

# Staff Annual Diversity Report

## 2015

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## A note about this report

The University of Nottingham has campuses in the UK, China and Malaysia. This report relates to the UK campuses. Employee profile figures are based on data from the academic year 2014-2015 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 provided for staff groups with representation large enough to ensure anonymity.

## Equality and Diversity activities

The University is a large community that has made a commitment to provide 'equality of opportunity for its staff and students', working in an environment that is free from unlawful discrimination. A stated aim is to attract, recruit and retain staff of the highest standard. To this end, a range of developments have been initiated including:

- Individual staff research teams and departments throughout the University provide training, consultancy and in some cases mentoring support to members of the local community.
- Support of local community based initiatives through direct and indirect links with community action groups via research projects, hosting of events.
- Performing Arts projects both on campus and off campus which showcase the work of local artists through performance work and Artist-in-residencies at the Arts Centre, links with outside organisations including theatres, public libraries and art galleries.
- The University's support for such events as Black History Month, LGBT History Month and Chinese New Year is a good illustration of its intention to meet its aims.
- The support for interfaith discussions and continued extended support for the chaplaincy, which has links with the broad range of faith practice within the university and local community.
- The support of staff networks who offer information, peer support, address issues of inequality with university management and act as a support forum for staff in minority groups.
- Provision of targeted training and professional development opportunities.
- Increased catering provision on campus of Chinese and African food, which is prepared authentically by staff from those communities.
- Wellbeing and mindfulness sessions run by Professional Development.

## 2014/2015 Programme of Events

The Equality and Diversity Events Programme runs throughout each year and is open to staff, students and the public. The programme features collaborations with internal schools and departments, plus external partners. It is fully evaluated through attendee surveys and is supported with publicity from External Relations in relation to poster design, blogs and external press releases. Key programmes such as LGBT History Month and Black History Month are supported by blog pages where complementary and related articles and event live-tweeting is also hosted to ensure that activities are highly visible, accessible and engaging.

Event Title	Date	Type of event	Name of Programme (if applicable)	Attendee numbers	Participating Schools/Departments	Participating Outside Organisation /Venue
<b>2014/2015</b>						
I didn't come out to go back in the closet: Ageing and care for older LGBT people	24 <sup>th</sup> September 2014	Public talk and performance piece	N/A	41	The Last Outing Research Project	N/A

Black History Month Launch Event	7 <sup>th</sup> October 2014	Music and spoken word performance	Black History Month 2014	54	BME Staff Network	N/A
Civil rights, women's rights, human rights: Remembering Rosa Parks	9 <sup>th</sup> October 2014	Panel Discussion	Black History Month 2014	79	American and Canadian Studies	N/A
Healthy U Stall	9 <sup>th</sup> October	Exhibition	Moving in Fair	NK	Health Promotion Worker	N/A
Read Hear	18 <sup>th</sup> October 2014	Music and spoken word performance	Black History Month 2014	70	BME Staff Network	Nottingham City Libraries
Young Soul Rebels Screening	21 <sup>st</sup> October 2014	Film Screening	Black History Month 2014	12	English	N/A
Slave Trade Legacies	31 <sup>st</sup> October 2014	Public talk	Black History Month 2014	18	Geography	N/A
Gen Silent Screening	4 <sup>th</sup> November 2014	Film Screening and Panel Discussion	N/A	34	The Last Outing Research Project	N/A
HealthyU week	17-21 <sup>st</sup> Nov 14 UP  24-28 <sup>th</sup> Nov (SB)	Exhibitions, events, activities sports classes	N/A	N/A	Health Promotion Worker, Sports Centre Team	Health Shop, Last Orders, Recovery, University HC
Young gay and bisexual men and the (im)possibility of effective school-based HIV education?	1 <sup>st</sup> December 2014	Public talk	World AIDs Day	11	LGBTQ Staff Network	N/A
HIV fast track sexual health screening for men who have sex with men	4 <sup>th</sup> Dec 14, 26 <sup>th</sup> Feb and 7 <sup>th</sup> May 15	Screening	N/A	N/A	Health Promotion Worker	Specialist sexual health screening services
Rainbow Laces/Diversity in Sport Launch	11 <sup>th</sup> Dec/14 <sup>th</sup> Dec 2014	Presentation	Diversity in Sport	N/A	Sport	Stonewall
Speed Networking	30 <sup>th</sup> January 2014	Networking	N/A	16	Women's Staff Network	N/A
LGBT Celebration	10 <sup>th</sup> February 2015	Stall fair and salsa class	LGBT History Month	N/A	Health Sciences, Life Sciences and Estates	N/A

Happy Together Screening	11 <sup>th</sup> February 2015	Film Screening	LGBT History Month	11	Cultures, Languages and Area Studies	N/A
Call Me Kuchu Screening and Talk	12 <sup>th</sup> February 2015	Film Screening and Public Talk	LGBT History Month	58	LGBTQ Staff Network	New Art Exchange
Stop erasing bisexuals	13 <sup>th</sup> February 2015	Panel Discussion	LGBT History Month	26	LGBTQ Staff Network	N/A
Bambi Screening	16 <sup>th</sup> February 2015	Film Screening and Public Talk	LGBT History Month	33	Department of History	Lakeside Arts
Weekend Screening	18 <sup>th</sup> February 2015	Film Screening	LGBT History Month	12	Cultures, Languages and Area Studies	N/A
Access to and participation in sport for the trans community	18 <sup>th</sup> February 2015	Panel Discussion	LGBT History Month/Dive rsity in Sport	N/A	Sport	N/A
University Mental Health Week	16 <sup>th</sup> -20 <sup>th</sup> Feb 15	Exhibits, exercise classes, talks	Student Mental health Day	N/A	Health Promotion Worker, Mental Health Advisory Team , Sports Centre Team, SU student minds and Nightline	Crocus café
Read Hear	21 <sup>st</sup> February 2015	Music and spoken word performance	LGBT History Month	53	LGBTQ Staff Network	Nottingham City Libraries
The Continuing need for lesbian and gay literature	24 <sup>th</sup> February 2015	Public talk	LGBT History Month	20	LGBTQ Staff Network	Nottingham County Libraries
The Enigma Problem	25 <sup>th</sup> February 2015	Public talk	LGBT History Month	76	School of Education and School of Computer Science	N/A
Is there such a thing as British Values – a religious perspective	3 <sup>rd</sup> March 15	Public talk	N/A	N/A	University Chaplaincy	Revd Canon Dr Nigel Rooms, Rabbi Henry Belovski, Sheikh

						Ibrahim Mogra
Women's Staff Network Conference	6 <sup>th</sup> March 2014	Conference	International Women's Day	59	Women's Staff Network	
Exam Stress Stall	12 <sup>th</sup> & 26 <sup>th</sup> May 15	Exhibit	N/A	N/A	Mental Health Promotion Worker, Mental Health Advisors, Nightline	N/A

## Employee Profile Data

### 1. Gender

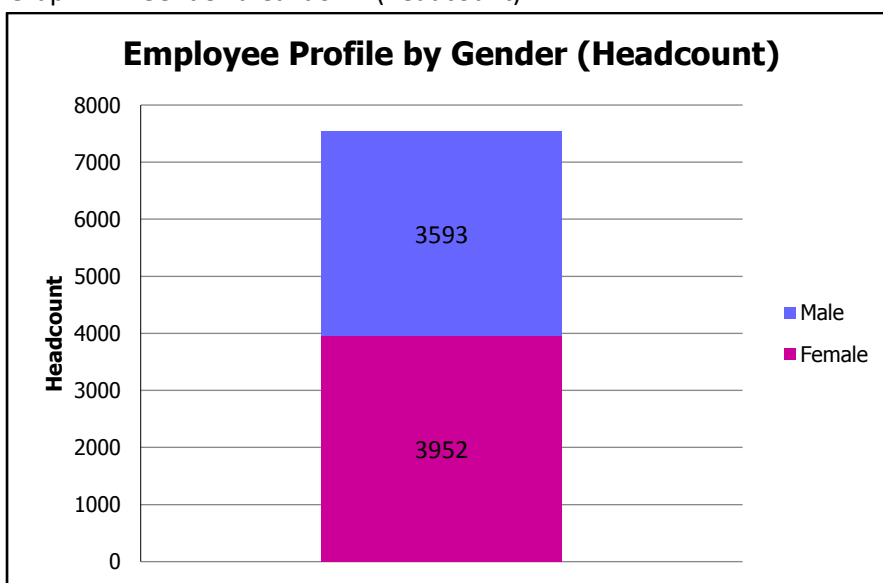
#### Gender – Headcount

The gender balance of the University is fairly even, with the University employing slightly more women (53%) than men (47%).

Table 1.1. Gender breakdown (headcount and percentage)

Gender	2015	
	Headcount	%
Female	3,952	53%
Male	3,593	47%
<b>Total</b>	<b>7,545</b>	<b>100%</b>

Graph 1.2. Gender breakdown (headcount)



#### Gender - By Level

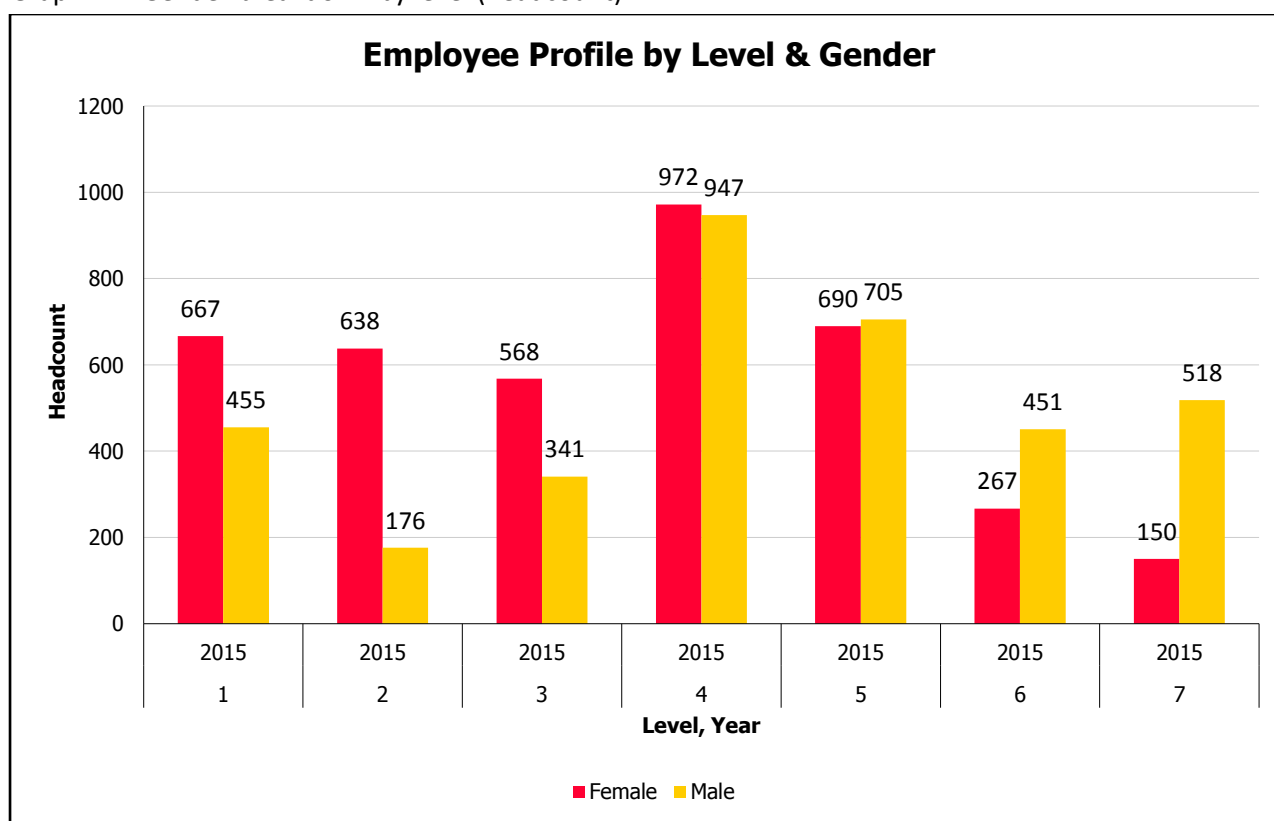
The gender profile by level within the organisation continues to show a decrease in the proportion of female employees as the level increases. The University Plan 2010-2015 sets a target of 33% of female staff in senior roles

(level 6 and 7) by 2014/2015. While this has been achieved at level 6 (37%) there is still work to be done regarding the number of women in level 7 posts (22%). There has been an increase of 1% this year, and our 'Athena SWAN' gender equality leads will be seeking to accelerate this pace of change through additional work in this area.

Table 1.3. Gender breakdown by level (headcount and percentage)

Level		Female		Male		Total
		Headcount	%	Headcount	%	
2015	1	667	59%	455	41%	<b>1,122</b>
	2	638	78%	176	22%	<b>814</b>
	3	568	62%	341	38%	<b>909</b>
	4	972	51%	947	49%	<b>1,919</b>
	5	690	49%	705	51%	<b>1,395</b>
	6	267	37%	451	63%	<b>718</b>
	7	150	22%	518	78%	<b>668</b>
	<b>Total</b>	<b>3,952</b>	<b>52%</b>	<b>3,593</b>	<b>48%</b>	<b>7,545</b>

Graph 1.4. Gender breakdown by level (headcount)



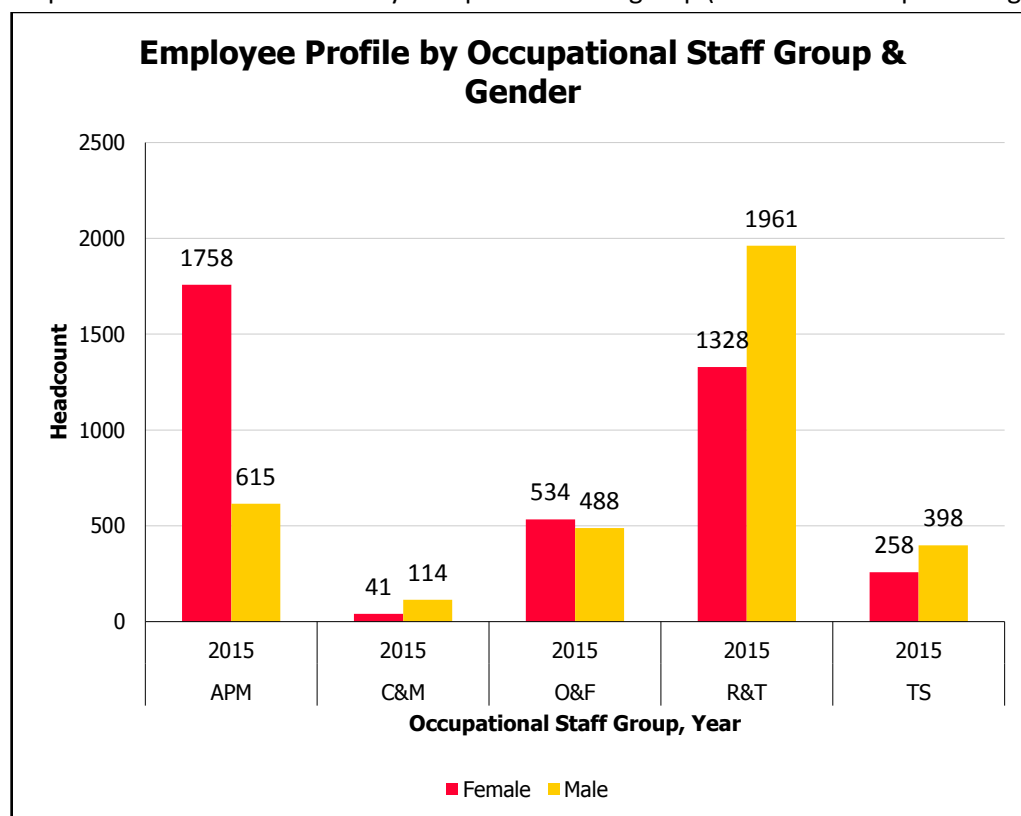
### Gender - By Occupational Staff Group

Whilst overall the University has a relatively even gender balance, there are signs of occupational segregation by gender with women representing three quarters (74%) of administrative, professional and managerial employees. Conversely, within the clinical and medical (74%), research and teaching (60%) and technical services (61%) occupational groups there is a much higher representative of male employees. A fairly equal gender split can be found in the operations and facilities staff group with 52% females and 48% males.

Table 1.5. Gender breakdown by occupational staff group (headcount and percentage)

Occupational Staff Group		Female		Male		Total
		Headcount	%	Headcount	%	
2015	APM	1,758	74%	615	26%	<b>2,373</b>
	C&M	41	26%	114	74%	<b>155</b>
	O&F	534	52%	488	48%	<b>1,022</b>
	R&T	1,328	40%	1,961	60%	<b>3,289</b>
	TS	258	39%	398	61%	<b>656</b>
	<b>Total</b>	<b>3,952</b>	<b>52%</b>	<b>3,593</b>	<b>48%</b>	<b>7,545</b>

Graph 1.6. Gender breakdown by occupational staff group (headcount and percentage)



## 2. Ethnicity

### Ethnicity – Headcount

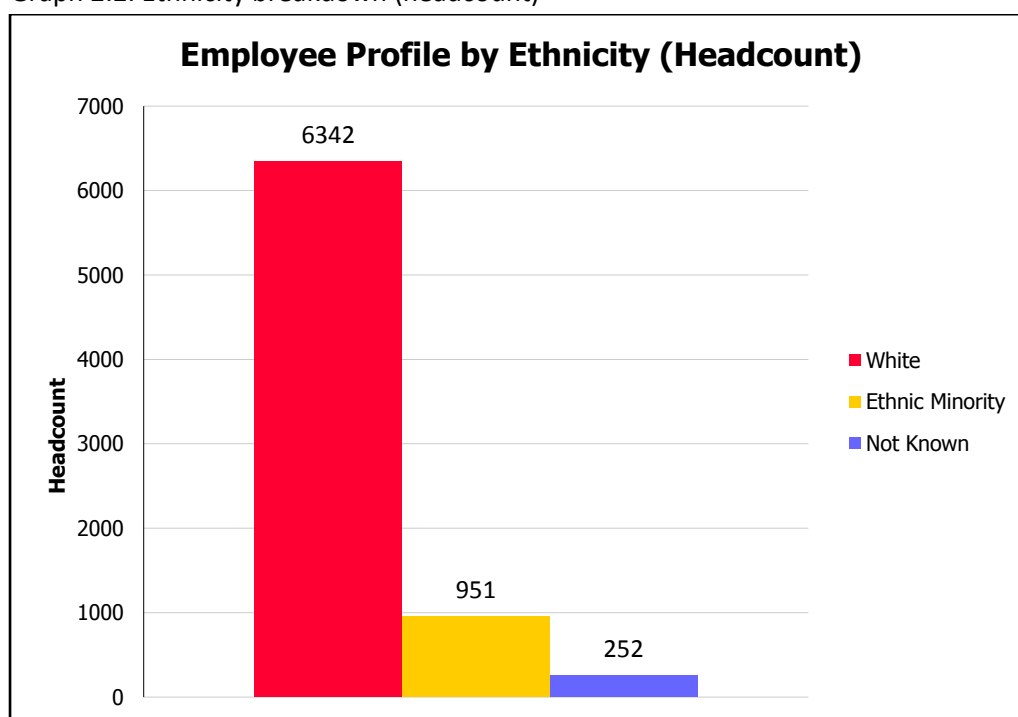
The University population is predominantly white (84%), whilst 13% is made up of staff from an ethnic minority. The ethnic profile of 3% of employees is left unknown.



Table 2.1. Ethnicity breakdown (headcount and percentage)

		2015	
		Headcount	%
White	White	6,342	84.1%
	<b>Total</b>	<b>6,342</b>	<b>84.1%</b>
Ethnic Minority	Asian / Asian British	317	4.2%
	Chinese / Chinese British	246	3.3%
	Black / Black British	196	2.6%
	Mixed	103	1.4%
	Other	89	1.2%
	<b>Total</b>	<b>951</b>	<b>12.6%</b>
Not Known	Not Known	252	3.3%
	<b>Total</b>	<b>252</b>	<b>3.3%</b>
<b>Total</b>		<b>7,545</b>	<b>100.%</b>

Graph 2.2. Ethnicity breakdown (headcount)

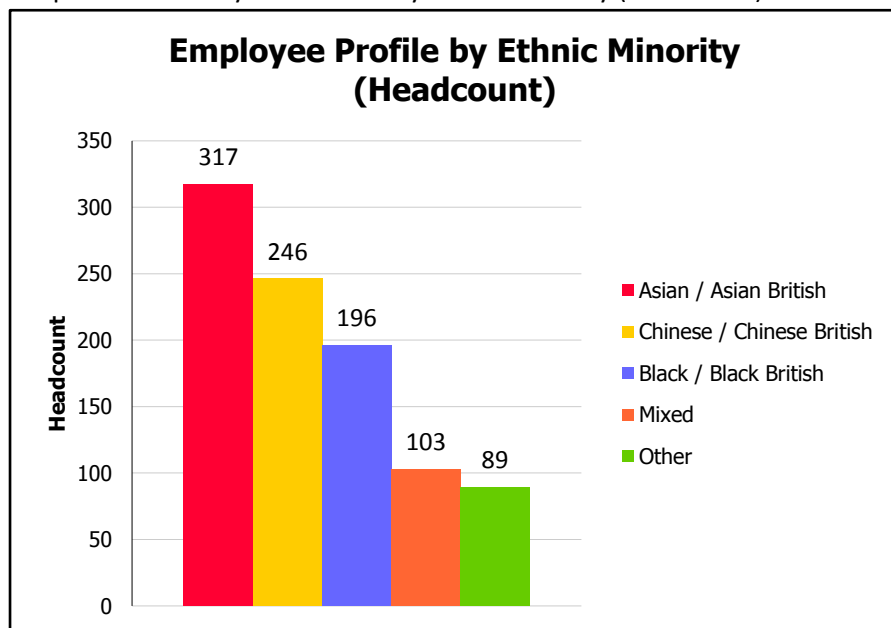


Within the BME group the University population has a higher representation of Asian/Asian British (33%) and Chinese/Chinese British (26%) employees than Black/Black British (21%) employees. This is likely to be due to the international presence of the University in the Eastern Asian region (China and Malaysia). There is a further 11% of the population who are ethnically 'mixed' and a further 9% who fall within the 'other' ethnic category.

Table 2.3. Ethnicity breakdown by ethnic minority (headcount and percentage)

	2015	
	Headcount	%
<b>Asian / Asian British</b>	317	33%
<b>Chinese / Chinese British</b>	246	26%
<b>Black / Black British</b>	196	21%
<b>Mixed</b>	103	11%
<b>Other</b>	89	9%
<b>Total</b>	<b>951</b>	<b>100%</b>

Graph 2.4. Ethnicity breakdown by ethnic minority (headcount)



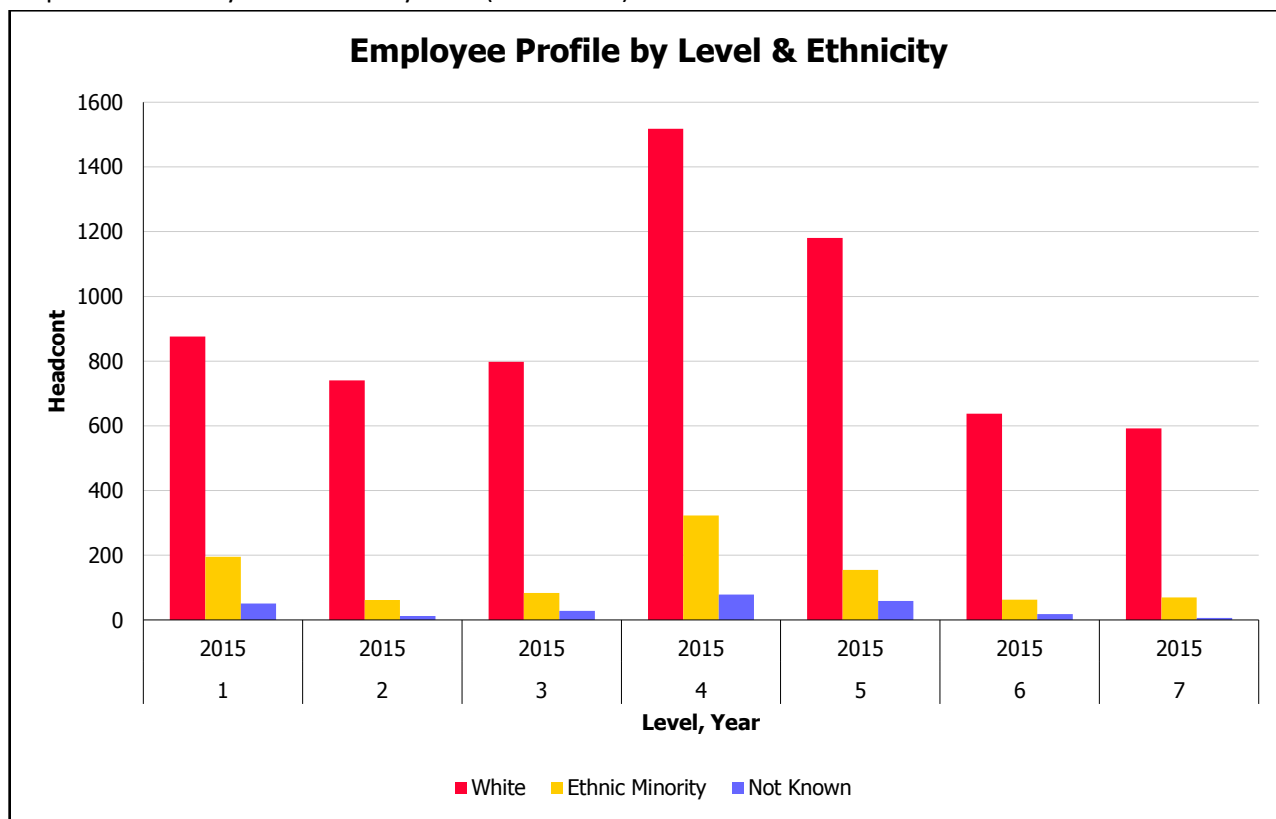
### Ethnicity - By level

Within the University population there is a higher representation of BME employees at level 1 (21%) and level 4 (34%). There is a notably lower representation of BME employees at levels 2, 6 and 7 (each 7%) and level 3 (9%). Level 5 sits in the middle with 16% BME employees.

Table 2.5. Ethnicity breakdown by level (headcount and percentage)

Ethnicity			1		2		3		4		5		6		7		Total
			Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	
2015	White	White	876	14%	740	12%	798	13%	1,518	24%	1,181	19%	637	10%	592	9%	6,342
		<b>Total</b>	<b>876</b>	<b>14%</b>	<b>740</b>	<b>12%</b>	<b>798</b>	<b>13%</b>	<b>1,518</b>	<b>24%</b>	<b>1,181</b>	<b>19%</b>	<b>637</b>	<b>10%</b>	<b>592</b>	<b>9%</b>	<b>6,342</b>
	Ethnic Minority	Asian / Asian British	37	12%	27	9%	38	12%	109	34%	57	18%	21	7%	28	9%	317
		Chinese / Chinese British	13	5%	3	1%	16	7%	118	48%	52	21%	22	9%	22	9%	246
		Black / Black British	111	57%	14	7%	12	6%	37	19%	13	7%	2	1%	7	4%	196
		Mixed	27	26%	11	11%	11	11%	23	22%	14	14%	12	12%	5	5%	103
		Other	7	8%	7	8%	6	7%	36	40%	19	21%	6	7%	8	9%	89
		<b>Total</b>	<b>195</b>	<b>21%</b>	<b>62</b>	<b>7%</b>	<b>83</b>	<b>9%</b>	<b>323</b>	<b>34%</b>	<b>155</b>	<b>16%</b>	<b>63</b>	<b>7%</b>	<b>70</b>	<b>7%</b>	<b>951</b>
	Not Known	Not Known	51	20%	12	5%	28	11%	78	31%	59	23%	18	7%	6	2%	252
		<b>Total</b>	<b>51</b>	<b>20%</b>	<b>12</b>	<b>5%</b>	<b>28</b>	<b>11%</b>	<b>78</b>	<b>31%</b>	<b>59</b>	<b>23%</b>	<b>18</b>	<b>7%</b>	<b>6</b>	<b>2%</b>	<b>252</b>
	<b>Total</b>		<b>1,122</b>	<b>15%</b>	<b>814</b>	<b>11%</b>	<b>909</b>	<b>12%</b>	<b>1,919</b>	<b>25%</b>	<b>1,395</b>	<b>18%</b>	<b>718</b>	<b>10%</b>	<b>668</b>	<b>9%</b>	<b>7,545</b>

Graph 2.6. Ethnicity breakdown by level (headcount)

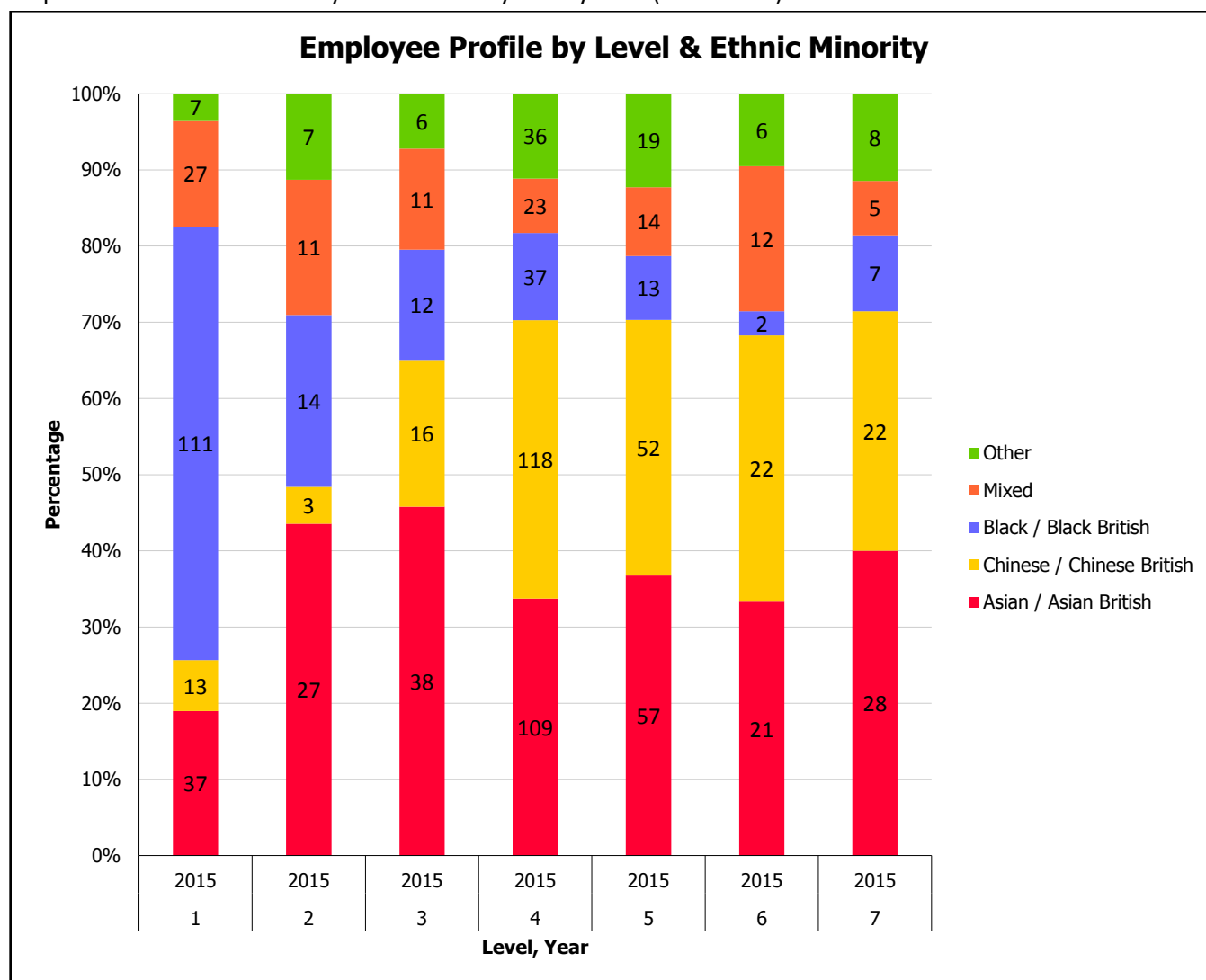


Asian/Asian British and Chinese/Chinese British employees are spread fairly equally across the levels with a smaller representation at the lower levels (particularly so for Chinese/Chinese British employees). There is a disproportionately high representation of staff who identify as Black/Black British in our level 1 staff BME group (57%).

Table 2.7. Ethnic breakdown by ethnic minority and by level (headcount and percentage)

	Ethnic Minority	1		2		3		4		5		6		7		Head count	%
		Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%		
2015	Asian / Asian British	37	19%	27	44%	38	46%	109	34%	57	37%	21	33%	28	40%	317	33%
1	Chinese / Chinese British	13	7%	3	5%	16	19%	118	37%	52	34%	22	35%	22	31%	246	26%
5	Black / Black British	111	57%	14	23%	12	14%	37	11%	13	8%	2	3%	7	10%	196	21%
	Mixed	27	14%	11	18%	11	13%	23	7%	14	9%	12	19%	5	7%	103	11%
	Other	7	4%	7	11%	6	7%	36	11%	19	12%	6	10%	8	11%	89	9%
	<b>Total</b>	<b>195</b>	<b>100%</b>	<b>62</b>	<b>100%</b>	<b>83</b>	<b>100%</b>	<b>323</b>	<b>100%</b>	<b>155</b>	<b>100%</b>	<b>63</b>	<b>100%</b>	<b>70</b>	<b>100%</b>	<b>951</b>	<b>100%</b>

Graph 2.8 Ethnic breakdown by ethnic minority and by level (headcount)



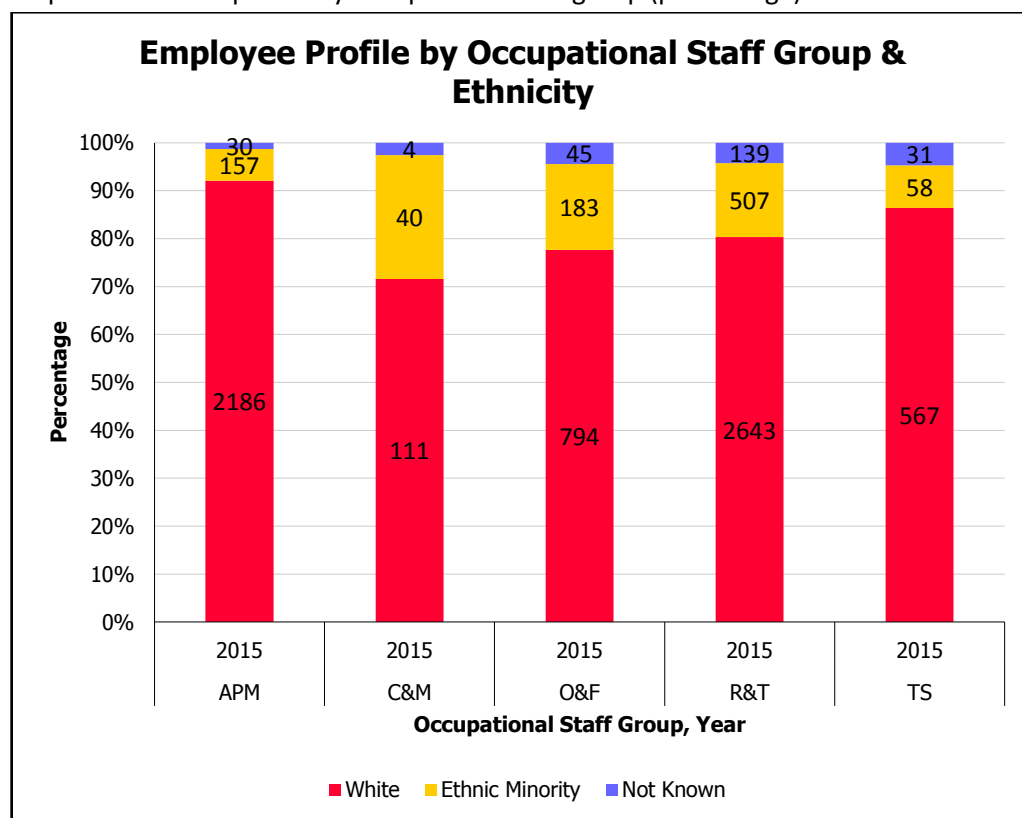
### Ethnicity - By Occupational Staff Group

Within the University population there is a high proportion of BME staff in the clinical and medical (26%) occupational staff group. There is broadly similar representation of BME staff across the operations and facilities (18%) and research and teaching (15%) occupational groups. Where there is proportionately lower numbers of BME staff is within the technical services (9%) and administrative, professional and managerial (7%) occupational staff groups.

Table 2.9. Ethnic profile by occupational staff group (headcount and percentage)

Year and Ethnicity			APM		C&M		O&F		R&T		TS		Head count	%
			Head count	%	Head count	%	Head count	%	Head count	%	Head count	%		
2015	White	White	2,186	92.1	111	71.6	794	77.7	2,643	80.4	567	86.4	6,342	84.1
		<b>Total</b>	<b>2,186</b>	<b>92.1</b>	<b>111</b>	<b>71.6</b>	<b>794</b>	<b>77.7</b>	<b>2,643</b>	<b>80.4</b>	<b>567</b>	<b>86.4</b>	<b>6,342</b>	<b>84.1</b>
	Ethnic Minority	Asian / Asian British	78	3.3	25	16.1	29	2.8	154	4.7	29	4.4	317	4.2
		Chinese / Chinese British	26	1.1	2	1.3	10	1.0	198	6.0	10	1.5	246	3.3
		Black / Black British	21	0.9	3	1.9	114	11.2	49	1.5	6	0.9	196	2.6
		Mixed	24	1.0	3	1.9	21	2.1	46	1.4	8	1.2	103	1.4
		Other	8	0.3	7	4.5	9	0.9	60	1.8	5	0.8	89	1.2
		<b>Total</b>	<b>157</b>	<b>6.6</b>	<b>40</b>	<b>25.8</b>	<b>183</b>	<b>17.9</b>	<b>507</b>	<b>15.4</b>	<b>58</b>	<b>8.8</b>	<b>951</b>	<b>12.6</b>
	Not Known	Not Known	30	1.3	4	2.6	45	4.4	139	4.2	31	4.7	252	3.3
		<b>Total</b>	<b>30</b>	<b>1.3</b>	<b>4</b>	<b>2.6</b>	<b>45</b>	<b>4.4</b>	<b>139</b>	<b>4.2</b>	<b>31</b>	<b>4.7</b>	<b>252</b>	<b>3.3</b>
	<b>Total</b>		<b>2,373</b>	<b>100</b>	<b>155</b>	<b>100</b>	<b>1,022</b>	<b>100</b>	<b>3,289</b>	<b>100</b>	<b>656</b>	<b>100</b>	<b>7,545</b>	<b>100</b>

Graph 2.10. Ethnic profile by occupational staff group (percentage)

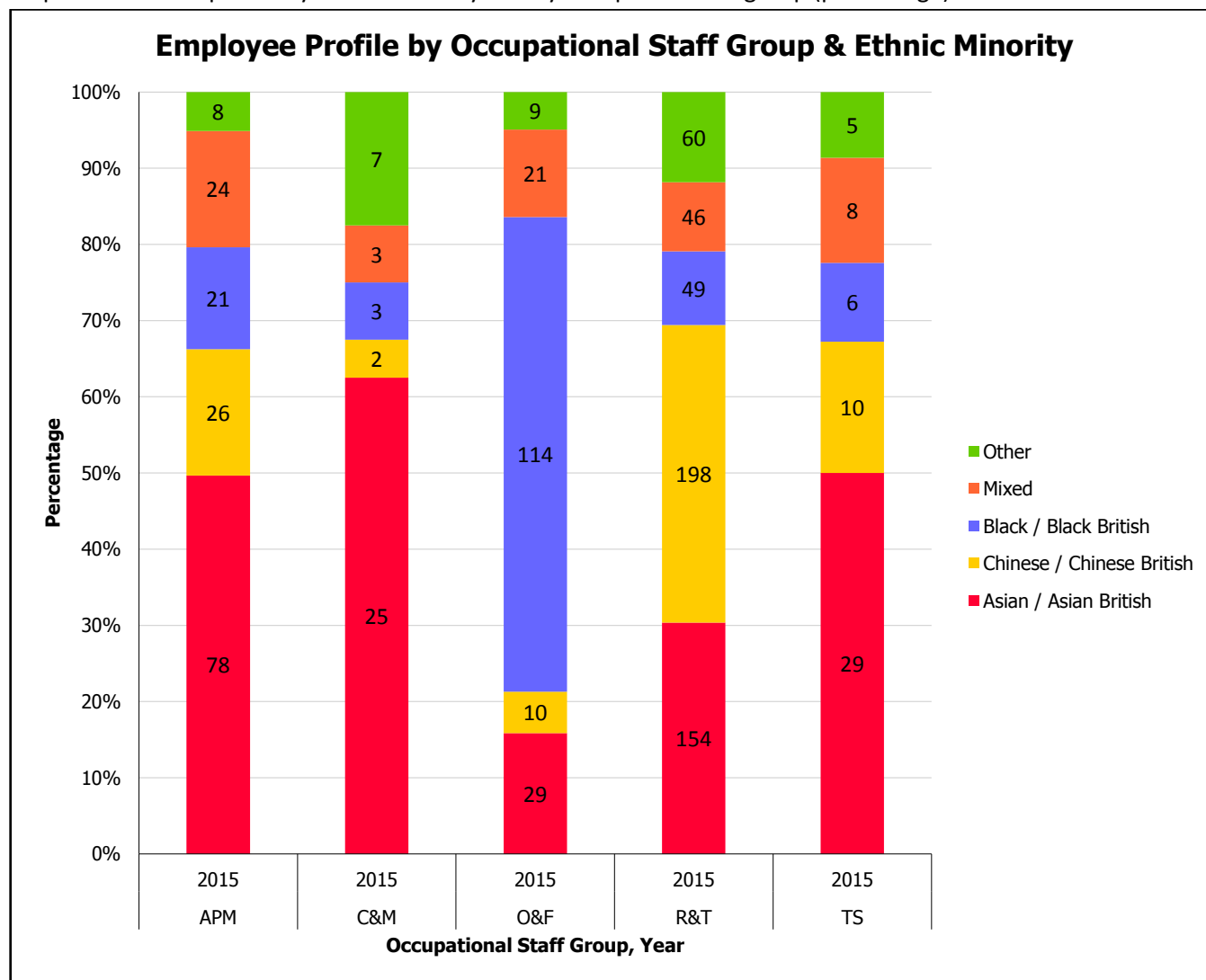


There is a higher proportion of Asian/Asian British employees in comparison to other ethnic minority groups in the clinical and medical (63%), administrative, professional and managerial (50%), and technical services (50%) occupational staff groups. There is also a high percentage of Asian/Asian British employees within the research & teaching (30%) staff group (as a proportion of the BME population in that job family), with an even higher percentage of Chinese/Chinese British employees (39%). Black/Black British employees are disproportionately represented within the operations and facilities (62%) occupational staff group.

Table 2.11. Ethnic profile by ethnic minority and occupational staff group

Year and Ethnicity		APM		C&M		O&F		R&T		TS		Head count	%
		Head count	%	Head count	%	Head count	%	Head count	%	Head count	%		
2015	Asian / Asian British	78	50%	25	63%	29	16%	154	30%	29	50%	317	33%
	Chinese / Chinese British	26	17%	2	5%	10	5%	198	39%	10	17%	246	26%
	Black / Black British	21	13%	3	8%	114	62%	49	10%	6	10%	196	21%
	Mixed	24	15%	3	8%	21	11%	46	9%	8	14%	103	11%
	Other	8	5%	7	18%	9	5%	60	12%	5	9%	89	9%
	<b>Total</b>	<b>157</b>	<b>100%</b>	<b>40</b>	<b>100%</b>	<b>183</b>	<b>100%</b>	<b>507</b>	<b>100%</b>	<b>58</b>	<b>100%</b>	<b>951</b>	<b>100%</b>

Graph 2.12. Ethnic profile by ethnic minority and by occupation staff group (percentage)



### 3. Disability

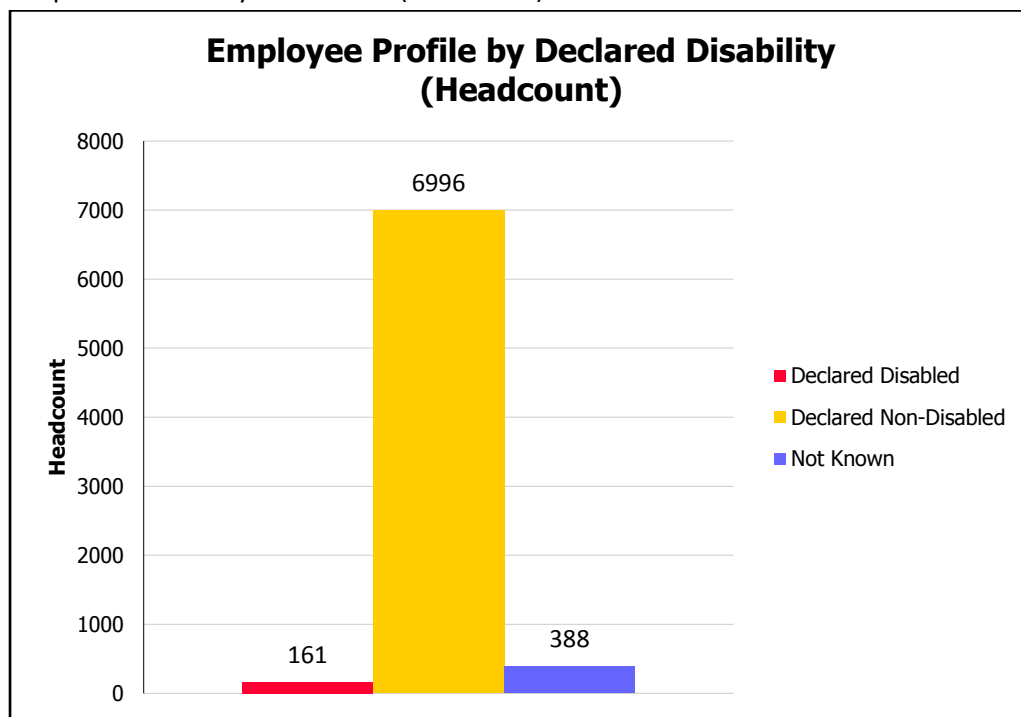
#### Disability - Headcount

Within the University population 2.1% of employees have declared a disability. This is lower than the 4% target set within the 2010-2015 University Plan. Focus is needed to increase this percentage as well as to lower the number of employees whose disabilities are unknown (5%).

Table 3.1. Disability breakdown (headcount)

	2015	
	Headcount	%
<b>Declared Disabled</b>	161	2.1
<b>Declared Non-Disabled</b>	6,996	92.7
<b>Not Known</b>	388	5.1
<b>Total</b>	<b>7,545</b>	<b>100.</b>

Graph 3.2. Disability breakdown (headcount)



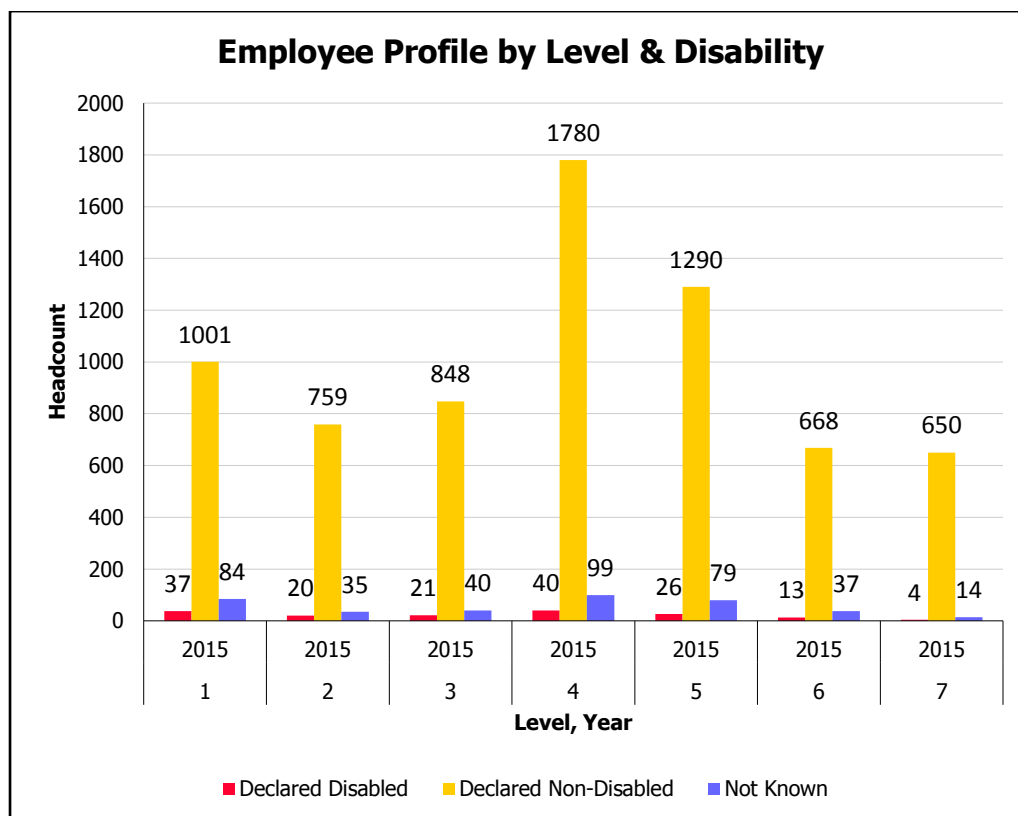
### Disability - By Level

There is a disproportionately high percentage of disabled staff at level 1 (3.3%) and a disproportionately low percentage of disabled staff at level 7 (0.6%) when compared to the 2.1% overall representation. It is observable that broadly speaking as the level increases, the proportion of disabled staff decreases.

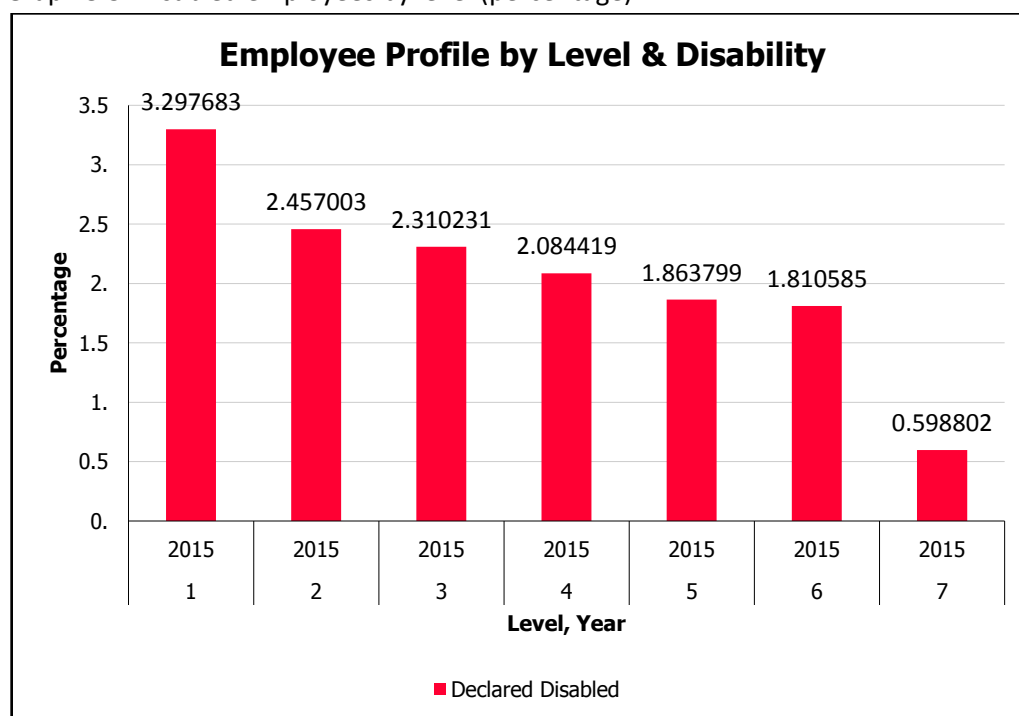
Table 3.3. Disability breakdown by level (headcount and percentage)

Level		Declared Disabled		Declared Non-Disabled		Not Known		Total
		No.	%	No.	%	No.	%	
2015	1	37	3.3%	1,001	89.2%	84	7.5%	1,122
	2	20	2.5%	759	93.2%	35	4.3%	814
	3	21	2.3%	848	93.3%	40	4.4%	909
	4	40	2.1%	1,780	92.8%	99	5.2%	1,919
	5	26	1.9%	1,290	92.5%	79	5.7%	1,395
	6	13	1.8%	668	93.0%	37	5.2%	718
	7	4	0.6%	650	97.3%	14	2.1%	668
	<b>Total</b>	<b>161</b>	<b>2.1%</b>	<b>6,996</b>	<b>92.7%</b>	<b>388</b>	<b>5.1%</b>	<b>7,545</b>

Graph 3.4. Disability breakdown by level (headcount)



Graph 3.5. Disabled employees by level (percentage)



### Disability - By Occupational Staff Group

The largest proportion of staff with a declared disability occurs in the administrative, professional and managerial (2.9%), operations and facilities (2.6%) and technical services (2.4%) occupational staff groups. Within the research and teaching occupational staff group 1.5% of employees have declared a disability. There are no employees who have declared a disability within the clinical and medical occupational staff group.

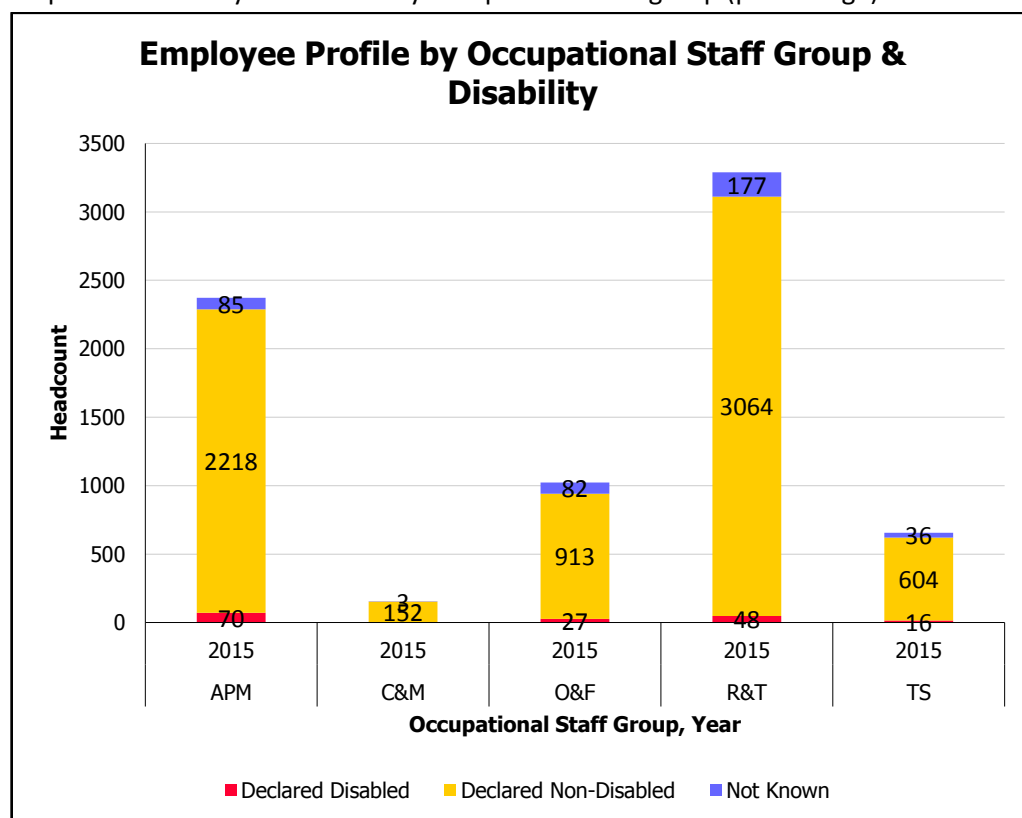


The operations and facilities occupational staff group has the highest percentages of staff whose disabilities are unknown (8% and 7.1% respectively).

Table 3.6. Disability breakdown by occupational staff group (headcount and percentage)

Occupational Staff Group		Declared Disabled		Declared Non-Disabled		Not Known		Total
		No.	%	No.	%	No.	%	
2015	APM	70	2.9%	2,218	93.5%	85	3.6%	2,373
	C&M			152	98.1%	3	1.9%	155
	O&F	27	2.6%	913	89.3%	82	8.0%	1,022
	R&T	48	1.5%	3,064	93.2%	177	5.4%	3,289
	TS	16	2.4%	604	92.1%	36	5.5%	656
	<b>Total</b>	<b>161</b>	<b>2.2%</b>	<b>6,996</b>	<b>92.7%</b>	<b>388</b>	<b>5.1%</b>	<b>7,545</b>

Graph 3.7. Disability breakdown by occupational staff group (percentage)



## 4. Age

### Age – Headcount

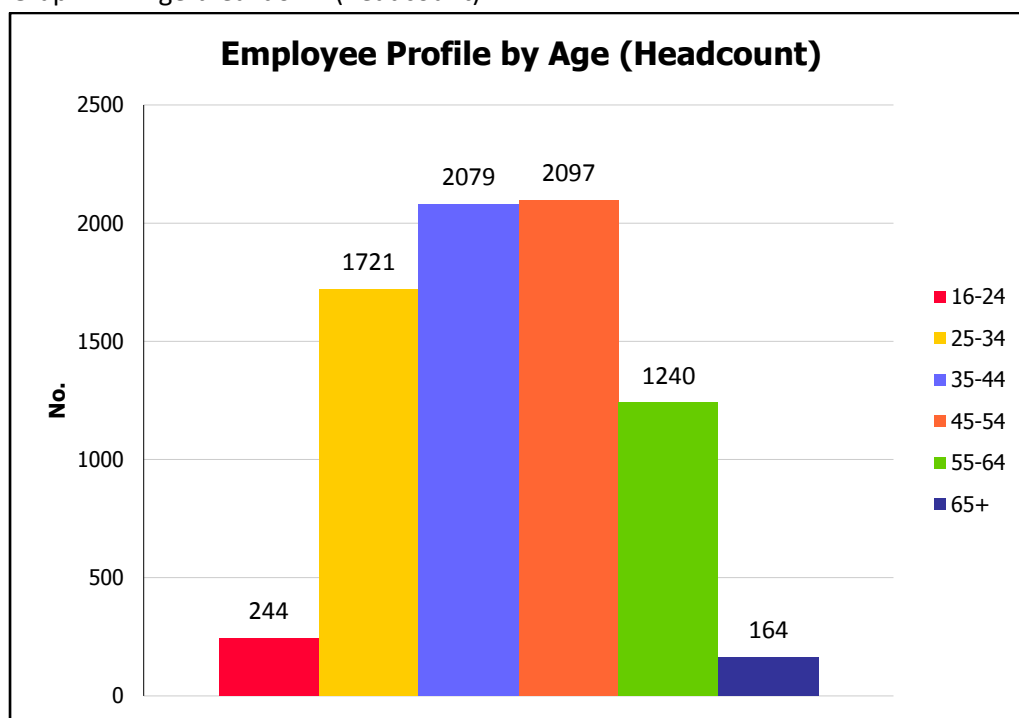
The age profile at the University is broadly similar across the middle age ranges with staff in the lowest (16-24) and highest (65+) age brackets comparatively underrepresented. However this is likely to be representative of the patterns that we would expect to see to reflect the HE sector.

Table 4.1. Age breakdown (headcount)

	2015	
	Headcount	%
<b>16-24</b>	244	3
<b>25-34</b>	1,721	23
<b>35-44</b>	2,079	28
<b>45-54</b>	2,097	28
<b>55-64</b>	1,240	16
<b>65+</b>	164	2

<b>Total</b>	<b>7,545</b>	<b>100</b>
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Graph 4.2. Age breakdown (headcount)



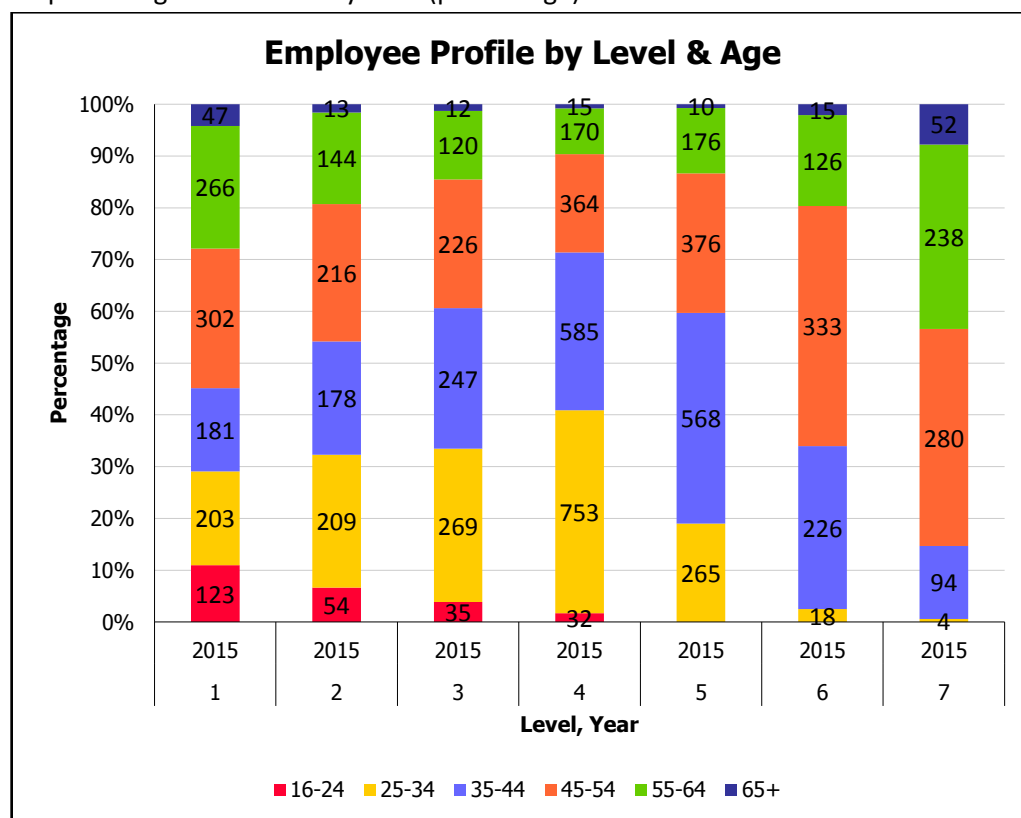
### Age - By level

Broadly speaking, within the more senior roles there is a greater number of staff within the higher age groups which is potentially representative of the additional experience required for more senior roles at levels 5 and above. Between levels 1 and 4 the distribution of age is more representative of the staff population as a whole.

Table 4.3. Age breakdown by level (headcount and percentage)

Level			16-24	25-34	35-44	45-54	55-64	65+	Total
2015	1	Headcount	123	203	181	302	266	47	1,122
		%	11	18	16	27	24	4	100
	2	Headcount	54	209	178	216	144	13	814
		%	7	26	22	27	18	2	100
	3	Headcount	35	269	247	226	120	12	909
		%	4	30	27	25	13	1	100
	4	Headcount	32	753	585	364	170	15	1,919
		%	2	39	30	19	9	1	100
	5	Headcount		265	568	376	176	10	1,395
		%		19	41	27	13	1	100
	6	Headcount		18	226	333	126	15	718
		%		3	31	46	18	2	100
	7	Headcount		4	94	280	238	52	668
		%		1	14	42	36	8	100
Headcount			244	1,721	2,079	2,097	1,240	164	7,545
%			3	23	28	28	16	2	17

Graph 4.4. Age breakdown by level (percentage) and headcount



### Age - By Occupational Staff Group

The proportion of different age groups is broadly consistent across the occupational staff group and is representative of the of the staff population as a whole.

Table 4.5. Age breakdown by occupational staff group (headcount and percentage)

Occupational Staff Group		16-24		25-34		35-44		45-54		55-64		65+		Head count	%
		Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%		
2015	TS	48	20%	114	7%	183	9%	163	8%	132	11%	16	10%	656	9%
	APM	76	31%	528	31%	669	32%	733	35%	344	28%	23	14%	2,373	31%
	O&F	65	27%	176	10%	184	9%	295	14%	260	21%	42	26%	1,022	14%
	R&T	29	12%	879	51%	994	48%	848	40%	461	37%	78	48%	3,289	44%
	C&M			10	1%	43	2%	55	3%	42	3%	5	3%	155	2%
	<b>Total</b>	<b>244</b>	<b>100 %</b>	<b>1,721</b>	<b>100 %</b>	<b>2,079</b>	<b>100 %</b>	<b>2,097</b>	<b>100 %</b>	<b>1,240</b>	<b>100 %</b>	<b>164</b>	<b>100 %</b>	<b>7,545</b>	<b>100 %</b>

Table 4.6. Age breakdown by occupational staff group (percentage)

