



University of
Nottingham
UK | CHINA | MALAYSIA

Report

Annual Diversity Report

2018-2019

HR Projects

September 2019

If you are unable to access the information in this document and require a different format, please contact edi@nottingham.ac.uk

Contents

Glossary.....	1
Equality, Diversity and Inclusion (EDI) at the University of Nottingham	2
Institutional Equality Objectives 2017-20.....	2
1. Employee Profile Data.....	3
Overview	3
Gender	3
Ethnicity	10
Disability	19
Age	27
2. Recruitment.....	35
Gender	35
Ethnicity	37
Disability	38
Age	39
3. PDPR	40
Gender	40
.....	42
Ethnicity	42
Disability	44
Age	46
4. Promotions	48
Gender	48
Ethnicity	49
Disability	50
Age	51
.....	52
5. Regrading.....	53
Gender	53
Ethnicity	54
Disability	55
Age	57
6. Leavers	58
Gender	58
Ethnicity	59
Disability	60
Age	62

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'
P DPR	The University's annual Personal Development and Performance Review process for certain 'job families'
P DPR – 1 (Exceeds)	The normal standard of work for the role has been exceeded
P DPR – 2 (Meets)	The normal standard of work for the role has been achieved
P DPR – 3 (Below)	The normal standard of work for the role has not been achieved
<10	The number is less than 10 and so <10 is displayed rather than the actual number
Date Ranges Used	<ol style="list-style-type: none"> 1. Employee Profile Data – census date of 1 June each year 2. Recruitment – 1 August – 31 July of each year 3. P DPR (replaced by ADC from August 1 2019) – census date of 30 April each year 4. Promotions – effective from 1 August each year 5. Regrading – occurs 3 times a year, and effective from 1 December, 1 April and 1 August 6. Leavers – 1 August – 31 July of each year

Equality, Diversity and Inclusion (EDI) at the University of Nottingham

Good practice in equality, diversity and inclusion creates stronger communities, happier and more effective workforces, and greater ideas and opportunities for our staff and our students.

Institutional Equality Objectives 2017-20

The University's Equality Objectives 2017-2020 aimed to support our ongoing commitment to fostering a values-based culture focused on diversity, inclusivity, wellbeing and positive engagement. This was through:

- 2% increase in disability disclosure across all staff groups (i.e at all levels) by 2020
- 35% senior (L6/7) staff who identify as female by 2020.
- To hold declared sexual orientation, gender identity and religion/belief data for over 80% of staff by 2020.
- To hold a Bronze institutional Race Equality Charter Mark by 2020.
- To hold a Silver institutional Athena SWAN Charter Mark (new Charter) by 2018 and all Schools/Faculties to hold an award by 2020.
- By 2020/21, to reduce the non-continuation rate for mature students to 10.5% or less, from a baseline of 12.9% in 2014-15.
- By 2020, to have action plans in place and being implemented at School/Faculty level in regard to improving the educational attainment of BME students.

Progress against these objectives can be seen in **Appendix 1: Objectives 2017-2020**. However, a brief summary is given below:

- The objective of 2% increase in disability disclosure at all levels has been met at levels 2, 3, 6 and 7. At levels 1, 4 and 5 we have made significant progress.
- In terms of senior women at levels 6 & 7, an increase of more than 3% has been achieved, with an increase in the available pool for progression at level 5 that indicates this growth will continue.
- Gender identity information will be held in MyView from September 2019. HESA benchmarks for religion and belief and sexual orientation data in 2018-19 are 52%, and therefore disclosure rates at UoN are now in line with the sector.
- The University RECSAT is progressing the Bronze institutional Race Equality Charter Mark application with a view to holding an award by 2020. This has included action on the educational attainment of BME students.
- The University of Nottingham achieved a Silver Athena Award was achieved in 2019. Faculties and schools have worked hard to gain awards with all areas making submissions in the target timeframe. Unfortunately, four schools have yet to gain an award at this stage.
- The non-continuation rate for mature students has been reduced to 8.5% (as of July 2019).

We are delighted to report the positive progress against our 2016-2020 Equality Objectives and congratulate staff on the outcomes of their efforts. Following the creation of a new University EDI Committee and the appointment of a Pro-Vice-Chancellor for Equality, Diversity and Inclusion, the University has identified the need for a wider range of objectives aimed at achieving equality for staff and students. This broader programme will be delivered via the University of Nottingham Equality, Diversity and Inclusion Strategic Delivery Plan, available at <https://www.nottingham.ac.uk/edi/edi-strategic-delivery-plan.aspx>

1. Employee Profile Data

Overview

Employee profile figures are based on data from the academic year 2018-19 and are taken on a 1 June census date. This is the latest point in the academic year when sessional staff remain in post. Figures are given by headcount unless otherwise stated and are only provided for staff groups with a large enough representation (>10). Headcount figures that are less than 10 are shown as <10. Analysis of the data is provided on the 2019 figures unless otherwise stated.

Gender

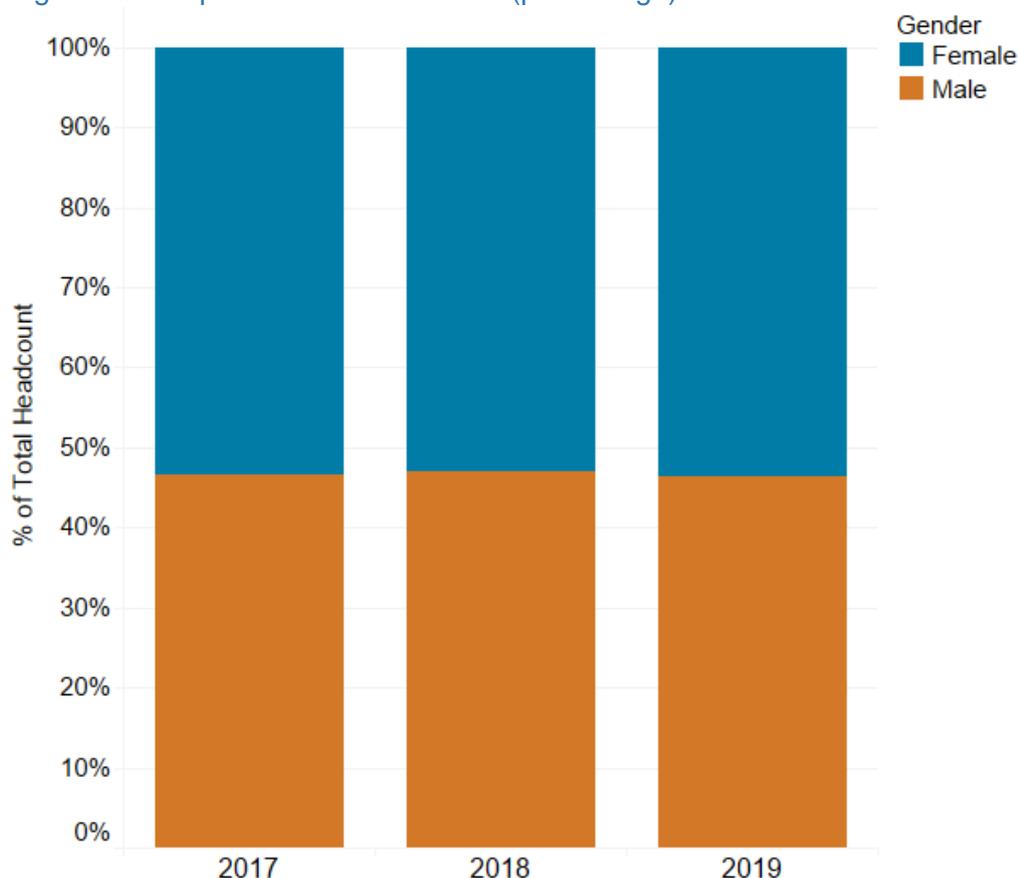
Headcount

The gender balance at the University in 2019 remains largely unchanged, despite a small increase in the number of female staff. Overall, 54% of staff were female, continuing the trend of a stable and fairly even gender balance at an institutional level.

Figure 1.1 Table: Gender Breakdown (headcount and percentage)

	2017		2018		2019	
	HC	%	HC	%	HC	%
Female	4,128	53%	4,108	53%	4,315	54%
Male	3,599	47%	3,658	47%	3,723	46%
Total	7,727	100%	7,766	100%	8,038	100%

Figure 1.2 Graph: Gender Breakdown (percentage)



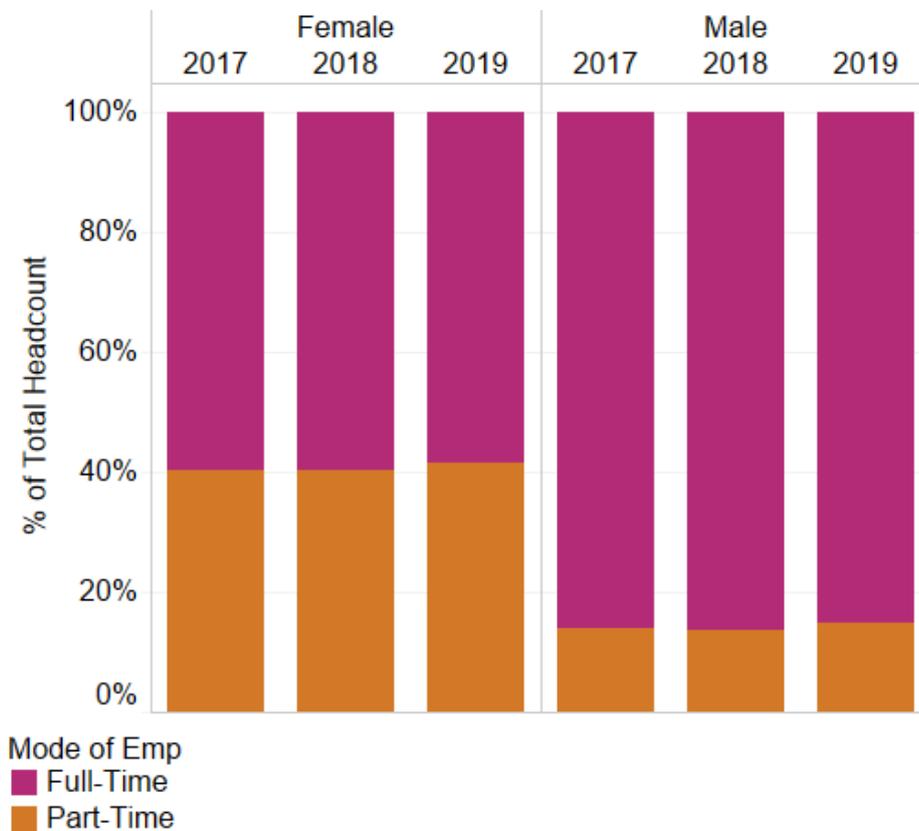
Mode of Employment

In 2019 there was a slight increase in the staff population working part time (29%, up from 28% in 2017/18). The difference in mode of employment between female and male staff remains marked. Forty-two percent of female staff worked part-time in 2019 compared to just 15% of male staff.

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

		Full-Time		Part-Time	
		HC	%	HC	%
2017	Female	2,463	60%	1,665	40%
	Male	3,092	86%	507	14%
	Total	5,555	72%	2,172	28%
2018	Female	2,452	60%	1,656	40%
	Male	3,155	86%	503	14%
	Total	5,607	72%	2,159	28%
2019	Female	2,518	58%	1,797	42%
	Male	3,169	85%	554	15%
	Total	5,687	71%	2,351	29%

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



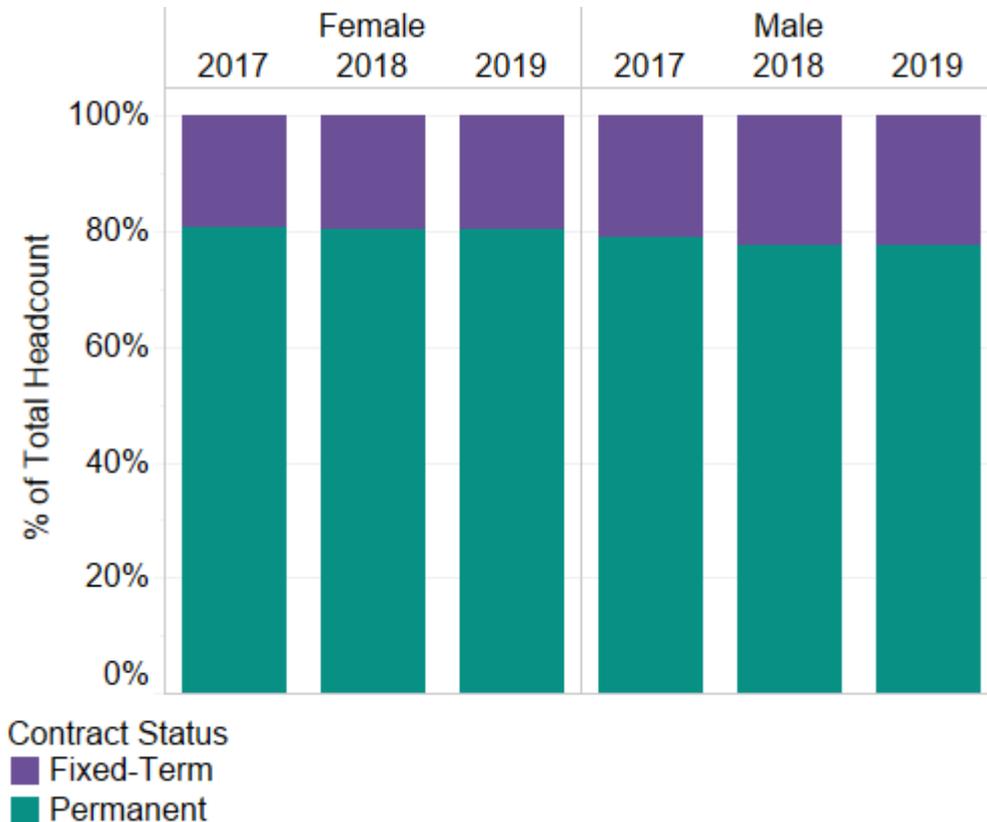
Contract Status

In 2019, more employees at the University are working on permanent contracts (79%) than on fixed-term contracts (21%). The proportion of staff working on fixed-term contracts has remained stable for the past three years at around twenty percent. Male employees are slightly more likely to hold a fixed-term contract (typically across the last three years, a difference of 2 percentage points).

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2017	Female	791	19%	3,337	81%
	Male	755	21%	2,844	79%
	Total	1,546	20%	6,181	80%
2018	Female	805	20%	3,303	80%
	Male	818	22%	2,840	78%
	Total	1,623	21%	6,143	79%
2019	Female	843	20%	3,472	80%
	Male	831	22%	2,892	78%
	Total	1,674	21%	6,364	79%

Figure 1.6 Graph: Contract Status by Gender (percentage)



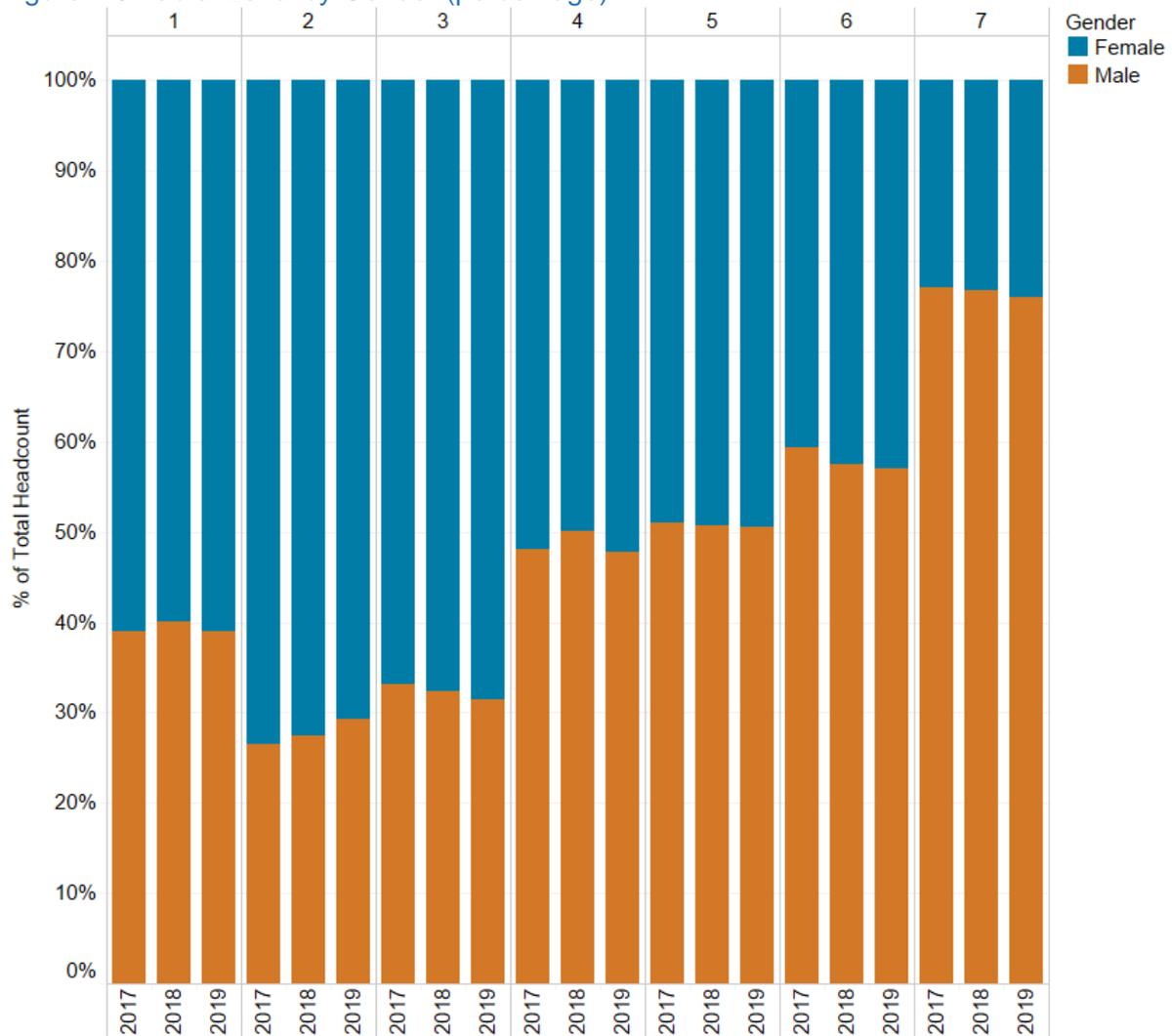
Level

The proportion of female employees continues to be smaller at the higher levels. The increase in the proportion of females at level 5 has remained the same over the past three years (49%), while the proportion of females at level 6 and 7 continues to slowly grow year on year (43% and 24% respectively in 2019).

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

		Female		Male	
		HC	%	HC	%
2017	1	627	61%	402	39%
	2	645	74%	232	26%
	3	626	67%	311	33%
	4	1,052	52%	977	48%
	5	730	49%	763	51%
	6	311	41%	454	59%
	7	137	23%	460	77%
	Total	4,128	53%	3,599	47%
2018	1	586	60%	392	40%
	2	634	73%	239	27%
	3	657	68%	315	32%
	4	1,015	50%	1,022	50%
	5	740	49%	764	51%
	6	332	42%	450	58%
	7	144	23%	476	77%
	Total	4,108	53%	3,658	47%
2019	1	596	61%	381	39%
	2	651	71%	270	29%
	3	676	69%	310	31%
	4	1,110	52%	1,016	48%
	5	777	49%	794	51%
	6	353	43%	470	57%
	7	152	24%	482	76%
	Total	4,315	54%	3,723	46%

Figure 1.8 Table: Level by Gender (percentage)



Occupational Group

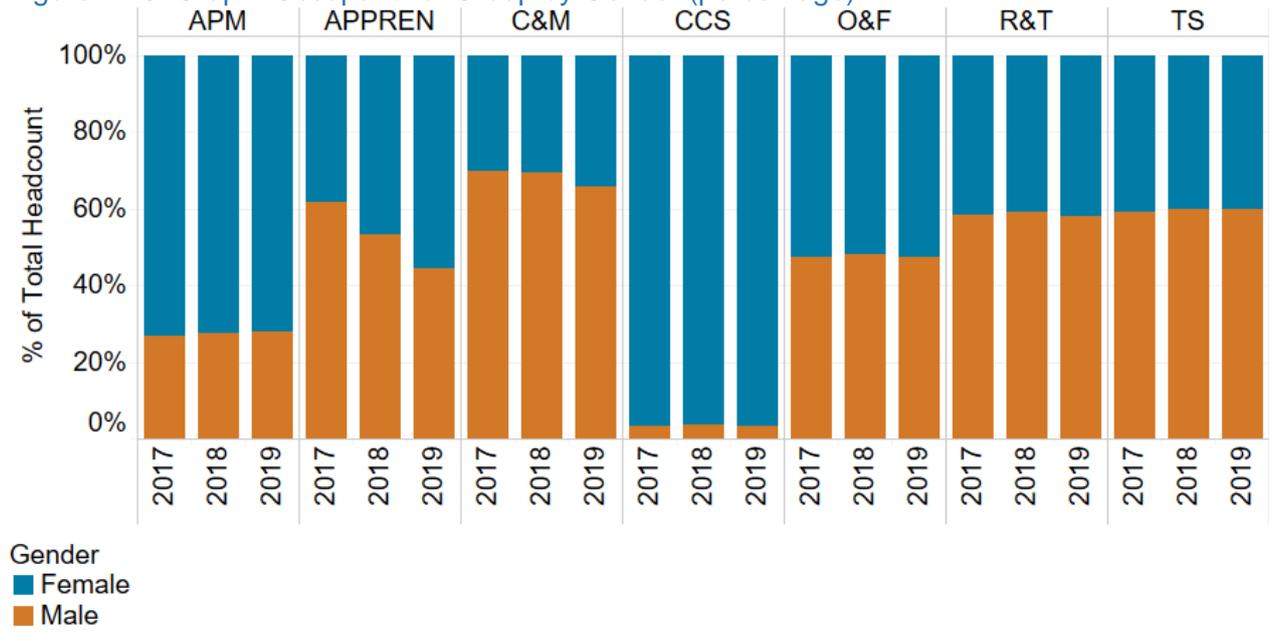
The gender profile differs across occupational groups. Women are represented more within the Administrative, Professional and Managerial (APM - 73%) and Operations & Facilities (O&F - 53%) occupational groups but less in the Clinical & Medical (C&M - 30%), Research & Teaching (R&T - 42%) and Technical Services (TS - 41%) groups. In all cases the last two years show a gradual reduction in differences, with the largest change in Clinical & Medical.

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

		Female		Male	
		HC	%	HC	%
2017	APM	1,869	73%	688	27%
	APPREN	<10	38%	<10	62%
	C&M	48	30%	111	70%
	CCS	28	97%	<10	3%
	O&F	563	53%	508	47%
	R&T	1,346	42%	1,893	58%
	TS	269	41%	390	59%
	Total	4,128	53%	3,599	47%
2018	APM	1,894	72%	719	28%
	APPREN	<10	47%	<10	53%
	C&M	50	30%	114	70%
	CCS	26	96%	<10	4%
	O&F	540	52%	501	48%
	R&T	1,333	41%	1,930	59%
	TS	258	40%	385	60%
	Total	4,108	53%	3,658	47%
2019	APM	1,980	72%	768	28%
	APPREN	<10	56%	<10	44%
	C&M	59	34%	113	66%
	CCS	29	97%	<10	3%
	O&F	558	53%	499	47%
	R&T	1,427	42%	1,957	58%
	TS	252	40%	377	60%
	Total	4,315	54%	3,723	46%

The gender profile differs across occupational groups. Women are represented more within the Administrative, Professional and Managerial (APM - 73%) and Operations & Facilities (O&F - 53%) occupational groups but less in the Clinical & Medical (C&M - 30%), Research & Teaching (R&T - 42%) and Technical Services (TS - 41%) groups. In all cases the last two years show a gradual reduction in differences, with the largest change in Clinical & Medical

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



Ethnicity

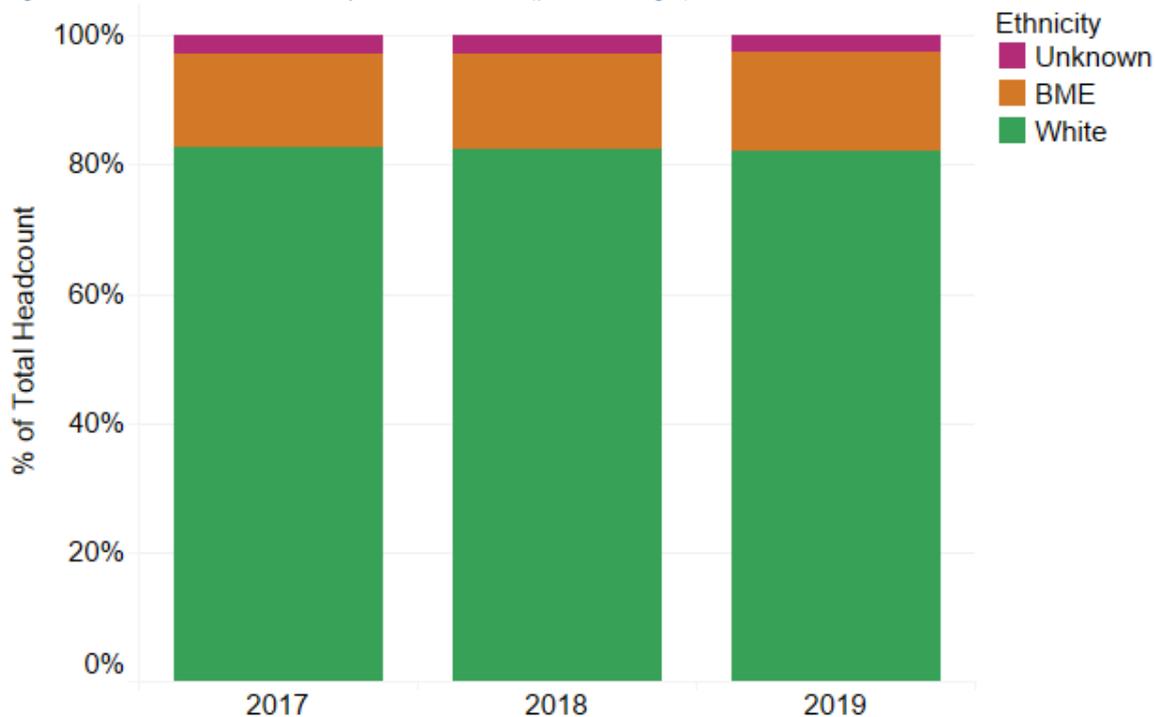
Headcount

The University has a predominately white workforce (82.8%) with Black or Minority Ethnic (BME) employees making up 13.9% of the workforce. The proportion of our staff who are BME has increased by around 0.7% for each of the last three years. The percentage of employees whose ethnicity is unknown has reduced slightly this year to 3.3%.

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

		2017		2018		2019	
		HC	%	HC	%	HC	%
White	White	6,402	83%	6,396	82%	6,603	82%
	Total	6,402	83%	6,396	82%	6,603	82%
BME	Asian / Asian British	416	5%	416	5%	432	5%
	Black / Black British	218	3%	231	3%	246	3%
	Chinese / Chinese British	235	3%	249	3%	272	3%
	Mixed	116	2%	139	2%	146	2%
	Other	113	1%	120	2%	125	2%
	Total	1,098	14%	1,155	15%	1,221	15%
Unknown	Unknown	227	3%	215	3%	214	3%
	Total	227	3%	215	3%	214	3%
Grand Total		7,727	100%	7,766	100%	8,038	100%

Figure 1.12. Table: Ethnicity Breakdown (percentage)

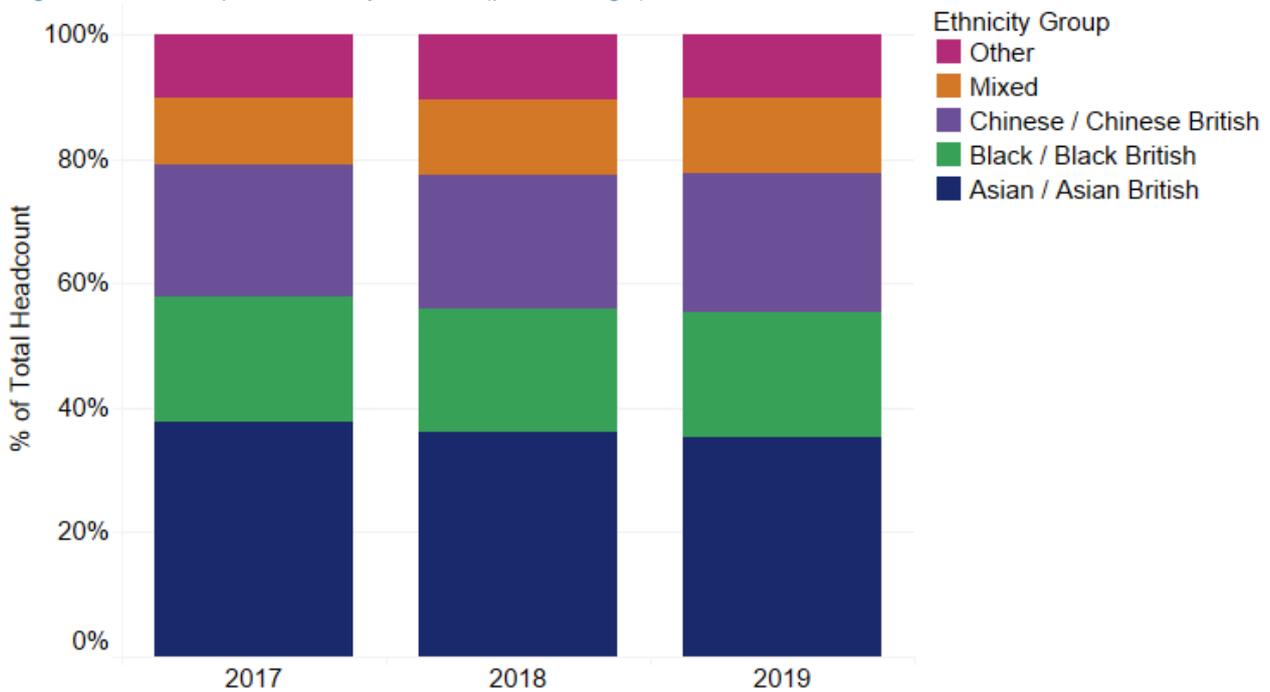


Within the BME staff population, 39% are Asian/ Asian British, 22% are Chinese/ Chinese British, 20% are Black/ Black British, 11% are dual heritage and 9% are of another ethnicity. The percentage of Asian/ Asian British employees has increased by 6% over the last three years with the percentage of Chinese/ Chinese British employees decreasing by 4%.

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

	2017		2018		2019	
	HC	%	HC	%	HC	%
Asian / Asian British	416	38%	416	36%	432	35%
Black / Black British	218	20%	231	20%	246	20%
Chinese / Chinese British	235	21%	249	22%	272	22%
Mixed	116	11%	139	12%	146	12%
Other	113	10%	120	10%	125	10%
Grand Total	1,098	100%	1,155	100%	1,221	100%

Figure 1.14. Graph: Ethnicity Profile (percentage)



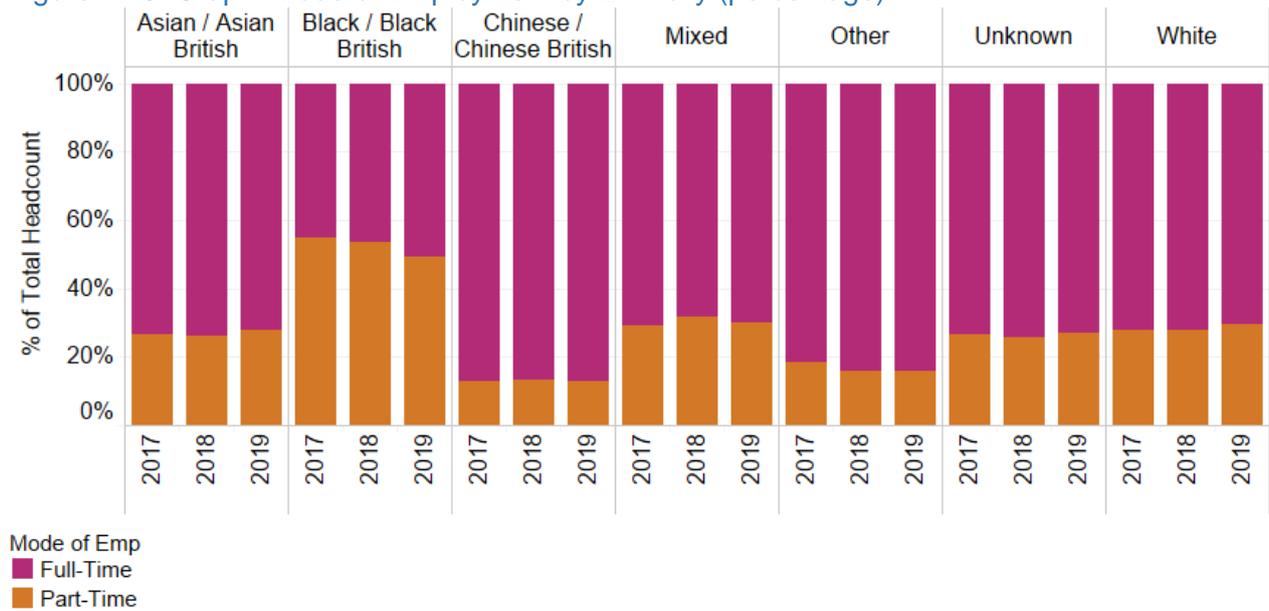
Mode of Employment

The proportion of BME staff working part-time has increased by 2% in the last three years, matching a similar trend in White British employees. A higher percentage of Black/ Black British employees work part-time (55%) compared to other minority ethnicities.

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

			Full-Time		Part-Time	
			HC	%	HC	%
2017	White	White	4,606	72%	1,796	28%
		Total	4,606	72%	1,796	28%
	BME	Asian / Asian British	305	73%	111	27%
		Black / Black British	98	45%	120	55%
		Chinese / Chinese British	205	87%	30	13%
		Mixed	82	71%	34	29%
		Other	92	81%	21	19%
		Total	782	71%	316	29%
	Unknown	Unknown	167	74%	60	26%
		Total	167	74%	60	26%
Total			5,555	72%	2,172	28%
2018	White	White	4,620	72%	1,776	28%
		Total	4,620	72%	1,776	28%
	BME	Asian / Asian British	308	74%	108	26%
		Black / Black British	107	46%	124	54%
		Chinese / Chinese British	216	87%	33	13%
		Mixed	95	68%	44	32%
		Other	101	84%	19	16%
		Total	827	72%	328	28%
	Unknown	Unknown	160	74%	55	26%
		Total	160	74%	55	26%
Total			5,607	72%	2,159	28%
2019	White	White	4,650	70%	1,953	30%
		Total	4,650	70%	1,953	30%
	BME	Asian / Asian British	312	72%	120	28%
		Black / Black British	125	51%	121	49%
		Chinese / Chinese British	237	87%	35	13%
		Mixed	102	70%	44	30%
		Other	105	84%	20	16%
		Total	881	72%	340	28%
	Unknown	Unknown	156	73%	58	27%
		Total	156	73%	58	27%
Total			5,687	71%	2,351	29%

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



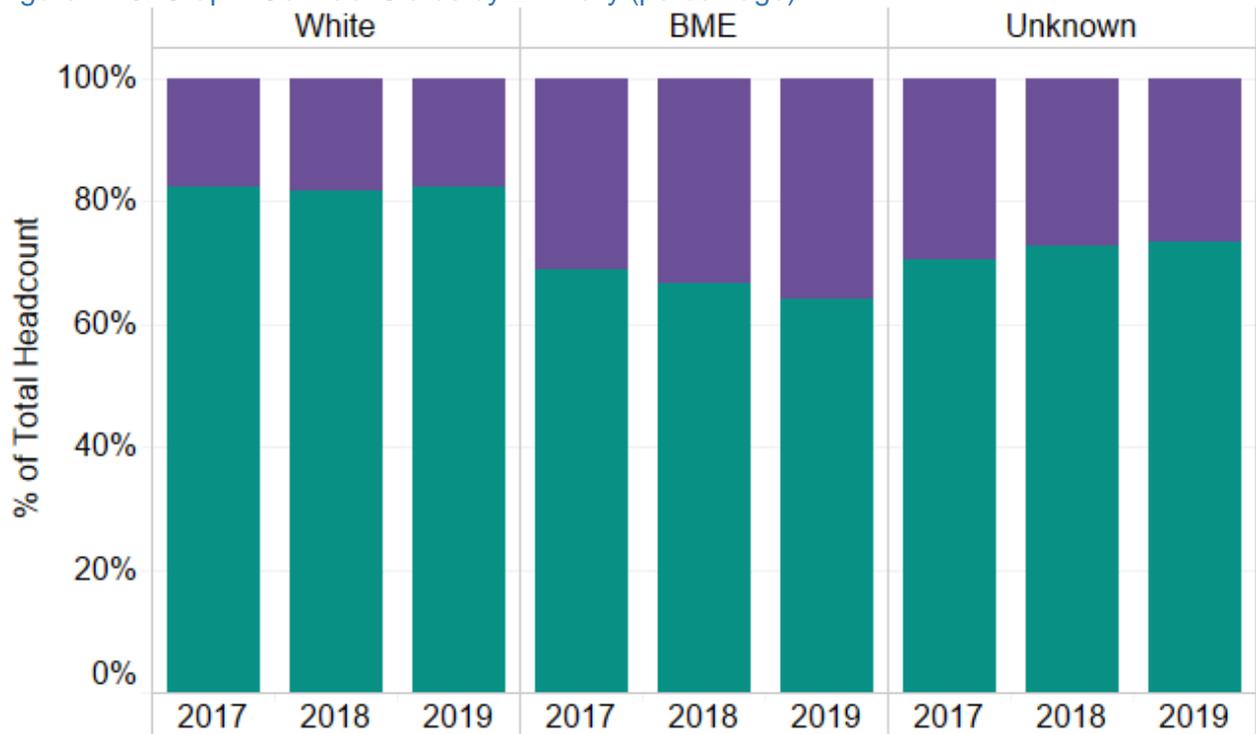
Contract Status

A higher proportion of BME employees (36%) work on a fixed-term contract than do white employees (18%). The proportion of BME employees on fixed-term contracts has grown from 2017-2019 by 5%, while the proportion of white colleagues on fixed-term contracts has remained largely the same over the same period.

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

			Fixed-Term		Permanent	
			HC	%	HC	%
2017	White	White	1,138	18%	5,264	82%
		Total	1,138	18%	5,264	82%
	BME	Asian / Asian British	151	36%	265	64%
		Black / Black British	35	16%	183	84%
		Chinese / Chinese British	78	33%	157	67%
		Mixed	32	28%	84	72%
		Other	45	40%	68	60%
		Total	341	31%	757	69%
	Unknown	Unknown	67	30%	160	70%
		Total	67	30%	160	70%
Total			1,546	20%	6,181	80%
2018	White	White	1,178	18%	5,218	82%
		Total	1,178	18%	5,218	82%
	BME	Asian / Asian British	154	37%	262	63%
		Black / Black British	44	19%	187	81%
		Chinese / Chinese British	94	38%	155	62%
		Mixed	38	27%	101	73%
		Other	56	47%	64	53%
		Total	386	33%	769	67%
	Unknown	Unknown	59	27%	156	73%
		Total	59	27%	156	73%
Total			1,623	21%	6,143	79%
2019	White	White	1,179	18%	5,424	82%
		Total	1,179	18%	5,424	82%
	BME	Asian / Asian British	160	37%	272	63%
		Black / Black British	59	24%	187	76%
		Chinese / Chinese British	113	42%	159	58%
		Mixed	48	33%	98	67%
		Other	58	46%	67	54%
		Total	438	36%	783	64%
	Unknown	Unknown	57	27%	157	73%
		Total	57	27%	157	73%
Total			1,674	21%	6,364	79%

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



Contract Status
 Fixed-Term
 Permanent

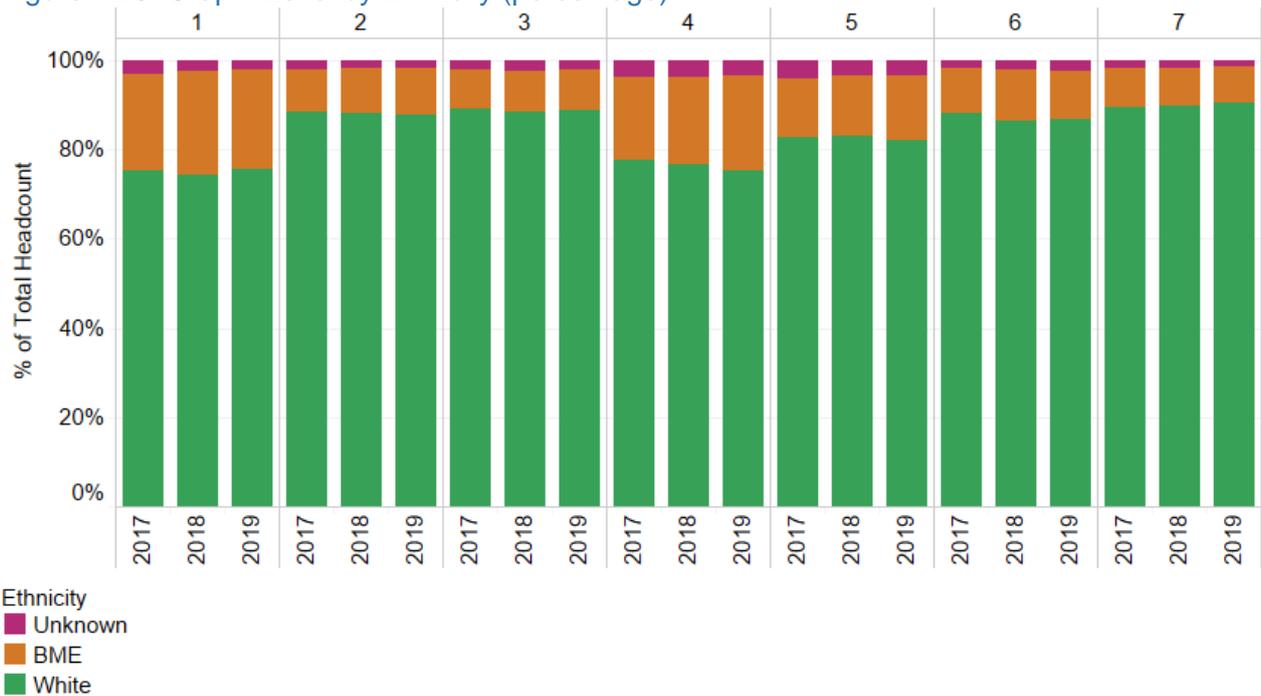
Level

There continues to be a higher proportion of BME staff at levels 1 (18%), 4 (37%) and 5 (19%) within the organisation than at other levels. Three-year trends indicate increases in the proportion of BME staff at all levels, albeit with slower rates of increase at level 6 and 7.

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

			1		2		3		4		5		6		7	
			HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2017	White	White	773	12%	777	12%	834	13%	1,575	25%	1,235	19%	674	11%	534	8%
		Total	773	12%	777	12%	834	13%	1,575	25%	1,235	19%	674	11%	534	8%
	BME	Asian / Asian British	60	14%	41	10%	37	9%	153	37%	77	19%	24	6%	24	6%
		Black / Black British	118	54%	17	8%	<10	5%	43	20%	17	8%	<10	4%	<10	2%
		Chinese / Chinese British	14	6%	<10	2%	13	6%	108	46%	55	23%	22	9%	19	8%
		Mixed	21	18%	13	11%	14	12%	32	28%	18	16%	15	13%	<10	3%
		Other	11	10%	<10	7%	<10	8%	44	39%	30	27%	<10	8%	<10	2%
		Total	224	20%	83	8%	83	8%	380	35%	197	18%	78	7%	53	5%
	Unknown	Unknown	32	14%	17	7%	20	9%	74	33%	61	27%	13	6%	<10	4%
		Total	32	14%	17	7%	20	9%	74	33%	61	27%	13	6%	<10	4%
Total			1,029	13%	877	11%	937	12%	2,029	26%	1,493	19%	765	10%	597	8%
2018	White	White	728	11%	768	12%	861	13%	1,559	24%	1,247	19%	677	11%	556	9%
		Total	728	11%	768	12%	861	13%	1,559	24%	1,247	19%	677	11%	556	9%
	BME	Asian / Asian British	58	14%	42	10%	40	10%	146	35%	74	18%	31	7%	25	6%
		Black / Black British	122	53%	16	7%	11	5%	50	22%	17	7%	<10	4%	<10	2%
		Chinese / Chinese British	12	5%	<10	2%	12	5%	119	48%	59	24%	23	9%	18	7%
		Mixed	25	18%	18	13%	17	12%	39	28%	21	15%	16	12%	<10	2%
		Other	<10	8%	<10	7%	<10	8%	49	41%	33	28%	<10	8%	<10	3%
		Total	226	20%	90	8%	89	8%	403	35%	204	18%	89	8%	54	5%
	Unknown	Unknown	24	11%	15	7%	22	10%	75	35%	53	25%	16	7%	<10	5%
		Total	24	11%	15	7%	22	10%	75	35%	53	25%	16	7%	<10	5%
Total			978	13%	873	11%	972	13%	2,037	26%	1,504	19%	782	10%	620	8%
2019	White	White	738	11%	809	12%	877	13%	1,604	24%	1,289	20%	713	11%	573	9%
		Total	738	11%	809	12%	877	13%	1,604	24%	1,289	20%	713	11%	573	9%
	BME	Asian / Asian British	59	14%	40	9%	41	9%	154	36%	80	19%	34	8%	24	6%
		Black / Black British	115	47%	25	10%	<10	4%	57	23%	24	10%	<10	4%	<10	2%
		Chinese / Chinese British	13	5%	<10	2%	13	5%	131	48%	69	25%	22	8%	18	7%
		Mixed	23	16%	20	14%	15	10%	50	34%	23	16%	12	8%	<10	2%
		Other	<10	6%	<10	4%	<10	8%	55	44%	34	27%	11	9%	<10	2%
		Total	217	18%	96	8%	89	7%	447	37%	230	19%	89	7%	53	4%
	Unknown	Unknown	22	10%	16	7%	20	9%	75	35%	52	24%	21	10%	<10	4%
		Total	22	10%	16	7%	20	9%	75	35%	52	24%	21	10%	<10	4%
Total			977	12%	921	11%	986	12%	2,126	26%	1,571	20%	823	10%	634	8%

Figure 1.20. Graph: Level by Ethnicity (percentage)



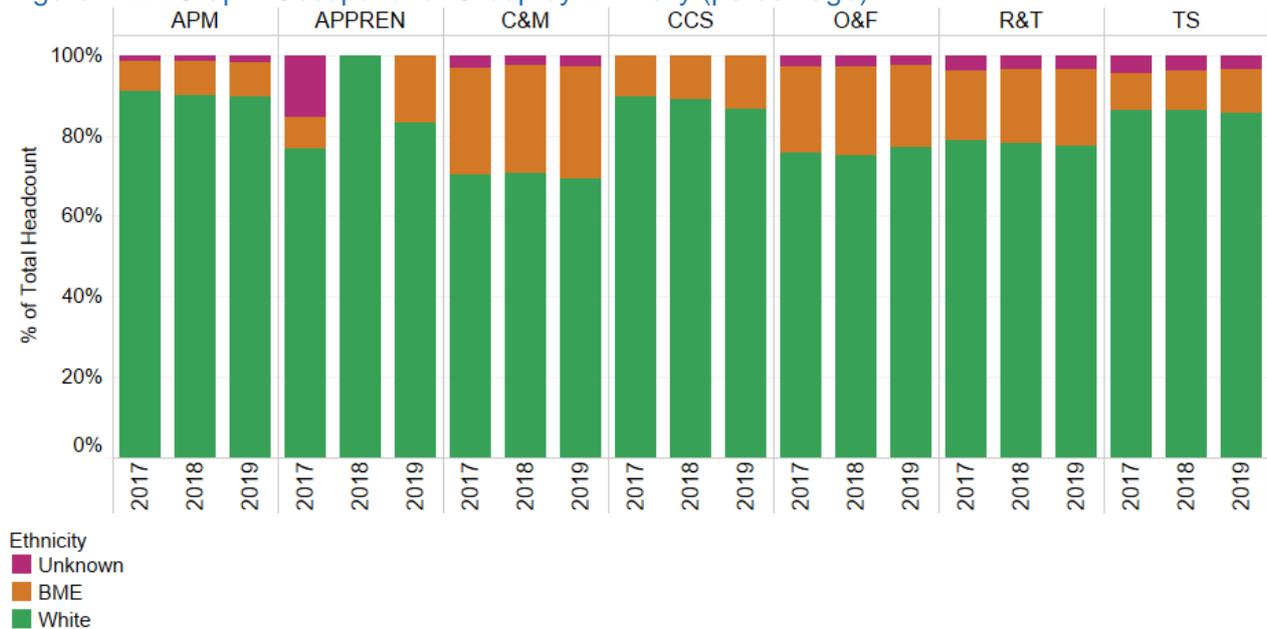
Occupational Group

There is a higher representation of BME staff in the Clinical & Medical (28%) and Operations & Facilities (20%) groups. The last three years have seen slight increases in the proportion of BME staff in the APM, O&F, C&M and R&T job families.

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	%	HC	%	HC	%
2017	White	White	2,325	91%	<10	77%	112	70%	26	90%	812	76%	2,548	79%	569	86%
		Total	2,325	91%	<10	77%	112	70%	26	90%	812	76%	2,548	79%	569	86%
	BME	Asian / Asian British	96	4%			27	17%	<10	3%	59	6%	203	6%	30	5%
		Black / Black British	32	1%			<10	3%	<10	7%	121	11%	50	2%	<10	1%
		Chinese / Chinese British	25	1%			<10	1%			14	1%	185	6%	<10	2%
		Mixed	31	1%	<10	8%	<10	2%			21	2%	53	2%	<10	1%
		Other	13	1%			<10	4%			13	1%	75	2%	<10	1%
		Total	197	8%	<10	8%	42	26%	<10	10%	228	21%	566	17%	61	9%
	Unknown	Unknown	35	1%	<10	15%	<10	3%			31	3%	125	4%	29	4%
		Total	35	1%	<10	15%	<10	3%			31	3%	125	4%	29	4%
	Total		2,557	100%	13	100%	159	100%	29	100%	1,071	100%	3,239	100%	659	100%
2018	White	White	2,352	90%	15	100%	116	71%	24	89%	783	75%	2,552	78%	554	86%
		Total	2,352	90%	15	100%	116	71%	24	89%	783	75%	2,552	78%	554	86%
	BME	Asian / Asian British	99	4%			29	18%	<10	4%	60	6%	199	6%	28	4%
		Black / Black British	33	1%			<10	2%	<10	4%	124	12%	60	2%	<10	1%
		Chinese / Chinese British	27	1%			<10	1%	<10	4%	11	1%	198	6%	11	2%
		Mixed	47	2%			<10	2%			24	2%	55	2%	<10	2%
		Other	15	1%			<10	4%			11	1%	81	2%	<10	1%
		Total	221	8%			44	27%	<10	11%	230	22%	593	18%	64	10%
	Unknown	Unknown	40	2%			<10	2%			28	3%	118	4%	25	4%
		Total	40	2%			<10	2%			28	3%	118	4%	25	4%
	Total		2,613	100%	15	100%	164	100%	27	100%	1,041	100%	3,263	100%	643	100%
2019	White	White	2,461	90%	15	83%	119	69%	26	87%	816	77%	2,627	78%	539	86%
		Total	2,461	90%	15	83%	119	69%	26	87%	816	77%	2,627	78%	539	86%
	BME	Asian / Asian British	104	4%			29	17%	<10	3%	61	6%	209	6%	28	4%
		Black / Black British	41	1%			<10	3%	<10	10%	116	11%	71	2%	<10	1%
		Chinese / Chinese British	30	1%			<10	1%			12	1%	214	6%	14	2%
		Mixed	51	2%	<10	17%	<10	2%			18	2%	60	2%	<10	2%
		Other	16	1%			<10	4%			<10	1%	86	3%	<10	1%
		Total	242	9%	<10	17%	48	28%	<10	13%	216	20%	640	19%	68	11%
	Unknown	Unknown	45	2%			<10	3%			25	2%	117	3%	22	3%
		Total	45	2%			<10	3%			25	2%	117	3%	22	3%
	Total		2,748	100%	18	100%	172	100%	30	100%	1,057	100%	3,384	100%	629	100%

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



Disability

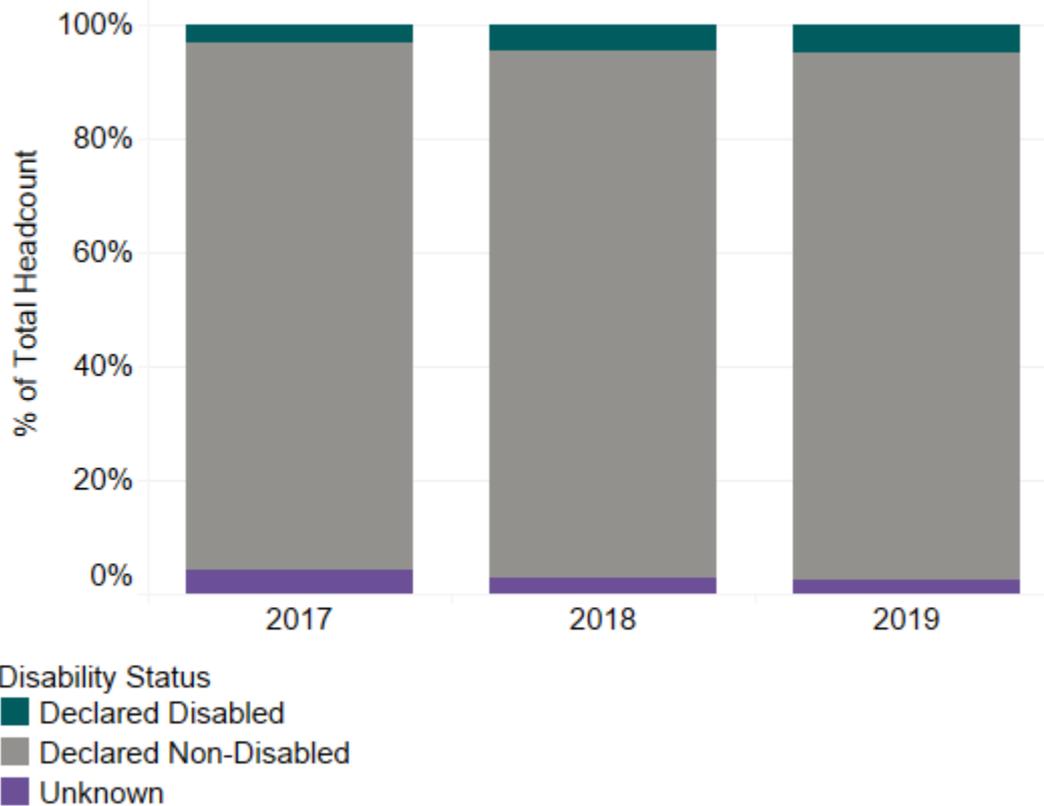
Headcount

Following the marked increase in the percentage of employees who declared a disability between 2016 and 2018, accompanied by a slight decrease in the percentage of those whose disabilities are unknown, these figures have remained stable in 2019.

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

	2017		2018		2019	
	HC	%	HC	%	HC	%
Declared Disabled	225	3%	361	5%	386	5%
Declared Non-Disabled	7,180	93%	7,181	92%	7,441	93%
Unknown	322	4%	224	3%	211	3%
Grand Total	7,727	100%	7,766	100%	8,038	100%

Figure 1.24. Graph: Disability Breakdown (percentage)



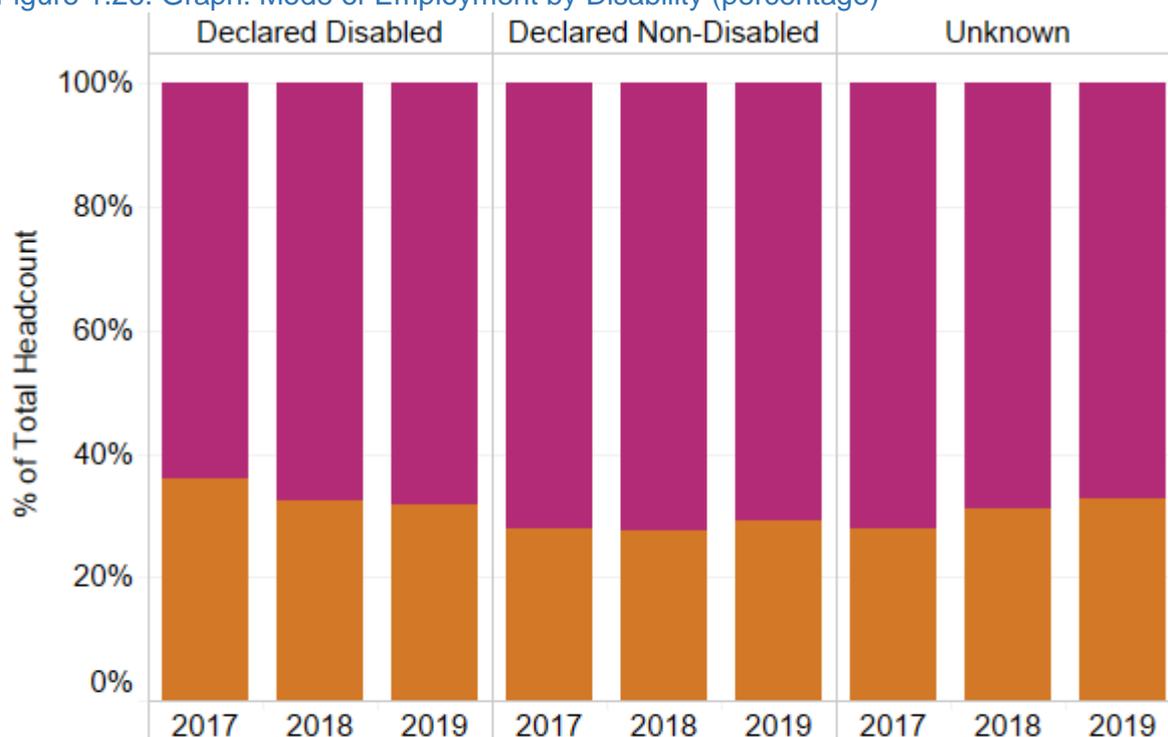
Mode of Employment

More employees who have disclosed a disability work part-time (32%) than employees who have declared that they are not disabled (29%). However, this difference has narrowed to 3 percentage points in 2019.

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

		Full-Time		Part-Time	
		HC	%	HC	%
2017	Declared Disabled	144	64%	81	36%
	Declared Non-Disabled	5,179	72%	2,001	28%
	Unknown	232	72%	90	28%
	Total	5,555	72%	2,172	28%
2018	Declared Disabled	244	68%	117	32%
	Declared Non-Disabled	5,209	73%	1,972	27%
	Unknown	154	69%	70	31%
	Total	5,607	72%	2,159	28%
2019	Declared Disabled	264	68%	122	32%
	Declared Non-Disabled	5,281	71%	2,160	29%
	Unknown	142	67%	69	33%
	Total	5,687	71%	2,351	29%

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



Mode of Emp
■ Full-Time
■ Part-Time

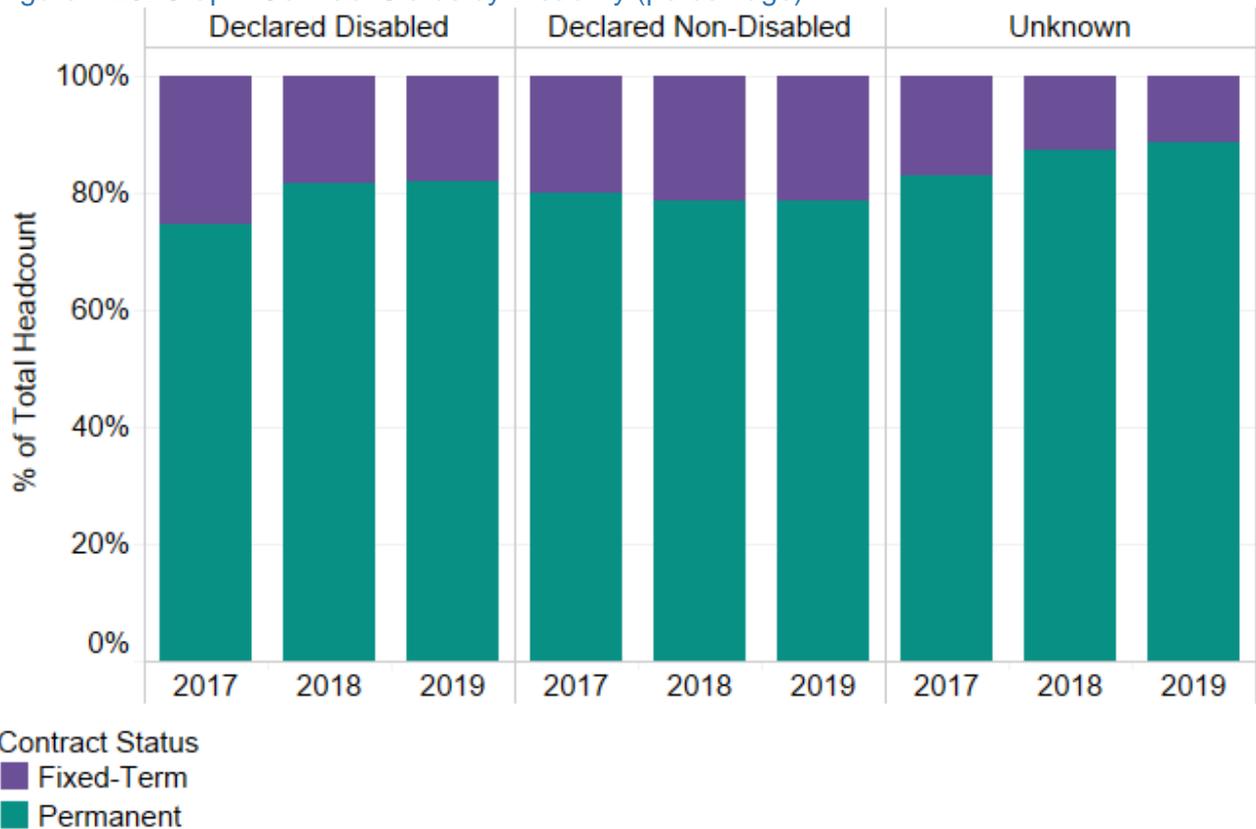
Contract Status

In 2019, for the first time in the past three years a lower proportion of staff with a declared disability (18%) are in fixed-term roles than staff who have disclosed that they are not disabled (21%). It will be valuable to monitor whether this continues.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2017	Declared Disabled	57	25%	168	75%
	Declared Non-Disabled	1,434	20%	5,746	80%
	Unknown	55	17%	267	83%
	Total	1,546	20%	6,181	80%
2018	Declared Disabled	66	18%	295	82%
	Declared Non-Disabled	1,529	21%	5,652	79%
	Unknown	28	13%	196	88%
	Total	1,623	21%	6,143	79%
2019	Declared Disabled	69	18%	317	82%
	Declared Non-Disabled	1,581	21%	5,860	79%
	Unknown	24	11%	187	89%
	Total	1,674	21%	6,364	79%

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



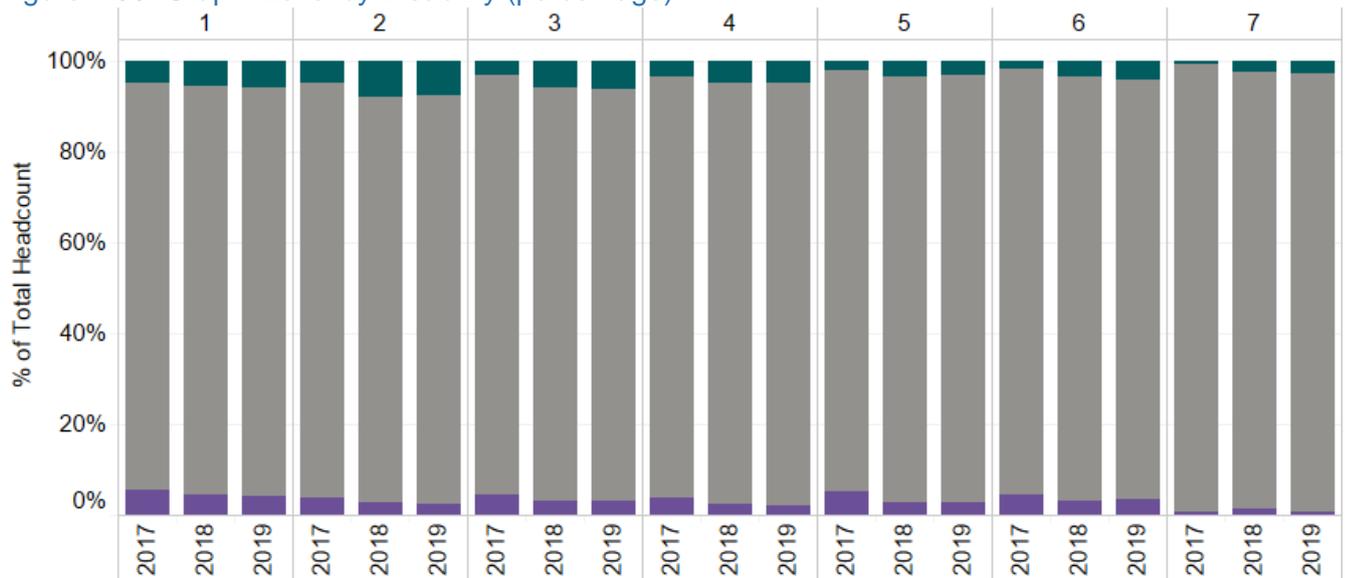
Level

As in previous years, in 2019 rates of disability declaration are lower at higher levels (5, 6 and 7) but the percentage of senior staff disclosing disability continues to grow year on year. The last year has seen disclosures at other levels remain broadly static, though there has been a significant increase over a five year period.

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

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
2017	1	49	5%	924	90%	56	5%
	2	42	5%	803	92%	32	4%
	3	27	3%	869	93%	41	4%
	4	64	3%	1,887	93%	78	4%
	5	26	2%	1,392	93%	75	5%
	6	13	2%	717	94%	35	5%
	7	<10	1%	588	98%	<10	1%
	Total	225	3%	7,180	93%	322	4%
2018	1	54	6%	880	90%	44	4%
	2	67	8%	781	89%	25	3%
	3	56	6%	885	91%	31	3%
	4	94	5%	1,894	93%	49	2%
	5	48	3%	1,413	94%	43	3%
	6	27	3%	731	93%	24	3%
	7	15	2%	597	96%	<10	1%
	Total	361	5%	7,181	92%	224	3%
2019	1	56	6%	881	90%	40	4%
	2	70	8%	829	90%	22	2%
	3	60	6%	897	91%	29	3%
	4	101	5%	1,980	93%	45	2%
	5	48	3%	1,481	94%	42	3%
	6	34	4%	761	92%	28	3%
	7	17	3%	612	97%	<10	1%
	Total	386	5%	7,441	93%	211	3%

Figure 1.30. Graph: Level by Disability (percentage)



Disability Status
 ■ Declared Disabled
 ■ Declared Non-Disabled
 ■ Unknown

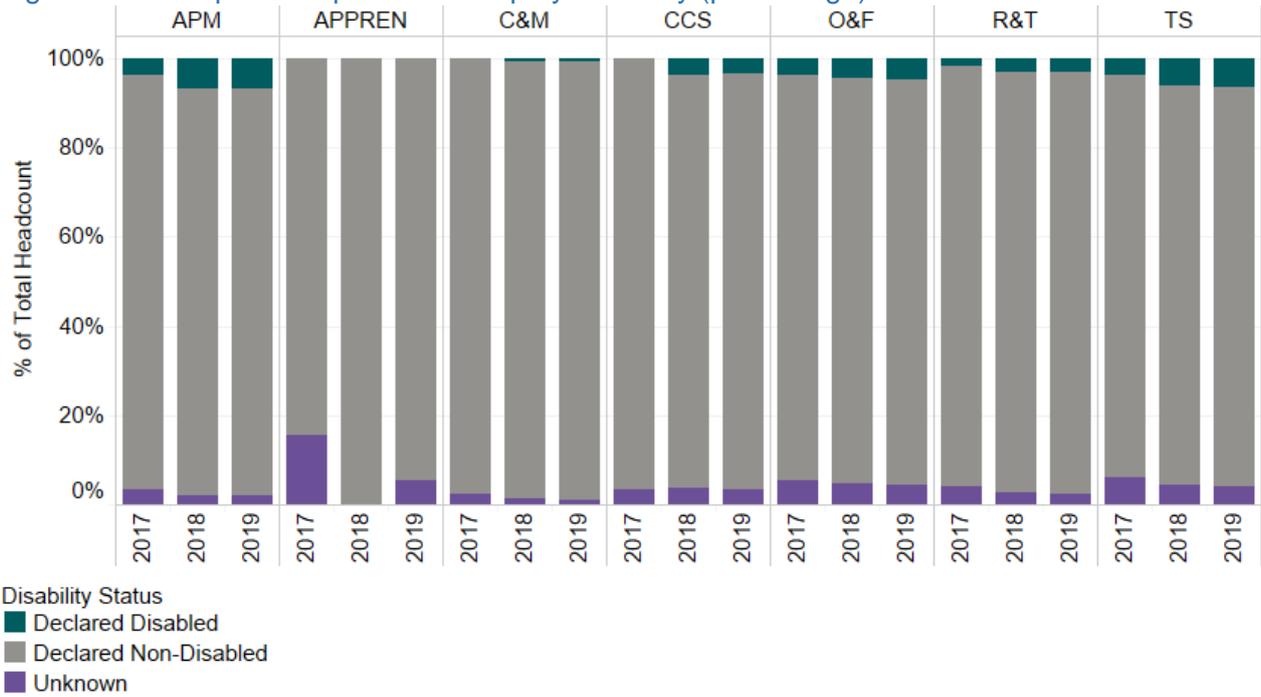
Occupational Group

The proportion of staff who have declared that they are disabled is higher in the Operations & Facilities (5%), APM (7%) and Technical Services (5%) occupational groups than in the Research and Teaching (3%) and Clinical and Medical (1%) occupational groups in 2019.

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

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
2017	APM	100	4%	2,373	93%	84	3%
	APPREN			11	85%	<10	15%
	C&M			155	97%	<10	3%
	CCS			28	97%	<10	3%
	O&F	41	4%	971	91%	59	6%
	R&T	59	2%	3,048	94%	132	4%
	TS	25	4%	594	90%	40	6%
	Total	225	3%	7,180	93%	322	4%
2018	APM	175	7%	2,385	91%	53	2%
	APPREN			15	100%		
	C&M	<10	1%	161	98%	<10	1%
	CCS	<10	4%	25	93%	<10	4%
	O&F	45	4%	947	91%	49	5%
	R&T	100	3%	3,072	94%	91	3%
	TS	39	6%	576	90%	28	4%
	Total	361	5%	7,181	92%	224	3%
2019	APM	187	7%	2,509	91%	52	2%
	APPREN			17	94%	<10	6%
	C&M	<10	1%	169	98%	<10	1%
	CCS	<10	3%	28	93%	<10	3%
	O&F	50	5%	961	91%	46	4%
	R&T	107	3%	3,193	94%	84	2%
	TS	40	6%	564	90%	25	4%
	Total	386	5%	7,441	93%	211	3%

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



Age

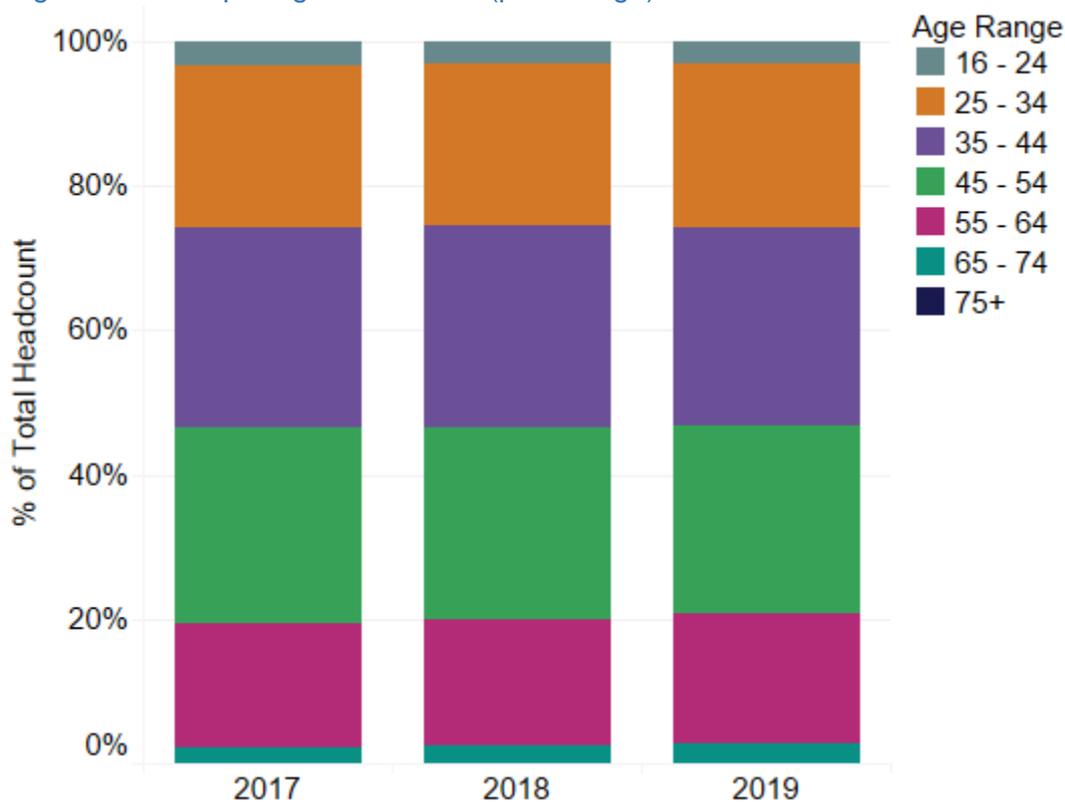
Headcount

The age profile has remained relatively constant over the three-year period, with relatively small numbers of staff in the 16-24 and 65+ age bands. There have been marginal increases in the 55-64 and 65+ age bands over the last three years.

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

	2017		2018		2019	
	HC	%	HC	%	HC	%
16 - 24	258	3%	241	3%	238	3%
25 - 34	1,731	22%	1,748	23%	1,836	23%
35 - 44	2,139	28%	2,164	28%	2,211	28%
45 - 54	2,102	27%	2,060	27%	2,072	26%
55 - 64	1,320	17%	1,358	17%	1,451	18%
65 - 74	174	2%	190	2%	221	3%
75+	<10	0%	<10	0%	<10	0%
Grand Total	7,727	100%	7,766	100%	8,038	100%

Figure 1.34. Graph: Age Breakdown (percentage)



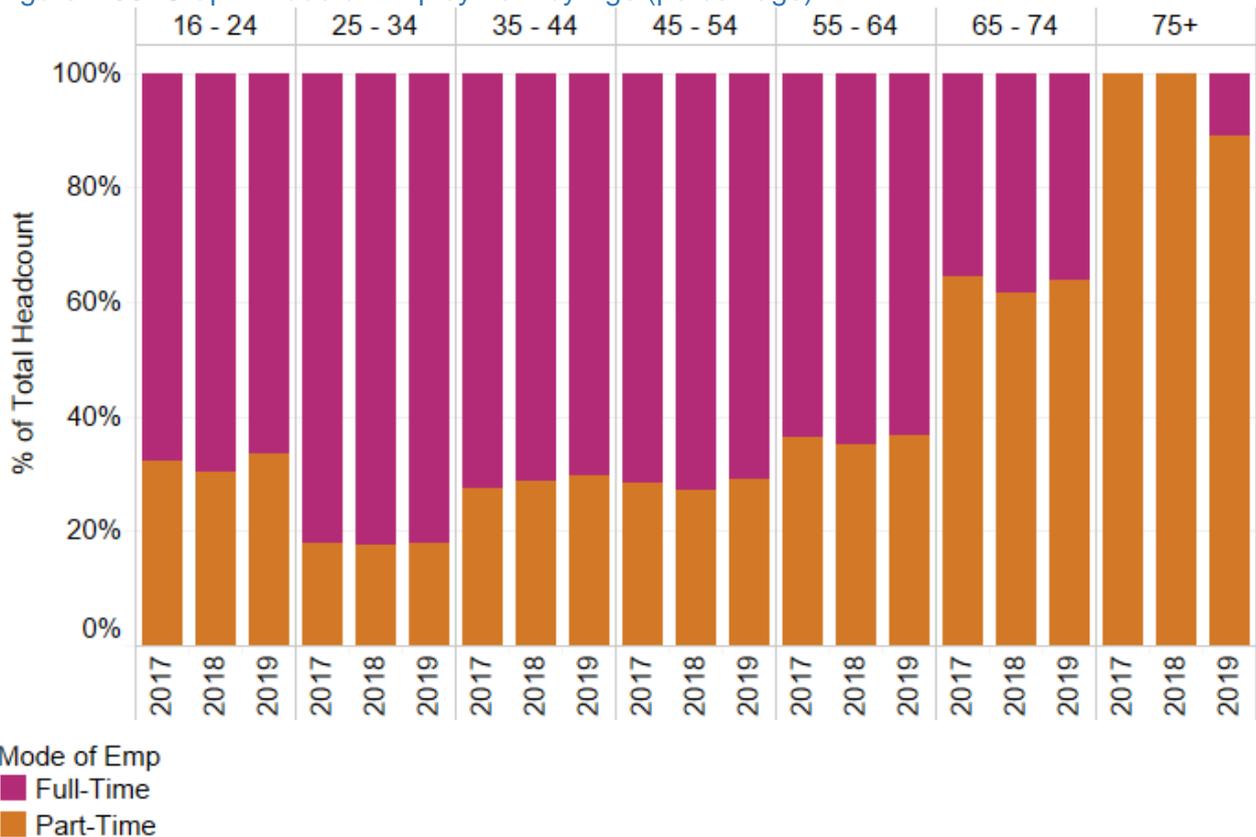
Mode of Employment

Within the 25-34 age bracket there is the highest proportion of full-time employees (82%) and the smallest proportion of part-time employees (18%). Within the 65+ age bracket, a much higher proportion of staff work on a part-time contract (63%) in 2019 than on a full-time contract (37%).

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

		Full-Time		Part-Time	
		HC	%	HC	%
2017	16 - 24	175	68%	83	32%
	25 - 34	1,422	82%	309	18%
	35 - 44	1,551	73%	588	27%
	45 - 54	1,504	72%	598	28%
	55 - 64	841	64%	479	36%
	65 - 74	62	36%	112	64%
	75+			<10	100%
	Total	5,555	72%	2,172	28%
2018	16 - 24	168	70%	73	30%
	25 - 34	1,440	82%	308	18%
	35 - 44	1,542	71%	622	29%
	45 - 54	1,504	73%	556	27%
	55 - 64	880	65%	478	35%
	65 - 74	73	38%	117	62%
	75+			<10	100%
	Total	5,607	72%	2,159	28%
2019	16 - 24	158	66%	80	34%
	25 - 34	1,506	82%	330	18%
	35 - 44	1,552	70%	659	30%
	45 - 54	1,473	71%	599	29%
	55 - 64	917	63%	534	37%
	65 - 74	80	36%	141	64%
	75+	<10	11%	<10	89%
	Total	5,687	71%	2,351	29%

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



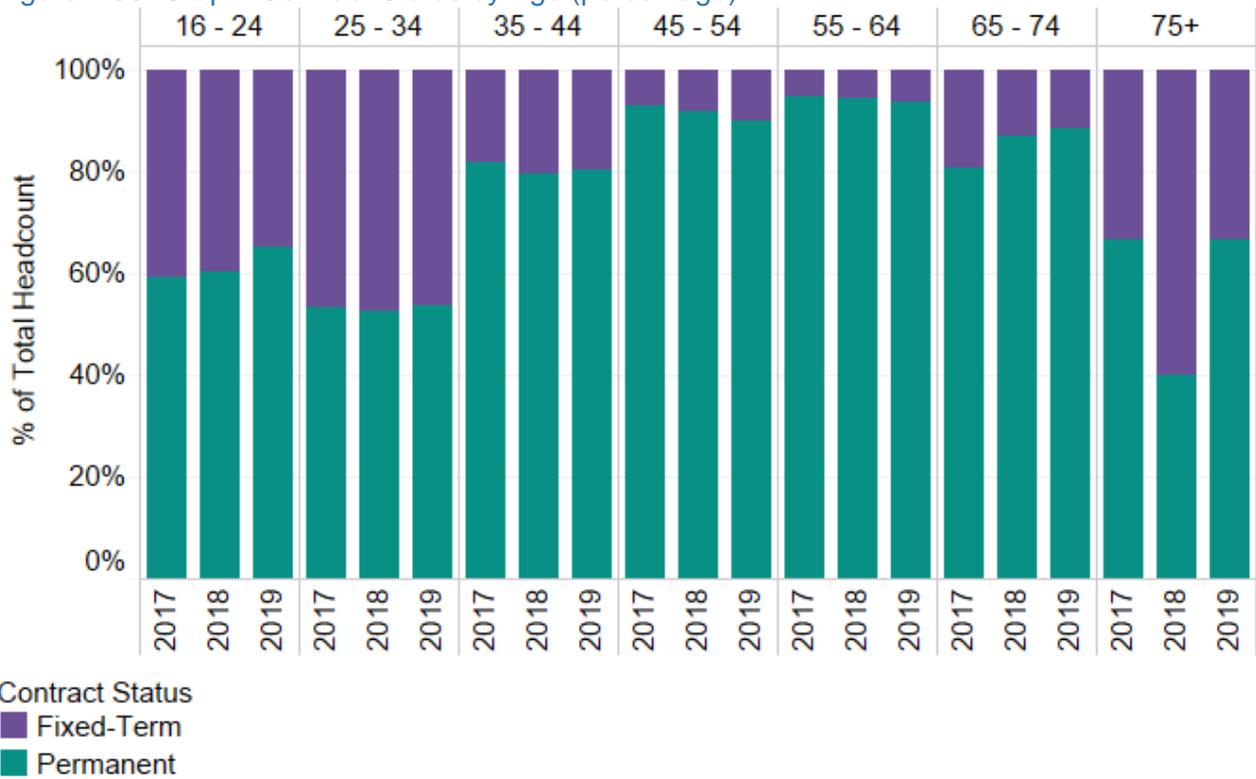
Contract Status

A higher proportion of staff in higher age bands are on permanent contracts, with the exception of staff in the 65+ age bracket. The proportion of fixed term staff within each age band has remained relatively constant over the three-year period.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2017	16 - 24	105	41%	153	59%
	25 - 34	809	47%	922	53%
	35 - 44	383	18%	1,756	82%
	45 - 54	148	7%	1,954	93%
	55 - 64	67	5%	1,253	95%
	65 - 74	33	19%	141	81%
	75+	<10	33%	<10	67%
	Total	1,546	20%	6,181	80%
2018	16 - 24	95	39%	146	61%
	25 - 34	827	47%	921	53%
	35 - 44	438	20%	1,726	80%
	45 - 54	163	8%	1,897	92%
	55 - 64	73	5%	1,285	95%
	65 - 74	24	13%	166	87%
	75+	<10	60%	<10	40%
	Total	1,623	21%	6,143	79%
2019	16 - 24	83	35%	155	65%
	25 - 34	846	46%	990	54%
	35 - 44	428	19%	1,783	81%
	45 - 54	201	10%	1,871	90%
	55 - 64	88	6%	1,363	94%
	65 - 74	25	11%	196	89%
	75+	<10	33%	<10	67%
	Total	1,674	21%	6,364	79%

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



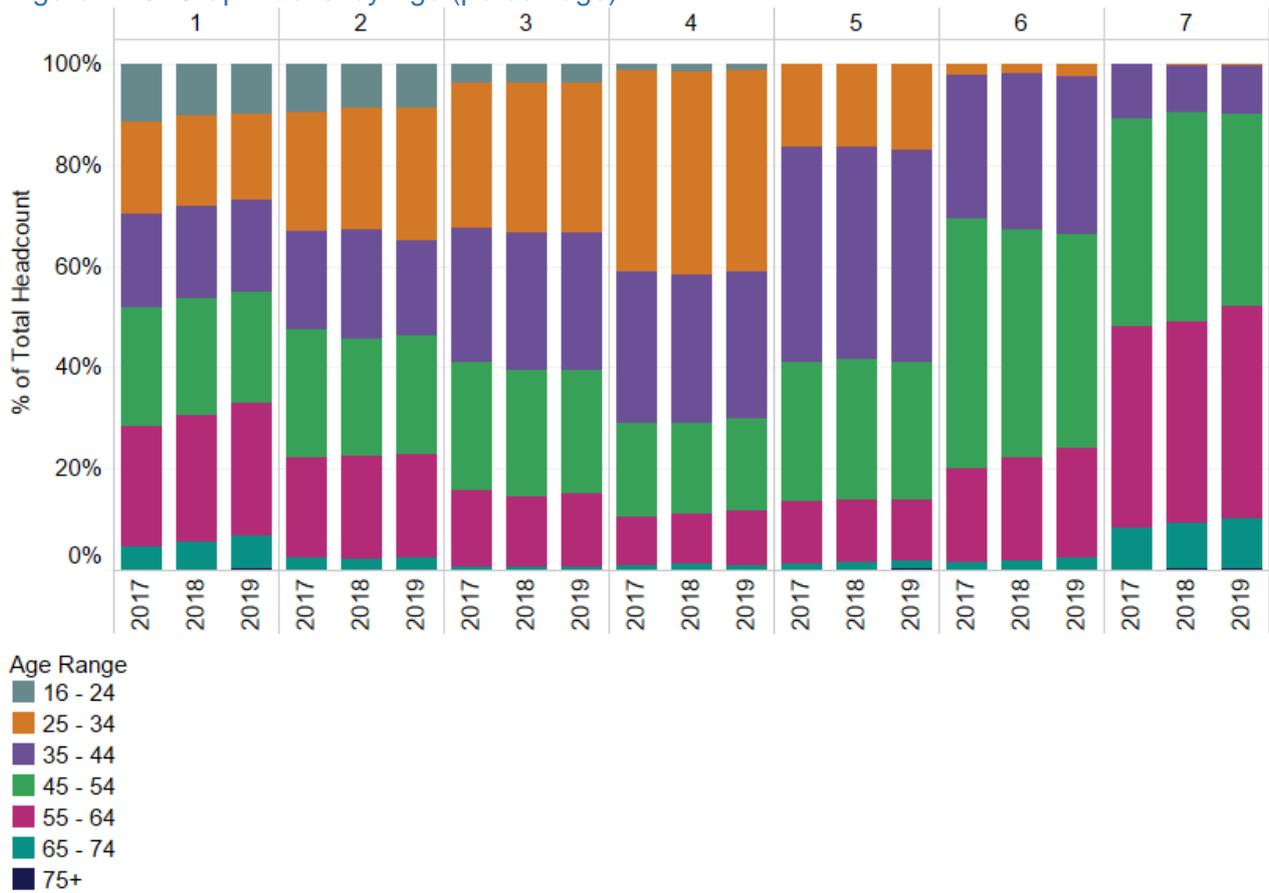
Level

Staff in higher age groups are more likely to be in more senior roles. There has been little change in the age profile by level within the three-year period.

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

			16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 74	75+
2017	1	HC	116	187	193	240	246	46	<10
		%	11%	18%	19%	23%	24%	4%	0%
	2	HC	83	207	169	222	174	22	
		%	9%	24%	19%	25%	20%	3%	
	3	HC	33	269	250	238	142	<10	
		%	4%	29%	27%	25%	15%	1%	
	4	HC	26	809	607	372	194	20	<10
		%	1%	40%	30%	18%	10%	1%	0%
	5	HC		243	638	408	184	19	<10
		%		16%	43%	27%	12%	1%	0%
	6	HC		16	218	377	142	12	
		%		2%	28%	49%	19%	2%	
	7	HC			64	245	238	50	
		%			11%	41%	40%	8%	
Total	HC	258	1,731	2,139	2,102	1,320	174	<10	
	%	3%	22%	28%	27%	17%	2%	0%	
2018	1	HC	99	174	178	227	246	53	<10
		%	10%	18%	18%	23%	25%	5%	0%
	2	HC	76	209	190	200	179	19	
		%	9%	24%	22%	23%	21%	2%	
	3	HC	36	287	266	242	136	<10	
		%	4%	30%	27%	25%	14%	1%	
	4	HC	30	821	594	367	202	22	<10
		%	1%	40%	29%	18%	10%	1%	0%
	5	HC		243	635	416	189	19	<10
		%		16%	42%	28%	13%	1%	0%
	6	HC		13	243	351	160	15	
		%		2%	31%	45%	20%	2%	
	7	HC		<10	58	257	246	57	<10
		%		0%	9%	41%	40%	9%	0%
Total	HC	241	1,748	2,164	2,060	1,358	190	<10	
	%	3%	23%	28%	27%	17%	2%	0%	
2019	1	HC	96	167	178	212	258	64	<10
		%	10%	17%	18%	22%	26%	7%	0%
	2	HC	80	242	173	215	189	21	<10
		%	9%	26%	19%	23%	21%	2%	0%
	3	HC	37	291	268	240	143	<10	
		%	4%	30%	27%	24%	15%	1%	
	4	HC	25	847	614	389	229	21	<10
		%	1%	40%	29%	18%	11%	1%	0%
	5	HC		268	659	427	188	26	<10
		%		17%	42%	27%	12%	2%	0%
	6	HC		20	257	348	178	20	
		%		2%	31%	42%	22%	2%	
	7	HC		<10	62	241	266	62	<10
		%		0%	10%	38%	42%	10%	0%
Total	HC	238	1,836	2,211	2,072	1,451	221	<10	
	%	3%	23%	28%	26%	18%	3%	0%	

Figure 1.40. Graph: Level by Age (percentage)



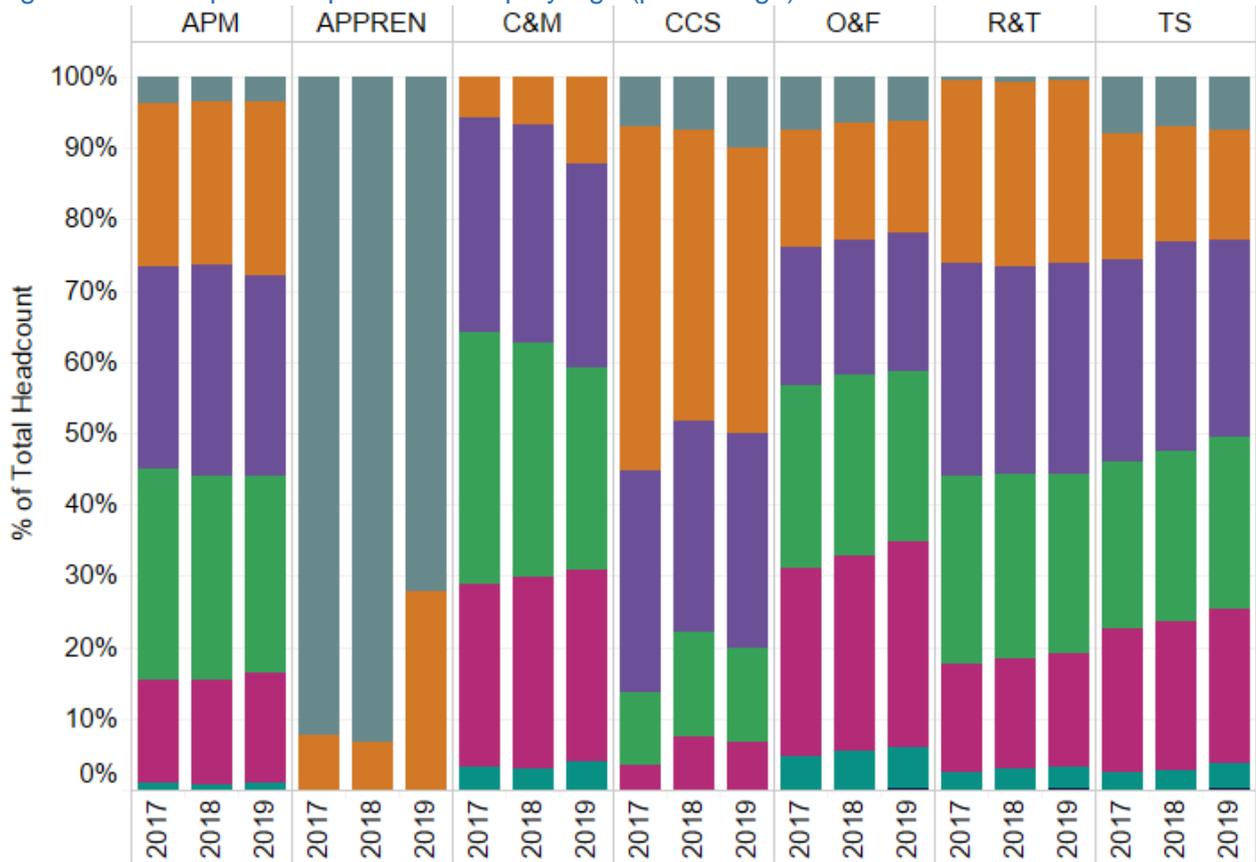
Occupational Group

The proportion of different age groups is broadly consistent across the occupational staff groups and is representative of the staff population as a whole. This has remained relatively consistent over the last three years.

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	%								
2017	APM	92	4%	590	23%	722	28%	758	30%	369	14%	25	1%	<10	0%
	APPREN	12	92%	<10	8%										
	C&M			<10	6%	48	30%	56	35%	41	26%	<10	3%		
	CCS	<10	7%	14	48%	<10	31%	<10	10%	<10	3%				
	O&F	81	8%	175	16%	208	19%	273	25%	284	27%	49	5%	<10	0%
	R&T	19	1%	826	26%	965	30%	857	26%	493	15%	78	2%	<10	0%
	TS	52	8%	116	18%	187	28%	155	24%	132	20%	17	3%		
	Total	258	3%	1,731	22%	2,139	28%	2,102	27%	1,320	17%	174	2%	<10	0%
2018	APM	93	4%	598	23%	771	30%	745	29%	384	15%	21	1%	<10	0%
	APPREN	14	93%	<10	7%										
	C&M			11	7%	50	30%	54	33%	44	27%	<10	3%		
	CCS	<10	7%	11	41%	<10	30%	<10	15%	<10	7%				
	O&F	68	7%	171	16%	197	19%	262	25%	287	28%	55	5%	<10	0%
	R&T	20	1%	852	26%	948	29%	842	26%	507	16%	91	3%	<10	0%
	TS	44	7%	104	16%	190	30%	153	24%	134	21%	18	3%		
	Total	241	3%	1,748	23%	2,164	28%	2,060	27%	1,358	17%	190	2%	<10	0%
2019	APM	93	3%	669	24%	773	28%	763	28%	422	15%	27	1%	<10	0%
	APPREN	13	72%	<10	28%										
	C&M			21	12%	49	28%	49	28%	46	27%	<10	4%		
	CCS	<10	10%	12	40%	<10	30%	<10	13%	<10	7%				
	O&F	65	6%	165	16%	206	19%	252	24%	305	29%	62	6%	<10	0%
	R&T	17	1%	867	26%	1,000	30%	853	25%	539	16%	103	3%	<10	0%
	TS	47	7%	97	15%	174	28%	151	24%	137	22%	22	3%	<10	0%
	Total	238	3%	1,836	23%	2,211	28%	2,072	26%	1,451	18%	221	3%	<10	0%

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



- Age Range
- 16 - 24
 - 25 - 34
 - 35 - 44
 - 45 - 54
 - 55 - 64
 - 65 - 74
 - 75+

2. Recruitment

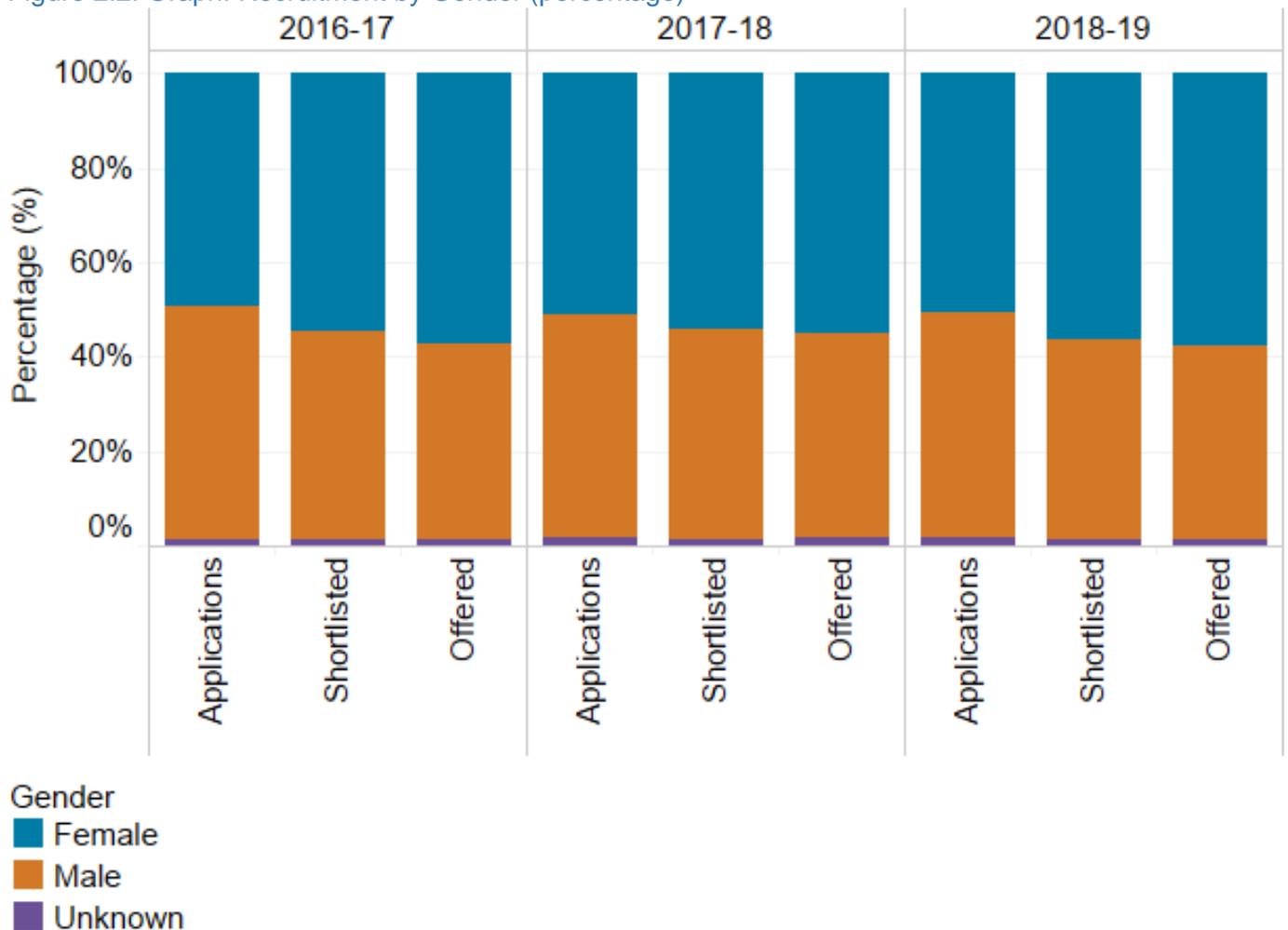
Gender

2018-19 saw no increase in the proportion of female applicants, with female candidates receiving a slightly higher ratio of offers to invitations to interview than male candidates. Overall, females accounted for 51% of applications and 58% of offers.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2016-17	Female	13,536	49%	3,494	55%	1,056	57%
	Male	13,477	49%	2,837	44%	763	41%
	Unknown	395	1%	77	1%	24	1%
	Total	27,408	100%	6,408	100%	1,843	100%
2017-18	Female	15,436	51%	3,845	54%	1,156	55%
	Male	14,262	47%	3,162	44%	913	43%
	Unknown	589	2%	107	2%	36	2%
	Total	30,287	100%	7,114	100%	2,105	100%
2018-19	Female	15,487	51%	4,159	56%	1,214	58%
	Male	14,512	48%	3,136	42%	853	41%
	Unknown	548	2%	114	2%	31	1%
	Total	30,547	100%	7,409	100%	2,098	100%

Figure 2.2. Graph: Recruitment by Gender (percentage)



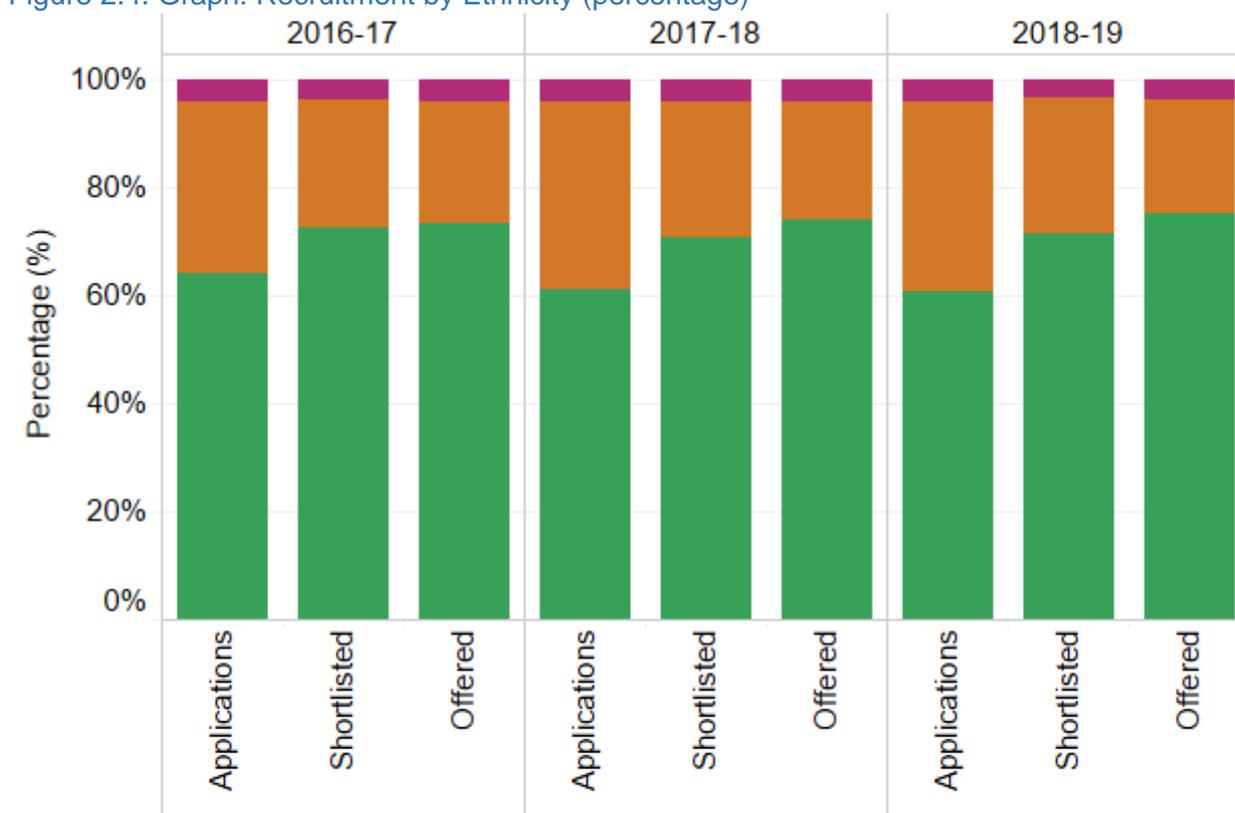
Ethnicity

The proportion of applicants from a Black of Minority Ethnic background remained stable in 2019 at 35%, remaining above its 2017 level (32%). BME candidates were less successful in reaching the interview (25%) and offer (21%) stages.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2016-17	White	17,570	64%	4,657	73%	1,356	74%
	BME	8,809	32%	1,519	24%	418	23%
	Unknown	1,029	4%	232	4%	69	4%
	Total	27,408	100%	6,408	100%	1,843	100%
2017-18	White	18,486	61%	5,052	71%	1,562	74%
	BME	10,595	35%	1,780	25%	462	22%
	Unknown	1,206	4%	282	4%	81	4%
	Total	30,287	100%	7,114	100%	2,105	100%
2018-19	White	18,554	61%	5,318	72%	1,578	75%
	BME	10,800	35%	1,861	25%	446	21%
	Unknown	1,193	4%	230	3%	74	4%
	Total	30,547	100%	7,409	100%	2,098	100%

Figure 2.4. Graph: Recruitment by Ethnicity (percentage)



BME
 Unknown
 BME
 White

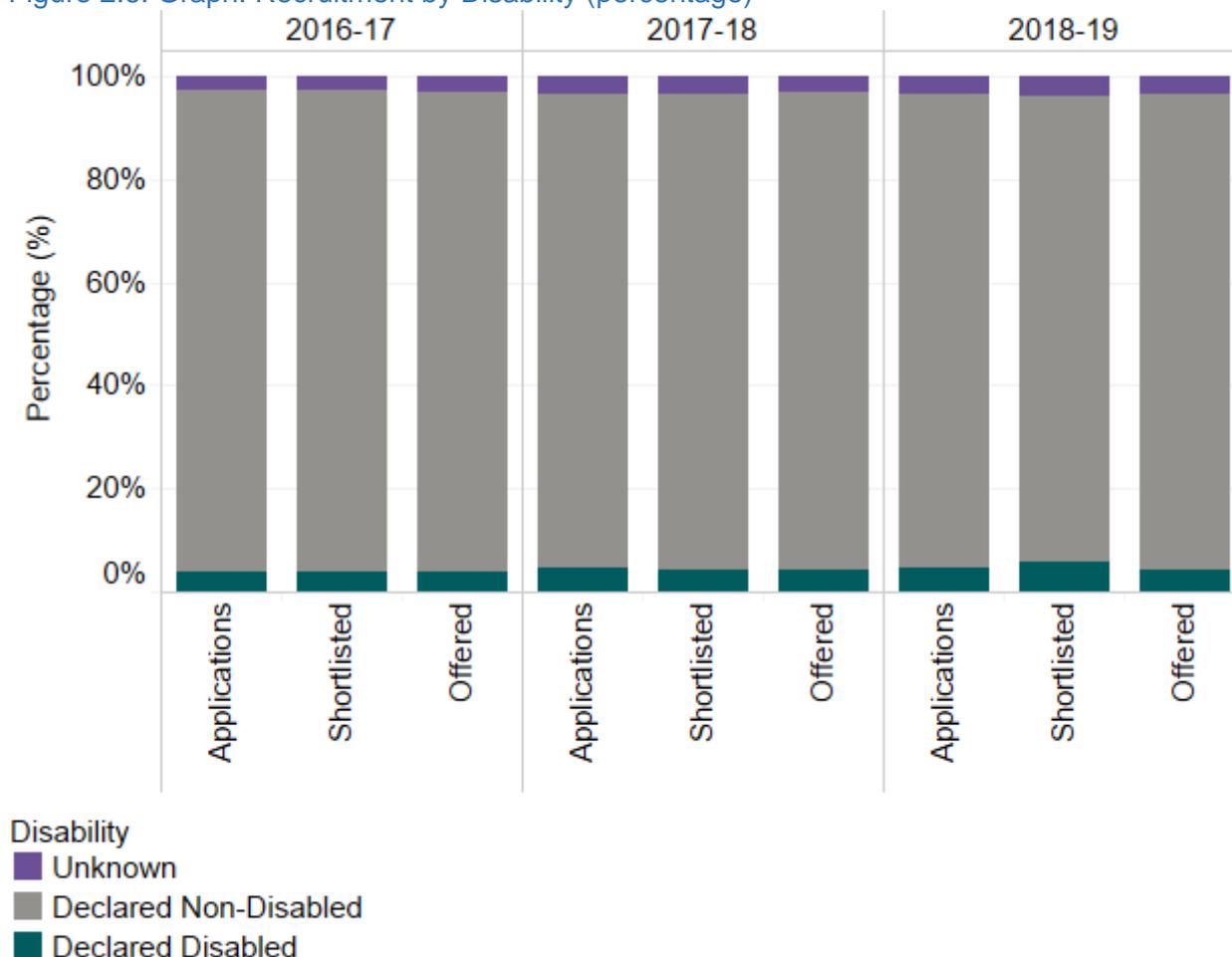
Disability

The proportion of applicants declaring a disability increased marginally in 2019 to 5%, up from 4% in 2017. The proportion of disabled staff reaching the interview (6%) increased slightly in 2019, but offer levels remained the same as the previous year (4%).

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2016-17	Declared Disabled	1,059	4%	245	4%	70	4%
	Declared Non-Disabled	25,609	93%	5,993	94%	1,718	93%
	Unknown	740	3%	170	3%	55	3%
	Total	27,408	100%	6,408	100%	1,843	100%
2017-18	Declared Disabled	1,378	5%	306	4%	90	4%
	Declared Non-Disabled	27,904	92%	6,546	92%	1,948	93%
	Unknown	1,005	3%	262	4%	67	3%
	Total	30,287	100%	7,114	100%	2,105	100%
2018-19	Declared Disabled	1,437	5%	442	6%	89	4%
	Declared Non-Disabled	28,068	92%	6,680	90%	1,932	92%
	Unknown	1,042	3%	287	4%	77	4%
	Total	30,547	100%	7,409	100%	2,098	100%

Figure 2.6. Graph: Recruitment by Disability (percentage)



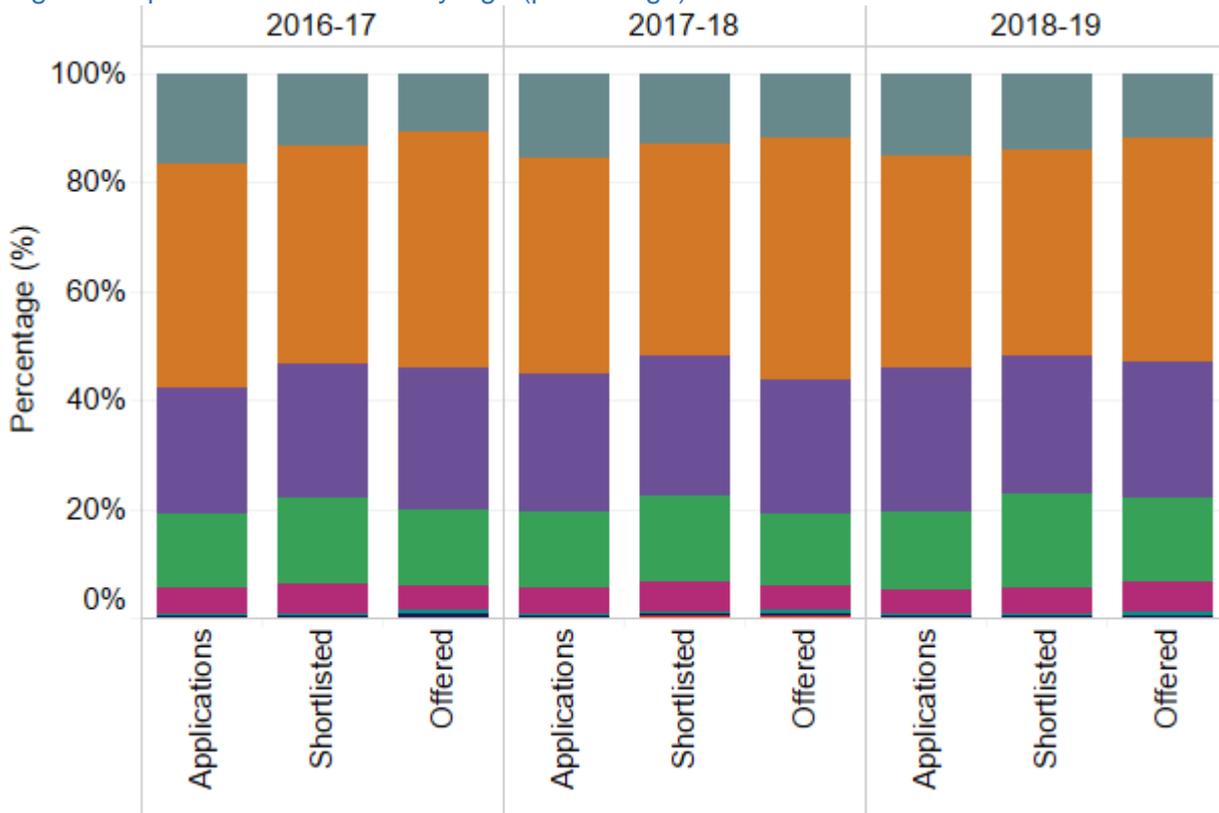
Age

2019 saw a slight increase in the proportion of job applicants in the 35-44 age range, as well as a continued trend of decreasing number of applicants aged 16-24 over the past three years.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2016-17	16 - 24	4,611	17%	866	14%	200	11%
	25 - 34	11,184	41%	2,560	40%	800	43%
	35 - 44	6,393	23%	1,571	25%	477	26%
	45 - 54	3,711	14%	1,019	16%	257	14%
	55 - 64	1,320	5%	336	5%	84	5%
	65 - 74	69	0%	24	0%	11	1%
	75+	120	0%	32	0%	14	1%
	Total	27,408	100%	6,408	100%	1,843	100%
2017-18	16 - 24	4,719	16%	925	13%	250	12%
	25 - 34	11,977	40%	2,760	39%	938	45%
	35 - 44	7,703	25%	1,828	26%	515	24%
	45 - 54	4,223	14%	1,132	16%	277	13%
	55 - 64	1,413	5%	398	6%	97	5%
	65 - 74	96	0%	26	0%	12	1%
	75+	87	0%	<10	0%	<10	0%
	Unknown	69	0%	39	1%	14	1%
	Total	30,287	100%	7,114	100%	2,105	100%
2018-19	16 - 24	4,681	15%	1,038	14%	251	12%
	25 - 34	11,841	39%	2,802	38%	861	41%
	35 - 44	8,027	26%	1,890	26%	526	25%
	45 - 54	4,417	14%	1,262	17%	318	15%
	55 - 64	1,336	4%	369	5%	118	6%
	65 - 74	105	0%	21	0%	17	1%
	75+	104	0%	<10	0%	<10	0%
	Unknown	36	0%	23	0%	<10	0%
	Total	30,547	100%	7,409	100%	2,098	100%

Figure Graph: 2.8. Recruitment by Age (percentage)



- Age Group
- 16 - 24
 - 25 - 34
 - 35 - 44
 - 45 - 54
 - 55 - 64
 - 65 - 74
 - 75+
 - Unknown

3. PDPR (replaced by ADC from August 2019)

PDPR was replaced by ADC in 2019. The ratings available under PDPR were: 1 (exceeds expectations), 2 (meets expectations) and 3 (below expectations). Data provided for the APM, TS, CCS, and R&T staff groups.

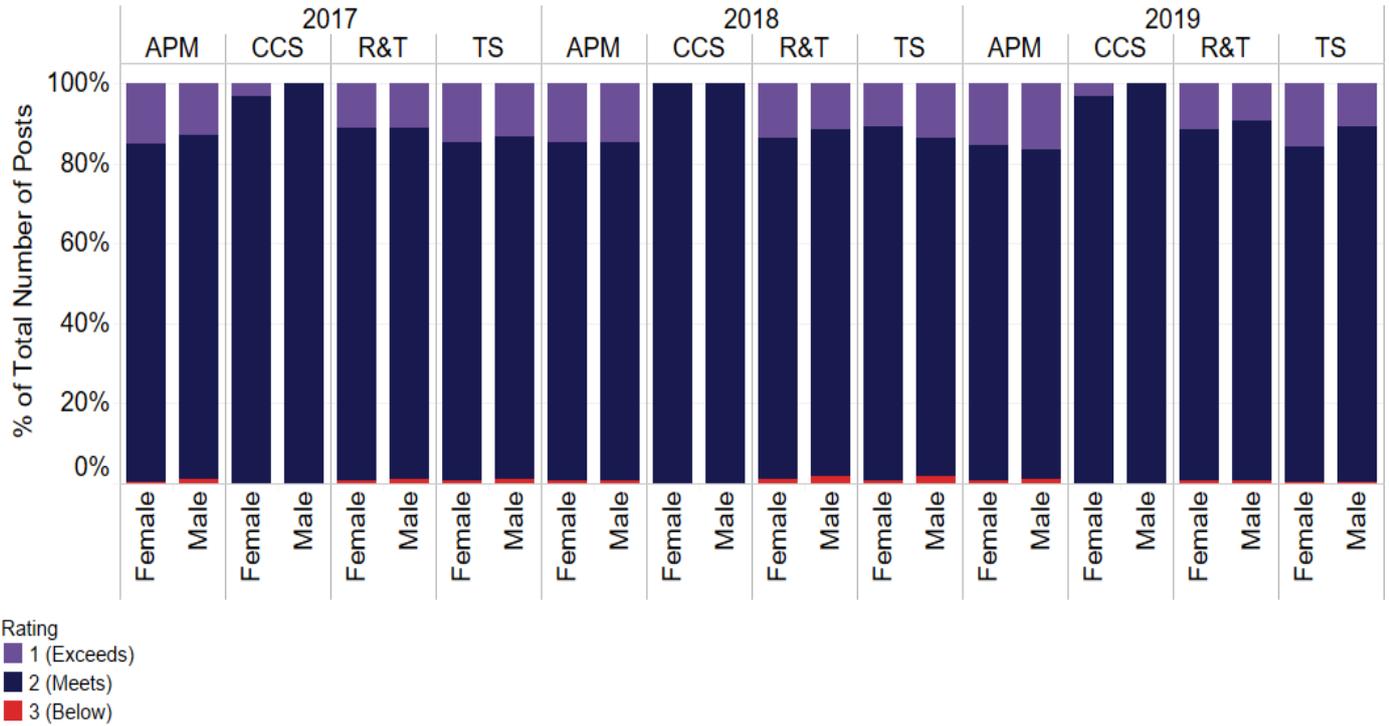
Gender

A higher proportion of female staff received a rating 1 (Exceeds) in all staff groups other than APM, with the highest differential in the TS staff group. This reversed 2018 results where female staff were more likely to receive Rating 1 in the APM group.

Figure 3.1. Table: PDPR by Gender and Occupational Group (number of posts and percentage)

			1 (Exceeds)		2 (Meets)		3 (Below)	
			Posts	%	Posts	%	Posts	%
2017	APM	Female	279	15%	1,563	85%	<10	0%
		Male	87	13%	576	86%	<10	1%
	CCS	Female	<10	3%	28	97%		
		Male			<10	100%		
	R&T	Female	136	11%	1,073	88%	<10	1%
		Male	164	11%	1,296	88%	17	1%
	TS	Female	39	15%	221	84%	<10	1%
		Male	50	13%	317	85%	<10	1%
2018	APM	Female	276	15%	1,583	85%	13	1%
		Male	101	15%	573	84%	<10	1%
	CCS	Female			27	100%		
		Male			<10	100%		
	R&T	Female	166	14%	1,023	85%	14	1%
		Male	173	12%	1,301	87%	29	2%
	TS	Female	28	11%	225	88%	<10	1%
		Male	52	14%	319	84%	<10	2%
2019	APM	Female	301	15%	1,643	84%	15	1%
		Male	123	17%	614	83%	<10	1%
	CCS	Female	<10	3%	29	97%		
		Male			<10	100%		
	R&T	Female	148	12%	1,131	88%	<10	1%
		Male	145	9%	1,373	90%	13	1%
	TS	Female	40	16%	214	84%	<10	0%
		Male	40	11%	325	89%	<10	0%

Figure 3.2. Graph: PDPR by Gender and Occupational Group (percentage)



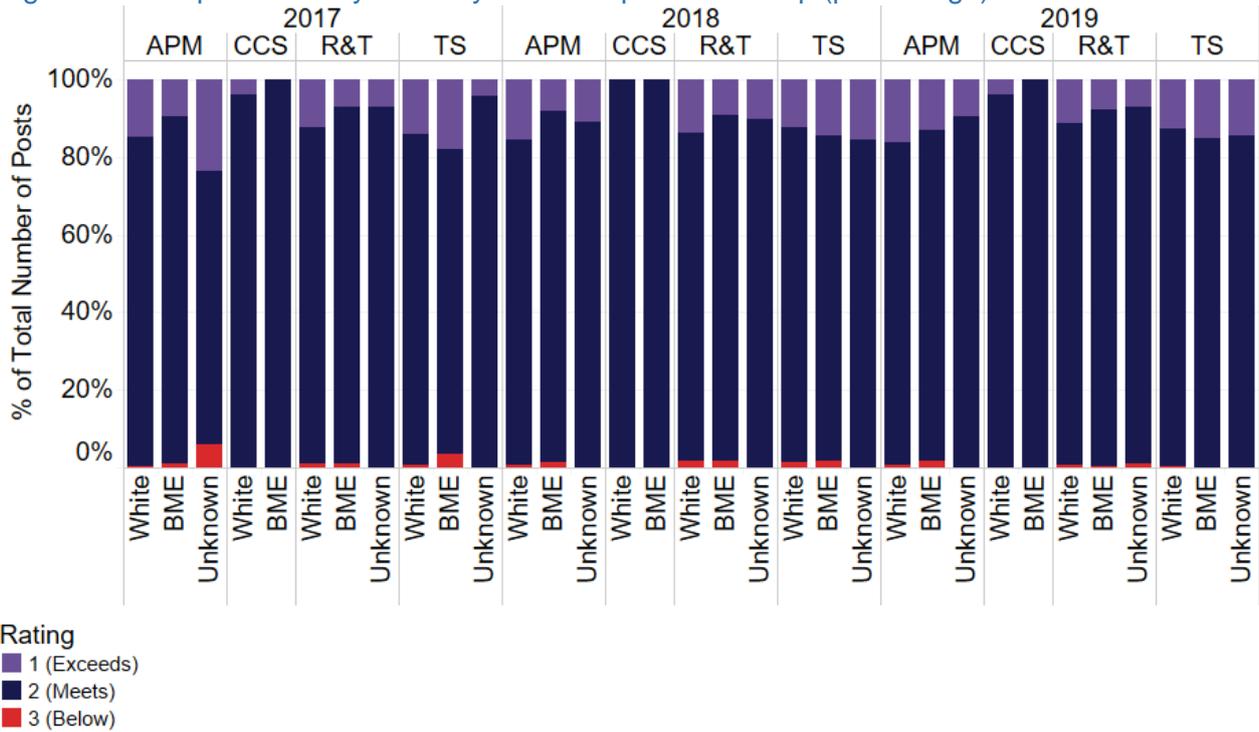
Ethnicity

Across the Administrative Professional and Managerial, Research & Teaching occupational groups, there is a higher proportion of white staff than BME staff who received a 1 rating in 2019. A proportionately higher number of BME staff achieved a 1 rating in the Technical Services job family in 2019. This year, a higher proportion of BME staff received a 3 rating in the APM staff group but overall percentages of BME staff receiving a 3 rating were lower this year.

Figure 3.3. Table: PDPR by Ethnicity and Occupational Group (number of posts and percentage)

			1 (Exceeds)		2 (Meets)		3 (Below)	
			Posts	%	Posts	%	Posts	%
2017	APM	White	344	15%	1,953	85%	11	0%
		BME	18	9%	174	90%	<10	1%
		Unknown	<10	24%	12	71%	<10	6%
	CCS	White	<10	4%	26	96%		
		BME			<10	100%		
	R&T	White	257	12%	1,812	87%	19	1%
		BME	37	7%	477	92%	<10	1%
		Unknown	<10	7%	80	93%		
	TS	White	78	14%	470	85%	<10	1%
		BME	<10	18%	44	79%	<10	4%
		Unknown	<10	4%	24	96%		
	2018	APM	White	356	15%	1,931	84%	16
BME			17	8%	192	91%	<10	1%
Unknown			<10	11%	33	89%		
CCS		White			25	100%		
		BME			<10	100%		
R&T		White	279	14%	1,742	85%	34	2%
		BME	49	9%	483	89%	<10	2%
		Unknown	11	10%	99	90%		
TS		White	67	12%	470	86%	<10	1%
		BME	<10	15%	52	84%	<10	2%
		Unknown	<10	15%	22	85%		
2019		APM	White	389	16%	2,015	83%	18
	BME		31	13%	203	85%	<10	2%
	Unknown		<10	9%	39	91%		
	CCS	White	<10	4%	26	96%		
		BME			<10	100%		
	R&T	White	240	11%	1,865	88%	17	1%
		BME	45	8%	535	92%	<10	0%
		Unknown	<10	7%	104	92%	<10	1%
	TS	White	67	13%	464	87%	<10	0%
		BME	<10	15%	57	85%		
		Unknown	<10	14%	18	86%		

Figure 3.4. Graph: PDPR by Ethnicity and Occupational Group (percentage)



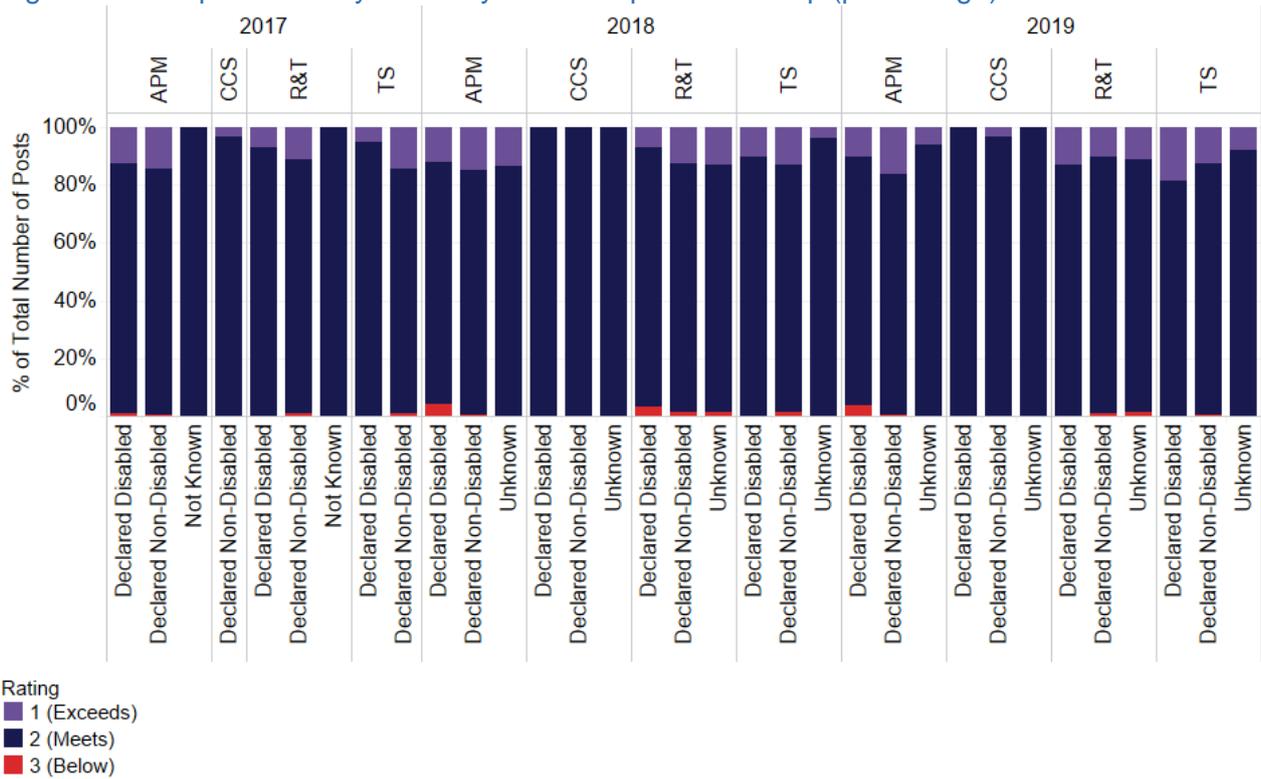
Disability

In 2017 staff declaring a disability were proportionately more likely to receive a Rating 1 (Exceeds) in the R&T and TS categories, but less likely to receive a Rating 1 in the APM job family. Low declaration rates limit analysis of the rates of 3 ratings allocated to disabled/non-disabled staff.

Figure 3.5. Table: PDPR by Disability and Occupational Group (number of posts and percentage)

			1 (Exceeds)		2 (Meets)		3 (Below)		
			Posts	%	Posts	%	Posts	%	
2017	APM	Declared Disabled	11	13%	75	86%	<10	1%	
		Declared Non-Disabled	355	15%	2,061	85%	13	1%	
		Not Known			<10	100%			
	CCS	Declared Non-Disabled	<10	3%	29	97%			
	R&T	Declared Disabled	<10	7%	52	93%			
		Declared Non-Disabled	296	11%	2,316	88%	25	1%	
		Not Known			<10	100%			
	TS	Declared Disabled	<10	5%	18	95%			
		Declared Non-Disabled	88	14%	520	85%	<10	1%	
2018	APM	Declared Disabled	21	12%	148	84%	<10	4%	
		Declared Non-Disabled	349	15%	1,963	84%	12	1%	
		Unknown	<10	13%	45	87%			
	CCS	Declared Disabled			<10	100%			
		Declared Non-Disabled			26	100%			
		Unknown			<10	100%			
	R&T	Declared Disabled	<10	7%	78	90%	<10	3%	
		Declared Non-Disabled	322	13%	2,173	86%	39	2%	
		Unknown	11	13%	73	86%	<10	1%	
	TS	Declared Disabled	<10	10%	35	90%			
		Declared Non-Disabled	75	13%	482	85%	<10	2%	
		Unknown	<10	4%	27	96%			
	2019	APM	Declared Disabled	19	10%	163	86%	<10	4%
			Declared Non-Disabled	402	16%	2,046	83%	15	1%
			Unknown	<10	6%	48	94%		
CCS		Declared Disabled			<10	100%			
		Declared Non-Disabled	<10	3%	28	97%			
		Unknown			<10	100%			
R&T		Declared Disabled	12	13%	80	87%			
		Declared Non-Disabled	272	10%	2,353	89%	19	1%	
		Unknown	<10	11%	71	88%	<10	1%	
TS		Declared Disabled	<10	18%	31	82%			
		Declared Non-Disabled	71	13%	485	87%	<10	0%	
		Unknown	<10	8%	23	92%			

Figure 3.6. Graph: PDPR by Disability and Occupational Group (percentage)



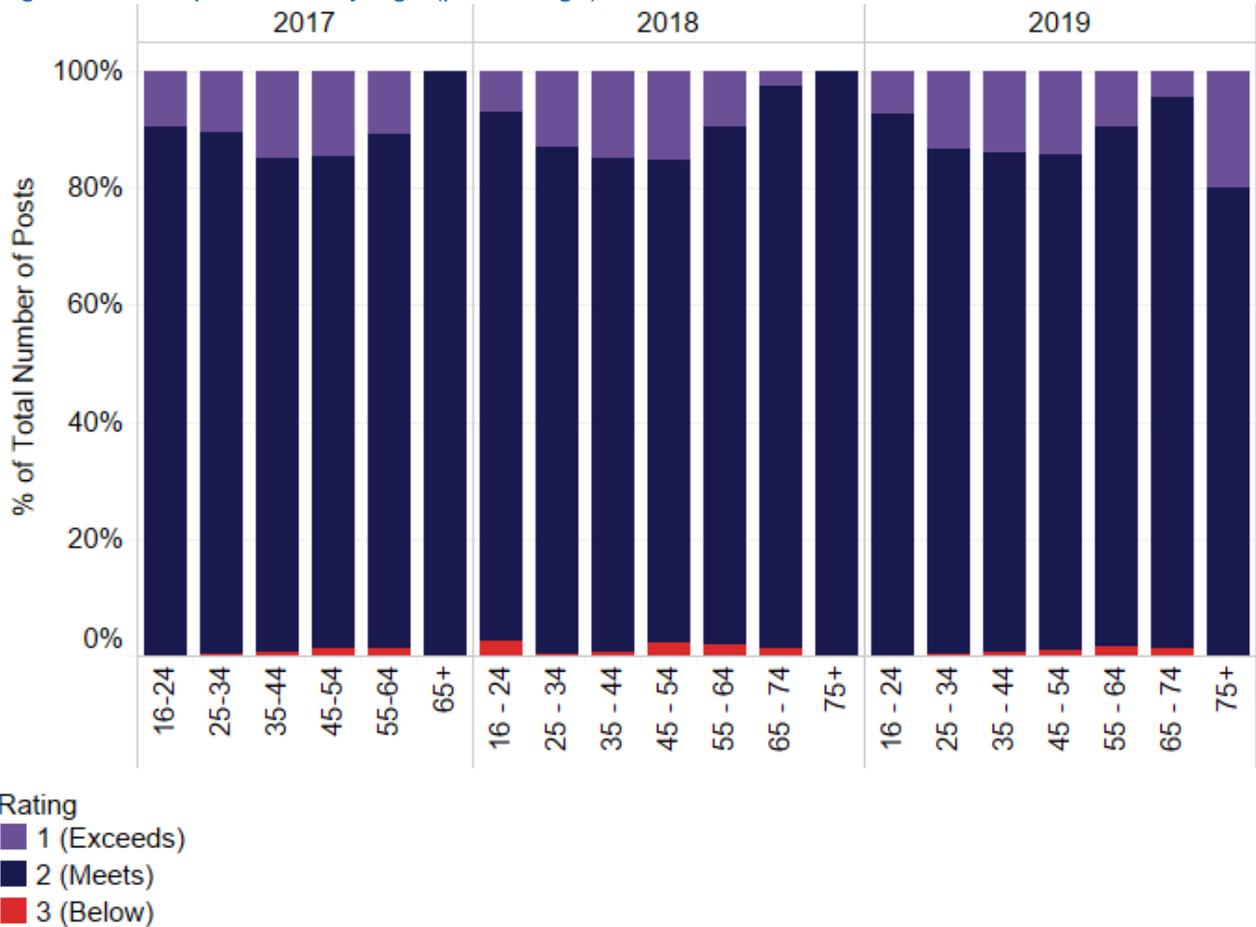
Age

2019 saw slight decreases in the proportion of Rating 1 (Exceed) scores in the 45-54 and 55-64 age categories. These age groups were also proportionately more likely to receive a Rating 3 (Below) score.

Figure 3.7. Table: PDPR by Age (number of posts and percentage)

		1 (Exceeds)		2 (Meets)		3 (Below)	
		Posts	%	Posts	%	Posts	%
2017	16-24	14	9%	135	91%		
	25-34	162	11%	1,365	89%	<10	0%
	35-44	268	15%	1,518	84%	12	1%
	45-54	228	15%	1,306	84%	18	1%
	55-64	84	11%	680	88%	<10	1%
	65+			71	100%		
2018	16 - 24	11	7%	141	90%	<10	3%
	25 - 34	201	13%	1,332	86%	<10	0%
	35 - 44	277	15%	1,554	84%	12	1%
	45 - 54	229	15%	1,245	83%	31	2%
	55 - 64	76	10%	707	88%	16	2%
	65 - 74	<10	3%	72	96%	<10	1%
	75+			<10	100%		
2019	16 - 24	11	7%	139	93%		
	25 - 34	216	13%	1,408	86%	<10	0%
	35 - 44	262	14%	1,625	86%	<10	0%
	45 - 54	223	14%	1,305	85%	16	1%
	55 - 64	81	9%	764	89%	14	2%
	65 - 74	<10	4%	85	94%	<10	1%
	75+	<10	20%	<10	80%		

Figure 3.8. Graph: PDPR by Age (percentage)



4. 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.

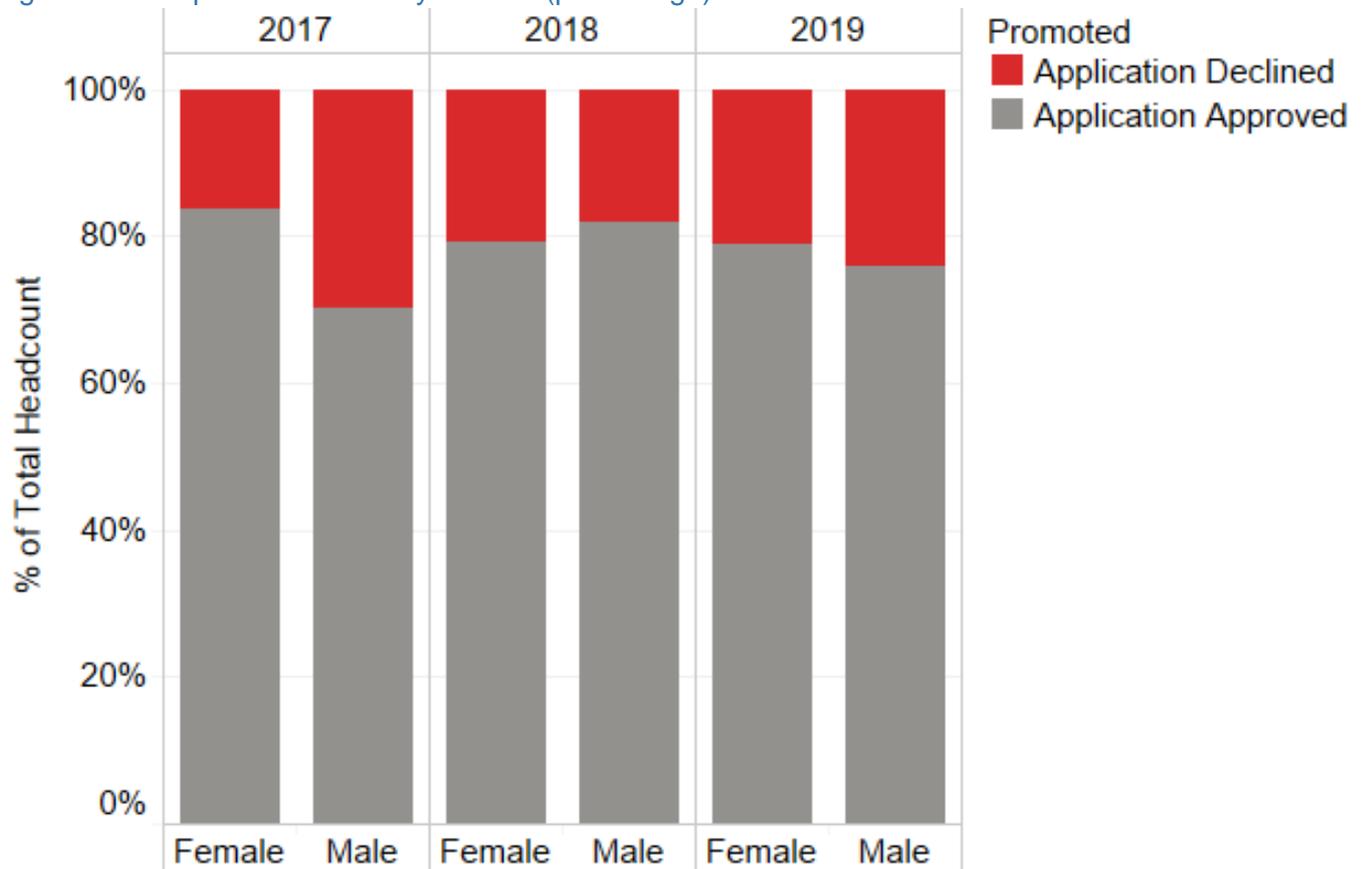
Gender

A higher proportion of promotion applicants were approved for female staff (79%) than male staff (76), continuing a three-year trend.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2017	Female	56	11	84%	16%
	Male	61	26	70%	30%
2018	Female	46	12	79%	21%
	Male	77	17	82%	18%
2019	Female	75	20	79%	21%
	Male	82	26	76%	24%

Figure 4.2. Graph: Promotions by Gender (percentage)



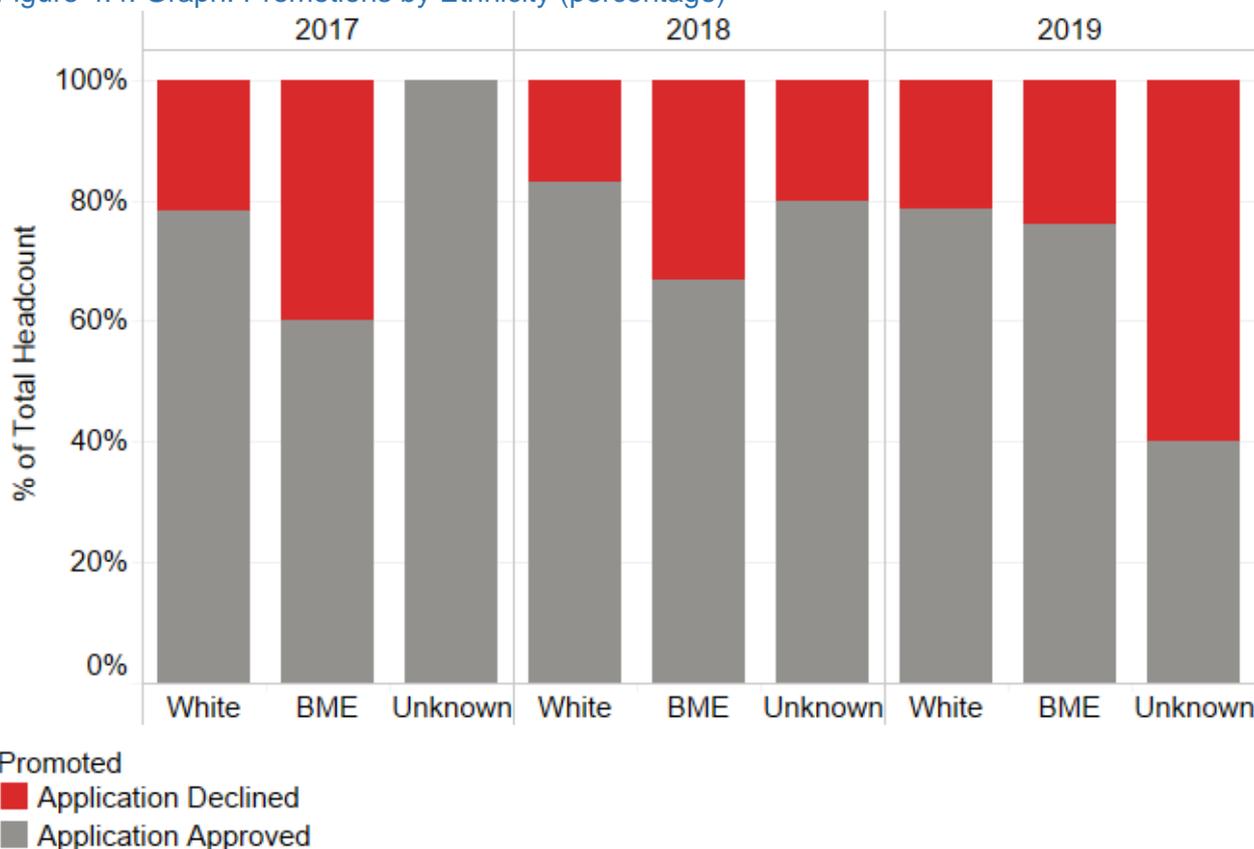
Ethnicity

A lower proportion of promotion applications were approved for Black and Minority Ethnic staff (76%) in 2019 than White staff (79%), but this gap appears to be narrowing, with an increase of 16 percentage points in the number of BME promotions being approved over the last three years.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2017	White	97	27	78%	22%
	BME	15	<10	60%	40%
	Unknown	<10		100%	
2018	White	107	22	83%	17%
	BME	12	<10	67%	33%
	Unknown	<10	<10	80%	20%
2019	White	136	37	79%	21%
	BME	19	<10	76%	24%
	Unknown	<10	<10	40%	60%

Figure 4.4. Graph: Promotions by Ethnicity (percentage)



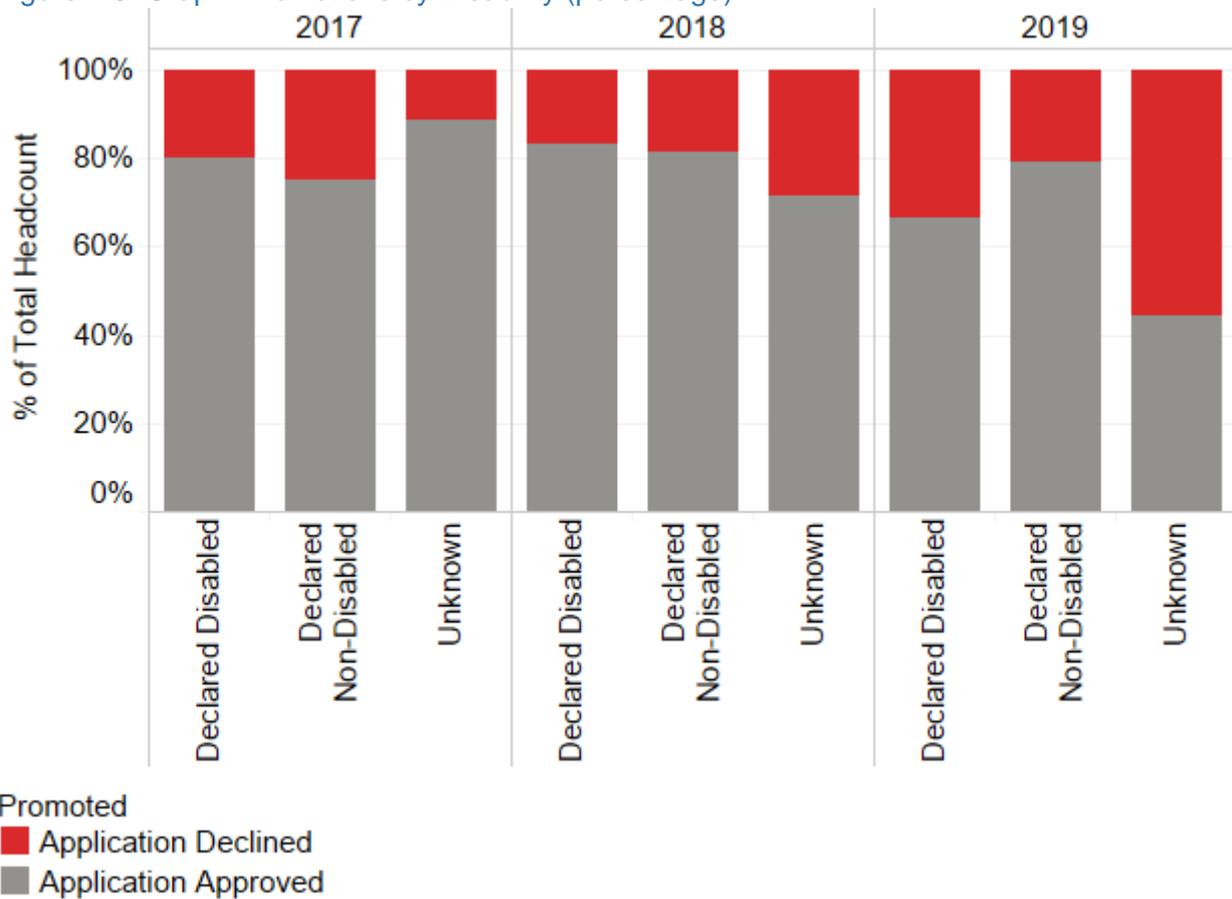
Disability

A notably lower proportion of staff with a declared disability were successful in relation to promotion applications in 2019 (67%) than in previous years (80% in 2017 and 83% in 2018). These figures are in the context of low disability declaration rates.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2017	Declared Disabled	<10	<10	80%	20%
	Declared Non-Disabled	105	35	75%	25%
	Unknown	<10	<10	89%	11%
2018	Declared Disabled	<10	<10	83%	17%
	Declared Non-Disabled	113	26	81%	19%
	Unknown	<10	<10	71%	29%
2019	Declared Disabled	<10	<10	67%	33%
	Declared Non-Disabled	149	39	79%	21%
	Unknown	<10	<10	44%	56%

Figure 4.6. Graph: Promotions by Disability (percentage)



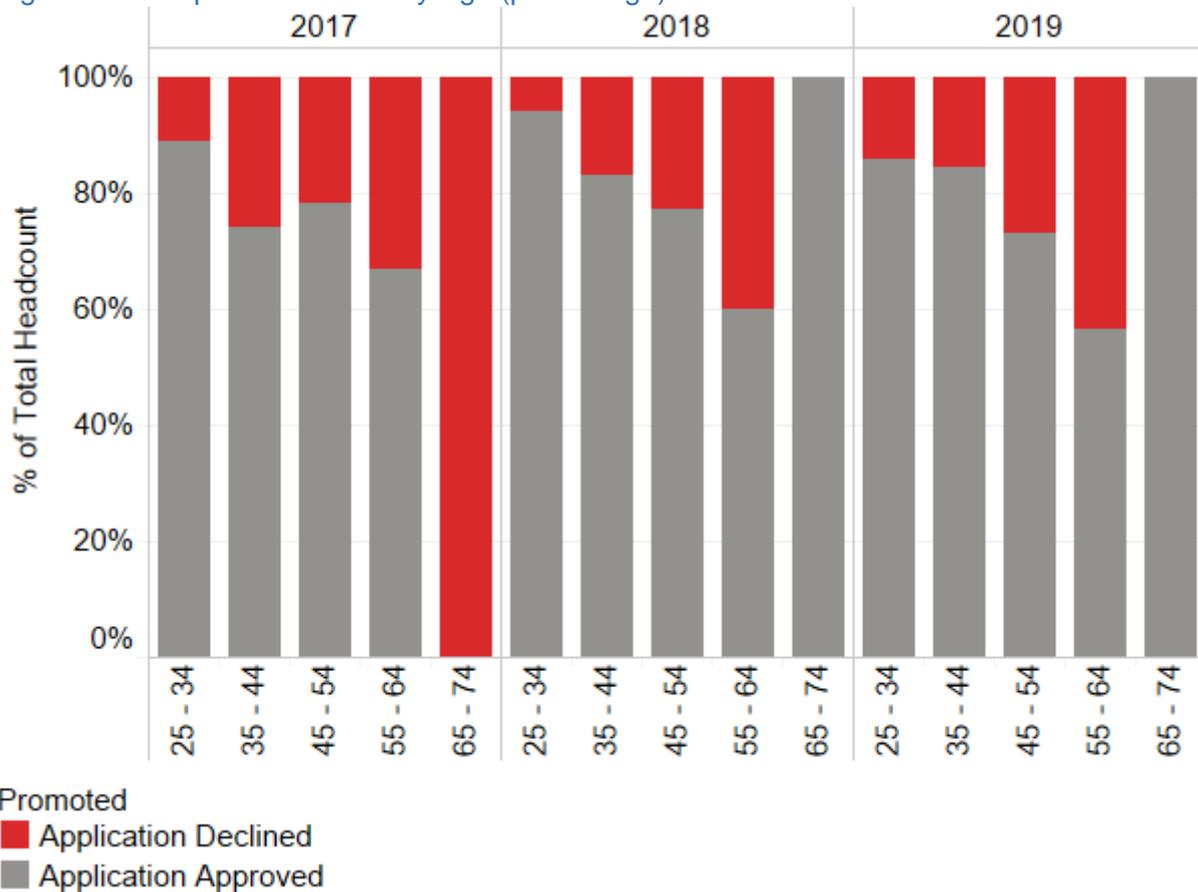
Age

A lower proportion of applications from staff in the 55-64 and the 45-54 age groups were approved compared to other age groups, continuing a three-year trend.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2017	25 - 34	16	<10	89%	11%
	35 - 44	48	17	74%	26%
	45 - 54	43	12	78%	22%
	55 - 64	<10	<10	67%	33%
	65 - 74		<10		100%
2018	25 - 34	16	<10	94%	6%
	35 - 44	63	13	83%	17%
	45 - 54	37	11	77%	23%
	55 - 64	<10	<10	60%	40%
	65 - 74	<10		100%	
2019	25 - 34	12	<10	86%	14%
	35 - 44	80	15	84%	16%
	45 - 54	51	19	73%	27%
	55 - 64	13	<10	57%	43%
	65 - 74	<10		100%	

Figure 4.8. Graph: Promotions by Age (percentage)



5. Regrading

The regrading process is available to staff in the Administrative, Professional and Managerial and Technical Services occupational groups and 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 as a correction mechanism to recognise changes in requirements of a role that have already happened.

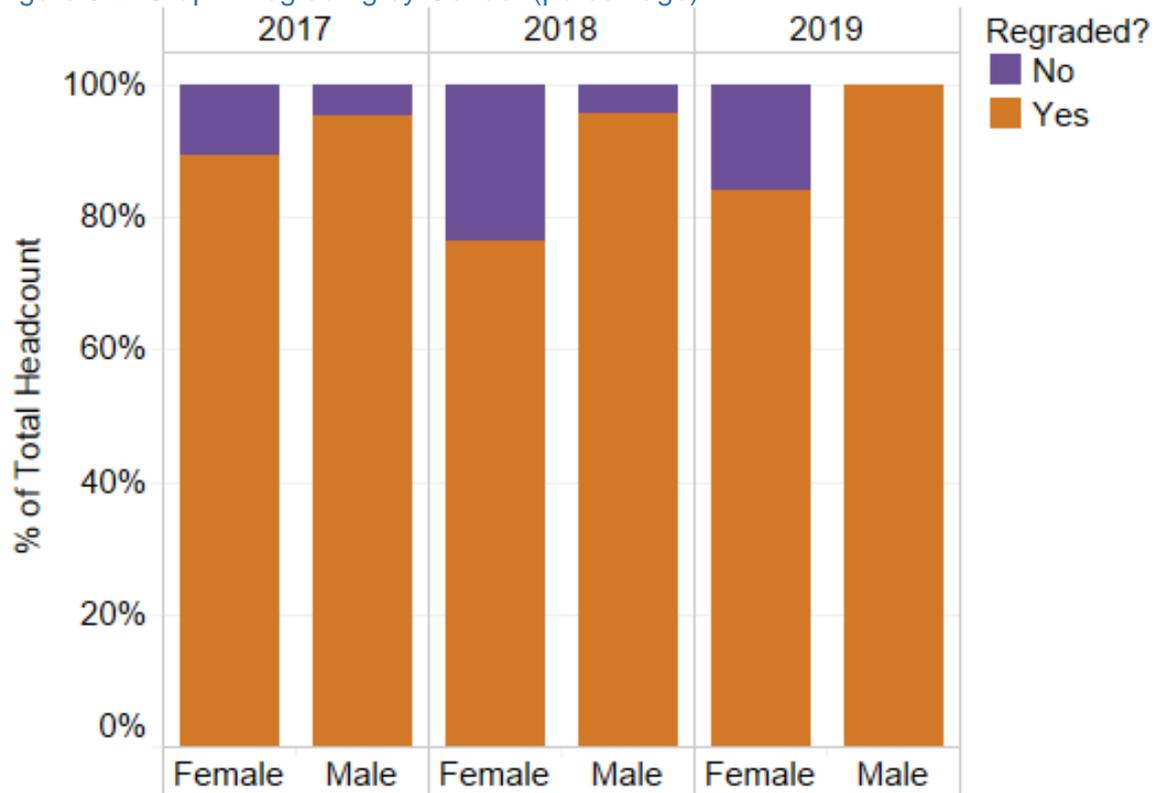
Gender

A higher proportion of women (89%) were regraded in 2019 following a formal review of the role than in 2016. In 2019, 100% of the men whose roles were reviewed were regraded.

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

		HC		%	
		No	Yes	No	Yes
2017	Female	<10	34	11%	89%
	Male	<10	20	5%	95%
2018	Female	<10	26	24%	76%
	Male	<10	22	4%	96%
2019	Female	<10	37	16%	84%
	Male		20		100%

Figure 5.2. Graph: Regrading by Gender (percentage)



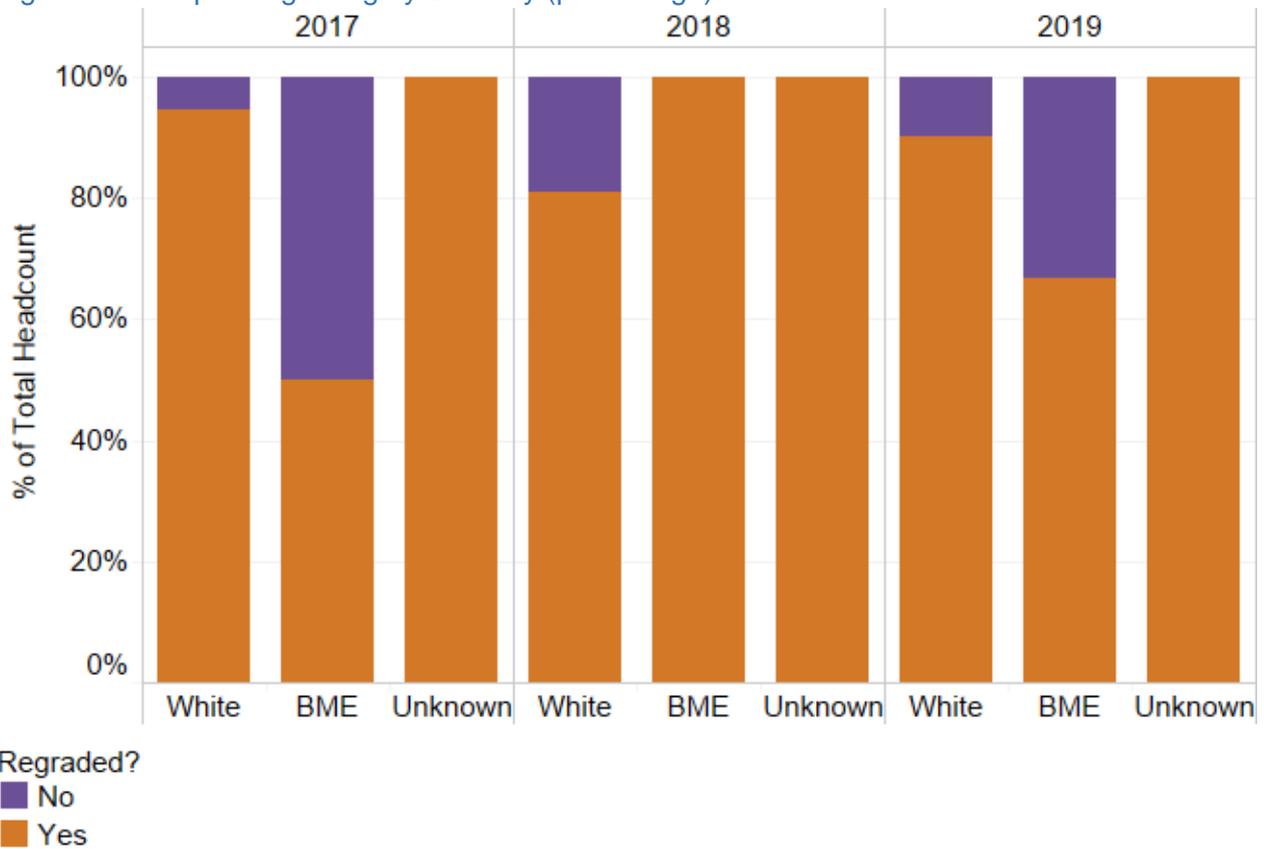
Ethnicity

A lower proportion of BME staff whose roles were formally reviewed were successfully regraded this year. Prior to this 100% of BME staff whose roles were regraded between 2014 and 2017 were successful regraded.

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

		HC		%	
		No	Yes	No	Yes
2017	White	<10	51	6%	94%
	BME	<10	<10	50%	50%
	Unknown		<10		100%
2018	White	<10	38	19%	81%
	BME		<10		100%
	Unknown		<10		100%
2019	White	<10	54	10%	90%
	BME	<10	<10	33%	67%
	Unknown		<10		100%

Figure 5.4. Graph: Regrading by Ethnicity (percentage)



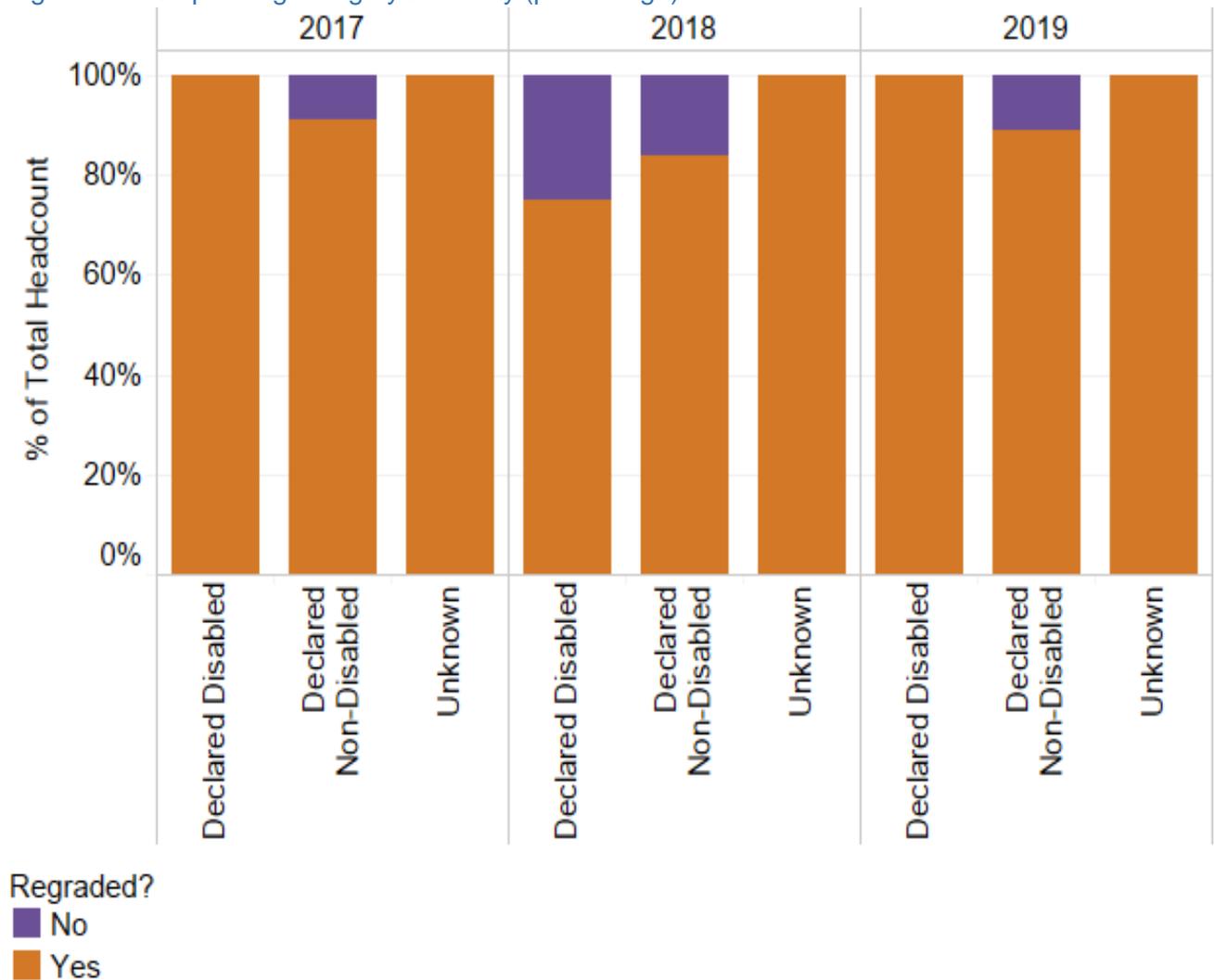
Disability

All staff with a declared disability whose roles were formally reviewed in 2019 were approved for regrading.

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

		HC		%	
		No	Yes	No	Yes
2017	Declared Disabled		<10		100%
	Declared Non-Disabled	<10	51	9%	91%
	Unknown		<10		100%
2018	Declared Disabled	<10	<10	25%	75%
	Declared Non-Disabled	<10	41	16%	84%
	Unknown		<10		100%
2019	Declared Disabled		<10		100%
	Declared Non-Disabled	<10	55	11%	89%
	Unknown		<10		100%

Figure 5.6. Graph: Regrading by Disability (percentage)



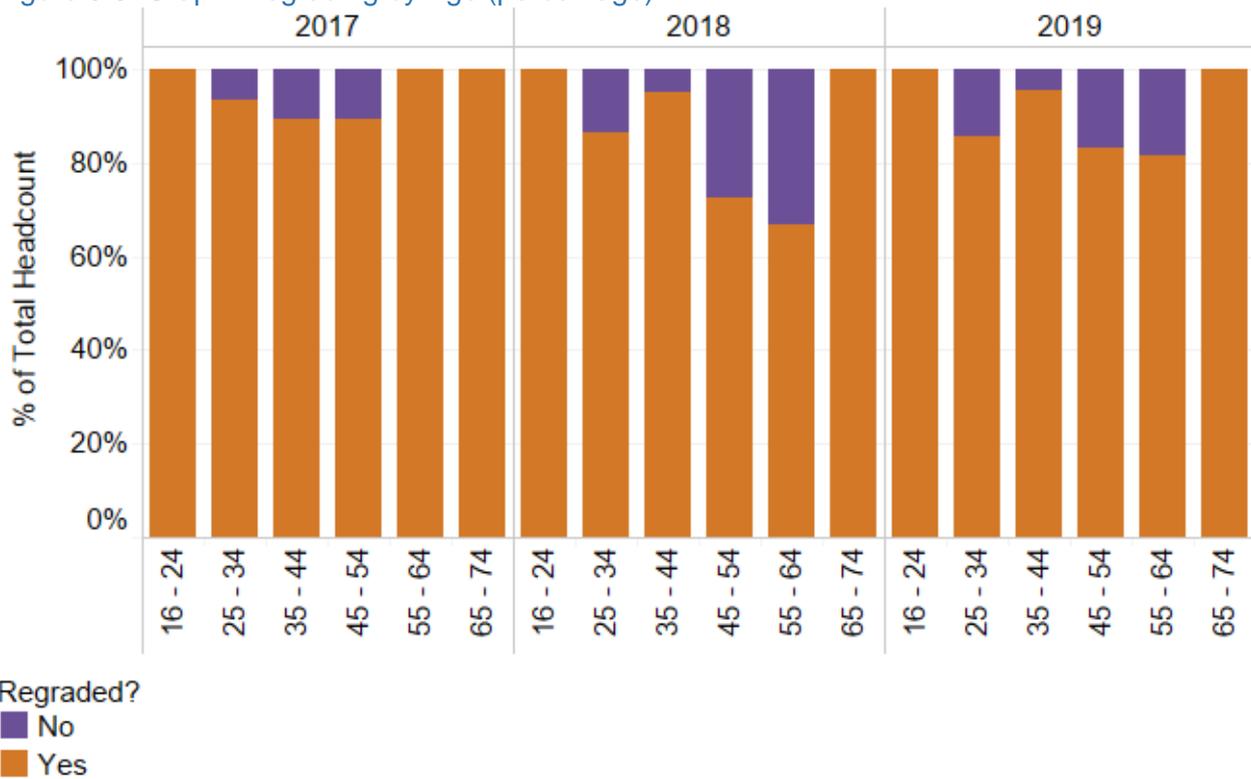
Age

In 2019 staff in the 45-54 and 55-64 age bands were less likely to achieve regrading where their roles were subject to formal review. In the case of staff aged 45-54 this trend is observable over a four-year period.

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

		HC		%	
		No	Yes	No	Yes
2017	16 - 24		<10		100%
	25 - 34	<10	14	7%	93%
	35 - 44	<10	17	11%	89%
	45 - 54	<10	17	11%	89%
	55 - 64		<10		100%
	65 - 74		<10		100%
2018	16 - 24		<10		100%
	25 - 34	<10	13	13%	87%
	35 - 44	<10	19	5%	95%
	45 - 54	<10	<10	27%	73%
	55 - 64	<10	<10	33%	67%
	65 - 74		<10		100%
2019	16 - 24		<10		100%
	25 - 34	<10	12	14%	86%
	35 - 44	<10	21	5%	95%
	45 - 54	<10	<10	17%	83%
	55 - 64	<10	<10	18%	82%
	65 - 74		<10		100%

Figure 5.8. Graph: Regrading by Age (percentage)



6. Leavers

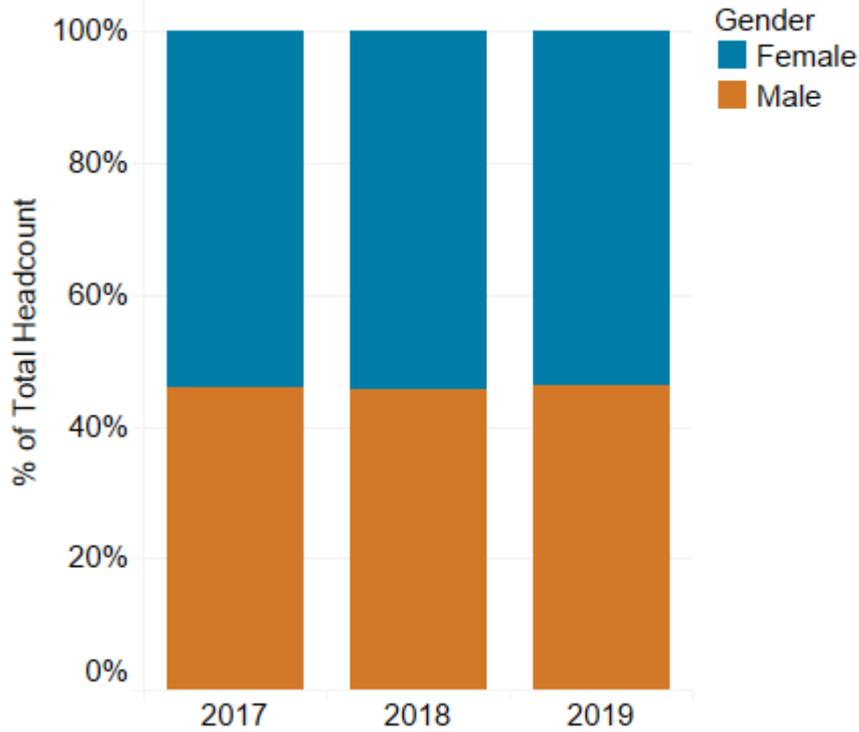
Gender

The proportion of leavers who were female in 2019 (54%) remained the same as the previous year, but was higher than that of male leavers (46%) However, this figure is comparable to both the 2018 rate and the overall proportion of female staff in the organisation.

Figure 6.1. Table: Leavers by Gender (headcount and percentage)

	Female		Male	
	HC	%	HC	%
2017	631	54%	538	46%
2018	652	54%	549	46%
2019	621	54%	536	46%

Figure 6.2. Graph: Leavers by Gender (percentage)



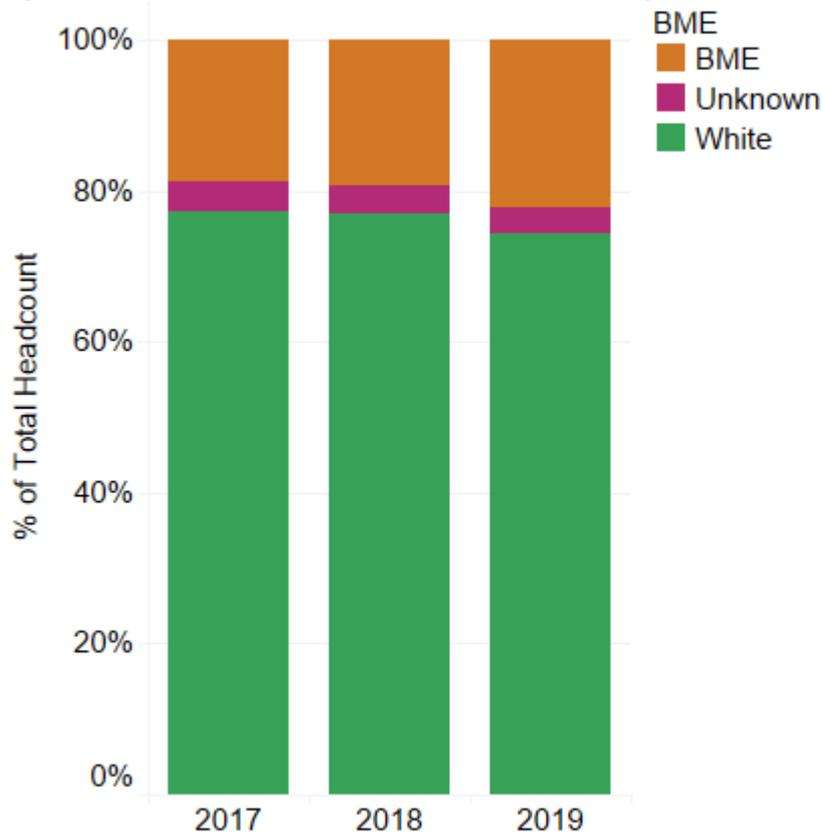
Ethnicity

A higher proportion of leavers this year were BME staff (22%) than in previous years.

Figure 6.3. Table: Leavers by Ethnicity (headcount and percentage)

	White		BME		Unknown	
	HC	%	HC	%	HC	%
2017	903	77%	219	19%	47	4%
2018	924	77%	231	19%	46	4%
2019	859	74%	257	22%	41	4%

Figure 6.4. Graph: Leavers by Ethnicity (percentage)



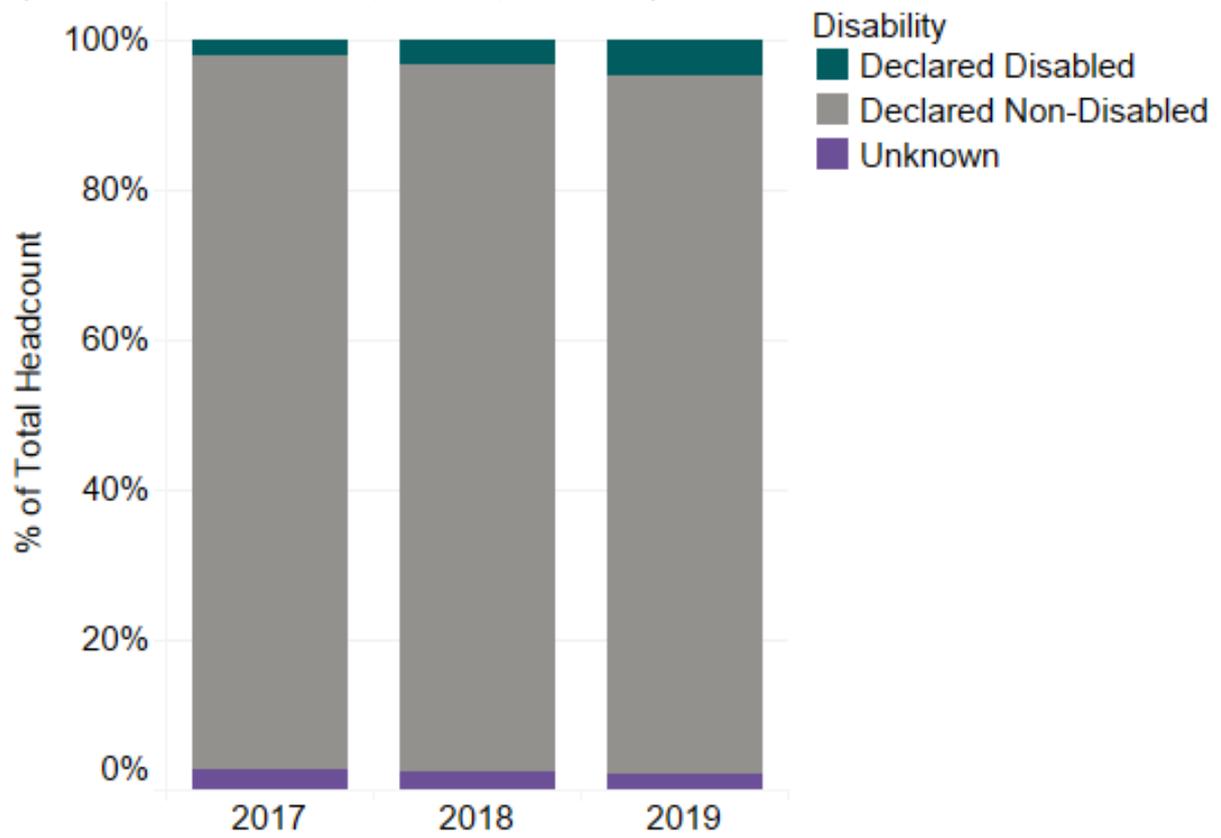
Disability

A higher proportion of leavers had a declared disability this year (5%) compared to last year (3%).

Figure 6.5. Table: Leavers by Disability (headcount and percentage)

	Declared Disabled		Declared Non-Disabled		Unknown	
	HC	%	HC	%	HC	%
2017	25	2%	1,112	95%	32	3%
2018	42	3%	1,129	94%	30	2%
2019	56	5%	1,076	93%	25	2%

Figure 6.6. Graph: Leavers by Disability (percentage)



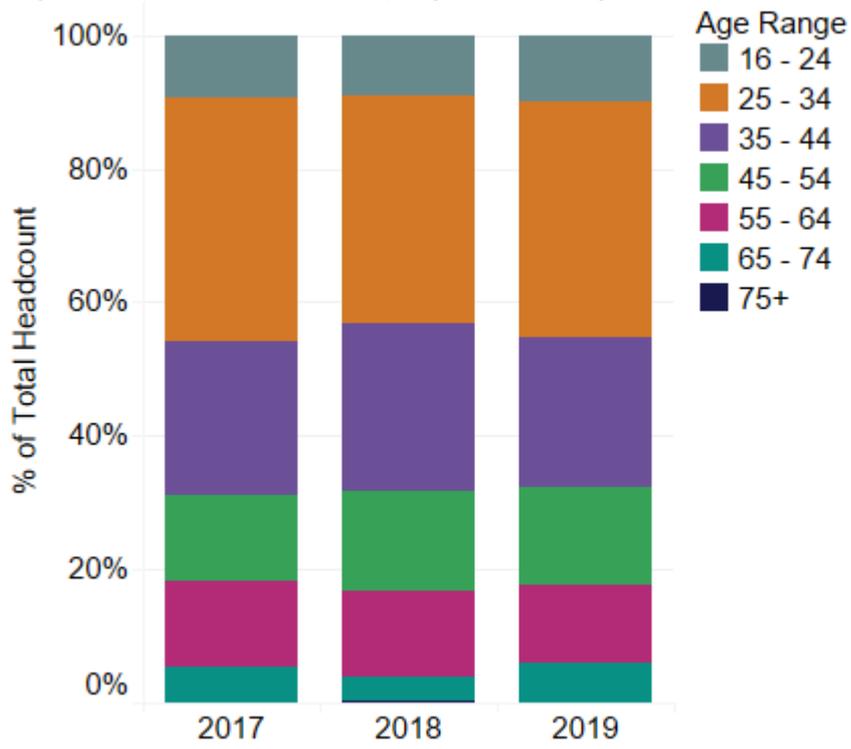
Age

A slightly higher proportion of staff in the 16-24 and 25-34 age groups left in 2017 compared to the preceding year. A higher proportion of staff aged 16-24, 25-34 and 65 or over left compared to the representation of these groups in the workforce profile.

Figure 6.7. Table: Leavers by Age (headcount and percentage)

		HC	%
2017	16 - 24	109	9%
	25 - 34	428	37%
	35 - 44	270	23%
	45 - 54	148	13%
	55 - 64	151	13%
	65 - 74	63	5%
2018	16 - 24	108	9%
	25 - 34	410	34%
	35 - 44	302	25%
	45 - 54	180	15%
	55 - 64	155	13%
	65 - 74	44	4%
	75+	<10	0%
2019	16 - 24	116	10%
	25 - 34	408	35%
	35 - 44	260	22%
	45 - 54	169	15%
	55 - 64	136	12%
	65 - 74	67	6%
	75+	<10	0%

Figure 6.8. Graph: Leavers by Age (percentage)



Appendix 1: Objectives 2017-2020

EDI Objectives Progress Tracking																
Objective	Level/Category	Benchmark (at 27 July 2017 unless stated) (where applicable)	Update as at 19 January 2018	Update at 19 April 2018	Milestones: 31 July 2018	Actual Update as at 11 July 2018	31-Jan-19	Actual Update as at 31 Jan 2019	31-Jul-19	Actual Update as at 31 July 2019	31-Jan-20	31-Jul-20	Achieved	Comments		
2% increase in disability disclosure across all staff groups (ie at all levels) by 2020.	University	2.85%	3.87%	4.01%	3.52%	4.19%	3.85%	4.59%	4.18%	4.78%	4.52%	4.85%	Yes	The objective of 2% increase at all levels has been met at levels 2, 3, 6 and 7. At levels 1, 4 and 5 we have made significant progress.		
	1	4.57%	5.29%	5.15%	5.24%	4.99%	5.87%	5.45%	5.90%	6.05%	6.24%	6.57%	>1.48			
	2	5.15%	6.44%	6.80%	5.48%	7.30%	5.82%	7.14%	6.15%	7.41%	6.48%	7.15%	Yes			
	3	2.75%	5.01%	5.28%	3.42%	5.27%	3.75%	5.77%	4.08%	5.88%	4.42%	4.75%	Yes			
	4	3.05%	3.63%	3.80%	3.72%	4.07%	4.04%	4.38%	4.39%	4.52%	4.72%	5.05%	>1.47			
	5	1.61%	2.56%	2.74%	2.28%	2.93%	2.61%	2.84%	2.94%	3.24%	3.28%	3.61%	>1.47			
	6	1.71%	2.95%	2.96%	2.38%	3.07%	2.71%	3.91%	3.04%	4.26%	3.38%	3.71%	Yes			
	7	0.67%	1.28%	1.44%	1.34%	1.62%	1.67%	2.05%	2.00%	2.68%	2.34%	2.67%	Yes			
35% senior (L6/7) staff who identify as female by 2020	6.7	31.5% in June 2016												Despite not meeting our target, an increase of more than 5% has been achieved, with an increase in the available pool for progression at level 5 that indicates this growth will continue.		
To hold declared sexual orientation, gender identity and religion/belief data for over 80% of staff by 2020.		34.30%												Gender identity information will be held in MyView from September 2019. HESA benchmarks for religion and belief and sexual orientation data in 2018-19 are 52%, and therefore disclosure rates at UoN are now in line with the sector.		
	Sexual Orientation		43.99%	46.79%	49.53%	48.40%	57.15%	52.70%	64.77%	56.60%	72.38%	80.00%				
To hold a Bronze institutional Race Equality Charter Mark by 2020	University		44.01%	46.77%	49.53%	48.50%	57.15%	52.70%	64.77%	56.60%	72.38%	80.00%		Objective on track for achievement in 2020.		
	Religion/Belief															
To hold a Silver institutional Athena SWAN Charter Mark (new Charter) by 2018 and all Schools/Faculties to hold an award by 2020	University	Total UK awards out of 21 Schools & 1 Faculty: 13 Awards held (7 Silver, 5 Bronze) as at 30 November 2017. Schools reference denote either new schools required to submit or schools who need to re-submit in period to achieve Institutional Equality Objective			Institutional Silver - Result delayed - expected July/August 2019	Self-assessment team has met for the first time, with categories of sub working groups agreed		Programme of self-assessment is underway with Working groups operating		REC Staff and Student Surveys have taken place; data analysis underway; focus groups planned				Yes		
					Health Sciences (Nov 17) Silver	Institutional Silver (Nov 2017)	Confirmation of achievement of Institutional Silver Renewal received 19 July 2018								Yes	
					Biosciences (Nov 17, Silver) Result delayed - expected July/August 2018	Biosciences (Nov 17) - Silver	Confirmation of achievement of Biosciences Silver award									Yes
					Veterinary Medicine (Nov 17) - Bronze Achieved	Engineering (April 18) Silver Renewal	Not awarded - one year's grace to re-submit									Yes
																Yes
																Yes
																Yes
																Yes
																Yes
																Yes
																Yes
																Yes
																Yes
																Yes
			By 2020/21, to reduce the non-continuation rate for mature students to 10.5% or less, from a baseline of 12.9% in 2014-15	University	Data as reported from the HESA HE Performance Indicators Table 3a. 2010-11: 12.4% 2011-12: 9.0% 2012-13: 12.9% 2013-14: 10.1% 2014-15: 12.9% 2015-16: 9.6% 2016-17: 9.4%	9.6% (2015-16)	9.4% (2016-17)	10.5	9.4% (2016-2017)	10.5	8.3% (2017-2018)	10.5	8.3% (2017-2018)	10.5	10.5	Yes
By 2020, to have action plans in place and being implemented at School/Faculty level in regard to improving the educational attainment of BME students														Objective progressed through REC process.		