



University of
Nottingham
UK | CHINA | MALAYSIA

Staff Annual Diversity Report 2022-2023

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Glossary

HC	Headcount
%	Percentage
Level	Defined grade Level within the salary scales
Occupational Group	Referred to within the University as 'job family' <ul style="list-style-type: none">• APM• APPREN• C&M• CCS• O&F• R&T• TS• Administrative, Professional & Managerial• Apprentices• Clinical & Medical Related• Child Care Services• Operations & Facilities• Research & Teaching• Technical Services
Unknown	Data may not have been completed or may have been completed as 'prefer not to say'
<5	The number is less than 5 and so <5 is displayed rather than the actual number
Date Ranges Used	<ul style="list-style-type: none">• Employee Profile Data: census date of 1st June each year• Recruitment: 1st August – 31st July of each year• Promotions: effective from 1st August• Regrading: occurs 3 times a year, and effective from 1st December, 1st April and 1st August• Leavers: 1st August – 31st July of each year

1. Employee Profile Data

Overview

Employee profile figures are based on data from the academic year 2022-2023 and taken on a 1st June census date. This is the latest point in the academic year when sessional staff remain in post. Figures are given by headcount (headcount >5 have been rounded) unless otherwise stated and are only provided for staff groups with a large enough representation (>5). Headcount figures that are fewer than 5 are shown as <5. Percentages are based on actual unrounded headcount figures.

Gender

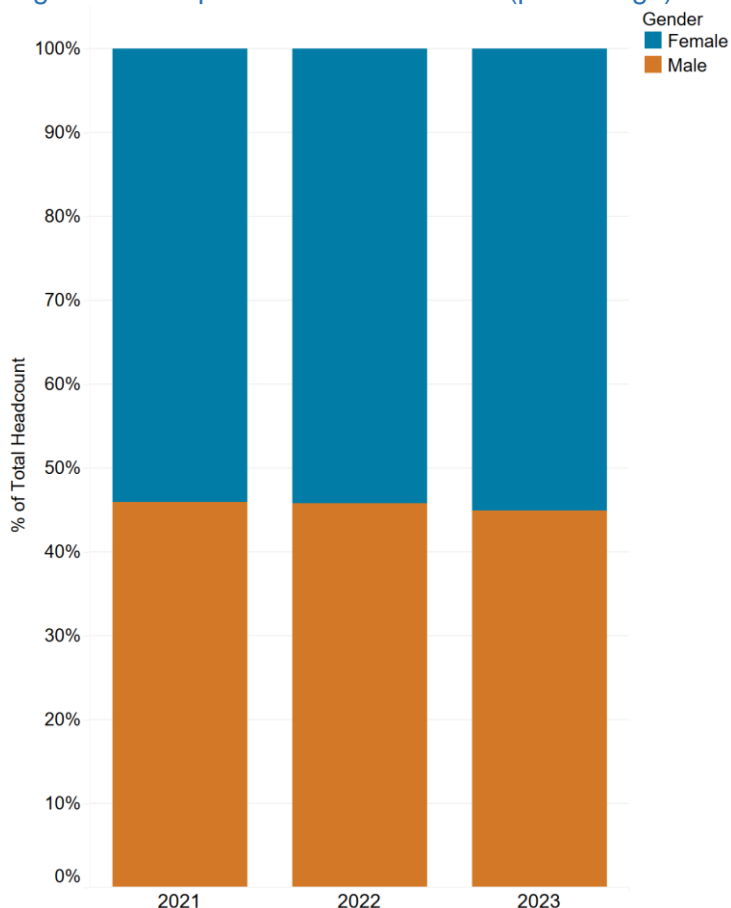
Headcount

The gender balance at the university in 2022-2023 has shifted marginally from 2021-22, with a small proportional increase in female staff. Overall, 55% of staff were female, continuing the trend of a fairly stable and roughly even gender balance at an institutional level over the last three years.

Figure 1.1 Table: Gender Breakdown (headcount and percentage)

	2021		2022		2023	
	HC	%	HC	%	HC	%
Female	4,310	54%	4,435	54%	4,870	55%
Male	3,665	46%	3,745	46%	3,970	45%
Total	7,970	100%	8,180	100%	8,845	100%

Figure 1.2 Graph: Gender Breakdown (percentage)



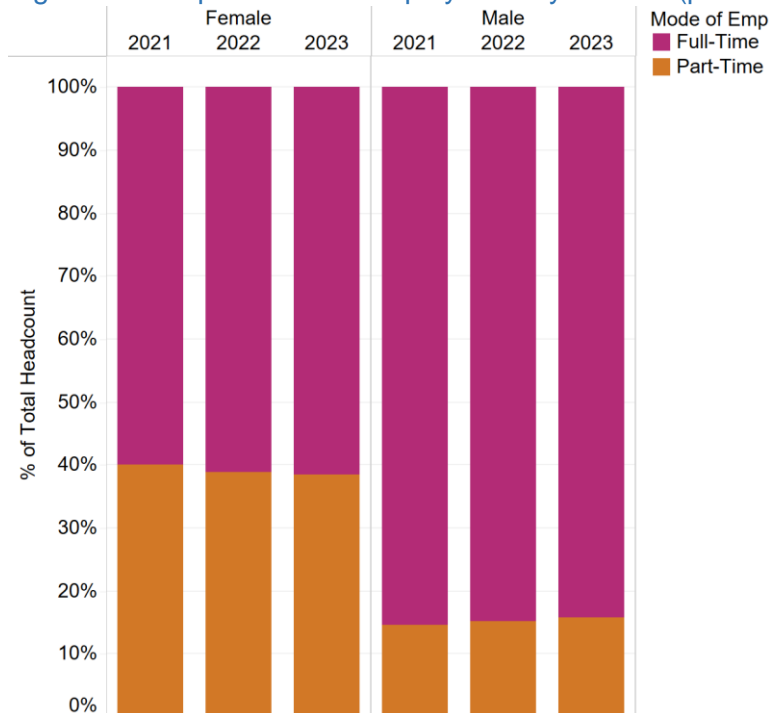
Mode of Employment

Over the past three years, the percentage of staff working part-time has decreased marginally or remained static, with just under one third of staff working part-time (28%). The percentage of women working part-time has fallen by two percentage points to 38% since 2020-2021, while the percentage of men working part-time has increased by one percentage point to 16%, but the difference in mode of employment between female and male staff remains marked.

Figure 1.3 Table: Mode of Employment by Gender (headcount and percentage)

		Full-Time		Part-Time	
		HC	%	HC	%
2021	Female	2,580	60%	1,730	40%
	Male	3,125	85%	535	15%
	Total	5,705	72%	2,265	28%
2022	Female	2,710	61%	1,725	39%
	Male	3,170	85%	570	15%
	Total	5,885	72%	2,295	28%
2023	Female	3,000	62%	1,870	38%
	Male	3,345	84%	630	16%
	Total	6,345	72%	2,500	28%

Figure 1.4 Graph: Mode of Employment by Gender (percentage)



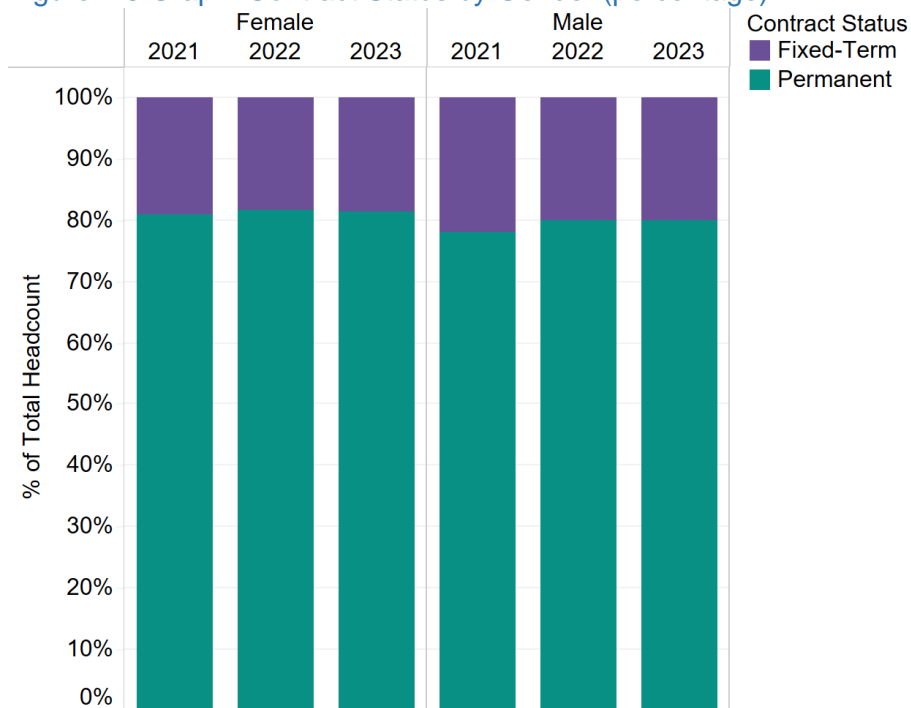
Contract Status

More employees at the University work on permanent contracts (81%) than on fixed-term contracts (19%). The proportion of staff working on a fixed-term basis has decreased slightly over the past three years from 20% to 19%. The percentage of male employees on fixed-term contracts has decreased (three percentage points less than the previous two years), whilst female employees on fixed-term contracts has remained relatively static.

Figure 1.5 Table: Contract Status by Gender (headcount and percentage)

		Fixed-Term		Permanent	
		HC	%	HC	%
2021	Female	820	19%	3,485	81%
	Male	800	22%	2,860	78%
	Total	1,625	20%	6,350	80%
2022	Female	815	18%	3,620	82%
	Male	750	20%	2,990	80%
	Total	1,570	19%	6,610	81%
2023	Female	905	19%	3,970	81%
	Male	800	20%	3,175	80%
	Total	1,700	19%	7,140	81%

Figure 1.6 Graph: Contract Status by Gender (percentage)



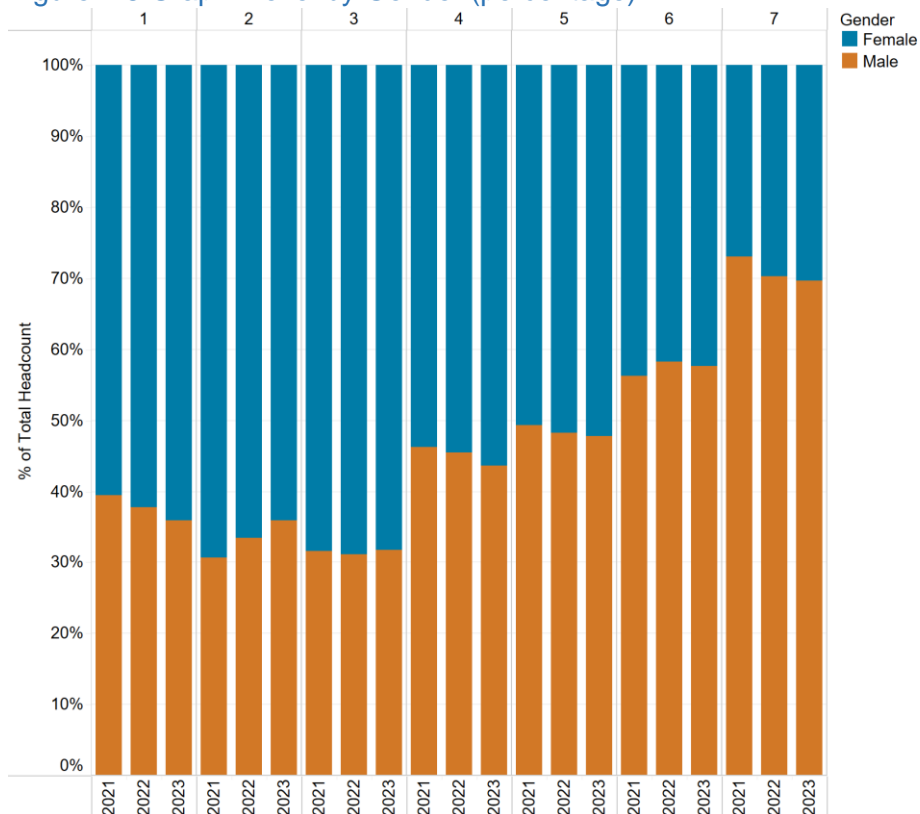
Level

At Level 3, significantly more women (68%) are employed than men. The proportion of female staff at Level 7 increased from 27% in 2020-2021 to 30% in 2021-2022 and has since remained static.

Figure 1.7 Table: Level by Gender (headcount and percentage)

		Female		Male	
		HC	%	HC	%
2021	1	545	61%	355	39%
	2	585	69%	260	31%
	3	675	68%	310	32%
	4	1,140	54%	975	46%
	5	825	51%	805	49%
	6	360	44%	460	56%
	7	180	27%	495	73%
	Total	4,310	54%	3,665	46%
2022	1	570	62%	345	38%
	2	520	66%	260	34%
	3	735	69%	335	31%
	4	1,150	54%	960	46%
	5	865	52%	810	48%
	6	375	42%	525	58%
	7	215	30%	505	70%
	Total	4,435	54%	3,745	46%
2023	1	555	64%	310	36%
	2	635	64%	355	36%
	3	820	68%	380	32%
	4	1,290	56%	1,000	44%
	5	955	52%	875	48%
	6	400	42%	545	58%
	7	220	30%	500	70%
	Total	4,870	55%	3,970	45%

Figure 1.8 Graph: Level by Gender (percentage)



Occupational Group

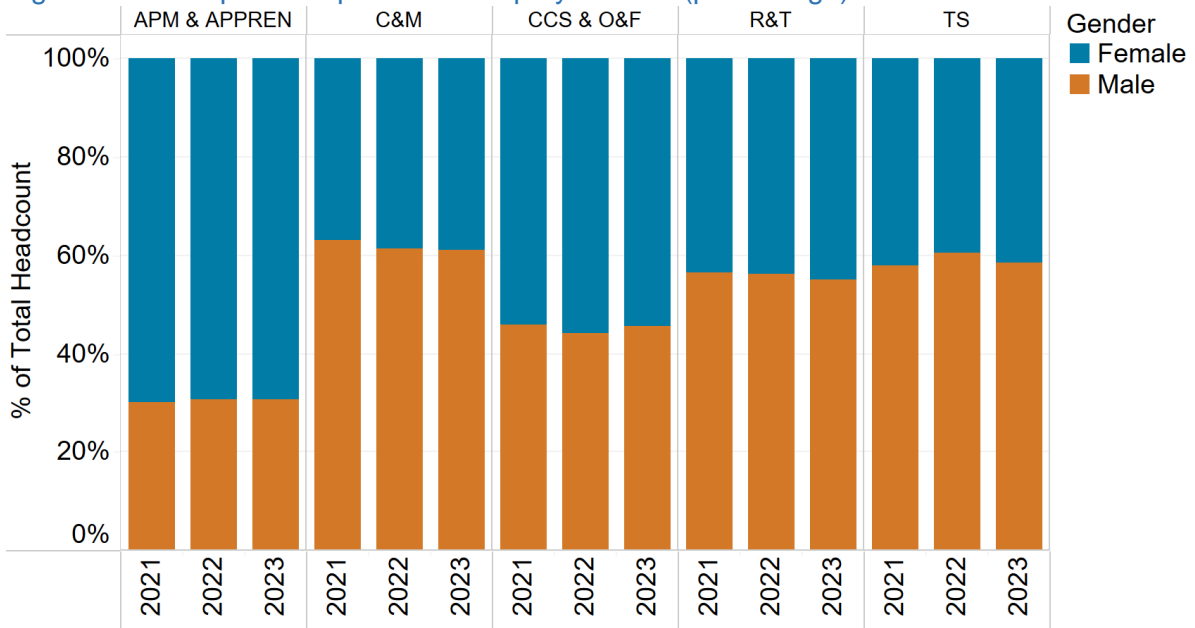
The gender profile differs across occupational groups. Aside from Child Care Services (CCS), significantly more women work within the Administrative, Professional and Managerial group (69% in 2022-2023) than men.

The proportion of women working in Operations and Facilities has remained relatively static (O&F 54%). The proportion of women working in Clinical and Medical (C&M 39% in 2021-2022) increased from 37% in 2020-21 and has remained static since then. The proportion of women in Research and Teaching has increased by two percentage points (R&T 45%) over the last three years, whereas the proportion of women working in Technical Services (TS 41%) has remained relatively static.

Figure 1.9. Table: Occupational Group by Gender (headcount and percentage)

		Female		Male	
		HC	%	HC	%
2021	APM & APPREN	2,000	70%	860	30%
	C&M	60	37%	105	63%
	CCS & O&F	550	54%	470	46%
	R&T	1,455	43%	1,895	57%
	TS	240	42%	330	58%
	Total	4,310	54%	3,665	46%
2022	APM & APPREN	2,075	69%	920	31%
	C&M	65	39%	105	61%
	CCS & O&F	575	56%	460	44%
	R&T	1,500	44%	1,930	56%
	TS	215	40%	330	60%
	Total	4,435	54%	3,745	46%
2023	APM & APPREN	2,360	69%	1,050	31%
	C&M	70	39%	110	61%
	CCS & O&F	605	54%	505	46%
	R&T	1,600	45%	1,965	55%
	TS	240	41%	335	59%
	Total	4,870	55%	3,970	45%

Figure 1.10. Graph: Occupational Group by Gender (percentage)



Ethnicity

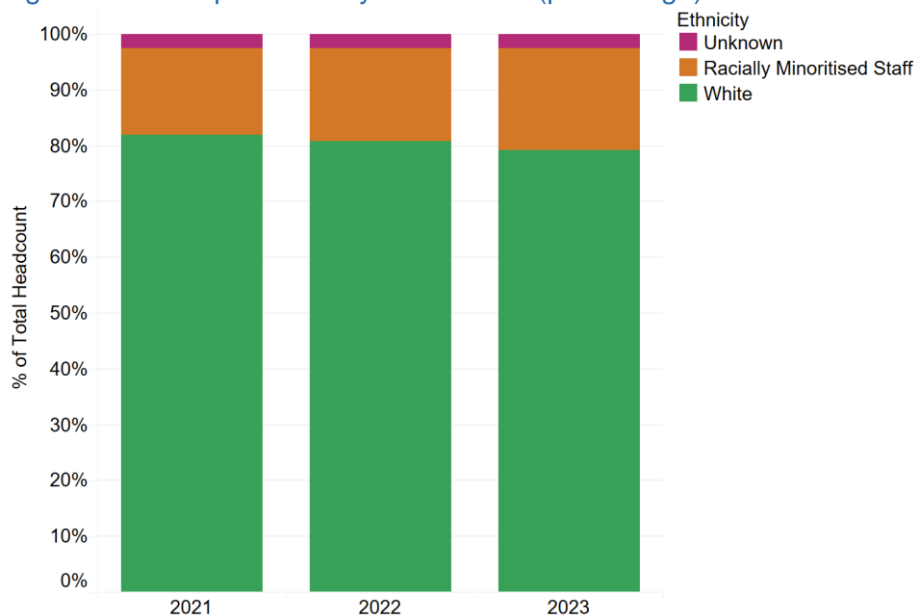
Headcount

The University has a predominately white workforce (79%) with Racially Minoritised Staff¹ making up 18% of the workforce, a two-percentage point increase over the last three years. The percentage of employees whose ethnicity is unknown has remained at 3%.

Figure 1.11. Table: Ethnicity Breakdown (headcount and percentage)

		2021		2022		2023	
		HC	%	HC	%	HC	%
White	White	6,530	82%	6,600	81%	6,995	79%
	Total	6,530	82%	6,600	81%	6,995	79%
Racially Minoritised Staff	Asian / Asian British	455	6%	525	6%	620	7%
	Black / Black British	235	3%	245	3%	310	3%
	Chinese / Chinese British	265	3%	290	4%	335	4%
	Mixed	165	2%	180	2%	225	3%
	Other	120	2%	130	2%	140	2%
	Total	1,245	16%	1,370	17%	1,625	18%
Unknown	Unknown	200	3%	210	3%	225	3%
	Total	200	3%	210	3%	225	3%
Grand Total		7,970	100%	8,180	100%	8,845	100%

Figure 1.12. Graph: Ethnicity Breakdown (percentage)



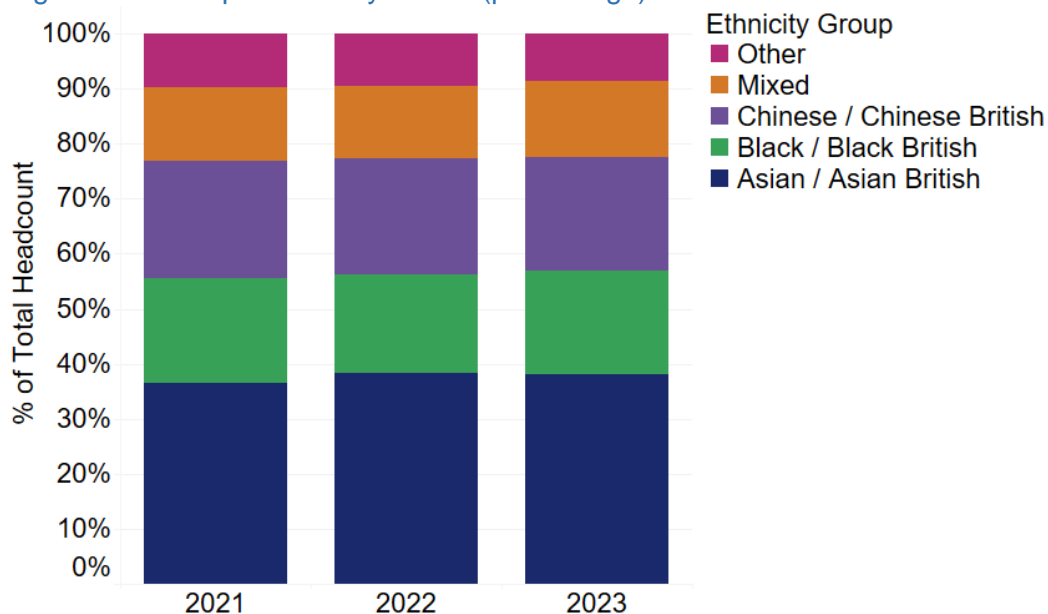
In 2022-2023 within the Racially Minoritised Staff population, 38% are Asian/ Asian British, 19% are Black/ Black British, 20% are Chinese/ Chinese British, 14% are mixed heritage and 9% are of another ethnicity. These proportions are broadly consistent with previous years.

¹ For the purposes of this report, we define “Racially Minoritised” as including Asian/Asian British, Black/Black British, Chinese/Chinese British, and Mixed staff, as well as staff who identify with any other non-white ethnicity.

Figure 1.13. Table: Ethnicity Profile (headcount and percentage)

	2021		2022		2023	
	HC	%	HC	%	HC	%
Asian / Asian British	455	36%	525	38%	620	38%
Black / Black British	235	19%	245	18%	310	19%
Chinese / Chinese British	265	21%	290	21%	335	20%
Mixed	165	13%	180	13%	225	14%
Other	120	10%	130	10%	140	9%
Grand Total	1,245	100%	1,370	100%	1,625	100%

Figure 1.14. Graph: Ethnicity Profile (percentage)



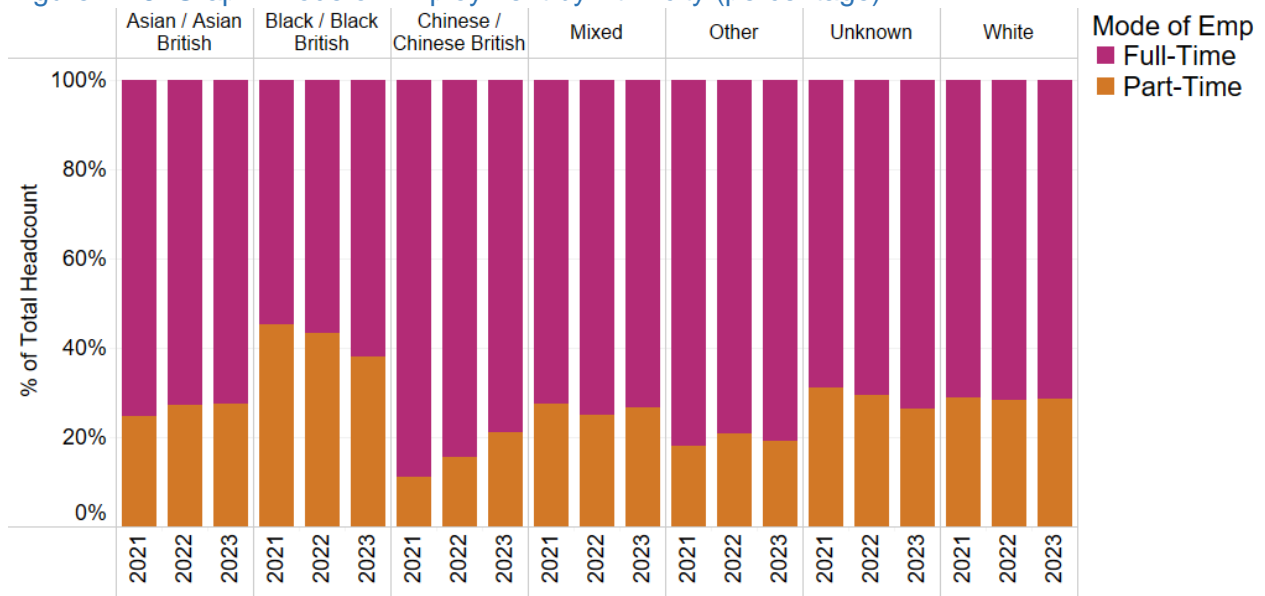
Mode of Employment

A higher percentage of Black/Black British employees work part-time (38%) compared to other Racially Minoritised Staff (the next largest category being Asian/Asian British at 27%), but this has decreased over the three-year period by seven-percentage points. Overall, the proportion of Racially Minoritised Staff working part-time slightly increased by two-percentage points from 2020-2021 to 2021-22 and has remained static since then. The proportion of White employees working part-time (29%) has remained fairly static.

Figure 1.15. Table: Mode of Employment by Ethnicity (headcount and percentage)

			Full-Time		Part-Time	
			HC	%	HC	%
2021	White	White	4,640	71%	1,890	29%
		Total	4,640	71%	1,890	29%
	Racially Minoritised Staff	Asian / Asian British	340	75%	110	25%
		Black / Black British	130	55%	105	45%
		Chinese / Chinese British	235	89%	30	11%
		Mixed	120	73%	45	27%
		Other	100	82%	20	18%
		Total	925	75%	315	25%
	Unknown	Unknown	140	69%	60	31%
		Total	140	69%	60	31%
Total			5,705	72%	2,265	28%
2022	White	White	4,730	72%	1,870	28%
		Total	4,730	72%	1,870	28%
	Racially Minoritised Staff	Asian / Asian British	380	73%	140	27%
		Black / Black British	140	57%	105	43%
		Chinese / Chinese British	245	84%	45	16%
		Mixed	135	75%	45	25%
		Other	105	79%	25	21%
		Total	1,005	73%	365	27%
	Unknown	Unknown	150	71%	60	29%
		Total	150	71%	60	29%
Total			5,885	72%	2,295	28%
2023	White	White	5,000	71%	1,995	29%
		Total	5,000	71%	1,995	29%
	Racially Minoritised Staff	Asian / Asian British	450	72%	170	28%
		Black / Black British	190	62%	115	38%
		Chinese / Chinese British	265	79%	70	21%
		Mixed	165	73%	60	27%
		Other	115	81%	25	19%
		Total	1,180	73%	445	27%
	Unknown	Unknown	165	74%	60	26%
		Total	165	74%	60	26%
Total			6,345	72%	2,500	28%

Figure 1.16. Graph: Mode of Employment by Ethnicity (percentage)



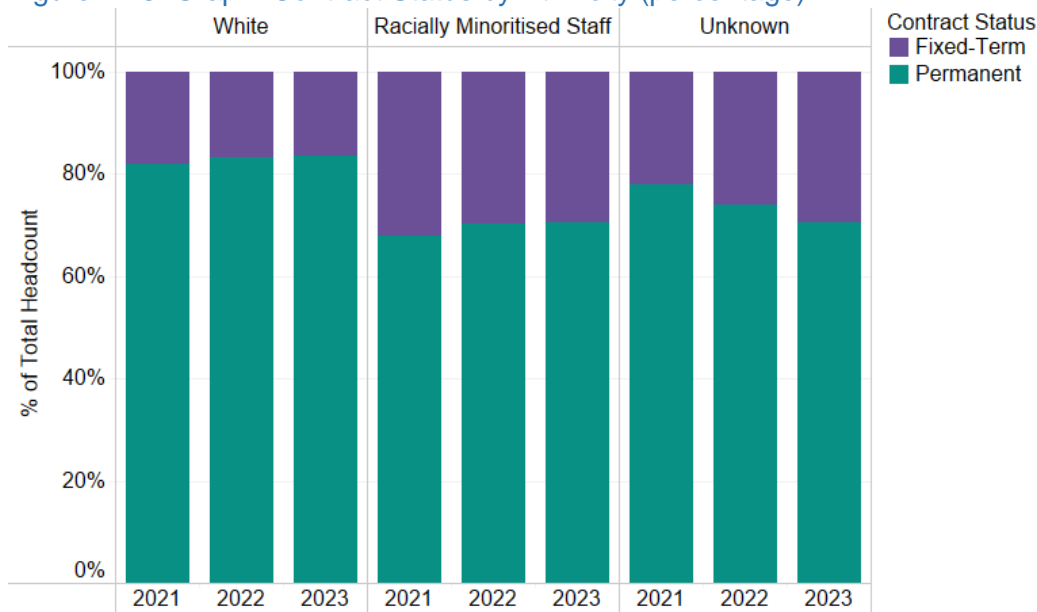
Contract Status

A higher proportion of Racially Minoritised Staff (30%) work on a fixed-term contract than White staff (17%), consistent with previous years. The proportion of Racially Minoritised staff on fixed-term contracts has fallen slightly by two-percentage points over the last three years, whereas the proportion of White staff on fixed-term contracts has fallen by one-percentage point over the same period.

Figure 1.17. Table: Contract Status by Ethnicity (headcount and percentage)

			Fixed-Term		Permanent	
			HC	%	HC	%
2021	White	White	1,180	18%	5,350	82%
		Total	1,180	18%	5,350	82%
	Racially Minoritised Staff	Asian / Asian British	155	34%	300	66%
		Black / Black British	50	21%	185	79%
		Chinese / Chinese British	100	38%	165	62%
		Mixed	45	28%	120	72%
		Other	50	39%	75	61%
		Total	400	32%	845	68%
	Unknown	Unknown	45	22%	155	78%
		Total	45	22%	155	78%
Total			1,625	20%	6,350	80%
2022	White	White	1,105	17%	5,495	83%
		Total	1,105	17%	5,495	83%
	Racially Minoritised Staff	Asian / Asian British	165	32%	355	68%
		Black / Black British	55	22%	190	78%
		Chinese / Chinese British	90	30%	200	70%
		Mixed	55	31%	125	69%
		Other	45	34%	85	66%
		Total	410	30%	960	70%
	Unknown	Unknown	55	26%	155	74%
		Total	55	26%	155	74%
Total			1,570	19%	6,610	81%
2023	White	White	1,155	17%	5,840	83%
		Total	1,155	17%	5,840	83%
	Racially Minoritised Staff	Asian / Asian British	185	30%	435	70%
		Black / Black British	80	26%	230	74%
		Chinese / Chinese British	110	33%	225	67%
		Mixed	60	27%	165	73%
		Other	45	33%	95	67%
		Total	480	30%	1,145	70%
	Unknown	Unknown	65	30%	155	70%
		Total	65	30%	155	70%
Total			1,700	19%	7,140	81%

Figure 1.18. Graph: Contract Status by Ethnicity (percentage)



Level

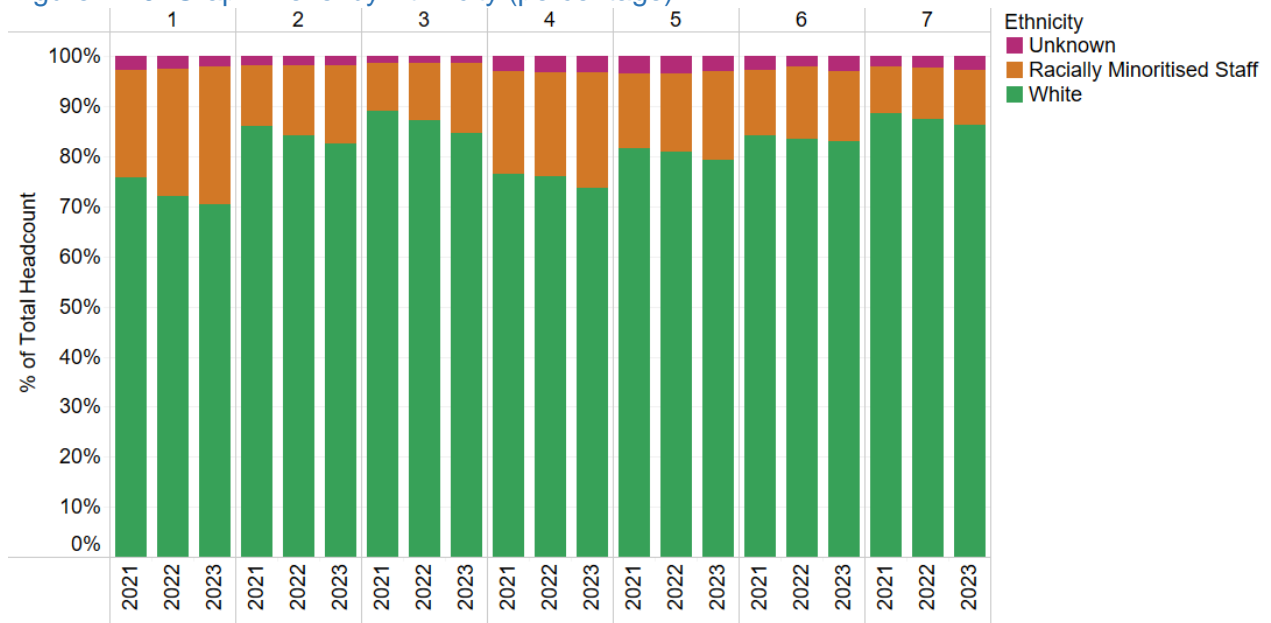
There continues to be a higher proportion of Racially Minoritised Staff at Levels 1 (15%), 4 (33%) and 5 (20%) within the University than at other Levels. This is consistent across all Racially Minoritised Staff ethnicity categories at Levels 4 and 5, but is mainly driven by Black/Black British (33%) and Mixed staff (15%) at Level 1.

Three-year trends indicate broadly consistent proportions of ethnicity at all Levels, with the notable exception of Black/Black British staff at Level 1 who have fallen ten-percentage points over the reporting period, accompanied by moderate increases in the same group at Levels 3, 4, and 5. Staff in the “Other” ethnicity group at Level 4 have also decreased in proportion from 49% to 37% over the last three years, while the same group has increased from 20% to 27% at Level 5.

Figure 1.19 Table: Level by Ethnicity (headcount and percentage)

			1		2		3		4		5		6		7	
			HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2021	White	White	685	10%	725	11%	875	13%	1,620	25%	1,335	20%	690	11%	600	9%
		Total	685	10%	725	11%	875	13%	1,620	25%	1,335	20%	690	11%	600	9%
	Racially Minoritised Staff	Asian / Asian British	50	11%	45	10%	45	10%	155	34%	90	20%	40	9%	25	5%
		Black / Black British	105	43%	20	9%	15	6%	55	23%	25	11%	10	4%	5	3%
		Chinese / Chinese British	10	4%	10	4%	10	4%	110	42%	75	28%	25	10%	20	7%
		Mixed	20	13%	20	13%	20	12%	55	32%	25	16%	15	9%	5	4%
		Other	10	7%	<5	3%	5	6%	60	49%	25	20%	15	11%	5	5%
		Total	195	16%	105	8%	95	8%	435	35%	245	20%	105	9%	65	5%
	Unknown	Unknown	25	12%	15	7%	10	6%	60	30%	55	27%	25	12%	15	7%
		Total	25	12%	15	7%	10	6%	60	30%	55	27%	25	12%	15	7%
Total			905	11%	840	11%	985	12%	2,115	27%	1,635	20%	820	10%	675	8%
2022	White	White	660	10%	660	10%	935	14%	1,605	24%	1,360	21%	755	11%	625	9%
		Total	660	10%	660	10%	935	14%	1,605	24%	1,360	21%	755	11%	625	9%
	Racially Minoritised Staff	Asian / Asian British	70	14%	45	9%	55	11%	175	33%	95	18%	50	10%	30	6%
		Black / Black British	100	41%	20	9%	15	7%	55	23%	30	11%	15	6%	5	3%
		Chinese / Chinese British	20	7%	15	6%	15	6%	105	36%	80	27%	30	11%	20	7%
		Mixed	30	15%	25	13%	20	12%	55	30%	30	17%	15	9%	5	4%
		Other	10	9%	<5	2%	10	8%	55	41%	30	22%	15	12%	10	6%
		Total	235	17%	110	8%	125	9%	440	32%	260	19%	130	9%	75	5%
	Unknown	Unknown	25	11%	15	7%	15	6%	70	33%	55	27%	20	9%	15	8%
		Total	25	11%	15	7%	15	6%	70	33%	55	27%	20	9%	15	8%
Total			920	11%	780	10%	1,070	13%	2,110	26%	1,675	20%	905	11%	715	9%
2023	White	White	610	9%	815	12%	1,015	15%	1,690	24%	1,455	21%	785	11%	620	9%
		Total	610	9%	815	12%	1,015	15%	1,690	24%	1,455	21%	785	11%	620	9%
	Racially Minoritised Staff	Asian / Asian British	75	12%	70	11%	70	11%	200	33%	115	19%	50	8%	35	6%
		Black / Black British	100	33%	30	10%	30	9%	80	26%	45	15%	15	4%	10	3%
		Chinese / Chinese British	20	6%	20	7%	25	8%	125	37%	85	26%	35	11%	20	6%
		Mixed	35	15%	20	10%	35	15%	75	32%	40	17%	15	7%	10	4%
		Other	5	4%	5	5%	10	6%	50	37%	40	27%	20	14%	10	6%
		Total	240	15%	155	9%	165	10%	530	33%	325	20%	135	8%	80	5%
	Unknown	Unknown	15	8%	20	8%	15	8%	70	32%	55	24%	25	12%	20	9%
		Total	15	8%	20	8%	15	8%	70	32%	55	24%	25	12%	20	9%
Total			865	10%	990	11%	1,200	14%	2,290	26%	1,830	21%	950	11%	720	8%

Figure 1.20. Graph: Level by Ethnicity (percentage)



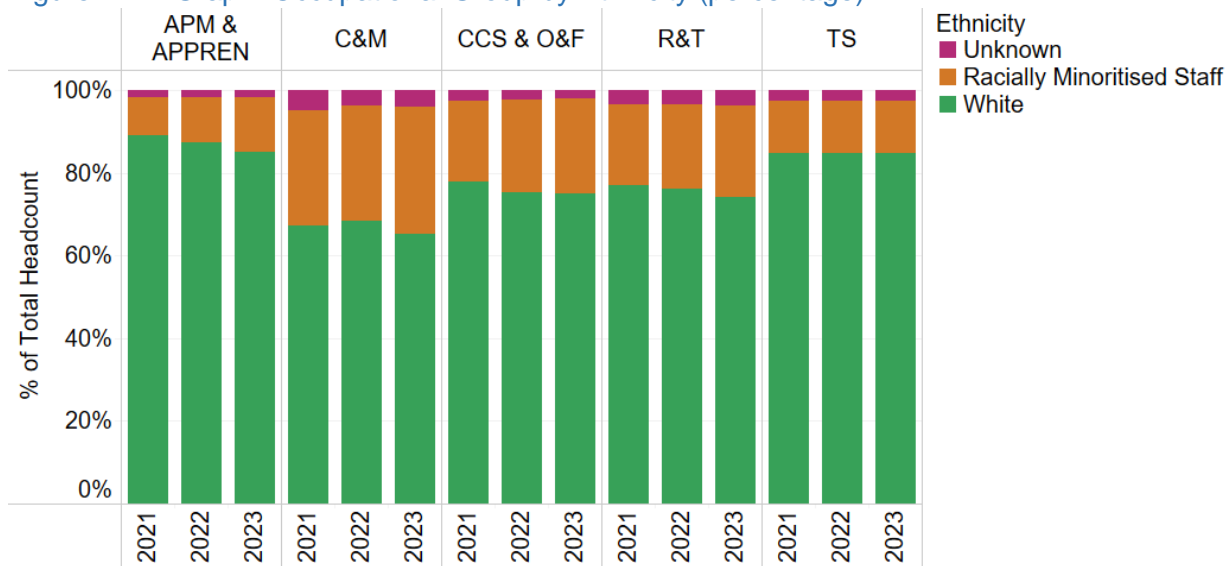
Occupational Group

There is a higher representation of Racially Minoritised Staff in the Clinical and Medical occupational group (31%), Operations and Facilities (23%) and Research and Teaching (22%) occupational groups than within other occupational groups (13%); this proportion has grown over the last three years for all occupational groups except Technical Services. NOTE: within the table in this section some occupational groups have been merged due to low numbers and to preserve data protection.

Figure 1.21. Table: Occupational Group by Ethnicity (headcount and percentage)

			APM & APPREN		C&M		CCS & O&F		R&T		TS	
			HC	%	HC	%	HC	%	HC	%	HC	%
2021	White	White	2,550	89%	115	67%	795	78%	2,585	77%	485	85%
		Total	2,550	89%	115	67%	795	78%	2,585	77%	485	85%
	Racially Minoritised Staff	Asian / Asian British	120	4%	30	18%	55	5%	220	7%	30	5%
		Black / Black British	45	2%	5	4%	105	11%	70	2%	10	2%
		Chinese / Chinese British	35	1%	<5	1%	10	1%	205	6%	15	3%
		Mixed	60	2%	<5	2%	20	2%	70	2%	10	2%
		Other	15	1%	<5	2%	10	1%	90	3%	5	1%
		Total	270	9%	45	28%	200	20%	655	20%	75	13%
	Unknown	Unknown	45	2%	10	5%	25	2%	110	3%	15	2%
		Total	45	2%	10	5%	25	2%	110	3%	15	2%
Total			2,860	100%	170	100%	1,020	100%	3,355	100%	570	100%
2022	White	White	2,620	87%	115	68%	780	75%	2,615	76%	465	85%
		Total	2,620	87%	115	68%	780	75%	2,615	76%	465	85%
	Racially Minoritised Staff	Asian / Asian British	150	5%	35	21%	70	7%	240	7%	30	5%
		Black / Black British	50	2%	<5	3%	100	10%	75	2%	10	2%
		Chinese / Chinese British	45	2%	<5	1%	20	2%	210	6%	15	3%
		Mixed	65	2%	<5	2%	25	2%	80	2%	10	2%
		Other	15	1%	<5	2%	15	1%	90	3%	<5	1%
		Total	325	11%	50	28%	230	22%	695	20%	70	13%
	Unknown	Unknown	50	2%	5	4%	25	2%	115	3%	15	3%
		Total	50	2%	5	4%	25	2%	115	3%	15	3%
Total			2,995	100%	170	100%	1,035	100%	3,430	100%	550	100%
2023	White	White	2,910	85%	115	65%	835	75%	2,645	74%	490	85%
		Total	2,910	85%	115	65%	835	75%	2,645	74%	490	85%
	Racially Minoritised Staff	Asian / Asian British	200	6%	35	21%	80	7%	275	8%	25	5%
		Black / Black British	80	2%	5	4%	110	10%	100	3%	15	2%
		Chinese / Chinese British	70	2%	<5	2%	20	2%	225	6%	15	3%
		Mixed	85	2%	<5	1%	30	3%	95	3%	10	2%
		Other	20	1%	<5	3%	10	1%	105	3%	<5	1%
		Total	450	13%	55	31%	255	23%	795	22%	70	13%
	Unknown	Unknown	55	2%	5	4%	20	2%	125	4%	15	3%
		Total	55	2%	5	4%	20	2%	125	4%	15	3%
Total			3,415	100%	180	100%	1,110	100%	3,565	100%	575	100%

Figure 1.22. Graph: Occupational Group by Ethnicity (percentage)



Disability

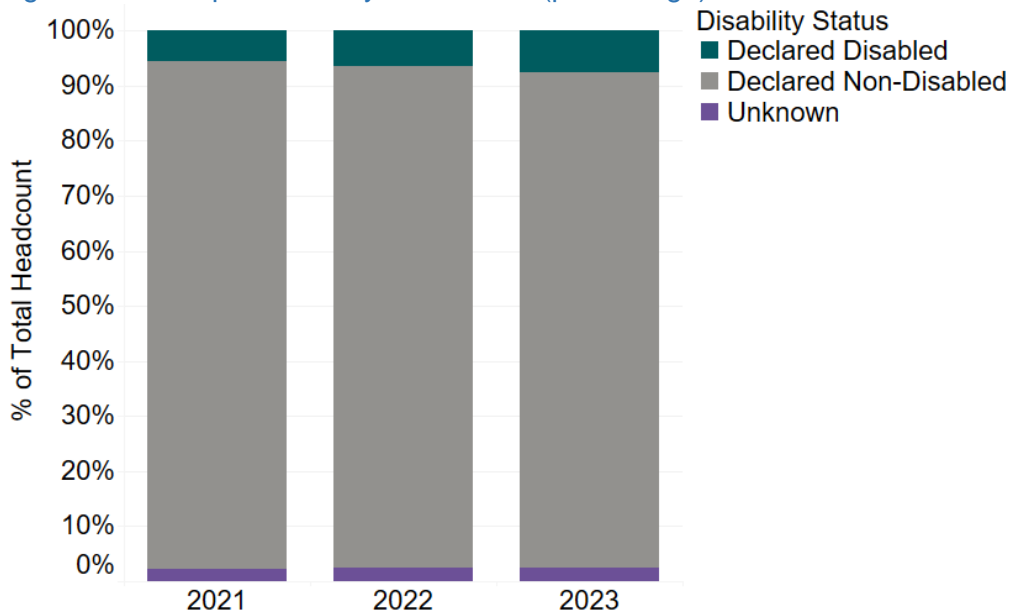
Headcount

In 2022-2023, the percentage of employees who have declared a disability has risen slightly to 7%. The percentage of those whose disabilities are unknown has also risen slightly to 3%.

Figure 1.23. Table: Disability Breakdown (headcount and percentage)

	2021		2022		2023	
	HC	%	HC	%	HC	%
Declared Disabled	450	6%	530	6%	660	7%
Declared Non-Disabled	7,340	92%	7,460	91%	7,960	90%
Unknown	185	2%	195	2%	225	3%
Grand Total	7,970	100%	8,180	100%	8,845	100%

Figure 1.24. Graph: Disability Breakdown (percentage)



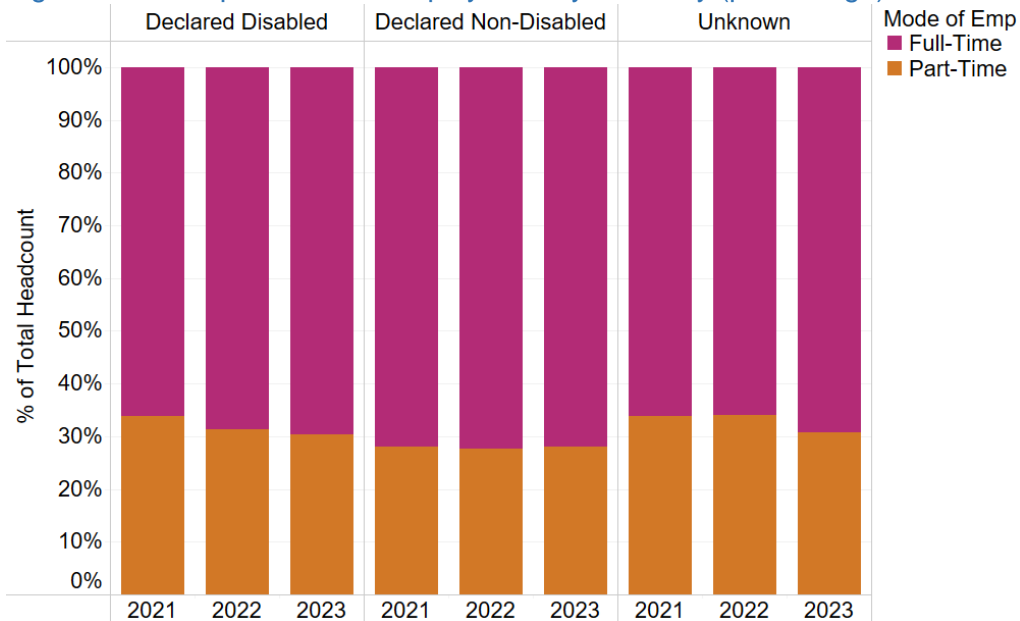
Mode of Employment

The percentage of employees who have declared they are disabled and who work full-time has increased by four percentage points between 2020-2021 (66%) and 2022-2023 (70%). The percentage of employees in this group who work part-time has decreased over the same period by four percentage points (34% to 30%).

Figure 1.25. Table: Mode of Employment by Disability (headcount and percentage)

		Full-Time		Part-Time	
		HC	%	HC	%
2021	Declared Disabled	295	66%	150	34%
	Declared Non-Disabled	5,285	72%	2,050	28%
	Unknown	125	66%	65	34%
	Total	5,705	72%	2,265	28%
2022	Declared Disabled	365	69%	165	31%
	Declared Non-Disabled	5,395	72%	2,065	28%
	Unknown	130	66%	65	34%
	Total	5,885	72%	2,295	28%
2023	Declared Disabled	460	70%	200	30%
	Declared Non-Disabled	5,730	72%	2,230	28%
	Unknown	155	69%	70	31%
	Total	6,345	72%	2,500	28%

Figure 1.26. Graph: Mode of Employment by Disability (percentage)



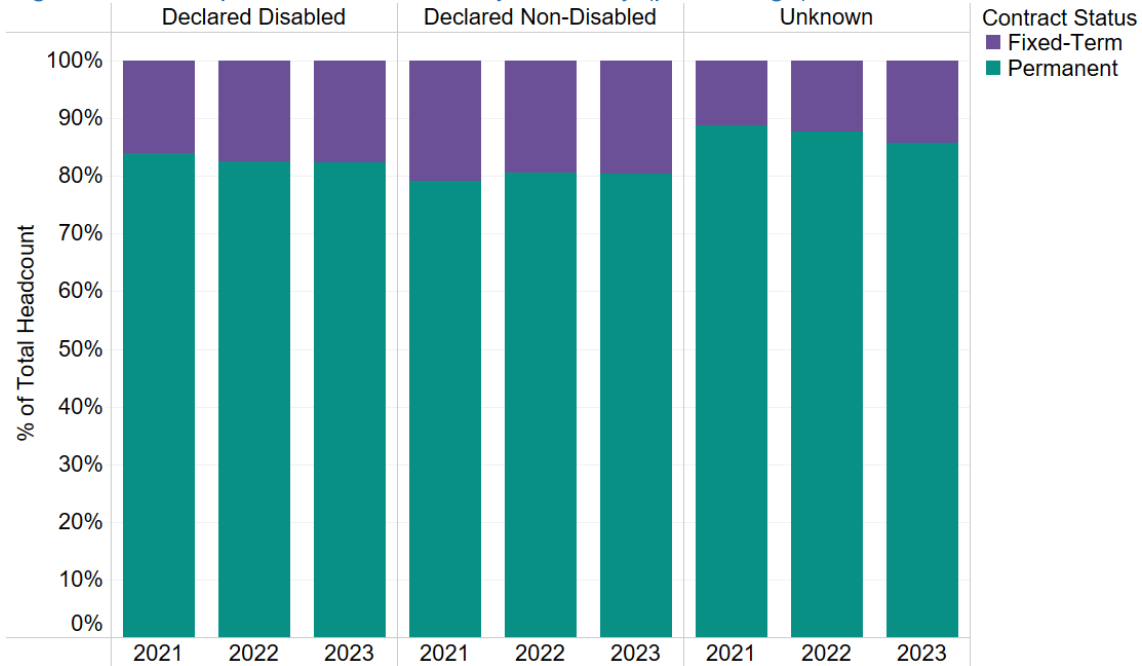
Contract Status

The proportion of staff who have declared they are disabled has risen moderately over the three-year period for staff on a fixed-term contract (16% to 18%) and fallen slightly for staff on a permanent contract (84% to 82%).

Figure 1.27. Table: Contract Status by Disability (headcount and percentage)

		Fixed-Term		Permanent	
		HC	%	HC	%
2021	Declared Disabled	70	16%	375	84%
	Declared Non-Disabled	1,530	21%	5,805	79%
	Unknown	20	11%	165	89%
	Total	1,625	20%	6,350	80%
2022	Declared Disabled	90	17%	435	83%
	Declared Non-Disabled	1,455	19%	6,005	81%
	Unknown	25	12%	170	88%
	Total	1,570	19%	6,610	81%
2023	Declared Disabled	115	18%	545	82%
	Declared Non-Disabled	1,555	20%	6,405	80%
	Unknown	30	14%	195	86%
	Total	1,700	19%	7,140	81%

Figure 1.28. Graph: Contract Status by Disability (percentage)



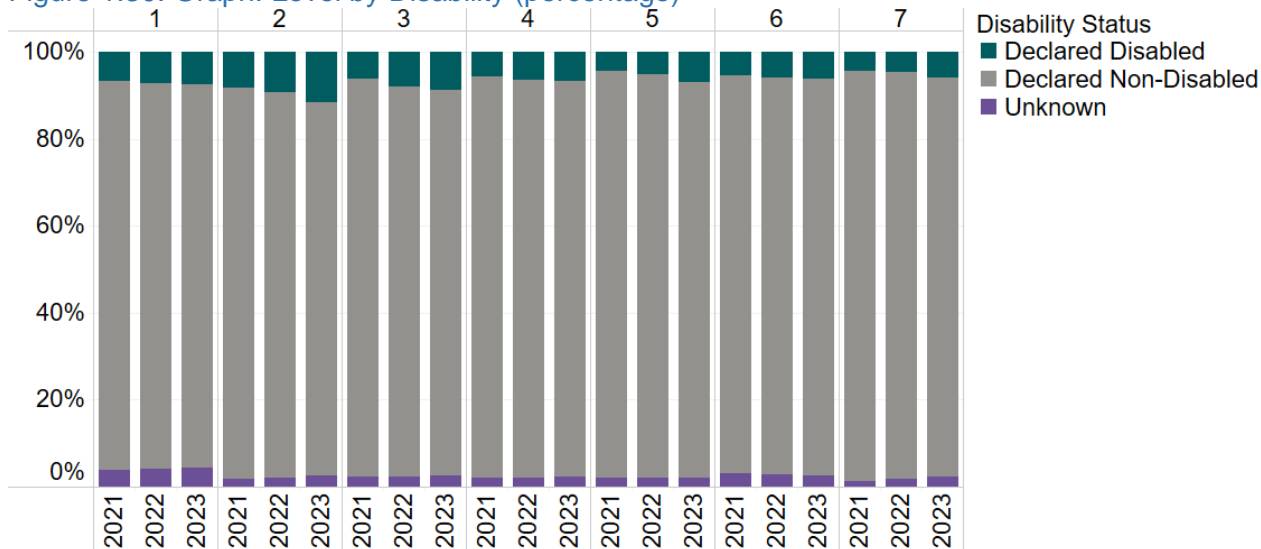
Level

Overall, more employees across all Levels have declared a disability over the last three years, with the biggest proportional increase at Level 2 (8% to 12%).

Figure 1.29. Table: Level by Disability (headcount and percentage)

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
2021	1	60	7%	805	89%	35	4%
	2	70	8%	760	90%	15	2%
	3	60	6%	900	91%	25	2%
	4	120	6%	1,950	92%	45	2%
	5	70	4%	1,535	94%	30	2%
	6	45	5%	750	92%	25	3%
	7	30	4%	635	94%	10	1%
	Total	450	6%	7,340	92%	185	2%
2022	1	65	7%	815	89%	40	4%
	2	70	9%	695	89%	15	2%
	3	85	8%	960	90%	25	2%
	4	135	6%	1,930	91%	45	2%
	5	85	5%	1,555	93%	35	2%
	6	55	6%	825	91%	25	3%
	7	35	5%	670	94%	15	2%
	Total	530	6%	7,460	91%	195	2%
2023	1	65	7%	760	88%	40	4%
	2	115	12%	850	86%	25	3%
	3	105	9%	1,065	89%	30	3%
	4	155	7%	2,085	91%	50	2%
	5	125	7%	1,670	91%	40	2%
	6	55	6%	865	91%	25	3%
	7	40	6%	665	92%	15	2%
	Total	660	7%	7,960	90%	225	3%

Figure 1.30. Graph: Level by Disability (percentage)



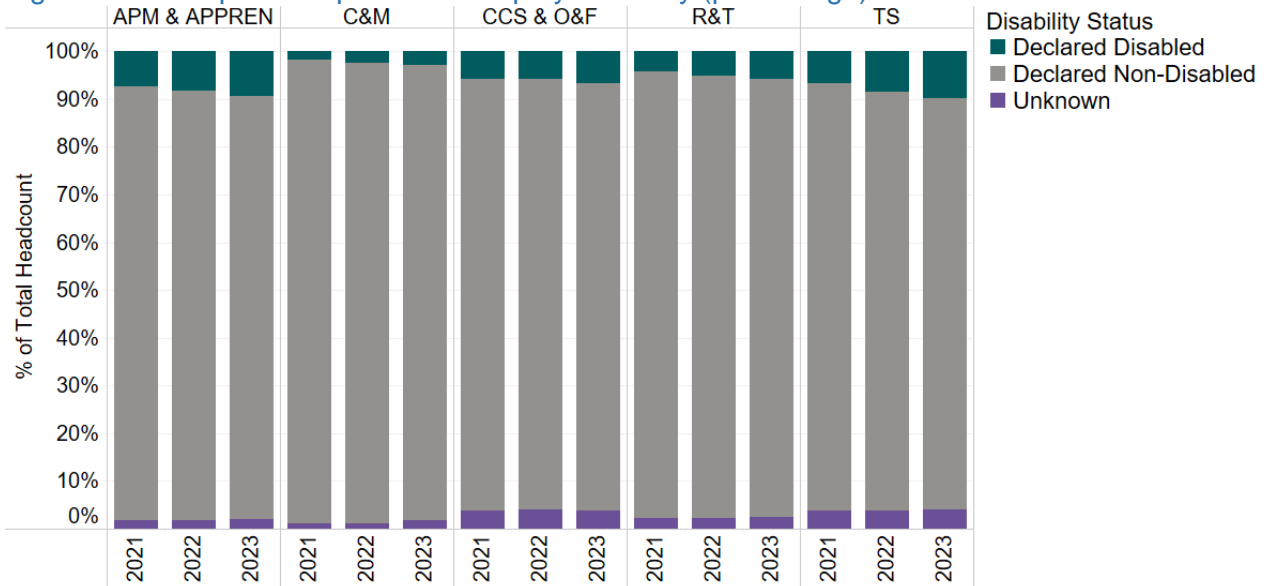
Occupational Group

Over the three-year period there has been a modest increase in staff declaring a disability within each occupational group.

Figure. 1.31. Table: Occupational Group by Disability (headcount and percentage)

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
2021	APM & APPREN	210	7%	2,605	91%	50	2%
	C&M	<5	2%	165	97%	<5	1%
	CCS & O&F	60	6%	920	90%	40	4%
	R&T	140	4%	3,140	94%	75	2%
	TS	40	7%	510	89%	20	4%
	Total	450	6%	7,340	92%	185	2%
2022	APM & APPREN	245	8%	2,700	90%	50	2%
	C&M	<5	2%	165	96%	<5	1%
	CCS & O&F	60	6%	935	90%	40	4%
	R&T	175	5%	3,175	93%	80	2%
	TS	45	8%	480	88%	20	4%
	Total	530	6%	7,460	91%	195	2%
2023	APM & APPREN	320	9%	3,025	89%	70	2%
	C&M	<5	3%	170	96%	<5	2%
	CCS & O&F	75	7%	995	90%	45	4%
	R&T	205	6%	3,270	92%	90	2%
	TS	55	10%	495	86%	25	4%
	Total	660	7%	7,960	90%	225	3%

Figure 1.32. Graph: Occupational Group by Disability (percentage)



Age

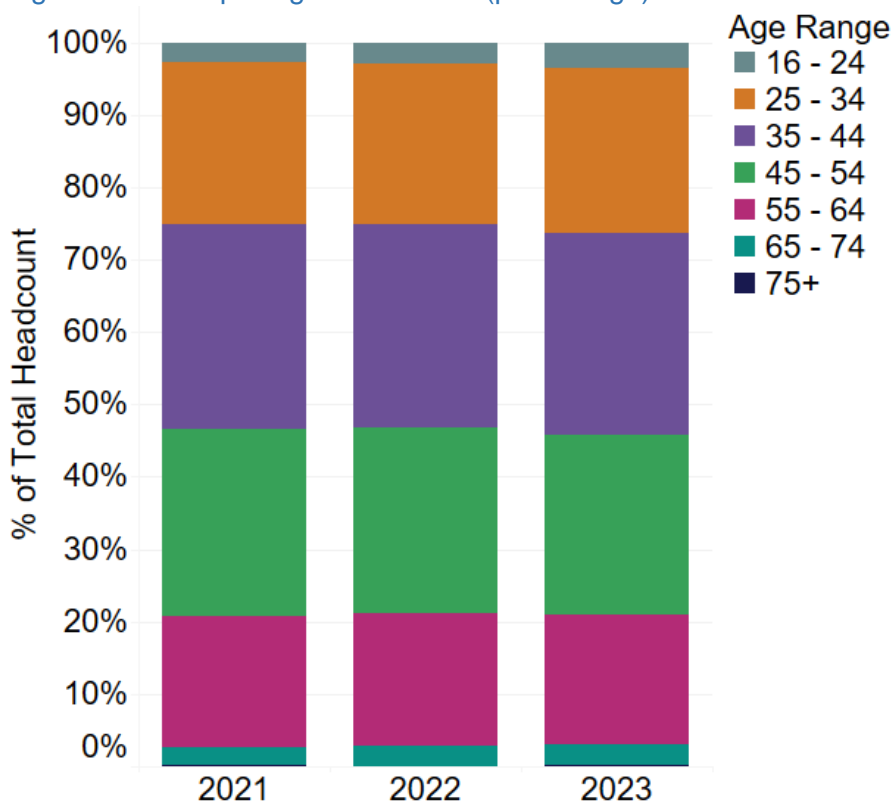
Headcount

The age profile of the university workforce has remained relatively constant over the last three years, with small numbers of staff in the 16-24 (4%) and 65+ age bands (3%).

Figure 1.33. Table: Age Breakdown (headcount and percentage)

	2021		2022		2023	
	HC	%	HC	%	HC	%
16 - 24	220	3%	240	3%	315	4%
25 - 34	1,790	22%	1,820	22%	2,020	23%
35 - 44	2,255	28%	2,300	28%	2,460	28%
45 - 54	2,060	26%	2,095	26%	2,195	25%
55 - 64	1,430	18%	1,495	18%	1,580	18%
65 - 74	205	3%	220	3%	255	3%
75+	10	0%	10	0%	15	0%
Grand Total	7,970	100%	8,180	100%	8,845	100%

Figure 1.34. Graph: Age Breakdown (percentage)



Mode of Employment

Most full-time employees (83%) are aged 25-34 years old. More than half of 65-74 age employees and all 75+ age employees work part-time, although the proportion of 65-74 age staff working full-time has increased over the three years from 39% to 45% (with a corresponding decrease of the proportion of staff in this age group working part-time from 61% to 55%). Staff aged 16-24 saw a decrease of seven-percentage points over the three years in the full-time category (65% to 58%) and an increase of seven-percentage points in the part-time category (35% to 42%).

Figure 1.35. Table: Mode of Employment by Age (headcount and percentage)

		Full-Time		Part-Time	
		HC	%	HC	%
2021	16 - 24	145	65%	75	35%
	25 - 34	1,480	83%	310	17%
	35 - 44	1,605	71%	645	29%
	45 - 54	1,460	71%	600	29%
	55 - 64	940	66%	495	34%
	65 - 74	80	39%	125	61%
	75+	<5	9%	10	91%
	Total	5,705	72%	2,265	28%
2022	16 - 24	135	57%	105	43%
	25 - 34	1,510	83%	310	17%
	35 - 44	1,640	71%	655	29%
	45 - 54	1,500	72%	595	28%
	55 - 64	1,010	67%	485	33%
	65 - 74	85	37%	140	63%
	75+			10	100%
	Total	5,885	72%	2,295	28%
2023	16 - 24	180	58%	135	42%
	25 - 34	1,635	81%	385	19%
	35 - 44	1,790	73%	670	27%
	45 - 54	1,575	72%	625	28%
	55 - 64	1,050	66%	530	34%
	65 - 74	115	45%	140	55%
	75+			15	100%
	Total	6,345	72%	2,500	28%

Figure 1.36. Graph: Mode of Employment by Age (percentage)



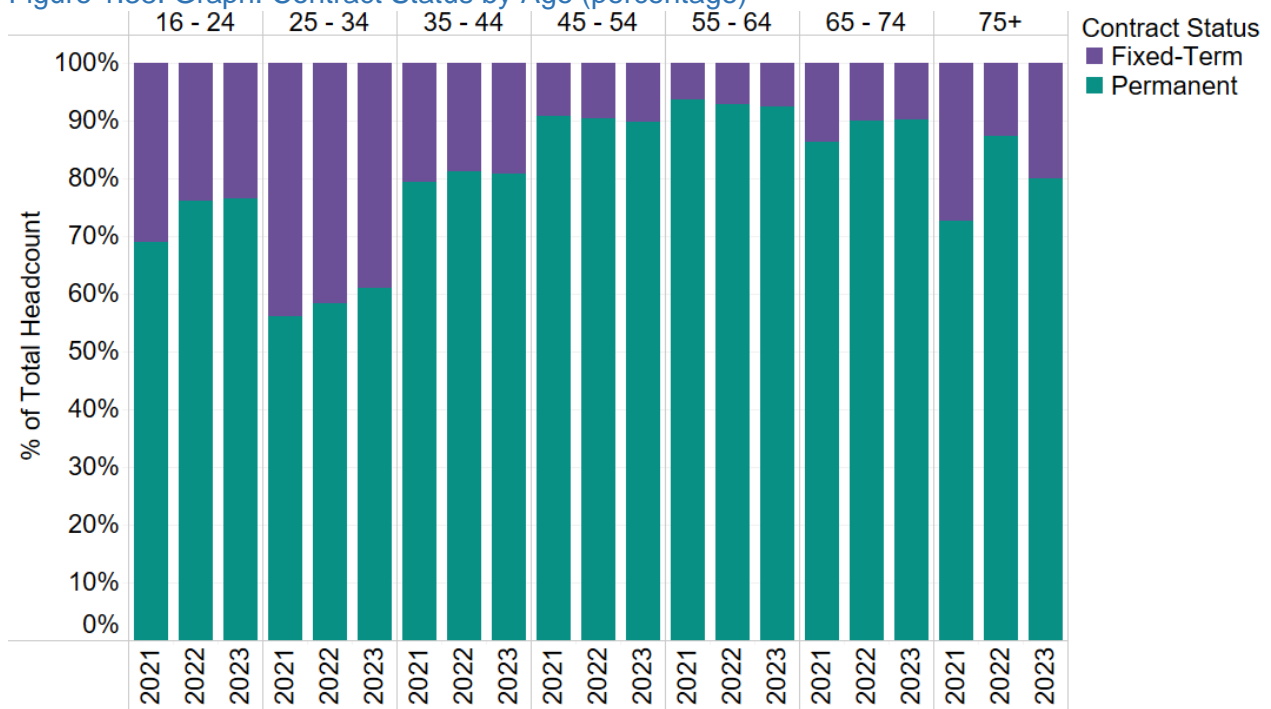
Contract Status

Staff in the 16-24 or 25-34 age bands are more likely to be employed on fixed-term contracts, although these proportions have decreased since 2021 (31% to 23% and 44% to 39% respectively). Staff aged between 35-74 are the most likely to hold a permanent contract.

Figure 1.37. Table: Contract Status by Age (headcount and percentage)

		Fixed-Term		Permanent	
		HC	%	HC	%
2021	16 - 24	70	31%	150	69%
	25 - 34	785	44%	1,005	56%
	35 - 44	465	21%	1,790	79%
	45 - 54	190	9%	1,870	91%
	55 - 64	90	6%	1,345	94%
	65 - 74	30	14%	180	86%
	75+	<5	27%	10	73%
	Total	1,625	20%	6,350	80%
2022	16 - 24	55	24%	185	76%
	25 - 34	755	41%	1,065	59%
	35 - 44	430	19%	1,865	81%
	45 - 54	200	9%	1,895	91%
	55 - 64	105	7%	1,390	93%
	65 - 74	20	10%	200	90%
	75+	<5	13%	5	88%
	Total	1,570	19%	6,610	81%
2023	16 - 24	75	23%	240	77%
	25 - 34	785	39%	1,235	61%
	35 - 44	470	19%	1,990	81%
	45 - 54	225	10%	1,975	90%
	55 - 64	120	7%	1,465	93%
	65 - 74	25	10%	230	90%
	75+	<5	20%	10	80%
	Total	1,700	19%	7,140	81%

Figure 1.38. Graph: Contract Status by Age (percentage)



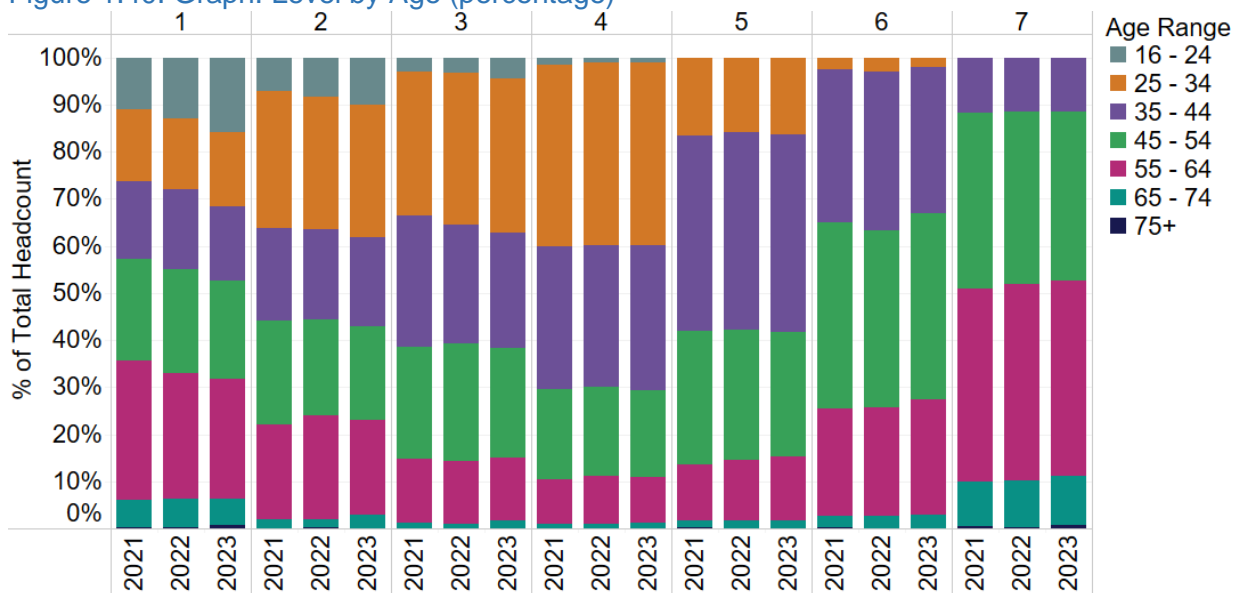
Level

There has been a decrease in the proportion of staff aged 55-64 at Level 1 (by five percentage points) and staff aged 35-44 at Level 3 (by four percentage points) in the three-year period, and an increase in the proportion of staff aged 55-64 at Level 6 (by two percentage points); 16-24 at Level 1 (by six percentage points); and 16-24 at Level 2 (by three percentage points). Figures within other age brackets and Level have remained relatively static.

Figure 1.39. Table: Level by Age (headcount and percentage)

			16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 74	75+
2021	1	HC	100	140	150	195	270	50	<5
		%	11%	15%	17%	21%	30%	6%	0%
	2	HC	60	245	165	185	170	15	<5
		%	7%	29%	19%	22%	20%	2%	0%
	3	HC	30	300	270	235	135	10	
		%	3%	31%	28%	24%	14%	1%	
	4	HC	30	815	640	405	205	20	
		%	1%	39%	30%	19%	10%	1%	
	5	HC		270	680	465	195	25	<5
		%		16%	42%	29%	12%	1%	0%
	6	HC		20	265	325	185	20	<5
		%		2%	33%	40%	23%	3%	0%
	7	HC			80	250	275	65	<5
		%			12%	37%	41%	9%	1%
Total	HC	220	1,790	2,255	2,060	1,430	205	10	
	%	3%	22%	28%	26%	18%	3%	0%	
2022	1	HC	120	140	155	205	245	55	<5
		%	13%	15%	17%	22%	27%	6%	0%
	2	HC	65	220	150	160	170	15	<5
		%	8%	28%	19%	20%	22%	2%	0%
	3	HC	35	345	270	265	145	10	
		%	3%	32%	25%	25%	13%	1%	
	4	HC	20	820	635	400	215	20	
		%	1%	39%	30%	19%	10%	1%	
	5	HC		265	700	465	215	30	<5
		%		16%	42%	28%	13%	2%	0%
	6	HC		25	305	340	210	25	<5
		%		3%	34%	38%	23%	3%	0%
	7	HC			85	260	300	70	<5
		%			12%	37%	42%	10%	0%
Total	HC	240	1,820	2,300	2,095	1,495	220	10	
	%	3%	22%	28%	26%	18%	3%	0%	
2023	1	HC	135	135	135	180	220	50	5
		%	16%	16%	16%	21%	25%	6%	1%
	2	HC	100	280	185	195	200	30	
		%	10%	28%	19%	20%	20%	3%	
	3	HC	55	395	295	280	160	20	
		%	4%	33%	24%	23%	13%	2%	
	4	HC	25	890	700	425	225	25	<5
		%	1%	39%	31%	18%	10%	1%	0%
	5	HC		300	765	485	245	30	<5
		%		16%	42%	27%	13%	2%	0%
	6	HC		20	295	375	235	25	<5
		%		2%	31%	39%	25%	3%	0%
	7	HC			80	260	300	75	<5
		%			11%	36%	41%	11%	1%
Total	HC	315	2,020	2,460	2,195	1,580	255	15	
	%	4%	23%	28%	25%	18%	3%	0%	

Figure 1.40. Graph: Level by Age (percentage)



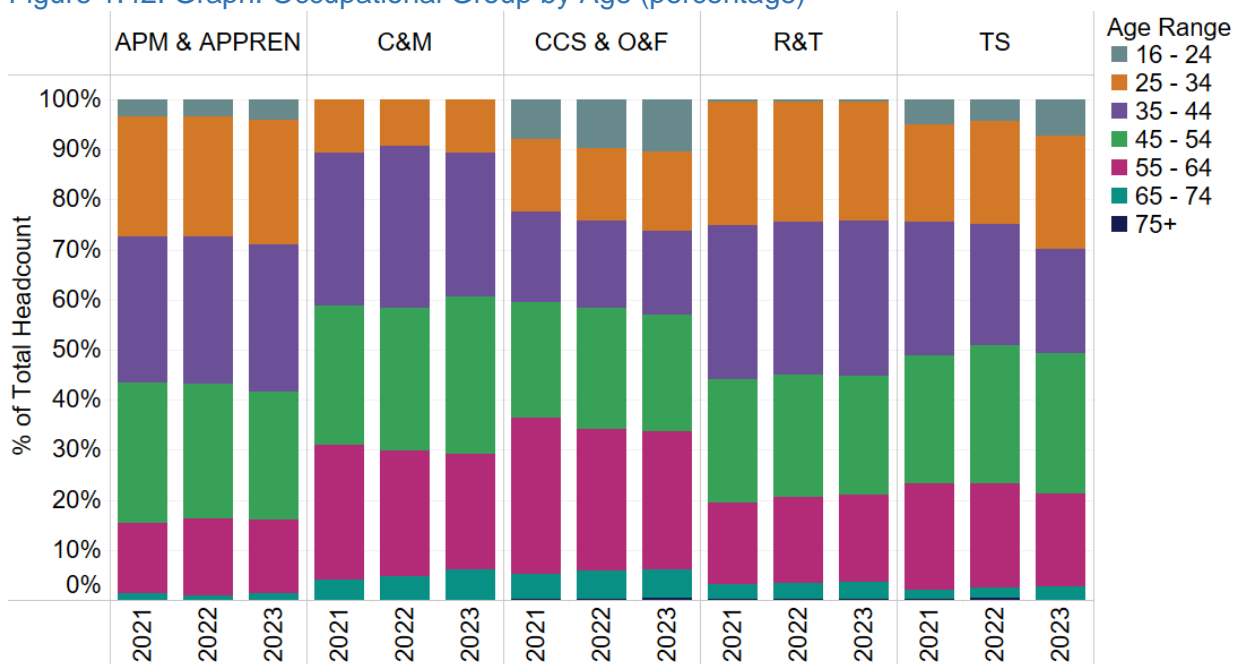
Occupational Group

The proportion of different age bands has remained broadly consistent across the Administrative, Professional and Managerial (APM), Operations and Facilities (O&F) and Research and Teaching (R&T) staff groups over the last three years. Technical Services (TS) has seen the largest changes, employing a higher proportion of staff aged 25-34 (increasing by four percentage points) and 45-54 (increasing by three percentage points) and a lower proportion of staff aged 35-44 (decreasing by six percentage points) and 55-64 (decreasing by six percentage points) over the three-year period. Figures in the remaining staff groups are too low to discern a meaningful trend.

Figure 1.41. Table: Occupational Group by Age (headcount and percentage)

		16 - 24		25 - 34		35 - 44		45 - 54		55 - 64		65 - 74		75+	
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2021	APM & APPREN	95	3%	685	24%	835	29%	805	28%	405	14%	35	1%	<5	0%
	C&M			20	11%	50	30%	45	28%	45	27%	5	4%		
	CCS & O&F	80	8%	150	15%	185	18%	235	23%	320	31%	50	5%	<5	0%
	R&T	15	1%	825	25%	1,030	31%	830	25%	545	16%	100	3%	5	0%
	TS	30	5%	110	19%	155	27%	145	25%	120	21%	10	2%	<5	0%
	Total	220	3%	1,790	22%	2,255	28%	2,060	26%	1,430	18%	205	3%	10	0%
2022	APM & APPREN	105	3%	720	24%	880	29%	805	27%	460	15%	30	1%		
	C&M			15	9%	55	32%	50	29%	45	25%	10	5%		
	CCS & O&F	100	10%	150	15%	180	17%	250	24%	295	28%	60	6%	<5	0%
	R&T	15	0%	820	24%	1,050	31%	840	24%	585	17%	115	3%	<5	0%
	TS	25	4%	110	20%	135	24%	150	28%	115	21%	10	2%	<5	0%
	Total	240	3%	1,820	22%	2,300	28%	2,095	26%	1,495	18%	220	3%	10	0%
2023	APM & APPREN	140	4%	845	25%	1,005	29%	870	26%	510	15%	45	1%		
	C&M			20	11%	50	29%	55	31%	40	23%	10	6%		
	CCS & O&F	115	10%	175	16%	185	17%	260	23%	305	28%	60	6%	5	1%
	R&T	15	0%	850	24%	1,100	31%	850	24%	620	17%	120	3%	10	0%
	TS	40	7%	130	23%	120	21%	160	28%	105	18%	15	3%		
	Total	315	4%	2,020	23%	2,460	28%	2,195	25%	1,580	18%	255	3%	15	0%

Figure 1.42. Graph: Occupational Group by Age (percentage)



2. Recruitment

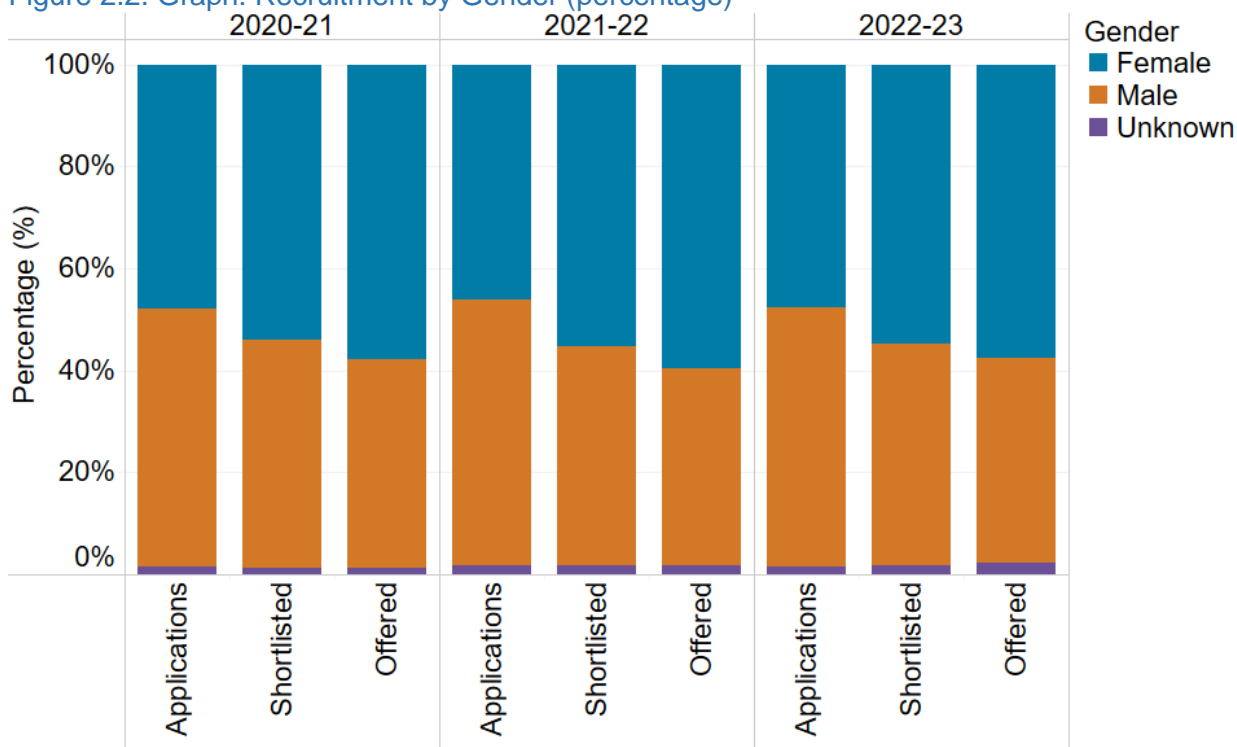
Gender

The proportion of female job applicants has fluctuated but returned to 48% from 2020-21, with minimal changes to the proportion of women shortlisted and offered positions. This compares to a 55% female workforce, a proportion which has marginally increased over the same period.

Figure 2.1. Table: Recruitment by Gender (applications and percentage)

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2020-21	Female	13,360	48%	3,260	54%	1,065	58%
	Male	14,085	51%	2,705	45%	755	41%
	Unknown	395	1%	75	1%	20	1%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	Female	13,605	46%	4,645	55%	1,585	59%
	Male	15,370	52%	3,620	43%	1,035	39%
	Unknown	540	2%	160	2%	50	2%
	Total	29,510	100%	8,425	100%	2,665	100%
2022-23	Female	18,700	48%	5,100	55%	1,680	57%
	Male	20,005	51%	4,025	43%	1,180	40%
	Unknown	575	1%	175	2%	65	2%
	Total	39,280	100%	9,300	100%	2,925	100%

Figure 2.2. Graph: Recruitment by Gender (percentage)



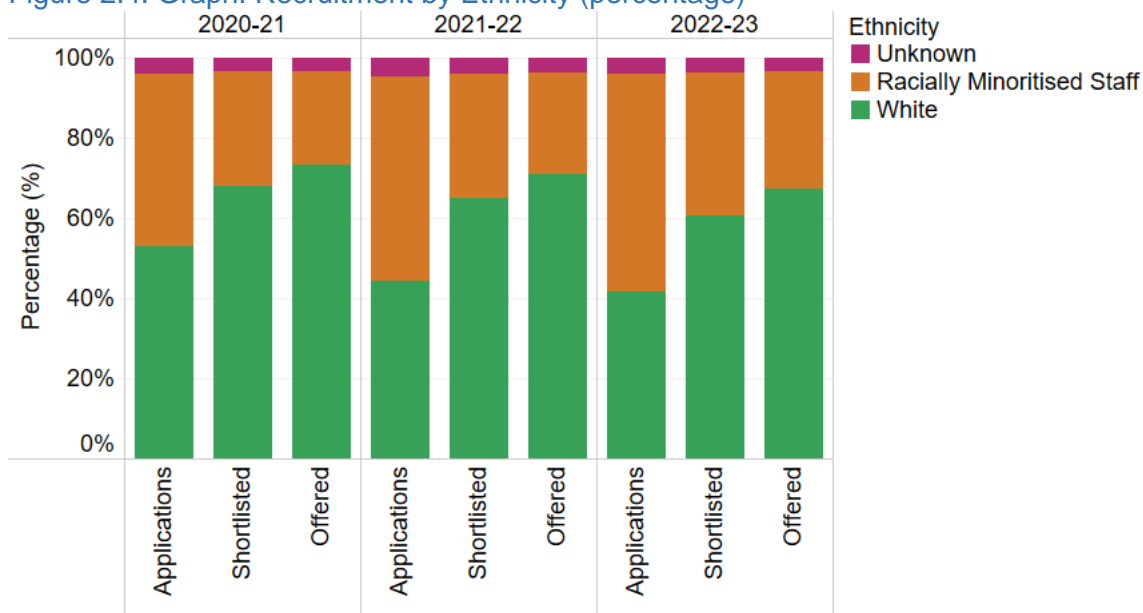
Ethnicity

The proportion of Racially Minoritised job applicants increased to 54% in 2022-2023 from 43% in 2020-2021. 36% of Racially Minoritised candidates were shortlisted in 2022-2023, up from 29% in 2020-2021. The percentage of Racially Minoritised candidates offered a role increased from 23% in 2020-2021 to 29% in 2022-2023. Whilst percentages generally remain higher for White applicants, there has been a downward trend during the three-year period, for example an 11% decrease in applications, a 7% decrease in shortlisting and a 6% decrease in receiving an offer.

Figure 2.3. Table: Recruitment by Ethnicity (applications and percentage)

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2020-21	White	14,780	53%	4,110	68%	1,350	73%
	Racially Minoritised	11,940	43%	1,730	29%	430	23%
	Unknown	1,120	4%	200	3%	60	3%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	White	13,110	44%	5,470	65%	1,895	71%
	Racially Minoritised	15,035	51%	2,625	31%	675	25%
	Unknown	1,360	5%	330	4%	100	4%
	Total	29,510	100%	8,425	100%	2,665	100%
2022-23	White	16,325	42%	5,635	61%	1,970	67%
	Racially Minoritised	21,375	54%	3,330	36%	850	29%
	Unknown	1,580	4%	335	4%	100	3%
	Total	39,280	100%	9,300	100%	2,925	100%

Figure 2.4. Graph: Recruitment by Ethnicity (percentage)



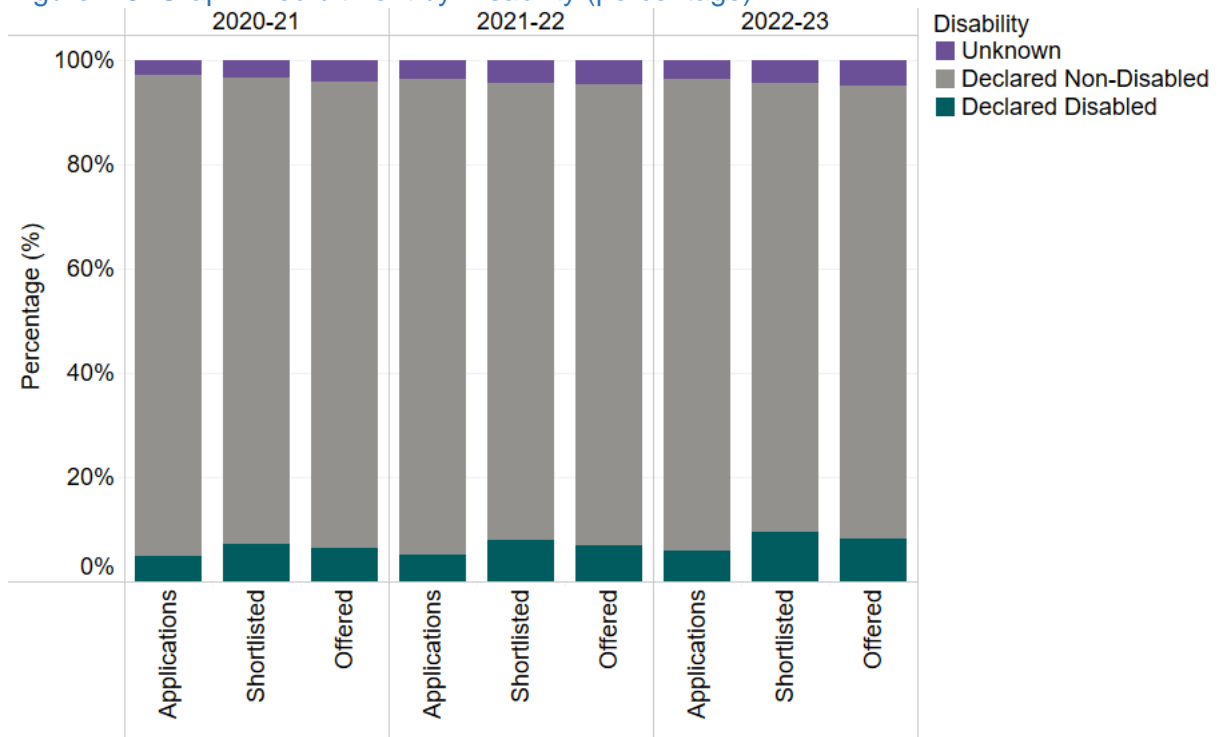
Disability

The proportion of applicants who have declared they are disabled has risen marginally over the last three years to 6%. The proportion of applicants from this group who are shortlisted has increased from 7% to 9% over this period, and the proportion who are offered a role has risen marginally from 7% to 8% over the same period.

Figure 2.5. Table: Recruitment by Disability (applications and percentage)

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2020-21	Declared Disabled	1,340	5%	440	7%	120	7%
	Declared Non-Disabled	25,720	92%	5,410	90%	1,650	90%
	Unknown	780	3%	190	3%	70	4%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	Declared Disabled	1,500	5%	670	8%	185	7%
	Declared Non-Disabled	26,965	91%	7,395	88%	2,365	89%
	Unknown	1,040	4%	360	4%	120	4%
	Total	29,510	100%	8,425	100%	2,665	100%
2022-23	Declared Disabled	2,350	6%	885	9%	245	8%
	Declared Non-Disabled	35,600	91%	8,025	86%	2,540	87%
	Unknown	1,330	3%	390	4%	140	5%
	Total	39,280	100%	9,300	100%	2,925	100%

Figure 2.6. Graph: Recruitment by Disability (percentage)



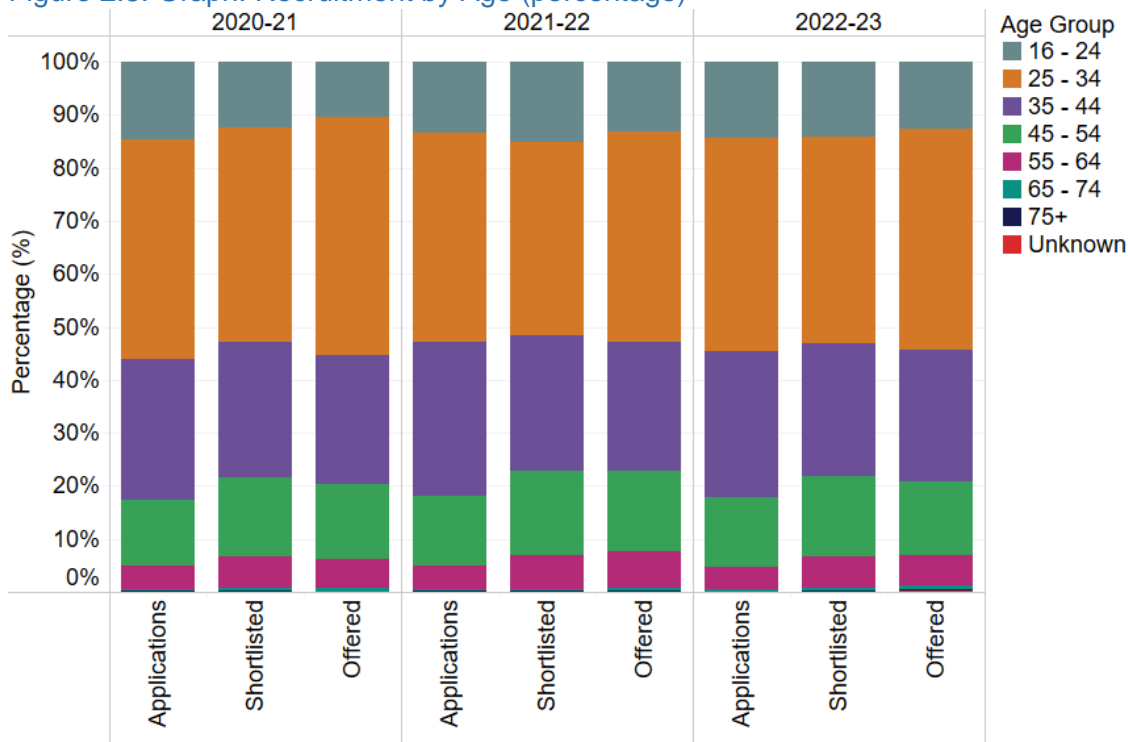
Age

Applications by age range are relatively consistent across all three years, with some percentages fluctuating but little evidence of trends. The main exception is in offers made to people aged 16-24 which have increased from 10% to 13%.

Figure 2.7. Table: Recruitment by Age (applications and percentage)

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2020-21	16 - 24	4,035	14%	745	12%	190	10%
	25 - 34	11,545	41%	2,455	41%	825	45%
	35 - 44	7,415	27%	1,545	26%	445	24%
	45 - 54	3,450	12%	890	15%	260	14%
	55 - 64	1,250	4%	370	6%	100	5%
	65 - 74	80	0%	30	1%	10	1%
	75+	60	0%	<5	0%		
	Unknown	5	0%	<5	0%	<5	0%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	16 - 24	3,940	13%	1,275	15%	355	13%
	25 - 34	11,630	39%	3,080	37%	1,060	40%
	35 - 44	8,605	29%	2,145	25%	650	24%
	45 - 54	3,865	13%	1,340	16%	405	15%
	55 - 64	1,315	4%	540	6%	180	7%
	65 - 74	105	0%	35	0%	15	1%
	75+	45	0%	<5	0%	<5	0%
	Unknown	10	0%	10	0%	<5	0%
	Total	29,510	100%	8,425	100%	2,665	100%
2022-23	16 - 24	5,685	14%	1,320	14%	370	13%
	25 - 34	15,715	40%	3,610	39%	1,215	42%
	35 - 44	10,820	28%	2,335	25%	730	25%
	45 - 54	5,205	13%	1,415	15%	405	14%
	55 - 64	1,700	4%	555	6%	170	6%
	65 - 74	125	0%	40	0%	25	1%
	75+	15	0%	<5	0%	<5	0%
	Unknown	20	0%	20	0%	10	0%
	Total	39,280	100%	9,300	100%	2,925	100%

Figure 2.8. Graph: Recruitment by Age (percentage)



3. Promotions

Promotions data relate to the process for R&T staff progression. There is no equivalent process for other staff groups, whose data are included in the Recruitment and Regrading datasets.

Usually there is one round of promotions per academic year. During 2021-2022 there were two due to one being delayed from 2020-2021.

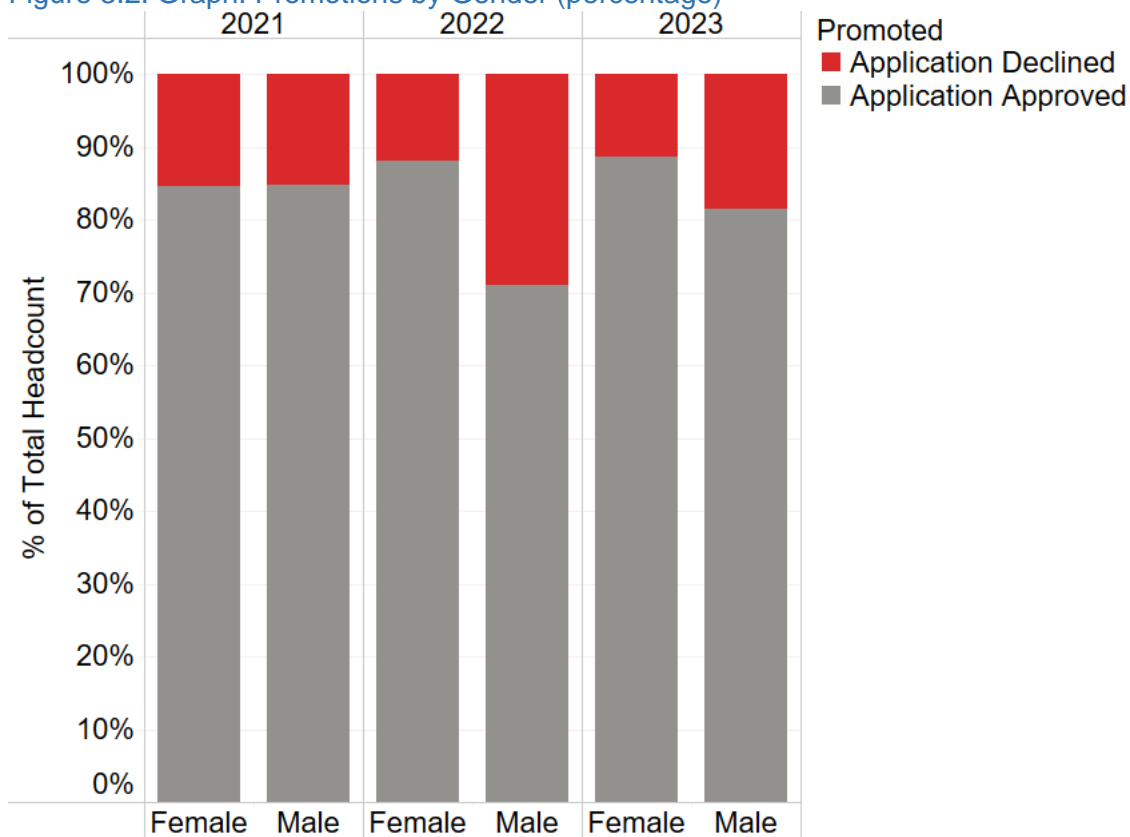
Gender

In 2023 a higher proportion of promotion applicants were approved for female staff (89%) than male staff (81%), although this gap narrowed from seventeen-percentage points the previous year. In parallel, the gap widened for declined applications with female staff decreasing to 11% and male staff increasing to 19%.

Figure 3.1. Table: Promotions by Gender (headcount and percentage)

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2021	Female	105	20	85%	15%
	Male	125	20	85%	15%
2022	Female	50	5	88%	12%
	Male	50	20	71%	29%
2023	Female	100	15	89%	11%
	Male	80	20	81%	19%

Figure 3.2. Graph: Promotions by Gender (percentage)



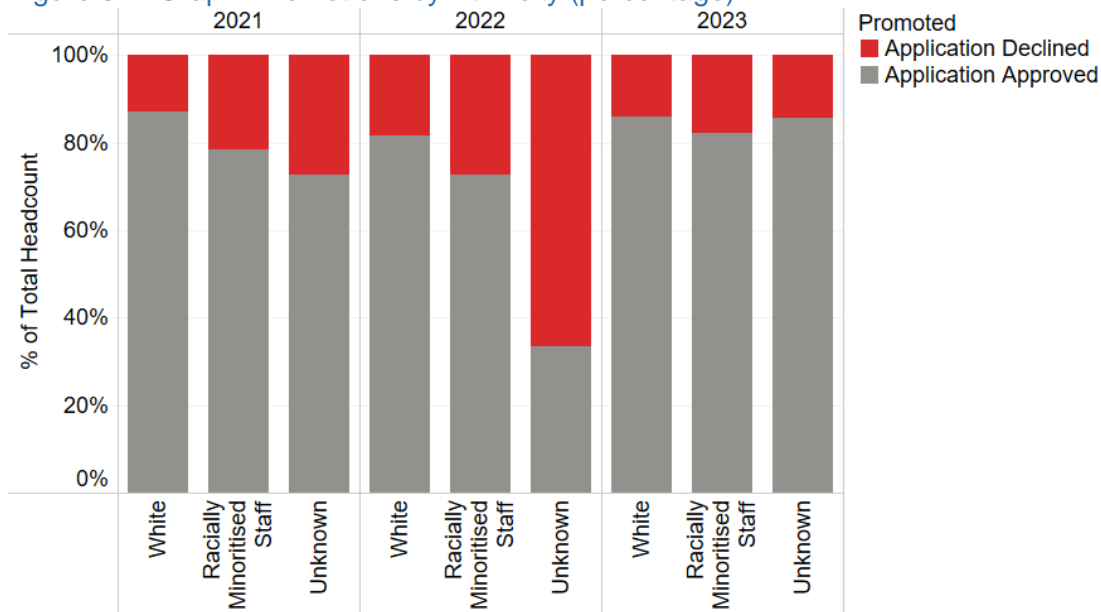
Ethnicity

A lower proportion of promotion applications have been approved for Racially Minoritised Staff over the last three years compared to White staff, although the gap has narrowed from eight- to four-percentage points. The proportion of declined applications for Racially Minoritised staff remains higher than for White staff, although it is lower in comparison to previous years.

Figure 3.3. Table: Promotions by Ethnicity (headcount and percentage)

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2021	White	175	25	87%	13%
	Racially Minoritised Staff	45	10	79%	21%
	Unknown	10	<5	73%	27%
2022	White	85	20	82%	18%
	Racially Minoritised Staff	15	5	73%	27%
	Unknown	<5	<5	33%	67%
2023	White	145	25	86%	14%
	Racially Minoritised Staff	30	5	82%	18%
	Unknown	5	<5	86%	14%

Figure 3.4. Graph: Promotions by Ethnicity (percentage)



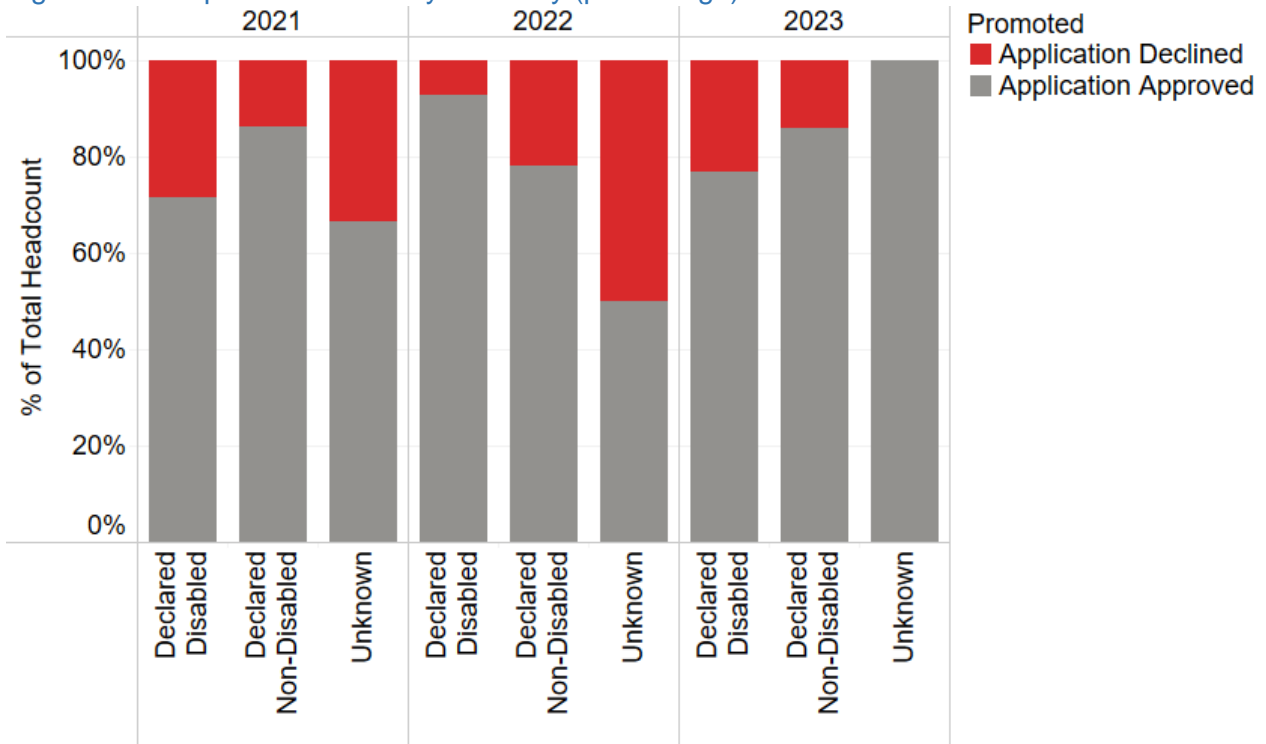
Disability

Due to small numbers of promotion applicants who have declared they are disabled (headcount ranging from 10-20), it is difficult to draw firm conclusions about the significance of shifts in the data. The data show that approved applications for this group increased from 71% to 93% from 2021 to 2022 before decreasing again to 77% in 2023.

Figure 3.5. Table: Promotions by Disability (headcount and percentage)

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2021	Declared Disabled	10	<5	71%	29%
	Declared Non-Disabled	210	35	86%	14%
	Unknown	5	<5	67%	33%
2022	Declared Disabled	15	<5	93%	7%
	Declared Non-Disabled	85	25	78%	22%
	Unknown	<5	<5	50%	50%
2023	Declared Disabled	10	<5	77%	23%
	Declared Non-Disabled	170	30	86%	14%
	Unknown	<5		100%	

Figure 3.6. Graph: Promotions by Disability (percentage)



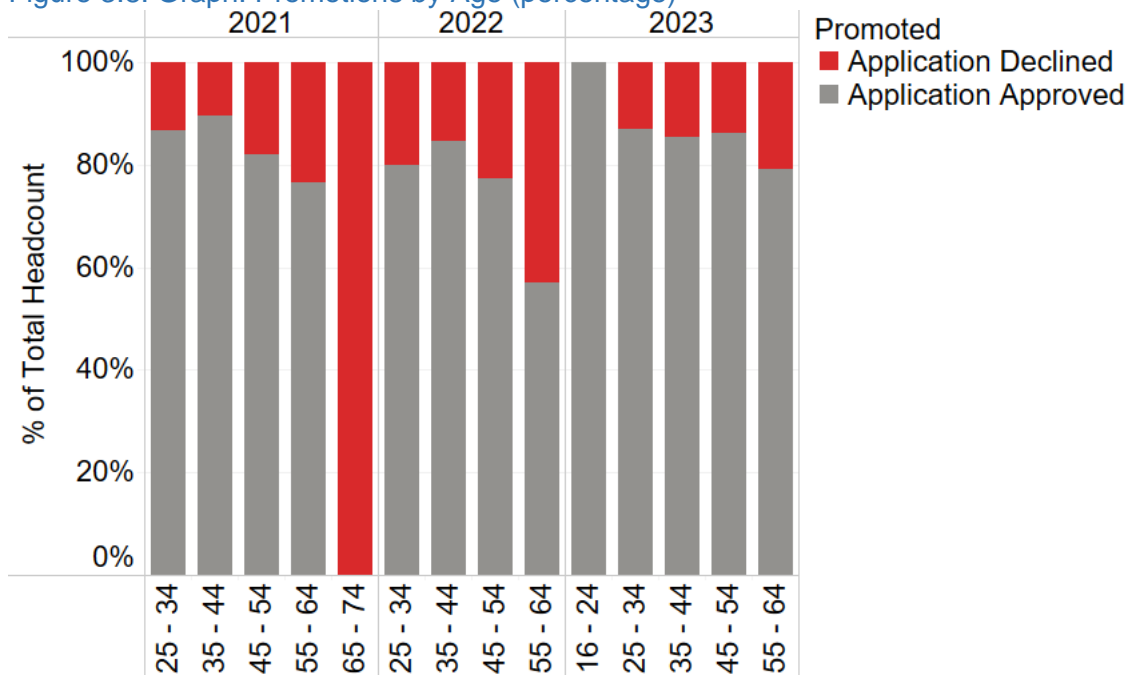
Age

Due to small numbers of promotion applicants in some age ranges it is difficult to draw firm conclusions about the significance of shifts in the data. Notable changes include the decrease of approved applications for staff aged 45-54 from 82% to 78% to 86% and staff aged 55-64 from 76% to 57% to 79%. The age range 65-74 is not showing as a row in 2022 or 2023 because there is no data.

Figure 3.7. Table: Promotions by Age (headcount and percentage)

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2021	25 - 34	35	<5	87%	13%
	35 - 44	105	10	90%	10%
	45 - 54	65	15	82%	18%
	55 - 64	25	10	76%	24%
	65 - 74		<5		100%
2022	25 - 34	10	<5	80%	20%
	35 - 44	50	10	85%	15%
	45 - 54	30	10	78%	23%
	55 - 64	10	5	57%	43%
2023	16 - 24	<5		100%	
	25 - 34	25	<5	87%	13%
	35 - 44	85	15	86%	14%
	45 - 54	50	10	86%	14%
	55 - 64	20	<5	79%	21%

Figure 3.8. Graph: Promotions by Age (percentage)



4. Regrading

The regrading process is available to staff in the Administrative, Professional and Managerial (APM) and Technical Services occupational groups. It is carried out with reference to the occupational group level descriptors, underpinned by the Hay analytical job evaluation scheme implemented at the University. The regrading process is intended to recognise the changes in a role that have already happened.

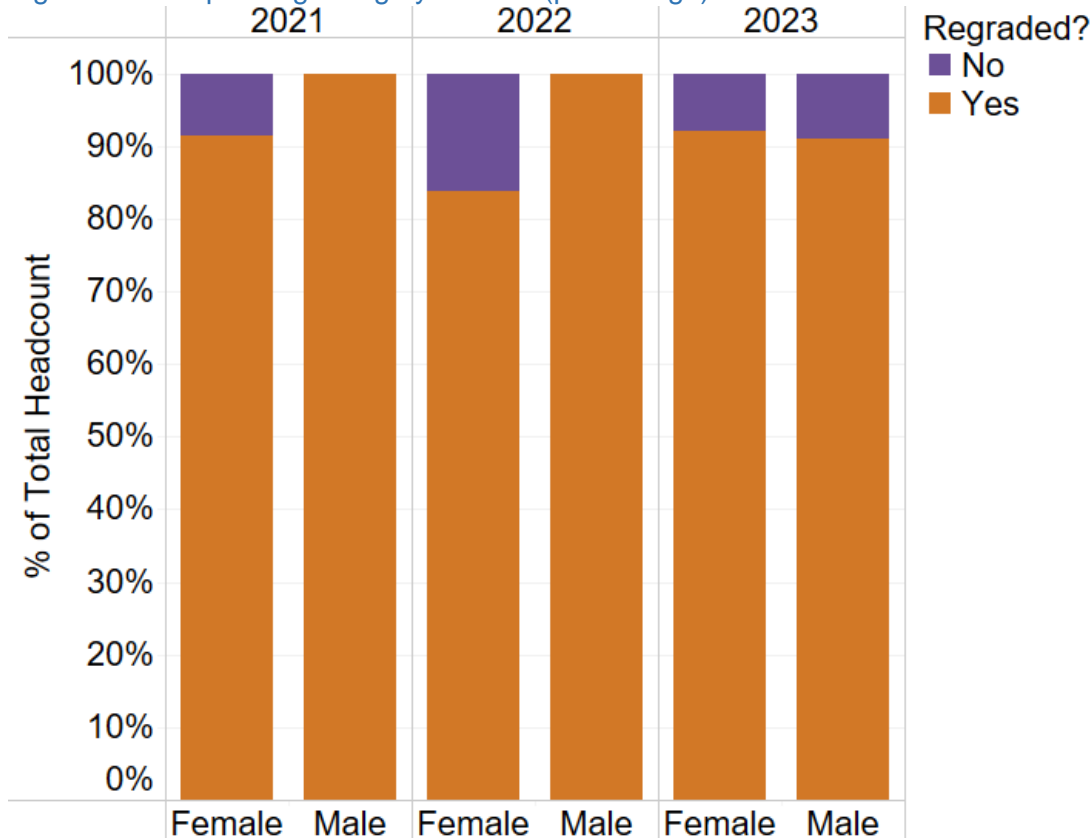
Gender

Although numbers are small, men appear to be more likely than women to be successful in their regrading applications, although the proportions became more balanced in 2023.

Figure 4.1. Table: Regrading by Gender (headcount and percentage)

		HC		%	
		No	Yes	No	Yes
2021	Female	<5	30	9%	91%
	Male		15		100%
2022	Female	5	35	16%	84%
	Male		30		100%
2023	Female	<5	35	8%	92%
	Male	<5	10	9%	91%

Figure 4.2. Graph: Regrading by Gender (percentage)



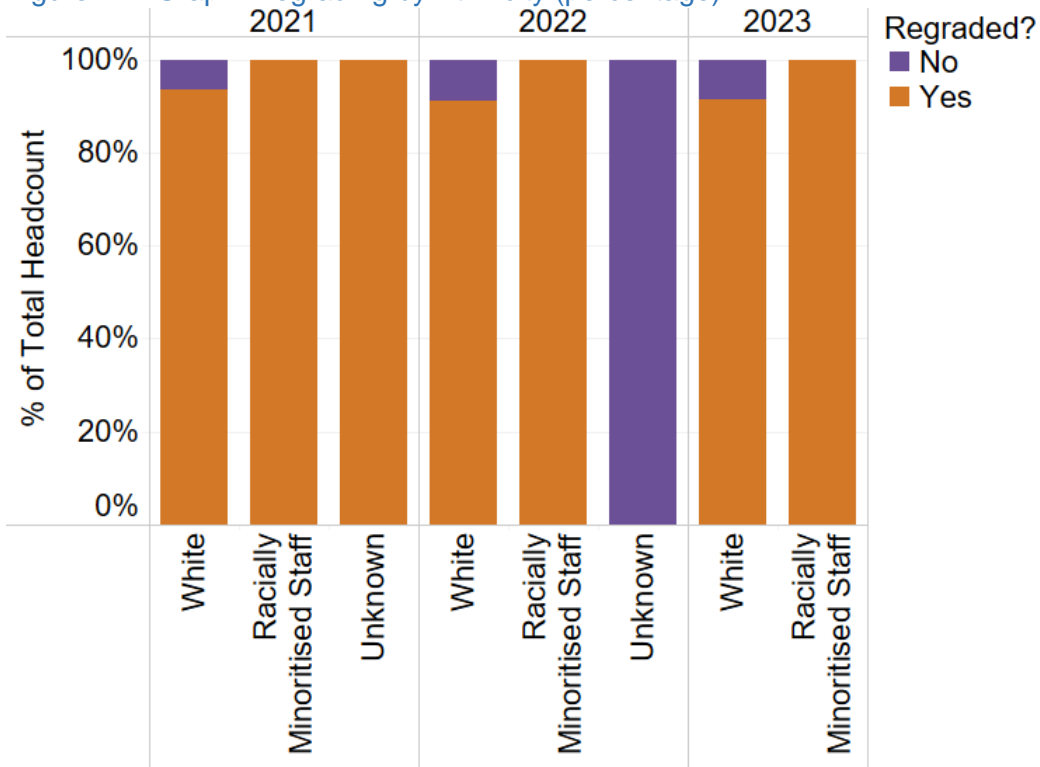
Ethnicity

Although numbers are small, Racially Minoritised Staff appear to be more likely than White staff to be successful in their regrading applications in each of the last three years.

Figure 4.3. Table: Regrading by Ethnicity (headcount and percentage)

		HC		%	
		No	Yes	No	Yes
2021	White	<5	45	7%	93%
	Racially Minoritised Staff		<5		100%
	Unknown		<5		100%
2022	White	5	60	9%	91%
	Racially Minoritised Staff		<5		100%
	Unknown	<5		100%	
2023	White	<5	40	9%	91%
	Racially Minoritised Staff		<5		100%

Figure 4.4. Graph: Regrading by Ethnicity (percentage)



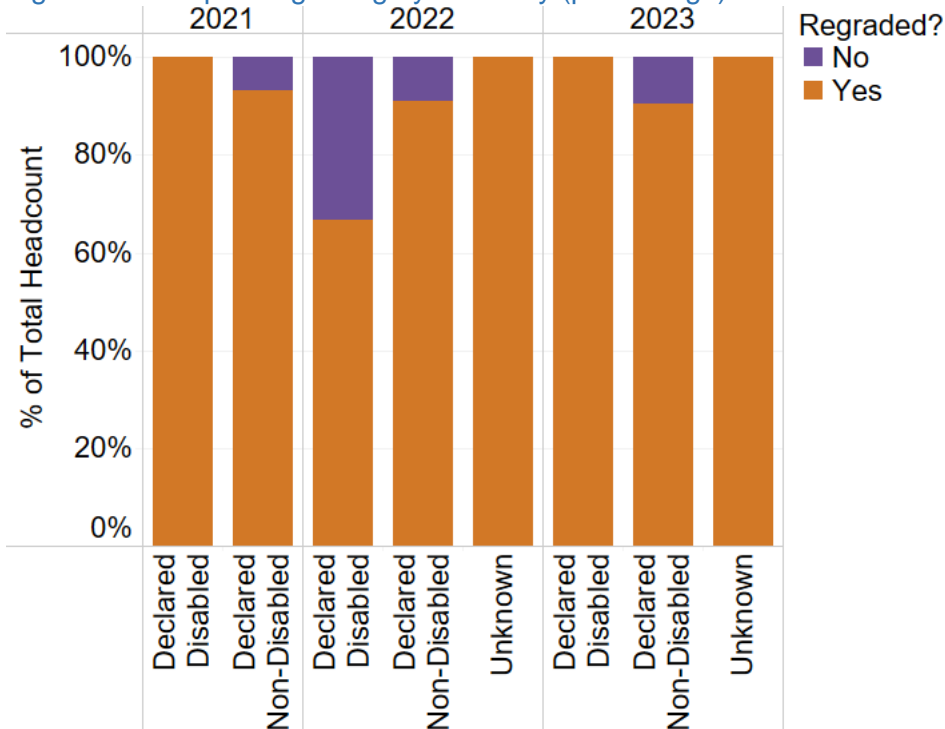
Disability

Staff without a declared disability have a relatively consistent success rate in their regrading activity over the three-year period. Data for staff who have declared they are disabled shows a higher rate of fluctuation due to extremely small numbers (consistently five or less per year).

Figure 4.5. Table: Regrading by Disability (headcount and percentage)

		HC		%	
		No	Yes	No	Yes
2021	Declared Disabled		<5		100%
	Declared Non-Disabled	<5	40	7%	93%
2022	Declared Disabled	<5	<5	33%	67%
	Declared Non-Disabled	5	60	9%	91%
	Unknown		<5		100%
2023	Declared Disabled		5		100%
	Declared Non-Disabled	<5	40	10%	90%
	Unknown		<5		100%

Figure 4.6. Graph: Regrading by Disability (percentage)



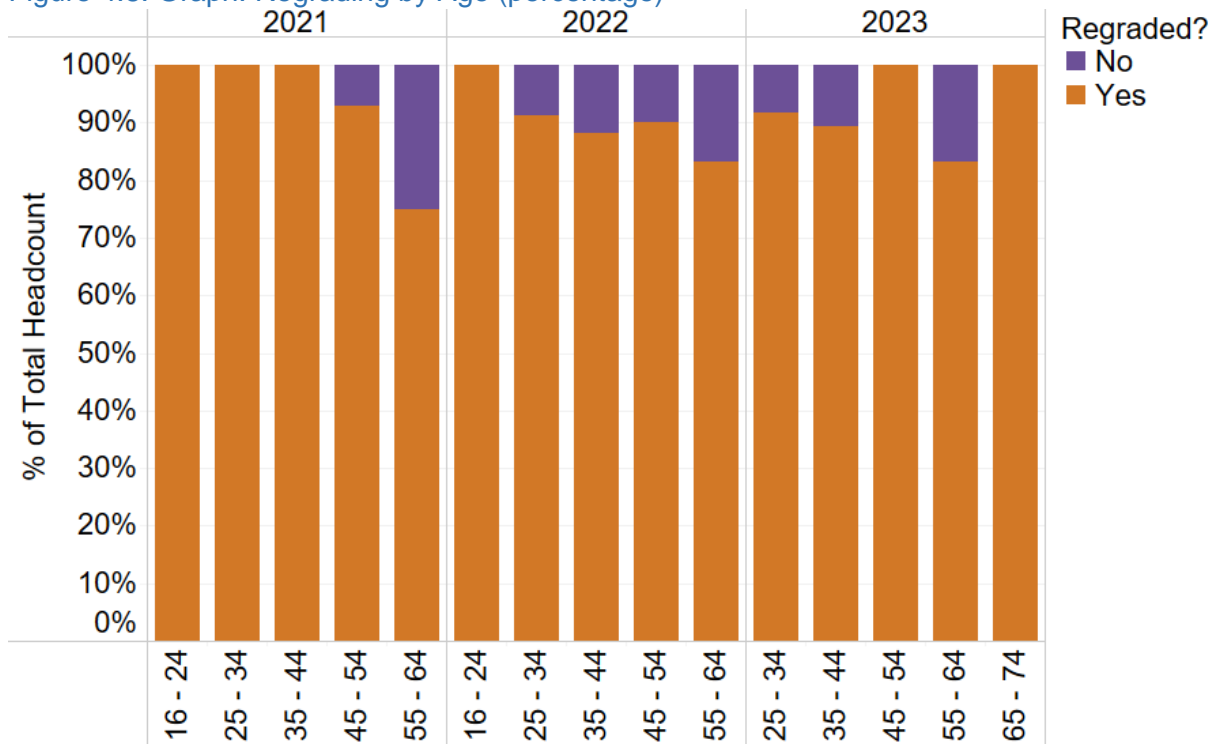
Age

No staff aged 16-24 applied for regrading in 2023, and no staff aged 65-74 applied for regrading in the previous two years. Data for staff in the other age groups shows a high rate of fluctuation due to small numbers, although there appears to be a decrease in approved applications for staff aged 25-44 and an increase for staff aged 45-64.

Figure 4.7. Table: Regrading by Age (headcount and percentage)

		HC		%	
		No	Yes	No	Yes
2021	16 - 24		<5		100%
	25 - 34		15		100%
	35 - 44		10		100%
	45 - 54	<5	15	7%	93%
	55 - 64	<5	5	25%	75%
2022	16 - 24		<5		100%
	25 - 34	<5	20	9%	91%
	35 - 44	<5	15	12%	88%
	45 - 54	<5	20	10%	90%
	55 - 64	<5	<5	17%	83%
2023	25 - 34	<5	10	8%	92%
	35 - 44	<5	15	11%	89%
	45 - 54		10		100%
	55 - 64	<5	<5	17%	83%
	65 - 74		<5		100%

Figure 4.8. Graph: Regrading by Age (percentage)



5. Leavers

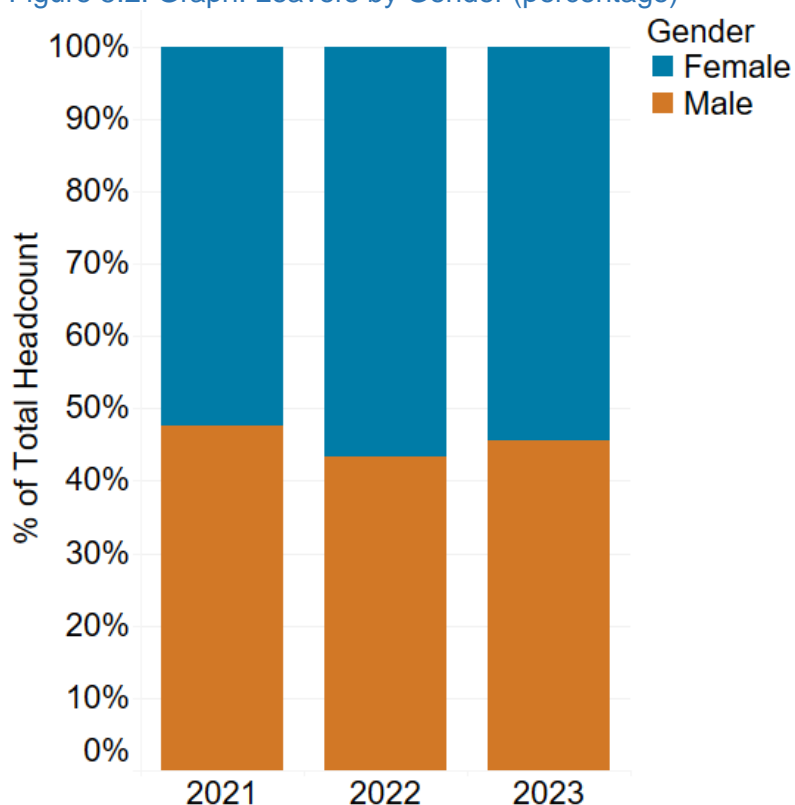
Gender

Women are consistently more likely to leave the university than men, which can be explained by the higher proportion of women in the workforce.

Figure 5.1. Table: Leavers by Gender (headcount and percentage)

	Female		Male	
	HC	%	HC	%
2021	530	52%	485	48%
2022	765	57%	585	43%
2023	670	54%	560	46%

Figure 5.2. Graph: Leavers by Gender (percentage)



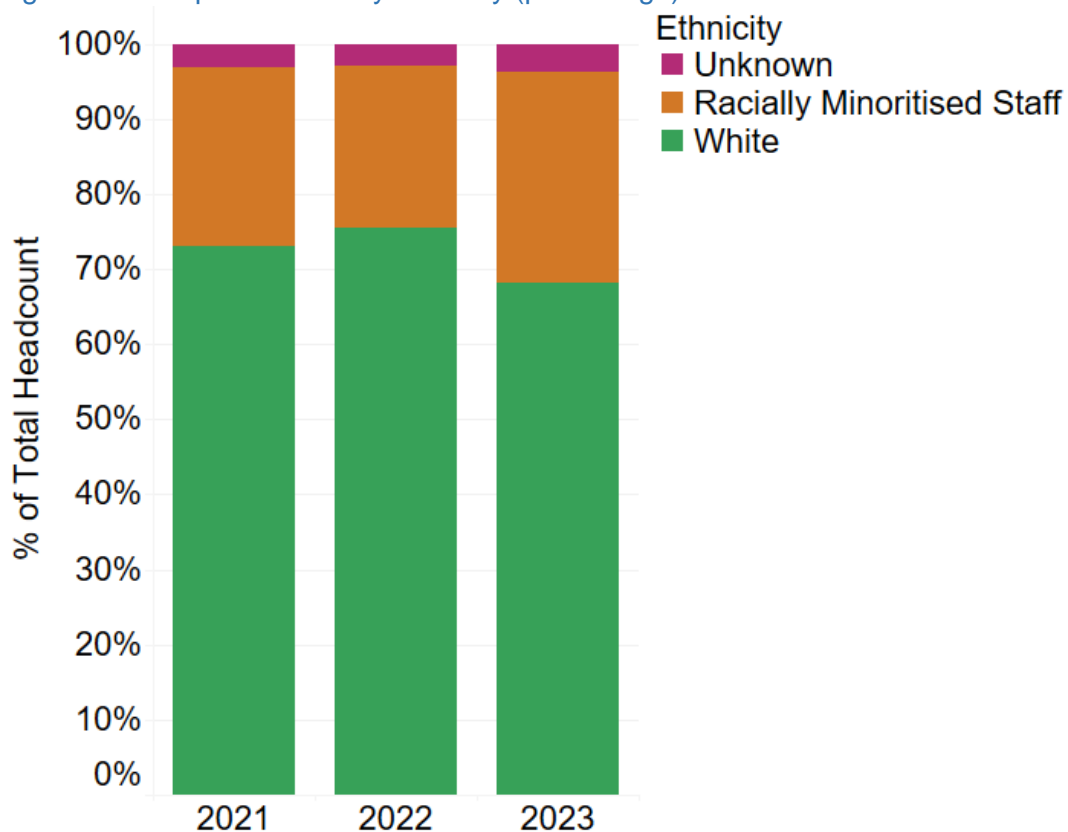
Ethnicity

The percentage of Racially Minoritised Staff leavers has risen over the three-year period from 24% to 28%. This figure is higher than the proportion of Racially Minoritised Staff in the university (18%) and might be partially explained by the higher proportion of Racially Minoritised Staff undertaking fixed-term contracts which have natural end dates (30% compared to 17% for White staff). The proportion of Racially Minoritised Staff employed on fixed-term contracts has decreased by two percentage points over the three-year period.

Figure 5.3. Table: Leavers by Ethnicity (headcount and percentage)

	White		Racially Minoritised Staff		Unknown	
	HC	%	HC	%	HC	%
2021	740	73%	245	24%	30	3%
2022	1,020	75%	290	22%	40	3%
2023	840	68%	350	28%	45	4%

Figure 5.4. Graph: Leavers by Ethnicity (percentage)



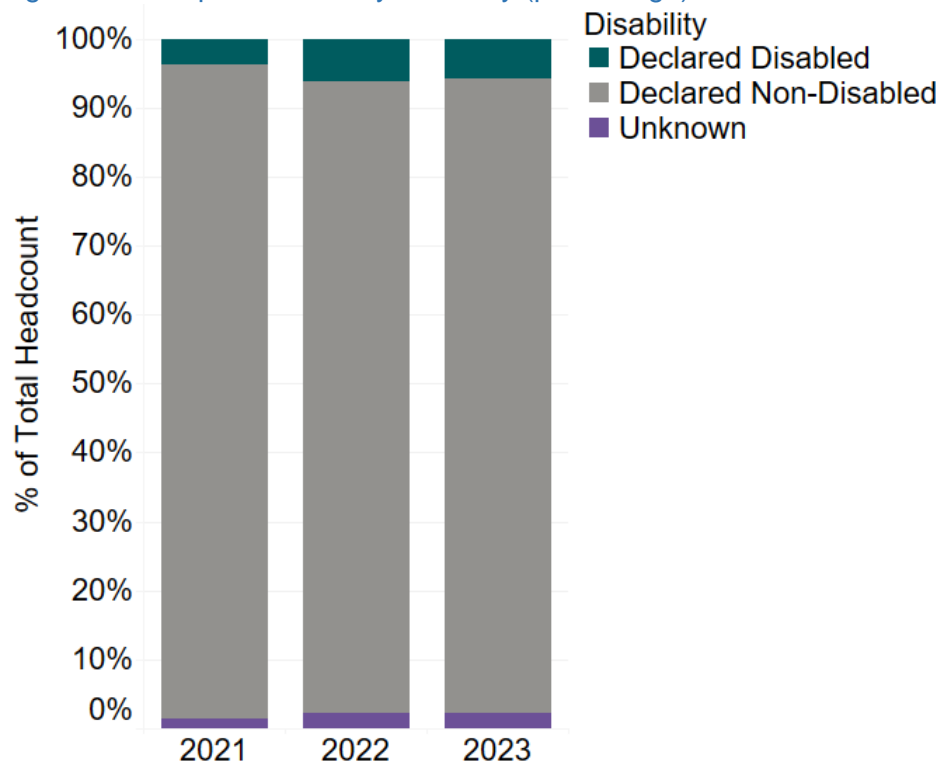
Disability

The proportion of staff who have declared they are disabled leaving the university has increased from 4% in 2021-2022 to 6% in 2022-2023. This is consistent with a modest increase in the proportion of staff who have declared they are disabled in the university workforce over the same period.

Figure 5.5. Table: Leavers by Disability (headcount and percentage)

	Declared Disabled		Declared Non-Disabled		Unknown	
	HC	%	HC	%	HC	%
2021	40	4%	960	95%	15	1%
2022	85	6%	1,240	92%	30	2%
2023	70	6%	1,130	92%	25	2%

Figure 5.6. Graph: Leavers by Disability (percentage)



Age

There are no apparent trends in the proportions of leavers split by age range.

Figure 5.7. Table: Leavers by Age (headcount and percentage)

		HC	%
2021	16 - 24	95	9%
	25 - 34	375	37%
	35 - 44	240	23%
	45 - 54	115	11%
	55 - 64	130	13%
	65 - 74	60	6%
	75+	<5	0%
2022	16 - 24	130	10%
	25 - 34	480	35%
	35 - 44	335	25%
	45 - 54	185	14%
	55 - 64	165	12%
	65 - 74	55	4%
	75+	<5	0%
2023	16 - 24	120	10%
	25 - 34	440	36%
	35 - 44	300	24%
	45 - 54	165	13%
	55 - 64	140	11%
	65 - 74	65	5%
	75+	<5	0%

Figure 5.8. Graph: Leavers by Age (percentage)

