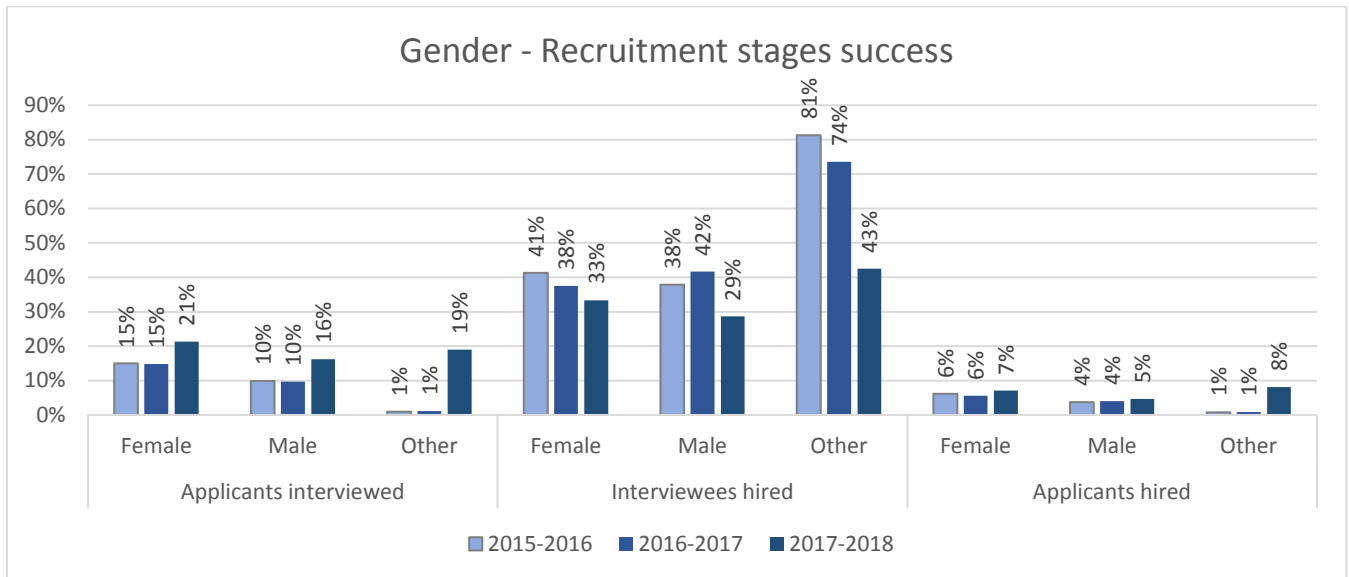
Figure 11 Gender - Recruitment stages success

3.7   Gender and Academic Promotion

Gender - Promotions submitted and awarded

	Submitted			Awarded Promotion		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Male	51%	51%	51%	48%	49%	57%
Female	49%	49%	49%	52%	51%	43%
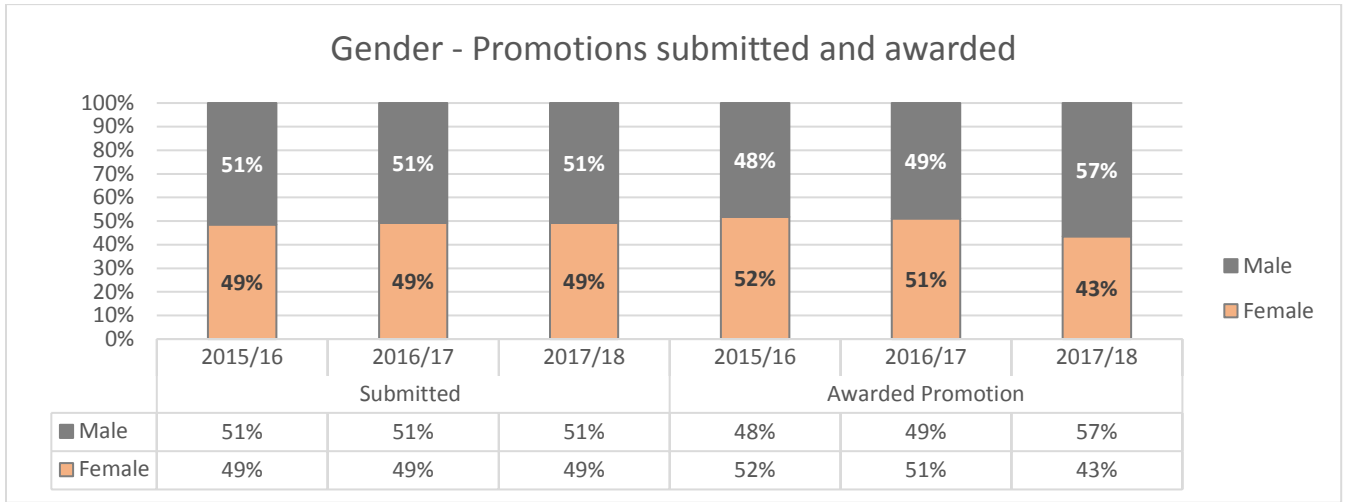
Figure 12 Gender - Academic Promotions Submitted and Awarded

Gender - Promotions Success Rate

	Success Rate		
	2015/16	2016/17	2017/18
Male	78%	71%	81%
Female	88%	76%	65%
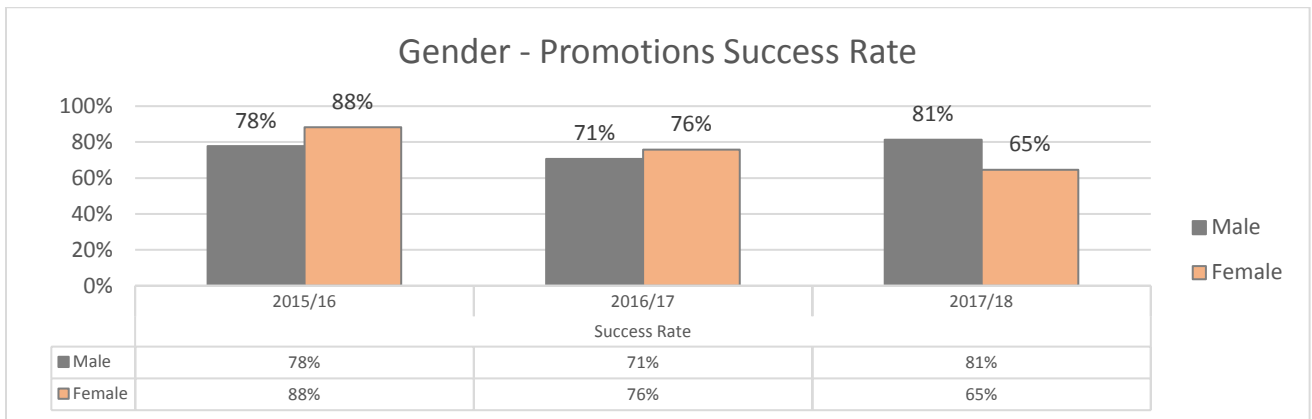
Figure 13 Gender - Academic Promotions, Percentage of applications awarded promotion

3.8   Gender and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

Gender - Merit Awards

	2017		2018	
	Applied	Received	Applied	Received
Male	33%	31%	34%	27%
Female	67%	69%	66%	73%

Female   Male
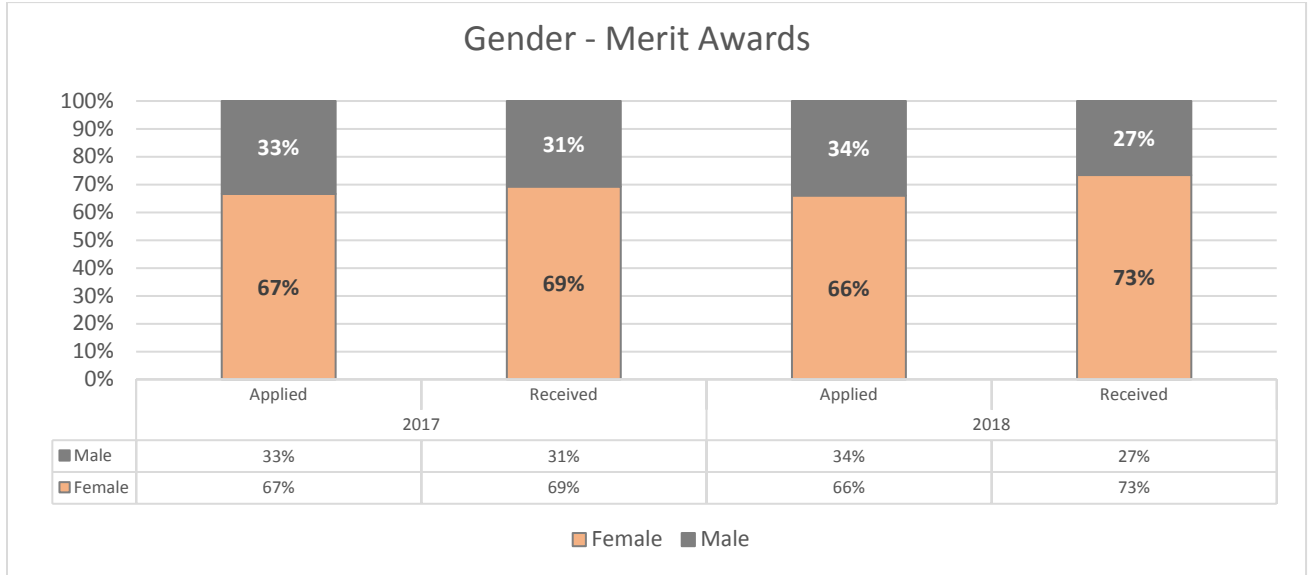
Figure 14 Gender – Merit Awards

3.9   Gender and Leavers

Gender - Leave Reason

	Business Led / Not Voluntary			Severance			Voluntary		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Male	53%	46%	48%	54%	100%	80%	44%	46%	43%
Female	47%	54%	52%	46%	0%	20%	56%	54%	57%
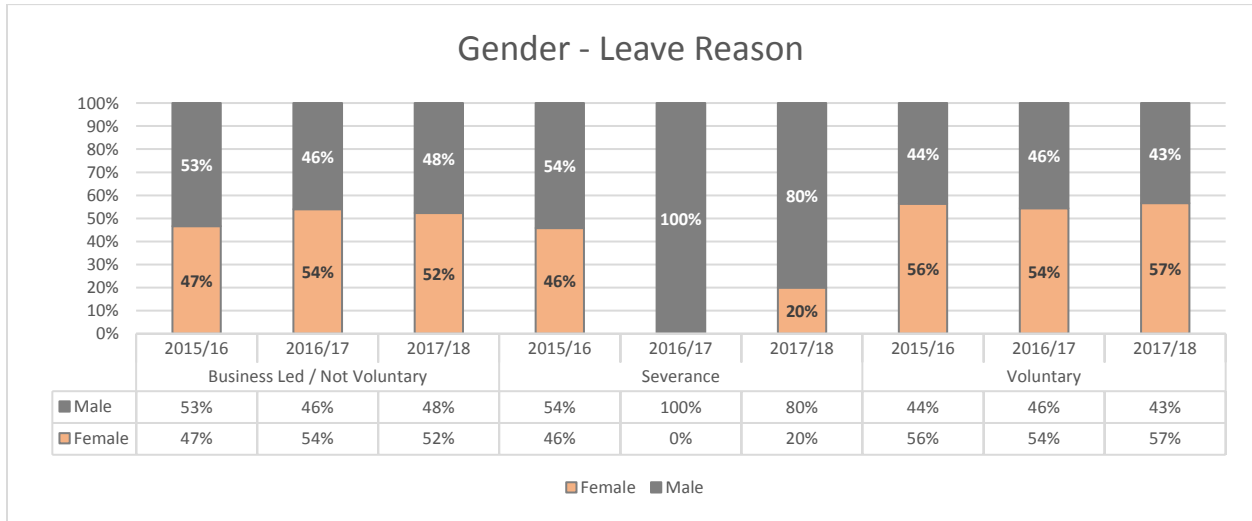
Figure 15 Gender and Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 16 Leave reason categories

Gender - Leavers and Job Category

	Academic			Research			Other Related			Academic Related			Clerical			Manual			Technical		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Male	56%	65%	56%	55%	55%	53%	100%	100%	67%	46%	47%	44%	17%	15%	14%	52%	48%	68%	48%	38%	46%
Female	44%	35%	44%	45%	45%	47%	0%	0%	33%	54%	53%	56%	83%	85%	86%	48%	52%	32%	52%	62%	54%

Figure 17 Gender - Leavers and Job Category

3.10   Gender and Disciplinary / Grievance / etc.

Disciplinary / Grievance / etc. - 2015/16, 2016/17 and 2017/18		
	Disciplinary and Capability	Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract
Male	13	18
Female	12	12

Figure 18 Gender - Disciplinary / Grievance / etc.

3.11   Gender and Equality, Diversity and Inclusion Training

Gender - EDI Training Modules

	Completion Rate 2015/16	Completion Rate 2016/17	Completion Rate Current
Male	51%	69%	71%
Female	64%	66%	77%
Total	58%	67%	75%
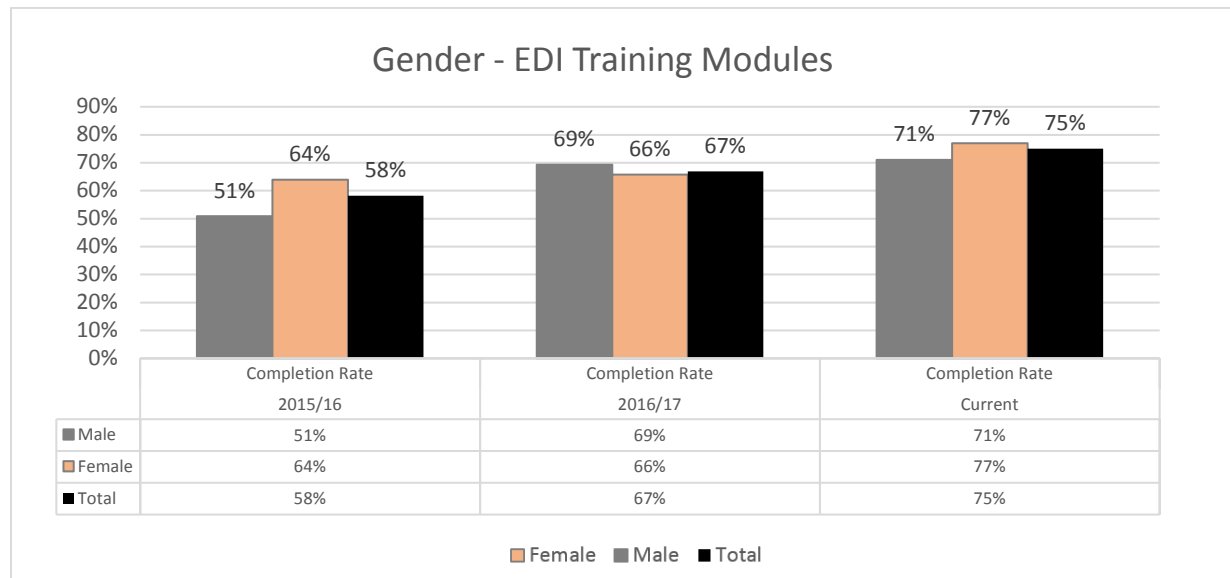
Figure 19 Gender – Percentage of staff who have completed Equality, Diversity and Inclusion Training

3.12 Gender and Organisation and Professional Development Training

Gender - OPD Training

	2015/16	2016/17	2017/18
Male	255	315	364
Female	583	681	714

Headcount of Staff Engaging

■Female ■Male
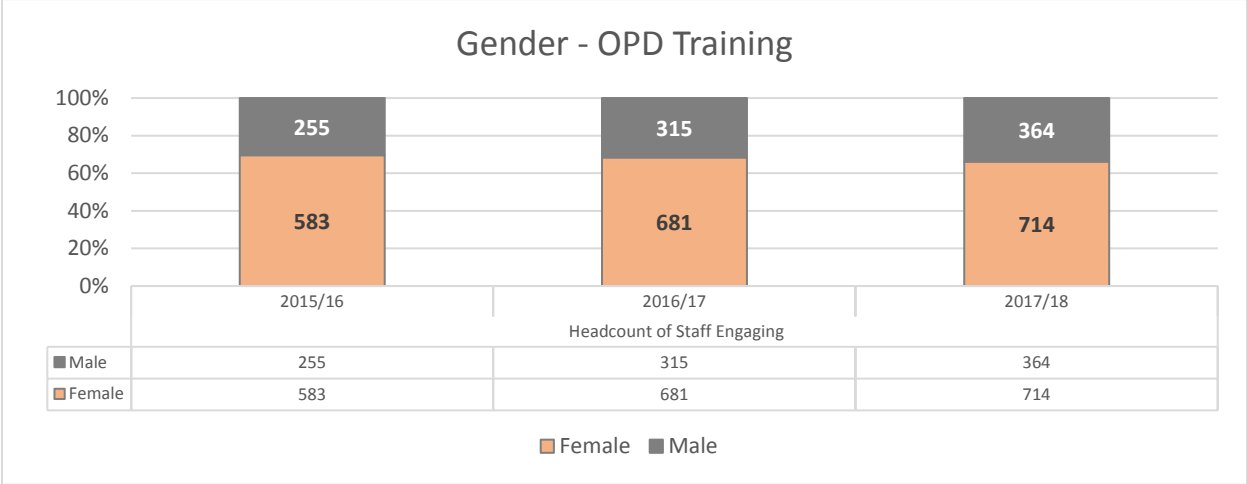
Figure 20 Gender and Organisation and Professional Development Training

4.   Ethnicity

4.1   Ethnicity Staff Profile
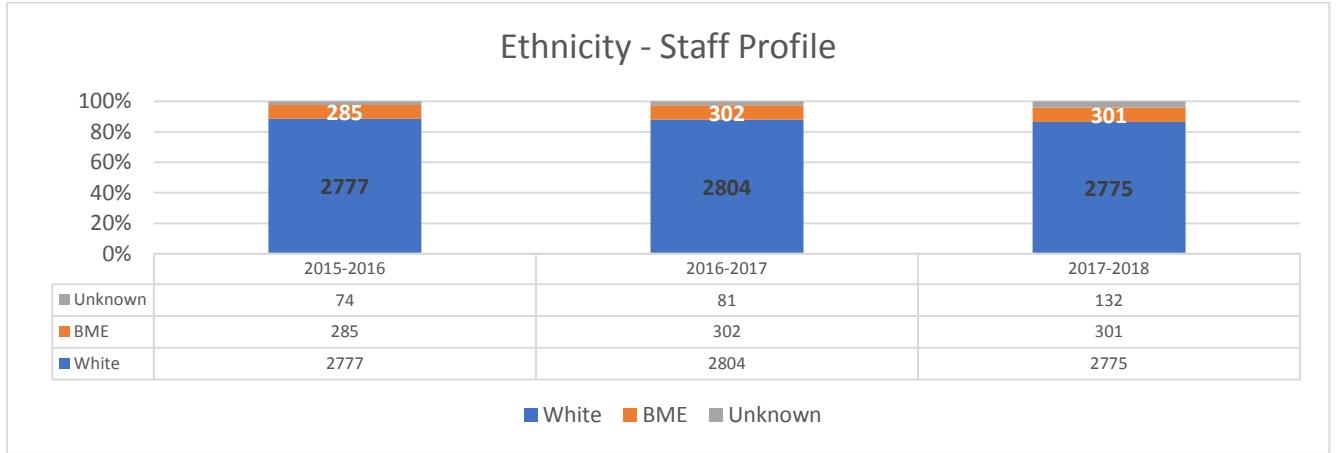
Figure 21 Ethnicity and Staff Profile

4.2   Ethnicity and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	10	CLINICAL GRADES	NON SPINE POINT GRADE
2015/16													
BME	7%	0%	3%	3%	3%	6%	17%	10%	9%	8%	7%	17%	9%
Unknown	1%	5%	2%	1%	1%	2%	2%	2%	4%	2%	3%	1%	5%
White	92%	95%	95%	96%	95%	92%	81%	88%	88%	90%	90%	82%	87%
2016/17													
BME	9%	0%	3%	4%	5%	6%	17%	12%	9%	9%	8%	16%	7%
Unknown	1%	8%	1%	0%	2%	2%	3%	5%	4%	2%	4%	2%	4%
White	90%	92%	95%	96%	93%	92%	81%	83%	88%	89%	88%	82%	89%
2017/18													
BME	10%	0%	4%	4%	4%	7%	16%	7%	10%	7%	8%	15%	6%
Unknown	3%	9%	6%	3%	3%	1%	4%	12%	5%	4%	6%	11%	6%
White	87%	91%	90%	93%	93%	92%	80%	81%	86%	89%	87%	74%	89%

Figure 22 Ethnicity – Percentage of staff by Grade

4.3   Ethnicity and Job Category

Ethnicity - Job Category grouping

	All staff			Academic & Research			Professional Services		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Unknown	74	81	132	46	47	74	28	34	58
BME	285	302	301	210	213	207	75	89	94
White	2791	2816	2785	1121	1103	1047	1670	1713	1738

■ White   ■ BME   ■ Unknown
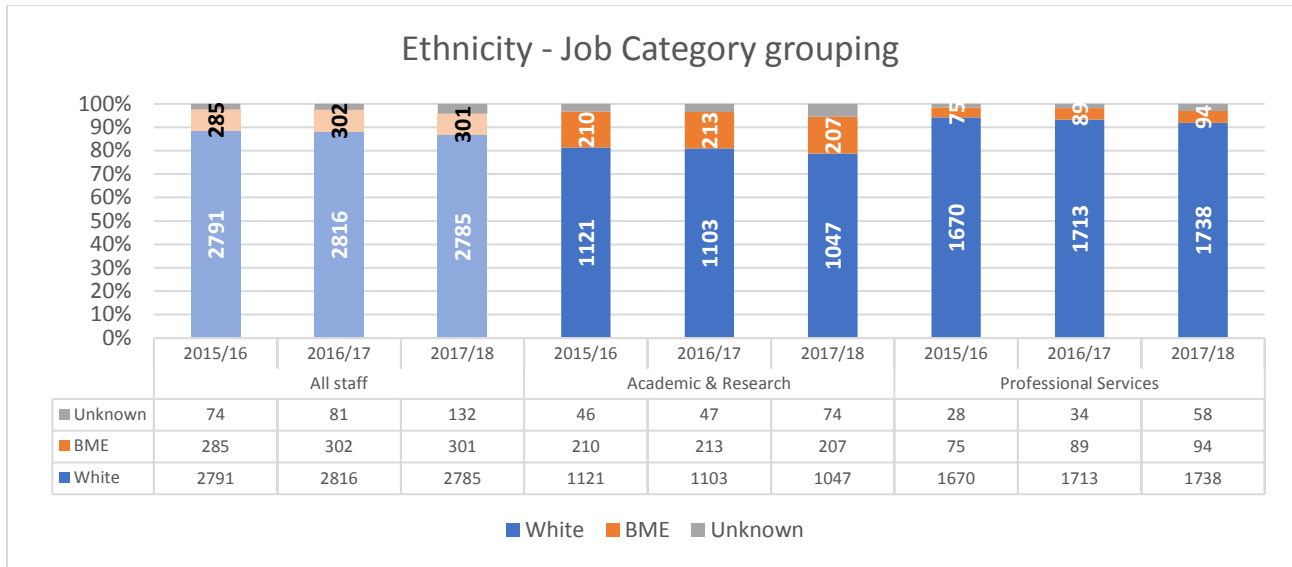
Figure 23 Ethnicity and Group Category grouping

4.4   Ethnicity and Contract Types

Ethnicity - Contract Types

	Full-time Permanent			Part-time Permanent			Full-time Fixed term			Part-time Fixed term		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Unknown	2%	2%	3%	1%	1%	1%	4%	4%	9%	2%	5%	10%
BME	9%	9%	9%	3%	4%	4%	18%	20%	19%	8%	9%	7%
White	89%	89%	88%	96%	96%	94%	78%	76%	73%	90%	87%	83%

■ White   ■ BME   ■ Unknown
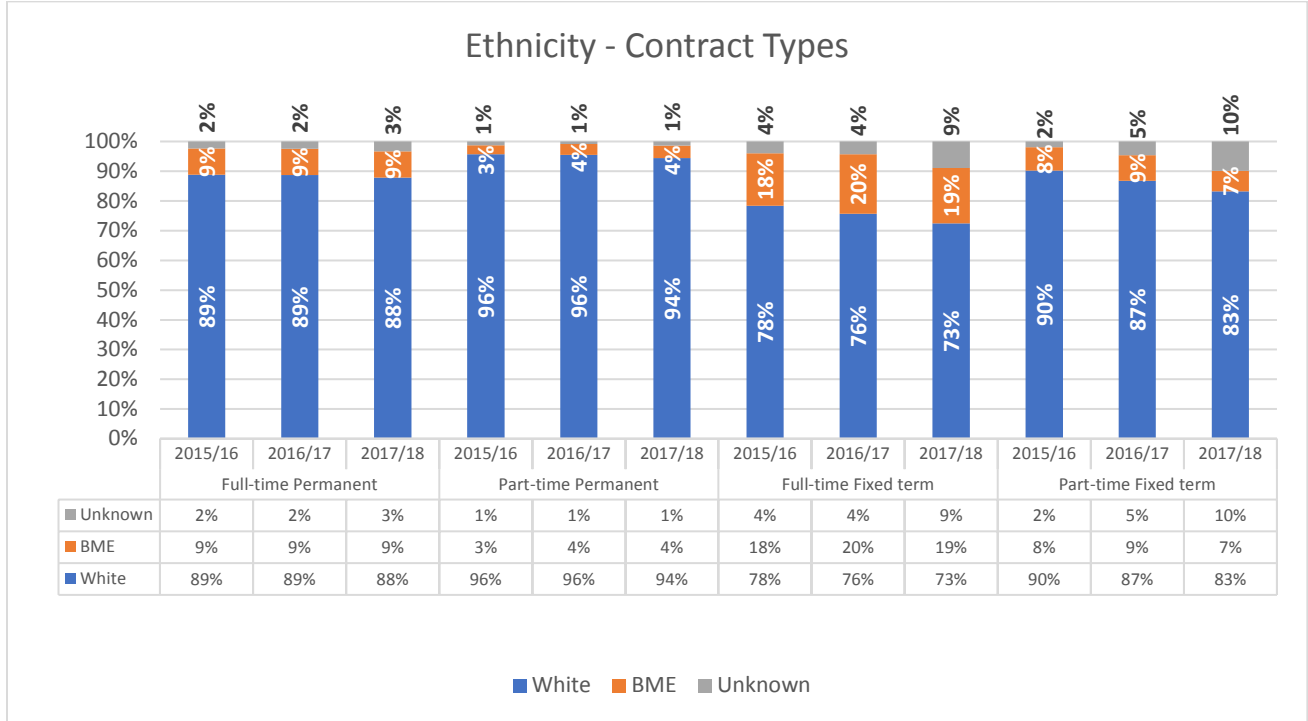
Figure 24 Ethnicity - Full-time and Part-time staff by Contract Type

4.5   Ethnicity and Academic Job Role

Ethnicity - Academic Job Role

	Professor			Reader			Senior Lecturer			Lecturer			Other Academic			Researcher		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Unknown	2%	4%	6%	2%	0%	0%	2%	2%	6%	2%	3%	6%	7%	3%	5%	6%	8%	7%
BME	6%	7%	8%	6%	7%	5%	10%	12%	11%	12%	11%	11%	7%	8%	11%	20%	20%	22%
White	91%	89%	86%	92%	93%	95%	88%	86%	83%	86%	85%	83%	87%	90%	84%	74%	72%	71%

■ White ■ BME ■ Unknown
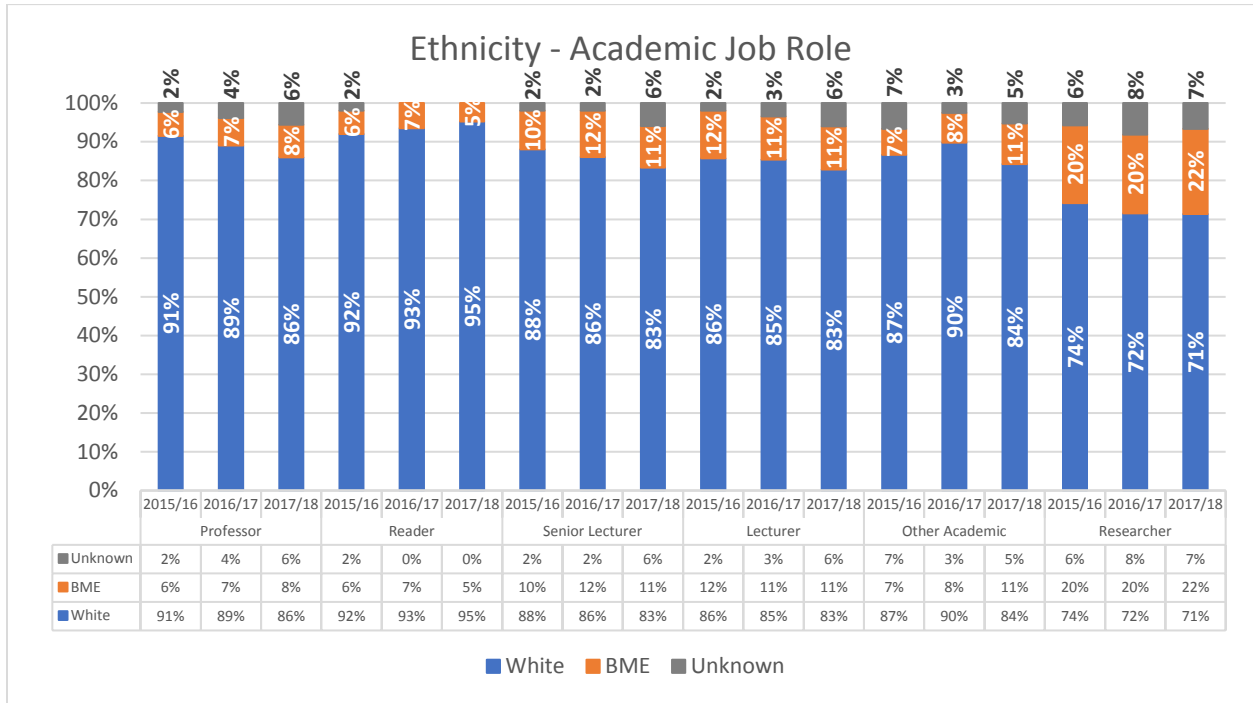
Figure 25 Ethnicity and Academic Job Role

4.6   Ethnicity and Recruitment

Ethnicity - Recruitment and Staff

	Appplications	Interviews	Hires	Staff	Appplications	Interviews	Hires	Staff	Appplications	Interviews	Hires	Staff
		2015-2016				2016-2017				2017-2018		
■Unknown	1911	45	21	74	3137	59	37	81	1136	136	64	132
■BME	3075	161	54	285	2929	152	67	302	1678	199	29	301
■White	7140	1105	455	2777	7721	1167	446	2804	5657	1277	424	2775

■White ■BME ■Unknown
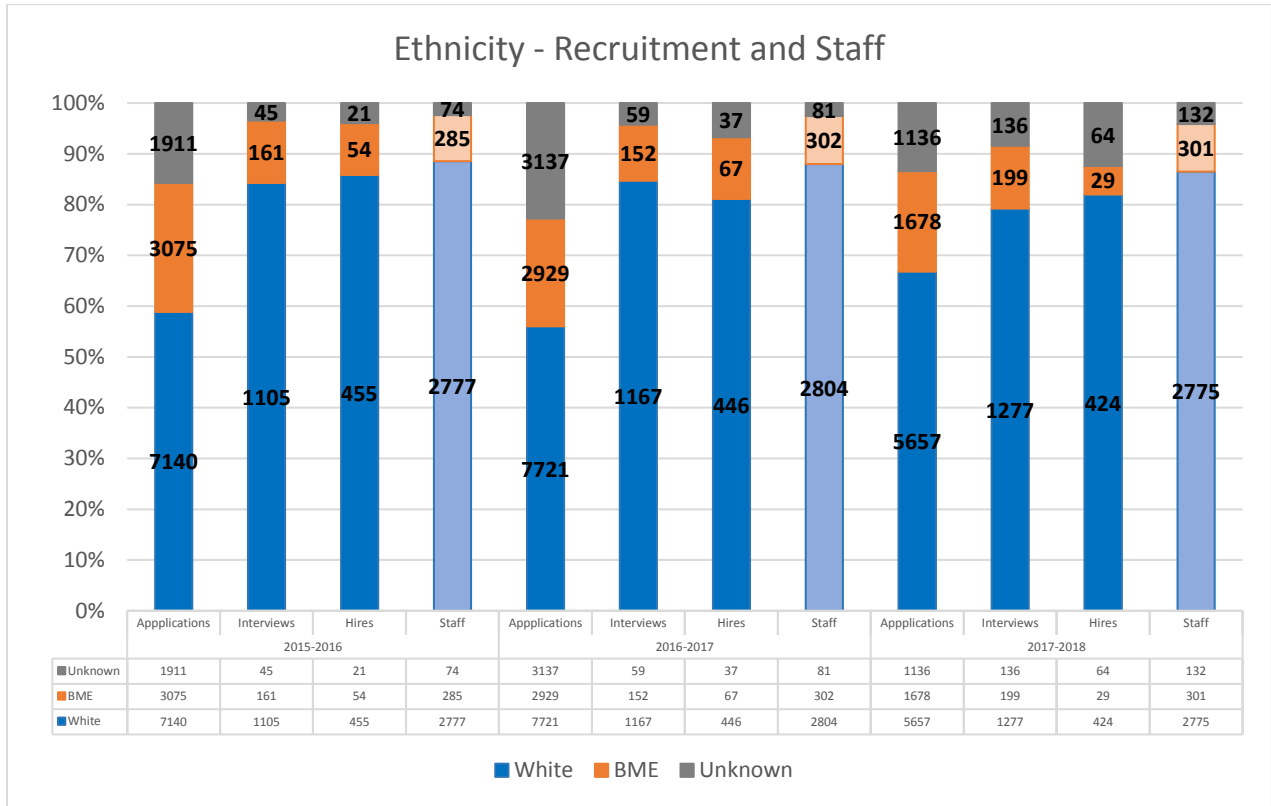
Figure 26 Ethnicity - Recruitment Stages and Staff Profile

Ethnicity - Recruitment stages success

Applicants interviewed
- White: 15%, 15%, 23%
- BME: 5%, 5%, 12%
- Unknown: 2%, 2%, 12%

Interviewees hired
- White: 41%, 38%, 33%
- BME: 34%, 44%, 15%
- Unknown: 47%, 63%, 47%

Applicants hired
- White: 6%, 6%, 7%
- BME: 2%, 2%, 2%
- Unknown: 1%, 1%, 6%

■2015-2016 ■2016-2017 ■2017-2018
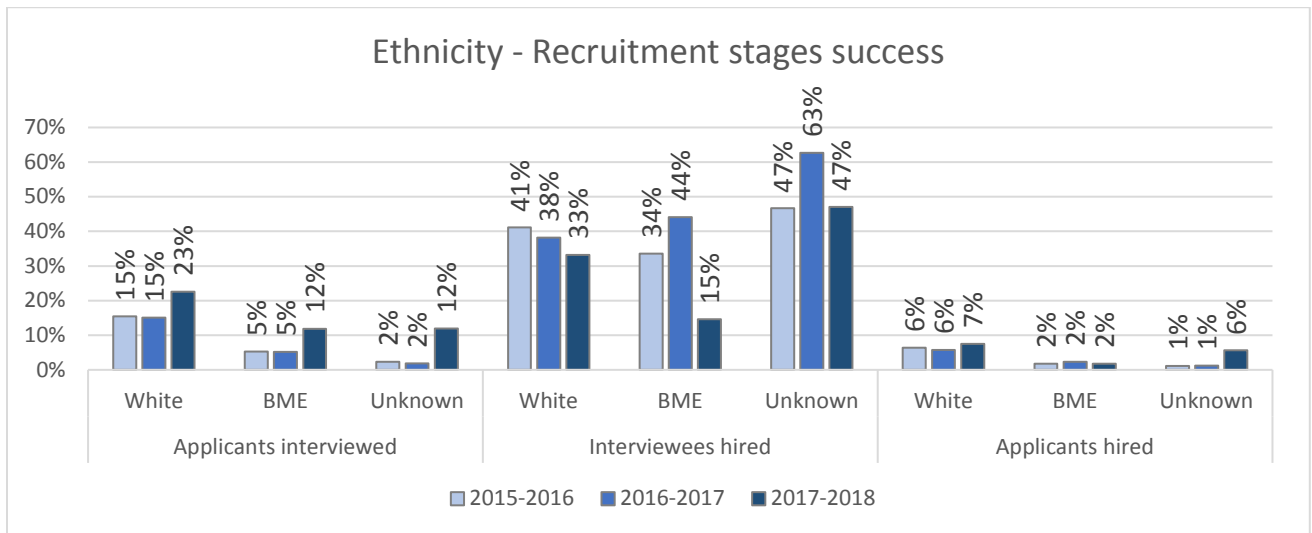
Figure 27 Ethnicity - Recruitment stages success

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4.7   Ethnicity and Academic Promotion

Ethnicity - Academic Promotions Submitted and Awarded

	Submitted			Awarded Promotion		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
BME	17%	15%	14%	17%	18%	9%
White	83%	85%	86%	83%	82%	91%

White   BME
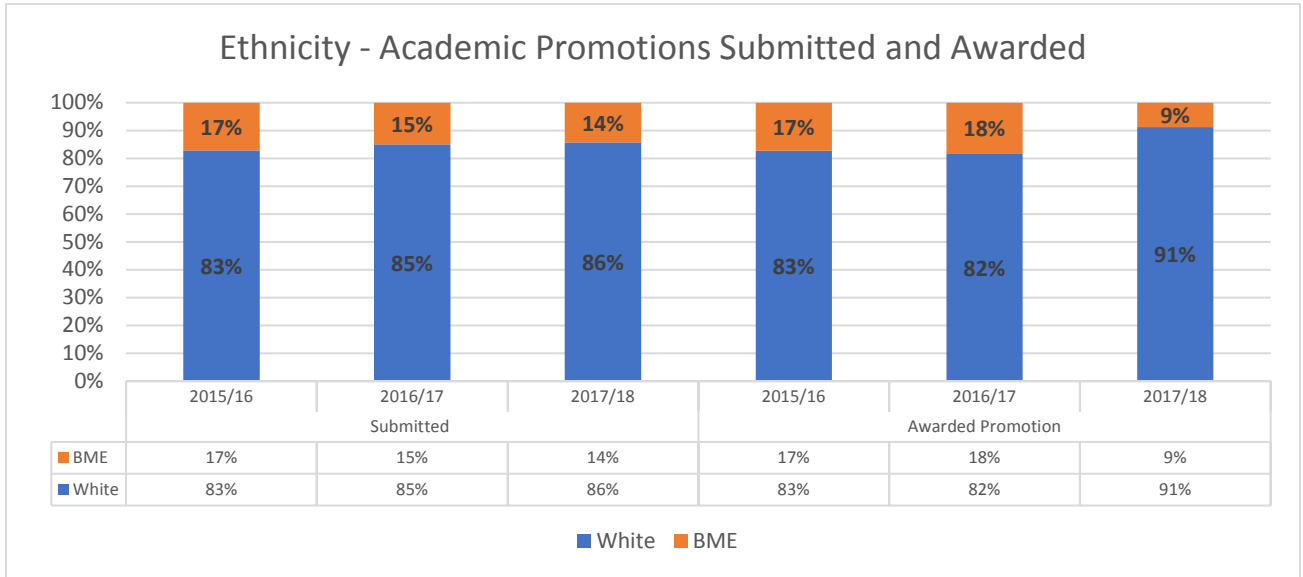
Figure 28 Ethnicity - Academic Promotions Submitted and Awarded

Ethnicity - Academic Promotions Success Rate

	2015/16	2016/17	2017/18
BME	83%	90%	44%
White	83%	70%	78%
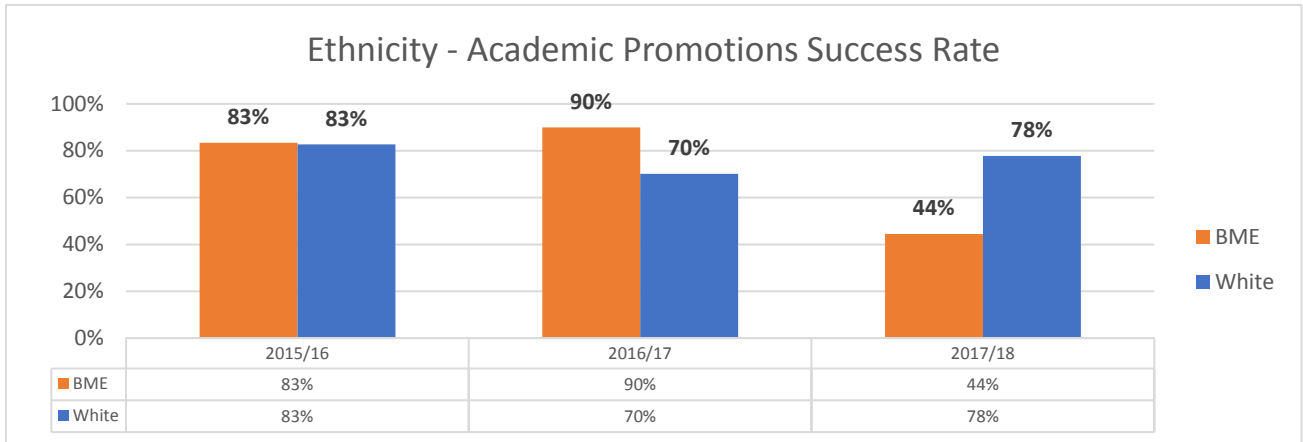
Figure 29 Ethnicity - Academic Promotions, Percentage of applications awarded promotion

4.8   Ethnicity and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

Ethnicity - Merit Awards

	2017		2018	
	Applied	Received	Applied	Received
▪ Unknown	0%	0%	1%	2%
▪ BME	3%	0%	8%	5%
▪ White	97%	100%	92%	94%

White   BME   Unknown
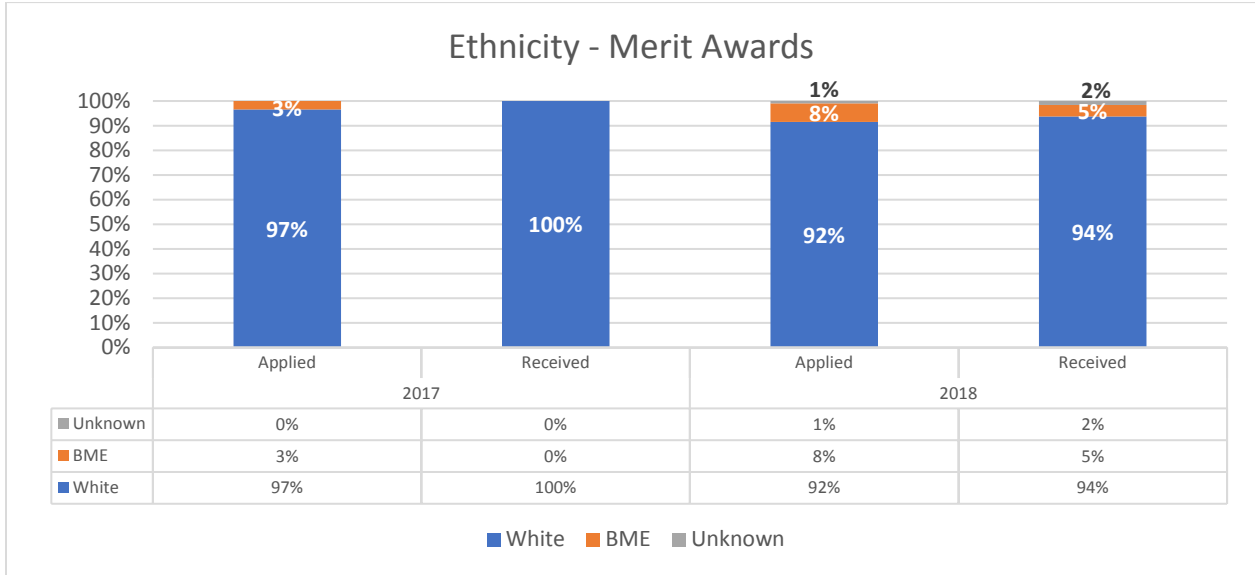
Figure 30 Ethnicity – Merit Awards

4.9 Ethnicity and Leavers
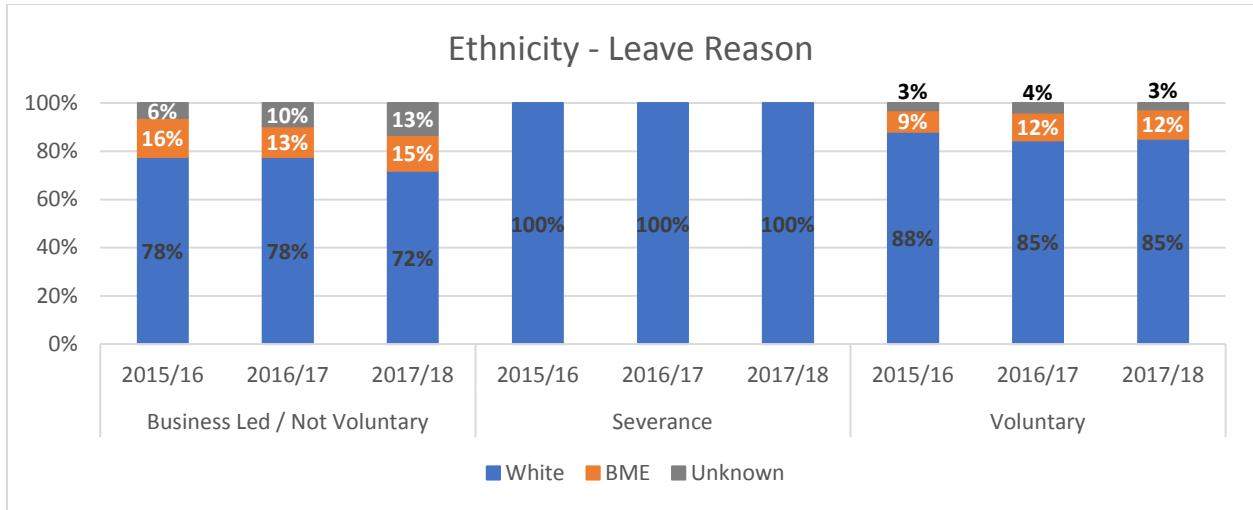
Figure 31 Ethnicity and Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 32 Leave reason categories
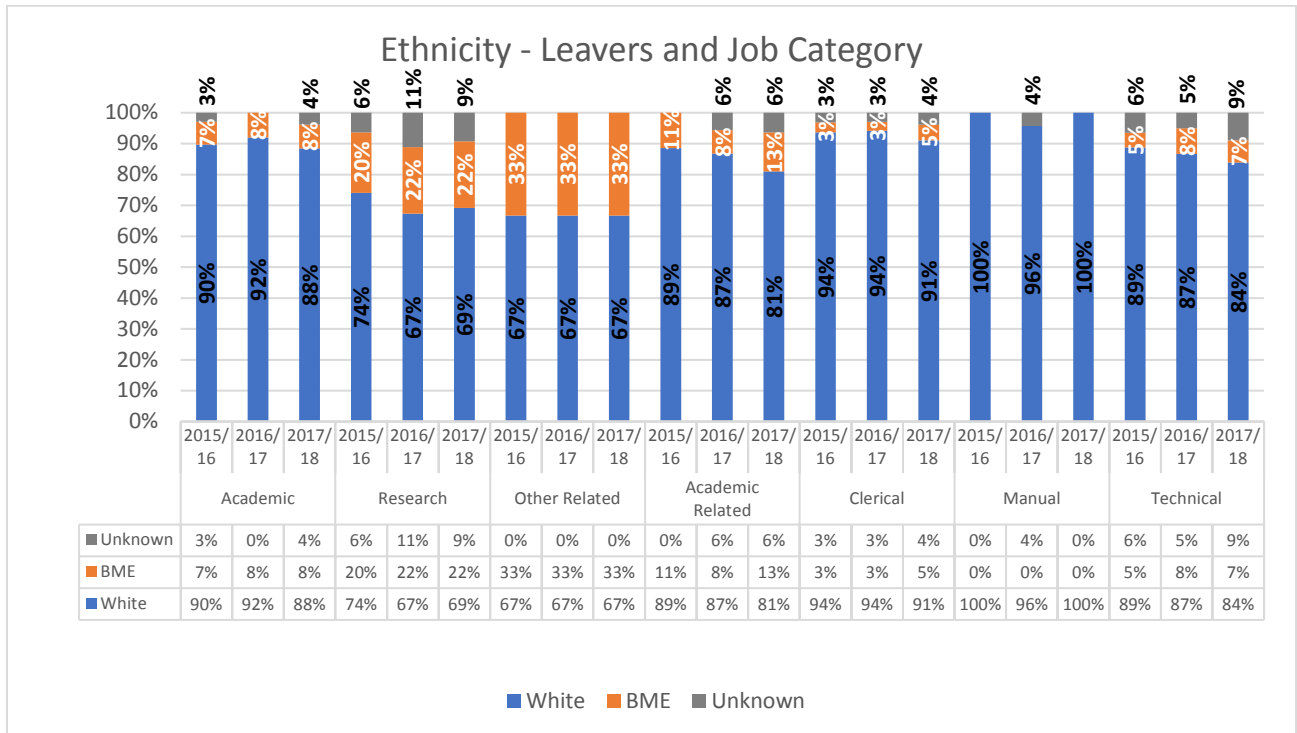
Figure 33 Ethnicity - Leavers and Job Category

4.10   Ethnicity and Disciplinary / Grievance / etc.

	Disciplinary / Grievances / etc. - 2015/16, 2016/17 and 2017/18	
	Disciplinary and Capability	**Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract**
Unknown	0	2
BME	2	5
White	23	23

Figure 34 Ethnicity - Disciplinary / Grievance / etc.

4.11   Ethnicity and Equality, Diversity and Inclusion Training

Ethnicity - EDI Training Modules

	Completion Rate 2015/16	Completion Rate 2016/17	Current 2017/18
Unknown	47%	49%	36%
BME	42%	60%	58%
White	60%	68%	80%
Total	58%	67%	75%
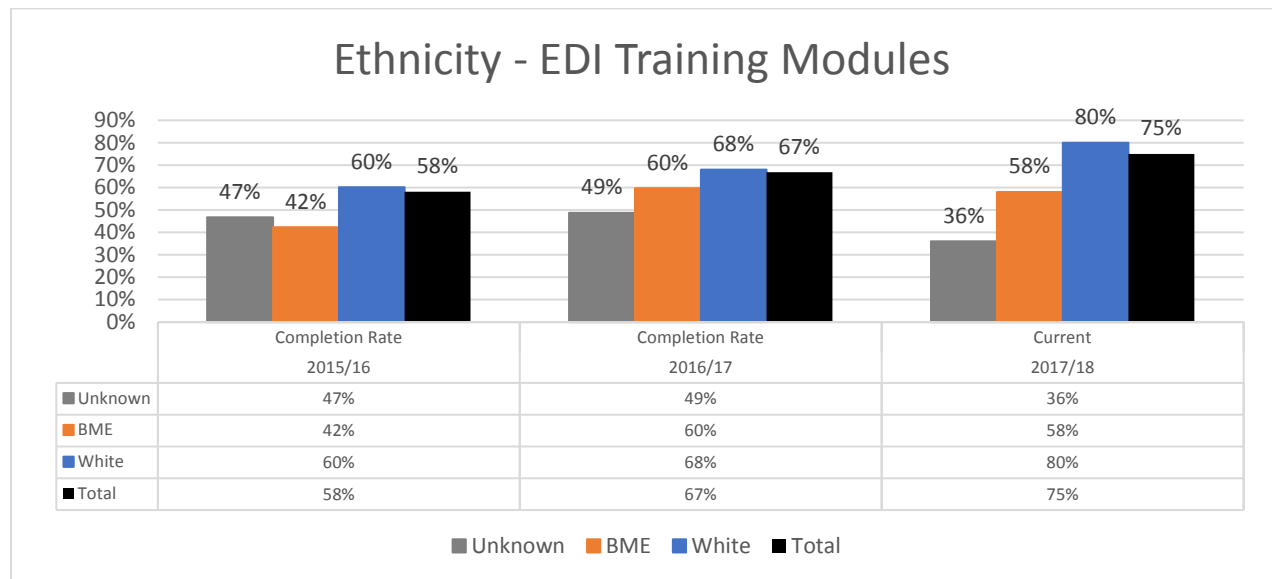
Figure 35 Ethnicity - Percentage of staff who have completed Equality, Diversity and Inclusion Training

4.12 Ethnicity and Organisation and Professional Development Training

Ethnicity - OPD Training

	2015/16	2016/17	2017/18
Headcount of Staff Engaging			
■ Unknown	14	35	35
■ BME	73	80	80
■ White	751	881	963

■ White   ■ BME   ■ Unknown
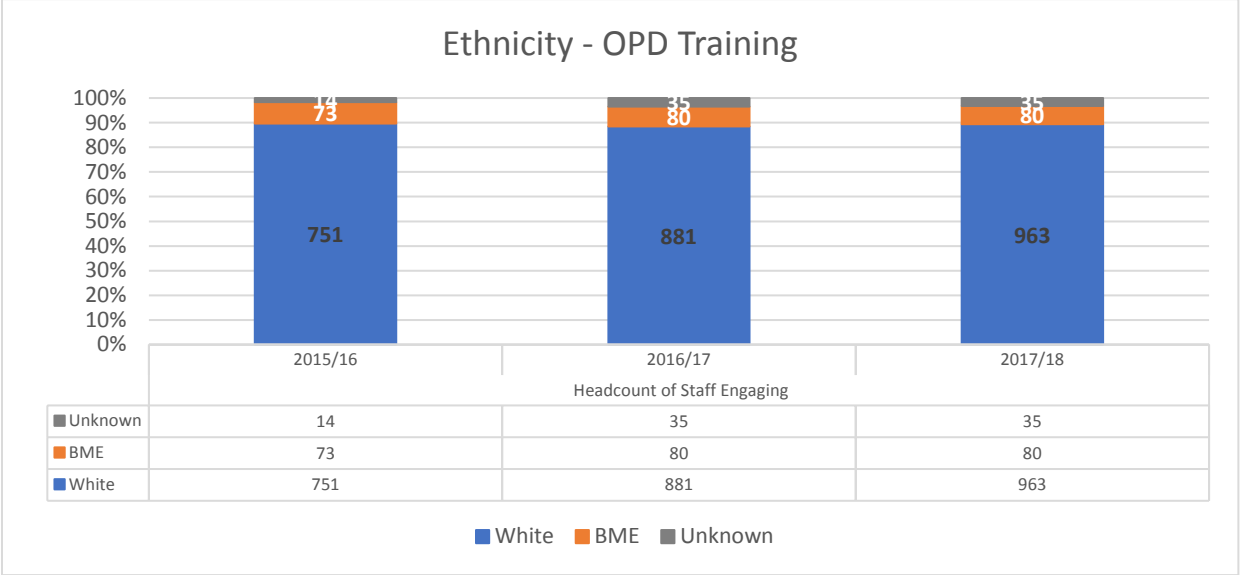
Figure 36 Ethnicity and Organisation and Professional Development Training

5.   Disability

5.1   Disability Staff Profile
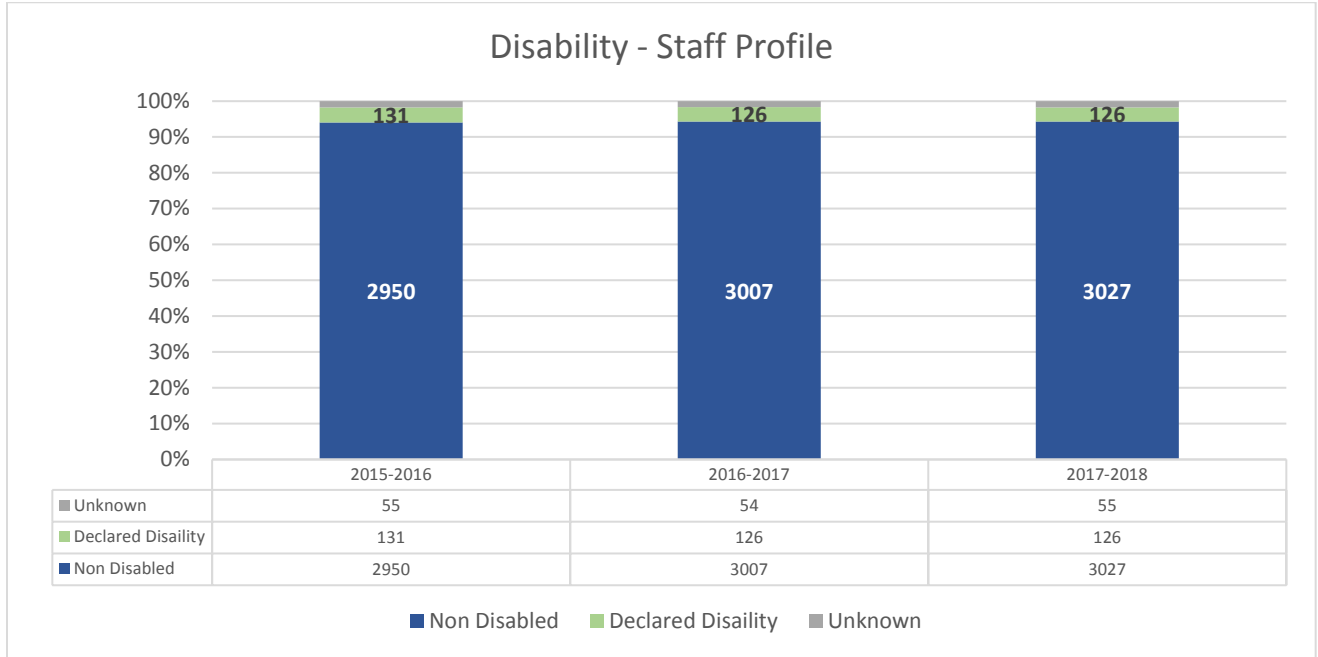
Figure 37 Disability Staff Profile

5.2   Disability and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	10	CLINICAL GRADES	NON SPINE POINT GRADE
2015/16													
Declared Disability	4%	5%	7%	4%	5%	4%	4%	4%	4%	5%	2%	3%	3%
No Disability	91%	93%	92%	94%	94%	94%	94%	96%	94%	94%	97%	95%	97%
Unknown	6%	2%	1%	2%	1%	2%	2%	0%	2%	1%	1%	3%	0%
2016/17													
Declared Disability	3%	4%	5%	4%	4%	4%	4%	2%	4%	6%	3%	3%	2%
No Disability	91%	94%	94%	94%	94%	94%	94%	98%	95%	93%	96%	93%	97%
Unknown	6%	2%	1%	1%	1%	2%	2%	0%	1%	2%	1%	3%	1%
2017/18													
Declared Disability	4%	4%	4%	4%	4%	4%	4%	2%	3%	5%	3%	3%	1%
No Disability	92%	91%	96%	94%	94%	95%	94%	98%	95%	92%	96%	94%	99%
Unknown	4%	4%	1%	2%	1%	1%	2%	0%	2%	2%	1%	3%	0%

Figure 38 Disability – Percentage of staff by Grade

5.3   Disability and Job Category

Disability - Job Category grouping

	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
		All staff			Academic & Research			Professional Services	
Unknown	56	54	55	20	22	24	36	32	31
Declared Disability	131	126	126	52	50	48	79	76	78
Non Disabled	2963	3019	3037	1305	1291	1256	1658	1728	1781

Non Disabled   Declared Disability   Unknown
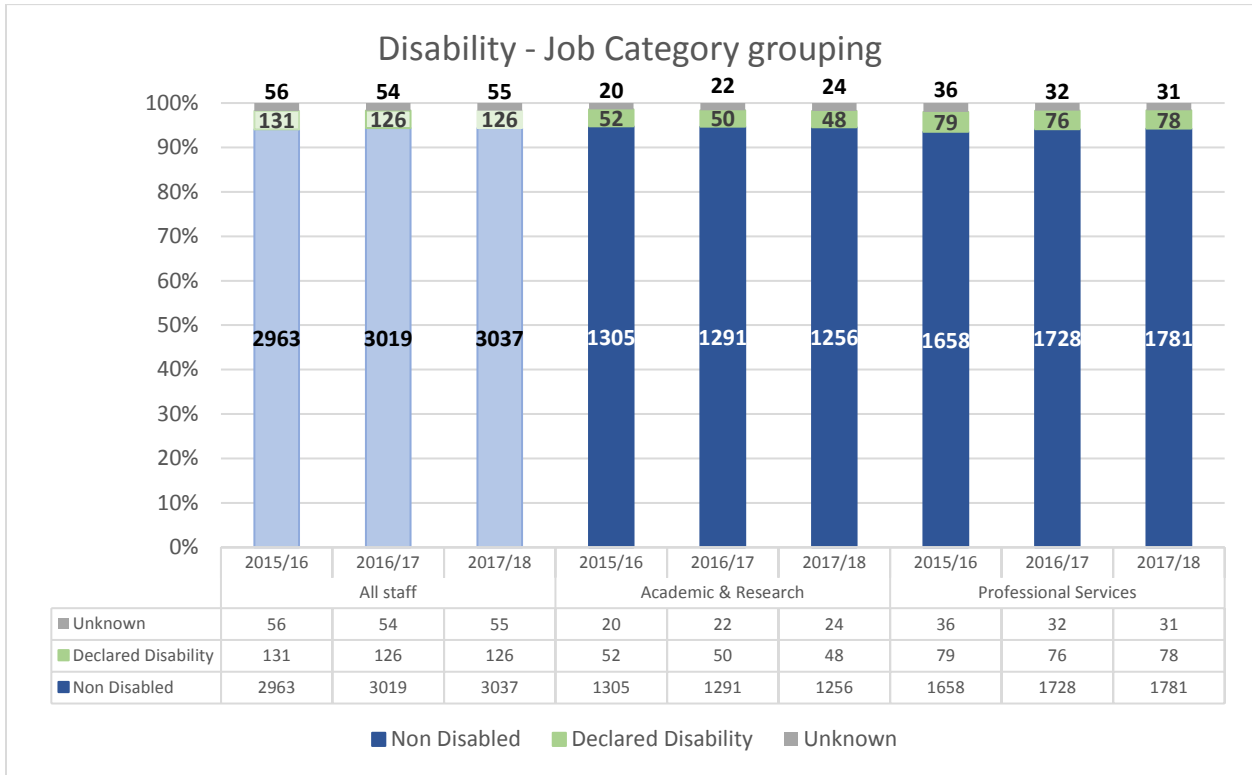
Figure 39 Disability and Job Category grouping

5.4   Disability and Contract Types

Disability - Contract Types

	Full-time Permanent			Part-time Permanent			Full-time Fixed term			Part-time Fixed term		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Unknown	2%	2%	2%	3%	2%	2%	1%	2%	1%	2%	1%	1%
Declared Disability	5%	5%	4%	4%	4%	4%	2%	2%	1%	3%	4%	5%
Non Disabled	94%	94%	94%	93%	94%	94%	96%	96%	97%	95%	95%	94%

■ Non Disabled   ■ Declared Disability   ■ Unknown
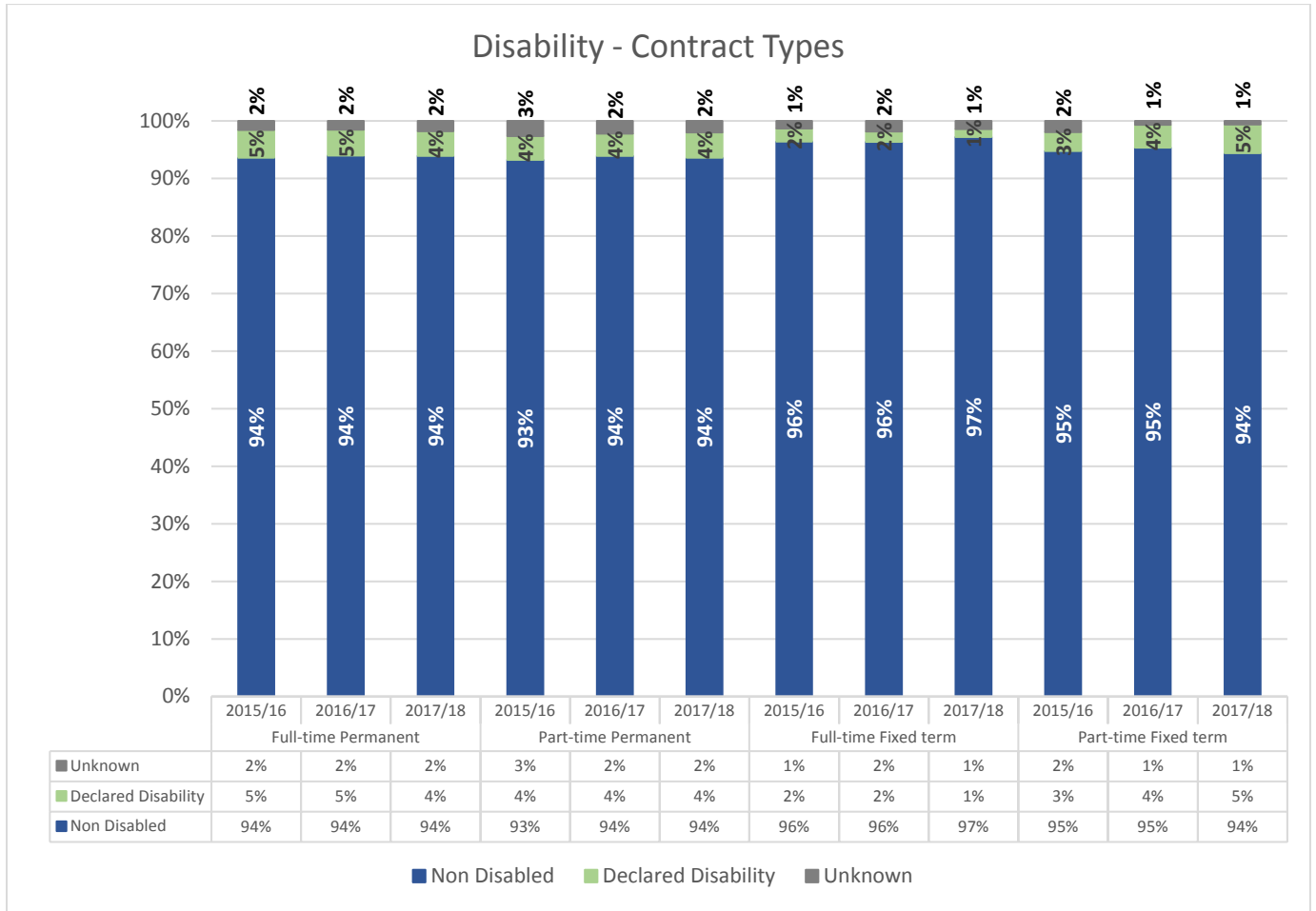
Figure 40 Disability - Full-time and Part-time staff by Contract Type

5.5   Disability and Academic Job Role
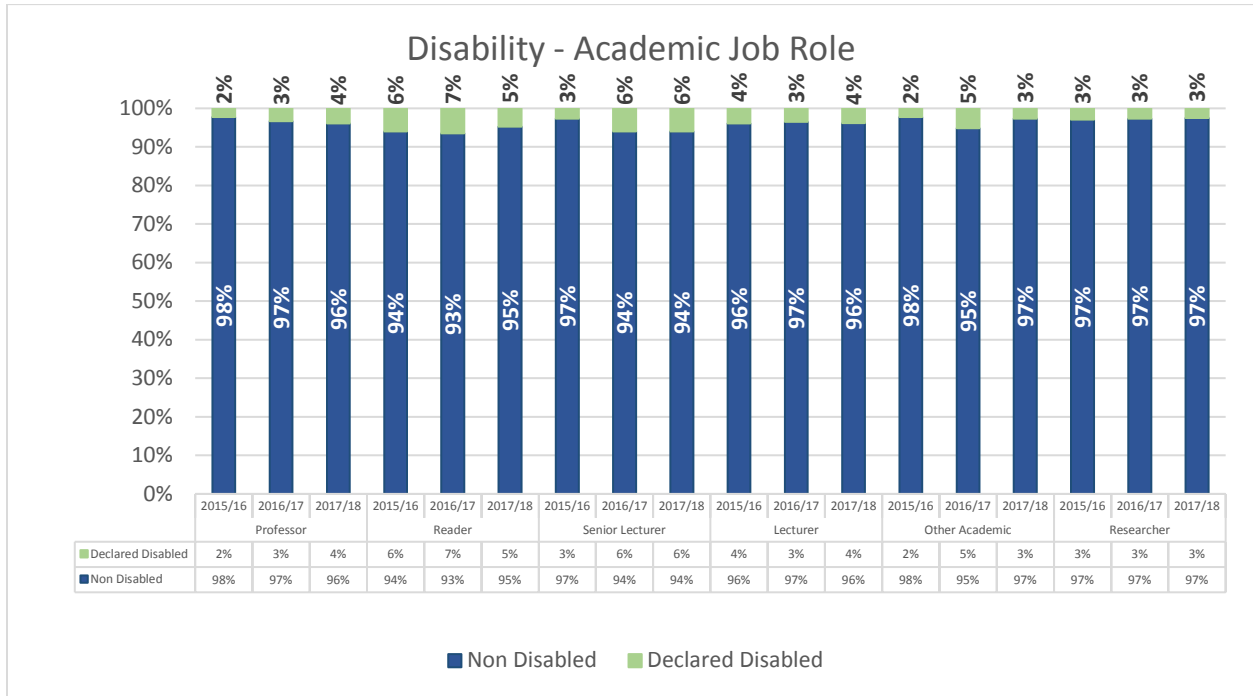
Figure 41 Disability and Academic Job Role

5.6   Disability and Recruitment

Disability - Recruitment and Staff

	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff
		2015-2016				2016-2017				2017-2018		
Unknown	1768	24	12	55	2910	33	24	54	545	114	38	55
Declared Disability	306	44	18	131	413	40	13	126	350	65	14	126
Non Disabled	10052	1243	500	2950	10464	1305	513	3007	7576	1433	465	3027
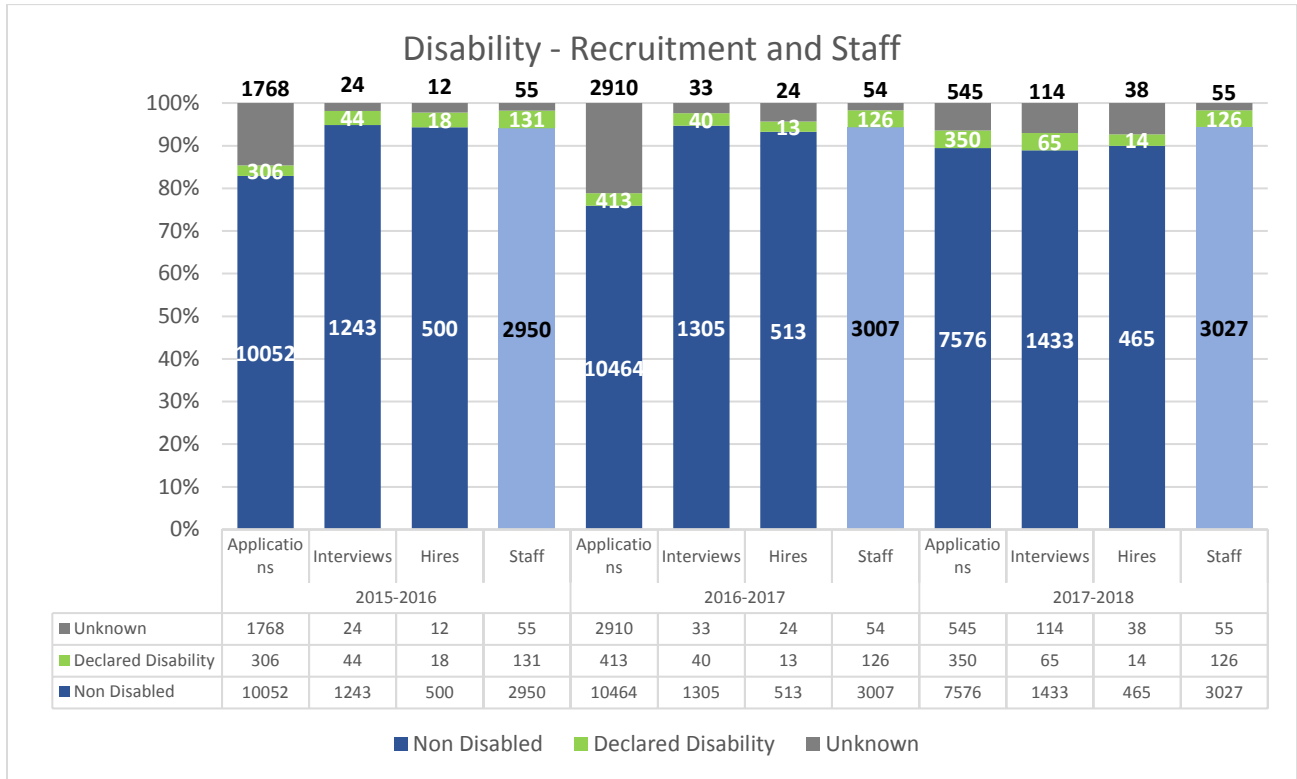
Figure 42 Disability - Recruitment Stages and Staff Profile

Disability - Recruitment stages success
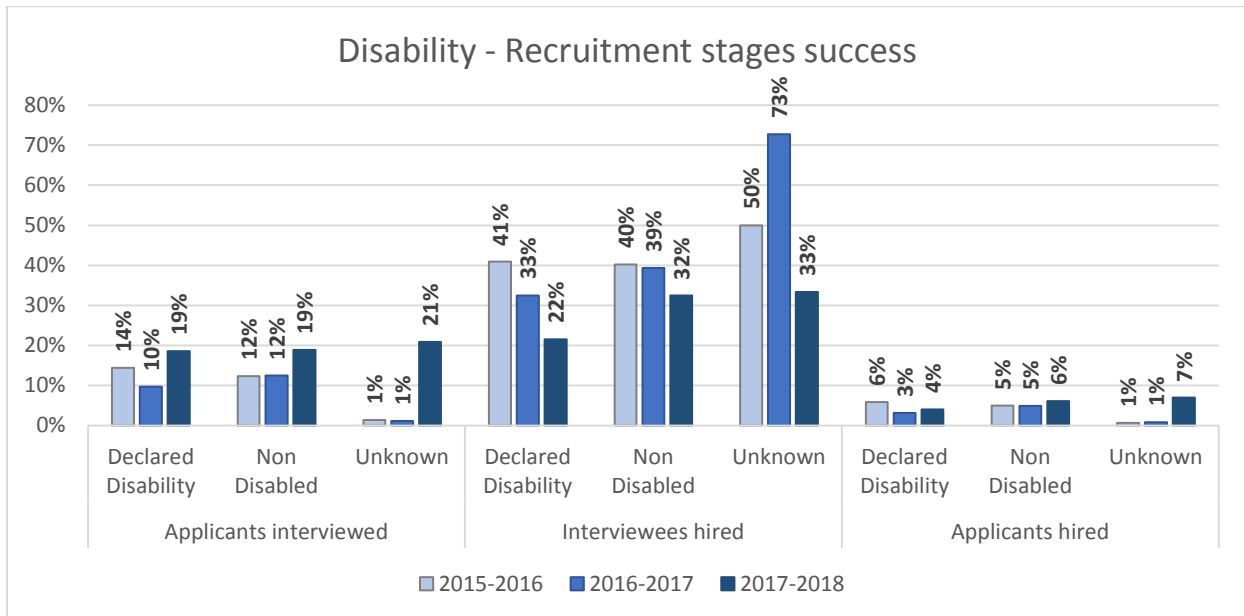
Figure 43 Disability - Recruitment stages success

5.7   Disability and Academic Promotion

Disability - Promotions Submitted and Awarded

	Submitted			Awarded Promotion		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
Declared Disability	3%	7%	5%	3%	8%	4%
Non Disabled	97%	93%	95%	97%	92%	96%
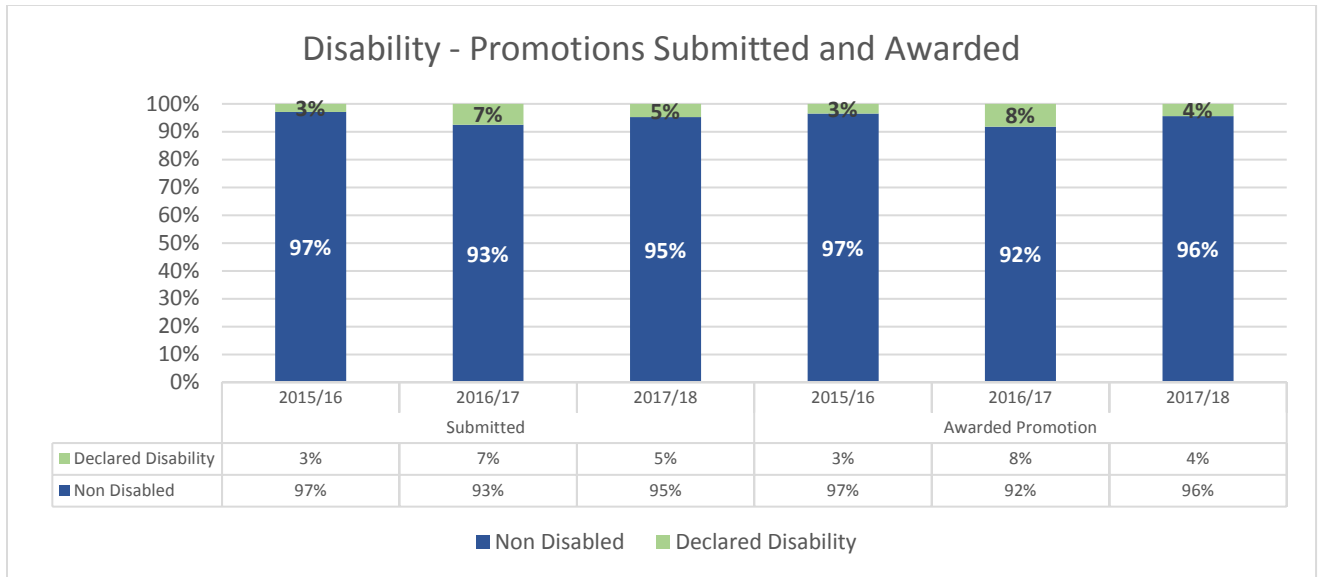
Figure 44 Disability - Academic Promotions Submitted and Awarded

Disability - Promotions Success Rate

	2015/16	2016/17	2017/18
Declared Disability	100%	80%	67%
Non Disabled	82%	73%	73%
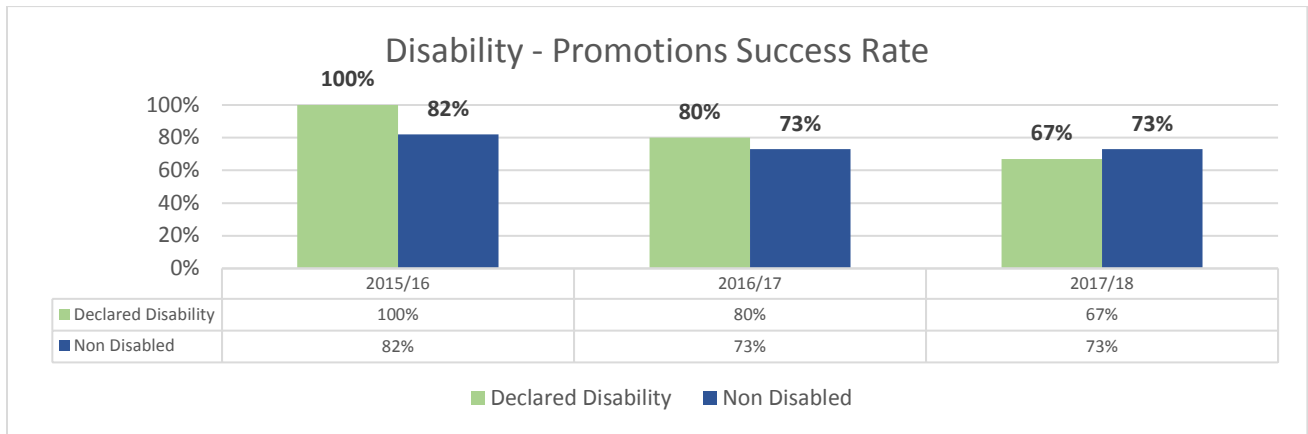
Figure 45 Disability - Academic Promotions, Percentage of applications awarded promotion

5.8   Disability and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

Disability - Merit Awards

	Applied	Received	Applied	Received
	6%	**6%**	**7%**	**6%**
	94%	**94%**	**93%**	**94%**
	2017		2018	
Disabled	6%	6%	7%	6%
Non Disabled	94%	94%	93%	94%

Non Disabled   Disabled
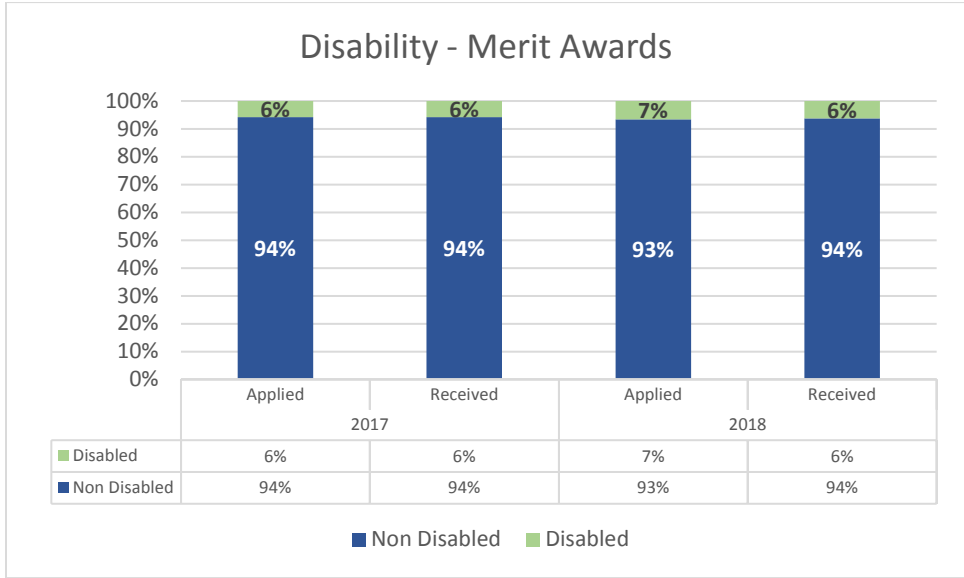
Figure 46 Disability – Merit Awards

5.9   Disability and Leavers
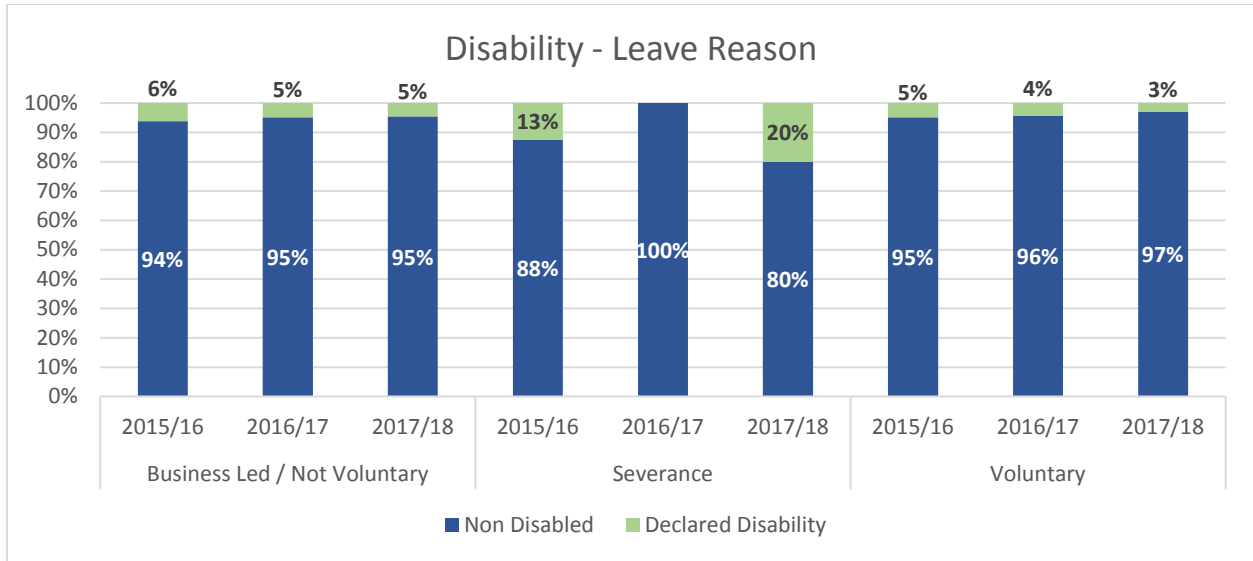
Figure 47 Disability and Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 48 Leave reason categories
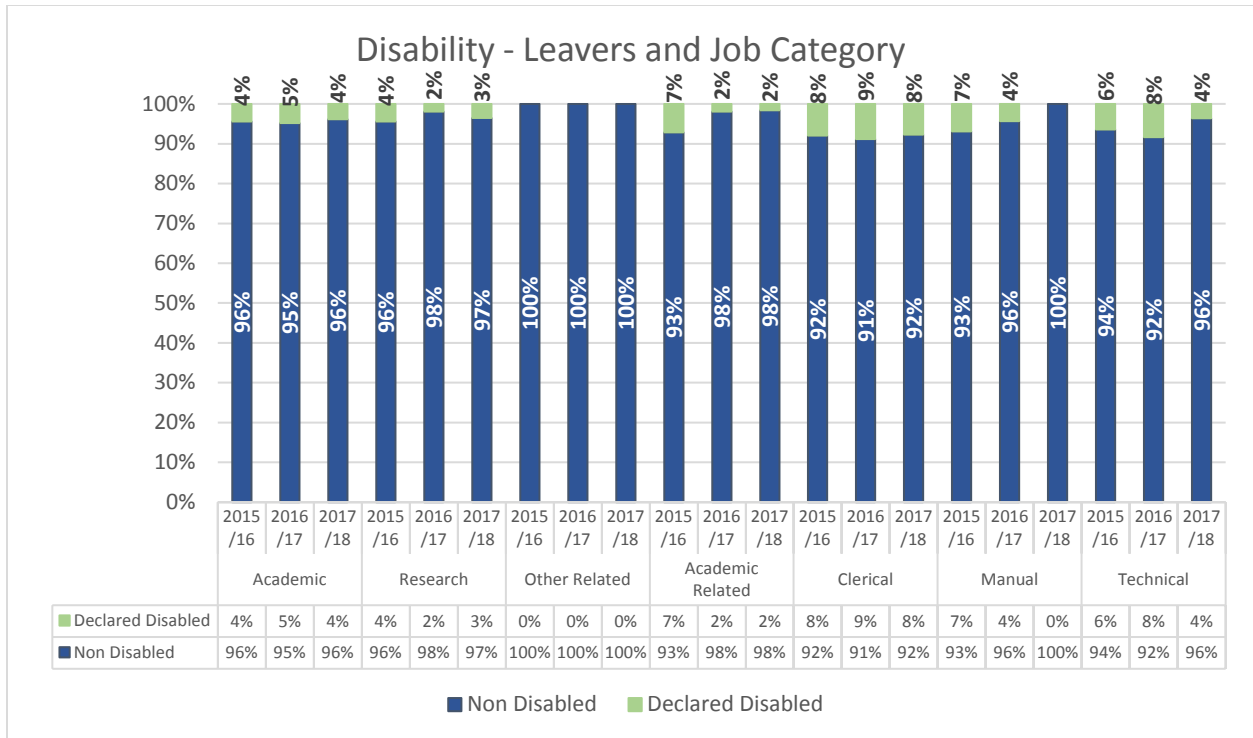
Figure 49 Disability - Leavers and Job Category

5.10 Disability and Disciplinary / Grievance / etc.

	Disciplinary / Grievance / etc. - 2015/16, 2016/17 and 2017/18	
	Disciplinary and Capability	**Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract**
Unknown	5	1
Declared Disability	1	1
No Disability	19	28

Figure 50 Disability - Disciplinary / Grievance / etc.

5.11 Disability and Equality, Diversity and Inclusion Training

Disability - EDI Training Modules

	Completion Rate	Completion Rate	Current
Unknown	63%	69%	76%
Declared Disability	67%	74%	78%
Non Disabled	58%	67%	74%
Total	58%	67%	75%
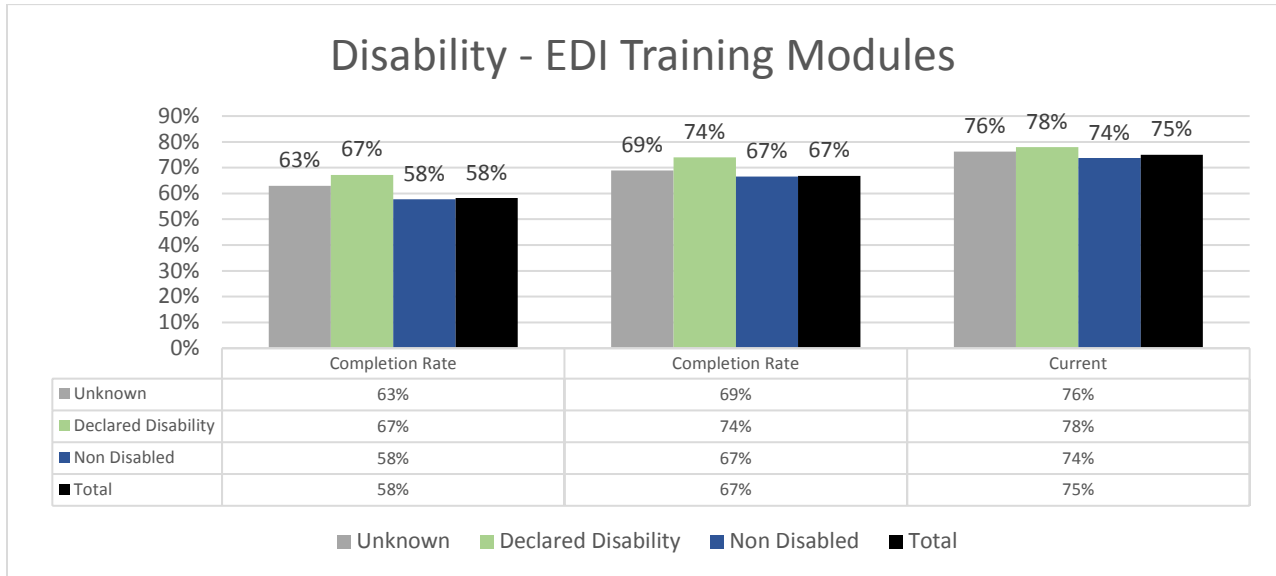
Figure 51 Disability - Percentage of staff who have completed Equality, Diversity and Inclusion Training

5.12 Disability and Organisation and Professional Development Training

Disability - OPD Training

	2015/16	2016/17	2017/18
	Headcount of Staff Engaging		
Unknown	9	12	18
Declared Disabled	40	47	46
Non Disabled	789	937	1014
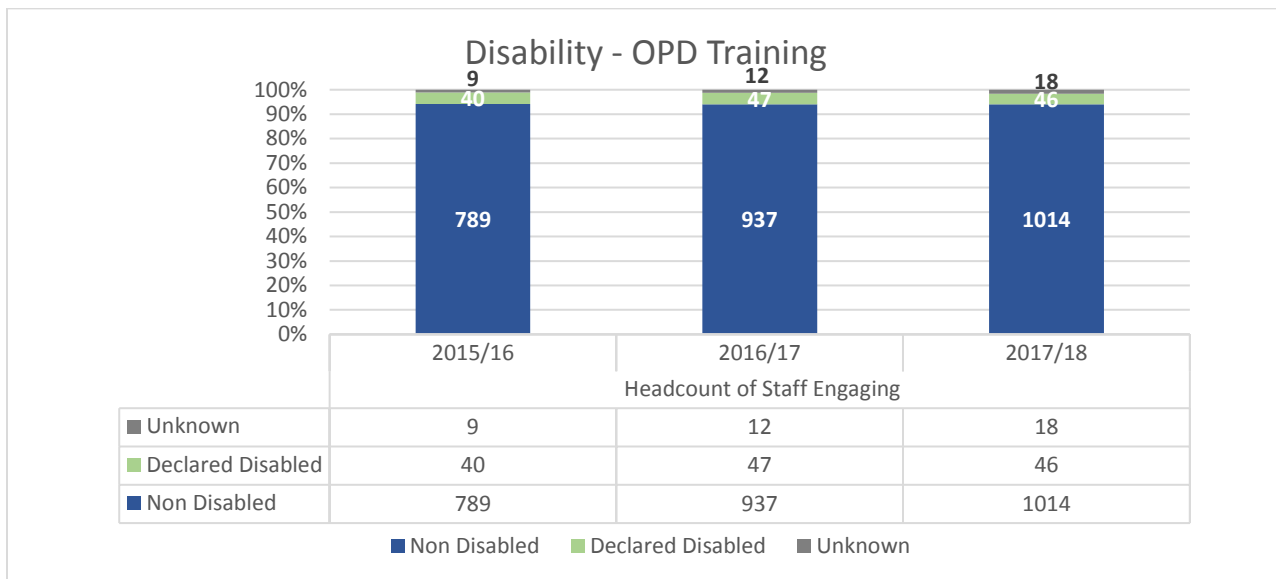
Figure 52 Disability and Organisation and Professional Development Training

6.   Age

6.1   Age Staff Profile

Age - Staff Profile

	2015-2016	2016-2017	2017-2018
□ 16 - 19	5	12	13
□ 20 - 29	302	296	288
□ 30 - 39	803	808	798
■ 40 - 49	838	832	858
■ 50 - 59	899	924	913
■ 60 - 64	213	79	107
■ 65+	76	79	107

■ 65+   ■ 60 - 64   ■ 50 - 59   ■ 40 - 49   □ 30 - 39   □ 20 - 29   □ 16 - 19
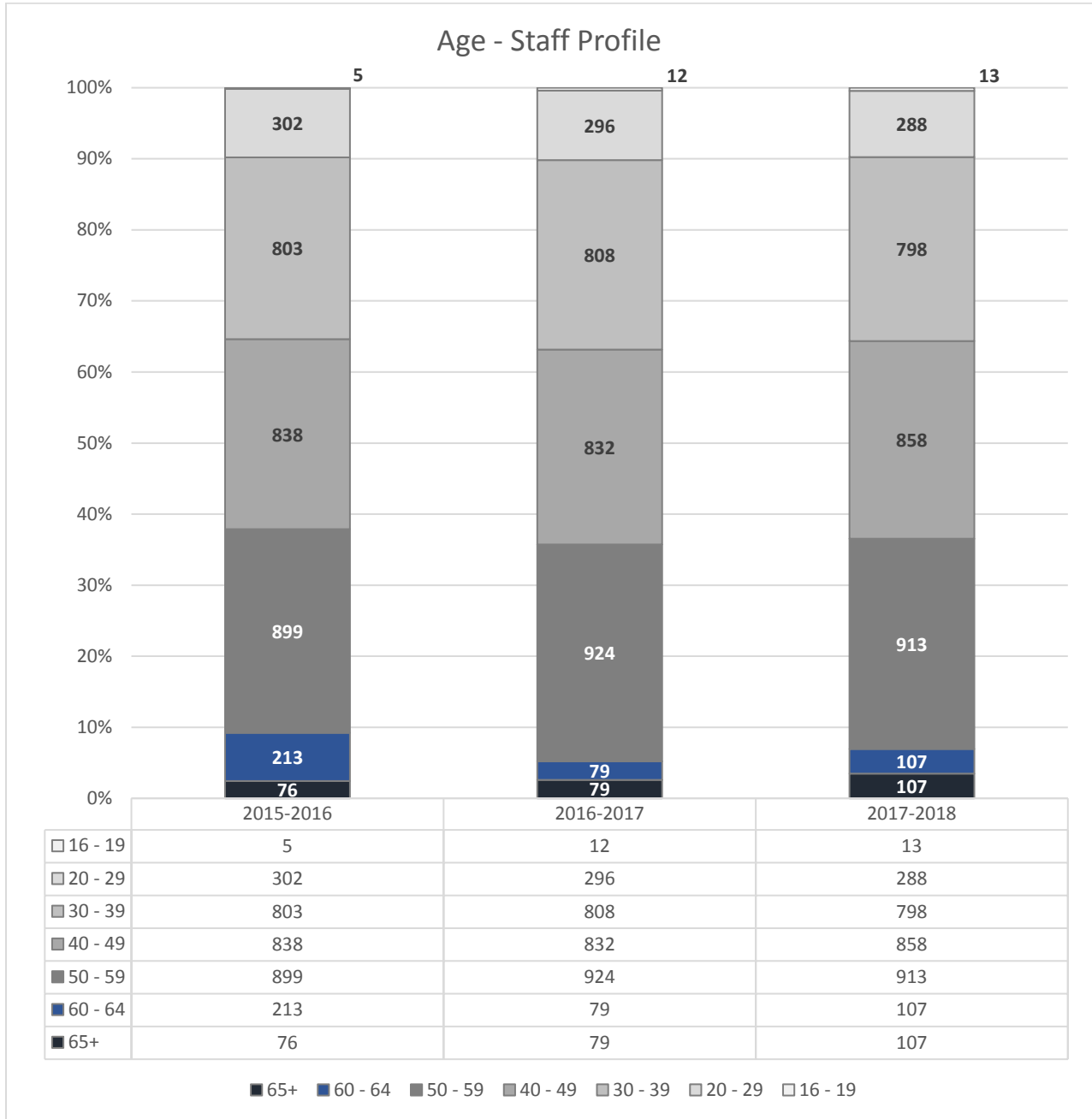
Figure 53 Age and Staff Profile

6.2   Age and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	CLINICAL GRADES	10	NON SPINE POINT GRADE
2015/16													
19 & under	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
20-29	1%	7%	31%	16%	14%	12%	9%	33%	0%	0%	8%	0%	34%
30-39	15%	9%	13%	20%	27%	29%	42%	20%	23%	12%	56%	4%	18%
40-49	12%	25%	17%	21%	24%	27%	26%	18%	38%	35%	18%	26%	28%
50-59	51%	32%	23%	33%	28%	26%	18%	25%	31%	44%	14%	46%	7%
60-64	14%	20%	8%	8%	6%	4%	3%	4%	7%	8%	3%	15%	7%
65 & over	6%	7%	7%	1%	1%	2%	1%	0%	1%	1%	1%	9%	3%
2016/17													
19 & under	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
20-29	5%	8%	28%	17%	13%	13%	9%	39%	0%	0%	5%	0%	27%
30-39	13%	10%	15%	22%	27%	26%	42%	7%	24%	12%	56%	4%	22%
40-49	13%	17%	17%	20%	22%	27%	27%	20%	38%	34%	25%	21%	24%
50-59	48%	35%	24%	32%	29%	28%	18%	29%	31%	44%	8%	49%	9%
60-64	15%	23%	7%	8%	7%	4%	4%	5%	6%	9%	7%	15%	10%
65 & over	6%	6%	7%	1%	1%	2%	1%	0%	1%	2%	0%	11%	1%
2017/18													
19 & under	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%
20-29	3%	4%	27%	24%	15%	12%	7%	24%	1%	0%	6%	0%	28%
30-39	12%	16%	19%	16%	27%	26%	41%	29%	24%	9%	58%	3%	16%
40-49	14%	16%	15%	20%	24%	29%	29%	17%	37%	36%	20%	19%	24%
50-59	47%	38%	21%	28%	27%	27%	18%	21%	30%	43%	12%	51%	11%
60-64	17%	22%	8%	9%	6%	5%	3%	10%	6%	9%	5%	13%	6%
65 & over	6%	4%	8%	2%	2%	2%	1%	0%	1%	4%	0%	13%	6%

Figure 54 Age – Percentage of staff by Grade

6.3   Age and Job Category

Age - Job Category grouping

	All staff			Academic & Research			Professional Services		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
19 & under	5	12	13	0	0	0	5	12	13
20-29	302	296	288	94	87	62	208	210	228
30-39	803	808	798	429	421	403	378	389	398
40-49	838	832	858	381	375	378	460	461	480
50-59	899	924	913	347	348	354	558	580	562
65 & over	76	79	107	33	36	49	43	43	59
60-64	213	79	107	93	96	82	121	141	150

Legend: ■ 60-64 ■ 65 & over ■ 50-59 ▨ 40-49 ▨ 30-39 ▨ 20-29 □ 19 & under

Figure 55 Age and Job Category grouping

6.4   Age and Contract Types

Age - Contract Types

	Full-time Permanent			Part-time Permanent			Full-time Fixed term			Part-time Fixed term		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
☐ 19 & under	0%	0%	0%	0%	0%	0%	1%	2%	2%	0%	1%	1%
☐ 20-29	6%	6%	6%	3%	4%	3%	27%	27%	25%	15%	17%	17%
☐ 30-39	22%	22%	22%	17%	17%	17%	48%	48%	46%	25%	23%	25%
☐ 40-49	31%	30%	31%	25%	24%	25%	14%	12%	15%	29%	30%	23%
☐ 50-59	33%	32%	32%	38%	37%	35%	8%	9%	9%	15%	18%	19%
☐ 60-64	7%	7%	7%	11%	11%	12%	2%	2%	2%	7%	7%	4%
☐ 65 & over	1%	1%	2%	6%	7%	7%	0%	0%	1%	9%	6%	11%

Legend: ■ 65 & over ■ 60-64 ■ 50-59 ☐ 40-49 ☐ 30-39 ☐ 20-29 ☐ 19 & under

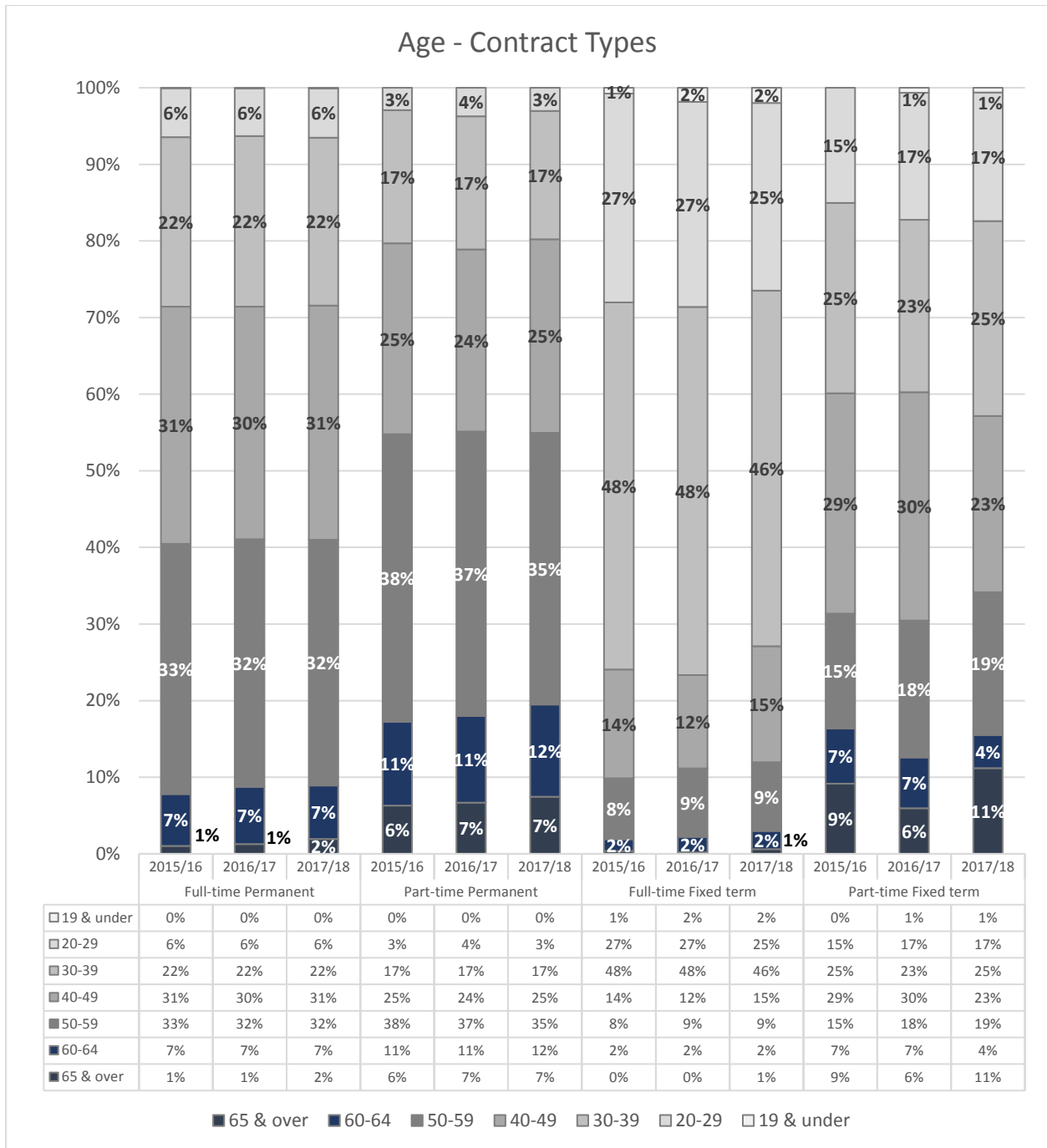*Figure 56 Age - Full-time and Part-time staff by Contract Type*

6.5   Age and Academic Job Role

Age - Academic Job Role

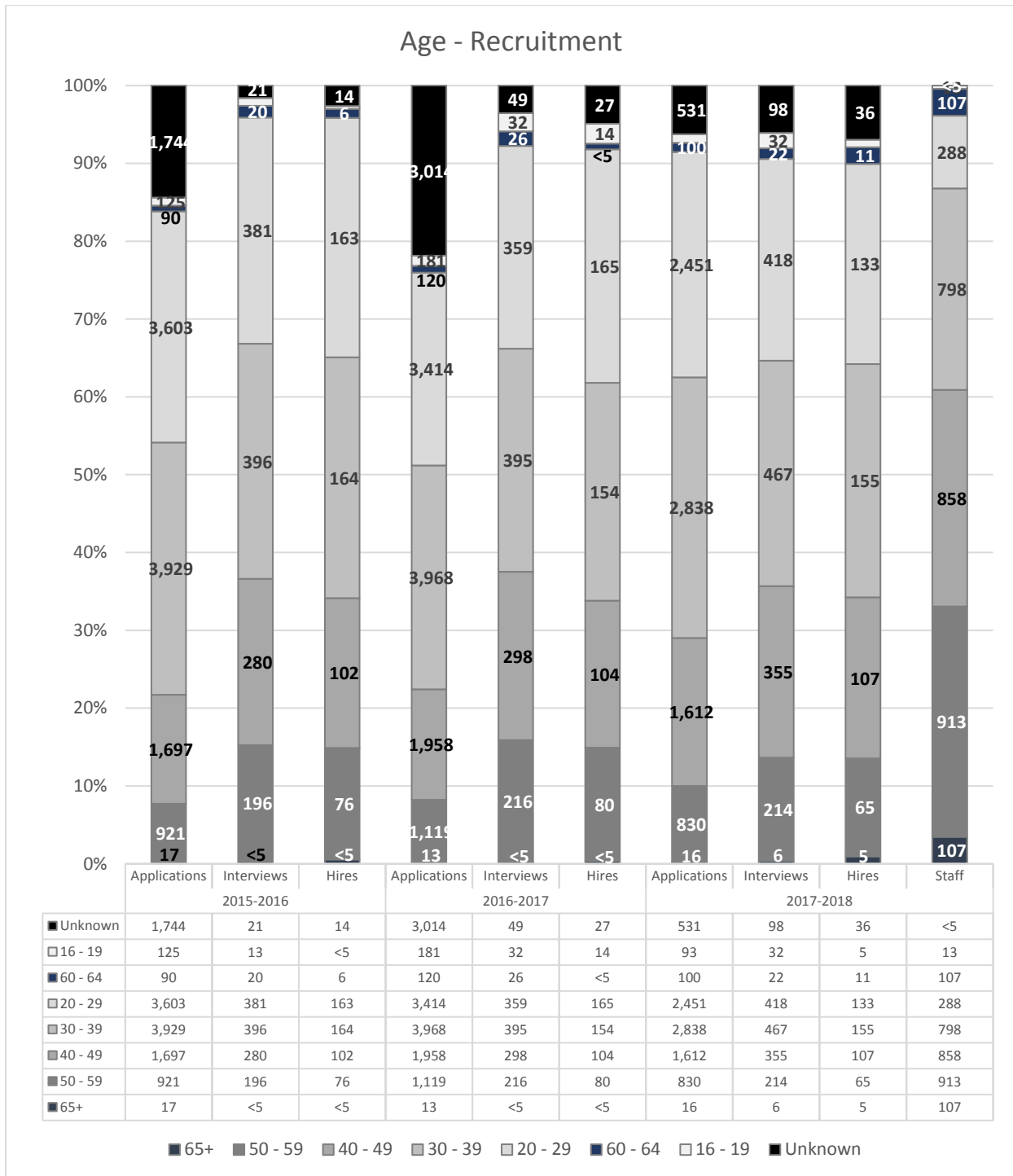|	Professor			Reader			Senior Lecturer			Lecturer			Other Academic			Researcher		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
20 - 29	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	2%	2%	0%	0%	3%	14%	13%	9%
30 - 39	1%	1%	1%	4%	11%	7%	7%	7%	5%	34%	32%	33%	31%	26%	21%	46%	46%	46%
40 - 49	20%	17%	16%	47%	43%	43%	38%	34%	36%	31%	32%	32%	33%	36%	32%	24%	25%	28%
50 - 59	52%	52%	66%	36%	35%	33%	45%	48%	47%	25%	25%	24%	18%	21%	32%	13%	13%	13%
60 & over	27%	30%	17%	13%	11%	17%	10%	11%	12%	8%	9%	10%	18%	18%	13%	4%	3%	4%

■ 60 & over   ■ 50 - 59   ■ 40 - 49   ■ 30 - 39   □ 20 - 29

Figure 57 Age and Academic Job Role

6.6   Age and Recruitment

Age - Recruitment

	Applications	Interviews	Hires	Applications	Interviews	Hires	Applications	Interviews	Hires	Staff
	2015-2016			2016-2017			2017-2018			
■ Unknown	1,744	21	14	3,014	49	27	531	98	36	<5
□ 16 - 19	125	13	<5	181	32	14	93	32	5	13
■ 60 - 64	90	20	6	120	26	<5	100	22	11	107
□ 20 - 29	3,603	381	163	3,414	359	165	2,451	418	133	288
□ 30 - 39	3,929	396	164	3,968	395	154	2,838	467	155	798
■ 40 - 49	1,697	280	102	1,958	298	104	1,612	355	107	858
■ 50 - 59	921	196	76	1,119	216	80	830	214	65	913
■ 65+	17	<5	<5	13	<5	<5	16	6	5	107

■ 65+   ■ 50 - 59   ■ 40 - 49   □ 30 - 39   □ 20 - 29   ■ 60 - 64   □ 16 - 19   ■ Unknown

Figure 58 Age - Recruitment Stages

Age - Recruitment stages success

	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Unko wn	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Unko wn	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Unko wn
			Applicants interviewed								Interviewees hired								Applicants hired					
2015-2016	10%	11%	10%	16%	21%	22%	24%	1%	15%	43%	41%	36%	39%	30%	75%	67%	2%	5%	4%	6%	8%	7%	18%	1%
2016-2017	18%	11%	10%	15%	19%	22%	23%	2%	44%	46%	39%	35%	37%	15%	67%	55%	8%	5%	4%	5%	7%	3%	15%	1%
2017-2018	34%	17%	16%	22%	26%	22%	38%	18%	16%	32%	33%	30%	30%	50%	83%	37%	5%	5%	5%	7%	8%	11%	31%	7%

Legend: ■ 2015-2016 ■ 2016-2017 ■ 2017-2018

Figure 59 Age - Recruitment stages success

6.7 Age and Academic Promotion

Age - Promotions Submitted and Awarded

	Submitted			Awarded Promotion		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
30 - 39	9%	27%	21%	10%	31%	20%
40 - 49	60%	34%	37%	62%	37%	39%
50 - 59	26%	34%	35%	24%	31%	35%
60 - 64	6%	4%	6%	3%	2%	4%
>= 65	0%	0%	2%	0%	0%	2%

Figure 60 Age - Academic Promotions Submitted and Awarded

Age - Promotions success rate

	2015/16	2016/17	2017/18
30 - 39	100%	83%	69%
40 - 49	86%	78%	78%
50 - 59	78%	65%	73%
60 - 64	50%	33%	50%
>= 65			100%

Figure 61 Age - Academic Promotions, Percentage of applications awarded promotion

6.8   Age and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

Age - Merit Awards

	Applied	Received	Applied	Received
	2017		2018	
20 - 29	2%	2%	6%	6%
30 - 39	29%	31%	25%	20%
40 - 49	33%	33%	25%	20%
50 - 59	30%	27%	39%	47%
60+	6%	8%	6%	6%

Legend: 60+   50 - 59   40 - 49   30 - 39   20 - 29

Figure 62 Age – Merit Awards

6.9   Age and Leavers

Age - Leave Reason

	Business Led / Not Voluntary			Severance			Voluntary		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
☐ 16 - 19	0%	1%	1%	0%	0%	0%	0%	0%	1%
◼ 30 - 39	36%	37%	43%	8%	0%	20%	32%	38%	31%
◼ 40 - 49	17%	16%	16%	0%	25%	20%	18%	19%	15%
◼ 50 - 59	12%	11%	16%	29%	0%	40%	18%	14%	17%
◼ 65+	6%	4%	1%	8%	0%	0%	6%	5%	10%
◼ 60 - 64	5%	7%	3%	54%	75%	20%	9%	8%	13%
☐ 20 - 29	24%	24%	21%	0%	0%	0%	17%	15%	14%

☐ 20 - 29   ◼ 60 - 64   ◼ 65+   ◼ 50 - 59   ◻ 40 - 49   ☐ 30 - 39   ☐ 16 - 19

Figure 63 Age and Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 64 Leave reason categories

Figure 65 Age - Leavers and Job Category

	Academic			Research			Other Related			Academic Related			Clerical			Manual			Technical		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
16 - 19	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	4%	0%	0%	7%	0%	0%	3%
20 - 29	0%	2%	2%	22%	17%	13%	0%	0%	0%	4%	10%	7%	50%	34%	43%	12%	21%	20%	88%	94%	67%
30 - 39	22%	31%	20%	74%	68%	63%	33%	33%	0%	22%	40%	29%	24%	24%	32%	0%	21%	7%	30%	48%	45%
40 - 49	19%	23%	29%	16%	18%	22%	33%	33%	0%	28%	21%	19%	24%	24%	13%	23%	21%	0%	21%	32%	12%
50 - 59	28%	16%	22%	8%	10%	11%	0%	0%	67%	27%	23%	32%	31%	24%	26%	31%	37%	13%	21%	3%	21%
60 - 64	24%	18%	14%	2%	4%	2%	0%	33%	0%	16%	10%	15%	17%	18%	21%	12%	11%	47%	18%	6%	9%
65+	7%	11%	16%	2%	0%	2%	33%	0%	33%	6%	6%	5%	5%	10%	8%	35%	11%	33%	9%	10%	12%

Legend: 65+ | 60 - 64 | 50 - 59 | 40 - 49 | 30 - 39 | 20 - 29 | 16 - 19

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6.10   Age and Disciplinary / Grievance / etc.

	Disciplinary / Grievance / etc. - 2015/16, 2016/17 and 2017/18	
	Disciplinary and Capability	**Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract**
20 - 29	1	0
30 - 39	6	2
40 - 49	4	11
50 - 59	8	9
60 - 64	3	6
60-64	0	1
>= 65	3	1

Figure 66 Age - Disciplinary / Grievance / etc.

6.11   Age and Equality, Diversity and Inclusion Training

Age Group - EDI Training Modules

	Completion Rate 2015/16	Completion Rate 2016/17	Current 2017/18
16 - 19	25%	0%	60%
20 - 29	47%	57%	56%
30 - 39	56%	66%	72%
40 - 49	62%	68%	70%
50 - 59	63%	71%	82%
60 - 64	55%	69%	76%
65+	34%	49%	56%
Total	58%	67%	75%
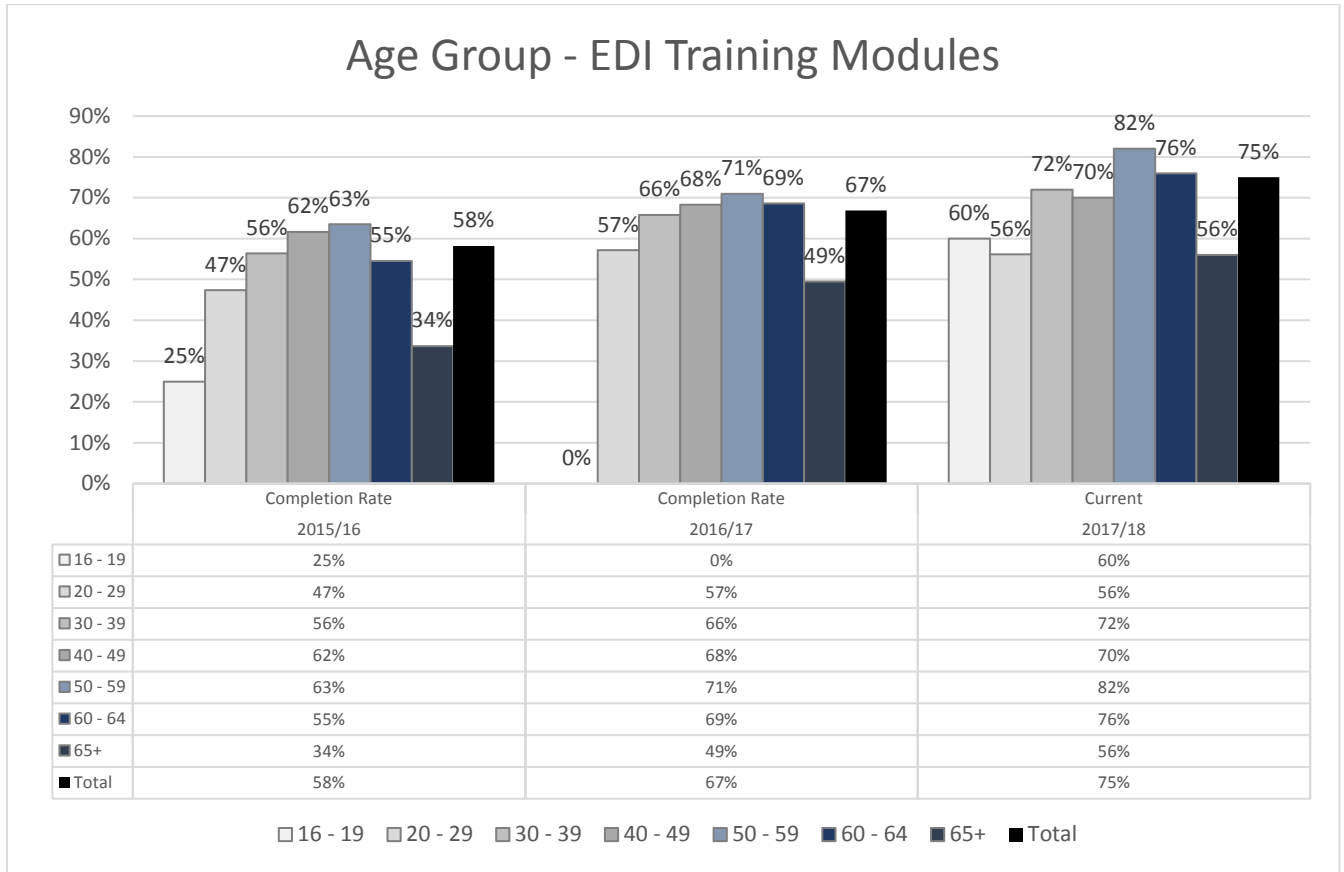
Figure 67 Age - Percentage of staff who have completed Equality, Diversity and Inclusion Training

6.12   Age and Organisation and Professional Development Training

Age Group - OPD Training

			Headcount of Staff Engaging			
	2015/16		**2016/17**		**2017/18**	
< 20	1		3		5	
20 - 29	105		123		115	
30 - 39	247		279		311	
40 - 49	258		291		334	
50 - 59	200		252		275	
60 - 64	25		40		32	
65 +	2		8		6	

Legend: < 20   20 - 29   30 - 39   40 - 49   50 - 59   60 - 64   65 +
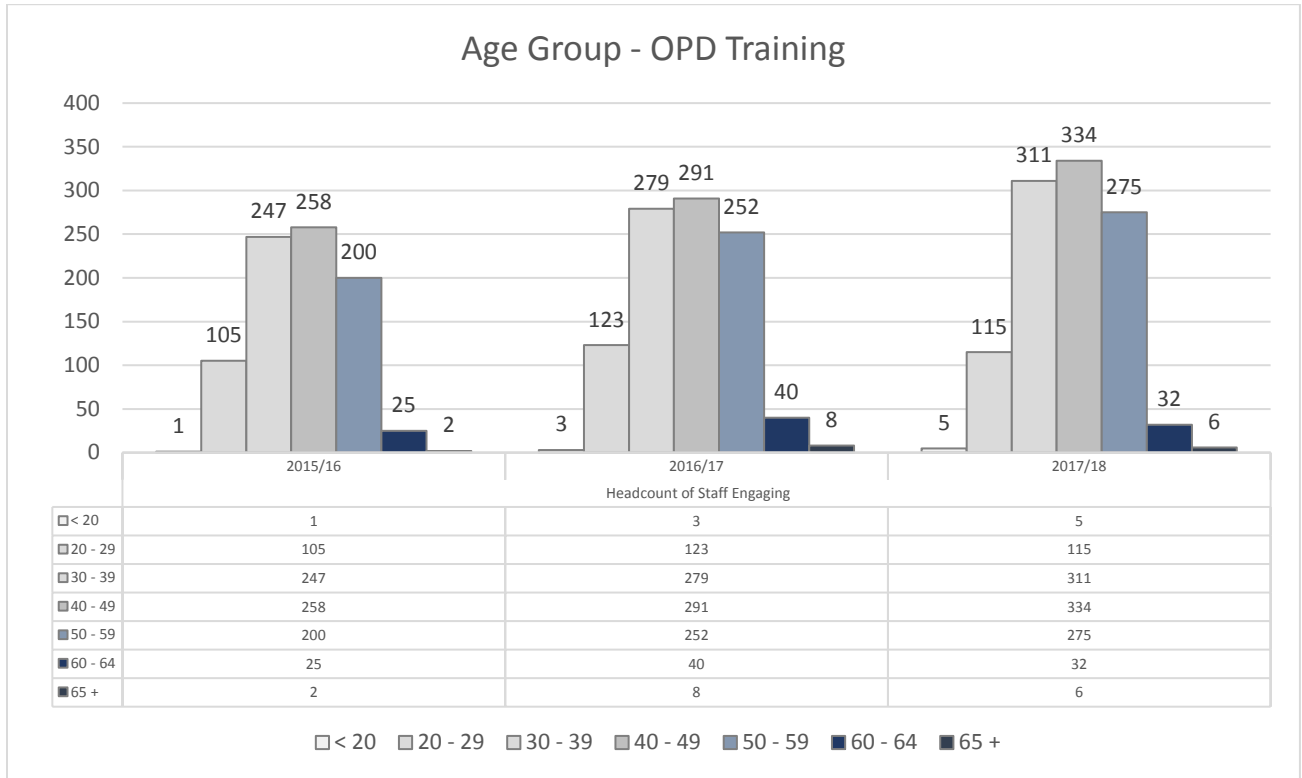
Figure 68 Age and Organisation and Professional Development Training

8. Religion or Belief

8.1 Religion or Belief Staff Profile

Religion or Belief - Staff Profile

	2016/17	2017/18	2018/19
No religion	27%	30%	31%
Christian	17%	18%	19%
Muslim	1%	1%	1%
Hindu	1%	1%	1%
Buddhist	0%	1%	1%
Spiritual	0%	0%	0%
Sikh	0%	0%	0%
Jewish	0%	0%	0%
Any other religion or belief	0%	0%	0%
Information refused	5%	5%	5%
Unknown	48%	44%	41%
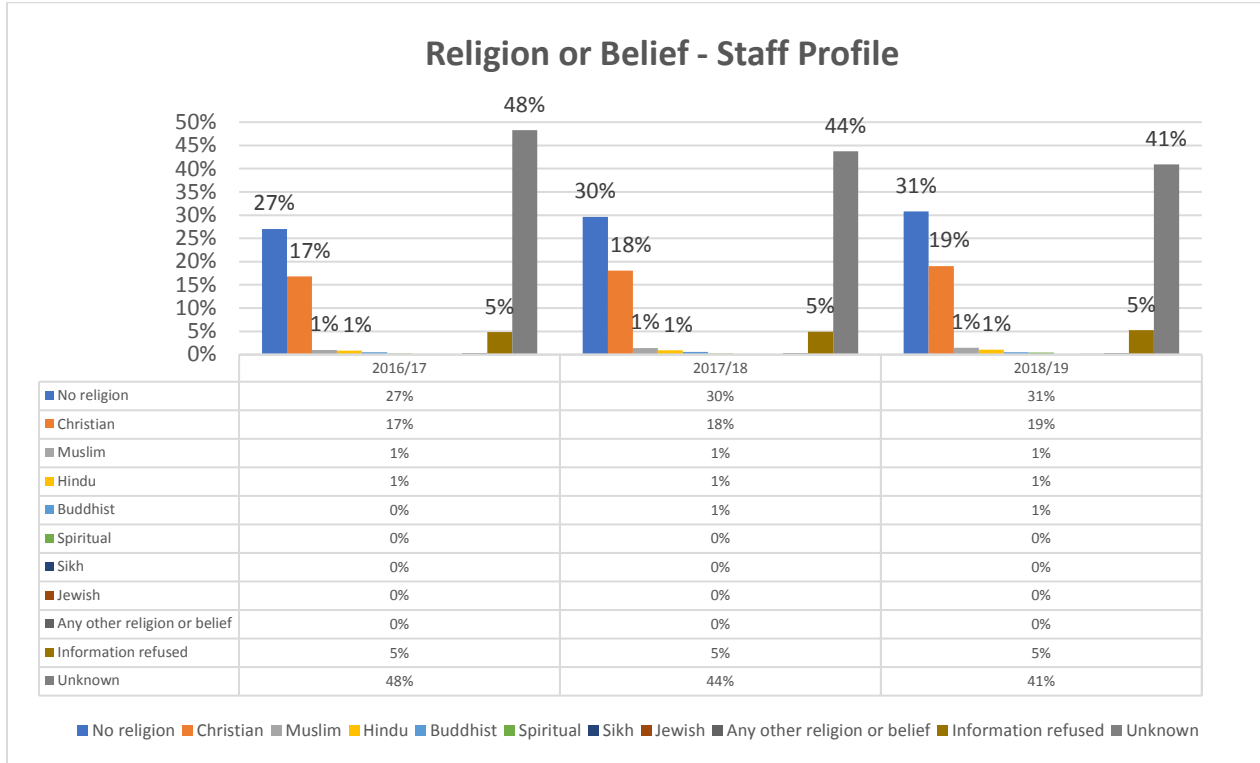
Figure 69 Religion or Belief Staff Profile

8.2   Religion or Belief and Recruitment

Religion and Belief - Recruitment stages success

	Christian	Hindu	Muslim	Spiritual	Sikh	Buddhist	Jewish	Other	None	Not known	Christian	Hindu	Muslim	Spiritual	Sikh	Buddhist	Jewish	Other	None	Not known	Christian	Hindu	Muslim	Spiritual	Sikh	Buddhist	Jewish	Other	None	Not known
	Applications - Interviews										Interviews - Hires										Applications - Hires									
2016-2017	15%	4%	4%	0%	8%	11%	6%	10%	14%	3%	34%	38%	52%	0%	0%	40%	0%	18%	42%	52%	5%	2%	2%	0%	0%	4%	0%	2%	6%	2%
2017-2018	35%	5%	7%	16%	27%	10%	11%	19%	22%	20%	34%	24%	18%	7%	25%	33%	33%	27%	32%	36%	12%	1%	1%	1%	7%	3%	4%	5%	7%	7%

2016-2017   2017-2018

Figure 70 Religion or Belief - Recruitment stages success

9.   Sexual Orientation

9.1   Sexual Orientation Staff Profile

Sexual Orientation - Staff Profile

	2016/17	2017/18	2018/19
Heterosexual	44%	48%	51%
Bisexual	1%	1%	1%
Gay man	1%	1%	1%
Gay woman / lesbian	0%	0%	0%
Other	0%	0%	0%
Unknown	53%	49%	47%

Legend: Heterosexual, Bisexual, Gay man, Gay woman / lesbian, Other, Unknown
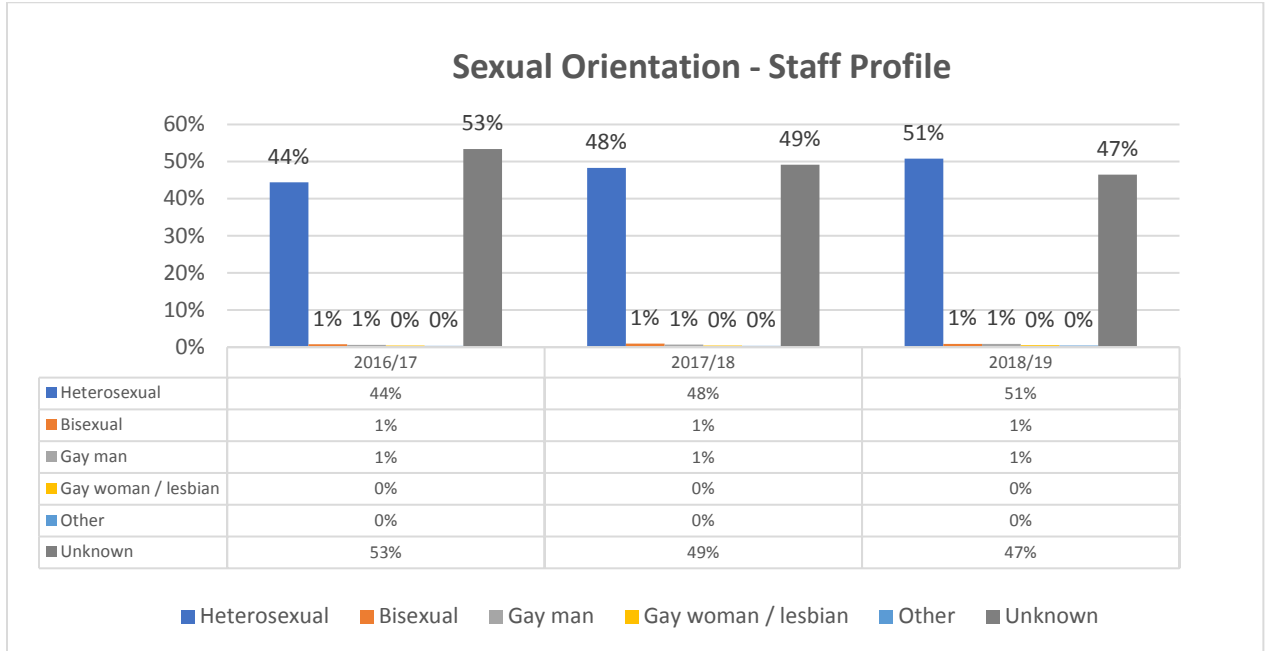
Figure 71 Sexual Orientation Staff Profile

10. Gender Identity

10.1 Gender Identity Staff Profile

Gender Identity - Staff Profile

	2016/17	2017/18	2018/19
No	11%	13%	22%
Yes	0%	0%	0%
Unknown	89%	87%	78%
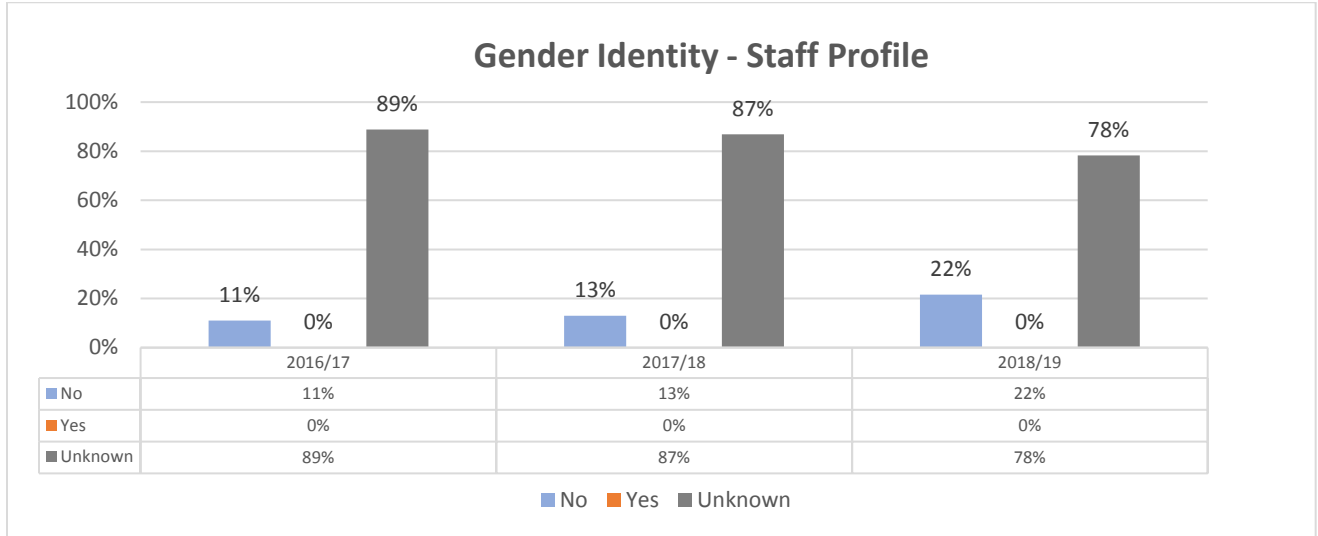
Figure 72 Gender Identity Staff Profile

For clarity, it should be noted that the Equality & Diversity Monitoring form asks "Is your gender identity different to your sex as registered at birth?"

11.   Committee Members

The profile of Court Members and decision making bodies as at 31 July 2018 is shown below. Other officers of the University also attend these committees.

11.1   Court Members and decision making bodies and Gender

Committee	Female	Male	Unknown	Total
Court	15	8	1	24

Figure 73 Committee Members and Gender

12. Table of Figures