

# Staff Equality and Diversity Statistical Report 2019/2020



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## Staffing Data

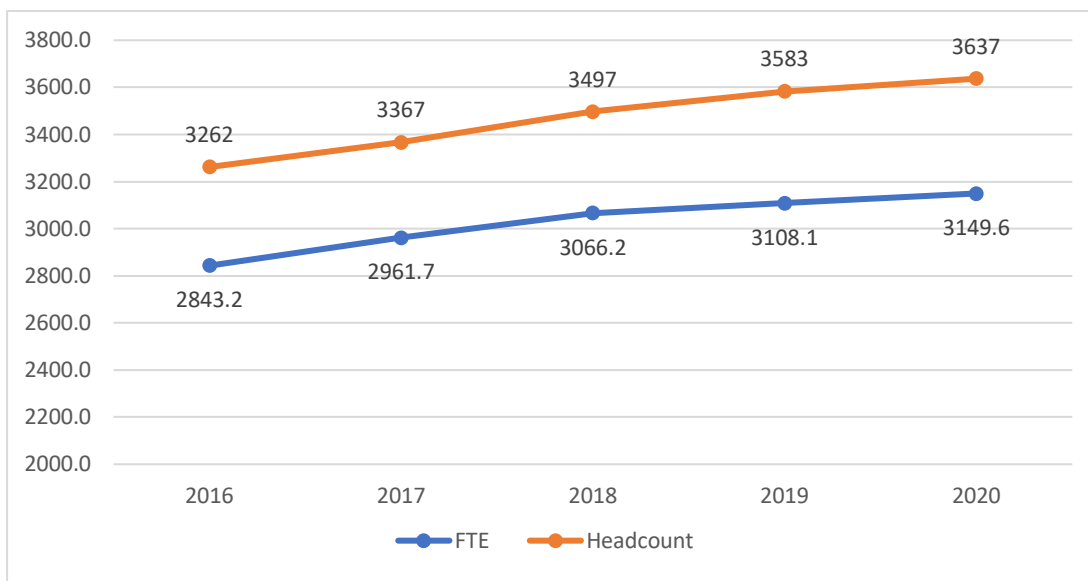
The data below is a summary of employees with substantive positions at the University. (All staff on zero hour contracts are excluded from these figures).

The protected characteristics covered in this report are:

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

Summary:

**Figure 1.0** This graph shows the Summary of population by Headcount and FTE over the last 5 years:



**Table 1.1** The below table represents the Headcount of staff with Protected Characteristics for the last 5 years:

Protected Characteristics	2016	2017	2018	2019	2020	5 Year Trend Line
Self-Certified Disabled	3.0%	2.9%	2.9%	4.2%	3.7%	
Female	50.7%	51.2%	50.8%	51.8%	51.7%	
BAME	13.6%	13.9%	14.1%	14.7%	15.6%	
LGBT+	2.1%	2.4%	2.7%	3.2%	3.1%	

## Age

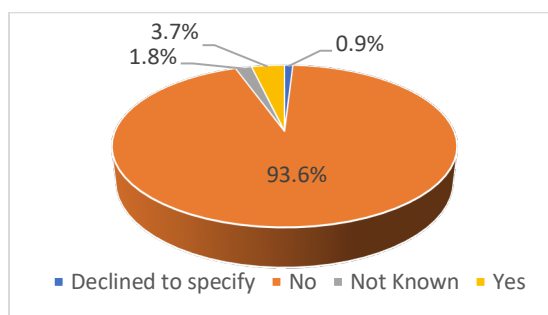
- The age range of our staff profile has remained broadly the same over the last 5 years, with 35-49 being the most represented age.
- The highest representation of employees aged 65 or above sit within the ATPROF grade (16%).

**Figure 1.4 % Headcount by Age**

Year	<= 34	<= 34 %	35 to 49	35 to 49 %	50 to 64	50 to 64 %	>= 65	>= 65 %	Total
2016	808	25%	1281	39%	1102	34%	71	2%	3262
2017	913	27%	1338	40%	1065	32%	51	2%	3367
2018	1056	30%	1371	39%	1027	29%	43	1%	3497
2019	1136	32%	1420	40%	982	27%	45	1%	3583
2020	1170	32%	1479	41%	950	26%	38	1%	3637

## Disability

**Figure 1.2 – Percentage of staff Self-Certified with a disability**



- 3.7% of University staff have disclosed a disability.
- The largest proportion of disabled staff are employed in Professional Services within Grades 6 and 7.
- Disability disclosure rates are highest among staff in the 35 to 49 age range.
- We do not currently collect data on disability type.
- Our disability disclosure rate is low, as it is across the sector and we will be embarking on a project later this academic year to look to improve these rates.

## Ethnicity

- 15.6% of University staff identify as BAME. An increase of 0.9% on the previous year.
- 1.54% of staff choose not to declare their ethnicity.

**Figure 1.6 BAME breakdown by Grade (BAME Population and University Population)**

Grade Level	% of total Grade Population
1	14.1%
2	5.0%
3	12.6%
4	11.7%
5	11.4%
6	19.1%
7	20.4%
8	16.1%
9	14.9%
APPREN	12.5%
<b>Grand Total</b>	<b>100%</b>

## Gender

The data below specifically focusses on the quantitative analysis of gender. In order to adhere to data protection principles and maintain the confidentiality of individuals the data only shows results by female/male. Analysis of results by all genders will be considered in future years in line with increases in numbers.

\*Academic Staff include R&T, Research only and Teaching Only

**Figure 1.3 Gender Summary by Headcount / Academic / Non-Academic**

Headcount	female	female % of total	male	male % of total	total
Academic	477	35.0%	887	65.0%	1364
Support	1403	61.7%	870	38.3%	2273
<b>Grand Total</b>	<b>1880</b>	<b>51.7%</b>	<b>1757</b>	<b>48.3%</b>	<b>3637</b>

## Religion

- Data capture on this category is improving with 6% more staff disclosing their religion than last year.

**Figure 1.5 Headcount by Religious Classification**

Religion	Headcount	% of population
Agnostic	199	5.5%
Any other religion or belief	52	1.4%
Atheist	273	7.5%
Buddhist	21	0.6%
Christian	1117	30.7%
Confucian	3	0.1%
Hindu	97	2.7%
Jewish	5	0.1%
Muslim	72	2.0%
No religion or belief	831	22.8%
Pagan	3	0.1%
Prefer not to say	194	5.3%
Sikh	16	0.4%
Not Known	754	20.7%
<b>Grand Total</b>	<b>3637</b>	<b>100.0%</b>

## Sexual Orientation

- 72% have disclosed their sexual orientation an increase of 2% on last year.

**Figure 1.7 - LGBT+ Breakdown by Grade (LGBT Population and University Population)**

Grade Level	% Total by Uni Population
1	3.3%
2	4.3%
3	2.1%
4	2.4%
5	4.3%
6	2.4%
7	3.9%
8	2.2%
9	1.6%
APPREN	0.0%
<b>Grand Total</b>	<b>26%</b>

**Figure 1.8 - LGBT+ by FTE over 5 Years**

Year	% LGBT FTE
2016	2.1%
2017	2.4%
2018	2.6%
2019	2.9%
2020	3.0%
<b>Grand Total</b>	<b>2.6%</b>

## Leavers Data

**Figure 1.9 – Leavers by Gender**

Year	F leavers	F% of total	M Leavers	M% of total
2017	280	51.4%	265	48.6%
2018	280	49.2%	289	50.8%
2019	270	45.5%	323	54.5%
2020	292	48.9%	305	51.1%

**Figure 2.0 – Leavers by Disability**

Year	disabled leavers	disabled % of total	Not disabled leavers	not disabled % of total
2017	16	2.9%	505	92.7%
2018	17	3.0%	517	90.9%
2019	16	2.7%	557	93.9%
2020	32	5.4%	539	90.3%

**Figure 2.1 – Leavers by Ethnicity**

Year	BAME leavers	BAME % of total	White leavers	White % of total
2017	101	18.5%	436	80.0%
2018	114	20.0%	434	76.3%
2019	123	20.7%	457	77.1%
2020	128	21.4%	454	76.0%

**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
2017	257	47.2%	133	24.4%	118	21.7%	37	6.8%
2018	263	46.2%	161	28.3%	116	20.4%	29	5.1%
2019	293	49.4%	132	22.3%	131	22.1%	37	6.2%
2020	302	50.6%	160	26.8%	96	16.1%	39	6.5%

## Promotions Data

The below table details the total number of Promotions to Chair, Reader and Senior Lecturer over the last 4 Years:

**Figure 2.4 Summary of staff promotions by ED characteristics**

	<b>BAME</b>	<b>Female</b>	<b>Male</b>	<b>Disabled</b>	<b>Total Promotions</b>
<b>2017</b>	6	14	31	1	45
<b>2018</b>	9	17	35	2	52
<b>2019</b>	9	13	24		37
<b>2020</b>	13	21	38	1	59

- Total number of promotions in in 2020 have risen significantly (59% increase) compared to last year.