

Loughborough University

Staff Equality and Diversity Statistical Report 2008

Contents

	Page
1. <u>Introduction</u>	3
2. <u>Key Findings</u>	
2.1 <u>Staff Headcount by gender</u> , disability and ethnicity	4
2.2 <u>Applicant Data</u>	7
2.3 <u>Contract Type by gender</u> , disability and ethnicity	7
2.4 <u>Full/Part-time Status</u>	7
2.5 <u>Job Evaluation/Reward Review/</u> Equal Pay Review	8
2.6 <u>Academic Staff</u>	8
2.7 <u>Committee Representation</u>	9
2.8 <u>Reasons for Leaving</u>	9
2.9 <u>Length of Service</u>	9
3. <u>Actions and Recommendations</u>	9
4. <u>Appendices</u>	11

1. Introduction

This report contains Loughborough University's statistical information, based on **staff** data collected as at **1st April 2008**, unless otherwise indicated.

The data relates to racial categories defined by the Race Relations (Amendment) Act 2000 (RRAA) and to current staff, those who have left the University and job applicants. In addition to these categories, they have been broken down further, according to gender and disability.

Data for statistical purposes is collected once a year for the Equality and Diversity Sub-Committee. Basic data will be published on the Personnel Services web pages. This is to:

- keep everyone informed of the staffing position at the University
- help departments/sections to identify trends in their own areas and help to plan any action required and
- to comply with the Race Relations (Amendment) Act 2000, which requires such information to be published
- to comply with the Disability and Gender Duties, which require the university to gather this evidence and use it to review our action plans

Loughborough University continues to make improvements. These figures show that we are addressing Equality and Diversity issues in a proactive manner and have the commitment to continue to do this.

The University Strategy, "Towards 2016" embeds a commitment to equality and diversity and to value the positive aspects of our differences, within our core values and operating principles. It also has a commitment to value all our staff and students and reward our staff for their contribution and commitment to the University's successes.

It should be noted that the university completed its Job Evaluation exercise in 2006 and all appeals were completed by early 2007. Consequently, three new job families were added in 2007, "Other Academic Related", "Technical Services" and "Operational Services (Weekly)" were recorded for the first time in 2007.

This report is compiled from the information extracted from the Trent System by Kokila Mistry, Management Information Assistant and the report formulated by Lesley Mansell, Equality and Diversity Adviser.

Lesley Mansell
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Personnel

May 2008

2. Key Findings ([back to contents page](#))

2.1 Staff Head Count by Gender, Disability and Ethnicity

(The information contained in this section relates to [Appendix B](#). For the ethnicity codes see [Appendix A](#)).

The total number of staff at the University, as at 01.04.08, was 3150, excluding casual staff, of these 1586 are female and 1564 male. For the first time there are slightly more female members of staff than males. The breakdown of these figures is below.

a) Gender

According to the 2001 census, the female population (%) was:

England	(51.31%)
Leicestershire	(50.58%)
Charnwood Borough Council	(50.28%).

The total number of females employed at Loughborough University was 50.34% for 2007-8, showing a slight increase from the previous year. A detailed breakdown, by job family at the University, comparing the 2006, 2007 and 2008 figures shows:

GRADE	2006		2007		2008	
	Male	Female	Male	Female	Male	Female
Research & Teaching (Academic Related)	77.24	22.76	75.88	24.12	74.78	25.22
Management & Specialist (Academic Related)	53.88	46.12	50.87	49.13	50.41	49.59
Research	64.43	35.57	61.86	38.14	60.59	39.41
Other Academic Related			80.00	20.00	78.57	21.43
Teaching & Scholarship	68.18	31.82	68.85	31.15	69.23	30.77
Technical Services 6			82.09	17.91	83.33	16.67
Technical Services	84.54	15.46	84.71	15.29	83.85	16.15
Administrative Services (Sec/Clerical/Ancillary)	27.35	72.65	7.65	92.35	6.79	93.21
Operational Services (Monthly) Manual & Domestic	25.57	74.43	75.11	24.89	72.12	27.88
Operational Services (Weekly)			29.86	70.14	29.02	70.98
Other			0.00	100.00	0.00	100

Women are heavily represented in the Administrative Services family, (formerly Clerical, Secretarial and Ancillary grade), and Operational Services family, (Weekly) (formerly Manual and Domestic grade).

Disability

The Labour Force Survey shows that nearly one in five people of working age (7 million, or 19%) in Great Britain are disabled and that there has been an increase in the number of working age people reporting a disability; from 6.2 million in Spring 1998 to 7 million in Spring 2005.

Loughborough University employs 1.33% of staff who have disclosed a disability (1.69% 2007, 1.61% 2006, 1.64% 2005 and 1.58% 2004). This shows a slight decrease over the last year and for the first time since 2003. Please note that the figures are quite small and any movement will have a marked difference. The disability figures, by grade for 2006, 2007 and 2008 are:

Grade	Disabled %	Disabled %	Disabled %
	2006	2007	2008
Research & Teaching (Academic Related)	1.72	1.44	0.75
Management & Specialist (Academic Related)	2.76	2.61	2.49
Research	1.03	0.85	0.88
Other Academic Related		0.00	7.14
Teaching & Scholarship	6.06	6.56	4.62
Technical Services 6		0.00	1.24
Technical Services	0.52	1.27	0.00
Administrative Services (Sec/Clerical/Ancillary)	1.02	1.73	1.10
Operational Services (Monthly) Manual & Domestic	1.74	0.84	1.33
Operational Services (Weekly)		1.88	1.21
Other		0.00	0.00

Ethnicity

In order to have a shared understanding of terminology and in accordance with the Commission for Racial Equality, (now the Equalities and Human Rights Commission), figures for White staff represents White categories and covers British, Irish and White other while Black, Minority Ethnic staff (BME) covers the African, Asian and Mixed Parentage categories (see [Appendix A](#)).

The University's BME staff population (including imago, the Residential Organisation) is 11.21% this also shows a slight decrease since 2007, (11.41%, 2007, 11.55% in 2006, 11.05% in 2005, 10.36% in 2004 and 9.21% in 2003. However, it continues to be higher than the national figures for England (9%), Leicestershire (5.2%) and Charnwood Borough (8.33%) as shown in the Census of 2001, which themselves may have increased.

Further detailed breakdown of ethnicity data, by grade, shows:

Grade	White	BME	White	BME	White	BME
	2006 (%)		2007 (%)		2008 (%)	
Research & Teaching (Academic Related)	87.76	9.31	87.06	9.74	86.12	10.90
Management & Specialist (Academic Related)	79.20	5.76	93.70	5.43	93.36	5.81
Research	69.33	23.45	71.47	20.34	71.18	22.94
Other Academic Related			30.00	60.00	35.71	57.14
Teaching & Scholarship	87.88	6.06	86.89	8.20	89.23	4.62
Technical Services 6			91.04	8.96	84.47	11.80
Technical Services	71.65	3.61	85.35	10.83	90.91	9.09
Administrative Services (Sec/Clerical/Ancillary)	75.83	4.33	92.54	4.78	92.84	4.40
Operational Services (Monthly) Manual & Domestic	72.17	19.13	86.90	3.49	88.05	3.98
Operational Services (Weekly)			72.35	20.65	70.81	18.13
Other			66.67	0.00	100.00	0.00

The BME figures are favourable and in keeping with positive working practice, as set out in the Loughborough Equality and Diversity Policy, which commits the University to achieving an educational and working environment, that provides equality of opportunity. BME members are most represented in Other Academic Related, Research (fixed term) and Operational Services i.e. Manual and Domestic posts.

2.2 Applicant Data

From the information disclosed by applicants, (See Appendix C), the figures show:

	Male	Female	Male	Female	Male	Female
	2006 (%)		2007 (%)		2008 (%)	
Gender	59.97	31.35	59.80	27.39	54.86	32.21
Disability						
Disclosed	1.40		1.04		1.15	
	White	BME	White	BME	White	BME
Ethnicity	57.47	21.39	53.86	22.82	52.81	17.48

Disability – The disclosure of a disability has increased since 2006 and over the last year all applicants notified whether they were disabled or not. The university has implemented the Two Tick Disability Scheme, which is intended to improve our best practice in recruitment. There is 100% reporting of Disability, although there is still a reticent to notify this.

Ethnicity – BME applicant numbers fell over the last year. Similarly the number of applicants who chose not to disclose information about their ethnicity rose, with 28.06 of applicants not providing the information, compared with 21.45% in 2007, 19.25% in 2006 and 17% in 2005.

Gender - Overall there were 12.93% of applicants who did not wish to state their gender an increase from 12.27% in 2007 and 8.68% in 2006.

The Equality and Diversity monitoring form was amended to encourage more people to complete it in 2006.

2.3 Contract Type by gender, disability and ethnicity

There was a decrease of just over 1.% in the proportion of BME staff, (19.32 in 2008 from 20.78% in 2007). An increase of 5.73% for women, (51.62 in 2008, 45.89% in 2007,) and an increase for disabled staff, (1.41 in 2008, 1.35% in 2007 from 0.92% in 2006), recruited to fixed-term contracts. However, this has decreased for men (48.38 in 2008 from 54.11% in 2007), see Appendix D.

2.4 Full/Part-time Status

This shows there are more women (76.55%), employed on a part-time basis than men (23.45%), however, there has been a slight increase from 2007 (75.55%), of women who are part time. The figure has reduced for BME staff, (12.49% in 2008 from 14.32% in 2007). See Appendix D. There are a number of reasons why staff work part time. Currently data is not collected on age, which may also have an impact in this case.

2.5 Job Evaluation/Reward Review/ Equal Pay Review

The University's Human Resource Strategy included a commitment to introduce new, institution wide, Job Evaluation arrangements. This process was completed in early 2007.

The Equal Pay review, carried out in the summer of 2007 did not show any significant discrepancies between women and men. No equal pay cases have been reported to Personnel Services.

Reward Reviews are carried out twice a year and figures have been collected for Spring and Autumn 2007, these can be seen at [Appendix E](#). There were 446 applications of which 31 were unsuccessful. There were 5 self submissions, one of these was successful. Of successful applicants females comprised 47%, males 42.8%, BME staff 7% and disabled staff .2%. Team Awards were also given. The equality data was not collected on these due to the numbers involved.

2.6 Academic Staff (See [Appendix F](#))

From the 670 members of academic staff, the data shows some increase in female staff in academic grades, except there is a slight decrease in Lecturers Grade B. However, there has been an increase of 2.54% in female professors.

There have been small increases for BME staff except at Lecturer Grade A level. There has been a decrease in Lecturers at Grade B for Senior Lecturer and Professorial grade for disabled staff. It should be noted that there is a low declaration of disability by staff. Thus, it is not possible to determine how accurate these figures are.

	Academic Grades		
		2007 (%)	2008 (%)
Female Staff	Lecturer Grade A (RT6)	42.50	43.94
	Lecturer Grade B (RT7)	33.84	33.33
	Senior Lecturer (RT8)	21.84	21.89
	Professorial Grade (ATPROF)	12.09	14.63
Disabled Staff	Lecturer Grade A (RT6)	0.00	0
	Lecturer Grade B (RT7)	2.02	1.01
	Senior Lecturer (RT8)	0.97	0.50
	Professorial Grade (ATPROF)	1.65	.98
BME Staff	Lecturer Grade A (RT6)	20.00	19.70
	Lecturer Grade B (RT7)	9.60	11.62
	Senior Lecturer (RT8)	9.22	9.45
	Professorial Grade (ATPROF)	8.24	8.78

2.7 Committee Representation

The University Council has 29 sitting members, 38% of these are female.
Senate comprises 57 people and has 21% female members.
The Executive Management Group has 12 members, one third of these are female.

Other equality data for committee representation is not collected.

2.8 Reasons for Leaving

The leavers table ([Appendix G](#)) shows, by grade, a total of 567 staff who left the University from 1st April 2007 to 31st March 2008.

- a. **Gender** - A total number of 265 females left last year (46.7%), as opposed to 302 (53.26%) males. With regard to fixed-term contracts, this represents 33.3% of leavers of which 43.9% were female and 56% were male.
- b. **Disability** – From the total 567 members of staff who left the University, 2.9% disclosed a disability, which is an increase on 2007 figures.
- c. **Ethnicity** – 129 BME staff left last year (22.75%), this is a reduction from 2007. 39.5% of these were on fixed-term contracts a slight decrease from 2007.

2.9 Length of Service

The figures for leavers, by gender, race and disability, show that the highest number leave within 1 – 5 years. Of all leavers there were 8.5% female staff, 3.5% BME staff and .12% disabled staff who left within the first year. (See [Appendix H](#)).

3. Actions And Recommendations

3.1 Actions

Loughborough University continues to make progress year on year. Race Equality Impact Assessments continue to be carried out and are to include Disability and Gender. Reports on the Disability and Gender Equality Schemes have been compiled and published.

All staff are required to attend the Respecting Diversity Training course, equality issues are included in the induction programme, for new staff and in recruitment and selection training.

The following work has been carried out over the last year:

- Equality and Diversity Co-ordinators, (for staff issues), and Disability Co-ordinators, (for students issues), are in place in faculties and support services.
- Staff Equality Groups are in place for BME, Disabled, Women, Religion and Belief and Lesbian, Gay, Bisexual and Trans people, (LGBT).
- An Equal Pay review was carried out.
- “Keeping In Touch Scheme” for staff on maternity leave was published.

- The Harassment and Bullying Panel, “Confide” has produced new literature to raise awareness of the service
- Two Ticks Positive About Disabled People Symbol was reviewed in conjunction with Job Centre plus.
- The University Diversity newsletter was published which showcased work over the year.
- Personnel Services Website was revamped, Equalities was linked from the main page
- Equality and Diversity Co-ordinators have undertaken training.
- Consultations took place on the Disability Equality Scheme and Gender Equality Scheme and reports on both were published.
- Promotional events took place for Black History month and the International Day for Disabled People in November 2007, and in February 2008 for LGBT History month.
- The University became a Hate Crime Reporting Centre, a County Council initiative
- Training was carried out on the regulations for Age, Religion or Belief and Sexual Orientation.
- Work began to produce a comprehensive Equality and Diversity policy.
- The University renewed its membership as a Stonewall Diversity Champion.
- Staff are able to amend their personnel records including their equality profile for Race, Gender and Disability.

The Equality and Diversity Sub-Committee will need to consider the following points:

- To encourage more people from equality communities to apply for jobs, to continue to use positive action statements in internal and external advertising
- To identify ways to encourage career development for staff from under-represented groups
- To look at how to continue encouraging staff and applicants to disclose a disability and other equality monitoring information
- Consider how to collect further data relating to:
 - a. international/home status of staff
 - b. progression of staff
 - c. equality monitoring of all committee members

3.2 Completed and Current Actions

Over the next year we are looking to:

- Complete the comprehensive Equality and Diversity policy
- Continue to roll out employment issues to departments from the Race, Disability and Gender Equality Schemes
- Bring together and carry out impact assessments to cover Race, Disability and Gender.
- Provide more training for the Equality and Diversity Co-ordinators and Staff Equality Groups

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May 2008

Appendix A ([Back to contents page](#))

Key

M Male

F Female

Ethnic Origin

White

Formerly White 10
(awaiting reclassification)

British 11

Irish 12

White Other 19

Asian or Asian British

Indian 31

Pakistani 32

Bangladeshi 33

Chinese 34

Other Asian 39

Other Ethnic Background

80

Not Known

90

AR

Awaiting Receipt

Disability

Y Have declared a disability N Have not declared a disability

White – Ethnic origin – categories 11, 12, 19 (as above)

BME – Black, Minority Ethnic (comprising categories 21, 22, 29, 31, 32, 33, 34, 39, 41, 42, 43, 49)

Blank – Data yet to be collected

Appendix B [\(Back to contents page\)](#)

Comparison of the National Census (2001) and Loughborough University Equality and Diversity Data

a. Gender

a) England Figures

Gender	Male %	Female %
	48.69	51.31

b) Leicestershire Figures

Gender	Male %	Female %
	49.42	50.58

c) Charnwood Figures

Gender	Male %	Female %
	49.72	50.28

d) Loughborough University Figures

Gender	Male %	Female %
2004	50.79	49.21
2005	49.35	50.65
2006	49.67	50.33
2007	50.58	49.42
2008	49.65	50.35

b. Disability

The statistical information obtained from the Labour Force Survey of December 2004 shows that in the UK there are:

- 6.8 million people of working age in Britain who have a disability
- 3.4 million disabled people of working age are in work
- 1.2 million disabled people of working age are not in work but would like to be
- Approximately 13% of the UK workforce have a disability

Loughborough University figures for disability are:

Year	Have a Disability	Do not have a Disability	Awaiting Receipt
2004	1.58% (45)	98.39% (2,809)	0.04% (1)
2005	1.64% (48)	98.08% (2,866)	0.27% (8)
2006	1.61% (48)	96.95% (2,897)	1.44% (43)
2007	1.69% (52)	95.49% (2,947)	2.82% (87)

2008	1.33% (42)	95.05% (2,994)	3.62% (114)
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c. Ethnicity

(Please see [Appendix A](#) for the ethnicity codes in the following tables)

a) England Figures

Ethnicity	11	12	19	21	22	29	31	32	33	34	39	41	42	43	49	80
%	86.99	1.27	2.66	1.14	0.97	0.19	2.09	1.44	0.56	0.45	0.48	0.47	0.16	0.37	0.31	0.44

White = 90.92%

BME = 8.63%

Other = 0.44%

b) Leicestershire Figures

Ethnicity	11	12	19	21	22	29	31	32	33	34	39	41	42	43	49	80
%	92.75	0.67	1.29	0.18	0.11	0.03	3.04	0.15	0.23	0.36	0.28	0.26	0.06	0.28	0.15	0.17

White = 94.71%

BME = 5.13%

Other = 0.17%

c) Charnwood Figures

Ethnicity	11	12	19	21	22	29	31	32	33	34	39	41	42	43	49	80
%	89.20	0.75	1.72	0.15	0.22	0.03	4.70	0.11	0.81	0.70	0.38	0.27	0.06	0.37	0.20	0.34

White = 91.67%

BME = 8.00%

Other = 0.34%

d) Loughborough University Figures

Ethnicity	11	12	19	21	22	29	31	32	33	34	39	41	42	43	49	80	AR	
%	79.89	0.95	5.81	0.14	0.39	0.07	3.15	0.25	0.28	3.12	2.17	0.14	0.07	0.28	0.32	1.82	1.15	2004
%	78.06	1.13	6.09	0.24	0.44	0.96	2.26	0.51	0.86	2.64	2.05	0.21	0.07	0.31	0.51	2.36	1.30	2005
%	77.01	1.00	6.09	0.27	0.60	0.07	3.45	0.30	0.30	3.58	2.04	0.20	0.13	0.23	0.37	1.0	3.35	2006
%	73.26	0.94	6.80	0.19	0.75	0.06	3.18	0.23	0.39	3.73	1.98	0.13	0.23	0.26	0.29	1.00	3.60	2007
%	75.78	0.92	7.27	0.22	0.98	0.03	3.43	0.19	0.35	3.56	1.81	0.13	0.10	0.19	0.22	1.02	3.81	2008

White = 83.97%

BME = 11.21%

Other = 1.02%

AR=3.81%

Appendix C ([Back to contents page](#))

Applicant Data

1. Gender

Females	1288 applied (32.21%)
Males	2194 applied (54.86%)
Information not provided	517 (12.93%)

2. Disability

Disability disclosed	46 (1.15%)
Disclosed not disability	3953 (98.85%)
Information not provided	0 (0%)

3. Ethnicity

White	2112 (52.81%)
BME	699 (17.48%)
Others	66 (1.65%)
Information not provided	1122 (28.06%)

Appendix D [\(Back to contents page\)](#)

Data Showing Contract Type And Full And Part-Time Status

	Open Ended %						Fixed Term %					
	2003	2004	2005	2006	2007	2008	2003	2004	2005	2006	2007	2008
Male	49.21	55.37	53.60	52.39	49.61	50.02	57.26	59.29	59.02	58.93	54.11	48.38
Female	50.79	44.63	46.40	47.61	50.39	49.98	42.74	40.70	40.98	41.07	45.89	51.62
BME	6.39	6.43	7.37	9.79	8.81	8.85	17.81	21.93	26.81	19.52	20.78	19.32
Disability	0.05	1.56	1.68	1.76	1.78	1.31	0.73	1.12	0.75	0.92	1.35	1.41

	Full Time %						Part Time %					
	2003	2004	2005	2006	2007	2008	2003	2004	2005	2006	2007	2008
Male	63.83	65.04	62.96	63.93	69.97	63.97	22.07	22.07	19.91	22.47	24.45	23.45
Female	36.17	34.96	37.04	36.07	35.03	36.03	77.93	77.93	80.09	77.53	75.55	76.55
BME	8.66	9.38	9.46	9.69	9.80	10.51	11.51	12.36	14.61	15.08	14.32	12.49
Disability	1.76	1.57	1.60	1.53	1.51	1.28	1.40	1.79	1.84	1.75	2.01	1.44

Faculty	Award Requested	Approved with			Grand Total
		Approved	amendments	Unsuccessful	
Faculty of Eng	accelerated increment	13			13
	contribution point	26	1	1	28
	lump sum	46	2	1	49
	Promotion to SL	9		1	10
	two contribution points	1			1
Faculty of Eng Total		95	3	3	101
Faculty of Science	accelerated increment	11		3	14
	contribution point	17		3	20
	lump sum	30		2	32
	Promotion to SL	3		3	6
Faculty of Science Total		61		11	72
Faculty of SSH	2 accelerated increments	2			2
	accelerated increment	22	1		23
	contribution point	48	1	1	50
	lump sum	39	3	5	47
	Promotion to SL	6		3	9
two contribution points	1			1	
Faculty of SSH Total		118	5	9	132
Support Services	accelerated increment	19	2		21
	contribution point	34	2	8	44
	lump sum	73	2		75
	two contribution points	1			1
Support Services Total		127	6	8	141
Grand Total		401	14	31	446

Post	Award Requested	Approved with			Grand Total
		Approved	amendments	Unsuccessful	
Administrative Services	accelerated increment	19	1		20
	contribution point	24	2	4	30
	lump sum	79	5	2	86
	two contribution points	1			1
Administrative Services Total		123	8	6	137
Management & Specialist	accelerated increment	20	1		21
	contribution point	30	1	5	36
	lump sum	29		1	30
	two contribution points	1			1
Management & Specialist Total		80	2	6	88
Operational Services	accelerated increment	3			3
	contribution point	4		1	5
	lump sum	16	2		18
Operational Services Total		23	2	1	26
Research	accelerated increment	3			3
	contribution point	10			10
	lump sum	12			12
	Promotion to SL	1			1
Research Total		26			26

Research and Teaching	2 accelerated increments	2		2
	accelerated increment	11	3	14
	contribution point	40	1	44
	lump sum	19	5	24
	Promotion to SL	17	7	24
Research and Teaching Total		89	1	18
Teaching and Scholarship	accelerated increment	1		1
	contribution point	6		6
	lump sum	2		2
	two contribution points	1		1
Teaching and Scholarship Total		10		10
Technical Services	accelerated increment	7	1	8
	contribution point	10		10
	lump sum	28		28
Technical Services Total		45	1	46
Technical Services 6	accelerated increment	1		1
	contribution point	1		1
	lump sum	3		3
Technical Services 6 Total		5		5
Grand Total		401	14	31
				446

Team Awards

Faculty	Group	Number in Team Award
Faculty of Eng.	Electronic & Electrical Eng	8
	Chemical Eng	12
Faculty of Science	ESRI	8
	Human Science	3
Support Services	Professional Development	4
	Planning Office	7
	Academic Registry	14
	Estates Services (Help Desk)	6
	Estates Services (Semi Skilled Gardeners)	2
	Media Services	4
	Publicity Office	8
	Imago Services	11
Faculty of SSH	No Team Awards	

Gender	Award Requested	Approved with			Grand Total
		Approved	amendments	Unsuccessful	
Female	2 accelerated increments	1			1
	accelerated increment	41	2		43
	contribution point	54	2	5	61
	lump sum	108	6	6	120
	Promotion to SL	4		3	7
	two contribution points	2			2
Female Total		210	10	14	234
Male	2 accelerated increments	1			1
	accelerated increment	24	1	3	28
	contribution point	71	2	8	81
	lump sum	80	1	2	83
	Promotion to SL	14		4	18
	two contribution points	1			1
Male Total		191	4	17	212
Grand Total		401	14	31	446

Ethnicity	Award Requested	Approved with			Grand Total
		Approved	amendments	Unsuccessful	
White	2 accelerated increments	2			2
	accelerated increment	57	3	3	63
	contribution point	112	4	12	128
	lump sum	174	7	7	188
	Promotion to SL	17		6	23
	two contribution points	3			3
White Total		365	14	28	407
BME	accelerated increment	7			7
	contribution point	13		1	14
	lump sum	12		1	13
	Promotion to SL	1		1	2
BME Total		33		3	36
Not Known	accelerated increment	1			1
	lump sum	2			2
Not Known Total		3			3
Grand Total		401	14	31	446

Disability	Award Requested	Approved with			Grand Total
		Approved	amendments	Unsuccessful	
Disabled	contribution point	2			2
	lump sum	1		1	2
Disabled Total		3		1	4
Not disabled	2 accelerated increments	2			2
	accelerated increment	65	3	3	71
	contribution point	123	4	13	140
	lump sum	187	7	7	201
	Promotion to SL	18		7	25
	two contribution points	3			3
Not disabled Total		398	14	30	442
Grand Total		401	14	31	446

Faculty	Outcome	Disabled	Not disabled	Grand Total
Faculty of Eng	Approved	2	113	115
	Approved with amendments		3	3
	Unsuccessful	1	2	3
Faculty of Eng Total		3	118	121
Faculty of Science	Approved	1	60	61
	Unsuccessful		11	11
Faculty of Science Total		1	71	72
Faculty of SSH	Approved	1	117	118
	Approved with amendments		5	5
	Unsuccessful		9	9
Faculty of SSH Total		1	131	132
Support Services	Approved		127	127
	Approved with amendments		6	6
	Unsuccessful		8	8
Support Services Total			141	141
Grand Total		5	461	466

Faculty	Outcome	White	BME	Not Known	Grand Total
Faculty of Eng	Approved	100	12	3	115
	Approved with amendments	3			3
	Unsuccessful	2	1		3
Faculty of Eng Total		105	13	3	121
Faculty of Science	Approved	52	8	1	61
	Unsuccessful	9	2		11
Faculty of Science Total		61	10	1	72
Faculty of SSH	Approved	109	9		118
	Approved with amendments	5			5
	Unsuccessful	9			9
Faculty of SSH Total		123	9		132
Support Services	Approved	123	4		127
	Approved with amendments	6			6
	Unsuccessful	8			8
Support Services Total		137	4		141
Grand Total		426	36	4	466

Submission Type	Award Requested	Approved with amendments			Grand Total
		Approved	Unsuccessful	Unsuccessful	
HoD	2 accelerated increments	2			2
	accelerated increment	65	3	3	71
	contribution point	125	4	11	140
	lump sum	187	7	7	201
	Promotion to SL	18		6	24
	two contribution points	3			3
HoD Total		400	14	27	441
Self Submission	contribution point			2	2
	lump sum	1		1	2
	Promotion to SL			1	1
Self Submission Total		1		4	5
Grand Total		401	14	31	446

Appendix F ([Back to contents page](#))

Academic Grades

	Academic Grades (total 670 Academic Staff)			
	RT6	RT7	RT8	ATPROF
Male	56.06%	66.67%	78.11%	85.37%
Female	43.94%	33.33%	21.89%	14.63%
BME	19.70%	11.62%	9.45%	8.78%
Disability	0	1.01%	0.50%	0.98%

Appendix G ([Back to contents page](#))

Reasons for staff leaving the University by gender, ethnicity and disability for the period between 01.04.07 - 31.03.08

A. Gender

Reason for Leaving	Gender			
	Female	Male	Grand Total	%
Compromise Agreement	1		1	0.2
Death in Service		3	3	0.5
Dismissal	5	3	8	1.4
End of Fixed Term Contract	83	106	189	33.3
End PRCS Reappt		3	3	0.5
Ill Health Retirement	1	2	3	0.5
Ill Health Termination	4	1	5	0.9
Local Govt Early Retirement	4		4	0.7
Normal Retirement	11	11	22	3.9
Not known		1	1	0.2
Post 65 Retirement		3	3	0.5
Redundancy	1	2	3	0.5
Resignation	153	154	307	54.1
Termination		1	1	0.2
Termination - Failed Probation		1	1	0.2
USS Early Retirement (PRCS)	1	8	9	1.6
Voluntary Severance	1	3	4	0.7
Grand Total	265	302	567	100

B. Ethnicity

Reason for Leaving	White	BME	Other	Not Known	Total
Compromise Agreement	1	0	0	0	1
Death in Service	3	0	0	0	3
Dismissal	3	4	0	1	8
End of Fixed Term Cont	119	51	1	18	189
End PRCS Re-appt	3	0	0	0	3
Ill Health Retirement	3	0	0	0	3
Ill Health Termination	5	0	0	0	5
Local Govt Early Retirement	4	0	0	0	4
Normal Retirement	21	1	0	0	22
Not known	1	0	0	0	1
Post 65 Retirement	2	1	0	0	3
Redundancy	2	1	0	0	3
Resignation	194	70	5	38	307
Termination	0	1	0	0	1
Termination - Failed Probation	1	0	0	0	1
USS Early Retirement (PRCS)	9	0	0	0	9
Voluntary Severance	3	0	1	0	4
Grand Total	374	129	7	57	567

C. Disability

Reason for Leaving	Self Certified Disabled		Grand Total
	No	Yes	
Compromise Agreement		1	1
Death in Service	3		3
Dismissal	8		8
End of Fixed Term Cont	184	5	189
End PRCS Re-appt	3		3
Ill Health Retirement	1	2	3
Ill Health Termination	3	2	5
Local Govt Early Retire	3	1	4
Normal Retirement	21	1	22
Not known	1		1
Post 65 Retirement	3		3
Redundancy	3		3
Resignation	303	4	307
Termination	1		1
Termination - Failed Probation	1		1
USS Early Retirement (PRCS)	8	1	9
Voluntary Severance	4		4
Grand Total	550	17	567

Length of Service

Gender

Gender			
Length of Service	F	M	Grand Total
< 1 Year	268	248	516
1 - 5 Years	560	561	1121
6 - 10 Years	281	266	547
11 - 15 Years	203	124	327
16 - 20 Years	152	141	293
21+ Years	122	224	346
Grand Total	1586	1564	3150

Ethnicity

Ethnicity					
Length of Service	White	BME	Other	Not Known	Total
< 1 Year	341	111	7	57	516
1 - 5 Years	913	143	8	57	1121
6 - 10 Years	490	50	5	2	547
11 - 15 Years	296	23	7	1	327
16 - 20 Years	280	10	3	0	293
21+ Years	325	16	2	3	346
Grand Total	2645	353	32	120	3150

Disability

Self-certified disabled				
Length of Service	No	Yes	Not Known	Grand Total
< 1 Year	449	4	63	516
1 - 5 Years	1058	12	51	1121
6 - 10 Years	535	12		547
11 - 15 Years	321	6		327
16 - 20 Years	290	3		293
21+ Years	341	5		346
Grand Total	2994	42	114	3150