Staff Annual Diversity Report

2016

Contents

Equality and Diversity activities

The University has affirmed its core values regarding equality, diversity and inclusion (EDI) as part of Global Strategy 2020, including:

- Value diversity and promote equality
- Value all staff and support them to excel
- Develop a culture and working environment that encourages people to challenge themselves and others – openly, constructively, and with respect – to raise the quality of all we do together.

(Extracts from Global Strategy 2020; 'Core Values and Principles' and 'Foundations')

EDI activity specifically relating to staff is managed locally but supported by the new People and Culture programme which forms part of the People Strategy and HR Strategy 2020. This programme commenced in late 2015 with full staff resource in place from April 2016.

As part of a strategy to effectively embed a broader spectrum of EDI activity at a local as well as institutional level the University has developed new EDI structures which will deliver opportunity for a greater breadth of sharing of ideas, knowledge and feedback, whilst also providing mechanisms to deliver the outputs from institutional level programmes of work. This programme of work will be supported by the Associate Pro-Vice-Chancellor for EDI, Professor Marion Walker.

In addition, a new collaboration between the University of Nottingham (UoN) and the University of Birmingham has also been established where good practice is shared and joint initiatives progressed. EDI has been identified as an area of strategic significance for both universities that will be explored over an initial two year period. The collaboration will focus on learning together (activities based on developing knowledge exchange and sharing best practice) and co-creation (activities based on specific outcomes such as new programmes or guidance that can be used by both universities, together or independently).

Staff EDI activities and achievements in 2016/17 year

A range of events and activities during 2016/17 have further developed the University's inclusive workforce culture.

- Athena SWAN action plan progression

The University has committed to the revised Athena SWAN Charter Principles which have expanded to include the recognition of work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, as well as recognising the experience of trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, including men and people of other genders, and not just barriers to progression that affect women. The University is putting in place stronger frameworks to support Schools and Faculties with their gender equality agendas with an aim that all Schools/Faculties will have submitted for an Athena SWAN award by 2019, and that the institution will have achieved a Silver Athena SWAN Award under the revised principles by 2018.

- Race Equality Working Group

A Race Equality Steering Group has been created to develop a series of recommendations for building greater race equality at the University of Nottingham, including an assessment of wherther the university should make a submission to the Equality Challenge Unit's new Race Equality Charter mark launched in early 2016.

- HeforShe

In September 2015 UoN co-hosted a HeForShe event with the UN, which attracted over 200 students and staff and was tweeted by actor and UN Women Goodwill Ambassador Emma Watson. HeForShe is a movement to create a global conversation on gender equality. The HeForShe #GetFree Tour encouraged students, staff and the public to explore their understanding of gender issues, empowering them to take a lead in advancing equality in their environments and communities.

- Dementia Friendly University

Work to achieve recognition as a dementia-friendly university began in 2015. Formal recognition was granted by the Alzheimer's Society during national Dementia Awareness Week in May 2016, with the additional accolade that the University of Nottingham is the first university to be accredited as dementia friendly.

The University was recognised by the Alzheimer's Society for our work on dementia research and for creating a dementia friendly community and environment. The launch event, part of the People and Culture 'Month of the Mind' programme, attracted over 100 attendees.

- The People & Culture Events Calendar

The P&C Events Calendar runs throughout each year and is open to staff, students and the public. Programmes within the calendar feature collaborations with staff networks, internal schools and departments, plus external partners. It is fully evaluated through attendee surveys and is supported with publicity from External Relations in relation to poster design, blogs and external press releases. Key programmes such as LGBT History Month and Black History Month are also supported via the People and Culture blog, where complementary and related articles and event live-tweeting is also hosted to ensure that activities are highly visible, accessible and engaging. In May 2015, we introduced 'Month of the Mind', looking at mental health, dementia and other related areas intersecting disability, wellbeing and inclusion.

In 2016/2017, alongside existing areas of focus, the P&C Events Calendar will feature a wellbeing programme as well as Disability December, a month of events to mark the International Day of Persons with Disabilities.The calendar will also offer a greater focus on intersectionality (such as events examining the intersection between race and gender, faith and sexual orientation, disability and gender identity, etc). We are also looking at new ways to engage with staff and the wider community to gain their input and feedback and to ensure that the programme is fully inclusive, engaging and value-adding. This will be supported by greater partnership with local structures such as EDI groups.

All 2015/2016 People and Culture events are listed in appendix 1.

Employee Profile Data

Employee profile figures are based on data from the academic year 2015-2016 and taken on a 1st June census date. This is the latest point in the academic year when sessional staff remain in post. Figures are given by headcount unless otherwise stated and are only provided for staff groups with a large enough representation. All headcount figures <5 are shown as a *. Analysis of the data is provided on the 2016 figures unless other stated.

1. Overview

Gender

Headcount

The gender balance at the University is fairly even, with slightly more female employees (53%) than male (47%). This has remained reasonably consistent over the last three years with a slight increase of female staff (1%) in 2016.

Table 1.1. Gender breakdown (headcount and percentage)

Gender	2014		2015		2016	
	Headcount	%	Headcount	%	Headcount	%
Female	3,814	52%	3,952	52%	4,007	53%
Male	3,516	48%	3,593	48%	3,550	47%
Total	**7,330**	**100%**	**7,545**	**100%**	**7,557**	**100%**

Graph 1.2. Gender breakdown (headcount)
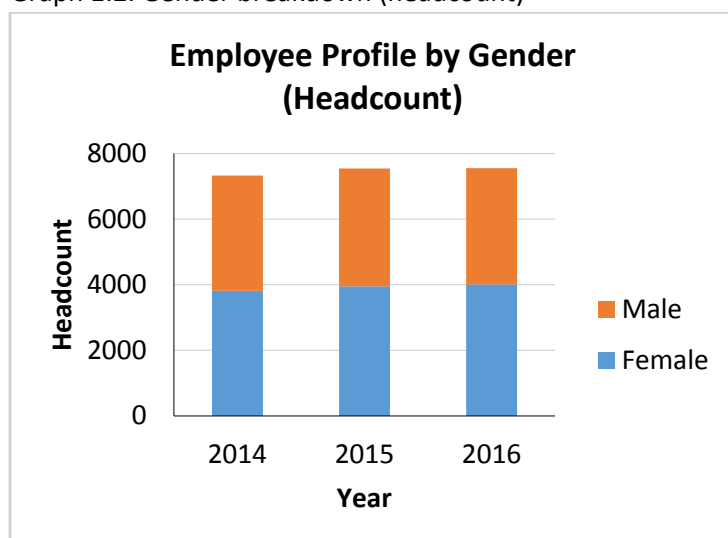
Mode of Employment

Nearly three quarters (73%) of employees at the University work full-time and just over a quarter (23%) work part-time. Only 13% of men work on a part-time basis compared to 40% of women. This has remained consistent over the last three years.

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

	Gender	Full-Time		Part-Time		Total
		Headcount	%	Headcount	%	
2014	Female	2,263	59%	1,551	41%	**3,814**
	Male	3,064	87%	452	13%	**3,516**
	Total	**5,327**	**73%**	**2,003**	**27%**	**7,330**
2015	Female	2,392	61%	1,560	39%	**3,952**
	Male	3,123	87%	470	13%	**3,593**
	Total	**5,515**	**73%**	**2,030**	**27%**	**7,545**
2016	Female	2,402	60%	1,605	40%	**4,007**
	Male	3,082	87%	468	13%	**3,550**
	Total	**5,484**	**73%**	**2,073**	**27%**	**7,557**

Graph 1.4. Mode of Employment by Gender (headcount)
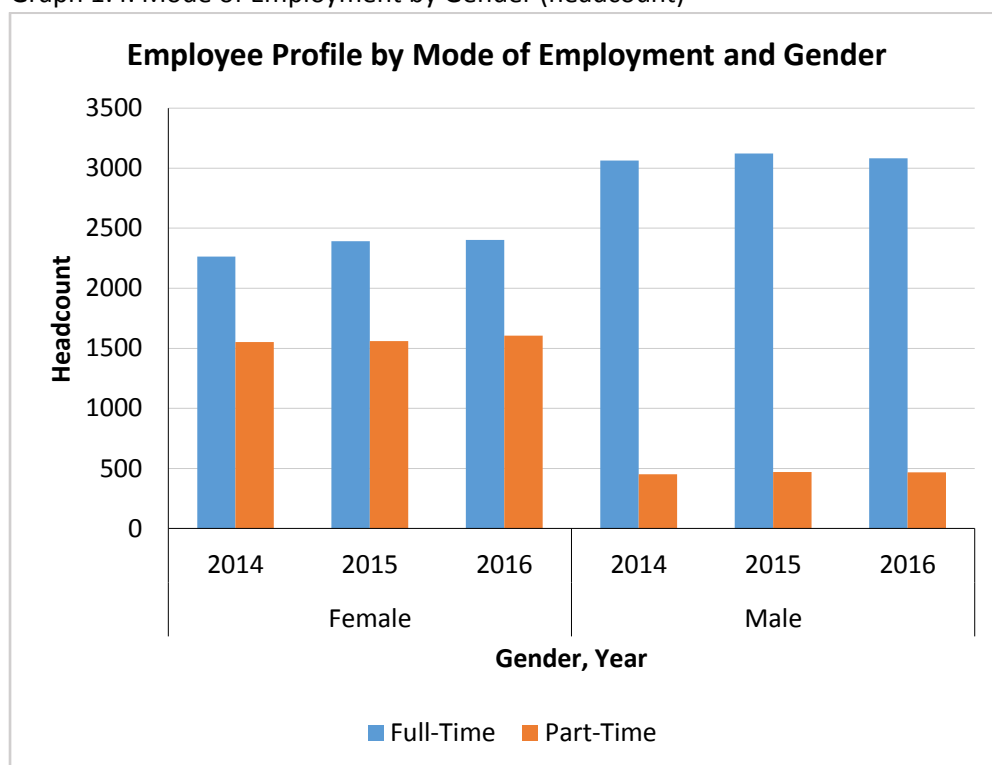
Contract Status

More employees work on a permanent basis (79%) than on a fixed-term basis (21%). There is a slight difference (3%) between men and women, with more men on permanent contracts. Over the last three years there has been a slight decline in the percentage of employees on permanent contracts with a slight rise in fixed-term contracts.

Table 1.5. Contract Status by Gender (headcount and percentage)

Gender		Fixed-Term		Permanent		
		Headcount	%	Headcount	%	Total
2014	Female	649	17%	3,165	83%	**3,814**
	Male	679	19%	2,837	81%	**3,516**
	Total	**1,328**	**18%**	**6,002**	**82%**	**7,330**
2015	Female	719	18%	3,233	82%	**3,952**
	Male	770	21%	2,823	79%	**3,593**
	Total	**1,489**	**20%**	**6,056**	**80%**	**7,545**
2016	Female	769	19%	3,238	81%	**4,007**
	Male	792	22%	2,758	78%	**3,550**
	Total	**1,561**	**21%**	**5,996**	**79%**	**7,557**

Graph 1.6. Contract Status by Gender (headcount)
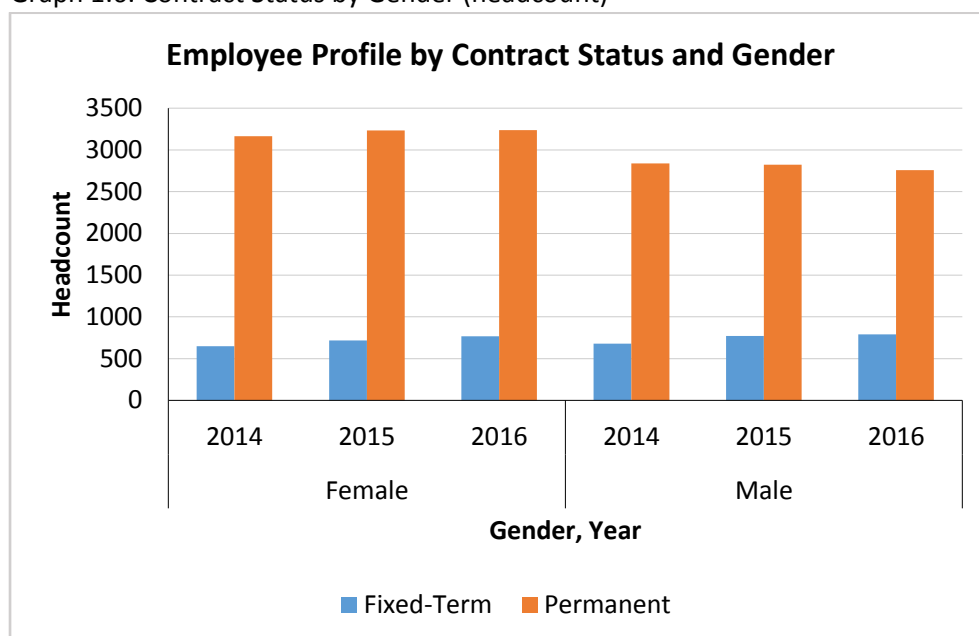
Level

The gender profile by level within the organisation continues to show a decrease in the proportion of female employees as the level increases. In lower level roles the employee profile is predominantly female and predominately male in the senior level roles. Over the last three years there has been a slight increase of females at level 6 (+4%) and level 7 (+3%).

Table 1.7. Level by Gender (headcount and percentage)

Level		Female		Male		
		Headcount	%	Headcount	%	Total
2014	1	683	59%	466	41%	1,149
	2	625	78%	177	22%	802
	3	531	63%	309	37%	840
	4	920	51%	889	49%	1,809
	5	669	50%	665	50%	1,334
	6	239	35%	448	65%	687
	7	147	21%	562	79%	709
	Total	3,814	52%	3,516	48%	7,330
2015	1	667	59%	455	41%	1,122
	2	638	78%	176	22%	814
	3	568	62%	341	38%	909
	4	972	51%	947	49%	1,919
	5	690	49%	705	51%	1,395
	6	267	37%	451	63%	718
	7	150	22%	518	78%	668
	Total	3,952	52%	3,593	48%	7,545
2016	1	603	61%	390	39%	993
	2	697	74%	239	26%	936
	3	578	63%	342	37%	920
	4	993	51%	940	49%	1,933
	5	701	50%	699	50%	1,400
	6	278	39%	432	61%	710
	7	157	24%	508	76%	665
	Total	4,007	53%	3,550	47%	7,557

Table 1.8. Level by Gender (headcount)

Employee Profile by Level & Gender
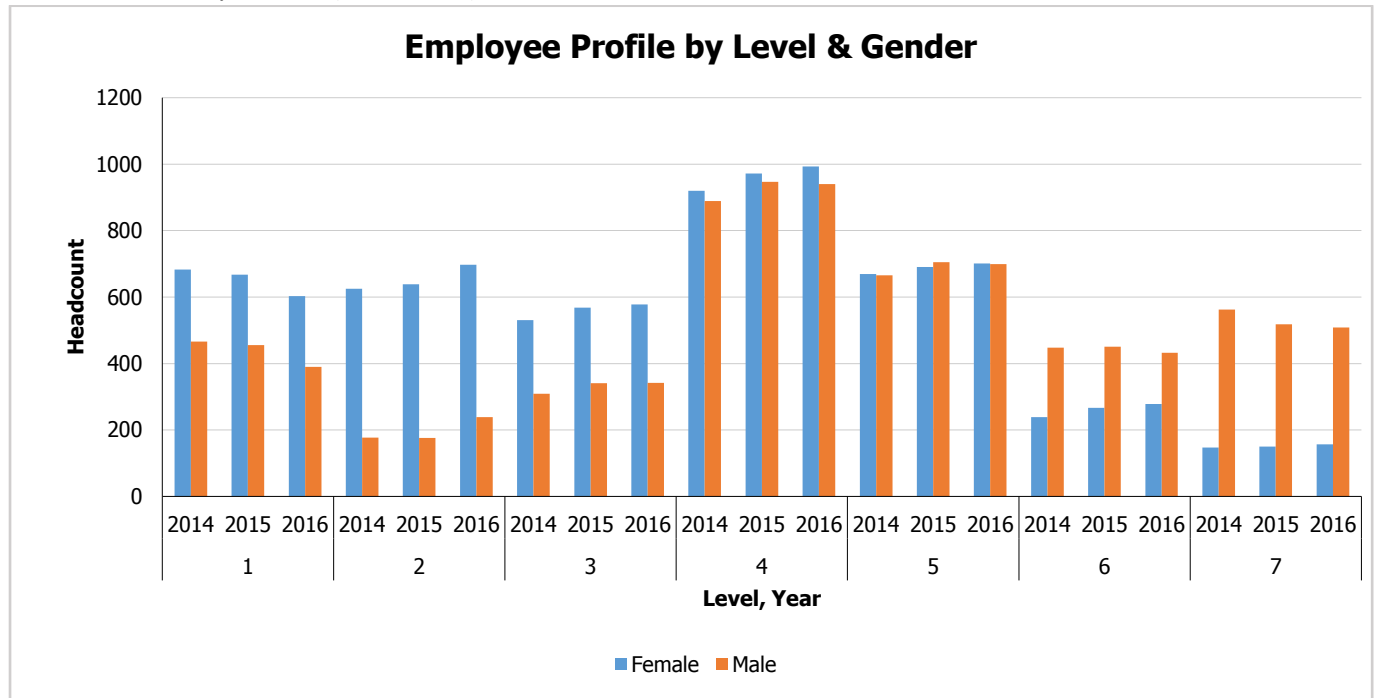
Occupation Group

The gender profile differs across the occupational groups. Women are represented more within the Administrative, Professional and Managerial (73%) and Operations & Facilities (54%) occupational groups but less in the Clinical & Medical (28%), Research & Teaching (41%) and Technial Services (40%) groups. In the Administrative, Professional and and Clinical & Medical occupational groups where there are greater gender disparities, there has been a slight improvement over the last three years. The percentage of men in the Administrative, Professional and Managerial occupational group has increased by 2% and the percentage of women in the Clinical & Medical occupational group has increased by 4%.

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

Occupational Staff Group		Female		Male		
		Headcount	%	Headcount	%	Total
2014	APM	1,638	75%	557	25%	2,195
	C&M	57	24%	177	76%	234
	O&F	559	53%	490	47%	1,049
	R&T	1,282	40%	1,886	60%	3,168
	TS	245	38%	392	62%	637
	Total	**3,814**	**52%**	**3,516**	**48%**	**7,330**
2015	APM	1,758	74%	615	26%	2,373
	C&M	41	26%	114	74%	155
	O&F	534	52%	488	48%	1,022
	R&T	1,328	40%	1,961	60%	3,289
	TS	258	39%	398	61%	656
	Total	**3,952**	**52%**	**3,593**	**48%**	**7,545**
2016	APM	1,769	73%	646	27%	2,415
	C&M	42	28%	110	72%	152
	O&F	560	54%	482	46%	1,042
	R&T	1,348	41%	1,917	59%	3,265
	TS	256	40%	379	60%	635
	Total	**4,007**	**53%**	**3,550**	**47%**	**7,557**

Graph 1.10. Occupation Group by Gender (headcount)
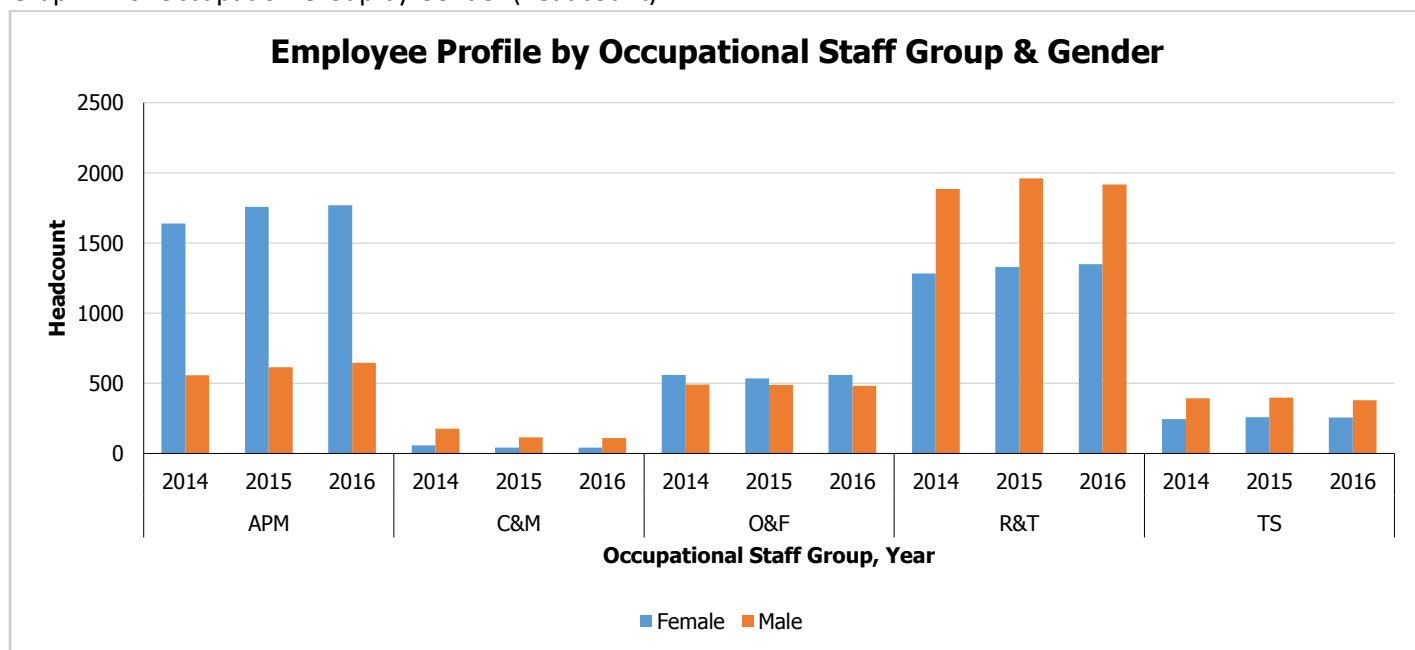
Ethnicity

Headcount

The University has a predominately white workforce (83.2%) with BME employees making up 13.2% of the workforce. This percentage has increased slightly over the last three years by 0.8%. The percentage of employees whose ethnicity is unknown has stayed relatively consistent over the last three years and in 2016 is 3.5%.

Table 1.11. Ethnicity breakdown (headcount and percentage)

		2014		2015		2016	
		Headcount	%	Headcount	%	Headcount	%
White	White	6,173	84.2%	6,342	84.1%	6,291	83.2%
	Total	**6,173**	**84.2%**	**6,342**	**84.1%**	**6,291**	**83.2%**
Ethnic Minority	Asian / Asian British	297	4.1%	317	4.2%	357	4.7%
	Chinese / Chinese British	239	3.3%	246	3.3%	244	3.2%
	Black / Black British	177	2.4%	196	2.6%	200	2.6%
	Mixed	86	1.2%	103	1.4%	111	1.5%
	Other	111	1.5%	89	1.2%	89	1.2%
	Total	**910**	**12.4%**	**951**	**12.6%**	**1,001**	**13.2%**
Not Known	Not Known	247	3.4%	252	3.3%	265	3.5%
	Total	**247**	**3.4%**	**252**	**3.3%**	**265**	**3.5%**
Total		**7,330**	**100.%**	**7,545**	**100.%**	**7,557**	**100.%**

Table 1.12. Ethnicity breakdown (headcount)

Employee Profile by Ethnicity
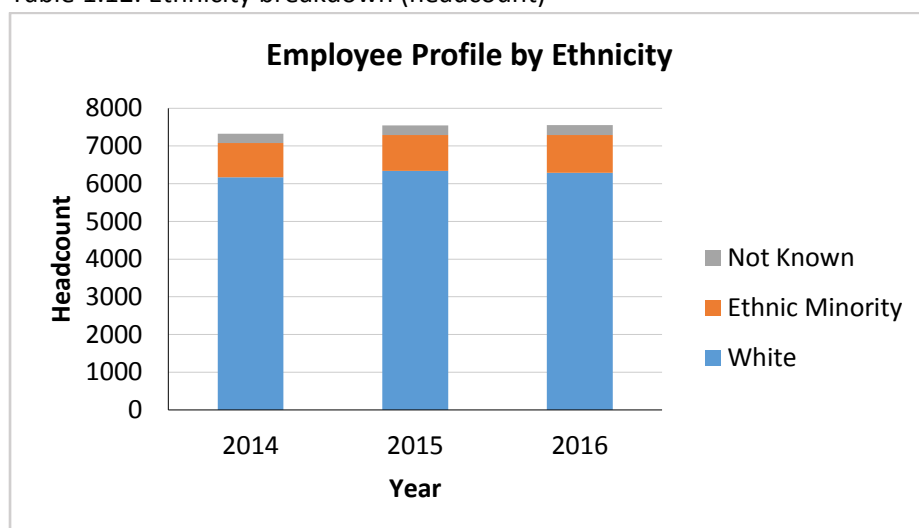
Within the BME staff population, 36% are Asian/ Asian British, 24% are Chinese/ Chinese British, 20% are Black/ Black British, 11% have a mixed heritage and 9% are of another ethnicity. The percentage of Asian/ Asian British employees has increased by 3% over the last three years with the percentage of Chinese/ Chinese British employees decreasing by 2%.

Table 1.13. Ethnicity profile (headcount and ethnicity)

	2014		2015		2016	
	Headcount	%	Headcount	%	Headcount	%
Asian / Asian British	297	33%	317	33%	357	36%
Chinese / Chinese British	239	26%	246	26%	244	24%
Black / Black British	177	19%	196	21%	200	20%
Mixed	86	9%	103	11%	111	11%
Other	111	12%	89	9%	89	9%
Total	**910**	**100%**	**951**	**100%**	**1,001**	**100%**

Graph 1.14. Ethnicity profile (headcount)

Employee Profile by Ethnic Minority

Headcount / Year

Legend:
- Other
- Mixed
- Black / Black British
- Chinese / Chinese British
- Asian / Asian British
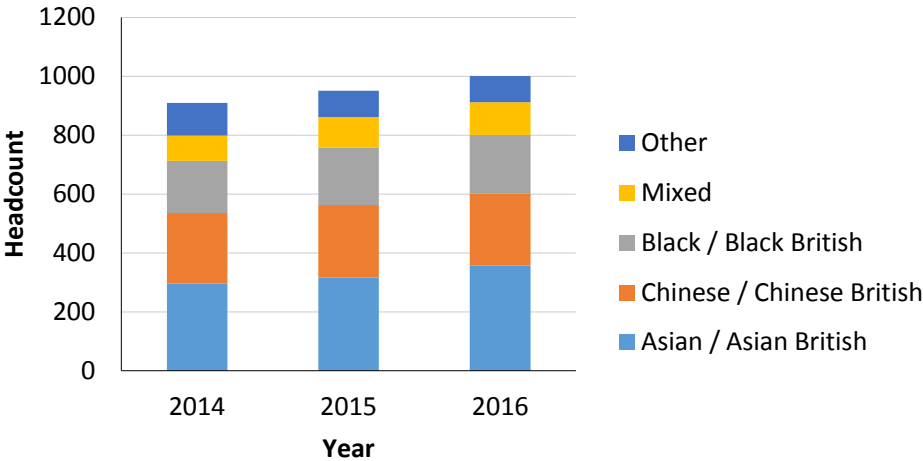
Mode of Employment

Over the last three years, proportionally there has been no change in the percentage of white and BME staff working full-time/part-time, neither is there any percentage difference between those staff who who work part-time and are white and who work part-time and identify as BME. However, there is a significantly higher percentage of Black/Black British employees working part-time (57%) when compared to other minority ethnicities.

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

|	Ethnicity		Full-Time		Part-Time		
			No.	%	No.	%	Total
2014	Not Known	Not Known	187	76%	60	24%	247
		Total	187	76%	60	24%	247
	White	White	4,480	73%	1,693	27%	6,173
		Total	4,480	73%	1,693	27%	6,173
	Ethnic Minority	Asian / Asian British	219	74%	78	26%	297
		Chinese / Chinese British	211	88%	28	12%	239
		Black / Black British	80	45%	97	55%	177
		Mixed	58	67%	28	33%	86
		Other	92	83%	19	17%	111
		Total	660	73%	250	27%	910
	Total		5,327	73%	2,003	27%	7,330
2015	White	White	4,636	73%	1,706	27%	6,342
		Total	4,636	73%	1,706	27%	6,342
	Ethnic Minority	Asian / Asian British	235	74%	82	26%	317
		Chinese / Chinese British	220	89%	26	11%	246
		Black / Black British	90	46%	106	54%	196
		Mixed	72	70%	31	30%	103
		Other	74	83%	15	17%	89
		Total	691	73%	260	27%	951
	Not Known	Not Known	188	75%	64	25%	252
		Total	188	75%	64	25%	252
	Total		5,515	73%	2,030	27%	7,545
2016	White	White	4,566	73%	1,725	27%	6,291
		Total	4,566	73%	1,725	27%	6,291
	Ethnic Minority	Asian / Asian British	266	75%	91	25%	357
		Chinese / Chinese British	217	89%	27	11%	244
		Black / Black British	86	43%	114	57%	200
		Mixed	75	68%	36	32%	111
		Other	74	83%	15	17%	89
		Total	718	72%	283	28%	1,001
	Not Known	Not Known	200	75%	65	25%	265
		Total	200	75%	65	25%	265
	Total		5,484	73%	2,073	27%	7,557

Graph 1.16. Mode of Employment by Ethnicity (headcount)

Employee Profile by Mode of Employment and Ethnicity


| Full-Time | Part-Time |
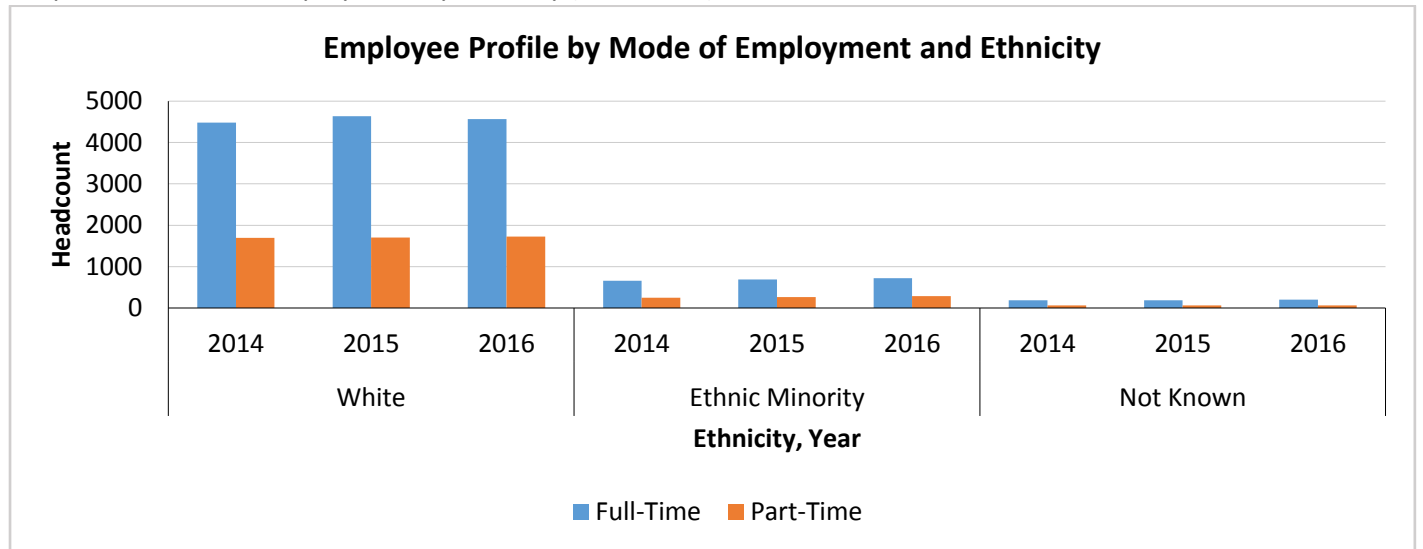
Contract Status

A higher proportion of BME employees (31%) work on a fixed-term contract than do white employees (18%). This percentage has increased for BME staff by 2% in the last three years.

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

	Ethnicity		Fixed-Term		Permanent		Total
			No.	%	No.	%	
2014	White	White	989	16%	5,184	84%	6,173
		Total	**989**	**16%**	**5,184**	**84%**	**6,173**
	Ethnic Minority	Asian / Asian British	93	31%	204	69%	297
		Chinese / Chinese British	78	33%	161	67%	239
		Black / Black British	30	17%	147	83%	177
		Mixed	21	24%	65	76%	86
		Other	42	38%	69	62%	111
		Total	**264**	**29%**	**646**	**71%**	**910**
	Not Known	Not Known	75	30%	172	70%	247
		Total	**75**	**30%**	**172**	**70%**	**247**
	Total		**1,328**	**18%**	**6,002**	**82%**	**7,330**
2015	White	White	1,118	18%	5,224	82%	6,342
		Total	**1,118**	**18%**	**5,224**	**82%**	**6,342**
	Ethnic Minority	Asian / Asian British	107	34%	210	66%	317
		Chinese / Chinese British	90	37%	156	63%	246
		Black / Black British	34	17%	162	83%	196
		Mixed	28	27%	75	73%	103
		Other	30	34%	59	66%	89
		Total	**289**	**30%**	**662**	**70%**	**951**
	Not Known	Not Known	82	33%	170	67%	252
		Total	**82**	**33%**	**170**	**67%**	**252**
	Total		**1,489**	**20%**	**6,056**	**80%**	**7,545**
2016	White	White	1,149	18%	5,142	82%	6,291
		Total	**1,149**	**18%**	**5,142**	**82%**	**6,291**
	Ethnic Minority	Asian / Asian British	133	37%	224	63%	357
		Chinese / Chinese British	87	36%	157	64%	244
		Black / Black British	33	17%	167	84%	200
		Mixed	30	27%	81	73%	111
		Other	31	35%	58	65%	89
		Total	**314**	**31%**	**687**	**69%**	**1,001**
	Not Known	Not Known	98	37%	167	63%	265
		Total	**98**	**37%**	**167**	**63%**	**265**
	Total		**1,561**	**21%**	**5,996**	**79%**	**7,557**

Graph 1.18. Contract Status by Ethnicity (headcount)

Employee Profile by Contract Status and Ethnicity
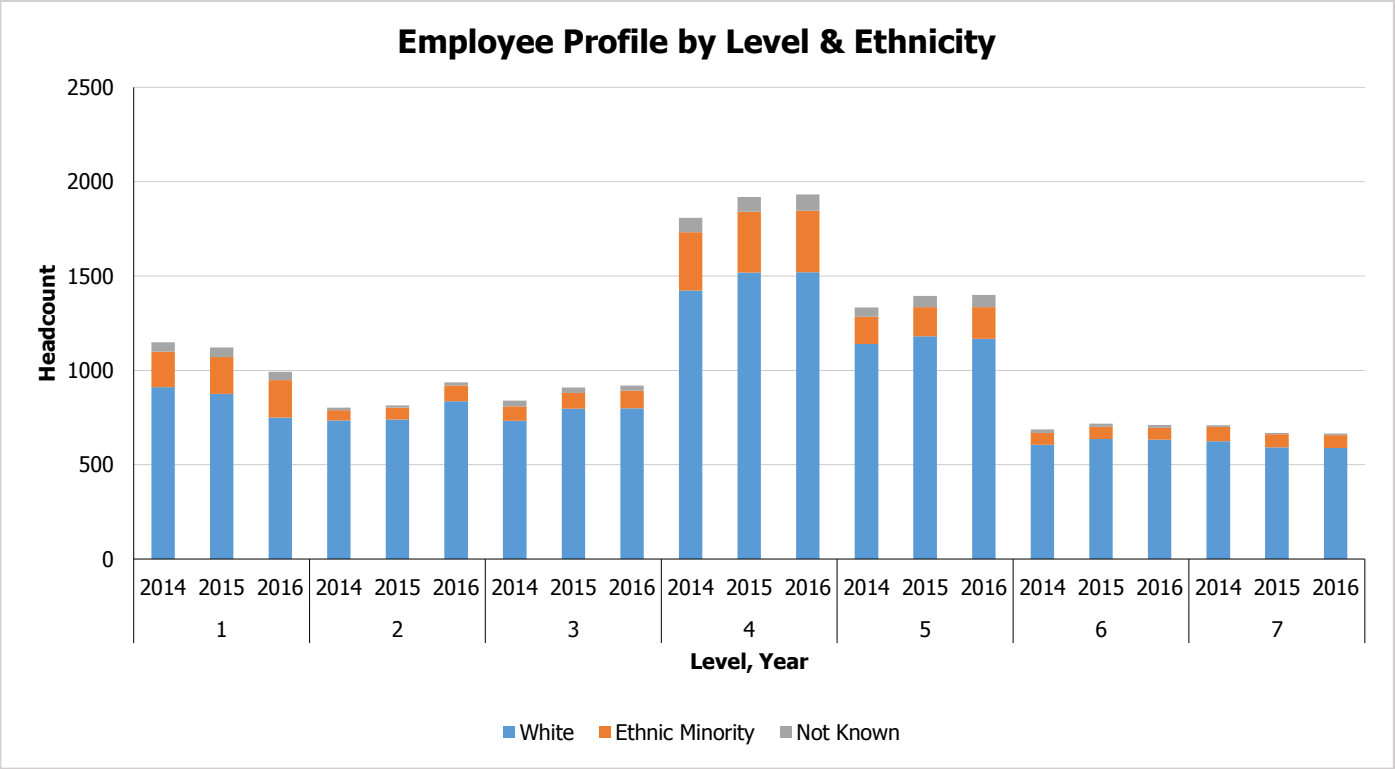

Fixed-Term   Permanent
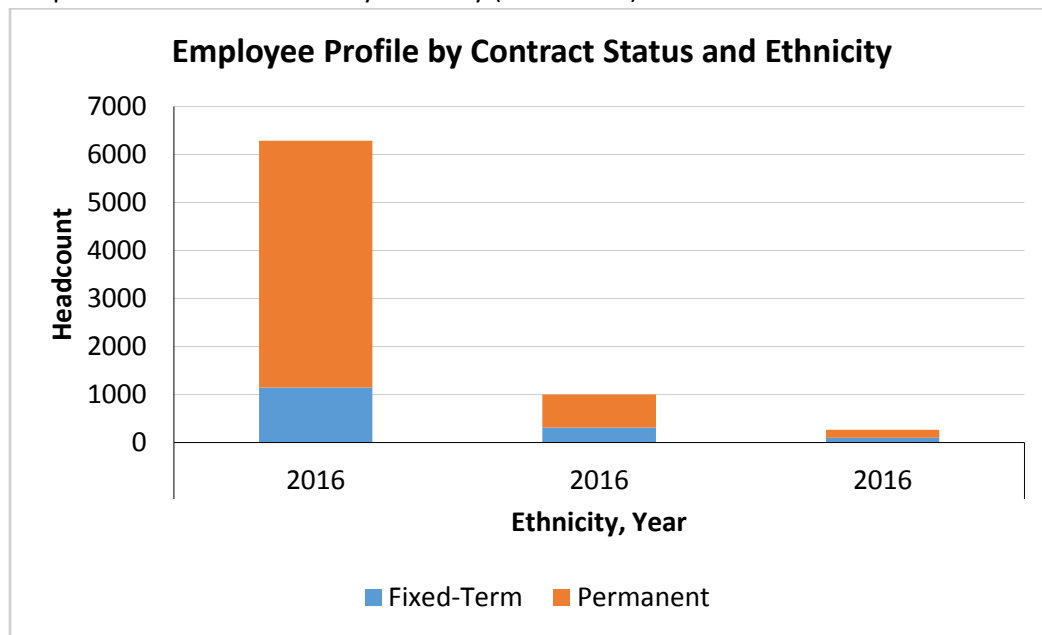
Level

There continues to be a higher proportion of BME staff at levels 1 (20%) and 4 (16.9%) within the organisation than at other levels.

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

	Ethnicity		1 HC	1 %	2 HC	2 %	3 HC	3 %	4 HC	4 %	5 HC	5 %	6 HC	6 %	7 HC	7 %	HC	%
2014	White	White	911	79.3%	735	91.6%	733	87.3%	1,424	78.7%	1,140	85.5%	605	88.1%	625	88.2%	6,173	84.2%
		Total	**911**	**79.3%**	**735**	**91.6%**	**733**	**87.3%**	**1,424**	**78.7%**	**1,140**	**85.5%**	**605**	**88.1%**	**625**	**88.2%**	**6,173**	**84.2%**
	Ethnic Minority	Asian / Asian British	33	2.9%	25	3.1%	39	4.6%	97	5.4%	47	3.5%	23	3.3%	33	4.7%	297	4.1%
		Chinese / Chinese British	18	1.6%	5	0.6%	16	1.9%	105	5.8%	51	3.8%	24	3.5%	20	2.8%	239	3.3%
		Black / Black British	101	8.8%	11	1.4%	7	0.8%	35	1.9%	14	1.0%	*	0.1%	8	1.1%	177	2.4%
		Mixed	24	2.1%	5	0.6%	8	1.0%	21	1.2%	15	1.1%	8	1.2%	5	0.7%	86	1.2%
		Other	12	1.0%	8	1.0%	7	0.8%	50	2.8%	17	1.3%	8	1.2%	9	1.3%	111	1.5%
		Total	**188**	**16.4%**	**54**	**6.7%**	**77**	**9.2%**	**308**	**17.0%**	**144**	**10.8%**	**64**	**9.3%**	**75**	**10.6%**	**910**	**12.4%**
	Not Known	Not Known	50	4.4%	13	1.6%	30	3.6%	77	4.3%	50	3.7%	18	2.6%	9	1.3%	247	3.4%
		Total	**50**	**4.4%**	**13**	**1.6%**	**30**	**3.6%**	**77**	**4.3%**	**50**	**3.7%**	**18**	**2.6%**	**9**	**1.3%**	**247**	**3.4%**
		Total	**1,149**	**100%**	**802**	**100%**	**840**	**100%**	**1,809**	**100%**	**1,334**	**100%**	**687**	**100%**	**709**	**100%**	**7,330**	**100%**
2015	White	White	876	78.1%	740	90.9%	798	87.8%	1,518	79.1%	1,181	84.7%	637	88.7%	592	88.6%	6,342	84.1%
		Total	**876**	**78.1%**	**740**	**90.9%**	**798**	**87.8%**	**1,518**	**79.1%**	**1,181**	**84.7%**	**637**	**88.7%**	**592**	**88.6%**	**6,342**	**84.1%**
	Ethnic Minority	Asian / Asian British	37	3.3%	27	3.3%	38	4.2%	109	5.7%	57	4.1%	21	2.9%	28	4.2%	317	4.2%
		Chinese / Chinese British	13	1.2%	*	0.4%	16	1.8%	118	6.1%	52	3.7%	22	3.1%	22	3.3%	246	3.3%
		Black / Black British	111	9.9%	14	1.7%	12	1.3%	37	1.9%	13	0.9%	*	0.3%	7	1.0%	196	2.6%
		Mixed	27	2.4%	11	1.4%	11	1.2%	23	1.2%	14	1.0%	12	1.7%	5	0.7%	103	1.4%
		Other	7	0.6%	7	0.9%	6	0.7%	36	1.9%	19	1.4%	6	0.8%	8	1.2%	89	1.2%
		Total	**195**	**17.4%**	**62**	**7.6%**	**83**	**9.1%**	**323**	**16.8%**	**155**	**11.1%**	**63**	**8.8%**	**70**	**10.5%**	**951**	**12.6%**
	Not Known	Not Known	51	4.5%	12	1.5%	28	3.1%	78	4.1%	59	4.2%	18	2.5%	6	0.9%	252	3.3%
		Total	**51**	**4.5%**	**12**	**1.5%**	**28**	**3.1%**	**78**	**4.1%**	**59**	**4.2%**	**18**	**2.5%**	**6**	**0.9%**	**252**	**3.3%**
		Total	**1,122**	**100%**	**814**	**100%**	**909**	**100%**	**1,919**	**100%**	**1,395**	**100%**	**718**	**100%**	**668**	**100%**	**7,545**	**100%**
2016	White	White	749	75.4%	836	89.3%	799	86.8%	1,520	78.6%	1,167	83.4%	632	89.0%	588	88.4%	6,291	83.2%
		Total	**749**	**75.4%**	**836**	**89.3%**	**799**	**86.8%**	**1,520**	**78.6%**	**1,167**	**83.4%**	**632**	**89.0%**	**588**	**88.4%**	**6,291**	**83.2%**
	Ethnic Minority	Asian / Asian British	40	4.0%	37	4.0%	48	5.2%	120	6.2%	62	4.4%	22	3.1%	28	4.2%	357	4.7%
		Chinese / Chinese British	13	1.3%	6	0.6%	14	1.5%	115	5.9%	56	4.0%	18	2.5%	22	3.3%	244	3.2%
		Black / Black British	112	11.3%	16	1.7%	14	1.5%	34	1.8%	13	0.9%	*	0.6%	7	1.1%	200	2.6%
		Mixed	27	2.7%	16	1.7%	10	1.1%	23	1.2%	17	1.2%	13	1.8%	5	0.8%	111	1.5%
		Other	7	0.7%	8	0.9%	7	0.8%	34	1.8%	21	1.5%	6	0.8%	6	0.9%	89	1.2%
		Total	**199**	**20.0%**	**83**	**8.9%**	**93**	**10.1%**	**326**	**16.9%**	**169**	**12.1%**	**63**	**8.9%**	**68**	**10.2%**	**1,001**	**13.2%**
	Not Known	Not Known	45	4.5%	17	1.8%	28	3.0%	87	4.5%	64	4.6%	15	2.1%	9	1.4%	265	3.5%
		Total	**45**	**4.5%**	**17**	**1.8%**	**28**	**3.0%**	**87**	**4.5%**	**64**	**4.6%**	**15**	**2.1%**	**9**	**1.4%**	**265**	**3.5%**
		Total	**993**	**100%**	**936**	**100%**	**920**	**100%**	**1,933**	**100%**	**1,400**	**100%**	**710**	**100%**	**665**	**100%**	**7,557**	**100%**

Graph 1.20. Level and Ethnicity (headcount)

Employee Profile by Level & Ethnicity

Legend: ■ White ■ Ethnic Minority ■ Not Known

X-axis: Level, Year
Y-axis: Headcount

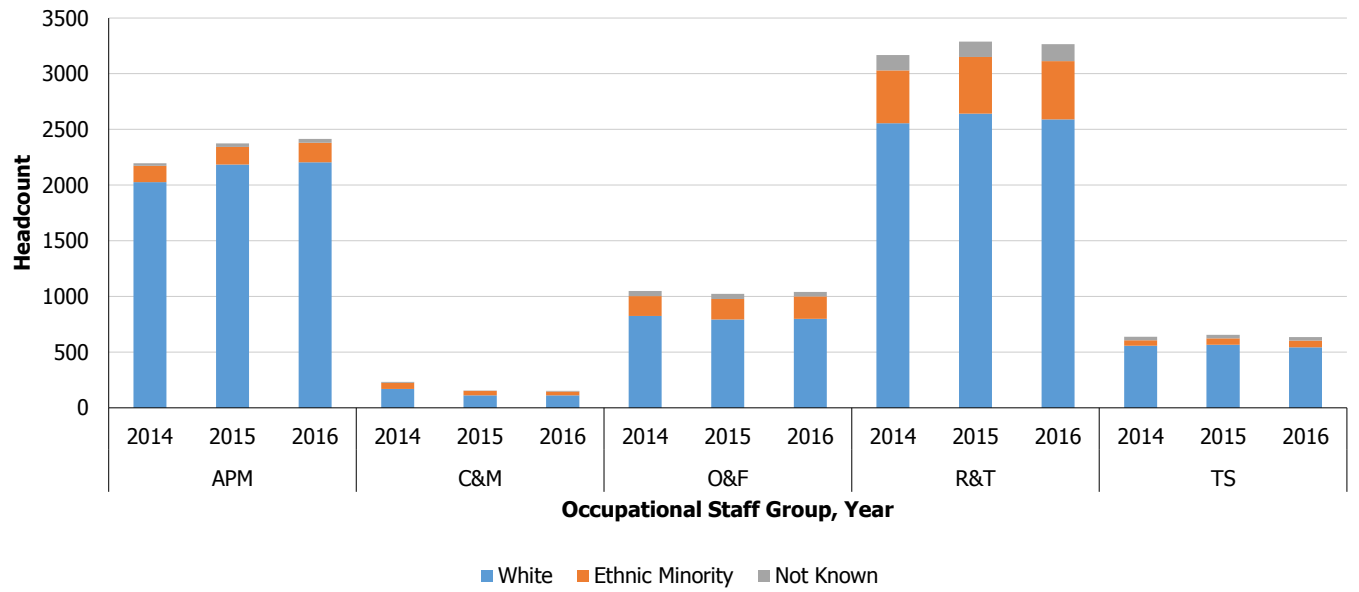Levels 1-7, each with years 2014, 2015, 2016

Occupation Group

There is a higher representation of BME staff in the Clinical & Medical (24.3%), Operations & Facilities (19.2%) and Research & Teaching (16%) occupational groups. This has remained consistent over the last three years.

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

Year and Ethnicity			APM HC	APM %	C&M HC	C&M %	O&F HC	O&F %	R&T HC	R&T %	TS HC	TS %	HC	%
2014	White	White	2,027	92.3%	171	73.1%	825	78.6%	2,555	80.7%	557	87.4%	6,173	84.2%
		Total	**2,027**	**92.3%**	**171**	**73.1%**	**825**	**78.6%**	**2,555**	**80.7%**	**557**	**87.4%**	**6,173**	**84.2%**
	Ethnic Minority	Asian / Asian British	72	3.3%	37	15.8%	26	2.5%	132	4.2%	27	4.2%	297	4.1%
		Chinese / Chinese British	28	1.3%	*	0.9%	15	1.4%	183	5.8%	11	1.7%	239	3.3%
		Black / Black British	18	0.8%	*	1.7%	103	9.8%	47	1.5%	*	0.5%	177	2.4%
		Mixed	17	0.8%	*	1.3%	20	1.9%	40	1.3%	5	0.8%	86	1.2%
		Other	11	0.5%	8	3.4%	14	1.3%	73	2.3%	5	0.8%	111	1.5%
		Total	**146**	**6.7%**	**54**	**23.1%**	**178**	**17.0%**	**475**	**15.0%**	**51**	**8.0%**	**910**	**12.4%**
	Not Known	Not Known	22	1.0%	9	3.8%	46	4.4%	138	4.4%	29	4.6%	247	3.4%
		Total	**22**	**1.0%**	**9**	**3.8%**	**46**	**4.4%**	**138**	**4.4%**	**29**	**4.6%**	**247**	**3.4%**
		Total	**2,195**	**100%**	**234**	**100%**	**1,049**	**100%**	**3,168**	**100%**	**637**	**100%**	**7,330**	**100%**
2015	White	White	2,186	92.1%	111	71.6%	794	77.7%	2,643	80.4%	567	86.4%	6,342	84.1%
		Total	**2,186**	**92.1%**	**111**	**71.6%**	**794**	**77.7%**	**2,643**	**80.4%**	**567**	**86.4%**	**6,342**	**84.1%**
	Ethnic Minority	Asian / Asian British	78	3.3%	25	16.1%	29	2.8%	154	4.7%	29	4.4%	317	4.2%
		Chinese / Chinese British	26	1.1%	*	1.3%	10	1.0%	198	6.0%	10	1.5%	246	3.3%
		Black / Black British	21	0.9%	*	1.9%	114	11.2%	49	1.5%	6	0.9%	196	2.6%
		Mixed	24	1.0%	*	1.9%	21	2.1%	46	1.4%	8	1.2%	103	1.4%
		Other	8	0.3%	7	4.5%	9	0.9%	60	1.8%	5	0.8%	89	1.2%
		Total	**157**	**6.6%**	**40**	**25.8%**	**183**	**17.9%**	**507**	**15.4%**	**58**	**8.8%**	**951**	**12.6%**
	Not Known	Not Known	30	1.3%	*	2.6%	45	4.4%	139	4.2%	31	4.7%	252	3.3%
		Total	**30**	**1.3%**	*****	**2.6%**	**45**	**4.4%**	**139**	**4.2%**	**31**	**4.7%**	**252**	**3.3%**
		Total	**2,373**	**100%**	**155**	**100%**	**1,022**	**100%**	**3,289**	**100%**	**656**	**100%**	**7,545**	**100%**
2016	White	White	2,205	91.3%	111	73.0%	800	76.8%	2,591	79.4%	544	85.7%	6,291	83.2%
		Total	**2,205**	**91.3%**	**111**	**73.0%**	**800**	**76.8%**	**2,591**	**79.4%**	**544**	**85.7%**	**6,291**	**83.2%**
	Ethnic Minority	Asian / Asian British	93	3.9%	25	16.4%	39	3.7%	171	5.2%	28	4.4%	357	4.7%
		Chinese / Chinese British	24	1.0%	*	0.7%	13	1.2%	197	6.0%	9	1.4%	244	3.2%
		Black / Black British	25	1.0%	*	2.0%	115	11.0%	46	1.4%	8	1.3%	200	2.6%
		Mixed	25	1.0%	*	1.3%	24	2.3%	50	1.5%	9	1.4%	111	1.5%
		Other	9	0.4%	6	3.9%	9	0.9%	59	1.8%	6	0.9%	89	1.2%
		Total	**176**	**7.3%**	**37**	**24.3%**	**200**	**19.2%**	**523**	**16.0%**	**60**	**9.4%**	**1,001**	**13.2%**
	Not Known	Not Known	34	1.4%	*	2.6%	42	4.0%	151	4.6%	31	4.9%	265	3.5%
		Total	**34**	**1.4%**	*****	**2.6%**	**42**	**4.0%**	**151**	**4.6%**	**31**	**4.9%**	**265**	**3.5%**
		Total	**2,415**	**100%**	**152**	**100%**	**1,042**	**100%**	**3,265**	**100%**	**635**	**100%**	**7,557**	**100%**

Graph 1.22. Occupational Group by Ethnicity (headcount)

Employee Profile by Occupational Staff Group & Ethnicity

Headcount

| | 2014 | 2015 | 2016 | 2014 | 2015 | 2016 | 2014 | 2015 | 2016 | 2014 | 2015 | 2016 | 2014 | 2015 | 2016 |
| | APM | | | C&M | | | O&F | | | R&T | | | TS | | |

Occupational Staff Group, Year

■ White ■ Ethnic Minority ■ Not Known

Disability

There has been a slight increase of 0.2% over the last two years in the percentage of employees who have declared a disability and a slight decrease in the percentage of those whose disabilities are unknown.

Headcount

Table 1.23. Disability breakdown (headcount and percentage)

	2014		2015		2016	
	Headcount	%	Headcount	%	Headcount	%
Declared Disabled	148	2.%	161	2.1%	169	2.2%
Declared Non-Disabled	6,813	92.9%	6,996	92.7%	7,016	92.8%
Not Known	369	5.%	388	5.1%	372	4.9%
Total	7,330	100.%	7,545	100.%	7,557	100.%

Graph 1.24. Disability breakdown (headcount)
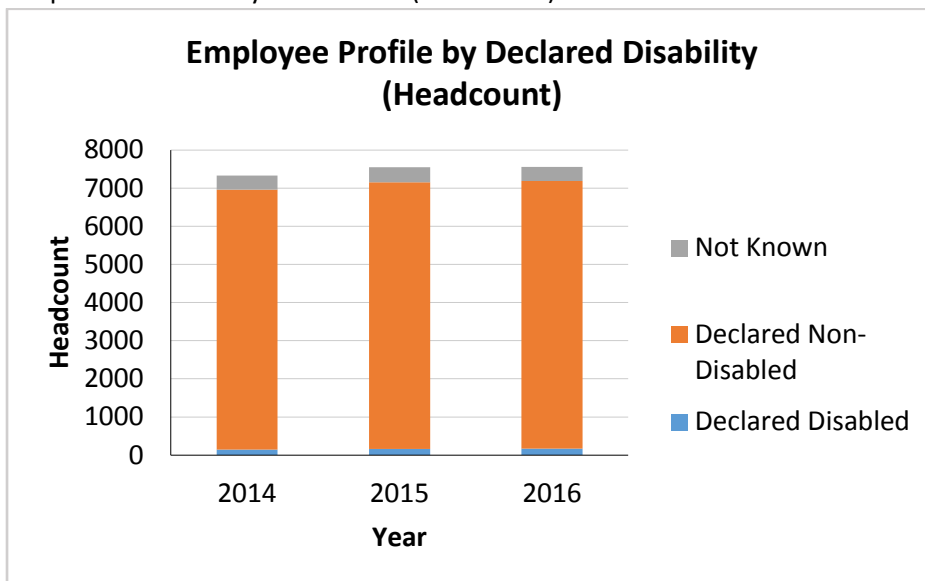
Mode of Employment

More employees who have disclosed a disability work part-time (36%) than employees who have declared that they are not disabled (27%). This has remained consistent over the last three years.

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

	Disability	Full-Time		Part-Time		Total
		Headcount	%	Headcount	%	
2014	Declared Disabled	94	64%	54	36%	**148**
	Declared Non-Disabled	4,960	73%	1,853	27%	**6,813**
	Not Known	273	74%	96	26%	**369**
	Total	**5,327**	**73%**	**2,003**	**27%**	**7,330**
2015	Declared Disabled	108	67%	53	33%	**161**
	Declared Non-Disabled	5,122	73%	1,874	27%	**6,996**
	Not Known	285	73%	103	27%	**388**
	Total	**5,515**	**73%**	**2,030**	**27%**	**7,545**
2016	Declared Disabled	109	64%	60	36%	**169**
	Declared Non-Disabled	5,103	73%	1,913	27%	**7,016**
	Not Known	272	73%	100	27%	**372**
	Total	**5,484**	**73%**	**2,073**	**27%**	**7,557**

Graph 1.26. Mode of Employment by Disability (headcount)
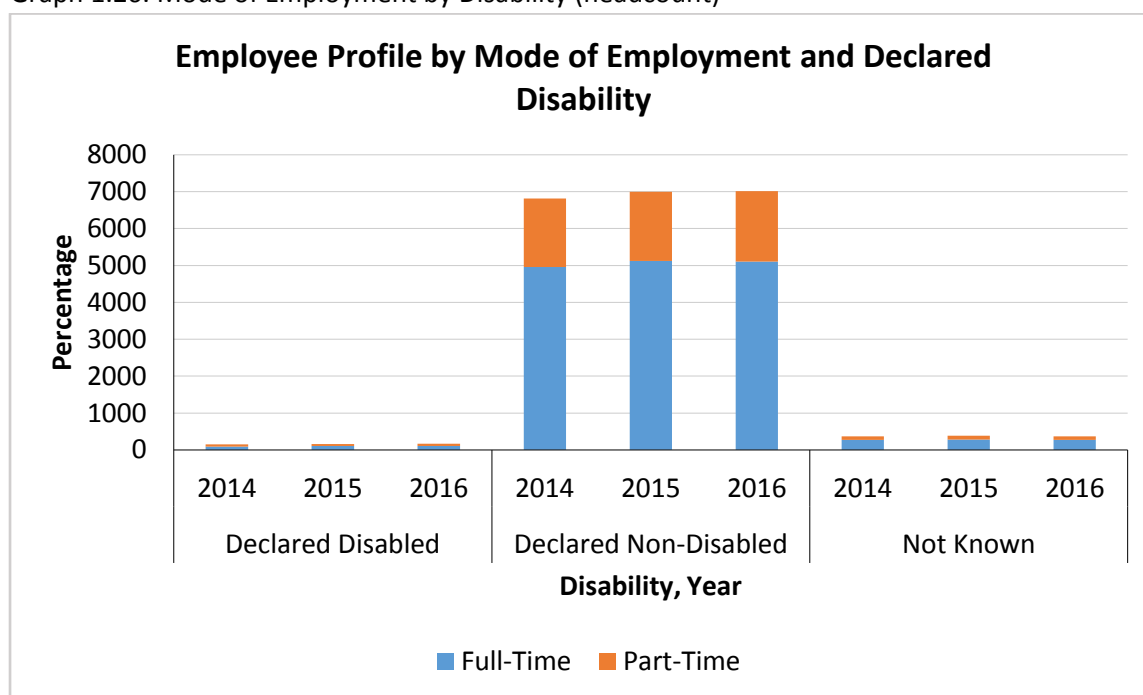
Contract Status

There has been an increase in the percentage of staff working on a fixed-term contract compared to the previous year. There is a slight difference between staff who have disclosed that they are disabled (+3%), and staff who have disclosed that they are not disabled (+1%).

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

|	Disability	Fixed-Term		Permanent		
		Headcount	%	Headcount	%	Total
2014	Declared Disabled	31	21%	117	79%	**148**
	Declared Non-Disabled	1,210	18%	5,603	82%	**6,813**
	Not Known	87	24%	282	76%	**369**
	Total	**1,328**	**18%**	**6,002**	**82%**	**7,330**
2015	Declared Disabled	34	21%	127	79%	**161**
	Declared Non-Disabled	1,364	19%	5,632	81%	**6,996**
	Not Known	91	23%	297	77%	**388**
	Total	**1,489**	**20%**	**6,056**	**80%**	**7,545**
2016	Declared Disabled	41	24%	128	76%	**169**
	Declared Non-Disabled	1,428	20%	5,588	80%	**7,016**
	Not Known	92	25%	280	75%	**372**
	Total	**1,561**	**21%**	**5,996**	**79%**	**7,557**

Graph 1.28. Contract Status by Disability (headcount)
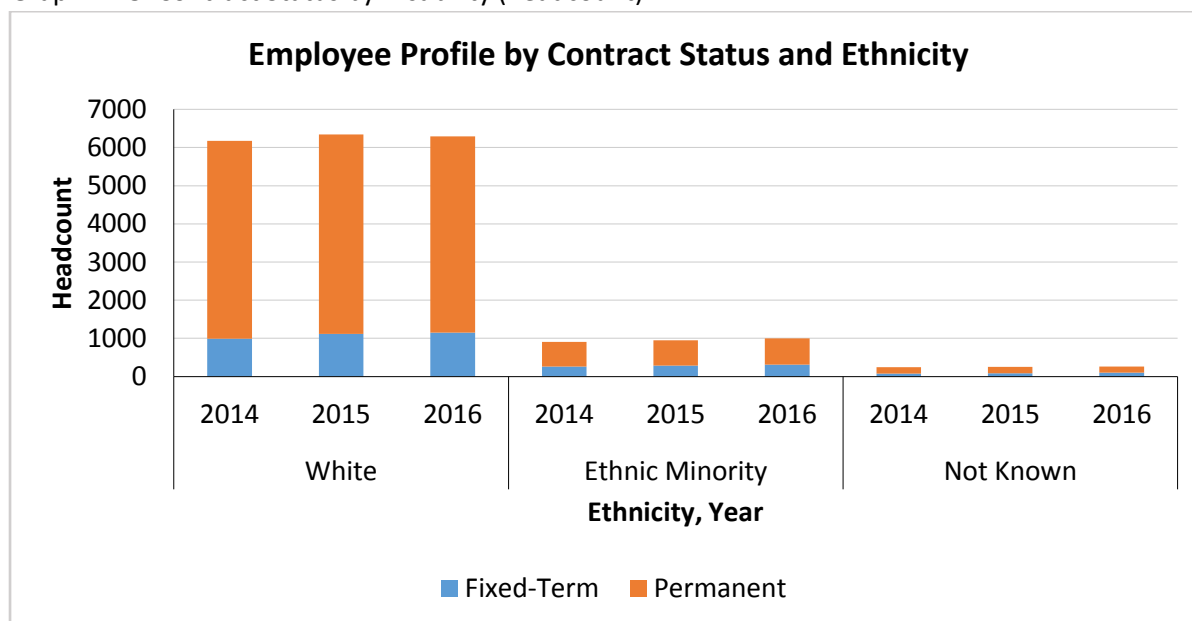
Level

There is a higher percentage of staff who have declared that they are disabled in the lower levels than there are in the more senior levels. Generally as the level increases, the percentage of staff who have declared that they are disabled decreases. While in 2015 the level of senior staff declaring disability increased slightly to 1.2%, in 2016 this decreased to 0.9%.

Table 1.29. Level by Disability (headcount and percentage)

|	Level	Declared Disabled		Declared Non-Disabled		Not Known		
		No.	%	No.	%	No.	%	Total
2014	1	36	3.1%	1,030	89.6%	83	7.2%	1,149
	2	17	2.1%	751	93.6%	34	4.2%	802
	3	17	2.0%	785	93.5%	38	4.5%	840
	4	42	2.3%	1,671	92.4%	96	5.3%	1,809
	5	22	1.6%	1,242	93.1%	70	5.2%	1,334
	6	10	1.5%	647	94.2%	30	4.4%	687
	7	*	0.6%	687	96.9%	18	2.5%	709
	Total	**148**	**2.0%**	**6,813**	**92.9%**	**369**	**5.0%**	**7,330**
2015	1	37	3.3%	1,001	89.2%	84	7.5%	1,122
	2	20	2.5%	759	93.2%	35	4.3%	814
	3	21	2.3%	848	93.3%	40	4.4%	909
	4	40	2.1%	1,780	92.8%	99	5.2%	1,919
	5	26	1.9%	1,290	92.5%	79	5.7%	1,395
	6	13	1.8%	668	93.0%	37	5.2%	718
	7	*	0.6%	650	97.3%	14	2.1%	668
	Total	**161**	**2.1%**	**6,996**	**92.7%**	**388**	**5.1%**	**7,545**
2016	1	39	3.9%	885	89.1%	69	6.9%	993
	2	35	3.7%	859	91.8%	42	4.5%	936
	3	17	1.8%	861	93.6%	42	4.6%	920
	4	41	2.1%	1,802	93.2%	90	4.7%	1,933
	5	24	1.7%	1,299	92.8%	77	5.5%	1,400
	6	10	1.4%	664	93.5%	36	5.1%	710
	7	*	0.5%	646	97.1%	16	2.4%	665
	Total	**169**	**2.2%**	**7,016**	**92.8%**	**372**	**4.9%**	**7,557**

Graph 1.30. Level by Disability (headcount)
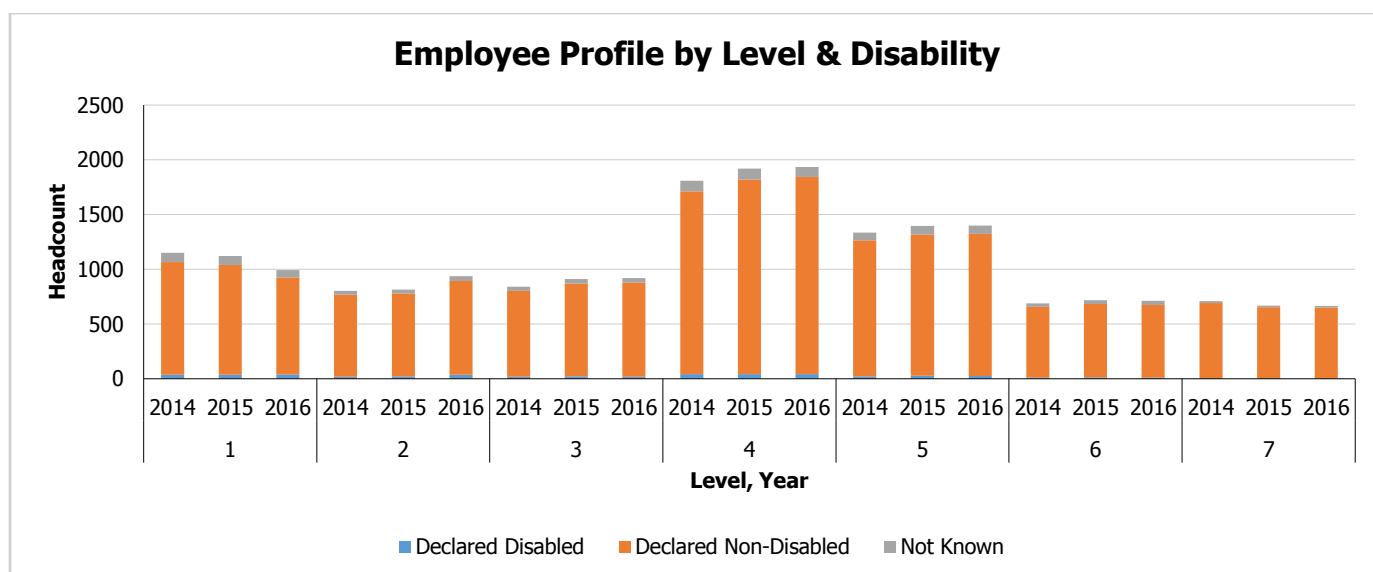
Occupation Group

The proportion of staff who have declared that they are disabled is higher in the Operations & Facilities (3.3%) Administrative, Professional & Managerial (2.9%) and Technical Services (2.8%) occupational groups than in the Research and Teaching (1.4%) occupational group. There are no staff who have declared that they are disabled in the Clinical and Medical and Child Care Services occupational groups. Overall, there has been an increase in disclosure across occupational groups, with the exception of Research and Teaching.

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

Occupational Staff Group		Declared Disabled		Declared Non-Disabled		Not Known		Total
		No.	%	No.	%	No.	%	
2014	APM	55	2.5%	2,079	94.7%	61	2.8%	2,195
	C&M			228	97.4%	6	2.6%	234
	CCS			26	92.9%	*	7.1%	28
	O&F	26	2.5%	943	89.9%	80	7.6%	1,049
	R&T	51	1.6%	2,935	92.6%	182	5.7%	3,168
	TS	16	2.5%	585	91.8%	36	5.7%	637
	Total	**148**	**2.1%**	**6,813**	**92.9%**	**369**	**5.0%**	**7,330**
2015	APM	70	2.9%	2,218	93.5%	85	3.6%	2,373
	C&M			152	98.1%	*	1.9%	155
	CCS			26	92.9%	*	7.1%	28
	O&F	27	2.6%	913	89.3%	82	8.0%	1,022
	R&T	48	1.5%	3,064	93.2%	177	5.4%	3,289
	TS	16	2.4%	604	92.1%	36	5.5%	656
	Total	**161**	**2.2%**	**6,996**	**92.7%**	**388**	**5.1%**	**7,545**
2016	APM	71	2.9%	2,257	93.5%	87	3.6%	2,415
	C&M			149	98.0%	*	2.0%	152
	CCS			26	96.3%	*	3.7%	27
	O&F	34	3.3%	938	90.0%	70	6.7%	1,042
	R&T	46	1.4%	3,049	93.4%	170	5.2%	3,265
	TS	18	2.8%	579	91.2%	38	6.0%	635
	Total	**169**	**2.3%**	**7,016**	**92.8%**	**372**	**4.9%**	**7,557**

Graph 1.32. Occupational Group by Disability (headcount)

Employee Profile by Occupational Staff Group & Disability
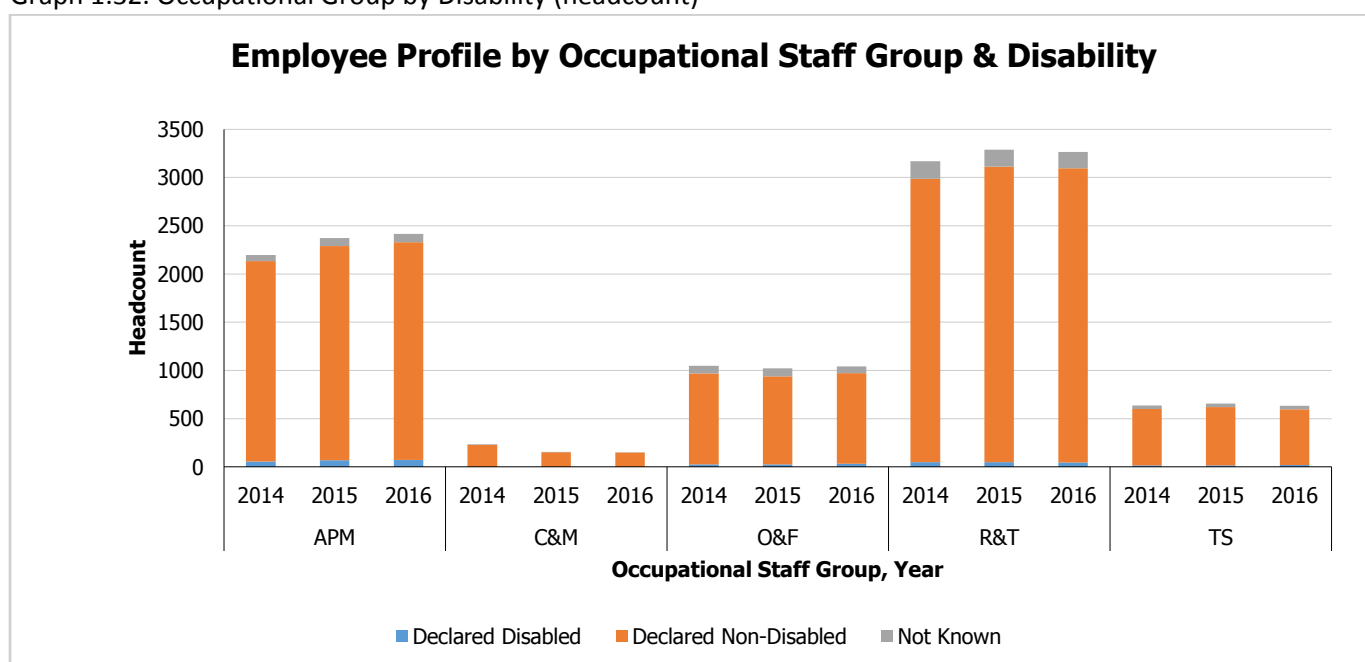
Age

Headcount

The age profile is broadly similar across the middle age ranges with staff in the lowest (16-24) and highest (65+) age brackets comparatively underrepresented. However this is likely to be representative of the patterns that we would expect to see to reflect the HE sector. The age profile has stayed relatively consistent over the last three years.

Table 1.33. Age breakdown (headcount and percentage)

	2014		2015		2016	
	Headcount	%	Headcount	%	Headcount	%
16-24	226	3%	244	3%	243	3%
25-34	1,658	23%	1,721	23%	1,706	23%
35-44	1,980	27%	2,079	28%	2,090	28%
45-54	2,082	28%	2,097	28%	2,075	27%
55-64	1,242	17%	1,240	16%	1,275	17%
65+	142	2%	164	2%	168	2%
Total	7,330	100%	7,545	100%	7,557	100%

Graph 1.34. Age breakdown (headcount)
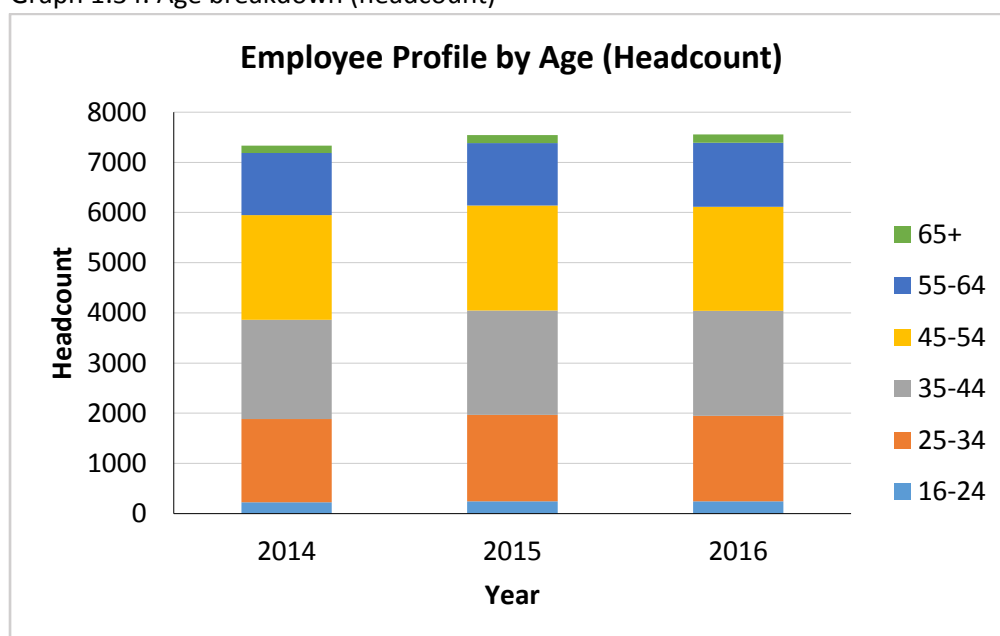
Mode of Employment

Within the 25-34 age bracket there is the highest proportion of full-time employees (83%) and the smallest proportion of part-time employees (17%). However within the 65+ age bracket, there is a much higher proportion of staff who work on a part-time contract (64%) than on a full-time contract (36%). This has remained relatively consistent over the last three years.

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

Age Band		Full-Time		Part-Time		
		Headcount	%	Headcount	%	Total
2014	16-24	147	65%	79	35%	226
	25-34	1,342	81%	316	19%	1,658
	35-44	1,462	74%	518	26%	1,980
	45-54	1,504	72%	578	28%	2,082
	55-64	816	66%	426	34%	1,242
	65+	56	39%	86	61%	142
	Total	**5,327**	**73%**	**2,003**	**27%**	**7,330**
2015	16-24	165	68%	79	32%	244
	25-34	1,416	82%	305	18%	1,721
	35-44	1,529	74%	550	26%	2,079
	45-54	1,522	73%	575	27%	2,097
	55-64	816	66%	424	34%	1,240
	65+	67	41%	97	59%	164
	Total	**5,515**	**73%**	**2,030**	**27%**	**7,545**
2016	16-24	156	64%	87	36%	243
	25-34	1,411	83%	295	17%	1,706
	35-44	1,513	72%	577	28%	2,090
	45-54	1,513	73%	562	27%	2,075
	55-64	831	65%	444	35%	1,275
	65+	60	36%	108	64%	168
	Total	**5,484**	**73%**	**2,073**	**27%**	**7,557**

Graph 1.36. Mode of Employment by Age (headcount)
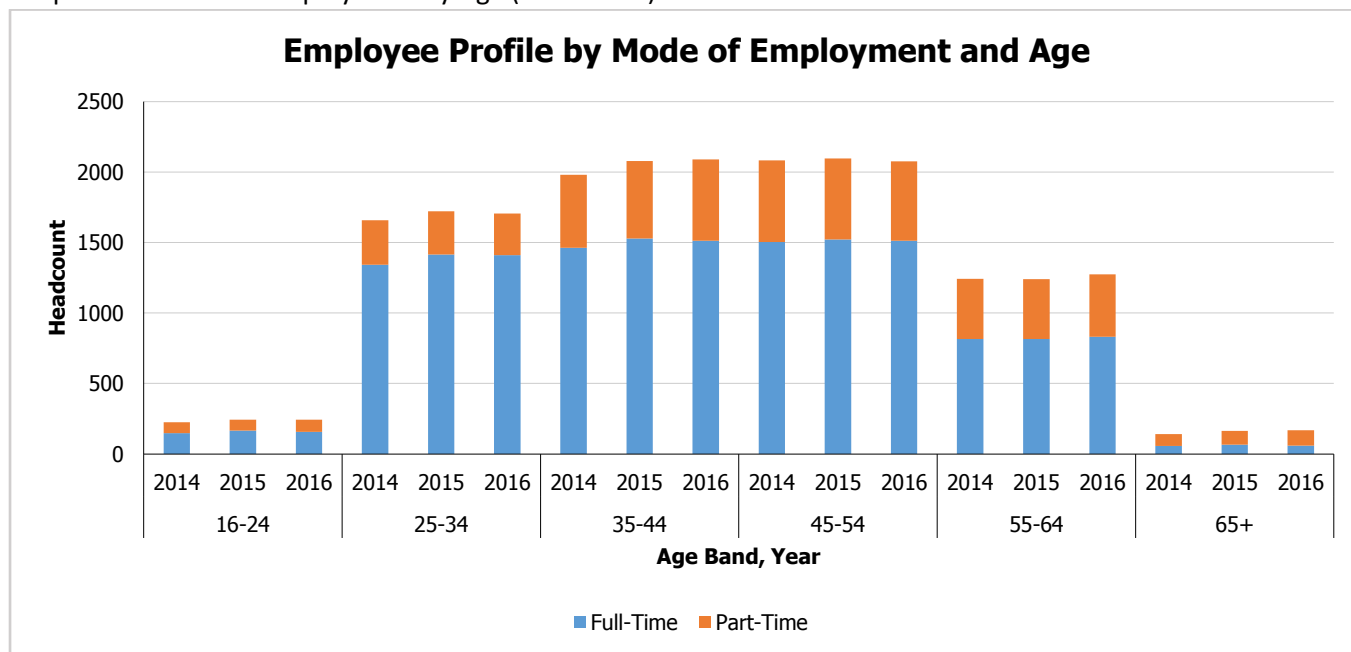
Contract Status

As the age bracket increases so does the proportion of staff on permanent contracts. This trend however stops at the 65+ age bracket which shows an increased proportion of staff on fixed-term contracts compared to staff in the 45-54 and 55-64 age brackets.

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

Age Band		Fixed-Term		Permanent		Total
		Headcount	%	Headcount	%	
2014	16-24	101	45%	125	55%	**226**
	25-34	694	42%	964	58%	**1,658**
	35-44	307	16%	1,673	84%	**1,980**
	45-54	145	7%	1,937	93%	**2,082**
	55-64	48	4%	1,194	96%	**1,242**
	65+	33	23%	109	77%	**142**
	Total	**1,328**	**18%**	**6,002**	**82%**	**7,330**
2015	16-24	97	40%	147	60%	**244**
	25-34	782	45%	939	55%	**1,721**
	35-44	365	18%	1,714	82%	**2,079**
	45-54	154	7%	1,943	93%	**2,097**
	55-64	59	5%	1,181	95%	**1,240**
	65+	32	20%	132	80%	**164**
	Total	**1,489**	**20%**	**6,056**	**80%**	**7,545**
2016	16-24	101	42%	142	58%	**243**
	25-34	838	49%	868	51%	**1,706**
	35-44	366	18%	1,724	82%	**2,090**
	45-54	157	8%	1,918	92%	**2,075**
	55-64	70	5%	1,205	95%	**1,275**
	65+	29	17%	139	83%	**168**
	Total	**1,561**	**21%**	**5,996**	**79%**	**7,557**

Graph 1.38. Contract Status by Age (headcount)
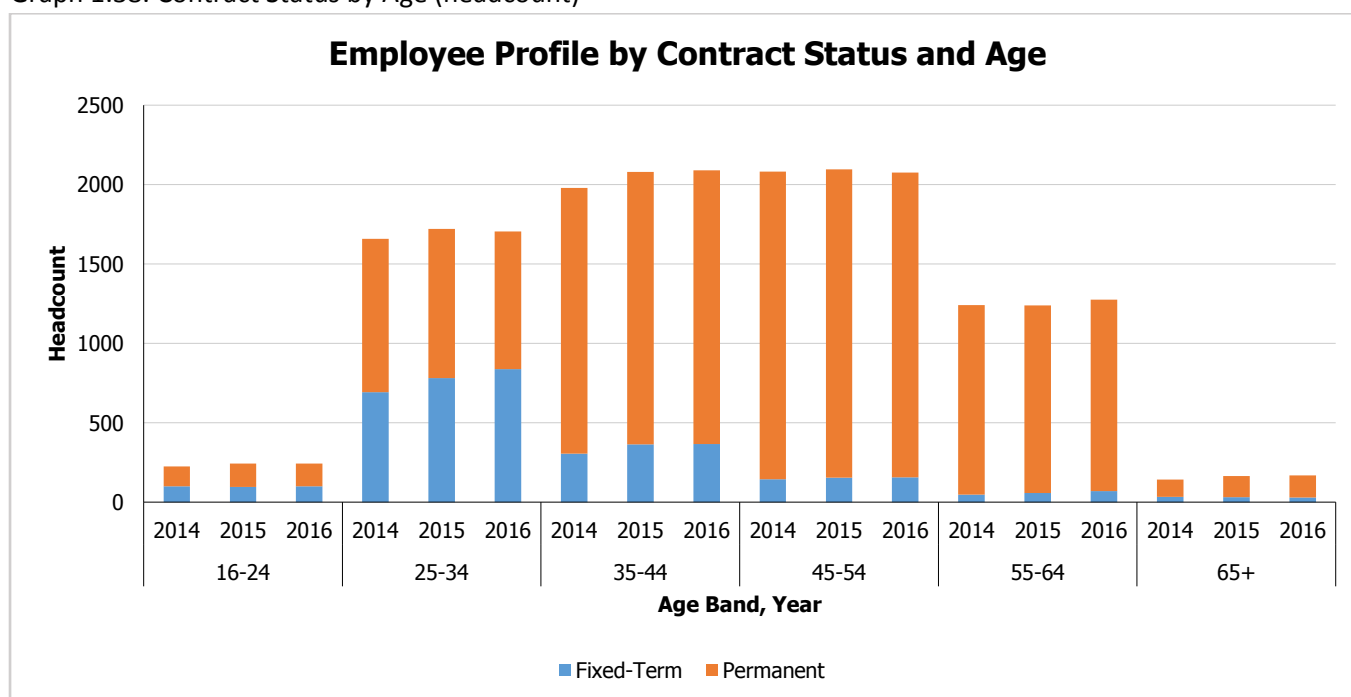
Level

Broadly speaking, within the more senior roles there is a disproportionately greater number of staff within the higher age groups which perhaps reflects the additional experience required for more senior roles at levels 5 and above. Between levels 1-4 the distribution of age is more representative of the staff population as a whole. This has remained relatively consistent over the last three years.

Table 1.39. Level by Age (headcount)

	Level		16-24	25-34	35-44	45-54	55-64	65+	Total
2014	1	Headcount	126	207	183	315	273	45	**1,149**
		%	11%	18%	16%	27%	24%	4%	**100%**
	2	Headcount	37	216	176	226	137	10	**802**
		%	5%	27%	22%	28%	17%	1%	**100%**
	3	Headcount	36	231	243	198	123	9	**840**
		%	4%	28%	29%	24%	15%	1%	**100%**
	4	Headcount	27	717	520	357	181	7	**1,809**
		%	1%	40%	29%	20%	10%	0%	**100%**
	5	Headcount		268	528	355	172	11	**1,334**
		%		20%	40%	27%	13%	1%	**100%**
	6	Headcount		14	227	309	121	16	**687**
		%		2%	33%	45%	18%	2%	**100%**
	7	Headcount		5	103	322	235	44	**709**
		%		1%	15%	45%	33%	6%	**100%**
		Headcount	226	1,658	1,980	2,082	1,242	142	**7,330**
		%	3%	23%	27%	28%	17%	2%	**17%**
2015	1	Headcount	123	203	181	302	266	47	**1,122**
		%	11%	18%	16%	27%	24%	4%	**100%**
	2	Headcount	54	209	178	216	144	13	**814**
		%	7%	26%	22%	27%	18%	2%	**100%**
	3	Headcount	35	269	247	226	120	12	**909**
		%	4%	30%	27%	25%	13%	1%	**100%**
	4	Headcount	32	753	585	364	170	15	**1,919**
		%	2%	39%	30%	19%	9%	1%	**100%**
	5	Headcount		265	568	376	176	10	**1,395**
		%		19%	41%	27%	13%	1%	**100%**
	6	Headcount		18	226	333	126	15	**718**
		%		3%	31%	46%	18%	2%	**100%**
	7	Headcount		*	94	280	238	52	**668**
		%		1%	14%	42%	36%	8%	**100%**
		Headcount	244	1,721	2,079	2,097	1,240	164	**7,545**
		%	3%	23%	28%	28%	16%	2%	**17%**
2016	1	Headcount	117	157	185	245	237	52	**993**
		%	12%	16%	19%	25%	24%	5%	**100%**
	2	Headcount	71	237	182	242	187	17	**936**
		%	8%	25%	19%	26%	20%	2%	**100%**
	3	Headcount	33	280	237	223	138	9	**920**
		%	4%	30%	26%	24%	15%	1%	**100%**
	4	Headcount	22	777	595	354	170	15	**1,933**
		%	1%	40%	31%	18%	9%	1%	**100%**
	5	Headcount		233	588	388	178	13	**1,400**
		%		17%	42%	28%	13%	1%	**100%**
	6	Headcount		19	214	340	125	12	**710**
		%		3%	30%	48%	18%	2%	**100%**
	7	Headcount		*	89	283	240	50	**665**
		%		0%	13%	43%	36%	8%	**100%**
		Headcount	243	1,706	2,090	2,075	1,275	168	**7,557**
		%	3%	23%	28%	27%	17%	2%	**17%**

Graph 1.40. Level by Age (headcount)

Employee Profile by Level & Age
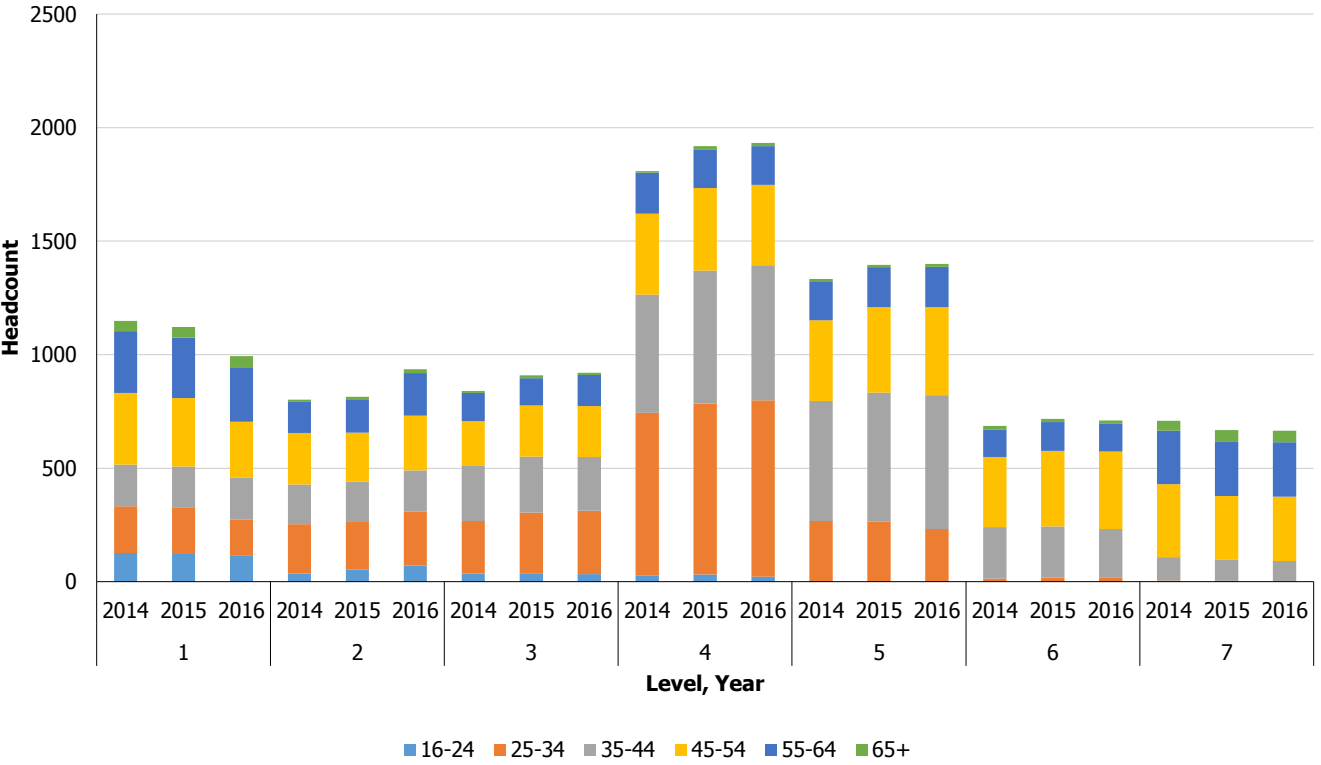
Occupation Group

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

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

Occupational Staff Group		16-24		25-34		35-44		45-54		55-64		65+		Total
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	
2014	APM	65	3%	472	22%	634	29%	668	30%	339	15%	17	1%	**2,195**
	C&M			15	6%	58	25%	98	42%	54	23%	9	4%	**234**
	O&F	70	7%	181	17%	190	18%	305	29%	264	25%	39	4%	**1,049**
	R&T	34	1%	853	27%	925	29%	849	27%	442	14%	65	2%	**3,168**
	TS	37	6%	121	19%	166	26%	160	25%	141	22%	12	2%	**637**
	Total	**226**	**3%**	**1,658**	**23%**	**1,980**	**27%**	**2,082**	**28%**	**1,242**	**17%**	**142**	**2%**	**7,330**
2015	APM	76	3%	528	22%	669	28%	733	31%	344	14%	23	1%	**2,373**
	C&M			10	6%	43	28%	55	35%	42	27%	5	3%	**155**
	O&F	65	6%	176	17%	184	18%	295	29%	260	25%	42	4%	**1,022**
	R&T	29	1%	879	27%	994	30%	848	26%	461	14%	78	2%	**3,289**
	TS	48	7%	114	17%	183	28%	163	25%	132	20%	16	2%	**656**
	Total	**244**	**3%**	**1,721**	**23%**	**2,079**	**28%**	**2,097**	**28%**	**1,240**	**16%**	**164**	**2%**	**7,545**
2016	APM	80	3%	538	22%	679	28%	736	30%	358	15%	24	1%	**2,415**
	C&M			10	7%	42	28%	53	35%	42	28%	5	3%	**152**
	O&F	74	7%	160	15%	203	19%	280	27%	275	26%	50	5%	**1,042**
	R&T	21	1%	875	27%	975	30%	848	26%	474	15%	72	2%	**3,265**
	TS	45	7%	110	17%	183	29%	155	24%	125	20%	17	3%	**635**
	Total	**243**	**3%**	**1,706**	**23%**	**2,090**	**28%**	**2,075**	**28%**	**1,275**	**17%**	**168**	**2%**	**7,557**

Graph 1.42. Occupation Group by Age (headcount and percentage)
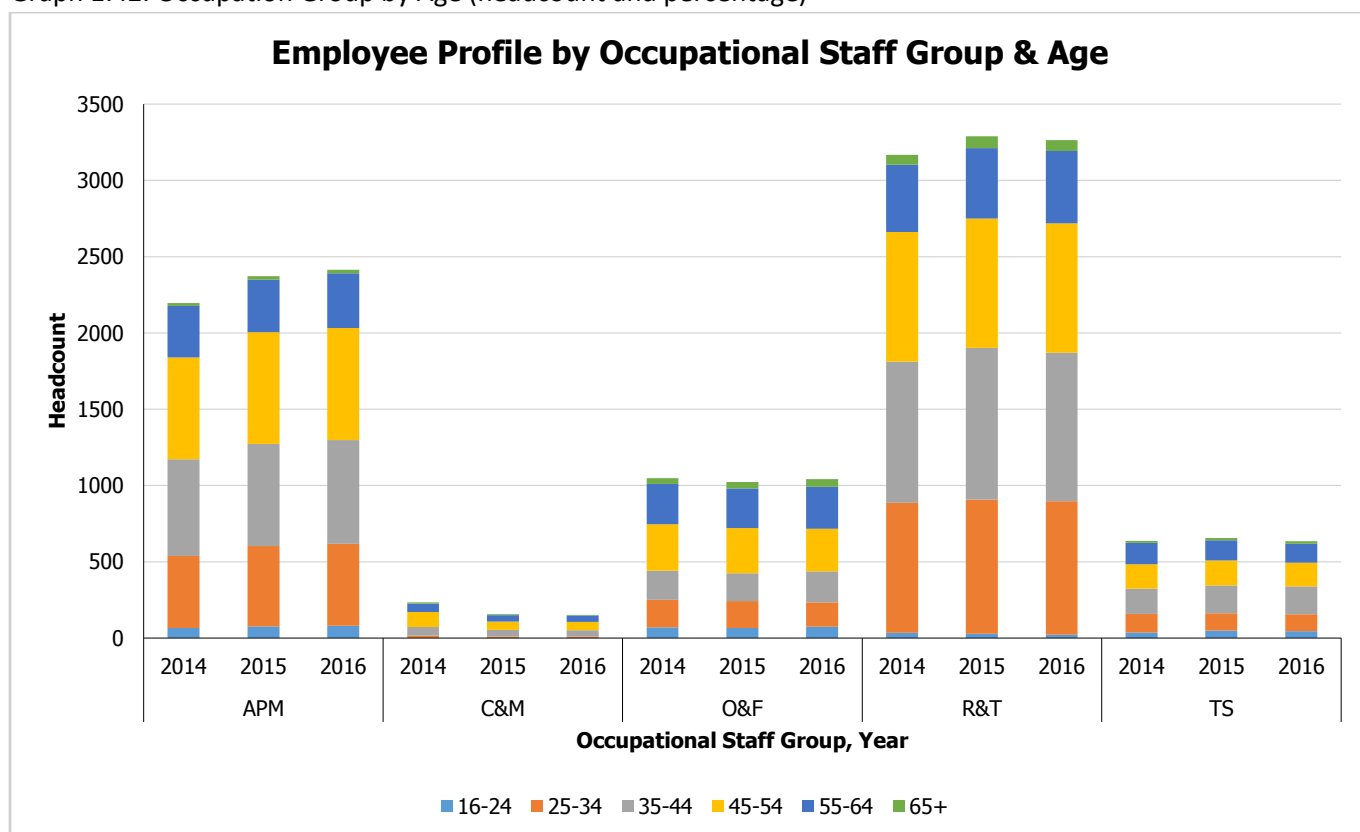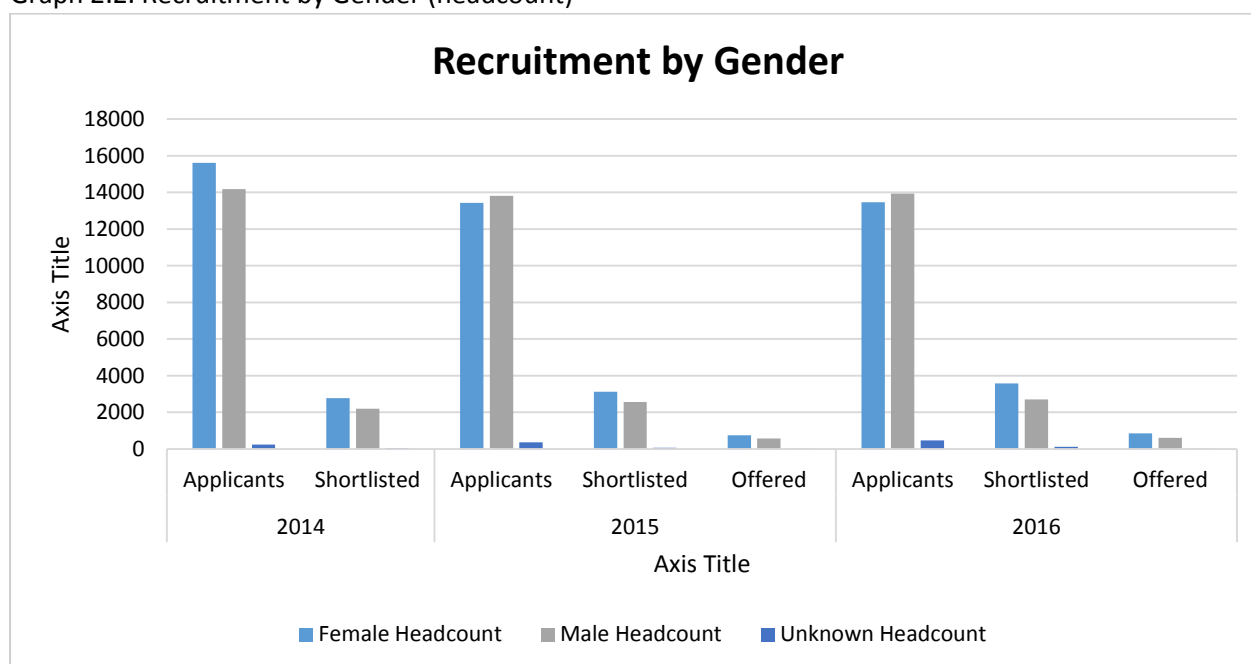
2. Recruitment

Gender

In 2016 there was a fairly even gender balance of applicants, but as candidates progress through the selection process to being offered the job, the gender balance changes in favour of women. 58.34% of those offered a job were female. This trend can also be seen in 2015 but this year the gender imbalance was less pronounced.

Table 2.1. Recruitment by Gender (headcount and percentage)

		Female		Male		Unknown		
		Headcount	%	Headcount	%	Headcount	%	Total
2014	Applicants	15605	51.98%	14179	47.23%	235	0.78%	**30019**
	Shortlisted	2776	55.34%	2195	43.80%	43	0.89%	**5011**
	Offered	-		-		-		
2015	Applicants	13417	48.63%	13804	50.03%	368	1.33%	**27589**
	Shortlisted	3116	54.29%	2561	44.62%	63	1.10%	**5740**
	Offered	742	56.13%	566	42.81%	10	0.76%	**1318**
2016	Applicants	13453	48.29%	13938	50.03%	467	1.68%	**27858**
	Shortlisted	3570	55.89%	2707	42.38%	111	1.74%	**6388**
	Offered	855	58.34%	604	39.82%	19	1.25%	**1508**

Graph 2.2. Recruitment by Gender (headcount)

Ethnicity

Over the last two years there has been an increase the number of BME staff who have applied (34.02% in 2016) and been offered a job (21.16% in 2016) at the University.

Table 2.3. Recruitment by Ethnicity (headcount and percentage)

Age Band		White		BME		Unknown		Total
		Headcount	%	Headcount	%	Headcount	%	
2015	Applicants	17984	65.19%	8652	31.36%	953	3.45%	**27589**
	Shortlisted	4351	75.8%	1209	21.06%	180	3.14%	**5740**
	Offered	1033	78.14%	248	18.76%	41	3.10%	**1322**
2016	Applicants	17361	62.32%	9478	34.02%	1019	3.66%	**27858**
	Shortlisted	4695	73.50%	1485	23.25%	208	3.26%	**6388**
	Offered	1146	75.54%	321	21.16%	50	3.3%	**1517**

Graph 2.4. Recruitment by Ethnicity (headcount)
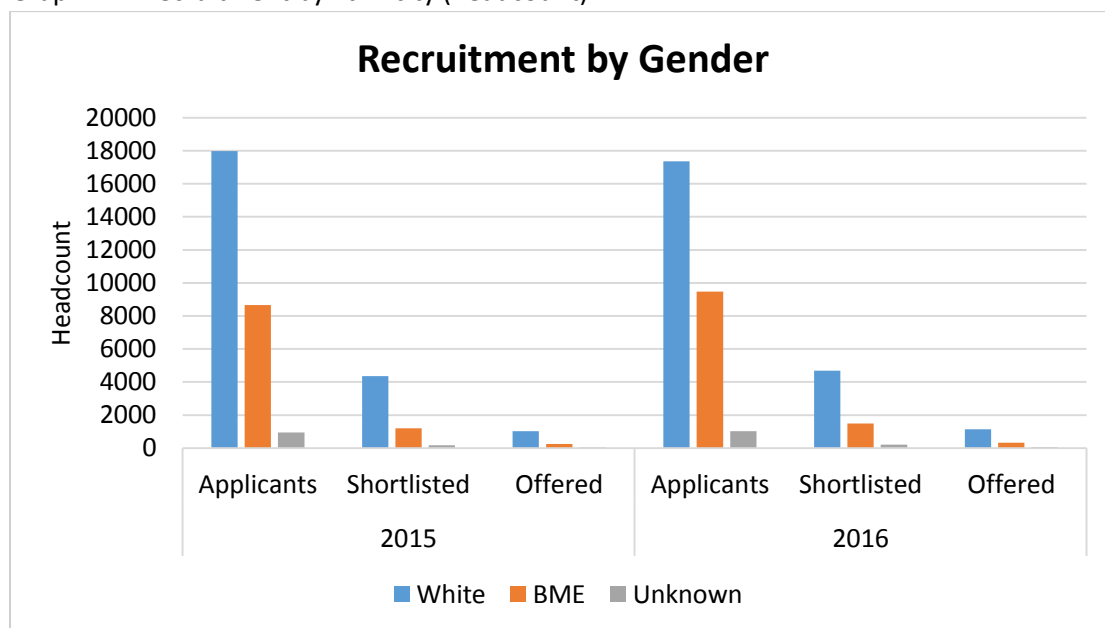
Disability

Over the last three years the University has attracted fewer disabled staff. This may be due to the increase in the number of applicants who have chosen not to declare that they are disabled. The University has however increased the number of job offers made to staff who have declared disability (3.69% in 2016).

Table 2.5. Recruitment by Disability (headcount and percentage)

Age Band		Disabled		Non-Disabled		Unknown		Total
		Headcount	%	Headcount	%	Headcount	%	Total
2014	Applicants	1466	4.38%	31967	95.62%	0	0.00%	33433
	Shortlisted	180	3.45%	5043	96.55%	0	0.00%	5223
	Offered	-		-		-		
2015	Applicants	1201	4.00%	28565	95.16%	253	0.84%	30019
	Shortlisted	165	3.29%	4793	95.65%	53	1.06%	1322
	Offered	35	2.65%	1251	94.63%	36	3.72%	1509
2016	Applicants	1067	3.83%	26117	93.75%	674	2.42%	27858
	Shortlisted	256	4.01%	5966	93.39%	166	2.60%	6388
	Offered	56	3.69%	1414	93.21%	47	3.1%	1517

Graph 2.6. Recruitment by Disability (headcount)
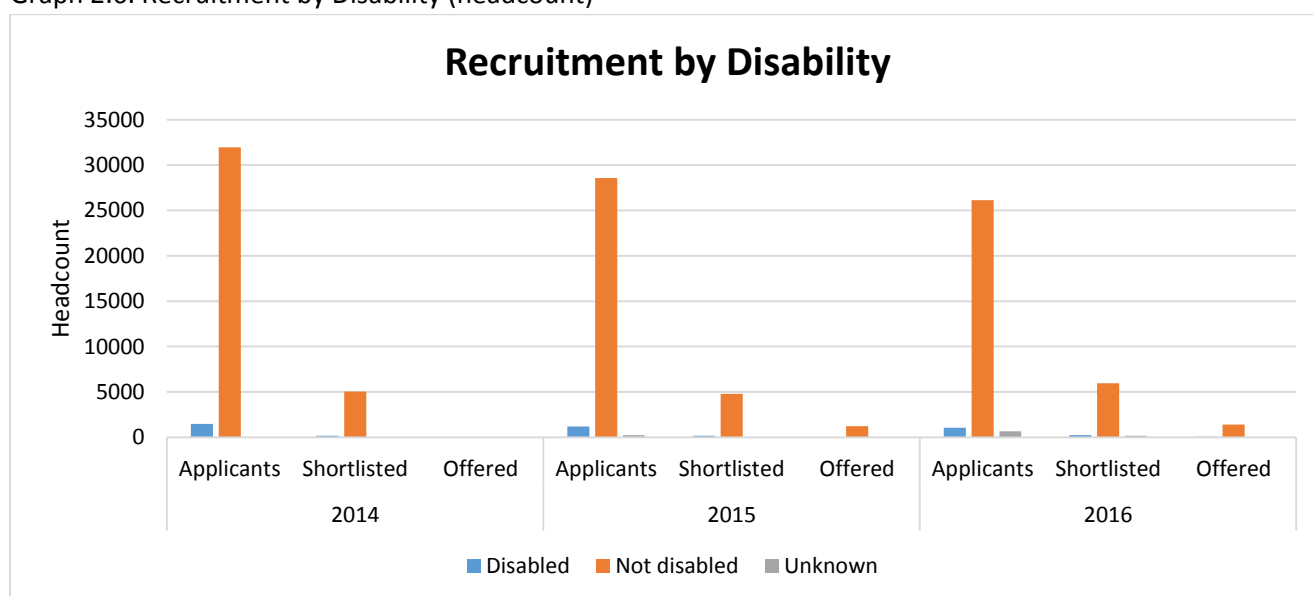
Age

Over the last two years the age group with the highest proportion of people applying for jobs (40.31% in 2016), being shortlisted (38.02% in 2016) and being offered jobs, (39.29% in 2016) is the 25-34 age group. From that age group, as the age increases, the proportion of people applying, being shortlisted and being offered jobs decreases.

Table 2.7. Recruitment by Age (headcount and percentage)

Age Band		16-24		25-34		35-44		45-54		55-64		65+		Unknown		Total
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	
2015	Applicants	5705	20.68%	10887	39.46%	6106	22.13%	3971	13.31%	1050	3.81%	111	0.40%	59	0.21%	**27589**
	Shortlisted	979	17.06%	2165	37.72%	1367	23.82%	932	16.24%	261	4.55%	11	0.19%	25	0.44%	**5740**
	Offered	217	16.41%	583	44.1%	309	23.37%	161	12.18%	42	3.18%	*	0.23%	7	0.53%	**1322**
2016	Applicants	5702	20.47%	11229	40.31%	6001	21.54%	3691	13.25%	1085	3.89%	98	0.35%	52	0.19%	**27858**
	Shortlisted	1206	18.88%	2429	38.02%	1440	22.54%	950	14.87%	306	4.79%	18	0.28%	39	0.61%	**6388**
	Offered	303	19.97%	596	39.29%	357	23.53%	195	12.85%	55	3.63%	*	0.13%	9	0.59%	**1517**

Graph 2.8. Recruitment by Age (headcount)
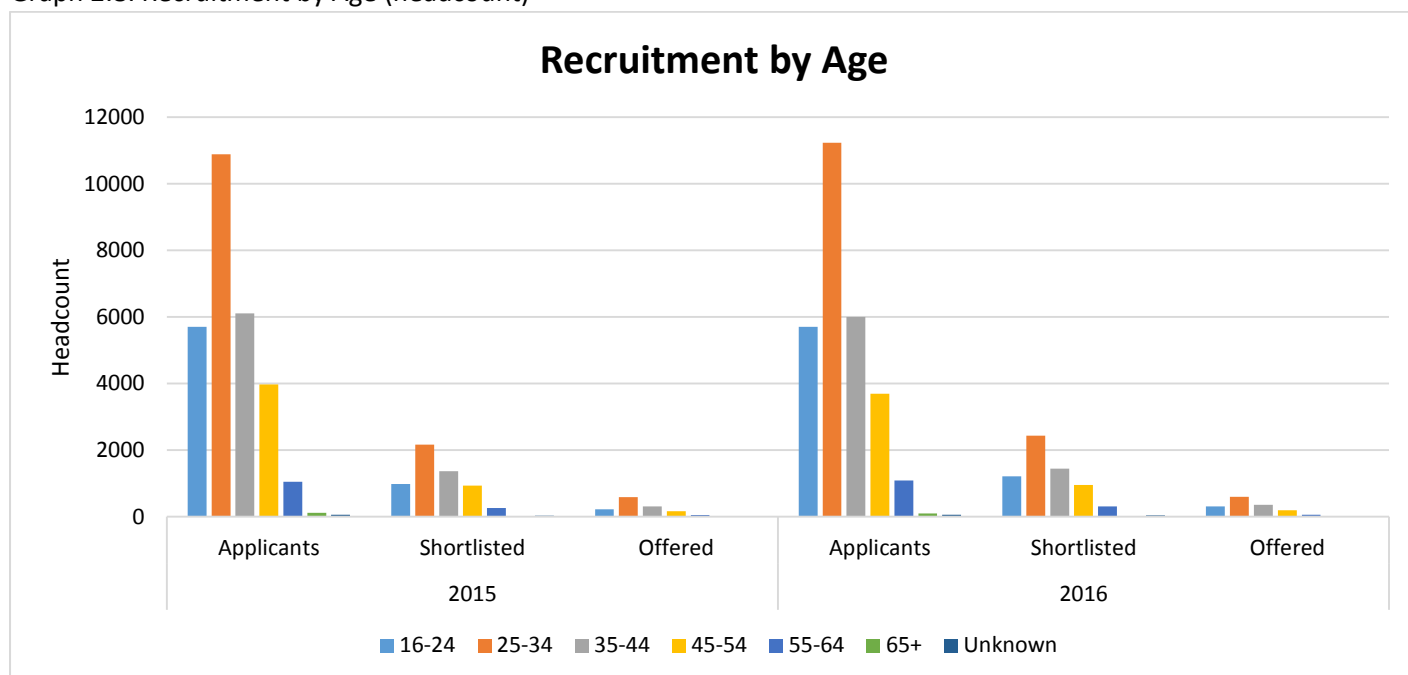
3. PDPR

The ratings available are: 1 (exceeds expectations), 2 (meets expectations) and 3 (below expectations).

Gender

In the Administraive Professional and Managerial, Research & Teaching and Technical Services occupational groups there is a higher proportion of men than women who received a 3 rating.

In the Administraive Professional and Managerial and Research & Teaching occupational groupsg there is little difference between the proportion of men and women who recieved a 1 rating. However there is a larger difference between the proportion of men and women who recieved a 1 rating in the Technical Services occupational group; 4.4% of men received a 1 rating while only 1.5% of women did the same.

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

			3 (below)		2 (meets)		1 (exceeds)	
			Headcount	%	Headcount	%	Headcount	%
2014	APM/TS	Female	*	0.2%	1803	96.3%	65	3.5%
		Male	*	0.9%	862	94.6%	41	4.5%
	CCS	Female	0	0%	0	0%	0	0%
		Male	0	0%	0	0%	0	0%
	R&T	Female	*	0.4%	1077	95.7%	44	3.9%
		Male	*	0.6%	13383	95.5%	55	3.9%
2015	APM/TS	Female	17	0.85%	1920	95.57%	72	3.58%
		Male	7	0.71%	932	95.01%	42	4.28%
	CCS	Female	0	0%	28	100%	0	0%
		Male	0	0%	*	100%	0	0%
	R&T	Female	9	0.75%	1142	95.64%	43	3.6%
		Male	26	1.70%	1465	95.69%	40	2.61%
2016	APM	Female	5	0.3%	1688	95.3%	78	4.4%
		Male	7	1.1%	587	94.4%	28	4.5%
	T&S	Female	*	1.2%	238	97.2%	*	1.6%
		Male	5	1.4%	345	94.3%	16	4.4%
	CCS	Female	0	0%	27	100%	0	0%
		Male	0	0%	*	100%	0	0%
	R&T	Female	7	0.6%	1169	96.1%	41	3.4%
		Male	18	1.2%	1441	95.6%	48	3.2%

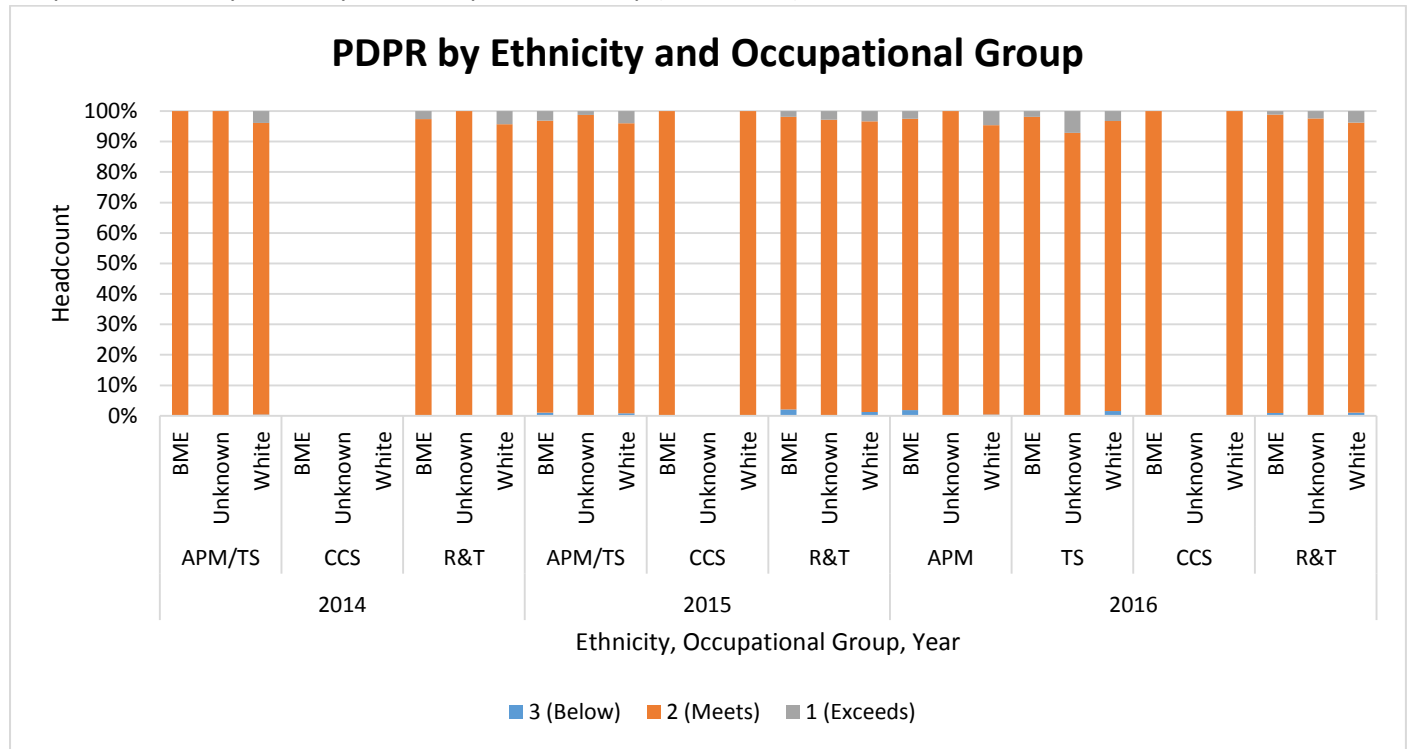Graph 3.2. PDPR by Gender and Occupational Group (Headcount)
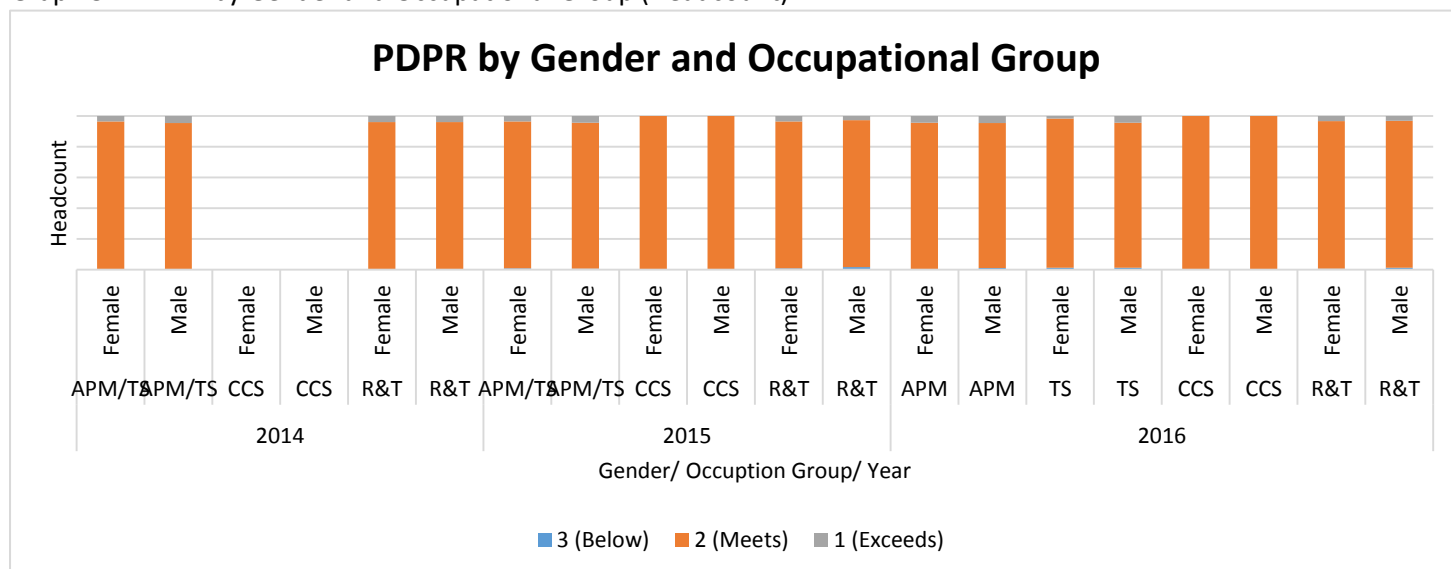
Ethnicity

Across the Administrative Professional and Managerial, Technical Services and Research & Teaching occupational groups, there is a higher proportion of white staff than BME staff who received a 1 rating. This is most pronounced in the Research & Teaching occupational group with a difference of 2.7%. This trend can be seen over the last three years. Over the past two years, a higher proportion of BME staff received a 3 rating across a number of occupational groups compared to white staff.

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

			3 (below)		2 (meets)		1 (exceeds)	
			Headcount	%	Headcount	%	Headcount	%
2014	APM/TS	BME	*	1.16%	173	96.11%	0	2.78%
		Unknown	0	0.00%	46	95.83%	0	4.17%
		White	10	0.41%	2446	95.73%	99	3.87%
	CCS	BME	0	0.00%	0	0.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
		White	0	0.00%	0	0.00%	0	0.00%
	R&T	BME	0	1.05%	381	96.46%	10	2.53%
		Unknown	0	0.00%	110	98.21%	0	1.79%
		White	0	0.42%	1924	95.29%	87	4.31%
2015	APM/TS	BME	*	1.03%	186	95.88%	6	3.09%
		Unknown	0	0.00%	79	98.75%	*	1.25%
		White	22	0.81%	2587	95.25%	107	3.94%
	CCS	BME	0	0.00%	*	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
		White	0	0.00%	25	100.00%	0	0.00%
	R&T	BME	9	2.07%	418	96.09%	8	1.84%
		Unknown	0	0.00%	137	97.16%	*	2.84%
		White	26	1.21%	2052	95.49%	71	3.30%
2016	APM	BME	*	1.90%	150	95.50%	*	2.50%
		Unknown	0	0.00%	33	100.00%	0	0.00%
		White	9	0.40%	2092	94.90%	102	4.60%
	T&S	BME	0	0.00%	53	98.10%	*	1.90%
		Unknown	0	0.00%	26	92.90%	*	7.10%
		White	8	1.50%	504	95.30%	17	3.20%
	CCS	BME	0	0.00%	*	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
		White	0	0.00%	24	100.00%	0	0.00%
	R&T	BME	*	0.90%	449	98.00%	5	1.10%
		Unknown	0	0.00%	122	97.60%	*	2.40%
		White	21	1.00%	2039	95.20%	81	3.80%

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

PDPR by Ethnicity and Occupational Group

Legend: 3 (Below) · 2 (Meets) · 1 (Exceeds)

X-axis: Ethnicity, Occupational Group, Year
Y-axis: Headcount

Disability

In the Technical Services and Research & Teaching occupational groups there is a higher proportion of staff who have declared a disability receiving 1 ratings than non-disabled staff. Within the Administrative, Professional and Managerial occupational group the proportion of staff who have declared a disability and the proportion of staff who are not disabled who have received a 1 rating is fairly equal.

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

			3 (below)		2 (meets)		1 (exceeds)	
			Headcount	%	Headcount	%	Headcount	%
2014	APM/TS	Disabled	0	0.00%	63	95.45%	*	4.55%
		Not Disabled	12	0.44%	2602	95.77%	103	3.79%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	CCS	Disabled	0	0.00%	0	0.00%	0	0.00%
		Not Disabled	0	0.00%	0	0.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	R&T	Disabled	*	2.44%	38	92.68%	*	4.88%
		Not Disabled	11	0.44%	2374	95.65%	97	3.91%
		Unknown	0	0.00%	0	0.00%	0	0.00%
2015	APM/TS	Disabled	0	0.00%	77	96.25%	*	3.75%
		Not Disabled	24	0.82%	2775	95.36%	111	3.81%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	CCS	Disabled	0	0.00%	0	0.00%	0	0.00%
		Not Disabled	0	0.00%	29	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	R&T	Disabled	0	0.00%	40	95.24%	*	4.76%
		Not Disabled	35	1.31%	2547	95.64%	81	3.04%
		Unknown	0	0.00%	20	100.00%	0	0.00%
2016	APM	Disabled	*	1.40%	65	94.20%	*	4.30%
		Not Disabled	11	0.50%	2208	95.10%	103	4.40%
		Unknown	0	0.00%	*	100.00%	0	0.00%
	TS	Disabled	0	0.00%	15	88.30%	*	11.80%
		Not Disabled	8	1.30%	568	95.60%	18	3.10%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	CCS	Disabled	0	0.00%	0	0.00%	0	0.00%
		Not Disabled	0	0.00%	28	100.00%	0	0.00%
		Unknown	0	0.00%	0	0.00%	0	0.00%
	R&T	Disabled	0	0.00%	38	92.70%	*	7.30%
		Not Disabled	24	0.90%	2556	95.90%	86	3.30%
		Unknown	*	5.90%	16	94.10%	0	0.00%

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

**PDPR by Disability and Occupational Group**
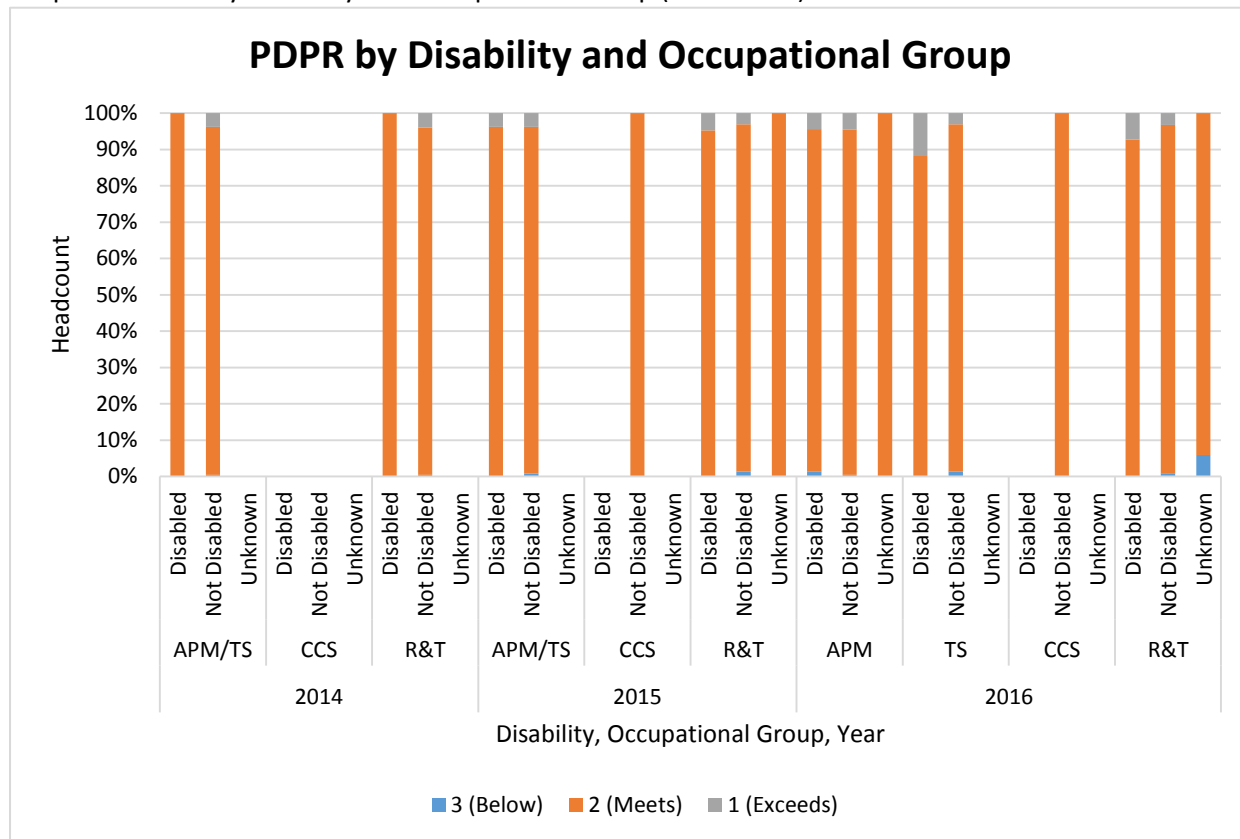
Age

The highest proportion of 1 ratings has been in the 35-44 age group for the past three years whereas the higher proportion of 3 ratings have been between the 45-54 and 55-64 age groups.

Table 3.7. PDPR by Age (headcount and percentage)

		3 (below)		2 (meets)		1 (exceeds)	
		Headcount	%	Headcount	%	Headcount	%
2014	16-24	0	0.00%	102	96.23%	*	3.77%
	25-34	0	0.00%	1315	95.78%	58	4.22%
	35-44	0	0.25%	1546	95.08%	76	4.67%
	45-54	13	0.90%	1379	95.63%	50	3.47%
	55-64	*	0.97%	695	96.66%	17	2.36%
	65+	0	0.00%	43	100.00%	0	0.00%
2015	16-24	0	0.00%	144	98.63%	*	1.37%
	25-34	*	0.13%	1459	96.49%	51	3.37%
	35-44	12	0.68%	1680	95.13%	74	4.19%
	45-54	31	2.05%	1424	94.24%	56	3.71%
	55-64	13	1.74%	719	96.51%	13	1.74%
	65+	*	1.56%	62	96.88%	*	1.56%
2016	16-24	*	1.40%	131	94.90%	5	3.60%
	25-34	*	0.20%	1450	96.30%	54	3.60%
	35-44	5	0.30%	1690	95.20%	80	4.60%
	45-54	22	1.40%	1433	94.30%	64	4.20%
	55-64	12	1.60%	722	96.80%	12	1.60%
	65+	*	1.40%	70	98.60%	0	0.00%

Graph 3.8. PDPR by Age (headcount)
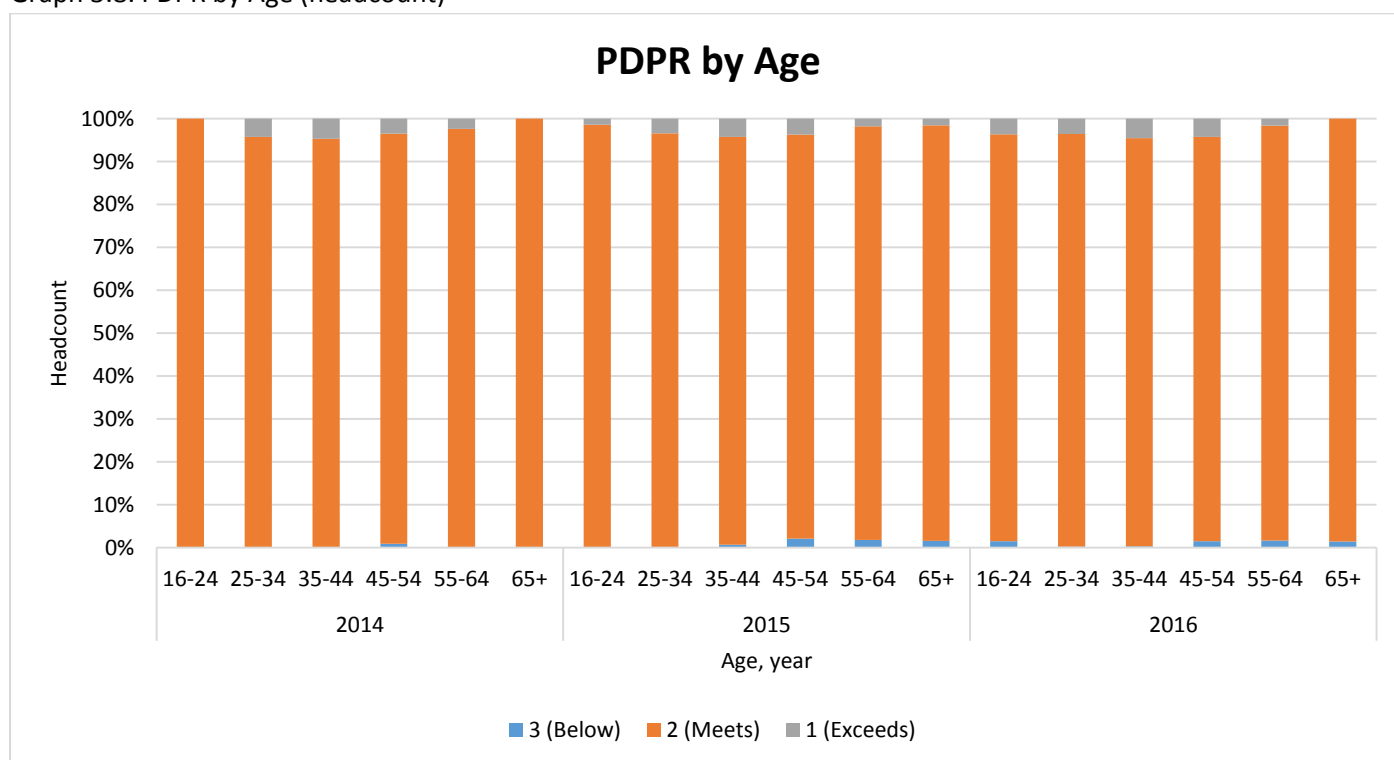
4. Promotions

The academic promotion 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.

Gender

In 2016 a higher proportion of women (78.13%) than men (65.67%) were successfully promoted. This has changed since 2015 when a higher proportion of men than women were promoted. Furthermore there has been an increase in the number of women, and reduction in the number of men who have submitted an application over the last two years.

Table 4.1. Promotions by Gender (headcount and percentage)

		Female		Male		Total
		Headcount	**%**	**Headcount**	**%**	
2014	Application Approved	48	81.36%	47	63.51%	95
	Application Declined	11	18.64%	27	36.49%	38
2015	Application Approved	34	64.15%	54	71.05%	88
	Application Declined	19	35.85%	22	28.95%	41
2016	Application Approved	50	78.13%	44	65.67%	94
	Application Declined	14	21.88%	23	34.33%	37

Graph 4.2. Promotions by Gender (headcount)
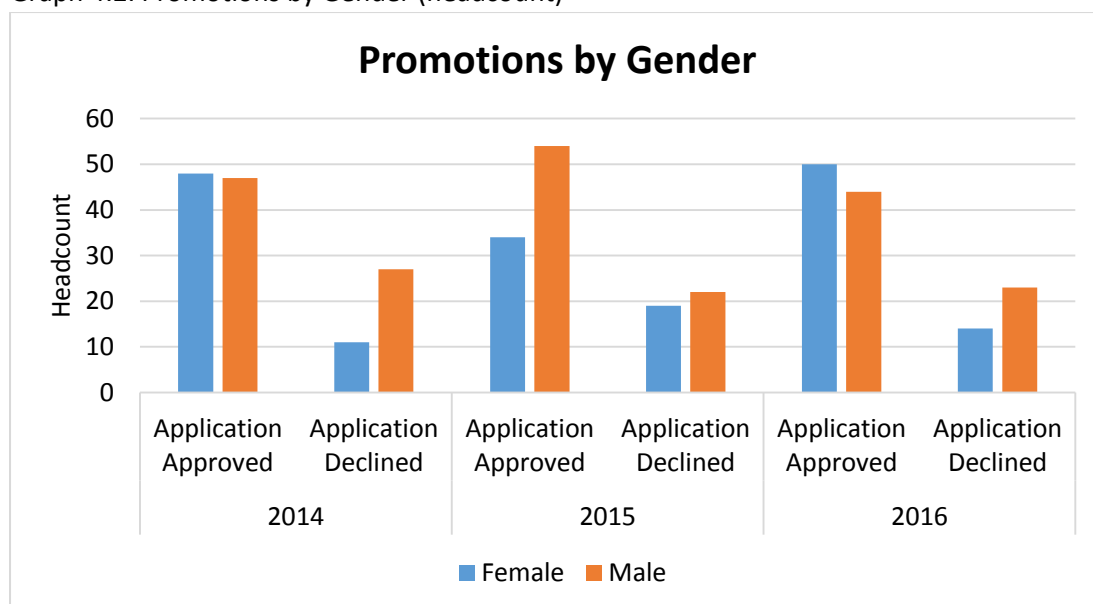
Ethnicity

A higher proportion of those who submitted an application were successful in the BME staff group (76.47%) than the white staff group (72.48%). This has changed from the previous year when more white staff who submitted an application were successful than BME staff.

Table 4.3. Promotions by Ethnicity (headcount and percentage)

		White		BME		Unknown	
		Headcount	%	Headcount	%	Headcount	%
2014	Application Approved	79	71.17%	15	78.95%	*	33.33%
	Application Declined	32	28.83%	*	21.05%	*	66.67%
2015	Application Approved	77	70%	8	57.14%	*	60%
	Application Declined	33	30%	6	42.86%	*	40%
2016	Application Approved	79	72.48%	13	76.47%	*	40%
	Application Declined	30	27.52	*	23.53%	*	60%

Graph 4.4. Promotions by Ethnicity (headcount)
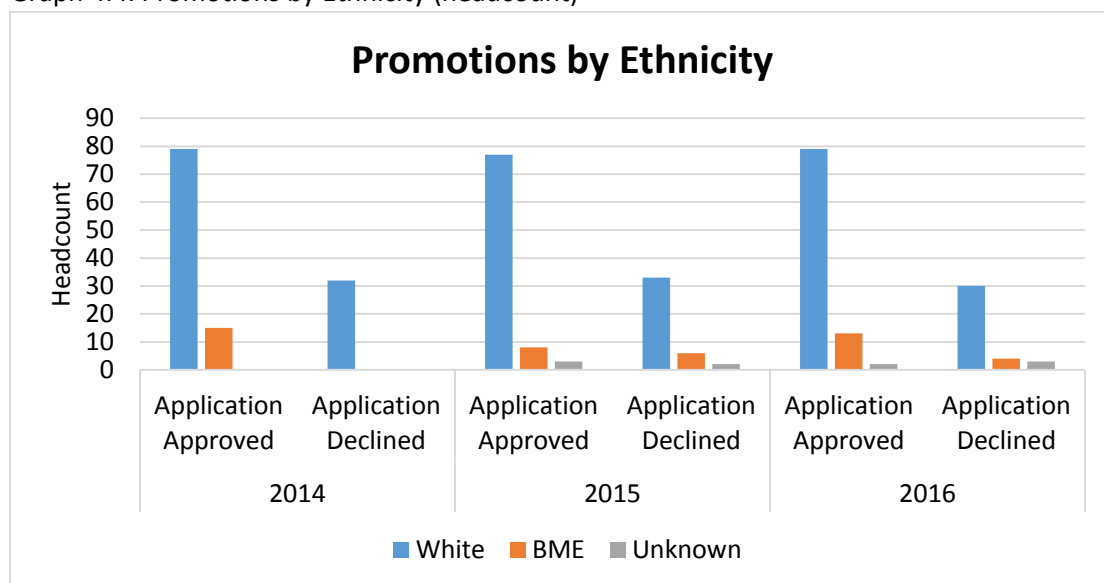
Disability

In 2016 from those who submitted an application, 73.33% of staff who have declared they are not disabled and 60% of staff who have declared a disability were successful in getting promoted.

Table 4.5. Promotions by Disability (headcount and percentage)

		Disabled		Not Disabled		Unknown	
		Headcount	%	Headcount	%	Headcount	%
2014	Application Approved	*	50%	92	73.02%	*	40%
	Application Declined	*	50%	34	26.98%	*	60%
2015	Application Approved	0	0%	80	67.23%	8	88.89%
	Application Declined	*	100%	39	32.77%	*	11.11%
2016	Application Approved	*	60%	88	73.33%	*	50%
	Application Declined	*	40%	32	26.67%	*	50%

Graph 4.6. Promotions by Disability (headcount)
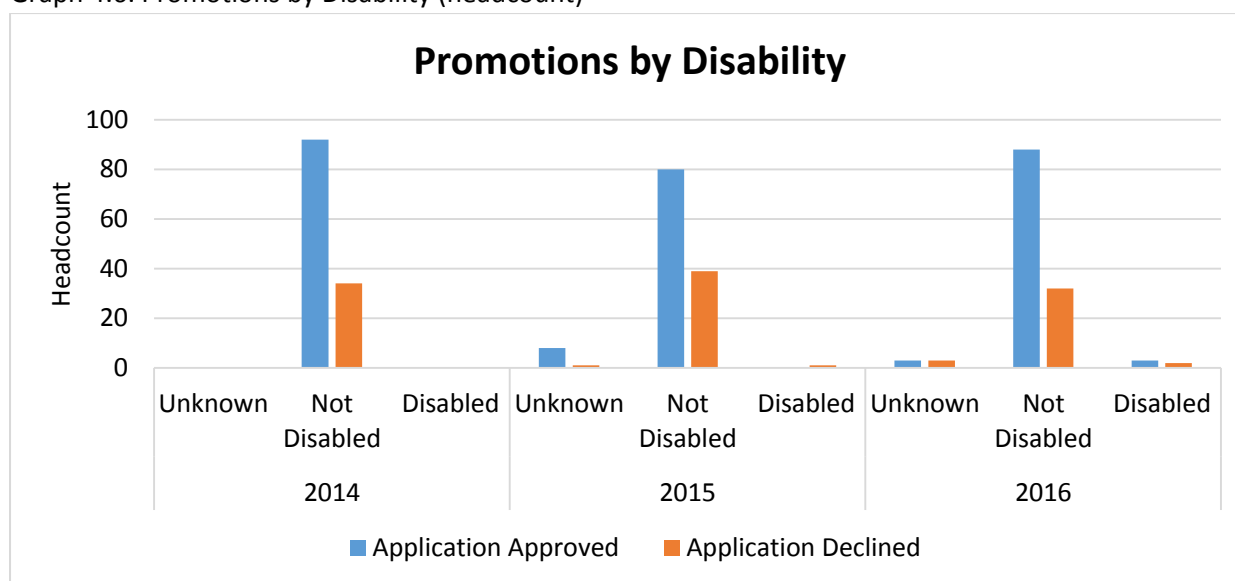
Age

In 2016 the age group with the highest success rate was the 25-34 age group (91%) and the lowest success rate was the 55-64 age group (60%). This is consistent with the success rates in 2015.

Table 4.7. Promotions by Age (headcount and percentage)

Age Band		16-24		25-34		35-44		45-54		55-64		65+	
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
2014	Application Approved	0	0%	*	69%	40	73%	35	70%	11	73%	0	0%
	Application Declined	0	0%	*	31%	15	27%	15	30%	*	27%	0	0%
2015	Application Approved	0	0%	16	84%	44	73%	20	57%	8	53%	0	0%
	Application Declined	0	0%	*	16%	16	27%	15	43%	7	47%	0	0%
2016	Application Approved	0	0%	10	91%	49	74%	32	65%	*	60%	0	0%
	Application Declined	0	0%	*	9%	17	26%	17	35%	*	40%	0	0%

Graph 4.8. Promotions by Age (headcount)
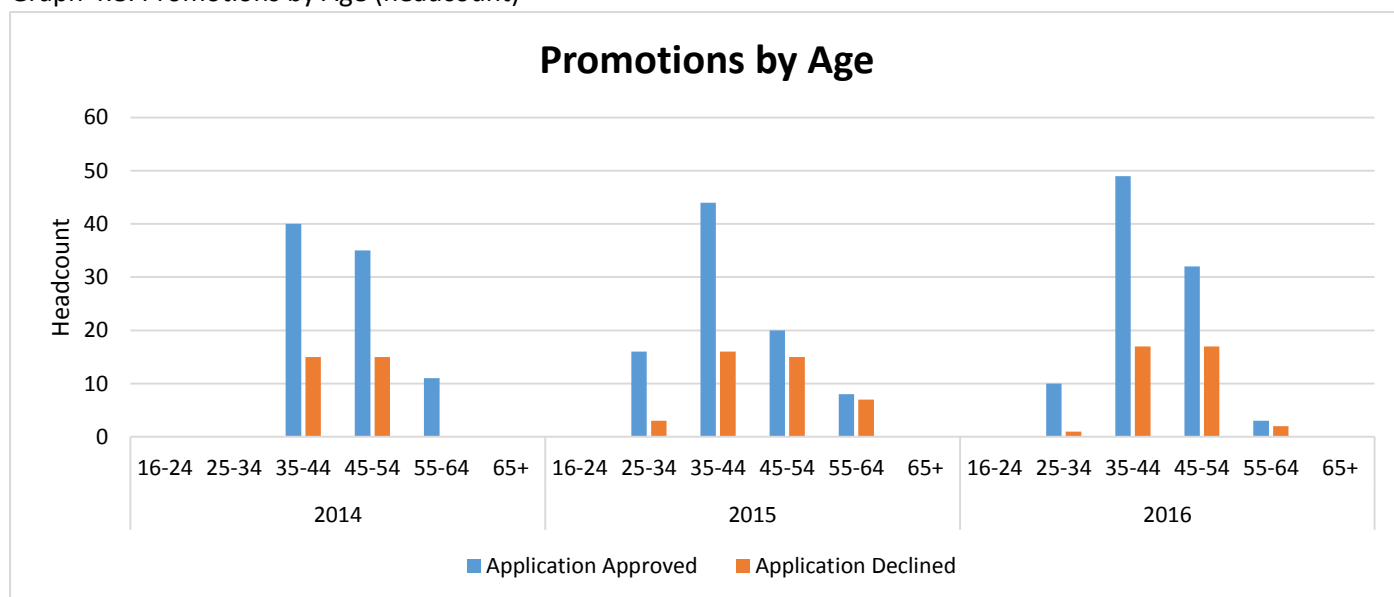
5. Regrading

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

Gender

A higher proportion of men (100%) than women (91.3%) were regraded in 2016 following a formal review of the role. This was not the case the previous year with a slightly higher proportion of women being regraded than men.

Table 5.1. Regrading by Gender (headcount and percentage)

		Yes		No	
		Headcount	%	Headcount	%
2014	Female	24	86.21%	*	13.79%
	Male	10	100%	0	0%
2015	Female	86	94.51%	5	5.49%
	Male	54	93.1%	*	6.9%
2016	Female	21	91.3%	*	8.7%
	Male	18	100%	0	0%

Graph 5.2. Regrading by Gender (headcount)
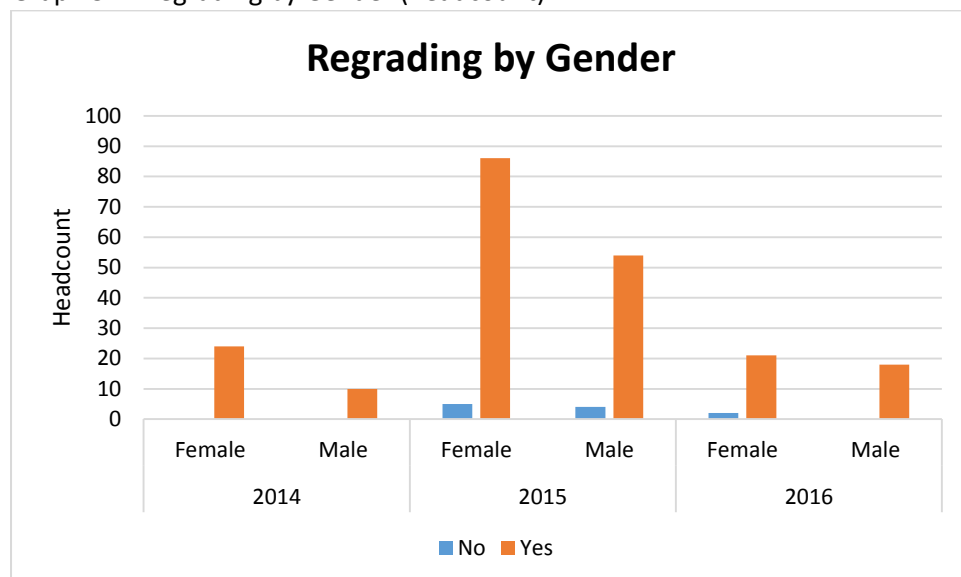
Ethnicity

Over the last three years 100% of BME staff whose roles have been formally reviewed have been successfully regraded. White staff have a slightly lower success rate (94.29% in 2016) which has increased since 2014 but has remained relatively stable over the last two years.

Table 5.3. Regrading by Ethnicity (headcount and percentage)

		Yes		No	
		Headcount	%	Headcount	%
2014	White	30	89.47%	*	10.53%
	BME	*	100%	0	0%
	Unknown	0	0%	0	0%
2015	White	126	94.03%	8	5.97%
	BME	11	100%	0	0%
	Unknown	*	75%	*	25%
2016	White	33	94.29%	*	5.71%
	BME	5	100%	0	0%
	Unknown	*	100%	0	0%

Graph 5.4. Regrading by Ethnicity (headcount)
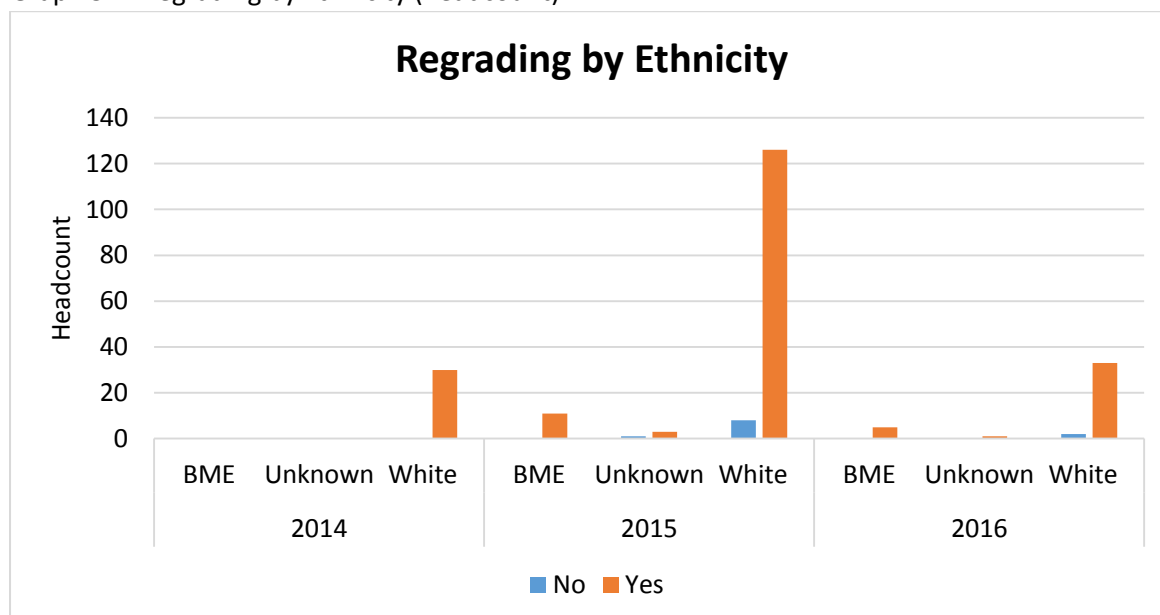
Disability

Over the last two years, 100% of employees who have declared a disability, whose roles have been formally reviewed, have been successfully regraded. Employees without a declared disability have a slightly lower success rate (94.74% in 2016) which has increased since 2014 but has remained relatively stable over the last two years.

Table 5.5. Regrading by Disability (headcount and percentage)

		Yes		No	
		Headcount	%	Headcount	%
2014	Disabled	0	0%	0	0%
	Not Disabled	34	89.74%	*	10.26%
	Unknown	0	0%	0	0%
2015	Disabled	7	100%	0	0%
	Not Disabled	130	94.2%	8	5.8%
	Unknown	*	75%	*	25%
2016	Disabled	*	100%	0	0%
	Not Disabled	36	94.74%	*	5.26%
	Unknown	*	100%	0	0%

Graph 5.6. Regrading by Disability (headcount)
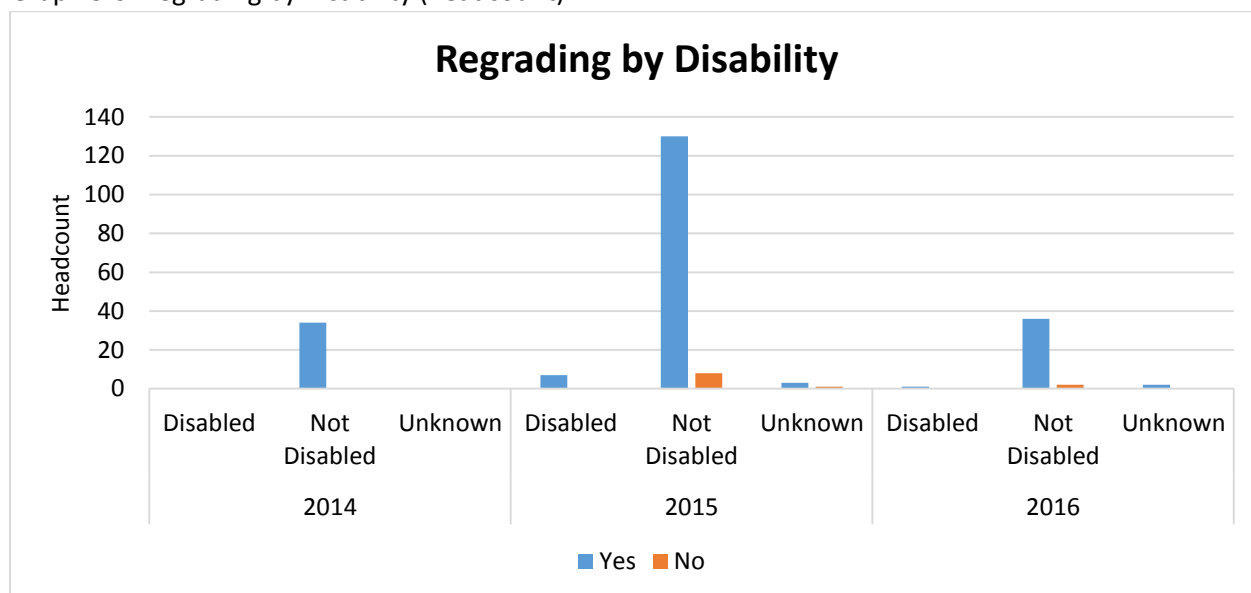
Age

In 2016 the proportion of staff who applied for regrading was highest in the 25-34 age group. Success rates were 100% in all age groups apart from the 45-54 age group with a success rate of 77.78%.

Table 5.7. Regrading by Age (headcount and percentage)

|	Age Band	Yes		No	
		Headcount	Percentage	Headcount	Percentage
2014	16-24	*	100%	0	0%
	25-34	10	76.92%	*	23.08%
	35-44	11	100 %	0	0%
	45-54	*	85.71%	*	14.29%
	55-64	*	100%	0	0%
	65+	0	0%	0	0%
2015	16-24	10	100%	0	0%
	25-34	41	95.35%	*	4.65%
	35-44	29	93.55%	*	6.45%
	45-54	29	90.63%	*	9.38%
	55-64	27	93.10%	*	6.90%
	65+	*	100%	0	0%
2016	16-24	*	100%	0	0.00%
	25-34	17	100%	0	0%
	35-44	11	100%	0	0%
	45-54	7	77.78%	*	22.22%
	55-64	*	100%	0	0%
	65+	0	0%	0	0%

Graph 5.8. Regrading by Age (headcount)
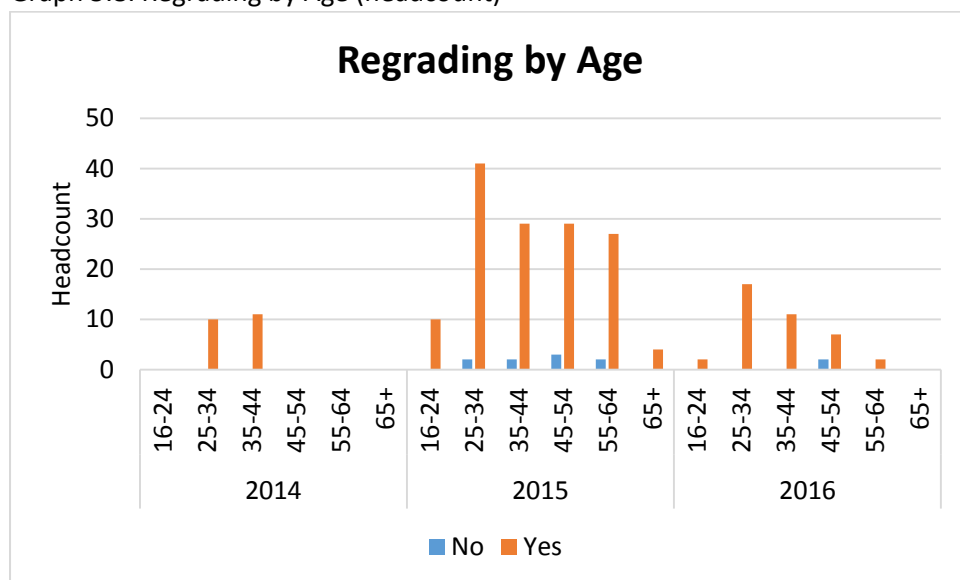
6. Leavers

Gender

A slightly larger proportion of leavers over the last three years have been female. However the percentage of women who have left has slightly decreased from 2015 (54.32%) to 2016 (51.55%).

Table 6.1. Leavers by Gender (headcount and percentage)

	Female		Male		
	Headcount	%	Headcount	%	Total
2014	531	52.37%	483	47.63%	1014
2015	516	54.32%	434	45.68%	950
2016	591	51.44%	558	48.56%	1149

Graph 6.2. Leavers by Gender (headcount)
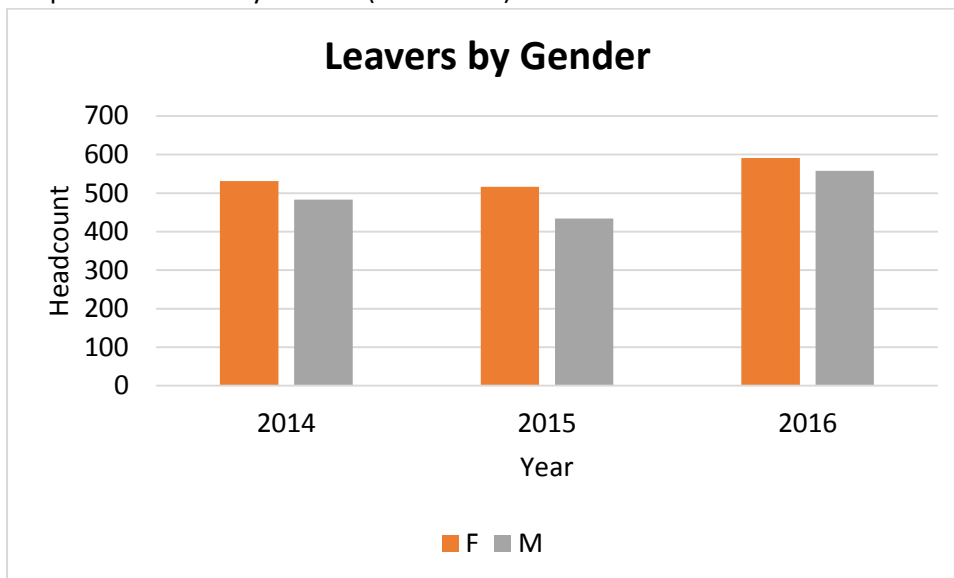
Ethnicity

The proportion of white leavers has slightly increased over the last three years, and the proportion of BME leavers has slightly decreased. There has also been an decrease over the last year in the proportion of leavers whose ethnicity is unknown.

Table 6.3. Leavers by Ethnicity (headcount and percentage)

|	White		BME		Unknown		
	Headcount	%	Headcount	%	Headcount	%	Total
2014	793	78.21%	179	17.65%	42	4.14%	1014
2015	741	78.00%	160	16.85%	49	5.16%	950
2016	921	80.16%	189	16.45%	39	3.39%	1149

Graph 6.4. Leavers by Ethnicity (headcount)
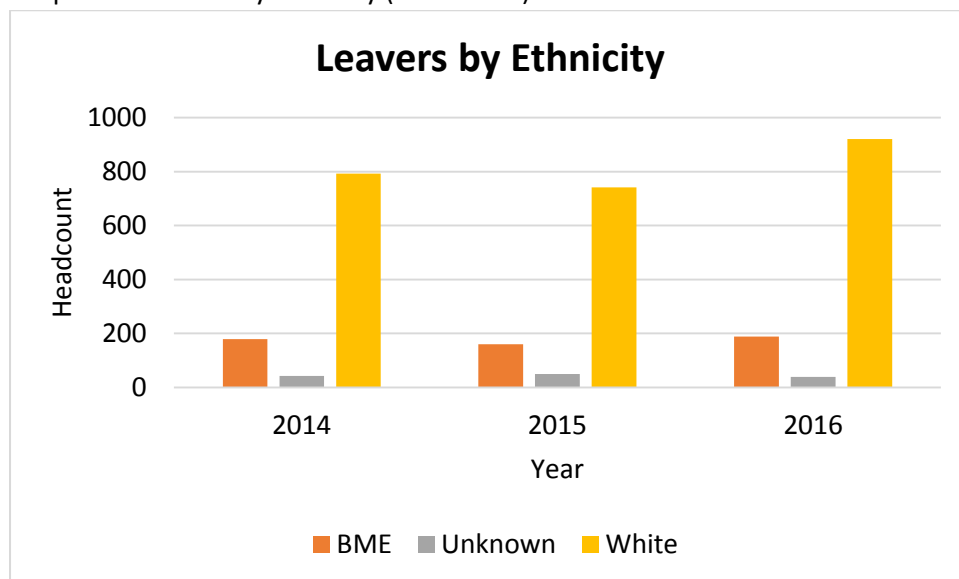
Disability

The proportion of leavers who have declared a disability and who have declared they are not disabled have slightly increased over the last three years. However the proportion of leavers whose disability status is unknown has decreased.

Table 6.5. Leavers by Disability (headcount and percentage)

|	Disabled		Not Disabled		Unknown		
	Headcount	%	Headcount	%	Headcount	%	Total
2014	25	2.47%	925	91.22%	64	6.31%	1014
2015	20	2.11%	865	91.05%	65	6.84%	950
2016	30	2.61%	1060	92.25%	59	5.14%	1149

Graph 6.6. Leavers by Disability (headcount)
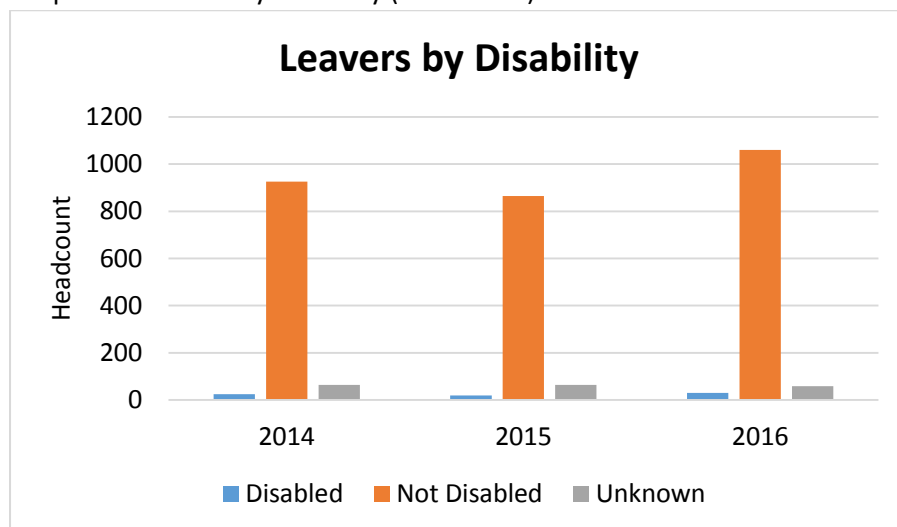
Age

Over the last three years, the highest proportion of leavers has been in the 25-34 age group and the proportion gradually decreases to the the lowest proportion in the 65+ age group.

Table 6.7. Leavers by Age (headcount and percentage)

	Age Band	Headcount	%
2014	16-24	82	8.09%
	25-34	356	35.11%
	35-44	239	23.57%
	45-54	138	13.61%
	55-64	131	12.92%
	65+	68	6.71%
Total		**1014**	**100.00%**
2015	16-24	84	8.84%
	25-34	350	36.84%
	35-44	215	22.63%
	45-54	116	12.21%
	55-64	133	14.00%
	65+	52	5.47%
Total		**950**	**100.00%**
2016	16-24	100	8.70%
	25-34	401	34.90%
	35-44	254	22.11%
	45-54	162	14.10%
	55-64	169	14.71%
	65+	63	5.48%
Total		**1149**	**100.00%**

Graph 6.8. Leavers by Age (headcount)
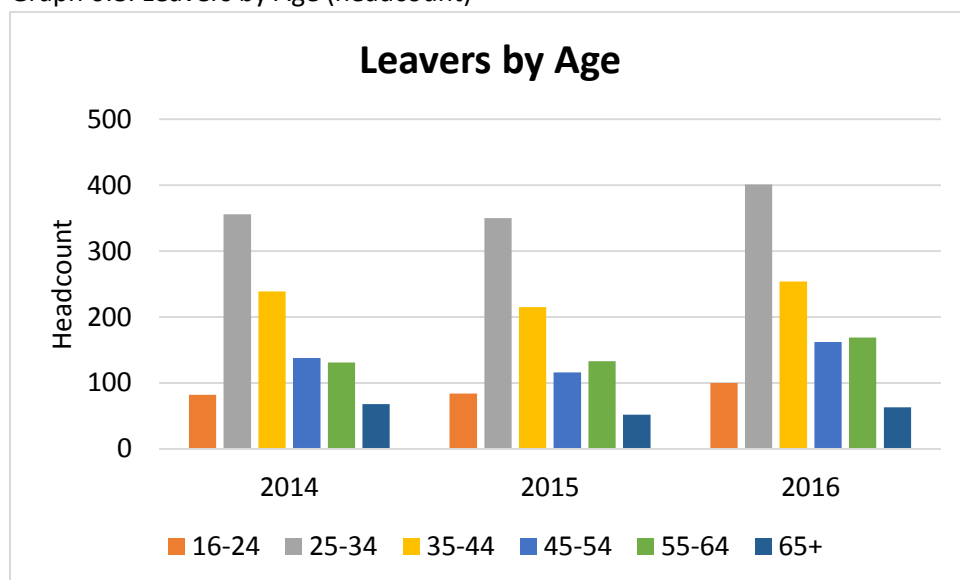
Appendices

Appendix 1 – 2015/2016 People and Culture Events Programme

Event Title	Date	Type of event	Name of Programme (if applicable)	Attendee numbers	Participating Schools/Departments	Participating Outside Organisation/Venue
HeForShe Bus Tour	30th September 2015	Panel Discussion (plus bus tour arrival)	WiN Events Programme	170	Across UoN	HeForShe
Black History Month 2015 Launch Event	2nd October 2015	Music and Spoken Word Performance	Black History Month	133	N/A	Lakeside Arts
Nine Nights Film Screening	5th October 2015	Film Screening and Q&A	Black History Month	74	N/A	SKN Heritage Museum
A Journey with George Africanus	7th October 2015	Public Lecture	Black History Month	10	N/A	N/A
Clarks in Jamaica	8th October 2015	Public Lecture	Black History Month	37	N/A	N/A
Career Optimisation Workshop	9th October 2015	Workshop	N/A	Not known	Veterniary School and Biosciences	N/A
Britain's Forgotten Slave Owners	12th October 2015	Panel Discussion and Q&A	Black History Month	110	History, ISOS and C3R	N/A
Making Waves Film Screening	14th October 2015	Film Screening and Q&A	Black History Month	20	N/A	N/A
Fruitvale Station (C3R)			Black History Month			
Zumba Demonstration (Health Sciences)			Black History Month			
In Conversation with Brendon Batson	15th October 2015	Public Talk and Q&A	Black History Month	26	Department of Sport	Kick It Out
Slave Trade Legacies	19th October 2015	Public Talk and Q&A	Black History Month	27	N/A	Slave Trade Legacies, Bright Ideas and AHRC Global Cotton Connections
Africarmen (Lakeside Arts)	20th October 2015		Black History Month			
A Time to Break The Silence film screening and discussion (C3R)	24th October 2015		Black History Month			

Black Lives Matter (C3R)	28th October 2015		Black History Month			
Breakfast on Pluto Screening	1st February 2016	Screening and Discussion	LGBT History Month	8	N/A	N/A
The B Word? Visibility and Inclusion of Bisexuality	3rd February 2016	Public Talk and Q&A	LGBT History Month	32	N/A	N/A
LGBT Healthcare and Awareness Day (Derby Medical School)	5th February 2016		LGBT History Month			
Upendo	6th February 2016	Film Screening/Performance and Symposium	LGBT History Month	41	N/A	New Art Exchange
LGBT Film Festival (Rights and Justice Priority Area)			LGBT History Month			
Lesbian Pulp Fiction: Then and Now	10th February 2016	Public Talk and Q&A	LGBT History Month	29	N/A	N/A
Love Not Hate: Hate Crime in Nottingham and Beyond (Rights and Justice Priority Area)	11th February 2016		LGBT History Month			
Polari: The Lost and Found Gay Language	17th February 2016	Public Talk and Q&A	LGBT History Month	49	N/A	N/A
LGBT Rights Are Human Rights (Rights and Justice Priority Area)	18th February 2016		LGBT History Month			
Mojisola Adebayo: A Retrospective Presentation (Rights and Justice Priority Area)	19th February 2016		LGBT History Month			
Discipline and Punish: Foucault, BDSM and his philosophy of power	25th February 2016	Public Talk and Q&A	LGBT History Month	82	N/A	N/A
London Spy Screening (Rights and Justice Priority Area)	28th February 2016		LGBT History Month			
You couldn't make it up: my career and me	2nd March 2016	Talk and Networking	International Women's Day/WIN events programme	40	N/A	N/A
Feminist: stories from women's libreration (Rights and Justice Priority Area)			International Women's Day			
Violence against women in India (The Institute of Asia and Pacific Studies)	4th March 2016		International Women's Day			
Women Scientists lunch (Pharmacy)	7th March 2016		International Women's Day			

Female Scientist Research Career	8th March 2016		International Women's Day			
International Women's Day: A Celebration (WSN)			International Women's Day			
Worldwide Welcome? A Nottingham dialogue on women refugees (Rights and Justice Priority Area)			International Women's Day			
Scars Across Humanity (Chaplaincy)	10th March 2016		International Women's Day			
Spotlight On... Inspiring Women, Inspiring Careers'			International Women's Day			
Female leadership in business (Pharmacy)	11th March 2016		International Women's Day			
Lunchtime Mindfulness/ Introduction to Mindfulness	3rd May 2016	Talk and Practical Workshops	Month of the mind	17 (12+5)	N/A	N/A
Mindfulness and Anxiety	10th May 2016	Talk	Month of the mind	13	N/A	N/A
Living with Long-Term Pain/ Lunchtime Mindfulness Sessions/ Mindful Eating	11th May 2016	Talks and Practical Workshop	Month of the mind	25 (8+6+11)	N/A	N/A
Lunchtime Mindfulness Sessions	18th May 2016	Practical Workshop	Month of the mind/Dementia Awareness Week	10	N/A	N/A
Dementia: University Challenge	19th May 2016	Public lecture	Month of the mind/Dementia Awareness Week	103	Institute of Mental Health	N/A
Mindfulness in Schools	20th May 2016	Public Talk and Q&A	Month of the mind/Dementia Awareness Week	14	N/A	N/A
Compassion Workshop	23rd May 2016	Public lecture	Month of the mind	27	N/A	N/A
Introduction to Mindfulness Session	24th May 2016	Talks	Month of the mind	11	N/A	N/A
Lunchtime Mindfulness Sessions	25th May 2016	Practical Workshop	Month of the mind	6	N/A	N/A
NEWS Networking Event	30th June 2016	Public Talk and Q&A	WiN Events Programme	37	N/A	Notts Police, Notts Fire Service, NHS