APPENDIX 1

QMU Staff Equalities Data

2017/18 – 2021/22

Table of Contents

1. Section 1 – Employee Headcount Equalities Data 4

1.1 Headcount by Sex 4

1.2 Employee Headcount by Grade & Gender 2017 – 2018 4

1.3 Employee Headcount by Grade & Sex 2018-2019 5

1.4 Employee Headcount by Grade & Sex 2019-20 5

1.5 Employee Headcount by Grade and Sex 2020-21 6

1.6 Employee Headcount by Grade and Sex 2021-22 6

1.7 Employee Headcount by Sex & Staff Category 7

1.8 Part Time Employee Headcount by Employment Category 7

1.9 Professors by Sex 8

1.10 BME Employee Headcount 9

1.11 Employee Headcount by Sexual Orientation 9

1.12 Employee Headcount by Declared Disability 10

1.13 Employee Headcount by Age & Sex 10

1.14 Employee Headcount by Age Group 11

1.15 Employee Headcount by Religious Belief 11

2. Section 2: Recruitment Equalities Data 12

2.1 Recruitment Applicants by Stage & Sex 12

2.2 BME Applicants by Recruitment Stage 12

2.3 Applicants with a Declared Disability by Recruitment Stage 13

2.4 Religious Belief of Applicants by Recruitment Stage 13

2.5 Sexual Orientation of Applicants by Recruitment Stage 14

2.6 Age Group of Applicants by Recruitment Stage 15

3. Section 3: New Appointments Equalities Data 16

3.1 New Appointments by Sex & Grade 16

3.2 New Appointments by Contract Type & Sex 17

3.3 New Appointments by Ethnicity 18

3.4 New Appointments by Declared Disability 18

3.5 New Appointments by Age Group 19

3.6 New Appointments by Sexual Orientation 20

3.7 New Appointments by Religious Belief 21

4. Section 4: Promotions Data by Sex 22

4.1 Applications for Reward and Recognition (2021/22) by Sex compared with QMU Staff Population 22

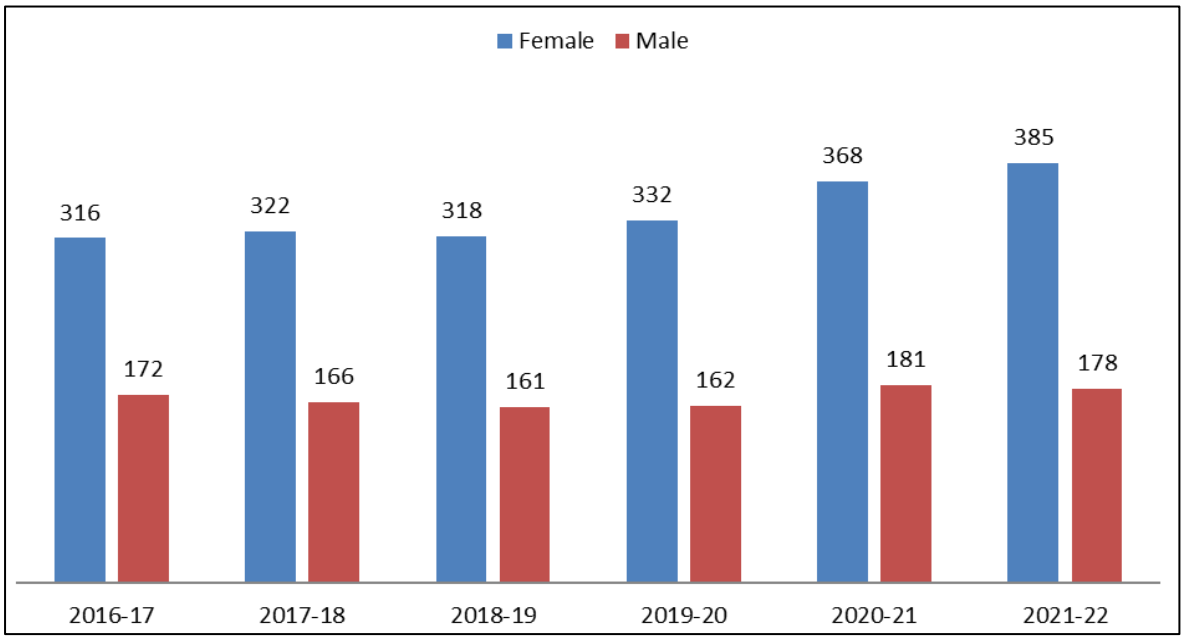
4.2 Reward and Recognition Application (2021/22) Outcomes by Sex 22

5. Section 5: Leavers Equalities Data 23

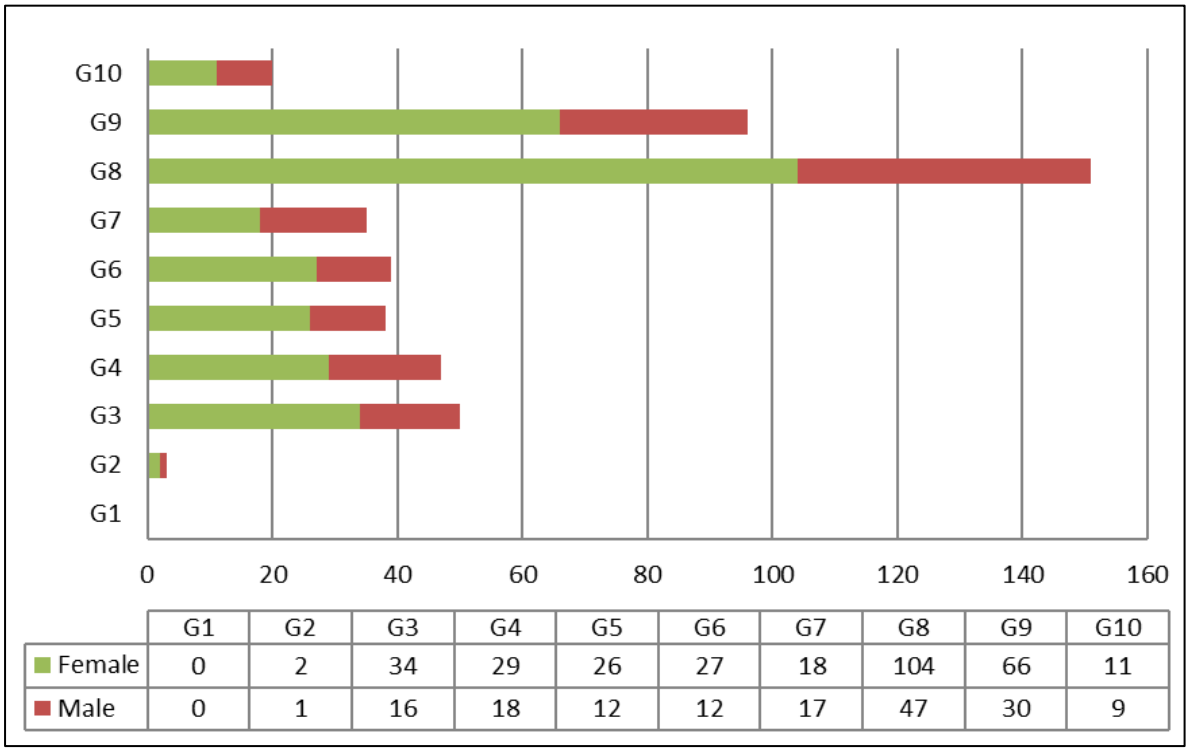
5.1 Leavers by Grade & Sex 23
5.2 Leavers by Contract Type and Sex 24
5.3 Leavers by Sexual Orientation 25
5.4 Leavers by Declared Disability 25
5.5 Leavers by Ethnicity 26
5.6 Leavers by Religious Belief 27
5.7 Leavers by Age Group 27
5.8 Leavers by Reason 28

1. Section 1 – Employee Headcount Equalities Data

1.1 Headcount by Sex

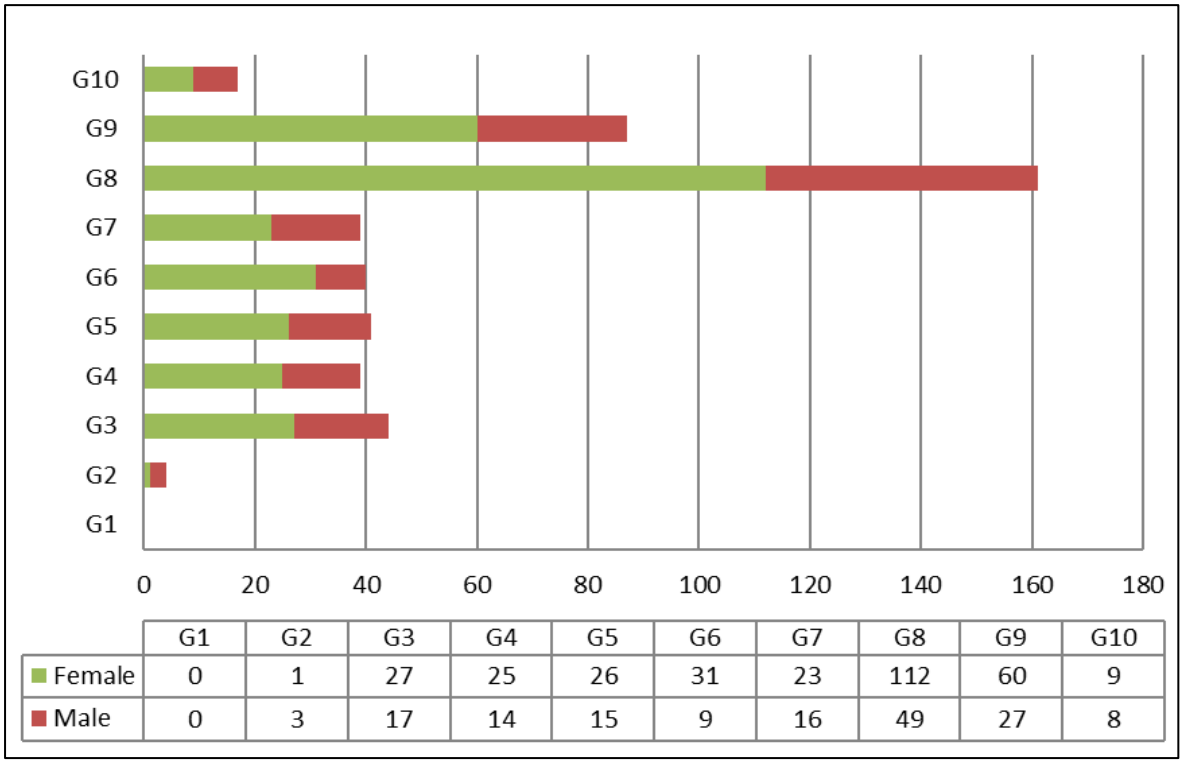


1.2 Employee Headcount by Grade & Gender 2017 – 2018



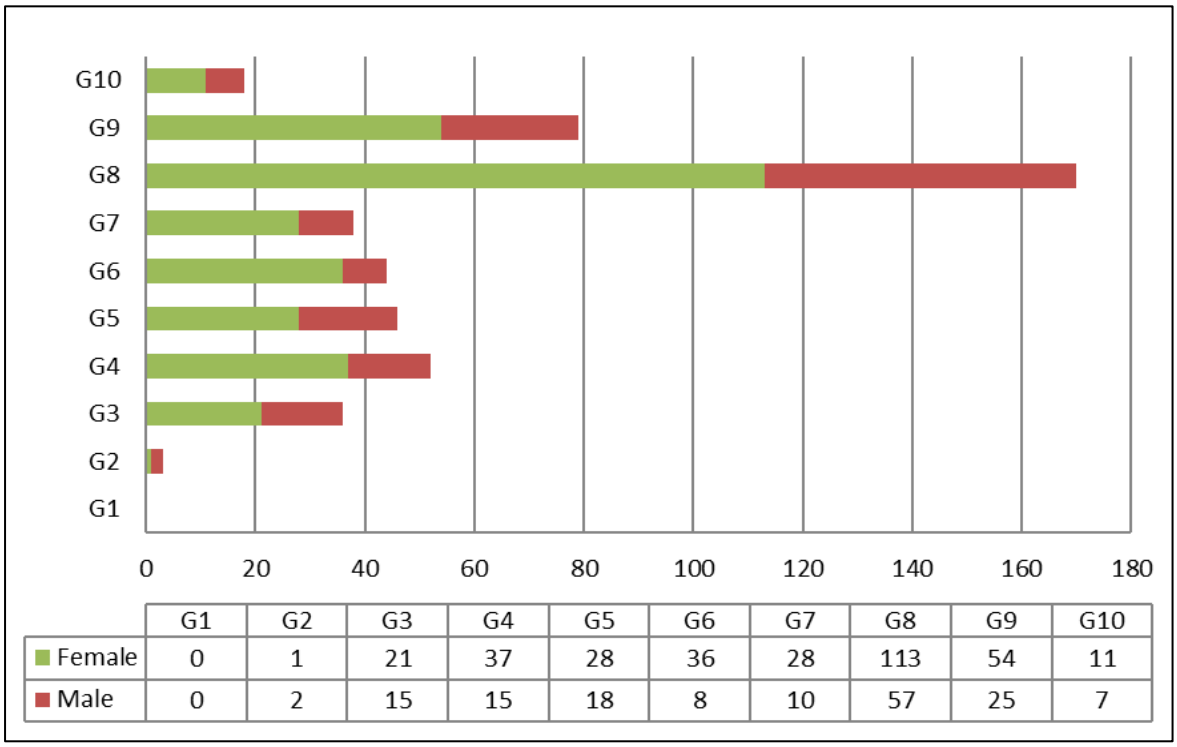
	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
Female	0	2	34	29	26	27	18	104	66	11
Male	0	1	16	18	12	12	17	47	30	9

1.3 Employee Headcount by Grade & Sex 2018-2019



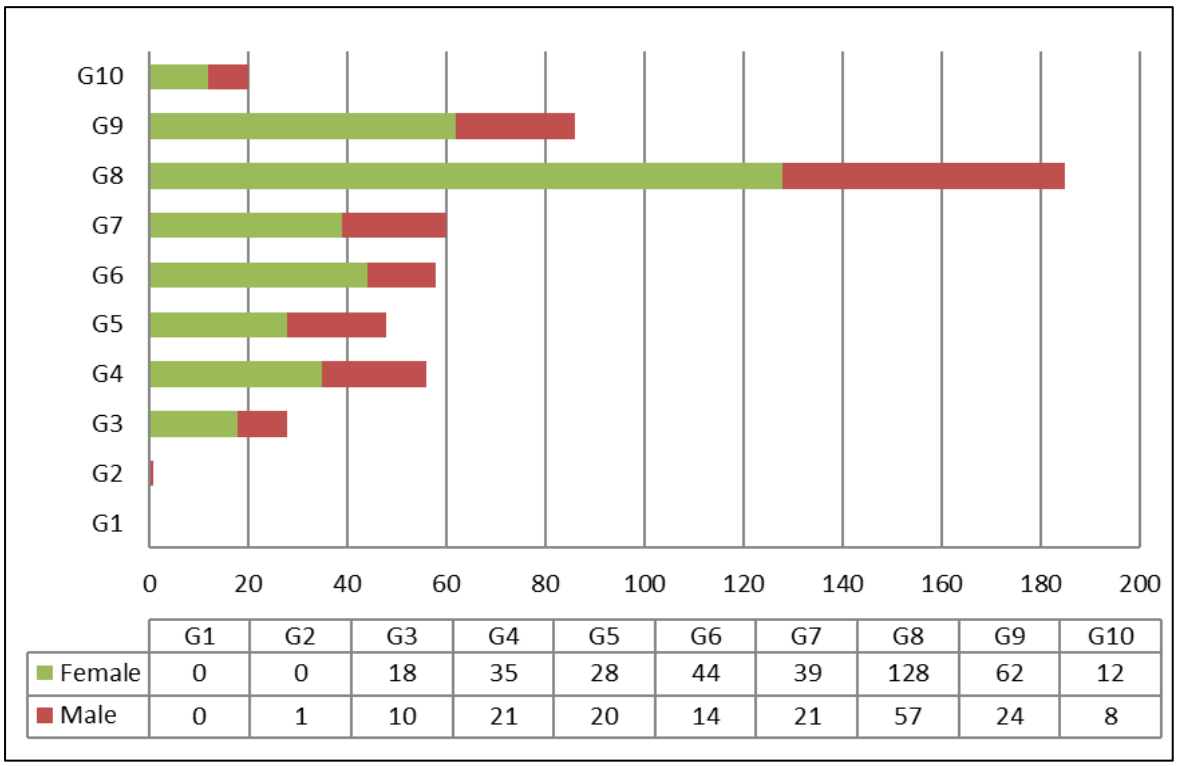
	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
Female	0	1	27	25	26	31	23	112	60	9
Male	0	3	17	14	15	9	16	49	27	8

1.4 Employee Headcount by Grade & Sex 2019-20



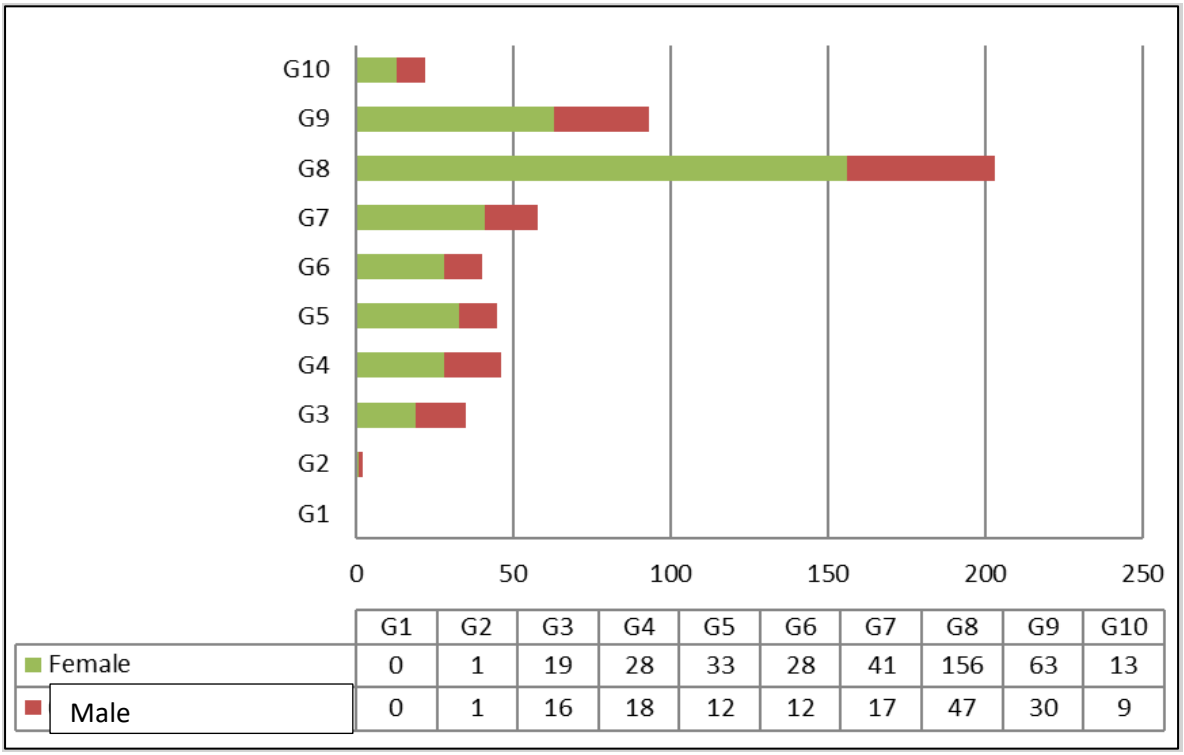
	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
Female	0	1	21	37	28	36	28	113	54	11
Male	0	2	15	15	18	8	10	57	25	7

1.5 Employee Headcount by Grade and Sex 2020-21



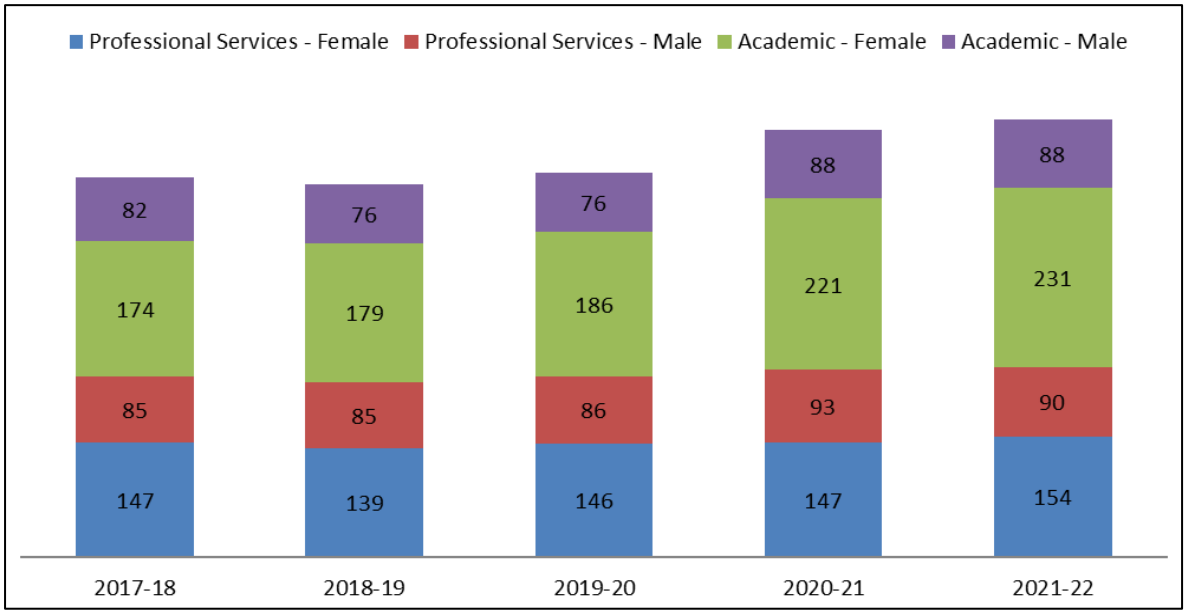
	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
Female	0	0	18	35	28	44	39	128	62	12
Male	0	1	10	21	20	14	21	57	24	8

1.6 Employee Headcount by Grade and Sex 2021-22



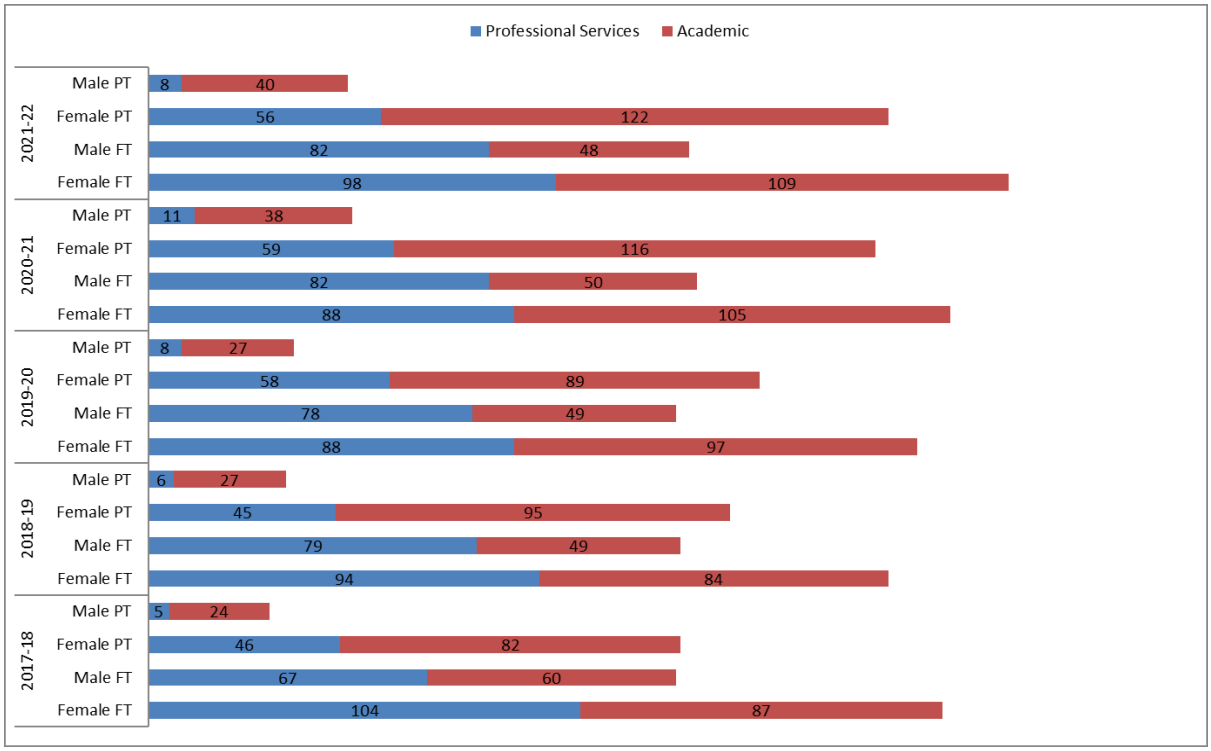
	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
Female	0	1	19	28	33	28	41	156	63	13
Male	0	1	16	18	12	12	17	47	30	9

1.7 Employee Headcount by Sex & Staff Category

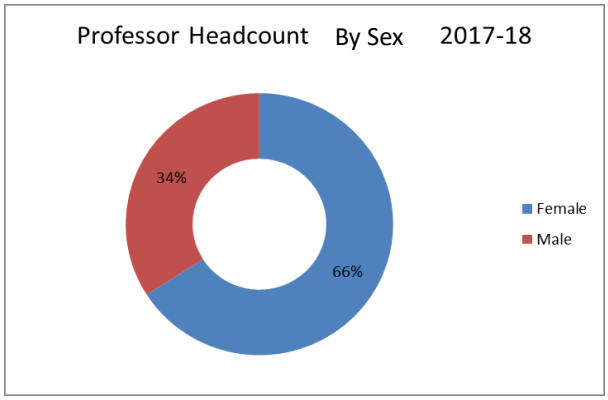


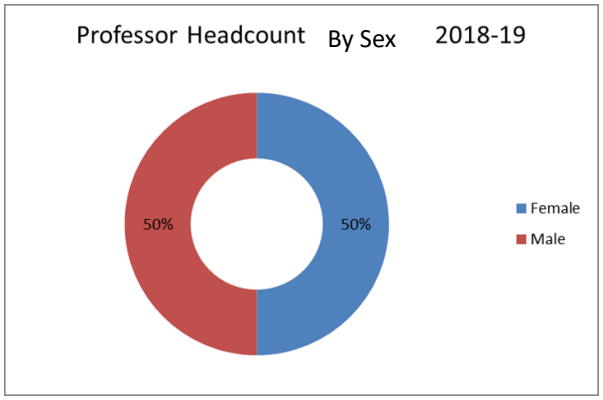
1.8 Part Time Employee Headcount by Employment Category

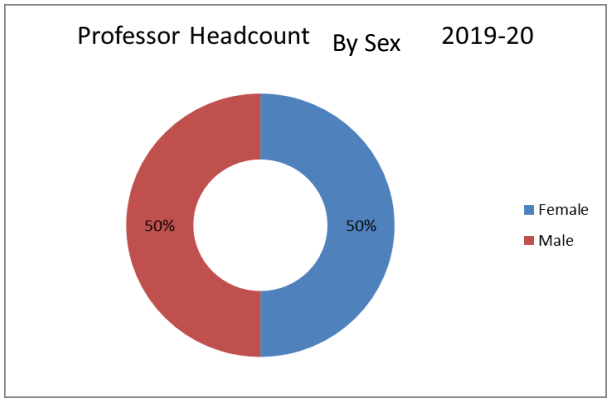
Part time employees are defined as those with contractual hours less than 1.0 FTE.

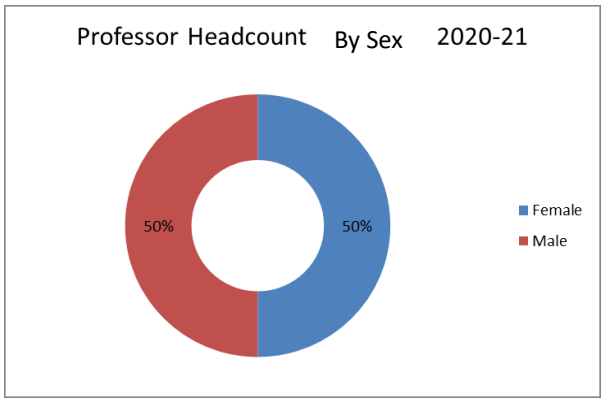


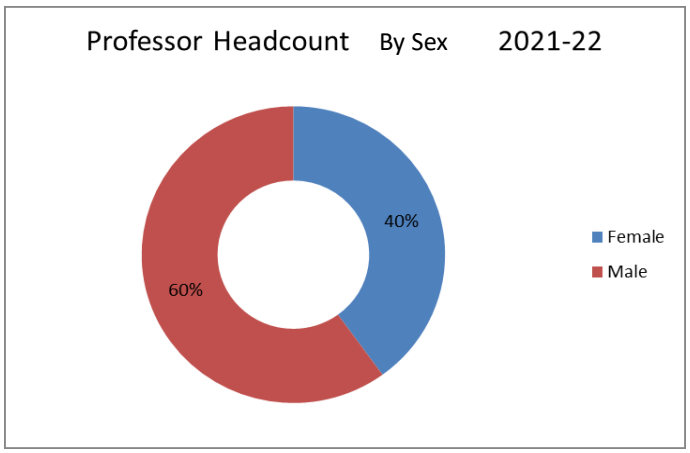
1.9 Professors by Sex



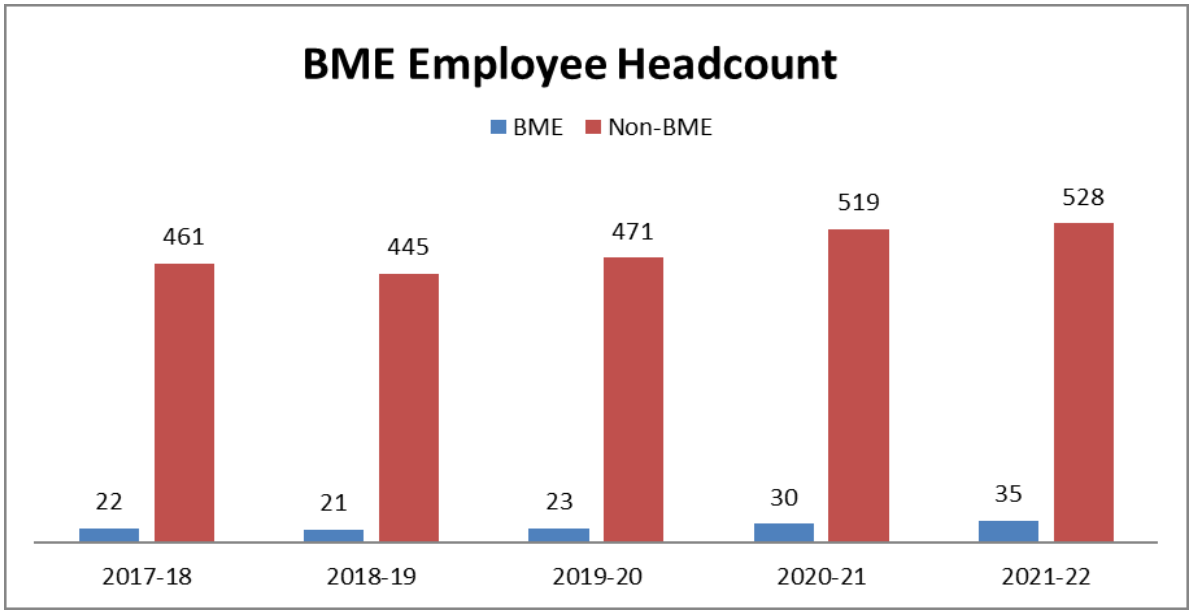




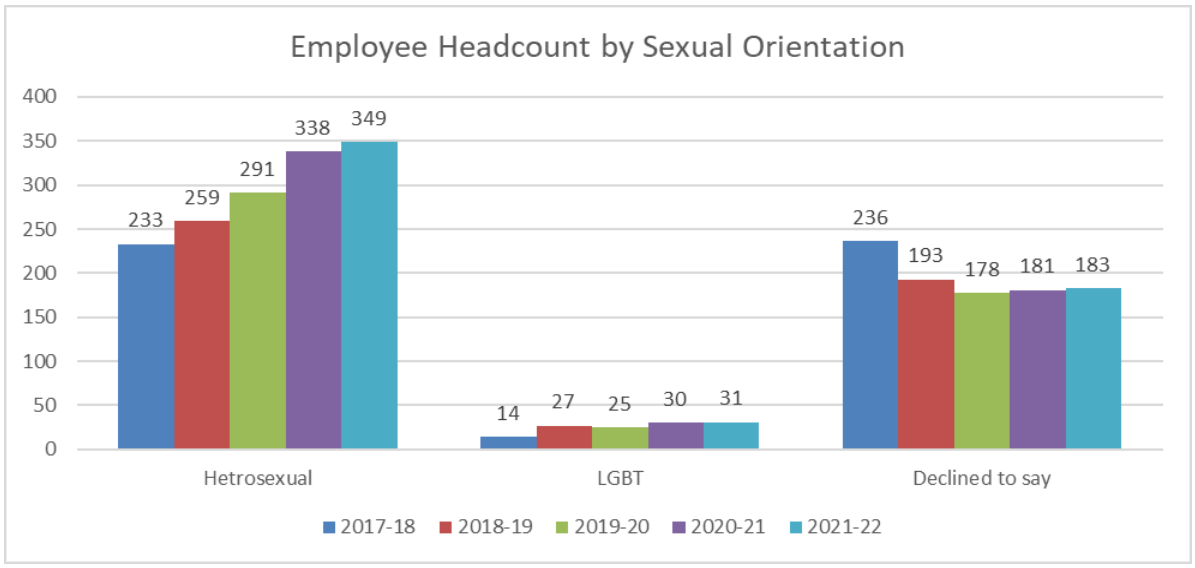




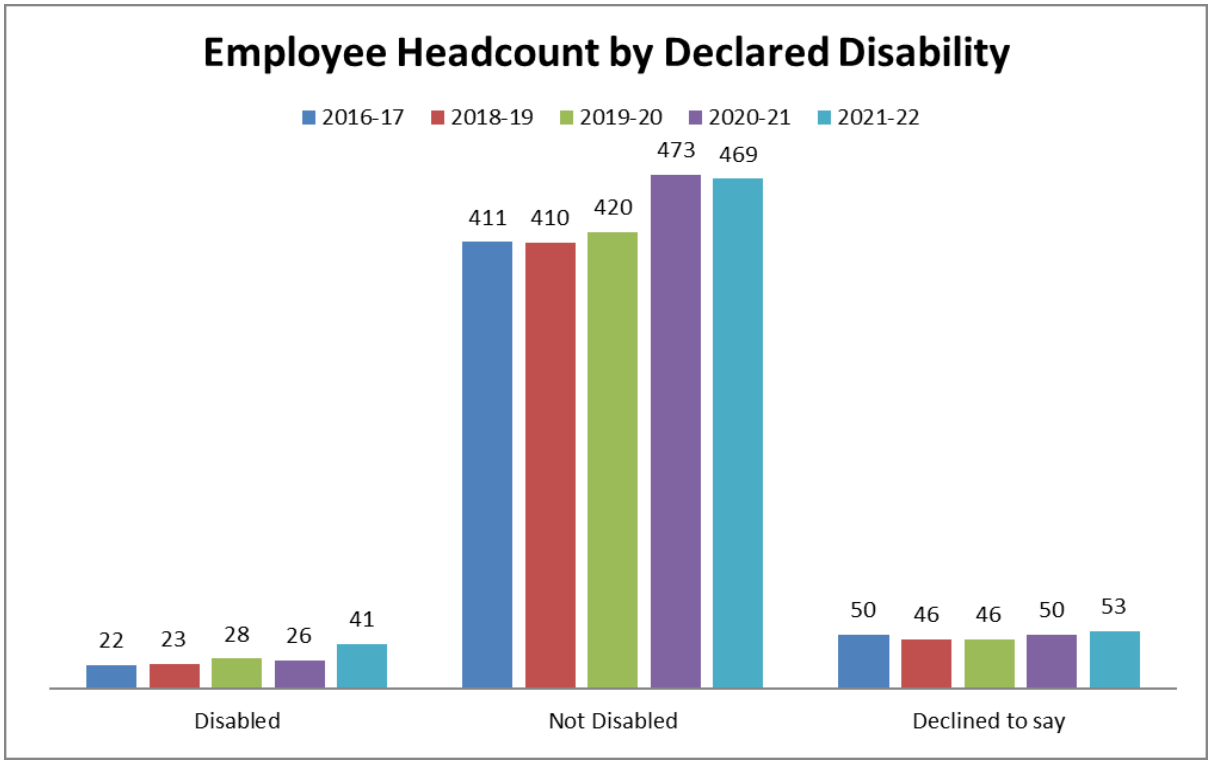
1.10 BME Employee Headcount



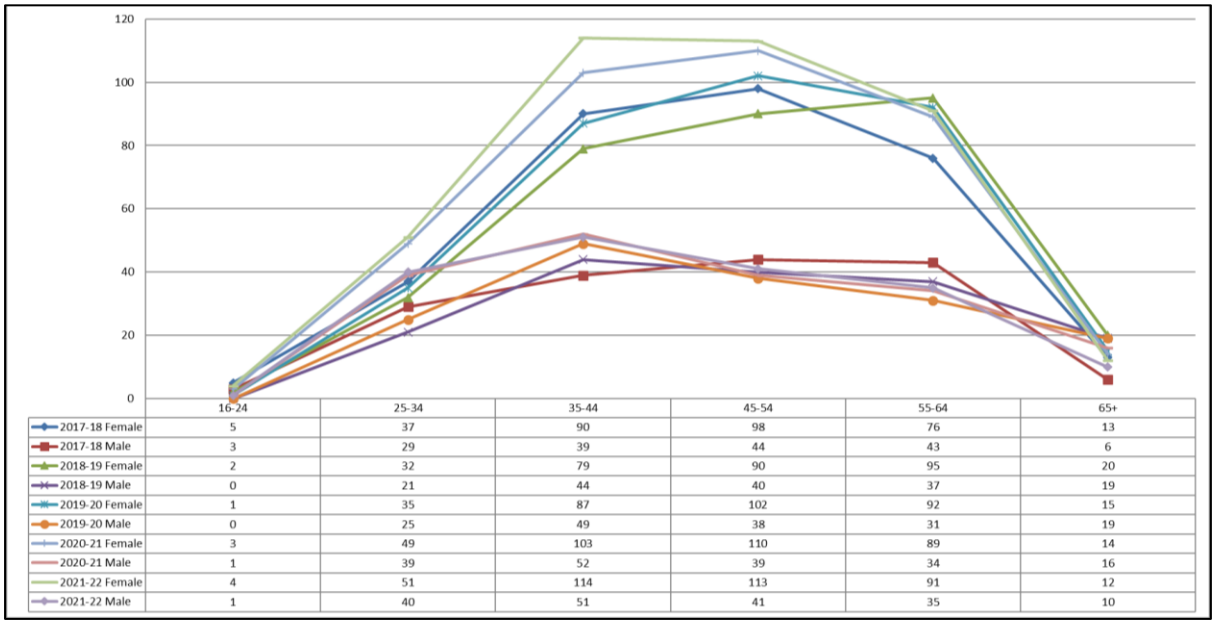
1.11 Employee Headcount by Sexual Orientation



1.12 Employee Headcount by Declared Disability

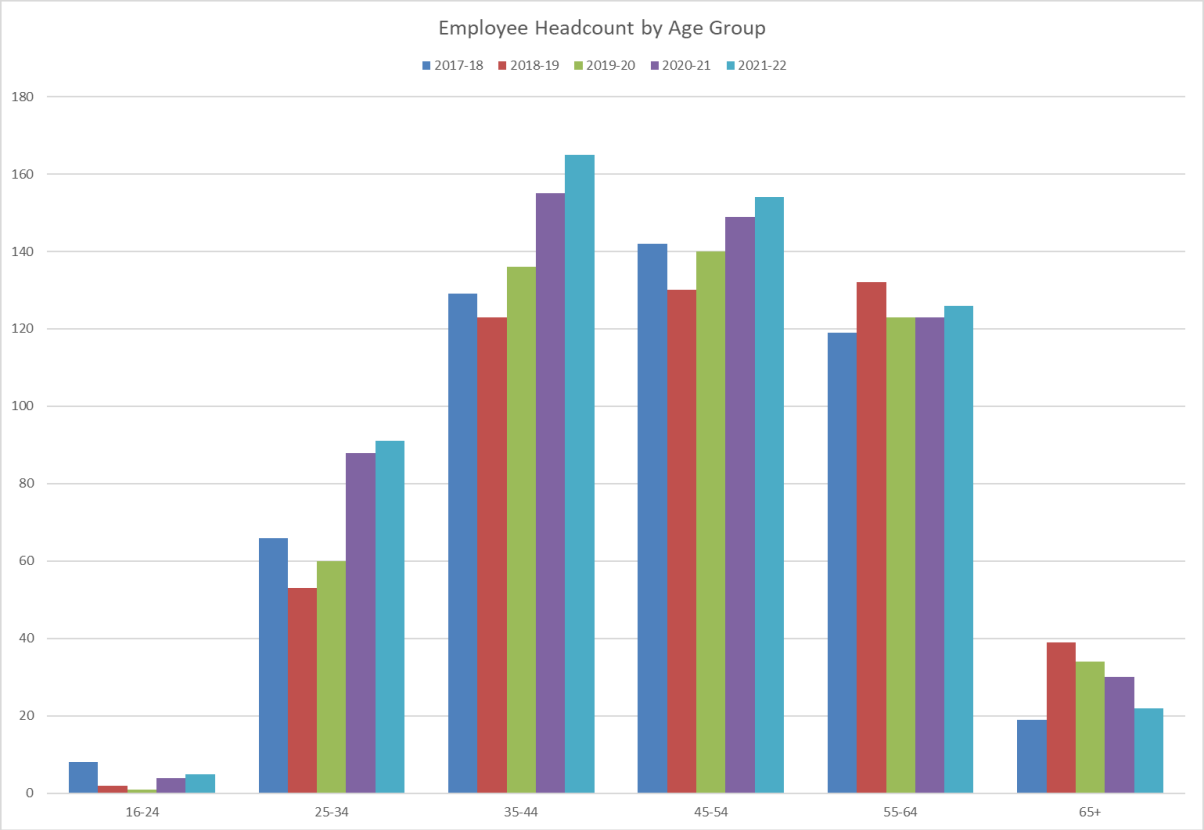


1.13 Employee Headcount by Age & Sex

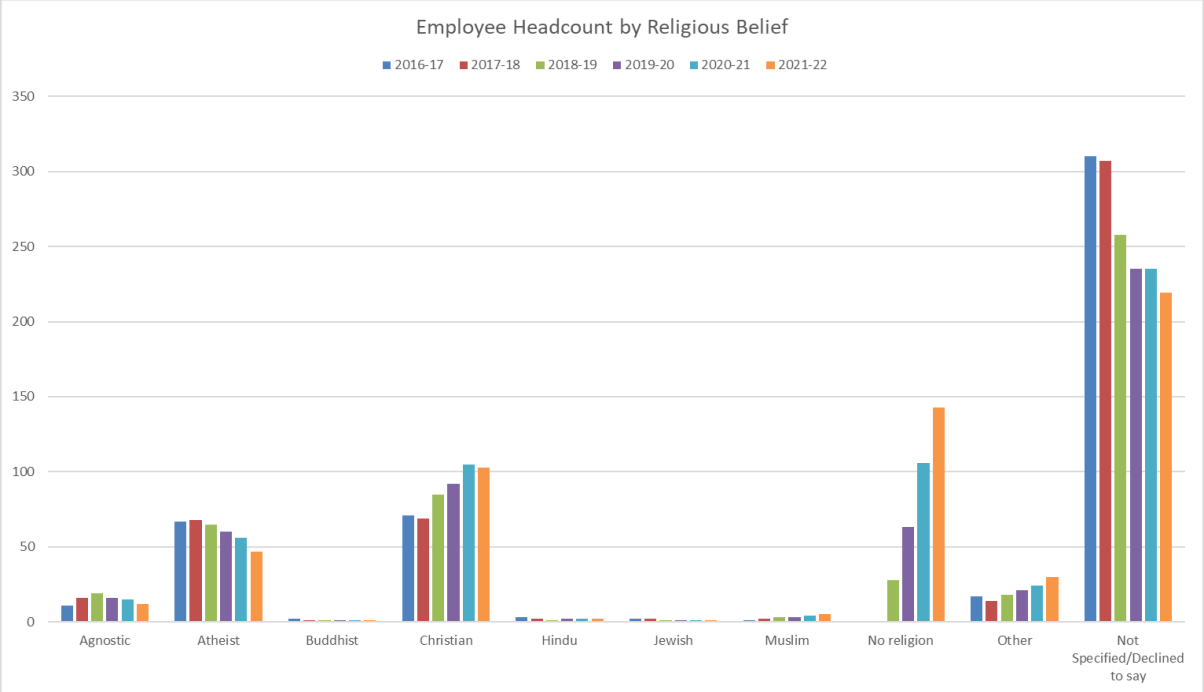


	16-24	25-34	35-44	45-54	55-64	65+
2017-18 Female	5	37	90	98	76	13
2017-18 Male	3	29	39	44	43	6
2018-19 Female	2	32	79	90	95	20
2018-19 Male	0	21	44	40	37	19
2019-20 Female	1	35	87	102	92	15
2019-20 Male	0	25	49	38	31	19
2020-21 Female	3	49	103	110	89	14
2020-21 Male	1	39	52	39	34	16
2021-22 Female	4	51	114	113	91	12
2021-22 Male	1	40	51	41	35	10

1.14 Employee Headcount by Age Group

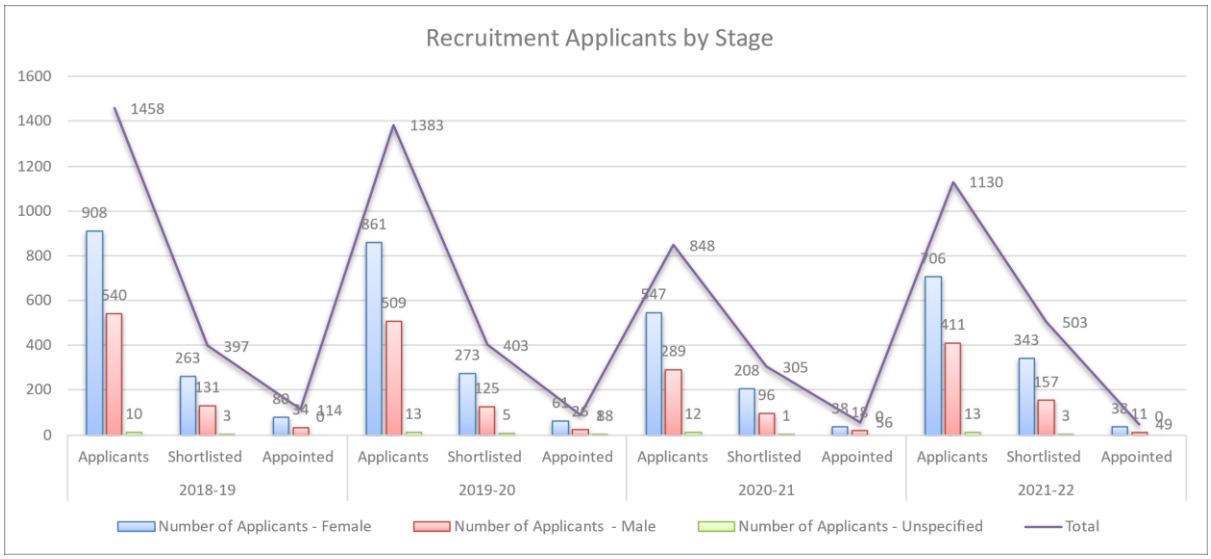


1.15 Employee Headcount by Religious Belief

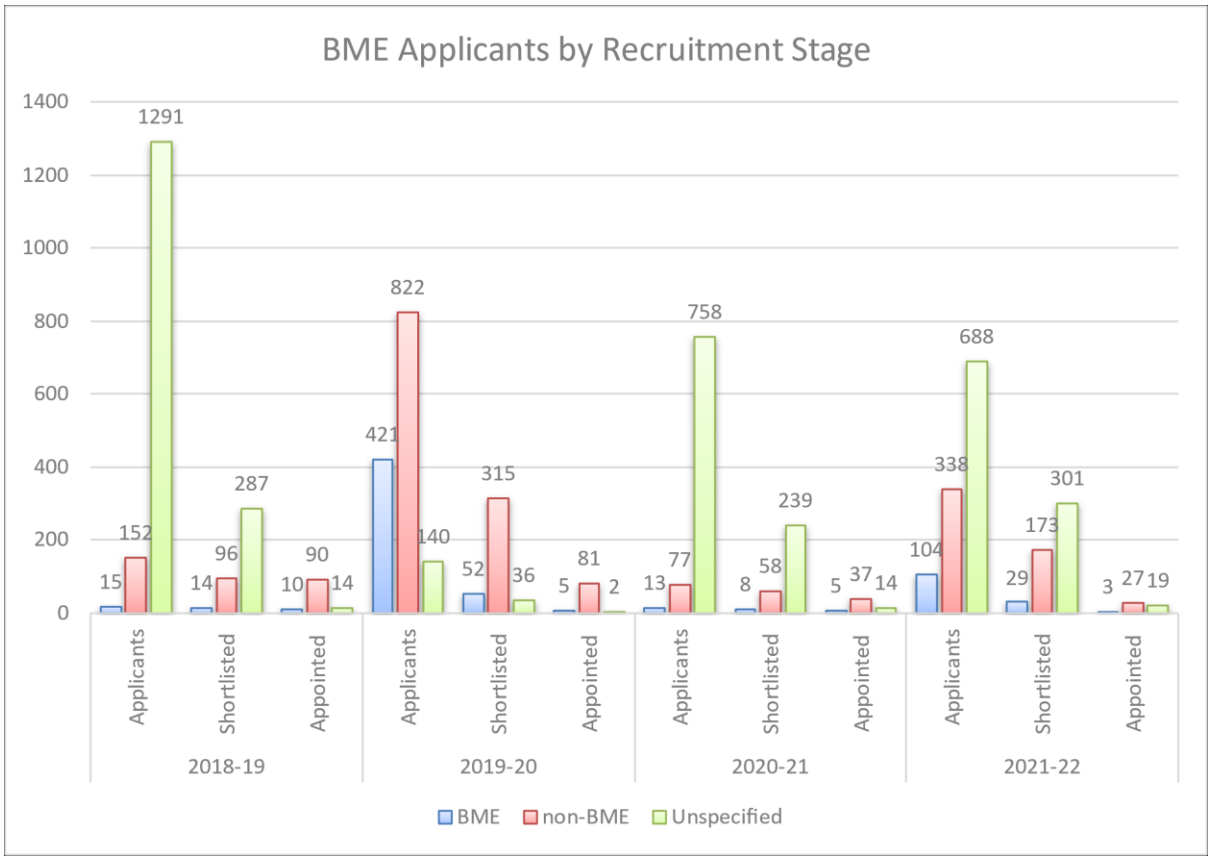


2. Section 2: Recruitment Equalities Data

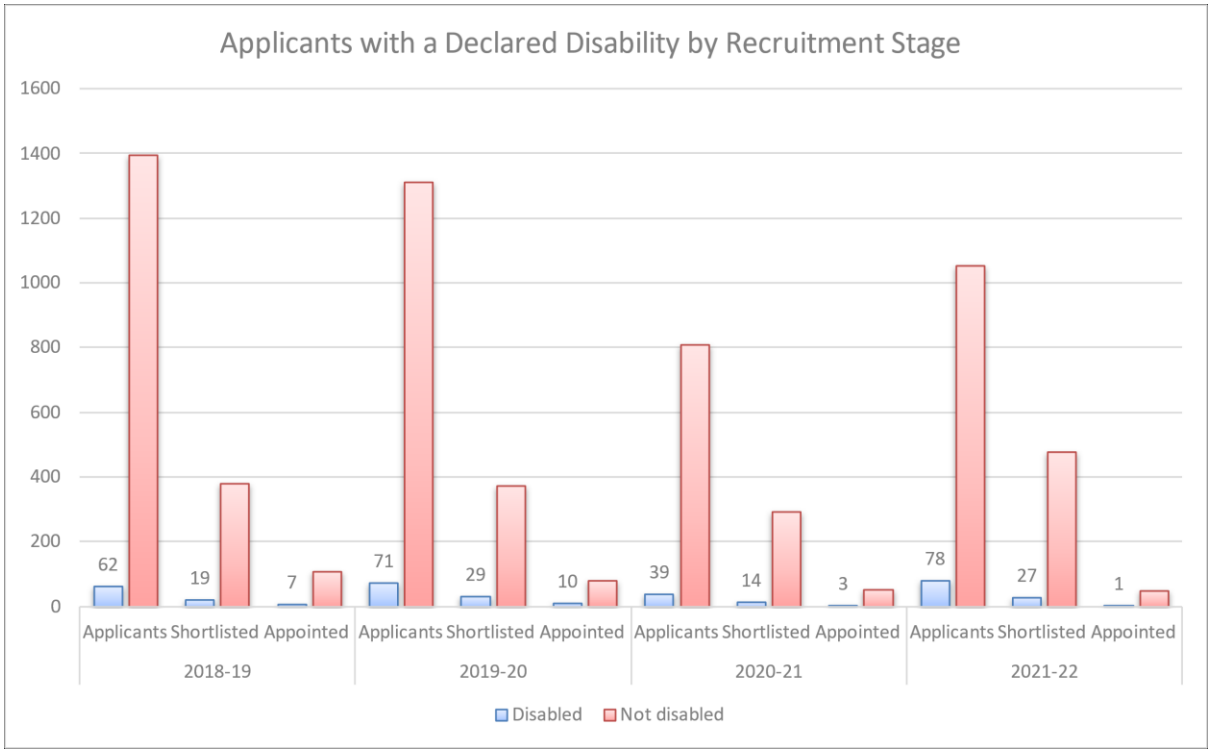
2.1 Recruitment Applicants by Stage & Sex



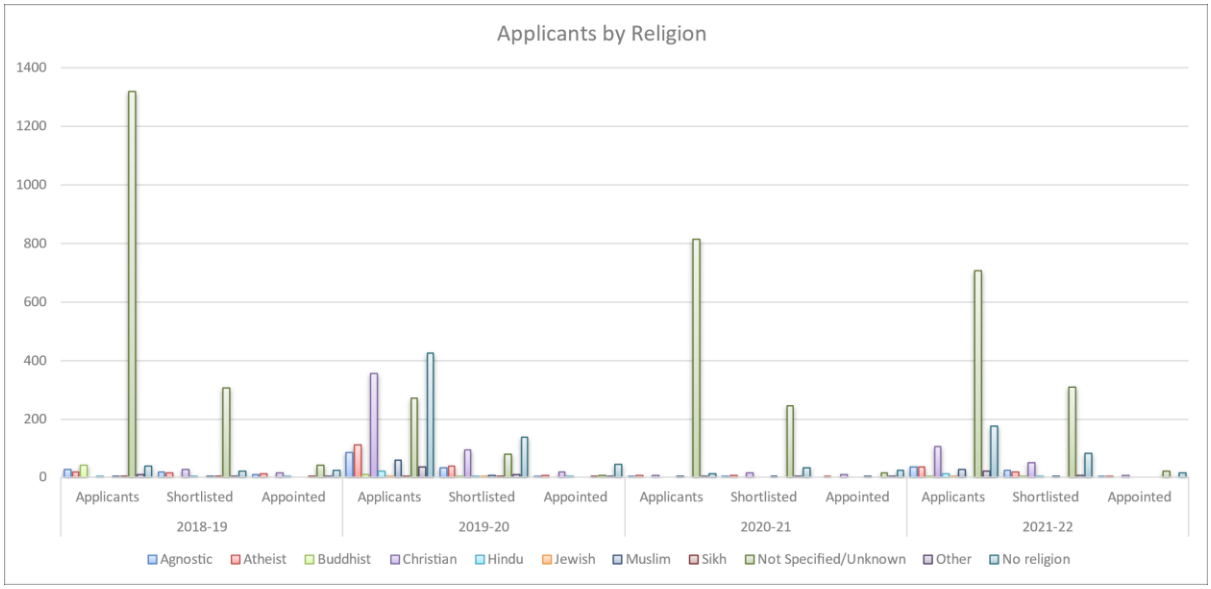
2.2 BME Applicants by Recruitment Stage



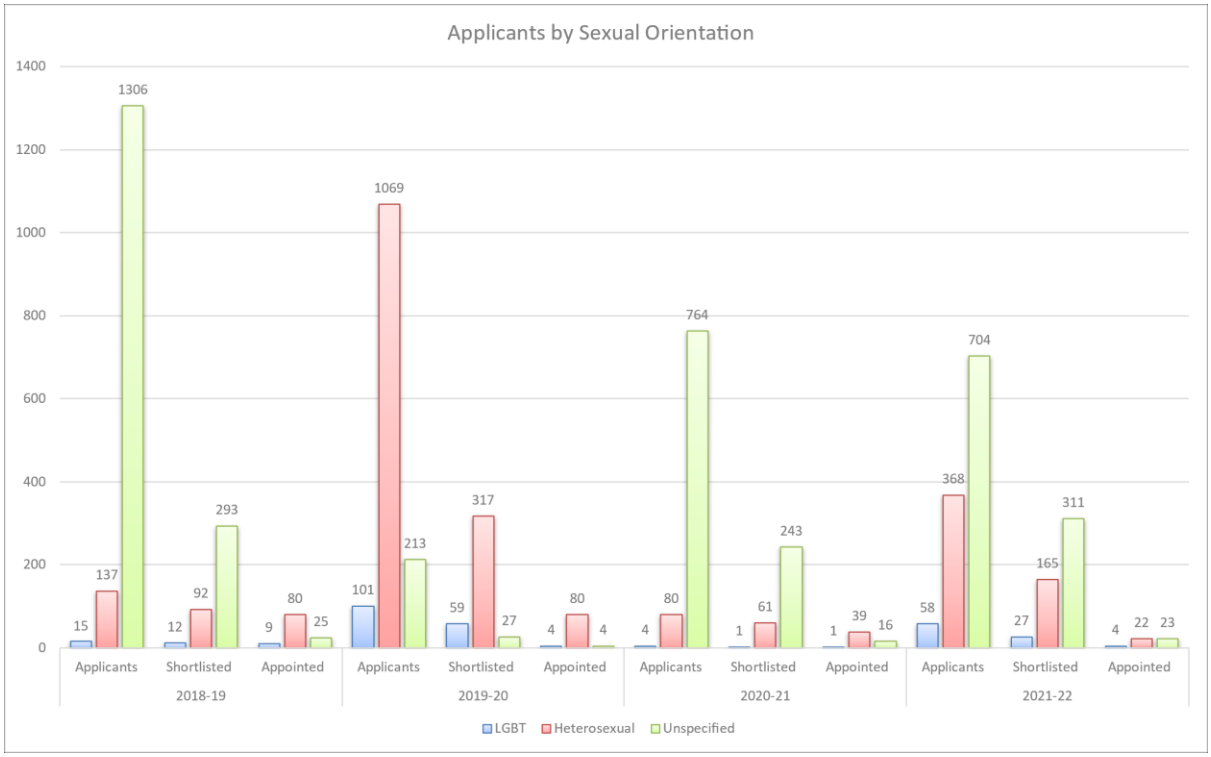
2.3 Applicants with a Declared Disability by Recruitment Stage



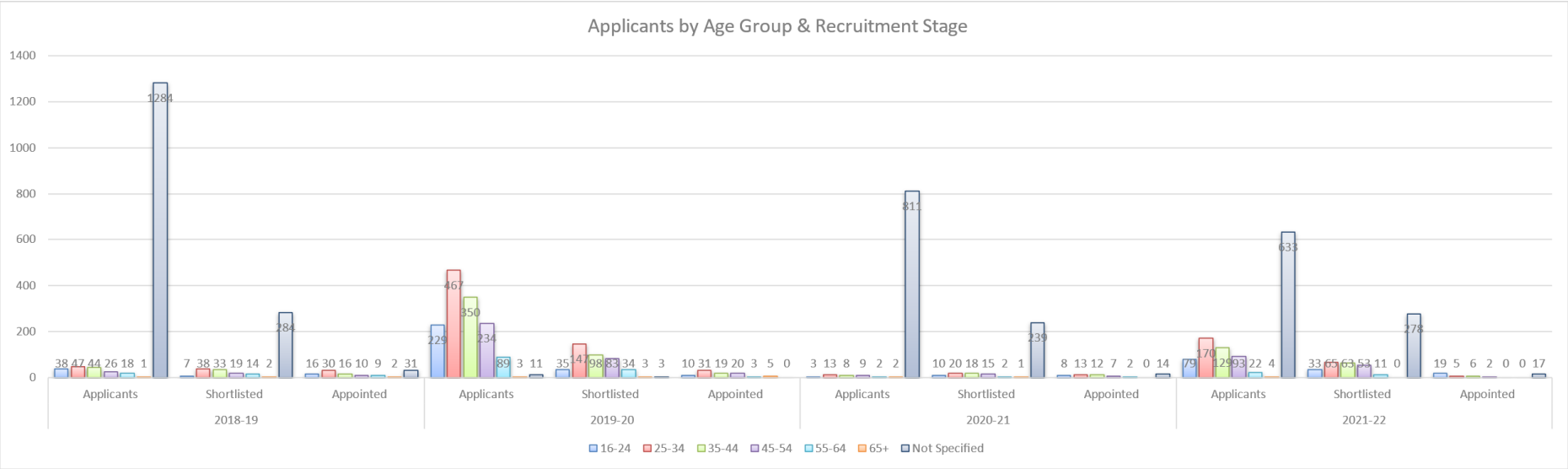
2.4 Religious Belief of Applicants by Recruitment Stage



2.5 Sexual Orientation of Applicants by Recruitment Stage

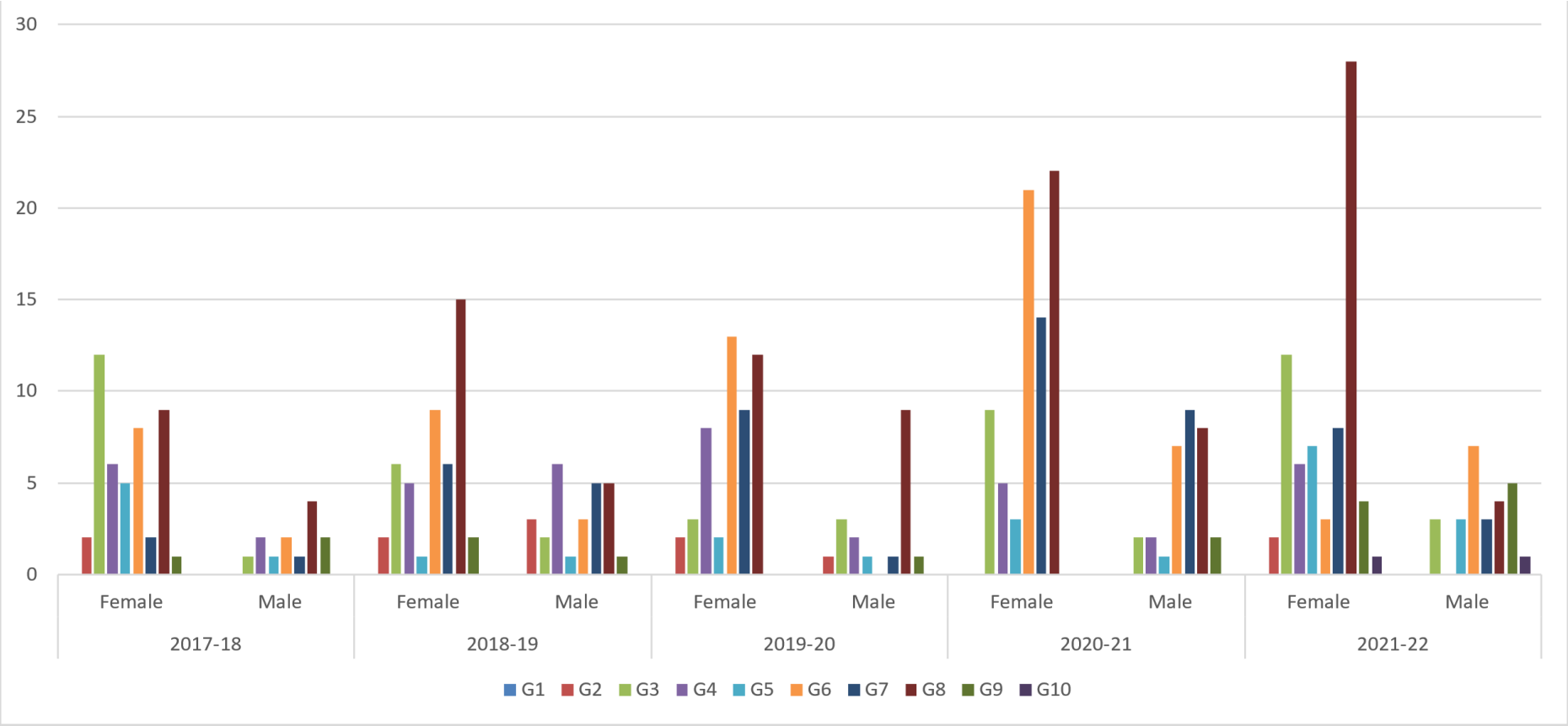


2.6 Age Group of Applicants by Recruitment Stage

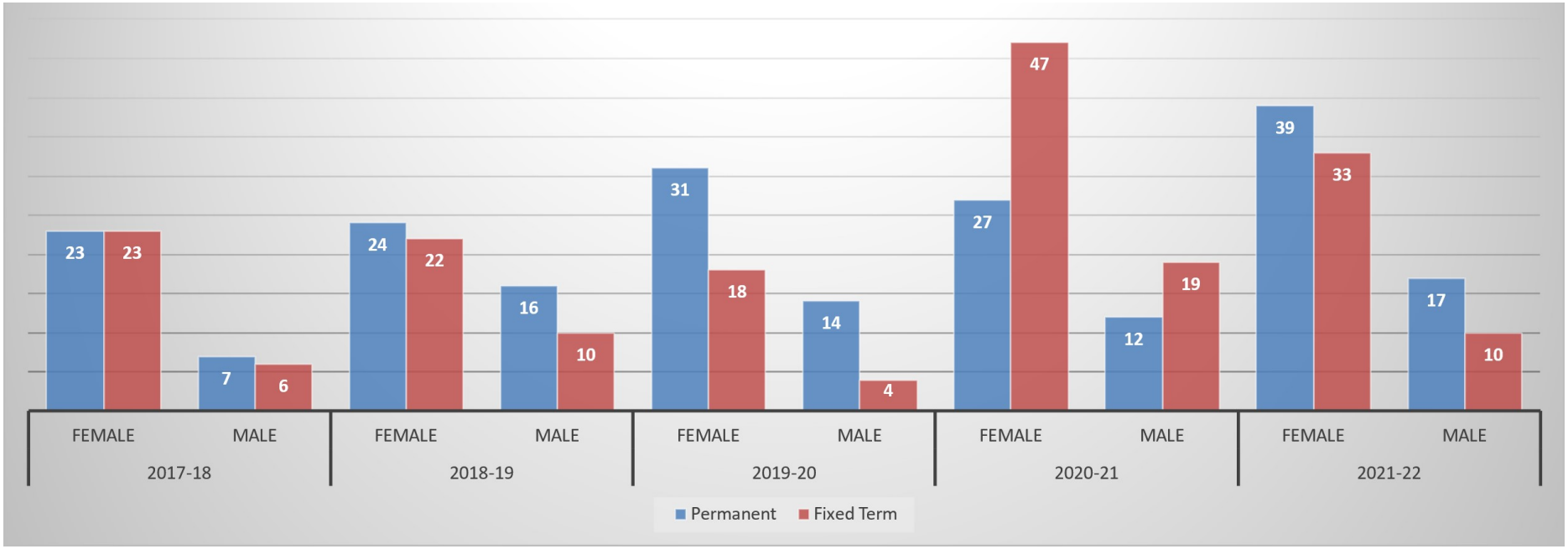


3. Section 3: New Appointments Equalities Data

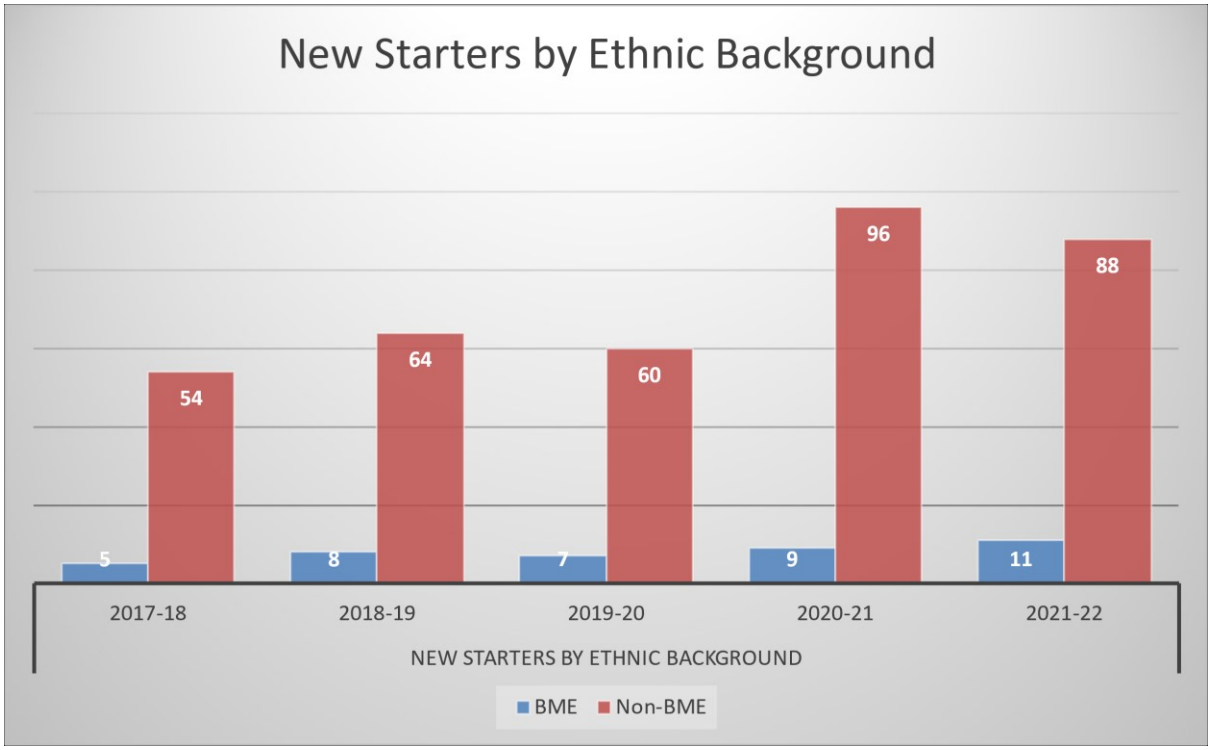
3.1 New Appointments by Sex & Grade



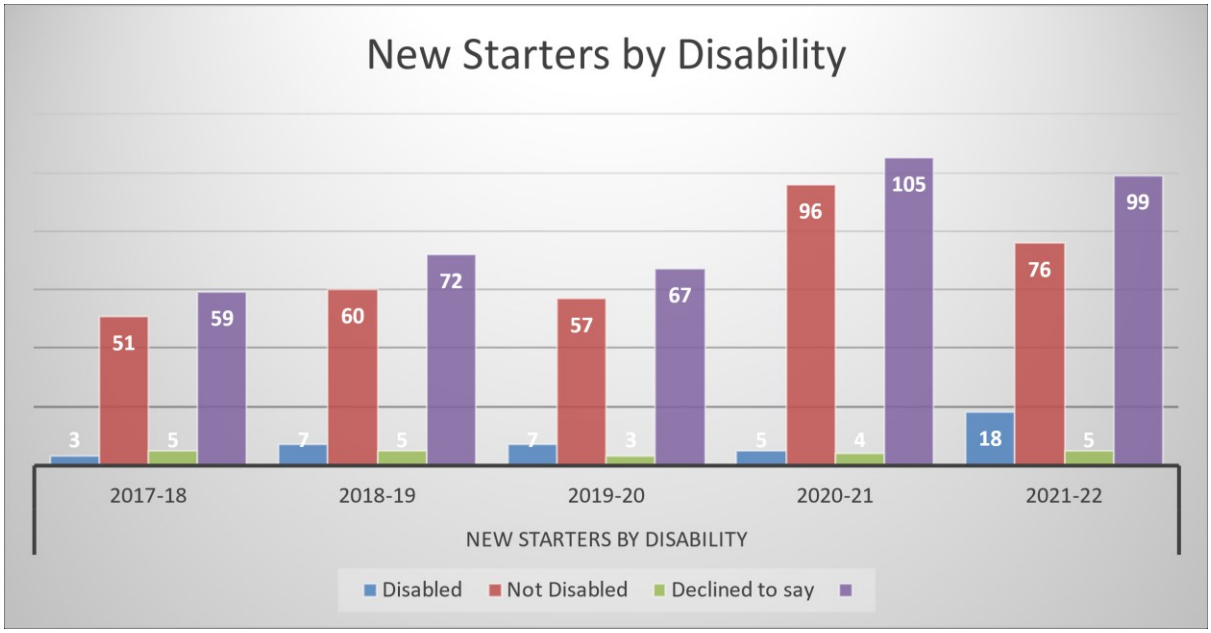
3.2 New Appointments by Contract Type & Sex



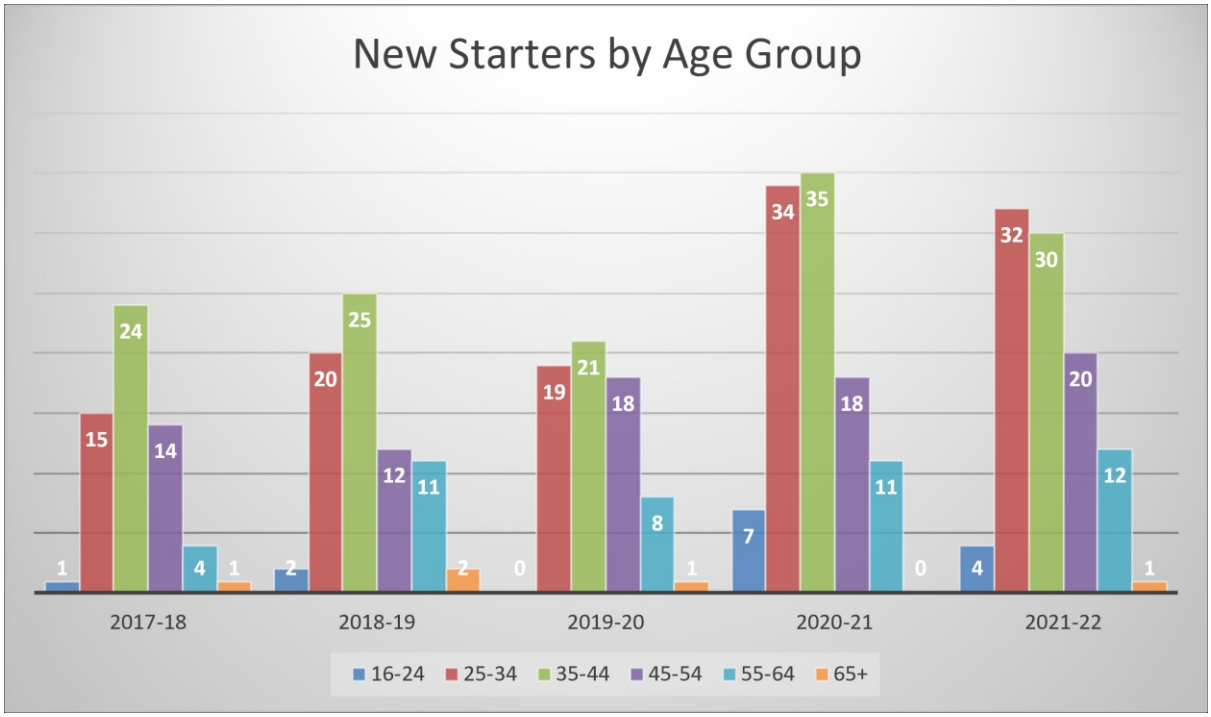
3.3 New Appointments by Ethnicity



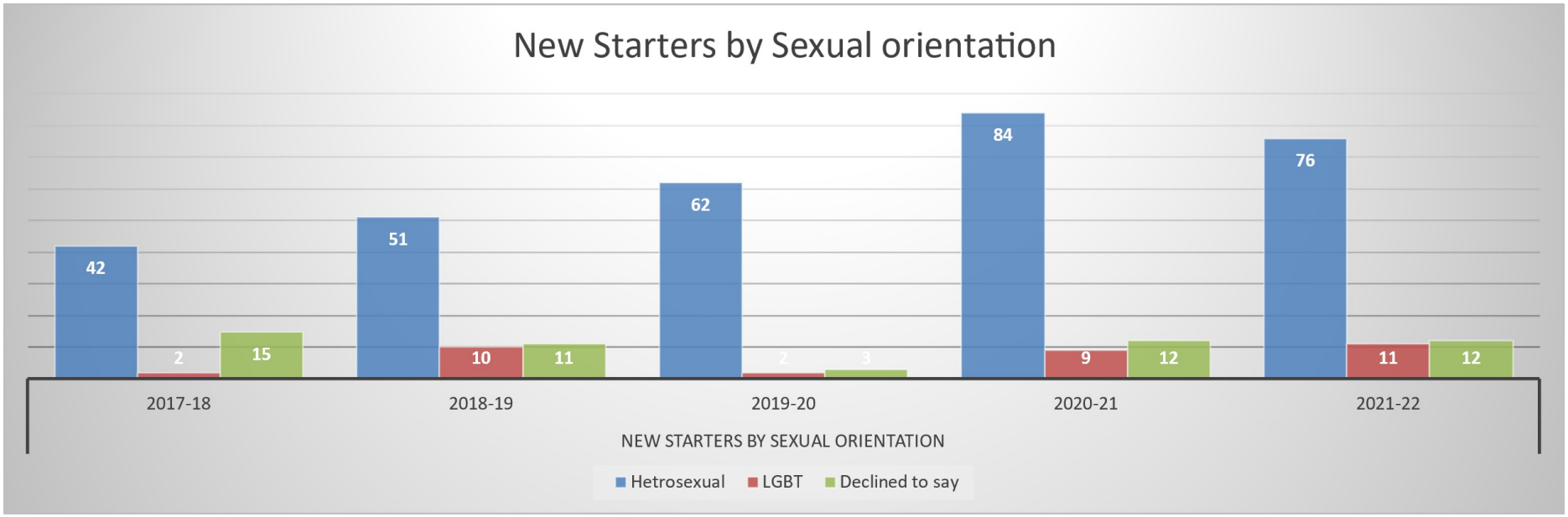
3.4 New Appointments by Declared Disability



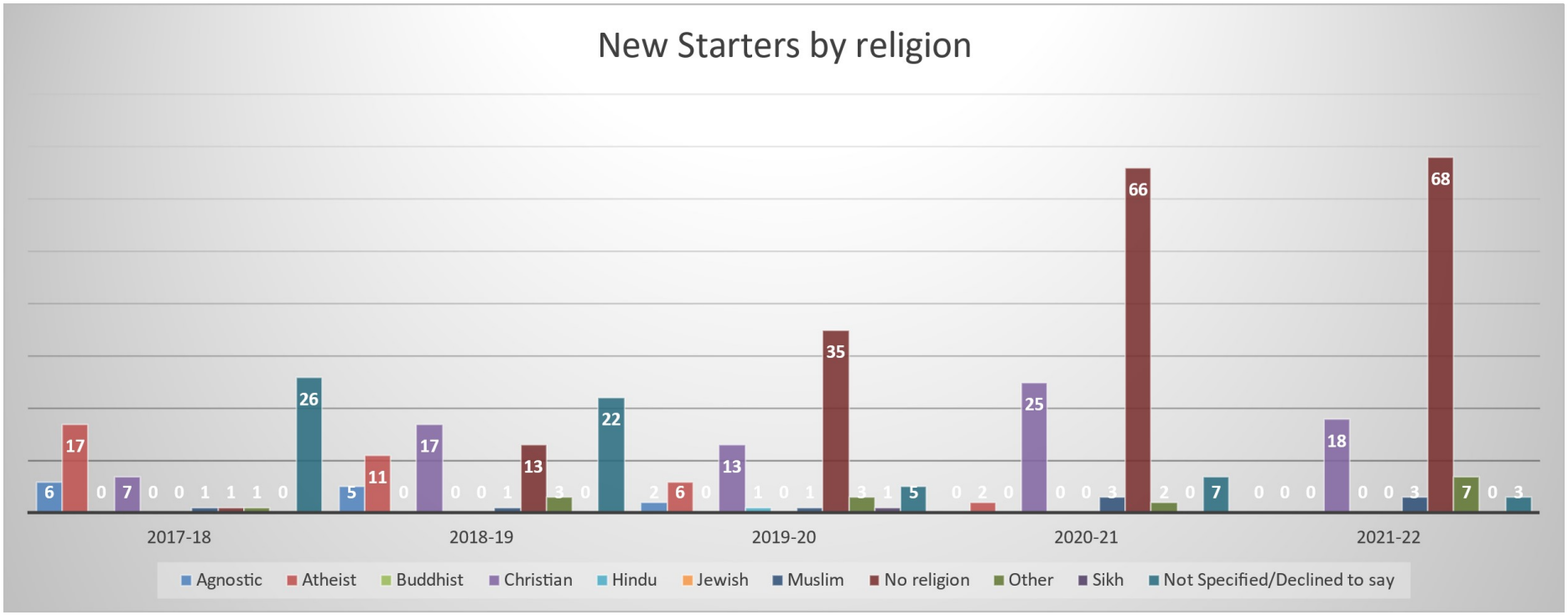
3.5 New Appointments by Age Group



3.6 New Appointments by Sexual Orientation

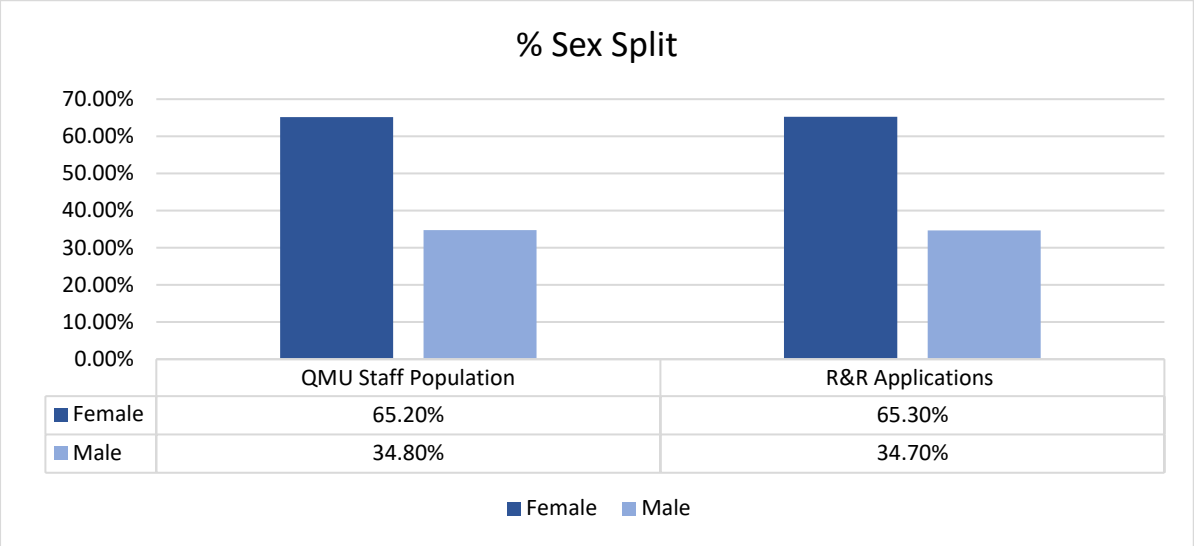


3.7 New Appointments by Religious Belief



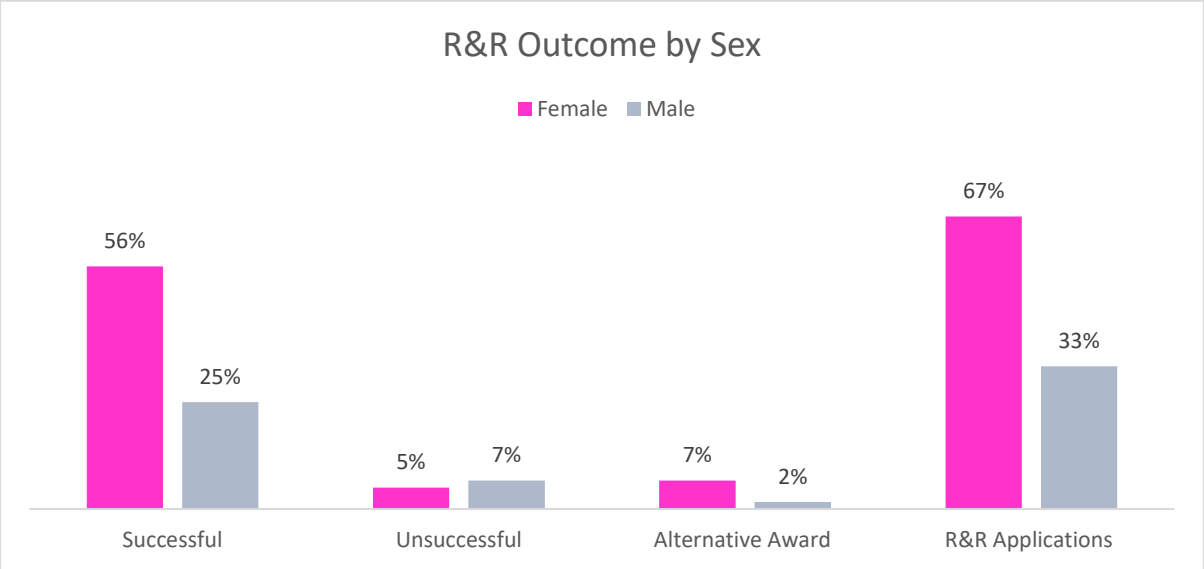
4. Section 4: Promotions Data by Sex

4.1 Applications for Reward and Recognition (2021/22) by Sex compared with QMU Staff Population



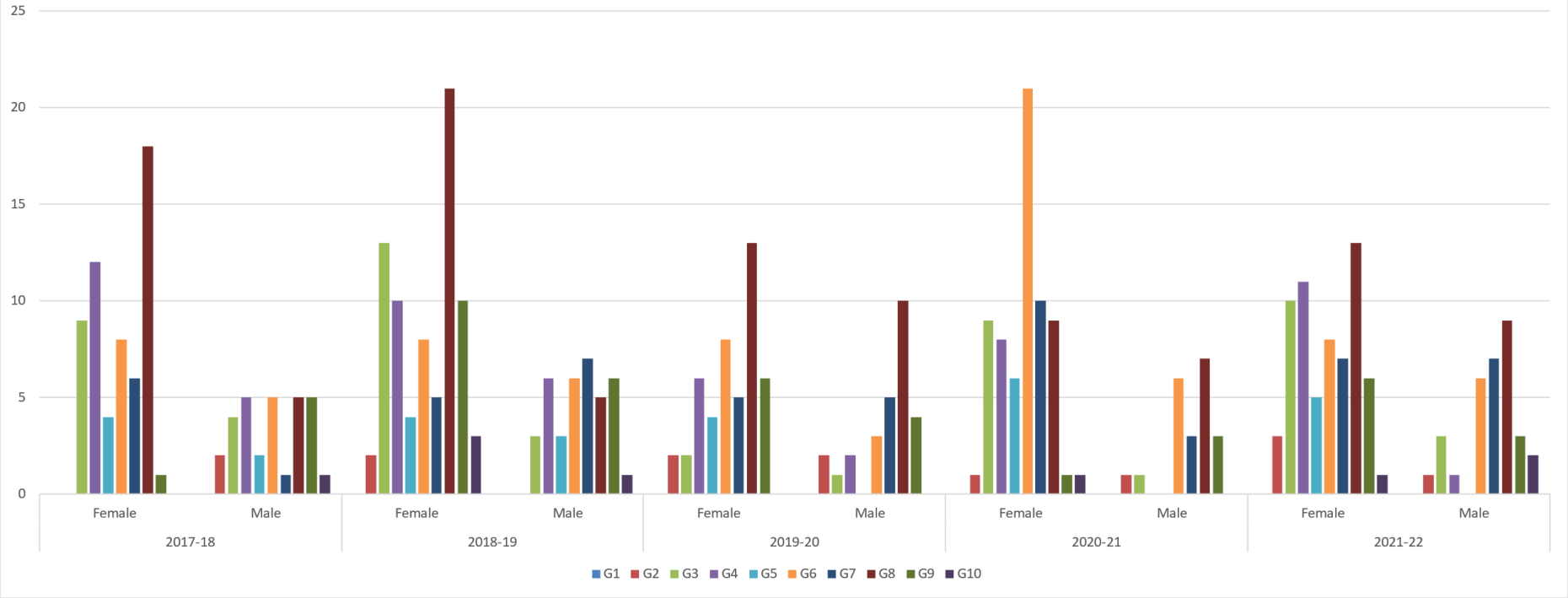
	Female	Male
QMU Staff Population	66.3%	33.7%
R&R Applications	67.2%	32.8%

4.2 Reward and Recognition Application (2021/22) Outcomes by Sex

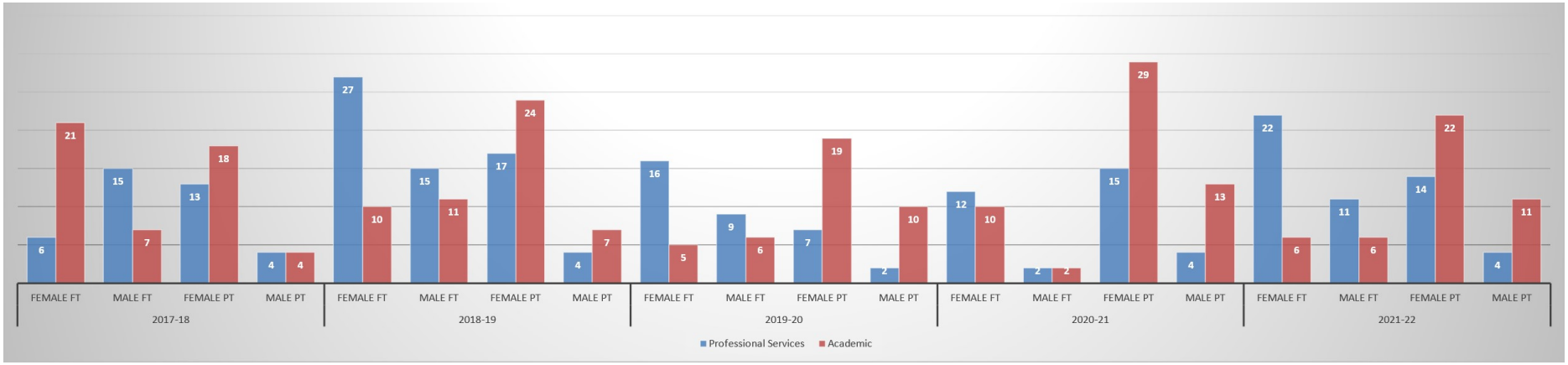


5. Section 5: Leavers Equalities Data

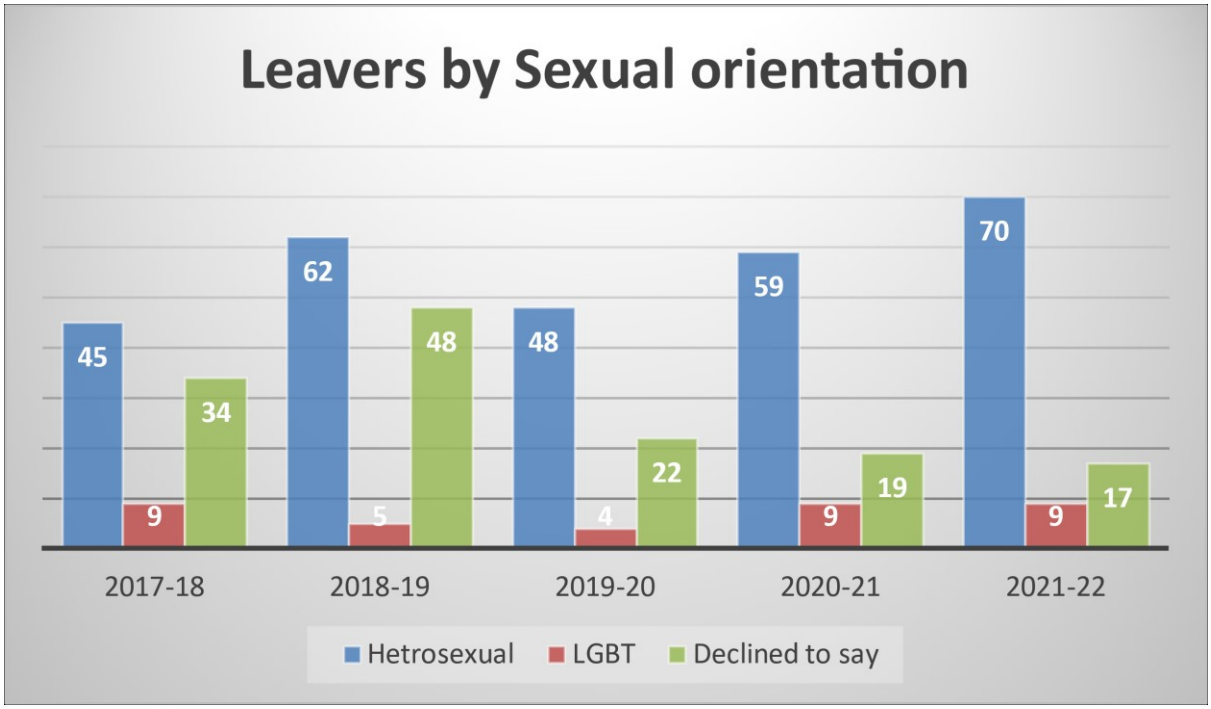
5.1 Leavers by Grade & Sex



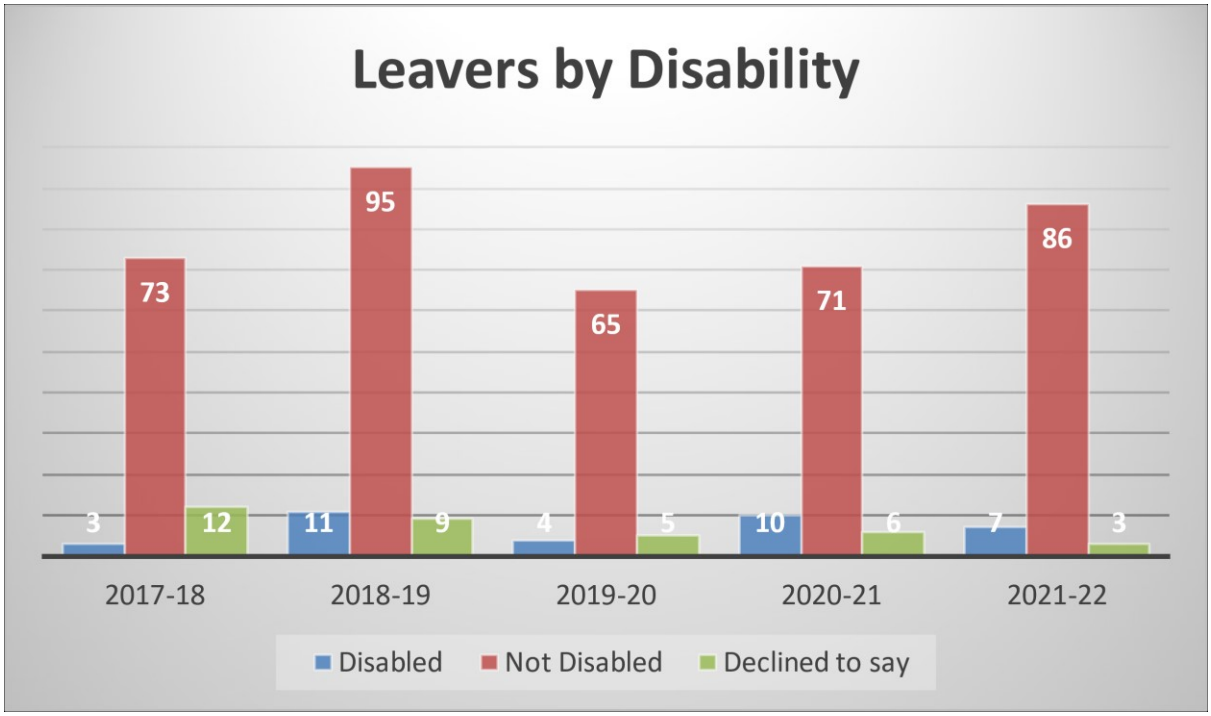
5.2 Leavers by Contract Type and Sex



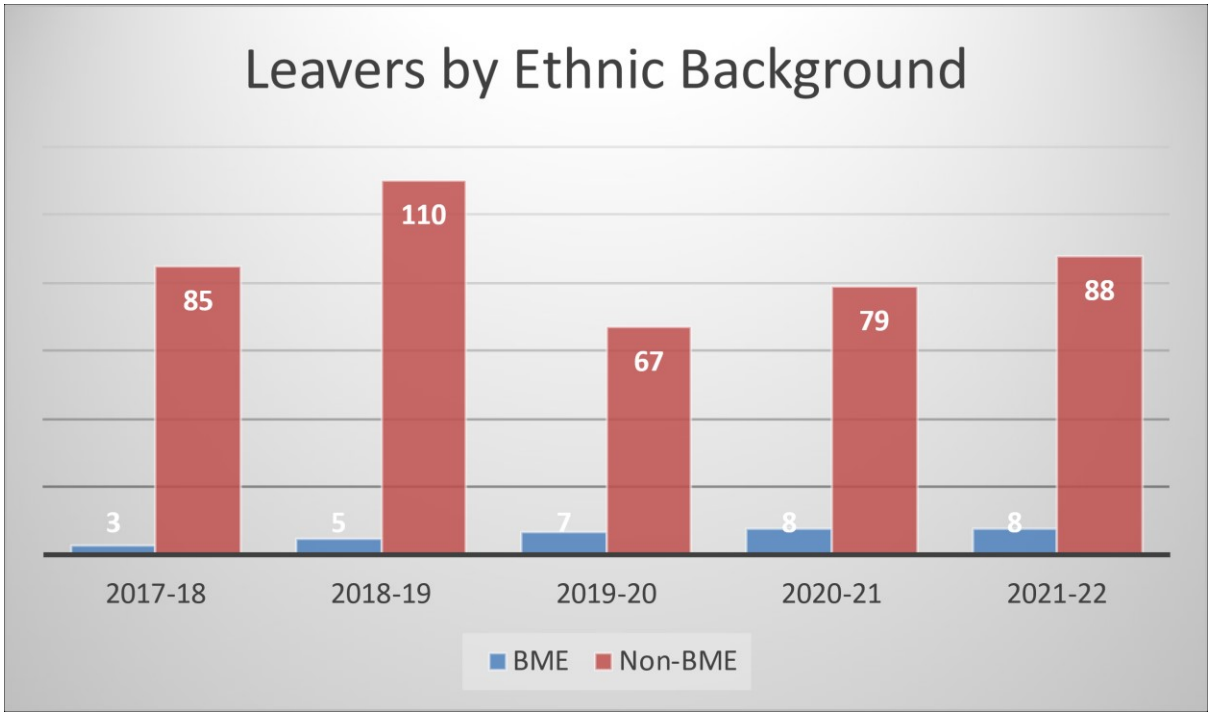
5.3 Leavers by Sexual Orientation



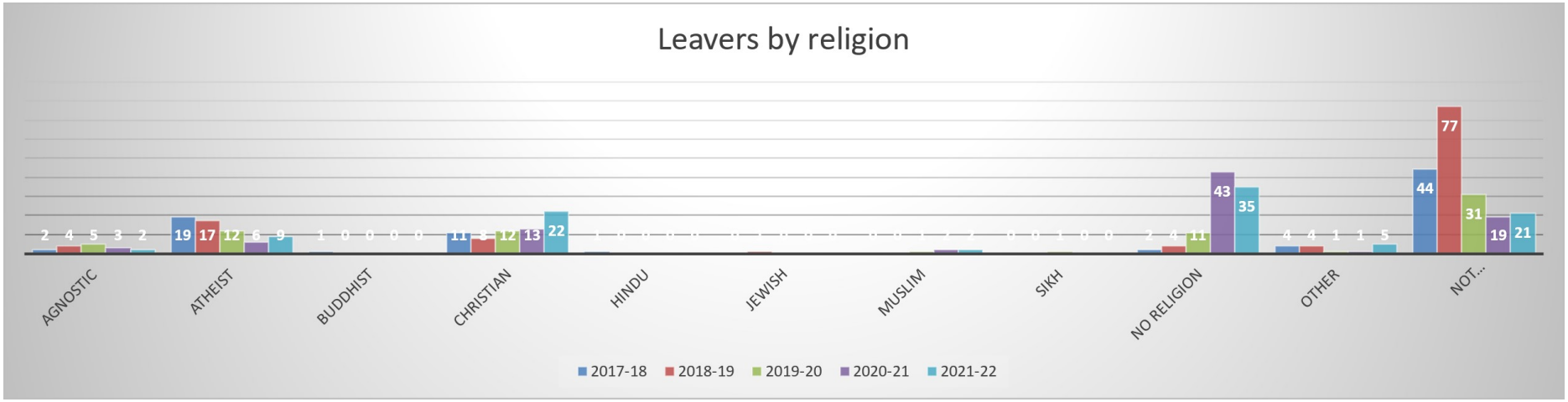
5.4 Leavers by Declared Disability



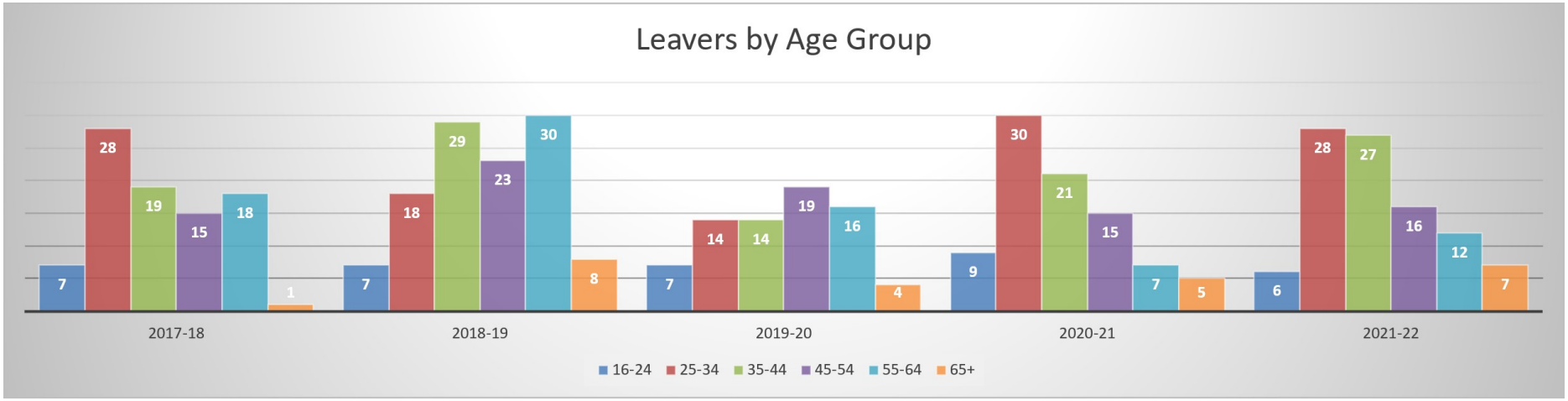
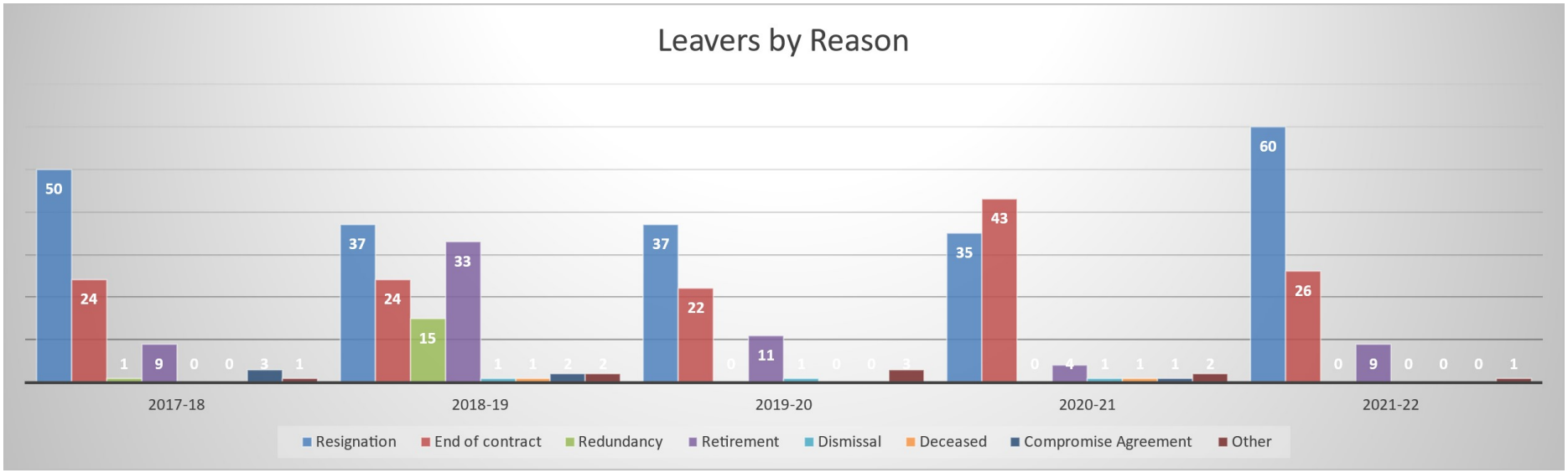
5.5 Leavers by Ethnicity



5.6 Leavers by Religious Belief



5.7 Leavers by Age Group



5.8 Leavers by Reason