# Staff Diversity Report 2013/14

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**This report provides information regarding disability, sex, ethnicity, age, religion and belief and sexual orientation in the following areas at DMU:**

- Employee profile including:
  - Staff profile
  - Profile during selection process (application, interview and acceptance stages)
  - Profile of leavers
  - Comparative data with other HEI's
- Learning and development (excluding religion and belief or sexual orientation)
- Employee casework
- Returning status from maternity leave
- Frontrunners including:
  - Profile of frontrunner population
  - Profile of frontrunner applicant pool

# Contents

**Frontrunners (contd)**

Appendices

# Staff Diversity Report - Executive Summary

DMU is committed to promoting equality and diversity and to discharging its duties under the Equality Act 2010, including the publication of annual reports for staff and students on its website. These reports are supported by a comprehensive action plan to support the university in strengthening and improving equality and diversity across DMU.  There are a number of active groups within the university that support students and staff with protected characteristics as defined under the Equality Act.  These groups have already assisted the university in making considerable improvements in equality and diversity at DMU.

### Actions taken to date

- Support by the trade unions to improve the level of data collection in relation to protected characteristics.
- Promotion of opportunities to disclose diversity information via corporate communications.
- Inclusion of equality and diversity training as mandatory on induction checklist.
- Continued provision of equality and diversity training (undertaken by 50.3% of staff in 2013/14).
- Continued promotion and monitoring of the equality and diversity training undertaken, with completion rates reported via HR metrics and targeted ownership by Faculty and Directorate leads of completion rates.
- Revision of key data collection forms to ensure that equality and diversity data is captured in a timely manner.
- Introduction of a 'HESA' webpage to explain the importance of this data and encourage all staff to check and update, where relevant, their personal details on a regular basis.
- Revision of exit interview/leaver process in order to monitor reasons for leaving and obtain additional data required by statutory customers.
- Successful roll-out of unconscious bias training sessions.
- Submission to Stonewall Workplace Equality Index (achieved Top 100 status in 2015 at rank 75).
- Submission as pilot university to Race Charter Mark in April 2015.
- Continued monitoring of Athena Swan action plan.
- Agreement by Executive Board to take positive action on under-representation of Black and ethnic Minority staff, disabled staff and female staff at senior levels.

### Future actions

- Implementation of agreed actions from Athena Swan and Race Equality Charter action plans.
- Identifying and implementing actions arising from the feedback received from the university's Stonewall submission.
- To improve the disclosure rates for religion and belief (currently 45.8%) and sexual orientation (43.9%%).
- To introduce a 'self-service' facility whereby staff will be able to easily check and update their personal details themselves (currently updated by POD following notification by individuals).
- To continue to look at ways in which we can improve the disclosure of diversity data by staff, including creating an environment whereby it is the norm for staff to make such disclosures and through processes such as email reminders, providing a link to staff portal on email straplines and promotion of completion of data-capture forms at induction.

# Executive Summary

**Future actions (contd)**

- To continue to promote the well-being of staff by supporting events such as Learning at Work week and Mental Awareness events.
- Support Faculties in individual applications for Athena Swan departmental awards.
- Prepare new Equality Objectives and embed into Equality and Diversity strategy.
- To continue roll-out of positive action programmes for BME, disabled, and female staff.
- Continued trade union support for the disclosure of diversity information - by encouraging their members to check and update personal information via the DMU Staff Portal.
- To investigate the reasons why the mix of protected characteristics changes significantly during the selection stages for Frontrunners.

# Executive Summary

## Key points

a) The proportion of staff with a declared disability reduced slightly to 5.7% in 2013/14 from 5.9% in 2012/13. This was higher than the HE sector average of 4.2% and when compared to data from the Higher Education Information Database for Institutions (HEIDI), DMU had the highest proportion of disabled staff compared to other universities in the region.

b) There was a higher proportion of disabled applicants in 2013/14 compared to the previous year (4.2% for 2013/14 as compared with 3.6% for 2012/13). However DMU made fewer offers of employment to disabled applicants in this period with 2.7% of successful applicants declared as disabled compared to 4.9% in 2012/13.

c) 6.0% of staff who left DMU in 2013/14 had a declared disability and the largest proportion of this group had declared a specific learning disability (34.8 % of all disabled leavers).

d) There was a slight reduction in the proportion of female staff in 2013/14 (52.9% compared to 53.1% in 2012/13). DMU's gender split was fairly consistent with the HE sector overall.

e) There was a reduction in female applicants for roles at DMU in 2013/14 (49.9% compared to 54.1% in 2012/13) and this was a pattern throughout the selection process. The proportion of job offers made to female applicants (56.1%) was higher than the female staff population of 52.9% in 2013/14.

f) Ethnicity data showed that Black or Minority Ethnic groups (BME) represented nearly 18% of DMU's workforce in 2013/14. This was consistent with the previous period and higher than the HE sector overall where 11.0% of total staff were from BME groups.

g) At DMU the largest proportion of BME staff was within professional services with 21.7% of staff within this group being from BME groups. This was significantly higher than the HE sector overall where staff from BME groups accounted for just 9.9% of all professional services staff. DMU's academic staff BME of 14.4% was higher than the HE sector total of 12.2% for academic staff

h) Regional data from HEIDI indicated that DMU had the third highest proportion of BME staff when compared with eight other universities in the Midlands area. Aston University had the highest proportion of BME staff (21.6%) and Nottingham Trent had the lowest (10.1%).

i) There was a slight reduction in BME applicants for roles at DMU in 2013/14 (35.5% compared to 36.4% in 2012/13) and this pattern continued throughout the selection process. 22.3% of successful applicants were from BME groups - higher than DMU's BME staff population of 17.8% in 2013/14.

j) There was an increase in the proportion of staff aged between 16 and 24 employed at the university in 2013/14 (3.7% compared to 2.9% in 2012/13) and a corresponding reduction in staff aged between 25 and 34 (16.8% in 2013/14 compared to 18.2% in 2012/13). All other age groups were consistent with the previous period.

# Executive Summary

**Key points (contd)**

k) DMU' age profile differs from the overall HE sector profile in 2013/14. The proportion of staff aged between 36 and 50 was similar (41.2% at DMU and 39.3% nationally), however DMU has an older workforce with 34.5% of all staff aged from 51 upwards compared to 29.5% of the overall HE sector population.

l) There was an increase in senior staff aged between 45 and 54 in 2013/14 (40.5% as compared to 35.5% in 2012/13) and recruitment data suggests that new starters accounted for some of this increase (22.7% in this age band in 2013/14 as compared to 13.0% in 2012/13).

m) DMU's disclosure rate for religion and belief was 45.8% in 2013/14. Professional services staff had the highest disclosure rate at 50.8%. Comparative data from HESA up to 31 July 2013 indicated a disclosure rate of 26.9% for the HE sector overall.

n) Disclosure rates for religion and belief were much higher during recruitment, with 97.0% of successful applicants declaring a belief.

o) DMU's disclosure rate for sexual orientation was 43.9% in 2013/14, with the highest disclosure amongst professional services staff at 47.8%. Comparative data from HESA up to 31 July 2013 indicated a disclosure rate of 26.0% for the HE sector overall, although the differential may be in part due to the comparator data being drawn from a year earlier than the DMU data.

p) Disclosure rates for sexual orientation were much higher during recruitment, although slightly lower than for religion and belief at 88.6% for successful applicants.

q) The average number of centrally recorded training days per employee in 2013/14 was 0.9, with staff aged 24 and under receiving the most training (an average of 1.9 days).

r) Overall, the completion rate for equality and diversity training was just over 50.0% in 2013/14. Completion rates tended to be higher in most directorates when compared with faculties.

s) DMU showed a retention rate of almost 97.0% for women returning to work during 2013/14 following maternity leave

t) BME applicants for frontrunner positions accounted for nearly 73.0% of total applicants, whereas at offer stage, this reduced to 53.6%. In 2014, BME groups represented 41.0% of the student population.

u) Frontrunner disclosure rates for religion and belief and sexual orientation were significantly higher than for core staff (approx. 90.0% compared to less than 50.0% of core staff)

# Employee Profile

This section contains equality information about staff employed at the University on 1$^{st}$ December 2014 and applicants to vacant posts at the University over the full academic year 2013/14. Information about leavers has also been included in order to provide as much detail as possible in relation to the employee lifecycle at DMU. Monitoring and review focuses on disability, sex, ethnicity, age, religion and belief and sexual orientation.

When referring to 'staff' this includes all types of employment contracts, including permanent, fixed-term, hourly paid lecturer, bank and casual unless otherwise stated and includes all staff in post on 1$^{st}$ December 2014.

For the purposes of this 2013/14 report, the DMU staff profile data is based on headcount as opposed to the number of contracts held unless otherwise stated (individual employees may hold more than one contract). This approach was adopted following a review that concluded headcount information would facilitate benchmarking and consistency of reporting with charter marks.

# 1. Disability

Over the past few years, DMU has actively engaged and promoted the Disability Two Ticks Scheme which provides for disabled candidates to be shortlisted if they meet the essential criteria only for a role, even where the desirable criteria is used in the shortlisting of other candidates. DMU has actively encouraged staff to declare disabilities through targeted communications and links to the staff portal and recognises there is scope for further improvement.

Table 1.1

| DMU staff profile by disability | | | |
|---|---|---|---|
| Disability | 2014 | 2013 | 2012 |
| Disabled | 165 (5.7%) | 171 (5.9%) | 176 (6.2%) |
| Not disabled | 2,488 (85.3%) | 2,564 (88.5%) | 2,563 (89.7%) |
| Declined to disclose | 20 (0.7%) | 16 (0.6%) | 15 (0.5%) |
| Not known | 244 (8.4%) | 147 (5.1%) | 102 (3.6%) |

Table 1.2

| Disability by staff group | | | | |
|---|---|---|---|---|
| Staff group | Disability | 2014 | 2013 | 2012 |
| Academic | Disabled | 60 (4.2%) | 60 (4.2%) | 67 (5.0%) |
| | Not disabled | 1,166 (80.8%) | 1,231 (86.0%) | 1,199 (88.7%) |
| | Declined to disclose | 14 (1.0%) | 10 (0.7%) | 8 (0.6%) |
| | Not known | 203 (14.1%) | 131 (9.1%) | 78 (5.8%) |
| Professional Services | Disabled | 103 (7.4%) | 111 (8.1%) | 108 (7.8%) |
| | Not disabled | 1,244 (89.2%) | 1,234 (90.3%) | 1,254 (90.2%) |
| | Declined to disclose | 5 (0.4%) | 5 (0.4%) | 5 (0.4%) |
| | Not known | 42 (3.0%) | 16 (1.2%) | 24 (1.7%) |
| Senior Staff | Disabled | 3 (2.0%) | 3 (2.0%) | 4 (2.6%) |
| | Not disabled | 143 (96.6%) | 148 (97.4%) | 147 (96.1%) |
| | Declined to disclose | 1 (0.7%) | 1 (0.7%) | 2 (1.3%) |
| | Not known | 1 (0.7%) | | |

DMU's declared disability rate in 13/14 was 5.7% (5.9% in 12/13). This slight reduction may be due to an increase in levels of unknown data; this is particularly prevalent for academic staff and may result from there being no requirement for part time hourly paid lecturers to complete an application form where this data would normally be recorded.

In both the HE sector overall and regionally, DMU had a higher declared disability rate as shown in tables 1.3 and 1.4:

Table 1.3

| HE sector declared disability rate | | |
|---|---|---|
| | DMU % | HE Sector % |
| Total staff | 5.7 | 4.2 |
| Academic staff | 4.2 | 3.7 |
| Professional Services staff | 7.4 | 4.8 |

# Disability

Table 1.4



HE regional overview of declared disability
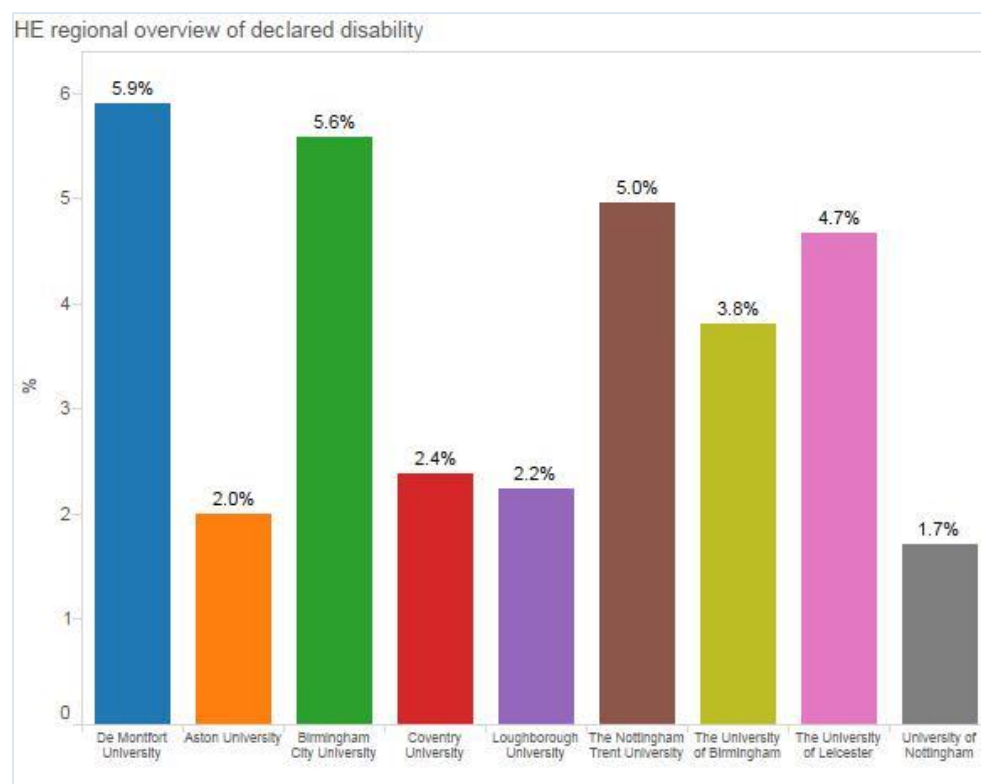
*DMU disability is slightly higher here due to the use of a different dataset to enable regional reporting

Table 1.5



Selection process by disability

More applications were received from disabled candidates in 13/14 than in 12/13. Proportionately, DMU made less offers to candidates with a declared disability in 13/14 than in the previous two years.

# Disability

Table 1.6

| Leavers by disability | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | **13/14** | | | | **12/13** | | | |
| **All leavers** | 21 6.0% | 312 88.6% | 2 0.6% | 17 4.8% | 28 5.8% | 417 86.7% | 1 0.2% | 35 7.3% |
| **Retirement** | 2 9.5% | 19 90.5% | 0 0.0% | 0 0.0% | 0 0.0% | 17 100.0% | 0 0.0% | 0 0.0% |
| **Other reason** | 19 5.7% | 293 88.5% | 2 0.6% | 17 5.1% | 28 6.0% | 400 86.2% | 1 0.2% | 35 7.5% |
| | Disabled | Not disabled | Declined to disclose | Not known | Disabled | Not disabled | Declined to disclose | Not known |

There was a slight increase in the proportion of leavers with a disability in 13/14 (6.0% compared to 5.6% in 12/13). Of the 6.0%, the largest proportion of leavers with a disability had declared a specific learning difficulty (34.8%).

# Disability

**Summary**

Although the disability rate appears to be low at DMU, this compares favourably with other HEI's and the HE sector overall.  The number of disabled applicants was a small proportion of total applicants and this will impact on the number of starters with a disability and subsequently on the composition of the staff population.    6.0% of leavers were disabled in 13/14 as compared to 5.6% in 2012/13.

**Actions taken to date:**

- Awareness raising training for staff e.g. deaf awareness training.
- Promotion of disability schemes such as DisabledGo, Disability TwoTicks and Access to Work scheme through publication on the DMU Website.
- Review of DMU's approach to absence management.  The new Attendance Management Policy is soon to be implemented and provides for appropriate consideration to be given to disability issues when managing staff absence.
- University support for the 'Time to Change' campaign, aiming to remove the stigma of mental health.

**Future actions:**

- Continue to increase disclosure rates, particularly for part time hourly paid lecturers.
- Monitor the number of disabled staff leaving DMU and the reasons for their departure via exit interviews. Promotion and support for 'Mental Health Awareness Week', including poster and leaflet campaigns to raise awareness of colleagues who may need support.
- Share this report with the Disabled Staff Group and seek recommendations as to other actions that the university might consider.

## 2. Sex

Table 2.1


DMU staff profile by sex

| Sex | 2014 | 2013 | 2012 |
|---|---|---|---|
| Female | 1,544 (52.9%) | 1,540 (53.1%) | 1,487 (52.1%) |
| Male | 1,373 (47.1%) | 1,358 (46.9%) | 1,369 (47.9%) |

Table 2.2


Sex by staff group

| Staff group | Sex | 2014 | 2013 | 2012 |
|---|---|---|---|---|
| Academic | Female | 724 (50.2%) | 726 (50.7%) | 661 (48.9%) |
| | Male | 719 (49.8%) | 706 (49.3%) | 691 (51.1%) |
| Professional Services | Female | 811 (58.2%) | 792 (58.0%) | 794 (57.1%) |
| | Male | 583 (41.8%) | 574 (42.0%) | 597 (42.9%) |
| Senior Staff | Female | 41 (27.7%) | 44 (28.9%) | 47 (30.7%) |
| | Male | 107 (72.3%) | 108 (71.1%) | 106 (69.3%) |
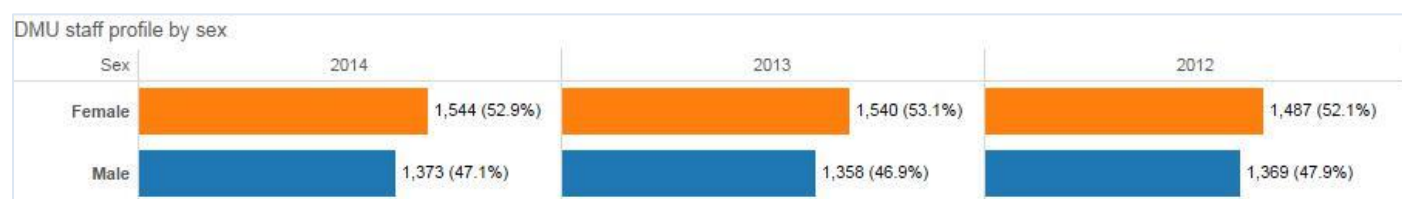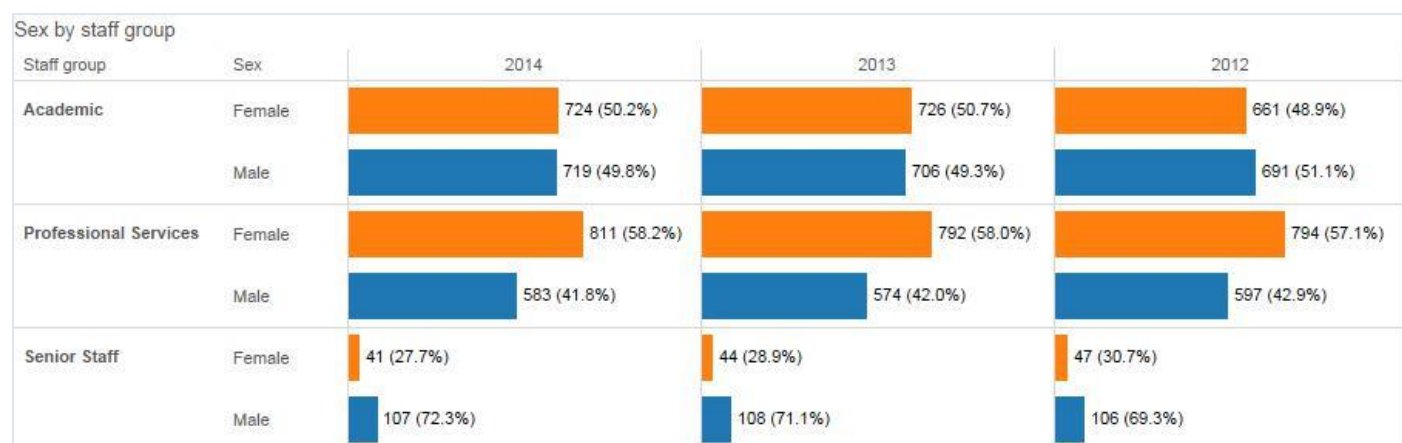
Table 2.3

| HE sector gender split | | | | |
|---|---|---|---|---|
| | Female % | | Male % | |
| | DMU | HE Sector | DMU | HE Sector |
| Total staff | 52.9 | 53.8 | 47.1 | 46.2 |
| Academic staff | 50.2 | 44.6 | 49.8 | 55.4 |
| Professional Services staff | 58.2 | 62.7 | 41.8 | 37.3 |

DMU's overall gender split remained fairly static over the three year period and is fairly consistent with the HE Sector (Table 2.3). DMU's female academic population was marginally higher than the HE sector figure (50.2 -v- 44.6% in 13/14). DMU employed a higher proportion of male staff in professional services compared to the rest of the sector (41.8% and 37.3% respectively).

# Sex

Table 2.4
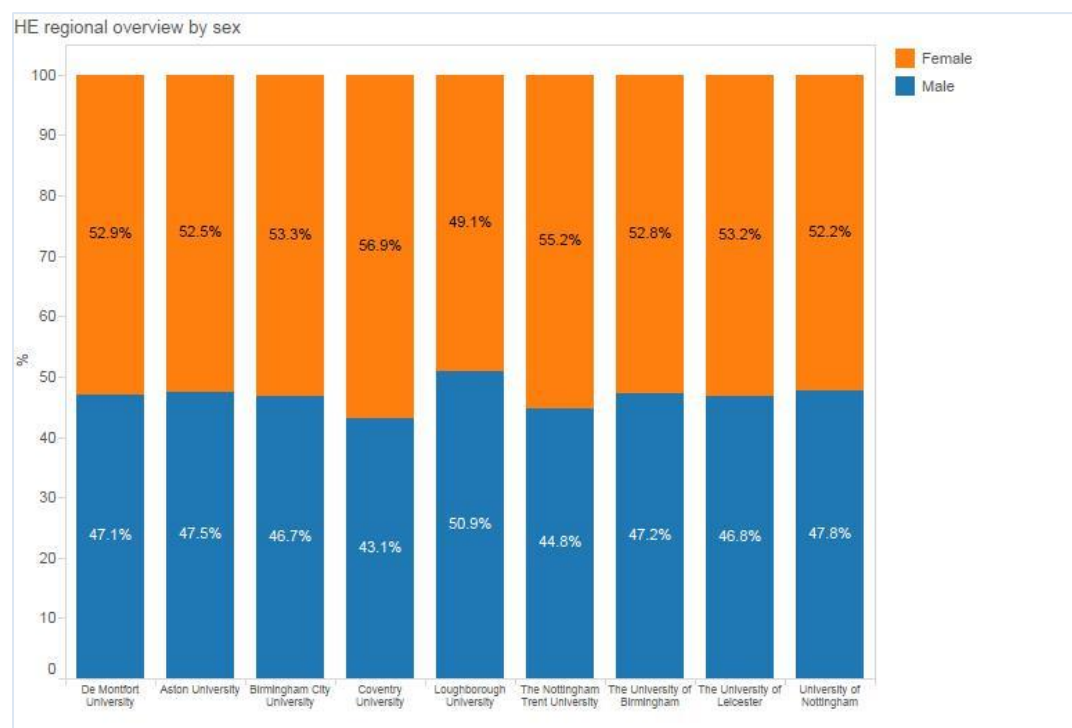


Regionally, DMU's gender split was most similar to that of the University of Birmingham in 13/14. Coventry University employed the highest proportion of female staff (56.9%) during this period, with Loughborough University employing the lowest (49.1%).

Table 2.5
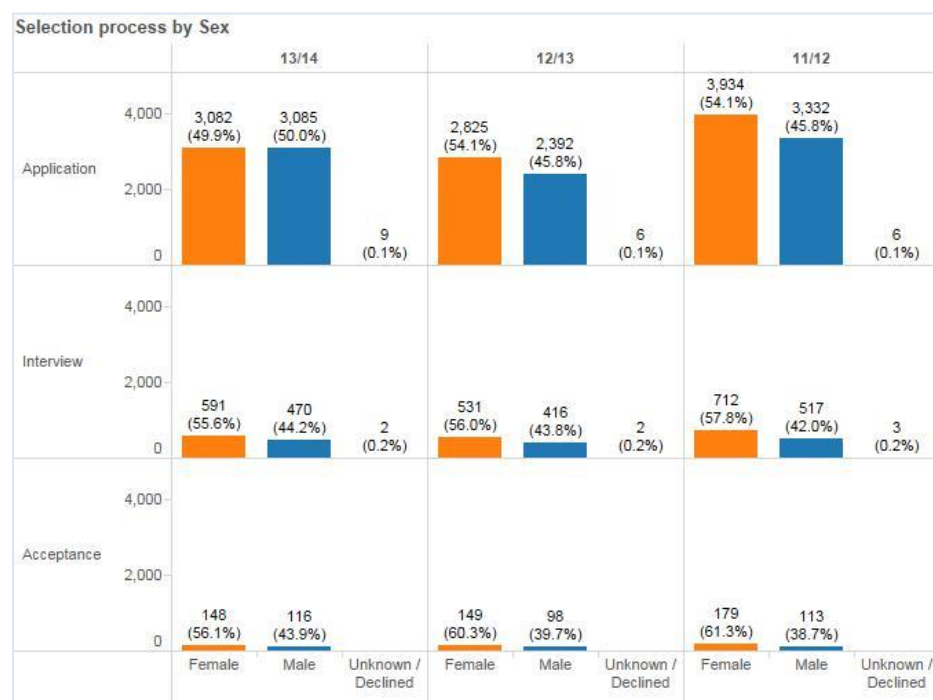


There was a fall in the proportion of female applicants in 13/14 compared with previous years, however the proportion increased over the selection process with 56.1% of successful applicants being female as compared to 49.9% of the total applicant pool who were female.

# Sex

Table 2.6
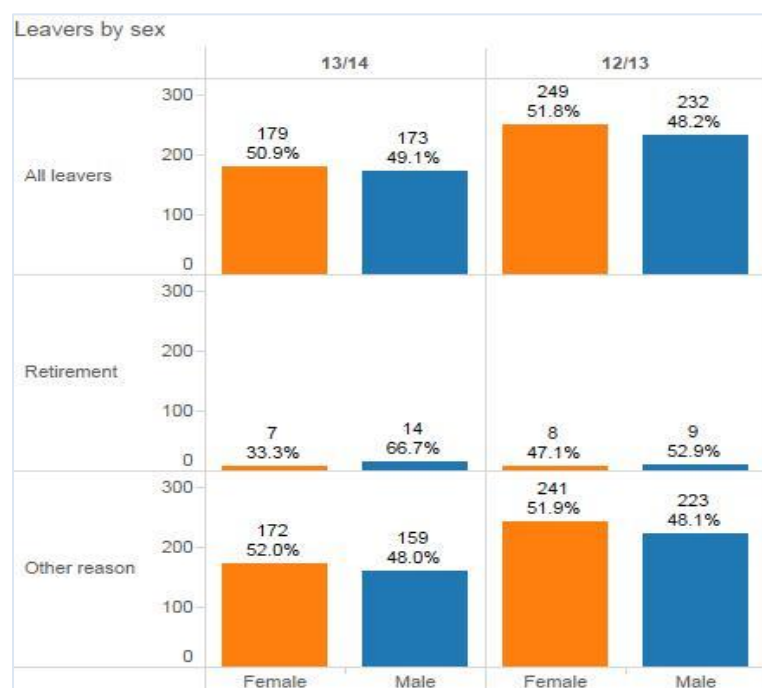


There was a slight increase in the proportion of male leavers in 13/14 and this was consistent with the last two years. More male staff retired in 13/14 compared to the previous year and this impacted on the gender split for retirements compared to 12/13.

**Actions taken to date**

- Continue the Professorial and Readership appointments process, providing opportunity for suitably qualified female academics to progress into these areas.
- Continued support mechanisms to ensure engagement and retention of female staff (VC2020 and future research leaders)
- Support given to events such as 'Carers Week' to promote family friendly benefits such as childcare vouchers.
- Continued promotion of benefits such as flexible working, career break, parental leave, special leave and research leave policies.
- Positive Action sessions held for staff aspiring to senior management roles.
- DMU female staff recruited to Aurora programme (run by the Leadership Foundation for HE).

**Future actions**

- Continue to adhere to the Athena Swan Charter and follow its comprehensive objectives in recruiting and retaining female academics into STEMM areas at DMU.
- A longer term objective for faculty-specific achievement of the Athena Swan Charter, in addition to university-wide attainment.
- Support an Athena Swan Conference.
- Continued support of International Women's Day events.

# 3. Ethnicity

Table 3.1

| DMU staff profile by ethnicity | 2014 | 2013 | 2012 |
|---|---|---|---|
| BME | 518 (17.8%) | 520 (17.9%) | 502 (17.6%) |
| White | 2,205 (75.6%) | 2,261 (78.0%) | 2,266 (79.3%) |
| Declined to disclose | 30 (1.0%) | 24 (0.8%) | 26 (0.9%) |
| Not known | 164 (5.6%) | 93 (3.2%) | 62 (2.2%) |

Table 3.2

| Ethnicity by staff group | | 2014 | 2013 | 2012 |
|---|---|---|---|---|
| Academic | BME | 208 (14.4%) | 218 (15.2%) | 186 (13.8%) |
| | White | 1,084 (75.1%) | 1,116 (77.9%) | 1,095 (81.0%) |
| | Declined to disclose | 22 (1.5%) | 18 (1.3%) | 19 (1.4%) |
| | Not known | 129 (8.9%) | 80 (5.6%) | 52 (3.8%) |
| Professional Services | BME | 303 (21.7%) | 295 (21.6%) | 306 (22.0%) |
| | White | 1,046 (75.0%) | 1,051 (76.9%) | 1,069 (76.9%) |
| | Declined to disclose | 8 (0.6%) | 6 (0.4%) | 6 (0.4%) |
| | Not known | 37 (2.7%) | 14 (1.0%) | 10 (0.7%) |
| Senior Staff | BME | 15 (10.1%) | 14 (9.2%) | 15 (9.8%) |
| | White | 130 (87.8%) | 137 (90.1%) | 136 (88.9%) |
| | Declined to disclose | 2 (1.4%) | 1 (0.7%) | 1 (0.7%) |
| | Not known | 1 (0.7%) | | 1 (0.7%) |

Table 3.3

| HE sector BME rate | DMU % | HE Sector % |
|---|---|---|
| Total staff | 17.8 | 11.0 |
| Academic staff | 14.4 | 12.2 |
| Professional Services staff | 21.7 | 9.9 |

DMU's BME population was consistent with previous years and above the sector average of 11.0% With the exception of an increase in unknown data for academic staff, there were no significant changes in BME levels within the staff groups. There has been a small and gradual increase in the proportion of staff opting not to declare their ethnicity across all staff groups (indicated within the 'declined to disclose' category) and this may need to be addressed if the pattern continues.

# Ethnicity

Table 3.4



HE overview of ethnicity
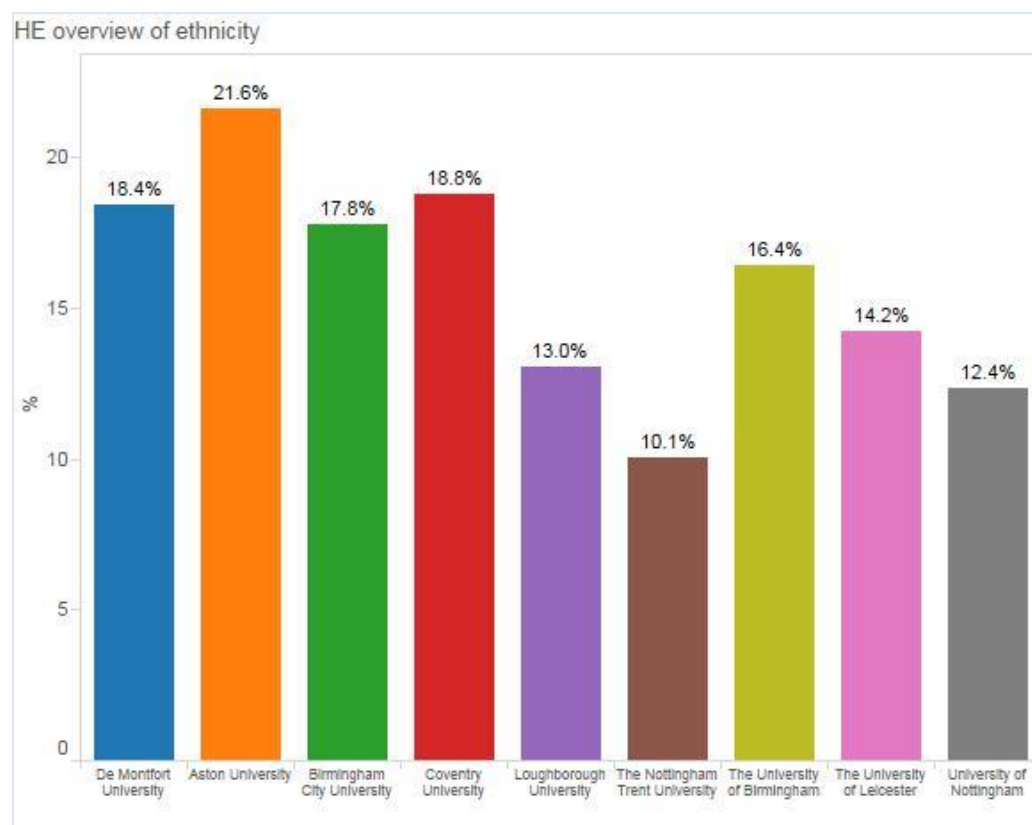
*DMU ethnicity is slightly higher here due to the use of a different dataset to enable regional reporting

Table 3.5



Selection process by ethnicity
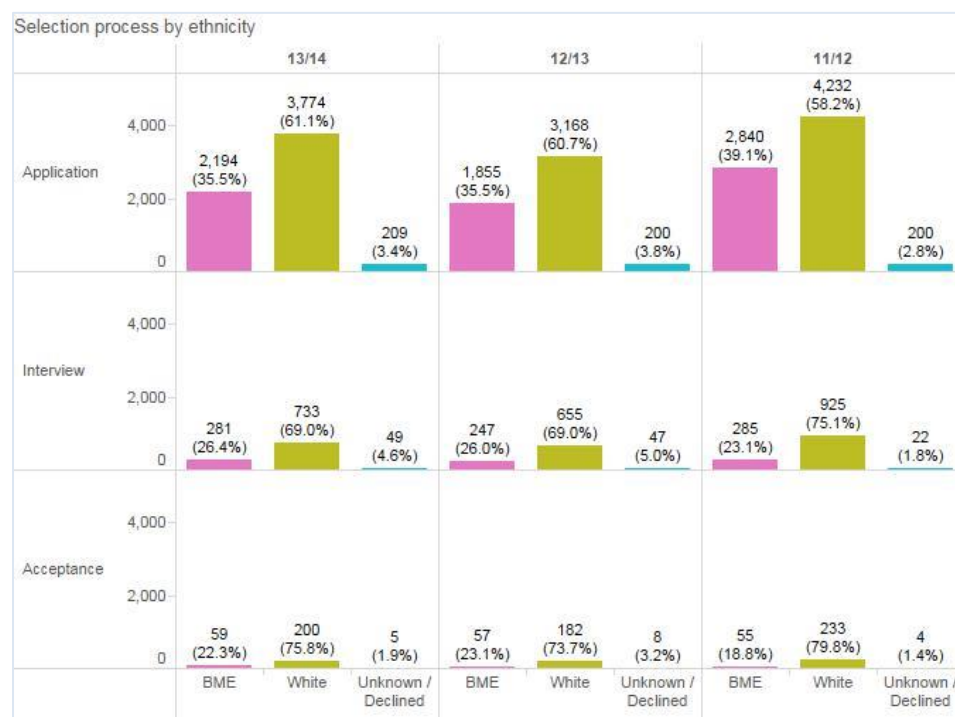
The proportion of BME applicants for DMU roles in 13/14 accounted for just over a third of all applicants at 35.5%.  Successful applicants in BME categories accounted for 22.3% of those offered a position, a slight decrease from the previous year (23.1%).

# Ethnicity

Table 3.6



In 13/14, 18.8% of all leavers were from BME groups - higher than the overall BME staff population of 17.8%. The 13/14 BME leavers figure represents a reduction from the previous year where 22.2% of leavers were from BME groups.

**Actions taken to date**

- Actions by the University BME group including:
  - meeting with chairs of involvement groups to discuss common issues, share best practice and provide support.
  - providing a BME perspective on DMU policies to POD and other relevant parties.
  - representation on the Equality and Diversity Committee.
  Black History Season events each October.
- BME positive action, management training, organised by UNISON and hosted by DMU
- Positive Action for staff aspiring to leadership roles, held in July 2015..

**Future actions**

- Participation in Athena Swan and Race Equality Charter Marks.
- Objectives of the University BME group include:
  - support the Positive Action Programme for BME staff members to progress in their careers.
  - to offer BME group members recruitment and selection training with a view to improving the representative mix on DMU interview panels.

# 4. Age

Table 4.1

**DMU staff profile by age**

| | 2014 | 2013 | 2012 |
|---|---|---|---|
| 16-24 | 109 (3.7%) | 85 (2.9%) | 70 (2.5%) |
| 25-34 | 491 (16.8%) | 527 (18.2%) | 527 (18.5%) |
| 35-44 | 743 (25.5%) | 713 (24.6%) | 698 (24.4%) |
| 45-54 | 849 (29.1%) | 849 (29.3%) | 840 (29.4%) |
| 55-64 | 553 (19.0%) | 570 (19.7%) | 579 (20.3%) |
| 65 and over | 171 (5.9%) | 154 (5.3%) | 142 (5.0%) |
| Not known | 1 (0.0%) | | |
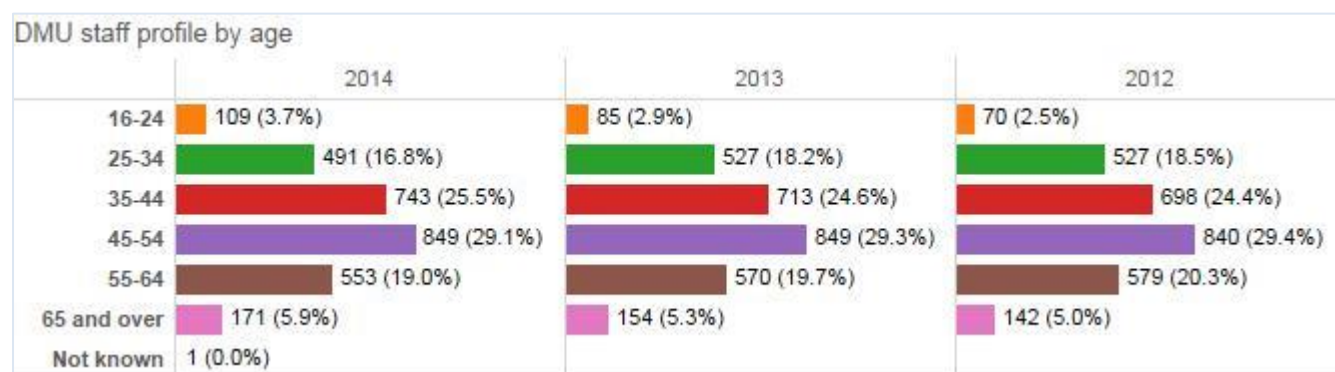
In 13/14 there was an increase in the number of staff aged between 16 and 24 and a reduction in the 25 to 34 category. All other age groups were consistent with previous years.

Table 4.2

**Age by staff group**

| | | 2014 | 2013 | 2012 |
|---|---|---|---|---|
| Academic | 16-24 | 28 (1.9%) | 25 (1.7%) | 9 (0.7%) |
| | 25-34 | 230 (15.9%) | 228 (15.9%) | 211 (15.6%) |
| | 35-44 | 365 (25.3%) | 345 (24.1%) | 318 (23.5%) |
| | 45-54 | 435 (30.1%) | 466 (32.5%) | 454 (33.6%) |
| | 55-64 | 285 (19.8%) | 280 (19.6%) | 282 (20.9%) |
| | 65 and over | 99 (6.9%) | 88 (6.1%) | 78 (5.8%) |
| | Not known | 1 (0.1%) | | |
| Professional Services | 16-24 | 83 (6.0%) | 63 (4.6%) | 62 (4.5%) |
| | 25-34 | 280 (20.1%) | 306 (22.4%) | 318 (22.9%) |
| | 35-44 | 367 (26.3%) | 350 (25.6%) | 364 (26.2%) |
| | 45-54 | 360 (25.8%) | 337 (24.7%) | 341 (24.5%) |
| | 55-64 | 244 (17.5%) | 256 (18.7%) | 248 (17.8%) |
| | 65 and over | 60 (4.3%) | 54 (4.0%) | 58 (4.2%) |
| Senior Staff | 25-34 | 3 (2.0%) | 5 (3.3%) | 8 (5.2%) |
| | 35-44 | 34 (23.0%) | 36 (23.7%) | 29 (19.0%) |
| | 45-54 | 60 (40.5%) | 54 (35.5%) | 52 (34.0%) |
| | 55-64 | 38 (25.7%) | 45 (29.6%) | 57 (37.3%) |
| | 65 and over | 13 (8.8%) | 12 (7.9%) | 7 (4.6%) |

There was an increase in senior staff aged between 45 and 54 in 13/14 (40.5% compared to 35.5% in 12/13) and this may be a result of new starters as recruitment data (table 4.5) shows also shows an increase of successful applicants in this age group compared to previous years.

# Age

Table 4.3

| HE sector age split | | | | |
|---|---|---|---|---|
| | **DMU %** | **HE sector average %** | **DMU %** | **HE sector average %** |
| 25 & under | 4.5 | 6.0 | | |
| 26-30 | 8.3 | 10.9 | **24.2** | **31.3** |
| 31-35 | 11.4 | 14.4 | | |
| 36-40 | 11.6 | 12.8 | | |
| 41-45 | 14.5 | 13.1 | **41.2** | **39.3** |
| 46-50 | 15.1 | 13.4 | | |
| 51-55 | 14.3 | 12.3 | | |
| 56-60 | 11.0 | 9.9 | **34.5** | **29.5** |
| 61-65 | 6.1 | 5.4 | | |
| 66+ | 3.1 | 1.9 | | |

Whilst DMU has a similar profile of staff aged between 36 and 50, there is a higher population of staff aged from 51 onwards compared to the sector overall (34.5% compared to 29.5% sector-wide). DMU also has the largest proportion of staff within the older age categories when compared with eight other regional universities (as shown at table 4.4).

# Age

Table 4.4



| HE overview of age | 25 & under | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61-65 | 66+ |
|---|---|---|---|---|---|---|---|---|---|---|
| De Montfort University | 4.5% | 8.3% | 11.4% | 11.6% | 14.5% | 15.1% | 14.3% | 11.0% | 6.1% | 3.1% |
| Aston University | 6.4% | 12.0% | 15.7% | 14.7% | 13.7% | 13.0% | 10.4% | 8.7% | 3.7% | 1.7% |
| Birmingham City University | 12.9% | 7.3% | 11.7% | 11.5% | 11.7% | 12.8% | 13.8% | 10.7% | 5.4% | 2.1% |
| Coventry University | 23.2% | 11.3% | 11.7% | 9.9% | 10.4% | 10.7% | 10.4% | 6.8% | 4.1% | 1.6% |
| Loughborough University | 10.0% | 10.2% | 11.6% | 11.6% | 11.4% | 13.6% | 12.2% | 11.1% | 6.0% | 2.2% |
| The Nottingham Trent University | 4.8% | 9.8% | 14.0% | 12.8% | 13.8% | 15.3% | 13.0% | 10.8% | 5.2% | 0.4% |
| The University of Birmingham | 5.1% | 13.0% | 16.2% | 14.0% | 14.0% | 12.2% | 11.2% | 8.5% | 4.7% | 1.2% |
| The University of Leicester | 11.6% | 11.3% | 13.9% | 12.4% | 11.7% | 12.3% | 11.2% | 8.8% | 5.1% | 1.6% |
| University of Nottingham | 4.5% | 10.3% | 14.3% | 13.9% | 13.9% | 14.9% | 12.7% | 9.4% | 5.2% | 1.0% |

# Age

Table 4.5

| Selection process by Age | | 13/14 | 12/13 | 11/12 |
|---|---|---|---|---|
| Application | 16 - 24 | 893 (14.5%) | 930 (17.8%) | 1,681 (23.1%) |
| | 25 - 34 | 2,478 (40.1%) | 2,059 (39.4%) | 2,637 (36.3%) |
| | 35 - 44 | 1,456 (23.6%) | 1,078 (20.6%) | 1,403 (19.3%) |
| | 45 - 54 | 977 (15.8%) | 754 (14.4%) | 979 (13.5%) |
| | 55 - 64 | 300 (4.9%) | 285 (5.5%) | 415 (5.7%) |
| | 65+ | 14 (0.2%) | 17 (0.3%) | 11 (0.2%) |
| | Unknown | 58 (0.9%) | 99 (1.9%) | 144 (2.0%) |
| Interview | 16 - 24 | 74 (7.0%) | 74 (7.8%) | 116 (9.4%) |
| | 25 - 34 | 372 (35.0%) | 329 (34.7%) | 428 (34.8%) |
| | 35 - 44 | 292 (27.5%) | 225 (23.7%) | 310 (25.2%) |
| | 45 - 54 | 231 (21.7%) | 200 (21.1%) | 248 (20.1%) |
| | 55 - 64 | 78 (7.3%) | 96 (10.1%) | 118 (9.6%) |
| | 65+ | 8 (0.8%) | 3 (0.3%) | 1 (0.1%) |
| | Unknown | 8 (0.8%) | 22 (2.3%) | 10 (0.8%) |
| Acceptance | 16 - 24 | 22 (8.3%) | 24 (9.7%) | 30 (10.3%) |
| | 25 - 34 | 100 (37.9%) | 91 (36.8%) | 104 (35.6%) |
| | 35 - 44 | 67 (25.4%) | 70 (28.3%) | 73 (25.0%) |
| | 45 - 54 | 60 (22.7%) | 32 (13.0%) | 54 (18.5%) |
| | 55 - 64 | 11 (4.2%) | 30 (12.1%) | 30 (10.3%) |
| | 65+ | 4 (1.5%) | | 1 (0.3%) |

Although there was an increase in applicants aged between 35 and 44 in 13/14, there were fewer offers made to this age group compared with the previous year (25.4% compared with 28.3% in 12/13). There was a significant increase in successful applicants aged between 45 and 54 (22.7% in 13/14 compared with 13.0% in 12/13) and although the proportion of candidates at application stage as a percentage of the total applicant pool isn't dissimilar to 12/13, the actual number of applicants increased significantly from 754 in 12/13 to 977 in 13/14.

# Age

Table 4.6



Leavers by age

| | | 13/14 | 12/13 |
|---|---|---|---|
| All leavers | 16-24 | 24 (6.8%) | 88 (18.3%) |
| | 25-34 | 78 (22.2%) | 127 (26.4%) |
| | 35-44 | 82 (23.3%) | 73 (15.2%) |
| | 45-54 | 64 (18.2%) | 72 (15.0%) |
| | 55-64 | 74 (21.0%) | 95 (19.8%) |
| | 65+ | 30 (8.5%) | 26 (5.4%) |
| Retirement | 16-24 | 0 (0.0%) | 0 (0.0%) |
| | 25-34 | 0 (0.0%) | 0 (0.0%) |
| | 35-44 | 0 (0.0%) | 0 (0.0%) |
| | 45-54 | 0 (0.0%) | 1 (5.9%) |
| | 55-64 | 6 (28.6%) | 9 (52.9%) |
| | 65+ | 15 (71.4%) | 7 (41.2%) |
| Other reason | 16-24 | 24 (7.3%) | 88 (19.0%) |
| | 25-34 | 78 (23.6%) | 127 (27.4%) |
| | 35-44 | 82 (24.8%) | 73 (15.7%) |
| | 45-54 | 64 (19.3%) | 71 (15.3%) |
| | 55-64 | 68 (20.5%) | 86 (18.5%) |
| | 65+ | 15 (4.5%) | 19 (4.1%) |
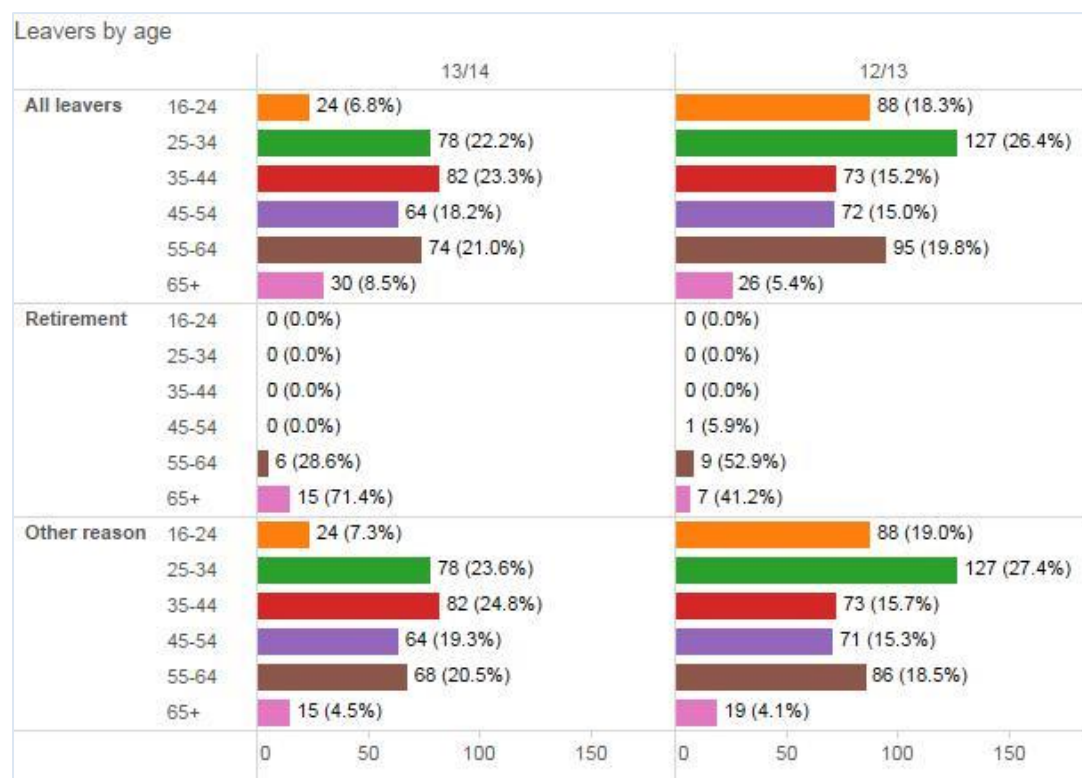
**Actions taken to date**

- Equality Impact Assessments are carried out on all new policies and procedures such as Recruitment and Selection.

**Future actions**

- There is currently no kite mark for the University to measure itself against with regards to age.
- The university will shortly introduce an new Attendance Management Policy and monitoring process, which will complement the existing suite of policies that support staff wellbeing in the university.

# 5. Religion and Belief

The collection of data relating to religion and belief and sexual orientation is still in its infancy compared to other protected characteristics and there is no national comparative data for 13/14 at present. Overall disclosure rates are slowly improving but remain low. Disclosure rates are much higher during recruitment, with almost 99.0% of applicants providing this information.

Table 5.1

| DMU staff profile by religion, belief or none | 2014 | 2013 | 2012 |
|---|---|---|---|
| Agnostic | 47 (1.6%) | 48 (1.7%) | 40 (1.4%) |
| Atheist | 89 (3.1%) | 89 (3.1%) | |
| Buddhist | 10 (0.3%) | 12 (0.4%) | 8 (0.3%) |
| Christian | 459 (15.7%) | 408 (14.1%) | 337 (11.8%) |
| Hindu | 78 (2.7%) | 75 (2.6%) | 69 (2.4%) |
| Jain | 2 (0.1%) | 1 (0.0%) | 1 (0.0%) |
| Jewish | 5 (0.2%) | 4 (0.1%) | 1 (0.0%) |
| Muslim | 59 (2.0%) | 51 (1.8%) | 42 (1.5%) |
| No Religious Belief | 367 (12.6%) | 312 (10.8%) | 234 (8.2%) |
| Other Philosophical Belief | 21 (0.7%) | 20 (0.7%) | 19 (0.7%) |
| Other Religious belief | 25 (0.9%) | 20 (0.7%) | 95 (3.3%) |
| Pagan | 1 (0.0%) | 1 (0.0%) | 2 (0.1%) |
| Sikh | 28 (1.0%) | 25 (0.9%) | 21 (0.7%) |
| Declined to disclose | 144 (4.9%) | 135 (4.7%) | 126 (4.4%) |
| Not known | 1,582 (54.2%) | 1,697 (58.6%) | 1,861 (65.2%) |

The overall disclosure rate in 13/14 was 45.8% - a slight increase compared with 41.8% in 12/13. Disclosure has steadily improved year-on-year, however in order to make a significant change further encouragement should be given to existing staff to disclose this information.

Table 5.2

| Religion, belief or none by staff group | | 2014 | 2013 | 2012 |
|---|---|---|---|---|
| Academic | Agnostic | 22 (1.5%) | 22 (1.5%) | 17 (1.3%) |
| | Atheist | 30 (2.1%) | 33 (2.3%) | |
| | Buddhist | 6 (0.4%) | 8 (0.6%) | 6 (0.4%) |
| | Christian | 199 (13.8%) | 171 (11.9%) | 129 (9.5%) |
| | Hindu | 18 (1.2%) | 21 (1.5%) | 15 (1.1%) |
| | Jain | 1 (0.1%) | | |
| | Jewish | 5 (0.3%) | 4 (0.3%) | 1 (0.1%) |
| | Muslim | 21 (1.5%) | 21 (1.5%) | 10 (0.7%) |
| | No Religious Belief | 191 (13.2%) | 157 (11.0%) | 101 (7.5%) |
| | Other Philosophical Belief | 11 (0.8%) | 10 (0.7%) | 11 (0.8%) |
| | Other Religious belief | 14 (1.0%) | 11 (0.8%) | 37 (2.7%) |
| | Sikh | 6 (0.4%) | 4 (0.3%) | 5 (0.4%) |
| | Declined to disclose | 91 (6.3%) | 78 (5.4%) | 69 (5.1%) |
| | Not known | 828 (57.4%) | 892 (62.3%) | 951 (70.3%) |

# Religion and Belief

Table 5.2 (contd)

| Religion, belief or none by staff group (contd) | | 2014 | 2013 | 2012 |
|---|---|---|---|---|
| Professional Services | Agnostic | 22 (1.6%) | 22 (1.6%) | 20 (1.4%) |
| | Atheist | 58 (4.2%) | 54 (4.0%) | |
| | Buddhist | 4 (0.3%) | 4 (0.3%) | 2 (0.1%) |
| | Christian | 250 (17.9%) | 228 (16.7%) | 201 (14.5%) |
| | Hindu | 59 (4.2%) | 52 (3.8%) | 52 (3.7%) |
| | Jain | 1 (0.1%) | 1 (0.1%) | 1 (0.1%) |
| | Muslim | 38 (2.7%) | 30 (2.2%) | 33 (2.4%) |
| | No Religious Belief | 183 (13.1%) | 156 (11.4%) | 134 (9.6%) |
| | Other Philosophical Belief | 10 (0.7%) | 10 (0.7%) | 8 (0.6%) |
| | Other Religious belief | 10 (0.7%) | 8 (0.6%) | 56 (4.0%) |
| | Pagan | 1 (0.1%) | 1 (0.1%) | 2 (0.1%) |
| | Sikh | 24 (1.7%) | 22 (1.6%) | 17 (1.2%) |
| | Declined to disclose | 48 (3.4%) | 54 (4.0%) | 52 (3.7%) |
| | Not known | 686 (49.2%) | 724 (53.0%) | 813 (58.4%) |
| Senior Staff | Agnostic | 5 (3.4%) | 5 (3.3%) | 3 (2.0%) |
| | Atheist | 6 (4.1%) | 6 (3.9%) | |
| | Christian | 24 (16.2%) | 19 (12.5%) | 13 (8.5%) |
| | Hindu | 2 (1.4%) | 2 (1.3%) | 2 (1.3%) |
| | No Religious Belief | 11 (7.4%) | 7 (4.6%) | 4 (2.6%) |
| | Other Philosophical Belief | 1 (0.7%) | 1 (0.7%) | 1 (0.7%) |
| | Other Religious belief | 1 (0.7%) | 1 (0.7%) | 7 (4.6%) |
| | Declined to disclose | 11 (7.4%) | 11 (7.2%) | 9 (5.9%) |
| | Not known | 87 (58.8%) | 100 (65.8%) | 114 (74.5%) |

Table 5.3

| HE sector religion and belief split *(DMU Data 13/14, comparative HEI data from HESA 12/13)* | | |
|---|---|---|
| | DMU % | HE sector average % |
| Buddhist | 0.3 | 0.2 |
| Christian | 15.7 | 8.3 |
| Hindu | 2.7 | 0.3 |
| Jewish | 0.2 | 0.1 |
| Muslim | 2.0 | 0.4 |
| No religious belief | 12.6 | 7.5 |
| Sikh | 1.0 | 0.1 |
| Spiritual | 0.0 | 0.1 |
| Any other religion or belief | 6.3 | 1.1 |
| Declined to disclose | 4.9 | 9.0 |
| Not known | 54.2 | 73.1 |

Disclosure at DMU was higher than the sector overall, although it should be noted that the DMU data is for 13/14 and is compared to national data for 12/13. Disclosure may have improved since the collection of the national data.

# Religion and Belief

Table 5.4

**Selection process by religion, belief or none**

| | | 13/14 | 12/13 | 11/12 |
|---|---|---|---|---|
| **Application** | Buddhist | 54 (0.9%) | 44 (0.8%) | 48 (0.7%) |
| | Christian | 1,763 (28.5%) | 1,649 (31.6%) | 2,214 (30.4%) |
| | Hindu | 599 (9.7%) | 530 (10.1%) | 811 (11.2%) |
| | Jewish | 24 (0.4%) | 16 (0.3%) | 11 (0.2%) |
| | Muslim | 613 (9.9%) | 497 (9.5%) | 872 (12.0%) |
| | No Religious Belief | 1,413 (22.9%) | 1,063 (20.4%) | 1,405 (19.3%) |
| | Sikh | 245 (4.0%) | 166 (3.2%) | 251 (3.5%) |
| | Any other religion or b.. | 927 (15.0%) | 712 (13.6%) | 910 (12.5%) |
| | Declined to disclose | 449 (7.3%) | 359 (6.9%) | 430 (5.9%) |
| | Unknown | 89 (1.4%) | 187 (3.6%) | 320 (4.4%) |
| **Interview** | Buddhist | 9 (0.8%) | 8 (0.8%) | 8 (0.6%) |
| | Christian | 336 (31.6%) | 316 (33.3%) | 440 (35.7%) |
| | Hindu | 67 (6.3%) | 80 (8.4%) | 84 (6.8%) |
| | Jewish | 2 (0.2%) | 5 (0.5%) | |
| | Muslim | 80 (7.5%) | 45 (4.7%) | 74 (6.0%) |
| | No Religious Belief | 252 (23.7%) | 193 (20.3%) | 256 (20.8%) |
| | Sikh | 27 (2.5%) | 23 (2.4%) | 22 (1.8%) |
| | Any other religion or b.. | 167 (15.7%) | 137 (14.4%) | 161 (13.1%) |
| | Declined to disclose | 93 (8.7%) | 80 (8.4%) | 98 (8.0%) |
| | Unknown | 30 (2.8%) | 62 (6.5%) | 89 (7.2%) |
| **Acceptance** | Buddhist | 3 (1.1%) | 2 (0.8%) | 2 (0.7%) |
| | Christian | 85 (32.2%) | 81 (32.8%) | 101 (34.6%) |
| | Hindu | 15 (5.7%) | 18 (7.3%) | 17 (5.8%) |
| | Jewish | 1 (0.4%) | 2 (0.8%) | |
| | Muslim | 15 (5.7%) | 7 (2.8%) | 11 (3.8%) |
| | No Religious Belief | 73 (27.7%) | 49 (19.8%) | 63 (21.6%) |
| | Sikh | 7 (2.7%) | 6 (2.4%) | 5 (1.7%) |
| | Any other religion or b.. | 41 (15.5%) | 44 (17.8%) | 48 (16.4%) |
| | Declined to disclose | 16 (6.1%) | 23 (9.3%) | 28 (9.6%) |
| | Unknown | 8 (3.0%) | 15 (6.1%) | 17 (5.8%) |
| | | 0   2,000   4,000   6,000 | 0   2,000   4,000   6,000 | 0   2,000   4,000   6,000 |

At application stage disclosure levels were exceptionally high (98.6%) in contrast to the relatively low disclosure by existing staff.

# Religion and Belief

Table 5.5

| Leavers by religion/belief or none | | 13/14 | 12/13 |
|---|---|---|---|
| **All leavers** | Agnostic | 6 (1.7%) | 2 (0.4%) |
| | Atheist | 10 (2.8%) | 7 (1.5%) |
| | Buddhist | 1 (0.3%) | |
| | Christian | 52 (14.8%) | 42 (8.7%) |
| | Hindu | 6 (1.7%) | 8 (1.7%) |
| | Muslim | 9 (2.6%) | 7 (1.5%) |
| | No Religious Belief | 49 (13.9%) | 19 (4.0%) |
| | Other Philosophical Belief | | 1 (0.2%) |
| | Other Religious Belief | | 1 (0.2%) |
| | Pagan | 1 (0.3%) | 1 (0.2%) |
| | Sikh | 2 (0.6%) | 1 (0.2%) |
| | Declined to disclose | 16 (4.5%) | 18 (3.7%) |
| | Not known | 200 (56.8%) | 374 (77.8%) |
| **Retirement** | Agnostic | 1 (4.8%) | 0 (0.0%) |
| | Atheist | 0 (0.0%) | 0 (0.0%) |
| | Buddhist | 0 (0.0%) | |
| | Christian | 2 (9.5%) | 0 (0.0%) |
| | Hindu | 0 (0.0%) | 0 (0.0%) |
| | Muslim | 0 (0.0%) | 0 (0.0%) |
| | No Religious Belief | 1 (4.8%) | 0 (0.0%) |
| | Other Philosophical Belief | | 0 (0.0%) |
| | Other Religious Belief | | 0 (0.0%) |
| | Pagan | 0 (0.0%) | 0 (0.0%) |
| | Sikh | 0 (0.0%) | 0 (0.0%) |
| | Declined to disclose | 17 (81.0%) | 17 (100.0%) |
| **Other reason** | Agnostic | 5 (1.5%) | 2 (0.4%) |
| | Atheist | 10 (3.0%) | 7 (1.5%) |
| | Buddhist | 1 (0.3%) | |
| | Christian | 50 (15.1%) | 42 (9.1%) |
| | Hindu | 6 (1.8%) | 8 (1.7%) |
| | Muslim | 9 (2.7%) | 7 (1.5%) |
| | No Religious Belief | 48 (14.5%) | 19 (4.1%) |
| | Other Philosophical Belief | | 1 (0.2%) |
| | Other Religious Belief | | 1 (0.2%) |
| | Pagan | 1 (0.3%) | 1 (0.2%) |
| | Sikh | 2 (0.6%) | 1 (0.2%) |
| | Declined to disclose | 16 (4.8%) | 17 (3.7%) |
| | Not known | 183 (55.3%) | 358 (77.2%) |

There was a high number of leavers whose religion or belief was unknown; this reflected the declaration rate for the DMU staff population as a whole.

# Religion and Belief

**Actions taken to date**

- Awareness has been increased by the inclusion of this characteristics in university metrics at corporate level and its subsequent cascade to staff at both Faculty / Directorate and individual level.
- Promotion of the importance of providing this information by the introduction of a 'HESA' website to encourage staff to check and update as appropriate their personal details on a regular basis.

**Future actions**

- Promotion of religious events and celebrations, including Eid, Ramadan and Diwali via university-wide communications.
- The university's Race Equality Charter Mark action plan will support awareness and declaration of this characteristic.

# 6. Sexual Orientation

Table 6.1

## DMU staff profile by sexual orientation

| | 2014 | 2013 | 2012 |
|---|---|---|---|
| Bisexual | 12 (0.4%) | 11 (0.4%) | 7 (0.2%) |
| Gay man | 25 (0.9%) | 17 (0.6%) | 16 (0.6%) |
| Gay woman/lesbian | 12 (0.4%) | 11 (0.4%) | 8 (0.3%) |
| Heterosexual | 1,057 (36.2%) | 971 (33.5%) | 788 (27.6%) |
| Other | 2 (0.1%) | 2 (0.1%) | |
| Declined to disclose | 174 (6.0%) | 165 (5.7%) | 151 (5.3%) |
| Not known | 1,635 (56.1%) | 1,721 (59.4%) | 1,886 (66.0%) |

Table 6.2

## Sexual orientation by staff group

| | | 2014 | 2013 | 2012 |
|---|---|---|---|---|
| Academic | Bisexual | 9 (0.6%) | 8 (0.6%) | 4 (0.3%) |
| | Gay man | 16 (1.1%) | 9 (0.6%) | 8 (0.6%) |
| | Gay woman/lesbian | 6 (0.4%) | 5 (0.3%) | 4 (0.3%) |
| | Heterosexual | 468 (32.4%) | 425 (29.7%) | 304 (22.5%) |
| | Other | 2 (0.1%) | 2 (0.1%) | |
| | Declined to disclose | 100 (6.9%) | 88 (6.1%) | 77 (5.7%) |
| | Not known | 842 (58.4%) | 895 (62.5%) | 955 (70.6%) |
| Professional Services | Bisexual | 4 (0.3%) | 4 (0.3%) | 3 (0.2%) |
| | Gay man | 8 (0.6%) | 7 (0.5%) | 7 (0.5%) |
| | Gay woman/lesbian | 6 (0.4%) | 6 (0.4%) | 4 (0.3%) |
| | Heterosexual | 581 (41.7%) | 528 (38.7%) | 471 (33.9%) |
| | Declined to disclose | 68 (4.9%) | 75 (5.5%) | 71 (5.1%) |
| | Not known | 727 (52.2%) | 746 (54.6%) | 835 (60.0%) |
| Senior Staff | Gay man | 1 (0.7%) | 1 (0.7%) | 1 (0.7%) |
| | Gay woman/lesbian | 1 (0.7%) | 1 (0.7%) | 1 (0.7%) |
| | Heterosexual | 47 (31.8%) | 42 (27.6%) | 30 (19.6%) |
| | Declined to disclose | 13 (8.8%) | 9 (5.9%) | 8 (5.2%) |
| | Not known | 86 (58.1%) | 99 (65.1%) | 113 (73.9%) |

# Sexual Orientation

Table 6.3

| HE sector sexual orientation split _DMU Data 13/14, comparative HEI data from HESA 12/13)_ | | |
|---|---|---|
| | **DMU %** | **HE sector average %** |
| Bisexual | 0.4 | 0.2 |
| Gay man | 0.9 | 0.3 |
| Gay woman/lesbian | 0.4 | 0.2 |
| Heterosexual | 36.2 | 16.2 |
| Other | 0.1 | 0.1 |
| Declined to disclose | 6.0 | 9.0 |
| Unknown | 56.1 | 74.0 |

The disclosure of sexual orientation at DMU has steadily improved and was higher than the sector overall, although it should be noted that the DMU data is for 13/14 and is compared to national data for 12/13. Disclosure may have improved since the collection of the national data.
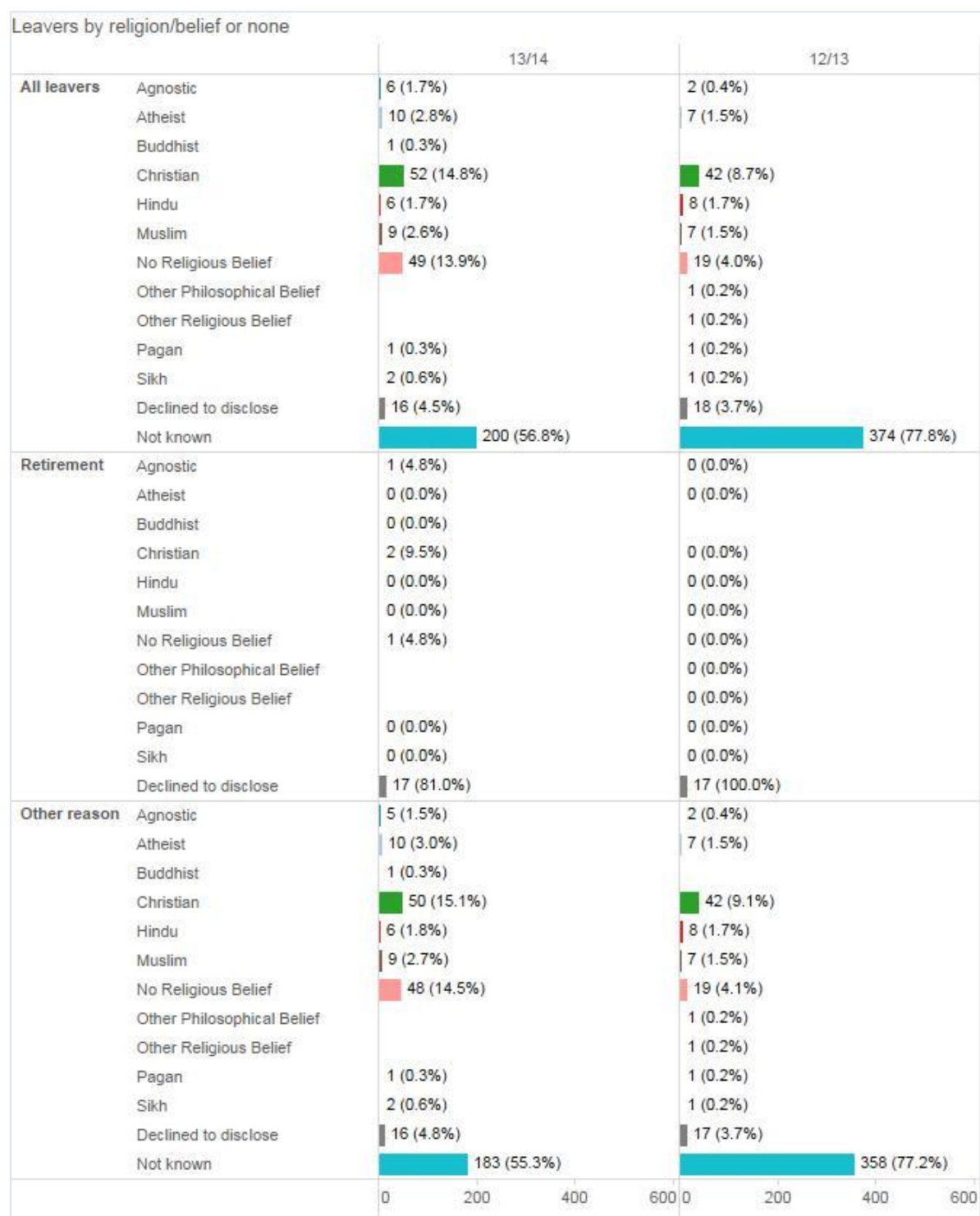
Table 6.4

| Selection process by sexual orientation | | 13/14 | 12/13 | 11/12 |
|---|---|---|---|---|
| Application | Bisexual | 118 (1.9%) | 78 (1.5%) | 149 (2.0%) |
| | Gay man | 127 (2.1%) | 66 (1.3%) | 72 (1.0%) |
| | Gay woman/lesbian | 42 (0.7%) | 36 (0.7%) | 82 (1.1%) |
| | Heterosexual | 5,202 (84.2%) | 4,427 (84.8%) | 6,043 (83.1%) |
| | Other | 63 (1.0%) | 3 (0.1%) | |
| | Unknown/declined | 624 (10.1%) | 613 (11.7%) | 926 (12.7%) |
| Interview | Bisexual | 16 (1.5%) | 9 (0.9%) | 13 (1.1%) |
| | Gay man | 22 (2.1%) | 10 (1.1%) | 14 (1.1%) |
| | Gay woman/lesbian | 7 (0.7%) | 7 (0.7%) | 14 (1.1%) |
| | Heterosexual | 894 (84.1%) | 783 (82.5%) | 981 (79.6%) |
| | Other | 6 (0.6%) | 1 (0.1%) | |
| | Unknown/declined | 118 (11.1%) | 139 (14.6%) | 210 (17.0%) |
| Acceptance | Bisexual | 4 (1.5%) | 4 (1.6%) | 5 (1.7%) |
| | Gay man | 4 (1.5%) | 2 (0.8%) | 3 (1.0%) |
| | Gay woman/lesbian | 4 (1.5%) | 2 (0.8%) | 3 (1.0%) |
| | Heterosexual | 222 (84.1%) | 201 (81.4%) | 228 (78.1%) |
| | Unknown/declined | 30 (11.4%) | 38 (15.4%) | 53 (18.2%) |

Disclosure rates at application stage weren't as high for sexual orientation as for religion and belief (89.9% compared to 98.4%).

# Sexual Orientation

Table 6.5

| Leavers by sexual orientation | | 13/14 | 12/13 |
|---|---|---|---|
| **All leavers** | Bisexual | 2 (0.6%) | 3 (0.6%) |
| | Gay man | 2 (0.6%) | 1 (0.2%) |
| | Heterosexual | 132 (37.5%) | 74 (15.4%) |
| | Lesbian | 1 (0.3%) | |
| | Declined to disclose | 18 (5.1%) | 25 (5.2%) |
| | Not known | 197 (56.0%) | 378 (78.6%) |
| **Retirement** | Bisexual | 0 (0.0%) | 0 (0.0%) |
| | Gay man | 0 (0.0%) | 0 (0.0%) |
| | Heterosexual | 4 (19.0%) | 0 (0.0%) |
| | Lesbian | 0 (0.0%) | |
| | Declined to disclose | 0 (0.0%) | 1 (5.9%) |
| | Not known | 17 (81.0%) | 16 (94.1%) |
| **Other reason** | Bisexual | 2 (0.6%) | 3 (0.6%) |
| | Gay man | 2 (0.6%) | 1 (0.2%) |
| | Heterosexual | 128 (38.7%) | 74 (15.9%) |
| | Lesbian | 1 (0.3%) | |
| | Declined to disclose | 18 (5.4%) | 24 (5.2%) |
| | Not known | 180 (54.4%) | 362 (78.0%) |

# Sexual Orientation

**Actions taken to date**

- Implementation of the university's Stonewall action plan, resulting in DMU being placed 75th in Stonewall's Top 100 Employers - the definitive list of Britain's most lesbian, gay and bisexual-friendly workplaces.
- Access to LGBT events such as Brighton Pride, through the Staff Social Committee.
- Awareness of this characteristic has been increased by its inclusion in university metrics at corporate level and its subsequent cascade to staff at both Faculty / Directorate and individual level.
- Continued celebration of IDAHO day through communication segments on the DMU website and raising of the DMU Pride rainbow flags.
- Continued attendance at Stonewall events in order to share best practice and obtain information relevant to LGBT staff and students.
- Continued DMU Pride for second year.
- Release of DMU 'Coming Out'.

**Future actions**

- .Promotion of unconscious bias (including no-bystanders) through training.
- To promote the cultural change required to improve disclosure of this characteristic amongst existing staff.

# **7.** BME an**d sex**

Table 7.1



**DMU profile of BME staff split by sex**

| | 2014 | 2013 | 2012 |
|---|---|---|---|
| Female | 258 (49.8%) | 254 (48.8%) | 234 (46.6%) |
| Male | 260 (50.2%) | 266 (51.2%) | 268 (53.4%) |

Table 7.2



**DMU profile of BME staff split by sex**

| | Academic | | | Professional Services | | | Senior Staff | | |
|---|---|---|---|---|---|---|---|---|---|
| | 2014 | 2013 | 2012 | 2014 | 2013 | 2012 | 2014 | 2013 | 2012 |
| Female | 97 (46.6%) | 98 (45.0%) | 81 (43.5%) | 159 (52.5%) | 153 (51.9%) | 149 (48.7%) | | | |
| Male | 111 (53.4%) | 120 (55.0%) | 105 (56.5%) | 144 (47.5%) | 142 (48.1%) | 157 (51.3%) | | | |
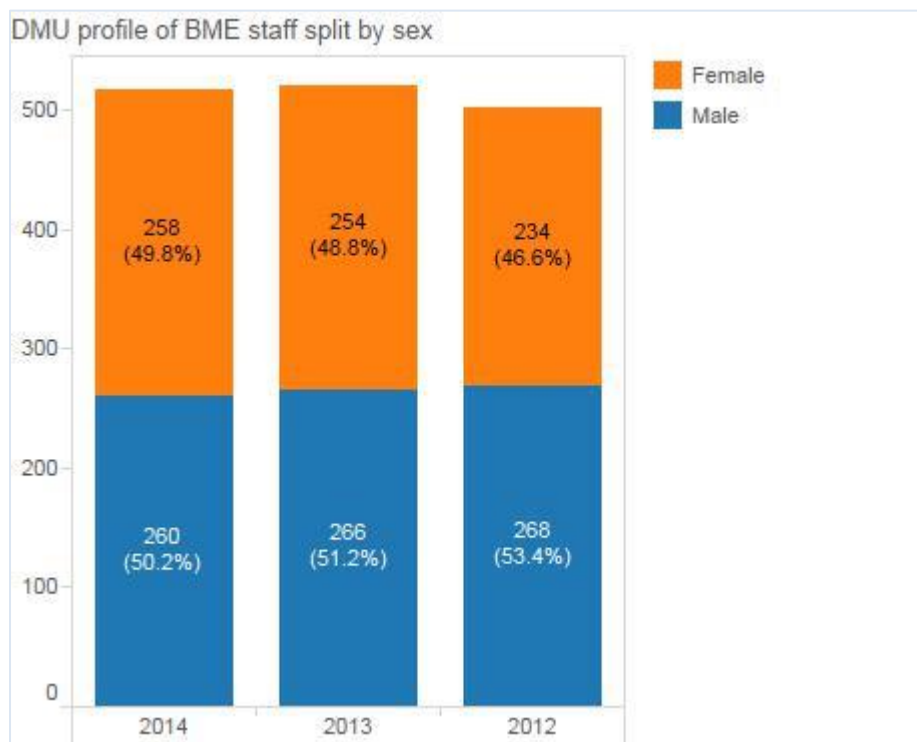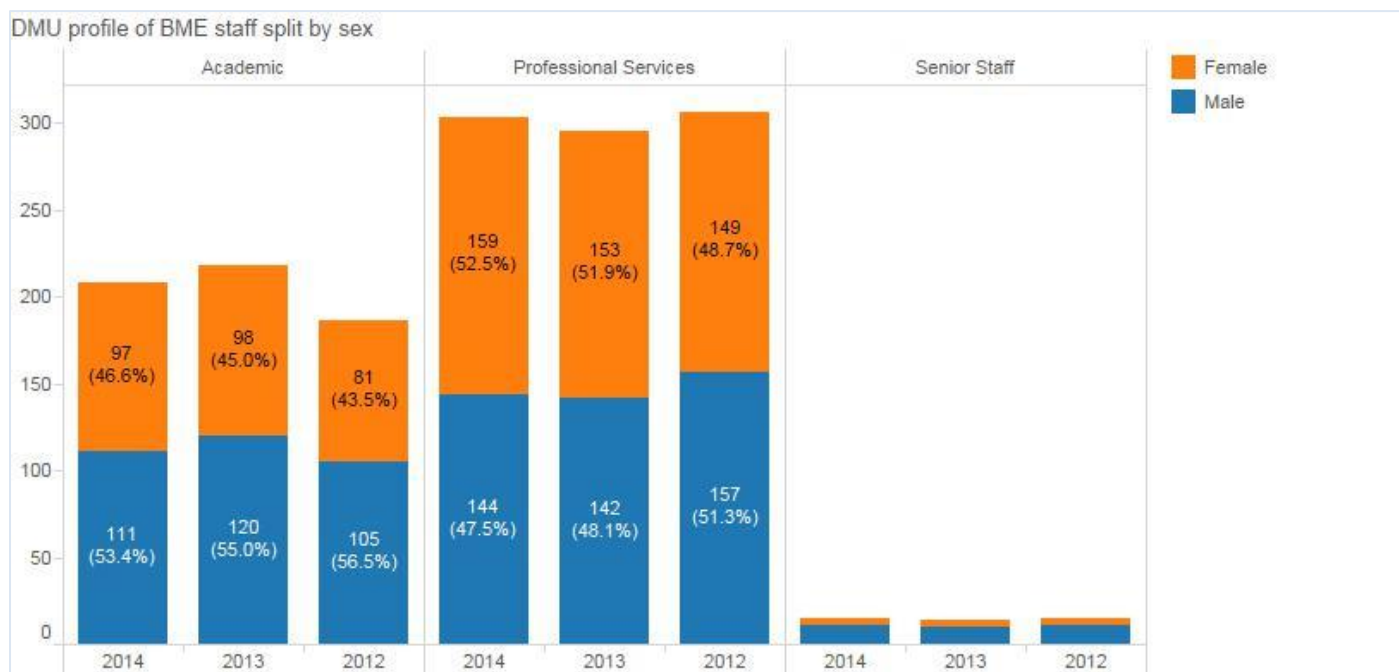
There was a slight increase in female BME staff in 13/14.

# 8. Learning and Development - training attendance data

The data excludes bank and casual staff and training arranged at Faculty or Directorate level that has not been reported to Organisational Development.

Table 8.1

| Summary of training attendance | | | |
|---|---|---|---|
| | **13/14** | **12/13** | **11/12** |
| Total recorded training <u>hours</u> | 16,119 | 14,265 | 15,386 |
| Equivalent in <u>days</u> (using 7 hours) | 2,302 | 2,038 | 2,198 |
| Average number of staff | 2,682 | 2,580 | 2,510 |
| Average training <u>days</u> per employee (including hourly-paid lecturers) | 0.86 days | 0.79 days | 0.88 days |

The average number of recorded training days has increased almost to the 11/12 level. The increase can be attributed in part to some types of training being made mandatory, the introduction of the DMU induction checklist and a number of new courses within the DMU training offer.

The recorded average number of 'off-the-job' training days per employee is likely to be under represented as activities resourced within Faculties and Directorates are not always captured and recorded centrally. This includes attendance at external courses and conferences. Further work is required to consistently capture this information and enable accurate data to be provided; the new HR system to be implemented as part of Core Systems Modernisation will provide improved facilities to support the capture of this data. Currently, DMU's reported benchmark figure for training is below the public sector average of approximately 2 days per annum.

Note: average staff numbers exclude bank, casual, visiting and honorary staff but include hourly-paid lecturing staff.

Table 8.2

| Average training days by disability | | | |
|---|---|---|---|
| | **13/14** | **12/13** | **11/12** |
| Disabled | 1.0 day | 0.9 day | 0.7 day |
| Not disabled | 0.9 day | 0.9 day | 0.9 day |
| Unknown/declined | 0.3 day | 0.1 day | 0.6 day |

# Learning and Development

Table 8.3

| Average training days by sex | | | |
|---|---|---|---|
| | **13/14** | **12/13** | **11/12** |
| Female | 0.9 day | 0.9 day | 1.0 day |
| Male | 0.9 day | 0.7 day | 0.7 day |

Table 8.4

| Average training days by ethnicity | | | |
|---|---|---|---|
| | **13/14** | **12/13** | **11/12** |
| Asian | 0.9 day | 0.9 day | 0.9 day |
| Black | 0.9 day | 0.6 day | 0.7 day |
| Mixed | 0.9 day | 0.9 day | 0.7 day |
| Other | 0.4 day | 0.4 day | 0.6 day |
| White | 0.9 day | 0.9 day | 0.9 day |

Table 8.5

| Average training days by age | | | |
|---|---|---|---|
| | **13/14** | **12/13** | **11/12** |
| 24 and under | 1.9 days | 1.9 days | 1.9 days |
| 25 – 40 *(16 year span)* | 1.0 day | 0.9 day | 1.1 days |
| 41 – 55 *(15 year span)* | 0.9 day | 0.9 day | 0.9 day |
| 56 – 65 *(10 year span)* | 0.6 day | 0.6 day | 0.6 day |
| 66 and over | 0.1 day | 0.1 day | 0.1 day |

# Learning and Development

Table 8.6

| Mandatory Equality & Diversity Training<br><br>Attendance/completers as at 1 December 2014<br>*(all staff including bank, casual and part time hourly paid lecturer)* | | | |
| --- | --- | --- | --- |
| **Top Level Faculty/Department** | **Total Number of Staff** | **Number of Staff Completed** | **% Completed** |
| Dean of International's Office | 45 | 28 | 62.2 |
| Directorate of Library & Learning Services | 124 | 96 | 77.4 |
| Estates & Commercial Services | 294 | 229 | 77.8 |
| Executive, Governance & Legal Services | 22 | 16 | 72.7 |
| Faculty of Art Design & Humanities | 490 | 99 | 20.2 |
| Faculty of Business & Law | 257 | 143 | 55.6 |
| Faculty of Health & Life Sciences | 503 | 189 | 37.5 |
| Faculty of Technology | 341 | 114 | 33.4 |
| Finance | 55 | 45 | 81.8 |
| Information Technology & Media Services | 149 | 141 | 94.6 |
| Marketing & Communications Directorate | 55 | 14 | 25.4 |
| People & Organisational Development | 51 | 47 | 92.1 |
| Research, Business & Innovation | 40 | 23 | 57.5 |
| Strategic Planning Services | 16 | 13 | 81.2 |
| Student & Academic Services | 281 | 173 | 61.5 |
| **TOTAL** | **2,723** | **1,370** | **50.3** |

Note: there has been an improvement in these figures subsequent to the reporting period, with some of the low-returning areas developing action plans to ensure the training is undertaken within the required timeframe (by 31 August 2015).

Action Taken
- Each directorate and faculty has been contacted twice during the year to inform them of the percentage of staff completing the relevant equality and diversity training. Deans and Directors have been provided with the names of members of staff who have not completed.
- Specific and bespoke training has been designed and delivered to Invigilating staff working for Student and Academic Services and for Estates staff.
- Equality and Diversity training has been embedded into the Induction Programme and is a pre-requisite for some staff development courses, such as Recruitment and Selection training.

# 9. Casework

Table 9.1



Casework by disability

Table 9.2



Casework by sex
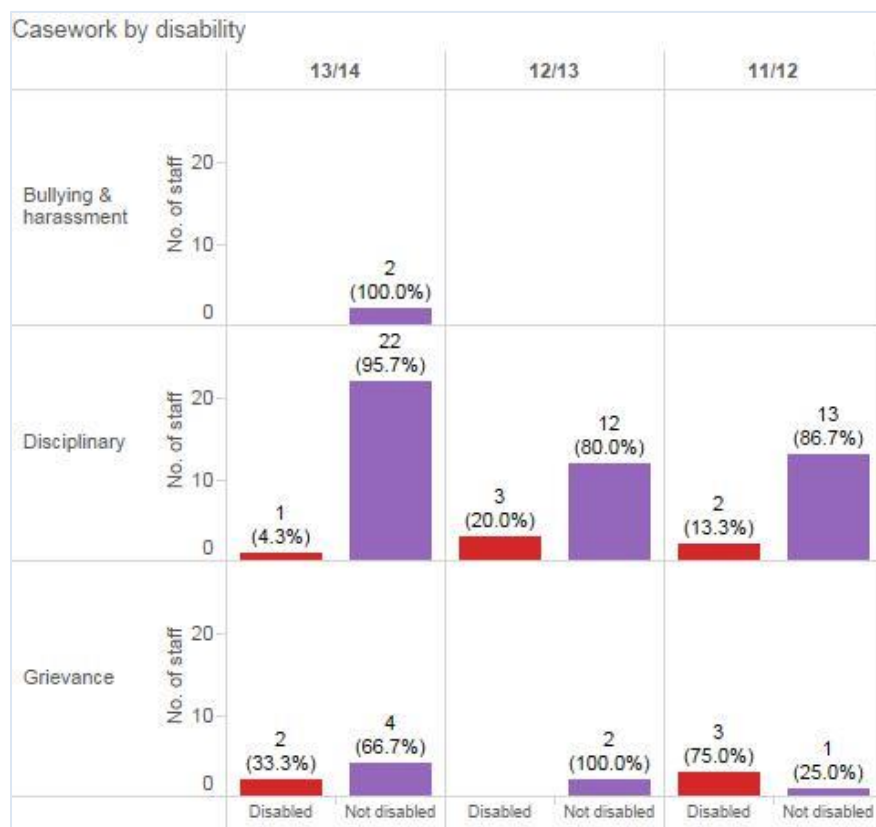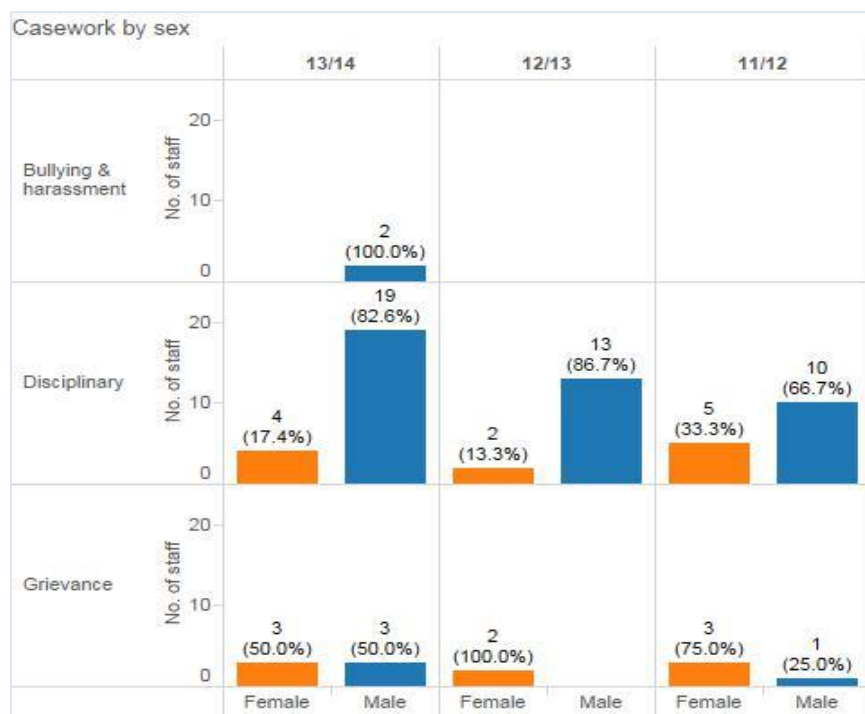
## 9. Casework

Table 9.3



Casework by ethnicity
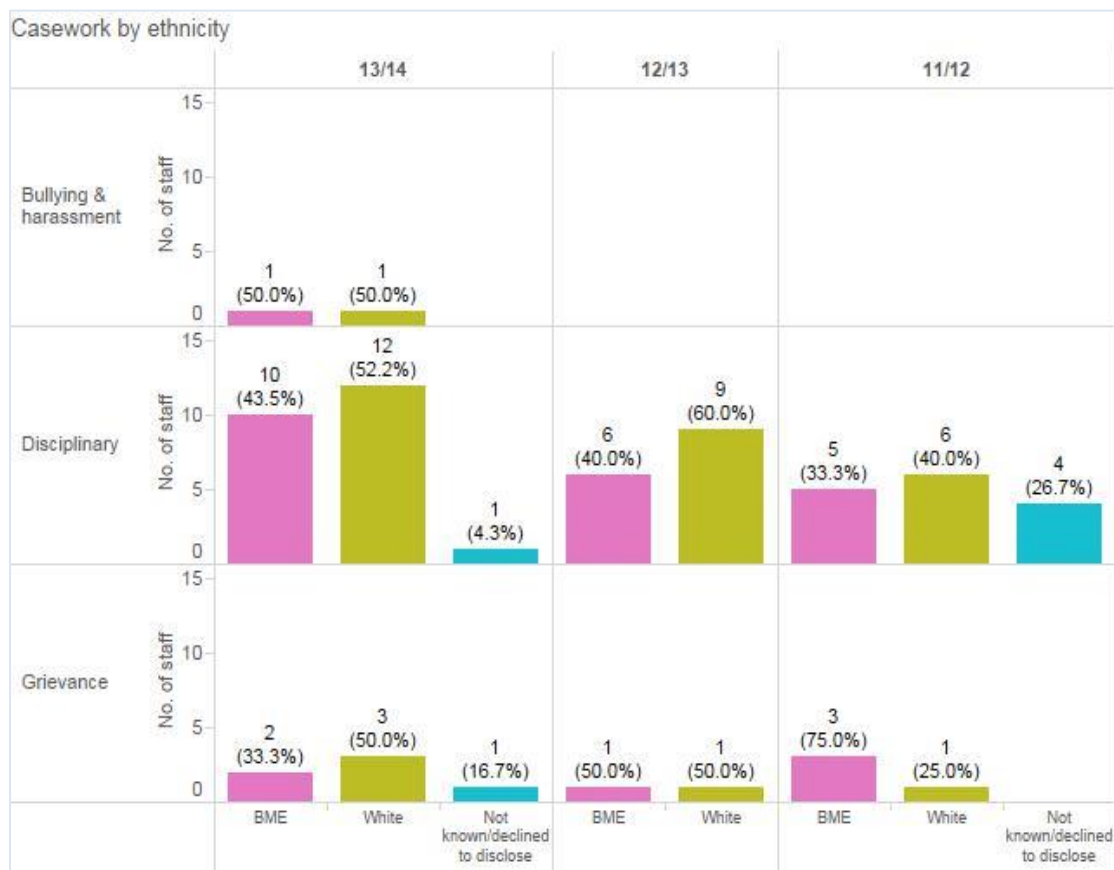
The number of employees from BME groups disciplined during this three year period was proportionately higher than from the white employee group. Whilst this figure reduced during 2013-14, it remains high and compares unfavourably with the proportion of the university's workforce that is of BME origin (17.8%).

## 10. Returning Status from Maternity leave

|  | 13/14 | 12/13 |
|---|---|---|
| Number of staff returning from maternity leave: | 31 | 41 |
| Number of leavers within 4 and 12 months of return from maternity: | 1 | 1 |
| **Retention rate** | **96.8%** | **97.6%** |

DMU showed an extremely positive retention rate (96.8%) for women returning to work following maternity leave.  Work-life balance policies, such as flexible working, support staff on their return and contribute to women deciding to continue their career at DMU following maternity leave.  We will continue to monitor this year on year to ensure that the retention rate remains healthy.

# 11.    Frontrunners

In 2012 DMU introduced a new placement scheme for students, designed to increase their employability.  Frontrunners mirrors the standard recruitment process to enable candidates to gain experience of application processes.  The frontrunner application process is fully automated and manual applications are not permitted.  There is a higher disclosure rate of protected characteristics amongst frontrunners as these fields are mandatory in the recruitment process.

Data presented shows the characteristics of the frontrunner population over a two year period and also the diversity of student applicants during the selection process.

## Frontrunner profile by disability

Table 11.1
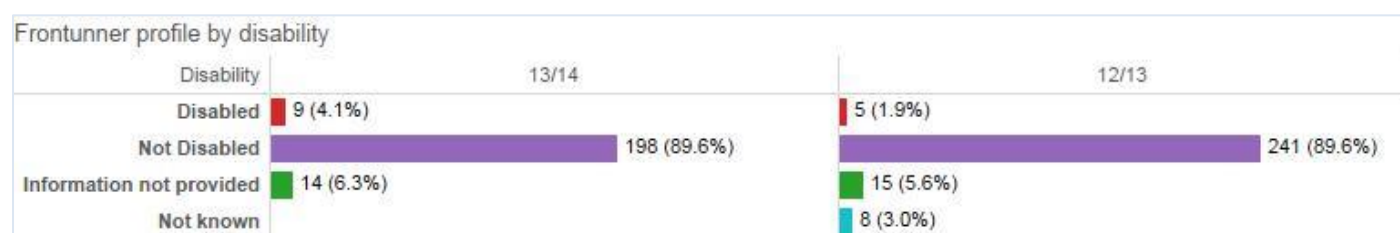


Table 11.2



There was an increase in the number of frontrunners with a declared disability in 13/14 (4.1% compared to 1.9% in 12/13).   Although fewer disabled candidates were invited for interview than in the previous period, there was an increase in the proportion of successful disabled candidates in 13/14.

# Frontrunner profile by sex

Table 11.3

Frontrunner sex

| Sex | 13/14 | 12/13 |
|---|---|---|
| Female | 117 (52.9%) | 142 (52.8%) |
| Male | 104 (47.1%) | 127 (47.2%) |

Table 11.4

Frontrunner selection process by sex

| | 13/14 | | 12/13 | |
|---|---|---|---|---|
| | Female | Male | Female | Male |
| Application | 872 (56.2%) | 679 (43.8%) | 919 (54.5%) | 767 (45.5%) |
| Interview | 257 (50.9%) | 248 (49.1%) | 318 (55.5%) | 255 (44.5%) |
| Acceptance | 89 (49.2%) | 92 (50.8%) | 124 (53.0%) | 110 (47.0%) |
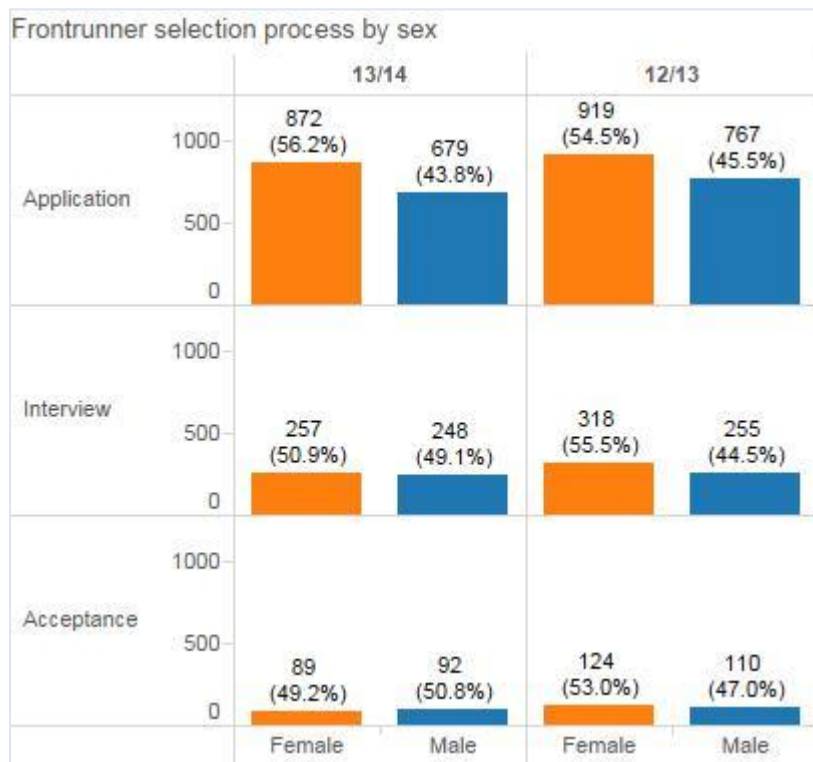
The frontrunner male/female split in 13/14 was almost identical to the previous year, however during the selection process, the proportion of female applicants reduced at each stage, with fewer successful female candidates compared to the 12/13 (49.2% in 13/14 compared to 53.0% in 12/13).

# Frontrunner profile by ethnicity

Table 11.5



Frontrunner profile by ethnicity

| | 13/14 | 12/13 |
|---|---|---|
| BME | 104 (47.1%) | 122 (45.4%) |
| White | 96 (43.4%) | 134 (49.8%) |
| Declined to disclose | 1 (0.5%) | 1 (0.4%) |
| Not known | 20 (9.0%) | 12 (4.5%) |

Table 11.6



Frontrunner selection process by ethnicity

| | | 13/14 | | | | 12/13 | | |
|---|---|---|---|---|---|---|---|---|
| | BME | White | Declined to disclose | Not known | BME | White | Declined to disclose | Not known |
| Application | 1,133 (73.0%) | 405 (26.1%) | 11 (0.7%) | 2 (0.1%) | 1,143 (67.8%) | 525 (31.1%) | 11 (0.7%) | 7 (0.4%) |
| Interview | 324 (64.2%) | 176 (34.9%) | 4 (0.8%) | 1 (0.2%) | 316 (55.2%) | 248 (43.3%) | 3 (0.5%) | 6 (1.1%) |
| Acceptance | 97 (53.6%) | 81 (44.8%) | 2 (1.1%) | 1 (0.6%) | 103 (44.0%) | 124 (53.0%) | 1 (0.4%) | 6 (2.6%) |
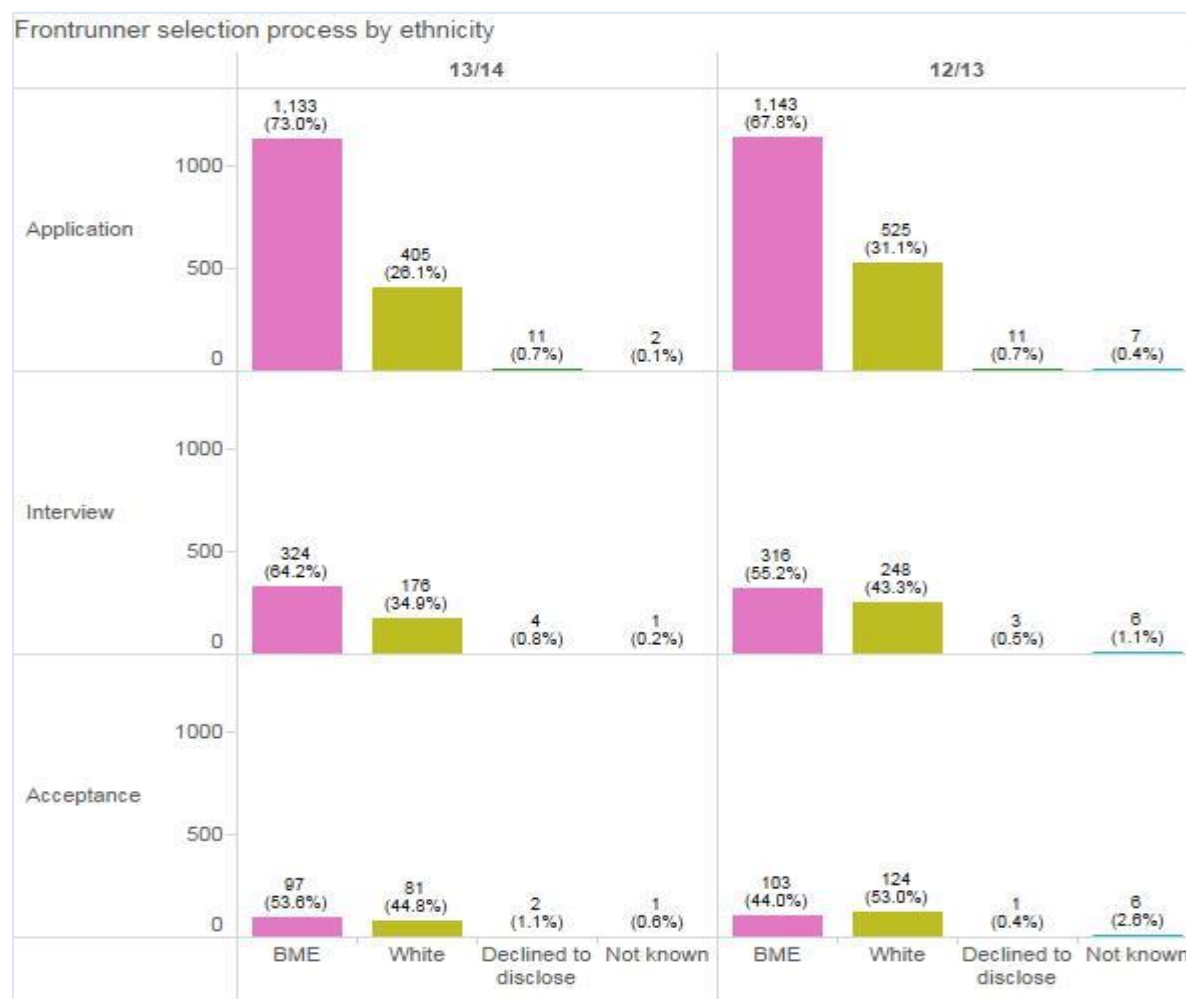
There were more frontrunners from BME groups than from white groups in 13/14. The proportion of BME applicants dropped significantly during each stage of the recruitment process (from 73.0% at application stage to just over half of all successful candidates coming from BME groups). However, the proportion of successful BME candidates increased in 13/14 compared to 12/13 (53.6% and 44.0% respectively).

# Frontrunner profile by age

Table 11.7

**Frontrunner profile by age**

| Age | 13/14 | 12/13 |
|---|---|---|
| 24 & Under | 174 (78.7%) | 193 (71.8%) |
| 25-29 | 25 (11.3%) | 46 (17.1%) |
| 30-34 | 12 (5.4%) | 14 (5.2%) |
| 35-39 | 4 (1.8%) | 6 (2.2%) |
| 40-44 | 5 (2.3%) | 8 (3.0%) |
| 45-49 | 1 (0.5%) | 2 (0.7%) |

Table 11.8

**Frontrunner selection process by age**

| | 13/14 | | | | | | 12/13 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 24 & Under | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 24 & Under | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 / 55-59 |
| Application | 1,276 (82.3%) | 147 (9.5%) | 84 (5.4%) | 23 (1.5%) | 13 (0.8%) | 8 (0.5%) | 1,418 (84.1%) | 153 (9.1%) | 57 (3.4%) | 30 (1.8%) | 21 (1.3%) | 5 (0.3%) / 2 (0.1%) |
| Interview | 408 (80.8%) | 39 (7.7%) | 38 (7.5%) | 5 (1.0%) | 9 (1.8%) | 6 (1.2%) | 463 (80.8%) | 60 (10.5%) | 27 (4.7%) | 10 (1.8%) | 9 (1.6%) | 2 (0.4%) / 2 (0.4%) |
| Acceptance | 149 (82.3%) | 13 (7.2%) | 10 (5.5%) | 2 (1.1%) | 4 (2.2%) | 3 (1.7%) | 186 (79.5%) | 29 (12.4%) | 9 (3.9%) | 2 (0.9%) | 7 (3.0%) | 1 (0.4%) / 0 (0.0%) |
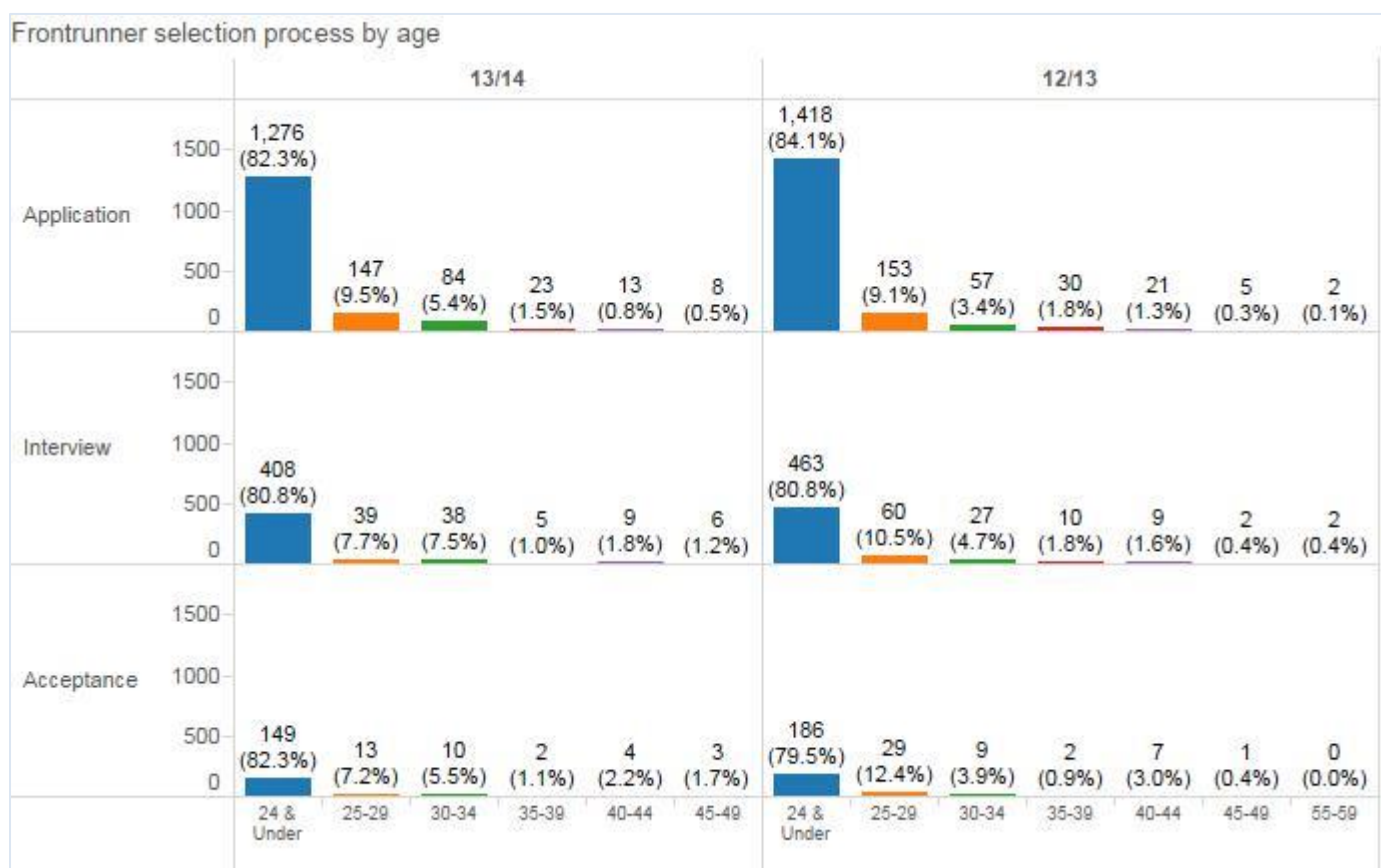
The majority of frontrunners were aged 24 and below in 13/14 and this was reflected in the selection process. The proportion of offers made to candidates in the higher age bands was consistent with the frontrunner profile.

# Frontrunner profile by religion and belief

Table 11.9

**Frontrunner profile by religion, belief or none**

| Religion/belief | 13/14 | 12/13 |
|---|---|---|
| Agnostic | 17 (7.7%) | 19 (7.1%) |
| Atheist | 20 (9.1%) | 35 (13.0%) |
| Buddhist | 2 (0.9%) | 3 (1.1%) |
| Christian | 65 (29.4%) | 73 (27.1%) |
| Hindu | 23 (10.4%) | 27 (10.0%) |
| Muslim | 28 (12.7%) | 24 (8.9%) |
| No Religious Belief | 37 (16.7%) | 44 (16.4%) |
| Other Philosophical Belief | 2 (0.9%) | 1 (0.4%) |
| Other Religious Belief | 3 (1.4%) | 5 (1.9%) |
| Pagan | 1 (0.5%) | 1 (0.4%) |
| Sikh | 3 (1.4%) | 6 (2.2%) |
| Declined to disclose | 8 (3.6%) | 22 (8.2%) |
| Not known | 12 (5.4%) | 9 (3.4%) |

Table 11.10

**Frontrunner selection process by religion, belief or none**

| Stage | Religion | Year 13/14 | Year 12/13 |
|---|---|---|---|
| Application | Agnostic | 50 (3.2%) | 56 (3.3%) |
| | Atheist | 64 (4.1%) | 96 (5.7%) |
| | Buddhist | 20 (1.3%) | 20 (1.2%) |
| | Christian | 470 (30.3%) | 543 (32.2%) |
| | Hindu | 254 (16.4%) | 230 (13.6%) |
| | Jain | 16 (1.0%) | 6 (0.4%) |
| | Muslim | 341 (22.0%) | 242 (14.4%) |
| | No Religious Belief | 164 (10.6%) | 290 (17.2%) |
| | Other Philosophical Belief | 36 (2.3%) | 15 (0.9%) |
| | Other Religious Belief | 20 (1.3%) | 20 (1.2%) |
| | Pagan | | 2 (0.1%) |
| | Sikh | 25 (1.6%) | 62 (3.7%) |
| | Declined to disclose | 86 (5.5%) | 83 (4.9%) |
| | Not known | 5 (0.3%) | 21 (1.3%) |
| Interview | Agnostic | 29 (5.7%) | 25 (4.4%) |
| | Atheist | 36 (7.1%) | 55 (9.6%) |
| | Buddhist | 1 (0.2%) | 7 (1.2%) |
| | Christian | 155 (30.7%) | 161 (28.1%) |
| | Hindu | 72 (14.3%) | 65 (11.3%) |
| | Jain | 2 (0.4%) | 2 (0.4%) |
| | Muslim | 80 (15.8%) | 61 (10.7%) |
| | No Religious Belief | 73 (14.5%) | 117 (20.4%) |
| | Other Philosophical Belief | 12 (2.4%) | 5 (0.9%) |
| | Other Religious Belief | 5 (1.0%) | 9 (1.6%) |
| | Pagan | | 1 (0.2%) |
| | Sikh | 6 (1.2%) | 10 (1.8%) |
| | Declined to disclose | 29 (5.7%) | 35 (6.1%) |
| | Not known | 5 (1.0%) | 20 (3.5%) |
| Acceptance | Agnostic | 11 (6.1%) | 15 (6.4%) |
| | Atheist | 14 (7.7%) | 26 (11.1%) |
| | Buddhist | 0 (0.0%) | 4 (1.7%) |
| | Christian | 57 (31.5%) | 65 (27.8%) |
| | Hindu | 18 (9.9%) | 22 (9.4%) |
| | Jain | 0 (0.0%) | 0 (0.0%) |
| | Muslim | 27 (14.9%) | 19 (8.1%) |
| | No Religious Belief | 28 (15.5%) | 40 (17.1%) |
| | Other Philosophical Belief | 6 (3.3%) | 1 (0.4%) |
| | Other Religious Belief | 3 (1.7%) | 4 (1.7%) |
| | Pagan | | 1 (0.4%) |
| | Sikh | 3 (1.7%) | 6 (2.6%) |
| | Declined to disclose | 9 (5.0%) | 10 (4.3%) |
| | Not known | 5 (2.8%) | 21 (9.0%) |

DMU's frontrunner profile by religion was more diverse than for the DMU general staff population. This may be due to the disclosure rate being low for staff and high for frontrunners.

# Frontrunner profile by sexual orientation

Table 11.11

| Frontrunner profile by sexual orientation | | |
|---|---|---|
| Sexual orientation | 13/14 | 12/13 |
| Bisexual | 5 (2.3%) | 7 (2.6%) |
| Gay man | 2 (0.9%) | 1 (0.4%) |
| Heterosexual | 188 (85.1%) | 222 (82.5%) |
| Lesbian | 1 (0.5%) | 2 (0.7%) |
| Other | 1 (0.5%) | |
| Declined to disclose | 13 (5.9%) | 30 (11.2%) |
| Not known | 11 (5.0%) | 7 (2.6%) |

Table 11.12

| Frontrunner selection process by sexual orientation | | | |
|---|---|---|---|
| Stage | Sexual orientation | 13/14 | 12/13 |
| Application | Bisexual | 30 (1.93%) | 26 (1.54%) |
| | Gay man | 11 (0.71%) | 6 (0.36%) |
| | Heterosexual | 1,364 (87.94%) | 1,476 (87.54%) |
| | Lesbian | 3 (0.19%) | 3 (0.18%) |
| | Other | 39 (2.51%) | |
| | Declined to disclose | 99 (6.38%) | 169 (10.02%) |
| | Not known | 5 (0.32%) | 6 (0.36%) |
| Interview | Bisexual | 15 (2.97%) | 10 (1.75%) |
| | Gay man | 6 (1.19%) | 4 (0.70%) |
| | Heterosexual | 449 (88.91%) | 516 (90.05%) |
| | Lesbian | 2 (0.40%) | 2 (0.35%) |
| | Other | 8 (1.58%) | |
| | Declined to disclose | 20 (3.96%) | 35 (6.11%) |
| | Not known | 5 (0.99%) | 6 (1.05%) |
| Acceptance | Bisexual | 4 (2.21%) | 5 (2.14%) |
| | Gay man | 2 (1.10%) | 2 (0.85%) |
| | Heterosexual | 163 (90.06%) | 205 (87.61%) |
| | Lesbian | 1 (0.55%) | 1 (0.43%) |
| | Other | 1 (0.55%) | |
| | Declined to disclose | 5 (2.76%) | 15 (6.41%) |
| | Not known | 5 (2.76%) | 6 (2.56%) |

DMU's frontrunner profile by sexual orientation was more diverse than for the DMU general staff population.

Appendix 1

**Staff profile over 3 year period by disability (headcount)**

|  | 2013/14 | | 2012/13 | | 2011/12 | |
|---|---|---|---|---|---|---|
|  | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Disabled | 165 | 5.7 | 171 | 5.9 | 176 | 6.2 |
| Not disabled | 2488 | 85.3 | 2564 | 88.5 | 2563 | 89.7 |
| Declined to disclose | 20 | 0.7 | 16 | 0.6 | 15 | 0.5 |
| Not known | 244 | 8.4 | 147 | 5.1 | 102 | 3.6 |
| **Total** | **2917** | | **2898** | | **2856** | |

**Appendix 2**

**Breakdown of staff by disability and occupational category 2013/14**

|  | Academic Staff | | Professional Services Staff | | Senior Staff | |
|---|---|---|---|---|---|---|
|  | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Disabled | 60 | 4.2 | 103 | 7.4 | 3 | 2.0 |
| Not disabled | 1166 | 80.8 | 1244 | 89.2 | 143 | 96.6 |
| Declined to disclose | 14 | 1.0 | 5 | 0.4 | 1 | 0.7 |
| Not known | 203 | 14.1 | 42 | 3.0 | 1 | 0.7 |
| **Total** | **1443** | | **1394** | | **148** | |

**Appendix 3**

**Selection process between 01/08/13 and 31/07/14 by disability**

|  | **Number of applications** | **%** | **Number of Interviews** | **%** | **Number accepted** | **%** |
|---|---|---|---|---|---|---|
| Disabled | 259 | 4.2 | 65 | 6.1 | 7 | 2.7 |
| Not disabled | 5776 | 93.5 | 966 | 90.9 | 244 | 92.4 |
| Not known/declined to disclose | 141 | 2.3 | 32 | 3.0 | 13 | 4.9 |
| **Total** | **6176** | | **1063** | | **264** | |

## Appendix 4

**Leavers by disability**

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| **All leavers** | **Number** | **%** | **Number** | **%** |
| Disabled | 21 | 6.0 | 28 | 5.8 |
| Not disabled | 312 | 88.6 | 417 | 86.7 |
| Declined to disclose | 2 | 0.6 | 1 | 0.2 |
| Not known | 17 | 4.8 | 35 | 7.3 |
| **Total** | **352** | | **481** | |
| | | | | |
| **Retirement** | **Number** | **%** | **Number** | **%** |
| Disabled | 2 | 9.5 | 0 | 0.0 |
| Not disabled | 19 | 90.5 | 17 | 100.0 |
| Declined to disclose | 0 | 0.0 | 0 | 0.0 |
| Not known | 0 | 0.0 | 0 | 0.0 |
| **Total** | **21** | | **17** | |
| | | | | |
| **Other** | **Number** | **%** | **Number** | **%** |
| Disabled | 19 | 5.7 | 28 | 6.0 |
| Not disabled | 293 | 88.5 | 400 | 86.2 |
| Declined to disclose | 2 | 0.6 | 1 | 0.2 |
| Not known | 17 | 5.1 | 35 | 7.5 |
| **Total** | **331** | | **464** | |

## Appendix 5

**Staff profile over 3 year period by sex (headcount)**

| | 2013/14 | | 2012/13 | | 2011/12 | |
|---|---|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Female | 1544 | 52.9 | 1540 | 53.1 | 1487 | 52.1 |
| Male | 1373 | 47.1 | 1358 | 46.9 | 1369 | 47.9 |
| **Total** | **2917** | | **2898** | | **2856** | |

## Appendix 6

**Breakdown of staff by sex and occupational category 2013/14**

| | Academic Staff | | Professional Services Staff | | Senior Staff | |
|---|---|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Female | 724 | 50.2 | 811 | 58.2 | 41 | 27.7 |
| Male | 719 | 49.8 | 583 | 41.8 | 107 | 72.3 |
| **Total** | **1443** | | **1394** | | **148** | |

## Appendix 7

### Selection process between 01/08/13 and 31/07/14 by sex

| | Number of applications | % | Number of Interviews | % | Number accepted | % |
|---|---|---|---|---|---|---|
| Female | 3082 | 49.9 | 591 | 55.6 | 148 | 56.1 |
| Male | 3085 | 50.0 | 470 | 44.2 | 116 | 43.9 |
| Not known/declined to disclose | 9 | 0.1 | 2 | 0.2 | 0 | 0.0 |
| **Total** | **6176** | | **1063** | | **264** | |

## Appendix 8

### Leavers by sex

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| | | | | |
| **All leavers** | **Number** | **%** | **Number** | **%** |
| Female | 179 | 50.9 | 249 | 51.8 |
| Male | 173 | 49.1 | 232 | 48.2 |
| **Total** | **352** | | **481** | |
| | | | | |
| **Retirement** | **Number** | **%** | **Number** | **%** |
| Female | 7 | 33.3 | 8 | 47.1 |
| Male | 14 | 66.7 | 9 | 52.9 |
| **Total** | **21** | | **17** | |
| | | | | |
| **Other** | **Number** | **%** | **Number** | **%** |
| Female | 172 | 52.0 | 241 | 51.9 |
| Male | 159 | 48.0 | 223 | 48.1 |
| **Total** | **331** | | **464** | |

**Appendix 9**

**Staff profile over 3 year period by ethnicity (headcount)**

| | 2013/14 | | 2012/13 | | 2011/12 | |
|---|---|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Arab | 2 | 0.1 | 2 | 0.1 | 0 | 0.0 |
| Bangladeshi | 7 | 0.2 | 10 | 0.3 | 8 | 0.3 |
| Black African | 58 | 2.0 | 56 | 1.9 | 51 | 1.8 |
| Black Caribbean | 31 | 1.1 | 31 | 1.1 | 34 | 1.2 |
| Chinese | 60 | 2.1 | 55 | 1.9 | 48 | 1.7 |
| Indian | 252 | 8.6 | 246 | 8.5 | 233 | 8.2 |
| Other Asian background | 31 | 1.1 | 42 | 1.4 | 52 | 1.8 |
| Other Black background | 7 | 0.2 | 6 | 0.2 | 6 | 0.2 |
| Other Ethnic background | 22 | 0.8 | 21 | 0.7 | 25 | 0.9 |
| Other Mixed background | 10 | 0.3 | 7 | 0.2 | 7 | 0.2 |
| Pakistani | 19 | 0.7 | 19 | 0.7 | 14 | 0.5 |
| White and Asian | 4 | 0.1 | 8 | 0.3 | 8 | 0.3 |
| White and Black African | 7 | 0.2 | 8 | 0.3 | 6 | 0.2 |
| White & Black Caribbean | 8 | 0.3 | 9 | 0.3 | 10 | 0.4 |
| White British | 2010 | 68.9 | 2069 | 71.4 | 2088 | 73.1 |
| White Irish | 33 | 1.1 | 31 | 1.1 | 29 | 1.0 |
| White Other | 162 | 5.6 | 161 | 5.6 | 149 | 5.2 |
| Declined to disclose | 30 | 1.0 | 24 | 0.8 | 26 | 0.9 |
| Not known | 164 | 5.6 | 93 | 3.2 | 62 | 1.1 |
| **Total** | **2917** | | **2898** | | **2856** | |

**Appendix 10**

**Breakdown of staff by ethnicity and occupational category 2013/14**

| 22 July 2015 | Academic Staff | | Professional Services staff | | Senior Staff | |
|---|---|---|---|---|---|---|
| | Number | % | Number | % | Number | % |
| Arab | 1 | 0.1 | 1 | 0.1 | 0 | 0.0 |
| Bangladeshi | 2 | 0.1 | 5 | 0.4 | 0 | 0.0 |
| Black African | 29 | 2.0 | 30 | 2.2 | 1 | 0.7 |
| Black Caribbean | 10 | 0.7 | 22 | 1.6 | 0 | 0.0 |
| Chinese | 49 | 3.4 | 7 | 0.5 | 4 | 2.7 |
| Indian | 64 | 4.4 | 187 | 13.4 | 6 | 4.1 |
| Other Asian background | 14 | 1.0 | 17 | 1.2 | 0 | 0.0 |
| Other Black background | 3 | 0.2 | 4 | 0.3 | 0 | 0.0 |
| Other Ethnic background | 13 | 0.9 | 7 | 0.5 | 2 | 1.4 |
| Other Mixed background | 8 | 0.6 | 2 | 0.1 | 0 | 0.0 |
| Pakistani | 6 | 0.4 | 12 | 0.9 | 1 | 0.7 |
| White and Asian | 2 | 0.1 | 2 | 0.1 | 0 | 0.0 |
| White and Black African | 6 | 0.4 | 1 | 0.1 | 0 | 0.0 |
| White & Black Caribbean | 1 | 0.1 | 6 | 0.4 | 1 | 0.7 |
| White British | 953 | 66.0 | 996 | 71.4 | 112 | 75.7 |
| White Irish | 18 | 1.2 | 12 | 0.9 | 3 | 2.0 |
| White Other | 113 | 7.8 | 38 | 2.7 | 15 | 10.1 |
| Declined to disclose | 22 | 1.5 | 8 | 0.6 | 2 | 1.4 |
| Not known | 129 | 8.9 | 37 | 2.7 | 1 | 0.7 |
| **Total** | **1443** | | **1394** | | **148** | |

**Appendix 11**

**Selection process between 01/08/13 and 31/07/14 by ethnicity**

| | Number of applications | % | Number of Interviews | % | Number accepted | % |
|---|---|---|---|---|---|---|
| Arab | 66 | 1.1 | 5 | 0.5 | 1 | 0.4 |
| Bangladeshi | 60 | 1.0 | 13 | 1.2 | 0 | 0.0 |
| Black African | 222 | 3.6 | 29 | 2.7 | 7 | 2.7 |
| Black Caribbean | 78 | 1.3 | 9 | 0.8 | 1 | 0.4 |
| Chinese | 171 | 2.8 | 20 | 1.9 | 2 | 0.8 |
| Indian | 1013 | 16.4 | 116 | 10.9 | 33 | 12.5 |
| Other Asian background | 179 | 2.9 | 22 | 2.1 | 3 | 1.1 |
| Other Black background | 20 | 0.3 | 4 | 0.4 | 0 | 0.0 |
| Other Ethnic background | 83 | 1.3 | 15 | 1.4 | 3 | 1.1 |
| Other Mixed background | 69 | 1.1 | 13 | 1.2 | 3 | 1.1 |
| Pakistani | 152 | 2.5 | 20 | 1.9 | 2 | 0.8 |
| White and Asian | 32 | 0.5 | 5 | 0.5 | 2 | 0.8 |
| White and Black African | 14 | 0.2 | 2 | 0.2 | 2 | 0.8 |
| White & Black Caribbean | 34 | 0.6 | 8 | 0.8 | 0 | 0.0 |
| White British | 3027 | 49.0 | 615 | 57.9 | 173 | 65.5 |
| White Irish | 74 | 1.2 | 20 | 1.9 | 5 | 1.9 |
| White Other | 673 | 10.9 | 98 | 9.2 | 22 | 8.3 |
| Not known/declined to disclose | 209 | 3.4 | 49 | 4.6 | 5 | 1.9 |
| **Total** | **6176** | | **1063** | | **264** | |

**Appendix 12**

**Leavers by ethnicity**

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| **All leavers** | **Number** | **%** | **Number** | **%** |
| Arab | 0 | 0.0 | 0 | 0.0 |
| Bangladeshi | 1 | 0.3 | 1 | 0.2 |
| Black African | 8 | 2.3 | 9 | 1.9 |
| Black Caribbean | 3 | 0.9 | 5 | 1.0 |
| Chinese | 9 | 2.6 | 26 | 5.4 |
| Indian | 18 | 5.1 | 25 | 5.2 |
| Other Asian background | 9 | 2.6 | 19 | 4.0 |
| Other Black background | 0 | 0.0 | 1 | 0.2 |
| Other Ethnic background | 4 | 1.1 | 7 | 1.5 |
| Other Mixed background | 2 | 0.6 | 4 | 0.8 |
| Pakistani | 4 | 1.1 | 2 | 0.4 |
| White and Asian | 5 | 1.4 | 4 | 0.8 |
| White and Black African | 3 | 0.9 | 1 | 0.2 |
| White & Black Caribbean | 0 | 0.0 | 3 | 0.6 |
| White | 262 | 74.4 | 345 | 71.7 |
| Not known/declined to disclose | 24 | 6.8 | 29 | 6.0 |
| **Total** | **352** | | **481** | |
| | | | | |
| **Retirement** | **Number** | **%** | **Number** | **%** |
| Arab | 0 | 0.0 | 0 | 0.0 |
| Bangladeshi | 0 | 0.0 | 0 | 0.0 |
| Black African | 0 | 0.0 | 0 | 0.0 |
| Black Caribbean | 1 | 4.8 | 0 | 0.0 |
| Chinese | 0 | 0.0 | 0 | 0.0 |
| Indian | 0 | 0.0 | 1 | 5.9 |
| Other Asian background | 1 | 4.8 | 0 | 0.0 |
| Other Black background | 0 | 0.0 | 0 | 0.0 |
| Other Ethnic background | 0 | 0.0 | 0 | 0.0 |
| Other Mixed background | 0 | 0.0 | 0 | 0.0 |
| Pakistani | 0 | 0.0 | 0 | 0.0 |
| White and Asian | 0 | 0.0 | 0 | 0.0 |
| White and Black African | 0 | 0.0 | 0 | 0.0 |
| White & Black Caribbean | 0 | 0.0 | 0 | 0.0 |
| White | 19 | 90.5 | 16 | 94.1 |
| Not known/declined to disclose | 0 | 0.0 | 0 | 0.0 |
| **Total** | **21** | | **17** | |

## Appendix 12 (contd)

## Leavers by ethnicity

| Other | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| | Number | % | Number | % |
| Arab | 0 | 0.0 | 0 | 0.0 |
| Bangladeshi | 1 | 0.3 | 1 | 0.2 |
| Black African | 8 | 2.4 | 9 | 1.9 |
| Black Caribbean | 2 | 0.6 | 5 | 1.1 |
| Chinese | 9 | 2.7 | 26 | 5.6 |
| Indian | 18 | 5.4 | 24 | 5.2 |
| Other Asian background | 8 | 2.4 | 19 | 4.1 |
| Other Black background | 0 | 0.0 | 1 | 0.2 |
| Other Ethnic background | 4 | 1.2 | 7 | 1.5 |
| Other Mixed background | 2 | 0.6 | 4 | 0.9 |
| Pakistani | 4 | 1.2 | 2 | 0.4 |
| White and Asian | 5 | 1.5 | 4 | 0.9 |
| White and Black African | 3 | 0.9 | 1 | 0.2 |
| White & Black Caribbean | 0 | 0.0 | 3 | 0.6 |
| White | 243 | 73.4 | 329 | 70.9 |
| Not known/declined to disclose | 24 | 7.3 | 29 | 6.3 |
| **Total** | **331** | | **464** | |

## Appendix 13

## Staff profile over 3 year period by age (headcount)

| | 2013/14 | | 2012/13 | | 2011/12 | |
|---|---|---|---|---|---|---|
| | Number | % | Number | % | Number | % |
| 16-24 | 109 | 3.7 | 85 | 2.9 | 70 | 2.5 |
| 25-34 | 491 | 16.8 | 527 | 18.2 | 527 | 18.5 |
| 35-44 | 743 | 25.5 | 713 | 24.6 | 698 | 24.4 |
| 45-54 | 849 | 29.1 | 849 | 29.3 | 840 | 840 |
| 55-64 | 553 | 19.0 | 570 | 19.7 | 579 | 579 |
| 65 and over | 171 | 5.9 | 154 | 5.3 | 142 | 142 |
| Not known | 1 | 0.03 | 0 | 0.0 | 0 | 0.0 |
| **Total** | **2917** | | **2898** | | **2856** | |

**Appendix 14**

**Breakdown of staff by age and occupational category 2013/14**

| | Academic Staff | | Professional Services Staff | | Senior Staff | |
|---|---|---|---|---|---|---|
| | Number | % | Number | % | Number | % |
| 16-24 | 28 | 1.9 | 83 | 6.0 | 0 | 0.0 |
| 25-34 | 230 | 15.9 | 280 | 20.1 | 3 | 2.0 |
| 35-44 | 365 | 25.3 | 367 | 26.3 | 34 | 23.0 |
| 45-54 | 435 | 30.1 | 360 | 25.8 | 60 | 40.5 |
| 55-64 | 285 | 19.8 | 244 | 17.5 | 38 | 25.7 |
| 65 and over | 99 | 6.9 | 60 | 4.3 | 13 | 8.8 |
| Not known | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 |
| **Total** | **1443** | | **1394** | | **148** | |

**Appendix 15**

**Selection process between 01/08/13 and 31/07/14 by age**

| | Number of applications | % | Number of Interviews | % | Number accepted | % |
|---|---|---|---|---|---|---|
| 16-24 | 893 | 14.5 | 74 | 7.0 | 22 | 8.3 |
| 25-34 | 2478 | 40.1 | 372 | 35.0 | 100 | 37.9 |
| 35-44 | 1456 | 23.6 | 292 | 27.5 | 67 | 25.4 |
| 45-54 | 977 | 15.8 | 231 | 21.7 | 60 | 22.7 |
| 55-64 | 300 | 4.9 | 78 | 7.3 | 11 | 4.2 |
| 65 and over | 14 | 0.2 | 8 | 0.8 | 4 | 1.5 |
| Not known | 58 | 0.9 | 8 | 0.8 | 0 | 0.0 |
| **Total** | **6176** | | **1063** | | **264** | |

**Appendix 16**

**Leavers by age**

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| **All leavers** | Number | % | Number | % |
| 24 and under | 24 | 6.8 | 88 | 18.3 |
| 25-34 | 78 | 22.2 | 127 | 26.4 |
| 35-44 | 82 | 23.3 | 73 | 15.2 |
| 45-54 | 64 | 18.2 | 72 | 15.0 |
| 55-64 | 74 | 21.0 | 95 | 19.8 |
| 65 and over | 30 | 8.5 | 26 | 5.4 |
| **Total** | **352** | | **481** | |

**Appendix 16 (contd)**

**Leavers by age**

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| **Retirement** | **Number** | **%** | **Number** | **%** |
| 24 and under | 0 | 0.0 | 0 | 0.0 |
| 25-34 | 0 | 0.0 | 0 | 0.0 |
| 35-44 | 0 | 0.0 | 0 | 0.0 |
| 45-54 | 0 | 0.0 | 1 | 5.9 |
| 55-64 | 6 | 28.6 | 9 | 52.9 |
| 65 and over | 15 | 71.4 | 7 | 41.2 |
| **Total** | **21** | | **17** | |
| | | | | |
| **Other** | **Number** | **%** | **Number** | **%** |
| 24 and under | 24 | 7.3 | 88 | 19.0 |
| 25-34 | 78 | 23.6 | 127 | 27.3 |
| 35-44 | 82 | 24.8 | 73 | 15.7 |
| 45-54 | 64 | 19.3 | 71 | 15.3 |
| 55-64 | 68 | 20.5 | 86 | 18.5 |
| 65 and over | 15 | 4.5 | 19 | 4.1 |
| **Total** | **331** | | **464** | |

**Appendix 17**

**Staff profile over 3 year period by religion and belief (headcount)**

| | 2013/14 | | 2012/13 | | 2011/12 | |
|---|---|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Agnostic | 47 | 1.6 | 48 | 1.7 | 40 | 1.4 |
| Atheist | 89 | 3.1 | 89 | 3.1 | 0 | 0.0 |
| Buddhist | 10 | 0.3 | 12 | 0.4 | 8 | 0.3 |
| Christian | 459 | 15.7 | 408 | 14.1 | 337 | 11.8 |
| Hindu | 78 | 2.7 | 75 | 2.6 | 69 | 2.4 |
| Jain | 2 | 0.1 | 1 | 0.0 | 1 | 0.0 |
| Jewish | 5 | 0.2 | 4 | 0.1 | 1 | 0.0 |
| Muslim | 59 | 2.0 | 51 | 1.8 | 42 | 1.5 |
| No religious belief | 367 | 12.6 | 312 | 10.8 | 234 | 8.2 |
| Other philosophical belief | 21 | 0.7 | 20 | 0.7 | 19 | 0.7 |
| Other religious belief | 25 | 0.9 | 20 | 0.7 | 95 | 3.3 |
| Pagan | 1 | 0.0 | 1 | 0.0 | 2 | 0.1 |
| Sikh | 28 | 1.0 | 25 | 0.9 | 21 | 0.7 |
| Declined to disclose | 144 | 4.9 | 135 | 4.7 | 126 | 4.4 |
| Not known | 1582 | 54.2 | 1697 | 58.6 | 1861 | 65.2 |
| **Total** | **2917** | | **2898** | | **2856** | |

**Appendix 18**

**Breakdown of staff by religion and belief and occupational category 2013/14**

| | Academic Staff | | Professional Services Staff | | Senior Staff | |
|---|---|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Agnostic | 22 | 1.5 | 22 | 1.6 | 5 | 3.4 |
| Atheist | 30 | 2.1 | 58 | 4.2 | 6 | 4.1 |
| Buddhist | 6 | 0.4 | 4 | 0.3 | 0 | 0.0 |
| Christian | 199 | 13.8 | 250 | 17.9 | 24 | 16.2 |
| Hindu | 18 | 1.2 | 59 | 4.2 | 2 | 1.4 |
| Jain | 1 | 0.1 | 1 | 0.1 | 0 | 0.0 |
| Jewish | 5 | 0.3 | 38 | 2.7 | 0 | 0.0 |
| Muslim | 21 | 1.5 | 183 | 13.1 | 0 | 0.0 |
| No religious belief | 191 | 13.2 | 10 | 0.7 | 11 | 7.4 |
| Other philosophical belief | 11 | 0.8 | 10 | 0.7 | 1 | 0.7 |
| Other religious belief | 14 | 1.0 | 1 | 0.1 | 1 | 0.7 |
| Sikh | 6 | 0.4 | 24 | 1.7 | 0 | 0.0 |
| Declined to disclose | 91 | 6.3 | 48 | 3.4 | 11 | 7.4 |
| Not known | 828 | 57.4 | 686 | 49.2 | 87 | 58.8 |
| **Total** | **1443** | | **1394** | | **148** | |

**Appendix 19**

**Selection process between 01/08/13 and 31/07/14 by religion and belief**

| | Number of applications | % | Number of Interviews | % | Number accepted | % |
|---|---|---|---|---|---|---|
| Buddhist | 54 | 0.9 | 9 | 0.8 | 3 | 1.1 |
| Christian | 1763 | 28.5 | 336 | 31.6 | 85 | 32.2 |
| Hindu | 599 | 9.7 | 67 | 6.3 | 15 | 5.7 |
| Jewish | 24 | 0.4 | 2 | 0.2 | 1 | 0.4 |
| Muslim | 613 | 9.9 | 80 | 7.5 | 15 | 5.7 |
| No religious belief | 1413 | 22.9 | 252 | 23.7 | 73 | 27.7 |
| Other religious belief | 927 | 15.0 | 167 | 15.7 | 41 | 15.5 |
| Sikh | 245 | 4.0 | 27 | 2.5 | 7 | 2.7 |
| Declined to disclose | 449 | 7.3 | 93 | 8.7 | 16 | 6.1 |
| Not known | 89 | 1.4 | 30 | 2.8 | 8 | 3.0 |
| **TOTAL** | **6176** | | **1063** | | **264** | |

**Appendix 20**

**Leavers by religion and belief**

| All leavers | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** |
| Agnostic | 6 | 1.7 | 2 | 0.4 |
| Atheist | 10 | 2.8 | 7 | 1.5 |
| Buddhist | 1 | 0.3 | 0 | 0.0 |
| Christian | 52 | 14.8 | 42 | 8.7 |
| Hindu | 6 | 1.7 | 8 | 1.7 |
| Muslim | 9 | 2.6 | 7 | 1.5 |
| No religious belief | 49 | 13.9 | 19 | 4.0 |
| Other philosophical belief | 0 | 0.0 | 1 | 0.2 |
| Other religious belief | 0 | 0.0 | 1 | 0.2 |
| Pagan | 1 | 0.3 | 1 | 0.2 |
| Sikh | 2 | 0.6 | 18 | 3.7 |
| Declined to disclose | 16 | 4.5 | 1 | 0.2 |
| Not known | 200 | 56.8 | 374 | 77.8 |
| **Total** | **352** | | **481** | |

| Retirement | **Number** | **%** | **Number** | **%** |
|---|---|---|---|---|
| Agnostic | 1 | 4.8 | 0 | 0.0 |
| Atheist | 0 | 0.0 | 0 | 0.0 |
| Buddhist | 0 | 0.0 | 0 | 0.0 |
| Christian | 2 | 9.5 | 0 | 0.0 |
| Hindu | 0 | 0.0 | 0 | 0.0 |
| Muslim | 0 | 0.0 | 0 | 0.0 |
| No religious belief | 1 | 4.8 | 0 | 0.0 |
| Other philosophical belief | 0 | 0.0 | 0 | 0.0 |
| Other religious belief | 0 | 0.0 | 0 | 0.0 |
| Pagan | 0 | 0.0 | 0 | 0.0 |
| Sikh | 0 | 0.0 | 0 | 0.0 |
| Declined to disclose | 17 | 81.0 | 1 | 5.9 |
| Not known | 0 | 0.0 | 16 | 94.1 |
| **Total** | **21** | | **17** | |

| Other | **Number** | **%** | **Number** | **%** |
|---|---|---|---|---|
| Agnostic | 5 | 1.5 | 2 | 0.4 |
| Atheist | 10 | 3.0 | 7 | 1.5 |
| Buddhist | 1 | 0.3 | | |
| Christian | 50 | 15.1 | 42 | 9.1 |
| Hindu | 6 | 1.8 | 8 | 1.7 |
| Muslim | 9 | 2.7 | 7 | 1.5 |
| No religious belief | 48 | 14.5 | 19 | 4.1 |
| Other philosophical belief | 0 | 0.0 | 1 | 0.2 |
| Other religious belief | 0 | 0.0 | 1 | 0.2 |
| Pagan | 1 | 0.3 | 1 | 0.2 |
| Sikh | 2 | 0.6 | 1 | 0.2 |
| Declined to disclose | 16 | 4.8 | 17 | 3.7 |
| Not known | 183 | 55.3 | 358 | 77.2 |
| **Total** | **331** | | **464** | |

**Appendix 21**

**Staff profile over 3 year period by sexual orientation (headcount)**

|  | 2013/14 | | 2012/13 | | 2011/12 | |
|---|---|---|---|---|---|---|
|  | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Bisexual | 12 | 0.4 | 11 | 0.4 | 7 | 0.2 |
| Gay man | 25 | 0.9 | 17 | 0.6 | 16 | 0.6 |
| Gay woman/lesbian | 12 | 0.4 | 11 | 0.4 | 8 | 0.3 |
| Heterosexual | 1057 | 36.2 | 971 | 33.5 | 788 | 788 |
| Other | 2 | 0.1 | 2 | 0.1 | 0 | 0.0 |
| Declined to disclose | 174 | 6.0 | 165 | 5.7 | 151 | 5.3 |
| Not known | 1635 | 56.1 | 1721 | 59.4 | 1886 | 66.0 |
| **Total** | **2917** | | **2898** | | **2856** | |

**Appendix 22**

**Breakdown of staff by sexual orientation and occupational category 2013/14**

|  | Academic Staff | | Professional Services Staff | | Senior Staff | |
|---|---|---|---|---|---|---|
|  | **Number** | **%** | **Number** | **%** | **Number** | **%** |
| Bisexual | 9 | 0.6 | 4 | 0.3 | 0 | 0.0 |
| Gay man | 16 | 1.1 | 8 | 0.6 | 1 | 0.7 |
| Gay woman/lesbian | 6 | 0.4 | 6 | 0.4 | 1 | 0.7 |
| Heterosexual | 468 | 32.4 | 581 | 41.7 | 47 | 31.8 |
| Other | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 |
| Declined to disclose | 100 | 6.9 | 68 | 4.9 | 13 | 8.8 |
| Not known | 842 | 58.4 | 727 | 52.2 | 86 | 58.1 |
| **Total** | **1443** | | **1394** | | **148** | |

**Appendix 23**

**Selection process between 01/08/13 and 31/07/14 by sexual orientation (excluding frontrunners)**

|  | Number of applications | % | Number of Interviews | % | Number accepted | % |
|---|---|---|---|---|---|---|
| Bisexual | 118 | 1.9 | 16 | 1.5 | 4 | 1.5 |
| Gay man | 127 | 2.1 | 22 | 2.1 | 4 | 1.5 |
| Gay woman/lesbian | 42 | 0.7 | 7 | 0.7 | 4 | 1.5 |
| Heterosexual | 5202 | 84.2 | 894 | 84.1 | 222 | 84.1 |
| Other | 63 | 1.0 | 6 | 0.6 | 0 | 0.0 |
| Not known/declined to disclose | 624 | 10.1 | 118 | 11.1 | 30 | 11.4 |
| **Total** | **6176** | | **1063** | | **264** | |

**Appendix 24**

**Leavers by sexual orientation**

|  | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| **All leavers** | **Number** | **%** | **Number** | **%** |
| Bisexual | 2 | 0.6 | 3 | 0.6 |
| Gay man | 2 | 0.6 | 1 | 0.2 |
| Gay woman/lesbian | 1 | 0.3 | 0 | 0.0 |
| Heterosexual | 132 | 37.5 | 74 | 15.4 |
| Other | 0 | 0.0 | 0 | 0.0 |
| Declined to disclose | 18 | 5.1 | 25 | 5.2 |
| Not known | 197 | 56.0 | 378 | 78.6 |
| **Total** | **352** | | **481** | |
| | | | | |
| **Retirement** | **Number** | **%** | **Number** | **%** |
| Bisexual | 0 | 0.0 | 0 | 0.0 |
| Gay man | 0 | 0.0 | 0 | 0.0 |
| Gay woman/lesbian | 0 | 0.0 | 0 | 0.0 |
| Heterosexual | 4 | 19.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 |
| Declined to disclose | 0 | 0.0 | 1 | 5.9 |
| Not known | 17 | 81.0 | 16 | 94.1 |
| **Total** | **21** | | **17** | |
| | | | | |
| **Other** | **Number** | **%** | **Number** | **%** |
| Bisexual | 2 | 0.6 | 3 | 0.6 |
| Gay man | 2 | 0.6 | 1 | 0.2 |
| Gay woman/lesbian | 1 | 0.3 | 0 | 0.0 |
| Heterosexual | 128 | 38.7 | 74 | 15.9 |
| Other | 0 | 0.0 | 0 | 0.0 |
| Declined to disclose | 18 | 5.4 | 24 | 5.2 |
| Not known | 180 | 54.4 | 362 | 78.0 |
| **Total** | **331** | | **464** | |

**Appendix 25**

**Frontrunner profile over 2 year period by disability**

|  | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** |
| Disabled | 9 | 4.1 | 5 | 1.9 |
| Not disabled | 198 | 89.6 | 241 | 89.6 |
| Information not provided | 14 | 6.3 | 15 | 5.6 |
| Not known | 0 | 0.0 | 8 | 3.0 |
| **Total** | **221** | | **269** | |

## Appendix 26

**Frontrunner selection process between 01/08/13 and 31/07/14 by disability**

| | Number of applications | % | Number of Interviews | % | Number accepted | % |
|---|---|---|---|---|---|---|
| Disabled | 23 | 1.5 | 11 | 2.2 | 5 | 2.8 |
| Not disabled | 1507 | 97.2 | 485 | 96.0 | 169 | 93.4 |
| Declined to disclose | 7 | 0.5 | 3 | 0.6 | 2 | 1.1 |
| Not known | 14 | 0.9 | 6 | 1.2 | 5 | 2.8 |
| **TOTAL** | **1551** | | **505** | | **181** | |

## Appendix 27

**Frontrunner profile over 2 year period by sex**

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** |
| Female | 117 | 52.9 | 142 | 52.8 |
| Male | 104 | 47.1 | 127 | 47.2 |
| **Total** | **221** | | **269** | |

## Appendix 28

**Frontrunner selection process between 01/08/13 and 31/07/14 by sex**

| | Number of applications | % | Number of Interviews | % | Number of offers | % |
|---|---|---|---|---|---|---|
| Female | 872 | 56.2 | 257 | 50.9 | 89 | 49.2 |
| Male | 679 | 43.8 | 248 | 49.1 | 92 | 50.8 |
| **TOTAL** | **1551** | | **505** | | **181** | |

**Appendix 29**

**Frontrunner profile over 2 year period by ethnicity**

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| | Number | % | Number | % |
| Asian Other | 7 | 3.2 | 7 | 2.6 |
| Bangladeshi | 5 | 2.3 | 3 | 1.1 |
| Black African | 27 | 12.2 | 26 | 9.7 |
| Black Caribbean | 3 | 1.4 | 9 | 3.4 |
| Black Other | 2 | 0.9 | 1 | 0.4 |
| Chinese | 4 | 1.8 | 6 | 2.2 |
| Indian | 40 | 18.1 | 47 | 17.5 |
| Other Ethnic background | 3 | 1.4 | 4 | 1.5 |
| Other Mixed background | 4 | 1.8 | 7 | 2.6 |
| Pakistani | 4 | 1.8 | 3 | 1.1 |
| White and Asian | 0 | 0.0 | 1 | 0.4 |
| White and Black African | 2 | 0.9 | 3 | 1.1 |
| White & Black Caribbean | 3 | 1.4 | 3 | 1.1 |
| White | 96 | 43.4 | 134 | 49.8 |
| Declined to disclose | 1 | 0.5 | 1 | 0.4 |
| Not known | 20 | 9.0 | 14 | 5.2 |
| **Total** | **221** | | **269** | |

**Appendix 30**

**Frontrunner selection process between 01/08/13 and 31/07/14 by ethnicity**

| | Number of applications | % | Number of Interviews | % | Number of offers | % |
|---|---|---|---|---|---|---|
| Arab | 33 | 2.1 | 4 | 0.8 | 1 | 0.6 |
| Asian Other | 44 | 2.8 | 16 | 3.2 | 2 | 1.1 |
| Bangladeshi | 107 | 6.9 | 31 | 6.1 | 10 | 5.5 |
| Black African | 267 | 17.2 | 83 | 16.4 | 28 | 15.5 |
| Black Caribbean | 39 | 2.5 | 13 | 2.6 | 3 | 1.7 |
| Black Other | 8 | 0.5 | 2 | 0.4 | 2 | 1.1 |
| Chinese | 50 | 3.2 | 8 | 1.6 | 1 | 0.6 |
| Indian | 432 | 27.9 | 123 | 24.4 | 34 | 18.8 |
| Other Ethnic background | 16 | 1.0 | 11 | 2.2 | 6 | 3.3 |
| Other Mixed background | 34 | 2.2 | 10 | 2.0 | 3 | 1.7 |
| Pakistani | 69 | 4.5 | 12 | 2.4 | 3 | 1.7 |
| White and Asian | 12 | 0.8 | 5 | 1.0 | 1 | 0.6 |
| White and Black African | 16 | 1.0 | 4 | 0.8 | 1 | 0.6 |
| White & Black  Caribbean | 6 | 0.4 | 2 | 0.4 | 2 | 1.1 |
| White | 405 | 26.1 | 176 | 34.9 | 81 | 44.8 |
| Declined to disclose | 11 | 0.7 | 4 | 0.8 | 2 | 1.1 |
| Not known | 2 | 0.1 | 1 | 0.2 | 1 | 0.6 |
| **Total** | **1551** | | **505** | | **181** | |

**Appendix 31**

**Frontrunner profile over 2 year period by age**

|  | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
|  | **Number** | **%** | **Number** | **%** |
| 24 and under | 174 | 78.7 | 193 | 71.8 |
| 25-29 | 25 | 11.3 | 46 | 17.1 |
| 30-34 | 12 | 5.4 | 14 | 5.2 |
| 35-39 | 4 | 1.8 | 6 | 2.2 |
| 40-44 | 5 | 2.3 | 8 | 3.0 |
| 45-49 | 1 | 0.5 | 2 | 0.7 |
| **Total** | **221** | | **269** | |

**Appendix 32**

**Frontrunner selection process between 01/08/13 and 31/07/14 by age**

|  | **Number of applications** | **%** | **Number of Interviews** | **%** | **Number of offers** | **%** |
|---|---|---|---|---|---|---|
| 24 and under | 1276 | 82.3 | 408 | 80.8 | 149 | 82.3 |
| 25-29 | 147 | 9.5 | 39 | 7.7 | 13 | 7.2 |
| 30-34 | 84 | 5.4 | 38 | 7.5 | 10 | 5.5 |
| 35-39 | 23 | 1.5 | 5 | 1.0 | 2 | 1.1 |
| 40-44 | 13 | 0.8 | 9 | 1.8 | 4 | 2.2 |
| 45-49 | 8 | 0.5 | 6 | 1.2 | 3 | 1.7 |
| **Total** | **1551** | | **505** | | **181** | |

**Appendix 33**

**Frontrunner profile over 2 year period by religion/belief or none**

| | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
| | **Number** | **%** | **Number** | **%** |
| Agnostic | 17 | 7.7 | 19 | 7.1 |
| Atheist | 20 | 9.1 | 35 | 13.0 |
| Buddhist | 2 | 0.9 | 3 | 1.1 |
| Christian | 65 | 29.4 | 73 | 27.1 |
| Hindu | 23 | 10.4 | 27 | 10.0 |
| Muslim | 28 | 12.7 | 24 | 8.9 |
| No religious belief | 37 | 16.7 | 44 | 16.4 |
| Other philosophical belief | 2 | 0.9 | 1 | 0.4 |
| Other religious belief | 3 | 1.4 | 5 | 1.9 |
| Pagan | 1 | 0.5 | 1 | 0.4 |
| Sikh | 3 | 1.4 | 6 | 2.2 |
| Declined to disclose | 8 | 3.6 | 22 | 8.2 |
| Not known | 12 | 5.4 | 9 | 3.4 |
| **Total** | **221** | | **269** | |

**Appendix 34**

**Frontrunner selection process between 01/08/13 and 31/07/14 by religion/belief or none**

| | **Number of applications** | **%** | **Number of Interviews** | **%** | **Number of offers** | **%** |
|---|---|---|---|---|---|---|
| Agnostic | 50 | 3.2 | 29 | 5.7 | 11 | 6.1 |
| Atheist | 64 | 4.1 | 36 | 7.1 | 14 | 7.7 |
| Buddhist | 20 | 1.3 | 1 | 0.2 | 0 | 0.0 |
| Christian | 470 | 30.3 | 155 | 30.7 | 57 | 31.5 |
| Hindu | 254 | 16.4 | 72 | 14.3 | 18 | 9.9 |
| Jain | 16 | 1.0 | 2 | 0.4 | 0 | 0.0 |
| Muslim | 341 | 22.0 | 80 | 15.8 | 27 | 14.9 |
| No religious belief | 164 | 10.6 | 73 | 14.5 | 28 | 15.5 |
| Other philosophical belief | 36 | 2.3 | 12 | 2.4 | 6 | 3.3 |
| Other religious belief | 20 | 1.3 | 5 | 1.0 | 3 | 1.7 |
| Sikh | 25 | 1.6 | 6 | 1.2 | 3 | 1.7 |
| Declined to disclose | 86 | 5.5 | 29 | 5.7 | 9 | 5.0 |
| Not known | 5 | 0.3 | 5 | 1.0 | 5 | 2.8 |
| **Total** | **1551** | | **505** | | **181** | |

**Appendix 35**

**Frontrunner profile over 2 year period by sexual orientation**

|  | 2013/14 | | 2012/13 | |
|---|---|---|---|---|
|  | **Number** | **%** | **Number** | **%** |
| Bisexual | 5 | 2.3 | 7 | 2.6 |
| Gay man | 2 | 0.9 | 1 | 0.4 |
| Gay woman/lesbian | 1 | 0.5 | 2 | 0.7 |
| Heterosexual | 188 | 85.1 | 222 | 82.5 |
| Other | 1 | 0.5 | 0 | 0.0 |
| Declined to disclose | 13 | 5.9 | 30 | 11.2 |
| Not known | 11 | 5.0 | 7 | 2.6 |
| **Total** | **221** | | **269** | |

**Appendix 36**

**Frontrunner selection process between 01/08/13 and 31/07/14 by sexual orientation**

|  | **Number of applications** | **%** | **Number of Interviews** | **%** | **Number of offers** | **%** |
|---|---|---|---|---|---|---|
| Bisexual | 30 | 1.9 | 15 | 3.0 | 4 | 2.2 |
| Gay man | 11 | 0.7 | 6 | 1.2 | 2 | 1.1 |
| Gay woman/lesbian | 3 | 0.2 | 2 | 0.4 | 1 | 0.6 |
| Heterosexual | 1364 | 87.9 | 449 | 88.9 | 163 | 90.1 |
| Other | 39 | 2.5 | 8 | 1.6 | 1 | 0.6 |
| Declined to disclose | 99 | 6.4 | 20 | 4.0 | 5 | 2.8 |
| Not known | 5 | 0.3 | 5 | 1.0 | 5 | 2.8 |
| **Total** | **1551** | | **505** | | **181** | |

**Appendix 37**

**Comparative data**

The following information was used to provide comparative data for this report:

- Staff in Higher Education Institutions 2013/14 - Higher Education Statistics Agency (HESA) - a national summary of the 2013/14 HESA Staff return produced by HESA
- Data extracts from Higher Education Information Database for Institutions (HEIDI) - a database containing HESA Staff Record information by each institution
- For religion and sexual orientation comparators HESA Staff Record data as at 31 July 2013 has been used as there is no current data available