



EMPLOYEE EQUALITIES DATA

April 2019

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1. Introduction

The university collects a range of data from staff in relation to equality and diversity. Currently employees are asked to provide details on: age; disability; gender identity; race; religion and belief; sex; sexual orientation; and marital/civil partnership status.

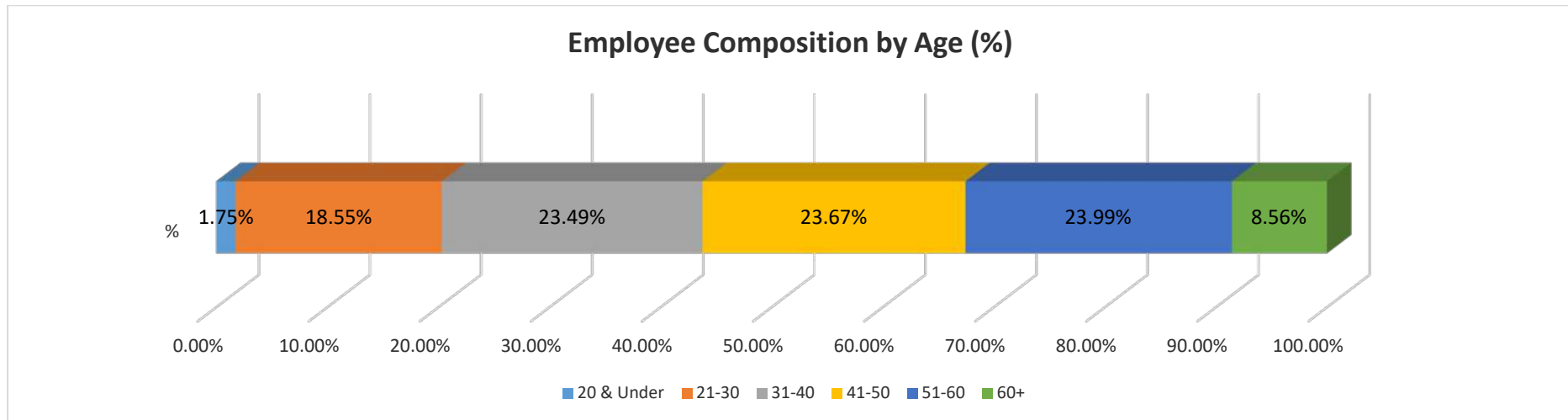
The university collects this data when staff begin their employment and on an annual basis to capture an accurate up-to-date picture of our staff population. This data is used to understand the demographics of our staff population and to highlight any areas for improvement if necessary. The university is taking steps to improve the ways in which it understands data through the roll-out of a new business intelligence tool. In 2018 this was used to provide vast improvements to the way in which we were able to visualise and analyse our student equality data. The learning from this exercise will in time be applied to the way in which we gather and monitor our staff equality data.

The data held within this report is based upon a snapshot of our staff population as of the 31st January 2019. Data relating to recruitment, retention, family leave and staff development is based upon figures from February 2017 – January 2019.

2. Age

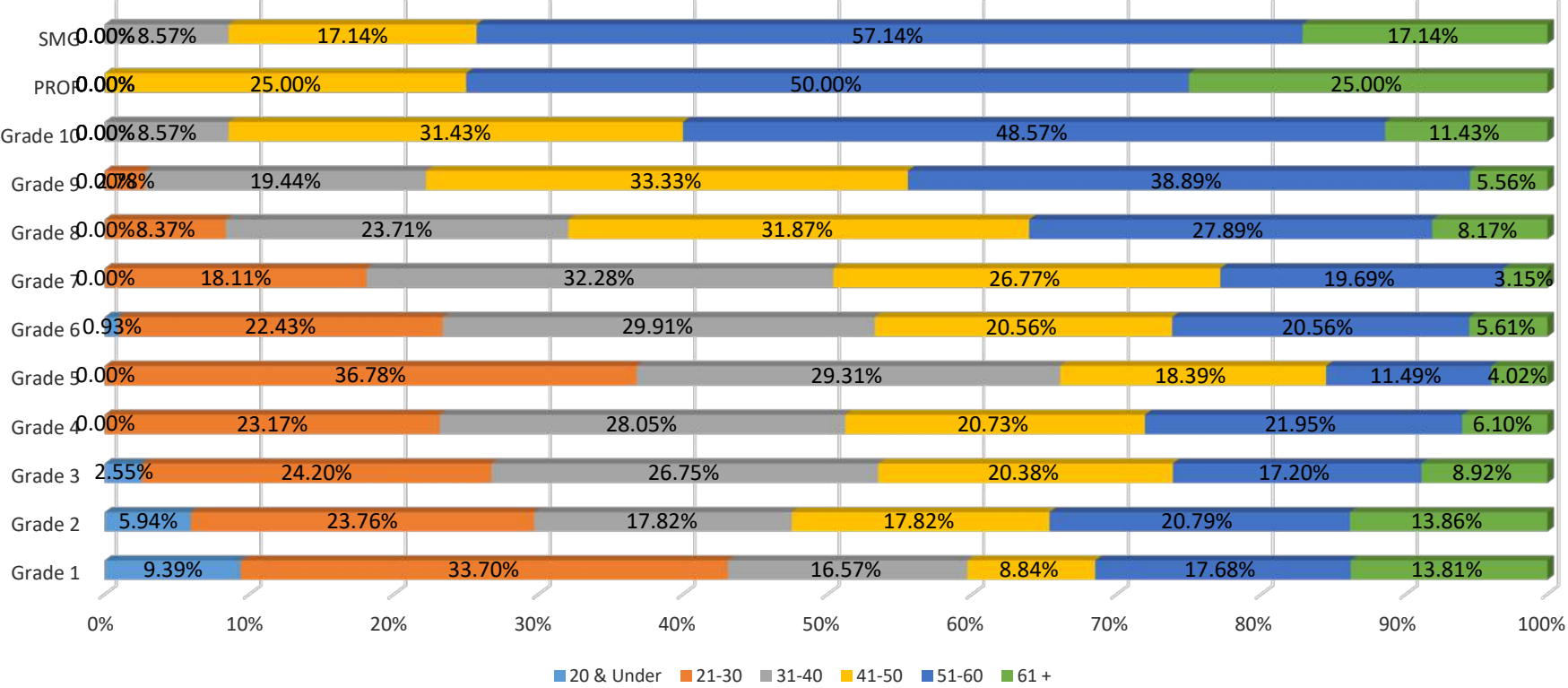
2.1 Employees Composition of Age & Grade

	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Headcount	28	297	376	379	384	137	1601
%	1.75%	18.55%	23.49%	23.67%	23.99%	8.56%	100%



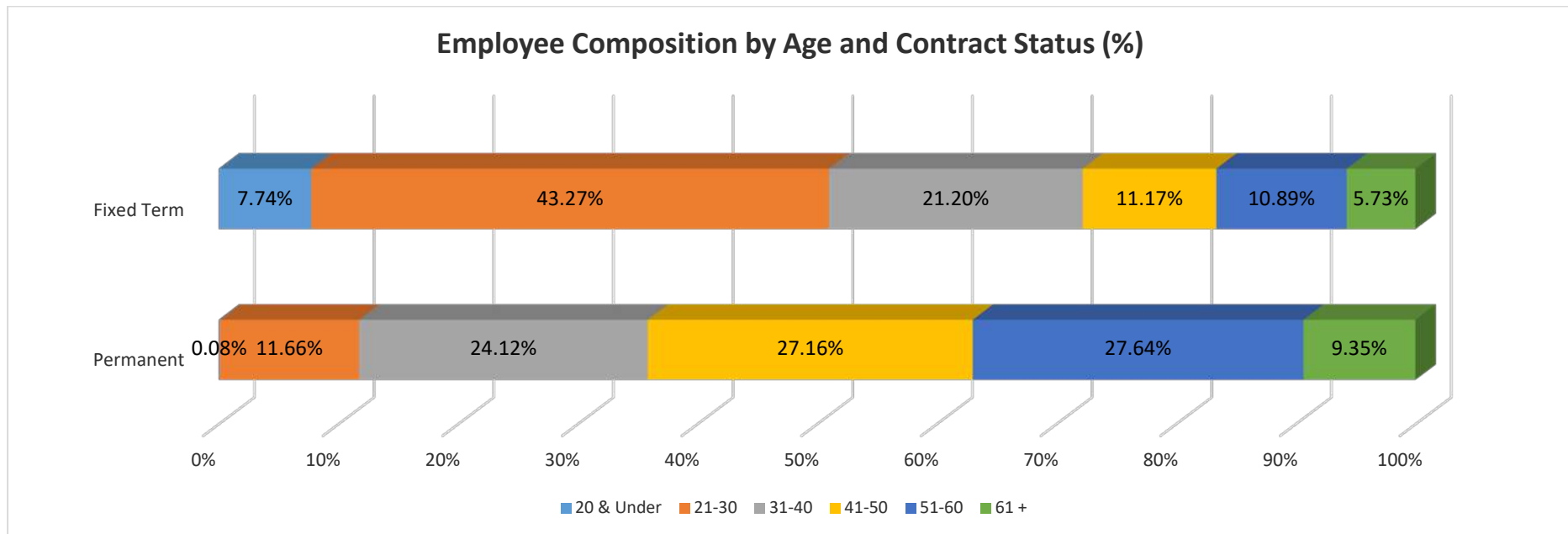
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	PROF	SMG
20 & Under	9.39%	5.94%	2.55%	0.00%	0.00%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
21-30	33.70%	23.76%	24.20%	23.17%	36.78%	22.43%	18.11%	8.37%	2.78%	0.00%	0.00%	0.00%
31-40	16.57%	17.82%	26.75%	28.05%	29.31%	29.91%	32.28%	23.71%	19.44%	8.57%	0.00%	8.57%
41-50	8.84%	17.82%	20.38%	20.73%	18.39%	20.56%	26.77%	31.87%	33.33%	31.43%	25.00%	17.14%
51-60	17.68%	20.79%	17.20%	21.95%	11.49%	20.56%	19.69%	27.89%	38.89%	48.57%	50.00%	57.14%
61 +	13.81%	13.86%	8.92%	6.10%	4.02%	5.61%	3.15%	8.17%	5.56%	11.43%	25.00%	17.14%

Employee Composition by Age and Grade (%)



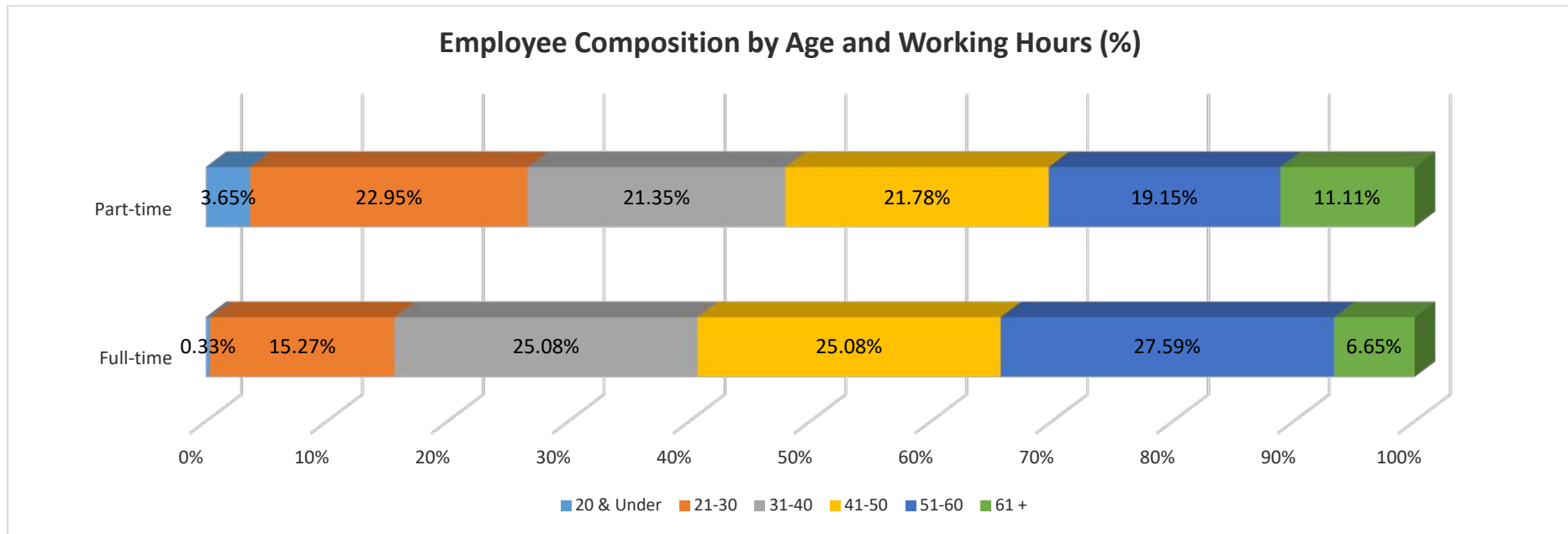
2.2 Employee Composition by Age and Contract Status

	20 & Under	21-30	31-40	41-50	51-60	61 +
Permanent	0.08%	11.66%	24.12%	27.16%	27.64%	9.35%
Fixed Term	7.74%	43.27%	21.20%	11.17%	10.89%	5.73%



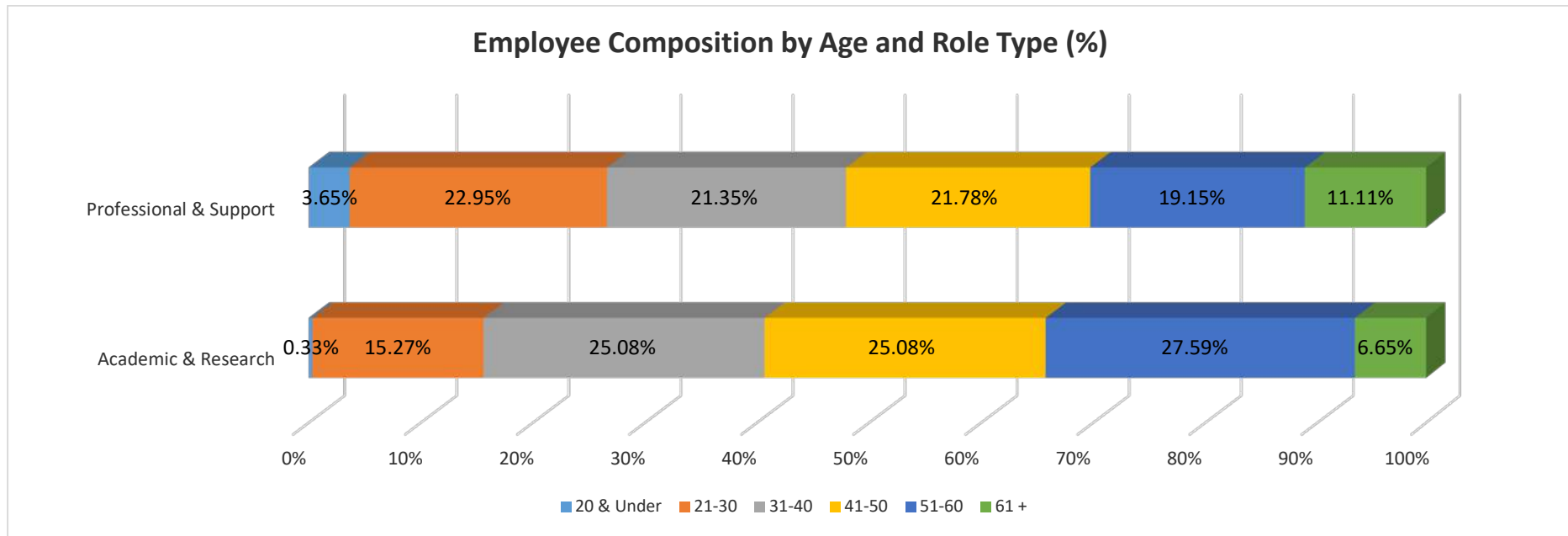
2.3 Employee Composition by Age and Working Hours

	20 & Under	21-30	31-40	41-50	51-60	61 +
Full-time	0.33%	15.27%	25.08%	25.08%	27.59%	6.65%
Part-time	3.65%	22.95%	21.35%	21.78%	19.15%	11.11%



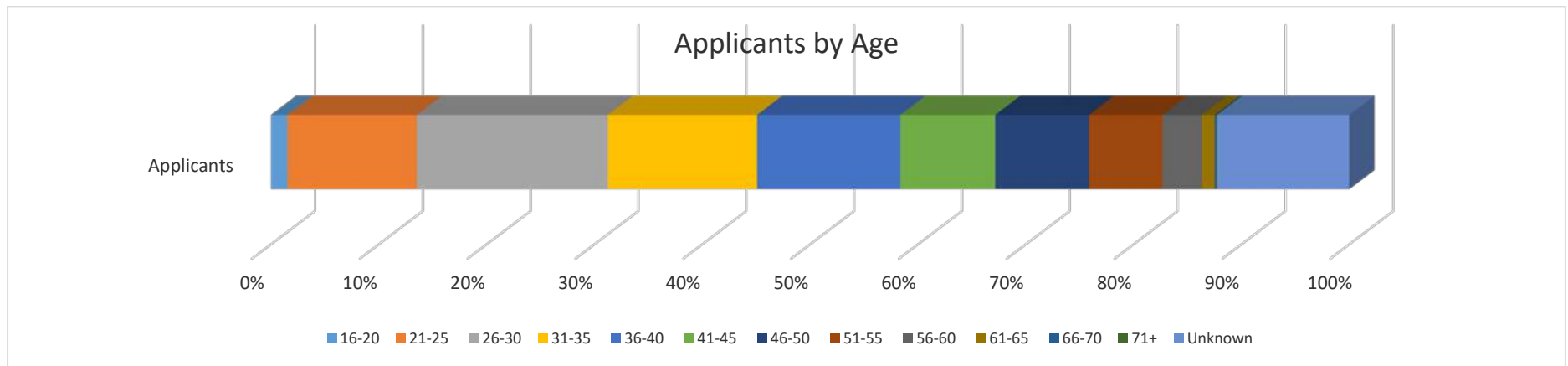
2.4 Employee Composition by Age and Role Type

	20 & Under	21-30	31-40	41-50	51-60	61 +
Academic & Research	0.33%	15.27%	25.08%	25.08%	27.59%	6.65%
Professional & Support	3.65%	22.95%	21.35%	21.78%	19.15%	11.11%



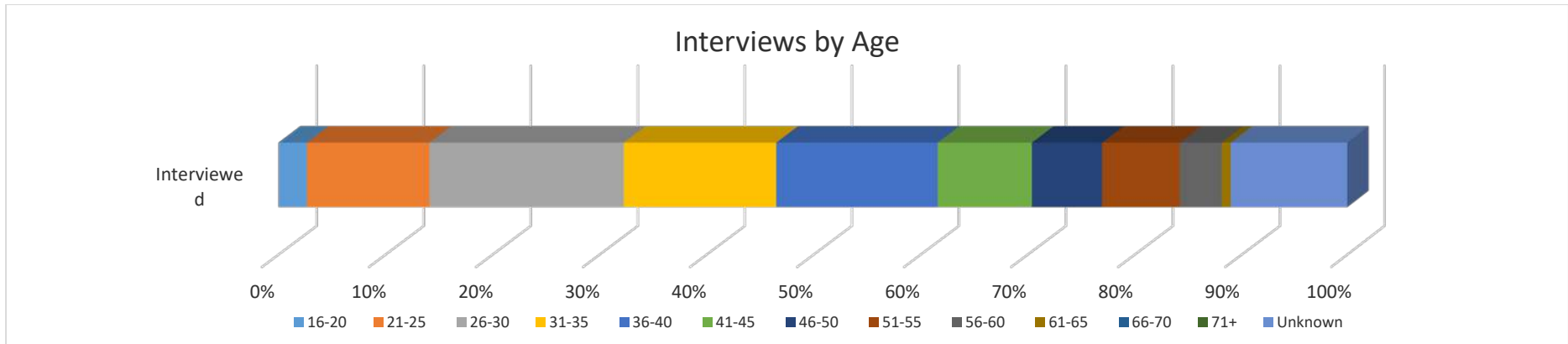
2.5 Applications by Age

Age	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	Unknown
Applicants	53	416	615	480	461	305	302	236	127	41	*	*	425
%	2%	12%	18%	14%	13%	9%	9%	7%	4%	1%	0%	0%	12%



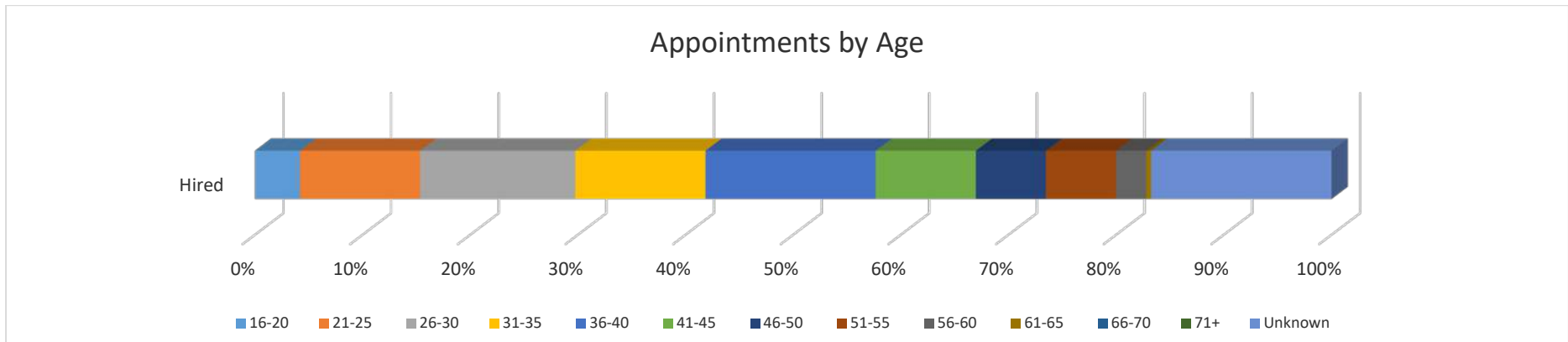
2.6 Interviews by Age

Age	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	Unknown
Interviewed	19	82	130	102	108	63	47	52	28	*	0	0	79
%	3%	11%	18%	14%	15%	9%	7%	7%	4%	1%	0%	0%	11%



2.7 Appointments by Age

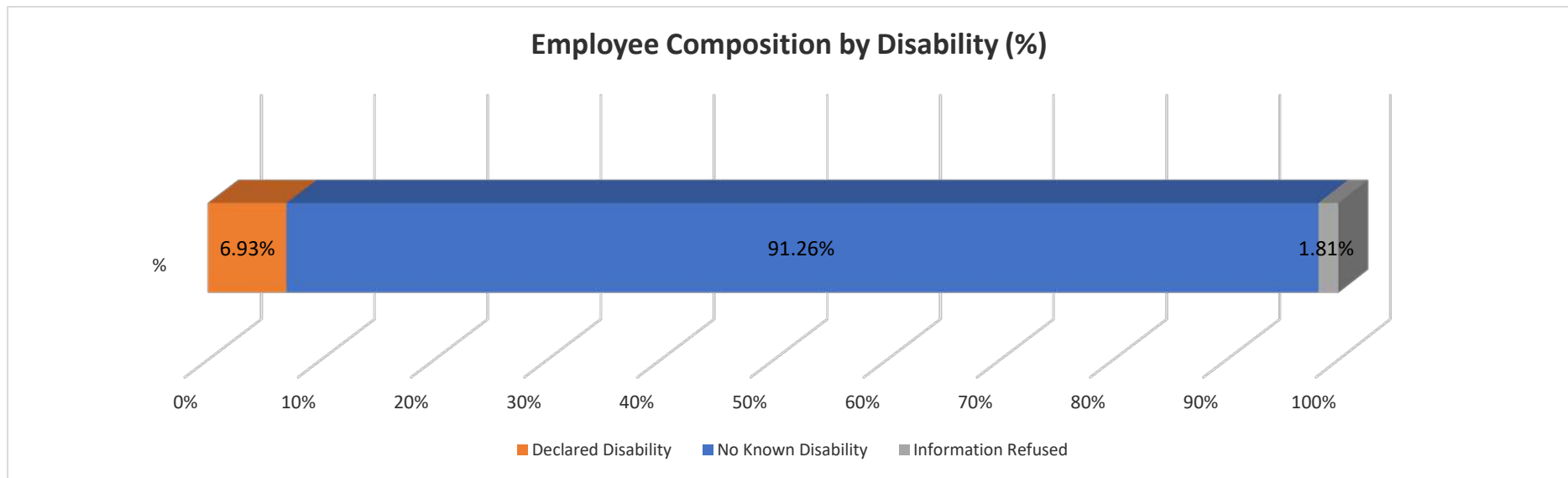
Age	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	Unknown
Hired	*	24	31	26	34	20	14	14	*	*	0	0	36
%	4%	11%	14%	12%	16%	9%	7%	7%	3%	0%	0%	0%	17%



3. Disability

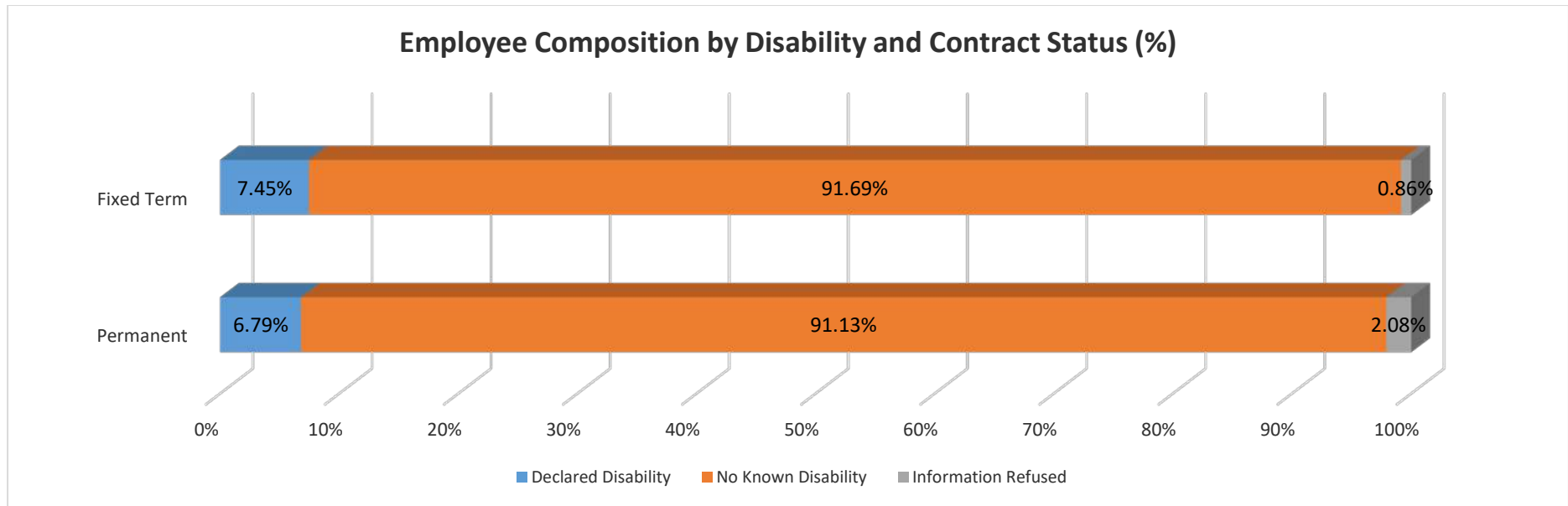
3.1 Employee Composition by Disability

	Declared Disability	No Known Disability	Information Refused
Headcount	111	1461	29
%	6.93%	91.26%	1.81%



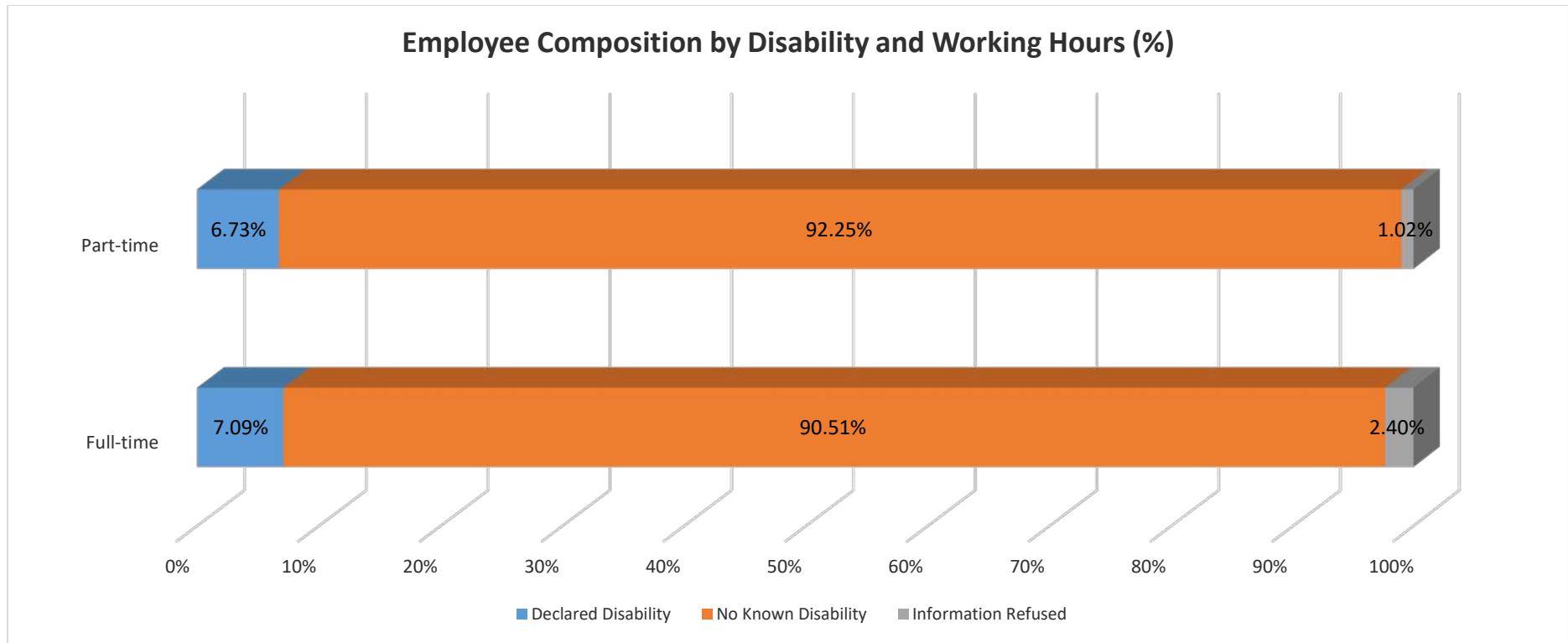
3.2 Employee Composition by Disability and Contract Status

	Permanent	Fixed Term
Declared Disability	6.79%	7.45%
No Known Disability	91.13%	91.69%
Information Refused	2.08%	0.86%



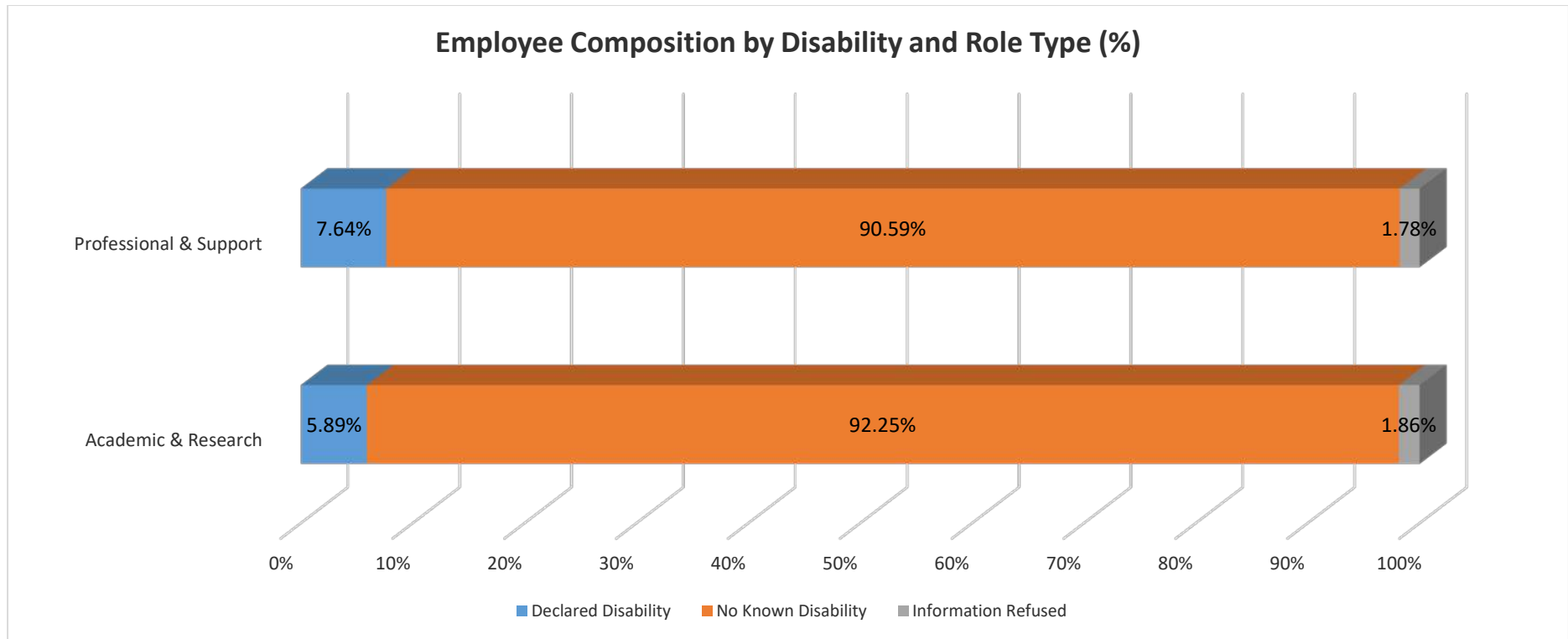
3.3 Employee Composition by Disability and Working Hours

	Full-time	Part-time
Declared Disability	7.09%	6.73%
No Known Disability	90.51%	92.25%
Information Refused	2.40%	1.02%



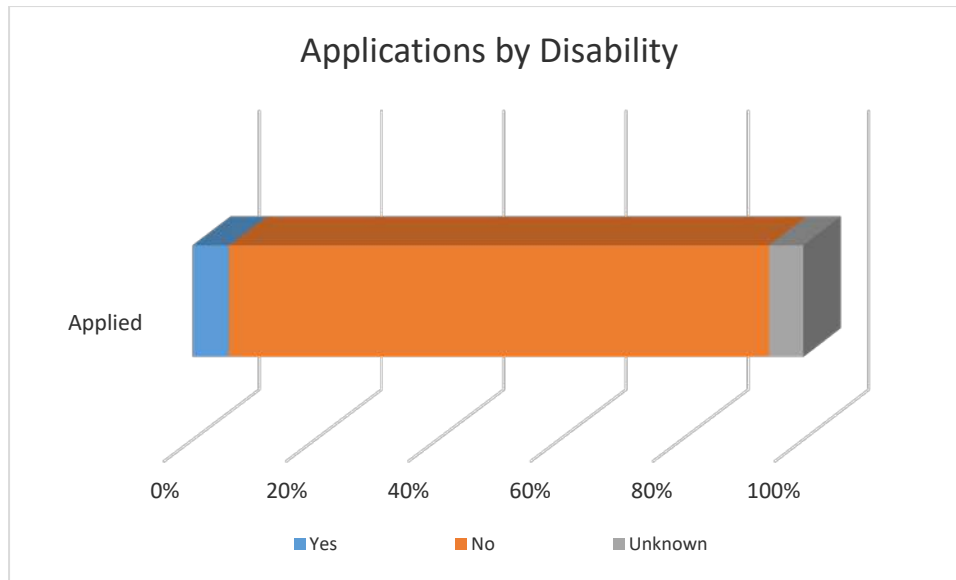
3.4 Employee Composition by Disability and Role Type

	Academic & Research	Professional & Support
Declared Disability	5.89%	7.64%
No Known Disability	92.25%	90.59%
Information Refused	1.86%	1.78%



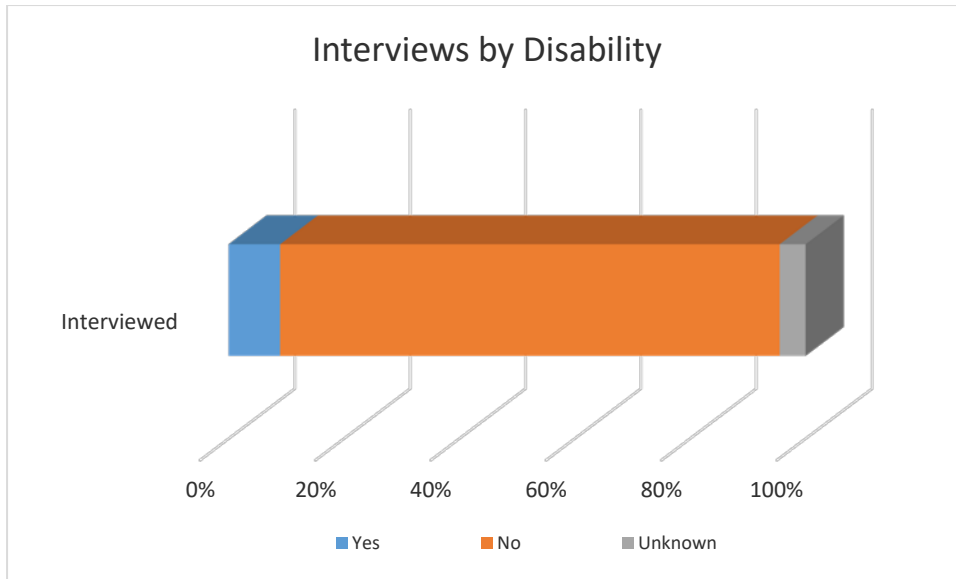
3.5 Applications by disability

Disability	Yes	No	Unknown
Applied	206	3066	197
%	6%	88%	6%



3.6 Interviews by disability

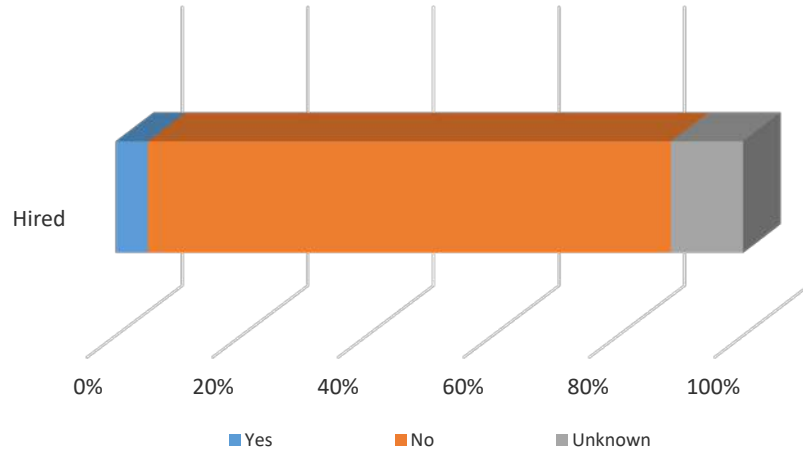
Disability	Yes	No	Unknown
Interviewed	64	621	32
%	9%	87%	4%



3.7 Appointments by disability

Disability	Yes	No	Unknown
Hired	11	180	25
%	5%	83%	12%

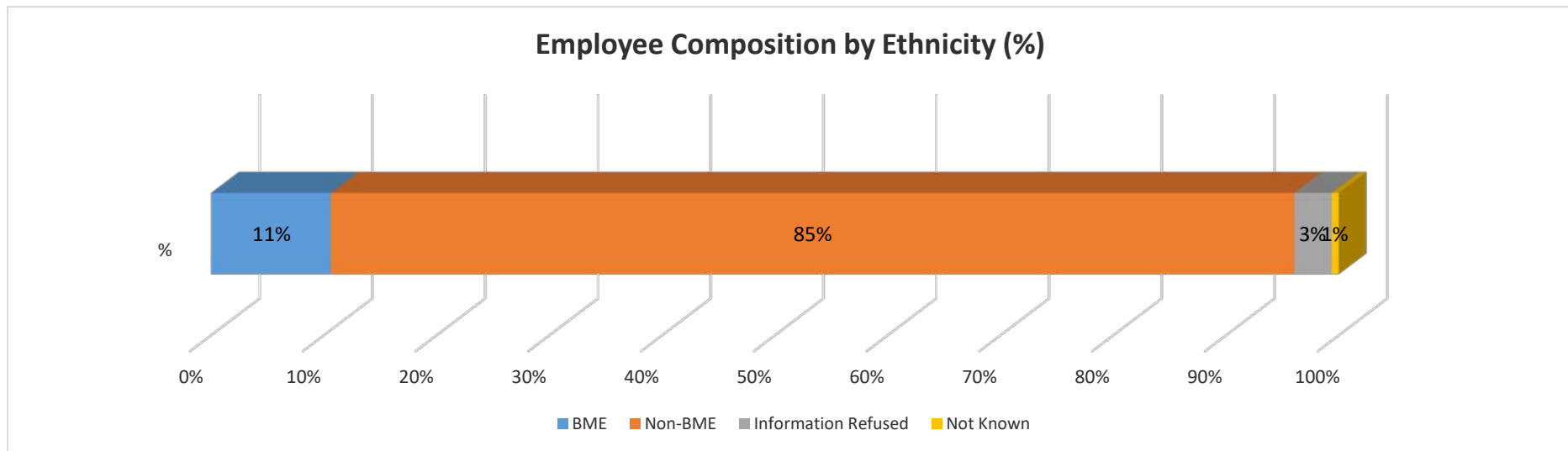
Appointments by Disability



4. Ethnicity

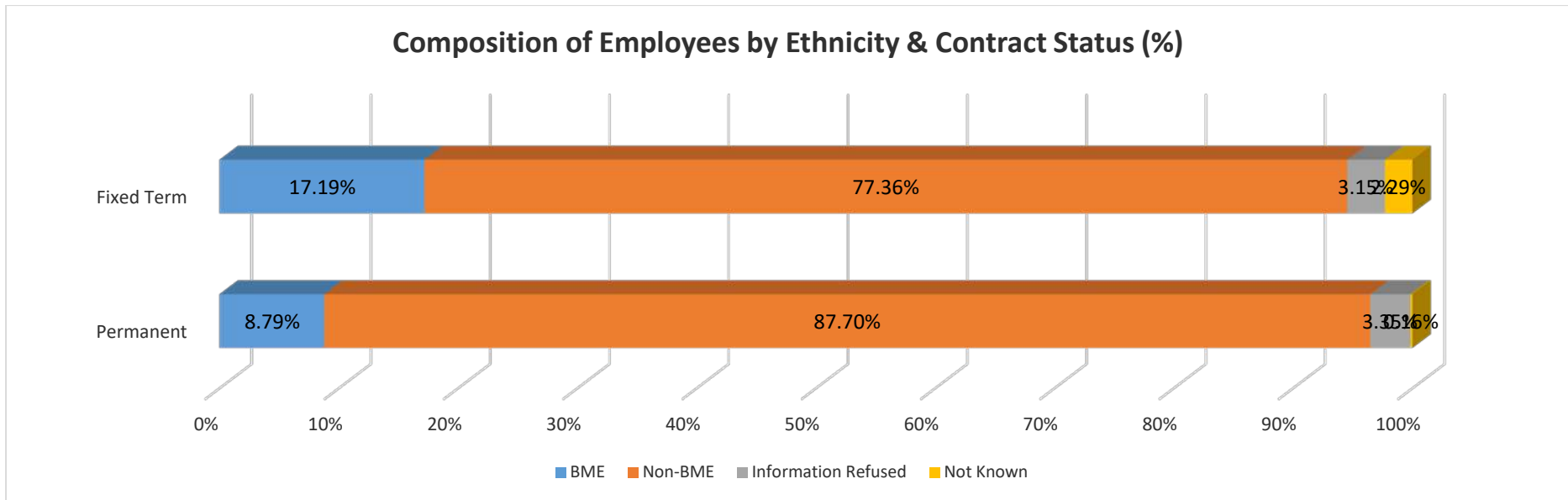
4.1 Employee Composition by Ethnicity

	BME	Non-BME	Information Refused	Not Known
Headcount	170	1368	53	10
%	11%	85%	3%	1%



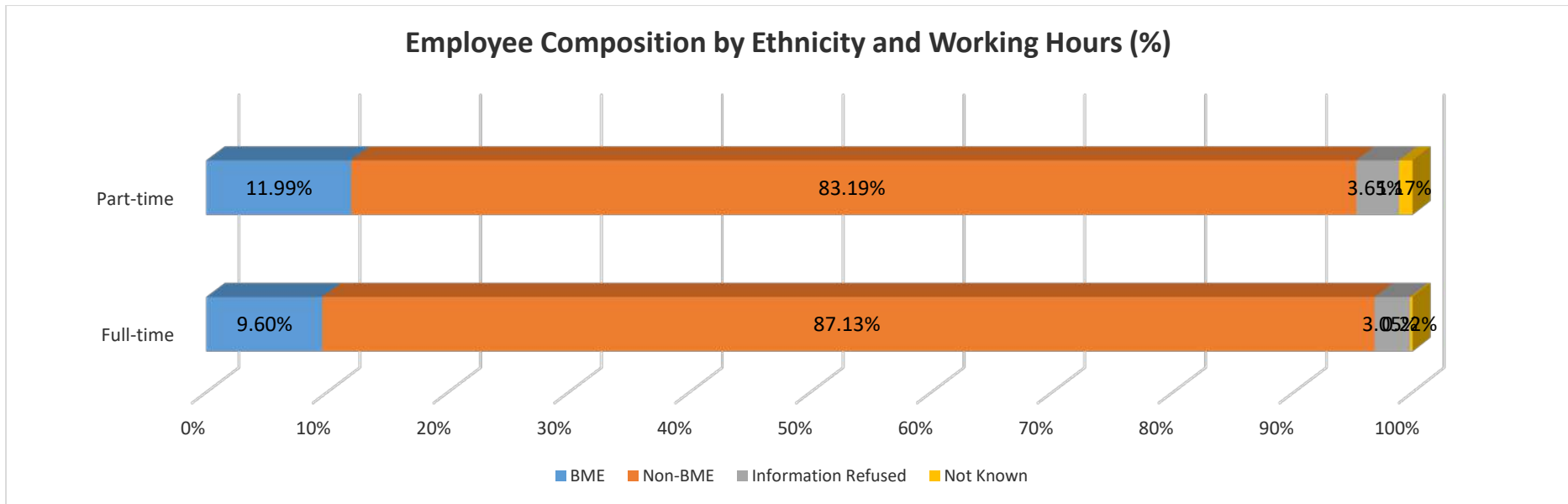
4.2 Employee Composition by Ethnicity & Contract Status

Percentage	Permanent	Fixed Term
BME	8.79%	17.19%
Non-BME	87.70%	77.36%
Information Refused	3.35%	3.15%
Not Known	0.16%	2.29%



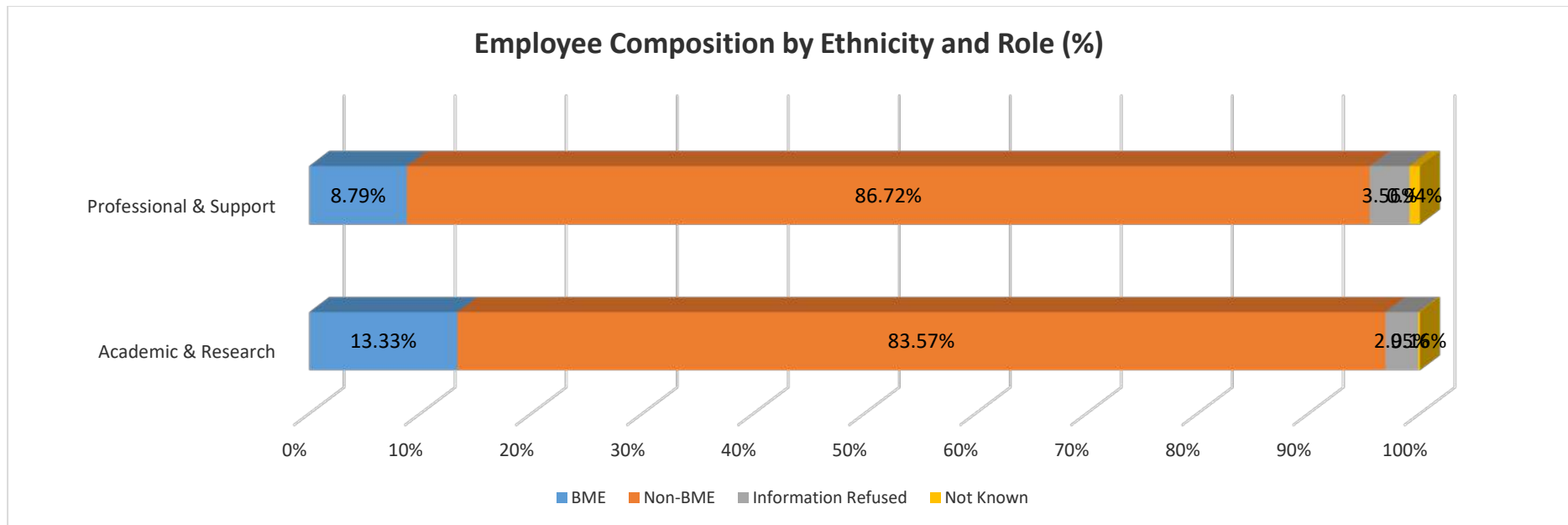
4.3 Employee Composition by Ethnicity and Working Hours

Percentage	Full-time	Part-time
BME	9.60%	11.99%
Non-BME	87.13%	83.19%
Information Refused	3.05%	3.65%
Not Known	0.22%	1.17%



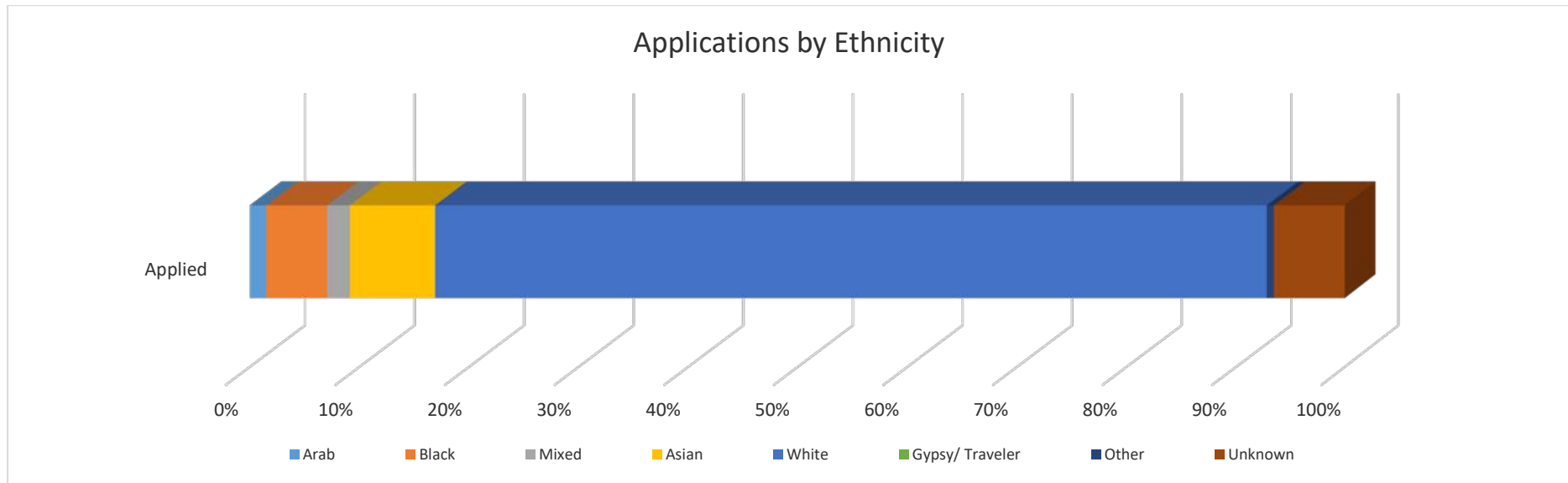
4.4 Employee Composition by Ethnicity and Role

Percentage	Academic & Research	Professional & Support
BME	13.33%	8.79%
Non-BME	83.57%	86.72%
Information Refused	2.95%	3.56%
Not Known	0.16%	0.94%



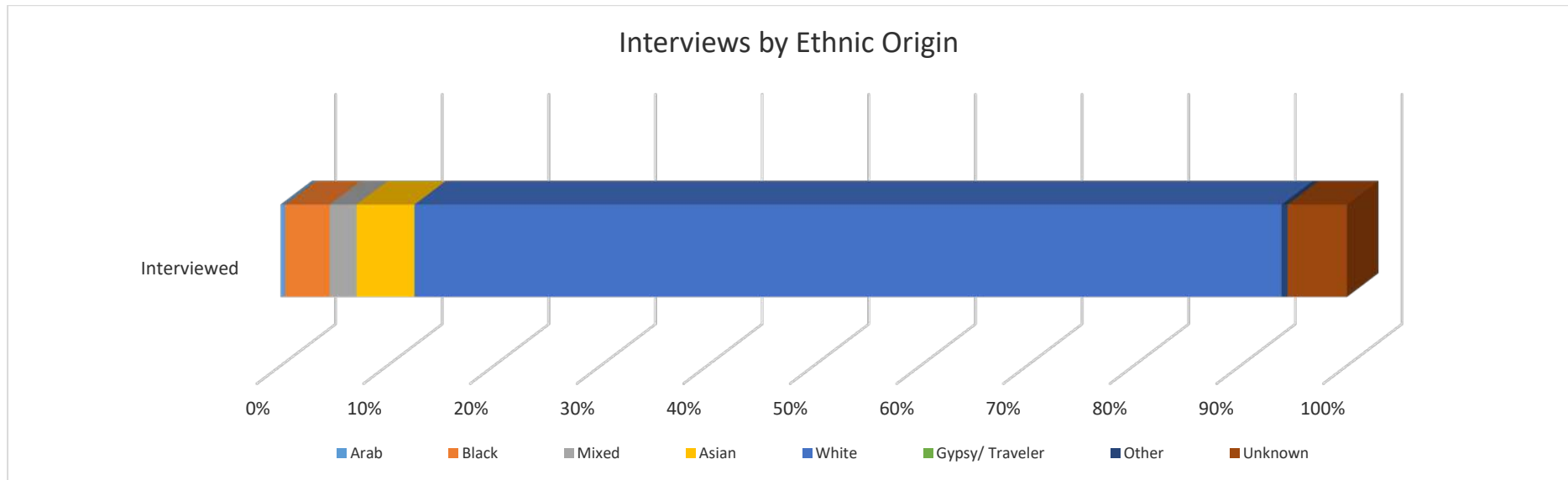
4.5 Applications by Ethnicity

Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveler	Other	Unknown
Applied	52	193	72	270	2632	0	23	227
%	1%	6%	2%	8%	76%	0%	1%	6%



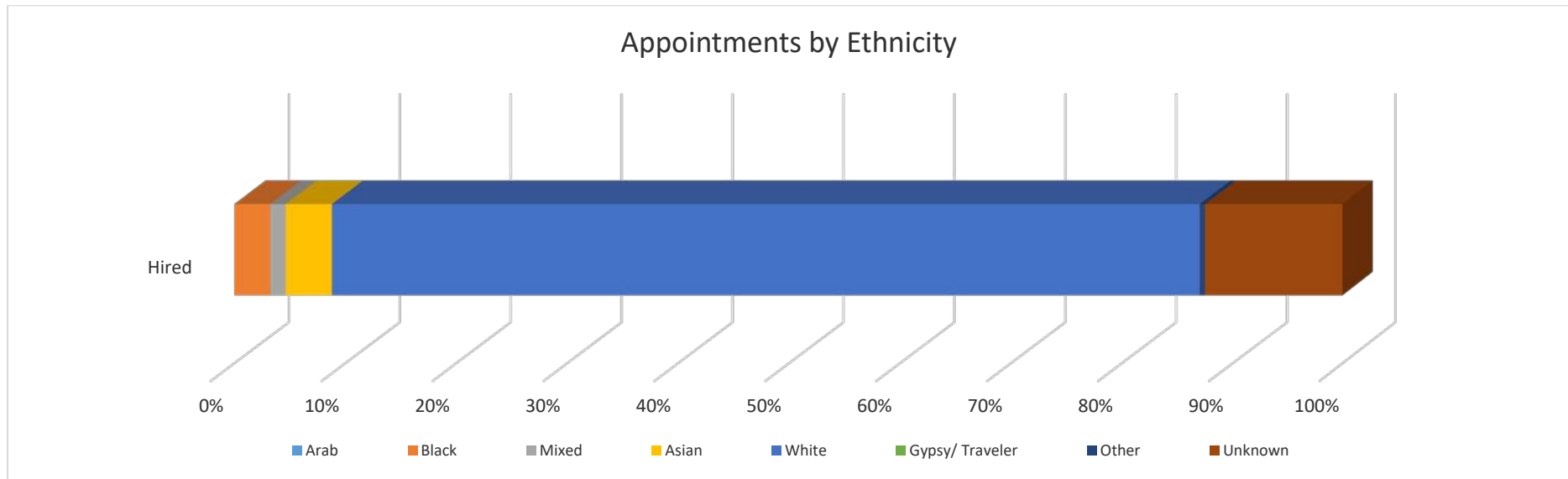
4.6 Interviews by Ethnicity

Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveler	Other	Unknown
Interviewed	*	30	18	39	583	0	*	40
%	0%	4%	3%	5%	81%	0%	1%	6%



4.7 Appointments by Ethnicity

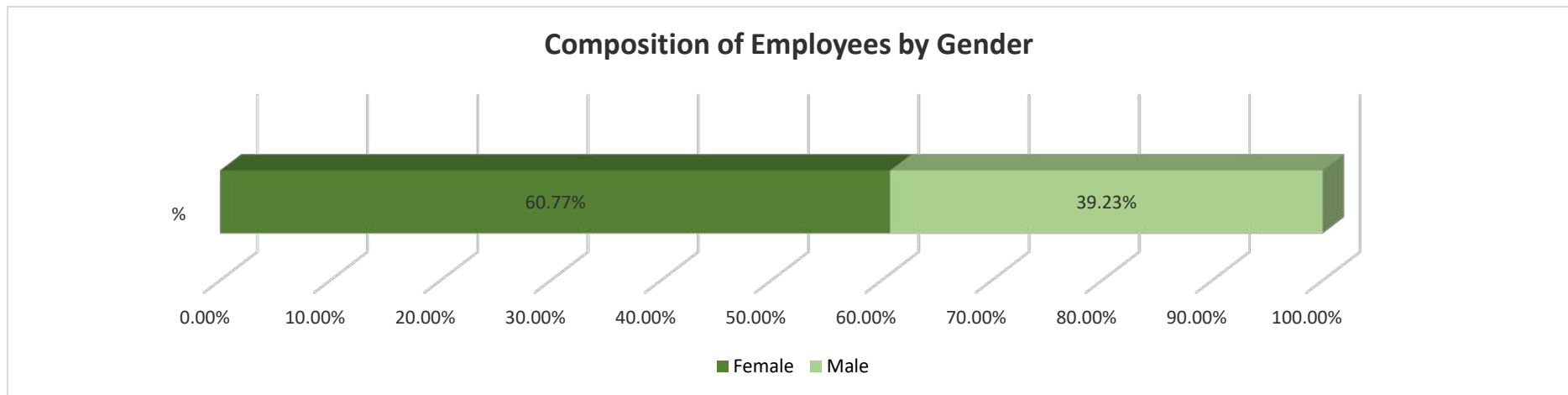
Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveler	Other	Unknown
Hired	0	*	*	*	169	0	*	27
%	0%	3%	1%	4%	78%	0%	0%	13%



5. Gender

5.1 Composition of Employees by Gender

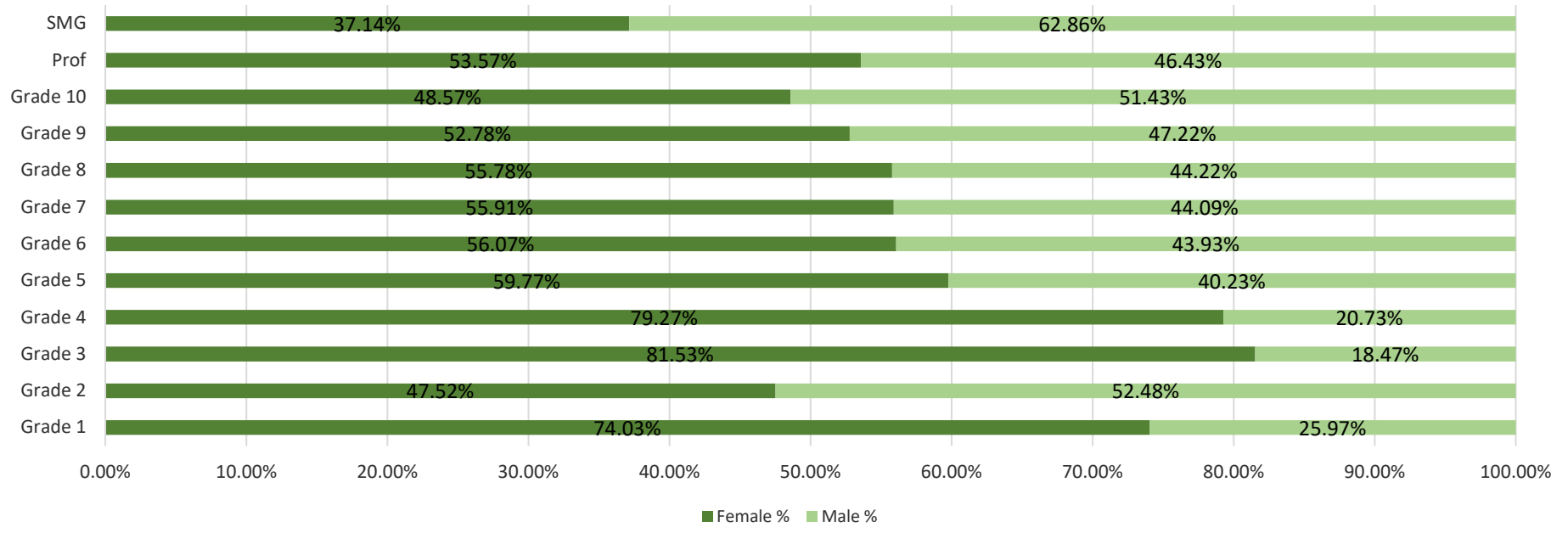
	Female	Male
Headcount	973	628
%	60.77%	39.23%



5.2 Composition of Employees by Grade and Gender

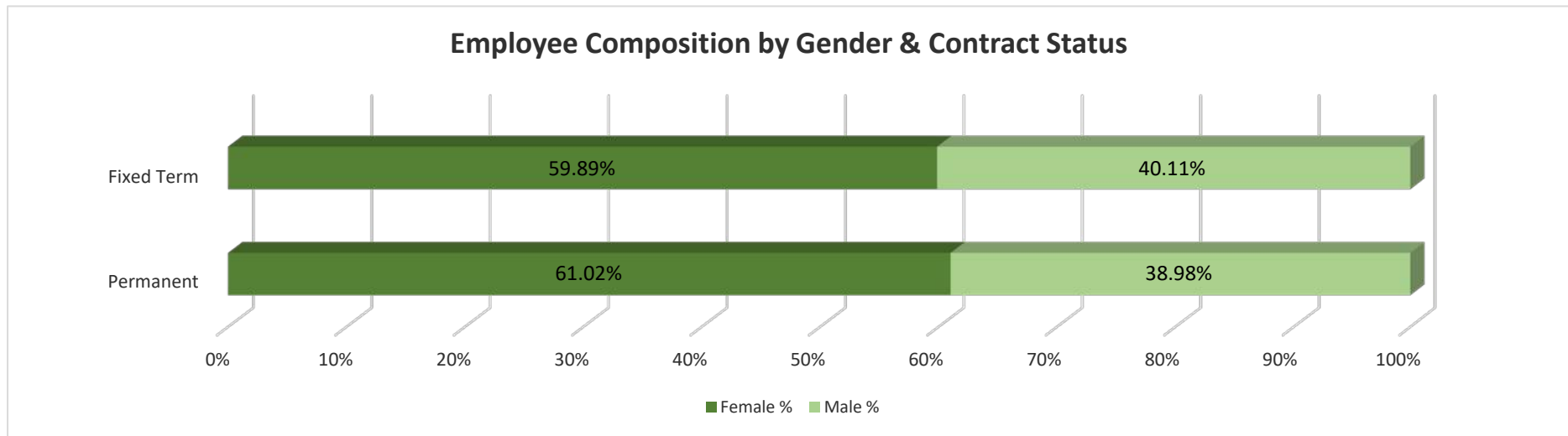
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Prof	SMG
Female %	74.03%	47.52%	81.53%	79.27%	59.77%	56.07%	55.91%	55.78%	52.78%	48.57%	53.57%	37.14%
Male %	25.97%	52.48%	18.47%	20.73%	40.23%	43.93%	44.09%	44.22%	47.22%	51.43%	46.43%	62.86%

Compositon of Employees by Grade and Gender (%)



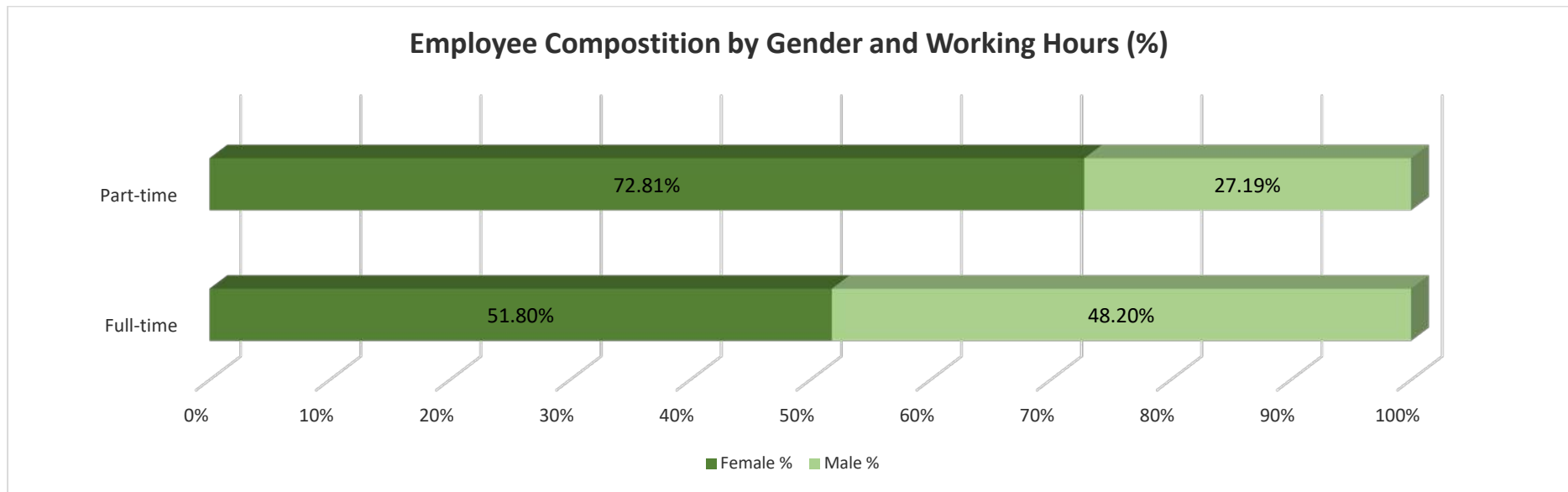
5.3 Employee Composition by Gender and Contract Status

	Permanent	Fixed Term
Female %	61.02%	59.89%
Male %	38.98%	40.11%



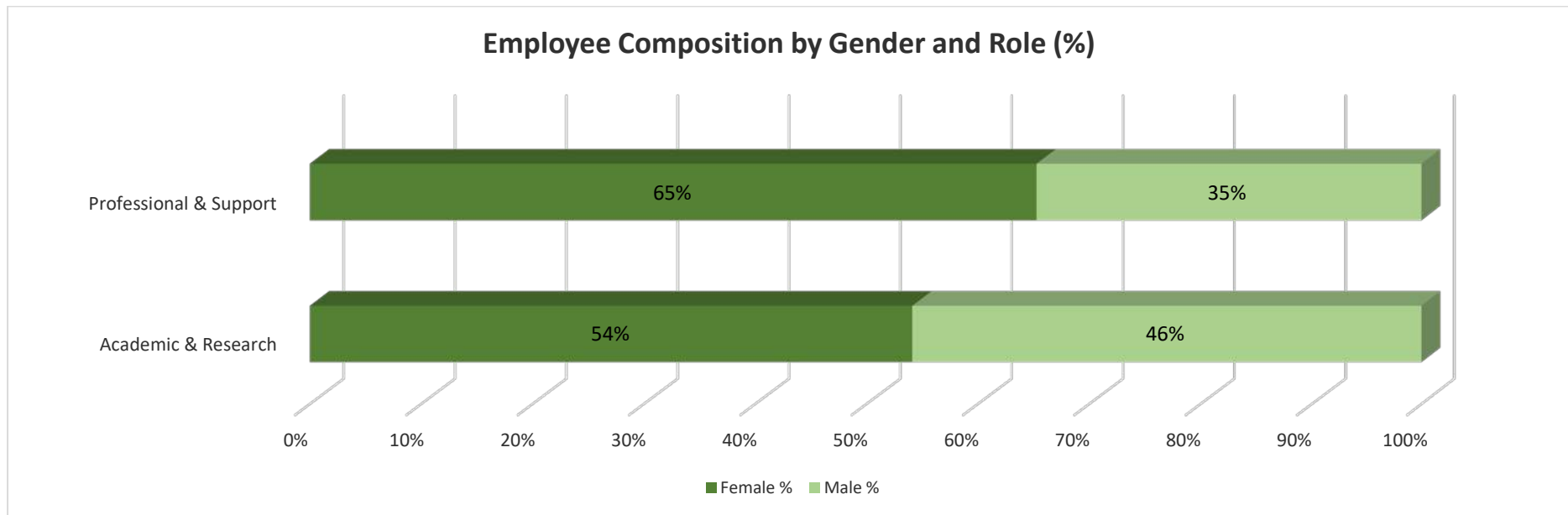
5.4 Employee Composition by Gender and Working Hours

	Full-time	Part-time
Female %	51.80%	72.81%
Male %	48.20%	27.19%



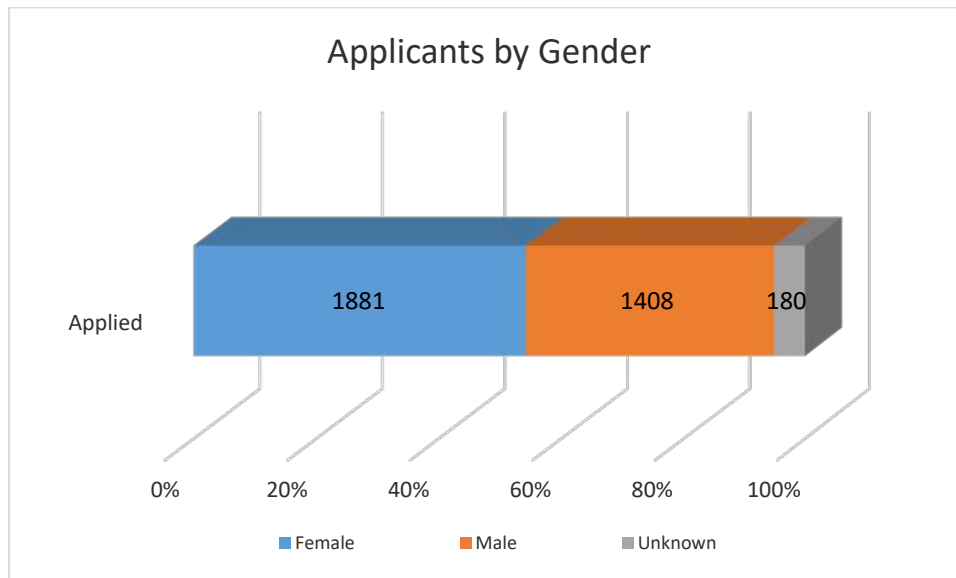
5.5 Employee Composition by Gender and Role

	Academic & Research	Professional & Support
Female %	54%	65%
Male %	46%	35%



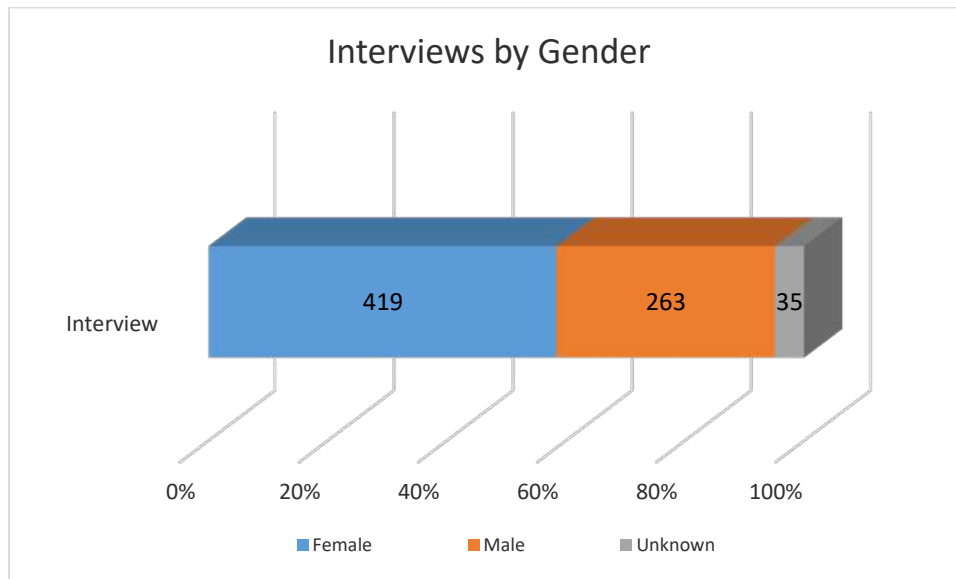
5.6 Applicants by Gender

	Female	Male	Unknown
Applied	1881	1408	180
%	54%	41%	5%



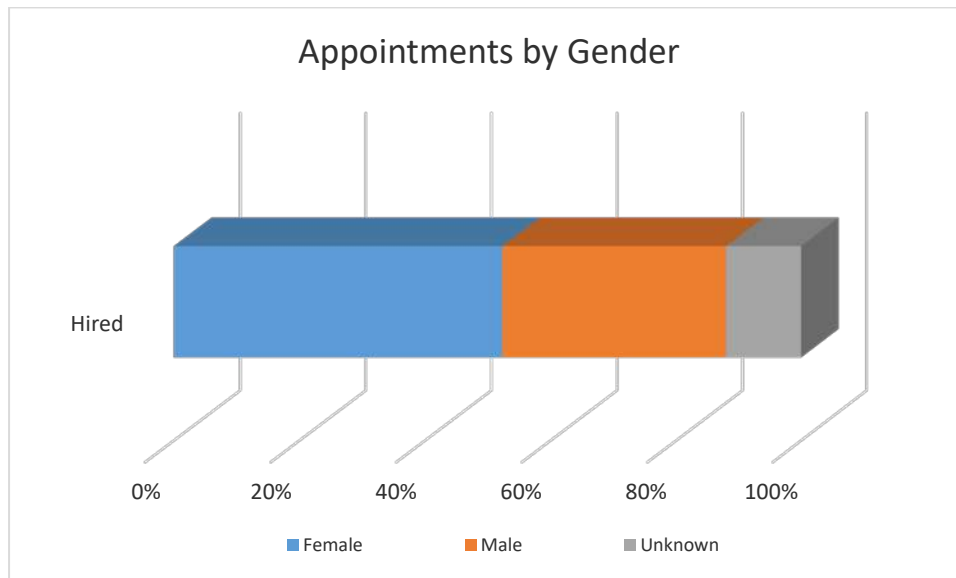
5.7 Interviews by Gender

	Female	Male	Unknown
Interview	419	263	35
%	58%	37%	5%



5.8 Appointments by Gender

	Female	Male	Unknown
Hired	113	77	26
%	52%	36%	12%



5.9 Family Leave

Maternity/Adoption Leave Taken (01/02/17 to 31/01/19)		
	Academic & Research	Professional & Support
Number of Maternity/Adoption Leave taken	13	36
Number returning to work following Maternity/Adoption Leave	*	21
Number who returned to the same role	*	21
There are currently 19 members of staff who are still currently on maternity/adoption leave therefore it is not possible to determine if they will return to work following their period of leave.		

Flexible Working Applications and Success Rates (01/02/17 to 31/01/19)				
	Academic & Research		Professional & Support	
	Female	Male	Female	Male
Number of Applications Received	10	*	48	11
Number of Successful Applications	10	*	46	11

Shared Parental Leave Taken by Gender (01/02/17 to 31/01/19)	
Female	*
Male	*

5.10 Staff Development – Employees who self-select leadership and management development training opportunities

Open Programmes		
	Headcount	%
Female	227	69.63%
Male	99	30.37%

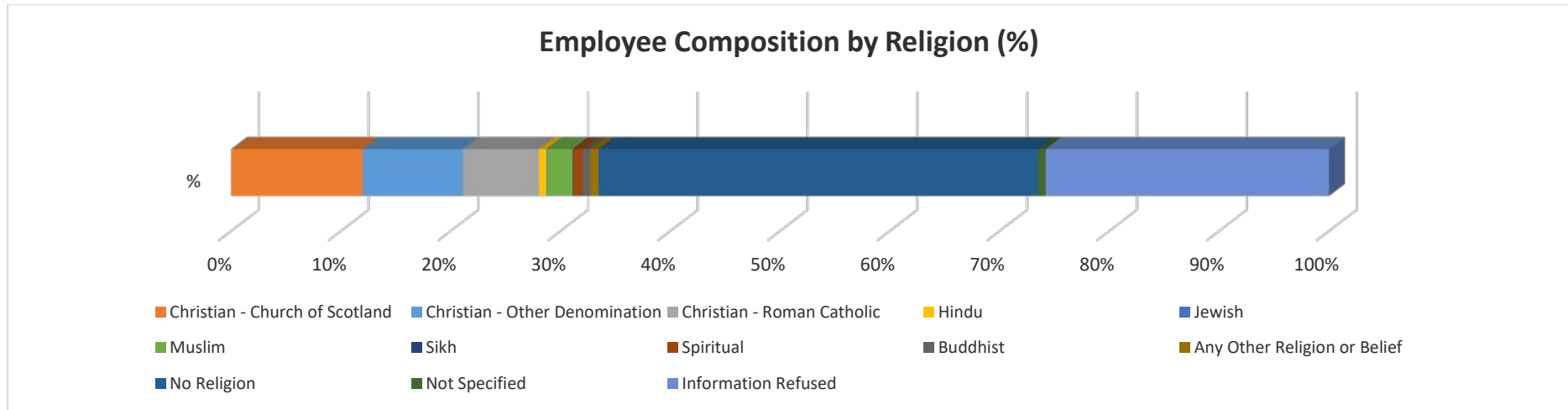
Management & Leadership Development Programmes		
	Headcount	%
Female	54	75%
Male	18	25%

Employees Promoted		
	Headcount	%
Female	48	64
Male	27	36

6. Religion & Belief

6.1 Employee Composition by Religion & Belief

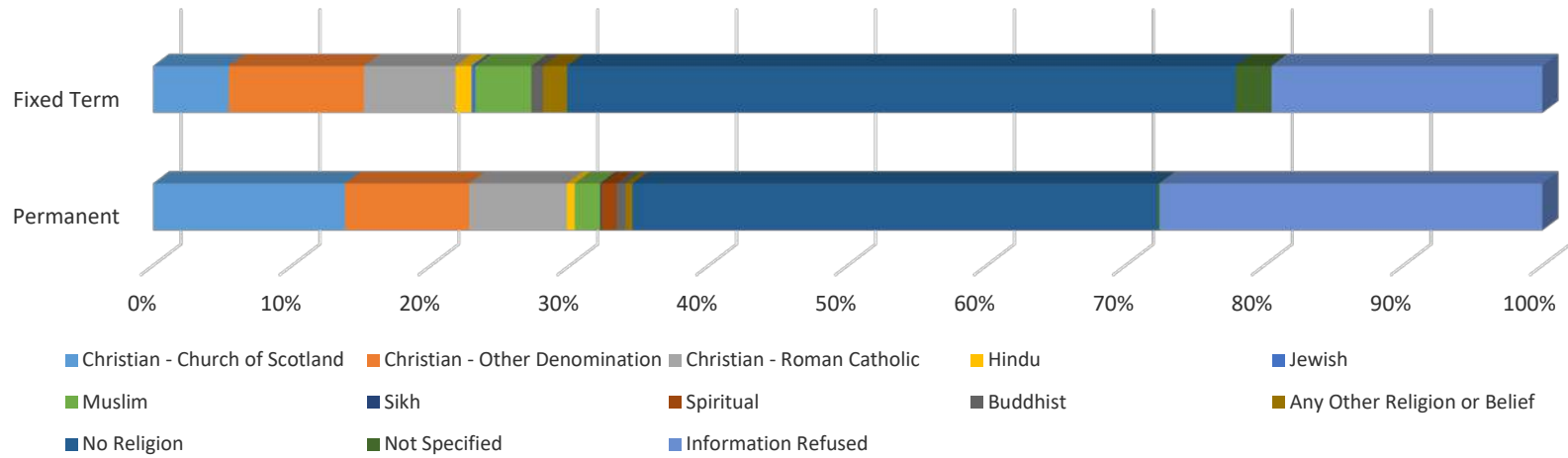
	%
Christian - Church of Scotland	11.99%
Christian - Other Denomination	9.12%
Christian - Roman Catholic	6.93%
Hindu	0.69%
Jewish	0.06%
Muslim	2.31%
Sikh	0.06%
Spiritual	0.87%
Buddhist	0.69%
Any Other Religion or Belief	0.75%
No Religion	40.04%
Not Specified	0.69%
Information Refused	25.80%



6.2 Employee Composition by Religion & Belief and Contract Status

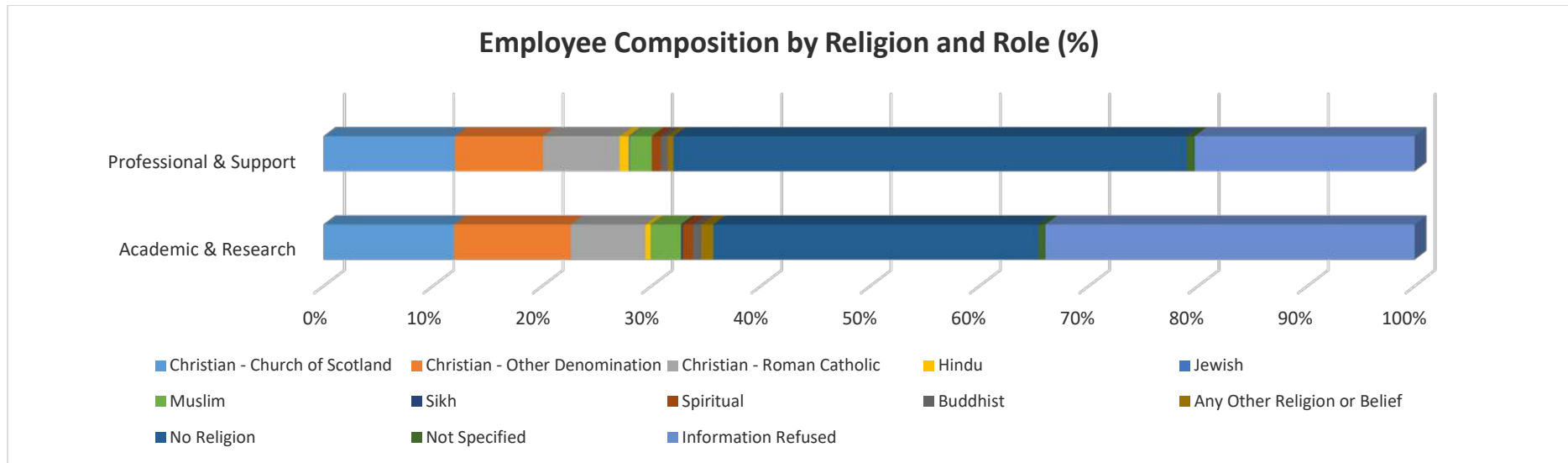
	Permanent	Fixed Term
Christian - Church of Scotland	13.82%	5.44%
Christian - Other Denomination	8.95%	9.74%
Christian - Roman Catholic	7.03%	6.59%
Hindu	0.56%	1.15%
Jewish	0.00%	0.29%
Muslim	1.84%	4.01%
Sikh	0.08%	0.00%
Spiritual	1.12%	0.00%
Buddhist	0.64%	0.86%
Any Other Religion or Belief	0.48%	1.72%
No Religion	37.78%	48.14%
Not Specified	0.16%	2.58%
Information Refused	27.56%	19.48%

Employee Composition by Religion and Contract Status (%)



6.3 Employee Composition by Religion & Belief and Role

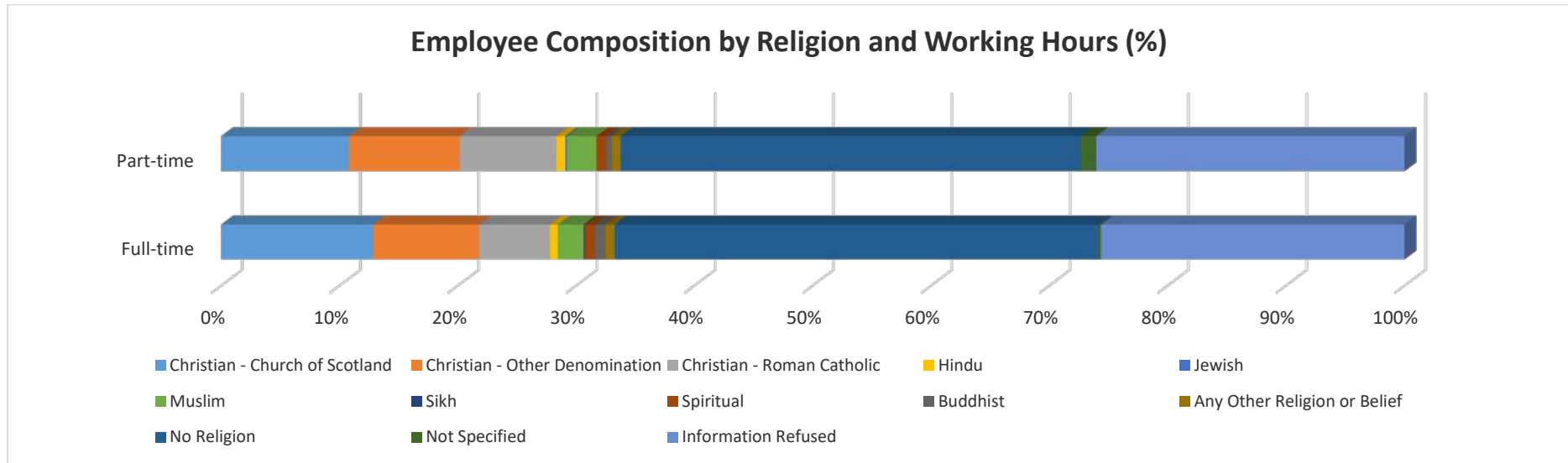
	Academic & Research	Professional & Support
Christian - Church of Scotland	11.94%	12.03%
Christian - Other Denomination	10.70%	8.05%
Christian - Roman Catholic	6.82%	7.01%
Hindu	0.47%	0.84%
Jewish	0.00%	0.10%
Muslim	2.79%	1.99%
Sikh	0.16%	0.00%
Spiritual	0.93%	0.84%
Buddhist	0.78%	0.63%
Any Other Religion or Belief	1.09%	0.52%
No Religion	29.77%	46.97%
Not Specified	0.62%	0.73%
Information Refused	33.95%	20.29%



6.4 Employee Composition by Religion and Working Hours

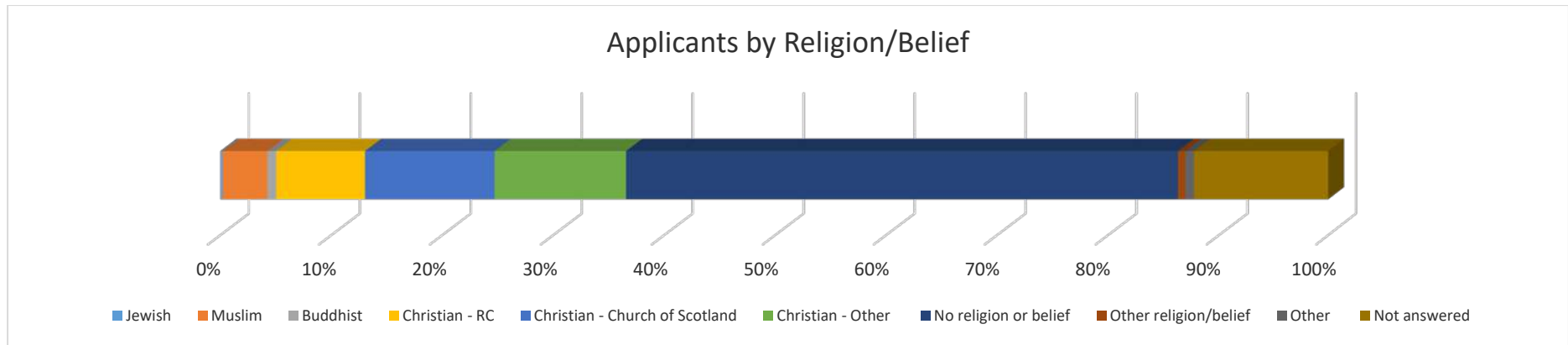
	Full-time	Part-time
Christian - Church of Scotland	12.87%	10.82%
Christian - Other Denomination	8.94%	9.36%
Christian - Roman Catholic	6.00%	8.19%
Hindu	0.65%	0.73%
Jewish	0.00%	0.15%
Muslim	2.18%	2.49%
Sikh	0.11%	0.00%
Spiritual	0.87%	0.88%
Buddhist	0.87%	0.44%
Any Other Religion or Belief	0.76%	0.73%
No Religion	40.89%	38.89%

Not Specified	0.22%	1.32%
Information Refused	25.63%	26.02%



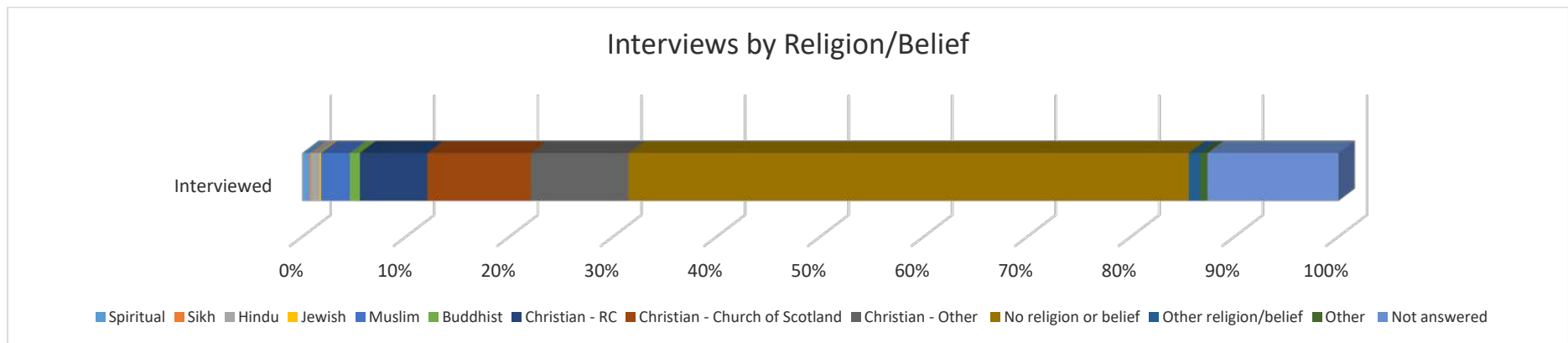
6.5 Applicants by Religion & Belief

Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Other	Not answered
%	1%	0%	2%	0%	4%	1%	8%	11%	12%	48%	1%	1%	12%



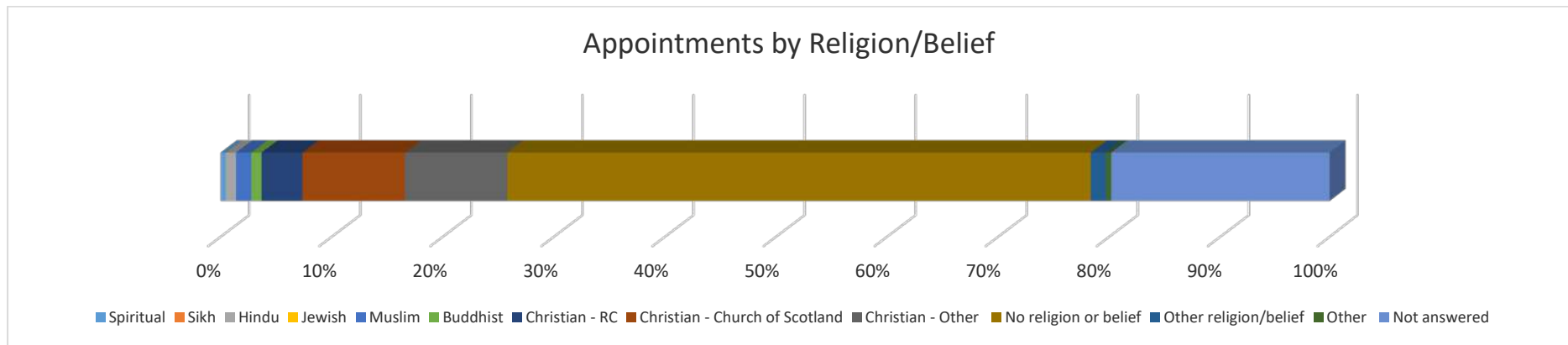
6.6 Interviews by Religion & Belief

Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Other	Not answered
%	1%	0%	1%	0%	3%	1%	7%	10%	9%	54%	1%	1%	13%



6.7 Appointments by Religion & Belief

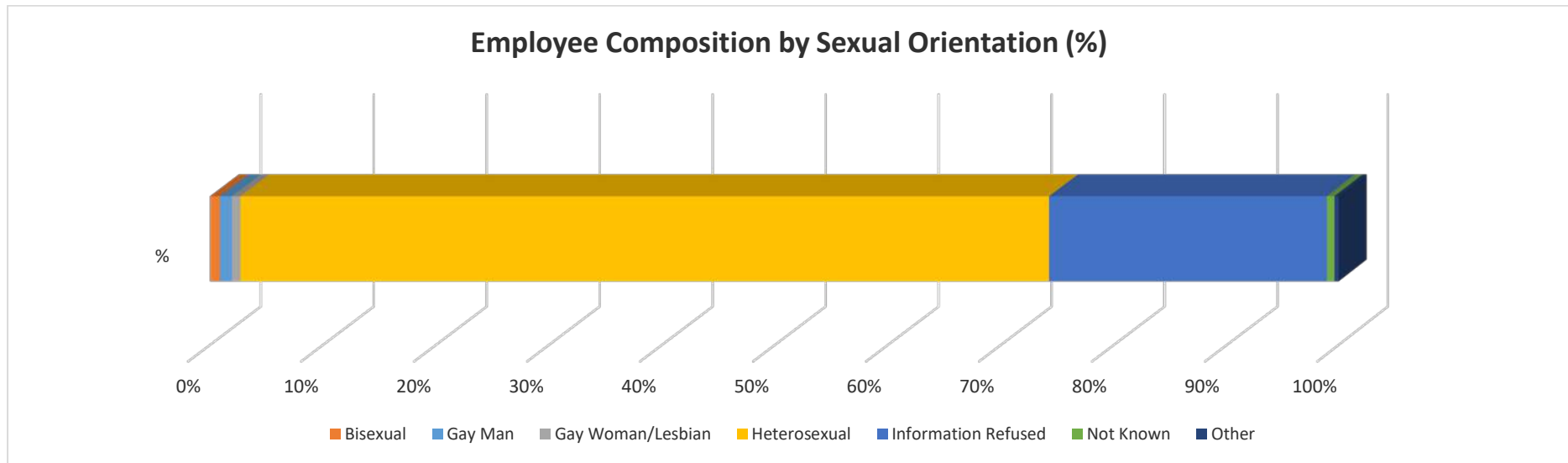
Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Other	Not answered
%	0%	0%	1%	0%	1%	1%	4%	9%	9%	53%	1%	0%	20%



7. Sexual Orientation

7.1 Employee Composition by Sexual Orientation

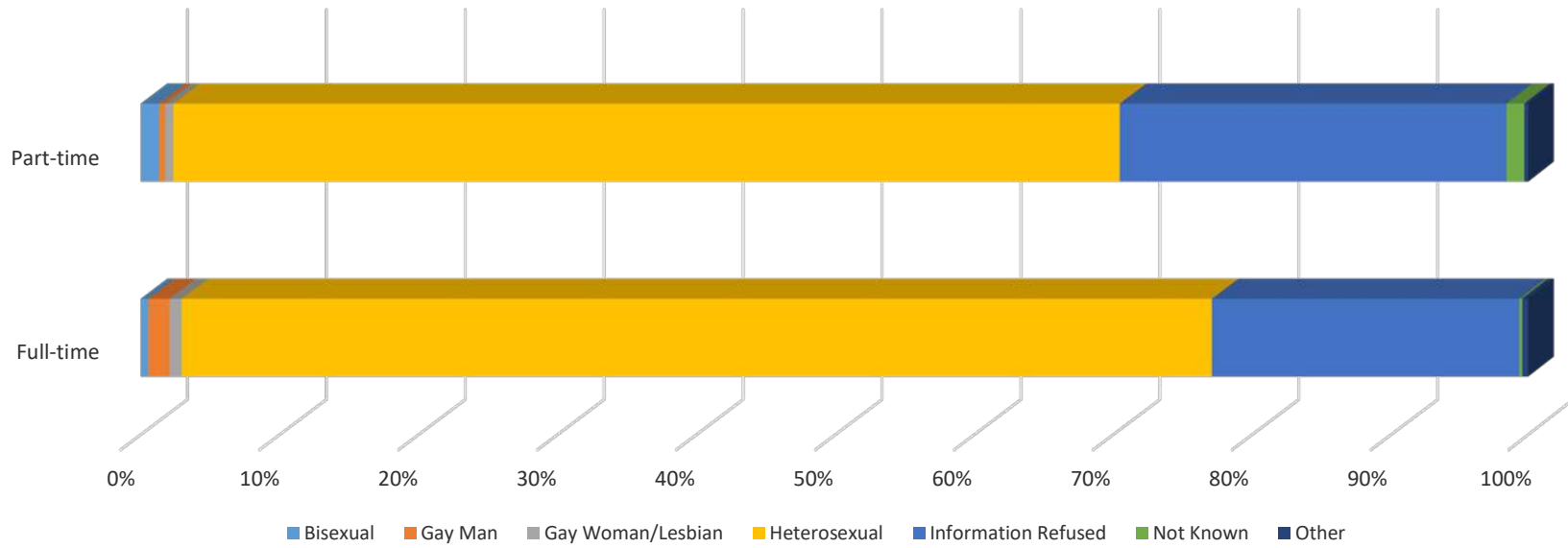
	Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual	Information Refused	Not Known	Other
%	0.87%	1.06%	0.75%	71.58%	24.67%	0.69%	0.37%



7.2 Employee Composition by Sexual Orientation and Working Hours

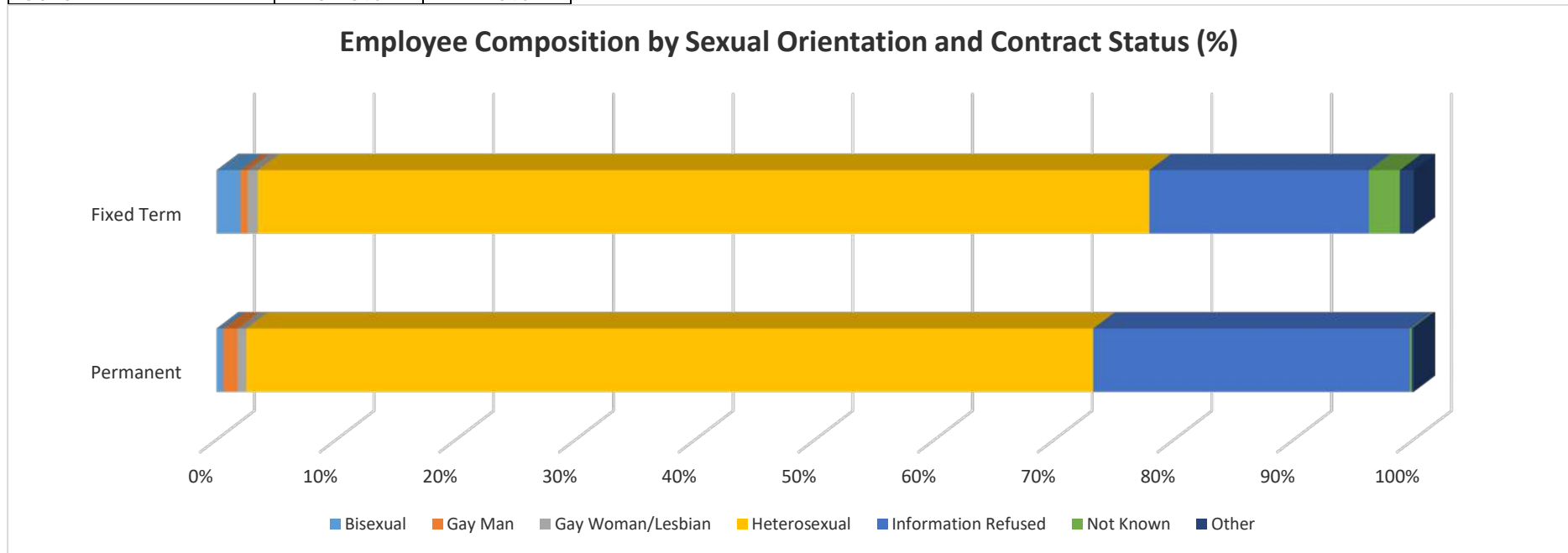
	Full-time	Part-time
Bisexual	0.55%	1.32%
Gay Man	1.53%	0.44%
Gay Woman/Lesbian	0.87%	0.58%
Heterosexual	74.15%	68.13%
Information Refused	22.25%	27.92%
Not Known	0.22%	1.32%
Other	0.44%	0.29%

Employee Composition by Sexual Orientation and Working Hours (%)



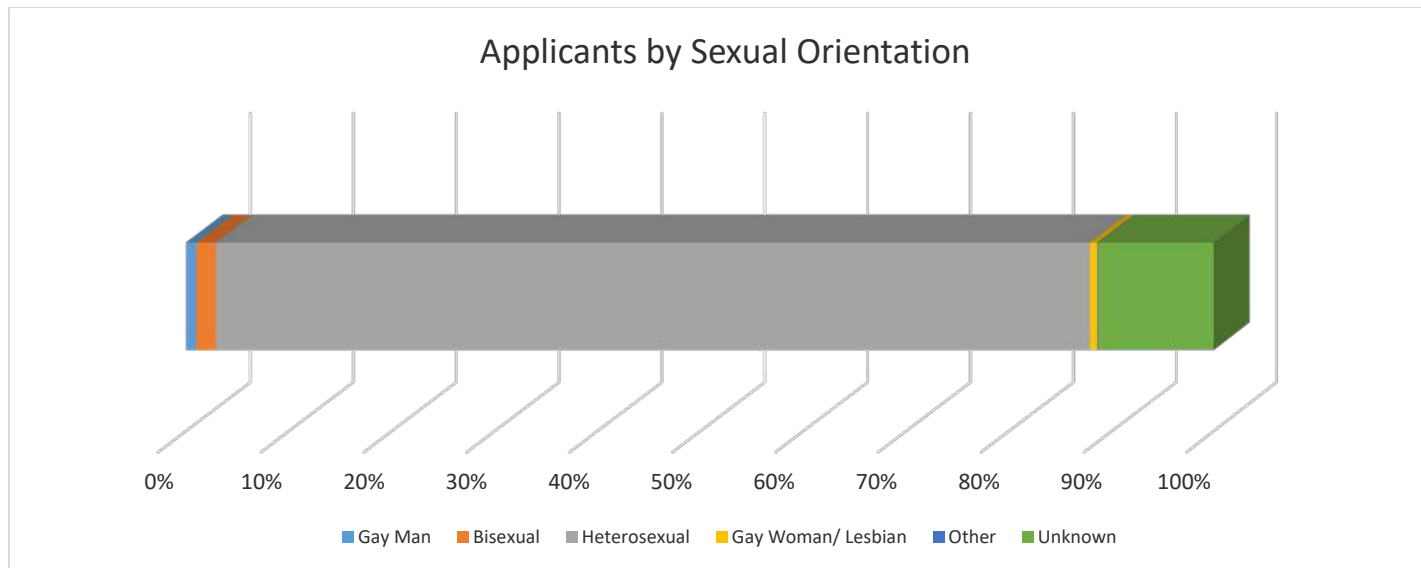
7.3 Employee Composition by Sexual Orientation and Contract Status

	Permanent	Fixed Term
Bisexual	0.56%	2.01%
Gay Man	1.20%	0.57%
Gay Woman/Lesbian	0.72%	0.86%
Heterosexual	70.77%	74.50%
Information Refused	26.44%	18.34%
Not Known	0.16%	2.58%
Other	0.16%	1.15%



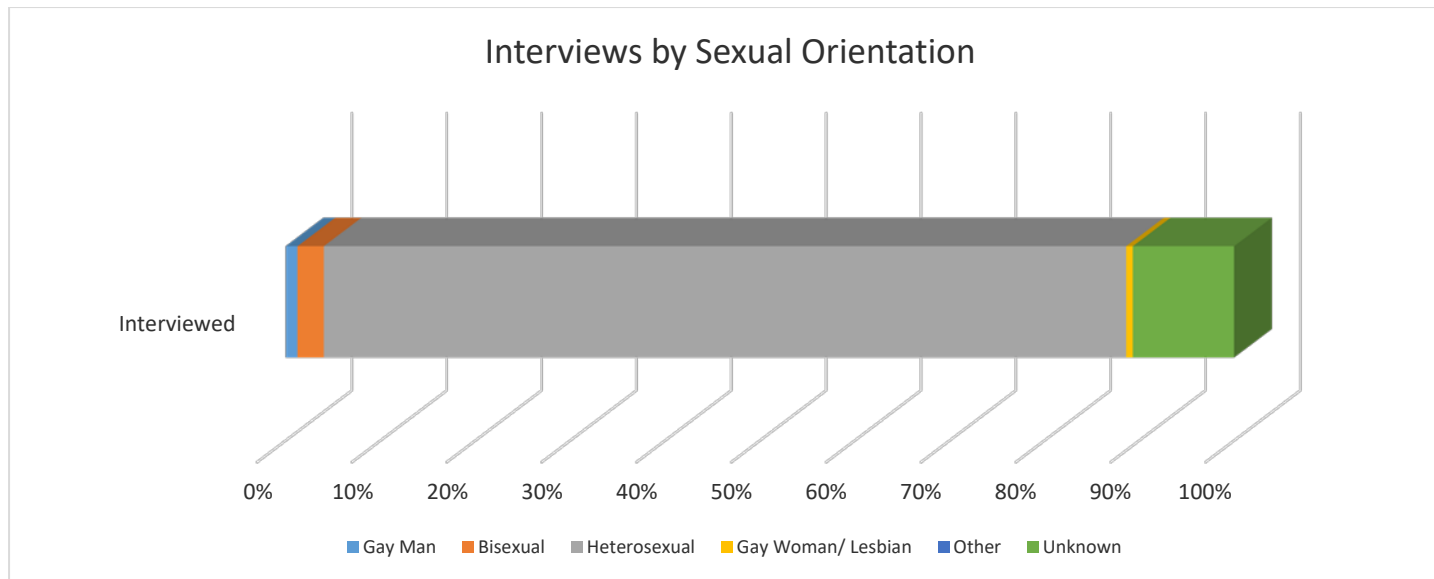
7.4 Applicants by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown
%	1%	2%	85%	1%	0%	11%



7.5 Interviews by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown
%	1%	3%	85%	1%	0%	11%



7.6 Appointment by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown
%	1%	1%	80%	1%	0%	17%

