



University of Dundee

Equality, Diversity and Inclusion

Public Sector Equality Duty

Employee Information Report 2021

Academic Year 2020/21

Presented by: EDI Office

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1. Introduction

The Annual Employee Information Report 2021 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 everyone and strives to create a positive culture of mutual respect and dignity.

This report provides an overview of staff equalities monitoring data for the academic years 2018, 2019 and 2020 in relation to recruitment and selection, staff profile, leavers, training and development, disciplinary and grievances. This report should be read alongside the University's Public Sector Equality Duty reports, which will be published in April 2021. It should be noted that in addition to this report the University also participates in various external accredited activities that involve scrutiny of key equalities datasets and practices at a much closer level. For example, Athena SWAN, Stonewall Workplace Equality Index and the Race Equality Charter Mark.

1.1. 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.

1.2. 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 Employee Information Report 2021 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.

1.3. Staff Data

The following pages provide diversity profile data for all University employed staff data captured annually on 31 July 2018, 2019 and 2020 based on headcount. The same methodology has been applied when preparing the data for each year to ensure comparability. It should be noted that staff are reported on headcount rather than FTE (full-time equivalent). The profile data for each protected characteristic uses a single count per staff member, however, in analysis for contract terms (part-time/full-time and fixed-term/permanent) and job categories staff are counted for each contract they have with the University.

Historically, staff data collection has included Sex (Gender), Ethnicity, Disability and Age. The University has implemented new processes to capture data on other protected characteristics to meet the new requirements and the analysis on these characteristics will improve going forward.

The University plans to implement a self-service functionality for employees to update their personal information which will help to improve the disclosure rates and enhance all diversity data for staff.

1.4 Summary of Key Statistics

At 31 July 2020, the University had a total number of 3256 employees, with 2673 (82.1%) permanent open-ended contracts and 598 (17.8%) fixed-term contracts.

1.4.1 Sex (Gender)

- The gender balance at the University in 2020 has changed slightly over the previous year. Overall, 58% (1880) of staff were female (Figure 6).
- 34% of Grade 10 are female (Figure 7).
- There are variations in gender representation across the job category groups. Female staff comprised 49% of Academic and Research staff and 65% of Professional Services staff (Figure 8).
- Female staff comprised 28% of Professorships compared to 72% male staff (Figure 10).
- 56% of staff in the position Lecturer (Grade 7 and 8) were Female, however, only 44% of Senior Lecturers (Grade 9) were Female.
- Gender balance across Researcher roles is equal (Figure 10).
- Female staff were underrepresented in senior academic roles (Figure 10) and overrepresented in Professional Services roles (Clerical, Academic Related, Technical and Manual) (Figure 8).
- Generally, the number of staff working on a fixed-term basis has decreased over the last two years. Female staff continue to hold more part-time fixed-term contracts, however, this has declined over the last 3 years (Figure 9).
- The proportion of applications from female candidates has declined over three years, however, female candidates continue to receive proportionately more interviews than male candidates (Figure 11 and Figure 12). Overall, females accounted for 45% of applications and 57% of offers of employment (Figure 11).

1.4.2 Race (Ethnicity)

- The University has a predominately white workforce (88%) with Black and Minority Ethnic (BME) employees making up 9% of the workforce. The proportion of our staff who are BME has remained similar for each of the last three years. The percentage of employees whose ethnicity is unknown remains the same as the previous year at 3% (Figure 22).
- BME staff are employed within all staff levels but a higher proportion are concentrated in Grade 7, Grade 8 and Clinical Grades (Figure 23).
- The largest proportion of BME staff (72%) are employed in Academic and Research roles with 28% of BME staff employed in Professional Services roles (Figure 24).
- Majority of the BME staff are employed in full time positions and hold permanent contracts (Figure 25).
- BME staff are well represented in Academic and Research roles and hold 10% of Professorships which has steadily increased over three years (Figure 26).
- The proportion of applications from BME candidates has increased over three years to 38% in 2020 (Figure 27). However, BME candidates continue to be proportionately less successful at receiving interviews and employment offers than White candidates (Figure 28).

1.4.3 Disability

- The overall rate of staff disclosing their disability status remains at 4% across the last three years. There were a total of 73 (2%) staff who refused to respond or whose disability status was unknown (Figure 39).
- The proportion of Professors declaring a disability has increased over the last three years to 6% (Figure 43).
- In 2020, 8% of promotion applications came from staff who had declared a disability and they achieved a similar success rate to staff not declaring a disability (Figure 44 and Figure 45).
- Although applicants declaring a disability received a similar proportion of interviews as applicants who did not declare a disability, those candidates who declared a disability were less likely to be offered a position after interview (3% in 2020) than candidates who did not declare a disability (6% in 2020) (Figure 53).

1.4.4 Age

- The University has a wide range of ages of staff, with most staff employed at the University in 2020 being within the age range of 30 to 59 (79%) (Figure 56).
- In 2020, the majority of Professors are age 50 and over (Figure 60).
- Appointment data for 2020 shows that the majority of staff hired were between the ages of 20 and 49 (Figure 61).
- For the first time in three years, there were no applications for Academic promotion in 2020 from staff over 60 (Figure 64). Over three years, the general trend shows staff of 30 – 39 years of age enjoy the highest promotion success rate which slightly decreases in each older age group (Figure 65).

1.4.5 University Court (Governing Body)

Equality data was provided by the Academic and Corporate Governance directorate as at 31 July 2020. The University governing body comprised of 22 members. From the total members who had disclosed information, 55% were female and 45% were male (Figure 78).

2. Overview of University Staff Profile 2020

A summary of staff data by Protected Characteristics as at 31 July 2020 is shown below.

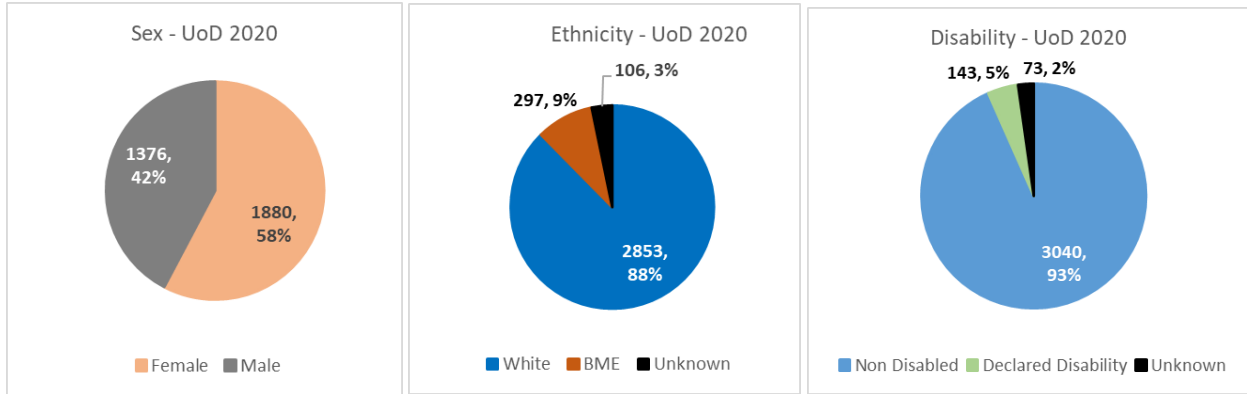


Figure 1 Gender / Disability / Ethnicity 2020 summary

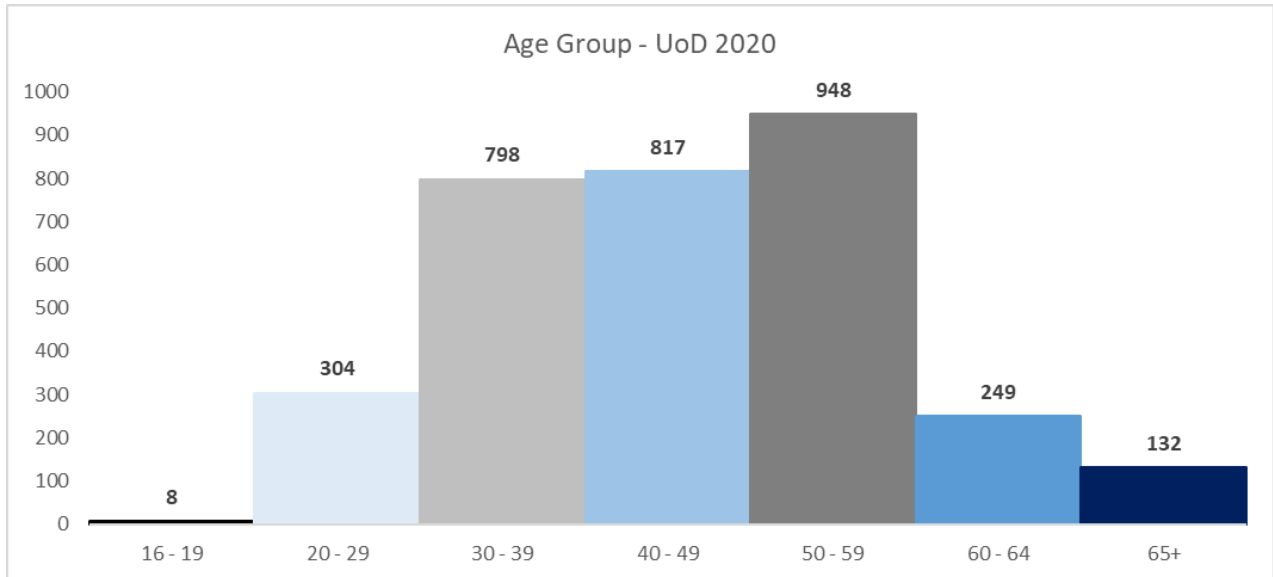


Figure 2 Age groups 2020 summary

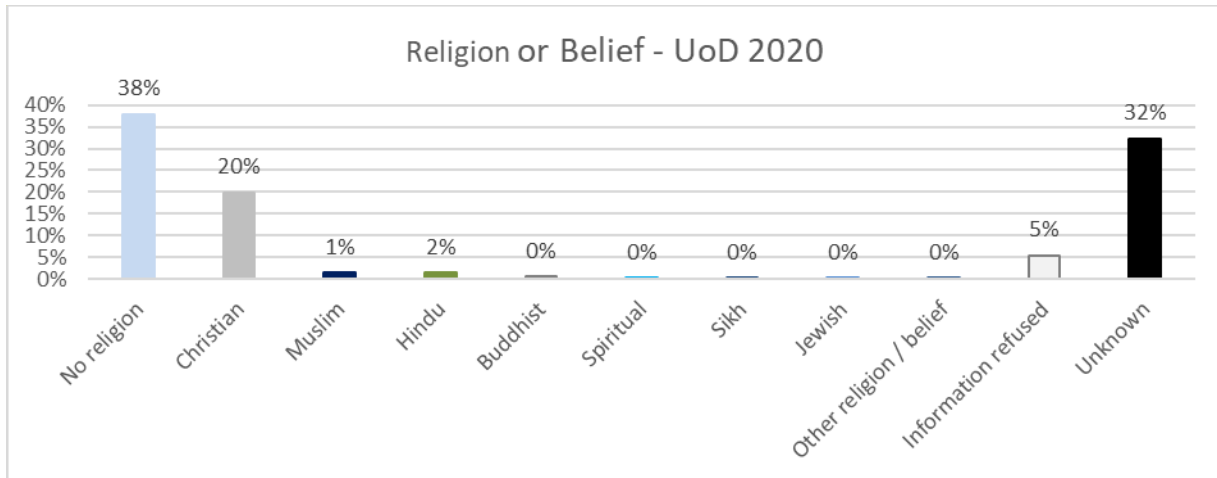


Figure 3 Religion or Belief 2020 summary

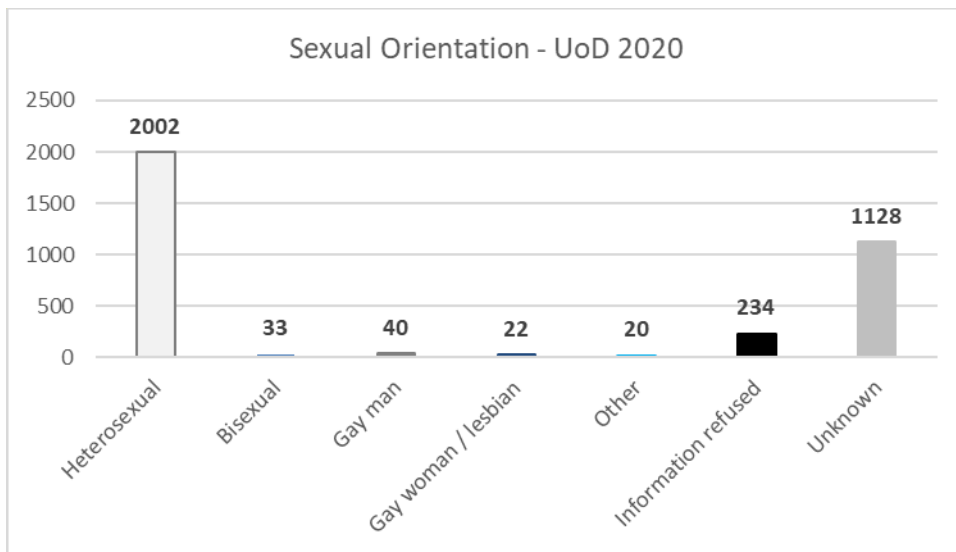


Figure 4 Sexual Orientation 2020 summary

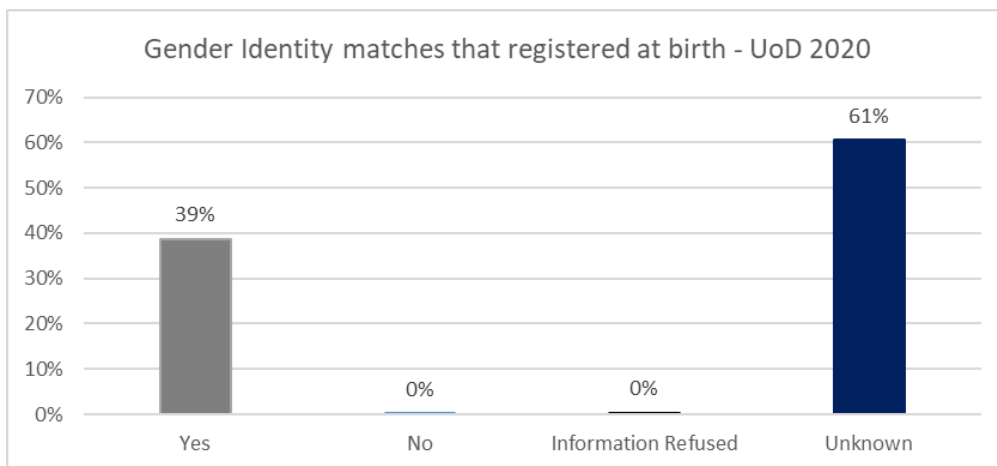


Figure 5 Gender Identity 202 Summary

3. Sex

3.1 Sex Staff Profile

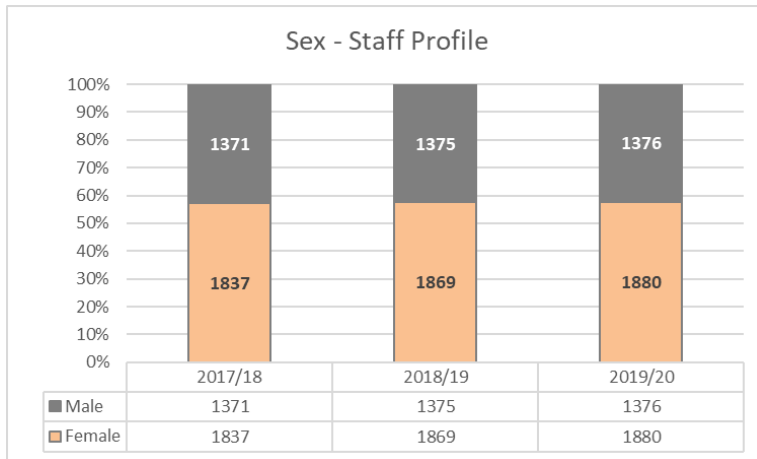


Figure 6 Sex - Staff profile

3.2 Sex and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	10	CLINICAL GRADES	NON SPINE POINT GRADE
2017/18													
Female	77%	36%	58%	81%	77%	65%	58%	74%	49%	45%	27%	45%	30%
Male	23%	64%	42%	19%	23%	35%	42%	26%	51%	55%	73%	55%	70%
2018/19													
Female	77%	35%	57%	81%	75%	67%	56%	72%	52%	45%	32%	45%	34%
Male	23%	65%	43%	19%	25%	33%	44%	28%	48%	55%	68%	55%	66%
2019/20													
Female	77%	37%	57%	82%	76%	64%	57%	69%	53%	46%	34%	46%	37%
Male	23%	63%	43%	18%	24%	36%	43%	31%	47%	54%	66%	54%	63%

Figure 7 Sex - Percentage of staff by Grade

3.3 Sex and Job Categories

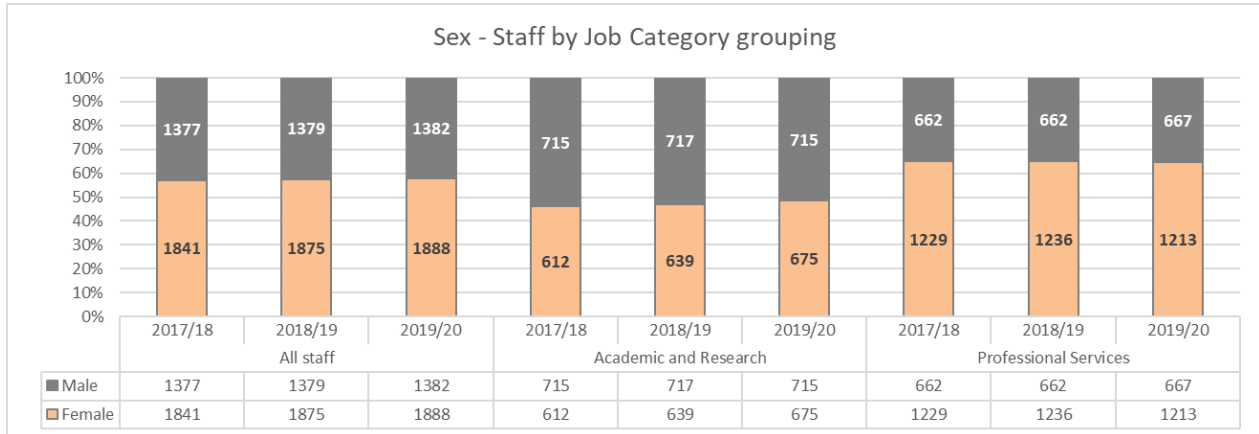


Figure 8 Sex - Job Category grouping

3.4 Sex and Contract Types

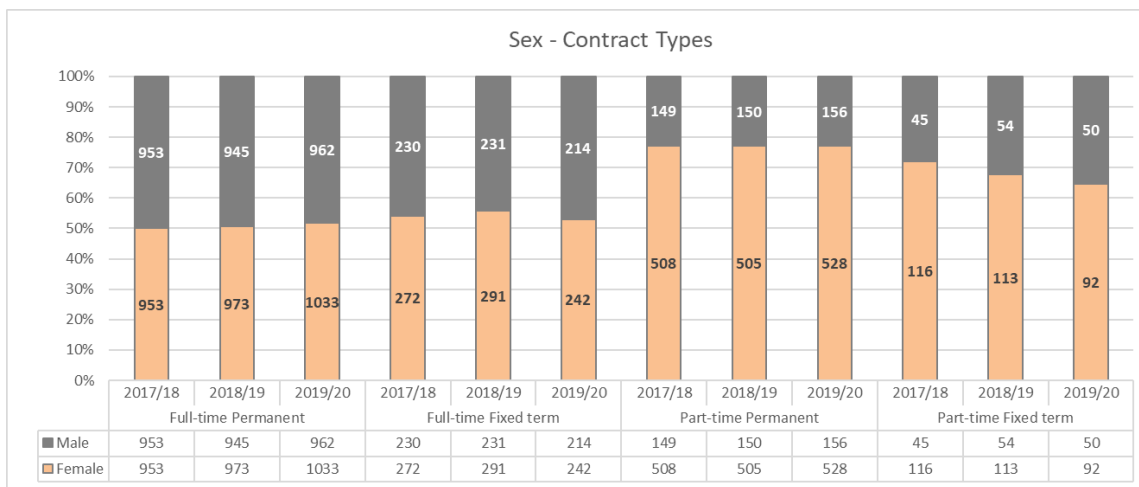


Figure 9 Sex - Full-time and Part-time staff by Contract Type

3.5 Sex and Academic Job Role

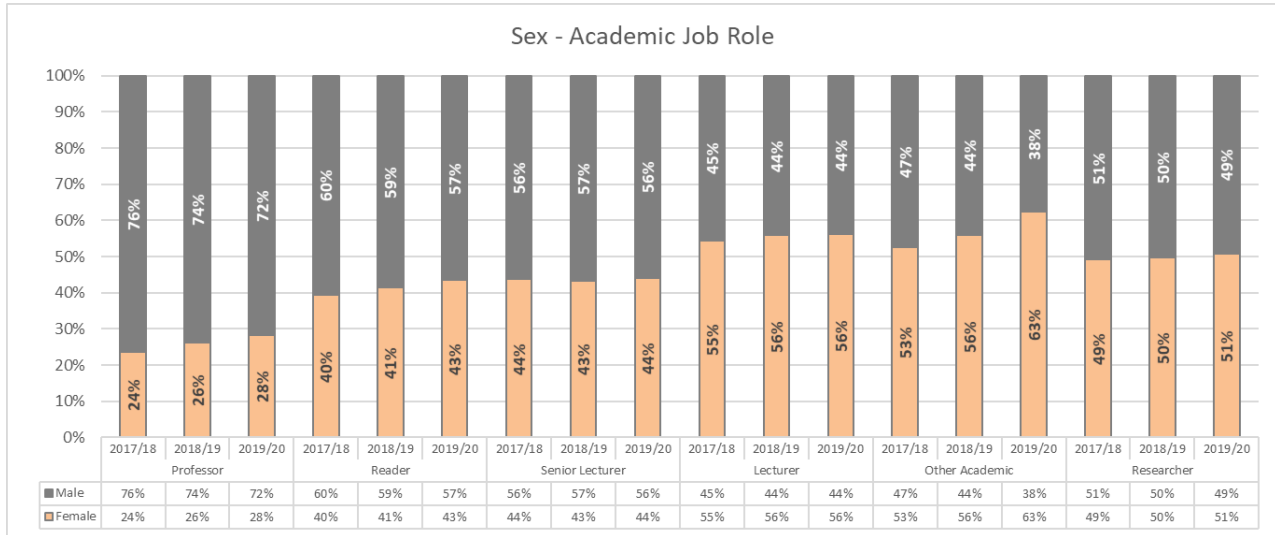


Figure 10 Sex - Academic Job Role

3.6 Sex and Recruitment

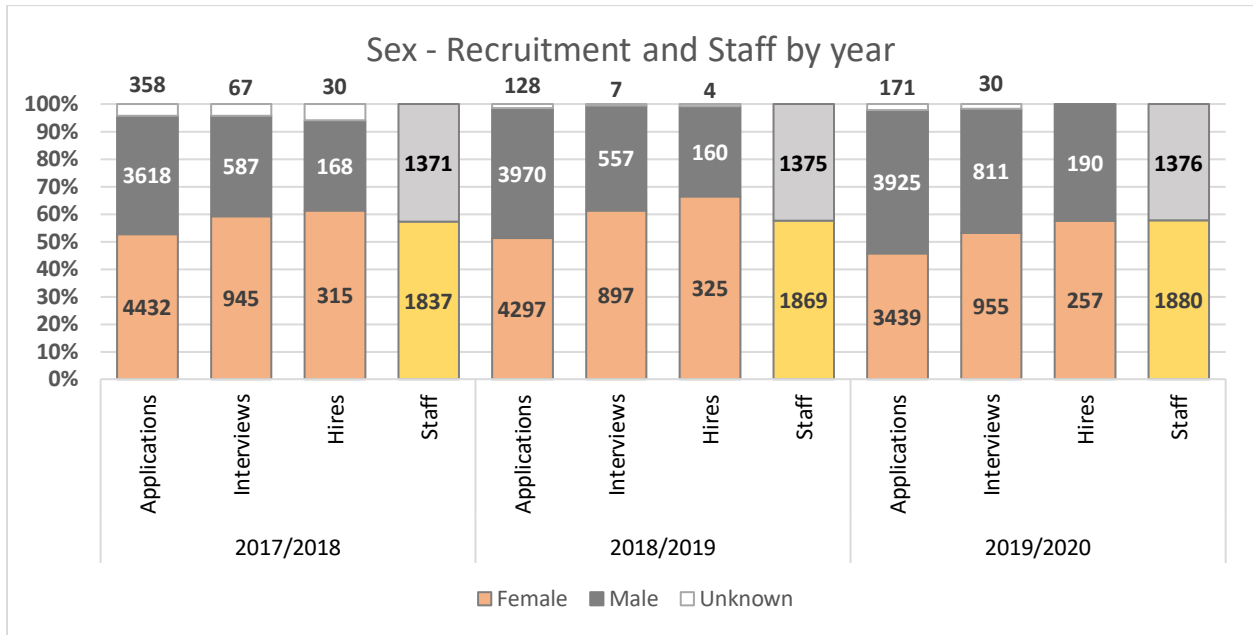


Figure 11 Sex - Recruitment Stages and Staff Profile

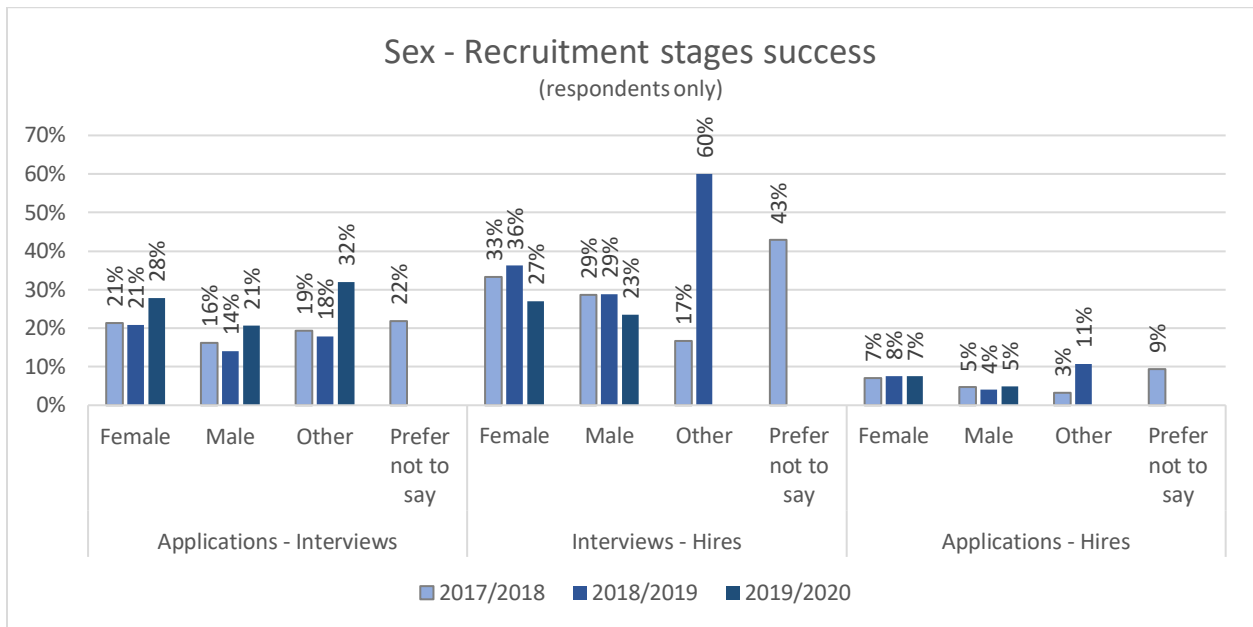


Figure 12 Sex - Recruitment stages success

3.7 Sex and Academic Promotion

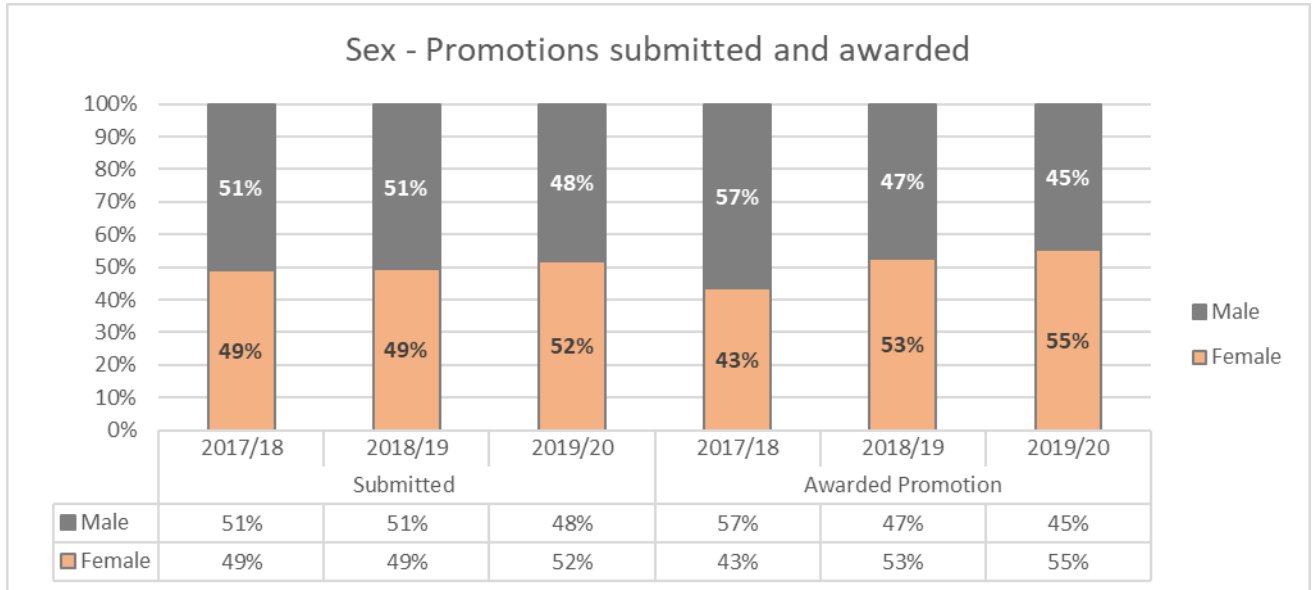


Figure 13 Sex - Academic Promotions Submitted and Awarded

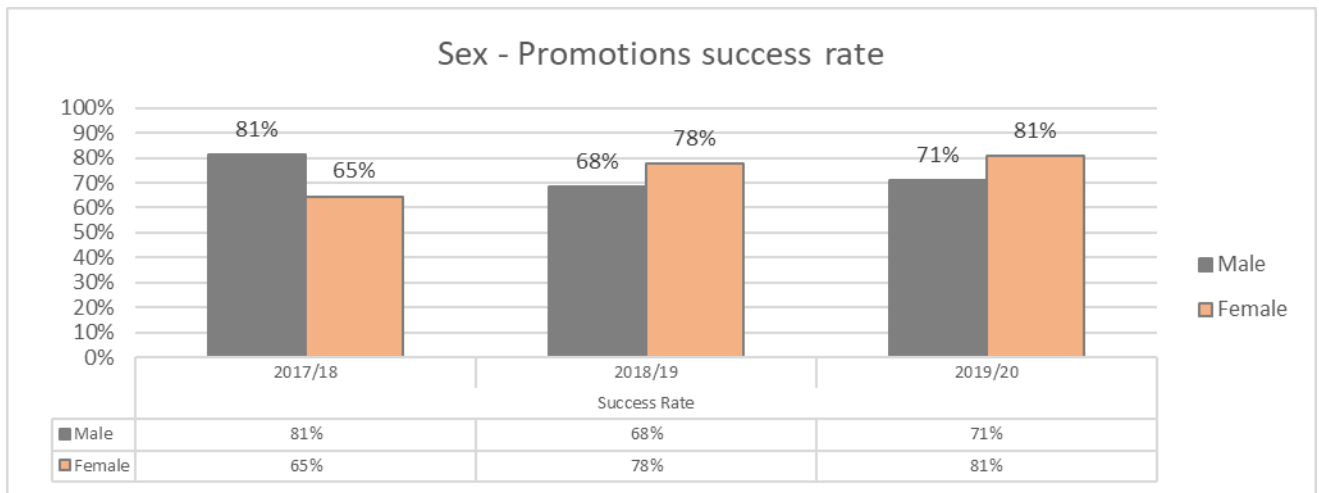


Figure 14 Sex - Academic Promotions, Percentage of applications awarded promotion

3.8 Sex and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

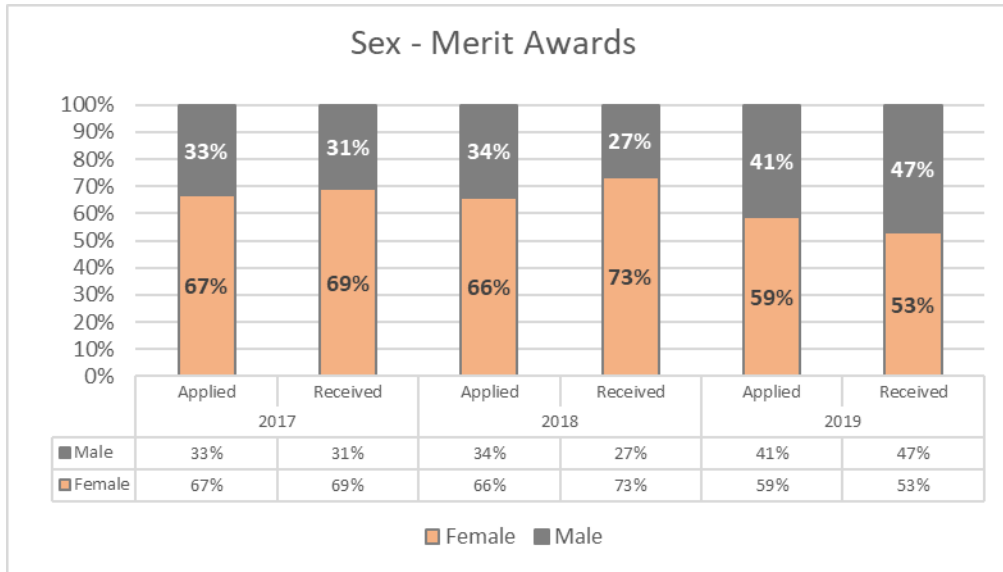


Figure 15 Sex - Merit Awards

3.9 Sex and Leavers

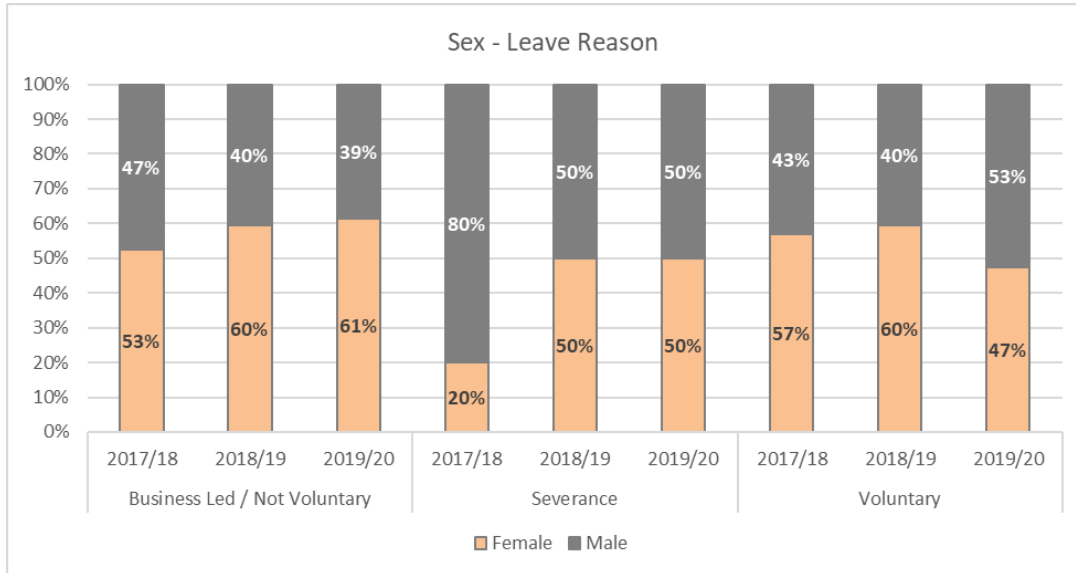


Figure 16 Sex - Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 17 Leave reason categories

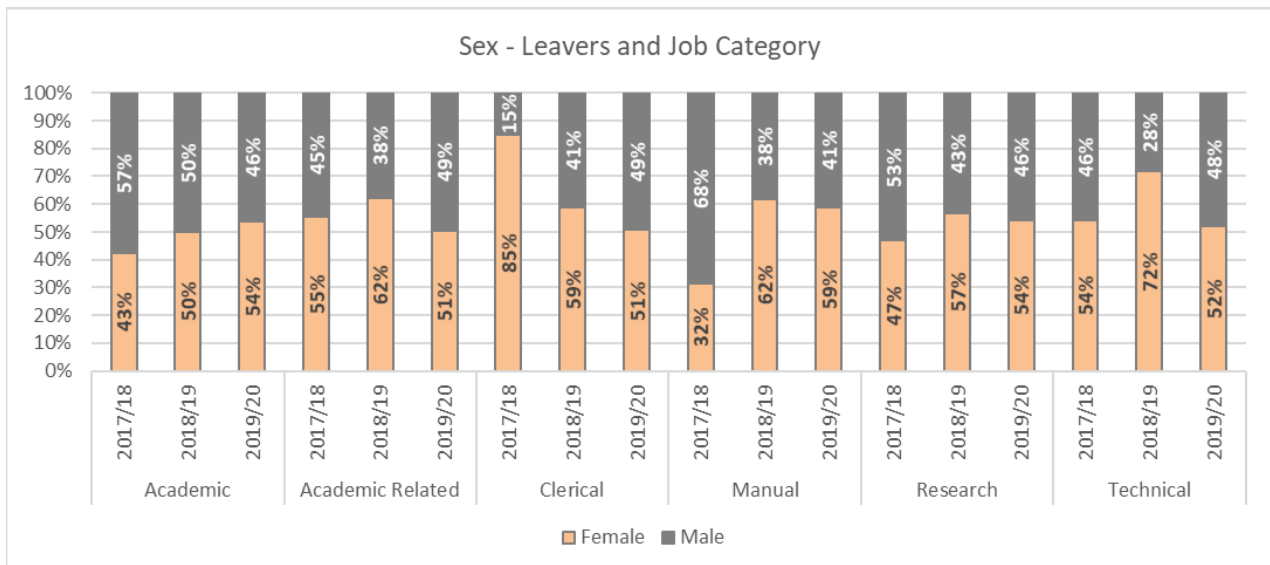


Figure 18 Sex - Leavers and Job Category

3.10 Sex and Disciplinary / Grievance / etc.

Disciplinary / Grievance / etc. - 2017/18, 2018/19 and 2019/20		
	Disciplinary and Capability	Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract
Male	18	17
Female	11	19

Figure 19 Sex - Disciplinary / Grievance / etc.

3.11 Sex and Equality, Diversity and Inclusion Training

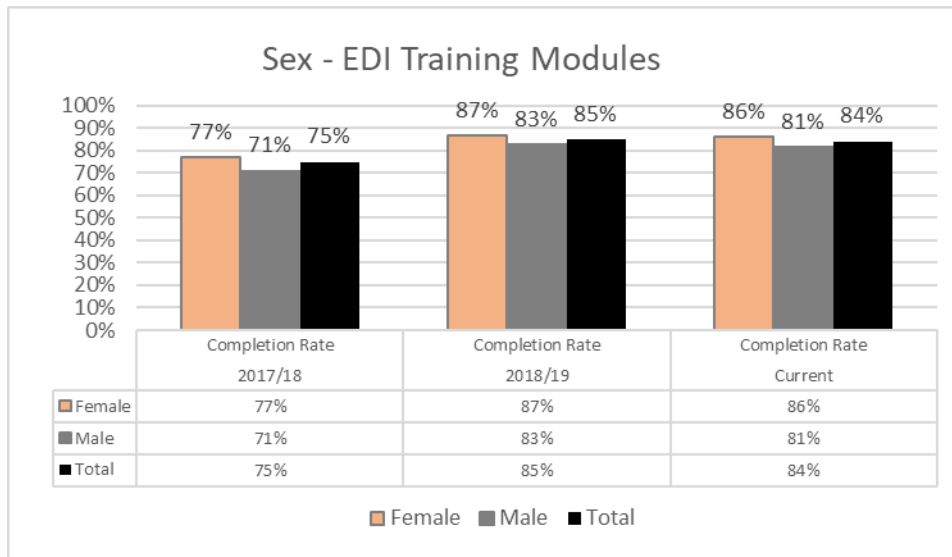


Figure 20 Sex - Completion rates of Equality, Diversity and Inclusion Training

3.12 Sex and Organisation and Professional Development Training

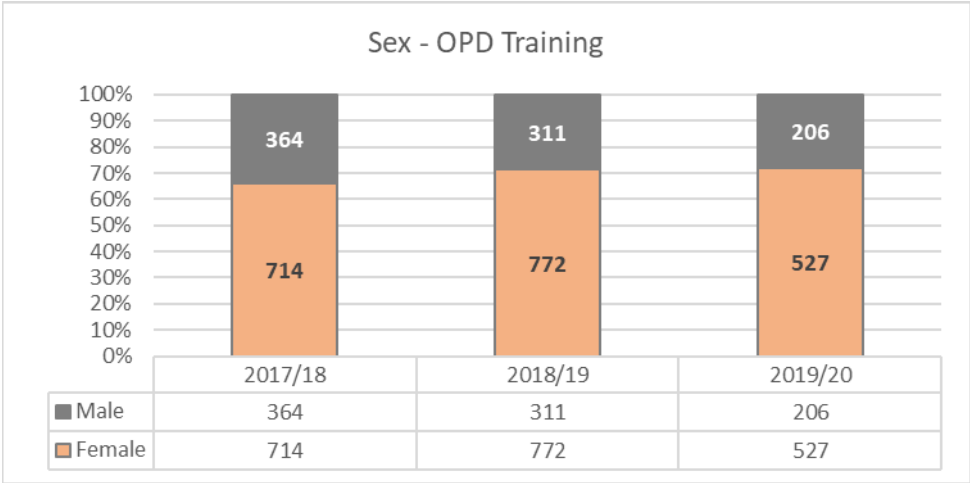


Figure 21 Sex - Organisation and Professional Development Training

4. Ethnicity

4.1 Ethnicity Staff Profile

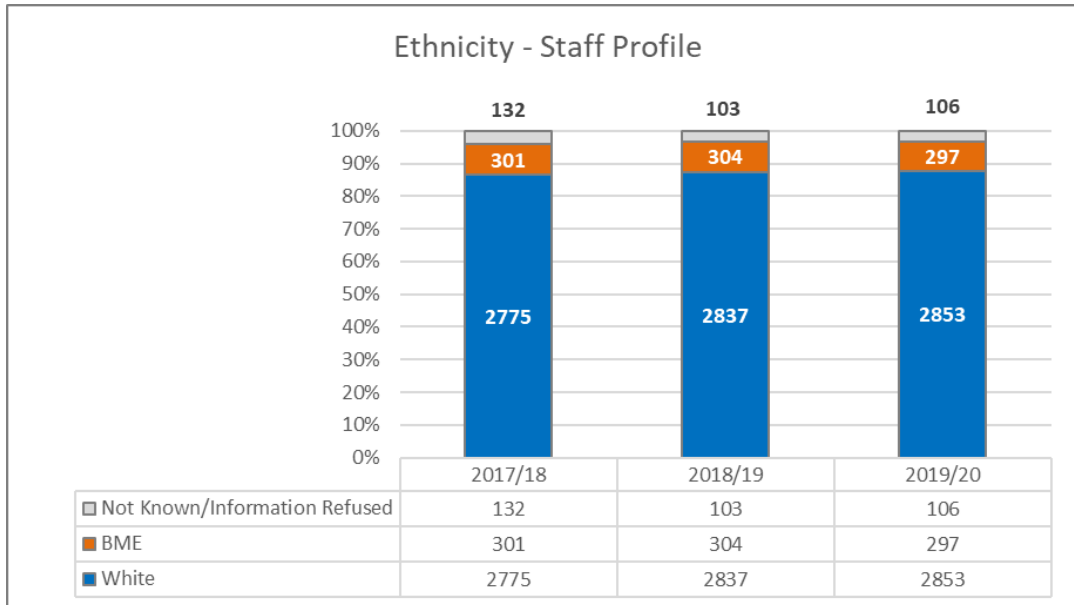


Figure 22 Ethnicity - Staff Profile

4.2 Ethnicity and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	10	CLINICAL GRADES	NON SPINE POINT GRADE
2017/18													
Not Known/Information Refused	3%	11%	5%	3%	3%	2%	3%	13%	5%	4%	6%	8%	8%
BME	10%	0%	4%	4%	3%	6%	17%	8%	9%	7%	6%	14%	8%
White	87%	89%	91%	93%	93%	92%	80%	79%	86%	89%	88%	79%	84%
2018/19													
Not Known/Information Refused	4%	8%	3%	1%	2%	2%	4%	3%	4%	3%	5%	4%	5%
BME	9%	0%	3%	4%	3%	5%	16%	22%	9%	8%	7%	12%	10%
White	87%	92%	94%	95%	95%	93%	80%	75%	87%	90%	88%	84%	85%
2019/20													
Not Known/Information Refused	3%	7%	4%	1%	1%	1%	4%	4%	3%	3%	5%	6%	8%
BME	8%	0%	1%	4%	3%	5%	15%	12%	11%	7%	7%	13%	8%
White	89%	93%	95%	95%	96%	94%	81%	85%	85%	90%	88%	80%	84%

Figure 23 Ethnicity - Percentage of staff by Grade

4.3 Ethnicity and Job Category

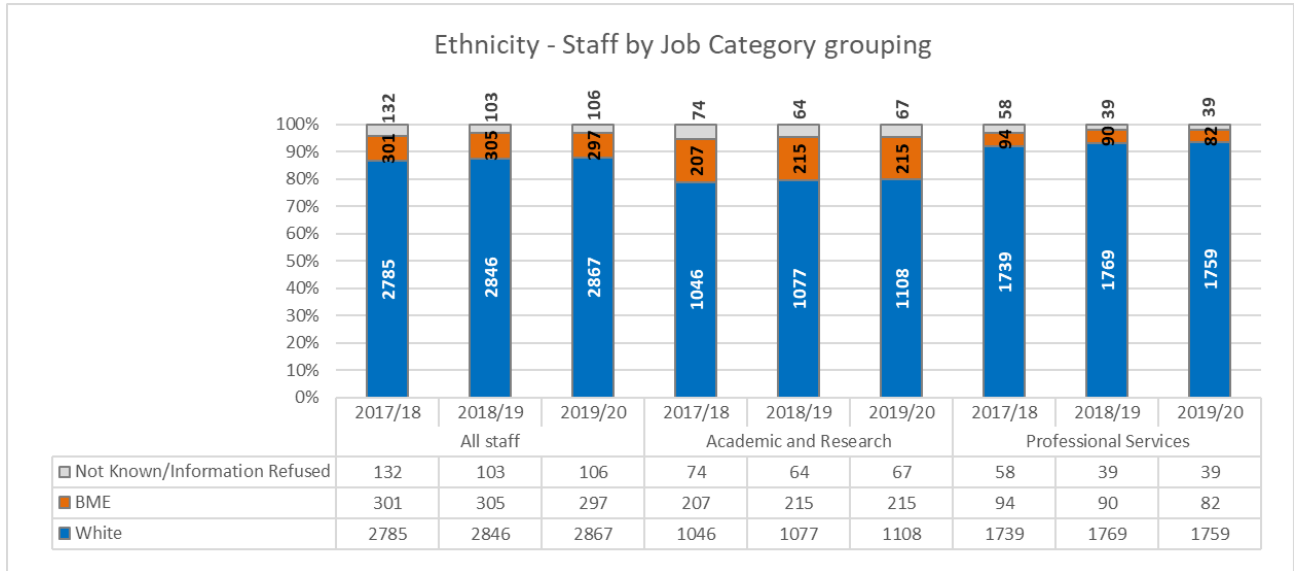


Figure 24 Ethnicity - Group Category grouping

4.4 Ethnicity and Contract Types

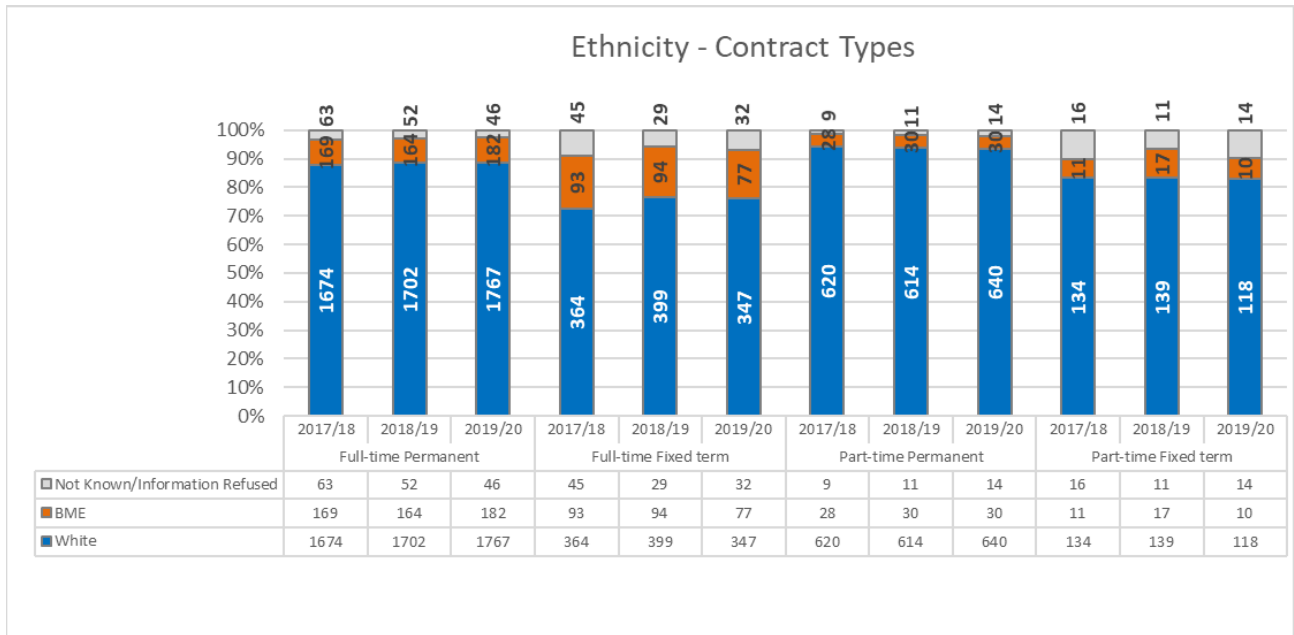


Figure 25 Ethnicity - Full-time and Part-time staff by Contract Type

4.5 Ethnicity and Academic Job Role

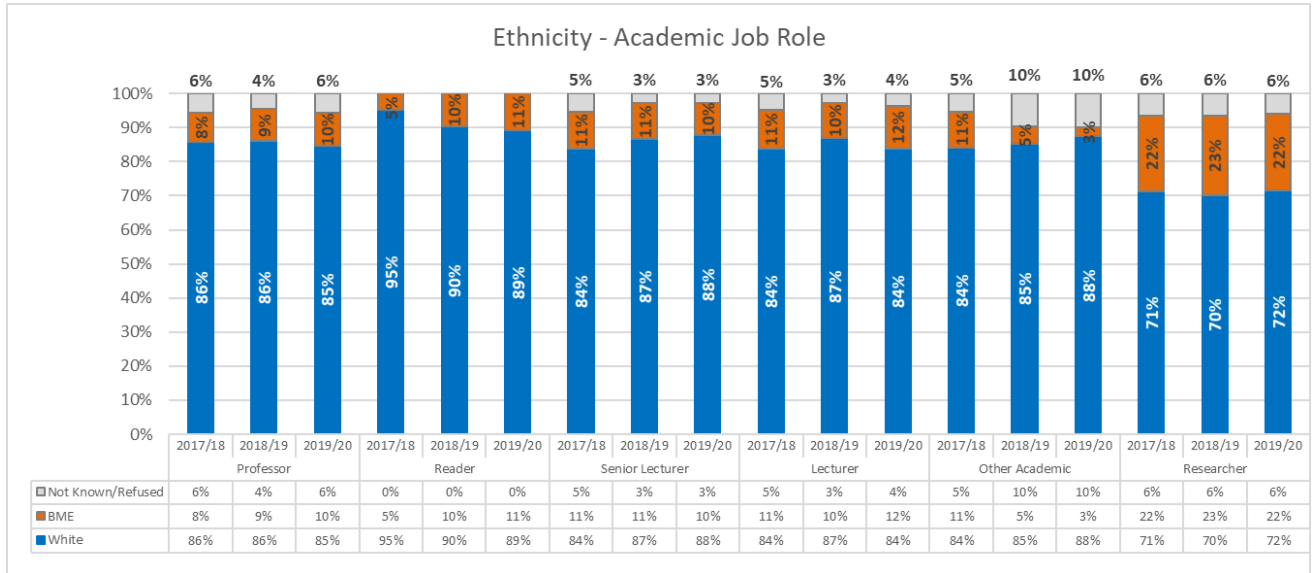


Figure 26 Ethnicity - Academic Job Role

4.6 Ethnicity and Recruitment

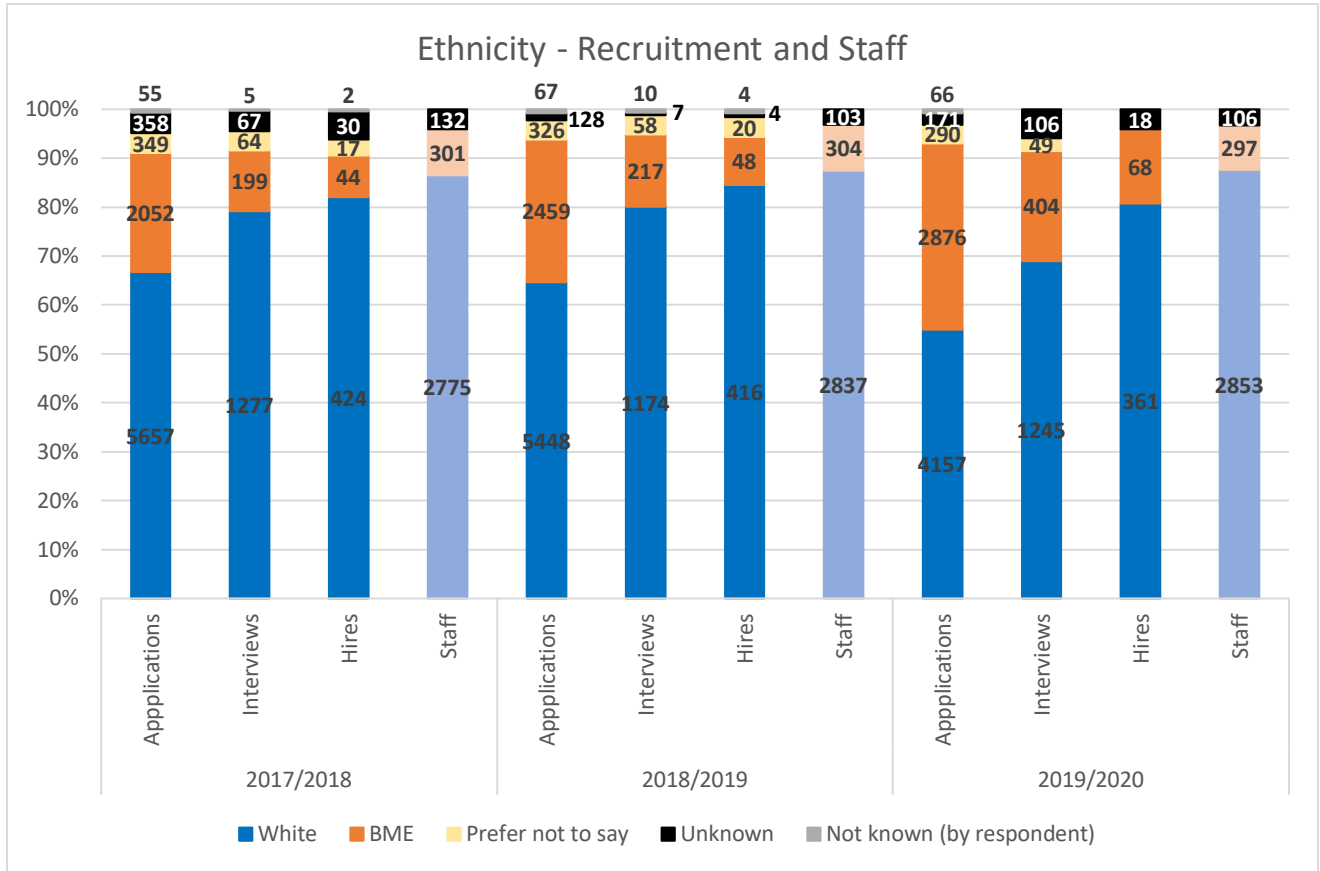


Figure 27 Ethnicity - Recruitment Stages and Staff Profile

	2017/2018				2018/2019				2019/2020			
	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff
Not known (by respondent)	55	5	2	0	67	10	4	0	66	0	0	0
Unknown	358	67	30	132	128	7	4	103	171	106	18	106
Prefer not to say	349	64	17	0	326	58	20	0	290	49	0	0
BME	2052	199	44	301	2459	217	48	304	2876	404	68	297
White	5657	1277	424	2775	5448	1174	416	2837	4157	1245	361	2853

Figure 28 Ethnicity - Recruitment Stages and Staff Profile table

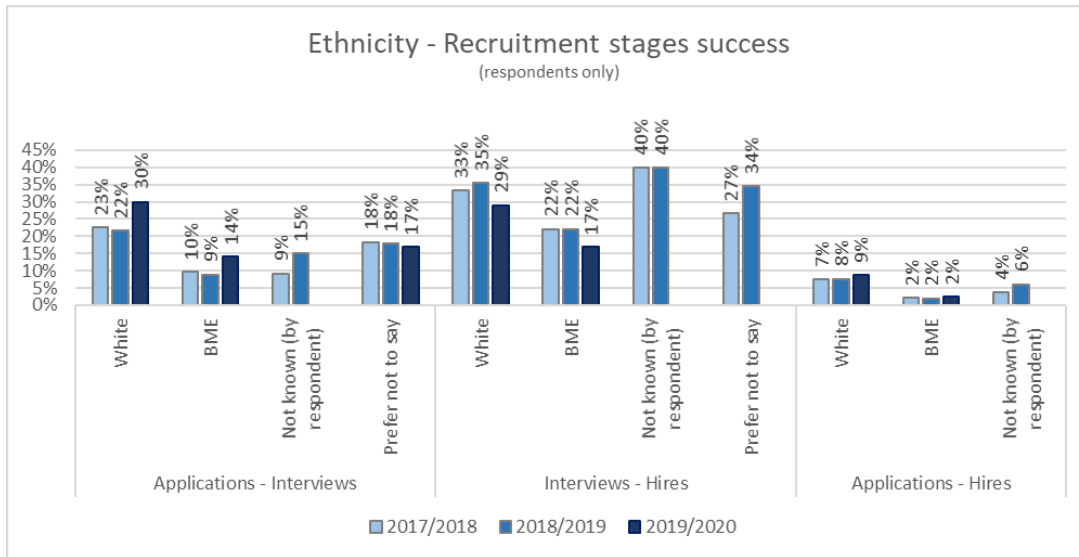


Figure 29 Ethnicity - Recruitment stages success

4.7 Ethnicity and Academic Promotion

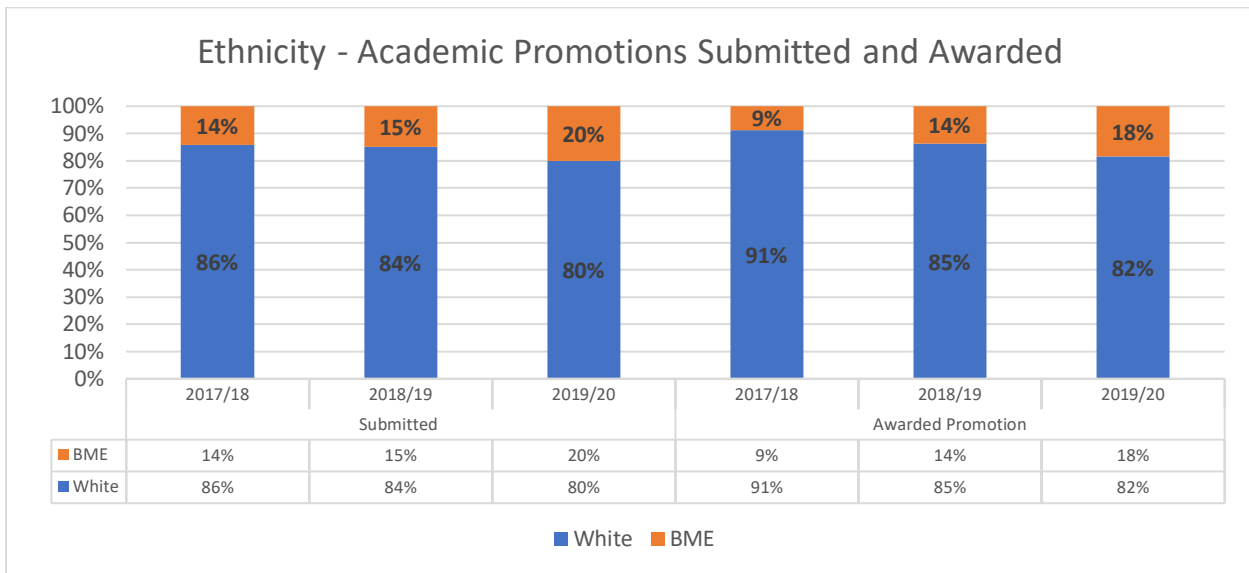


Figure 30 Ethnicity - Academic Promotions Submitted and Awarded

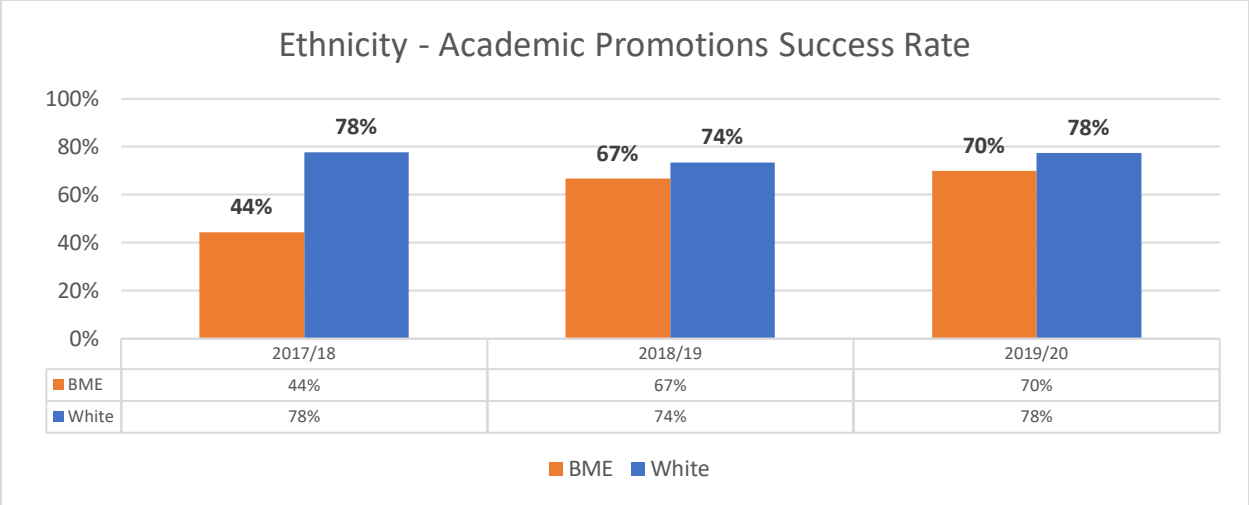


Figure 31 Ethnicity - Academic Promotions, Percentage of applications awarded promotion

4.8 Ethnicity and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

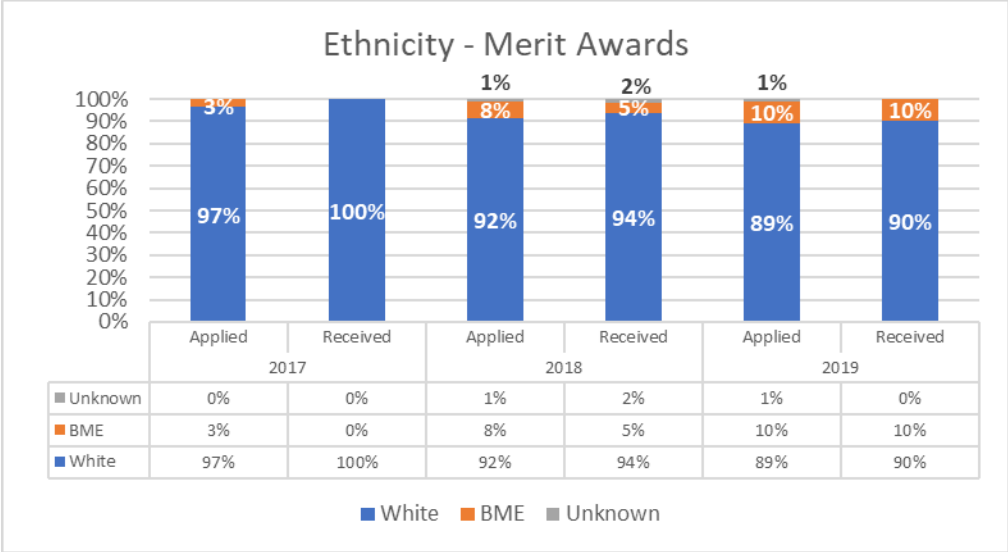


Figure 32 Ethnicity - Merit Awards

4.9 Ethnicity and Leavers

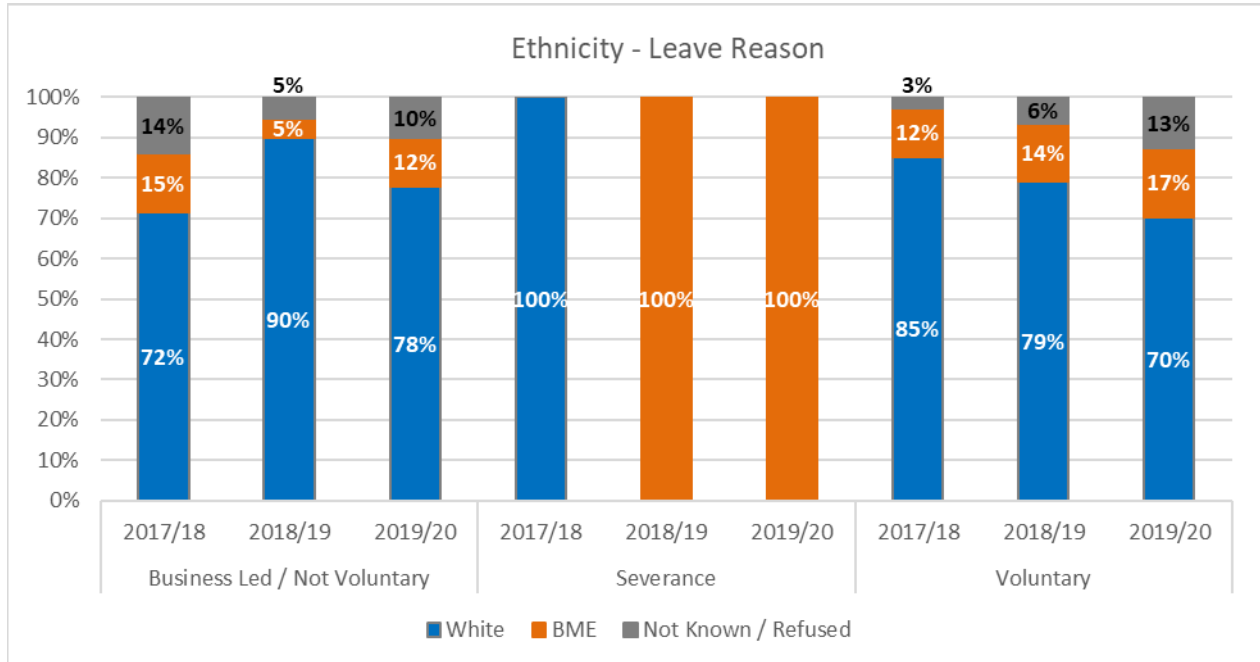


Figure 33 Ethnicity - Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 34 Leave reason categories

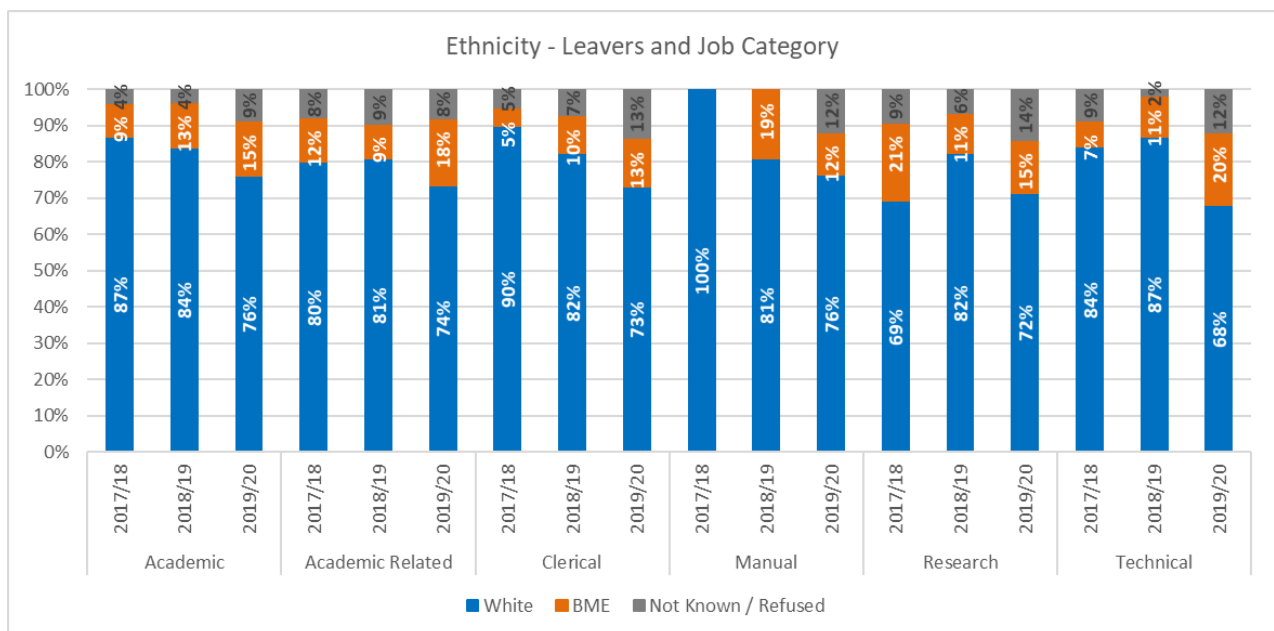


Figure 35 Ethnicity - Leavers and Job Category

4.10 Ethnicity and Disciplinary / Grievance / etc.

Disciplinary / Grievances / etc. - 2017/18, 2018/19 and 2019/20		
	Disciplinary and Capability	Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract
Unknown	1	1
BME	3	7
White	25	28

Figure 36 Ethnicity - Disciplinary / Grievance / etc.

4.11 Ethnicity and Equality, Diversity and Inclusion Training

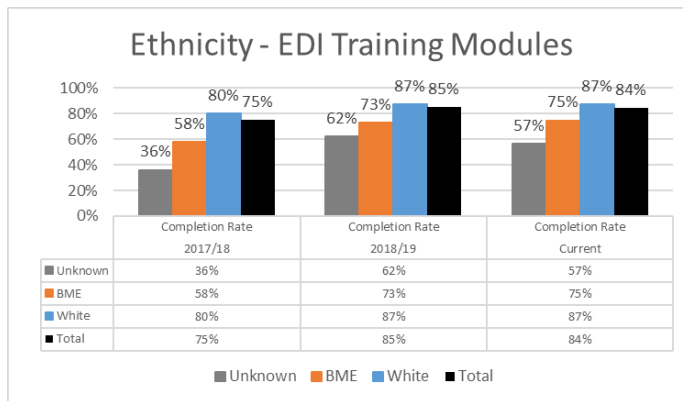


Figure 37 Ethnicity - Completion rates of Equality, Diversity and Inclusion Training

4.12 Ethnicity and Organisation and Professional Development Training

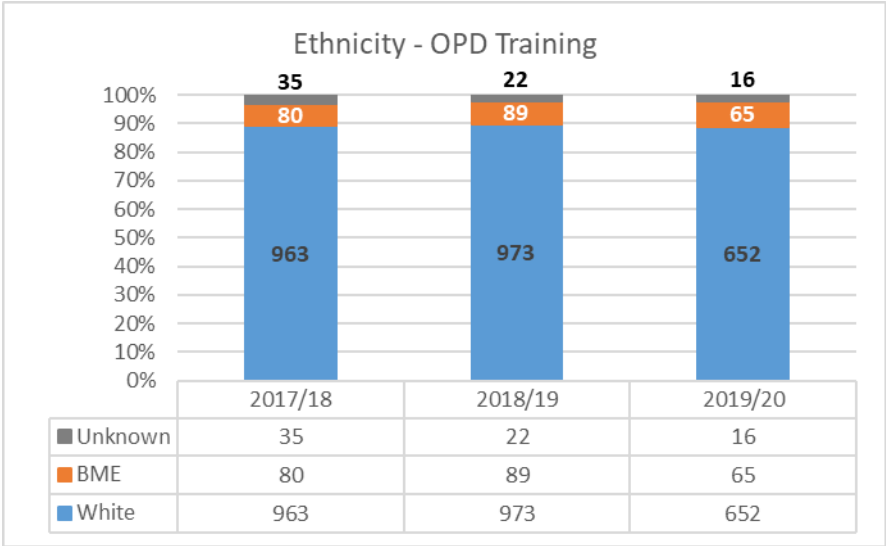


Figure 38 Ethnicity - Organisation and Professional Development Training

5. Disability

5.1 Disability Staff Profile

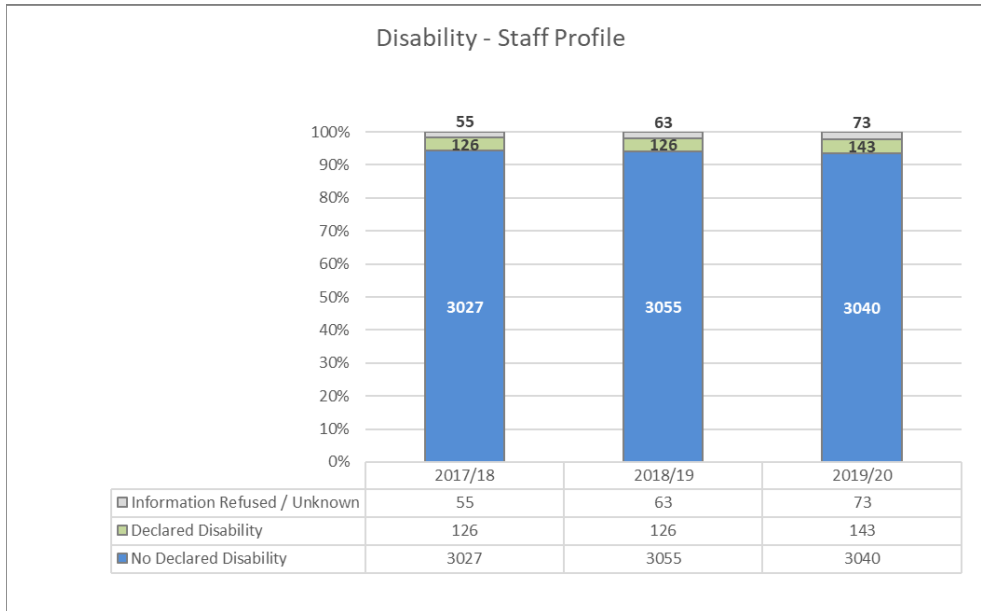


Figure 39 Disability - Staff Profile

5.2 Disability and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	10	CLINICAL GRADES	NON SPINE POINT GRADE
2017/18													
Information Refused / Unknown	5%	7%	1%	2%	1%	1%	2%	0%	2%	2%	0%	3%	1%
Declared Disability	4%	0%	4%	4%	4%	3%	5%	3%	3%	5%	4%	2%	2%
No Declared Disability	91%	93%	94%	94%	95%	95%	94%	97%	95%	92%	96%	96%	98%
2018/19													
Information Refused / Unknown	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Declared Disability	5%	8%	1%	1%	1%	1%	3%	0%	2%	3%	0%	2%	1%
No Declared Disability	4%	0%	5%	4%	5%	3%	4%	0%	3%	5%	4%	2%	1%
2019/20													
Information Refused / Unknown	91%	92%	94%	95%	93%	96%	93%	100%	95%	93%	96%	96%	97%
Declared Disability	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
No Declared Disability	7%	7%	2%	2%	1%	1%	3%	0%	2%	2%	1%	3%	1%

Figure 40 Disability - Percentage of staff by Grade

5.3 Disability and Job Category

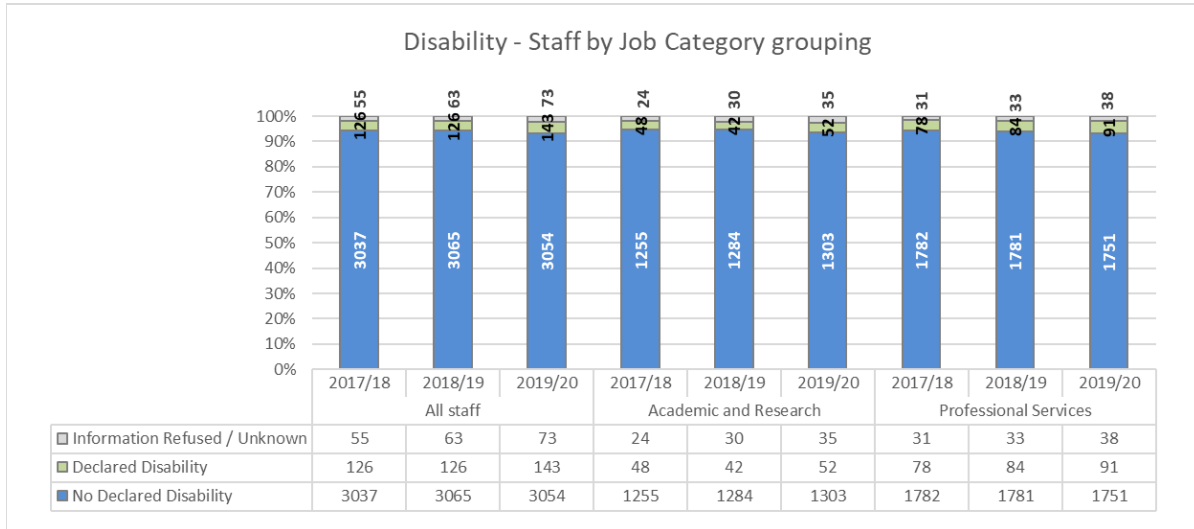


Figure 41 Disability - Job Category grouping

5.4 Disability and Contract Types

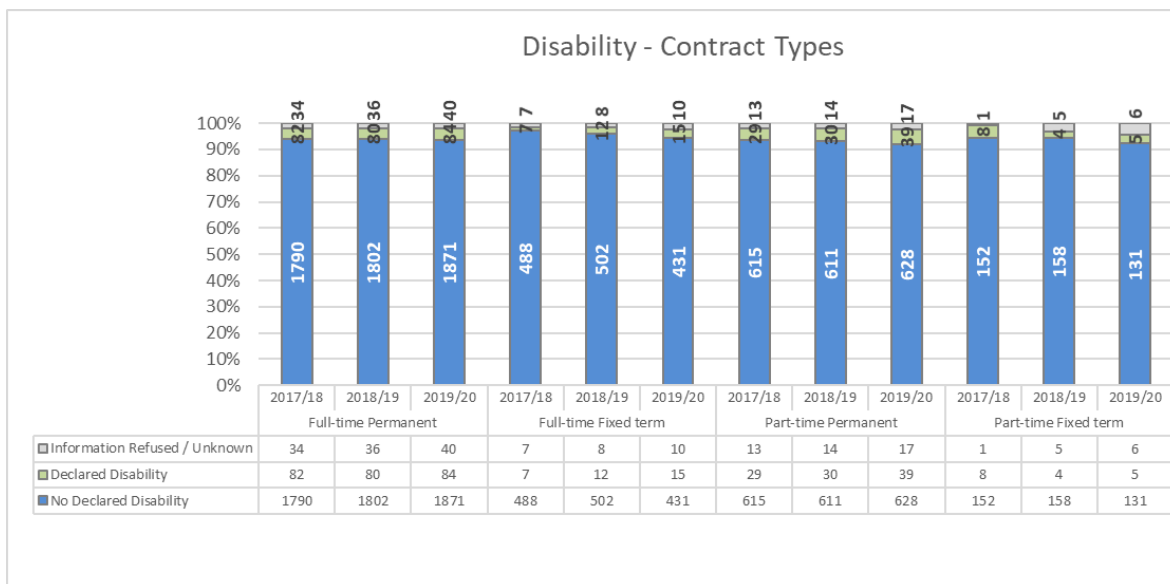


Figure 42 Disability - Full-time and Part-time staff by Contract Type

5.5 Disability and Academic Job Role

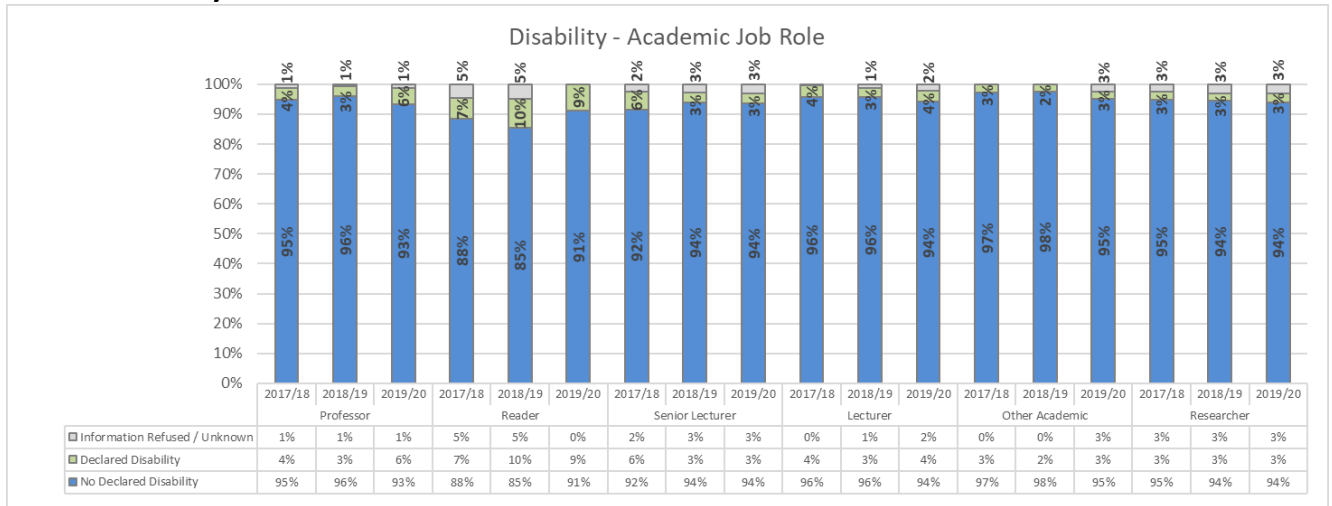


Figure 43 Disability - Academic Job Role

5.7 Disability and Academic Promotion

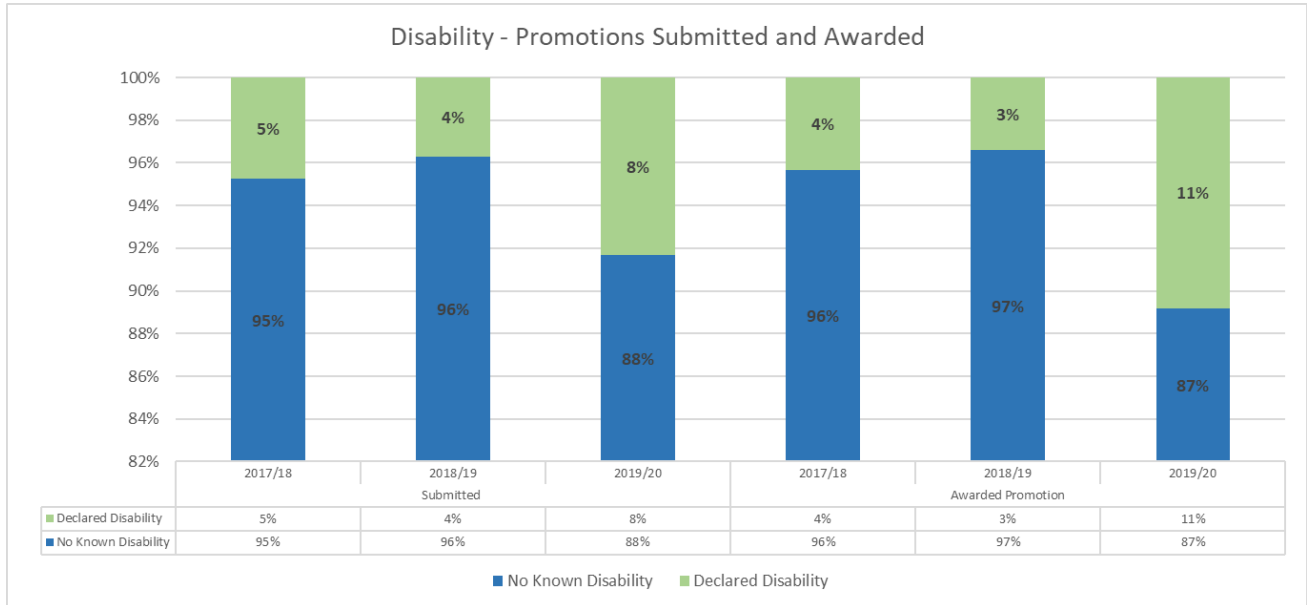


Figure 44 Disability - Academic Promotions Submitted and Awarded

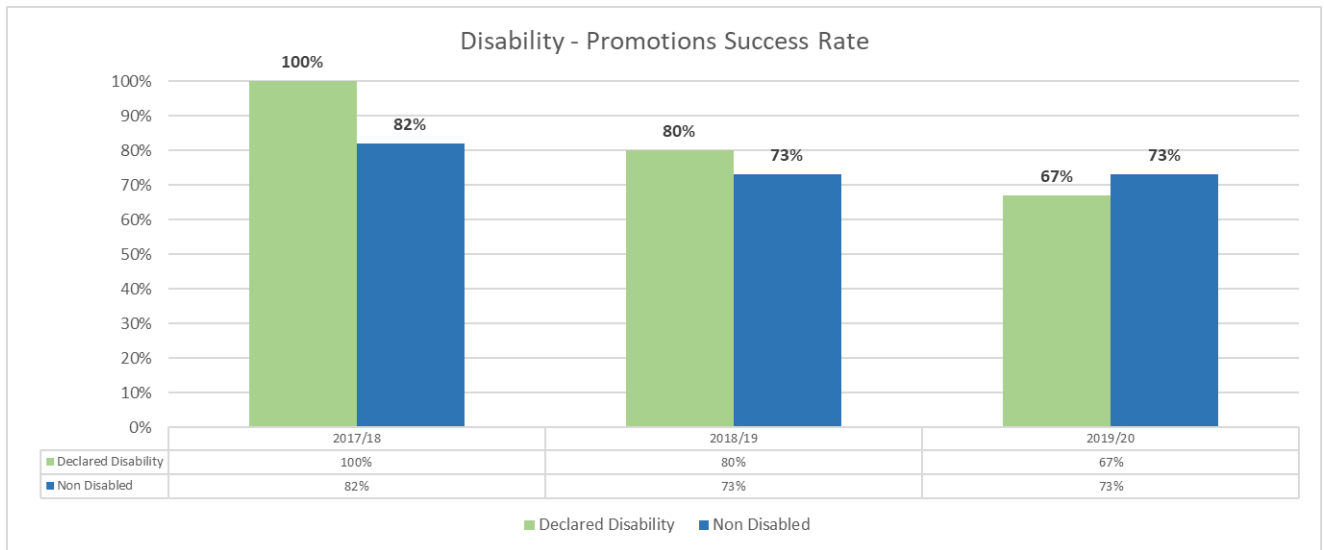


Figure 45 Disability - Academic Promotions, Percentage of applications awarded promotion

5.8 Disability and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

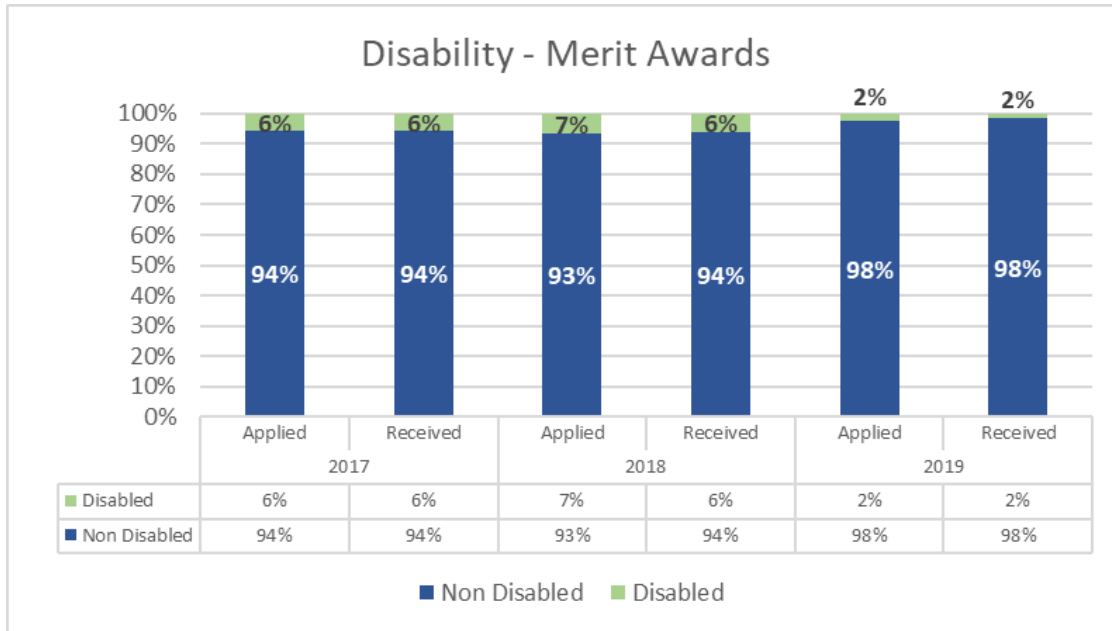


Figure 46 Disability - Merit Awards

5.9 Disability and Leavers

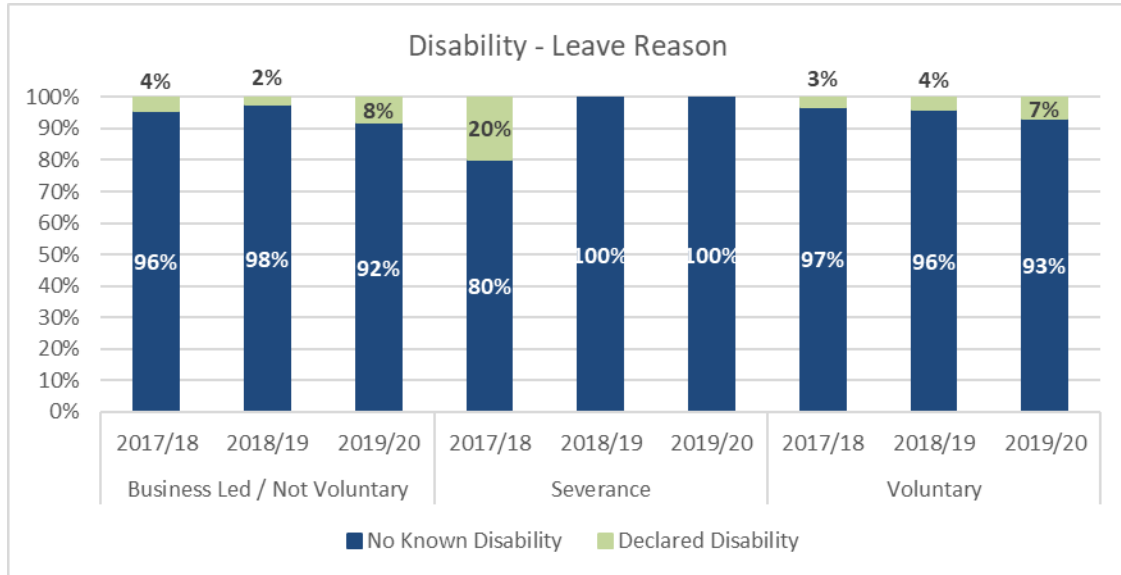


Figure 47 Disability - Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 48 Leave reason categories

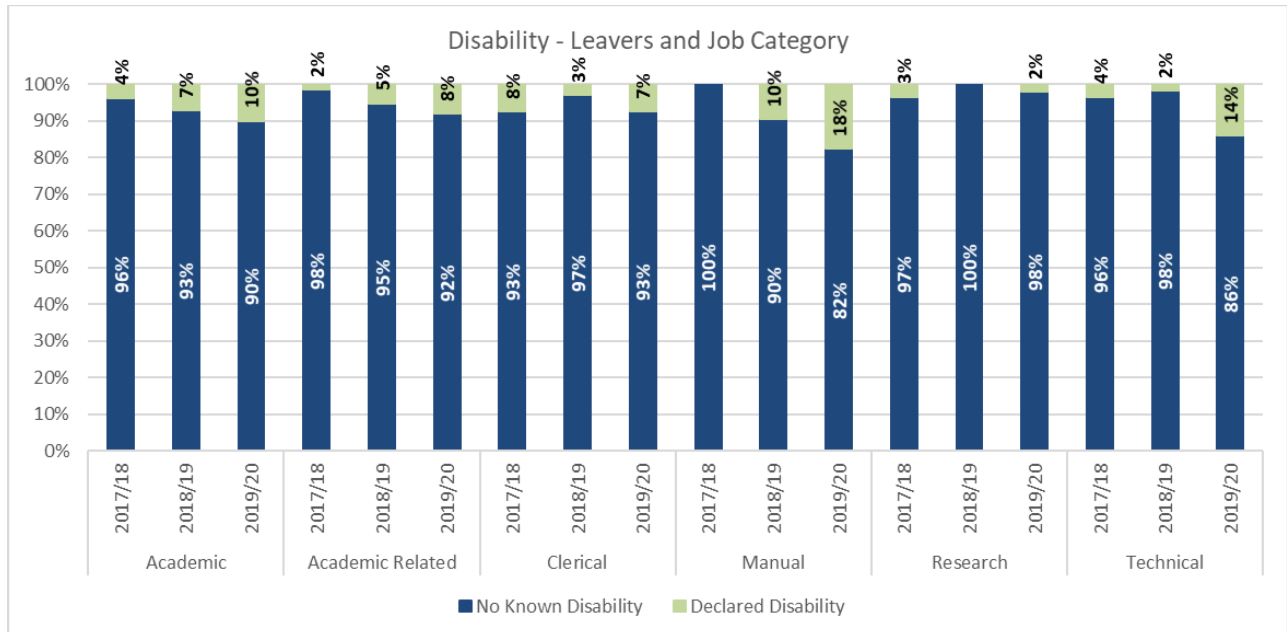


Figure 49 Disability - Leavers and Job Category

5.10 Disability and Disciplinary / Grievance / etc.

	Disciplinary / Grievance / etc. - 2017/18, 2018/19 and 2019/20	
	Disciplinary and Capability	Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract
Unknown	1	4
Information Refused	3	0
Declared Disability	1	6
No Disability	24	26

Figure 50 Disability - Disciplinary / Grievance / etc.

5.6 Disability and Recruitment

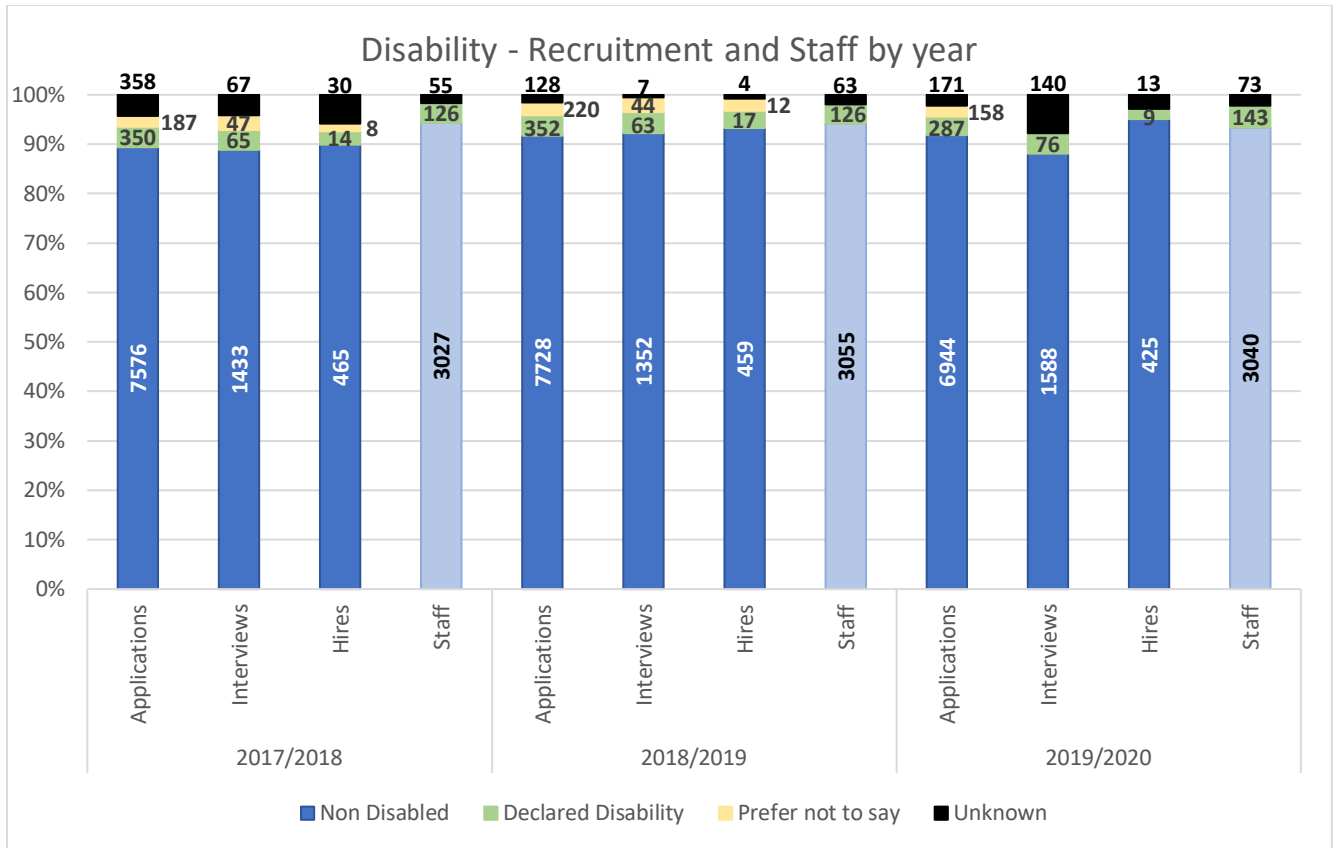


Figure 51 Disability - Recruitment Stages and Staff Profile

	2017/2018				2018/2019				2019/2020			
	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff
Unknown	358	67	30	55	128	7	4	63	171	140	13	73
Prefer not to say	187	47	8	0	220	44	12	0	158	0	0	0
Declared Disabled	350	65	14	126	352	63	17	126	287	76	9	143
Non Disabled	7576	1433	465	3027	7728	1352	459	3055	6944	1588	425	3040

Figure 52 Disability - Recruitment Stages and Staff Profile table

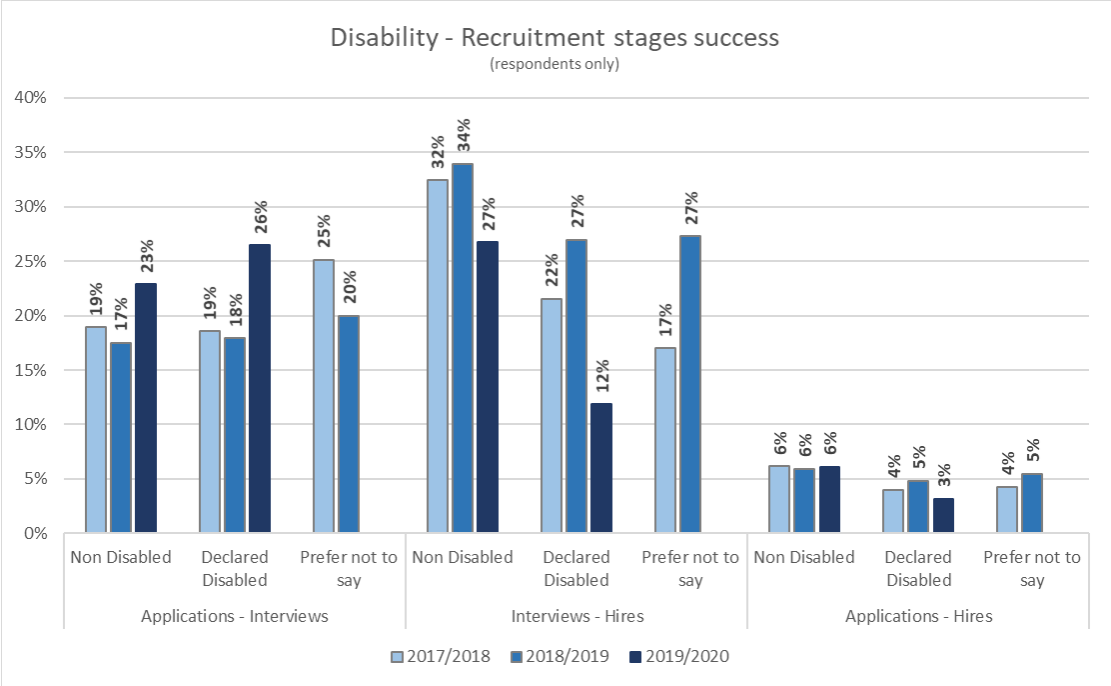


Figure 53 Disability - Recruitment stages success

5.11 Disability and Equality, Diversity and Inclusion Training

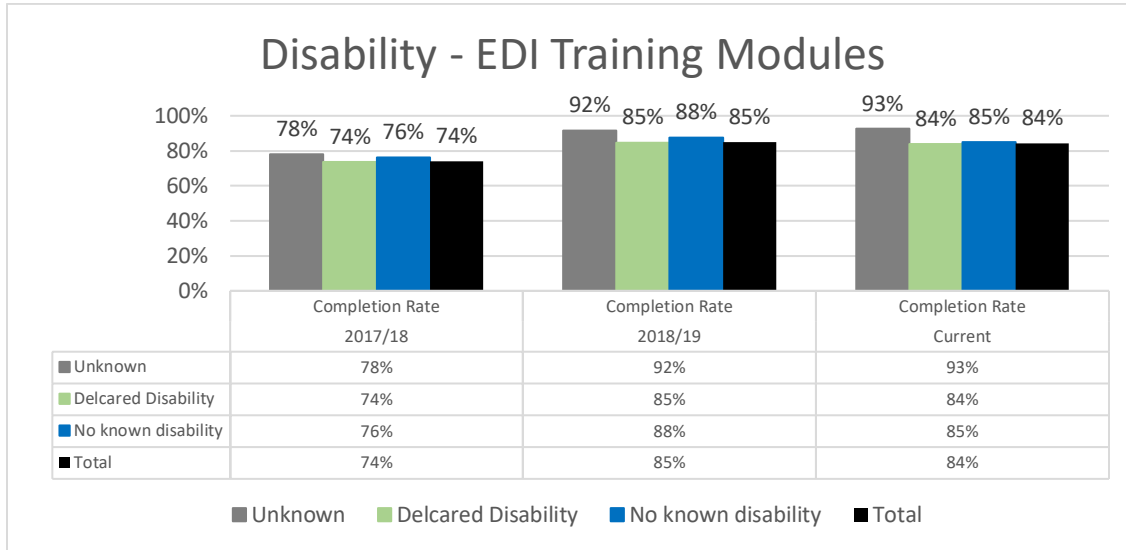


Figure 54 Disability - Completion rates of Equality, Diversity and Inclusion Training

5.12 Disability and Organisation and Professional Development Training

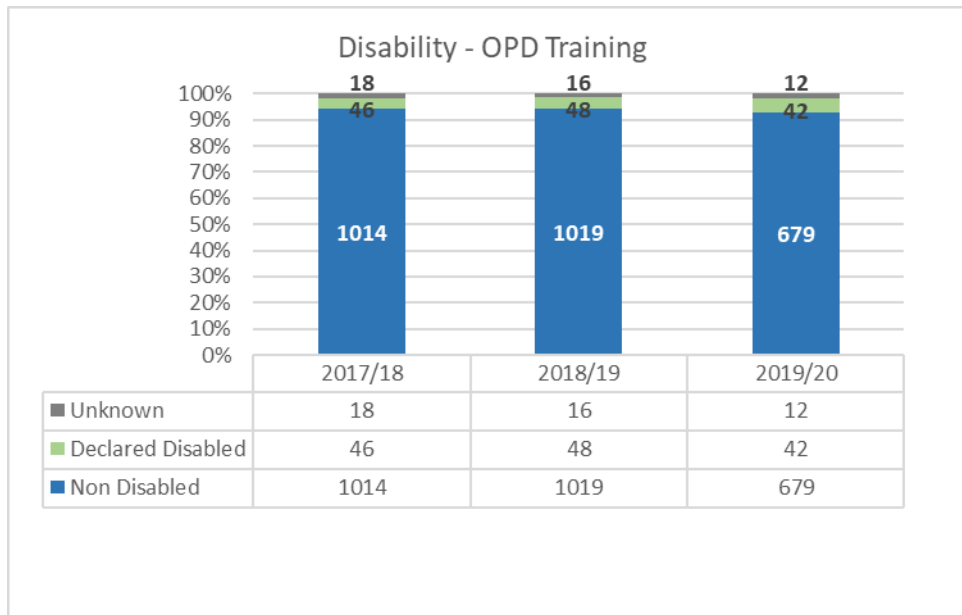


Figure 55 Disability - Organisation and Professional Development Training

6. Age

6.1 Age Staff Profile



Figure 56 Age - Staff Profile

6.2 Age and Grade

	1	2	3	4	5	6	7	7 TRAINING	8	9	10	CLINICAL GRADES	NON SPINE POINT GRADE
2017/18													
19 & under	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%
20-29	3%	7%	24%	23%	16%	11%	7%	23%	1%	0%	0%	3%	18%
30-39	12%	11%	18%	17%	25%	26%	41%	26%	25%	9%	2%	33%	14%
40-49	14%	14%	14%	21%	23%	29%	28%	18%	37%	36%	16%	24%	23%
50-59	48%	32%	25%	28%	27%	27%	19%	23%	30%	42%	53%	30%	23%
60-64	17%	29%	9%	9%	7%	4%	3%	10%	6%	9%	15%	8%	6%
65 & over	7%	7%	7%	2%	2%	2%	1%	0%	1%	4%	14%	3%	10%
2018/19													
19 & under	0%	0%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%	5%
20-29	2%	4%	24%	26%	17%	14%	7%	33%	0%	0%	0%	2%	19%
30-39	9%	4%	15%	16%	24%	27%	41%	17%	25%	8%	4%	30%	18%
40-49	12%	19%	12%	18%	23%	24%	26%	14%	36%	37%	12%	26%	22%
50-59	49%	35%	30%	28%	27%	27%	20%	25%	31%	44%	53%	34%	22%
60-64	18%	27%	9%	10%	7%	6%	4%	11%	6%	9%	16%	4%	6%
65 & over	9%	12%	8%	1%	2%	2%	1%	0%	2%	3%	15%	5%	8%
2019/20													
19 & under	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
20-29	4%	7%	23%	23%	17%	14%	8%	27%	1%	0%	0%	3%	17%
30-39	7%	4%	12%	21%	23%	27%	41%	23%	25%	6%	3%	29%	16%
40-49	13%	15%	12%	17%	21%	25%	25%	12%	35%	36%	15%	26%	27%
50-59	48%	30%	32%	26%	29%	27%	19%	31%	31%	42%	51%	30%	22%
60-64	17%	22%	11%	10%	7%	4%	5%	0%	7%	10%	17%	5%	6%
65 & over	12%	22%	10%	2%	3%	2%	2%	8%	1%	5%	15%	7%	6%

Figure 57 Age - Percentage of staff by Grade

6.3 Age and Job Category

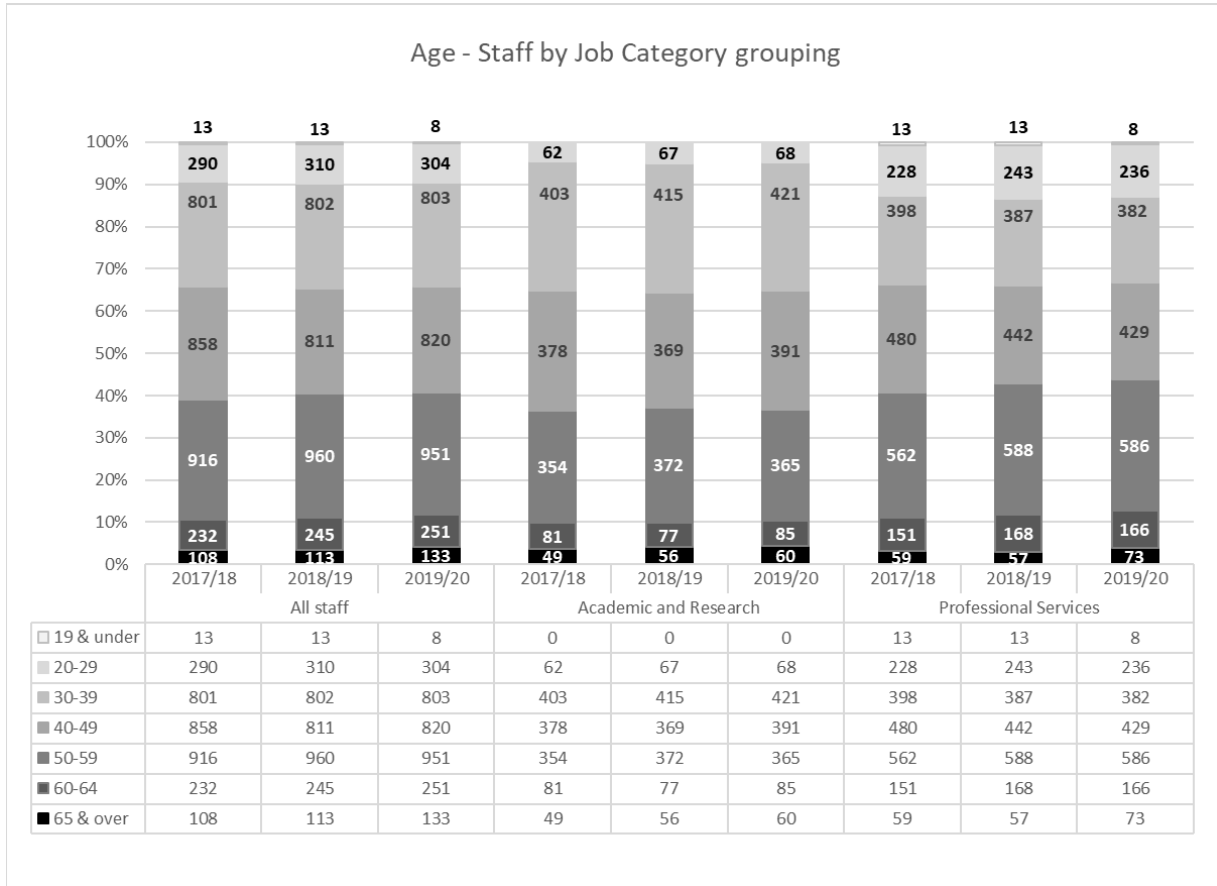


Figure 58 Age - Job Category grouping

6.4 Age and Contract Types

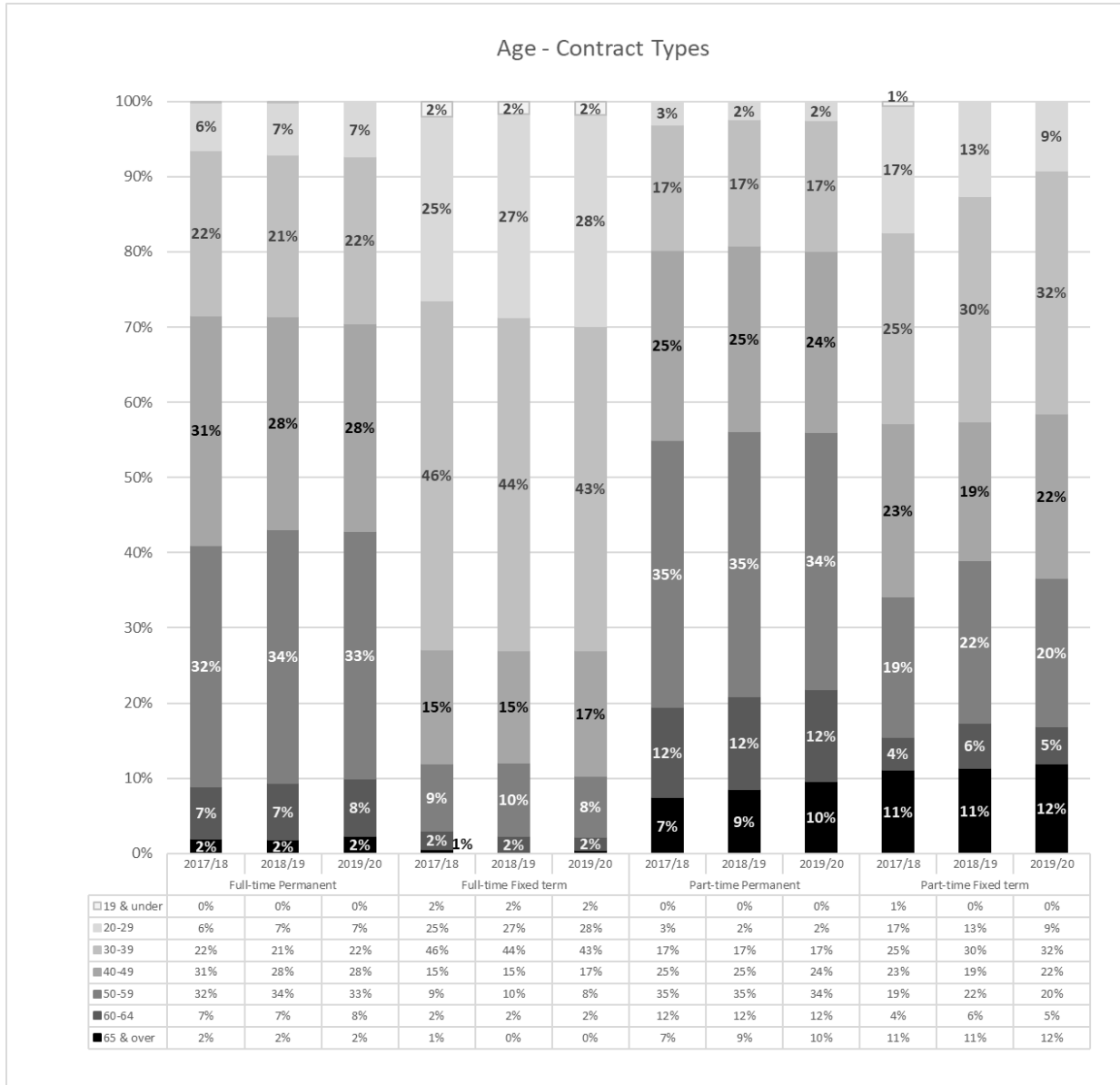


Figure 59 Age - Full-time and Part-time staff by Contract Type

6.5 Age and Academic Job Role

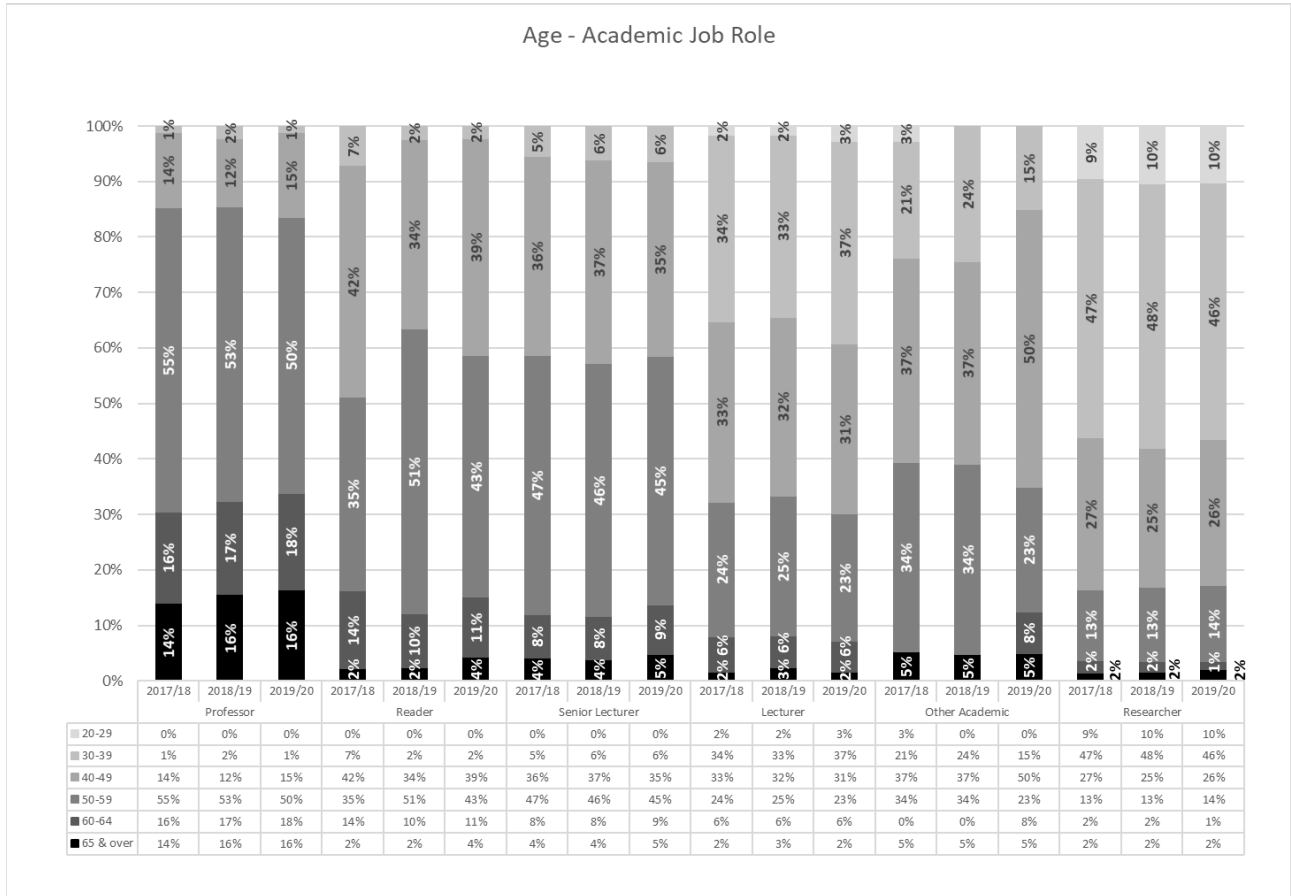


Figure 60 Age - Academic Job Role

6.6 Age and Recruitment

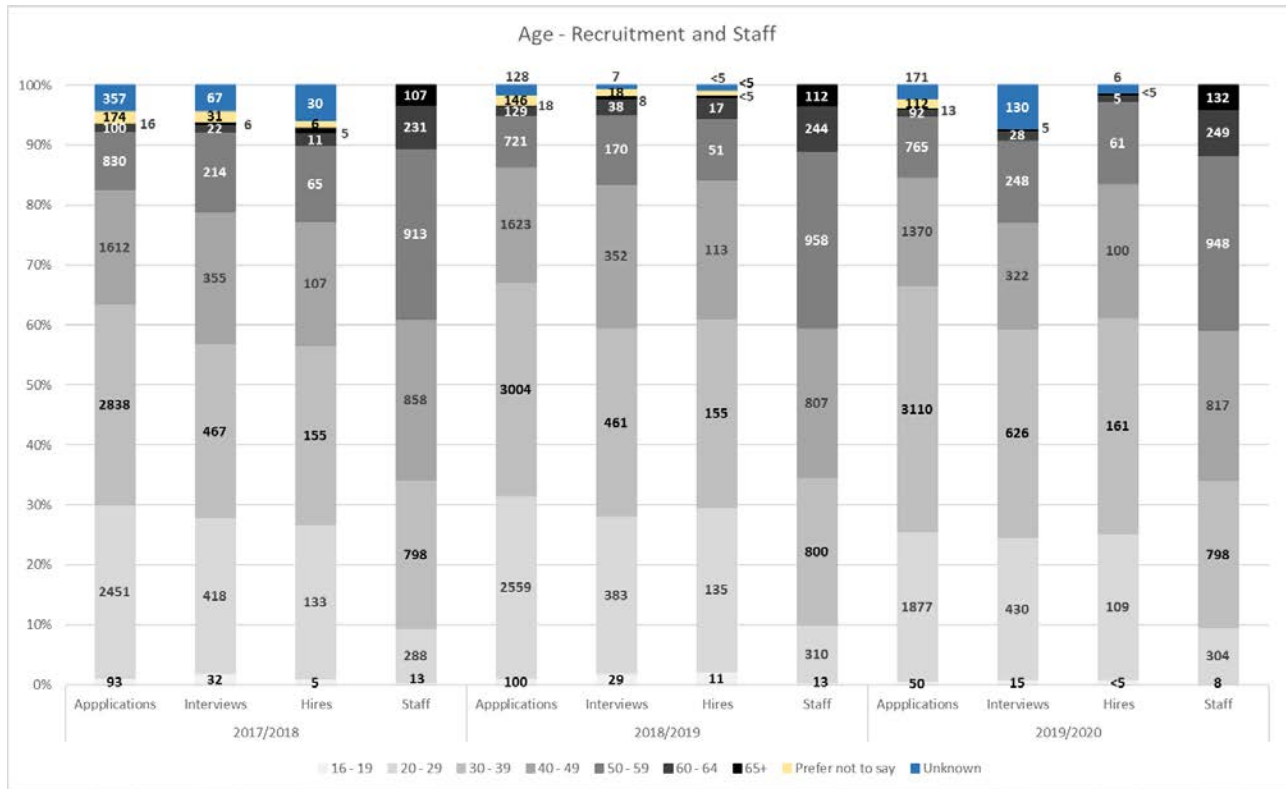


Figure 61 Age - Recruitment Stages

	2017/2018				2018/2019				2019/2020			
	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff	Applications	Interviews	Hires	Staff
16 - 19	93	32	5	13	100	29	11	13	50	15	<5	8
20 - 29	2451	418	133	288	2559	383	135	310	1877	430	109	304
30 - 39	2838	467	155	798	3004	461	155	800	3110	626	161	798
40 - 49	1612	355	107	858	1623	352	113	807	1370	322	100	817
50 - 59	830	214	65	913	721	170	51	958	765	248	61	948
60 - 64	100	22	11	231	129	38	17	244	92	28	5	249
65+	16	6	5	107	18	8	<5	112	13	5	<5	132
Prefer not to say	174	31	6	0	146	18	<5	0	112	0	0	0
Unknown	357	67	30	0	128	7	<5	0	171	130	6	0

Figure 62 Age - Recruitment Stages table

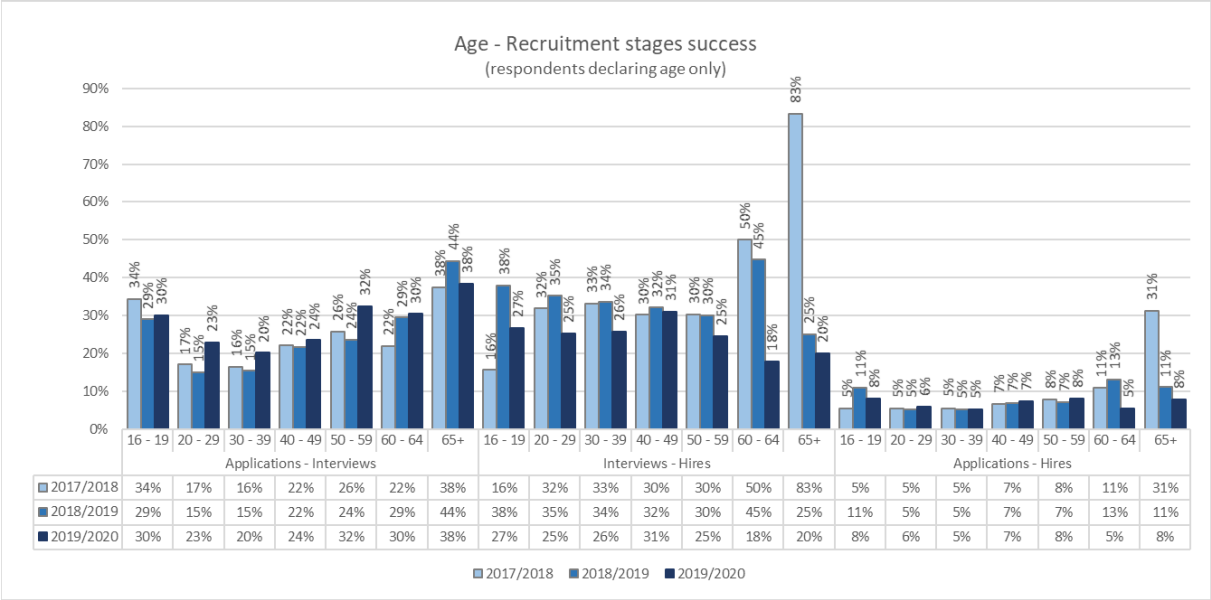


Figure 63 Age - Recruitment stages success

6.7 Age and Academic Promotion

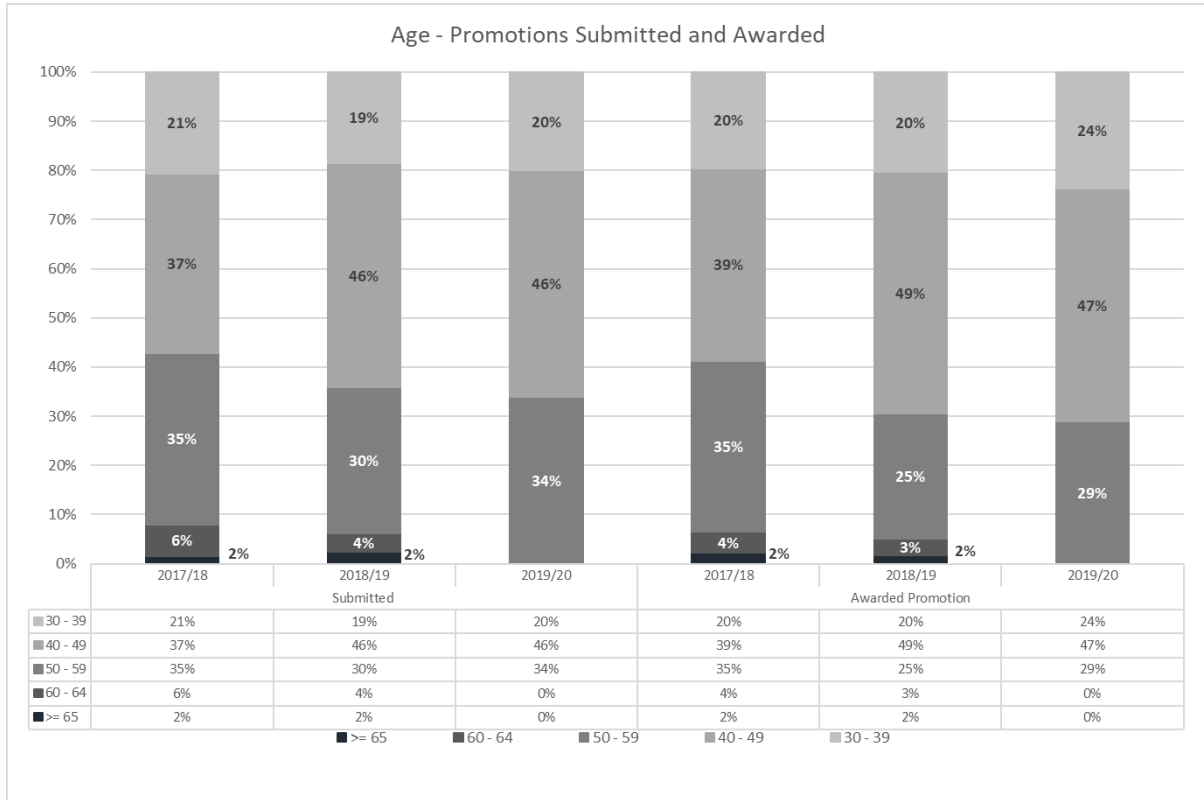


Figure 64 Age - Academic Promotions Submitted and Awarded

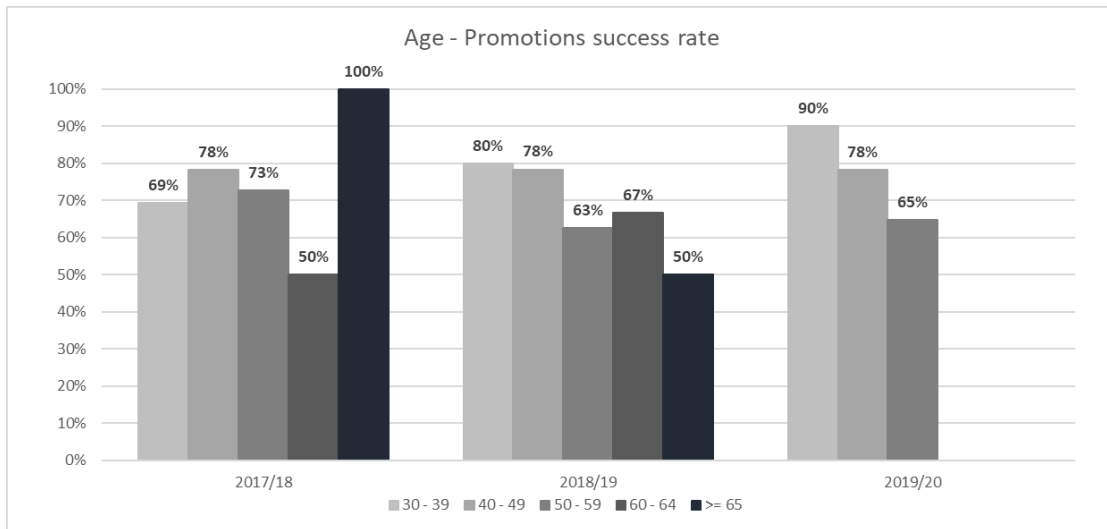


Figure 65 Age - Academic Promotions, Percentage of applications awarded promotion

6.8 Age and Merit Awards

Merit Award can be awarded to staff in Grades 1 – 9.

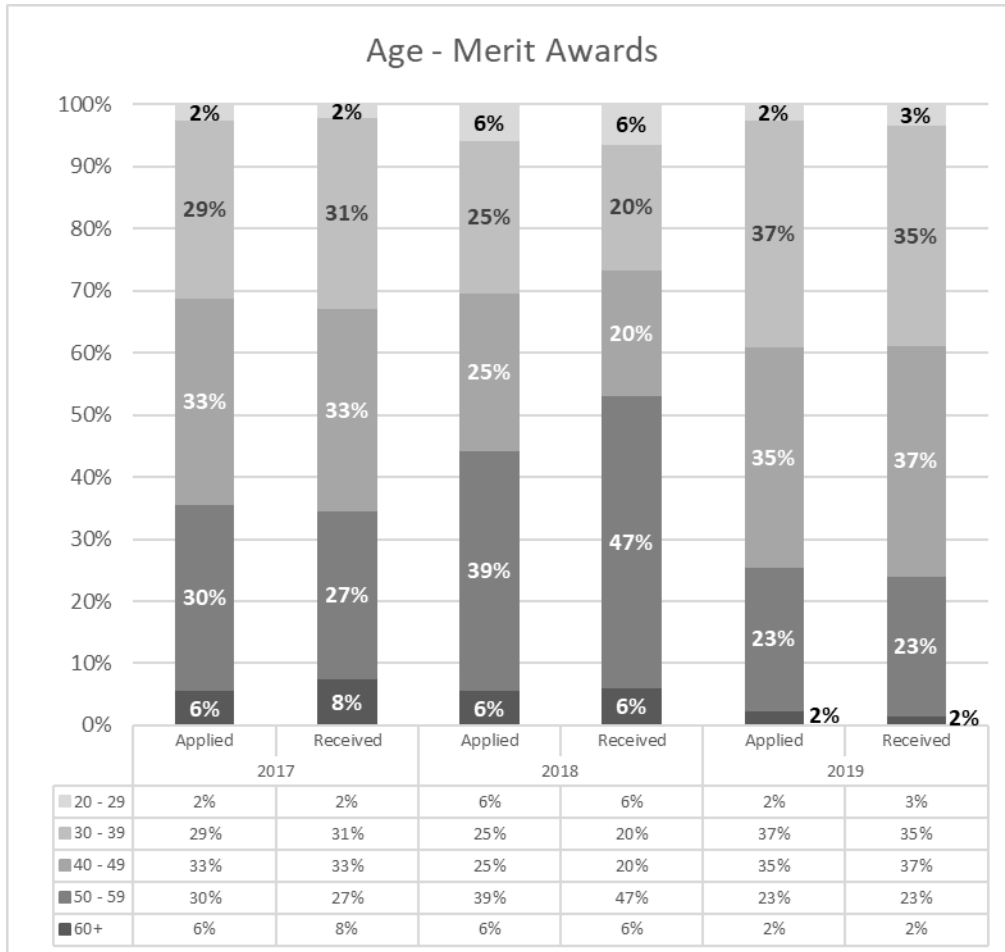


Figure 66 Age - Merit Awards

6.9 Age and Leavers



Figure 67 Age - Leave Reason

Business Led / Not Voluntary	Severance	Voluntary
Expiry of Contract	Voluntary Severance	Retirement
Dismissal	Severance	Resignation
Deceased		
TUPE Transfer		
Redundancy		

Figure 68 Leave reason categories

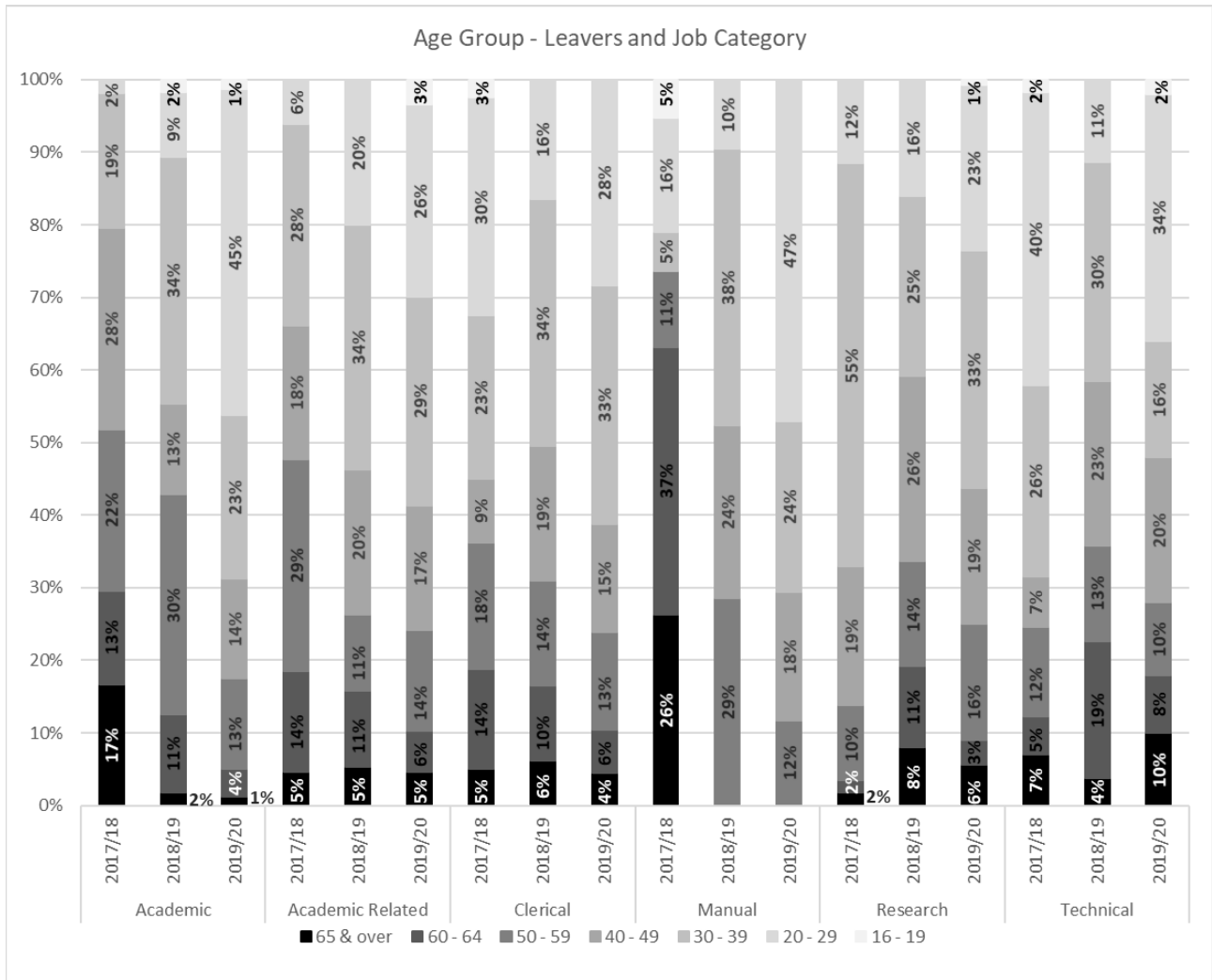


Figure 69 Age - Leavers and Job Category

6.10 Age and Disciplinary / Grievance / etc.

Disciplinary / Grievance / etc. - 2017/18, 2018/19 and 2019/20		
	Disciplinary and Capability	Grievance, Dignity at Work and Study and Appeal against Renewal of Fixed-Term Contract
20 - 29	2	1
30 - 39	10	5
40 - 49	2	10
50 - 59	9	13
60 - 69	5	5
Over 70	1	1
Unknown	0	1

Figure 70 Age - Disciplinary / Grievance / etc.

6.11 Age and Equality, Diversity and Inclusion Training

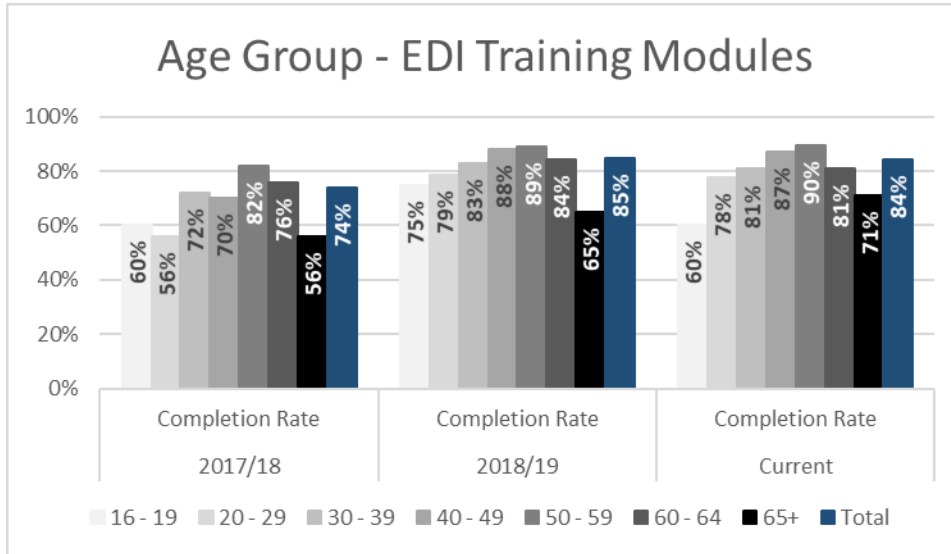


Figure 71 Age - Completion rates of Equality, Diversity and Inclusion Training

6.12 Age and Organisation and Professional Development Training

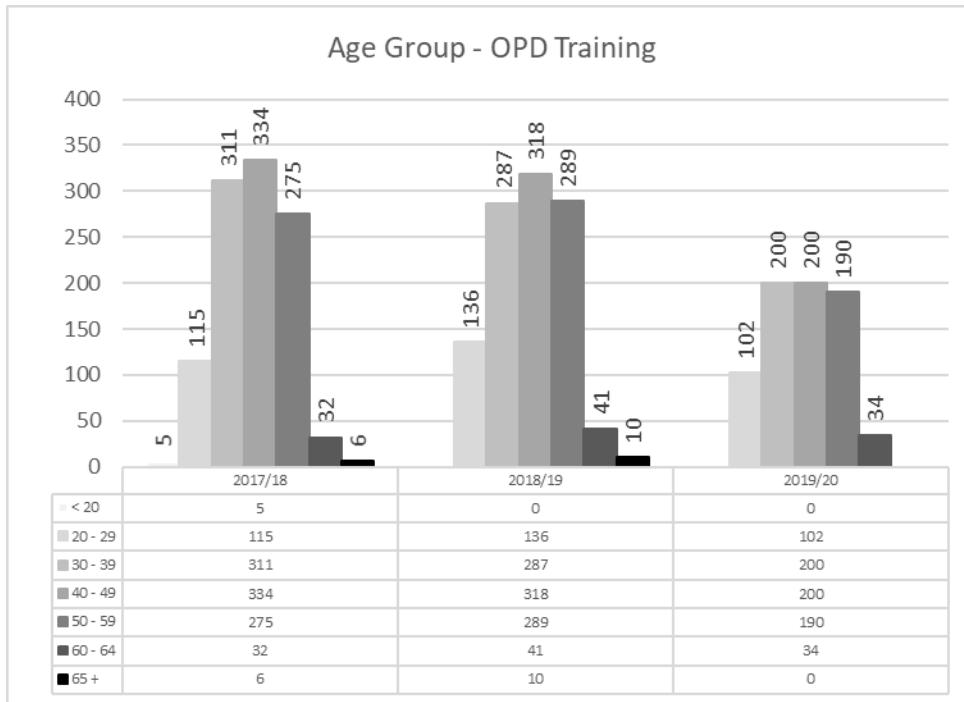


Figure 72 Age - Organisation and Professional Development Training

8. Religion or Belief

8.1 Religion or Belief Staff Profile

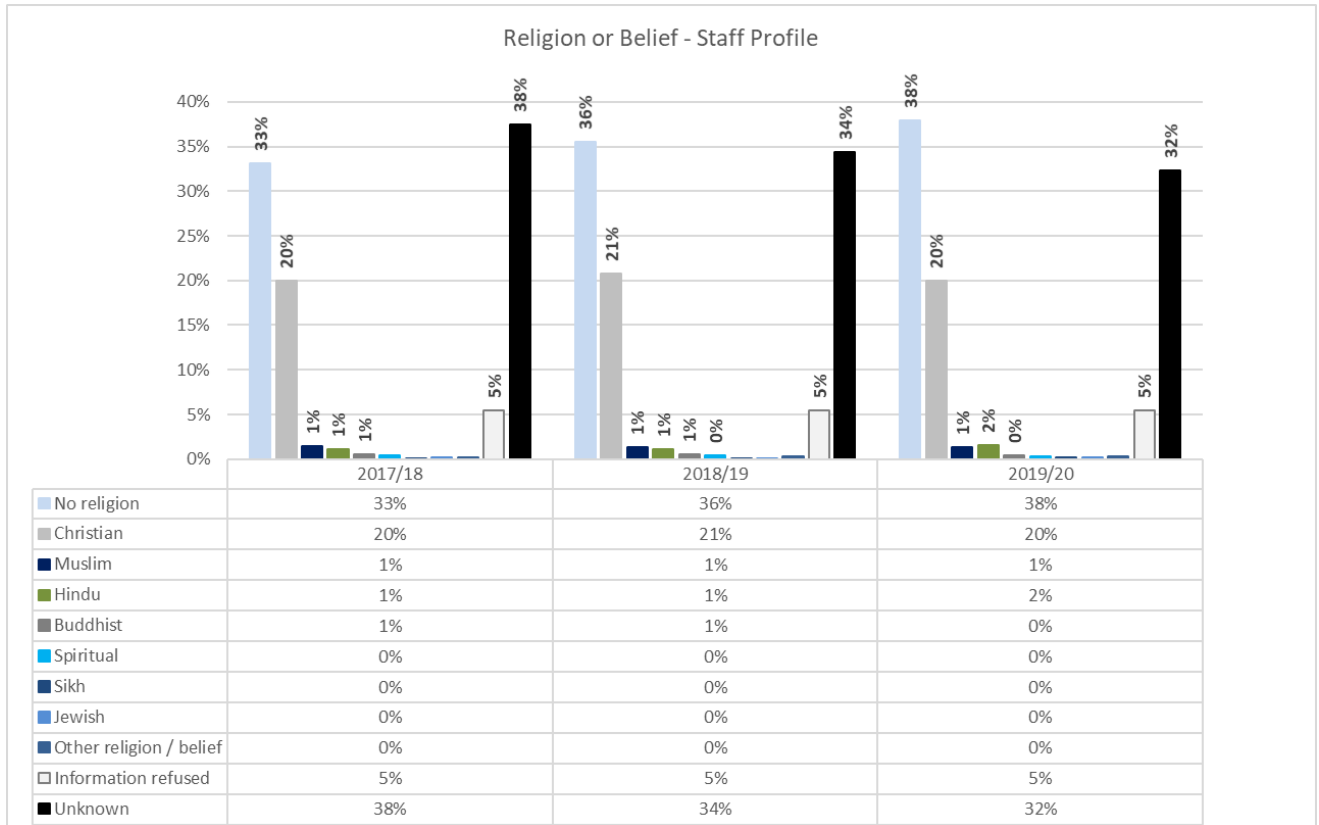


Figure 73 Religion or Belief - Staff Profile

8.2 Religion or Belief and Recruitment

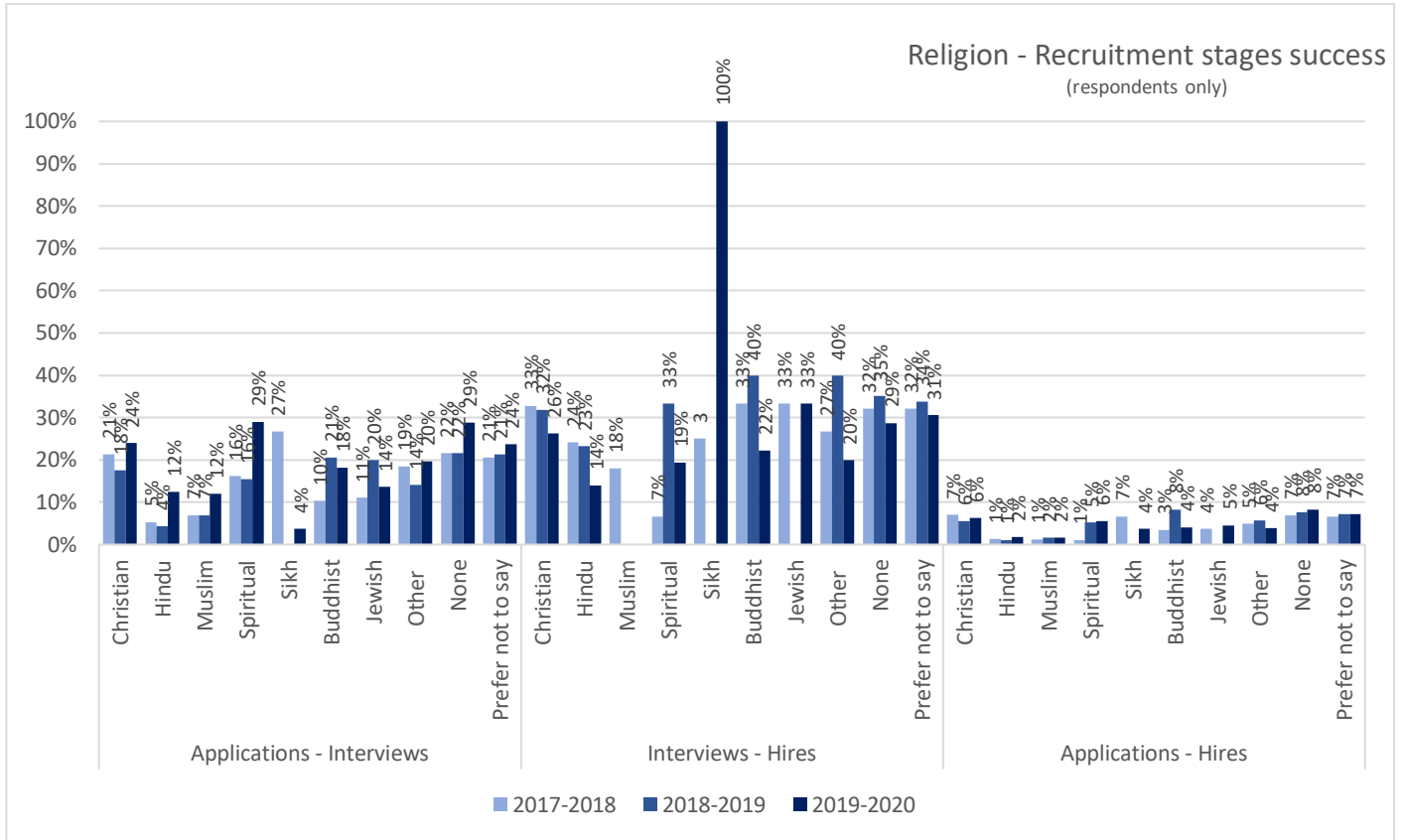


Figure 74 Religion or Belief - Recruitment stages success

9. Sexual Orientation

9.1 Sexual Orientation Staff Profile

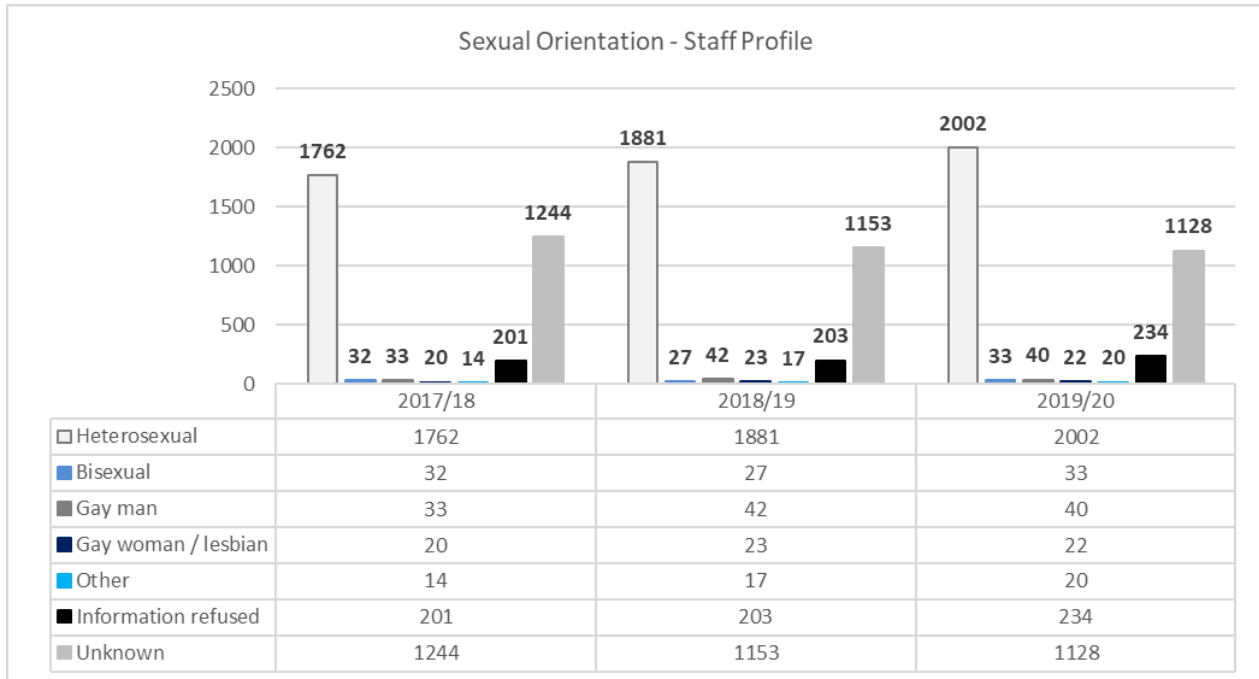


Figure 75 Sexual Orientation - Staff Profile

8.2 Sexual Orientation and Recruitment

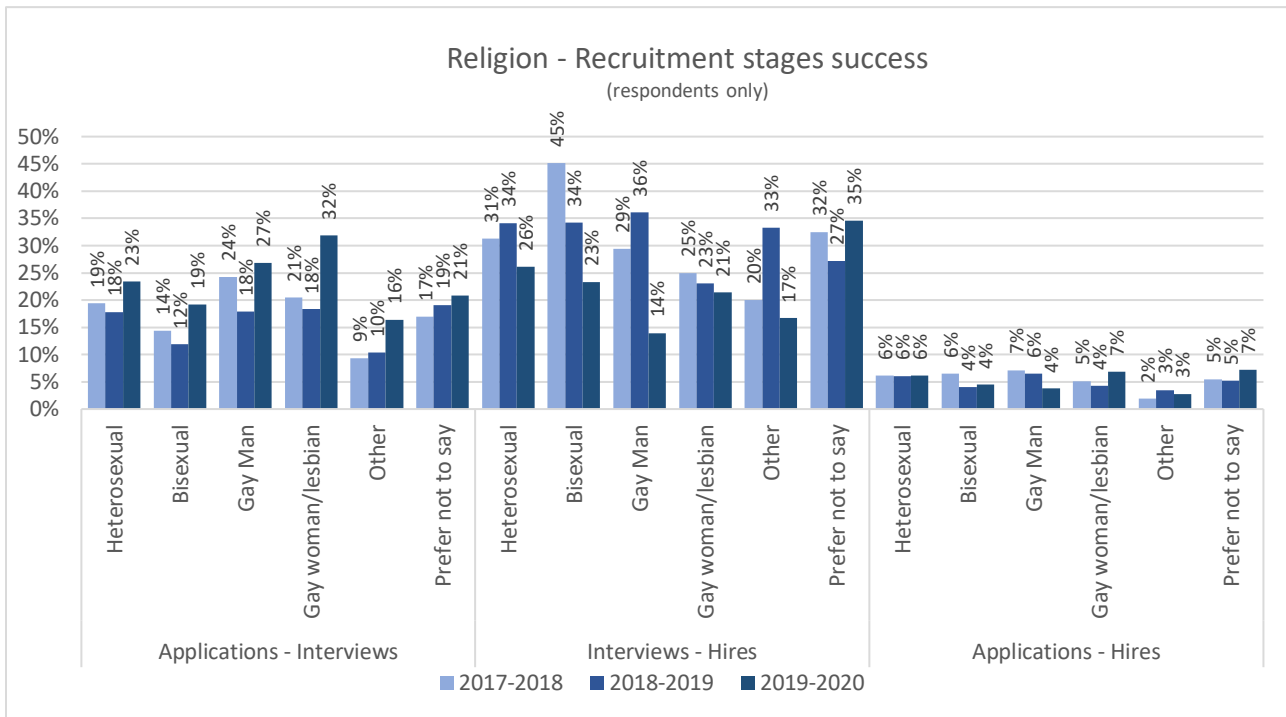


Figure 76 Sexual Orientation - Recruitment stages success

10. Gender Identity

10.1 Gender Identity Staff Profile

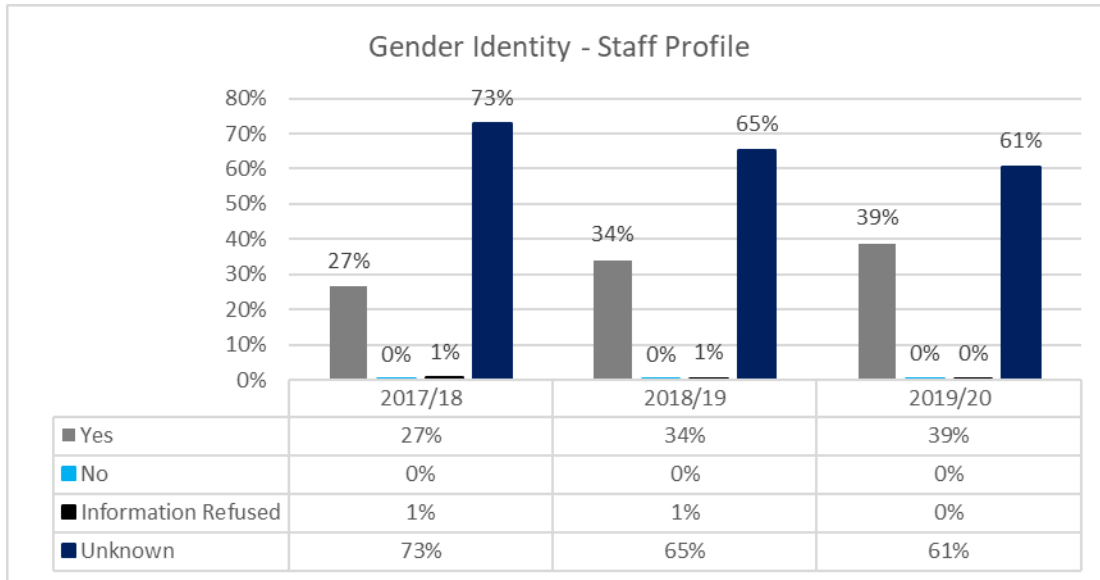


Figure 77 Gender Identity - Staff Profile

For clarity, it should be noted that the Equality & Diversity Monitoring form asks “Does your gender identity match your sex as registered at birth?”

11. Committee Members

The profile of Court Members and decision making bodies as at 31 July 2020 is shown below. Other officers of the University also attend these committees.

11.1 Court Members and decision making bodies and Sex

Committee	Female	Male	Total
Court	12	10	22

Figure 78 Court Members - Sex

Last time only Sex for Court was shown – as above. Sections below shown to demonstrate identifiability issues if published.

Committee	Female	Male	Total
Court	12	10	22
Audit Committee	<5	<5	<5
People and Organisational Development Committee	7	<5	9
Finance & Policy Committee	<5	8	11
Governance & Nominations Committee	5	<5	7
Remuneration Committee	5	<5	9
Endowments Sub-committee	<5	<5	<5
Pensions Sub-committee	<5	<5	<5

Committee	White	BME	Unknown	Total
Court	19	<5	<5	22
Audit Committee	<5	0	0	<5
People and Organisational Development Committee	8	<5	0	9
Finance & Policy Committee	11	0	0	11
Governance & Nominations Committee	6	<5	0	7
Remuneration Committee	8	<5	0	9
Endowments Sub-committee	<5	0	0	<5
Pensions Sub-committee	<5	0	0	<5

Committee	Non Disabled	Disabled	Prefer not to say	Unknown	Total
Court	16	<5	<5	<5	22
Audit Committee	<5	0	0	0	<5
People and Organisational Development Committee	8	<5	0	0	9
Finance & Policy Committee	8	<5	0	0	11
Governance & Nominations Committee	5	<5	<5	0	7
Remuneration Committee	7	2	0	0	9
Endowments Sub-committee	<5	<5	0	0	<5
Pensions Sub-committee	<5	0	0	0	<5

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