



University of
Nottingham
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Staff Annual Diversity Report 2017

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Contents

Equality, Diversity and Inclusion (EDI) at the University of Nottingham	2
EDI Vision and Values.....	2
Institutional Equality Objectives 2017-2020	2
Structures supporting EDI.....	3
1. Employee Profile Data.....	4
Overview	4
Gender	4
Ethnicity	9
Disability	17
Age	23
2. Recruitment.....	29
Gender	29
Ethnicity	30
Disability	31
Age	32
3. PDPR	33
Gender	33
Ethnicity	35
Disability	36
Age	38
4. Promotions	40
Gender	40
Ethnicity	41
Disability	42
Age	43
5. Regrading.....	44
Gender	44
Ethnicity	45
Disability	46
Age	47
6. Leavers	49
Gender	49
Ethnicity	50
Disability	51
Age	52
Appendices.....	54
Appendix 1 - 2015/2016 People and Culture Events.....	54

Equality, Diversity and Inclusion (EDI) at the University of Nottingham

EDI Vision and Values

The University of Nottingham's core values include a specific commitment to equality, diversity and inclusion, as captured in our Global Strategy 2020. In order to deliver our vision for the University's future, we will:

- Value diversity and promote equality
- Value all staff and support them to excel
- Continue work to create an exceptional, diverse and inclusive employment environment for staff, where staff are active partners in the delivery of Global Strategy 2020

(Extracts from Global Strategy 2020; Global People Strategy 2020)

Institutional Equality Objectives 2017-2020

In support of this ongoing commitment to fostering a values-based culture focused on diversity, inclusivity, wellbeing and positive engagement, the University's Equality Objectives 2017-2020 are:

- 2% increase in disability disclosure across all staff groups (ie at all levels) by 2020.
- 35% senior (L6/7) staff who identify as female by 2020.
- To hold declared sexual orientation, gender identity and religion/belief data for over 80% of staff by 2020.
- To hold a Bronze institutional Race Equality Charter Mark by 2020.
- To hold a Silver institutional Athena SWAN Charter Mark (new Charter) by 2018 and all Schools/Faculties to hold an award by 2020.
- Updated Equality Analysis learning and development (training) to have been undertaken by 50% of staff by July 2019 (focused on decision-makers and policy owners).
- By 2020/21, to reduce the non-continuation rate for mature students to 10.5% or less, from a baseline of 12.9% in 2014-15.
- By 2020, to have action plans in place and being implemented at School/Faculty level in regard to improving the educational attainment of BME students.

Objective	2015/16	2016/17
2% increase in disability disclosure across all staff groups (i.e. at all levels) by 2020	2.2%	2.85%

35% senior (L6/7) staff who identify as female by 2020	31.5%	33%
To hold declared sexual orientation, gender identity and religion/belief data for over 80% of staff by 2020	Information on these characteristics was not held before an HR systems update in June 2017	Sexual orientation information has been declared by 43.99% of staff Gender identity information is not yet held in HR systems Religion/Belief information has been declared by 44.01% of staff.
To hold a Bronze institutional Race Equality Charter Mark by 2020	No award held	No award held, institutional self-assessment due to commence in 2018.
To hold a Silver institutional Athena SWAN Charter Mark (new Charter) by 2018 and all Schools/Faculties to hold an award by 2020	Institutional Athena Swan Silver submission planned for November 2017	Institutional Athena Swan Silver submission planned for November 2017, action plans in place for all Schools/Faculties to hold an award by 2020.
Updated Equality Analysis learning and development (training) to have been undertaken by 50% of staff by July 2019 (focused on decision-makers and policy owners)	Training need identified following feedback from decision-makers and policy owners at the University	Updated training on carrying out equality impact assessments due to commence in 2018.
By 2020/21, to reduce the non-continuation rate for mature students to 10.5% or less, from a baseline of 12.9% in 2014-15	Data as reported from the HESA HE Performance Indicators for 2014-15 year: 12.9%	Data as reported from the HESA HE Performance Indicators for 2015-16 year: 9.6%.
By 2020, to have action plans in place and being implemented at School/Faculty level in regard to improving the educational attainment of BME students	No formal action plans in place at School/Faculty level.	Assessment Gap Initiative planned for 2018.

Structures supporting EDI

EDI activity relating to staff is managed locally through Faculty/School Equality, Diversity and Inclusion Groups, with the support of the People and Culture programme (which contributes to delivering the Global People Strategy 2020). Strategic alignment is overseen by the Equality, Diversity and Inclusion Board.

The University also has a number of Staff Networks, details of which can be found on the [University's web pages](#).

1. Employee Profile Data

Overview

Employee profile figures are based on data from the academic year 2016-2017 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 unless otherwise stated and are only provided for staff groups with a large enough representation (>5). Headcount figures that are less than 5 are shown as an asterisk. Analysis of the data is provided on the 2017 figures unless otherwise stated.

Gender

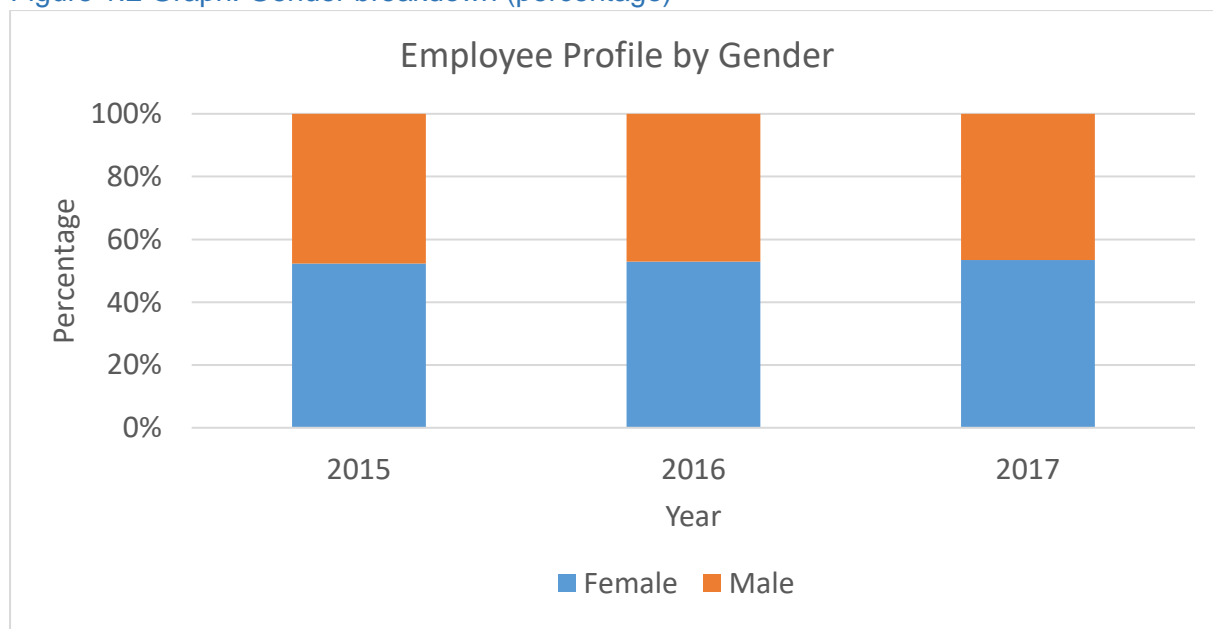
Headcount

The gender balance at the University in 2017 remained unchanged. Overall, 53% of staff were female, continuing the trend of a stable and fairly even gender balance at an institutional level over the last three years.

Figure 1.1 Table: Gender breakdown (headcount and percentage)

Gender	2015		2016		2017	
	Headcount	%	Headcount	%	Headcount	%
Female	3,945	52%	4,018	53%	4,143	53%
Male	3,592	48%	3,576	47%	3,604	47%
Total	7,537	100%	7,594	100%	7,747	100%

Figure 1.2 Graph: Gender breakdown (percentage)



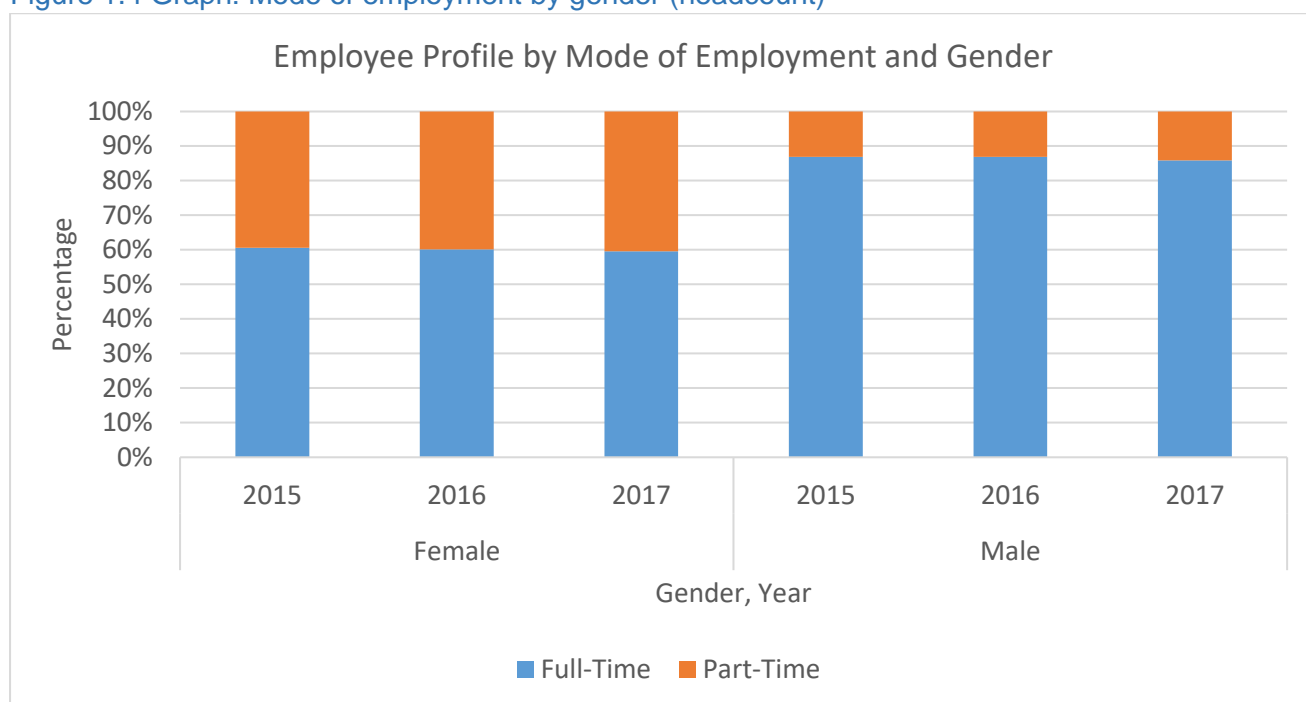
Mode of employment

Over the past three years, the percentage of the staff population working part time has remained largely unchanged, with around one third of staff working part time. However, the difference in mode of employment between female and male staff remains marked. Forty percent of female staff worked part time in 2017 compared to 14% of male staff, an increase of one percentage point from 2016 data.

Figure 1.3 Table: Mode of employment by gender (headcount and percentage)

Gender		Full Time		Part Time		Total
		Headcount	%	Headcount	%	
2015	Female	2,389	61%	1,556	39%	3,945
	Male	3,122	87%	470	13%	3,592
	Total	5,511	73%	2,026	27%	7,537
2016	Female	2,416	60%	1,602	40%	4,018
	Male	3,108	87%	468	13%	3,576
	Total	5,524	73%	2,070	27%	7,594
2017	Female	2,468	60%	1,675	40%	4,143
	Male	3,094	86%	510	14%	3,604
	Total	5,562	72%	2,185	28%	7,747

Figure 1.4 Graph: Mode of employment by gender (headcount)



Contract Status

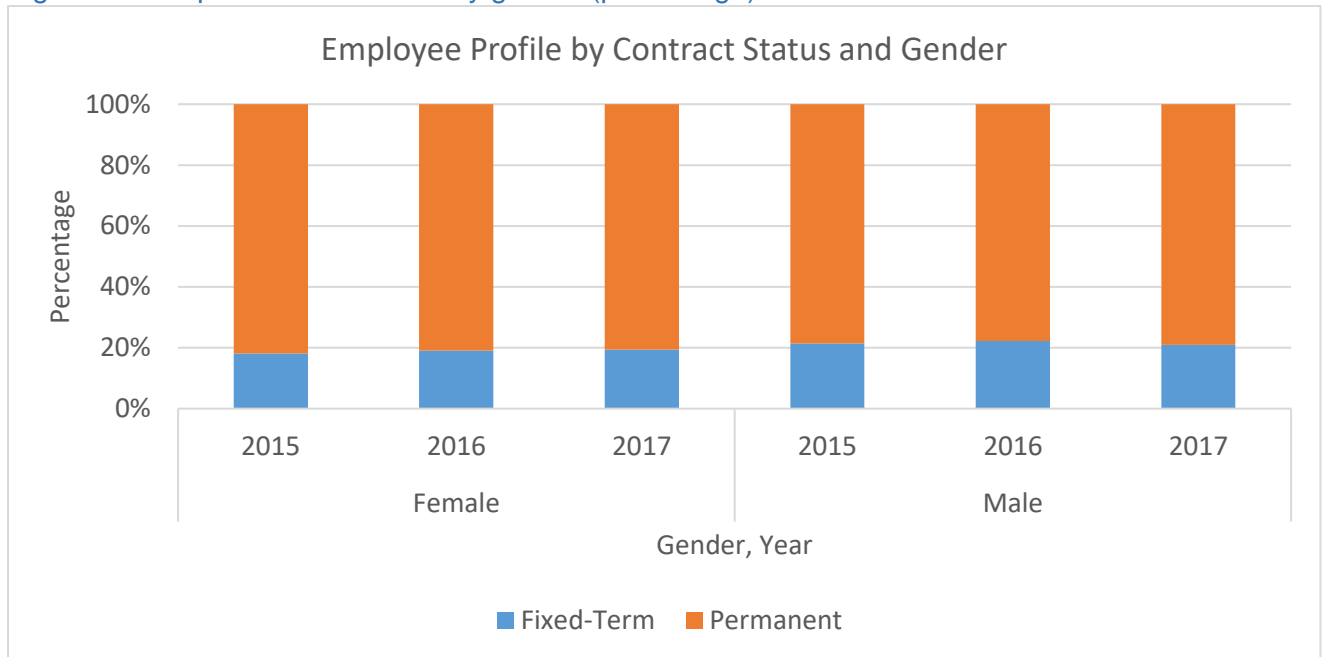
More employees at the University work on permanent contracts (80%) than on fixed-term contracts (20%). The proportion of staff working on a fixed-term basis has remained stable over the past three years at around twenty percent, and male employees continue to be slightly (2% in 2017) more likely to hold a fixed-term contract.

Figure 1.5 Table: Contract status by gender (headcount and percentage)

Gender		Fixed-Term		Permanent		Total
		Headcount	%	Headcount	%	
2015	Female	716	18%	3,229	82%	3,945
	Male	769	21%	2,823	79%	3,592
	Total	1,485	20%	6,052	80%	7,537

2016	Female	768	19%	3,250	81%	4,018
	Male	796	22%	2,780	78%	3,576
	Total	1,564	21%	6,030	79%	7,594
2017	Female	802	19%	3,341	81%	4,143
	Male	755	21%	2,849	79%	3,604
	Total	1,557	20%	6,190	80%	7,747

Figure 1.6 Graph: Contract status by gender (percentage)



Level

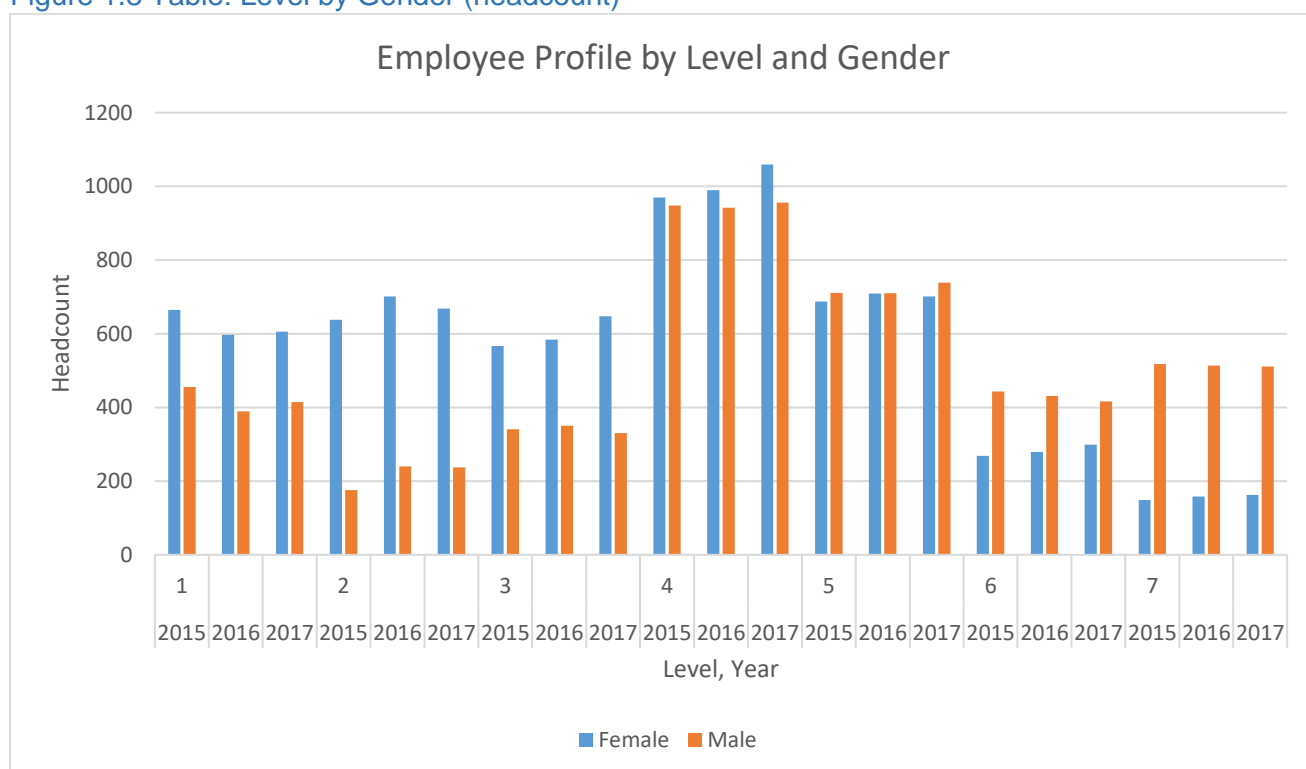
The gender profile by level within the organisation shows that the proportion of female employees reduces as the level increases. The increase in the proportion of females at levels 5, 6, and 7 over the past four years has continued, although the increase in the proportion of female staff at Level 7 was small in the year to 2017 (from 23.5% to 24.2%).

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

Level		Female		Male		Total
		No.	%	No.	%	
2015	1	665	59%	455	41%	1,120
	2	638	78%	176	22%	814
	3	567	62%	341	38%	908
	4	970	51%	948	49%	1,918
	5	687	49%	711	51%	1,398
	6	269	38%	443	62%	712
	7	149	22%	518	78%	667
	Total	3,945	52%	3,592	48%	7,537
2016	1	597	61%	389	39%	986

	2	701	74%	240	26%	941
	3	584	63%	350	37%	934
	4	990	51%	942	49%	1,932
	5	709	50%	710	50%	1,419
	6	279	39%	431	61%	710
	7	158	24%	514	76%	672
	Total	4,018	53%	3,576	47%	7,594
2017	1	606	59%	415	41%	1,021
	2	668	74%	237	26%	905
	3	647	66%	330	34%	977
	4	1,059	53%	956	47%	2,015
	5	701	49%	739	51%	1,440
	6	299	42%	416	58%	715
	7	163	24%	511	76%	674
	Total	4,143	53%	3,604	47%	7,747

Figure 1.8 Table: Level by Gender (headcount)



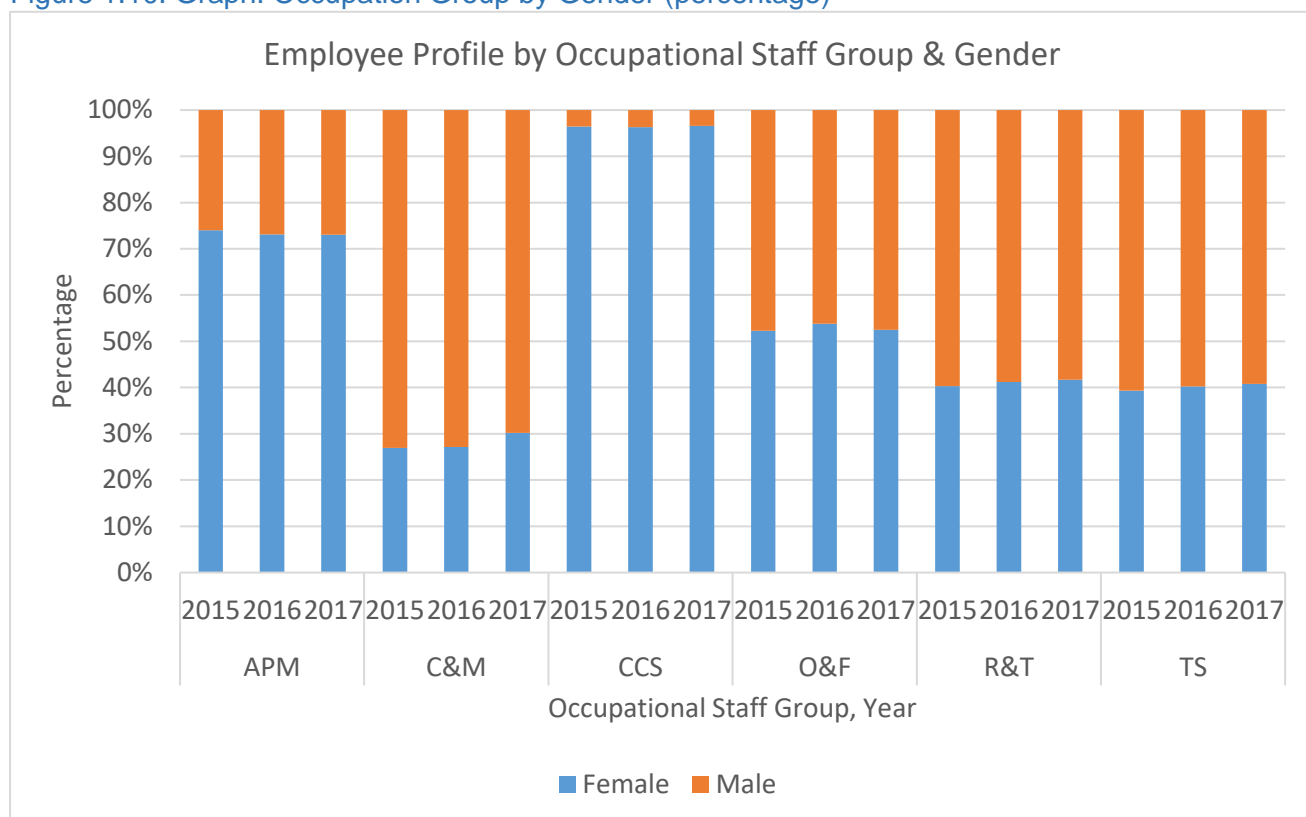
Occupation group

The gender profile differs across occupational groups. Women are represented more within the Administrative, Professional and Managerial (APM - 73%) and Operations & Facilities (O&F - 53%) occupational groups but less in the Clinical & Medical (C&M - 30%), Research & Teaching (R&T - 42%) and Technical Services (TS - 41%) groups. In all cases the last two years show a gradual reduction in differences, with the largest change in Clinical & Medical.

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

Occupational Staff Group		Female		Male		Total
		No.	%	No.	%	
2015	APM	1,754	74%	616	26%	2,370
	C&M	42	27%	114	73%	156
	CCS	27	96%	*	4%	28
	O&F	534	52%	488	48%	1,022
	R&T	1,324	40%	1,959	60%	3,283
	TS	258	39%	398	61%	656
	Other	6	0%	16	0%	22
	Total	3,945	52%	3,592	48%	7,537
2016	APM	1,774	73%	652	27%	2,426
	C&M	41	27%	110	73%	151
	CCS	26	96%	*	4%	27
	O&F	558	54%	479	46%	1,037
	R&T	1,355	41%	1,936	59%	3,291
	TS	258	40%	383	60%	641
	Other	6	0%	15	0%	21
	Total	4,018	53%	3,576	47%	7,594
2017	APM	1,873	73%	691	27%	2,564
	C&M	48	30%	111	70%	159
	CCS	28	97%	*	3%	29
	O&F	565	53%	511	47%	1,076
	R&T	1,354	42%	1,893	58%	3,247
	TS	268	41%	389	59%	657
	Other	5	0%	8	0%	13
	Total	4,143	53%	3,604	47%	7,747

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



Ethnicity

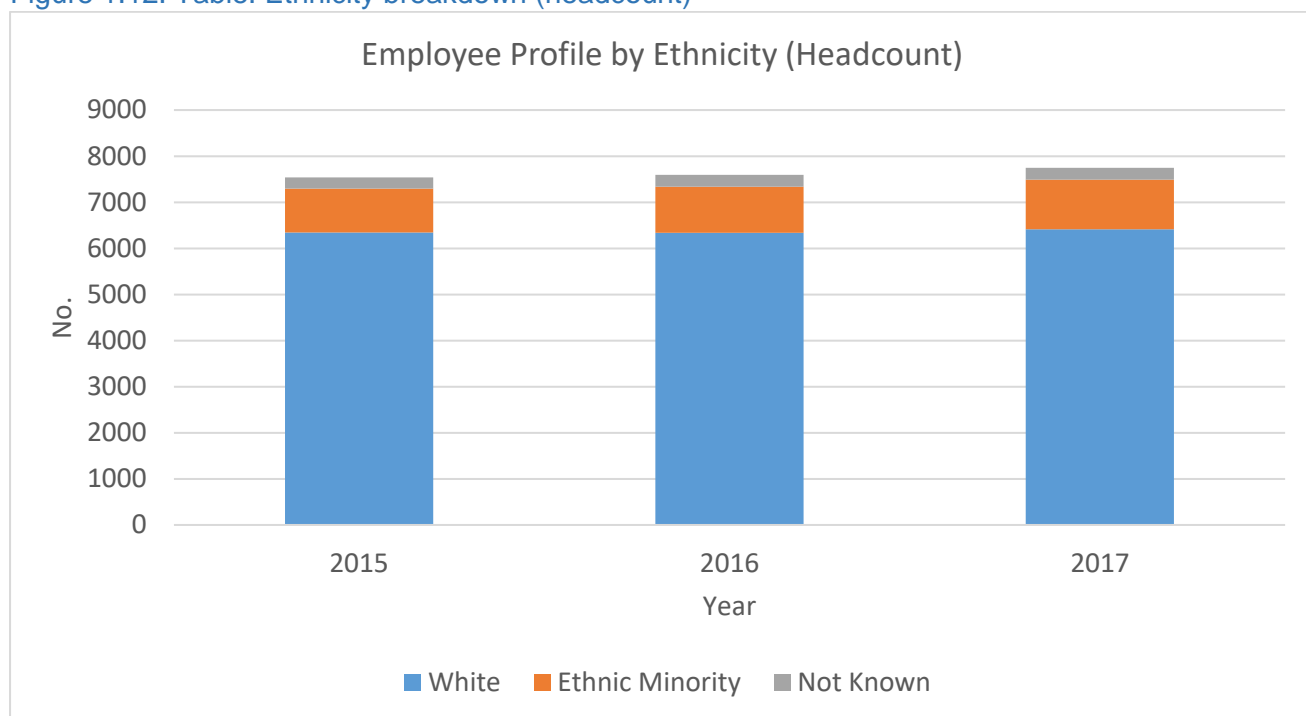
Headcount

The University has a predominately white workforce (82.8%) with Black or Minority Ethnic (BME) employees making up 13.9% of the workforce. The proportion of our staff who are BME has increased by around 0.7% for each of the last three years. The percentage of employees whose ethnicity is unknown has reduced slightly this year to 3.3%.

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

		2015		2016		2017	
		No.	%	No.	%	No.	%
White	White	6,343	84.2%	6,335	83.4%	6,417	82.8%
	Total	6,343	84.2%	6,335	83.4%	6,417	82.8%
Ethnic Minority	Asian / Asian British	317	4.2%	358	4.7%	417	5.4%
	Chinese / Chinese British	246	3.3%	243	3.2%	235	3.0%
	Black / Black British	197	2.6%	201	2.6%	218	2.8%
	Mixed	103	1.4%	113	1.5%	118	1.5%
	Other	89	1.2%	89	1.2%	88	1.1%
	Total	952	12.6%	1,004	13.2%	1,076	13.9%
Not Known	Not Known	242	3.2%	255	3.4%	254	3.3%
	Total	242	3.2%	255	3.4%	254	3.3%
Total		7,537	100.0%	7,594	100.0%	7,747	100.0%

Figure 1.12. Table: Ethnicity breakdown (headcount)

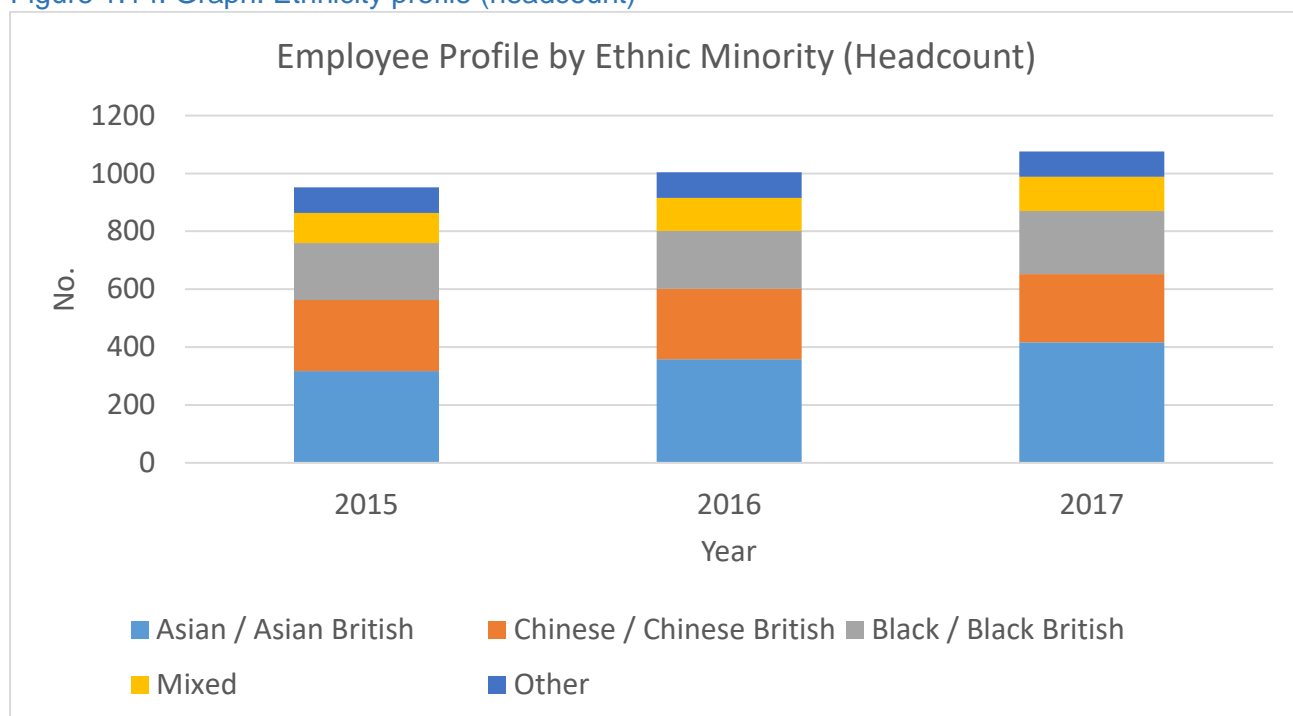


Within the BME staff population, 39% are Asian/ Asian British, 22% are Chinese/ Chinese British, 20% are Black/ Black British, 11% are dual heritage and 9% are of another ethnicity. The percentage of Asian/ Asian British employees has increased by 6% over the last three years with the percentage of Chinese/ Chinese British employees decreasing by 4%.

Figure 1.13. Table: Ethnicity profile (headcount and ethnicity)

	2015		2016		2017	
	No.	%	No.	%	No.	%
Asian / Asian British	317	33%	358	36%	417	39%
Chinese / Chinese British	246	26%	243	24%	235	22%
Black / Black British	197	21%	201	20%	218	20%
Mixed	103	11%	113	11%	118	11%
Other	89	9%	89	9%	88	8%
Total	952	100%	1,004	100%	1,076	100%

Figure 1.14. Graph: Ethnicity profile (headcount)



Mode of employment

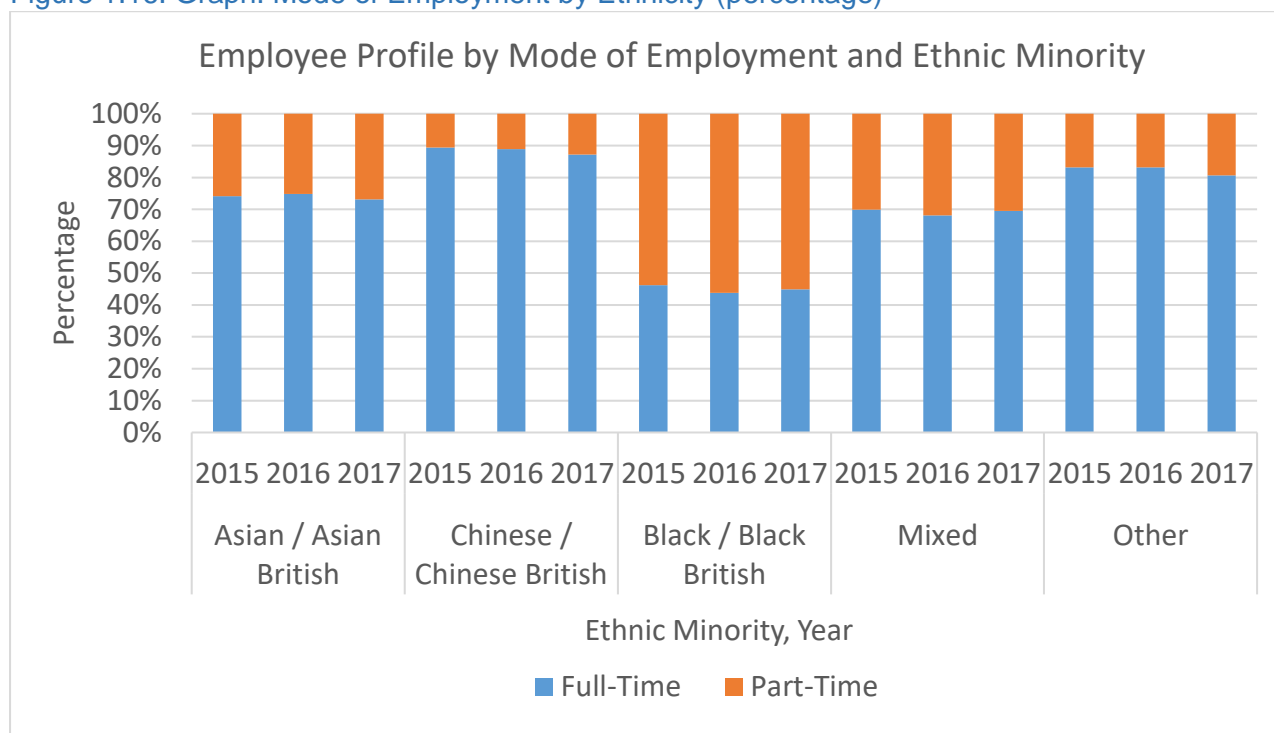
The proportion of BME staff working part-time has increased by 2% in the last three years, matching a similar trend in White British employees. A higher percentage of Black/ Black British employees work part-time (55%) compared to other minority ethnicities.

Figure 1.15. Table: Mode of employment by ethnicity (headcount and percentage)

Ethnicity			Full-Time		Part-Time		Total
			No.	%	No.	%	
2015	White	White	4,640	73%	1,703	27%	6,343
		Total	4,640	73%	1,703	27%	6,343
	Ethnic Minority	Asian / Asian British	235	74%	82	26%	317
		Chinese / Chinese British	220	89%	26	11%	246
		Black / Black British	91	46%	106	54%	197
		Mixed	72	70%	31	30%	103
		Other	74	83%	15	17%	89
		Total	692	73%	260	27%	952
	Not Known	Not Known	179	74%	63	26%	242
		Total	179	74%	63	26%	242
	Total		5,511	73%	2,026	27%	7,537
2016	White	White	4,606	73%	1,729	27%	6,335
		Total	4,606	73%	1,729	27%	6,335
	Ethnic Minority	Asian / Asian British	268	75%	90	25%	358
		Chinese / Chinese British	216	89%	27	11%	243
		Black / Black British	88	44%	113	56%	201
		Mixed	77	68%	36	32%	113

2017		Other	74	83%	15	17%	89
		Total	723	72%	281	28%	1,004
	Not Known	Not Known	195	76%	60	24%	255
		Total	195	76%	60	24%	255
	Total		5,524	73%	2,070	27%	7,594
	White	White	4,612	72%	1,805	28%	6,417
		Total	4,612	72%	1,805	28%	6,417
	Ethnic Minority	Asian / Asian British	305	73%	112	27%	417
		Chinese / Chinese British	205	87%	30	13%	235
		Black / Black British	98	45%	120	55%	218
		Mixed	82	69%	36	31%	118
		Other	71	81%	17	19%	88
		Total	761	71%	315	29%	1,076
	Not Known	Not Known	189	74%	65	26%	254
		Total	189	74%	65	26%	254
	Total		5,562	72%	2,185	28%	7,747

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



Contract status

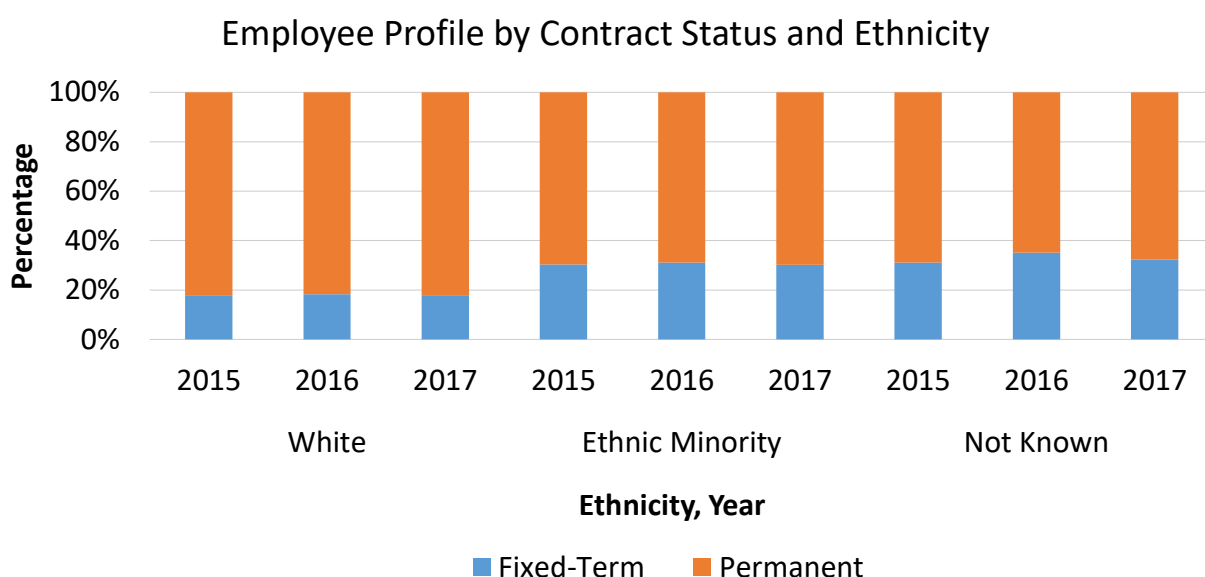
A higher proportion of BME employees (30%) work on a fixed-term contract than do white employees (18%). The proportion of BME employees on fixed-term contracts reduced by 1% this year, reversing a similar increase in the preceding year.

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

Ethnicity	Fixed-Term	Permanent	Total
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			No.	%	No.	%	
2015	White	White	1,118	18%	5,225	82%	6,343
		Total	1,118	18%	5,225	82%	6,343
	Ethnic Minority	Asian / Asian British	107	34%	210	66%	317
		Chinese / Chinese British	90	37%	156	63%	246
		Black / Black British	34	17%	163	83%	197
		Mixed	29	28%	74	72%	103
		Other	30	34%	59	66%	89
		Total	290	30%	662	70%	952
	Not Known	Not Known	77	32%	165	68%	242
		Total	77	32%	165	68%	242
	Total		1,482	1,485	20%	6,052	80%
2016	White	White	1,158	18%	5,177	82%	6,335
		Total	1,158	18%	5,177	82%	6,335
	Ethnic Minority	Asian / Asian British	130	36%	228	64%	358
		Chinese / Chinese British	85	35%	158	65%	243
		Black / Black British	34	17%	167	83%	201
		Mixed	33	29%	80	71%	113
		Other	31	35%	58	65%	89
		Total	313	31%	691	69%	1,004
	Not Known	Not Known	93	36%	162	64%	255
		Total	93	36%	162	64%	255
	Total		1,559	1,564	21%	6,030	79%
2017	White	White	1,147	18%	5,270	82%	6,417
		Total	1,147	18%	5,270	82%	6,417
	Ethnic Minority	Asian / Asian British	151	36%	266	64%	417
		Chinese / Chinese British	78	33%	157	67%	235
		Black / Black British	35	16%	183	84%	218
		Mixed	33	28%	85	72%	118
		Other	29	33%	59	67%	88
		Total	326	30%	750	70%	1,076
	Not Known	Not Known	84	33%	170	67%	254
		Total	84	33%	170	67%	254
	Total		1,550	1,557	20%	6,190	80%

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



Level

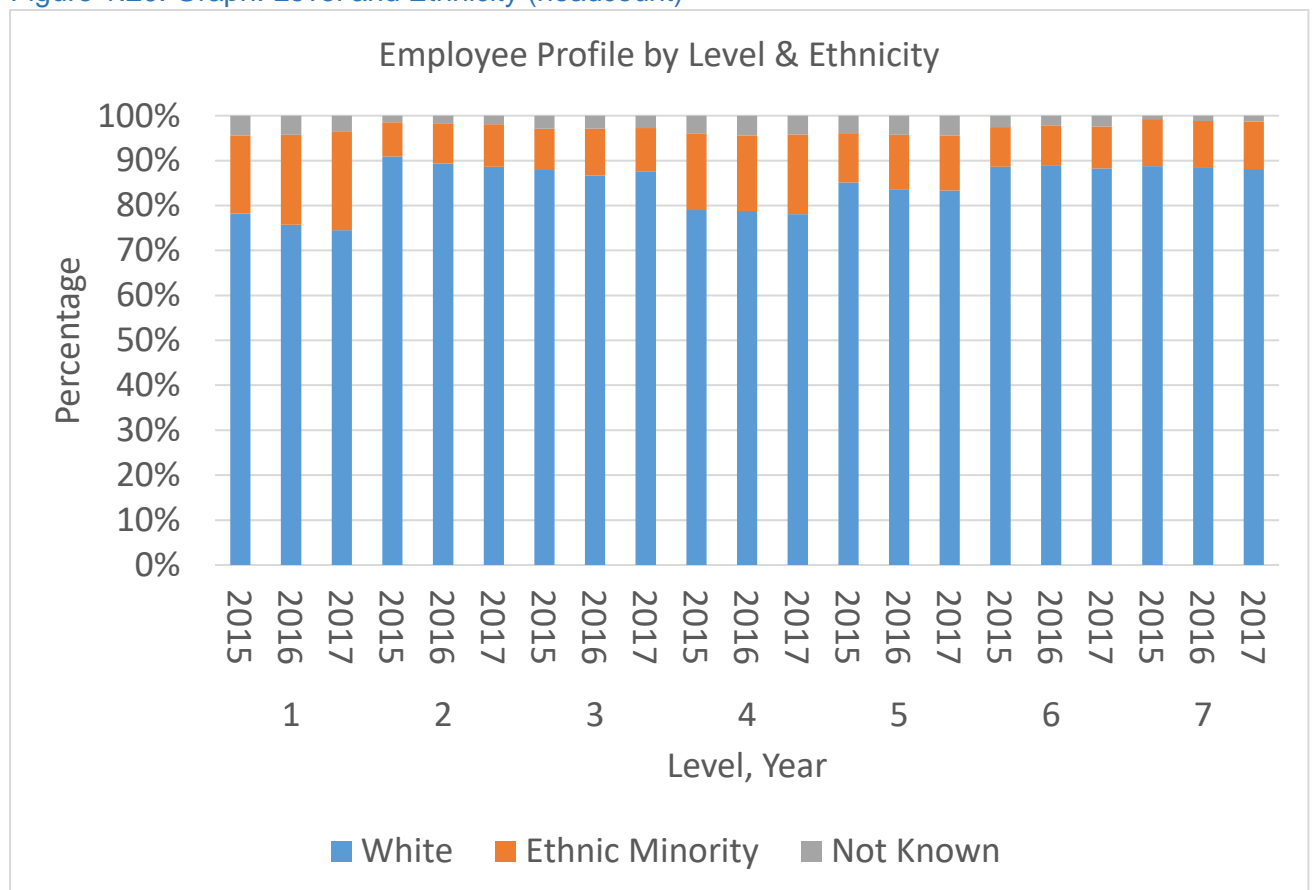
There continues to be a higher proportion of BME staff at levels 1 (21%) and 4 (33%) within the organisation than at other levels. Three-year trends indicate increases in the proportion of BME staff at all levels, albeit with slower rates of increase at level 5, 6 and 7.

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

			1		2		3		4		5		6		7		All staff	
			HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2015	White	White	876	14%	740	12%	798	13%	1,516	24%	1,190	19%	631	10%	592	9%	6,343	84%
		Total	876	14%	740	12%	798	13%	1,516	24%	1,190	19%	631	10%	592	9%	6,343	84%
	Ethnic Minority	Asian / Asian British	37	12%	27	9%	38	12%	110	35%	56	18%	21	7%	28	9%	317	4%
		Chinese / Chinese British	13	5%	*	1%	16	7%	118	48%	52	21%	22	9%	22	9%	246	3%
		Black / Black British	111	56%	15	8%	12	6%	37	19%	13	7%	*	1%	7	4%	197	3%
		Mixed	27	26%	10	10%	12	12%	23	22%	14	14%	12	12%	5	5%	103	1%
		Other	7	8%	7	8%	6	7%	36	40%	19	21%	6	7%	8	9%	89	1%
		Total	195	20%	62	7%	84	9%	324	34%	154	16%	63	7%	70	7%	952	13%
	Not Known	Not Known	49	20%	12	5%	26	11%	78	32%	54	22%	18	7%	5	2%	242	3%
		Total	49	20%	12	5%	26	11%	78	32%	54	22%	18	7%	5	2%	242	3%
	Total		1,120	15%	814	11%	908	12%	1,918	25%	1,398	19%	712	9%	667	9%	7,537	100%
2016	White	White	747	12%	841	13%	810	13%	1,523	24%	1,187	19%	632	10%	595	9%	6,335	83%
		Total	747	12%	841	13%	810	13%	1,523	24%	1,187	19%	632	10%	595	9%	6,335	83%
	Ethnic Minority	Asian / Asian British	40	11%	36	10%	50	14%	118	33%	64	18%	22	6%	28	8%	358	5%
		Chinese / Chinese British	13	5%	6	2%	14	6%	114	47%	56	23%	17	7%	23	9%	243	3%
		Black / Black British	110	55%	17	8%	14	7%	35	17%	14	7%	*	2%	7	3%	201	3%
		Total	163	21%	59	7%	78	9%	267	33%	134	16%	46	6%	58	7%	602	8%

2017		Mixed	27	24%	15	13%	12	11%	24	21%	17	15%	13	12%	5	4%	113	1%
		Other	7	8%	9	10%	7	8%	33	37%	21	24%	6	7%	6	7%	89	1%
		Total	197	20%	83	8%	97	10%	324	32%	172	17%	62	6%	69	7%	1,004	13%
	Not Known	Not Known	42	16%	17	7%	27	11%	85	33%	60	24%	16	6%	8	3%	255	3%
		Total	42	16%	17	7%	27	11%	85	33%	60	24%	16	6%	8	3%	255	3%
	Total		986	13%	941	12%	934	12%	1,932	25%	1,419	19%	710	9%	672	9%	7,594	100%
	White	White	761	12%	802	12%	856	13%	1,573	25%	1,200	19%	631	10%	594	9%	6,417	83%
		Total	761	12%	802	12%	856	13%	1,573	25%	1,200	19%	631	10%	594	9%	6,417	83%
	Ethnic Minority	Asian / Asian British	61	15%	42	10%	45	11%	147	35%	67	16%	22	5%	33	8%	417	5%
		Chinese / Chinese British	17	7%	*	2%	14	6%	106	45%	53	23%	20	9%	21	9%	235	3%
		Black / Black British	116	53%	19	9%	11	5%	43	20%	16	7%	5	2%	8	4%	218	3%
		Mixed	22	19%	13	11%	15	13%	32	27%	18	15%	14	12%	*	3%	118	2%
		Other	7	8%	8	9%	9	10%	30	34%	23	26%	6	7%	5	6%	88	1%
		Total	223	21%	86	8%	94	9%	358	33%	177	16%	67	6%	71	7%	1,076	14%
	Not Known	Not Known	37	15%	17	7%	27	11%	84	33%	63	25%	17	7%	9	4%	254	3%
		Total	37	15%	17	7%	27	11%	84	33%	63	25%	17	7%	9	4%	254	3%
	Total		1,021	13%	905	12%	977	13%	2,015	26%	1,440	19%	715	9%	674	9%	7,747	100%

Figure 1.20. Graph: Level and Ethnicity (headcount)



Occupational Group

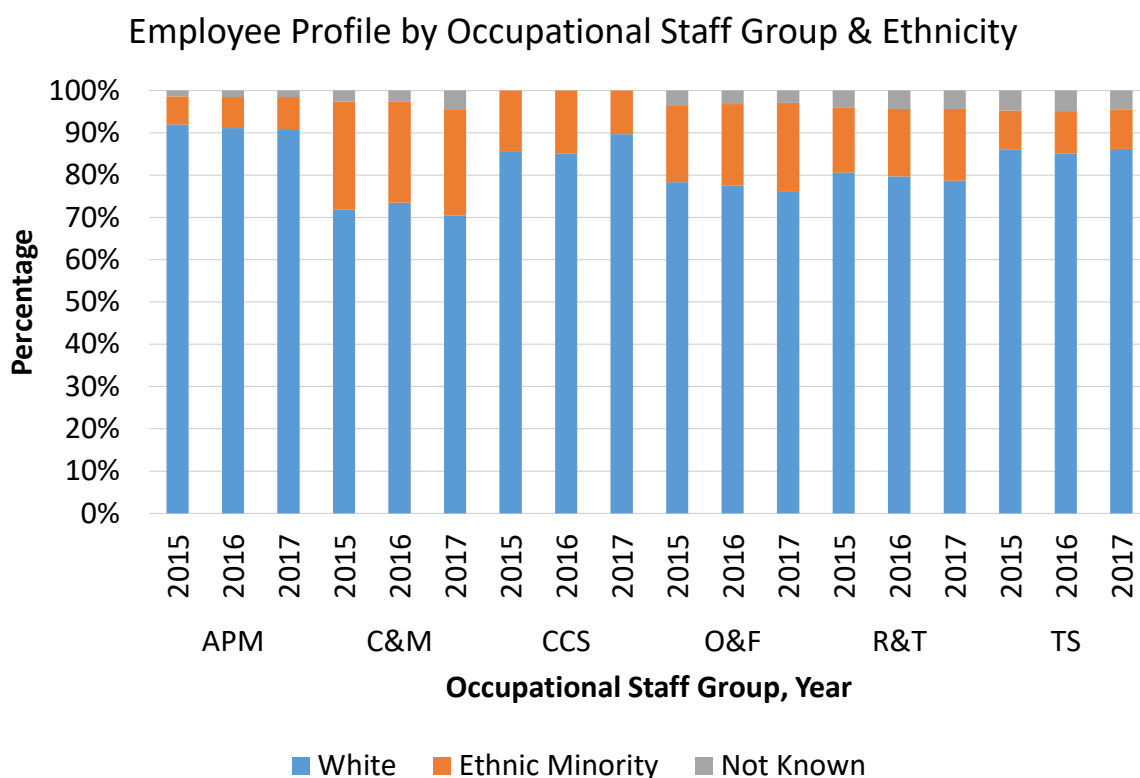
There is a higher representation of BME staff in the Clinical & Medical (24.3%), Operations & Facilities (19.2%) and Research & Teaching (16%) occupational

groups. The last three years have seen slight increases in the proportion of BME staff in the APM, O&F, C&M and R&T job families.

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

Year and Ethnicity			Other		APM		C&M		CCS		O&F		R&T		TS		Total	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
2015	White	White	17	77.3%	2,184	92.2%	112	71.8%	24	85.7%	796	77.9%	2,644	80.5%	566	86.3%	6,343	84.2%
		Total	17	77.3%	2,184	92.2%	112	71.8%	24	85.7%	796	77.9%	2,644	80.5%	566	86.3%	6,343	84.2%
	Ethnic Minority	Asian / Asian British	*	4.5%	78	3.3%	25	16.0%	*	3.6%	29	2.8%	154	4.7%	29	4.4%	317	4.2%
		Chinese / Chinese British			26	1.1%	*	1.3%			10	1.0%	198	6.0%	10	1.5%	246	3.3%
		Black / Black British			22	0.9%	*	1.9%	*	10.7%	114	11.2%	49	1.5%	6	0.9%	197	2.6%
		Mixed	*	4.5%	23	1.0%	*	1.9%			21	2.1%	46	1.4%	9	1.4%	103	1.4%
		Other			8	0.3%	7	4.5%			9	0.9%	60	1.8%	5	0.8%	89	1.2%
		Total	*	9.1%	157	6.6%	40	25.6%	*	14.3%	183	17.9%	507	15.4%	59	9.0%	952	12.6%
	Not Known	Not Known	*	13.6%	29	1.2%	*	2.6%			43	4.2%	132	4.0%	31	4.7%	242	3.2%
		Total	*	13.6%	29	1.2%	*	2.6%			43	4.2%	132	4.0%	31	4.7%	242	3.2%
	Total		2,370	22	100%	2,370	100%	156	100%	28	100%	1,022	100%	3,283	100%	656	100%	7,537
2016	White	White	17	81.0%	2,218	91.4%	111	73.5%	23	85.2%	800	77.1%	2,619	79.6%	547	85.3%	6,335	83.4%
		Total	17	81.0%	2,218	91.4%	111	73.5%	23	85.2%	800	77.1%	2,619	79.6%	547	85.3%	6,335	83.4%
	Ethnic Minority	Asian / Asian British			92	3.8%	24	15.9%	*	3.7%	39	3.8%	172	5.2%	30	4.7%	358	4.7%
		Chinese / Chinese British			24	1.0%	*	0.7%			13	1.3%	196	6.0%	9	1.4%	243	3.2%
		Black / Black British			26	1.1%	*	2.0%	*	11.1%	113	10.9%	48	1.5%	8	1.2%	201	2.6%
		Mixed	*	4.8%	24	1.0%	*	1.3%			24	2.3%	52	1.6%	10	1.6%	113	1.5%
		Other			10	0.4%	6	4.0%			9	0.9%	58	1.8%	6	0.9%	89	1.2%
		Total	*	4.8%	176	7.3%	36	23.8%	*	14.8%	198	19.1%	526	16.0%	63	9.8%	1,004	13.2%
	Not Known	Not Known	*	14.3%	32	1.3%	*	2.6%			39	3.8%	146	4.4%	31	4.8%	255	3.4%
		Total	*	14.3%	32	1.3%	*	2.6%			39	3.8%	146	4.4%	31	4.8%	255	3.4%
	Total		21	100%	2,426	100%	151	100%	27	100%	1,037	100%	3,291	100%	641	100%	7,594	100%
2017	White	White	12	80.0%	2,332	91.0%	112	70.4%	26	89.7%	815	75.7%	2,554	78.7%	566	86.1%	6,417	82.8%
		Total	12	80.0%	2,332	91.0%	112	70.4%	26	89.7%	815	75.7%	2,554	78.7%	566	86.1%	6,417	82.8%
	Ethnic Minority	Asian / Asian British			97	3.8%	27	17.0%	*	3.4%	59	5.5%	203	6.3%	30	4.6%	417	5.4%
		Chinese / Chinese British			25	1.0%	*	0.6%			14	1.3%	185	5.7%	10	1.5%	235	3.0%
		Black / Black British			32	1.2%	5	3.1%	*	6.9%	121	11.2%	50	1.5%	8	1.2%	218	2.8%
		Mixed	*	6.7%	31	1.2%	*	1.9%			22	2.0%	54	1.7%	7	1.1%	118	1.5%
		Other			13	0.5%	*	2.5%			9	0.8%	57	1.8%	5	0.8%	88	1.1%
		Total	*	6.7%	198	7.7%	40	25.2%	*	10.3%	225	20.9%	549	16.9%	60	9.1%	1,076	13.9%
	Not Known	Not Known	*	13.3%	34	1.3%	7	4.4%			36	3.3%	144	4.4%	31	4.7%	254	3.3%
		Total	*	13.3%	34	1.3%	7	4.4%			36	3.3%	144	4.4%	31	4.7%	254	3.3%
	Total		2,564	15	100%	2,564	100%	159	100%	29	100%	1,076	100%	3,247	100%	657	100%	7,747

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



Disability

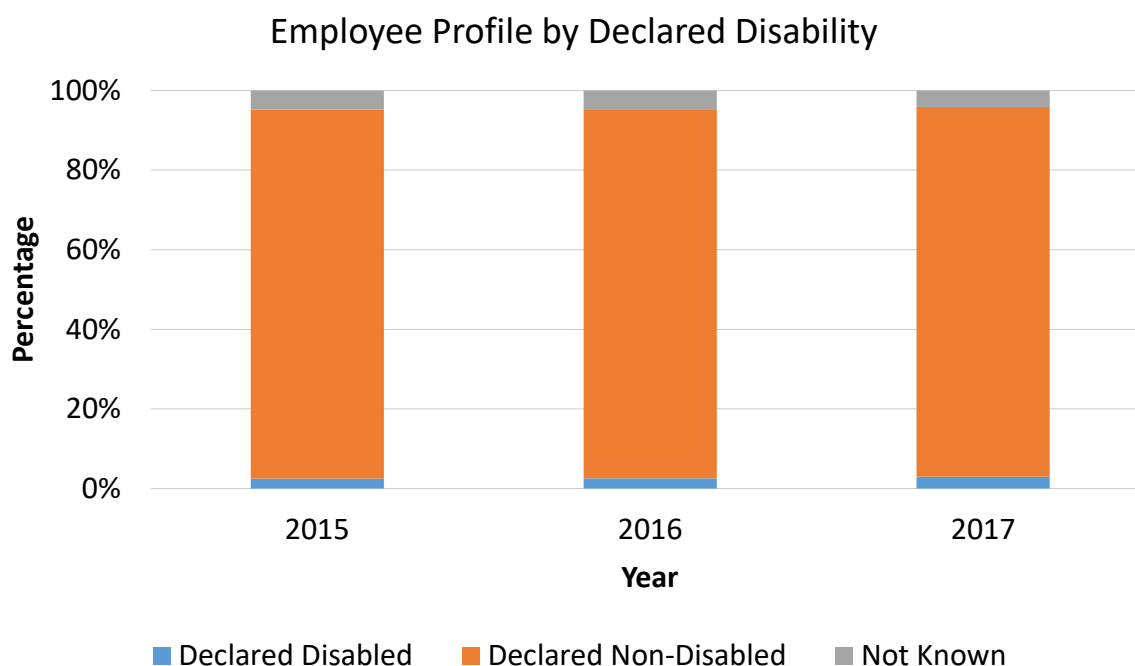
Headcount

The increase in the percentage of employees who have declared a disability and a slight decrease in the percentage of those whose disabilities are unknown has accelerated in 2017.

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

	2015		2016		2017	
	No.	%	No.	%	No.	%
Declared Disabled	185	2.5%	197	2.6%	229	3.0%
Declared Non-Disabled	6,986	92.8%	7,037	92.8%	7,190	92.9%
Not Known	361	4.8%	353	4.7%	328	4.2%
Total	7,532	100.%	7,587	100.%	7,747	100.%

Figure 1.24. Graph: Disability breakdown (percentage)



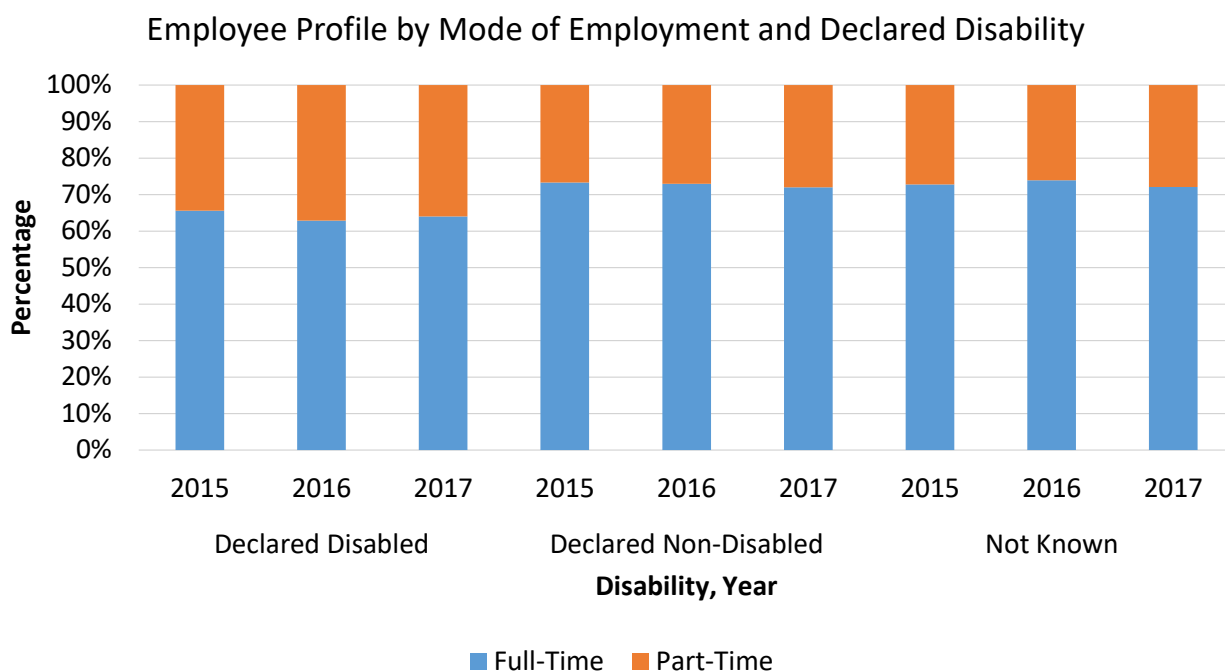
Mode of Employment

More employees who have disclosed a disability work part-time (36%) than employees who have declared that they are not disabled (28%). This difference has reduced slightly in the last year.

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

	Disability	Full-Time		Part-Time		Total
		No.	%	No.	%	
2015	Declared Disabled	120	66%	63	34%	183
	Declared Non-Disabled	5,129	73%	1,865	27%	6,994
	Not Known	262	73%	98	27%	360
	Total	5,511	73%	2,026	27%	7,537
2016	Declared Disabled	122	63%	72	37%	194
	Declared Non-Disabled	5,141	73%	1,906	27%	7,047
	Not Known	261	74%	92	26%	353
	Total	5,524	73%	2,070	27%	7,594
2017	Declared Disabled	144	64%	81	36%	225
	Declared Non-Disabled	5,186	72%	2,014	28%	7,200
	Not Known	232	72%	90	28%	322
	Total	5,562	72%	2,185	28%	7,747

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



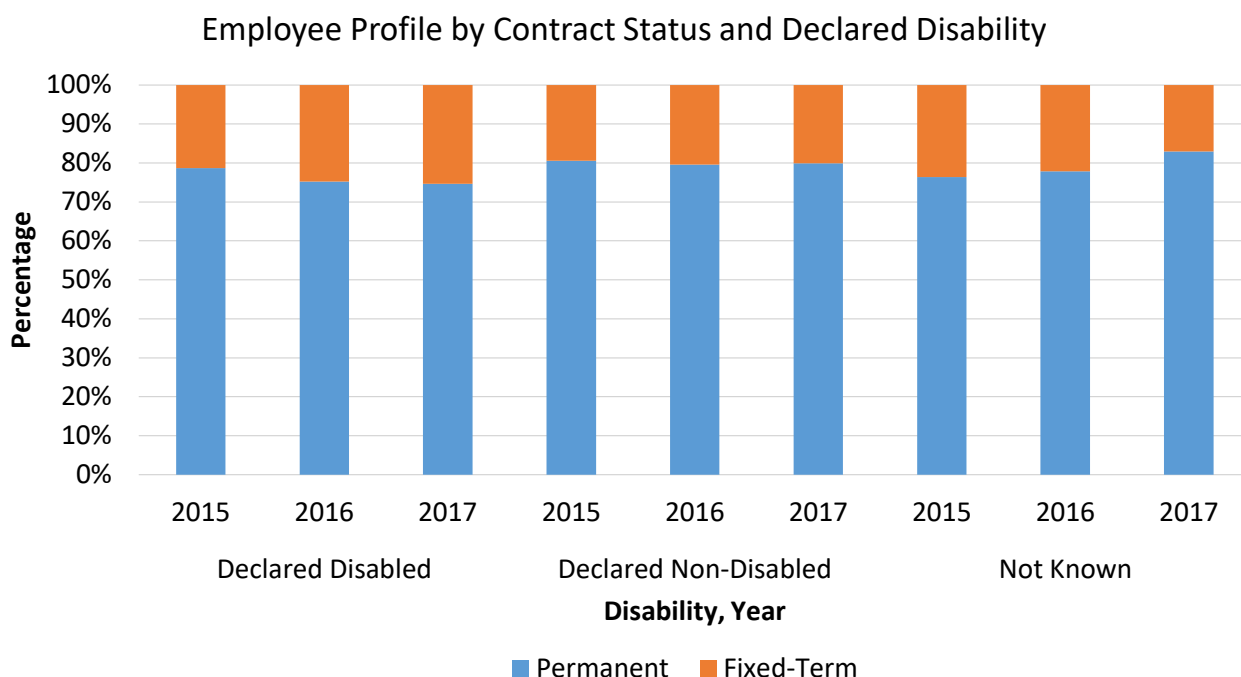
Contract Status

A higher proportion of staff with a declared disability (25%) are in fixed-term roles than staff who have disclosed that they are not disabled (20%), and this has remained the same for the past two years.

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

	Disability	Fixed-Term		Permanent		Total
		No.	%	No.	%	
2015	Declared Disabled	39	21%	144	79%	183
	Declared Non-Disabled	1,361	19%	5,633	81%	6,994
	Not Known	85	24%	275	76%	360
	Total	1,485	20%	6,052	80%	7,537
2016	Declared Disabled	48	25%	146	75%	194
	Declared Non-Disabled	1,438	20%	5,609	80%	7,047
	Not Known	78	22%	275	78%	353
	Total	1,564	21%	6,030	79%	7,594
2017	Declared Disabled	57	25%	168	75%	225
	Declared Non-Disabled	1,445	20%	5,755	80%	7,200
	Not Known	55	17%	267	83%	322
	Total	1,557	20%	6,190	80%	7,747

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



Level

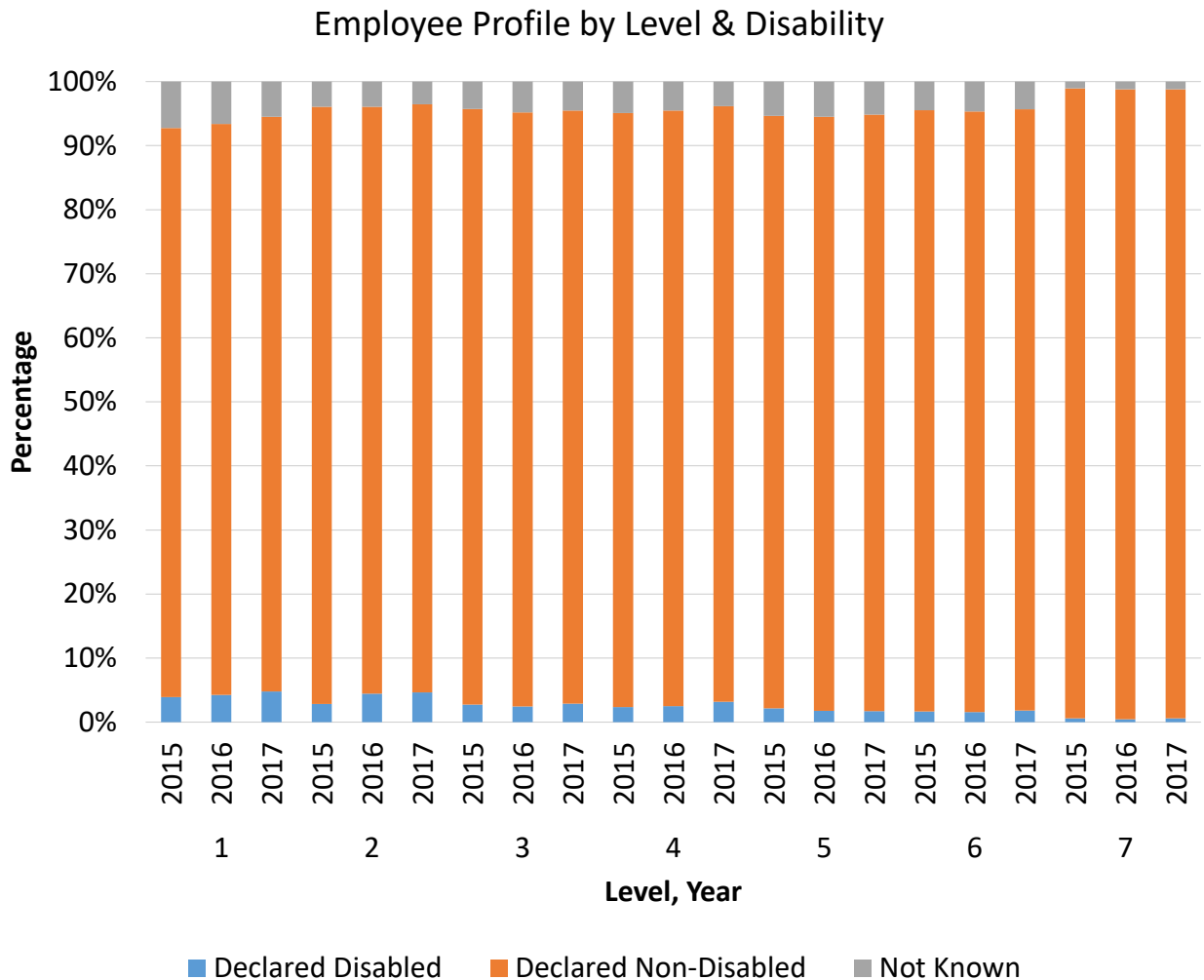
As in previous years rates of disability declaration are lower at higher grades, and the last year has seen a decrease in the proportion of Level2, Level 4 and 5 staff with a declared disability

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

Level		Declared Disabled		Declared Non-Disabled		Not Known		No.	%
		No.	%	No.	%	No.	%		
2015	1	44	24%	995	14%	81	23%	1,120	15%
	2	23	13%	759	11%	32	9%	814	11%
	3	25	14%	844	12%	39	11%	908	12%
	4	45	25%	1,779	25%	94	26%	1,918	25%
	5	30	16%	1,293	18%	75	21%	1,398	19%
	6	12	7%	668	10%	32	9%	712	9%
	7	4	2%	656	9%	7	2%	667	9%
	Total	183	100%	6,994	100%	360	100%	7,537	100%
2016	1	42	22%	879	12%	65	18%	986	13%
	2	42	22%	862	12%	37	10%	941	12%
	3	23	12%	866	12%	45	13%	934	12%
	4	48	25%	1,797	26%	87	25%	1,932	25%
	5	25	13%	1,316	19%	78	22%	1,419	19%
	6	11	6%	666	9%	33	9%	710	9%
	7	*	2%	661	9%	8	2%	672	9%
	Total	194	100%	7,047	100%	353	100%	7,594	100%
2017	1	49	22%	916	13%	56	17%	1,021	13%
	2	42	19%	831	12%	32	10%	905	12%

	3	28	12%	905	13%	44	14%	977	13%
	4	64	28%	1,874	26%	77	24%	2,015	26%
	5	25	11%	1,341	19%	74	23%	1,440	19%
	6	13	6%	671	9%	31	10%	715	9%
	7	*	2%	662	9%	8	2%	674	9%
	Total	225	100%	7,200	100%	322	100%	7,747	100%

Figure 1.30. Graph: Level by Disability (headcount)



Occupational Group

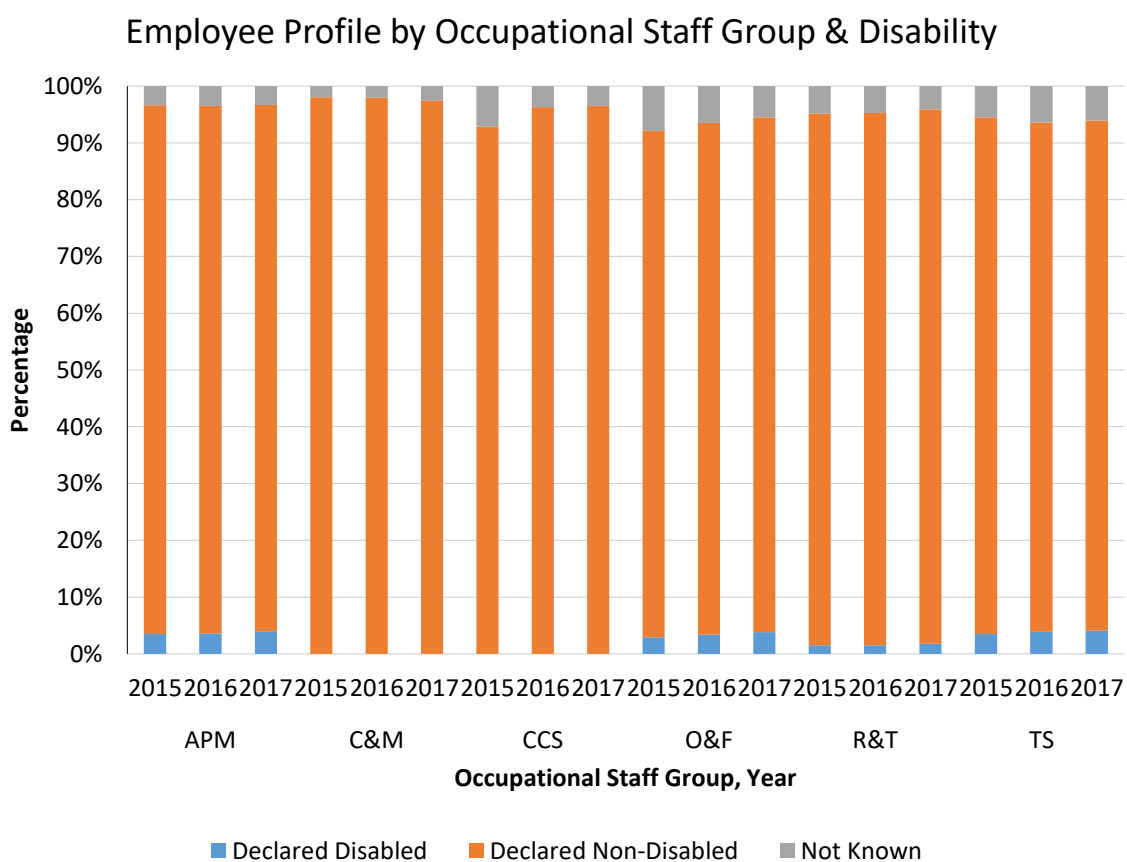
The proportion of staff who have declared that they are disabled is higher in the Operations & Facilities (3.8%) Administrative, Professional & Managerial (4.0%) and Technical Services (4.1%) occupational groups than in the Research and Teaching (1.8%) occupational group. The proportion of staff declaring a disability has increased in all occupational groups over the last three years.

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

Occupational Staff Group		Declared Disabled		Declared Non-Disabled		Not Known		Total
		No.	%	No.	%	No.	%	
2015	Other			19	86.4%	*	13.6%	22

	APM	81	3.4%	2,211	93.3%	78	3.3%	2,370
	C&M			153	98.1%	*	1.9%	156
	CCS			26	92.9%	*	7.1%	28
	O&F	30	2.9%	912	89.2%	80	7.8%	1,022
	R&T	51	1.6%	3,074	93.6%	158	4.8%	3,283
	TS	21	3.2%	599	91.3%	36	5.5%	656
	Total	183	2.5%	6,994	92.8%	360	4.8%	7,537
2016	Other			18	85.7%	*	14.3%	21
	APM	86	3.5%	2,257	93.0%	83	3.4%	2,426
	C&M			148	98.0%	*	2.0%	151
	CCS			26	96.3%	*	3.7%	27
	O&F	35	3.4%	935	90.2%	67	6.5%	1,037
	R&T	50	1.5%	3,086	93.8%	155	4.7%	3,291
	TS	23	3.6%	577	90.0%	41	6.4%	641
	Total	194	2.6%	7,047	92.8%	353	4.6%	7,594
2017	Other			13	86.7%	*	13.3%	15
	APM	100	3.9%	2,380	92.8%	84	3.3%	2,564
	C&M			155	97.5%	*	2.5%	159
	CCS			28	96.6%	*	3.4%	29
	O&F	41	3.8%	976	90.7%	59	5.5%	1,076
	R&T	59	1.8%	3,056	94.1%	132	4.1%	3,247
	TS	25	3.8%	592	90.1%	40	6.1%	657
	Total	225	3.0%	7,200	92.9%	322	4.2%	7,747

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



Age

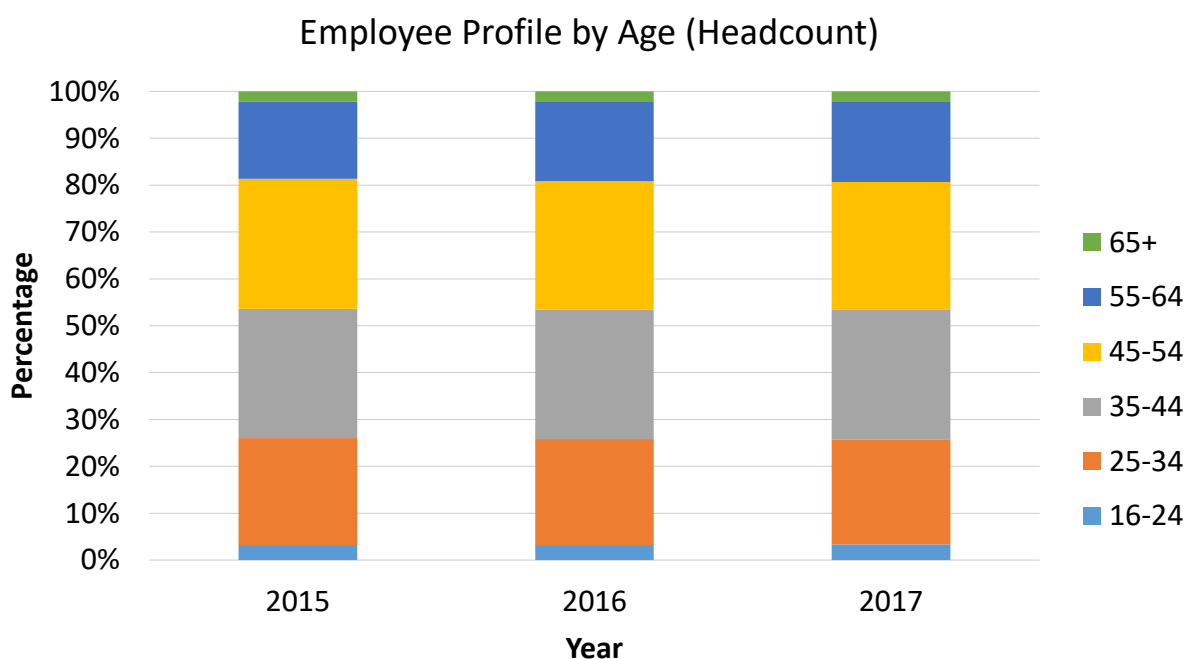
Headcount

The age profile has remained relatively constant over the three-year period, with relatively small numbers of staff in the 16-24 and 65+ age bands. There have been marginal increases in the 55-64 and 65+ age bands over the last three years.

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

	2015		2016		2017	
	No.	%	No.	%	No.	%
16-24	244	3%	245	3%	261	3%
25-34	1,719	23%	1,714	23%	1,736	22%
35-44	2,076	28%	2,097	28%	2,144	28%
45-54	2,095	28%	2,087	27%	2,108	27%
55-64	1,239	16%	1,282	17%	1,321	17%
65+	164	2%	169	2%	177	2%
Total	7,537	100%	7,594	100%	7,747	100%

Figure 1.34. Graph: Age breakdown (headcount)



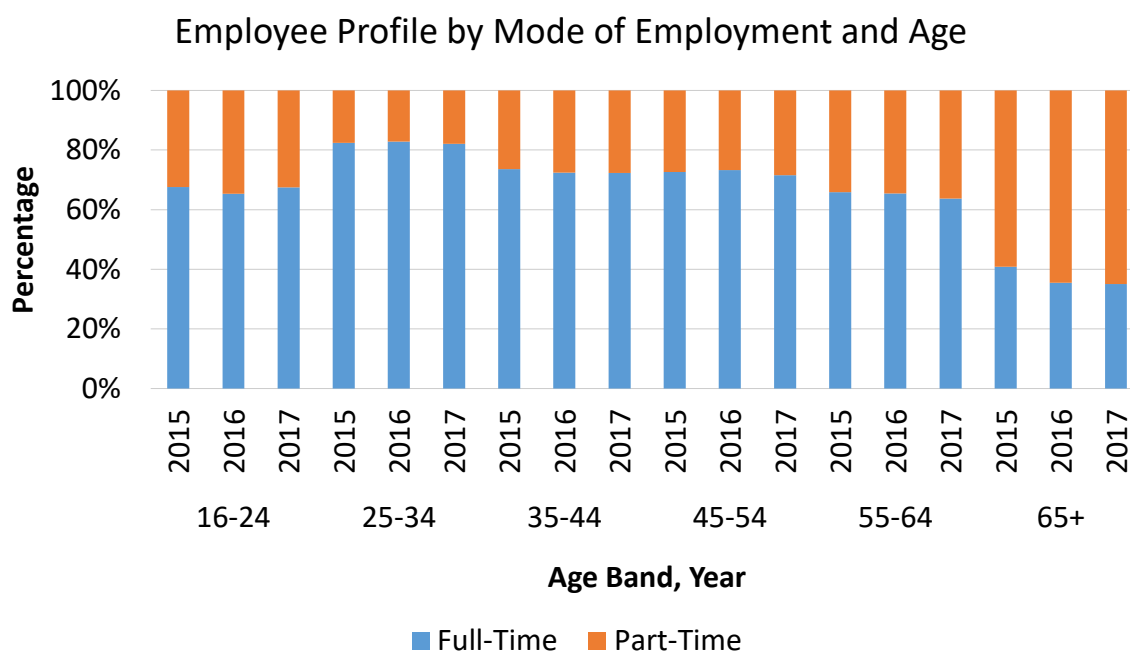
Mode of employment

Within the 25-34 age bracket there is the highest proportion of full-time employees (82%) and the smallest proportion of part-time employees (18%). Within the 65+ age bracket, a much higher proportion of staff work on a part-time contract (65%) than on a full-time contract (35%).

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

Age Band		Full-Time		Part-Time		Total
		No.	%	No.	%	
2015	16-24	165	68%	79	32%	244
	25-34	1,415	82%	304	18%	1,719
	35-44	1,528	74%	548	26%	2,076
	45-54	1,520	73%	575	27%	2,095
	55-64	816	66%	423	34%	1,239
	65+	67	41%	97	59%	164
	Total	5,511	73%	2,026	27%	7,537
2016	16-24	160	65%	85	35%	245
	25-34	1,420	83%	294	17%	1,714
	35-44	1,519	72%	578	28%	2,097
	45-54	1,527	73%	560	27%	2,087
	55-64	838	65%	444	35%	1,282
	65+	60	36%	109	64%	169
	Total	5,524	73%	2,070	27%	7,594
2017	16-24	176	67%	85	33%	261
	25-34	1,426	82%	310	18%	1,736
	35-44	1,550	72%	594	28%	2,144
	45-54	1,507	71%	601	29%	2,108
	55-64	841	64%	480	36%	1,321
	65+	62	35%	115	65%	177
	Total	5,562	72%	2,185	28%	7,747

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



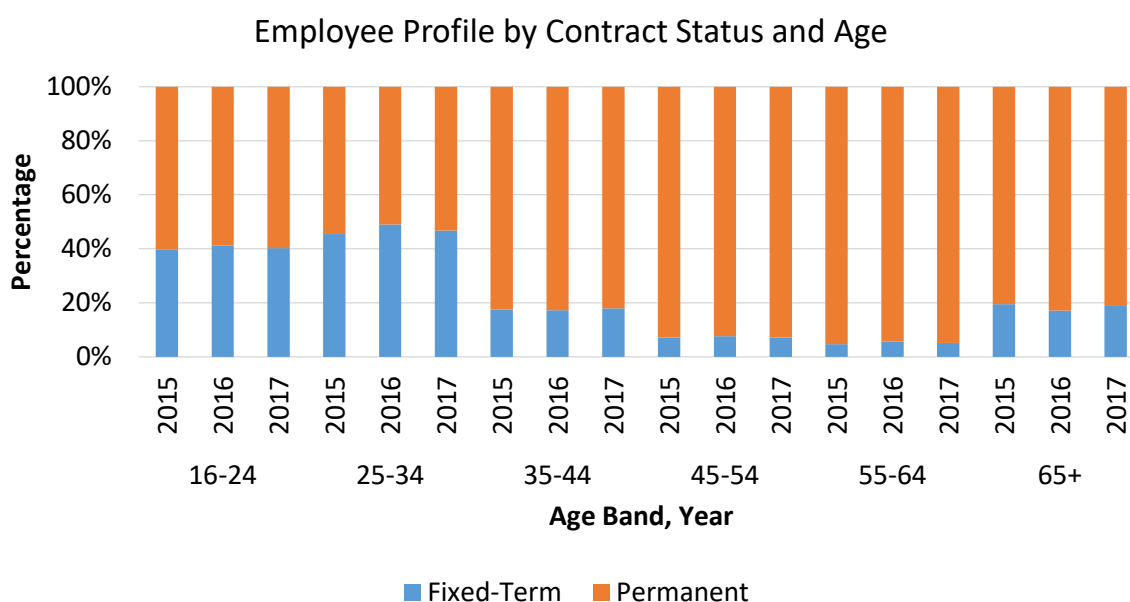
Contract Status

A higher proportion of staff in higher age bands are on permanent contracts, with the exception of staff in the 65+ age bracket. The proportion of fixed term staff within each age band has remained relatively constant over the three-year period.

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

Age Band		Fixed-Term		Permanent		Total
		No.	%	No.	%	
2015	16-24	97	40%	147	60%	244
	25-34	781	45%	938	55%	1,719
	35-44	364	18%	1,712	82%	2,076
	45-54	152	7%	1,943	93%	2,095
	55-64	59	5%	1,180	95%	1,239
	65+	32	20%	132	80%	164
	Total	1,485	20%	6,052	80%	7,537
2016	16-24	101	41%	144	59%	245
	25-34	840	49%	874	51%	1,714
	35-44	362	17%	1,735	83%	2,097
	45-54	159	8%	1,928	92%	2,087
	55-64	73	6%	1,209	94%	1,282
	65+	29	17%	140	83%	169
	Total	1,564	21%	6,030	79%	7,594
2017	16-24	105	40%	156	60%	261
	25-34	812	47%	924	53%	1,736
	35-44	386	18%	1,758	82%	2,144
	45-54	152	7%	1,956	93%	2,108
	55-64	68	5%	1,253	95%	1,321
	65+	34	19%	143	81%	177
	Total	1,557	20%	6,190	80%	7,747

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



Level

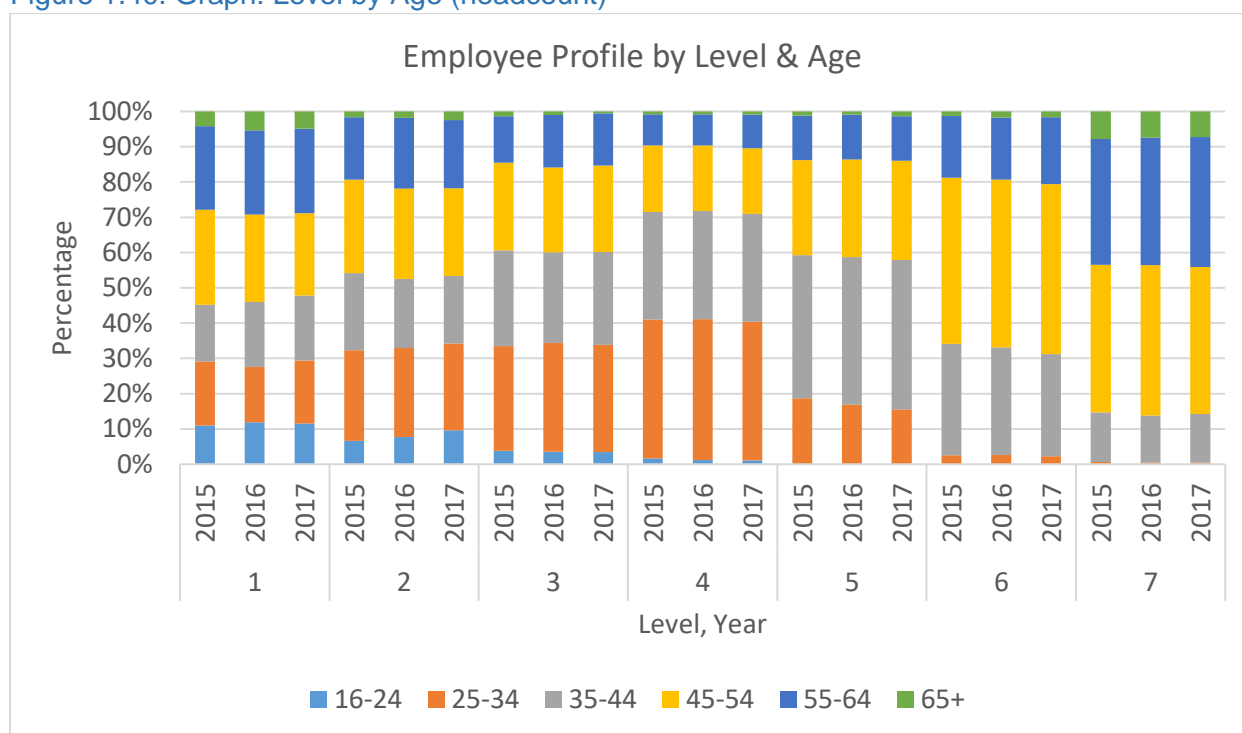
Staff in higher age groups are more likely to be in more senior roles. There has been little change in the age profile by level within the three-year period.

Figure 1.39. Table: Level by Age (headcount)

Level			16-24	25-34	35-44	45-54	55-64	65+	Total
2015	1	No.	123	203	180	302	265	47	1,120
		%	11%	18%	16%	27%	24%	4%	100%
	2	No.	54	209	178	216	144	13	814
		%	7%	26%	22%	27%	18%	2%	100%
	3	No.	35	269	246	226	120	12	908
		%	4%	30%	27%	25%	13%	1%	100%
	4	No.	32	755	585	361	170	15	1,918
		%	2%	39%	31%	19%	9%	1%	100%
	5	No.		261	568	376	177	16	1,398
		%		19%	41%	27%	13%	1%	100%
	6	No.		18	225	335	125	9	712
		%		3%	32%	47%	18%	1%	100%
2016	7	No.		*	94	279	238	52	667
		%		1%	14%	42%	36%	8%	100%
	No.		244	1,719	2,076	2,095	1,239	164	7,537
	%		3%	23%	28%	28%	16%	2%	17%
	1	No.	117	155	182	244	235	53	986
		%	12%	16%	18%	25%	24%	5%	100%
	2	No.	73	237	184	241	189	17	941
		%	8%	25%	20%	26%	20%	2%	100%
	3	No.	33	288	240	225	139	9	934
		%	4%	31%	26%	24%	15%	1%	100%
	4	No.	22	773	591	360	171	15	1,932
		%	1%	40%	31%	19%	9%	1%	100%

2017	5	No.		239	594	393	180	13	1,419
		%		17%	42%	28%	13%	1%	100%
	6	No.		19	216	338	125	12	710
		%		3%	30%	48%	18%	2%	100%
	7	No.		*	90	286	243	50	672
		%		0%	13%	43%	36%	7%	100%
	No.		245	1,714	2,097	2,087	1,282	169	7,594
	%		3%	23%	28%	27%	17%	2%	17%
	1	No.	118	182	188	238	245	50	1,021
		%	12%	18%	18%	23%	24%	5%	100%
	2	No.	87	223	173	225	175	22	905
		%	10%	25%	19%	25%	19%	2%	100%
	3	No.	34	297	257	239	145	5	977
		%	3%	30%	26%	24%	15%	1%	100%
	4	No.	22	792	615	375	192	19	2,015
		%	1%	39%	31%	19%	10%	1%	100%
	5	No.		223	611	405	181	20	1,440
		%		15%	42%	28%	13%	1%	100%
	6	No.		16	207	345	135	12	715
		%		2%	29%	48%	19%	2%	100%
	7	No.		*	93	281	248	49	674
		%		0%	14%	42%	37%	7%	100%
	No.		261	1,736	2,144	2,108	1,321	177	7,747
	%		3%	22%	28%	27%	17%	2%	17%

Figure 1.40. Graph: Level by Age (headcount)



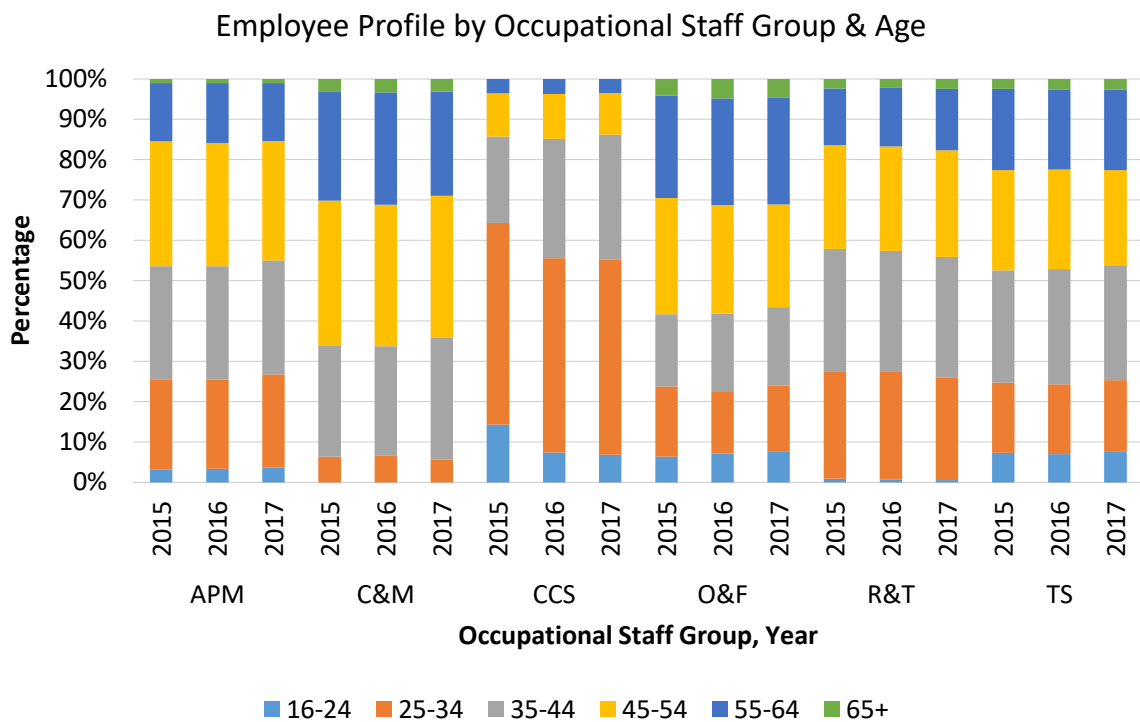
Level

The proportion of different age groups is broadly consistent across the occupational staff groups and is representative of the staff population as a whole. This has remained relatively consistent over the last three years.

Figure 1.41. Table: Occupation Group by Age (headcount (HC) and percentage)

Occupational Staff Group		16-24		25-34		35-44		45-54		55-64		65+		Total
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2015	APM	76	3%	527	22%	668	28%	733	31%	343	14%	23	1%	2,370
	C&M			10	6%	43	28%	56	36%	42	27%	5	3%	156
	CCS	*	14%	14	50%	6	21%	*	11%	*	4%			28
	O&F	65	6%	177	17%	183	18%	295	29%	260	25%	42	4%	1,022
	R&T	29	1%	877	27%	993	30%	845	26%	461	14%	78	2%	3,283
	TS	48	7%	114	17%	183	28%	163	25%	132	20%	16	2%	656
	Other	22	100%											22
	Total	244	3%	1,719	23%	2,076	28%	2,095	28%	1,239	16%	164	2%	7,537
2016	APM	82	3%	536	22%	683	28%	740	31%	361	15%	24	1%	2,426
	C&M			10	7%	41	27%	53	35%	42	28%	5	3%	151
	CCS	2	7%	13	48%	8	30%	*	11%	*	4%			27
	O&F	74	7%	158	15%	201	19%	279	27%	275	27%	50	5%	1,037
	R&T	21	1%	886	27%	981	30%	854	26%	476	14%	73	2%	3,291
	TS	45	7%	111	17%	183	29%	158	25%	127	20%	17	3%	641
	Other	21	100%											21
	Total	245	3%	1,714	23%	2,097	28%	2,087	28%	1,282	17%	169	2%	7,594
2017	APM	94	4%	593	23%	723	28%	759	30%	369	14%	26	1%	2,564
	C&M			9	6%	48	30%	56	35%	41	26%	5	3%	159
	CCS	*	7%	14	48%	9	31%	*	10%	*	3%			29
	O&F	83	8%	175	16%	209	19%	274	25%	285	26%	50	5%	1,076
	R&T	19	1%	828	26%	967	30%	861	27%	493	15%	79	2%	3,247
	TS	49	7%	116	18%	188	29%	155	24%	132	20%	17	3%	657
	Other	14	93%	*	7%									15
	Total	261	3%	1,736	22%	2,144	28%	2,108	27%	1,321	17%	177	2%	7,747

Figure 1.42. Graph: Occupation Group by Age (headcount and percentage)



2. Recruitment

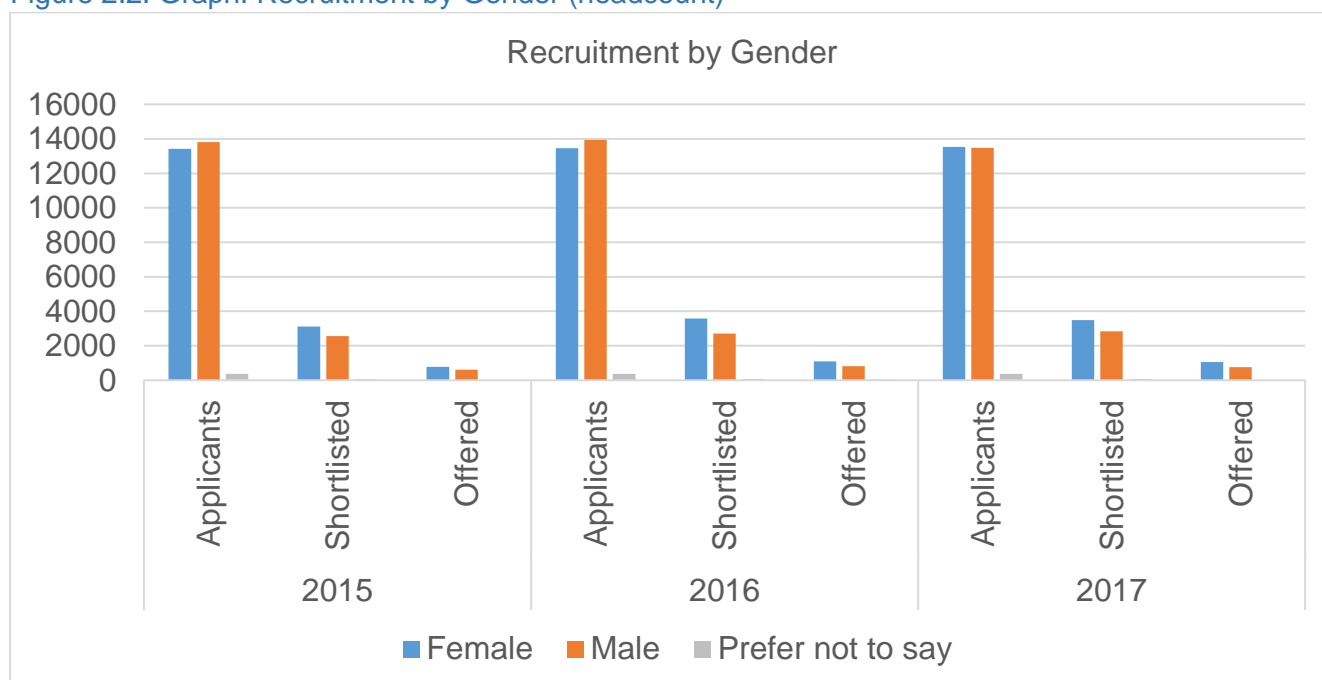
Gender

2017 saw a 1% increase in the proportion of female applicants, with female candidates receiving a slightly higher ratio of offers to invitations to interview (1.05) than male candidates (0.94). Overall, females accounted for 49.5% of applications and 57.3% of offers.

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

		Female		Male		Prefer not to say		
		Headcount	%	Headcount	%	Headcount	%	Total
2015	Applicants	13417	48.64%	13804	50.05%	361	1.31%	27582
	Shortlisted	3116	54.41%	2561	44.72%	50	0.87%	5727
	Offered	785	55.87%	605	43.06%	15	1.07%	1405
2016	Applicants	13453	48.48%	13938	50.22%	361	1.30%	27752
	Shortlisted	3573	56.19%	2709	42.60%	77	1.21%	6359
	Offered	1103	56.19%	824	41.98%	36	1.83%	1963
2017	Applicants	13536	49.45%	13477	49.23%	361	1.32%	27374
	Shortlisted	3494	54.53%	2837	44.27%	77	1.20%	6408
	Offered	1056	57.30%	763	41.40%	24	1.31%	1843

Figure 2.2. Graph: Recruitment by Gender (headcount)



Ethnicity

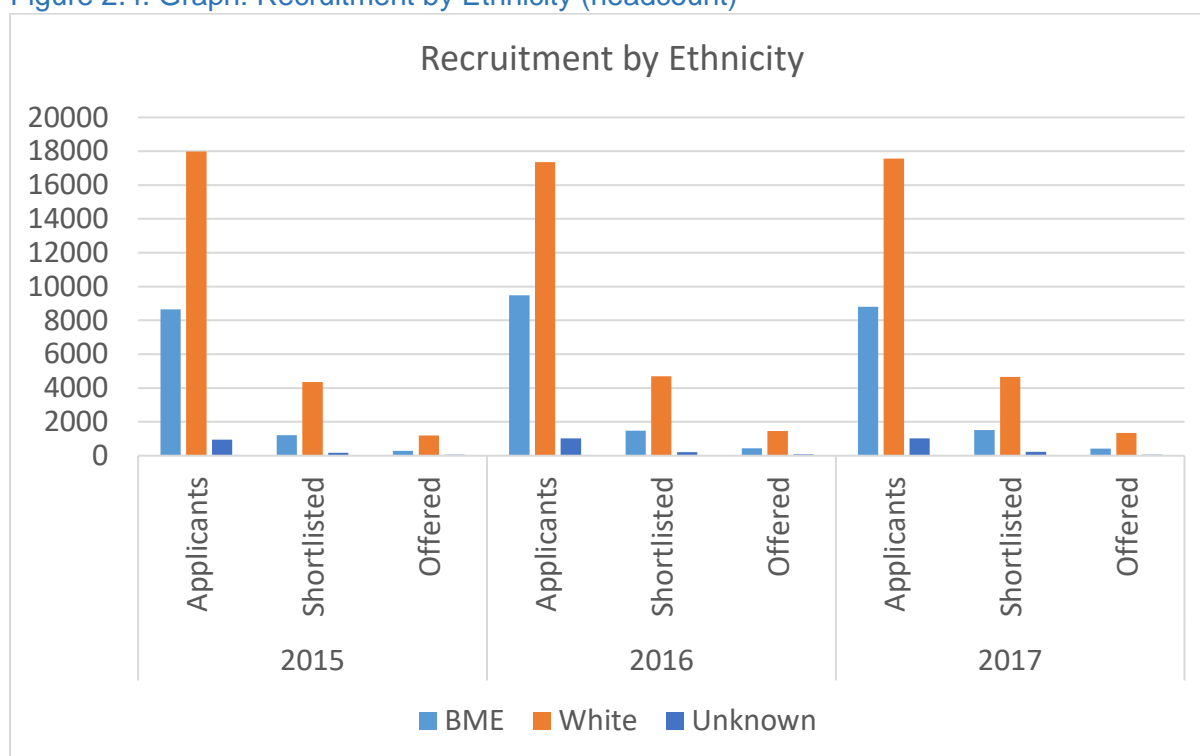
The proportion of applicants from a Black of Minority Ethnic background declined in 2017 to 32.1%, while remaining above its 2015 level (31.4%). BME candidates were less successful in reaching the interview (23.7%) and offer (22.7%) stages.

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

		BME		White		Unknown		
		Headcount	%	Headcount	%	Headcount	%	Total
2015	Applicants	8652	31.36%	17984	65.19%	953	3.45%	27589
	Shortlisted	1209	21.06%	4351	75.80%	180	3.14%	5740

2016	Offered	291	18.74%	1204	77.53%	58	3.73%	1553
	Applicants	9478	34.02%	17361	62.32%	1019	3.66%	27858
	Shortlisted	1487	23.26%	4698	73.49%	208	3.25%	6393
2017	Offered	429	21.85%	1463	74.53%	71	3.62%	1963
	Applicants	8809	32.14%	17570	64.11%	1029	3.75%	27408
	Shortlisted	1519	23.70%	4657	72.67%	232	3.62%	6408
	Offered	418	22.68%	1356	73.58%	69	3.74%	1843

Figure 2.4. Graph: Recruitment by Ethnicity (headcount)



Disability

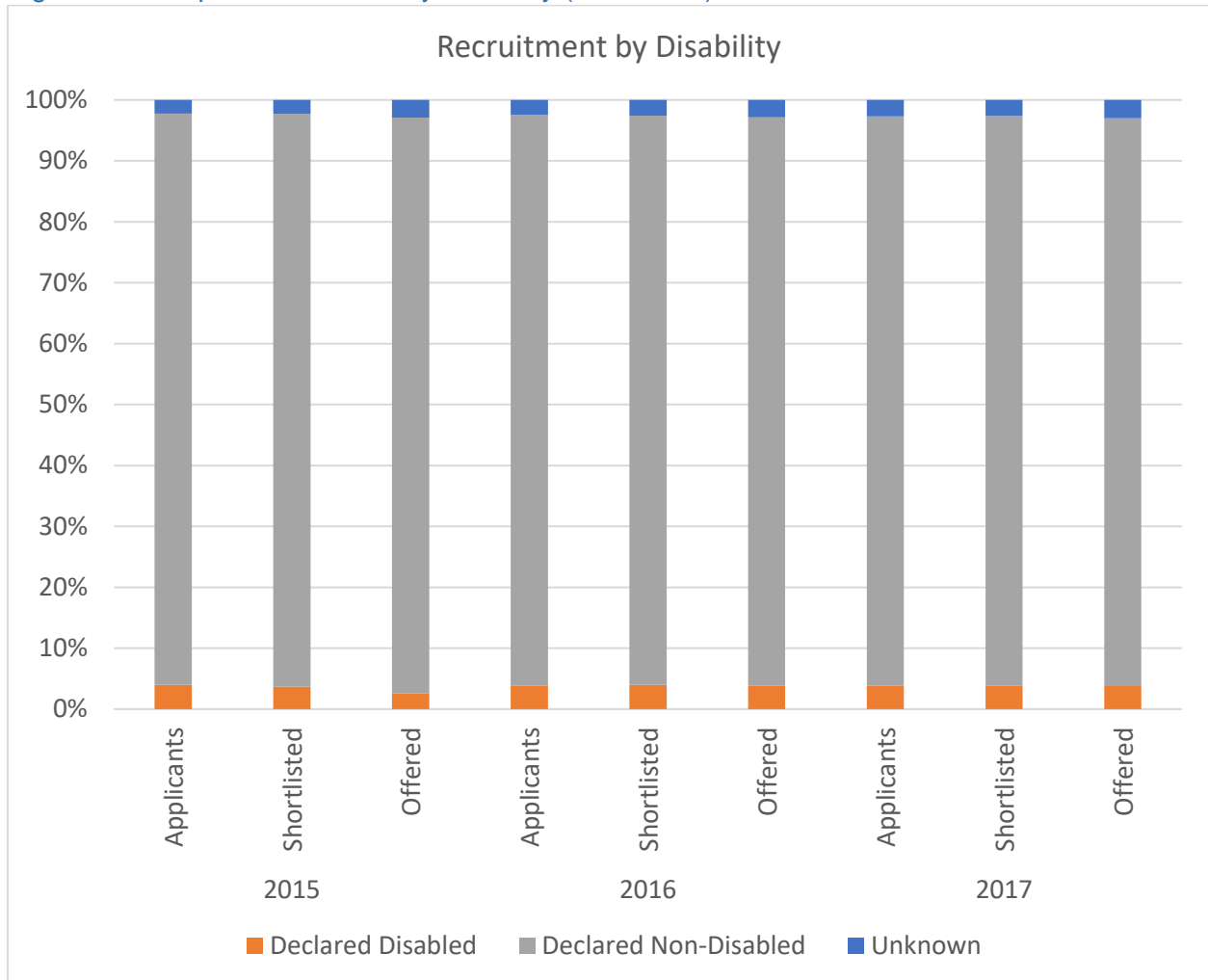
The proportion of applicants declaring a disability increased marginally in 2017 to 3.86%, reversing a previous trend towards fewer disabled applicants. The proportion of disabled staff reaching the interview (3.82%) and offer (3.8%) stages decreased marginally.

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

		Declared Disabled		Declared Non-Disabled		Unknown		Total
		Headcount	%	Headcount	%	Headcount	%	
2015	Applicants	1099	3.98%	25873	93.78%	617	2.24%	27589
	Shortlisted	210	3.66%	5399	94.06%	131	2.28%	5740

2016	Offered	40	2.58%	1468	94.53%	45	2.90%	1553
	Applicants	1067	3.83%	26117	93.75%	674	2.42%	27858
	Shortlisted	256	4.00%	5971	93.40%	166	2.60%	6393
2017	Offered	76	3.87%	1831	93.28%	56	2.85%	1963
	Applicants	1059	3.86%	25609	93.44%	740	2.70%	27408
	Shortlisted	245	3.82%	5993	93.52%	170	2.65%	6408
	Offered	70	3.80%	1718	93.22%	55	2.98%	1843

Figure 2.6. Graph: Recruitment by Disability (headcount)



Age

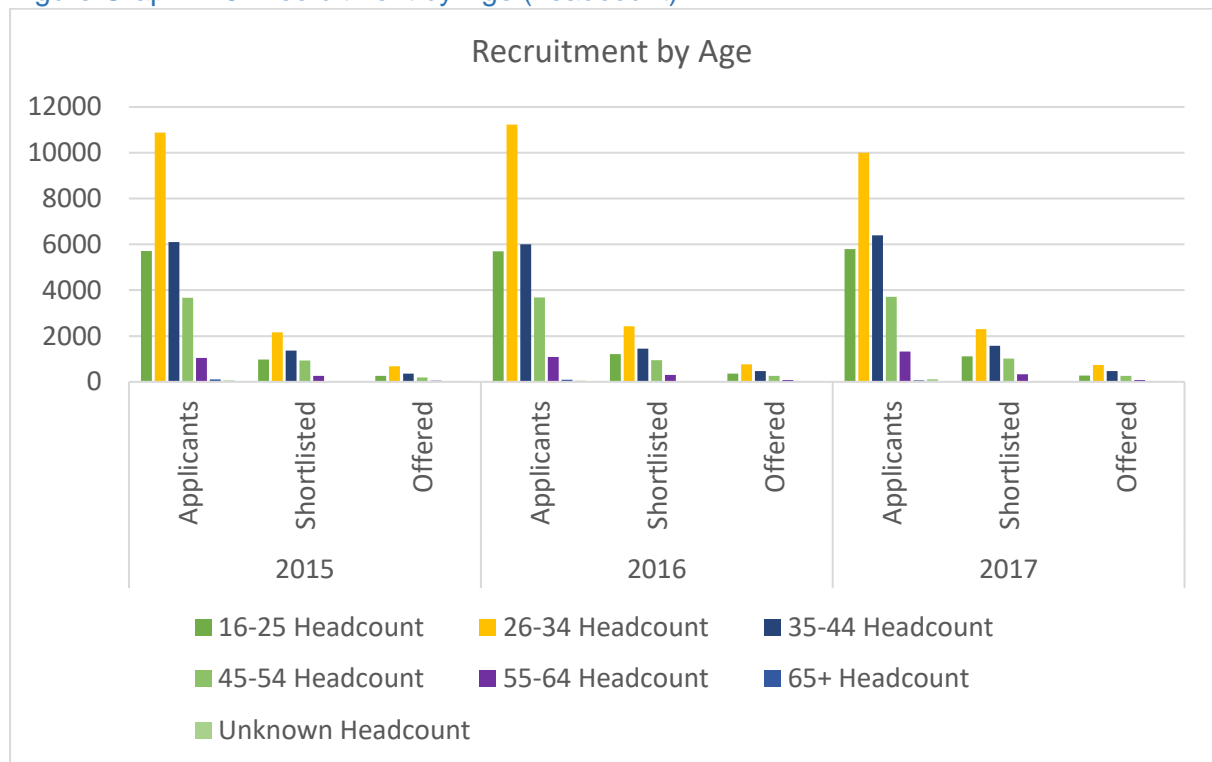
2017 saw an increase in the proportion of job applicants in the 35-44 age range. Applicants over the age of 65 saw a much higher success rate following application than other age groups, and in particular the 16-25 category.

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

		2015			2016			2017		
		Applicants	Shortlisted	Offered	Applicants	Shortlisted	Offered	Applicants	Shortlisted	Offered
16-25	Headcount	5705	979	259	5702	1206	359	5796	1120	269
	%	20.68%	17.06%	16.68%	20.47%	18.86%	18.35%	21.15%	17.48%	14.60%
26-34	Headcount	10887	2165	686	11229	2431	766	9999	2306	731

	%	39.46%	37.72%	44.17%	40.31%	38.03%	39.16%	36.48%	35.99%	39.66%
	Headcount	6106	1367	357	6001	1443	473	6393	1571	477
35-44	%	22.13%	23.82%	22.99%	21.54%	22.57%	24.18%	23.33%	24.52%	25.88%
	Headcount	3671	932	189	3691	950	257	3711	1019	257
45-54	%	13.31%	16.24%	12.17%	13.25%	14.86%	13.14%	13.54%	15.90%	13.94%
	Headcount	1050	261	48	1085	306	82	1320	336	84
55-64	%	3.81%	4.55%	3.09%	3.89%	4.79%	4.19%	4.82%	5.24%	4.56%
	Headcount	111	11	5	98	18	6	71	25	13
65+	%	0.40%	0.19%	0.32%	0.35%	0.28%	0.31%	0.26%	0.39%	0.71%
	Headcount	59	25	9	52	39	13	118	31	12
Unkno wn	%	27589	5740	1553	27858	6393	1956	27408	6408	1843
	Headcount									

Figure Graph: 2.8. Recruitment by Age (headcount)



3. PDPR

The ratings available are: 1 (exceeds expectations), 2 (meets expectations) and 3 (below expectations). Data provided for the APM, TS, CCS, and R&T staff groups.

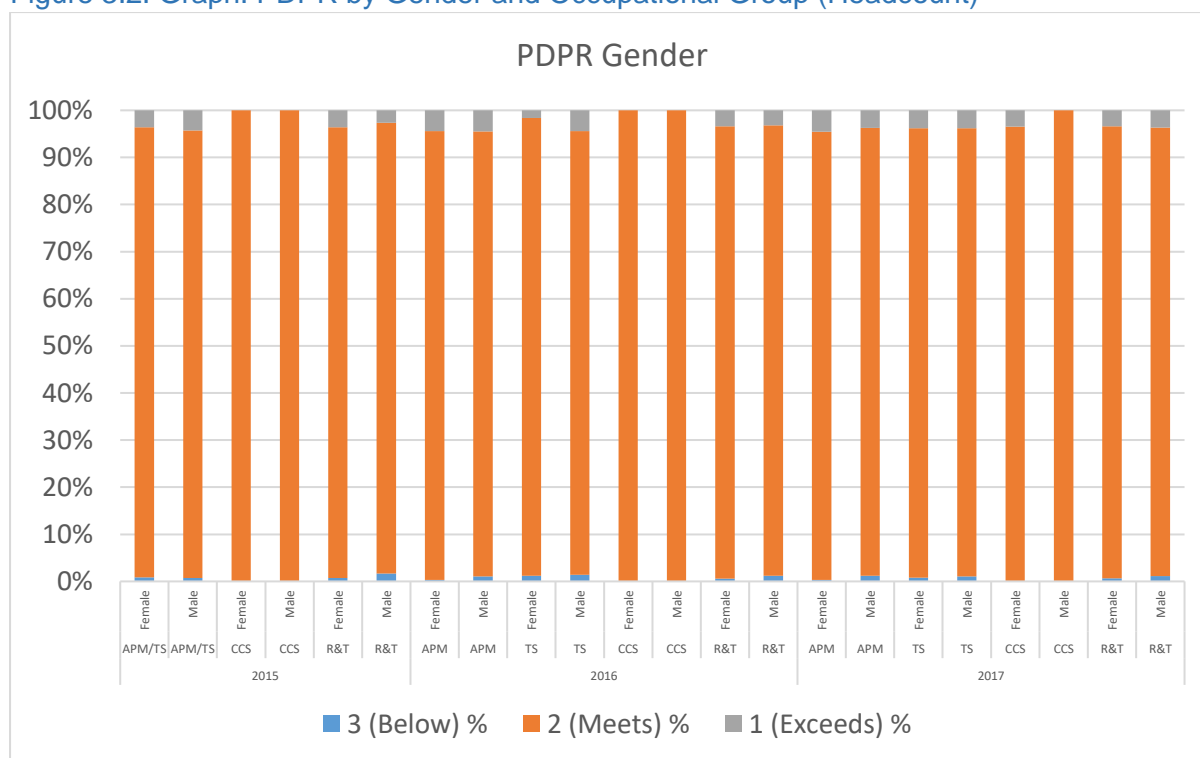
Gender

A higher proportion of female staff received a rating 1 (Exceeds) in all staff groups other than R&T, with the highest differential in the APM staff group. This reversed a prior trend of male staff being more likely to receive Rating 1 in the APM and other staff groups. In the case of R&T staff, female staff were more likely than male staff to receive a Rating 1 in the previous two years.

Figure 3.1. Table: PDPR by Gender and Occupation Group (headcount and percentage)

Year	Group	Gender	3 (Below)	2 (Meets)	1 (Exceeds)	3 (Below) %	2 (Meets) %	1 (Exceeds) %
2015	APM/TS	Female	17	1920	72	0.85%	95.57%	3.58%
	APM/TS	Male	7	932	42	0.71%	95.01%	4.28%
	CCS	Female	0	28	0	0.00%	100.00%	0.00%
	CCS	Male	0	*	0	0.00%	100.00%	0.00%
	R&T	Female	9	1142	43	0.75%	95.64%	3.60%
	R&T	Male	26	1465	40	1.70%	95.69%	2.61%
2016	APM	Female	5	1688	78	0.30%	95.30%	4.40%
	APM	Male	7	587	28	1.10%	94.40%	4.50%
	TS	Female	*	238	*	1.20%	97.20%	1.60%
	TS	Male	5	345	16	1.40%	94.30%	4.40%
	CCS	Female	0	27	0	0.00%	100.00%	0.00%
	CCS	Male	0	*	0	0.00%	100.00%	0.00%
	R&T	Female	7	1169	41	0.60%	96.10%	3.40%
	R&T	Male	18	1441	48	1.20%	95.60%	3.20%
2017	APM	Female	6	1758	84	0.32%	95.13%	4.55%
	APM	Male	8	638	25	1.19%	95.08%	3.73%
	TS	Female	*	250	10	0.76%	95.42%	3.82%
	TS	Male	*	353	14	1.08%	95.15%	3.77%
	CCS	Female	0	28	*	0.00%	96.55%	3.45%
	CCS	Male	0	*	0	0.00%	100.00%	0.00%
	R&T	Female	8	1168	41	0.66%	95.97%	3.37%
	R&T	Male	17	1406	54	1.15%	95.19%	3.66%

Figure 3.2. Graph: PDPR by Gender and Occupational Group (Headcount)



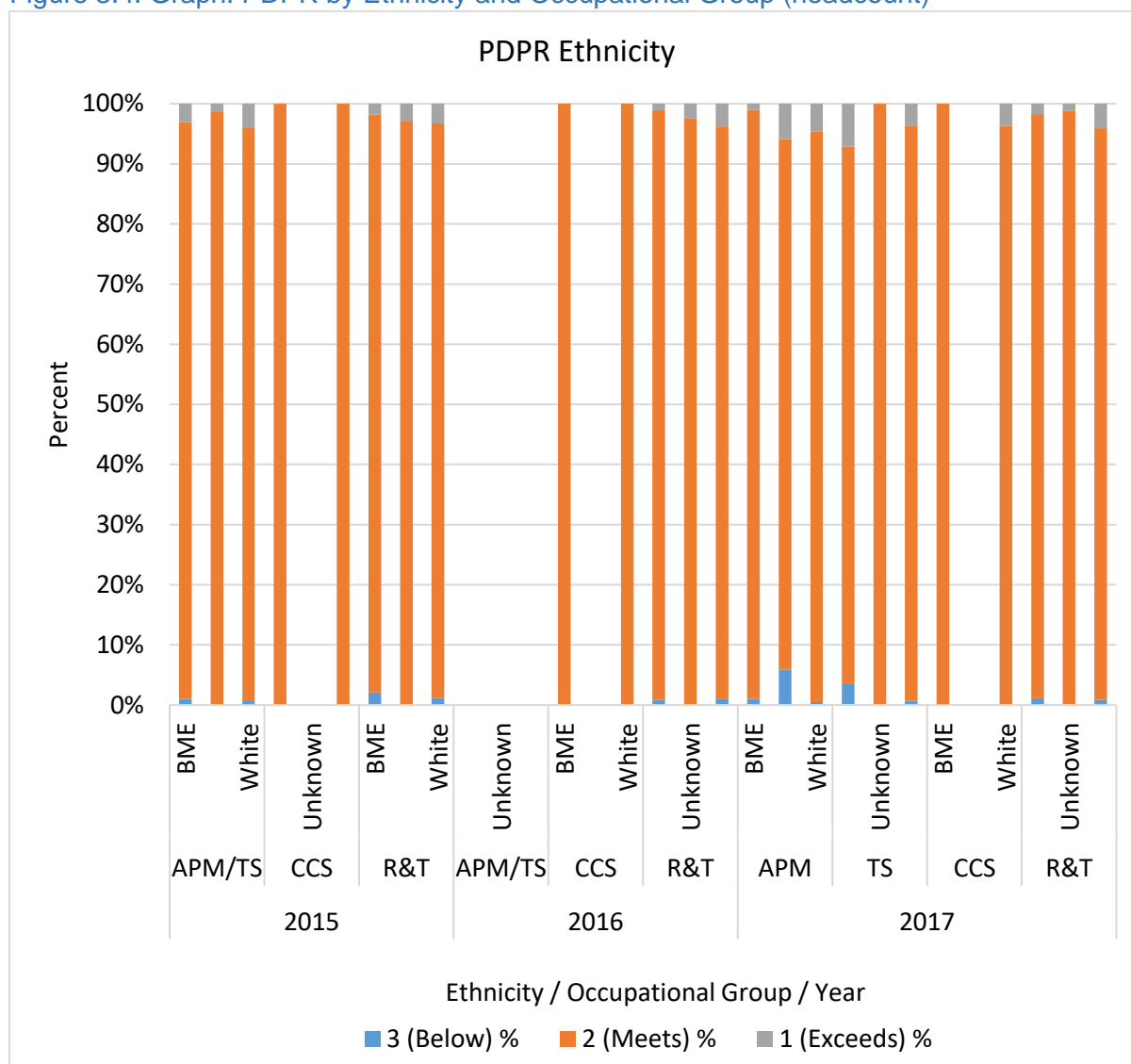
Ethnicity

Across the Administrative Professional and Managerial, Research & Teaching occupational groups, there is a higher proportion of white staff than BME staff who received a 1 rating in 2017. A proportionately higher number of BME staff achieved a 1 rating in the Technical Services job family in 2017. Over the past three years, a higher proportion of BME staff received a 3 rating across a number of occupational groups compared to white staff.

Figure 3.3. Table: PDPR by Ethnicity and Occupational Group (headcount and percentage)

			3 (below)		2 (meets)		1 (exceeds)	
			Headcount	%	Headcount	%	Headcount	%
2015	APM/TS	BME	*	1.03%	186	95.88%	6	3.09%
		Unknown	0	0.00%	79	98.75%	*	1.25%
		White	22	0.81%	2587	95.25%	107	3.94%
	CCS	BME	0	0.00%	*	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
		White	0	0.00%	25	100.00%	0	0.00%
	R&T	BME	9	2.07%	418	96.09%	8	1.84%
		Unknown	0	0.00%	137	97.16%	*	2.84%
		White	26	1.21%	2052	95.49%	71	3.30%
2016	APM/TS	BME	0	0.00%	0	0.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
		White	0	0.00%	0	0.00%	0	0.00%
	CCS	BME	0	0.00%	*	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
		White	0	0.00%	24	100.00%	0	0.00%
	R&T	BME	*	0.87%	449	98.03%	5	1.09%
		Unknown	0	0.00%	122	97.60%	*	2.40%
		White	21	0.98%	2039	95.24%	81	3.78%
2017	APM	BME	*	1.03%	190	97.94%	*	1.03%
		Unknown	*	5.88%	15	88.24%	*	5.88%
		White	11	0.48%	2191	94.93%	106	4.59%
	TS	BME	*	3.57%	50	89.29%	*	7.14%
		Unknown	0	0.00%	25	100.00%	0	0.00%
		White	*	0.72%	528	95.65%	20	3.62%
	CCS	BME	0	0.00%	*	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
		White	0	0.00%	26	96.30%	*	3.70%
	R&T	BME	6	1.15%	505	97.12%	9	1.73%
		Unknown	0	0.00%	85	98.84%	*	1.16%
		White	19	0.91%	1984	95.02%	85	4.07%

Figure 3.4. Graph: PDPR by Ethnicity and Occupational Group (headcount)



Disability

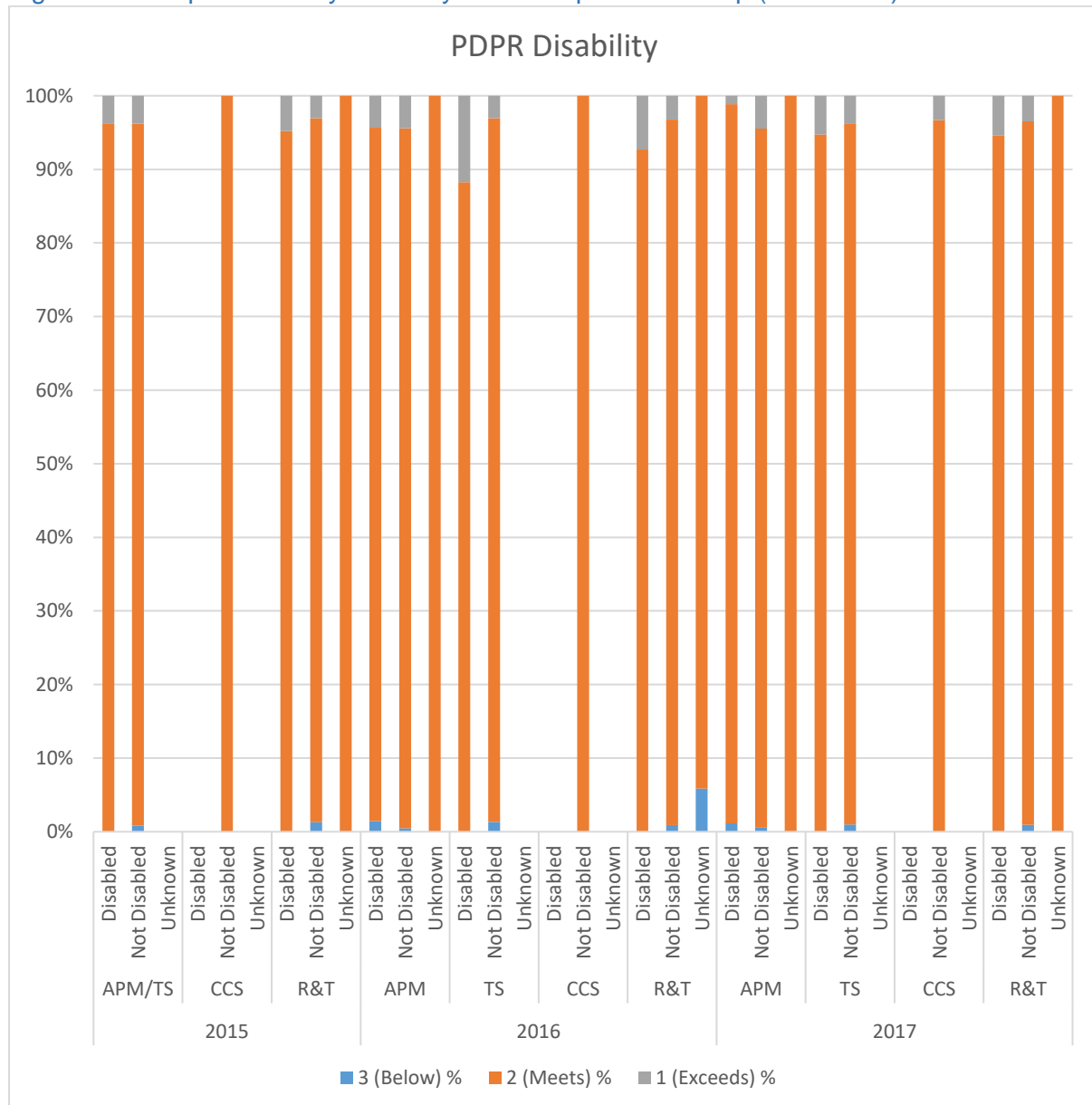
In 2017 staff declaring a disability were proportionately more likely to receive a Rating 1 (Exceeds) in the R&T and TS categories, but less likely to receive a Rating 1 in the APM job family (where the proportion of 'not disabled' staff achieving a 1 rating remained relatively constant to 2016). Low declaration rates limit analysis but only one job group (APM) saw a higher proportion of disabled staff receive a Rating 3 (Below).

Figure 3.5. Table: PDPR by Disability and Occupational Group (headcount and percentage)

			3 (below)		2 (meets)		1 (exceeds)	
			Headcount	%	Headcount	%	Headcount	%
2015	APM/TS	Disabled	0	0.00%	77	96.25%	*	3.75%
		Not Disabled	24	0.82%	2775	95.36%	111	3.81%
		Unknown	0	0.00%	0	0.00%	0	0.00%

	CCS	Disabled	0	0.00%	0	0.00%	0	0.00%
		Not Disabled	0	0.00%	29	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	R&T	Disabled	0	0.00%	40	95.24%	*	4.76%
		Not Disabled	35	1.31%	2547	95.64%	81	3.04%
		Unknown	0	0.00%	20	100.00%	0	0.00%
2016	APM	Disabled	*	1.45%	65	94.20%	*	4.35%
		Not Disabled	11	0.47%	2208	95.09%	103	4.44%
		Unknown	0	0.00%	*	100.00%	0	0.00%
	TS	Disabled	0	0.00%	15	88.24%	*	11.76%
		Not Disabled	8	1.35%	568	95.62%	18	3.03%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	CCS	Disabled	0	0.00%	0	0.00%	0	0.00%
		Not Disabled	0	0.00%	28	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	R&T	Disabled	0	0.00%	38	92.68%	*	7.32%
		Not Disabled	24	0.90%	2556	95.87%	86	3.23%
		Unknown	*	5.88%	16	94.12%	0	0.00%
2017	APM	Disabled	*	1.15%	85	97.70%	*	1.15%
		Not Disabled	13	0.54%	2308	95.02%	108	4.45%
		Unknown	0	0.00%	*	100.00%	0	0.00%
	TS	Disabled	0	0.00%	18	94.74%	*	5.26%
		Not Disabled	6	0.98%	585	95.28%	23	3.75%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	CCS	Disabled	0	0.00%	0	0.00%	0	0.00%
		Not Disabled	0	0.00%	29	96.67%	*	3.33%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	R&T	Disabled	0	0.00%	53	94.64%	*	5.36%
		Not Disabled	25	0.95%	2520	95.56%	92	3.49%
		Unknown	0	0.00%	*	100.00%	0	0.00%

Figure 3.6. Graph: PDPR by Disability and Occupational Group (headcount)



Age

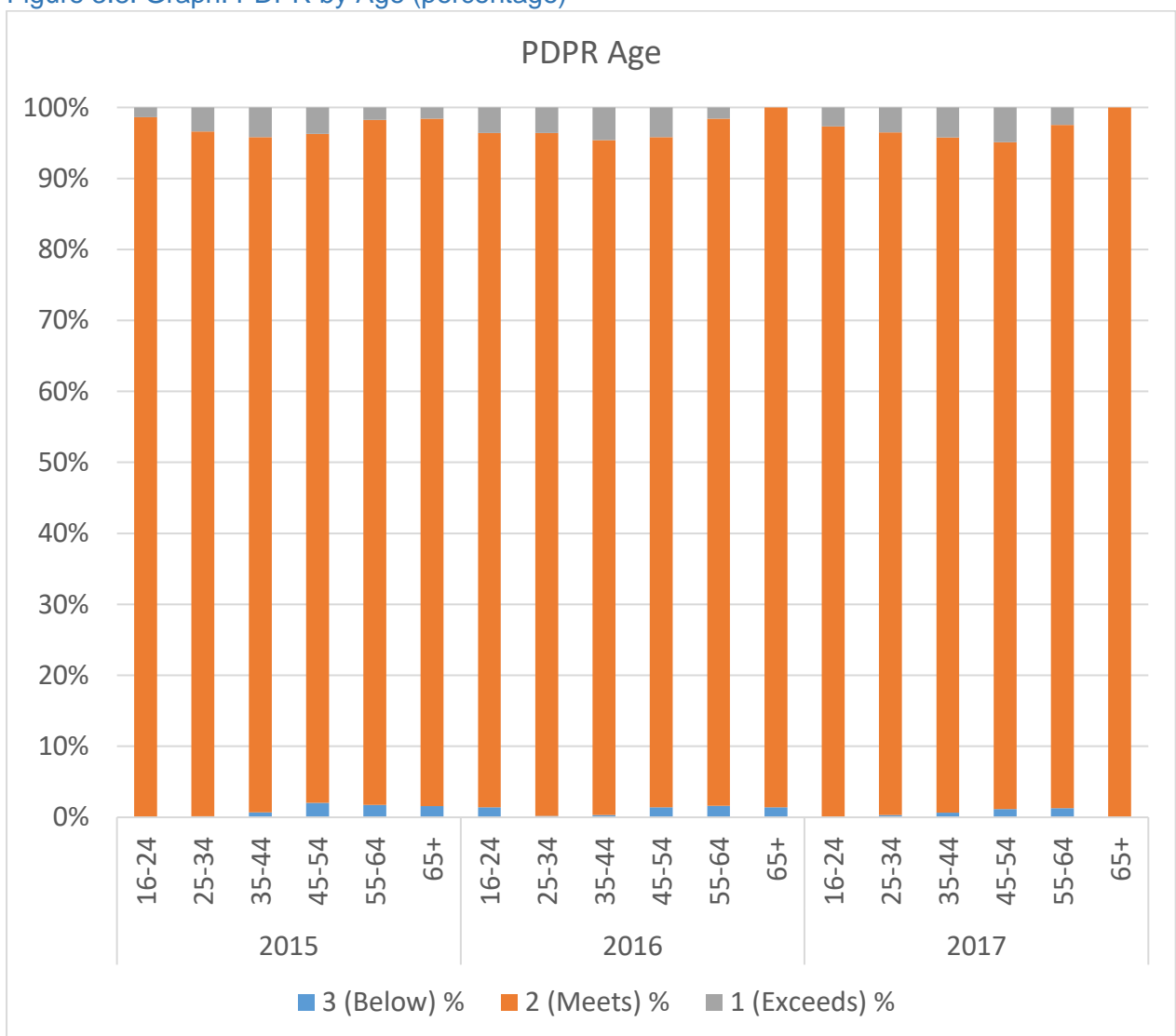
2017 saw increases in the proportion of Rating 1 (Exceed) scores in the 45-54 and 55-64 age categories. These age groups were also proportionately more likely to receive a Rating 3 (Below) score.

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

		3 (below)		2 (meets)		1 (exceeds)	
		Headcount	%	Headcount	%	Headcount	%
2015	16-24	0	0.00%	144	98.63%	*	1.37%
	25-34	*	0.13%	1459	96.49%	51	3.37%
	35-44	12	0.68%	1680	95.13%	74	4.19%
	45-54	31	2.05%	1424	94.24%	56	3.71%
	55-64	13	1.74%	719	96.51%	13	1.74%

2016	65+	*	1.56%	62	96.88%	*	1.56%
	16-24	*	1.40%	131	94.90%	5	3.60%
	25-34	*	0.20%	1450	96.30%	54	3.60%
	35-44	*	0.30%	1690	95.20%	80	4.60%
	45-54	22	1.40%	1433	94.30%	64	4.20%
	55-64	12	1.60%	722	96.80%	12	1.60%
2017	65+	*	1.40%	70	98.60%	0	0.00%
	16-24	0	0.00%	145	97.32%	*	2.68%
	25-34	5	0.33%	1473	96.15%	54	3.52%
	35-44	12	0.67%	1710	95.11%	76	4.23%
	45-54	18	1.16%	1458	93.94%	76	4.90%
	55-64	10	1.29%	745	96.25%	19	2.45%
	65+	0	0.00%	71	100.00%	0	0.00%

Figure 3.8. Graph: PDPR by Age (percentage)



4. Promotions

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

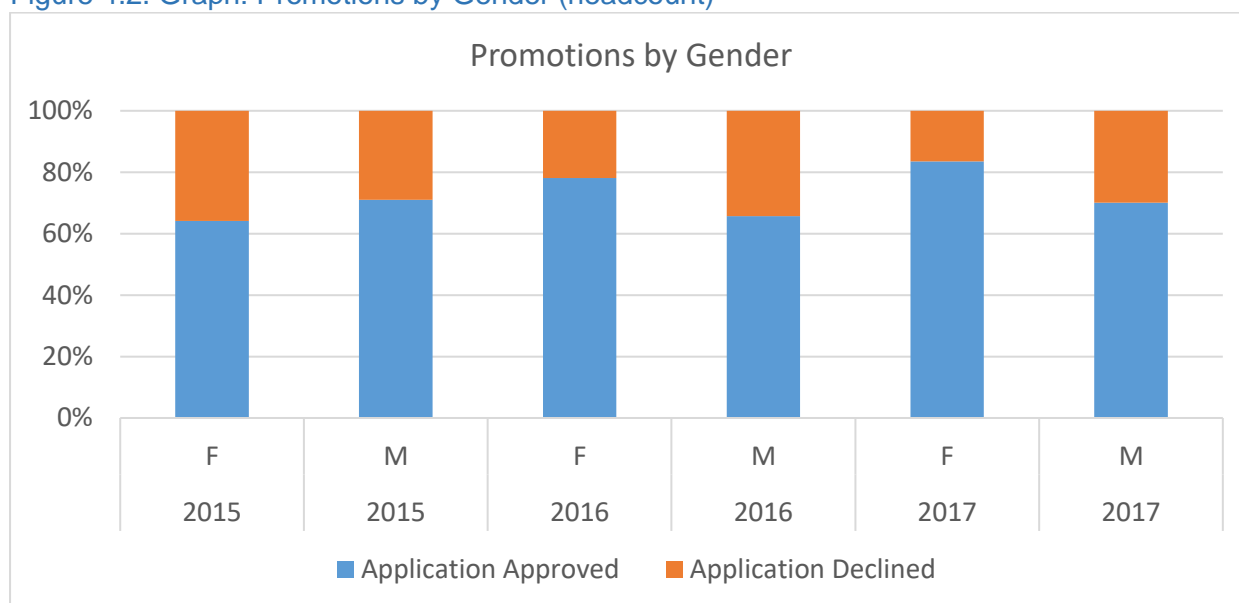
Gender

A higher proportion of promotion applicants were approved for female staff (84%) than male staff (70%), continuing a two-year trend.

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

Year	Gender	Promotion Applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2013	F	44	19	69.84%	30.16%
2013	M	71	27	72.45%	27.55%
2014	F	48	11	81.36%	18.64%
2014	M	47	27	63.51%	36.49%
2015	F	34	19	64.15%	35.85%
2015	M	54	22	71.05%	28.95%
2016	F	50	14	78.13%	21.88%
2016	M	44	23	65.67%	34.33%
2017	F	56	11	83.58%	16.42%
2017	M	61	26	70.11%	29.89%

Figure 4.2. Graph: Promotions by Gender (headcount)



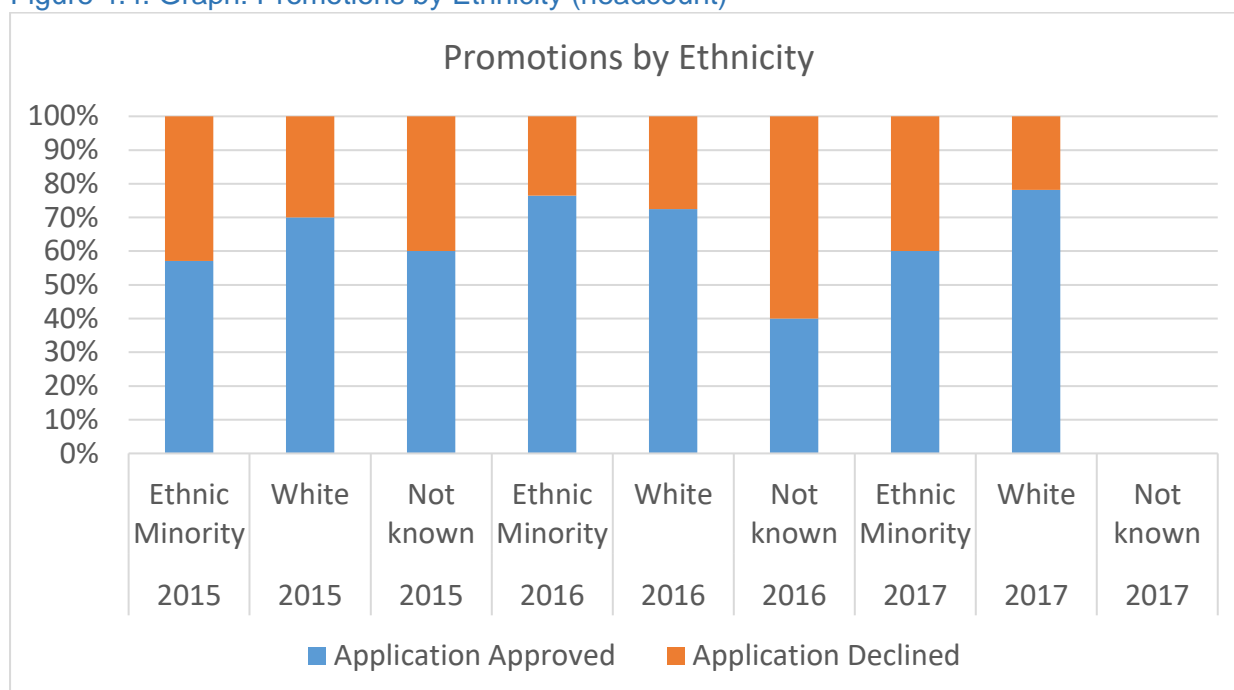
Ethnicity

A lower proportion of promotion applications were approved for Black and Minority Ethnic staff (60%) than White staff (78%), similar to the 2015's observed differences. 2014 and 2016 saw higher BME promotion rates.

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

Year	Ethnicity	Promotion Applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2015	Ethnic Minority	8	6	57.14%	42.86%
2015	Not known	*	*	60.00%	40.00%
2015	White	77	33	70.00%	30.00%
2016	BME	13	*	76.47%	23.53%
2016	Not known	*	*	40.00%	60.00%
2016	White	79	30	72.48%	27.52%
2017	BME	15	10	60.00%	40.00%
2017	Unknown	5	0	100.00%	0.00%
2017	White	97	27	78.23%	21.77%

Figure 4.4. Graph: Promotions by Ethnicity (headcount)



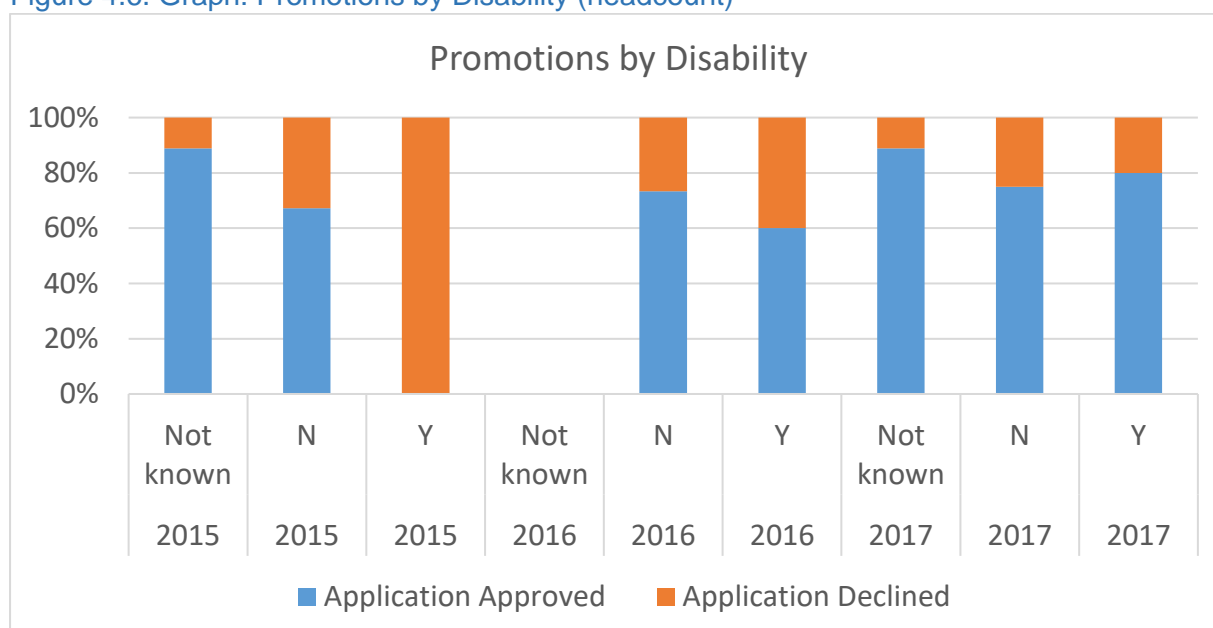
Disability

A higher proportion of staff with a declared disability were successful in relation to promotion applications in 2017 than in previous years, which saw lower success rates for disabled staff. These figures are in the context of low disability declaration rates.

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

Year	Disability	Promotion Applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2015	Not known	8	*	88.89%	11.11%
2015	N	80	39	67.23%	32.77%
2015	Y	0	*	0.00%	100.00%
2016	Not known	0	0	0.00%	0.00%
2016	N	88	32	73.33%	26.67%
2016	Y	*	*	60.00%	40.00%
2017	Unknown	8	*	88.89%	11.11%
2017	N	105	35	75.00%	25.00%
2017	Y	*	*	80.00%	20.00%

Figure 4.6. Graph: Promotions by Disability (headcount)



Age

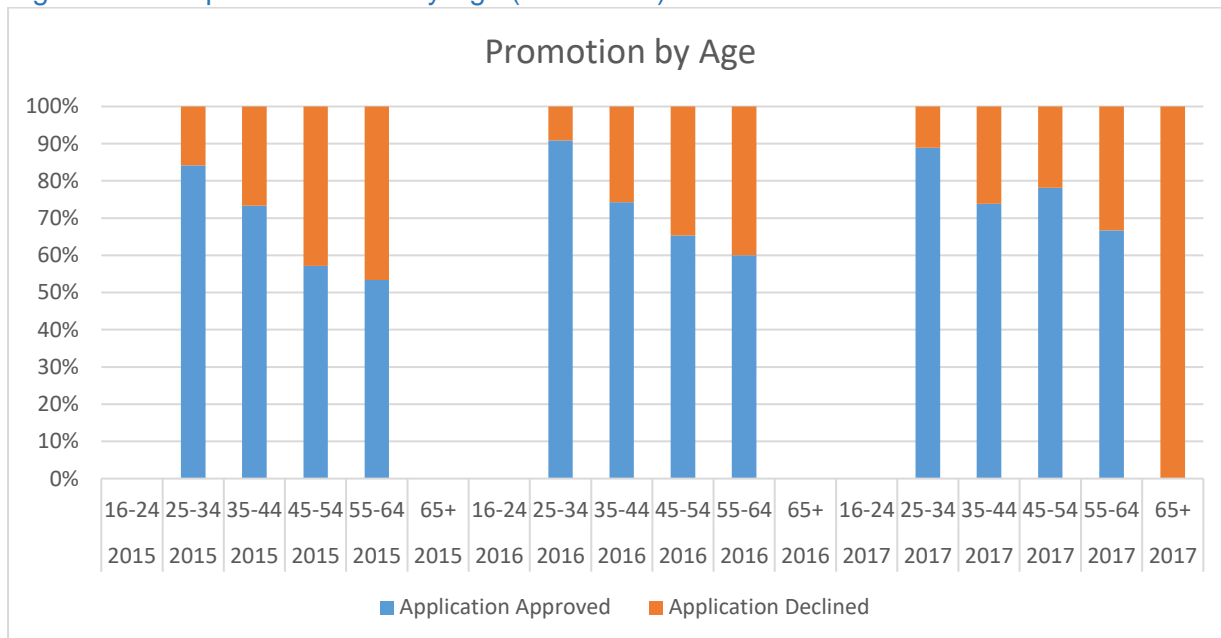
A lower proportion of applications from staff in higher age categories (45-54, 55-64 and 65+) were approved compared to other age groups, continuing a three-year trend.

Figure 4.7. Table: Promotions by Age (percentage)

Year	Age Band	Promotion Applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2015	16-24	0	0	0%	0%
2015	25-34	16	*	84%	16%
2015	35-44	44	16	73%	27%
2015	45-54	20	15	57%	43%
2015	55-64	8	7	53%	47%
2015	65+	0	0	0%	0%
2016	16-24	0	0	0%	0%
2016	25-34	10	*	91%	9%
2016	35-44	49	17	74%	26%
2016	45-54	32	17	65%	35%
2016	55-64	*	*	60%	40%
2016	65+	0	0	0%	0%
2017	16-24	0	0	0%	0%
2017	25-34	16	*	89%	11%

2017	35-44	48	17	74%	26%
2017	45-54	43	12	78%	22%
2017	55-64	10	5	67%	33%
2017	65+	0	*	0%	100%

Figure 4.8. Graph: Promotions by Age (headcount)



5. Regrading

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

Gender

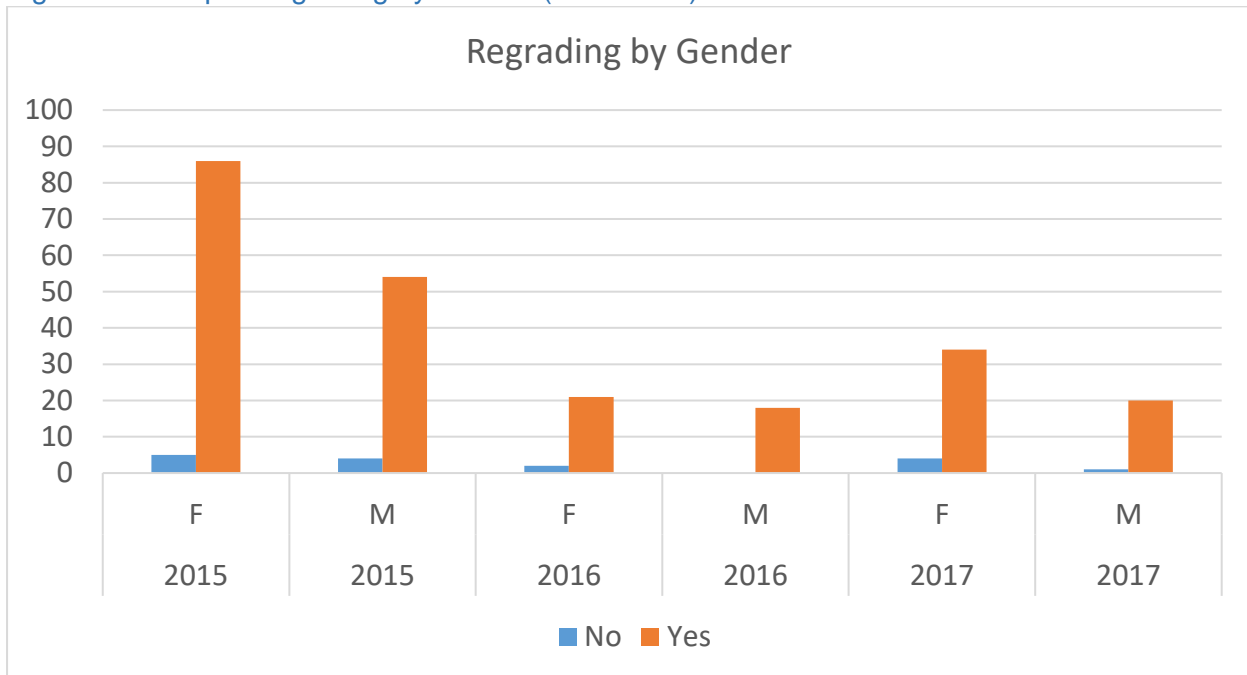
A higher proportion of men (95%) than women (89%) were regraded in 2017 following a formal review of the role, as in 2016. This was not the case in previous years with a slightly higher proportion of women being regraded than men.

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

Year	Gender	Headcount		%	
		No	Yes	No	Yes
2013	F	*	36	12%	88%
2013	M	*	16	5.88%	94.12%
2014	F	*	24	13.79%	86.21%
2014	M	*	10		100.00%

2015	F	5	86	5.49%	94.51%
2015	M	*	54	6.90%	93.10%
2016	F	*	21	8.70%	91.30%
2016	M	0	18	0.00%	100.00%
2017	F	*	34	10.53%	89.47%
2017	M	*	20	4.76%	95.24%

Figure 5.2. Graph: Regrading by Gender (headcount)



Ethnicity

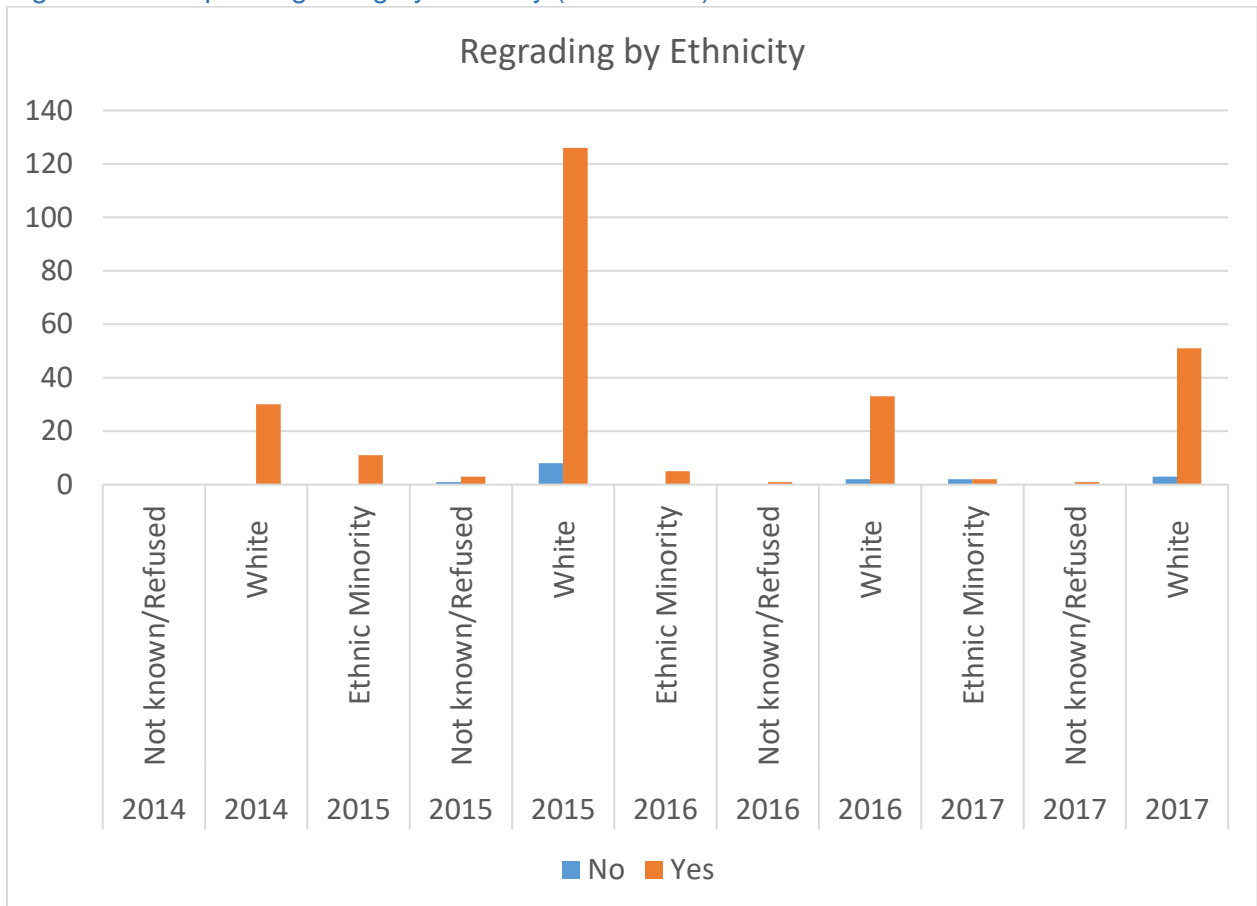
A lower proportion of BME staff whose roles were formally reviewed were successfully regraded this year. Prior to this 100% of BME staff whose roles were regraded between 2014 and 2017 were successful regraded.

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

Year	Ethnic Minority	Headcount		%	
		No	Yes	No	Yes
2015	Ethnic Minority	0	11	0.00%	100.00%
2015	Not known/Refused	*	*	25.00%	75.00%
2015	White	8	126	5.97%	94.03%
2016	Ethnic Minority	0	5	0.00%	100.00%
2016	Not known/Refused	0	*	0.00%	100.00%

2016	White	*	33	5.71%	94.29%
2017	Ethnic Minority	*	*	50.00%	50.00%
2017	Not known/Refused	0	*	0.00%	100.00%
2017	White	*	51	5.56%	94.44%

Figure 5.4. Graph: Regrading by Ethnicity (headcount)



Disability

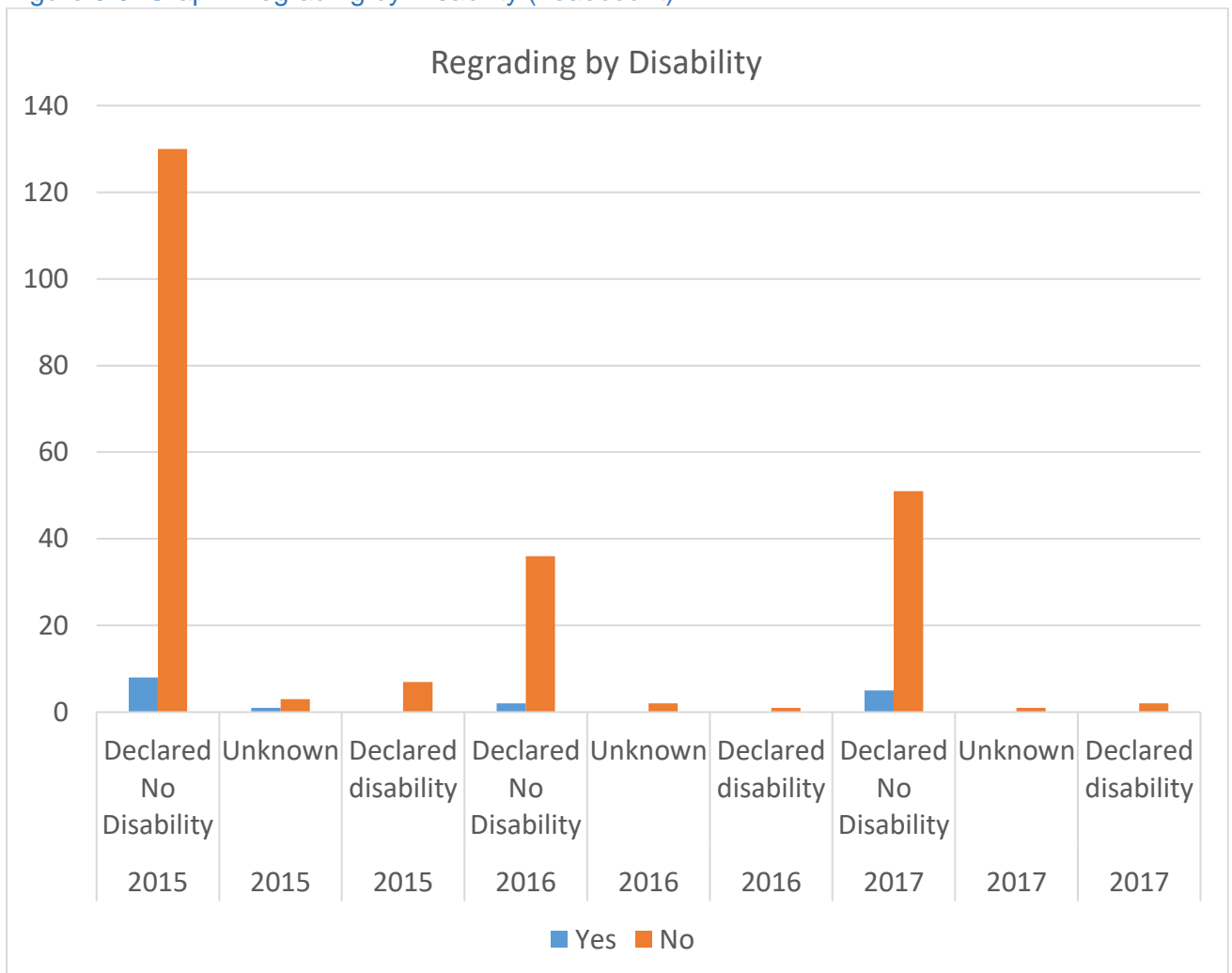
All staff with a declared disability whose roles were formally reviewed over the last three years were approved for regrading.

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

Year	Disability	Headcount		%	
		No	Yes	No	Yes
2015	N	8	130	5.80%	94.20%
2015	Unknown	*	*	25.00%	75.00%

2015	Y	0	7	0.00%	100.00%
2016	N	*	36	5.26%	94.74%
2016	Unknown	0	*	0.00%	100.00%
2016	Y	0	*	0.00%	100.00%
2017	N	5	51	8.93%	91.07%
2017	Unknown	0	*	0.00%	100.00%
2017	Y	0	*	0.00%	100.00%

Figure 5.6. Graph: Regrading by Disability (headcount)



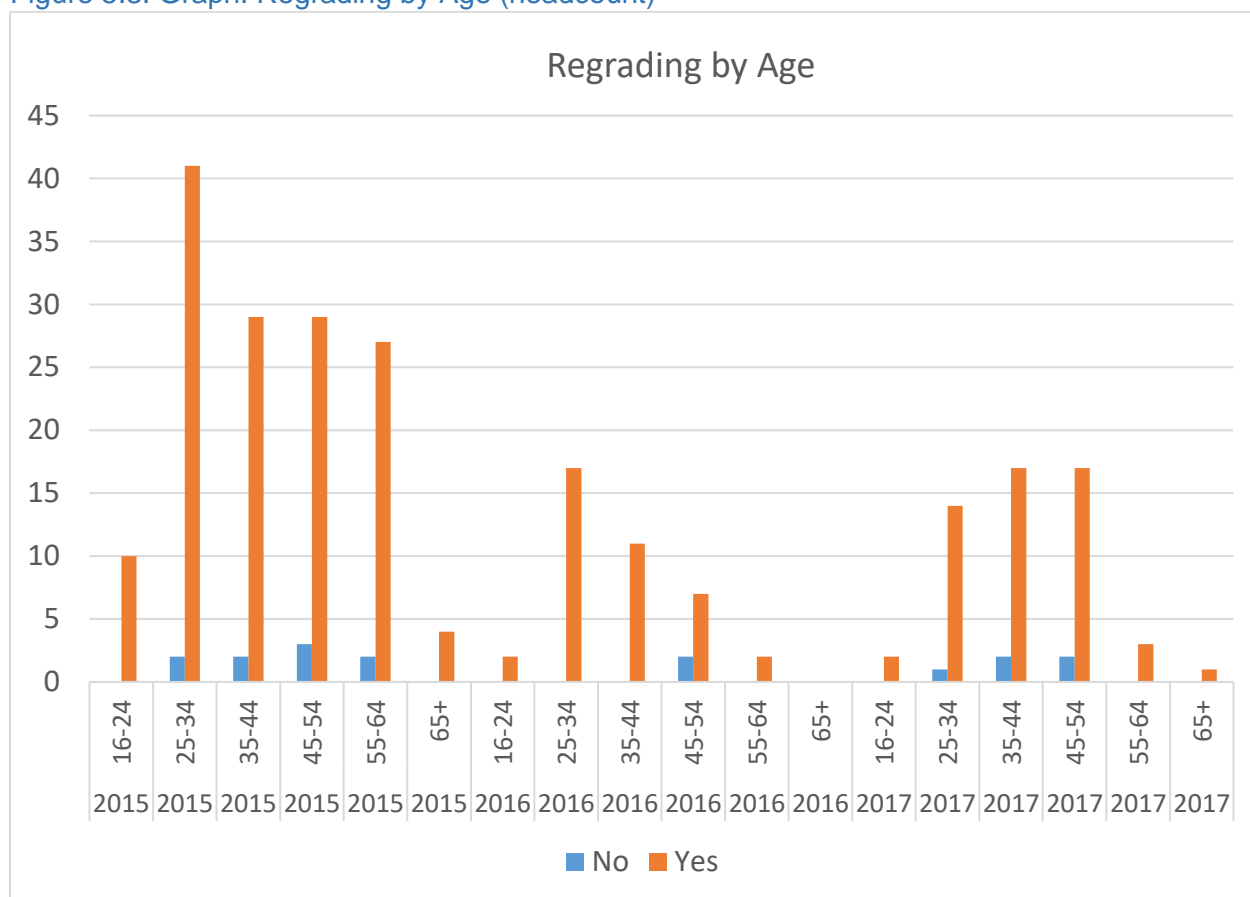
Age

In 2017 staff in the 35-44 and 45-54 age bands were less likely to achieve regrading where their roles were subject to formal review. In the case of staff aged 45-54 this trend is observable over a four-year period.

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

Year	Age Band	Headcount		%	
		No	Yes	No	Yes
2015	16-24	0	10	0.00%	100.00%
2015	25-34	*	41	4.65%	95.35%
2015	35-44	*	29	6.45%	93.55%
2015	45-54	*	29	9.38%	90.63%
2015	55-64	*	27	6.90%	93.10%
2015	65+	0	*	0.00%	100.00%
2016	16-24	0	*	0.00%	100.00%
2016	25-34	0	17	0.00%	100.00%
2016	35-44	0	11	0.00%	100.00%
2016	45-54	*	7	22.22%	77.78%
2016	55-64	0	*	0.00%	100.00%
2016	65+	0	0		
2017	16-24	0	*	0.00%	100.00%
2017	25-34	*	14	6.67%	93.33%
2017	35-44	*	17	10.53%	89.47%
2017	45-54	*	17	10.53%	89.47%
2017	55-64	0	*	0.00%	100.00%
2017	65+	0	*	0.00%	100.00%

Figure 5.8. Graph: Regrading by Age (headcount)



6. Leavers

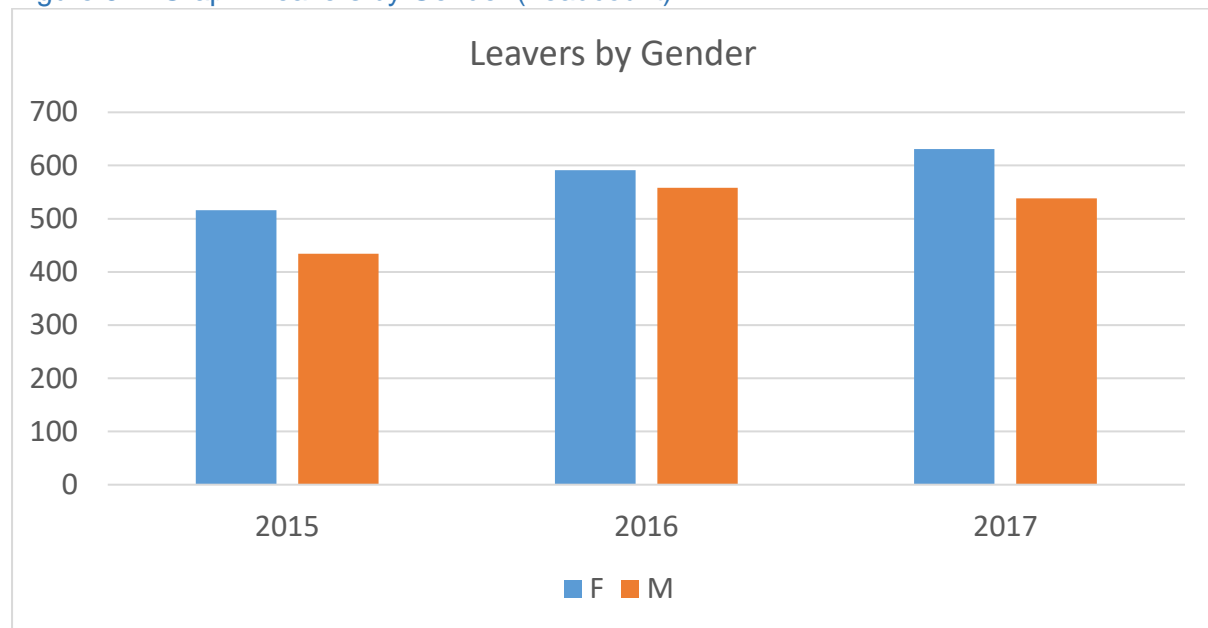
Gender

A higher proportion of leavers were female in 2017 (54%) compared to the previous year (51%). However, this figure is comparable to both the 2014 rate and the overall proportion of female staff in the organisation.

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

	Female		Male		Total
	Headcount	%	Headcount	%	
2015	516	54.32%	434	45.68%	950
2016	591	51.44%	558	48.56%	1149
2017	631	53.98%	538	46.02%	1169

Figure 6.2. Graph: Leavers by Gender (headcount)



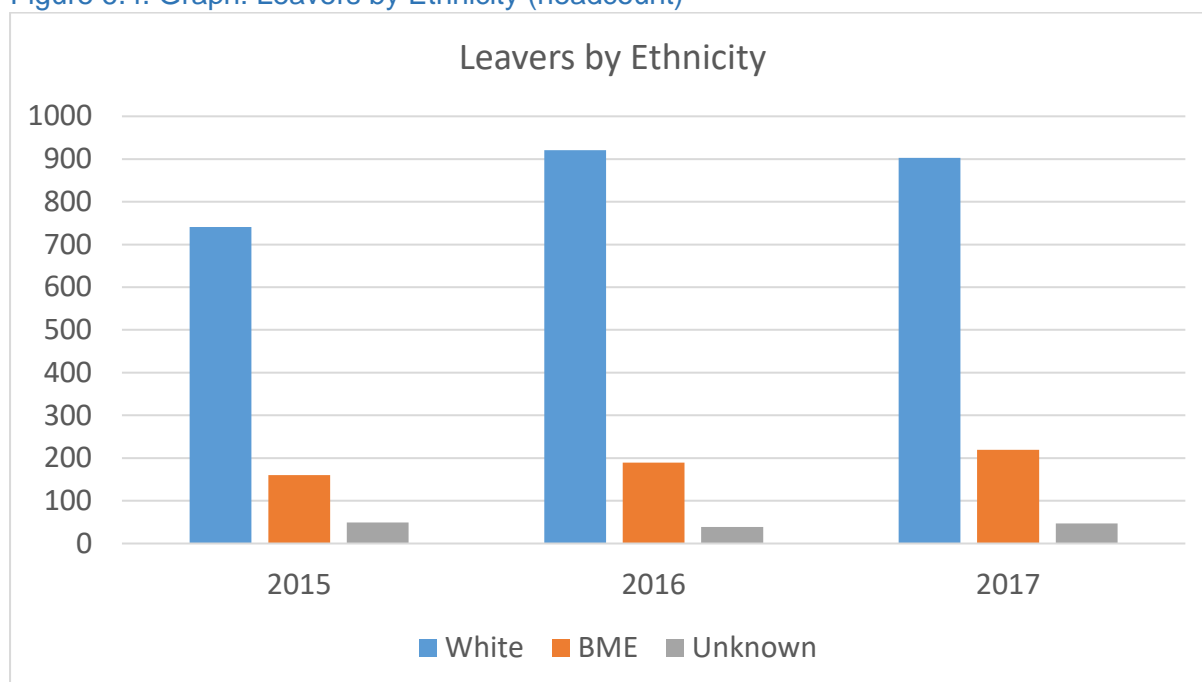
Ethnicity

A higher proportion of leavers this year were BME staff (19%) than in previous years. This figure is higher than the prevalence of BME staff in the organisation (14%).

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

	White		BME		Unknown		Total
	Headcount	%	Headcount	%	Headcount	%	
2014	793	78.21%	179	17.65%	42	4.14%	1014
2015	741	78.00%	160	16.85%	49	5.16%	950
2016	921	80.16%	189	16.45%	39	3.39%	1149
2017	903	77.25%	219	18.73%	47	4.02%	1169

Figure 6.4. Graph: Leavers by Ethnicity (headcount)



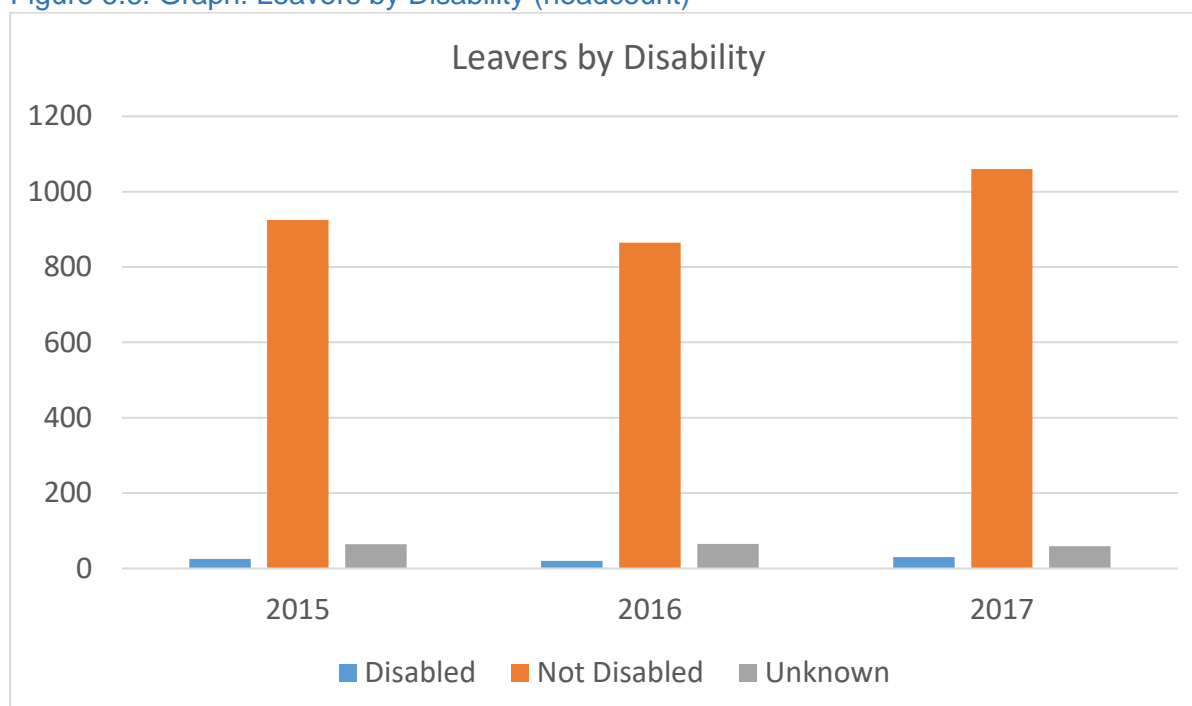
Disability

A lower proportion of leavers had a declared disability this year (2.1%) compared to last year (2.6%). The same applied in respect of staff with unknown disability status. The proportion of staff with a declared disability who left was lower than the proportion of staff in the organisation with a declared disability (3%).

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

	Disabled		Not Disabled		Unknown		Total
	Headcount	%	Headcount	%	Headcount	%	
2014	25	2.47%	925	91.22%	64	6.31%	1014
2015	20	2.11%	865	91.05%	65	6.84%	950
2016	30	2.61%	1060	92.25%	59	5.14%	1149
2017	25	2.14%	1112	95.12%	32	2.74%	1169

Figure 6.6. Graph: Leavers by Disability (headcount)



Age

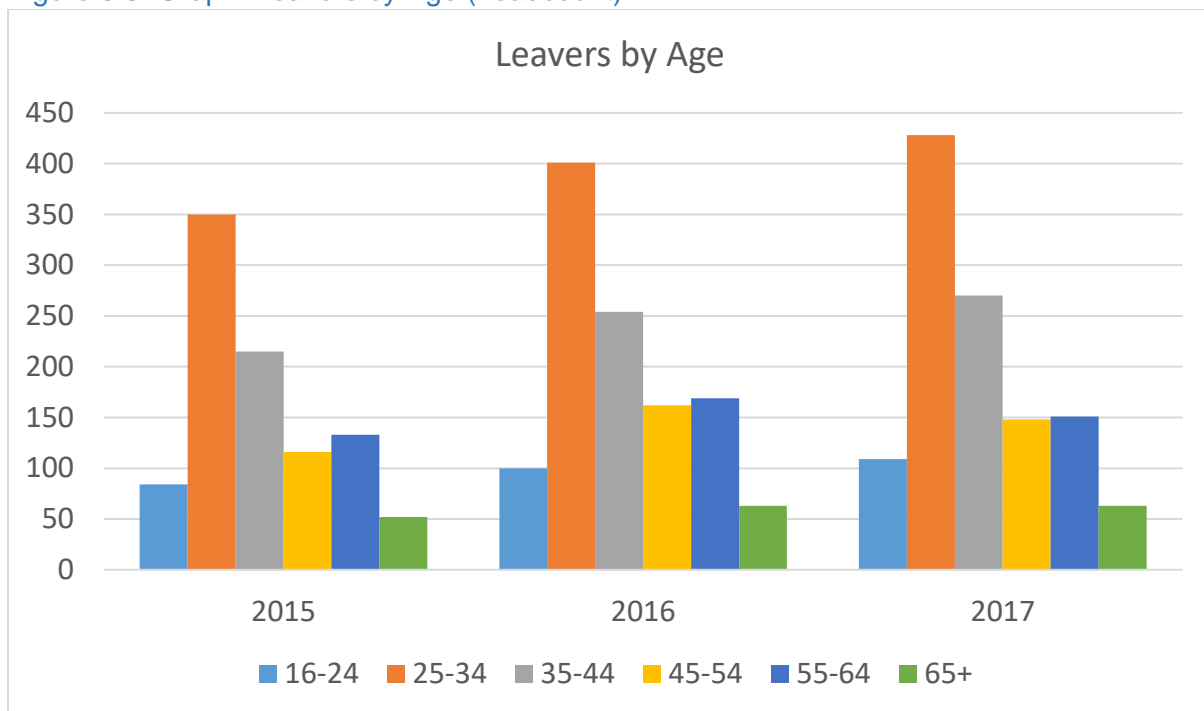
A slightly higher proportion of staff in the 16-24, 25-34 and 35-44 age groups left in 2017 compared to the preceding year. A higher proportion of staff aged 16-24, 25-34 and 65 or over left compared to the representation of these groups in the workforce profile.

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

	Age Band	Headcount	%
2014	16-24	82	8.09%
	25-34	356	35.11%
	35-44	239	23.57%
	45-54	138	13.61%
	55-64	131	12.92%
	65+	68	6.71%
Total		1014	100.00%
2015	16-24	84	8.84%
	25-34	350	36.84%
	35-44	215	22.63%
	45-54	116	12.21%
	55-64	133	14.00%
	65+	52	5.47%
Total		950	100.00%
2016	16-24	100	8.70%
	25-34	401	34.90%
	35-44	254	22.11%

	45-54	162	14.10%
	55-64	169	14.71%
	65+	63	5.48%
Total		1149	100.00%
2017	16-24	109	9.32%
	25-34	428	36.61%
	35-44	270	23.10%
	45-54	148	12.66%
	55-64	151	12.92%
	65+	63	5.39%
Total		1169	100.00%

Figure 6.8. Graph: Leavers by Age (headcount)



Appendices

Appendix 1 - 2016/2017 People and Culture Events

People and Culture Events Calendar

The annual People and Culture Events Calendar aims to raise awareness of different cultures, diversity strands, inclusive working and promotes staff engagement and wellbeing. The Events Calendar is open to staff, students and the public and features centrally led events as well as collaborations with internal Schools and Departments, plus external partners.

The 2016/17 Events Calendar included 32 events each delivered as part of a range of national programmes including Black History Month, Disability December, and LGBT History Month, and celebration, awareness or memorial days such as International Women's Day and Holocaust Memorial Day. The University also ran a series of events focusing on staff wellbeing including Month of the Mind which comprised a number of events focusing on mental health, a well-attended and highly appraised talk by Caroline Hounsell from Mental Health First Aid England, free staff workplace massages and the first annual wellbeing conference hosted in collaboration with the University of Birmingham.

The Calendar is fully evaluated through attendee surveys and is supported with publicity from External Relations in relation to poster design, blogs and external press releases. Key programmes are also supported by blog pages where complementary and related articles and event live-tweeting is also hosted to ensure that activities are highly visible, accessible and engaging.

In 2017/2018, the P&C Events Calendar programme will continue to run events for existing programmes along with a greater focus on wellbeing. As in previous years, we will continue to look to engage with staff and the wider community to gain their feedback and to continue to ensure that the programme is fully inclusive and engaging. This will be supported by greater partnership with local structures such as Faculty EDI groups.

Next year the P&C Events Calendar will also include its first Race Equality Conference delivered in partnership with the University of Birmingham and a collaborative International Women's Day event with Nottingham Trent University.