



University of
Nottingham
UK | CHINA | MALAYSIA

Staff Annual Diversity Report 2020-2021

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Glossary

HC	Headcount
%	Percentage
BME	Black and Minority Ethnic Group
Level	Defined grade Level within the salary scales
Occupational Group	Referred to within the University as 'job family'
<ul style="list-style-type: none"> • APM • APPREN • C&M • CCS • O&F • R&T • TS 	<ul style="list-style-type: none"> • Administrative, Professional & Managerial • Apprentices • Clinical & Medical Related • Child Care Services • Operations & Facilities • Research & Teaching • Technical Services
Unknown	Data may not have been completed or may have been completed as 'prefer not to say'
<10	The number is less than 10 and so <10 is displayed rather than the actual number
Date Ranges Used	<ol style="list-style-type: none"> 1. Employee Profile Data – census date of 1 June each year 2. Recruitment – 1 August – 31 July of each year 3. PDPR – census date of 30 April each year 4. Promotions – effective from 1 August each year 5. Regrading – occurs 3 times a year, and effective from 1 December, 1 April and 1 August 6. Leavers – 1 August – 31 July of each year

1. Employee Profile Data

Overview

Employee profile figures are based on data from the academic year 2020-2021 and taken on a 1 June census date. This is the latest point in the academic year when sessional staff remain in post. Figures are given by headcount unless otherwise stated and are only provided for staff groups with a large enough representation (>10). Headcount figures that are fewer than 10 are shown as <10.

Gender

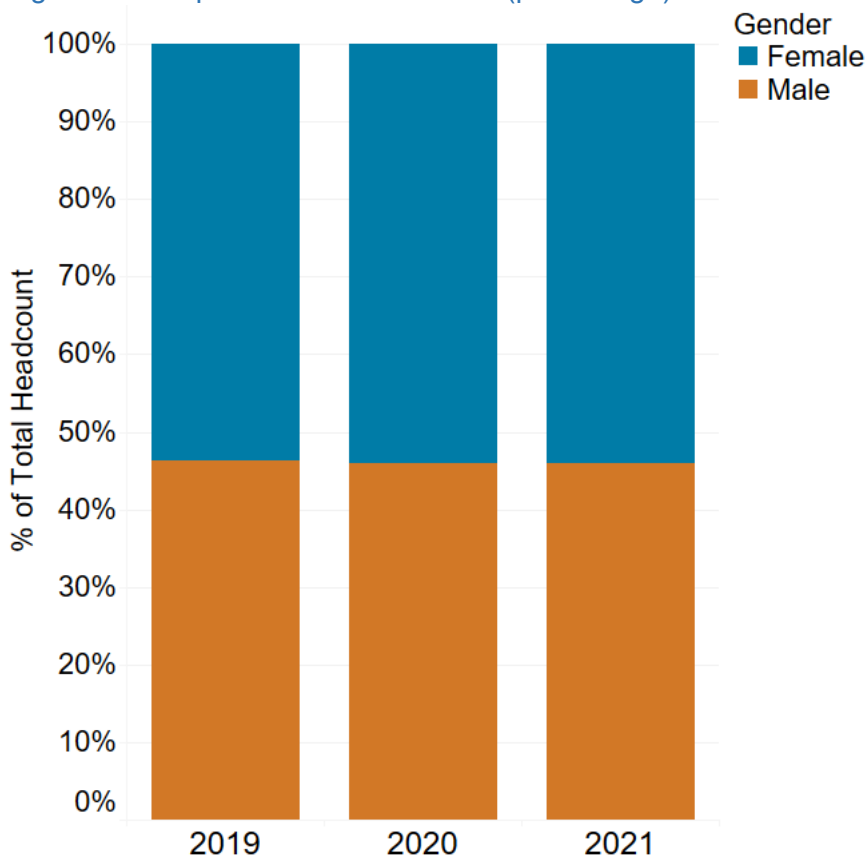
Headcount

The gender balance at the University in 2020-2021 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)

	2019		2020		2021	
	HC	%	HC	%	HC	%
Female	4,315	54%	4,475	54%	4,309	54%
Male	3,723	46%	3,805	46%	3,663	46%
Total	8,038	100%	8,280	100%	7,972	100%

Figure 1.2 Graph: Gender Breakdown (percentage)



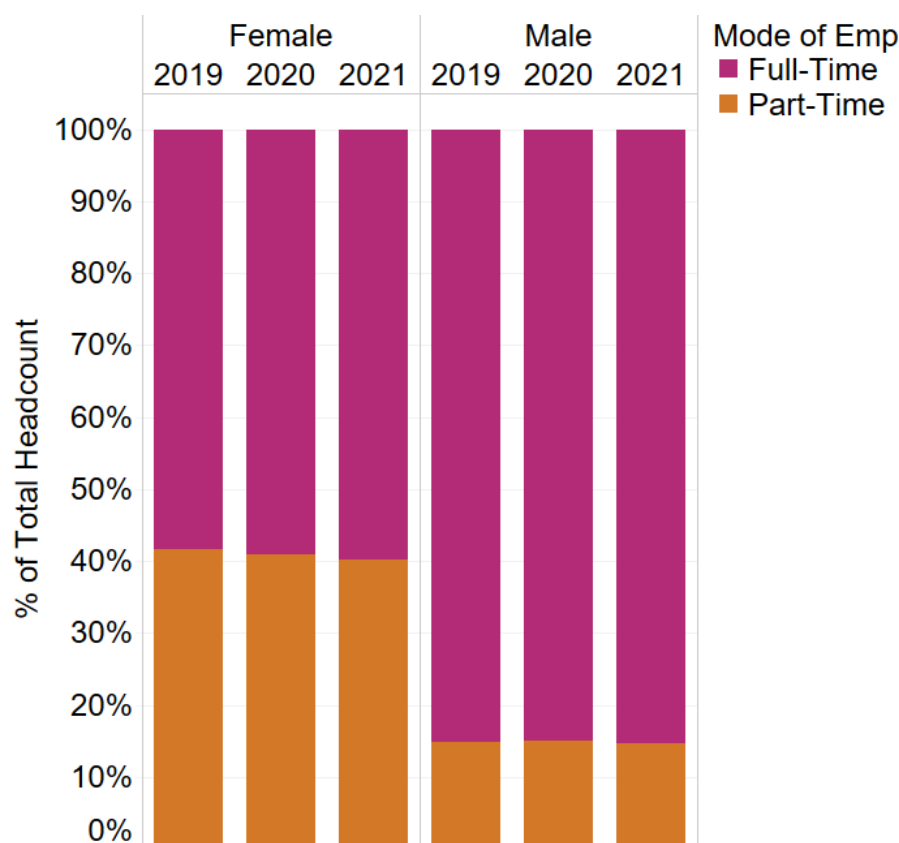
Mode of Employment

Over the past three years, the percentage of staff working part time has decreased marginally, 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 40% since 2018-2019, but the difference in mode of employment between female and male staff remains marked. 40% of female staff worked part time in 2020-2021 compared to 15% of male staff. The data suggests that the decrease in the percentage of female part time workers is due to a reduction in part time working overall.

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

		Full-Time		Part-Time	
		HC	%	HC	%
2019	Female	2,518	58%	1,797	42%
	Male	3,169	85%	554	15%
	Total	5,687	71%	2,351	29%
2020	Female	2,644	59%	1,831	41%
	Male	3,233	85%	572	15%
	Total	5,877	71%	2,403	29%
2021	Female	2,580	60%	1,729	40%
	Male	3,126	85%	537	15%
	Total	5,706	72%	2,266	28%

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



Contract Status

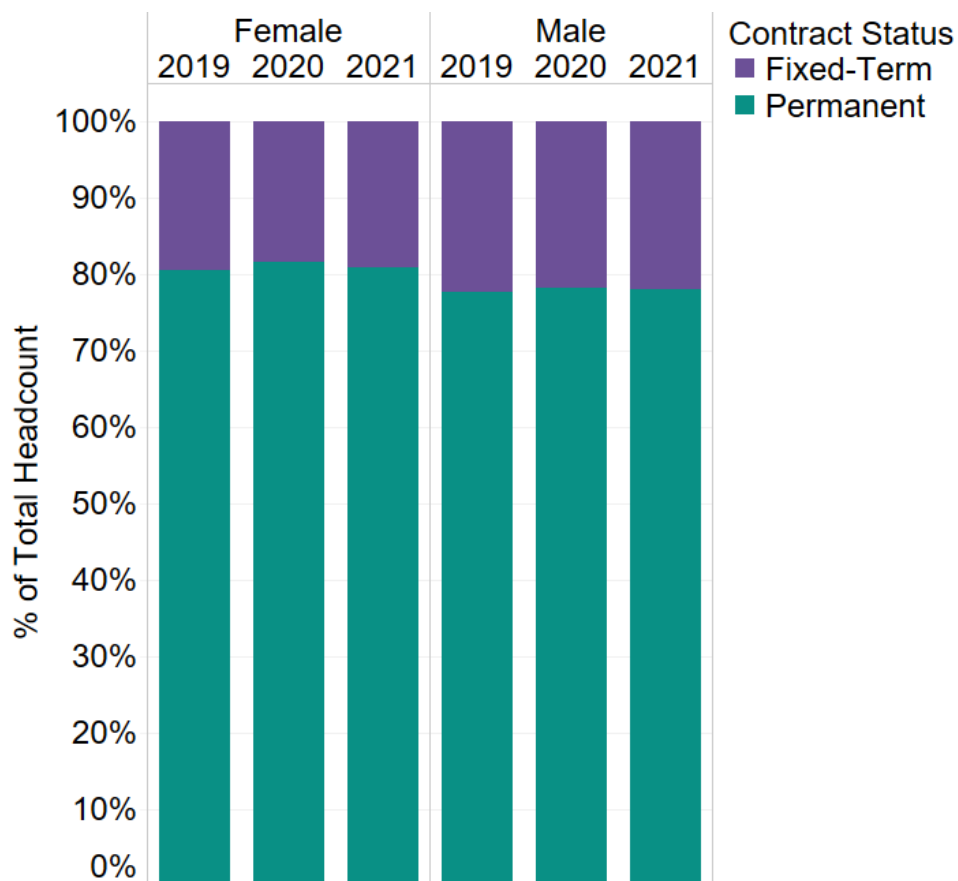
More employees at the University work on permanent contracts (80%) than on fixed-term contracts (20%). The proportion of staff working on a fixed-term basis has decreased slightly over the past three years from 21% to 20%. Fewer female employees

held a fixed-term contract (1% less than in 2018-2019). The percentage of male employees on fixed-term contracts is stable at 22%.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2019	Female	843	20%	3,472	80%
	Male	831	22%	2,892	78%
	Total	1,674	21%	6,364	79%
2020	Female	823	18%	3,652	82%
	Male	826	22%	2,979	78%
	Total	1,649	20%	6,631	80%
2021	Female	822	19%	3,487	81%
	Male	802	22%	2,861	78%
	Total	1,624	20%	6,348	80%

Figure 1.6 Graph: Contract Status by Gender (percentage)



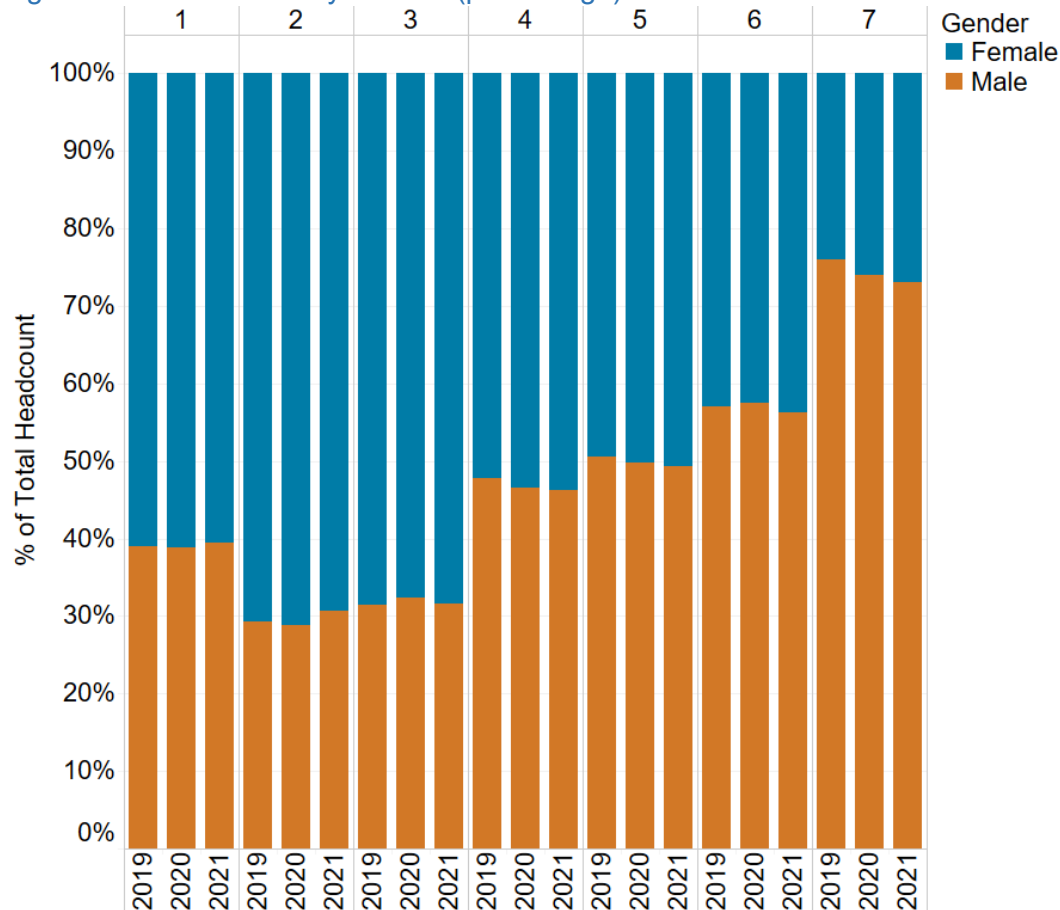
Level

The gender profile by level within the organisation shows that the proportion of female employees reduces as the level increases especially at Level 7. The proportion of female staff at Level 7, however, has increased from 24% in 2018-2019 to 27% in 2020-2021.

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

		Female		Male	
		HC	%	HC	%
2019	1	596	61%	381	39%
	2	651	71%	270	29%
	3	676	69%	310	31%
	4	1,110	52%	1,016	48%
	5	777	49%	794	51%
	6	353	43%	470	57%
	7	152	24%	482	76%
	Total	4,315	54%	3,723	46%
2020	1	601	61%	383	39%
	2	657	71%	267	29%
	3	689	68%	330	32%
	4	1,145	54%	995	46%
	5	847	50%	842	50%
	6	361	43%	488	57%
	7	175	26%	500	74%
	Total	4,475	54%	3,805	46%
2021	1	547	61%	356	39%
	2	584	69%	258	31%
	3	673	68%	310	32%
	4	1,138	54%	977	46%
	5	827	51%	807	49%
	6	358	44%	462	56%
	7	182	27%	493	73%
	Total	4,309	54%	3,663	46%

Figure 1.8 Table: Level by Gender (percentage)



Occupational Group

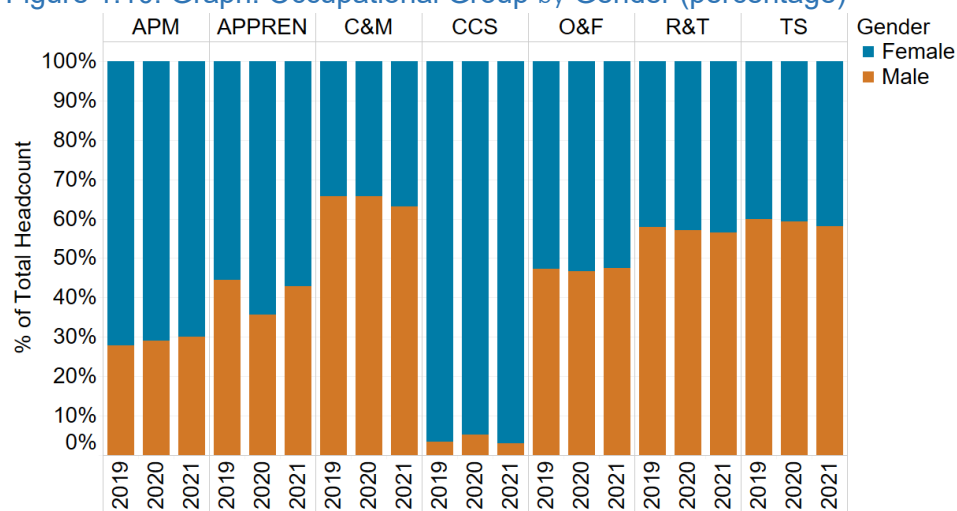
The gender profile differs across occupational groups. Women are represented more within the Administrative, Professional and Managerial group, although this difference has declined by two percentage points (APM - 70% in 2020-2021).

The proportion of women working in Operations & Facilities has remained static (O&F - 53% in 2020-2021). More women are now working in Clinical & Medical (C&M - 37% in 2020-2021), an increase of three percentage points. Research & Teaching remains static (R&T - 43%) whereas marginally more women now work in Technical Services (TS - 42%) an increase of two percentage points. In all cases, the last three years show a gradual reduction in differences in the gender split by operational group.

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

		Female		Male	
		HC	%	HC	%
2019	APM	1,980	72%	768	28%
	APPREN	<10	56%	<10	44%
	C&M	59	34%	113	66%
	CCS	29	97%	<10	3%
	O&F	558	53%	499	47%
	R&T	1,427	42%	1,957	58%
	TS	252	40%	377	60%
	Total	4,315	54%	3,723	46%
2020	APM	2,074	71%	851	29%
	APPREN	<10	64%	<10	36%
	C&M	60	34%	115	66%
	CCS	36	95%	<10	5%
	O&F	566	53%	495	47%
	R&T	1,482	43%	1,976	57%
	TS	248	41%	361	59%
	Total	4,475	54%	3,805	46%
2021	APM	1,996	70%	859	30%
	APPREN	<10	57%	<10	43%
	C&M	62	37%	106	63%
	CCS	33	97%	<10	3%
	O&F	518	53%	467	47%
	R&T	1,457	43%	1,896	57%
	TS	239	42%	331	58%
	Total	4,309	54%	3,663	46%

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



Ethnicity

Headcount

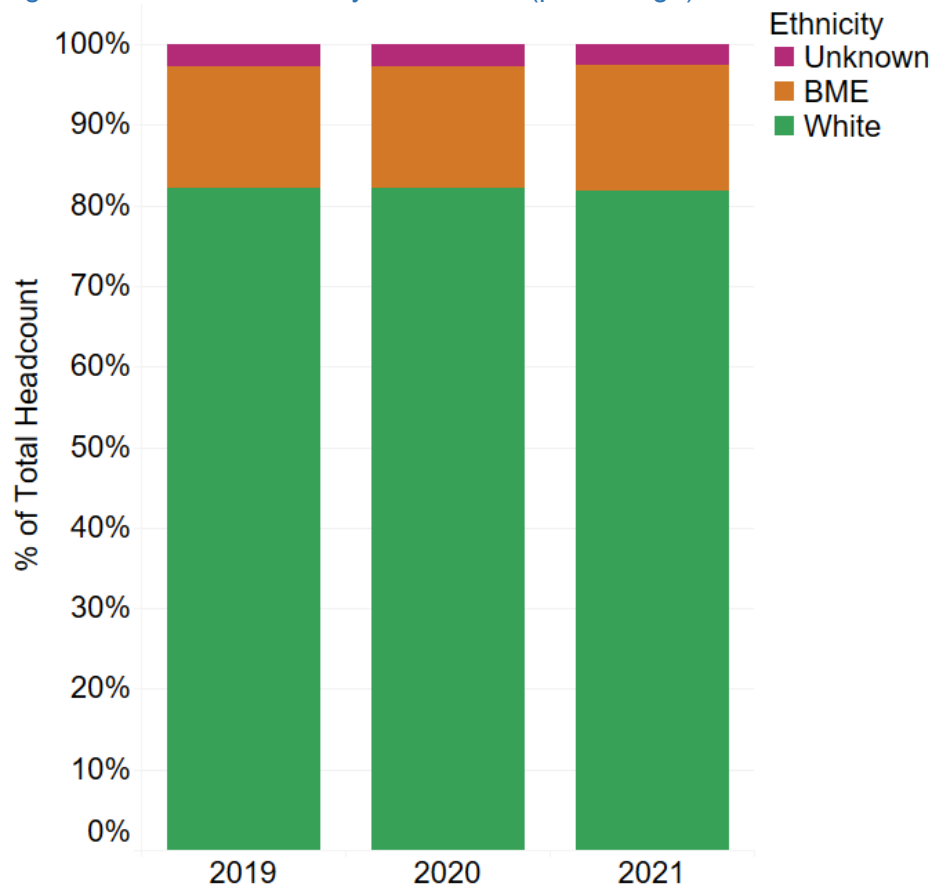
The University has a predominately white workforce (82%) with Black or Minority Ethnic (BME) employees making up 16% of the workforce, a 1% increase over the last three years. The percentage of employees whose ethnicity is unknown has remained at 3%.

NOTE – In 2020-2021, the actual % figures were White: 81.89%, BME: 15.60%, Unknown: 2.51%)

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

		2019		2020		2021	
		HC	%	HC	%	HC	%
White	White	6,603	82%	6,800	82%	6,528	82%
	Total	6,603	82%	6,800	82%	6,528	82%
BME	Asian / Asian British	432	5%	458	6%	453	6%
	Black / Black British	246	3%	255	3%	237	3%
	Chinese / Chinese British	272	3%	266	3%	267	3%
	Mixed	146	2%	155	2%	164	2%
	Other	125	2%	126	2%	123	2%
	Total	1,221	15%	1,260	15%	1,244	16%
Unkn..	Unknown	214	3%	220	3%	200	3%
	Total	214	3%	220	3%	200	3%
Grand Total		8,038	100%	8,280	100%	7,972	100%

Figure 1.12. Table: Ethnicity Breakdown (percentage)

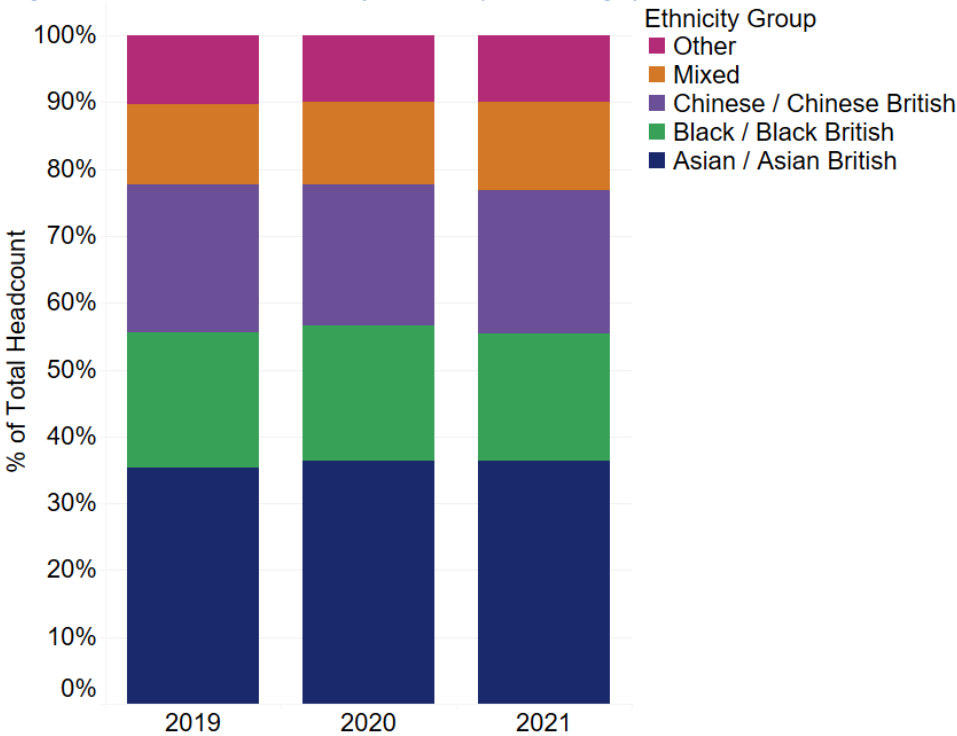


In 2020-2021 within the BME staff population, 36% are Asian/ Asian British, 21% are Chinese/ Chinese British, 19% are Black/ Black British, 13% are mixed heritage and 10% are of another ethnicity.

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

	2019		2020		2021	
	HC	%	HC	%	HC	%
Asian / Asian British	432	35%	458	36%	453	36%
Black / Black British	246	20%	255	20%	237	19%
Chinese / Chinese British	272	22%	266	21%	267	21%
Mixed	146	12%	155	12%	164	13%
Other	125	10%	126	10%	123	10%
Grand Total	1,221	100%	1,260	100%	1,244	100%

Figure 1.14. Graph: Ethnicity Profile (percentage)



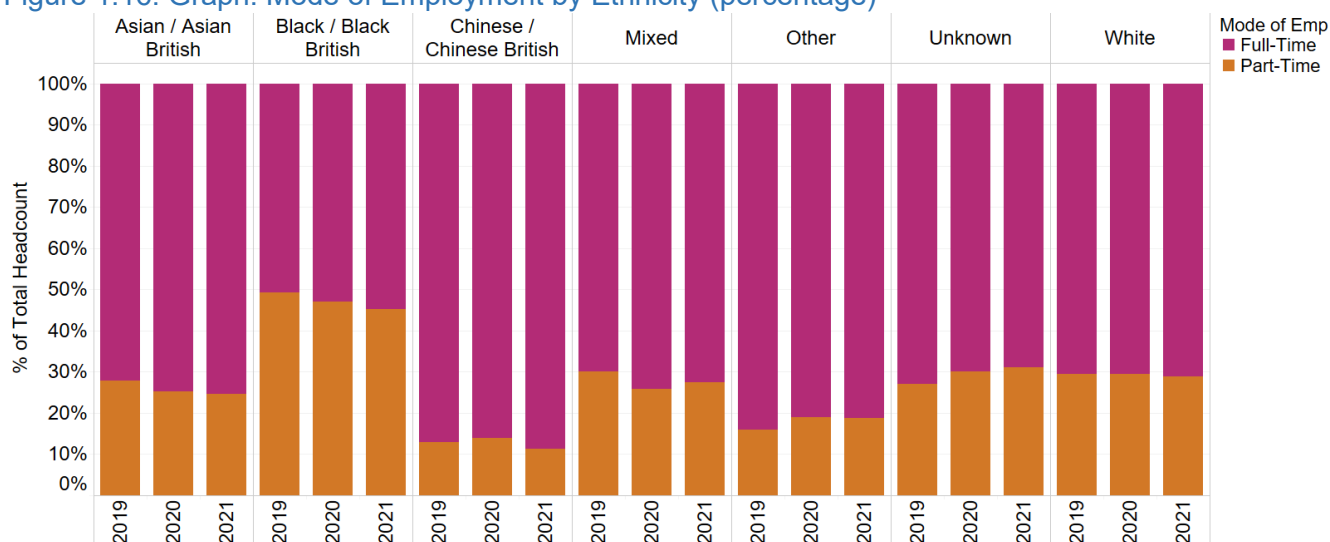
Mode of Employment

A higher percentage of Black/ Black British employees work part-time (45%) compared to other minority ethnicities. The proportion of BME staff working part-time has decreased by 3% in the last three years, matching a similar trend in White British employees.

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

			Full-Time		Part-Time	
			HC	%	HC	%
2019	White	White	4,650	70%	1,953	30%
		Total	4,650	70%	1,953	30%
	BME	Asian / Asian British	312	72%	120	28%
		Black / Black British	125	51%	121	49%
		Chinese / Chinese British	237	87%	35	13%
		Mixed	102	70%	44	30%
		Other	105	84%	20	16%
		Total	881	72%	340	28%
	Unknown	Unknown	156	73%	58	27%
		Total	156	73%	58	27%
	Total		5,687	71%	2,351	29%
2020	White	White	4,800	71%	2,000	29%
		Total	4,800	71%	2,000	29%
	BME	Asian / Asian British	342	75%	116	25%
		Black / Black British	135	53%	120	47%
		Chinese / Chinese British	229	86%	37	14%
		Mixed	115	74%	40	26%
		Other	102	81%	24	19%
		Total	923	73%	337	27%
	Unknown	Unknown	154	70%	66	30%
		Total	154	70%	66	30%
	Total		5,877	71%	2,403	29%
2021	White	White	4,641	71%	1,887	29%
		Total	4,641	71%	1,887	29%
	BME	Asian / Asian British	341	75%	112	25%
		Black / Black British	130	55%	107	45%
		Chinese / Chinese British	237	89%	30	11%
		Mixed	119	73%	45	27%
		Other	100	81%	23	19%
		Total	927	75%	317	25%
	Unknown	Unknown	138	69%	62	31%
		Total	138	69%	62	31%
	Total		5,706	72%	2,266	28%

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



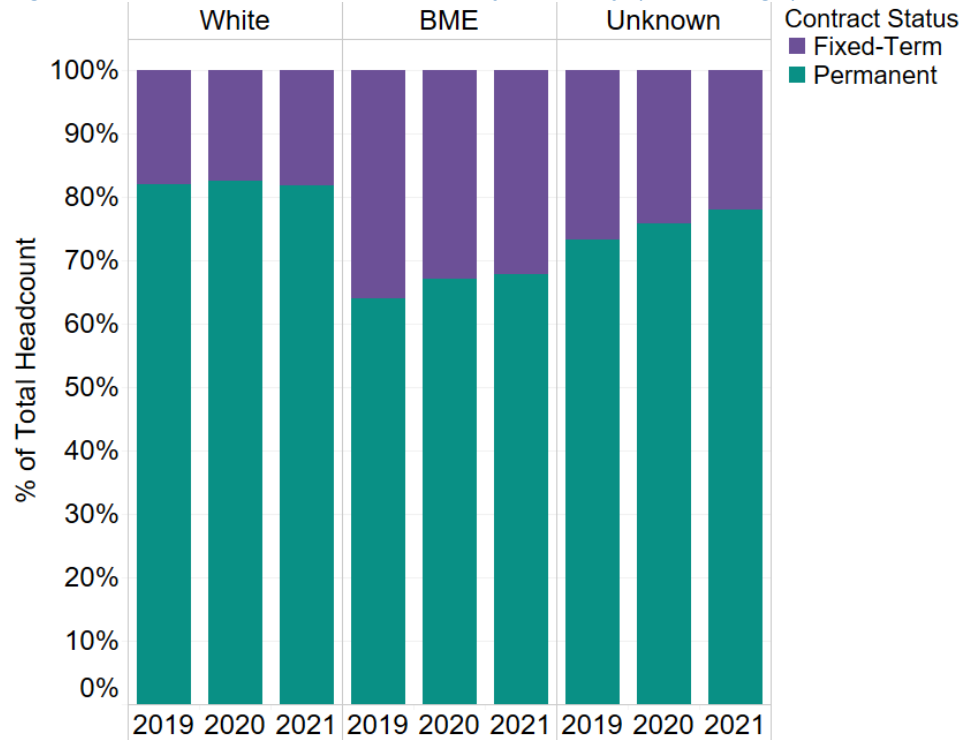
Contract Status

A higher proportion of BME employees (32%) work on a fixed-term contract than do white employees (18%). The proportion of BME employees on fixed-term contracts has fallen by 4% over the last three years.

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

			Fixed-Term		Permanent	
			HC	%	HC	%
2019	White	White	1,179	18%	5,424	82%
		Total	1,179	18%	5,424	82%
	BME	Asian / Asian British	160	37%	272	63%
		Black / Black British	59	24%	187	76%
		Chinese / Chinese British	113	42%	159	58%
		Mixed	48	33%	98	67%
		Other	58	46%	67	54%
		Total	438	36%	783	64%
	Unknown	Unknown	57	27%	157	73%
		Total	57	27%	157	73%
	Total		1,674	21%	6,364	79%
2020	White	White	1,181	17%	5,619	83%
		Total	1,181	17%	5,619	83%
	BME	Asian / Asian British	155	34%	303	66%
		Black / Black British	57	22%	198	78%
		Chinese / Chinese British	103	39%	163	61%
		Mixed	45	29%	110	71%
		Other	55	44%	71	56%
		Total	415	33%	845	67%
	Unknown	Unknown	53	24%	167	76%
		Total	53	24%	167	76%
	Total		1,649	20%	6,631	80%
2021	White	White	1,181	18%	5,347	82%
		Total	1,181	18%	5,347	82%
	BME	Asian / Asian British	154	34%	299	66%
		Black / Black British	50	21%	187	79%
		Chinese / Chinese British	101	38%	166	62%
		Mixed	46	28%	118	72%
		Other	48	39%	75	61%
		Total	399	32%	845	68%
	Unknown	Unknown	44	22%	156	78%
		Total	44	22%	156	78%
	Total		1,624	20%	6,348	80%

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



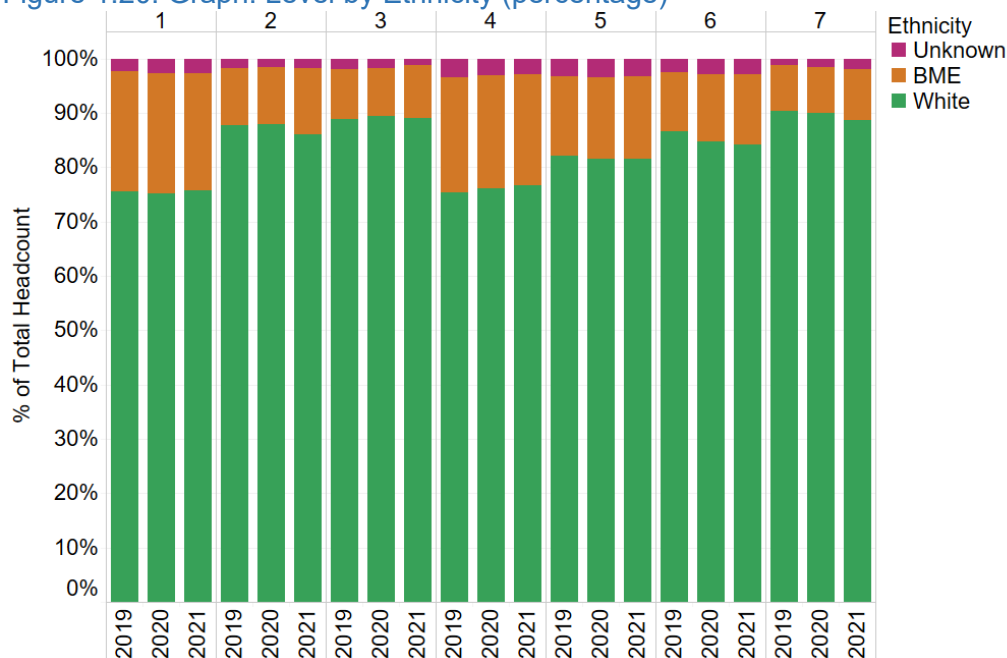
Level

There continues to be a higher proportion of BME staff at levels 1 (16%), 4 (35%) and 5 (20%) within the organisation than at other levels. Three-year trends indicate increases in the proportion of BME staff at all levels, albeit with slower rates of increase at level 5, 6 and 7.

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

			1		2		3		4		5		6		7	
			HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2019	White	White	738	11%	809	12%	877	13%	1,604	24%	1,289	20%	713	11%	573	9%
		Total	738	11%	809	12%	877	13%	1,604	24%	1,289	20%	713	11%	573	9%
	BME	Asian / Asian British	59	14%	40	9%	41	9%	154	36%	80	19%	34	8%	24	6%
		Black / Black British	115	47%	25	10%	<10	4%	57	23%	24	10%	<10	4%	<10	2%
		Chinese / Chinese British	13	5%	<10	2%	13	5%	131	48%	69	25%	22	8%	18	7%
		Mixed	23	16%	20	14%	15	10%	50	34%	23	16%	12	8%	<10	2%
		Other	<10	6%	<10	4%	<10	8%	55	44%	34	27%	11	9%	<10	2%
		Total	217	18%	96	8%	89	7%	447	37%	230	19%	89	7%	53	4%
	Unkn..	Unknown	22	10%	16	7%	20	9%	75	35%	52	24%	21	10%	<10	4%
		Total	22	10%	16	7%	20	9%	75	35%	52	24%	21	10%	<10	4%
	Total		977	12%	921	11%	986	12%	2,126	26%	1,571	20%	823	10%	634	8%
2020	White	White	739	11%	812	12%	912	13%	1,630	24%	1,379	20%	720	11%	608	9%
		Total	739	11%	812	12%	912	13%	1,630	24%	1,379	20%	720	11%	608	9%
	BME	Asian / Asian British	61	13%	40	9%	46	10%	156	34%	90	20%	43	9%	22	5%
		Black / Black British	113	44%	25	10%	11	4%	61	24%	27	11%	11	4%	<10	3%
		Chinese / Chinese British	14	5%	<10	3%	<10	4%	112	42%	76	29%	27	10%	18	7%
		Mixed	22	14%	20	13%	16	10%	54	35%	25	16%	14	9%	<10	3%
		Other	<10	7%	<10	2%	<10	6%	60	48%	33	26%	<10	7%	<10	4%
		Total	219	17%	97	8%	90	7%	443	35%	251	20%	104	8%	56	4%
	Unkn..	Unknown	26	12%	15	7%	17	8%	67	30%	59	27%	25	11%	11	5%
		Total	26	12%	15	7%	17	8%	67	30%	59	27%	25	11%	11	5%
	Total		984	12%	924	11%	1,019	12%	2,140	26%	1,689	20%	849	10%	675	8%
2021	White	White	684	10%	724	11%	876	13%	1,620	25%	1,334	20%	691	11%	599	9%
		Total	684	10%	724	11%	876	13%	1,620	25%	1,334	20%	691	11%	599	9%
	BME	Asian / Asian British	50	11%	45	10%	44	10%	156	34%	92	20%	42	9%	24	5%
		Black / Black British	103	43%	22	9%	14	6%	55	23%	26	11%	<10	4%	<10	3%
		Chinese / Chinese British	12	4%	11	4%	11	4%	111	42%	76	28%	26	10%	20	7%
		Mixed	22	13%	22	13%	19	12%	53	32%	27	16%	15	9%	<10	4%
		Other	<10	7%	<10	3%	<10	6%	60	49%	25	20%	13	11%	<10	5%
		Total	195	16%	104	8%	95	8%	435	35%	246	20%	106	9%	63	5%
	Unkn..	Unknown	24	12%	14	7%	12	6%	60	30%	54	27%	23	12%	13	7%
		Total	24	12%	14	7%	12	6%	60	30%	54	27%	23	12%	13	7%
	Total		903	11%	842	11%	983	12%	2,115	27%	1,634	20%	820	10%	675	8%

Figure 1.20. Graph: Level by Ethnicity (percentage)



Occupational Group

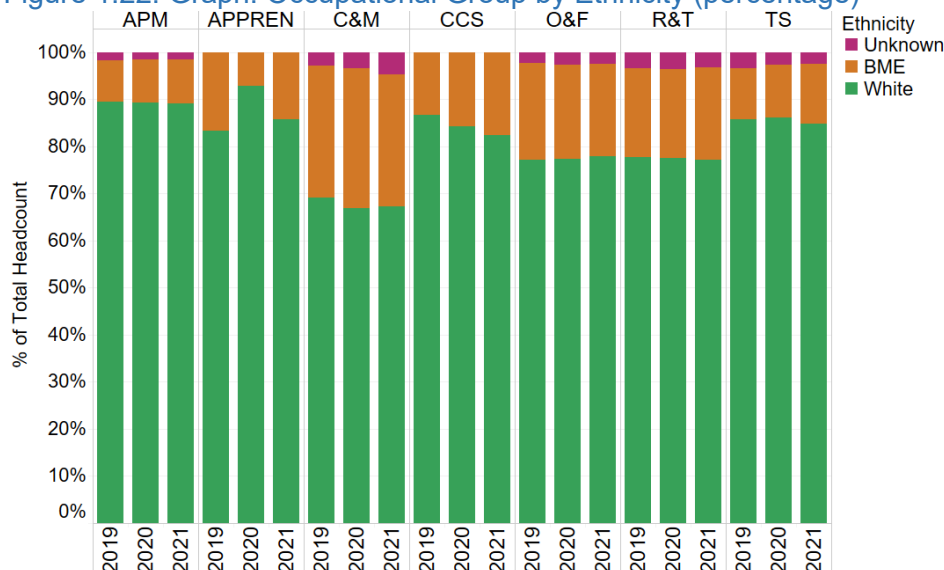
There is a higher representation of BME staff in the Clinical & Medical occupational group (28%), Operations & Facilities (20%) and Research & Teaching (20%)

occupational groups. The last three years have seen slight increases in the proportion of BME staff in the R&T job family.

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

			APM		APPREN		C&M		CCS		O&F		R&T		TS	
			HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2019	White	White	2,461	90%	15	83%	119	69%	26	87%	816	77%	2,627	78%	539	86%
	BME	Total	2,461	90%	15	83%	119	69%	26	87%	816	77%	2,627	78%	539	86%
		Asian / Asian British	104	4%			29	17%	<10	3%	61	6%	209	6%	28	4%
		Black / Black British	41	1%			<10	3%	<10	10%	116	11%	71	2%	<10	1%
		Chinese / Chinese British	30	1%			<10	1%			12	1%	214	6%	14	2%
		Mixed	51	2%	<10	17%	<10	2%			18	2%	60	2%	<10	2%
		Other	16	1%			<10	4%			<10	1%	86	3%	<10	1%
	Total	242	9%	<10	17%	48	28%	<10	13%	216	20%	640	19%	68	11%	
	Unkno wn	Unknown	45	2%			<10	3%			25	2%	117	3%	22	3%
		Total	45	2%			<10	3%			25	2%	117	3%	22	3%
	Total	Total	2,748	100%	18	100%	172	100%	30	100%	1,057	100%	3,384	100%	629	100%
2020	White	White	2,611	89%	13	93%	117	67%	32	84%	820	77%	2,683	78%	524	86%
	BME	Total	2,611	89%	13	93%	117	67%	32	84%	820	77%	2,683	78%	524	86%
		Asian / Asian British	122	4%			33	19%	<10	8%	60	6%	212	6%	28	5%
		Black / Black British	46	2%			<10	4%	<10	8%	113	11%	76	2%	<10	2%
		Chinese / Chinese British	31	1%			<10	1%			13	1%	207	6%	13	2%
		Mixed	54	2%	<10	7%	<10	2%			18	2%	68	2%	<10	2%
		Other	15	1%			<10	3%			<10	1%	88	3%	<10	1%
	Total	268	9%	<10	7%	52	30%	<10	16%	213	20%	651	19%	69	11%	
	Unkno wn	Unknown	46	2%			<10	3%			28	3%	124	4%	16	3%
		Total	46	2%			<10	3%			28	3%	124	4%	16	3%
	Total	Total	2,925	100%	14	100%	175	100%	38	100%	1,061	100%	3,458	100%	609	100%
2021	White	White	2,544	89%	<10	86%	113	67%	28	82%	767	78%	2,587	77%	483	85%
	BME	Total	2,544	89%	<10	86%	113	67%	28	82%	767	78%	2,587	77%	483	85%
		Asian / Asian British	119	4%			31	18%	<10	9%	50	5%	220	7%	30	5%
		Black / Black British	43	2%			<10	4%	<10	9%	104	11%	70	2%	11	2%
		Chinese / Chinese British	33	1%			<10	1%			11	1%	206	6%	15	3%
		Mixed	57	2%	<10	14%	<10	2%			20	2%	72	2%	<10	2%
		Other	16	1%			<10	2%			<10	1%	88	3%	<10	1%
	Total	268	9%	<10	14%	47	28%	<10	18%	193	20%	656	20%	73	13%	
	Unkno wn	Unknown	43	2%			<10	5%			25	3%	110	3%	14	2%
		Total	43	2%			<10	5%			25	3%	110	3%	14	2%
	Total	Total	2,855	100%	<10	100%	168	100%	34	100%	985	100%	3,353	100%	570	100%

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



Disability

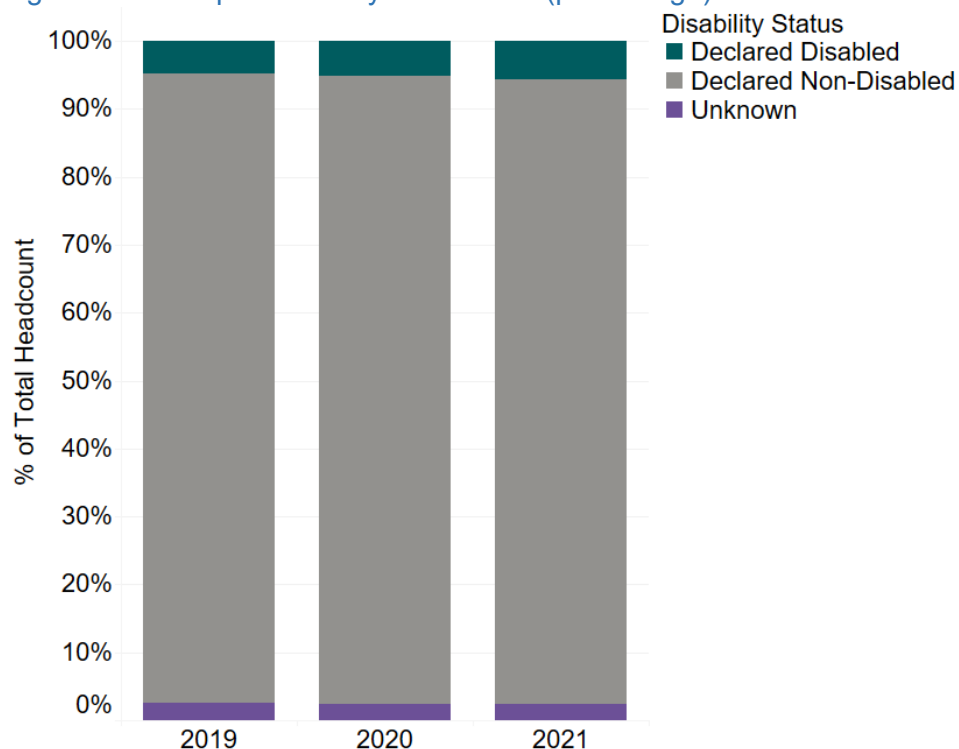
Headcount

In 2020-2021, the percentage of employees who have declared a disability has increased to six percent (a 20% or 24 person increase on 2018-2019). The percentage of those whose disabilities are unknown remains at 2%.

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

	2019		2020		2021	
	HC	%	HC	%	HC	%
Declared Disabled	386	5%	424	5%	448	6%
Declared Non-Disabled	7,441	93%	7,660	93%	7,338	92%
Unknown	211	3%	196	2%	186	2%
Grand Total	8,038	100%	8,280	100%	7,972	100%

Figure 1.24. Graph: Disability Breakdown (percentage)



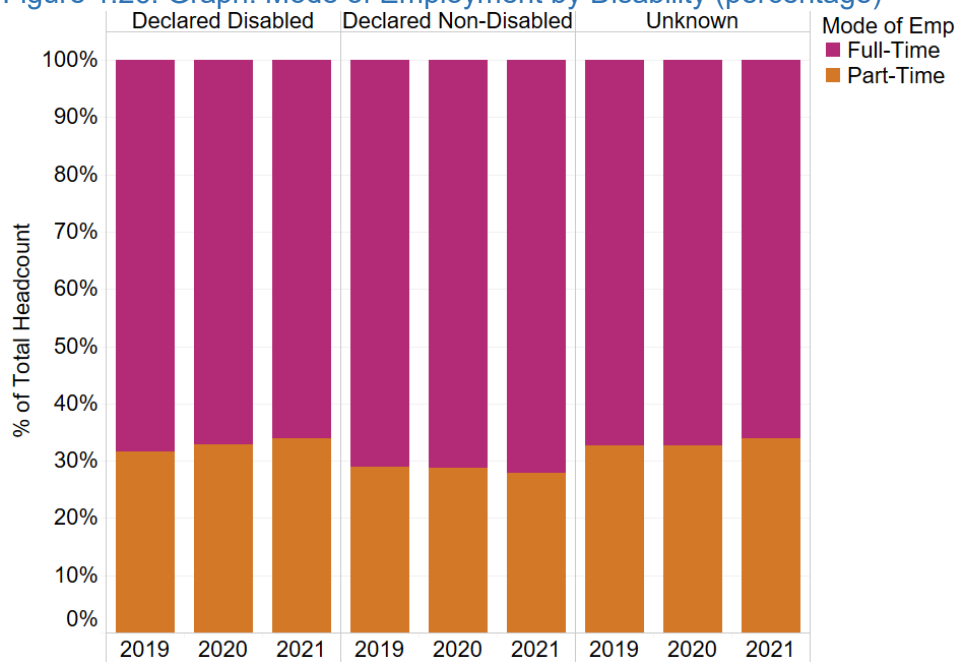
Mode of Employment

The percentage of employees declaring a disability who work part-time has increased slightly (32% in 2018/2019 to 34% in 2020/2021). Employees who have declared that they are not disabled, who work part-time has fallen by one percentage point to 28%.

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

		Full-Time		Part-Time	
		HC	%	HC	%
2019	Declared Disabled	264	68%	122	32%
	Declared Non-Disabled	5,281	71%	2,160	29%
	Unknown	142	67%	69	33%
	Total	5,687	71%	2,351	29%
2020	Declared Disabled	285	67%	139	33%
	Declared Non-Disabled	5,460	71%	2,200	29%
	Unknown	132	67%	64	33%
	Total	5,877	71%	2,403	29%
2021	Declared Disabled	296	66%	152	34%
	Declared Non-Disabled	5,287	72%	2,051	28%
	Unknown	123	66%	63	34%
	Total	5,706	72%	2,266	28%

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



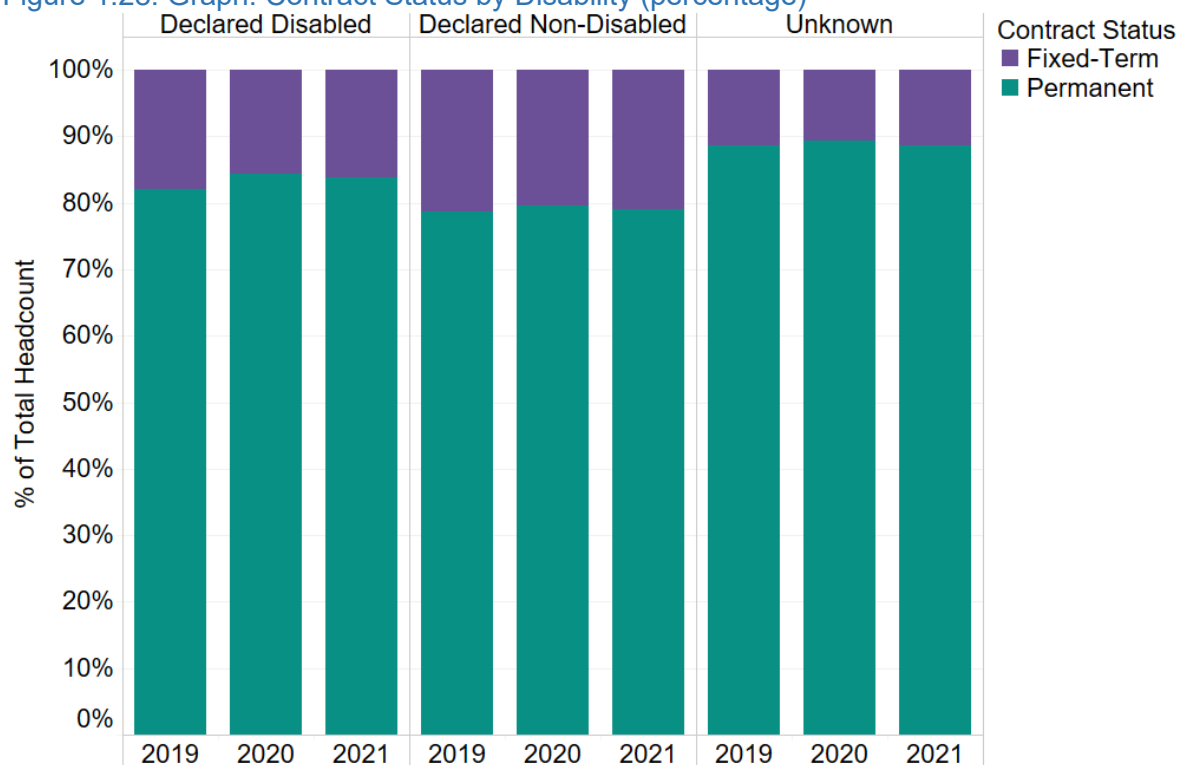
Contract Status

More disabled staff are employed on permanent contracts, this has increased from 82% to 84% in the last three years.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2019	Declared Disabled	69	18%	317	82%
	Declared Non-Disabled	1,581	21%	5,860	79%
	Unknown	24	11%	187	89%
	Total	1,674	21%	6,364	79%
2020	Declared Disabled	66	16%	358	84%
	Declared Non-Disabled	1,562	20%	6,098	80%
	Unknown	21	11%	175	89%
	Total	1,649	20%	6,631	80%
2021	Declared Disabled	72	16%	376	84%
	Declared Non-Disabled	1,531	21%	5,807	79%
	Unknown	21	11%	165	89%
	Total	1,624	20%	6,348	80%

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



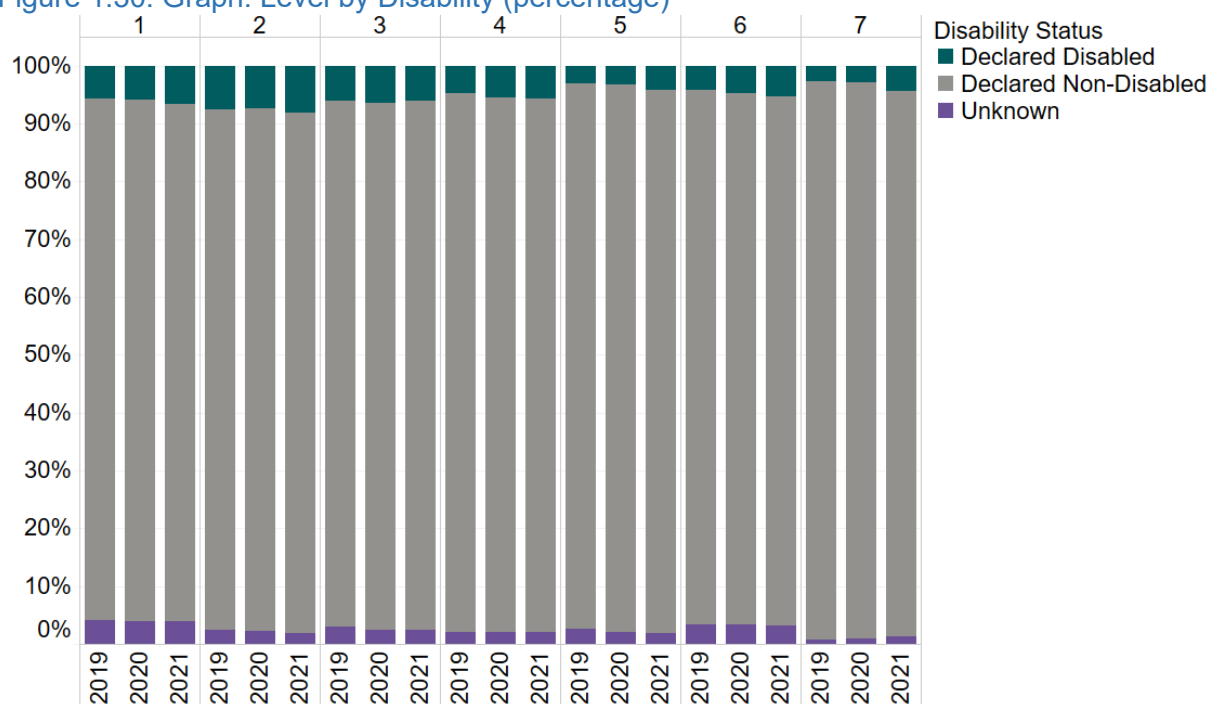
Level

More disabled staff at levels 1, 4, 5, 6 and 7 have declared a disability over the last three years.

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

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
2019	1	56	6%	881	90%	40	4%
	2	70	8%	829	90%	22	2%
	3	60	6%	897	91%	29	3%
	4	101	5%	1,980	93%	45	2%
	5	48	3%	1,481	94%	42	3%
	6	34	4%	761	92%	28	3%
	7	17	3%	612	97%	<10	1%
	Total	386	5%	7,441	93%	211	3%
2020	1	57	6%	889	90%	38	4%
	2	69	7%	835	90%	20	2%
	3	65	6%	930	91%	24	2%
	4	116	5%	1,979	92%	45	2%
	5	56	3%	1,599	95%	34	2%
	6	41	5%	779	92%	29	3%
	7	20	3%	649	96%	<10	1%
	Total	424	5%	7,660	93%	196	2%
2021	1	60	7%	807	89%	36	4%
	2	69	8%	758	90%	15	2%
	3	60	6%	899	91%	24	2%
	4	119	6%	1,952	92%	44	2%
	5	68	4%	1,534	94%	32	2%
	6	43	5%	751	92%	26	3%
	7	29	4%	637	94%	<10	1%
	Total	448	6%	7,338	92%	186	2%

Figure 1.30. Graph: Level by Disability (percentage)



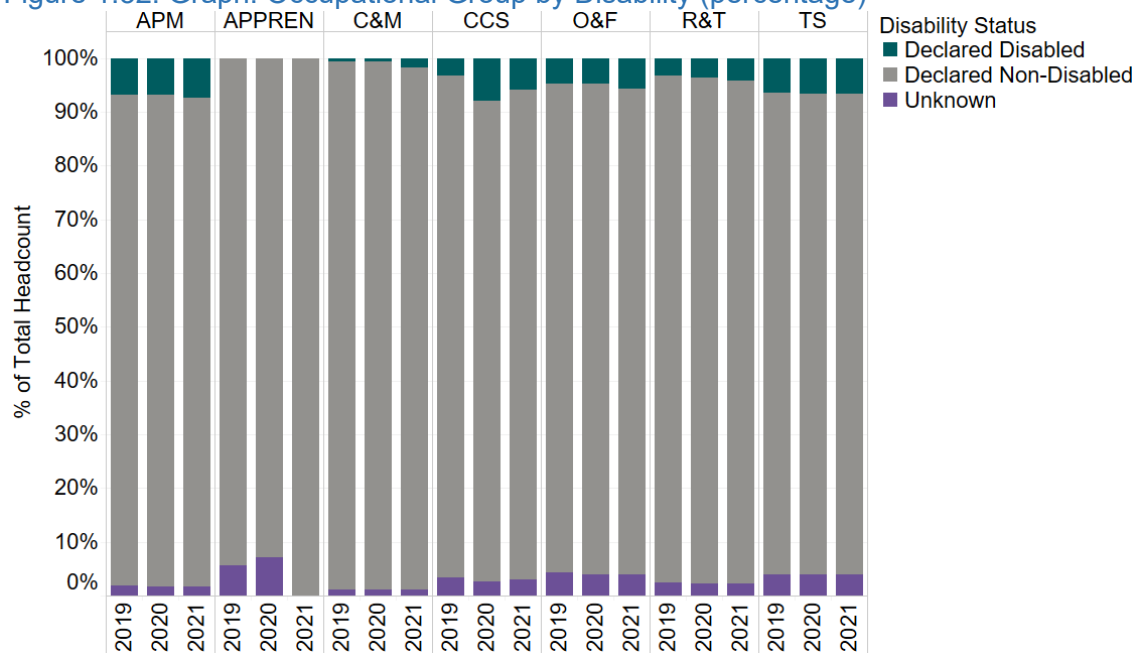
Occupational Group

The proportion of staff who have declared that they are disabled is higher in the Operations & Facilities (6%) and Technical Services (7%) occupational groups than in the Research and Teaching (4%) but these areas have all shown an increase in declarations. Administrative, Professional & Managerial declarations remain static at 7%. The proportion of staff declaring a disability overall has increased from 5% to 6%.

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

		Declared Disabled		Declared Non-Disabled		Unknown	
		HC	%	HC	%	HC	%
2019	APM	187	7%	2,509	91%	52	2%
	APPREN			17	94%	<10	6%
	C&M	<10	1%	169	98%	<10	1%
	CCS	<10	3%	28	93%	<10	3%
	O&F	50	5%	961	91%	46	4%
	R&T	107	3%	3,193	94%	84	2%
	TS	40	6%	564	90%	25	4%
	Total	386	5%	7,441	93%	211	3%
2020	APM	202	7%	2,673	91%	50	2%
	APPREN			13	93%	<10	7%
	C&M	<10	1%	172	98%	<10	1%
	CCS	<10	8%	34	89%	<10	3%
	O&F	51	5%	969	91%	41	4%
	R&T	127	4%	3,254	94%	77	2%
	TS	40	7%	545	89%	24	4%
	Total	424	5%	7,660	93%	196	2%
2021	APM	209	7%	2,597	91%	49	2%
	APPREN			<10	100%		
	C&M	<10	2%	163	97%	<10	1%
	CCS	<10	6%	31	91%	<10	3%
	O&F	56	6%	890	90%	39	4%
	R&T	140	4%	3,140	94%	73	2%
	TS	38	7%	510	89%	22	4%
	Total	448	6%	7,338	92%	186	2%

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



Age

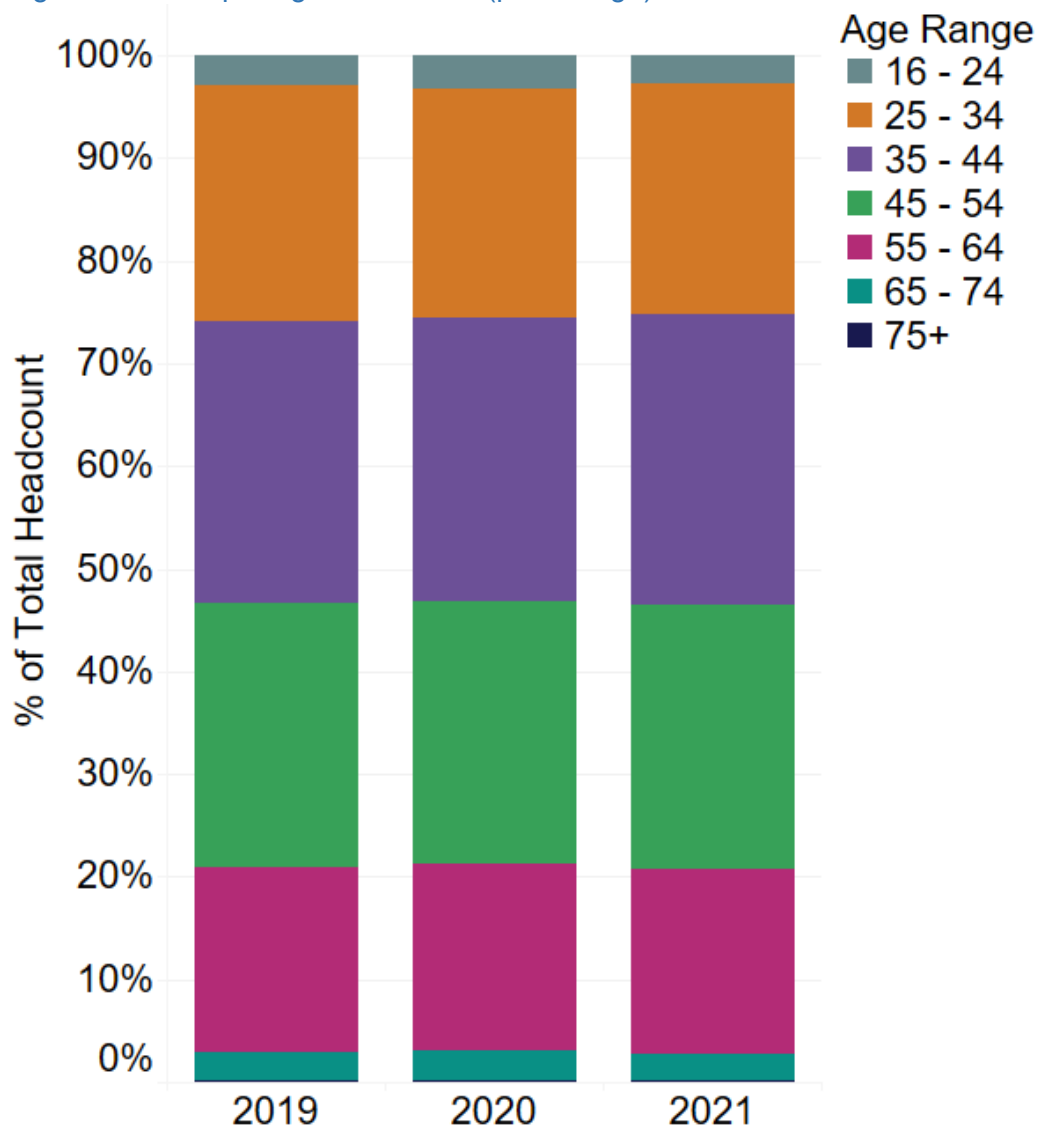
Headcount

The age profile has remained relatively constant over the last three years, with relatively small numbers of staff in the 16-24 and 65+ age bands whilst noting that overall headcount fell between 2019-2020 and 2020-2021.

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

	2019		2020		2021	
	HC	%	HC	%	HC	%
16 - 24	238	3%	263	3%	219	3%
25 - 34	1,836	23%	1,849	22%	1,791	22%
35 - 44	2,211	28%	2,291	28%	2,253	28%
45 - 54	2,072	26%	2,122	26%	2,060	26%
55 - 64	1,451	18%	1,494	18%	1,431	18%
65 - 74	221	3%	249	3%	207	3%
75+	<10	0%	12	0%	11	0%
Grand Total	8,038	100%	8,280	100%	7,972	100%

Figure 1.34. Graph: Age Breakdown (percentage)



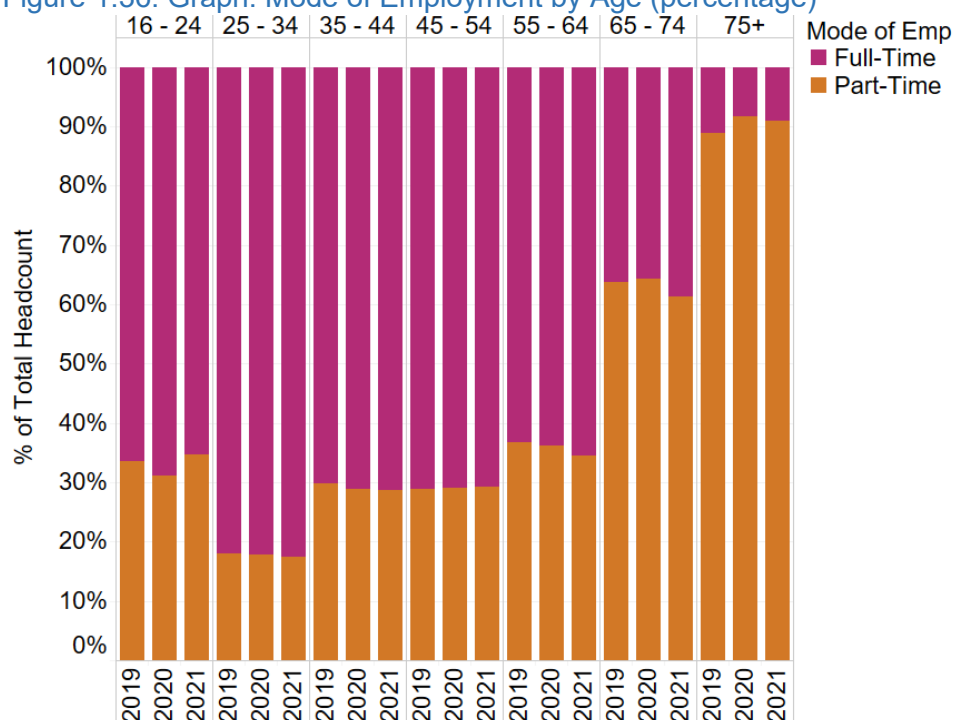
Mode of Employment

Most full-time employees (83%) are aged 35-44 years old. Most 65+ and 75+ age employees work part-time, but there has been a decrease in the percentage of part time workers aged 55–64 (down from 37% in 2018-2019 to 34% in 2020-2021) and a decrease of those aged 65–74 working part time (down from 64% in 2018-2019 to 61% in 2020-2021).

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

		Full-Time		Part-Time	
		HC	%	HC	%
2019	16 - 24	158	66%	80	34%
	25 - 34	1,506	82%	330	18%
	35 - 44	1,552	70%	659	30%
	45 - 54	1,473	71%	599	29%
	55 - 64	917	63%	534	37%
	65 - 74	80	36%	141	64%
	75+	<10	11%	<10	89%
	Total	5,687	71%	2,351	29%
2020	16 - 24	181	69%	82	31%
	25 - 34	1,519	82%	330	18%
	35 - 44	1,630	71%	661	29%
	45 - 54	1,504	71%	618	29%
	55 - 64	953	64%	541	36%
	65 - 74	89	36%	160	64%
	75+	<10	8%	11	92%
	Total	5,877	71%	2,403	29%
2021	16 - 24	143	65%	76	35%
	25 - 34	1,479	83%	312	17%
	35 - 44	1,606	71%	647	29%
	45 - 54	1,459	71%	601	29%
	55 - 64	938	66%	493	34%
	65 - 74	80	39%	127	61%
	75+	<10	9%	<10	91%
	Total	5,706	72%	2,266	28%

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



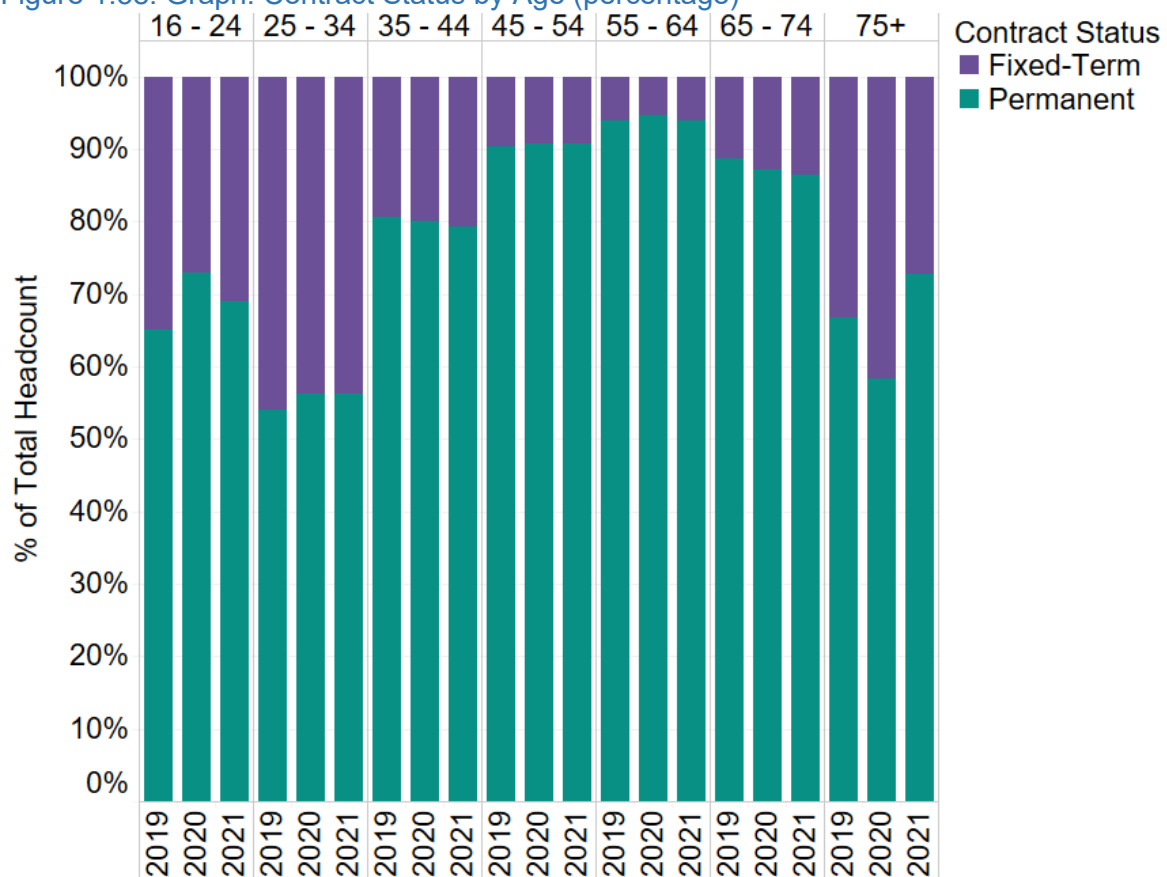
Contract Status

Most staff within the 45–54 age band (91%) and 55–64 age band (94%) are employed on permanent contracts. There was an increase in the percentage of staff aged 75+ on a permanent contract but the sample size is less than 10.

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

		Fixed-Term		Permanent	
		HC	%	HC	%
2019	16 - 24	83	35%	155	65%
	25 - 34	846	46%	990	54%
	35 - 44	428	19%	1,783	81%
	45 - 54	201	10%	1,871	90%
	55 - 64	88	6%	1,363	94%
	65 - 74	25	11%	196	89%
	75+	<10	33%	<10	67%
	Total	1,674	21%	6,364	79%
2020	16 - 24	71	27%	192	73%
	25 - 34	809	44%	1,040	56%
	35 - 44	457	20%	1,834	80%
	45 - 54	195	9%	1,927	91%
	55 - 64	80	5%	1,414	95%
	65 - 74	32	13%	217	87%
	75+	<10	42%	<10	58%
	Total	1,649	20%	6,631	80%
2021	16 - 24	68	31%	151	69%
	25 - 34	784	44%	1,007	56%
	35 - 44	464	21%	1,789	79%
	45 - 54	189	9%	1,871	91%
	55 - 64	88	6%	1,343	94%
	65 - 74	28	14%	179	86%
	75+	<10	27%	<10	73%
	Total	1,624	20%	6,348	80%

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



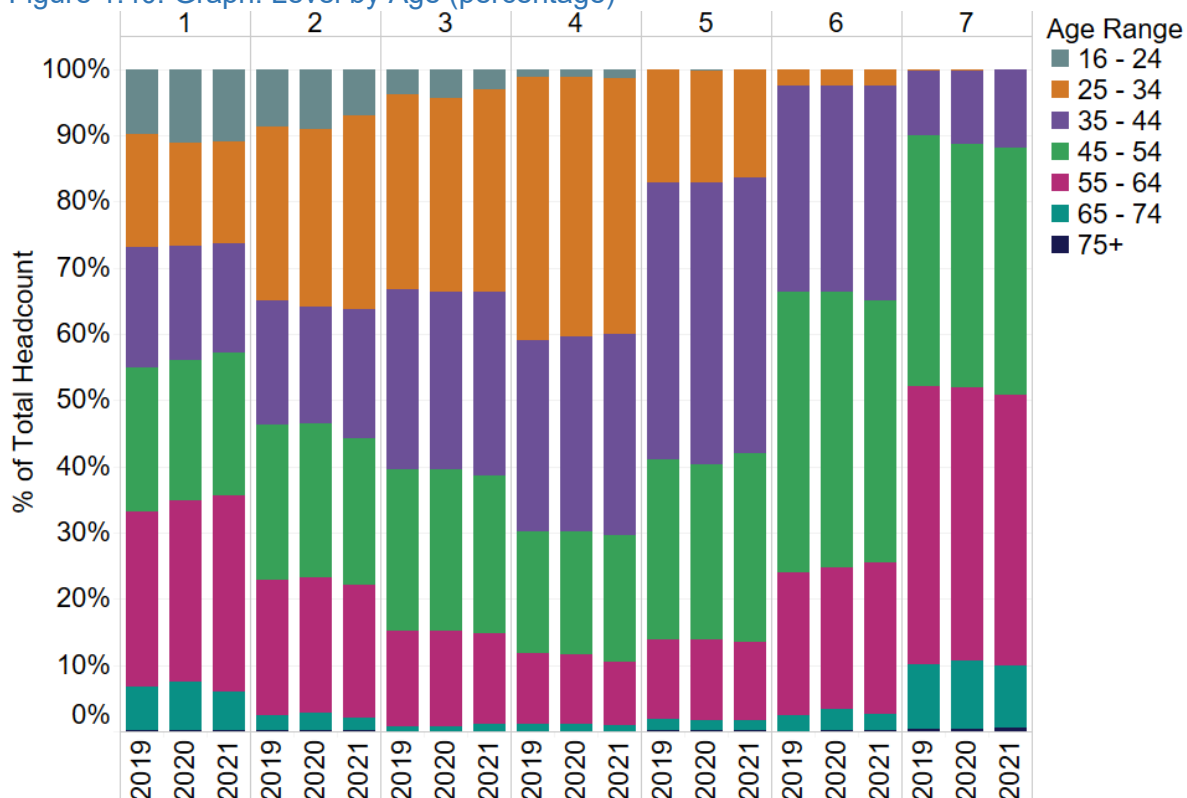
Level

There has been an increase in the percentage of staff aged 35-44 at L7 in the three-year period, increasing from 10% to 12%. More staff aged 25-34 are working at L2 and L3 over the period, increasing from 26% to 29% and 30% to 31% respectively.

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

		16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 74	75+
2019	1	HC 96	167	178	212	258	64	<10
		% 10%	17%	18%	22%	26%	7%	0%
	2	HC 80	242	173	215	189	21	<10
		% 9%	26%	19%	23%	21%	2%	0%
	3	HC 37	291	268	240	143	<10	
		% 4%	30%	27%	24%	15%	1%	
	4	HC 25	847	614	389	229	21	<10
		% 1%	40%	29%	18%	11%	1%	0%
	5	HC 268	659	427	188	26	<10	
		% 17%	42%	27%	12%	2%	0%	
2020	6	HC 20	257	348	178	20		
		% 2%	31%	42%	22%	2%		
	7	HC <10	62	241	266	62	<10	
		% 0%	10%	38%	42%	10%	0%	
	Total	HC 238	1,836	2,211	2,072	1,451	221	<10
		% 3%	23%	28%	26%	18%	3%	0%
	1	HC 110	153	169	208	271	72	<10
		% 11%	16%	17%	21%	28%	7%	0%
	2	HC 83	249	163	214	189	24	<10
		% 9%	27%	18%	23%	20%	3%	0%
2021	3	HC 45	298	272	250	146	<10	
		% 4%	29%	27%	25%	14%	1%	
	4	HC 24	840	629	398	225	22	<10
		% 1%	39%	29%	19%	11%	1%	0%
	5	HC <10	287	719	449	204	25	<10
		% 0%	17%	43%	27%	12%	1%	0%
	6	HC 21	264	354	181	28	<10	
		% 2%	31%	42%	21%	3%	0%	
	7	HC <10	75	249	278	70	<10	
		% 0%	11%	37%	41%	10%	0%	
2021	Total	HC 263	1,849	2,291	2,122	1,494	249	12
		% 3%	22%	28%	26%	18%	3%	0%
	1	HC 99	138	150	194	268	52	<10
		% 11%	15%	17%	21%	30%	6%	0%
	2	HC 59	247	164	186	169	16	<10
		% 7%	29%	19%	22%	20%	2%	0%
	3	HC 30	301	272	234	135	11	
		% 3%	31%	28%	24%	14%	1%	
	4	HC 31	816	641	404	203	20	
		% 1%	39%	30%	19%	10%	1%	
2021	5	HC 269	679	466	193	24	<10	
		% 16%	42%	29%	12%	1%	0%	
	6	HC 20	267	324	187	21	<10	
		% 2%	33%	40%	23%	3%	0%	
	7	HC 80	252	276	63	<10		
		% 12%	37%	41%	9%	1%		
	Total	HC 219	1,791	2,253	2,060	1,431	207	11
		% 3%	22%	28%	26%	18%	3%	0%

Figure 1.40. Graph: Level by Age (percentage)



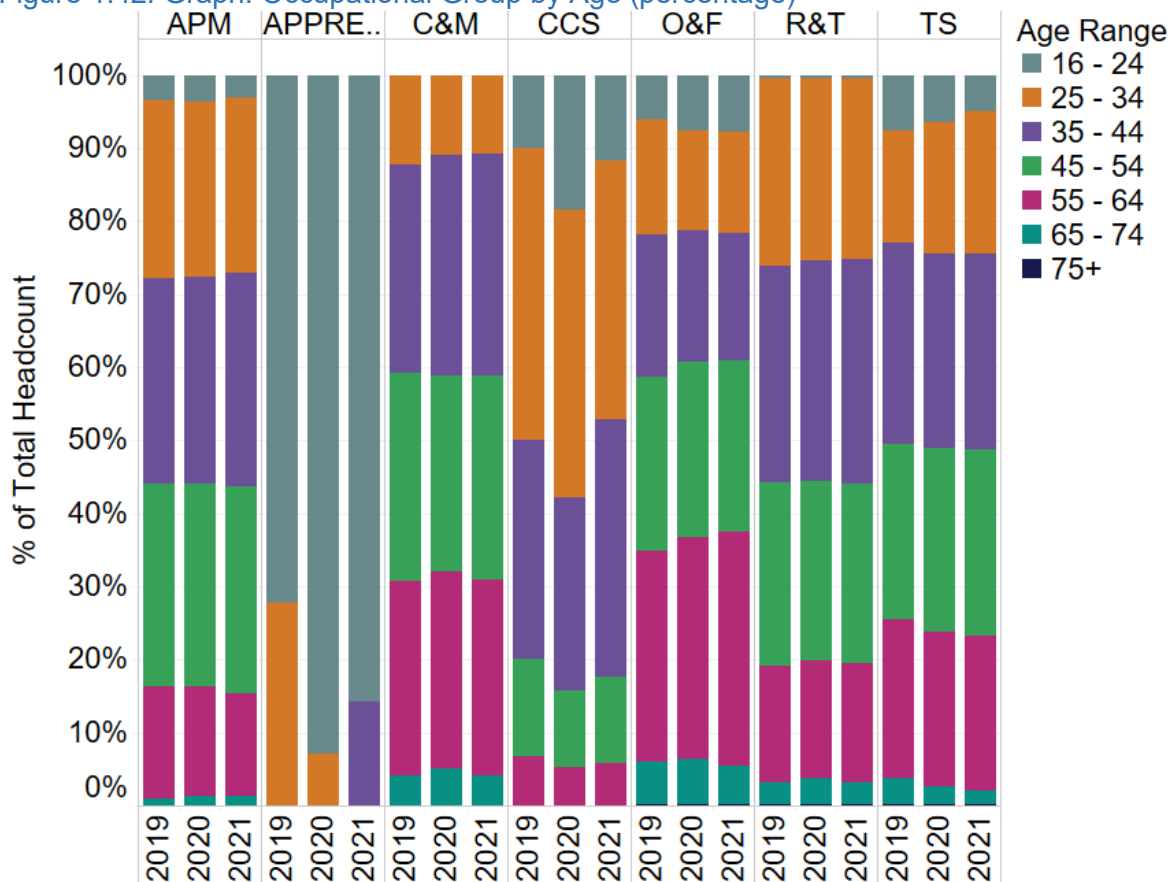
Occupational Group

The proportion of different age groups is broadly consistent across the occupational staff groups and is representative of the staff population. This has remained relatively consistent over the last three years, except for T&S who now employ more staff aged 25–34, increasing from 15% to 19% over the three-year period.

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	%
2019	APM	93	3%	669	24%	773	28%	763	28%	422	15%	27	1%	<10	0%
	APPREN	13	72%	<10	28%										
	C&M			21	12%	49	28%	49	28%	46	27%	<10	4%		
	CCS	<10	10%	12	40%	<10	30%	<10	13%	<10	7%				
	O&F	65	6%	165	16%	206	19%	252	24%	305	29%	62	6%	<10	0%
	R&T	17	1%	867	26%	1,000	30%	853	25%	539	16%	103	3%	<10	0%
	TS	47	7%	97	15%	174	28%	151	24%	137	22%	22	3%	<10	0%
	Total	238	3%	1,836	23%	2,211	28%	2,072	26%	1,451	18%	221	3%	<10	0%
2020	APM	107	4%	701	24%	829	28%	811	28%	436	15%	39	1%	<10	0%
	APPREN	13	93%	<10	7%										
	C&M			19	11%	53	30%	47	27%	47	27%	<10	5%		
	CCS	<10	18%	15	39%	<10	26%	<10	11%	<10	5%				
	O&F	81	8%	144	14%	191	18%	255	24%	322	30%	67	6%	<10	0%
	R&T	16	0%	859	25%	1,046	30%	852	25%	558	16%	119	3%	<10	0%
	TS	39	6%	110	18%	162	27%	153	25%	129	21%	15	2%	<10	0%
	Total	263	3%	1,849	22%	2,291	28%	2,122	26%	1,494	18%	249	3%	12	0%
2021	APM	88	3%	687	24%	835	29%	804	28%	403	14%	37	1%	<10	0%
	APPREN	<10	86%	<10	14%										
	C&M			18	11%	51	30%	47	28%	45	27%	<10	4%		
	CCS	<10	12%	12	35%	12	35%	<10	12%	<10	6%				
	O&F	76	8%	137	14%	171	17%	231	23%	316	32%	52	5%	<10	0%
	R&T	17	1%	826	25%	1,030	31%	829	25%	544	16%	100	3%	<10	0%
	TS	28	5%	111	19%	153	27%	145	25%	121	21%	11	2%	<10	0%
	Total	219	3%	1,791	22%	2,253	28%	2,060	26%	1,431	18%	207	3%	11	0%

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



2. Recruitment

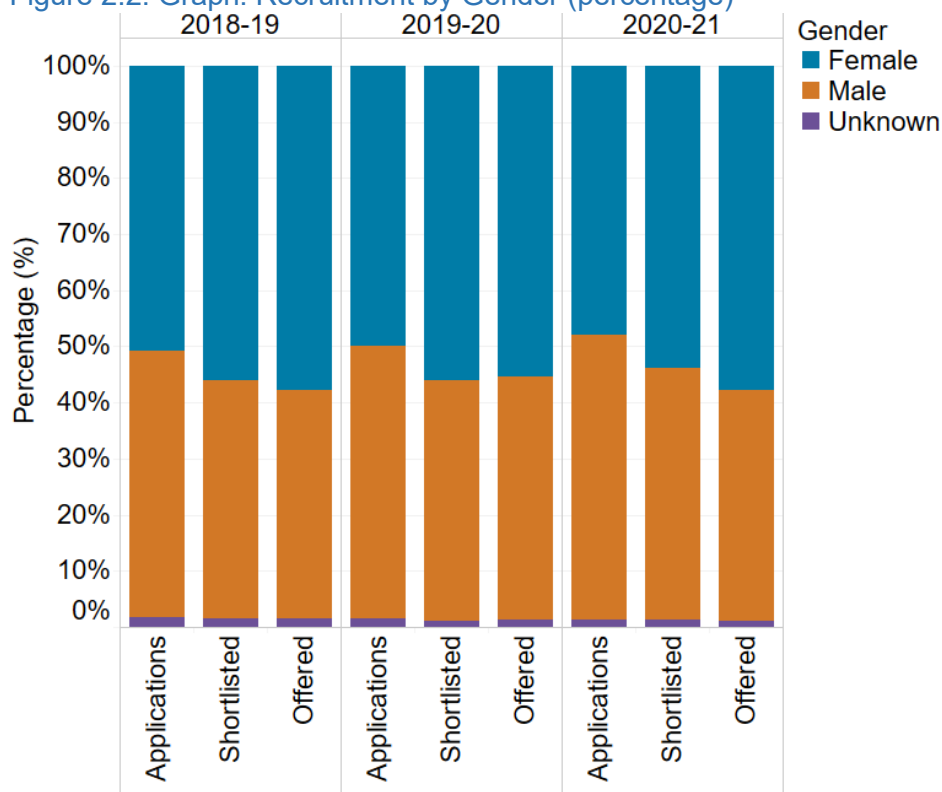
Gender

The proportion of female applicants has declined since 2018-2019 from 51% to 48%. The proportion of females shortlisted has also declined from 56% to 54%. In 2020-2021 the same proportion of female applicants were offered roles as in 2018-2019 at 58%. 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
2018-19	Female	15,487	51%	4,159	56%	1,214	58%
	Male	14,512	48%	3,136	42%	853	41%
	Unknown	548	2%	114	2%	31	1%
	Total	30,547	100%	7,409	100%	2,098	100%
2019-20	Female	12,288	50%	3,003	56%	812	55%
	Male	11,978	49%	2,299	43%	634	43%
	Unknown	388	2%	58	1%	20	1%
	Total	24,654	100%	5,360	100%	1,466	100%
2020-21	Female	13,359	48%	3,258	54%	1,064	58%
	Male	14,085	51%	2,706	45%	754	41%
	Unknown	394	1%	76	1%	22	1%
	Total	27,838	100%	6,040	100%	1,840	100%

Figure 2.2. Graph: Recruitment by Gender (percentage)



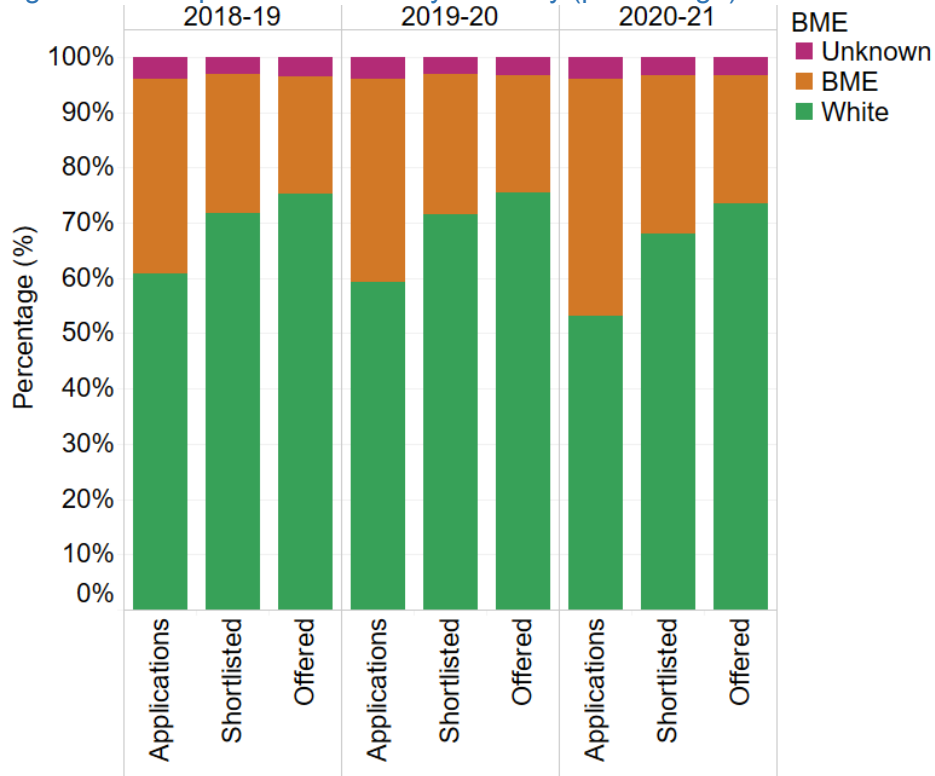
Ethnicity

The proportion of applicants from a BME background increased to 43% in 2020-2021 from 35% in 2018-19. 29% of BME candidates were shortlisted in 2020-2021, up from 25% in 2018-2019, whilst noting that 68% of white candidates were shortlisted in 2020-2021. The % of BME candidates offered a role increased from 21% in 2018-2019 to 23% in 2020-2021, reversing a downward trend on previous periods.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2018-19	White	18,554	61%	5,318	72%	1,578	75%
	BME	10,800	35%	1,861	25%	446	21%
	Unknown	1,193	4%	230	3%	74	4%
	Total	30,547	100%	7,409	100%	2,098	100%
2019-20	White	14,623	59%	3,836	72%	1,107	76%
	BME	9,040	37%	1,357	25%	310	21%
	Unknown	991	4%	167	3%	49	3%
	Total	24,654	100%	5,360	100%	1,466	100%
2020-21	White	14,772	53%	4,110	68%	1,352	73%
	BME	11,945	43%	1,729	29%	428	23%
	Unknown	1,121	4%	201	3%	60	3%
	Total	27,838	100%	6,040	100%	1,840	100%

Figure 2.4. Graph: Recruitment by Ethnicity (percentage)



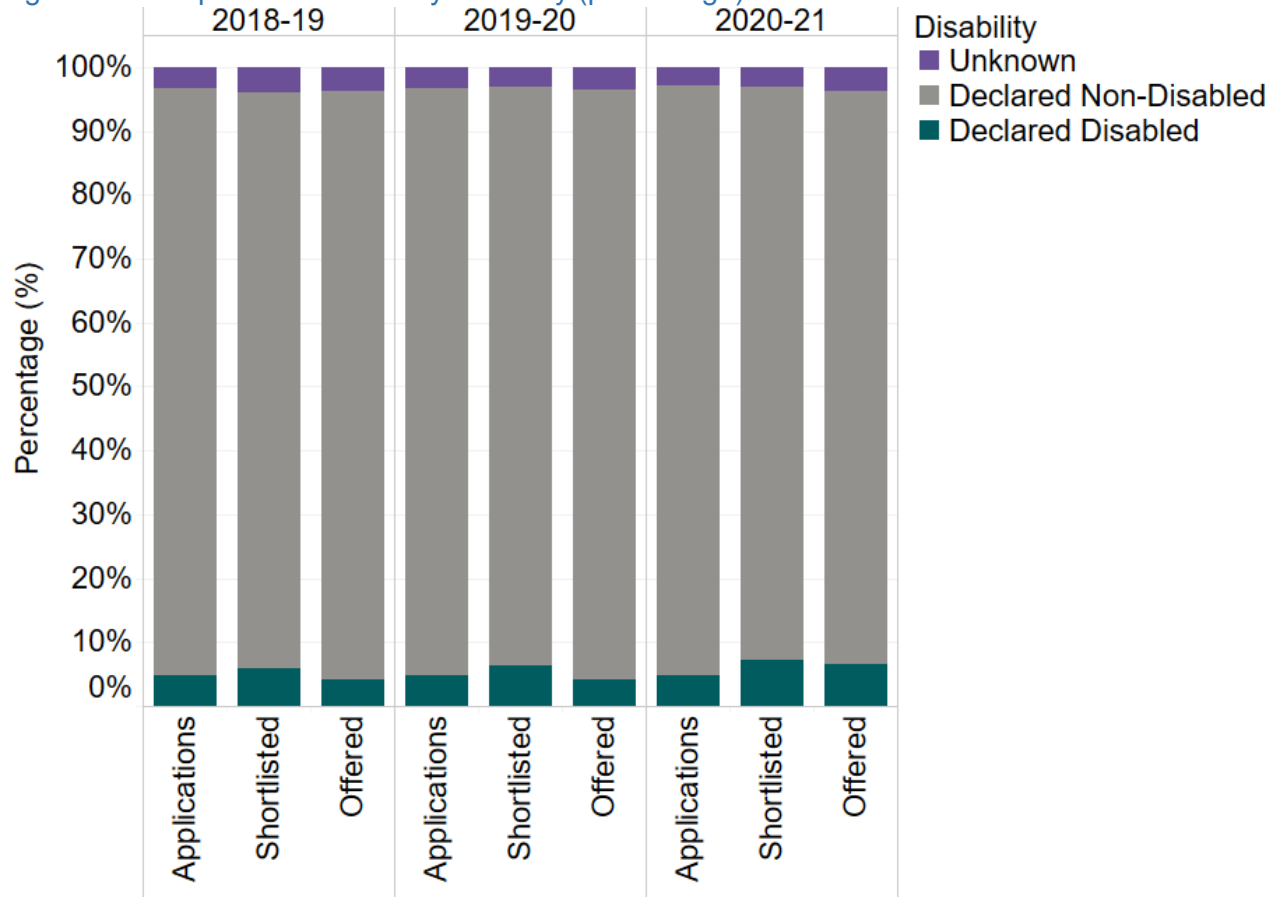
Disability

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 7% 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
2018-19	Declared Disabled	1,437	5%	442	6%	89	4%
	Declared Non-Disabled	28,068	92%	6,680	90%	1,932	92%
	Unknown	1,042	3%	287	4%	77	4%
	Total	30,547	100%	7,409	100%	2,098	100%
2019-20	Declared Disabled	1,194	5%	339	6%	62	4%
	Declared Non-Disabled	22,635	92%	4,853	91%	1,352	92%
	Unknown	825	3%	168	3%	52	4%
	Total	24,654	100%	5,360	100%	1,466	100%
2020-21	Declared Disabled	1,338	5%	441	7%	120	7%
	Declared Non-Disabled	25,720	92%	5,411	90%	1,649	90%
	Unknown	780	3%	188	3%	71	4%
	Total	27,838	100%	6,040	100%	1,840	100%

Figure 2.6. Graph: Recruitment by Disability (percentage)



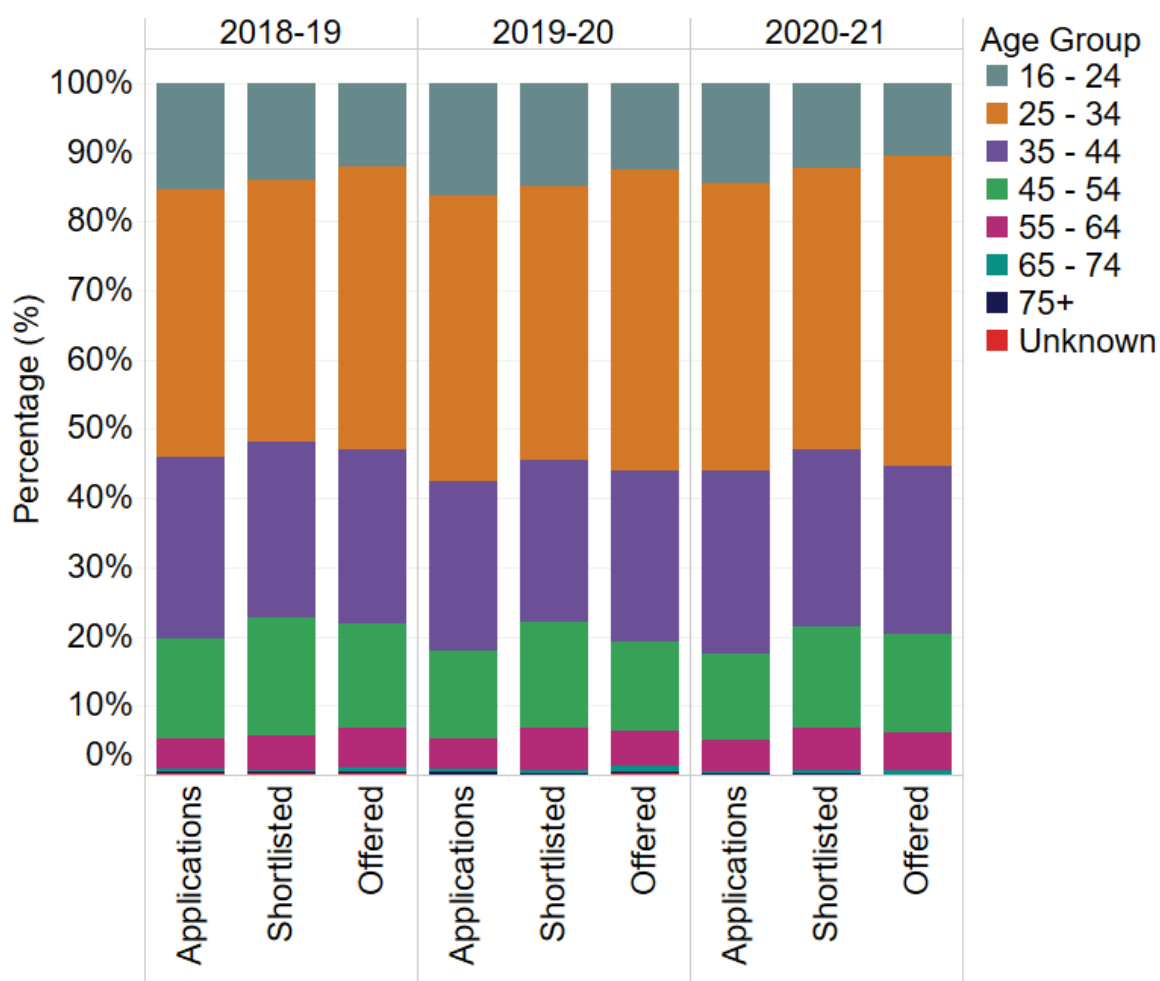
Age

Applications by age range are relatively consistent across all three years but it is worth noting that recruitment activity fell during 2019-2020 due to the pandemic.

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

		No. Applications	% Applications	No. Shortlisted	% Shortlisted	No. Offered	% Offered
2018-19	16 - 24	4,681	15%	1,038	14%	251	12%
	25 - 34	11,841	39%	2,802	38%	861	41%
	35 - 44	8,027	26%	1,890	26%	526	25%
	45 - 54	4,417	14%	1,262	17%	318	15%
	55 - 64	1,336	4%	369	5%	118	6%
	65 - 74	105	0%	21	0%	17	1%
	75+	104	0%	<10	0%	<10	0%
	Unknown	36	0%	23	0%	<10	0%
2019-20	Total	30,547	100%	7,409	100%	2,098	100%
	16 - 24	3,994	16%	796	15%	184	13%
	25 - 34	10,191	41%	2,123	40%	639	44%
	35 - 44	6,027	24%	1,256	23%	361	25%
	45 - 54	3,148	13%	825	15%	189	13%
	55 - 64	1,095	4%	325	6%	75	5%
	65 - 74	83	0%	23	0%	<10	1%
	75+	108	0%	<10	0%	<10	0%
2020-21	Unknown	<10	0%	<10	0%	<10	0%
	Total	24,654	100%	5,360	100%	1,466	100%
	16 - 24	4,033	14%	743	12%	192	10%
	25 - 34	11,545	41%	2,454	41%	826	45%
	35 - 44	7,414	27%	1,543	26%	446	24%
	45 - 54	3,451	12%	891	15%	262	14%
	55 - 64	1,248	4%	370	6%	100	5%
	65 - 74	80	0%	31	1%	12	1%
	75+	61	0%	<10	0%		
	Unknown	<10	0%	<10	0%	<10	0%
	Total	27,838	100%	6,040	100%	1,840	100%

Figure: 2.8. Graph 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.

Due to Covid-19 in 2020-2021, the University did not complete any promotion rounds in 2020-2021 by the census date (1 June 2021) and so this data is not included in this report.

4. Regrading

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

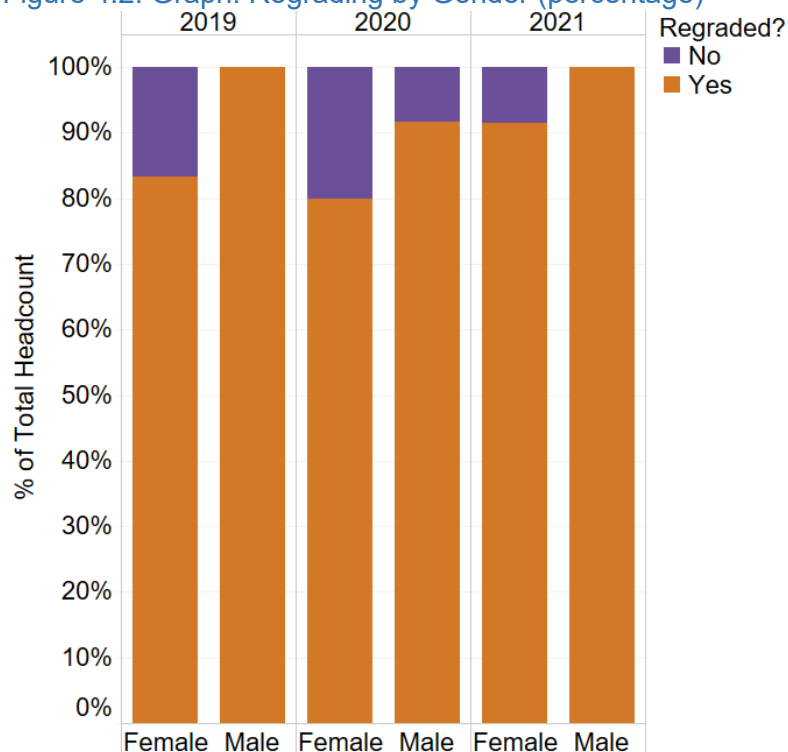
Gender

Women are more likely to be regraded in post. Over the three years, women are increasingly likely to be successful in their regrading activity increasing from 83% in 2018-2019 to 91% in 2020-2021. Men are still more likely, however, to be successful in their regrading activity, with over 92% of male regrading candidates being successful in the last three years.

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

		HC		%	
		No	Yes	No	Yes
2019	Female	<10	40	17%	83%
	Male		22		100%
2020	Female	<10	12	20%	80%
	Male	<10	11	8%	92%
2021	Female	<10	32	9%	91%
	Male		14		100%

Figure 4.2. Graph: Regrading by Gender (percentage)



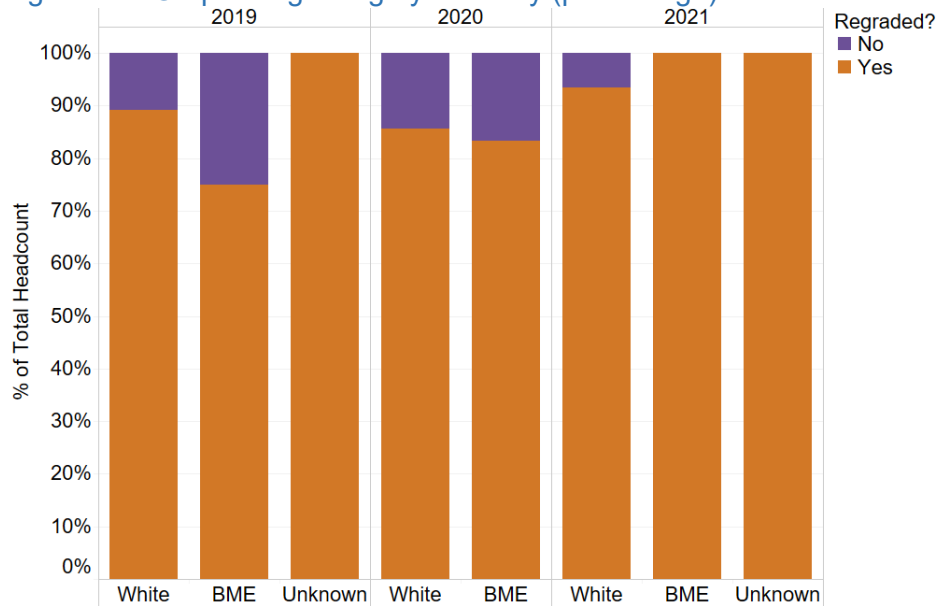
Ethnicity

More BME staff whose roles were formally reviewed were successfully regraded in 2020-2021 (100%) compared with 2018-2019 (75%). It must be noted that the number of regrades requested by this group is low (<10). The number of white staff being regraded over the period fell from 58 people in 2018-2019 to 43 people in 2020-2021 and the proportion of successful regrades for white staff increased from 89% to 93% over the last three years.

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

		HC		%	
		No	Yes	No	Yes
2019	White	<10	58	11%	89%
	BME	<10	<10	25%	75%
	Unknown		<10		100%
2020	White	<10	18	14%	86%
	BME	<10	<10	17%	83%
2021	White	<10	43	7%	93%
	BME		<10		100%
	Unknown		<10		100%

Figure 4.4. Graph: Regrading by Ethnicity (percentage)



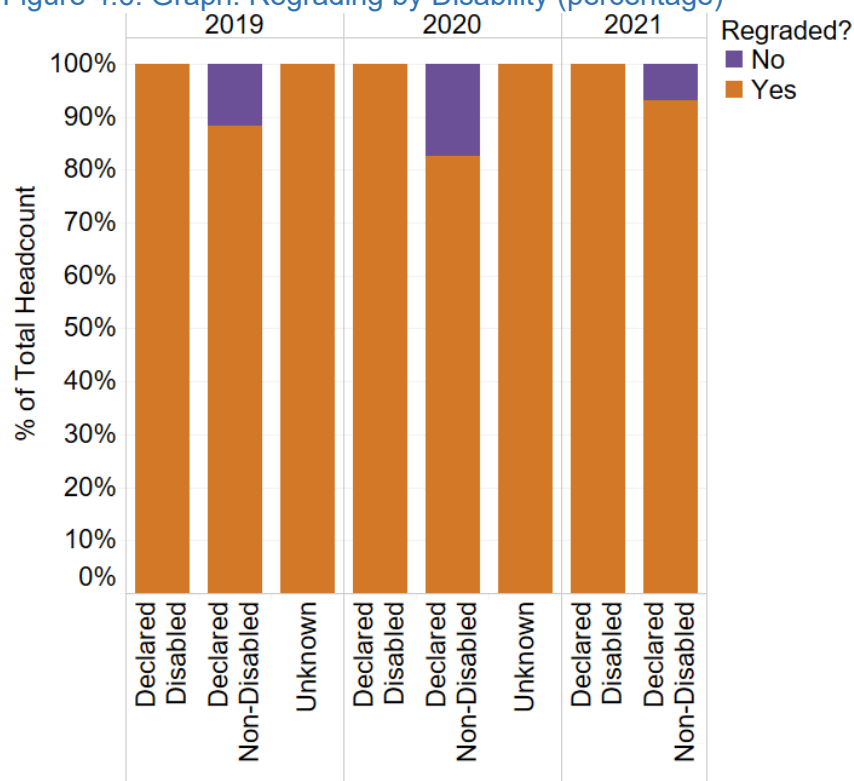
Disability

All staff with a declared disability whose roles were formally reviewed over the last three years were approved for regrading. We should note that the sample size is less than 10.

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

		HC		%	
		No	Yes	No	Yes
2019	Declared Disabled		<10		100%
	Declared Non-Disabled	<10	60	12%	88%
	Unknown		<10		100%
2020	Declared Disabled		<10		100%
	Declared Non-Disabled	<10	19	17%	83%
	Unknown		<10		100%
2021	Declared Disabled		<10		100%
	Declared Non-Disabled	<10	41	7%	93%

Figure 4.6. Graph: Regrading by Disability (percentage)



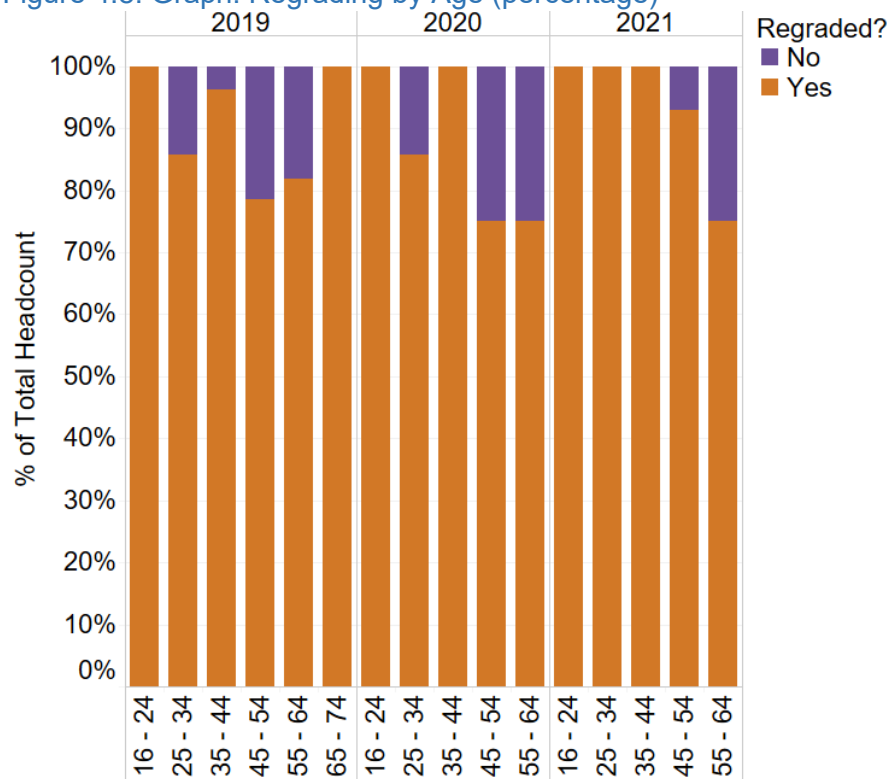
Age

Staff of all ages were more likely to be regraded in 2020-2021 than in previous years. Staff aged 55 to 64 were less likely to be regraded over the three years falling from 82% successfully regraded in 2018-2019 to 75% in 2020-2021, whilst noting that the sample size is less than 10. No staff aged 65 to 74 applied to be regraded in 2019-2020 or 2020-2021.

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

		HC		%	
		No	Yes	No	Yes
2019	16 - 24		<10		100%
	25 - 34	<10	12	14%	86%
	35 - 44	<10	25	4%	96%
	45 - 54	<10	11	21%	79%
	55 - 64	<10	<10	18%	82%
	65 - 74		<10		100%
2020	16 - 24		<10		100%
	25 - 34	<10	<10	14%	86%
	35 - 44		<10		100%
	45 - 54	<10	<10	25%	75%
	55 - 64	<10	<10	25%	75%
	65 - 74		<10		100%
2021	16 - 24		<10		100%
	25 - 34		15		100%
	35 - 44		11		100%
	45 - 54	<10	13	7%	93%
	55 - 64	<10	<10	25%	75%
	65 - 74		<10		100%

Figure 4.8. Graph: Regrading by Age (percentage)



5. Leavers

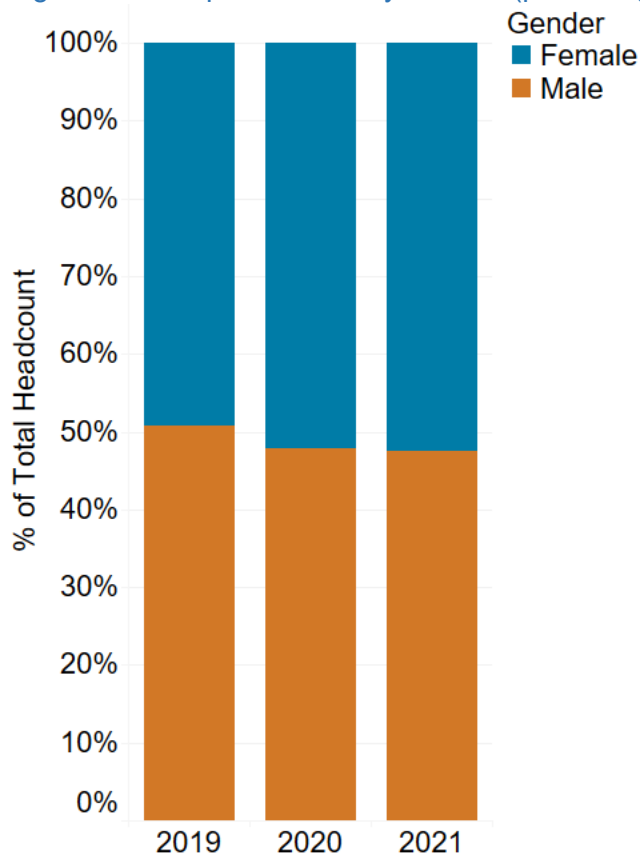
Gender

Women are more likely to leave the university, increasing from 49% of leavers in 2018-2019 to 52% in 2019-2020 and 2020-21 whilst noting that women represent 54% of our workforce and so are statistically more likely to leave than men.

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

	Female		Male	
	HC	%	HC	%
2019	31	49%	32	51%
2020	36	52%	33	48%
2021	32	52%	29	48%

Figure 5.2. Graph: Leavers by Gender (percentage)



Ethnicity

BME staff are more likely to leave than white staff, increasing from 27% of leavers in 2018-2019 to 30% in 2020-2021. This figure is higher than the prevalence of BME staff in the organisation (16%) and may be partly explained by the higher prevalence of BME staff undertaking fixed-term contracts which have natural end dates. In 2020-2021, 32% of BME staff were on fixed term contracts but this fell from 36% in 2018-2019.

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

	White		BME		Unknown	
	HC	%	HC	%	HC	%
2019	30	48%	17	27%	16	25%
2020	36	52%	16	23%	17	25%
2021	30	49%	18	30%	13	21%

Figure 5.4. Graph: Leavers by Ethnicity (percentage)



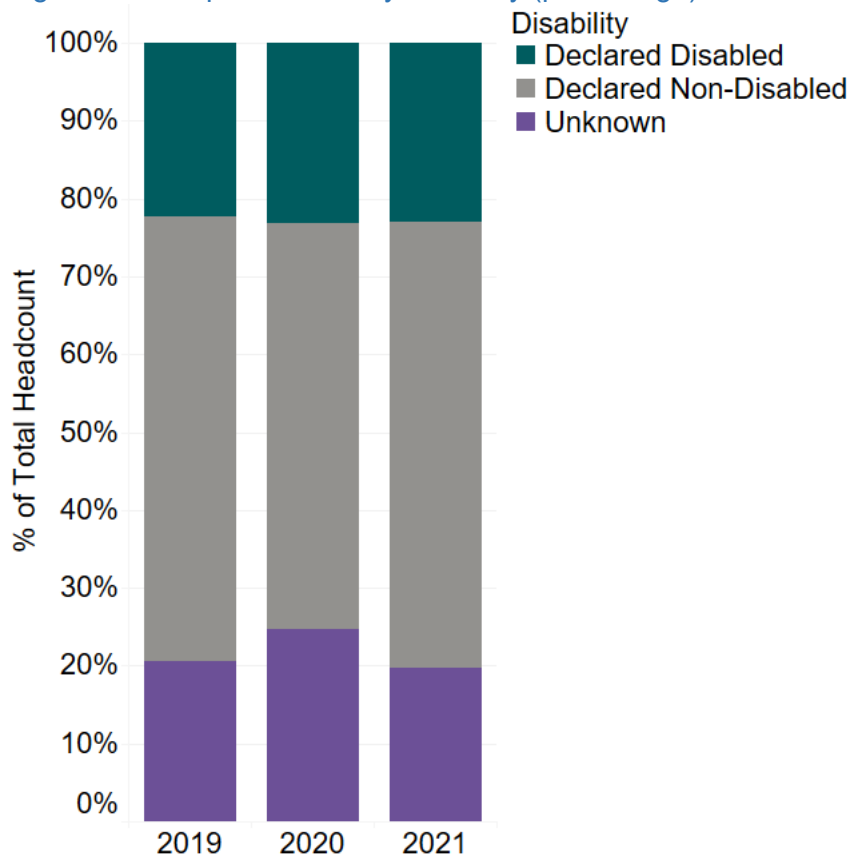
Disability

There has been a slight increase in the proportion of disabled staff leaving the University from 22% of leavers in 2018-2019 to 23% in 2020-2021. The proportion of staff declaring a disability increased by one percentage point to 6% in 2020-2021.

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

	Declared Disabled		Declared Non-Disabled		Unknown	
	HC	%	HC	%	HC	%
2019	14	22%	36	57%	13	21%
2020	16	23%	36	52%	17	25%
2021	14	23%	35	57%	12	20%

Figure 5.6. Graph: Leavers by Disability (percentage)



Age

The age profile of leavers remained largely unchanged over the last three years but there are fewer leavers age 55-64, falling from 19% to 13% over the last three years.

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

		HC	%
2019	16 - 24	<10	11%
	25 - 34	12	19%
	35 - 44	12	19%
	45 - 54	11	17%
	55 - 64	12	19%
	65 - 74	<10	13%
	75+	<10	2%
2020	16 - 24	<10	13%
	25 - 34	11	16%
	35 - 44	13	19%
	45 - 54	12	17%
	55 - 64	11	16%
	65 - 74	<10	14%
	75+	<10	4%
2021	16 - 24	<10	11%
	25 - 34	12	20%
	35 - 44	13	21%
	45 - 54	11	18%
	55 - 64	<10	13%
	65 - 74	<10	13%
	75+	<10	3%

Figure 5.8. Graph: Leavers by Age (percentage)

