Staff Annual Diversity Report
2021-2022

Contents

Glossary

HC	Headcount
%	Percentage
BME	Black and Minority Ethnic Group
Level	Defined grade Level within the salary scales
Occupational Group • APM • APPREN • C&M • CCS • O&F • R&T • TS	Referred to within the University as 'job family' • Administrative, Professional & Managerial • Apprentices • Clinical & Medical Related • Child Care Services • Operations & Facilities • Research & Teaching • Technical Services
Unknown	Data may not have been completed or may have been completed as 'prefer not to say'
<5	The number is less than 5 and so <5 is displayed rather than the actual number
Date Ranges Used	• Employee Profile Data: census date of 1st June each year • Recruitment: 1st August – 31st July of each year • Promotions: effective from 1st August • Regrading: occurs 3 times a year, and effective from 1st December, 1st April and 1st August • Leavers: 1st August – 31st July of each year

1. Employee Profile Data

Overview

Employee profile figures are based on data from the academic year 2021-2022 and taken on a 1st June census date. This is the latest point in the academic year when sessional staff remain in post. Figures are given by headcount (headcount >5 have been rounded) unless otherwise stated and are only provided for staff groups with a large enough representation (>5). Headcount figures that are fewer than 5 are shown as <5. Percentages are based on actual unrounded headcount figures.

Gender

Headcount

The gender balance at the University in 2021-2022 has remained static. Overall, 54% of staff were female, continuing the trend of a stable and roughly even gender balance at an institutional level over the last three years.

Figure 1.1 Table: Gender Breakdown (headcount and percentage)

	2020		2021		2022	
	HC	%	HC	%	HC	%
Female	4,475	54%	4,310	54%	4,435	54%
Male	3,805	46%	3,665	46%	3,745	46%
Total	8,280	100%	7,970	100%	8,180	100%

Figure 1.2 Graph: Gender Breakdown (percentage)
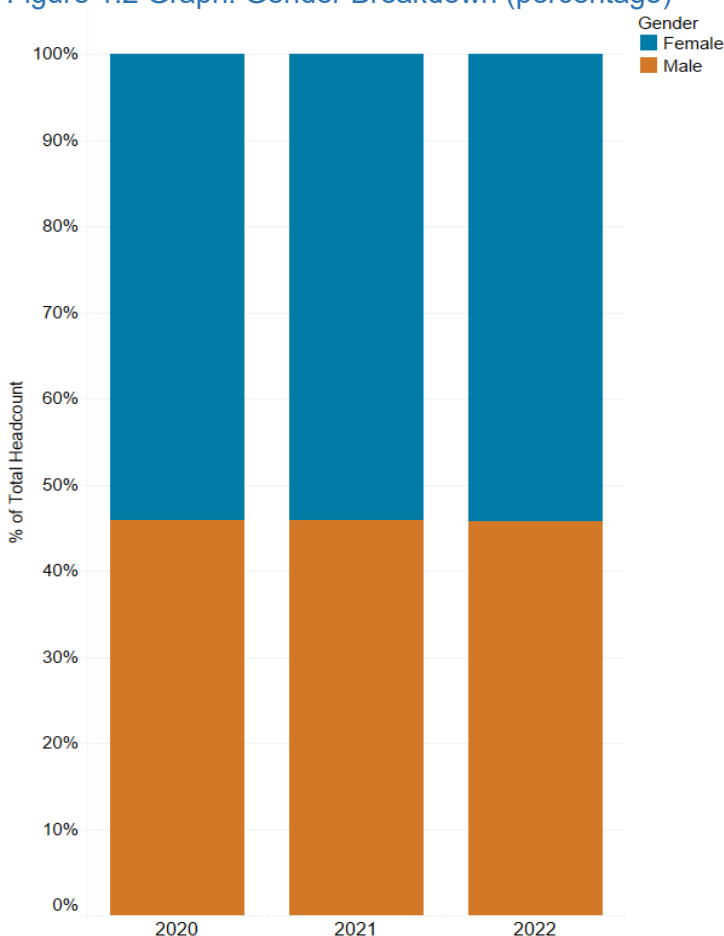
Mode of Employment

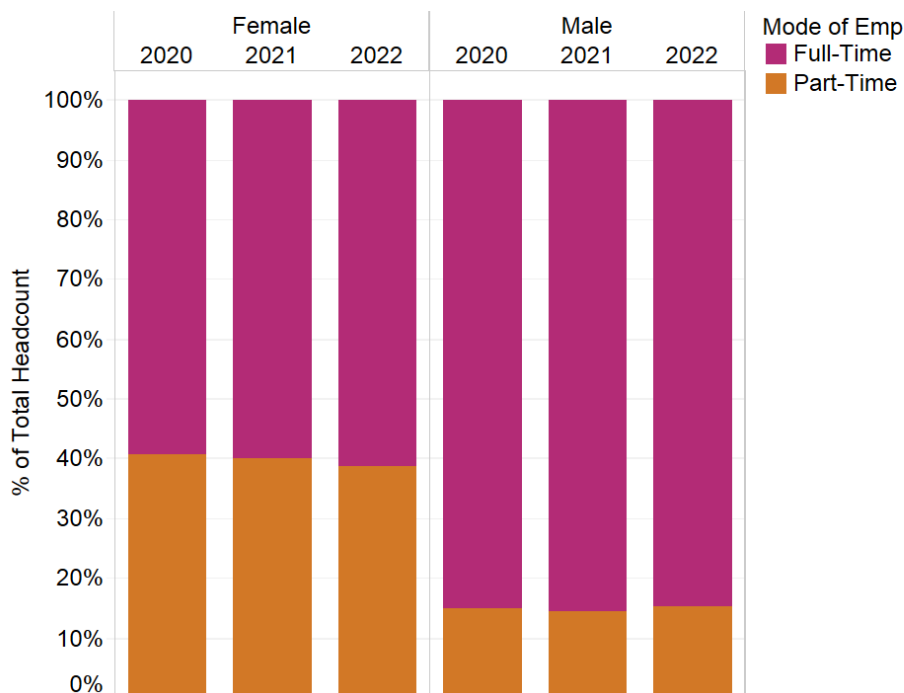Over the past three years, the percentage of staff working part-time has decreased marginally or remained static, with just under one third of staff working part-time (28%). The percentage of women working part-time has fallen by two-percentage points to 39% since 2019-2020, but the difference in mode of employment between female and male staff remains marked. 39% of female staff worked part-time in 2021-2022 compared to 15% of male staff.

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

		Full-Time		Part-Time	
		HC	%	HC	%
2020	Female	2,645	59%	1,830	41%
	Male	3,235	85%	570	15%
	Total	5,875	71%	2,405	29%
2021	Female	2,580	60%	1,730	40%
	Male	3,125	85%	535	15%
	Total	5,705	72%	2,265	28%
2022	Female	2,710	61%	1,725	39%
	Male	3,170	85%	570	15%
	Total	5,885	72%	2,295	28%

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


Contract Status

More employees at the University work on permanent contracts (81%) than on fixed-term contracts (19%). The proportion of staff working on a fixed-term basis has decreased slightly over the past three years from 20% to 19%. The percentage of male employees on fixed-term contracts has decreased (two-percentage points less than the

previous two years), whilst female employees on fixed-term contracts has remained relatively static.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2020	Female	825	18%	3,650	82%
	Male	825	22%	2,980	78%
	Total	1,650	20%	6,630	80%
2021	Female	820	19%	3,485	81%
	Male	800	22%	2,860	78%
	Total	1,625	20%	6,350	80%
2022	Female	815	18%	3,620	82%
	Male	750	20%	2,990	80%
	Total	1,570	19%	6,610	81%

Figure 1.6 Graph: Contract Status by Gender (percentage)
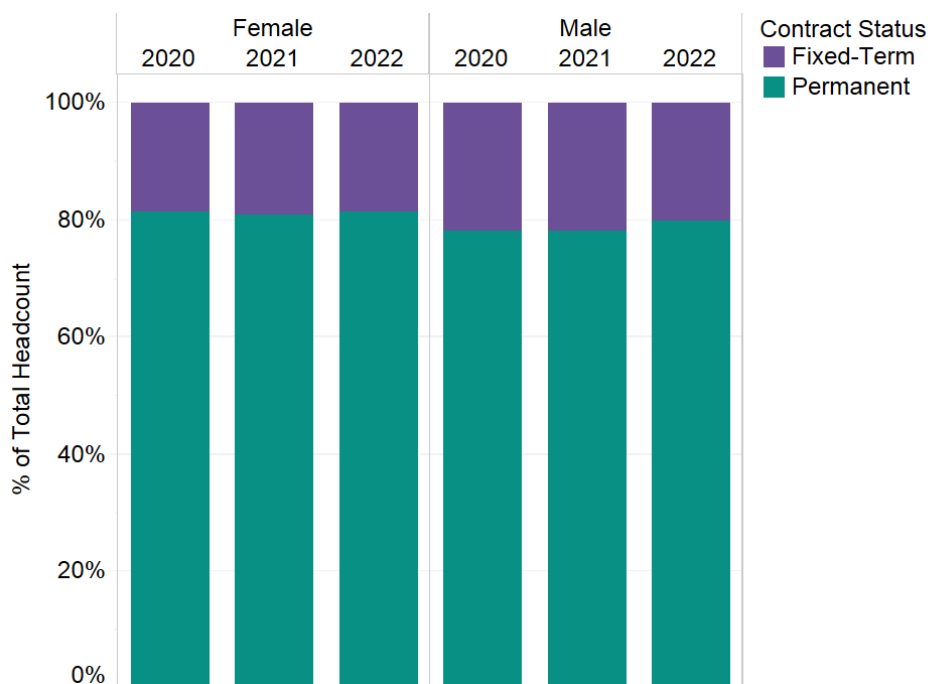
Level

At Level 3, significantly more women (69%) are employed than men. The proportion of female staff at Level 7 has increased from 26% in 2019-2020 to 30% in 2021-2022.

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

		Female		Male	
		HC	%	HC	%
2020	1	600	61%	385	39%
	2	655	71%	265	29%
	3	690	68%	330	32%
	4	1,145	54%	995	46%
	5	845	50%	840	50%
	6	360	43%	490	57%
	7	175	26%	500	74%
	Total	4,475	54%	3,805	46%
2021	1	545	61%	355	39%
	2	585	69%	260	31%
	3	675	68%	310	32%
	4	1,140	54%	975	46%
	5	825	51%	805	49%
	6	360	44%	460	56%
	7	180	27%	495	73%
	Total	4,310	54%	3,665	46%
2022	1	570	62%	345	38%
	2	520	66%	260	34%
	3	735	69%	335	31%
	4	1,150	54%	960	46%
	5	865	52%	810	48%
	6	375	42%	525	58%
	7	215	30%	505	70%
	Total	4,435	54%	3,745	46%

Figure 1.8 Table: Level by Gender (percentage)
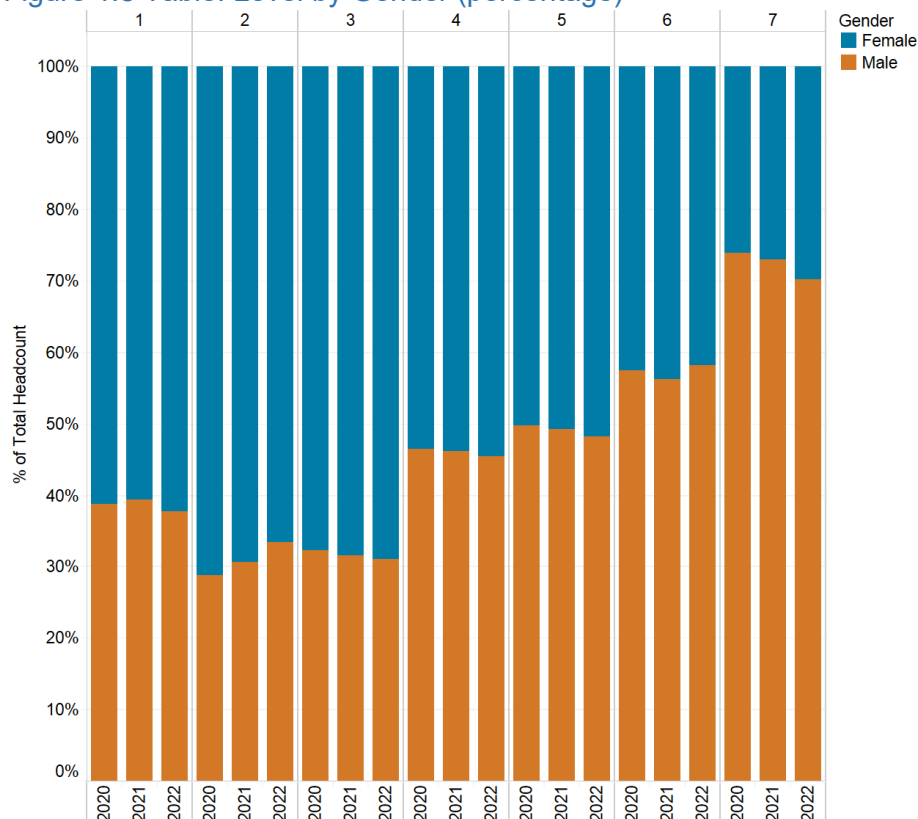
Occupational Group

The gender profile differs across occupational groups. Aside from Child Care Services (CCS), significantly more women work within the Administrative, Professional and Managerial group (69% in 2021-2022) than men.

The proportion of women working in Operations and Facilities has remained relatively static (O&F between 53% - 54% over the last three years). More women are now working in Clinical and Medical (C&M 39% in 2021-2022), an increase of five-percentage points since 2019-2020. Research and Teaching has increased by one-percentage point (R&T 44%) over the last three years, whereas less women now work in Technical Services (TS 40%) a decrease of two-percentage points since 2020-2021.

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

		Female		Male	
		HC	%	HC	%
2020	APM	2,075	71%	850	29%
	APPREN	10	64%	<5	36%
	C&M	60	34%	115	66%
	CCS	35	95%	<5	5%
	O&F	565	53%	495	47%
	R&T	1,480	43%	1,975	57%
	TS	250	41%	360	59%
	Total	4,475	54%	3,805	46%
2021	APM	1,995	70%	860	30%
	APPREN	<5	57%	<5	43%
	C&M	60	37%	105	63%
	CCS	35	97%	<5	3%
	O&F	520	53%	465	47%
	R&T	1,455	43%	1,895	57%
	TS	240	42%	330	58%
	Total	4,310	54%	3,665	46%
2022	APM	2,070	69%	915	31%
	APPREN	5	54%	5	46%
	C&M	65	39%	105	61%
	CCS	40	98%	<5	3%
	O&F	540	54%	460	46%
	R&T	1,500	44%	1,930	56%
	TS	215	40%	330	60%
	Total	4,435	54%	3,745	46%

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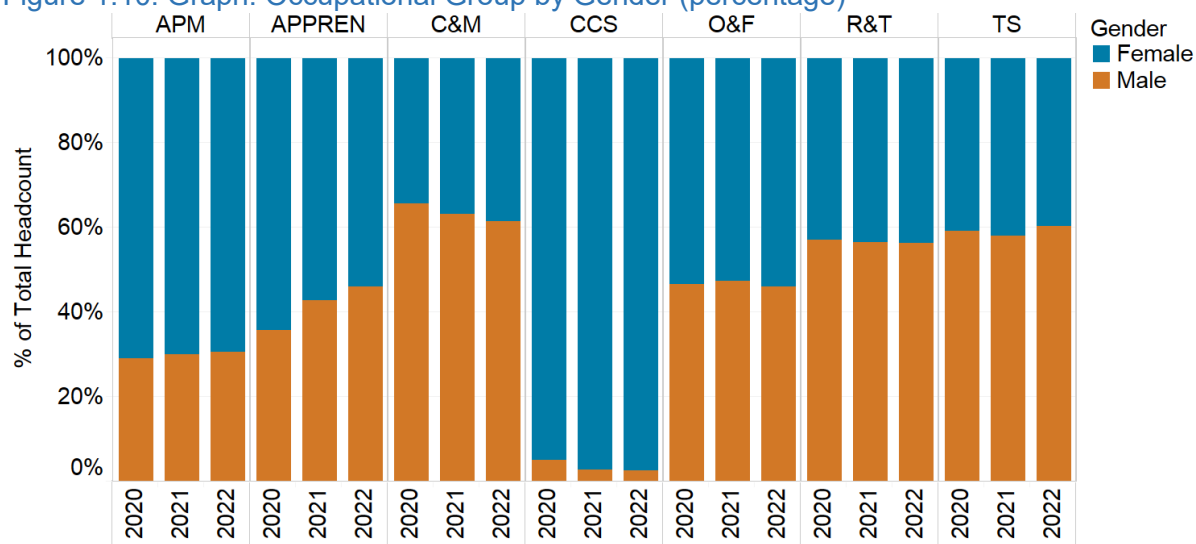

Ethnicity

Headcount

The University has a predominately white workforce (81%) with Black or Minority Ethnic (BME) employees making up 17% of the workforce, a two-percentage point increase over the last three years. The percentage of employees whose ethnicity is unknown has remained at 3%.

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

		2020		2021		2022	
		HC	%	HC	%	HC	%
White	White	6,800	82%	6,530	82%	6,600	81%
	Total	6,800	82%	6,530	82%	6,600	81%
BME	Asian / Asian British	460	6%	455	6%	525	6%
	Black / Black British	255	3%	235	3%	245	3%
	Chinese / Chinese British	265	3%	265	3%	290	4%
	Mixed	155	2%	165	2%	180	2%
	Other	125	2%	120	2%	130	2%
	Total	1,260	15%	1,245	16%	1,370	17%
Unknown	Unknown	220	3%	200	3%	210	3%
	Total	220	3%	200	3%	210	3%
Grand Total		8,280	100%	7,970	100%	8,180	100%

Figure 1.12. Table: Ethnicity Breakdown (percentage)
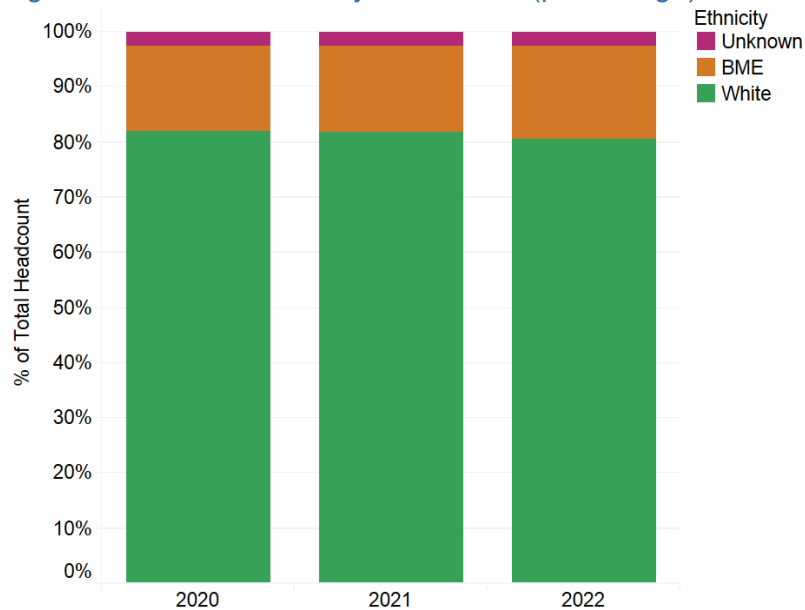
In 2021-2022 within the BME staff population, 38% are Asian/ Asian British (a two-percentage point increase on previous years), 21% are Chinese/ Chinese British, 18% are Black/ Black British (a two-percentage point decrease on previous years), 13% are mixed heritage and 10% are of another ethnicity.

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

	2020		2021		2022	
	HC	%	HC	%	HC	%
Asian / Asian British	460	36%	455	36%	525	38%
Black / Black British	255	20%	235	19%	245	18%
Chinese / Chinese British	265	21%	265	21%	290	21%
Mixed	155	12%	165	13%	180	13%
Other	125	10%	120	10%	130	10%
Grand Total	1,260	100%	1,245	100%	1,370	100%

Figure 1.14. Graph: Ethnicity Profile (percentage)
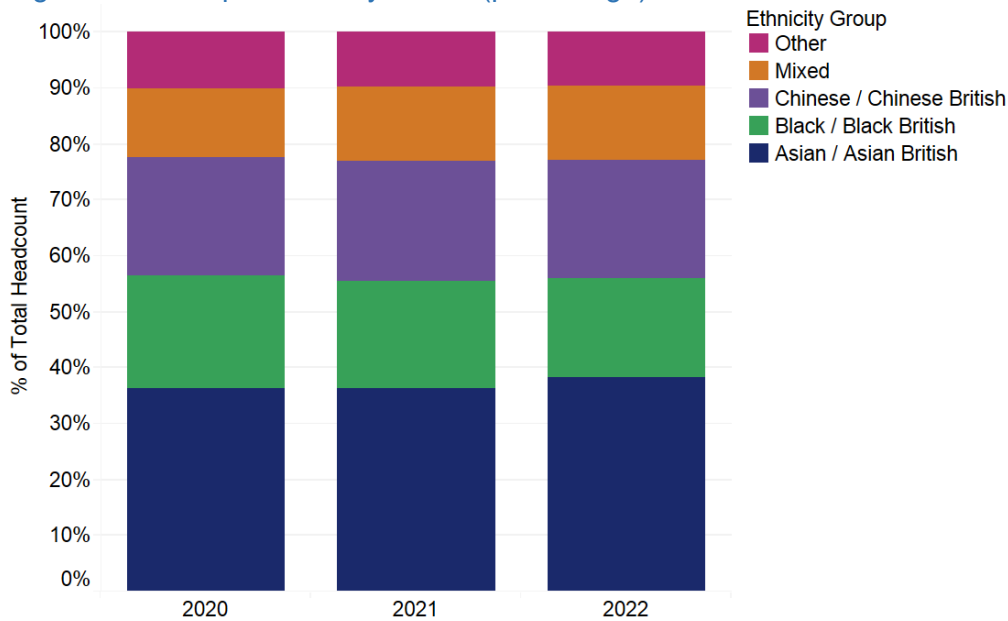
Mode of Employment

A higher percentage of Black/ Black British employees work part-time (43%) compared to other minority ethnicities (the next largest category being Asian/ Asian British at 27%), but this has decreased over the three-year period by four-percentage points. Overall, the proportion of BME staff working part-time has slightly increased by two-percentage points since 2020-2021, whilst there has been a slight decrease (by one-percentage point) in White British employees working part-time.

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

			Full-Time		Part-Time	
			HC	%	HC	%
2020	White	White	4,800	71%	2,000	29%
		Total	4,800	71%	2,000	29%
	BME	Asian / Asian British	340	75%	115	25%
		Black / Black British	135	53%	120	47%
		Chinese / Chinese British	230	86%	35	14%
		Mixed	115	74%	40	26%
		Other	100	82%	25	18%
		Total	925	73%	335	27%
	Unknown	Unknown	155	70%	65	30%
		Total	155	70%	65	30%
	Total		5,875	71%	2,405	29%
2021	White	White	4,640	71%	1,890	29%
		Total	4,640	71%	1,890	29%
	BME	Asian / Asian British	340	75%	110	25%
		Black / Black British	130	55%	105	45%
		Chinese / Chinese British	235	89%	30	11%
		Mixed	120	73%	45	27%
		Other	100	82%	20	18%
		Total	925	75%	315	25%
	Unknown	Unknown	140	69%	60	31%
		Total	140	69%	60	31%
	Total		5,705	72%	2,265	28%
2022	White	White	4,730	72%	1,870	28%
		Total	4,730	72%	1,870	28%
	BME	Asian / Asian British	380	73%	140	27%
		Black / Black British	140	57%	105	43%
		Chinese / Chinese British	245	84%	45	16%
		Mixed	135	75%	45	25%
		Other	105	79%	25	21%
		Total	1,005	73%	365	27%
	Unknown	Unknown	150	71%	60	29%
		Total	150	71%	60	29%
	Total		5,885	72%	2,295	28%

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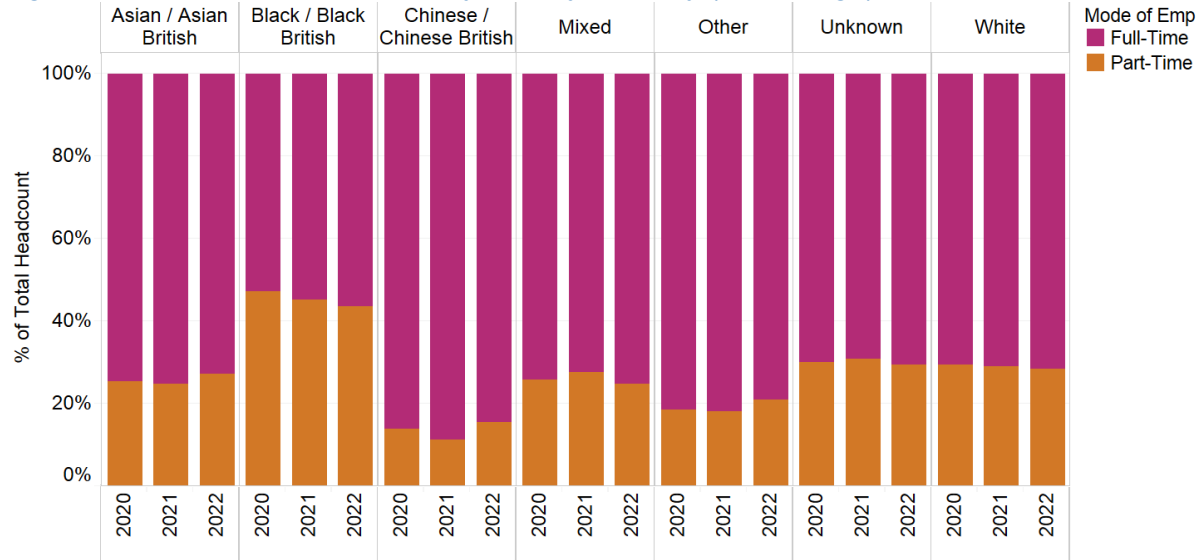
Contract Status

A higher proportion of BME employees (30%) work on a fixed-term contract than White employees (17%). The proportion of BME employees on fixed-term contracts has fallen by three-percentage points over the last three years.

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

			Fixed-Term		Permanent	
			HC	%	HC	%
2020	White	White	1,180	17%	5,620	83%
		Total	1,180	17%	5,620	83%
	BME	Asian / Asian British	155	34%	305	66%
		Black / Black British	55	22%	200	78%
		Chinese / Chinese British	105	39%	165	61%
		Mixed	45	29%	110	71%
		Other	55	44%	70	56%
		Total	415	33%	845	67%
	Unknown	Unknown	55	24%	165	76%
		Total	55	24%	165	76%
	Total		1,650	20%	6,630	80%
2021	White	White	1,180	18%	5,350	82%
		Total	1,180	18%	5,350	82%
	BME	Asian / Asian British	155	34%	300	66%
		Black / Black British	50	21%	185	79%
		Chinese / Chinese British	100	38%	165	62%
		Mixed	45	28%	120	72%
		Other	50	39%	75	61%
		Total	400	32%	845	68%
	Unknown	Unknown	45	22%	155	78%
		Total	45	22%	155	78%
	Total		1,625	20%	6,350	80%
2022	White	White	1,105	17%	5,495	83%
		Total	1,105	17%	5,495	83%
	BME	Asian / Asian British	165	32%	355	68%
		Black / Black British	55	22%	190	78%
		Chinese / Chinese British	90	30%	200	70%
		Mixed	55	31%	125	69%
		Other	45	34%	85	66%
		Total	410	30%	960	70%
	Unknown	Unknown	55	26%	155	74%
		Total	55	26%	155	74%
	Total		1,570	19%	6,610	81%

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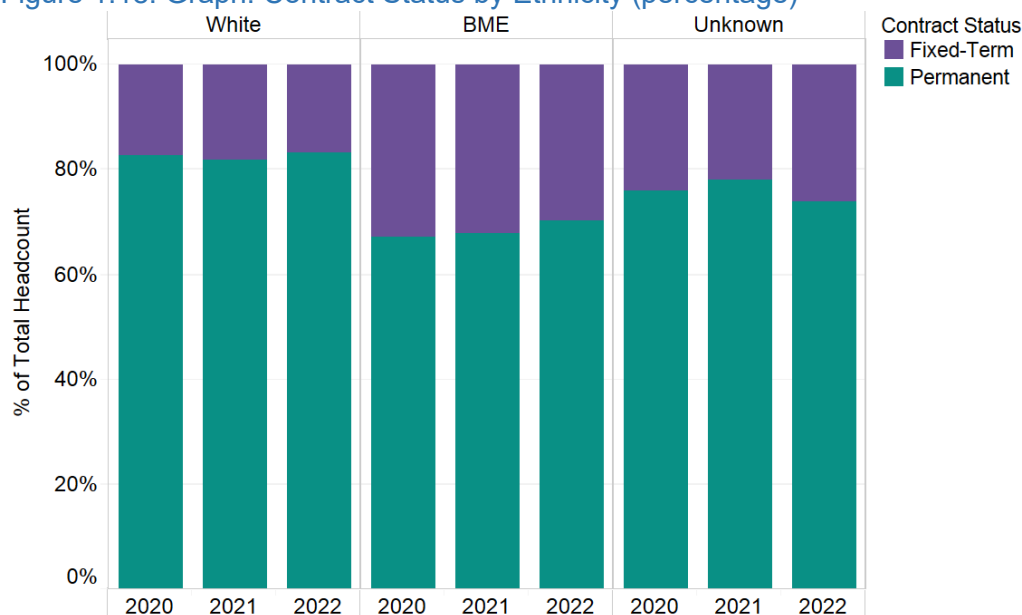
Level

There continues to be a higher proportion of BME staff at Levels 1 (17%), 4 (32%) and 5 (19%) within the University than at other Levels. Three-year trends indicate broadly consistent proportions of ethnicity at all Levels.

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

			1		2		3		4		5		6		7	
			HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2020	White	White	740	11%	810	12%	910	13%	1,630	24%	1,380	20%	720	11%	610	9%
		Total	740	11%	810	12%	910	13%	1,630	24%	1,380	20%	720	11%	610	9%
	BME	Asian / Asian British	60	13%	40	9%	45	10%	155	34%	90	20%	45	9%	20	5%
		Black / Black British	115	44%	25	10%	10	4%	60	24%	25	11%	10	4%	5	3%
		Chinese / Chinese British	15	5%	10	3%	10	4%	110	42%	75	29%	25	10%	20	7%
		Mixed	20	14%	20	13%	15	10%	55	35%	25	16%	15	9%	<5	3%
		Other	10	7%	<5	2%	5	6%	60	48%	30	26%	10	7%	<5	4%
		Total	220	17%	95	8%	90	7%	445	35%	250	20%	105	8%	55	4%
	Unknown	Unknown	25	12%	15	7%	15	8%	65	30%	60	27%	25	11%	10	5%
		Total	25	12%	15	7%	15	8%	65	30%	60	27%	25	11%	10	5%
	Total		985	12%	925	11%	1,020	12%	2,140	26%	1,690	20%	850	10%	675	8%
2021	White	White	685	10%	725	11%	875	13%	1,620	25%	1,335	20%	690	11%	600	9%
		Total	685	10%	725	11%	875	13%	1,620	25%	1,335	20%	690	11%	600	9%
	BME	Asian / Asian British	50	11%	45	10%	45	10%	155	34%	90	20%	40	9%	25	5%
		Black / Black British	105	43%	20	9%	15	6%	55	23%	25	11%	10	4%	5	3%
		Chinese / Chinese British	10	4%	10	4%	10	4%	110	42%	75	28%	25	10%	20	7%
		Mixed	20	13%	20	13%	20	12%	55	32%	25	16%	15	9%	5	4%
		Other	10	7%	<5	3%	5	6%	60	49%	25	20%	15	11%	5	5%
		Total	195	16%	105	8%	95	8%	435	35%	245	20%	105	9%	65	5%
	Unknown	Unknown	25	12%	15	7%	10	6%	60	30%	55	27%	25	12%	15	7%
		Total	25	12%	15	7%	10	6%	60	30%	55	27%	25	12%	15	7%
	Total		905	11%	840	11%	985	12%	2,115	27%	1,635	20%	820	10%	675	8%
2022	White	White	660	10%	660	10%	935	14%	1,605	24%	1,360	21%	755	11%	625	9%
		Total	660	10%	660	10%	935	14%	1,605	24%	1,360	21%	755	11%	625	9%
	BME	Asian / Asian British	70	14%	45	9%	55	11%	175	33%	95	18%	50	10%	30	6%
		Black / Black British	100	41%	20	9%	15	7%	55	23%	30	11%	15	6%	5	3%
		Chinese / Chinese British	20	7%	15	6%	15	6%	105	36%	80	27%	30	11%	20	7%
		Mixed	30	15%	25	13%	20	12%	55	30%	30	17%	15	9%	5	4%
		Other	10	9%	<5	2%	10	8%	55	41%	30	22%	15	12%	10	6%
		Total	235	17%	110	8%	125	9%	440	32%	260	19%	130	9%	75	5%
	Unknown	Unknown	25	11%	15	7%	15	6%	70	33%	55	27%	20	9%	15	8%
		Total	25	11%	15	7%	15	6%	70	33%	55	27%	20	9%	15	8%
	Total		920	11%	780	10%	1,070	13%	2,110	26%	1,675	20%	905	11%	715	9%

## Figure 1.20. Graph: Level by Ethnicity (percentage)
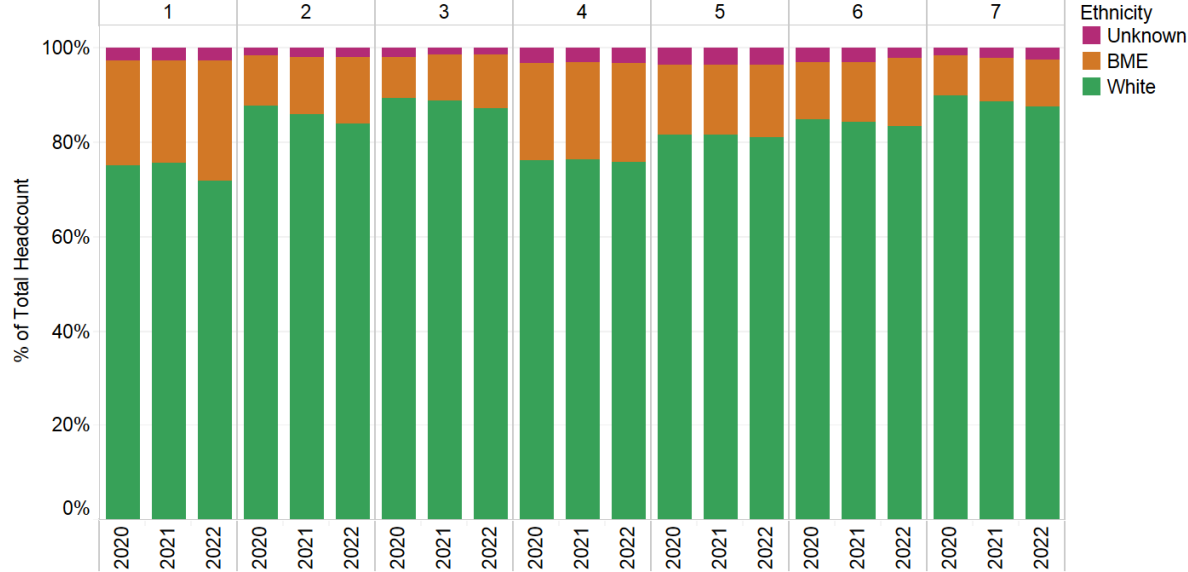
Occupational Group

There is a higher representation of BME staff in the Clinical and Medical occupational group (28%), Operations and Facilities (22%) and Research and Teaching (20%) occupational groups than within other occupational groups. NOTE: within the table in this section some occupational groups have been merged due to low numbers and to preserve data protection.

Figure 1.21. Table: Occupational Group by Ethnicity (headcount and percentage)

			APM & APPREN		C&M		CCS & O&F		R&T		TS	
			HC	%	HC	%	HC	%	HC	%	HC	%
2020	White	White	2,625	89%	115	67%	850	78%	2,685	78%	525	86%
		Total	2,625	89%	115	67%	850	78%	2,685	78%	525	86%
	BME	Asian / Asian British	120	4%	35	19%	65	6%	210	6%	30	5%
		Black / Black British	45	2%	5	4%	115	11%	75	2%	10	2%
		Chinese / Chinese British	30	1%	<5	1%	15	1%	205	6%	15	2%
		Mixed	55	2%	<5	2%	20	2%	70	2%	10	2%
		Other	15	0%	5	3%	10	1%	90	3%	10	1%
		Total	270	9%	50	30%	220	20%	650	19%	70	11%
	Unknown	Unknown	45	2%	5	3%	30	3%	125	4%	15	3%
		Total	45	2%	5	3%	30	3%	125	4%	15	3%
	Total		2,940	100%	175	100%	1,100	100%	3,460	100%	610	100%
2021	White	White	2,550	89%	115	67%	795	78%	2,585	77%	485	85%
		Total	2,550	89%	115	67%	795	78%	2,585	77%	485	85%
	BME	Asian / Asian British	120	4%	30	18%	55	5%	220	7%	30	5%
		Black / Black British	45	2%	5	4%	105	11%	70	2%	10	2%
		Chinese / Chinese British	35	1%	<5	1%	10	1%	205	6%	15	3%
		Mixed	60	2%	<5	2%	20	2%	70	2%	10	2%
		Other	15	1%	<5	2%	10	1%	90	3%	5	1%
		Total	270	9%	45	28%	200	20%	655	20%	75	13%
	Unknown	Unknown	45	2%	10	5%	25	2%	110	3%	15	2%
		Total	45	2%	10	5%	25	2%	110	3%	15	2%
	Total		2,860	100%	170	100%	1,020	100%	3,355	100%	570	100%
2022	White	White	2,620	87%	115	68%	780	75%	2,615	76%	465	85%
		Total	2,620	87%	115	68%	780	75%	2,615	76%	465	85%
	BME	Asian / Asian British	150	5%	35	21%	70	7%	240	7%	30	5%
		Black / Black British	50	2%	<5	3%	100	10%	75	2%	10	2%
		Chinese / Chinese British	45	2%	<5	1%	20	2%	210	6%	15	3%
		Mixed	65	2%	<5	2%	25	2%	80	2%	10	2%
		Other	15	1%	<5	2%	15	1%	90	3%	<5	1%
		Total	325	11%	50	28%	230	22%	695	20%	70	13%
	Unknown	Unknown	50	2%	5	4%	25	2%	115	3%	15	3%
		Total	50	2%	5	4%	25	2%	115	3%	15	3%
	Total		2,995	100%	170	100%	1,035	100%	3,430	100%	550	100%

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


17
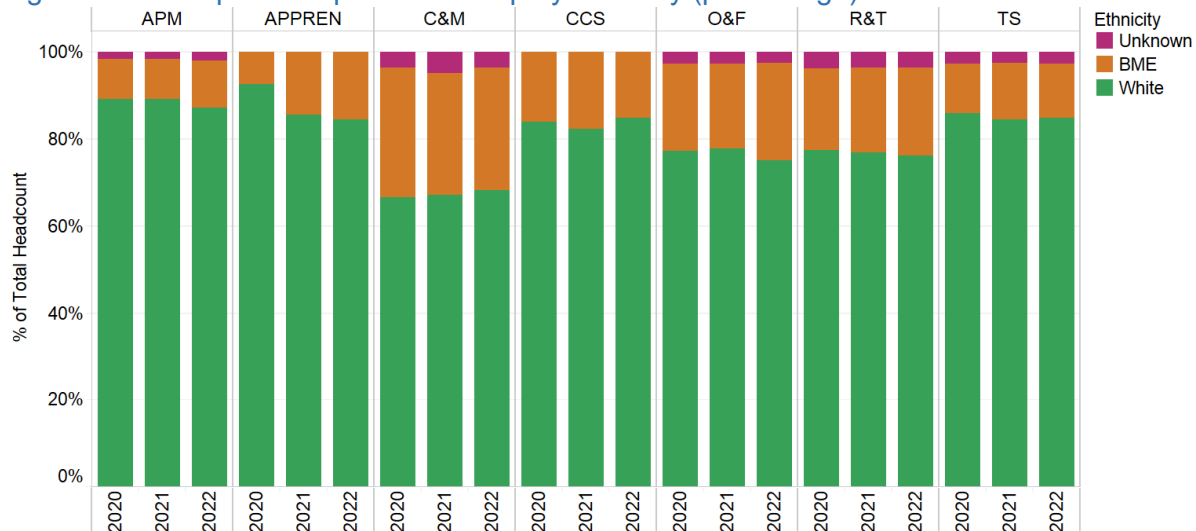
Disability

Headcount

In 2021-2022, the percentage of employees who have declared a disability has remained at 6% (with absolute headcount figures showing an increase). The percentage of those whose disabilities are unknown remains at 2%.

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

	2020		2021		2022	
	HC	%	HC	%	HC	%
Declared Disabled	425	5%	450	6%	530	6%
Declared Non-Disabled	7,660	93%	7,340	92%	7,460	91%
Unknown	195	2%	185	2%	195	2%
Grand Total	8,280	100%	7,970	100%	8,180	100%

Figure 1.24. Graph: Disability Breakdown (percentage)
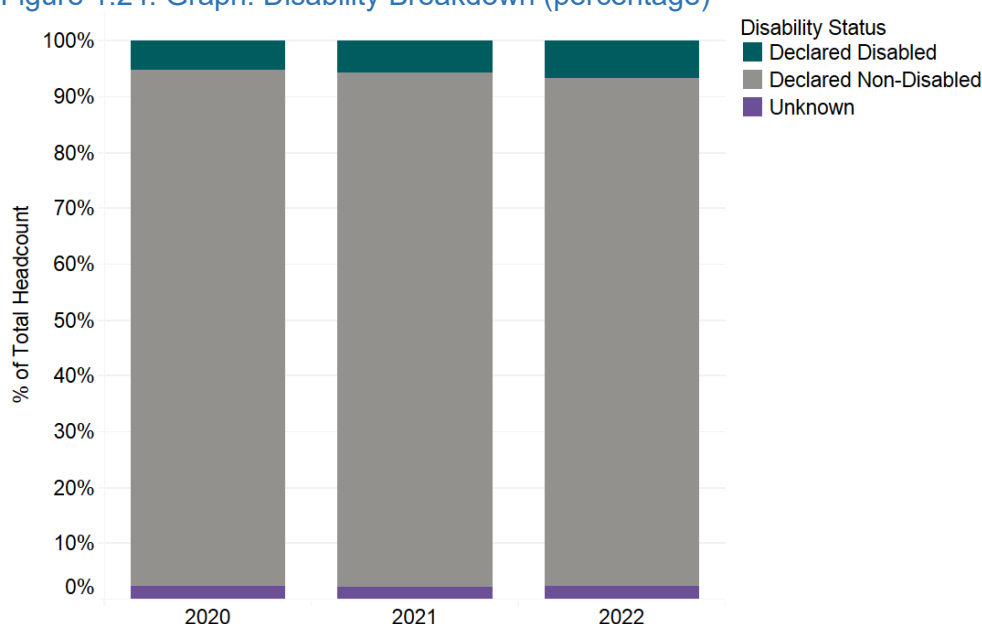
Mode of Employment

The percentage of employees declaring a disability who work full-time has increased by three-percentage points between 2020-2021 (66%) and 2021-2022 (69%). It is worth noting that when looking at absolute headcount figures for those declaring a disability (whether working part-time of full-time) has increased over the three years.

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

		Full-Time		Part-Time	
		HC	%	HC	%
2020	Declared Disabled	285	67%	140	33%
	Declared Non-Disabled	5,460	71%	2,200	29%
	Unknown	130	67%	65	33%
	Total	5,875	71%	2,405	29%
2021	Declared Disabled	295	66%	150	34%
	Declared Non-Disabled	5,285	72%	2,050	28%
	Unknown	125	66%	65	34%
	Total	5,705	72%	2,265	28%
2022	Declared Disabled	365	69%	165	31%
	Declared Non-Disabled	5,395	72%	2,065	28%
	Unknown	130	66%	65	34%
	Total	5,885	72%	2,295	28%

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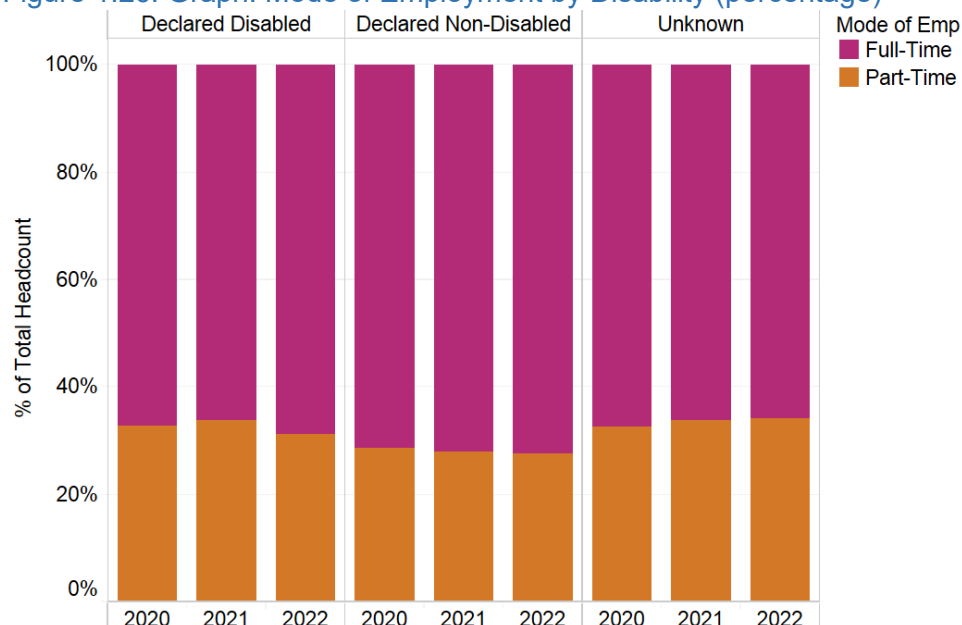
Contract Status

Over the three-year period there has been an increase in those who have declared a disability and are either fixed-term or permanent. This is when looking at absolute headcount figures but as a percentage portion, figures appear relatively static.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2020	Declared Disabled	65	16%	360	84%
	Declared Non-Disabled	1,560	20%	6,100	80%
	Unknown	20	11%	175	89%
	Total	1,650	20%	6,630	80%
2021	Declared Disabled	70	16%	375	84%
	Declared Non-Disabled	1,530	21%	5,805	79%
	Unknown	20	11%	165	89%
	Total	1,625	20%	6,350	80%
2022	Declared Disabled	90	17%	435	83%
	Declared Non-Disabled	1,455	19%	6,005	81%
	Unknown	25	12%	170	88%
	Total	1,570	19%	6,610	81%

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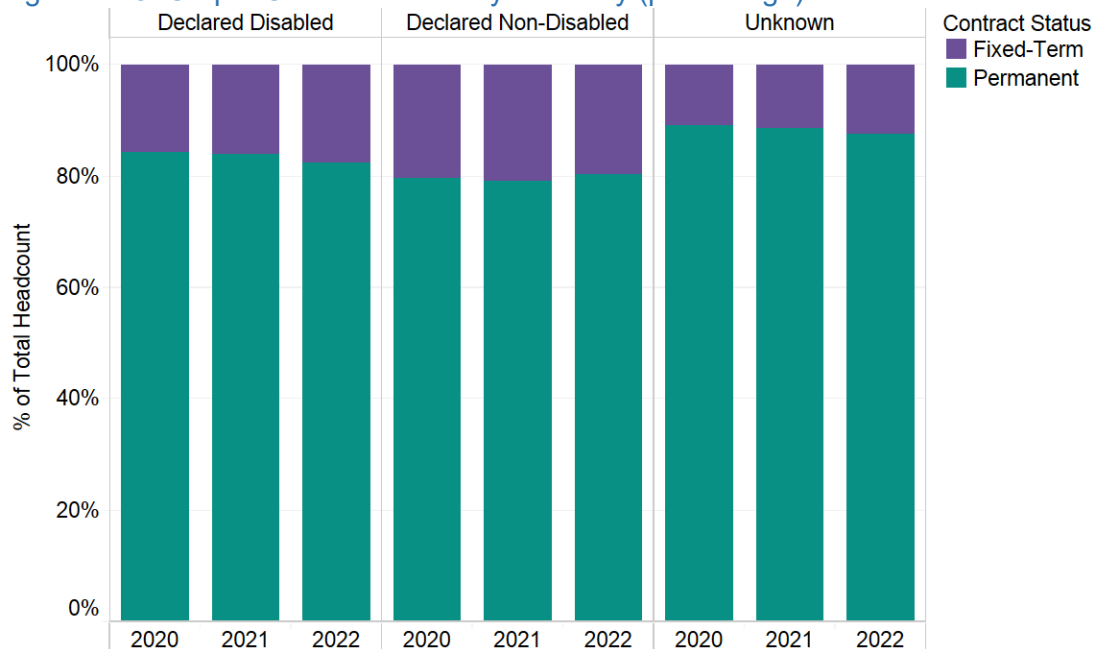
Level

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

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

|		Declared Disabled		Declared Non-Dis..		Unknown	
		HC	%	HC	%	HC	%
2020	1	55	6%	890	90%	40	4%
	2	70	7%	835	90%	20	2%
	3	65	6%	930	91%	25	2%
	4	115	5%	1,980	92%	45	2%
	5	55	3%	1,600	95%	35	2%
	6	40	5%	780	92%	30	3%
	7	20	3%	650	96%	5	1%
	Total	425	5%	7,660	93%	195	2%
2021	1	60	7%	805	89%	35	4%
	2	70	8%	760	90%	15	2%
	3	60	6%	900	91%	25	2%
	4	120	6%	1,950	92%	45	2%
	5	70	4%	1,535	94%	30	2%
	6	45	5%	750	92%	25	3%
	7	30	4%	635	94%	10	1%
	Total	450	6%	7,340	92%	185	2%
2022	1	65	7%	815	89%	40	4%
	2	70	9%	695	89%	15	2%
	3	85	8%	960	90%	25	2%
	4	135	6%	1,930	91%	45	2%
	5	85	5%	1,555	93%	35	2%
	6	55	6%	825	91%	25	3%
	7	35	5%	670	94%	15	2%
	Total	530	6%	7,460	91%	195	2%

Figure 1.30. Graph: Level by Disability (percentage)
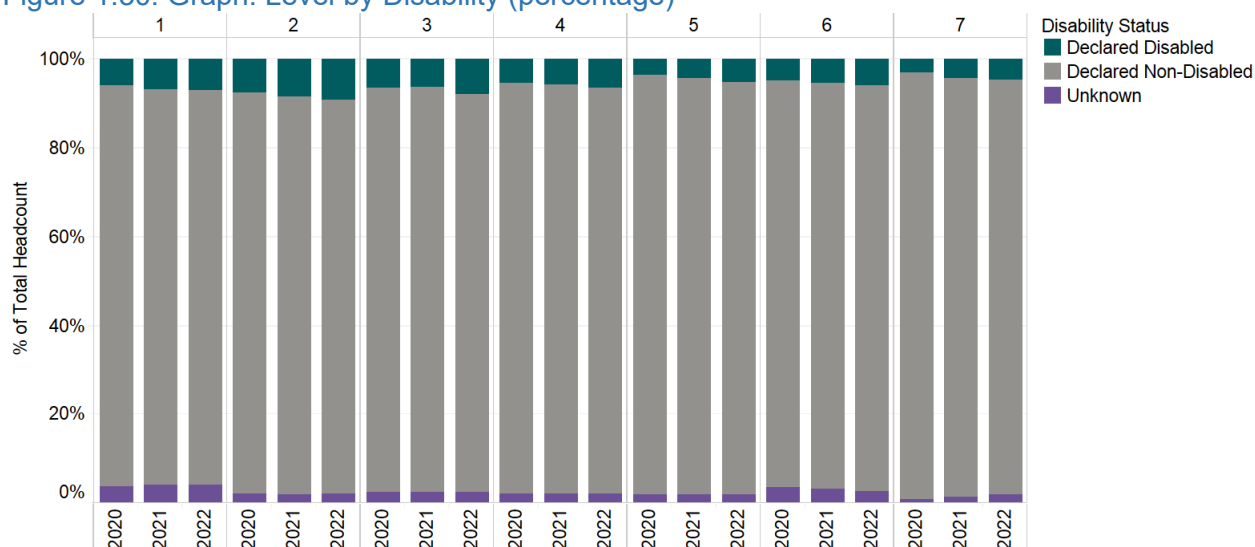
Over the three-year period there has been an increase in staff declaring a disability within each occupational group.

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

		Declared Disabled		Declared Non-Dis..		Unknown	
		HC	%	HC	%	HC	%
2020	APM	200	7%	2,675	91%	50	2%
	APPREN			15	93%	<5	7%
	C&M	<5	1%	170	98%	<5	1%
	CCS	<5	8%	35	89%	<5	3%
	O&F	50	5%	970	91%	40	4%
	R&T	125	4%	3,255	94%	75	2%
	TS	40	7%	545	89%	25	4%
	Total	425	5%	7,660	93%	195	2%
2021	APM	210	7%	2,595	91%	50	2%
	APPREN			5	100%		
	C&M	<5	2%	165	97%	<5	1%
	CCS	<5	6%	30	91%	<5	3%
	O&F	55	6%	890	90%	40	4%
	R&T	140	4%	3,140	94%	75	2%
	TS	40	7%	510	89%	20	4%
	Total	450	6%	7,340	92%	185	2%
2022	APM	245	8%	2,690	90%	50	2%
	APPREN	<5	8%	10	92%		
	C&M	<5	2%	165	96%	<5	1%
	CCS	<5	8%	35	90%	<5	3%
	O&F	55	6%	900	90%	40	4%
	R&T	175	5%	3,175	93%	80	2%
	TS	45	8%	480	88%	20	4%
	Total	530	6%	7,460	91%	195	2%

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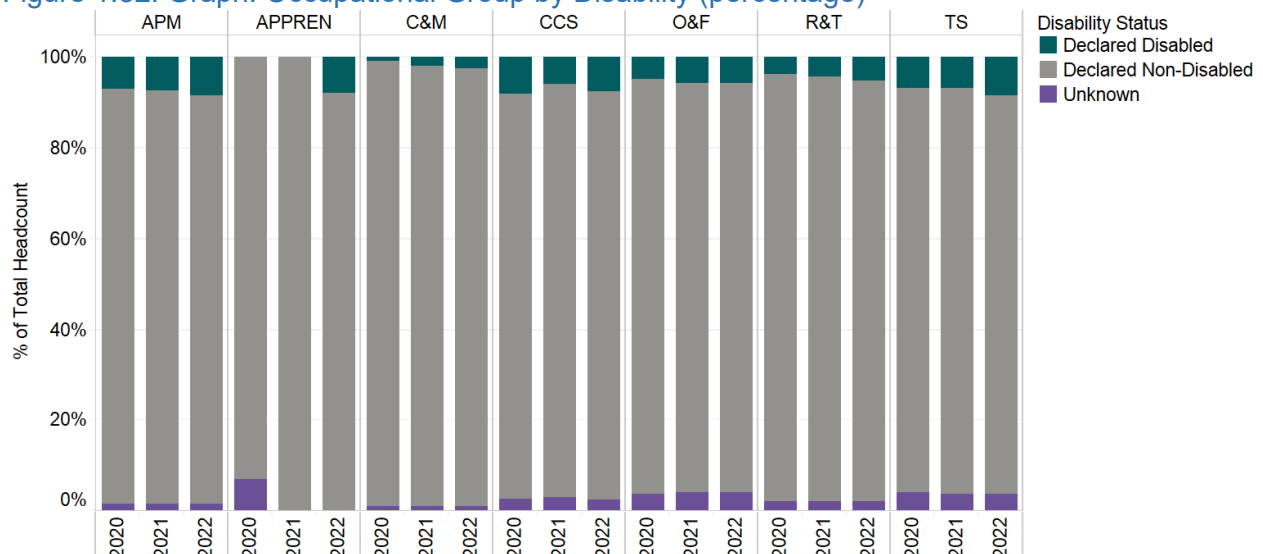
Age

Headcount

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

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

	2020		2021		2022	
	HC	%	HC	%	HC	%
16 - 24	265	3%	220	3%	240	3%
25 - 34	1,850	22%	1,790	22%	1,820	22%
35 - 44	2,290	28%	2,255	28%	2,300	28%
45 - 54	2,120	26%	2,060	26%	2,095	26%
55 - 64	1,495	18%	1,430	18%	1,495	18%
65 - 74	250	3%	205	3%	220	3%
75+	10	0%	10	0%	10	0%
Grand Total	8,280	100%	7,970	100%	8,180	100%

Figure 1.34. Graph: Age Breakdown (percentage)
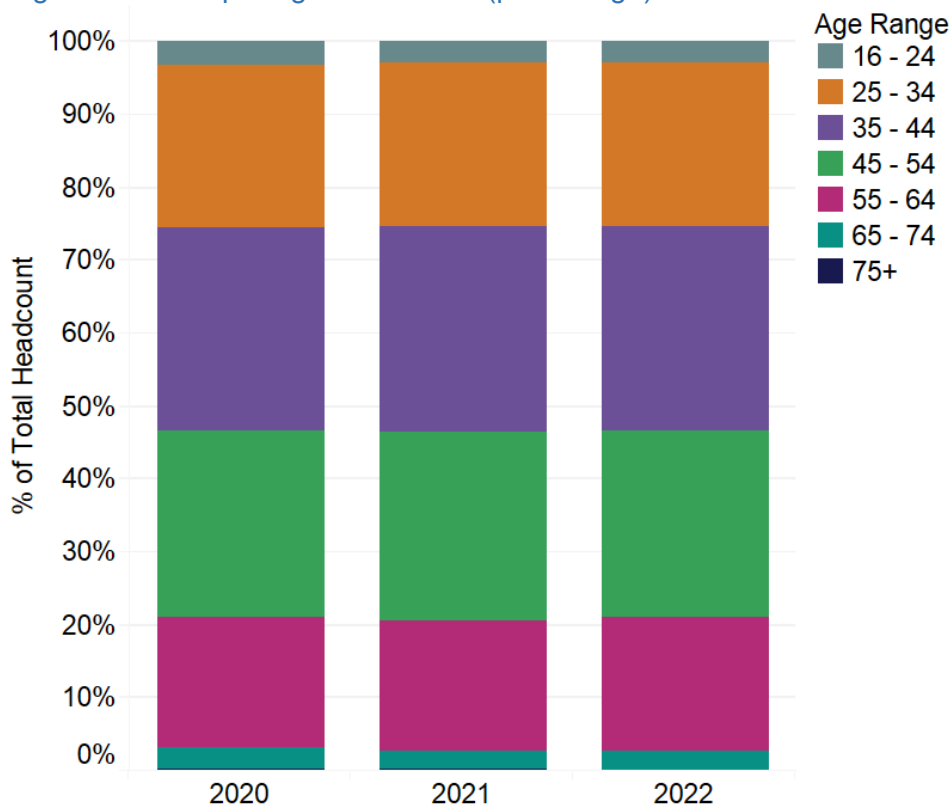
Mode of Employment

Most full-time employees (83%) are aged 25-34 years old. Most 65+ and all 75+ age employees work part-time. There has been a decrease in the proportion of part-time workers aged 55–64 (down from 36% in 2019-2020 to 33% in 2021-2022) but, for the same period, an increase of this age bracket working full-time (by three-percentage points). For workers aged 16-24, those working full-time decreased by twelve-percentage points over the three years, and part-time workers in this age bracket increased by twelve-percentage points.

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

		Full-Time		Part-Time	
		HC	%	HC	%
2020	16 - 24	180	69%	80	31%
	25 - 34	1,520	82%	330	18%
	35 - 44	1,630	71%	660	29%
	45 - 54	1,505	71%	620	29%
	55 - 64	955	64%	540	36%
	65 - 74	90	36%	160	64%
	75+	<5	8%	10	92%
	Total	5,875	71%	2,405	29%
2021	16 - 24	145	65%	75	35%
	25 - 34	1,480	83%	310	17%
	35 - 44	1,605	71%	645	29%
	45 - 54	1,460	71%	600	29%
	55 - 64	940	66%	495	34%
	65 - 74	80	39%	125	61%
	75+	<5	9%	10	91%
	Total	5,705	72%	2,265	28%
2022	16 - 24	135	57%	105	43%
	25 - 34	1,510	83%	310	17%
	35 - 44	1,640	71%	655	29%
	45 - 54	1,500	72%	595	28%
	55 - 64	1,010	67%	485	33%
	65 - 74	85	37%	140	63%
	75+			10	100%
	Total	5,885	72%	2,295	28%

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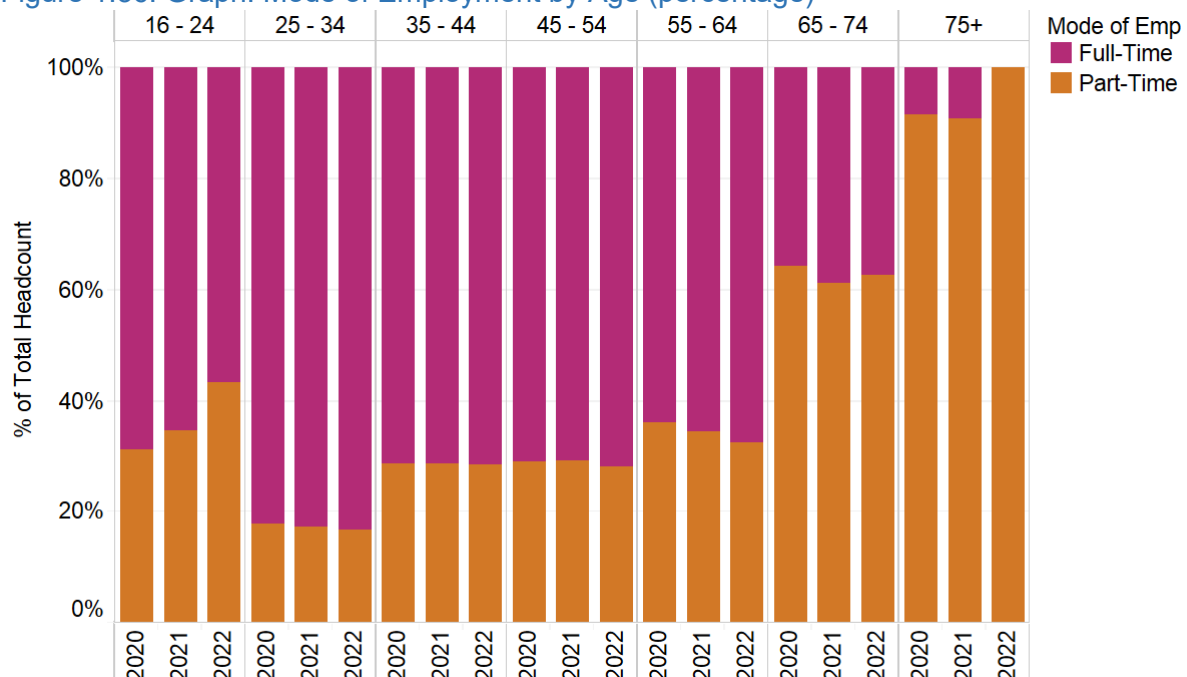
Contract Status

Staff employed on permanent contracts mainly fall into the age band 35-64 (particularly when looking at absolute headcount figures). Fixed-term contracts are predominately held by the 25-34 age band.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2020	16 - 24	70	27%	190	73%
	25 - 34	810	44%	1,040	56%
	35 - 44	455	20%	1,835	80%
	45 - 54	195	9%	1,925	91%
	55 - 64	80	5%	1,415	95%
	65 - 74	30	13%	215	87%
	75+	<5	42%	5	58%
	Total	1,650	20%	6,630	80%
2021	16 - 24	70	31%	150	69%
	25 - 34	785	44%	1,005	56%
	35 - 44	465	21%	1,790	79%
	45 - 54	190	9%	1,870	91%
	55 - 64	90	6%	1,345	94%
	65 - 74	30	14%	180	86%
	75+	<5	27%	10	73%
	Total	1,625	20%	6,350	80%
2022	16 - 24	55	24%	185	76%
	25 - 34	755	41%	1,065	59%
	35 - 44	430	19%	1,865	81%
	45 - 54	200	9%	1,895	91%
	55 - 64	105	7%	1,390	93%
	65 - 74	20	10%	200	90%
	75+	<5	13%	5	88%
	Total	1,570	19%	6,610	81%

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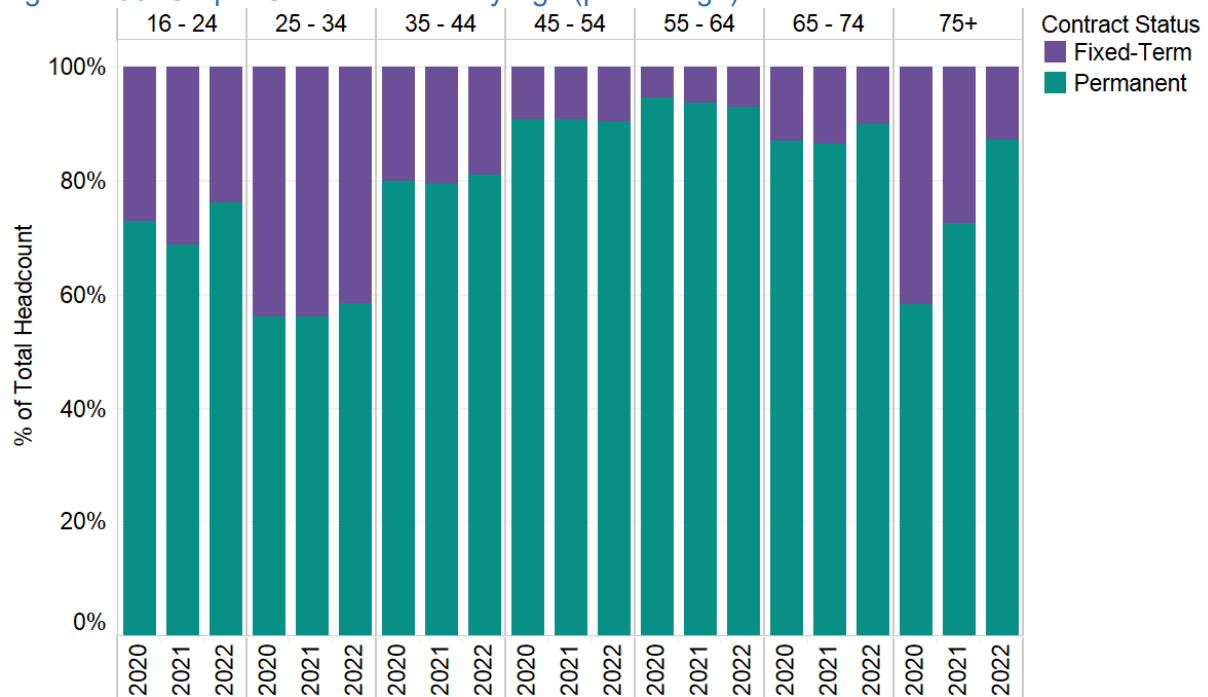
Level

There has been a decrease in the proportion of staff aged 45-54 at Level 2 (by three-percentage points) and Level 6 (by four-percentage points) in the three-year period, and an increase in the proportion of staff at Level 6 aged 35-44 (by three-percentage points) and 55-64 (by two-percentage points). Figures within other age brackets and Level have remained relatively static.

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

			16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 74	75+
2020	1	HC	110	155	170	210	270	70	<5
		%	11%	16%	17%	21%	28%	7%	0%
	2	HC	85	250	165	215	190	25	<5
		%	9%	27%	18%	23%	20%	3%	0%
	3	HC	45	300	270	250	145	10	
		%	4%	29%	27%	25%	14%	1%	
	4	HC	25	840	630	400	225	20	<5
		%	1%	39%	29%	19%	11%	1%	0%
	5	HC	<5	285	720	450	205	25	<5
		%	0%	17%	43%	27%	12%	1%	0%
	6	HC		20	265	355	180	30	<5
		%		2%	31%	42%	21%	3%	0%
	7	HC		<5	75	250	280	70	<5
		%		0%	11%	37%	41%	10%	0%
	Total	HC	265	1,850	2,290	2,120	1,495	250	10
		%	3%	22%	28%	26%	18%	3%	0%
2021	1	HC	100	140	150	195	270	50	<5
		%	11%	15%	17%	21%	30%	6%	0%
	2	HC	60	245	165	185	170	15	<5
		%	7%	29%	19%	22%	20%	2%	0%
	3	HC	30	300	270	235	135	10	
		%	3%	31%	28%	24%	14%	1%	
	4	HC	30	815	640	405	205	20	
		%	1%	39%	30%	19%	10%	1%	
	5	HC		270	680	465	195	25	<5
		%		16%	42%	29%	12%	1%	0%
	6	HC		20	265	325	185	20	<5
		%		2%	33%	40%	23%	3%	0%
	7	HC			80	250	275	65	<5
		%			12%	37%	41%	9%	1%
	Total	HC	220	1,790	2,255	2,060	1,430	205	10
		%	3%	22%	28%	26%	18%	3%	0%
2022	1	HC	120	140	155	205	245	55	<5
		%	13%	15%	17%	22%	27%	6%	0%
	2	HC	65	220	150	160	170	15	<5
		%	8%	28%	19%	20%	22%	2%	0%
	3	HC	35	345	270	265	145	10	
		%	3%	32%	25%	25%	13%	1%	
	4	HC	20	820	635	400	215	20	
		%	1%	39%	30%	19%	10%	1%	
	5	HC		265	700	465	215	30	<5
		%		16%	42%	28%	13%	2%	0%
	6	HC		25	305	340	210	25	<5
		%		3%	34%	38%	23%	3%	0%
	7	HC			85	260	300	70	<5
		%			12%	37%	42%	10%	0%
	Total	HC	240	1,820	2,300	2,095	1,495	220	10
		%	3%	22%	28%	26%	18%	3%	0%

## Figure 1.40. Graph: Level by Age (percentage)
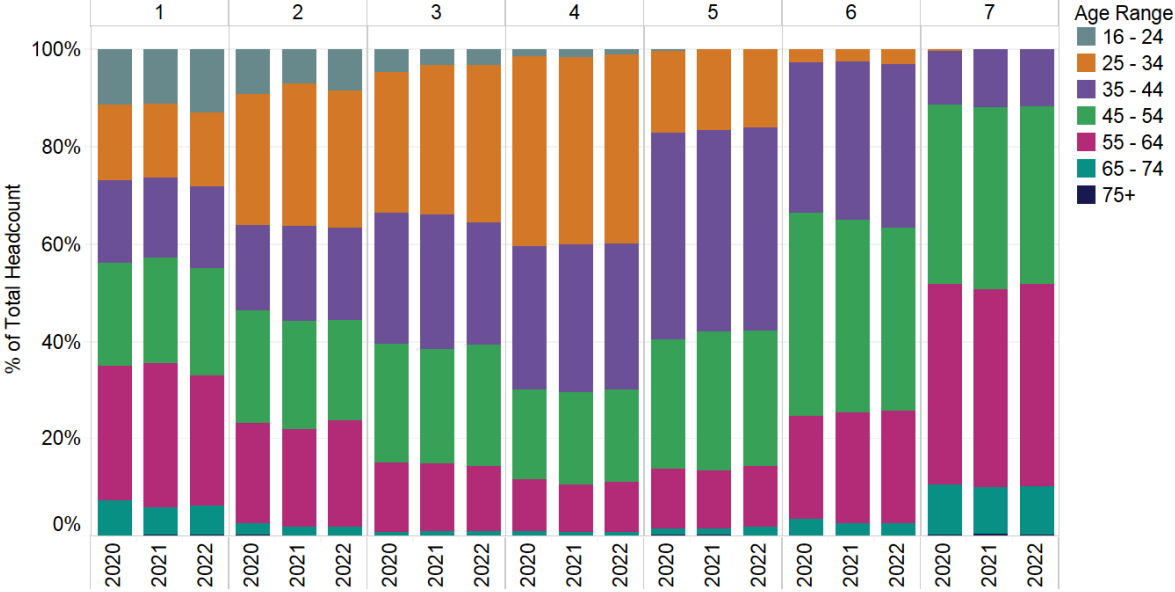
Occupational Group

The proportion of different age bands has remained broadly consistent across the Administrative, Professional and Managerial (APM), Operations and Facilities (O&F) and Research and Teaching (R&T) staff groups over the last three years. Technical Services (TS) employ less staff aged 16-24 (decreasing by two-percentage points) and 35-44 (decreasing by three-percentage points) over the three-year period. Figures in the remaining staff groups are too low to discern a meaningful trend.

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	%
2020	APM	105	4%	700	24%	830	28%	810	28%	435	15%	40	1%	<5	0%
	APPREN	15	93%	<5	7%										
	C&M			20	11%	55	30%	45	27%	45	27%	10	5%		
	CCS	5	18%	15	39%	10	26%	<5	11%	<5	5%				
	O&F	80	8%	145	14%	190	18%	255	24%	320	30%	65	6%	<5	0%
	R&T	15	0%	860	25%	1,045	30%	850	25%	560	16%	120	3%	10	0%
	TS	40	6%	110	18%	160	27%	155	25%	130	21%	15	2%	<5	0%
	Total	265	3%	1,850	22%	2,290	28%	2,120	26%	1,495	18%	250	3%	10	0%
2021	APM	90	3%	685	24%	835	29%	805	28%	405	14%	35	1%	<5	0%
	APPREN	5	86%			<5	14%								
	C&M			20	11%	50	30%	45	28%	45	27%	5	4%		
	CCS	<5	12%	10	35%	10	35%	<5	12%	<5	6%				
	O&F	75	8%	135	14%	170	17%	230	23%	315	32%	50	5%	<5	0%
	R&T	15	1%	825	25%	1,030	31%	830	25%	545	16%	100	3%	5	0%
	TS	30	5%	110	19%	155	27%	145	25%	120	21%	10	2%	<5	0%
	Total	220	3%	1,790	22%	2,255	28%	2,060	26%	1,430	18%	205	3%	10	0%
2022	APM	95	3%	715	24%	880	30%	805	27%	460	15%	30	1%		
	APPREN	5	46%	<5	38%	<5	8%	<5	8%						
	C&M			15	9%	55	32%	50	29%	45	25%	10	5%		
	CCS	<5	10%	15	35%	15	35%	5	15%	<5	5%				
	O&F	95	10%	135	14%	165	17%	245	24%	290	29%	60	6%	<5	0%
	R&T	15	0%	820	24%	1,050	31%	840	24%	585	17%	115	3%	<5	0%
	TS	25	4%	110	20%	135	24%	150	28%	115	21%	10	2%	<5	0%
	Total	240	3%	1,820	22%	2,300	28%	2,095	26%	1,495	18%	220	3%	10	0%

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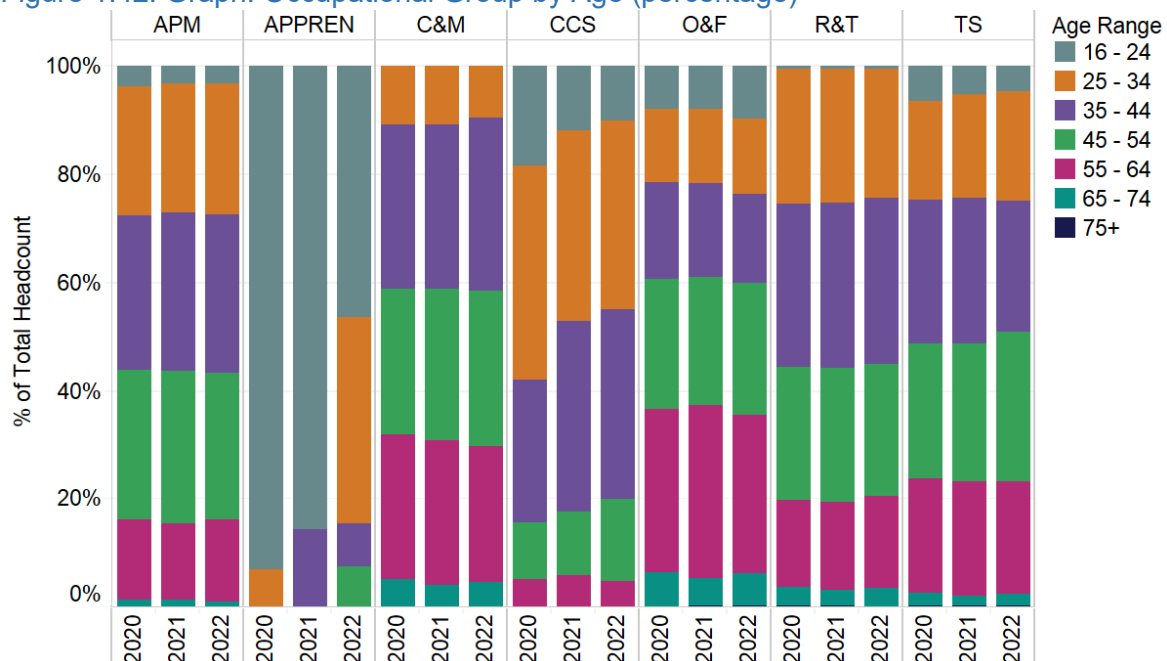
2. Recruitment

Gender

The proportion of female applicants has declined since 2019-2020 from 50% to 46%, however the proportion of females offered roles increased from 55% to 59%. It is worth noting that 54% of our workforce is female and that this has remained static over the last three years.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2019-20	Female	12,290	50%	3,005	56%	810	55%
	Male	11,980	49%	2,300	43%	635	43%
	Unknown	390	2%	60	1%	20	1%
	Total	24,655	100%	5,360	100%	1,465	100%
2020-21	Female	13,360	48%	3,260	54%	1,065	58%
	Male	14,085	51%	2,705	45%	755	41%
	Unknown	395	1%	75	1%	20	1%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	Female	13,605	46%	4,645	55%	1,585	59%
	Male	15,370	52%	3,620	43%	1,035	39%
	Unknown	540	2%	160	2%	50	2%
	Total	29,510	100%	8,425	100%	2,665	100%

Figure 2.2. Graph: Recruitment by Gender (percentage)
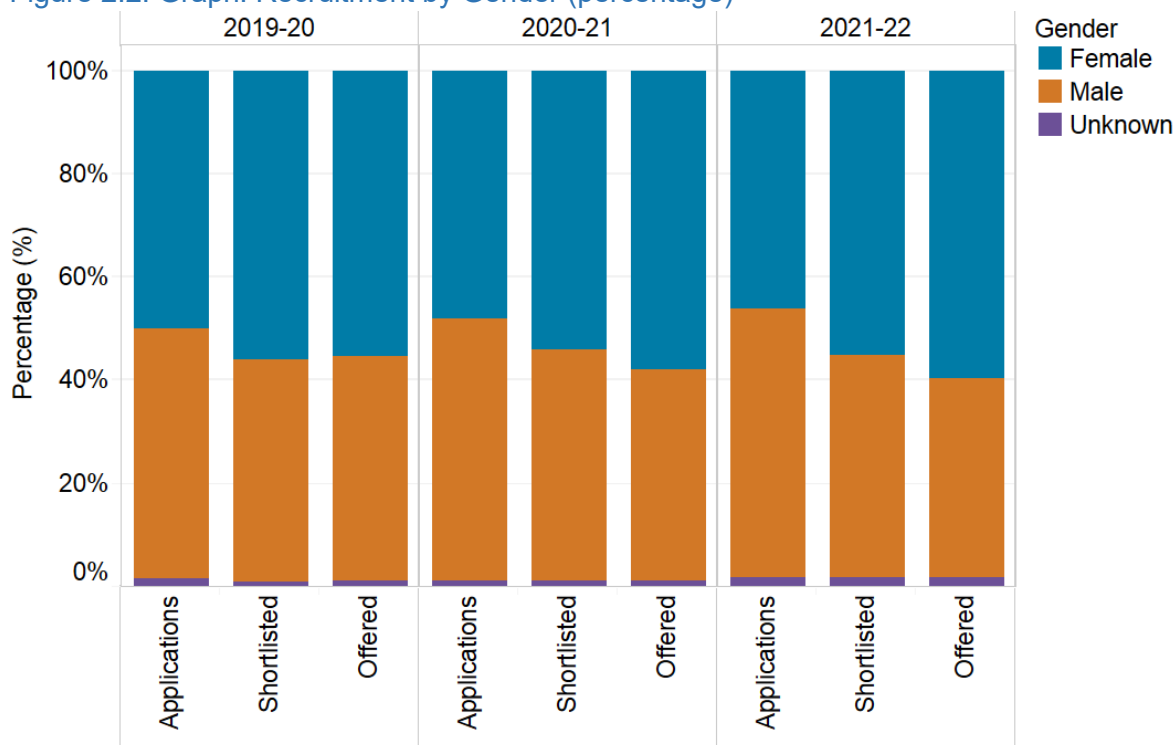
Ethnicity

The proportion of applicants from a BME background increased to 51% in 2021-2022 from 37% in 2019-2020. 31% of BME candidates were shortlisted in 2021-2022, up from 25% in 2019-2020. The percentage of BME candidates offered a role increased from 21% in 2019-2020 to 25% in 2021-2022. Whilst percentages generally remain higher for White applicants, there has been a downward trend during the three-year period, for example a 15% decrease in applications, a 7% decrease in shortlisting and a 5% decrease in being offered a post.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2019-20	White	14,630	59%	3,835	72%	1,105	76%
	BME	9,035	37%	1,355	25%	310	21%
	Unknown	990	4%	165	3%	50	3%
	Total	24,655	100%	5,360	100%	1,465	100%
2020-21	White	14,780	53%	4,110	68%	1,350	73%
	BME	11,940	43%	1,730	29%	430	23%
	Unknown	1,120	4%	200	3%	60	3%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	White	13,110	44%	5,470	65%	1,895	71%
	BME	15,035	51%	2,625	31%	675	25%
	Unknown	1,360	5%	330	4%	100	4%
	Total	29,510	100%	8,425	100%	2,665	100%

Figure 2.4. Graph: Recruitment by Ethnicity (percentage)
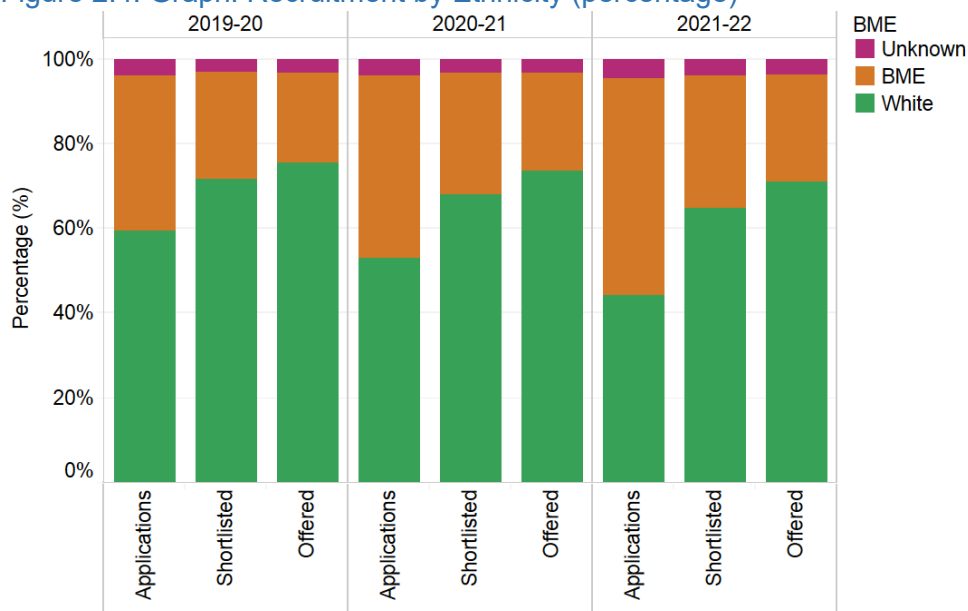
Disability

The proportion of applicants declaring a disability has remained static over the last three years at 5%. The proportion of disabled applicants shortlisted has increased from 6% to 8% over this period. The proportion of disabled staff being offered a role has increased from 4% to 7% over the period.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2019-20	Declared Disabled	1,195	5%	340	6%	60	4%
	Declared Non-Disabled	22,635	92%	4,855	91%	1,350	92%
	Unknown	825	3%	170	3%	50	4%
	Total	24,655	100%	5,360	100%	1,465	100%
2020-21	Declared Disabled	1,340	5%	440	7%	120	7%
	Declared Non-Disabled	25,720	92%	5,410	90%	1,650	90%
	Unknown	780	3%	190	3%	70	4%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	Declared Disabled	1,500	5%	670	8%	185	7%
	Declared Non-Disabled	26,965	91%	7,395	88%	2,365	89%
	Unknown	1,040	4%	360	4%	120	4%
	Total	29,510	100%	8,425	100%	2,665	100%

Figure 2.6. Graph: Recruitment by Disability (percentage)
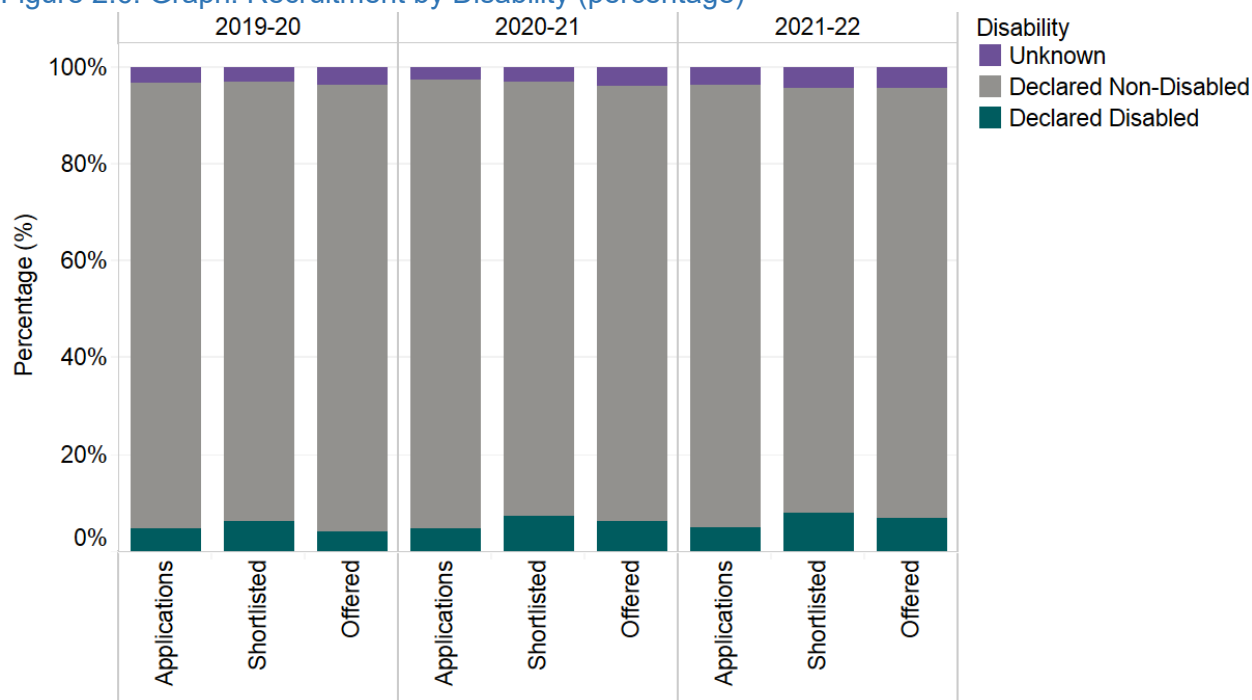
Age

Applications by age range are relatively consistent across all three years with a notable exception within the age range 35-44 where there has been a five-percentage point increase in applications over the three-year period. Also noteworthy is the increase in the proportion of staff being offered a role within the age range 45-54 (increase of two-percentage points over the three-year period).

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2019-20	16 - 24	3,995	16%	795	15%	185	13%
	25 - 34	10,190	41%	2,125	40%	640	44%
	35 - 44	6,025	24%	1,255	23%	360	25%
	45 - 54	3,150	13%	825	15%	190	13%
	55 - 64	1,095	4%	325	6%	75	5%
	65 - 74	85	0%	25	0%	<5	1%
	75+	110	0%	<5	0%	<5	0%
	Unknown	10	0%	10	0%	<5	0%
	Total	24,655	100%	5,360	100%	1,465	100%
2020-21	16 - 24	4,035	14%	745	12%	190	10%
	25 - 34	11,545	41%	2,455	41%	825	45%
	35 - 44	7,415	27%	1,545	26%	445	24%
	45 - 54	3,450	12%	890	15%	260	14%
	55 - 64	1,250	4%	370	6%	100	5%
	65 - 74	80	0%	30	1%	10	1%
	75+	60	0%	<5	0%		
	Unknown	5	0%	<5	0%	<5	0%
	Total	27,840	100%	6,040	100%	1,840	100%
2021-22	16 - 24	3,940	13%	1,275	15%	355	13%
	25 - 34	11,630	39%	3,080	37%	1,060	40%
	35 - 44	8,605	29%	2,145	25%	650	24%
	45 - 54	3,865	13%	1,340	16%	405	15%
	55 - 64	1,315	4%	540	6%	180	7%
	65 - 74	105	0%	35	0%	15	1%
	75+	45	0%	<5	0%	<5	0%
	Unknown	10	0%	10	0%	<5	0%
	Total	29,510	100%	8,425	100%	2,665	100%

Figure Graph: 2.8. Recruitment by Age (percentage)
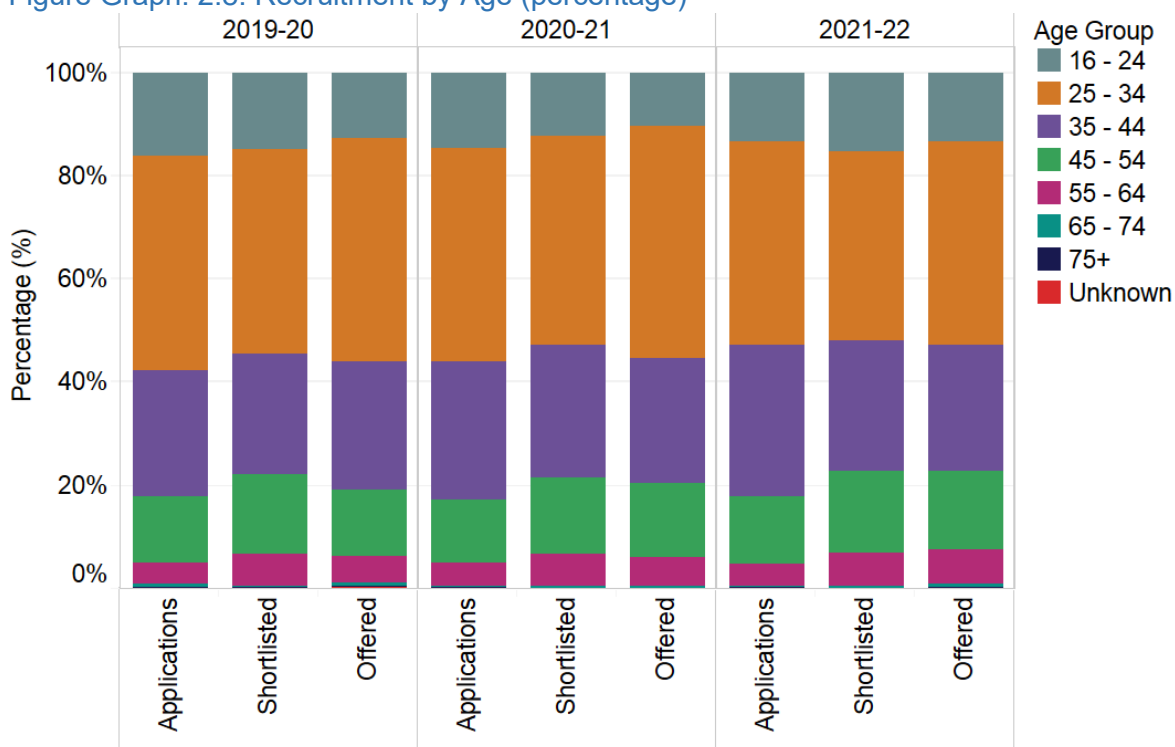
3. Promotions

Promotions data relate to the process for R&T staff progression. There is no equivalent process for other staff groups, whose data are included in the Recruitment and Regrading datasets.

Usually there is one round of promotions per academic year. During 2021-2022 there were two - one was delayed from 2020-2021.

Gender

For 2021-2022 an increasingly higher proportion of promotion applicants were approved for female staff (88%) than male staff (71%). Over the three rounds fewer female applications were also declined.

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

| | | HC | | % | |
		Application Approved	Application Declined	Application Approved	Application Declined
2020	Female	75	15	82%	18%
	Male	75	35	70%	30%
2021	Female	105	20	85%	15%
	Male	125	20	85%	15%
2022	Female	50	5	88%	12%
	Male	50	20	71%	29%

Figure 3.2. Graph: Promotions by Gender (percentage)
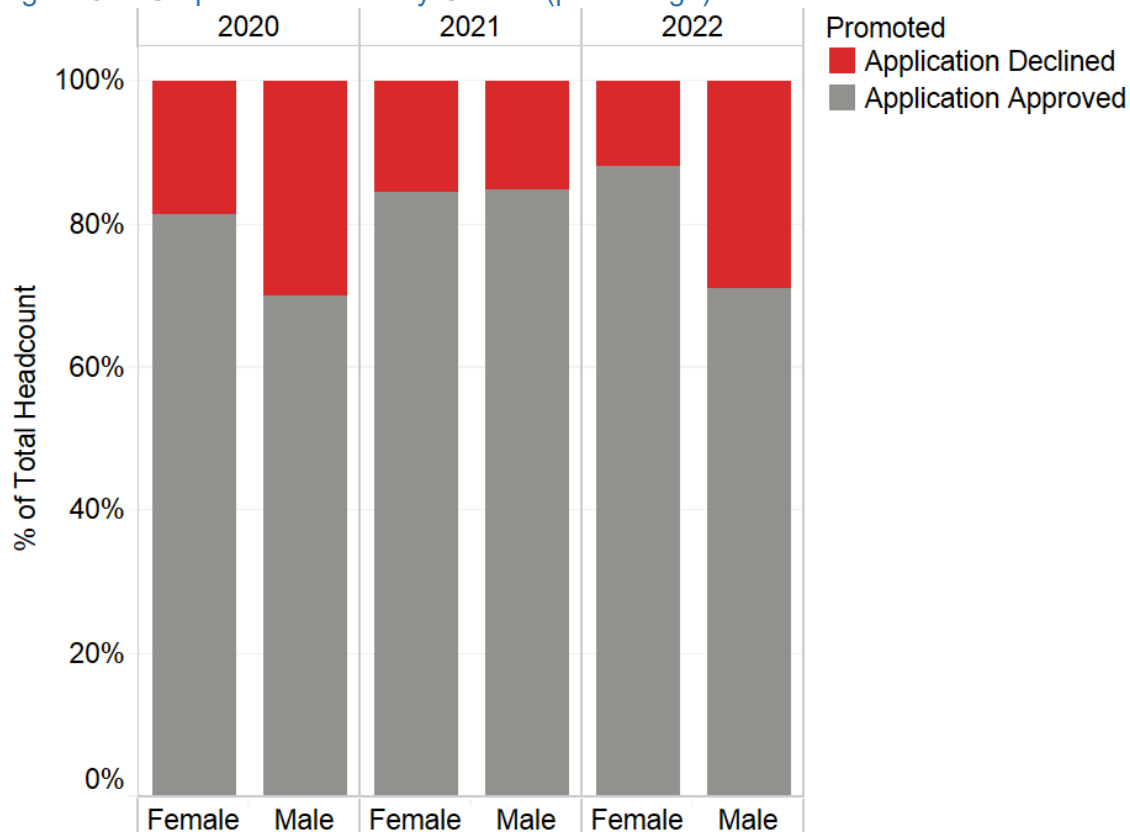
Ethnicity

A lower proportion of promotion applications have been approved for Black and Minority Ethnic staff over the last three years compared to White staff. A higher proportion of applications are also declined for Black and Minority staff compared to White staff over the same period.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2020	White	125	35	78%	23%
	BME	25	10	68%	32%
	Unknown	<5	<5	60%	40%
2021	White	175	25	87%	13%
	BME	45	10	79%	21%
	Unknown	10	<5	73%	27%
2022	White	85	20	82%	18%
	BME	15	5	73%	27%
	Unknown	<5	<5	33%	67%

Figure 3.4. Graph: Promotions by Ethnicity (percentage)
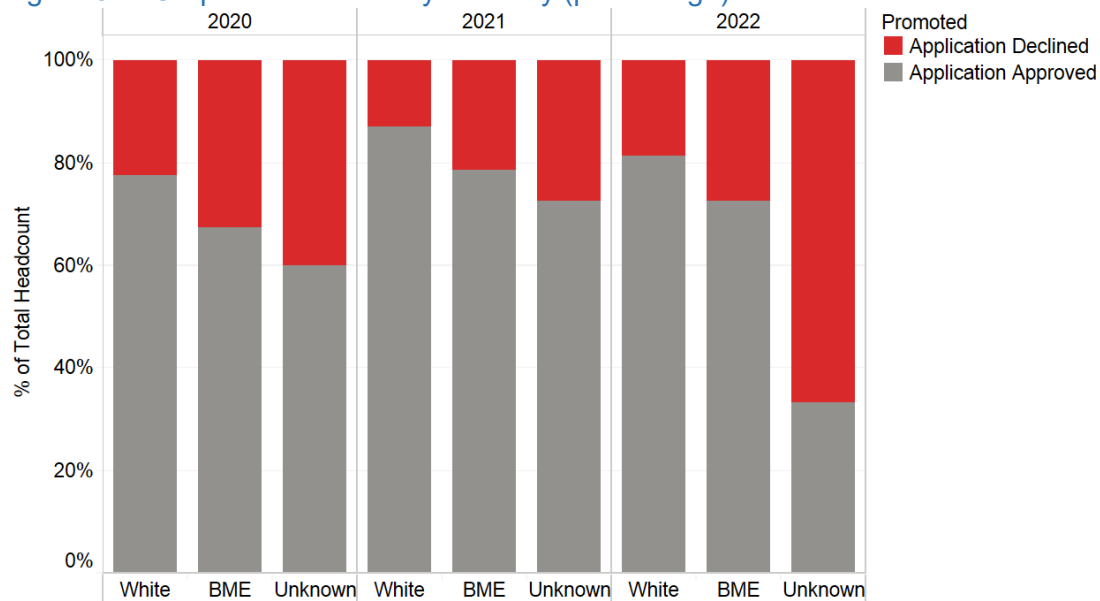
Disability

In 2019-2020, 50% of applicants with a declared disability had their application approved. This increased to 93% in 2021-2022. Applications declined also decreased across the three rounds (from 50% to 7%). Please note that this commentary is based on low figures (absolute headcount ranging from <5 to 15).

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2020	Declared Disabled	<5	<5	50%	50%
	Declared Non-Disabled	145	45	76%	24%
	Unknown	<5	<5	80%	20%
2021	Declared Disabled	10	<5	71%	29%
	Declared Non-Disabled	210	35	86%	14%
	Unknown	5	<5	67%	33%
2022	Declared Disabled	15	<5	93%	7%
	Declared Non-Disabled	85	25	78%	22%
	Unknown	<5	<5	50%	50%

## Figure 3.6. Graph: Promotions by Disability (percentage)
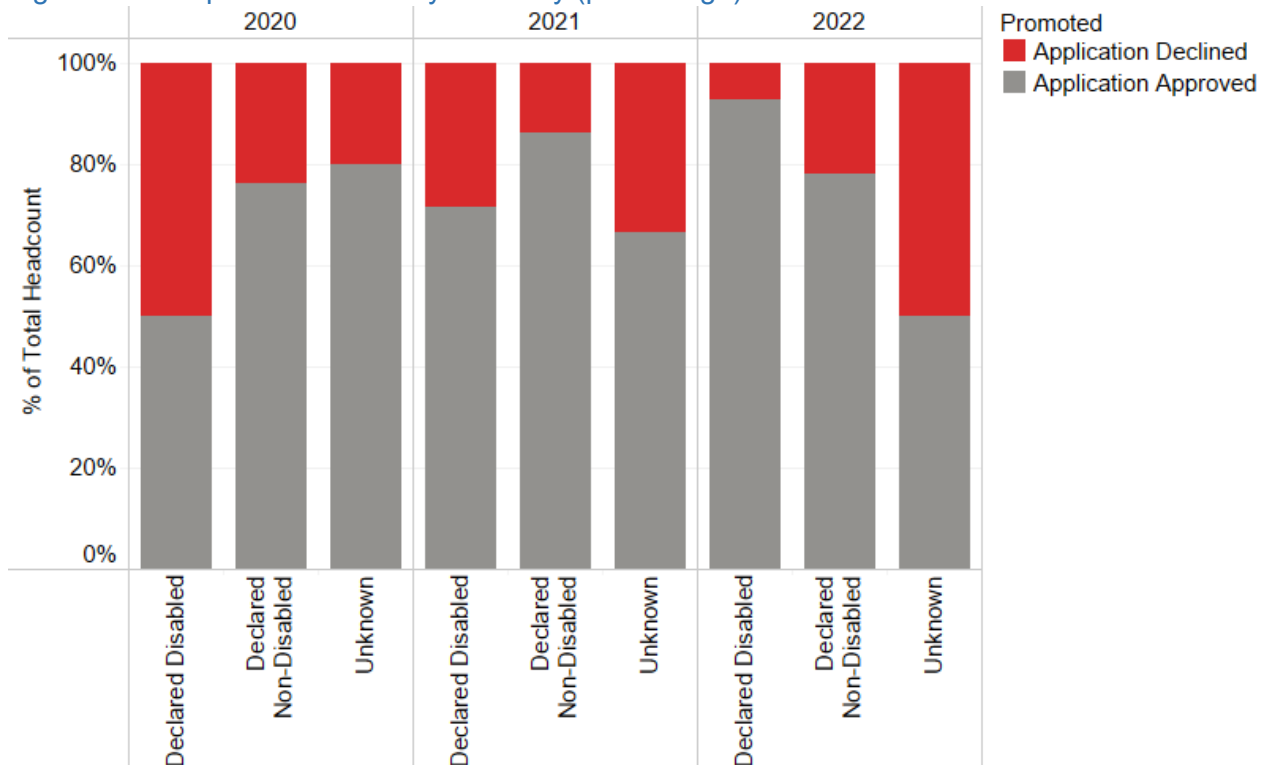
Age

For promotions by age the trends vary from round to round, most notable is the decrease of applications approved for those in the age range 55-64 (57% in 2021-2022, compared to 76% in 2020-2021). Please note that the age range 65-74 is not showing as a row in 2021-2022 because there is no data.

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

		HC		%	
		Application Approved	Application Declined	Application Approved	Application Declined
2020	25 - 34	20	10	66%	34%
	35 - 44	75	15	82%	18%
	45 - 54	45	15	74%	26%
	55 - 64	15	5	67%	33%
	65 - 74		<5		100%
2021	25 - 34	35	<5	87%	13%
	35 - 44	105	10	90%	10%
	45 - 54	65	15	82%	18%
	55 - 64	25	10	76%	24%
	65 - 74		<5		100%
2022	25 - 34	10	<5	80%	20%
	35 - 44	50	10	85%	15%
	45 - 54	30	10	78%	23%
	55 - 64	10	5	57%	43%

Figure 3.8. Graph: Promotions by Age (percentage)

Figure 3.8. Graph: Promotions by Age (percentage)
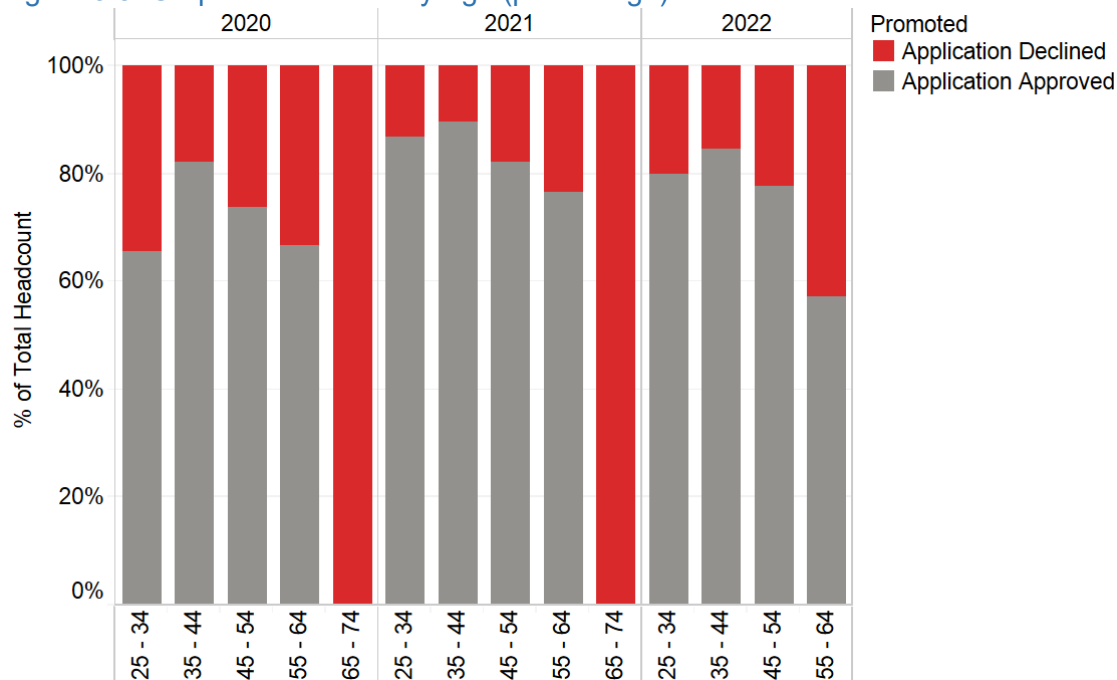
4. Regrading

The regrading process is available to staff in the Administrative, Professional and Managerial (APM) and Technical Services occupational groups. It is carried out with reference to the occupational group level descriptors, underpinned by the Hay analytical job evaluation scheme implemented at the University. The regrading process is intended to recognise the changes in a role that have already happened.

Due to Covid-19, during 2020-2021, only 2 regrading rounds (out of 3) were completed in the reporting period and the data relating to this is outlined below.

Gender

Over the three years, as a proportion, men are more likely to be successful in their regrading activity increasing from 93% in 2019-2020 to 100% in 2021-2022, compared to women.

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

		HC		%	
		No	Yes	No	Yes
2020	Female	<5	15	21%	79%
	Male	<5	15	7%	93%
2021	Female	<5	30	9%	91%
	Male		15		100%
2022	Female	<5	25	16%	84%
	Male		20		100%

Figure 5.2. Graph: Regrading by Gender (percentage)
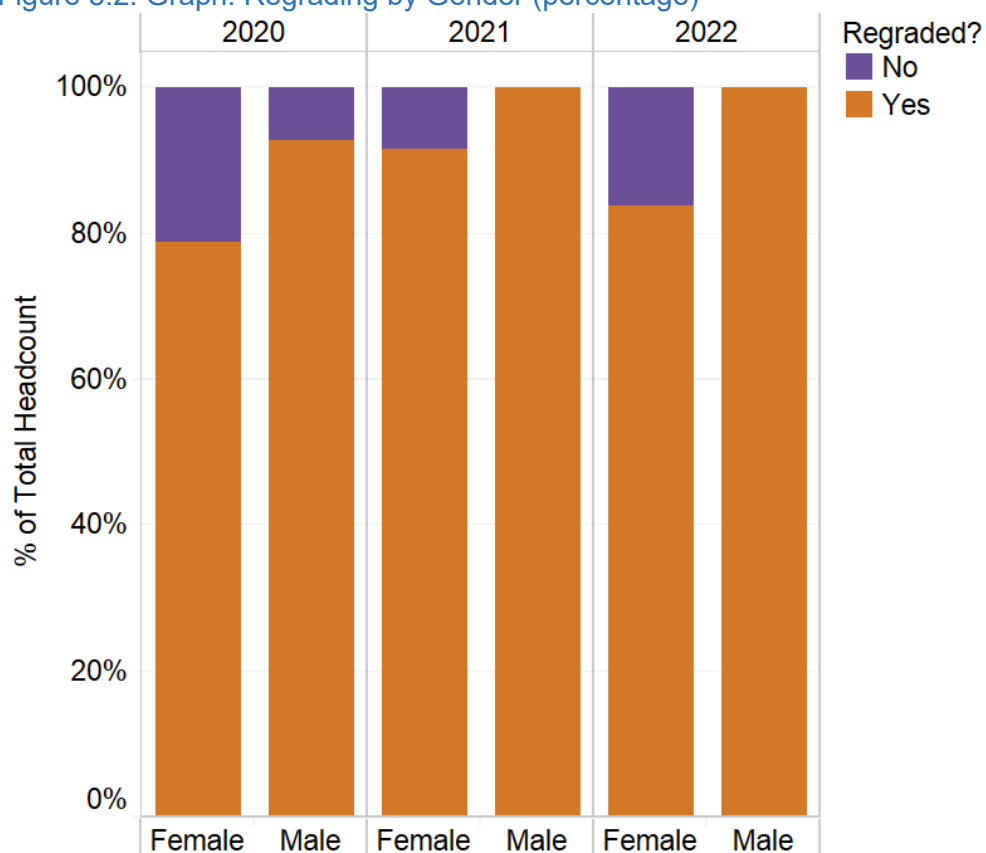
Ethnicity

More BME staff whose roles were formally reviewed were successfully regraded in 2020-2021 and 2021-2022 (100%) compared with 2019-2020 (86%). It must be noted that the number of regrades requested by this group is low (5 or >5).

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

		HC		%	
		No	Yes	No	Yes
2020	White	<5	20	15%	85%
	BME	<5	5	14%	86%
2021	White	<5	45	7%	93%
	BME		<5		100%
	Unknown		<5		100%
2022	White	<5	45	8%	92%
	BME		<5		100%
	Unknown	<5		100%	

Figure 5.4. Graph: Regrading by Ethnicity (percentage)
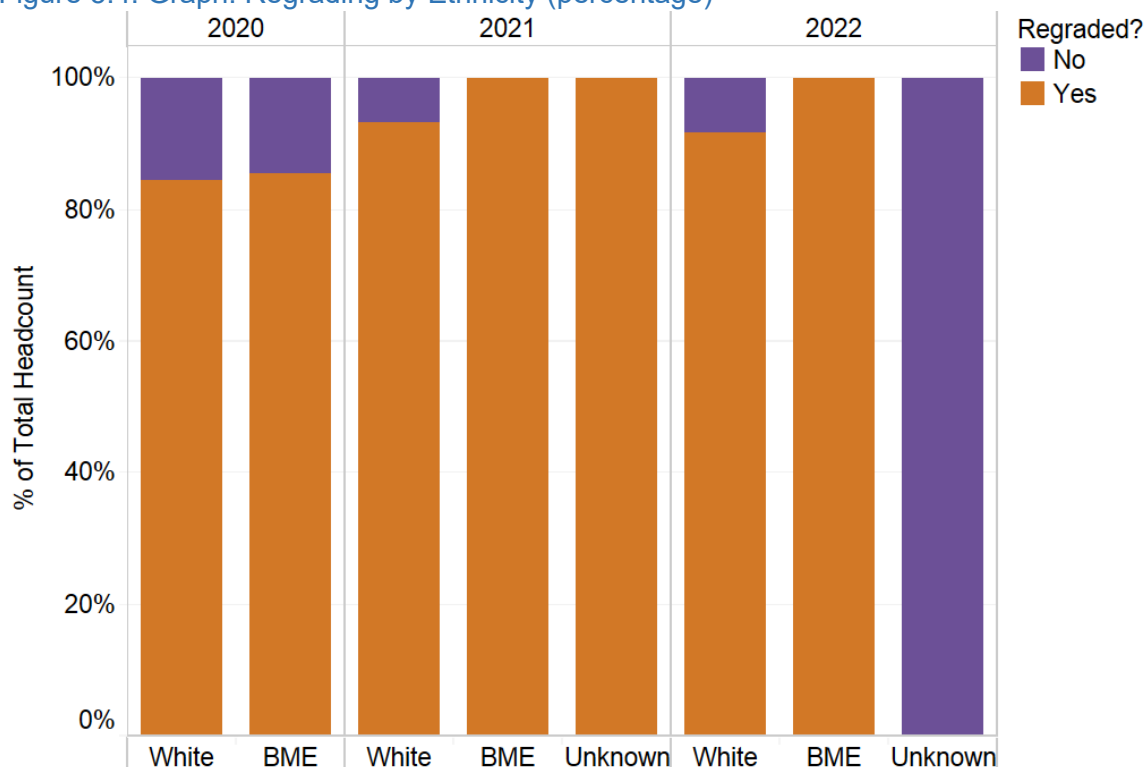
Disability

There has been a notable decrease (from 100% to 50% over the three-year period) of staff with a declared disability whose roles were formally reviewed and approved for regrading over the last three years. We should note that the sample size is less than 5.

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

		HC		%	
		No	Yes	No	Yes
2020	Declared Disabled		<5		100%
	Declared Non-Disabled	<5	25	17%	83%
	Unknown		<5		100%
2021	Declared Disabled		<5		100%
	Declared Non-Disabled	<5	40	7%	93%
2022	Declared Disabled	<5	<5	50%	50%
	Declared Non-Disabled	<5	45	8%	92%

Figure 5.6. Graph: Regrading by Disability (percentage)
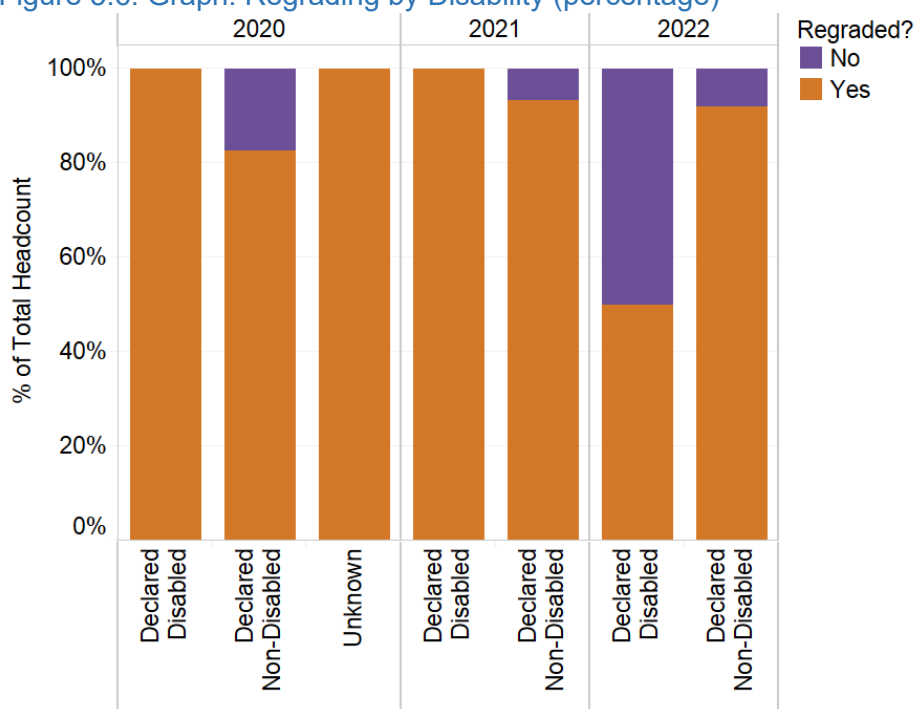
Age

In 2021-2022, there were more unsuccessful applications in total than the previous year. No staff aged 65-74 applied to be regraded in the three-year period, whilst those aged 16-24 have a 100% success rate (noting that the sample sizes are <5). The age range 45-54 have increased their success rate year on year (from 70% to 94% over the three-year period).

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

		HC		%	
		No	Yes	No	Yes
2020	16 - 24		<5		100%
	25 - 34	<5	5	14%	86%
	35 - 44		10		100%
	45 - 54	<5	5	30%	70%
	55 - 64	<5	<5	25%	75%
2021	16 - 24		<5		100%
	25 - 34		15		100%
	35 - 44		10		100%
	45 - 54	<5	15	7%	93%
	55 - 64	<5	5	25%	75%
2022	16 - 24		<5		100%
	25 - 34	<5	15	7%	93%
	35 - 44	<5	10	14%	86%
	45 - 54	<5	15	6%	94%
	55 - 64	<5	<5	20%	80%

Figure 5.8. Graph: Regrading by Age (percentage)


42
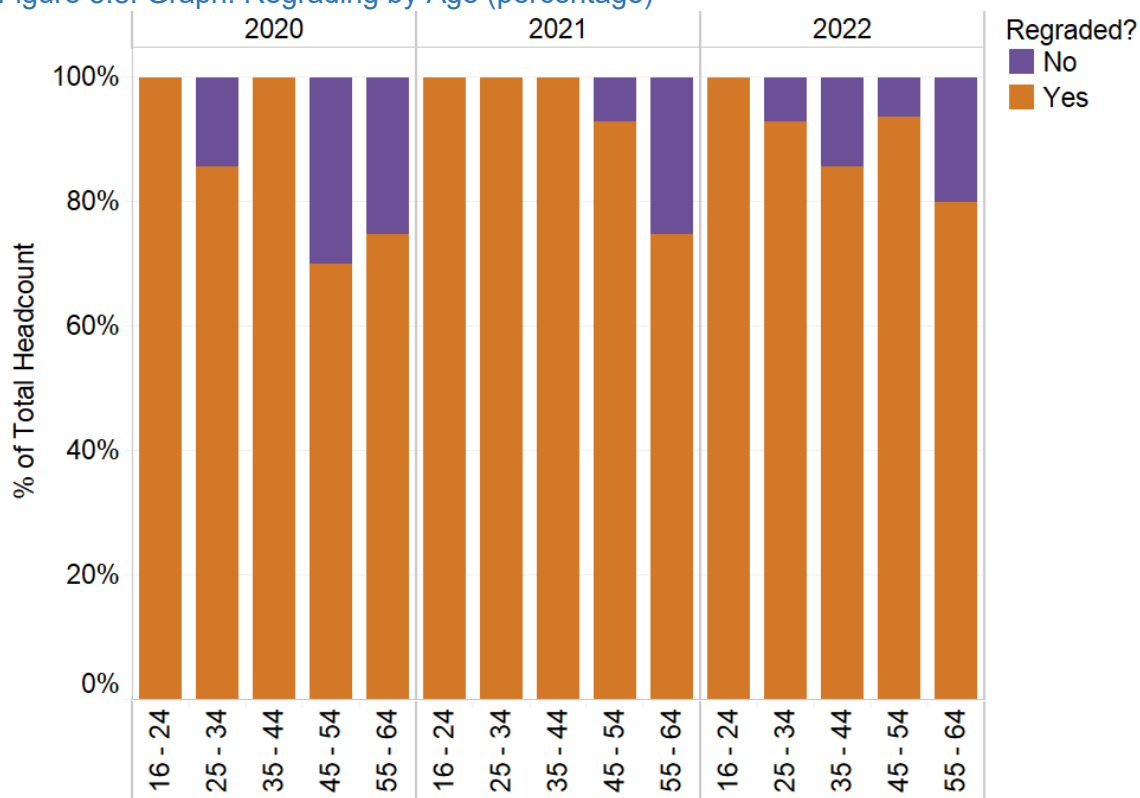
5. Leavers

Gender

Women are more likely to leave the University than men (in 2021-2022 57% of leavers were female) whilst noting that 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	%
2020	760	54%	645	46%
2021	530	52%	485	48%
2022	765	57%	585	43%

Figure 6.2. Graph: Leavers by Gender (percentage)
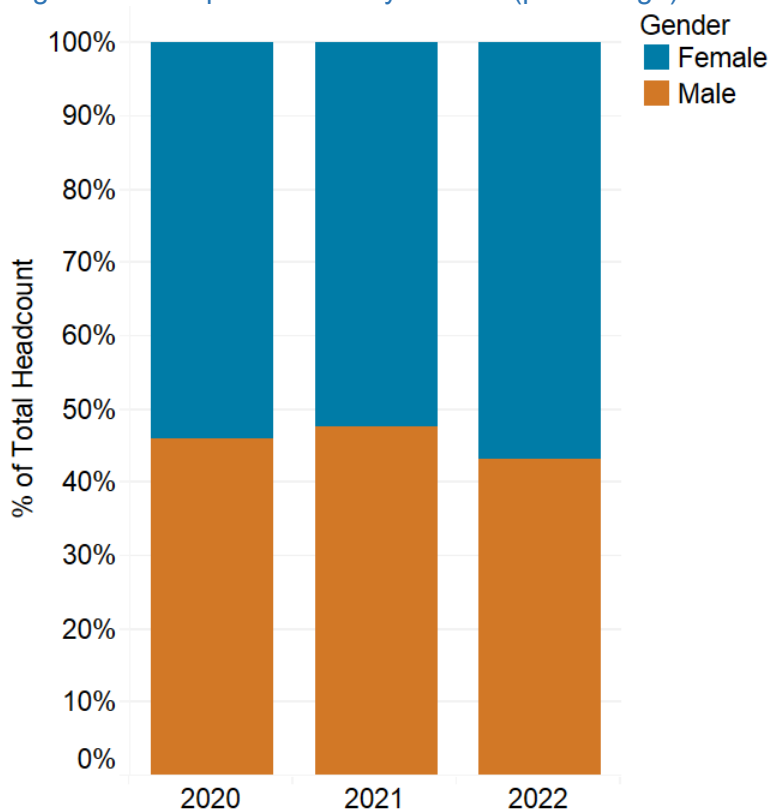
Ethnicity

The percentage of BME staff leavers in 2021-2022 was 22%. This figure is higher than the prevalence of BME staff in the University (17%) and may be partly explained by the higher number of BME staff undertaking fixed-term contracts which have natural end dates. The proportion of BME employees on fixed-term contracts has fallen by three-percentage points over the last three years.

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

	White		BME		Unknown	
	HC	%	HC	%	HC	%
2020	1,085	77%	275	20%	45	3%
2021	740	73%	245	24%	30	3%
2022	1,020	75%	290	22%	40	3%

Figure 6.4. Graph: Leavers by Ethnicity (percentage)
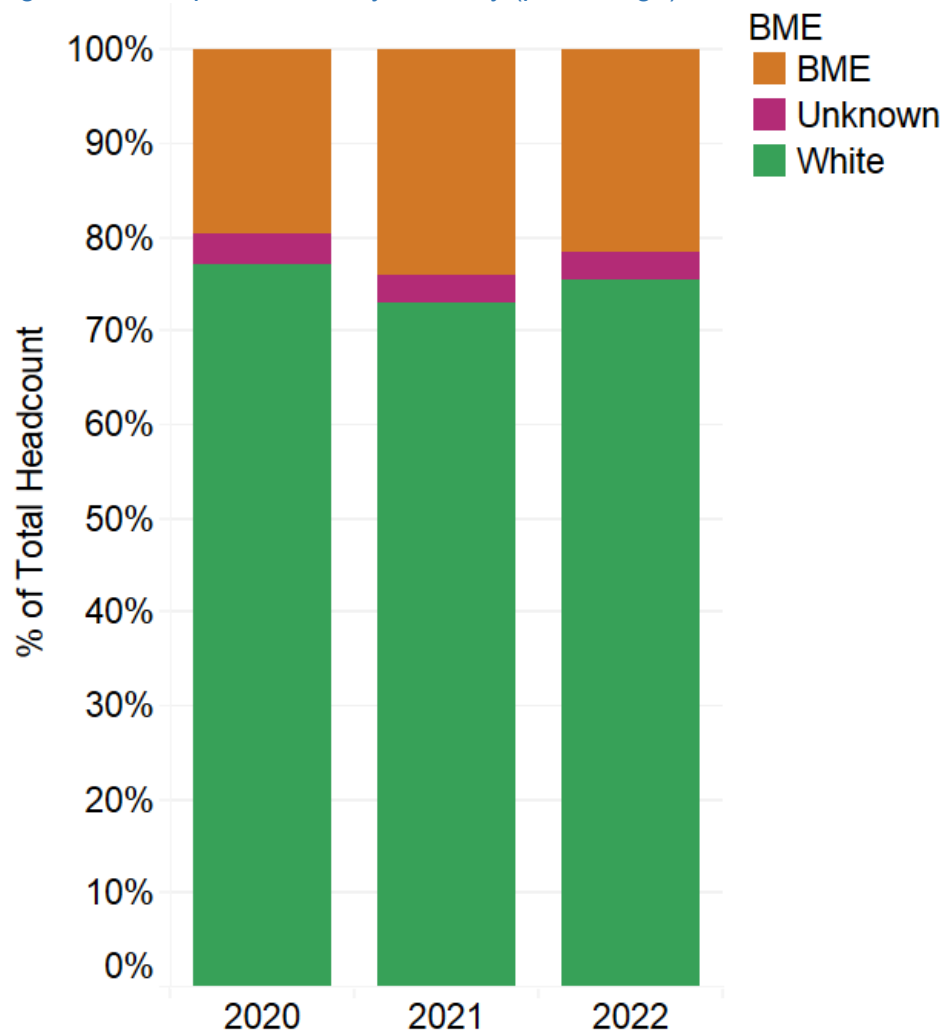
Disability

There has been an increase in the proportion of disabled staff leaving the University from 4% of leavers in 2020-2021 to 6% in 2021-2022.

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

	Declared Disabled		Declared Non-Disabled		Unknown	
	HC	%	HC	%	HC	%
2020	65	5%	1,310	93%	25	2%
2021	40	4%	960	95%	15	1%
2022	85	6%	1,240	92%	30	2%

Figure 6.6. Graph: Leavers by Disability (percentage)
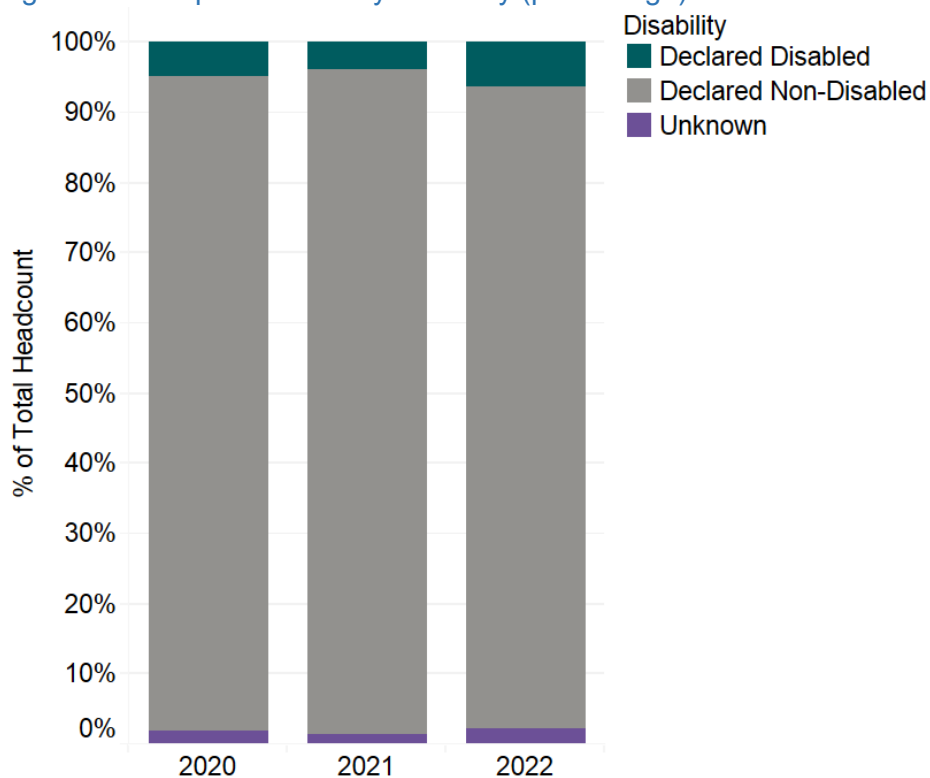
Age

Over the last three years, the most notable increase in leavers are within the age ranges 25-34 (eight-percentage point increase) and 35-44 (five-percentage point increase). There has been a decrease in leavers in the age ranges 55-64 (eleven-percentage points) and 65-74 (four-percentage points).

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

		HC	%
2020	16 - 24	90	7%
	25 - 34	380	27%
	35 - 44	280	20%
	45 - 54	205	15%
	55 - 64	325	23%
	65 - 74	115	8%
	75+	<5	0%
2021	16 - 24	95	9%
	25 - 34	375	37%
	35 - 44	240	23%
	45 - 54	115	11%
	55 - 64	130	13%
	65 - 74	60	6%
	75+	<5	0%
2022	16 - 24	130	10%
	25 - 34	480	35%
	35 - 44	335	25%
	45 - 54	185	14%
	55 - 64	165	12%
	65 - 74	55	4%
	75+	<5	0%

Figure 6.8. Graph: Leavers by Age (percentage)