



The University of
Nottingham

UNITED KINGDOM • CHINA • MALAYSIA

Annual Diversity Report 2014

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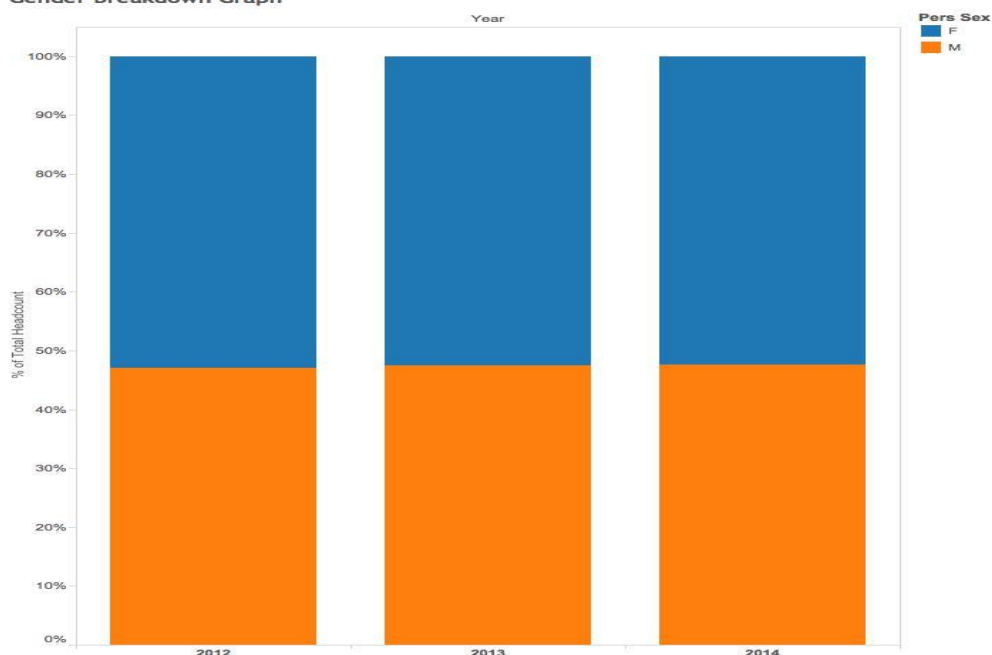
1 Employee Profile Data and Trends

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

1.1 Gender

The gender balance of the University is fairly even, with the University employing slightly more women than men. Over the last 3 years the University staff numbers have continued to grow steadily whilst maintaining its equally balanced gender distribution.

Gender Breakdown Graph



Gender Breakdown

Year	Headcount		Pers Sex		Headcount	% Headcount
	F	M	% Headcount			
			F	M	Total	Total
2012	3,765	3,346	52.95%	47.05%	7,111	100.00%
2013	3,774	3,406	52.56%	47.44%	7,180	100.00%
2014	3,803	3,448	52.45%	47.55%	7,251	100.00%

Headcount and % Headcount broken down by Pers Sex vs. Year.

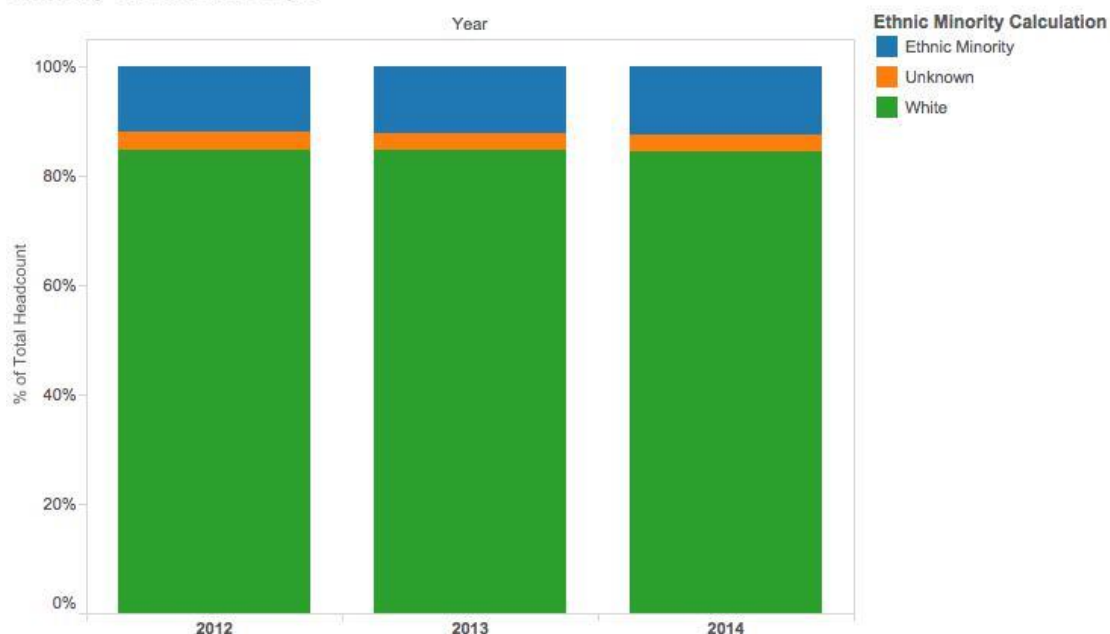
1.2 Ethnicity

The ethnicity profile of the University continues to be representative of the Nottingham East Midlands Area (Comparable data taken from the 2011 Census). The University population is largely white at 84% whilst 12% is made up of staff from an ethnic minority. 3% of the universities population has an ethnicity status of 'unknown'.

Ethnicity Breakdown

Year	Headcount			Ethnic Minority Calculation			Headcount	% Headcount
	Ethnic Minority	Unknown	White	Ethnic Minority	Unknown	White		
							Total	Total
2012	846	240	6,025	11.90%	3.38%	84.73%	7,111	100.00%
2013	884	221	6,075	12.31%	3.08%	84.61%	7,180	100.00%
2014	898	238	6,115	12.38%	3.28%	84.33%	7,251	100.00%

Ethnicity Breakdown Graph

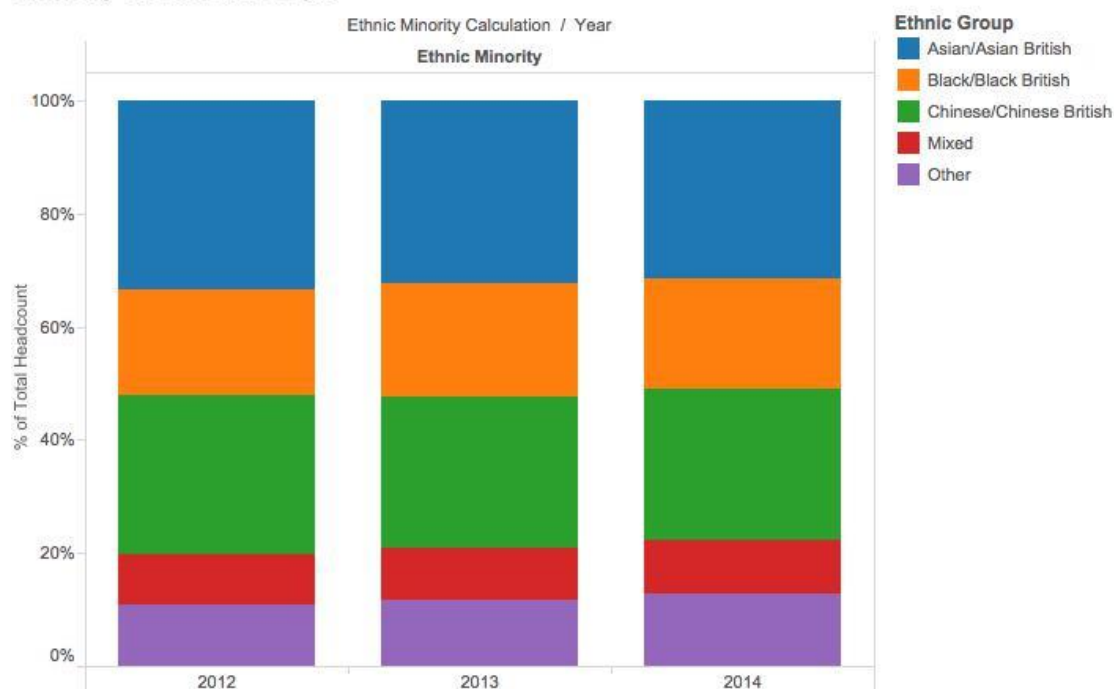


Within the ethnic minority group the university population does have a significantly higher representation of Chinese/Chinese British (27%) compared with the local comparative population (7%). This is likely to be due to the international presence of the University in the Chinese Asia region.

Ethnicity Breakdown

Year	Headcount Ethnic Minority					% Headcount Ethnic Minority					Headcount Total	% Headcount Total
	Asian/Asian British	Black/Black British	Chinese/Chinese British	Mixed	Other	Asian/Asian British	Black/Black British	Chinese/Chinese British	Mixed	Other	Total	Total
	Ethnic Minority Calculation / Ethnic Group					Ethnic Minority Calculation / Ethnic Group						
2012	283	158	237	77	91	33.45%	18.68%	28.01%	9.10%	10.76%	846	100.00%
2013	285	178	237	81	103	32.24%	20.14%	26.81%	9.16%	11.65%	884	100.00%
2014	283	176	240	84	115	31.51%	19.60%	26.73%	9.35%	12.81%	898	100.00%

Ethnicity Breakdown Graph



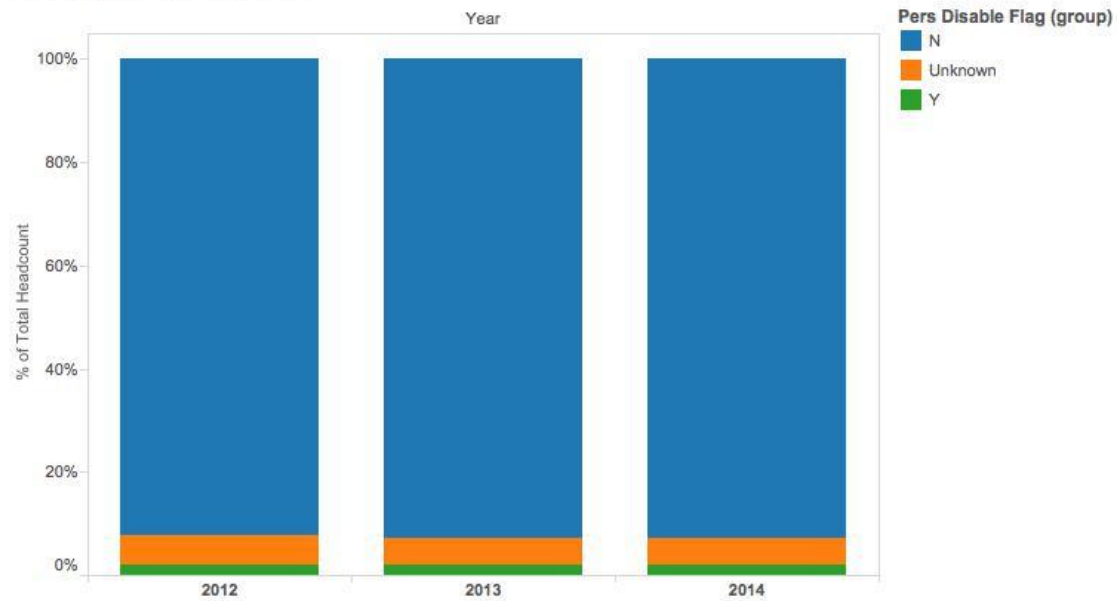
1.3 Disability

2% of University employees have declared a disability; this has remained approximately constant over the past 3 years. This is below the 2014/2015 target of 4% referenced in the 2010-2015 University plan.

Disability Breakdown

Year	Pers Disable Flag (group)							% Headcount Total
	Headcount			% Headcount			Headcount Total	
	N	Unknown	Y	N	Unknown	Y		
2012	6,554	420	137	92.17%	5.91%	1.93%	7,111	100.00%
2013	6,661	381	138	92.77%	5.31%	1.92%	7,180	100.00%
2014	6,727	380	144	92.77%	5.24%	1.99%	7,251	100.00%

Disability Breakdown Graph



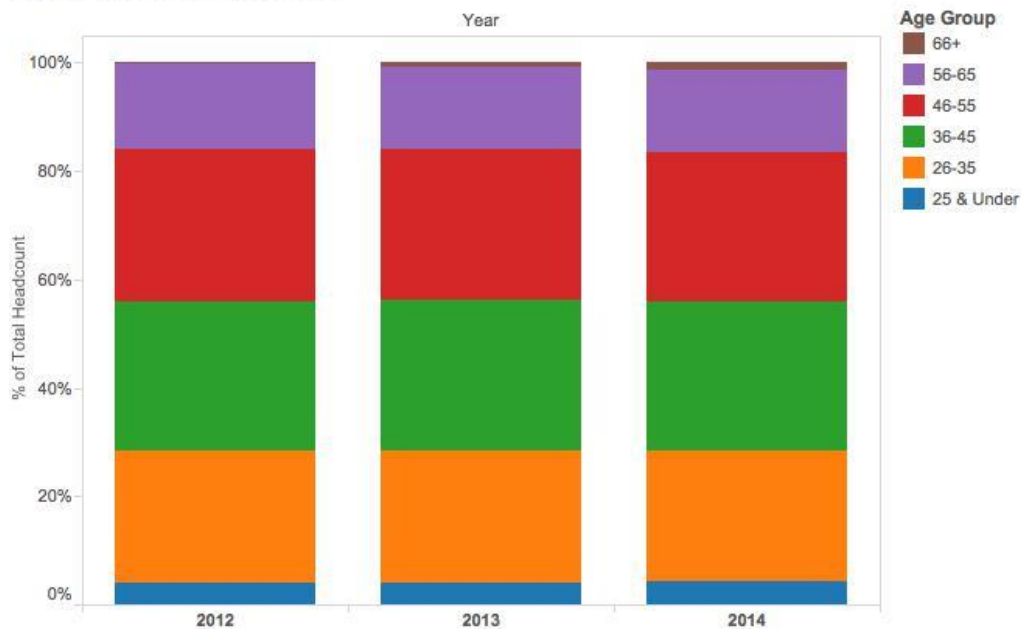
1.4 Age

The age profile of University employees continues to show a good balanced distribution. As you would expect in an academic environment the 16-24 age group is underrepresented due to the complexity of the work performed by the institution. The proportion of under representation in this area is equally distributed throughout the other age groups. The removal of the default retirement age in 2011 has continued to increase the 65 and over category compared to previous years.

Age Group Breakdown

Year	Headcount						Age Group						Headcou..	% Headco
	25 & Under	26-35	36-45	46-55	56-65	66+	25 & Under	26-35	36-45	46-55	56-65	66+	Total	Total
2012	289	1,725	1,967	1,991	1,121	18	4.06%	24.26%	27.66%	28.00%	15.76%	0.25%	7,111	100.00%
2013	284	1,758	1,985	1,999	1,094	60	3.96%	24.48%	27.65%	27.84%	15.24%	0.84%	7,180	100.00%
2014	306	1,758	1,992	1,999	1,110	86	4.22%	24.24%	27.47%	27.57%	15.31%	1.19%	7,251	100.00%

Age Group Breakdown Graph



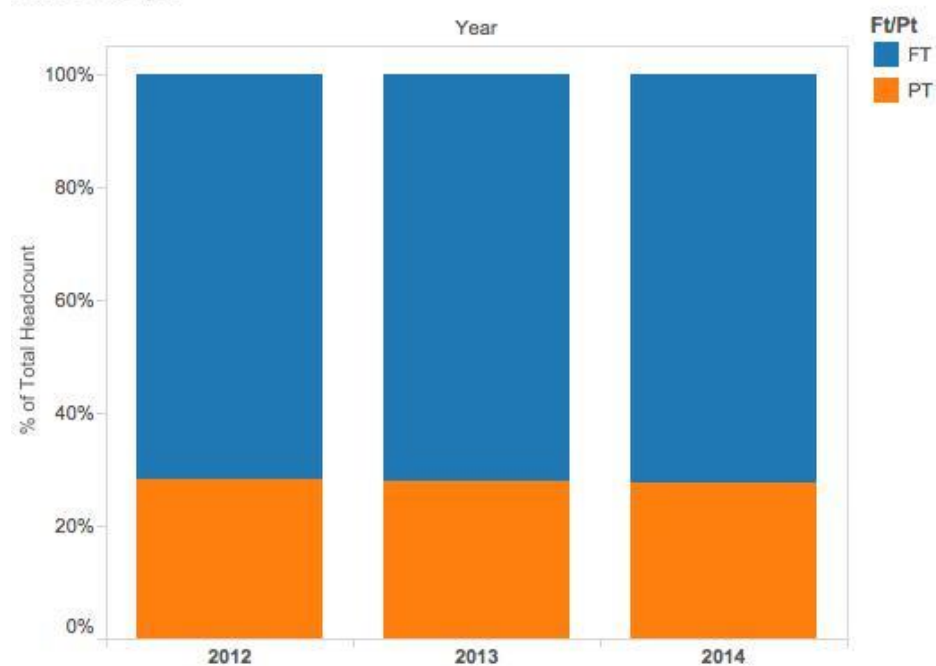
1.5 Mode of Employment – Full-time/Part-time

The University recognises the needs of staff to balance their work commitments with that of family, parental and other responsibilities. 27% of University's workforce work part-time hours.

FT/PT

Year	Headcount		Ft/Pt % Headcount		Headcount	
	FT	PT	FT	PT	Total	% Headcount Total
2012	5,102	2,009	71.75%	28.25%	7,111	100.00%
2013	5,177	2,003	72.10%	27.90%	7,180	100.00%
2014	5,261	1,990	72.56%	27.44%	7,251	100.00%

FT/PT Graph



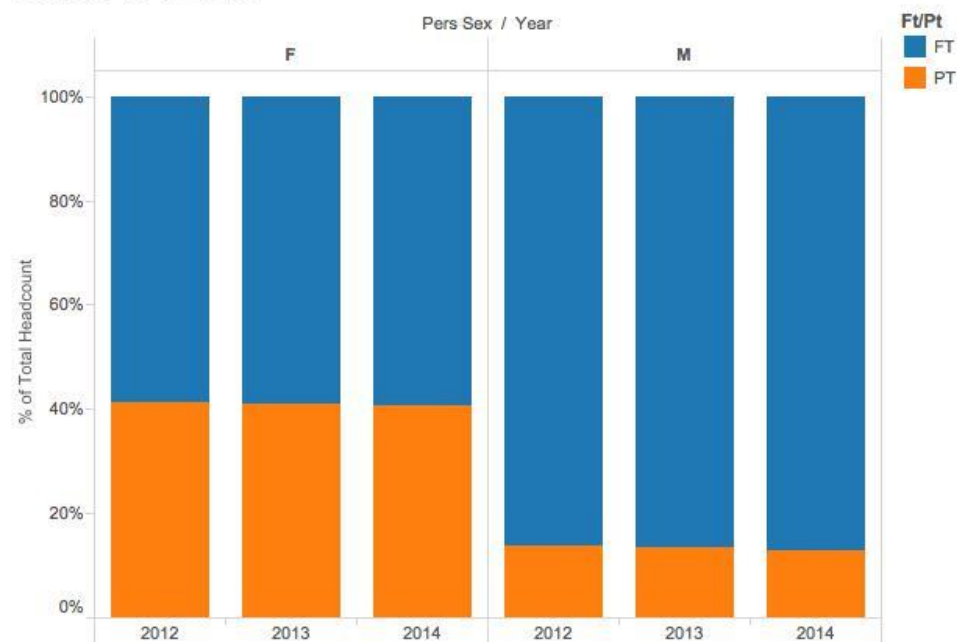
Gender and Mode of Employment

Although flexible working arrangements are available to both male and female employees, flexible working arrangements are requested and worked in the main by female employees (41% part-time). There has been a slight decrease in the proportion of men working part-time, down 1% from 2013 to 13%.

Gender FT/PT

Year	Headcount				Pers Sex / Ft/Pt				Headcount	% Headcount
	F		M		F		M		Total	Total
	FT	PT	FT	PT	FT	PT	FT	PT		
2012	2,216	1,549	2,886	460	58.86%	41.14%	86.25%	13.75%	7,111	100.00%
2013	2,229	1,545	2,948	458	59.06%	40.94%	86.55%	13.45%	7,180	100.00%
2014	2,255	1,548	3,006	442	59.30%	40.70%	87.18%	12.82%	7,251	100.00%

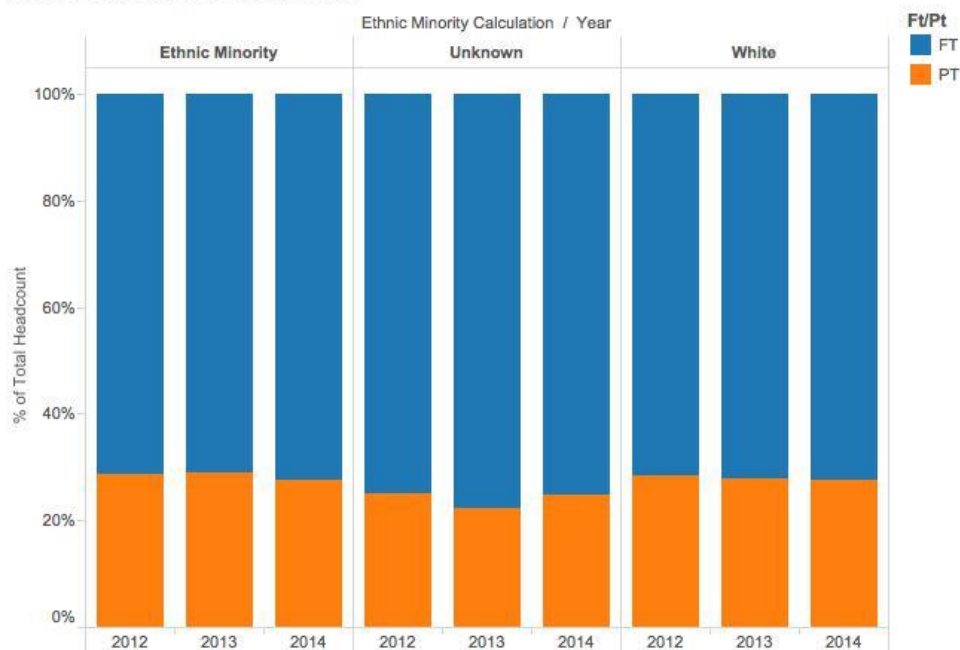
Gender FT/PT Graph



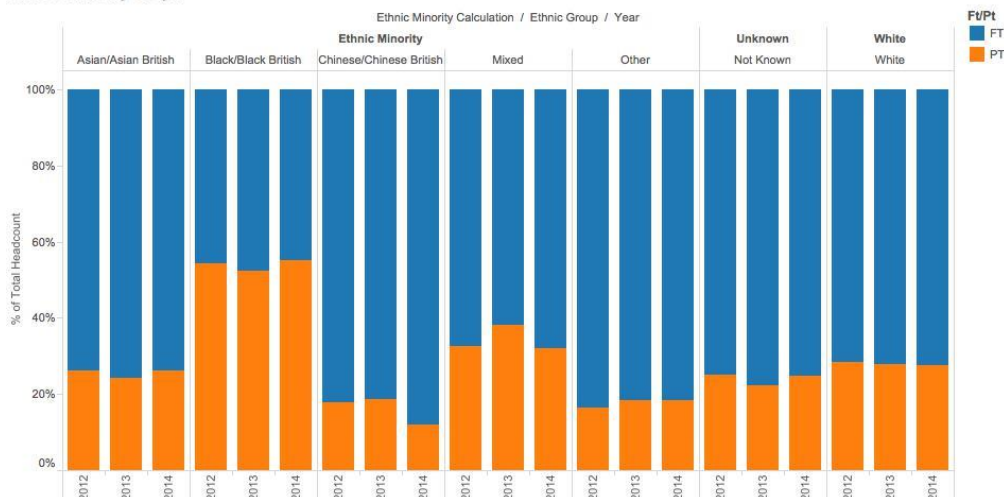
Ethnicity and Mode of Employment

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

PT/FT Ethnicity Summary Graph



PT/FT Ethnicity Graph



PT/FT Ethnicity

Year	Ethnic Minority Calculation	Ethnic Group	Ft/Pt			
			FT		PT	
			Headcount	% of Total Headcount along Ft/Pt	Headcount	% of Total Headcount along Ft/Pt
2012	Ethnic Minority	Asian/Asian British	209	73.85%	74	26.15%
		Black/Black British	72	45.57%	86	54.43%
		Chinese/Chinese British	195	82.28%	42	17.72%
		Mixed	52	67.53%	25	32.47%
		Other	76	83.52%	15	16.48%
	Unknown	Not Known	180	75.00%	60	25.00%
	White	White	4,318	71.67%	1,707	28.33%
2013	Ethnic Minority	Asian/Asian British	216	75.79%	69	24.21%
		Black/Black British	85	47.75%	93	52.25%
		Chinese/Chinese British	193	81.43%	44	18.57%
		Mixed	50	61.73%	31	38.27%
		Other	84	81.55%	19	18.45%
	Unknown	Not Known	172	77.83%	49	22.17%
	White	White	4,377	72.05%	1,698	27.95%
2014	Ethnic Minority	Asian/Asian British	209	73.85%	74	26.15%
		Black/Black British	79	44.89%	97	55.11%
		Chinese/Chinese British	211	87.92%	29	12.08%
		Mixed	57	67.86%	27	32.14%
		Other	94	81.74%	21	18.26%
	Unknown	Not Known	179	75.21%	59	24.79%
	White	White	4,432	72.48%	1,683	27.52%

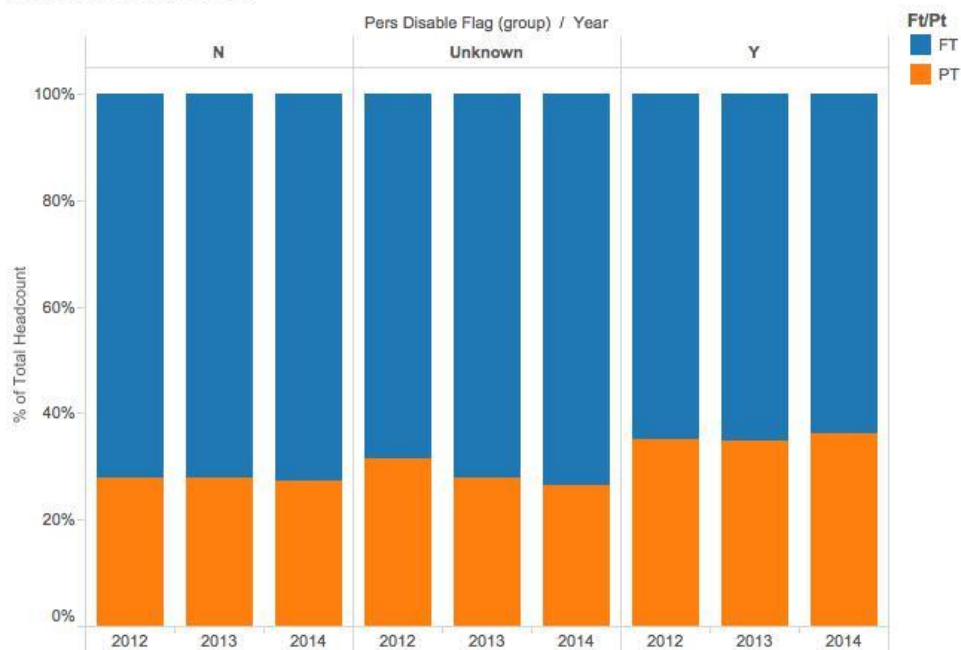
Disability and Mode of Employment

Proportionally more staff with disabilities work part-time than the overall University working population, this has risen to 36% in 2014.

PT/FT Disability

Pers Disable Flag (group)	Year	Ft/Pt			
		FT		PT	
		Headcount	% of Total Headcount along Ft/Pt	Headcount	% of Total Headcount along Ft/Pt
N	2012	4,725	72.09%	1,829	27.91%
	2013	4,812	72.24%	1,849	27.76%
	2014	4,890	72.69%	1,837	27.31%
Unknown	2012	288	68.57%	132	31.43%
	2013	275	72.18%	106	27.82%
	2014	279	73.42%	101	26.58%
Y	2012	89	64.96%	48	35.04%
	2013	90	65.22%	48	34.78%
	2014	92	63.89%	52	36.11%

PT/FT Disability Graph



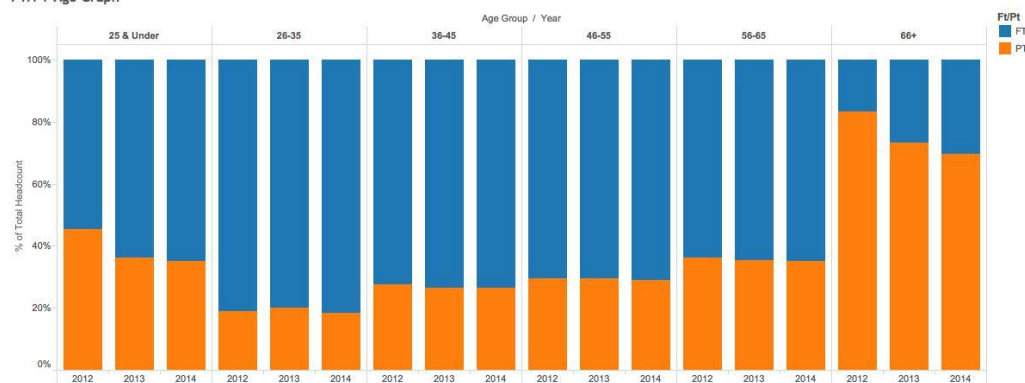
Age and Mode of Employment

Apart from the highest and lowest age groups 16-24 and 65+ where there are significantly smaller data sets and where part-time work is more prevalent, part-time working is approximately evenly distributed throughout the majority of age groups. The lowest proportion of part-time employees occurs in the 26-35 age bracket at 18% where the majority of staff are starting their careers. The proportion of staff aged over 65 working full-time has increased by 13% since 2012.

PT/FT Age

Age Group	Year	Ft/Pt			
		FT		PT	
		Headcount	% of Total Headcount along Ft/Pt	Headcount	% of Total Headcount along Ft/Pt
25 & Under	2012	158	54.67%	131	45.33%
	2013	181	63.73%	103	36.27%
	2014	199	65.03%	107	34.97%
26-35	2012	1,399	81.10%	326	18.90%
	2013	1,407	80.03%	351	19.97%
	2014	1,433	81.51%	325	18.49%
36-45	2012	1,422	72.29%	545	27.71%
	2013	1,458	73.45%	527	26.55%
	2014	1,464	73.49%	528	26.51%
46-55	2012	1,404	70.52%	587	29.48%
	2013	1,409	70.49%	590	29.51%
	2014	1,418	70.94%	581	29.06%
56-65	2012	716	63.87%	405	36.13%
	2013	706	64.53%	388	35.47%
	2014	721	64.95%	389	35.05%
66+	2012		16.67%	15	83.33%
	2013	16	26.67%	44	73.33%
	2014	26	30.23%	60	69.77%

PT/FT Age Graph



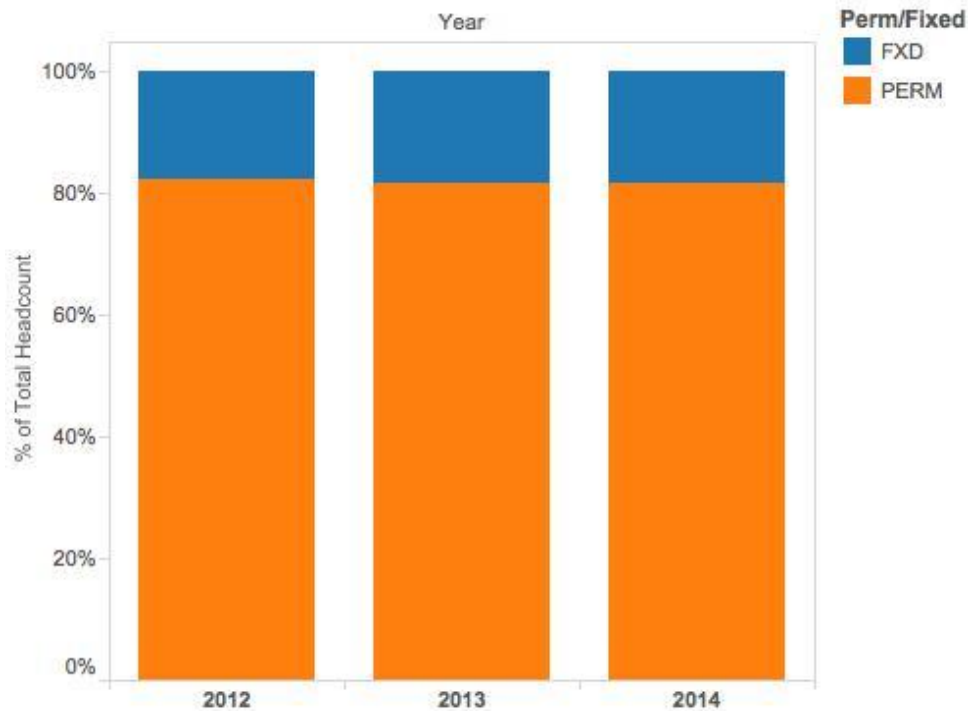
1.6 Contract Status

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

Contract type

Year	Headcount		Perm/Fixed % Headcount		Headcount	% Headcount
	FXD	PERM	FXD	PERM	Total	Total
2012	1,250	5,861	17.58%	82.42%	7,111	100.00%
2013	1,321	5,859	18.40%	81.60%	7,180	100.00%
2014	1,315	5,936	18.14%	81.86%	7,251	100.00%

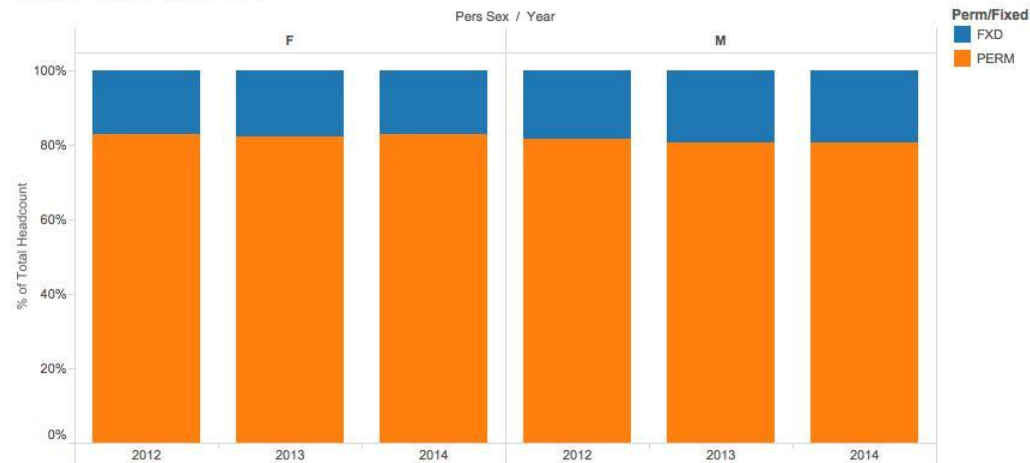
Contract Type Graph



Gender and Contract Status

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

Contract Type Gender Graph



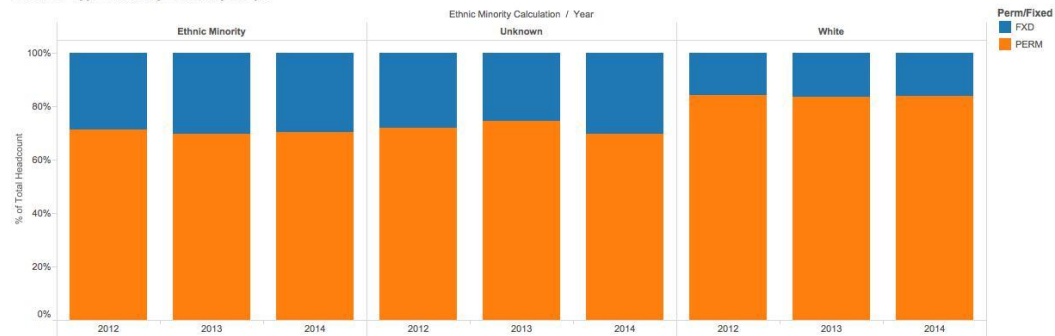
Contract type Gender

Year	Pers Sex	Headcount		Perm/Fixed % Headcount		Headcount	% Headcount
		FXD	PERM	FXD	PERM	Total	Total
2012	F	640	3,125	17.00%	83.00%	3,765	100.00%
	M	610	2,736	18.23%	81.77%	3,346	100.00%
2013	F	664	3,110	17.59%	82.41%	3,774	100.00%
	M	657	2,749	19.29%	80.71%	3,406	100.00%
2014	F	650	3,153	17.09%	82.91%	3,803	100.00%
	M	665	2,783	19.29%	80.71%	3,448	100.00%

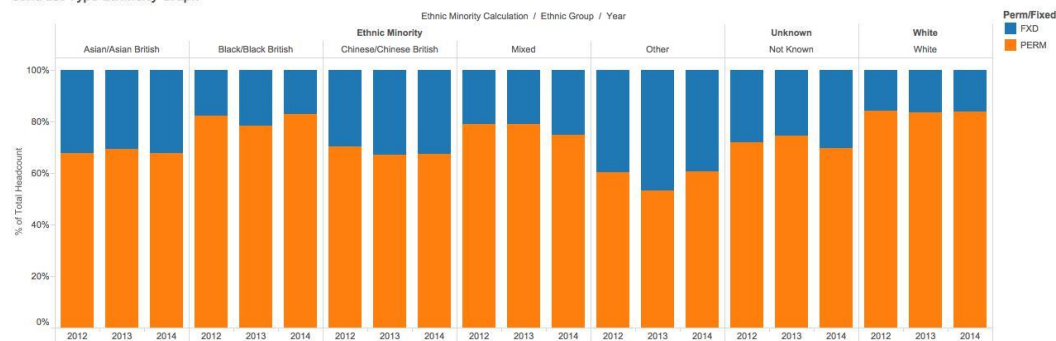
Ethnicity and Contract Status

A significantly higher proportion of Ethnic Minority / Unknown staff are employed on fixed-term contracts compared to White employees.

Contract Type Ethnicity Summary Graph



Contract Type Ethnicity Graph



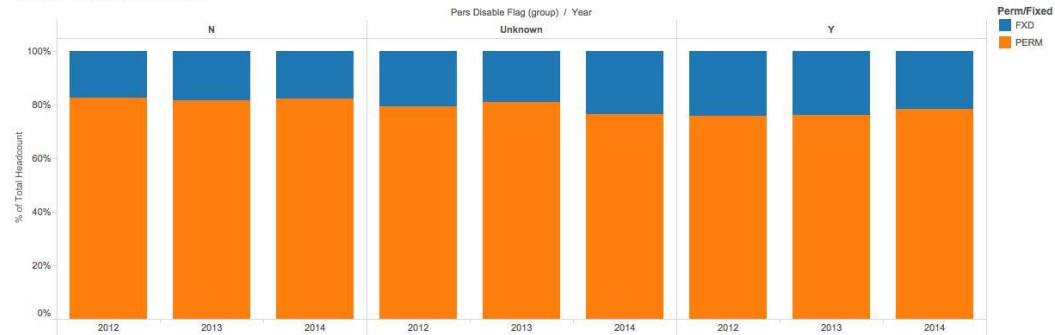
Contract Type Ethnicity Summary

Year	Ethnic Minor..	Ethnic Group	Headcount		Perm/Fixed % Headcount		Headcount	% Headcount
			FXD	PERM	FXD	PERM		
2012	Ethnic Minority	Asian/Asian British	91	192	32.16%	67.84%	283	100.00%
		Black/Black British	28	130	17.72%	82.28%	158	100.00%
		Chinese/Chinese British	70	167	29.54%	70.46%	237	100.00%
		Mixed	16	61	20.78%	79.22%	77	100.00%
		Other	36	55	39.56%	60.44%	91	100.00%
	Unknown	Not Known	67	173	27.92%	72.08%	240	100.00%
	White	White	942	5,083	15.63%	84.37%	6,025	100.00%
2013	Ethnic Minority	Asian/Asian British	87	198	30.53%	69.47%	285	100.00%
		Black/Black British	38	140	21.35%	78.65%	178	100.00%
		Chinese/Chinese British	78	159	32.91%	67.09%	237	100.00%
		Mixed	17	64	20.99%	79.01%	81	100.00%
		Other	48	55	46.60%	53.40%	103	100.00%
	Unknown	Not Known	56	165	25.34%	74.66%	221	100.00%
	White	White	997	5,078	16.41%	83.59%	6,075	100.00%
2014	Ethnic Minority	Asian/Asian British	91	192	32.16%	67.84%	283	100.00%
		Black/Black British	30	146	17.05%	82.95%	176	100.00%
		Chinese/Chinese British	78	162	32.50%	67.50%	240	100.00%
		Mixed	21	63	25.00%	75.00%	84	100.00%
		Other	45	70	39.13%	60.87%	115	100.00%
	Unknown	Not Known	72	166	30.25%	69.75%	238	100.00%
	White	White	978	5,137	15.99%	84.01%	6,115	100.00%

Disability and Contract Status

The proportion of declared disabled staff working on a fixed-term basis has fallen to 21.5%.

Contract Type Disability Graph



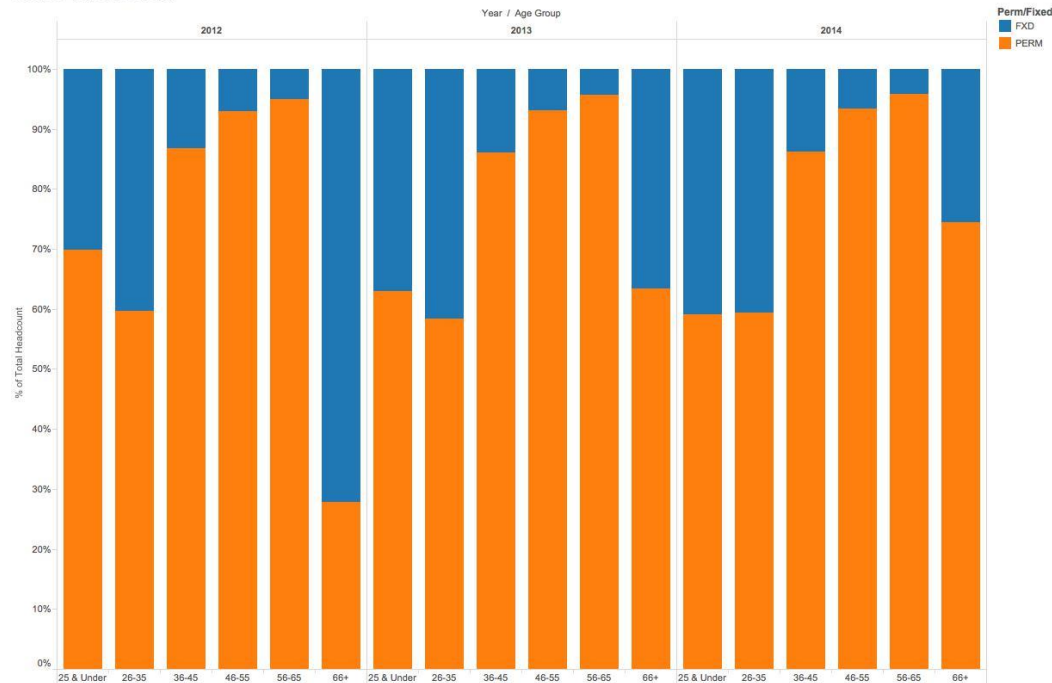
Contract Type Disability

Pers Disable..	Year	Headcount		Perm/Fixed % Headcount		Headcount	% Headcount
		FXD	PERM	FXD	PERM	Total	Total
N	2012	1,131	5,423	17.26%	82.74%	6,554	100.00%
	2013	1,216	5,445	18.26%	81.74%	6,661	100.00%
	2014	1,195	5,532	17.76%	82.24%	6,727	100.00%
Unknown	2012	86	334	20.48%	79.52%	420	100.00%
	2013	72	309	18.90%	81.10%	381	100.00%
	2014	89	291	23.42%	76.58%	380	100.00%
Y	2012	33	104	24.09%	75.91%	137	100.00%
	2013	33	105	23.91%	76.09%	138	100.00%
	2014	31	113	21.53%	78.47%	144	100.00%

Age and Contract Status

A higher proportion of employees aged 25 and under (41%) and 26-35 (41%) are employed on a fixed-term basis when compared to other age bands. There has been a significant reduction in 66+ group on fixed term contracts from 37% in 2013 to 26% in 2014.

Contract Type Age Graph



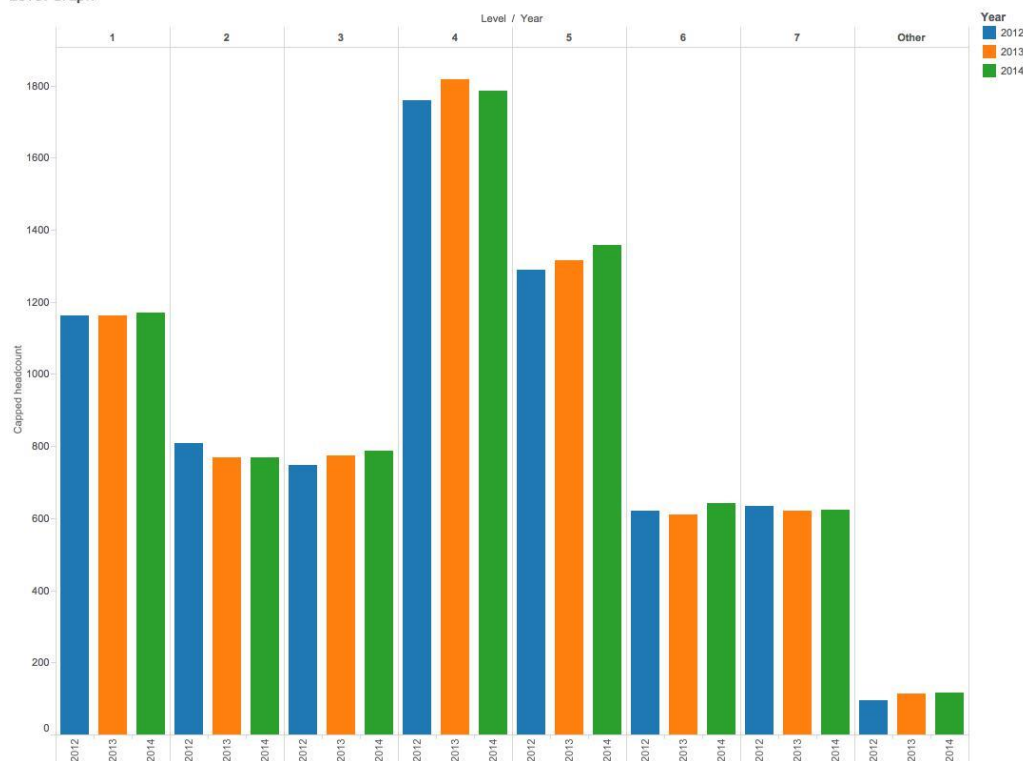
Contact Type Age

Year	Age Group	Headcount		Perm/Fixed		Headcount	% Headcount
		FXD	PERM	% Headcount			
2012	25 & Under	87	202	30.10%	69.90%	289	100.00%
	26-35	696	1,029	40.35%	59.65%	1,725	100.00%
	36-45	259	1,708	13.17%	86.83%	1,967	100.00%
	46-55	139	1,852	6.98%	93.02%	1,991	100.00%
	56-65	56	1,065	5.00%	95.00%	1,121	100.00%
	66+	13		72.22%	27.78%	18	100.00%
2013	25 & Under	105	179	36.97%	63.03%	284	100.00%
	26-35	732	1,026	41.64%	58.36%	1,758	100.00%
	36-45	276	1,709	13.90%	86.10%	1,985	100.00%
	46-55	139	1,860	6.95%	93.05%	1,999	100.00%
	56-65	47	1,047	4.30%	95.70%	1,094	100.00%
	66+	22	38	36.67%	63.33%	60	100.00%
2014	25 & Under	125	181	40.85%	59.15%	306	100.00%
	26-35	713	1,045	40.56%	59.44%	1,758	100.00%
	36-45	275	1,717	13.81%	86.19%	1,992	100.00%
	46-55	133	1,866	6.65%	93.35%	1,999	100.00%
	56-65	47	1,063	4.23%	95.77%	1,110	100.00%
	66+	22	64	25.58%	74.42%	86	100.00%

1.7 Level

In general the number of staff in the organisation continued to rise slightly between 2012 and 2014, with the overall grade distribution remaining stable. Level 4 remains the largest staff group at 25%.

Level Graph



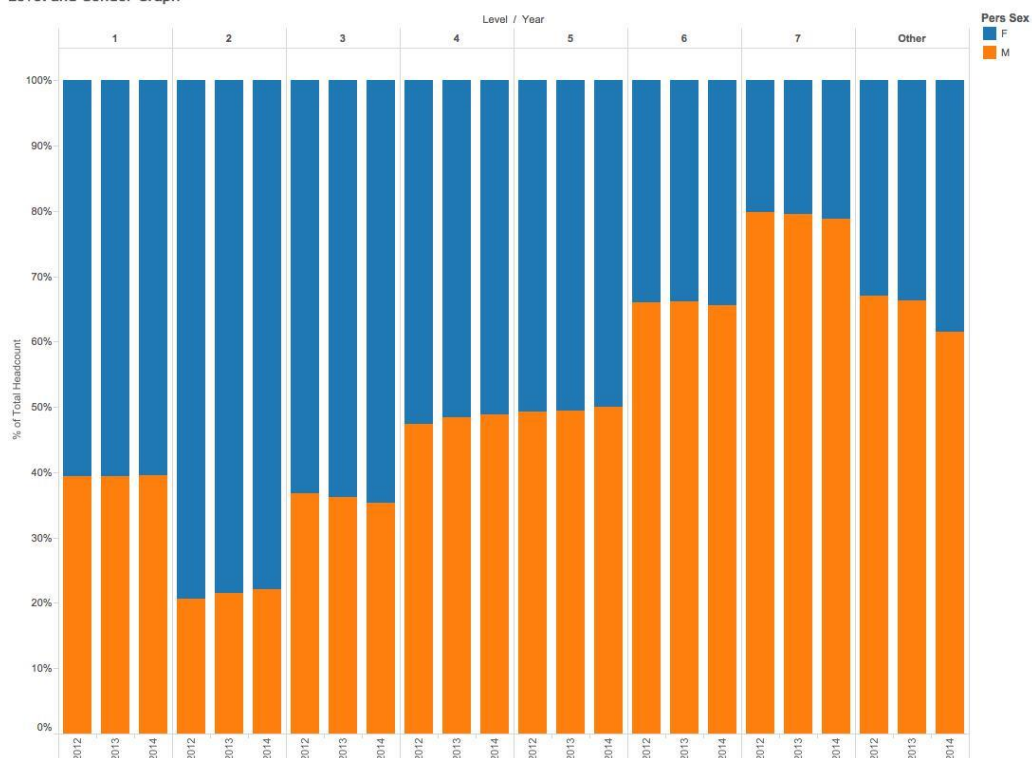
Level

Level	2012		2013		2014	
	Headcount	% of Total Headcount along Pane (D..	Headcount	% of Total Headcount along Pane (D..	Headcount	% of Total Headcount along Pane (D..
1	1,161	16.33%	1,163	16.20%	1,171	16.15%
2	807	11.35%	768	10.70%	768	10.59%
3	747	10.50%	774	10.78%	787	10.85%
4	1,759	24.74%	1,816	25.29%	1,786	24.63%
5	1,289	18.13%	1,315	18.31%	1,357	18.71%
6	620	8.72%	610	8.50%	641	8.84%
7	634	8.92%	621	8.65%	624	8.61%
Other	94	1.32%	113	1.57%	117	1.61%
Grand Total	7,111	100.00%	7,180	100.00%	7,251	100.00%

Gender and Level

The gender profile by level within the organisation continues to show a decrease in the proportion of female employees as the level increases. The University Plan 2010-2015 sets a target of 33% of female staff in senior roles (levels 6 and 7) by 2014/2015. While this has been achieved at level 6 (34%) there is still work to be done regarding the number of women in level 7 posts (21%).

Level and Gender Graph



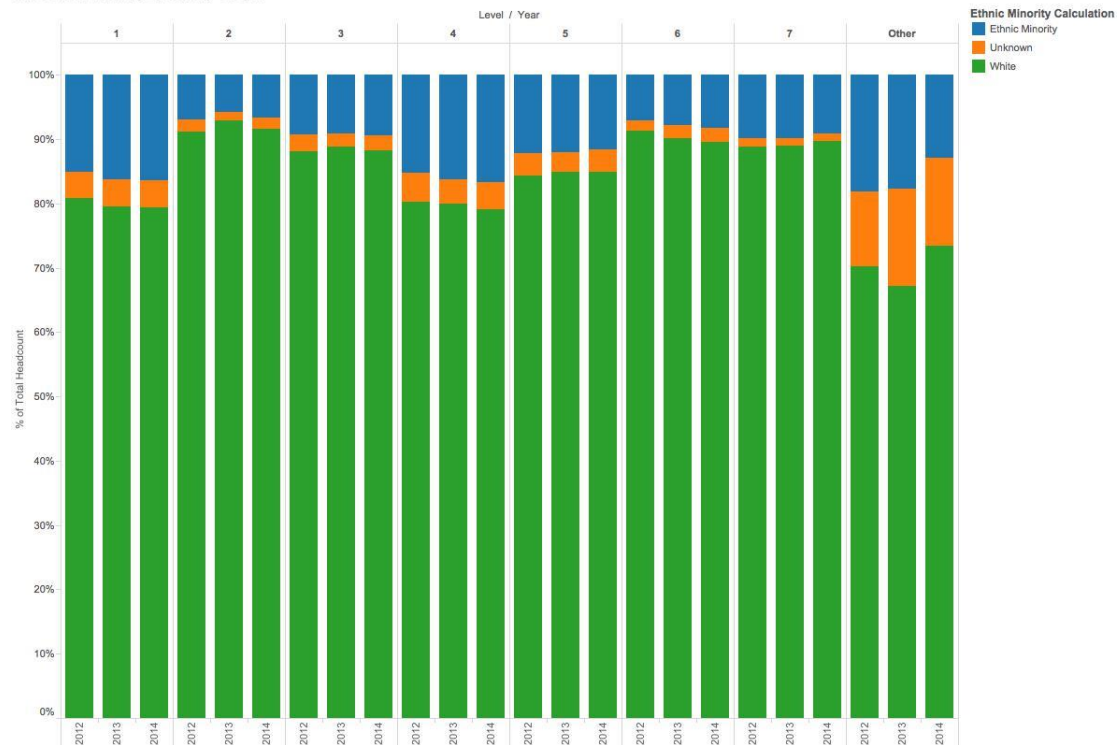
Level and Gender

Year	Level	Pers Sex					
		Headcount		% Headcount		Headcount	% Headcount
		F	M	F	M	Total	Total
2012	1	704	457	60.64%	39.36%	1,161	100.00%
	2	640	167	79.31%	20.69%	807	100.00%
	3	472	275	63.19%	36.81%	747	100.00%
	4	926	833	52.64%	47.36%	1,759	100.00%
	5	653	636	50.66%	49.34%	1,289	100.00%
	6	211	409	34.03%	65.97%	620	100.00%
	7	128	506	20.19%	79.81%	634	100.00%
	Other	31	63	32.98%	67.02%	94	100.00%
	Total	3,765	3,346	52.95%	47.05%	7,111	100.00%
2013	1	705	458	60.62%	39.38%	1,163	100.00%
	2	603	165	78.52%	21.48%	768	100.00%
	3	494	280	63.82%	36.18%	774	100.00%
	4	936	880	51.54%	48.46%	1,816	100.00%
	5	665	650	50.57%	49.43%	1,315	100.00%
	6	206	404	33.77%	66.23%	610	100.00%
	7	127	494	20.45%	79.55%	621	100.00%
	Other	38	75	33.63%	66.37%	113	100.00%
	Total	3,774	3,406	52.56%	47.44%	7,180	100.00%
2014	1	707	464	60.38%	39.62%	1,171	100.00%
	2	598	170	77.86%	22.14%	768	100.00%
	3	509	278	64.68%	35.32%	787	100.00%
	4	912	874	51.06%	48.94%	1,786	100.00%
	5	679	678	50.04%	49.96%	1,357	100.00%
	6	221	420	34.48%	65.52%	641	100.00%
	7	132	492	21.15%	78.85%	624	100.00%
	Other	45	72	38.46%	61.54%	117	100.00%
	Total	3,803	3,448	52.45%	47.55%	7,251	100.00%

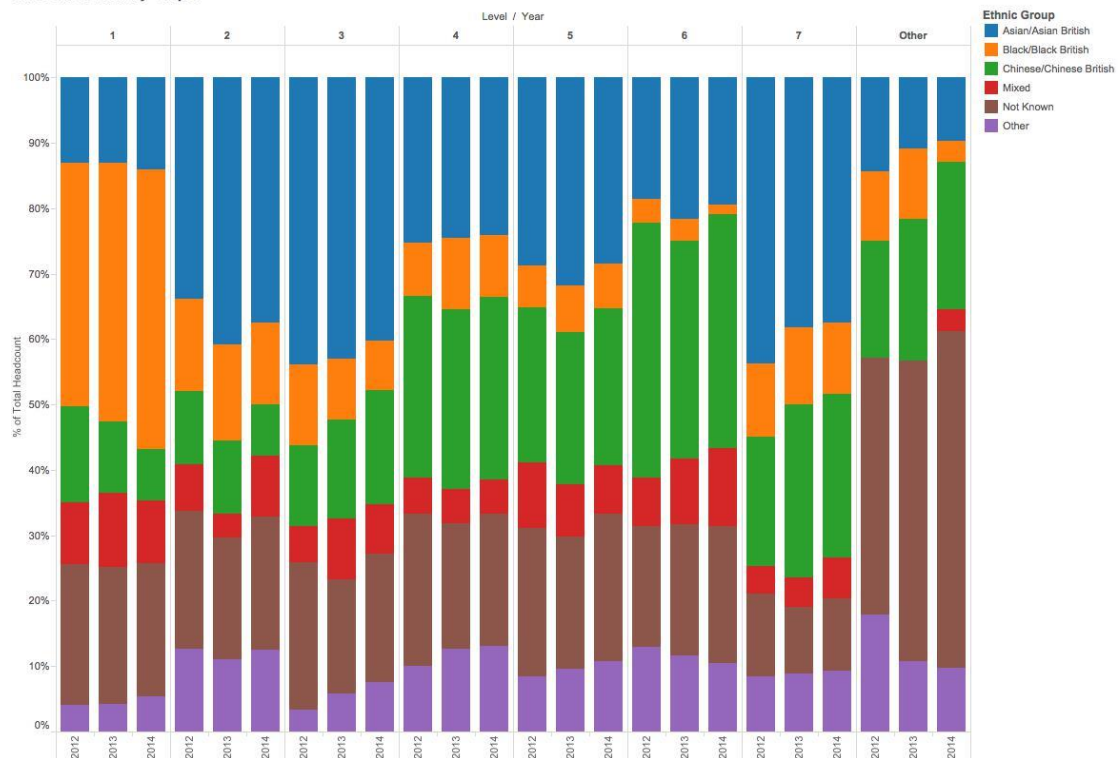
Ethnicity and Level

There continues to be a higher proportion of ethnic minority employees at levels 1 and 4 within the organisation than at other levels.

Level and Ethnicity Summary Graph



Level and Ethnicity Graph



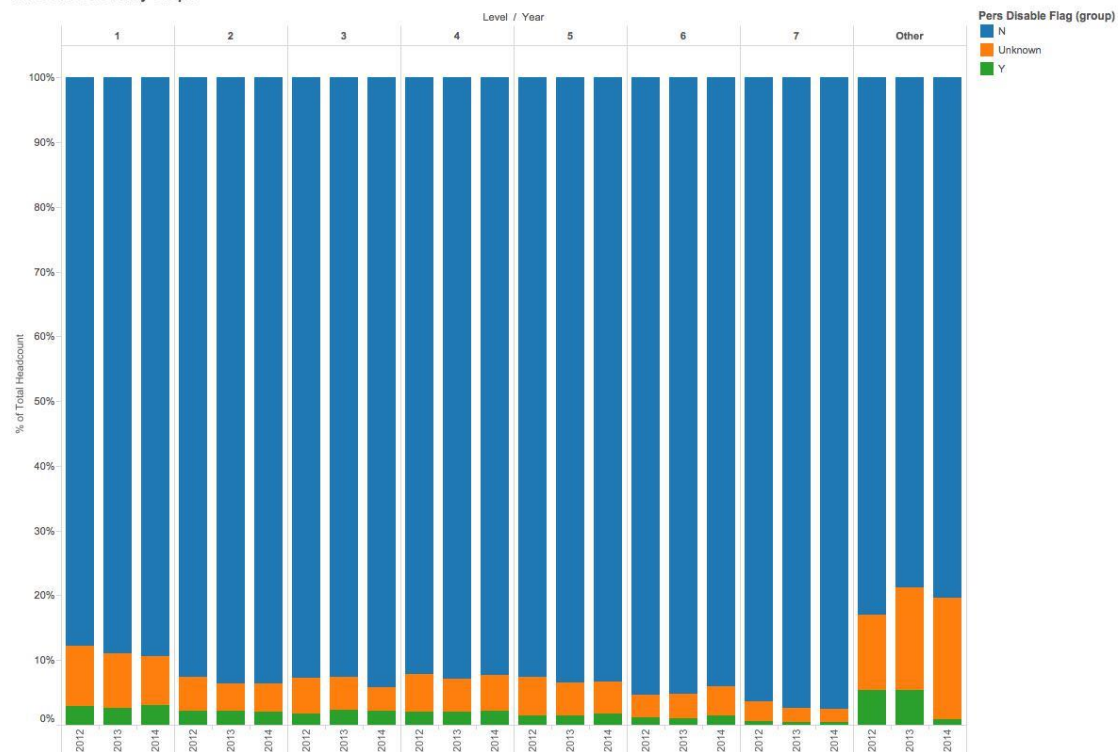
Level and Ethnicity

											Level											
Year	Ethnic Minor..	Ethnic Group	Headcount								% of Total Headcount along Pane (Across then Down)										Headc..	% of Tot al Head count ..
			1	2	3	4	5	6	7	Other	1	2	3	4	5	6	7	Other				
2012	Ethnic Minority	Asian/Asian British	29	24	39	88	58	10	31	*	3.43%	2.84%	4.61%	10.40%	6.86%	1.18%	3.66%	0.47%	283	33.45%		
		Black/Black British	83	10	11	28	13	*	*	*	9.81%	1.18%	1.30%	3.31%	1.54%	0.24%	0.95%	0.35%	158	18.68%		
		Chinese/Chinese British	33	*	11	97	48	21	14	*	3.90%	0.95%	1.30%	11.47%	5.67%	2.48%	1.65%	0.59%	237	28.01%		
		Mixed	21	*	*	19	20	*	*	*	2.48%	0.59%	0.59%	2.25%	2.36%	0.47%	0.35%		77	9.10%		
		Other	*	*	*	35	17	*	*	*	1.06%	1.06%	0.35%	4.14%	2.01%	0.83%	0.71%	0.59%	91	10.76%		
	Unknown	Not Known	48	15	20	81	46	10	*	11	20.00%	6.25%	8.33%	33.75%	19.17%	4.17%	3.75%	4.58%	240	100.00%		
	White	White	938	736	658	1,411	1,087	568	563	66	15.57%	12.22%	10.92%	23.42%	18.04%	9.39%	9.34%	1.10%	6,025	100.00%		
Total			1,161	807	747	1,759	1,289	620	634	94	16.33%	11.35%	10.50%	24.74%	18.13%	8.72%	8.92%	1.32%	7,111	100.00%		
2013	Ethnic Minority	Asian/Asian British	31	22	37	89	63	13	26	*	3.51%	2.49%	4.19%	10.07%	7.13%	1.47%	2.94%	0.45%	285	32.24%		
		Black/Black British	94	*	*	40	14	*	*	*	10.63%	0.90%	0.90%	4.52%	1.58%	0.23%	0.90%	0.45%	178	20.14%		
		Chinese/Chinese British	26	*	13	100	46	20	18	*	2.94%	0.88%	1.47%	11.31%	5.20%	2.26%	2.04%	0.90%	237	26.81%		
		Mixed	27	*	*	19	16	*	*	*	3.05%	0.23%	0.90%	2.15%	1.81%	0.68%	0.34%		81	9.16%		
		Other	10	*	*	46	19	*	*	*	1.13%	0.68%	0.57%	5.20%	2.15%	0.79%	0.68%	0.45%	103	11.65%		
	Unknown	Not Known	50	10	15	70	40	12	*	17	22.62%	4.52%	6.79%	31.67%	18.10%	5.43%	3.17%	7.69%	221	100.00%		
	White	White	925	714	688	1,452	1,117	550	553	78	15.23%	11.75%	11.33%	23.90%	18.39%	9.05%	9.10%	1.25%	6,075	100.00%		
Total			1,163	768	774	1,816	1,315	610	621	113	16.20%	10.70%	10.78%	25.29%	18.31%	8.50%	8.65%	1.57%	7,180	100.00%		
2014	Ethnic Minority	Asian/Asian British	34	24	37	90	58	13	24	*	3.79%	2.67%	4.12%	10.02%	6.46%	1.45%	2.67%	0.33%	283	31.51%		
		Black/Black British	103	*	*	35	14	*	*	*	11.47%	0.89%	0.78%	3.90%	1.56%	0.11%	0.78%	0.11%	176	19.60%		
		Chinese/Chinese British	19	*	16	104	49	24	16	*	2.12%	0.56%	1.78%	11.58%	5.46%	2.67%	1.78%	0.78%	240	26.73%		
		Mixed	23	*	*	20	15	*	*	*	2.56%	0.67%	0.78%	2.23%	1.67%	0.89%	0.45%	0.11%	84	9.35%		
		Other	13	*	*	49	22	*	*	*	1.45%	0.89%	0.78%	5.46%	2.45%	0.78%	0.67%	0.33%	115	12.81%		
	Unknown	Not Known	49	13	18	75	46	14	*	16	20.59%	5.46%	7.56%	31.51%	19.33%	5.88%	2.94%	6.72%	238	100.00%		
	White	White	930	704	695	1,413	1,153	574	560	86	15.21%	11.51%	11.37%	23.11%	18.86%	9.39%	9.16%	1.41%	6,115	100.00%		
Total			1,171	768	787	1,786	1,357	641	624	117	16.15%	10.59%	10.85%	24.63%	18.71%	8.84%	8.61%	1.61%	7,251	100.00%		

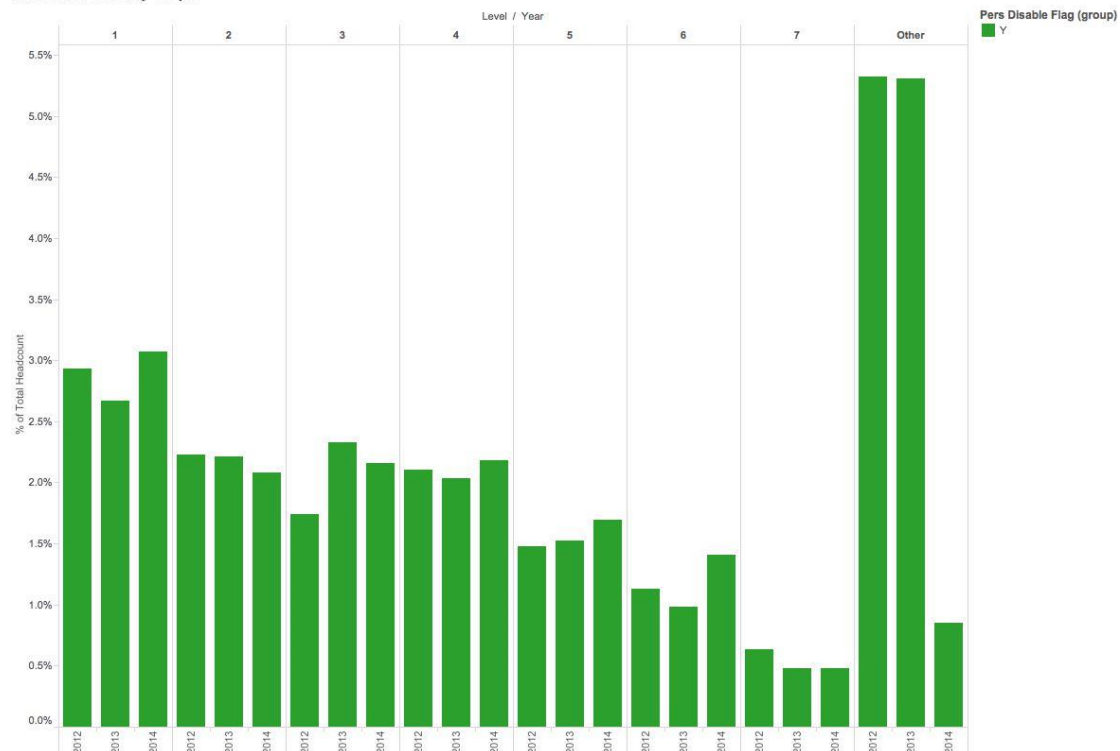
Disability and Level

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

Level and Disability Graph



Level and Disability Graph



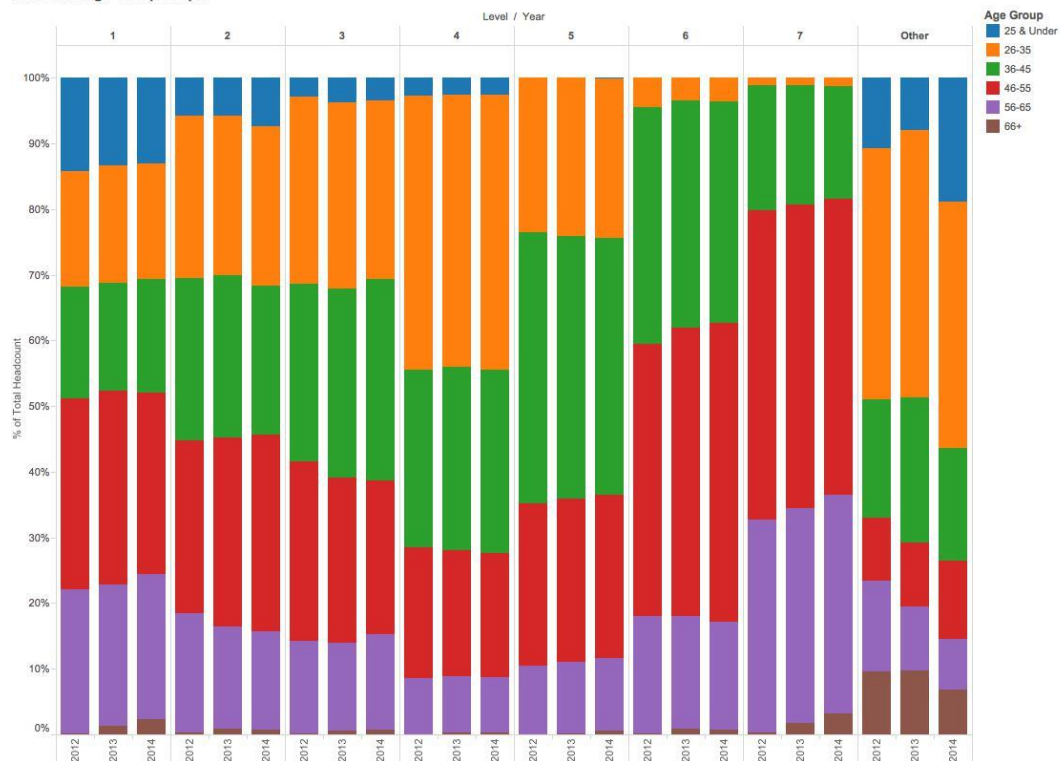
Level and Disability

		Pers Disable Flag (group)								
Year	Level	Headcount			% Headcount			Headcou..	% Headco unt	
		N	Unknown	Y	N	Unknown	Y	Total	Total	
2012	1	1,020	107	34	87.86%	9.22%	2.93%	1,161	100.00%	
	2	747	42	18	92.57%	5.20%	2.23%	807	100.00%	
	3	693	41	13	92.77%	5.49%	1.74%	747	100.00%	
	4	1,620	102	37	92.10%	5.80%	2.10%	1,759	100.00%	
	5	1,194	76	19	92.63%	5.90%	1.47%	1,289	100.00%	
	6	591	22	*	95.32%	3.55%	1.13%	620	100.00%	
	7	611	19	*	96.37%	3.00%	0.63%	634	100.00%	
	Other	78	11	*	82.98%	11.70%	5.32%	94	100.00%	
	Total	6,554	420	137	92.17%	5.91%	1.93%	7,111	100.00%	
2013	1	1,035	97	31	88.99%	8.34%	2.67%	1,163	100.00%	
	2	719	32	17	93.62%	4.17%	2.21%	768	100.00%	
	3	717	39	18	92.64%	5.04%	2.33%	774	100.00%	
	4	1,686	93	37	92.84%	5.12%	2.04%	1,816	100.00%	
	5	1,229	66	20	93.46%	5.02%	1.52%	1,315	100.00%	
	6	581	23	*	95.25%	3.77%	0.98%	610	100.00%	
	7	605	13	*	97.42%	2.09%	0.48%	621	100.00%	
	Other	89	18	*	78.76%	15.93%	5.31%	113	100.00%	
	Total	6,661	381	138	92.77%	5.31%	1.92%	7,180	100.00%	
2014	1	1,046	89	36	89.33%	7.60%	3.07%	1,171	100.00%	
	2	719	33	16	93.62%	4.30%	2.08%	768	100.00%	
	3	741	29	17	94.16%	3.68%	2.16%	787	100.00%	
	4	1,649	98	39	92.33%	5.49%	2.18%	1,786	100.00%	
	5	1,266	68	23	93.29%	5.01%	1.69%	1,357	100.00%	
	6	603	29	*	94.07%	4.52%	1.40%	641	100.00%	
	7	609	12	*	97.60%	1.92%	0.48%	624	100.00%	
	Other	94	22	*	80.34%	18.80%	0.85%	117	100.00%	
	Total	6,727	380	144	92.77%	5.24%	1.99%	7,251	100.00%	

Age and Level

The distribution of staff of different ages within levels is representative of the experience required at more senior roles level 5 and above. Between levels 1 and 4 the distribution of age within each level is more equal.

Level and Age Group Graph



Level by Age Group

		Age Group											
		25 & Under		26-35		36-45		46-55		56-65		66+	
Year	Level	Headcount	% of Total Headcount along Pane ..	Headcount	% of Total Headcount along Pane ..	Headcount	% of Total Headcount along Pane ..	Headcount	% of Total Headcount along Pane ..	Headcount	% of Total Headcount along Pane ..	Headcount	% of Total Headcount along Pane ..
2012	1	164	56.75%	205	11.88%	197	10.02%	338	16.98%	255	22.75%	*	11.11%
	2	46	15.92%	200	11.59%	199	10.12%	213	10.70%	147	13.11%	*	11.11%
	3	21	7.27%	213	12.35%	202	10.27%	204	10.25%	106	9.46%	*	5.56%
	4	48	16.61%	733	42.49%	476	24.20%	352	17.68%	149	13.29%	*	5.56%
	5			303	17.57%	532	27.05%	319	16.02%	135	12.04%		
	6			28	1.62%	223	11.34%	257	12.91%	111	9.90%	*	5.56%
	7			*	0.41%	121	6.15%	299	15.02%	205	18.29%	*	11.11%
	Other	10	3.46%	36	2.09%	17	0.86%	*	0.45%	13	1.16%	*	50.00%
2013	1	155	54.58%	208	11.83%	191	9.62%	343	17.16%	251	22.94%	15	25.00%
	2	44	15.49%	187	10.64%	190	9.57%	221	11.06%	119	10.88%	*	11.67%
	3	29	10.21%	219	12.46%	223	11.23%	195	9.75%	103	9.41%	*	8.33%
	4	47	16.55%	753	42.83%	506	25.49%	348	17.41%	158	14.44%	*	6.67%
	5			317	18.03%	526	26.50%	326	16.31%	144	13.16%	*	3.33%
	6			21	1.19%	211	10.63%	268	13.41%	105	9.60%	*	8.33%
	7			*	0.40%	113	5.69%	287	14.36%	203	18.56%	11	18.33%
	Other	*	3.17%	46	2.62%	25	1.26%	11	0.55%	11	1.01%	11	18.33%
2014	1	153	50.00%	206	11.72%	202	10.14%	324	16.21%	258	23.24%	28	32.56%
	2	57	18.63%	186	10.58%	174	8.73%	230	11.51%	115	10.36%	*	6.98%
	3	27	8.82%	214	12.17%	242	12.15%	184	9.20%	114	10.27%	*	6.98%
	4	47	15.36%	746	42.43%	500	25.10%	337	16.86%	151	13.60%	*	5.81%
	5	*	0.00%	331	18.83%	531	26.66%	337	16.86%	150	13.51%	*	9.30%
	6			23	1.31%	216	10.84%	292	14.61%	105	9.46%	*	5.81%
	7			*	0.46%	107	5.37%	281	14.06%	208	18.74%	20	23.26%
	Other	22	7.19%	44	2.50%	20	1.00%	14	0.70%	*	0.81%	*	9.30%
Grand Total		879	100.00%	5,241	100.00%	5,944	100.00%	5,989	100.00%	3,325	100.00%	164	100.00%

1.8 Occupational Staff Group

The occupational groups for the University are represented as follows:

APM: Administrative, Professional & Managerial

C&M: Clinical & Medical-Related

CCS: Childcare Services

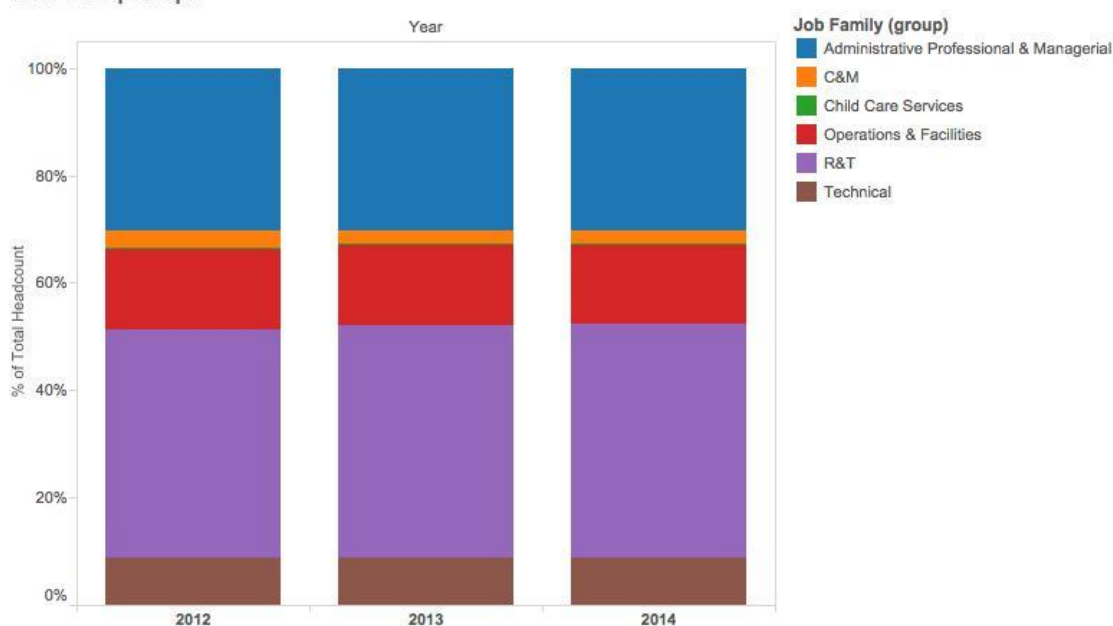
O&F: Operations & Facilities

R&T: Research & Teaching

TS: Technical Services

The occupational groups used are based on the University job families. Where a member of staff is not in one of the job families, they have been allocated to the most appropriate job family grouping or the clinical and medical-related staff group. The largest occupational staff group is research and teaching with 44% of staff, followed by administrative, professional and managerial staff, who constitute 30%. The proportion of staff in operations and facilities roles is 15% and the proportion of staff in clinical and medical-related, childcare services and technical services roles is 2%, 0.39% and 9% of staff respectively. These proportions have remained constant over the past three years.

Staff Group Graph



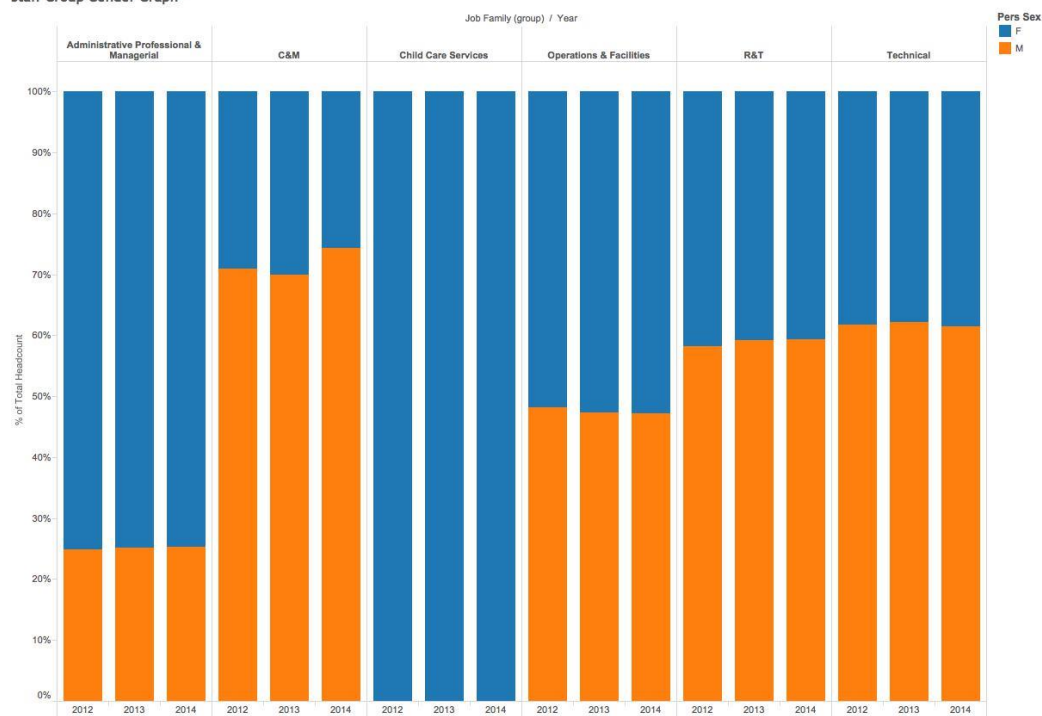
Staff Group

Job Family (group)	Year					
	2012		2013		2014	
	Headcount	% of Total Headcount along Table (...)	Headcount	% of Total Headcount along Table (...)	Headcount	% of Total Headcount along Table (...)
Administrative Professional & Managerial	2,161	30.39%	2,167	30.18%	2,201	30.35%
C&M	213	3.00%	173	2.41%	160	2.21%
Child Care Services	27	0.38%	28	0.39%	28	0.39%
Operations & Facilities	1,055	14.84%	1,068	14.87%	1,071	14.77%
R&T	3,025	42.54%	3,113	43.36%	3,154	43.50%
Technical	630	8.86%	631	8.79%	637	8.78%
Grand Total	7,111	100.00%	7,180	100.00%	7,251	100.00%

Gender and Occupational Staff Group

Whilst overall the University has an even gender balance, there are clear signs of occupational segregation by gender with women representing over three quarters of administrative, professional and managerial and 100% of childcare services employees. Conversely, 74% of clinical and medical-related staff, 59% of research and teaching staff, and 62% of technical services employees are male. The operations and facilities staff group is the most gender balanced with 53% female and 47% male.

Staff Group Gender Graph



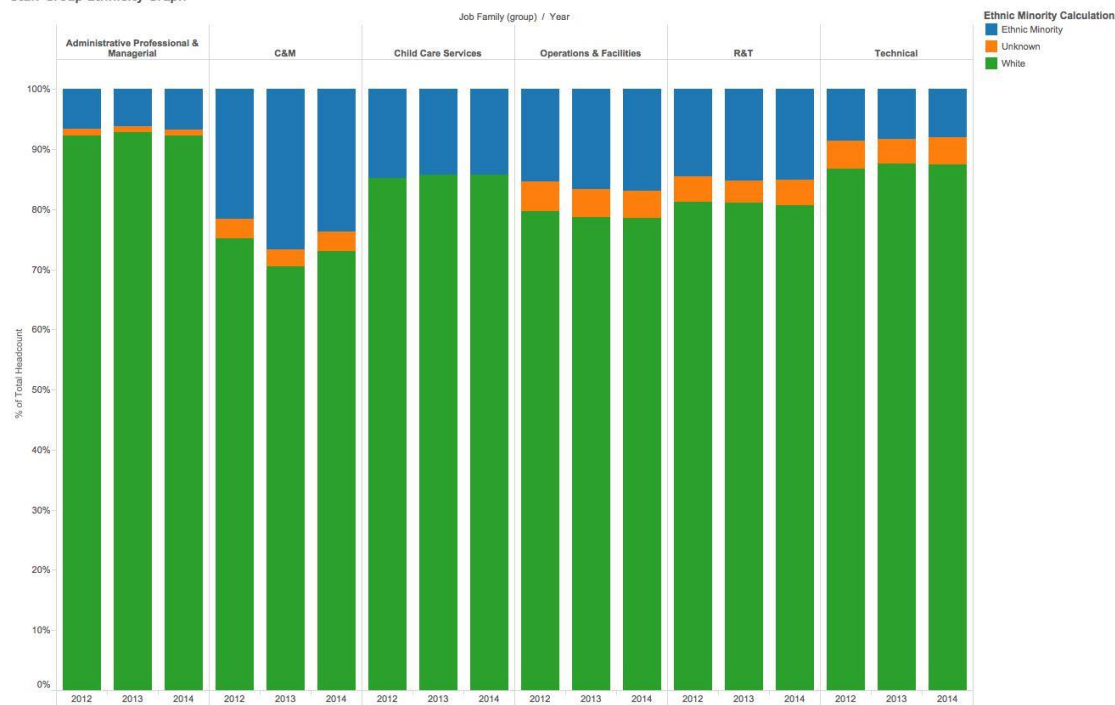
Staff Group Gender

Year	Job Family (group)	Pers Sex					
		Headcount		% Headcount		Headcou..	% Headco unt Total
		F	M	F	M		
2012	Administrative Professional & ..	1,625	536	75.20%	24.80%	2,161	100.00%
	C&M	62	151	29.11%	70.89%	213	100.00%
	Child Care Services	27		100.00%		27	100.00%
	Operations & Facilities	547	508	51.85%	48.15%	1,055	100.00%
	R&T	1,263	1,762	41.75%	58.25%	3,025	100.00%
	Technical	241	389	38.25%	61.75%	630	100.00%
	Total	3,765	3,346	52.95%	47.05%	7,111	100.00%
2013	Administrative Professional & ..	1,622	545	74.85%	25.15%	2,167	100.00%
	C&M	52	121	30.06%	69.94%	173	100.00%
	Child Care Services	28		100.00%		28	100.00%
	Operations & Facilities	563	505	52.72%	47.28%	1,068	100.00%
	R&T	1,270	1,843	40.80%	59.20%	3,113	100.00%
	Technical	239	392	37.88%	62.12%	631	100.00%
	Total	3,774	3,406	52.56%	47.44%	7,180	100.00%
2014	Administrative Professional & ..	1,644	557	74.69%	25.31%	2,201	100.00%
	C&M	41	119	25.62%	74.38%	160	100.00%
	Child Care Services	28		100.00%		28	100.00%
	Operations & Facilities	565	506	52.75%	47.25%	1,071	100.00%
	R&T	1,280	1,874	40.58%	59.42%	3,154	100.00%
	Technical	245	392	38.46%	61.54%	637	100.00%
	Total	3,803	3,448	52.45%	47.55%	7,251	100.00%

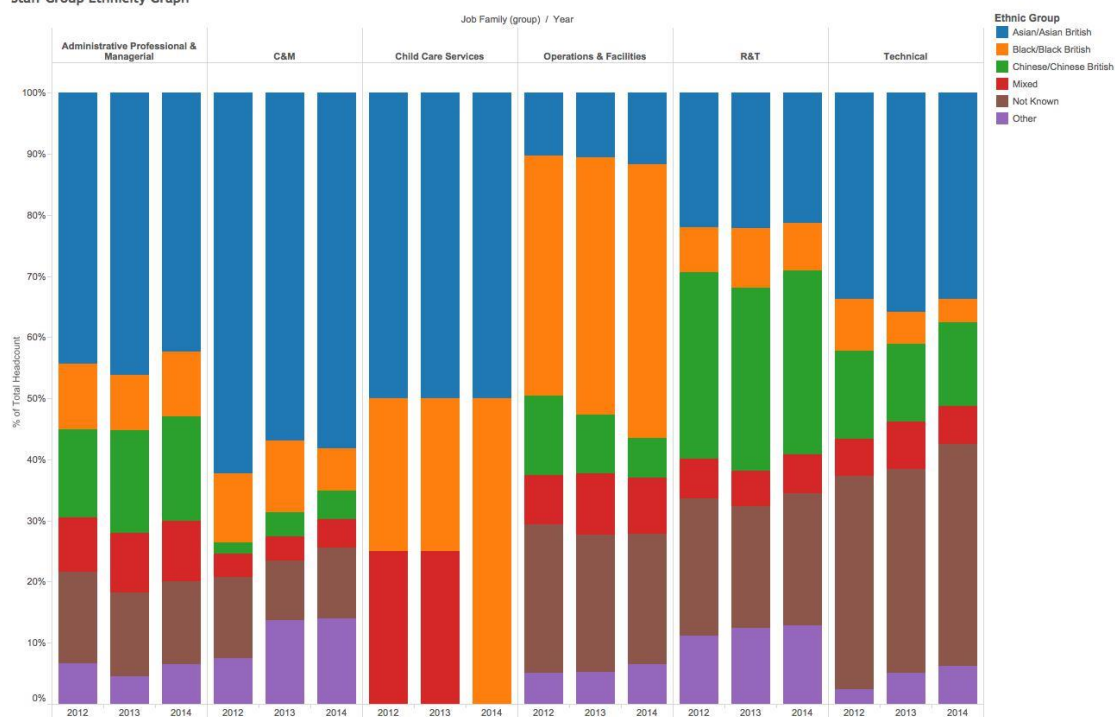
Ethnicity and Occupational Staff Group

There is also evidence of occupational segregation by ethnicity, with a considerably higher proportion of ethnic minority staff in clinical and medical, research and teaching and operations and facilities.

Staff Group Ethnicity Graph



Staff Group Ethnicity Graph



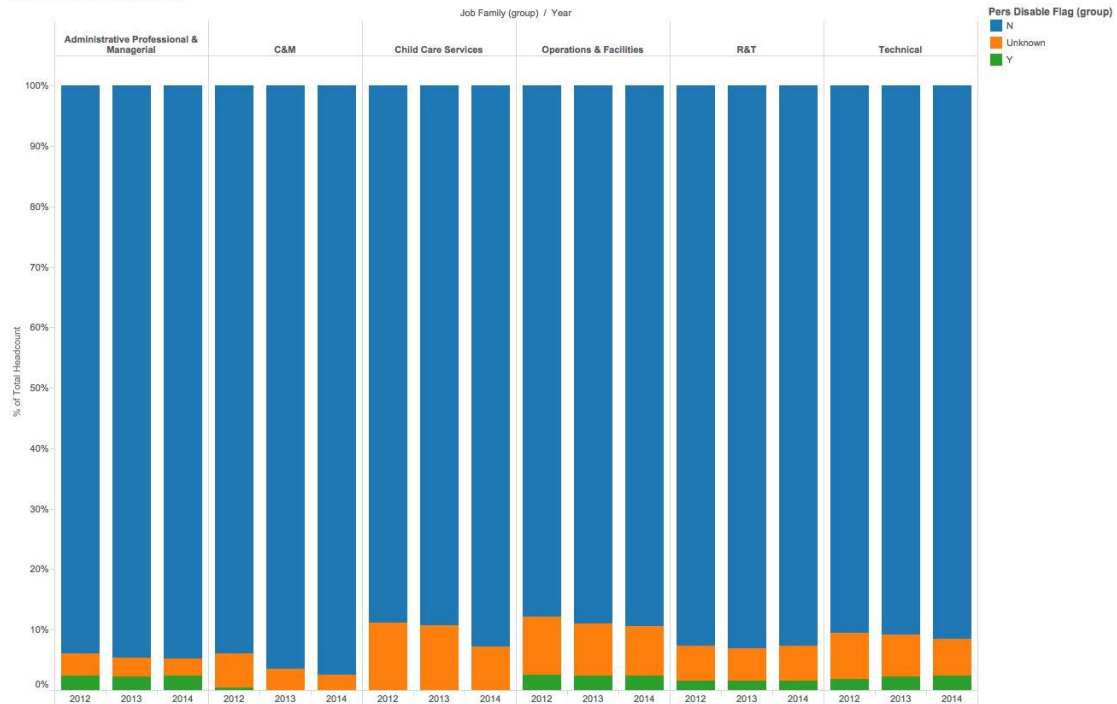
Staff Group Ethnicity

			Job Family (group)											
			Administrative Professional & Managerial		C&M		Child Care Services		Operations & Facilities		R&T		Technical	
Year	Ethnic Minority Calculation	Ethnic Group	Headcount...	% of Total Headcount t along E...	Headcount...	% of Total Headcount t along E...	Headcount...	% of Total Headcount t along E...	Headcount...	% of Total Headcount t along E...	Headcount...	% of Total Headcount t along E...	Headcount...	% of Total Headcount t along E...
2012	Ethnic Minority	Asian/Asian British	74	3.42%	33	15.49%	*	7.41%	22	2.09%	124	4.10%	28	4.44%
		Black/Black British	18	0.83%	*	2.82%	*	3.70%	84	7.96%	42	1.39%	*	1.11%
		Chinese/Chinese British	24	1.11%	*	0.47%			28	2.65%	172	5.69%	12	1.90%
		Mixed	15	0.69%	*	0.94%	*	3.70%	17	1.61%	37	1.22%	*	0.79%
		Other	11	0.51%	*	1.88%			11	1.04%	63	2.08%	*	0.32%
		Unknown	Not Known	25	1.16%	*	3.29%			52	4.93%	127	4.20%	29
	White	White	1,994	92.27%	160	75.12%	23	85.19%	841	79.72%	2,460	81.32%	547	86.83%
	Total		2,161	100.00%	213	100.00%	27	100.00%	1,055	100.00%	3,025	100.00%	630	100.00%
2013	Ethnic Minority	Asian/Asian British	71	3.28%	29	16.76%	*	7.14%	24	2.25%	131	4.21%	28	4.44%
		Black/Black British	14	0.65%	*	3.47%	*	3.57%	96	8.99%	57	1.83%	*	0.63%
		Chinese/Chinese British	26	1.20%	*	1.16%			22	2.06%	177	5.69%	10	1.58%
		Mixed	15	0.69%	*	1.16%	*	3.57%	23	2.15%	34	1.09%	*	0.95%
		Other	*	0.32%	*	4.05%			12	1.12%	73	2.35%	*	0.63%
		Unknown	Not Known	21	0.97%	*	2.89%			51	4.78%	118	3.79%	26
	White	White	2,013	92.89%	122	70.52%	24	85.71%	840	78.65%	2,523	81.05%	553	87.64%
	Total		2,167	100.00%	173	100.00%	28	100.00%	1,068	100.00%	3,113	100.00%	631	100.00%
2014	Ethnic Minority	Asian/Asian British	72	3.27%	25	15.62%	*	7.14%	27	2.52%	130	4.12%	27	4.24%
		Black/Black British	18	0.82%	*	1.88%	*	7.14%	103	9.62%	47	1.49%	*	0.47%
		Chinese/Chinese British	29	1.32%	*	1.25%			15	1.40%	183	5.80%	11	1.73%
		Mixed	17	0.77%	*	1.25%			21	1.96%	39	1.24%	*	0.78%
		Other	11	0.50%	*	3.75%			15	1.40%	78	2.47%	*	0.78%
		Unknown	Not Known	23	1.04%	*	3.12%			49	4.58%	132	4.19%	29
	White	White	2,031	92.28%	117	73.12%	24	85.71%	841	78.52%	2,545	80.69%	557	87.44%
	Total		2,201	100.00%	160	100.00%	28	100.00%	1,071	100.00%	3,154	100.00%	637	100.00%
Grand Total			6,529	100.00%	546	100.00%	83	100.00%	3,194	100.00%	9,292	100.00%	1,898	100.00%

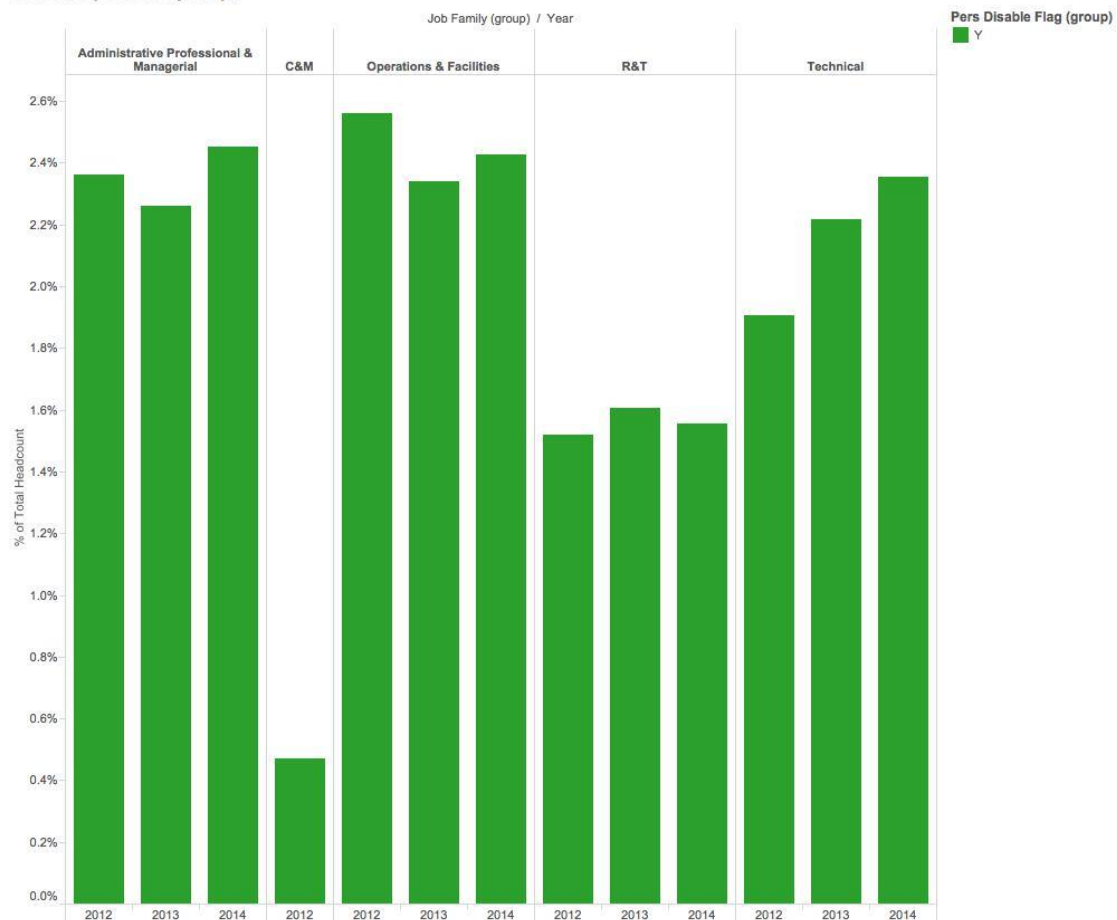
Disability and Occupational Staff Group

The largest proportion of staff with a declared disability occurs in the operations and facilities, APM, and technical services staff groups at 2.4%, 2.5% and 2.4% respectively. The proportion of staff for whom disability status is unknown is highest in the operations and facilities.

Staff Group Disability Graph



Staff Group Disability Graph



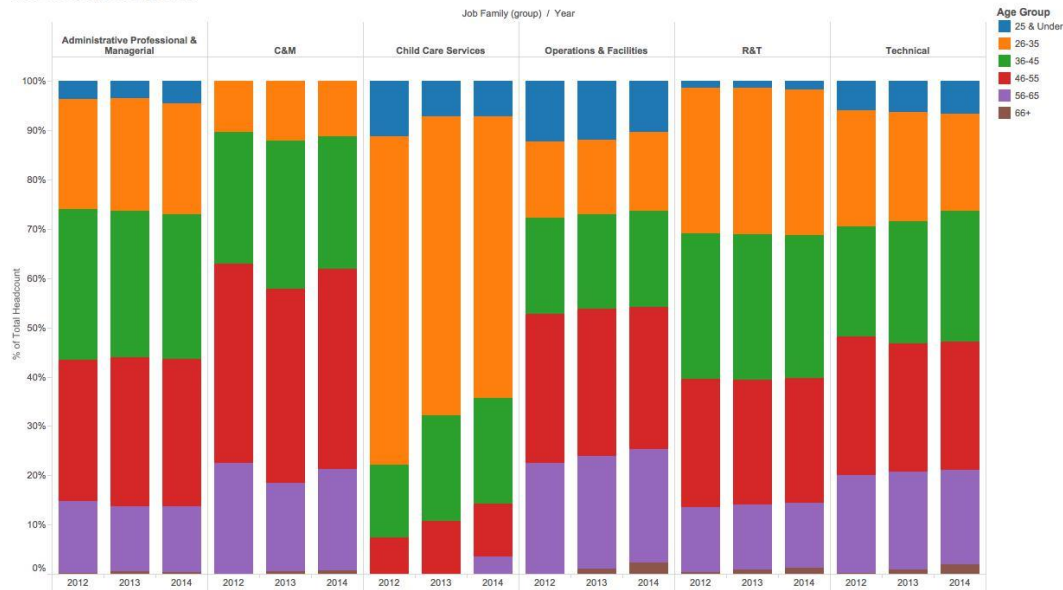
Staff Group Disability

Year	Job Family (group)	Pers Disable Flag (group)							
		N		Unknown		Y		Grand Total	
		Headcou..	% of Total Headcoun t along T..	Headcou..	% of Total Headcoun t along T..	Headcou..	% of Total Headcoun t along T..	Headcou..	% of Total Headcoun t along T..
2012	Administrative Professional & ..	2,029	93.89%	81	3.75%	51	2.36%	2,161	100.00%
	C&M	200	93.90%	12	5.63%	*	0.47%	213	100.00%
	Child Care Services	24	88.89%	*	11.11%			27	100.00%
	Operations & Facilities	927	87.87%	101	9.57%	27	2.56%	1,055	100.00%
	R&T	2,804	92.69%	175	5.79%	46	1.52%	3,025	100.00%
	Technical	570	90.48%	48	7.62%	12	1.90%	630	100.00%
2013	Administrative Professional & ..	2,050	94.60%	68	3.14%	49	2.26%	2,167	100.00%
	C&M	167	96.53%	*	3.47%			173	100.00%
	Child Care Services	25	89.29%	*	10.71%			28	100.00%
	Operations & Facilities	950	88.95%	93	8.71%	25	2.34%	1,068	100.00%
	R&T	2,896	93.03%	167	5.36%	50	1.61%	3,113	100.00%
	Technical	573	90.81%	44	6.97%	14	2.22%	631	100.00%
2014	Administrative Professional & ..	2,085	94.73%	62	2.82%	54	2.45%	2,201	100.00%
	C&M	156	97.50%	*	2.50%			160	100.00%
	Child Care Services	26	92.86%	*	7.14%			28	100.00%
	Operations & Facilities	957	89.36%	88	8.22%	26	2.43%	1,071	100.00%
	R&T	2,920	92.58%	185	5.87%	49	1.55%	3,154	100.00%
	Technical	583	91.52%	39	6.12%	15	2.35%	637	100.00%

Age and Occupational Staff Group

There has been little change in the age bands across all role types over the last 3 years.

Staff Group Age Group Graph



Staff Group Age Group

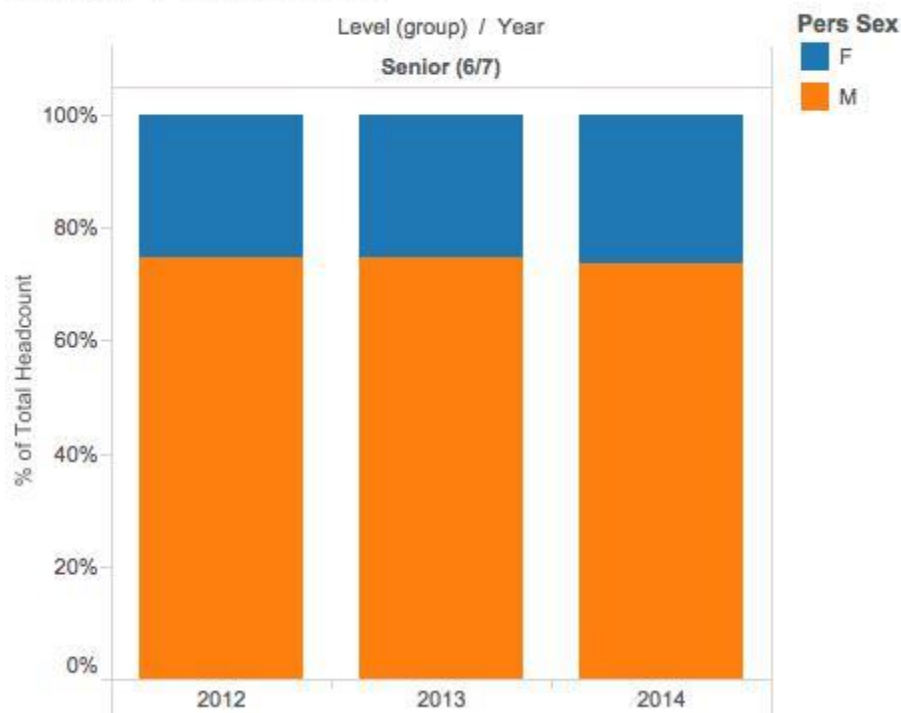
Year	Job Family (group)	Headcount						Age Group						Headcount	% of Total Headcount along Table (Across)
		25 & Under	26-35	36-45	46-55	56-65	66+	25 & Under	26-35	36-45	46-55	56-65	66+		
		% of Total Headcount along Table (Across)													
2012	Administrative Professional & ...	80	481	663	617	316	*	3.70%	22.26%	30.68%	28.55%	14.62%	0.19%	2,161	100.00%
	C&M		22	57	86	48		10.33%	26.76%	40.38%	22.54%			213	100.00%
	Child Care Services	*	18	*	*	*		11.11%	66.67%	14.81%	7.41%			27	100.00%
	Operations & Facilities	130	162	206	320	237	*	12.32%	15.36%	19.53%	30.33%	22.46%	0.00%	1,055	100.00%
	R&T	39	893	897	788	395	13	1.29%	29.52%	29.65%	26.05%	13.06%	0.43%	3,025	100.00%
	Technical	37	149	140	178	125	*	5.87%	23.65%	22.22%	28.25%	19.84%	0.16%	630	100.00%
	Total	289	1,725	1,967	1,991	1,121	18	4.06%	24.26%	27.66%	28.00%	15.76%	0.25%	7,111	100.00%
2013	Administrative Professional & ...	76	493	646	653	288	11	3.51%	22.75%	29.81%	30.13%	13.29%	0.51%	2,167	100.00%
	C&M		21	52	68	31	*	12.14%	30.06%	39.31%	17.92%	0.58%		173	100.00%
	Child Care Services	*	17	*	*	*		7.14%	60.71%	21.43%	10.71%			28	100.00%
	Operations & Facilities	127	161	205	320	243	12	11.89%	15.07%	19.19%	29.96%	22.75%	1.12%	1,068	100.00%
	R&T	40	926	919	791	407	30	1.28%	29.75%	29.52%	25.41%	13.07%	0.96%	3,113	100.00%
	Technical	39	140	157	164	125	*	6.18%	22.19%	24.88%	25.99%	19.81%	0.95%	631	100.00%
	Total	284	1,758	1,985	1,999	1,094	60	3.96%	24.48%	27.65%	27.84%	15.24%	0.84%	7,180	100.00%
2014	Administrative Professional & ...	99	497	646	657	294	*	4.50%	22.58%	29.35%	29.85%	13.36%	0.36%	2,201	100.00%
	C&M		18	43	65	33	*	11.25%	26.88%	40.62%	20.62%	0.62%		160	100.00%
	Child Care Services	*	16	*	*	*		7.14%	57.14%	21.43%	10.71%	3.57%		28	100.00%
	Operations & Facilities	110	171	210	309	246	25	10.27%	15.97%	19.61%	28.85%	22.97%	2.33%	1,071	100.00%
	R&T	53	930	918	799	414	40	1.68%	29.49%	29.11%	25.33%	13.13%	1.27%	3,154	100.00%
	Technical	42	126	169	166	122	12	6.59%	19.78%	26.53%	26.06%	19.15%	1.88%	637	100.00%
	Total	306	1,758	1,992	1,999	1,110	86	4.22%	24.24%	27.47%	27.57%	15.31%	1.19%	7,251	100.00%

1.9 Senior Research and Teaching Posts

Gender of Senior Research and Teaching Posts

There was a slight increase of women in senior research and teaching positions to 26% between 2013 and 2014. However, the proportion of 26% is still some way off the 2014/2015 target of 33% included in the University Strategic Plan.

Senior R+T Gender Graph



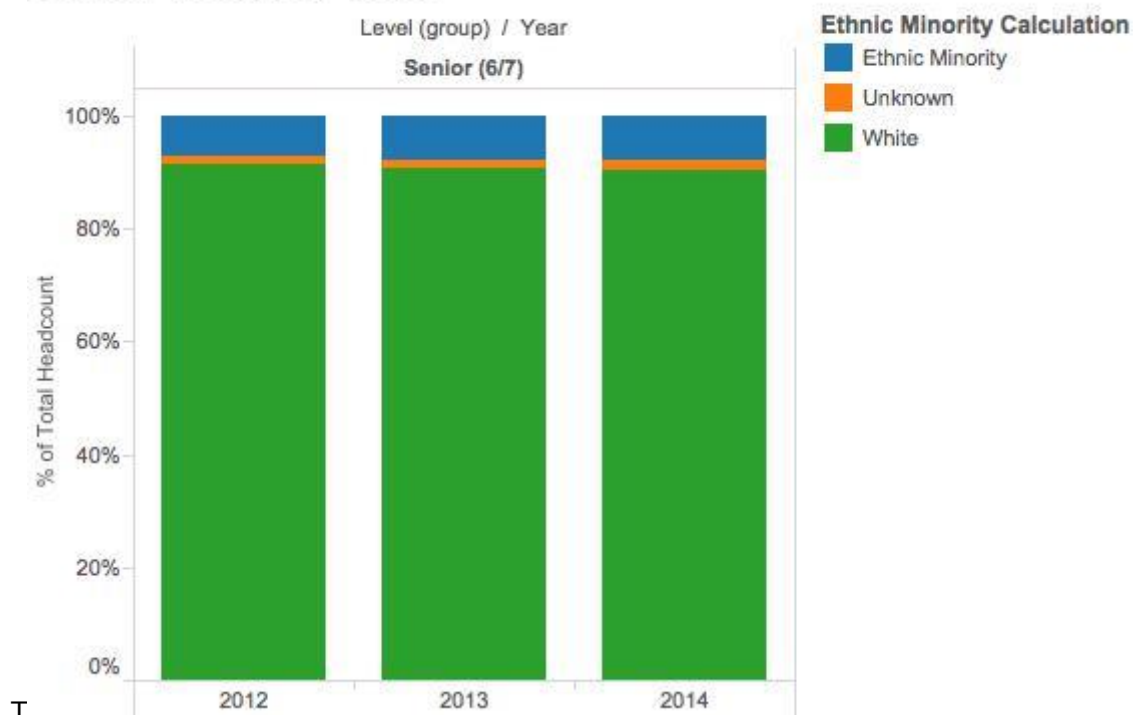
Senior R+T Gender

Pers Sex	Level (group)	Year			% of Total Headcount along Table (Down)		
		Headcount					
		2012	2013	2014	2012	2013	2014
F	Senior (6/7)	237	247	263	25.21%	25.33%	26.22%
M	Senior (6/7)	703	728	740	74.79%	74.67%	73.78%
Grand Total		940	975	1,003	100.00%	100.00%	100.00%

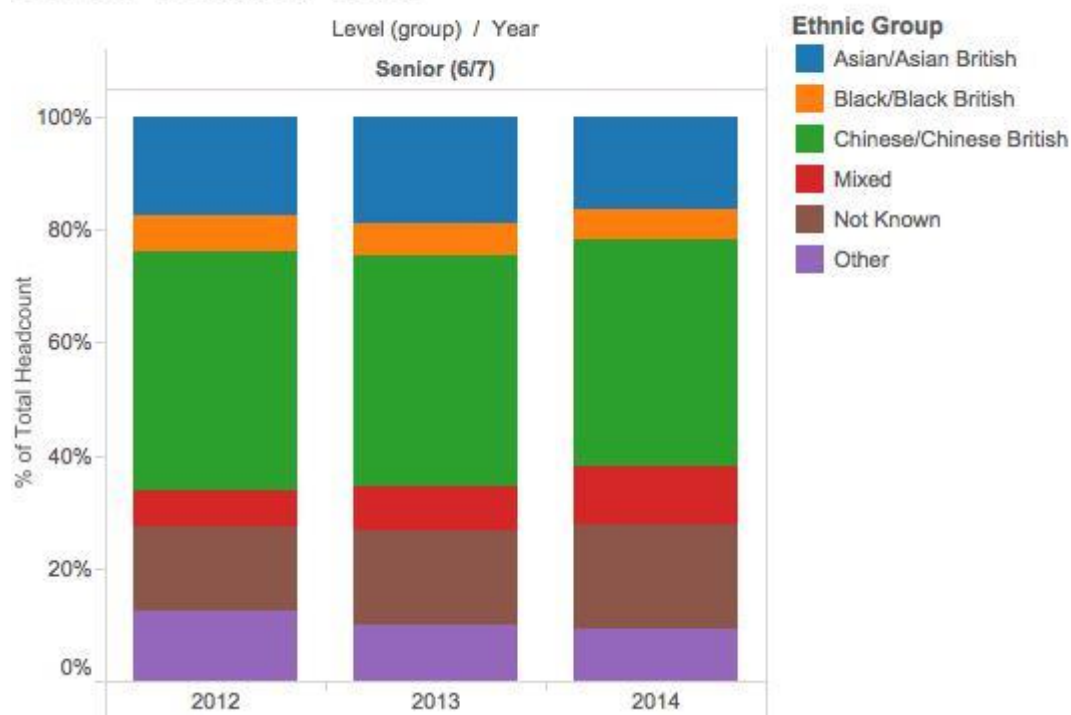
Ethnicity of Senior Research and Teaching Staff

In 2014 there was a decrease of ethnic minority senior research and teaching staff to 7.9%. This remains below the 2014/2015 target of 10% included in the University Strategic Plan.

Senior R+T Ethnicity Graph



Senior R+T Ethnicity Graph



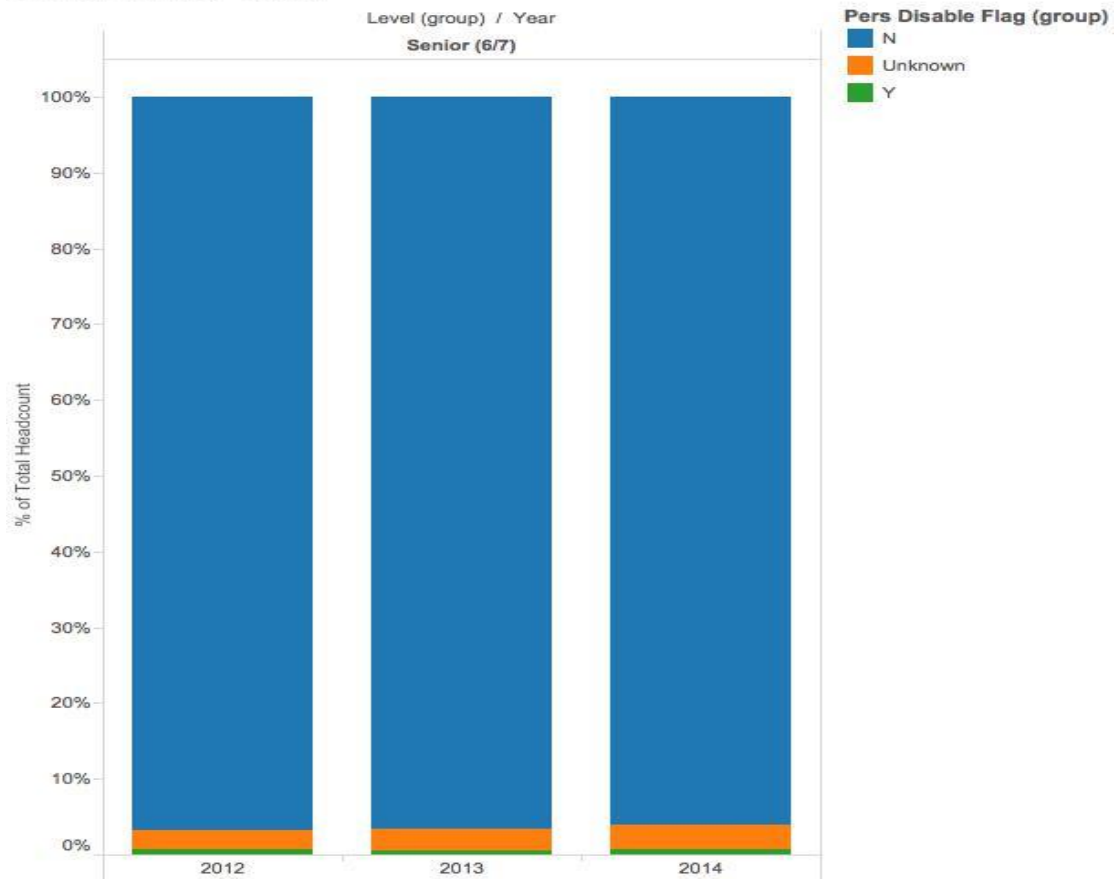
Senior R+T Ethnicity

Ethnic Minor..	Ethnic Group	Level (group)	Year					
			Headcount			% of Total Headcount along Table (Down)		
			2012	2013	2014	2012	2013	2014
Ethnic Minority	Asian/Asian British	Senior (6/7)	14	17	16	1.49%	1.74%	1.60%
	Black/Black British	Senior (6/7)	*	*	*	0.53%	0.51%	0.50%
	Chinese/Chinese British	Senior (6/7)	34	37	39	3.62%	3.79%	3.89%
	Mixed	Senior (6/7)	*	*	10	0.53%	0.72%	1.00%
	Other	Senior (6/7)	10	*	*	1.06%	0.92%	0.90%
Unknown	Not Known	Senior (6/7)	12	15	18	1.28%	1.54%	1.79%
White	White	Senior (6/7)	860	885	906	91.49%	90.77%	90.33%
Grand Total			940	975	1,003	100.00%	100.00%	100.00%

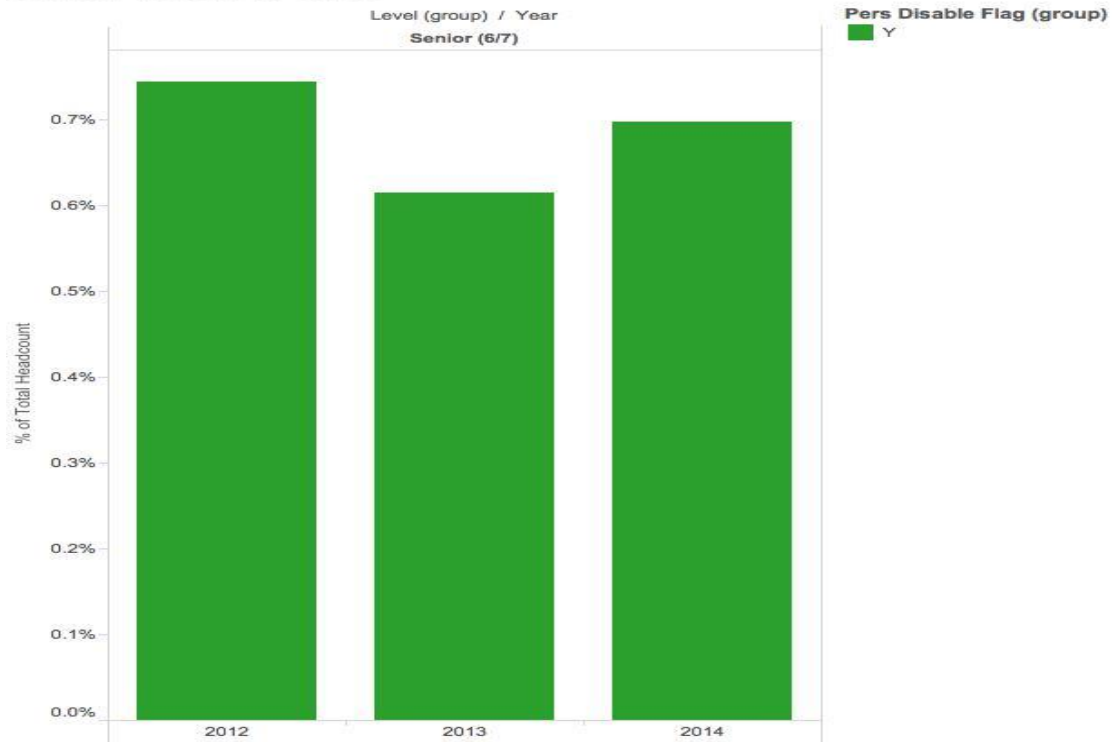
Disability Status of Senior Research and Teaching Staff

The number of senior research and teaching employees has remained constant over the last three years.

Senior Disability Graph



Senior R+T Disability Graph



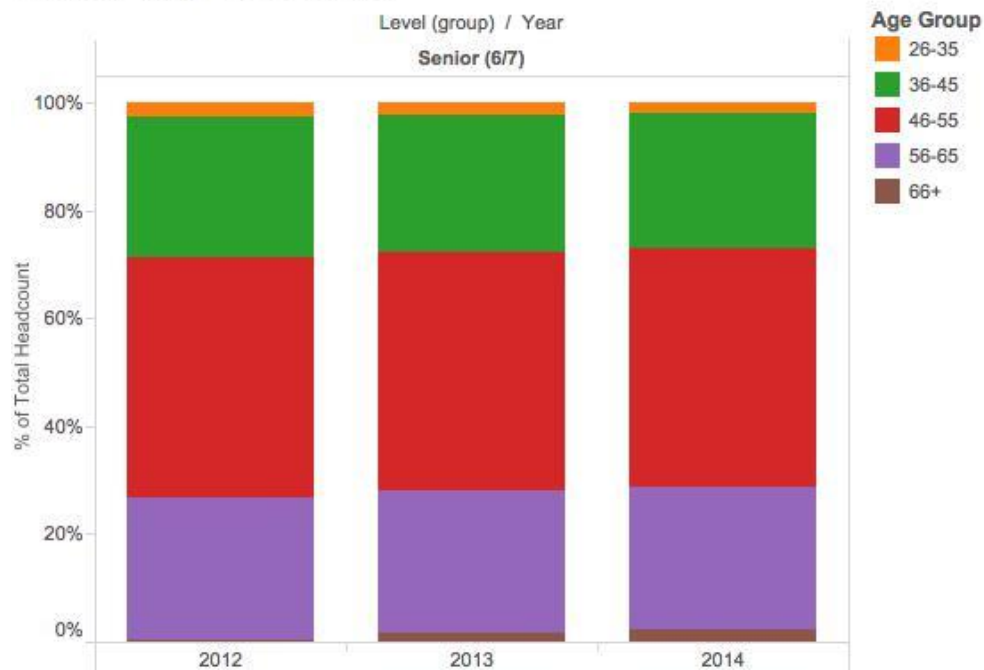
Senior R+T Disability

		Year					
Pers Disable..	Level (group)	Headcount			% of Total Headcount along Table (Down)		
		2012	2013	2014	2012	2013	2014
N	Senior (6/7)	909	942	964	96.70%	96.62%	96.11%
Unknown	Senior (6/7)	24	27	32	2.55%	2.77%	3.19%
Y	Senior (6/7)	*	*	*	0.74%	0.62%	0.70%
Grand Total		940	975	1,003	100.00%	100.00%	100.00%

Age of Senior Research and Teaching Staff

As may be expected for senior research and teaching staff, the majority of employees are aged 36 and over; this is due to the experience required to achieve statuses at this level.

Senior R+T Age Group Graph



Senior R+T Age Group

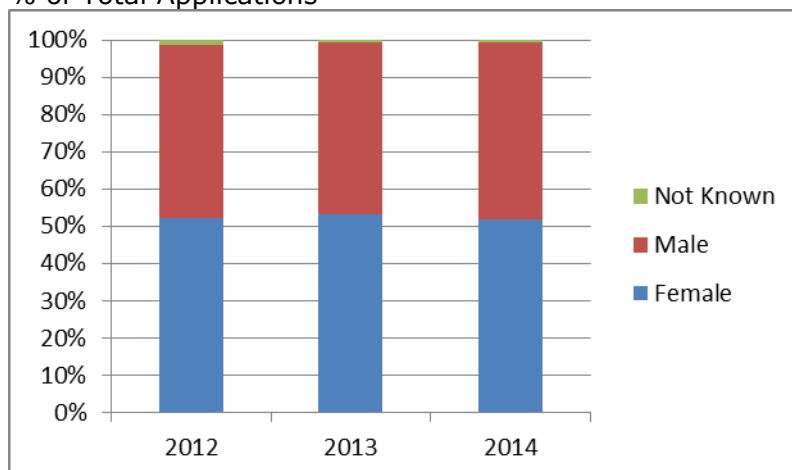
Age Group	Level (group)	Headcount			% of Total Headcount along Table (Down)		
		2012	2013	2014	2012	2013	2014
26-35	Senior (6/7)	23	21	20	2.45%	2.15%	1.99%
36-45	Senior (6/7)	246	249	250	26.17%	25.54%	24.93%
46-55	Senior (6/7)	419	432	446	44.57%	44.31%	44.47%
56-65	Senior (6/7)	249	258	263	26.49%	26.46%	26.22%
66+	Senior (6/7)	*	15	24	0.32%	1.54%	2.39%
Grand Total		940	975	1,003	100.00%	100.00%	100.00%

2 Recruitment

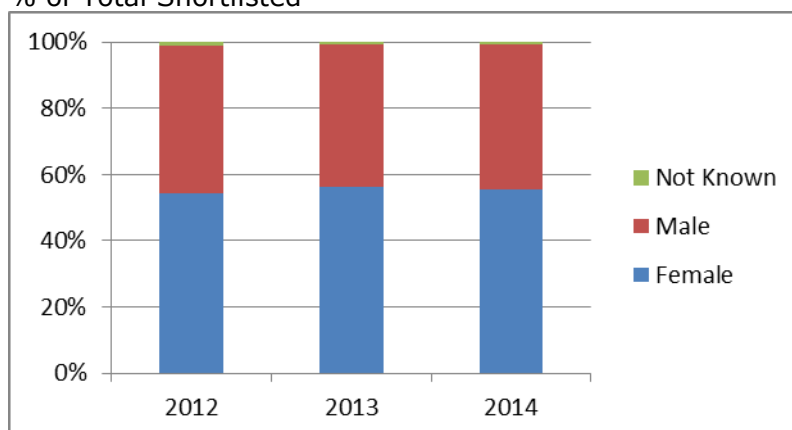
2.1 Gender

It appears that as candidates progress through the selection process, the proportion of males being shortlisted increases slightly from the previous year, whereas the proportion of women being shortlisted has decreased from 2013.

% of Total Applications



% of Total Shortlisted

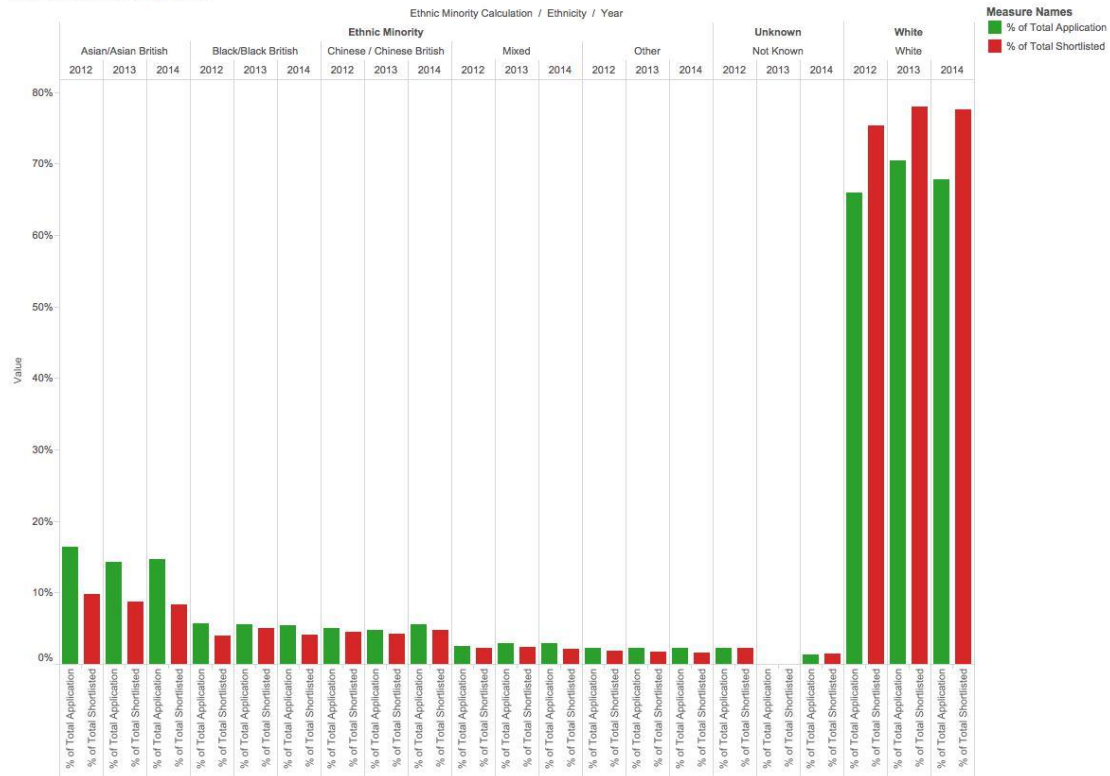


	Gender	Year		
		2012	2013	2014
Number of applicants	Female	17311	17782	15605
	Male	15528	15392	14179
	Not Known	396	259	235
% of total applications received	Female	52.09%	53.19%	51.98%
	Male	46.72%	46.04%	47.23%
	Not Known	1.19%	0.77%	0.78%
Number shortlisted	Female	2628	2945	2773
	Male	2150	2239	2195
	Not Known	54	39	43
% of total shortlisted	Female	54.39%	56.39%	55.34%
	Male	44.50%	42.87%	43.80%
	Not Known	1.12%	0.75%	0.86%

2.2 Ethnicity

The University continues to attract a high proportion of applications from ethnic minority staff. However, a proportion of these applications are as a result of online international candidates who do not possess the relevant qualifications for the post, or who require a work permit and have applied for positions where a work permit cannot be obtained without first demonstrating that national recruitment has been unsuccessful. This accounts for the fact that the proportion of ethnic minority candidates drops significantly from the numbers applied to those shortlisted.

Recruitment Ethnicity Graph



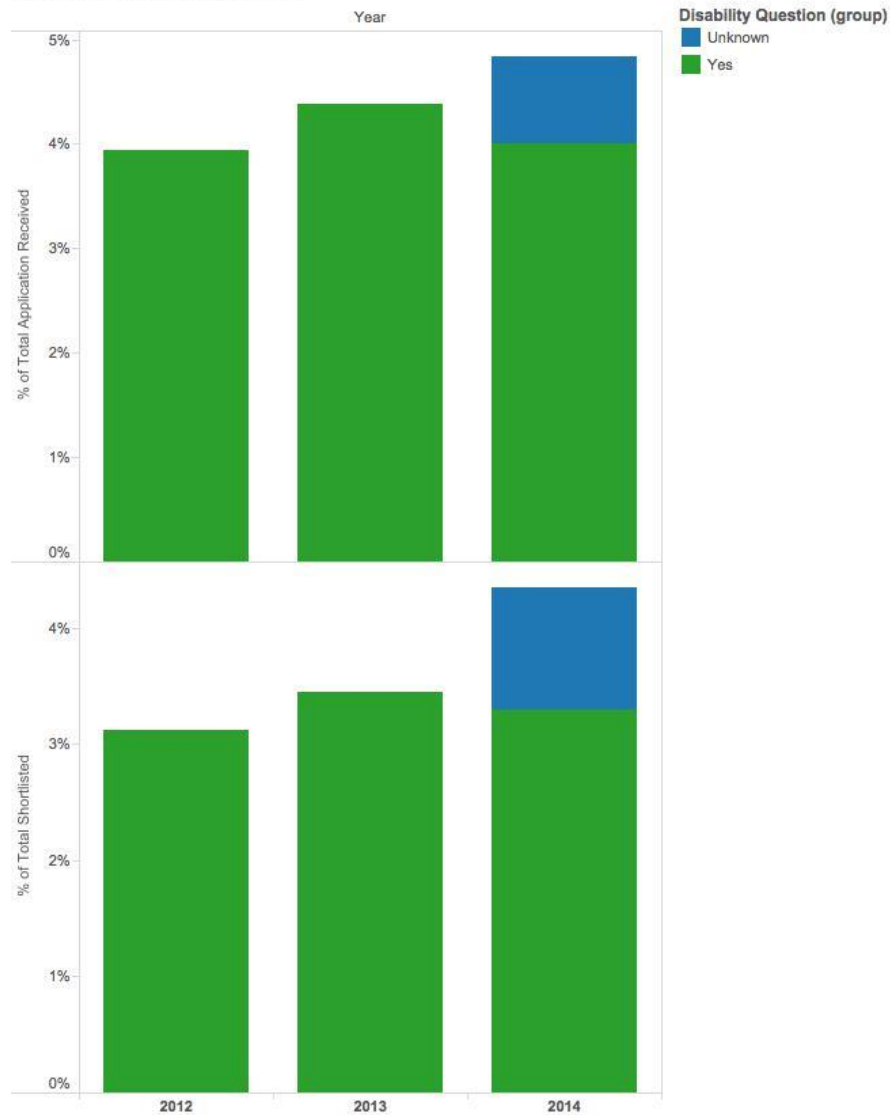
Recruitment Ethnicity

			Year		
	Ethnic Minor..	Ethnicity	2012	2013	2014
No of Applicants	Ethnic Minority	Asian/Asian British	5,468	4,764	4,422
		Black/Black British	1,878	1,838	1,628
		Chinese / Chinese British	1,674	1,585	1,651
		Mixed	815	964	862
		Other	735	740	691
		Total	10,570	9,891	9,254
	Unknown	Not Known	725		413
		Total	725		413
	White	White	21,940	23,541	20,352
		Total	21,940	23,541	20,352
% of Total Application Received along Table (Down)	Ethnic Minority	Asian/Asian British	16.45%	14.25%	14.73%
		Black/Black British	5.65%	5.50%	5.42%
		Chinese / Chinese British	5.04%	4.74%	5.50%
		Mixed	2.45%	2.88%	2.87%
		Other	2.21%	2.21%	2.30%
		Total	31.80%	29.58%	30.83%
	Unknown	Not Known	2.18%	0.00%	1.38%
		Total	2.18%	0.00%	1.38%
	White	White	66.01%	70.41%	67.80%
		Total	66.01%	70.41%	67.80%
No shortlisted	Ethnic Minority	Asian/Asian British	474	454	419
		Black/Black British	189	259	205
		Chinese / Chinese British	219	222	236
		Mixed	111	127	109
		Other	91	90	81
		Total	1,084	1,152	1,050
	Unknown	Not Known	106		70
		Total	106		70
	White	White	3,642	4,070	3,891
		Total	3,642	4,070	3,891
% of Total Shortlisted along Table (Down)	Ethnic Minority	Asian/Asian British	9.81%	8.69%	8.36%
		Black/Black British	3.91%	4.96%	4.09%
		Chinese / Chinese British	4.53%	4.25%	4.71%
		Mixed	2.30%	2.43%	2.18%
		Other	1.88%	1.72%	1.62%
		Total	22.43%	22.06%	20.95%
	Unknown	Not Known	2.19%	0.02%	1.40%
		Total	2.19%	0.02%	1.40%
	White	White	75.37%	77.92%	77.65%
		Total	75.37%	77.92%	77.65%

2.3 Disability

As the recruitment process progresses, the overall success of candidates with a declared disability decreases from application to shortlisting. There is an action in the Equality and Diversity Strategic Plan to investigate possible causes of this.

Recruitment Disability Graph

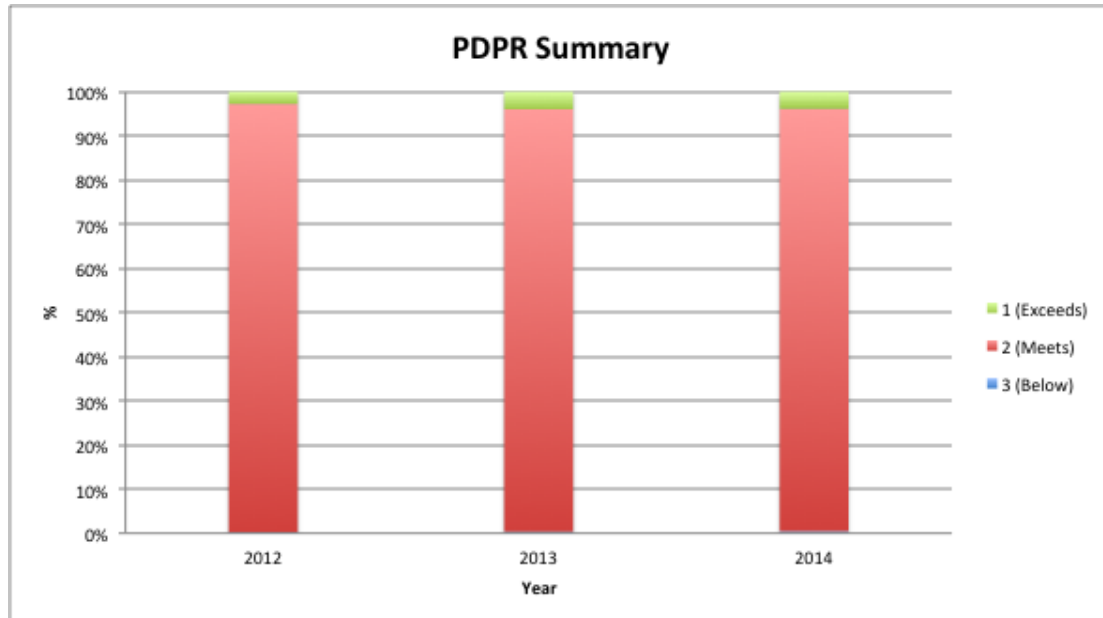


Recruitment Disability

		Year		
	Disability Qu..	2012	2013	2014
No of Applicants	Unknown			253
	No	31,925	31,967	28,565
	Yes	1,310	1,466	1,201
% of Total Application Received	Unknown			0.84%
	No	96.06%	95.62%	95.16%
	Yes	3.94%	4.38%	4.00%
No shortlisted	Unknown			53
	No	4,681	5,043	4,793
	Yes	151	180	165
% of Total Shortlisted	Unknown			1.06%
	No	96.88%	96.55%	95.65%
	Yes	3.12%	3.45%	3.29%

3 Personal Development and Performance Review Diversity Data and Trends

The ratings now available are: 1 (Exceeds Expectations), 2 (Meets Expectations), and 3 (Below Expectations).



PDPR Summary

Year	3 (Below)	2 (Meets)	1 (Exceeds)	3 (Below) %	2 (Meets) %	1 (Exceeds) %
2012	10	5,019	145	0.19%	97.00%	2.80%
2013	22	4,965	208	0.40%	95.60%	4.00%
2014	24	5,080	205	0.50%	95.60%	3.90%

3.1 Gender

In the APM and TS job families, a higher proportion of women than men have received rating 1s. In the R&T job family, there is a higher proportion of men receiving rating 1s.

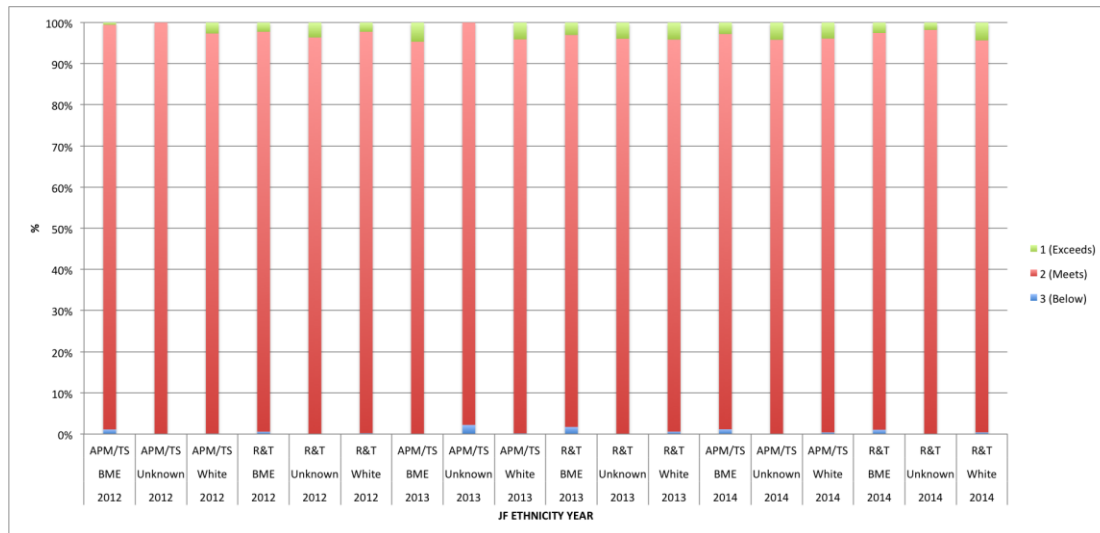


PDPR Gender

Year	J/F	Gender	Below	2 (Meets)	1 (Exceeds)	% below	% meets	% exceeds
2012	APM/TS	Female	*	1,823	46	0.16%	97.38%	2.46%
		Male	*	883	22	0.22%	97.35%	2.43%
	R&T	Female	*	1,071	36	0.09%	96.66%	3.25%
		Male	*	1,295	41	0.30%	96.64%	3.06%
2013	APM/TS	Female	*	1,781	78	0.30%	95.50%	4.20%
		Male	*	867	34	0.00%	96.20%	3.80%
	R&T	Female	*	1,053	44	0.50%	95.50%	4.00%
		Male	11	1,264	52	0.80%	95.30%	3.90%
2014	APM/TS	Female	*	1,803	65	0.20%	96.30%	3.50%
		Male	*	862	41	0.90%	94.60%	4.50%
	R&T	Female	*	1,077	44	0.40%	95.70%	3.90%
		Male	*	1,338	55	0.60%	95.50%	3.90%

3.2 Ethnicity

In the APM and TS job families, a higher proportion of white staff than BME staff received a rating 1 in 2014. This was also the same in the R&T job family. A higher proportion of BME staff received rating 3s than white staff across the job families. It should be noted however that numbers are small and differences are not likely to be statistically significant.

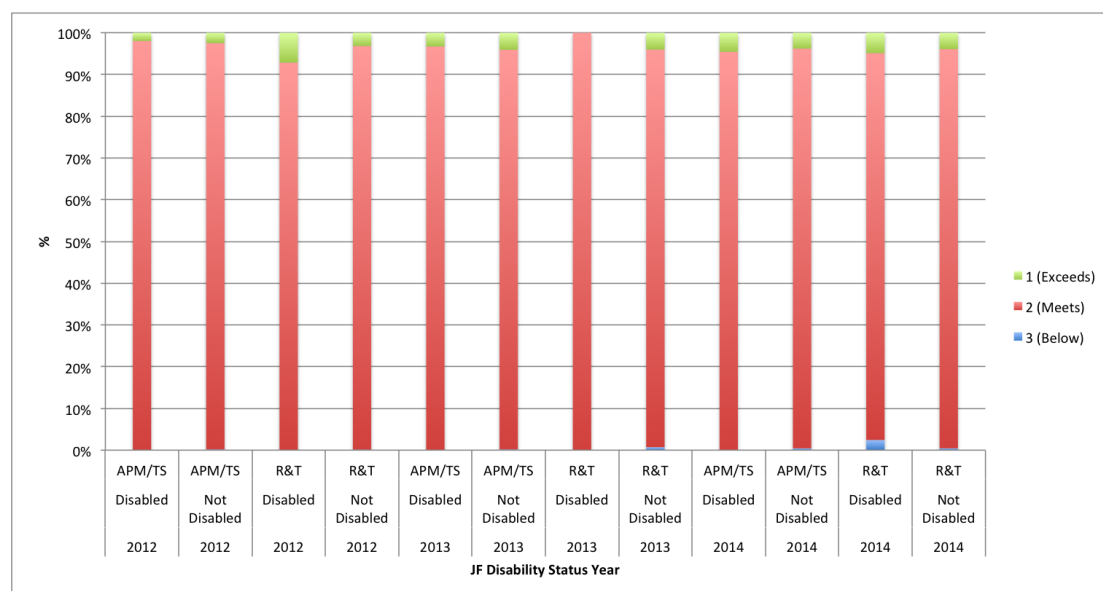


PDPR Ethnicity

Year	J/F	Ethnicity	below	2 (Meets)	exceeds	% below	% meets	% Exceeds
2012	APM/TS	BME	*	178	*	1.12%	98.34%	0.55%
		Unknown	*	58	*	0.00%	100.00%	0.00%
		White	*	2,460	67	0.08%	97.27%	2.65%
	R&T	BME	*	349	*	0.57%	97.21%	2.23%
		Unknown	*	107	*	0.00%	96.40%	3.60%
		White	*	1,884	43	0.21%	97.57%	2.23%
2013	APM/TS	BME	*	164	*	0.00%	95.35%	4.65%
		Unknown	*	45	*	2.22%	97.83%	0.00%
		White	*	2,439	104	0.16%	95.76%	4.08%
	R&T	BME	*	348	11	1.72%	95.34%	3.01%
		Unknown	*	98	*	0.00%	96.08%	3.92%
		White	11	1,871	81	0.59%	95.31%	4.13%
2014	APM/TS	BME	*	173	*	1.16%	96.11%	2.78%
		Unknown	*	46	*	0.00%	95.83%	4.17%
		White	10	2,446	99	0.41%	95.73%	3.87%
	R&T	BME	*	381	10	1.05%	96.46%	2.53%
		Unknown	*	110	*	0.00%	98.21%	1.79%
		White	*	1,924	87	0.42%	95.29%	4.31%

3.3 Disability

In the APM & TS job families, the proportion of disabled staff receiving a rating 1 has been lower than the proportion of non-disabled staff for the past two years, however this trend reversed in 2014. In the R&T job family, the proportion of disabled staff receiving a rating 1 was higher than the proportion of non-disabled staff in 2012 and 2014, but lower in 2013. Very small numbers of declared disabled staff mean these results are not statistically significant.

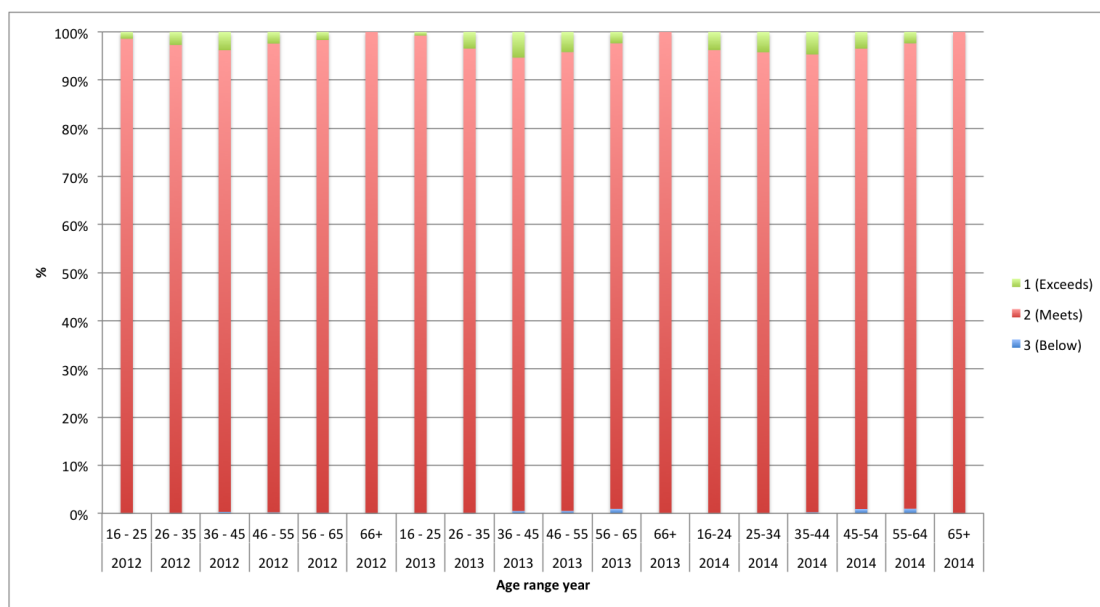


PDPR Disability

Year	J/F	Disability	below	2 (Meets)	exceeds	% below	% meets	% exceeds
2012	APM/TS	Disabled	*	50	*	0.00%	98.04%	1.96%
		Not Disabled	*	2,641	67	0.18%	97.35%	2.47%
	R&T	Disabled	*	26	*	0.00%	92.86%	7.14%
		Not Disabled	*	2,289	75	0.13%	96.70%	3.17%
2013	APM/TS	Disabled	*	59	*	0.00%	96.72%	3.28%
		Not Disabled	*	2,589	110	0.18%	95.75%	4.07%
	R&T	Disabled	*	37	*	0.00%	100.00%	0.00%
		Not Disabled	17	2,280	96	0.71%	95.28%	4.01%
2014	APM/TS	Disabled	*	63	*	0.00%	95.45%	4.55%
		Not Disabled	12	2,602	103	0.44%	95.77%	3.79%
	R&T	Disabled	*	38	*	2.44%	92.68%	4.88%
		Not Disabled	11	2,374	97	0.44%	95.65%	3.91%

3.4 Age

No rating 3s have been awarded to staff under 26 or over 66 in last three years. Nor have any staff over 65 received a rating 1. The highest proportion of rating 1s has been in the 36 – 45 age group for the past three years.

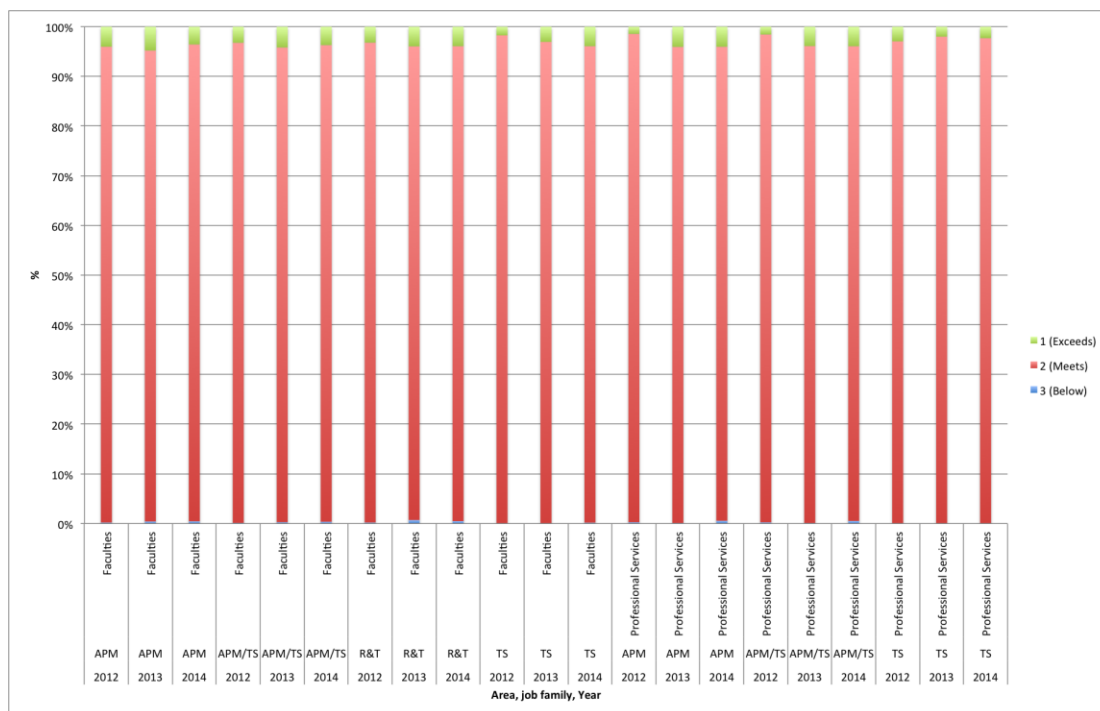


PDPR Age

Year	Age Range	below	meets	exceeds	% below	% meets	% exceeds
2012	16 - 25	*	139	*	0.00%	98.58%	1.42%
	26 - 35	*	1,400	39	0.07%	97.22%	2.71%
	36 - 45	*	1,540	61	0.31%	95.89%	3.80%
	46 - 55	*	1,293	32	0.23%	97.36%	2.41%
	56 - 65	*	640	11	0.15%	98.16%	1.69%
	66+	*	*	*	0.00%	100.00%	0.00%
2013	16 - 25	*	130	*	0.00%	99.24%	0.76%
	26 - 35	*	1,396	50	0.07%	96.48%	3.46%
	36 - 45	*	1,499	85	0.50%	94.16%	5.34%
	46 - 55	*	1,298	57	0.51%	95.30%	4.19%
	56 - 65	*	616	15	0.94%	96.70%	2.35%
	66+	*	26	*	0.00%	100.00%	0.00%
2014	16-24	*	102	*	0.00%	96.23%	3.77%
	25-34	*	1,315	58	0.00%	95.78%	4.22%
	35-44	*	1,546	76	0.25%	95.08%	4.67%
	45-54	13	1,379	50	0.90%	95.63%	3.47%
	55-64	*	695	17	0.97%	96.66%	2.36%
	65+	*	43	*	0.00%	100.00%	0.00%

3.5 Job Family

Professional Services based APM and TS staff received a higher proportion of rating 1s than those in faculty based roles in 2014. R&T staff received a lower proportion of rating 3s in 2014 than 2013.

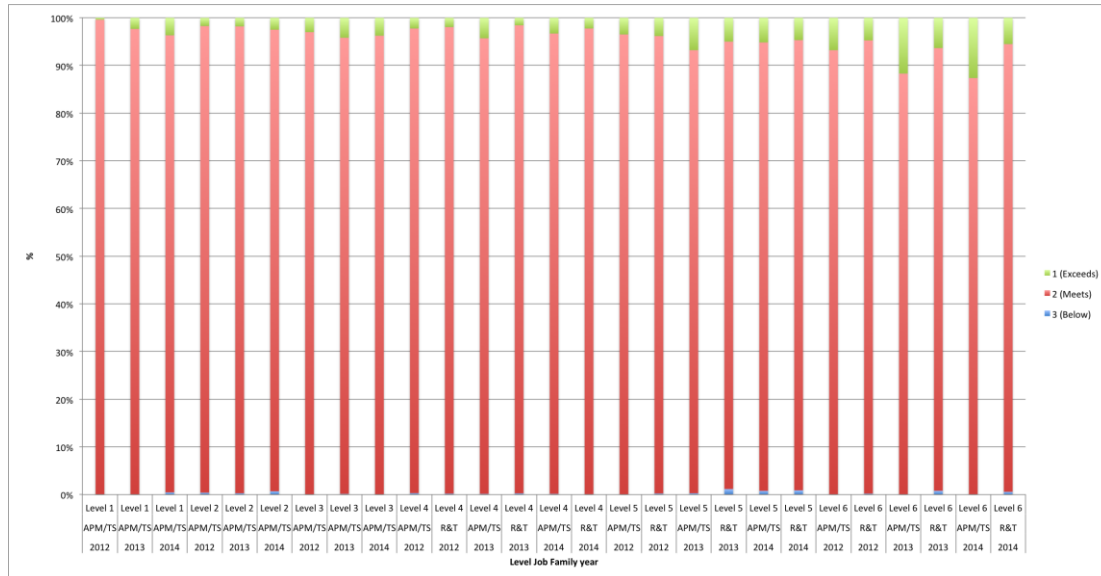


PDPR Job Family

Year	Area	J/F	below	meets	exceeds	% below	% meets	% exceeds
2012	Faculties	APM	*	928	39	0.21%	95.77%	4.02%
		APM/TS	*	1,436	48	0.13%	96.64%	3.23%
		R&T	*	2,323	77	0.21%	96.59%	3.20%
		TS	*	508	*	0.00%	98.26%	1.74%
	Professional Services	APM	*	1,161	17	0.25%	98.31%	1.44%
		APM/TS	*	1,260	20	0.23%	98.21%	1.56%
		TS	*	99	*	0.00%	97.06%	2.94%
2013	Faculties	APM	*	909	46	0.42%	94.79%	4.80%
		APM/TS	*	1,416	62	0.27%	95.55%	4.18%
		R&T	17	2,317	96	0.70%	95.35%	3.95%
		TS	*	507	16	0.00%	96.94%	3.06%
	Professional Services	APM	*	1,134	48	0.08%	95.86%	4.06%
		APM/TS	*	1,232	50	0.08%	96.02%	3.90%
		TS	*	98	*	0.00%	98.00%	2.00%
2014	Faculties	APM	*	861	32	0.45%	95.99%	3.57%
		APM/TS	*	1,375	53	0.35%	95.95%	3.70%
		R&T	12	2,415	99	0.48%	95.61%	3.92%
		TS	*	514	21	0.19%	95.90%	3.92%
	Professional Services	APM	*	1,205	51	0.55%	95.41%	4.04%
		APM/TS	*	1,290	53	0.52%	95.56%	3.93%
		TS	*	85	*	0.00%	97.70%	2.30%

3.6 Level

In APM and TS job families, in 2014 level 6 received the highest proportion of rating 1s. In the R&T job family, the general trend in 2014 showed that the higher the level the higher the proportion of rating 1s awarded.

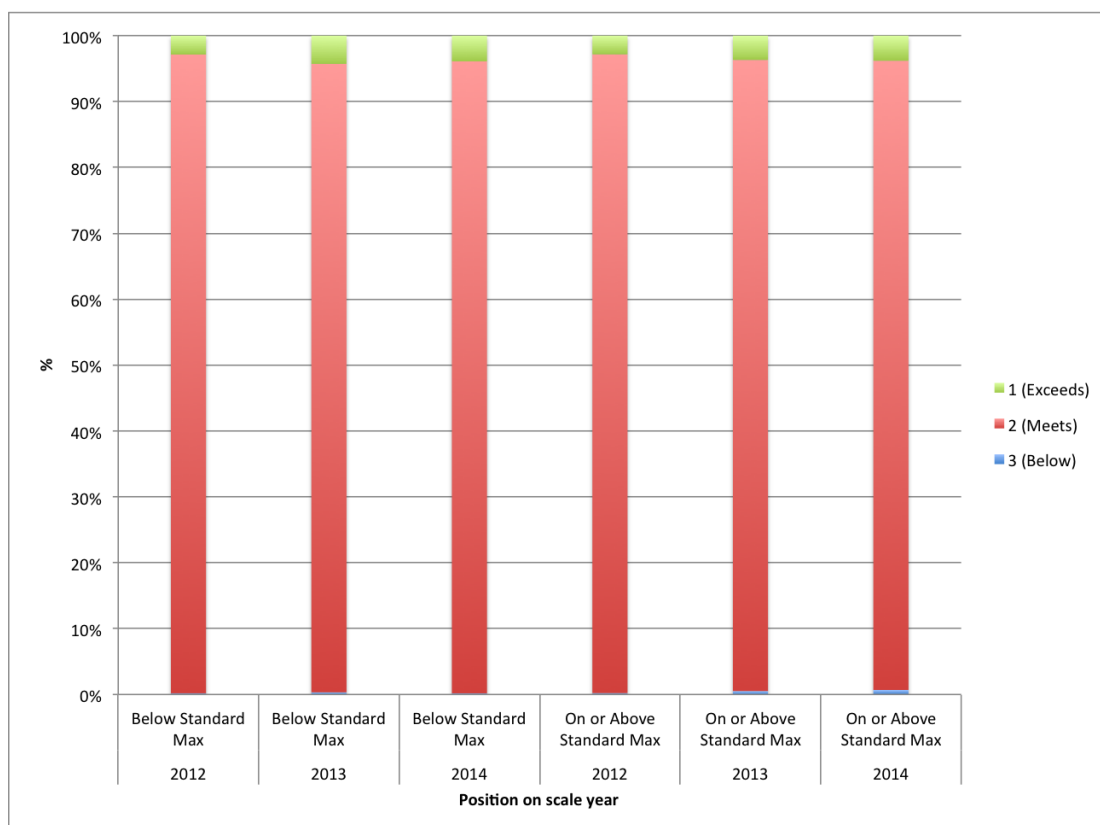


PDPR Level

Year	Grade Levels (group)	below	meets	exceeds	% below	% meets	% exceeds
2012	APM/TS Level 1	*	248	*	0.00%	99.60%	0.40%
	APM/TS Level 2	*	735	13	0.40%	97.87%	1.73%
	APM/TS Level 3	*	643	20	0.00%	96.98%	3.02%
	APM/TS Level 4	*	652	15	0.30%	97.46%	2.24%
	APM/TS Level 4 (TG)	*	*	*			
	APM/TS Level 5	*	332	12	0.00%	96.51%	3.49%
	APM/TS Level 6	*	96	*	0.00%	93.20%	6.80%
	R&T Level 4	*	1,006	20	0.19%	97.86%	1.95%
	R&T Level 4 (TG)	*	*	*			
	R&T Level 4a	*	*	*			
	R&T Level 5	*	826	33	0.23%	95.93%	3.83%
	R&T Level 5E	*	*	*			
	R&T Level 6	*	481	24	0.20%	95.06%	4.74%
2013	APM/TS Level 1	*	209	*	0.00%	97.66%	2.34%
	APM/TS Level 2	*	704	13	0.28%	97.91%	1.81%
	APM/TS Level 3	*	664	29	0.14%	95.68%	4.18%
	APM/TS Level 4	*	637	29	0.15%	95.50%	4.35%
	APM/TS Level 4 (TG)	*	*	*	0.00%	100.00%	0.00%
	APM/TS Level 5	*	342	25	0.27%	92.93%	6.79%
	APM/TS Level 6	*	83	11	0.00%	88.30%	11.70%
	R&T Level 4	*	873	19	0.34%	97.54%	2.12%
	R&T Level 4 (TG)	*	53	*	0.00%	100.00%	0.00%
	R&T Level 4a	*	114	*	0.00%	98.28%	1.72%
	R&T Level 5	*	493	29	1.51%	93.02%	5.47%
	R&T Level 5E	*	316	14	0.60%	95.18%	4.22%
	R&T Level 6	*	468	32	0.79%	92.86%	6.35%
2014	APM/TS Level 1	*	209	*	0.46%	95.87%	3.67%
	APM/TS Level 2	*	697	18	0.69%	96.81%	2.50%
	APM/TS Level 3	*	667	26	0.00%	96.25%	3.75%
	APM/TS Level 4	*	638	22	0.15%	96.52%	3.33%
	APM/TS Level 4 (TG)	*	*	*	0.00%	100.00%	0.00%
	APM/TS Level 5	*	364	20	0.78%	94.06%	5.17%
	APM/TS Level 6	*	83	12	0.00%	87.37%	12.63%
	R&T Level 4	*	902	27	0.11%	96.99%	2.90%
	R&T Level 4 (TG)	*	68	*	0.00%	100.00%	0.00%
	R&T Level 4a	*	103	*	0.00%	99.04%	0.96%
	R&T Level 5	*	439	19	1.51%	94.41%	4.09%
	R&T Level 5E	*	409	23	0.23%	94.46%	5.31%
	R&T Level 6	*	494	29	0.57%	93.92%	5.51%

3.7 Position on Scale

In 2014 a higher proportion of exceeds ratings were awarded to those on below the standard maximum. Overall, a higher proportion of staff on or above the standard maximum received a rating 3.

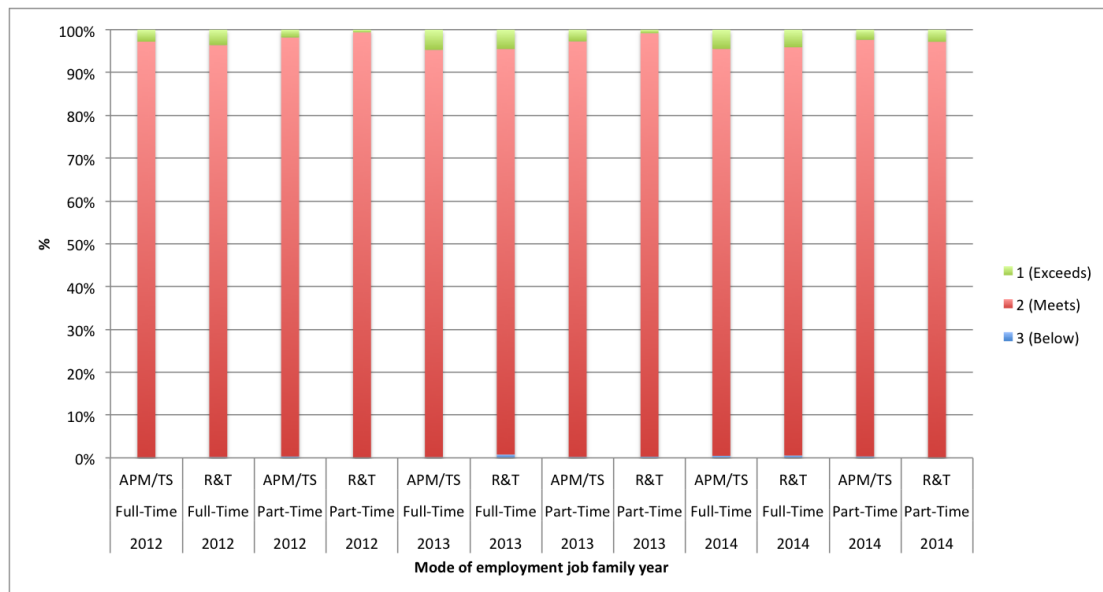


PDPR Position on scale

Year	Position on Scale	below	meets	exceeds	% below	% meets	% exceeds
2012	Below Standard Max	*	2,635	78	0.18%	96.95%	2.87%
	On or Above Standard Max	*	2,284	67	0.21%	96.94%	2.84%
2013	Below Standard Max	*	2,603	117	0.33%	95.38%	4.29%
	On or Above Standard Max	13	2,362	91	0.53%	95.78%	3.69%
2014	Below Standard Max	*	2,725	111	0.18%	95.92%	3.91%
	On or Above Standard Max	17	2,355	94	0.69%	95.50%	3.81%

3.8 Mode of Employment

The figures show that, in all years and across all job families, full-time members of staff are more likely to receive rating 1s than part-time staff. In the R&T job family, more full-time staff received a rating 3 than part-time staff.



PDPR Mode of employment

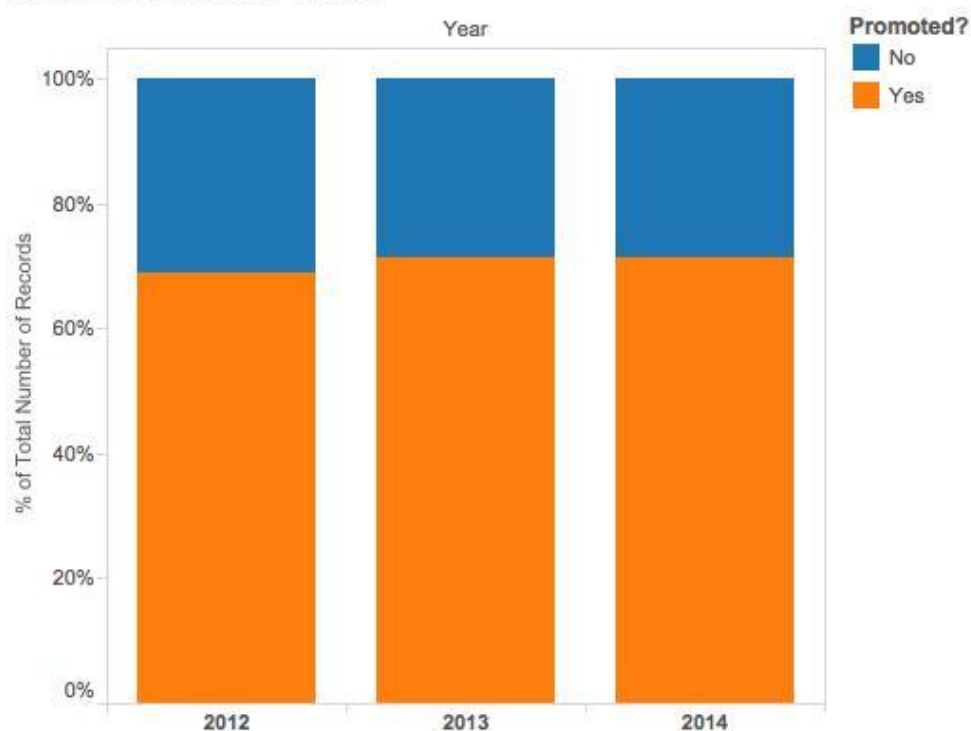
Year	Pt/Ft	J/F	below	meets	exceeds	% below	% meets	% exceeds
2012	Full-Time	APM/TS	*	1,777	51	0.11%	97.10%	2.79%
		R&T	*	2,004	75	0.19%	96.21%	3.60%
	Part-Time	APM/TS	*	919	17	0.32%	97.87%	1.81%
		R&T	*	319	*	0.00%	99.38%	0.62%
2013	Full-Time	APM/TS	*	1,757	87	0.16%	95.13%	4.71%
		R&T	16	1,957	93	0.77%	94.72%	4.50%
	Part-Time	APM/TS	*	891	25	0.22%	97.06%	2.72%
		R&T	*	360	*	0.27%	98.90%	0.82%
2014	Full-Time	APM/TS	*	1,799	85	0.48%	95.03%	4.49%
		R&T	12	2,070	89	0.55%	95.35%	4.10%
	Part-Time	APM/TS	*	866	21	0.34%	97.30%	2.36%
		R&T	*	345	10	0.00%	97.18%	2.82%

4 Promotions Diversity Data and Trends

The academic promotions process is based on individual merit, rather than organisational change or structural requirements – it is in effect a standard to be met rather than a vacancy to be filled.

The proportion of the pool of applicants that have applied for promotion has increased slightly year on year over the last 2 years, however this year that figure and the proportion of successful applications has declined.

Promoted Summary Graph



Promotion Summary

Year	Promotion applications		Promoted?		Promotion applications	% Promotion Applicants
	Application Approved	Application Declined	Application Approved	Application Declined	Total	Total
2012	98	44	69.01%	30.99%	142	100.00%
2013	115	46	71.43%	28.57%	161	100.00%
2014	95	38	71.43%	28.57%	133	100.00%

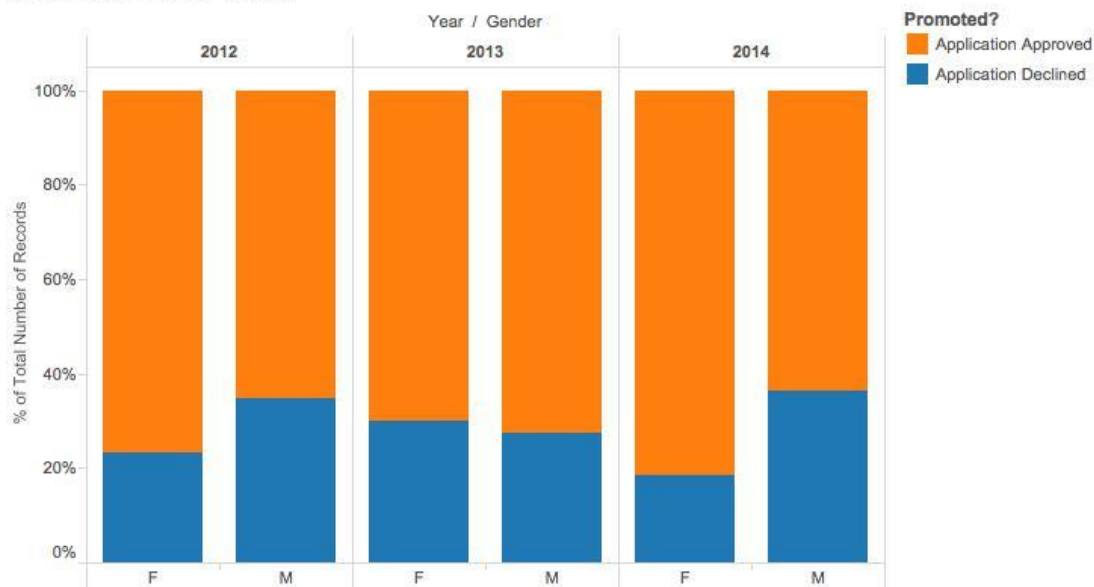
4.1 Gender

The number of women applying for promotion had increased over the last two years, but decreased slightly in 2014. Since 2013, there has been a slight increase in the number of successful female applicants, however there has been a drop of 9% in successful male applicants.

Promotion Gender

Year	Gender	Promotion applications		Promoted?		Promotion applications	% Promotion Applicants
		Application Approved	Application Declined	Application Approved	Application Declined	Total	Total
2012	F	36	11	76.60%	23.40%	47	100.00%
	M	62	33	65.26%	34.74%	95	100.00%
2013	F	44	19	69.84%	30.16%	63	100.00%
	M	71	27	72.45%	27.55%	98	100.00%
2014	F	48	11	81.36%	18.64%	59	100.00%
	M	47	27	63.51%	36.49%	74	100.00%

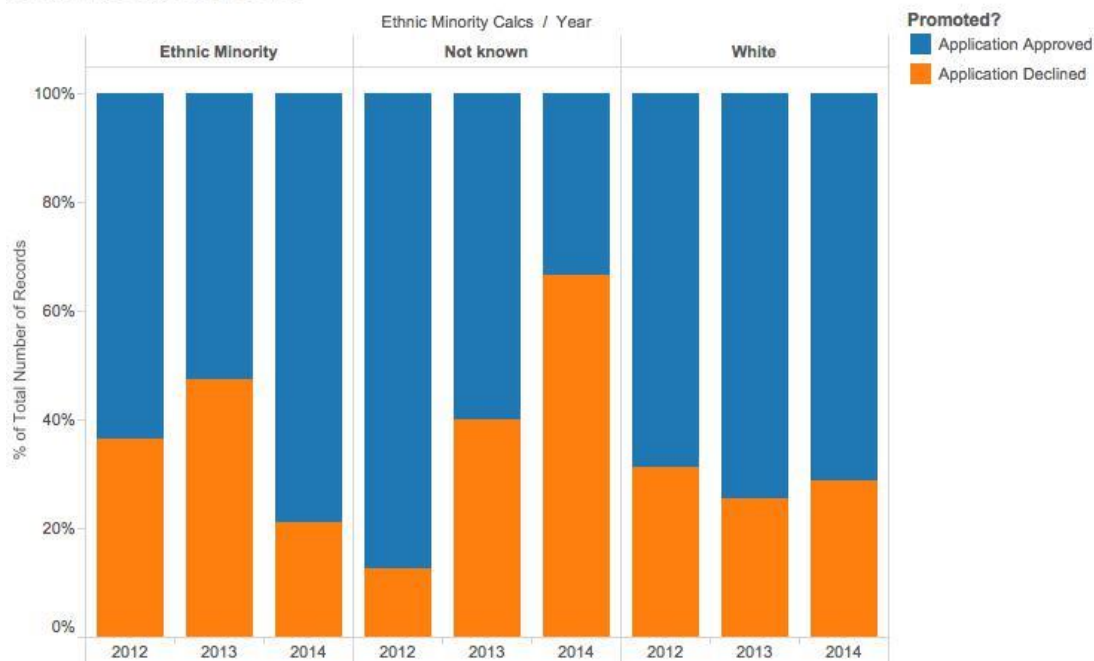
Promotion Gender Graph



4.2 Ethnicity

Applications remain in proportion with numbers in the job family with a slightly lower proportion of BME staff applying for promotion than white staff. In 2014, BME staff made up 16% of the R&T job family and 12% of promotion applicants. The proportion of BME applicants who were successful during this period was higher than that of white applicants.

Promotion Ethnicity Graph



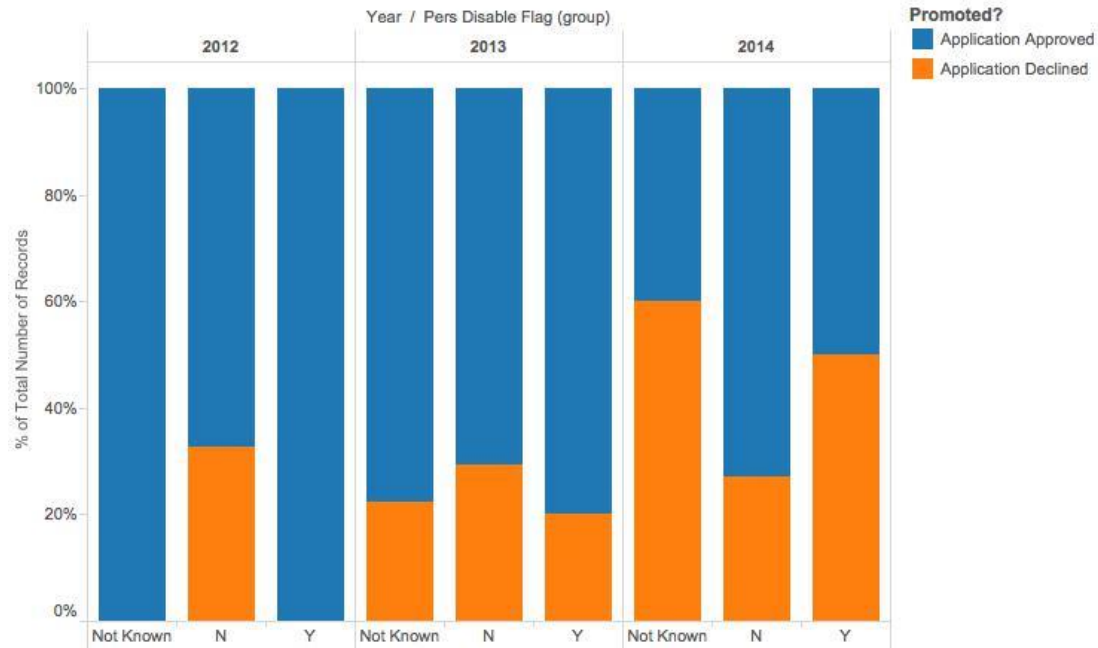
Promotion Ethnicity

Year	Ethnic Minor..	Promoted?			
		Promotion applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2012	Ethnic Minority	14.0		63.64%	36.36%
	Not known			87.50%	12.50%
	White	77.0	35.0	68.75%	31.25%
2013	Ethnic Minority	10.0		52.63%	47.37%
	Not known			60.00%	40.00%
	White	102.0	35.0	74.45%	25.55%
2014	Ethnic Minority	15.0		78.95%	21.05%
	Not known			33.33%	66.67%
	White	79.0	32.0	71.17%	28.83%

4.3 Disability

In 2012 no declared disabled staff were declined. There has been a decrease in the success of applications for disabled staff, however the small numbers of applications from staff with a declared disability means that these results are not statistically significant.

Promotion Disability Graph



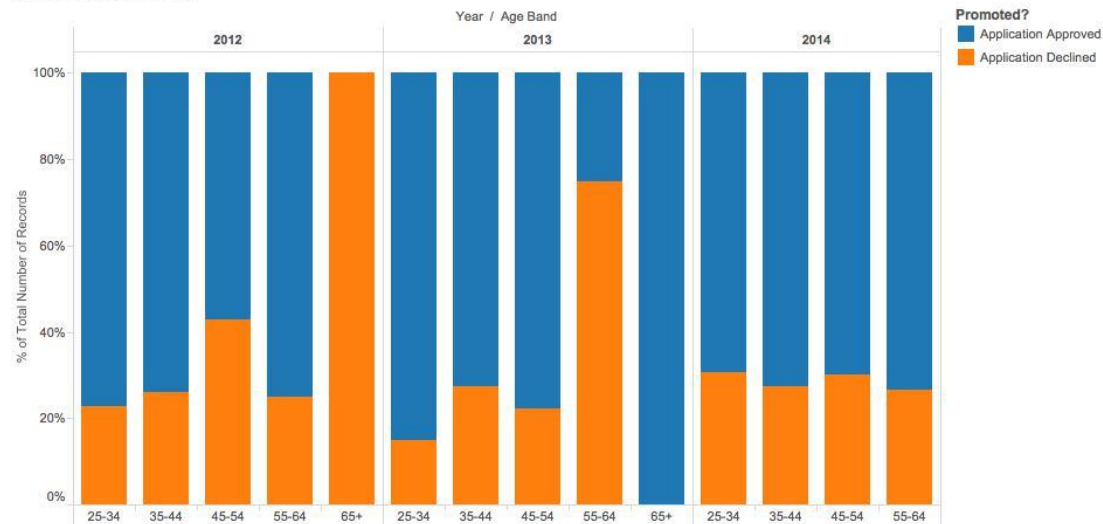
Promotion Disability

Year	Pers Disable..	Promoted?			
		Promotion applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2012	Not Known	*		100.00%	
	N	91.0	44.0	67.41%	32.59%
	Y	*		100.00%	
2013	Not Known	*	*	77.78%	22.22%
	N	104.0	43.0	70.75%	29.25%
	Y	*	*	80.00%	20.00%
2014	Not Known	*	*	40.00%	60.00%
	N	92.0	34.0	73.02%	26.98%
	Y	*	*	50.00%	50.00%

4.4 Age

In 2012 and 2014, a higher proportion of 25 to 34 year olds were successful than other age groups. However this year that age group has seen a decline. The age band with the highest proportion of the job family applying is 35 to 44, closely followed by the 45 to 54 year age band.

Promotion Age Graph



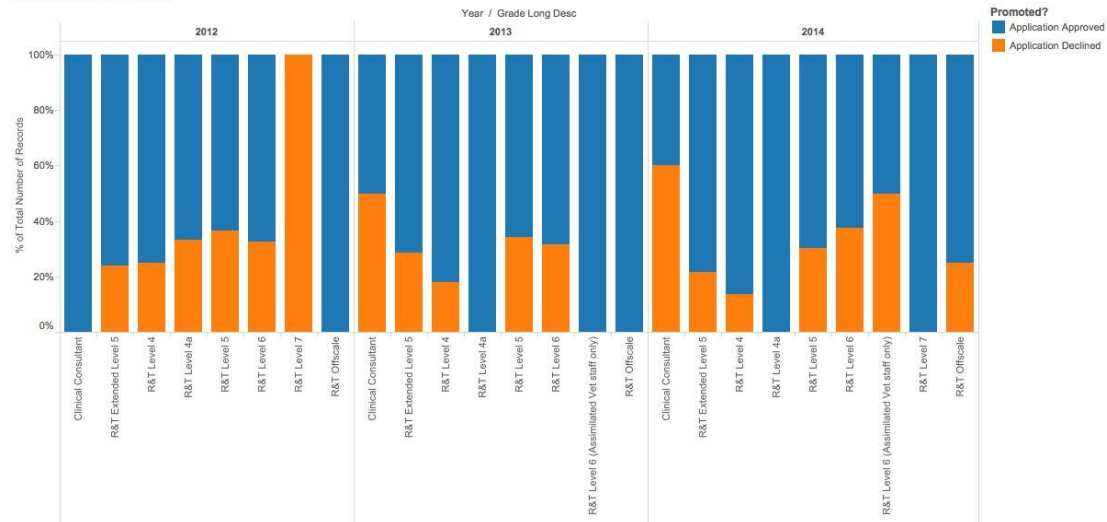
Promotion Age

Year	Age Band	Promotion applications		Promoted?	
		Application Approved	Application Declined	Application Approved	Application Declined
2012	25-34	17.00	*	77.27%	22.73%
	35-44	48.00	17.00	73.85%	26.15%
	45-54	24.00	18.00	57.14%	42.86%
	55-64	*	*	75.00%	25.00%
	65+		*		100.00%
2013	25-34	17.00	*	85.00%	15.00%
	35-44	50.00	19.00	72.46%	27.54%
	45-54	42.00	12.00	77.78%	22.22%
	55-64	*	12.00	25.00%	75.00%
	65+	*		100.00%	
2014	25-34	*	*	69.23%	30.77%
	35-44	40.00	15.00	72.73%	27.27%
	45-54	35.00	15.00	70.00%	30.00%
	55-64	11.00	*	73.33%	26.67%

4.5 Level

In all years, those in level 5 and 6 were less successful than those at level 4.

Promotion Level Graph



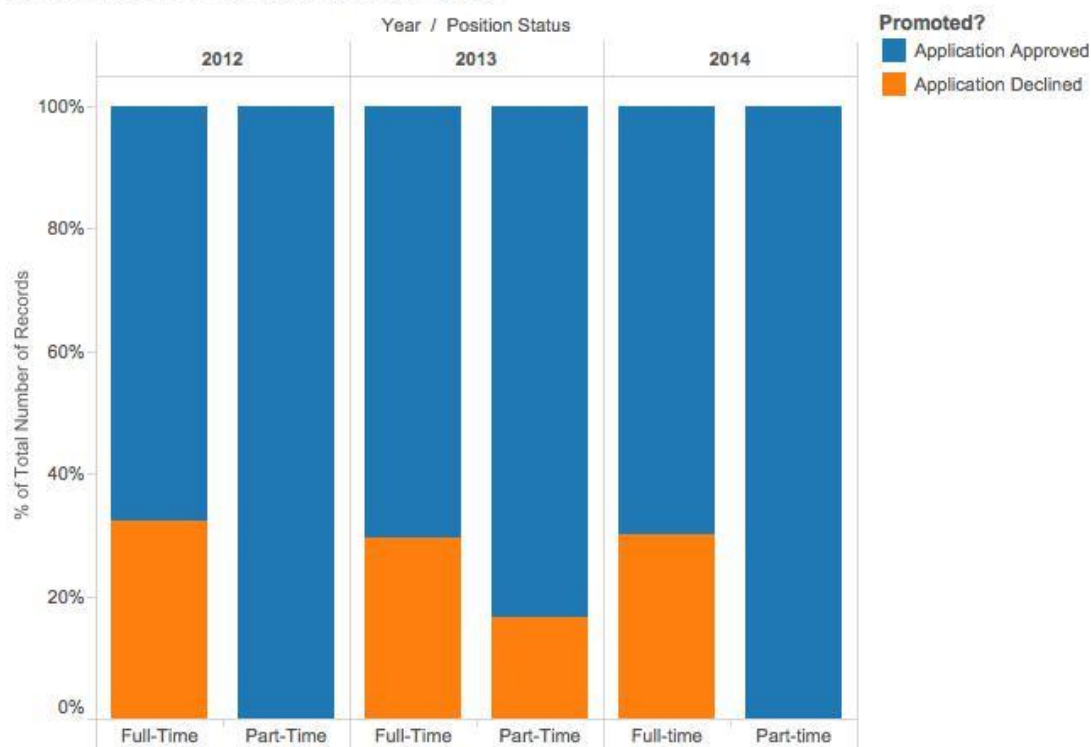
Promotion Level

Year	Grade Long Desc	Promoted?			
		Promotion applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2012	Clinical Consultant	*		100.00%	
	R&T Extended Level 5	16.00	*	76.19%	23.81%
	R&T Level 4	15.00	*	75.00%	25.00%
	R&T Level 4a	*	*	66.67%	33.33%
	R&T Level 5	33.00	19.00	63.46%	36.54%
	R&T Level 6	27.00	13.00	67.50%	32.50%
	R&T Level 7		*		100.00%
	R&T Offscale	*		100.00%	
2013	Clinical Consultant	*	*	50.00%	50.00%
	R&T Extended Level 5	15.00	*	71.43%	28.57%
	R&T Level 4	23.00	*	82.14%	17.86%
	R&T Level 4a	*		100.00%	
	R&T Level 5	27.00	14.00	65.85%	34.15%
	R&T Level 6	37.00	17.00	68.52%	31.48%
	R&T Level 6 (Assimilated Vet ..	*		100.00%	
	R&T Offscale	*		100.00%	
2014	Clinical Consultant	*	*	40.00%	60.00%
	R&T Extended Level 5	18.00	*	78.26%	21.74%
	R&T Level 4	19.00	*	86.36%	13.64%
	R&T Level 4a	*		100.00%	
	R&T Level 5	30.00	13.00	69.77%	30.23%
	R&T Level 6	20.00	12.00	62.50%	37.50%
	R&T Level 6 (Assimilated Vet ..	*	*	50.00%	50.00%
	R&T Offscale	*	*	75.00%	25.00%

4.6 Mode of employment

A higher proportion of part-time staff applying for promotion have been successful over each of the past three years, however the number of part-time staff applying is small, so these figures are not statistically significant.

Promotion Mode of Employment Graph



Promotion Mode of Employment

Year	Position Stat..	Promoted?			
		Promotion applications		% Promotion Applicants	
		Application Approved	Application Declined	Application Approved	Application Declined
2012	Full-Time	92.0	44.0	67.65%	32.35%
	Part-Time	*		100.00%	
2013	Full-Time	105.0	44.0	70.47%	29.53%
	Part-Time	10.0	*	83.33%	16.67%
2014	Full-time	88.0	38.0	69.84%	30.16%
	Part-time	*		100.00%	

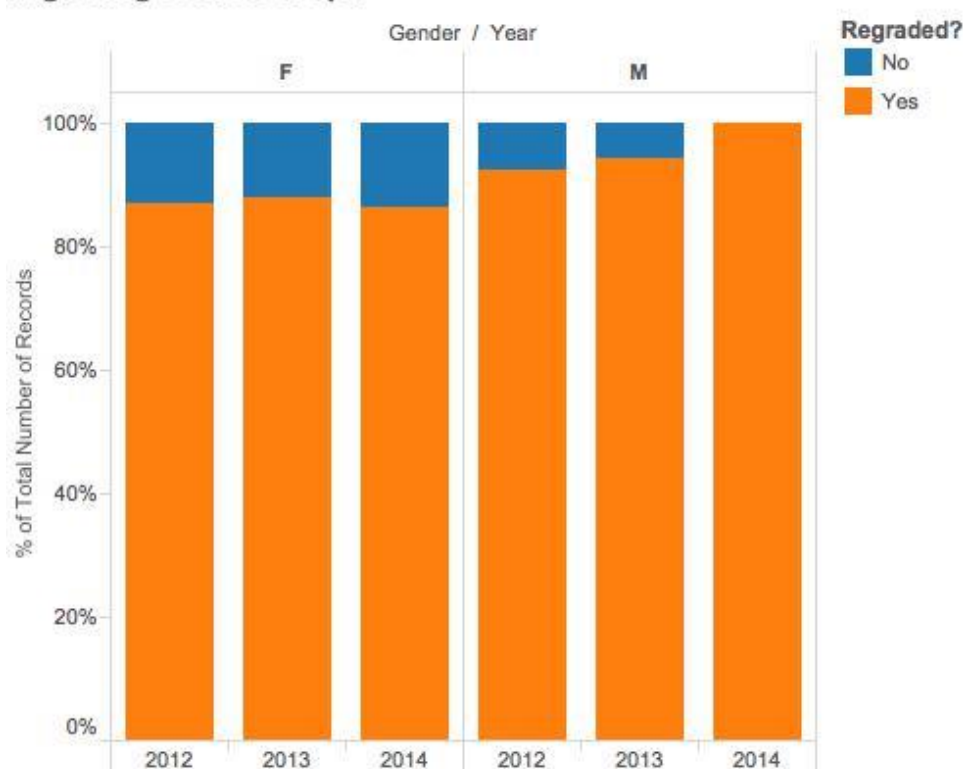
5 Regrading Diversity Data and Trends

The regrading process is available to staff in the APM and TS job families and is carried out with reference to the job family 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.

5.1 Gender

A higher proportion of men than women were undertaking roles which were regraded during this period, however, the numbers not regraded (where the role was formally reviewed) are small so the result is not statistically significant.

Regrading Gender Graph



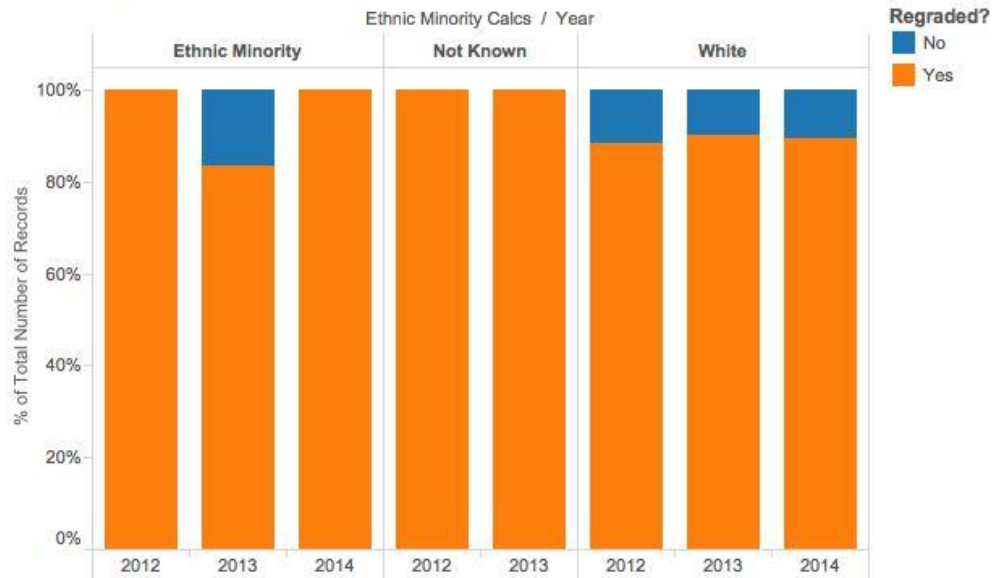
Regrading Gender

Year	Gender	Regraded?			
		Headcount		% successful applications	
		No	yes	No	yes
2012	F	*	33.00	13.16%	86.84%
	M	*	24.00	7.69%	92.31%
2013	F	*	36.00	12.20%	87.80%
	M	*	16.00	5.88%	94.12%
2014	F	*	24.00	13.79%	86.21%
	M		10.00		100.00%

5.2 Ethnicity

Most BME staff applying have been successful in having their role regraded in the last three years, but as numbers are small there is no statistical significance in the higher success rate compared with white staff.

Regrading Ethnicity Graph



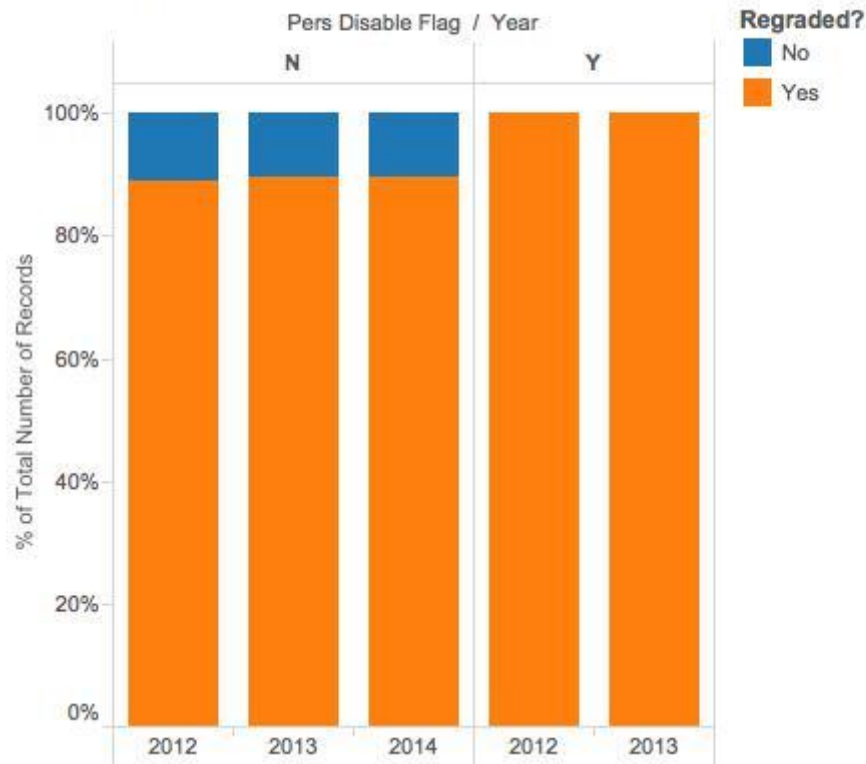
Regrading Ethnicity

Year	Ethnic Minor..	Regraded?			
		Headcount		% successful applications	
		No	yes	No	yes
2012	Ethnic Minority		*		100.00%
	Not Known		*		100.00%
	White	*	54.00	11.48%	88.52%
2013	Ethnic Minority	*	*	16.67%	83.33%
	Not Known		*		100.00%
	White	*	46.00	9.80%	90.20%
2014	Ethnic Minority		*		100.00%
	White	*	33.00	10.53%	88.89%

5.3 Disability

The proportion of declared disabled staff from the APM and TS job families applying for regrading is in line with that for non-disabled staff. All declared disabled applicants in the last three years were successful in having their role regraded, but as numbers are small there is no statistical significance in the higher success rate compared with non-disabled staff.

Regrading Disability Graph



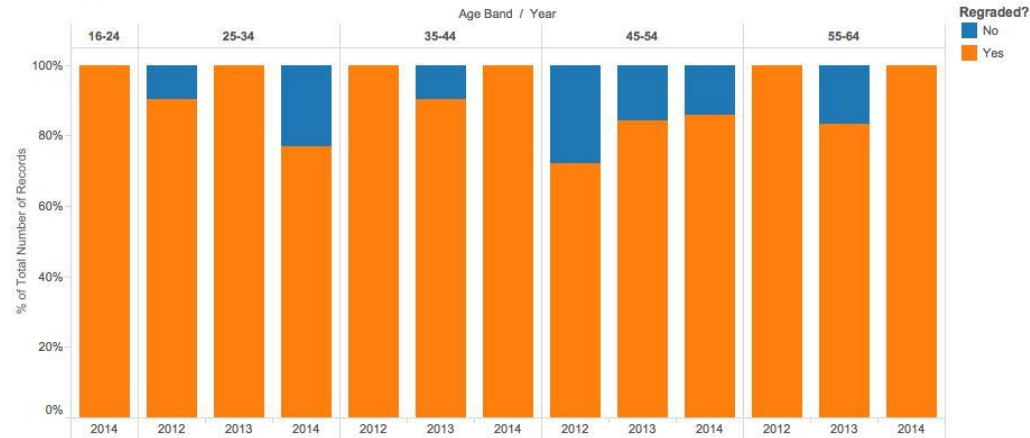
Regrading Disability

Year	Pers Disable..	Regraded?			
		Headcount		% successful applications	
		No	yes	No	yes
2012	N	*	56.00	11.11%	88.89%
	Y		*		100.00%
2013	N	*	51.00	10.53%	89.47%
	Y		*		100.00%
2014	N	*	34.00	10.26%	82.58%

5.4 Age

Over the three-year period, the proportion of over-55s applying for regrading is slightly smaller than other age groups.

Regrading Age Graph



Regrading Age

Year	Age Band	Regraded?			
		Headcount		% successful applications	
		No	yes	No	yes
2012	25-34	*	19.00	9.52%	90.48%
	35-44		16.00		100.00%
	45-54	*	13.00	27.78%	72.22%
	55-64		*		100.00%
2013	25-34		12.00		100.00%
	35-44	*	19.00	9.52%	90.48%
	45-54	*	16.00	15.79%	84.21%
	55-64	*	*	16.67%	83.33%
2014	16-24		*		100.00%
	25-34	*	10.00	23.08%	76.92%
	35-44		11.00		100.00%
	45-54	*	*	14.29%	74.29%
	55-64		*		100.00%

6 Training

This section focuses on central short course workshops, and positive action programmes.

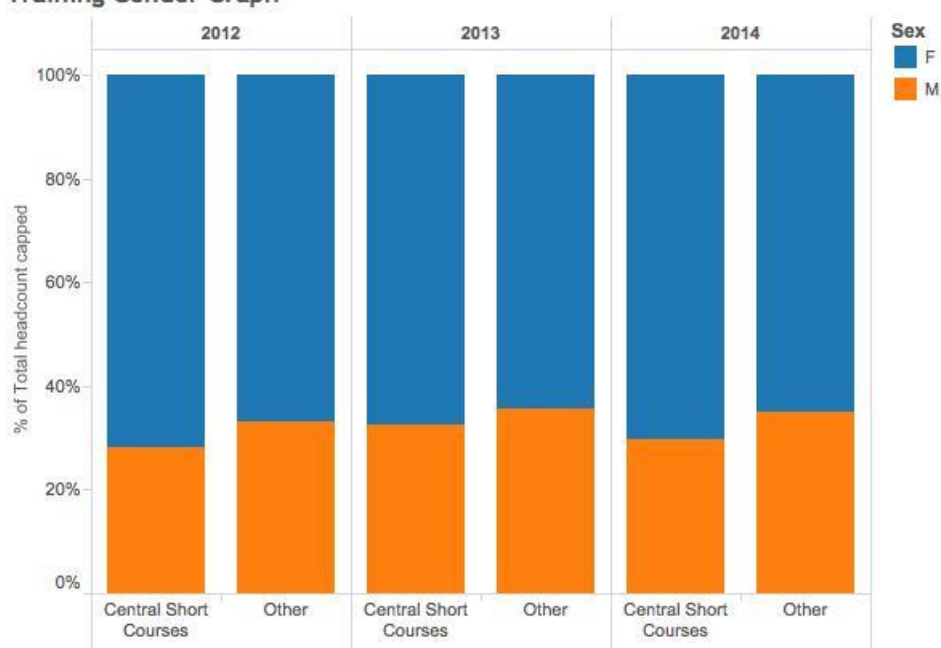
6.1 Trends in attendance on Central Short Courses

Gender

This data shows trends in attendance on workshops listed on the University's Central Short Course programme, and on positive action programmes, by equality and diversity category over the 3-year period 2012 to 2014.

The gender balance of attendees at training sessions shows a clear trend over the past three years with twice as many women as men attending courses, but with a positive increase in the actual number of men in 2013.

Training Gender Graph



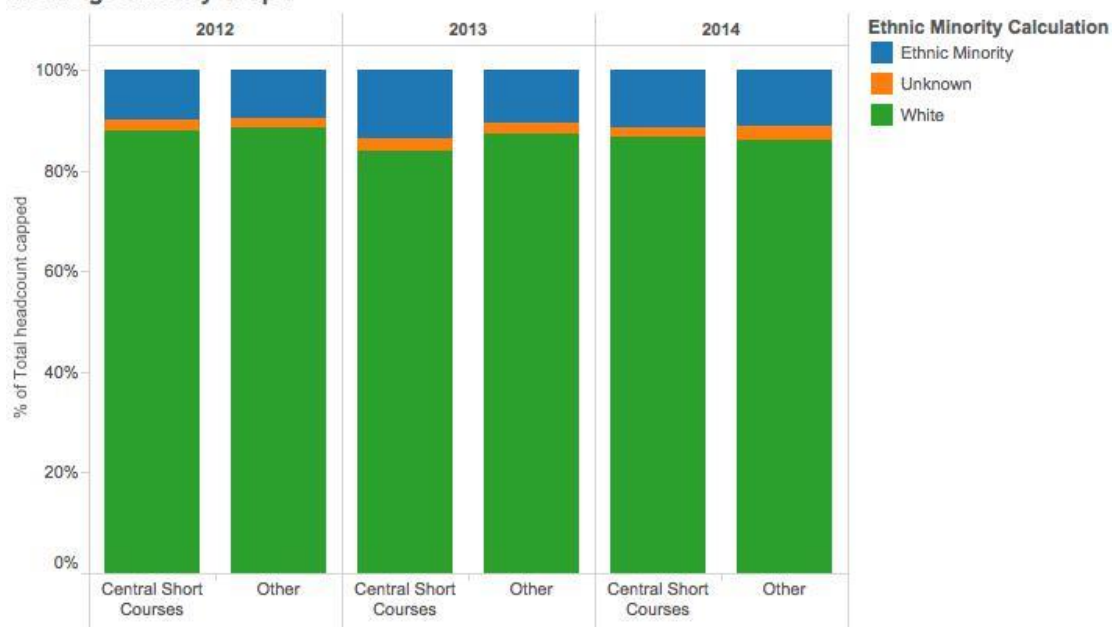
Training Gender

ADR Year	F		M		Grand Total
	Central Short Courses	Other	Central Short Courses	Other	
2012	1,569	3,157	619	1,558	6,903
2013	1,491	4,082	721	2,263	8,557
2014	1,655	2,520	698	1,360	6,233

Ethnicity

The majority of participants are white, with a roughly stable number of minority ethnic staff attending central short course programmes (just over 10% in 2014) and positive action programmes (just under 13% in 2014)

Training Ethnicity Graph



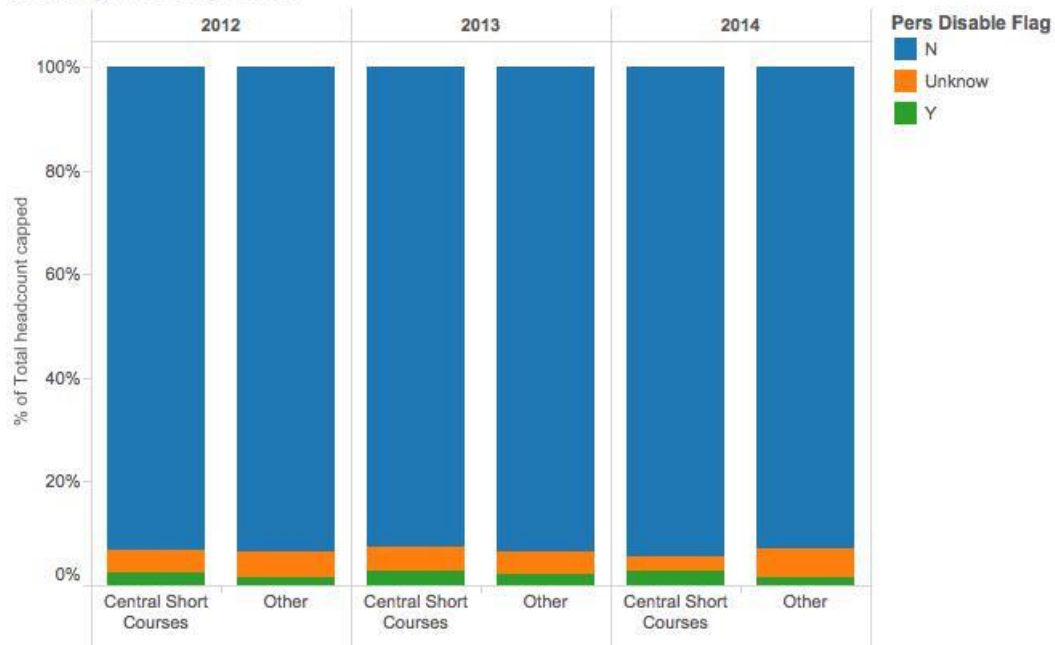
Training Ethnicity

ADR Year	Ethnic Minority Calculation	Central Short Courses	Other	Grand Total
2012	Ethnic Minority	216	455	671
	Unknown	48	87	135
	White	1,924	4,173	6,097
2013	Ethnic Minority	301	658	959
	Unknown	52	140	192
	White	1,859	5,547	7,406
2014	Ethnic Minority	270	426	696
	Unknown	40	114	154
	White	2,043	3,340	5,383

Disability

A very low number of staff or postgraduates who have attended training have declared as disabled. There is an upward trend in the last 2 years but numbers remain very low.

Training Disability Graph



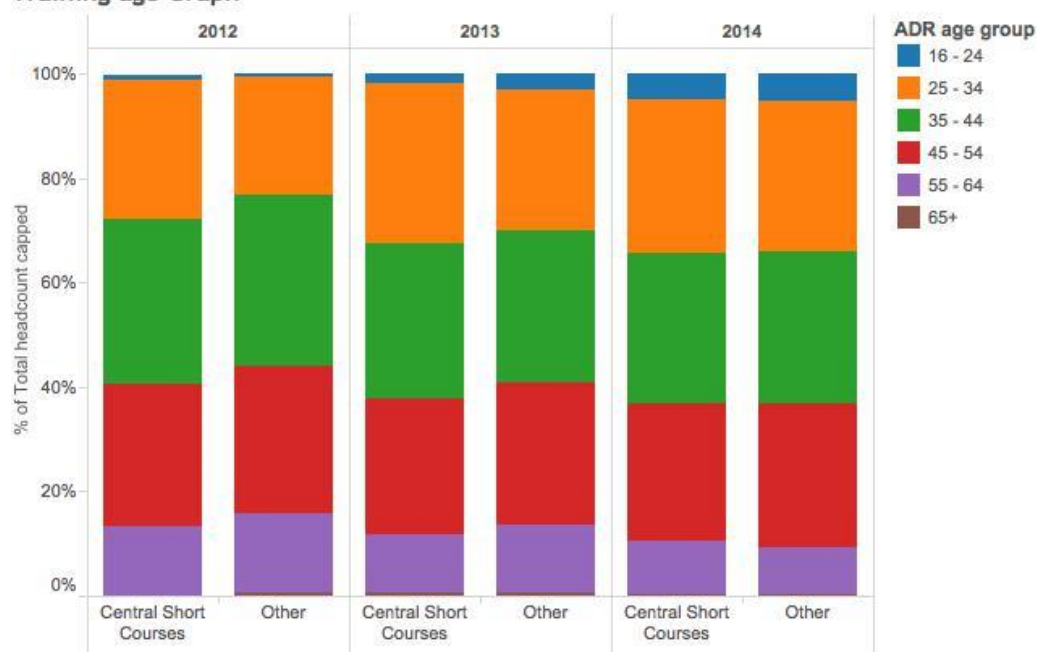
Training Disability

ADR Year	Y		N		Unknow		Grand Total
	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	
2012	54	67	2,038	4,414	96	234	6,903
2013	63	144	2,049	5,924	100	277	8,557
2014	64	66	2,220	3,605	69	209	6,233

Age

For workshops delivered as part of the central short course programme there has been a very stable trend over the past three years, with the majority of attendees falling within three roughly equal age bands – 25 to 35; 35 to 44; and 45 to 54. This broadly represents the spread of staff across the University. A small but increasing number of 16 to 24 year olds have attended training in the current academic year, reflecting the work undertaken in recruiting and supporting apprenticeships.

Training age Graph



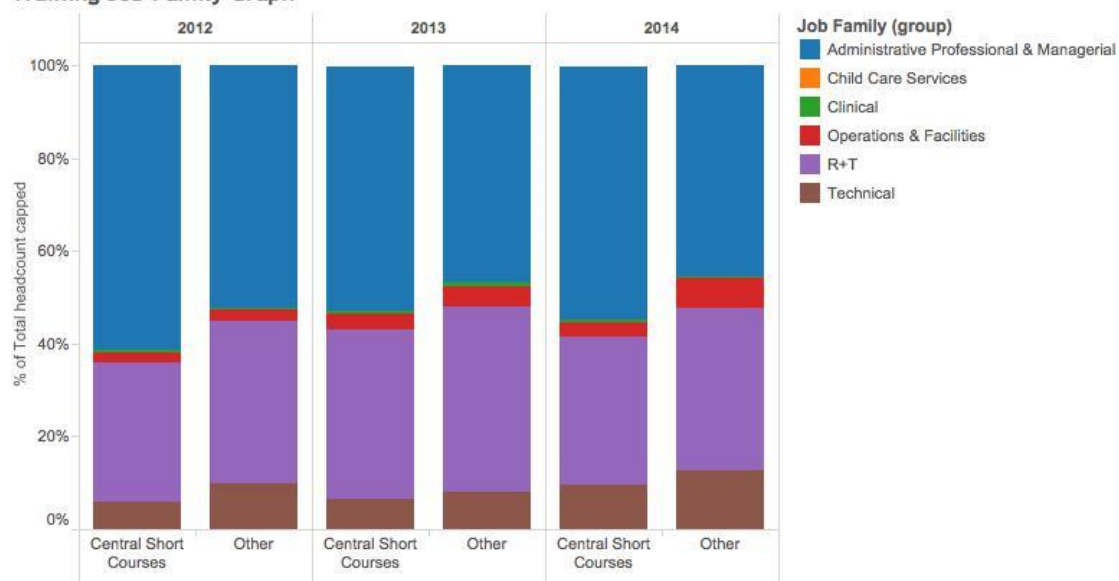
Training Age

ADR Year	25 & Under		26-35		36-45		46-55		56-65		66+		Grand Total
	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	
2012	37	70	625	1,149	686	1,563	581	1,288	252	631	*	14	6,903
2013	67	277	710	1,814	656	1,840	563	1,679	211	713	*	22	8,557
2014	148	259	706	1,183	711	1,121	582	1,019	201	286	*	12	6,233

Occupational Staff Group

There has been variability in some categories of staff attending short courses over the three year period – APM staff attendance increased during 2013 but has decreased to just below 2012 attendance during 2014. However, although numbers are still lower than other groups, there is a clear upward trend in technical staff and operations and facilities staff attendance on central short course programmes. This is also true of technical staff attendance on positive action programmes. There was a significant increase in operations and facilities staff attendance on positive action programmes in 2013, which has dipped slightly in 2014 but still maintains a strong upward trend.

Training Job Family Graph



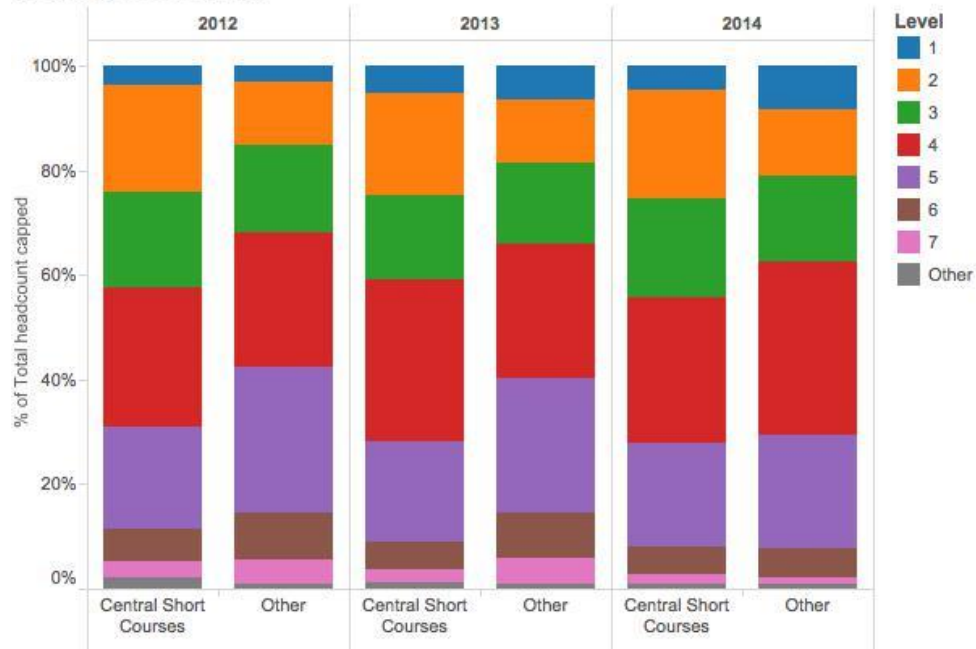
Training Job Family

ADR Year	Administrative Professional & Managerial		Child Care Services		Clinical		Operations & Facilities		R+T		Technical		Grand Total
	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	
2012	1,342	2,464		*	14	20	43	114	661	1,650	128	465	6,903
2013	1,170	2,960	*		10	59	74	282	808	2,529	146	515	8,557
2014	1,281	1,763	*		15	19	72	252	753	1,357	227	489	6,233

Level

There has been a relatively static distribution of attendance at training across job levels, with all levels engaging in some training. There has been a trend of increased attendance on short courses for levels 1-5, but a decline in attendance from levels 6 and 7.

Training Level Graph



Training Level

ADR Year	1		2		3		4		5		6		7		Other		Grand Total
	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	
2012	78	137	448	570	404	792	582	1,211	426	1,313	138	422	62	219	50	51	6,903
2013	118	412	429	757	355	995	689	1,621	423	1,632	113	563	55	301	30	64	8,557
2014	105	321	491	500	445	626	659	1,292	462	836	127	220	40	50	24	35	6,233

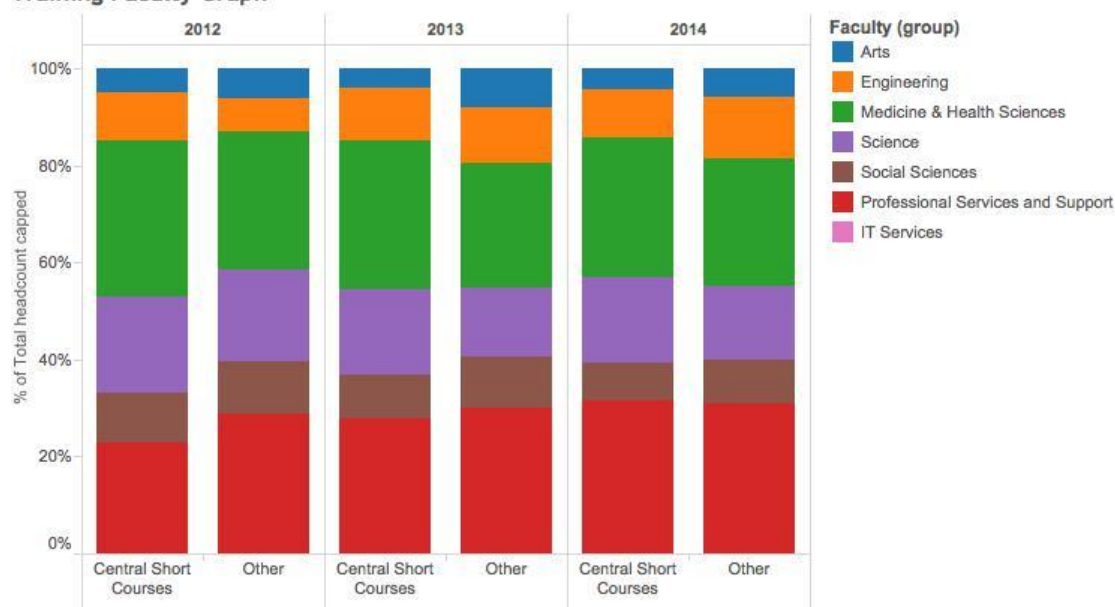
Faculty

With one exception (Medicine), there has been an overall increase in the number of staff attending training. The most significant increase has been in the Faculty of Engineering, where training attendance on central short courses and other programmes has risen significantly. In keeping with other Faculties the sharpest rise was in the 2013 period, with 2014 attendees being lower than 2013 but still following a general upward trend. Across the three years the majority of attendees are consistently from Professional Services and Medicine and Health Sciences.

Training Faculty

Course Year	Arts		Engineering		Medicine & Health Sciences		Science		Social Sciences		Professional Services and Support		Grand Total
	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	
2012	124	438	207	354	712	1,241	416	804	243	494	560	1,335	6,928
2013	89	350	246	716	738	1,421	469	764	175	561	687	1,617	7,833
2014	60	113	154	282	331	574	213	320	111	186	431	807	3,582

Training Faculty Graph



Training Faculty

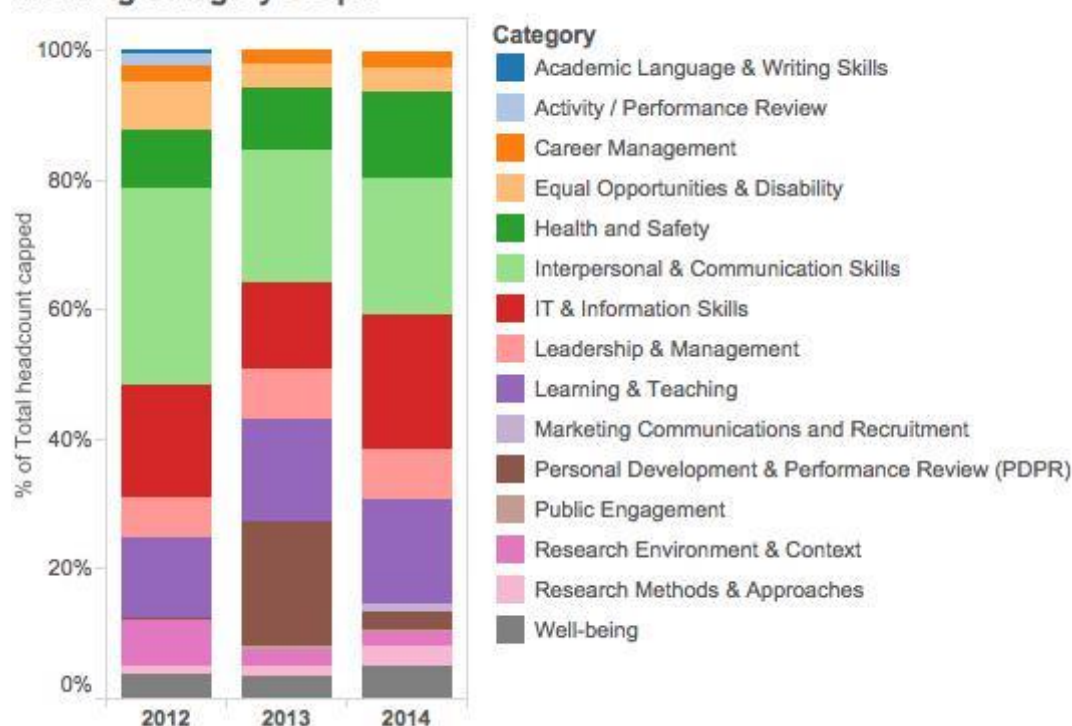
ADR Year	Arts		Engineering		Medicine & Health Sciences		Science		Social Sciences		Professional Services and Support		IT Services	Grand Total
	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other	Central Short Courses	Other		
2012	107	282	218	324	703	1,347	438	898	222	502	500	1,361	*	6,903
2013	89	508	238	731	679	1,618	390	921	198	664	618	1,903		8,557
2014	102	222	230	495	677	1,021	417	597	187	347	740	1,198		6,233

6.2 Trends in Attendance by Central Short Courses category

This data shows trends in attendance on Professional Development Central Short Course workshops by category over the 3 year period from 2011 to 2014.

There are clear trends in attendance at training sessions by category, with a year-on-year reduction in attendance at interpersonal and communication sessions, and at IT & information skills sessions. There is also a decline in attendance at Equal opportunities and disability training, possibly due in part to increased activity at school level. A steady increase in attendance at learning and teaching sessions can be seen over the past three years. There has been a marked increase in personal development and PDPR training sessions, reflecting roll-out of the new PDPR system. Attendance is also high in health and safety, learning and teaching and (new) public engagement sessions.

Training Category Graph



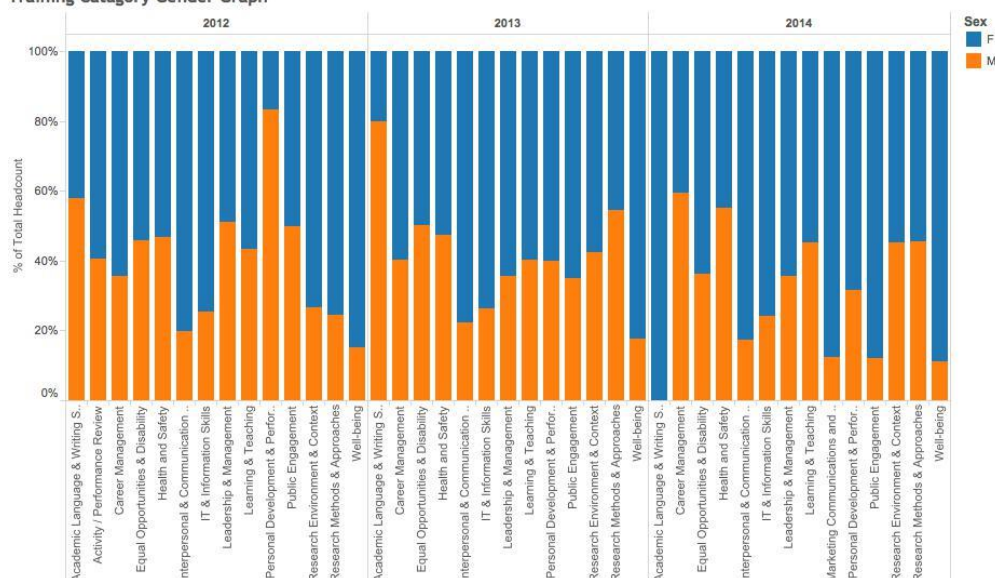
Training Catagory

Category	2012	2013	2014
Academic Language & Writing Skills	38	*	*
Activity / Performance Review	138		
Career Management	172	177	158
Equal Opportunities & Disability	504	311	229
Health and Safety	627	826	832
Interpersonal & Communication Skills	2,098	1,766	1,323
IT & Information Skills	1,177	1,124	1,285
Leadership & Management	440	662	483
Learning & Teaching	860	1,365	1,011
Marketing Communications and Recruitment			64
Personal Development & Performance Review (P..	12	1,633	178
Public Engagement	*	40	25
Research Environment & Context	503	234	128
Research Methods & Approaches	82	130	202
Well-being	250	284	306
Grand Total	6,903	8,557	6,233

Gender

There is a clear trend in attendance by gender, in that in many categories more women than men attend workshops. This is most clear in the Well-being and interpersonal & communication skills sessions. No sessions are attended by a significant majority of male staff. Career management, Equal opportunities and disability and health and safety training are more equal in attendance by gender, and more closely reflect the overall staff gender makeup of the institution.

Training Category Gender Graph



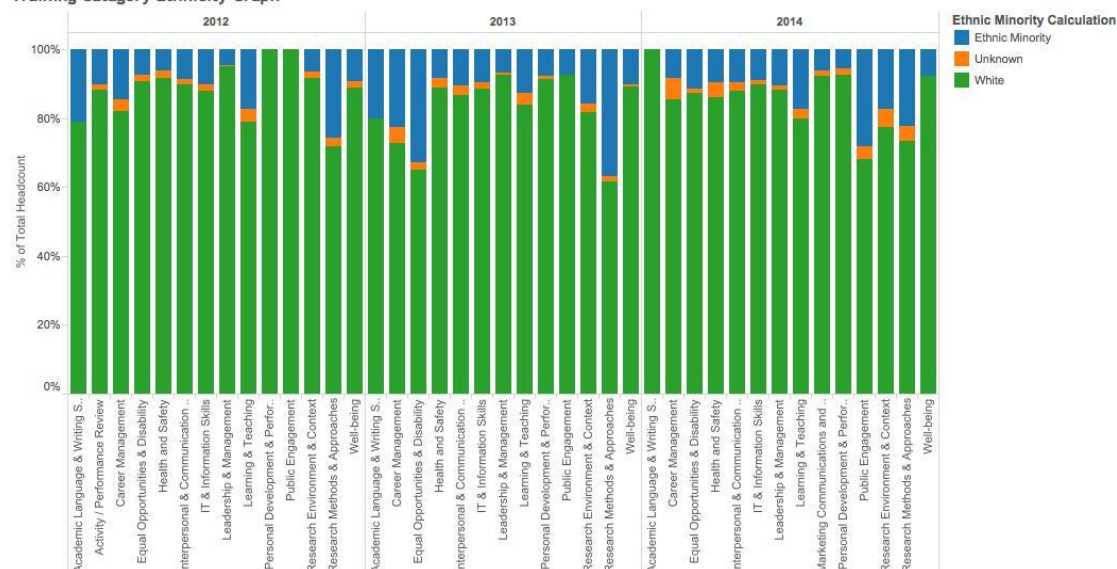
Training Category Gender

Category	2012		2013		2014	
	F	M	F	M	F	M
Academic Language & Writing Skills	16	22	*	*	*	
Activity / Performance Review	82	56				
Career Management	111	61	106	71	64	94
Equal Opportunities & Disability	273	231	155	156	146	83
Health and Safety	334	293	435	391	373	459
Interpersonal & Communication Skills	1,682	416	1,370	396	1,094	229
IT & Information Skills	879	298	827	297	973	312
Leadership & Management	215	225	426	236	311	172
Learning & Teaching	488	372	816	549	553	458
Marketing Communications and Recruitment					56	*
Personal Development & Performance Review (P..	*	10	983	650	122	56
Public Engagement	*	*	26	14	22	*
Research Environment & Context	369	134	135	99	70	58
Research Methods & Approaches	62	20	59	71	110	92
Well-being	212	38	234	50	272	34
Grand Total	4,726	2,177	5,573	2,984	4,175	2,058

Ethnicity

The majority of attendees on sessions are white. Trends in the largest cohorts of 'ethnic minority' staff attendance are at interpersonal & communication skills (10% of attendees in 2014); IT & information skills (9.8% of attendees in 2014) and learning and teaching (21.6% of attendees in 2014).

Training Category Ethnicity Graph



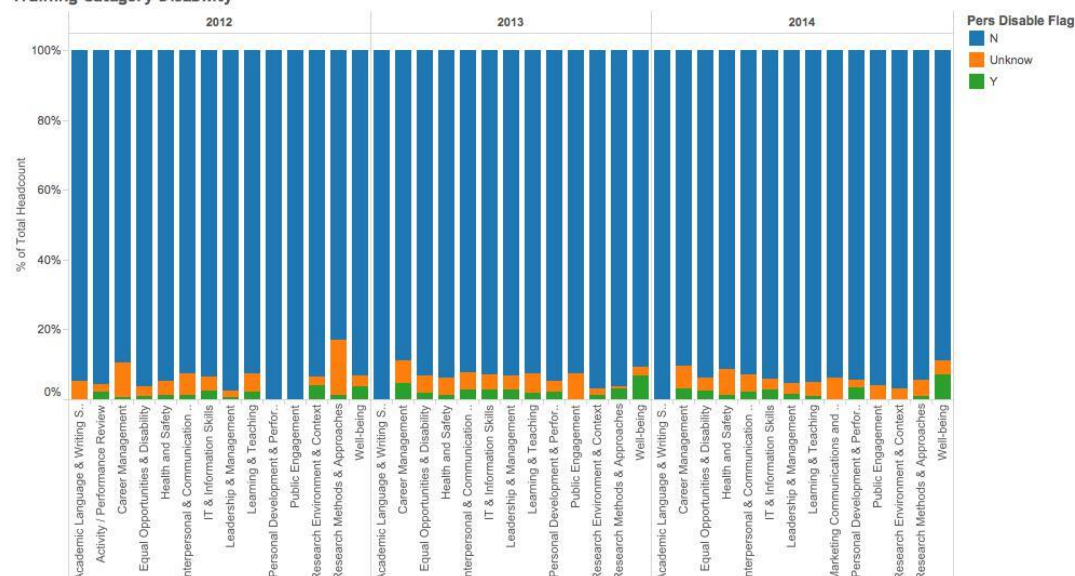
Training Category Ethnicity

Category	2012			2013			2014		
	Ethnic Minority	Unknown	White	Ethnic Minority	Unknown	White	Ethnic Minority	Unknown	White
Academic Language & Writing Skills	*		30	*		*			*
Activity / Performance Review	14	*	122						
Career Management	25	*	141	40	*	129	13	10	135
Equal Opportunities & Disability	38	*	457	102	*	202	26	*	200
Health and Safety	38	15	574	69	24	733	80	35	717
Interpersonal & Communication Skills	181	33	1,884	183	52	1,531	125	34	1,164
IT & Information Skills	120	21	1,036	107	20	997	114	18	1,153
Leadership & Management	20	*	418	44	*	613	51	*	427
Learning & Teaching	150	31	679	172	48	1,145	175	28	808
Marketing Communications and Recruitment							*	*	59
Personal Development & Performance Review (P..			12	124	18	1,491	10	*	165
Public Engagement			*	*		37	*	*	17
Research Environment & Context	33	*	461	37	*	191	22	*	99
Research Methods & Approaches	21	*	59	48	*	80	45	*	148
Well-being	23	*	222	29	*	253	24		282
Grand Total	671	135	6,097	959	192	7,406	696	154	5,383

Disability

Numbers of attendees with declared disabilities are small across all courses, across all years. Where there are trends in small but significant disclosure is on Interpersonal & communication skills; IT & information skills and Well-being sessions.

Training Category Disability



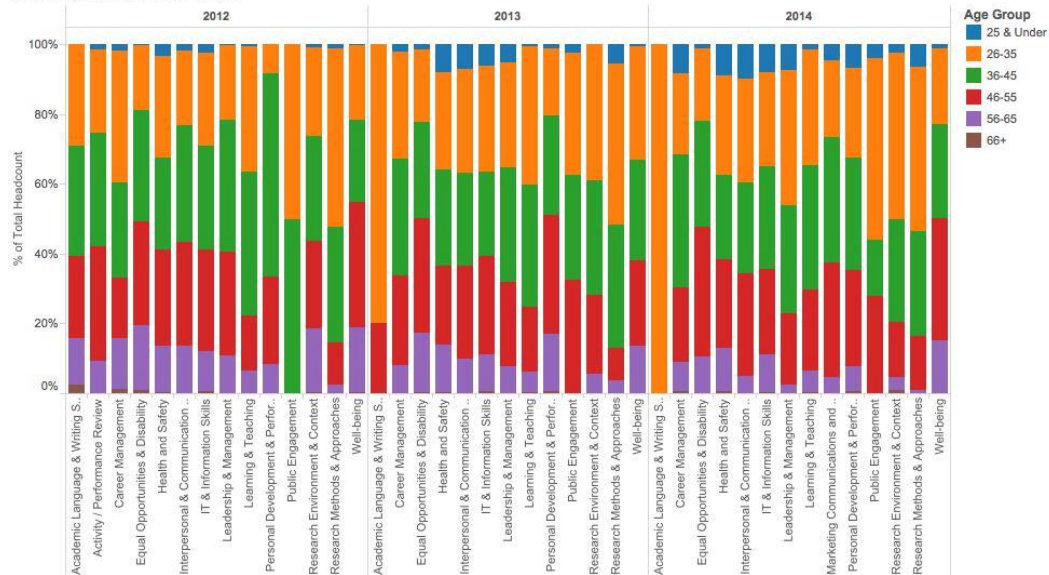
Training Category Disability

Category	2012			2013			2014		
	N	Y	Unknow	N	Y	Unknow	N	Y	Unknow
Academic Language & Writing Skills	36		*	*			*		
Activity / Performance Review	132	*	*						
Career Management	154	*	17	157	*	12	143	*	10
Equal Opportunities & Disability	485	*	15	290	*	15	215	*	*
Health and Safety	594	*	26	774	10	42	761	11	60
Interpersonal & Communication Skills	1,941	23	134	1,629	48	89	1,228	27	68
IT & Information Skills	1,099	30	48	1,045	31	48	1,209	35	41
Leadership & Management	429	*	*	616	19	27	461	*	15
Learning & Teaching	797	19	44	1,265	26	74	960	*	42
Marketing Communications and Recruitment							60		*
Personal Development & Performance Review (P..)	12			1,545	33	55	168	*	*
Public Engagement	*			37		*	24		*
Research Environment & Context	470	21	12	227	*	*	124		*
Research Methods & Approaches	68	*	13	125	*	*	191	*	*
Well-being	233	*	*	258	19	*	272	22	12
Grand Total	6,452	121	330	7,973	207	377	5,825	130	278

Age

The distribution of training by age category is consistent across most course category types and reflective of the age profile of the University.

Training Category Age Graph



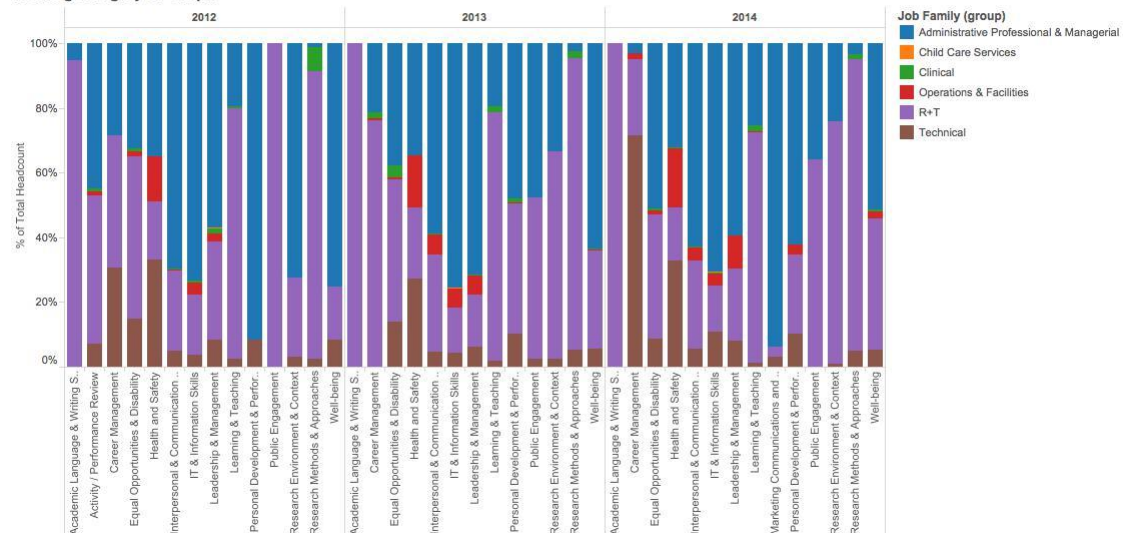
Training Category age

Category	2012						2013						2014					
	25 & Under	26-35	36-45	46-55	56-65	66+	25 & Under	26-35	36-45	46-55	56-65	66+	25 & Under	26-35	36-45	46-55	56-65	66+
Academic Language & Writing Skills	11	12	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Activity / Performance Review	*	33	45	45	13	*	*	54	59	46	14	*	13	37	60	34	13	*
Career Management	*	65	47	30	25	*	*	64	86	102	53	*	*	47	70	85	24	*
Equal Opportunities & Disability	*	93	161	150	94	*	*	64	86	102	53	*	*	47	70	85	24	*
Health and Safety	21	183	165	172	84	*	67	229	227	188	112	*	74	238	201	210	104	*
Interpersonal & Communication Skills	38	448	703	622	284	*	127	525	470	470	172	*	130	393	345	390	64	*
IT & Information Skills	28	313	352	343	135	*	70	339	274	317	116	*	102	346	381	314	138	*
Leadership & Management	*	94	166	131	48	*	35	198	218	160	51	*	35	188	149	99	12	*
Learning & Teaching	*	310	353	137	54	*	*	541	479	253	79	*	14	336	361	233	63	*
Marketing Communications and Recruitment													*	14	23	21	*	
Personal Development & Performance Review (P..		*	*	*	*		18	313	468	558	270	*	12	46	57	49	13	*
Public Engagement		*	*				*	14	12	13			*	13	*	*		
Research Environment & Context	*	127	151	127	92	*		91	77	53	13		*	61	38	20	*	*
Research Methods & Approaches	*	42	27	10	*		*	60	46	12	*		13	95	61	31	*	
Well-being	*	53	59	90	46	*	*	92	82	69	39		*	66	82	108	46	
Grand Total	107	1,774	2,249	1,869	883	21	344	2,524	2,496	2,242	924	27	407	1,889	1,832	1,601	487	17

Occupational Staff Group

There are some unsurprising trends over the past three years in attendance by course and job family: R&T overwhelmingly outnumber other job families in learning and teaching sessions, and research methods. They also account for a significant number of attendances at career management sessions. APM staff account for the majority of attendances at skill-based personal development and well-being sessions. O&F and TS staff feature most significantly in Equal opportunities and disability and Health and safety sessions, although a small number do attend across the range of other sessions.

Training Category JF Graph



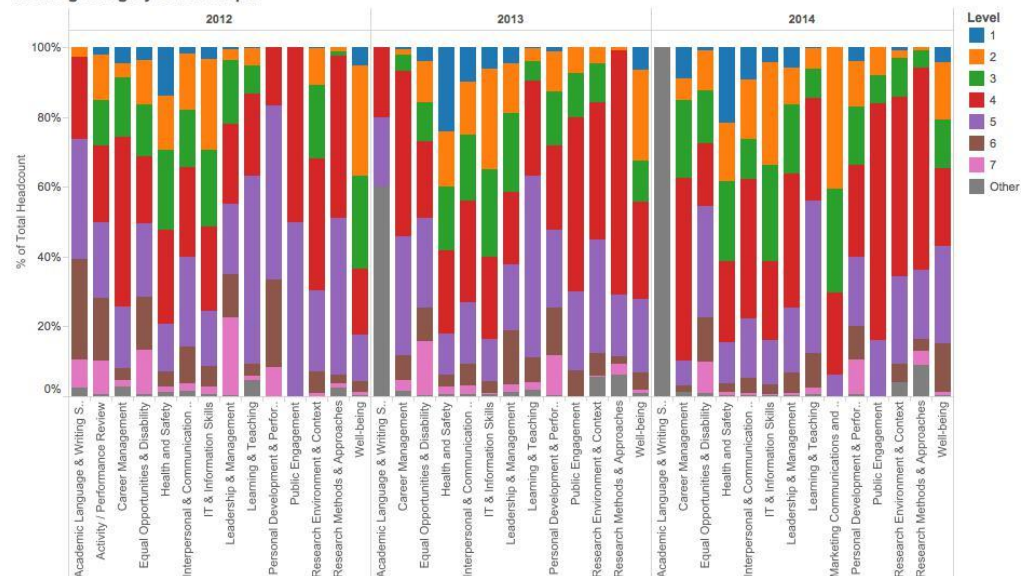
Training Category JF

Category	2012						2013						2014					
	Administrative Professional	Child Care Services	Clinical	Operations & Facilities	R+T	Technical	Administrative Professional	Child Care Services	Clinical	Operations & Facilities	R+T	Technical	Administrative Professional	Child Care Services	Clinical	Operations & Facilities	R+T	Technical
Academic Language & Writing Skills	*				36						*						*	
Activity / Performance Review	62		*	*	63	10												
Career Management	49				70	53	38		*	*	135		*		*		37	113
Equal Opportunities & Disability	164		*	*	253	75	117		12	*	137	43	117		*	*	88	20
Health and Safety	220			86	113	208	287			132	183	224	267		*	155	137	272
Interpersonal & Communication Skills	1,464		*	*	517	107	1,036		*	110	535	80	832		*	52	363	73
IT & Information Skills	864		*	42	222	42	849	*		65	156	50	906	*	*	48	184	138
Leadership & Management	250	*	*	11	133	37	474		*	40	107	40	287			50	107	39
Learning & Teaching	167		*		664	22	266		25		1,049	25	255		20	*	721	14
Marketing Communications and Recruitment													60				*	*
Personal Development & Performance Review (P.)	11					*	783		19	*	657	169	111		*		44	18
Public Engagement					*		19				20	*					16	
Research Environment & Context	364				124	15	78				150	*	31				96	*
Research Methods & Approaches	*		*		73	*	*		*		117	*	*		*		182	10
Well-being	188				41	21	180		*	*	86	16	157		*	*	124	16
Grand Total	3,806	*	34	157	2,311	593	4,130	*	69	356	3,337	661	3,044	*	34	324	2,110	716

Level

There are some unsurprising trends, with level 1 staff predominantly attending health & safety courses; level 2 predominantly well-being and IT; level 3 evenly spread, with the exception of academic writing/ learning & teaching/ research methods; level 4 evenly spread, with the same exceptions as level 3; level 5 learning and teaching; level 6 academic writing.

Training Category Level Graph



Training Category Level

	2012								2013								2014							
Category	1	2	3	4	5	6	7	Other	1	2	3	4	5	6	7	Other	1	2	3	4	5	6	7	Other
Academic Language & Writing Skills																								
Activity / Performance Review																								
Career Management																								
Equal Opportunities & Disability																								
Health and Safety																								
Interpersonal & Communication Skills																								
IT & Information Skills																								
Leadership & Management																								
Learning & Teaching																								
Marketing Communications and Recruitment																								
Personal Development & Performance Review (P..																								
Public Engagement																								
Research Environment & Context																								
Research Methods & Approaches																								
Well-being																								
Grand Total	215	1,018	1,196	1,783	1,739	560	281	101	530	1,186	1,350	2,310	2,055	678	358	94	426	991	1,071	1,951	1,298	347	90	58

7 Employee Case work

This report is designed to provide information relating to HR casework undertaken by managers and supported by HR. This section of the report covers:

- Disciplinary Information
- Grievance Information
- Dignity Complaints

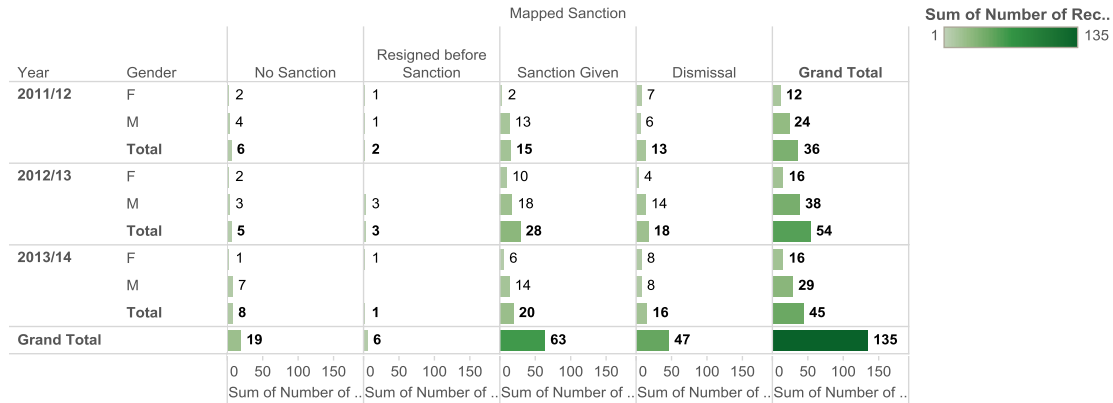
The information presented in the disciplinary section is used to highlight cases against individuals by the University. The information provided in the grievance section highlights complaints made by individuals to the University. Finally, information provided in the Dignity Complaints section details any harassment, bullying or discrimination complaints made by an employee against another staff member to the University. Employees who were the subject of a dignity complaint that has been accepted as valid by the University may then count in the disciplinary section of this report if formal action was taken against them.

This report includes information on all cases that either commenced or concluded between 1st August 2011 - 31st July 2014. Those individuals who lodged a dignity issue during this period are also recorded and analysed below. The statistics provided in this report relate to proceedings which have reached a formal stage. This includes those proceedings that are raised formally but are then resolved informally at the formal stage. This report explicitly does not include information about employees whose disputes were resolved informally through extensive work by managers, employees and staff. Our information includes those employees of the University who work on any of the UK campuses. At present, as this information relates solely to UK policy and procedure, this information does not relate to individuals who work on the University's international campuses in China and Malaysia. All information included in this report protects the anonymity of all our employees. At all times, our goal has been to prevent the identity of any individual becoming explicitly or implicitly apparent. The University does not reveal any equality information that would identify a member of staff, or by which a particular employee's personal information would be apparent. This report therefore provides general top line statistics in order to assess our current position against our equality and diversity objectives, monitor general trends in line with the Equality Act 2010, and inform policy development within the University as a whole.

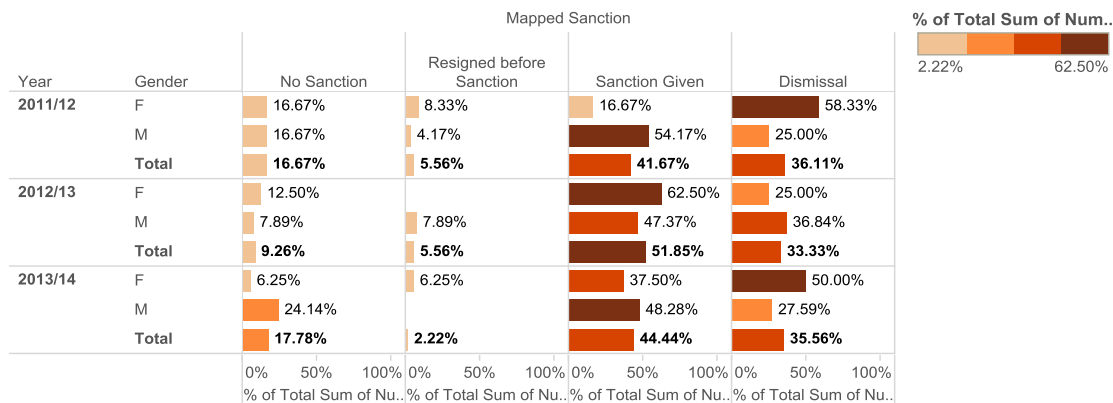
7.1 Disciplinarys – Gender

In 2013/2014, the numbers of sanctions given has decreased for both men and women. However sanctions resulting in dismissal have risen for women over the last year.

Disciplinarys: Gender by Sanction #



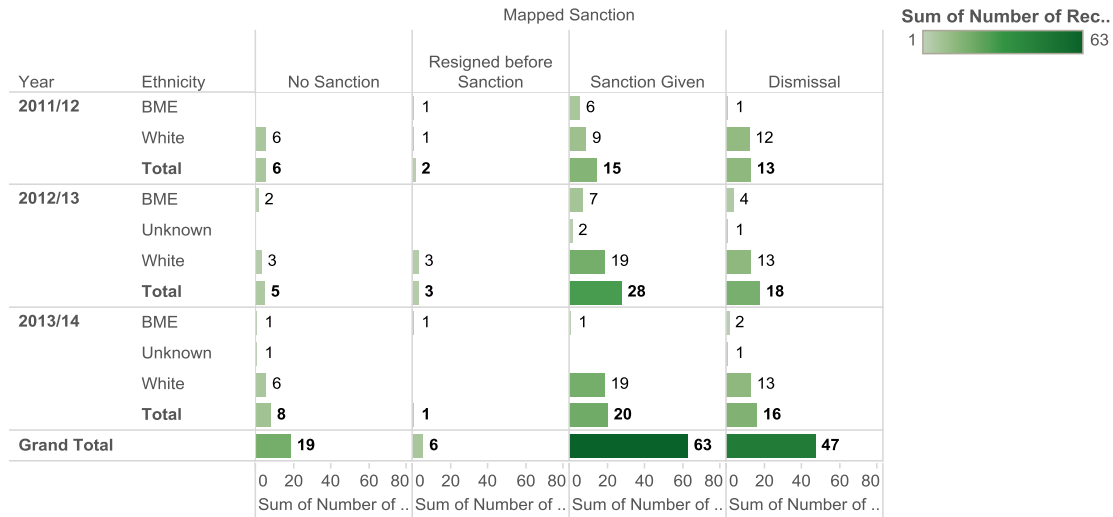
Disciplinarys: Gender by Sanction %



7.2 Disciplinary – Ethnicity

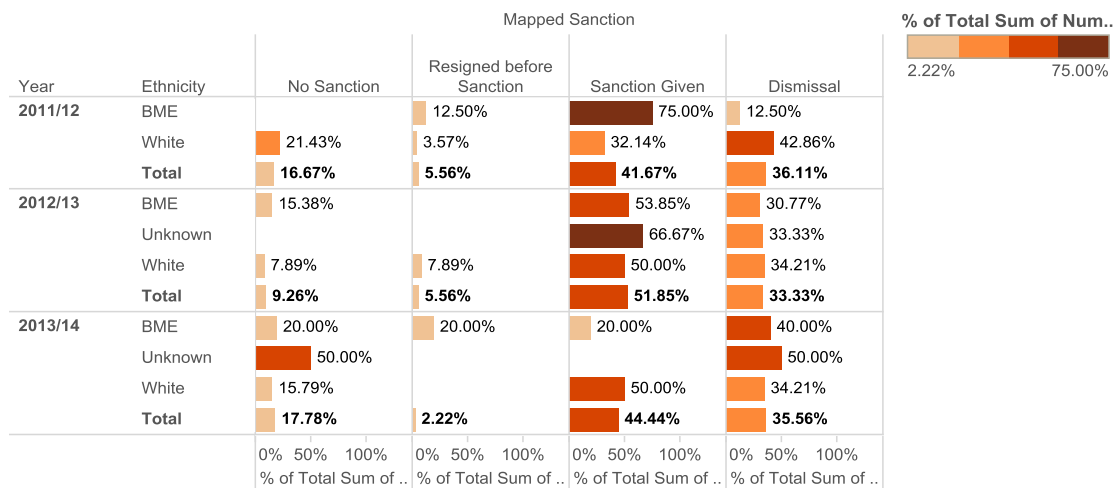
In 2012/13, the number of BME staff receiving dismissals was four, which decreased by 50% in 2013/2014 to 2.

Disciplinary: BME Status by Sanction



Sum of Number of Records for each Ethnicity broken down by Mapped Sanction vs. Year. Color shows sum of Number of Records. The view is filtered on Year, which keeps 2011/12, 2012/13 and 2013/14.

Disciplinary: BME Status by Sanction %

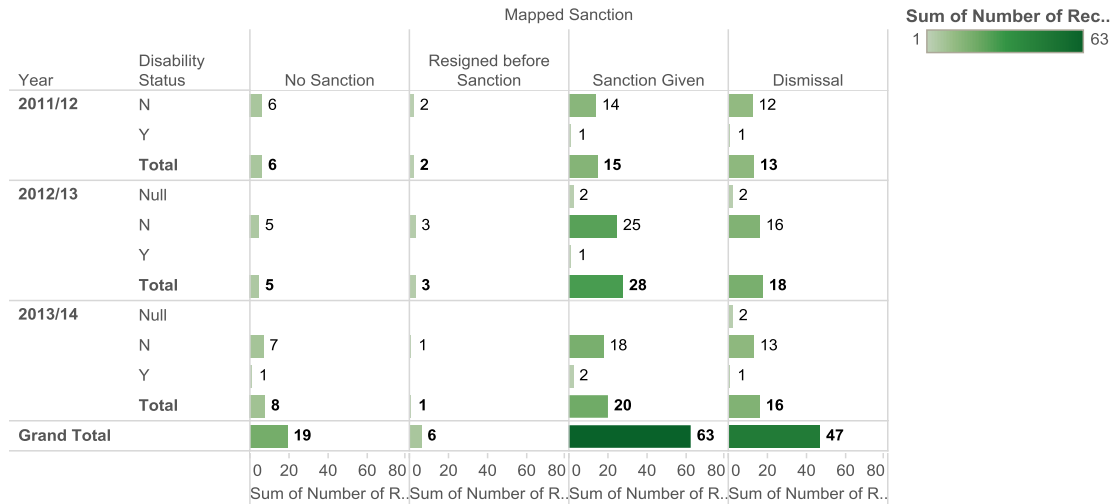


% of Total Sum of Number of Records for each Ethnicity broken down by Mapped Sanction vs. Year. Color shows % of Total Sum of Number of Records. The view is filtered on Year, which keeps 2011/12,

7.3 Disciplinary – Disability

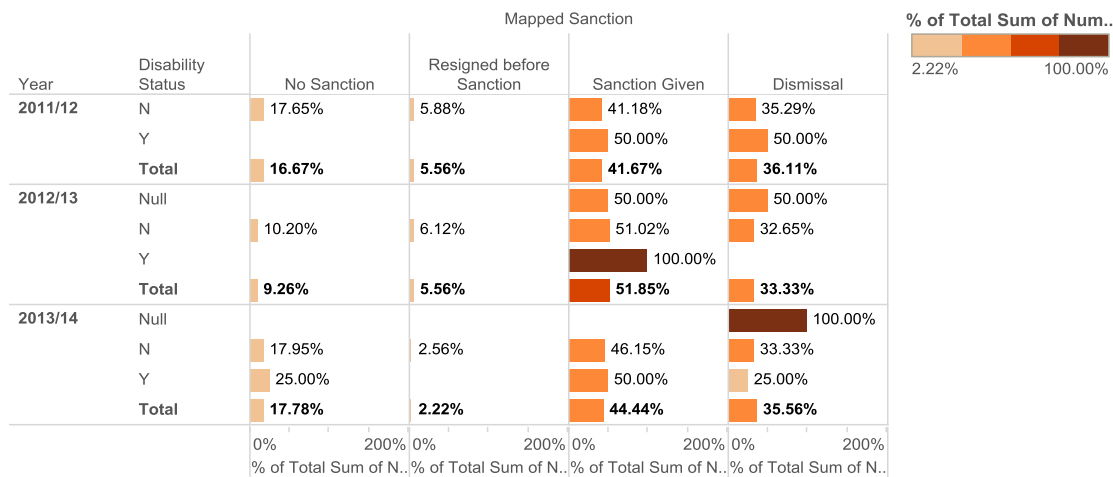
The numbers of disabled staff receiving sanctions or dismissal has remained constant over the last three years.

Disciplinary: Disability Status by Sanction



Sum of Number of Records for each Disability Status broken down by Mapped Sanction vs. Year. Color shows sum of Number of Records. The view is filtered on Year, which keeps 2011/12, 2012/13 and 2013/14.

Disciplinary: Disability Status by Sanction %

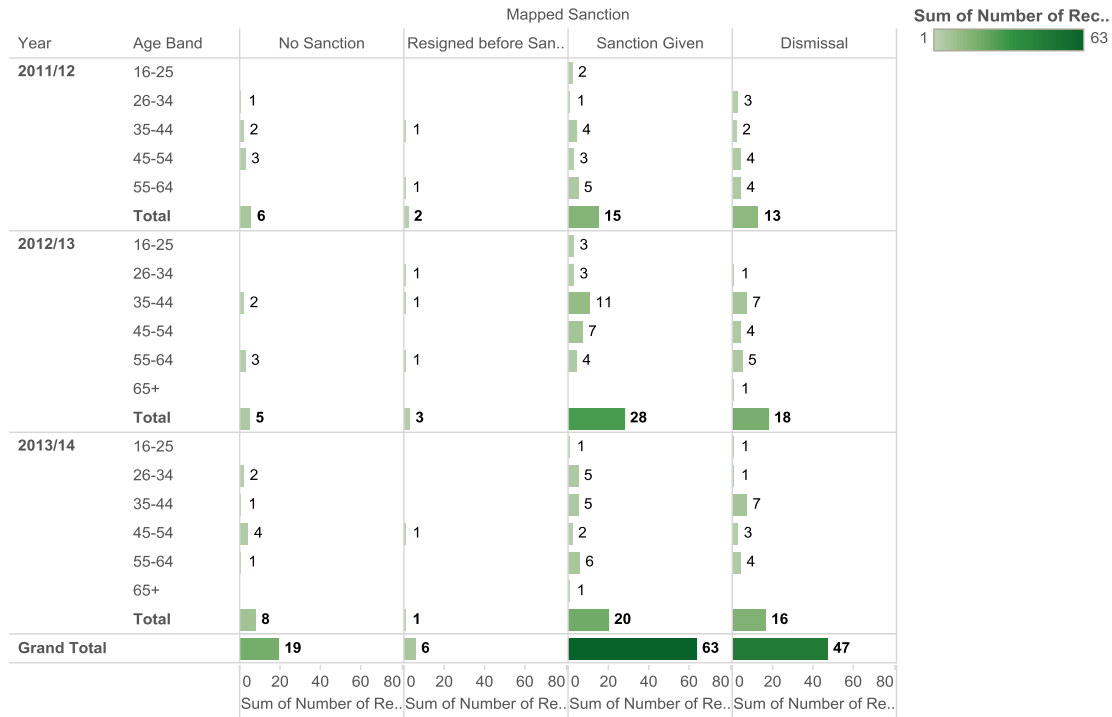


% of Total Sum of Number of Records for each Disability Status broken down by Mapped Sanction vs. Year. Color shows % of Total Sum of Number of Records. The marks are labeled by % of Total Sum of Number of Records. The view is filtered on Year, which keeps 2011/12, 2012/13 and 2013/14. Percents are based on

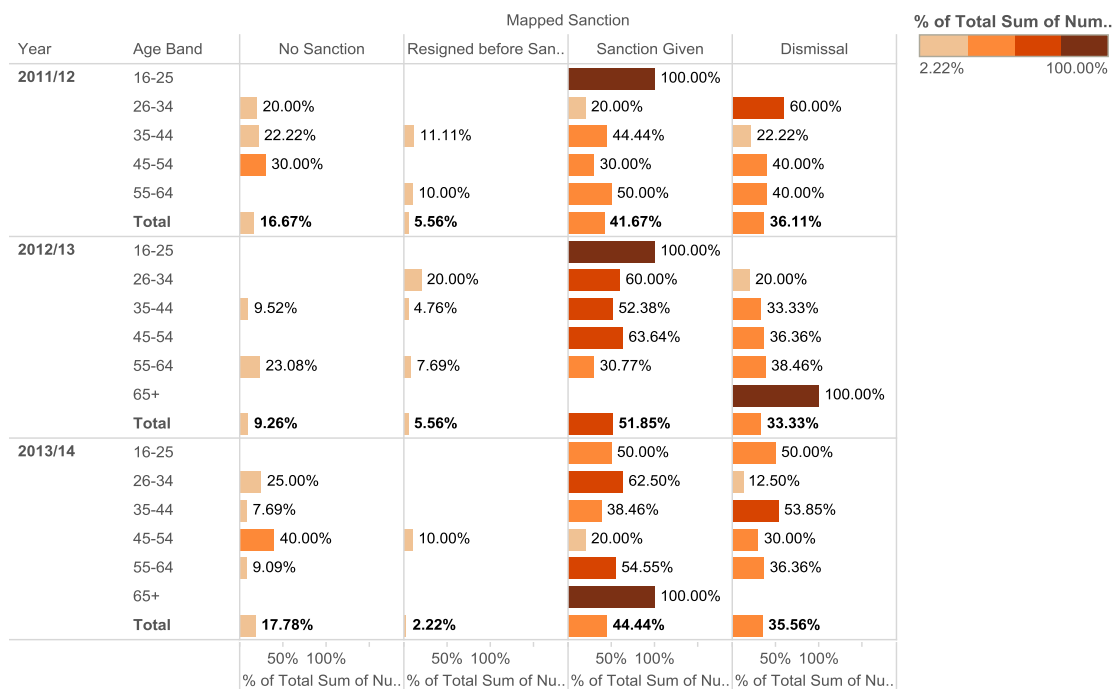
7.4 Disciplinarys – Age

The numbers of those being dismissed has remained constant over the last three years, with the numbers relatively evenly distributed over all age groups.

Disciplinarys: Age Band by Mapped Sanction #



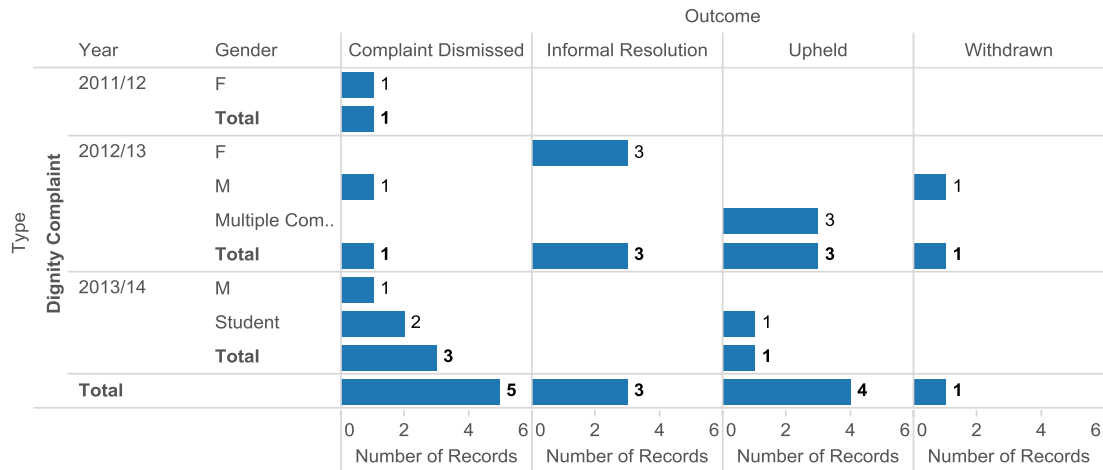
Disciplinarys: Age Band by Mapped Sanction %



7.5 Grievance/ Dignity - Gender

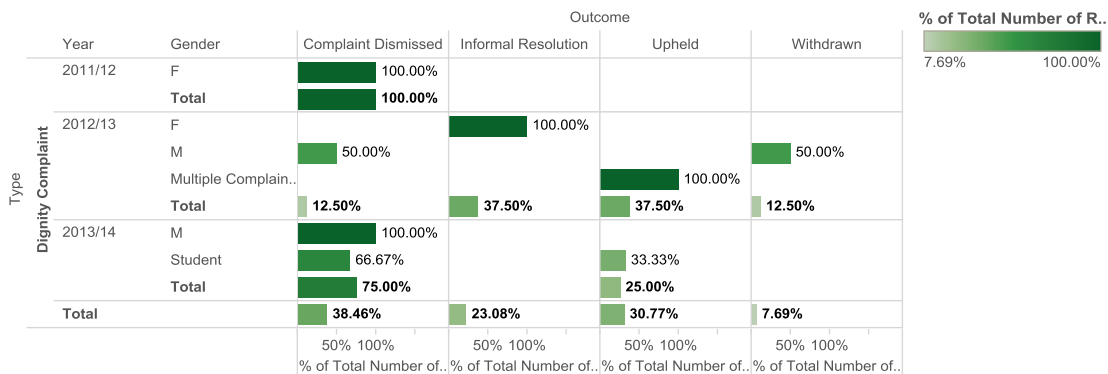
During 2014, the numbers of staff facing complaints has remained constant and small in number. This is also mirrored in the data for ethnicity, disability and age. It is difficult to draw any conclusions from this data due to the small numbers.

Grievance: Complainant Gender by Outcome



Sum of Number of Records for each Gender broken down by Outcome vs. Type and Year. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14. The Type filter keeps Dignity Complaint.

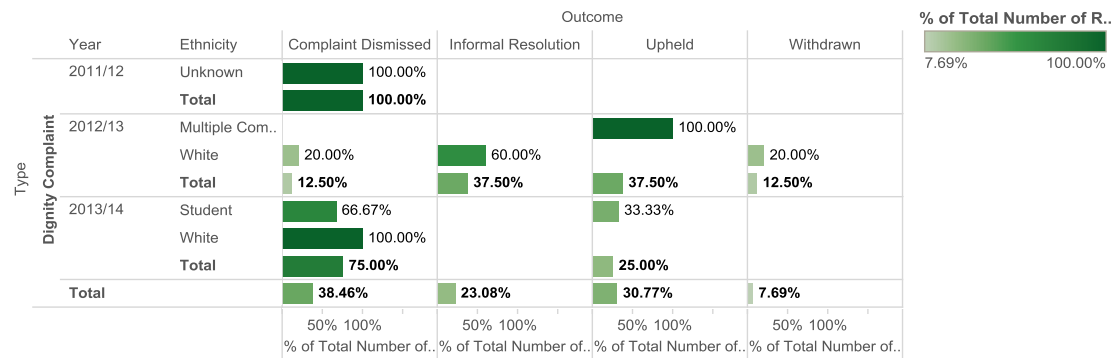
Grievance: Complainant Gender by Outcome %



% of Total Number of Records for each Gender broken down by Outcome vs. Type and Year. Color shows % of Total Number of Records. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14. The Type filter

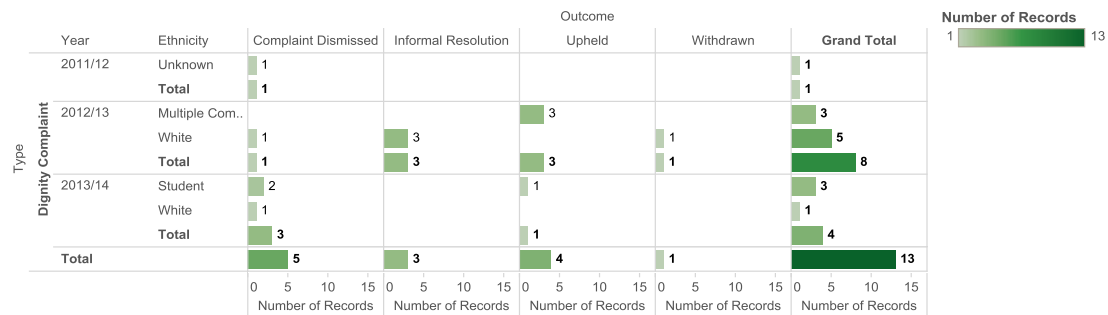
7.6 Grievance/Dignity – Ethnicity

Grievance: Complainant BME Status %



% of Total Number of Records for each Ethnicity broken down by Outcome vs. Type and Year. Color shows % of Total Number of Records. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14. The Type filter keeps Dignity Complaint.

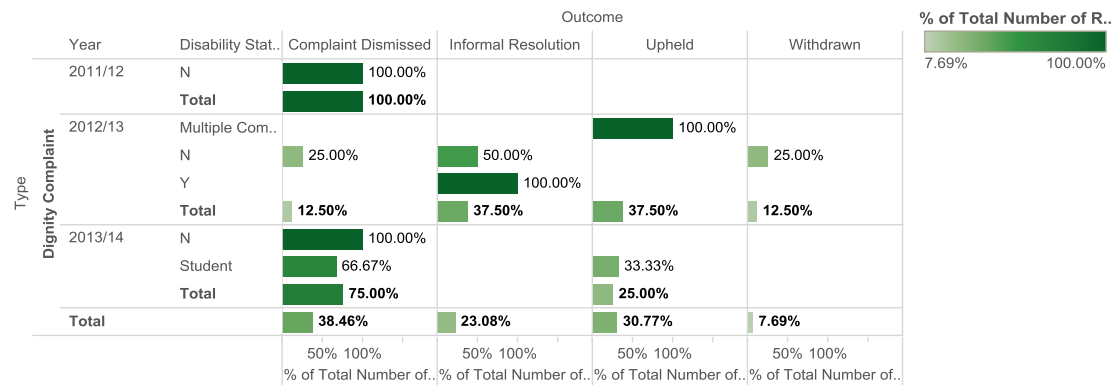
Greivance: Complainant BME Status



Sum of Number of Records for each Ethnicity broken down by Outcome vs. Type and Year. Color shows sum of Number of Records. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14. The Type filter keeps Dignity Complaint.

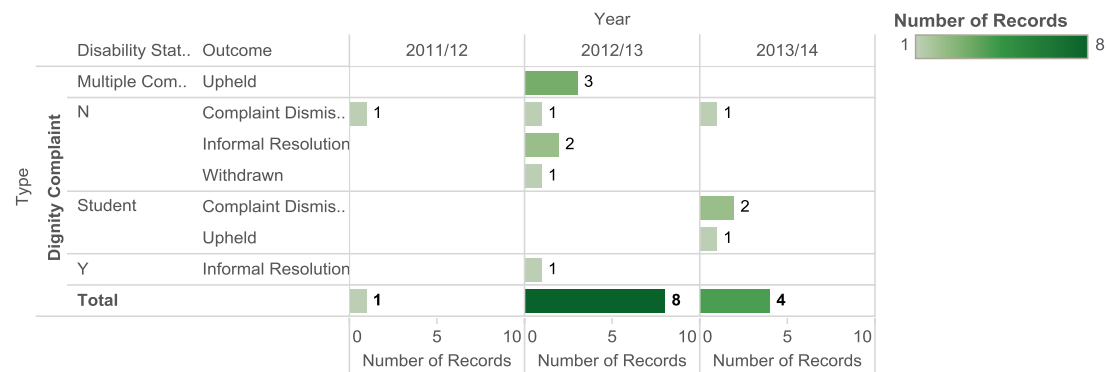
7.7 Grievance/Dignity – Disability

Grievance: Complainant Disability Status by Outcome %



% of Total Number of Records for each Disability Status broken down by Outcome vs. Type and Year. Color shows % of Total Number of Records. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14.

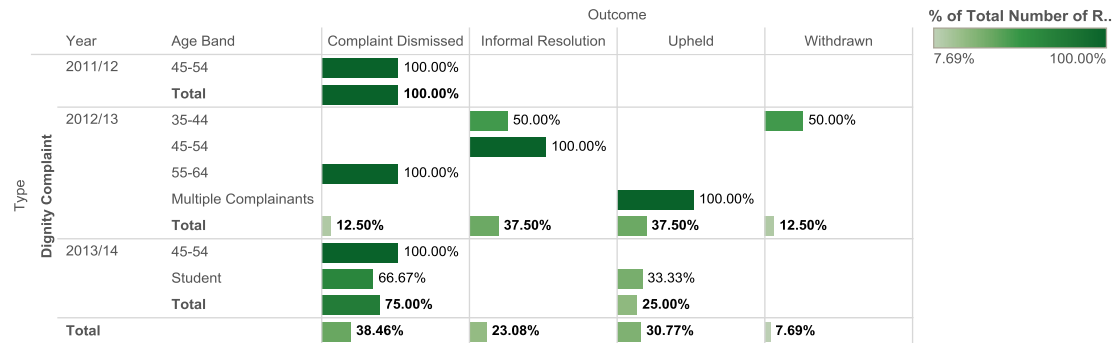
Grievance: Complainant Disability Status by Outcome



Sum of Number of Records for each Outcome broken down by Year vs. Type and Disability Status. Color shows sum of Number of Records. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14.

7.8 Grievance/Dignity – Age

Grievance: Complainant Age Band by Outcome%



% of Total Number of Records for each Age Band broken down by Outcome vs. Type and Year. Color shows % of Total Number of Records. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14. The Type filter keeps

Grievance: Complainant Age Band by Outcome #



Sum of Number of Records for each Age Band broken down by Outcome vs. Type and Year. Color shows sum of Number of Records. The view is filtered on Year and Type. The Year filter keeps 2011/12, 2012/13 and 2013/14. The Type filter keeps Dignity Complaint.

8 Annual Fixed term Contract outcomes

Introduction

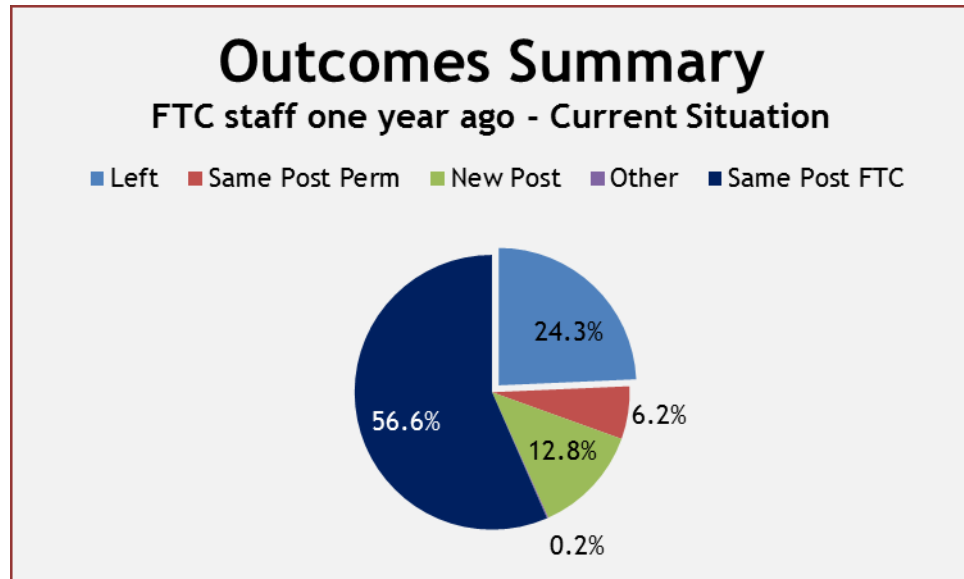
This report provides outcome data regarding fixed term contracts, including information regarding what happens to these employees when their contracts come to an end.

- 1.1** This report is designed to provide historical information regarding employees on a fixed-term contract at a previous point in time and then to compare this with the employee's current status.
- 1.2** The data used in this report:
- includes employees who were on a fixed-term contract on 01 January 2014
 - determines their status one year later as at 01 January 2015
- 1.3** The data analysed in this section of the report can be quite complicated. In the space of a year, one employee may have had multiple appointments, some concurrent, some may be fixed-term, some may be permanent, may have left the University and then re-joined, may have obtained permanent employment, may have undertaken a temporary (fixed-term) appointment e.g. secondment.
- 1.4** Please note: This report includes information on fixed-term contracts only. Outcome information is not currently available for permanent staff with fixed-term funding arrangements. This is because if staff were on fixed term funding and have since been extended, this field is overwritten to enable the extension. Therefore we cannot retrospectively report.
- 1.5** The information about current fixed-term contracts is provided using a projected end date to indicate when an employee may leave. These dates can be subject to change as contracts are extended.

Statistics

	01/01/2014	01/01/2015
Active Fixed Term Contracts	1321	1415

Outcomes



Key Findings

- 56.6% of staff (up from 49.9% of staff on the previous report) on a fixed-term contract one year ago remain in the same post on their fixed term contract one year on.
- 6.2% (up from 5.9% in the previous report) of staff remain in their post, albeit on a permanent contract.
- 24.3% of staff on a fixed-term contract one year ago have left the organisation one year on. (13.9% left involuntarily due to dismissal, TUPE or expiry of contract, 10.4% left voluntarily, for reasons such as resignation or retirement.)
- 12.8% of staff were working in a new post one year on, including 35 staff who were redeployed, 97 staff who were in new fixed-term contract posts, and 84 staff who were working in a new, permanent post.

FTC Leaver Analysis



Key Findings

- 178 FTC staff who worked a year ago and have now left, have left due to the expiry of their contract. This and voluntary resignation (136) remain the two biggest causes

(as in the previous report) of leaving, combining to form 98.12% of all leaving FTC staff.

- 57% of FTC staff left involuntarily, 43% voluntarily.
- As at 1 January 2015 a total of 757 current fixed-term contracts have a projected end date within the next 12 months.