University of Hertfordshire UH

Equality Diversity and Inclusion Office

ANNUAL EQUALITY AND DIVERSITY INFORMATION REPORT

2021-22

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Introduction

As an employer, education provider and public body the University of Hertfordshire (UH) continues to ensure Equality, Diversity and Inclusion is at the heart of its strategy. Our vision to 'transform lives by finding and powering potential, giving people the opportunity to succeed with us whatever their background' supports these commitments. The diversity of our staff and student communities is a huge strength of our institution and a source of great pride.

As well as this information report, each year we produce and publish a 'Progress Report' highlighting progress against our Strategic EDI Objectives, Charter Marks and initiatives.

This Report 2021-2022 provides information on how the University of Hertfordshire is meeting its responsibilities under the Equality Act 2010. The report is published as required by the specific duty, under the Equality Act 2010, to publish equality information to demonstrate compliance with the three aims of the Public Sector Equality Duty (PSED). The report is best read in conjunction with the Universities accompanying 2020-2021 Equalities Progress Report.

Staff and Student Data

This report comprises year-end data for all substantive staff as of 31 July 2022 and data are presented for the past three full academic years for comparator and trend purposes for all protected characteristics. The report also includes the past three full years student data included in our Student Performance Monitoring Group (SPMG) population including Undergraduate, Postgraduate (Research and Taught), Home/EU and International.

The University organises data by protected characteristics. Following a consultation with our staff and students, we have agreed to stop using the acronym BAME and for now use the term Black, Asian and Minority Ethnic for data collation and reporting.

Academic	Professional Services
▪ Senior Academic Manager ▪ Academic Manager/Professor ▪ Principal Lecturer ▪ Senior Lecturer ▪ Lecturer ▪ Research staff	▪ Senior Professional Manager ▪ Professional Manager/Specialist ▪ Other Professional Support ▪ Senior Administrative ▪ Administrative ▪ Technical Manager ▪ Technical Staff

The data included in the report covers both the staff and student cycle as follows:

Staff	Students
▪ Recruitment ▪ Contract Type ▪ PayScale/Grades ▪ Training and Development ▪ Academic Promotions ▪ Conduct ▪ Leavers	▪ Application to Offers ▪ Non-Continuation ▪ Awards

Key Findings for Staff

- As of 31 July 2022, the University employed a total of 2,602 substantive staff comprising 51.4% Academic and 48.6% Professional staff.
- Staff declaring a **disability** (9.5%) is above the sector average of 6% (HESA, 2022)
- The **highest** reported disability type is the same for both academic & research and professional staff: long standing illness/ health condition (16.1%/ 15.2%). However, there are differences between the academic & research staff and professional staff communities regarding reported disabilities. For academic & research staff specific learning difficulties (11.6%) and other type of disability (4.8%) are the second and third most reported. For professional staff second highest is mental health conditions (14.2%) and third is specific learning difficulties (13.4%).
- 1.1% staff have recorded their gender **different** to that **assigned** at birth. This continues to steadily increase since 2017/18.
- There has been an increase within the **Black Asian Minority Ethnic** staff cohort to **23.2%** above the sector average of **14.3%** (HESA, 2021). However, this is markedly **below** our **student** community (65.9%)
- **Female** contracts are currently 57.4% in total which is higher than the sector with 54.7% (HESA, 2021). The report identifies higher full-time equivalent (FTE) for female academics (26.9%) compared to males (24.4%).
- 4.3% of our staff identify as either **Lesbian, Gay or Bisexual** (LGB), compared to **sector** average of 3.1%. It is pleasing to note a **reduction** in staff reporting 'prefer not to say' from 12.6% in 2018/19 to 8.2%.

Applications (Academic, Research and Professional)

In 2021-22 there were a total of 8400 applications to the University. Of these, 3353 were for academic or research posts (41.5%) and 4735 were for professional posts (58.5%). A further breakdown is below:

- **Age:** The majority of the applications received are from individuals aged between 26-30 (1402, 17,3%, closely followed by people aged 31-35 (1337, 16.5%). In total, applications from people 35 and under, was 4,004 (49.4%). As a comparison, applications from people aged between 36 and 45 was 2,280 (28.2%). The highest number of applications shortlisted are within the 36-40 age range (333, 16.2%). The most successful age group for securing a job, was between 31 and 35 (119, 15.8%).
- **Disability:** Just 4.7% of applications received have declared a disability. Proportionally, applications from people with a disability have the highest shortlisting rate of 38.3%, and proportionally a higher success rate (12.1% (7.9%, 2020-21), compared to non-disabled applicants (9.2% (5.5%, 2020-21). This is an increase of 4.2% from last year (2020-21).
- **Ethnicity:** From the total applications received white applicants are the majority (application: 39.9%, shortlisted: 52%, successful: 56,4%). The next category is Asian applicants (application: 31%, shortlisted: 21.4%, successful: 14.4%), with a proportional decrease of 24.5% from the total number of applicants to those

successfully shortlisted. 12.8% of Black applicants and 14.4% of Asian applicants were successfully appointed.

- **Religion or belief:** The largest number of applications received are from those who declare they are Christian (2410, 29.8%). The next two most popular applicant beliefs are those with no religion (25.4%) and those who are Muslim (19.8%). The data shows us that people who are Christian or with no religion are the two largest groups shortlisted (33.3%, 31%) and appointed (34.6%, 33.6%), which continues the trend from 2020-21 data for the same two groups: Christian and no religion (*Shortlisted 32%, 35%: appointed 33%, 36%).* The proportion of Muslim applicants appointed (4.6%) to the proportion of total applicants (9.3%), is a positive decrease on last year, 2020-21 (appointed 6%, proportion of total applicants 15%) from 9% to 4.7%.
- **Sex:** There are marginally more male applications (49.4%) to female (49.2%) but success rates are still in favour of female candidates with 60.2%, as opposed to male candidates at 35.9%).
- **Sexual orientation:** Only 1.1% of applications declared themselves gay man. 0.6% declared as gay woman/ lesbian. 7.4% of applicants chose the prefer not to say option with a 21.2% shortlisting percentage and 4.8% success rate. Interestingly, applicants who chose not available, were the most successful to being shortlisted (50%) with a 6.5% success rate to obtaining a job.

Contract Type (Academic, Research and Professional)

- The **majority** of academic and research FTCs are held by individuals **aged 30 or under** (47.4% FTC 26-30) and noted an increase of FTC contracts for 25 and under of 14.7%, from 85.3% to 100% FTC. There was also an increase in FTC for professional staff to 31.0% in the 25 and underage category.

Full/Part Time Contracts (Academic, Research and Professional)

- Although a slight **decrease** from 22.7% to 22.0% in full-time contracts there are more females employed than males (17.3% - a slight increase from 16.8% in 2020-21). There continues to be **more** part time female staff even though a small decrease from 8.9% (in 2021-22) to 8.5% in 2021-22. Male part time numbers remain low at 0.8%.

Pay Grade (Academic, Research and Professional)

- The academic and research **age** profile **remains similar** to the previous year with the **majority** of staff **concentrated** within grades **UH7-9** and the highest age range group being 41-45, followed by 36-40. In comparison, **professional** staff are spread over a broader range of grades starting lower on the University scale with the **majority** spread across grades **UH5-8** with the highest age group being 26-30, followed by 31-35.
- Most **disabled** staff are within grades **UH4-UH8** which reflects the overall staff population.
- Most of the **Black Asian Minority Ethnic** staff are within grades **UH4-UH8** which is in line with the overall staff population. However, there has been a steady

increase in the percentage of **Black Asian Minority Ethnic** staff at grades **UH9** and above since 2017/18.

Training and Development (Academic, Research and Professional)

- The **same** proportion (9.5%) of recorded **disabled** staff took up training and development opportunities compared to overall UH population (9.5%).
- There has been a continued **increase** in both **Black Asian Minority Ethnic** Academic and professional staff taking up development opportunities since 2019-20.
- **More** women than men continue to take up development opportunities across both Academic and professional staff.
- 4.8% of **LGB** staff took up a development opportunity in 2021-22, slightly above the percentage of the overall UH population.

Academic Promotions

- Successful professorship applicants with a declared disability was 33.3% which is an substantial increase on the previous year 2021-22 (0%). The recorded disability for associate professorship had decreased from 16.7% to 9.1% in 2021-22.
- The 2021-22 data captures **different ethnicity proportions** including 18.2% of black associate professorships. Like the previous year, there is a continuing trend for more **diverse ethnicity range** within associate professorships and professorships. Successful applicants to readership level were 100% white, which is different than in previous years.
- For readerships, we can see an **equal distribution** of female/male applicants (50%/50%). For both associate professorship and professorships, there are more successful female applicants to male.
- In 2021-22, not known declarations are identified (25% readership, 9,1% associate professorship and 16.7% professorships). 9.1% associate professorships chose the prefer not to say option. However, there is a range of sexual orientation declared at professorship level.
- White professors are **still the largest** group, with female professorships increasing from **25.6% in 2020-21 to 26.9% in 2021-22**. Male professors have **decreased** from 61% last year (2020-21) to 54.9% in the current year (2021-22). Asian female professors continue to increase (to 5.7%) whilst Asian, Black, Chinese, Other males have all decreased to 1.9%. Prefer not to say information shows that female professors have stayed at a similar rate (1.2% in 2020-21 to 1.1% in 2021-22), and male professors have increased from 2.0% to 3.8%.

Conduct and Disciplinaries

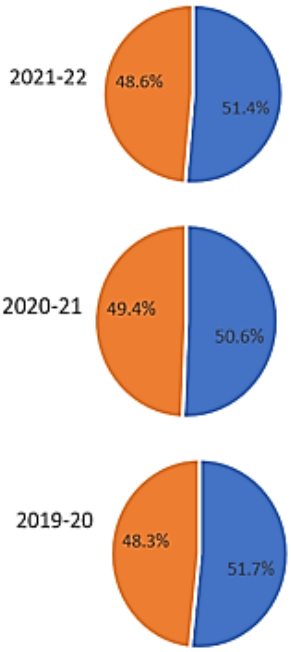
- In the last academic year, the overall number of formal grievance cases **fell** by half from **4 to 2.**
- Formal disciplinary cases have **decreased** from **13** in 2020-21 **to 10** in 2021-22.
- There continues to be a very **small** number of grievances (down from 4 last year to 2 this year) and disciplinaries with no pattern of any disproportionality. We have therefore not included this information to **protect** identification of individuals.

Leavers

- The **largest** leaver ages for **academic & research** are within age ranges **31-35** and **36-40**. Unlike **professional** staff where the **largest** proportion of leavers are within ages **30 and under**. This is impacted in part by University recruitment policy for supporting students with short-term roles such as resident assistants/student ambassadors.
- **12.7%** of leavers had a **declared disability**, which is just **above** the proportion of staff with a declared disability of the overall UH population.
- **33%** of leavers were from the **Black Asian Minority Ethnic** staff cohort, which is markedly higher than the proportion of **Black Asian Minority Ethnic** staff of the overall UH population.

Staff section

Staff profile



This staff profile reports the numbers of individuals employed on a permanent or fixed term contract based on their full time equivalent (FTE which is 1.0 for a contract for 37 hours per week). The profile over the past three years shows an overall increase of 117.8 FTE (an increase of 24.5 FTE from last year, which recorded an overall increase of 93.3 FTE). Most recruitment is replacement of a pre-existing appointment but there are also new jobs being filled in both professional and academic categories.

Summary of overall FTE as at 31 July 2022:

- 2,227.6 FTE 2021-22
- 2,171.6 FTE 2020-21
- 2,109.8 FTE 2019-20

Figure 1: Staff profile by academic and professional (snapshot as of 31 July)

Age

The highest percentage of staff fall in the 56-60 age range, followed closely by the 36-40 group (12.8%).

Age Range

Year	Category	25 and under	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66>	Grand Total
2021-22	Academic & Research	0.4%	2.2%	5.8%	6.6%	8.1%	7.0%	7.0%	7.0%	4.9%	2.4%	51.4%
	Professional	4.1%	6.2%	6.0%	6.2%	4.6%	5.7%	5.4%	6.2%	3.5%	0.7%	48.6%
	Total	4.5%	8.4%	11.8%	12.8%	12.7%	12.7%	12.3%	13.1%	8.4%	3.1%	100.0%
2020-21	Academic & Research	0.3%	2.7%	5.8%	6.1%	7.6%	6.9%	7.2%	7.4%	4.6%	2.0%	50.6%
	Professional	4.1%	6.3%	6.1%	6.2%	4.8%	5.6%	5.8%	6.5%	3.1%	0.8%	49.4%
	Total	4.5%	9.0%	11.9%	12.3%	12.4%	12.5%	13.1%	13.9%	7.6%	2.8%	100.0%
2019-20	Academic & Research	0.2%	2.9%	5.4%	6.0%	7.6%	6.7%	8.2%	7.7%	4.9%	2.0%	51.7%
	Professional	4.2%	6.3%	5.6%	6.3%	5.1%	5.3%	6.1%	6.1%	2.9%	0.5%	48.3%
	Total	4.4%	9.2%	11.0%	12.3%	12.7%	12.0%	14.3%	13.8%	7.9%	2.5%	100.0%

% of Total FTE

0.2% 8.2%

Figure 2: Staff profile by age, academic & research and professional

Disability

Staff declaring a disability (9.5% - an increase of 0.1% from last year 2020-21), is above the sector average of 6.0% (HESA, 2022)

	Category	Disabled	No Known Disability	Not Disabled	Prefer not to say	Grand Total
2021-22	Academic & Research	4.2%		46.0%	1.2%	51.4%
	Professional	5.3%		42.4%	0.9%	48.6%
	Total	9.5%		88.5%	2.0%	100.0%
2020-21	Academic & Research	4.0%	45.5%		1.2%	50.6%
	Professional	5.5%	42.9%		1.0%	49.4%
	Total	9.4%	88.4%		2.2%	100.0%
2019-20	Academic & Research	4.0%	46.3%		1.5%	51.7%
	Professional	5.4%	41.9%		1.0%	48.3%
	Total	9.3%	88.2%		2.5%	100.0%

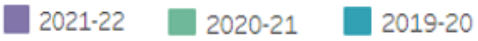


Table 1: Declared disability by academic & research and professional

Category	Disability Type	2021-22	2020-21	2019-20
Academic & Research	Blind Or Serious Visual Impairment	1.4%	1.5%	1.5%
	Deaf Or Serious Hearing Impairment	2.9%	3.2%	2.7%
	General Learning Disability	0.3%	0.3%	0.3%
	Long-Standing Illness/Health Condition	16.1%	13.8%	14.1%
	Mental Health Condition	2.4%	3.9%	3.6%
	Other Type Of Disability	4.8%	3.5%	4.5%
	Physical Impairment Or Mobility Issues	2.3%	1.9%	2.0%
	Social/Communication Impairment	1.7%	0.7%	0.7%
	Specific Learning Disability	11.6%	12.9%	12.6%
	Two Or More Disabilities	0.3%	0.5%	0.5%
	Total	43.8%	42.2%	42.4%
Professional	Blind Or Serious Visual Impairment	0.9%	1.0%	0.5%
	Deaf Or Serious Hearing Impairment	3.1%	3.3%	3.5%
	General Learning Disability	1.7%	1.7%	1.7%
	Long-Standing Illness/Health Condition	15.2%	15.8%	17.2%
	Mental Health Condition	14.2%	14.4%	11.8%
	Other Type Of Disability	1.6%	1.7%	1.8%
	Physical Impairment Or Mobility Issues	4.2%	4.4%	4.7%
	Social/Communication Impairment	1.9%	2.8%	2.8%
	Specific Learning Disability	13.4%	12.6%	13.5%
	Total	56.2%	57.8%	57.6%
Grand Total		100.0%	100.0%	100.0%

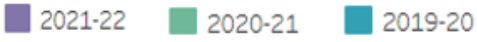


Table 2: Breakdown of declared disabilities by academic & research and professional

Gender Reassignment

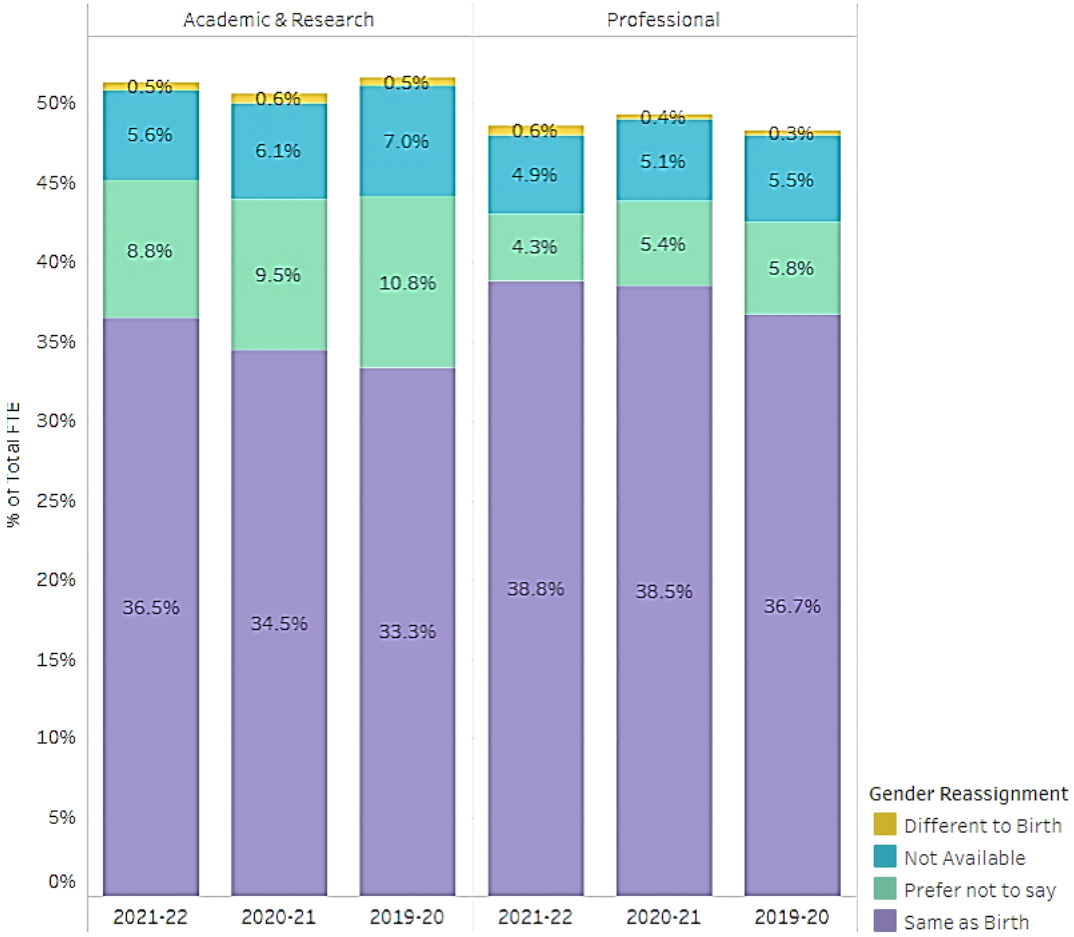


Figure 3: Declared gender reassignment by academic & research and professional

Marital status

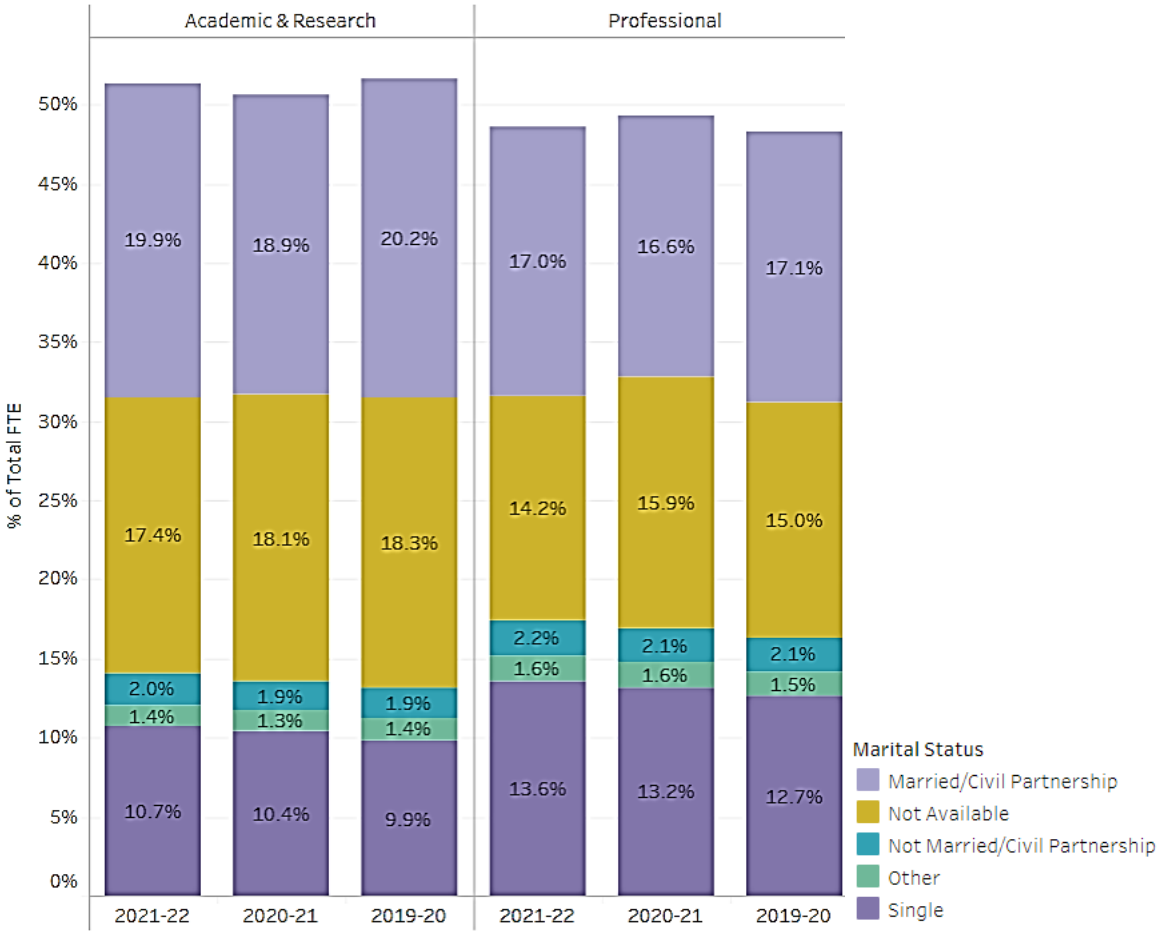


Figure 4: Declared marital status by academic & research and professional

Race (Ethnicity)

Category	Ethnicity Band	Ethnicity	2021-22 FTE	2021-22 %	2020-21 FTE	2020-21 %	2019-20 FTE	2019-20 %
Academic & Research	BAME	Arab	8	0.4%				
		Asian Or Asian British - Bangladeshi	7	0.3%	3	0.1%	2	0.1%
		Asian Or Asian British - Indian	54	2.4%	58	2.7%	53	2.5%
		Asian Or Asian British - Pakistani	10	0.4%	7	0.3%	7	0.3%
		Black Or Black British - African	62	2.8%	51	2.3%	43	2.0%
		Black Or Black British - Caribbean	16	0.7%	16	0.7%	15	0.7%
		Chinese	59	2.7%	51	2.4%	52	2.5%
		Mixed - White And Asian	7	0.3%	7	0.3%	6	0.3%
		Mixed - White And Black African	4	0.2%	3	0.1%	2	0.1%
		Mixed - White And Black Caribbean	1	0.0%	2	0.1%	2	0.1%
		Other Asian Background	31	1.4%	23	1.1%	25	1.2%
		Other Black Background	1	0.0%	1	0.0%	2	0.1%
		Other Ethnic Background	21	1.0%	32	1.5%	28	1.3%
		Other Mixed Background	16	0.7%	14	0.6%	10	0.5%
		Total	297	13.3%	267	12.3%	247	11.7%
	Not Available	Not Available	3	0.1%			3	0.1%
		Total	3	0.1%			3	0.1%
	Prefer not to say	Prefer not to say	18	0.8%				
		Prefer not to say			18	0.8%	21	1.0%
		Total	18	0.8%	18	0.8%	21	1.0%
	White	White	826	37.1%	814	37.5%	820	38.9%
		Total	826	37.1%	814	37.5%	820	38.9%
	Total		1,144	51.4%	1,100	50.6%	1,091	51.7%
Professional	BAME	Arab	2	0.1%				
		Asian Or Asian British - Bangladeshi	13	0.6%	13	0.6%	12	0.5%
		Asian Or Asian British - Indian	50	2.3%	43	2.0%	38	1.8%
		Asian Or Asian British - Pakistani	17	0.7%	18	0.8%	14	0.7%
		Black Or Black British - African	41	1.8%	45	2.1%	28	1.3%
		Black Or Black British - Caribbean	14	0.6%	15	0.7%	14	0.7%
		Chinese	14	0.6%	10	0.5%	9	0.4%
		Mixed - White And Asian	9	0.4%	6	0.3%	3	0.1%
		Mixed - White And Black African	2	0.1%	1	0.1%	4	0.2%
		Mixed - White And Black Caribbean	11	0.5%	12	0.5%	11	0.5%
		Other Asian Background	20	0.9%	11	0.5%	11	0.5%
		Other Black Background	4	0.2%	4	0.2%	3	0.1%
		Other Ethnic Background	9	0.4%	6	0.3%	5	0.2%
		Other Mixed Background	16	0.7%	17	0.8%	13	0.6%
		Total	221	9.9%	199	9.2%	163	7.7%
	Not Available	Not Available	3	0.1%			1	0.0%
		Total	3	0.1%			1	0.0%
	Prefer not to say	Prefer not to say			18	0.8%	18	0.8%
		Prefer not to say	16	0.7%				
		Total	16	0.7%	18	0.8%	18	0.8%
	White	White	844	37.9%	854	39.3%	838	39.7%
		Total	844	37.9%	854	39.3%	838	39.7%
	Total		1,083	48.6%	1,072	49.4%	1,019	48.3%
Grand Total			2,228	100.0%	2,172	100.0%	2,110	100.0%

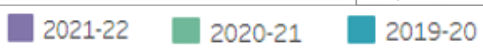


Table 3: race(ethnicity) by academic & research and professional

Heatmap below summarises the staff profile by both ethnicity group and gender:

	Category	BAME		Not Available		Prefer not to say		White		Grand Total
		Female	Male	Female	Male	Female	Male	Female	Male	
2021-22	Academic & Research	7.0%	6.4%	0.0%	0.1%	0.3%	0.5%	19.7%	17.4%	51.4%
	Professional	5.7%	4.2%	0.0%	0.1%	0.2%	0.5%	24.6%	13.3%	48.6%
	Total	12.7%	10.6%	0.1%	0.1%	0.4%	1.1%	44.3%	30.7%	100.0%
2020-21	Academic & Research	6.4%	5.9%			0.3%	0.6%	19.8%	17.7%	50.6%
	Professional	5.7%	3.5%			0.2%	0.6%	25.7%	13.7%	49.4%
	Total	12.1%	9.4%			0.5%	1.2%	45.4%	31.4%	100.0%
2019-20	Academic & Research	6.3%	5.4%	0.1%	0.0%	0.4%	0.6%	20.4%	18.4%	51.7%
	Professional	4.9%	2.8%	0.0%	0.0%	0.2%	0.6%	25.2%	14.5%	48.3%
	Total	11.2%	8.2%	0.1%	0.1%	0.6%	1.3%	45.6%	33.0%	100.0%

Figure 5: Intersectional breakdown of race(ethnicity) with sex

Religion or Belief

Religion	2021-22			2020-21			2019-20		
	Academic & Research	Professional	Total	Academic & Research	Professional	Total	Academic & Research	Professional	Total
Any Other Religion Or Belief	0.9%	0.9%	1.8%	0.9%	0.9%	1.7%	0.9%	0.8%	1.7%
Buddhist	0.6%	0.5%	1.1%	0.4%	0.5%	0.9%	0.5%	0.5%	1.0%
Christian	16.0%	17.4%	33.4%	15.5%	17.9%	33.4%	15.3%	16.8%	32.1%
Hindu	1.2%	1.2%	2.5%	1.3%	1.0%	2.3%	1.1%	0.8%	1.9%
Jewish	0.7%	0.1%	0.9%	0.7%	0.2%	0.9%	0.7%	0.4%	1.1%
Muslim	2.6%	2.0%	4.6%	1.9%	1.6%	3.5%	1.8%	1.4%	3.2%
No Religion	16.6%	18.2%	34.7%	16.5%	18.0%	34.6%	16.4%	17.5%	33.9%
Not Available	5.1%	4.2%	9.2%	5.4%	4.5%	9.9%	6.1%	4.9%	11.0%
Prefer not to say	6.2%	3.3%	9.5%	6.7%	4.0%	10.7%	7.6%	4.4%	12.1%
Sikh	0.3%	0.3%	0.7%	0.3%	0.2%	0.5%	0.3%	0.2%	0.5%
Spiritual	1.0%	0.6%	1.6%	1.0%	0.5%	1.5%	0.9%	0.6%	1.5%
Grand Total	51.4%	48.6%	100.0%	50.6%	49.4%	100.0%	51.7%	48.3%	100.0%

Figure 6: Breakdown declared religion or belief by academic & research and professional

Sex

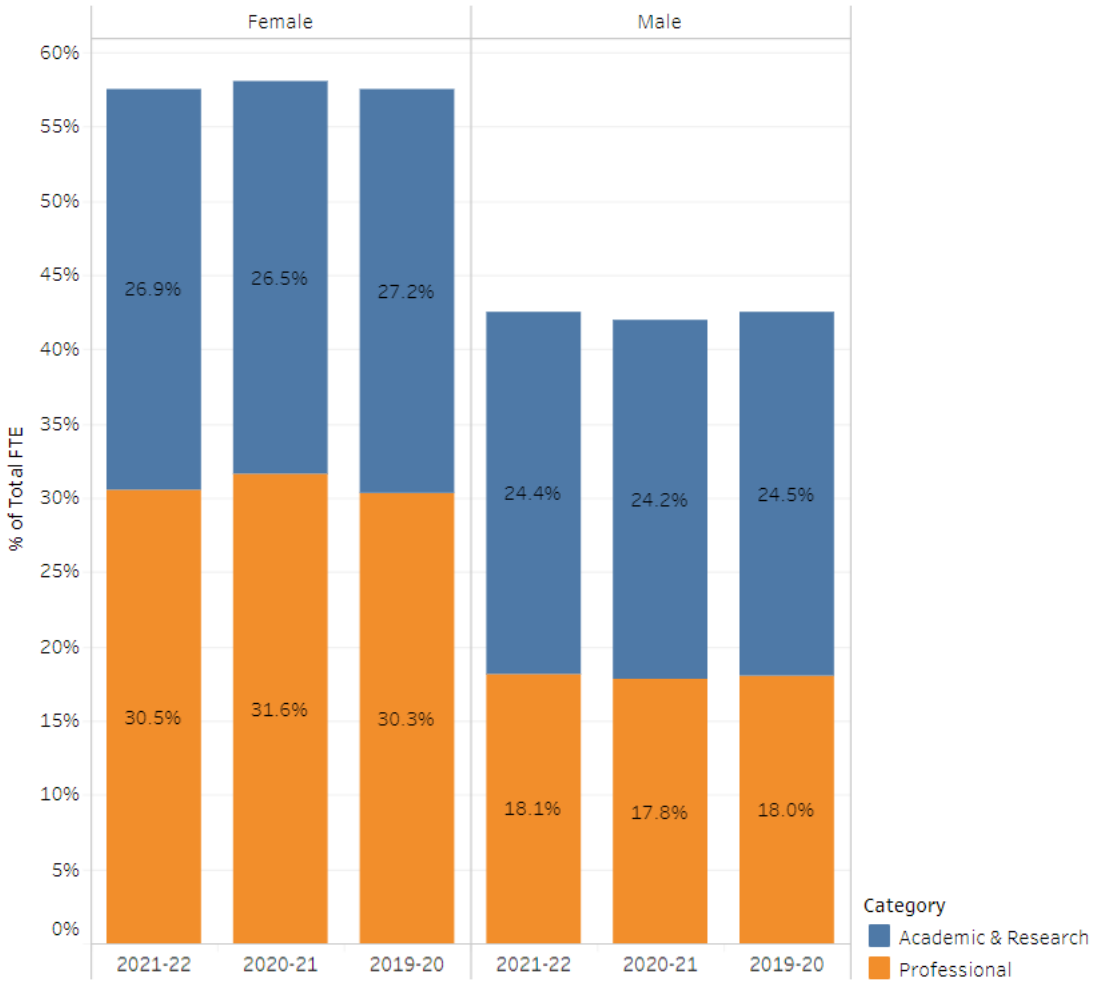


Figure 7: Sex by academic & research and professional

Sexual Orientation

Category		Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual	Not Available	Other	Prefer not to say	Grand Total
2021-22	Academic & Research	1.0%	0.9%	0.5%	37.8%	4.6%	0.5%	6.0%	51.4%
	Professional	0.8%	0.8%	0.3%	39.1%	3.6%	0.4%	3.6%	48.6%
	Total	1.7%	1.7%	0.9%	76.9%	8.2%	0.9%	9.6%	100.0%
2020-21	Academic & Research	0.9%	0.9%	0.5%	36.6%	4.9%	0.4%	6.4%	50.6%
	Professional	0.7%	0.7%	0.4%	39.1%	3.8%	0.5%	4.2%	49.4%
	Total	1.6%	1.7%	0.9%	75.7%	8.7%	0.9%	10.5%	100.0%
2019-20	Academic & Research	1.0%	1.0%	0.6%	36.0%	5.6%	0.3%	7.2%	51.7%
	Professional	0.6%	0.8%	0.2%	37.5%	4.2%	0.5%	4.5%	48.3%
	Total	1.6%	1.8%	0.8%	73.6%	9.7%	0.8%	11.7%	100.0%

% of Total FTE

0.2% 15.0%

Figure 8: Breakdown declared sexual orientation by academic & research and professional

Employment Cycle

Recruitment

The University continues to receive job applications from all over the world. There were7,031 (82.1%) of recruitment applications received from within the UK during 2021/22.

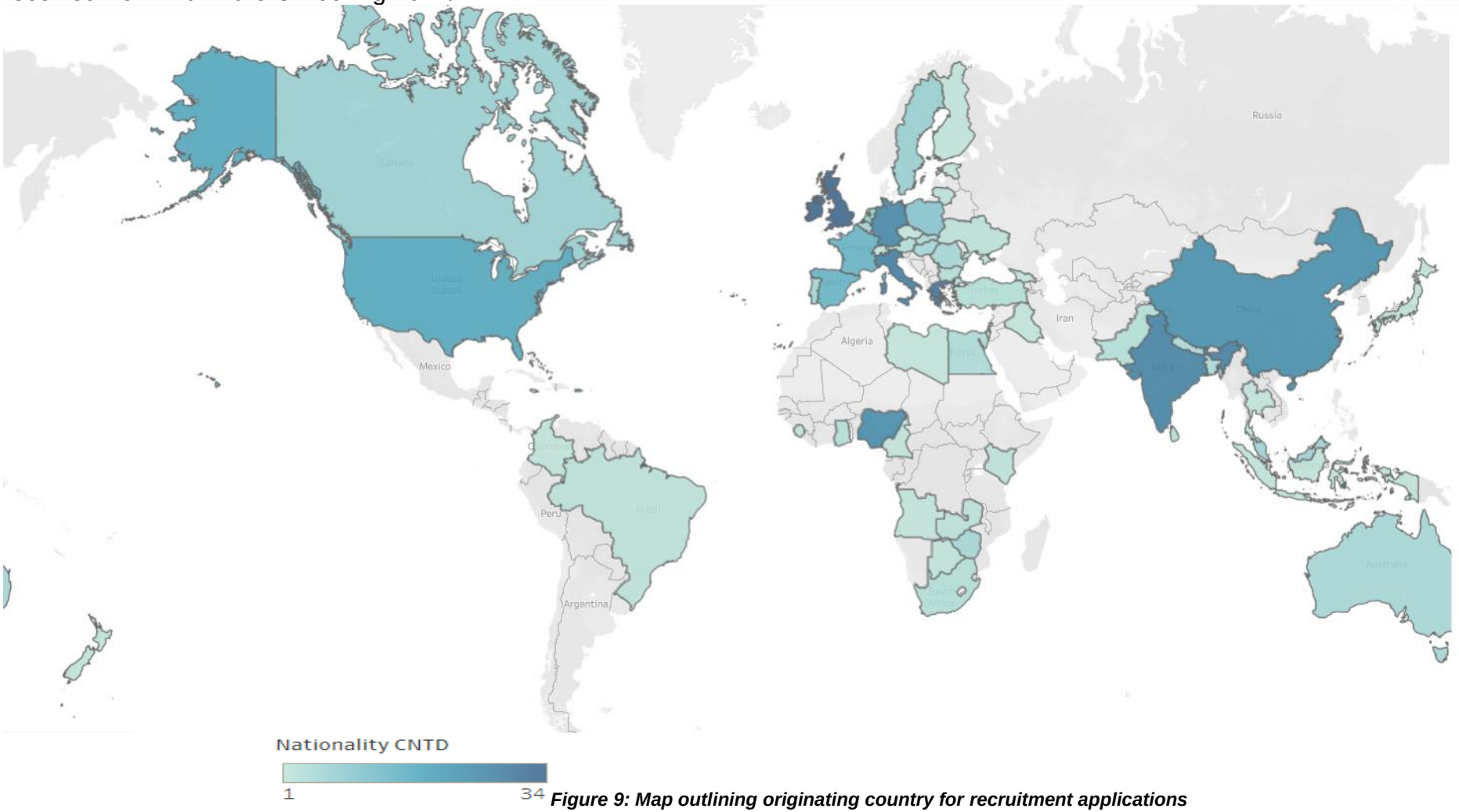


Figure 9: Map outlining originating country for recruitment applications

Application, shortlisted, appointed

The University monitors job applications as well as shortlisting and appointment outcomes. Job applications are anonymised at application and shortlisting stages. Professional roles receive a greater level of interest/applications than academic roles. Academic and research have a higher success rate ratio to applications received.

2021-2022									
Category	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Academic & Research	3353	41.5%	858	41.7%	25.6%	311	41.4%	36.2%	9.3%
Professional	4735	58.5%	1200	58.3%	25.3%	441	58.6%	36.8%	9.3%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

2020-2021									
Category	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Academic & Research	2792	33.2%	760	44.7%	27.2%	239	47.3%	31.4%	8.6%
Professional	5608	66.8%	942	55.3%	16.8%	266	52.7%	28.2%	4.7%
Total	**8400**	**100.0%**	**1702**	**100.0%**	**20.3%**	**505**	**100.0%**	**29.7%**	**6.0%**

2019-2020									
Category	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Academic & Research	2642	32.5%	572	39.9%	21.7%	183	44.6%	32.0%	6.9%
Professional	5499	67.5%	862	60.1%	15.7%	227	55.4%	26.3%	4.1%
Total	**8141**	**100.0%**	**1434**	**100.0%**	**17.6%**	**410**	**100.0%**	**28.6%**	**5.0%**

Table 4: Overview of recruitment last 3 years by academic & research and professional

The University also monitors job applications by the following characteristics. Some information will not be available unless an applicant is successful. Applications are subject to anonymous shortlisting.

2021-22									
Age Range	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
66>	37	0.5%	12	0.6%	32.4%	3	0.4%	25.0%	8.1%
61-65	124	1.5%	47	2.3%	37.9%	14	1.9%	29.8%	11.3%
56-60	381	4.7%	143	6.9%	37.5%	42	5.6%	29.4%	11.0%
51-55	506	6.3%	161	7.8%	31.8%	44	5.9%	27.3%	8.7%
46-50	659	8.1%	186	9.0%	28.2%	65	8.6%	34.9%	9.9%
41-45	1029	12.7%	277	13.5%	26.9%	105	14.0%	37.9%	10.2%
36-40	1251	15.5%	333	16.2%	26.6%	113	15.0%	33.9%	9.0%
31-35	1337	16.5%	309	15.0%	23.1%	119	15.8%	38.5%	8.9%
26-30	1402	17.3%	284	13.8%	20.3%	112	14.9%	39.4%	8.0%
25 and under	1265	15.6%	258	12.5%	20.4%	109	14.5%	42.2%	8.6%
Not Available	97	1.2%	48	2.3%	49.5%	26	3.5%	54.2%	26.8%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

Table 5: Recruitment stages by age

2021-22									
Disability	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Disabled	381	4.7%	120	5.8%	31.5%	46	6.1%	38.3%	12.1%
Not Disabled	7703	95.2%	1937	94.1%	25.1%	706	93.9%	36.4%	9.2%
Prefer not to say	4	0.0%	1	0.0%	25.0%		0.0%	0.0%	0.0%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

Table 6: Recruitment stages by disability

2021-22									
Marital status	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Married/Civil Partnership	3581	44.3%	972	47.2%	27.1%	337	44.8%	34.7%	9.4%
Not Available	81	1.0%	36	1.7%	44.4%	19	2.5%	52.8%	23.5%
Not Married/Civil Partners	411	5.1%	116	5.6%	28.2%	47	6.3%	40.5%	11.4%
Other	321	4.0%	95	4.6%	29.6%	42	5.6%	44.2%	13.1%
Single	3694	45.7%	839	40.8%	22.7%	307	40.8%	36.6%	8.3%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

Table 7: Recruitment stages by marital status

2021-22									
Ethnicity groups	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Asian	2511	31.0%	441	21.4%	17.6%	108	14.4%	24.5%	4.3%
Black	1053	13.0%	242	11.8%	23.0%	96	12.8%	39.7%	9.1%
Chinese	343	4.2%	77	3.7%	22.4%	25	3.3%	32.5%	7.3%
Mixed	315	3.9%	77	3.7%	24.4%	23	3.1%	29.9%	7.3%
Not Available	189	2.3%	80	3.9%	42.3%	57	7.6%	71.3%	30.2%
Other	375	4.6%	55	2.7%	14.7%	15	2.0%	27.3%	4.0%
Prefer not to say	72	0.9%	15	0.7%	20.8%	4	0.5%	26.7%	5.6%
White	3230	39.9%	1071	52.0%	33.2%	424	56.4%	39.6%	13.1%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

Table 8: Recruitment stages by race(ethnicity)

2021-22									
Religion	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Any Other Religion Or Be	131	1.6%	35	1.7%	26.7%	8	1.1%	22.9%	6.1%
Buddhist	129	1.6%	27	1.3%	20.9%	9	1.2%	33.3%	7.0%
Christian	2410	29.8%	685	33.3%	28.4%	260	34.6%	38.0%	10.8%
Hindu	841	10.4%	124	6.0%	14.7%	27	3.6%	21.8%	3.2%
Jewish	61	0.8%	16	0.8%	26.2%	8	1.1%	50.0%	13.1%
Muslim	1605	19.8%	295	14.3%	18.4%	74	9.8%	25.1%	4.6%
No Religion	2053	25.4%	639	31.0%	31.1%	253	33.6%	39.6%	12.3%
Not Available	157	1.9%	79	3.8%	50.3%	53	7.0%	67.1%	33.8%
Prefer not to say	413	5.1%	89	4.3%	21.5%	34	4.5%	38.2%	8.2%
Sikh	78	1.0%	19	0.9%	24.4%	8	1.1%	42.1%	10.3%
Spiritual	210	2.6%	50	2.4%	23.8%	18	2.4%	36.0%	8.6%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

Table 9: Recruitment stages by religion or belief

2021-22									
Sex	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Female	3979	49.2%	1085	52.7%	27.3%	453	60.2%	41.8%	11.4%
Male	3994	49.4%	920	44.7%	23.0%	270	35.9%	29.3%	6.8%
Not Available	115	1.4%	53	2.6%	46.1%	29	3.9%	54.7%	25.2%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

Table 10: Recruitment stages by sex

2021-22									
Sexual orientation	**Applications**	**%↓**	**Shortlisted**	**%↓**	**Proportion of apps. shortlisted %→**	**Successful**	**%↓**	**Proportion of shortlisted successful %→**	**Proportion of apps. successful %→**
Bisexual	313	3.9%	61	3.0%	19.5%	21	2.8%	34.4%	6.7%
Gay Man	85	1.1%	29	1.4%	34.1%	9	1.2%	31.0%	10.6%
Gay Woman/Lesbian	47	0.6%	12	0.6%	25.5%	5	0.7%	41.7%	10.6%
Heterosexual	6829	84.4%	1743	84.7%	25.5%	625	83.1%	35.9%	9.2%
Not Available	130	1.6%	65	3.2%	50.0%	49	6.5%	75.4%	37.7%
Other	89	1.1%	22	1.1%	24.7%	7	0.9%	31.8%	7.9%
Prefer not to say	595	7.4%	126	6.1%	21.2%	36	4.8%	28.6%	6.1%
Total	**8088**	**100.0%**	**2058**	**100.0%**	**25.4%**	**752**	**100.0%**	**36.5%**	**9.3%**

Table 11: Recruitment stages by sexual orientation

Contract

Permanent/Fixed Term Contract (FTC)

The University has a mixture of permanent and fixed term posts. Academic and research staff have a higher proportion of FTCs primarily due to the nature of research funding.

NB. There are references to both FTE (Full Time Equivalent) and FPE (Full Person Equivalent- calculations based on activities rather than hours worked)

Year	Academic & Research			Professional			Grand Total
	FTC	Permanent	Total	FTC	Permanent	Total	
2021-22	5.6%	45.8%	51.4%	4.0%	44.6%	48.6%	100.0%
2020-21	6.2%	44.4%	50.6%	3.4%	45.9%	49.4%	100.0%
2019-20	6.4%	45.3%	51.7%	3.9%	44.4%	48.3%	100.0%

Year: 2021-22, 2020-21, 2019-20

Table 12: Profile of Permanent/FTC by academic & research and professional

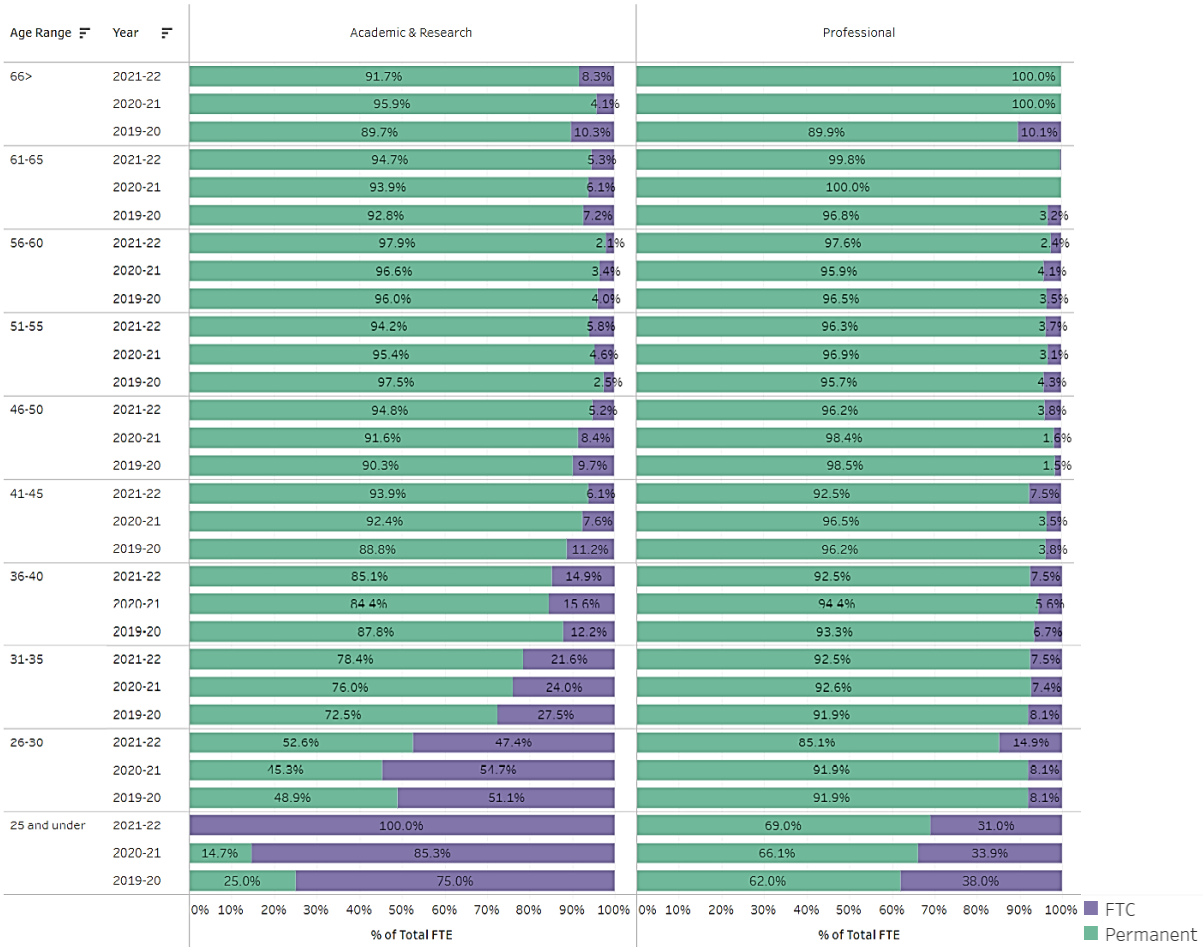


Figure 10: Proportion of Permanent/FTC by age, academic & research and professional

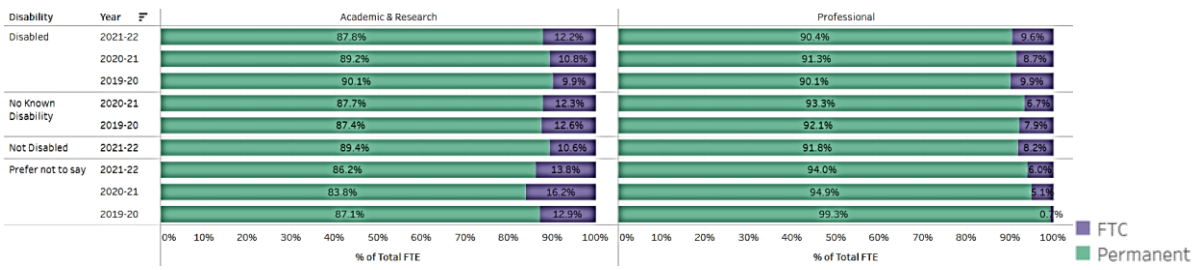


Figure 11: Proportional split of Permanent/FTC by disability, academic & research and professional

Figure 12: Proportional split of Permanent/FTC by gender reassignment, academic & research and professional

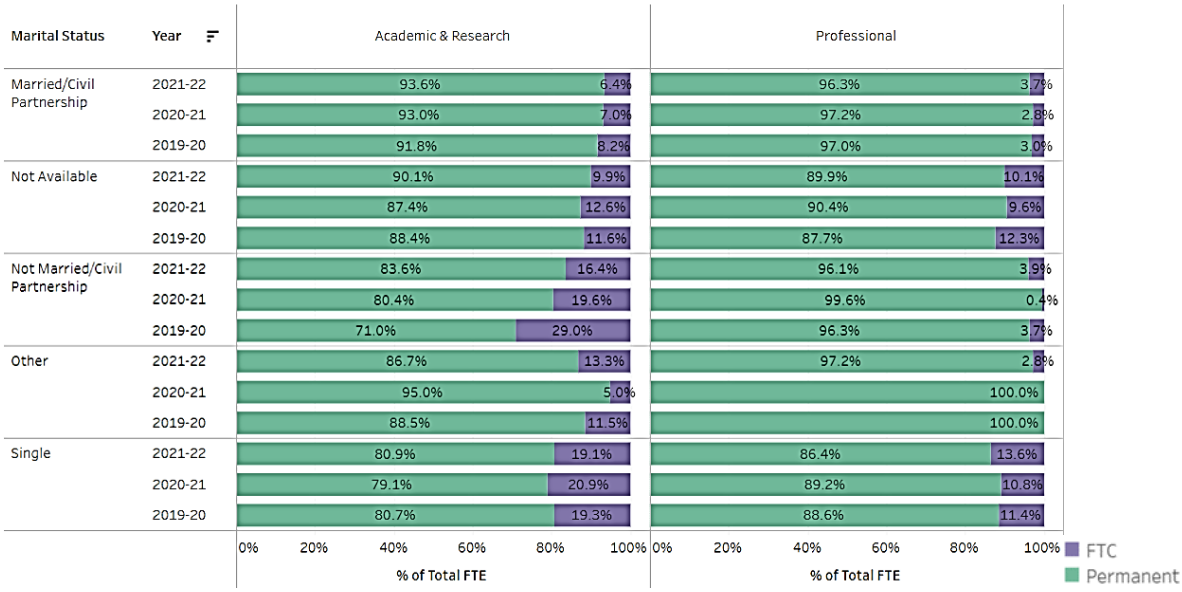


Figure 13: Proportional split of Permanent/FTC by marital status, academic & research and professional

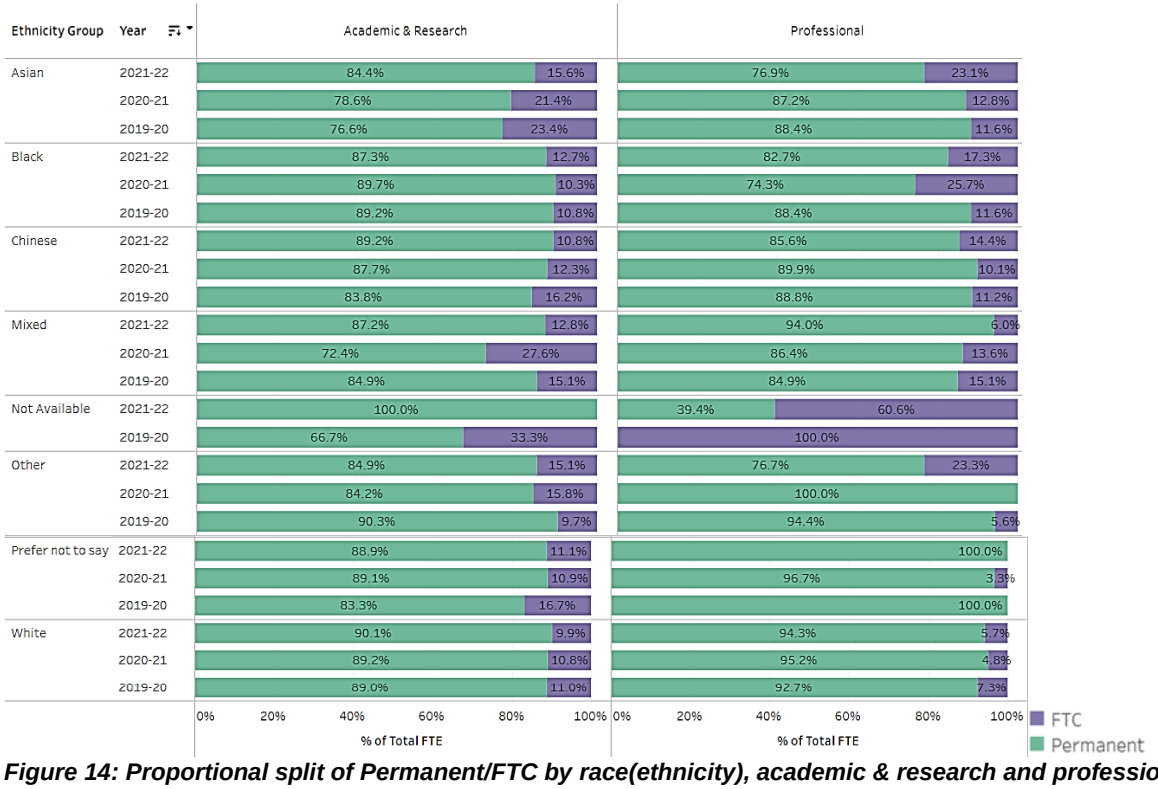


Figure 14: Proportional split of Permanent/FTC by race(ethnicity), academic & research and professional

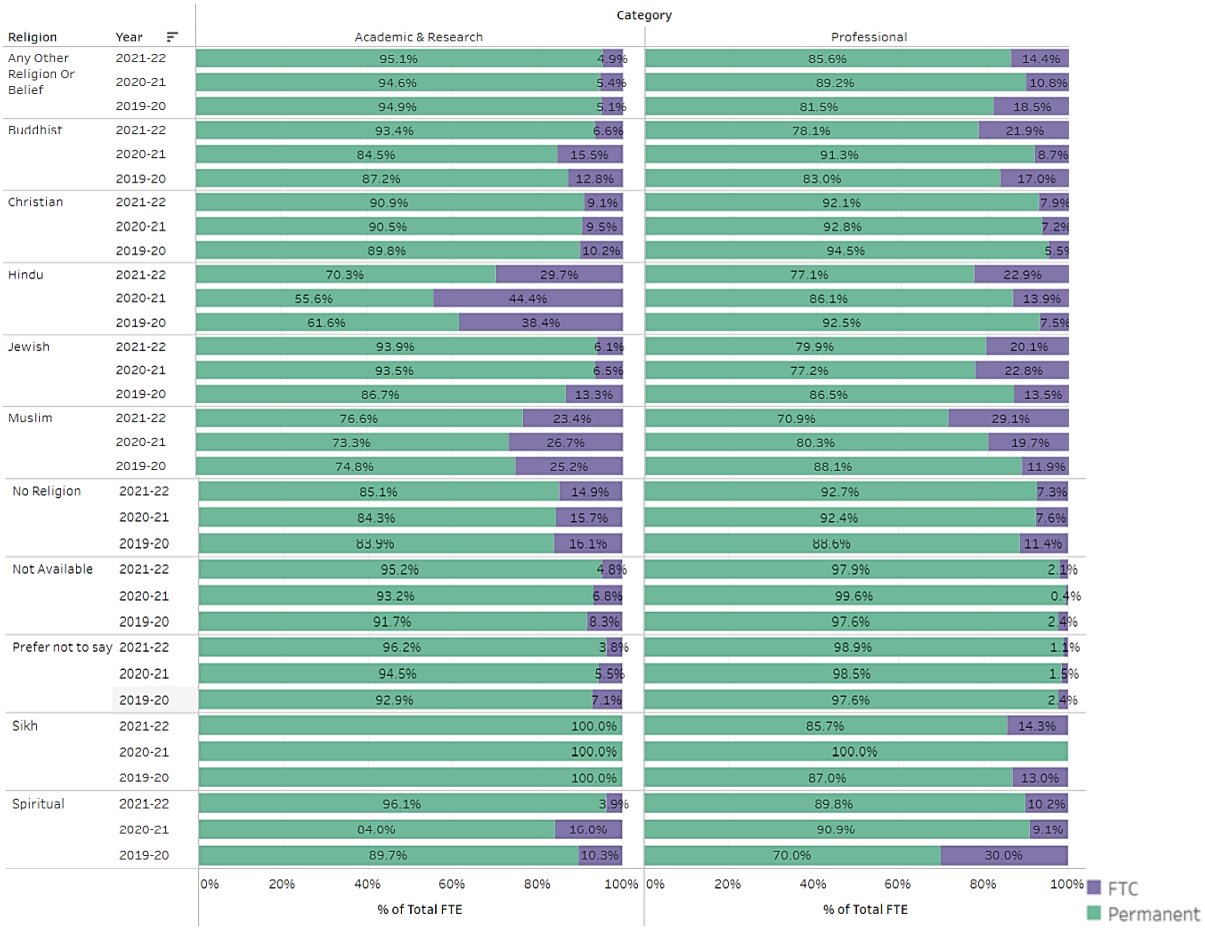


Figure 15: Proportional split of Permanent/FTC by religion or belief, academic & research and professional

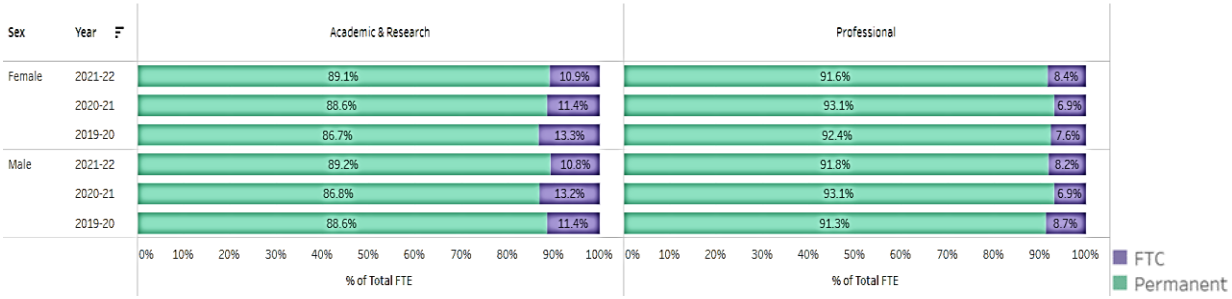


Figure 16: Proportional split of Permanent/FTC by sex, academic & research and professional

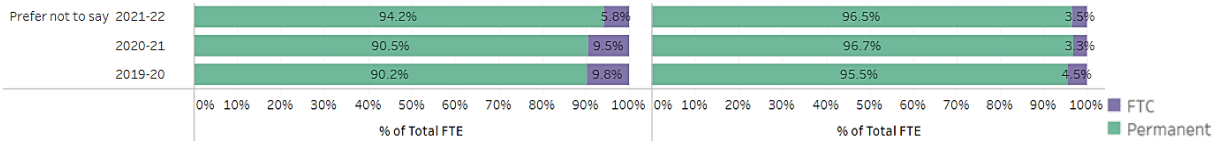


Figure 17: Proportional split of Permanent/FTC by sexual orientation, academic & research and professional

Full time (FT)/Part time (PT)

The staff profile report considers full and part time working with contract type totals remaining at similar levels over the past three academic years. We also report by other characteristics.

Category / Ft/Pt

	Academic & Research			Professional			Grand Total
Year	Full Time	Part Time	Total	Full Time	Part Time	Total	
2021-22	39.7%	11.7%	51.4%	39.3%	9.4%	48.6%	100.0%
2020-21	40.3%	10.3%	50.6%	39.5%	9.8%	49.4%	100.0%
2019-20	41.4%	10.3%	51.7%	38.2%	10.2%	48.3%	100.0%

2021-22 2020-21 2019-20

Table 13: Profile of FT/PT by academic & research and professional

		Full Time			Part Time		
Age Range	Category	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
66>	Academic & Research	1.3%	1.0%	0.9%	1.1%	1.0%	1.1%
	Professional	0.6%	0.6%	0.3%	0.2%	0.2%	0.1%
61-65	Academic & Research	3.5%	3.4%	3.7%	1.4%	1.1%	1.2%
	Professional	2.5%	2.2%	2.0%	1.0%	0.9%	0.9%
56-60	Academic & Research	5.3%	5.6%	6.0%	1.7%	1.8%	1.7%
	Professional	4.7%	4.7%	4.5%	1.5%	1.7%	1.6%
51-55	Academic & Research	5.4%	5.8%	6.4%	1.5%	1.5%	1.8%
	Professional	4.0%	4.7%	4.8%	1.4%	1.2%	1.3%
46-50	Academic & Research	5.8%	5.8%	5.6%	1.2%	1.1%	1.1%
	Professional	4.5%	4.5%	4.0%	1.3%	1.1%	1.2%
41-45	Academic & Research	6.5%	6.2%	6.3%	1.6%	1.4%	1.4%
	Professional	3.4%	3.5%	3.8%	1.2%	1.3%	1.3%
36-40	Academic & Research	4.8%	5.0%	5.1%	1.8%	1.1%	1.0%
	Professional	5.0%	4.8%	4.6%	1.2%	1.4%	1.7%
31-35	Academic & Research	5.0%	4.9%	4.7%	0.8%	1.0%	0.7%
	Professional	5.4%	5.3%	4.7%	0.6%	0.8%	0.9%
26-30	Academic & Research	1.8%	2.4%	2.5%	0.4%	0.3%	0.4%
	Professional	5.7%	5.7%	5.6%	0.5%	0.6%	0.6%
25 and under	Academic & Research	0.3%	0.2%	0.2%	0.1%	0.1%	
	Professional	3.6%	3.5%	3.7%	0.6%	0.6%	0.4%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

2021-22 2020-21 2019-20

Table 14: Profiles of FT/PT by age, academic & research and professional

Disability	Category	Full Time			Part Time		
		2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Disabled	Academic & Research	3.1%	3.0%	3.1%	1.1%	0.9%	0.9%
	Professional	4.8%	4.8%	4.5%	0.5%	0.7%	0.9%
No Known Disability	Academic & Research		36.5%	37.2%		9.0%	9.1%
	Professional		33.9%	32.8%		9.0%	9.2%
Not Disabled	Academic & Research	35.8%			10.2%		
	Professional	3.7%			8.7%		
Prefer not to say	Academic & Research	0.8%	0.8%	1.1%	0.4%	0.3%	0.3%
	Professional	0.8%	0.9%	0.9%	0.1%	0.1%	0.1%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

2021-22 2020-21 2019-20

Table 15: Profile of FT/PT by disability, academic & research and professional

Gender Reassignment	Category	Full Time			Part Time		
		2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Different to Birth	Academic & Research	0.3%	0.4%	0.4%	0.2%	0.2%	0.1%
	Professional	0.5%	0.3%	0.2%	0.1%	0.1%	0.0%
Not Available	Academic & Research	3.8%	4.1%	4.8%	1.8%	2.0%	2.3%
	Professional	3.8%	4.1%	4.4%	1.1%	1.1%	1.1%
Prefer not to say	Academic & Research	7.0%	7.7%	8.8%	1.8%	1.8%	2.0%
	Professional	3.3%	4.1%	4.2%	1.0%	1.3%	1.6%
Same as Birth	Academic & Research	8.6%	28.1%	27.4%	7.9%	6.4%	5.9%
	Professional	31.7%	31.1%	29.3%	7.1%	7.4%	7.4%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

2021-22 2020-21 2019-20

Table 16: Profile of FT/PT by gender reassignment, academic & research and professional

Marital Sta..	Category	Full Time			Part Time		
		2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Married/Civil Partnership	Academic & Research	15.4%	14.9%	16.1%	4.4%	4.1%	4.1%
	Professional	12.2%	11.7%	11.7%	4.9%	4.9%	5.4%
Not Available	Academic & Research	12.8%	14.0%	14.2%	4.6%	4.0%	4.1%
	Professional	12.0%	13.2%	12.6%	2.1%	2.6%	2.4%
Not Married/Civil Partnership	Academic & Research	1.8%	1.7%	1.8%	0.2%	0.2%	0.2%
	Professional	1.9%	1.8%	1.7%	0.3%	0.3%	0.4%
Other	Academic & Research	1.1%	1.2%	1.2%	0.3%	0.1%	0.2%
	Professional	1.3%	1.4%	1.3%	0.2%	0.2%	0.2%
Single	Academic & Research	8.5%	8.6%	8.2%	2.2%	1.8%	1.7%
	Professional	11.8%	11.4%	10.9%	1.8%	1.8%	1.8%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

2021-22 2020-21 2019-20

Table 17: Profile of FT/PT by marital status, academic & research and professional

Ethnicity Group	Category	Full Time			Part Time		
		2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Asian	Academic & Research	3.8%	3.6%	3.6%	0.8%	0.6%	0.5%
	Professional	3.9%	3.4%	3.0%	0.6%	0.6%	0.5%
Black	Academic & Research	3.2%	2.8%	2.7%	0.3%	0.4%	0.1%
	Professional	2.0%	2.1%	1.7%	0.6%	0.8%	0.4%
Chinese	Academic & Research	2.5%	2.2%	2.2%	0.2%	0.2%	0.3%
	Professional	0.6%	0.4%	0.4%	0.0%	0.0%	0.0%
Mixed	Academic & Research	1.0%	1.1%	0.8%	0.3%	0.1%	0.1%
	Professional	1.6%	1.4%	1.2%	0.1%	0.2%	0.2%
Not Available	Academic & Research	0.1%		0.1%	0.0%		
	Professional	0.1%			0.0%		0.0%
Other	Academic & Research	1.1%	1.2%	1.0%	0.2%	0.3%	0.3%
	Professional	0.4%	0.2%	0.2%	0.1%	0.0%	0.0%
Prefer not to say	Academic & Research	0.7%	0.7%	0.8%	0.1%	0.2%	0.2%
	Professional	0.6%	0.7%	0.7%	0.1%	0.2%	0.1%
White	Academic & Research	27.3%	28.8%	30.1%	9.8%	8.6%	8.7%
	Professional	30.1%	31.3%	31.0%	7.8%	8.0%	8.8%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

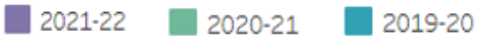


Table 18: Profile of FT/PT by race(ethnicity), academic & research and professional

Religion	Category	Full Time			Part Time		
		2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Any Other Religion Or Belief	Academic & Research	0.9%	0.8%	0.8%	0.1%	0.1%	0.2%
	Professional	0.7%	0.6%	0.5%	0.2%	0.2%	0.2%
Buddhist	Academic & Research	0.4%	0.3%	0.4%	0.2%	0.1%	0.1%
	Professional	0.4%	0.4%	0.4%	0.1%	0.1%	0.1%
Christian	Academic & Research	12.0%	11.8%	11.8%	4.0%	3.7%	3.4%
	Professional	13.5%	13.9%	12.7%	3.9%	4.0%	4.2%
Hindu	Academic & Research	1.1%	1.1%	1.0%	0.2%	0.2%	0.1%
	Professional	1.0%	0.8%	0.6%	0.2%	0.2%	0.2%
Jewish	Academic & Research	0.5%	0.5%	0.5%	0.2%	0.2%	0.2%
	Professional	0.0%	0.1%	0.3%	0.1%	0.1%	0.1%
Muslim	Academic & Research	2.2%	1.7%	1.6%	0.4%	0.2%	0.2%
	Professional	1.7%	1.4%	1.2%	0.3%	0.2%	0.2%
No Religion	Academic & Research	13.0%	13.8%	13.7%	3.5%	2.8%	2.7%
	Professional	15.2%	15.0%	14.5%	2.9%	3.1%	3.0%
Not Available	Academic & Research	3.4%	3.6%	4.0%	1.7%	1.8%	2.1%
	Professional	3.3%	3.5%	3.9%	0.9%	0.9%	0.9%
Prefer not to say	Academic & Research	5.1%	5.7%	6.5%	1.0%	1.0%	1.1%
	Professional	2.6%	3.1%	3.3%	0.7%	0.9%	1.1%
Sikh	Academic & Research	0.2%	0.2%	0.2%	0.1%	0.0%	0.1%
	Professional	0.3%	0.2%	0.2%		0.0%	0.0%
Spiritual	Academic & Research	0.8%	0.8%	0.8%	0.2%	0.2%	0.1%
	Professional	0.4%	0.4%	0.5%	0.1%	0.1%	0.1%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

Table 19: Profile of FT/PT by religion or belief, academic & research and professional

Sex	Category	Full Time			Part Time		
		2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Female	Academic & Research	19.2%	19.5%	20.0%	7.7%	7.0%	7.1%
	Professional	22.0%	22.7%	21.2%	8.5%	8.9%	9.1%
Male	Academic & Research	20.5%	20.9%	21.4%	3.9%	3.3%	3.1%
	Professional	17.3%	16.8%	16.9%	0.8%	0.9%	1.1%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

2021-22 2020-21 2019-20

Table 20: Profile of FT/PT by sex, academic & research and professional

Sexual Orientation	Category	Full Time			Part Time		
		2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Bisexual	Academic & Research	0.8%	0.9%	0.9%	0.2%	0.0%	0.1%
	Professional	0.5%	0.5%	0.4%	0.2%	0.2%	0.2%
Gay Man	Academic & Research	0.9%	0.8%	0.9%	0.1%	0.1%	0.1%
	Professional	0.8%	0.7%	0.8%			0.0%
Gay Woman/Lesbian	Academic & Research	0.4%	0.5%	0.5%	0.1%	0.1%	0.1%
	Professional	0.3%	0.3%	0.2%	0.1%	0.1%	0.0%
Heterosexual	Academic & Research	29.3%	29.3%	29.2%	8.5%	7.2%	6.8%
	Professional	31.6%	31.4%	29.7%	7.5%	7.7%	7.9%
Not Available	Academic & Research	3.0%	3.2%	3.6%	1.6%	1.8%	2.0%
	Professional	2.7%	2.9%	3.3%	0.9%	0.8%	0.9%
Other	Academic & Research	0.3%	0.3%	0.3%	0.2%	0.2%	0.0%
	Professional	0.4%	0.5%	0.4%		0.2%	0.1%
Prefer not to say	Academic & Research	5.0%	5.3%	6.1%	1.0%	1.0%	1.2%
	Professional	3.0%	3.3%	3.4%	0.7%	0.9%	1.1%
Grand Total		79.0%	79.9%	79.6%	21.0%	20.1%	20.4%

2021-22 2020-21 2019-20

Table 21: Profile of FT/PT by sexual orientation, academic & research and professional

PayScale grades

Annual reports are also published for both gender and ethnicity pay gap. These reports demonstrate a sustained trend in reducing these pay gaps.

Age

	Age Range	Other	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22 Academic & Research	66>	0.1%				0.3%	1.8%	1.0%	1.3%	0.2%	4.6%
	61-65	0.0%			0.1%	0.6%	3.7%	2.8%	2.1%	0.3%	9.6%
	56-60					0.8%	5.9%	4.4%	2.3%	0.2%	13.5%
	51-55	0.0%			0.3%	1.5%	5.9%	3.0%	2.6%	0.2%	13.5%
	46-50				0.1%	2.0%	6.6%	2.7%	1.8%	0.3%	13.6%
	41-45	0.1%			0.1%	2.4%	8.1%	3.3%	1.8%		15.8%
	36-40	0.2%			0.1%	3.4%	7.2%	1.4%	0.5%		12.9%
	31-35	0.2%	0.2%	0.0%	0.2%	5.4%	4.7%	0.6%	0.1%		11.4%
	26-30	0.3%	0.1%	0.2%	0.5%	2.6%	0.6%				4.3%
	25 and under	0.1%	0.2%	0.3%	0.2%						0.8%
	Total	1.1%	0.4%	0.5%	1.6%	19.0%	44.6%	19.1%	12.6%	1.0%	100.0%
2020-21 Academic & Research	66>	0.1%				0.2%	2.0%	0.5%	1.0%	0.2%	4.0%
	61-65	0.1%			0.1%	0.7%	3.6%	2.6%	1.8%	0.2%	9.0%
	56-60	0.0%			0.1%	0.8%	5.9%	4.9%	2.5%	0.4%	14.6%
	51-55	0.1%			0.1%	1.3%	6.2%	3.3%	3.0%	0.2%	14.3%
	46-50	0.0%				1.5%	7.3%	2.6%	1.7%	0.4%	13.6%
	41-45	0.0%			0.2%	2.1%	8.1%	3.0%	1.5%		15.0%
	36-40	0.2%			0.3%	3.6%	5.8%	1.4%	0.7%		12.1%
	31-35	0.3%	0.3%	0.1%	0.5%	5.8%	4.2%	0.3%	0.1%		11.5%
	26-30	0.6%	0.2%	0.3%	0.5%	3.4%	0.3%				5.4%
	25 and under	0.2%		0.2%	0.2%	0.1%					0.6%
	Total	1.6%	0.5%	0.5%	1.9%	19.6%	43.6%	18.7%	12.4%	1.3%	100.0%
2019-20 Academic & Research	66>	0.1%				0.2%	1.9%	0.5%	1.0%	0.2%	3.9%
	61-65	0.1%			0.1%	0.9%	4.1%	2.2%	2.1%	0.2%	9.5%
	56-60	0.0%				0.9%	6.5%	4.3%	3.1%	0.2%	14.9%
	51-55	0.0%			0.1%	1.4%	7.2%	3.8%	2.9%	0.4%	15.8%
	46-50	0.1%		0.0%		1.5%	5.9%	2.9%	2.2%	0.3%	13.0%
	41-45	0.0%		0.1%		3.0%	7.3%	2.9%	1.4%		14.7%
	36-40	0.1%		0.1%	0.2%	3.4%	5.5%	1.7%	0.7%		11.7%
	31-35	0.3%	0.3%		0.3%	5.0%	4.3%	0.1%	0.2%		10.5%
	26-30	0.4%	0.4%	0.2%	0.7%	3.2%	0.7%				5.5%
	25 and under	0.1%		0.2%		0.1%					0.4%
	Total	1.2%	0.6%	0.6%	1.4%	19.6%	43.5%	18.3%	13.6%	1.2%	100.0%

% of Total FTE

0.0% 8.1%

Figure 18: Academic grades by age

	Age Range	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22 Professional	66>			0.1%	0.4%	0.5%	0.1%	0.0%	0.3%	0.1%			1.5%
	61-65			0.6%	1.0%	2.1%	0.8%	1.0%	0.7%	0.4%	0.4%		7.1%
	56-60			0.4%	1.6%	3.4%	2.5%	1.4%	1.5%	1.3%	0.4%	0.2%	12.7%
	51-55			0.3%	1.5%	2.1%	2.2%	1.1%	2.3%	0.6%	0.6%	0.2%	11.0%
	46-50	0.1%	0.1%	0.3%	1.0%	2.3%	2.3%	1.2%	2.3%	1.1%	0.9%	0.4%	11.8%
	41-45	0.1%	0.1%		0.8%	1.6%	2.3%	2.0%	1.4%	0.4%	0.6%	0.1%	9.5%
	36-40	0.1%		0.3%	1.1%	2.7%	3.1%	1.9%	2.4%	0.7%	0.5%		12.7%
	31-35	0.2%		0.0%	1.1%	2.7%	3.9%	1.9%	1.9%	0.6%	0.2%		12.4%
	26-30	0.6%	0.1%	0.3%	1.7%	4.7%	3.4%	1.6%	0.4%				12.8%
	25 and under	1.0%	0.3%	0.7%	2.2%	3.2%	0.9%	0.2%					8.5%
	Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%
2020-21 Professional	66>			0.1%	0.4%	0.5%	0.2%	0.1%	0.2%	0.1%			1.6%
	61-65			0.5%	1.0%	2.0%	0.9%	0.4%	0.7%	0.4%	0.2%		6.3%
	56-60			0.3%	1.9%	3.3%	2.4%	1.9%	1.6%	0.8%	0.7%	0.3%	13.1%
	51-55			0.3%	2.2%	1.7%	2.4%	1.0%	2.4%	0.9%	0.7%	0.2%	11.8%
	46-50			0.3%	1.0%	2.3%	2.2%	1.4%	2.4%	0.8%	0.6%	0.4%	11.3%
	41-45	0.1%	0.1%	0.1%	0.6%	2.0%	2.1%	1.9%	1.6%	0.5%	0.9%		9.8%
	36-40			0.3%	1.6%	2.6%	2.8%	1.7%	2.6%	0.4%	0.5%		12.5%
	31-35			0.1%	1.2%	3.0%	3.3%	2.2%	1.7%	0.7%	0.2%		12.3%
	26-30	0.1%		0.5%	2.1%	3.9%	3.7%	1.6%	0.7%	0.1%	0.1%		12.8%
	25 and under	1.0%	0.8%	0.7%	2.2%	2.1%	1.4%	0.2%					8.4%
	Total	1.2%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20 Professional	66>	0.1%			0.2%	0.3%	0.1%	0.1%	0.1%	0.1%			1.0%
	61-65			0.3%	1.2%	2.3%	1.1%	0.3%	0.7%	0.2%	0.1%		6.1%
	56-60	0.1%		0.4%	2.0%	2.9%	2.0%	1.8%	1.8%	0.6%	0.7%	0.3%	12.7%
	51-55			0.5%	1.7%	2.2%	3.0%	1.1%	2.0%	1.0%	0.9%	0.2%	12.6%
	46-50			0.2%	1.5%	1.5%	2.3%	1.2%	2.5%	1.0%	0.2%	0.4%	10.9%
	41-45	0.1%		0.2%	0.5%	2.6%	1.9%	1.7%	1.8%	0.7%	0.9%		10.5%
	36-40			0.3%	1.7%	2.4%	3.4%	1.8%	2.1%	0.9%	0.4%		13.0%
	31-35	0.1%		0.0%	1.2%	2.4%	3.1%	2.8%	1.1%	0.6%	0.1%		11.6%
	26-30	0.0%	0.1%	0.4%	2.0%	4.3%	3.7%	1.7%	0.6%	0.1%	0.1%		13.0%
	25 and under	0.5%	1.0%	0.5%	2.8%	2.6%	0.8%	0.3%	0.1%				8.7%
	Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.9%	12.9%	5.3%	3.3%	0.9%	100.0%

% of Total FTE

0.0% 4.7%

Figure 19: Professional grades by age

Disability

		Disability	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22	Academic & Research	Disabled	0.1%				0.2%	0.1%	1.5%	4.1%	1.3%	0.8%		8.1%
		Not Disabled	1.0%			0.4%	0.3%	1.5%	16.8%	39.6%	17.6%	11.4%	1.0%	89.6%
		Prefer not to say						0.1%	0.7%	0.9%	0.2%	0.3%		2.3%
		Total	1.1%			0.4%	0.5%	1.6%	19.0%	44.6%	19.1%	12.6%	1.0%	100.0%
	Professional	Disabled	0.2%		0.4%	1.5%	2.9%	3.0%	1.2%	1.1%	0.4%	0.3%		11.0%
		Not Disabled	1.8%	0.6%	2.6%	10.5%	22.2%	18.3%	10.9%	11.6%	4.6%	3.4%	0.8%	87.3%
		Prefer not to say				0.3%	0.2%	0.3%	0.3%	0.4%	0.2%			1.8%
		Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%
2020-21	Academic & Research	Disabled	0.1%				0.2%	0.1%	1.5%	4.3%	1.1%	0.6%	0.1%	7.9%
		No Known Disability	1.5%			0.5%	0.4%	1.7%	17.3%	38.4%	17.3%	11.6%	1.2%	89.8%
		Prefer not to say						0.1%	0.7%	0.9%	0.3%	0.3%		2.3%
		Total	1.6%			0.5%	0.5%	1.9%	19.6%	43.6%	17.7%	12.4%	1.3%	100.0%
	Professional	Disabled	0.2%	0.1%	0.3%	1.5%	2.5%	2.8%	1.5%	1.4%	0.4%	0.4%		11.0%
		No Known Disability	1.0%	0.8%	3.0%	12.3%	20.1%	18.2%	10.5%	12.0%	4.1%	3.5%	0.7%	86.8%
		Prefer not to say				0.4%	0.3%	0.3%	0.3%	0.6%	0.2%		0.1%	2.1%
		Total	1.4%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20	Academic & Research	Disabled	0.1%					0.1%	1.6%	4.0%	1.0%	0.8%		7.7%
		No Known Disability	1.1%			0.6%	0.6%	1.2%	17.3%	38.4%	16.4%	12.3%	1.2%	89.5%
		Prefer not to say						0.1%	0.7%	1.1%	0.5%	0.5%		2.8%
		Total	1.2%			0.6%	0.6%	1.4%	19.6%	43.5%	17.3%	13.6%	1.2%	100.0%
	Professional	Disabled	0.0%	0.1%	0.2%	1.6%	2.4%	2.6%	1.8%	1.4%	0.6%	0.4%		11.1%
		No Known Disability	0.9%	1.0%	2.7%	12.8%	20.7%	18.6%	10.8%	11.0%	4.6%	2.9%	0.8%	86.8%
		Prefer not to say				0.3%	0.4%	0.2%	0.4%	0.5%	0.1%		0.1%	2.1%
		Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.5%	12.9%	5.3%	3.3%	0.9%	100.0%

% of Total FTE

0.0% 39.6%

Figure 20: Grade by disability, academic & research and professional

Gender Reassignment

		Gender Reassignment	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22	Academic & Research	Different to Birth						0.1%	0.4%	0.4%	0.0%	0.1%		1.1%
		Not Available	0.2%					0.1%	1.0%	4.9%	3.1%	1.5%	0.1%	10.9%
		Prefer not to say					0.0%		1.9%	8.5%	3.8%	2.7%	0.2%	17.0%
		Same as Birth	0.9%			0.4%	0.5%	1.4%	15.7%	30.8%	12.2%	8.2%	0.8%	71.0%
		Total	1.1%			0.4%	0.5%	1.6%	19.0%	44.6%	14.1%	12.6%	1.0%	100.0%
	Professional	Different to Birth				0.3%	0.3%	0.3%	0.3%	0.1%		0.1%		1.3%
		Not Available	0.3%		0.4%	1.0%	1.5%	2.7%	1.2%	2.0%	0.7%	0.3%		10.1%
		Prefer not to say	0.0%		0.2%	0.7%	2.3%	1.7%	1.1%	1.9%	0.6%	0.4%	0.1%	8.8%
		Same as Birth	1.7%	0.6%	2.4%	10.4%	21.2%	16.9%	9.9%	9.2%	4.0%	2.9%	0.7%	74.8%
		Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%
2020-21	Academic & Research	Different to Birth							0.4%	0.4%	0.1%	0.1%		1.1%
		Not Available	0.2%					0.2%	1.2%	5.4%	3.3%	1.6%	0.1%	12.0%
		Prefer not to say				0.2%	0.1%	0.1%	2.3%	9.7%	3.5%	2.7%	0.2%	18.8%
		Same as Birth	1.4%			0.3%	0.5%	1.6%	15.6%	28.1%	11.7%	7.9%	1.0%	68.1%
		Total	1.6%			0.5%	0.5%	1.9%	19.6%	43.6%	18.6%	12.4%	1.3%	100.0%
	Professional	Different to Birth	0.0%			0.2%	0.3%	0.1%	0.1%	0.1%				0.8%
		Not Available	0.0%		0.3%	1.2%	1.8%	2.8%	1.3%	2.1%	0.6%	0.3%		10.4%
		Prefer not to say			0.3%	0.9%	2.6%	2.0%	1.6%	2.1%	0.7%	0.5%	0.1%	10.8%
		Same as Birth	1.1%	0.9%	2.7%	11.9%	18.8%	16.4%	9.3%	9.7%	3.3%	3.1%	0.7%	78.0%
		Total	1.2%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20	Academic & Research	Different to Birth							0.1%	0.5%	0.2%	0.2%		1.0%
		Not Available	0.3%				0.0%	0.2%	1.9%	6.0%	3.5%	1.7%	0.1%	13.6%
		Prefer not to say				0.2%		0.2%	3.1%	10.6%	3.7%	2.9%	0.2%	20.9%
		Same as Birth	0.9%			0.5%	0.5%	1.0%	15.5%	26.4%	10.9%	8.9%	0.9%	64.5%
		Total	1.2%			0.6%	0.6%	1.4%	19.6%	43.5%	18.3%	13.6%	1.2%	100.0%
	Professional	Different to Birth	0.0%			0.1%	0.2%	0.1%		0.1%				0.6%
		Not Available	0.1%		0.3%	1.3%	2.1%	3.2%	1.3%	2.3%	0.7%	0.2%		11.4%
		Prefer not to say	0.1%		0.3%	1.0%	3.2%	2.5%	1.9%	1.8%	0.7%	0.5%	0.1%	12.0%
		Same as Birth	0.7%	1.1%	2.3%	12.4%	18.0%	15.7%	9.8%	8.7%	3.8%	2.7%	0.8%	76.0%
		Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.9%	12.9%	5.3%	3.3%	0.9%	100.0%

% of Total FTE

0.0% 30.8%

Figure 21: Grade by gender reassignment, academic & research and professional

Marital Status

		Marital Status	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22	Academic & Research	Married/Civil Partnership	0.3%			0.1%	0.0%	0.5%	4.2%	19.8%	7.8%	5.5%	0.5%	38.7%
		Not Available	0.4%				0.2%	0.4%	6.7%	14.1%	6.7%	4.9%	0.5%	33.9%
		Not Married/Civil Partnership	0.1%					0.1%	0.9%	1.3%	0.8%	0.6%		3.9%
		Other							0.5%	1.5%	0.6%	0.1%		2.7%
		Single	0.3%			0.3%	0.3%	0.6%	6.7%	7.9%	3.1%	1.4%		20.8%
		Total	1.1%			0.4%	0.5%	1.6%	19.0%	44.6%	19.1%	12.6%	1.0%	100.0%
	Professional	Married/Civil Partnership	0.2%		0.7%	3.0%	7.2%	7.3%	4.9%	6.5%	2.5%	2.1%	0.6%	35.1%
		Not Available	0.5%	0.5%	0.9%	4.8%	7.6%	5.8%	3.0%	3.6%	1.4%	0.9%	0.2%	29.1%
		Not Married/Civil Partnership	0.0%		0.0%	0.5%	1.2%	0.7%	1.0%	0.7%	0.2%	0.3%		4.6%
		Other			0.1%	0.1%	0.8%	1.3%	0.5%	0.4%	0.1%			3.3%
		Single	1.3%	0.1%	1.1%	4.1%	8.5%	6.5%	3.0%	2.0%	1.1%	0.4%		28.0%
		Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%
2020-21	Academic & Research	Married/Civil Partnership	0.1%				0.1%	0.4%	4.3%	18.8%	7.5%	5.5%	0.6%	37.4%
		Not Available	0.8%				0.1%	0.5%	7.2%	14.4%	7.3%	4.8%	0.6%	35.7%
		Not Married/Civil Partnership	0.2%			0.1%			1.2%	1.2%	0.6%	0.5%		3.8%
		Other						0.1%	0.5%	1.5%	0.3%	0.2%		2.5%
		Single	0.5%			0.4%	0.3%	0.9%	6.4%	7.8%	2.9%	1.4%		20.6%
		Total	1.6%			0.5%	0.5%	1.9%	19.6%	43.6%	18.7%	12.4%	1.3%	100.0%
	Professional	Married/Civil Partnership	0.1%		0.8%	3.0%	6.5%	7.0%	4.9%	6.5%	2.2%	2.1%	0.7%	33.6%
		Not Available	0.5%	0.8%	1.2%	6.1%	8.0%	5.8%	3.4%	3.8%	1.3%	1.1%	0.2%	32.2%
		Not Married/Civil Partnership			0.0%	0.6%	1.2%	0.7%	0.5%	1.0%	0.1%	0.3%		4.3%
		Other			0.1%	0.3%	0.9%	1.0%	0.5%	0.4%				3.2%
		Single	0.6%	0.1%	1.0%	4.3%	6.9%	6.9%	3.0%	2.2%	1.1%	0.5%		26.7%
		Total	1.2%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20	Academic & Research	Married/Civil Partnership	0.3%				0.2%	0.2%	5.2%	19.3%	7.5%	6.0%	0.5%	39.1%
		Not Available	0.6%				0.1%	0.4%	7.1%	13.8%	7.2%	5.5%	0.7%	35.4%
		Not Married/Civil Partnership	0.1%			0.1%			1.0%	1.4%	0.6%	0.6%		3.8%
		Other				0.1%		0.1%	0.3%	1.7%	0.3%	0.2%		2.6%
		Single	0.2%			0.5%	0.3%	0.6%	6.1%	7.3%	2.7%	1.4%		19.1%
		Total	1.2%			0.6%	0.6%	1.4%	19.6%	43.5%	18.3%	13.6%	1.2%	100.0%
	Professional	Married/Civil Partnership	0.2%		0.8%	3.2%	6.6%	7.7%	5.0%	6.7%	2.5%	2.1%	0.6%	35.4%
		Not Available	0.2%	0.9%	1.3%	6.2%	7.4%	5.6%	3.7%	3.5%	1.3%	0.7%	0.3%	31.0%
		Not Married/Civil Partnership			0.0%	0.6%	1.4%	0.6%	0.4%	0.8%	0.2%	0.2%		4.3%
		Other			0.2%	0.2%	0.9%	0.9%	0.6%	0.4%				3.1%
		Single	0.5%	0.3%	0.7%	4.6%	7.3%	6.6%	3.3%	1.5%	1.3%	0.3%		26.2%
		Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.9%	12.9%	5.3%	3.3%	0.9%	100.0%

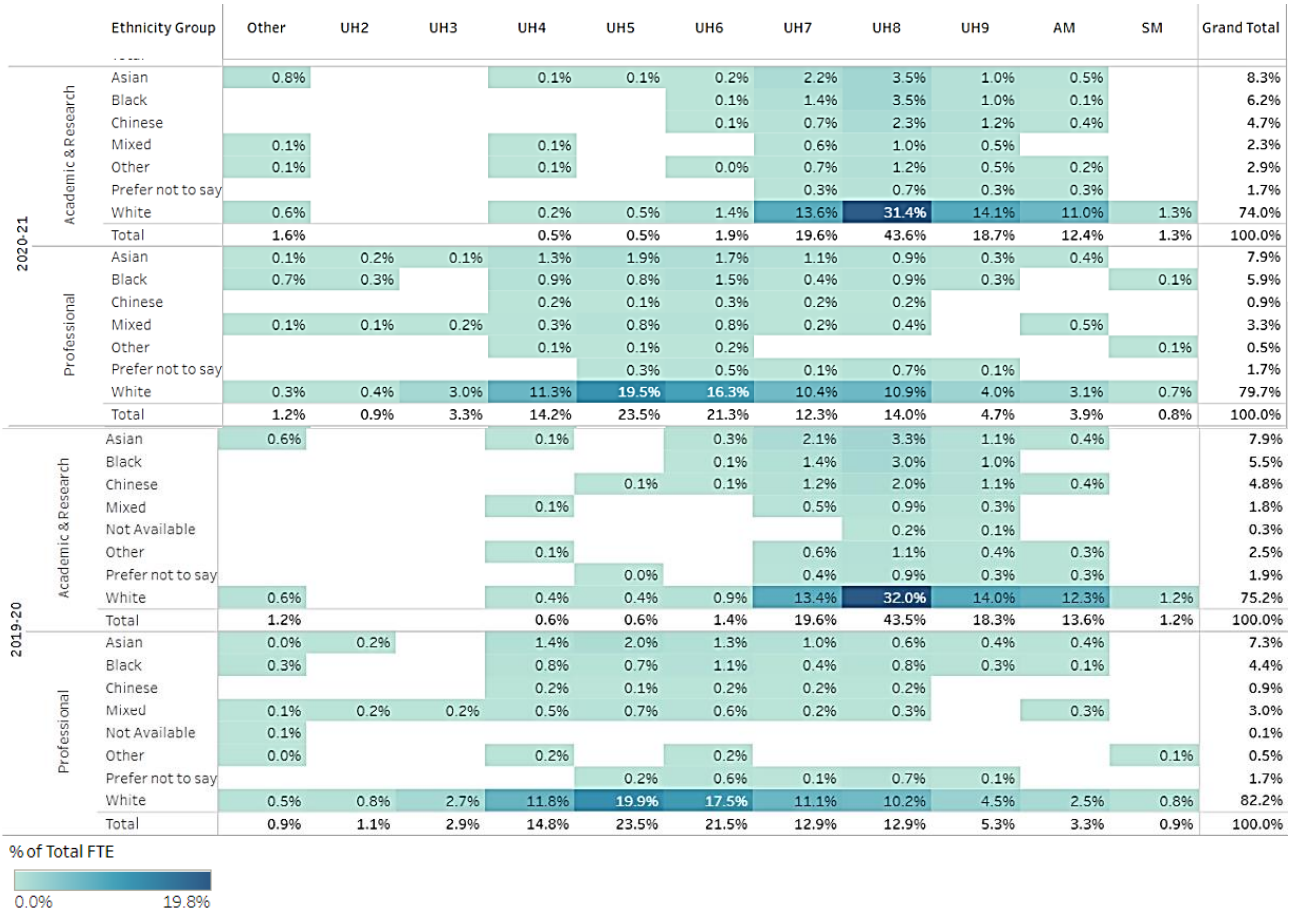
% of Total FTE

0.0% 19.8%

Figure 22: Grade by marital status, academic & research and professional

Race (Ethnicity)

		Ethnicity Group	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22	Academic & Research	Asian	0.5%			0.1%	0.1%	0.2%	2.2%	4.0%	1.3%	0.5%		8.9%
		Black				0.1%			2.1%	3.6%	0.9%	0.2%		6.9%
		Chinese	0.1%						1.0%	2.4%	1.3%	0.4%		5.2%
		Mixed	0.1%			0.1%			0.4%	1.2%	0.7%			2.5%
		Not Available							0.0%	0.2%	0.0%			0.2%
		Other	0.1%					0.0%	0.4%	1.2%	0.7%	0.2%		2.6%
		Prefer not to say							0.3%	0.6%	0.3%	0.3%		1.6%
		White	0.3%			0.2%	0.5%	1.3%	12.5%	31.5%	13.8%	11.0%	1.0%	72.2%
		Total	1.1%			0.4%	0.5%	1.6%	19.0%	44.6%	19.1%	12.6%	1.0%	100.0%
	Professional	Asian	0.8%	0.1%	0.1%	1.2%	2.6%	1.5%	1.2%	1.0%	0.4%	0.4%		9.2%
		Black	0.7%			0.4%	1.5%	1.2%	0.2%	0.7%	0.5%	0.1%	0.1%	5.4%
		Chinese				0.1%	0.3%	0.4%	0.3%	0.2%				1.3%
		Mixed	0.0%	0.2%		0.6%	0.8%	1.0%	0.2%	0.4%		0.4%		3.5%
		Not Available	0.0%				0.2%							0.2%
		Other	0.2%			0.2%	0.3%	0.2%					0.1%	1.0%
		Prefer not to say					0.2%	0.5%	0.0%	0.6%	0.1%			1.5%
		White	0.3%	0.3%	2.8%	9.9%	19.4%	16.7%	10.5%	10.2%	4.3%	2.8%	0.6%	77.9%
		Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%



		Ethnicity Group	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2020-21	Academic & Research	Asian	0.8%			0.1%	0.1%	0.2%	2.2%	3.5%	1.0%	0.5%		8.3%
		Black						0.1%	1.4%	3.5%	1.0%	0.1%		6.2%
		Chinese						0.1%	0.7%	2.3%	1.2%	0.4%		4.7%
		Mixed	0.1%			0.1%			0.6%	1.0%	0.5%			2.3%
		Other	0.1%			0.1%		0.0%	0.7%	1.2%	0.5%	0.2%		2.9%
		Prefer not to say							0.3%	0.7%	0.3%	0.3%		1.7%
		White	0.6%			0.2%	0.5%	1.4%	13.6%	31.4%	14.1%	11.0%	1.3%	74.0%
		Total	1.6%			0.5%	0.5%	1.9%	19.6%	43.6%	18.7%	12.4%	1.3%	100.0%
	Professional	Asian	0.1%	0.2%	0.1%	1.3%	1.9%	1.7%	1.1%	0.9%	0.3%	0.4%		7.9%
		Black	0.7%	0.3%		0.9%	0.8%	1.5%	0.4%	0.9%	0.3%		0.1%	5.9%
		Chinese				0.2%	0.1%	0.3%	0.2%	0.2%				0.9%
		Mixed	0.1%	0.1%	0.2%	0.3%	0.8%	0.8%	0.2%	0.4%		0.5%		3.3%
		Other				0.1%	0.1%	0.2%					0.1%	0.5%
		Prefer not to say					0.3%	0.5%	0.1%	0.7%	0.1%			1.7%
		White	0.3%	0.4%	3.0%	11.3%	19.5%	16.3%	10.4%	10.9%	4.0%	3.1%	0.7%	79.7%
		Total	1.2%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20	Academic & Research	Asian	0.6%			0.1%		0.3%	2.1%	3.3%	1.1%	0.4%		7.9%
		Black						0.1%	1.4%	3.0%	1.0%			5.5%
		Chinese					0.1%	0.1%	1.2%	2.0%	1.1%	0.4%		4.8%
		Mixed				0.1%			0.5%	0.9%	0.3%			1.8%
		Not Available								0.2%	0.1%			0.3%
		Other				0.1%			0.6%	1.1%	0.4%	0.3%		2.5%
		Prefer not to say					0.0%		0.4%	0.9%	0.3%	0.3%		1.9%
		White	0.6%			0.4%	0.4%	0.9%	13.4%	32.0%	14.0%	12.3%	1.2%	75.2%
		Total	1.2%			0.6%	0.6%	1.4%	19.6%	43.5%	18.3%	13.6%	1.2%	100.0%
	Professional	Asian	0.0%	0.2%		1.4%	2.0%	1.3%	1.0%	0.6%	0.4%	0.4%		7.3%
		Black	0.3%			0.8%	0.7%	1.1%	0.4%	0.8%	0.3%	0.1%		4.4%
		Chinese				0.2%	0.1%	0.2%	0.2%	0.2%				0.9%
		Mixed	0.1%	0.2%	0.2%	0.5%	0.7%	0.6%	0.2%	0.3%		0.3%		3.0%
		Not Available	0.1%											0.1%
		Other	0.0%			0.2%		0.2%					0.1%	0.5%
		Prefer not to say					0.2%	0.6%	0.1%	0.7%	0.1%			1.7%
		White	0.5%	0.8%	2.7%	11.8%	19.9%	17.5%	11.1%	10.2%	4.5%	2.5%	0.8%	82.2%
		Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.9%	12.9%	5.3%	3.3%	0.9%	100.0%

Figure 23: Grade by race/ethnicity, academic & research and professional

Religion or Belief

		Religion	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22	Academic & Research	Any Other Religion Or Belief							0.3%	1.0%	0.3%	0.2%		1.8%
		Buddhist							0.3%	0.5%	0.3%	0.1%		1.2%
		Christian				0.2%	0.0%	0.7%	6.3%	15.5%	5.0%	3.0%	0.5%	31.2%
		Hindu	0.2%			0.1%	0.0%	0.1%	0.6%	1.2%	0.3%			2.4%
		Jewish							0.1%	0.6%	0.6%	0.1%		1.4%
		Muslim	0.3%			0.1%	0.0%	0.1%	1.9%	2.1%	0.5%	0.2%		5.2%
		No Religion	0.4%			0.1%	0.4%	0.6%	7.4%	13.6%	5.5%	4.0%	0.3%	32.2%
		Not Available	0.1%					0.1%	0.9%	4.2%	2.7%	1.7%	0.1%	9.8%
		Prefer not to say	0.1%						1.0%	4.6%	3.4%	2.8%	0.1%	12.1%
		Sikh								0.4%	0.2%	0.1%		0.7%
		Spiritual							0.4%	0.9%	0.3%	0.4%		2.0%
		Total	1.1%			0.4%	0.5%	1.6%	19.0%	44.6%	19.1%	12.6%	1.0%	100.0%
	Professional	Any Other Religion Or Belief	0.1%			0.2%	0.5%	0.3%	0.3%	0.3%	0.1%			1.8%
		Buddhist	0.2%				0.4%	0.3%	0.1%	0.1%				1.0%
		Christian	0.8%	0.1%	1.3%	4.5%	9.5%	7.2%	4.2%	4.1%	2.0%	1.7%	0.5%	35.8%
		Hindu	0.3%			0.6%	0.6%	0.4%	0.5%	0.1%	0.1%			2.5%
		Jewish					0.1%	0.1%	0.1%					0.3%
		Muslim	0.4%	0.1%		0.4%	1.3%	0.9%	0.4%	0.2%	0.2%	0.2%		4.0%
		No Religion	0.2%	0.4%	0.8%	5.7%	9.9%	8.1%	5.2%	4.7%	1.4%	0.7%	0.2%	37.4%
		Not Available	0.1%		0.4%	0.9%	1.3%	2.4%	0.7%	1.7%	0.6%	0.5%		8.6%
		Prefer not to say			0.4%	0.1%	1.2%	1.4%	1.0%	1.7%	0.6%	0.5%	0.1%	6.9%
		Sikh			0.1%	0.1%	0.1%			0.3%	0.1%			0.6%
		Spiritual	0.0%				0.4%	0.3%	0.1%	0.0%	0.1%	0.1%	0.1%	1.2%
		Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%

2020-21	Academic & Research	Any Other Religion Or Belief						0.2%	1.0%	0.3%	0.2%		1.7%
		Buddhist	0.0%					0.1%	0.3%	0.2%	0.1%		0.8%
		Christian	0.1%			0.1%		0.6%	5.7%	15.6%	4.8%	3.0%	0.6%	30.6%
		Hindu	0.5%			0.1%	0.1%	0.1%	0.6%	1.2%	0.2%			2.6%
		Jewish							0.1%	0.7%	0.5%	0.1%		1.4%
		Muslim	0.3%			0.2%		0.1%	1.5%	1.1%	0.6%			3.7%
		No Religion	0.3%				0.5%	0.7%	8.5%	13.2%	5.2%	3.9%	0.5%	32.7%
		Not Available	0.2%					0.2%	1.2%	4.5%	2.9%	1.7%	0.1%	10.7%
		Prefer not to say	0.3%						1.4%	5.3%	3.4%	2.8%	0.1%	13.3%
		Sikh								0.3%	0.2%	0.1%		0.5%
		Spiritual				0.1%		0.2%	0.3%	0.6%	0.4%	0.4%		1.9%
		Total	1.6%			0.5%	0.5%	1.9%	19.6%	43.6%	18.7%	12.4%	1.3%	100.0%
	Professional	Any Other Religion Or Belief				0.3%	0.5%	0.3%	0.3%	0.2%	0.1%			1.7%
		Buddhist				0.3%	0.2%	0.3%	0.1%	0.1%				1.0%
		Christian	0.7%	0.6%	1.3%	5.5%	8.5%	7.5%	4.2%	4.0%	1.8%	1.9%	0.4%	36.3%
		Hindu	0.1%		0.1%	0.5%	0.4%	0.6%	0.3%	0.1%	0.1%			2.0%
		Jewish				0.1%	0.3%	0.1%						0.4%
		Muslim	0.1%	0.2%		0.3%	0.8%	1.0%	0.3%	0.2%	0.2%	0.2%		3.3%
		No Religion	0.2%	0.2%	1.2%	6.0%	9.4%	7.2%	5.0%	5.4%	1.1%	0.8%	0.2%	36.6%
		Not Available	0.0%		0.3%	0.9%	1.5%	2.6%	0.7%	1.9%	0.6%	0.4%		9.1%
		Prefer not to say			0.4%	0.2%	1.7%	1.5%	1.2%	1.9%	0.7%	0.5%	0.2%	8.1%
		Sikh				0.1%			0.1%	0.3%				0.5%
		Spiritual	0.0%				0.3%	0.3%	0.2%		0.1%	0.1%	0.1%	1.1%
		Total	1.2%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20	Academic & Research	Any Other Religion Or Belief							0.4%	1.0%	0.3%	0.2%		1.8%
		Buddhist	0.0%					0.1%	0.1%	0.4%	0.1%	0.2%		1.0%
		Christian				0.3%	0.1%	0.4%	5.4%	14.8%	4.6%	3.5%	0.6%	29.6%
		Hindu	0.3%			0.1%		0.1%	0.6%	1.1%	0.1%			2.2%
		Jewish							0.2%	0.6%	0.3%	0.2%		1.4%
		Muslim	0.2%			0.2%			1.4%	1.0%	0.6%			3.4%
		No Religion	0.2%				0.3%	0.6%	7.9%	12.8%	5.1%	4.3%	0.5%	31.8%
		Not Available	0.2%				0.1%	0.1%	1.5%	4.7%	3.2%	1.8%	0.1%	11.8%
		Prefer not to say	0.3%						2.0%	6.1%	3.5%	2.9%	0.1%	14.8%
		Sikh								0.3%	0.2%	0.1%		0.6%
		Spiritual				0.1%		0.1%	0.2%	0.7%	0.3%	0.4%		1.8%
		Total	1.2%			0.6%	0.6%	1.4%	19.6%	43.5%	18.3%	13.6%	1.2%	100.0%
	Professional	Any Other Religion Or Belief		0.1%		0.4%	0.4%	0.3%	0.3%	0.2%				1.6%
		Buddhist				0.4%	0.2%	0.3%	0.1%	0.1%				1.1%
		Christian	0.5%	0.2%	1.1%	5.3%	7.9%	7.6%	4.3%	3.8%	2.0%	1.9%	0.3%	34.8%
		Hindu	0.0%			0.4%	0.4%	0.6%	0.2%		0.1%			1.7%
		Jewish				0.2%	0.3%	0.1%	0.2%					0.7%
		Muslim	0.1%	0.1%		0.4%	1.0%	0.6%	0.2%	0.2%	0.3%	0.1%		2.9%
		No Religion	0.1%	0.7%	1.1%	6.1%	9.3%	7.1%	5.3%	4.6%	1.3%	0.3%	0.2%	36.2%
		Not Available	0.1%		0.3%	1.0%	1.8%	2.9%	0.8%	2.0%	0.8%	0.3%		10.1%
		Prefer not to say	0.1%		0.4%	0.3%	1.9%	1.9%	1.3%	1.8%	0.7%	0.5%	0.3%	9.2%
		Sikh				0.1%	0.1%			0.2%		0.1%		0.5%
		Spiritual	0.0%			0.2%	0.3%	0.2%	0.3%		0.1%	0.1%	0.1%	1.3%
		Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.9%	12.9%	5.3%	3.3%	0.9%	100.0%

% of Total FTE

0.0% 15.6%

Figure 24: Grade by religion or belief, academic & research and professional

Sex

		Sex	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22	Academic & Research	Female	0.5%			0.3%	0.4%	1.1%	10.2%	23.1%	10.2%	6.2%	0.4%	52.4%
		Male	0.6%			0.2%	0.1%	0.4%	8.8%	21.6%	8.9%	6.4%	0.6%	47.6%
		Total	1.1%			0.4%	0.5%	1.6%	19.0%	44.6%	19.1%	12.6%	1.0%	100.0%
	Professional	Female	0.6%	0.5%	1.7%	9.3%	17.7%	12.1%	8.3%	7.3%	2.2%	2.5%	0.6%	62.8%
		Male	1.4%	0.1%	1.2%	3.1%	7.6%	9.4%	4.2%	5.8%	3.0%	1.2%	0.3%	37.2%
		Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%
2020-21	Academic & Research	Female	0.4%			0.4%	0.5%	1.2%	9.8%	23.6%	10.0%	5.9%	0.5%	52.2%
		Male	1.2%			0.1%		0.6%	9.8%	20.0%	8.7%	6.5%	0.8%	47.8%
		Total	1.6%			0.5%	0.5%	1.9%	19.6%	43.6%	18.7%	12.4%	1.3%	100.0%
	Professional	Female	0.7%	0.7%	1.8%	10.1%	17.2%	12.3%	8.0%	8.1%	2.2%	2.5%	0.6%	64.0%
		Male	0.5%	0.2%	1.5%	4.1%	6.3%	9.1%	4.3%	5.9%	2.5%	1.4%	0.3%	36.0%
		Total	1.2%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20	Academic & Research	Female	0.5%			0.5%	0.6%	0.8%	10.1%	23.9%	9.5%	6.2%	0.6%	52.6%
		Male	0.8%			0.2%		0.6%	9.5%	19.5%	8.8%	7.4%	0.6%	47.4%
		Total	1.2%			0.6%	0.6%	1.4%	19.6%	43.5%	18.3%	13.6%	1.2%	100.0%
	Professional	Female	0.4%	0.6%	1.4%	10.7%	17.1%	12.3%	8.6%	7.0%	2.2%	2.0%	0.5%	62.8%
		Male	0.5%	0.5%	1.6%	4.1%	6.5%	9.2%	4.4%	5.9%	3.1%	1.3%	0.4%	37.2%
		Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.9%	12.9%	5.3%	3.3%	0.9%	100.0%

% of Total FTE

0.15% 45.51%

Figure 25: Grade by sex, academic & research and professional

Sexual Orientation

		Sexual Orientation	Other	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
2021-22	Academic & Research	Bisexual							0.5%	0.7%	0.2%	0.5%		1.9%
		Gay Man							0.4%	0.8%	0.3%	0.3%	0.1%	1.8%
		Gay Woman/Lesbian							0.2%	0.3%	0.2%	0.3%		1.1%
		Heterosexual	0.8%			0.4%	0.5%	1.3%	15.0%	34.0%	12.9%	7.8%	0.8%	73.6%
		Not Available	0.1%					0.1%	0.9%	1.9%	2.6%	1.3%	0.1%	9.0%
		Other	0.1%					0.1%	0.4%	0.1%	0.0%	0.2%		0.9%
		Prefer not to say	0.1%				0.0%	0.1%	1.5%	4.8%	3.0%	2.2%	0.1%	11.7%
		Total	1.1%			0.4%	0.7%	1.6%	19.0%	44.6%	19.1%	12.6%	1.0%	100.0%
	Professional	Bisexual	0.1%		0.1%	0.4%	0.3%	0.5%	0.1%	0.1%				1.6%
		Gay Man				0.1%	0.5%	0.4%	0.1%	0.1%	0.5%			1.6%
		Gay Woman/Lesbian				0.2%	0.1%	0.1%	0.2%		0.1%	0.1%		0.7%
		Heterosexual	1.8%	0.6%	2.2%	10.4%	21.2%	16.3%	10.2%	10.4%	1.8%	2.8%	0.7%	80.3%
		Not Available	0.2%		0.3%	0.8%	1.0%	2.0%	0.6%	1.5%	0.6%	0.5%		7.4%
		Other				0.1%	0.6%	0.1%	0.1%					0.9%
		Prefer not to say	0.0%		0.4%	0.4%	1.6%	2.2%	1.2%	1.1%	0.3%	0.3%	0.1%	7.5%
		Total	2.0%	0.6%	2.9%	12.4%	25.3%	21.5%	12.4%	13.1%	5.3%	3.7%	0.8%	100.0%
2020-21	Academic & Research	Bisexual						0.2%	0.4%	0.5%	0.3%	0.5%		1.8%
		Gay Man							0.4%	0.7%	0.4%	0.3%	0.2%	1.8%
		Gay Woman/Lesbian							0.3%	0.3%	0.1%	0.3%		1.0%
		Heterosexual	1.2%			0.5%	0.5%	1.5%	14.9%	32.8%	12.0%	7.8%	0.9%	72.2%
		Not Available	0.2%					0.1%	1.2%	4.2%	2.8%	1.2%	0.1%	9.7%
		Other							0.4%	0.2%	0.0%	0.2%		0.8%
		Prefer Not To Say	0.3%				0.1%	0.1%	2.0%	5.0%	3.0%	2.0%	0.1%	12.6%
		Total	1.6%			0.5%	0.5%	1.9%	19.6%	43.6%	17.7%	12.4%	1.3%	100.0%
	Professional	Bisexual			0.1%	0.3%	0.2%	0.3%	0.4%	0.2%				1.4%
		Gay Man				0.3%	0.3%	0.2%	0.1%	0.2%	0.4%	0.1%		1.5%
		Gay Woman/Lesbian	0.0%			0.1%		0.3%	0.2%		0.1%	0.1%		0.7%
		Heterosexual	1.1%	0.8%	2.6%	11.9%	18.7%	16.0%	9.5%	13.8%	3.2%	2.9%	0.7%	79.3%
		Not Available	0.0%		0.2%	0.8%	1.1%	2.2%	0.7%	1.5%	0.6%	0.4%		7.6%
		Other		0.1%		0.2%	0.4%	0.1%	0.1%	0.2%				1.0%
		Prefer Not To Say			0.4%	0.7%	1.8%	2.2%	1.3%	1.2%	0.3%	0.3%	0.2%	8.5%
		Total	1.2%	0.9%	3.3%	14.2%	23.5%	21.3%	12.3%	14.0%	4.7%	3.9%	0.8%	100.0%
2019-20	Academic & Research	Bisexual						0.1%	0.4%	0.6%	0.3%	0.5%		2.0%
		Gay Man						0.1%	0.4%	0.6%	0.4%	0.3%	0.2%	1.9%
		Gay Woman/Lesbian							0.3%	0.2%	0.2%	0.4%		1.1%
		Heterosexual	0.7%			0.6%	0.5%	1.0%	14.2%	31.8%	11.4%	8.5%	0.8%	69.7%
		Not Available	0.2%				0.0%	0.1%	1.5%	4.4%	3.1%	1.3%	0.1%	10.8%
		Other							0.2%	0.1%	0.1%	0.2%		0.6%
		Prefer Not To Say	0.3%					0.1%	2.5%	5.8%	2.9%	2.4%	0.1%	14.0%
		Total	1.2%			0.6%	0.6%	1.4%	19.6%	43.5%	18.3%	13.6%	1.2%	100.0%
	Professional	Bisexual	0.0%	0.1%		0.3%	0.1%	0.4%	0.2%	0.1%				1.2%
		Gay Man				0.2%	0.5%	0.2%	0.1%	0.3%	0.4%	0.1%		1.7%
		Gay Woman/Lesbian						0.3%	0.1%			0.1%		0.5%
		Heterosexual	0.7%	1.0%	2.3%	12.2%	19.2%	15.8%	10.0%	9.5%	3.8%	2.5%	0.6%	77.7%
		Not Available	0.1%		0.2%	0.9%	1.4%	2.4%	0.8%	1.6%	0.8%	0.3%		8.6%
		Other				0.2%	0.3%	0.2%	0.3%	0.1%				1.0%
		Prefer Not To Say	0.1%		0.4%	1.1%	2.0%	2.1%	1.4%	1.3%	0.3%	0.3%	0.3%	9.2%
		Total	0.9%	1.1%	2.9%	14.8%	23.5%	21.5%	12.9%	12.9%	5.3%	3.3%	0.9%	100.0%

% of Total FTE

0.0% 34.0%

Figure 26: Grade by sexual orientation, academic & research and professional

Training and development

All staff are entitled to participate in learning and development activities. The HR team record attendance at workshops they organise, and department based superusers can record other workshops. External programmes are not recorded.

	2021-22		2020-21		2019-20	
Course Category	N	0%	N	0%	N	0%
About UH	437	4.3%	299	3.0%	366	5.0%
Conferences	72	0.7%	381	3.8%	274	3.7%
Enhancing Educational Practice	725	7.1%	1,447	14.5%	1,328	18.0%
Equality and Diversity	747	7.4%	586	5.9%	274	3.7%
Health Safety and Wellbeing	641	6.3%	528	5.3%	882	11.9%
Herts Helper					201	2.7%
IT Systems and Applications	975	9.6%	867	8.7%	778	10.5%
Leadership and Management	686	6.8%	753	7.6%	357	4.8%
Online Training	5,025	49.5%	4,111	41.2%	1,845	25.0%
Personal Skills	37	0.4%	16	0.2%	239	3.2%
Professional and Administrative Practice	606	6.0%	676	6.8%	388	5.3%
Research Practice	210	2.1%	309	3.1%	449	6.1%
Grand Total	10,161	100.0%	9,973	100.0%	7,381	100.0%

2021-22 2020-21 2019-20

Table 22: All training and development staff attendance by course category

Category	Age Range	2018-19	2019-20	2020-21
Academic & Research	66>	0.8%	1.3%	1.9%
	61-65	3.3%	3.9%	3.8%
	56-60	5.6%	7.4%	7.3%
	51-55	6.9%	7.8%	7.2%
	46-50	5.5%	6.7%	7.3%
	41-45	6.0%	8.1%	8.4%
	36-40	5.3%	5.5%	6.2%
	31-35	5.0%	6.1%	6.3%
	26-30	3.1%	3.1%	2.6%
	25 and under	0.5%	0.2%	0.4%
	Total	42.0%	50.2%	51.4%
Professional	66>	0.3%	0.2%	0.5%
	61-65	3.1%	2.1%	3.3%
	56-60	7.2%	6.2%	6.1%
	51-55	8.1%	6.2%	5.5%
	46-50	6.5%	5.0%	4.4%
	41-45	5.5%	5.4%	4.9%
	36-40	7.3%	5.8%	6.3%
	31-35	7.1%	5.1%	5.8%
	26-30	6.7%	7.8%	5.9%
	25 and under	6.1%	5.8%	5.9%
	Total	58.0%	49.8%	48.6%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Category	Age Range	2021-22	2020-21	2019-20
Academic & Research	66>	1.4%	1.9%	1.3%
	61-65	3.5%	3.8%	3.9%
	56-60	4.7%	7.3%	7.4%
	51-55	4.8%	7.2%	7.8%
	46-50	6.4%	7.3%	6.7%
	41-45	8.1%	8.4%	8.1%
	36-40	7.5%	6.2%	5.5%
	31-35	5.7%	6.3%	6.1%
	26-30	2.7%	2.6%	3.1%
	25 and under	0.6%	0.4%	0.2%
	Total	45.3%	51.4%	50.2%
Professional	66>	0.4%	0.5%	0.2%
	61-65	3.0%	3.3%	2.1%
	56-60	6.4%	6.1%	6.2%
	51-55	5.4%	5.5%	6.2%
	46-50	6.0%	4.4%	5.0%
	41-45	4.4%	4.9%	5.4%
	36-40	6.7%	6.3%	5.8%
	31-35	7.4%	5.8%	5.1%
	26-30	7.6%	5.9%	7.8%
	25 and under	7.3%	5.9%	5.8%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 23: Training and development by age, academic & research and professional

Category	Disability	2021-22	2020-21	2019-20
Academic & Research	Disabled	3.3%	4.3%	3.3%
	No Known Disability		45.7%	45.6%
	Not Disabled	41.1%		
	Prefer not to say	0.9%	1.5%	1.3%
	Total	45.3%	51.4%	50.2%
Professional	Disabled	6.2%	3.9%	5.9%
	No Known Disability		44.1%	43.3%
	Not Disabled	48.0%		
	Prefer not to say	0.5%	0.6%	0.6%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 24: Training and development by disability, academic & research and professional

Category	Gender Reassignment	2021-22	2020-21	2019-20
Academic & Research	Different to Birth	0.4%	0.7%	0.4%
	Not Available	3.2%	4.7%	5.1%
	Prefer not to say	5.3%	7.5%	8.1%
	Same as Birth	36.4%	38.4%	36.6%
	Total	45.3%	51.4%	50.2%
Professional	Different to Birth	1.1%	0.5%	0.4%
	Not Available	3.3%	3.5%	4.3%
	Prefer not to say	3.4%	4.9%	5.8%
	Same as Birth	46.9%	39.7%	39.3%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 25: Training and development by gender reassignment, academic & research and professional

Category	Marital Status	2021-22	2020-21	2019-20
Academic & Research	Married/Civil Partnership	17.7%	18.3%	18.0%
	Not Available	14.2%	20.5%	21.0%
	Not Married/Civil Partnership	2.0%	1.8%	1.6%
	Other	1.1%	1.1%	1.0%
	Single	10.4%	9.6%	8.6%
	Total	45.3%	51.4%	50.2%
Professional	Married/Civil Partnership	19.6%	13.5%	15.6%
	Not Available	14.1%	20.8%	19.5%
	Not Married/Civil Partnership	2.3%	1.8%	1.4%
	Other	2.0%	1.3%	1.0%
	Single	16.7%	11.2%	12.2%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 26: Training and development by marital status, academic & research and professional

Category	Ethnicity Group	2021-22	2020-21	2019-20
Academic & Research	Asian	4.5%	3.9%	4.2%
	Black	3.9%	3.2%	3.9%
	Chinese	3.6%	2.9%	2.4%
	Mixed	1.3%	1.7%	1.4%
	Not Available	0.2%		0.0%
	Other	1.4%	1.8%	1.3%
	Prefer not to say	0.5%	0.7%	0.9%
	White	30.1%	37.2%	36.1%
	Total	45.3%	51.4%	50.2%
Professional	Asian	5.3%	3.5%	3.0%
	Black	3.5%	3.3%	2.3%
	Chinese	0.7%	0.5%	0.4%
	Mixed	1.9%	2.0%	1.3%
	Not Available	0.2%		0.1%
	Other	0.5%	0.3%	0.1%
	Prefer not to say	0.4%	0.4%	0.8%
	White	2.1%	38.5%	41.9%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

Table 27: Training and development by race (ethnicity), academic & research and professional

Category	Religion	2021-22	2020-21	2019-20
Academic & Research	Any Other Religion Or Belief	0.7%	0.8%	0.9%
	Buddhist	0.9%	0.7%	0.5%
	Christian	14.8%	16.8%	16.6%
	Hindu	1.1%	1.2%	1.0%
	Jewish	0.5%	0.9%	1.0%
	Muslim	3.4%	2.2%	2.6%
	No Religion	15.2%	17.5%	15.9%
	Not Available	3.0%	4.2%	4.3%
	Prefer not to say	4.1%	5.8%	5.9%
	Sikh	0.6%	0.1%	0.4%
	Spiritual	1.1%	1.2%	1.1%
	Total	45.3%	51.4%	50.2%
Professional	Any Other Religion Or Belief	1.2%	0.9%	0.7%
	Buddhist	0.6%	0.4%	0.5%
	Christian	22.3%	19.9%	19.8%
	Hindu	0.9%	1.1%	0.6%
	Jewish	0.2%	0.1%	0.4%
	Muslim	2.7%	1.2%	1.3%
	No Religion	20.2%	18.4%	18.3%
	Not Available	2.6%	3.1%	3.8%
	Prefer not to say	2.8%	3.3%	3.8%
	Sikh	0.5%	0.1%	0.2%
	Spiritual	0.5%	0.2%	0.5%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 28: Training and development by religion or belief, academic & research and professional

Category	Sex	2021-22	2020-21	2019-20
Academic & Research	Female	24.9%	30.9%	31.2%
	Male	20.4%	20.5%	19.0%
	Total	45.3%	51.4%	50.2%
Professional	Female	35.2%	31.1%	30.4%
	Male	19.5%	17.5%	19.4%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 29: Training and development by sex, academic & research and professional

Category	Sexual Orientation	2021-22	2020-21	2019-20
Academic & Research	Bisexual	1.1%	0.7%	0.9%
	Gay Man	0.8%	1.0%	1.1%
	Gay Woman/Lesbian	0.3%	0.5%	0.7%
	Heterosexual	35.2%	39.3%	37.5%
	Not Available	2.6%	3.7%	4.0%
	Other	0.5%	0.6%	0.2%
	Prefer Not To Say	4.8%	5.6%	5.9%
	Total	45.3%	51.4%	50.2%
Professional	Bisexual	1.1%	0.7%	0.9%
	Gay Man	0.9%	0.5%	1.1%
	Gay Woman/Lesbian	0.6%	0.7%	0.1%
	Heterosexual	46.2%	40.4%	39.5%
	Not Available	2.4%	2.5%	3.1%
	Other	0.8%	0.4%	0.5%
	Prefer not to say	2.7%	3.5%	4.6%
	Total	54.7%	48.6%	49.8%
Grand Total		100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 30: Training and development by sexual orientation, academic & research and professional

Ethnicity Band	Ethnicity Group	Sex	2021-22	2020-21	2019-20
BAME	Asian	Female	5.2%	3.3%	2.8%
		Male	3.2%	0.9%	2.2%
	Black	Female	4.7%	2.0%	4.5%
		Male	2.3%	1.5%	2.2%
	Chinese	Female	2.9%	5.4%	2.0%
		Male	1.[illegible]%	0.1%	0.6%
	Mixed	Female	2.9%	3.9%	0.6%
		Male	0.7%	1.1%	2.0%
	Other	Female	0.1%	1.5%	0.8%
		Male	1.2%		0.6%
	Total		25.1%	1[illegible].7%	18.2%
Not Available	Not Available	Female	0.3%		
	Total		0.3%		
Prefer not to say	Prefer not to say	Female	0.1%	1.2%	
		Male		0.4%	0.6%
	Total		0.1%	1.6%	0.6%
White	White	Female	57.1%	52.7%	58.8%
		Male	17.3%	26.0%	22.4%
	Total		74.5%	[illegible]8.8%	81.2%
Grand Total			100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 31a: Leadership and development intersectional for both race(ethnicity)/sex

Sex	Ethnicity Band	Ethnicity Group	2021-22	2020-21	2019-20
Female	BAME	Asian	5.2%	3.3%	2.8%
		Black	4.7%	2.0%	4.5%
		Chinese	2.9%	5.4%	2.0%
		Mixed	2.9%	3.9%	0.6%
		Other	0.1%	1.5%	0.8%
		Total	15.9%	16.1%	10.6%
	Not Available	Not Available	0.3%		
		Total	0.3%		
	Prefer not to say	Prefer not to say	0.1%	1.2%	
		Total	0.1%	1.2%	
	White	White	57.1%	52.7%	58.8%
		Total	57.1%	52.7%	58.8%
Male	BAME	Asian	3.2%	0.9%	2.2%
		Black	2.3%	1.5%	2.2%
		Chinese	1.7%	0.1%	0.6%
		Mixed	0.7%	1.1%	2.0%
		Other	1.2%		0.6%
		Total	9. %	3.6%	7.6%
	Prefer not to say	Prefer not to say		0.4%	0.6%
		Total		0.4%	0.6%
	White	White	17.3%	26.0%	22.4%
		Total	17.3%	26.0%	22.4%
Grand Total			100.0%	100.0%	100.0%

2021-22 2020-21 2019-20

Table 31b: Leadership and development intersectional for both race (ethnicity)/sex

Academic promotions

Figure 27 below shows applications received during 2021/22 by a range of age groups.

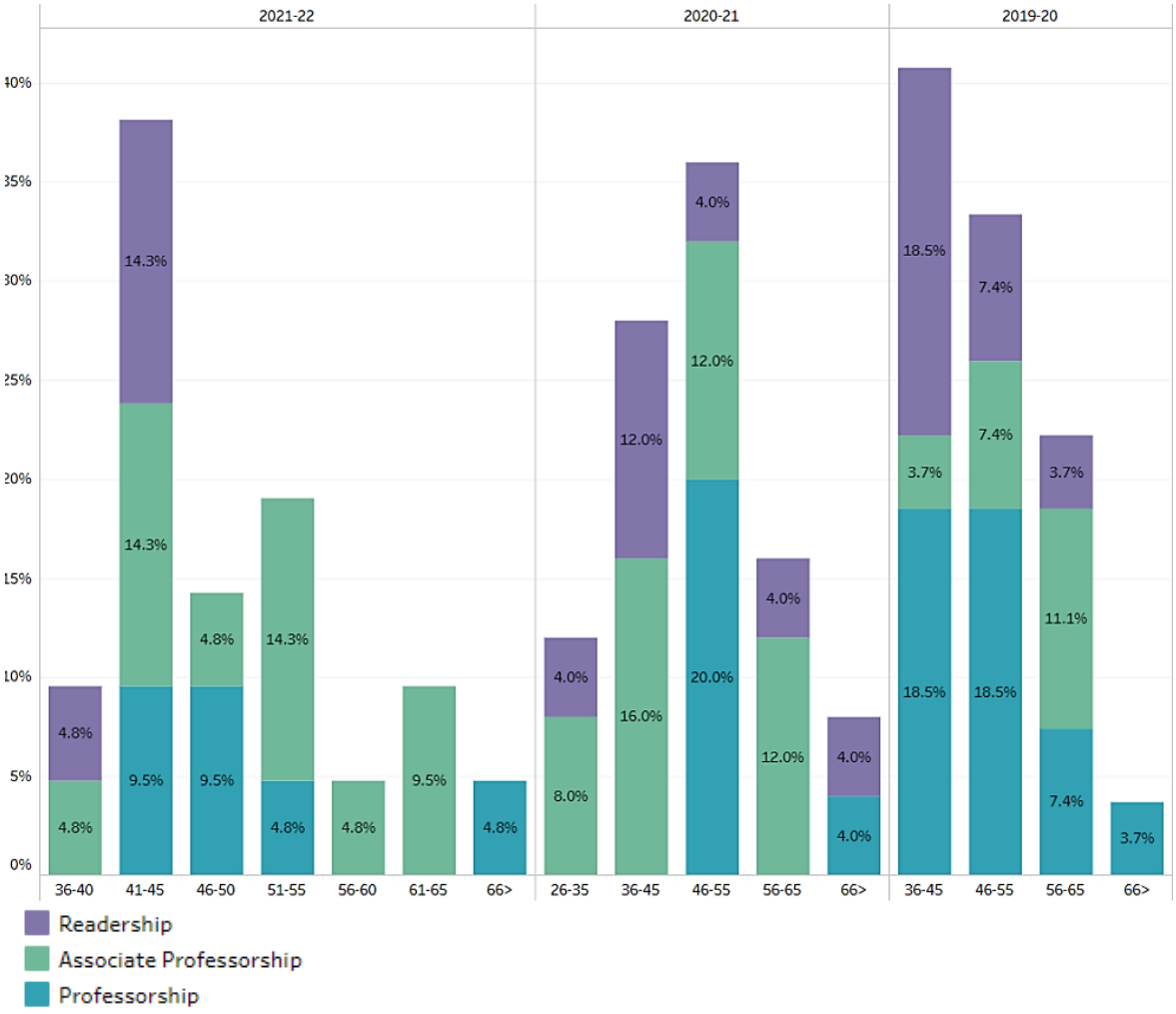


Figure 27: Academic promotions by age range

Successful professorship applicants with a declared disability was 33.3%. The recorded disability for associate professorship had decreased from 16.7% to 9.1% in 2021-22.

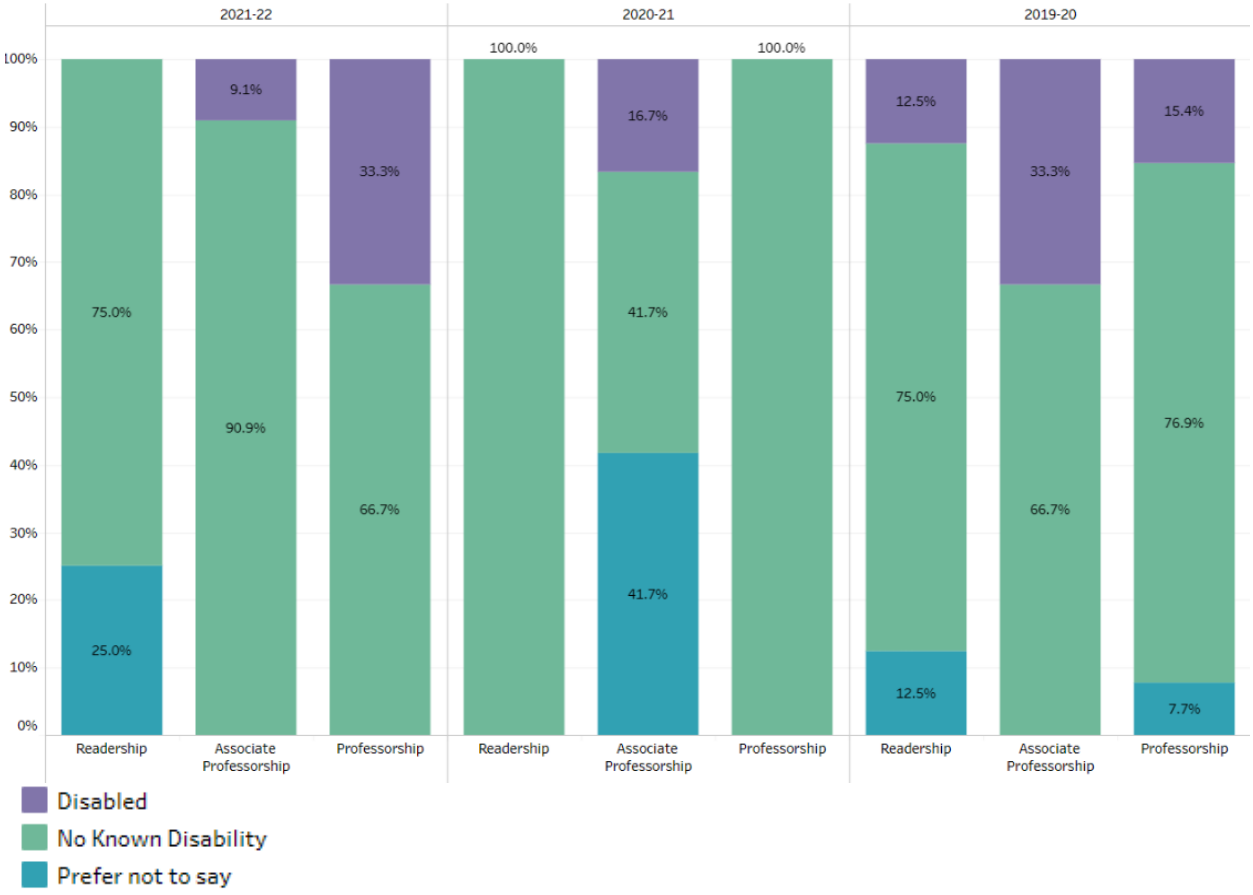


Figure 28: Academic promotions by disability

In 2021-22, 71.4% successful applicants declared their gender the same as birth, 9.5% had chosen prefer not to say and 19.1% was not available (figure 29 refers).

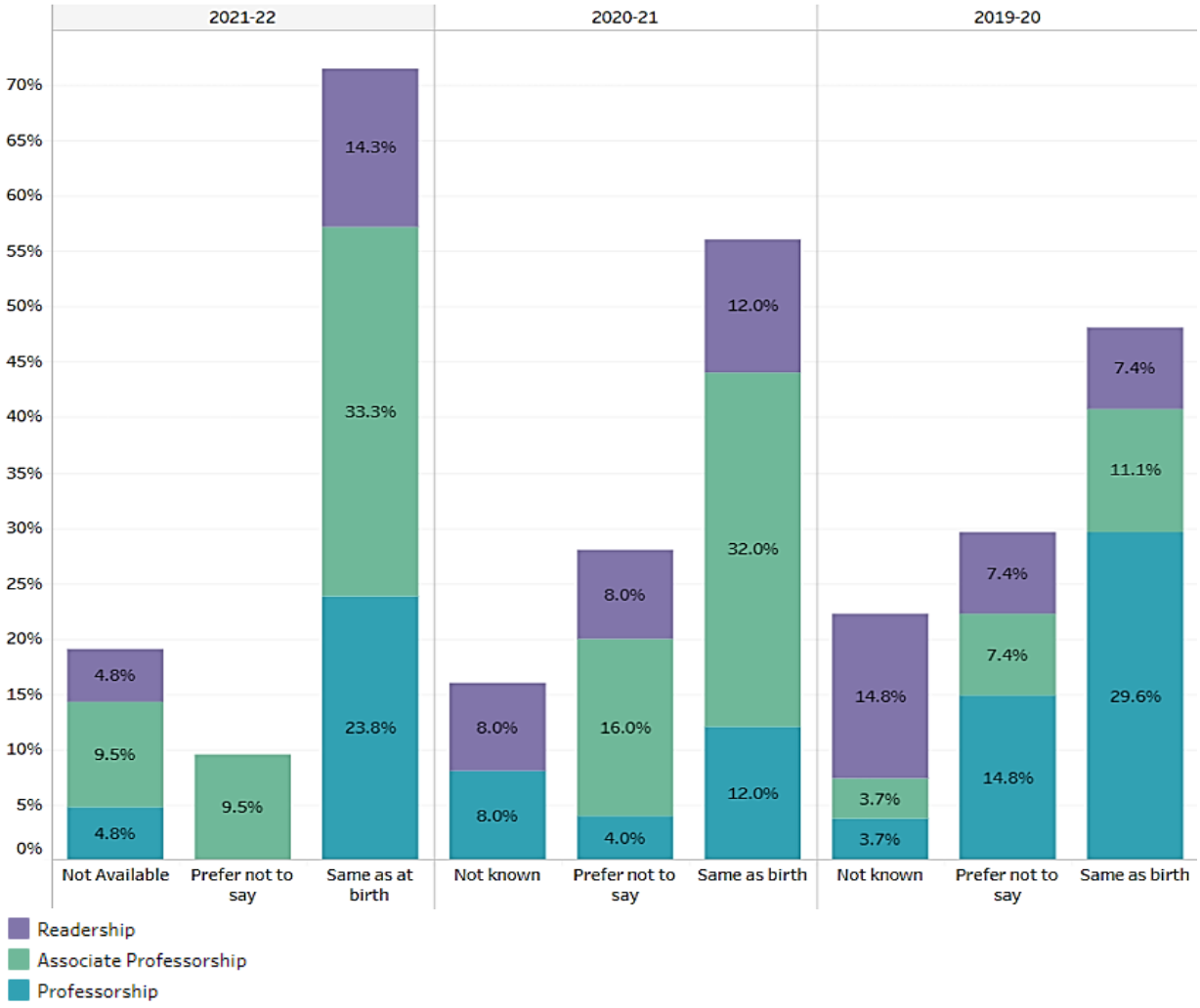
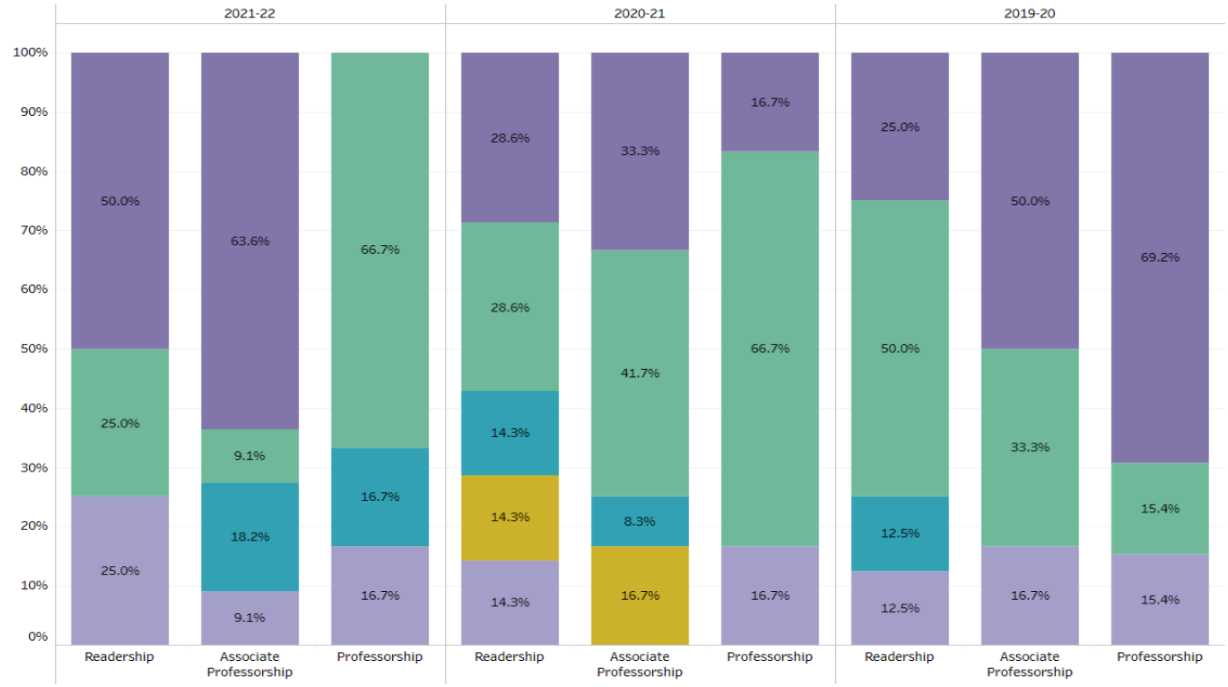


Figure 29: Academic promotions by gender reassignment (trans)

Figure 30 outlines significant levels of unknown marital status, especially successful applicants in the professorship category (66.7%) during 2021-22.



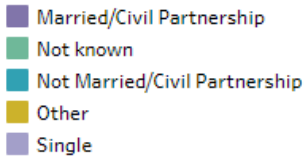


Figure 30: Academic promotions by marital status

The 2021-22 data captures different ethnicity proportions including 18.2% of black associate professorships. Similar to the previous year, there is a continuing trend for more diverse ethnicity range within associate professorships and professorships. Successful applicants to readership level were 100% white, which is different than in previous years.

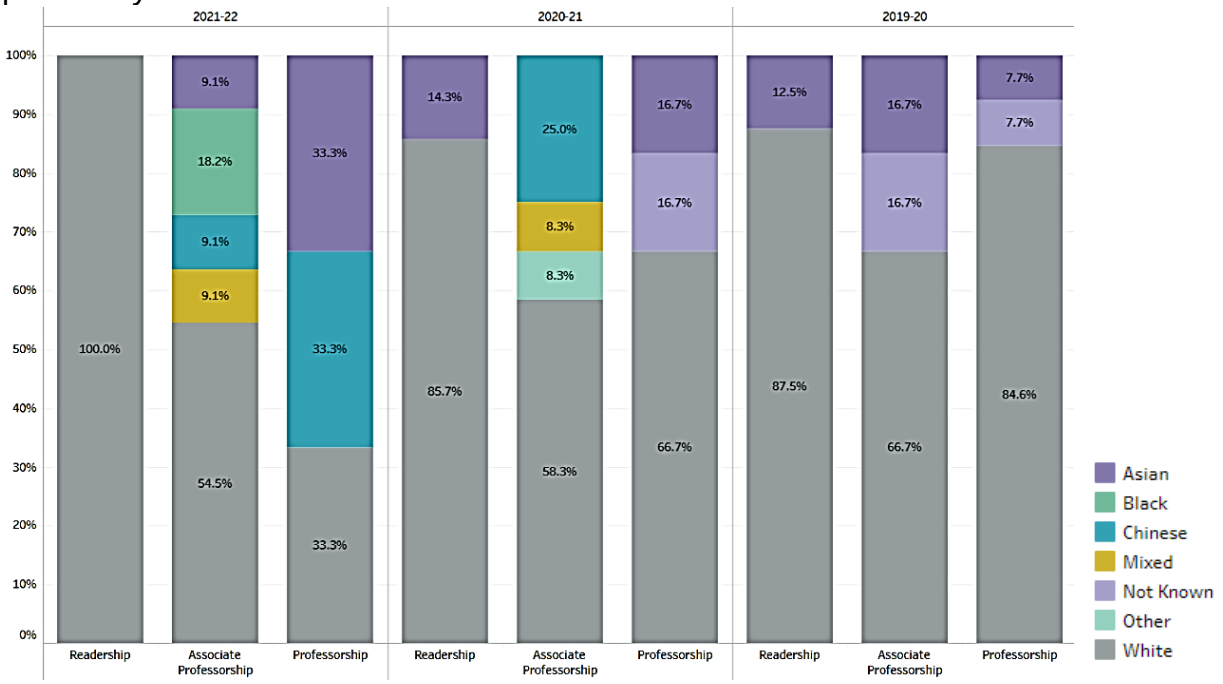


Figure 31: Academic promotions by race/ethnicity

Successful staff within the academic promotions process have declared a broad range of religions/beliefs (see Figure 32).

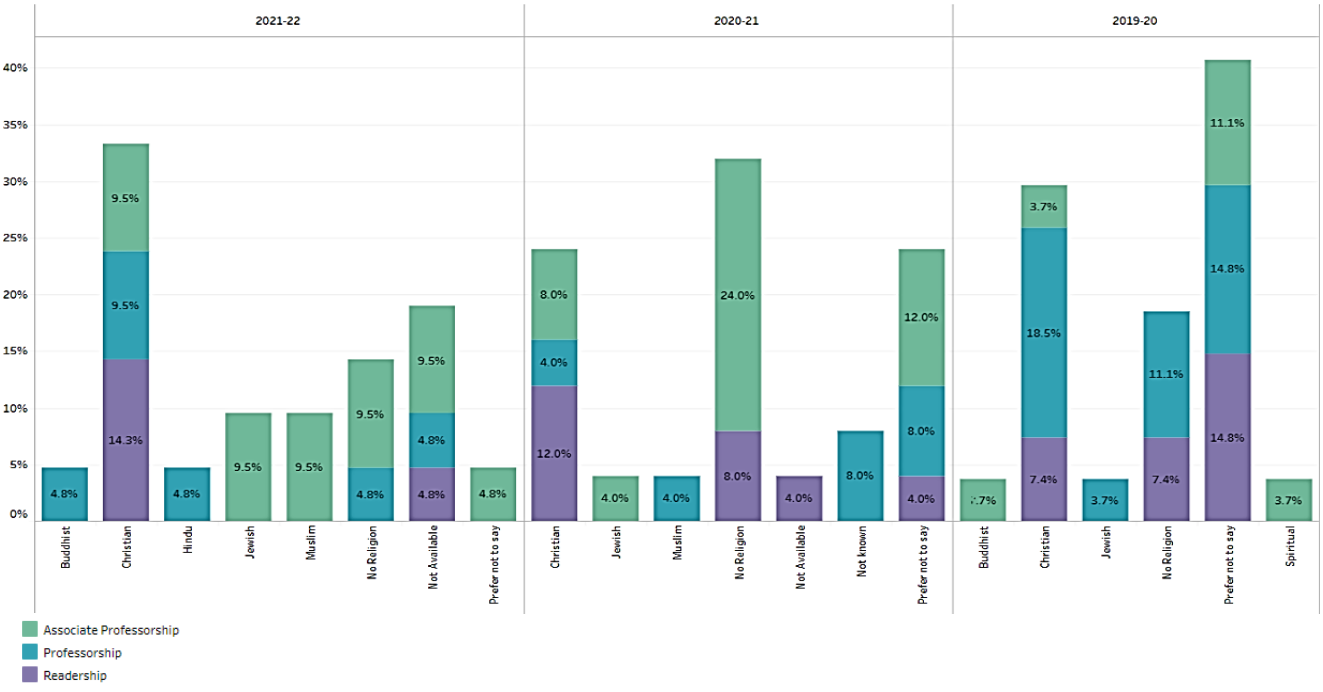


Figure 32: Academic promotions by religion or belief

Figure 33, outlines gender equality present within academic promotions in 2021-22. For readerships, we can see an equal distribution of female/male applicants (50%/50%). For both associate professorship and professorships, there are more successful female applicants to male.

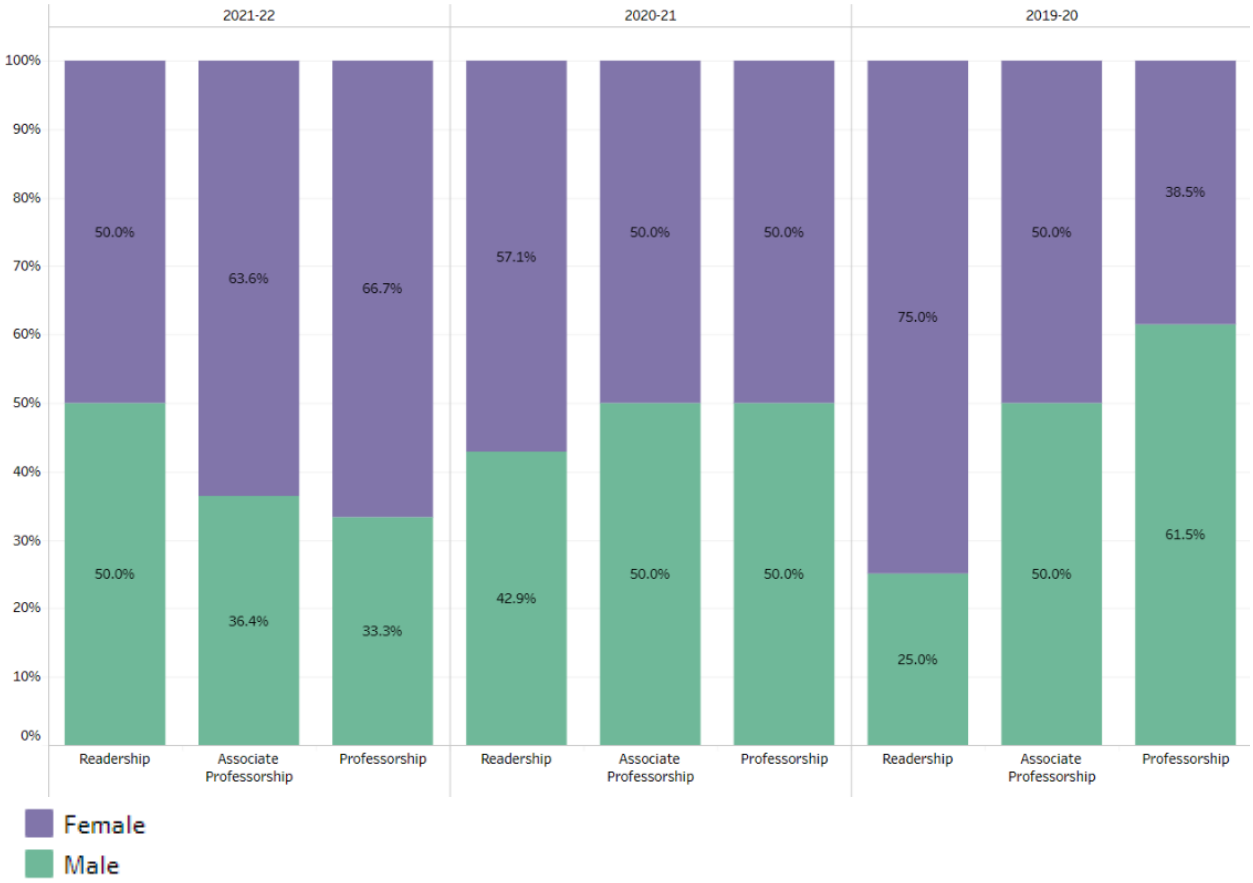


Figure 33: Academic promotions by sex

In 2021-22, not known declarations are identified (25% readership, 9,1% associate professorship and 16.7% professorships). 9.1% associate professorships chose the prefer not to say option. However, there is a range of sexual orientation declared at professorship level.

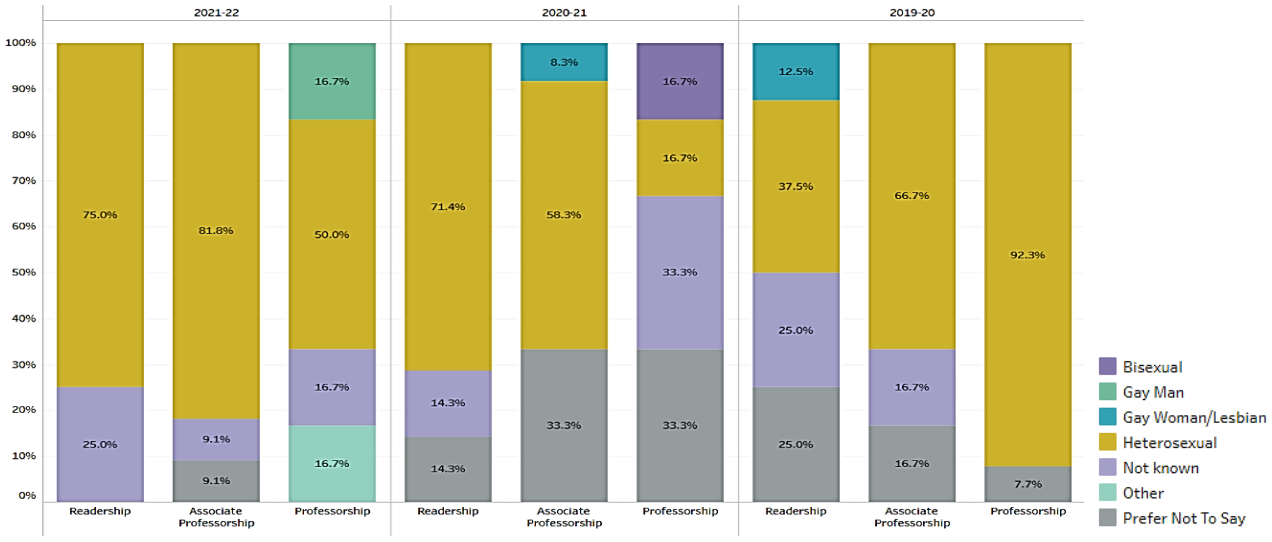


Figure 34: Academic promotions by sexual orientation

The chart below details professors by ethnicity and sex. We can see that white professors are still the largest group with female professorships increasing from 25.6% in 2020-21 to 26.9% in 2021-22. Male professors have decreased from 61% last year (2020-21) to 54.9% in the current year (2021-22). Asian female professors continue to increase (to 5.7%) whilst Asian, Black, Chinese, Other males have all decreased to 1.9%. Prefer not to say information shows that female professors have stayed at a similar rate (1.2% in 2020-21 to 1.1% in 2021-22), and male professors have increased from 2.0% to 3.8%.

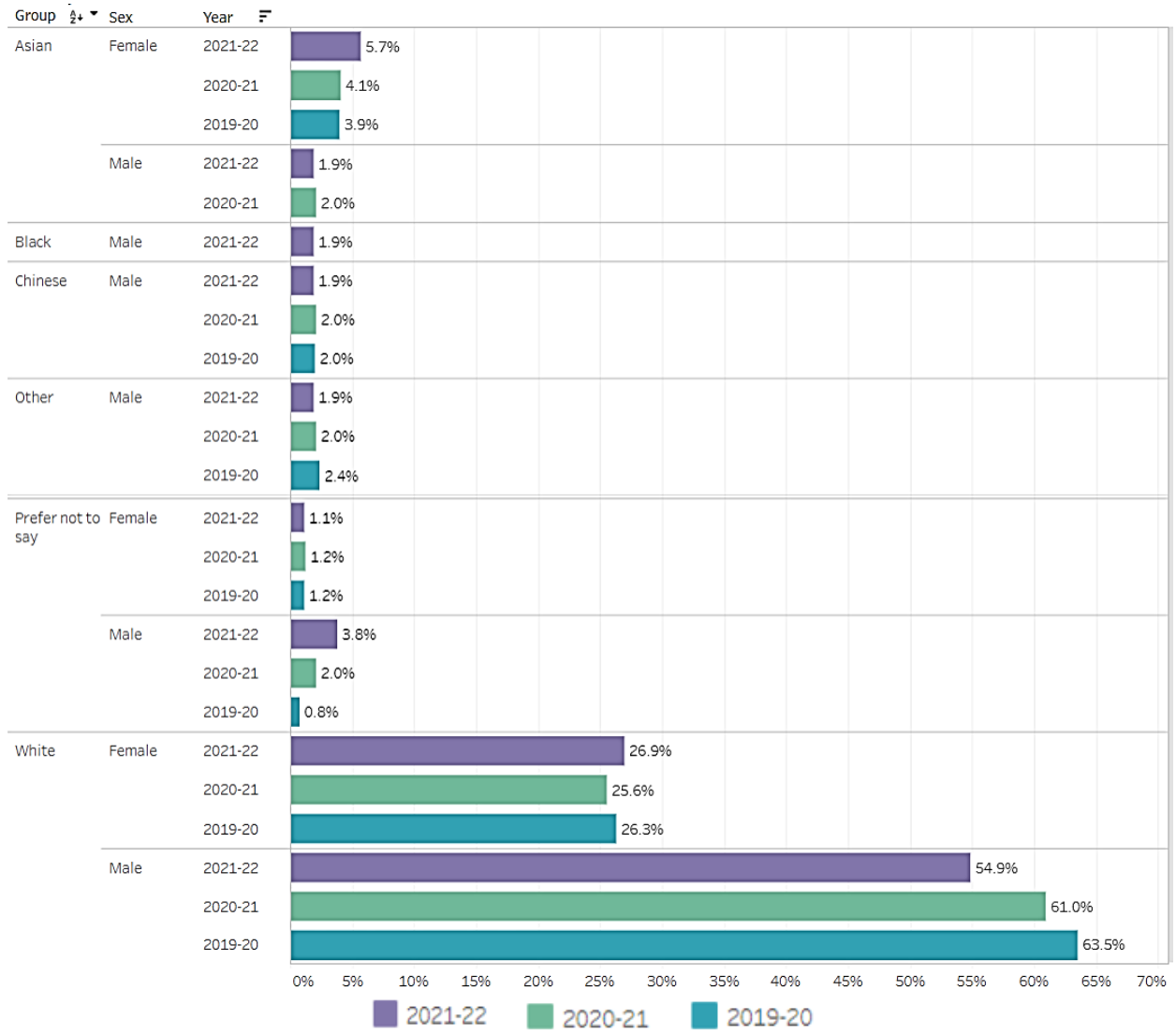


Figure 35: Professors by race (ethnicity) and sex

Conduct Grievances

There were 2 formal grievances reported for 2021-22 academic year, which is half of the overall amount from 2020-21 academic year (4). In 2019-20 there were 8 formal grievances and cases continue to decrease.

NB. *Smaller numbers of cases make significant differences to percentages. For example, 1 case during 2019-20 equated to 13%, compared to 2021-22 where the same number (1 case) equates to 50%.*

Disciplinaries

There were 10 formal disciplinaries in 2021-22, which is 3 less than 2020-21 (13), and 3 more than 2019-22 (7). It is noted that there is a slight drop in the number of cases this year, but worth noting that the number of cases is on a par with earlier years.

Leavers

For 2021/22, turnover for academic and research staff was split to give the individual breakdown for both categories. Records show that during 2021/22 that turnover for academic staff is 8.6% and for research staff 20.7%. Most research contracts are fixed term (FTC). For professional staff, turnover increased from 10.6% to 14.5%, which is in line with the previous year (2019-20).

Category	2019-20	2020-21	2021-22
Academic & Research	9.0%	8.1%	
Professional	14.2%	10.6%	14.5%
Academic			8.6%
Research			20.7%
University overall total	**11.5%**	**9.3%**	**10.9%**

Table 32: Turnover by academic & research and professional

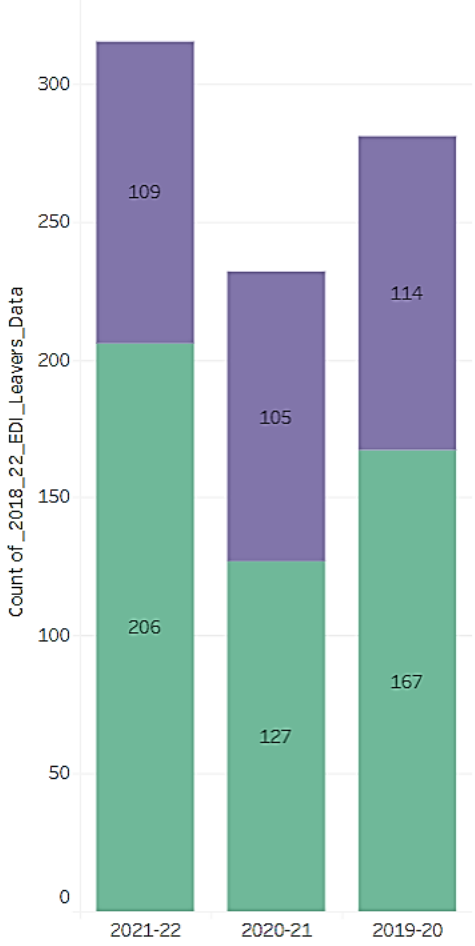


Figure 36: Number of leavers by academic & research and professional

Resignation is the largest reason noted for both academic and research/professional staff.

	Academic & Research			Professional		
Leaving Description	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Death	0.6%					1.1%
Dismissal - Misconduct	0.3%			0.3%	0.4%	
Dismissal - Redundancy		0.4%	0.4%	0.3%	0.4%	0.7%
Dismissal - SOSR					0.4%	
Dismissal-Capability(Inc Illh)				1.0%		1.8%
Early Retirement			0.4%			
End Of Fixed Term Contract	3.5%	5.6%	7.1%	12.1%	9.5%	9.6%
End of Student Placement				0.6%		
Other			0.4%		0.4%	0.4%
Resignation	24.8%	28.9%	22.8%	45.1%	36.2%	34.5%
Retirement	4.8%	7.8%	4.6%	5.4%	5.6%	6.8%
Settlement Agreement	0.6%	2.6%	5.0%	0.6%	1.7%	4.6%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 33: Leaving reasons by academic & research and professional

	Academic & Research			Professional		
Age Range	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
66>	1.6%	5.6%	5.0%	2.2%	0.9%	3.6%
61-65	4.8%	5.6%	5.3%	3.2%	4.3%	5.0%
56-60	2.9%	7.8%	5.3%	5.1%	4.7%	6.0%
51-55	2.2%	3.9%	4.6%	3.8%	1.7%	3.9%
46-50	3.5%	4.7%	2.8%	1.6%	3.4%	3.2%
41-45	4.1%	7.3%	5.0%	5.1%	2.6%	2.5%
36-40	5.1%	3.9%	6.0%	6.7%	6.9%	3.6%
31-35	7.0%	3.0%	3.9%	7.9%	5.2%	9.6%
26-30	3.2%	3.4%	2.5%	12.1%	12.5%	6.8%
25 and under	0.3%			17.8%	12.5%	15.3%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 34: Summary of leavers by age, academic & research and professional

Year	Leaving Description	25 and under	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66>	Grand Total
2021-22	Death								0.3%	0.3%		0.6%
	Dismissal - Misconduct	0.3%			0.3%							0.6%
	Dismissal - Redundancy							0.3%				0.3%
	Dismissal-Capability(Inc Illh)	0.3%		0.3%					0.3%			1.0%
	End Of Fixed Term Contract	9.8%	1.6%	1.0%	1.3%		1.0%		0.3%	0.6%		15.6%
	End of Student Placement	0.6%										0.6%
	Resignation	7.0%	13.7%	13.7%	9.8%	9.2%	3.5%	5.4%	5.1%	2.5%		69.8%
	Retirement							0.3%	1.9%	4.1%	3.8%	10.2%
	Settlement Agreement				0.3%		0.6%			0.3%		1.3%
	Total	18.1%	15.2%	14.9%	11.7%	9.2%	5.1%	6.0%	7.9%	7.9%	3.8%	100.0%
2020-21	Dismissal - Misconduct						0.4%					0.4%
	Dismissal - Redundancy					0.4%			0.4%			0.9%
	Dismissal - SOSR	0.4%										0.4%
	End Of Fixed Term Contract	4.7%	3.9%	0.9%	1.7%	0.9%	0.9%	0.4%	1.3%	0.4%		15.1%
	Other			0.4%								0.4%
	Resignation	7.3%	11.6%	6.5%	8.6%	8.6%	6.5%	4.7%	6.0%	3.4%	1.7%	65.1%
	Retirement								4.3%	4.7%	4.3%	13.4%
	Settlement Agreement		0.4%	0.4%	0.4%		0.4%	0.4%	0.4%	1.3%	0.4%	4.3%
	Total	12.5%	15.9%	8.2%	10.8%	9.9%	8.2%	5.6%	12.5%	9.9%	6.5%	100.0%
2019-20	Death						0.4%	0.4%			0.4%	1.1%
	Dismissal - Redundancy				0.7%					0.4%		1.1%
	Dismissal-Capability(Inc Illh)	0.4%					0.7%		0.4%	0.4%		1.8%
	Early Retirement							0.4%				0.4%
	End Of Fixed Term Contract	9.3%	1.8%	1.1%	0.7%		0.4%	0.7%	0.4%	0.7%	1.8%	16.7%
	Other	0.4%								0.4%		0.7%
	Resignation	5.3%	7.5%	11.7%	7.1%	6.4%	3.6%	5.0%	7.1%	2.5%	1.1%	57.3%
	Retirement								2.5%	3.9%	5.0%	11.4%
	Settlement Agreement			0.7%	1.1%	1.1%	1.1%	2.1%	1.1%	2.1%	0.4%	9.6%
	Total	15.3%	9.3%	13.5%	9.6%	7.5%	6.0%	8.5%	11.4%	10.3%	8.5%	100.0%

2021-22 2020-21 2019-20

Table 35: Summary of leaver reasons by age

	Academic & Research			Professional		
Disability	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Disabled	4.1%	3.0%	4.3%	8.6%	5.2%	6.8%
No Known Disability	30.2%	40.5%	35.6%	55.6%	49.1%	52.3%
Prefer not to say	0.3%	1.7%	0.7%	1.3%	0.4%	0.4%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 36: Summary of leavers by disability, academic & research and professional

Year	Leaving Description	Disabled	No Known Disability	Prefer not to say	Grand Total
2021-22	Death		0.6%		0.6%
	Dismissal - Misconduct		0.6%		0.6%
	Dismissal - Redundancy	0.3%			0.3%
	Dismissal-Capability(Inc Illh)	0.6%	0.3%		1.0%
	End Of Fixed Term Contract	1.9%	13.7%		15.6%
	End of Student Placement		0.6%		0.6%
	Resignation	8.3%	60.0%	1.6%	69.8%
	Retirement	1.3%	8.9%		10.2%
	Settlement Agreement	0.3%	1.0%		1.3%
	Total	12.7%	85.7%	1.6%	100.0%
2020-21	Dismissal - Misconduct	0.4%			0.4%
	Dismissal - Redundancy		0.9%		0.9%
	Dismissal - SOSR		0.4%		0.4%
	End Of Fixed Term Contract	0.4%	14.7%		15.1%
	Other		0.4%		0.4%
	Resignation	4.3%	59.1%	1.7%	65.1%
	Retirement	1.3%	11.6%	0.4%	13.4%
	Settlement Agreement	1.7%	2.6%		4.3%
	Total	8.2%	89.7%	2.2%	100.0%
2019-20	Death		1.1%		1.1%
	Dismissal - Redundancy		1.1%		1.1%
	Dismissal-Capability(Inc Illh)	0.7%	1.1%		1.8%
	Early Retirement		0.4%		0.4%
	End Of Fixed Term Contract	1.8%	14.9%		16.7%
	Other		0.7%		0.7%
	Resignation	6.0%	50.5%	0.7%	57.3%
	Retirement	1.1%	10.0%	0.4%	11.4%
	Settlement Agreement	1.4%	8.2%		9.6%
	Total	11.0%	87.9%	1.1%	100.0%

2021-22 2020-21 2019-20

Table 37: Summary of leaver reasons by disability

	Academic & Research			Professional		
Gender Reassignment	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Different to Birth	0.3%	0.9%		1.3%	0.4%	0.7%
Not Available	3.8%	6.9%	7.8%	2.9%	3.4%	6.8%
Prefer not to say	3.8%	10.3%	10.0%	6.3%	7.3%	3.2%
Same as Birth	26.7%	27.2%	22.8%	54.9%	43.5%	48.8%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 38: Summary of leavers by gender reassignment, academic & research and professiona

Year	Leaving Description	Different to Birth	Not Available	Prefer not to say	Same as Birth	Grand Total
2021-22	Death			0.3%	0.3%	0.6%
	Dismissal - Misconduct				0.6%	0.6%
	Dismissal - Redundancy				0.3%	0.3%
	Dismissal-Capability(Inc Illh)				1.0%	1.0%
	End Of Fixed Term Contract	0.3%	0.6%	0.6%	14.0%	15.6%
	End of Student Placement				0.6%	0.6%
	Resignation	1.3%	3.8%	7.3%	57.5%	69.8%
	Retirement		1.9%	1.9%	6.3%	10.2%
	Settlement Agreement		0.3%		1.0%	1.3%
	Total	1.6%	6.7%	10.2%	81.6%	100.0%
2020-21	Dismissal - Misconduct				0.4%	0.4%
	Dismissal - Redundancy			0.4%	0.4%	0.9%
	Dismissal - SOSR		0.4%			0.4%
	End Of Fixed Term Contract	0.4%	2.6%	1.3%	10.8%	15.1%
	Other				0.4%	0.4%
	Resignation	0.9%	5.2%	9.5%	49.6%	65.1%
	Retirement		1.3%	5.6%	6.5%	13.4%
	Settlement Agreement		0.9%	0.9%	2.6%	4.3%
	Total	1.3%	10.3%	17.7%	70.7%	100.0%
2019-20	Death				1.1%	1.1%
	Dismissal - Redundancy		0.7%	0.4%		1.1%
	Dismissal-Capability(Inc Illh)		0.4%	0.4%	1.1%	1.8%
	Early Retirement		0.4%			0.4%
	End Of Fixed Term Contract		2.5%	0.7%	13.5%	16.7%
	Other			0.4%	0.4%	0.7%
	Resignation	0.7%	7.5%	7.5%	41.6%	57.3%
	Retirement		1.1%	1.8%	8.5%	11.4%
	Settlement Agreement		2.1%	2.1%	5.3%	9.6%
	Total	0.7%	14.6%	13.2%	71.5%	100.0%

2021-22 2020-21 2019-20

Table 39: Summary of leaver reasons by gender reassignment

	Academic & Research			Professional		
Marital Status	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Married/Civil Partnership	11.1%	14.7%	16.4%	12.7%	10.3%	17.1%
Not Available	13.3%	19.4%	14.2%	29.2%	25.9%	17.1%
Not Married/Civil Partnership	1.0%	2.6%	1.4%	1.0%	0.9%	1.1%
Other	1.0%	0.9%	1.4%	1.0%		2.1%
Single	8.3%	7.8%	7.1%	21.6%	17.7%	22.1%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 40: Summary of leavers by marital status, academic & research and professional

Year	Leaving Description	Married/Civil Partnership	Not Available	Not Married/Civil Partnership	Other	Single	Grand Total
2021-22	Death	0.3%				0.3%	0.6%
	Dismissal - Misconduct			0.3%		0.3%	0.6%
	Dismissal - Redundancy	0.3%					0.3%
	Dismissal-Capability(Inc Illh)		0.6%		0.3%		1.0%
	End Of Fixed Term Contract	2.2%	7.0%			6.3%	15.6%
	End of Student Placement		0.6%				0.6%
	Resignation	15.6%	29.8%	1.6%	1.3%	21.6%	69.8%
	Retirement	4.8%	4.1%		0.3%	1.0%	10.2%
	Settlement Agreement	0.6%	0.3%			0.3%	1.3%
	Total	23.8%	42.5%	1.9%	1.9%	29.8%	100.0%
2020-21	Dismissal - Misconduct					0.4%	0.4%
	Dismissal - Redundancy	0.9%					0.9%
	Dismissal - SOSR		0.4%				0.4%
	End Of Fixed Term Contract	1.7%	7.3%	0.9%		5.2%	15.1%
	Other	0.4%					0.4%
	Resignation	16.8%	29.3%	2.2%	0.4%	16.4%	65.1%
	Retirement	3.0%	6.9%	0.4%	0.4%	2.6%	13.4%
	Settlement Agreement	2.2%	1.3%			0.9%	4.3%
	Total	25.0%	45.3%	3.4%	0.9%	25.4%	100.0%
2019-20	Death	0.7%				0.4%	1.1%
	Dismissal - Redundancy			0.4%		0.7%	1.1%
	Dismissal-Capability(Inc Illh)	0.4%	1.1%			0.4%	1.8%
	Early Retirement	0.4%					0.4%
	End Of Fixed Term Contract	2.8%	3.9%	0.7%	0.4%	8.9%	16.7%
	Other		0.7%				0.7%
	Resignation	17.4%	18.9%	1.4%	2.8%	16.7%	57.3%
	Retirement	7.1%	3.2%			1.1%	11.4%
	Settlement Agreement	4.6%	3.6%		0.4%	1.1%	9.6%
	Total	33.5%	31.3%	2.5%	3.6%	29.2%	100.0%

2021-22 2020-21 2019-20

Table 41: Summary of leaver reasons by marital status

		Academic & Research			Professional		
Ethnicity Band	Ethnicity Group	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
BAME	Asian	2.9%	2.6%	1.4%	6.3%	5.2%	5.3%
	Black	3.5%	2.2%	2.5%	14.0%	7.3%	8.5%
	Chinese	1.0%	1.3%	1.4%		0.4%	
	Mixed	1.0%	1.3%	1.8%	2.2%	4.7%	2.8%
	Other	2.2%	1.7%	1.4%		0.4%	0.7%
	Total	10.5%	9.1%	8.5%	22.5%	18.1%	17.4%
Not Available	Not Available				0.3%	0.4%	
	Total				0.3%	0.4%	
Prefer not to say	Prefer not to say		2.2%	1.4%	1.3%	0.9%	1.4%
	Total		2.2%	1.4%	1.3%	0.9%	1.4%
White	White	24.1%	34.1%	30.6%	41.3%	35.3%	40.6%
	Total	24.1%	34.1%	30.6%	41.3%	35.3%	40.6%
Grand Total		34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 42: Summary of leavers by race (ethnicity), academic & research and professional

Year	Leaving Description	Asian	Black	Chinese	Mixed	Not Available	Other	Prefer not to say	White	Grand Total
2021-22	Death						0.3%		0.3%	0.6%
	Dismissal - Misconduct		0.3%						0.3%	0.6%
	Dismissal - Redundancy								0.3%	0.3%
	Dismissal-Capability(Inc Illh)		0.3%						0.6%	1.0%
	End Of Fixed Term Contract	1.3%	6.7%		0.6%		0.6%	0.3%	6.0%	15.6%
	End of Student Placement	0.3%	0.3%							0.6%
	Resignation	7.0%	8.9%	1.0%	2.5%	0.3%	1.3%	1.0%	47.9%	69.8%
	Retirement	0.3%	0.6%						9.2%	10.2%
	Settlement Agreement	0.3%	0.3%						0.6%	1.3%
	Total	9.2%	17.5%	1.0%	3.2%	0.3%	2.2%	1.3%	65.4%	100.0%
2020-21	Dismissal - Misconduct								0.4%	0.4%
	Dismissal - Redundancy								0.9%	0.9%
	Dismissal - SOSR		0.4%							0.4%
	End Of Fixed Term Contract	2.6%	3.9%	0.9%	1.3%	0.4%	0.4%	0.9%	4.7%	15.1%
	Other				0.4%					0.4%
	Resignation	4.7%	4.7%	0.9%	3.4%		1.7%	1.3%	48.3%	65.1%
	Retirement				0.9%			0.9%	11.6%	13.4%
	Settlement Agreement	0.4%	0.4%						3.4%	4.3%
	Total	7.8%	9.5%	1.7%	6.0%	0.4%	2.2%	3.0%	69.4%	100.0%
2019-20	Death								1.1%	1.1%
	Dismissal - Redundancy								1.1%	1.1%
	Dismissal-Capability(Inc Illh)	0.4%	0.4%						1.1%	1.8%
	Early Retirement								0.4%	0.4%
	End Of Fixed Term Contract	1.1%	4.6%		1.4%		1.1%	0.4%	8.2%	16.7%
	Other	0.4%			0.4%					0.7%
	Resignation	5.0%	5.7%	1.1%	2.5%		0.7%	1.4%	40.9%	57.3%
	Retirement			0.4%					11.0%	11.4%
	Settlement Agreement		0.4%		0.4%		0.4%	1.1%	7.5%	9.6%
	Total	6.8%	11.0%	1.4%	4.6%		2.1%	2.8%	71.2%	100.0%

2021-22 2020-21 2019-20

Table 43: Summary of leaver reasons by ethnicity

	Academic & Research			Professional		
Religion	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Any Other Religion Or Belief	0.3%	0.9%	1.1%	1.3%	0.4%	1.4%
Buddhist	0.6%	0.9%	0.4%	0.6%	0.4%	0.4%
Christian	11.7%	10.8%	14.9%	27.3%	18.1%	23.8%
Hindu	1.3%	0.4%	1.1%	1.3%	1.3%	1.4%
Jewish			0.7%	0.3%	1.7%	0.7%
Muslim	1.3%	1.7%	2.1%	4.4%	3.4%	1.8%
No Religion	12.4%	16.4%	9.3%	21.3%	19.8%	19.2%
Not Available	3.5%	4.7%	4.3%	2.5%	2.2%	5.7%
Prefer not to say	2.5%	8.2%	6.4%	5.1%	6.0%	3.2%
Sikh		0.4%		0.3%	0.4%	0.7%
Spiritual	1.0%	0.9%	0.4%	1.0%	0.9%	1.1%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 44: Summary of leavers by religion/belief, academic & research and professional

Year	Leaving Description	Any Other Religion Or Belief	Buddhist	Christian	Hindu	Jewish	Muslim	No Religion	Not Available	Prefer not to say	Sikh	Spiritual	Grand Total
2021-22	Death			0.6%									0.6%
	Dismissal - Misconduct			0.3%				0.3%					0.6%
	Dismissal - Redundancy			0.3%									0.3%
	Dismissal-Capability(Inc Illh)	0.3%		0.3%				0.3%					1.0%
	End Of Fixed Term Contract	0.3%	0.3%	7.9%	0.3%		2.2%	2.5%	0.6%	0.6%	0.3%	0.3%	15.6%
	End of Student Placement			0.3%			0.3%						0.6%
	Resignation	1.0%	1.0%	24.1%	1.9%	0.3%	3.2%	27.9%	3.5%	5.4%		1.6%	69.8%
	Retirement			3.8%	0.3%			2.5%	1.9%	1.6%			10.2%
	Settlement Agreement			1.3%									1.3%
	Total	1.6%	1.3%	39.0%	2.5%	0.3%	5.7%	33.7%	6.0%	7.6%	0.3%	1.9%	100.0%
2020-21	Dismissal - Misconduct							0.4%					0.4%
	Dismissal - Redundancy									0.9%			0.9%
	Dismissal - SOSR									0.4%			0.4%
	End Of Fixed Term Contract			3.9%	0.9%		2.2%	4.7%	1.3%	2.2%			15.1%
	Other							0.4%					0.4%
	Resignation	0.9%	1.3%	20.7%	0.9%	1.7%	3.0%	26.3%	3.4%	5.2%	0.9%	0.9%	65.1%
	Retirement	0.4%		3.9%				1.7%	1.3%	5.2%		0.9%	13.4%
	Settlement Agreement			0.4%				2.6%	0.9%	0.4%			4.3%
	Total	1.3%	1.3%	28.9%	1.7%	1.7%	5.2%	36.2%	6.9%	14.2%	0.9%	1.7%	100.0%
2019-20	Death			1.1%									1.1%
	Dismissal - Redundancy							0.4%	0.4%			0.4%	1.1%
	Dismissal-Capability(Inc Illh)			0.7%	0.4%			0.4%	0.4%				1.8%
	Early Retirement								0.4%				0.4%
	End Of Fixed Term Contract	0.7%		7.5%	0.7%		0.4%	5.0%	2.1%	0.4%			16.7%
	Other						0.4%	0.4%					0.7%
	Resignation	1.1%	0.7%	20.6%	1.4%	1.1%	2.8%	19.6%	3.2%	5.3%	0.7%	0.7%	57.3%
	Retirement			5.7%		0.4%		2.5%	1.4%	1.4%			11.4%
	Settlement Agreement	0.7%		3.2%			0.4%	0.4%	2.1%	2.5%		0.4%	9.6%
	Total	2.5%	0.7%	38.8%	2.5%	1.4%	3.9%	28.5%	10.0%	9.6%	0.7%	1.4%	100.0%

2021-22 2020-21 2019-20

Table 45: Summary of leaver reasons by religion or belief

	Academic & Research			Professional		
Sex	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Female	19.0%	25.4%	21.4%	43.5%	37.5%	38.1%
Male	15.6%	19.8%	19.2%	21.9%	17.2%	21.4%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 46: Summary of leavers by sex, academic & research and professional

Year	Leaving Description	Female	Male	Grand Total
2021-22	Death		0.6%	0.6%
	Dismissal - Misconduct		0.6%	0.6%
	Dismissal - Redundancy		0.3%	0.3%
	Dismissal-Capability(Inc Illh)	1.0%		1.0%
	End Of Fixed Term Contract	7.9%	7.6%	15.6%
	End of Student Placement	0.3%	0.3%	0.6%
	Resignation	45.1%	24.8%	69.8%
	Retirement	7.6%	2.5%	10.2%
	Settlement Agreement	0.6%	0.6%	1.3%
	Total	62.5%	37.5%	100.0%
2020-21	Dismissal - Misconduct		0.4%	0.4%
	Dismissal - Redundancy	0.4%	0.4%	0.9%
	Dismissal - SOSR		0.4%	0.4%
	End Of Fixed Term Contract	9.9%	5.2%	15.1%
	Other	0.4%		0.4%
	Resignation	42.7%	22.4%	65.1%
	Retirement	7.8%	5.6%	13.4%
	Settlement Agreement	1.7%	2.6%	4.3%
	Total	62.9%	37.1%	100.0%
2019-20	Death	0.4%	0.7%	1.1%
	Dismissal - Redundancy	0.7%	0.4%	1.1%
	Dismissal-Capability(Inc Illh)	0.7%	1.1%	1.8%
	Early Retirement		0.4%	0.4%
	End Of Fixed Term Contract	7.5%	9.3%	16.7%
	Other	0.4%	0.4%	0.7%
	Resignation	35.9%	21.4%	57.3%
	Retirement	8.2%	3.2%	11.4%
	Settlement Agreement	5.7%	3.9%	9.6%
	Total	59.4%	40.6%	100.0%

2021-22 2020-21 2019-20

Table 47: Summary of leaver reasons by sex

	Academic & Research			Professional		
Sexual Orientation	2021-22	2020-21	2019-20	2021-22	2020-21	2019-20
Bisexual	0.6%	0.9%	1.1%	1.0%	2.2%	1.4%
Gay Man	1.0%	0.9%		0.6%	0.9%	1.1%
Gay Woman/ Lesbian		0.9%	0.4%	1.0%	0.9%	0.4%
Heterosexual	26.0%	31.0%	28.8%	54.6%	41.4%	48.8%
Not Available	3.5%	4.7%	4.3%	2.2%	2.6%	4.3%
Other	0.6%			1.6%	0.9%	0.7%
Prefer Not To Say	2.9%	6.9%	6.0%	4.4%	6.0%	2.8%
Grand Total	34.6%	45.3%	40.6%	65.4%	54.7%	59.4%

2021-22 2020-21 2019-20

Table 48: Summary of leavers by sexual orientation, academic & research and professional

Year	Leaving Description	Bisexual	Gay Man	Gay Woman/ Lesbian	Heterosexual	Not Available	Other	Prefer not to say	Grand Total
2021-22	Death				0.6%				0.6%
	Dismissal - Misconduct				0.6%				0.6%
	Dismissal - Redundancy				0.3%				0.3%
	Dismissal-Capability(Inc IIIh)				0.6%		0.3%		1.0%
	End Of Fixed Term Contract			0.3%	13.7%	0.6%	0.3%	0.6%	15.6%
	End of Student Placement				0.3%		0.3%		0.6%
	Resignation	1.6%	1.6%	0.6%	57.1%	3.2%	1.3%	4.4%	69.8%
	Retirement				6.0%	1.9%		2.2%	10.2%
	Settlement Agreement				1.3%				1.3%
	Total	1.6%	1.6%	1.0%	80.6%	5.7%	2.2%	7.3%	100.0%
2020-21	Dismissal - Misconduct				0.4%				0.4%
	Dismissal - Redundancy				0.4%			0.4%	0.9%
	Dismissal - SOSR	0.4%							0.4%
	End Of Fixed Term Contract	0.9%			10.8%	1.3%		2.2%	15.1%
	Other				0.4%				0.4%
	Resignation	1.3%	1.7%	1.3%	50.9%	3.9%	0.9%	5.2%	65.1%
	Retirement	0.4%			6.9%	1.3%		4.7%	13.4%
	Settlement Agreement			0.4%	2.6%	0.9%		0.4%	4.3%
	Total	3.0%	1.7%	1.7%	72.4%	7.3%	0.9%	12.9%	100.0%
2019-20	Death				1.1%				1.1%
	Dismissal - Redundancy				0.7%	0.4%			1.1%
	Dismissal-Capability(Inc IIIh)				1.8%				1.8%
	Early Retirement					0.4%			0.4%
	End Of Fixed Term Contract	0.4%			13.5%	2.1%	0.4%	0.4%	16.7%
	Other				0.4%			0.4%	0.7%
	Resignation	1.8%	1.1%	0.4%	45.2%	2.8%	0.4%	5.7%	57.3%
	Retirement				10.0%	0.7%		0.7%	11.4%
	Settlement Agreement	0.4%		0.4%	5.0%	2.1%		1.8%	9.6%
	Total	2.5%	1.1%	0.7%	77.6%	8.5%	0.7%	8.9%	100.0%

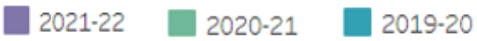


Table 49: Summary of leaver reasons by sexual orientation

Student Section

This section provides demographics of our student community at the following stages within the student journey:

- Admissions – Application to Offer Ratio
- Non - Continuation
- Awards – Good degrees

It also provides the above information for international students.

The report also includes the past three full years student data included in our Student Performance Monitoring Group (SPMG) population including Undergraduate, Postgraduate (Research and Taught), Home and International (International include EU).

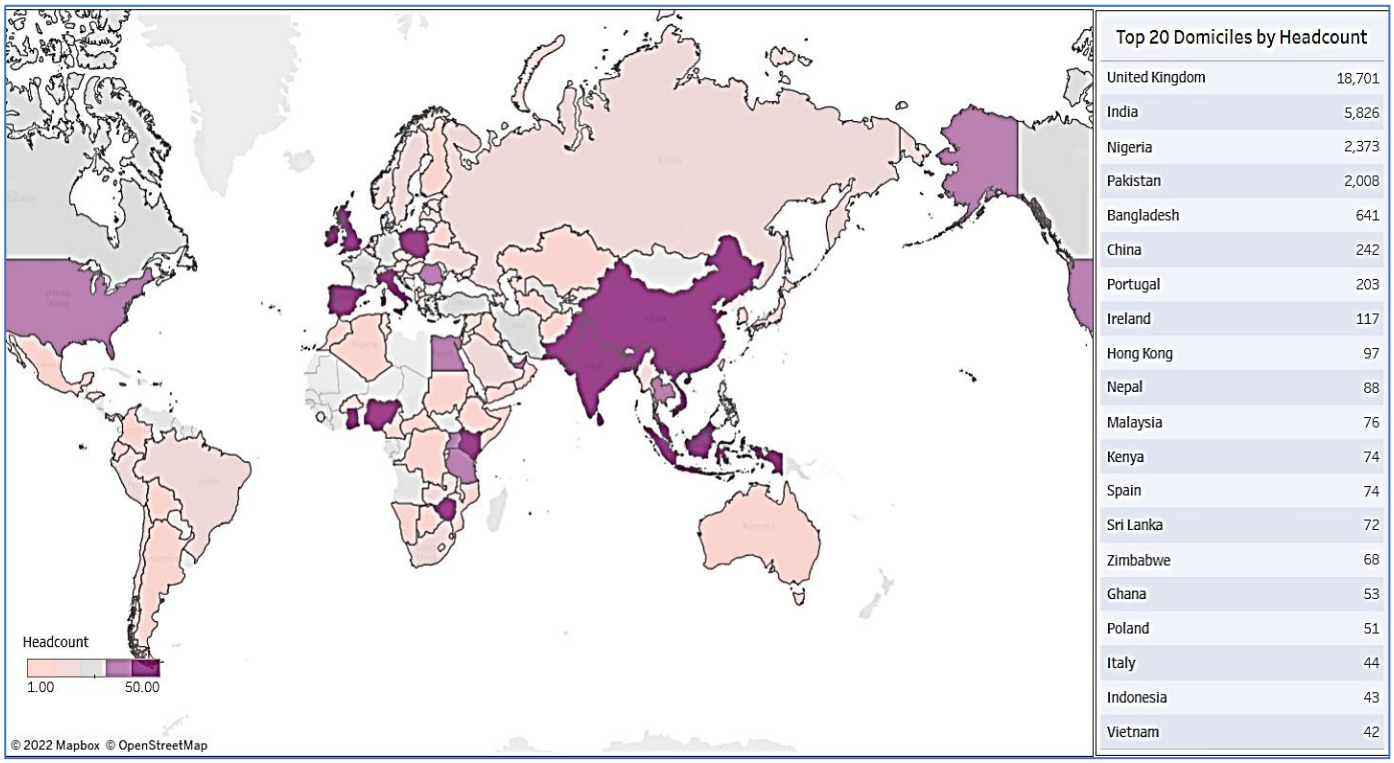
It focuses on the 7 (Age, Disability, Gender (Identity) Reassignment, Race (Ethnicity), Religion or Belief, Sex and Sexual Orientation) of the 9 protected characteristics under the Equality Act 2010.

Small numbers must be treated with caution and are identified as follows:

*** fewer than 10 students

** 10-19 students

* 20-29 students



Top 20 Domiciles by Headcount	
United Kingdom	18,701
India	5,826
Nigeria	2,373
Pakistan	2,008
Bangladesh	641
China	242
Portugal	203
Ireland	117
Hong Kong	97
Nepal	88
Malaysia	76
Kenya	74
Spain	74
Sri Lanka	72
Zimbabwe	68
Ghana	53
Poland	51
Italy	44
Indonesia	43
Vietnam	42

The figure above shows UH student population by Domicile.

Key Findings for Students (SPMG Cohort)

- **During 2021/22**, a total number of 31,942 students were studying at UH. This included **52.59%** Undergraduates and **47.41%** Postgraduate students (Postgraduate Taught = 45.30%, Postgraduate Research = 2.11%)
- The majority **(55.1%)** of our students are aged between 18-24, and **13.1%** aged over 40.
- **10.4%** of our students have declared a disability, this includes 2.9% who have declared a mental health condition, such as depression, schizophrenia or anxiety disorder, and 3.7% with a learning difficulty such as dyslexia, dyspraxia or attention deficit hyperactivity disorder. 0.4% have a physical impairment or mobility issues.
- **0.3% students** recorded their gender different to that assigned at birth.
- **65.9%** of our students identify as Black, Asian, or Minority Ethnic. This includes **37.5%** Asian/Asian British, **18.9%** Black/Black British, **4.4%** mixed and **1.5%** Chinese.
- There has been an increase in Muslim students from **17.9%** to **22.1%**
- Our student community is similar in female/male proportional split to the staff community with **50.9%** female and **49.1%** male students.
- The majority **(83.8%)** of our students identify as heterosexual, **4.2%** as lesbian, gay, bisexual, with **9.3%** not known/information refused.

Key findings for admissions (Application to Offer Ratios)

- Application to offer ratios are the same for students who have **declared** a **disability** and those with a **no known disability (63%)**.
- Application to offer ratios are markedly lower for students whose **gender identity** information is **refused/not known** (62%) compared to gender **changed** (85% and **gender same** (93%) at birth.
- Application to offer ratios are markedly lower for **Black/Black British** (70%) students and White students (74%) compared to other **ethnic** (Chinese 88%, Asian/Asian British 86%) groups.
- Application to offer ratios remained the same or **increased** for all religious groups except a **decrease** from 66% to 62% for the not known/information refused cohort.
- Application to offer ratios are markedly lower for students whose **sexual orientation** information is **refused/not known (63%)**.

Key findings for non-continuation

It is important to note the groups marked with an Asterix below have a small number which can reduce statistical reliability.

- Non-continuation % has **increased** by 1% (8% to 9%) for 18–24 year olds, and **decreased** by 3% (12% to 9%) or 30–39-year-olds and by 2% (15% to 13%) for students over the age of 40.
- Non-continuation % for students with a declared disability **increased** by 1% to 10%. And remained the **same** for students **without** a disability at 9%.
- **Gender Identity**: there was a significant increase in non-continuation for students **who changed gender since birth (2% to **10%).**
- **Race:** There was a **1% increase** in non-continuation for Asian/Asian British, Black/Black British and White students**,** however there was a **2% reduction** in the percentage of Chinese students' non-continuation (8% to 6%)

- **Religion or Belief**: non-continuation for Sikh students **increased** by 4% (9%-13%), Christian students by 1% (8% to 9%), whilst Hindu (7%) and Muslim (8%) students remained the same as last year.
- **Sexual Orientation**: non-continuation for heterosexual students more than doubled from 8% to 17%, and an increase of 7% for gay men (10% to 17%)

Key findings for Awards (Good Degrees)

It is important to note the groups marked with an Asterix below have a small number which can reduce statistical reliability.

- When considering the percentage of students achieving a 'good degree', **most** age groups (81% to 77% for 18-20 yr olds, 79% to 73% for 21-24 yr olds, 79% to 72% for 30-39 yr olds) showed a **decrease**, except for students over the **age of 40** who saw an increase (76% to 78%) and remained the same (78%) for students aged **25 to 29**.
- There was a **decrease** for **both** students with a declared disability (81% to 80%) and no known disability in the percentage of good degrees awarded. (81% to 75%)
- There was a drop in the percentage of good degrees **for most** ethnic groups, the **highest** drop (9 percentage points) being the **Asian/British Asian** and **Black/British Black** students (9 percentage points).
- There was a **decrease** in the percentage of good degrees for most religious groups, (highest for Hindus 82% to 66%) except Buddhist students who saw an **increase** from 74% to 76%.

Key Findings for International Students

Key findings for admissions (Application to Offer Ratios)

It is important to note the groups marked with an Asterix below have a small number which can reduce statistical reliability.

- Application to offer ratios for students over the age of 40 has continued to increase (65%) compared to last year (63%).
- Application to offer ratios for students who have **declared** a **disability increased** (39% to 53%).
- Application to offer ratios are considerably lower for students whose **gender identity** information is **refused/not known (73%)**.
- Application to offer ratios **increased** for most ethnic groups other than **Not Known/Information Refused** students which dropped by **11 percentage points** (84% to 73%).
- **Religion or Belief:** Application to offer ratios increased for all groups other than **Not Known/Information Refused** students which dropped by **11 percentage points** (83% to 72%).

Key findings for Non-continuation

It is important to note the groups marked with an Asterix below have a small number which can reduce statistical reliability.

- Non-continuation for students aged 40 and over continued **decrease** from 13% to 8%.
- Non-continuation % for students with a **declared disability** remained the same (10%)**,** whereas this **decreased** (8% to 7%) for students **not declaring** a disability**.**

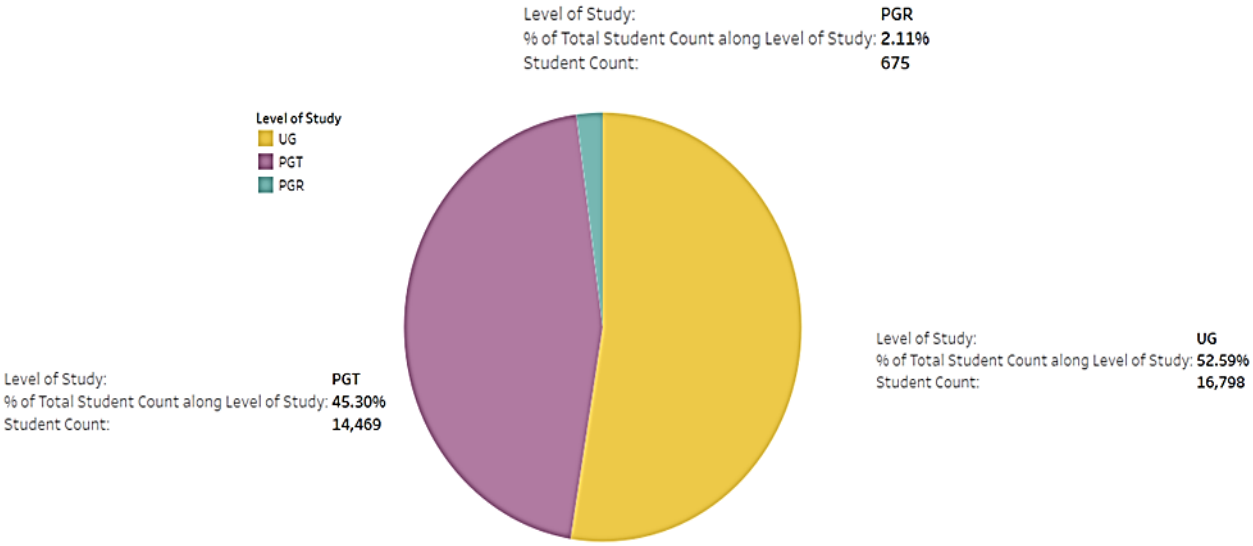
- Non continuation % **remained the same** for **Black/British Black** students (4%)**,** and there was a 2% **reduction for Chinese students** which almost **doubled** in 2020-21 from 4% to 7%.
- Non-continuation % **almost doubled** (13% to 25%) for ***Jewish** students**.**
- Non-continuation % for ***Gay Men** almost doubled 10% to 19%.

Key findings for Awards (Good Degrees)

It is important to note the groups marked with an Asterix below have a small number which can reduce statistical reliability.

- **All** age groups showed a decrease in the percentage of good degrees awarded, with the highest decrease for students aged under 18 (84% to 58%).
- There was a **decrease** for both students with a declared and no known disability, both now at 64%.
- **Most** ethnic group showed a decrease, the **highest** being the **Asian/British Asian** students (81% to 61%). There was a 8**-percentage point increase** for students from the **mixed heritage**** category.
- There was a big drop in the percentage of good degrees for **Hindu** students (84% to 60%) and **Muslim** students (76% to 55%).
- There was a drop for **both Female** and **Male** students, however **Females** (69%) continue to achieve a higher percentage of good digress compared to **Males** (61%).

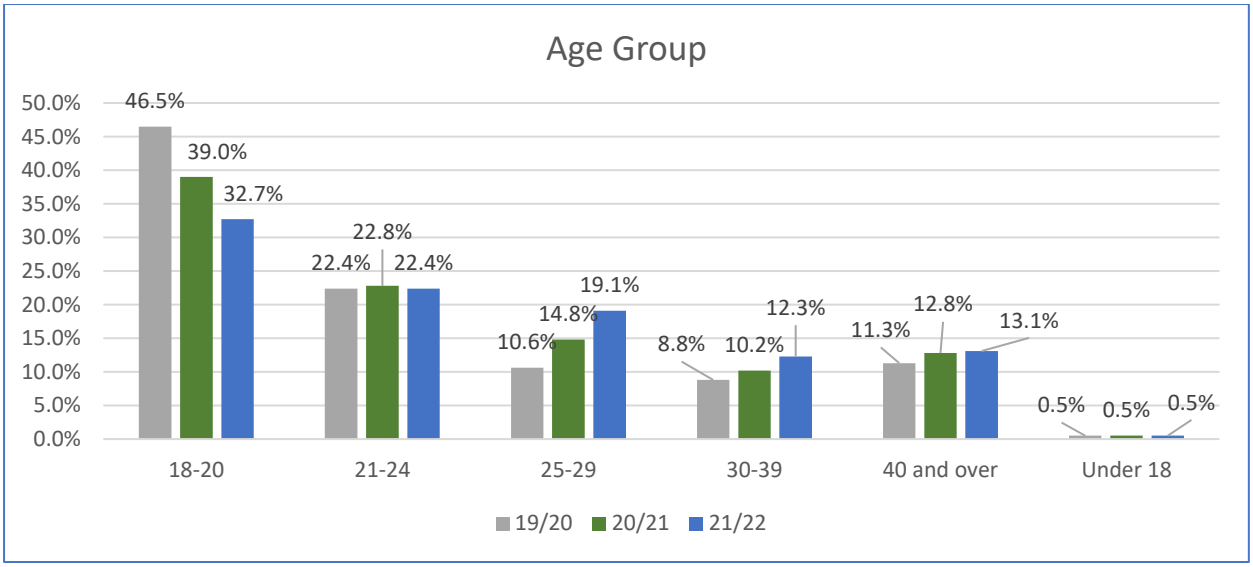
Student Profile 2021/22



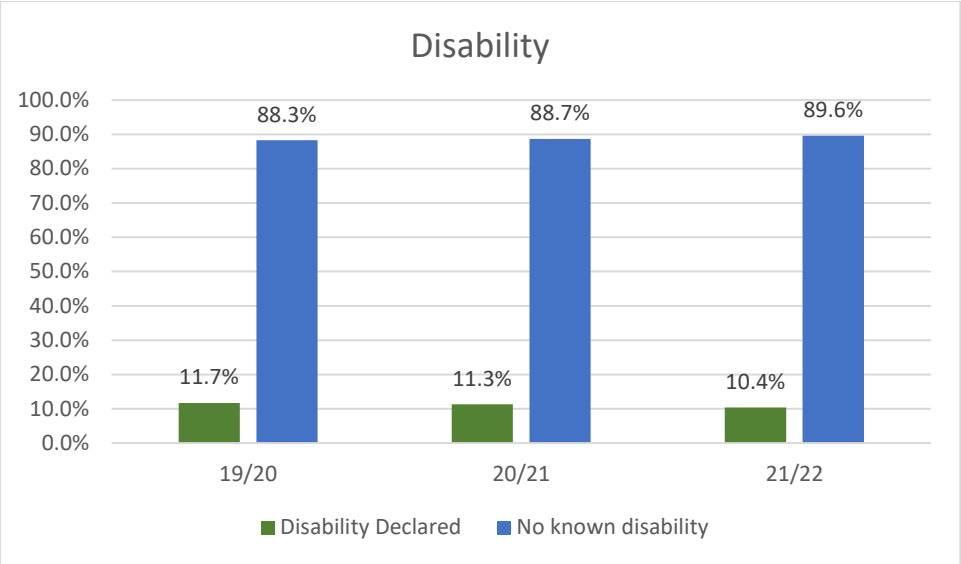
The Student Performance Monitoring Group (SPMG) publishes a separate more detailed report on student performance. Some student characteristic data is displayed in different ways from this report partly driven by the need to provide information on progress with the University's APP targets. SPMG also analyses intersections of student characteristic data. The remit of SPMG includes the examination of all student performance data including data on fee status, sex, gender ID, ethnicity, age, socio-economic background and disability to identify trends and areas for concern and to provide guidance on any actions that might be required to be taken by Schools or University Committees.

The diagrams below include all students included in our SPMG population including Undergraduate, Postgraduate (Research and Taught), Home/EU and International.

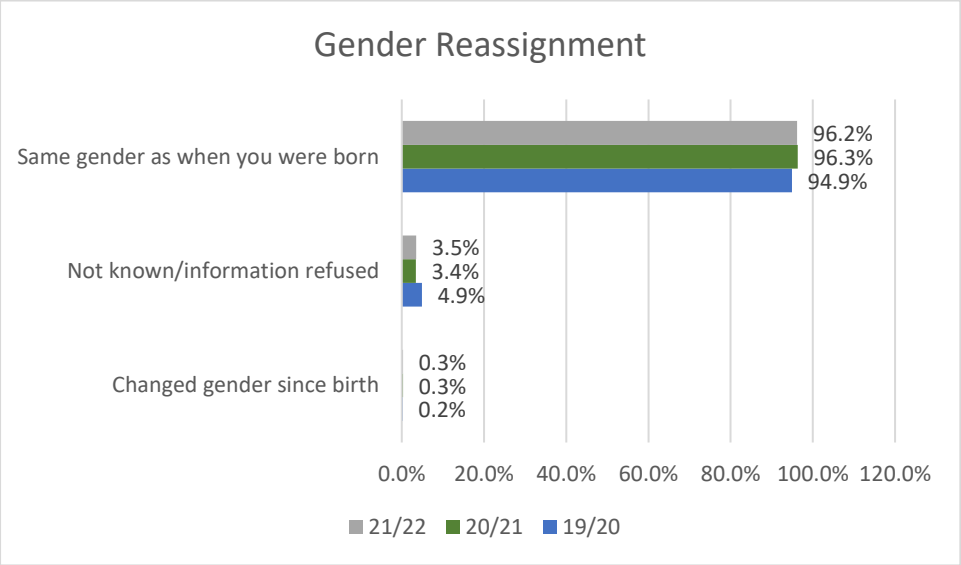
Age



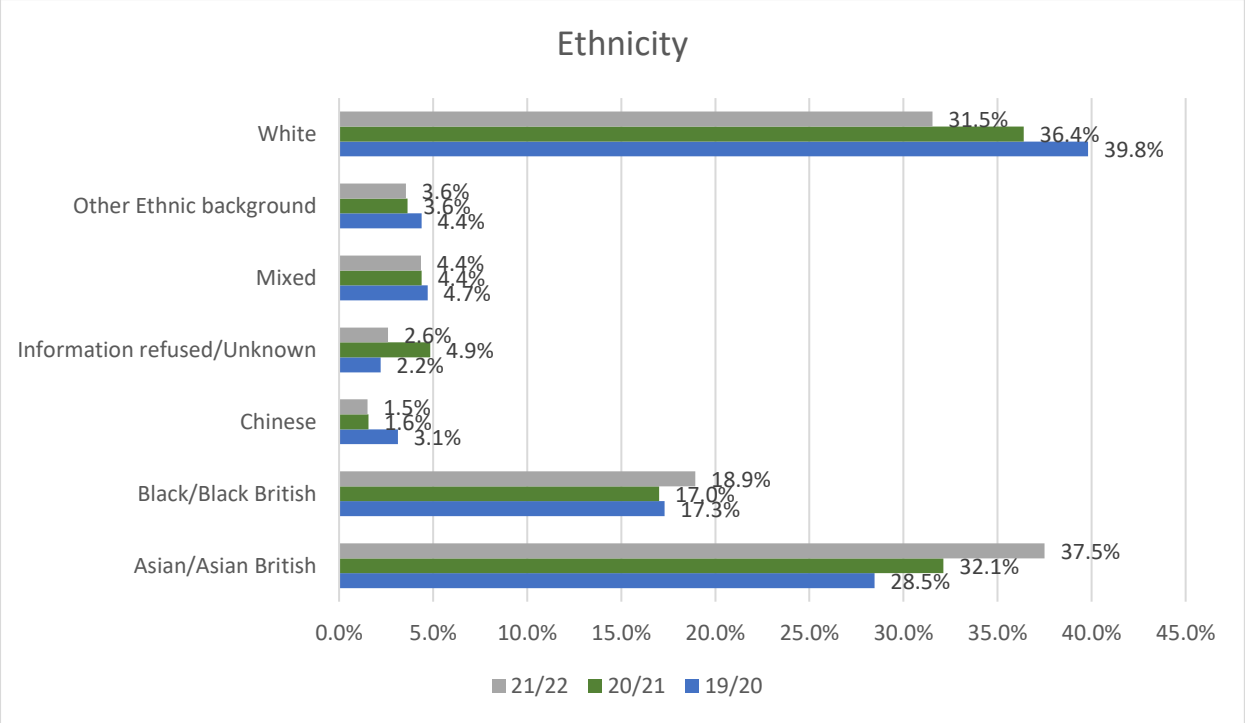
Disability



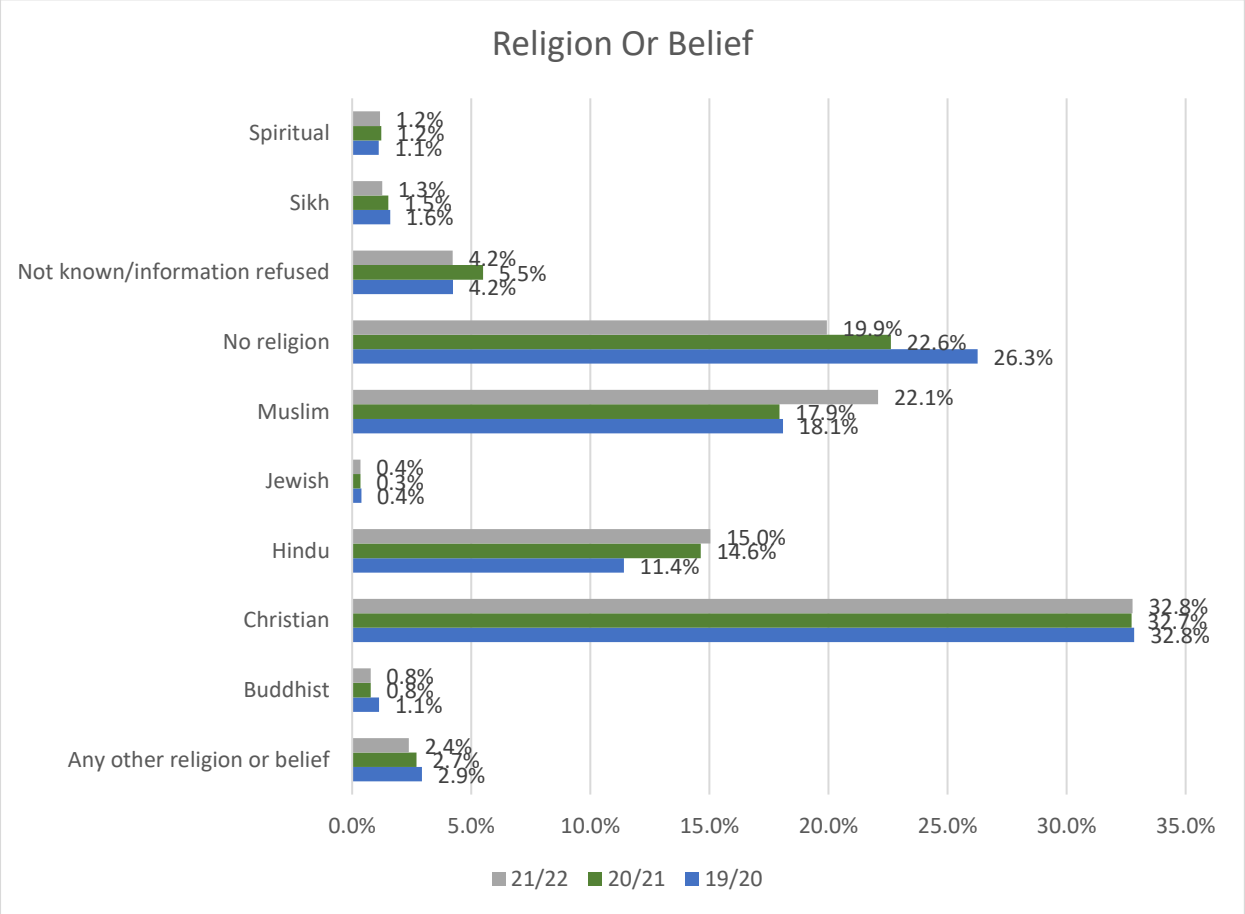
Gender Reassignment



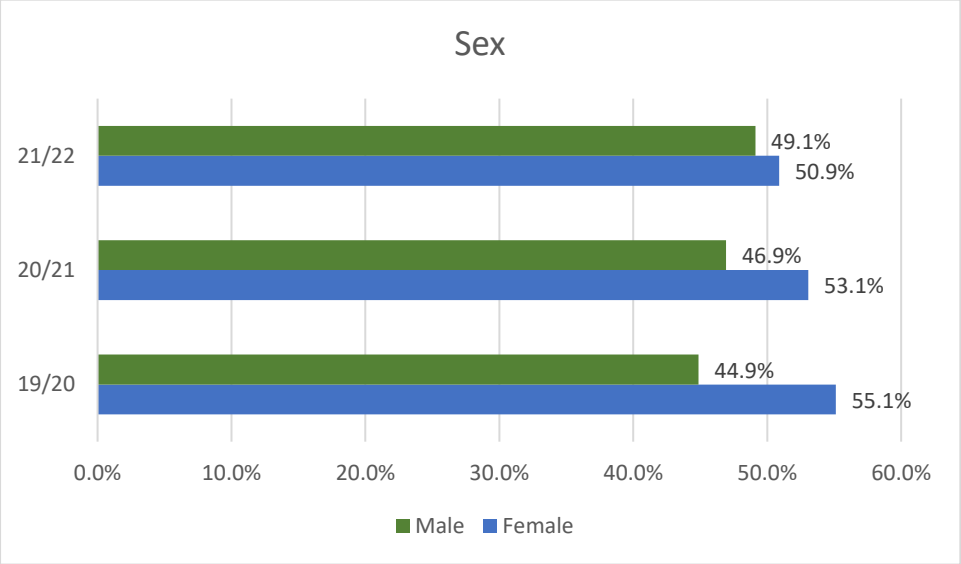
Race (Ethnicity)



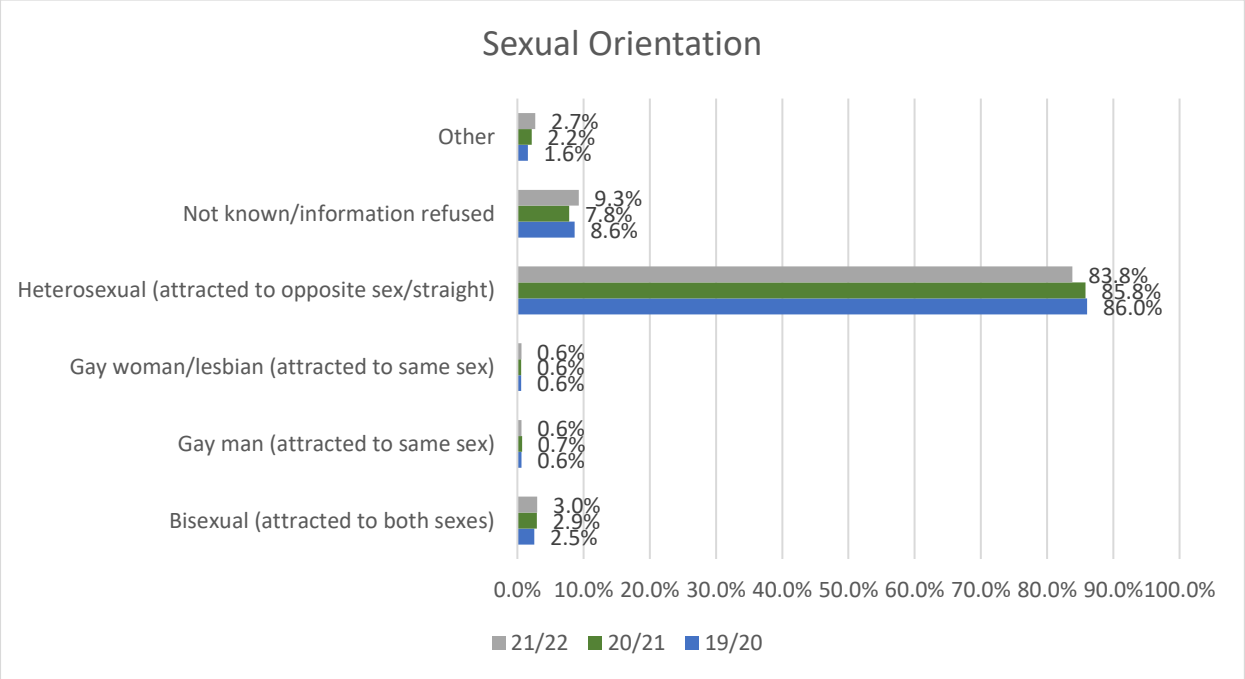
Religion or Belief



Sex



Sexual Orientation



Student Cycle

Application to Offers

The diagrams below include all students included in our SPMG population including Undergraduate and Postgraduate (Research and Taught), Home and International (International includes EU).

Application to Offer Ratios by Age

Age Group	2019/20	2020/21	2021/22
under 18	78%	79%	79%
18 to 20	74%	75%	74%
21 to 24	75%	80%	77%
25 to 29	62%	74%	71%
30 to 39	54%	62%	63%
40 and over	55%	56%	57%
Unknown	59%	63%	29%

Application to Offer Ratios by Disability

Disability	2019/20	2020/21	2021/22
Disability declared	65%	65%	63%
No known disability	71%	66%	63%
Not known	N/A	81%	78%

Application to Offer Ratios by Gender Identity

Gender Identity	2019/20	2020/21	2021/22
Changed gender since birth	90%	90%	85%
Not known/information refused	60%	65%	62%
Same gender as when you were born	91%	92%	93%
Not available			94%

Application to Offer Ratios by Race (Ethnicity)

Race (Ethnicity)	2019/20	2020/21	2021/22
Asian/Asian British	81%	84%	86%
Black/Black British	66%	70%	70%
Chinese	91%	87%	88%
Mixed	74%	76%	78%
Not Known/Information Refused	62%	70%	65%
Other Ethnic background	73%	75%	76%
White	75%	75%	74%

Application to Offer Ratios by Religion or Belief

Religion or Belief	2019/20	2020/21	2021/22
Any other religion or belief	92%	87%	93%
Buddhist	95%	85%	95%
Christian	88%	91%	93%
Hindu	96%	95%	97%
Jewish	96%	90%	92%
Muslim	90%	91%	94%
No religion	91%	90%	91%
Not known/information refused	60%	66%	62%
Sikh	93%	95%	97%

Spiritual	86%*	92%*	92%

Application to Offer Ratios by Sex (Gender)

Sex (Gender)	2019/20	2020/21	2021/22
Female	66%	69%	67%
Male	75%	79%	77%

Application to Offer Ratios by Sexual Orientation

Sexual Orientation	2019/20	2020/21	2021/22
Bisexual	90%	92%	94%
Gay man	88%	92%	90%
Gay woman/lesbian	89%	87%	91%
Heterosexual	91%	91%	93%
Not known/information refused	60%	66%	63%
Other	89%	93%	95%
Not available			97%

Non-Continuation

The diagrams below include all students included in our SPMG population including Undergraduate, Postgraduate (Research and Taught), Home and International (International includes EU).

Non-continuation % by Age

Age Group	2019/20	2020/21	2021/22
Under 18	4%	6%	8% *
18 to 20	7%	8%	9%
21 to 24	9%	8%	9%
25 to 29	13%	9%	8%
30 to 39	16%	12%	9%
40 and over	18%	15%	13%
Unknown			50% ***

Non-continuation % by Disability

Disability	2019/20	2020/21	2021/22
Disability Declared	9%	9%	10%
No Known Disability	10%	9%	9%

Non-continuation by Gender Identity

Gender Identity	2019/20	2020/21	2021/22
Changed gender since birth	11%	2%	10% **
Not known/information refused	18%	18%	16%
Same gender as when you were born	9%	8%	9%
Not available			19%

Non-continuation % by Race (Ethnicity)

Race (Ethnicity)	2019/20	2020/21	2021/22
Asian/Asian British	7%	7%	8%
Black/Black British	10%	8%	9%
Chinese	4%	8%	6%
Mixed	10%	9%	11%

Not Known/Infor Refused	13%	16%	18%
Other Ethnic Background	10%	8%	9%
White	12%	10%	11%

Non-continuation % by Religion or Belief

Religion or Belief	2019/20	2020/21	2021/22
Any Other Religion or Belief	11%	11%	12%
Buddhist	5%	9%	8% *
Christian	11%	8%	9%
Hindu	7%	7%	7%
Jewish	14%	12%	8% **
Muslim	8%	8%	8%
Sikh	10%	9%	13%
Spiritual	14%	11%	10%
No religion			10%
Not known/information refused			15%

Non-continuation % by Sex (Gender)

Sex (Gender)	2019/20	2020/21	2021/22
Female	10%	8%	8%
Male	10%	10%	10%

Non-continuation % by Sexual Orientation

Sexual Orientation	2019/20	2020/21	2021/22
Bisexual	8%	7%	10%
Gay Man	14%	10%	17%
Gay Woman/Lesbian	10%	12%	8% **
Heterosexual	9%	8%	17%
Not Known/Infor Refused	16%	14%	12%
Other	9%	10%	10%
Not available			12%

Awards

The diagrams below include all undergraduate students included in our SPMG population.

% of Good degrees by Age at entry level

Age Group	2019/20	2020/21	2021/22
under 18	85%	82%	63%
18 to 20	78%	81%	77%
21 to 24	68%	79%	73%
25 to 29	76%	78%	78%
30 to 39	68%	79%	72%
40 and over	59%	76%	78%

% of Good degrees by Disability

Disability	2019/20	2020/21	2021/22

Disability Declared	77%	81%	80%
No Known Disability	75%	81%	75%

% of Good degrees by Gender Identity

Gender Identity	2019/20	2020/21	2021/22
Changed gender since birth	79%**	86%***	63% ***
Not known/information refused	66%	68%	72%
Same gender as when you were born	76%	81%	76%
Not answered			80%

% of Good degrees Race (Ethnicity)

Race (Ethnicity)	2019/20	2020/21	2021/22
Asian/Asian British	70%	79%	70%
Black/Black British	63%	74%	65%
Chinese	71%	73%	74%
Mixed	72%	75%	73%
Not Known/Information Refused	78%	78%	77%
Other Ethnic background	68%	68%	65%
White	84%	88%	85%

% of Good degrees by Religion or Belief

Religion or Belief	2019/20	2020/21	2021/22
Any other religion or belief	78%	82%	70%
Buddhist	79%	74%	76%
Christian	74%	81%	75%
Hindu	69%	82%	66%
Jewish	92%**	75%***	84% **
Muslim	68%	74%	70%
No religion	81%	85%	83%
Not known/information refused	74%	80%	75%
Sikh	78%	78%	66%
Spiritual	70%	77%*	76%

% of Good degrees by Sex (Gender)

Sex (Gender)	2019/20	2020/21	2021/22
Female	75%	83%	78%
Male	75%	78%	72%

% of Good degrees by Sexual Orientation

Sexual Orientation	2019/20	2020/21	2021/22
Bisexual	81%	84%	82%
Gay man	76%**	94%*	80% *
Gay woman/lesbian	92%*	88%*	86% **
Heterosexual	75%	81%	75%
Not known/information refused	72%	75%	79%
Other	64%	64%	73%
Not available			69%

Student Cycle – International Students

Application to Offers (International Students)

The diagrams below include overseas (International) students studying an Undergraduate and Postgraduate (Research and Taught) Degrees.

Application to Offer Ratios by Age

under 18	74%	71%	76%
18 to 20	79%	84%	84%
21 to 24	85%	92%	86%
25 to 29	75%	88%	81%
30 to 39	58%	77%	70%
40 and over	51%	63%	65%
Unknown	67%	75%	41%

Application to Offer Ratios by Disability

Disability	2019/20	2020/21	2021/22
Disability declared	43%	39%	53%
No known disability	78%	87%	46%
Not known	N/A	90%	83%

Application to Offer Ratios by Gender Identity

Gender Identity	2019/20	2020/21	2021/22
Changed gender since birth	82%**	100%***	100% **
Not known/information refused	70%	83%	73%
Same gender as when you were born	95%	95%	97%
Not available			93%

Application to Offer Ratios by Race (Ethnicity)

Race (Ethnicity)	2019/20	2020/21	2021/22
Asian/Asian British	95%	95%	97%
Black/Black British	77%	90%	93%
Chinese	96%	93%	94%
Mixed	94%	94%	97%
Not Known/Information Refused	72%	84%	73%
Other Ethnic background	84%	90%	91%
White	90%	93%	94%

Application to Offer Ratios by Religion or Belief

Religion or Belief	2019/20	2020/21	2021/22
Any other religion or belief	92%	84%	97%
Buddhist	96%	85%	95%
Christian	91%	95%	97%
Hindu	98%	96%	99%
Jewish	86%***	100%***	100% ***
Muslim	92%	95%	97%
No religion	94%	91%	97%
Not known/information refused	71%	83%	72%
Sikh	95%	97%	99%
Spiritual	82%*	96%*	98%

Application to Offer Ratios by Sex

Sex (Gender)	2019/20	2020/21	2021/22
Female	74%	83%	77%
Male	80%	87%	82%

Application to Offer Ratios by Sexual Orientation

Sexual Orientation	2019/20	2020/21	2021/22
Bisexual	92%	95%	98%
Gay man	92%*	90%**	98%
Gay woman/lesbian	100%***	90%**	95% **
Heterosexual	95%	95%	97%
Not known/information refused	71%	83%	99%
Other	90%	95%	73%
Not available			97%

Non-Continuation (International Students)

The diagrams below include **International** students studying an Undergraduate and Postgraduate (Research and Taught) Degrees.

Non-continuation % by Age

Age Group	2019/20	2020/21	2021/22
under 18	2%	7%	7% **
18 to 20	6%	10%	9%
21 to 24	6%	7%	8%
25 to 29	10%	7%	7%
30 to 39	13%	10%	6%
40 and over	16%	13%	8%
Unknown			50% ***

Non-continuation % by Disability

Disability	2019/20	2020/21	2021/22
Disability declared	11%	10%	10% *
No known disability	7%	8%	7%

Non-continuation % by Gender Identity

Gender Identity	2019/20	2020/21	2021/22
Changed gender since birth	11%***	0%	7% ***
Not known/information refused	19%	82%	13%
Same gender as when you were born	6%	7%	7%
Not available			18% **

Non-continuation % by Race (Ethnicity)

Race (Ethnicity)	2019/20	2020/21	2021/22
Asian/Asian British	7%	8%	7%
Black/Black British	8%	4%	4%
Chinese	4%	7%	5%
Mixed	9%	9%	8%
Not Known/Information Refused	10%	11%	12%
Other Ethnic background	9%	6%	8%
White	13%	17%	17%

Non-continuation % by Religion or Belief

Religion or Belief	2019/20	2020/21	2021/22
Any other religion or belief	4%	9%	7% **
Buddhist	4%	10%	5% **
Christian	8%	6%	6%

Hindu	7%	8%	7%
Jewish	8%**	13%***	25% ***
Muslim	6%	7%	7%
No religion	8%	10%	10%
Not known/information refused	12%	10%	14%
Sikh	14%	18%	20%
Spiritual	8%	12%	13% ***

Non-continuation % by Sex

Sex (Gender)	2019/20	2020/21	2021/22
Female	7%	7%	6%
Male	8%	8%	8%

Non-continuation % by Sexual Orientation

Sexual Orientation	2019/20	2020/21	2021/22
Bisexual	11%	8%	9%
Gay man	6%	10%	19% ***
Gay woman/lesbian	6%**	18%**	0% ***
Heterosexual	6%	7%	7%
Not known/information refused	14%	63%	11%
Other	8%	8%	8%
Not available			8% *

Awards (International Students)

The diagrams below include **International** students studying an Undergraduate degree.

% of Good degrees by Age at entry level

Age Group	2019/20	2020/21	2021/22
under 18	90%	84%	58%
18 to 20	70%	76%	69%
21 to 24	65%	76%	63%
25 to 29	62%	72%	63% *
30 to 39	50%	63%	44% **
40 and over	62%	64%	55% ***

% of Good degrees by Disability

Disability	2019/20	2020/21	2021/22
Disability declared	50%	73%	64% **
No known disability	68%	76%	64%

% of Good degrees by Gender Identity

Gender Identity	2019/20	2020/21	2021/22
Changed gender since birth	100%***		100% ***
Not known/information refused	53%	57%**	50% **
Same gender as when you were born	69%	77%	65%
Not available			100% ***

% of Good degrees by Race (Ethnicity)

Race (Ethnicity)	2019/20	2020/21	2021/22
Asian/Asian British	66%	81%	61%
Black/Black British	63%	69%	58%
Chinese	70%	72%	73%
Mixed	80%	68%	76% **
Not Known/Information Refused	63%	77%	61% *

Other Ethnic background	63%	72%	62% *
White	70%	79%	73% *

% of Good degrees by Religion or Belief

Religion or Belief	2019/20	2020/21	2021/22
Any other religion or belief	56%***	100%**	75% **
Buddhist	86%	72%**	83% **
Christian	72%	74%	67%
Hindu	70%	84%	60%
Jewish	100%***		100% ***
Muslim	57%	76%	55%
No religion	70%	71%	71%
Not known/information refused	57%	77%	64%
Sikh	63%***	50%***	50% ***
Spiritual			

% of Good degrees by Sex

Sex (Gender)	2019/20	2020/21	2021/22
Female	70%	81%	69%
Male	65%	73%	61%

% of Good degrees by Sexual Orientation

Sexual Orientation	2019/20	2020/21	2021/22
Bisexual	73%***	82%***	56% ***
Gay man		80%***	75% ***
Gay woman/lesbian	100%***	100%***	0%
Heterosexual	70%	77%	67%
Not known/information refused	58%	68%***	57%
Other	58%**	33%***	43% **

This report has been produced by the Equality Diversity and Inclusion Office with contributions from Academic Registry, HR and our Learning and Teaching Innovations Centre (LTIC).

For further information, or any queries contact the Equality, Diversity, and Inclusion Office edi@herts.ac.uk