

Staff Equality & Diversity Statistical Report

2021/2022

Staff Equity, Diversity and Inclusion Data 2022

The data below is a summary of employees with substantive positions at the University. The data sets are as at the 1st August each year. All staff on zero hour contracts are excluded from these figures.

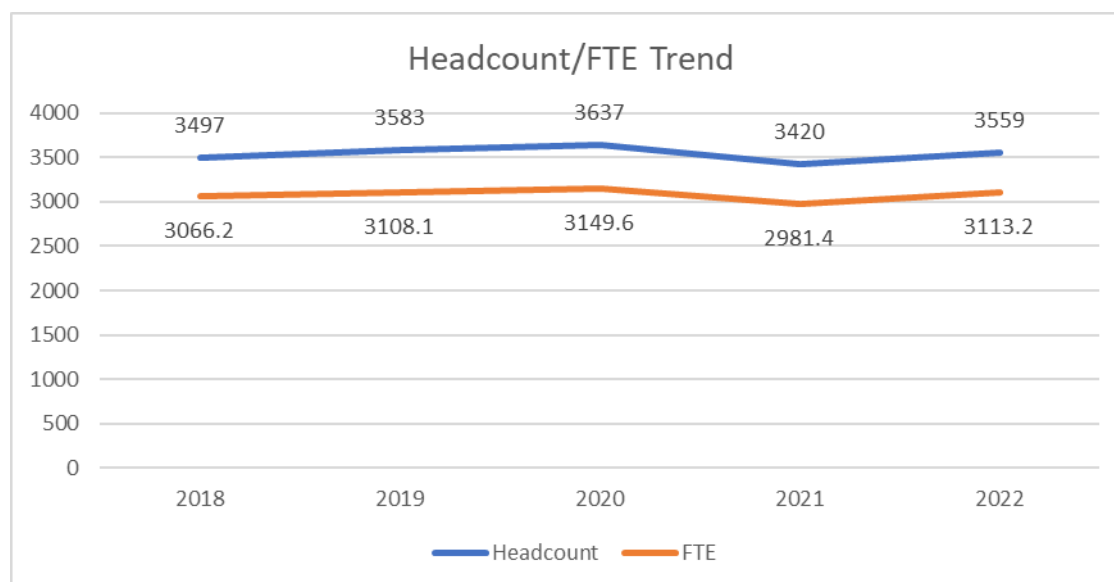
Protected characteristics covered in this report are:

- age
- disability
- race
- religion or belief
- gender
- sexual orientation

This is a factual report which provides data on our staff population and will be published on our website. It will also be shared with the Equality, Diversity and Inclusion Committee.

Summary

Figure 1.0 This graph shows the summary of population by Headcount and FTE over the last 5 years.



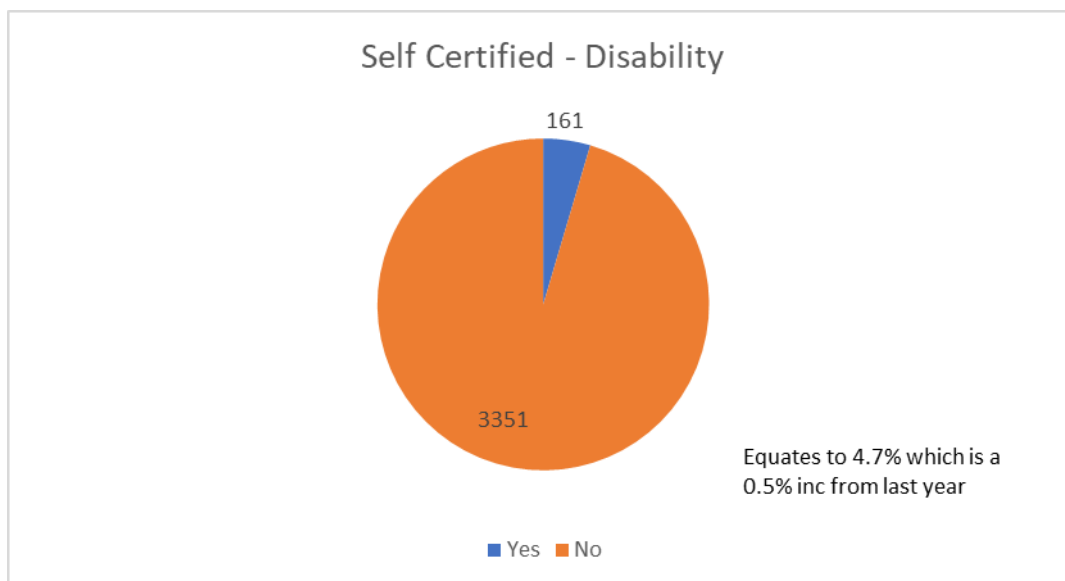
Headcount has increased by 4% in the last 12 months. This is still very slightly below the pre-pandemic headcount. FTE is now broadly in line with the pre-pandemic FTE.

Table 1.1 represents the Headcount of staff on the basis of protected characteristic (self disclosed data) for the last 5 years.

Protected Characteristics	2018	2019	2020	2021	2022	5 year trend line
Self-cert disabled	3%	4%	4%	4%	5%	
Female	51%	52%	52%	52%	52%	
BAME	14%	15%	16%	16%	17%	
LGBT+	3%	3%	3%	4%	5%	

Disability

Figure 1.2 – Staff Self-Certified with a disability.



4.7% of University staff have disclosed a disability which is an increase on the previous year of 0.5% and continues the trend (0.2% inc noted in the 2020 report).

47.2% of disabled staff are employed in Professional Services represented across all grades, of which the highest proportions are 26.3% are at G6 and 17.1% at G7.

Disability disclosure rates are highest at 37.8% among staff in the 35 to 49 age range.

Gender

We are required to collect data by gender and the results are provided below. Staff also have the option to declare ‘other’ as their sexual identification, if they are transgender or non-binary for example, and only one employee has done so. In last years data we had 4 recorded, so further work is required to understand this reduction.

Figure 1.3 Gender Summary by Headcount Academic / Support (Professional Services).

Headcount	Female				Male			
	F 2021	F 2022	F% 2021	F% 2022	M 2021	M 2022	M% 2021	M% 2022
Academic	477	498	36%	37%	840	831	64%	62%
Support	1357	1316	62%	65%	833	706	38%	35%
Grand Total	1834	1814	52%	52%	1673	1537	48%	48%

This shows a 2% decrease in male academics and a 1% increase in female academics resulting in a 1% reduction of our overall headcount of academic staff.

Figure 1.3.1 Gender Summary by Headcount by Post.

Post Breakdown 2022	Female	Male	Does not identify as male or female	Total	F%
Administrative	496	124		620	80%
Management and Specialist	401	313		714	56%
Operational Services	419	269		688	61%
Research ¹		11		11	0%
Research Teaching & Enterprise	276	542		818	34%
Specialist & Supporting Academic	100	141		241	41%
Specialist & Supporting Academic Research	122	148	1	271	45%
Technical Services	44	152		196	22%
Grand Total	1858	1700	1	3559	52%

¹ This refers to staff on particular contracts, e.g. KTP Associates and Marie Curie Fellowships.

Age

Figure 1.4 % Headcount by Age.

Year	<= 34	<= 34 %	35 to 49	35 to 49 %	50 to 64	50 to 64 %	>= 65	>= 65 %	Total
2018	911	26%	1377	39%	1122	32%	87	3%	3497
2019	906	25%	1429	40%	1147	32%	101	3%	3583
2020	872	24%	1460	40%	1194	33%	111	3%	3637
2021	798	23%	1431	42%	1094	32%	97	3%	3420
2022	884	25%	1460	41%	1125	32%	90	3%	3559

The age range of our staff profile has remained broadly the same over the last 5 years, with 35-49 being the most represented age group and the only one with an increasing percentage trend up until 2022.

The >65 group is the only one to reduce, by 7.22% when compared to the 2021 population.

Of all new employees joining the university within the year to the census date, 58.03% are in the <=34 age range and 29.6% of new employees in the 35-49 age range.

Religion

Figure 1.5 Headcount by Religious Classification.

ANNEX 2 – Staff data

Religion	Headcount	2022 % of Pop	2021 % of Pop
Agnostic	232	6.5%	6.0%
Any other religion/belief	54	1.5%	1.5%
Atheist	313	8.8%	7.8%
Buddhist	22	0.6%	0.6%
Christian	1065	29.9%	30.8%
Confucian	3	0.1%	0.1%
Hindu	101	2.8%	2.7%
Jewish	7	0.2%	0.2%
Muslim	90	2.5%	2.1%
No religion or belief	917	25.8%	24.5%
Pagan	3	0.1%	0.1%
Prefer not to say	211	5.9%	5.8%
Sikh	19	0.5%	0.6%
Tao	1	0.0%	0
Not Known	521	14.6%	17.2%
Grand Total	3559		

Data capture on this category is improving with 14.6 % of the population not completing the self declaration versus 17.2% the previous year.

We have also seen a minor increase in the population responding as ‘prefer not to say’.

Ethnicity

Figure 1.6 BAME population breakdown by Grade.

Grade	% of Total BAME Population	Grade	Bame % of Total Population
1	9%	1	16%
2	2%	2	9%
3	6%	3	17%
4	7%	4	13%
5	11%	5	15%
6	24%	6	20%
7	23%	7	21%
8	12%	8	17%
9	6%	9	16%
Grand Total	100%	Grand Total	17%

17% of University staff identify as BAME. This is an increase of 1.1% on the previous year.

1.55% of staff choose not to declare their ethnicity, this is an increase from 1.3% the previous year.

Figure 1.6.1 BAME breakdown by Post (Academic highlighted in green).

Post	% BAME	% White
Administrative	16%	81%
Management and Specialist	11%	87%
Operational Services	11%	88%
Research	45%	55%
Research Teaching & Enterprise	23%	75%
Specialist & Supporting Academic	21%	77%
Specialist & Supporting Academic Research	35%	63%
Technical Services	12%	88%
Grand Total	17%	81%

ANNEX 2 – Staff data

The table above shows that BAME staff are underrepresented in a number of job families, notably Management and Specialist, Operational Services and Technical Services.

Sexual Orientation

Figure 1.7 – LGBT+ Breakdown by Grade & LGBT Population as a % of University Population.

Grade	% of Total LGBT+ Pop by Grade	LGBT+% of Total Pop by Grade
1	12%	6%
2	3%	5%
3	10%	7%
4	10%	5%
5	16%	6%
6	18%	4%
7	19%	5%
8	9%	3%
9	1%	1%
Apprentice		0%
Grand Total	100%	5%

77.5% of staff have disclosed their sexual orientation which is an increase of 2.8% (74.7%) from last year.

4.8% of staff have identified as LGBT+, which is an increase of 1.2% from last year (3.6%).

Figure 1.8 – LGBT+ by FTE over 5 Years.

Year	% LGBT+ Population
2018	2.6%
2019	2.9%
2020	3.0%
2021	3.6%
2022	4.9%

There has been a steady increase in the % LGBT+ population of the last 5 years

Of the new starters during the 12 month period to the census date of 01.08.22, 10% identified as LGBT+ and non disclosure rates dropped to 8.5%.

The increase in declarations is positive and potentially reflects the work that has been underway in the last year to support LGBT+ staff, e.g. the Vice Chancellor's recent blog (<https://blog.lboro.ac.uk/vice-chancellor/2022/12/19/bravery-and-courage-come-in-many-colours-of-the-rainbow/>).

Leavers

Figure 1.9 – Leavers by Gender (substantive positions).

Year	F Leavers	F% of total	M Leavers	M% of total
2018	280	49%	289	51%
2019	270	46%	323	55%
2020	292	49%	305	51%
2021	352	52%	330	48%
2022	441	53%	397	47%

This table shows that women are leaving at a higher rate than men when compared with the overall population (women comprise 52% of the population). This needs to be monitored carefully.

Figure 2.0 – Leavers by Disability.

Year	Self-cert with a disability	% Self-cert with a disability	Not Declared with a Disability	% Not Declared with a Disability
2018	17	3%	517	91%
2019	16	3%	557	94%
2020	32	5%	539	90%
2021	23	3%	659	97%
2022	33	4%	805	96%

The numbers of staff with a disability are very low so it is hard to draw firm conclusions from this data.

Figure 2.1 – Leavers by Ethnicity.

Year	BAME	% BAME	White	% White
2018	114	20%	434	76%
2019	123	21%	457	77%
2020	128	21%	454	76%
2021	147	22%	527	77%
2022	186	22%	629	75%

This shows that the proportion of BAME staff leaving the University in the last year is 5% higher than the overall BAME staff population which is 17%. This is very concerning and requires further attention.

Figure 2.2 – Leavers by Age Range.

Age Range	<= 34 leavers	<= 34 % of Total	35 to 49 leavers	35 to 49 % of Total	50 to 64 leavers	50 to 64 % of Total	>= 65 leavers	>= 65 % of Total
2018	263	46%	161	28%	116	20%	29	5%
2019	293	49%	132	22%	131	22%	37	6%
2020	302	51%	160	27%	96	16%	39	7%
2021	287	42%	132	19%	204	30%	59	9%
2022	421	50%	243	29%	129	15%	45	5%

Of the “<=34” leavers, 40% were end of fixed term contracts and 53% were due to resignations. Of the resignations the average length of service was 2.25 years.

Of the “35 to 49” leavers, 26% were end of fixed term contracts and 69% were due to resignations. Of the resignations the average length of service was 5.23 years.

For comparison, the average length of service for resignations in the “50 to 64” group was 6.67 years and retirees in this group averaging 17.63 years of service.

Figure 2.3 – Resignations by average length of service.

Post	No of Emp	Avg of length of service in years
Administrative Services	93	5
Management and Specialist	63	6
Operational Services	177	3
Research Teaching and Enterprise	47	7
Specialist and Supporting Academic	18	3
Specialist and Supporting Academic Research	56	2
Technical Services	15	3
Grand Total	471	4

Figure 2.4 – Resignations by grade average length of service.

Grade	Avg length of service
1	3
2	2
3	4
4	4
5	4
6	3
7	6
8	7
9	10
Grand Total	4

38% of all resignations came from within the Operational Services job family, which accounts for 19% of the University population and this equates to in excess of 25% of staff turnover on an average of 2.71 years of service.

Promotion

The below table details the total number of Promotions to Chair, Reader and Senior Lecturer over the last 5 Years.

Figure 2.5 Summary of staff promotions by ED characteristics.

	BAME	Female	Male	Self Declared Disability	Total Promotions
2018	17%	33%	67%	4%	52
2019	24%	35%	65%		37
2020	22%	36%	64%	2%	59
2021	24%	42%	58%	3%	74
2022	19%	42%	58%	3%	100

The total number of promotions in 2022 has risen significantly by 26% compared to last year.

The number of BAME promotions has fallen below the level for 2019.

ANNEX 2 – Staff data

16% of applications for promotion were rejected in 2022, of which 26% were female nominations and 74% were male. 5% of unsuccessful applications were from BAME staff and 11% were from staff who have declared that they have a disability.

39% of all applications were from female staff and 61% were from male staff. 17% of staff who applied were BAME and 4% had declared a disability.

This data shows that applications from disabled staff are rejected at a higher rate than for other staff. It also highlights that women are less likely to submit applications.

Next Steps/Actions:

- Identify ways in which the underrepresentation of BAME staff in Management and Specialist, Technical Services and Operational Services can be addressed, e.g. through targeted recruitment activities.
- Understand the reduction in staff who have chosen not to identify as male or female.
- Take action to understand and address the higher leaver rates for women and BAME staff.
- Continue to encourage women to apply for academic promotion. This will be addressed through the implementation of the new RTE promotion criteria and processes.
- Review the academic promotion success levels for applicants with a disability.
- Establish mechanism/software to record employee relations cases so that monitoring by EDI characteristic can take place.