



**University of  
Nottingham**  
UK | CHINA | MALAYSIA

# Staff Annual Diversity Data Report 2020

## Contents

Glossary .....	3
1. Employee Profile Data .....	4
Overview .....	4
Gender.....	4
Ethnicity.....	10
Disability .....	16
Age.....	21
2. Recruitment .....	27
Gender.....	28
Ethnicity.....	28
Disability .....	29
Age.....	30
3. PDPR.....	31
4. Promotions .....	31
Gender.....	31
Ethnicity.....	32
Disability .....	33
Age.....	34
5. Regrading .....	35
Gender.....	35
Ethnicity.....	36
Disability .....	37
Age.....	38
6. Leavers.....	39
Gender.....	39
Ethnicity .....	40
Disability .....	41
Age.....	42
Institutional Equality Objectives 2017-2020.....	44
Historic Equality Objectives 2017-2020:.....	44

## 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"><li>• APM</li><li>• APPREN</li><li>• C&amp;M</li><li>• CCS</li><li>• O&amp;F</li><li>• R&amp;T</li><li>• TS</li><li>• Administrative, Professional &amp; Managerial</li><li>• Apprentices</li><li>• Clinical &amp; Medical Related</li><li>• Child Care Services</li><li>• Operations &amp; Facilities</li><li>• Research &amp; Teaching</li><li>• Technical Services</li></ul>
Unknown	Data may not have been completed or may have been completed as 'prefer not to say'
<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"><li>1. Employee Profile Data – census date of 1 June each year</li><li>2. Recruitment – 1 August – 31 July of each year</li><li>3. PDPR – census date of 30 April each year</li><li>4. Promotions – effective from 1 August each year</li><li>5. Regrading – occurs 3 times a year, and effective from 1 December, 1 April and 1 August</li><li>6. Leavers – 1 August – 31 July of each year</li></ol>

# 1. Employee Profile Data

## Overview

Employee profile figures are based on data from the academic year 2019-2020 and taken on a 1<sup>st</sup> 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 2018 figures unless otherwise stated.

## Gender<sup>1</sup>

### Headcount

The gender balance at the University in 2020 changed slightly. Overall, 54% of staff were female, continuing the trend of a stable and fairly even gender balance at an institutional level over the last three years.

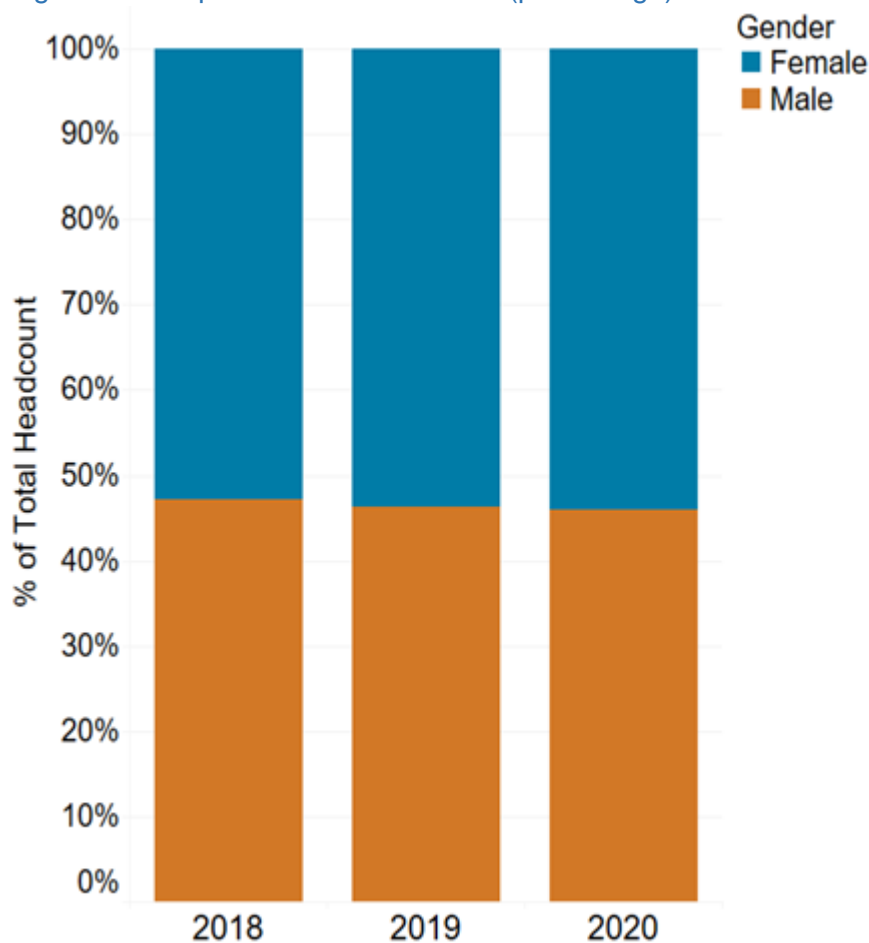
Figure 1.1 Table: Gender Breakdown (headcount and percentage)

	2018		2019		2020	
	HC	%	HC	%	HC	%
Female	4,108	53%	4,315	54%	4,475	54%
Male	3,658	47%	3,723	46%	3,805	46%
Total	7,766	100%	8,038	100%	8,280	100%

---

<sup>1</sup> Note that in this report we refer to female and male (biological sex) as these are the data reported. In all our strategic support for gender equality we take a non-binary approach to gender and are trans-inclusive.

Figure 1.2 Graph: Gender Breakdown (percentage)



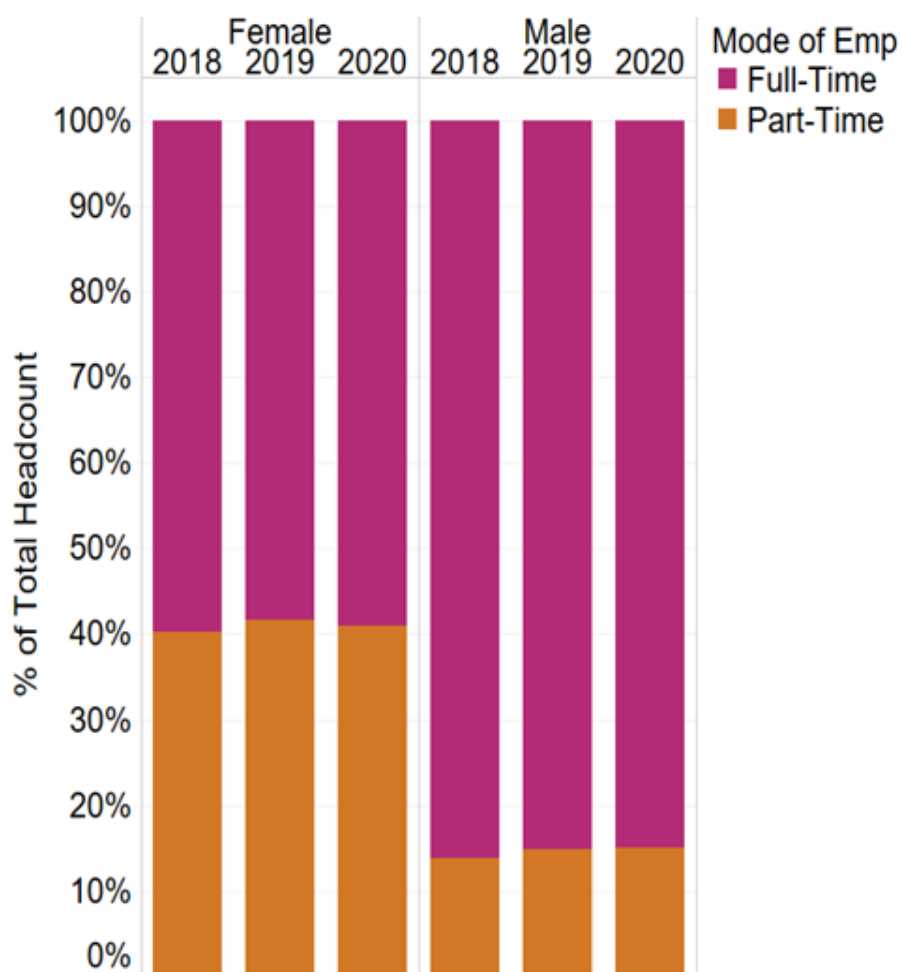
#### Mode of Employment

Over the past three years, the percentage of the staff population working part time has remained largely unchanged, with just under one third of staff working part time. However, the difference in mode of employment between female and male staff remains marked. 41% of female staff worked part time in 2020 compared to 15% of male staff, a decrease of one percentage point from 2019 data.

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

		Full-Time		Part-Time	
		HC	%	HC	%
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%
2020	Female	2,644	59%	1,831	41%
	Male	3,233	85%	572	15%
	Total	5,877	71%	2,403	29%

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



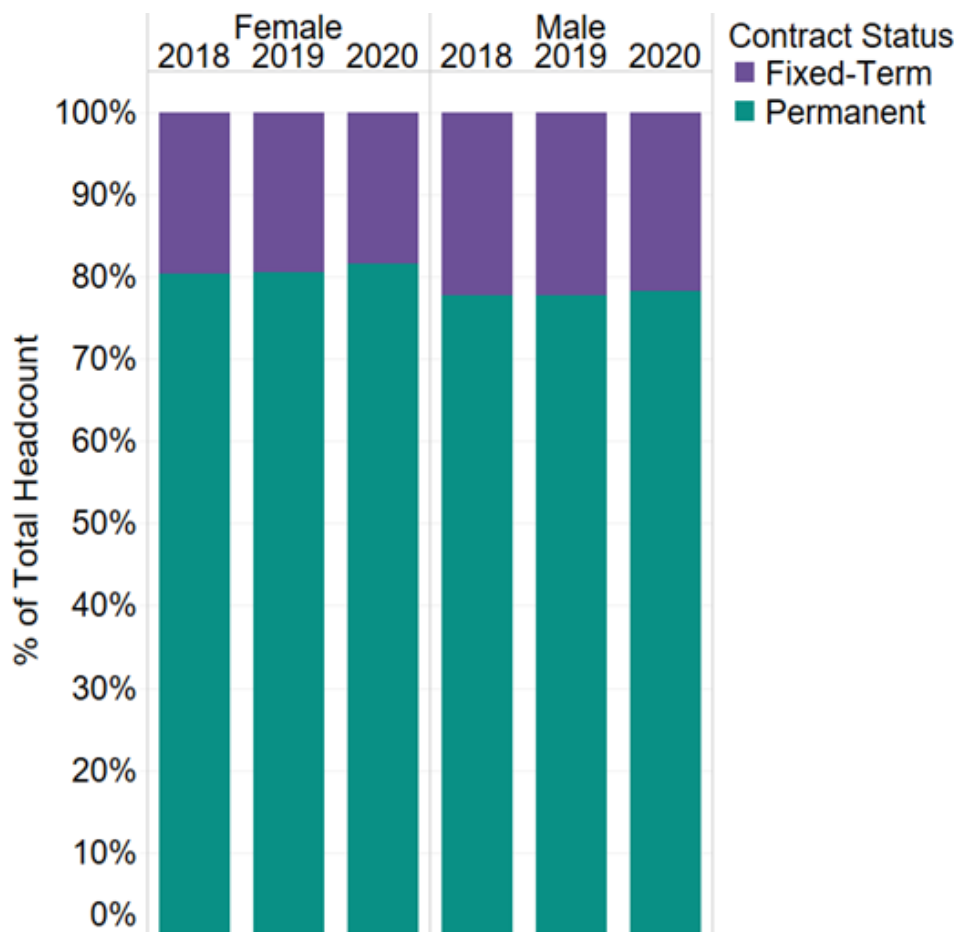
#### Contract Status

More employees at the University work on permanent contracts (80%) than on fixed-term contracts (20%). The proportion of staff working on a fixed-term basis has declined over the past three years from 22 to 20 %. Fewer female employees held a fixed-term contract (2% less than 2018). The percentage of male employees on fixed-term contracts is stable at 22%.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
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%
2020	Female	823	18%	3,652	82%
	Male	826	22%	2,979	78%
	Total	1,649	20%	6,631	80%

Figure 1.6 Graph: Contract Status by Gender (percentage)



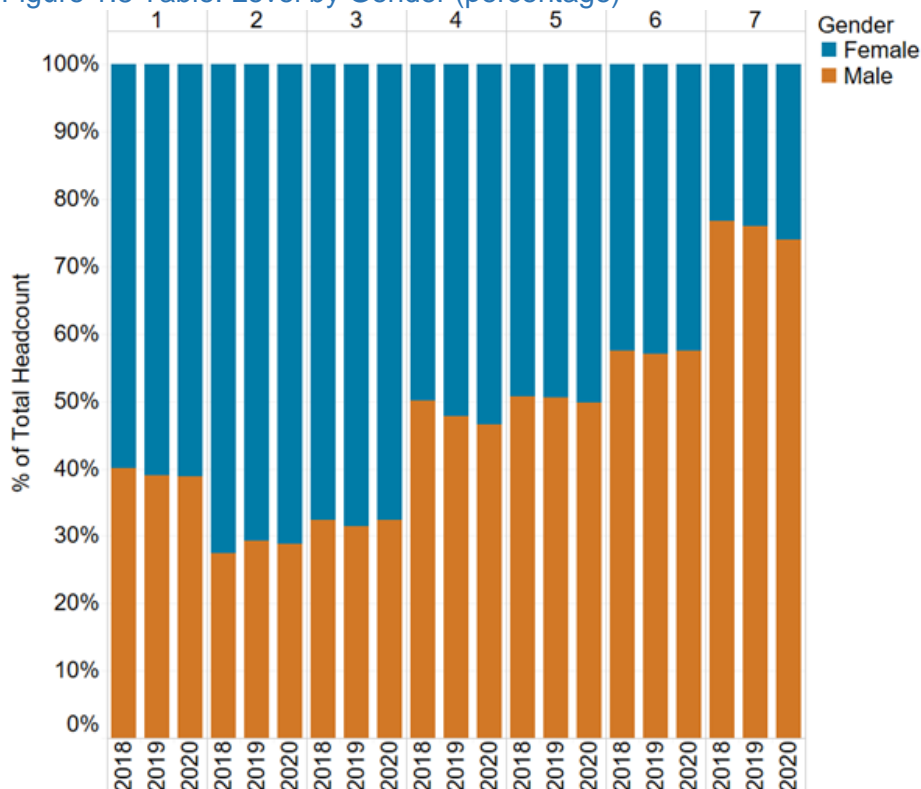
#### Level

The gender profile by level within the organisation shows that the proportion of female employees reduces as the level increases especially at Level 7. The proportion of females in Levels 5, 6 and 7 remains at around 43%, however the proportion of female staff at Level 7 has increased from 23% in 2018 to 26% in 2020.

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

		Female		Male	
		HC	%	HC	%
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%
2020	1	601	61%	383	39%
	2	657	71%	267	29%
	3	689	68%	330	32%
	4	1,145	54%	995	46%
	5	847	50%	842	50%
	6	361	43%	488	57%
	7	175	26%	500	74%
	Total	4,475	54%	3,805	46%

Figure 1.8 Table: Level by Gender (percentage)





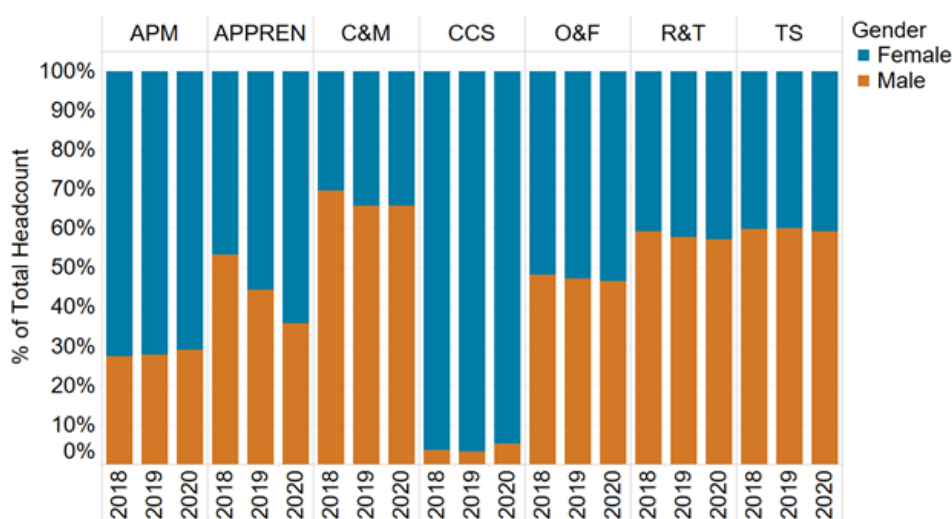
### Occupational Group

The gender profile differs across occupational groups. Women are represented more within the Administrative, Professional and Managerial although this has declined slightly (APM - 71%) and Operations & Facilities (O&F - 53%) occupational groups but less in the Clinical & Medical (C&M - 34%), Research & Teaching (R&T - 43%) and Technical Services (TS - 41%) groups. Childcare Services staff are predominantly female (CCS – 95%). In all cases the last two years show a gradual reduction in differences, especially in Clinical & Medical (four %increase) and Research and Teaching (two%).

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

		Female		Male	
		HC	%	HC	%
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%
2020	APM	2,074	71%	851	29%
	APPREN	<10	64%	<10	36%
	C&M	60	34%	115	66%
	CCS	36	95%	<10	5%
	O&F	566	53%	495	47%
	R&T	1,482	43%	1,976	57%
	TS	248	41%	361	59%
	Total	4,475	54%	3,805	46%

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



## Ethnicity

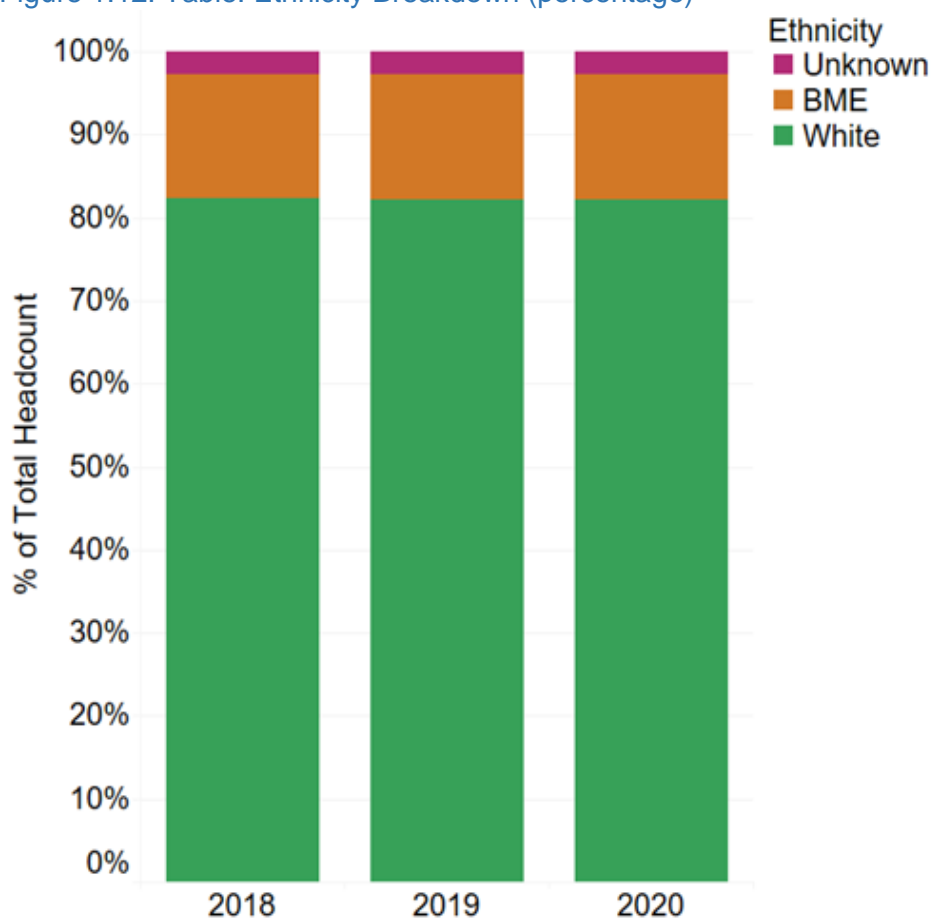
### Headcount

The University has a predominately white workforce (82%) with Black or Minority Ethnic (BME) employees making up 15% of the workforce. This has remained stable over the last three years. The percentage of employees whose ethnicity is unknown has reduced slightly this year to 3%.

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

		2018		2019		2020	
		HC	%	HC	%	HC	%
White	White	6,396	82%	6,603	82%	6,800	82%
	Total	6,396	82%	6,603	82%	6,800	82%
BME	Asian / Asian British	416	5%	432	5%	458	6%
	Black / Black British	231	3%	246	3%	255	3%
	Chinese / Chinese British	249	3%	272	3%	266	3%
	Mixed	139	2%	146	2%	155	2%
	Other	120	2%	125	2%	126	2%
	Total	1,155	15%	1,221	15%	1,260	15%
	Unknown	215	3%	214	3%	220	3%
	Total	215	3%	214	3%	220	3%
Grand Total		7,766	100%	8,038	100%	8,280	100%

Figure 1.12. Table: Ethnicity Breakdown (percentage)

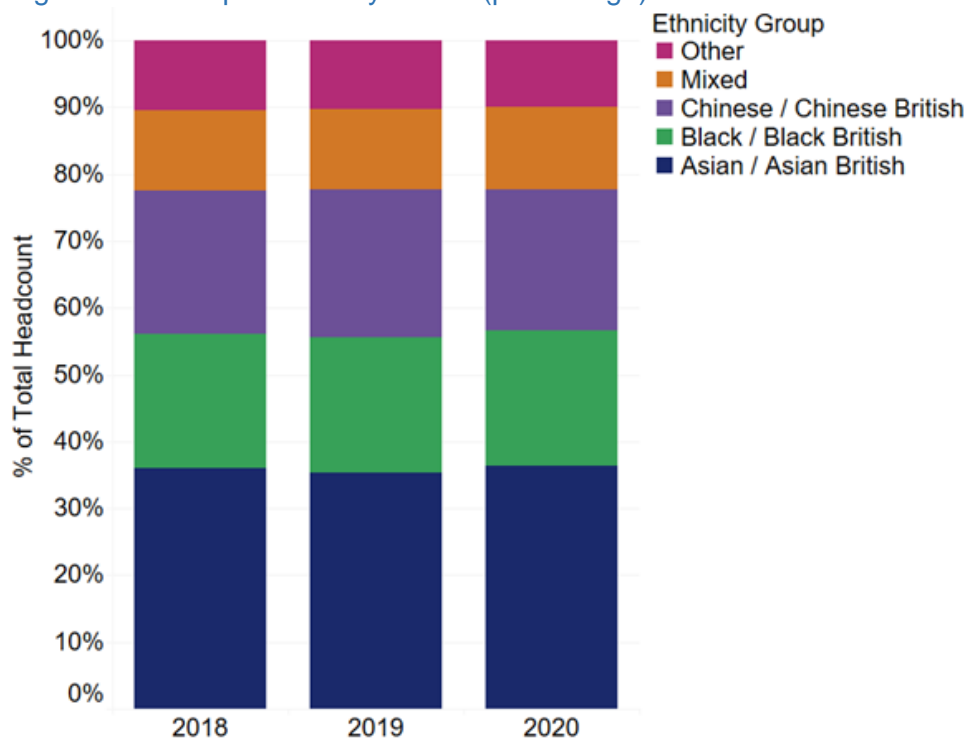


Within the BME staff population, 36% are Asian/ Asian British, 21% are Chinese/ Chinese British, 20% are Black/ Black British, 12% are dual heritage and 10% are of another ethnicity. These figures have remained stable over the last three years.

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

	2018		2019		2020	
	HC	%	HC	%	HC	%
Asian / Asian British	416	36%	432	35%	458	36%
Black / Black British	231	20%	246	20%	255	20%
Chinese / Chinese British	249	22%	272	22%	266	21%
Mixed	139	12%	146	12%	155	12%
Other	120	10%	125	10%	126	10%
Grand Total	1,155	100%	1,221	100%	1,260	100%

Figure 1.14. Graph: Ethnicity Profile (percentage)



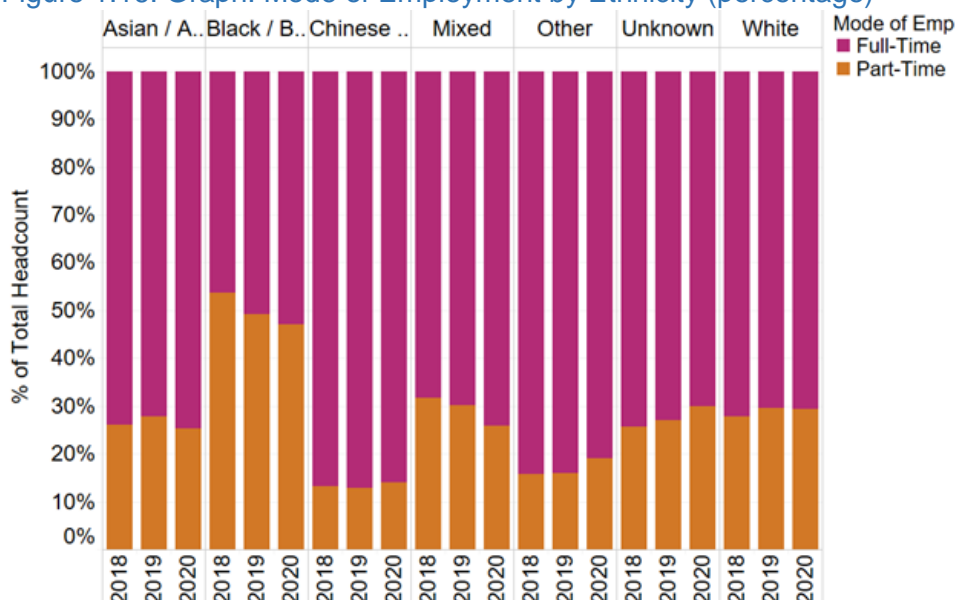
#### Mode of Employment

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	%
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%
2020	White	White	4,800	71%	2,000	29%
		Total	4,800	71%	2,000	29%
	BME	Asian / Asian British	342	75%	116	25%
		Black / Black British	135	53%	120	47%
		Chinese / Chinese British	229	86%	37	14%
		Mixed	115	74%	40	26%
		Other	102	81%	24	19%
		Total	923	73%	337	27%
	Unknown	Unknown	154	70%	66	30%
		Total	154	70%	66	30%
	Total		5,877	71%	2,403	29%

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



### Contract Status

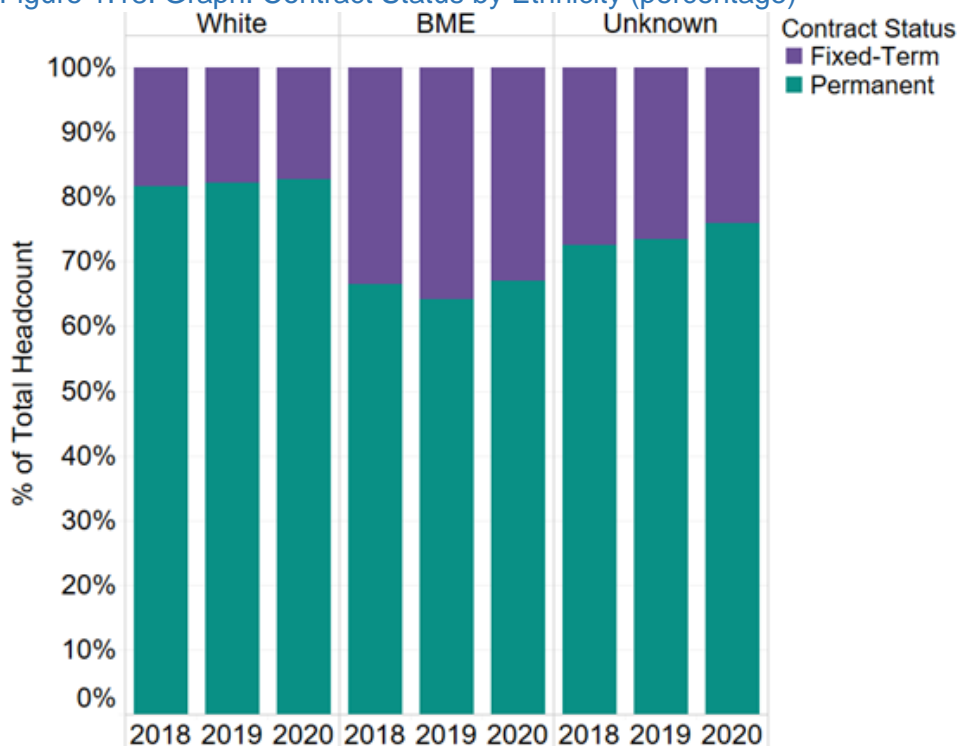
A higher proportion of BME employees (30%) work on a fixed-term contract than do white employees (18%). The proportion of BME employees on fixed-term contracts reduced by 1% this year, reversing a similar increase in the preceding year.



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

			Fixed-Term		Permanent	
			HC	%	HC	%
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%
2020	White	White	1,181	17%	5,619	83%
		Total	1,181	17%	5,619	83%
	BME	Asian / Asian British	155	34%	303	66%
		Black / Black British	57	22%	198	78%
		Chinese / Chinese British	103	39%	163	61%
		Mixed	45	29%	110	71%
		Other	55	44%	71	56%
		Total	415	33%	845	67%
	Unknown	Unknown	53	24%	167	76%
		Total	53	24%	167	76%
	Total		1,649	20%	6,631	80%

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



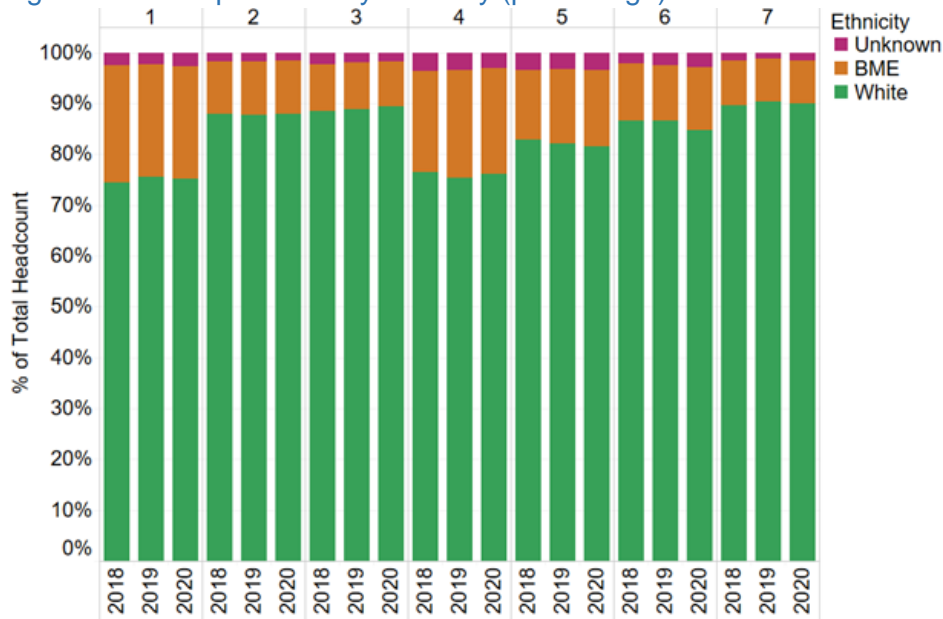
#### Level

There continues to be a higher proportion of BME staff at levels 1 (21%) and 4 (33%) 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 5, 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	%
20..	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%
20..	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%
20..	White	White	739	11%	812	12%	912	13%	1,630	24%	1,379	20%	720	11%	608	9%
		Total	739	11%	812	12%	912	13%	1,630	24%	1,379	20%	720	11%	608	9%
	BME	Asian / Asian British	61	13%	40	9%	46	10%	156	34%	90	20%	43	9%	22	5%
		Black / Black British	113	44%	25	10%	11	4%	61	24%	27	11%	11	4%	<10	3%
		Chinese / Chinese British	14	5%	<10	3%	<10	4%	112	42%	76	29%	27	10%	18	7%
		Mixed	22	14%	20	13%	16	10%	54	35%	25	16%	14	9%	<10	3%
		Other	<10	7%	<10	2%	<10	6%	60	48%	33	26%	<10	7%	<10	4%
		Total	219	17%	97	8%	90	7%	443	35%	251	20%	104	8%	56	4%
	Unknown	Unknown	26	12%	15	7%	17	8%	67	30%	59	27%	25	11%	11	5%
		Total	26	12%	15	7%	17	8%	67	30%	59	27%	25	11%	11	5%
	Total		984	12%	924	11%	1,019	12%	2,140	26%	1,689	20%	849	10%	675	8%

Figure 1.20. Graph: Level by Ethnicity (percentage)



#### Occupational Group

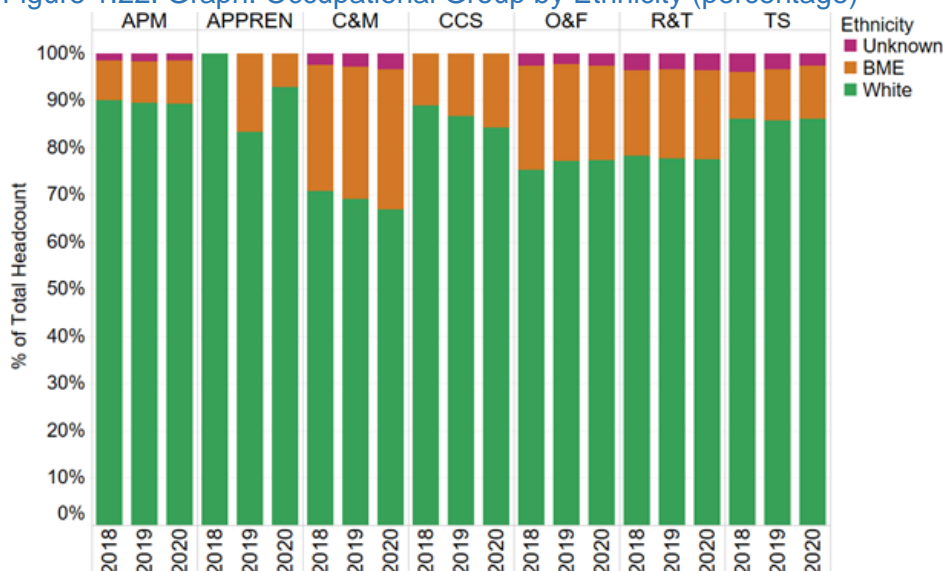
There is a higher representation of BME staff in the Clinical & Medical (24.3%), Operations & Facilities (19.2%) and Research & Teaching (16%) occupational groups. The last three years have seen slight increases in the proportion of BME staff in the APM, O&F, C&M and R&T job families.

Asian / Asian British (75%) and Chinese / Chinese British (86%) are more likely to be employed on full-time contracts than White employees (71%). Black / Black British employees are less likely to be employed full-time, but this percentage has increased from 46% in 2018 to 53% in 2020).

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	%
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%
2020	White	White	2,611	89%	13	93%	117	67%	32	84%	820	77%	2,683	78%	524	86%
		Total	2,611	89%	13	93%	117	67%	32	84%	820	77%	2,683	78%	524	86%
	BME	Asian / Asian British	122	4%			33	19%	<10	8%	60	6%	212	6%	28	5%
		Black / Black British	46	2%			<10	4%	<10	8%	113	11%	76	2%	<10	2%
		Chinese / Chinese British	31	1%			<10	1%			13	1%	207	6%	13	2%
		Mixed	54	2%	<10	7%	<10	2%			18	2%	68	2%	<10	2%
		Other	15	1%			<10	3%			<10	1%	88	3%	<10	1%
		Total	268	9%	<10	7%	52	30%	<10	16%	213	20%	651	19%	69	11%
	Unknown	Unknown	46	2%			<10	3%			28	3%	124	4%	16	3%
		Total	46	2%			<10	3%			28	3%	124	4%	16	3%
	Total		2,925	100%	14	100%	175	100%	38	100%	1,061	100%	3,458	100%	609	100%

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



## Disability

### Headcount

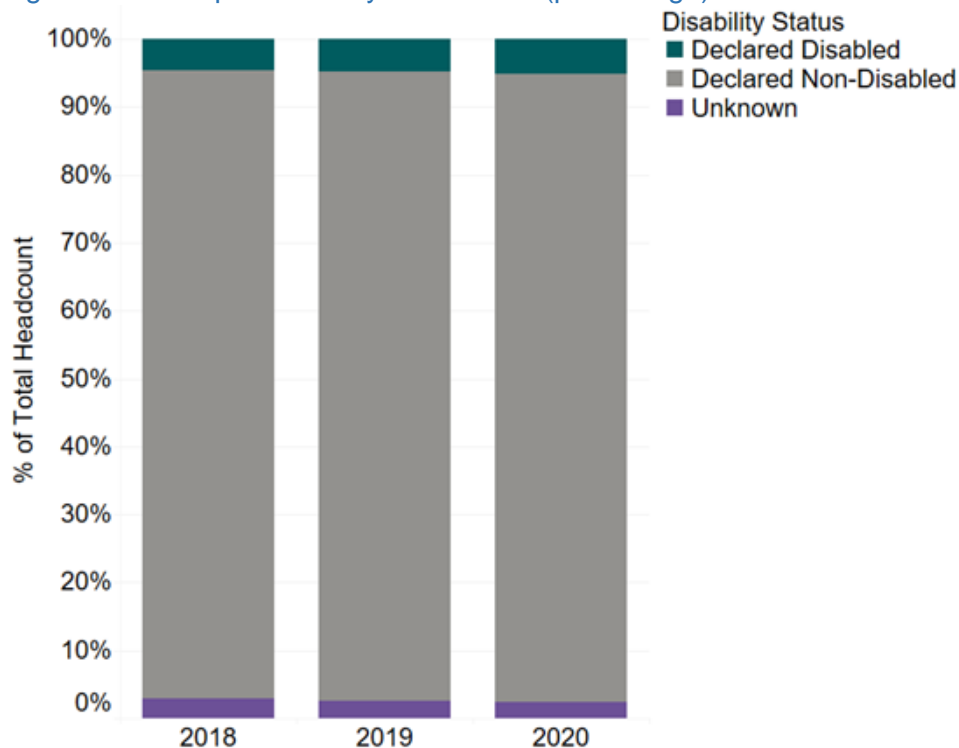
The percentage of employees who have declared a disability remains stable at 5% with a slight decrease in the percentage of those whose disabilities are unknown (from 31% to 33%).



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

	2018		2019		2020	
	HC	%	HC	%	HC	%
Declared Disabled	361	5%	386	5%	424	5%
Declared Non-Disabled	7,181	92%	7,441	93%	7,660	93%
Unknown	224	3%	211	3%	196	2%
Grand Total	7,766	100%	8,038	100%	8,280	100%

Figure 1.24. Graph: Disability Breakdown (percentage)



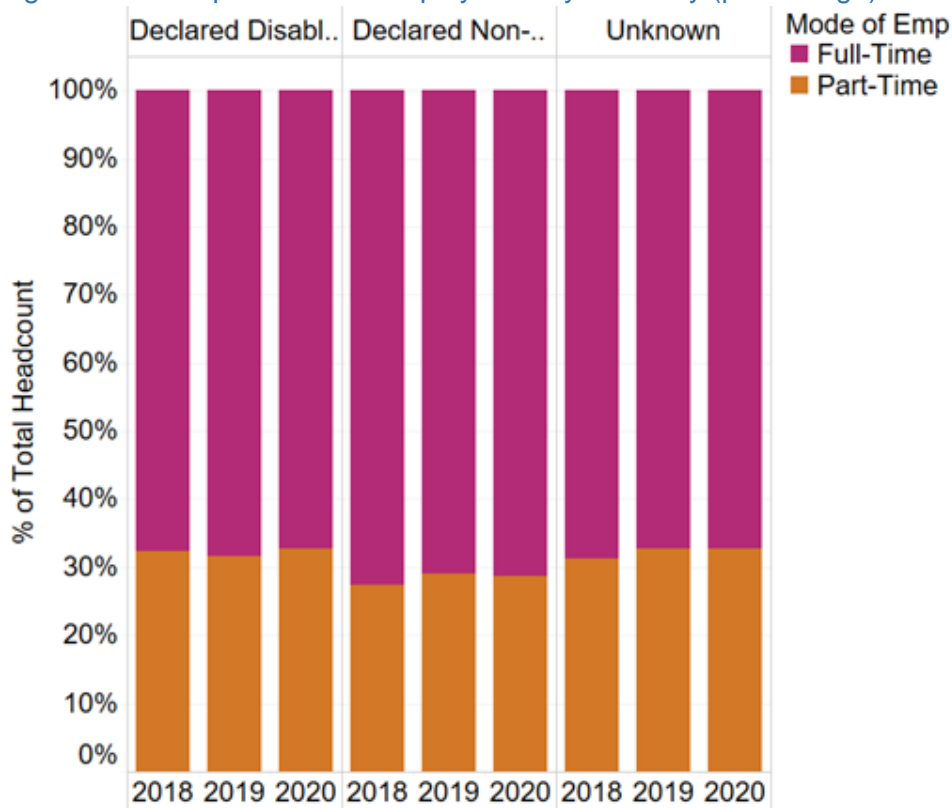
#### Mode of Employment

The percentage of employees declaring a disability who work part-time has increased slightly (32% in 2018 to 33% in 2020). Employees who have declared that they are not disabled remains at 29%.

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

		Full-Time		Part-Time	
		HC	%	HC	%
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%
2020	Declared Disabled	285	67%	139	33%
	Declared Non-Disabled	5,460	71%	2,200	29%
	Unknown	132	67%	64	33%
	Total	5,877	71%	2,403	29%

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



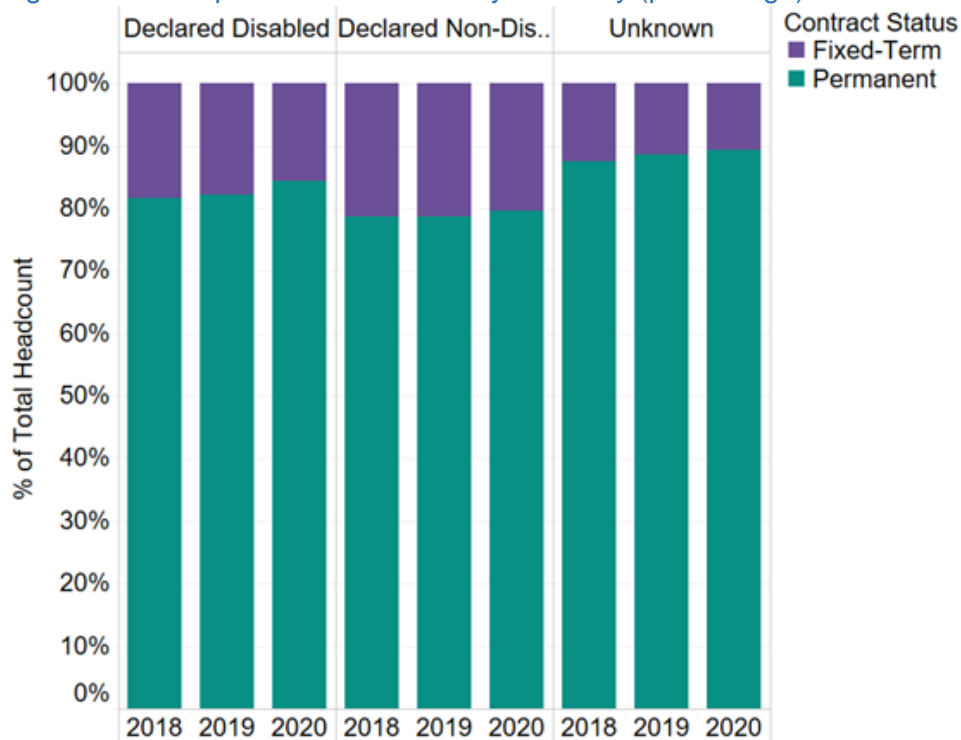
#### Contract Status

The proportion of fixed term and permanent staff declaring a disability is relatively static.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
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%
2020	Declared Disabled	66	16%	358	84%
	Declared Non-Disabled	1,562	20%	6,098	80%
	Unknown	21	11%	175	89%
	Total	1,649	20%	6,631	80%

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



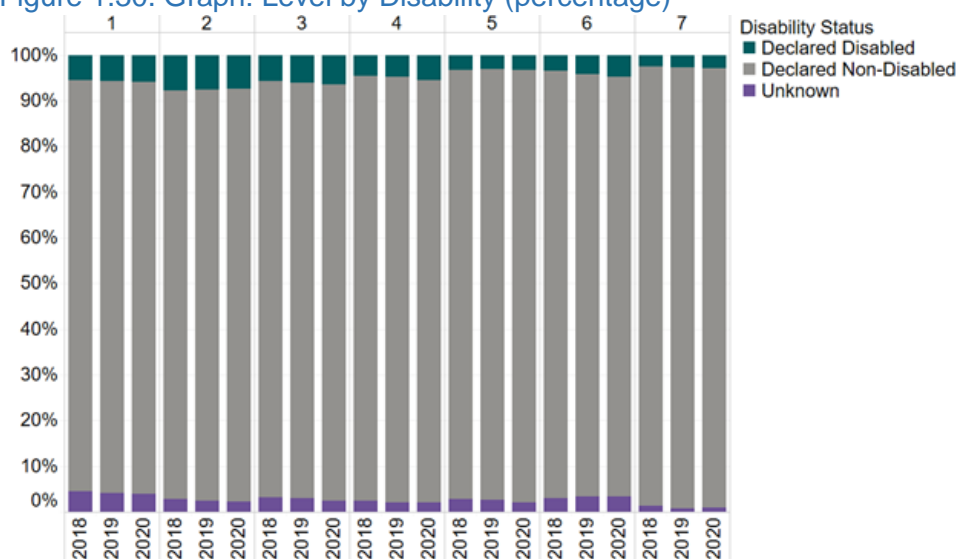
#### Level

Disability declaration by level is stable. Only level 2 has shown a slight decline.

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

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
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%
2020	1	57	6%	889	90%	38	4%
	2	69	7%	835	90%	20	2%
	3	65	6%	930	91%	24	2%
	4	116	5%	1,979	92%	45	2%
	5	56	3%	1,599	95%	34	2%
	6	41	5%	779	92%	29	3%
	7	20	3%	649	96%	<10	1%
	Total	424	5%	7,660	93%	196	2%

Figure 1.30. Graph: Level by Disability (percentage)



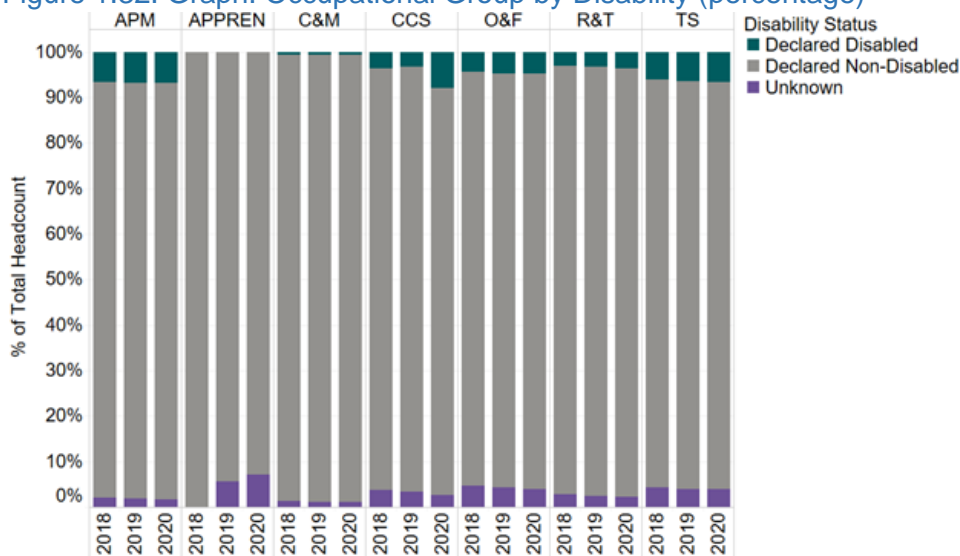
### Occupational Group

The proportion of staff who have declared that they are disabled is higher in the Operations & Facilities (4%) and Technical Services (4%) occupational groups than in the Research and Teaching (2%) and Administrative, Professional & Managerial (2%) occupational groups. The proportion of staff declaring a disability has been consistent in occupational groups over the last three years at 5%.

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

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
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%
2020	APM	202	7%	2,673	91%	50	2%
	APPREN			13	93%	<10	7%
	C&M	<10	1%	172	98%	<10	1%
	CCS	<10	8%	34	89%	<10	3%
	O&F	51	5%	969	91%	41	4%
	R&T	127	4%	3,254	94%	77	2%
	TS	40	7%	545	89%	24	4%
	Total	424	5%	7,660	93%	196	2%

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



## Age

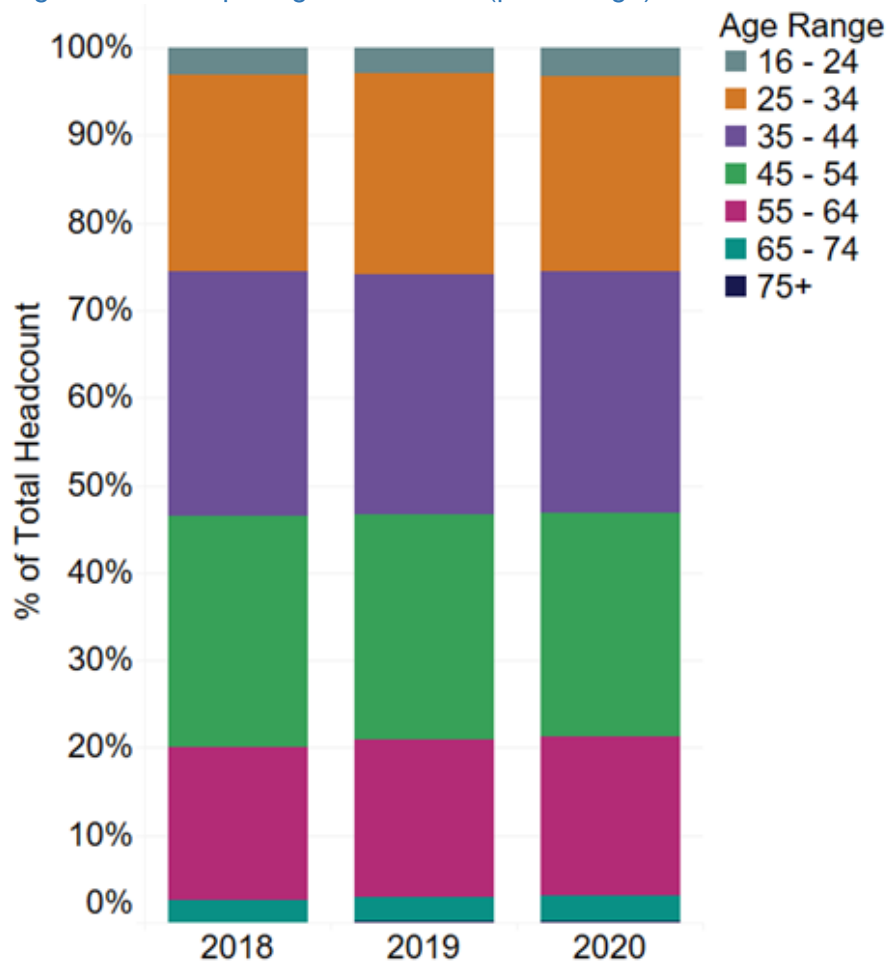
### Headcount

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 and a marginal decrease in the 45 – 54 age band over the last three years.

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

	2018		2019		2020	
	HC	%	HC	%	HC	%
16 - 24	241	3%	238	3%	263	3%
25 - 34	1,748	23%	1,836	23%	1,849	22%
35 - 44	2,164	28%	2,211	28%	2,291	28%
45 - 54	2,060	27%	2,072	26%	2,122	26%
55 - 64	1,358	17%	1,451	18%	1,494	18%
65 - 74	190	2%	221	3%	249	3%
75+	<10	0%	<10	0%	12	0%
Grand T..	7,766	100%	8,038	100%	8,280	100%

Figure 1.34. Graph: Age Breakdown (percentage)



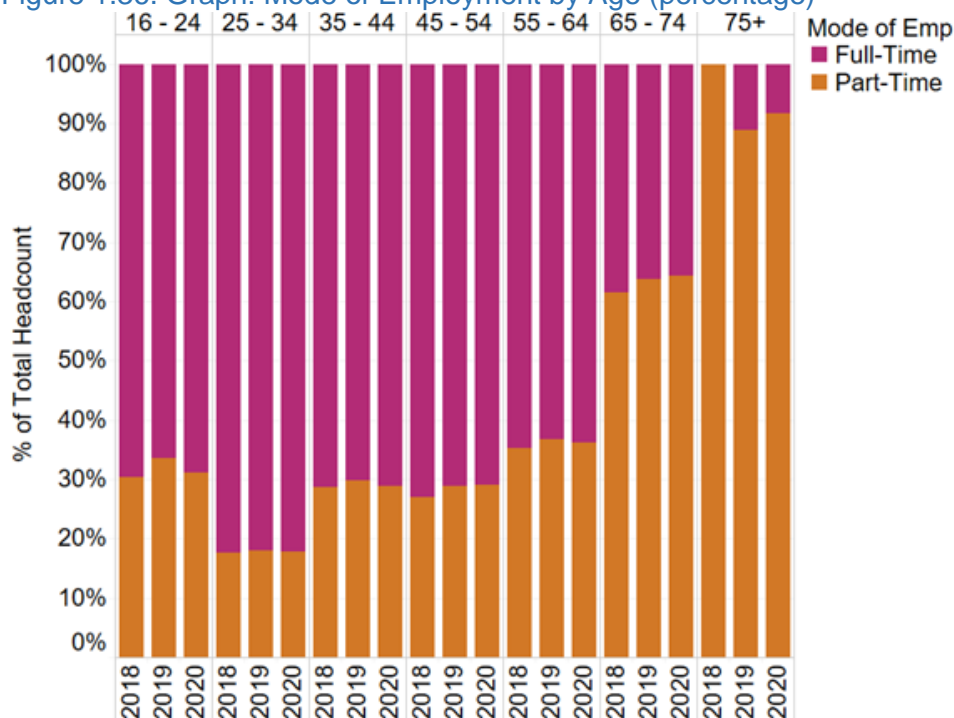
#### *Mode of Employment*

Most (82%) full time employees sit within the 25-34 age bracket and this remains stable. Most 65+ age bracket employees work part-time, and this has increased from 62% in 2018 to 64% in 2020.

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

		Full-Time		Part-Time	
		HC	%	HC	%
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%
2020	16 - 24	181	69%	82	31%
	25 - 34	1,519	82%	330	18%
	35 - 44	1,630	71%	661	29%
	45 - 54	1,504	71%	618	29%
	55 - 64	953	64%	541	36%
	65 - 74	89	36%	160	64%
	75+	<10	8%	11	92%
	Total	5,877	71%	2,403	29%

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





### Contract Status

Most staff within the 45 – 54 age band (91%) and 55 – 64 age band (95) are employed on permanent contracts. Overall the proportion of fixed term staff within each age band has declined slightly from 21% in 2018 to 20% in 2020.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
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%
2020	16 - 24	71	27%	192	73%
	25 - 34	809	44%	1,040	56%
	35 - 44	457	20%	1,834	80%
	45 - 54	195	9%	1,927	91%
	55 - 64	80	5%	1,414	95%
	65 - 74	32	13%	217	87%
	75+	<10	42%	<10	58%
	Total	1,649	20%	6,631	80%



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



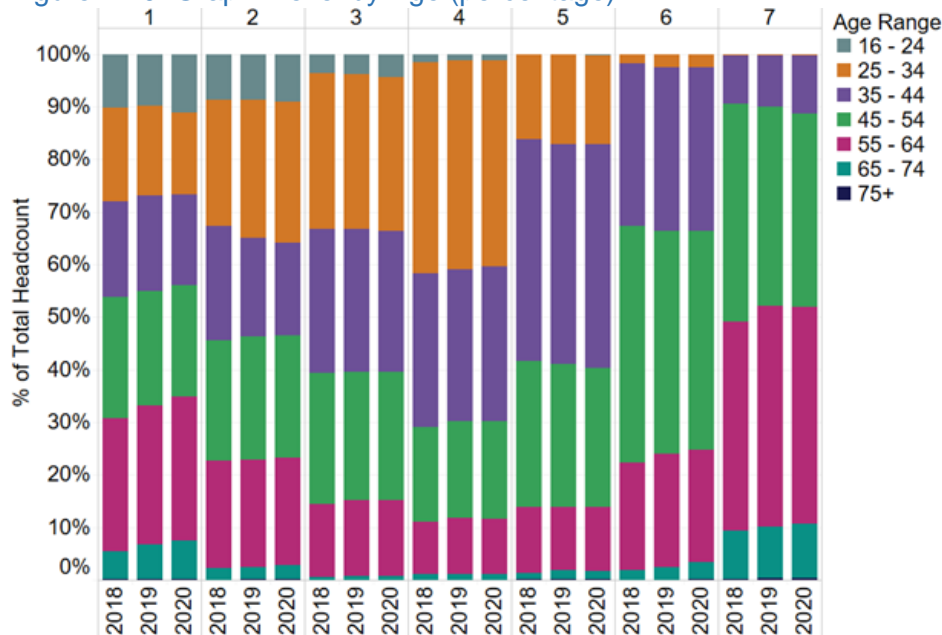
#### Level

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+
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%
2019	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%
	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%
2020	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%
	1	HC	110	153	169	208	271	72	<10
		%	11%	16%	17%	21%	28%	7%	0%
	2	HC	83	249	163	214	189	24	<10
		%	9%	27%	18%	23%	20%	3%	0%
	3	HC	45	298	272	250	146	<10	
		%	4%	29%	27%	25%	14%	1%	
	4	HC	24	840	629	398	225	22	<10
		%	1%	39%	29%	19%	11%	1%	0%
	5	HC	<10	287	719	449	204	25	<10
		%	0%	17%	43%	27%	12%	1%	0%
	6	HC		21	264	354	181	28	<10
		%		2%	31%	42%	21%	3%	0%
	7	HC		<10	75	249	278	70	<10
		%		0%	11%	37%	41%	10%	0%
	Total	HC	263	1,849	2,291	2,122	1,494	249	12
		%	3%	22%	28%	26%	18%	3%	0%

Figure 1.40. Graph: Level by Age (percentage)



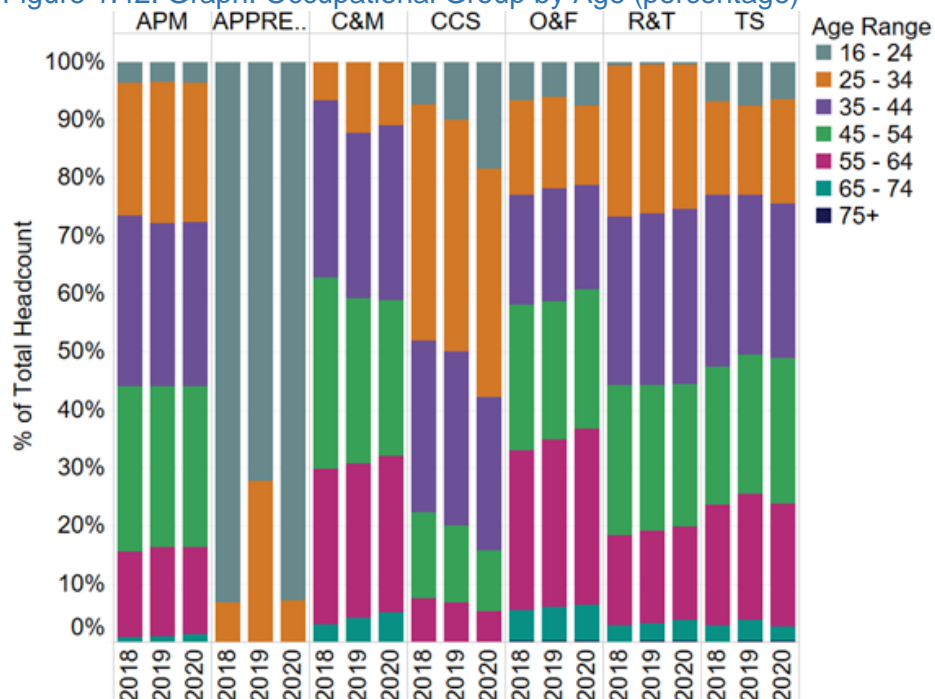
## Occupational Group

The proportion of different age groups is broadly consistent across the occupational staff groups and is representative of the staff population. 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	%	HC	%	HC	%	HC	%	HC	%
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%
2020	APM	107	4%	701	24%	829	28%	811	28%	436	15%	39	1%	<10	0%
	APPREN	13	93%	<10	7%										
	C&M			19	11%	53	30%	47	27%	47	27%	<10	5%		
	CCS	<10	18%	15	39%	<10	26%	<10	11%	<10	5%				
	O&F	81	8%	144	14%	191	18%	255	24%	322	30%	67	6%	<10	0%
	R&T	16	0%	859	25%	1,046	30%	852	25%	558	16%	119	3%	<10	0%
	TS	39	6%	110	18%	162	27%	153	25%	129	21%	15	2%	<10	0%
	Total	263	3%	1,849	22%	2,291	28%	2,122	26%	1,494	18%	249	3%	12	0%

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



## 2. Recruitment

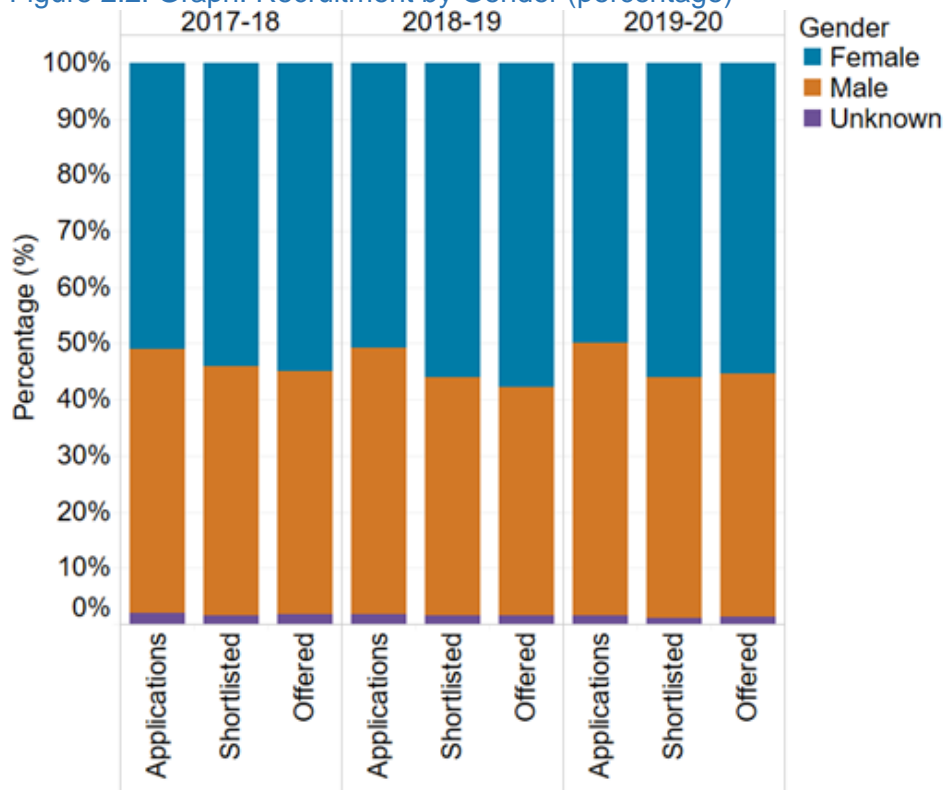
## Gender

The proportion of female applicants has been consistent since 2017-18 at around 50% of all applicants. In 2018-19 and 2019-20, 56% of our shortlisted applicants were female, a 2% increase from 2017-18. In 2018-19 our offers to female candidates increased from 55% of applicants to 58% but this has fallen back to 55% in 2019-20 broadly aligning with our % female representation in the workforce in 2020.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
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%
2019-20	Female	12,288	50%	3,003	56%	812	55%
	Male	11,978	49%	2,299	43%	634	43%
	Unknown	388	2%	58	1%	20	1%
	Total	24,654	100%	5,360	100%	1,466	100%

Figure 2.2. Graph: Recruitment by Gender (percentage)



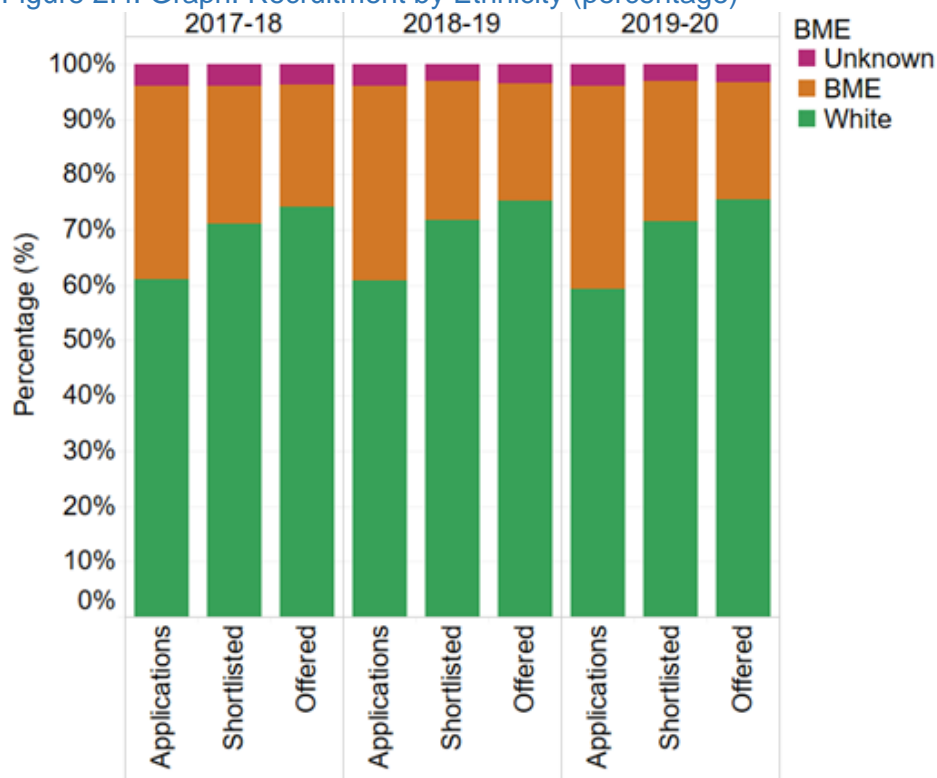
## Ethnicity

The proportion of applicants from a Black of Minority Ethnic background increased to 37% in 2019-20 from 35% in both 2017-18 and 2018-19. 25% were shortlisted in all three years. The % of candidates in this pool offered a role fell slightly from 22% in 2017-18 to 21% in both 2018-19 and 2019-20. This is a continued downward trend.

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

		No. Applicatio..	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
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%
2019-20	White	14,623	59%	3,836	72%	1,107	76%
	BME	9,040	37%	1,357	25%	310	21%
	Unknown	991	4%	167	3%	49	3%
	Total	24,654	100%	5,360	100%	1,466	100%

Figure 2.4. Graph: Recruitment by Ethnicity (percentage)



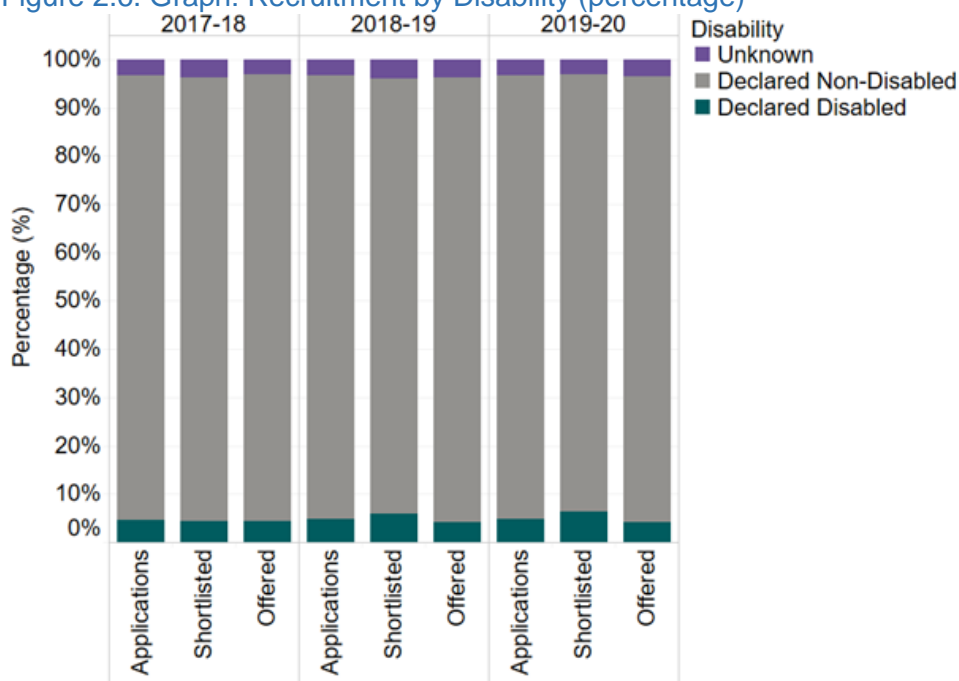
## Disability

The proportion of applicants declaring a disability has remained static at 5% over the last 3 years. The proportion shortlisted has increased from 4% in 2017-18 to 6% in both 2018-19 and 2019-20. The proportion of disabled staff being offered a role remains at 4%.

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

		No. Applicatio..	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2017-18	Declared Disa..	1,378	5%	306	4%	90	4%
	Declared Non-..	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 Disa..	1,437	5%	442	6%	89	4%
	Declared Non-..	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%
2019-20	Declared Disa..	1,194	5%	339	6%	62	4%
	Declared Non-..	22,635	92%	4,853	91%	1,352	92%
	Unknown	825	3%	168	3%	52	4%
	Total	24,654	100%	5,360	100%	1,466	100%

Figure 2.6. Graph: Recruitment by Disability (percentage)



## Age

Applications by age range are consistent across all three years but it worth noting that total applicant numbers have fallen from 30,287 in 2017-18 to 24,654 in 2019-20 (an 18% reduction). This should be noted in the context of the Covid-19 related recruitment freeze from March 2020.



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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
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%
2019-20	16 - 24	3,994	16%	796	15%	184	13%
	25 - 34	10,191	41%	2,123	40%	639	44%
	35 - 44	6,027	24%	1,256	23%	361	25%
	45 - 54	3,148	13%	825	15%	189	13%
	55 - 64	1,095	4%	325	6%	75	5%
	65 - 74	83	0%	23	0%	<10	1%
	75+	108	0%	<10	0%	<10	0%
	Unknown	<10	0%	<10	0%	<10	0%
	Total	24,654	100%	5,360	100%	1,466	100%

Figure Graph: 2.8. Recruitment by Age (percentage)

### 3. PDPR

In 2019 the University launched its new Appraisal and Development Conversations (ADC) process to replace PDPR. The new ADC process removes the use of performance ratings to support open performance and development conversations to take place. As the ratings have been removed there is no rating data to report in this section for the 2020 report. This section will be removed from future years reports.

## 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.

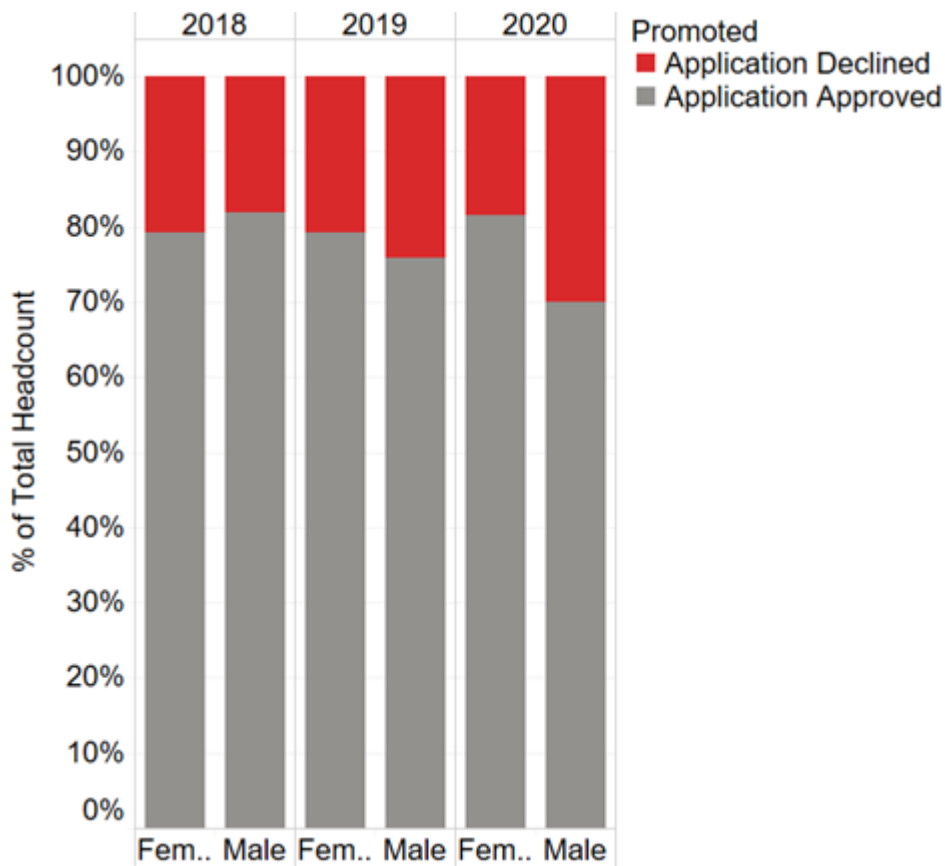
### Gender

An increasingly higher proportion of promotion applicants were approved for female staff (82%) than male staff (70%). In 2019 79% of female applications were approved. In 2020 this increased to 82%.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2018	Female	46	12	79%	21%
	Male	77	17	82%	18%
2019	Female	76	20	79%	21%
	Male	82	26	76%	24%
2020	Female	75	17	82%	18%
	Male	77	33	70%	30%

Figure 4.2. Graph: Promotions by Gender (percentage)



## Ethnicity

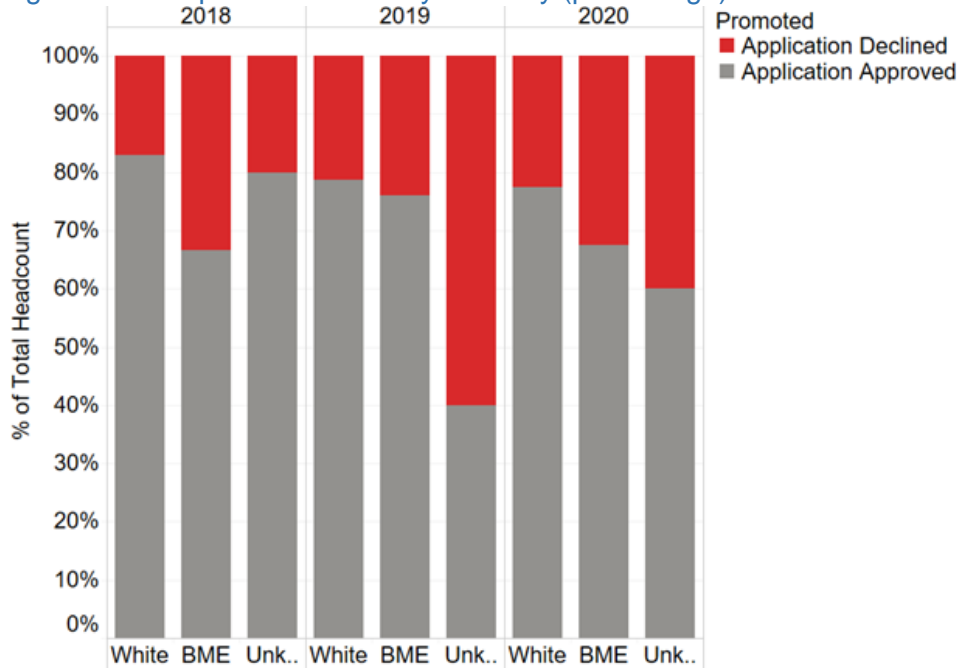
A lower proportion of promotion applications have been approved for Black and Minority Ethnic staff over the last three years. Approved promotion applications increased for Black and Minority Ethnic staff from 67% in 2018 to 76% 2019 but fell back to 68% in 2020.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2018	White	107	22	83%	17%
	BME	12	<10	67%	33%
	Unknown	<10	<10	80%	20%
2019	White	137	37	79%	21%
	BME	19	<10	76%	24%
	Unknown	<10	<10	40%	60%
2020	White	124	36	78%	23%
	BME	25	12	68%	32%
	Unknown	<10	<10	60%	40%



Figure 4.4. Graph: Promotions by Ethnicity (percentage)



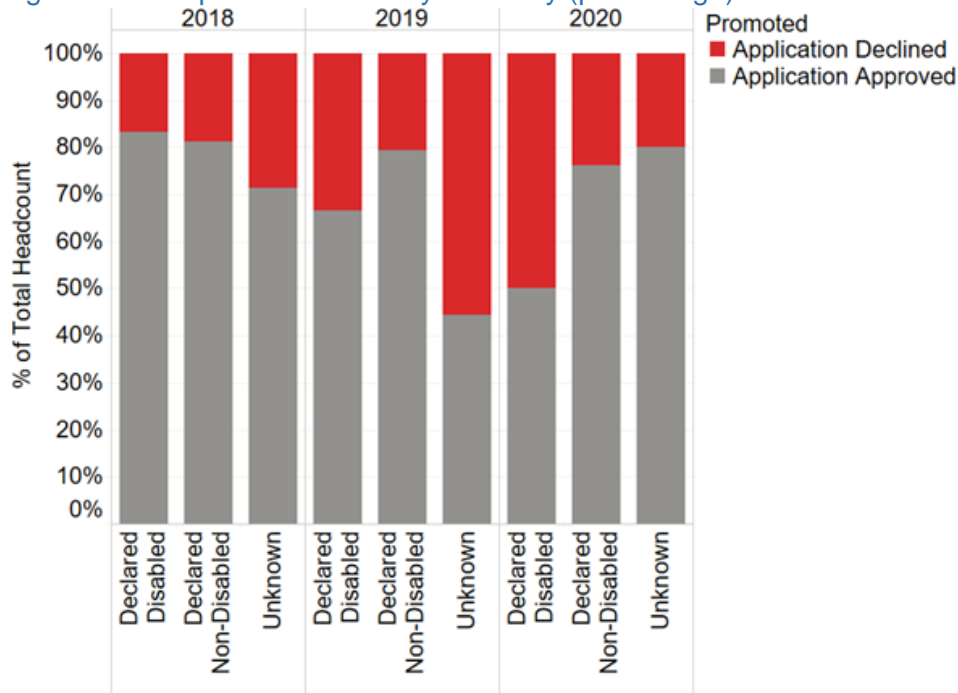
## Disability

Since 2017 we have seen a steady decline in the proportion of staff with a declared disability who have had their promotion application approved. In 2018 85% of applicants with a declared disability had their application approved. This fell to 50% in 2020. However, numbers of disabled applicants are extremely low.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
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	150	39	79%	21%
	Unknown	<10	<10	44%	56%
2020	Declared Disabled	<10	<10	50%	50%
	Declared Non-Disabled	144	45	76%	24%
	Unknown	<10	<10	80%	20%

Figure 4.6. Graph: Promotions by Disability (percentage)



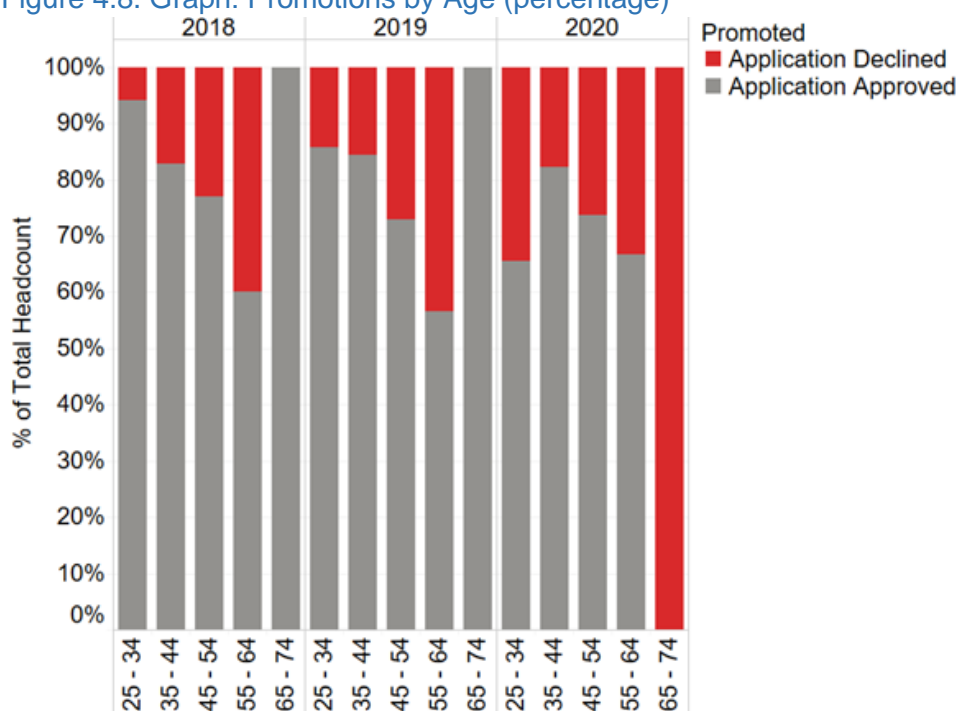
## Age

We are promoting fewer staff in the youngest age category (25 to 34), this has fallen from 94% of applications approved in 2018 to only 66% in 2020.

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

	HC		%	
	Application Approved	Application Declined	Application Approved	Application Declined
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	81	15	84%	16%
45 - 54	51	19	73%	27%
55 - 64	13	<10	57%	43%
65 - 74	<10		100%	
2020 25 - 34	19	<10	66%	34%
35 - 44	74	16	82%	18%
45 - 54	45	16	74%	26%
55 - 64	14	<10	67%	33%
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.

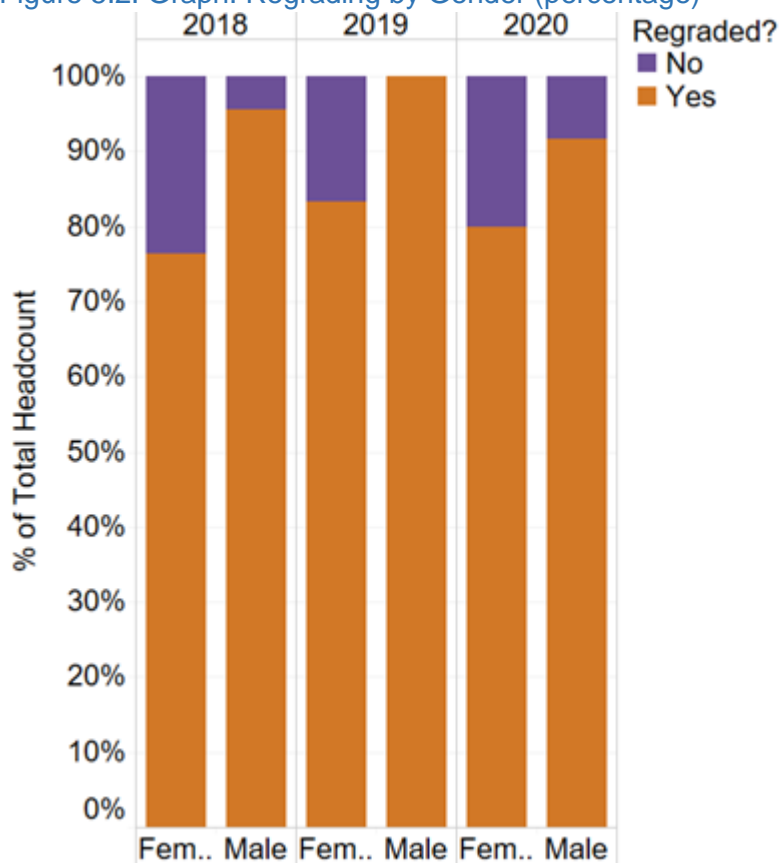
### Gender

In 2020, men were less likely to be regraded compared with previous years (80% in 2020 compared with 96% in 2018). Women were more likely to be regraded in 2019 (83%) but this has fallen back slightly to 80% in 2020.

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

		HC		%	
		No	Yes	No	Yes
2018	Fema..	<10	26	24%	76%
	Male	<10	22	4%	96%
2019	Fema..	<10	40	17%	83%
	Male		22		100%
2020	Fema..	<10	12	20%	80%
	Male	<10	11	8%	92%

Figure 5.2. Graph: Regrading by Gender (percentage)



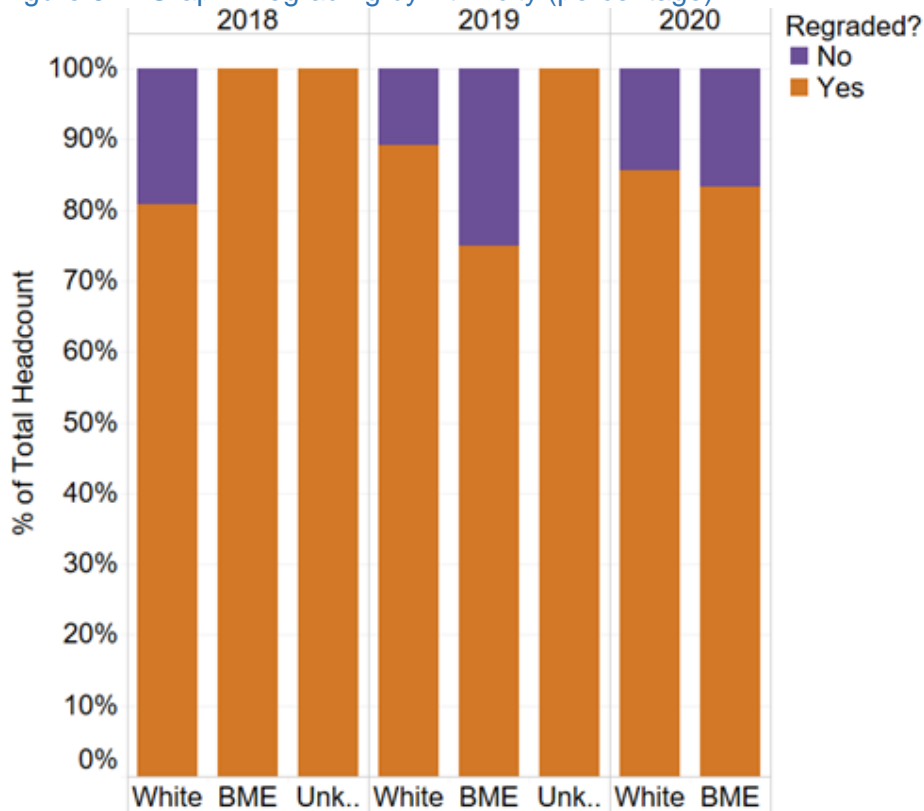
## Ethnicity

A slightly higher proportion of BME staff whose roles were formally reviewed were successfully regraded in 2020 (86%) compared with 2019 (75%). The figure was 100% in 2018. It must be noted that the number of regrades requested by this group is low (<10).

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

		HC		%	
		No	Yes	No	Yes
2018	White	<10	38	19%	81%
	BME		<10		100%
	Unknown		<10		100%
2019	White	<10	58	11%	89%
	BME	<10	<10	25%	75%
	Unknown		<10		100%
2020	White	<10	18	14%	86%
	BME	<10	<10	17%	83%

Figure 5.4. Graph: Regrading by Ethnicity (percentage)



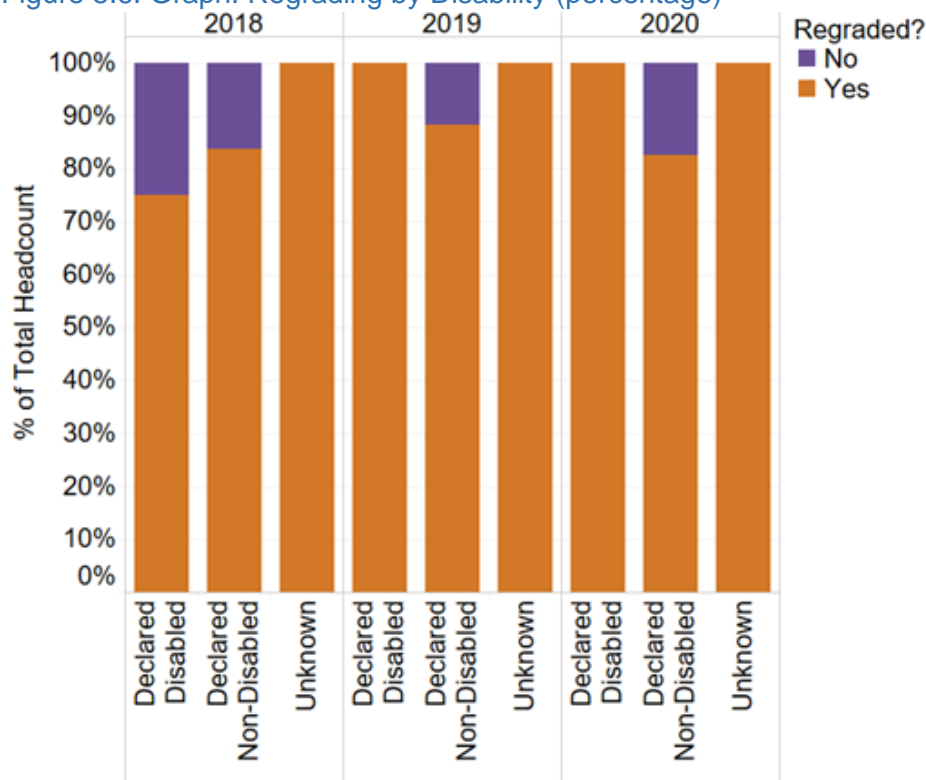
## Disability

All staff with a declared disability whose roles were formally reviewed over the last two years were approved for regrading.

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

		HC		%	
		No	Yes	No	Yes
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	60	12%	88%
	Unknown		<10		100%
2020	Declared Disabled		<10		100%
	Declared Non-Disabled	<10	19	17%	83%
	Unknown		<10		100%

Figure 5.6. Graph: Regrading by Disability (percentage)



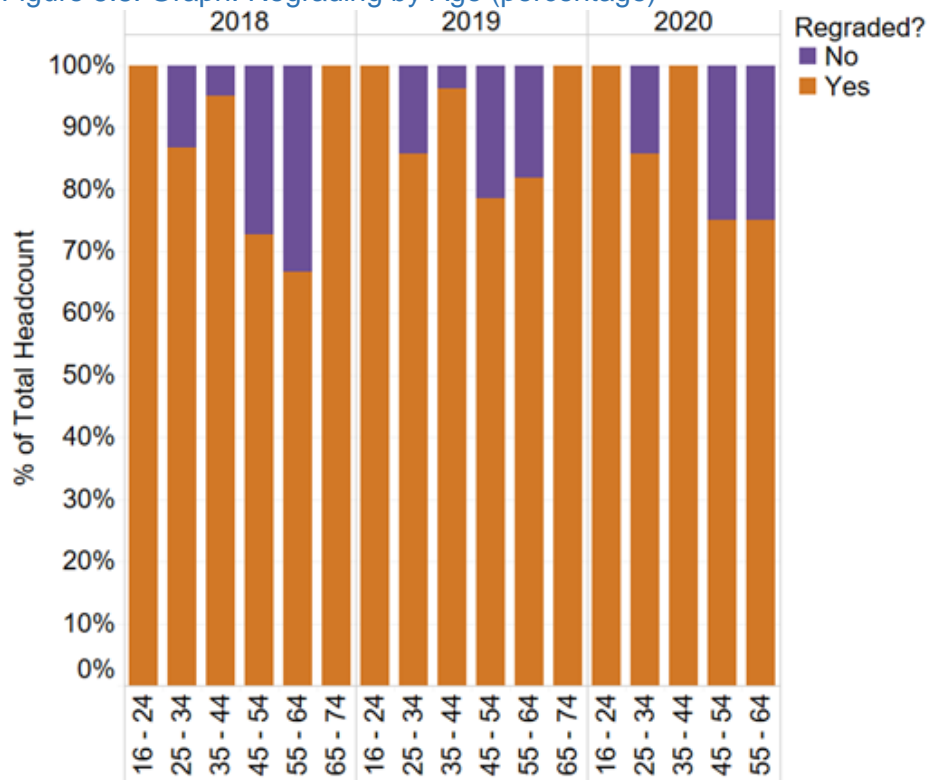
## Age

All staff in the 16-24 age range have been regraded over the last three years. In this period, staff in the 35-44 age range are increasingly likely to be regraded (95% in 2018 and 100% in 2020). Staff in the 65-74 age range were less likely to be regraded (100% in 2018 falling to 75% in 2020).

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

		HC		%	
		No	Yes	No	Yes
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	25	4%	96%
	45 - 54	<10	11	21%	79%
	55 - 64	<10	<10	18%	82%
	65 - 74		<10		100%
2020	16 - 24		<10		100%
	25 - 34	<10	<10	14%	86%
	35 - 44		<10		100%
	45 - 54	<10	<10	25%	75%
	55 - 64	<10	<10	25%	75%
	65 - 74				

Figure 5.8. Graph: Regrading by Age (percentage)



## 6. Leavers

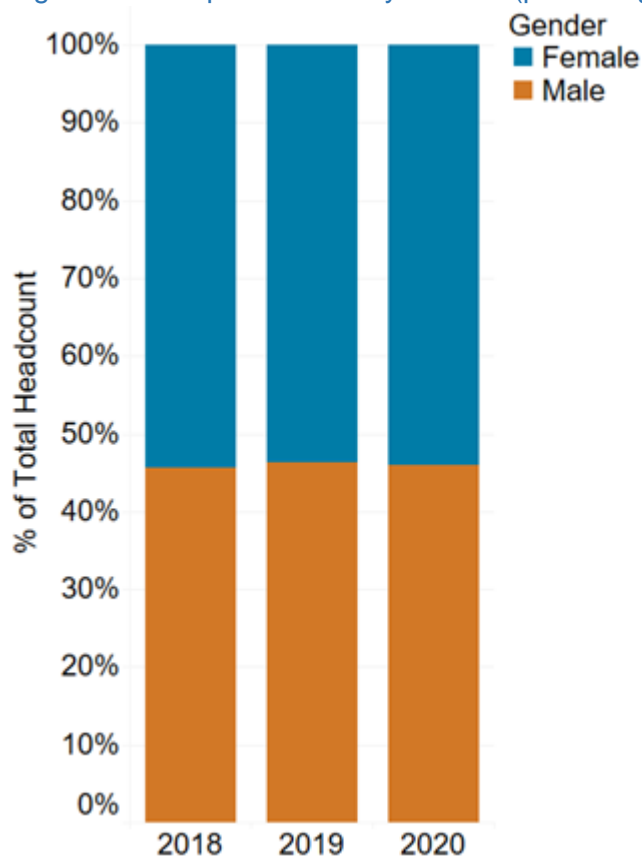
### Gender

The gender balance of leavers is unchanged, but women represent 54% of our workforce and so are statistically more likely to leave than men.

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

	Female		Male	
	HC	%	HC	%
2018	652	54%	549	46%
2019	621	54%	536	46%
2020	759	54%	644	46%

Figure 6.2. Graph: Leavers by Gender (percentage)



### Ethnicity

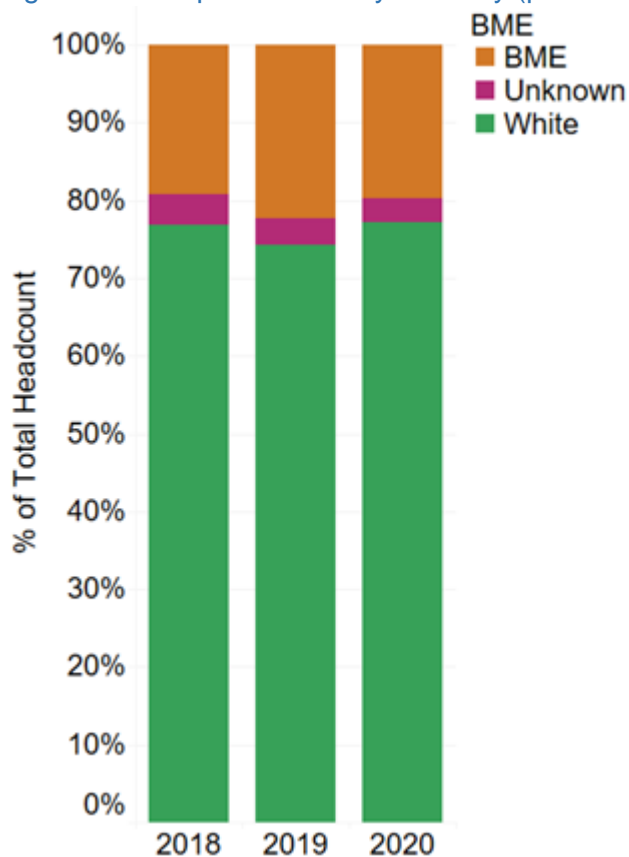
Following an increase in BME staff leaving in 2019 (22%) this has reduced to 20% in 2020. This figure is higher than the prevalence of BME staff in the organisation (15%) but may be explained by the higher prevalence of BME staff undertaking fixed-term contracts which have natural end dates.

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

	White		BME		Unknown	
	HC	%	HC	%	HC	%
2018	924	77%	231	19%	46	4%
2019	859	74%	257	22%	41	4%
2020	1,083	77%	276	20%	44	3%



Figure 6.4. Graph: Leavers by Ethnicity (percentage)



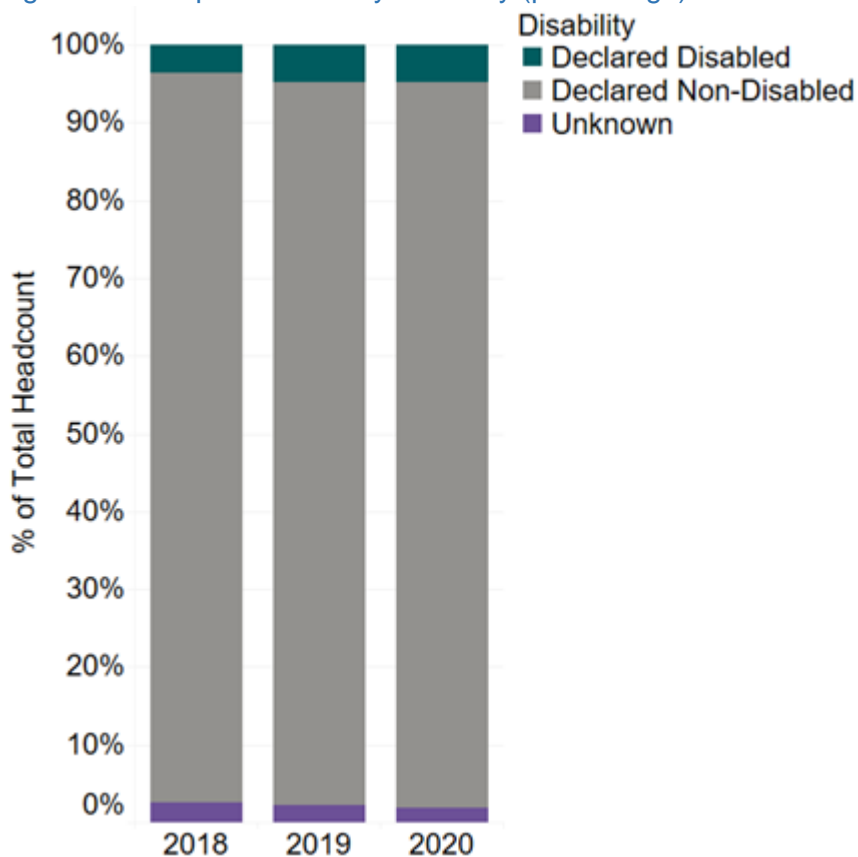
## Disability

There has been an increase in the proportion of disabled staff leaving the University from 3% of leavers in 2018 to 5% in 2019 and 2020. The proportion of staff declaring a disability has remained at 5% across all three years.

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

	Declared Disabled		Declared Non-Disabled		Unknown	
	HC	%	HC	%	HC	%
2018	42	3%	1,129	94%	30	2%
2019	56	5%	1,076	93%	25	2%
2020	67	5%	1,309	93%	27	2%

Figure 6.6. Graph: Leavers by Disability (percentage)



### Age

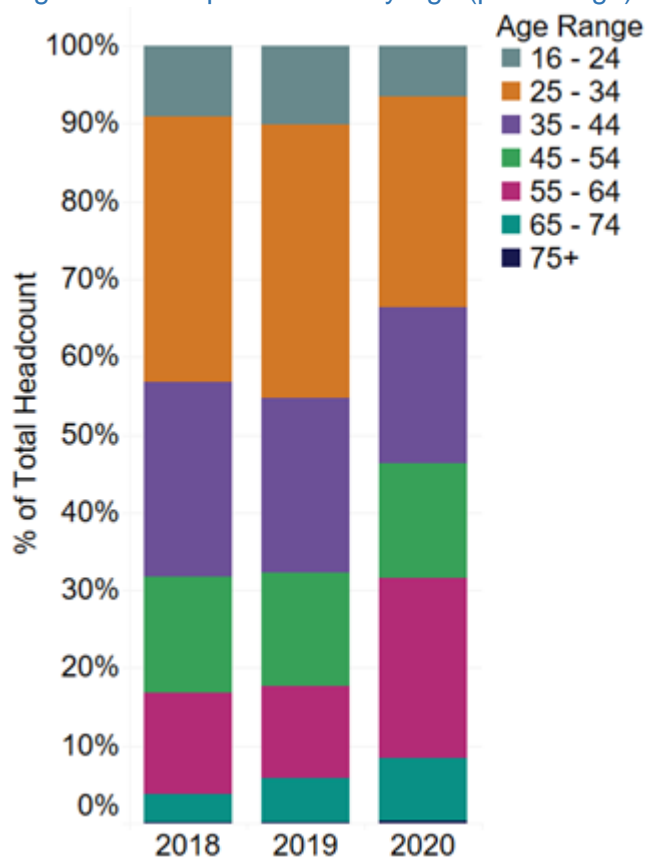
The proportion of staff leaving in the 65-74 age group has doubled from 4% (2018) to 8% (2020). The proportion of staff in the 55-64 age group has increased from 13% in 2018 to 23% in 2020.

In 2020, 18% of our staff population were in the 55-64 age category and 65-74 age category was 3%. Both have increased by one percentage point since 2018 suggesting that despite an increase in leavers, they are more likely to be promoted or regraded.

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

		HC	%
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%
2020	16 - 24	92	7%
	25 - 34	380	27%
	35 - 44	282	20%
	45 - 54	206	15%
	55 - 64	324	23%
	65 - 74	114	8%
	75+	<10	0%

Figure 6.8. Graph: Leavers by Age (percentage)



## Institutional Equality Objectives

In support of this ongoing commitment to fostering a values-based culture focused on diversity, inclusivity, wellbeing and positive engagement, the University's Equality Objectives 2017-2020 were set in line with the previous University strategy. This report represents the final reporting cycle for these historic objectives. From 2020 onwards, all Faculties and Professional Services teams will report annually against local targets, alongside the University-wide EDI KPIs which were agreed at EDI Committee in June 2020.

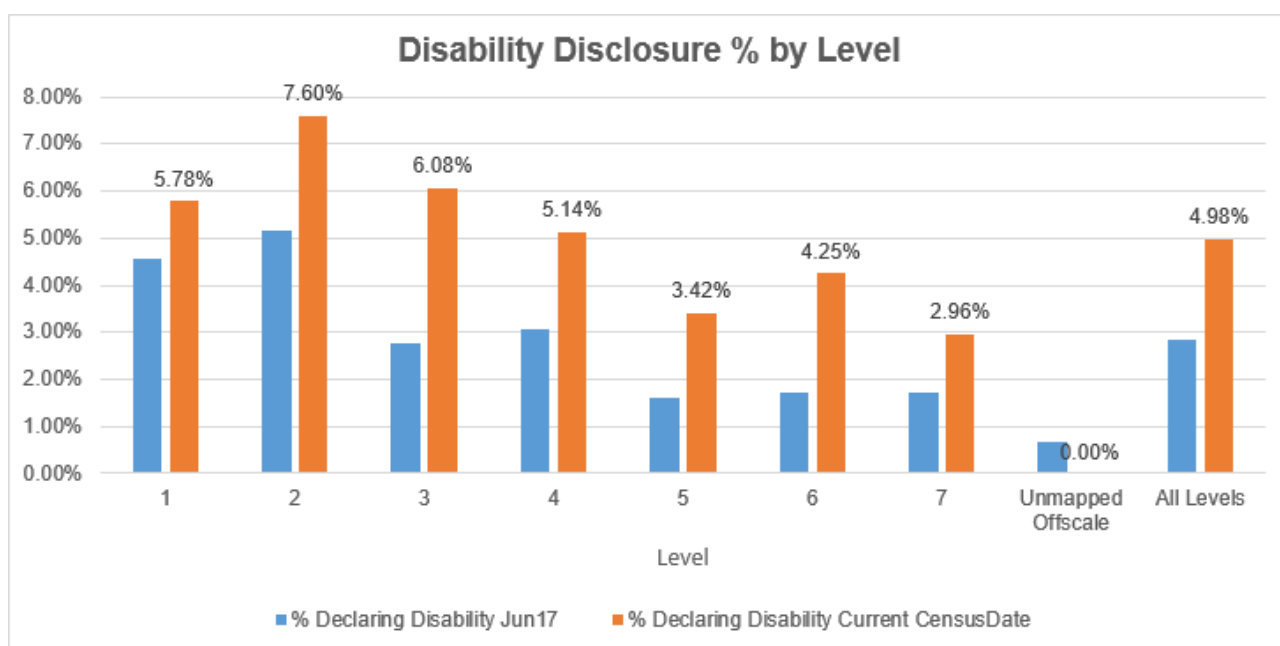
### Historic Equality Objectives 2017-2020:

- 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.

### Disability Disclosures

Good progress has been seen in increasing the level of disability disclosures that we have across the University. Progress to date by level is demonstrated in the graph below. Level 2, 3, 4 and 6 have seen the individual 2% increase aspired to with level 1 at +1.21%, level 5 at +1.81% and level 7 at +1.26%. The University Level overall target of a 2% increase institutionally by 31 July 2020 has been achieved at +2.13%.



Appendix 2 also includes a breakdown of the disability declarations, religion and sexual orientation declarations by Faculty/Professional Services and the percentage of female staff at Levels 6 and 7.

The University has achieved its target to increase the proportion of female staff at Levels 6 and 7 to 35% with the percentage at 35.2% as 31 July 2020.

Progress against declarations of religion and sexual orientation is continuing to be made, however, these were stretching targets and the aspired to target remains some way off being achieved. As at 31 July 2020 declarations stand at 61.3% (against a target of 80%) an increase of 27 percentage points over the period. Further promotion and awareness of how and why staff should declare via MyView is likely to continue to help. Investment in a new HR system will present further opportunities for staff to review and update their information in years to come.

As reported previously, the University has retained an Institutional Silver Athena Swan Award and focus is now on delivery of the Institutional Action Plan.

- Currently 19 out of 22 Schools hold an Athena Swan award (1 Gold, 9 Silver, 9 Bronze).
  - Of these awards, five were achieved this year (Engineering - Gold and Psychology - Silver). A further three Schools submitted an application in April 2020 (NUBS, Sociology and Social Policy and Humanities). All three Schools were successful in achieving their bronze award (confirmed October 2020).
  - Two Schools were unsuccessful in their November 2019 applications (English and Economics) and the School of Education is yet to submit an application. The School of Education revised their plans to submit in November 2020 due to a change to the Athena Swan Lead in the School.
  - The Institutional Objective for 'all' Schools to hold an Athena SWAN award by the end of 2020 therefore will not be achieved, although it should be

noted that significant progress towards it has been made in this period.

Including the NUBS, Sociology and Social Policy and Humanities awards 19 out of 22 Schools will hold an award by end of 2020 (86.4%).

- Race Equality Charter. The REC Institutional Self-Assessment Team (SAT) aims to submit our Institutional application in the February 2021 round. However, the wider aim of this work is culture change within the institution to create an environment where staff and students feel confident that the University of Nottingham takes race equality seriously, and to position the University as a leader on this issue within the sector.

The REC SAT intended to submit for a Bronze award in July 2020 however, the COVID-19 pandemic made this impossible because

- the attention of key members of the SAT responsible for writing the application was diverted
- plans to run a series of engagement events with staff and students were interrupted. These events were essential for refining the REC action plan community.

The REC application will be submitted in the next Advance HE round of February 2021.

## Institutional Equality Objectives Tracker

EDI Objectives  
Progress Tracking

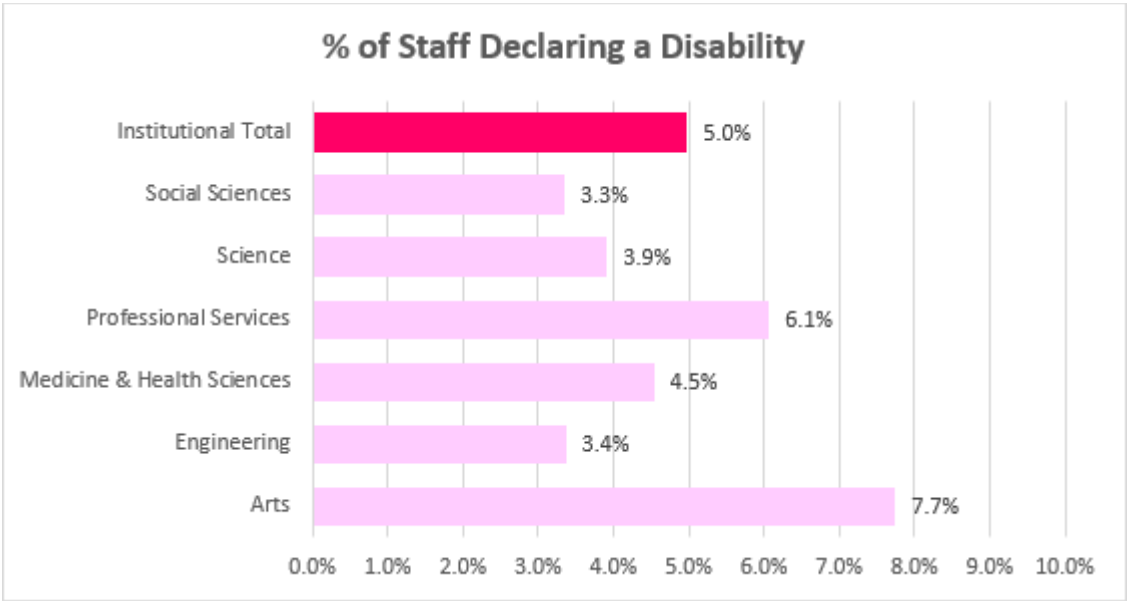
Objective	Level	Benchmark (at 27 July 2017 unless stated)	Update as at 19 Jan 2018	Update at 19 April 2018	Milestones: 31 July 2018	Actual Update as at 11 July 2018	31-Jan-19	Actual Update as at 31 Jan 2019	31-Jul-19	Actual Update as at 31 July 2019	31-Jan-20	Actual Update as at 31 Jan 2020	31-Jul-20	Actual Update as at 31 July 20	Achieved
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%	5.01%	4.85%	4.98%	Yes
	1	4.57%	5.29%	5.15%	5.24%	4.99%	5.57%	5.45%	5.90%	6.05%	6.24%	6.10%	6.57%	5.78%	No
	2	5.15%	6.44%	6.80%	5.48%	7.30%	5.82%	7.14%	6.15%	7.41%	6.48%	7.73%	7.15%	7.60%	Yes
	3	2.75%	5.01%	5.26%	3.42%	5.27%	3.75%	5.77%	4.08%	5.88%	4.42%	6.31%	4.75%	6.08%	Yes
	4	3.05%	3.63%	3.80%	3.72%	4.07%	4.04%	4.85%	4.38%	4.52%	4.72%	4.98%	5.05%	5.14%	Yes
	5	1.61%	2.56%	2.74%	2.28%	2.93%	2.61%	2.84%	2.94%	3.24%	3.28%	3.50%	3.61%	3.42%	No
	6	1.71%	2.95%	2.96%	2.38%	3.07%	2.71%	3.91%	3.04%	4.26%	3.38%	4.03%	3.71%	4.25%	Yes
	7	1.71%	1.28%	1.44%	2.38%	1.62%	2.71%	2.05%	3.04%	2.68%	3.38%	2.80%	3.71%	2.96%	No
35% senior (L6/7) staff who identify as female by 2020		31.5% in June 2016	33.64%	33.86%	32.67%	33.90%	33.25%	34.70%	33.83%	34.70%	34.42%	35.00%	35.00%	35.20%	Yes
To hold declared sexual orientation, gender identity and religion/belief data for over 80% of staff by 2020.	Sexual Orientation	34.30%	43.99%	46.79%	49.53%	48.40%	57.15%	52.70%	64.77%	56.60%	72.38%	59.70%	80.00%	61.30%	No
	Religion/Belief	34.30%	44.01%	46.77%	49.53%	48.50%	57.15%	52.70%	64.77%	56.60%	72.38%	59.70%	80.00%	61.30%	No
To hold a Bronze institutional Race Equality Charter Mark by 2020					Self-Assessment Period 1 - SAT formed	Self-assessment team has met for the first time, with categories of sub working	Self-Assessment Period 2	Programme of self-assessment is underway with Working groups operating	Self-Assessment Period 3	REC Staff and Student Surveys have taken place; data analysis	Writing Period	Writing underway	Submission Check	First draft of submission has been shared with RECM SAT for comment (Oct 2020)	No but on track in line with new baselines to reflect covid impact



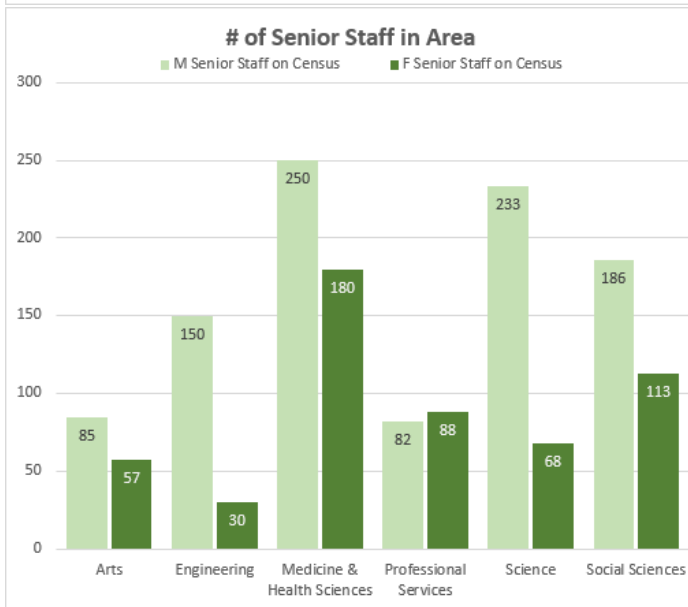
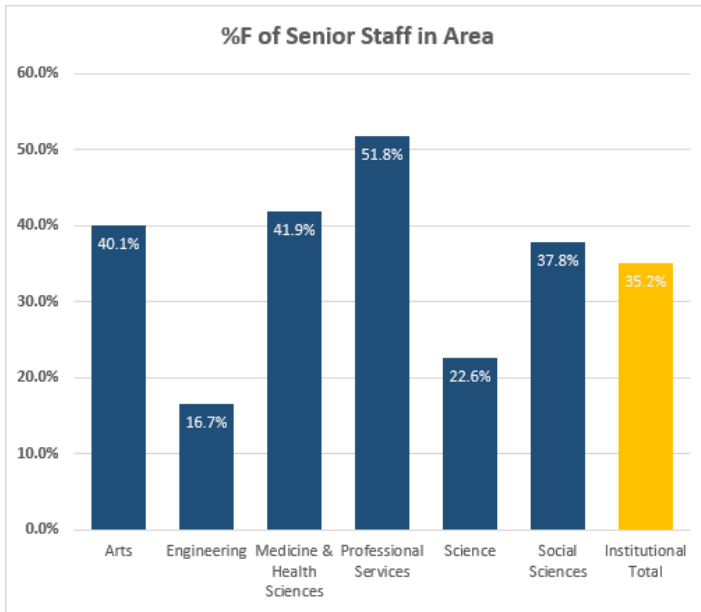
						groups agreed				underway; focus groups planned					
--	--	--	--	--	--	------------------	--	--	--	---	--	--	--	--	--

**Appendix 2 Faculty/Professional Services Breakdown Information**

**2a) Disability Declarations By Faculty**



**2b) Breakdown of Senior Staff by Gender by Faculty**



2c) Breakdown of percentage of staff who have declared their Religion/Sexual Orientation by Faculty

