



**STAFF EQUALITIES DATA
APRIL 2021**

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1. INTRODUCTION

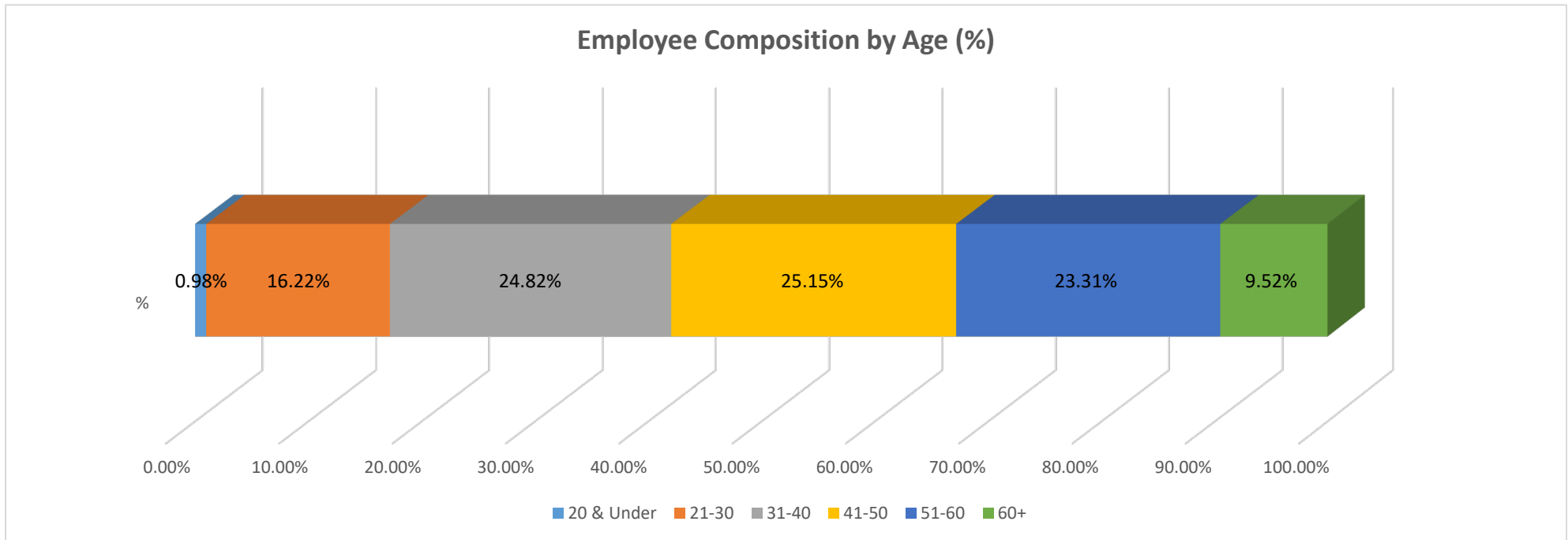
The university collects a range of data from staff in relation to equality and diversity. Currently employees are asked to provide details on: age; disability; gender identity; race; religion and belief; sex; sexual orientation; and marital/civil partnership status. The university collects this data when staff begin their employment and on an annual basis to capture an accurate up-to-date picture of our staff population. This data is used to understand the demographics of our staff population and to highlight any areas for improvement if necessary.

The data held within this report is based upon a snapshot of our staff population as of the 31st December 2021. Data relating to recruitment, retention, family leave and staff development is based upon figures from the 1st of January 2019 to the 31st December 2020.

2. AGE

2.1 Employee Composition by Age

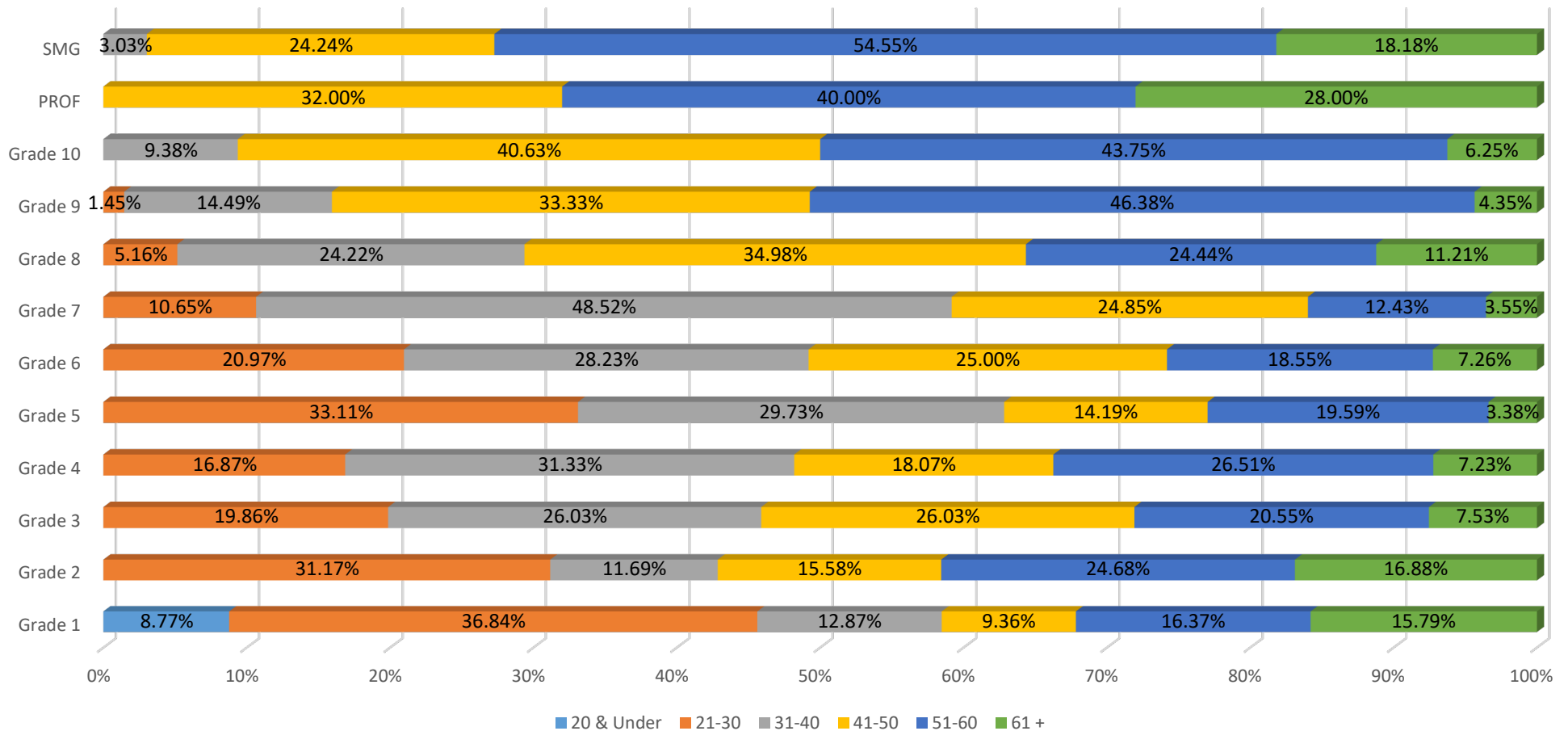
	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
%	0.98%	16.22%	24.82%	25.15%	23.31%	9.52%	100%



2.2 Employee Composition by Age & Grade

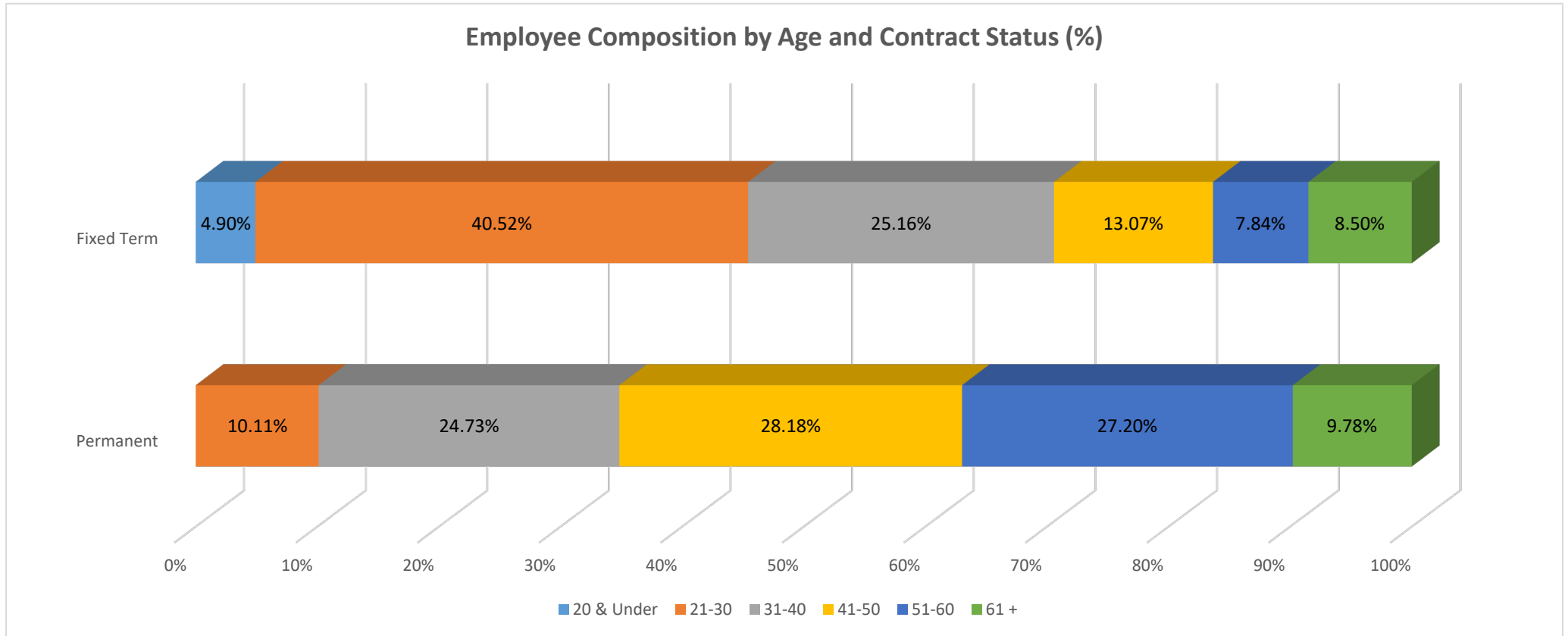
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	PROF	SMG
20 & Under	8.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
21-30	36.84%	31.17%	19.86%	16.87%	33.11%	20.97%	10.65%	5.16%	1.45%	0.00%	0.00%	0.00%
31-40	12.87%	11.69%	26.03%	31.33%	29.73%	28.23%	48.52%	24.22%	14.49%	9.38%	0.00%	3.03%
41-50	9.36%	15.58%	26.03%	18.07%	14.19%	25.00%	24.85%	34.98%	33.33%	40.63%	32.00%	24.24%
51-60	16.37%	24.68%	20.55%	26.51%	19.59%	18.55%	12.43%	24.44%	46.38%	43.75%	40.00%	54.55%
61 +	15.79%	16.88%	7.53%	7.23%	3.38%	7.26%	3.55%	11.21%	4.35%	6.25%	28.00%	18.18%

Employee Composition by Age and Grade (%)



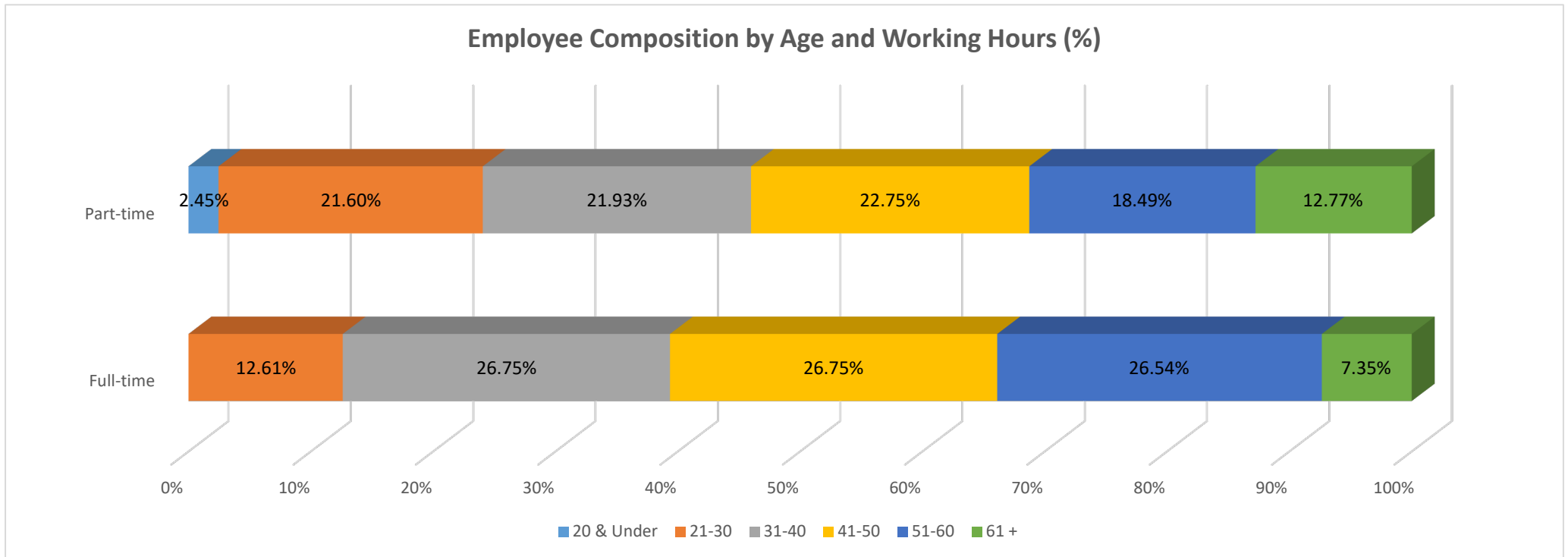
2.3 Employee Composition by Age & Contract Status

	20 & Under	21-30	31-40	41-50	51-60	61 +
Permanent	0.00%	10.11%	24.73%	28.18%	27.20%	9.78%
Fixed Term	4.90%	40.52%	25.16%	13.07%	7.84%	8.50%



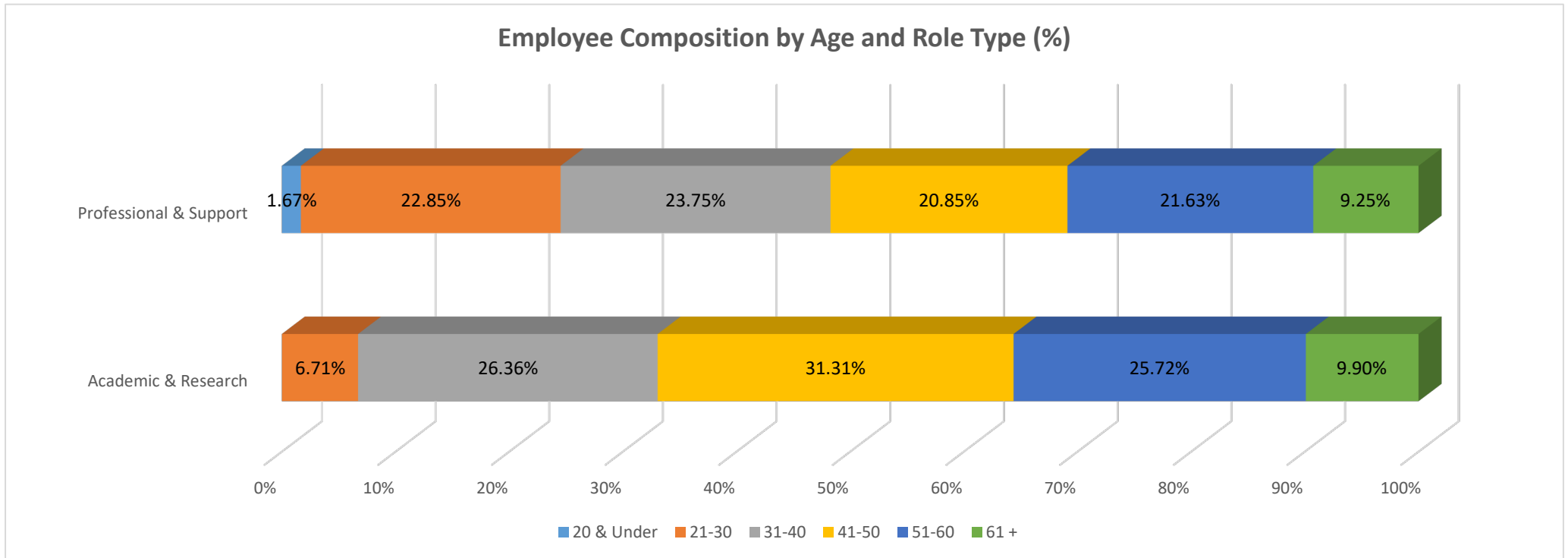
2.4 Employee Composition by Age & Working Hours

	20 & Under	21-30	31-40	41-50	51-60	61 +
Full-time	0.00%	12.61%	26.75%	26.75%	26.54%	7.35%
Part-time	2.45%	21.60%	21.93%	22.75%	18.49%	12.77%



2.5 Employee Composition by Age & Role Type

	20 & Under	21-30	31-40	41-50	51-60	61 +
Academic & Research	0.00%	6.71%	26.36%	31.31%	25.72%	9.90%
Professional & Support	1.67%	22.85%	23.75%	20.85%	21.63%	9.25%

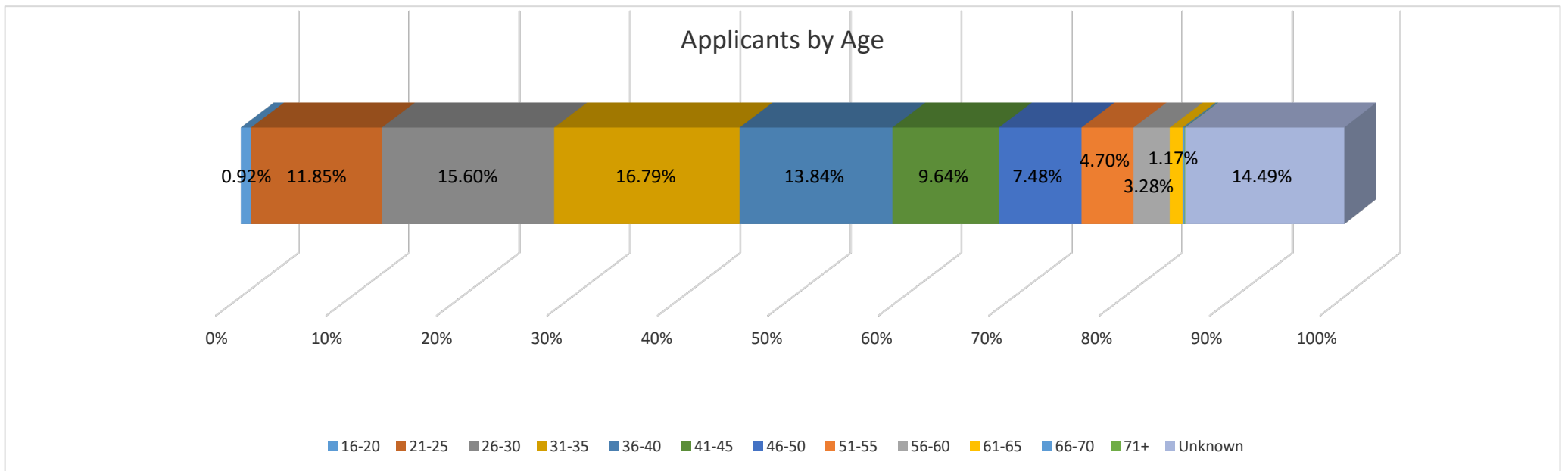


2.6 Flexible Working Applications by Age

Flexible Working Applications and Success Rates by Age (01/01/19 to 31/12/20)						
	20 and under	21-30	31-40	41-50	51-60	60+
Number of Applications Received	0	12	27	17	20	5
Number of Successful Applications	0	11	27	16	20	5

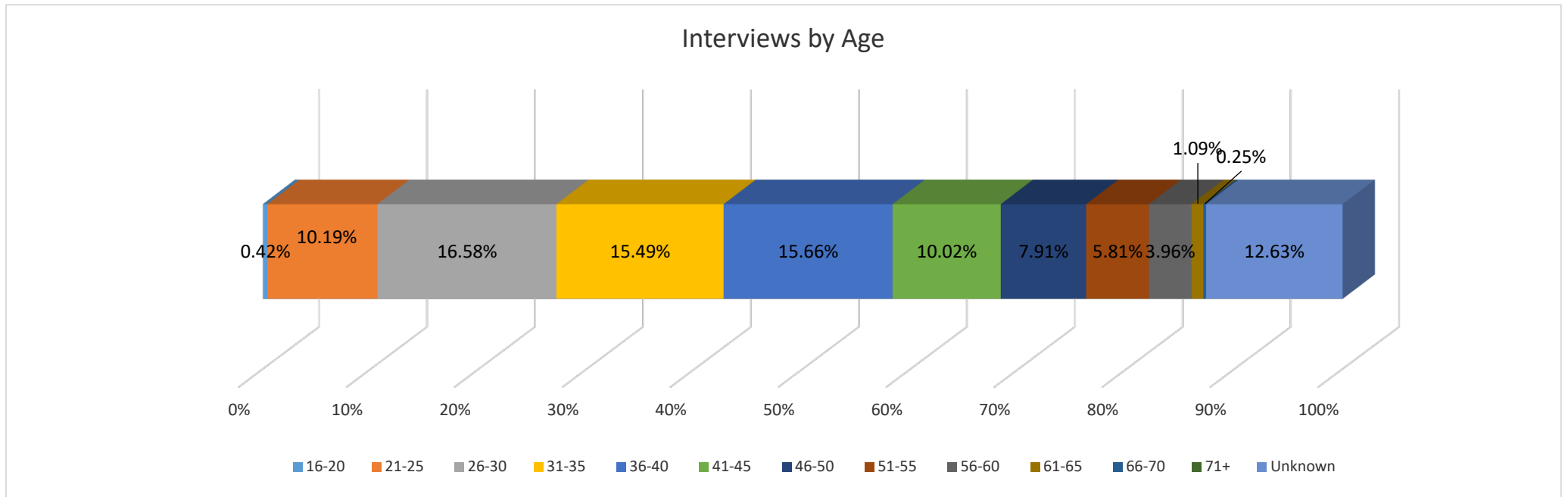
2.7 Applications by Age

Age	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	Unknown
%	0.92%	11.85%	15.60%	16.79%	13.84%	9.64%	7.48%	4.70%	3.28%	1.17%	0.17%	0.06%	14.49%



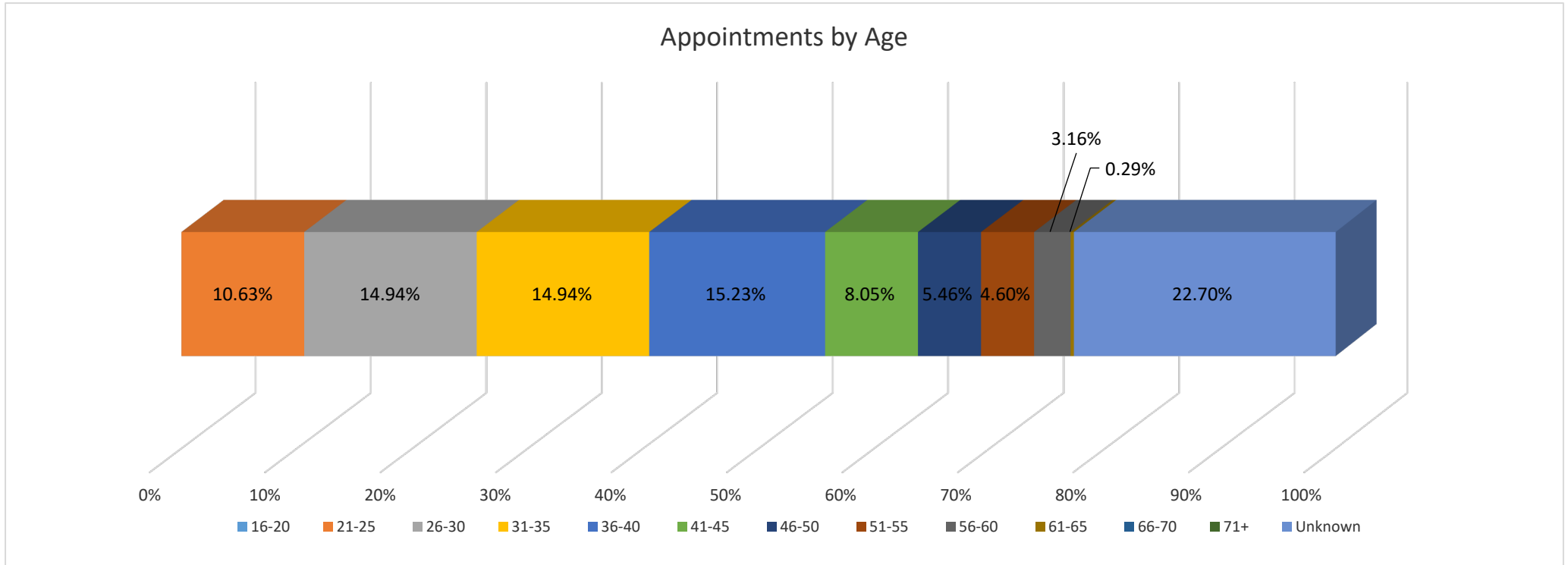
2.8 Interviews by Age

Age	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	Unknown
%	0.42%	10.19%	16.58%	15.49%	15.66%	10.02%	7.91%	5.81%	3.96%	1.09%	0.25%	0.00%	12.63%



2.9 Appointments by Age

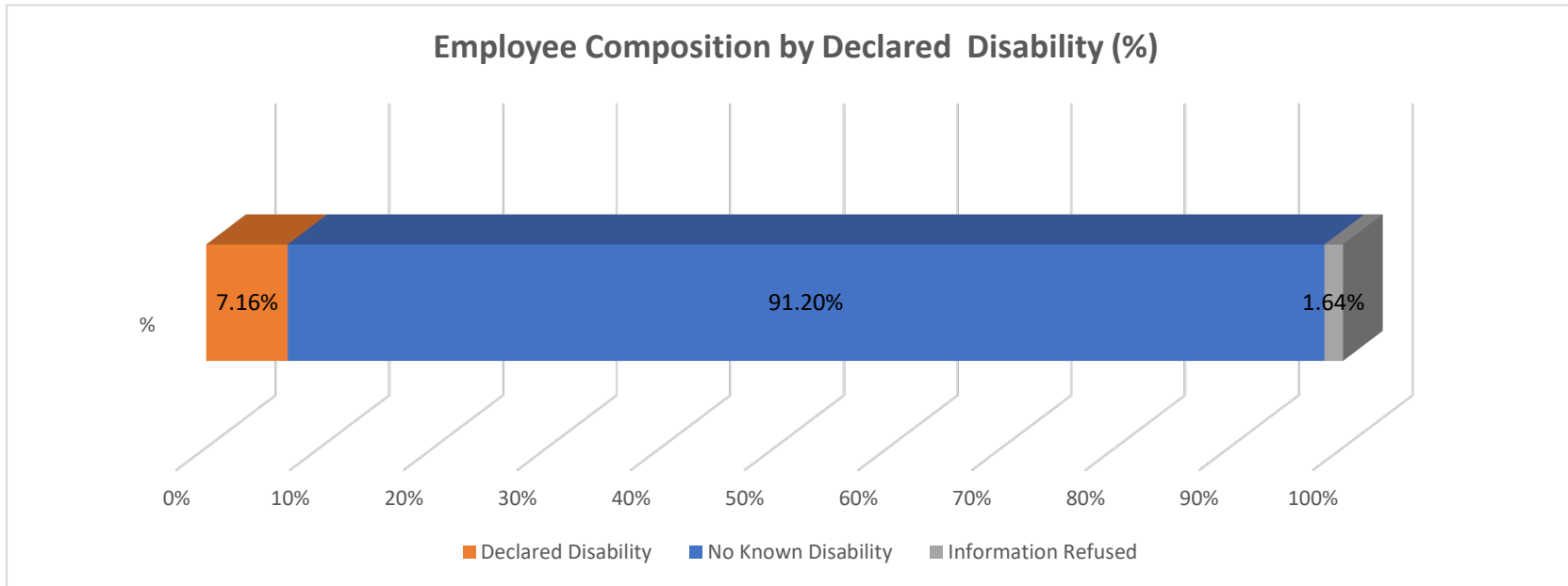
Age	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	Unknown
%	0.00%	10.63%	14.94%	14.94%	15.23%	8.05%	5.46%	4.60%	3.16%	0.29%	0.00%	0.00%	22.70%



3. DISABILITY

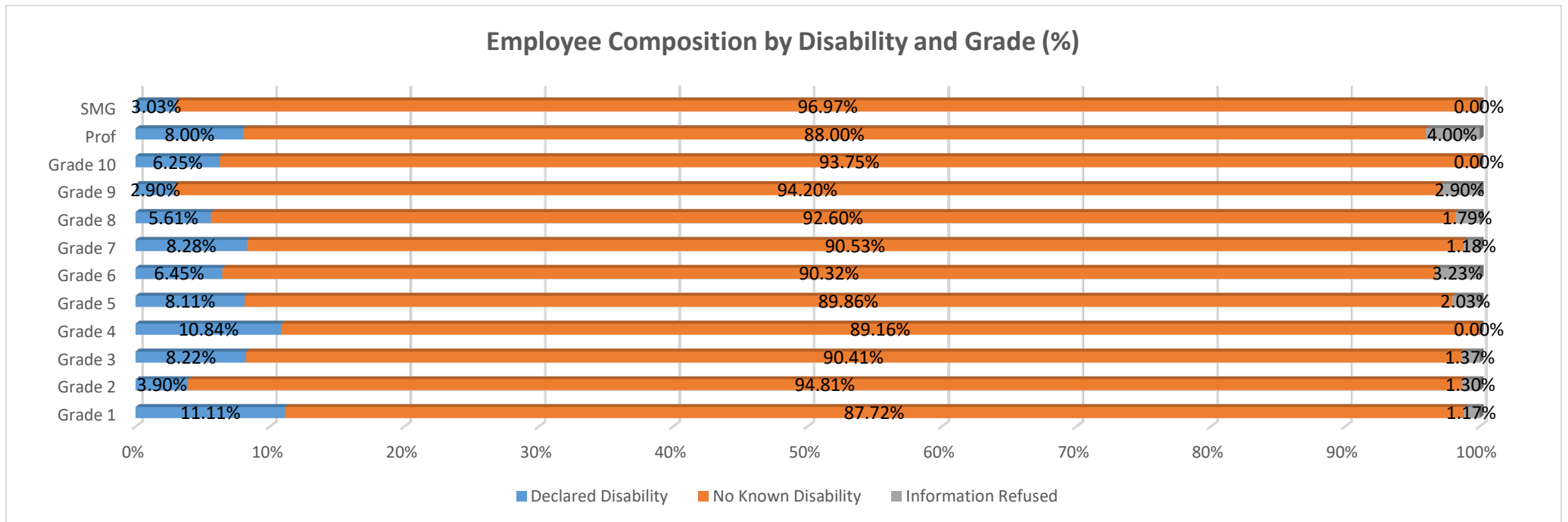
3.1 Employee Composition by declared disability

	Declared Disability	No Known Disability	Information Refused
%	7.16%	91.20%	1.64%



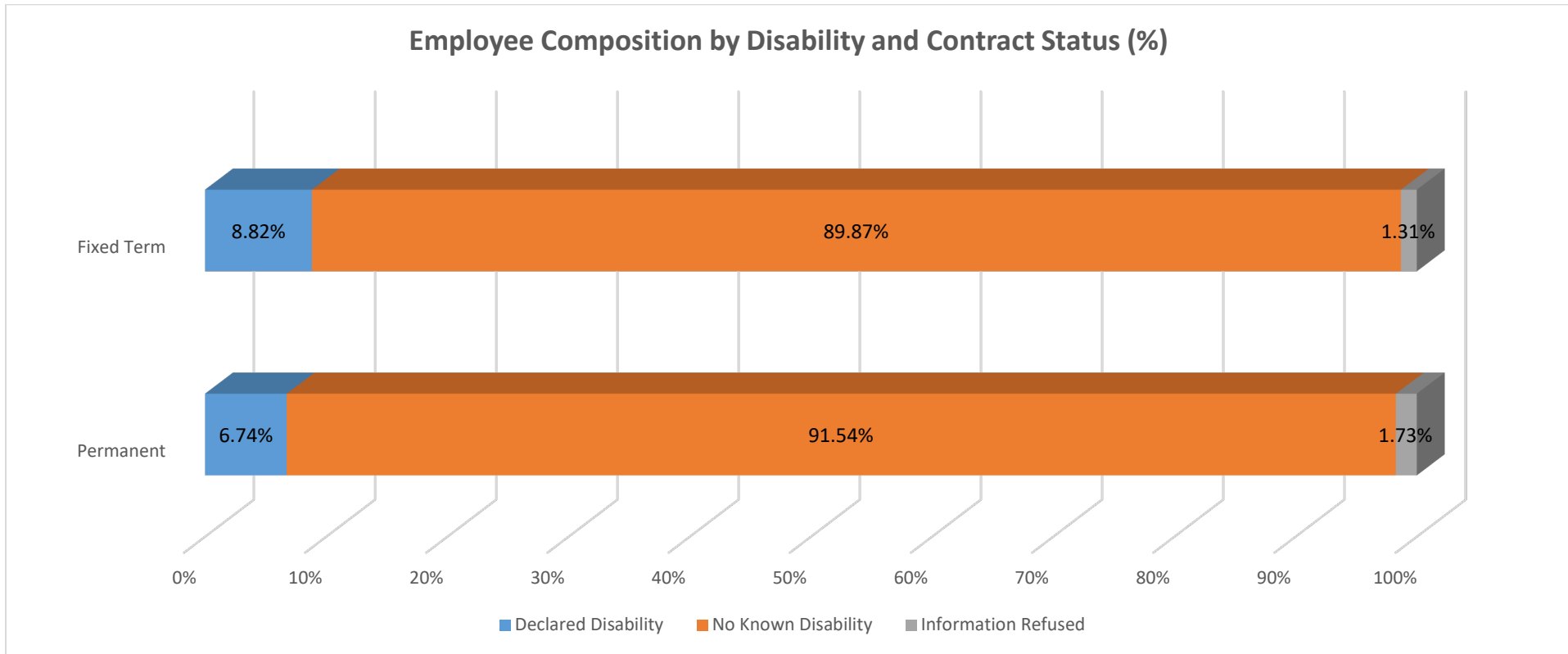
3.2 Employee Composition by Declared Disability and Grade

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Prof	SMG
Declared Disability	11.11%	3.90%	8.22%	10.84%	8.11%	6.45%	8.28%	5.61%	2.90%	6.25%	8.00%	3.03%
No Known Disability	87.72%	94.81%	90.41%	89.16%	89.86%	90.32%	90.53%	92.60%	94.20%	93.75%	88.00%	96.97%
Information Refused	1.17%	1.30%	1.37%	0.00%	2.03%	3.23%	1.18%	1.79%	2.90%	0.00%	4.00%	0.00%



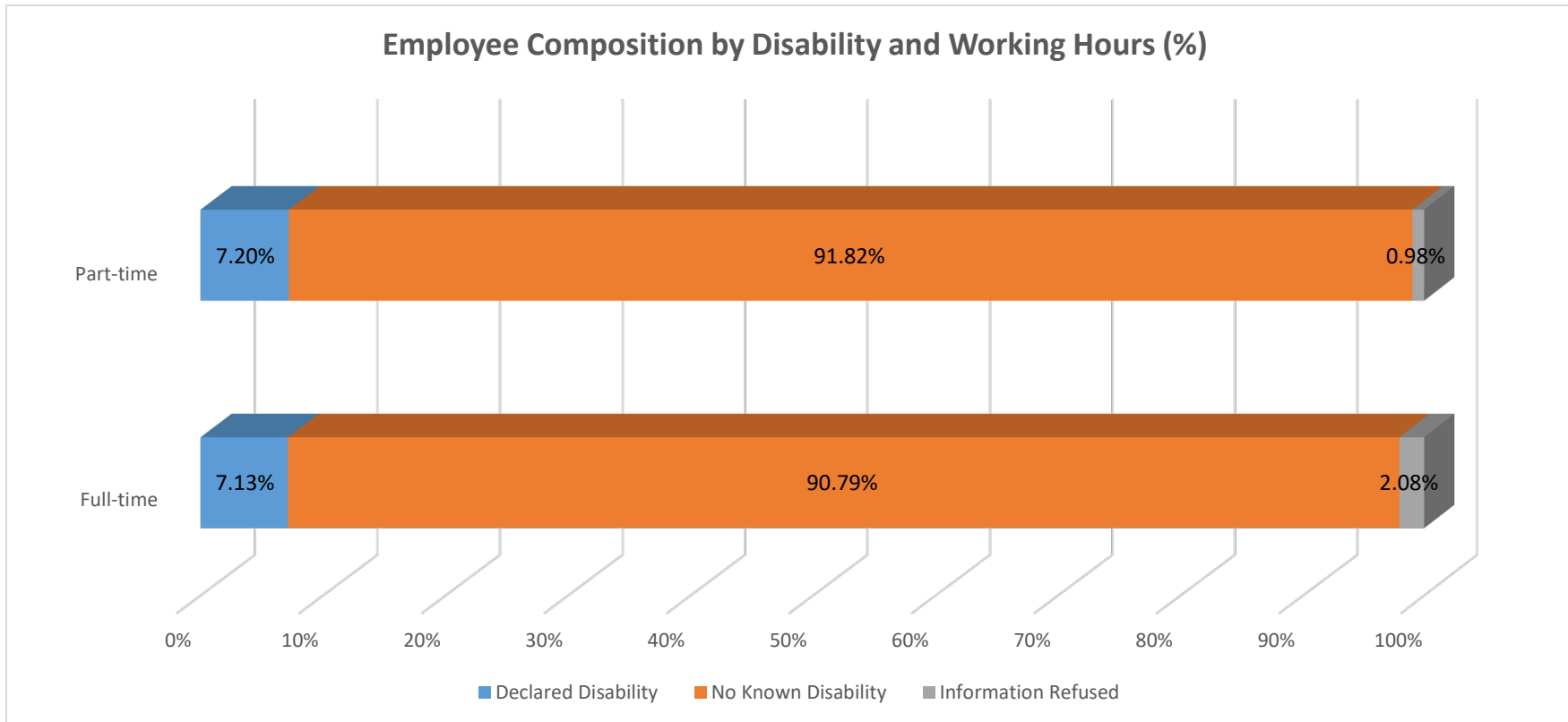
3.3 Employee Composition by Declared Disability and Contract Status

	Permanent	Fixed Term
Declared Disability	6.74%	8.82%
No Known Disability	91.54%	89.87%
Information Refused	1.73%	1.31%



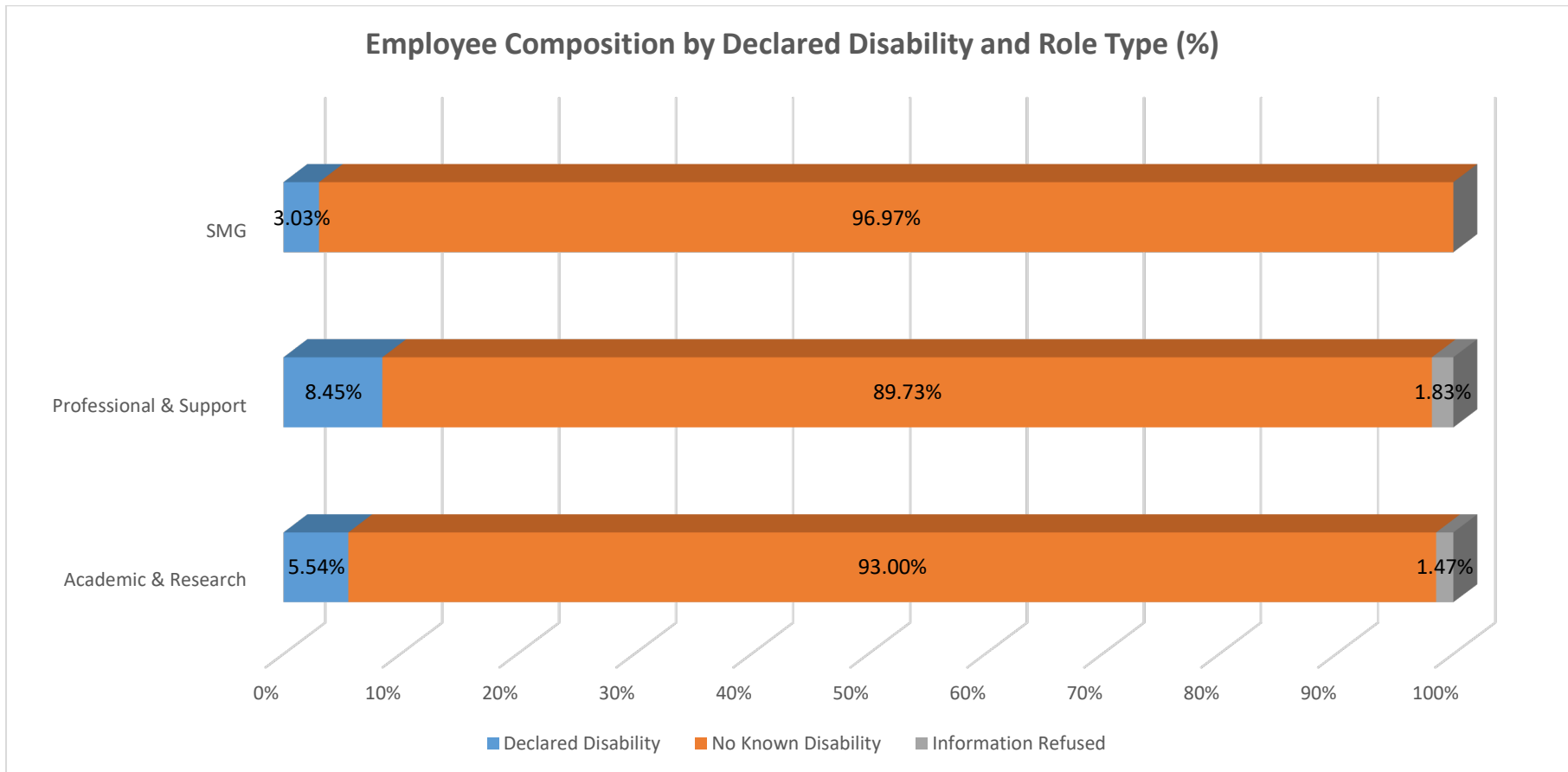
3.4 Employee Composition by Declared Disability and Working Hours

	Full-time	Part-time
Declared Disability	7.13%	7.20%
No Known Disability	90.79%	91.82%
Information Refused	2.08%	0.98%



3.5 Employee Composition by Declared Disability and Role Type

	Academic & Research	Professional & Support	SMG
Declared Disability	5.54%	8.45%	3.03%
No Known Disability	93.00%	89.73%	96.97%
Information Refused	1.47%	1.83%	0.00%

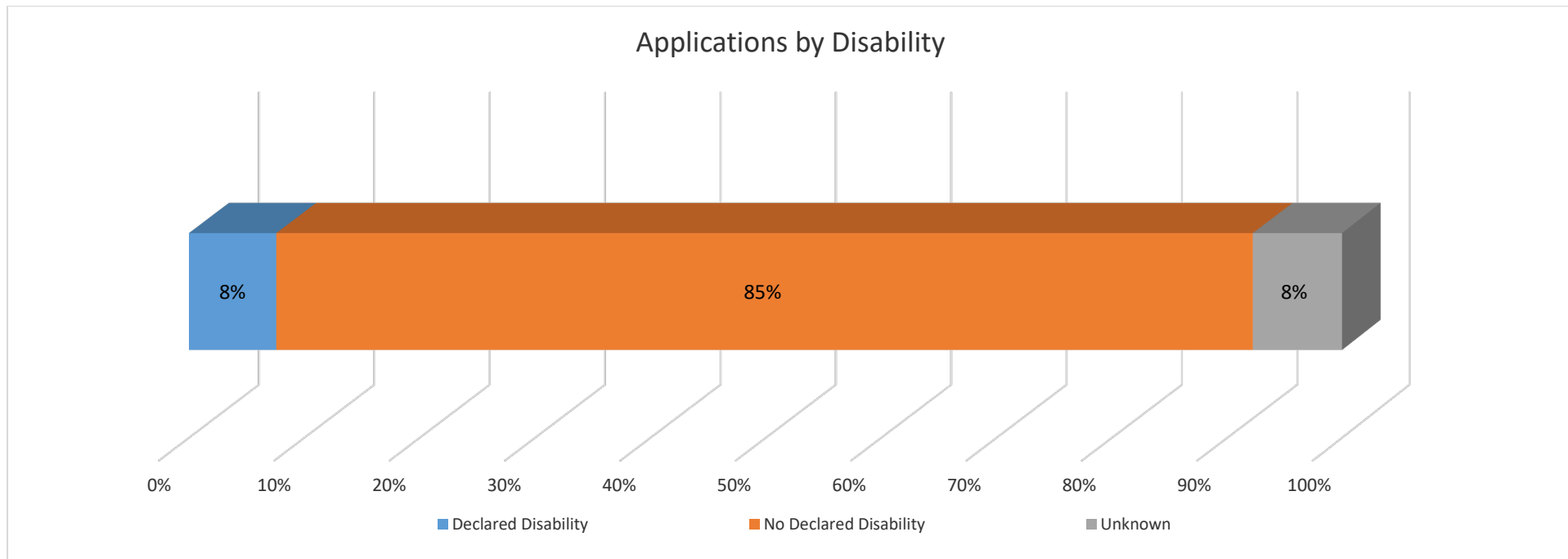


3.6 Flexible Working Applications by Declared Disability

Flexible Working Applications and Success Rates by Disability (01/01/19 to 31/12/20)			
	Declared Disability	No Known Disability	Information Refused
Number of Applications Received	8	71	<5
Number of Successful Applications	7	70	<5

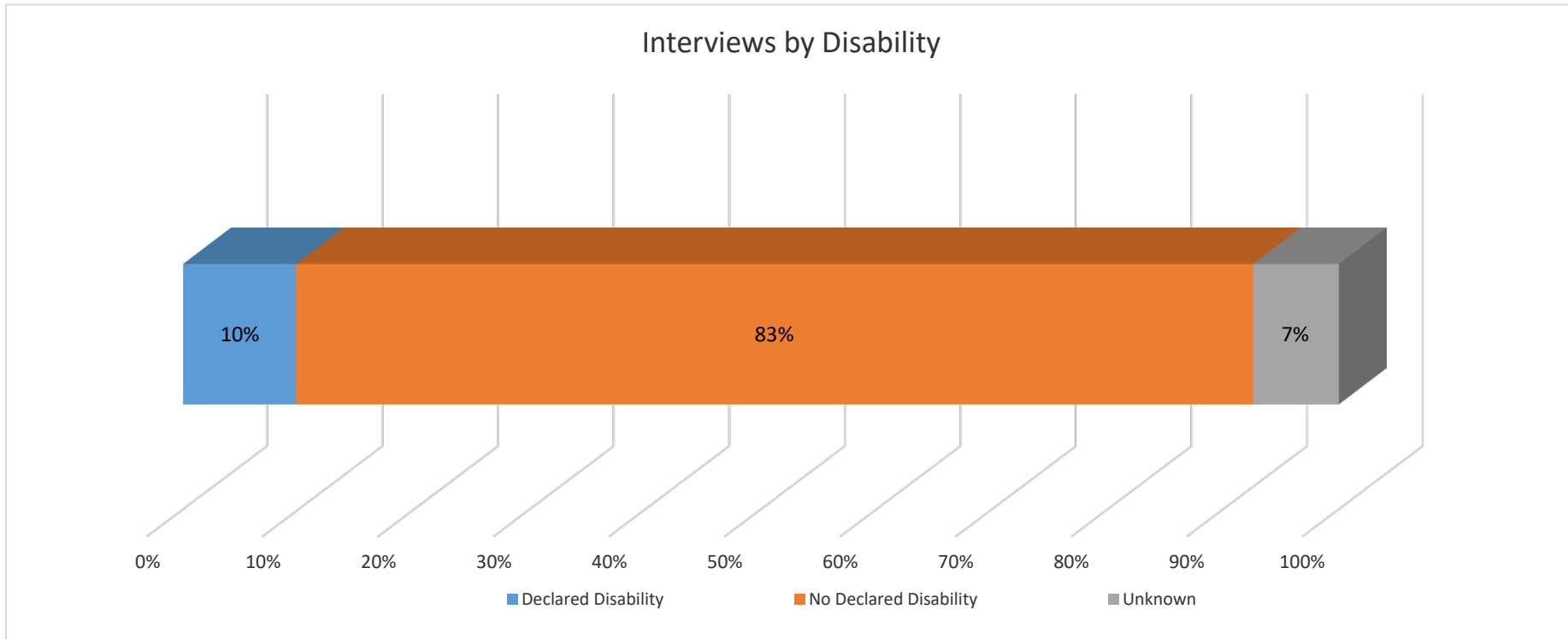
3.7 Applications by Declared Disability

	Declared Disability	No Declared Disability	Unknown
%	8%	85%	8%



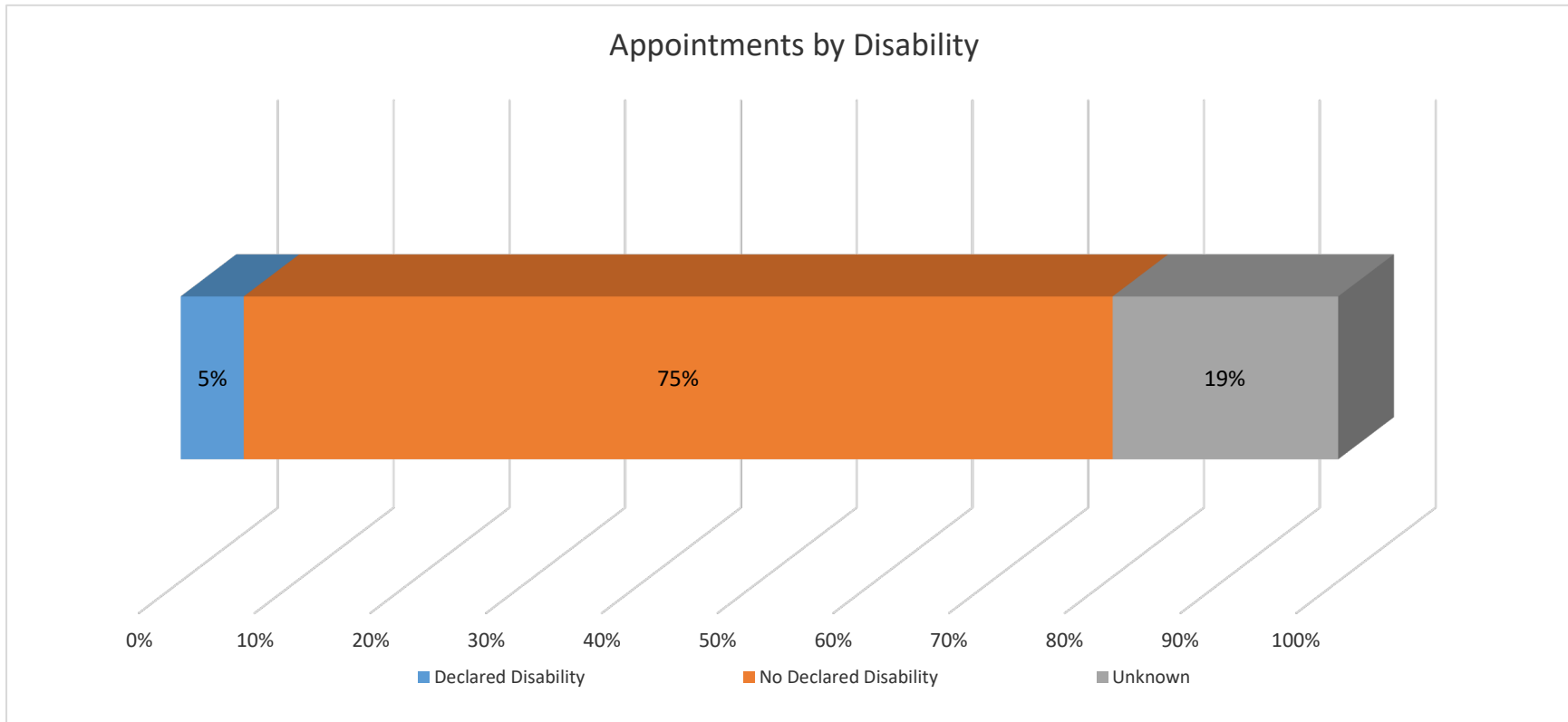
3.8 Interviews by Declared Disability

	Declared Disability	No Declared Disability	Unknown
%	10%	83%	7%



3.9 Appointments by Declared Disability

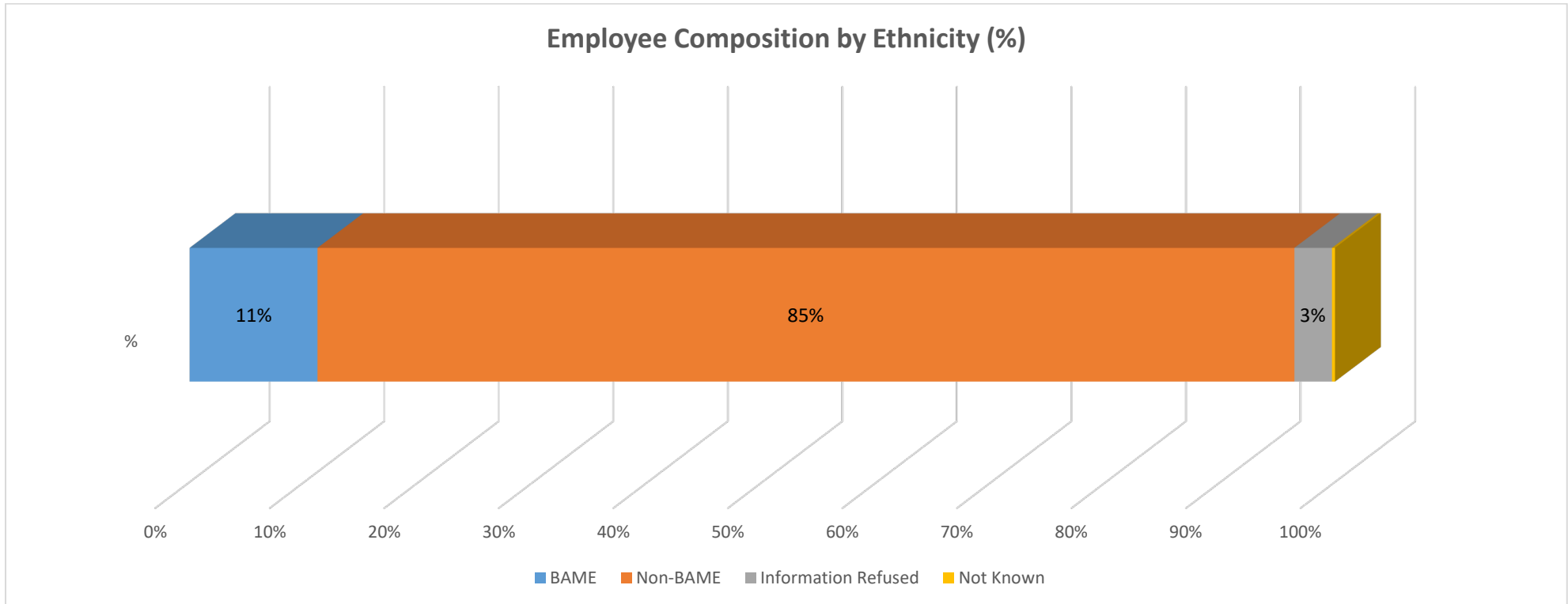
	Declared Disability	No Declared Disability	Unknown
%	5%	75%	19%



4. ETHNICITY

4.1 Employee Composition by Ethnicity

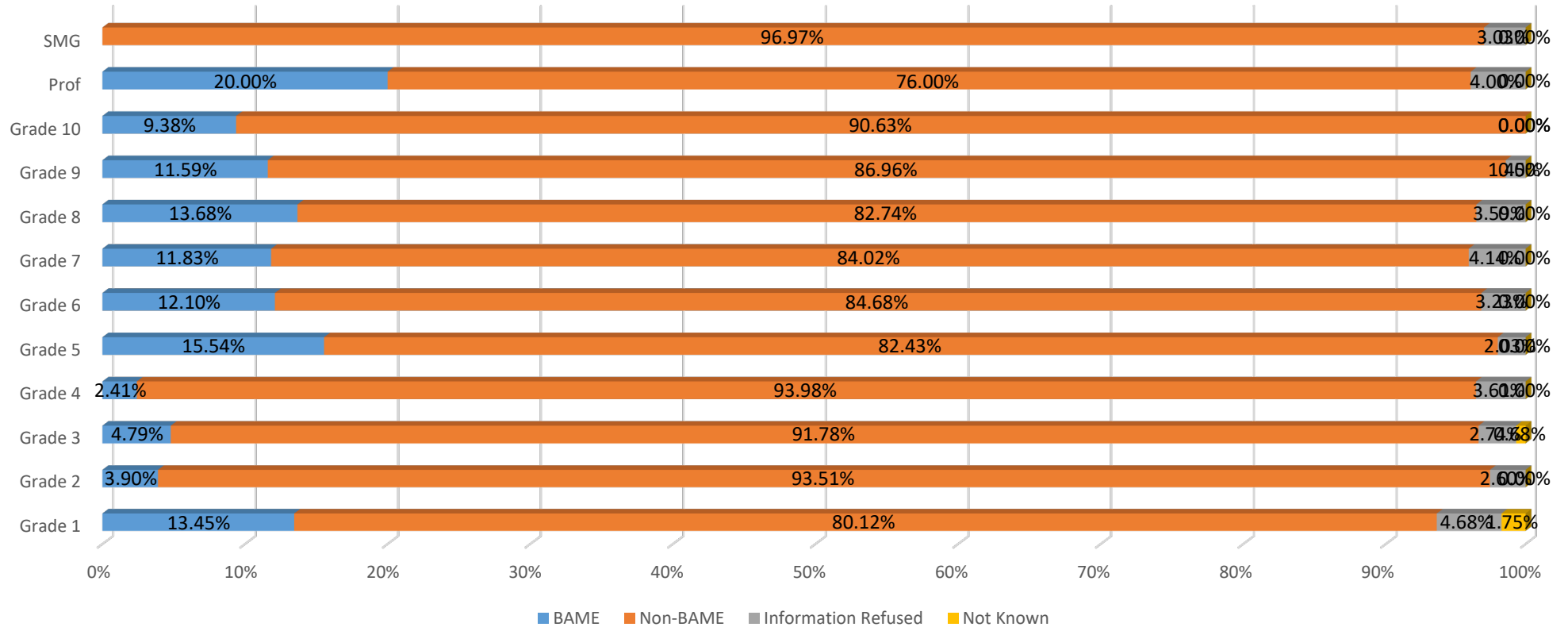
	BAME	Non-BAME	Information Refused	Not Known
%	11%	85%	3%	0%



4.2 Employee Composition by Ethnicity & Grade

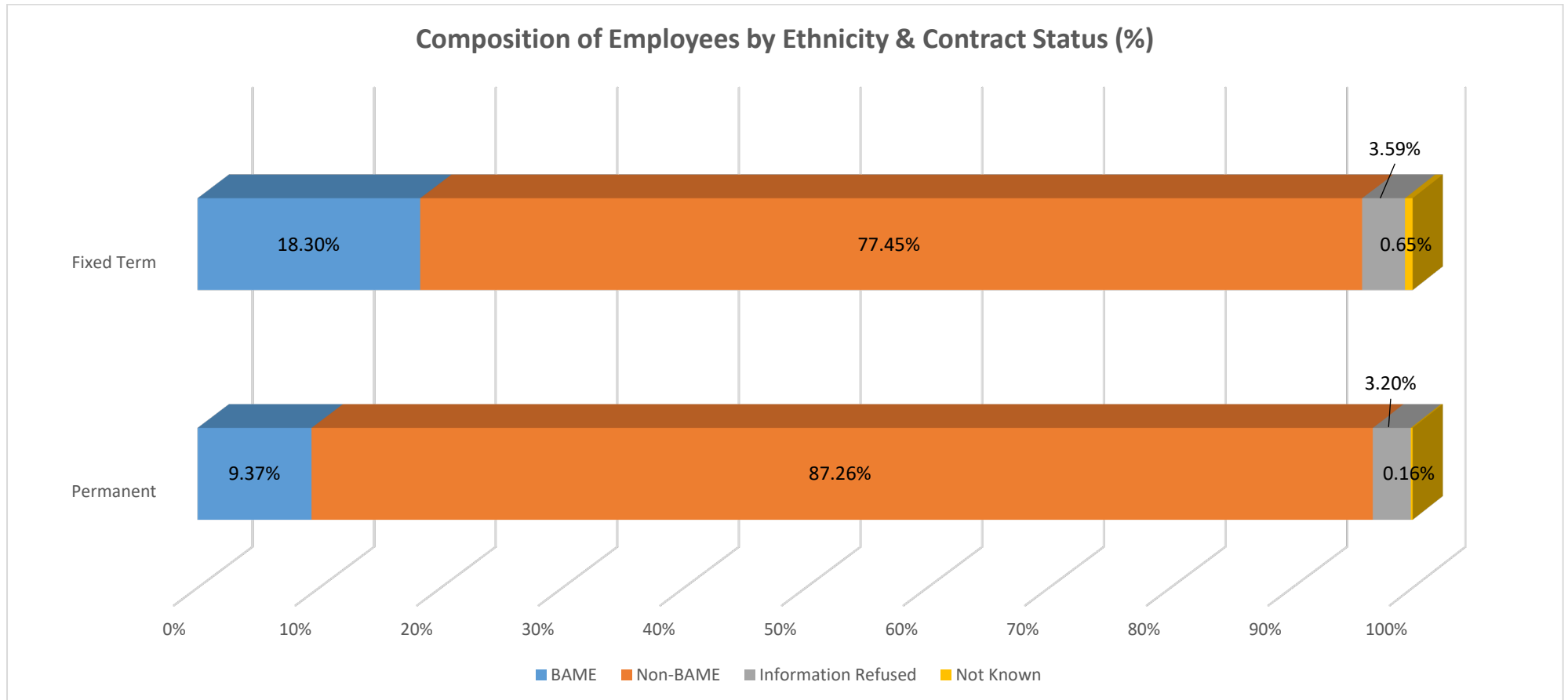
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Prof	SMG
BAME	13.45%	3.90%	4.79%	2.41%	15.54%	12.10%	11.83%	13.68%	11.59%	9.38%	20.00%	0.00%
Non-BAME	80.12%	93.51%	91.78%	93.98%	82.43%	84.68%	84.02%	82.74%	86.96%	90.63%	76.00%	96.97%
Information Refused	4.68%	2.60%	2.74%	3.61%	2.03%	3.23%	4.14%	3.59%	1.45%	0.00%	4.00%	3.03%
Not Known	1.75%	0.00%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Employee Composition by Ethnicity and Grade (%)



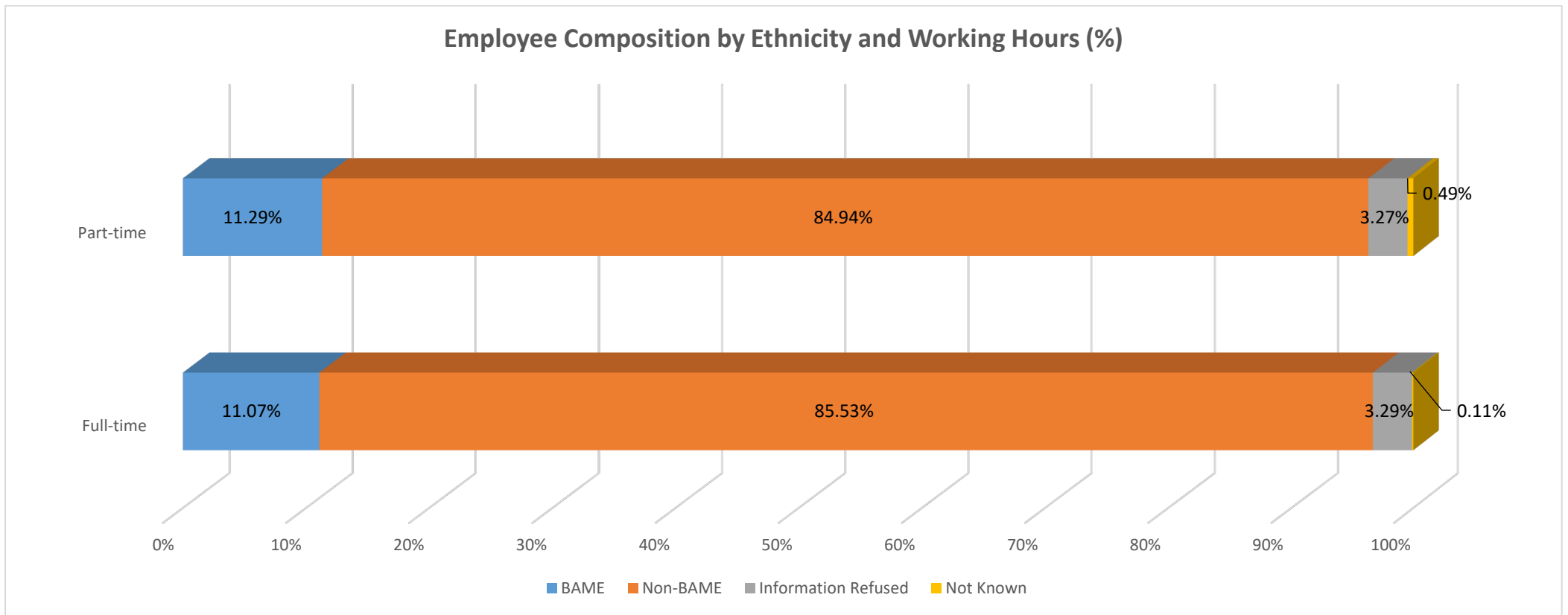
4.3 Employee Composition by Ethnicity & Contract Status

	Permanent	Fixed Term
BAME	9.37%	18.30%
Non-BAME	87.26%	77.45%
Information Refused	3.20%	3.59%
Not Known	0.16%	0.65%



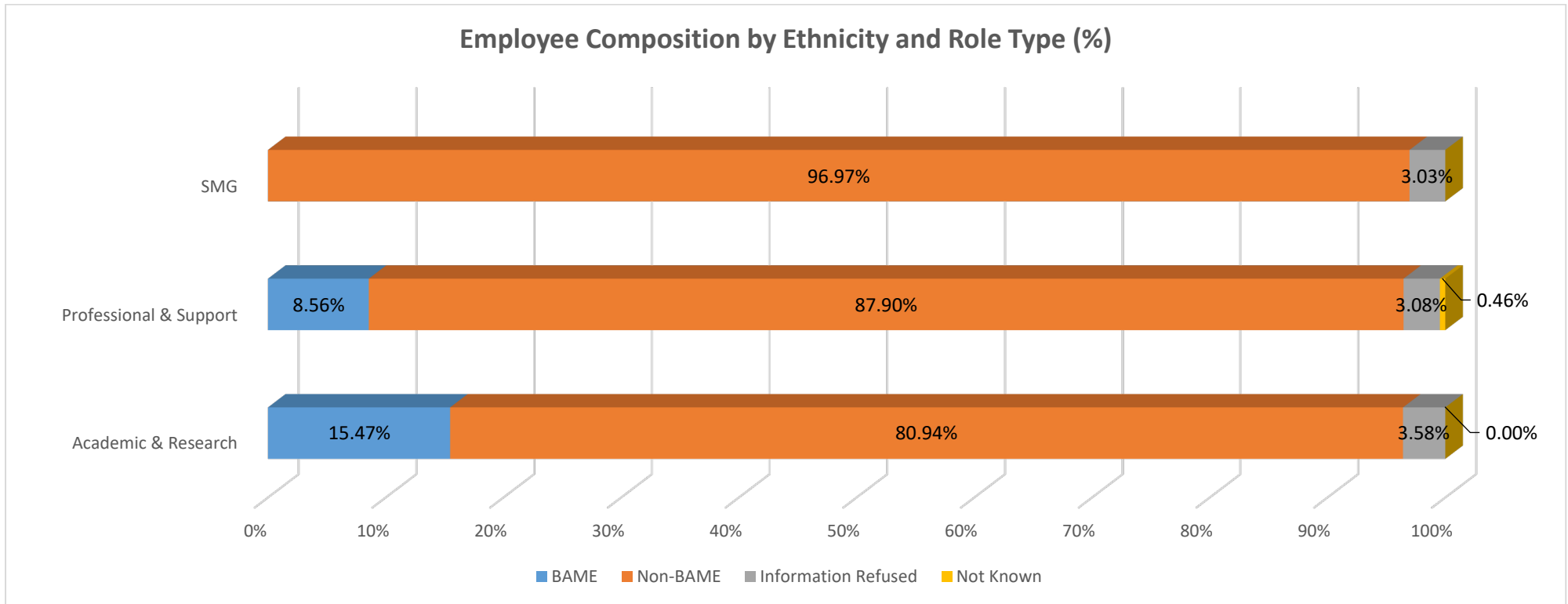
4.4 Employee Composition by Ethnicity & Working Hours

	Full-time	Part-time
BAME	11.07%	11.29%
Non-BAME	85.53%	84.94%
Information Refused	3.29%	3.27%
Not Known	0.11%	0.49%



4.5 Employee Composition by Ethnicity & Role Type

	Academic & Research	Professional & Support	SMG
BAME	15.47%	8.56%	0.00%
Non-BAME	80.94%	87.90%	96.97%
Information Refused	3.58%	3.08%	3.03%
Not Known	0.00%	0.46%	0.00%

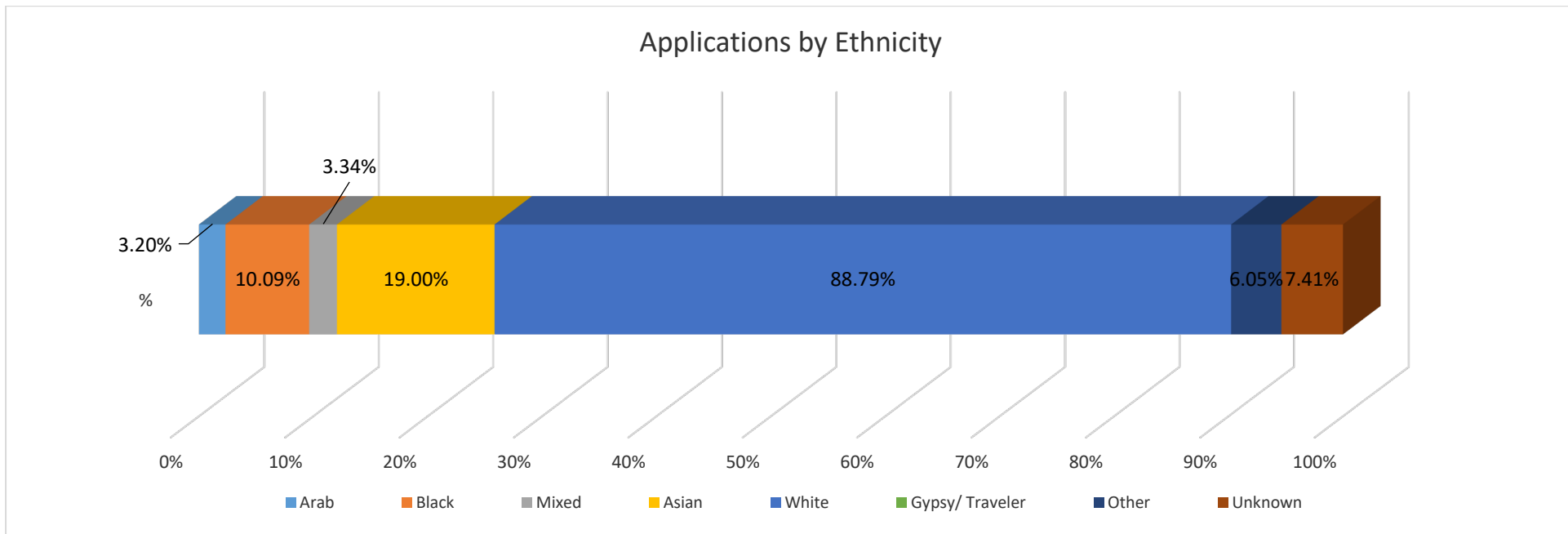


4.6 Flexible Working Applications by Ethnicity

Flexible Working Applications and Success Rates by Ethnicity (01/01/19 to 31/12/20)			
	BAME	Non-BAME	Information Refused
Number of Applications Received	0	78	<5
Number of Successful Applications	0	76	<5

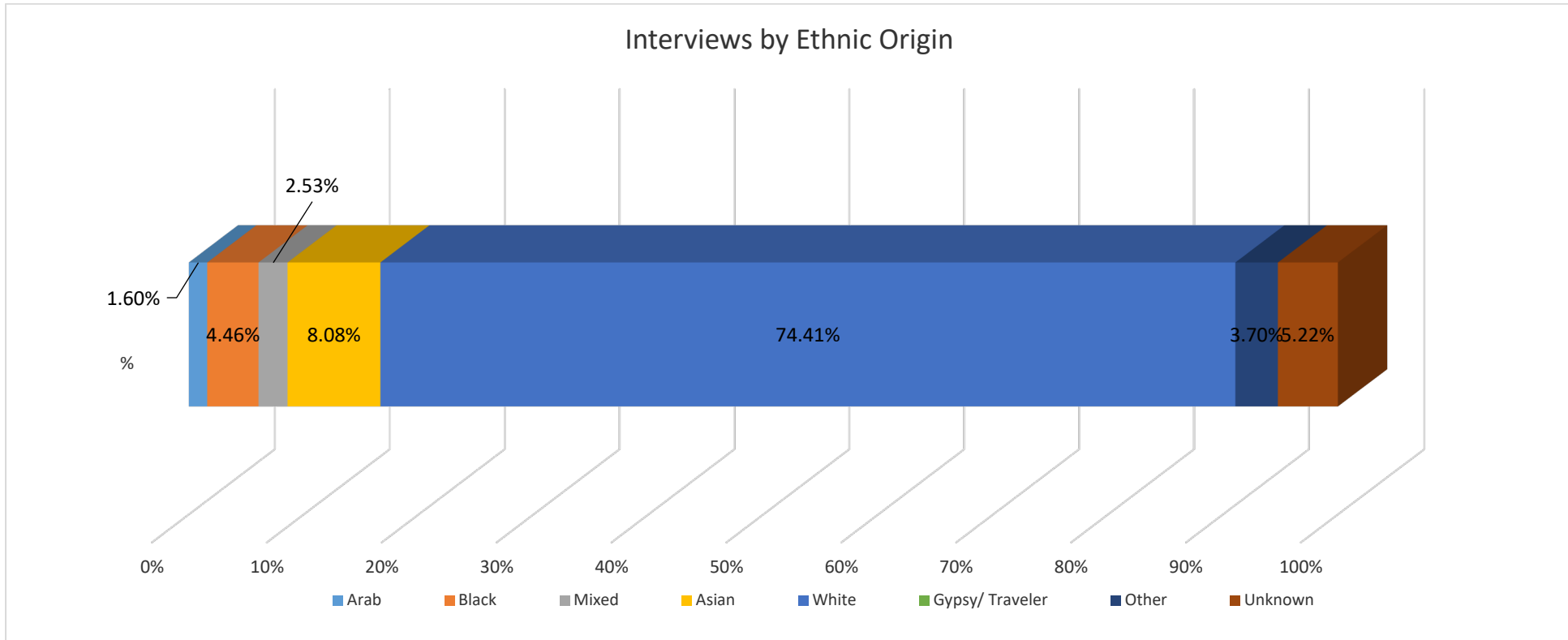
4.7 Applications by Ethnicity

Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveller	Other	Unknown
%	3.20%	10.09%	3.34%	19.00%	88.79%	0.00%	6.05%	7.41%



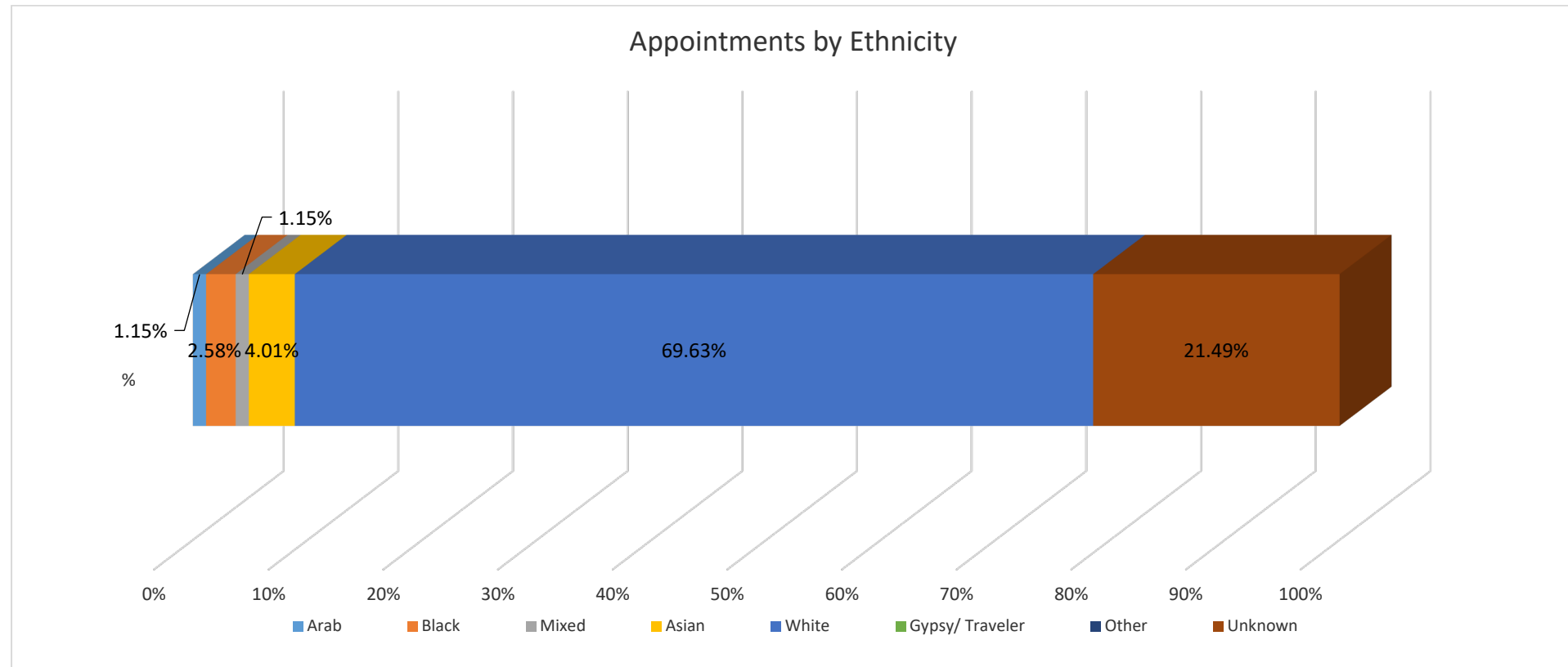
4.8 Interviews by Ethnicity

Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveller	Other	Unknown
%	1.60%	4.46%	2.53%	8.08%	74.41%	0.00%	3.70%	5.22%



4.9 Appointments by Ethnicity

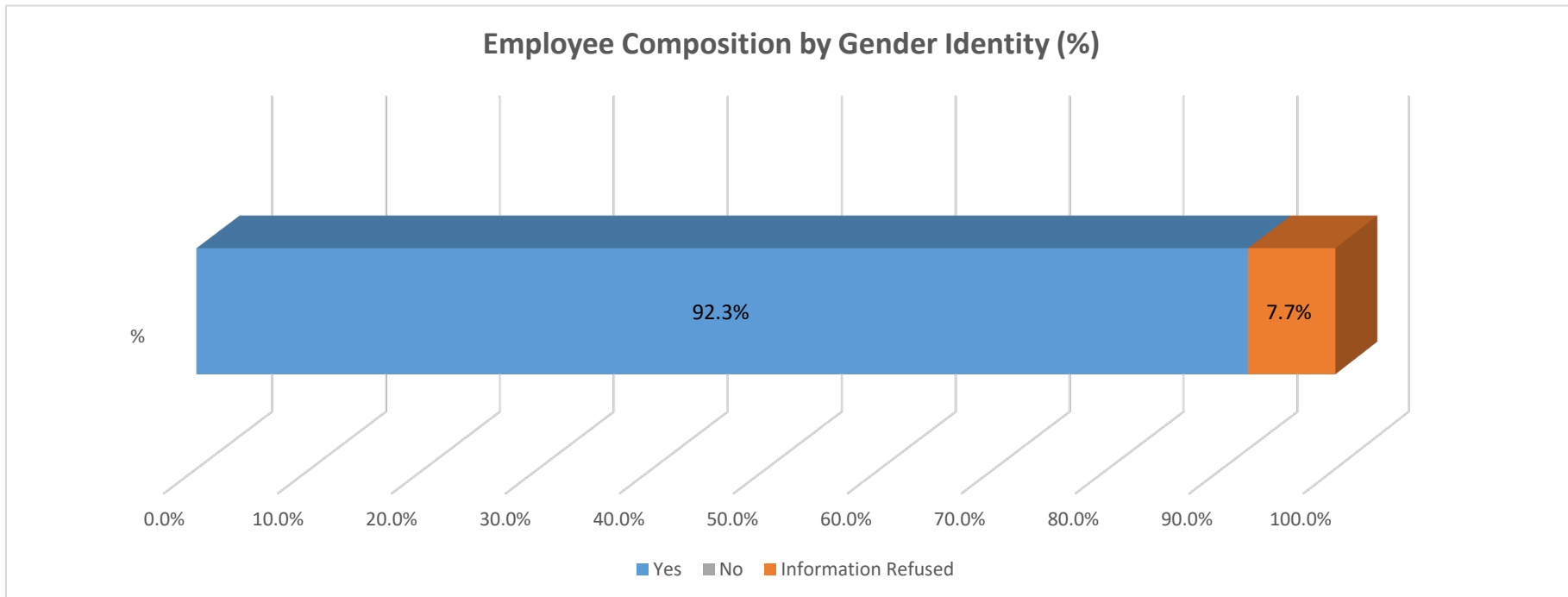
Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveller	Other	Unknown
%	1.15%	2.58%	1.15%	4.01%	69.63%	0.00%	0.00%	21.49%



5. GENDER IDENTITY

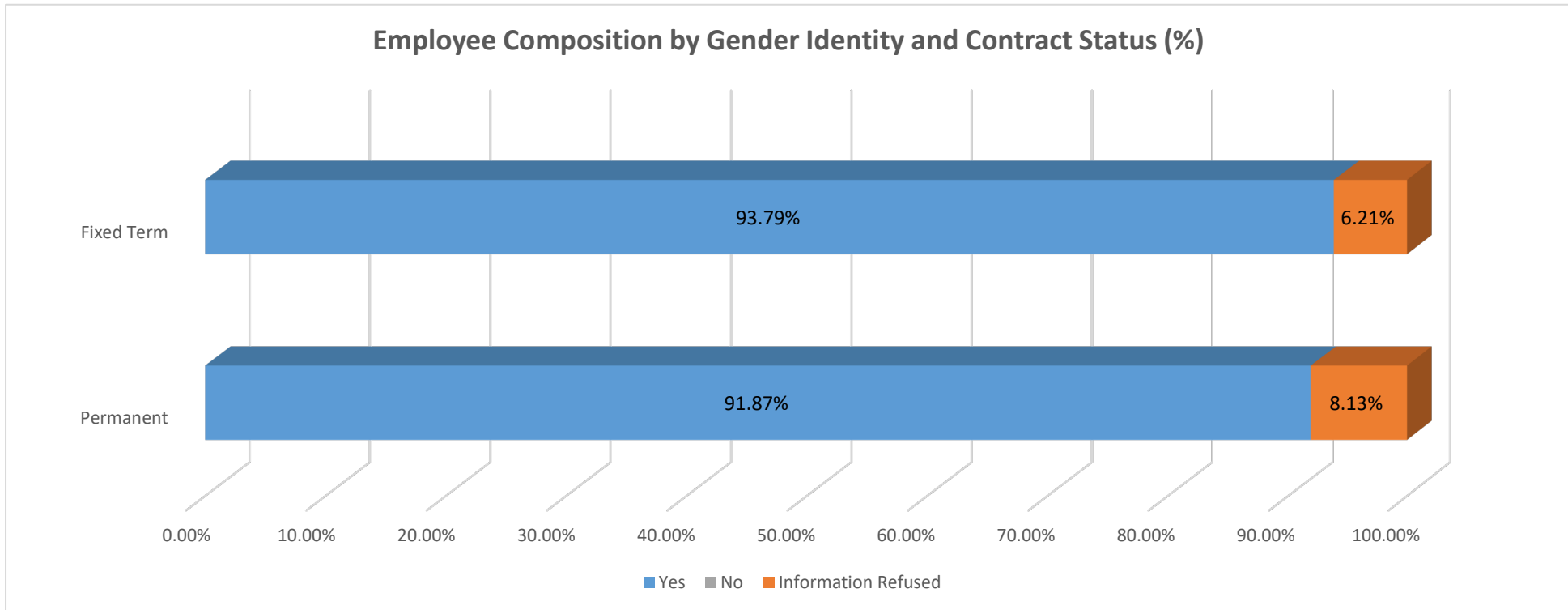
5.1 Employee Composition by gender identity

Does your gender identity match your sex as registered at birth?	%
Yes	92.3%
No	0.0%
Information Refused	7.7%



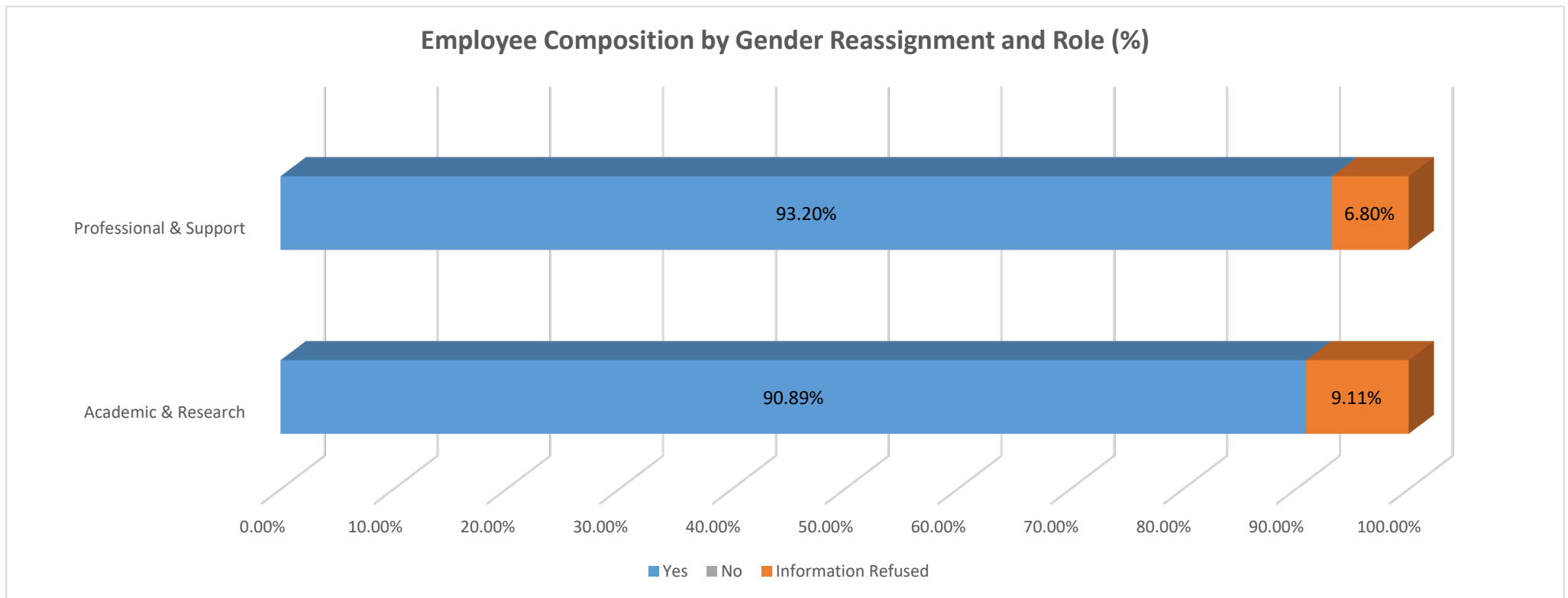
5.2 Employee Composition by gender identity & contract status

Does your gender identity match your sex as registered at birth?	Permanent	Fixed Term
Yes	91.87%	93.79%
No	0.00%	0.00%
Information Refused	8.13%	6.21%



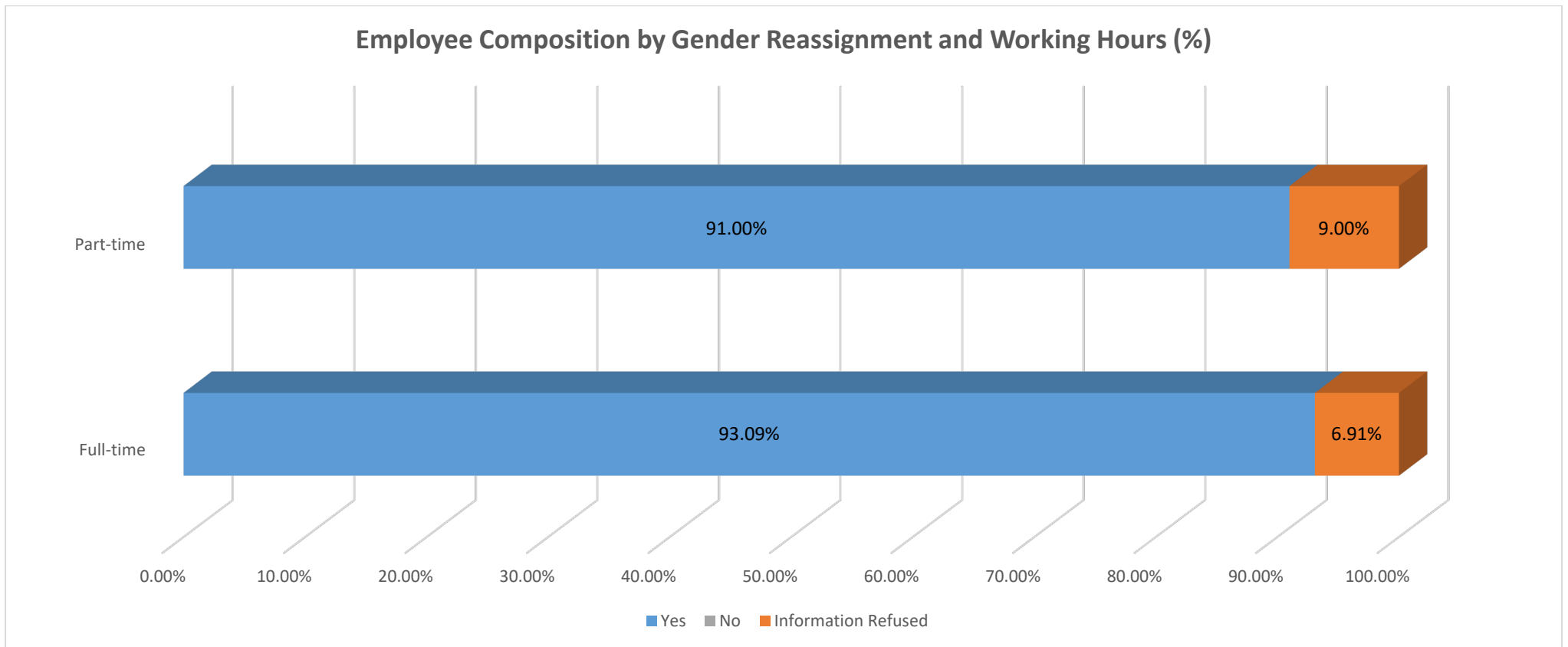
5.3 Employee Composition by gender identity & role type

Does your gender identity match your sex as registered at birth?	Academic & Research	Professional & Support
Yes	90.89%	93.20%
No	0.00%	0.00%
Information Refused	9.11%	6.80%



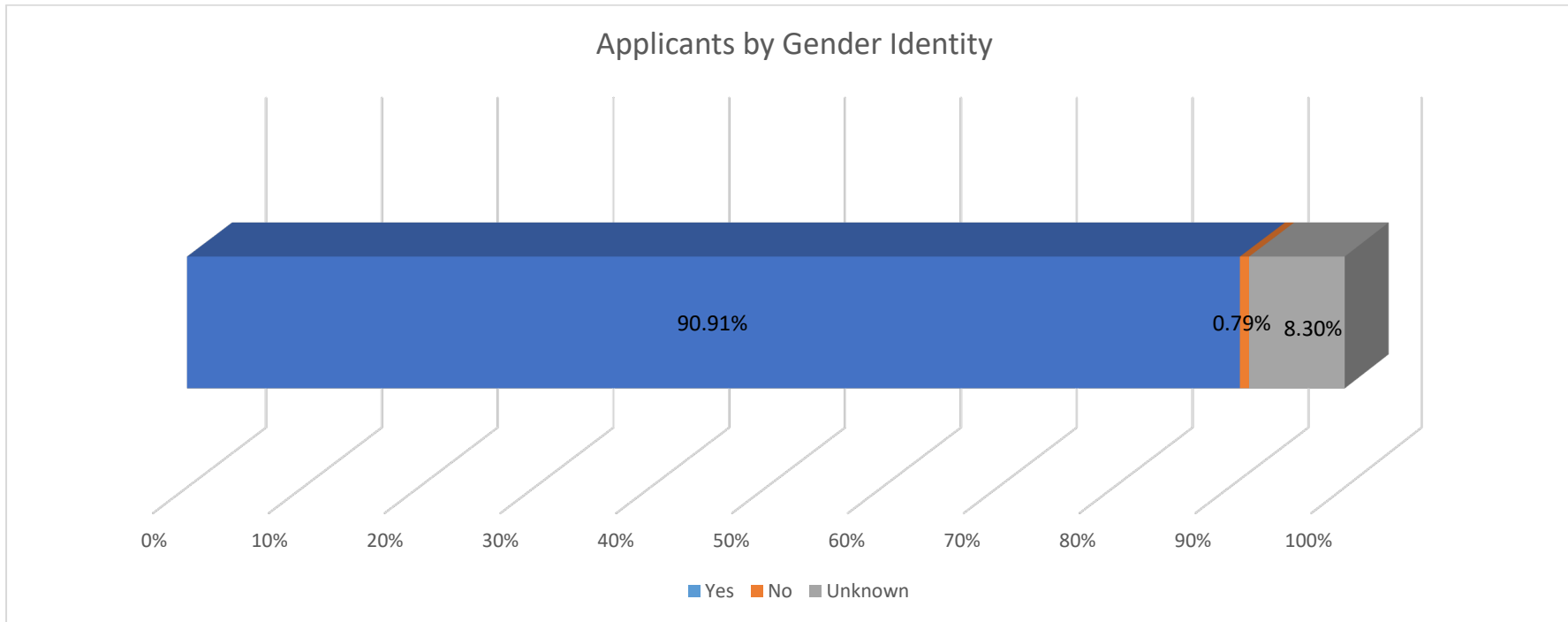
5.4 Employee Composition by gender identity and working hours

Does your gender identity match your sex as registered at birth?	Full-time	Part-time
Yes	93.09%	91.00%
No	0.00%	0.00%
Information Refused	6.91%	9.00%



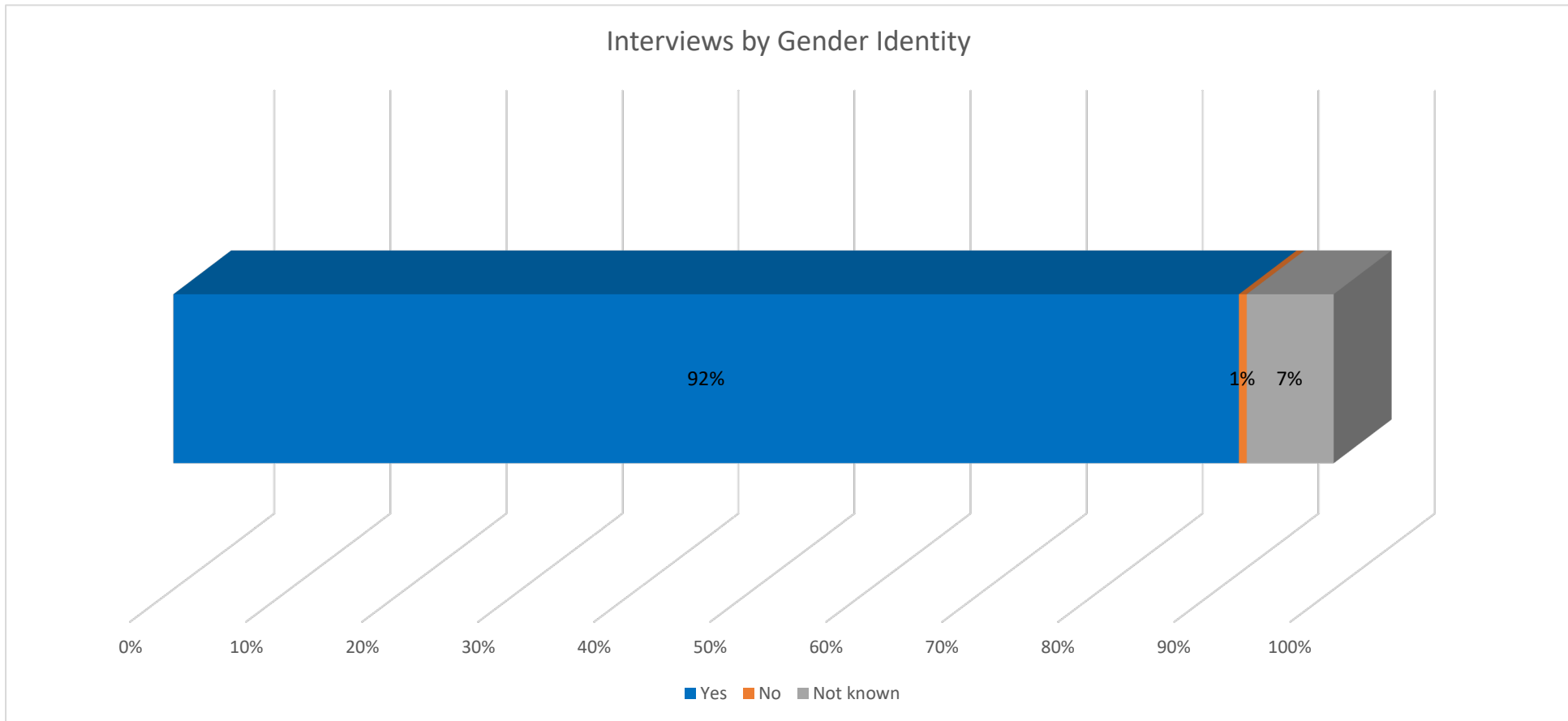
5.5 Applications by gender identity

Does your gender identity match your sex as registered at birth?	Yes	No	Unknown
Applicants %	90.91%	0.79%	8.30%



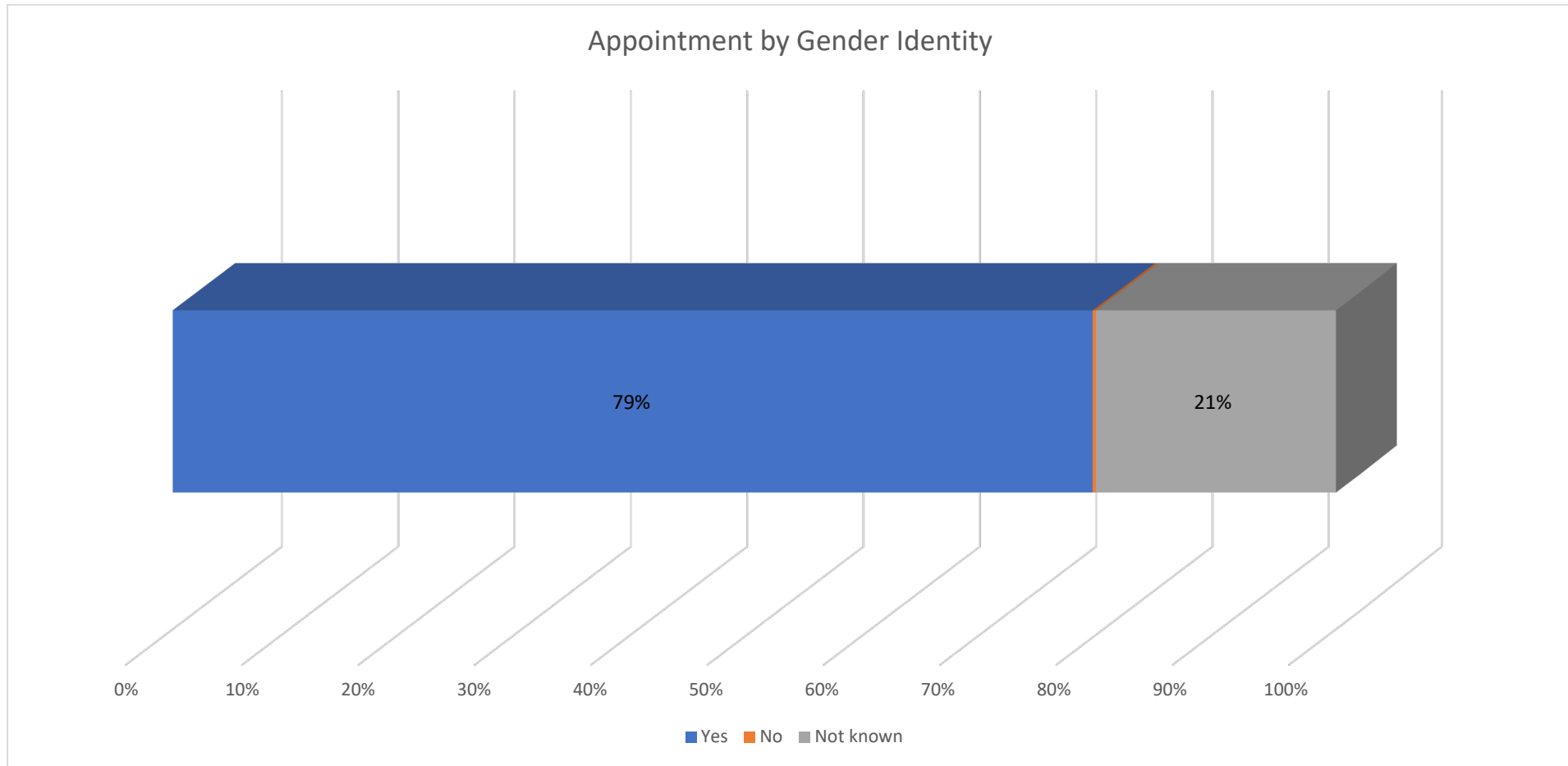
5.6 Interviews by gender identity

Does your gender identity match your sex as registered at birth?	Yes	No	Unknown
Interviewed %	92%	1%	7%



5.7 Appointments by gender identity

Does your gender identity match your sex as registered at birth?	Yes	No	Unknown
Appointed %	79%	0%	21%

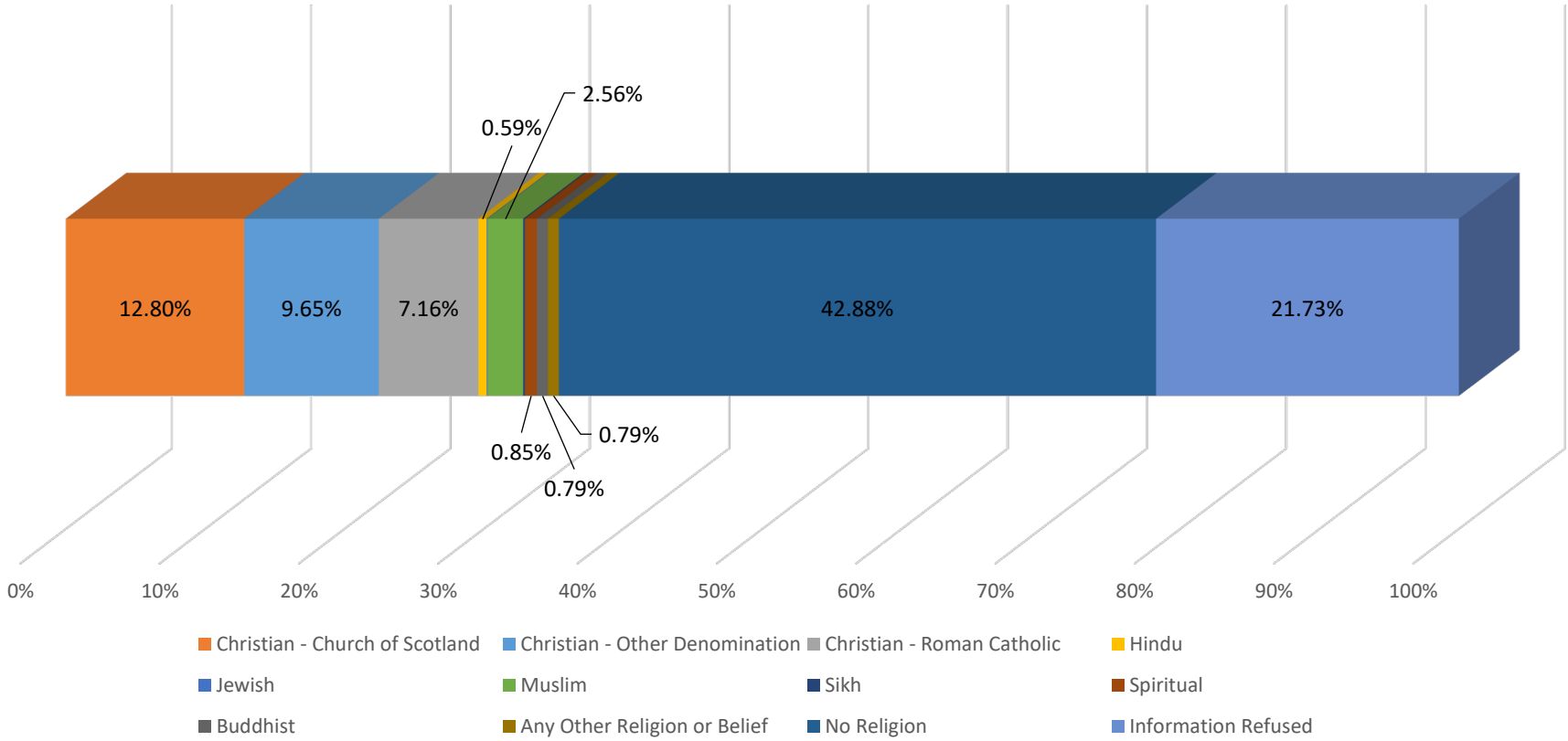


6. RELIGIOUS BELIEF

6.1 Employee Composition by Religious Belief

	%
Christian - Church of Scotland	12.80%
Christian - Other Denomination	9.65%
Christian - Roman Catholic	7.16%
Hindu	0.59%
Jewish	0.07%
Muslim	2.56%
Sikh	0.13%
Spiritual	0.85%
Buddhist	0.79%
Any Other Religion or Belief	0.79%
No Religion	42.88%
Information Refused	21.73%

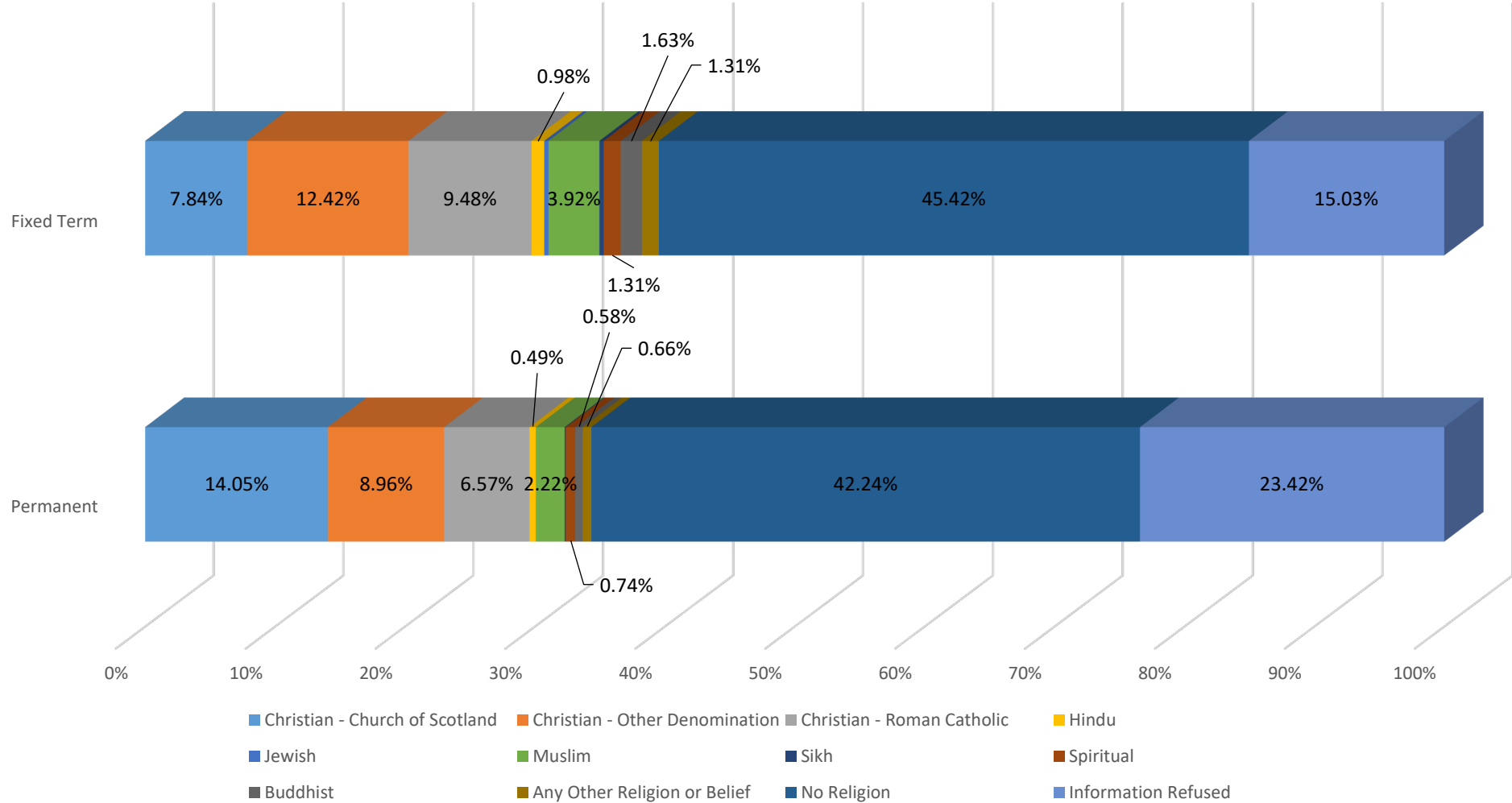
Employee Composition by Religious Belief (%)



6.2 Employee Composition by Religious Belief & Contract Status

	Permanent	Fixed Term
Christian - Church of Scotland	14.05%	7.84%
Christian - Other Denomination	8.96%	12.42%
Christian - Roman Catholic	6.57%	9.48%
Hindu	0.49%	0.98%
Jewish	0.00%	0.33%
Muslim	2.22%	3.92%
Sikh	0.08%	0.33%
Spiritual	0.74%	1.31%
Buddhist	0.58%	1.63%
Any Other Religion or Belief	0.66%	1.31%
No Religion	42.24%	45.42%
Information Refused	23.42%	15.03%

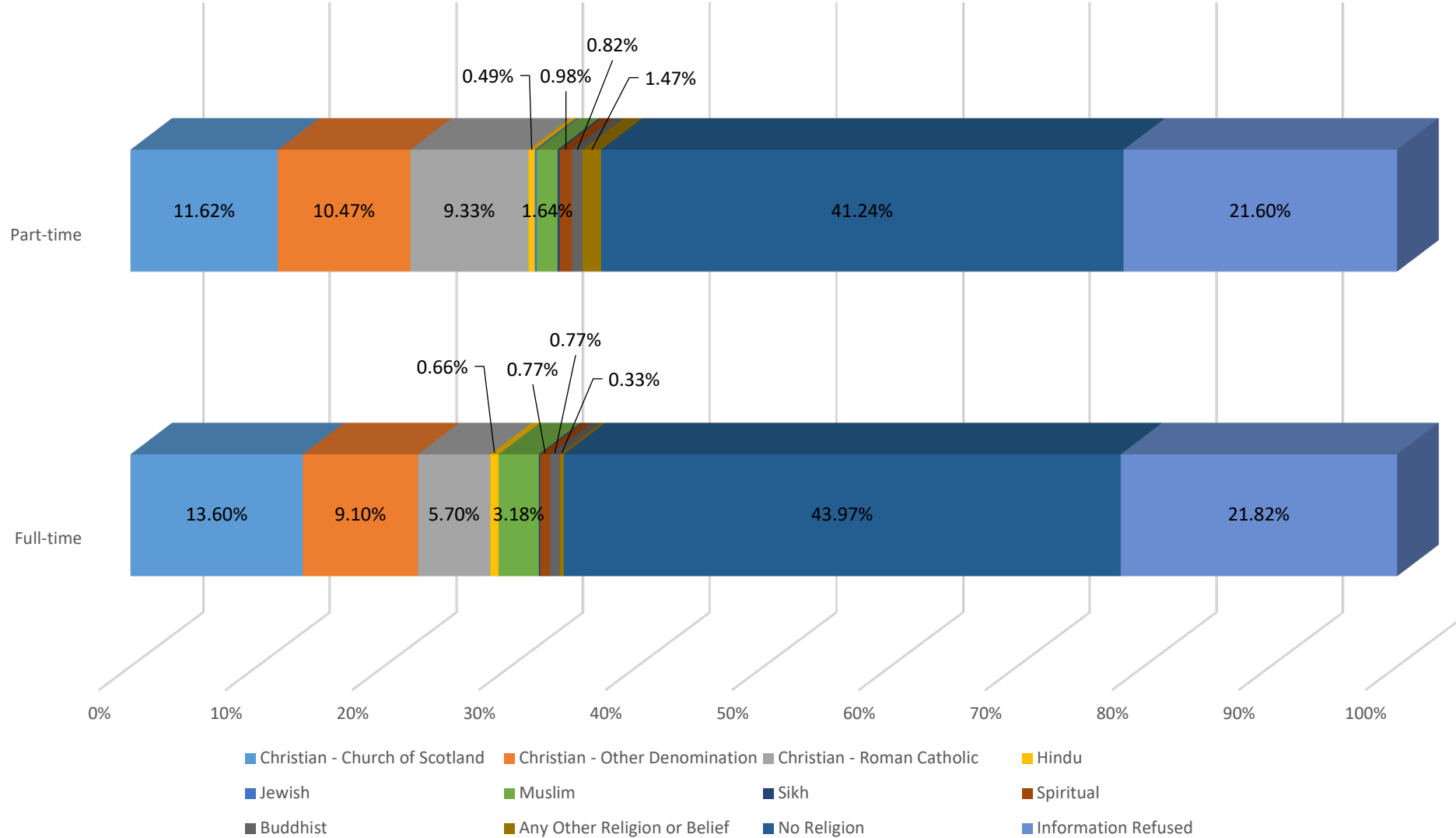
Employee Composition by Religion and Contract Status (%)



6.3 Employee Composition by Religious Belief & Working Hours

	Full-time	Part-time
Christian - Church of Scotland	13.60%	11.62%
Christian - Other Denomination	9.10%	10.47%
Christian - Roman Catholic	5.70%	9.33%
Hindu	0.66%	0.49%
Jewish	0.00%	0.16%
Muslim	3.18%	1.64%
Sikh	0.11%	0.16%
Spiritual	0.77%	0.98%
Buddhist	0.77%	0.82%
Any Other Religion or Belief	0.33%	1.47%
No Religion	43.97%	41.24%
Information Refused	21.82%	21.60%

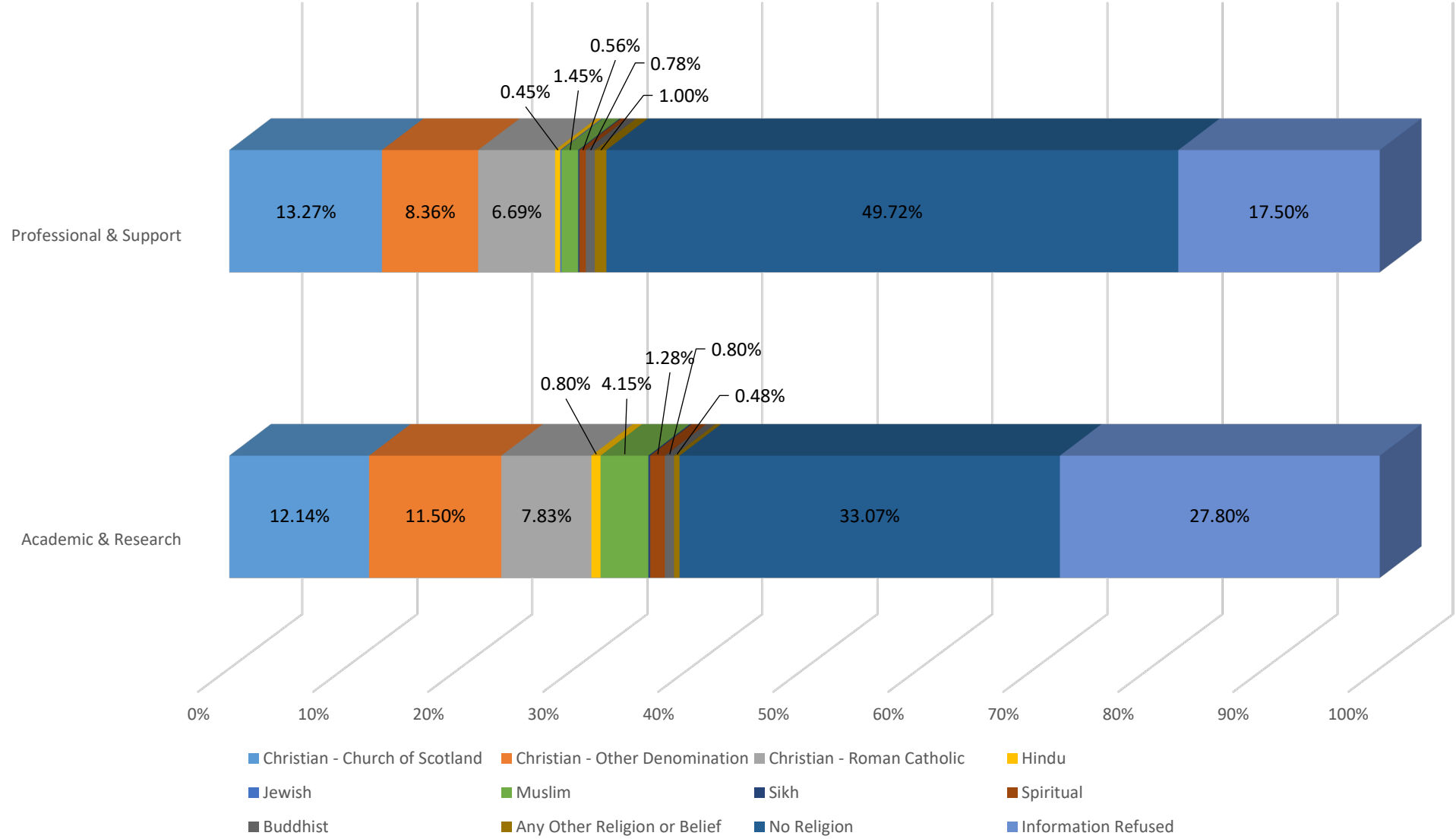
Employee Composition by Religion and Working Hours (%)



6.4 Employee Composition by Religious Belief & Role Type

	Academic & Research	Professional & Support
Christian - Church of Scotland	12.14%	13.27%
Christian - Other Denomination	11.50%	8.36%
Christian - Roman Catholic	7.83%	6.69%
Hindu	0.80%	0.45%
Jewish	0.00%	0.11%
Muslim	4.15%	1.45%
Sikh	0.16%	0.11%
Spiritual	1.28%	0.56%
Buddhist	0.80%	0.78%
Any Other Religion or Belief	0.48%	1.00%
No Religion	33.07%	49.72%
Information Refused	27.80%	17.50%

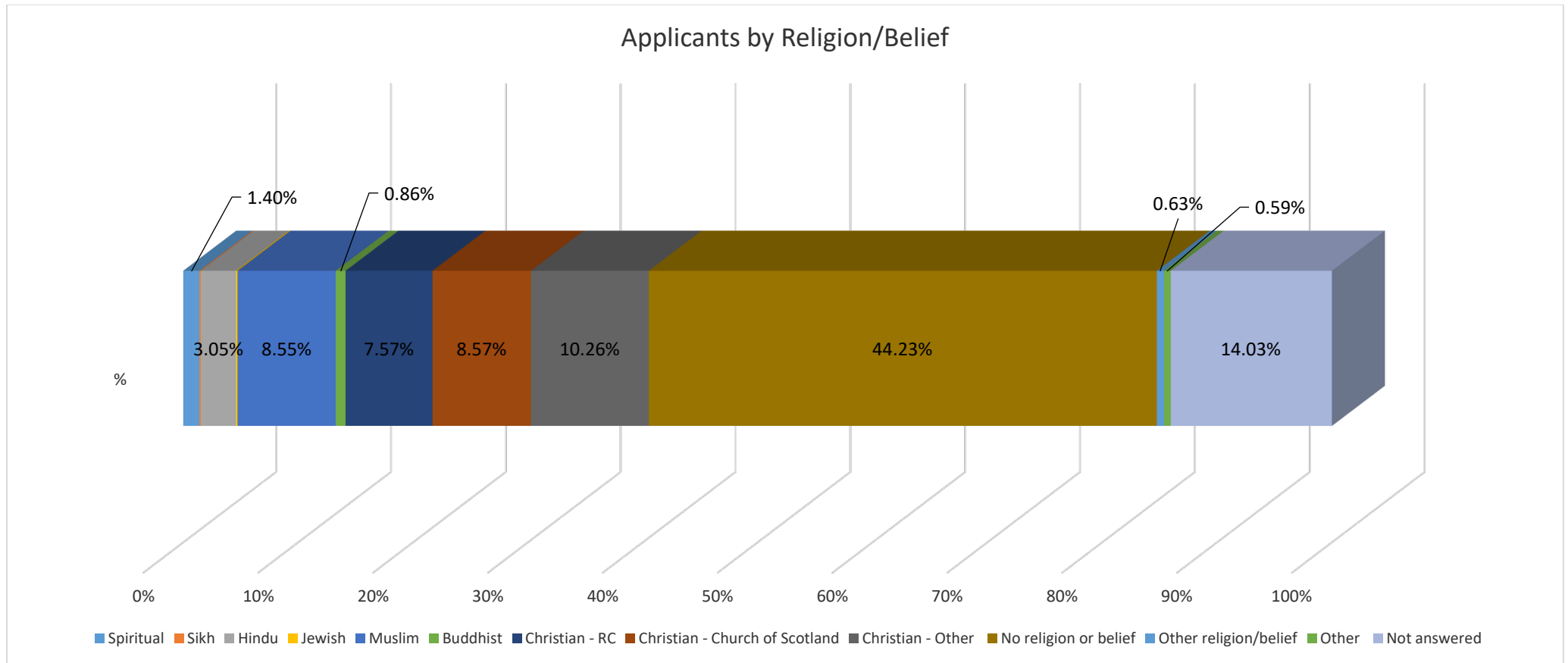
Employee Composition by Religion and Role (%)



6.5 Applications by Religious Belief

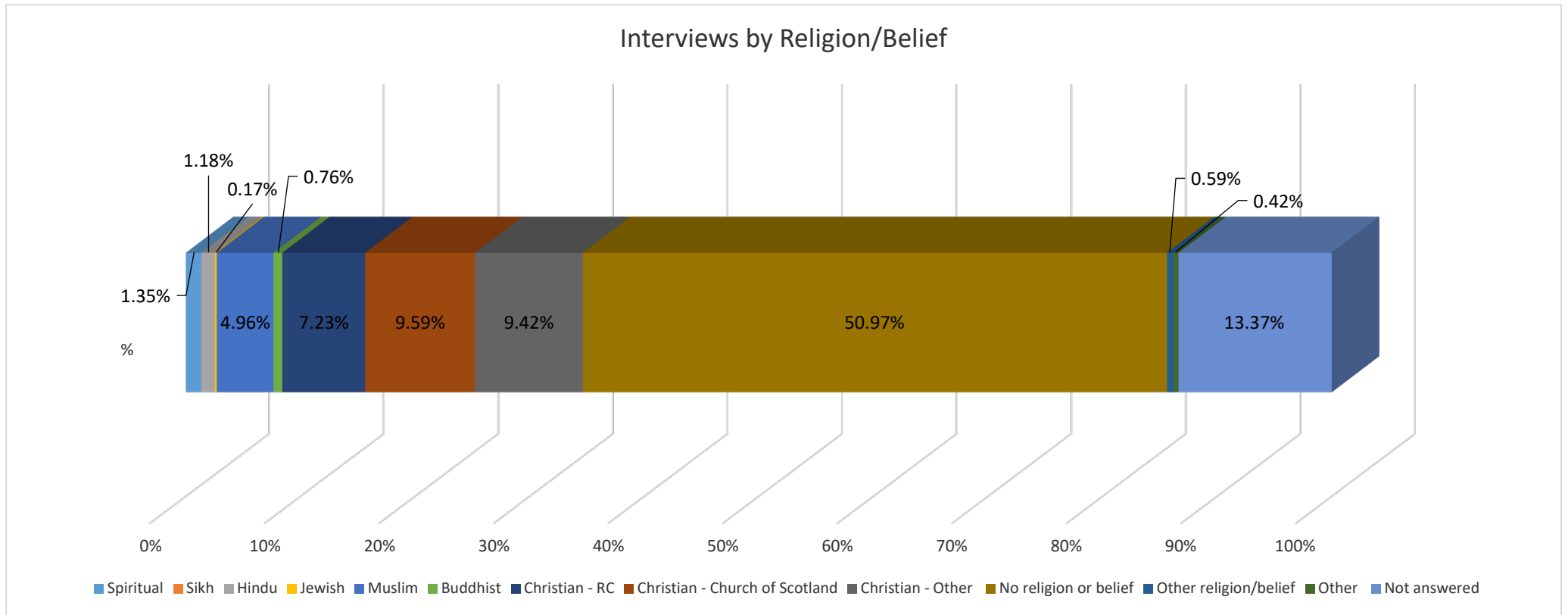
Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Other	Not answered
%	1.40%	0.13%	3.05%	0.15%	8.55%	0.86%	7.57%	8.57%	10.26%	44.23%	0.63%	0.59%	14.03%

Applicants by Religion/Belief



6.6 Interviews by Religious Belief

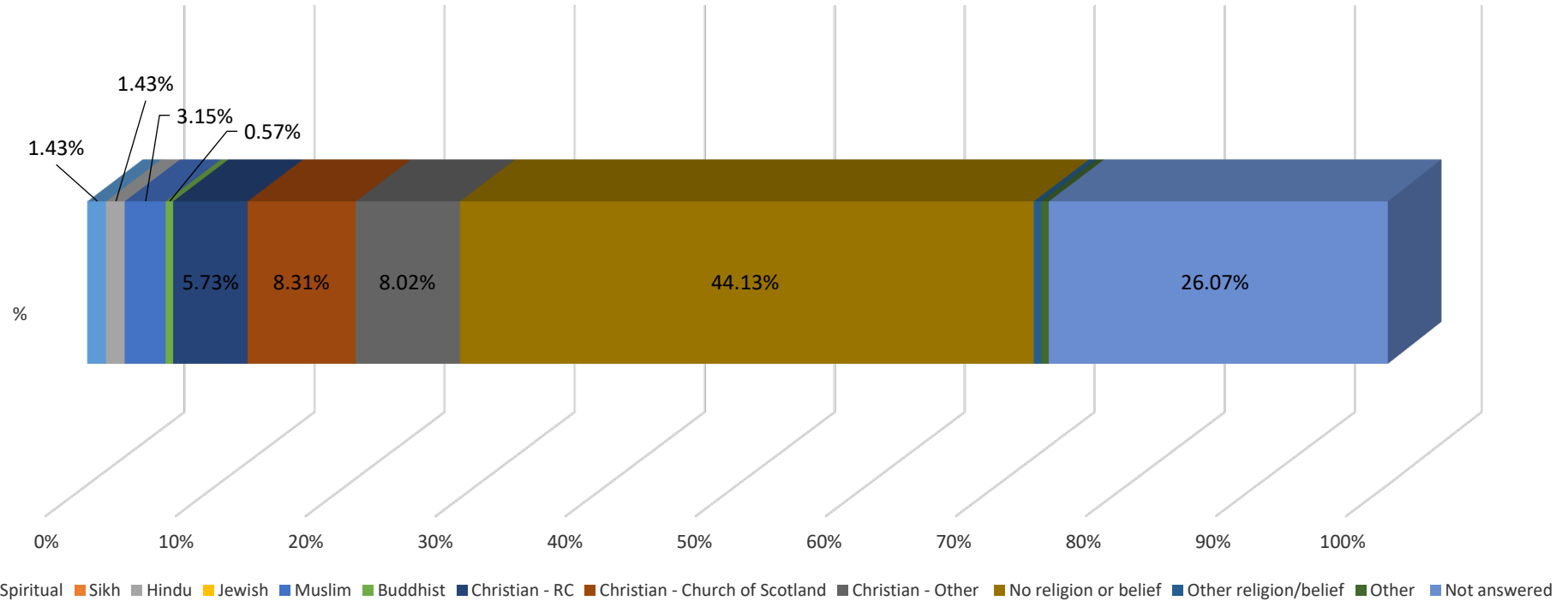
Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Other	Not answered
%	1.35%	0.00%	1.18%	0.17%	4.96%	0.76%	7.23%	9.59%	9.42%	50.97%	0.59%	0.42%	13.37%



6.7 Appointments by Religious Belief

Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Other	Not answered
%	1.43%	0.00%	1.43%	0.00%	3.15%	0.57%	5.73%	8.31%	8.02%	44.13%	0.57%	0.57%	26.07%

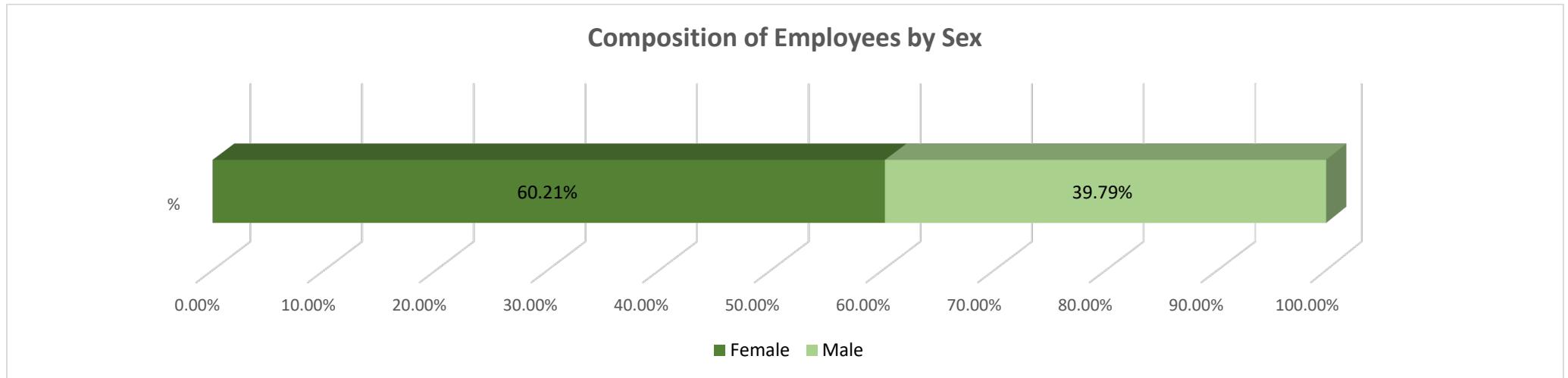
Appointments by Religion/Belief



7.0 SEX

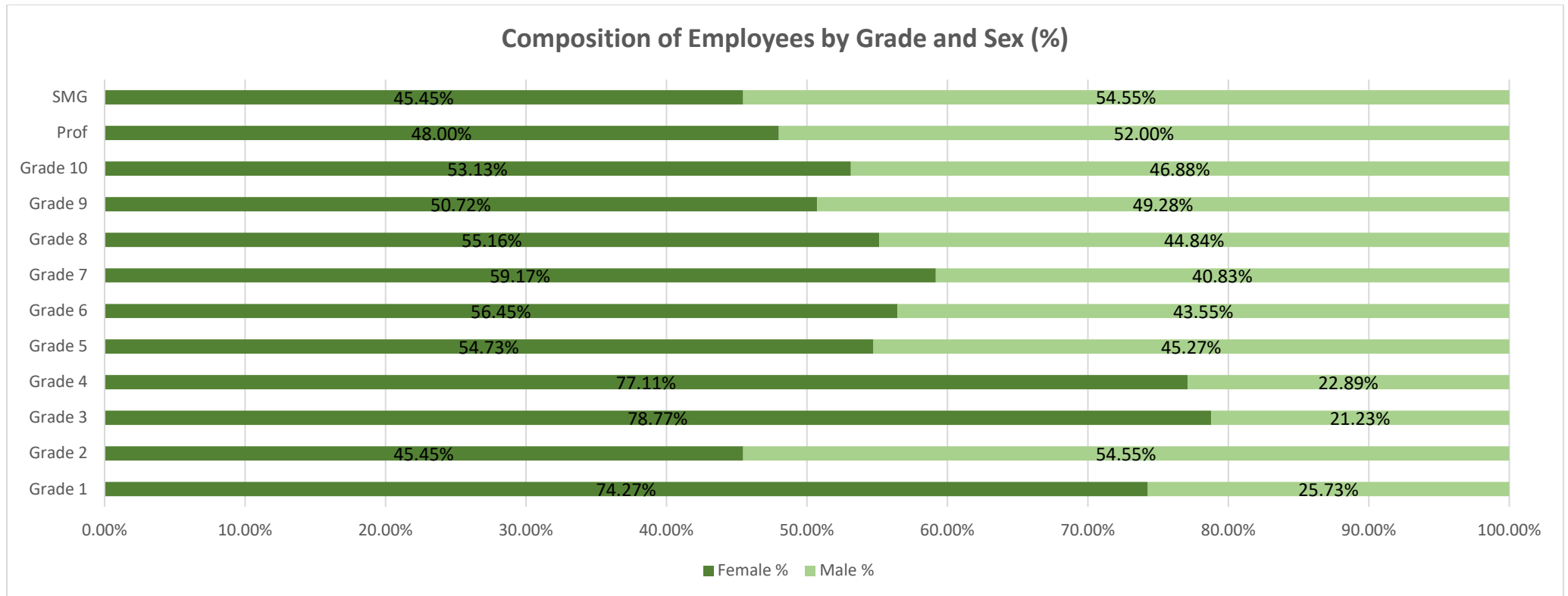
7.1 Employee Composition by Sex

	Female	Male
%	60.21%	39.79%



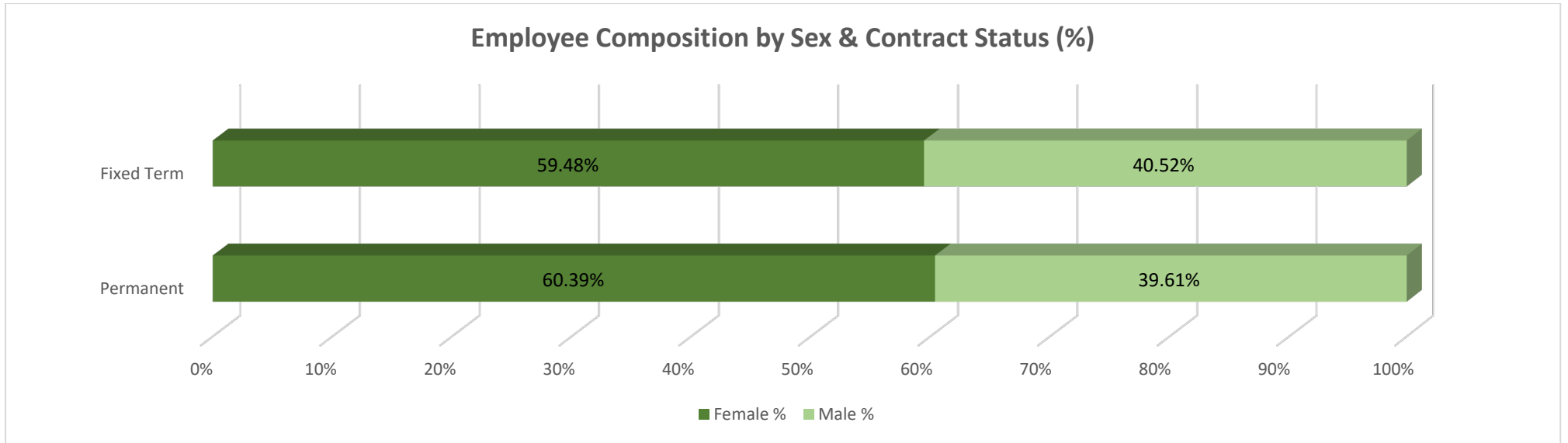
7.2 Employee Composition by Sex & Grade

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Prof	SMG
Female %	74.27%	45.45%	78.77%	77.11%	54.73%	56.45%	59.17%	55.16%	50.72%	53.13%	48.00%	45.45%
Male %	25.73%	54.55%	21.23%	22.89%	45.27%	43.55%	40.83%	44.84%	49.28%	46.88%	52.00%	54.55%



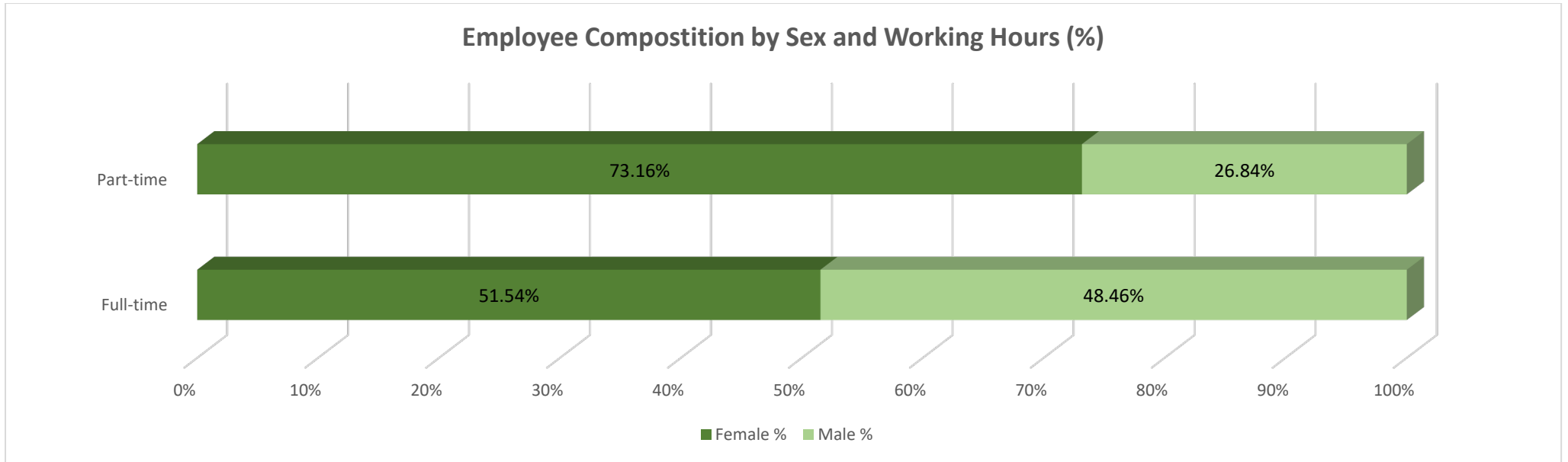
7.3 Employee Composition by Sex & Contract Status

	Permanent	Fixed Term
Female %	60.39%	59.48%
Male %	39.61%	40.52%



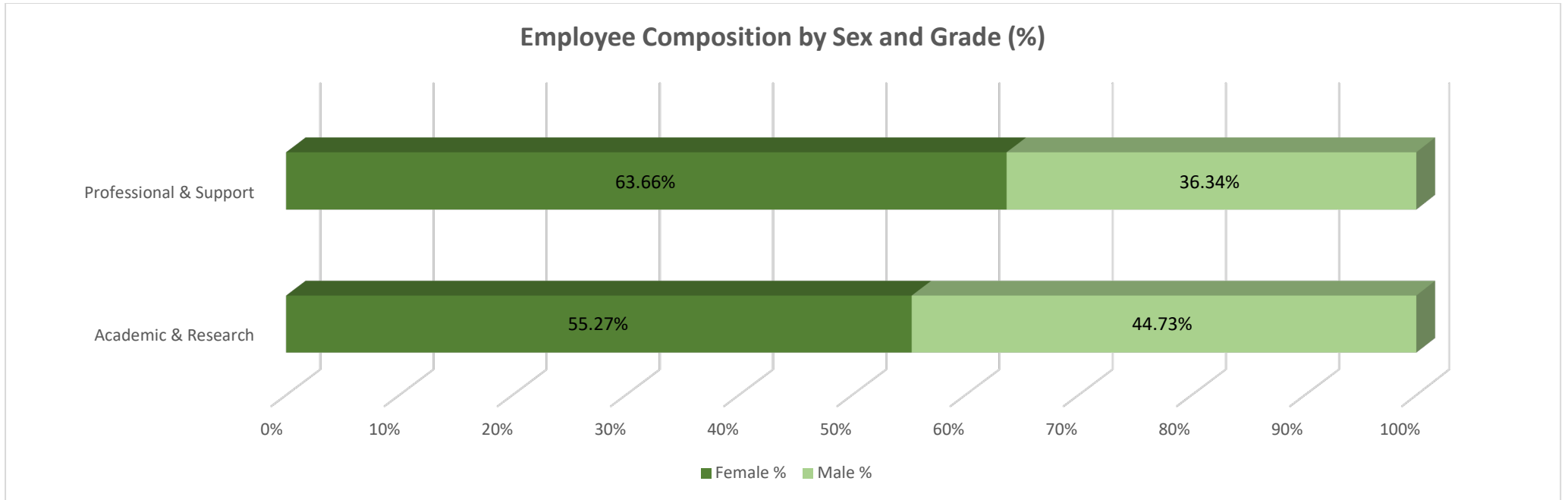
7.4 Employee Composition by Sex & Working Hours

	Full-time	Part-time
Female %	51.54%	73.16%
Male %	48.46%	26.84%



7.5 Employee Composition by Sex & Role Type

	Academic & Research	Professional & Support
Female %	55.27%	63.66%
Male %	44.73%	36.34%



7.6 Leave taken by Sex

Maternity/Adoption Leave Taken (01/01/19 to 31/12/20)		
	Academic & Research	Professional & Support
Number of Maternity/Adoption Leave taken	16	20
Number returning to work following Maternity/Adoption Leave	13	14
Number who returned to the same role	13	14
There are currently 9 members of staff who are still currently on maternity/adoption leave therefore it is not possible to determine if they will return to work following their period of leave.		

Flexible Working Applications and Success Rates (01/01/19 to 31/12/20)				
	Academic & Research		Professional & Support	
	Female	Male	Female	Male
Number of Applications Received	18	2	46	15
Number of Successful Applications	18	2	46	13

Flexible Working Applications and Success Rates by Working Hours (01/01/19 to 31/12/20)				
	Full-time Employees		Part-time Employees	
	Female	Male	Female	Male
Number of Applications Received	44	16	20	1
Number of Successful Applications	44	14	20	1

Shared Parental Leave Taken by Gender (01/01/19 to 31/12/20)	
Female	0
Male	0

7.7 Development Programme Participation by Sex

Open Programmes (01/01/19 to 31/12/20)		
	Headcount	%
Female	316	75.24%
Male	104	24.76%

Management & Leadership Development Programmes (01/01/19 to 31/12/20)		
	Headcount	%
Female	81	63.78%
Male	46	36.22%

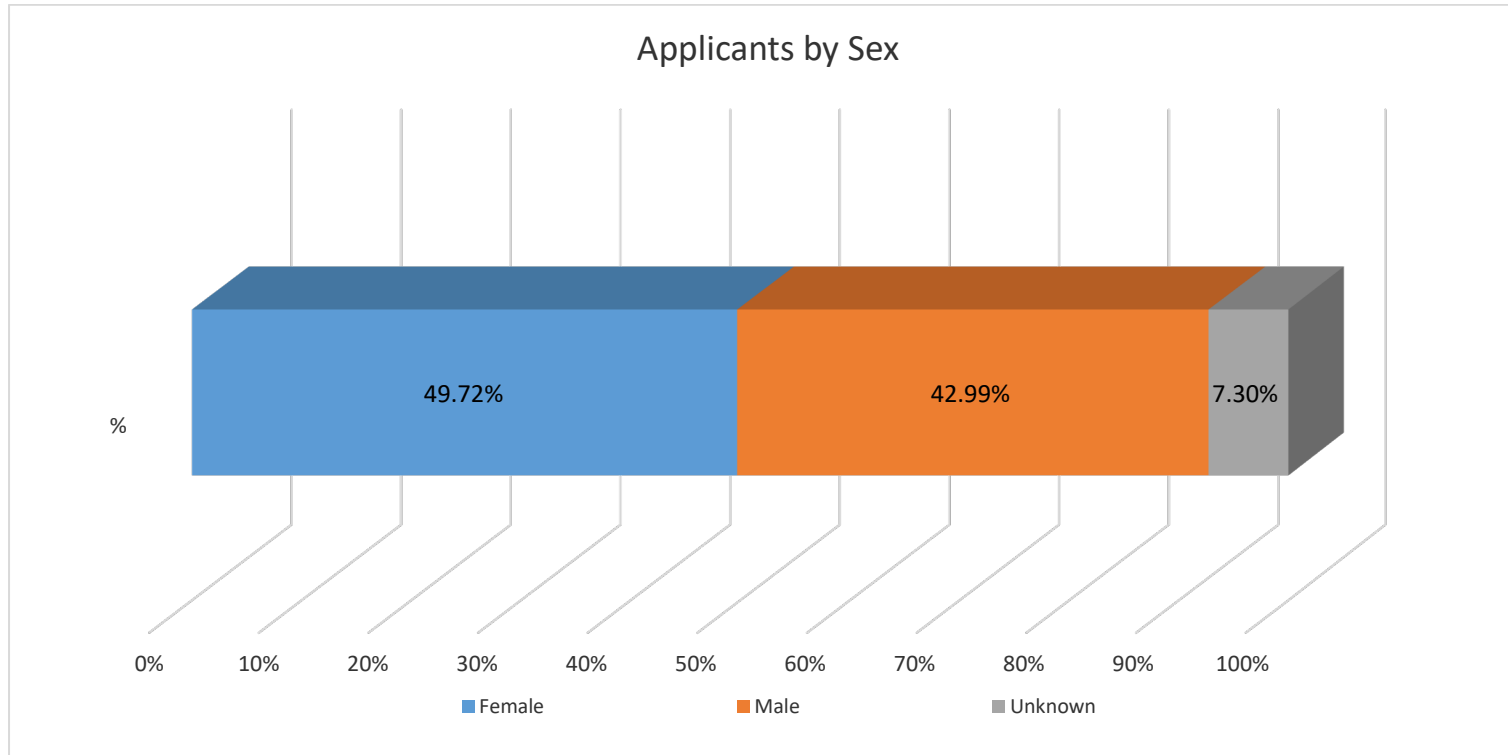
Employees Promoted (01/01/19 to 31/12/20)		
	Headcount	%
Female	46	56.10%
Male	36	43.90%

7.8 Retention by Sex

Reason for Leaving (01/01/19 to 31/12/20)				
	Female		Male	
	Headcount	%	Headcount	%
Dismissed	<5	0.86%	12	4.94%
End of Fixed Term Contract	180	51.87%	133	54.73%
Redundancy (Compulsory)	<5	0.86%	<5	0.41%
Resignation	131	37.75%	81	33.33%
Retirement (Age)	16	4.61%	9	3.70%
Retirement (Ill Health)	<5	0.58%	<5	1%
Severance	<5	0.58%	<5	1%
Voluntary Severance	10	2.88%	<5	1%

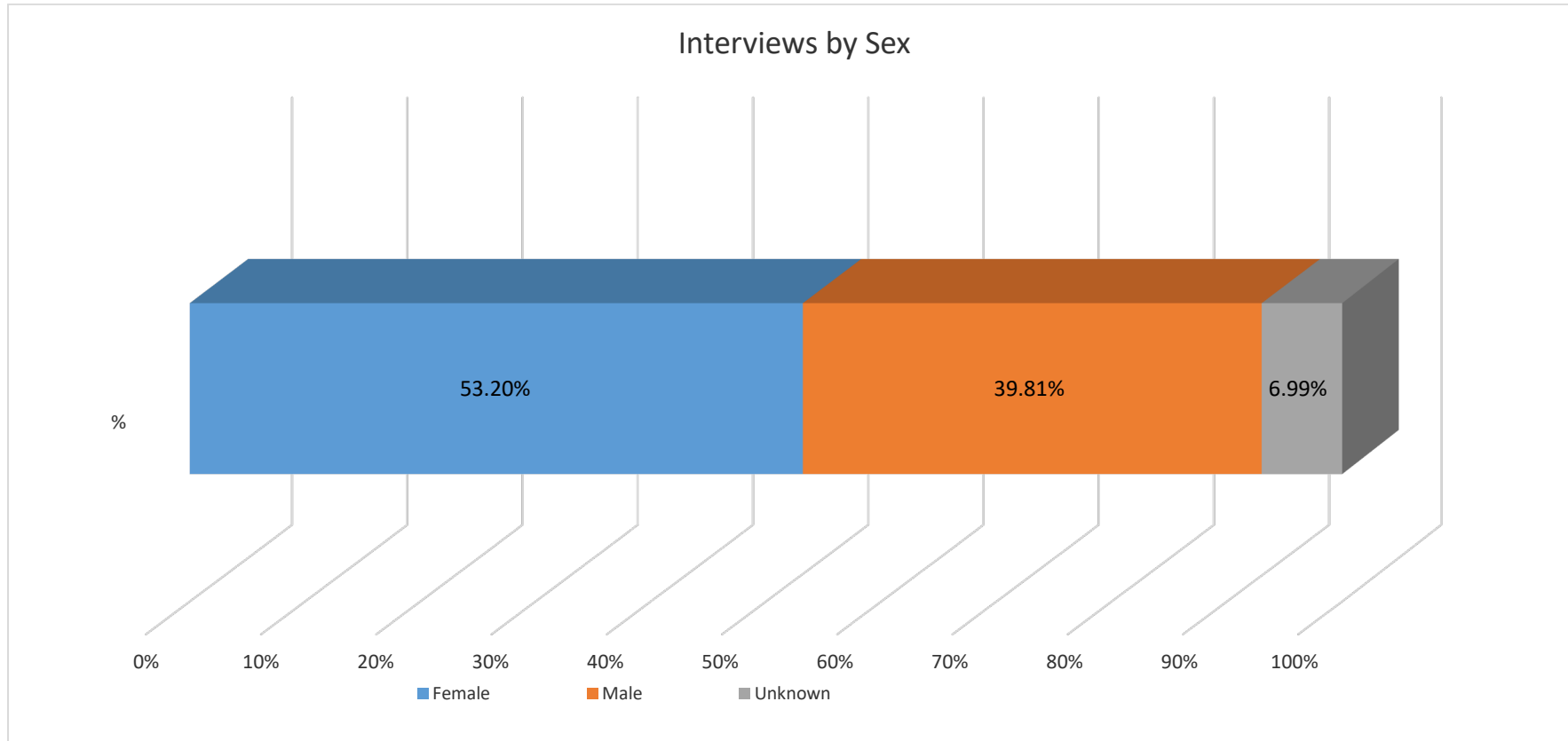
7.9 Applications by Sex

	Female	Male	Unknown
%	49.72%	42.99%	7.30%



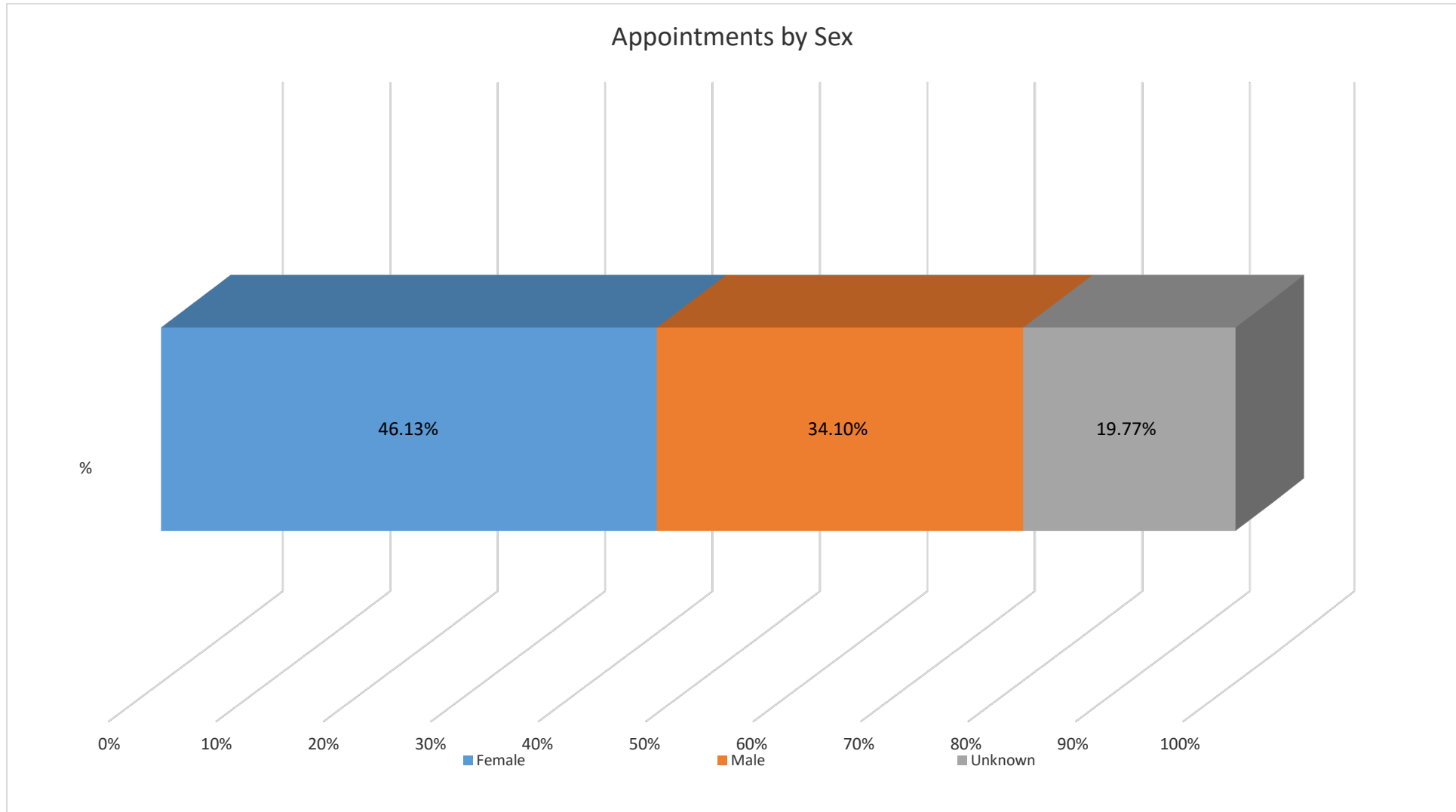
7.10 Interviews by Sex

	Female	Male	Unknown
%	53.20%	39.81%	6.99%



7.11 Appointments by Sex

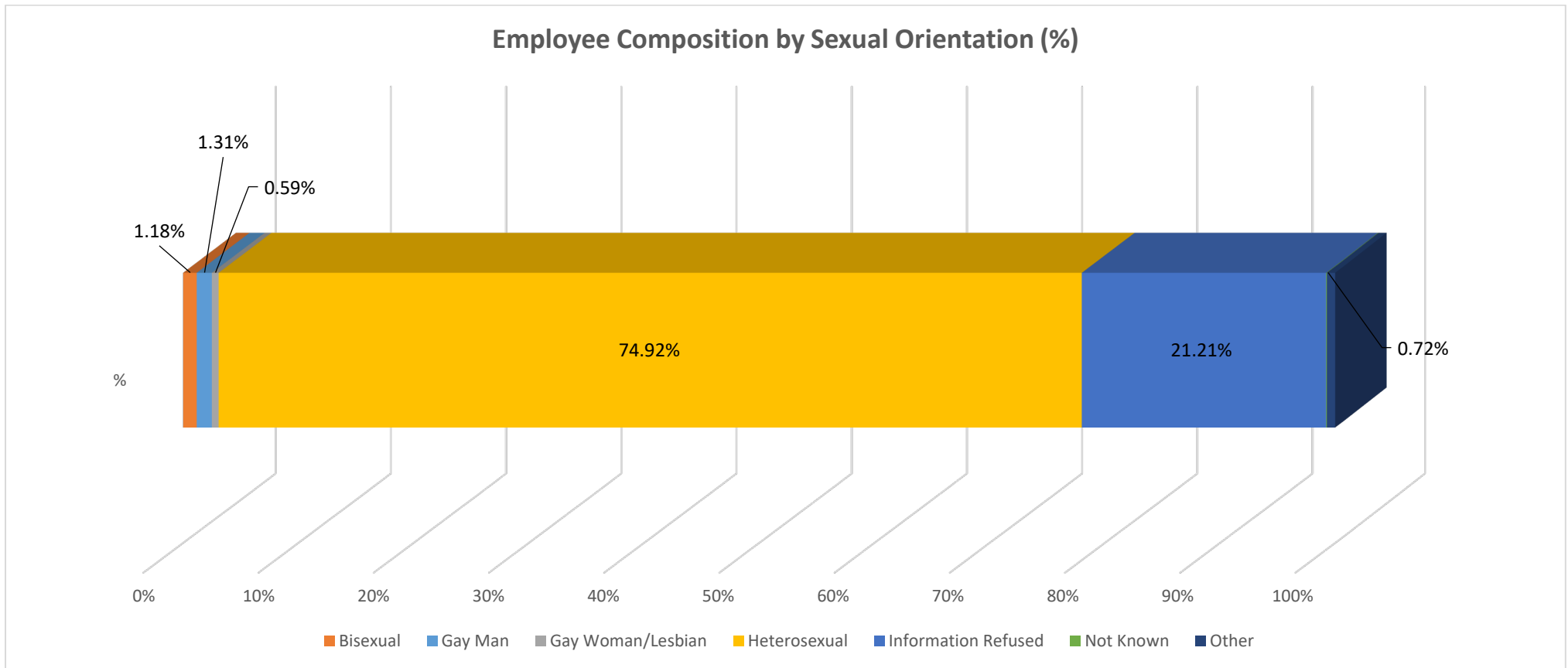
	Female	Male	Unknown
%	46.13%	34.10%	19.77%



8. SEXUAL ORIENTATION

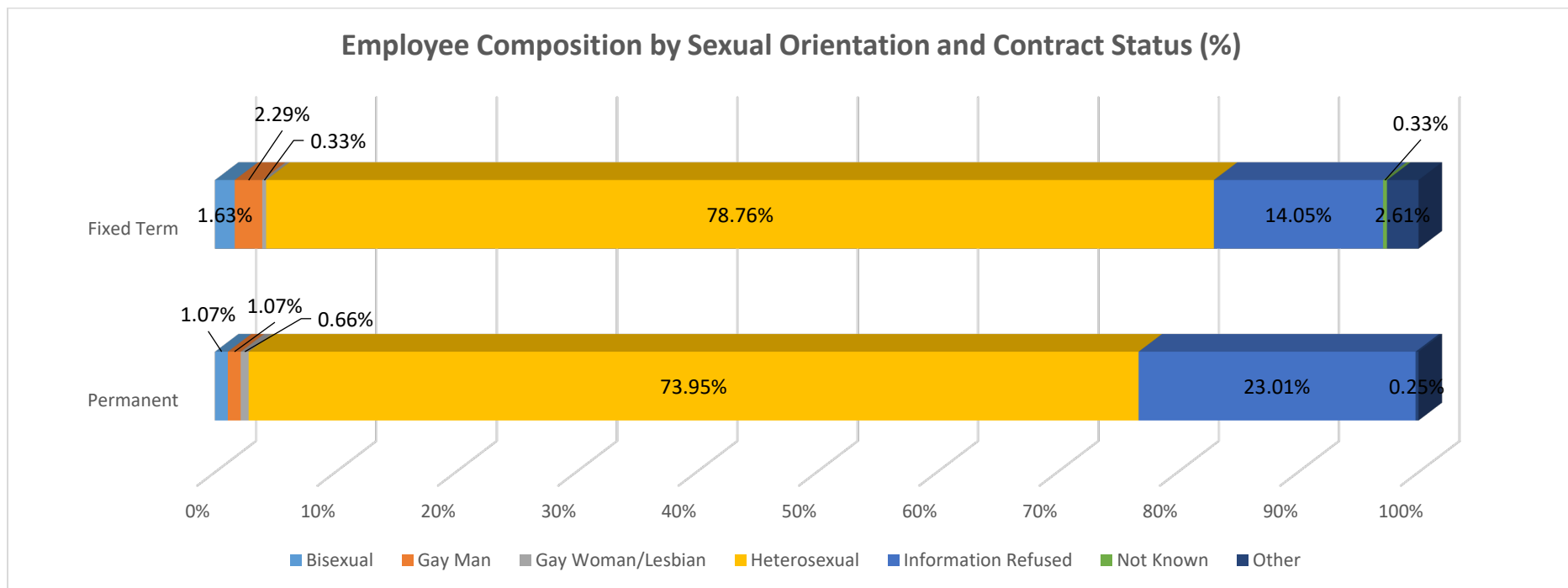
8.1 Employee Composition by Sexual Orientation

	Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual	Information Refused	Not Known	Other
%	1.18%	1.31%	0.59%	74.92%	21.21%	0.07%	0.72%



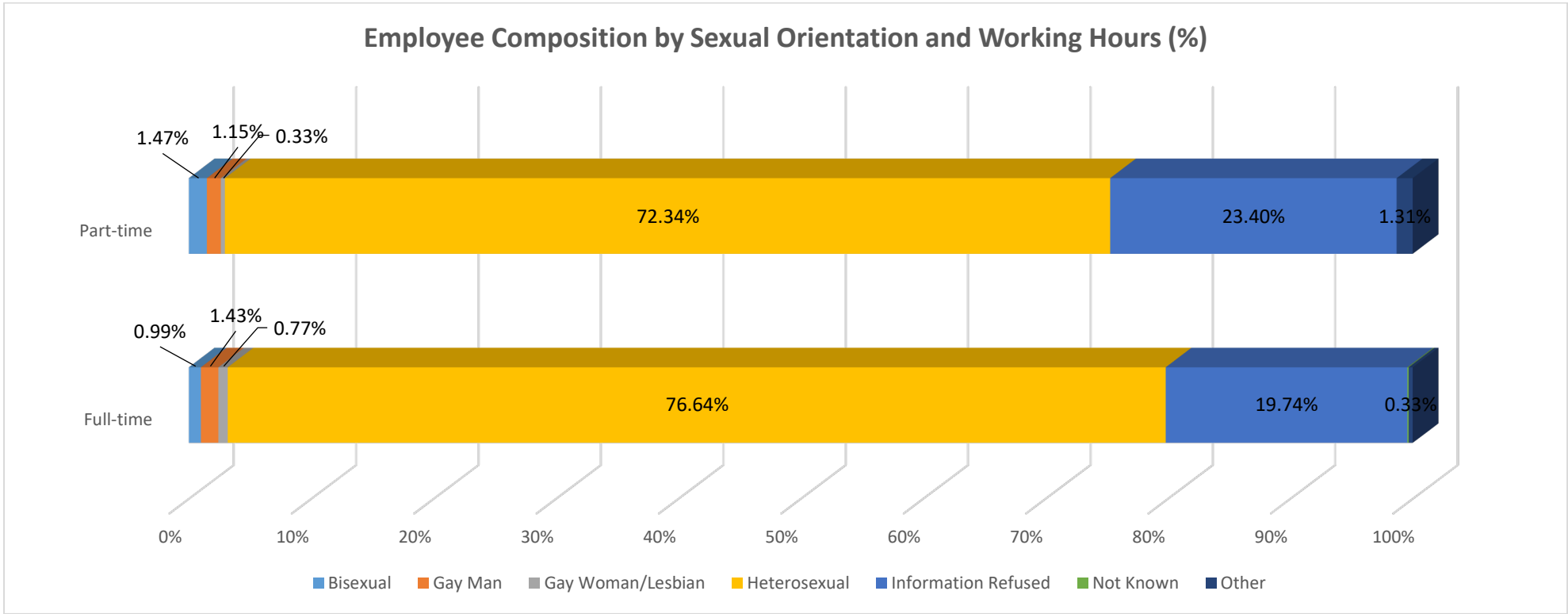
8.2 Employee Composition by Sexual Orientation & Contract Status

	Permanent	Fixed Term
Bisexual	1.07%	1.63%
Gay Man	1.07%	2.29%
Gay Woman/Lesbian	0.66%	0.33%
Heterosexual	73.95%	78.76%
Information Refused	23.01%	14.05%
Not Known	0.00%	0.33%
Other	0.25%	2.61%



8.3 Employee Composition by Sexual Orientation & Working Hours

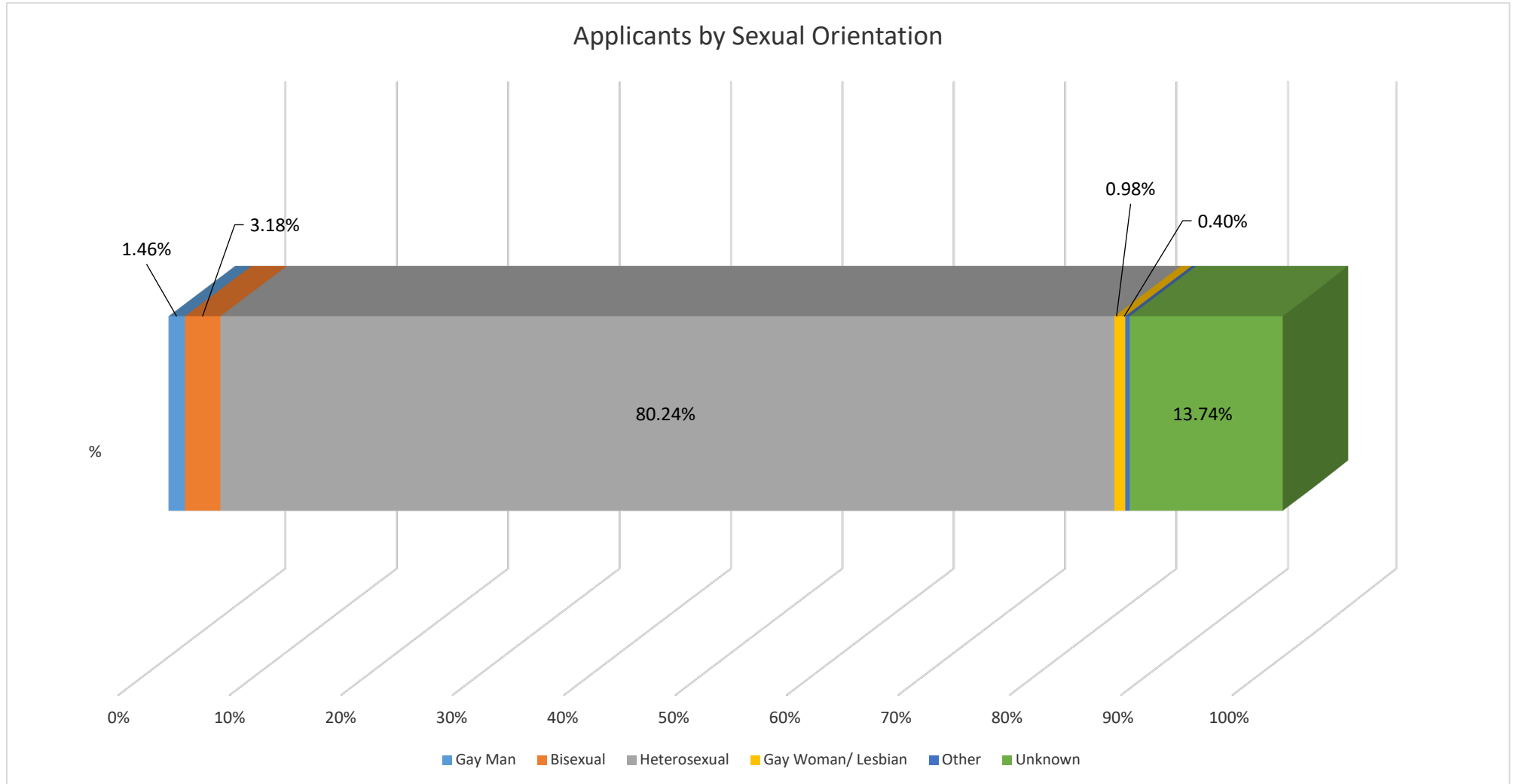
	Full-time	Part-time
Bisexual	0.99%	1.47%
Gay Man	1.43%	1.15%
Gay Woman/Lesbian	0.77%	0.33%
Heterosexual	76.64%	72.34%
Information Refused	19.74%	23.40%
Not Known	0.11%	0.00%
Other	0.33%	1.31%



8.4 Applications by Sexual Orientation

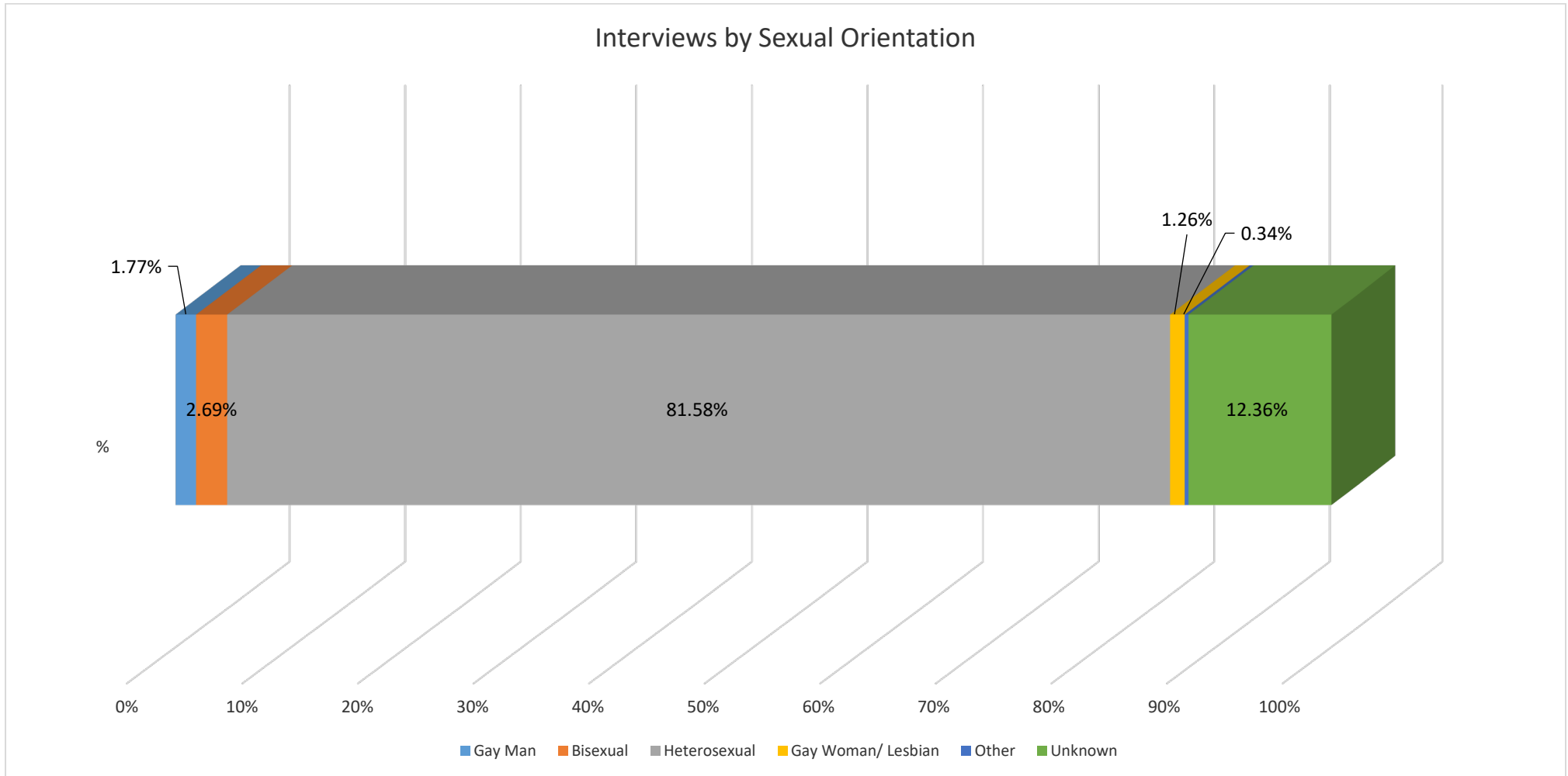
	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown
%	1.46%	3.18%	80.24%	0.98%	0.40%	13.74%

Applicants by Sexual Orientation



8.5 Interviews by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown
%	1.77%	2.69%	81.58%	1.26%	0.34%	12.36%



8.6 Appointments by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown
%	1.43%	2.87%	69.91%	0.86%	1.15%	23.78%

Appointment by Sexual Orientation

