APPENDIX 1

QMU Staff Equalities Data

2014/15 & 2015/16

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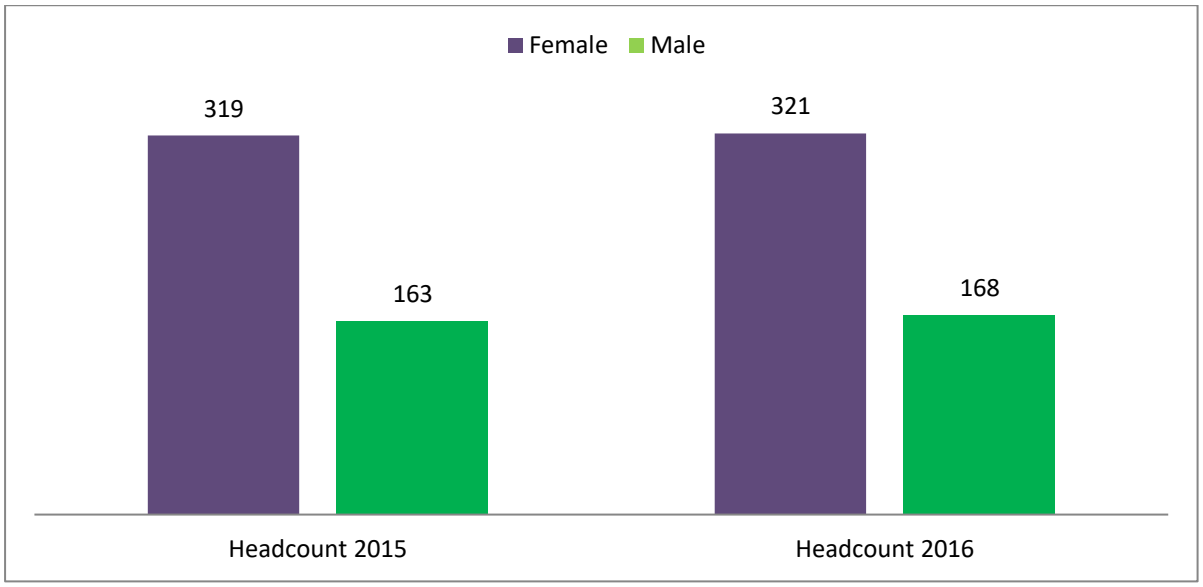
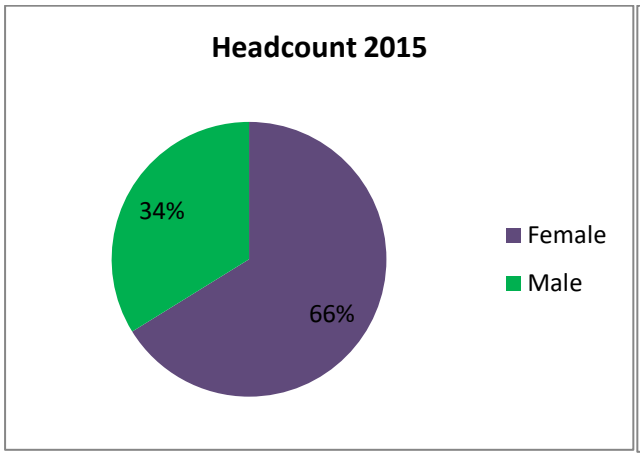
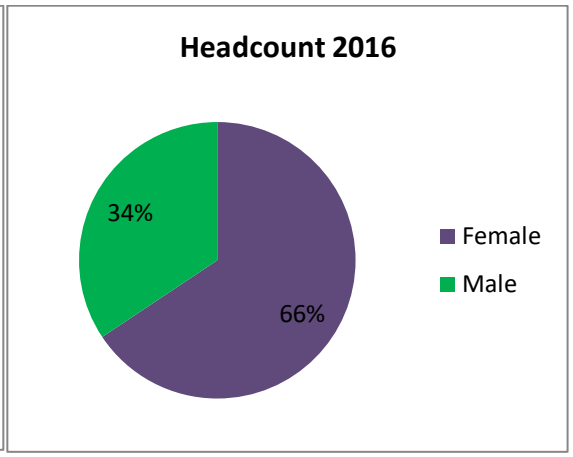
Section 1.0 Employee Headcount Equalities Data

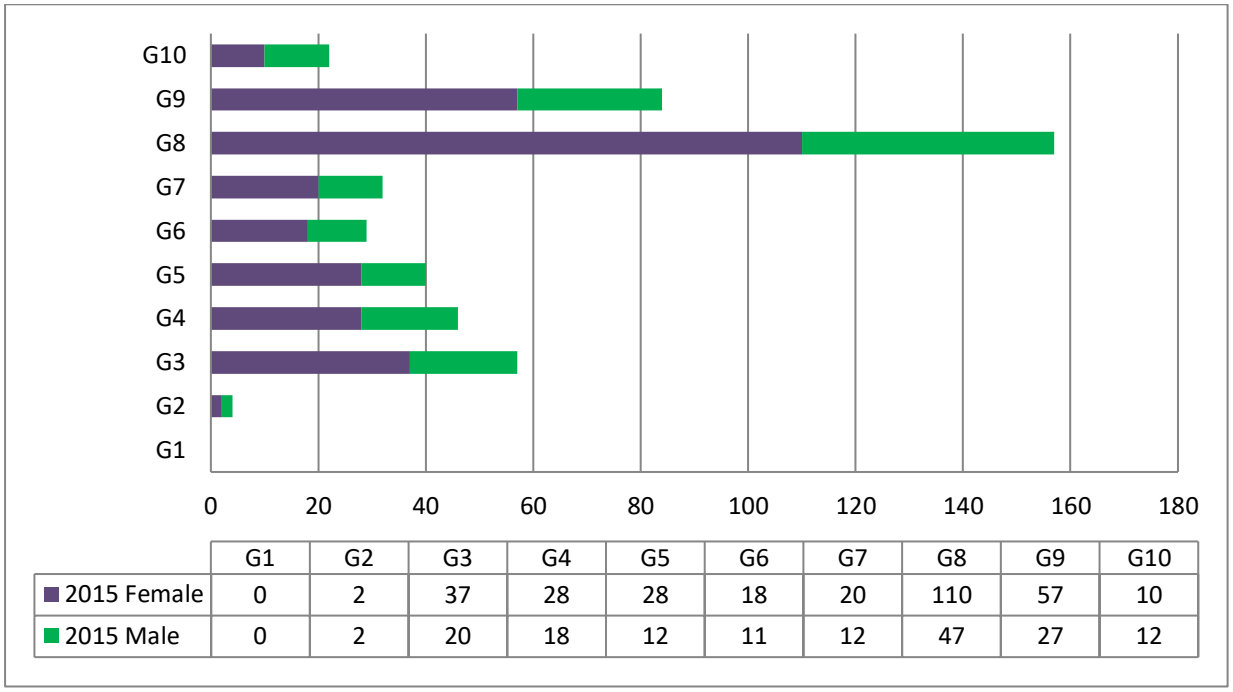
1.1 Headcount by Gender





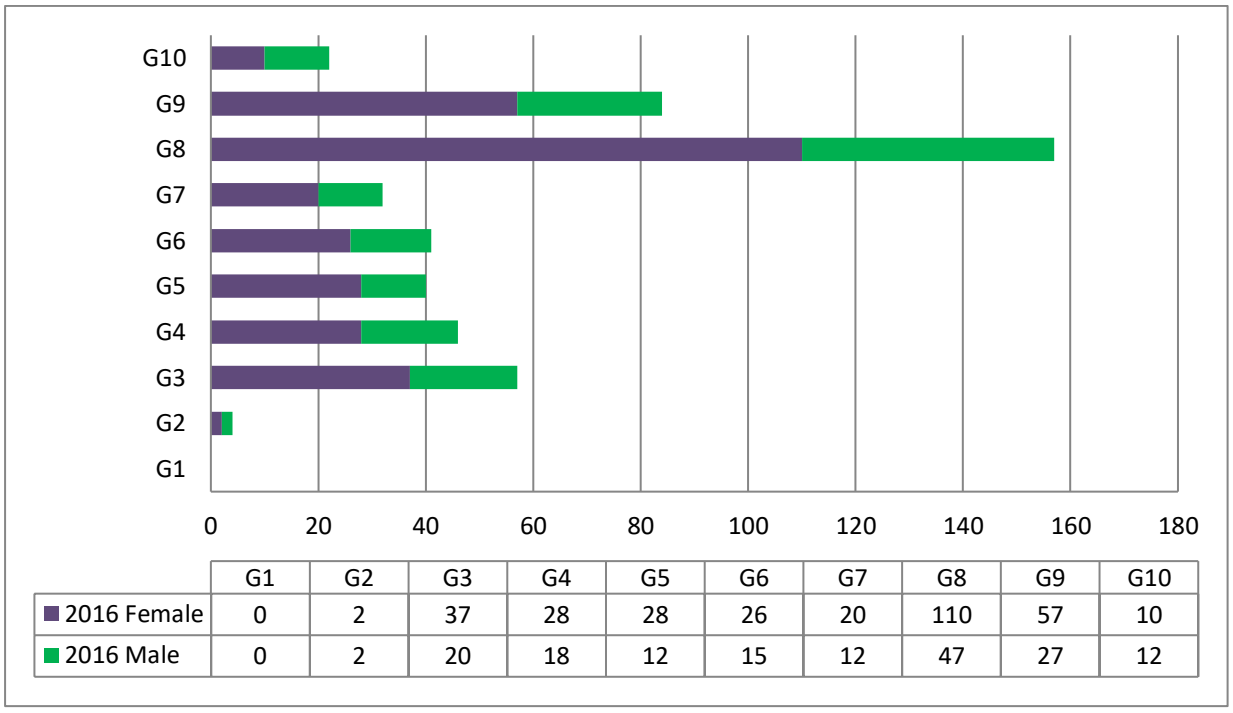


1.2 Employee Headcount by Grade & Gender 2015



	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
2015 Female	0	2	37	28	28	18	20	110	57	10
2015 Male	0	2	20	18	12	11	12	47	27	12

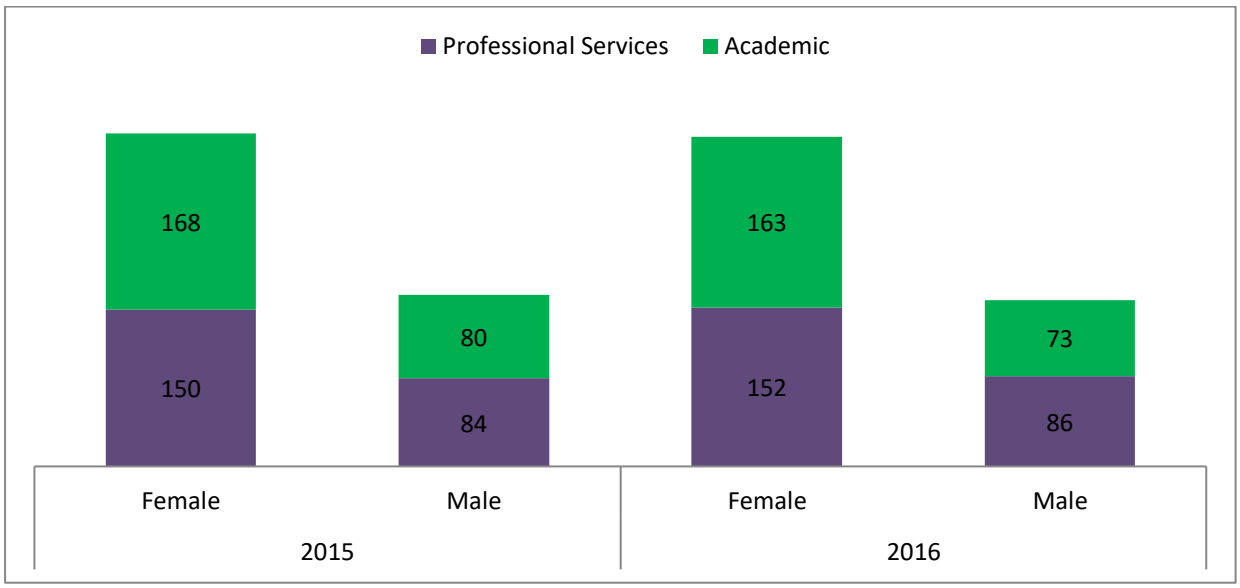
1.3 Employee Headcount by Grade & Gender 2016



	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
2016 Female	0	2	37	28	28	26	20	110	57	10
2016 Male	0	2	20	18	12	15	12	47	27	12

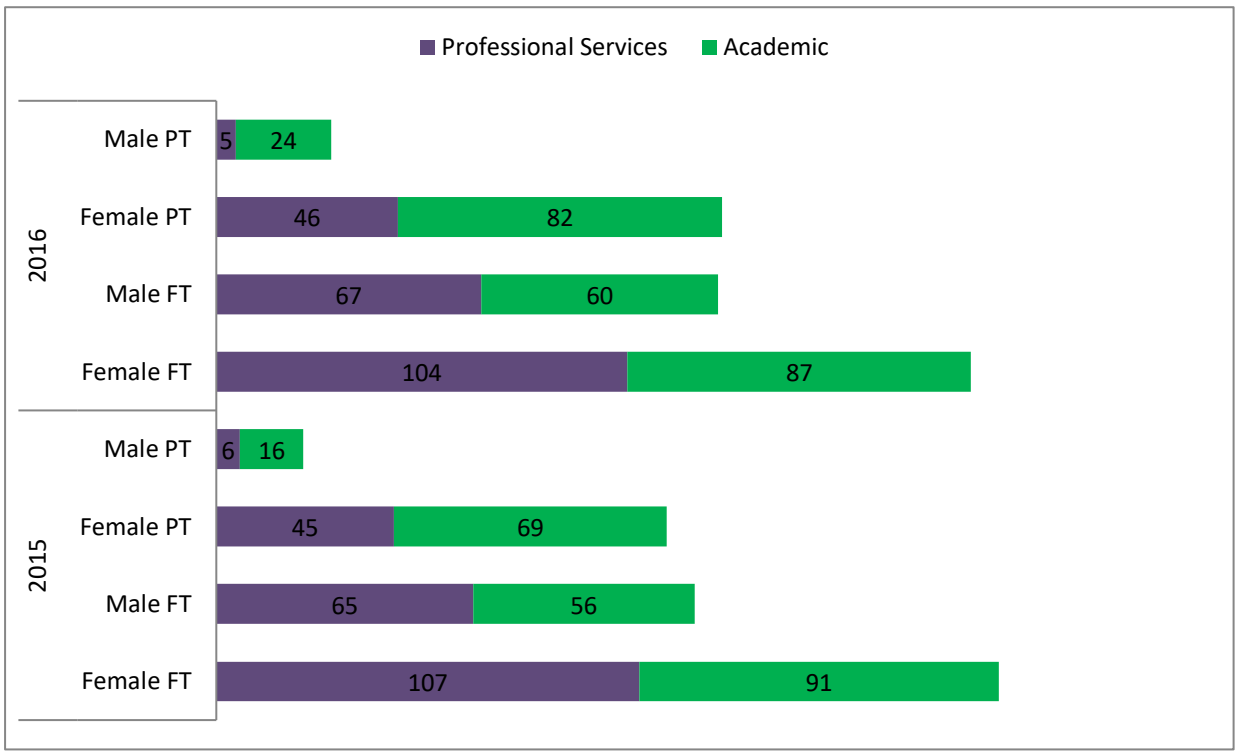
1.3 Employee Headcount by Gender & Staff Category

Staffing category is determined by whether an employee has an academic of professional services contract of employment.

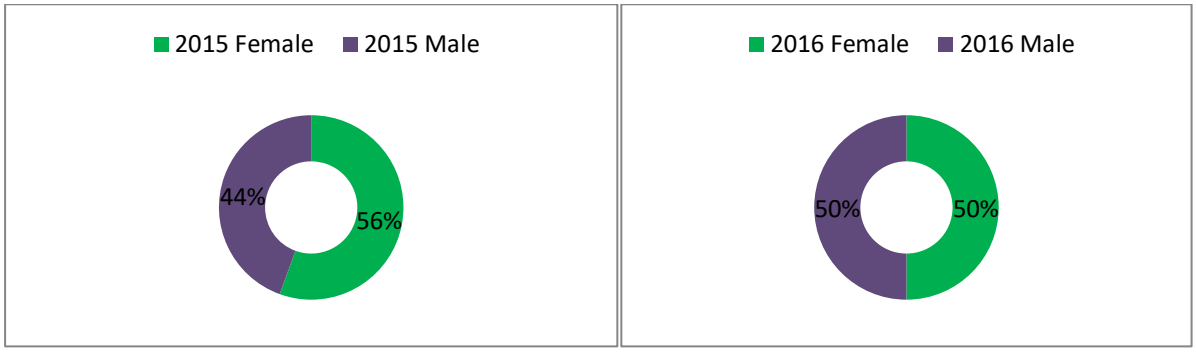


1.4 Part Time Employee Headcount by Employment Category

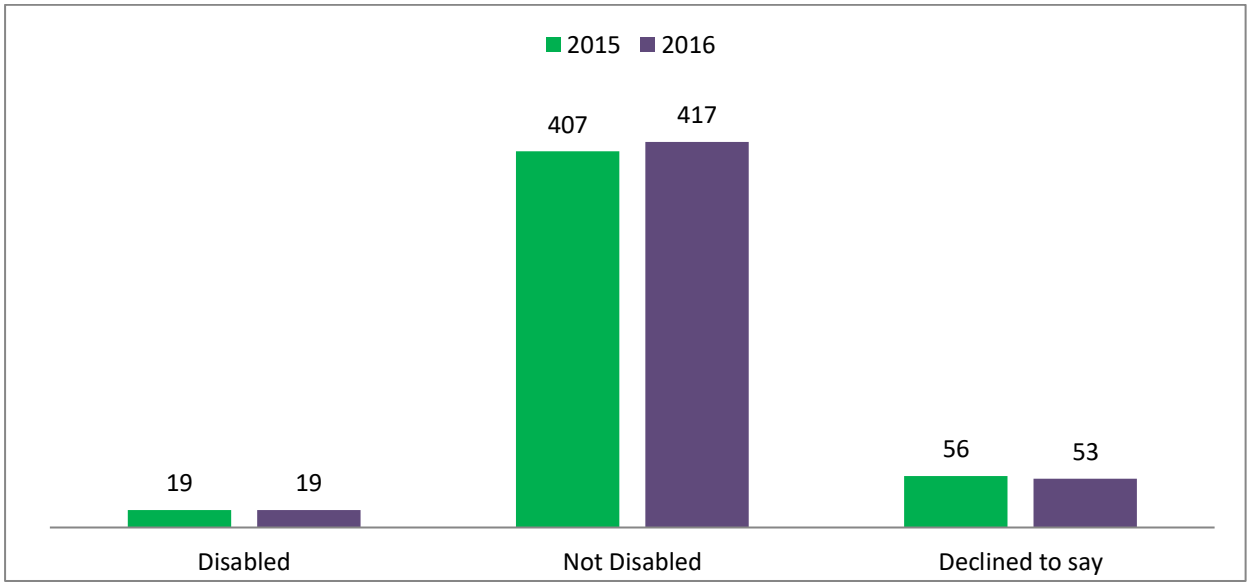
Part time employees are defined as those with contractual hours less than 1.0 FTE.



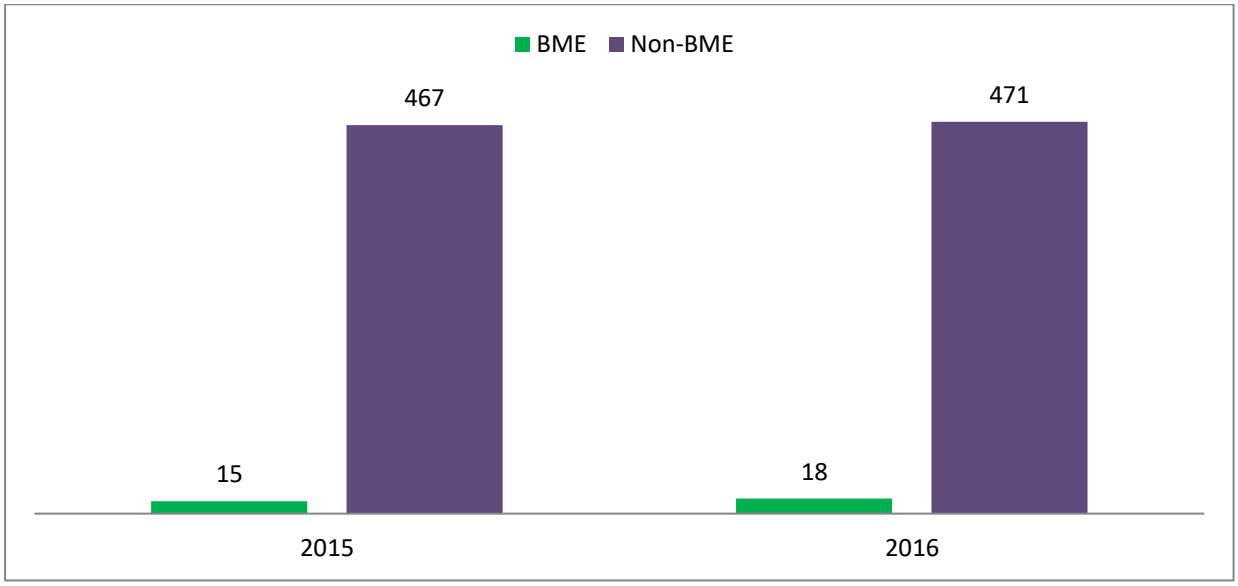
1.5 Professors by Gender (%)



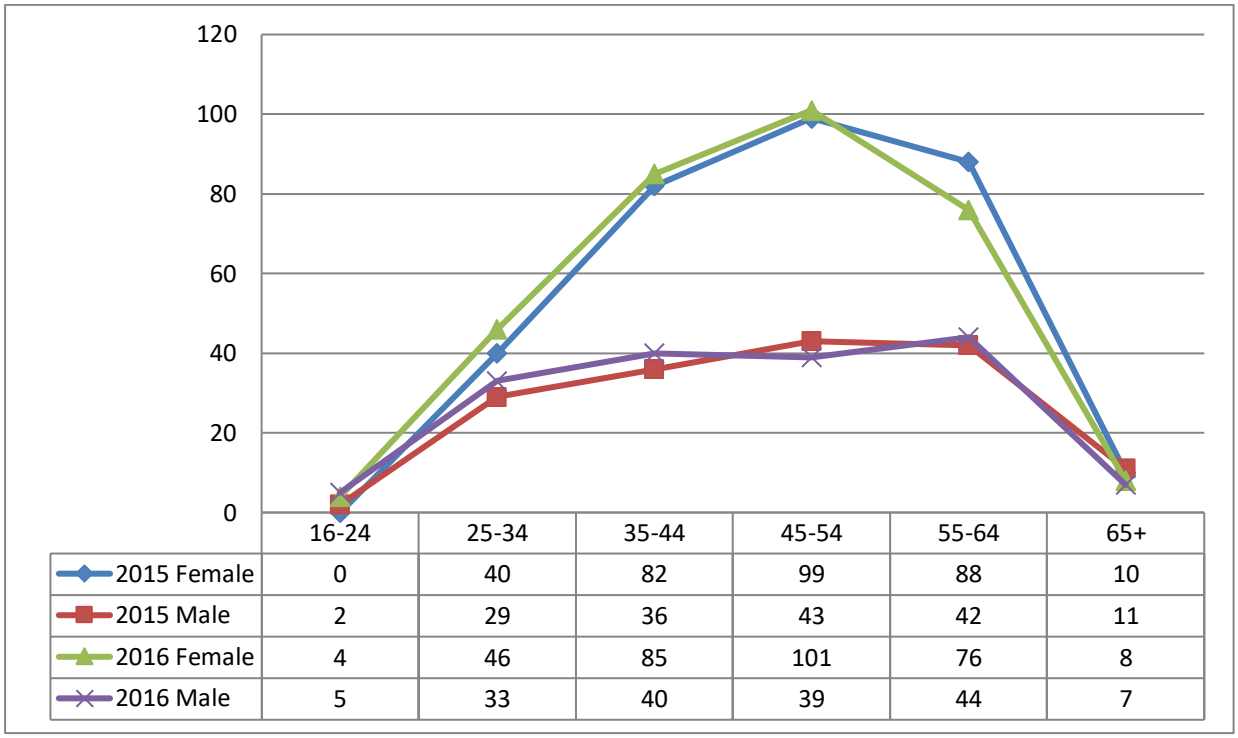
1.6 Employee Headcount by Declared Disability



1.7 BME Employee Headcount

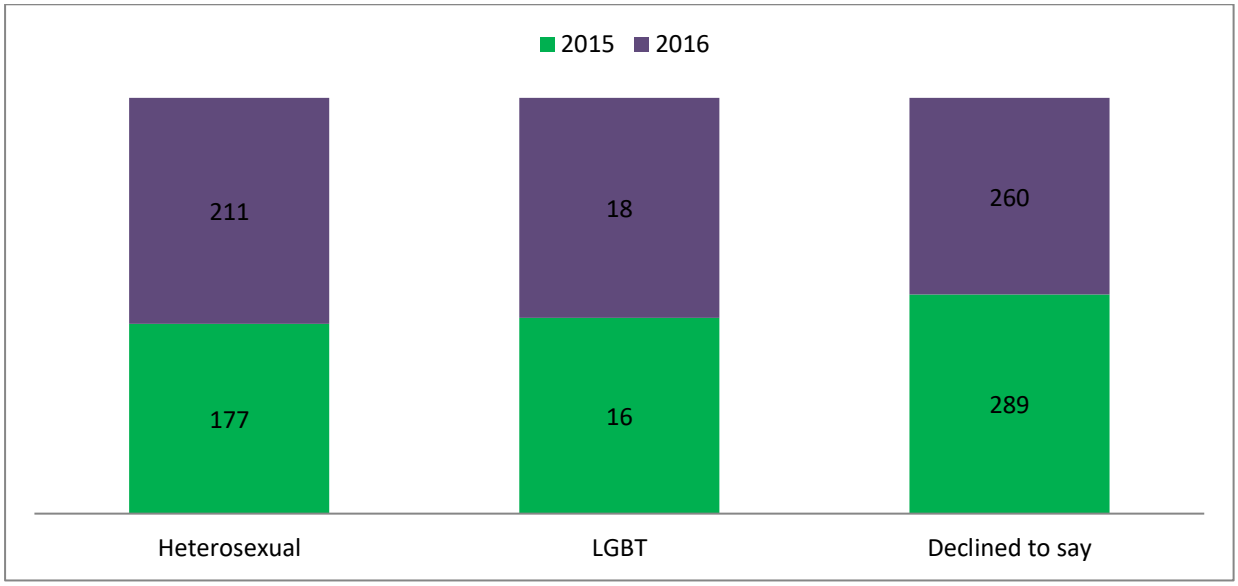


1.8 Employee Headcount by Age Group & Gender

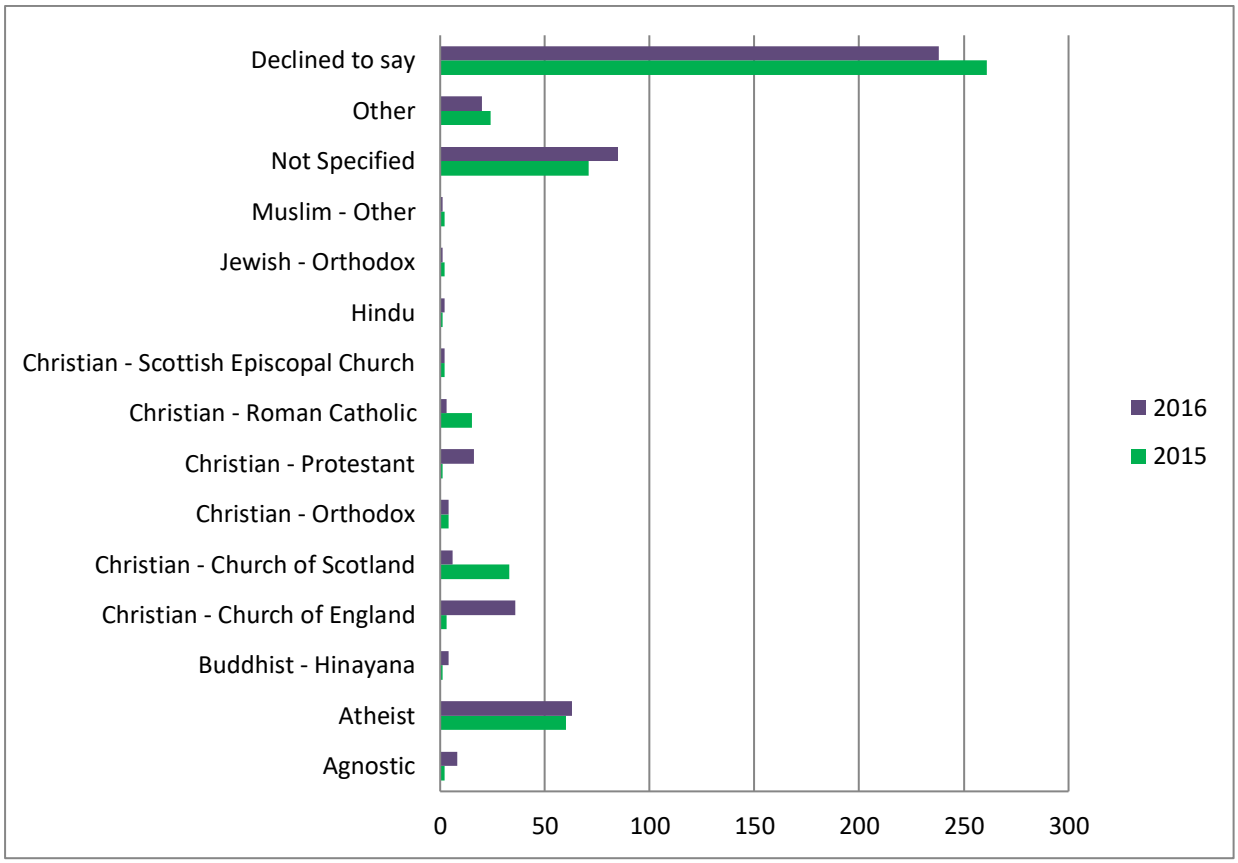


	16-24	25-34	35-44	45-54	55-64	65+
2015 Female	0	40	82	99	88	10
2015 Male	2	29	36	43	42	11
2016 Female	4	46	85	101	76	8
2016 Male	5	33	40	39	44	7

1.9 Employee Headcount by Sexual Orientation

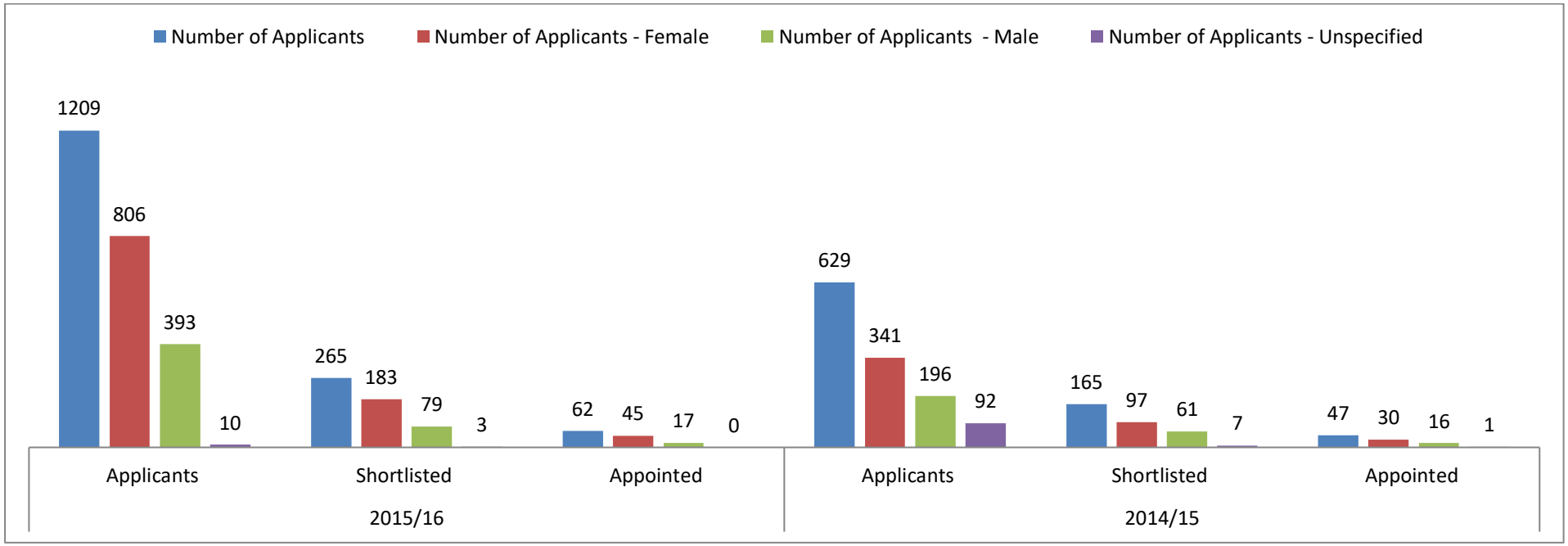


1.10 Employee Headcount by Religious Belief



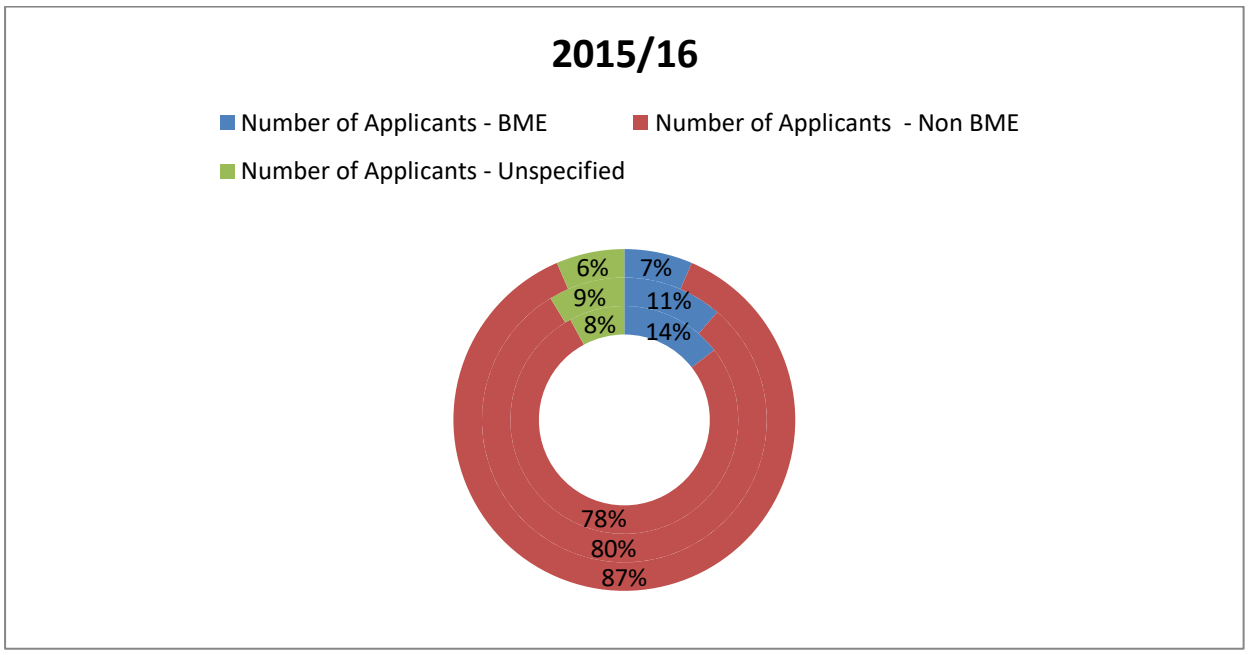
Section 2.0 Recruitment Equalities Data

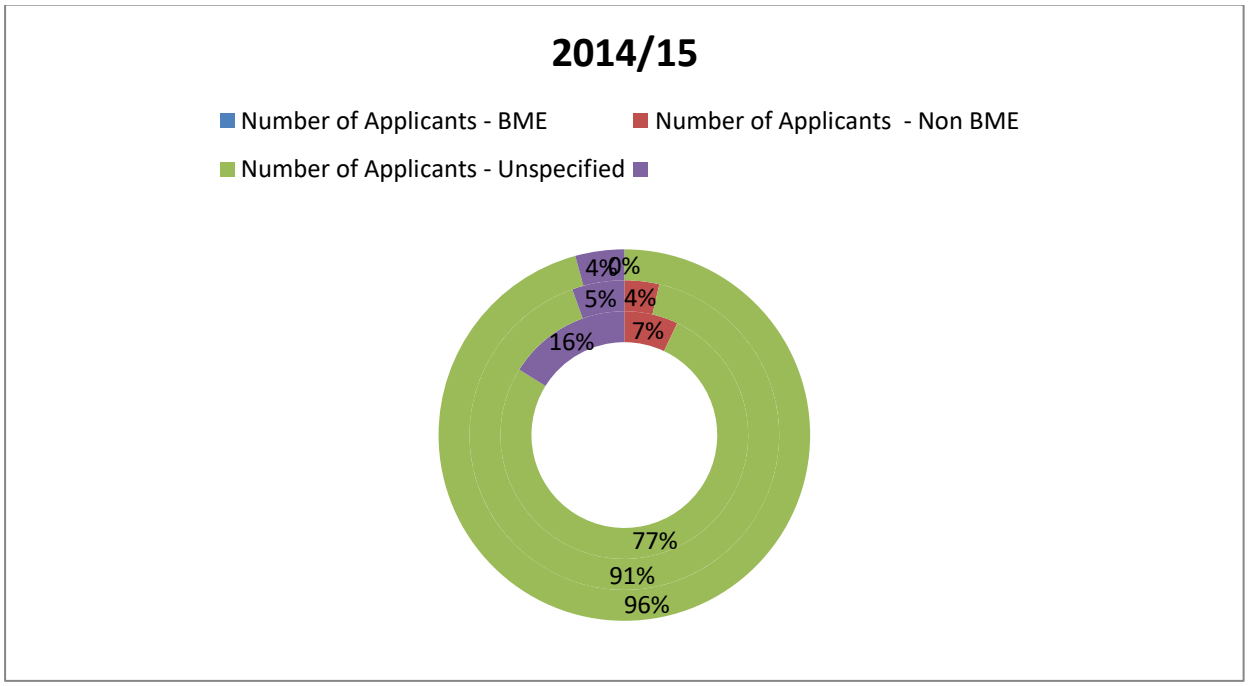
2.1 Recruitment Applicants by Stage



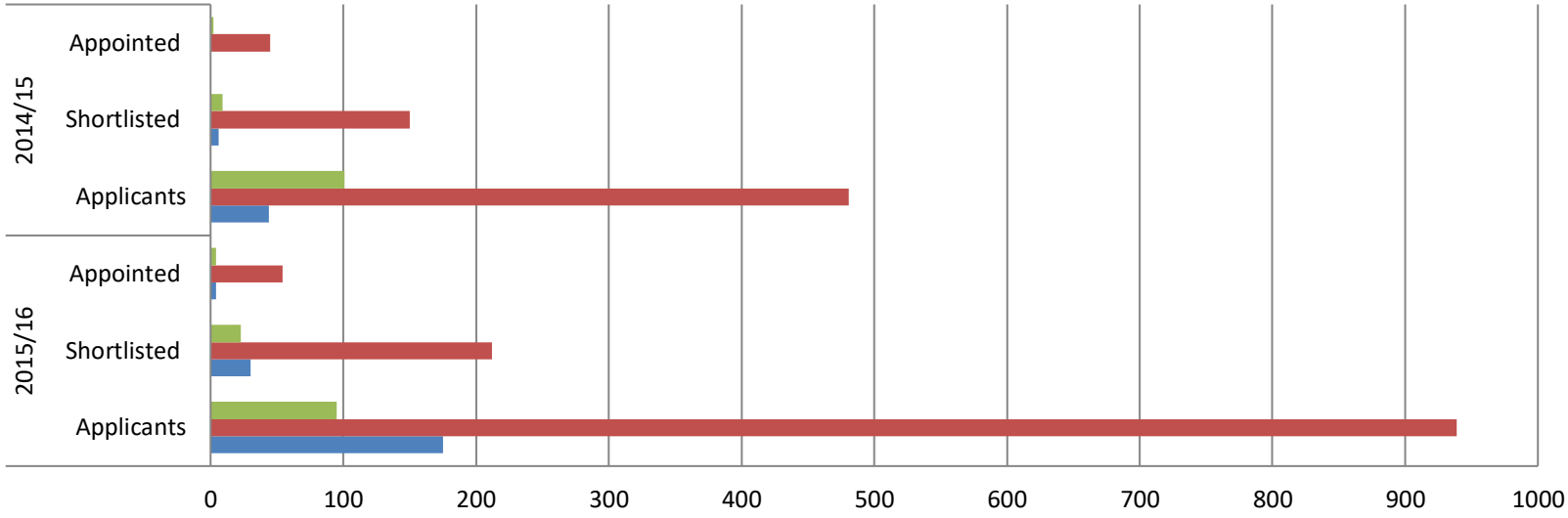
2.2 Applicants with a Declared Disability by Recruitment Stage

The inner circle of the following represents all applicants, the middle circle shortlisted applicants and the outer circle represents those applicants appointed



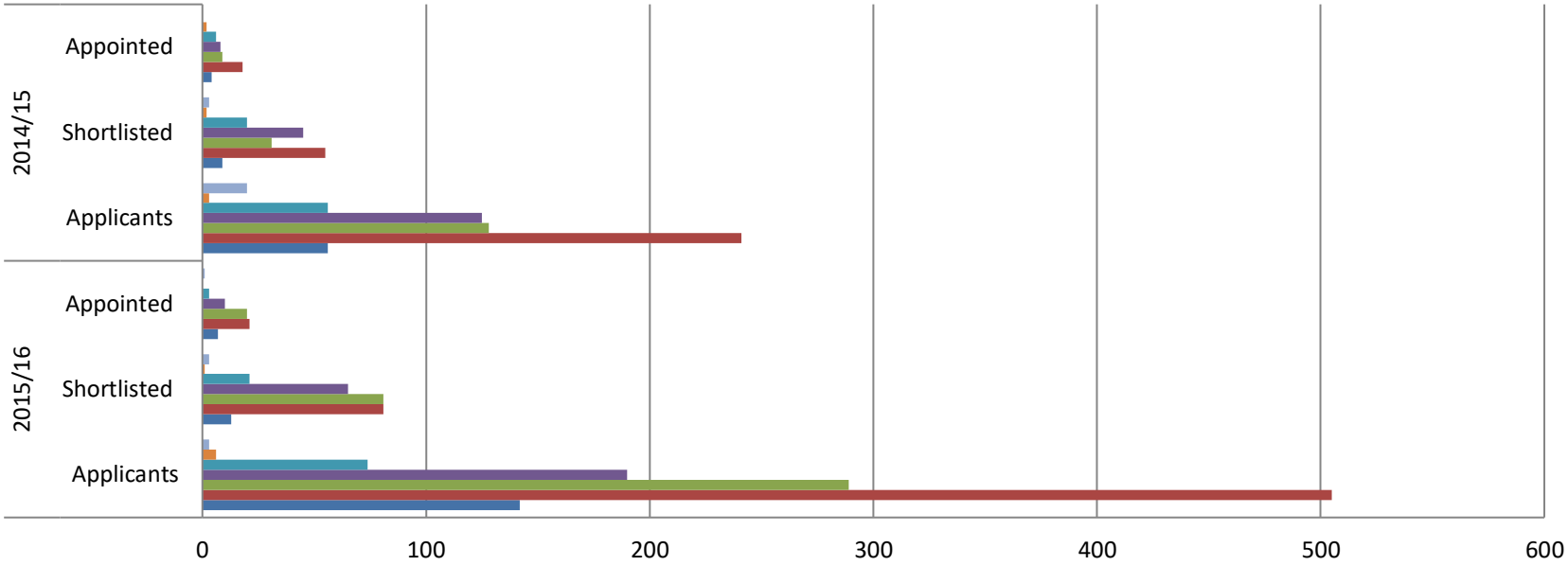


2.3 BME Applicants by Recruitment Stage



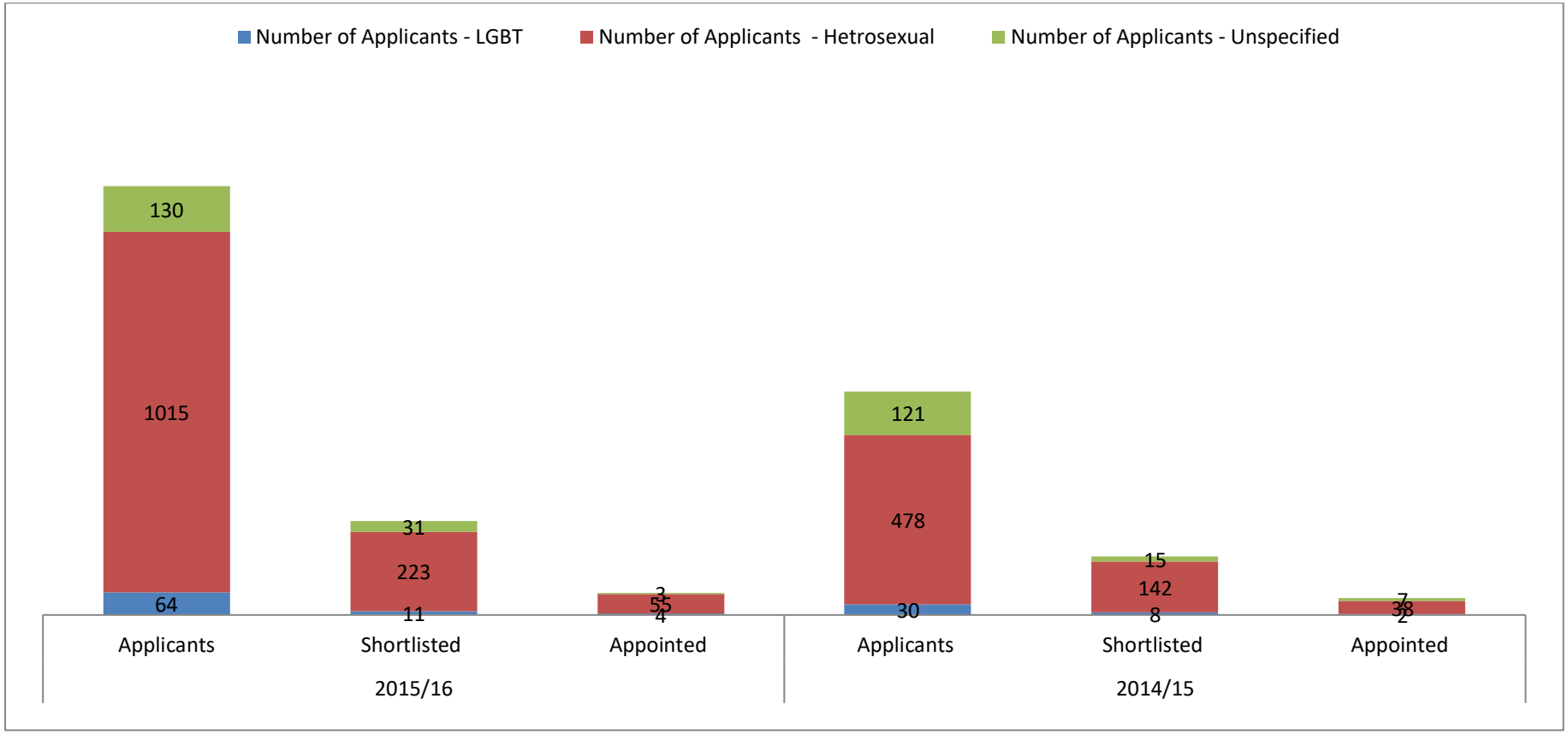
	2015/16			2014/15		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
Number of Applicants - Unspecified	95	23	4	101	9	2
Number of Applicants - Non BME	939	212	54	481	150	45
Number of Applicants - BME	175	30	4	44	6	0

2.4 Applicants by Age Group & Recruitment Stage

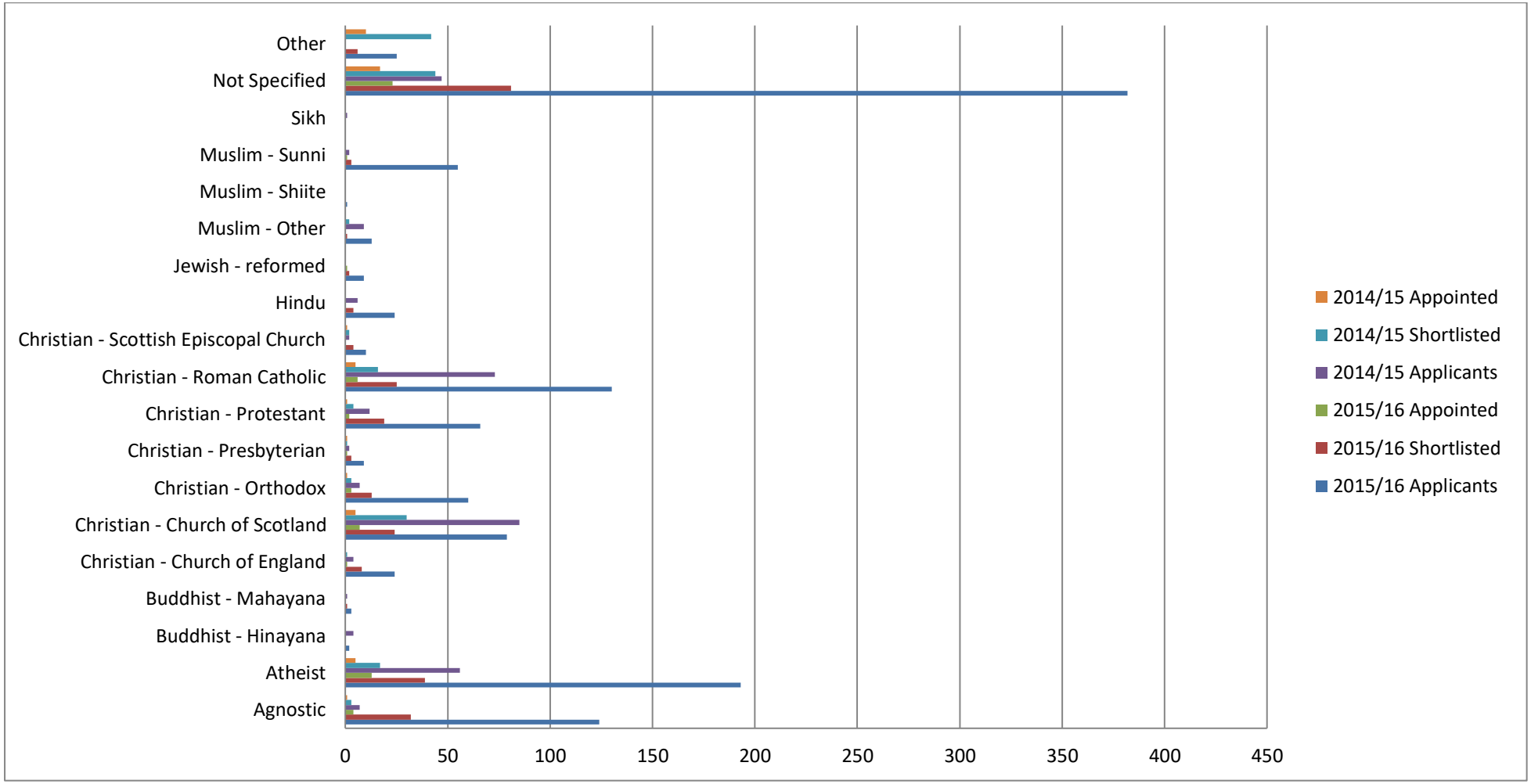


	2015/16			2014/15		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
Not Specified	3	3	1	20	3	0
Number of Applicants - 65+	6	1	0	3	2	2
Number of Applicants - 55-64	74	21	3	56	20	6
Number of Applicants - 45-54	190	65	10	125	45	8
Number of Applicants - 35-44	289	81	20	128	31	9
Number of Applicants - 25-34	505	81	21	241	55	18
Number of Applicants - 16-24	142	13	7	56	9	4

2.5 Sexual Orientation of Applicants by Recruitment Stage

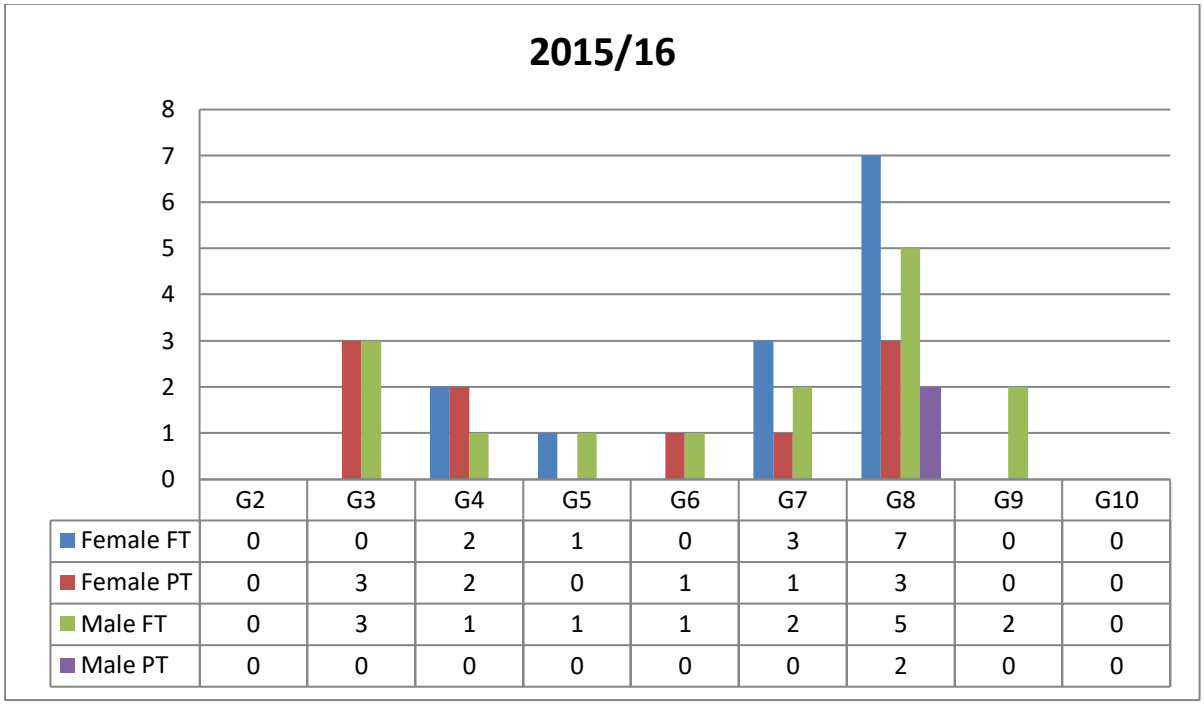


2.6 Religious Belief of Applicants by Recruitment Stage

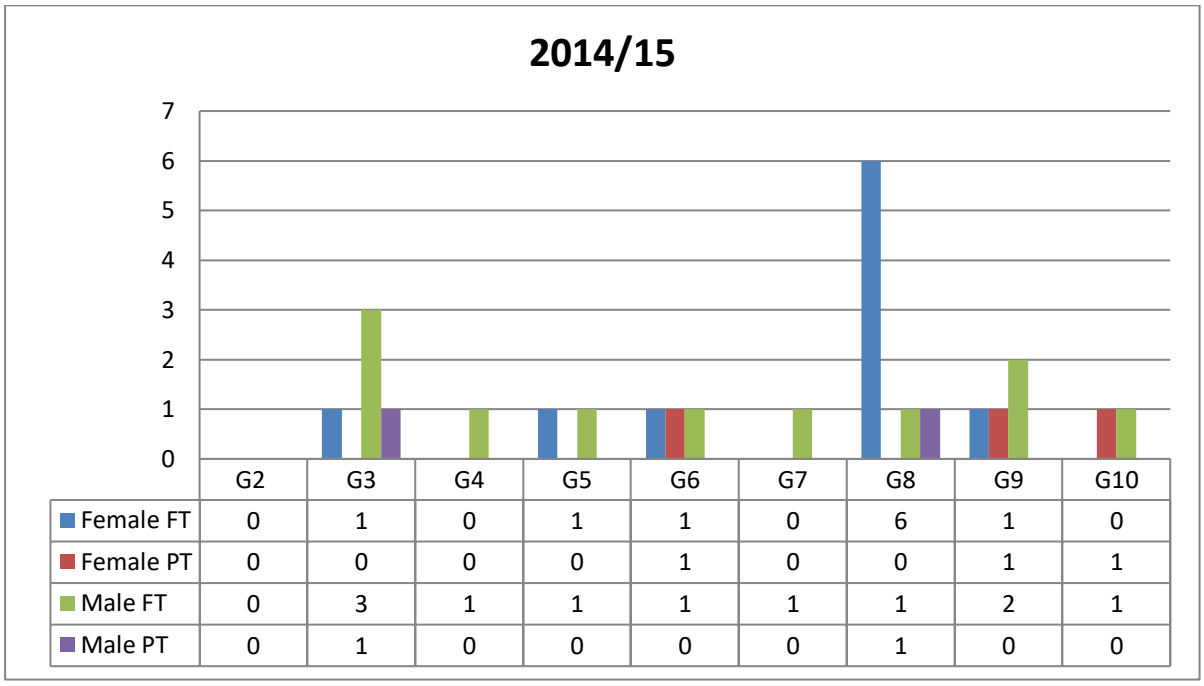


Section 3.0	New Appointment Equalities Data

3.1 New Appointments by Gender & Grade

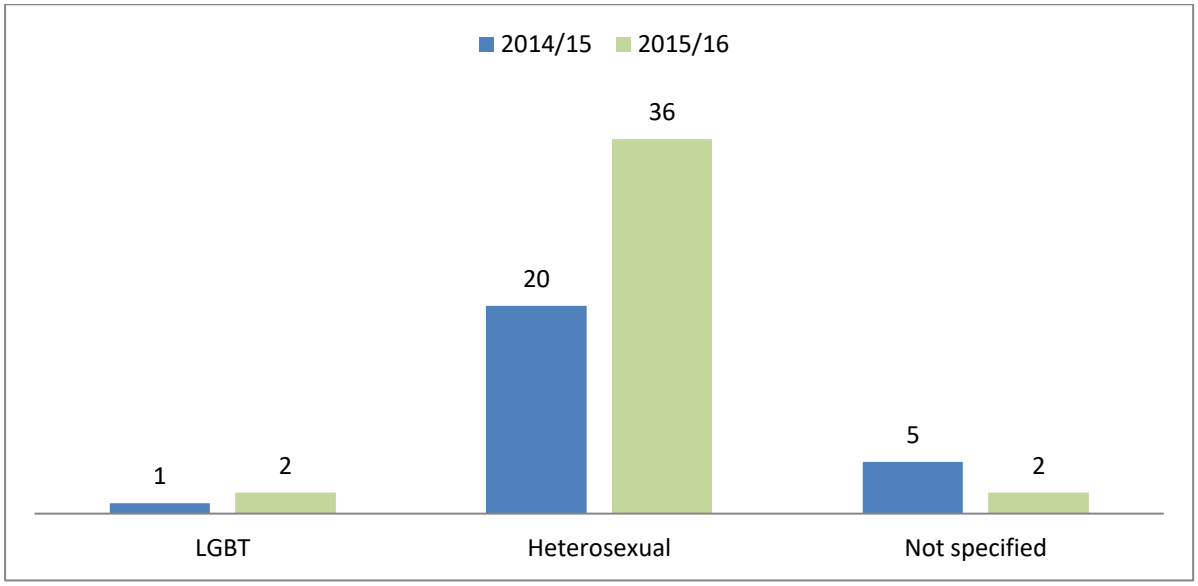


	G2	G3	G4	G5	G6	G7	G8	G9	G10
Female FT	0	0	2	1	0	3	7	0	0
Female PT	0	3	2	0	1	1	3	0	0
Male FT	0	3	1	1	1	2	5	2	0
Male PT	0	0	0	0	0	0	2	0	0

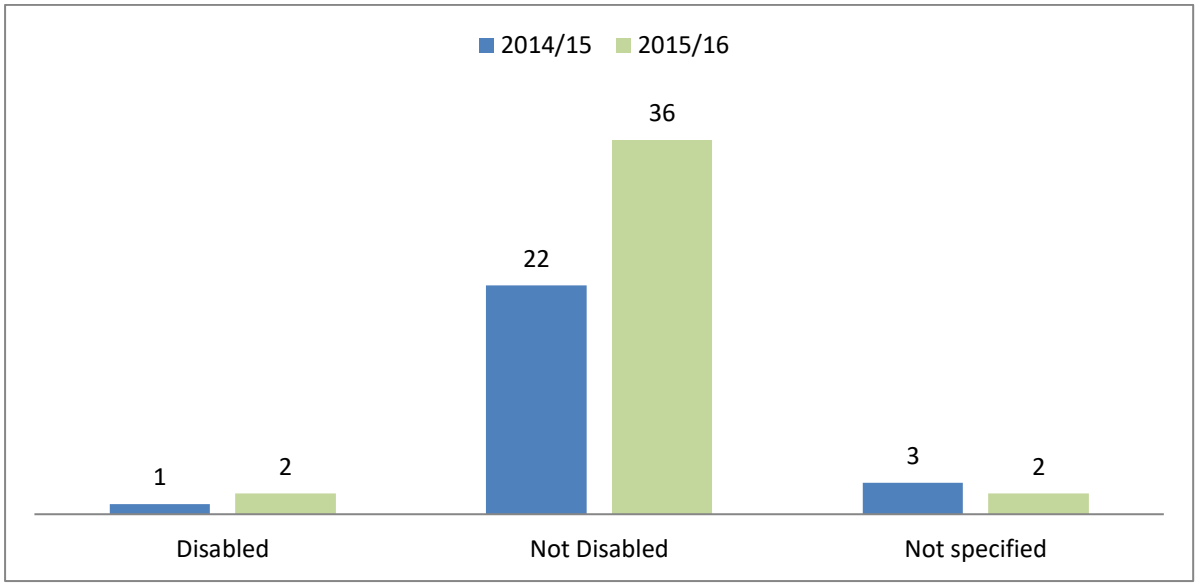


	G2	G3	G4	G5	G6	G7	G8	G9	G10
Female FT	0	1	0	1	1	0	6	1	0
Female PT	0	0	0	0	1	0	0	1	1
Male FT	0	3	1	1	1	1	1	2	1
Male PT	0	1	0	0	0	0	1	0	0

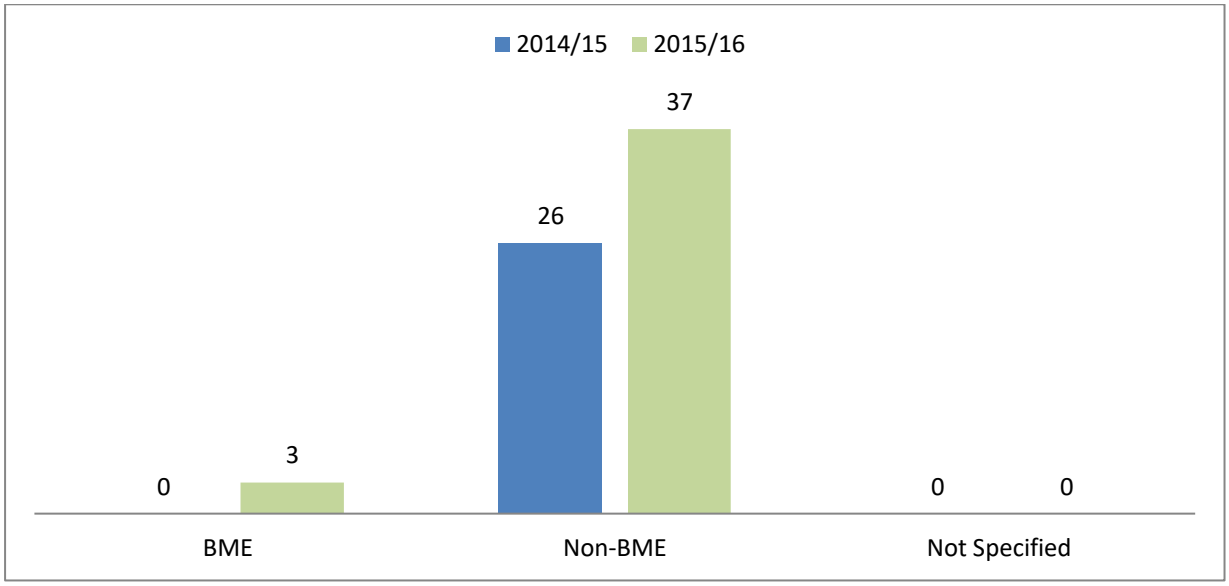
3.2 New Appointments by Sexual Orientation



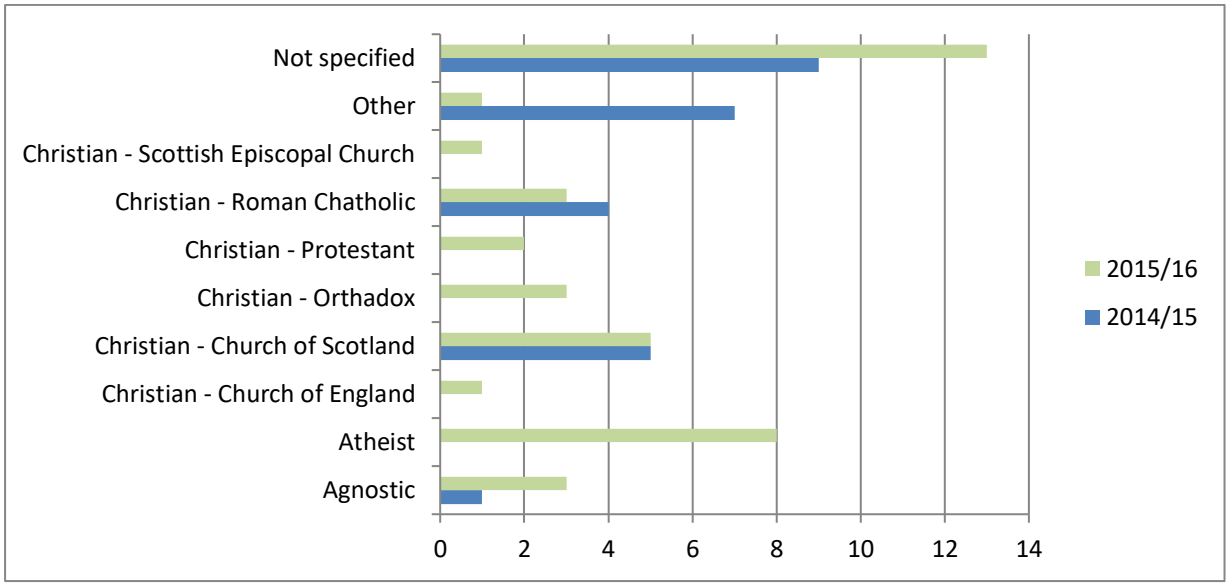
3.3 New Appointments by Declared Disability



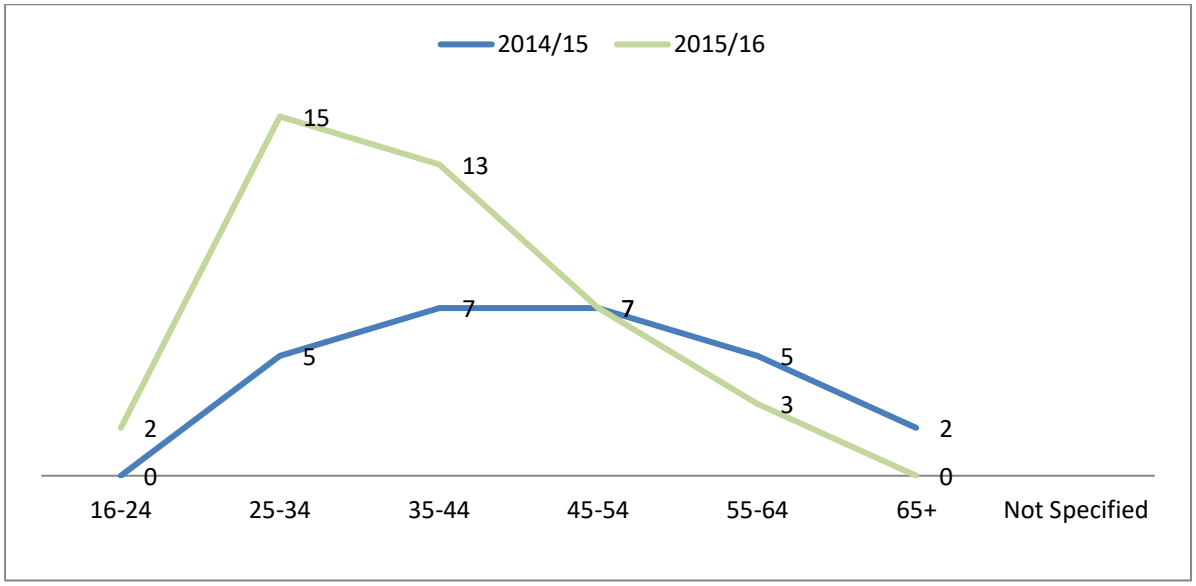
3.4 New Appointments by Ethnic Origin



3.5 New Appointments by Religious Belief

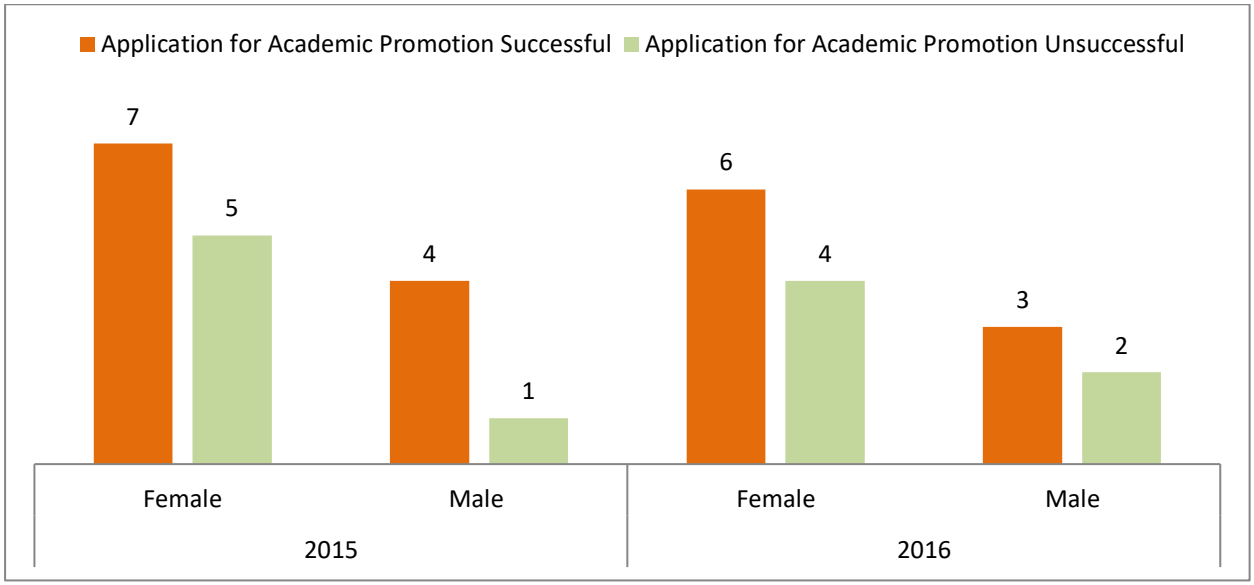


3.6 New Appointments by Age Group

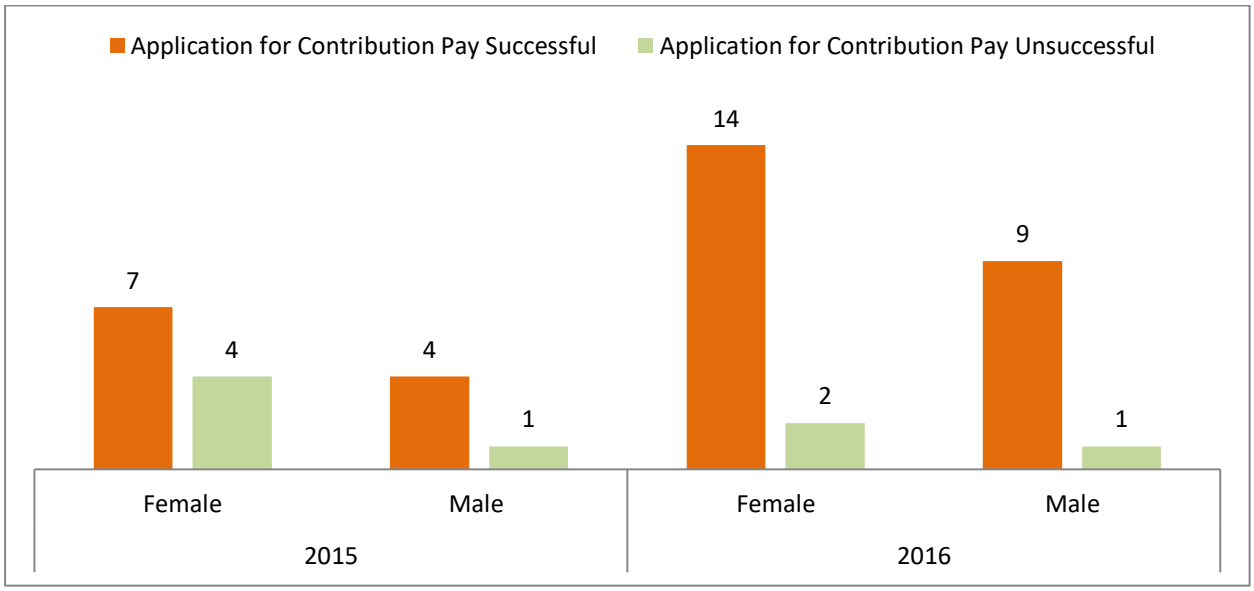


Section 4.0 Promotions Data by Gender

4.1 Applications for Academic Promotion by Gender



4.2 Applications for Contribution Pay by Gender

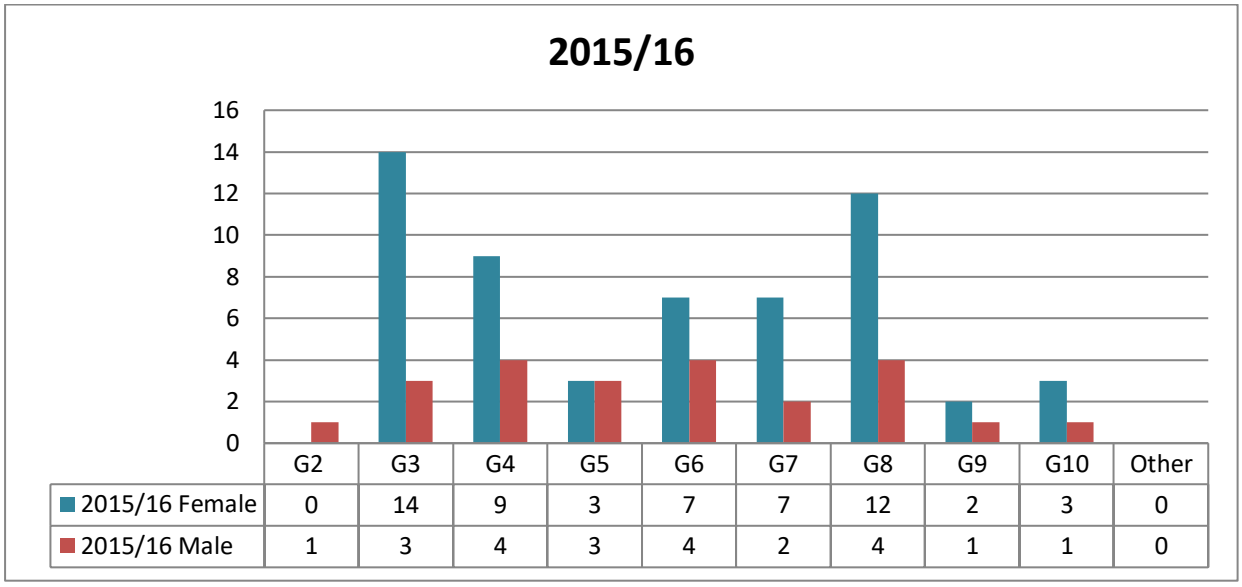


4.3 % Success Rates by Gender

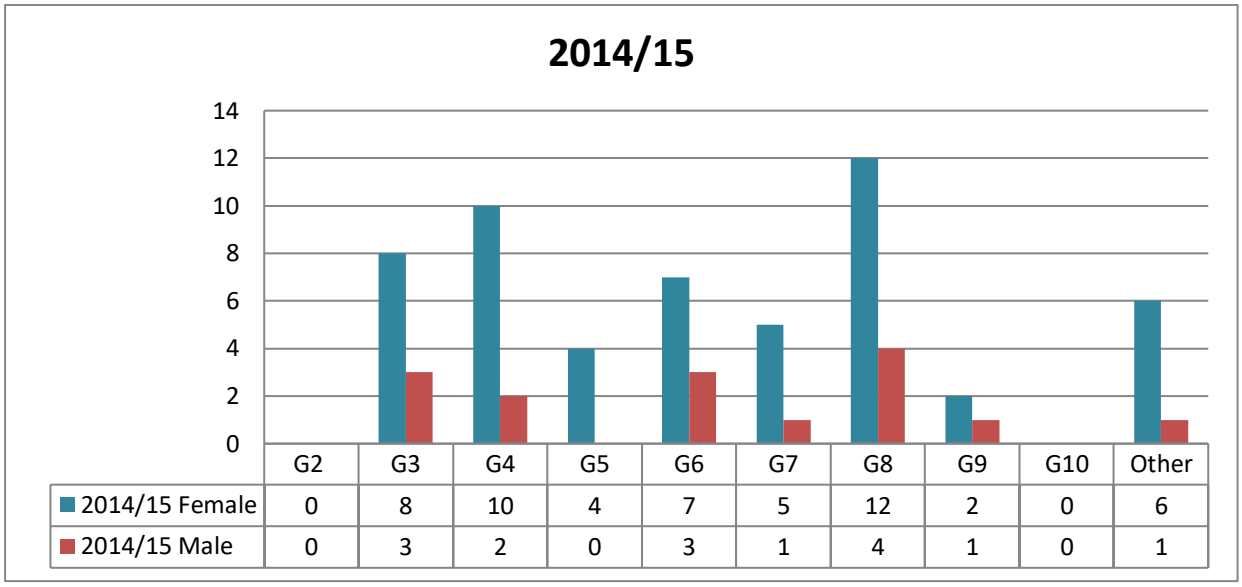
	2015		2016	
	Female	**Male**	**Female**	**Male**
% Applications for Academic Promotion Successful	58.3	80.0	60.0	60.0
% Applications for Contribution Pay Successful	63.6	20.0	87.5	90.0

Section 5.0 Leavers Equalities Data

5.1 Leavers by Grade

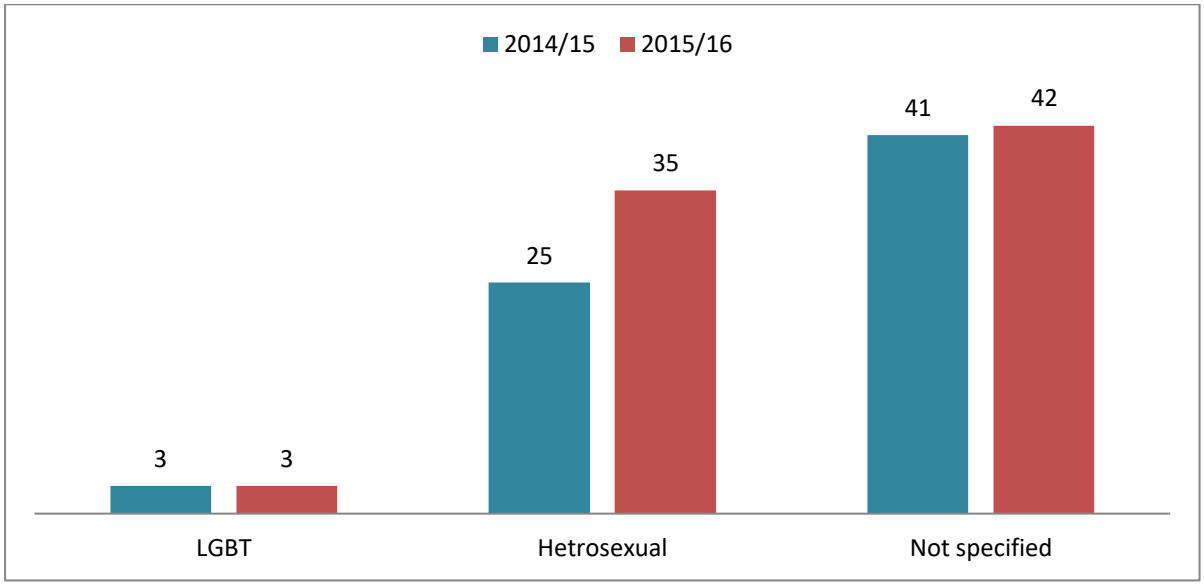


	G2	G3	G4	G5	G6	G7	G8	G9	G10	Other
2015/16 Female	0	14	9	3	7	7	12	2	3	0
2015/16 Male	1	3	4	3	4	2	4	1	1	0

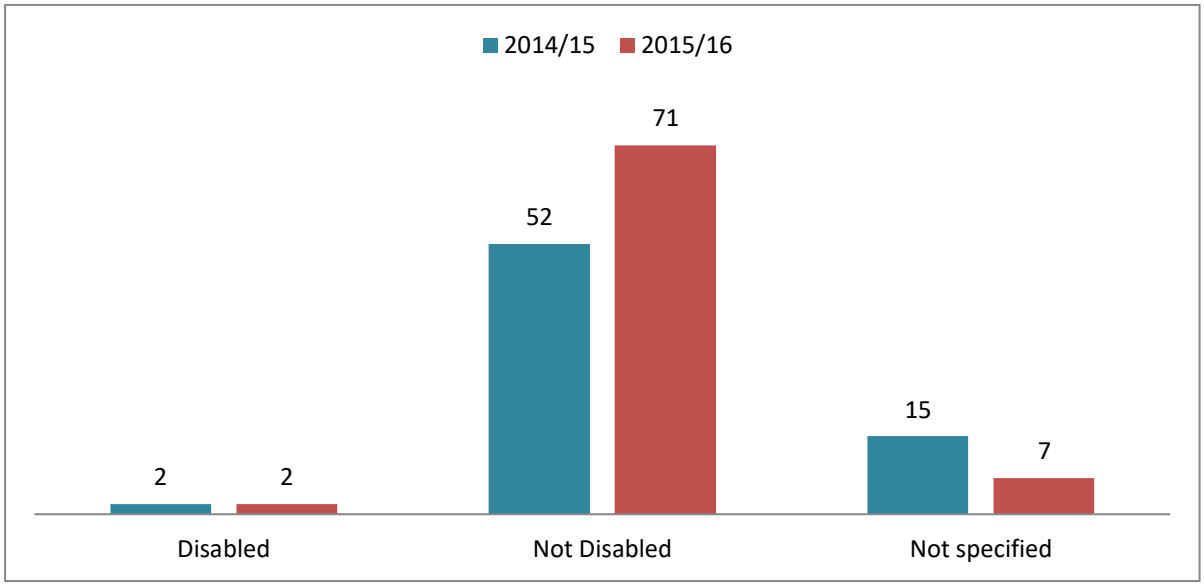


	G2	G3	G4	G5	G6	G7	G8	G9	G10	Other
2014/15 Female	0	8	10	4	7	5	12	2	0	6
2014/15 Male	0	3	2	0	3	1	4	1	0	1

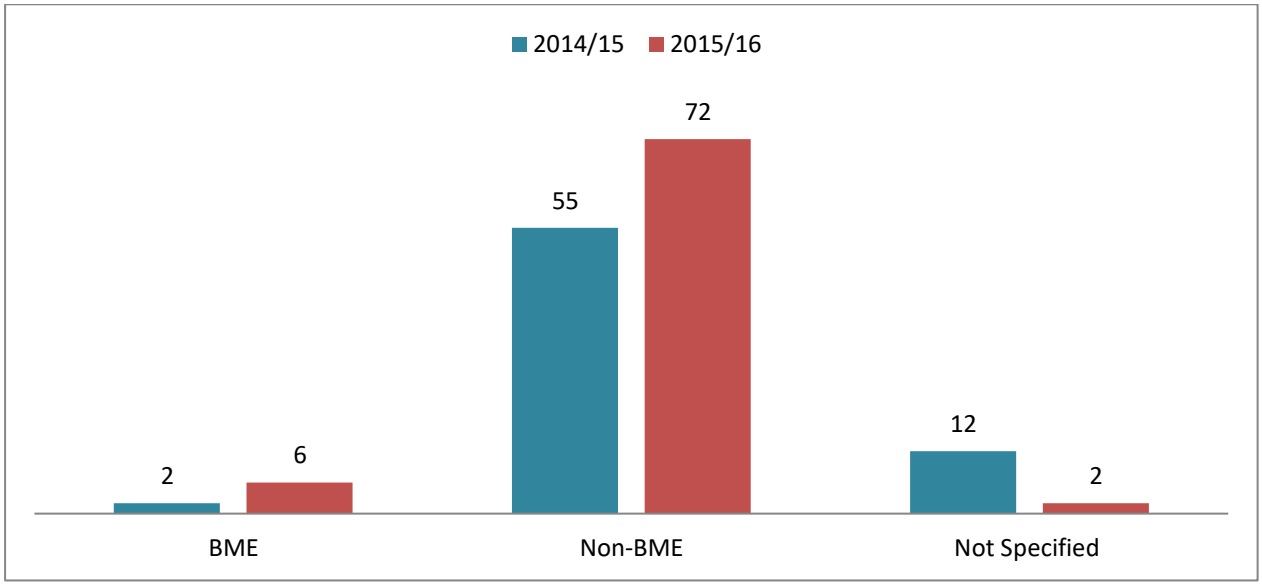
5.2 Leavers by Sexual Orientation



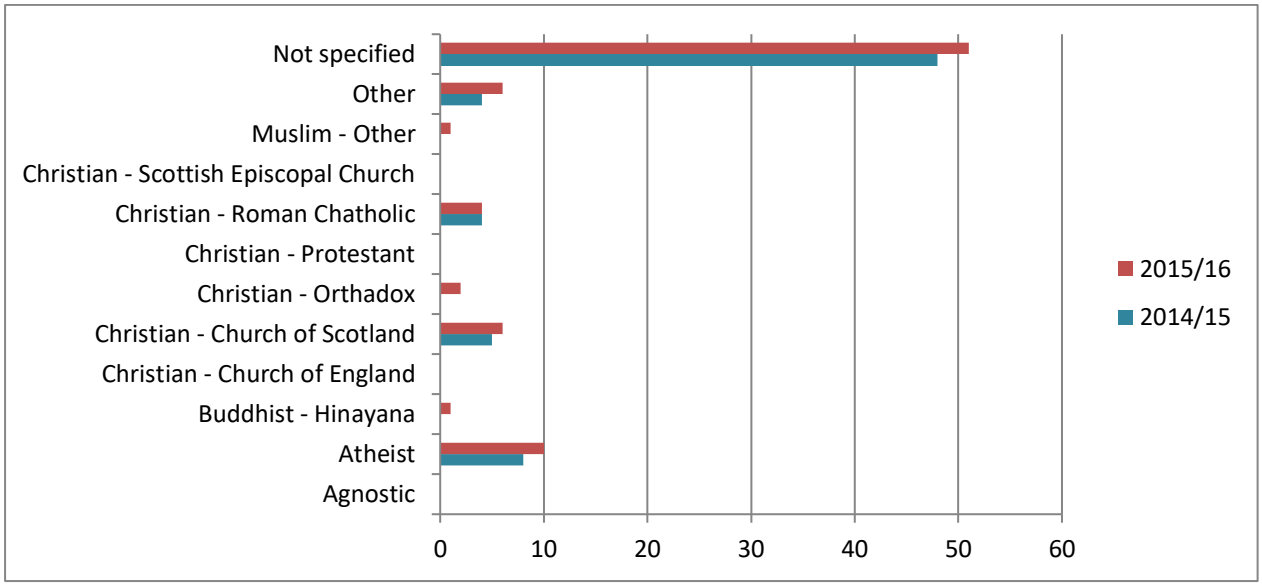
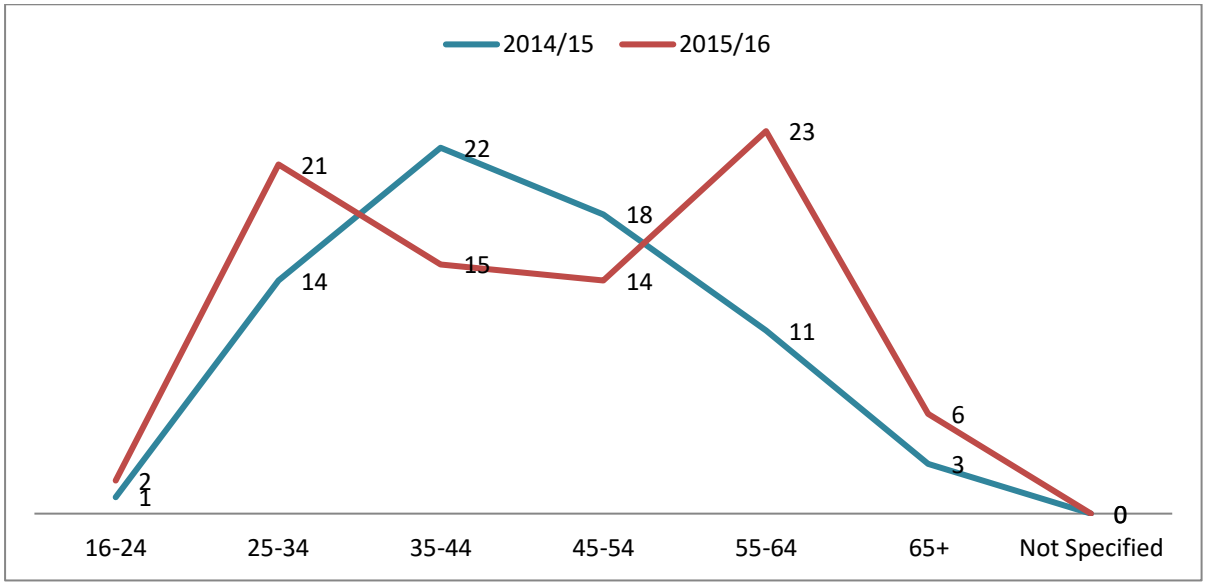
5.3 Leavers by Declared Disability



5.4 Leavers by Ethnic Origin



5.5 Leavers by Religious Belief



5.6 Leavers by Age Group