



University of
Nottingham
UK | CHINA | MALAYSIA

Staff Annual Diversity Report 2023-2024

Glossary

HC	Headcount
%	Percentage
BME	Black and Minority Ethnic Group
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	<ul style="list-style-type: none">• 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 2023-2024 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

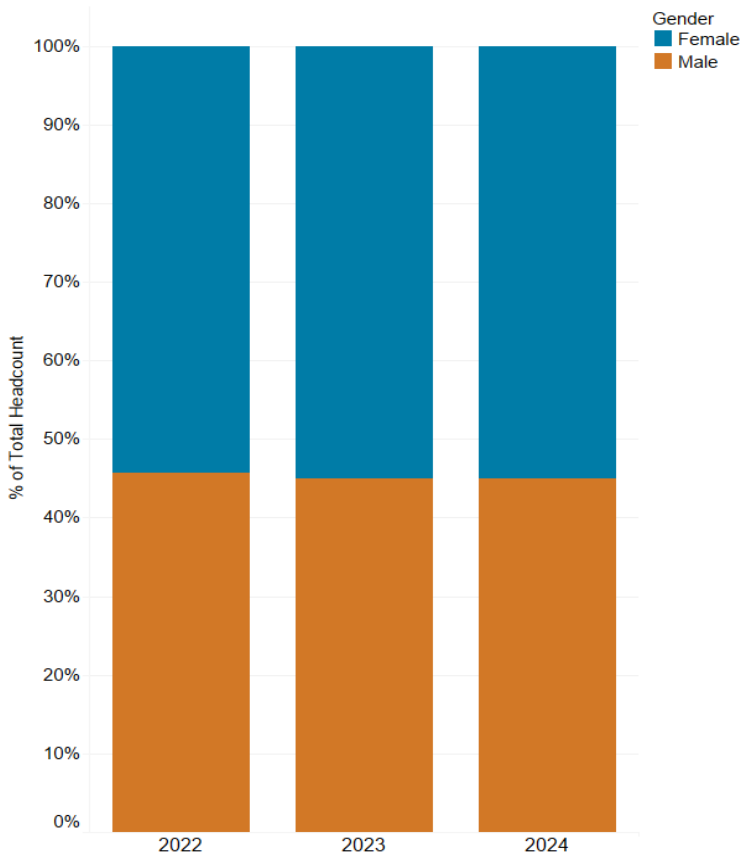
Headcount

The gender balance at the University in 2023-2024 has remained static. Overall, 55% of staff were female, continuing the trend of a stable and roughly even gender balance at an institutional level over the last three years.

Figure 1.1 Table: Gender Breakdown (headcount and percentage)

	2022		2023		2024	
	HC	%	HC	%	HC	%
Female	4,435	54%	4,870	55%	5,105	55%
Male	3,745	46%	3,970	45%	4,165	45%
Total	8,180	100%	8,845	100%	9,270	100%

Figure 1.2 Graph: Gender Breakdown (percentage)



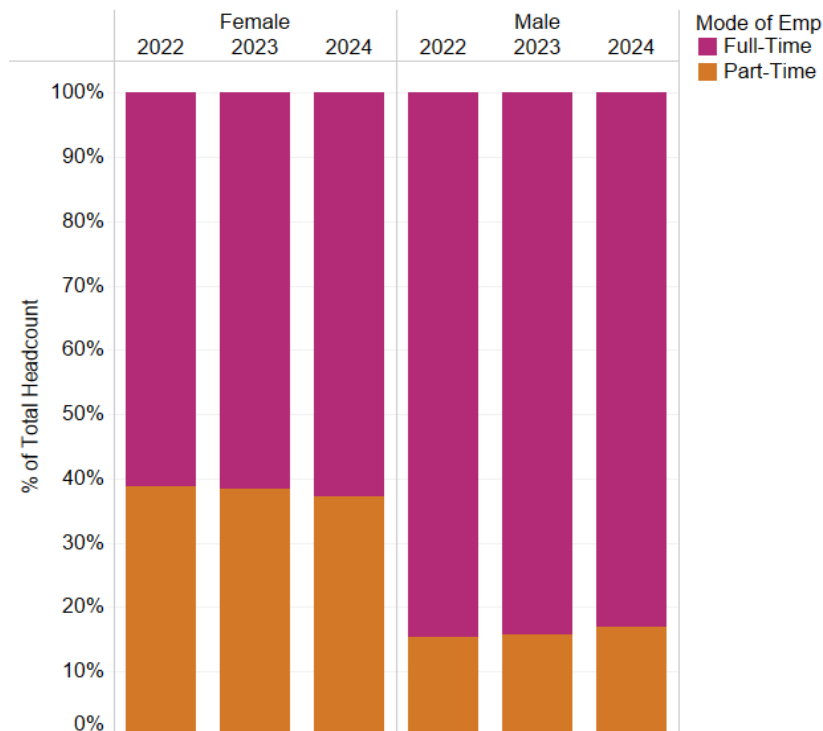
Mode of Employment

Over the past three years, the percentage of staff working part-time has 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 37% since 2021-2022 while the percentage of men working part-time has increased by the same amount to 17%, 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	%
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%
2024	Female	3,200	63%	1,905	37%
	Male	3,460	83%	710	17%
	Total	6,655	72%	2,610	28%

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



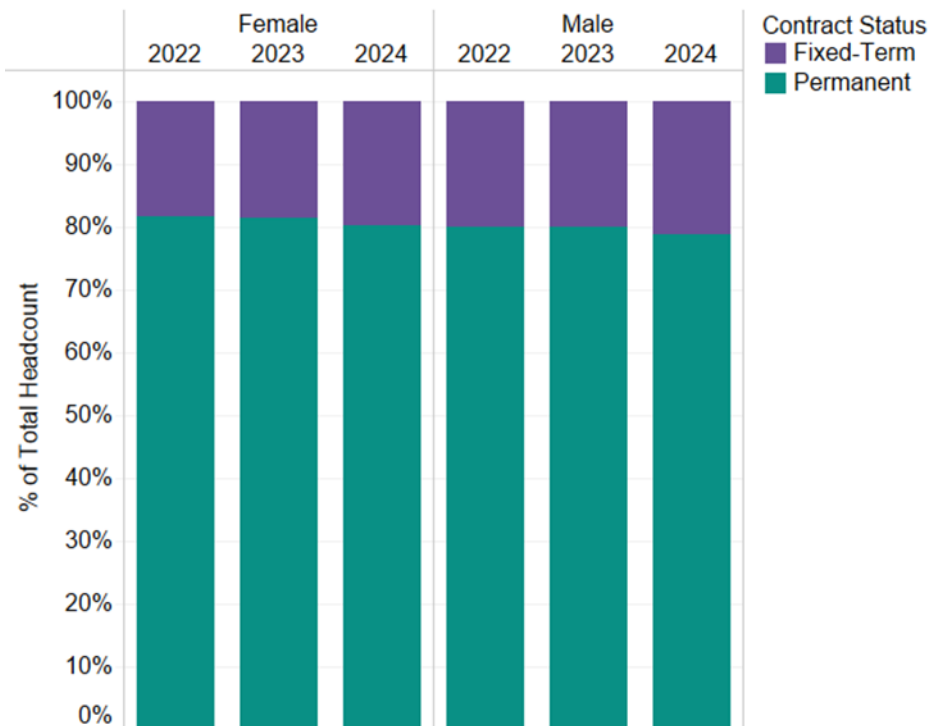
Contract Status

More employees at the University work on permanent contracts (80%) than on fixed-term contracts (20%). The percentage of male employees on fixed-term contracts has increased by one-percentage point since 2021-2022, whilst the proportion of female employees on fixed-term contracts has increased by two-percentage points over the same period.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
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%
2024	Female	1,005	20%	4,100	80%
	Male	885	21%	3,280	79%
	Total	1,890	20%	7,380	80%

Figure 1.6 Graph: Contract Status by Gender (percentage)



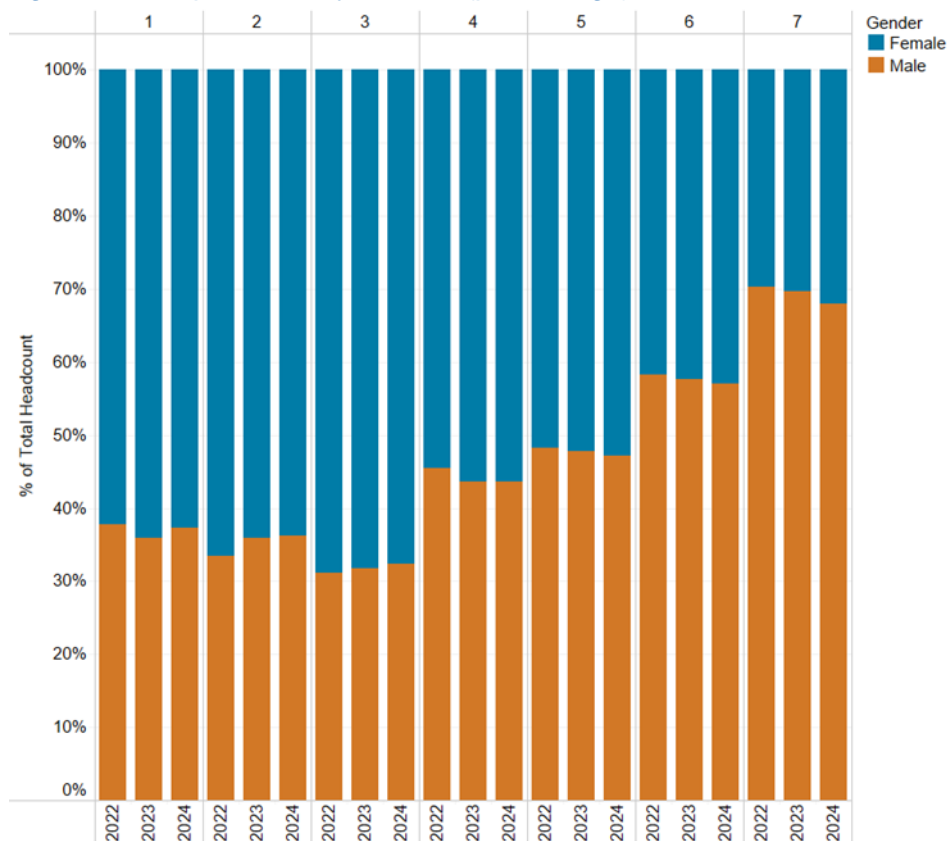
Level

The gender split by level is most pronounced at Level 3 (68% female) and Level 7 (68% male), although the proportion of female staff at Level 7 has increased from 30% in 2021-2022 to 32%.

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

		Female		Male	
		HC	%	HC	%
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%
2024	1	520	63%	310	37%
	2	620	64%	350	36%
	3	860	68%	410	32%
	4	1,410	56%	1,090	44%
	5	1,010	53%	905	47%
	6	440	43%	585	57%
	7	240	32%	515	68%
	Total	5,105	55%	4,165	45%

Figure 1.8 Graph: Level by Gender (percentage)



Occupational Group

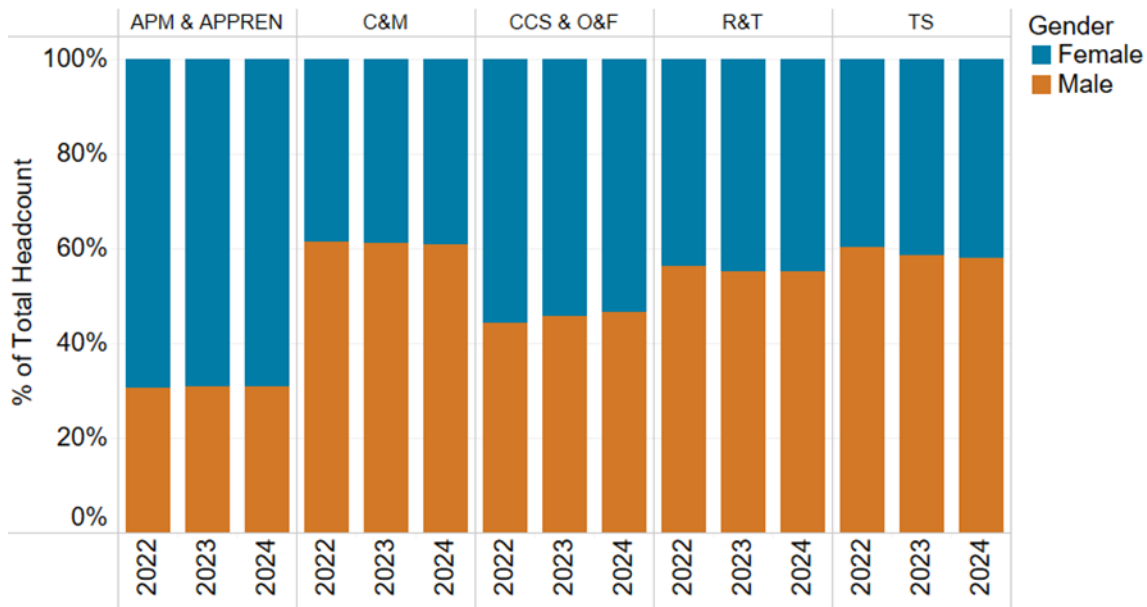
The gender profile differs across occupational groups, with significantly more women working within the Administrative, Professional and Managerial group (69% in 2023-2024 and static since 2021-2022).

The proportion of women working in Childcare Services (CCS) and Operations and Facilities (O&F) has decreased by three-percentage points over the last three years. 39% of Clinical and Medical staff (C&M) have been women for each of the three years. Female Research and Teaching staff (R&T) have increased by one-percentage point to 45% over the last three years, and female staff in Technical Services (TS) have increased by two-percentage points.

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

		Female		Male	
		HC	%	HC	%
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%
2024	APM & APPREN	2,530	69%	1,140	31%
	C&M	75	39%	120	61%
	CCS & O&F	575	53%	505	47%
	R&T	1,675	45%	2,065	55%
	TS	245	42%	340	58%
	Total	5,105	55%	4,165	45%

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



Ethnicity

Headcount

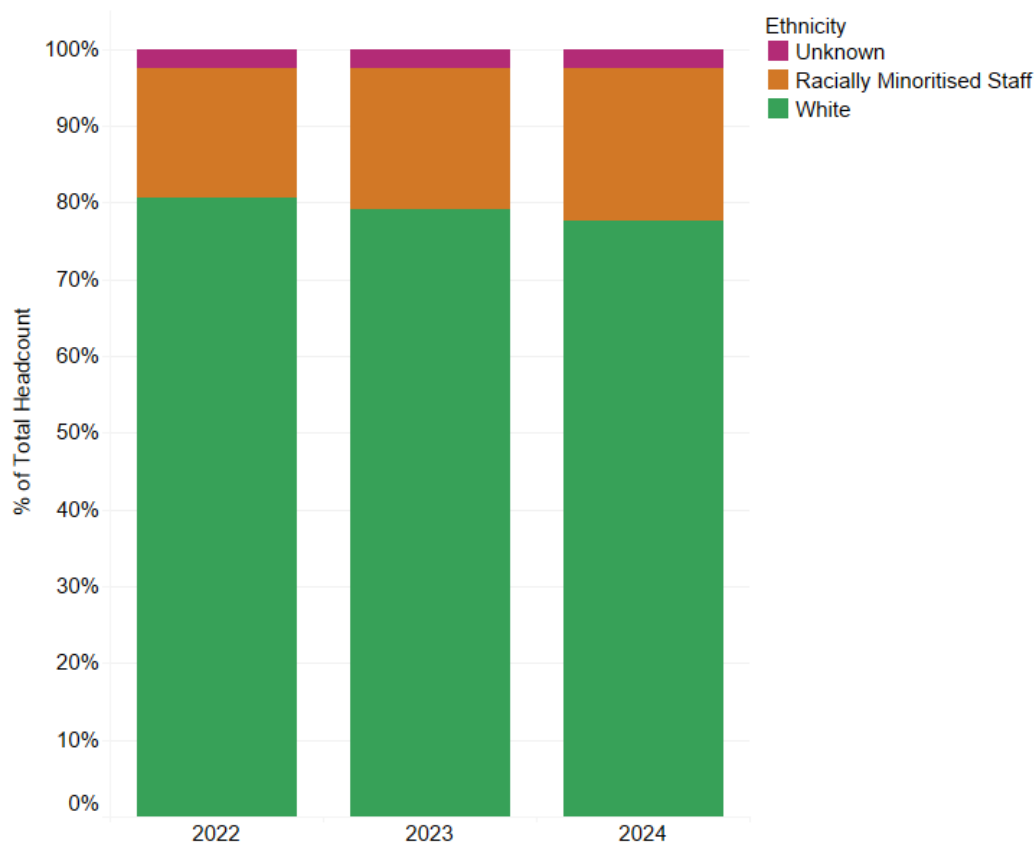
The University has a predominately white workforce (78%) with Racially Minoritised staff¹ making up 20% of the workforce, a three-percentage point increase over the last three years. The percentage of employees whose ethnicity is unknown has remained at 3%.

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

		2022		2023		2024	
		HC	%	HC	%	HC	%
White	White	6,600	81%	6,995	79%	7,195	78%
	Total	6,600	81%	6,995	79%	7,195	78%
Racially Minoritised Staff	Asian / Asian British	525	6%	620	7%	695	7%
	Black / Black British	245	3%	310	3%	360	4%
	Chinese / Chinese British	290	4%	335	4%	355	4%
	Mixed	180	2%	225	3%	260	3%
	Other	130	2%	140	2%	165	2%
	Total	1,370	17%	1,625	18%	1,835	20%
Unknown	Unknown	210	3%	225	3%	235	3%
	Total	210	3%	225	3%	235	3%
Grand Total		8,180	100%	8,845	100%	9,270	100%

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 1.12. Graph: Ethnicity Breakdown (percentage)

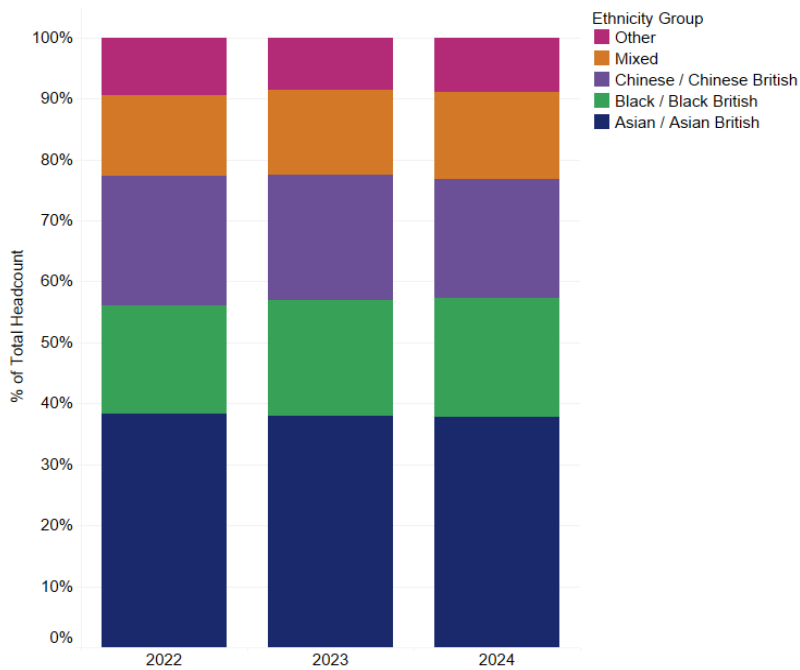


In 2023-2024 within the Racially Minoritised staff population, 38% are Asian/ Asian British, 19% are Chinese/ Chinese British (a two-percentage point decrease on previous years), 20% are Black/ Black British (a two-percentage point increase on previous years), 14% are mixed heritage and 9% are of another ethnicity.

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

	2022		2023		2024	
	HC	%	HC	%	HC	%
Asian / Asian British	525	38%	620	38%	695	38%
Black / Black British	245	18%	310	19%	360	20%
Chinese / Chinese British	290	21%	335	20%	355	19%
Mixed	180	13%	225	14%	260	14%
Other	130	10%	140	9%	165	9%
Grand Total	1,370	100%	1,625	100%	1,835	100%

Figure 1.14. Graph: Ethnicity Profile (percentage)



Mode of Employment

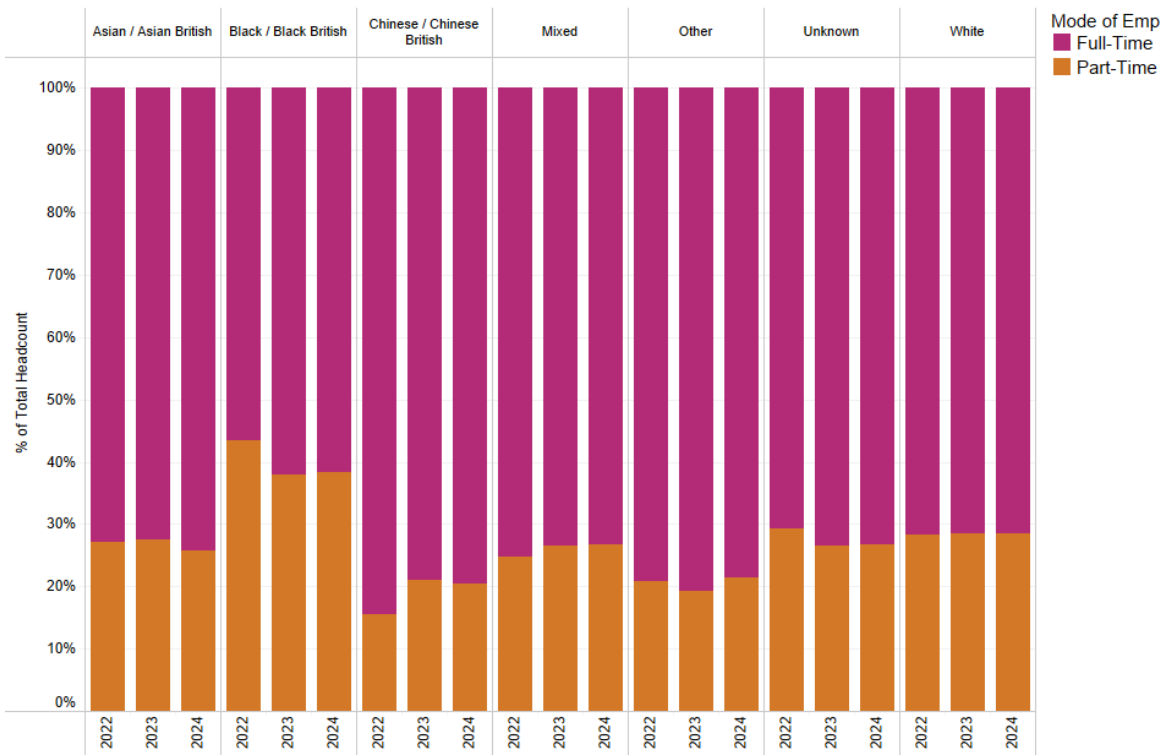
A higher percentage of Black/ Black British employees work part-time (38%) compared to other minority ethnicities (the next largest category being Mixed at 27%), but this has decreased over the three-year period by five-percentage points. Overall, the proportion of Racially Minoritised staff working part-time has remained static, whilst there has been a slight increase (by one-percentage point) in White employees working part-time since 2021-2022.

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

			Full-Time		Part-Time	
			HC	%	HC	%
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%	
	2024	White	White	5,145	71%	2,055	29%
			Total	5,145	71%	2,055	29%
		Racially Minoritised Staff	Asian / Asian British	515	74%	180	26%
			Black / Black British	220	62%	140	38%
Chinese / Chinese British			285	80%	75	20%	
Mixed			190	73%	70	27%	
Other			130	79%	35	21%	
Total			1,340	73%	495	27%	
Unknown		Unknown	175	73%	65	27%	
		Total	175	73%	65	27%	
Total			6,655	72%	2,610	28%	

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



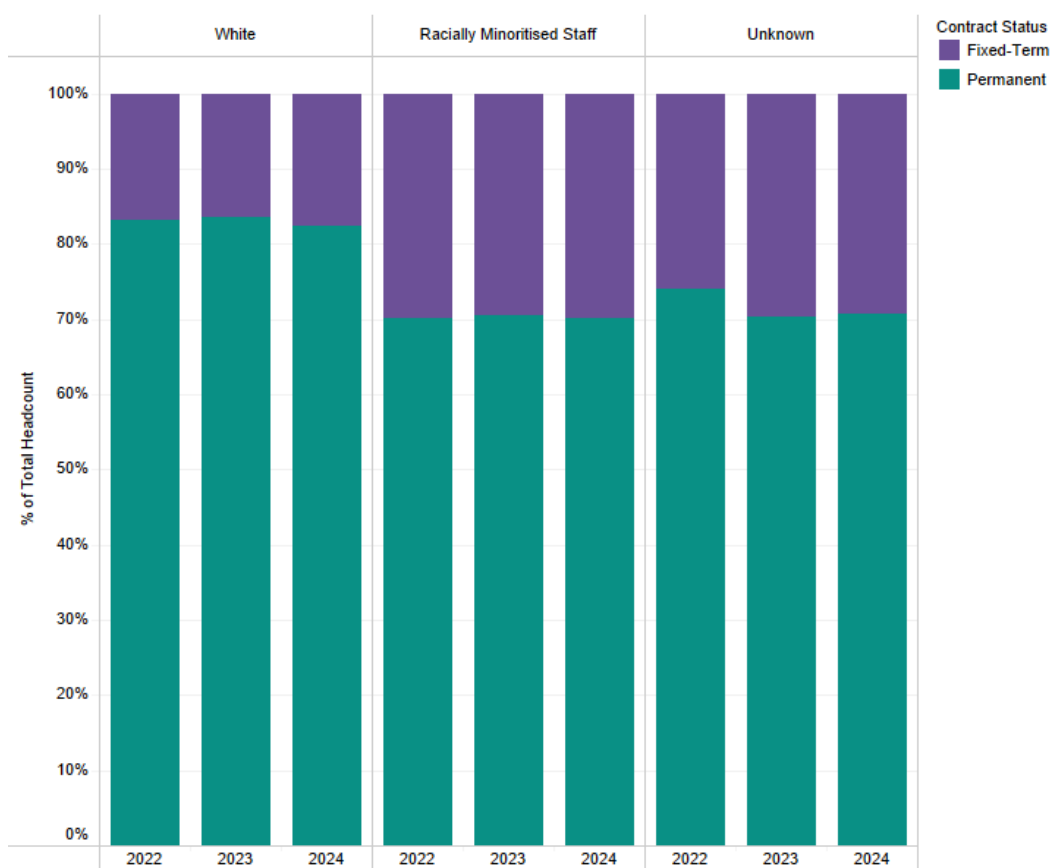
Contract Status

A higher proportion of Racially Minoritised staff (30%) work on a fixed-term contract than White employees (18%). The proportion of Racially Minoritised staff on fixed-term contracts has remained static, whereas the proportion of White staff on fixed-term contracts has increased by one-percentage point since 2021-2022. The group most likely to be on a fixed-term contract are Chinese/ Chinese British staff at 36%.

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

			Fixed-Term		Permanent	
			HC	%	HC	%
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
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
2024	White	White	1,275	18%	5,925	82%
		Total	1,275	18%	5,925	82%
	Racially Minoritised Staff	Asian / Asian British	205	29%	490	71%
		Black / Black British	95	27%	265	73%
		Chinese / Chinese British	125	36%	230	64%
		Mixed	65	25%	195	75%
		Other	55	35%	105	65%
		Total	550	30%	1,285	70%
	Unknown	Unknown	70	29%	165	71%
		Total	70	29%	165	71%
	Total			1,890	20%	7,380

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



Level

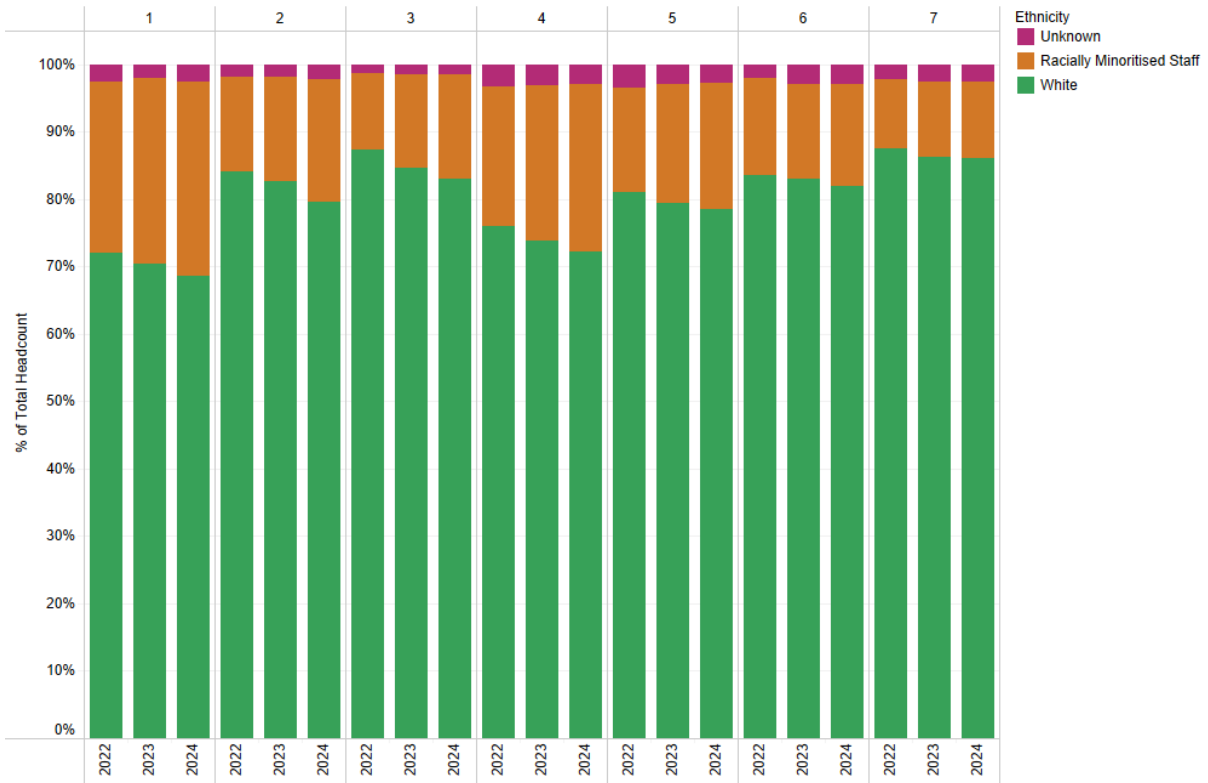
There continues to be a higher proportion of Racially Minoritised staff at Levels 4 (34%) and 5 (20%) within the university than at other Levels. The proportion of Racially Minoritised staff at Level 1 has decreased by four-percentage points to 13% since 2021-2022 but remains high for Black/ Black British staff at 32% (although this is a nine-percentage point decrease over the same period).

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

			1		2		3		4		5		6		7	
			HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
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
	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%

2024	Racially Minoritised Staff	Total	610	9%	815	12%	1,015	15%	1,690	24%	1,455	21%	785	11%	620	9%
		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%
	White	White	570	8%	775	11%	1,055	15%	1,805	25%	1,505	21%	840	12%	650	9%
		Total	570	8%	775	11%	1,055	15%	1,805	25%	1,505	21%	840	12%	650	9%
	Racially Minoritised Staff	Asian / Asian British	70	10%	75	11%	80	11%	225	32%	145	21%	65	10%	40	5%
		Black / Black British	115	32%	35	10%	35	10%	100	28%	50	14%	10	3%	10	3%
		Chinese / Chinese British	15	4%	30	8%	30	9%	145	40%	80	22%	40	11%	20	5%
		Mixed	30	12%	25	9%	40	16%	90	34%	45	18%	20	7%	10	5%
		Other	10	5%	10	5%	10	7%	65	41%	40	24%	20	13%	5	4%
		Total	240	13%	175	10%	200	11%	625	34%	360	20%	155	8%	85	5%
		Total	20	9%	20	9%	20	8%	70	30%	55	23%	30	12%	20	8%
	Unknown	Unknown	20	9%	20	9%	20	8%	70	30%	55	23%	30	12%	20	8%
		Total	20	9%	20	9%	20	8%	70	30%	55	23%	30	12%	20	8%
	Total	Total	830	9%	970	10%	1,270	14%	2,500	27%	1,920	21%	1,025	11%	755	8%

Figure 1.20. Graph: Level by Ethnicity (percentage)



Occupational Group

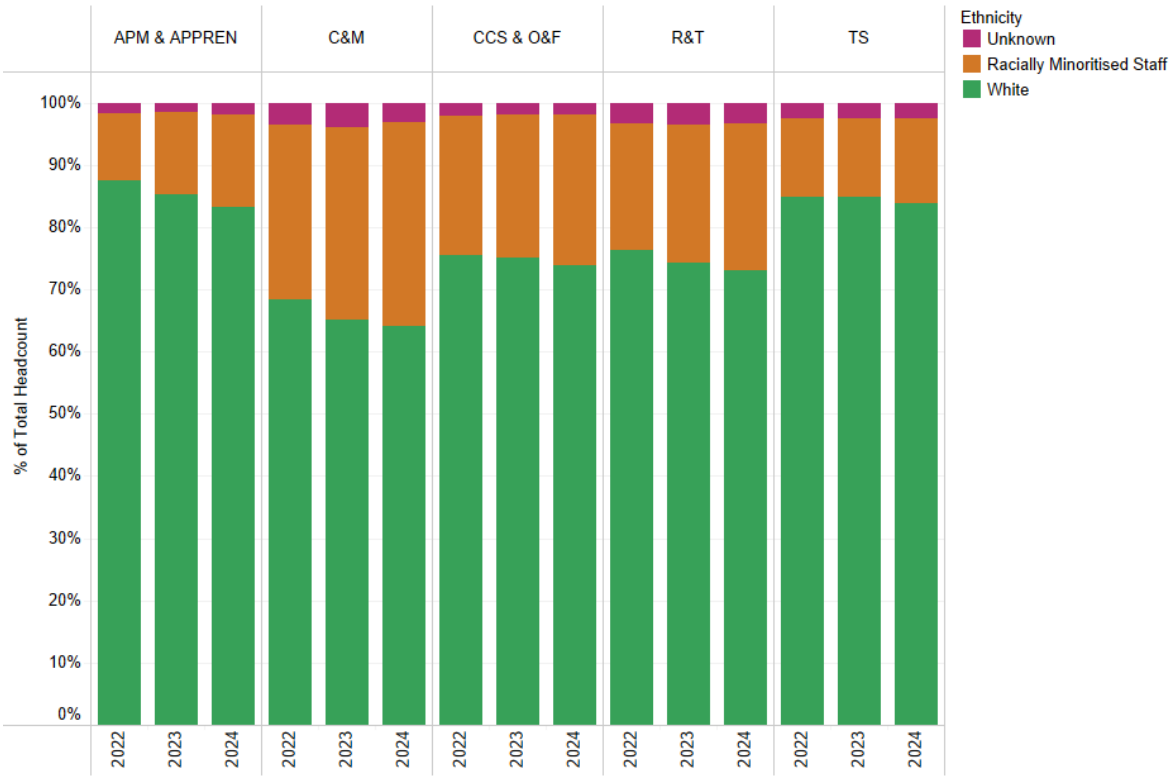
There is a higher representation of Racially Minoritised staff in the Clinical and Medical (33%), Operations and Facilities (24%), and Research and Teaching (24%) occupational groups than within other occupational groups; this proportion has grown over the last three years for all occupational groups. 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	%
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%
2024	White	White	3,055	83%	125	64%	800	74%	2,725	73%	495	84%
		Total	3,055	83%	125	64%	800	74%	2,725	73%	495	84%
	Racially Minoritised Staff	Asian / Asian British	245	7%	45	23%	75	7%	300	8%	30	5%
		Black / Black British	100	3%	5	3%	125	11%	115	3%	15	3%
		Chinese / Chinese British	75	2%	<5	3%	20	2%	240	6%	20	3%
		Mixed	105	3%	<5	2%	30	3%	110	3%	10	2%
		Other	25	1%	5	3%	10	1%	115	3%	5	1%
		Total	550	15%	65	33%	260	24%	880	24%	80	14%
	Unknown	Unknown	65	2%	5	3%	20	2%	125	3%	15	3%
		Total	65	2%	5	3%	20	2%	125	3%	15	3%

Total	3,670	100%	195	100%	1,080	100%	3,735	100%	590	100%
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Figure 1.22. Graph: Occupational Group by Ethnicity (percentage)



Disability

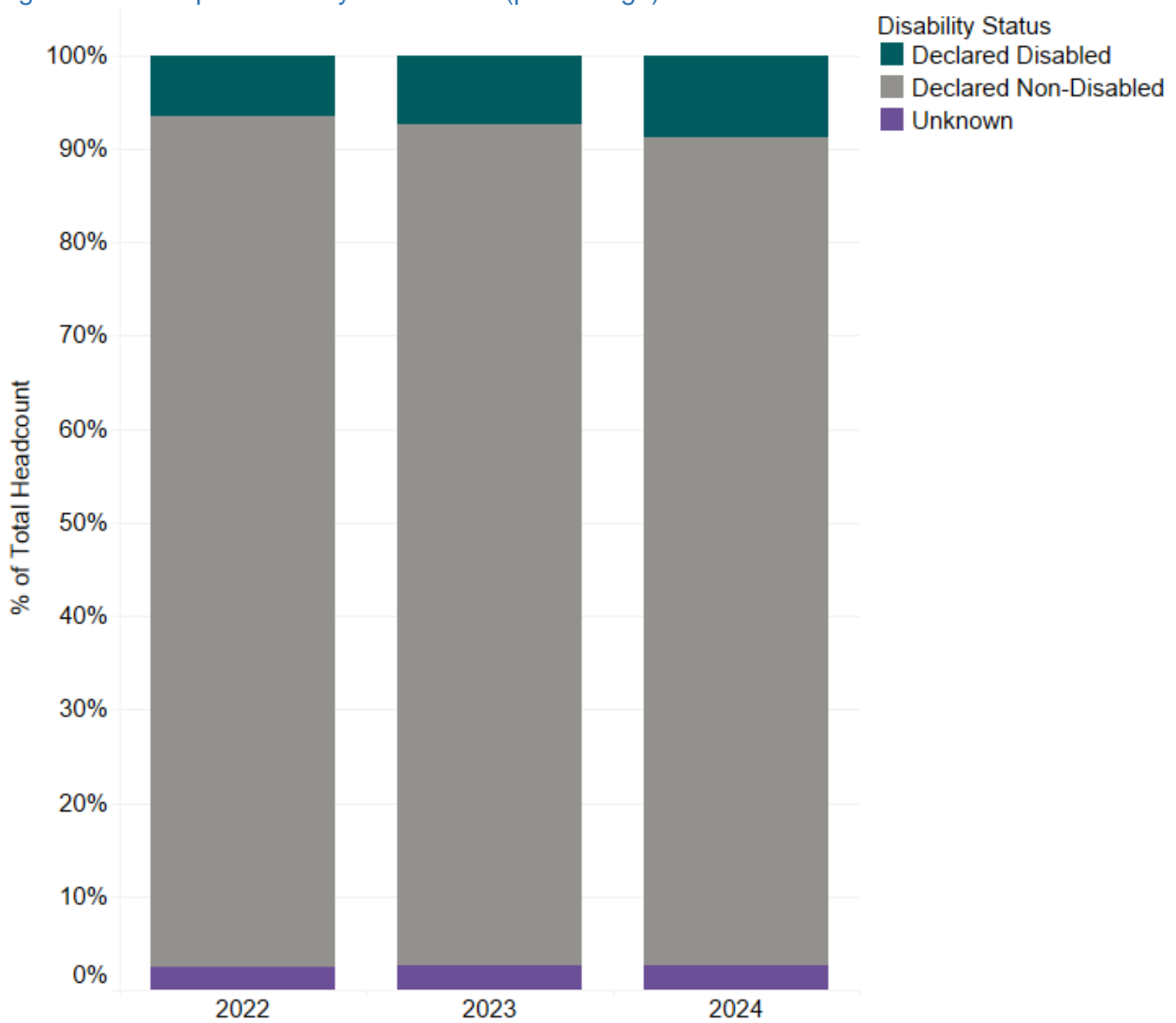
Headcount

In 2021-2022, the percentage of employees who have declared a disability has risen to 9%. The percentage of those whose disabilities are unknown remains at 3%.

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

	2022		2023		2024	
	HC	%	HC	%	HC	%
Declared Disabled	530	6%	660	7%	810	9%
Declared Non-Disabled	7,460	91%	7,960	90%	8,210	89%
Unknown	195	2%	225	3%	250	3%
Grand Total	8,180	100%	8,845	100%	9,270	100%

Figure 1.24. Graph: Disability Breakdown (percentage)



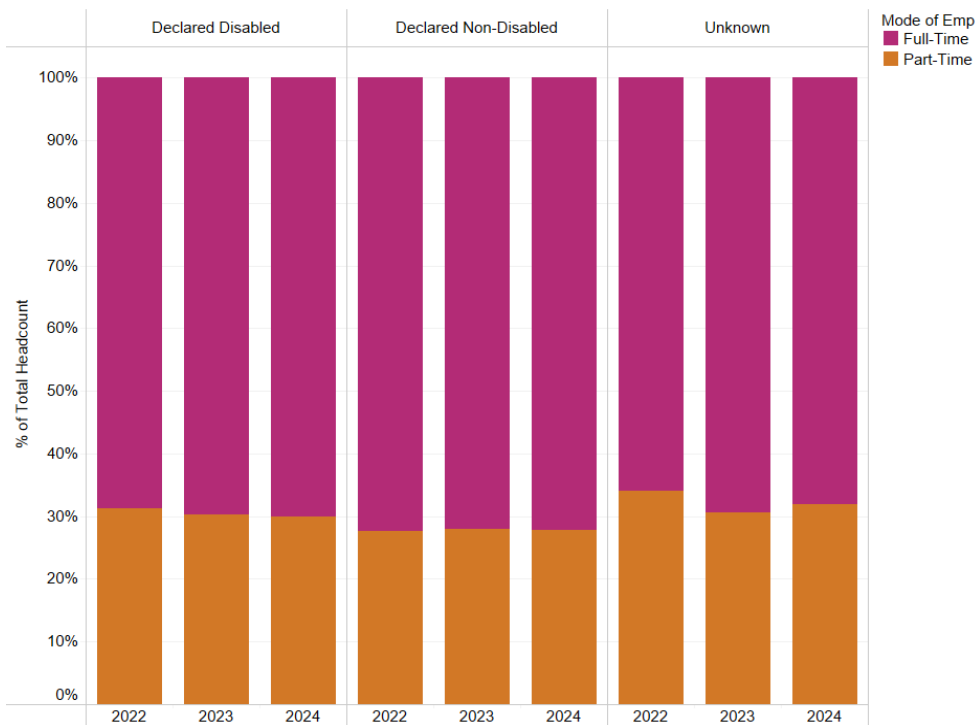
Mode of Employment

The percentage of employees who have declared a disability and who work full-time has increased by one-percentage point to 70% since 2021-2022.

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

		Full-Time		Part-Time	
		HC	%	HC	%
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%
2024	Declared Disabled	565	70%	240	30%
	Declared Non-Disabled	5,920	72%	2,290	28%
	Unknown	170	68%	80	32%
	Total	6,655	72%	2,610	28%

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



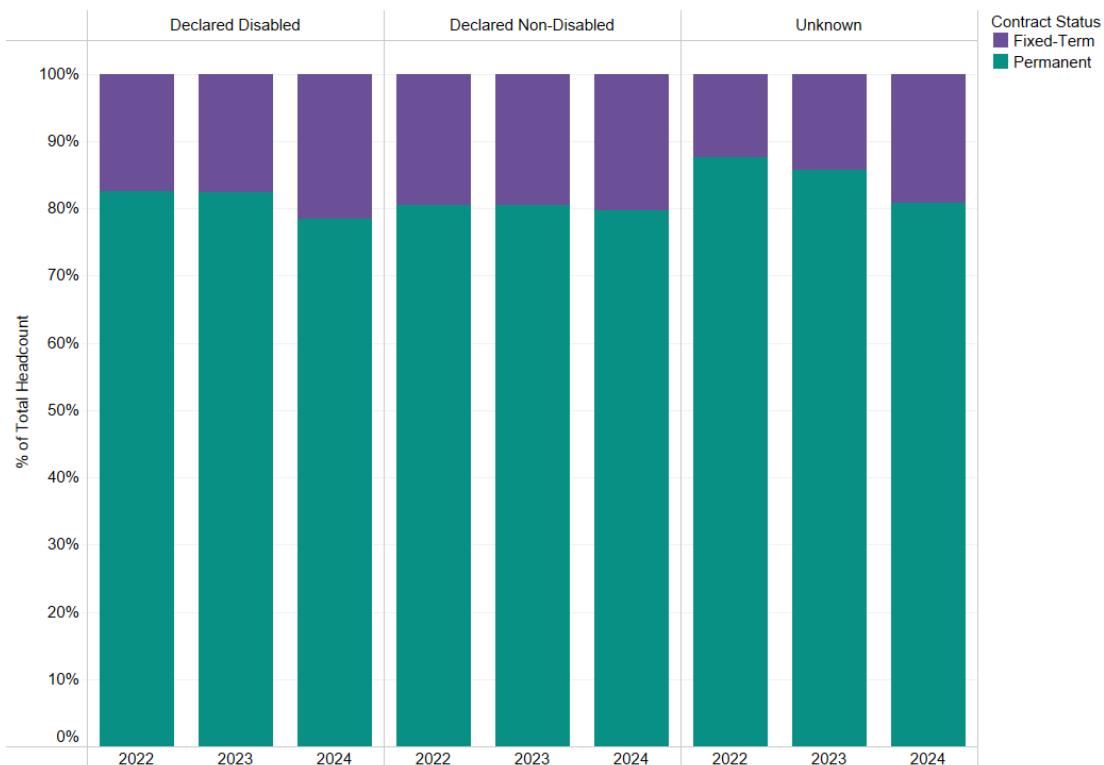
Contract Status

The proportion of staff who have declared they are disabled has risen by five-percentage points to 22% over the three-year period for staff on a fixed-term contract.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
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%
2024	Declared Disabled	175	22%	635	78%
	Declared Non-Disabled	1,670	20%	6,540	80%
	Unknown	50	19%	200	81%
	Total	1,890	20%	7,380	80%

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



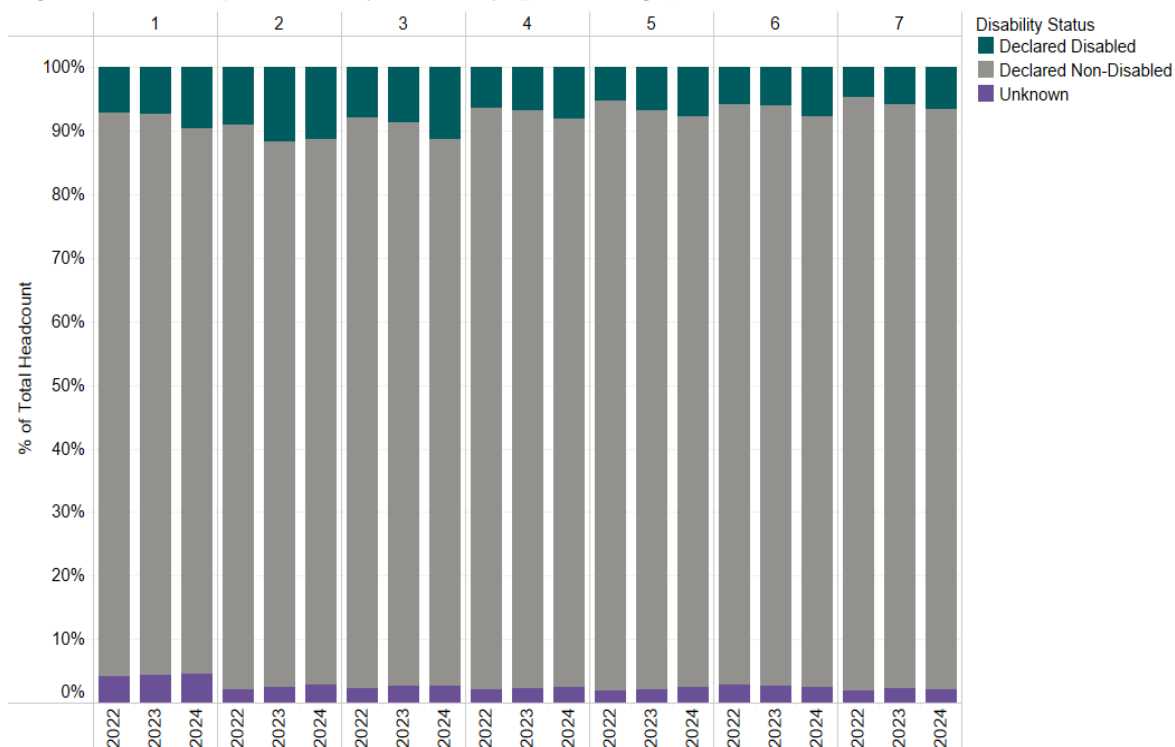
Level

Overall, more employees across all Levels have declared a disability over the last three years.

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

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
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%
2024	1	80	10%	715	86%	35	4%
	2	110	11%	835	86%	30	3%
	3	145	11%	1,095	86%	35	3%
	4	205	8%	2,235	89%	65	3%
	5	145	8%	1,725	90%	50	3%
	6	80	8%	920	90%	25	2%
	7	50	7%	690	91%	15	2%
	Total	810	9%	8,210	89%	250	3%

Figure 1.30. Graph: Level by Disability (percentage)



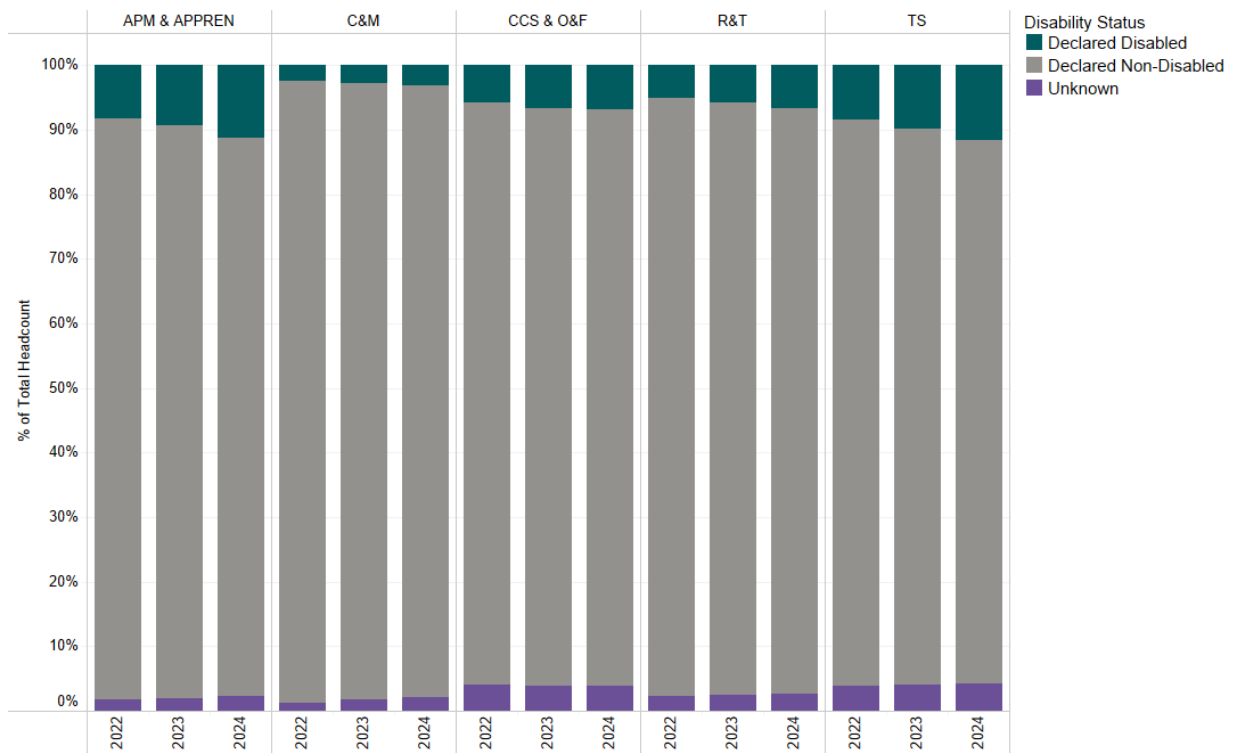
Occupational Group

Over the three-year period there has been an 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	%
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%
2024	APM & APPREN	410	11%	3,175	87%	85	2%
	C&M	5	3%	185	95%	<5	2%
	CCS & O&F	75	7%	965	89%	40	4%
	R&T	250	7%	3,390	91%	95	3%
	TS	70	12%	495	84%	25	4%
	Total	810	9%	8,210	89%	250	3%

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



Age

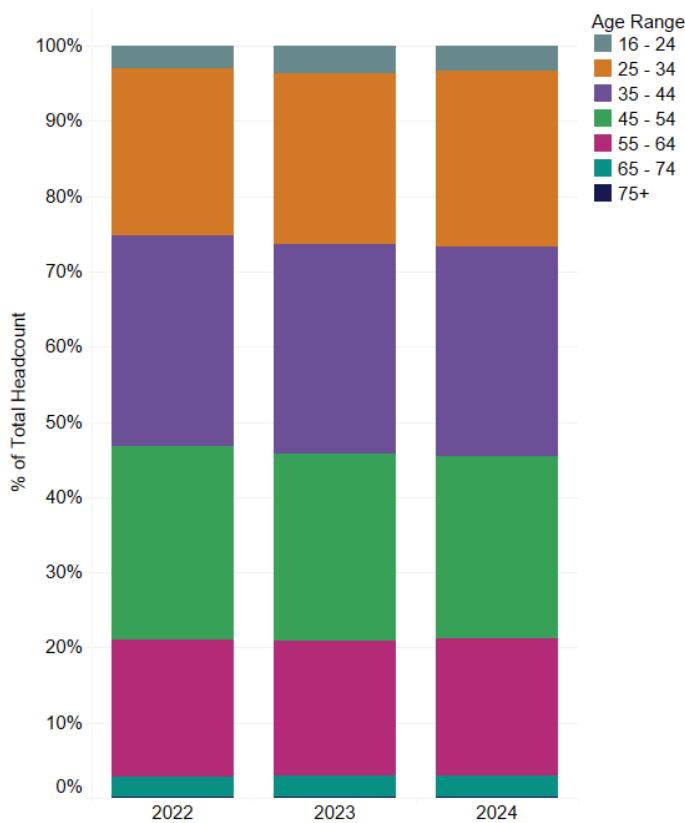
Headcount

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

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

	2022		2023		2024	
	HC	%	HC	%	HC	%
16 - 24	240	3%	315	4%	305	3%
25 - 34	1,820	22%	2,020	23%	2,170	23%
35 - 44	2,300	28%	2,460	28%	2,590	28%
45 - 54	2,095	26%	2,195	25%	2,235	24%
55 - 64	1,495	18%	1,580	18%	1,685	18%
65 - 74	220	3%	255	3%	265	3%
75+	10	0%	15	0%	15	0%
Grand Total	8,180	100%	8,845	100%	9,270	100%

Figure 1.34. Graph: Age Breakdown (percentage)



Mode of Employment

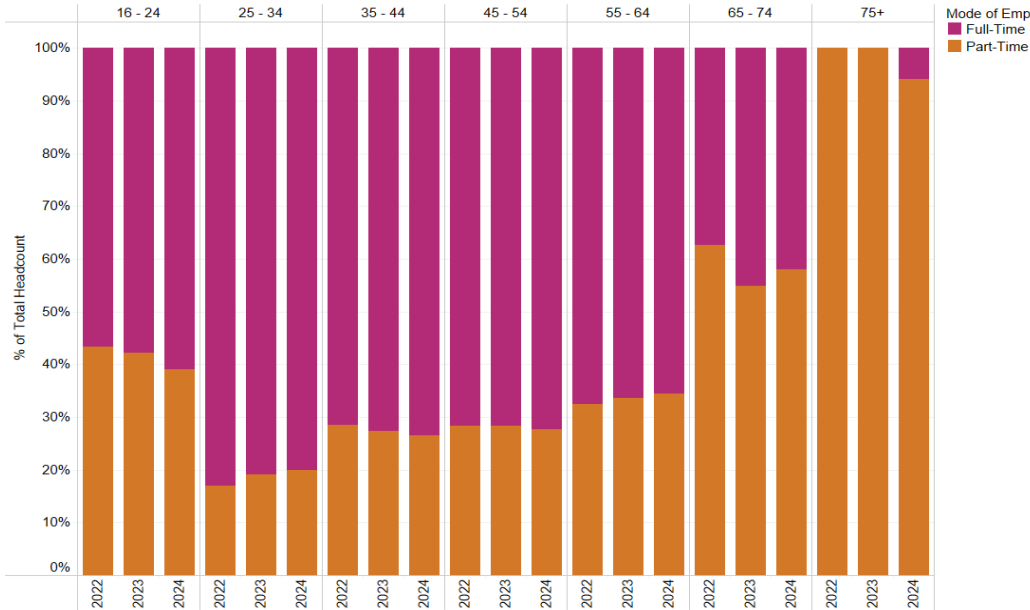
The largest proportion of full-time employees by age are 25-34 years old at 80%. Most 65+ year old employees work part-time. The proportions of staff who work part-time and are 25-34 or 55-64 years old has increased slightly since 2021-2022, whereas all other age groups have remained static or slightly decreased their proportion of part time staff.

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

		Full-Time		Part-Time	
		HC	%	HC	%
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%
2024	16 - 24	185	61%	120	39%
	25 - 34	1,735	80%	435	20%
	35 - 44	1,905	73%	685	27%
	45 - 54	1,615	72%	620	28%
	55 - 64	1,105	66%	580	34%
	65 - 74	110	42%	155	58%
	75+	<5	6%	15	94%
	Total	6,655	72%	2,610	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. There has been a significant increase in the proportion of 16-24 year olds employed on fixed-term contracts since 2021-2022 (24% to 34%). Staff aged between 45-74 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	%
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%

2024	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%
	16 - 24	105	34%	200	66%
	25 - 34	875	40%	1,290	60%
	35 - 44	515	20%	2,075	80%
	45 - 54	235	11%	2,000	89%
	55 - 64	140	8%	1,550	92%
	65 - 74	20	7%	250	93%
75+	<5	18%	15	82%	
Total	1,890	20%	7,380	80%	

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



Level

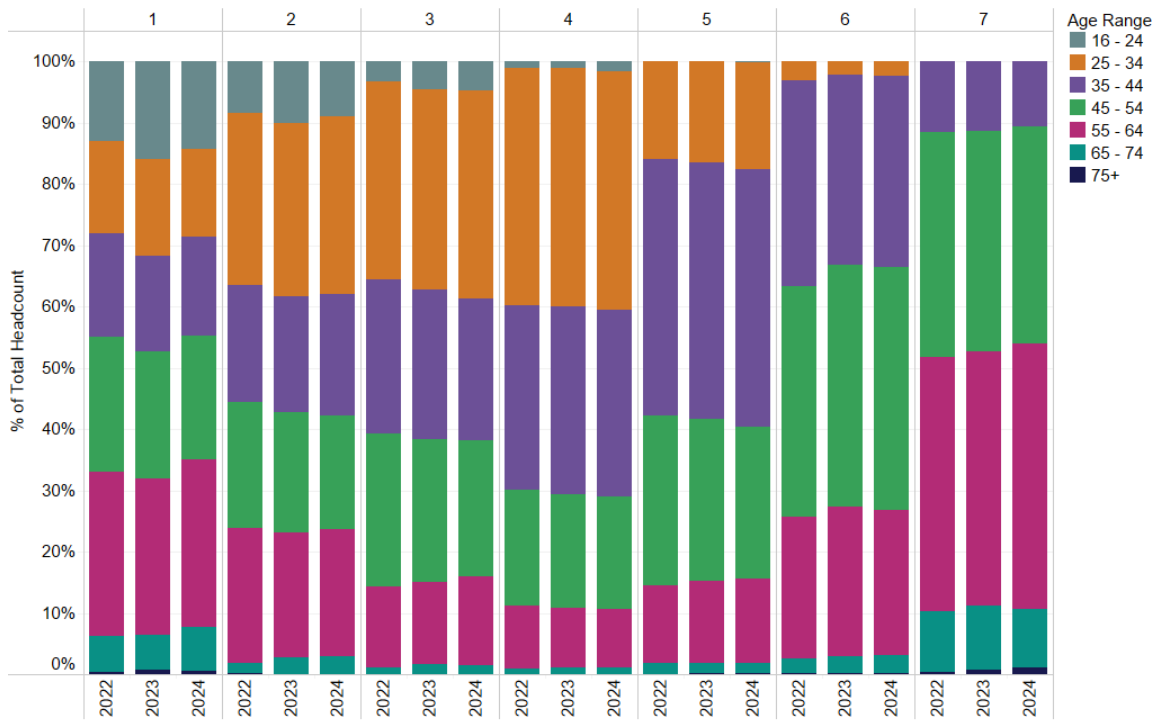
Proportions of staff by age and Level have remained relatively static since 2021-2022.

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

			16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 74	75+
2022	1	HC	120	140	155	205	245	55	<10
		%	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%	
	2024	1	HC	120	120	135	170	225	60	<5
			%	14%	14%	16%	20%	27%	7%	0%
2		HC	85	280	195	180	200	30		
		%	9%	29%	20%	19%	21%	3%		
3		HC	60	435	295	280	185	20		
		%	5%	34%	23%	22%	15%	1%		
4		HC	40	975	765	455	240	25	<5	
		%	2%	39%	31%	18%	10%	1%	0%	
5		HC	<5	335	805	475	265	30	<5	
		%	0%	17%	42%	25%	14%	2%	0%	
6		HC		25	320	405	245	30	<5	
		%		2%	31%	40%	24%	3%	0%	
7		HC			80	270	325	75	10	
		%			11%	35%	43%	10%	1%	
Total		HC	305	2,170	2,590	2,235	1,685	265	15	
		%	3%	23%	28%	24%	18%	3%	0%	

Figure 1.40. Graph: Level by Age (percentage)



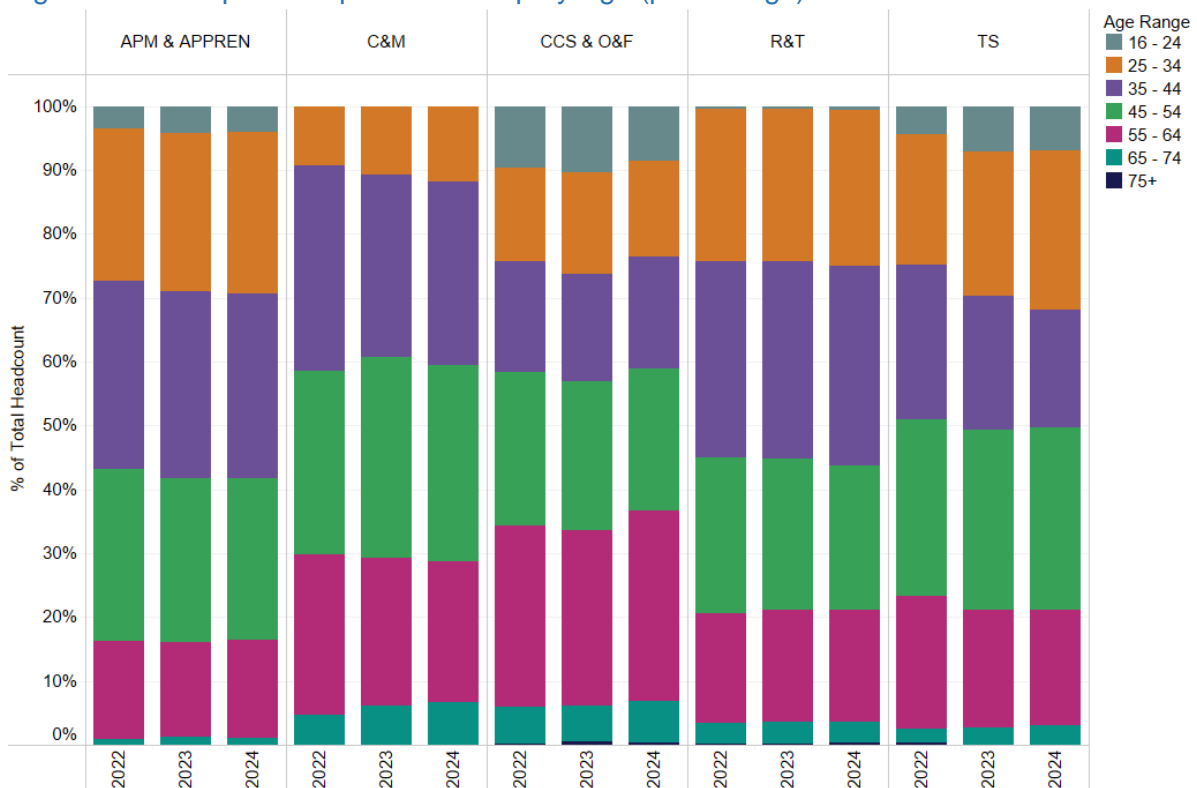
Occupational Group

The proportion of different age bands has remained broadly consistent all occupational groups except Technical Services (TS) over the last three years. The proportion of Technical Services (TS) staff aged 16-24 has increased by three-percentage points, and the proportion aged 25-34 has increased by five-percentage points (with corresponding decreases in the other age bands).

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	%
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%
2024	APM & APPREN	150	4%	925	25%	1,065	29%	925	25%	565	15%	45	1%		
	C&M			25	12%	55	29%	60	31%	45	22%	15	7%		
	CCS & O&F	95	9%	160	15%	190	18%	240	22%	320	30%	70	7%	<5	0%
	R&T	20	1%	910	24%	1,170	31%	845	23%	655	17%	120	3%	15	0%
	TS	40	7%	145	25%	110	18%	170	29%	105	18%	20	3%		
	Total	305	3%	2,170	23%	2,590	28%	2,235	24%	1,685	18%	265	3%	15	0%

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



2. Recruitment

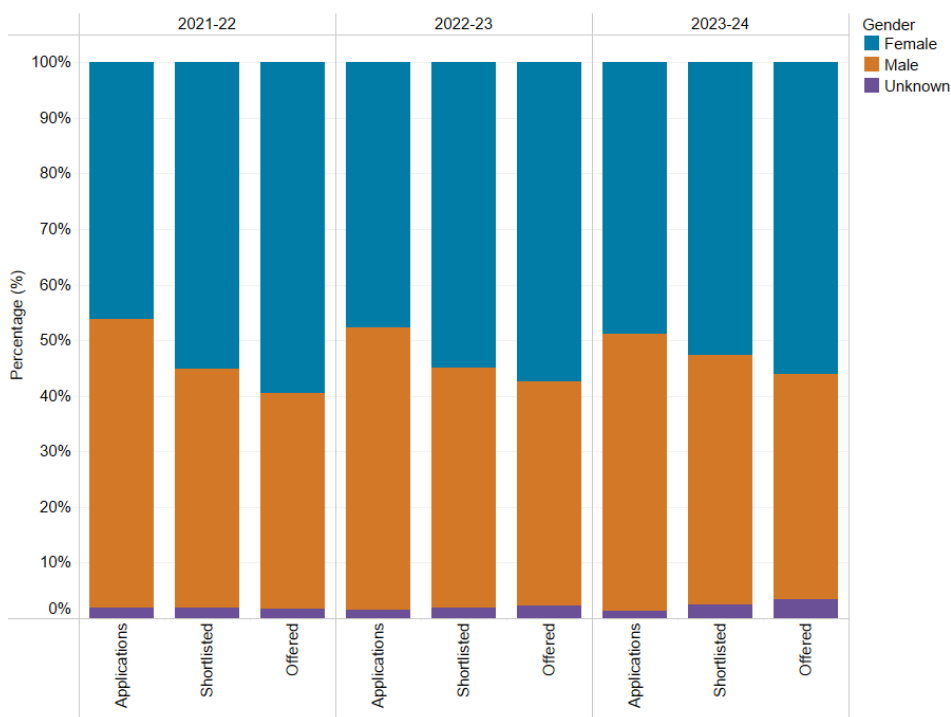
Gender

The proportion of female applicants has increased from 2021-2022 from 46% to 49%, with slight decreases in the number of women being shortlisted and offered a role. The proportion of offers made to female applicants is 56% which remains slightly higher than the workforce profile where women comprise 55%.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
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%
2023-24	Female	17,555	49%	3,715	53%	1,195	56%
	Male	17,855	50%	3,185	45%	865	41%
	Unknown	510	1%	170	2%	70	3%
	Total	35,920	100%	7,070	100%	2,130	100%

Figure 2.2. Graph: Recruitment by Gender (percentage)



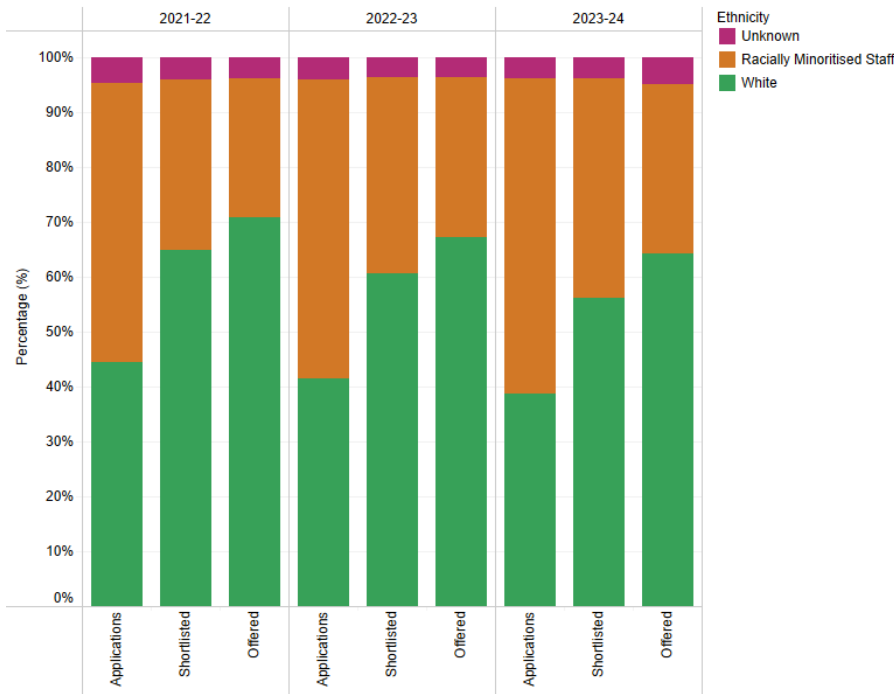
Ethnicity

The proportion of Racially Minoritised job applicants increased from 51% in 2021-2022 to 57% in 2023-2024, and the proportion on shortlists increased from 31% to 40% over the same period. The proportion of job offers made to Racially Minoritised applicants also increased from 25% to 31% which remains higher than the workforce profile where Racially Minoritised staff comprise 20%.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2021-22	White	13,110	44%	5,470	65%	1,895	71%
	Racially Minoritised Staff	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 Staff	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%
2023-24	White	13,950	39%	3,975	56%	1,370	64%
	Racially Minoritised Staff	20,610	57%	2,830	40%	655	31%
	Unknown	1,360	4%	270	4%	105	5%
	Total	35,920	100%	7,070	100%	2,130	100%

Figure 2.4. Graph: Recruitment by Ethnicity (percentage)



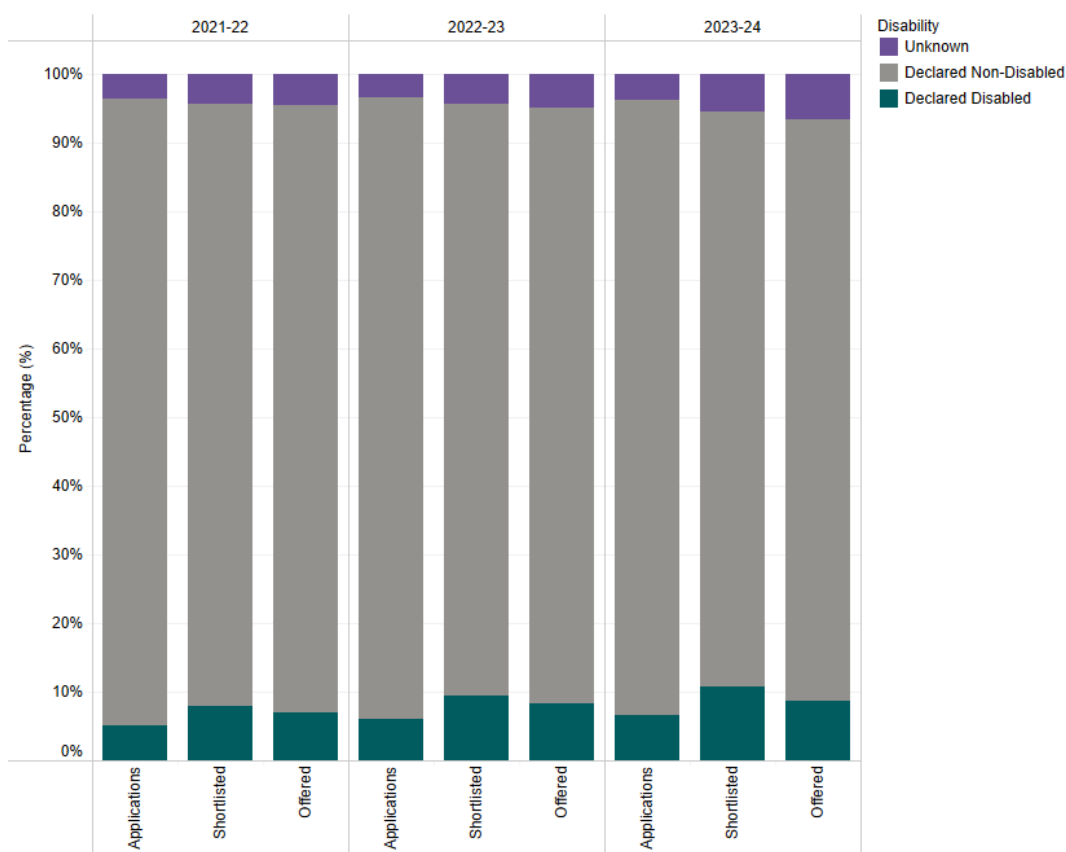
Disability

The proportion of applicants declaring a disability has risen slightly to 7% since 2021-2022. The proportion of disabled applicants shortlisted has increased slightly to 11%, and the proportion of roles offered to disabled staff has increased slightly to 9% (and is therefore now in line with the workforce profile).

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
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%
2023-24	Declared Disabled	2,375	7%	765	11%	185	9%
	Declared Non-Disabled	32,205	90%	5,930	84%	1,805	85%
	Unknown	1,340	4%	375	5%	135	6%
	Total	35,920	100%	7,070	100%	2,130	100%

Figure 2.6. Graph: Recruitment by Disability (percentage)



Age

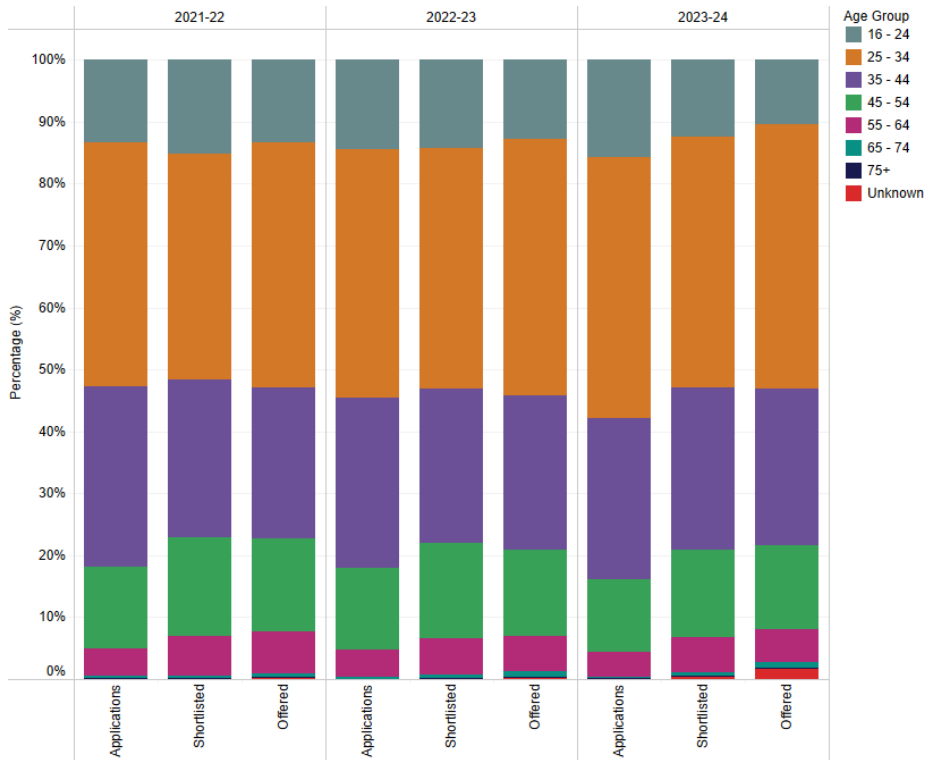
Applications by age range are relatively consistent across all three years, with some percentages fluctuating but little evidence of trends.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
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%
2023-24	16 - 24	5,655	16%	880	12%	220	10%
	25 - 34	15,125	42%	2,860	40%	910	43%

35 - 44	9,330	26%	1,855	26%	540	25%
45 - 54	4,230	12%	1,005	14%	290	14%
55 - 64	1,410	4%	405	6%	115	5%
65 - 74	105	0%	30	0%	20	1%
75+	20	0%	<5	0%	<5	0%
Unknown	40	0%	40	1%	35	2%
Total	35,920	100%	7,070	100%	2,130	100%

Figure Graph: 2.8. 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 - one was delayed from 2020-2021.

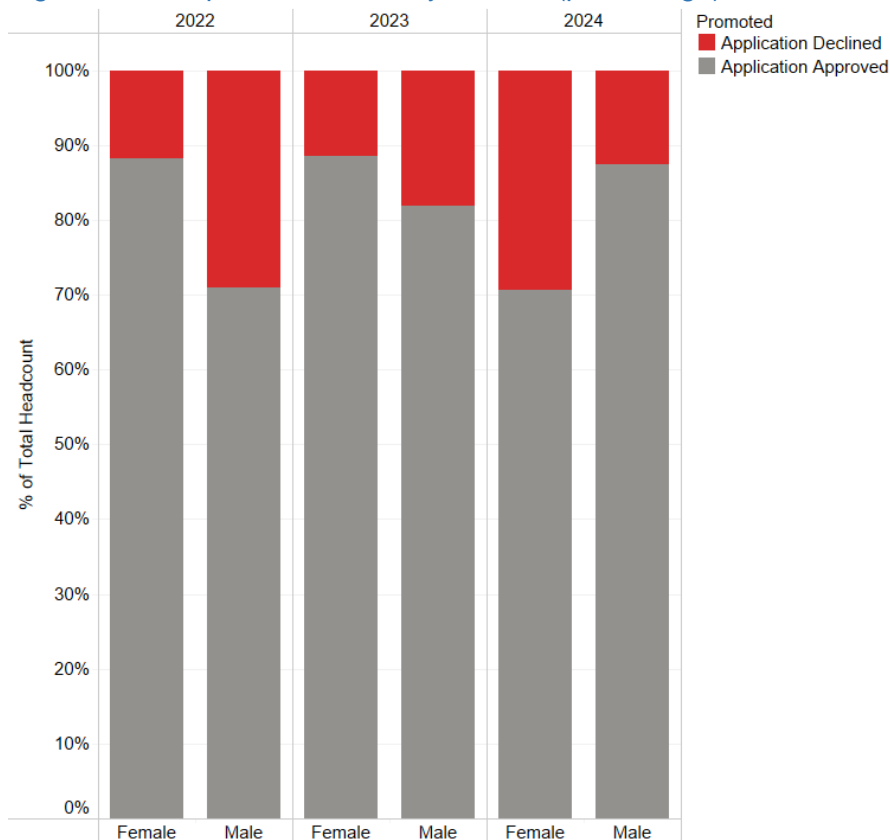
Gender

In 2024 a higher proportion of promotion applicants were approved for male staff (89%) than female staff (81%), reversing the trend from recent years (with much smaller headcount numbers for both male and female staff).

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2022	Female	50	5	88%	12%
	Male	50	20	71%	29%
2023	Female	100	15	89%	11%
	Male	80	20	82%	18%
2024	Female	10	<5	71%	29%
	Male	20	<5	88%	13%

Figure 3.2. Graph: Promotions by Gender (percentage)



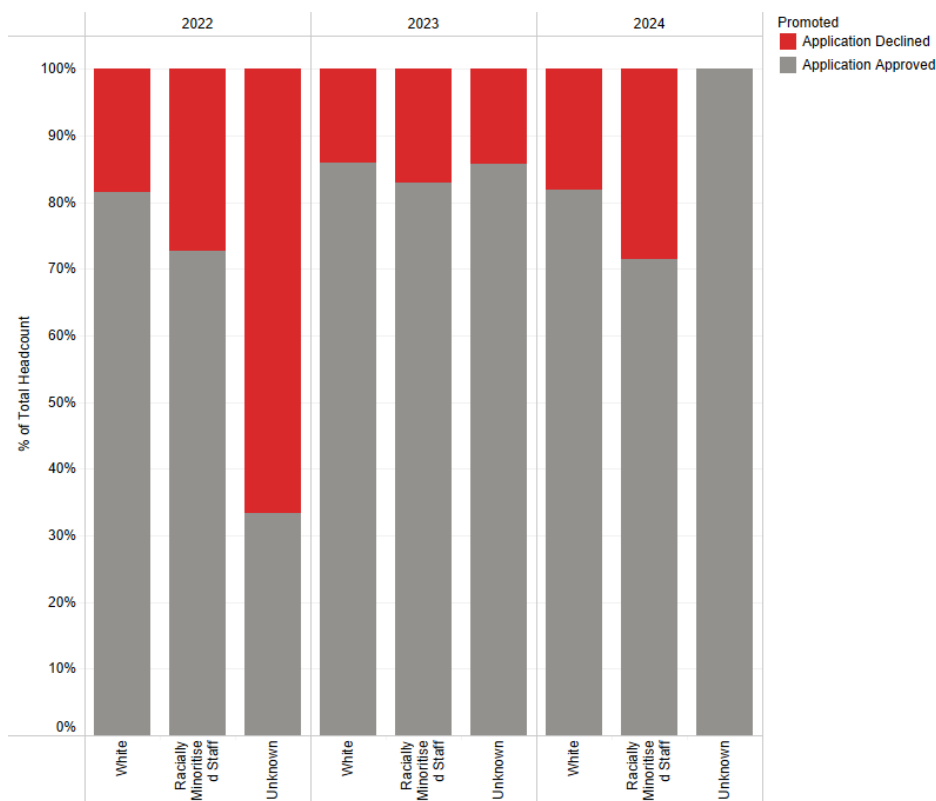
Ethnicity

A lower proportion of promotion applications have been approved for Racially Minoritised staff over the last three years compared to White staff, although small numbers of applications in 2024 make comparisons less reliable.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
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	83%	17%
	Unknown	5	<5	86%	14%
2024	White	25	5	82%	18%
	Racially Minoritised Staff	<5	<5	71%	29%
	Unknown	<5		100%	

Figure 3.4. Graph: Promotions by Ethnicity (percentage)



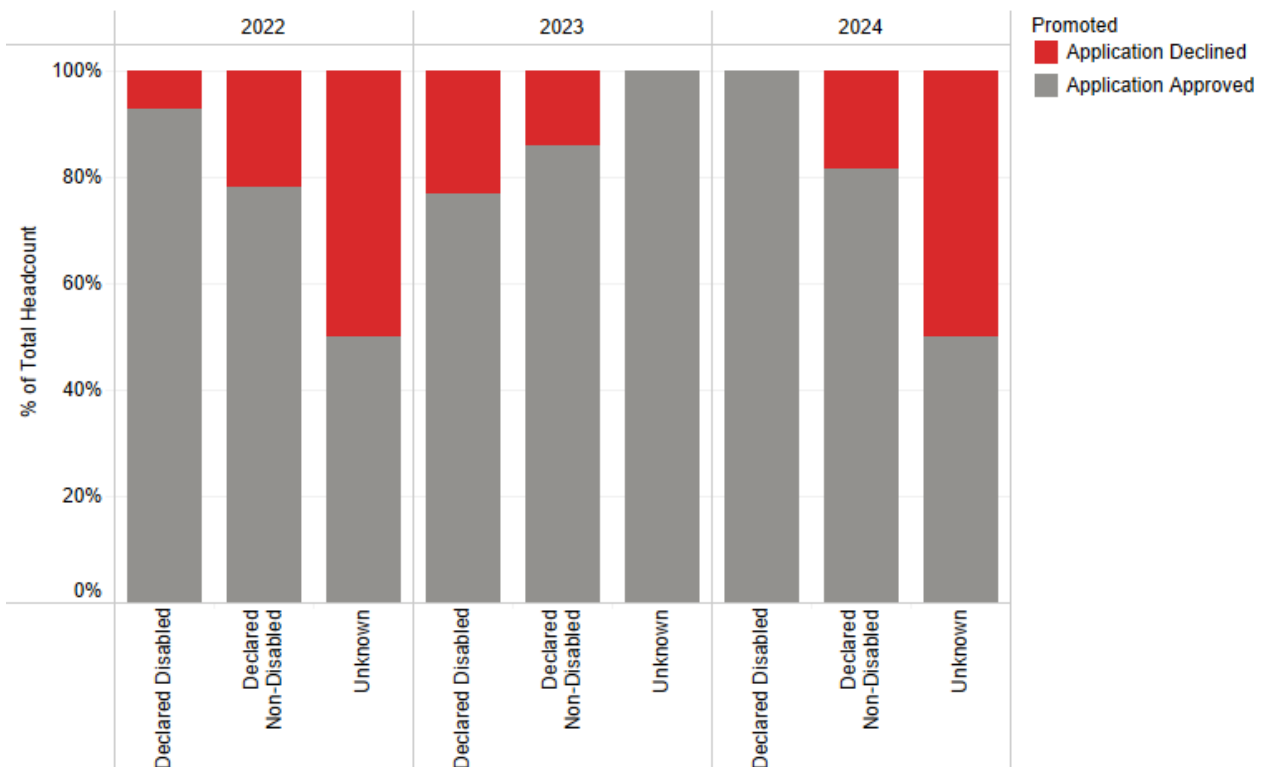
Disability

The number of disabled staff applying for promotion has decreased since 2022 but the proportion of approved applications for disabled staff has increased to 100%. Again, small numbers prevent firm conclusions from being drawn.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
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%	
2024	Declared Disabled	<5		100%	
	Declared Non-Disabled	30	5	82%	18%
	Unknown	<5	<5	50%	50%

Figure 3.6. Graph: Promotions by Disability (percentage)



Age

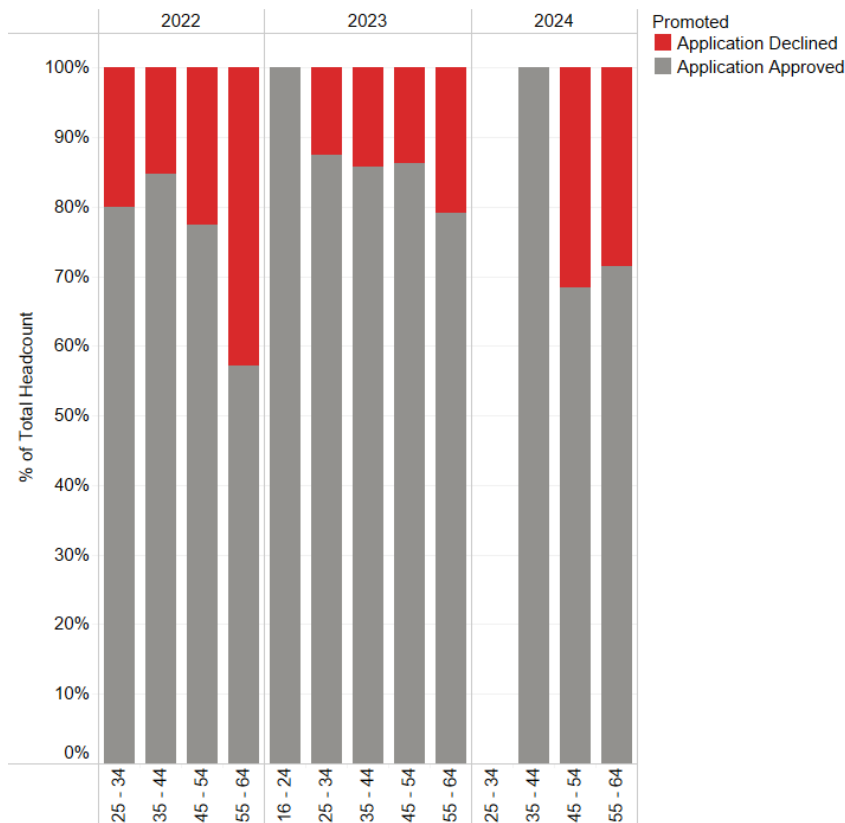
In 2024, no promotion applicants were aged 25-34 and small numbers were aged 55-64. The success rate for those aged 35-44 was 100% (an increase of fifteen-percentage

points since 2022) and the success rate of those aged 45-54 was 68% (a decrease of eighteen-percentage points).

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
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	30	<5	88%	13%
	35 - 44	85	15	86%	14%
	45 - 54	50	10	86%	14%
	55 - 64	20	<5	79%	21%
2024	25 - 34				
	35 - 44	15		100%	
	45 - 54	15	5	68%	32%
	55 - 64	<5	<5	71%	29%

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.

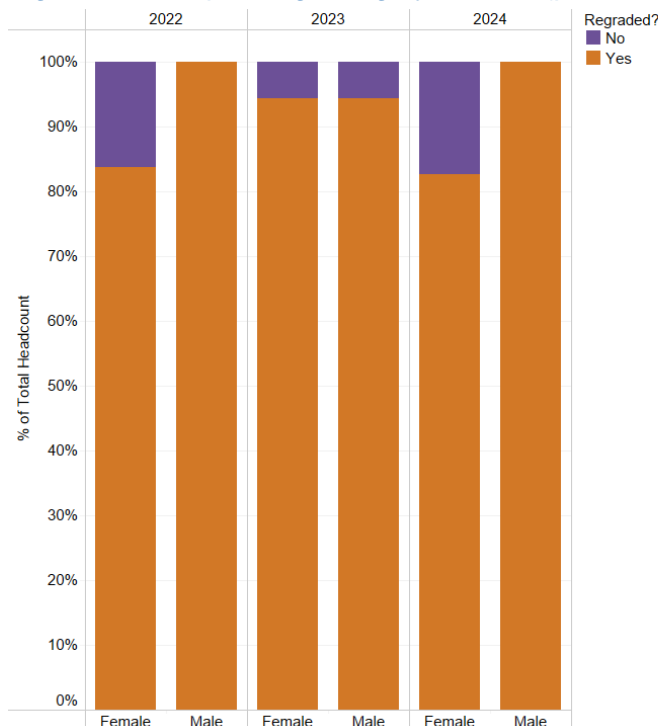
Gender

Although numbers are small, men appear to be more likely than women to be successful in their regrading applications.

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

		HC		%	
		No	Yes	No	Yes
2022	Female	5	35	16%	84%
	Male		30		100%
2023	Female	<5	50	6%	94%
	Male	<5	15	6%	94%
2024	Female	<5	20	17%	83%
	Male		15		100%

Figure 4.2. Graph: Regrading by Gender (percentage)



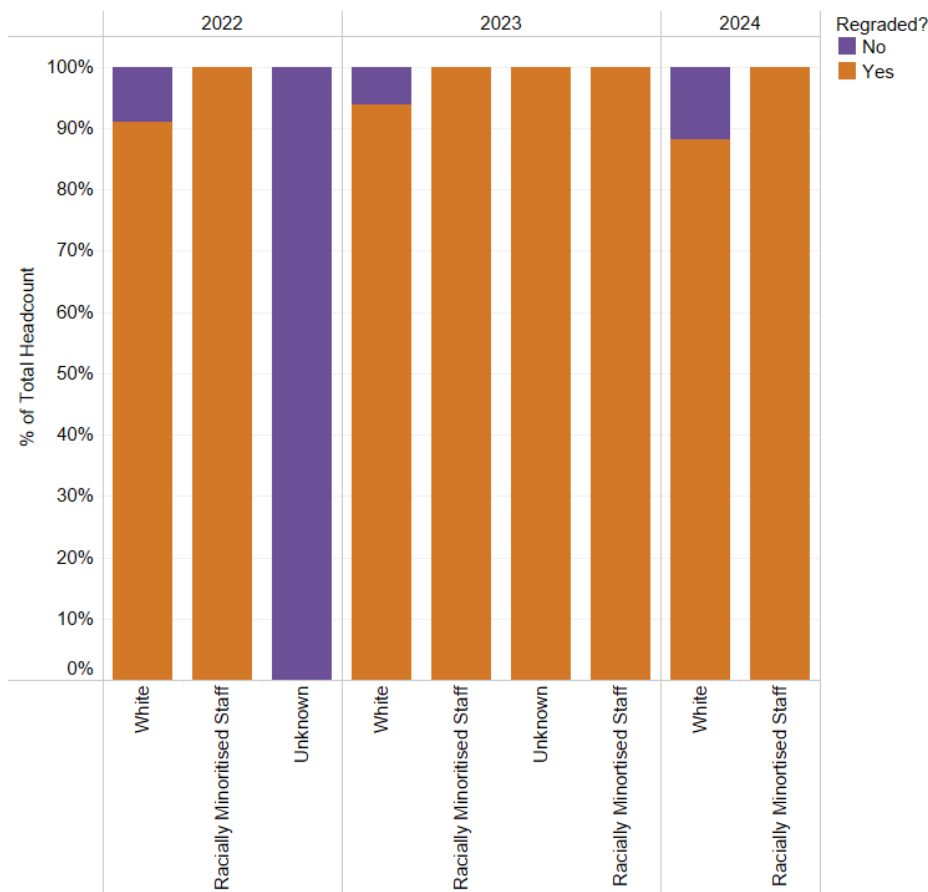
Ethnicity

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
2022	White	5	60	9%	91%
	Racially Minoritised Staff		<5		100%
	Unknown	<5		100%	
2023	White	<5	60	6%	94%
	Racially Minoritised Staff		<5		100%
	Unknown		<5		100%
2024	White	<5	30	12%	88%
	Racially Minoritised Staff		<5		100%

Figure 4.4. Graph: Regrading by Ethnicity (percentage)



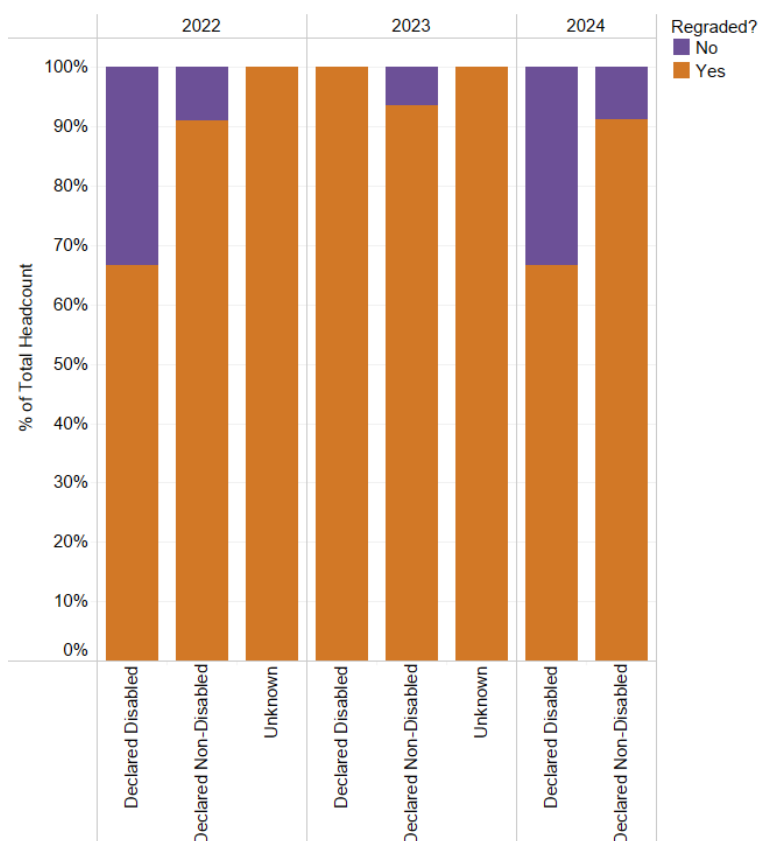
Disability

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
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	60	6%	94%
	Unknown		<5		100%
2024	Declared Disabled	<5	<5	33%	67%
	Declared Non-Disabled	<5	30	9%	91%

Figure 4.6. Graph: Regrading by Disability (percentage)



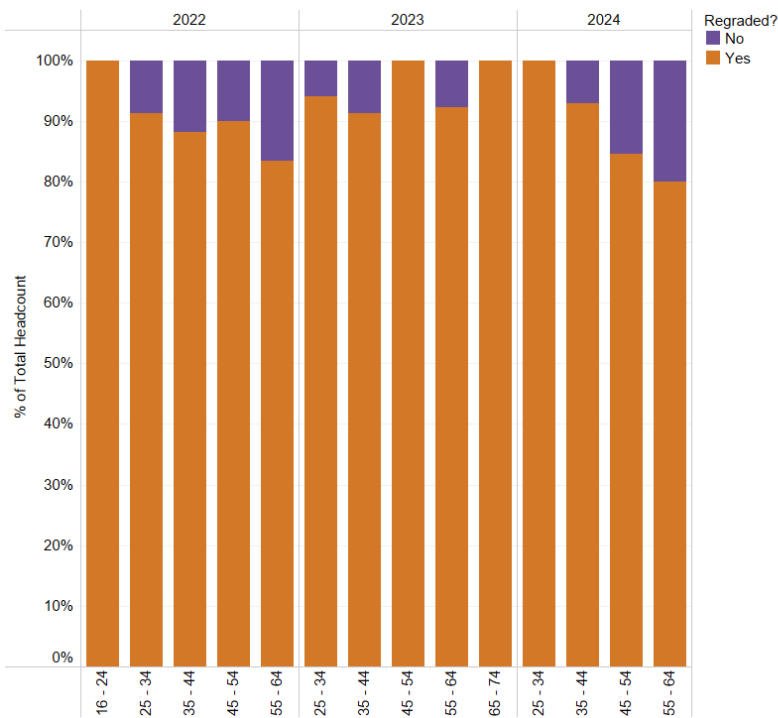
Age

No staff aged 16-24 applied for regrading in 2023 or 2024, and no staff aged 65-74 applied for regrading in 2024. Data for staff in the other age groups shows a high rate of fluctuation due to small numbers.

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

		HC		%	
		No	Yes	No	Yes
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	15	6%	94%
	35 - 44	<5	20	9%	91%
	45 - 54		20		100%
	55 - 64	<5	10	8%	92%
	65 - 74		<5		100%
2024	25 - 34		<5		100%
	35 - 44	<5	15	7%	93%
	45 - 54	<5	10	15%	85%
	55 - 64	<5	<5	20%	80%

Figure 4.8. Graph: Regrading by Age (percentage)



5. Leavers

Gender

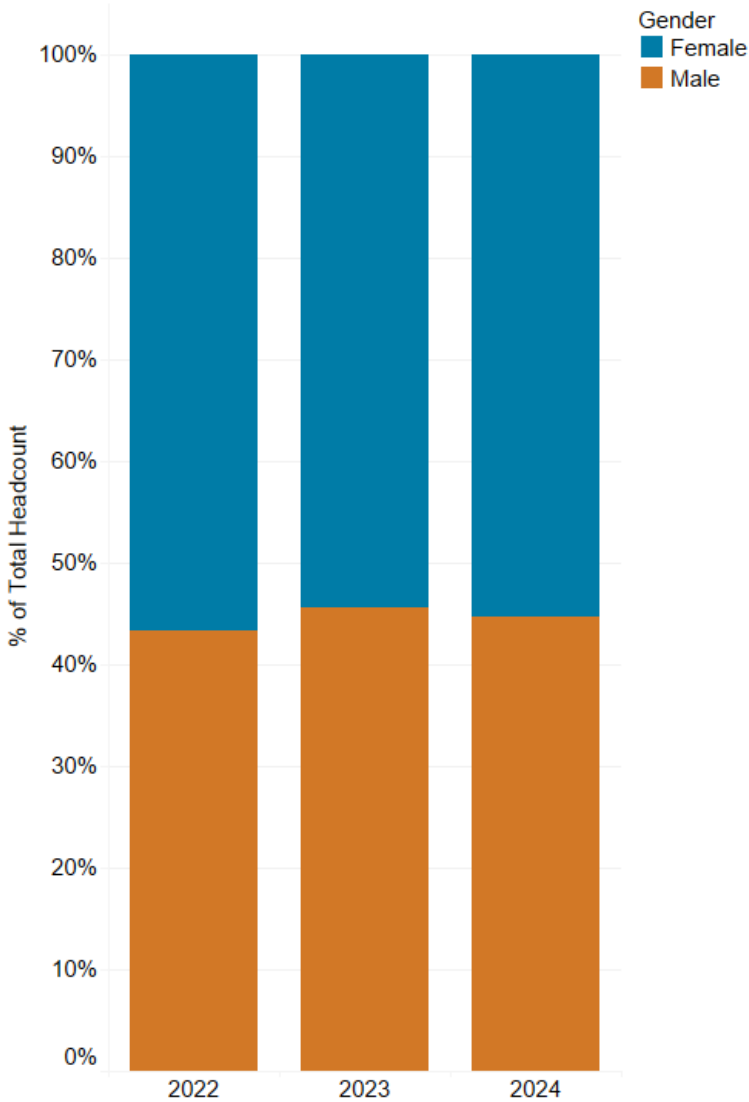
Women are consistently more likely to leave the university than men, which can be explained by the higher proportion of women in the workforce.

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

	Female		Male	
	HC	%	HC	%
2022	765	57%	585	43%

2023	670	54%	560	46%
2024	720	55%	580	45%

Figure 5.2. Graph: Leavers by Gender (percentage)



Ethnicity

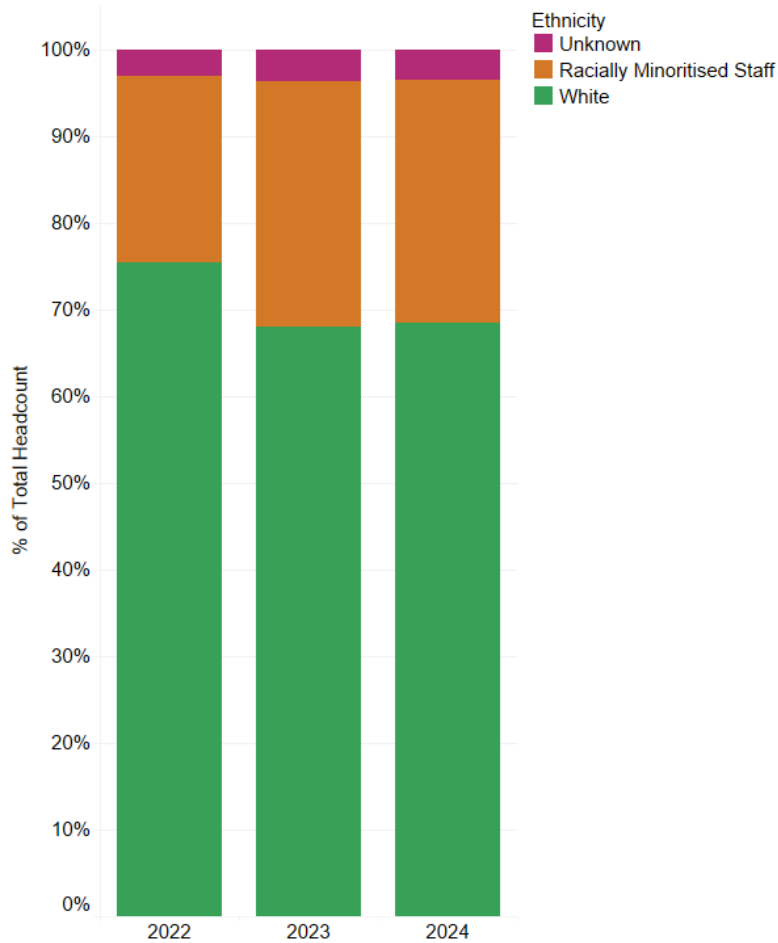
The percentage of Racially Minoritised staff leavers has risen over the three-year period from 22% to 28%. This figure is higher than the proportion of Racially Minoritised Staff in the university (20%) and might be partially explained by the higher proportion of Racially Minoritised Staff undertaking fixed-term contracts which have natural end dates (30% compared to 18% for White staff).

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

	White		Racially Minoritised Staff		Unknown	
	HC	%	HC	%	HC	%
2022	1,020	75%	290	22%	40	3%

2023	840	68%	350	28%	45	4%
2024	890	68%	365	28%	45	3%

Figure 5.4. Graph: Leavers by Ethnicity (percentage)



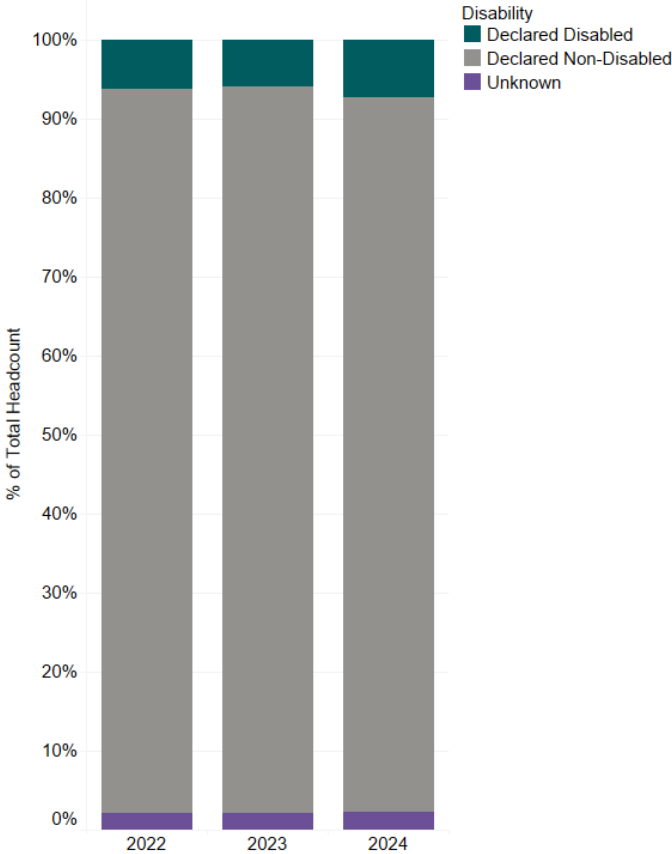
Disability

The proportion of staff who have declared a disability leaving the university has increased by one-percentage point over the three year period, consistent with the 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	%
2022	85	6%	1,240	92%	30	2%
2023	70	6%	1,130	92%	25	2%
2024	95	7%	1,175	90%	30	2%

Figure 5.6. Graph: Leavers by Disability (percentage)



Age

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

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

		HC	%
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%
2024	16 - 24	145	11%
	25 - 34	475	37%
	35 - 44	310	24%
	45 - 54	160	12%
	55 - 64	140	11%
	65 - 74	65	5%
	75+	<5	0%

Figure 5.8. Graph: Leavers by Age (percentage)

