



UNIVERSITY OF  
**WINCHESTER**

# **Staff Equalities Report 2017-18**



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# Introduction & Summery

The University of Winchester, as a values -led institution which values our staff and is committed to equality, diversity and inclusion. We believe that diversity enriches our community, learning experience and global outlook and we are also committed to the belief that the wellbeing of individuals is important, as are their views and opinions. It is our stated strategic aim to celebrate and increase the diversity of our staff and students. To monitor, support and encourage underrepresented groups to ensure that opportunities are inclusive of sexual orientation, race, disability, religious affiliation and other characteristics.

We are proud to be Athena Swan Institution Bronze Award holders and Stonewall Champions and Disability Confident Committed employers. We also have an action plan in place to become part of the Mindful Employer initiative. We ask all staff to disclose their personal information to us in order that we can ensure that we always offer equal opportunities to all job applicants and current staff. The information that you provide us with helps us to decide on our priority areas for development while maintaining our vigilance and commitment to all the areas of equality performance; you will find our current targeted objectives in our Equality Strategy.



# Disclosure Rate

*Disclosure Rates 2011-2018*

Unknown or Refused	2018	2017	2016	2015	2014	2013	2012	2011
Disability	5.9%	5.3%	5.60%	6.80%	6.10%			
Ethnicity	5%	4.13%	4%	4.20%	5%	3.60%	2.50%	2.40%
Sexual Orientation	30.61%	33.16%	39.50%	47.10%				
Religion and Belief	30.93%	35.49%	40.70%	48.80%				

There has been between a 3% & 5% decrease in the amount of refused/unknown staff in both the Sexual Orientation and Religious belief categories. We must continue to put in the effort put in to lower these further as we still do not have information on around a third of staff in both of these categories.

There are 317 staff members who are Unknown/Refused in the Religion category and 296 in Sexual Orientation. Out of these 139 of them are Unknown/Refused in both.



# Age

## 1.1 Age of Staff

Age Band	University Headcount	Percentage
16 - 24	42	4.34%
25 - 34	158	16.34%
35 - 44	242	25.03%
45 - 54	266	27.51%
55 - 64	207	21.41%
65 Over	52	5.38%
Total (Average Age)	(45.7)	967 100%

Age Band	Academic Staff Headcount	Percentage
16 - 24	0	0.00%
25 - 34	40	10.05%
35 - 44	96	24.12%
45 - 54	130	32.66%
55 - 64	99	24.87%
65 Over	33	8.29%
Total (Average Age)	(49.0)	398 100%

Age Band	Professional Services Headcount	Percentage
16 - 24	42	7.38%
25 - 34	118	20.74%
35 - 44	146	25.66%
45 - 54	136	23.90%
55 - 64	108	18.98%
65 Over	19	3.34%
Total (Average Age)	(43.5)	569 100%

As in previous years there has only been a marginal change in the spread of staff across the age bands. The 25-34 band has decreased as a percentage from 17.7% to 16.3%. The 35-44 band percentage remains around 25% while the 45-54 age range also remained stable with 27.5%.

52.5% of the University workforce are between the ages of 35 and 54, a slight decrease on last year.

Academic staff are, on average 49, which is 5.5 years more than Professional Services staff (43.5). The average age of both groups is up slightly compared to last year. The largest proportion of academic staff remains in the 45-54 age range (32.6%) an increase of just over 1% since last year. Professional Services staff are more evenly spread across the bands with



the 35-54 age range accounting for nearly 50% of the workforce.



*Average age of University Staff*



*Average age of Academic Staff*



*Average age of Professional Service*



## 1.2 Age of Applicants & Appointees

### *Applications by Age*

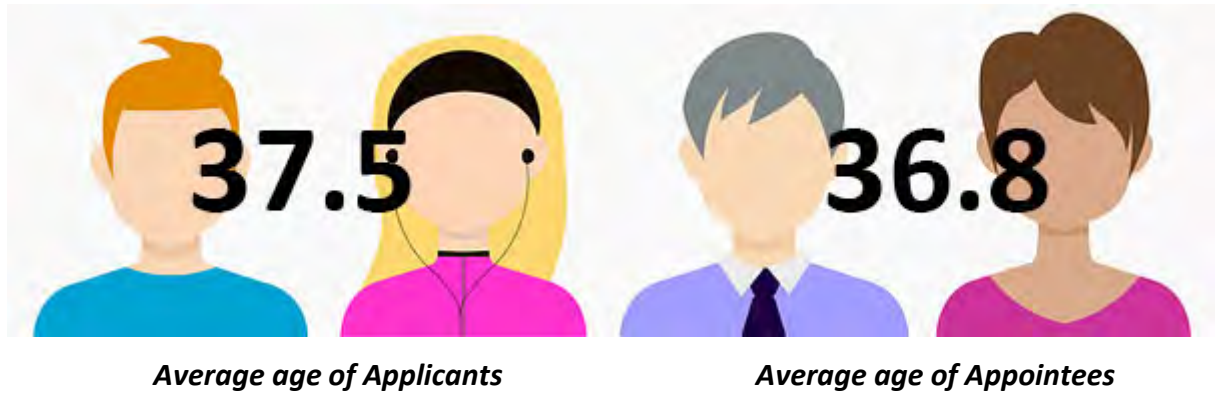
Staffing Group	16 - 24		25 - 34		35 - 44		45 - 54		55 - 64		65 +		Unknown		TOTAL	Av. Age
Academic	5	2.02%	153	28.60%	240	50.63%	126	38.41%	56	36.36%	1	16.67%	47	32.64%	<b>628</b>	40.00
Research	3	1.21%	8	1.50%	7	1.48%	1	0.30%	2	1.30%	0	0.00%	2	1.39%	<b>23</b>	35.00
Professional Services	240	96.77%	374	69.91%	227	47.89%	201	61.28%	96	62.34%	5	83.33%	95	65.97%	<b>1,238</b>	36.00
<b>TOTAL</b>	<b>248</b>	<b>13.13%</b>	<b>535</b>	<b>28.32%</b>	<b>474</b>	<b>25.09%</b>	<b>328</b>	<b>17.36%</b>	<b>154</b>	<b>8.15%</b>	<b>6</b>	<b>0.32%</b>	<b>144</b>	<b>7.62%</b>	<b>1,889</b>	<b>37.50</b>

### *Appointees by Age*

Staffing Group	16 - 24		25 - 34		35 - 44		45 - 54		55 - 64		65 +		Unknown		TOTAL	Av. Age
Academic	2	6.90%	12	22.22%	19	44.19%	12	30.00%	4	36.36%	0	0.00%	0	0.00%	<b>49</b>	<b>40.40</b>
Research	0	0.00%	0	0.00%	1	2.33%	1	2.50%	0	0.00%	0	0.00%	0	0.00%	<b>2</b>	<b>42.40</b>
Professional Services	27	93.10%	42	77.78%	23	53.49%	27	67.50%	7	63.64%	0	0.00%	0	0.00%	<b>126</b>	<b>35.30</b>
<b>TOTAL</b>	<b>29</b>	<b>16.38%</b>	<b>54</b>	<b>30.51%</b>	<b>43</b>	<b>24.29%</b>	<b>40</b>	<b>22.60%</b>	<b>11</b>	<b>6.21%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>177</b>	<b>36.80</b>



The Applications by Age table shows that the 25-34 age band remains the largest application group with 28.3% (535) applications which is consistent with last year's 28.5%. The Appointments table reflects this as appointees from the 25-34 age band were 30.5% (up from 27.4%). The 25-45 age range remains a majority of the appointees (54.8%) with the average age of an appointee slightly rising to 36.8.





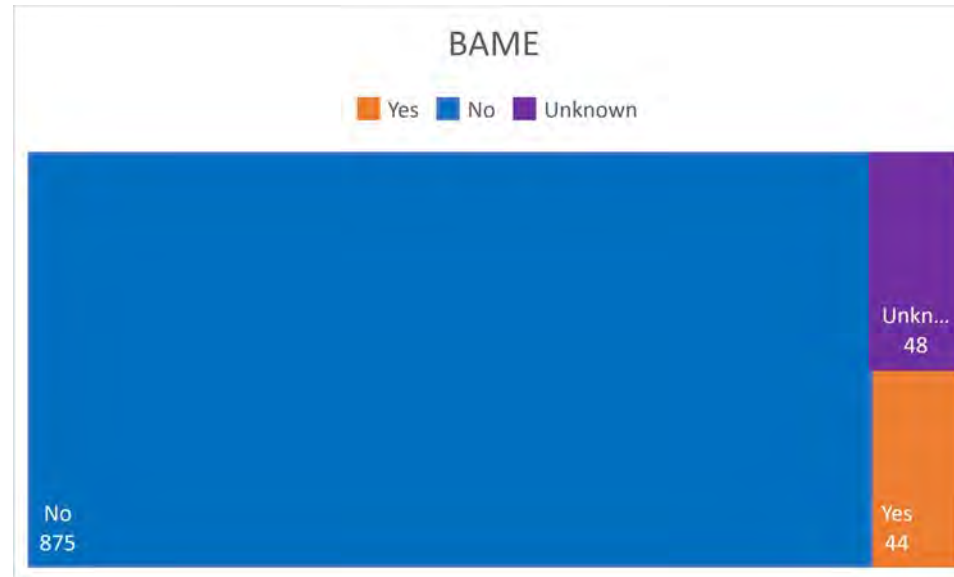
# Ethnicity

## 2.1 Ethnicity of Staff

Ethnicity	2018		2017		2016		2015		2014		2013		2012		2011	
Asian or Asian British	7	0.7%	5	0.53%	6	0.67%	4	0.48%	3	0.38%	1	0.14%	3	0.44%	2	0.29%
Black or Black British - African	2	0.2%	2	0.21%	3	0.33%	3	0.36%	3	0.38%	3	0.41%	2	0.30%	3	0.44%
Black or Black British - Caribbean	3	0.3%	3	0.32%	3	0.33%	3	0.36%	2	0.26%	2	0.28%	1	0.15%	1	0.15%
Chinese	8	0.8%	8	0.85%	5	0.56%	5	0.59%	6	0.77%	5	0.69%	2	0.30%	3	0.44%
Gypsy or Traveller	1	0.1%	1	0.11%	1	0.11%	1	0.12%								
Mixed - White & Asian	5	0.5%	5	0.53%	3	0.33%	2	0.24%	3	0.38%	2	0.28%	2	0.30%	1	0.15%
Mixed - White & Black African	1	0.1%	2	0.21%	3	0.33%	2	0.24%	1	0.13%	1	0.14%	1	0.15%	1	0.15%
Mixed - White & Black Caribbean	3	0.3%	3	0.32%	3	0.33%	3	0.36%	2	0.26%	2	0.28%	1	0.15%		
Other Asian background	3	0.3%	4	0.42%	5	0.56%	5	0.59%	7	0.90%	7	0.96%	6	0.89%	5	0.74%
Other Black background	1	0.1%					1	0.12%	1	0.13%	1	0.14%	1	0.15%	1	0.15%
Other Ethnic background	2	0.2%	1	0.11%	1	0.11%	1	0.12%	2	0.26%	2	0.28%	1	0.15%	1	0.15%
Other Mixed background	8	0.8%	6	0.64%	5	0.56%	6	0.71%	5	0.64%	4	0.55%	4	0.59%	4	0.59%
Other White background	40	4.1%	43	4.56%	47	5.25%	52	6.18%	61	7.80%	63	8.67%	59	8.74%	54	7.94%
White	827	85.5%	815	86.33%	769	85.83%	715	85.02%	640	81.84%	600	82.53%	569	84.30%	581	85.44%
White - Irish	8	0.8%	7	0.74%	6	0.67%	3	0.36%	7	0.90%	8	1.10%	6	0.89%	7	1.03%
Unknown	48	5.0%	39	4.13%	36	4.02%	35	4.16%	39	4.99%	26	3.58%	17	2.52%	16	2.35%
<b>Total</b>	<b>967</b>	<b>100.00%</b>	<b>944</b>	<b>100.00%</b>	<b>896</b>	<b>100.00%</b>	<b>841</b>	<b>100.00%</b>	<b>782</b>	<b>100.00%</b>	<b>727</b>	<b>100.00%</b>	<b>675</b>	<b>100.00%</b>	<b>680</b>	<b>100.00%</b>

BAME	2018		2017		2016		2015		2014		2013		2012		2011	
Yes	44	4.6%	40	4.20%	38	4.20%	36	4.30%	35	4.50%	30	4.10%	24	3.60%	22	3.20%
No	875	90.5%	865	91.60%	822	91.70%	770	91.60%	708	90.50%	671	92.30%	634	93.90%	642	94.40%
Unknown	48	5.0%	39	4.10%	36	4.00%	35	4.20%	39	5.00%	28	3.60%	17	2.50%	16	2.40%
<b>Total</b>	<b>967</b>	<b>100.00%</b>	<b>944</b>	<b>100.00%</b>	<b>896</b>	<b>100.00%</b>	<b>841</b>	<b>100.00%</b>	<b>782</b>	<b>100.00%</b>	<b>727</b>	<b>100.00%</b>	<b>675</b>	<b>100.00%</b>	<b>680</b>	<b>100.00%</b>



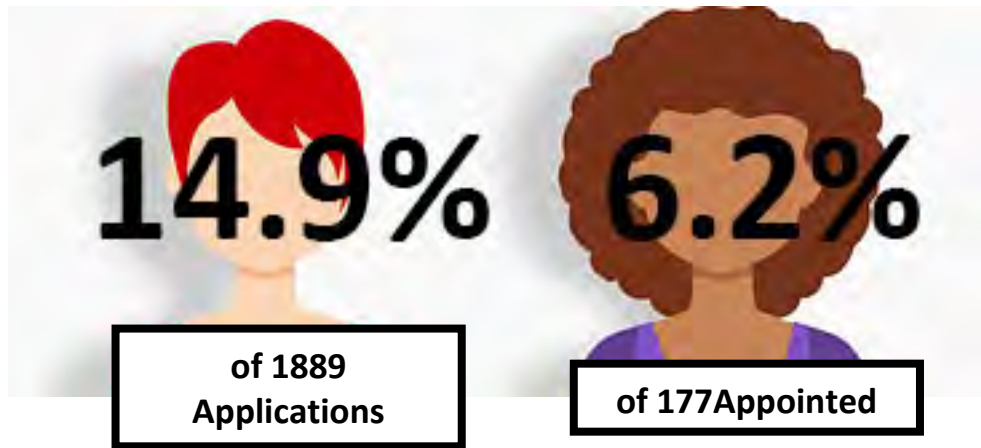


The number of staff who declare themselves Black, Asian and Minority Ethnic (BAME) has slightly increased to 4.6%. Unknowns continue to increase however to 5% from last years 4.1%. This leaves the University well below the HEFCE 2015-16 average of 12.8% and but slightly closer to achieving our 6% Strategic Target.



## 2.2 Ethnicity of Applicants & Appointees

### % Declaring as BAME



*Applications by Ethnicity*

Staffing Group	Declared BAME		No		Unknown		TOTAL
Academic	160	56.74%	432	28.59%	36	37.50%	628
Research	5	1.77%	16	1.06%	2	2.08%	23
Professional Services	117	41.49%	1063	70.35%	58	60.42%	1,238
<b>TOTAL</b>	<b>282</b>	<b>14.93%</b>	<b>1511</b>	<b>79.99%</b>	<b>96</b>	<b>5.08%</b>	<b>1,889</b>

*Appointees by Ethnicity*

Staffing Group	Declared BAME		No		Unknown		TOTAL
Academic	2	18.18%	46	28.22%	1	33.33%	49
Research	0	0.00%	2	1.23%	0	0.00%	2
Professional Services	9	81.82%	115	70.55%	2	66.67%	126
<b>TOTAL</b>	<b>11</b>	<b>6.21%</b>	<b>163</b>	<b>92.09%</b>	<b>3</b>	<b>1.69%</b>	<b>177</b>



On the applicant and appointee tables we see the number of applicants for University posts by those from a BAME background. There has been a slight increase in applicants declaring themselves as BAME from 14.4% to 14.9% and an increase to 6.2% (from 3.6%) of the total appointees who identify as BAME.



# Disability

## 3.1 Disability of Staff Members

Declared Disability	2018		2017		2016		2015		2014	
Yes	71	7.3%	65	6.90%	61	6.80%	56	6.70%	35	4.50%
No	839	86.8%	829	87.90%	785	87.60%	728	86.60%	699	89.40%
Unknown	57	5.9%	50	5.30%	50	5.60%	57	6.80%	48	6.10%
Total	967	100.00%	944	100.00%	896	100.00%	841	100.00%	782	100.00%

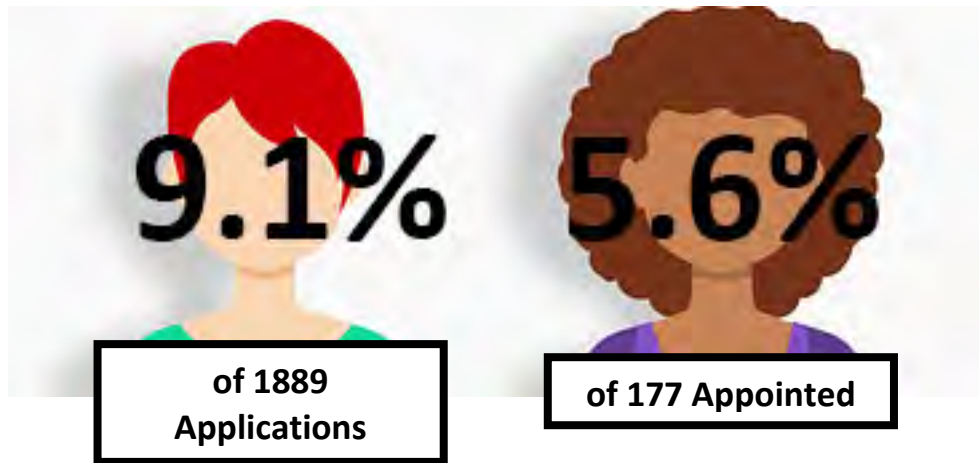
Declared Disability	2018		2017		2016		2015		2014	
Academic	35	49.30%	29	44.60%	26	42.60%	21	37.50%	11	31.40%
Management	1	1.41%	1	1.50%	1	1.60%				
Operational	7	9.86%	7	10.80%	7	11.50%	7	12.50%	8	22.90%
Research	2	2.82%	2	3.00%			1	1.80%		
Senior										
Professional Services	26	36.62%	26	40.00%	27	44.30%	27	48.20%	16	45.70%
Total	71	100.00%	65	100.00%	61	100.00%	56	100.00%	35	100.00%

Declared Disability Reason	2018		2017		2016		2015		2014	
Blind or a serious visual impairment uncorrected by glasses	2	2.8%	3	4.60%	2	3.30%	1	1.80%		
Deaf or serious hearing impairment	1	1.4%	2	3.10%	4	6.60%	4	7.10%	3	8.60%
Long standing illness or health condition (cancer, HIV, diabetes etc)	17	23.9%	14	21.60%	12	19.70%	14	25.00%	8	22.90%
Mental health condition (depression, schizophrenia or anxiety)	13	18.3%	11	17.00%	9	14.80%	9	16.10%	6	17.10%
Two or more impairments & / or disabling medical conditions	7	9.9%	8	12.30%	6	9.80%	5	8.90%	2	5.70%
Physical impairment & / or mobility issues (difficulty using arms / legs)	7	9.9%	7	10.80%	6	9.80%	6	10.70%	2	5.70%
Specific learning difficulty (Dyslexia, Dyspraxia or AD(H)D)	18	25.4%	14	21.50%	17	27.90%	14	25.00%	10	28.60%
Disability, impairment or medical condition that is not listed above	6	8.5%	4	6.20%	4	6.60%	3	5.40%	4	11.40%
Social / communication impairment					1	1.60%				
No Info			2	3.10%						
Total	71	100.00%	65	100.00%	61	100.00%	56	100.00%	35	100.00%

It should be noted that not all staff with a disability choose to declare it. In total, 71 members of staff have declared a disability. The most common categories of disability, using HESA definitions, remain as 'specific learning difficulty (dyslexia, dyspraxia, AD(H)D)' and 'longstanding illness/health condition (cancer, HIV, diabetes)' at 18 and 17 each. There has been a small increase in staff declaring a disability from 6.9% to 7.3% which remains significantly above the HEFCE average which is 4.7%.



## 3.2 Disability of Applicants and Appointees



### *Disability of applicants by university staffing groups*

Staffing Group	No		Yes		Unknown		TOTAL
Academic	563	34.80%	36	21.05%	29	29.00%	628
Research	18	1.11%	1	0.58%	4	4.00%	23
Professional Services	1037	64.09%	134	78.36%	67	67.00%	1,238
<b>TOTAL</b>	<b>1618</b>	<b>85.65%</b>	<b>171</b>	<b>9.05%</b>	<b>100</b>	<b>5.29%</b>	<b>1,889</b>

### *Disability of appointees by university staffing groups*

Staffing Group	No		Yes		Unknown		TOTAL
Academic	41	25.79%	4	40.00%	4	50.00%	49
Research	2	1.26%	0	0.00%	0	0.00%	2
Professional Services	116	72.96%	6	60.00%	4	50.00%	126
<b>TOTAL</b>	<b>159</b>	<b>89.83%</b>	<b>10</b>	<b>5.65%</b>	<b>8</b>	<b>4.52%</b>	<b>177</b>

The number of applicants declaring a disability increased from 7.1% last year to 9.05% this year. The applicants table shows that the Professional Services group had largest number of applicants listing a disability at 134. Of our appointed applicants 5.65% had a disability (down from 10.2%).



# Sexual Orientation

## 4.1 Sexual Orientation of Staff Members

Sexual Orientation	2018		2017		2016		2015	
Bisexual	14	1.45%	14	1.50%	12	1.30%	6	0.70%
Defined another way	6	0.62%	6	0.60%	5	0.60%	3	0.40%
Gay	24	2.48%	27	2.90%	21	2.30%	18	2.10%
Heterosexual / Straight	627	64.84%	584	61.90%	504	56.30%	418	49.70%
Unknown	296	30.61%	265	28.00%	311	34.70%	369	43.90%
<b>Total</b>	<b>967</b>	<b>100%</b>	<b>944</b>	<b>100%</b>	<b>896</b>	<b>100%</b>	<b>841</b>	<b>100%</b>

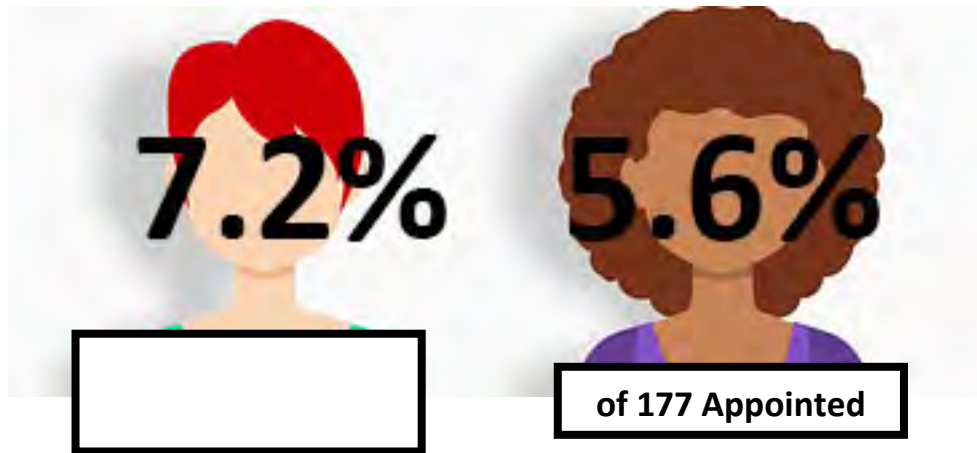
LGBTI	2018		2017		2016		2015	
Yes	44	4.60%	47	5.00%	38	4.20%	27	3.20%
No	627	64.80%	579	61.30%	504	56.30%	418	49.70%
Unknown	296	30.60%	318	33.70%	354	39.50%	396	47.10%
<b>Total</b>	<b>967</b>	<b>100%</b>	<b>944</b>	<b>100%</b>	<b>896</b>	<b>100%</b>	<b>841</b>	<b>100%</b>

In Sexual Orientation the unknowns fell from 33.7% to 30.6%. The number of staff that identify as heterosexual has increased to 64.8% (from 61.3%) but we have also seen an decrease from 5% to 4.6% of those who identify themselves as either gay, bisexual or defined in another way.



## 4.2 Sexual Orientation of Applicants and Appointees

### % Declaring as LGBTI



*Sexual Orientation of applicants by university staffing groups*

Staffing Group	Bisexual		Gay		Heterosexual		Defined Other Way		Prefer not to say		Unknown		TOTAL
Academic	15	23.44%	23	3.51%	504	32.75%	6	37.50%	74	41.34%	6	17.14%	628
Research	1	1.56%	1	0.15%	18	1.17%	0	0.00%	2	1.12%	1	2.86%	23
Professional Services	48	75.00%	32	4.88%	1017	66.08%	10	62.50%	103	57.54%	28	80.00%	1,238
<b>TOTAL</b>	<b>64</b>	<b>3.39%</b>	<b>56</b>	<b>2.96%</b>	<b>1539</b>	<b>81.47%</b>	<b>16</b>	<b>0.85%</b>	<b>179</b>	<b>9.48%</b>	<b>35</b>	<b>1.85%</b>	<b>1,889</b>

*Sexual Orientation of appointees by university staffing groups*

Staffing Group	Bisexual		Gay		Heterosexual		Defined Other Way		Prefer not to say		Unknown		TOTAL
Academic	2	40.00%	0	0.00%	39	25.83%	0	0.00%	7	53.85%	1	33.33%	49
Research	1	20.00%	0	0.00%	1	0.66%	0	0.00%	0	0.00%	0	0.00%	2
Professional Services	2	40.00%	4	100.00%	111	73.51%	1	100.00%	6	46.15%	2	66.67%	126
<b>TOTAL</b>	<b>5</b>	<b>2.82%</b>	<b>4</b>	<b>2.26%</b>	<b>151</b>	<b>85.31%</b>	<b>1</b>	<b>0.56%</b>	<b>13</b>	<b>7.34%</b>	<b>3</b>	<b>1.69%</b>	<b>177</b>

The largest sexual orientation group remains heterosexual with 81.5% or 1539 applicants (down from 83.7% (2,145)). As in the last few years 'prefer not to say' is the second largest response (9.5%). 64 applicants, 3.4% of applicants declared themselves to be 'Bisexual', 3% 'Gay' and 0.85% 'defined another way'.

Appointments of applicants declared as heterosexual increased nearly 1% to 85.3% with the Bisexual, Gay and Defined other way comprising 5.6% of appointments made.





# Religion & Belief

## 5.1 Religion & Belief of Staff Members

Ethnicity	2018		2017	
	Count	Percentage	Count	Percentage
Buddhist	10	1.0%	8	0.80%
Christian	309	32.0%	296	31.40%
Jewish	3	0.3%	2	0.20%
Muslim	3	0.3%	2	0.20%
No Religion	286	29.6%	261	27.70%
Other religion / belief	19	2.0%	19	2.00%
Sikh	1	0.1%		
Spiritual	19	2.0%	21	2.20%
Unknown	317	32.8%	335	35.50%
<b>Total</b>	<b>967</b>	<b>100.00%</b>	<b>944</b>	<b>100.00%</b>

Of those whose religious beliefs are declared, Christianity remains the dominant religion at the University, making up 32% (up from 31.4%) of total staff. Those who have no religious affiliation are the second largest group at 29.6% (also up from 27.7%). The unknown total has come down from 35.5% of the workforce to 32.8% which helps to explain the increase in both numbers.



## 5.2 Religion & Belief of Applicants and Appointees

### *Religion of applications by university staffing groups*

Staffing Group	Any Other	Buddhist	Christian	Hindu	Jewish	Muslim	No Religion	Prefer not to s	Sikh	Spiritual	Unknown	TOTAL
Academic	11 39.29%	12 44.44%	195 30.14%	27 72.97%	8 80.00%	55 80.88%	231 28.88%	64 37.21%	1 25.00%	17 32.08%	7 16.28%	<b>628</b>
Research	0 0.00%	0 0.00%	7 1.08%	1 2.70%	0 0.00%	0 0.00%	11 1.38%	3 1.74%	0 0.00%	0 0.00%	1 2.33%	<b>23</b>
Professional Services	17 60.71%	15 55.56%	445 68.78%	9 24.32%	2 20.00%	13 19.12%	558 69.75%	105 61.05%	3 75.00%	36 67.92%	35 81.40%	<b>1,238</b>
<b>TOTAL</b>	<b>28 1.48%</b>	<b>27 1.43%</b>	<b>647 34.25%</b>	<b>37 1.96%</b>	<b>10 0.53%</b>	<b>68 3.60%</b>	<b>800 42.35%</b>	<b>172 9.11%</b>	<b>4 0.21%</b>	<b>53 2.81%</b>	<b>43 2.28%</b>	<b>1,889</b>

### *Religion of appointees by university staffing groups*

Staffing Group	Any Other	Buddhist	Christian	Hindu	Jewish	Muslim	No Religion	Prefer not to s	Sikh	Spiritual	Unknown	TOTAL
Academic	2 50.00%	0 0.00%	26 39.39%	0 0.00%	0 0.00%	0 0.00%	15 19.23%	4 26.67%	0 0.00%	1 20.00%	1 20.00%	<b>49</b>
Research	0 0.00%	0 0.00%	2 3.03%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	<b>2</b>
Professional Services	2 50.00%	0 0.00%	38 57.58%	0 0.00%	1 100.00%	2 100.00%	63 80.77%	11 73.33%	1 100.00%	4 80.00%	4 80.00%	<b>126</b>
<b>TOTAL</b>	<b>4 2.26%</b>	<b>0 0.00%</b>	<b>66 37.29%</b>	<b>0 0.00%</b>	<b>1 0.56%</b>	<b>2 1.13%</b>	<b>78 44.07%</b>	<b>15 8.47%</b>	<b>1 0.56%</b>	<b>5 2.82%</b>	<b>5 2.82%</b>	<b>177</b>



No Religion is still the largest group with 800 applicants (42.3%). Christianity is the second most common response, with 647 applicants (34.25 down from 35.9%).

37.3% of appointments declared themselves as Christian whereas 44.1 (down from 47.7%) declared themselves to be of no religion.



# Gender

## 6.1 Gender of Staff Members

*Gender breakdown across staffing groups (excluding casual and hourly)*

Staffing Group	Female		Male		Non-Binary		Total	
Academic	208	52.30%	188	47.20%	2	0.50%	398	41.16%
Management	10	55.60%	8	44.40%			18	1.86%
Operational	82	55.40%	66	44.60%			148	15.31%
Research	18	69.20%	8	30.80%			26	2.69%
Senior	3	75.00%	1	25.00%			4	0.41%
Professional Services	255	68.40%	118	31.60%			373	38.57%
<b>Total</b>	576	59.57%	389	40.23%	2	0.21%	967	100.00%

*Historical breakdown of gender numbers at the university*

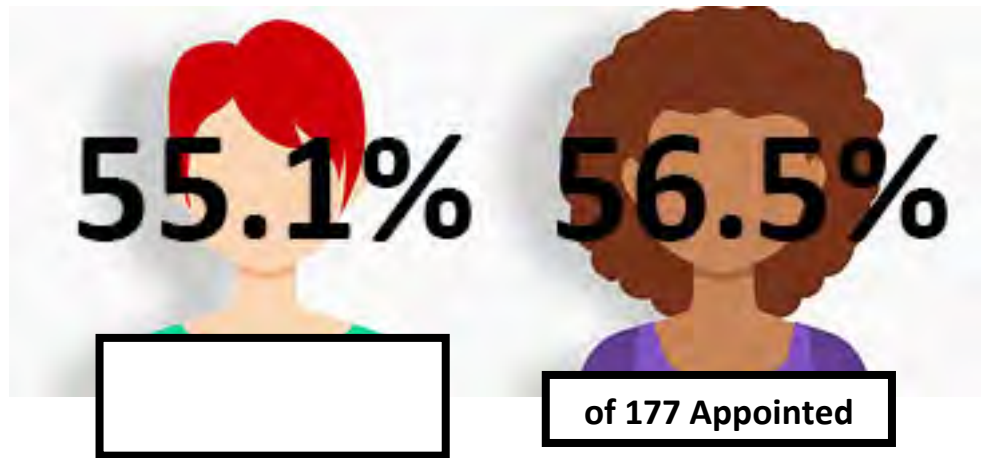
Gender	2018		2017		2016		2015		2014		2013		2012		2011	
Female	576	59.6%	575	60.90%	551	61.50%	510	60.70%	468	59.80%	436	60.00%	405	60.00%	407	59.90%
Male	389	40.2%	369	91.60%	343	38.30%	329	39.10%	314	40.20%	291	40.00%	270	40.00%	273	40.10%
Non-Binary	2	0.2%			2	0.20%	2	0.20%								
<b>Total</b>	967	100.00%	944	100.00%	896	100.00%	841	100.00%	782	100.00%	727	100.00%	675	100.00%	680	100.00%

The historical breakdown shows that the proportion of male to female staff has continued around 60% female for the last 6 years, but has fallen by 1.3% since last year (59.6% from 60.9%). This is still higher than the HEFCE average of 54% female staff.

Research has the biggest gender imbalance but Professional Services runs it close (255 females (68.4%) to 118 males (31.6%) though this has improved from last year. Our Academic and Management employment areas all have gender ratios of around, or exactly, 50% females to males although there are greater variables when looked at from the perspective of pay grades.



## 6.2 Gender of Applicants and Appointees



*Gender of applicants by university staffing groups*

Staffing Group	Female		Male		Unknown		TOTAL
Academic	234	37.26%	373	59.39%	21	3.34%	628
Research	15	65.22%	7	30.43%	1	4.35%	23
Professional Services	792	63.97%	417	33.68%	29	2.34%	1,238
<b>TOTAL</b>	<b>1041</b>	<b>55.11%</b>	<b>797</b>	<b>42.19%</b>	<b>51</b>	<b>2.70%</b>	<b>1,889</b>

The total number of applications remains similar to last year (female down from 55.5% to 55.1% and male staying at 42.2%). There has been little change in the percentage of females applying for Academic posts (37.3% down from 37.9%). Female applicants for Professional Services roles slightly increased by 1.5%.

*Gender of those made an offer by university staffing groups*

Staffing Group	Female		Male		Unknown		TOTAL
Academic	22	44.90%	27	55.10%	0	0.00%	49
Research	2	100.00%	0	0.00%	0	0.00%	2
Professional Services	76	60.32%	50	39.68%	0	0.00%	126
<b>TOTAL</b>	<b>100</b>	<b>56.50%</b>	<b>77</b>	<b>43.50%</b>	<b>0</b>	<b>0.00%</b>	<b>177</b>

The appointments table shows that 56.5% of appointees were female (down from 61.7%). 60.3% of appointments made to Professional Services staff were female (down from 64.7%). There was a forty-five/fifty-five split in academic appointments but this still shows a greater number of female appointments than the application numbers might suggest.



## 6.3 Pay Grades

### *Headcount across grades in non-Faculty Posts*

Grade	Female		Male		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
G02	51	10.6%	21	4.4%	72	15.03%
G03	23	4.8%	19	4.0%	42	8.77%
G04	49	10.2%	30	6.3%	79	16.49%
G05	41	8.6%	30	6.3%	71	14.82%
G06	68	14.2%	33	6.9%	101	21.09%
G07	30	6.3%	22	4.6%	52	10.86%
G08	15	3.1%	11	2.3%	26	5.43%
G09	4	0.8%	3	0.6%	7	1.46%
G10	5	1.0%	2	0.4%	7	1.46%
Mgmt.	7	1.5%	8	1.7%	15	3.13%
Other	3	0.6%	4	0.2%	7	1.46%
<b>Total</b>	<b>296</b>	<b>61.80%</b>	<b>183</b>	<b>38.20%</b>	<b>479</b>	<b>100.00%</b>

Within the Professional Services, there remains little change in the gender ratio of pay grades occupancy. There are still more females in every pay grade except for Management.

### *Headcount across grades in Faculty Posts*

Grade	Female		Male		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
G02	0	0.0%	0	0.0%	0	0.00%
G03	2	0.4%	0	0.0%	2	0.41%
G04	34	7.0%	9	1.8%	43	8.85%
G05	16	3.3%	7	1.4%	23	4.73%
G06	18	3.7%	5	1.0%	23	4.73%
G07	37	7.6%	21	4.3%	58	11.93%
G08	130	26.6%	95	19.5%	225	46.30%
G09	19	3.9%	34	7.0%	53	10.91%
G10	8	1.6%	24	4.9%	32	6.58%
Mgmt.	2	0.4%	3	0.6%	5	1.03%
Other	14	2.9%	8	1.6%	22	4.53%
<b>Total</b>	<b>280</b>	<b>57.40%</b>	<b>206</b>	<b>42.20%</b>	<b>486</b>	<b>100.00%</b>

There is a similar pattern in the Faculties (this includes academics and professional services); there are still more females in every grade except for grades 9 and 10.



# Grades

## 7.1 Grades and Age

Grade	16-24	25-34	35-44	45-54	55-64	65 Plus
G02	7	12	11	14	21	7
G03	10	5	13	7	8	1
G04	17	35	28	24	17	1
G05	6	23	21	27	16	1
G06	2	31	36	33	19	3
G07		32	46	21	8	3
G08		15	60	94	70	13
G09		2	15	25	14	5
G10			1	14	14	10
Mgmt.		1	3	4	9	3
Other		2	8	3	11	5
<b>Total</b>	42	158	242	266	207	52

There are no 16-24 above grade 6, the largest percentage of 25-34's are grade 4 but for 35-65 plus it is in grade 8 (reflecting the academics).

## 7.2 Grades and BAME

Grade	BAME	Not BAME	Unknown
G02	6	66	
G03		40	4
G04	1	121	
G05	4	89	1
G06	6	113	5
G07	6	100	4
G08	17	223	12
G09	3	56	2
G10	1	36	2
Mgmt.		20	
Other		11	18
<b>Total</b>	44	875	48



## 7.3 Grades and LGBT

Grade	LGBTI	No	Unknown
G02	2	32	38
G03	3	24	17
G04	8	97	17
G05	3	74	17
G06	4	98	22
G07	3	88	19
G08	9	144	99
G09	1	32	28
G10	3	22	14
Mgmt.	2	13	5
Other		3	26
<b>Total</b>	<b>38</b>	<b>627</b>	<b>302</b>

## 7.4 Grades and Religion

Grade	Christian	No religion	Other	Unknown
G02	22	9	3	38
G03	9	17	1	17
G04	47	40	12	23
G05	33	38	2	21
G06	41	50	7	26
G07	45	39	5	21
G08	75	63	17	97
G09	17	11	5	28
G10	12	9	3	15
Mgmt.	7	8		5
Other	1	2		26
<b>Total</b>	<b>309</b>	<b>286</b>	<b>55</b>	<b>317</b>





## 7.5 Grades and Disability

Grade	Yes	No	Unknown
G02	4	67	1
G03	7	34	3
G04	8	110	4
G05	5	88	1
G06	7	111	6
G07	10	94	6
G08	20	221	11
G09	4	51	6
G10	5	32	2
Mgmt.	1	19	
Other		12	17
<b>Total</b>	71	839	57



# Applicants & Interviewees BAME

## 8.1 Applicants & Interviewees

BAME	People	Percentage	Invited	Percentage
Invite - Regret after Shortlisting	237	80.61%		
Response - Declined Interview	6	2.04%		
Response - Unable to Attend	1	0.34%	1	1.96%
Outcome - No Show at Interview	2	0.68%	2	3.92%
Outcome - Regret after Interview	35	11.90%	35	68.63%
Offer - Accepted	11	3.74%	11	21.57%
Offer - Rejected	1	0.34%	1	1.96%
Offer - Withdrawn	1	0.34%	1	1.96%
<b>Total</b>	<b>294</b>	<b>100.00%</b>	<b>51</b>	<b>100.00%</b>

White/Irish	People	Percentage	Invited	Percentage
Invite - Regret after Shortlisting	1077	64.34%		
Response - Declined Interview	61	3.64%		
Response - Unable to Attend	21	1.25%	21	3.92%
Outcome - No Show at Interview	13	0.78%	13	2.43%
Outcome - Regret after Interview	320	19.12%	320	59.70%
Offer - Accepted	163	9.74%	163	30.41%
Offer - Rejected	18	1.08%	18	3.36%
Offer - Withdrawn	1	0.06%	1	0.19%
<b>Total</b>	<b>1674</b>	<b>100.00%</b>	<b>536</b>	<b>100.00%</b>

Last year 57 of the 294 BAME applicants were offered an interview (19.4%) while 597 of the 2016 White/White Irish were put forward (35.6%). Once at the interview stage 163 (30.4% of interviewees) who were White/White Irish accepted a job offer while 11 (21.6%) of BAME interviewees accepted a job offer.

