



University
of Dundee

Equality and Diversity

Annual Staff Profile Report

Academic year 2016/17

Presented by Mr. Ajit Trivedi
Head of Equality and Diversity
University of Dundee

Table of Contents

Table of Figures.....	4
1. Introduction.....	6
2. Equality Act 2010.....	6
3. Publishing Equality Monitoring.....	6
Annexe A: Staff data	10
1. Age.....	10
Job applications, interviews and appointments.....	23
Promotions.....	25
Dismissals and leave reasons.....	28
2. Disability.....	31
Overview of all Staff by disability	31
Job applications, interviews and appointments.....	39
Promotions.....	40
Dismissals and leave reasons.....	43
3. Ethnicity	45
Overview of all Staff by ethnicity.....	45
Job applications, interviews and appointments.....	53
Promotions.....	54
Dismissals and leave reasons.....	56
4. Gender	58
Overview of all staff, by gender	58
Job applications, interviews and appointments.....	66
Promotions.....	67
Dismissals and leave reasons.....	70
Annexe B: Harassment, Bullying, Disciplinarys and Grievances	72
Harassment and Bullying complaints.....	72
Disciplinarys and Grievances	73
Annex C: Committees and decision making bodies (University Governing body)	74
Members of committees, by Age.....	74
Members of committees, by Disability.....	74
Members of committees, by Ethnicity	75
Members of committees, by Gender	75
Members of committees, by Marriage and Civil Partnership status	76
Members of committees, by Religion or Belief.....	76
Annexe D: Training programmes (Staff Development).....	77

Uptake of OPD courses by age.....	77
Uptake of OPD courses by disability.....	77
Uptake of OPD courses by ethnicity	78
Uptake of OPD courses by gender	78
Completion rates for mandatory Equality and Diversity Training.....	79

Table of Figures

Figure 1: Data by protected characteristic	9
Figure 2: Overview of all staff, by age	10
Figure 3: Staff by Schools/Colleges/Professional Services and Age	11
Figure 4: Staff by job category and age	13
Figure 5: Staff by contract type and age	15
Figure 6: Staff by full-time/part-time status and age.....	17
Figure 7: Staff by level and age.....	19
Figure 8: Academic staff by job role and age	21
Figure 9: Applications by age.....	23
Figure 10: Interviews by age.....	23
Figure 11: Appointments by age	24
Figure 12: promotions by age.....	25
Figure 13: Dismissal and leave reasons by age.....	28
Figure 14: Overview of all staff at UoD by disability	31
Figure 15: Staff by Schools/College/Professional Services and Disability	32
Figure 16: Staff by job category and disability	34
Figure 17: Staff by contract type and disability.....	35
Figure 18: Staff by full-time/part-time status and disability	36
Figure 19: Staff by level and disability	37
Figure 20: Academic staff by job role and disability.....	38
Figure 21: Applications by disability	39
Figure 22: Interviews by disability	39
Figure 23: Appointments by disability.....	40
Figure 24: promotions by disability	40
Figure 25: Leave reasons by disability	43
Figure 26: Overview of all staff at UoD by ethnicity.....	45
Figure 27: Staff by School/College/Professional Services and ethnicity	46
Figure 28: Staff by job category and ethnicity.....	47
Figure 29: Staff by contract type and ethnicity	49
Figure 30: Staff by full-time/part-time status and ethnicity	50
Figure 31: Staff by level and ethnicity	51
Figure 32: Academic staff by job role and ethnicity	52
Figure 33: Applications by ethnicity	53
Figure 34: Interviews by ethnicity	53
Figure 35: Appointments by ethnicity	54
Figure 36: Promotions by ethnicity	54
Figure 37: Leave reasons by ethnicity	56
Figure 38: Overview of all staff at UoD by gender	58
Figure 39: Staff by Schools/College/Professional Services and gender	58
Figure 40: Staff by job category and gender	60
Figure 41: Staff by contract type and gender	62
Figure 42: Staff by full-time/part-time status and gender	63
Figure 43: Staff by level and gender	64
Figure 44: Academic staff by job role and gender.....	65
Figure 45: Applications by gender	66
Figure 46: Interviews by gender	66
Figure 47: Appointments by gender.....	67
Figure 48: Promotions by gender	67

1. Introduction

The Annual Equality Monitoring Report 2015/16, provides information on how the University is meeting its responsibilities under the Equality Act 2010. The report is published with regard to the specific duty, under the Act, to publish equality information to demonstrate compliance with the three aims of the Equality Duty. As a public sector body, the University in its role as an employer and an education provider is committed to tackling discrimination and advancing equality of opportunity for everybody and strives to create a positive culture of mutual respect and dignity.

2. Equality Act 2010

In the implementation of its activities, the University must demonstrate *due regard* to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people from different groups, by considering the need to minimise disadvantages and meet the needs of people with protected characteristics;
- Foster good relations between people from different groups.

The Equality Duty applies in relation to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership (in terms of the requirement to eliminate discrimination only), pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

3. Publishing Equality Monitoring

There is a statutory requirement for the University to collect and publish equality monitoring information to demonstrate its compliance with equalities legislation. The annual equality monitoring report will be published on the University web pages, and a summary will be made available in alternative formats upon request.

Whilst this report responds to the University's duties and obligations under the Equality Act 2010 and the Equality Duty, it also supports the core University equality and diversity Strategy.

4. Staff Data

The following pages provide diversity profile data for all University employed staff as at 31 July 2016 based on headcount. The previous two years data where available are also provided for comparison.

Data collected up to 2016 included Age, Disability, Ethnicity and Sex (Gender). From 2017 onwards we have started to collect information in relation to other protected characteristics and will be reported within the next set of statutory reports.

The University is currently modernising its core business systems programme and expecting implementation by the end of 2017. This will enable improved data capture, including a self-service functionality for employees to update their personal information which will help increase the disclosure rates and enhance diversity data of all staff.

Where an employee holds multiple posts across two or more job categories, roles or Schools /Colleges, they are counted as one in each section. This means some members of staff are double counted, and total numbers in those tables will not correspond with the total number of staff in the University overview figures. Where this has been included a note has been added to the data table.

The data was sourced from the University HR Systems data base on 31 July 2016. It is further provided in tabular and graphical format and any trends identified.

The staff equality monitoring report provides the following:

- Annexe A: Staff data (staff in post, recruited, progressed and leavers by protected characteristics (age, disability, ethnicity and sex). Please note where charts and graphs show information on Atypical, this refers to very small number of staff with variable arrangements. Where charts and graphs show information relating to Senior and Not Senior categories (This refers to staff Grade 10 and over – Senior).
- Annexe B: Harassment, Bullying, Grievances and Disciplinarys
- Annexe C: Committees and Decision making bodies (University Governing body)
- Annexe D: Training programmes (Staff Development)

5. Summary of Key Statistics

- At 31 July 2016, the University had a total number of 3611 employees, with 2658 (74%) working on permanent open-ended contracts and 942 (26%) working on fixed-term contracts.

Age

- The University has a wide range of ages of staff, with most staff at the University being within the age range of 30 to 59 (78.8%).
- Majority of the full-time (80.3%) and part-time (75.2%) staff at the University were mainly within the age range of 30 to 59. Only 393 (11.1%) of the staff employed were below the age range of 29.
- A large number of staff with fixed-term contracts were concentrated within the age range of 20 to 39, in contrast to permanent staff (61.9%) mainly within the ages of 40 to 59.
- Since 2014, there has been a vast increase in job applications from individuals below the age of 39. Our appointment data for 2015/16 reflects that 60.2% of all staff appointed were below the age of 39.
- University Academic staff job category shows that the majority of our Professors (80.5%) are from age 50 upwards and only 19.4% are below the age of 49.

Disability

- The overall rate of disability disclosure at the University is 4.1% (144). Disclosure rate has remained similar to previous years. Disabled staff are evenly spread within all the staff by job category.
- Majority of the disabled staff (82.9%) are employed on a permanent contract whilst only 17.1% of staff are on a fixed-term employment.
- Most disabled staff (75.5%) are employed on a full-time basis as compared to 24.5% on a part-time contract.
- University has a total of 6 (3.2%) disabled staff who have a job role as Professor.
- In 2015/16 promotion submissions, all the academic disabled staff who had sought promotion achieved a 100 % success rate.

Race

- 88.8% (3247) employees had a known disclosed ethnic background. Of these staff ethnicity breaks down as 8.9% (326) Black and Minority Ethnic (BME), and 88.8 % White – British (3247), 2.2% (82) of staff had not disclosed their information.
- BME staff held 7.0% (185) of the permanent posts and 14.9% (140) of the fixed-term.
- BME staff are concentrated in the job categories of Academic and Research, comprising 73.0% (238) of the total BME cohort.
- Majority of the BME staff are employed in full time positions 10.7% (283) and part-time staff accounted for 3.8% (36).
- In 2016, BME staff held 5.8% (11) Professorships, which showed a slight improvement from the previous years.
- Since 2014, there has been a vast improvement in the BME academic staff attaining success in gaining promotion. The success rate for 2015/16 promotion outcome was 90%, which is a big improvement from 2014, when it was 33%.

- Since 2014, four BME academic staff have achieved promotion to Professorship. This indicates a positive trend towards advancing race equality in the University.

Sex (Gender)

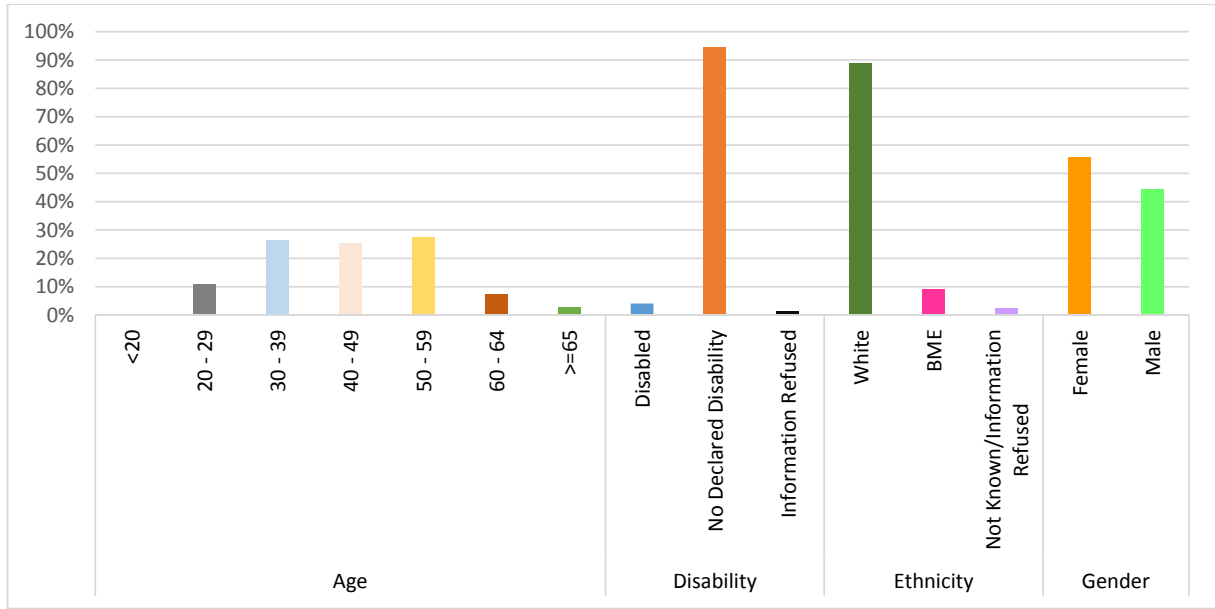
- *The gender breakdown in the University was 55.6% (1968) female and 44.4% (1571) male.*
- *Female staff comprised 57.0% (1514) of permanent workforce and 53.1% (500) of fixed-term employees.*
- *Full Time female staff accounted for 49.1% (1299) of the total workforce and 75.1% (708) of the part-time staff in post.*
- *Female staff comprised 22.6% (43) of Professorships compared to 77.4% (147) male staff.*
- *At Researcher level female staff numbers were marginally lower at 47.4 % (383) in comparison to male 52.6% (425).*

University Court (Governing Body)

Equality data was provided by the Academic and Corporate Governance directorate as at 4 April 2017. Of the responses received:

- The University governing body comprised of 23 members.
- Twenty members disclosed their personal information whilst three were declared as unknown
- Majority (74%) of the members were aged 50 and over. 15% of members were represented within the age range of 49 and below.
- 15% of the members of the Court declared a disability.
- 100% of the Court described themselves as White.
- Court membership had no ethnic representation.
- From the total members who had disclosed information, 50% were female.
- 50% identified as Christian with 20% stating that they had other denomination and 30% declaring not having a religion.

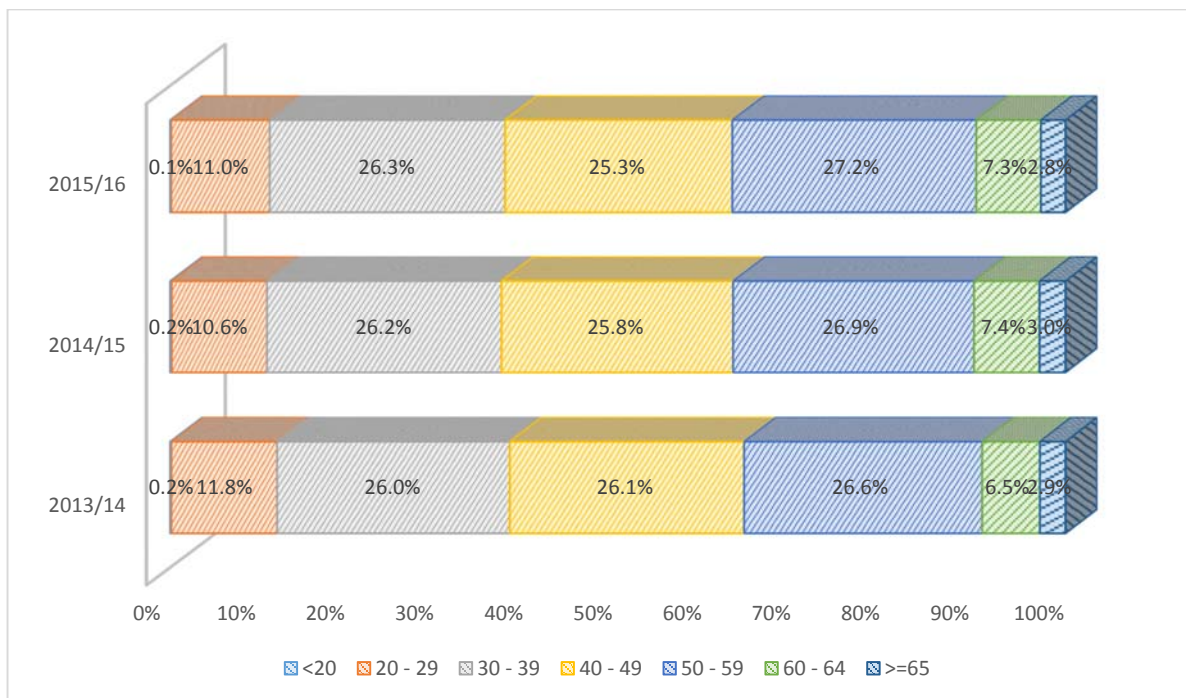
Figure 1: Data by protected characteristic



Annexe A: Staff data

1. Age

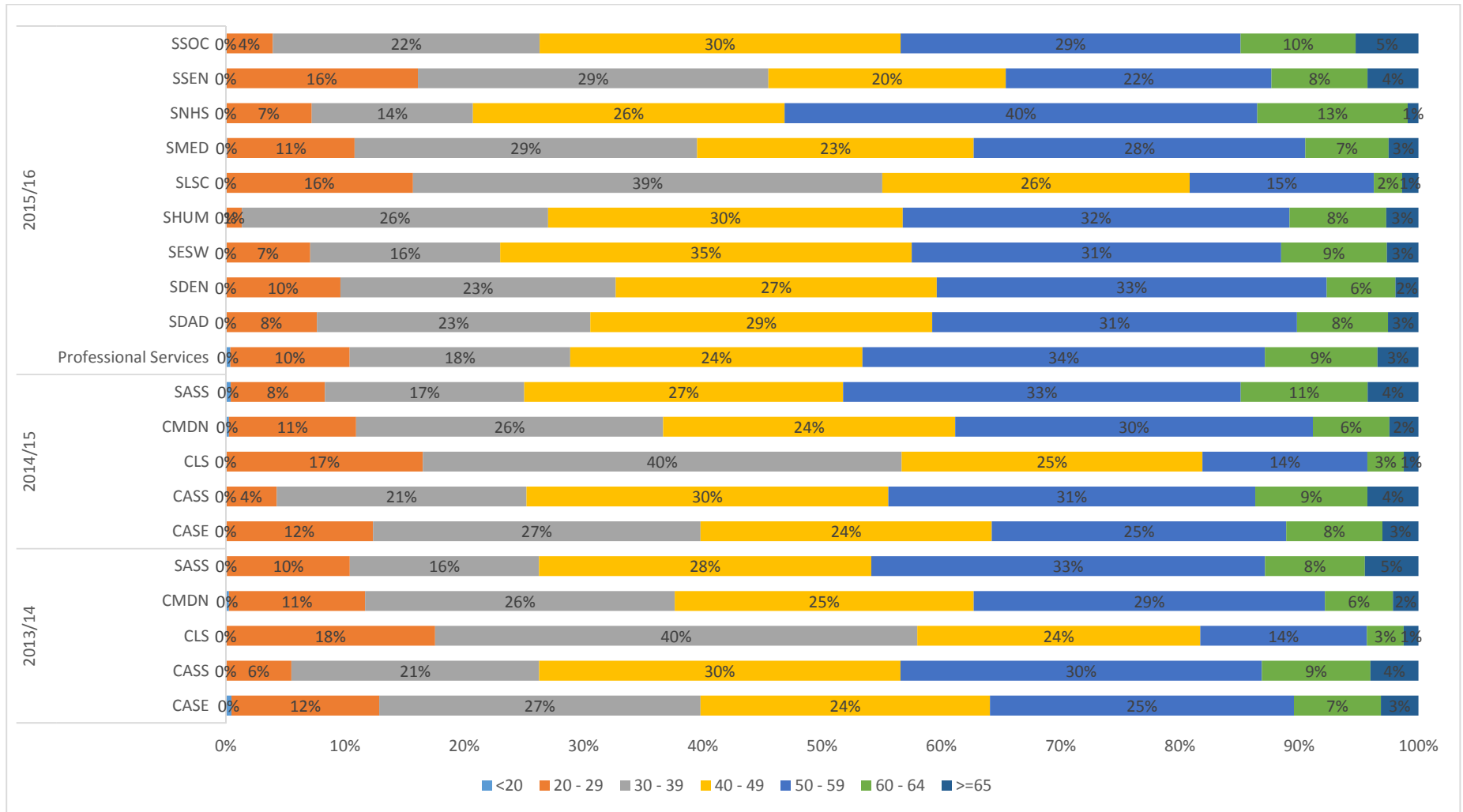
Figure 2: Overview of all staff, by age



The largest group of employees at University of Dundee is aged between 50 and 59 (27.2% of employees), although staff numbers are relatively evenly spread between the ages of 30 and 59. Around 11.1% of our staff are aged 29 and under. Whilst there have been small variations within each age range over the last 3 years, each remains relatively unchanged. The lowest percentage of staff over the same period belong to the over 65 and 20 and under age ranges (2.8% and 0.1% respectively).

	<20		20 - 29		30 - 39		40 - 49		50 - 59		60 - 64		>=65	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2013/14	6	0.2%	436	11.8%	961	26.0%	968	26.1%	983	26.6%	240	6.5%	108	2.9%
2014/15	7	0.2%	391	10.6%	964	26.2%	952	25.8%	990	26.9%	271	7.4%	109	3.0%
2015/16	5	0.1%	388	11.0%	930	26.3%	897	25.3%	963	27.2%	257	7.3%	99	2.8%

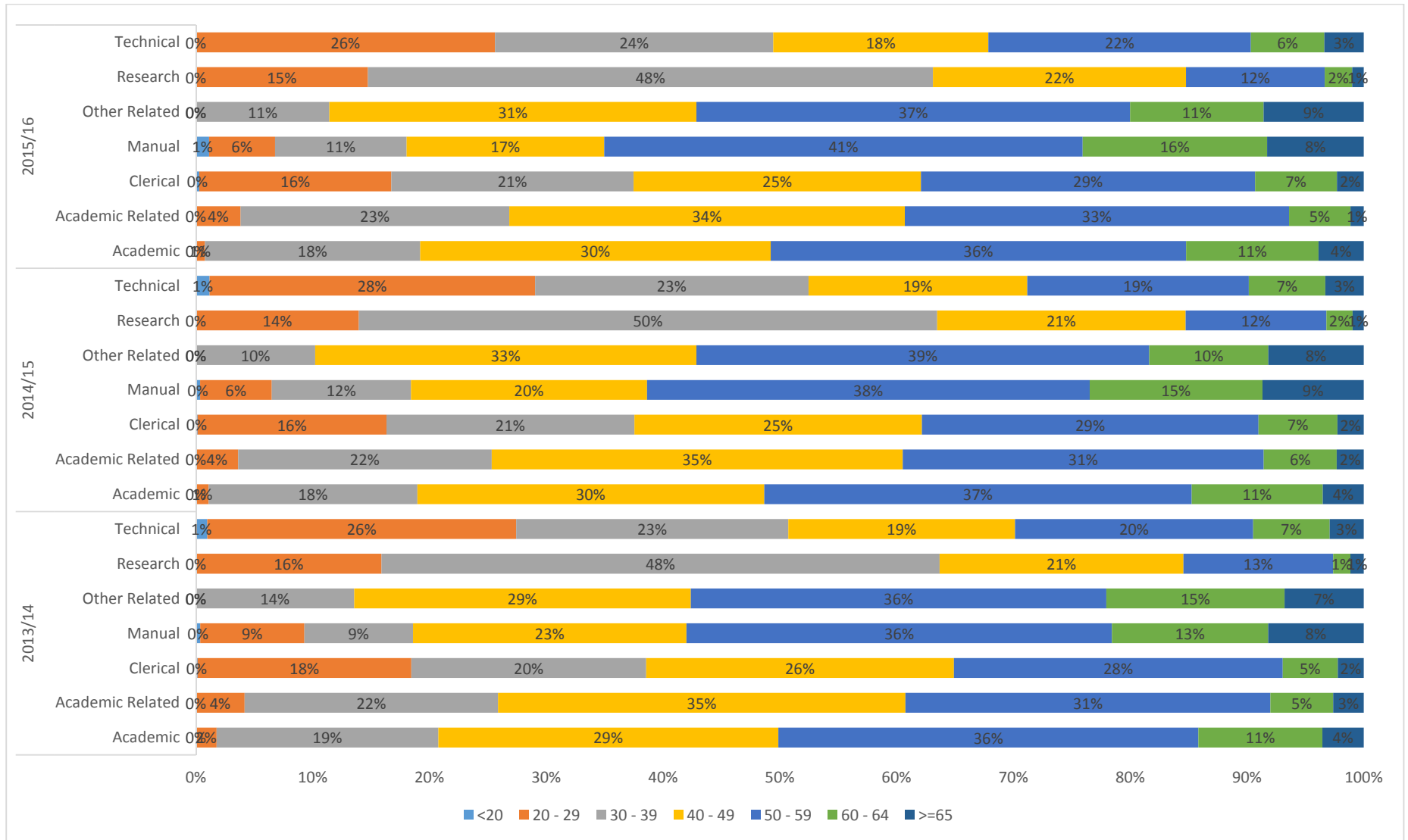
Figure 3: Staff by Schools/Colleges/Professional Services and Age



%							
	<20	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	>=65
2013/14							
CASE	0.5%	12.4%	26.9%	24.3%	25.5%	7.3%	3.2%
CASS	0.0%	5.5%	20.8%	30.3%	30.3%	9.1%	4.0%
CLS	0.0%	17.6%	40.4%	23.7%	14.0%	3.1%	1.2%
CMDN	0.3%	11.4%	26.0%	25.1%	29.4%	5.7%	2.1%
SASS	0.1%	10.3%	15.9%	27.9%	33.0%	8.4%	4.5%
2014/15							
CASE	0.0%	12.3%	27.5%	24.4%	24.7%	8.1%	3.0%
CASS	0.0%	4.3%	20.9%	30.3%	30.8%	9.4%	4.3%
CLS	0.0%	16.5%	40.1%	25.2%	13.8%	3.1%	1.2%
CMDN	0.3%	10.7%	25.7%	24.5%	30.0%	6.4%	2.4%
SASS	0.4%	7.9%	16.7%	26.7%	33.3%	10.6%	4.3%
2015/16							
Professional Services	0.4%	10.0%	18.5%	24.5%	33.7%	9.4%	3.4%
SDAD	0.0%	7.6%	22.9%	28.7%	30.6%	7.6%	2.5%
SDEN	0.0%	9.6%	23.1%	26.9%	32.7%	5.8%	1.9%
SESW	0.0%	7.1%	15.9%	34.5%	31.0%	8.8%	2.7%
SHUM	0.0%	1.4%	25.7%	29.7%	32.4%	8.1%	2.7%
SLSC	0.0%	15.7%	39.4%	25.8%	15.4%	2.4%	1.4%
SMED	0.1%	10.7%	28.7%	23.2%	27.8%	7.0%	2.5%
SNHS	0.0%	7.2%	13.5%	26.1%	39.6%	12.6%	0.9%
SSEN	0.0%	16.1%	29.4%	19.9%	22.3%	8.1%	4.3%
SSOC	0.0%	3.9%	22.4%	30.3%	28.5%	9.6%	5.3%

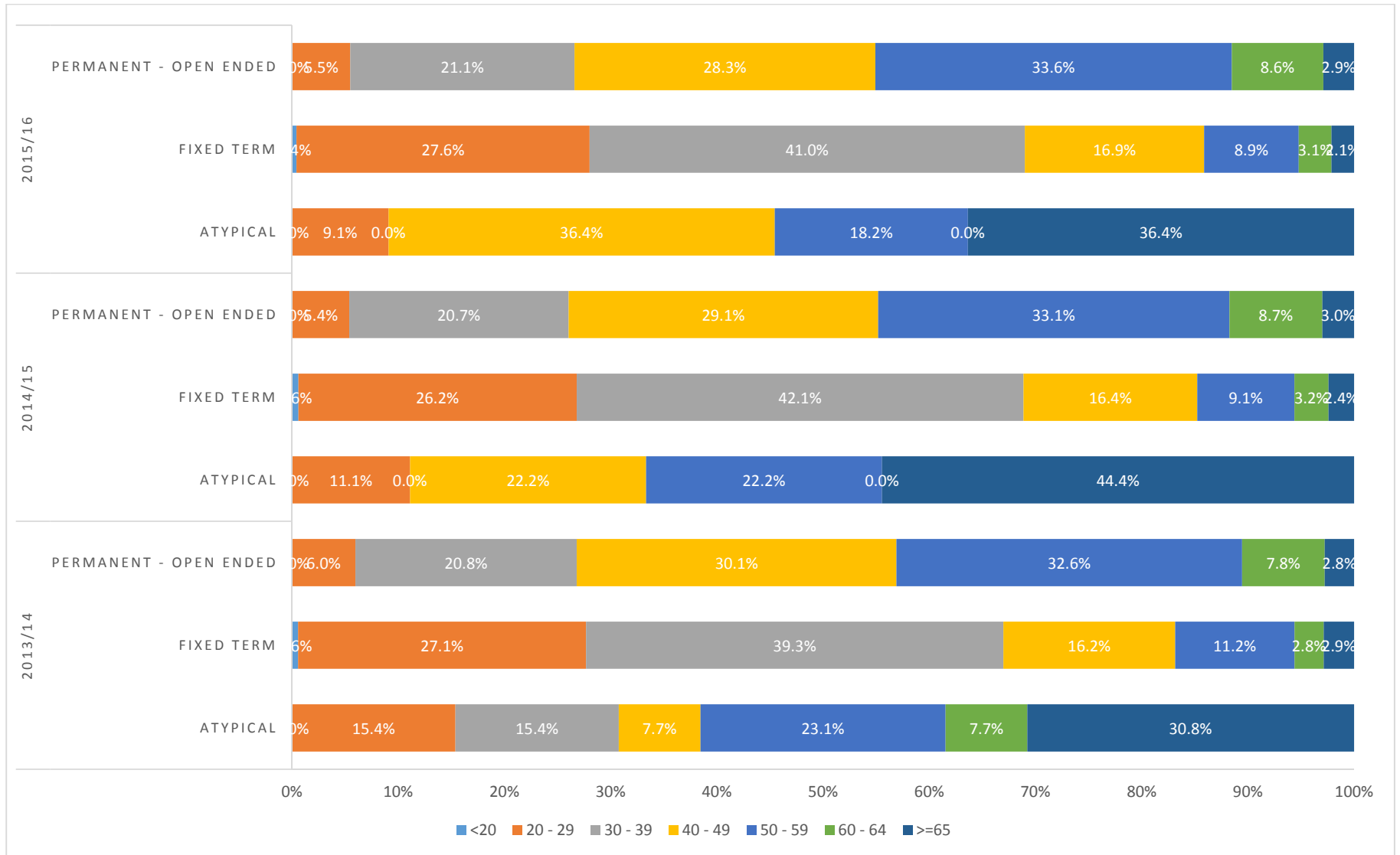
*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.

Figure 4: Staff by job category and age



%							
	<20	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	>=65
2013/14							
Academic	0.0%	1.8%	19.0%	29.1%	36.0%	10.6%	3.5%
Academic Related	0.0%	4.2%	21.7%	34.9%	31.3%	5.4%	2.6%
Clerical	0.1%	18.3%	20.1%	26.4%	28.2%	4.7%	2.2%
Manual	0.4%	8.9%	9.3%	23.4%	36.4%	13.4%	8.2%
Other Related	0.0%	0.0%	13.6%	28.8%	35.6%	15.3%	6.8%
Research	0.0%	15.9%	47.8%	20.9%	12.8%	1.5%	1.1%
Technical	1.0%	26.5%	23.3%	19.4%	20.4%	6.6%	2.9%
2014/15							
Academic	0.0%	1.1%	17.9%	29.7%	36.6%	11.2%	3.5%
Academic Related	0.0%	3.6%	21.7%	35.2%	30.9%	6.3%	2.3%
Clerical	0.1%	16.2%	21.2%	24.6%	28.8%	6.8%	2.3%
Manual	0.4%	6.1%	11.9%	20.2%	37.9%	14.8%	8.7%
Other Related	0.0%	0.0%	10.2%	32.7%	38.8%	10.2%	8.2%
Research	0.0%	13.9%	49.5%	21.3%	12.1%	2.2%	0.9%
Technical	1.2%	27.9%	23.4%	18.7%	19.0%	6.6%	3.3%
2015/16							
Academic	0.0%	0.8%	18.4%	30.0%	35.6%	11.3%	3.9%
Academic Related	0.0%	3.8%	23.0%	33.9%	32.9%	5.3%	1.1%
Clerical	0.3%	16.5%	20.7%	24.6%	28.6%	7.0%	2.3%
Manual	1.1%	5.6%	11.3%	16.9%	41.0%	15.8%	8.3%
Other Related	0.0%	0.0%	11.4%	31.4%	37.1%	11.4%	8.6%
Research	0.0%	14.7%	48.4%	21.7%	11.9%	2.4%	1.0%
Technical	0.0%	25.6%	23.8%	18.4%	22.5%	6.3%	3.4%

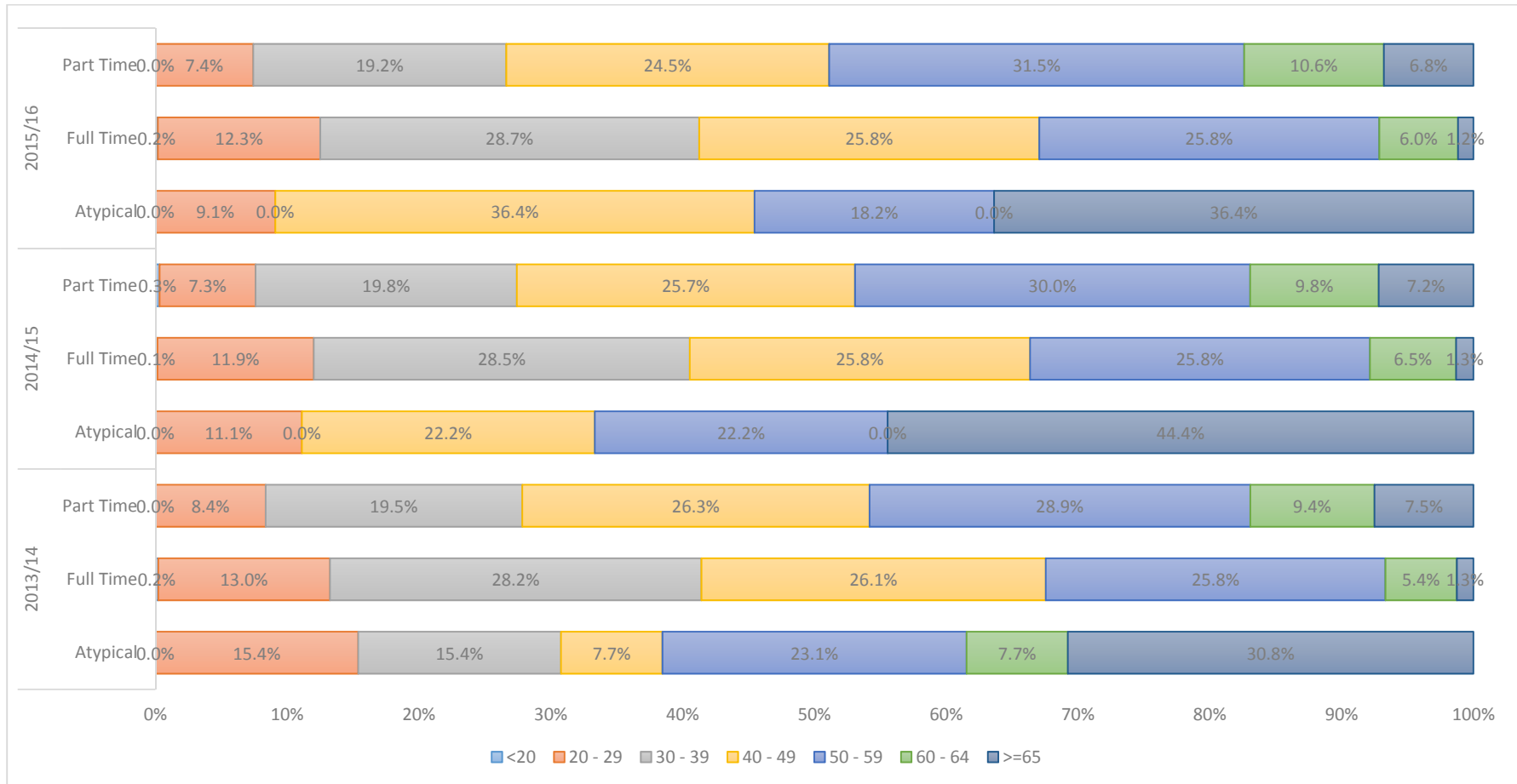
Figure 5: Staff by contract type and age



Contract Type														
	<20		20 - 29		30 - 39		40 - 49		50 - 59		60 - 64		>=65	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2013/14														
Atypical	0	0.0%	2	15.4%	2	15.4%	1	7.7%	3	23.1%	1	7.7%	4	30.8%
Fixed Term	6	0.6%	285	27.1%	413	39.3%	170	16.2%	118	11.2%	29	2.8%	30	2.9%
Permanent - Open Ended	0	0.0%	162	6.0%	566	20.8%	817	30.1%	884	32.6%	211	7.8%	75	2.8%
2014/15														
Atypical	0	0.0%	1	11.1%	0	0.0%	2	22.2%	2	22.2%	0	0.0%	4	44.4%
Fixed Term	6	0.6%	261	26.2%	419	42.1%	163	16.4%	91	9.1%	32	3.2%	24	2.4%
Permanent - Open Ended	1	0.0%	147	5.4%	567	20.7%	800	29.1%	908	33.1%	240	8.7%	82	3.0%
2015/16														
Atypical	0	0.0%	1	9.1%	0	0.0%	4	36.4%	2	18.2%	0	0.0%	4	36.4%
Fixed Term	4	0.4%	260	27.6%	386	41.0%	159	16.9%	84	8.9%	29	3.1%	20	2.1%
Permanent - Open Ended	1	0.0%	145	5.5%	561	21.1%	753	28.3%	892	33.6%	229	8.6%	77	2.9%

*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

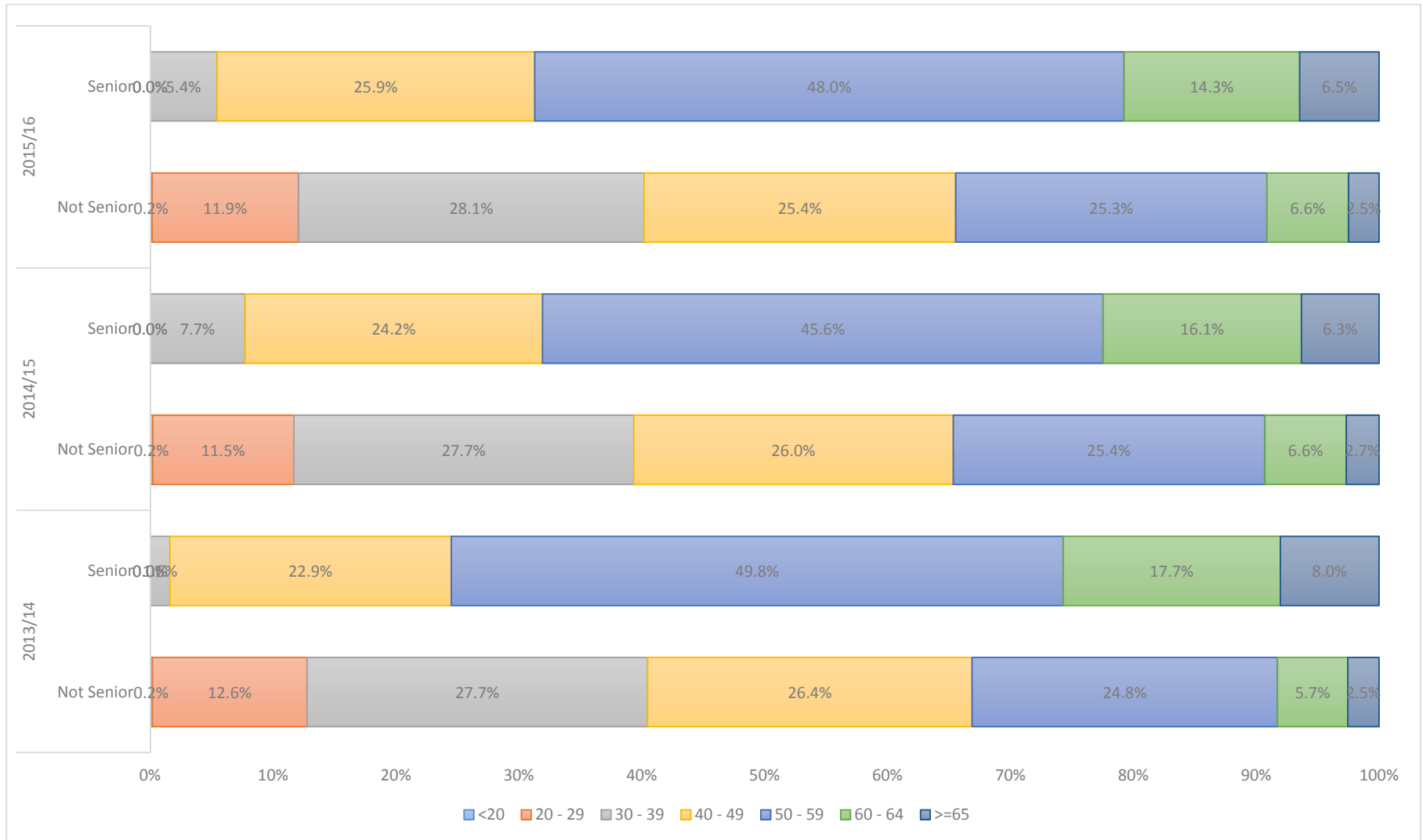
Figure 6: Staff by full-time/part-time status and age



Staff by full-time/part-time status and age														
	<20		20 - 29		30 - 39		40 - 49		50 - 59		60 - 64		>=65	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2013/14														
Atypical	0	0.0%	2	15.4%	2	15.4%	1	7.7%	3	23.1%	1	7.7%	4	30.8%
Full Time	6	0.2%	363	13.0%	785	28.2%	728	26.1%	718	25.8%	151	5.4%	35	1.3%
Part Time	0	0.0%	79	8.4%	184	19.5%	249	26.3%	273	28.9%	89	9.4%	71	7.5%
2014/15														
Atypical	0	0.0%	1	11.1%	0	0.0%	2	22.2%	2	22.2%	0	0.0%	4	44.4%
Full Time	4	0.1%	325	11.9%	781	28.5%	707	25.8%	706	25.8%	179	6.5%	36	1.3%
Part Time	3	0.3%	71	7.3%	193	19.8%	250	25.7%	292	30.0%	95	9.8%	70	7.2%
2015/16														
Atypical	0	0.0%	1	9.1%	0	0.0%	4	36.4%	2	18.2%	0	0.0%	4	36.4%
Full Time	5	0.2%	326	12.3%	761	28.7%	683	25.8%	683	25.8%	158	6.0%	31	1.2%
Part Time	0	0.0%	70	7.4%	181	19.2%	231	24.5%	297	31.5%	100	10.6%	64	6.8%

*This table includes some members of staff with both full-time and part-time status, counted as 1 in each.

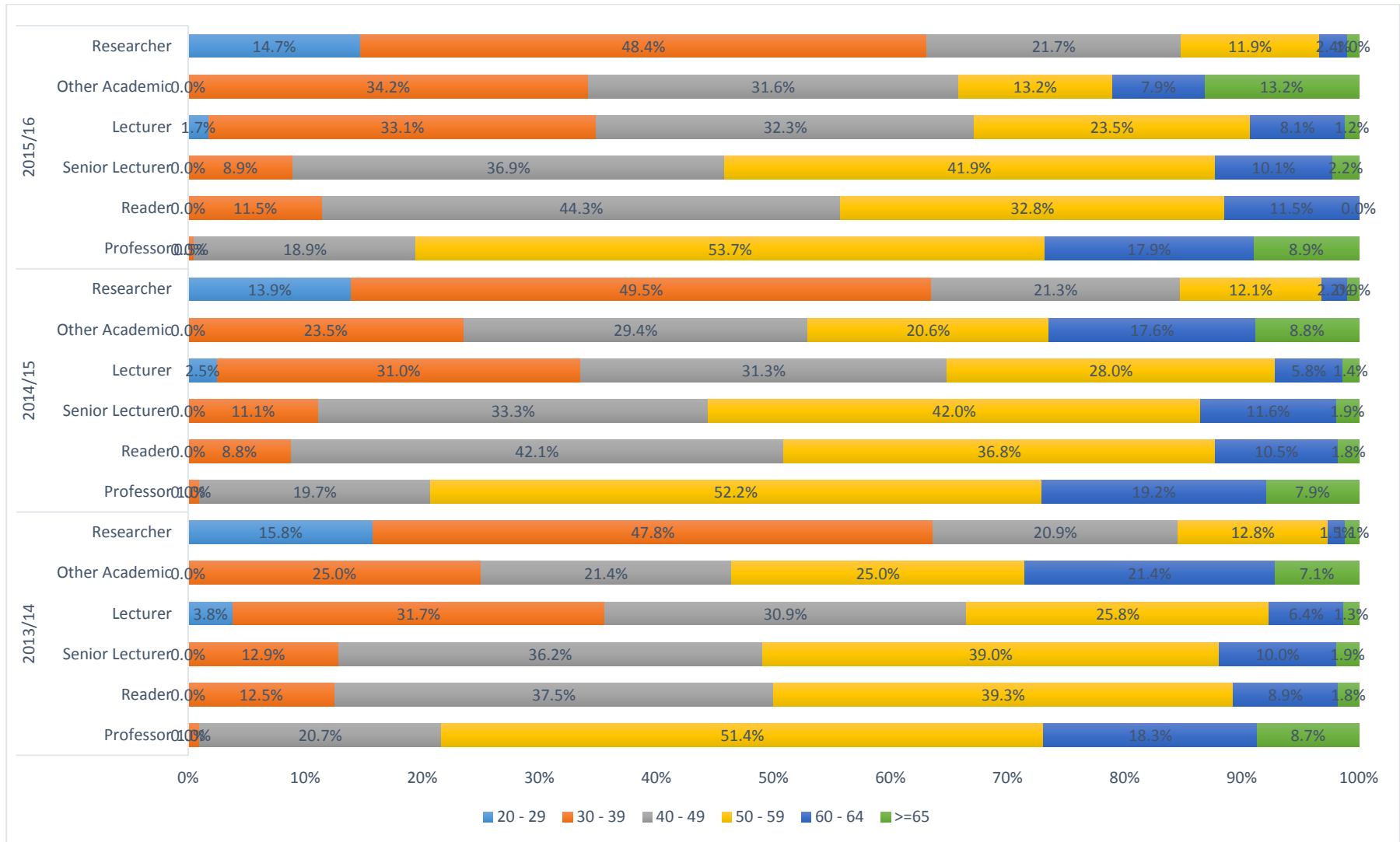
Figure 7: Staff by level and age



Staff by level and age														
	<20		20 - 29		30 - 39		40 - 49		50 - 59		60 - 64		>=65	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2013/14														
Not Senior	6	0.2%	436	12.6%	959	27.7%	914	26.4%	860	24.8%	198	5.7%	88	2.5%
Senior	0	0.0%	0	0.0%	4	1.6%	57	22.9%	124	49.8%	44	17.7%	20	8.0%
2014/15														
Not Senior	7	0.2%	391	11.5%	942	27.7%	885	26.0%	864	25.4%	225	6.6%	91	2.7%
Senior	0	0.0%	0	0.0%	22	7.7%	69	24.2%	130	45.6%	46	16.1%	18	6.3%
2015/16														
Not Senior	5	0.2%	388	11.9%	916	28.1%	826	25.4%	825	25.3%	216	6.6%	81	2.5%
Senior	0	0.0%	0	0.0%	16	5.4%	76	25.9%	141	48.0%	42	14.3%	19	6.5%

*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each.

Figure 8: Academic staff by job role and age

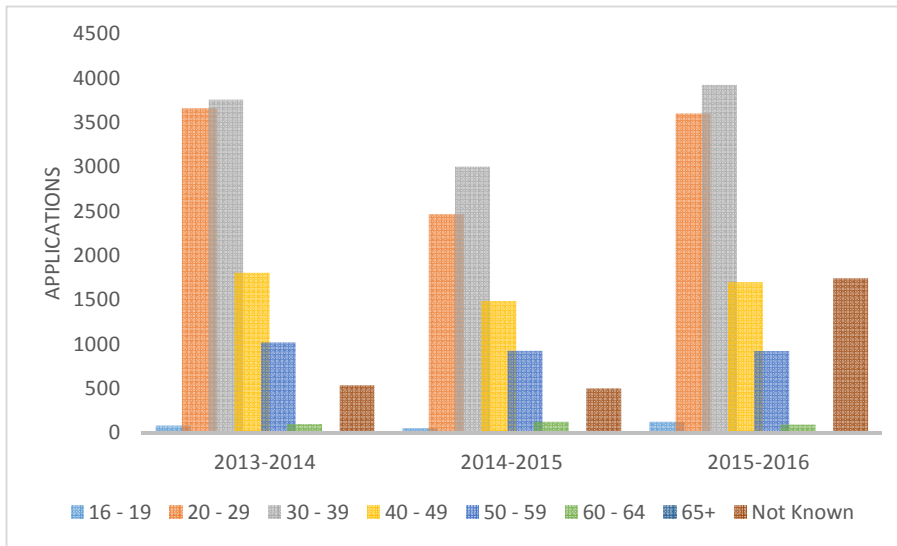


Academic staff by job role and age

	20 - 29		30 - 39		40 - 49		50 - 59		60 - 64		≥65	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2013/14												
Professor	0	0.0%	2	1.0%	43	20.7%	107	51.4%	38	18.3%	18	8.7%
Reader	0	0.0%	7	12.5%	21	37.5%	22	39.3%	5	8.9%	1	1.8%
Senior Lecturer	0	0.0%	27	12.9%	76	36.2%	82	39.0%	21	10.0%	4	1.9%
Lecturer	15	3.8%	124	31.7%	121	30.9%	101	25.8%	25	6.4%	5	1.3%
Other Academic	0	0.0%	7	25.0%	6	21.4%	7	25.0%	6	21.4%	2	7.1%
Researcher	139	15.8%	421	47.8%	184	20.9%	113	12.8%	13	1.5%	10	1.1%
2014/15												
Professor	0	0.0%	2	1.0%	40	19.7%	106	52.2%	39	19.2%	16	7.9%
Reader	0	0.0%	5	8.8%	24	42.1%	21	36.8%	6	10.5%	1	1.8%
Senior Lecturer	0	0.0%	23	11.1%	69	33.3%	87	42.0%	24	11.6%	4	1.9%
Lecturer	9	2.5%	113	31.0%	114	31.3%	102	28.0%	21	5.8%	5	1.4%
Other Academic	0	0.0%	8	23.5%	10	29.4%	7	20.6%	6	17.6%	3	8.8%
Researcher	118	13.9%	419	49.5%	180	21.3%	102	12.1%	19	2.2%	8	0.9%
2015/16												
Professor	0	0.0%	1	0.5%	36	18.9%	102	53.7%	34	17.9%	17	8.9%
Reader	0	0.0%	7	11.5%	27	44.3%	20	32.8%	7	11.5%	0	0.0%
Senior Lecturer	0	0.0%	16	8.9%	66	36.9%	75	41.9%	18	10.1%	4	2.2%
Lecturer	6	1.7%	114	33.1%	111	32.3%	81	23.5%	28	8.1%	4	1.2%
Other Academic	0	0.0%	13	34.2%	12	31.6%	5	13.2%	3	7.9%	5	13.2%
Researcher	119	14.7%	391	48.4%	175	21.7%	96	11.9%	19	2.4%	8	1.0%

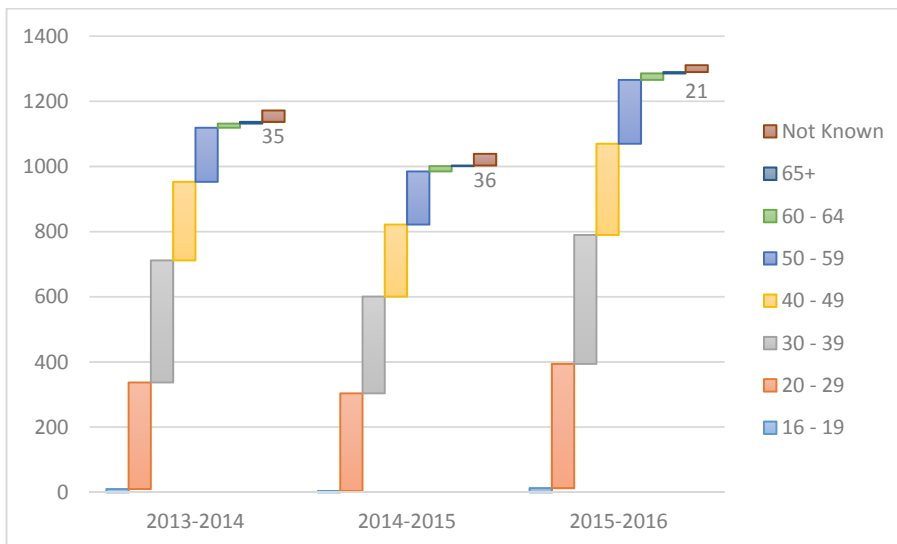
Job applications, interviews and appointments

Figure 9: Applications by age



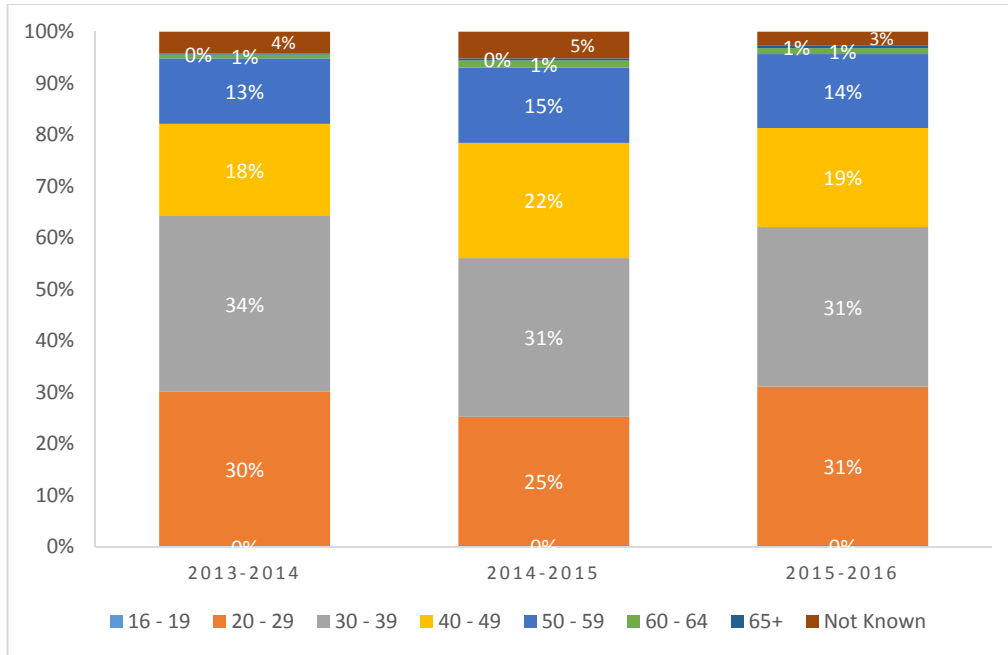
Year	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Not known	Total
2013-2014	80	3664	3758	1809	1019	97	10	536	10973
2014-2015	49	2465	3003	1486	923	125	17	500	8568
2015-2016	125	3603	3929	1697	921	90	17	1744	12126

Figure 10: Interviews by age



Year	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Not known
2013-2014	10	327	375	241	166	13	5	35
2014-2015	4	300	297	221	163	16	2	36
2015-2016	13	381	396	280	196	20	4	21

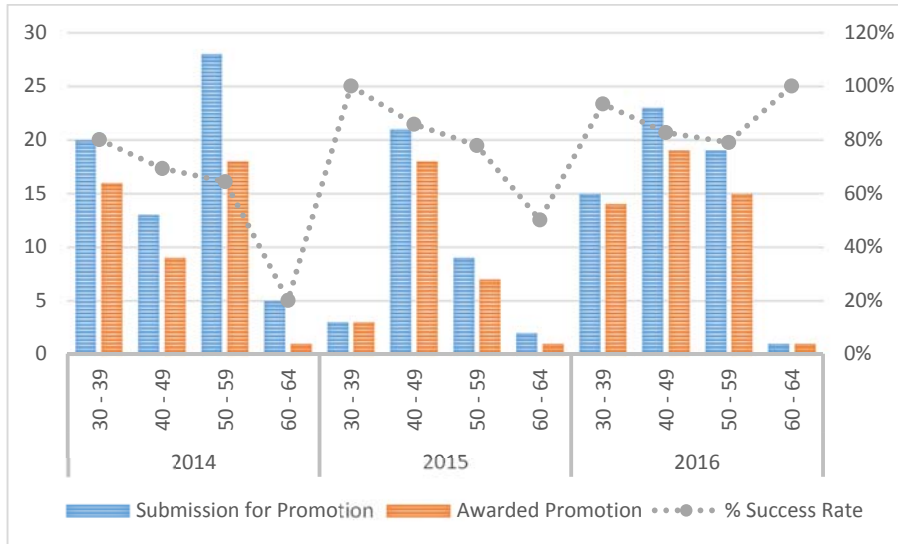
Figure 11: Appointments by age



Appointments by age									
Year	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Not known	Total
2013-2014		157	177	93	66	4	1	22	520
2014-2015	2	129	160	116	76	7	2	27	519
2015-2016	2	163	164	102	76	6	3	14	530

Promotions

Figure 12: promotions by age



promotions by age			
	Submission for Promotion	Awarded Promotion	% Success Rate
2014			
30 - 39	20	16	80%
40 - 49	13	9	69%
50 - 59	28	18	64%
60 - 64	5	1	20%
2015			
30 - 39	3	3	100%
40 - 49	21	18	86%
50 - 59	9	7	78%
60 - 64	2	1	50%
2016			
30 - 39	15	14	93%
40 - 49	23	19	83%
50 - 59	19	15	79%
60 - 64	1	1	100%

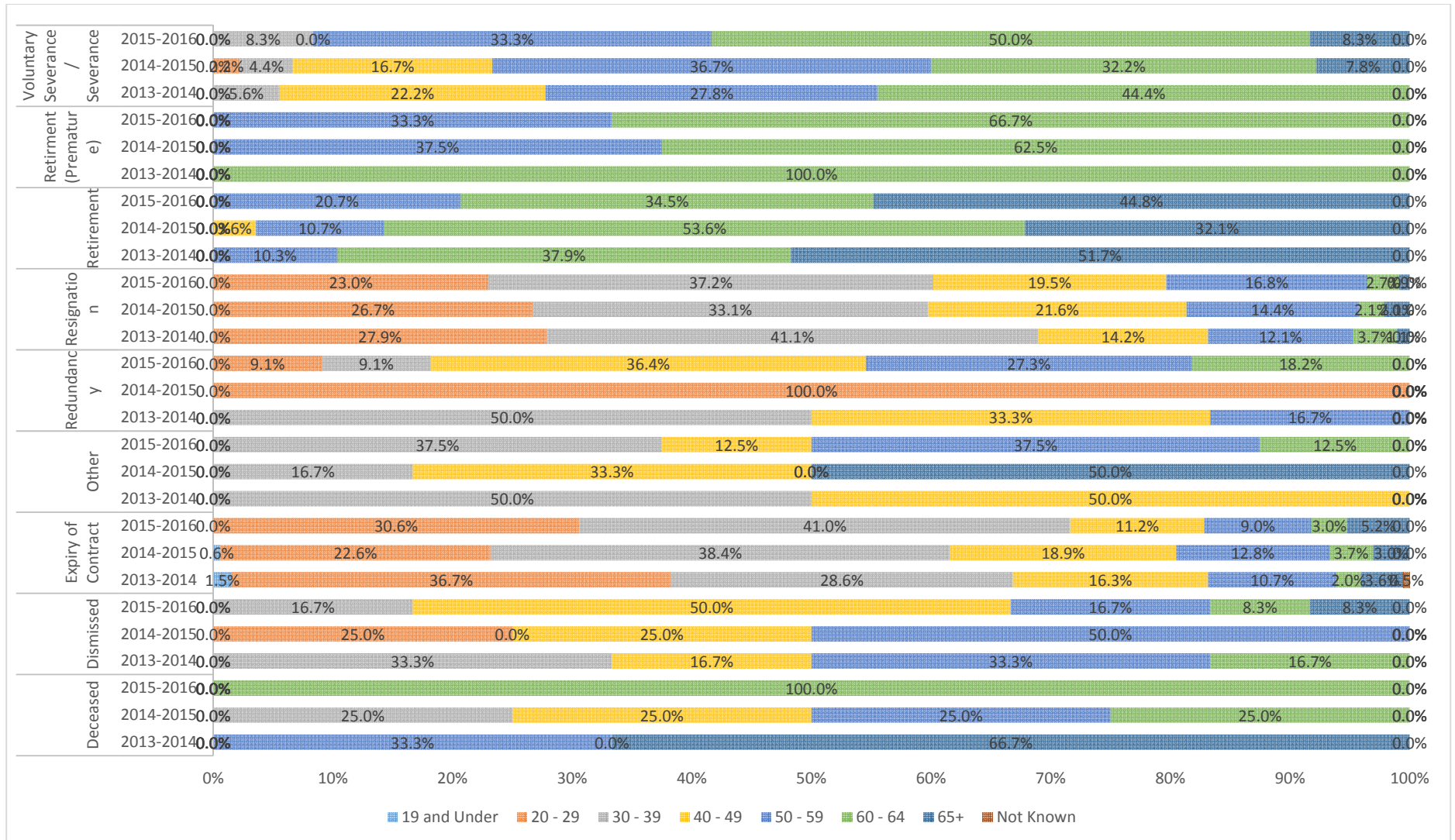
Applications by age								
	30 - 39		40 - 49		50 - 59		60 - 64	
	Count	%	Count	%	Count	%	Count	%
2014								
Promotion to Personal Chair	0	0.0%	3	21.4%	8	57.1%	3	21.4%
Promotion to Reader	4	36.4%	3	27.3%	2	18.2%	2	18.2%
Promotion to Senior Lecturer	5	22.7%	4	18.2%	13	59.1%	0	0.0%
Promotion to Lecturer	6	66.7%	2	22.2%	1	11.1%	0	0.0%
Non Academic	5	50.0%	1	10.0%	4	40.0%	0	0.0%
2015								
Promotion to Personal Chair	1	8.3%	8	66.7%	2	16.7%	1	8.3%
Promotion to Reader	2	20.0%	4	40.0%	3	30.0%	1	10.0%
Promotion to Senior Lecturer	0	0.0%	6	85.7%	1	14.3%	0	0.0%
Promotion to Lecturer	0	0.0%	1	50.0%	1	50.0%	0	0.0%
Non Academic	0	0.0%	2	50.0%	2	50.0%	0	0.0%
2016								
Promotion to Personal Chair	1	9.1%	4	36.4%	5	45.5%	1	9.1%
Promotion to Reader	1	25.0%	2	50.0%	1	25.0%	0	0.0%
Promotion to Senior Lecturer	6	35.3%	5	29.4%	6	35.3%	0	0.0%
Promotion to Lecturer	6	60.0%	4	40.0%	0	0.0%	0	0.0%
Non Academic	0	0.0%	6	54.5%	5	45.5%	0	0.0%
	1	20.0%	2	40.0%	2	40.0%	0	0.0%

Outcome by age								
	30 - 39		40 - 49		50 - 59		60 - 64	
	Count	%	Count	%	Count	%	Count	%
2014								
Promotion to Personal Chair	0	0.0%	1	16.7%	4	66.7%	1	16.7%
Promotion to Reader	3	42.9%	2	28.6%	2	28.6%	0	0.0%
Promotion to Senior Lecturer	5	31.3%	3	18.8%	8	50.0%	0	0.0%
Promotion to Lecturer	5	62.5%	2	25.0%	1	12.5%	0	0.0%
Non Academic	3	42.9%	1	14.3%	3	42.9%	0	0.0%
Not Met Criteria	4	18.2%	4	18.2%	10	45.5%	4	18.2%
2015								

Promotion to Personal Chair	0	0.0%	7	70.0%	2	20.0%	1	10.0%
Promotion to Reader	3	33.3%	4	44.4%	2	22.2%	0	0.0%
Promotion to Senior Lecturer	0	0.0%	5	100.0%	0	0.0%	0	0.0%
Promotion to Lecturer	0	0.0%	1	50.0%	1	50.0%	0	0.0%
Non Academic	0	0.0%	1	33.3%	2	66.7%	0	0.0%
Not Met Criteria	0	0.0%	3	50.0%	2	33.3%	1	16.7%
2016								
Promotion to Personal Chair	1	2.4%	5	35.7%	7	50.0%	1	7.1%
Promotion to Reader	1	2.4%	2	50.0%	1	25.0%	0	0.0%
Promotion to Senior Lecturer	7	17.1%	4	25.0%	6	37.5%	0	0.0%
Promotion to Lecturer	6	14.6%	4	44.4%	0	0.0%	0	0.0%
Non Academic	0	0%	4	66.7%	1	16.7%	0	0.0%
Not Met Criteria	3	7.3%	4	44.4%	4	44.4%	0	0.0%

Dismissals and leave reasons

Figure 13: Dismissal and leave reasons by age



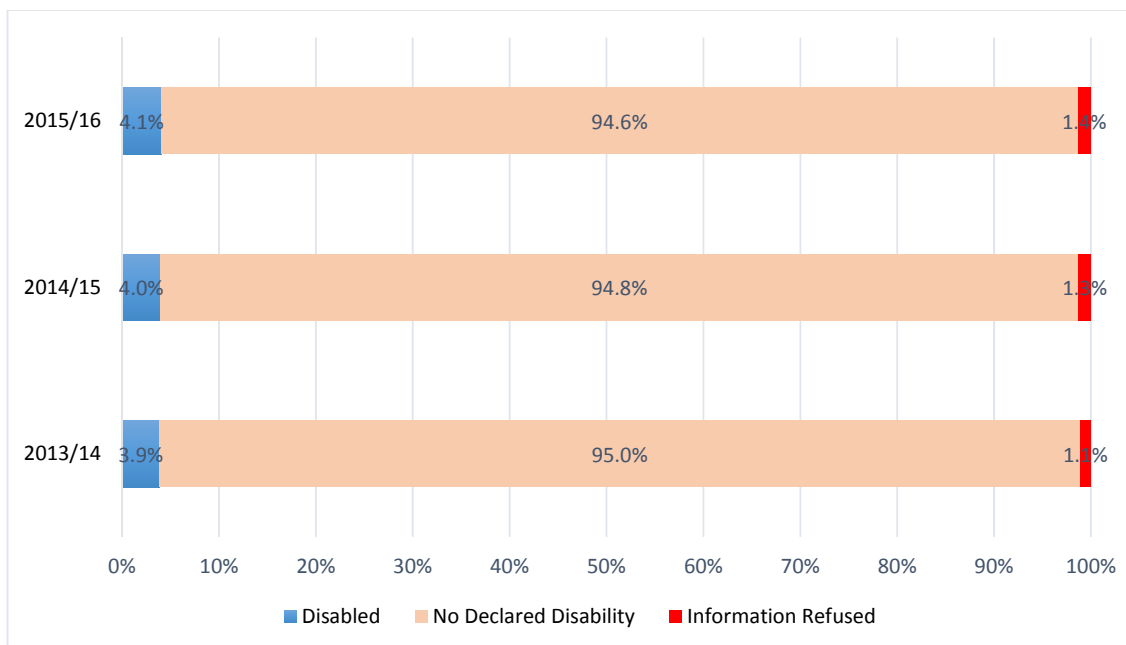
Dismissal and leave reasons by age																	
	<19		20 - 29		30 - 39		40 - 49		50 - 59		60 - 64		65+		Not Known		Total Count
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Deceased																	
2013-2014	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	66.7%	0	0.0%	3
2014-2015	0	0.0%	0	0.0%	1	25.0%	1	25.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	4
2015-2016	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1
Dismissed																	
2013-2014	0	0.0%	0	0.0%	2	33.3%	1	16.7%	2	33.3%	1	16.7%	0	0.0%	0	0.0%	6
2014-2015	0	0.0%	1	25.0%	0	0.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	4
2015-2016	0	0.0%	0	0.0%	2	16.7%	6	50.0%	2	16.7%	1	8.3%	1	8.3%	0	0.0%	12
Expiry of Contract																	
2013-2014	3	1.5%	72	36.7%	56	28.6%	32	16.3%	21	10.7%	4	2.0%	7	3.6%	1	0.5%	196
2014-2015	1	0.6%	37	22.6%	63	38.4%	31	18.9%	21	12.8%	6	3.7%	5	3.0%	0	0.0%	164
2015-2016	0	0.0%	41	30.6%	55	41.0%	15	11.2%	12	9.0%	4	3.0%	7	5.2%	0	0.0%	134
Other																	
2013-2014	0	0.0%	0	0.0%	2	50.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4
2014-2015	0	0.0%	0	0.0%	1	16.7%	2	33.3%	0	0.0%	0	0.0%	3	50.0%	0	0.0%	6
2015-2016	0	0.0%	0	0.0%	3	37.5%	1	12.5%	3	37.5%	1	12.5%	0	0.0%	0	0.0%	8
Redundancy																	

2013-2014	0	0.0%	0	0.0%	3	50.0%	2	33.3%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	6
2014-2015	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2
2015-2016	0	0.0%	1	9.1%	1	9.1%	4	36.4%	3	27.3%	2	18.2%	0	0.0%	0	0.0%	11
Resignation																	
2013-2014	0	0.0%	53	27.9%	78	41.1%	27	14.2%	23	12.1%	7	3.7%	2	1.1%	0	0.0%	190
2014-2015	0	0.0%	63	26.7%	78	33.1%	51	21.6%	34	14.4%	5	2.1%	5	2.1%	0	0.0%	236
2015-2016	0	0.0%	52	23.0%	84	37.2%	44	19.5%	38	16.8%	6	2.7%	2	0.9%	0	0.0%	226
Retirement																	
2013-2014	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	10.3%	11	37.9%	15	51.7%	0	0.0%	29
2014-2015	0	0.0%	0	0.0%	0	0.0%	1	3.6%	3	10.7%	15	53.6%	9	32.1%	0	0.0%	28
2015-2016	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	20.7%	10	34.5%	13	44.8%	0	0.0%	29
Retirement (Premature)																	
2013-2014	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1
2014-2015	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	37.5%	10	62.5%	0	0.0%	0	0.0%	16
2015-2016	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	33.3%	8	66.7%	0	0.0%	0	0.0%	12
Voluntary Severance / Severance																	
2013-2014	0	0.0%	0	0.0%	1	5.6%	4	22.2%	5	27.8%	8	44.4%	0	0.0%	0	0.0%	18
2014-2015	0	0.0%	2	2.2%	4	4.4%	15	16.7%	33	36.7%	29	32.2%	7	7.8%	0	0.0%	90
2015-2016	0	0.0%	0	0.0%	2	8.3%	0	0.0%	8	33.3%	12	50.0%	2	8.3%	0	0.0%	24

2. Disability

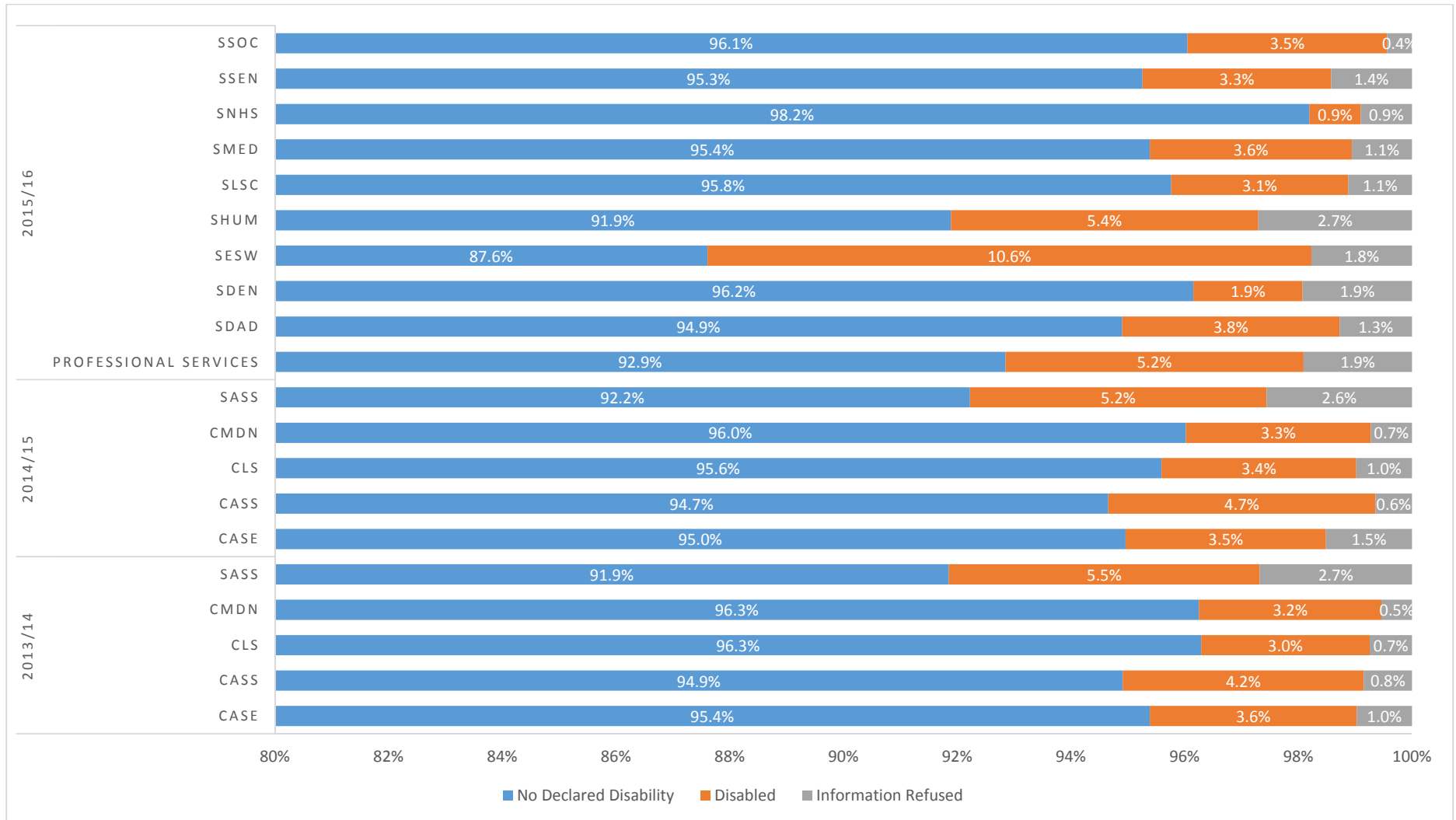
Overview of all Staff by disability

Figure 14: Overview of all staff at UoD by disability



Overview of all staff at UoD by disability						
	Disabled		No Declared Disability		Information Refused	
	Count	%	Count	%	Count	%
2013/14	143	3.9%	3517	95.0%	42	1.1%
2014/15	146	4.0%	3491	94.8%	47	1.3%
2015/16	144	4.1%	3347	94.6%	48	1.4%

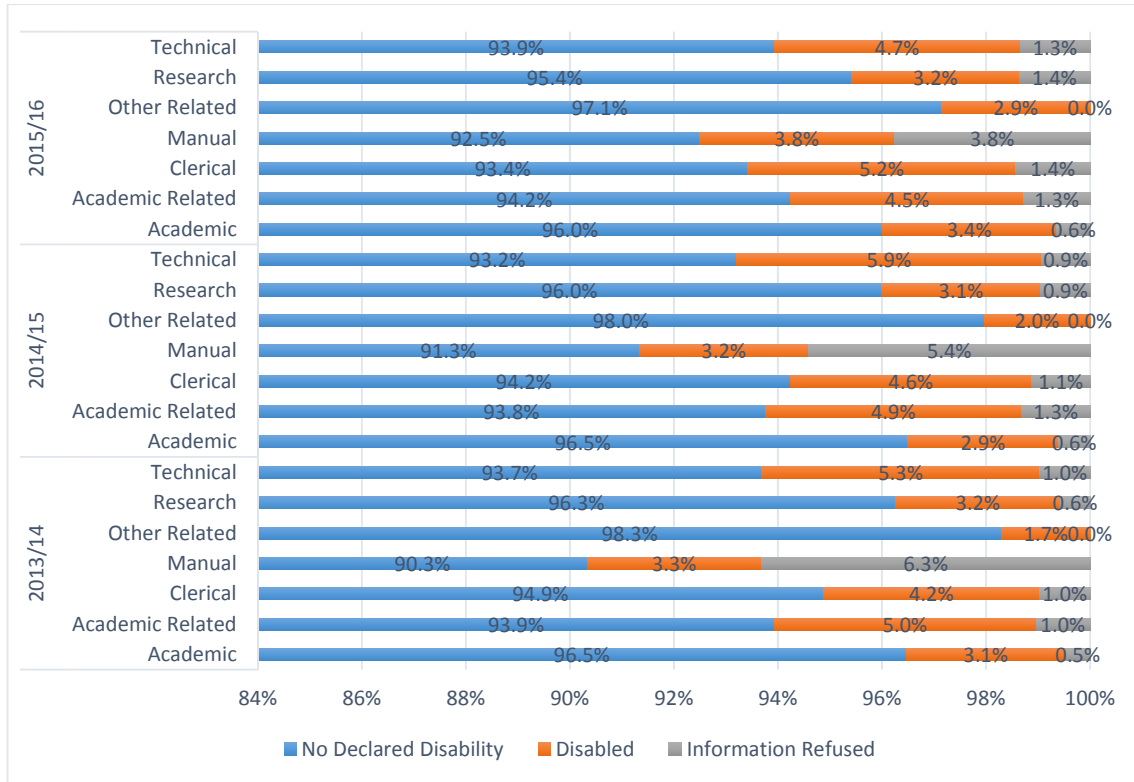
Figure 15: Staff by Schools/College/Professional Services and Disability



Staff by Schools/College/Professional Services and Disability						
	No Declared Disability		Disabled		Information Refused	
	Count	%	Count	%	Count	%
2013/14						
CASE	393	95.4%	15	3.6%	4	1.0%
CASS	448	94.9%	20	4.2%	4	0.8%
CLS	779	96.3%	24	3.0%	6	0.7%
CMDN	1079	96.3%	36	3.2%	6	0.5%
SASS	857	91.9%	51	5.5%	25	2.7%
2014/15						
CASE	377	95.0%	14	3.5%	6	1.5%
CASS	443	94.7%	22	4.7%	3	0.6%
CLS	781	95.6%	28	3.4%	8	1.0%
CMDN	1063	96.0%	36	3.3%	8	0.7%
SASS	866	92.2%	49	5.2%	24	2.6%
2015/16						
Professional Services	974	92.9%	55	5.2%	20	1.9%
SDAD	149	94.9%	6	3.8%	2	1.3%
SDEN	100	96.2%	2	1.9%	2	1.9%
SESW	99	87.6%	12	10.6%	2	1.8%
SHUM	68	91.9%	4	5.4%	2	2.7%
SLSC	769	95.8%	25	3.1%	9	1.1%
SMED	724	95.4%	27	3.6%	8	1.1%
SNHS	109	98.2%	1	0.9%	1	0.9%
SSEN	201	95.3%	7	3.3%	3	1.4%
SSOC	219	96.1%	8	3.5%	1	0.4%

*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.

Figure 16: Staff by job category and disability

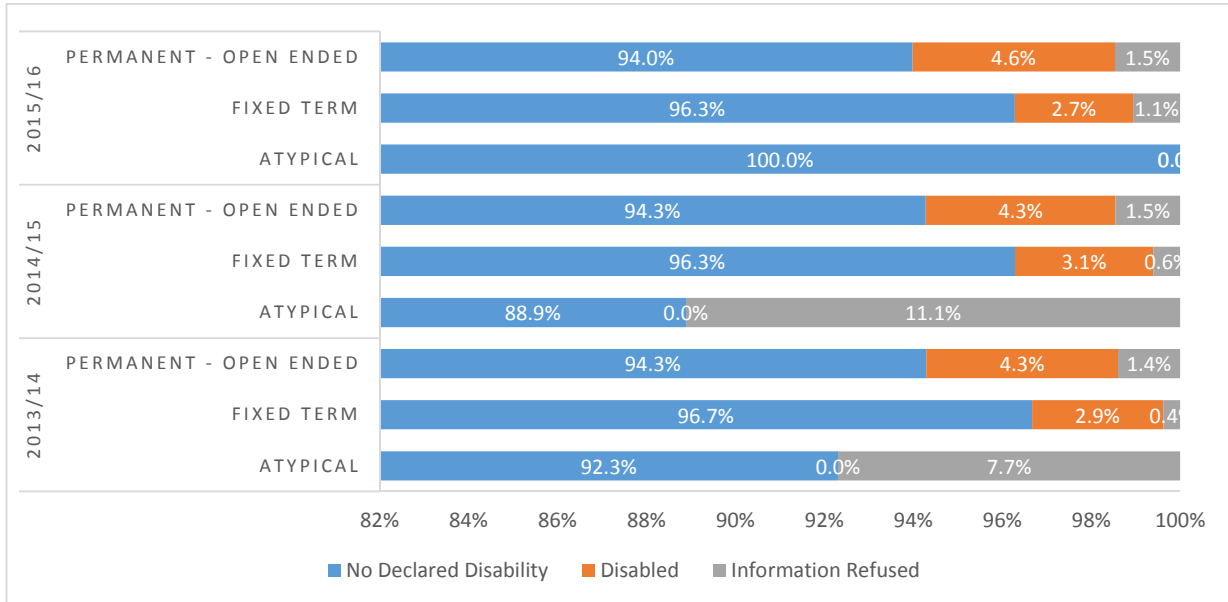


Staff by job category and disability						
	No Declared Disability		Disabled		Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Academic	818	96.5%	26	3.1%	4	0.5%
Academic Related	541	93.9%	29	5.0%	6	1.0%
Clerical	684	94.9%	30	4.2%	7	1.0%
Manual	243	90.3%	9	3.3%	17	6.3%
Other Related	58	98.3%	1	1.7%	0	0.0%
Research	848	96.3%	28	3.2%	5	0.6%
Technical	386	93.7%	22	5.3%	4	1.0%
2014/15						
Academic	799	96.5%	24	2.9%	5	0.6%
Academic Related	570	93.8%	30	4.9%	8	1.3%
Clerical	670	94.2%	33	4.6%	8	1.1%
Manual	253	91.3%	9	3.2%	15	5.4%
Other Related	48	98.0%	1	2.0%	0	0.0%
Research	812	96.0%	26	3.1%	8	0.9%
Technical	398	93.2%	25	5.9%	4	0.9%
2015/16						
Academic	745	96.0%	26	3.4%	5	0.6%

Academic Related	590	94.2%	28	4.5%	8	1.3%
Clerical	653	93.4%	36	5.2%	10	1.4%
Manual	246	92.5%	10	3.8%	10	3.8%
Other Related	34	97.1%	1	2.9%	0	0.0%
Research	771	95.4%	26	3.2%	11	1.4%
Technical	418	93.9%	21	4.7%	6	1.3%

*This table includes some members of staff with multiple roles in more than one category, and these staff have been counted as 1 in each category.

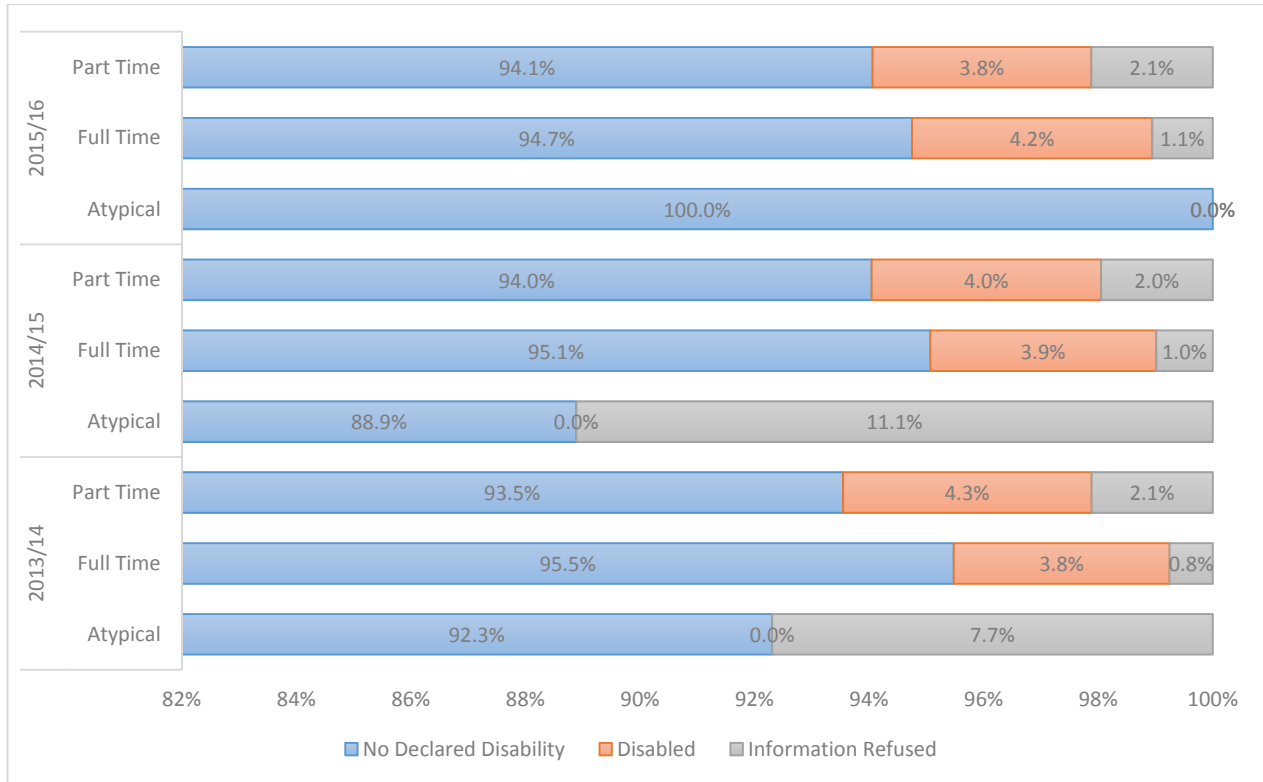
Figure 17: Staff by contract type and disability



Staff by contract type and disability						
	No Declared Disability		Disabled		Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Atypical	12	92.3%	0	0.0%	1	7.7%
Fixed Term	1016	96.7%	31	2.9%	4	0.4%
Permanent - Open Ended	2560	94.3%	117	4.3%	38	1.4%
2014/15						
Atypical	8	88.9%	0	0.0%	1	11.1%
Fixed Term	959	96.3%	31	3.1%	6	0.6%
Permanent - Open Ended	2588	94.3%	117	4.3%	40	1.5%
2015/16						
Atypical	11	100.0%	0	0.0%	0	0.0%
Fixed Term	907	96.3%	25	2.7%	10	1.1%
Permanent - Open Ended	2498	94.0%	121	4.6%	39	1.5%

*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

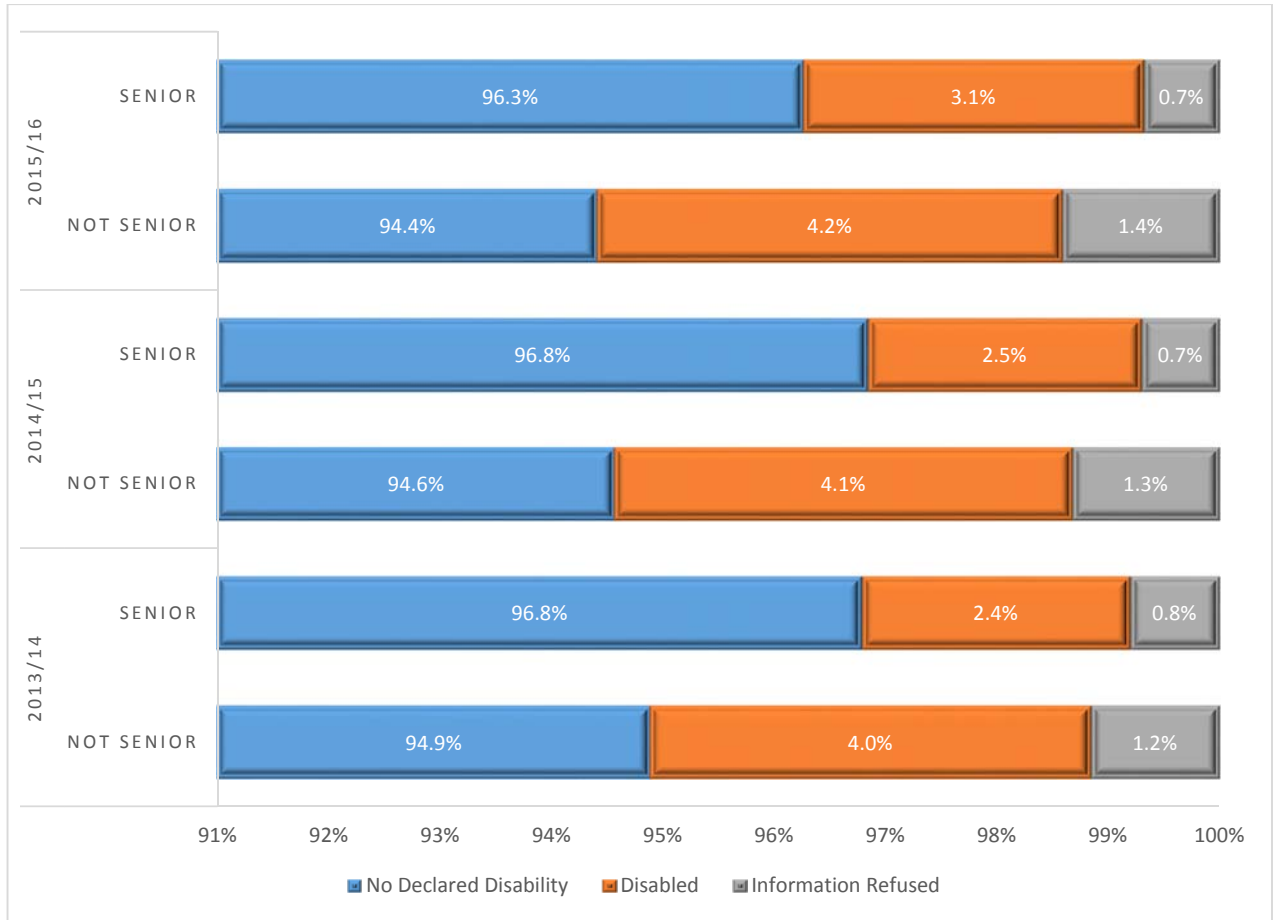
Figure 18: Staff by full-time/part-time status and disability



Staff by full-time/part-time status and disability						
	No Declared Disability		Disabled		Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Atypical	12	92.3%	0	0.0%	1	7.7%
Full Time	2660	95.5%	105	3.8%	21	0.8%
Part Time	884	93.5%	41	4.3%	20	2.1%
2014/15						
Atypical	8	88.9%	0	0.0%	1	11.1%
Full Time	2603	95.1%	108	3.9%	27	1.0%
Part Time	916	94.0%	39	4.0%	19	2.0%
2015/16						
Atypical	11	100.0%	0	0.0%	0	0.0%
Full Time	2508	94.7%	111	4.2%	28	1.1%
Part Time	887	94.1%	36	3.8%	20	2.1%

*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

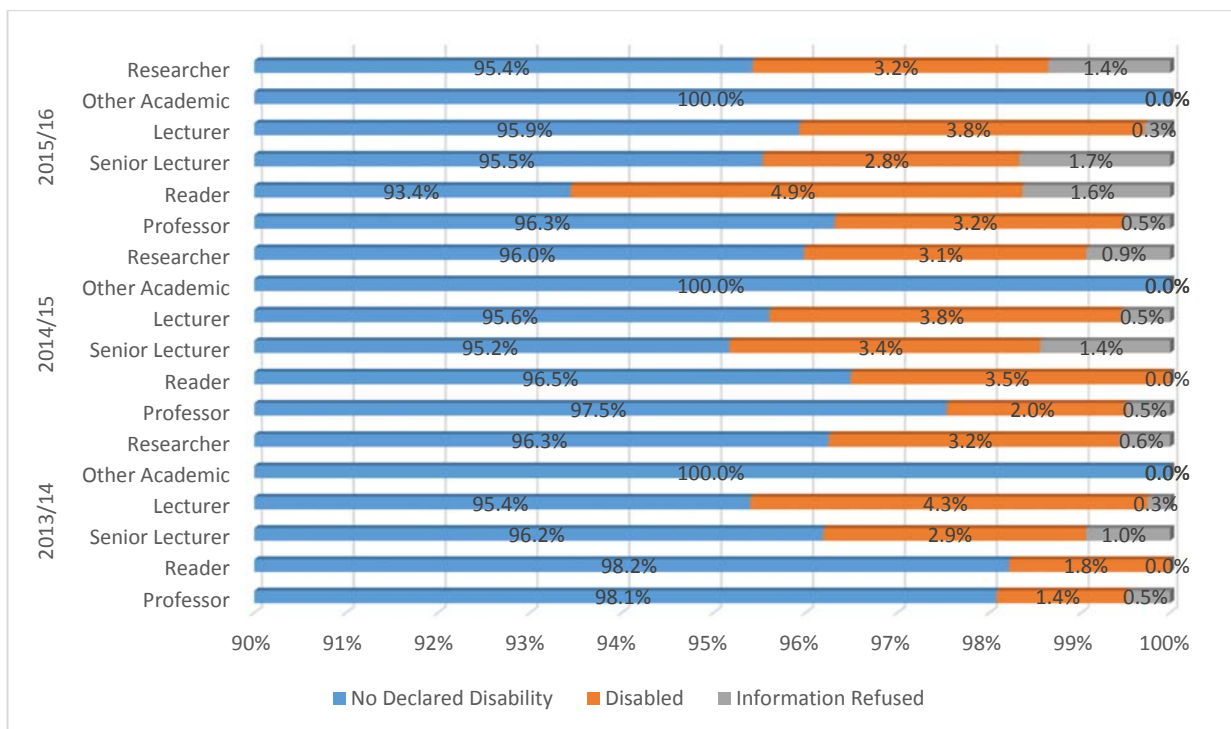
Figure 19: Staff by level and disability



Staff level by disability						
	No Declared Disability		Disabled		Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Not Senior	3284	94.9%	137	4.0%	40	1.2%
Senior	241	96.8%	6	2.4%	2	0.8%
2014/15						
Not Senior	3220	94.6%	140	4.1%	45	1.3%
Senior	276	96.8%	7	2.5%	2	0.7%
2015/16						
Not Senior	3075	94.4%	136	4.2%	46	1.4%
Senior	283	96.3%	9	3.1%	2	0.7%

*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each

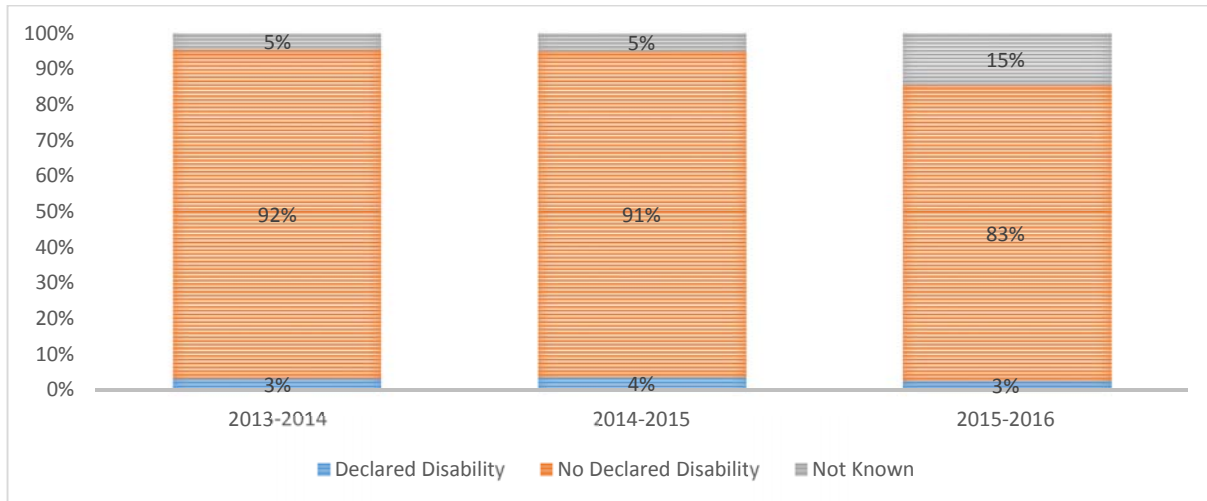
Figure 20: Academic staff by job role and disability



Job role by disability						
	No Declared Disability		Disabled		Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Professor	204	98.1%	3	1.4%	1	0.5%
Reader	55	98.2%	1	1.8%	0	0.0%
Senior Lecturer	202	96.2%	6	2.9%	2	1.0%
Lecturer	373	95.4%	17	4.3%	1	0.3%
Other Academic	28	100.0%	0	0.0%	0	0.0%
Researcher	847	96.3%	28	3.2%	5	0.6%
2014/15						
Professor	198	97.5%	4	2.0%	1	0.5%
Reader	55	96.5%	2	3.5%	0	0.0%
Senior Lecturer	197	95.2%	7	3.4%	3	1.4%
Lecturer	348	95.6%	14	3.8%	2	0.5%
Other Academic	34	100.0%	0	0.0%	0	0.0%
Researcher	812	96.0%	26	3.1%	8	0.9%
2015/16						
Professor	183	96.3%	6	3.2%	1	0.5%
Reader	57	93.4%	3	4.9%	1	1.6%
Senior Lecturer	171	95.5%	5	2.8%	3	1.7%
Lecturer	330	95.9%	13	3.8%	1	0.3%
Other Academic	38	100.0%	0	0.0%	0	0.0%
Researcher	771	95.4%	26	3.2%	11	1.4%

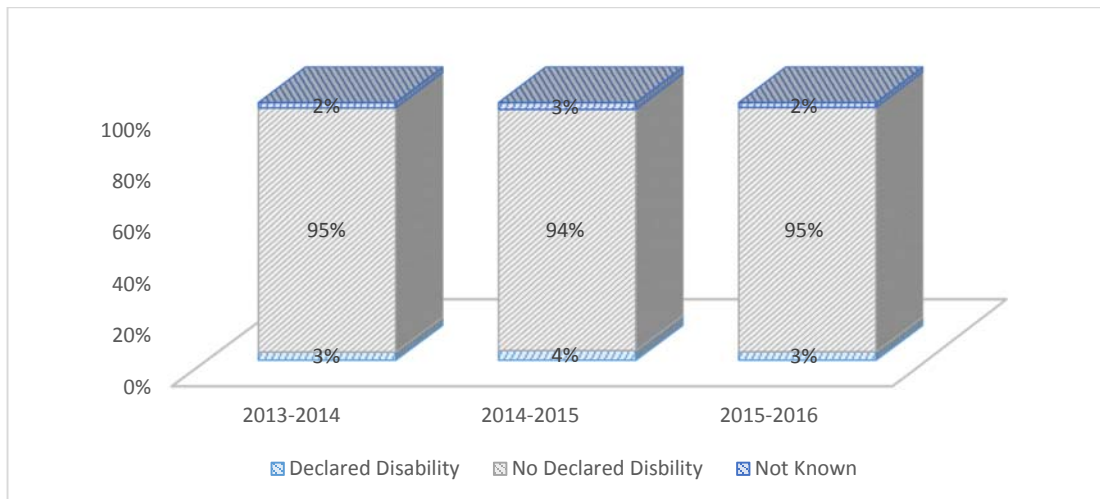
Job applications, interviews and appointments

Figure 21: Applications by disability



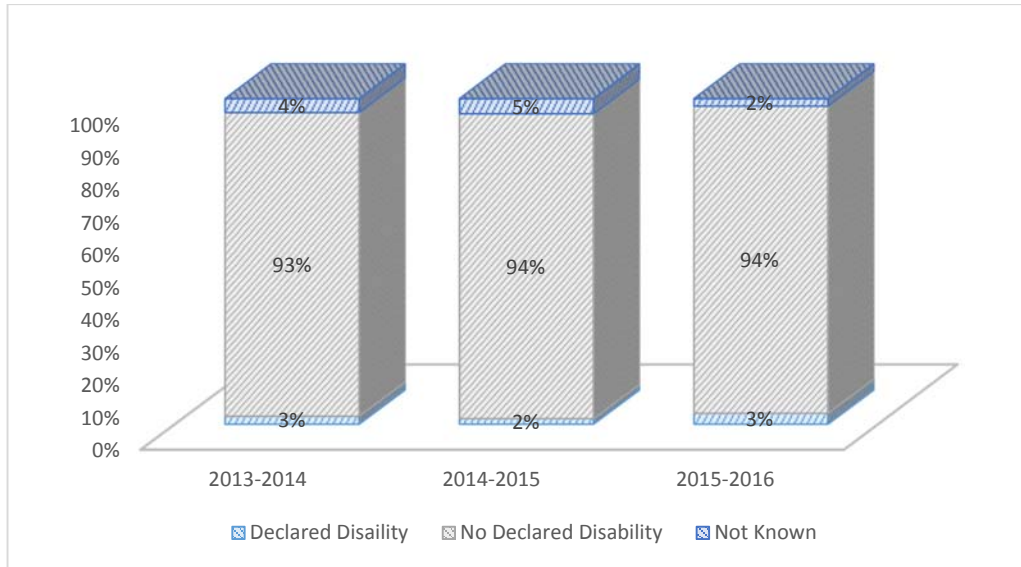
Applicants	Declared Disability	No Declared Disability	Not known
2013-2014	350	10104	519
2014-2015	312	7815	441
2015-2016	306	10052	1768

Figure 22: Interviews by disability



Year	Declared Disability	No Declared Disability	Not known
2013-2014	38	1110	24
2014-2015	40	972	27
2015-2016	44	1243	24

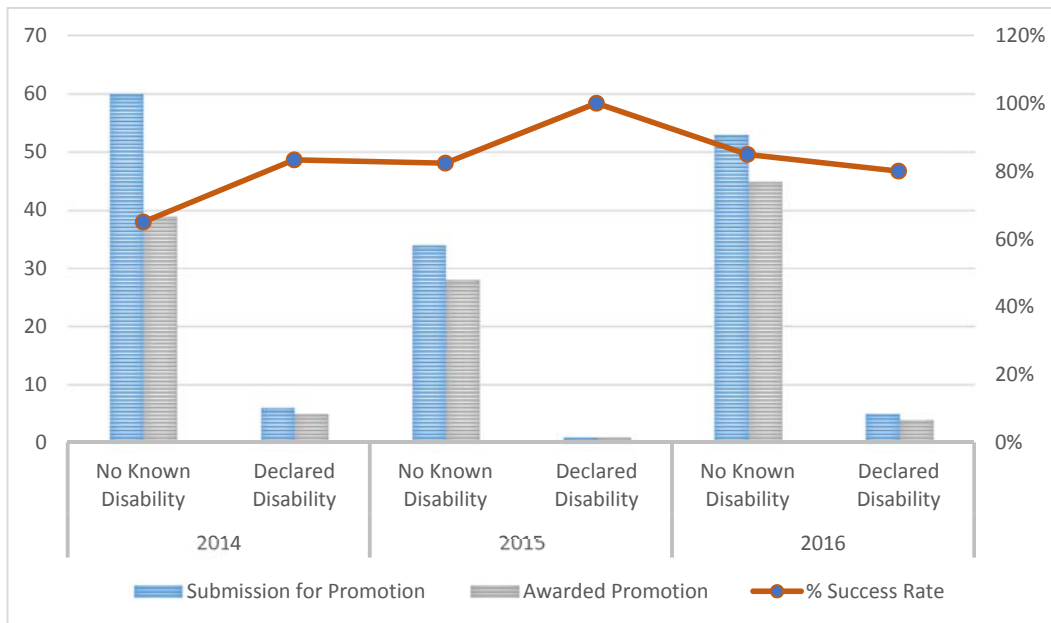
Figure 23: Appointments by disability



Appointments	Declared Disability	No Declared Disability	Not known	Total
2013-2014	13	485	22	520
2014-2015	9	486	24	519
2015-2016	18	500	12	530

Promotions

Figure 24: promotions by disability

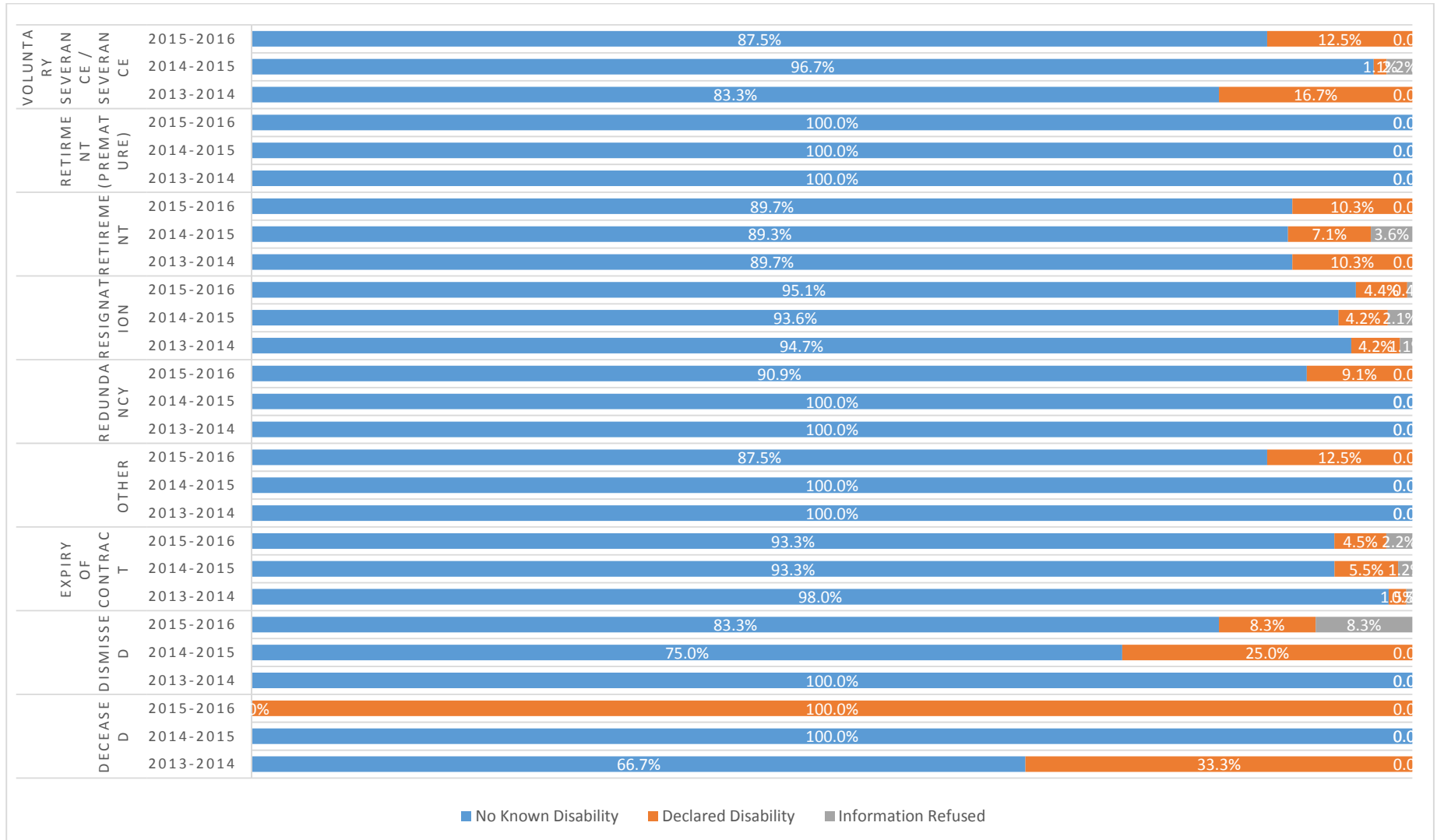


Academic Promotions				
	Submission for Promotion	Awarded Promotion	% Success Rate	
2014				
No Known Disability	60	39	65%	
Declared Disability	6	5	83%	
2015				
No Known Disability	34	28	82%	
Declared Disability	1	1	100%	
2016				
No Known Disability	53	45	85%	
Declared Disability	5	4	80%	
Promotions applications				
	No Known Disability		Declared Disability	
Year> Sought	Count	%	Count	%
2014				
Promotion to Personal Chair	13	92.9%	1	7.1%
Promotion to Reader	10	90.9%	1	9.1%
Promotion to Senior Lecturer	20	90.9%	2	9.1%
Promotion to Lecturer	9	100.0%	0	0.0%
Non Academic	8	80.0%	2	20.0%
2015				
Promotion to Personal Chair	11	91.7%	1	8.3%
Promotion to Reader	10	100.0%	0	0.0%
Promotion to Senior Lecturer	7	100.0%	0	0.0%
Promotion to Lecturer	2	100.0%	0	0.0%
Non Academic	4	100.0%	0	0.0%
2016				
Promotion to Personal Chair	11	100.0%	0	0.0%
Promotion to Reader	4	100.0%	0	0.0%
Promotion to Senior Lecturer	14	82.4%	3	17.6%
Promotion to Lecturer	9	90.0%	1	10.0%
Non Academic	10	90.9%	1	9.1%
	5	100.0%	0	0.0%

Promotions Outcome				
	No Known Disability		Declared Disability	
	Count	%	Count	%
2014				
Promotion to Personal Chair	5	83.3%	1	16.7%
Promotion to Reader	6	85.7%	1	14.3%
Promotion to Senior Lecturer	15	93.8%	1	6.3%
Promotion to Lecturer	8	100.0%	0	0.0%
Non Academic	5	71.4%	2	28.6%
Not Met Criteria	21	95.5%	1	4.5%
2015				
Promotion to Personal Chair	10	100.0%	0	0.0%
Promotion to Reader	8	88.9%	1	11.1%
Promotion to Senior Lecturer	5	100.0%	0	0.0%
Promotion to Lecturer	2	100.0%	0	0.0%
Non Academic	3	100.0%	0	0.0%
Not Met Criteria	6	100.0%	0	0.0%
2016				
Promotion to Personal Chair	14	100.0%	0	0.0%
Promotion to Reader	4	100.0%	0	0.0%
Promotion to Senior Lecturer	13	81.3%	3	18.8%
Promotion to Lecturer	8	88.9%	1	11.1%
Non Academic	6	100.0%	0	0.0%
Not Met Criteria	8	88.9%	1	11.1%

Dismissals and leave reasons

Figure 25: Leave reasons by disability

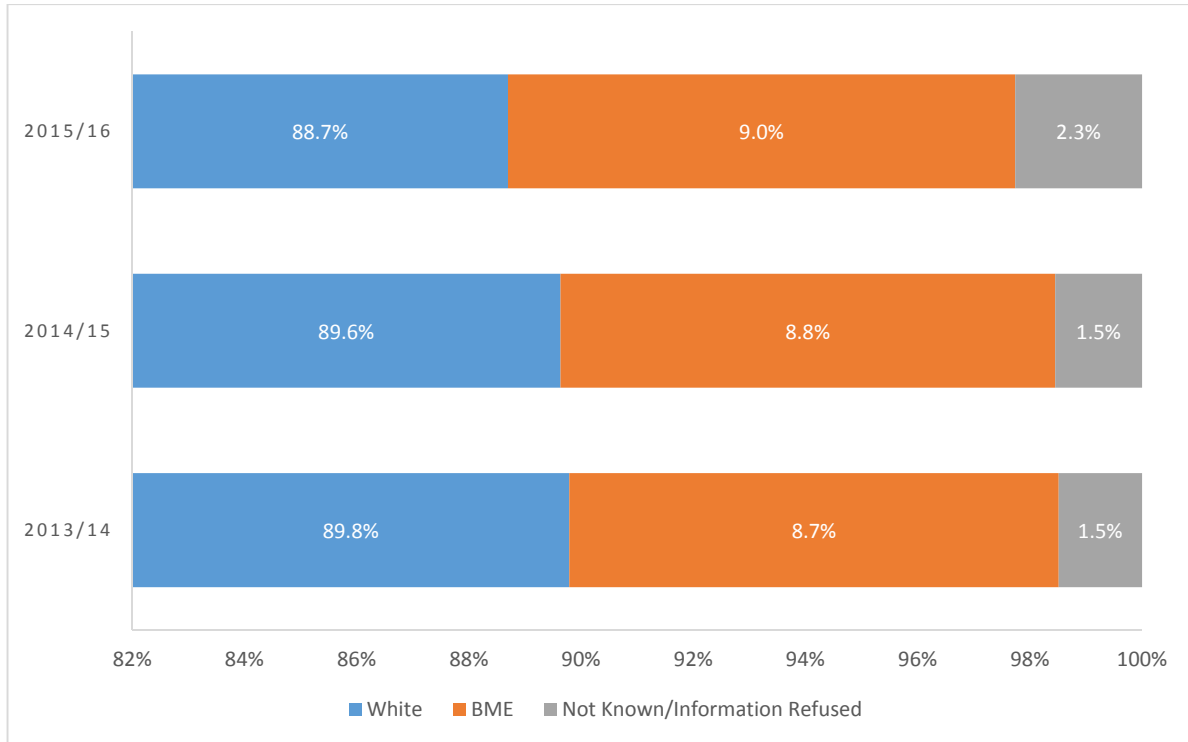


Leave reasons by disability						
Leave Reason	No Known Disability		Declared Disability		Information Refused	
	Count	%	Count	%	Count	%
Deceased						
2013-2014	2	66.7%	1	33.3%	0	0.0%
2014-2015	4	100.0%	0	0.0%	0	0.0%
2015-2016	0	0.0%	1	100.0%	0	0.0%
Dismissed						
2013-2014	6	100.0%	0	0.0%	0	0.0%
2014-2015	3	75.0%	1	25.0%	0	0.0%
2015-2016	10	83.3%	1	8.3%	1	8.3%
Expiry of Contract						
2013-2014	192	98.0%	3	1.5%	1	0.5%
2014-2015	153	93.3%	9	5.5%	2	1.2%
2015-2016	125	93.3%	6	4.5%	3	2.2%
Other						
2013-2014	4	100.0%	0	0.0%	0	0.0%
2014-2015	6	100.0%	0	0.0%	0	0.0%
2015-2016	7	87.5%	1	12.5%	0	0.0%
Redundancy						
2013-2014	6	100.0%	0	0.0%	0	0.0%
2014-2015	2	100.0%	0	0.0%	0	0.0%
2015-2016	10	90.9%	1	9.1%	0	0.0%
Resignation						
2013-2014	180	94.7%	8	4.2%	2	1.1%
2014-2015	221	93.6%	10	4.2%	5	2.1%
2015-2016	215	95.1%	10	4.4%	1	0.4%
Retirement						
2013-2014	26	89.7%	3	10.3%	0	0.0%
2014-2015	25	89.3%	2	7.1%	1	3.6%
2015-2016	26	89.7%	3	10.3%	0	0.0%
Retirement (Premature)						
2013-2014	1	100.0%	0	0.0%	0	0.0%
2014-2015	16	100.0%	0	0.0%	0	0.0%
2015-2016	12	100.0%	0	0.0%	0	0.0%
Voluntary Severance / Severance						
2013-2014	15	83.3%	3	16.7%	0	0.0%
2014-2015	87	96.7%	1	1.1%	2	2.2%
2015-2016	21	87.5%	3	12.5%	0	0.0%

3. Ethnicity

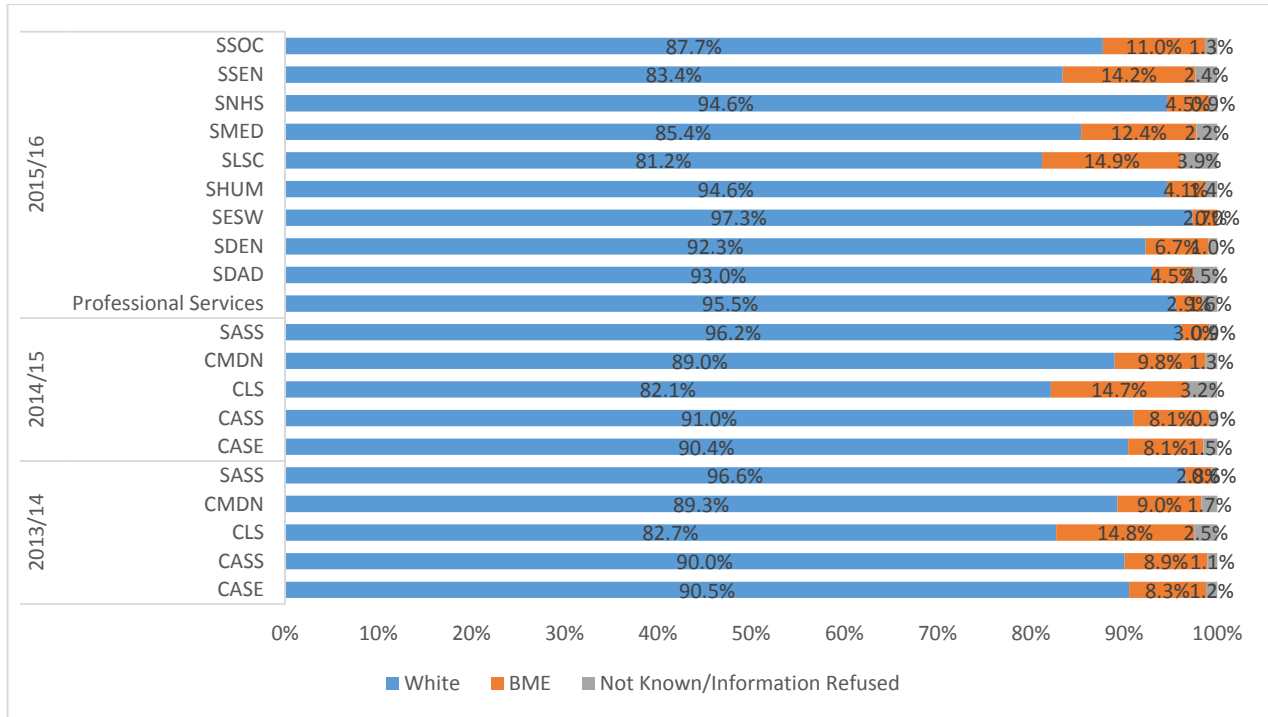
Overview of all Staff by ethnicity

Figure 26: Overview of all staff at UoD by ethnicity



Year	White		BME		Not Known/Information Refused	
	Count	%	Count	%	Count	%
2013/14	3324	89.8%	323	8.7%	55	1.5%
2014/15	3302	89.6%	325	8.8%	57	1.5%
2015/16	3139	88.7%	320	9.0%	80	2.3%

Figure 27: Staff by School/College/Professional Services and ethnicity

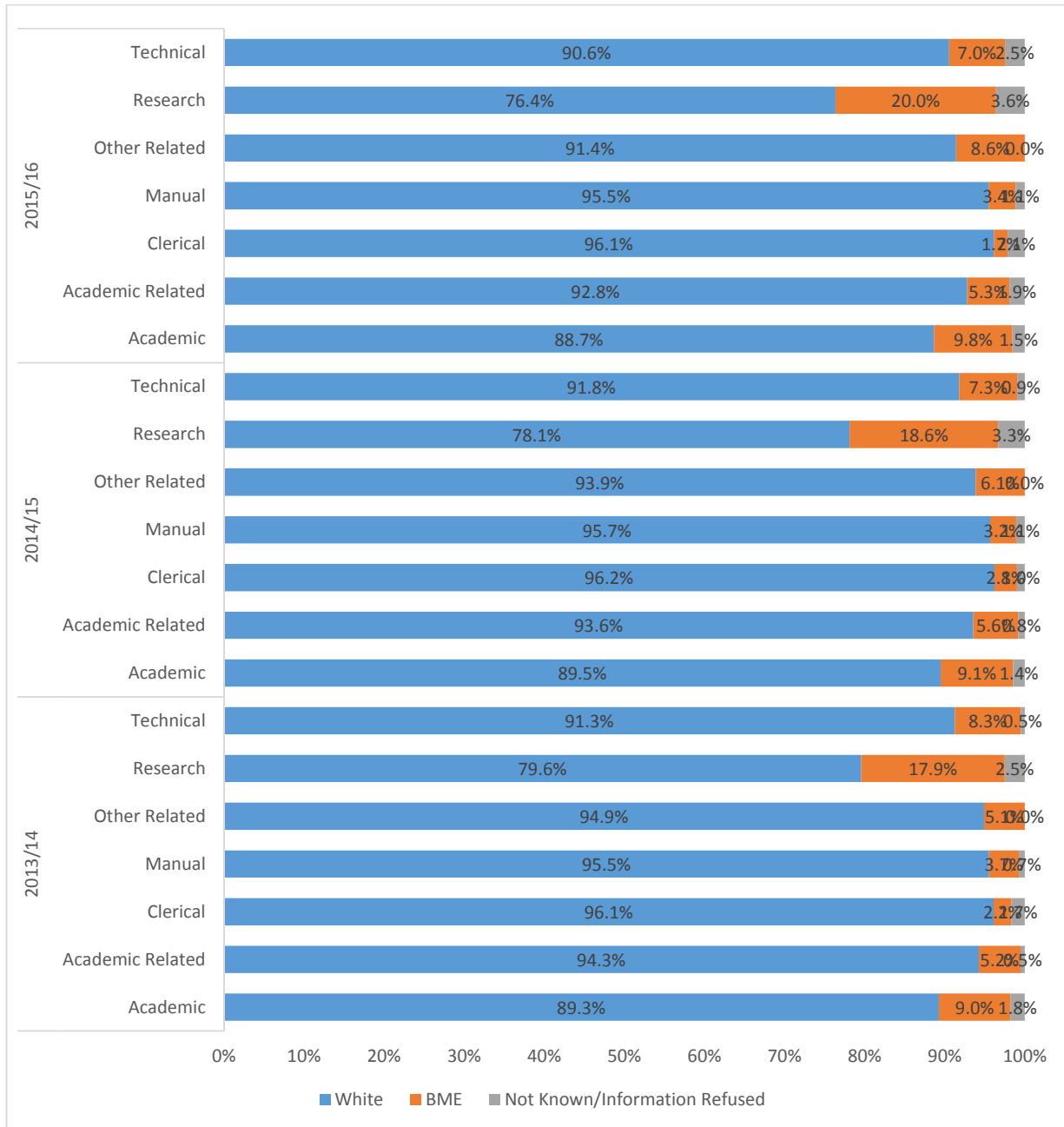


Staff by School/College/Professional Services and ethnicity						
	White		BME		Not Known/Information Refused	
	Count	%	Count	%	Count	%
2013/14						
CASE	373	90.5%	34	8.3%	5	1.2%
CASS	425	90.0%	42	8.9%	5	1.1%
CLS	669	82.7%	120	14.8%	20	2.5%
CMDN	1001	89.3%	101	9.0%	19	1.7%
SASS	901	96.6%	26	2.8%	6	0.6%
2014/15						
CASE	359	90.4%	32	8.1%	6	1.5%
CASS	426	91.0%	38	8.1%	4	0.9%
CLS	671	82.1%	120	14.7%	26	3.2%
CMDN	985	89.0%	108	9.8%	14	1.3%
SASS	903	96.2%	28	3.0%	8	0.9%
2015/16						
Professional Services	1002	95.5%	30	2.9%	17	1.6%
SDAD	146	93.0%	7	4.5%	4	2.5%
SDEN	96	92.3%	7	6.7%	1	1.0%
SESW	110	97.3%	3	2.7%	0	0.0%
SHUM	70	94.6%	3	4.1%	1	1.4%
SLSC	652	81.2%	120	14.9%	31	3.9%
SMED	648	85.4%	94	12.4%	17	2.2%
SNHS	105	94.6%	5	4.5%	1	0.9%
SSEN	176	83.4%	30	14.2%	5	2.4%

SSOC	200	87.7%	25	11.0%	3	1.3%
------	-----	-------	----	-------	---	------

*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.

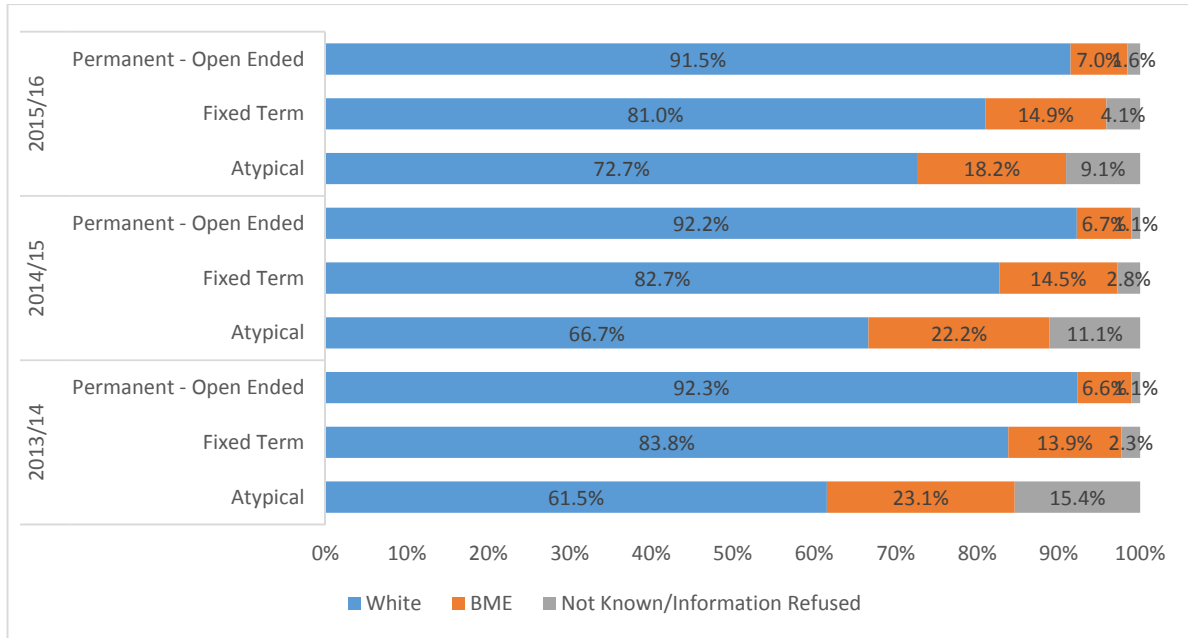
Figure 28: Staff by job category and ethnicity



Staff by job category and ethnicity						
	White		BME		Not Known/Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Academic	757	89.3%	76	9.0%	15	1.8%
Academic Related	543	94.3%	30	5.2%	3	0.5%
Clerical	693	96.1%	16	2.2%	12	1.7%
Manual	257	95.5%	10	3.7%	2	0.7%
Other Related	56	94.9%	3	5.1%	0	0.0%
Research	701	79.6%	158	17.9%	22	2.5%
Technical	376	91.3%	34	8.3%	2	0.5%
2014/15						
Academic	741	89.5%	75	9.1%	12	1.4%
Academic Related	569	93.6%	34	5.6%	5	0.8%
Clerical	684	96.2%	20	2.8%	7	1.0%
Manual	265	95.7%	9	3.2%	3	1.1%
Other Related	46	93.9%	3	6.1%	0	0.0%
Research	661	78.1%	157	18.6%	28	3.3%
Technical	392	91.8%	31	7.3%	4	0.9%
2015/16						
Academic	688	88.7%	76	9.8%	12	1.5%
Academic Related	581	92.8%	33	5.3%	12	1.9%
Clerical	672	96.1%	12	1.7%	15	2.1%
Manual	254	95.5%	9	3.4%	3	1.1%
Other Related	32	91.4%	3	8.6%	0	0.0%
Research	617	76.4%	162	20.0%	29	3.6%
Technical	403	90.6%	31	7.0%	11	2.5%

*This table includes members of staff with multiple roles in two colleges, counted as 1 in each.

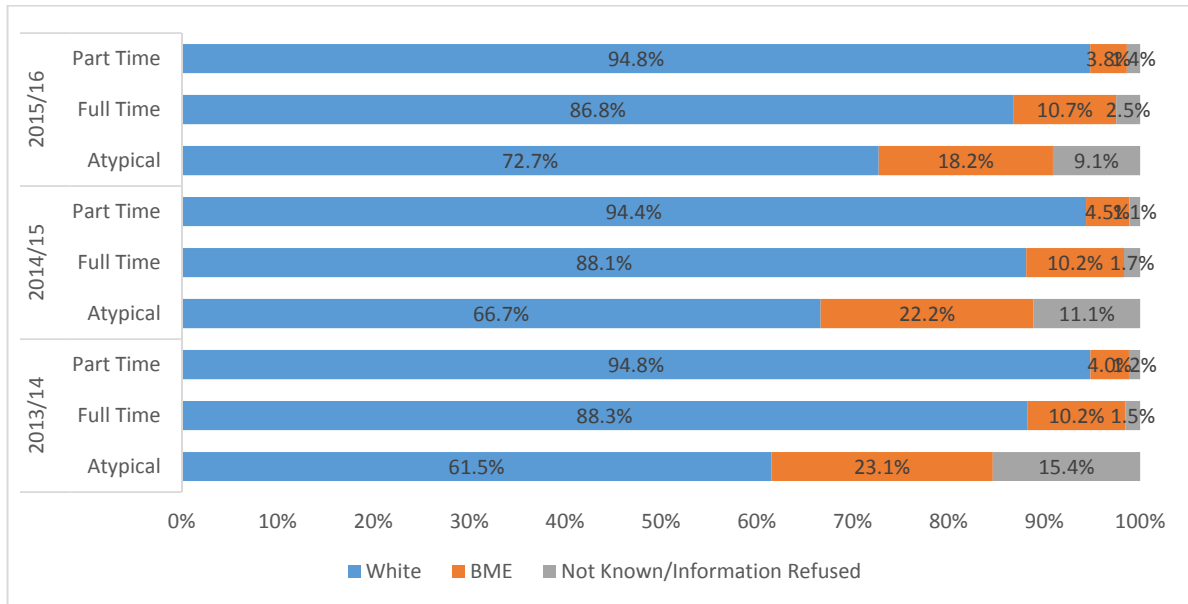
Figure 29: Staff by contract type and ethnicity



Staff by contract type and ethnicity						
	White		BME		Not Known/Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Atypical	8	61.5%	3	23.1%	2	15.4%
Fixed Term	881	83.8%	146	13.9%	24	2.3%
Permanent - Open Ended	2506	92.3%	180	6.6%	29	1.1%
2014/15						
Atypical	6	66.7%	2	22.2%	1	11.1%
Fixed Term	824	82.7%	144	14.5%	28	2.8%
Permanent - Open Ended	2532	92.2%	184	6.7%	29	1.1%
2015/16						
Atypical	8	72.7%	2	18.2%	1	9.1%
Fixed Term	763	81.0%	140	14.9%	39	4.1%
Permanent - Open Ended	2431	91.5%	185	7.0%	42	1.6%

*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

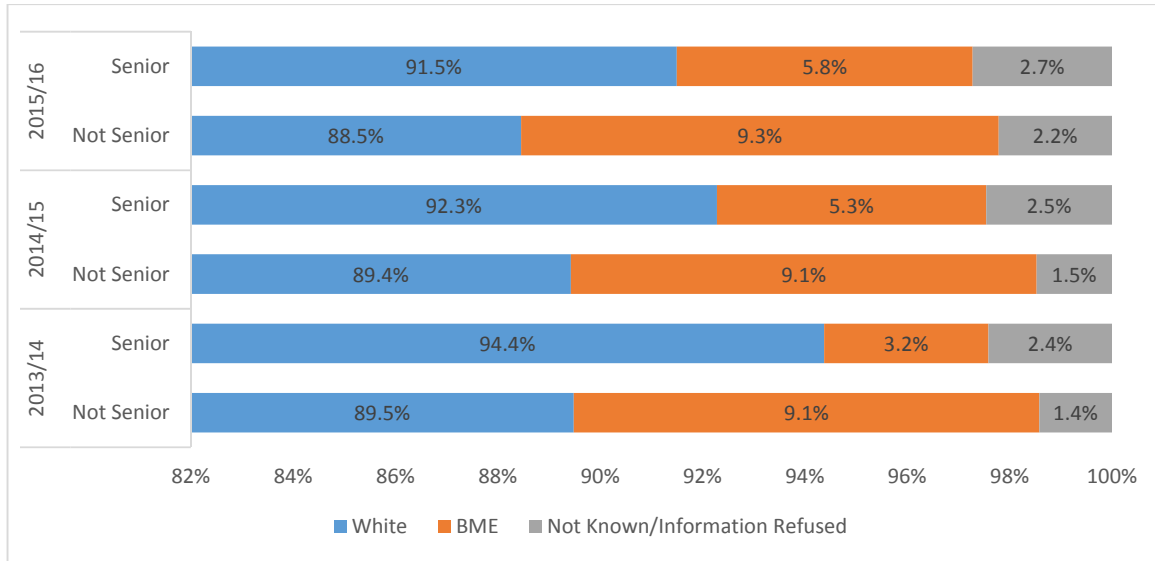
Figure 30: Staff by full-time/part-time status and ethnicity



Staff by full-time/part-time status and ethnicity						
	White		BME		Not Known/Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Atypical	8	61.5%	3	23.1%	2	15.4%
Full Time	2459	88.3%	284	10.2%	43	1.5%
Part Time	896	94.8%	38	4.0%	11	1.2%
2014/15						
Atypical	6	66.7%	2	22.2%	1	11.1%
Full Time	2413	88.1%	279	10.2%	46	1.7%
Part Time	919	94.4%	44	4.5%	11	1.1%
2015/16						
Atypical	8	72.7%	2	18.2%	1	9.1%
Full Time	2298	86.8%	283	10.7%	66	2.5%
Part Time	894	94.8%	36	3.8%	13	1.4%

*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

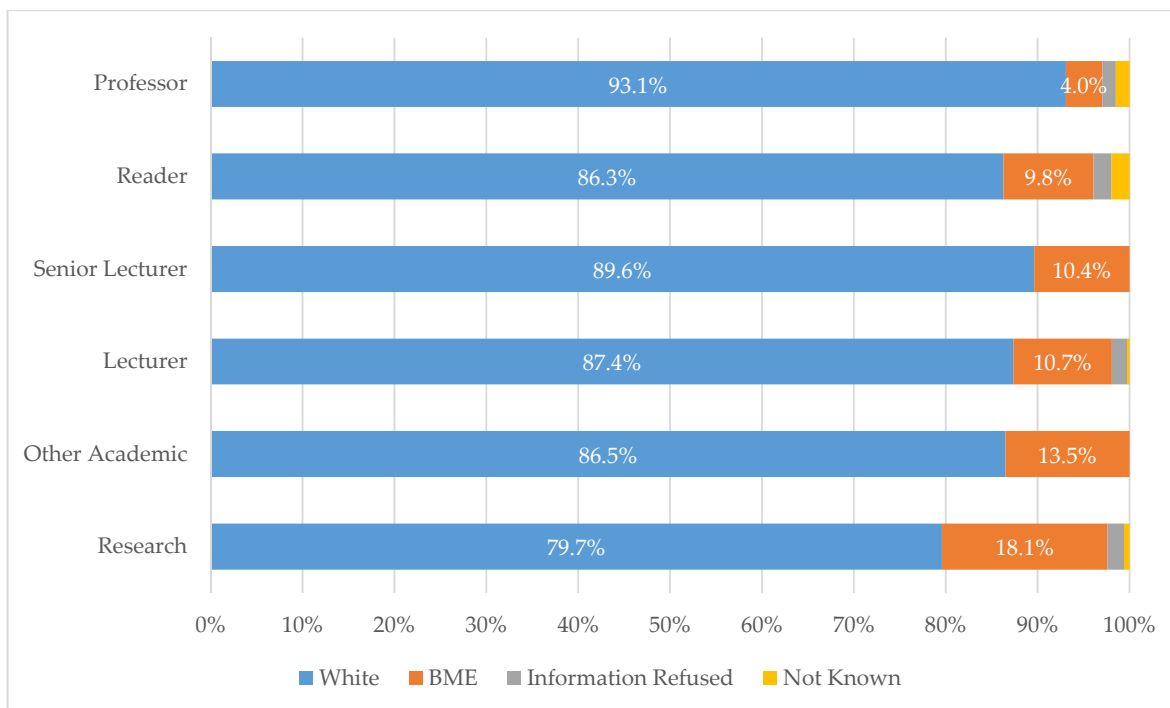
Figure 31: Staff by level and ethnicity



Staff by level and ethnicity						
Staff Level	White		BME		Not Known/Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Not Senior	3097	89.5%	315	9.1%	49	1.4%
Senior	235	94.4%	8	3.2%	6	2.4%
2014/15						
Not Senior	3045	89.4%	310	9.1%	50	1.5%
Senior	263	92.3%	15	5.3%	7	2.5%
2015/16						
Not Senior	2881	88.5%	304	9.3%	72	2.2%
Senior	269	91.5%	17	5.8%	8	2.7%

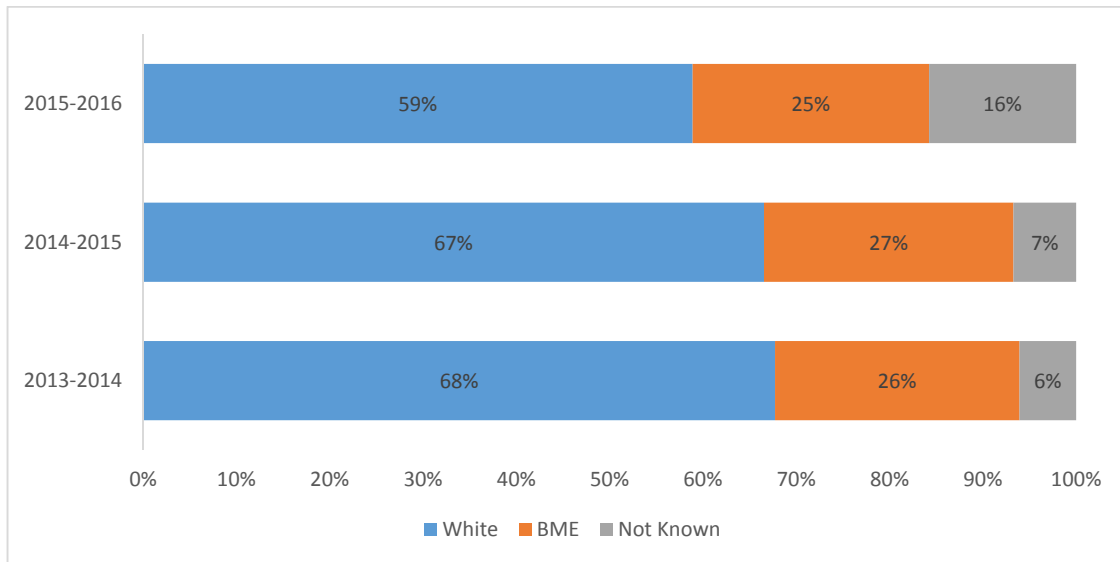
*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each

Figure 32: Academic staff by job role and ethnicity



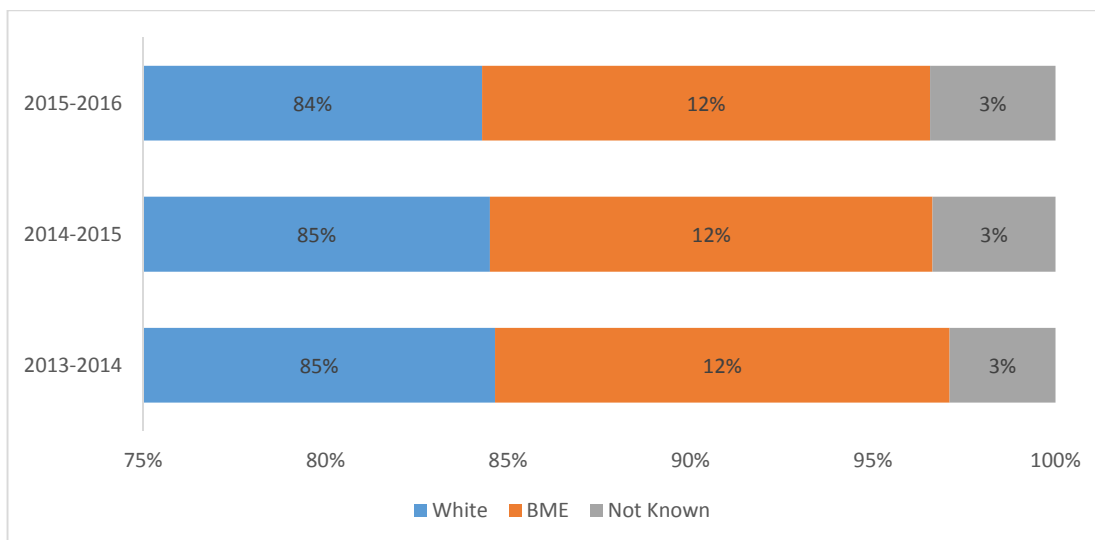
Academic staff by job role and ethnicity						
	White		BME		Not Known/Information Refused	
	Count	%	Count	%	Count	%
2013/14						
Professor	194	93.3%	8	3.8%	6	2.9%
Reader	49	87.5%	5	8.9%	2	3.6%
Senior Lecturer	188	89.5%	22	10.5%	0	0.0%
Lecturer	343	87.7%	41	10.5%	7	1.8%
Other Academic	23	82.1%	5	17.9%	0	0.0%
Researcher	701	79.7%	158	18.0%	21	2.4%
2014/15						
Professor	190	93.6%	9	4.4%	4	2.0%
Reader	52	91.2%	4	7.0%	1	1.8%
Senior Lecturer	185	89.4%	21	10.1%	1	0.5%
Lecturer	319	87.6%	40	11.0%	5	1.4%
Other Academic	29	85.3%	4	11.8%	1	2.9%
Researcher	661	78.1%	157	18.6%	28	3.3%
2015/16						
Professor	175	92.1%	11	5.8%	4	2.1%
Reader	55	90.2%	5	8.2%	1	1.6%
Senior Lecturer	157	87.7%	20	11.2%	2	1.1%
Lecturer	297	86.3%	42	12.2%	5	1.5%
Other Academic	34	89.5%	3	7.9%	1	2.6%
Researcher	617	76.4%	162	20.0%	29	3.6%

Job applications, interviews and appointments
Figure 33: Applications by ethnicity



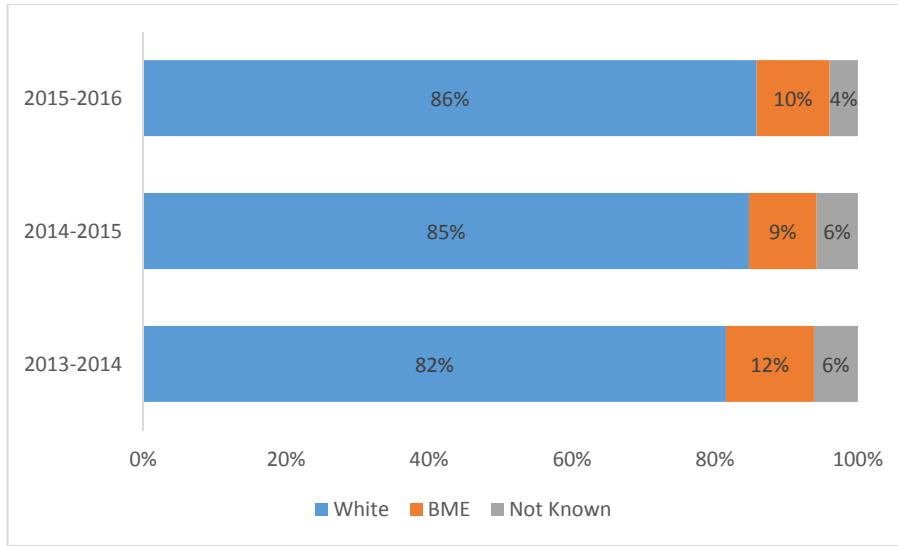
Applications by ethnicity				
Year	White	BME	Not known	Total
2013-2014	7432	2876	665	10973
2014-2015	5701	2292	575	8568
2015-2016	7140	3075	1911	12126

Figure 34: Interviews by ethnicity



Interviews by ethnicity				
Year	White	BME	Not known	Total
2013-2014	992	146	34	1172
2014-2015	878	126	35	1039
2015-2016	1105	161	45	1311

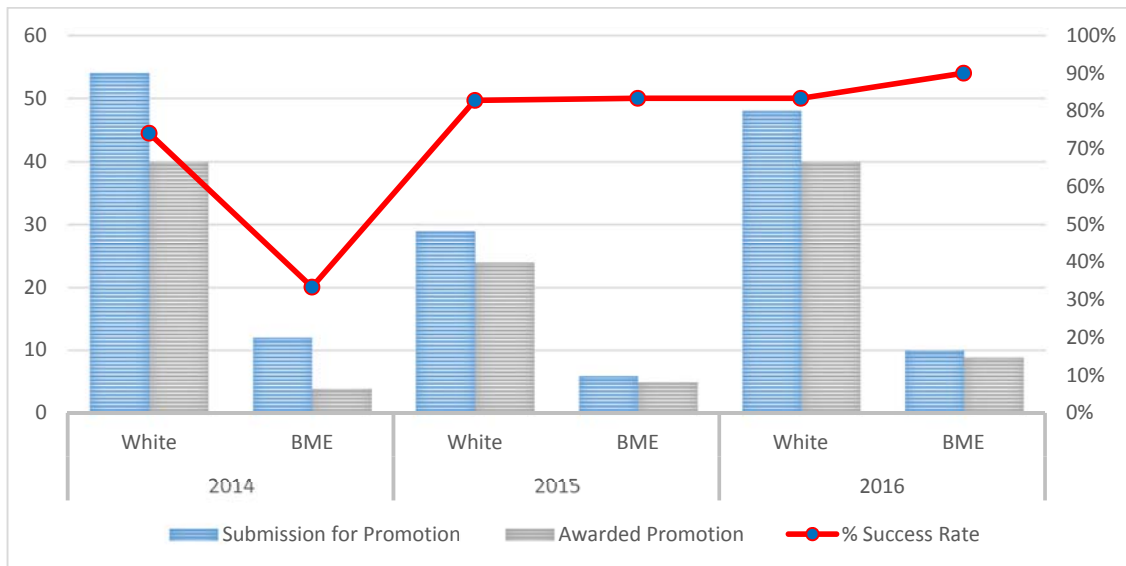
Figure 35: Appointments by ethnicity



Appointments by ethnicity				
Year	White	BME	Not known	Total
2013-2014	424	64	32	520
2014-2015	440	49	30	519
2015-2016	455	54	21	530

Promotions

Figure 36: Promotions by ethnicity



Academic Promotions by Ethnicity			
	Submission for Promotion	Awarded Promotion	% Success Rate
2014			
White	54	40	74%
BME	12	4	33%
2015			
White	29	24	83%
BME	6	5	83%
2016			
White	48	40	83%
BME	10	9	90%

Applications by Ethnicity				
	White		BME	
Year >Sought	Count	%	Count	%
2014				
Promotion to Personal Chair	12	85.7%	2	14.3%
Promotion to Reader	9	81.8%	2	18.2%
Promotion to Senior Lecturer	17	77.3%	5	22.7%
Promotion to Lecturer	8	88.9%	1	11.1%
Non Academic	8	80.0%	2	20.0%
2015				
Promotion to Personal Chair	10	83.3%	2	16.7%
Promotion to Reader	9	90.0%	1	10.0%
Promotion to Senior Lecturer	7	100.0%	0	0.0%
Promotion to Lecturer	1	50.0%	1	50.0%
Non Academic	2	50.0%	2	50.0%
2016				
Promotion to Personal Chair	10	90.9%	1	9.1%
Promotion to Reader	3	75.0%	1	25.0%
Promotion to Senior Lecturer	14	82.4%	3	17.6%
Promotion to Lecturer	7	70.0%	3	30.0%
Non Academic	10	90.9%	1	9.1%
	4	80.0%	1	20.0%

Outcome by Ethnicity				
	White		BME	
	Count	%	Count	%
2014				
Promotion to Personal Chair	6	100.0%	0	0.0%
Promotion to Reader	7	100.0%	0	0.0%
Promotion to Senior Lecturer	13	81.3%	3	18.8%
Promotion to Lecturer	8	100.0%	0	0.0%
Non Academic	6	85.7%	1	14.3%
Not Met Criteria	14	63.6%	8	36.4%
2015				
Promotion to Personal Chair	8	80.0%	2	20.0%
Promotion to Reader	8	88.9%	1	11.1%
Promotion to Senior Lecturer	5	100.0%	0	0.0%
Promotion to Lecturer	1	50.0%	1	50.0%
Non Academic	2	66.7%	1	33.3%
Not Met Criteria	5	83.3%	1	16.7%
2016				
Promotion to Personal Chair	12	85.7%	2	14.3%
Promotion to Reader	3	75.0%	1	25.0%
Promotion to Senior Lecturer	13	81.3%	3	18.8%
Promotion to Lecturer	6	66.7%	3	33.3%
Non Academic	6	100.0%	0	0.0%
Not Met Criteria	8	88.9%	1	11.1%

Dismissals and leave reasons

Figure 37: Leave reasons by ethnicity

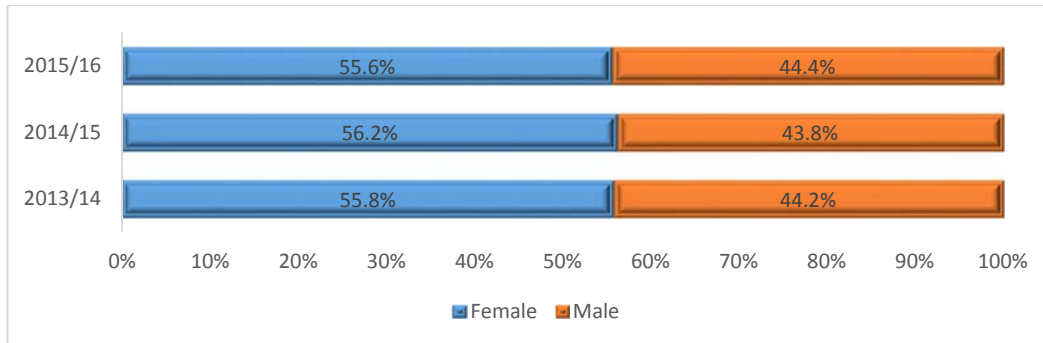


Leave reasons by ethnicity						
	White		BME		Not known / Information refused	
	Count	%	Count	%	Count	%
Deceased						
2013-2014	3	100.0%	0	0.0%	0	0.0%
2014-2015	4	100.0%	0	0.0%	0	0.0%
2015-2016	1	100.0%	0	0.0%	0	0.0%
Dismissed						
2013-2014	5	83.3%	1	16.7%	0	0.0%
2014-2015	3	75.0%	1	25.0%	0	0.0%
2015-2016	11	91.7%	1	8.3%	0	0.0%
Expiry of Contract						
2013-2014	155	79.1%	28	14.3%	13	6.6%
2014-2015	134	81.7%	18	11.0%	12	7.3%
2015-2016	99	73.9%	21	15.7%	14	10.4%
Other						
2013-2014	4	100.0%	0	0.0%	0	0.0%
2014-2015	6	100.0%	0	0.0%	0	0.0%
2015-2016	5	62.5%	2	25.0%	1	12.5%
Redundancy						
2013-2014	6	100.0%	0	0.0%	0	0.0%
2014-2015	1	50.0%	1	50.0%	0	0.0%
2015-2016	9	81.8%	2	18.2%	0	0.0%
Resignation						
2013-2014	162	85.3%	22	11.6%	6	3.2%
2014-2015	206	87.3%	28	11.9%	2	0.8%
2015-2016	193	85.4%	24	10.6%	9	4.0%
Retirement						
2013-2014	27	93.1%	0	0.0%	2	6.9%
2014-2015	27	96.4%	1	3.6%	0	0.0%
2015-2016	29	100.0%	0	0.0%	0	0.0%
Retirement (Premature)						
2013-2014	1	100.0%	0	0.0%	0	0.0%
2014-2015	16	100.0%	0	0.0%	0	0.0%
2015-2016	12	100.0%	0	0.0%	0	0.0%
Voluntary Severance / Severance						
2013-2014	17	94.4%	1	5.6%	0	0.0%
2014-2015	85	94.4%	4	4.4%	1	1.1%
2015-2016	24	100.0%	0	0.0%	0	0.0%

4. Gender

Overview of all staff, by gender

Figure 38: Overview of all staff at UoD by gender



Gender	Female		Male	
	Count	%	Count	%
2013/14	2065	55.8%	1637	44.2%
2014/15	2071	56.2%	1613	43.8%
2015/16	1968	55.6%	1571	44.4%

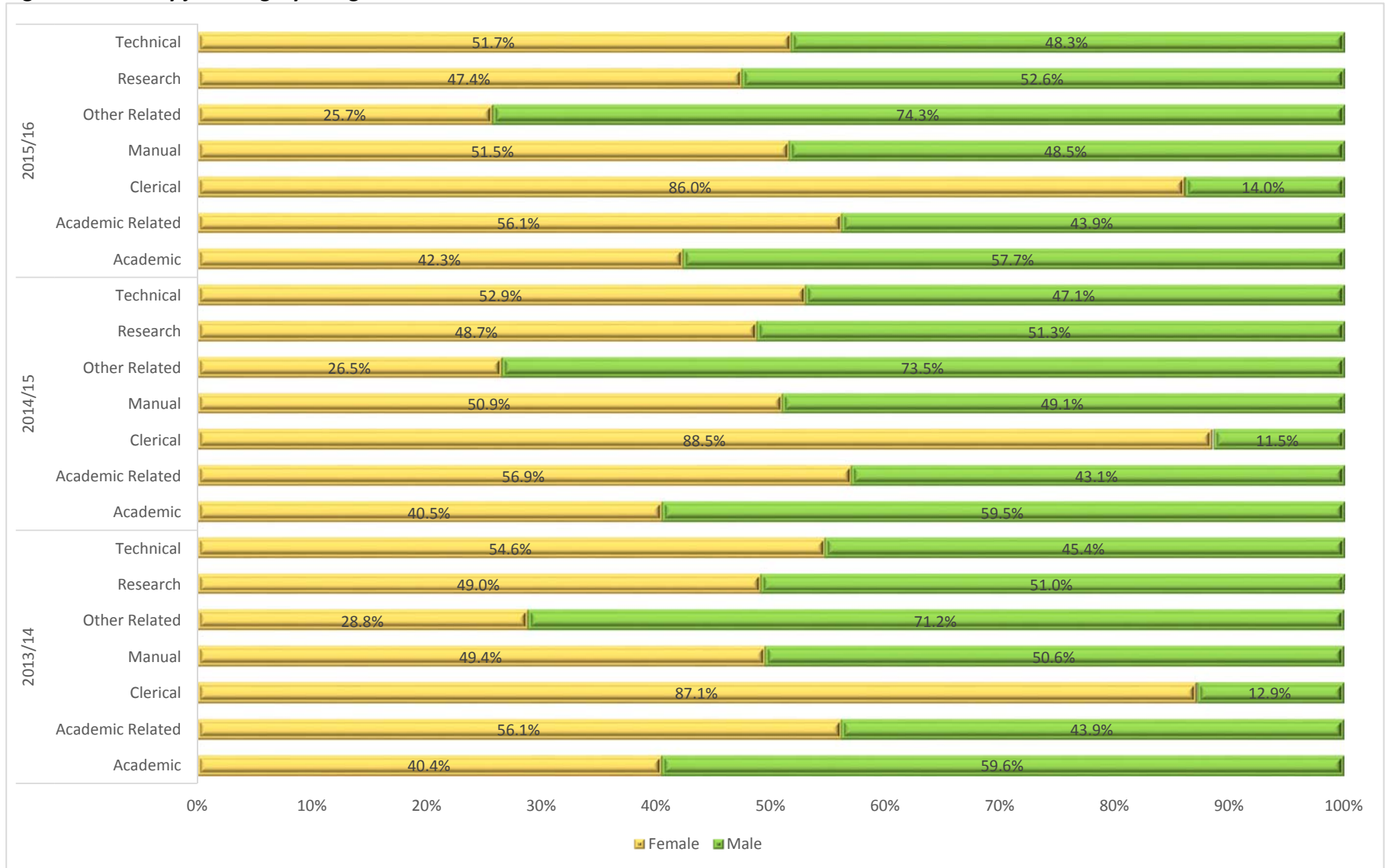
Figure 39: Staff by Schools/College/Professional Services and gender



Staff by School/College/Professional Services and gender				
	Female		Male	
	Count	%	Count	%
2013/14				
CASE	150	36.4%	262	63.6%
CASS	285	60.4%	187	39.6%
CLS	388	48.0%	421	52.0%
CMDN	705	62.9%	416	37.1%
SASS	570	61.1%	363	38.9%
2014/15				
CASE	153	38.5%	244	61.5%
CASS	281	60.0%	187	40.0%
CLS	392	48.0%	425	52.0%
CMDN	693	62.6%	414	37.4%
SASS	584	62.2%	355	37.8%
2015/16				
Professional Services	629	60.0%	420	40.0%
SDAD	72	45.9%	85	54.1%
SDEN	67	64.4%	37	35.6%
SESW	94	83.2%	19	16.8%
SHUM	48	64.9%	26	35.1%
SLSC	394	49.1%	409	50.9%
SMED	453	59.7%	306	40.3%
SNHS	83	74.8%	28	25.2%
SSEN	70	33.2%	141	66.8%
SSOC	109	47.8%	119	52.2%

*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.

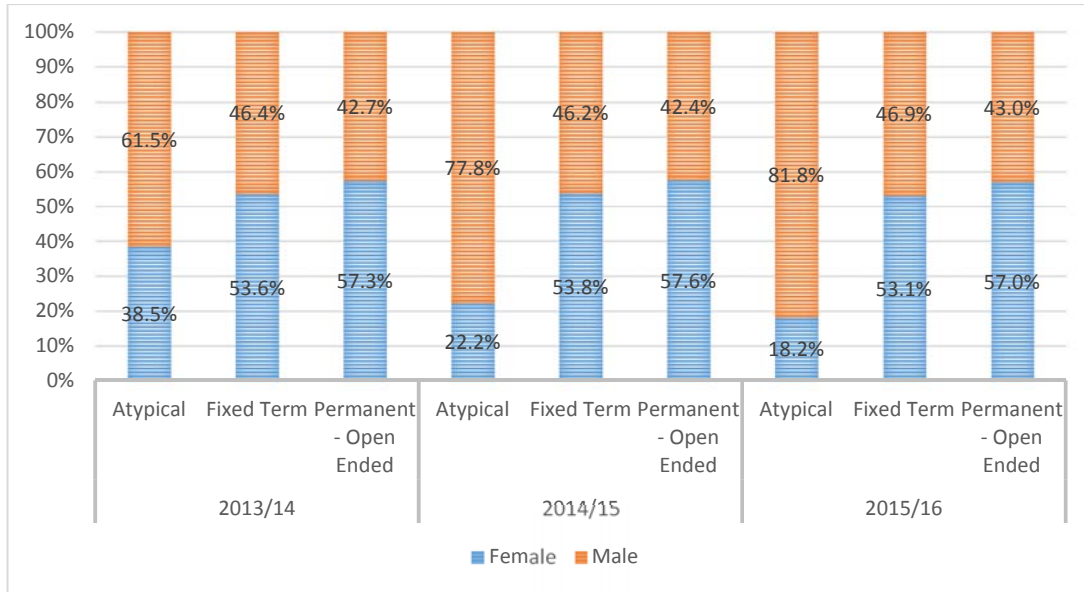
Figure 40: Staff by job category and gender



Staff by job category and gender				
	Female		Male	
	Count	%	Count	%
2013/14				
Academic	343	40.4%	505	59.6%
Academic Related	323	56.1%	253	43.9%
Clerical	628	87.1%	93	12.9%
Manual	133	49.4%	136	50.6%
Other Related	17	28.8%	42	71.2%
Research	432	49.0%	449	51.0%
Technical	225	54.6%	187	45.4%
2014/15				
Academic	335	40.5%	493	59.5%
Academic Related	346	56.9%	262	43.1%
Clerical	629	88.5%	82	11.5%
Manual	141	50.9%	136	49.1%
Other Related	13	26.5%	36	73.5%
Research	412	48.7%	434	51.3%
Technical	226	52.9%	201	47.1%
2015/16				
Academic	328	42.3%	448	57.7%
Academic Related	351	56.1%	275	43.9%
Clerical	601	86.0%	98	14.0%
Manual	137	51.5%	129	48.5%
Other Related	9	25.7%	26	74.3%
Research	383	47.4%	425	52.6%
Technical	230	51.7%	215	48.3%

*This table includes some members of staff with multiple roles in more than one category, and these staff have been counted as 1 in each category.

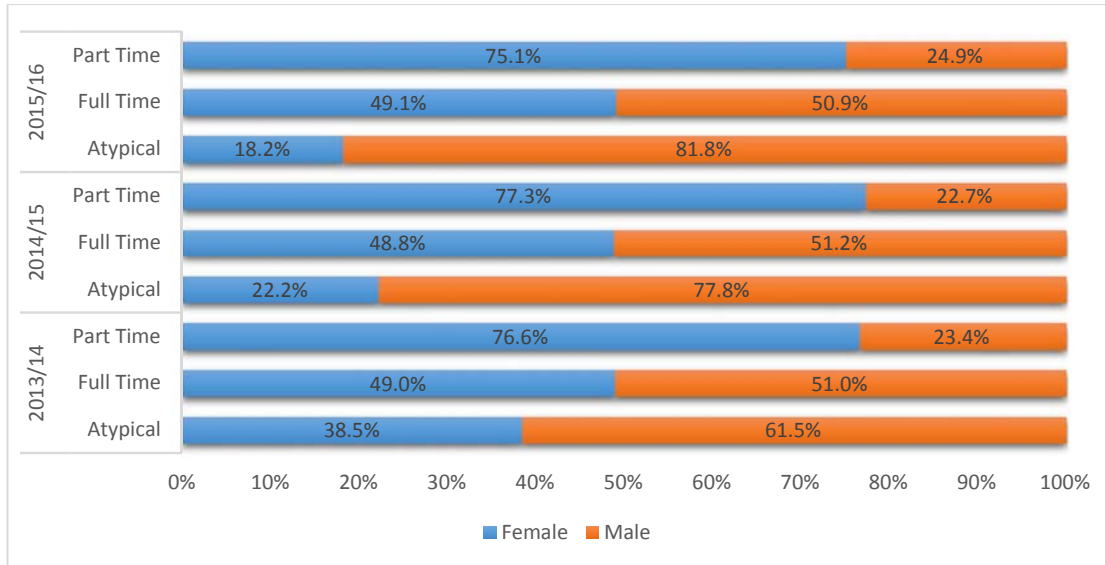
Figure 41: Staff by contract type and gender



Staff by contract type and gender				
Contract Type>Year	Female		Male	
	Count	%	Count	%
2013/14				
Atypical	5	38.5%	8	61.5%
Fixed Term	563	53.6%	488	46.4%
Permanent - Open Ended	1556	57.3%	1159	42.7%
2014/15				
Atypical	2	22.2%	7	77.8%
Fixed Term	536	53.8%	460	46.2%
Permanent - Open Ended	1580	57.6%	1165	42.4%
2015/16				
Atypical	2	18.2%	9	81.8%
Fixed Term	500	53.1%	442	46.9%
Permanent - Open Ended	1514	57.0%	1144	43.0%

*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

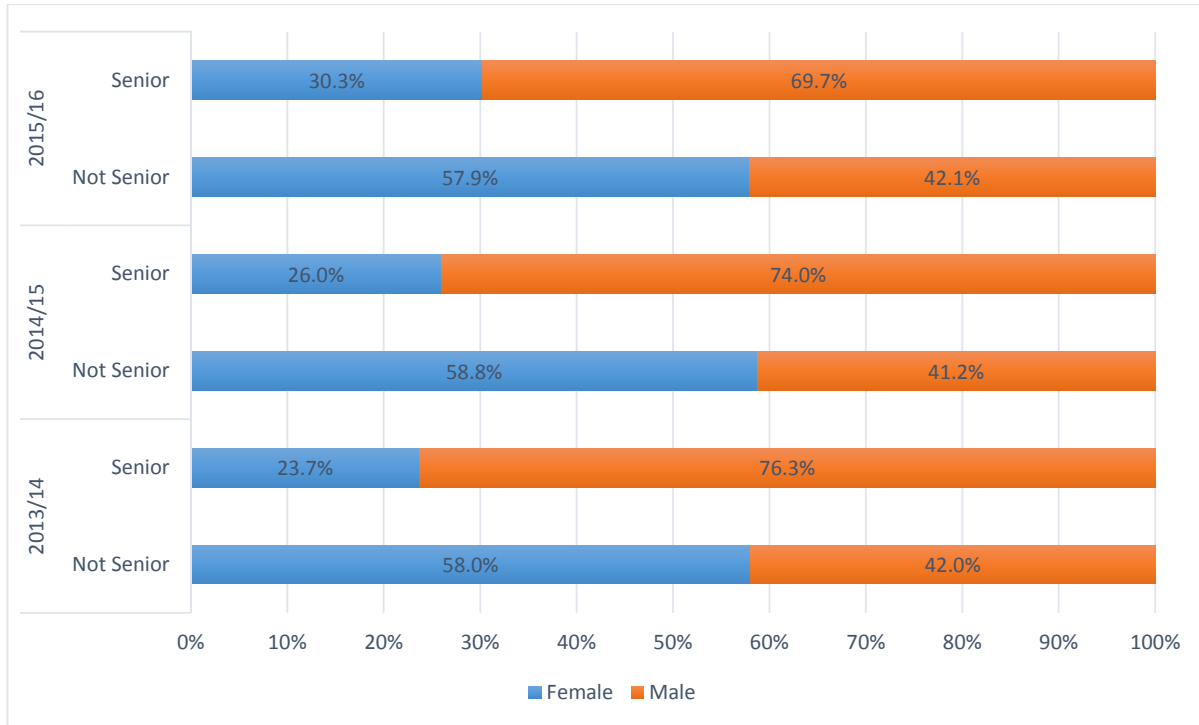
Figure 42: Staff by full-time/part-time status and gender



Staff by full-time/part-time status and gender				
	Female		Male	
	Count	%	Count	%
2013/14				
Atypical	5	38.5%	8	61.5%
Full Time	1364	49.0%	1422	51.0%
Part Time	724	76.6%	221	23.4%
2014/15				
Atypical	2	22.2%	7	77.8%
Full Time	1337	48.8%	1401	51.2%
Part Time	753	77.3%	221	22.7%
2015/16				
Atypical	2	18.2%	9	81.8%
Full Time	1299	49.1%	1348	50.9%
Part Time	708	75.1%	235	24.9%

*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

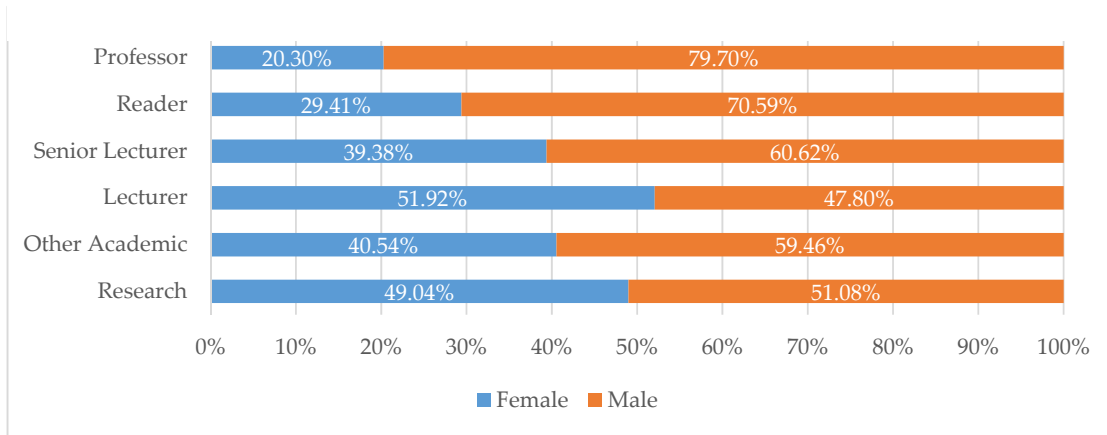
Figure 43: Staff by level and gender



Staff by level and gender				
	Female		Male	
	Count	%	Count	%
2013/14				
Not Senior	2008	58.0%	1453	42.0%
Senior	59	23.7%	190	76.3%
2014/15				
Not Senior	2001	58.8%	1404	41.2%
Senior	74	26.0%	211	74.0%
2015/16				
Not Senior	1886	57.9%	1371	42.1%
Senior	89	30.3%	205	69.7%

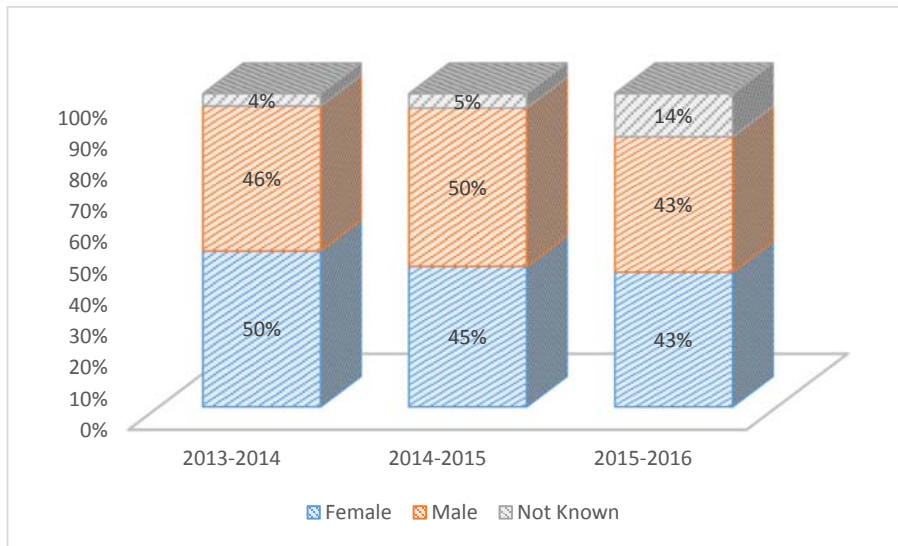
*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each

Figure 44: Academic staff by job role and gender



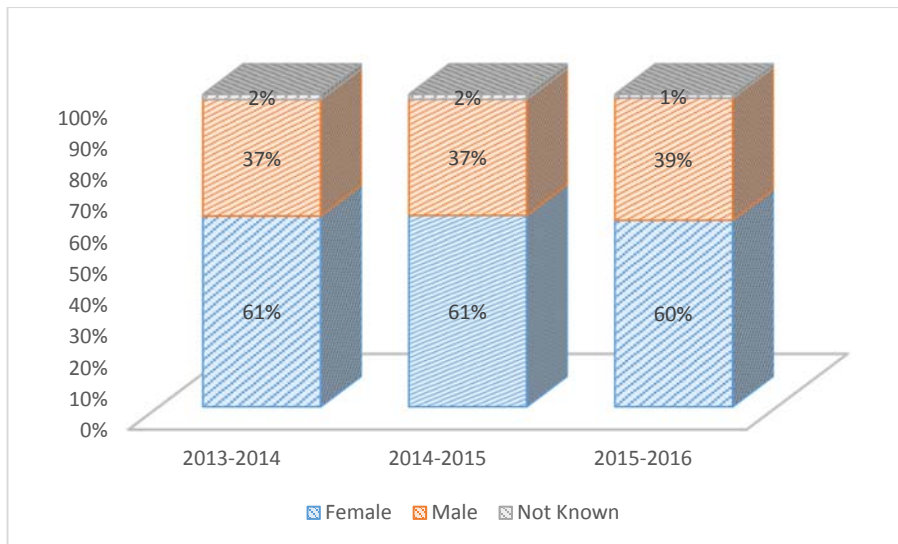
Academic staff by job role and gender				
	Female		Male	
	Count	%	Count	%
2013/14				
Professor	42	20.2%	166	79.8%
Reader	17	30.4%	39	69.6%
Senior Lecturer	86	41.0%	124	59.0%
Lecturer	206	52.7%	185	47.3%
Other Academic	15	53.6%	13	46.4%
Researcher	431	49.0%	449	51.0%
2014/15				
Professor	41	20.2%	162	79.8%
Reader	20	35.1%	37	64.9%
Senior Lecturer	83	40.1%	124	59.9%
Lecturer	191	52.5%	173	47.5%
Other Academic	19	55.9%	15	44.1%
Researcher	412	48.7%	434	51.3%
2015/16				
Professor	43	22.6%	147	77.4%
Reader	23	37.7%	38	62.3%
Senior Lecturer	73	40.8%	106	59.2%
Lecturer	183	53.2%	161	46.8%
Other Academic	21	55.3%	17	44.7%
Researcher	383	47.4%	425	52.6%

Job applications, interviews and appointments
Figure 45: Applications by gender



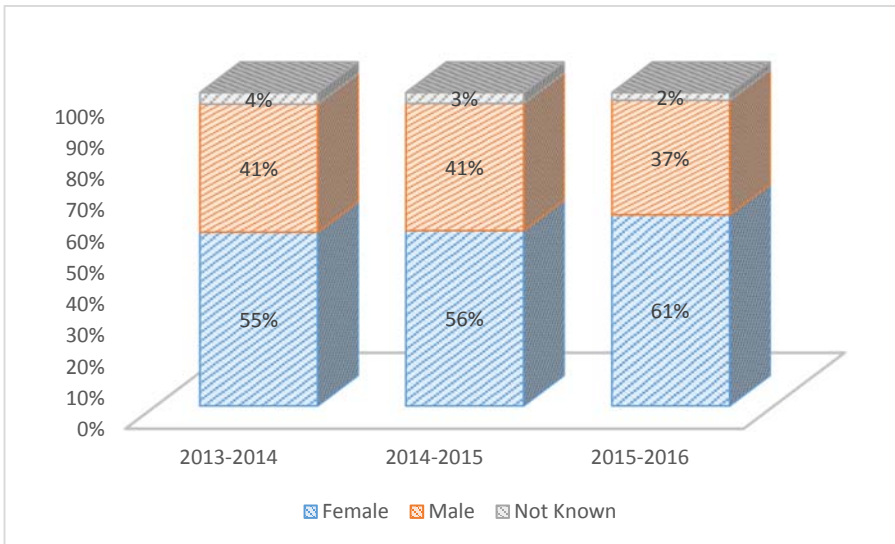
Applications by gender				
Year	Female	Male	Not known	Total
2013-2014	5472	5065	436	10973
2014-2015	3851	4320	397	8568
2015-2016	5232	5221	1673	12126

Figure 46: Interviews by gender



Interviews by gender				
	Female	Male	Not known	Total
2013-2014	715	437	20	1172
2014-2015	636	386	17	1039
2015-2016	782	513	16	1311

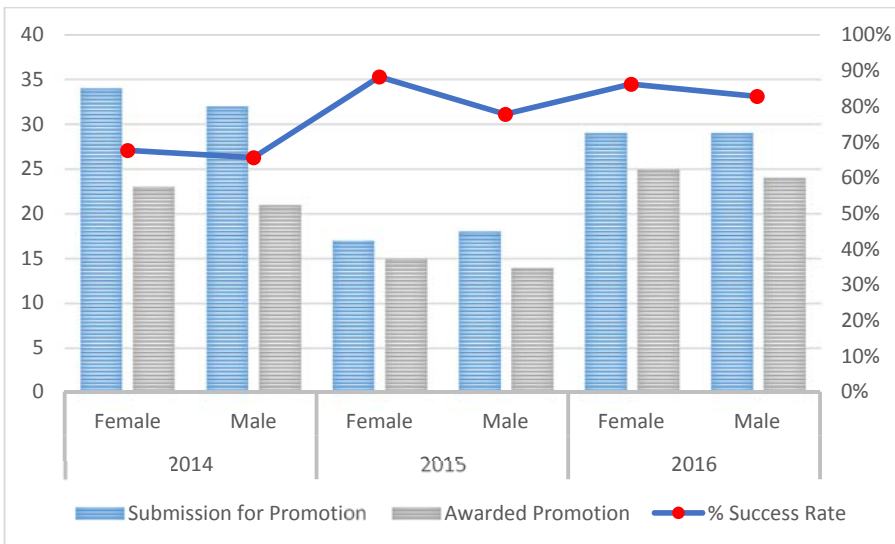
Figure 47: Appointments by gender



Appointments by gender				
Year	Female	Male	Not known	Total
2013-2014	288	213	19	520
2014-2015	290	211	18	519
2015-2016	323	194	13	530

Promotions

Figure 48: Promotions by gender



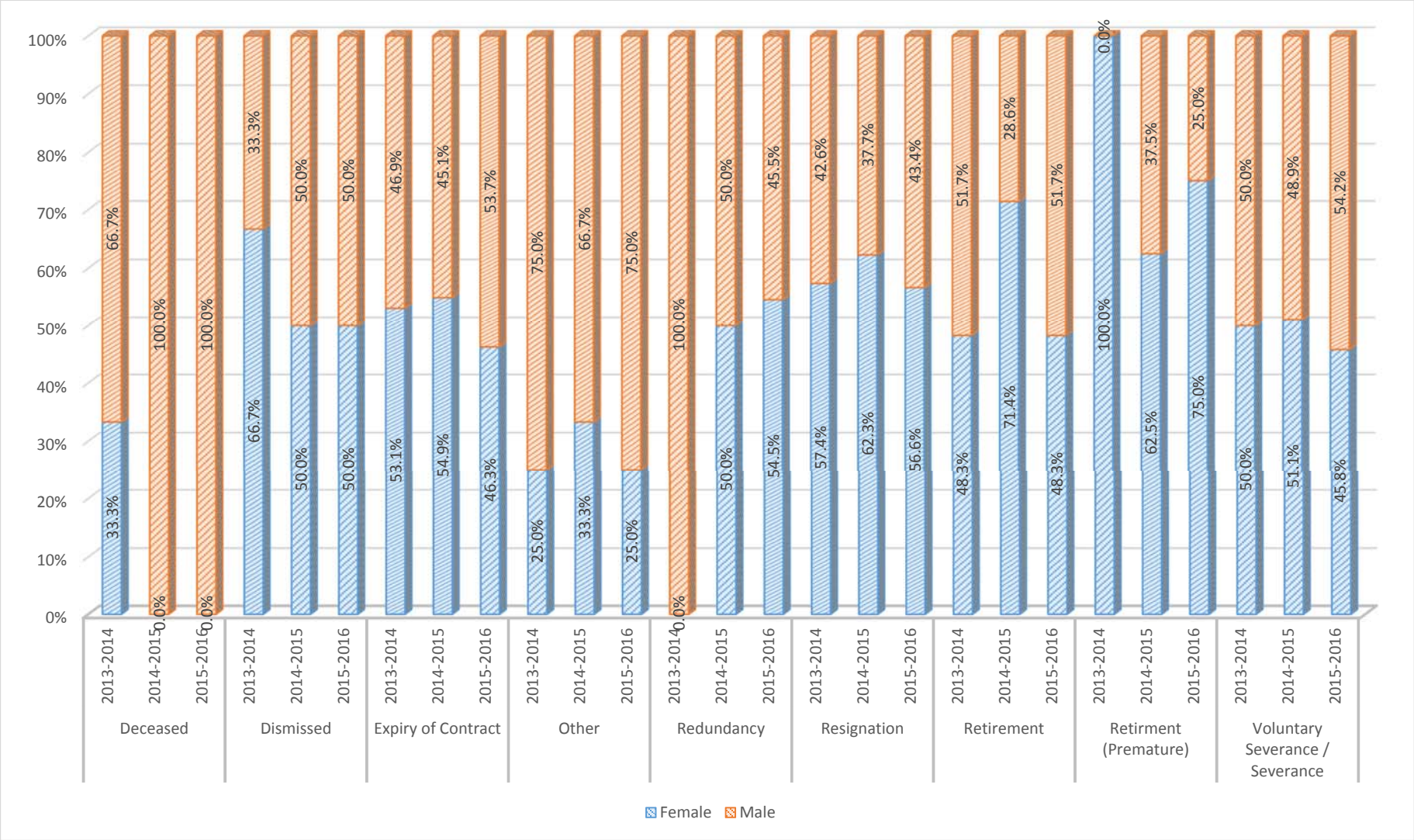
Academic Promotions by Gender			
	Submission for Promotion	Awarded Promotion	% Success Rate
2014			
Female	34	23	68%
Male	32	21	66%
2015			
Female	17	15	88%
Male	18	14	78%
2016			
Female	29	25	86%
Male	29	24	83%

Applications for Promotions by gender				
	Female		Male	
	Count	%	Count	%
2014				
Promotion to Personal Chair	5	35.7%	9	64.3%
Promotion to Reader	6	54.5%	5	45.5%
Promotion to Senior Lecturer	13	59.1%	9	40.9%
Promotion to Lecturer	4	44.4%	5	55.6%
Non Academic	6	60.0%	4	40.0%
2015				
Promotion to Personal Chair	8	66.7%	4	33.3%
Promotion to Reader	2	20.0%	8	80.0%
Promotion to Senior Lecturer	4	57.1%	3	42.9%
Promotion to Lecturer	2	100.0%	0	0.0%
Non Academic	1	25.0%	3	75.0%
2016				
Promotion to Personal Chair	6	54.5%	5	45.5%
Promotion to Reader	1	25.0%	3	75.0%
Promotion to Senior Lecturer	9	52.9%	8	47.1%
Promotion to Lecturer	5	50.0%	5	50.0%
Non Academic	5	45.5%	6	54.5%
	3	60.0%	2	40.0%

Outcome of Promotions by gender				
	Female		Male	
	Count	%	Count	%
2014				
Promotion to Personal Chair	2	33.3%	4	66.7%
Promotion to Reader	4	57.1%	3	42.9%
Promotion to Senior Lecturer	8	50.0%	8	50.0%
Promotion to Lecturer	4	50.0%	4	50.0%
Non Academic	5	71.4%	2	28.6%
Not Met Criteria	11	50.0%	11	50.0%
2015				
Promotion to Personal Chair	6	60.0%	4	40.0%
Promotion to Reader	3	33.3%	6	66.7%
Promotion to Senior Lecturer	3	60.0%	2	40.0%
Promotion to Lecturer	2	100.0%	0	0.0%
Non Academic	1	33.3%	2	66.7%
Not Met Criteria	2	33.3%	4	66.7%
2016				
Promotion to Personal Chair	8	57.1%	6	42.9%
Promotion to Reader	1	25.0%	3	75.0%
Promotion to Senior Lecturer	9	56.3%	7	43.8%
Promotion to Lecturer	4	44.4%	5	55.6%
Non Academic	3	50.0%	3	50.0%
Not Met Criteria	4	44.4%	5	55.6%

Dismissals and leave reasons

Figure 49: Leave reasons by gender



Leave reasons by gender				
	Female		Male	
	Count	%	Count	%
Deceased				
2013-2014	1	33.3%	2	66.7%
2014-2015	0	0.0%	4	100.0%
2015-2016	0	0.0%	1	100.0%
Dismissed				
2013-2014	4	66.7%	2	33.3%
2014-2015	2	50.0%	2	50.0%
2015-2016	6	50.0%	6	50.0%
Expiry of Contract				
2013-2014	104	53.1%	92	46.9%
2014-2015	90	54.9%	74	45.1%
2015-2016	62	46.3%	72	53.7%
Other				
2013-2014	1	25.0%	3	75.0%
2014-2015	2	33.3%	4	66.7%
2015-2016	2	25.0%	6	75.0%
Redundancy				
2013-2014	0	0.0%	6	100.0%
2014-2015	1	50.0%	1	50.0%
2015-2016	6	54.5%	5	45.5%
Resignation				
2013-2014	109	57.4%	81	42.6%
2014-2015	147	62.3%	89	37.7%
2015-2016	128	56.6%	98	43.4%
Retirement				
2013-2014	14	48.3%	15	51.7%
2014-2015	20	71.4%	8	28.6%
2015-2016	14	48.3%	15	51.7%
Retirement (Premature)				
2013-2014	1	100.0%	0	0.0%
2014-2015	10	62.5%	6	37.5%
2015-2016	9	75.0%	3	25.0%
Voluntary Severance / Severance				
2013-2014	9	50.0%	9	50.0%
2014-2015	46	51.1%	44	48.9%
2015-2016	11	45.8%	13	54.2%

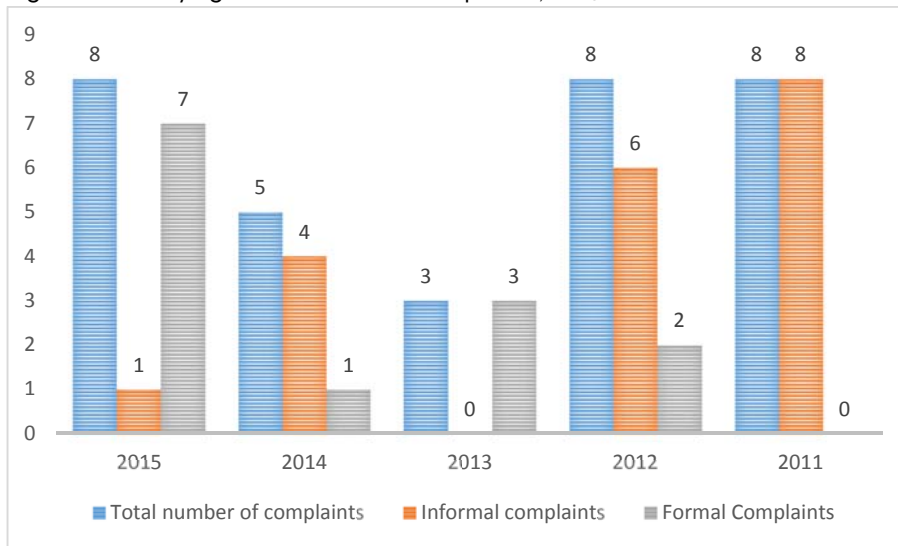
Annexe B: Harassment, Bullying, Disciplinaries and Grievances

There were 25 employee related cases during the period covering 2015/2016. The following were the nature of cases:

1. There were 4 Annual Review Appeal cases
2. 3 cases related to Grievance
3. 7 Formal and one Informal Harassment and Bullying
4. 2 cases related to Pay Query
5. Six Disciplinary related
6. One for Appeal against Fixed-term Expiry
7. One case related to Performance

Harassment and Bullying complaints

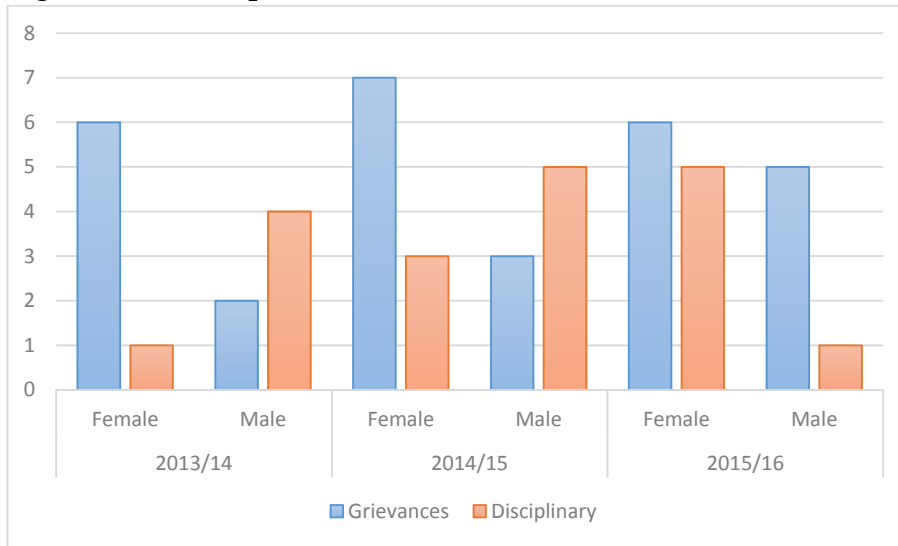
Figure B.1 - Bullying and Harassment complaints, 2015 - 2016



	2015	2014	2013	2012	2011
Total number of complaints	8	5	3	8	8
Informal complaints	1	4	0	6	8
Formal Complaints	7	1	3	2	0

Disciplinaries and Grievances

Figure B.2 – Disciplinaries and Grievances 2015-16



	2013/14		2014/15		2015/16		
	Female	Male	Female	Male	Female	Male	Total
Grievances	6	2	7	3	6	5	29
Disciplinary	1	4	3	5	5	1	19

Annex C: Committees and decision making bodies (University Governing body)

In addition to the members below, others officers are normally in attendance at committees including

Audit Committee - Convener of Finance & Policy Committee, University Secretary, Director of Finance, Director of Policy, Governance & Legal Affairs, Clerk to Court (Secretary) and other officers at the discretion of the Director of Finance

Finance & Policy Committee - Convener of Audit Committee, University Secretary, Vice-Principal Learning & Teaching, Director of Finance, Director of Policy, Governance & Legal Affairs, Director of Campus Services, Director of Strategic Planning, Clerk to Court (Secretary)

Governance & Nominations Committee - University Secretary, Director of Policy, Governance & Legal Affairs, Clerk to Court (Secretary)

People & Organisational Development Committee - University Secretary, Director of Human Resources, Deputy Director of Human Resources (Secretary) and other officers at the discretion of the Director of Human Resources

Remuneration Committee (as required) - Principal, University Secretary, and Director of Human Resources

The membership below is correct as at 4 April 2017

Members of committees, by Age

Table C.1 - Members of committees, by age

Committee	20-29	30-39	40-49	50-59	60-64	65+	Not known	Total
Court	2		1	10	6	1	3	23
Audit Committee				2	2	2		6
Finance & Policy Committee	1			3	4		1	9
Endowments sub-committee	1			1	1	1		4
Governance & Nominations Committee	1			2	5			8
People & Organisational Development Committee			1	5		1	1	8
Remuneration Committee				2	1		1	4

Members of committees, by Disability

Table C.2 – Members of committees, by disability

Committee	Declared disability	No known disability	Not known	Total
Court	3	17	3	23
Audit Committee	1	5		6
Finance & Policy Committee		8	1	9
Endowments sub-committee		3	1	4
Governance & Nominations Committee		8		8
People & Organisational Development Committee	3	4	1	8
Remuneration Committee		3	1	4

Members of committees, by Ethnicity

Table C.3 – Members of committees, by ethnicity

Committee	White	BME	Not known	Total
Court	20		3	23
Audit Committee	6			6
Finance & Policy Committee	8		1	9
Endowments sub-committee	4			4
Governance & Nominations Committee	8			8
People & Organisational Development Committee	7		1	8
Remuneration Committee	3		1	4

Members of committees, by Gender

Table C.4 – Members of committees, by gender

Committee	Female	Male	No response	Total
Court	10	10	3	23
Audit Committee	1	5		6
Finance & Policy Committee	5	3	1	9
Endowments sub-committee	1	3		4
Governance & Nominations Committee	4	4		8
People & Organisational Development Committee	4	3	1	8
Remuneration Committee	2	1	1	4
Senate	24	29		53
Research & Knowledge Exchange Committee	5	13		18
Research Governance & Policy Sub-Committee	6	7		13
Learning and Teaching Committee	4	7		11

Members of committees, by Marriage and Civil Partnership status

Table C.5 – Members of committees, by marriage and civil partnership status

Committee	Married/Civil Partnership	Not Married or in a Civil Partnership	Not known	Total
Court	16	4	3	23
Audit Committee	6			6
Finance & Policy Committee	6	2	1	9
Endowments sub-committee	3	1		4
Governance & Nominations Committee	5	3		8
People & Organisational Development Committee	7		1	8
Remuneration Committee	3		1	4

Members of committees, by Religion or Belief

Table C.6 – Members of committees, by religion or belief

Christian							
Committee	Church of Scotland	Roman Catholic	Other denomination	No religion	Not known	Prefer not to say	Total
Court	7	3	4	6	3		23
Audit Committee	2		3	1			6
Finance & Policy Committee	3	2	1	2	1		9
Endowments sub-committee	2	1				1	4
Governance & Nominations Committee	1	2	2	3			8
People & Organisational Development Committee	3		2	2	1		8
Remuneration Committee	2	1			1		4

Annexe D: Training programmes (Staff Development)

The following tables provides information on the staff development opportunities provided by the University's Organisational & Professional Development (OPD) Unit. Data is provided for two years (2015/16 and 2014/15) for comparative reasons. In the academic year of 2015/16 there were 226 courses which amounted to 326 training sessions delivered (Each course can be made up of several training sessions). The total number of participations was 1950, (some staff will have attended more than one course), and 838 members of staff attended at least one training course in the 12 month reporting period. The staff participating in staff development sessions are described below by the protected characteristics.

Uptake of OPD courses by age

Table D.1 – Staff Attendance at OPD courses by age

Age Bracket	<20	20-29	30-39	40-49	50-59	60-64	65+	Total
August 14-July 15	4	255	577	727	526	44	7	2140
August 14-July 15	0%	12%	27%	34%	25%	2%	0%	100%
August 15-July 16	1	231	604	660	412	37	5	1950
August 15-July 16	.05%	11.85%	30.97%	33.85%	21.13%	1.90%	0.26%	100%

Table D.1.1 – Staff Engaging with OPD courses by Headcount -Age

Age Bracket	<20	20-29	30-39	40-49	50-59	60-64	65+	Total
August 14-July 15	1	113	228	290	232	33	6	903
August 14-July 15	0.11%	12.51%	25.25%	32.12%	25.69%	3.65%	0.66%	100%
August 15-July 16	1	105	247	258	200	25	2	838
August 15-July 16	0.12%	12.53%	29.47%	30.79%	23.87%	2.98%	0.24%	100%

The table above shows the proportions of the workforce by age groups, and the proportions of each age group that has accessed staff development opportunities during 2015/16. Attendance for the age groups 30 to 39 and 40 to 49 have the highest numbers participating and remains consistent with the previous year. The smallest proportion of staff developments took place in the 60 and older age group, and within the age group below 20.

Uptake of OPD courses by disability

Table D.2 – Staff Attendance at OPD courses by disability

Disability	Yes	No Known Disability	Information Refused	Total
August 14-July 15	87	2030	23	2140
August 14-July 15	4%	95%	1%	100%
August 15-July 16	103	1831	16	1950
August 15-July 16	5.28%	93.90%	0.82%	100%

Table D.2.1 – Staff Engaging with OPD courses by Headcount-Disability

Disability	Yes	No Known Disability	Information Refused	Total
August 14-July 15	37	860	6	903
August 14-July 15	4.10%	95.24%	0.66%	100%
August 15-July 16	40	789	9	838
August 15-July 16	4.77%	94.15%	1.07%	100%

The table above shows the proportion of staff engaged in development activities, by disability. The figures show that there was a slight increase in disabled staff taking part in developmental activities from year 2014/15.

Uptake of OPD courses by ethnicity

Table D.3 – Staff Attendance at OPD courses by ethnicity

Ethnicity	White	BME	Not known/information refused	Total
August 14-July 15	1961	139	23	2123
August 14-July 15	92%	7%	1%	100%
August 15-July 16	1762	156	32	1950
August 15-July 16	90.36%	8.00%	1.64%	100%

Table D.3.1 – Staff Engaging with OPD courses by Headcount-ethnicity

Ethnicity	White	BME	Not known/information refused	Total
August 14-July 15	822	67	14	903
August 14-July 15	91.03%	7.42%	1.55%	100%
August 15-July 16	751	73	14	838
August 15-July 16	89.62%	8.71%	1.67%	100%

Table above shows that there was an improvement in BME staff accessing development opportunities.

Uptake of OPD courses by gender

Table D.4 – Staff Attendance at OPD courses by gender

Gender	Male	Female	Total
August 14-July 15	682	1458	2140
August 14-July 15	32%	68%	100%
August 15-July 16	585	1365	1950
August 15-July 16	30.00%	70.00%	100%

Table D.4.1 – Staff Engaging with OPD courses by Headcount-gender

Gender	Male	Female	Total
August 14-July 15	283	620	903
August 14-July 15	31.34%	68.66%	100%
August 15-July 16	255	583	838
August 15-July 16	30.%	70.%	100%

Table above shows the proportions of men and women who have participated in development opportunities within the last year. There has been a slight increase in the number of females attending training courses from the previous year. Figures show that 70% of women have attended training courses whereas only 30% of males participated.

Completion rates for mandatory Equality and Diversity Training

The University provides a wide range of training opportunities and provision for staff development through its mandatory equality and diversity programme, both online and face-to-face. Equality and diversity training is now firmly embedded and mainstreamed into the University strategy. The University requires all its academic staff (five modules) and non-academic staff (four modules) to complete the required mandatory programme, which includes, Diversity in the Workplace, Diversity in Learning and Teaching , Disability, Stress for Manager’s and Stress in the Workplace. In addition, online modules on recruitment and selection, equality impact assessments and unconscious bias has been rolled out to all relevant staff. Unconscious Bias workshops are also delivered twice a year through external facilitator. Online equality and diversity training module for students was launched in January 2015.

Since the previous report in 2015, there has been a vast improvement in the take-up of the mandatory programme. As of April 2017, we had 2399 (67.1%) staff complete the entire set of training modules compared to 1206 (33.7%) in 2015. E&D training is a standing item for discussion on University committees.

Figure 50: Mandatory Equality and Diversity Training

