

# Statistics: Protected Characteristics of Staff

All tables are based on the staff profile at the University using head count per contract, who were in post as of 31 July 2019 (excluding visiting lecturers and casual workers).

The terminology used replicates examples from Advance HE/UCEA/HESA reports. For clarity this includes:

- The term 'Category' refers to Academic, Professional and Research staff
- The term 'Contract type' includes Open ended/Permanent or Fixed Term Contracts (FTC)
- The term 'Mode' represents contracts that are either Full Time or Part Time

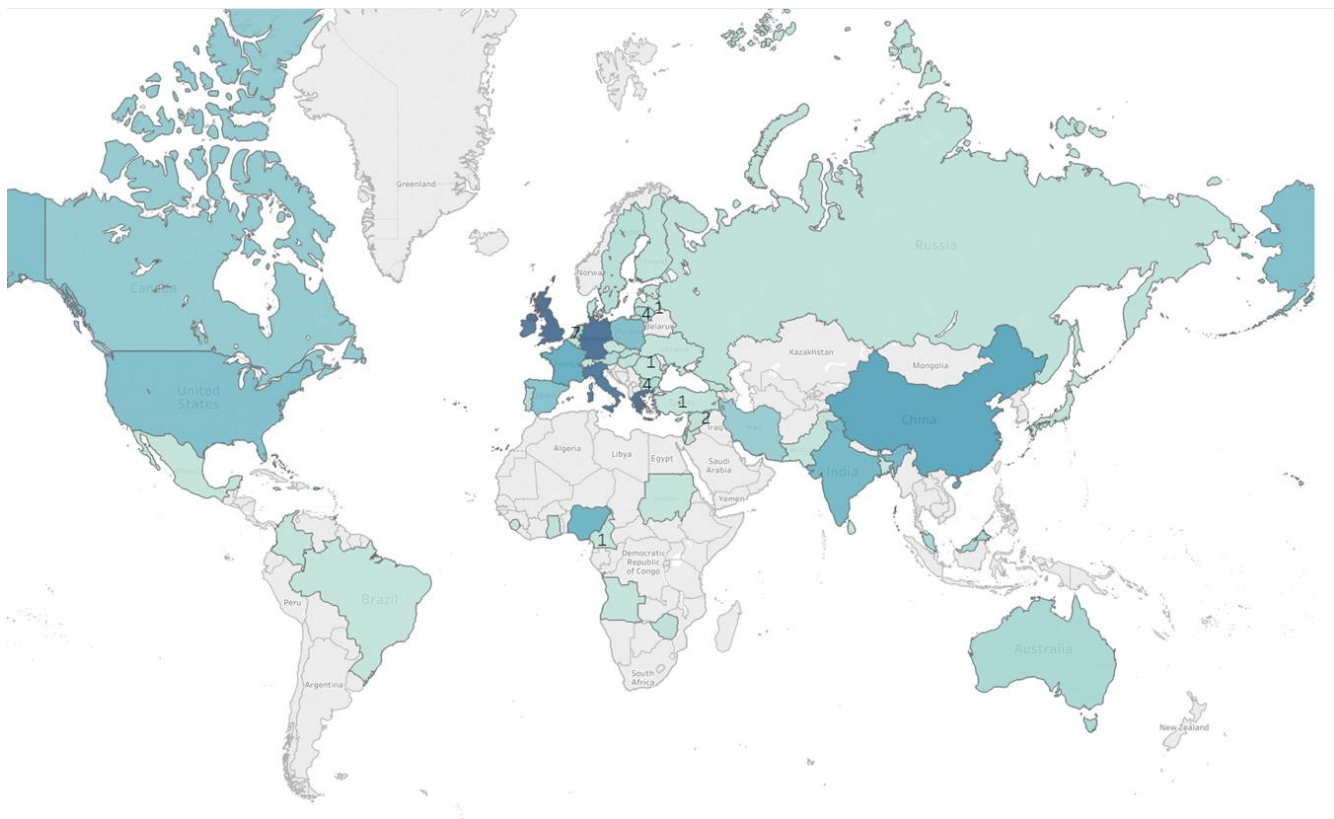
N.B. All academic contracts incorporate research related activity. For the purpose of statistical analysis, academic and research staff will be grouped together as one category.

Grouped ethnicity BAME includes Black, Asian, Minority Ethnic, including mixed race individuals who declare a partial white heritage. **Not known** field include staff who have not responded to requests to update their ethnicity profile. **Refused** or **Prefer not to say** have exercised their right declare a preference not to disclose ethnicity data.

This report includes information on staff nationality, contract category, type and mode, gender, ethnicity, age, disability, sexual orientation and religion/belief.

## 1. Staff demographics

Chart 1.1: Staff profile by nationality (UK=2,126)



## 2. Staff profile by gender

Table 2.1: Staff population by gender

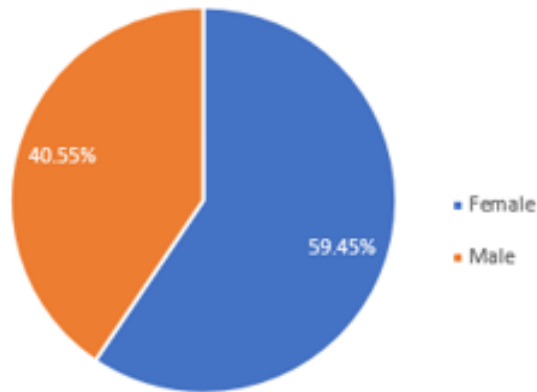


Table 2.2: Number of staff by gender and category

Category	Year / Gender					
	2018			2019		
	Female	Male	Total	Female	Male	Total
Academic/ Research	688	590	1278	663	585	1248
Professional	873	407	1280	797	411	1208
<b>Grand Total</b>	<b>1561</b>	<b>997</b>	<b>2558</b>	<b>1460</b>	<b>996</b>	<b>2456</b>

Chart 2.1: Percentage of staff by gender and category

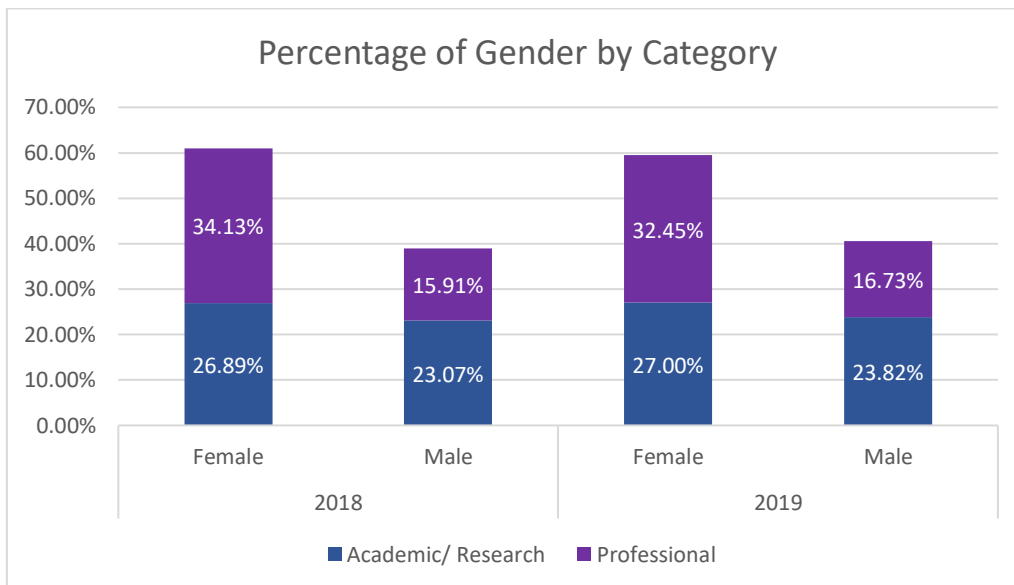


Table 2.3: Number of staff by gender and contract type

Contract type	Year / Gender					
	2018			2019		
	Female	Male	Total	Female	Male	Total
Open Ended/Permanent	1368	862	2230	1263	852	2115
FTC	193	135	328	197	144	341
<b>Grand Total</b>	<b>1561</b>	<b>997</b>	<b>2558</b>	<b>1460</b>	<b>996</b>	<b>2456</b>

Chart 2.2 Percentage of staff by gender and contract type

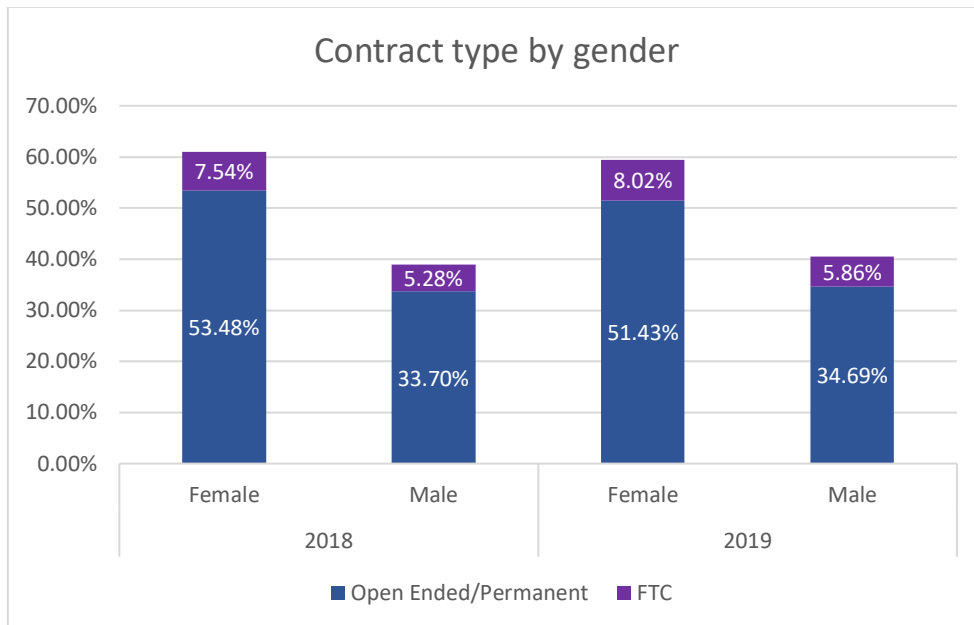


Table 2.4: Number of staff by gender and mode

Mode	Year / Gender					
	2018			2019		
	Female	Male	Total	Female	Male	Total
Full Time	949	812	1761	848	805	1653
Part Time	612	185	797	612	191	803
<b>Grand Total</b>	<b>1561</b>	<b>997</b>	<b>2558</b>	<b>1460</b>	<b>996</b>	<b>2456</b>

Chart 2.3: Percentage of staff by gender and mode

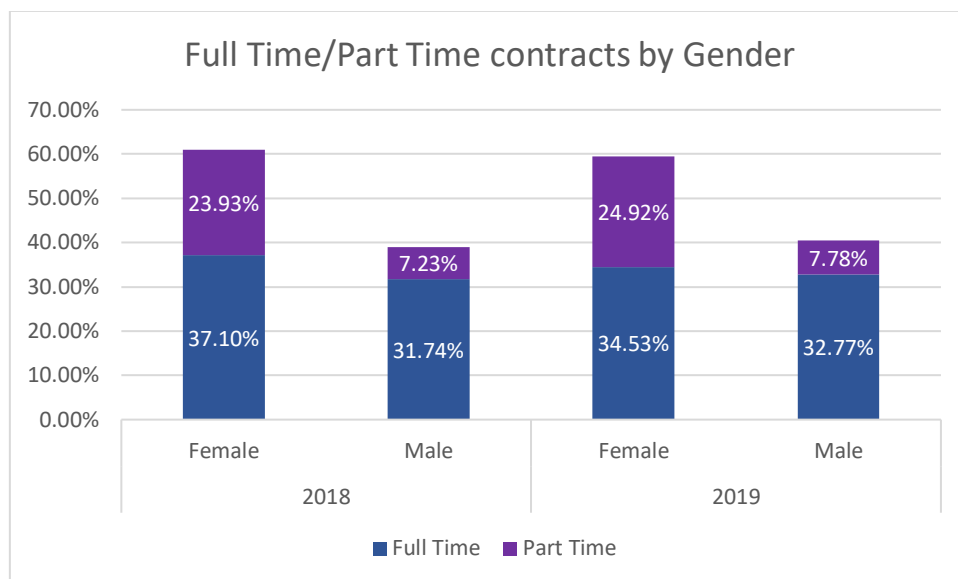
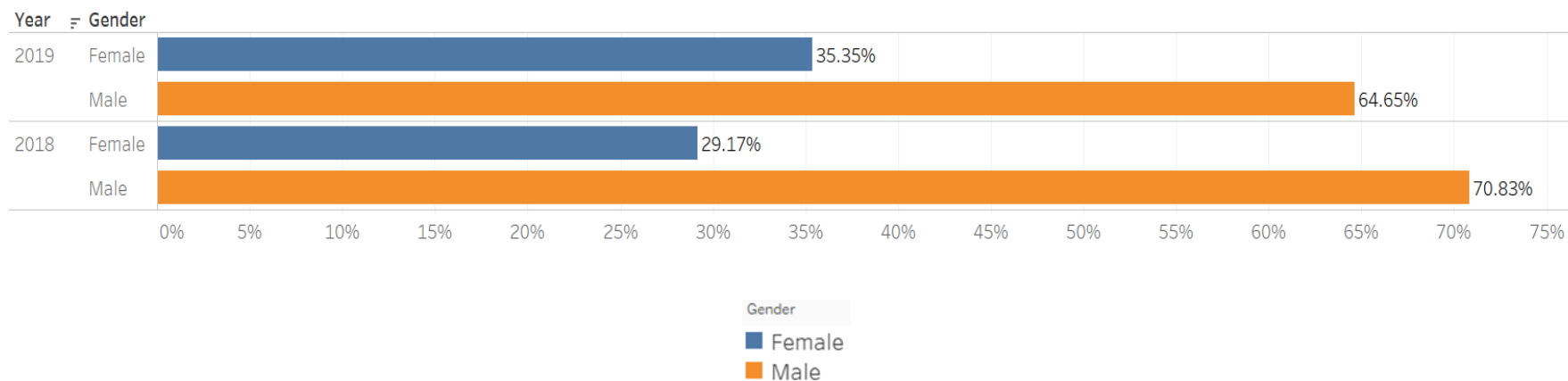


Table 2.5: Number of Professors by gender

Gender	Year			
	2018		2019	
	N	%	N	%
Female	28	29.17%	35	35.35%
Male	68	70.83%	64	64.65%
<b>Total</b>	<b>96</b>	<b>100.00%</b>	<b>99</b>	<b>100.00%</b>

Chart 2.4: Percentage of Professors by gender



### 3. Staff profile by grade

Table 3.1: Number of staff by grade and gender

Grade	Year / Gender							
	2018				2019			
	Female		Male		Female		Male	
N	%	N	%	N	%	N	%	
SM	9	0.35%	14	0.55%	10	0.41%	12	0.49%
AM	94	3.67%	108	4.22%	97	3.95%	104	4.23%
UH09	136	5.32%	130	5.08%	136	5.54%	124	5.05%
UH08	420	16.42%	306	11.96%	412	16.78%	311	12.66%
UH07	238	9.30%	156	6.10%	223	9.08%	175	7.13%
UH06	139	5.43%	111	4.34%	131	5.33%	110	4.48%
UH05	249	9.73%	59	2.31%	241	9.81%	63	2.57%
UH04	162	6.33%	45	1.76%	143	5.82%	37	1.51%
UH03	34	1.33%	21	0.82%	25	1.02%	18	0.73%
UH02	50	1.95%	13	0.51%	7	0.29%	5	0.20%
UH01	1	0.04%	3	0.12%				
Other	29	1.13%	31	1.21%	35	1.43%	37	1.51%
<b>Total</b>	<b>1561</b>	<b>61.02%</b>	<b>997</b>	<b>38.98%</b>	<b>1460</b>	<b>59.45%</b>	<b>996</b>	<b>40.55%</b>

\*Outside of standard university grading structure

Chart 3.1: Percentage of staff by grade and gender

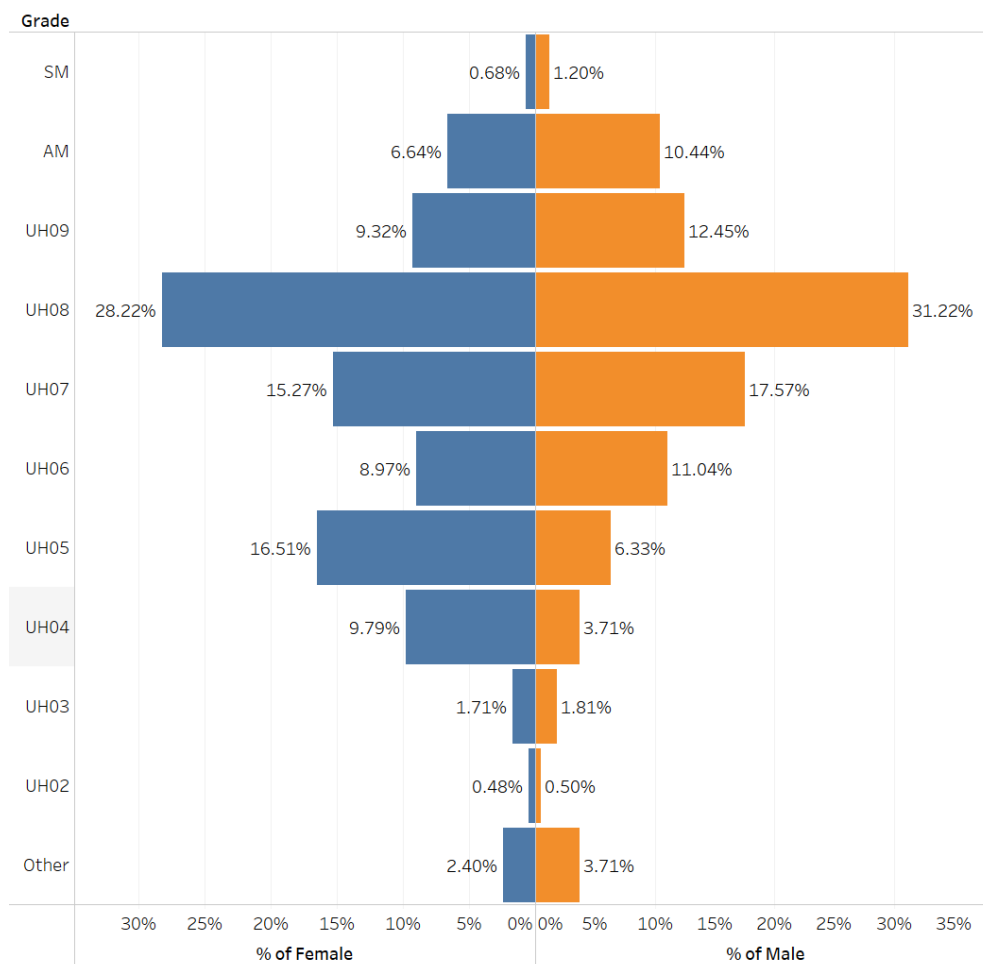


Table 3.2: Number of academic staff by grade and gender

Grade	Year / Gender							
	2018				2019			
	Female		Male		Female		Male	
	N	%	N	%	N	%	N	%
SM	5	0.39%	10	0.78%	6	0.48%	8	0.64%
AM	71	5.56%	93	7.28%	74	5.93%	92	7.37%
UH09	118	9.23%	98	7.67%	117	9.38%	92	7.37%
UH08	325	25.43%	246	19.25%	313	25.08%	247	19.79%
UH07	134	10.49%	110	8.61%	126	10.10%	123	9.86%
UH06	9	0.70%	12	0.94%	11	0.88%	10	0.80%
UH05	18	1.41%	5	0.39%	10	0.80%	1	0.08%
UH04	3	0.23%	1	0.08%	3	0.24%	3	0.24%
Other	5	0.39%	15	1.17%	3	0.24%	9	0.72%
<b>Total</b>	<b>688</b>	<b>53.83%</b>	<b>590</b>	<b>46.17%</b>	<b>663</b>	<b>53.13%</b>	<b>585</b>	<b>46.87%</b>

Chart 3.2: Percentage of academic staff by grade and gender

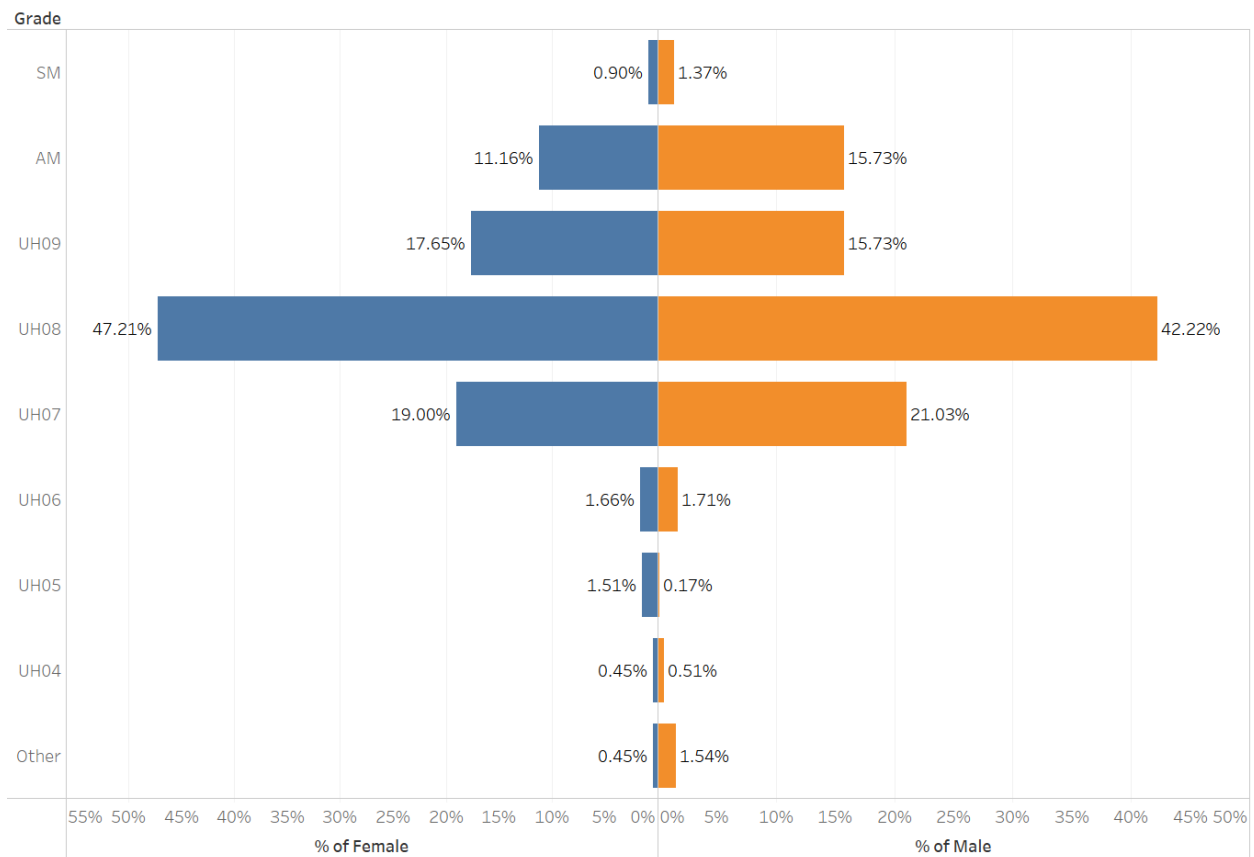


Table 3.3: Number of professional staff by grade and gender

Grade	Year / Gender							
	2018				2019			
	Female		Male		Female		Male	
	N	%	N	%	N	%	N	%
SM	4	0.31%	4	0.31%	4	0.33%	4	0.33%
AM	23	1.80%	15	1.17%	23	1.90%	12	0.99%
UH09	18	1.41%	32	2.50%	19	1.57%	32	2.65%
UH08	95	7.42%	60	4.69%	99	8.20%	64	5.30%
UH07	104	8.13%	46	3.59%	97	8.03%	52	4.30%
UH06	130	10.16%	99	7.73%	120	9.93%	100	8.28%
UH05	231	18.05%	54	4.22%	231	19.12%	62	5.13%
UH04	159	12.42%	44	3.44%	140	11.59%	34	2.81%
UH03	34	2.66%	21	1.64%	25	2.07%	18	1.49%
UH02	50	3.91%	13	1.02%	7	0.58%	5	0.41%
UH01	1	0.08%	3	0.23%		0.00%		0.00%
Other	24	1.88%	16	1.25%	32	2.65%	28	2.32%
<b>Total</b>	<b>873</b>	<b>68.20%</b>	<b>407</b>	<b>31.80%</b>	<b>797</b>	<b>65.98%</b>	<b>411</b>	<b>34.02%</b>

Chart 3.3: Percentage of professional staff by grade and gender

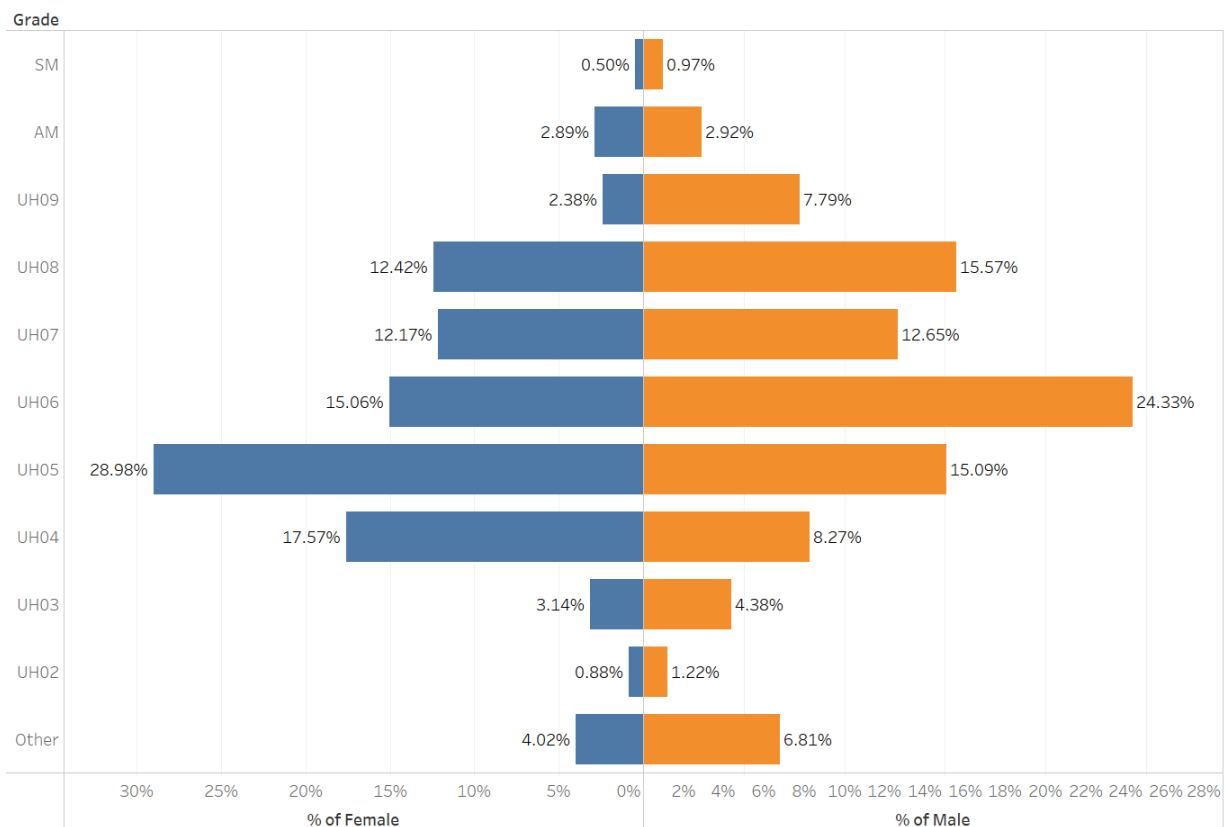




Table 3.4: Staff at grades UH9 and above by gender

Gender	Year			
	2018		2019	
	N	%	N	%
Female	239.00	48.68%	243.00	50.31%
Male	252.00	51.32%	240.00	49.69%
<b>Total</b>	<b>491.00</b>	<b>100.00%</b>	<b>483.00</b>	<b>100.00%</b>

Chart 3.4: Percentage of staff at grades UH9 and above by gender

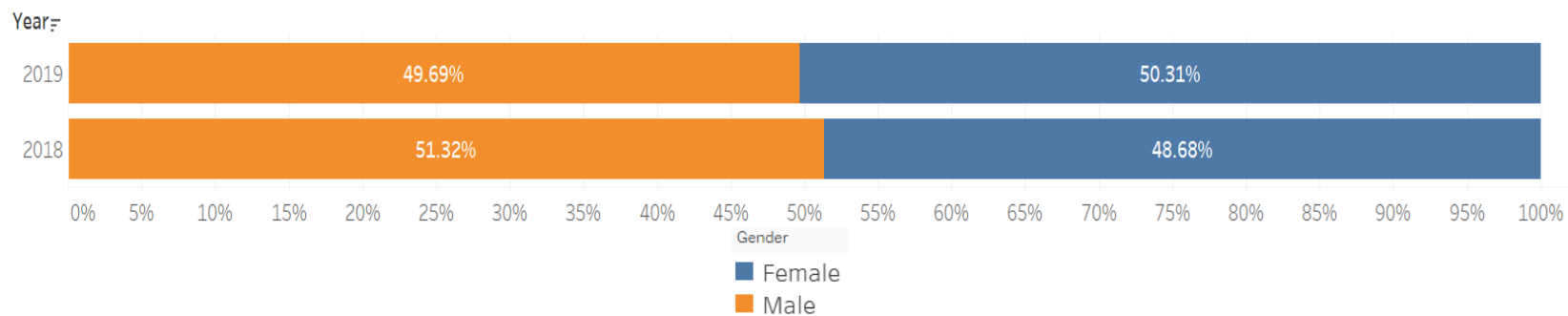


Table 3.5: Overview of staff profile at senior levels broken down by ethnicity

Ethnicity	Year		
	2018	2019	Total
BAME	9.57%	12.63%	11.09%
Prefer not to say	1.43%	1.86%	1.64%
Unknown	4.48%	3.31%	3.90%
White	84.52%	82.19%	83.37%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

## 4. Staff profile by ethnicity

Table 4.1: Ethnicity at institutional level by staff category and gender

Year	Category	Ethnicity	Gender					
			Female		Male		Total	
			N	%	N	%	N	%
2019	Academic/ Research	BAME	131	5.33%	117	4.76%	248	10.10%
		Prefer not to say	7	0.29%	12	0.49%	19	0.77%
		Unknown	44	1.79%	41	1.67%	85	3.46%
	Professional	White	481	19.58%	415	16.90%	896	36.48%
		BAME	139	5.66%	72	2.93%	211	8.59%
		Prefer not to say	7	0.29%	15	0.61%	22	0.90%
		Unknown	29	1.18%	30	1.22%	59	2.40%
		White	622	25.33%	294	11.97%	916	37.30%
<b>Total</b>		<b>1,460</b>	<b>59.45%</b>	<b>996</b>	<b>40.55%</b>	<b>2,456</b>	<b>100.00%</b>	
2018	Academic/ Research	BAME	117	4.57%	89	3.48%	206	8.05%
		Prefer not to say	7	0.27%	13	0.51%	20	0.78%
		Unknown	43	1.68%	34	1.33%	77	3.01%
	Professional	White	521	20.37%	454	17.75%	975	38.12%
		BAME	144	5.63%	58	2.27%	202	7.90%
		Prefer not to say	10	0.39%	19	0.74%	29	1.13%
		Unknown	25	0.98%	17	0.66%	42	1.64%
		White	694	27.13%	313	12.24%	1,007	39.37%
<b>Total</b>		<b>1,561</b>	<b>61.02%</b>	<b>997</b>	<b>38.98%</b>	<b>2,558</b>	<b>100.00%</b>	

Chart 4.1: Breakdown of BAME ethnicity group

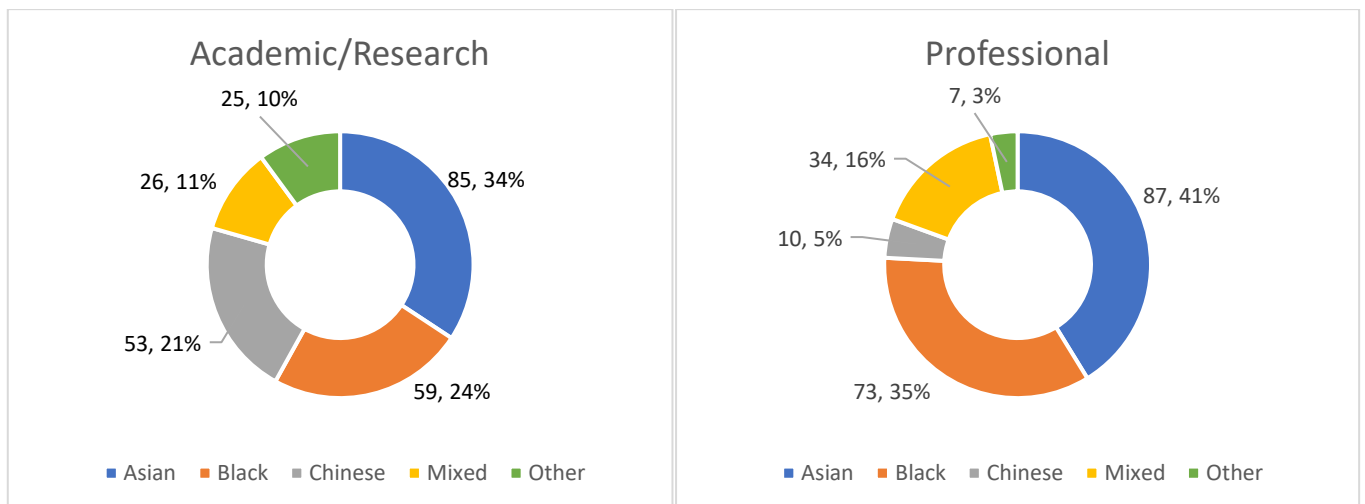


Table 4.2: Professors by ethnicity and gender

Ethnicity	Gender	Year			
		2018		2019	
		N	%	N	%
BAME	Female	3	3.13%	4	4.04%
	Male	6	6.25%	6	6.06%
Not Known	Female	1	1.04%		0.00%
	Male	3	3.13%		0.00%
Prefer not to say	Female	2	2.08%	1	1.01%
	Male	2	2.08%	2	2.02%
Unknown	Female		0.00%	1	1.01%
White	Female	22	22.92%	29	29.29%
	Male	57	59.38%	56	56.57%
<b>Total</b>		<b>96</b>	<b>100.00%</b>	<b>99</b>	<b>100.00%</b>

Table 4.3: Ethnicity by age and category

Category	Ethnicity	Age Grouped										
		<25	31-35	36-40	26-30	41-45	46-50	51-55	56-60	61-65	66>	Total
Academic/ Research	BAME	2	35	37	15	42	32	39	29	13	4	248
	Prefer not to say		1	3	1	1	3	2		5	3	19
	Unknown	3	13	10	7	10	9	9	11	11	2	85
	White	5	61	104	37	106	116	161	161	98	47	896
Professional	BAME	52	35	23	23	17	21	16	15	8	1	211
	Prefer not to say	1		2	1	4	5	3	4	2		22
	Unknown	20	7	4	6	3	4	7	7	1		59
	White	59	102	117	104	100	104	128	121	71	10	916
<b>Total (2019)</b>		<b>142</b>	<b>254</b>	<b>300</b>	<b>194</b>	<b>283</b>	<b>294</b>	<b>365</b>	<b>348</b>	<b>209</b>	<b>67</b>	<b>2456</b>
Academic/ Research	BAME	3	28	33	15	32	30	31	19	13	2	206
	Prefer not to say		3			1	3	3	3	3	4	20
	Unknown	2	11	7	2	10	9	12	13	11		77
	White	9	81	118	44	102	136	162	169	95	59	975
Professional	BAME	28	42	23	29	17	20	19	11	11	2	202
	Prefer not to say	1	1	3		5	5	6	6	2		29
	Unknown	12	2	4	3	6	3	5	3	3	1	42
	White	77	125	108	98	120	109	149	133	76	12	1007
<b>Total (2018)</b>		<b>132</b>	<b>293</b>	<b>296</b>	<b>191</b>	<b>293</b>	<b>315</b>	<b>387</b>	<b>357</b>	<b>214</b>	<b>80</b>	<b>2558</b>

Table 4.4: Percentage of ethnicity by age

Ethnicity	Year / Age Grouped										
	2019										
	<25	31-35	36-40	26-30	41-45	46-50	51-55	56-60	61-65	66>	Total
BAME	2.20%	2.85%	2.44%	1.55%	2.40%	2.16%	2.24%	1.79%	0.86%	0.20%	18.69%
Prefer not to say	0.04%	0.04%	0.20%	0.08%	0.20%	0.33%	0.20%	0.16%	0.29%	0.12%	1.67%
Unknown	0.94%	0.81%	0.57%	0.53%	0.53%	0.53%	0.65%	0.73%	0.49%	0.08%	5.86%
White	2.61%	6.64%	9.00%	5.74%	8.39%	8.96%	11.77%	11.48%	6.88%	2.32%	73.78%
<b>Total</b>	<b>5.78%</b>	<b>10.34%</b>	<b>12.21%</b>	<b>7.90%</b>	<b>11.52%</b>	<b>11.97%</b>	<b>14.86%</b>	<b>14.17%</b>	<b>8.51%</b>	<b>2.73%</b>	<b>100.00%</b>
	2018										
BAME	1.21%	2.74%	2.19%	1.72%	1.92%	1.95%	1.95%	1.17%	0.94%	0.16%	15.95%
Prefer not to say	0.04%	0.16%	0.12%		0.23%	0.31%	0.35%	0.35%	0.20%	0.16%	1.92%
Unknown	0.55%	0.51%	0.43%	0.20%	0.63%	0.47%	0.66%	0.63%	0.55%	0.04%	4.65%
White	3.36%	8.05%	8.84%	5.55%	8.68%	9.58%	12.16%	11.81%	6.68%	2.78%	77.48%
<b>Total</b>	<b>5.16%</b>	<b>11.45%</b>	<b>11.57%</b>	<b>7.47%</b>	<b>11.45%</b>	<b>12.31%</b>	<b>15.13%</b>	<b>13.96%</b>	<b>8.37%</b>	<b>3.13%</b>	<b>100.00%</b>

## 5. Disability

Table 5.1: Staff declaring a disability by category

Category	Year					
	2018			2019		
	Known disability	Not known to have a disability	Total	Known disability	Not known to have a disability	Total
Academic/Research	67	1211	1278	97	1151	1248
Professional	75	1205	1280	113	1095	1208
<b>Total</b>	<b>142</b>	<b>2416</b>	<b>2558</b>	<b>210</b>	<b>2246</b>	<b>2456</b>

Chart 5.1: Percentage of staff declaring a disability by category

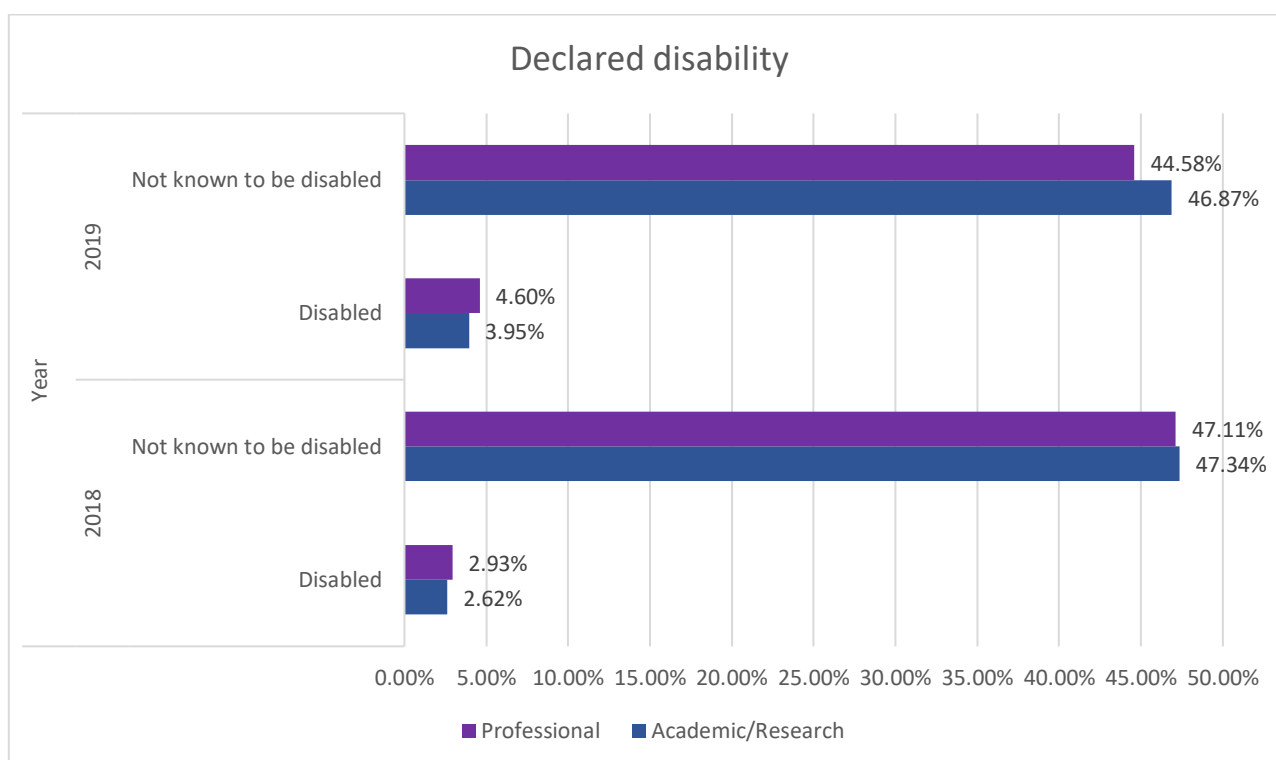


Chart 5.2: Declared disability by gender and category

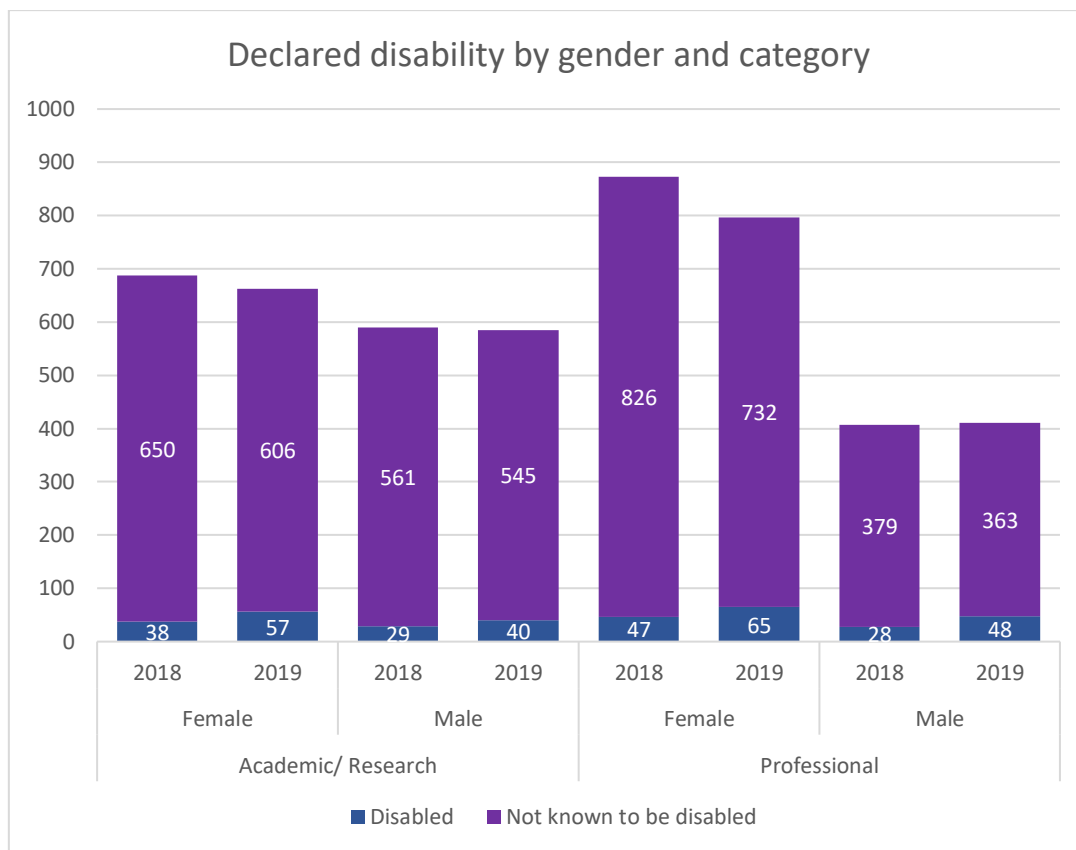


Table 5.2: Disability by gender and grade

Year / Gender / Disability										
2019										
Grade	Female				Male				Total	
	Disabled		Not known to be disabled		Disabled		Not known to be disabled		N	%
	N	%	N	%	N	%	N	%		
SM			10	0.41%	1	0.04%	11	0.45%	22	0.90%
AM	7	0.29%	90	3.66%	2	0.08%	102	4.15%	201	8.18%
UH09	10	0.41%	126	5.13%	7	0.29%	117	4.76%	260	10.59%
UH08	37	1.51%	375	15.27%	31	1.26%	280	11.40%	723	29.44%
UH07	22	0.90%	201	8.18%	15	0.61%	160	6.51%	398	16.21%
UH06	15	0.61%	116	4.72%	11	0.45%	99	4.03%	241	9.81%
UH05	16	0.65%	225	9.16%	9	0.37%	54	2.20%	304	12.38%
UH04	12	0.49%	131	5.33%	3	0.12%	34	1.38%	180	7.33%
UH03			25	1.02%	1	0.04%	17	0.69%	43	1.75%
UH02	2	0.08%	5	0.20%	2	0.08%	3	0.12%	12	0.49%
Other	1	0.04%	34	1.38%	6	0.24%	31	1.26%	72	2.93%
<b>Total</b>	<b>122</b>	<b>4.97%</b>	<b>1338</b>	<b>54.48%</b>	<b>88</b>	<b>3.58%</b>	<b>908</b>	<b>36.97%</b>	<b>2456</b>	<b>100.00%</b>
2018										
SM			9	0.35%	2	0.08%	12	0.47%	23	0.90%
AM	4	0.16%	90	3.52%	2	0.08%	106	4.14%	202	7.90%
UH09	5	0.20%	131	5.12%	4	0.16%	126	4.93%	266	10.40%
UH08	29	1.13%	391	15.29%	20	0.78%	286	11.18%	726	28.38%
UH07	15	0.59%	223	8.72%	10	0.39%	146	5.71%	394	15.40%
UH06	9	0.35%	130	5.08%	6	0.23%	105	4.10%	250	9.77%
UH05	12	0.47%	237	9.27%	4	0.16%	55	2.15%	308	12.04%
UH04	10	0.39%	152	5.94%	7	0.27%	38	1.49%	207	8.09%
UH03			34	1.33%			21	0.82%	55	2.15%
UH02	1	0.04%	49	1.92%	1	0.04%	12	0.47%	63	2.46%
UH01			1	0.04%			3	0.12%	4	0.16%
Other			29	1.13%	1	0.04%	30	1.17%	60	2.35%
<b>Total</b>	<b>85</b>	<b>3.32%</b>	<b>1476</b>	<b>57.70%</b>	<b>57</b>	<b>2.23%</b>	<b>940</b>	<b>36.75%</b>	<b>2558</b>	<b>100.00%</b>



Table 5.3: Disability by ethnicity and category

		Year / Category											
		2018						2019					
Disability	Ethnicity	Academic/ Research		Professional		Total		Academic/ Research		Professional		Total	
		N	%	N	%	N	%	N	%	N	%	N	%
Disabled	BAME	8	0.31%	11	0.43%	19	0.74%	15	0.61%	18	0.73%	33	1.34%
	Prefer not to say	2	0.08%	1	0.04%	3	0.12%	2	0.08%	3	0.12%	5	0.20%
	Unknown	7	0.27%	1	0.04%	8	0.31%	7	0.29%	7	0.29%	14	0.57%
	White	50	1.95%	62	2.42%	112	4.38%	73	2.97%	85	3.46%	158	6.43%
Not known to be disabled	BAME	198	7.74%	191	7.47%	389	15.21%	233	9.49%	193	7.86%	426	17.35%
	Prefer not to say	18	0.70%	28	1.09%	46	1.80%	17	0.69%	19	0.77%	36	1.47%
	Unknown	70	2.74%	41	1.60%	111	4.34%	78	3.18%	52	2.12%	130	5.29%
	White	925	36.16%	945	36.94%	1870	73.10%	823	33.51%	831	33.84%	1654	67.35%
<b>Total</b>		<b>1278</b>	<b>49.96%</b>	<b>1280</b>	<b>50.04%</b>	<b>2558</b>	<b>100.00%</b>	<b>1248</b>	<b>50.81%</b>	<b>1208</b>	<b>49.19%</b>	<b>2456</b>	<b>100.00%</b>

## 6. Age

Table 6.1: Summary of staff ages by category

Age Summary	Year			
	2018		2019	
	Academic/Research	Professional	Academic/Research	Professional
Minimum age	20	16	24	18
Maximum age	79	71	80	69
Average Age	48	43	49	43
Median Age	49	43	50	43

Table 6.2: Age grouped by category

Age Grouped	Year / Category					
	2018			2019		
	Academic/Research	Professional	Total	Academic/Research	Professional	Total
66>	65	15	80	56	11	67
61-65	122	92	214	127	82	209
56-60	204	153	357	201	147	348
51-55	208	179	387	211	154	365
46-50	178	137	315	160	134	294
41-45	145	148	293	159	124	283
36-40	158	138	296	154	146	300
31-35	123	170	293	110	144	254
26-30	61	130	191	60	134	194
<25	14	118	132	10	132	142
<b>Total</b>	<b>1278</b>	<b>1280</b>	<b>2558</b>	<b>1248</b>	<b>1208</b>	<b>2456</b>

Chart 6.1: Professors by age grouped

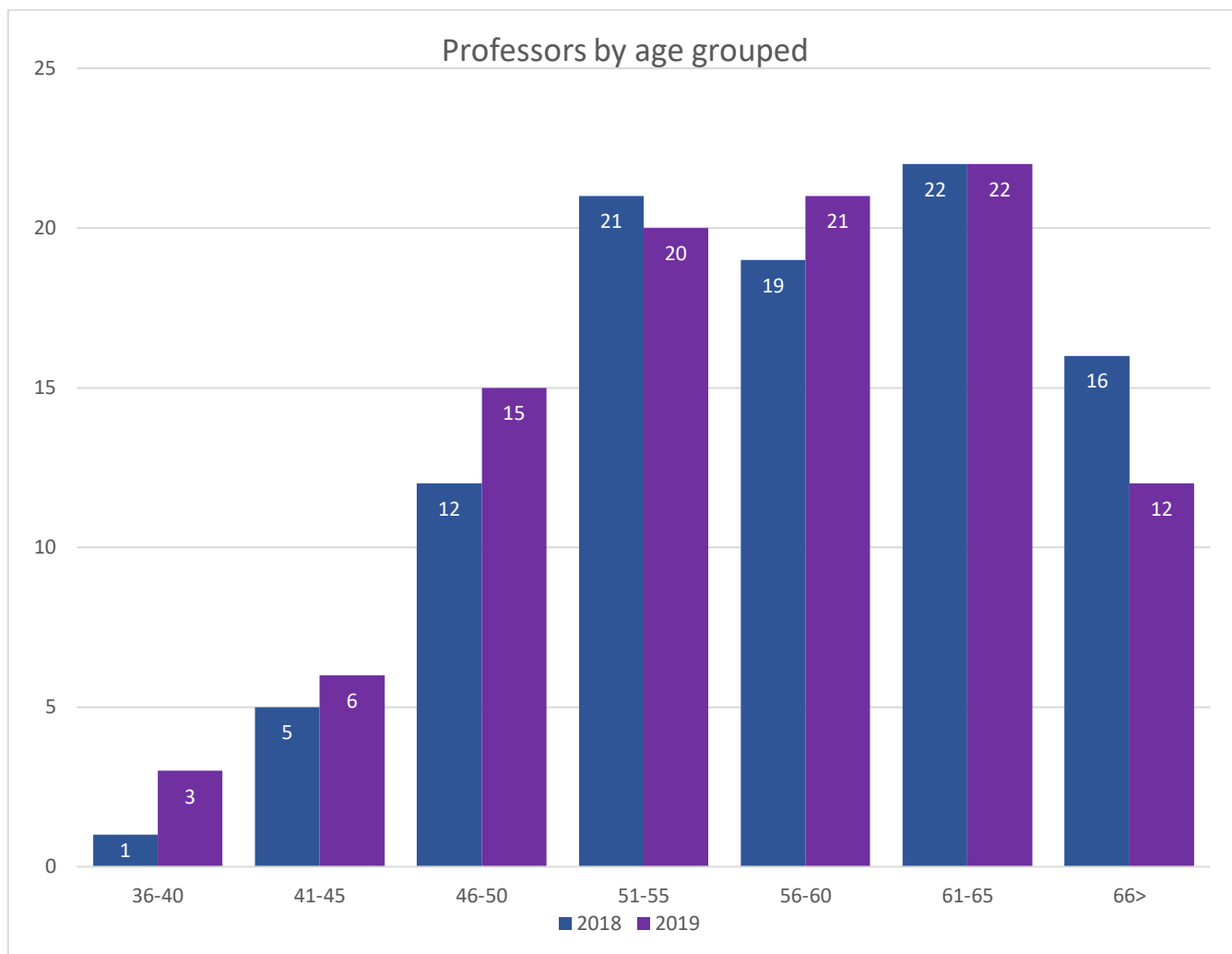


Table 6.3: Professors by age and gender

Age Grouped	Year / Gender											
	2018						2019					
	Female		Male		Total		Female		Male		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
66>	4	4.17%	12	12.50%	16	16.67%	4	4.04%	8	8.08%	12	12.12%
61-65	8	8.33%	14	14.58%	22	22.92%	8	8.08%	14	14.14%	22	22.22%
56-60	6	6.25%	13	13.54%	19	19.79%	9	9.09%	12	12.12%	21	21.21%
51-55	7	7.29%	14	14.58%	21	21.88%	7	7.07%	13	13.13%	20	20.20%
46-50	2	2.08%	10	10.42%	12	12.50%	4	4.04%	11	11.11%	15	15.15%
41-45	1	1.04%	4	4.17%	5	5.21%	2	2.02%	4	4.04%	6	6.06%
36-40			1	1.04%	1	1.04%	1	1.01%	2	2.02%	3	3.03%
<b>Total</b>	<b>28</b>	<b>29.17%</b>	<b>68</b>	<b>70.83%</b>	<b>96</b>	<b>100.00%</b>	<b>35</b>	<b>35.35%</b>	<b>64</b>	<b>64.65%</b>	<b>99</b>	<b>100.00%</b>

Table 6.4: Percentage of age grouped by category and contract type

Age Grouped	Year / Category / Mode									
	2018					2019				
	Academic/ Research		Professional		Total	Academic/ Research		Professional		Total
Full Time	Part Time	Full Time	Part Time	Full Time		Part Time	Full Time	Part Time		
66>	0.66%	1.88%	0.27%	0.31%	3.13%	0.53%	1.75%	0.24%	0.20%	2.73%
61-65	2.31%	2.46%	2.35%	1.25%	8.37%	2.93%	2.24%	2.08%	1.26%	8.51%
56-60	5.16%	2.81%	4.03%	1.95%	13.96%	5.13%	3.05%	4.11%	1.87%	14.17%
51-55	5.51%	2.62%	4.85%	2.15%	15.13%	5.82%	2.77%	4.23%	2.04%	14.86%
46-50	4.61%	2.35%	3.67%	1.68%	12.31%	4.44%	2.08%	3.54%	1.91%	11.97%
41-45	4.10%	1.56%	3.95%	1.84%	11.45%	4.52%	1.95%	3.38%	1.67%	11.52%
36-40	4.69%	1.49%	3.52%	1.88%	11.57%	4.52%	1.75%	3.79%	2.16%	12.21%
31-35	3.56%	1.25%	4.93%	1.72%	11.45%	3.46%	1.02%	4.40%	1.47%	10.34%
26-30	1.92%	0.47%	4.30%	0.78%	7.47%	1.95%	0.49%	4.48%	0.98%	7.90%
<25	0.43%	0.12%	4.03%	0.59%	5.16%	0.41%		3.34%	2.04%	5.78%
<b>Total</b>	<b>32.96%</b>	<b>17.01%</b>	<b>35.89%</b>	<b>14.15%</b>	<b>100.00%</b>	<b>33.71%</b>	<b>17.10%</b>	<b>33.59%</b>	<b>15.59%</b>	<b>100.00%</b>

## 7. Sexual orientation

Table 7.1: Sexual orientation by category

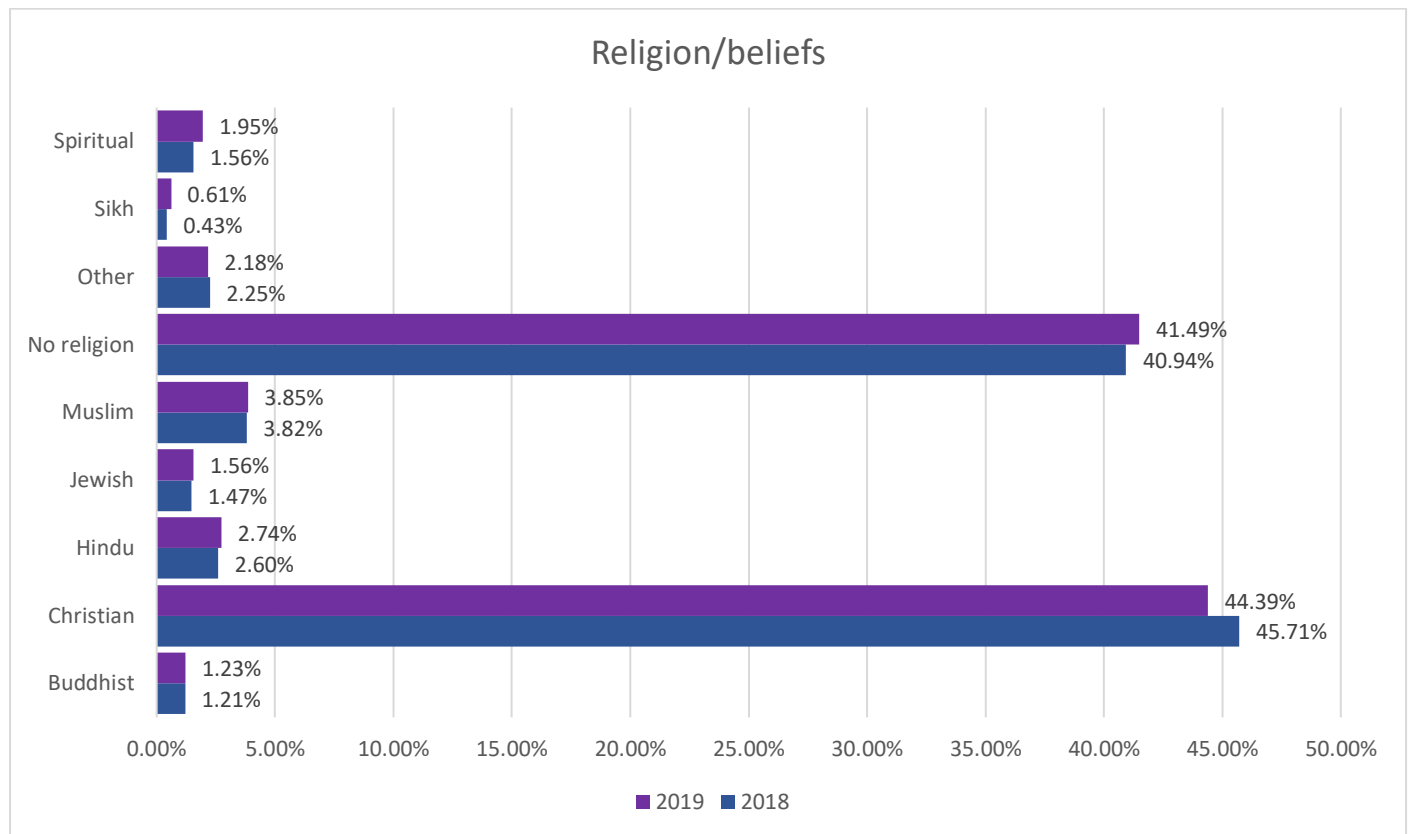
		Sexual Orientation											
		Heterosexual		LGBT		Other		Prefer not to say		Unknown		Total	
Year	Category	N	%	N	%	N	%	N	%	N	%	N	%
2019	Academic/ Research	823	33.51%	53	2.16%	4	0.16%	174	7.08%	194	7.90%	1,248	50.81%
	Professional	918	37.38%	35	1.43%	10	0.41%	110	4.48%	135	5.50%	1,208	49.19%
<b>Total</b>		<b>1,741</b>	<b>70.89%</b>	<b>88</b>	<b>3.58%</b>	<b>14</b>	<b>0.57%</b>	<b>284</b>	<b>11.56%</b>	<b>329</b>	<b>13.40%</b>	<b>2,456</b>	<b>100.00%</b>
2018	Academic/ Research	609	23.81%	34	1.33%	3	0.12%	77	3.01%	555	21.70%	1,278	49.96%
	Professional	658	25.72%	25	0.98%	6	0.23%	54	2.11%	537	20.99%	1,280	50.04%
<b>Total</b>		<b>1,267</b>	<b>49.53%</b>	<b>59</b>	<b>2.31%</b>	<b>9</b>	<b>0.35%</b>	<b>131</b>	<b>5.12%</b>	<b>1,092</b>	<b>42.69%</b>	<b>2,558</b>	<b>100.00%</b>

Table 7.2: Sexual orientation by grade

		Grade												
Year	Sexual Orientation	Other	UH01	UH02	UH03	UH04	UH05	UH06	UH07	UH08	UH09	AM	SM	Total
2019	Heterosexual	3.73%		0.99%	2.57%	11.26%	19.37%	13.33%	9.27%	9.93%	2.90%	2.24%	0.41%	75.99%
	LGBT	0.17%				0.58%	0.50%	0.50%	0.33%	0.50%	0.25%	0.08%		2.90%
	Other	0.08%				0.17%	0.08%	0.25%	0.25%					0.83%
	Prefer not to say	0.25%			0.41%	1.08%	2.40%	1.66%	1.49%	0.91%	0.33%	0.33%	0.25%	9.11%
	Unknown	0.75%			0.58%	1.32%	1.90%	2.48%	0.99%	2.15%	0.75%	0.25%		11.18%
	<b>Total</b>	<b>4.97%</b>		<b>0.99%</b>	<b>3.56%</b>	<b>14.40%</b>	<b>24.25%</b>	<b>18.21%</b>	<b>12.33%</b>	<b>13.49%</b>	<b>4.22%</b>	<b>2.90%</b>	<b>0.66%</b>	<b>100.00%</b>
2018	Heterosexual	1.17%		2.19%	2.27%	7.89%	13.36%	8.75%	6.17%	5.47%	2.27%	1.64%	0.23%	51.41%
	LGBT			0.08%		0.63%	0.31%	0.23%	0.08%	0.39%	0.16%	0.08%		1.95%
	Other			0.23%				0.16%	0.08%					0.47%
	Prefer not to say	0.08%	0.08%		0.08%	0.86%	1.41%	0.63%	0.63%	0.23%		0.08%	0.16%	4.22%
	Unknown	1.88%	0.23%	2.42%	1.95%	6.48%	7.19%	8.13%	4.77%	6.02%	1.48%	1.17%	0.23%	41.95%
	<b>Total</b>	<b>3.13%</b>	<b>0.31%</b>	<b>4.92%</b>	<b>4.30%</b>	<b>15.86%</b>	<b>22.27%</b>	<b>17.89%</b>	<b>11.72%</b>	<b>12.11%</b>	<b>3.91%</b>	<b>2.97%</b>	<b>0.63%</b>	<b>100.00%</b>

## 8. Religion/beliefs

Chart 8.1: Religion/beliefs (excluding unknown and prefer not to say)



## 9. Recruitment

Table 9.1: Number of applications by ethnicity and gender

Gender	Ethnicity									
	BAME		Refused		Unknown		White		Total	
	N	%	N	%	N	%	N	%	N	%
Female	1356	19.82%	38	0.56%	21	0.31%	2367	34.59%	3782	55.27%
Male	1386	20.25%	45	0.66%	36	0.53%	1405	20.53%	2872	41.97%
Not declared	28	0.41%	37	0.54%	48	0.70%	76	1.11%	189	2.76%
<b>Total</b>	<b>2770</b>	<b>40.48%</b>	<b>120</b>	<b>1.75%</b>	<b>105</b>	<b>1.53%</b>	<b>3848</b>	<b>56.23%</b>	<b>6843</b>	<b>100.00%</b>

Table 9.2: Success rate of applications by ethnicity and gender

Gender	Ethnicity / Successful									
	BAME		Refused		Unknown		White		Total	
	Not Successful	Successful	Not Successful	Successful	Not Successful	Successful	Not Successful	Successful		
Female	19.10%	0.72%	0.50%	0.06%	0.18%	0.13%	32.08%	2.51%	55.27%	
Male	19.45%	0.80%	0.64%	0.01%	0.39%	0.13%	18.92%	1.61%	41.97%	
Not declared	0.37%	0.04%	0.51%	0.03%	0.48%	0.22%	0.98%	0.13%	2.76%	
<b>Total</b>	<b>38.92%</b>	<b>1.56%</b>	<b>1.65%</b>	<b>0.10%</b>	<b>1.05%</b>	<b>0.48%</b>	<b>51.98%</b>	<b>4.25%</b>	<b>100.00%</b>	