

Staff Annual Diversity Report 2011

(incorporating Equality Information for publication under the Equality Act 2010)

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Staff Annual Diversity Report 2011

The University of Nottingham's Commitment to Diversity

The University's aim is to attract, retain and motivate high quality individuals and to provide equality of opportunity in order to maximise the benefit to the University from the diversity of its workforce and student population. Diversity expresses itself in many ways - by age, gender, race, culture, physical and mental ability, religion - and these differences are celebrated. We aim to maximise everyone's potential by harnessing these differences and creating a productive environment in which all are valued; where our talents are fully utilised and organisational goals are achieved.

The University's senior management team is committed to the diversity agenda. Head of Schools and Departments have been working with Human Resources Advisers on the delivery of a number of diversity targets.

Purpose

In support of this commitment this report documents and summaries key trends in relation to the University's performance in the areas of equality and diversity, with an aim of highlighting successes and informing the planning process to target areas where improvements should be made. The report focuses on performance trends in 4 main areas:

- University Staff Profile
- Recruitment and Selection
- Staff recognition and reward
- Staff promotion and regrading

In addition to the trend data described above, this report also presents an opportunity to summarise the main activities over the previous year and set out broad areas of activity planned for the coming year (with detailed commitments and targets contained in the various action plans associated with the equality schemes).

Summary of monitoring – key trends and issues

The detailed data can be found from page 4, but the key findings are:

Profile: there has been a slight increase in the overall number of people employed at the University, but no major changes in the organisational profile. In terms of gender and race the University is in line with national populations and the issues remain ones of uneven grade distribution and occupational segregation along traditional lines. Whilst slow, however, progress has been made on these fronts.

The numbers of disabled staff remains very low in all areas and at all levels. This is believed to reflect two factors; low numbers of disabled people employed at the University and a failure to declare disability by staff.

Recruitment: within recruitment both minority ethnic and disabled interviewees continue to be slightly less successful than their white and non-disabled counterparts. Men are also applying in fewer numbers than women and are also less likely to be appointed than women.

Recognition and reward: the clearest patterns within the assessment of performance and the distribution of additional performance related pay is to where individuals are within the scale at the point of assessment and the distribution of outcomes by all other factors would appear to be most greatly influenced by this.

Promotion and Regrading: there do not appear to be any concerning patterns within the promotions outcomes, other than to note the very small numbers of applications from part time staff. There is a clear link between age and level at the University which is not unusual in a knowledge based organisation. Equally the regrading process does not show any areas of concern, although there does appear to be a .

Summary of Main Activity in 2010 -2011

The review of the Dignity Policy which was undertaken during 2010/11 has been a major piece of work which crosses staff and student policy and operational boundaries. A series of focus groups with key stakeholders, feedback from the work and wellbeing survey conducted in 2009 and a desire to improve the speed and responsiveness of the process led to a wholesale review of the policy. As a result the guidance has been greatly expanded and improved and the Dignity at the University Network of advisers expanded significantly. Professional Development will take over responsibility for managing the network.

The provision for adoption leave was also reviewed and enhanced so that staff taking adoption leave received the same level of pay as those on maternity leave.

As a result of implementing a suitable action plan, the University achieved the Excellence in HR award. This is a UK-wide process, incorporating the *QAA Code of Practice for Research Degree Programmes* and the *Concordat to Support the Career Development of Researchers*, and enables institutions to gain the European Commission's 'HR excellence in research' badge, acknowledging alignment with the principles of the European Charter for Researchers and Code of Conduct for their Recruitment' Further information and the action plan is available at: <http://www.nottingham.ac.uk/researchstaff/documents/concordatactionplan.pdf> and <http://www.nottingham.ac.uk/news/pressreleases/2011/september/eucommissionresearchdevelopment.aspx>

The University also continued with its successful programme of applications for Athena Swan departmental awards. The Schools of Mathematics and Community Health Sciences successfully each gained a Bronze award for the first time and we are awaiting the outcome of the Faculty of Engineering's application for silver. Further information about this group's activities can be found at: <http://www.nottingham.ac.uk/winset/news.htm> The University will also host the award ceremony at its Jubilee Campus, the first time this event has been held outside London.

A review of the Committees of Council decided that the Equality and Diversity Committee was not the most effective way of managing the oversight and strategic direction of equality issues and it was disbanded. Issues are now reported through the relevant functional committees including Management Board which will help to improve embedding of equality considerations into the appropriate function. The two Equality and Diversity Advisory Groups (staff and student) continue to meet at least once a term.

The University completed the Stonewall Workplace Equality Index for the first time and will be building on the results going forward, we have also just completed the Index for a second time and hope to see significant improvement in the University's standing in 2012. The Justin event ran for the second time during the summer vacation, attracting over 30 teams and was an overwhelming success.

Finally the HR department undertook a major project to redevelop its website, including the Equality and Diversity site. This means that relevant information for staff on Equality and Diversity issues is held more concisely, logically and accessibly.

All the staff networks continued to meet regularly and make contributions to consultation on staff policy.

Looking forward to 2011 - 2012

The highest profile activity to take place at the University in relation to Equality and Diversity will be the first Diversity Week for Staff during November 2011, although much of the work and planning for the event has taken place during 2010/11.

Preparing for the implementation of the specific duties under the Equality Act 2010 is likely to be the first organisational task of this academic year, following the expected publication of guidance from the Equality and Human Rights Commission. The Equality Act implementation Steering group will be reconvened to address the publication and objective setting requirements.

The Human Resources Department will train up 12 staff within HR and Professional Development as accredited Mediators to support the increased use of mediation as the most effective method to resolve workplace disputes and reduce the number of cases which progress to formal grievances and harassment cases. This is in part a response to the feedback gained during the consultation on the Dignity Policy, but also from observations from within the HR function.

As part of one of its fundamental strategies for gender equality, the University will need to apply to renew its institutional bronze Athena Swan award during 2012, so a self assessment working group has been formed to take that work forward and consider whether the University feels it is ready to apply for a silver award.

The Research Excellence Framework assessment process will start in earnest during 2011/12. A key part of the requirements under HEFCE will be the production and impact assessment of the University's Code of Practice, which must be provided to HEFCE by the end of July 2012. The Code will make explicit the University's strategy and approach to the selection of staff for submission to REF2014. Part of the Code will be a comprehensive training programme for those involved in the selection of staff. An optimum outcome of the assessment process is of high strategic importance for the University.

The University of Nottingham Diversity Data and Trends

1 Employee Profile date and trends

Employee profile figures are based on a 1st June census date. This is the latest point in the academic year when sessional staff remain in post. Figures are given by headcount, unless otherwise stated. Trends in the employee profile are considered over the last three years.

1.1 Gender

The graph below (Figure 1.1.1 Gender Profile (Headcount)) shows that the gender balance of the University is fairly even with the University employing slightly more women than men. Over the last 3 years the University staff numbers have continued to grow steadily whilst maintaining its equally balanced gender distribution.

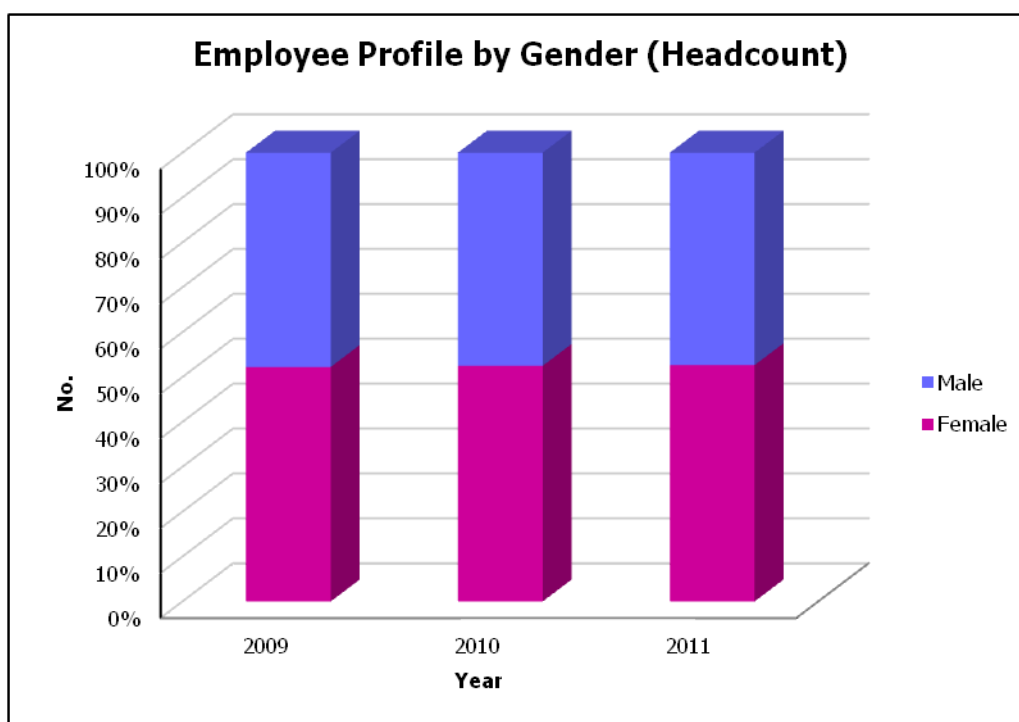


Figure 1.1.1 Gender Profile

Gender	2009		2010		2011	
	No.	%	No.	%	No.	%
Female	3,650	52%	3,695	52%	3,768	53%
Male	3,335	48%	3,344	48%	3,388	47%
Total	6,985	100%	7,039	100%	7,156	100%

Table 1.1.1 Gender Profile

1.2 Ethnicity

The ethnicity profile of the University continues to be representative of the Nottingham East Midlands Area (Comparable data taken from the 2001 Census).

The University population is largely white (84%) compared with (81%) for the wider Nottingham area. However 3.7% of the university population has an unknown ethnicity.

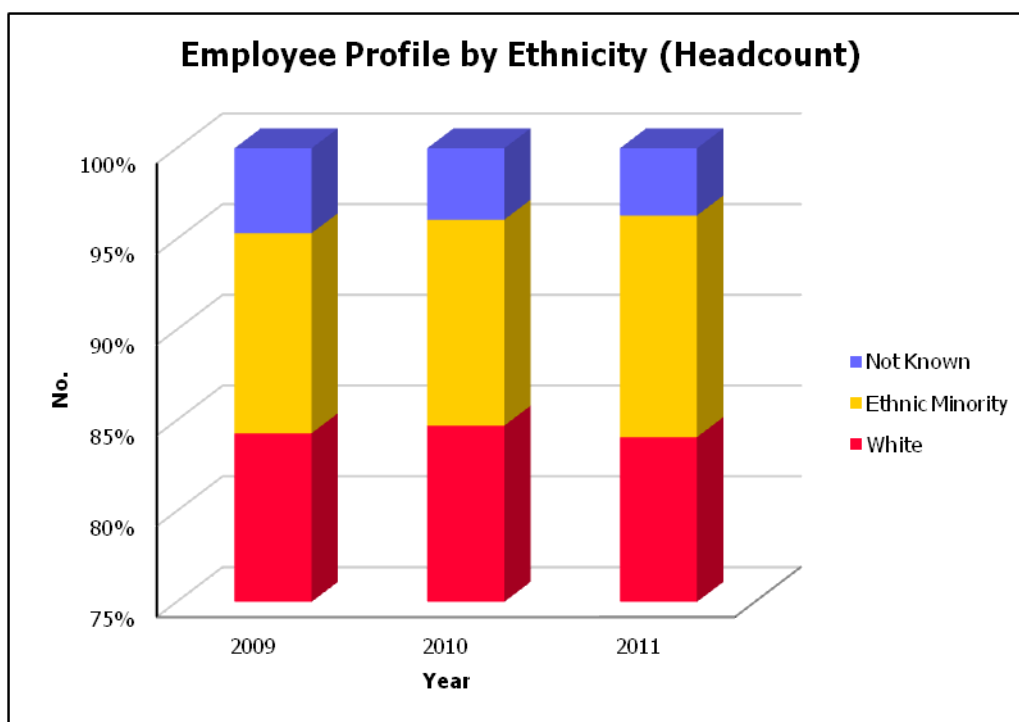


Figure 1.2.1 Ethnicity Profile

		2009		2010		2011	
		No.	%	No.	%	No.	%
White	White	5,888	84.3%	5,963	84.7%	6,017	84.1%
	Total	5,888	84.3%	5,963	84.7%	6,017	84.1%
Ethnic Minority	Asian / Asian British	268	3.8%	261	3.7%	293	4.1%
	Chinese / Chinese British	228	3.3%	237	3.4%	247	3.5%
	Black / Black British	123	1.8%	144	2.0%	158	2.2%
	Mixed	80	1.1%	79	1.1%	80	1.1%
	Other	71	1.0%	78	1.1%	96	1.3%
	Total	770	11.1%	799	11.4%	874	12.2%
Not Known	Not Known	327	4.7%	277	3.9%	265	3.7%
	Total	327	4.7%	277	3.9%	265	3.7%
Total		6,985	100.0%	7,039	100.0%	7,156	100.0%

Table 1.2.1 Ethnicity Profile

Within the ethnic minority group the university population does have a significantly higher representation of Chinese, Chinese British (28%) compared with a local comparative population of (6%) This could be due to the international presence of the University in the Chinese Asia region. All other Ethnic groups remain comparable with the local area however Other and Mixed are slightly lower than their local comparator.

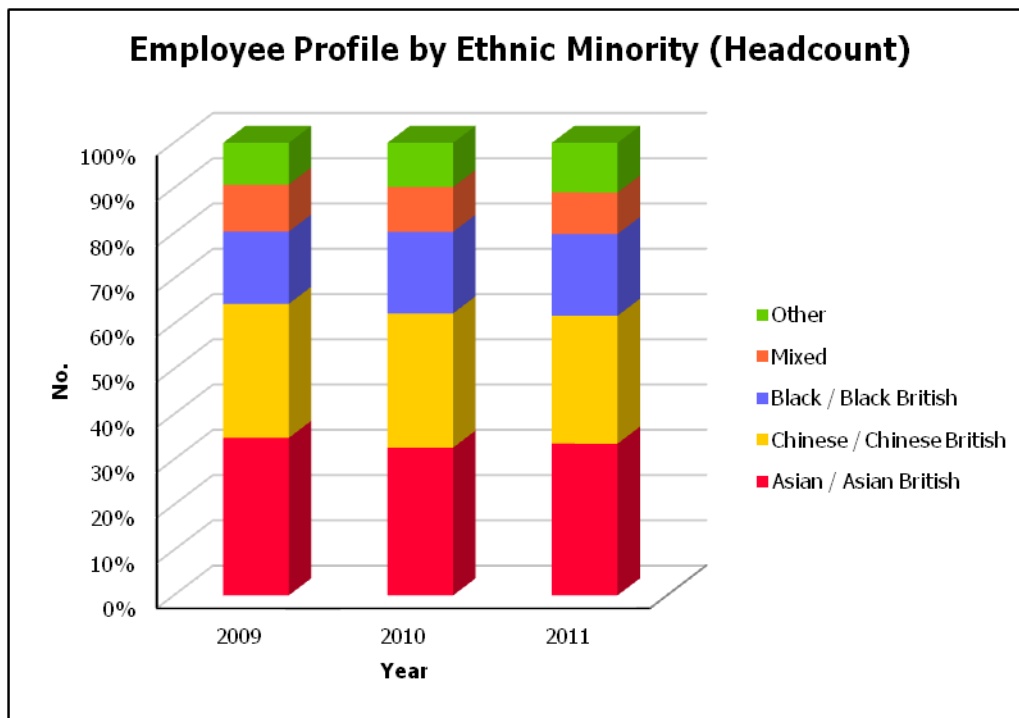


Figure 1.2.2 Ethnicity Profile proportional distribution

	2009		2010		2011	
	No.	%	No.	%	No.	%
Asian / Asian British	268	35%	261	33%	293	34%
Chinese / Chinese British	228	30%	237	30%	247	28%
Black / Black British	123	16%	144	18%	158	18%
Mixed	80	10%	79	10%	80	9%
Other	71	9%	78	10%	96	11%
Total	770	100%	799	100%	874	100%

Table 1.2.2 Ethnicity Profile

1.3 Disability

Just under 2% of University employees have declared a disability, showing a minor increase from 2009 but the 1.7% remains the same as 2010. This is still some way short of the 2014/2015 target of 4% referenced in the 2010-2015 University plan and therefore will require some focus over the coming years.

The University has show a slight improvement from 2009 in reducing the Unknown category from 4.8% to 3.7%.

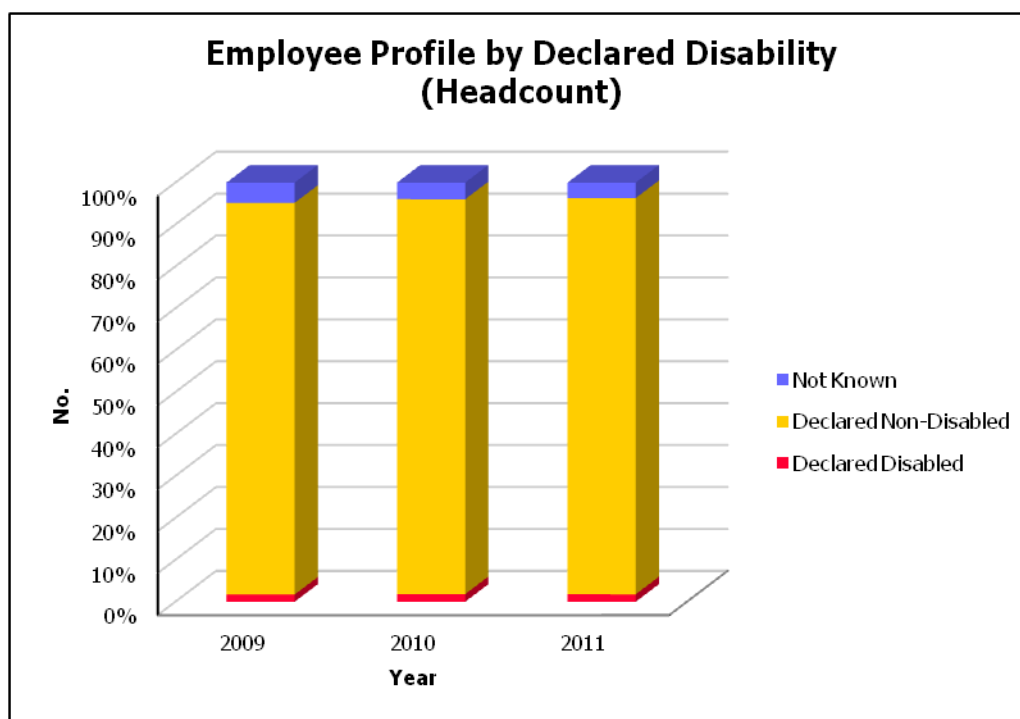


Figure 1.3.1 Disability Profile

	2009		2010		2011	
	No.	%	No.	%	No.	%
Declared Disabled	120	1.7%	128	1.8%	127	1.8%
Declared Non-Disabled	6,528	93.5%	6,632	94.2%	6,765	94.5%
Not Known	337	4.8%	279	4.0%	264	3.7%
Total	6,985	100.0%	7,039	100.0%	7,156	100.0%

Table 1.3.1 Disability Profile

1.4 Age

The age profile of University employees continues to show a good balanced distribution compared to the working population of the local area, As you would expect in an academic environment 16-24 are underrepresented due to the complexity of the work performed by the institution. However this proportion of under representation in one area is equally distributed throughout the other age groups. Future changes in the retirement age legislation may see an impact in the +65 category compared to previous years.

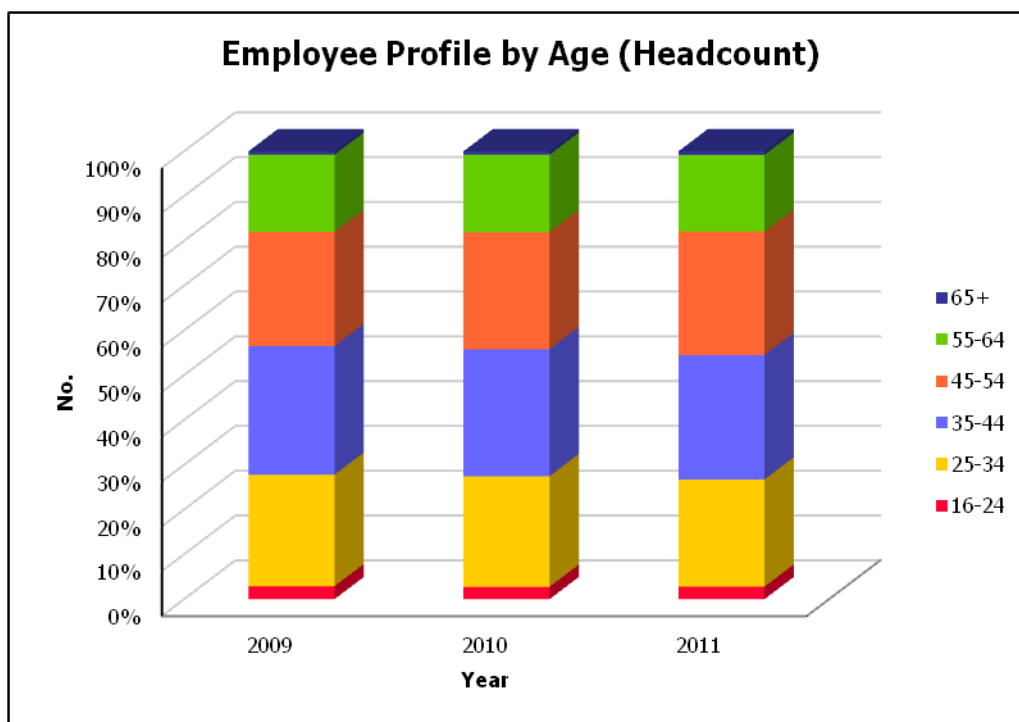


Figure 1.4.1 Age Profile

	2009		2010		2011	
	No.	%	No.	%	No.	%
16-24	202	3%	194	3%	199	3%
25-34	1,739	25%	1,739	25%	1,714	24%
35-44	2,006	29%	1,996	28%	1,987	28%
45-54	1,782	26%	1,840	26%	1,974	28%
55-64	1,203	17%	1,216	17%	1,225	17%
65+	53	1%	54	1%	57	1%
Total	6,985	100%	7,039	100%	7,156	100%

Table 1.4.1 Age Profile

1.5 Mode of Employment – Full/Part time

The University recognises the needs of staff to balance their work commitments with that of family, parental and other responsibilities. In order to remain competitive in the employment market place the university has adopted a number of family friendly policies that enable a more flexible way of working for both the employer and employee to ensure it can maximise the contribution from its workforce.

As a result of this commitment 29% of University's workforce work part-time hours. This trend has remained consistent over the last 3 years.

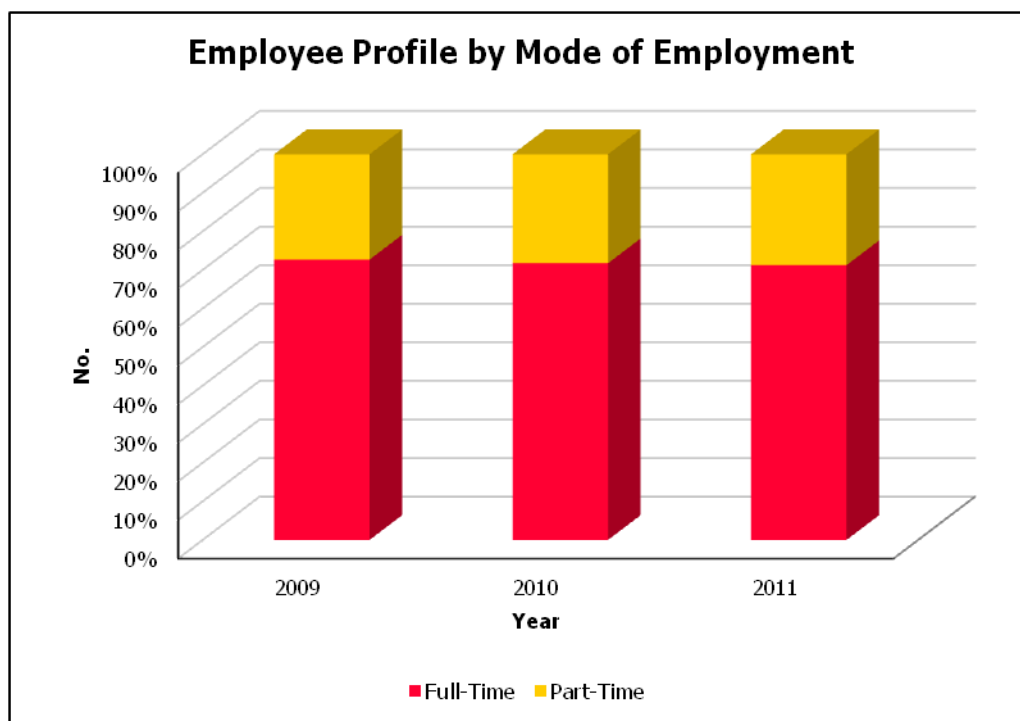


Figure 1.5.1 Mode of Employment Profile

	2009		2010		2011	
	No.	%	No.	%	No.	%
Full-Time	5,077	73%	5,050	72%	5,098	71%
Part-Time	1,908	27%	1,989	28%	2,058	29%
Total	6,985	100%	7,039	100%	7,156	100%

Table 1.5.1 Mode of Employment Profile

Gender and Mode of Employment

Although flexible working arrangement are available to both male and female employees, as with the majority of employers, flexible working arrangements are requested and worked in the main by female employees. Although there has been a slight increase in males working part time, up 1% from previous 2010, the gender breakdown of those working part-time is more women (41%) than men (15%) work part-time.

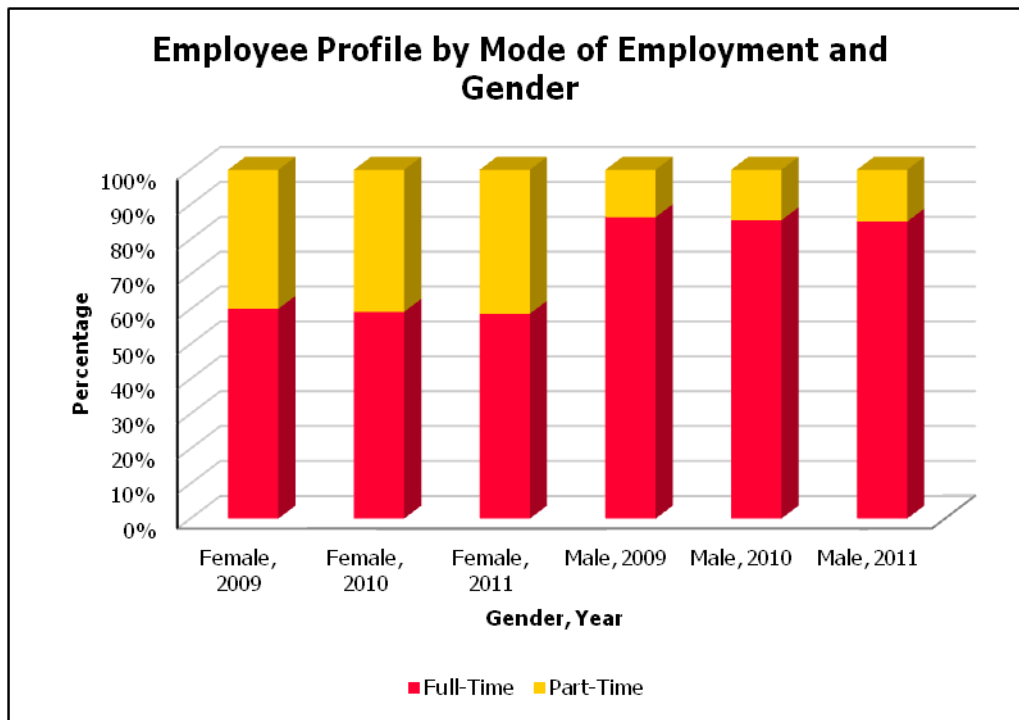


Figure 1.5.2 Gender and Mode of Employment

Gender		Full-Time		Part-Time		Total
		No.	%	No.	%	
2009	Female	2,195	60%	1,455	40%	3,650
	Male	2,882	86%	453	14%	3,335
	Total	5,077	73%	1,908	27%	6,985
2010	Female	2,190	59%	1,505	41%	3,695
	Male	2,860	86%	484	14%	3,344
	Total	5,050	72%	1,989	28%	7,039
2011	Female	2,213	59%	1,555	41%	3,768
	Male	2,885	85%	503	15%	3,388
	Total	5,098	71%	2,058	29%	7,156

Table 1.5.2 Gender and Mode of Employment

Ethnicity and Mode of Employment

Over the three year period, proportionally there has been no change in full time / part time working in the minority ethnic employee population as a whole. However, significantly higher proportion of Black/Black British employees continue to work part-time than other minority groups.

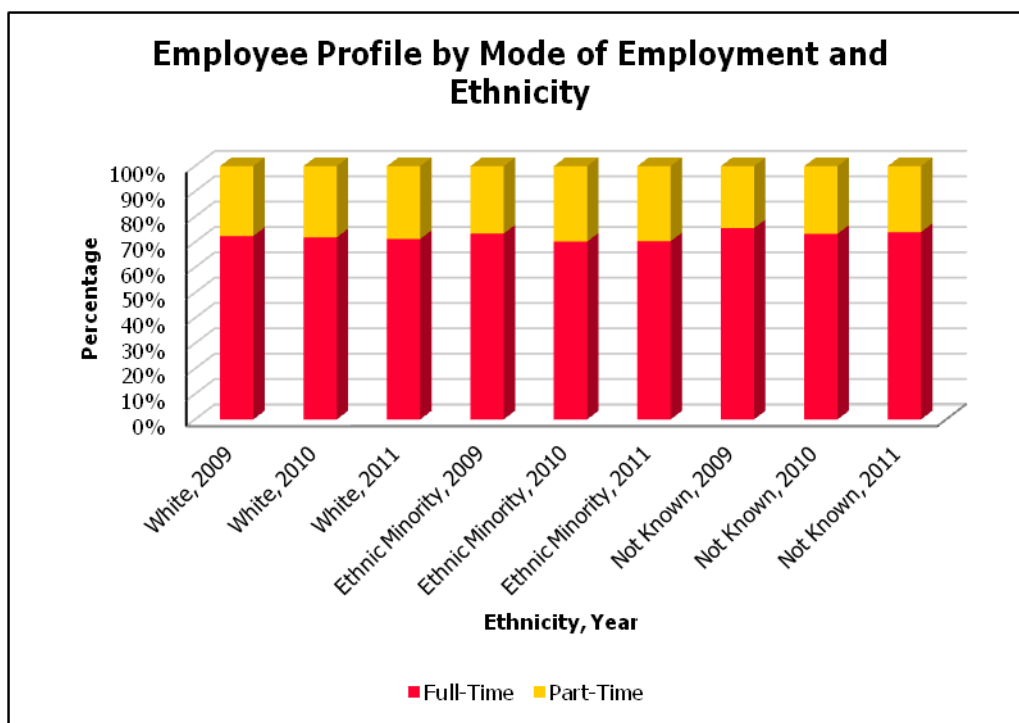


Figure 1.5.3 Ethnicity and Mode of Employment

Ethnicity			Full-Time		Part-Time		Total
			No.	%	No.	%	
2009	White	White	4,265	72%	1,623	28%	5,888
		Total	4,265	72%	1,623	28%	5,888
	Ethnic Minority	Asian / Asian British	199	74%	69	26%	268
		Chinese / Chinese British	197	86%	31	14%	228
		Black / Black British	59	48%	64	52%	123
		Mixed	59	74%	21	26%	80
		Other	51	72%	20	28%	71
		Total	565	73%	205	27%	770
	Not Known	Not Known	247	76%	80	24%	327
		Total	247	76%	80	24%	327
	Total		5,077	73%	1,908	27%	6,985
2010	White	White	4,286	72%	1,677	28%	5,963
		Total	4,286	72%	1,677	28%	5,963
	Ethnic Minority	Asian / Asian British	194	74%	67	26%	261
		Chinese / Chinese British	194	82%	43	18%	237
		Black / Black British	61	42%	83	58%	144
		Mixed	54	68%	25	32%	79
		Other	58	74%	20	26%	78
		Total	561	70%	238	30%	799
	Not Known	Not Known	203	73%	74	27%	277
		Total	203	73%	74	27%	277

2011	Total		5,050	72%	1,989	28%	7,039
	White	White	4,287	71%	1,730	29%	6,017
		Total	4,287	71%	1,730	29%	6,017
	Ethnic Minority	Asian / Asian British	213	73%	80	27%	293
		Chinese / Chinese British	206	83%	41	17%	247
		Black / Black British	67	42%	91	58%	158
		Mixed	54	68%	26	33%	80
		Other	75	78%	21	22%	96
		Total	615	70%	259	30%	874
	Not Known	Not Known	196	74%	69	26%	265
		Total	196	74%	69	26%	265
	Total		5,098	71%	2,058	29%	7,156

Table 1.5.3 Ethnicity and Mode of Employment

Disability and Mode of Employment

Proportionally more staff with disabilities work part time than the overall University working population. The University continues to demonstrate the benefits of its flexible working and reasonable adjustment policies in demonstrating that working commitments can be balanced with individual's personal needs.

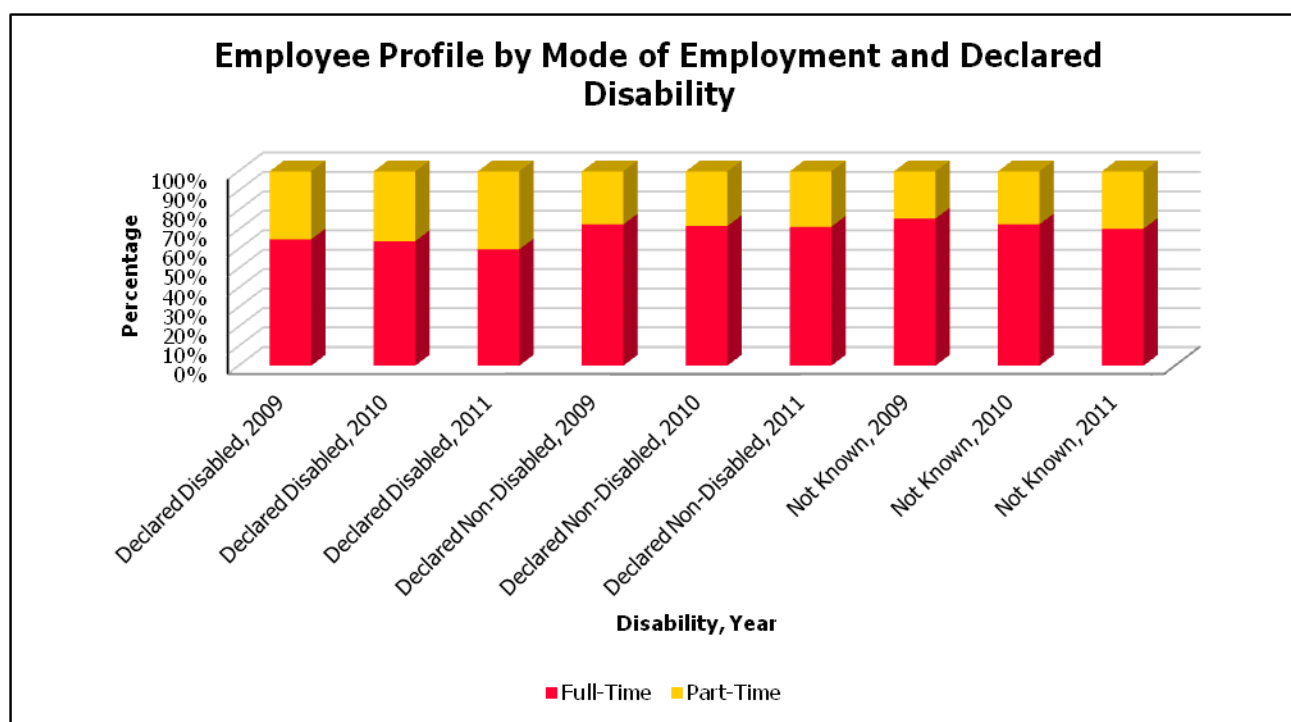


Figure 1.5.4 Disability and Mode of Employment

		Full-Time		Part-Time		Total
		No.	%	No.	%	
2009	Declared Disabled	78	65%	42	35%	120
	Declared Non-Disabled	4,744	73%	1,784	27%	6,528
	Not Known	255	76%	82	24%	337
	Total	5,077	73%	1,908	27%	6,985
2010	Declared Disabled	82	64%	46	36%	128
	Declared Non-Disabled	4,765	72%	1,867	28%	6,632
	Not Known	203	73%	76	27%	279

	Total	5,050	72%	1,989	28%	7,039
2011	Declared Disabled	76	60%	51	40%	127
	Declared Non-Disabled	4,836	71%	1,929	29%	6,765
	Not Known	186	70%	78	30%	264
	Total	5,098	71%	2,058	29%	7,156

Table 1.5.4 Disability and Mode of Employment

Age and Mode of Employment

Apart from the highest age group +65 where there is a significantly smaller data set, part time working is evenly distributed throughout the majority of age groups. The lowest proportion of part-time employees occurs in the 25-34 age bracket at 20% where the majority of staff are starting their careers. The trend shows that the proportions have remained consistent between 2009 and 2011.

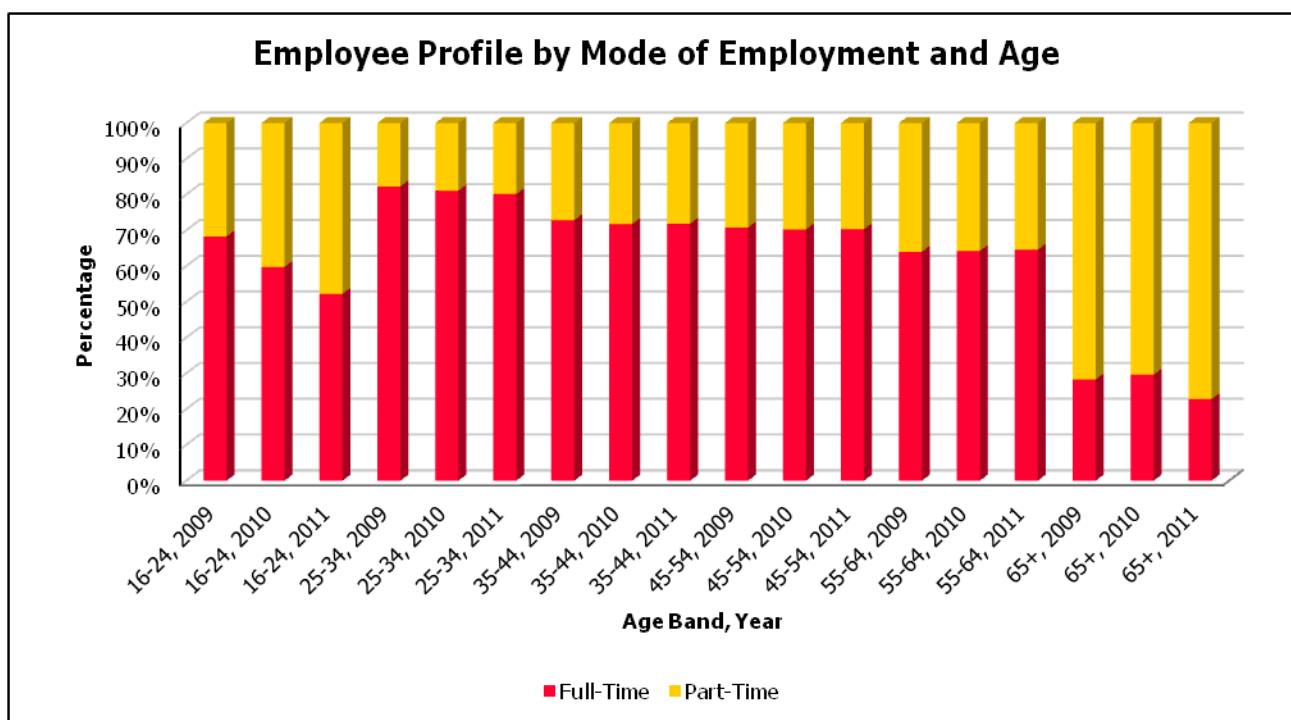


Figure 1.5.5 Age and Mode of Employment

Age Band		Full-Time		Part-Time		Total
		No.	%	No.	%	
2009	16-24	138	68%	64	32%	202
	25-34	1,431	82%	308	18%	1,739
	35-44	1,461	73%	545	27%	2,006
	45-54	1,262	71%	520	29%	1,782
	55-64	770	64%	433	36%	1,203
	65+	15	28%	38	72%	53
	Total	5,077	73%	1,908	27%	6,985
2010	16-24	116	60%	78	40%	194
	25-34	1,411	81%	328	19%	1,739
	35-44	1,433	72%	563	28%	1,996
	45-54	1,293	70%	547	30%	1,840
	55-64	781	64%	435	36%	1,216
	65+	16	30%	38	70%	54
	Total	5,050	72%	1,989	28%	7,039

2011	16-24	104	52%	95	48%	199
	25-34	1,374	80%	340	20%	1,714
	35-44	1,428	72%	559	28%	1,987
	45-54	1,388	70%	586	30%	1,974
	55-64	791	65%	434	35%	1,225
	65+	13	23%	44	77%	57
	Total	5,098	71%	2,058	29%	7,156

Table 1.5.5 Age and Mode of Employment

1.6 Contract Status

The contract status profile of the university shows that the proportion of permanent/indefinite and fixed term contracts has remained consistent for the last 3 years at 80% permanent and 20% fixed-term employees.

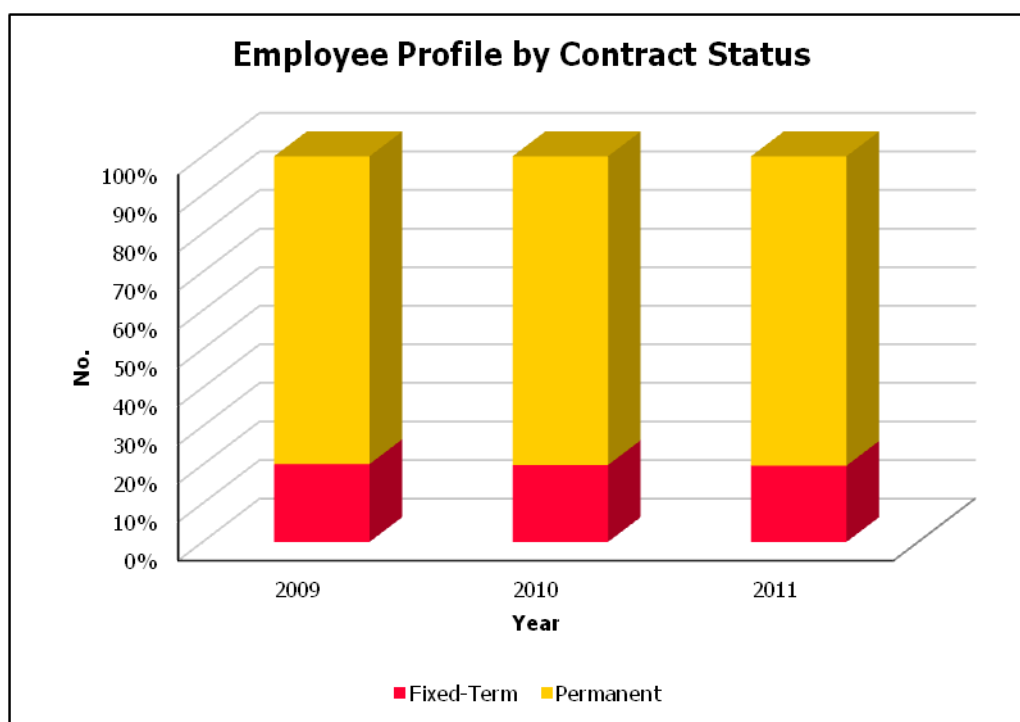


Figure 1.6.1 Contract Status Profile

	2009		2010		2011	
	No.	%	No.	%	No.	%
Fixed-Term	1,410	20%	1,404	20%	1,415	20%
Permanent	5,575	80%	5,635	80%	5,741	80%
Total	6,985	100%	7,039	100%	7,156	100%

Table 1.6.1 Contract Status Profile

Gender and Contract Status

The gender split of staff on fixed term contracts is equally distributed and has been for the last 3 years

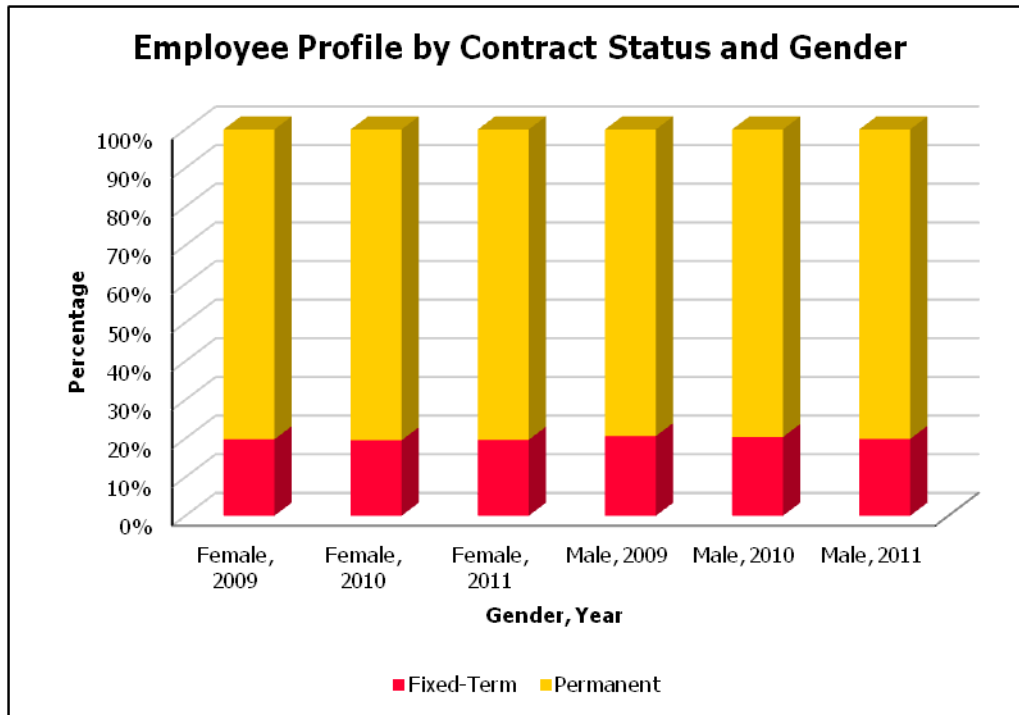


Figure 1.6.2 Gender and Contract Status

Gender		Fixed-Term		Permanent		Total
		No.	%	No.	%	
2009	Female	722	20%	2,928	80%	3,650
	Male	688	21%	2,647	79%	3,335
	Total	1,410	20%	5,575	80%	6,985
2010	Female	722	20%	2,973	80%	3,695
	Male	682	20%	2,662	80%	3,344
	Total	1,404	20%	5,635	80%	7,039
2011	Female	741	20%	3,027	80%	3,768
	Male	674	20%	2,714	80%	3,388
	Total	1,415	20%	5,741	80%	7,156

Table 1.6.2 Gender and Contract Status

Ethnicity and Contract Status

A significantly higher proportion of Ethnic Minority / Unknown staff are employed on fixed term contracts compared to White employees. This reflects the higher use of fixed-term contracts and higher number of employees from ethnic minority groups in research and teaching occupations; see section 0.

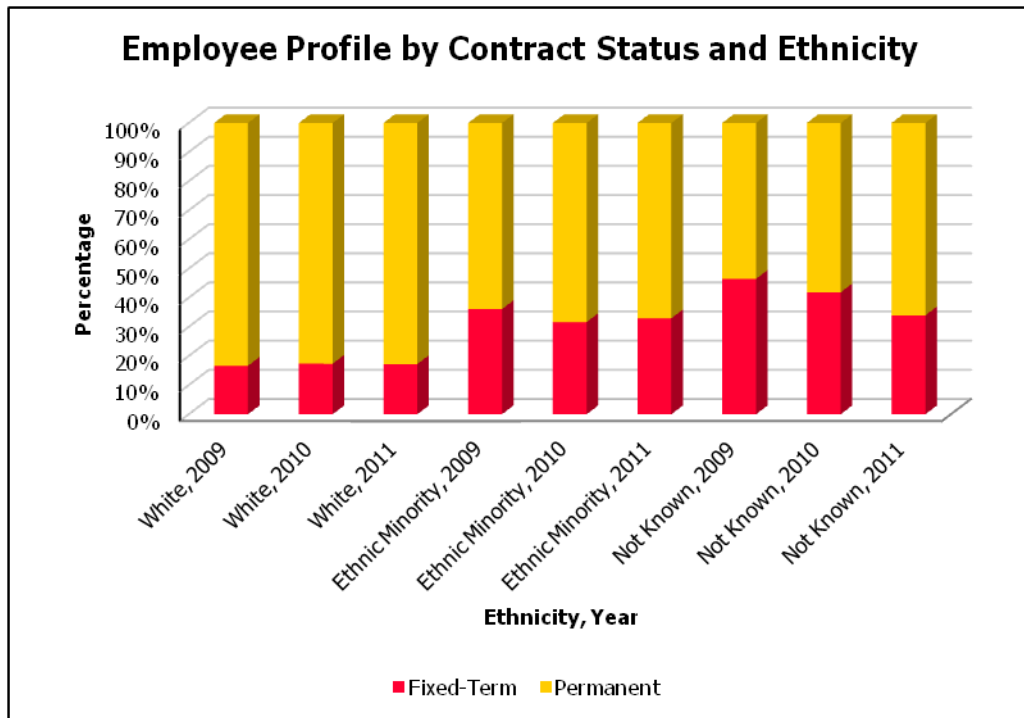


Figure 1.6.3 Ethnicity and Contract Status

Ethnicity			Fixed-Term		Permanent		Total
			No.	%	No.	%	
2009	White	White	980	17%	4,908	83%	5,888
		Total	980	17%	4,908	83%	5,888
	Ethnic Minority	Asian / Asian British	103	38%	165	62%	268
		Chinese / Chinese British	97	43%	131	57%	228
		Black / Black British	16	13%	107	87%	123
		Mixed	31	39%	49	61%	80
		Other	31	44%	40	56%	71
		Total	278	36%	492	64%	770
	Not Known	Not Known	152	46%	175	54%	327
		Total	152	46%	175	54%	327
	Total		1,410	20%	5,575	80%	6,985
2010	White	White	1,035	17%	4,928	83%	5,963
		Total	1,035	17%	4,928	83%	5,963
	Ethnic Minority	Asian / Asian British	87	33%	174	67%	261
		Chinese / Chinese British	87	37%	150	63%	237
		Black / Black British	19	13%	125	87%	144
		Mixed	22	28%	57	72%	79
		Other	38	49%	40	51%	78
		Total	253	32%	546	68%	799
	Not Known	Not Known	116	42%	161	58%	277
		Total	116	42%	161	58%	277
	Total		1,404	20%	5,635	80%	7,039
2011	White	White	1,037	17%	4,980	83%	6,017
		Total	1,037	17%	4,980	83%	6,017
	Ethnic Minority	Asian / Asian British	105	36%	188	64%	293
		Chinese / Chinese British	90	36%	157	64%	247
		Black / Black British	27	17%	131	83%	158
		Mixed	18	23%	62	78%	80
		Other	48	50%	48	50%	96
		Total	288	33%	586	67%	874
	Not Known	Not Known	90	34%	175	66%	265
		Total	90	34%	175	66%	265
	Total		1,415	20%	5,741	80%	7,156

Table 1.6.3 Ethnicity and Contract Status

Disability and Contract Status

The proportion of declared disabled employed on a fixed-term basis has remained the same as 2010, 32%. This trend is consistent with staff declared as non disabled where the proportion has also stayed the same as last year.

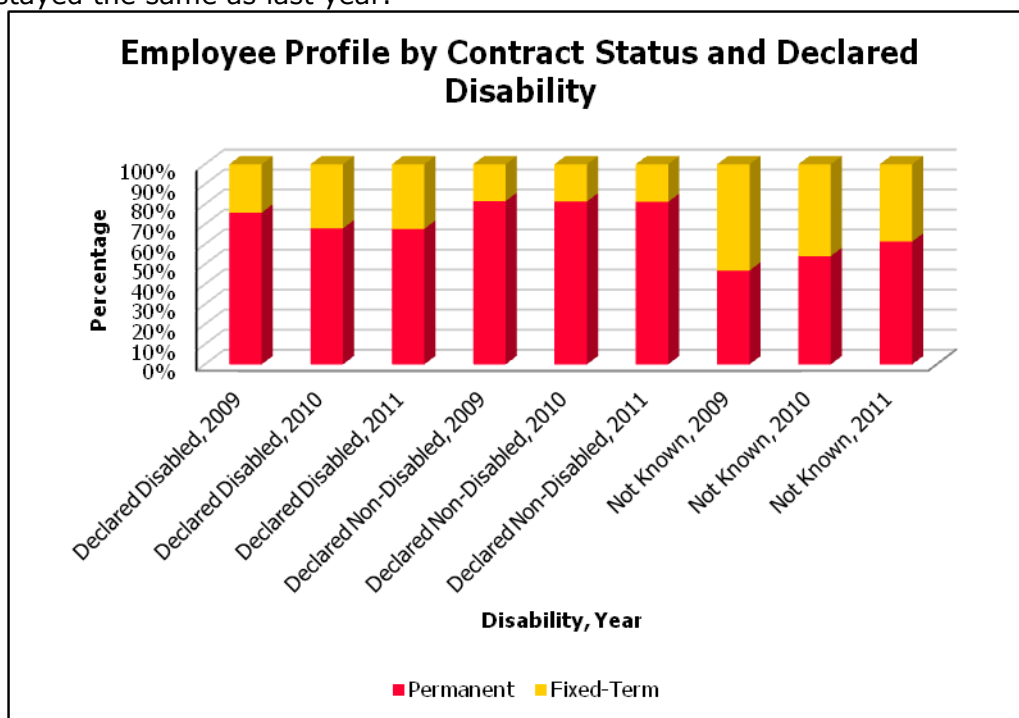


Figure 1.6.4 Disability and Contract Status

Disability		Fixed-Term		Permanent		Total
		No.	%	No.	%	
2009	Declared Disabled	29	24%	91	76%	120
	Declared Non-Disabled	1,202	18%	5,326	82%	6,528
	Not Known	179	53%	158	47%	337
	Total	1,410	20%	5,575	80%	6,985
2010	Declared Disabled	41	32%	87	68%	128
	Declared Non-Disabled	1,235	19%	5,397	81%	6,632
	Not Known	128	46%	151	54%	279
	Total	1,404	20%	5,635	80%	7,039
2011	Declared Disabled	41	32%	86	68%	127
	Declared Non-Disabled	1,272	19%	5,493	81%	6,765
	Not Known	102	39%	162	61%	264
	Total	1,415	20%	5,741	80%	7,156

Table 1.6.4 Disability and Contract Status

Age and Contract Status

A higher proportion of employees over 65 (51%) and employees aged 25-34 are employed on a fixed-term basis (45%) than other age bands.

In most age groups the proportion of employees who are employed on a fixed-term basis was consistent. An exception to this is the over 65 group where the data set is small and the numbers suggest that a significant proportion of permanent employee retired between 2008 and 2009. Age 24-34 also marks the period for the commencement of academic careers, particularly in research focussed roles which also tend to be funded through short term grants from Research Councils.

Employee Profile by Contract Status and Age

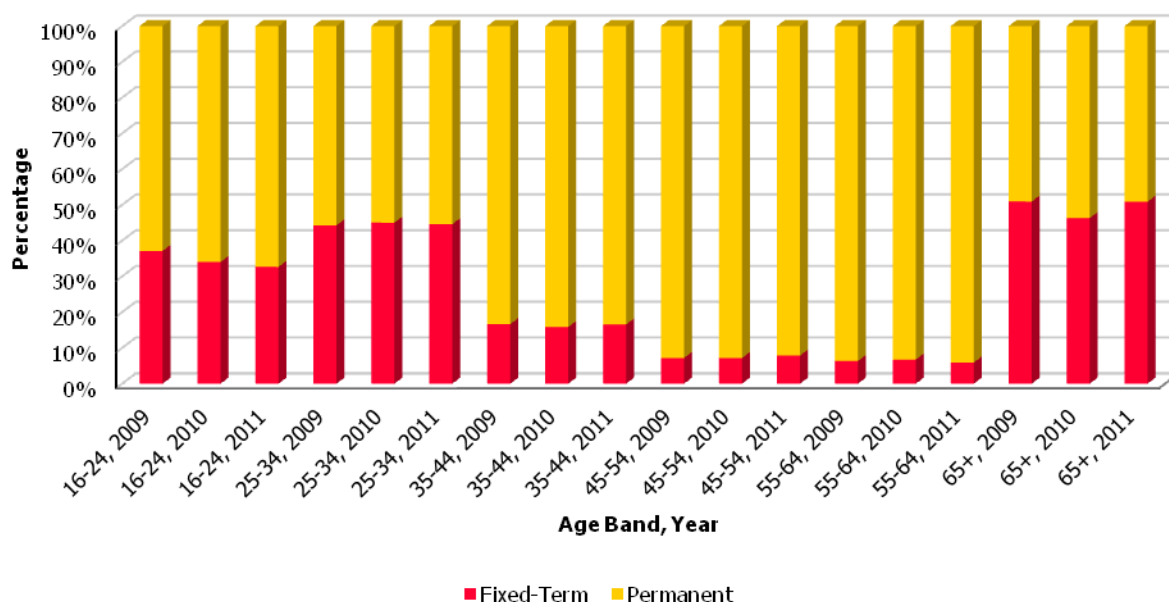


Figure 1.6.5 Age and Contract Status

Age Band		Fixed-Term		Permanent		Total
		No.	%	No.	%	
2009	16-24	75	37%	127	63%	202
	25-34	770	44%	969	56%	1,739
	35-44	334	17%	1,672	83%	2,006
	45-54	128	7%	1,654	93%	1,782
	55-64	76	6%	1,127	94%	1,203
	65+	27	51%	26	49%	53
	Total	1,410	20%	5,575	80%	6,985
2010	16-24	66	34%	128	66%	194
	25-34	783	45%	956	55%	1,739
	35-44	316	16%	1,680	84%	1,996
	45-54	132	7%	1,708	93%	1,840
	55-64	82	7%	1,134	93%	1,216
	65+	25	46%	29	54%	54
	Total	1,404	20%	5,635	80%	7,039
2011	16-24	65	33%	134	67%	199
	25-34	765	45%	949	55%	1,714
	35-44	329	17%	1,658	83%	1,987
	45-54	155	8%	1,819	92%	1,974
	55-64	72	6%	1,153	94%	1,225
	65+	29	51%	28	49%	57
	Total	1,415	20%	5,741	80%	7,156

Table 1.6.5 Age and Contract Status

1.7 Level

In general the number of staff at each level in the organisation¹ has continued to rise slightly, between 2009 and 2011, with the overall grade distribution remaining very stable. Growth in the overall number of employees over the three years has been approximately 2.4%.

Level 5 has enjoyed the highest increase in percentage terms, 7% over the three years. Levels 6 and 7 have reduced in actual numbers, but by very small amounts.

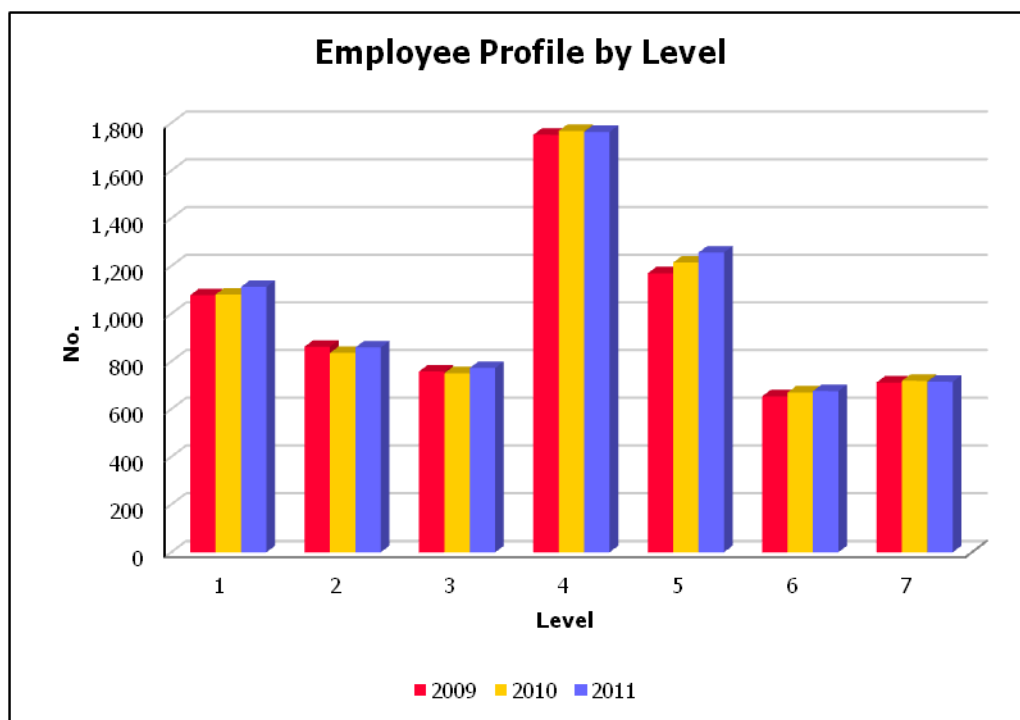


Figure 1.7.1 Level Profile

	2009		2010		2011	
	No.	%	No.	%	No.	%
1	1,078	15%	1,081	15%	1,113	16%
2	862	12%	836	12%	859	12%
3	758	11%	751	11%	773	11%
4	1,751	25%	1,767	25%	1,763	25%
5	1,170	17%	1,215	17%	1,257	18%
6	654	9%	670	10%	676	9%
7	712	10%	719	10%	715	10%
Total	6,985	100%	7,039	100%	7,156	100%

Table 1.7.2 Level Profile

¹ Where an employee is not employed on a grade within the University levels the closest equivalent level has been allocated for the purposes of this report according to grade and/or salary. Level 4 includes level 4A and the level 4 training grades and level 5 includes the 'Extended Lecturer Level 5' grade.

Gender and Level

The gender profile by level within the organisation continues to show a decrease in the proportion of female employees as the grade level increases. The University Plan 2010-2015 sets a target of 33% of female staff in senior roles (levels 6 and 7) by 2014/2015. Although year on year since 2009 the proportion of female staff at senior levels has shown small improvements, this is an area where continued focus is required.

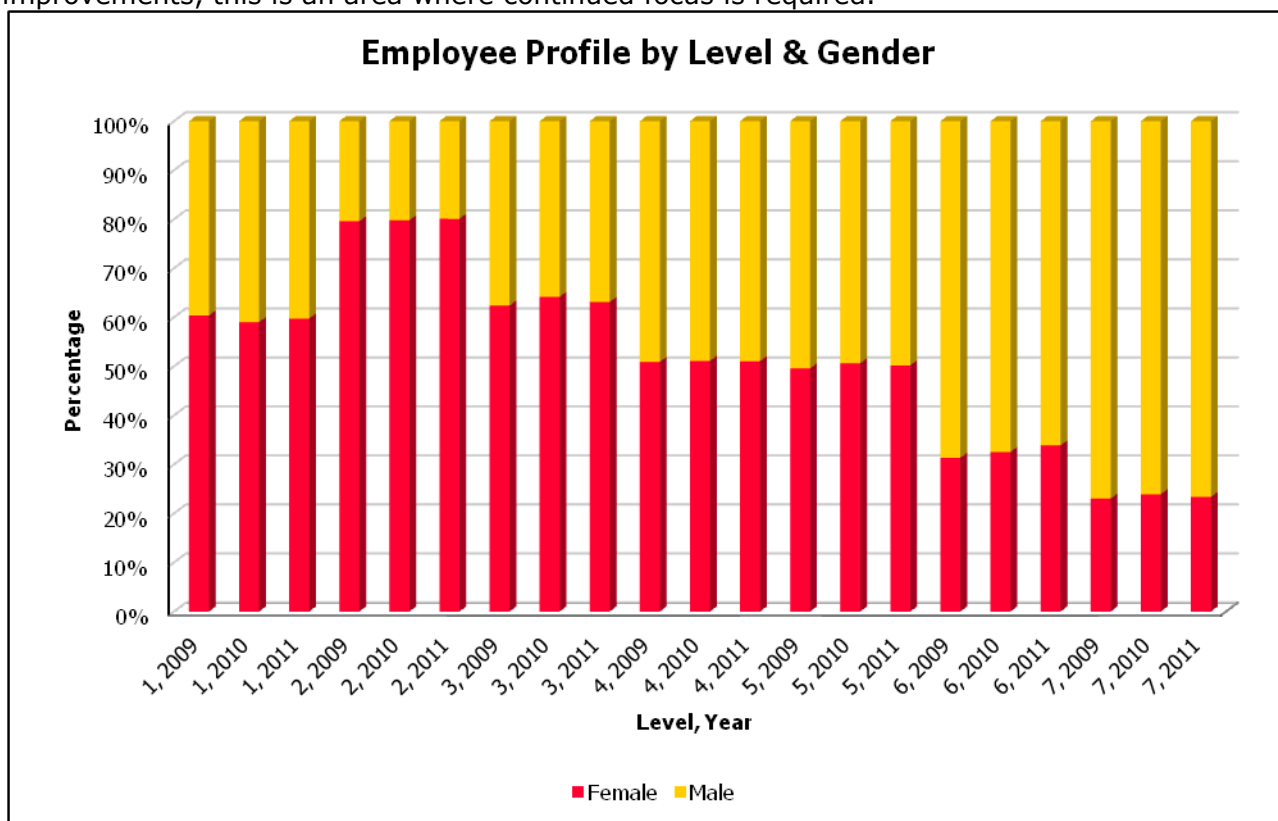


Figure 1.7.2 Gender and Level Profile

Level		Female		Male		Total
		No.	%	No.	%	
2009	1	651	60%	427	40%	1,078
	2	686	80%	176	20%	862
	3	473	62%	285	38%	758
	4	891	51%	860	49%	1,751
	5	580	50%	590	50%	1,170
	6	205	31%	449	69%	654
	7	164	23%	548	77%	712
	Total	3,650	52%	3,335	48%	6,985
2010	1	638	59%	443	41%	1,081
	2	667	80%	169	20%	836
	3	482	64%	269	36%	751
	4	903	51%	864	49%	1,767
	5	615	51%	600	49%	1,215
	6	218	33%	452	67%	670
	7	172	24%	547	76%	719
	Total	3,695	52%	3,344	48%	7,039
2011	1	665	60%	448	40%	1,113
	2	688	80%	171	20%	859
	3	488	63%	285	37%	773
	4	900	51%	863	49%	1,763

	5	631	50%	626	50%	1,257
	6	229	34%	447	66%	676
	7	167	23%	548	77%	715
	Total	3,768	53%	3,388	47%	7,156

Table 1.7.2 Gender and Level

Ethnicity and Level

There continues to be a higher concentration of ethnic minority employees at levels 1 and 4 within the organisation than at the other levels. These anomalies are due to a large proportion of Black and Black British in level 1 roles and a large proportion of Chinese / Chinese British in Level 4 roles.

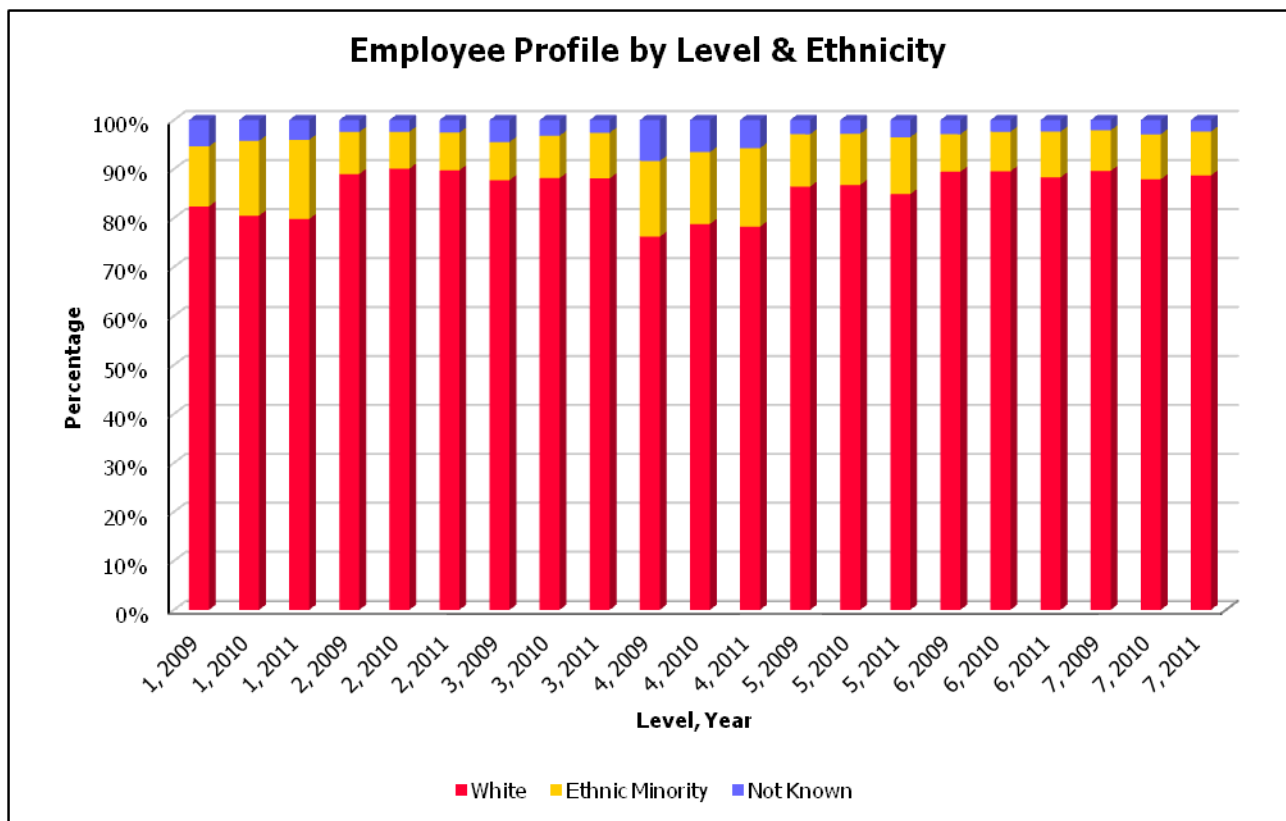


Figure 1.7.3 (a) Ethnicity and Level Profile

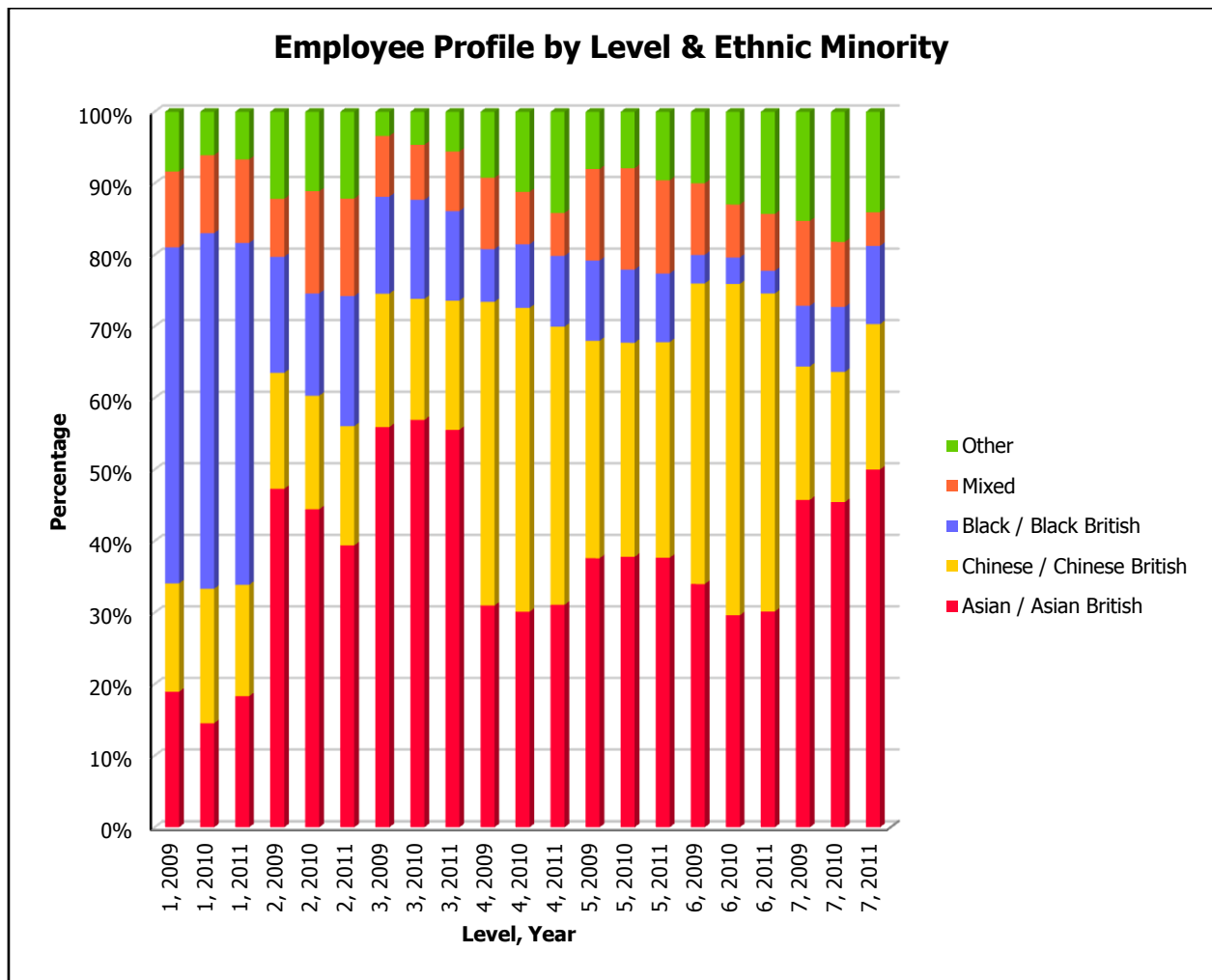


Figure 1.7.3 (b) Ethnic Minority Profile by Level

Ethnicity			1		2		3		4		5		6		7		Total
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2009	White	White	888	15%	767	13%	665	11%	1,334	23%	1,011	17%	585	10%	638	11%	5,888
		Total	888	15%	767	13%	665	11%	1,334	23%	1,011	17%	585	10%	638	11%	5,888
	Ethnic Minority	Asian / Asian British	25	9%	35	13%	33	12%	84	31%	47	18%	17	6%	27	10%	268
		Chinese / Chinese British	20	9%	12	5%	11	5%	115	50%	38	17%	21	9%	11	5%	228
		Black / Black British	62	50%	12	10%	8	7%	20	16%	14	11%	2	2%	5	4%	123
		Mixed	14	18%	6	8%	5	6%	27	34%	16	20%	5	6%	7	9%	80
		Other	11	15%	9	13%	2	3%	25	35%	10	14%	5	7%	9	13%	71
		Total	132	17%	74	10%	59	8%	271	35%	125	16%	50	6%	59	8%	770
	Not Known	Not Known	58	18%	21	6%	34	10%	146	45%	34	10%	19	6%	15	5%	327
		Total	58	18%	21	6%	34	10%	146	45%	34	10%	19	6%	15	5%	327
	Total		1,078	15%	862	12%	758	11%	1,751	25%	1,170	17%	654	9%	712	10%	6,985
2010	White	White	870	15%	753	13%	662	11%	1,392	23%	1,054	18%	600	10%	632	11%	5,963
		Total	870	15%	753	13%	662	11%	1,392	23%	1,054	18%	600	10%	632	11%	5,963
	Ethnic Minority	Asian / Asian British	24	9%	28	11%	37	14%	78	30%	48	18%	16	6%	30	11%	261
		Chinese / Chinese British	31	13%	10	4%	11	5%	110	46%	38	16%	25	11%	12	5%	237
		Black / Black British	82	57%	9	6%	9	6%	23	16%	13	9%	2	1%	6	4%	144
		Mixed	18	23%	9	11%	5	6%	19	24%	18	23%	4	5%	6	8%	79
		Other	10	13%	7	9%	3	4%	29	37%	10	13%	7	9%	12	15%	78
		Total	165	21%	63	8%	65	8%	259	32%	127	16%	54	7%	66	8%	799
	Not Known	Not Known	46	17%	20	7%	24	9%	116	42%	34	12%	16	6%	21	8%	277
		Total	46	17%	20	7%	24	9%	116	42%	34	12%	16	6%	21	8%	277
	Total		1,081	15%	836	12%	751	11%	1,767	25%	1,215	17%	670	10%	719	10%	7,039
2011	White	White	888	15%	771	13%	681	11%	1,379	23%	1,067	18%	597	10%	634	11%	6,017
		Total	888	15%	771	13%	681	11%	1,379	23%	1,067	18%	597	10%	634	11%	6,017
	Ethnic Minority	Asian / Asian British	33	11%	26	9%	40	14%	88	30%	55	19%	19	6%	32	11%	293
		Chinese / Chinese British	28	11%	11	4%	13	5%	110	45%	44	18%	28	11%	13	5%	247
		Black / Black British	86	54%	12	8%	9	6%	28	18%	14	9%	2	1%	7	4%	158
		Mixed	21	26%	9	11%	6	8%	17	21%	19	24%	5	6%	3	4%	80
		Other	12	13%	8	8%	4	4%	40	42%	14	15%	9	9%	9	9%	96
		Total	180	21%	66	8%	72	8%	283	32%	146	17%	63	7%	64	7%	874
	Not Known	Not Known	45	17%	22	8%	20	8%	101	38%	44	17%	16	6%	17	6%	265
		Total	45	17%	22	8%	20	8%	101	38%	44	17%	16	6%	17	6%	265
	Total		1,113	16%	859	12%	773	11%	1,763	25%	1,257	18%	676	9%	715	10%	7,156

Table 1.7.3 Ethnicity and Level

Disability and Level

Levels 1 and 4 have both the highest proportions of declared disabled staff and the highest proportions of staff for whom disability status is unknown. The proportion of staff with a disability at the higher levels is lower than at the lower levels.

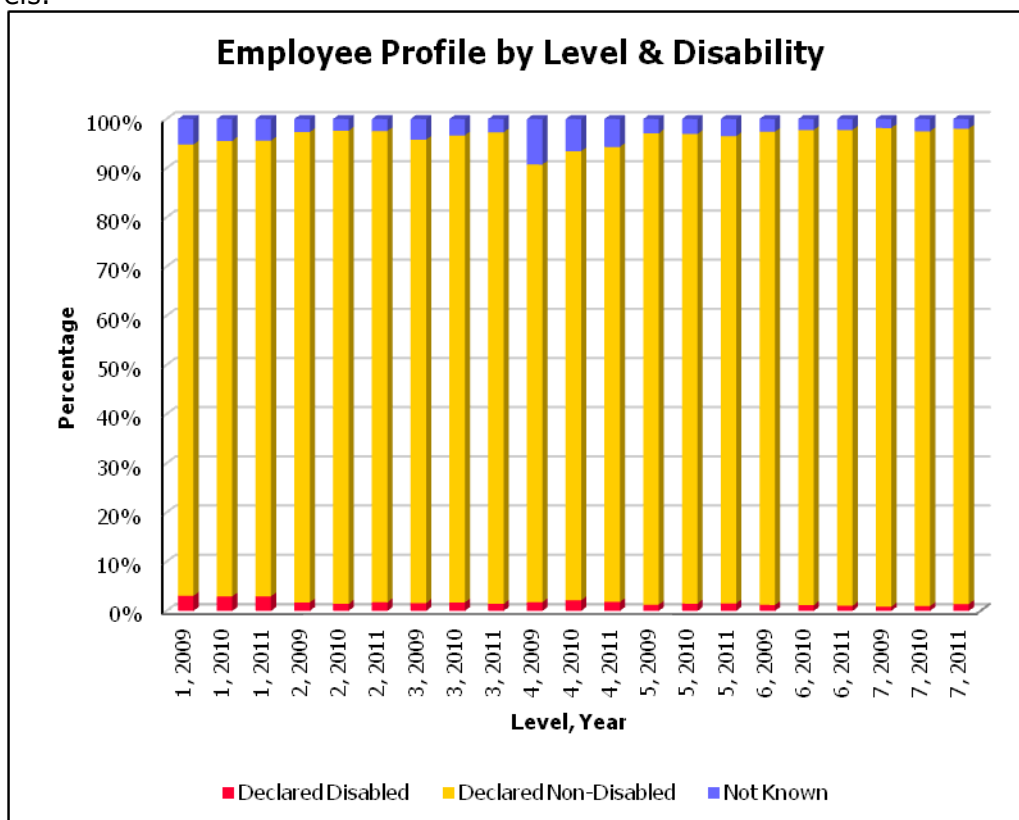


Figure 1.7.4 (a) Declared Disability and Level

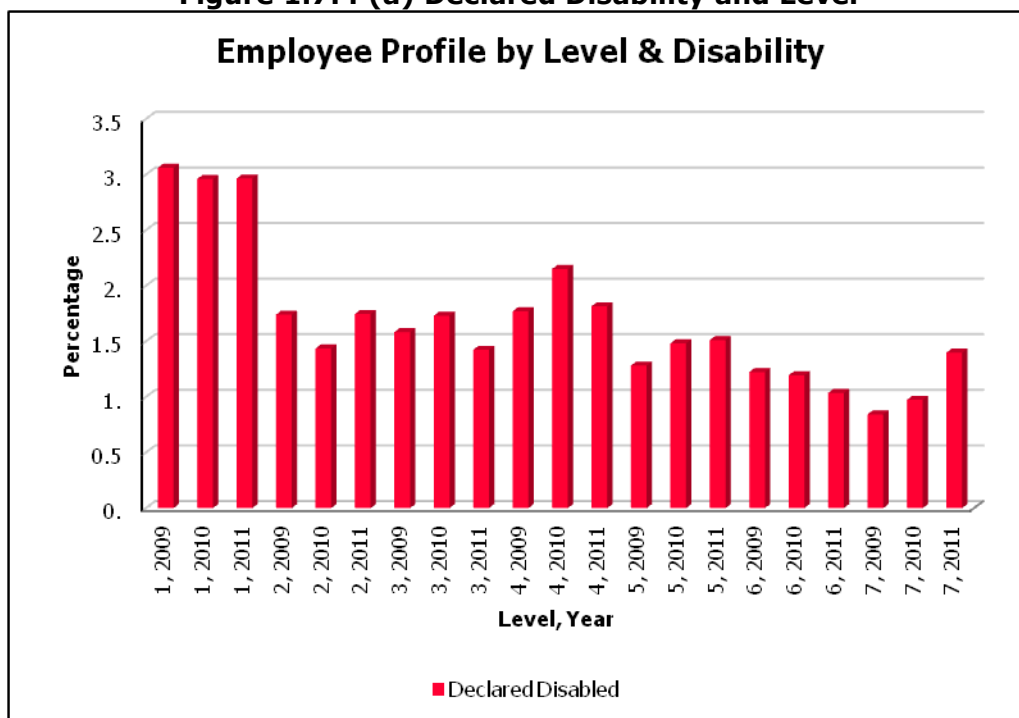


Figure 1.7.4 (b) Declared Disability and Level

Level		Declared Disabled		Declared Non-Disabled		Not Known		Total
		No.	%	No.	%	No.	%	
2009	1	33	3.1%	989	91.7%	56	5.2%	1,078
	2	15	1.7%	824	95.6%	23	2.7%	862
	3	12	1.6%	714	94.2%	32	4.2%	758
	4	31	1.8%	1,558	89.0%	162	9.3%	1,751
	5	15	1.3%	1,121	95.8%	34	2.9%	1,170
	6	8	1.2%	629	96.2%	17	2.6%	654
	7	6	0.8%	693	97.3%	13	1.8%	712
	Total	120	1.7%	6,528	93.5%	337	4.8%	6,985
2010	1	32	3.0%	1,001	92.6%	48	4.4%	1,081
	2	12	1.4%	804	96.2%	20	2.4%	836
	3	13	1.7%	713	94.9%	25	3.3%	751
	4	38	2.2%	1,613	91.3%	116	6.6%	1,767
	5	18	1.5%	1,160	95.5%	37	3.0%	1,215
	6	8	1.2%	647	96.6%	15	2.2%	670
	7	7	1.0%	694	96.5%	18	2.5%	719
	Total	128	1.8%	6,632	94.2%	279	4.0%	7,039
2011	1	33	3.0%	1,031	92.6%	49	4.4%	1,113
	2	15	1.7%	823	95.8%	21	2.4%	859
	3	11	1.4%	741	95.9%	21	2.7%	773
	4	32	1.8%	1,631	92.5%	100	5.7%	1,763
	5	19	1.5%	1,194	95.0%	44	3.5%	1,257
	6	7	1.0%	654	96.7%	15	2.2%	676
	7	10	1.4%	691	96.6%	14	2.0%	715
	Total	127	1.8%	6,765	94.5%	264	3.7%	7,156

Table 1.7.4 Disability and Level

Age and Level

The distribution of age within levels is representative of the experience required at more senior roles level 5 and above. Between levels 1 and 4 the distribution of age within each level is more equal. In the main this distribution has remained consistent over the last 3 years.

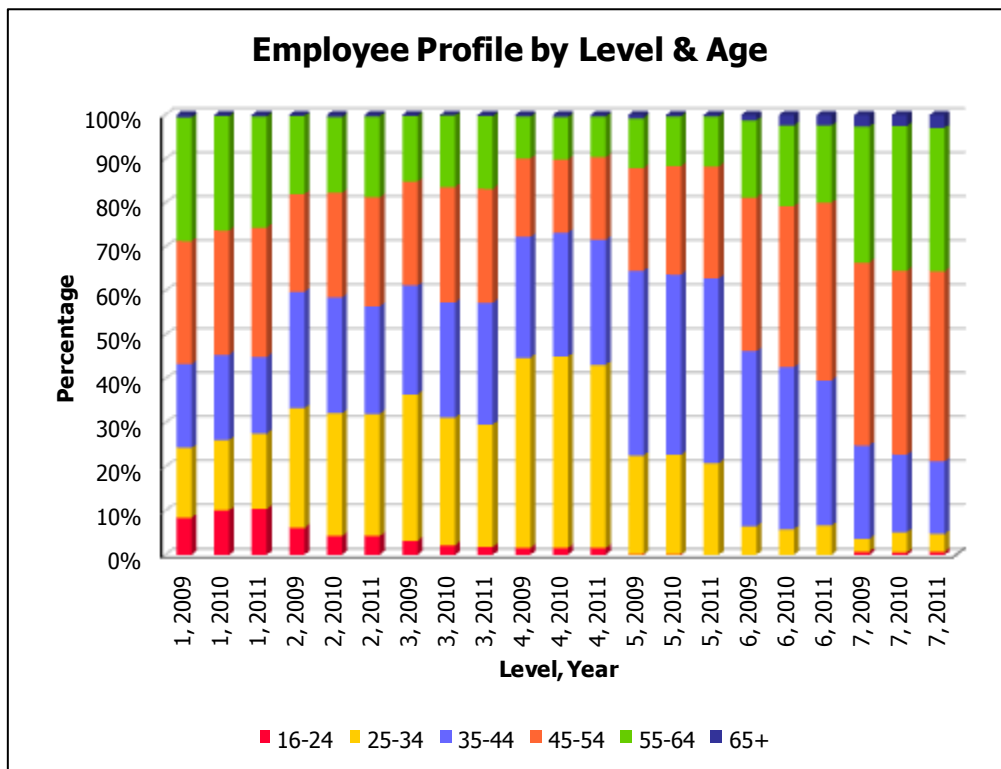


Figure 1.7.5 Age and Level

Level		1		2		3		4		5		6		7		Total
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2009	16-24	91	8%	53	6%	24	3%	28	2%	1	0%			5	1%	202
	25-34	171	16%	234	27%	252	33%	756	43%	263	22%	42	6%	21	3%	228
	35-44	205	19%	228	26%	188	25%	482	28%	491	42%	261	40%	151	21%	123
	45-54	302	28%	192	22%	179	24%	312	18%	273	23%	228	35%	296	42%	80
	55-64	303	28%	153	18%	113	15%	166	9%	133	11%	115	18%	220	31%	1,203
	65+	6	1%	2	0%	2	0%	7	0%	9	1%	8	1%	19	3%	1,889
	Total	1,078	100%	862	100%	758	100%	1,751	100%	1,170	100%	654	100%	712	100%	770
2010	16-24	109	10%	36	4%	16	2%	28	2%	1	0%			4	1%	194
	25-34	173	16%	233	28%	218	29%	768	43%	275	23%	39	6%	33	5%	1,739
	35-44	209	19%	220	26%	197	26%	498	28%	498	41%	247	37%	127	18%	1,996
	45-54	306	28%	199	24%	197	26%	293	17%	300	25%	245	37%	300	42%	1,840
	55-64	281	26%	144	17%	122	16%	172	10%	137	11%	123	18%	237	33%	1,216
	65+	3	0%	4	0%	1	0%	8	0%	4	0%	16	2%	18	3%	78
	Total	1,081	100%	836	100%	751	100%	1,767	100%	1,215	100%	670	100%	719	100%	799
2009	16-24	116	10%	37	4%	14	2%	27	2%	0	0%	0	0%	5	1%	199
	25-34	191	17%	238	28%	215	28%	734	42%	262	21%	45	7%	29	4%	1,714
	35-44	193	17%	210	24%	214	28%	501	28%	528	42%	223	33%	118	17%	1,987
	45-54	328	29%	213	25%	200	26%	332	19%	319	25%	273	40%	309	43%	1,974
	55-64	281	25%	158	18%	128	17%	162	9%	144	11%	119	18%	233	33%	1,225
	65+	4	0%	3	0%	2	0%	7	0%	4	0%	16	2%	21	3%	57
	Total	1,113	100%	859	100%	773	100%	1,763	100%	1,257	100%	676	100%	715	100%	7,156

Table 1.7.5 Age and Level

1.8 Occupational Staff Group

The occupational group for the University are represented as follows

- APM: Administrative, Professional & Managerial
- C&M: Clinical & Medical-Related
- CCS: Childcare Services
- O&F: Operations & Facilities
- R&T: Research & Teaching
- TS: Technical Services

The occupational groups used are based on the University job families. Where a member of staff is not in one of the job families, they have been allocated to the most appropriate job family grouping or the clinical and medical-related staff group. The largest occupational staff group is research and teaching with 44% of staff, followed by administrative, professional and managerial staff, who constitute 30%. The proportion of staff in these staff groups have remained constant over the past three years. The proportion of staff in operations and facilities roles is 14% which has remained constant over the last 3 years. The proportion of staff in clinical and medical-related, childcare services and technical services roles has remained constant at 3%, 0.36% and 9% of staff respectively.

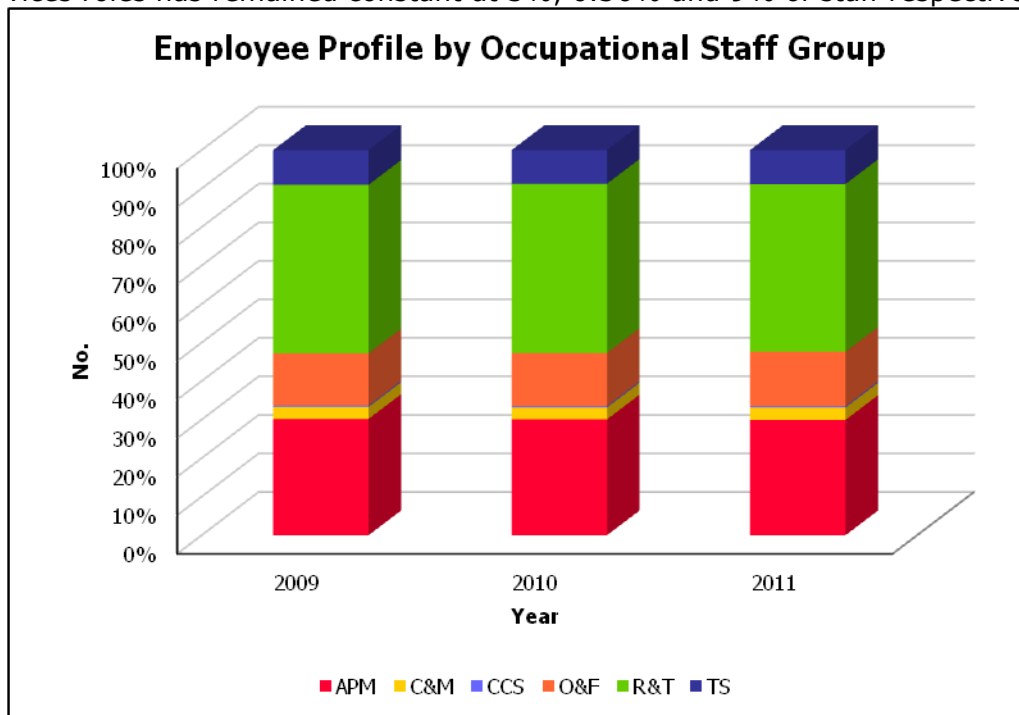


Figure 1.8.1 Occupational Staff Group Profile

	2009		2010		2011	
	No.	%	No.	%	No.	%
APM	2,109	30%	2,117	30%	2,142	30%
C&M	217	3%	218	3%	230	3%
CCS	24	0%	25	0%	26	0%
O&F	947	14%	972	14%	1,011	14%
R&T	3,058	44%	3,092	44%	3,116	44%
TS	630	9%	615	9%	631	9%
Total	6,985	100%	7,039	100%	7,156	100%

Table 1.8.1 Occupational Staff Group Profile

Gender and Occupational Staff Group

Whilst overall the University has an even gender balance, there are clear signs of occupational segregation by gender with women representing over three quarters of administrative, professional and managerial and 100% of childcare services employees. Conversely, 71% of clinical and medical-related staff, 59% of research and teaching staff and 61% of technical services employees are male. The operations and facilities staff group is the most gender balanced with 51% female and 49% male..

The gender balance in all areas has remained pretty consistent year on year over the last 3 years.

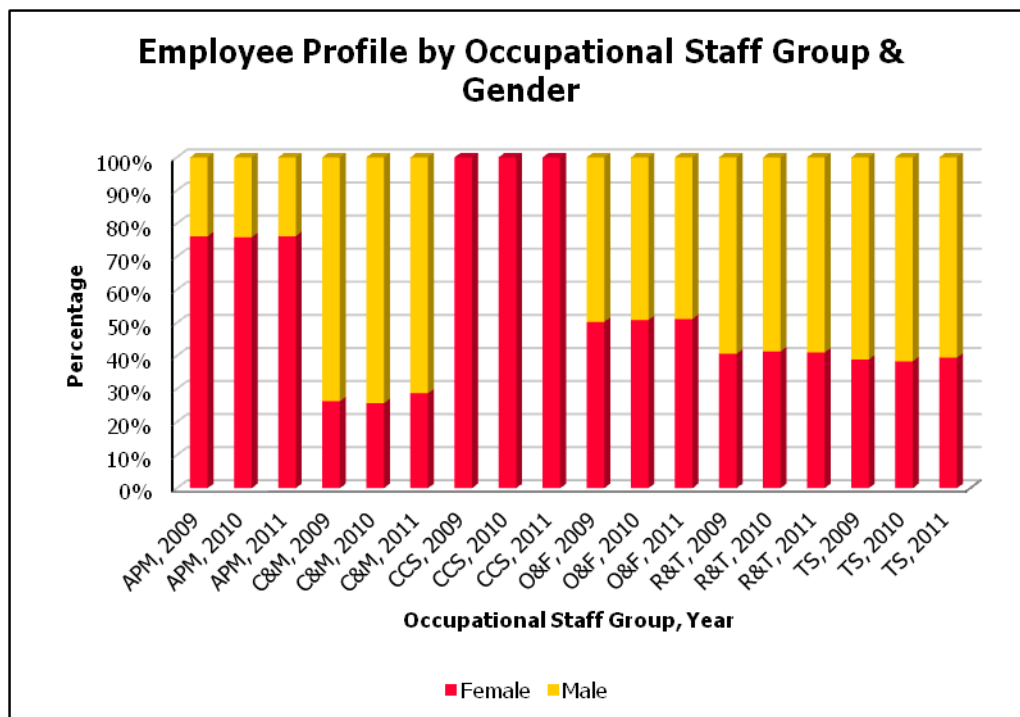


Figure 1.8.2 Gender and Occupational Staff Group

Occupational Staff Group		Female		Male		Total
		No.	%	No.	%	
2009	APM	1,606	76%	503	24%	2,109
	C&M	57	26%	160	74%	217
	CCS	24	100%			24
	O&F	476	50%	471	50%	947
	R&T	1,242	41%	1,816	59%	3,058
	TS	245	39%	385	61%	630
	Total	3,650	52%	3,335	48%	6,985
2010	APM	1,606	76%	511	24%	2,117
	C&M	56	26%	162	74%	218
	CCS	25	100%			25
	O&F	494	51%	478	49%	972
	R&T	1,278	41%	1,814	59%	3,092
	TS	236	38%	379	62%	615
	Total	3,695	52%	3,344	48%	7,039
2011	APM	1,632	76%	510	24%	2,142
	C&M	66	29%	164	71%	230
	CCS	26	100%			26
	O&F	517	51%	494	49%	1,011
	R&T	1,278	41%	1,838	59%	3,116
	TS	249	39%	382	61%	631
	Total	3,768	53%	3,388	48%	7,156

Table 1.8.2 Gender and Occupational Staff Group

Ethnicity and Occupational Staff Group

There is also evidence of occupational segregation by ethnicity, with a considerably higher proportion of ethnic minority staff in Clinical and Medical, research and teaching and operations and facilities roles than in administrative, professional and managerial or Technical Services roles.

In all of the occupational staff groups, the proportion of ethnic minority staff between 2009 and 2011 remain quite consistent.

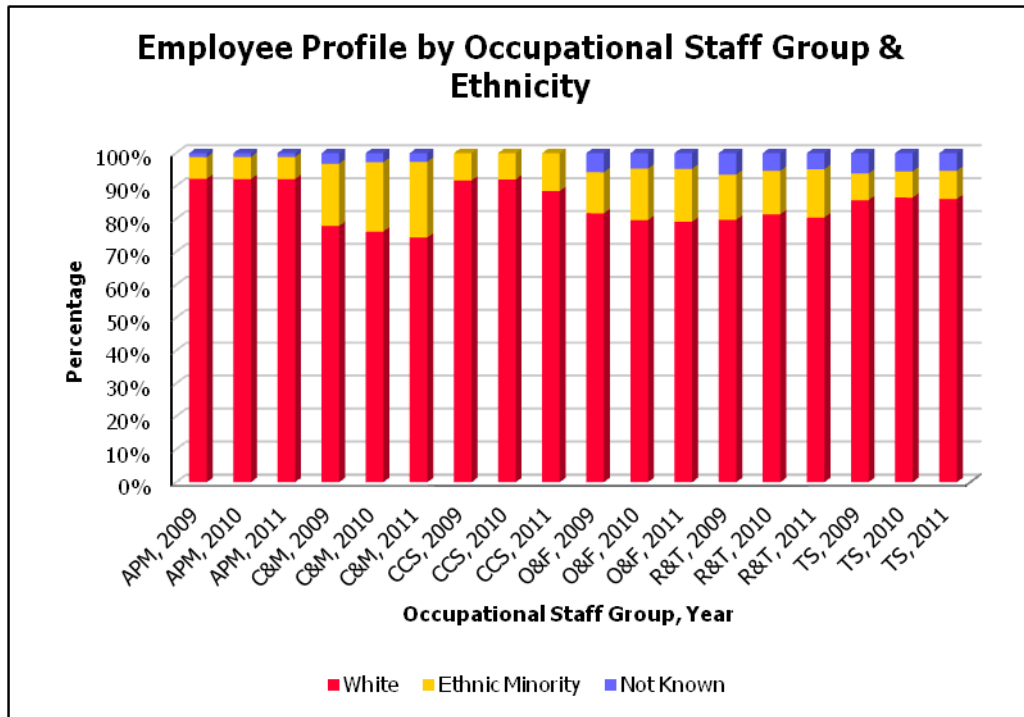


Figure 1.8.3 (a) Ethnicity and Occupational Staff Group

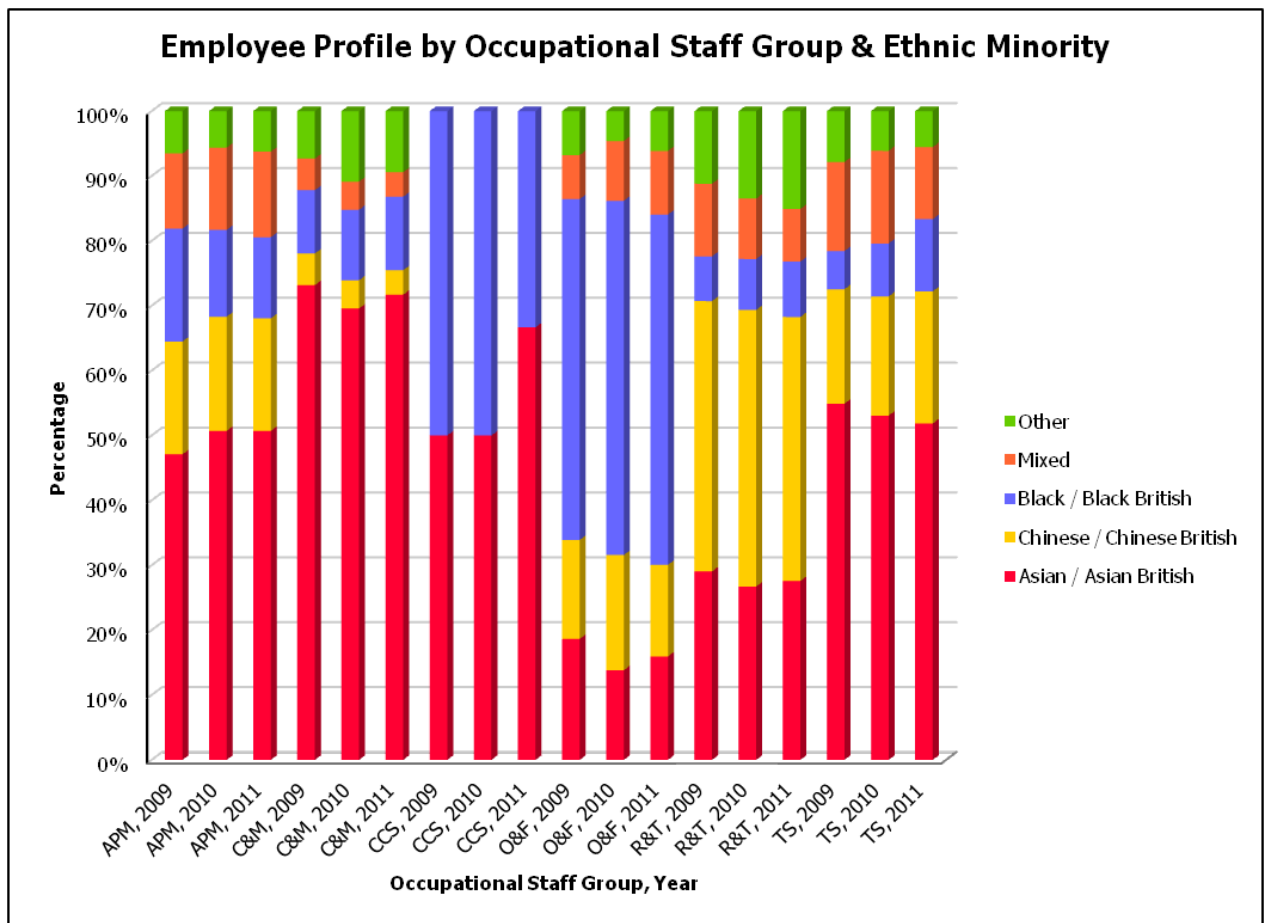


Figure 1.8.3 (b) Ethnicity and Occupational Staff Group

Year and Ethnicity			APM		C&M		CCS		O&F		R&T		TS		Total
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2009	White	White	1,945	33%	169	3%	22	0%	774	13%	2,438	41%	540	9%	5,888
		Total	1,945	33%	169	3%	22	0%	774	13%	2,438	41%	540	9%	5,888
	Ethnic Minority	Asian / Asian British	65	24%	30	11%	1	0%	22	8%	122	46%	28	10%	268
		Chinese / Chinese British	24	11%	2	1%			18	8%	175	77%	9	4%	228
		Black / Black British	24	20%	4	3%	1	1%	62	50%	29	24%	3	2%	123
		Mixed	16	20%	2	3%			8	10%	47	59%	7	9%	80
		Other	9	13%	3	4%			8	11%	47	66%	4	6%	71
		Total	138	18%	41	5%	2	1%	118	15%	420	55%	51	7%	770
	Not Known	Not Known	26	8%	7	2%			55	17%	200	61%	39	12%	327
		Total	26	8%	7	2%			55	17%	200	61%	39	12%	327
	Total		2,109	30%	217	3%	24	0%	947	14%	3,058	44%	630	9%	6,985
2010	White	White	1,950	33%	166	3%	23	0%	774	13%	2,518	42%	532	9%	5,963
		Total	1,950	33%	166	3%	23	0%	774	13%	2,518	42%	532	9%	5,963
	Ethnic Minority	Asian / Asian British	72	28%	32	12%	1	0%	21	8%	109	42%	26	10%	261
		Chinese / Chinese British	25	11%	2	1%			27	11%	174	73%	9	4%	237
		Black / Black British	19	13%	5	3%	1	1%	83	58%	32	22%	4	3%	144
		Mixed	18	23%	2	3%			14	18%	38	48%	7	9%	79
		Other	8	10%	5	6%			7	9%	55	71%	3	4%	78
		Total	142	18%	46	6%	2	0%	152	19%	408	51%	49	6%	799
	Not Known	Not Known	25	9%	6	2%			46	17%	166	60%	34	12%	277
		Total	25	9%	6	2%			46	17%	166	60%	34	12%	277
	Total		2,117	30%	218	3%	25	0%	972	14%	3,092	44%	615	9%	7,039
2011	White	White	1,973	33%	171	3%	23	0%	800	13%	2,507	42%	543	9%	6,017
		Total	1,973	33%	171	3%	23	0%	800	13%	2,507	42%	543	9%	6,017
	Ethnic Minority	Asian / Asian British	73	25%	38	13%	2	1%	26	9%	126	43%	28	10%	293
		Chinese / Chinese British	25	10%	2	1%			23	9%	186	75%	11	4%	247
		Black / Black British	18	11%	6	4%	1	1%	88	56%	39	25%	6	4%	158
		Mixed	19	24%	2	3%			16	20%	37	46%	6	8%	80
		Other	9	9%	5	5%			10	10%	69	72%	3	3%	96
		Total	144	16%	53	6%	3	1%	163	19%	457	52%	54	6%	874
	Not Known	Not Known	25	9%	6	2%			48	18%	152	57%	34	13%	265
		Total	25	9%	6	2%			48	18%	152	57%	34	13%	265
	Total		2,142	30%	230	3%	26	0%	1,011	14%	3,116	44%	631	9%	7,156

Table 1.8.3 Ethnicity and Occupational Staff Group

Disability and Occupational Staff Group

The largest proportion of declared disabled staff occurs in the operations and facilities and APM staff groups at 2.9% and 2% respectively, There are no declared disabled staff in childcare services roles. The proportion of staff for whom disability status is unknown is highest in the operations and facilities, research and teaching and technical services staff groups, all of which have a high proportion of devolved recruitment practices.

The proportion of staff who have declared a disability has risen between 2009 and 2011.

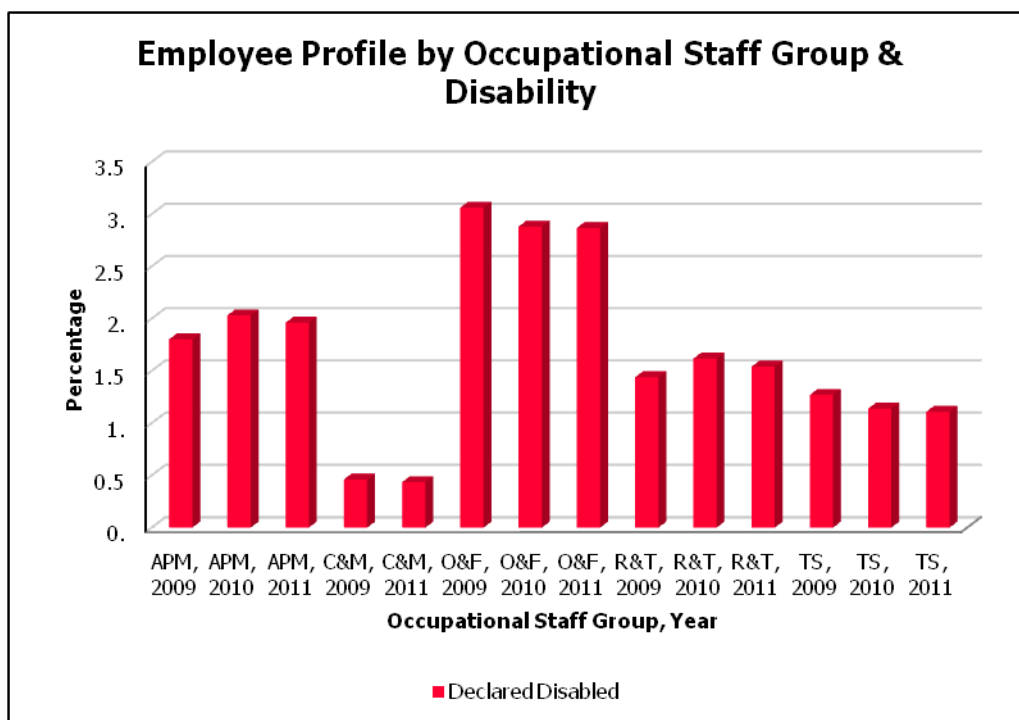
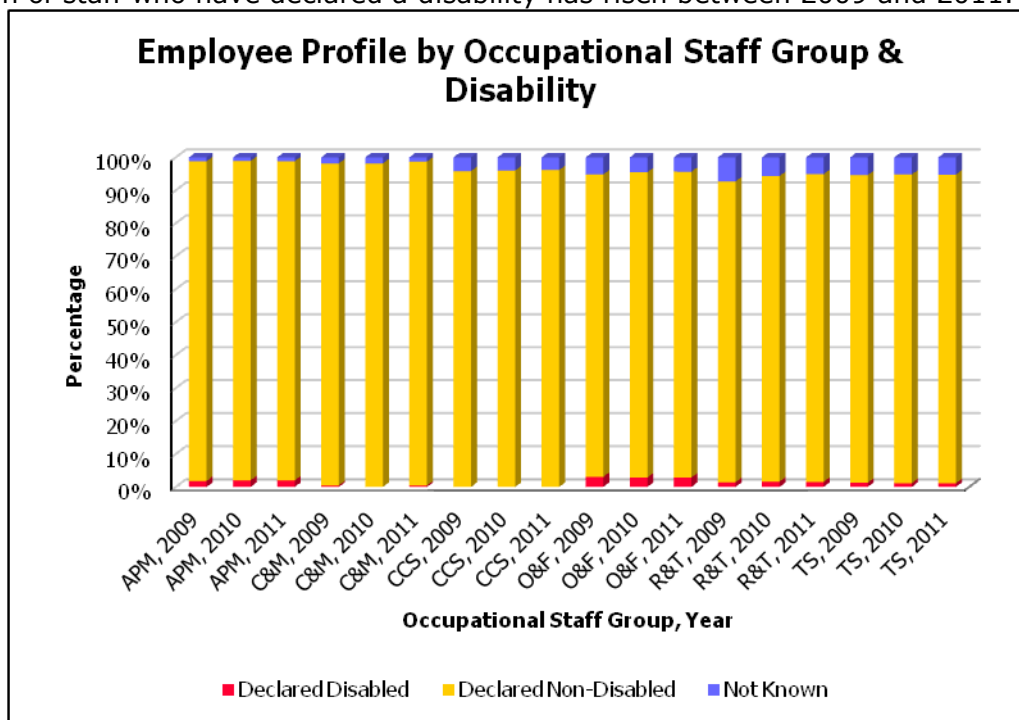


Figure 1.8.4 Disability and Occupational Staff Group

Occupational Staff Group		Declared Disabled		Declared Non-Disabled		Not Known		Total
		No.	%	No.	%	No.	%	
2009	APM	38	1.8%	2,046	97.0%	25	1.2%	2,109
	C&M	1	0.5%	212	97.7%	4	1.8%	217
	CCS			23	95.8%	1	4.2%	24
	O&F	29	3.1%	869	91.8%	49	5.2%	947
	R&T	44	1.4%	2,790	91.2%	224	7.3%	3,058
	TS	8	1.3%	588	93.3%	34	5.4%	630
	Total	120	1.7%	6,528	93.5%	337	4.8%	6,985
2010	APM	43	2.0%	2,051	96.9%	23	1.1%	2,117
	C&M			214	98.2%	4	1.8%	218
	CCS			24	96.0%	1	4.0%	25
	O&F	28	2.9%	900	92.6%	44	4.5%	972
	R&T	50	1.6%	2,867	92.7%	175	5.7%	3,092
	TS	7	1.1%	576	93.7%	32	5.2%	615
	Total	128	1.9%	6,632	94.2%	279	4.0%	7,039
2011	APM	42	2.0%	2,075	96.9%	25	1.2%	2,142
	C&M	1	0.4%	226	98.3%	3	1.3%	230
	CCS			25	96.2%	1	3.8%	26
	O&F	29	2.9%	938	92.8%	44	4.4%	1,011
	R&T	48	1.5%	2,910	93.4%	158	5.1%	3,116
	TS	7	1.1%	591	93.7%	33	5.2%	631
	Total	127	1.8%	6,765	94.5%	264	3.7%	7,156

Table 1.8.4 Disability and Occupational Staff Group

Age and Occupational Staff Group

The youngest group is in childcare services where the age band with the largest proportion of staff is 25 to 34 and 77% of staff are under 35. The APM and research and teaching staff groups have the largest proportion of staff in the 35 to 44 age band with over three quarters of staff aged between 25 and 54. The clinical and medical-related, operations and facilities and technical services staff groups have the highest proportion of staff in the 45 to 54 year old age band. In clinical and medical-related and operations and facilities staff groups over three quarters of staff are aged 35 to 64, whereas in technical services the age spread is wider with 23% of staff aged 25 to 34. Across all occupational staff groups the proportion of 16 to 24 year olds in the main decreased from 2009 to 2010 but there has been a slight increase again in 2011.

Employee Profile by Occupational Staff Group & Age

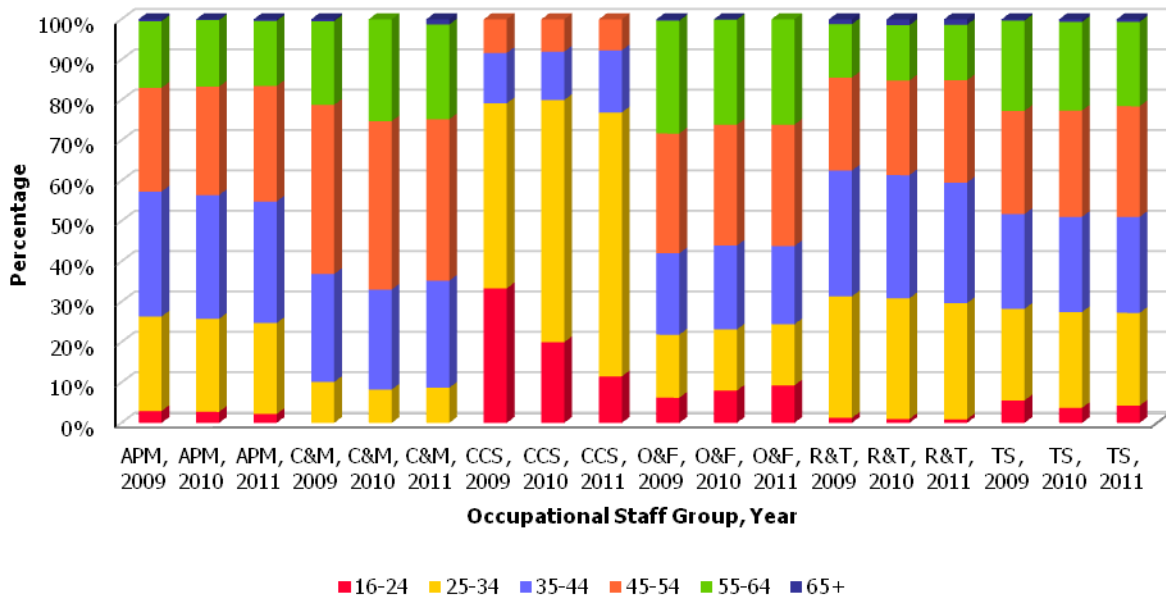


Figure 1.8.5 Age and Occupational Staff Group

Occupational Staff Group		16-24		25-34		35-44		45-54		55-64		65+		Total
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2009	APM	62	3%	494	23%	653	31%	542	26%	348	17%	10	0%	2,109
	C&M			22	10%	58	27%	91	42%	45	21%	1	0%	217
	CCS	8	33%	11	46%	3	13%	2	8%					24
	O&F	59	6%	148	16%	191	20%	281	30%	265	28%	3	0%	947
	R&T	38	1%	921	30%	953	31%	705	23%	404	13%	37	1%	3,058
	TS	35	6%	143	23%	148	23%	161	26%	141	22%	2	0%	630
	Total	202	3%	1,739	25%	2,006	29%	1,782	26%	1,203	17%	53	1%	6,985
2010	APM	58	3%	488	23%	649	31%	569	27%	349	16%	4	0%	2,117
	C&M			18	8%	54	25%	91	42%	55	25%			218
	CCS	5	20%	15	60%	3	12%	2	8%					25
	O&F	78	8%	147	15%	202	21%	291	30%	253	26%	1	0%	972
	R&T	30	1%	925	30%	943	30%	725	23%	424	14%	45	1%	3,092
	TS	23	4%	146	24%	145	24%	162	26%	135	22%	4	1%	615
	Total	194	3%	1,739	25%	1,996	28%	1,840	26%	1,216	17%	54	1%	7,039
2011	APM	47	2%	483	23%	645	30%	613	29%	346	16%	8	0%	2,142
	C&M			20	9%	61	27%	92	40%	54	23%	3	1%	230
	CCS	3	12%	17	65%	4	15%	2	8%					26
	O&F	94	9%	153	15%	196	19%	304	30%	264	26%			1,011
	R&T	28	1%	896	29%	931	30%	790	25%	429	14%	42	1%	3,116
	TS	27	4%	145	23%	150	24%	173	27%	132	21%	4	1%	631
	Total	199	3%	1,714	24%	1,987	28%	1,974	28%	1,225	17%	57	1%	7,156

Table 1.8.5 Age and Occupational Staff Group

1.9 Senior Research and Teaching Posts

There was a gradual increase, 1% from 2009 to 2010, of Females in senior research positions. However, the proportion of 27% for 2010 has remained the same in 2011. This is still some way off the 2014/2015 target of 33% and therefore will require some focus over the coming years

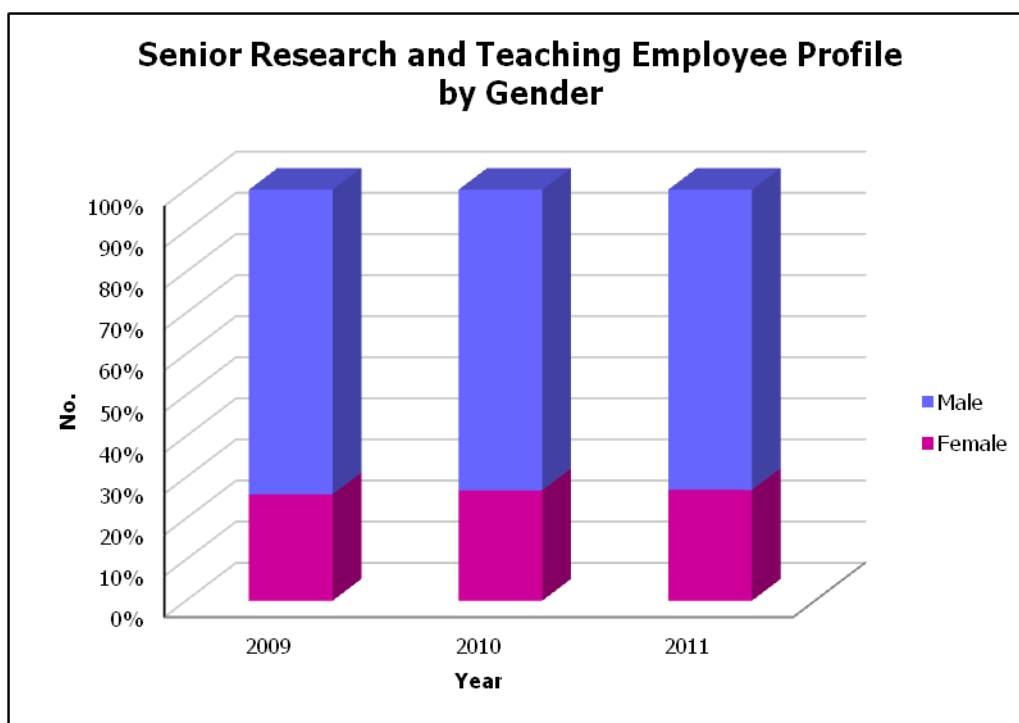


Figure 1.9.1 Gender Profile of Senior Research and Teaching Staff

Gender	2009		2010		2011	
	No.	%	No.	%	No.	%
Female	271	26%	283	27%	282	27%
Male	776	74%	771	73%	765	73%
Total	1,047	100%	1,054	100%	1,047	100%

Table 1.9.1 Gender Profile of Senior Research and Teaching Staff

Ethnicity of Senior Research and Teaching staff

In 2010 there was a marked increase of senior R+T staff from ethnic minorities up almost 1% to 7.6%. However, there has been no change this year, in 2011 the figure remains at 7.6%.

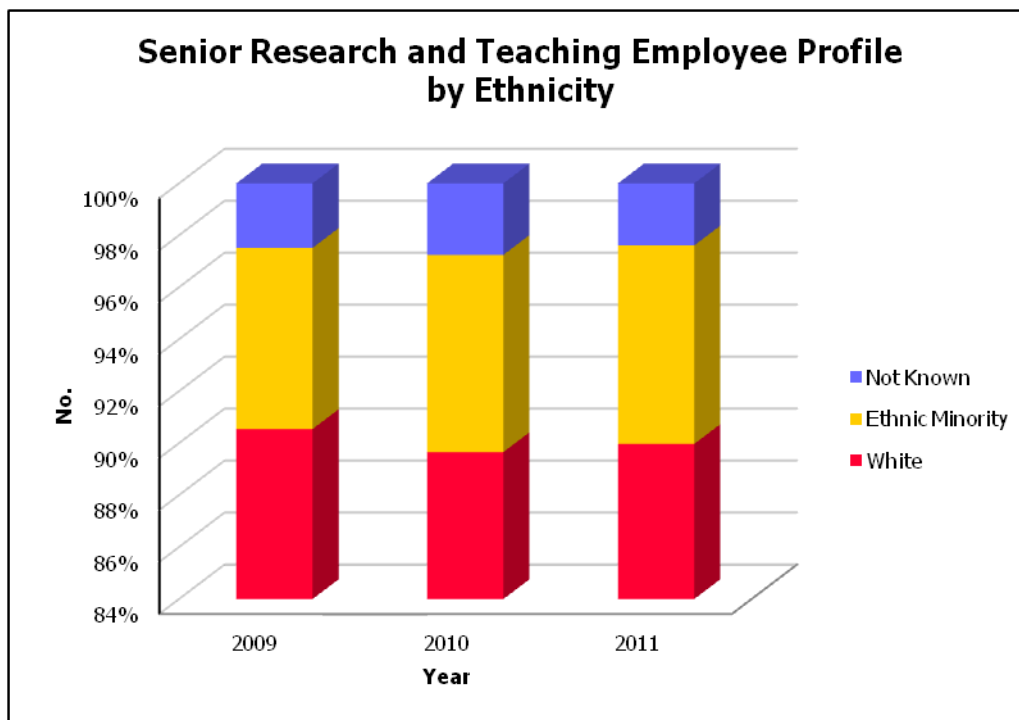


Figure 1.9.2 Ethnicity Profile of Senior Research and Teaching Staff

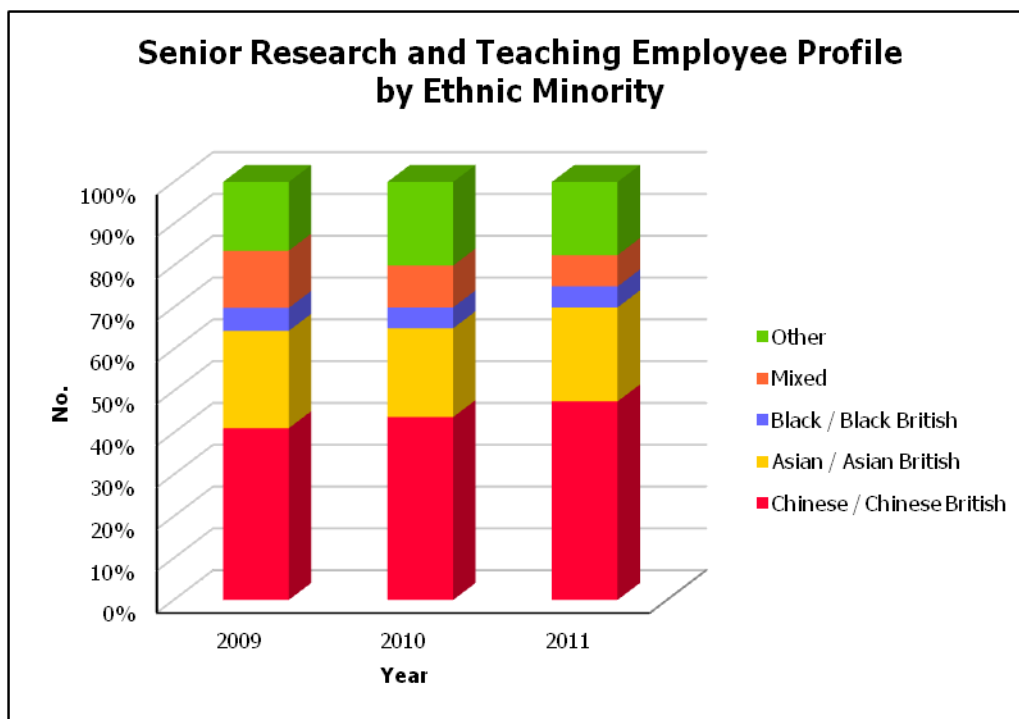


Figure 1.9.3 Ethnicity Profile of Senior Research and Teaching Staff

		2009		2010		2011	
		No.	%	No.	%	No.	%
White	White	948	90.5%	945	89.7%	942	90.0%
	Total	948	90.5%	945	89.7%	942	90.0%
Ethnic Minority	Chinese / Chinese British	30	2.9%	35	3.3%	38	3.6%
	Asian / Asian British	17	1.6%	17	1.6%	18	1.7%
	Black / Black British	4	0.4%	4	0.4%	4	0.4%
	Mixed	10	1.0%	8	0.8%	6	0.6%
	Other	12	1.1%	16	1.5%	14	1.3%
	Total	73	7.0%	80	7.6%	80	7.6%
Not Known	Not Known	26	2.5%	29	2.8%	25	2.4%
	Total	26	2.5%	29	2.8%	25	2.4%
Total		1,047	100.0%	1,054	100.0%	1,047	100.0%

Table 1.9.3 Ethnicity Profile of Senior Research and Teaching Staff

Again there has been a small but positive increase from 2010 of senior research and teaching employees declaring themselves as having a disability. Over the past 3 years, there has been a year on year increase of 0.1%.

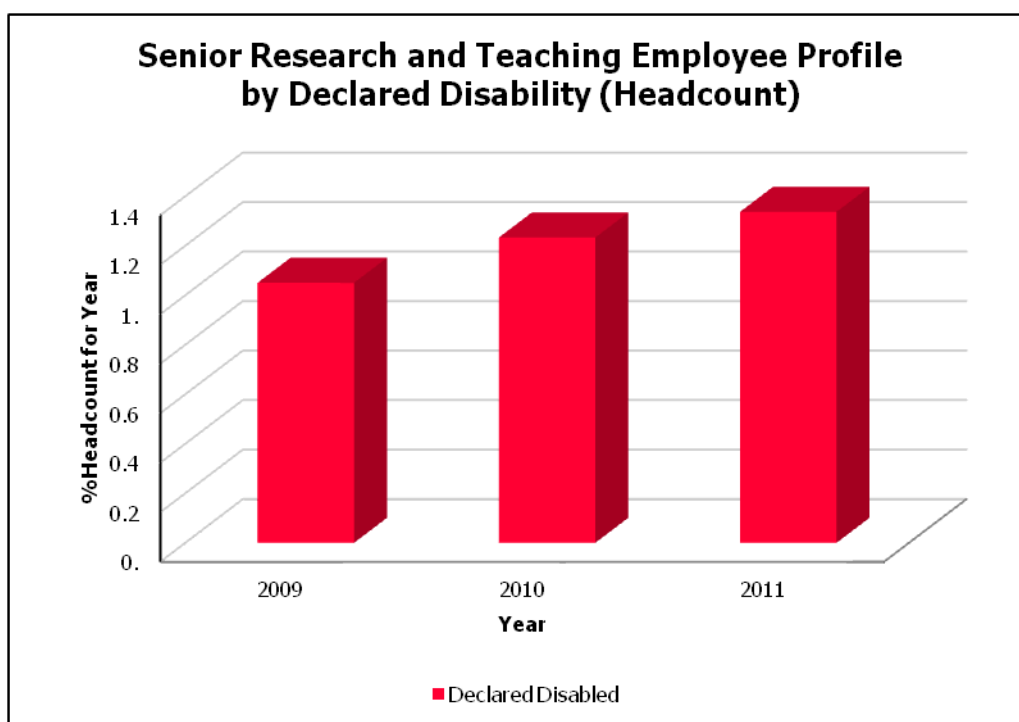


Figure 1.9.4 Proportion of Senior Research and Teaching Staff with a Declared Disability

		2009		2010		2011	
		No.	%	No.	%	No.	%
Declared Disabled		11	1.1%	13	1.2%	14	1.3%
Declared Non-Disabled		1,010	96.5%	1,013	96.1%	1,008	96.3%
Not Known		26	2.5%	28	2.7%	25	2.4%
Total		1,047	100.0%	1,054	100.0%	1,047	100.0%

Table 1.9.4 Disability Status Profile of Senior Research and Teaching Staff

As you would expect for Senior Research and teaching staff the majority of employees are over 35 (94%) this is due to the experience required to achieve statuses at this level.

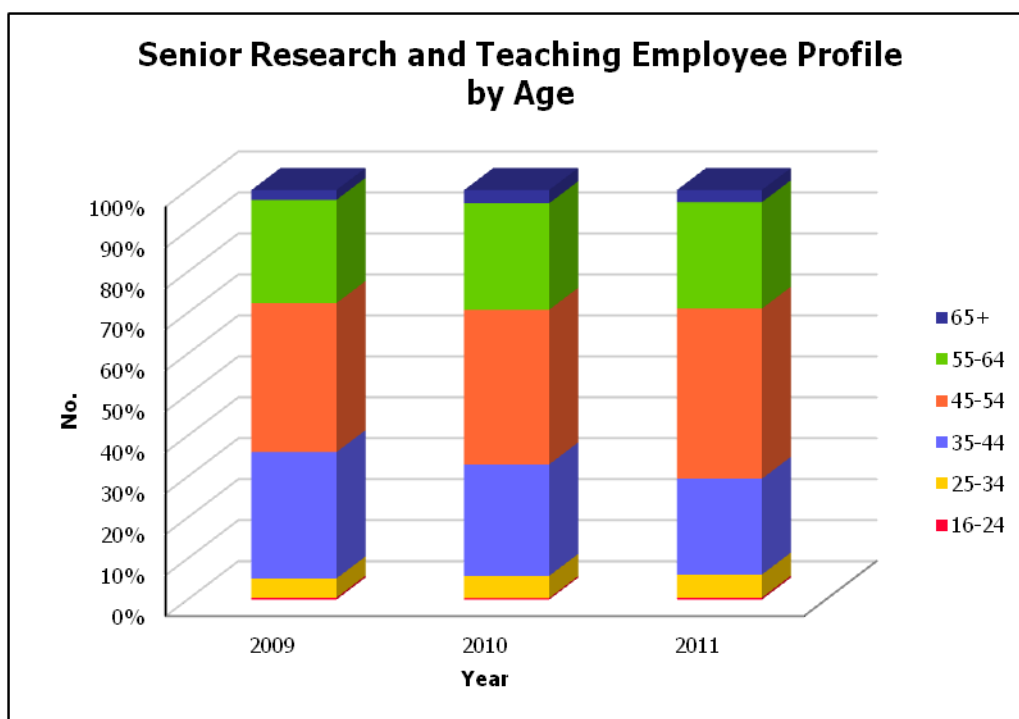


Figure 1.9.5 Age Profile of Senior Research and Teaching Staff

	2009		2010		2011	
	No.	%	No.	%	No.	%
16-24	5	%	4	%	5	%
25-34	49	5%	57	5%	59	6%
35-44	323	31%	287	27%	245	23%
45-54	381	36%	398	38%	435	42%
55-64	264	25%	274	26%	272	26%
65+	25	2%	34	3%	31	3%
Total	1,047	100%	1,054	100%	1,047	100%

Table 1.9.5 Age Profile of Senior Research and Teaching Staff

2. Recruitment

Recruitment monitoring is based on vacancy closing dates occurring in the University financial year of 1st August 2010 to 31st July 2011. These figures only refer to centralised recruitment. Centralised recruitment does not cover most research, operations and facilities and technical services roles.

2.1 Gender

The proportions of male and female applying for roles within the University continues to reflect the overall proportion of male and female staff currently employed, with a slightly higher proportion of female applicants at 57%. However it would also appear that, as candidates progress through the selection process, the proportion of males being offered roles compared to the proportion applying decreases slightly from 42% to 41%.

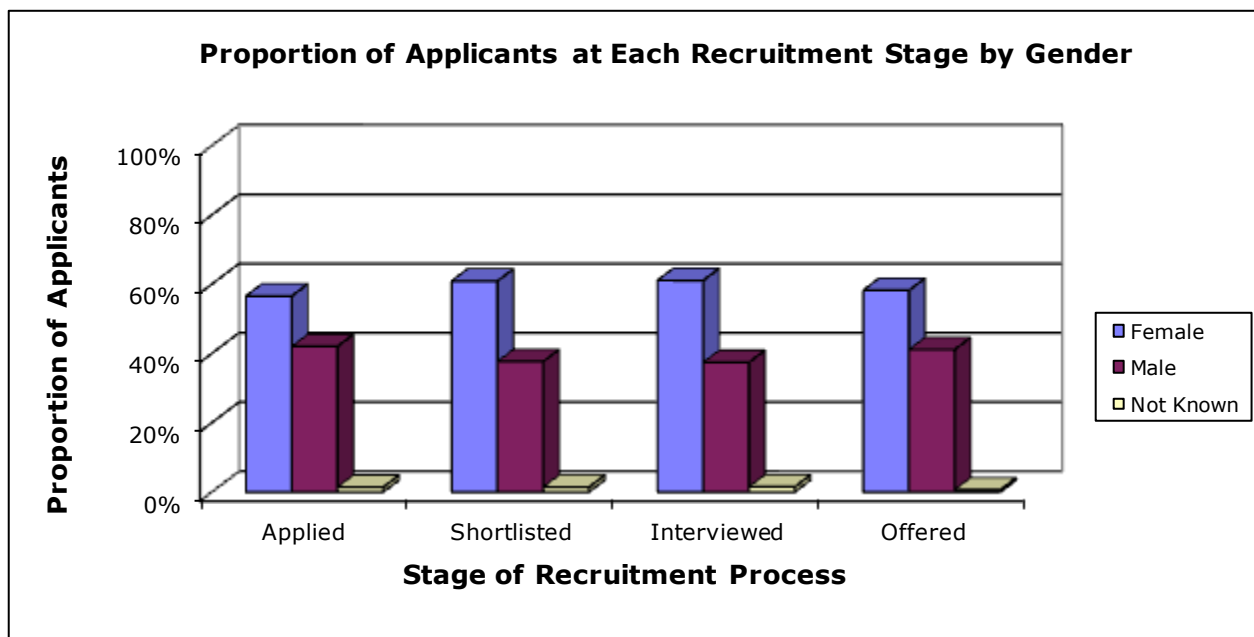


Figure 2.1.1 Proportion of Applicants at Each Recruitment Stage by Gender

Gender	Applied		Shortlisted		Interviewed		Offered	
	No.	%	No.	%	No.	%	No.	%
F	9,760	57%	1,040	61%	994	61%	269	58%
M	7,252	42%	643	38%	609	37%	190	41%
Not Known	240	1%	24	1%	24	1%	3	1%
Total	17,252	100%	1,707	100%	1,627	100%	462	100%

Table 2.1.1 Proportion of Applicants at Each Recruitment Stage by Gender

2.2 Ethnicity

The University continues to attract a higher proportion of applications from ethnic minorities compared to the ethnicity demographic for the local area.

However, a proportion of these applications are as a result of online international candidates who do not possess the relevant qualifications for the post, or who require a work permit and have applied for positions where a work permit cannot be obtained without first demonstrating that national recruitment has been unsuccessful.

This accounts for the fact that the proportion of ethnic minority candidates drops significantly from the numbers applied to that shortlisted as possible staff.

The combined total of ethnic minority and unknown ethnic origin candidates that are offered positions equates to 20%, This is slightly higher than the local ethnicity demographic of 18.93%

The proportion of candidates from Chinese / Chinese British origin is significantly higher than the local representation of this group

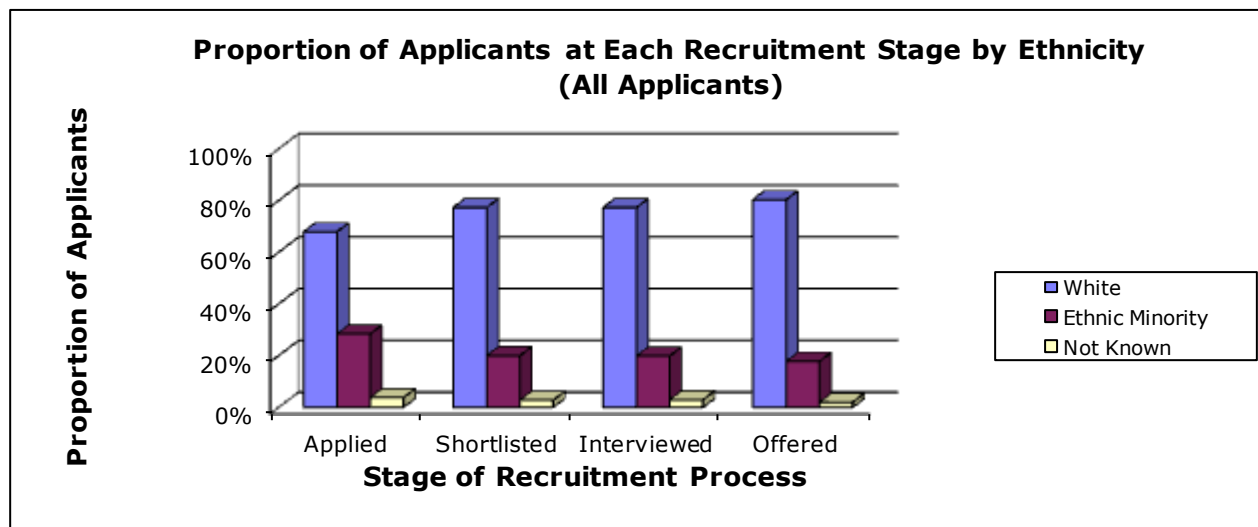


Figure 2.2.1 (a) Proportion of Applicants at Each Recruitment Stage by Ethnicity – All Applicants

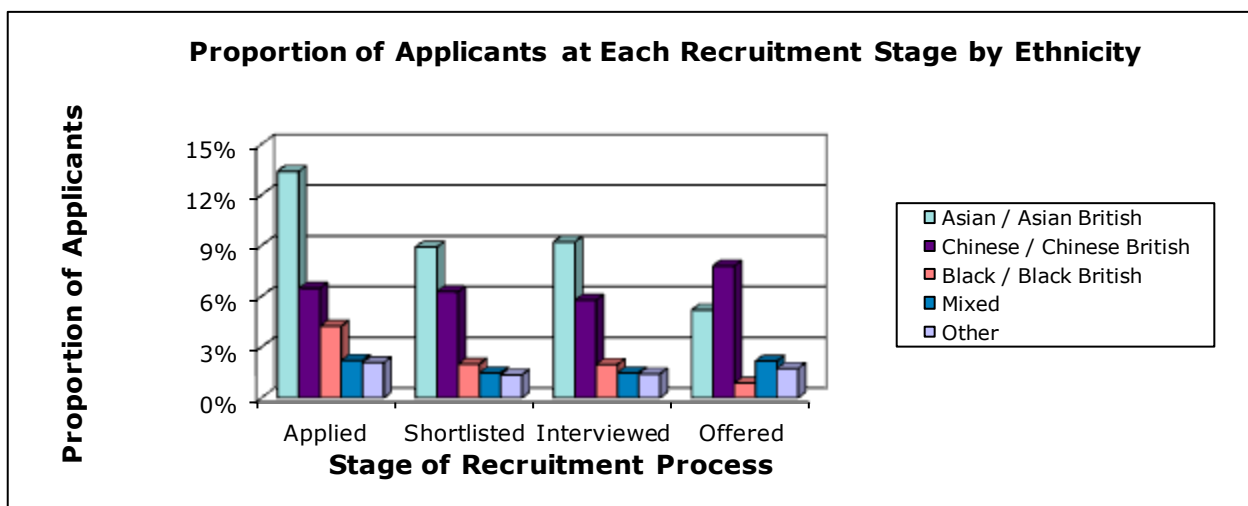


Figure 2.2.1 (b) Proportion of Applicants at Each Recruitment Stage by Ethnicity – Ethnic Minority Applicants

Ethnicity	Applied		Shortlisted		Interviewed		Offered	
	No.	%	No.	%	No.	%	No.	%
White	11,711	68%	1,319	77%	1,257	77%	371	80%
Asian / Asian British	2,309	13%	152	9%	150	9%	24	5%
Chinese / Chinese British	1,117	6%	107	6%	94	6%	36	8%
Black / Black British	730	4%	34	2%	32	2%	4	1%
Mixed	381	2%	25	1%	24	1%	10	2%
Other	358	2%	23	1%	23	1%	8	2%
Ethnic Minority Total	4,895	28%	341	20%	323	20%	82	18%
Not Known	646	4%	47	3%	47	3%	9	2%
Total	17,252	100%	1,707	100%	1,627	100%	462	100%

Table 2.2.1 Proportion of Applicants at Each Recruitment Stage by Ethnicity

Whilst the lower success rate from application to interview can be explained by the impact of high overseas applications, the success rate at interview of different racial groups would suggest that at interview White candidates are slightly more successful than those from an ethnic minority.

2.3 Disability

As the recruitment process progresses it can be seen that the overall success of candidates with declared disabilities decreases from application to shortlisting. The marked drop off is at shortlisting stage where proportionally applicants with a disability falls by 1%.

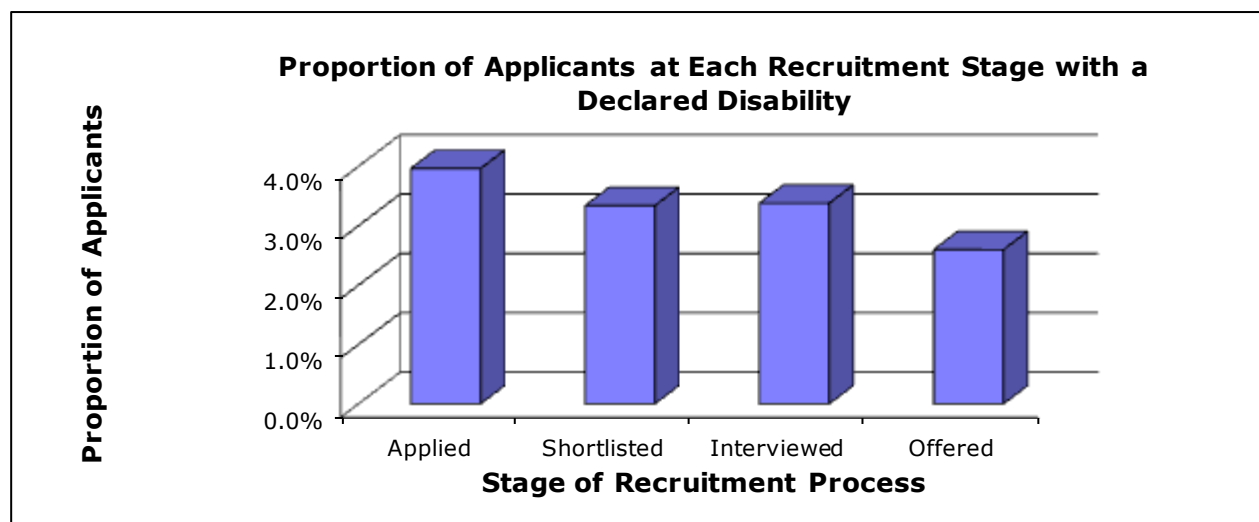


Figure 2.3.1 Proportion of Applicants at Each Recruitment Stage with a Declared Disability

Disability	Applied		Shortlisted		Interviewed		Offered	
	No.	%	No.	%	No.	%	No.	%
Y	684	4%	57	3%	55	3%	12	3%
N	16,542	96%	1,648	97%	1,570	96%	447	97%
Not Known	26	0%	2	0%	2	0%	3	1%
Total	17,252	100%	1,707	100%	1,627	100%	462	100%

Table 2.3.1 Proportion of Applicants at Each Recruitment Stage by Declared Disability

3 Activity/Performance Review

Performance review monitoring is based on the period 2010-2011. Each data set is compared to the expected rating distribution for the overall University. The ratings available are: does not meet expectations, meets expectations, exceeds (1) expectations and exceeds (2) expectations.

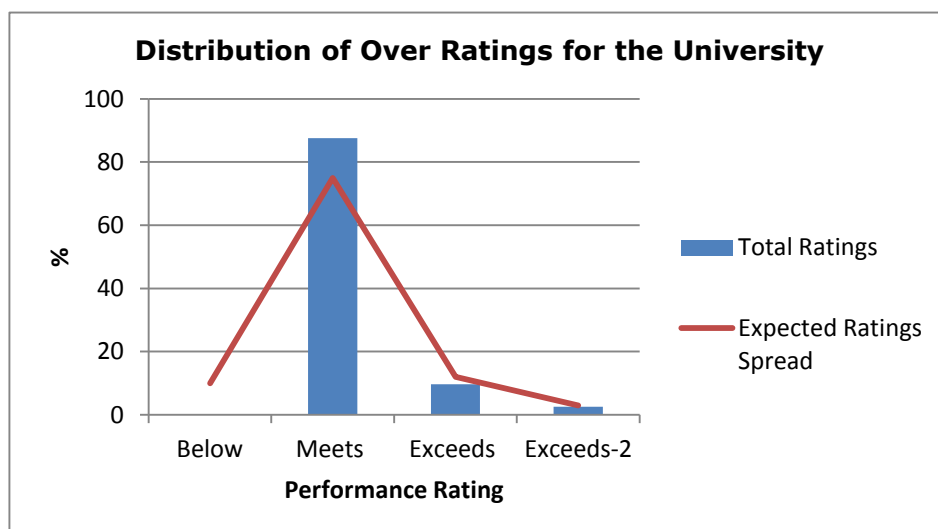


Figure 3.1.1 Proportion of staff and their performance rating against the University expected range

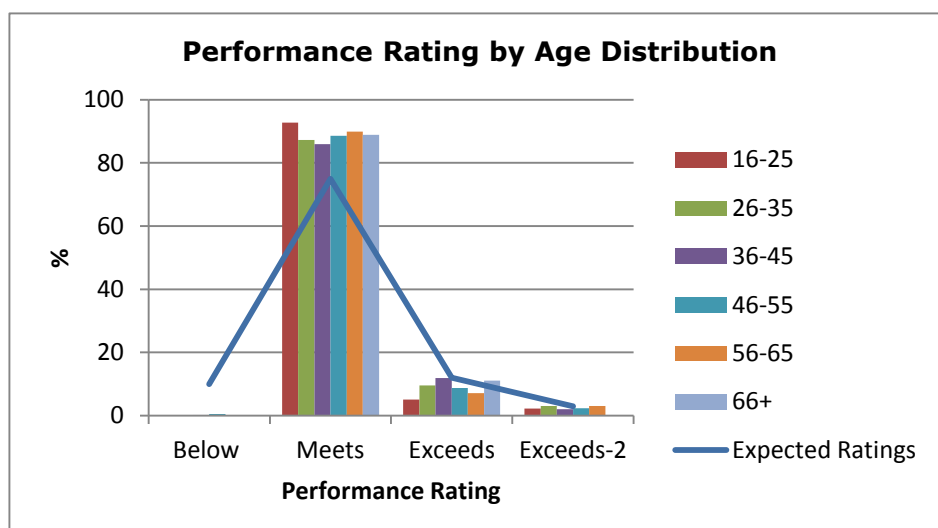


Figure 3.1.2 Proportion of staff by age and their performance rating against the University expected range

AGE	Below %	Meets %	Exceeds %	Exceeds-2 %	Below No.	Meets No.	Exceeds No.	Exceeds-2 No.	TOTAL
Expected Ratings	10	75	12	3					
16-25	0	92.8	5.1	2.2	0	128	7	3	138
26-35	0	87.3	9.6	3.1	0	1298	143	46	1487
36-45	0.2	85.9	11.9	2	3	1391	193	33	1620
46-55	0.5	88.6	8.7	2.3	6	1094	107	28	1235
56-65	0	89.9	7.1	3.1	0	558	44	19	621
66+	0	88.9	11.1	0	0	8	1	0	9

Table 3.1.2 Proportion of staff by age and their performance rating against the University expected range

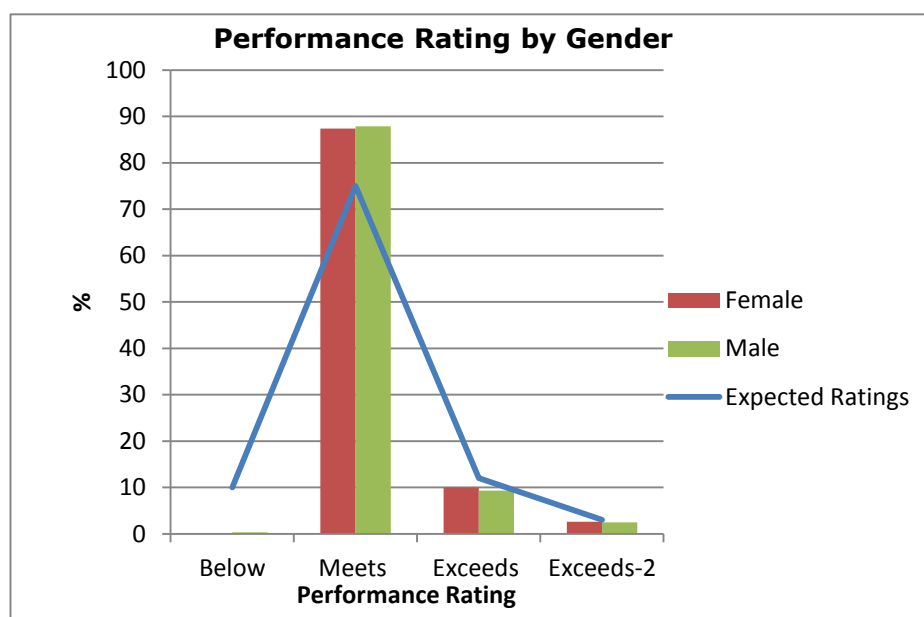


Figure 3.1.3 Proportion of staff by gender and their performance rating against the University expected range

GENDER	Below %	Meets %	Exceeds %	Exceeds-2 %	Below No.	Meets No.	Exceeds No.	Exceeds-2 No.	TOTAL
Expected Ratings	10	75	12	3					
Female	0.1	87.4	10	2.6	2	2562	293	75	2932
Male	0.3	87.9	9.3	2.5	7	1915	202	54	2178

Table 3.1.3 Proportion of staff by gender and their performance rating against the University expected range

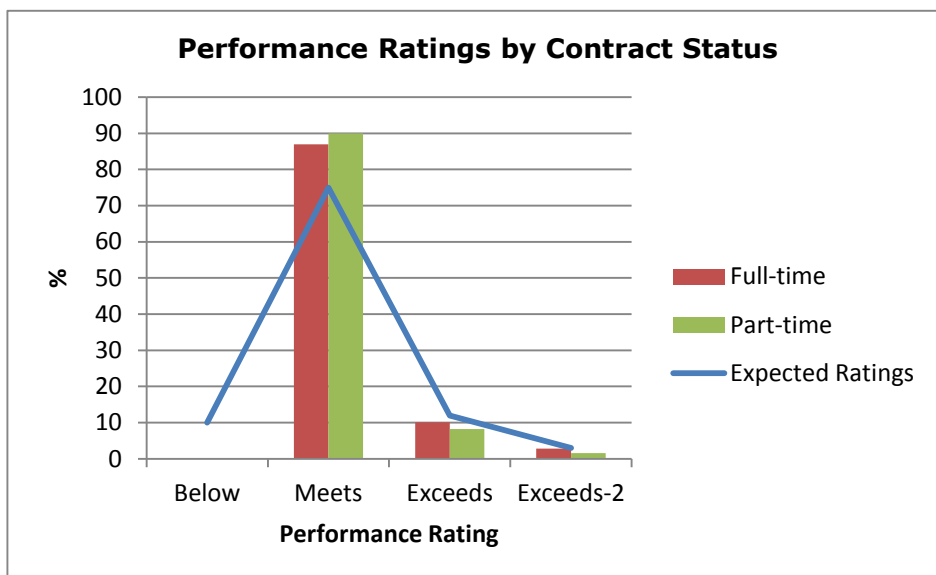


Figure 3.1.4 Proportion of staff by contracted hours and their performance rating against the University expected range

FULL/PART TIME	Below %	Meets %	Exceeds %	Exceeds-2 %	Below No.	Meets No.	Exceeds No.	Exceeds-2 No.	TOTAL
Expected Ratings	10	75	12	3					
Full-time	0.2	86.9	10.1	2.8	7	3382	395	110	3894
Part-time	0.2	90	8.2	1.6	2	1095	100	19	1216

Table 3.1.4 Proportion of staff by contracted hours and their performance rating against the University expected range

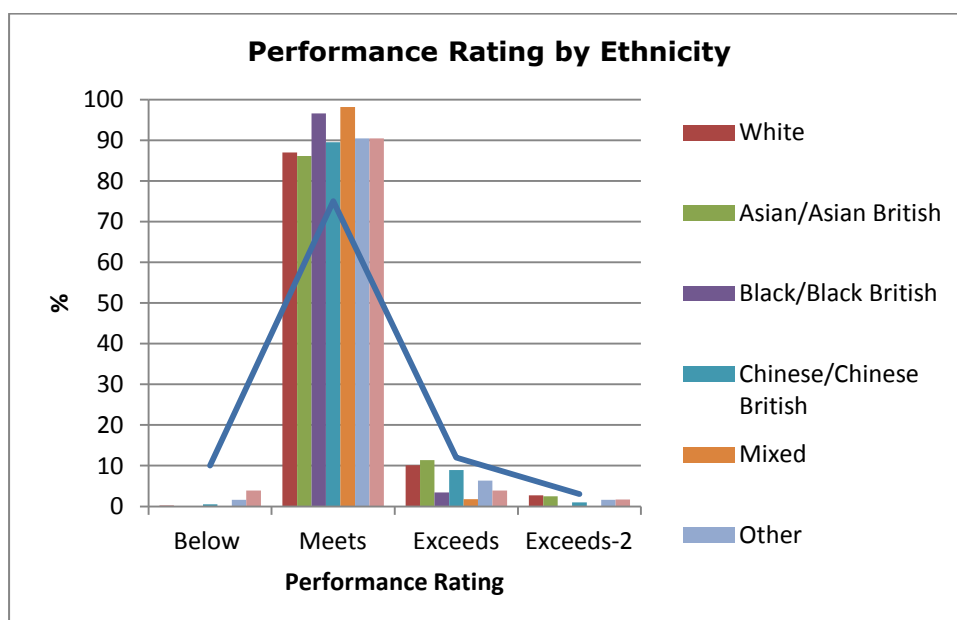


Figure 3.1.5 Proportion of staff by Ethnicity and their performance rating against the University expected range

ETHNICITY	Below %	Meets %	Exceeds %	Exceeds-2 %	Below No.	Meets No.	Exceeds No.	Exceeds-2 No.	TOTAL
Expected Ratings	10	75	12	3					
White	0.16	87	10.1	2.7	7	441	3800	118	4366
Asian/Asian British	0	86.1	11.4	2.5	0	174	23	5	202
Black/Black British	0	96.6	3.4	0	0	57	2	0	59
Chinese/Chinese British	0.5	89.5	8.9	1	1	171	17	2	191
Mixed	0	98.2	1.75	0	0	56	1	0	57
Other	1.59	90.5	6.3	1.6	1	57	4	1	63
Unknown	3.9	90.5	3.9	1.68	7	162	7	3	179

Table 3.1.5 Proportion of staff by Ethnicity and their performance rating against the University expected range

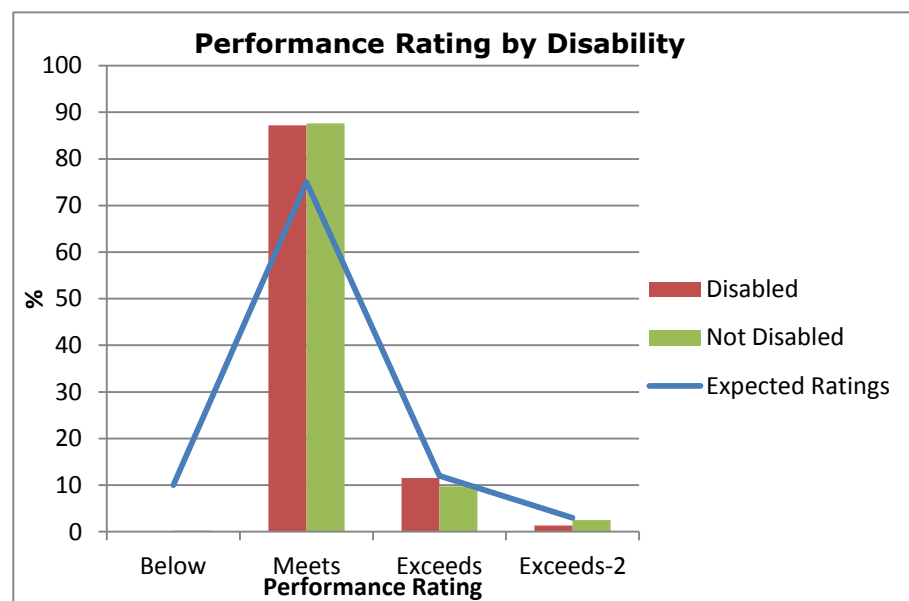


Figure 3.1.6 Proportion of staff by Disability and their performance rating against the University expected range

DISABILITY	Below %	Meets %	Exceeds %	Exceeds-2 %	Below No.	Meets No.	Exceeds No.	Exceeds-2 No.	TOTAL
Expected Ratings	10	75	12	3					
Disabled	0	87.2	11.5	1.3	0	68	9	1	78
Not Disabled	0.2	87.6	9.7	2.5	9	4409	486	128	5032

Table 3.1.6 Proportion of staff by Disability and their performance rating against the University expected range

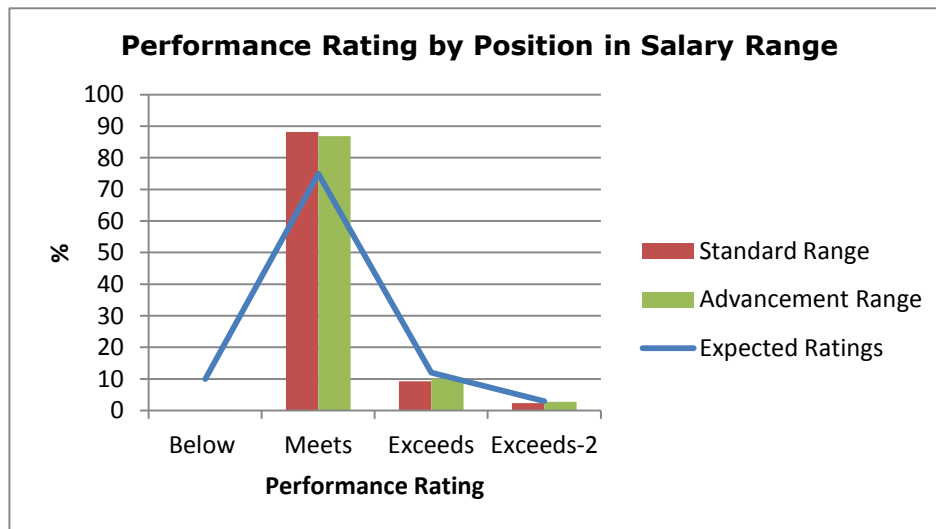


Figure 3.1.7 Proportion of staff by position in the salary range and their performance rating against the University expected range

SALARY RANGE ANALYSIS	Below %	Meets %	Exceeds %	Exceeds-2 %	Below	Meets	Exceeds	Exceeds-2	TOTAL
Expected Ratings	10	75	12	3					
Standard Range	0.1	88.2	9.3	2.3	4	2448	258	65	2775
Advancement Range	0.2	86.9	10.1	2.7	5	2029	237	64	2335

Table 3.1.7 Proportion of staff by position in the salary range and their performance rating against the University expected range

4 Promotions

The academic promotions process is based on individual merit, rather than organisational change or structural requirements – it is in effect a standard to be met rather than a vacancy to be filled; whereas the regrading process is intended as a correction mechanism where the requirements of a role have changed over time; so although they are grouped together in this report they are not analogous processes.

The promotions monitoring is based on the period 2010-2011 and covers promotions in the academic job family.

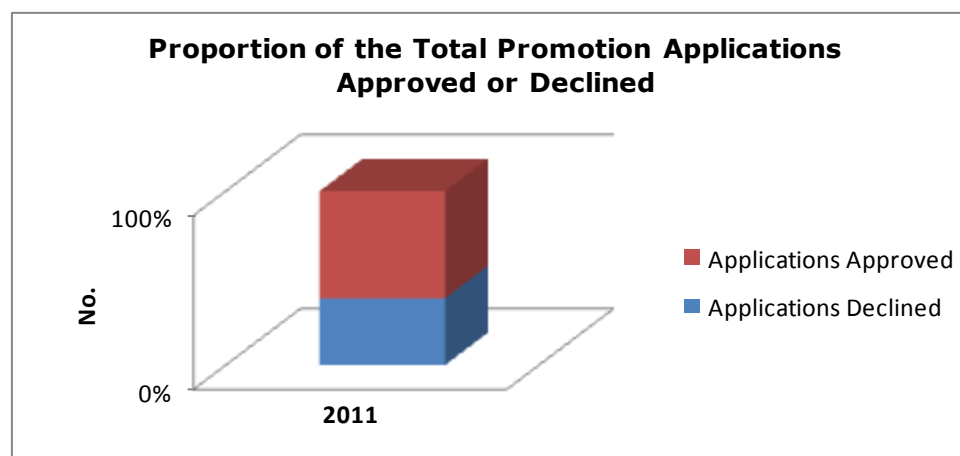


Figure 4.1.1 Proportion of approved and declined applications for promotion across all grades

	Applications Declined	Applications Approved	Total Applications
Number of applications	53	85	138

Table 4.1.1 Proportion of approved and declined applications for promotion across all grades

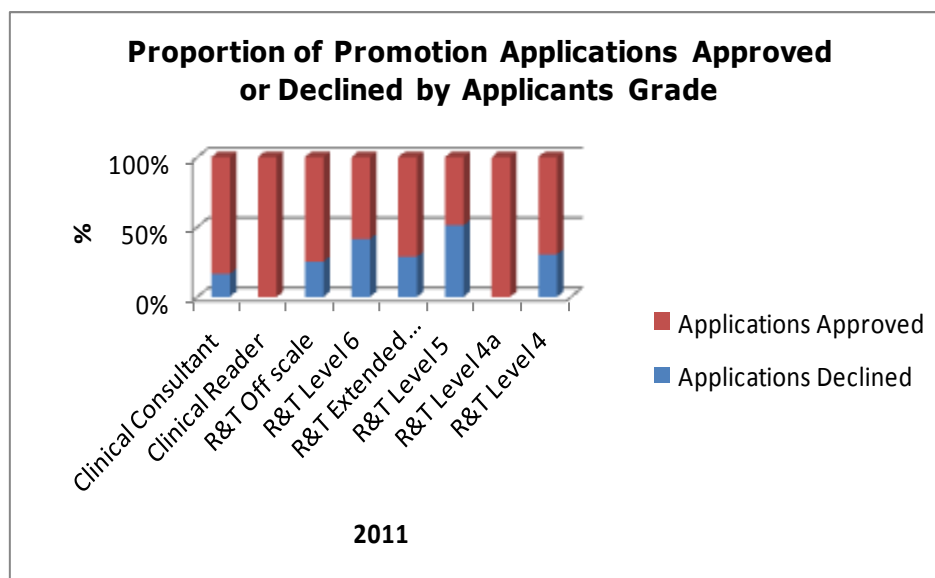


Figure 4.1.2 Proportion of Promotion Applications Approved or Declined by Applicants Grade

Current Grade	Applications Declined	Applications Approved	Grand Total
Clinical Consultant	1	5	6
Clinical Reader	0	2	2
R&T Off scale	1	3	4
R&T Level 6	19	27	47
R&T Extended Level 5	4	10	14
R&T Level 5	21	20	41
R&T Level 4a	0	2	2
R&T Level 4	7	16	23
Grand Total	53	85	138

Table 4.1.2 Proportion of Promotion Applications Approved or Declined by Applicants Grade

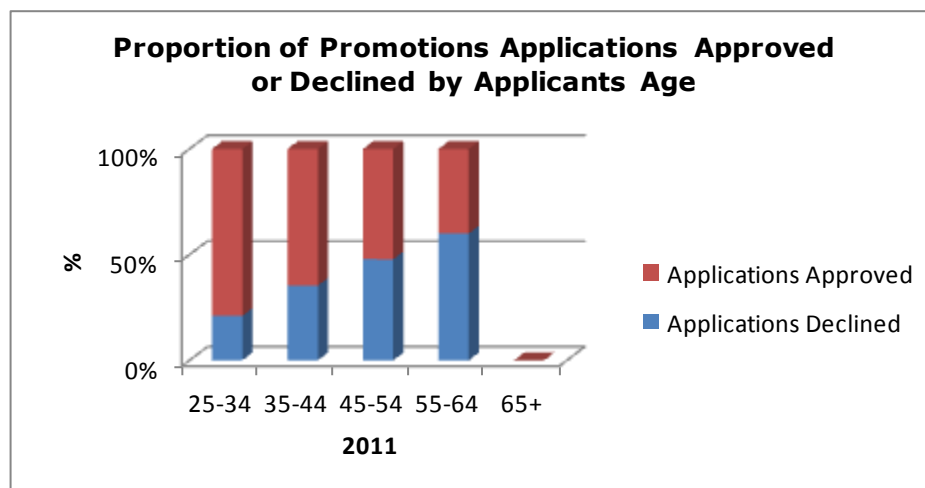


Figure 4.1.3 Proportion of Promotion Applications Approved or Declined By Age Band

Age Band	Applications Declined	Applications Approved	Grand Total
25-34	4	15	19
35-44	24	44	68
45-54	22	24	46
55-64	3	2	5
65+	0	0	
Grand Total	53	85	138

Table 4.1.3 Number of Promotion Applications Approved or Declined By Age Band

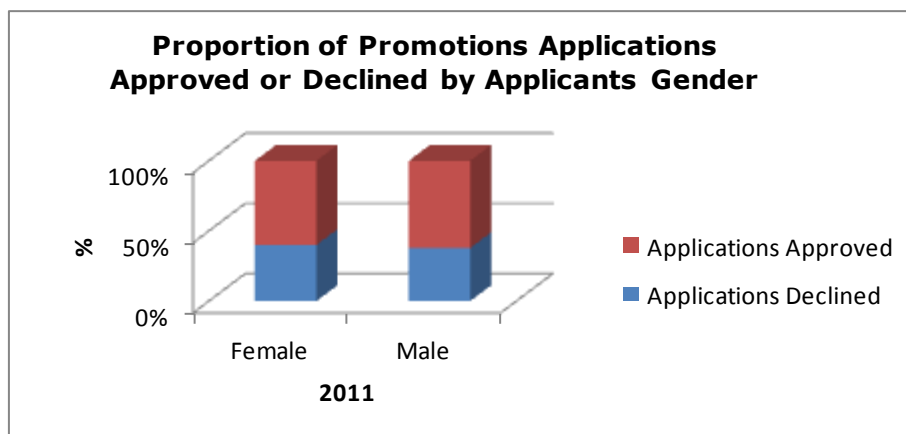


Figure 4.1.4 Proportion of Promotion Applications Approved or Declined By Gender

Gender	Applications Declined	Applications Approved	Grand Total
Female	14	21	35
Male	39	64	103
Grand Total	53	85	138

Table 4.1.4 Number of Promotion Applications Approved or Declined By Gender

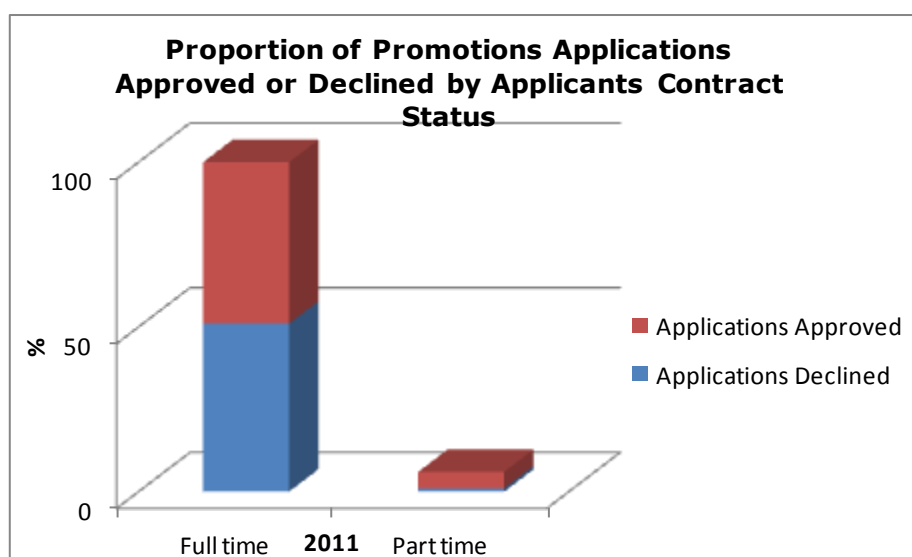


Figure 4.1.5 Proportion of Promotion Applications Approved or Declined By contract type

Full/Part time	Applications Declined	Applications Approved	Grand Total
Full time	51	81	132
Part time	1	5	6
Grand Total	52	86	138

Table 4.1.5 Number of Promotion Applications Approved or Declined By contract type

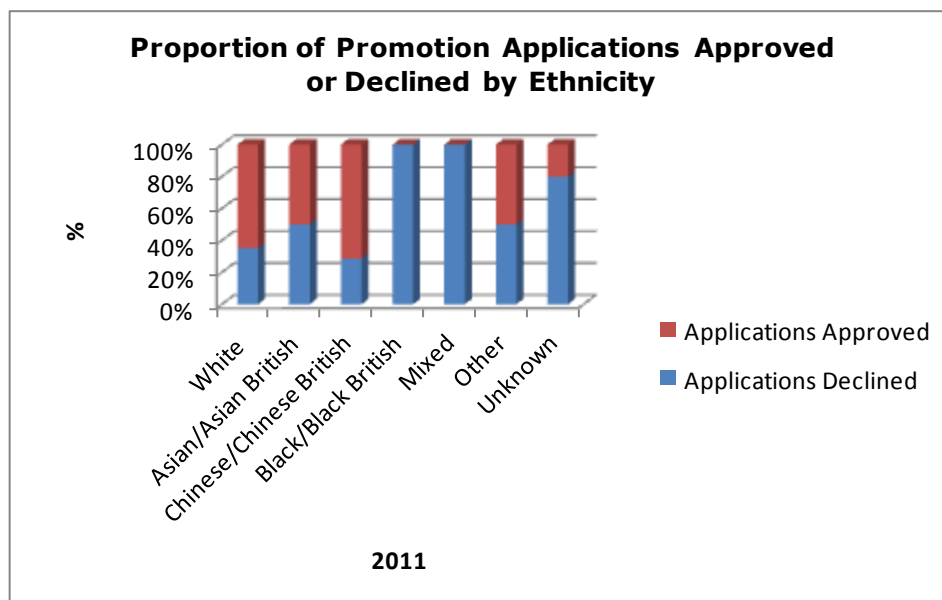


Figure 4.1.6 Proportion of Promotion Applications Approved or Declined By Ethnic Origin

Ethnic Origin	Applications Declined	Applications Approved	Grand Total
White	40	74	114
Asian/Asian British	4	4	8
Chinese/Chinese British	2	5	7
Black/Black British	1	0	1
Mixed	1	0	
Other	1	1	2
Unknown	4	1	5
Grand Total	53	85	138

Table 4.1.6 Number of Promotion Applications Approved or Declined By Ethnic Origin

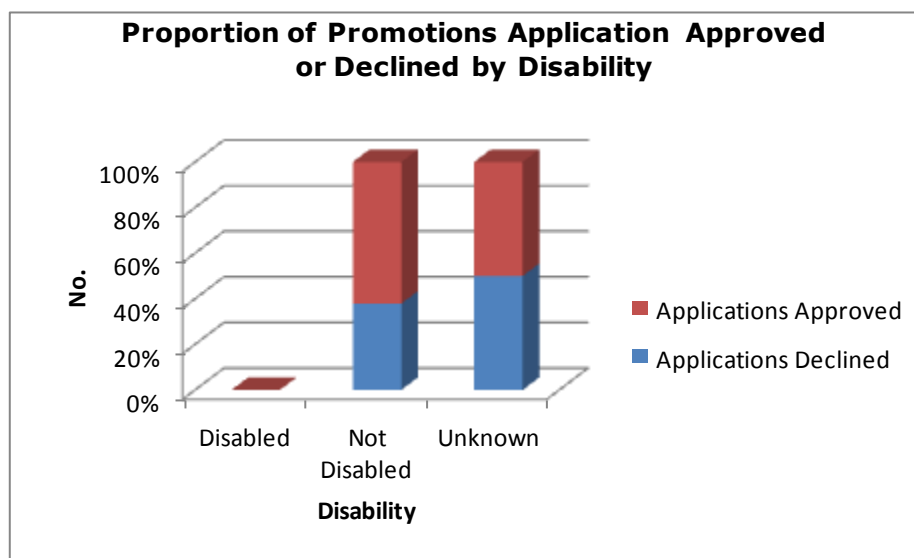


Figure 4.1.7 Proportion of Promotion Applications Approved or Declined By Disability

Disability	Applications Declined	Applications Approved	Grand Total
Disabled	0	0	
Not Disabled	50	82	
Unknown	3	3	
Grand Total	53	85	138

Table 4.1.7 Number of Promotion Applications Approved or Declined By Disability

5 Regrading

The regrading process is available to those staff in the APM and TS job families and is carried out with reference to the Hay analytical job evaluation scheme implemented at the University.

This process recognises changes in an individual's role that have already occurred.

This year, females are more successful in regrading process.

The very small numbers of declared disabled staff make it very difficult to draw meaningful conclusions from the data.

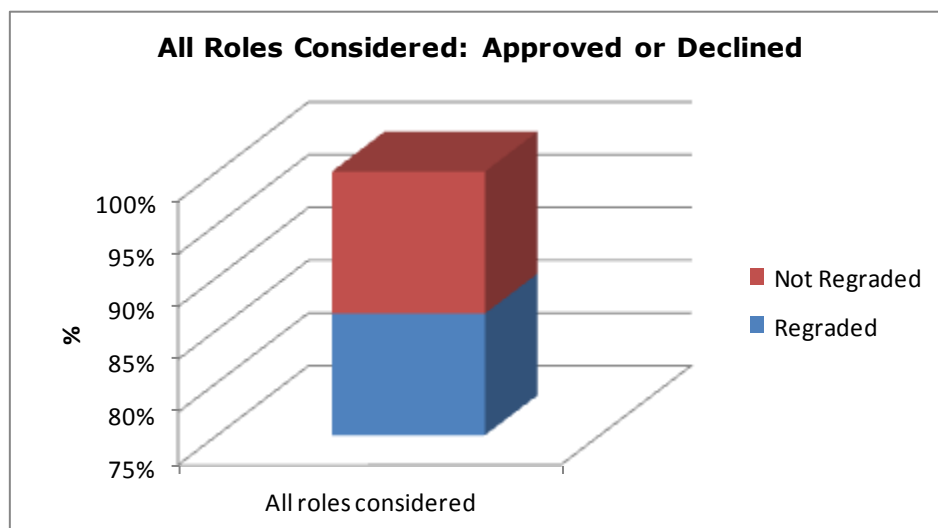


Figure 5.1.1 Proportion Regradings for all roles considered

	Regraded	Not Regrated	Applied
All roles considered	45	7	52

Table 5.1.1 Proportion Regradings for all roles considered

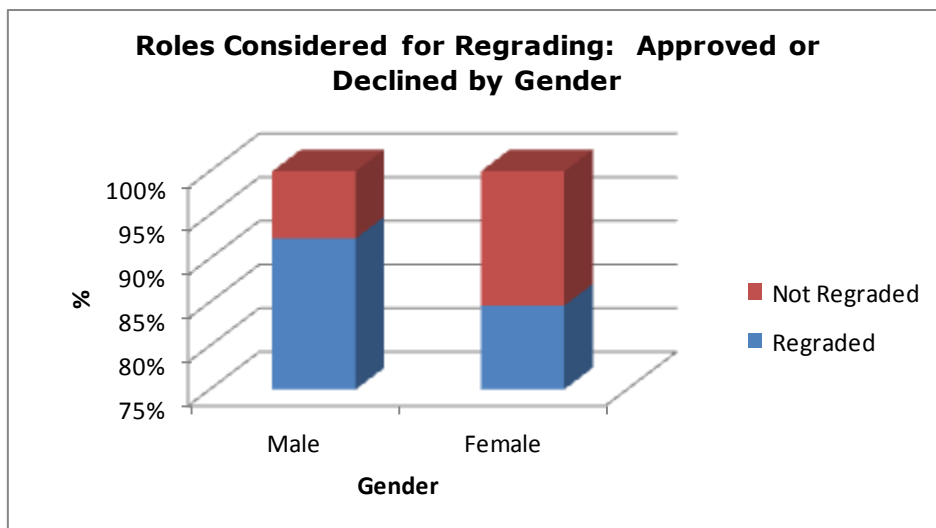


Figure 5.1.2 Proportion Regradings By Gender for all grades

GENDER	Regraded	Not Regraded	Applied
Male	12	1	13
Female	33	6	39
Total	45	7	52

Table 5.1.2 Number of Regradings by Gender for all grades

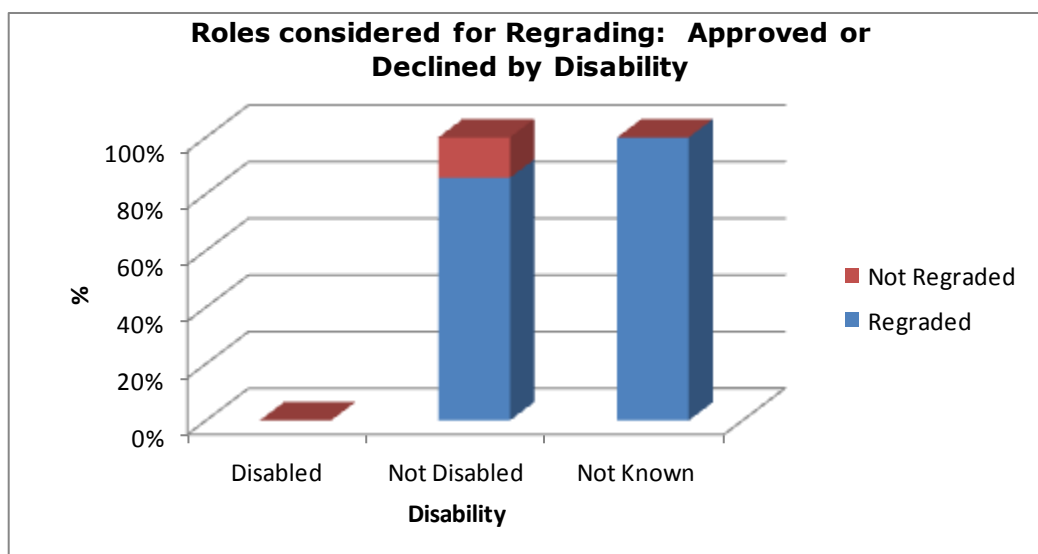


Figure 5.1.3 Proportion Regradings by Disability

DISABILITY	Regraded	Not Regraded	Applied
Disabled	0	0	0
Not Disabled	42	7	49
Not Known	3	0	3
Total	45	7	52

Table 5.1.3 Number of Regradings by Disability

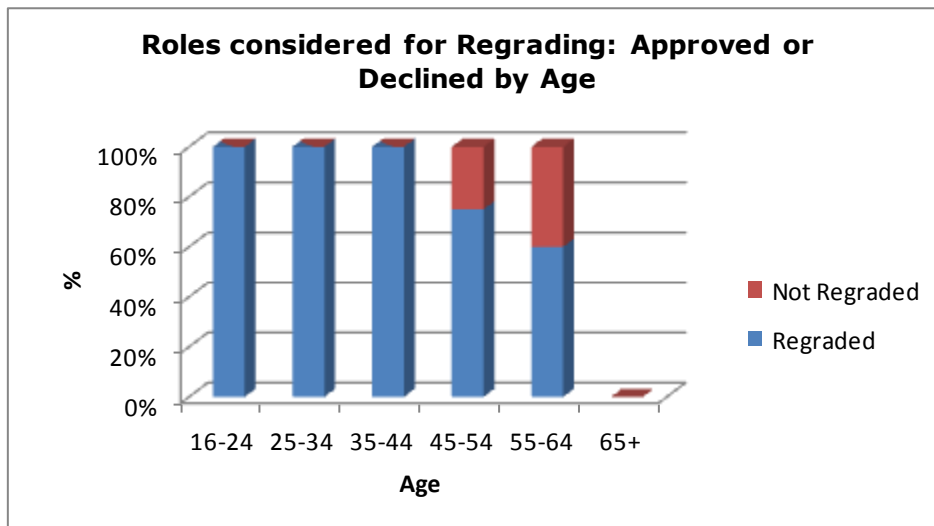


Figure 5.1.4 Proportion Regradings by Age Group

Table 5.1.4 Number of Regradings by Age Group

AGE	Regraded	Not Regraded	Applied
16-24	1	0	1
25-34	16	0	16
35-44	10	0	10
45-54	15	5	20
55-64	3	2	5
65+	0	0	0
TOTAL	45	7	52

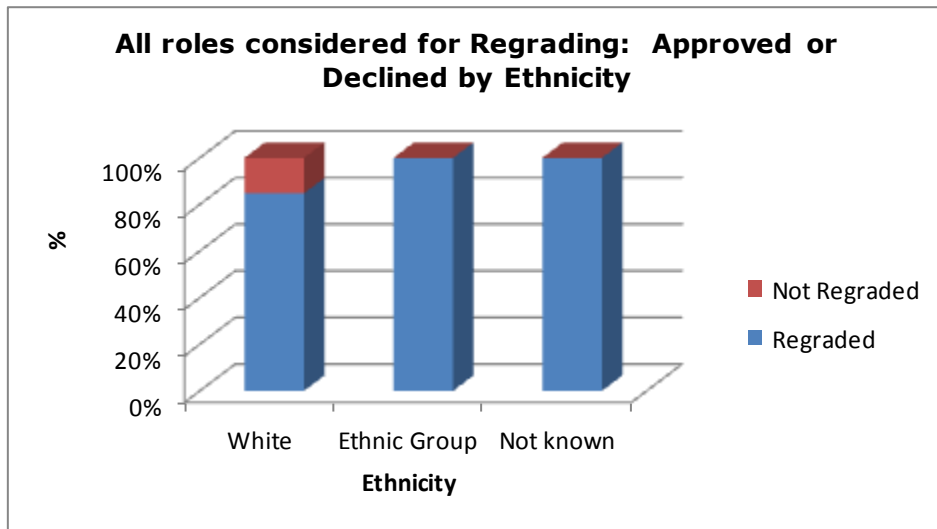


Figure 5.1.5 Proportion Regradings by Ethnic Group

Ethnicity	Regraded	Not Regraded	Applied
White	39	7	46
Ethnic Group	3	0	3
Not known	3	0	3
TOTAL	45	7	52

Table 5.1.5 Proportion Regradings by Ethnic Group