University of Hertfordshire UH

Equality Office

ANNUAL EQUALITY AND DIVERSITY INFORMATION REPORT

2019–20

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Contents

Introduction

As an employer, education provider and public body the University of Hertfordshire (UH) continues to have a firm commitment to Equality, Diversity and Inclusion (EDI). Our vision is to 'transform lives by finding and powering potential, giving people the opportunity to succeed with us whatever their background'. EDI is also central to our Social Responsibility agenda, and the diversity of our community is a huge strength of our institution and a source of great pride.

This Equality Monitoring Annual Report 2019/20 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 presents statistical data for both our staff and students applied in relation to the following protected characteristics: Age, Disability, Gender Reassignment, Race (ethnicity), Religion or Belief, Sex and Sexual Orientation. Data is provided in tables and charts and any trends are identified, which provide contextualisation.

Throughout this report the data is split by Academic and Professional staff.

Academic and Research Staff within the following job types:	Professional staff include a range of administrative and technical roles:
- 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 provided covers both the staff and student cycle as follows:

Staff	Students
- Recruitment - Contract Type - Job by Grade - Learning & Organisational Development - Promotions - Conduct - Leavers	- Admissions - Continuation - Module Failure Rates - Awards

Data

Information regarding protected characteristics is requested and recorded when individuals are appointed which means we work with high levels of unknown information when recruiting. This practice is in line with the work we are undertaking on anonymously shortlisting candidates.

The data analysed to inform this report have been provided by Human Resources and the Student Information Team.

Where reference has been made to the sector average, this has been obtained from Advance HE (22 October 2020) Equality in Higher Education: Staff Statistical Report 2020 (data presented cover 2018/19 academic year). Accessed October 2020 at www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020

Covid-19

It is worth noting the impact of Covid-19, which is also relevant to his report. It goes without saying, the pandemic has caused uncertainty, has had an impact on the way we work and live our lives, but also on the employment, recruitment and the economy. The latest (November 2020) People Management Report (PMR) demonstrates reductions in leavers (could be due to uncertainty of income), lower levels of recruitment, move to online learning and development for staff, near 100% working at home and reduced sickness and absence.

Key Findings (Staff)

Staff Profile

- As at 31 July 2020 the University employed a total of 2,447 substantive staff comprising 52% Academic and 48% Professional staff.
- The university continues to have a mature staff population with the majority (51%) of our staff over the age of 46 which is above the sector (42.3%, Advance HE). Staff employed under the age of 25 (5%) are frequently in roles supporting students such as Resident Assistants and are slightly below the sector average (6%, Advance HE).
- 9% of the total (7% Academic and 10% Professional) staff declared a disability, this is well above the sector average of 5.3%.
- Just under 1% staff have recorded their gender different to that assigned at birth. This has steadily increased since 2017/18. There are a significant number (31%) of unknowns, therefore continued work will be undertaken to understand the reasons for this and encourage staff to provide this information and reduce this percentage.
- The majority (78.6%) of our staff are white and 19.4% identify as Black Asian Minority Ethnic (BAME). From the BAME total, 39% are Asian, 26% Black, 14% Chinese, 12% Mixed and 8% 'other'. However, we are pleased to note that BAME staff percentage is higher than the percentage figure for the county of Hertfordshire where we are based (county BAME percentage approximately 16%) Hertfordshire County Council data whilst the HE sector average is 14.5%.
- The gender split among staff is 60% female and 40% male. 54% of Academic staff are female (compared to the average in the HE sector – 41.7%).
- 5% of our staff identify as either Lesbian, Gay or Bisexual (LGB), compared to sector average of 2.6% with unknown records 23% which is below the sector average of 55.1% (Advance HE)

Academic Recruitment

- **Age:** The majority of the applications received are aged between 26-45 (36%/32%). However, the highest proportions of applications shortlisted are within the 46-65 age bracket (30%/31%). Unknown age has the highest proportional success rate to all unknown age application (28%)
- **Disability:** Just 4% of applications received have declared a disability. However proportionally disabled applications have the highest shortlisting rate of 29%. Success rate to application is on a par to those not known to be disabled.
- **Ethnicity:** 49% of all applications were received from BAME academics. Out of the BAME shortlisted applications the highest ethnic groups were Asian (15%) and Black (12%). 31% of successful academic applications were BAME appointments.

- **Nationality:** Non-UK has a low proportional success rate to applications received reflecting UK visa and immigration requirements and limitations.
- **Religion or belief:** No Sikh applications were successful and fewer Muslim applicants are shortlisted (14%) then appointed (2%) compared to their Hindu counterparts.
- **Sex:** Although a slightly higher level of applications received from male academics a higher percentage of female applications are shortlisted (52%) and a slightly higher proportional success rate (9%)
- **Sexual orientation:** Only 1% of academic applications declared themselves Gay Woman/Lesbian yet proportionally they had the highest success rate. 8% applications stated prefer not to say.
- **Unknown applications** have the highest proportions for shortlisting and success in the recruitment stage.

Professional Recruitment

- **Age:** Professional staff posts receive a greater number of applications from the younger generations of 25 and under up to 35 years.
- **Disability:** Despite the low number of applications from declared disabled they have the greater proportional success rate to number of applications.
- **Ethnicity:** 19% of the successful applications were BAME equating to proportionally 2% of BAME applications compared to 5% for White applicants.
- **Nationality:** There are few Professional roles suitable for Non-UK applications that would meet visa/right to work requirements. With the limitations imposed on UH with the number of applications we can support, a greater proportion are focused on academic roles supporting the recruitment of knowledge experts for the benefit of our students.
- **Religion or belief:** The largest number of applications received are from those who declared Christian (36%) and No religion (34%). These applications also follow through as the 2 largest groups shortlisted (both 37%). Despite this their proportional success rate to application is on a par with other declaration apart from Not known who achieved a 40% proportional success rate. The proportion of Muslim candidates shortlisted (9%) and appointed (2%) is lower than Hindu applicants.
- **Sex:** Greater number of female applications and success within the professional roles.
- **Sexual orientation**: Majority of successful applications declare Heterosexual. Proportionally applications with unknown sexual orientation have a greater chance of being shortlisted (62%) and being successful (40%)

Contract Type

- Majority of substantive staff are offered permanent contracts. Fixed term contracts are largely used to support research staff due to how research is funded. There are also greater levels of fixed term contracts within the 26-35 age range.

Academic

- BAME FTC have fluctuated marginally. BAME permanent contracts have increased from 14.7% (2017/18) to 17.9% (2019/20).

- There are a broad range of religion or beliefs recorded. Within permanent contracts the majority are Christian (26.4%) and no religion (25.6%) which reflects the staff diversity.
- There has been a marginal reduction in male FTC in 2019/20.

Professional

- There are a larger proportion of FTC within the 25 and under age range sourced through our student pool holding the post of resident assistants. There is a slightly higher level of FTC in post at 31 July 2019 due to covering roles during the period prior to launching the Student Administration Service in Academic Registry.
- The percentage of disabled staff with a permanent contract has remained at 9% which is the same percentage of the Universities disabled staff profile.
- There has been a steady increase of BAME staff with permanent contracts since 2017/18, however this is lower than the overall UH BAME staff population (19.4%).
- Female FTC have reduced.

Full/Part Time Contracts

- There is a greater proportion of female staff on part time contracts.

Pay Grade

- Majority of academics are in grades UH7-UH9 aged 36-65.
- Greater proportions of BAME are currently at UH7-UH8 however investigations confirmed that due to lower length of service for BAME on those grades does not suggest a BAME ceiling at UH8.
- Majority of professional staff roles are in grades UH5-UH6 aged 26-55.
- Most disabled staff are within grades UH4-UH8 which reflects the overall staff population.
- Most of the BAME 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 BAME staff at grades UH9 and above since 2017/18.

Training and Development

Academic

- A slightly lower proportion of recorded disabled staff taking up training and development opportunities compared to overall UH Academic population.
- Greater proportions of development opportunities provided to BAME staff during 2018-19 to 2019-20
- Slightly lower proportion of men taking up development opportunities in comparison to UH Academic population.

Professional

- A higher proportion of disabled staff taking up training and development opportunities compared to overall UH professional population.
- BAME staff in professional roles show a significant drop in development opportunities taken up.

Academic Promotions

- Proportionally more disabled staff were successful in promotions in comparison to the percentage of disabled Academic staff population
- Proportionally fewer female staff were promoted to Associate Professorship and Professorship roles compared to the overall Academic percentage.

Professors

- 4% of our Professors are under the age of 45
- 5% of our Professors are disabled compared to 7% of academic staff
- 4% of Professors are Jewish which is higher in proportion to the overall percentage of Jewish Academic Staff.
- Female professors (38%) compare favourably against sector benchmark of 26.7% (Advance HE, 2020

Staff Profile

During **2019/20**, the University employed a total of **2,447** substantive staff. This included **52%** Academic and **48%** professional staff.

1,165

1,282

■ Academic - 52%   ■ Professional - 48%
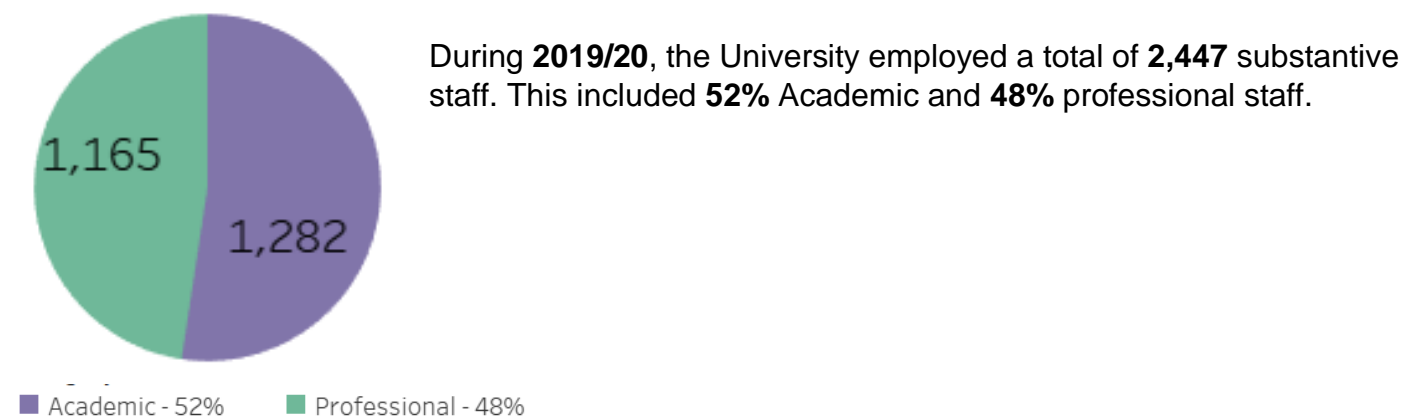
Figure 1: All staff profile by academic and professional (2019/20)

Age
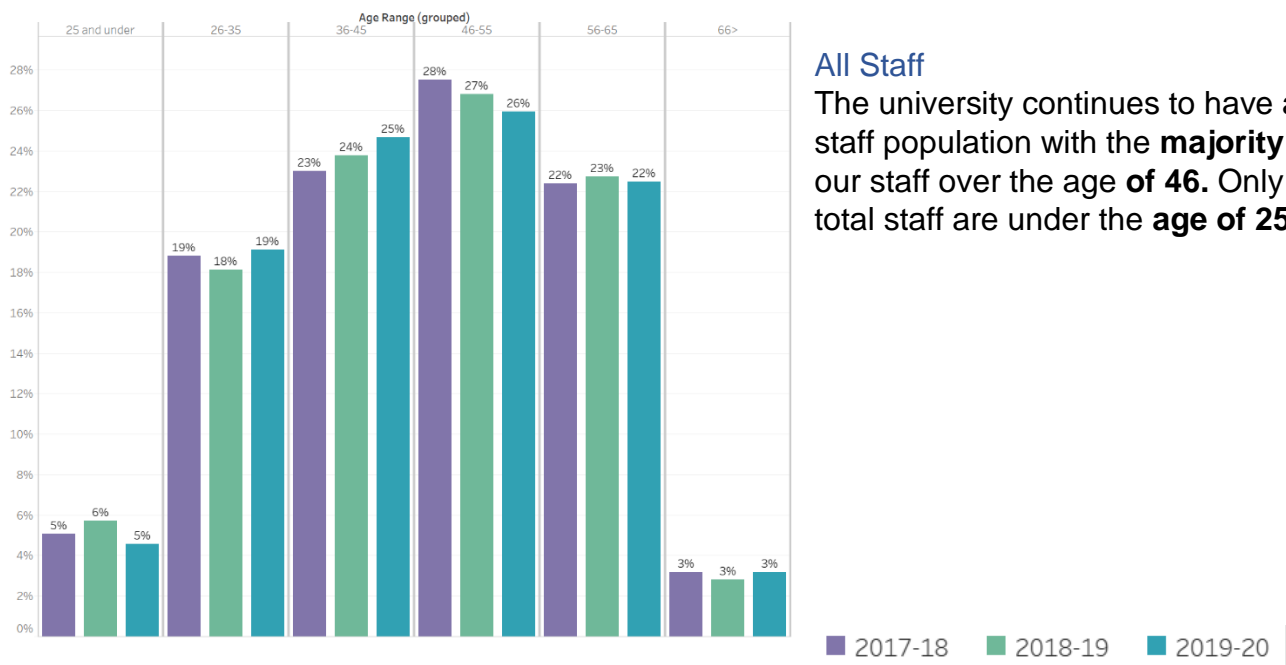
Figure 2: All staff by age

All Staff

The university continues to have a mature staff population with the **majority (51%)** of our staff over the age **of 46.** Only **5%** of our total staff are under the **age of 25.**

Academic

Figure 3: Academic staff by age

The **majority** (58%) of our academic staff are over the age of 46 and only **15%** under the age of 35.

Professional

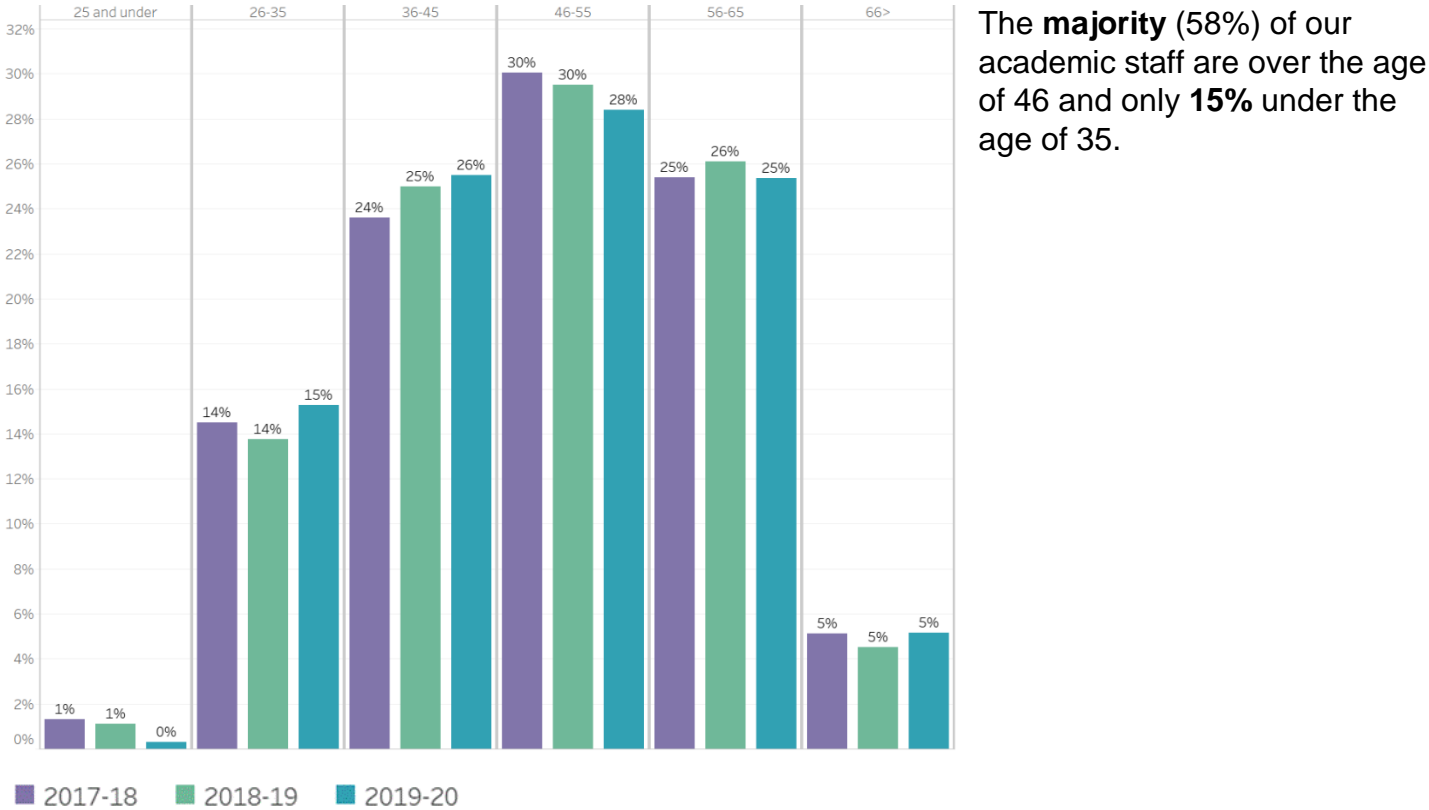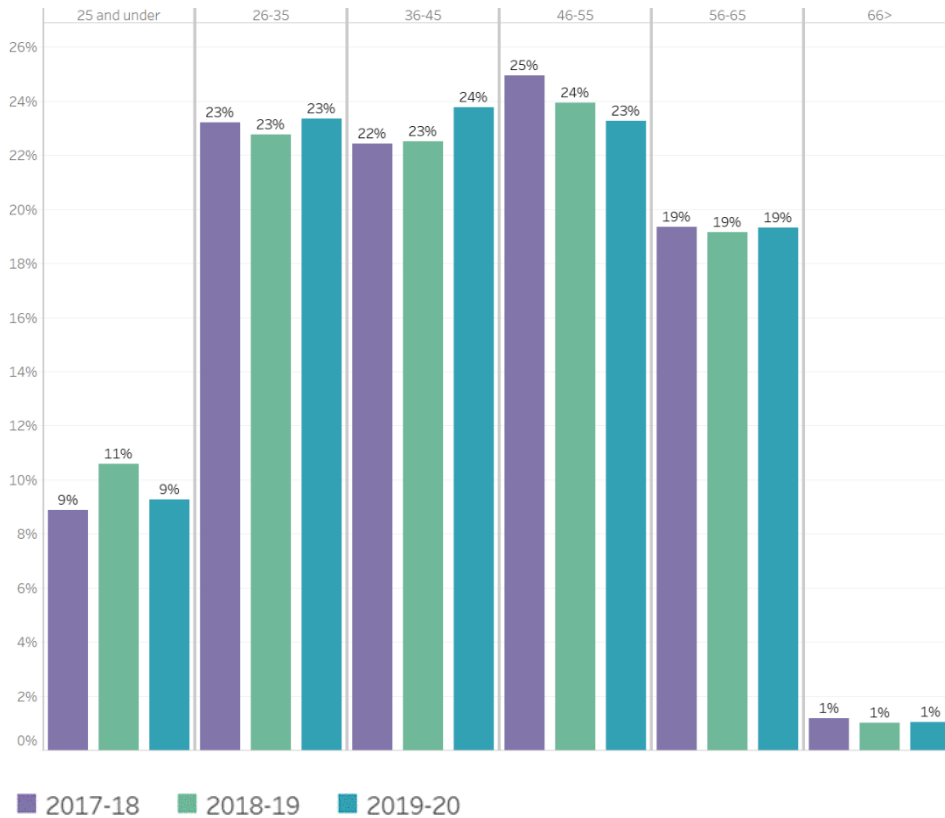The **majority** (58%) of our professional staff are over the age of 46 and only **15%** under the age of 35.

Figure 4: Professional staff by age

Disability
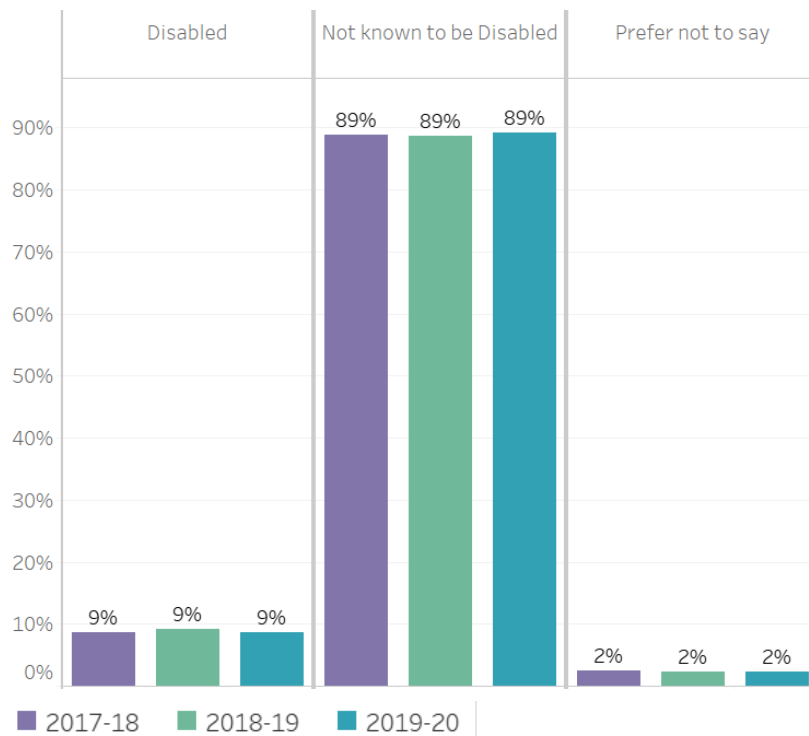
All Staff

9% of our total staff have declared a disability. This is **higher** than the sector average which is **5.3%.**

Figure 5: Declared disability for all staff

Figure 6: All academic declared disability

Academic

7% of our total staff have declared a disability. This is **higher** than the sector average which is **5.3%.**

Figure 7: All professional declared disability
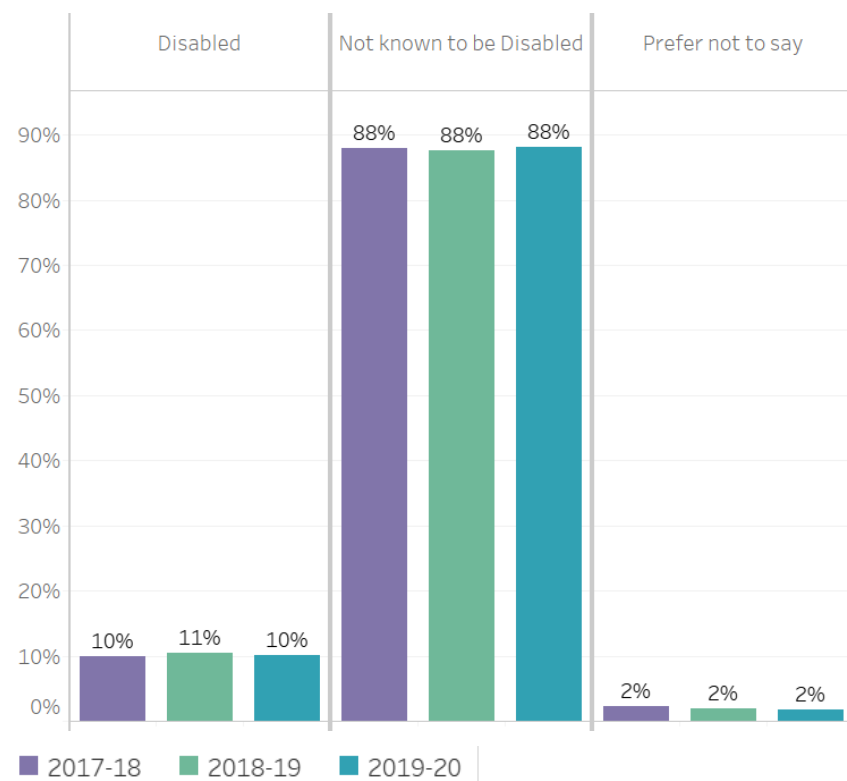
Professional

10% of our total staff have declared a disability which is almost double that of the sector **(5.3%)** average.
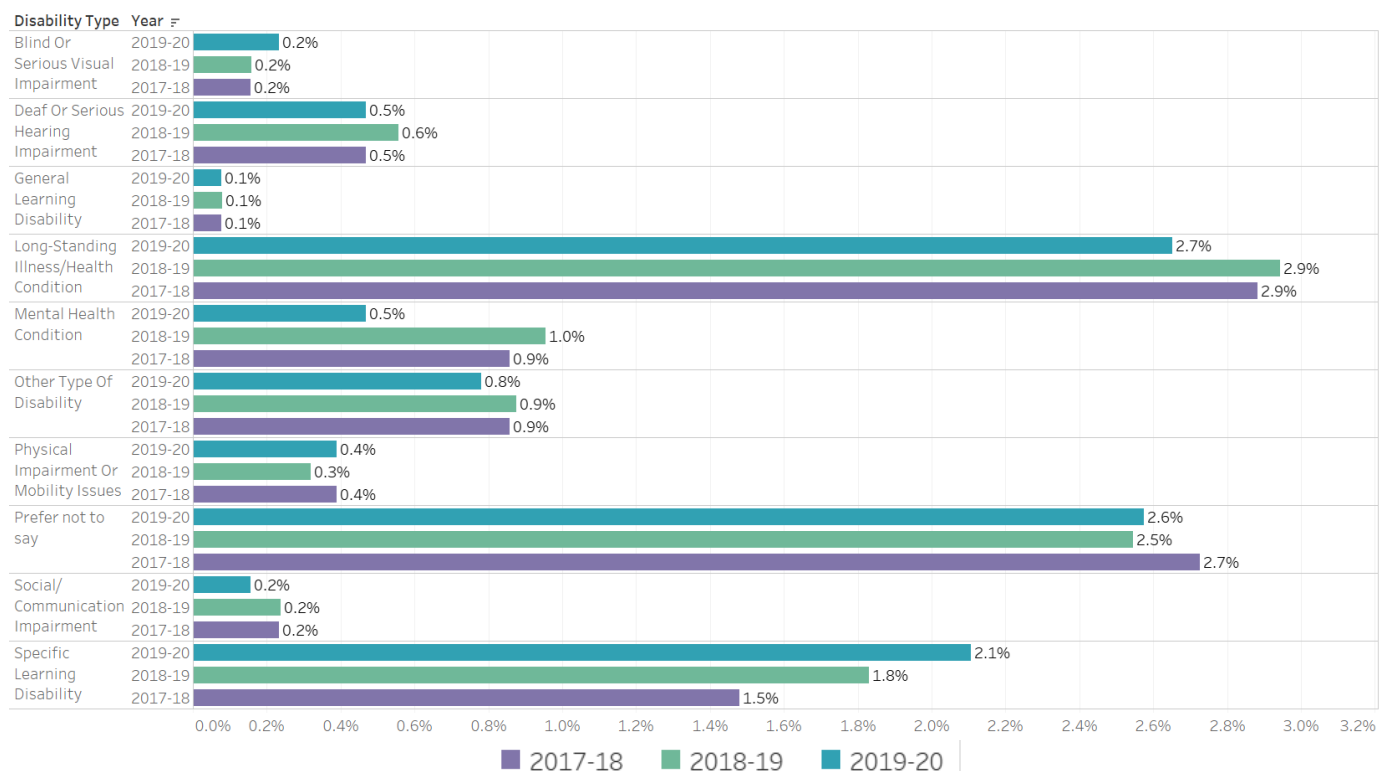
Figure 8: Breakdown of academic staff declared disabilities (not known to be disabled hidden)

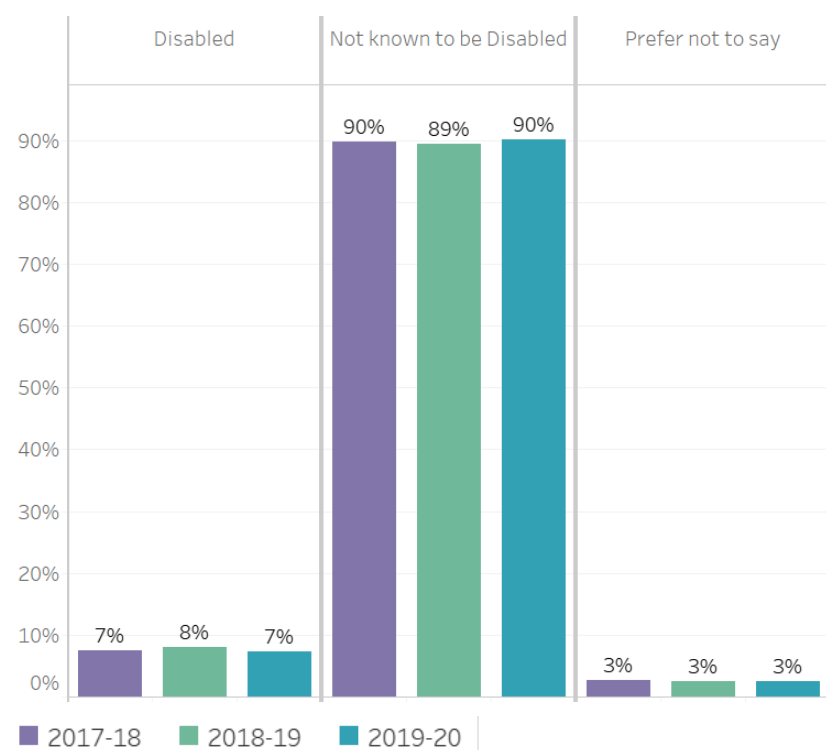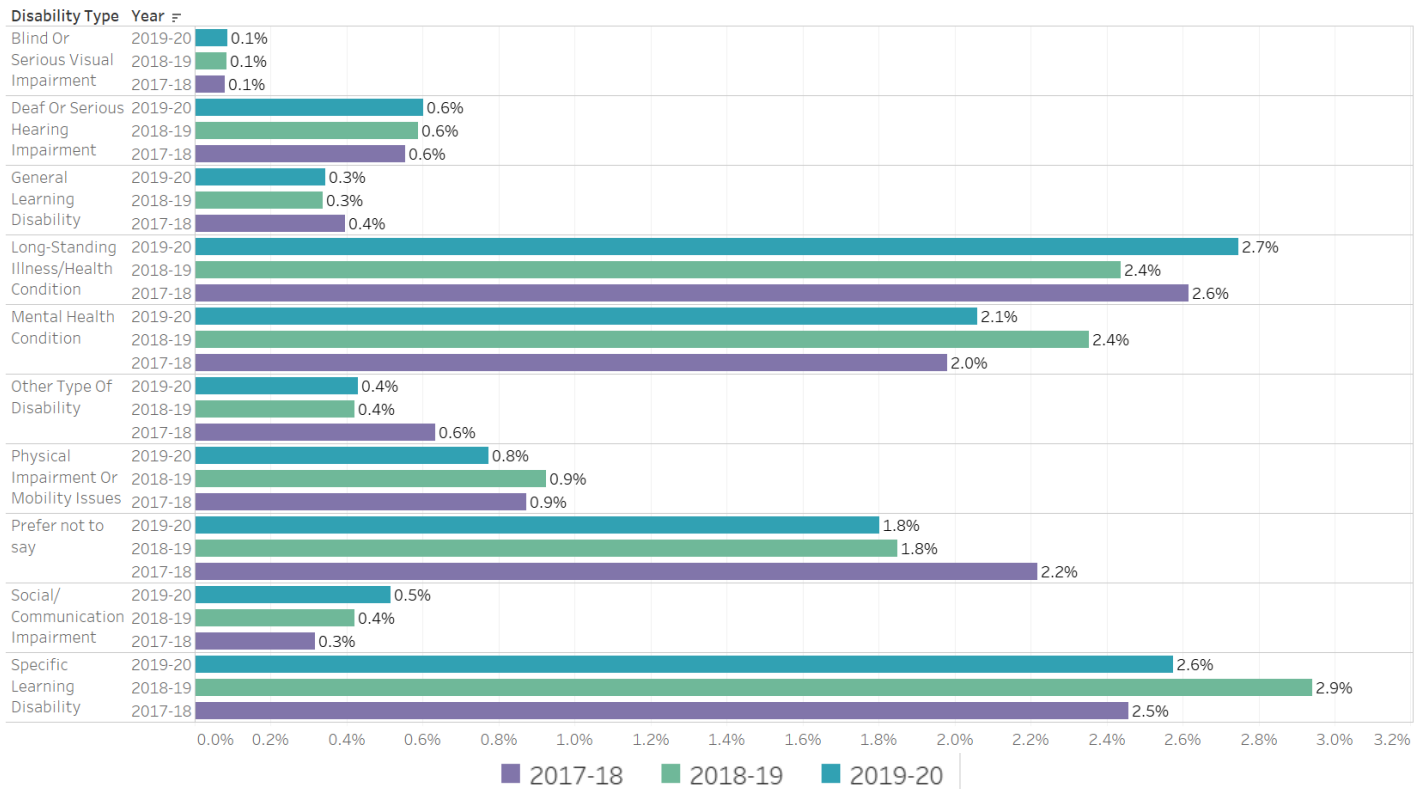*Figure 9: Breakdown of professional staff declared disabilities (not known to be disabled hidden)*

Gender Reassignment (Trans)

All Staff

Almost **1%** of all our staff have declared a different gender to that assigned at birth. This has been **increasing** steadily since 2017/18.
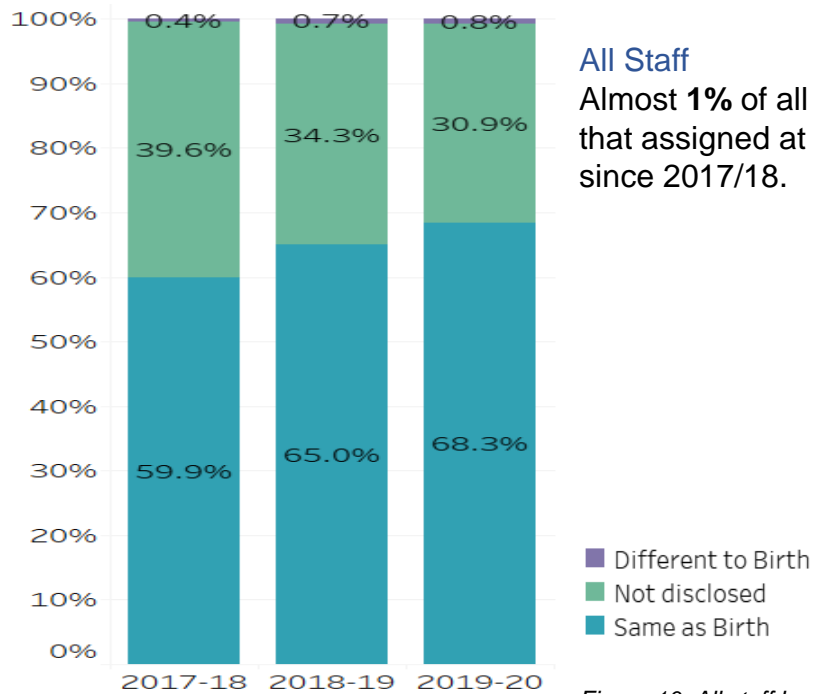
Figure 10: All staff by Gender Reassignment (Trans)

Academic Staff
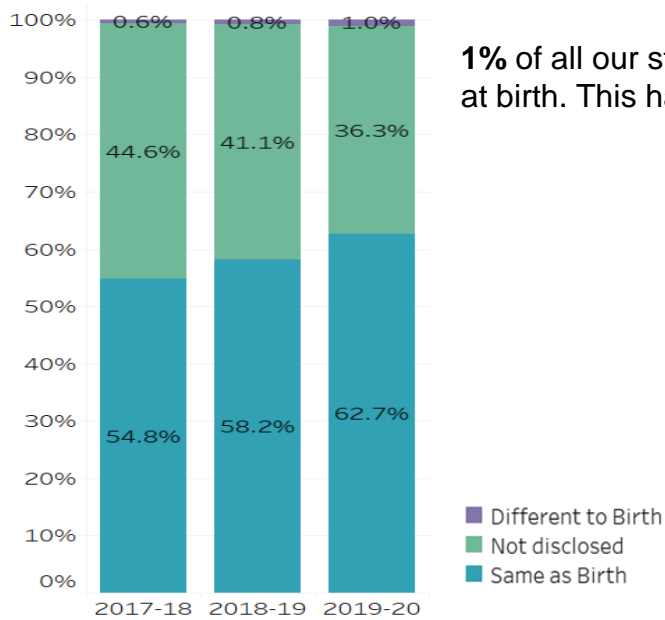
Figure 11: Academic staff by Gender Reassignment (Trans)

1% of all our staff have declared a different gender to that assigned at birth. This has been **increasing** steadily since 2017/18.

Figure 12: Professional staff by Gender Reassignment (Trans)
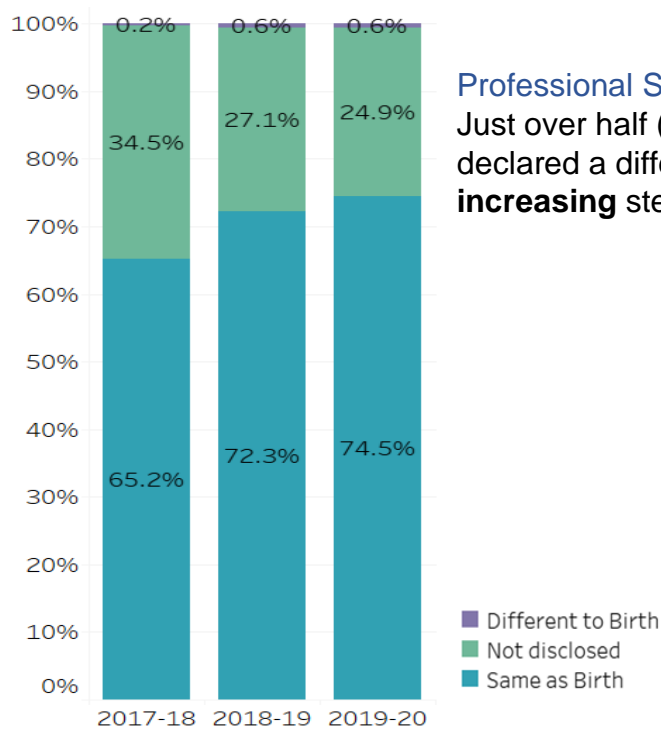
Professional Staff

Just over half (0.6%) a percent of our professional staff have declared a different gender to that assigned at birth. This has been **increasing** steadily since 2017/18.

All Staff

| Race/Ethnicity	FTE	%	FTE	%	FTE	%
Asian or Asian British - Bangladeshi	13	0.6%	14	0.7%	14	0.6%
Asian or Asian British - Indian	83	3.8%	85	4.1%	91	4.3%
Asian or Asian British - Pakistani	13	0.6%	19	0.9%	21	1.0%
Black or Black British - African	66	3.0%	71	3.4%	71	3.4%
Black or Black British - Caribbean	22	1.0%	30	1.5%	29	1.4%
Chinese	60	2.7%	58	2.8%	61	2.9%
Information Refused	39	1.8%	36	1.7%	39	1.8%
Mixed - White and Asian	7	0.3%	7	0.3%	9	0.4%
Mixed - White and Black African	6	0.3%	6	0.3%	6	0.3%
Mixed - White and Black Caribbean	12	0.6%	14	0.7%	13	0.6%
Not Known	61	2.8%	16	0.8%	4	0.2%
Other Asian Background	30	1.4%	34	1.6%	36	1.7%
Other Black Background	7	0.3%	5	0.2%	5	0.2%
Other Ethnic Background	35	1.6%	34	1.6%	33	1.5%
Other Mixed Background	21	1.0%	24	1.1%	23	1.1%
White	1,713	78.3%	1,628	78.3%	1,658	78.6%
Grand Total	**2,188**	**100.0%**	**2,078**	**100.0%**	**2,110**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 1: All staff by full race/ethnicity by FTE and year

The **majority** (78.6%) of our **staff** are white and **19.4%** identify as Black Asian Minority Ethnic (BAME). From the BAME total, **39%** are Asian, **26%** Black, **14%** Chinese, **12%** Mixed and **8%** other. However we are pleased to note that BAME staff percentage is **higher** than the percentage figure for the **county of Hertfordshire** where we are based (Herts county BAME percentage approximately **16%**)* HCC data and the **sector average** of **14.5%.**
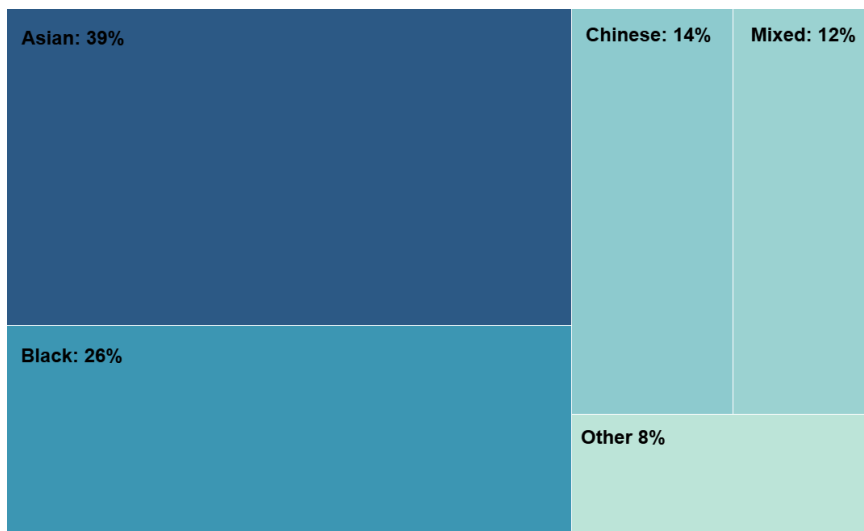
All BAME Staff

% of Total Number of Records

8% ▬▬▬▬▬ 39%

Figure 13: All BAME staff by ethnic group (2019/20)

Asian: 39%
Black: 26%
Chinese: 14%
Mixed: 12%
Other 8%
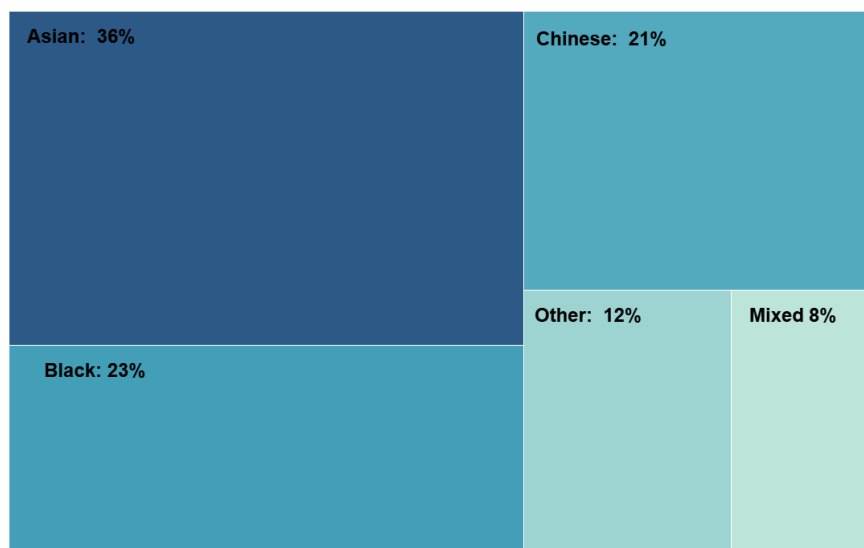
Academic BAME staff

8% ▬▬▬▬▬ 36%

Figure 14: Academic BAME staff by ethnic group (2019/20)

Asian: 36%
Black: 23%
Chinese: 21%
Other: 12%
Mixed 8%
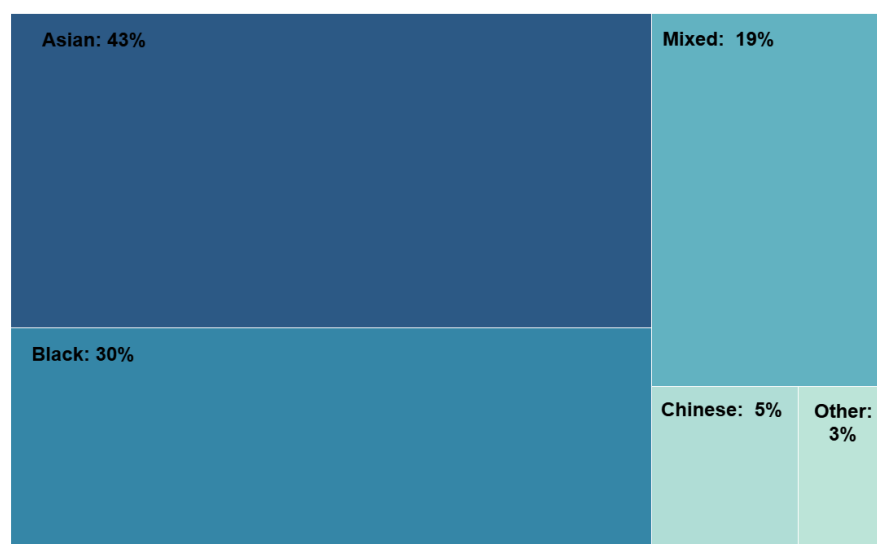
Professional BAME Staff

3% ▬▬▬▬▬ 43%

Figure 15: Professional BAME staff by ethnic group (2019/20)

Asian: 43%
Black: 30%
Mixed: 19%
Chinese: 5%
Other: 3%
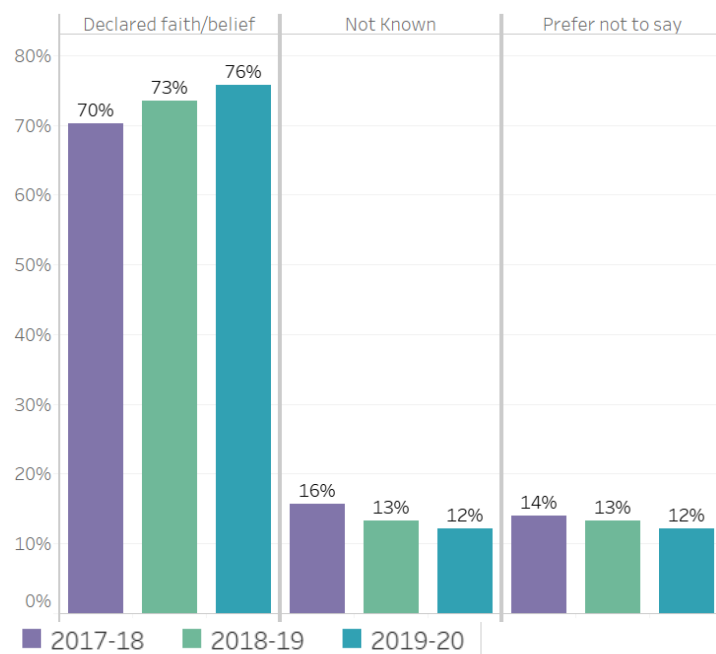
Religion or belief

Figure 16: All staff with declared religion or belief

All Staff

A **high percentage** of our **staff** (33% all staff) do not follow a religion (an increase of 3% from last year), **32%** are Christian, **3%** Muslim, **2%** Hindu and **1%** Jewish. We also have **12%** who prefer not to say and **12%** unknown.
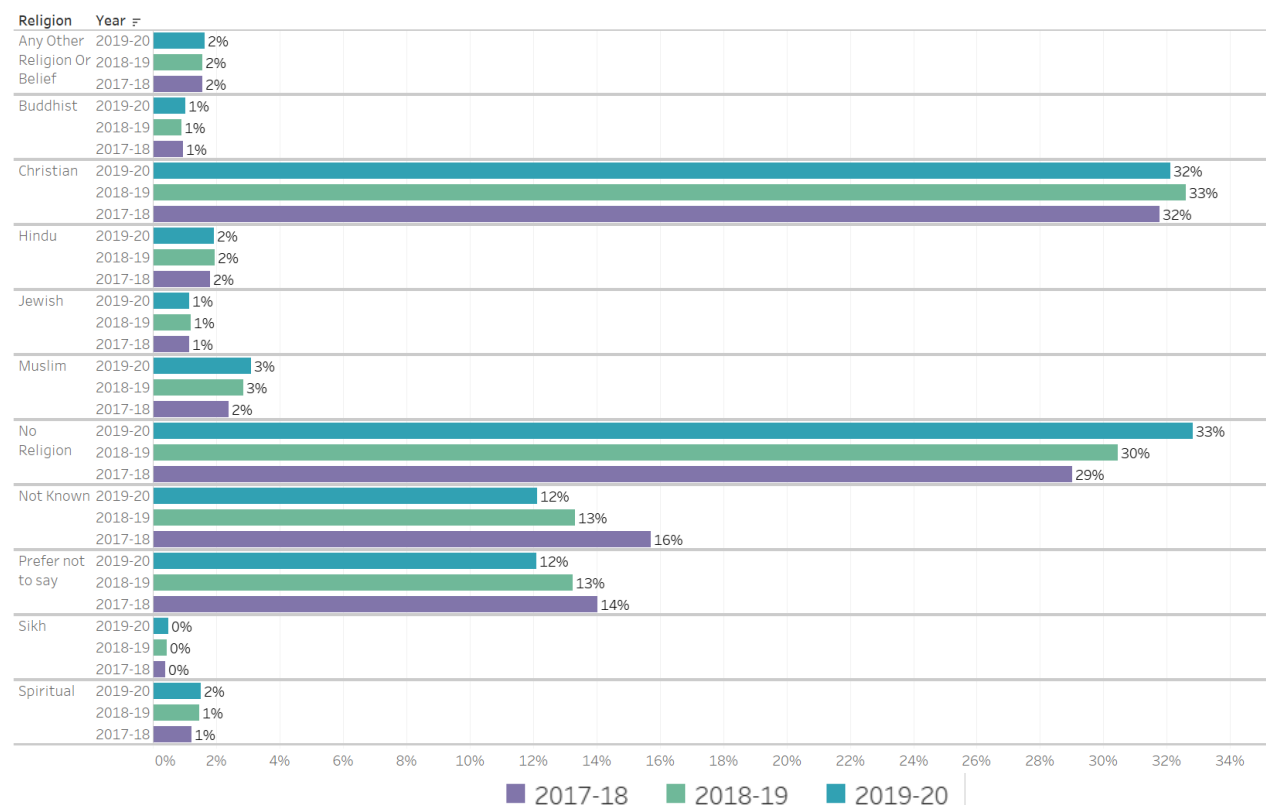
Figure 17: Breakdown of all staff by religion or belief
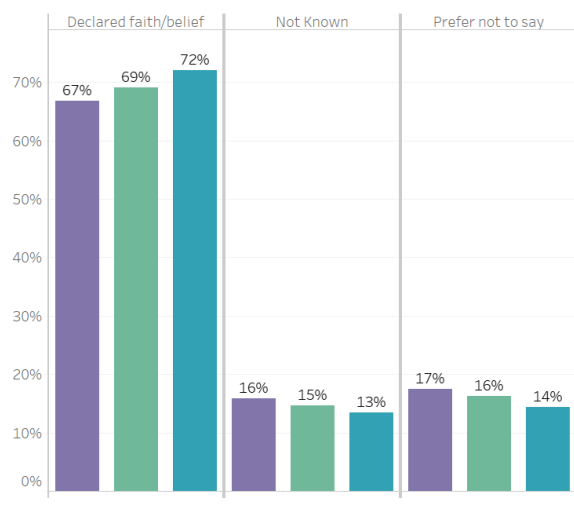
Academic Staff

A **high percentage** of our **Academic staff** (31% all staff) do not follow a religion (an increase of 3% from last year), **29%** are Christian, **3%** Muslim, **2%** Hindu and **2%** Jewish. We also have **14%** who **prefer not to say** and **13%** unknown.

Figure 18: Academic staff with declared religion or belief
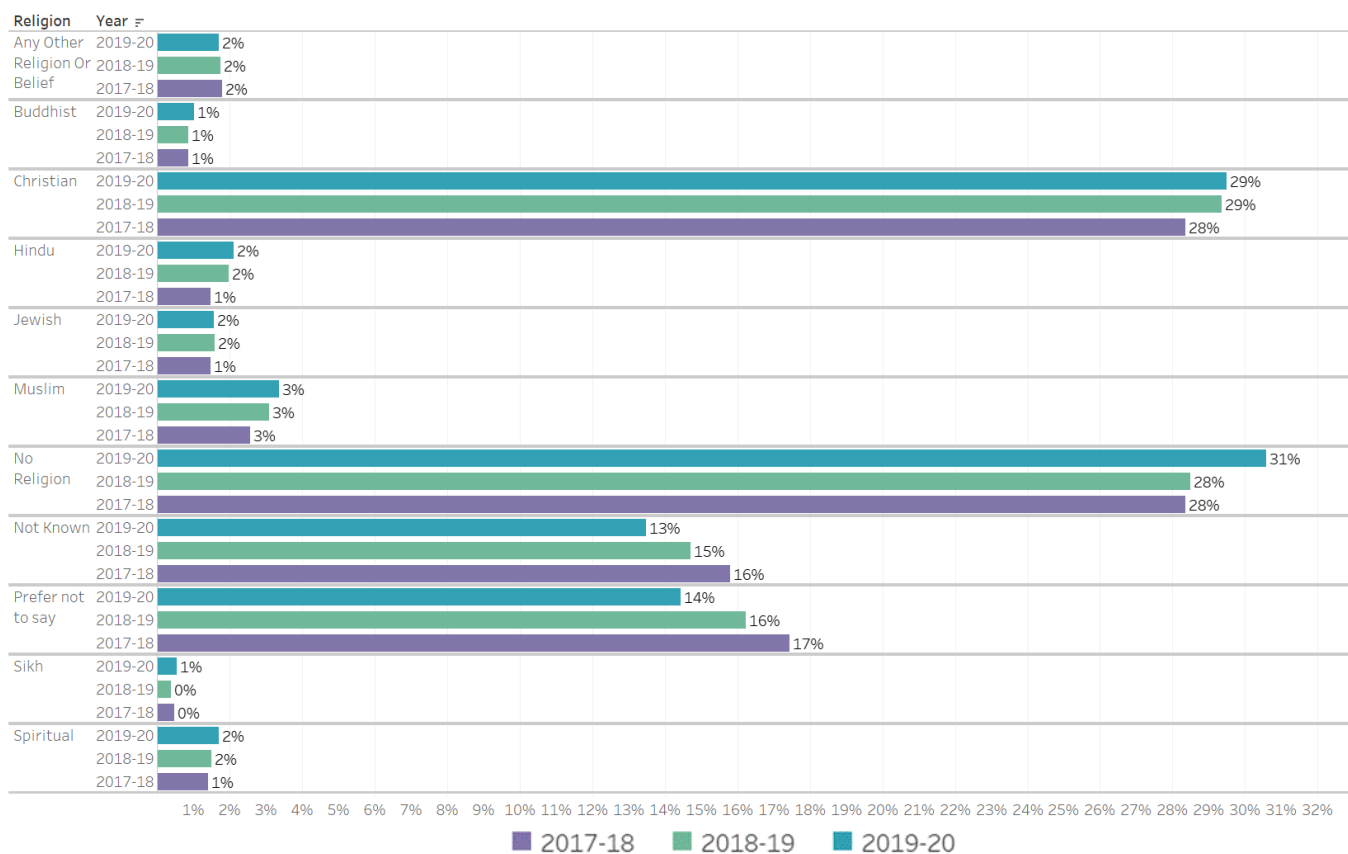
Figure 19: Breakdown of academic staff by religion or belief

Figure 20: Professional staff with declared religion or belief
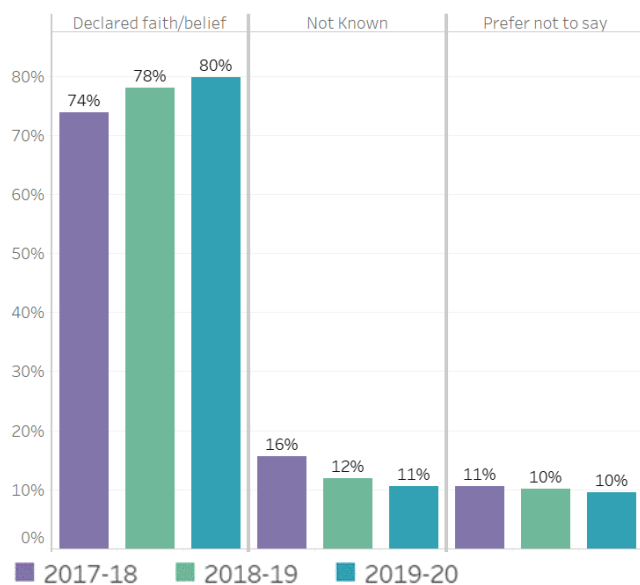
Professional Staff

A high percentage of our **Academic staff** (31% all staff) do not follow a religion (an increase of 3% from last year), **29%** are Christian, **3%** Muslim, **2%** Hindu and **2%** Jewish. We also have **14%** who **prefer not to say** and **13% unknown.**
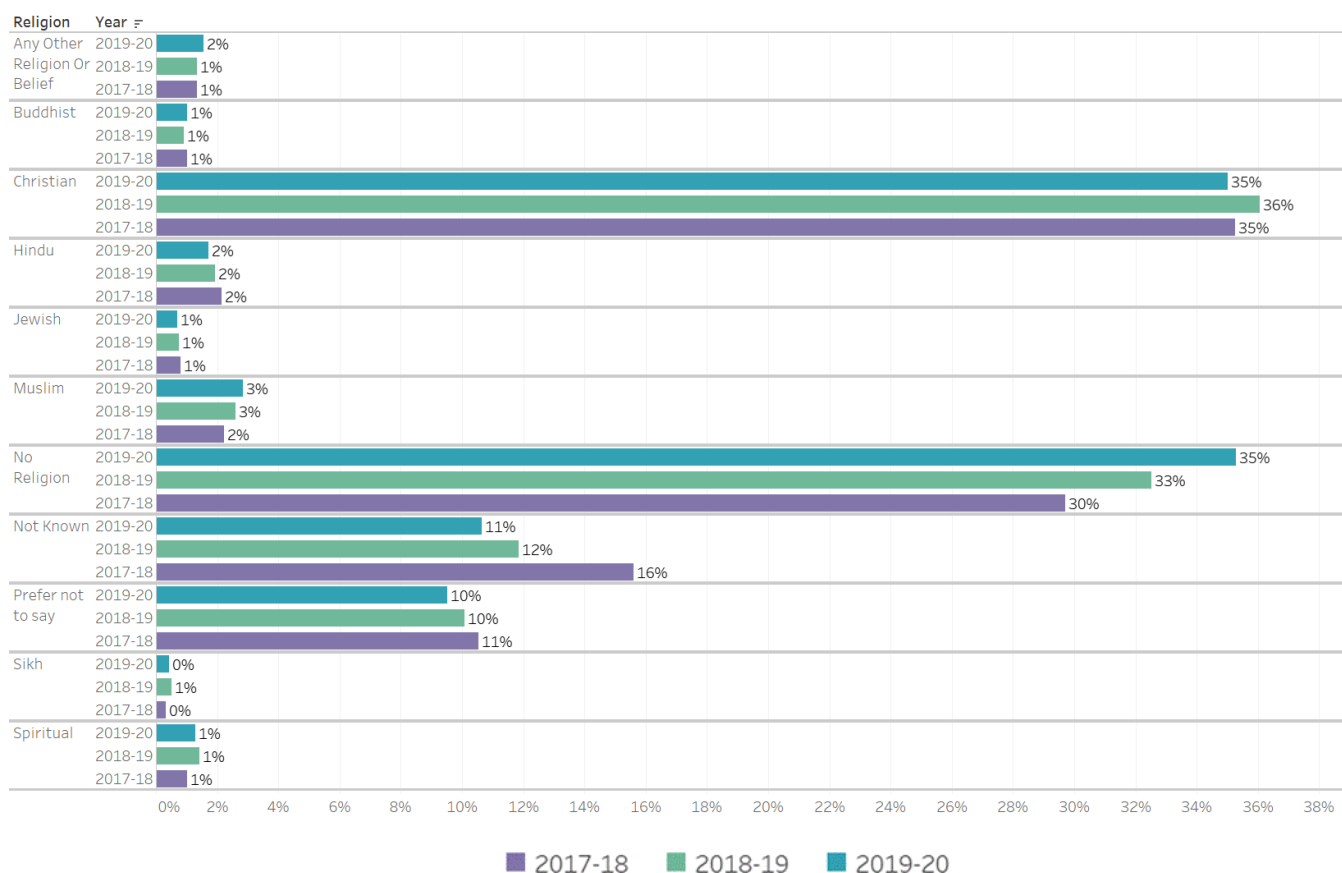
Figure 21: Breakdown of professional staff by religion or belief

Sex

All Staff
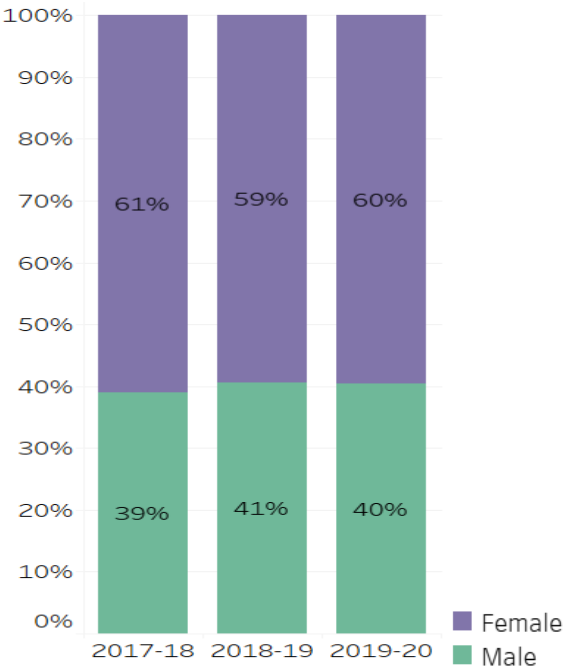
Figure 22: All staff by sex
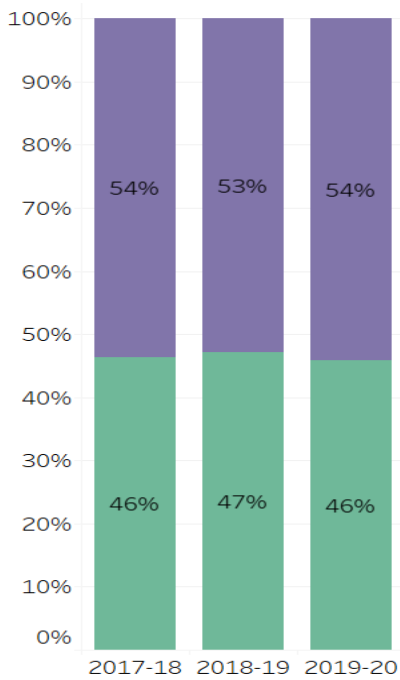
Figure 23: Academic staff by sex
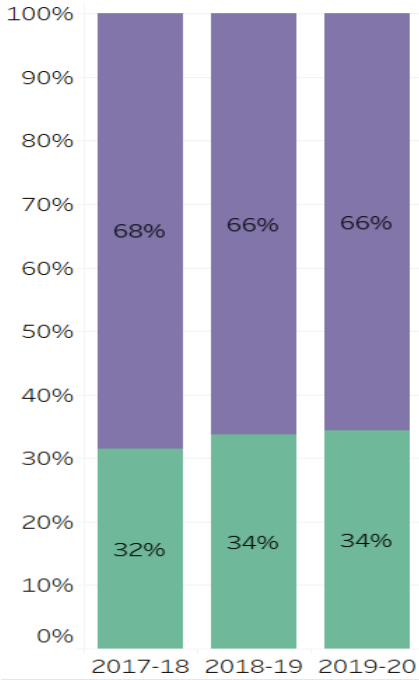
Figure 24: Professional staff by sex
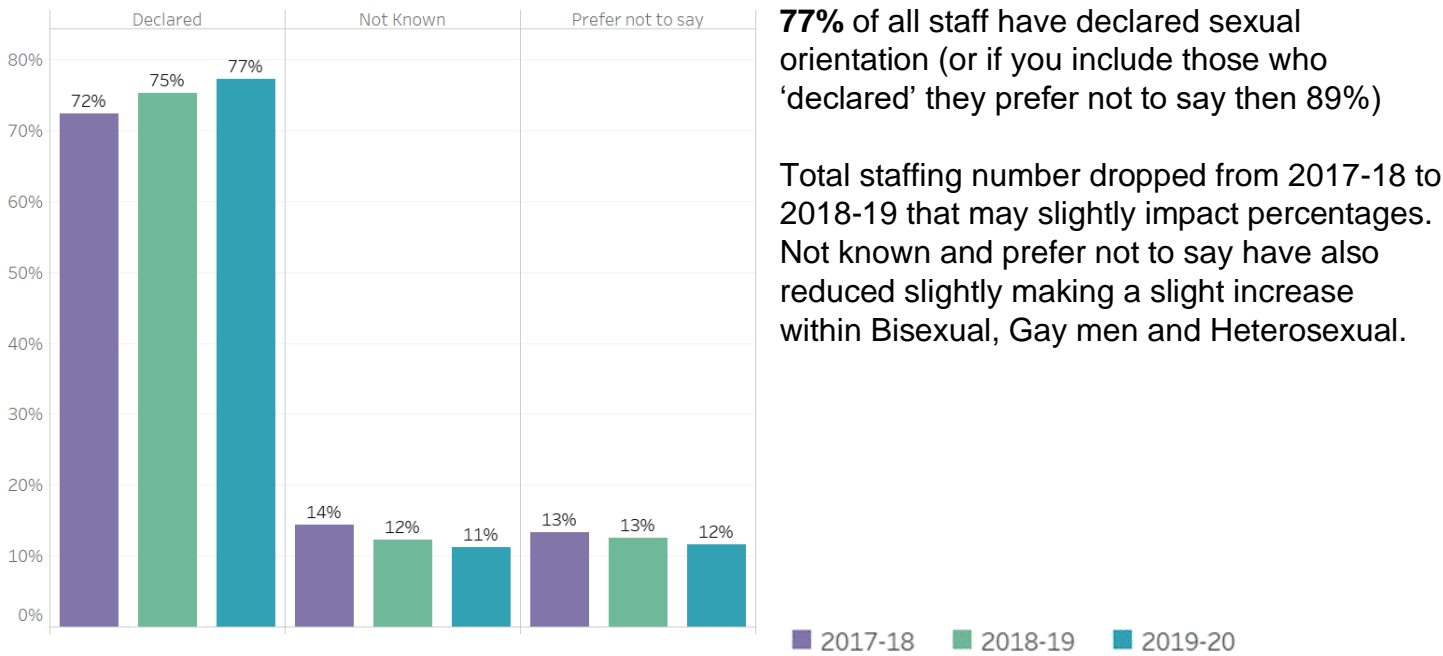
All Staff

Figure 25: All staff declarations by sexual orientation

77% of all staff have declared sexual orientation (or if you include those who 'declared' they prefer not to say then 89%)

Total staffing number dropped from 2017-18 to 2018-19 that may slightly impact percentages. Not known and prefer not to say have also reduced slightly making a slight increase within Bisexual, Gay men and Heterosexual.
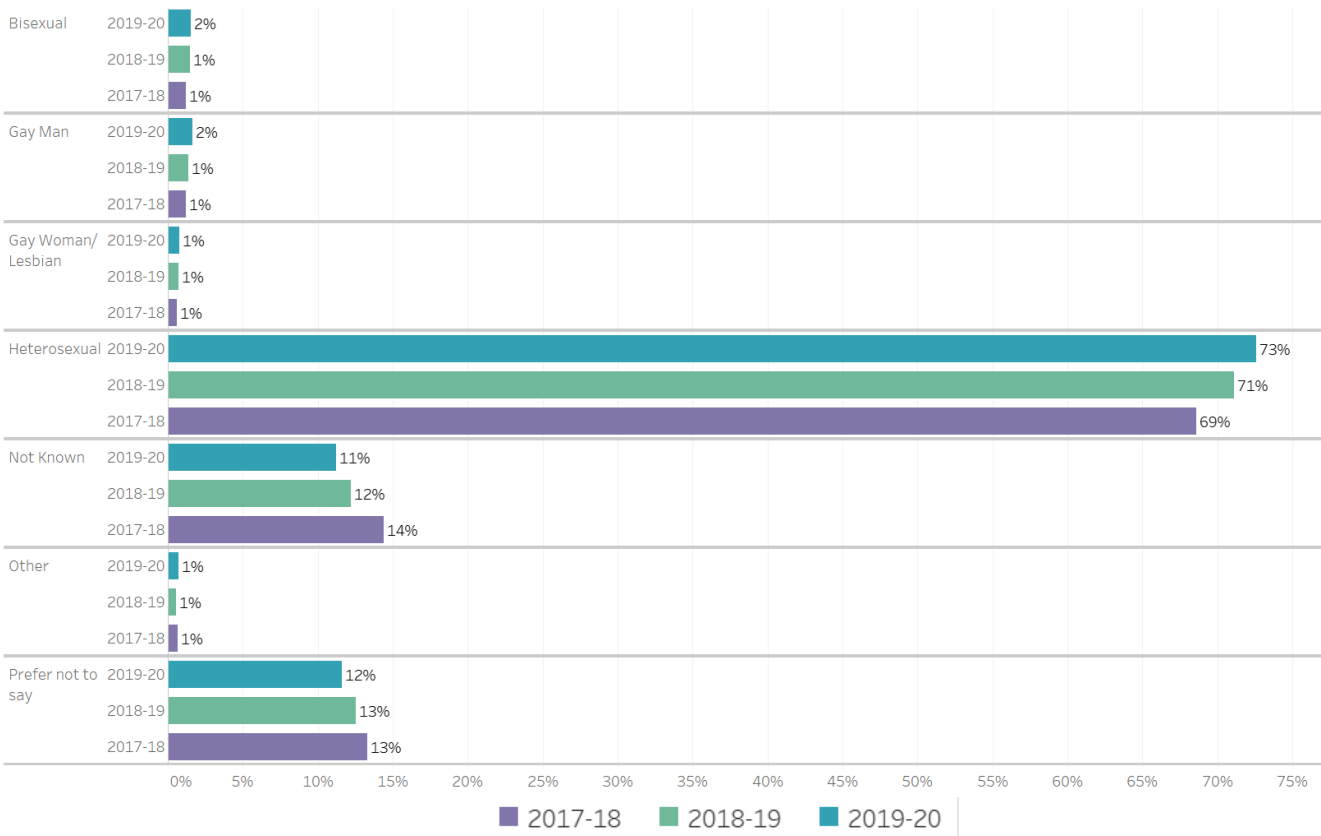
Figure 26: Breakdown of all staff declared sexual orientation
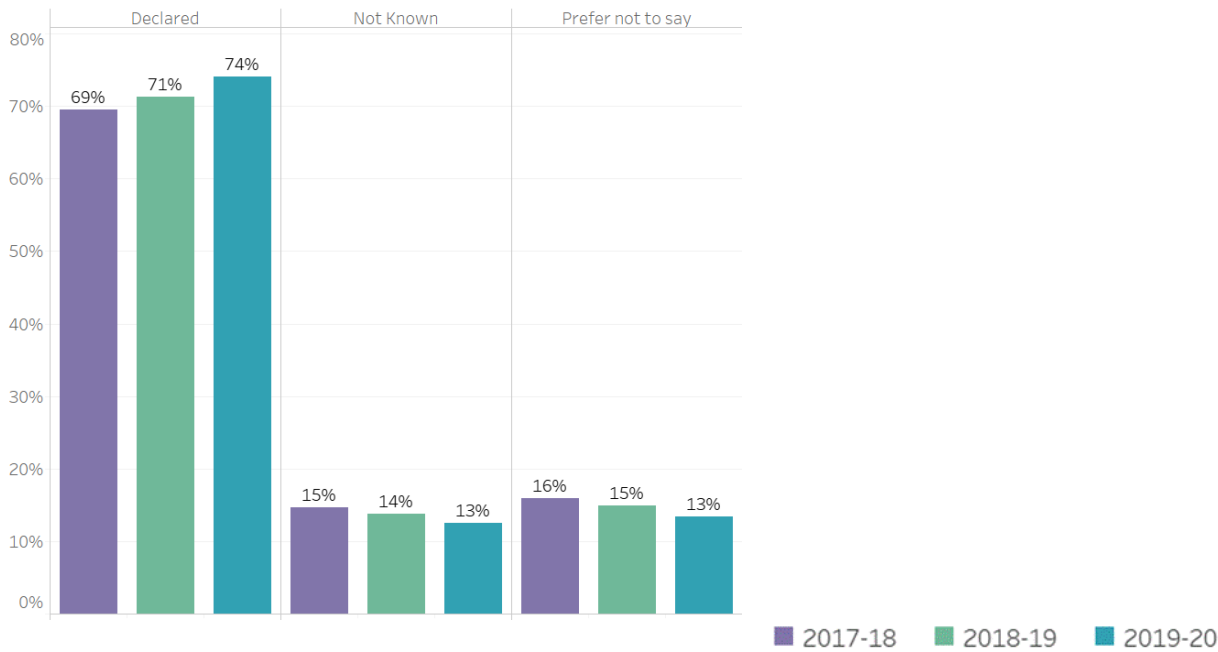
Academic

Figure 27: Academic staff declarations by sexual orientation
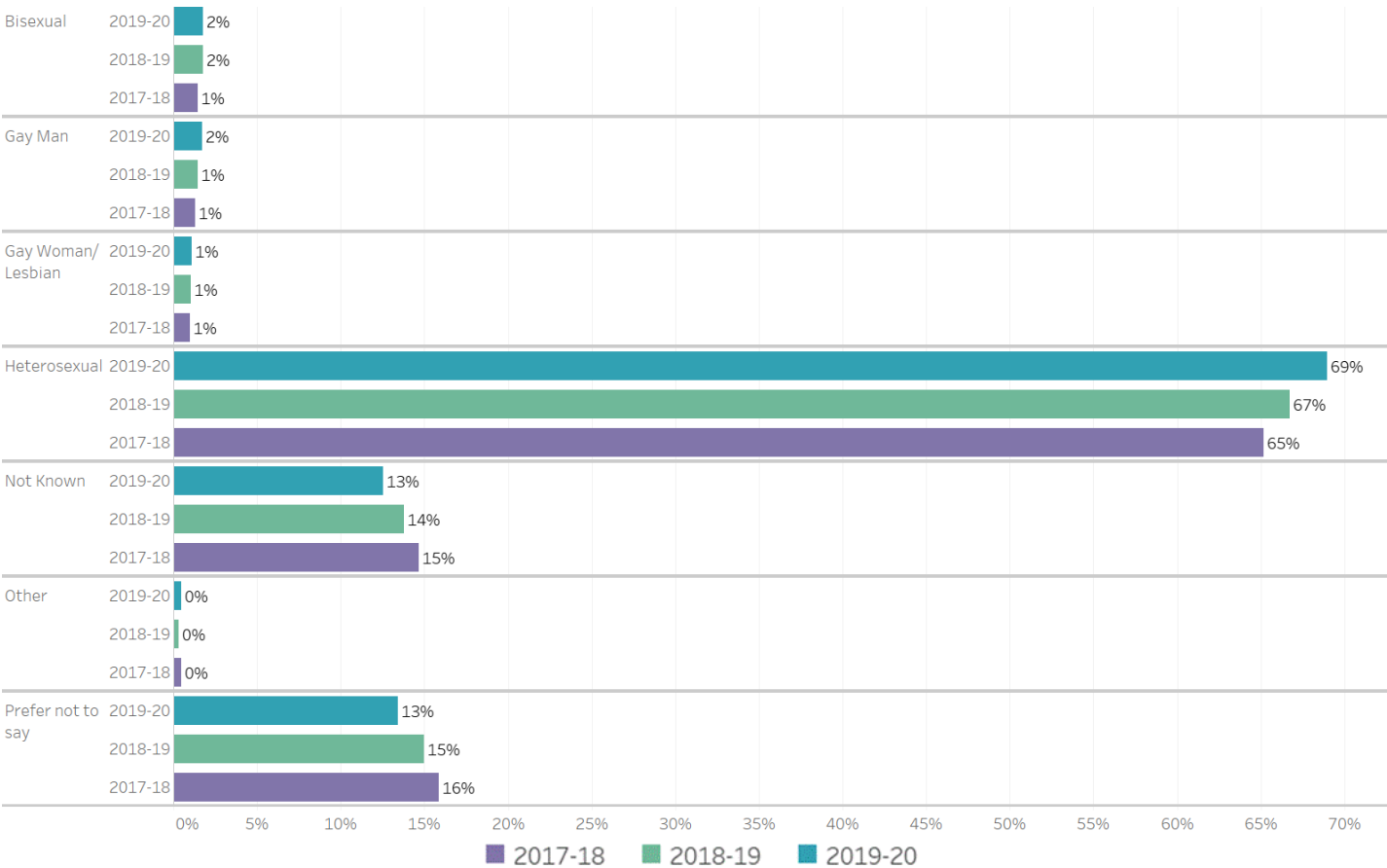
Figure 28: Academic staff breakdown of sexual orientation
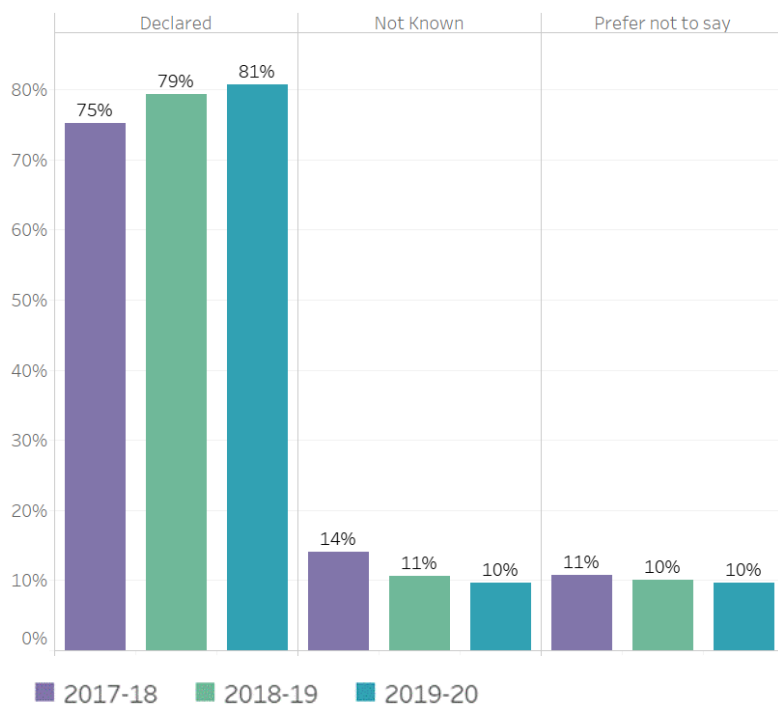
Professional

Figure 29: Professional staff declarations by sexual orientation
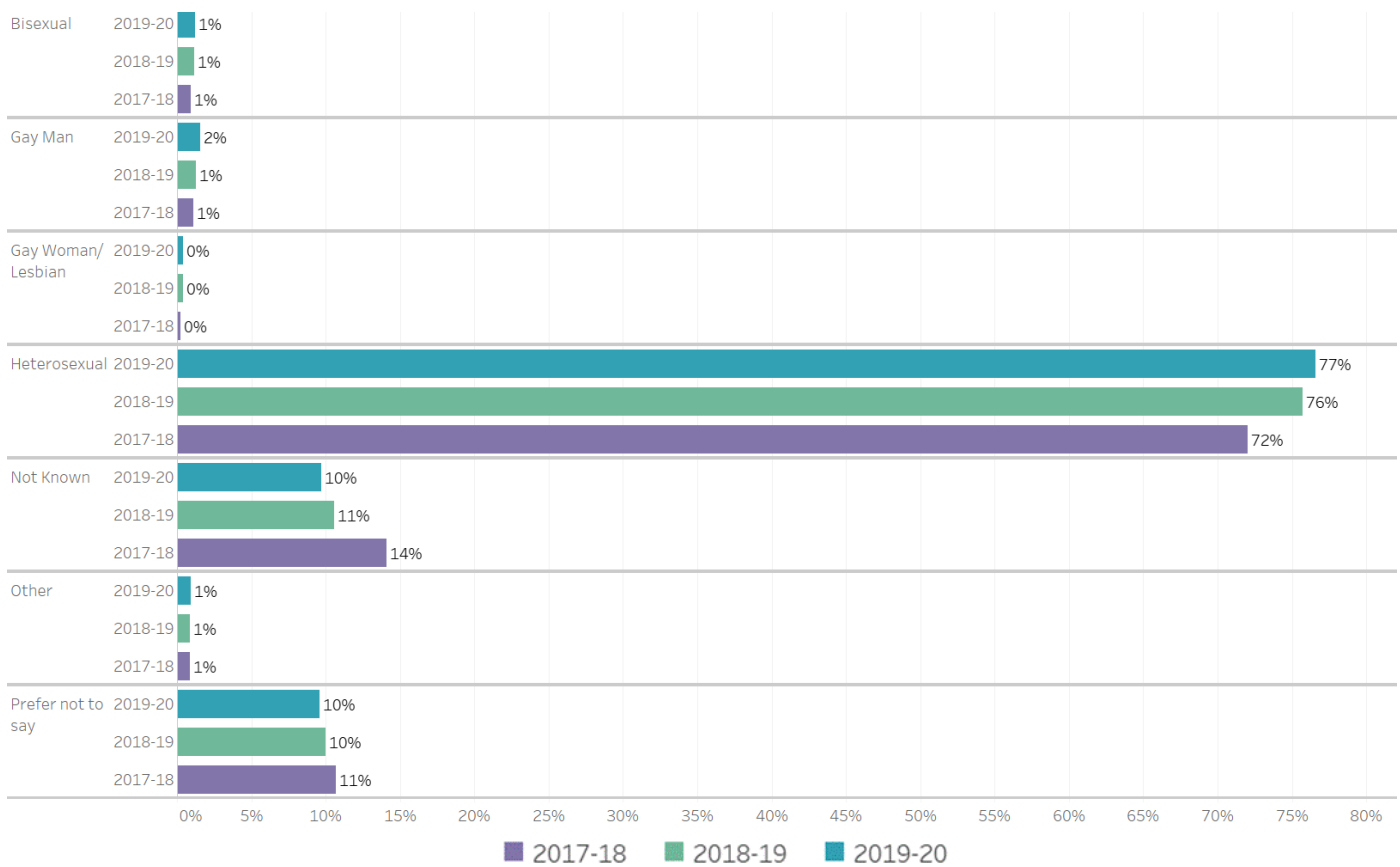
Figure 30: Professional staff breakdown of sexual orientation

Employee cycle

Recruitment

Demographics of recruitment applications received during 2019/20 with 7,562 within UK.
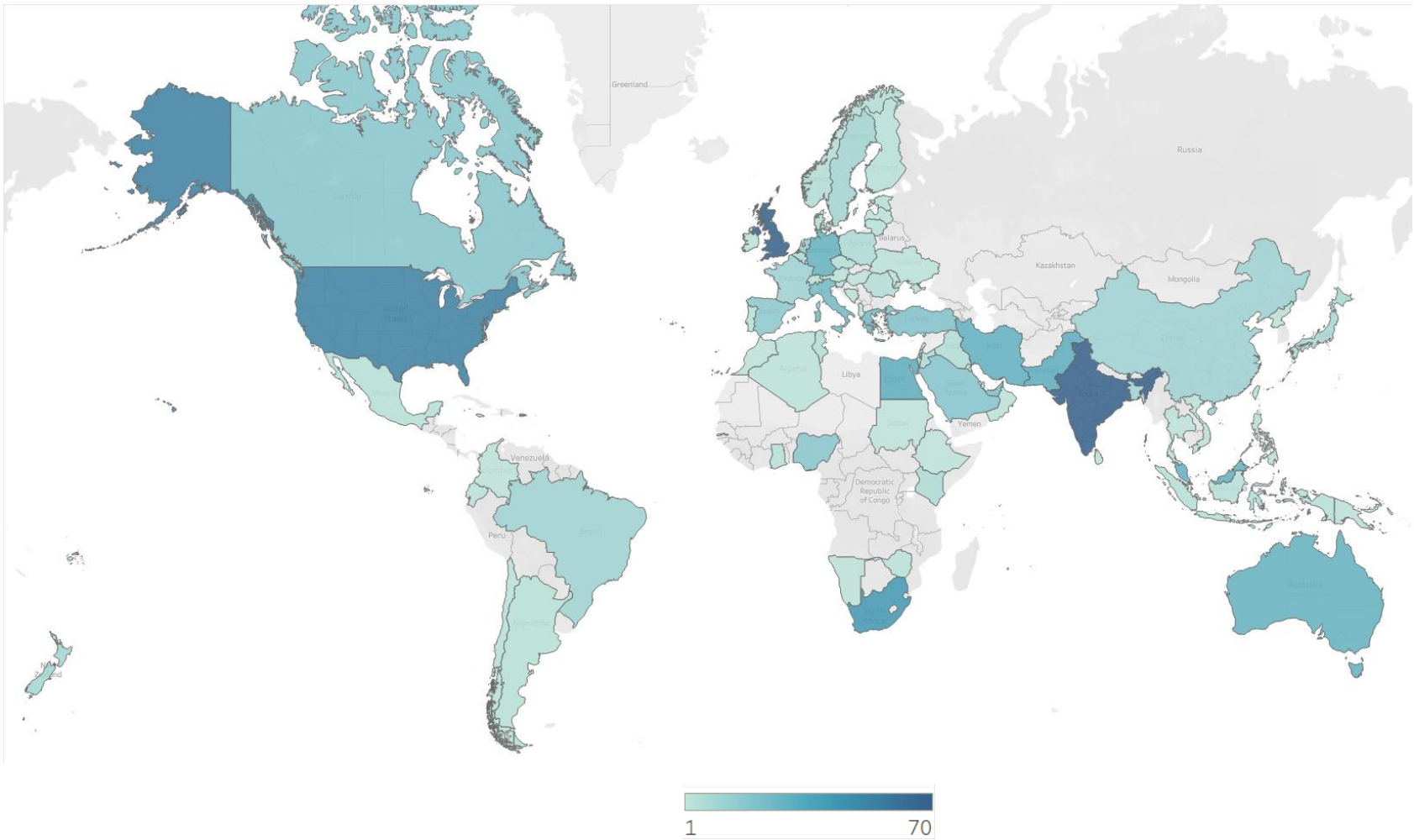
Figure 31: Map outlining originating country for recruitment applications (2019/20)

The recruitment stages tables below do not currently include gender reassignment (trans). This issue has been raised by the University and several other HEI's with the HR System software provider. During 2019/20 the following actions applied:

- Anonymous shortlisting implemented
- Recruitment webpages updated
- Restricted capacity to sponsor international appointments with Certificates of Sponsorship in compliance with UK Visa & Immigration Service
- Coronavirus – Business decision to impose a recruitment freeze

Academic recruitment 2019/20 (Applications=Apps)

Applications	Shortlisted	Successful

Age	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
25 and under	198	7%	17	3%	9%	7	4%	41%	4%
26-35	950	36%	175	31%	18%	62	34%	35%	7%
36-45	842	32%	176	31%	21%	58	32%	33%	7%
46-55	428	16%	128	22%	30%	33	18%	26%	8%
56-65	167	6%	52	9%	31%	11	6%	21%	7%
66>	14	1%	2	0%	14%				
Unknown	43	2%	22	4%	51%	12	7%	55%	28%
Total	**2642**	**100%**	572	**100%**	**22%**	**183**	**100%**	**32%**	**7%**

Table 2: Academic recruitment stages by age (2019/20)

Majority of academic applications received within age range **26-45** (36%/32%) however the **highest success** rates for both shortlisting and interview is where **no age** recorded. This is in line with recruitment primarily being at the lower end of the salary range for lecturer roles.

Disability	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Disabled	112	4%	33	6%	29%	9	5%	27%	8%
Not known to be Disabled	2529	96%	539	94%	21%	174	95%	32%	7%
Prefer not to say	1	0%			0%				
Total	2642	100%	572	100%	22%	183	100%	32%	7%

Table 3: Academic recruitment stages by disability (2019/20)

The University is a **Disability Confident Committed** employer. Although just **4%** of applications **declared a disability**, proportionally there appears to be equality within the level of shortlisting and rate of success following interview. This may in part be due to our commitment for offering an interview to an applicant who declares they have a disability, if they meet the minimum criteria for the job.

Race/ethnicity	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Asian	572	22%	86	15%	15%	19	10%	22%	3%
Black	331	13%	68	12%	21%	16	9%	24%	5%
Chinese	123	5%	25	4%	20%	11	6%	44%	9%
Mixed	105	4%	22	4%	21%	10	5%	45%	10%
Other	151	6%	20	3%	13%	1	1%	5%	1%
(BAME Totals)	*1282*	*49%*	*221*	*39%*	*17%*	*57*	*31%*	*26%*	*4%*
Refused	*58*	*2%*	*14*	*2%*	*24%*	*2*	*1%*	*14%*	*3%*
Unknown	36	1%	17	3%	47%	11	6%	65%	31%
White	1266	48%	320	56%	25%	113	62%	35%	9%
Total	2642	100%	572	100%	22%	183	100%	32%	7%

Table 4: Academic recruitment stages by race/ethnicity (2019/20)

Almost **half** academic applications received are **BAME** (49%). However, the proportion of BAME applicants shortlisted (17%) and appointed (4%) is **significantly lower** than **white applicants.**
Applications with **unknown ethnicity** have **higher levels** for **shortlisting** (47%) and **success** (31%).

Religion or belief	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Any Other Religion or Belief	57	2%	15	3%	26%	4	2%	27%	7%
Buddhist	45	2%	11	2%	24%	5	3%	45%	11%
Christian	790	30%	182	32%	23%	53	29%	29%	7%
Hindu	192	7%	35	6%	18%	8	4%	23%	4%
Jewish	28	1%	8	1%	29%	3	2%	38%	11%
Muslim	441	17%	62	11%	14%	10	5%	16%	2%
No Religion	770	29%	175	31%	23%	71	39%	41%	9%
Not Known	21	1%	13	2%	62%	10	5%	77%	48%
Prefer not to say	228	9%	59	10%	26%	14	8%	24%	6%
Sikh	13	0%	2	0%	15%		0%	0%	0%
Spiritual	57	2%	10	2%	18%	5	3%	50%	9%
Total	**2642**	**100%**	**572**	**100%**	**22%**	**183**	**100%**	**32%**	**7%**

Table 5: Academic recruitment stages by religion or belief (2019/20)

There is a lack of applications from Sikh (0%) and Jewish (1%) religions. **Again**, applications with **unknown religion/beliefs** have a **higher** level of **shortlisting (62%)** and **success (48%).** Although there is a larger percentage of Muslim applicants compared to those who identify as Hindu, proportionally **fewer Muslim** applicants are shortlisted **(14%)** and appointed **(2%)** compared to their Hindu counterparts.

Sex	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Female	1167	44%	300	52%	26%	106	58%	35%	9%
Male	1411	53%	246	43%	17%	65	36%	26%	5%
Unknown	64	2%	26	5%	41%	12	7%	46%	19%
Total	2642	100%	572	100%	22%	183	100%	32%	7%

Table 6: Academic recruitment stages by sex (2019/20)

Despite a slightly **lower proportion** of female (44%) academic applications to males (53%) they have a **greater proportion** of **shortlisted** (26%) and **success** (9%) following interview. Unknown records for sex (gender) have the highest proportions for shortlisting (41%) and success (19%).

Sexual orientation	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Bisexual	98	4%	17	3%	17%	3	2%	18%	3%
Gay Man	51	2%	13	2%	25%	4	2%	31%	8%
Gay Woman/Lesbian	17	1%	5	1%	29%	3	2%	60%	18%
Heterosexual	2209	84%	477	83%	22%	152	83%	32%	7%
Not Known	21	1%	13	2%	62%	10	5%	77%	48%
Other	35	1%	3	1%	9%				
Prefer not to say	211	8%	44	8%	21%	11	6%	25%	5%
Total	2642	100%	572	100%	22%	183	100%	32%	7%

Table 7: Academic recruitment stages by sexual orientation (2019/20)

Heterosexual are the **highest recorded** sexual orientation with 84% of all academic applications received. Despite this the success rate remains 7% in comparison with Not known (48%) Gay woman/Lesbian (18%) and Gay man (8%).

Professional recruitment 2019/20 (Applications=Apps)

Applications	Shortlisted	Successful

Age	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
25 and under	1607	29%	151	18%	9%	52	23%	34%	3%
26-35	1898	35%	263	31%	14%	69	30%	26%	4%
36-45	868	16%	173	20%	20%	45	20%	26%	5%
46-55	769	14%	154	18%	20%	29	13%	19%	4%
56-65	263	5%	83	10%	32%	16	7%	19%	6%
66>	11	0%	1	0%	9%				
Unknown	83	2%	37	4%	45%	16	7%	43%	19%
Total	**5499**	**100%**	**862**	**100%**	**16%**	**227**	**100%**	**26%**	**4%**

Table 8: Professional recruitment stages by age (2019/20)

Majority of professional applications are received within the age range of **25 and under to 35** (29%, 35%). **Despite** this the highest levels of shortlist and success are with Unknown (45%/19%) and 56-65 (32%/6%).

Disability	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Disabled	241	4%	63	7%	26%	14	6%	22%	6%
Not known to be Disabled	5255	96%	798	93%	15%	213	94%	27%	4%
Prefer not to say	3	0%	1	0%	33%				
Total	**5499**	**100%**	**862**	**100%**	**16%**	**227**	**100%**	**26%**	**4%**

Table 9: Professional recruitment stages by disability (2019/20)

Like academic applications despite **4%** professional applications recording a disability they have the **highest proportion of success** following interview (6%).

Race/ethnicity	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Asian	1152	21%	122	14%	11%	26	11%	21%	2%
Black	561	10%	66	8%	12%	13	6%	20%	2%
Chinese	54	1%	8	1%	15%		0%	0%	0%
Mixed	239	4%	28	3%	12%	4	2%	14%	2%
Other	113	2%	16	2%	14%	1	0%	6%	1%
(BAME Totals)	*2119*	*39%*	*240*	*28%*	*11%*	*44*	*19%*	*18%*	*2%*
Refused	54	1%	7	1%	13%	2	1%	29%	4%
Unknown	58	1%	27	3%	47%	17	7%	63%	29%
White	3268	59%	588	68%	18%	164	72%	28%	5%
Total	**5499**	**100%**	**862**	**100%**	**16%**	**227**	**100%**	**26%**	**4%**

Table 10: Professional recruitment stages by race/ethnicity (2019/20)

Despite 39% of professional applications received are BAME **just 2% are successful** following interview.

Religion or belief	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Any Other Religion Or Belief	98	2%	18	2%	18%	5	2%	28%	5%
Buddhist	36	1%	9	1%	25%	2	1%	22%	6%
Christian	1964	36%	317	37%	16%	66	29%	21%	3%
Hindu	338	6%	34	4%	10%	9	4%	26%	3%
Jewish	55	1%	8	1%	15%	2	1%	25%	4%
Muslim	706	13%	66	8%	9%	12	5%	18%	2%
No Religion	1845	34%	320	37%	17%	100	44%	31%	5%
Not Known	42	1%	26	3%	62%	17	7%	65%	40%
Prefer not to say	223	4%	40	5%	18%	11	5%	28%	5%
Sikh	86	2%	8	1%	9%	1	0%	13%	1%
Spiritual	106	2%	16	2%	15%	2	1%	13%	2%
Total	**5499**	**100%**	**862**	**100%**	**16%**	**227**	**100%**	**26%**	**4%**

Table 11: Professional recruitment stages by religion or belief (2019/20)

There is a **lack of applications** received from the **Buddhist** and **Jewish** faiths (1% each). Although, **twice as many** applicants were received from **Muslim candidates** in comparison to **Hindu applicants**, the proportion of Muslim candidates shortlisted (9%) and appointed (2%) is **lower than Hindu** applicants.

Sex	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Female	3481	63%	507	59%	15%	129	57%	25%	4%
Male	1917	35%	314	36%	16%	81	36%	26%	4%
Unknown	101	2%	41	5%	41%	17	7%	41%	17%
Total	**5499**	**100%**	**862**	**100%**	**16%**	**227**	**100%**	**26%**	**4%**

Table 12: Professional recruitment stages by sex (2019/20)

Despite a **greater proportion** of applications received are **female** (63%) proportionally female and male applications have an **equal success rate** following interview (4% each).

Sexual orientation	All Apps	%	Shortlisted	%-All	% of Apps	Successful	%-All	% of Shortlisted	% of Apps
Bisexual	184	3%	30	3%	16%	5	2%	17%	3%
Gay Man	86	2%	13	2%	15%	3	1%	23%	3%
Gay Woman/Lesbian	45	1%	11	1%	24%	4	2%	36%	9%
Heterosexual	4816	88%	737	85%	15%	184	81%	25%	4%
Not Known	42	1%	26	3%	62%	17	7%	65%	40%
Other	50	1%	4	0%	8%	1	0%	25%	2%
Prefer not to say	276	5%	41	5%	15%	13	6%	32%	5%
Total	**5499**	**100%**	**862**	**100%**	**16%**	**227**	**100%**	**26%**	**4%**

Table 13: Professional recruitment stages by sexual orientation (2019/20)

Gay woman/Lesbian and Not known applications have a **higher success rate** (9%, 40%) than Bisexual (3%), Gay man (3%) and Other (2%).
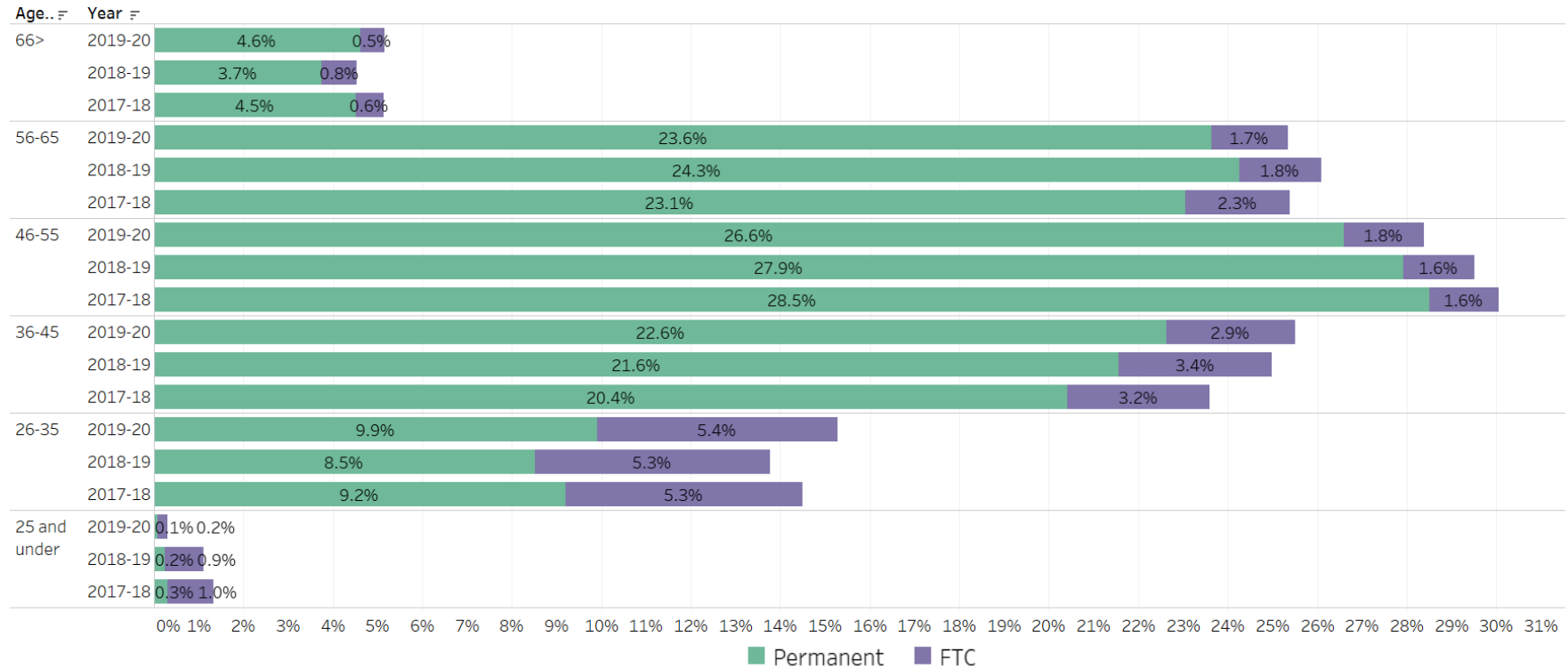
Contract

Permanent /FTC: Academic

Age

Figure 32: Academic Permanent/FTC by age

Majority of substantive staff are offered **permanent contracts**. FTC are largely used to support research staff due to how research is funded. There are greater levels of FTC within 26-35 age range.
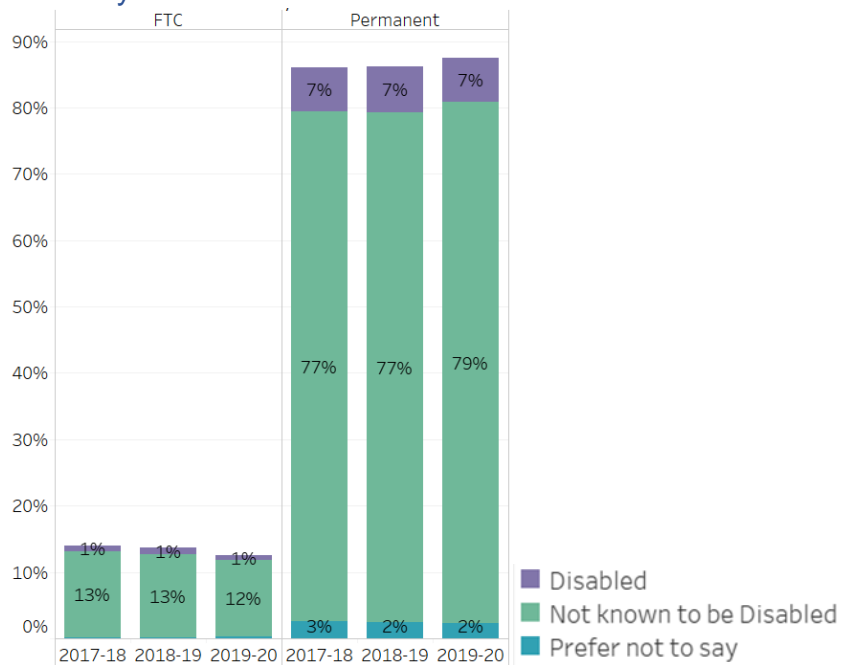
Disability

Figure 33: Academic Permanent/FTC by disability
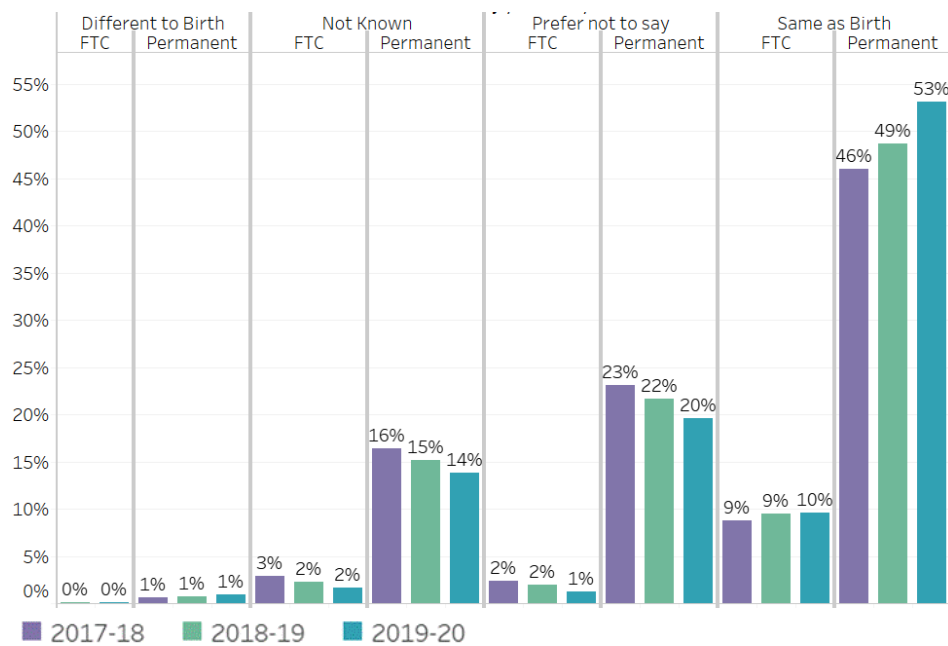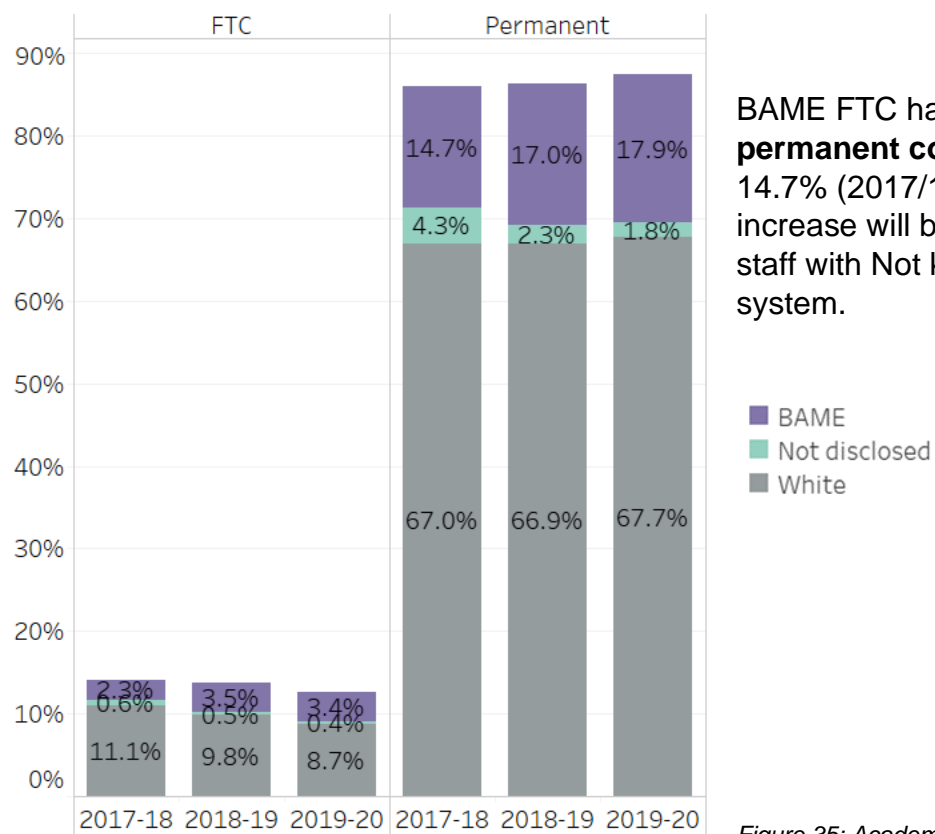
Gender Reassignment (Trans)

Figure 34: Academic Permanent/FTC by Gender Reassignment (Trans)

Not known and Prefer not to say have **reduced** due to improved practices for capturing data for new staff.

BAME FTC have **fluctuated marginally**. BAME **permanent contracts** have **increased** from 14.7% (2017/18) to 17.9% (2019/20). Part of this increase will be due to campaigns encouraging staff with Not known records to update HR system.

Figure 35: Academic Permanent/FTC by race/ethnicity

|		2017-18	2018-19	2019-20
FTC	Any Other Religion Or Belief	0.4%	0.3%	0.1%
	Buddhist		0.1%	0.2%
	Christian	4.1%	4.1%	3.1%
	Hindu	0.2%	0.5%	0.7%
	Jewish	0.2%	0.2%	0.2%
	Muslim	0.5%	0.8%	0.9%
	No Religion	5.1%	5.1%	5.0%
	Not Known	1.7%	1.4%	1.3%
	Prefer not to say	1.6%	1.0%	1.0%
	Sikh	0.1%		
	Spiritual	0.1%	0.2%	0.2%
	Total	**14.0%**	**13.8%**	**12.6%**
Permanent	Any Other Religion Or Belief	1.4%	1.4%	1.6%
	Buddhist	0.9%	0.8%	0.9%
	Christian	24.2%	25.2%	26.4%
	Hindu	1.2%	1.5%	1.4%
	Jewish	1.3%	1.4%	1.4%
	Muslim	2.0%	2.3%	2.5%
	No Religion	23.2%	23.4%	25.6%
	Not Known	14.1%	13.3%	12.2%
	Prefer not to say	15.9%	15.2%	13.4%
	Sikh	0.4%	0.4%	0.5%
	Spiritual	1.3%	1.3%	1.6%
	Total	**86.0%**	**86.2%**	**87.4%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 14: Academic Permanent/FTC by religion or belief

There are a broad range of religion or beliefs recorded. Within permanent contracts the **majority** are **Christian** (26.4%) and **no religion** (25.6%) which **reflects** the staff diversity.
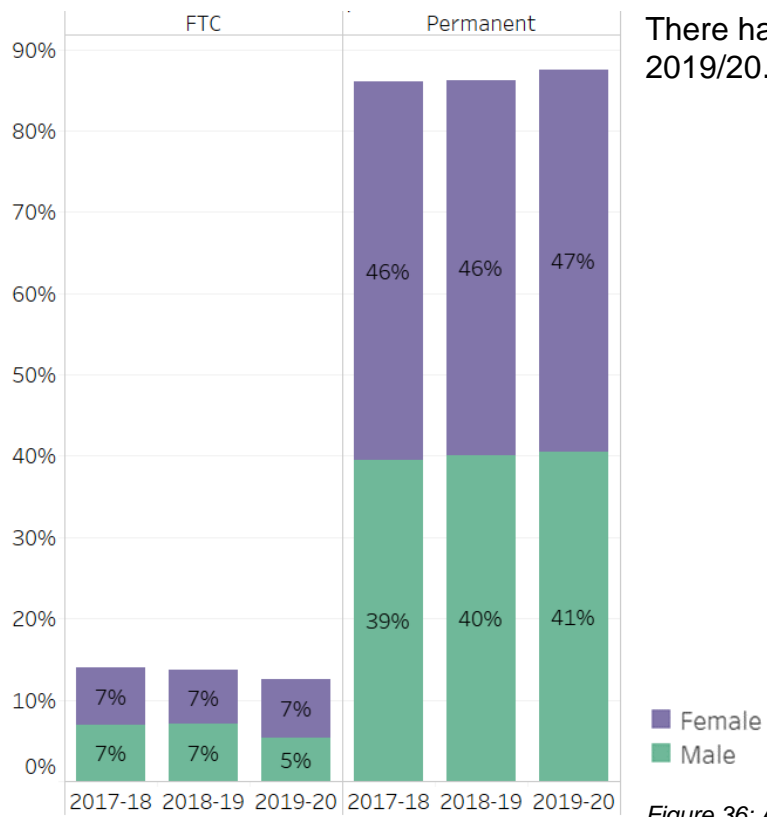
There has been a **marginal reduction** in **male** FTC in 2019/20.

Figure 36: Academic Permanent/FTC by sex

Sexual orientation

		2017-18	2018-19	2019-20
FTC	Bisexual	0.2%	0.3%	0.4%
	Gay Man	0.1%	0.2%	0.2%
	Gay Woman/Lesbian	0.1%	0.2%	0.3%
	Heterosexual	10.4%	10.6%	9.2%
	Not Known	1.7%	1.4%	1.2%
	Other	0.2%		
	Prefer not to say	1.3%	1.1%	1.2%
	Total	**14.0%**	**13.8%**	**12.6%**
Permanent	Bisexual	1.2%	1.4%	1.4%
	Gay Man	1.2%	1.3%	1.5%
	Gay Woman/Lesbian	0.9%	0.9%	0.8%
	Heterosexual	54.8%	56.2%	59.8%
	Not Known	12.9%	12.3%	11.3%
	Other	0.3%	0.3%	0.5%
	Prefer not to say	14.6%	13.8%	12.2%
	Total	**86.0%**	**86.2%**	**87.4%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 15: Academic Permanent/FTC by sexual orientation
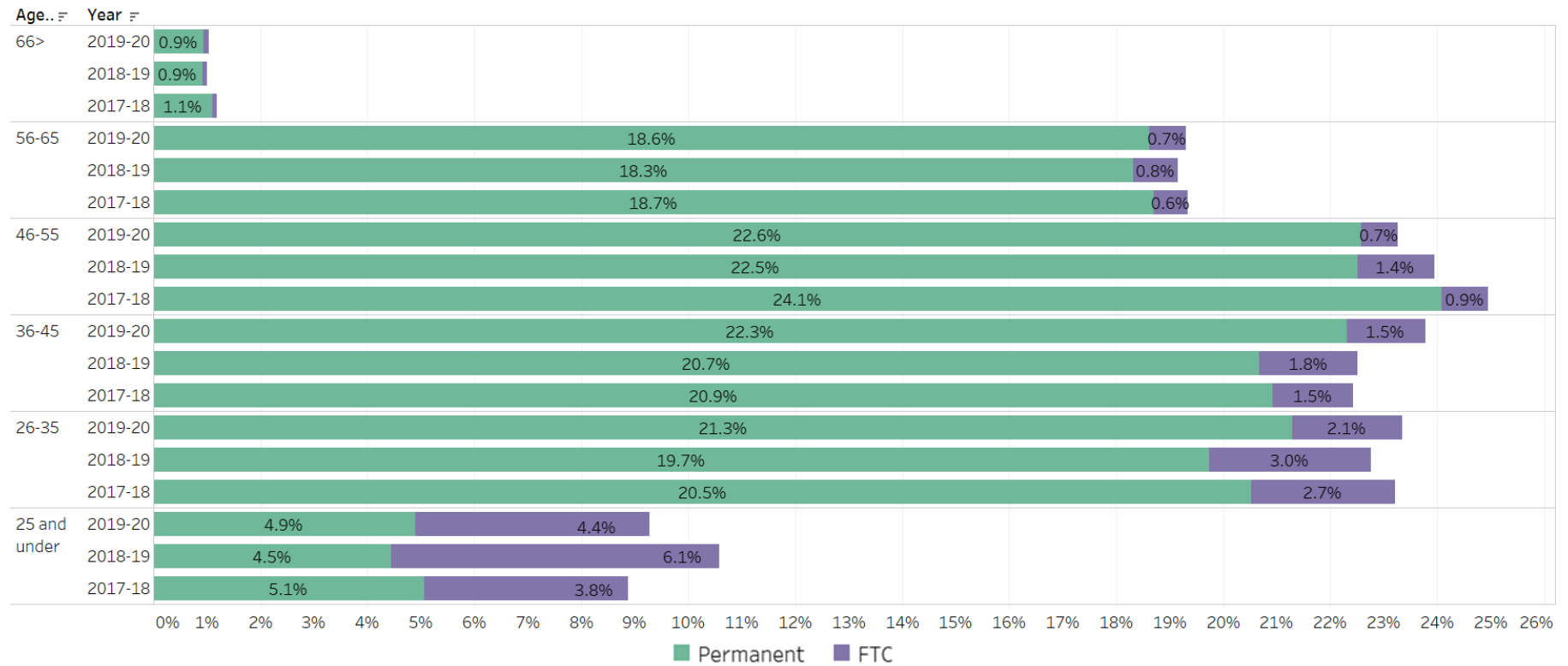
Professional

Age

Figure 37: Professional Permanent/FTC by age

There are a **larger proportion** of FTC within the 25 and underage range sourced through our student pool holding the post of resident assistants. There is a slightly higher level of FTC in post at 31 July 2019 due to covering roles during the STAR review.
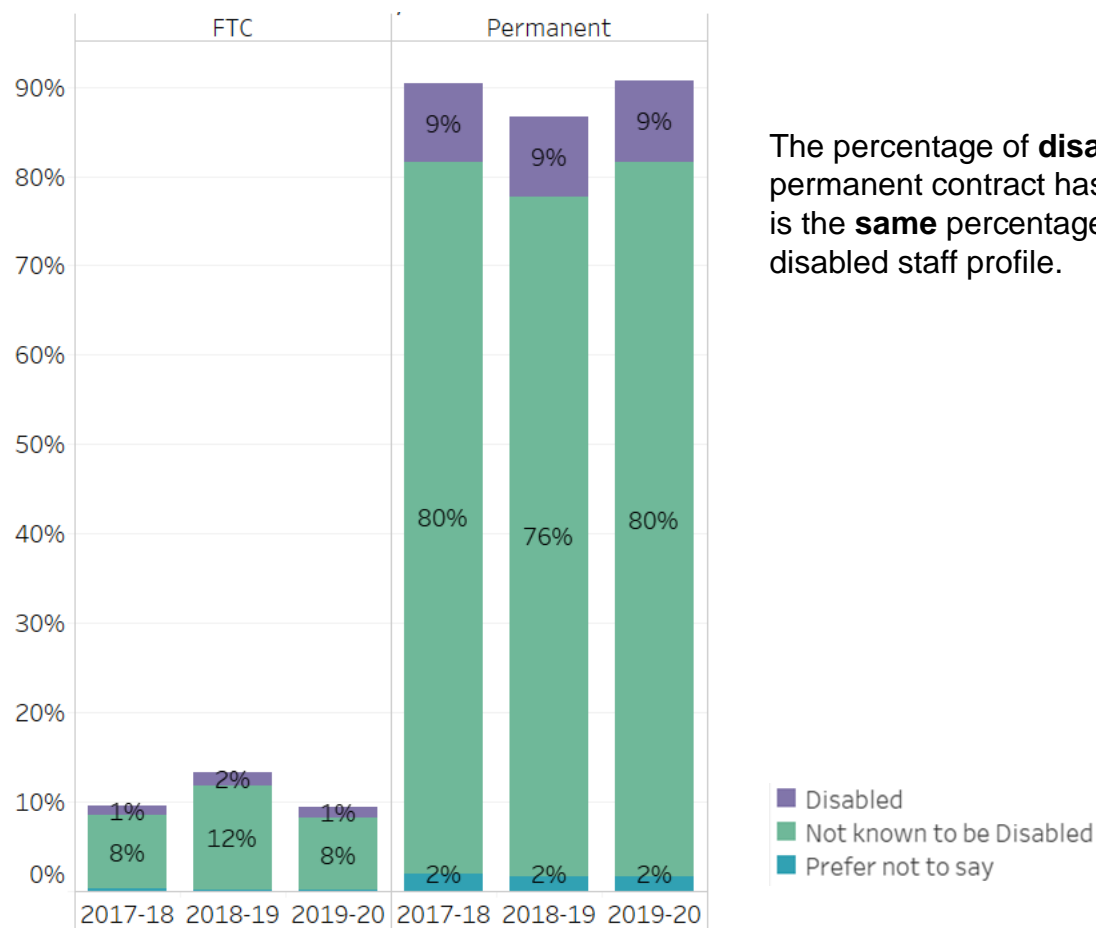
Disability

Figure 38: Professional Permanent/FTC by disability

The percentage of **disabled** staff with a permanent contract has remained at **9%** which is the **same** percentage of the Universities disabled staff profile.
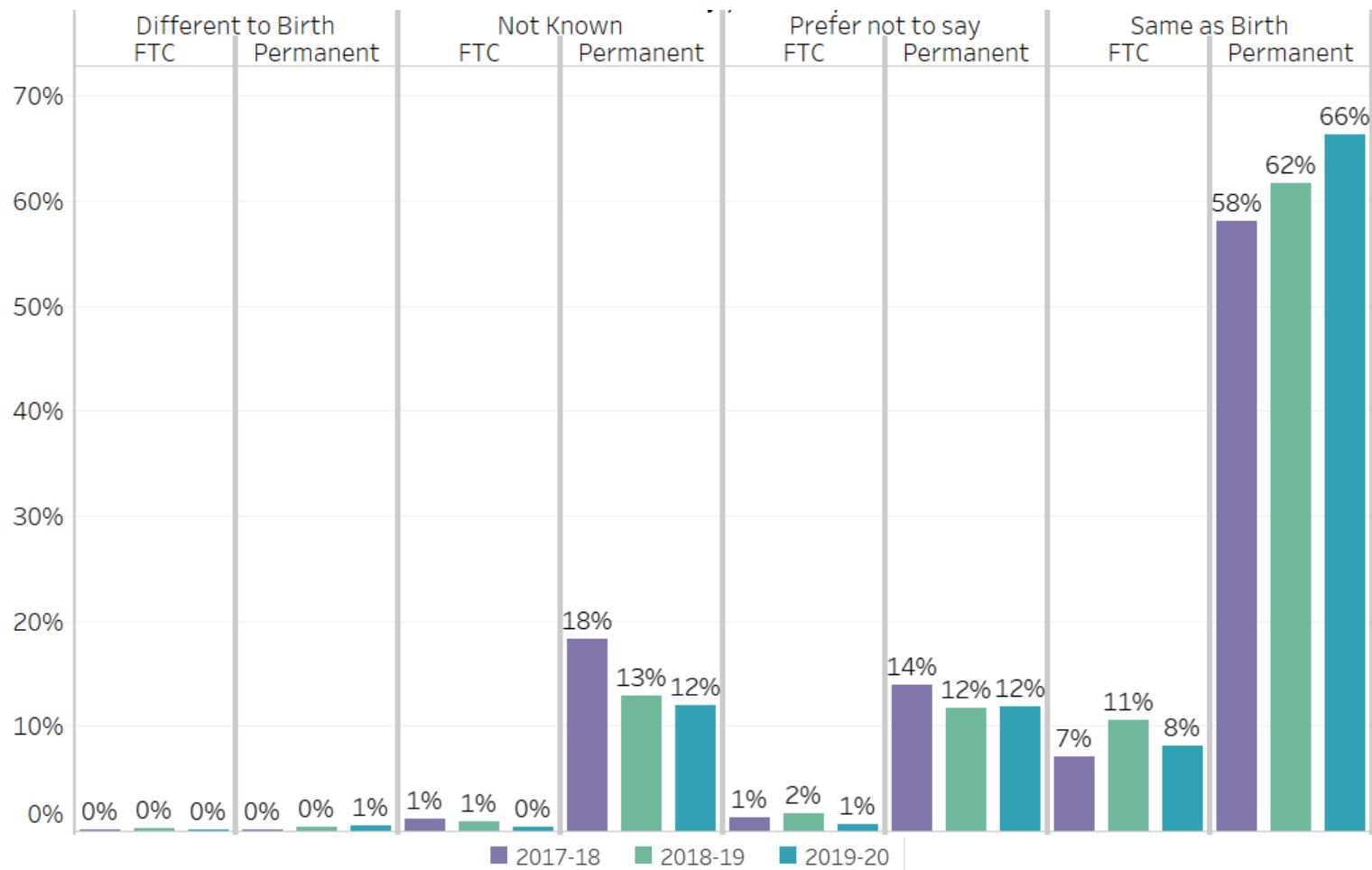
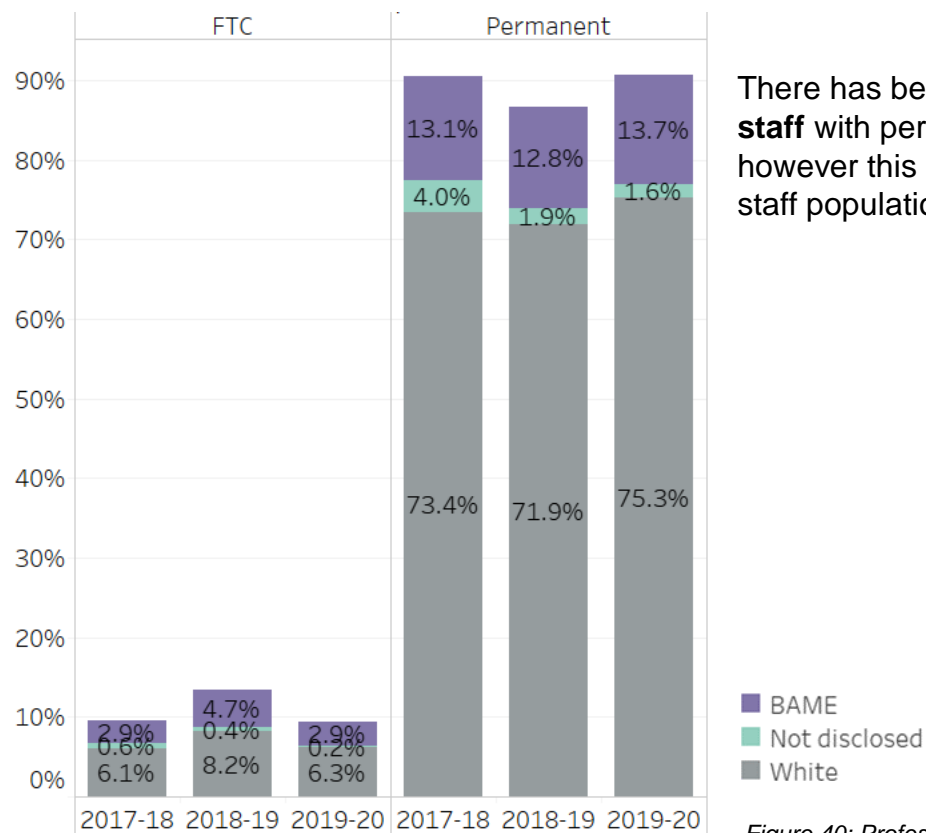## Gender Reassignment (Trans)

Figure 39: Professional Permanent/FTC by Gender Reassignment (Trans)

Race/ethnicity

There has been a **steady increase** of **BAME staff** with permanent contracts since 2017/18, however this is **lower** than the overall UH BAME staff population **(19.4%).**

*Figure 40: Professional Permanent/FTC by race/ethnicity*

		2017-18	2018-19	2019-20
FTC	Any Other Religion Or Belief	0.1%		0.3%
	Buddhist	0.3%	0.2%	0.3%
	Christian	3.2%	5.5%	2.6%
	Hindu	0.4%	0.4%	0.2%
	Jewish	0.1%	0.1%	0.1%
	Muslim	0.3%	0.6%	0.4%
	No Religion	3.2%	4.5%	4.4%
	Not Known	1.1%	0.8%	0.3%
	Prefer not to say	0.8%	0.9%	0.3%
	Sikh	0.1%	0.1%	0.1%
	Spiritual	0.1%	0.2%	0.4%
	Total	**9.6%**	**13.4%**	**9.4%**
Permanent	Any Other Religion Or Belief	1.3%	1.3%	1.3%
	Buddhist	0.7%	0.8%	0.8%
	Christian	32.1%	30.5%	32.4%
	Hindu	1.7%	1.5%	1.5%
	Jewish	0.7%	0.7%	0.6%
	Muslim	1.9%	2.0%	2.4%
	No Religion	26.5%	28.0%	30.9%
	Not Known	14.5%	11.0%	10.3%
	Prefer not to say	9.7%	9.2%	9.2%
	Sikh	0.2%	0.4%	0.3%
	Spiritual	1.0%	1.3%	0.9%
	Total	**90.4%**	**86.6%**	**90.6%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 16: Professional Permanent/FTC by religion or belief

Female FTC have reduced.

Figure 41: Professional Permanent/FTC by sex

Sexual orientation
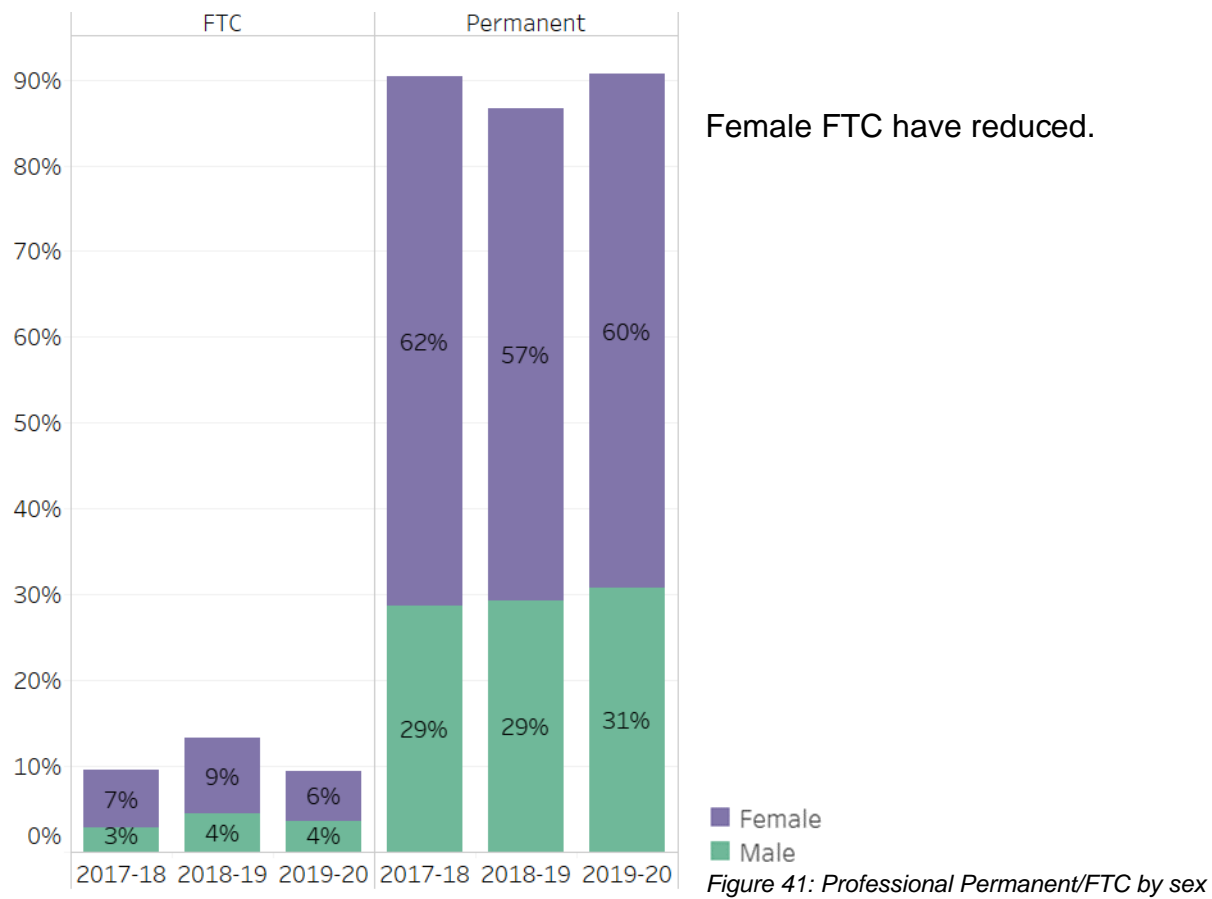
		2017-18	2018-19	2019-20
FTC	Bisexual	0.4%	0.4%	0.6%
	Gay Man			0.2%
	Heterosexual	7.3%	10.8%	7.5%
	Not Known	1.0%	0.8%	0.3%
	Other	0.1%	0.2%	0.2%
	Prefer not to say	0.8%	1.2%	0.6%
	Total	**9.6%**	**13.4%**	**9.4%**
Permanent	Bisexual	0.6%	0.8%	0.6%
	Gay Man	1.1%	1.3%	1.4%
	Gay Woman/Lesbian	0.2%	0.4%	0.4%
	Heterosexual	64.7%	65.0%	69.1%
	Not Known	13.1%	9.7%	9.4%
	Other	0.8%	0.7%	0.8%
	Prefer not to say	9.9%	8.8%	9.0%
	Total	**90.4%**	**86.6%**	**90.6%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 17: Professional Permanent/FTC by sexual orientation

Full time/Part time
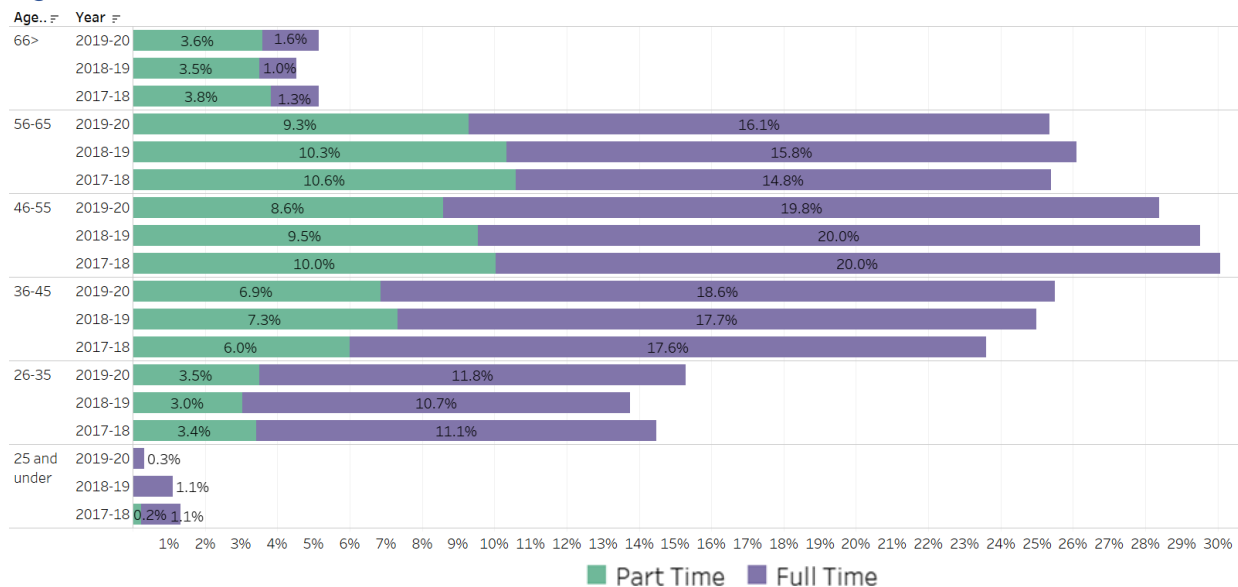
Academic

Age

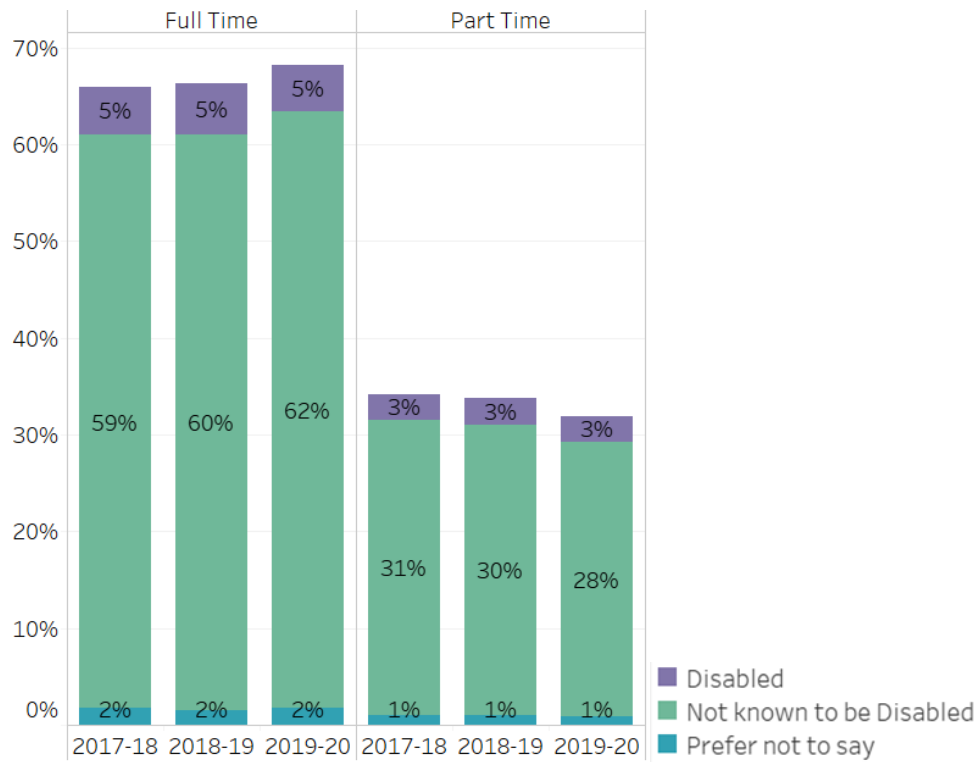*Figure 42: Academic Full time/Part time contracts by age*

Disability

Figure 43: Academic Full time/Part time contracts by disability
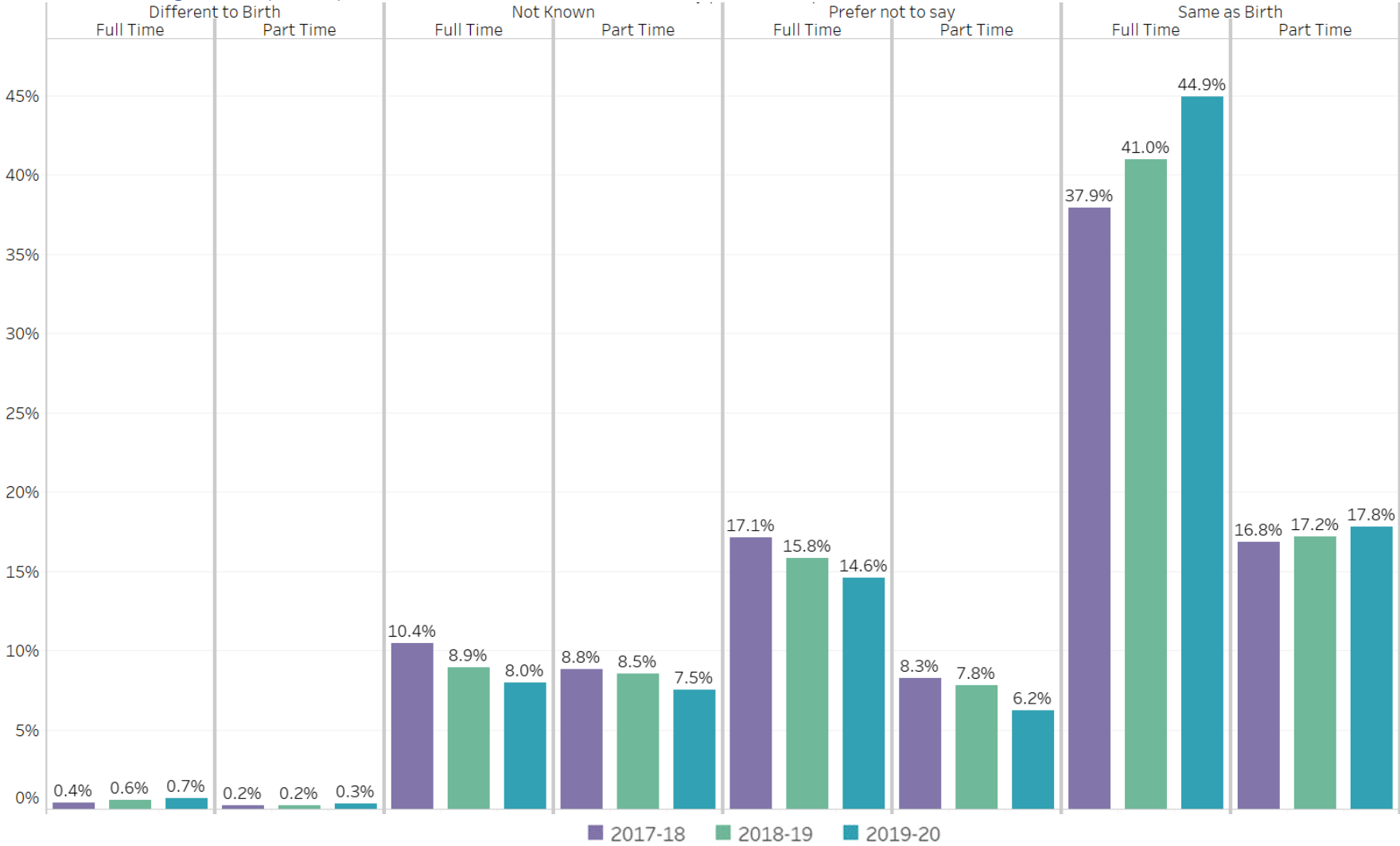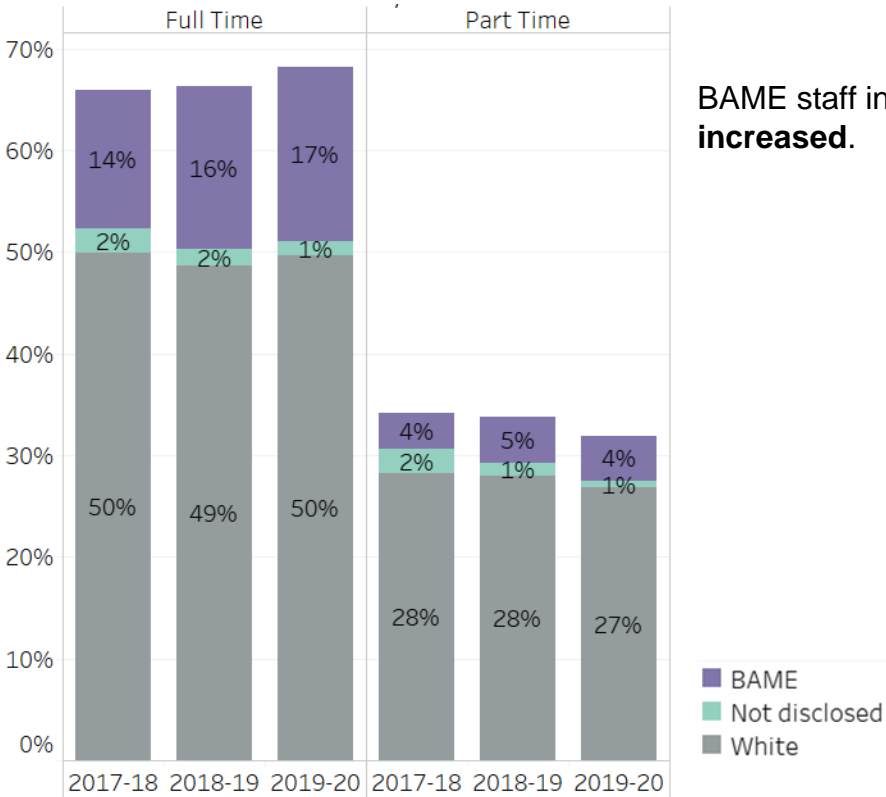
Gender Reassignment (Trans)

Figure 44: Academic Full time/Part time contracts by Gender Reassignment (Trans)

Race/ethnicity

Figure 45: Academic Full time/Part time contracts by race/ethnicity

BAME staff in full time roles have **marginally increased**.

Sex

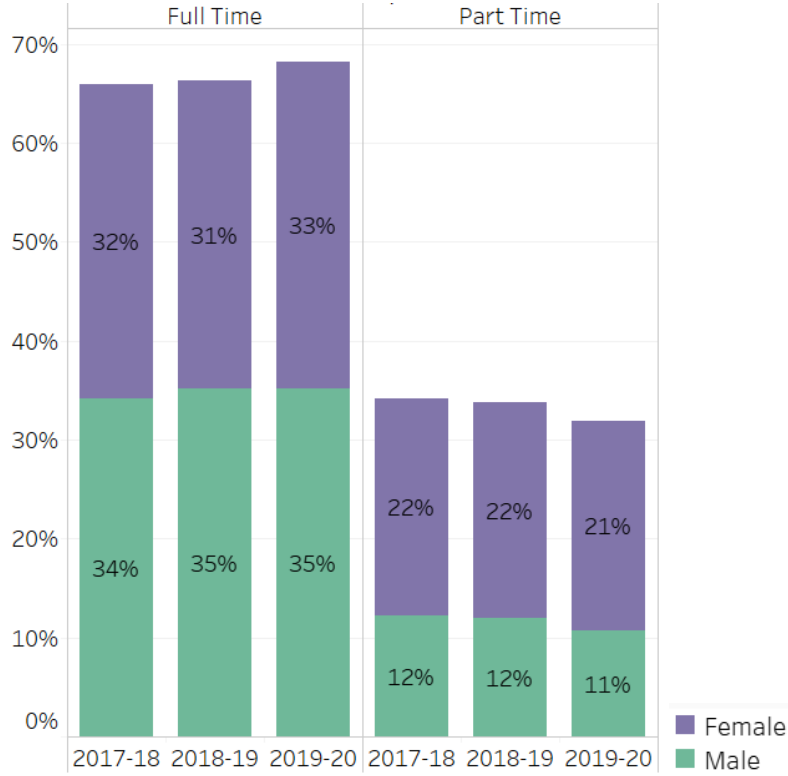

Figure 46: Academic Full time/Part time contracts by sex

Religion or belief

Full Time	Any Other Religion Or Belief	1.2%	1.2%	1.2%
	Buddhist	0.5%	0.6%	0.7%
	Christian	19.0%	19.6%	19.4%
	Hindu	1.2%	1.4%	1.6%
	Jewish	0.5%	0.6%	0.8%
	Muslim	1.9%	2.4%	2.6%
	No Religion	20.2%	20.1%	22.6%
	Not Known	8.0%	7.3%	6.6%
	Prefer not to say	11.8%	11.5%	10.8%
	Sikh	0.4%	0.3%	0.4%
	Spiritual	1.1%	1.2%	1.3%
	Total	**65.9%**	**66.3%**	**68.2%**
Part Time	Any Other Religion Or Belief	0.5%	0.6%	0.5%
	Buddhist	0.3%	0.2%	0.3%
	Christian	9.3%	9.7%	10.1%
	Hindu	0.3%	0.6%	0.5%
	Jewish	1.0%	1.0%	0.8%
	Muslim	0.6%	0.7%	0.8%
	No Religion	8.2%	8.4%	8.0%
	Not Known	7.8%	7.4%	6.9%
	Prefer not to say	5.6%	4.8%	3.6%
	Sikh	0.1%	0.1%	0.2%
	Spiritual	0.3%	0.3%	0.4%
	Total	**34.1%**	**33.7%**	**31.8%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 18: Academic Full time/Part time contracts by religion or belief

Sexual orientation

		2017-18	2018-19	2019-20
Full Time	Bisexual	1.2%	1.4%	1.5%
	Gay Man	1.2%	1.3%	1.5%
	Gay Woman/Lesbian	0.7%	0.7%	0.9%
	Heterosexual	44.8%	45.8%	48.0%
	Not Known	7.0%	6.4%	5.9%
	Other	0.2%	0.2%	0.4%
	Prefer not to say	10.8%	10.4%	10.0%
	Total	**65.9%**	**66.3%**	**68.2%**
Part Time	Bisexual	0.3%	0.4%	0.3%
	Gay Man	0.2%	0.2%	0.2%
	Gay Woman/Lesbian	0.3%	0.3%	0.2%
	Heterosexual	20.4%	20.9%	20.9%
	Not Known	7.6%	7.3%	6.6%
	Other	0.2%	0.1%	0.1%
	Prefer not to say	5.1%	4.5%	3.4%
	Total	**34.1%**	**33.7%**	**31.8%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 19: Academic Full time/Part time contracts by sexual orientation
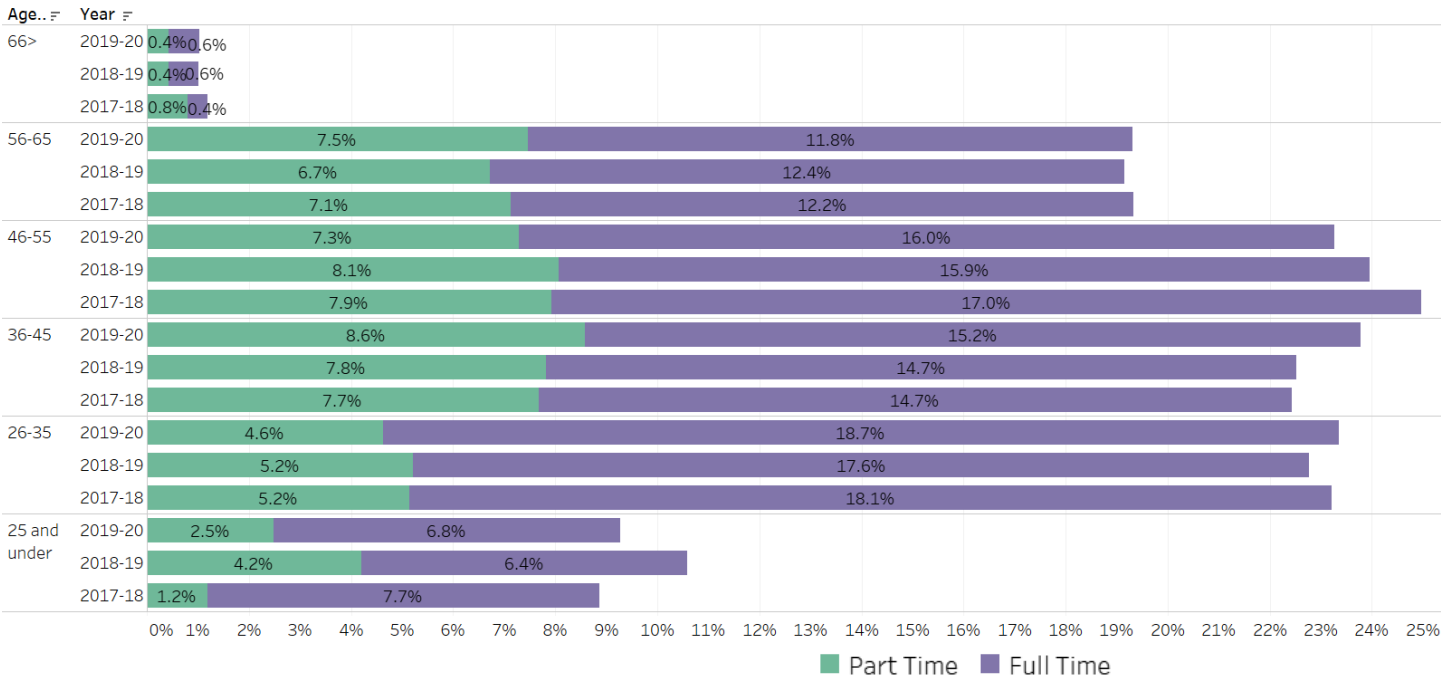
Professional

Age

Figure 47: Professional Full time/Part time contracts by age

There are **greater numbers** of staff on part time contracts within ages 36-55 often associated with family responsibilities.
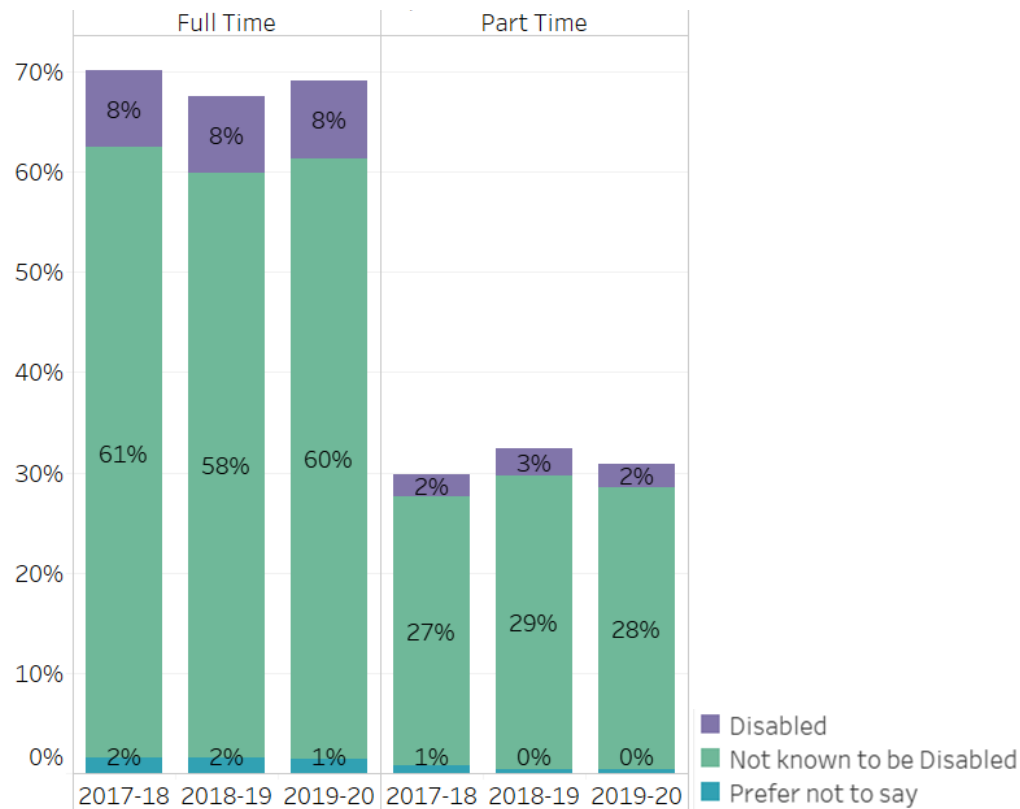
Disability

Figure 48: Professional Full time/Part time contracts by disability
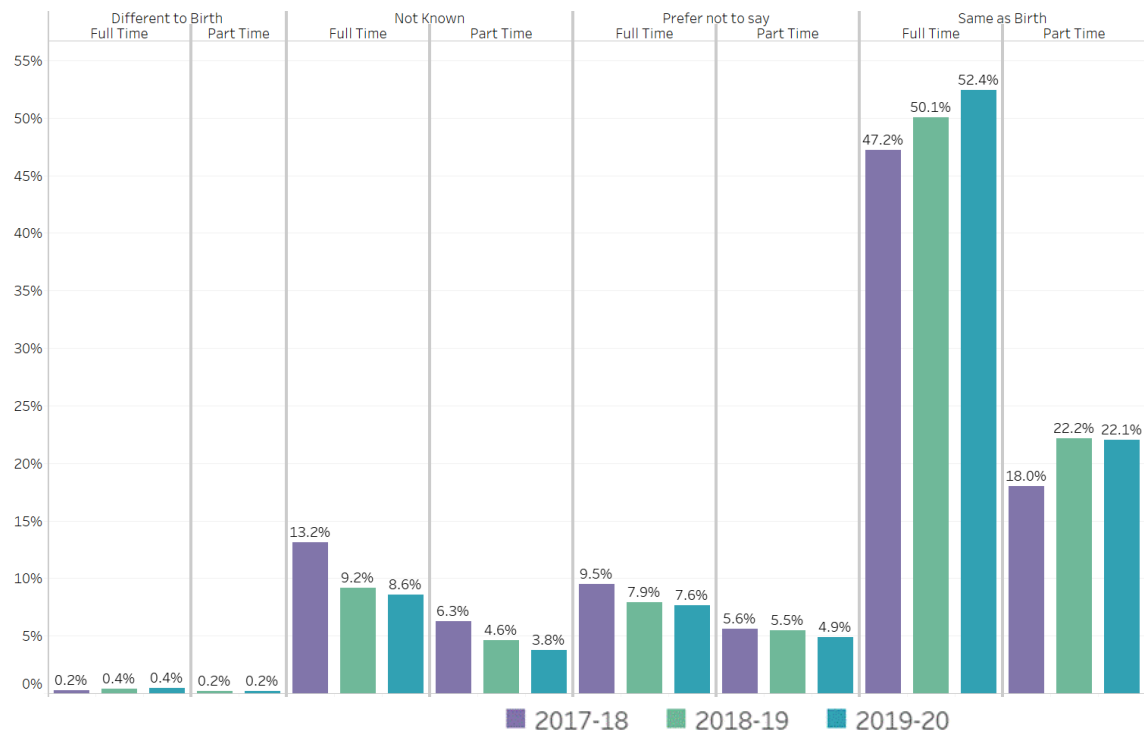
Gender Reassignment (Trans)

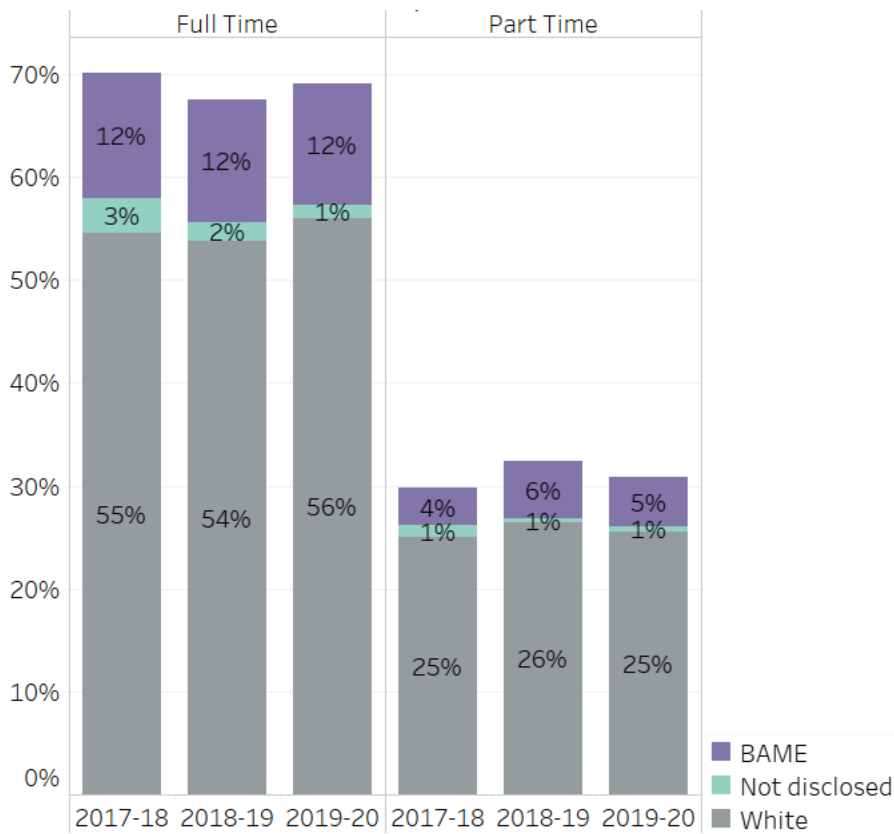*Figure 49: Professional Full time/Part time contracts by Gender Reassignment (Trans)*

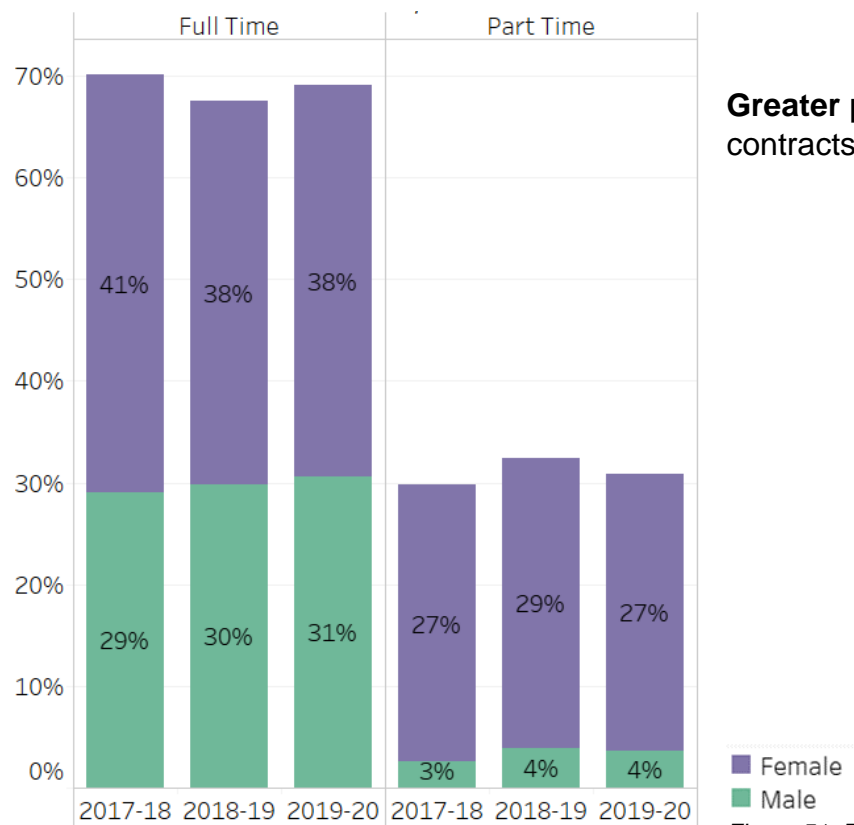Figure 50: Professional Full time/Part time contracts by race/ethnicity

Religion or Belief

		2017-18	2018-19	2019-20
Full Time	Any Other Religion Or Belief	0.6%	0.6%	0.9%
	Buddhist	0.7%	0.7%	0.8%
	Christian	24.2%	22.9%	22.7%
	Hindu	1.7%	1.3%	1.1%
	Jewish	0.5%	0.4%	0.5%
	Muslim	1.7%	2.0%	2.1%
	No Religion	22.4%	23.9%	26.0%
	Not Known	10.3%	7.8%	7.5%
	Prefer not to say	6.8%	6.6%	6.2%
	Sikh	0.3%	0.3%	0.3%
	Spiritual	0.8%	0.9%	0.9%
	Total	**70.1%**	**67.6%**	**69.1%**
Part Time	Any Other Religion Or Belief	0.7%	0.8%	0.7%
	Buddhist	0.3%	0.3%	0.3%
	Christian	11.0%	13.1%	12.3%
	Hindu	0.5%	0.7%	0.6%
	Jewish	0.3%	0.3%	0.2%
	Muslim	0.5%	0.6%	0.7%
	No Religion	7.3%	8.6%	9.3%
	Not Known	5.3%	4.0%	3.2%
	Prefer not to say	3.7%	3.4%	3.3%
	Sikh		0.2%	0.1%
	Spiritual	0.2%	0.5%	0.3%
	Total	**29.9%**	**32.4%**	**30.9%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 20: Professional Full time/Part time contracts by religion or belief

Greater proportions of **female staff** on part time contracts.

Figure 51: Professional Full time/Part time contracts by sex

Sexual orientation

		2017-18	2018-19	2019-20
Full Time	Bisexual	0.8%	0.5%	0.6%
	Gay Man	1.1%	1.2%	1.5%
	Gay Woman/Lesbian	0.2%	0.4%	0.3%
	Heterosexual	51.3%	51.5%	53.2%
	Not Known	9.0%	6.8%	6.5%
	Other	0.6%	0.7%	0.8%
	Prefer not to say	7.1%	6.5%	6.2%
	Total	**70.1%**	**67.6%**	**69.1%**
Part Time	Bisexual	0.2%	0.7%	0.6%
	Gay Man		0.1%	0.1%
	Gay Woman/Lesbian			0.1%
	Heterosexual	20.8%	24.2%	23.3%
	Not Known	5.1%	3.8%	3.2%
	Other	0.2%	0.2%	0.2%
	Prefer not to say	3.6%	3.5%	3.4%
	Total	**29.9%**	**32.4%**	**30.9%**
	Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18　■ 2018-19　■ 2019-20

Table 21: Professional Full time/Part time contracts by sexual orientation

Academic

Age

Age Range (group)	Other	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
66>	0.2%				0.5%	2.5%	0.6%	1.2%	0.2%	**5.1%**
56-65	0.3%			0.1%	2.2%	11.2%	6.2%	5.1%	0.3%	**25.4%**
46-55	0.2%		0.1%	0.1%	3.4%	13.6%	5.9%	4.6%	0.5%	**28.4%**
36-45	0.2%		0.2%	0.2%	6.2%	12.6%	4.3%	2.0%		**25.5%**
26-35	0.5%	0.5%	0.2%	0.9%	8.0%	4.8%	0.1%	0.2%		**15.3%**
25 and under	0.1%		0.2%		0.1%					**0.3%**
Total	**1.6%**	**0.5%**	**0.6%**	**1.2%**	**20.2%**	**44.7%**	**17.1%**	**13.0%**	**1.0%**	**100.0%**
66>	0.3%		0.1%		0.3%	1.9%	0.7%	1.0%	0.2%	**4.5%**
56-65	0.4%		0.1%	0.1%	2.1%	12.1%	6.1%	4.8%	0.4%	**26.1%**
46-55	0.2%		0.1%	0.2%	3.0%	14.2%	6.0%	5.3%	0.5%	**29.5%**
36-45	0.1%		0.2%	0.1%	6.8%	12.1%	3.8%	2.0%		**25.0%**
26-35	0.3%	0.3%	0.3%	1.1%	7.2%	4.2%	0.1%	0.2%		**13.8%**
25 and under	0.3%	0.2%	0.2%	0.2%	0.3%					**1.1%**
Total	**1.7%**	**0.5%**	**0.9%**	**1.7%**	**19.8%**	**44.6%**	**16.7%**	**13.2%**	**1.0%**	**100.0%**
66>	0.3%				0.2%	2.3%	1.0%	1.2%	0.2%	**5.1%**
56-65	0.4%		0.2%	0.2%	1.6%	11.7%	5.8%	5.1%	0.5%	**25.4%**
46-55	0.4%		0.1%	0.3%	3.7%	14.5%	6.2%	4.4%	0.5%	**30.1%**
36-45	0.1%		0.4%	0.2%	5.5%	11.4%	4.0%	1.9%	0.1%	**23.6%**
26-35	0.3%	0.2%	0.7%	0.7%	7.4%	4.8%	0.2%	0.2%		**14.5%**
25 and under	0.3%	0.1%	0.5%	0.2%	0.3%					**1.3%**
Total	**1.8%**	**0.3%**	**1.8%**	**1.6%**	**18.8%**	**44.6%**	**17.1%**	**12.8%**	**1.2%**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 22: Academic grade by age

Majority of academics are in grades **UH7-UH9 aged 36-65.**

Figure 52: Academic jobs by grade and disability

Majority of academics with a **declared disability** are at **UH8** and above

Gender Reassignment (Trans)

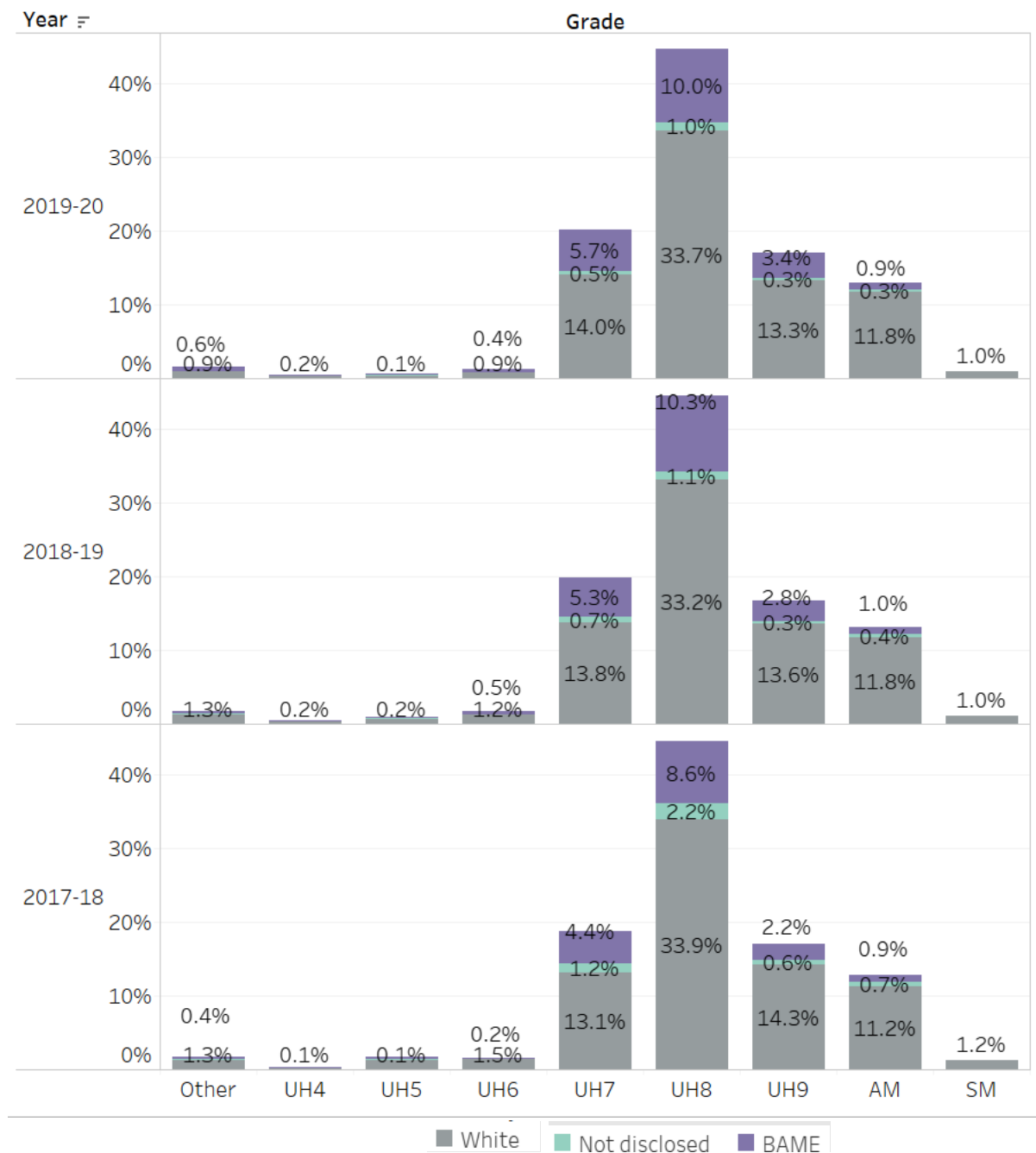*Figure 53: Academic jobs by grade and Gender Reassignment (Trans)*

Figure 54: Academic jobs by grade and race/ethnicity

Greater proportions of **BAME** are currently at UH7-UH8 however investigations confirmed that due to lower length of service for BAME on those grades does not suggest a BAME ceiling at UH8.

Religion or belief

Religion or belief	Research Staff	Lecturer	Senior Lecturer	Principal Lecturer	Academic Manager/Professor	Senior Academic Manager	Grand Total
Any Other Religion Or Belief	0.1%	0.4%	0.9%	0.2%	0.2%		1.7%
Buddhist	0.2%	0.2%	0.3%	0.1%	0.2%		1.0%
Christian	2.4%	4.4%	14.5%	4.2%	3.4%	0.5%	29.5%
Hindu	0.6%	0.2%	1.2%	0.1%			2.1%
Jewish	0.1%	0.1%	0.8%	0.3%	0.3%		1.6%
Muslim	0.6%	1.1%	1.0%	0.5%	0.1%		3.4%
No Religion	4.2%	5.6%	11.9%	4.8%	3.7%	0.4%	30.6%
Not Known	1.6%	1.6%	5.3%	3.0%	2.0%	0.1%	13.5%
Prefer not to say	1.2%	1.8%	5.4%	3.1%	2.9%	0.1%	14.4%
Sikh			0.3%	0.2%	0.1%		0.5%
Spiritual	0.2%	0.2%	0.6%	0.3%	0.4%		1.7%
Grand Total	11.2%	15.6%	42.1%	16.8%	13.3%	1.0%	100.0%

Table 23: Academic jobs by religion or belief (2019/20)

Religion	Research Staff	Lecturer	Senior Lecturer	Principal Lecturer	Academic Manager/Professor	Senior Academic Manager	Grand Total
Any Other Religion Or Belief	0.2%	0.4%	0.8%	0.1%	0.2%		1.8%
Buddhist	0.2%	0.2%	0.2%	0.1%	0.2%		0.9%
Christian	3.0%	4.2%	13.7%	4.2%	3.7%	0.6%	29.4%
Hindu	0.4%	0.4%	1.1%	0.1%			2.0%
Jewish	0.2%	0.1%	0.7%	0.4%	0.2%		1.6%
Muslim	0.6%	0.6%	1.5%	0.4%			3.1%
No Religion	4.4%	4.8%	11.0%	4.5%	3.6%	0.3%	28.5%
Not Known	1.5%	1.8%	6.0%	3.1%	2.2%	0.1%	14.7%
Prefer not to say	1.1%	1.8%	7.0%	3.3%	2.9%	0.1%	16.2%
Sikh			0.2%	0.2%	0.1%		0.4%
Spiritual	0.2%	0.2%	0.5%	0.3%	0.4%		1.5%
Grand Total	11.7%	14.5%	42.6%	16.5%	13.6%	1.0%	100.0%

Table 24: Academic jobs by religion or belief (2018/19)

Religion	Research Staff	Lecturer	Senior Lecturer	Principal Lecturer	Academic Manager/Professor	Senior Academic Manager	Grand Total
Any Other Religion Or Belief	0.5%	0.3%	0.7%	0.1%	0.2%		1.8%
Buddhist	0.1%	0.2%	0.3%	0.1%	0.2%		0.9%
Christian	3.3%	3.2%	13.4%	4.2%	3.6%	0.6%	28.3%
Hindu	0.3%	0.4%	0.7%	0.1%			1.5%
Jewish	0.2%	0.1%	0.7%	0.5%	0.1%		1.5%
Muslim	0.5%	0.5%	1.2%	0.3%			2.6%
No Religion	4.8%	4.4%	11.0%	4.4%	3.3%	0.4%	28.3%
Not Known	2.3%	1.7%	5.9%	3.3%	2.5%	0.1%	15.8%
Prefer not to say	1.4%	1.6%	8.0%	3.7%	2.6%	0.2%	17.4%
Sikh			0.2%	0.1%	0.2%		0.5%
Spiritual		0.2%	0.6%	0.2%	0.4%		1.4%
Grand Total	13.3%	12.6%	42.8%	16.9%	13.1%	1.2%	100.0%

Table 25: Academic jobs by religion or belief (2017/18)

Sex

Job Type	Grade	Female	Male	Female	Male	Female	Male
Senior Academic Manager	SM	0%	1%	0%	1%	0%	1%
Academic Manager/Professor	AM	5%	7%	6%	7%	6%	7%
	Other	0%	0%	0%	1%	0%	0%
Principal Lecturer	UH9	9%	7%	9%	7%	9%	8%
	Other	0%	0%	0%	0%	0%	
Senior Lecturer	UH8	24%	18%	24%	19%	24%	18%
	Other		0%		0%		
Lecturer	UH7	7%	5%	7%	7%	9%	7%
	UH6					0%	
	Other		0%		0%		0%
Research Staff	AM		0%		0%		0%
	UH9	0%	0%	0%	0%	0%	0%
	UH8	1%	1%	1%	1%	1%	1%
	UH7	3%	3%	3%	3%	2%	2%
	UH6	1%	1%	1%	1%	1%	1%
	UH5	1%	0%	1%	0%	1%	
	UH4	0%	0%	0%	0%	0%	0%
	Other	0%	1%	0%	1%	0%	0%
Grand Total		**54%**	**46%**	**53%**	**47%**	**54%**	**46%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 26: Academic jobs by grade and sex

Strategic plan 2020-25 outlined KPI to increase senior female academics at AM1 and above.

Sexual orientation

Grade	Bisexual	Gay Man	Gay Woman/ Lesbian	Heterosexual	Not Known	Other	Prefer not to say	Grand Total
SM		0.2%		0.7%	0.1%		0.1%	1.0%
AM	0.5%	0.2%	0.3%	8.3%	1.5%	0.1%	2.1%	13.0%
UH9	0.3%	0.3%	0.2%	10.8%	2.8%	0.1%	2.7%	17.1%
UH8	0.5%	0.5%	0.3%	31.9%	5.5%	0.1%	5.8%	44.7%
UH7	0.3%	0.4%	0.3%	14.4%	2.0%	0.2%	2.5%	20.2%
UH6	0.1%	0.1%		0.9%	0.1%		0.1%	1.2%
UH5				0.5%	0.1%			0.6%
UH4				0.5%				0.5%
Other				0.9%	0.5%		0.2%	1.6%
Grand Total	1.8%	1.7%	1.1%	69.0%	12.6%	0.5%	13.4%	100.0%

Table 27: Academic jobs by grade and sexual orientation (2019/20)

We have only started collating the data for Gender Reassignment, Religion or Belief and Sexual Orientation and therefore will be able to analyse trends in next year's report.

Grade	Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual	Not Known	Other	Prefer not to say	Grand Total
SM		0.1%		0.8%	0.1%		0.1%	1.0%
AM	0.6%	0.2%	0.3%	8.1%	1.7%	0.1%	2.2%	13.2%
UH9	0.2%	0.3%	0.1%	10.4%	2.9%	0.1%	2.7%	16.7%
UH8	0.6%	0.5%	0.4%	30.2%	6.0%	0.1%	6.8%	44.6%
UH7	0.2%	0.2%	0.2%	14.0%	2.3%	0.1%	2.7%	19.8%
UH6	0.1%	0.1%		1.3%	0.1%		0.2%	1.7%
UH5	0.1%			0.7%	0.1%			0.9%
UH4				0.4%	0.1%			0.5%
Other				0.8%	0.6%		0.3%	1.7%
Grand Total	1.8%	1.4%	1.0%	66.7%	13.8%	0.3%	15.0%	100.0%

Table 28: Academic jobs by grade and sexual orientation (2018/19)

Grade	Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual	Not Known	Other	Prefer not to say	Grand Total
SM		0.1%		0.9%	0.1%		0.2%	1.2%
AM	0.3%	0.2%	0.3%	7.6%	2.0%	0.1%	2.3%	12.8%
UH9	0.3%	0.2%	0.1%	10.3%	3.1%		3.0%	17.1%
UH8	0.5%	0.7%	0.4%	29.7%	5.9%	0.2%	7.3%	44.6%
UH7	0.2%	0.2%	0.2%	13.2%	2.2%	0.2%	2.6%	18.8%
UH6				1.0%	0.5%		0.2%	1.6%
UH5	0.2%			1.5%	0.2%			1.8%
UH4				0.2%	0.1%			0.3%
Other				0.9%	0.6%	0.1%	0.2%	1.8%
Grand Total	1.5%	1.3%	1.0%	65.2%	14.6%	0.5%	15.9%	100.0%

Table 29: Academic jobs by grade and sexual orientation (2017/18)

Professional

Age

Age Range (group)	Other	UH1	UH2	UH3	UH4	UH5	UH6	UH7	UH8	UH9	AM	SM	Grand Total
66>	0.1%				0.3%	0.3%	0.1%	0.1%	0.1%	0.1%			**1.0%**
56-65	0.1%			0.9%	3.6%	5.5%	2.9%	2.1%	2.4%	0.8%	0.8%	0.3%	**19.3%**
46-55				0.7%	3.6%	3.9%	5.2%	2.3%	4.3%	1.8%	0.9%	0.5%	**23.3%**
36-45	0.1%			0.4%	2.5%	5.6%	5.2%	3.6%	3.8%	1.5%	1.2%		**23.8%**
26-35	0.2%		0.1%	0.5%	3.2%	6.3%	6.3%	4.5%	1.5%	0.7%	0.2%		**23.3%**
25 and under	1.7%		0.9%	0.4%	2.6%	2.3%	0.8%	0.4%	0.1%				**9.3%**
Total	**2.1%**		**1.0%**	**2.9%**	**15.7%**	**23.9%**	**20.3%**	**13.0%**	**12.2%**	**4.8%**	**3.1%**	**0.8%**	**100.0%**
66>	0.1%				0.1%	0.3%	0.3%	0.1%	0.1%	0.1%			**1.0%**
56-65	0.2%			1.3%	3.4%	5.7%	2.4%	1.9%	2.6%	1.0%	0.6%	0.1%	**19.2%**
46-55			0.1%	1.1%	3.6%	5.0%	4.6%	1.9%	4.5%	1.4%	1.3%	0.5%	**23.9%**
36-45				0.4%	1.8%	5.5%	4.3%	4.0%	3.9%	1.4%	0.9%	0.2%	**22.5%**
26-35	0.3%		0.1%	0.3%	3.3%	6.1%	5.8%	4.3%	2.2%	0.4%	0.1%		**22.8%**
25 and under	3.7%		0.8%	0.4%	2.1%	2.2%	1.0%	0.2%	0.2%				**10.6%**
Total	**4.3%**		**1.0%**	**3.6%**	**14.5%**	**24.6%**	**18.2%**	**12.4%**	**13.4%**	**4.3%**	**2.9%**	**0.8%**	**100.0%**
66>	0.2%		0.3%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%				**1.2%**
56-65	0.2%	0.1%	1.1%	1.3%	3.7%	4.8%	2.9%	1.5%	2.2%	0.8%	0.6%	0.1%	**19.3%**
46-55	0.2%	0.1%	0.8%	1.1%	3.3%	5.1%	4.3%	2.5%	4.6%	1.3%	1.3%	0.3%	**25.0%**
36-45	0.1%	0.2%	1.2%	0.6%	2.1%	4.7%	3.8%	4.0%	3.4%	1.3%	0.8%	0.3%	**22.4%**
26-35	0.2%		0.6%	0.5%	4.5%	5.9%	5.2%	3.6%	2.1%	0.5%	0.2%		**23.2%**
25 and under	0.9%		1.0%	0.8%	2.3%	2.1%	1.5%	0.3%					**8.9%**
Total	**1.6%**	**0.3%**	**5.0%**	**4.4%**	**16.2%**	**22.7%**	**17.8%**	**12.0%**	**12.4%**	**4.0%**	**2.9%**	**0.7%**	**100.0%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 30: Professional grade by age

Majority of professional staff roles are in grades UH5-UH6 aged 26-55.

Disability
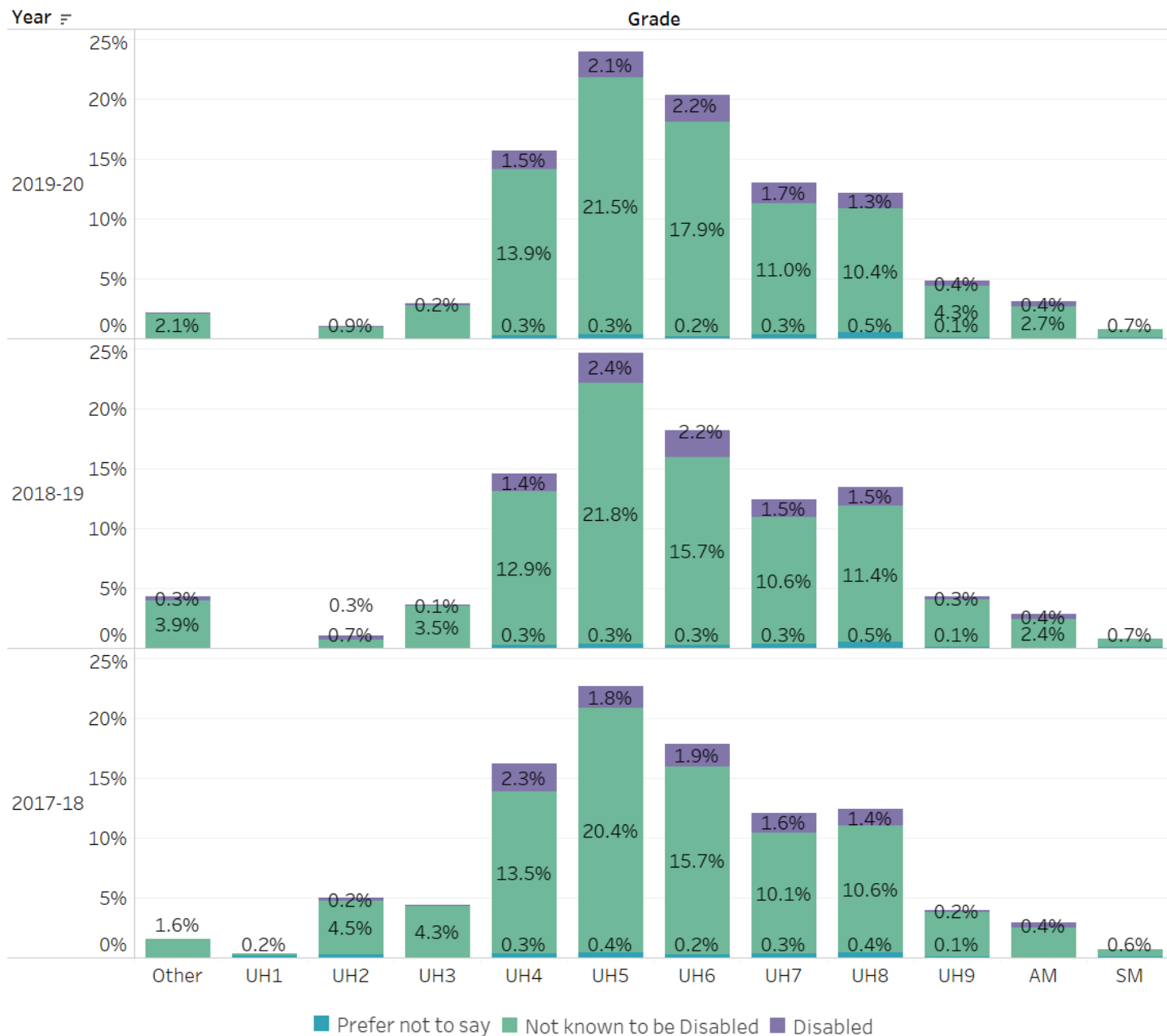
Figure 55: Professional jobs by grade and disability

Most **disabled** staff are within grades UH4-UH8 which reflects the overall staff population

Gender Reassignment (Trans)
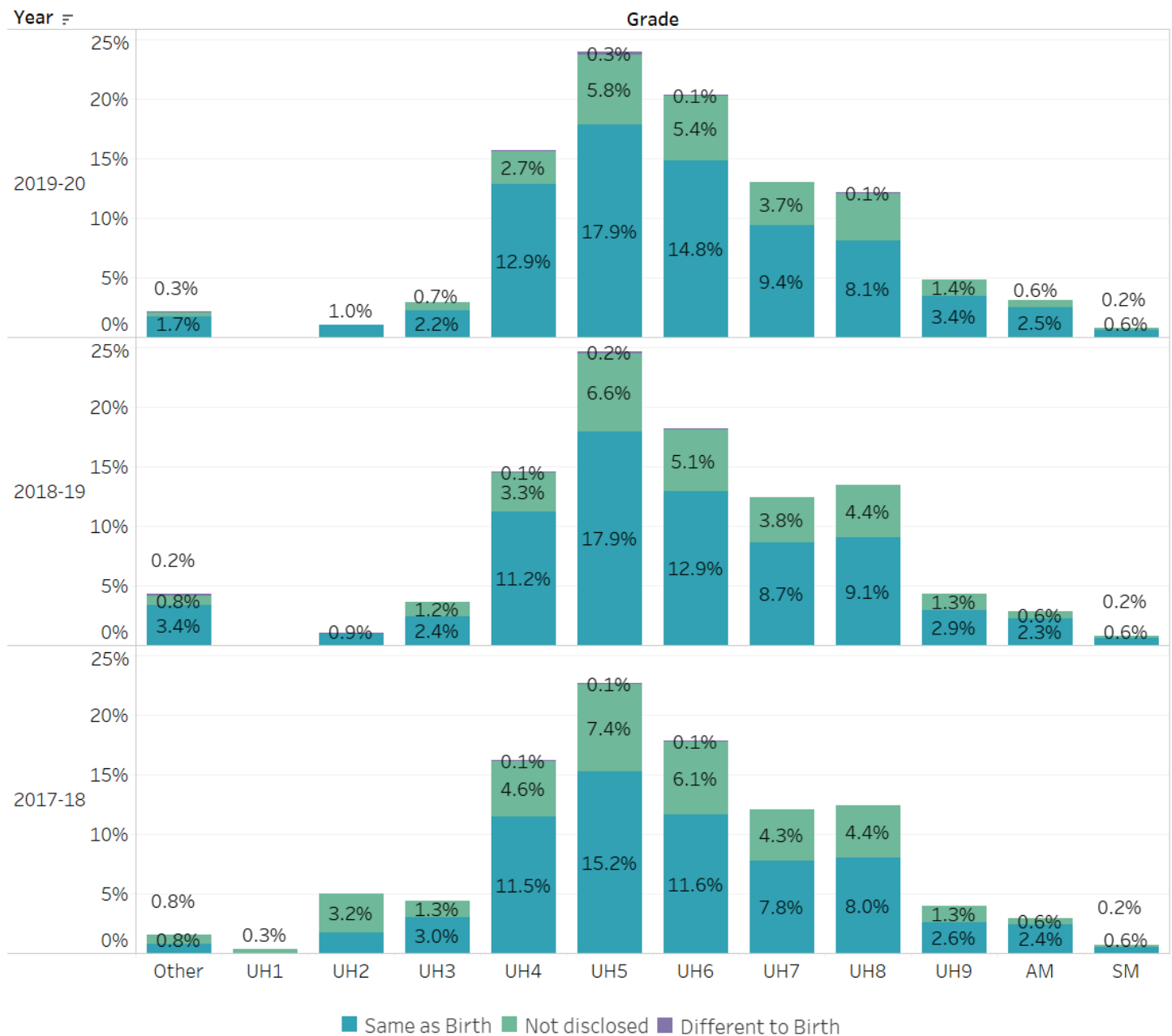
Figure 56: Professional jobs by grade and Gender Reassignment (Trans)
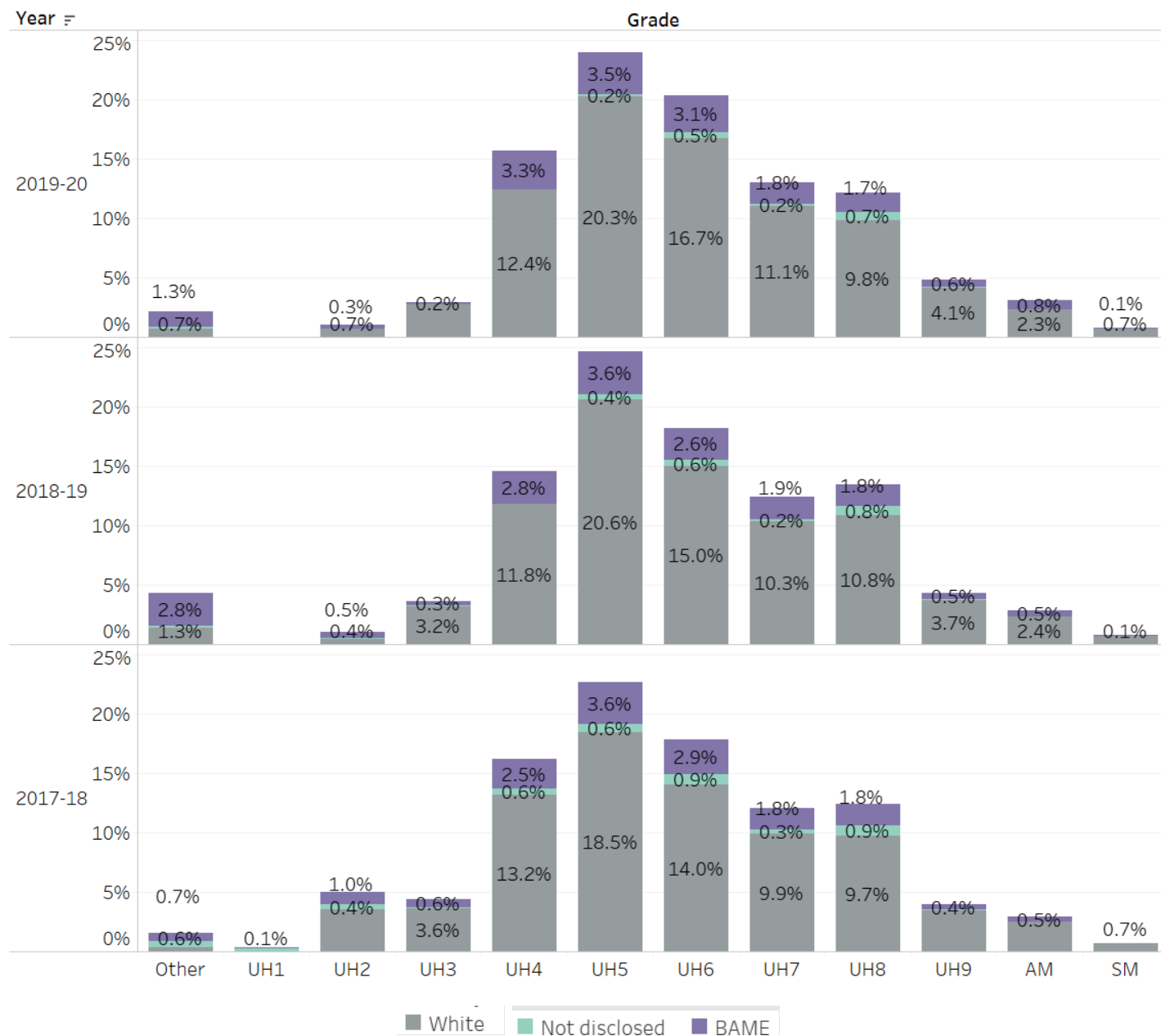
Figure 57: Professional jobs by grade and race/ethnicity

Most of the **BAME** 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 BAME staff at grades **UH9 and above** since 2017/18.

Religion or belief

Religion or belief	Technical Staff	Technical Manager	Administrative	Senior Administrative	Other Professional Support	Professional Manager/Specialist	Senior Professional Manager	Grand Total
Any Other Religion Or Belief		0.1%	0.8%	0.5%	0.1%	0.1%		1.5%
Buddhist	0.3%		0.3%	0.3%		0.1%		1.0%
Christian	2.4%	0.2%	13.3%	10.5%	1.2%	5.4%	2.1%	35.0%
Hindu	0.4%		0.5%	0.6%	0.1%	0.1%		1.7%
Jewish			0.4%	0.3%				0.7%
Muslim	0.1%		1.3%	0.7%	0.3%	0.4%	0.1%	2.8%
No Religion	4.0%	0.2%	13.7%	10.6%	1.0%	5.2%	0.5%	35.3%
Not Known	1.2%		3.0%	3.3%	0.2%	2.7%	0.3%	10.6%
Prefer not to say	0.4%	0.1%	2.7%	2.8%	0.3%	2.4%	0.8%	9.5%
Sikh			0.2%			0.2%	0.1%	0.4%
Spiritual	0.2%		0.3%	0.4%	0.1%	0.1%	0.2%	1.3%
Grand Total	9.1%	0.5%	36.7%	29.9%	3.2%	16.7%	3.9%	100.0%

Table 31: Professional jobs by religion or belief (2019/20)

Religion	Technical Staff	Technical Manager	Administrative	Senior Administrative	Other Professional Support	Professional Manager/Specialist	Senior Professional Manager	Grand Total
Any Other Religion Or Belief			0.8%	0.4%		0.2%		1.3%
Buddhist	0.3%		0.2%	0.3%		0.2%		0.9%
Christian	2.4%	0.3%	14.7%	8.6%	2.3%	6.0%	1.9%	36.1%
Hindu	0.4%		0.9%	0.3%	0.2%	0.1%		1.9%
Jewish			0.3%	0.3%	0.1%	0.1%		0.8%
Muslim	0.1%		1.3%	0.6%	0.2%	0.4%	0.1%	2.6%
No Religion	3.7%	0.1%	12.5%	10.1%	0.6%	5.0%	0.5%	32.5%
Not Known	1.3%		3.3%	3.4%	0.6%	2.9%	0.3%	11.8%
Prefer not to say	0.6%	0.1%	3.4%	2.8%	0.3%	2.3%	0.8%	10.1%
Sikh			0.2%		0.1%	0.3%		0.5%
Spiritual	0.2%		0.3%	0.6%	0.1%	0.1%	0.2%	1.4%
Grand Total	9.0%	0.4%	37.8%	27.3%	4.3%	17.5%	3.7%	100.0%

Table 32: Professional jobs by religion or belief (2018/19)

Religion	Technical Staff	Technical Manager	Administrative	Senior Administrative	Other Professional Support	Professional Manager/Specialist	Senior Professional Manager	Grand Total
Any Other Religion Or Belief			0.6%	0.4%	0.1%	0.2%		1.3%
Buddhist	0.3%		0.2%	0.2%	0.2%	0.2%		1.0%
Christian	2.3%	0.2%	13.5%	9.2%	3.1%	5.2%	1.8%	35.3%
Hindu	0.3%		1.0%	0.6%	0.2%	0.1%		2.1%
Jewish			0.2%	0.5%		0.1%		0.8%
Muslim	0.1%		1.0%	0.6%	0.1%	0.3%	0.1%	2.2%
No Religion	3.1%	0.2%	12.3%	8.5%	0.6%	4.5%	0.6%	29.7%
Not Known	1.5%		4.5%	3.6%	2.9%	2.9%	0.2%	15.6%
Prefer not to say	0.6%	0.1%	3.6%	2.9%	0.3%	2.3%	0.7%	10.5%
Sikh			0.1%			0.2%		0.3%
Spiritual	0.2%		0.2%	0.4%		0.1%	0.2%	1.0%
Grand Total	8.4%	0.5%	37.2%	26.9%	7.4%	16.0%	3.6%	100.0%

Table 33: Professional jobs by religion or belief (2017/18)

Job Type	Grade	Female	Male	Female	Male	Female	Male
Senior Professional Manager	SM	0%	0%	0%	0%	0%	0%
	AM	2%	1%	2%	1%	2%	1%
	Other					0%		0%
Professional Manager/Specialist	UH9	1%	2%	2%	3%	2%	3%
	UH8	7%	5%	8%	5%	7%	5%
	Other			0%	0%	0%	0%	0%
Other Professional Support	UH7			0%	0%	0%	0%
	UH6	0%	0%				
	UH5	0%	0%				
	UH4	1%	0%				
	UH3	0%	0%	0%			
	UH2	3%	1%			1%	0%
	UH1	0%	0%				
	Other	1%	0%	2%	2%	1%	1%
Senior Administrative	UH7	8%	3%	8%	4%	9%	4%
	UH6	10%	6%	9%	6%	11%	6%
	Other	0%	0%				
Administrative	UH5	17%	3%	18%	3%	17%	4%
	UH4	11%	2%	11%	2%	11%	3%
	UH3	2%	1%	2%	1%	2%	1%
	UH2	1%	0%	1%	0%		
	Other	0%					
Technical Manager	UH9		0%		0%		0%
	UH8	0%	0%	0%	0%	0%	0%
Technical Staff	UH8		0%		0%		
	UH7	0%	0%	0%	0%	0%	0%
	UH6	1%	2%	1%	2%	1%	2%
	UH5	1%	1%	1%	2%	1%	2%
	UH4	1%	2%	1%	1%	1%	1%
	UH3		0%		1%		0%
	UH2		0%	0%	0%		
Grand Total		**68%**	**32%**	**66%**	**34%**	**66%**	**34%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 34: Professional jobs by grade and sex

Years 2018-19 and 2019-20 both had total staff numbers of 2447.

Sexual orientation

Grade	Bisexual	Gay Man	Gay Woman/ Lesbian	Heterosexual	Not Known	Other	Prefer not to say	Grand Total
SM				0.5%			0.3%	0.8%
AM		0.1%	0.1%	2.3%	0.3%		0.3%	3.1%
UH9		0.3%		3.4%	0.7%		0.3%	4.8%
UH8	0.1%	0.3%		8.8%	1.7%	0.1%	1.2%	12.2%
UH7	0.2%	0.1%	0.1%	9.7%	1.2%	0.3%	1.5%	13.0%
UH6	0.3%	0.2%	0.3%	15.1%	2.3%	0.2%	2.0%	20.3%
UH5	0.2%	0.4%		19.1%	1.9%	0.3%	2.1%	23.9%
UH4	0.3%	0.2%		12.8%	1.1%	0.2%	1.2%	15.7%
UH3				2.2%	0.3%		0.3%	2.9%
UH2	0.1%			0.9%				1.0%
Other	0.1%			1.6%	0.2%		0.3%	2.1%
Grand Total	1.2%	1.5%	0.4%	76.6%	9.7%	0.9%	9.6%	100.0%

Table 35: Professional jobs by grade and sexual orientation (2019/20)

We have only started collating the data for Gender Reassignment, Religion or Belief and Sexual Orientation and therefore will be able to analyse trends in next year's report.

Grade	Bisexual	Gay Man	Gay Woman/ Lesbian	Heterosexual	Not Known	Other	Prefer not to say	Grand Total
SM				0.5%			0.3%	0.8%
AM			0.1%	2.2%	0.3%		0.3%	2.9%
UH9		0.3%		2.9%	0.8%		0.3%	4.3%
UH8	0.3%	0.3%		10.0%	1.8%		1.1%	13.4%
UH7	0.1%	0.2%	0.1%	9.3%	1.0%	0.3%	1.5%	12.4%
UH6	0.1%	0.1%	0.3%	13.2%	2.4%	0.3%	1.8%	18.2%
UH5	0.2%	0.3%		19.5%	1.8%	0.1%	2.7%	24.6%
UH4	0.4%	0.2%		11.3%	1.3%	0.2%	1.2%	14.5%
UH3				2.6%	0.6%		0.4%	3.6%
UH2				1.0%				1.0%
Other	0.2%			3.1%	0.6%	0.1%	0.3%	4.3%
Grand Total	1.2%	1.3%	0.4%	75.7%	10.6%	0.8%	10.0%	100.0%

Table 36: Professional jobs by grade and sexual orientation (2018/19)

Grade	Bisexual	Gay Man	Gay Woman/ Lesbian	Heterosexual	Not Known	Other	Prefer not to say	Grand Total
SM				0.5%			0.2%	0.7%
AM			0.1%	2.3%	0.2%		0.3%	2.9%
UH9		0.2%		2.9%	0.6%		0.3%	4.0%
UH8	0.2%	0.2%		9.0%	1.8%		1.2%	12.4%
UH7	0.1%	0.2%		9.0%	1.1%	0.2%	1.6%	12.0%
UH6	0.1%		0.2%	12.6%	2.8%	0.3%	1.9%	17.8%
UH5	0.1%	0.3%		17.4%	2.4%	0.1%	2.5%	22.7%
UH4	0.4%	0.3%		12.0%	1.8%	0.1%	1.5%	16.2%
UH3				3.4%	0.6%		0.4%	4.4%
UH2	0.1%			2.4%	1.8%	0.2%	0.5%	5.0%
UH1					0.2%		0.1%	0.3%
Other				0.6%	0.7%		0.2%	1.6%
Grand Total	1.0%	1.1%	0.2%	72.0%	14.1%	0.9%	10.7%	100.0%

Table 37: Professional jobs by grade and sexual orientation (2017/18)

The following tables outline training and development opportunities utlised within academic and professional roles by personal characteristics. Tables exclude mandatory training.

Academic

Age
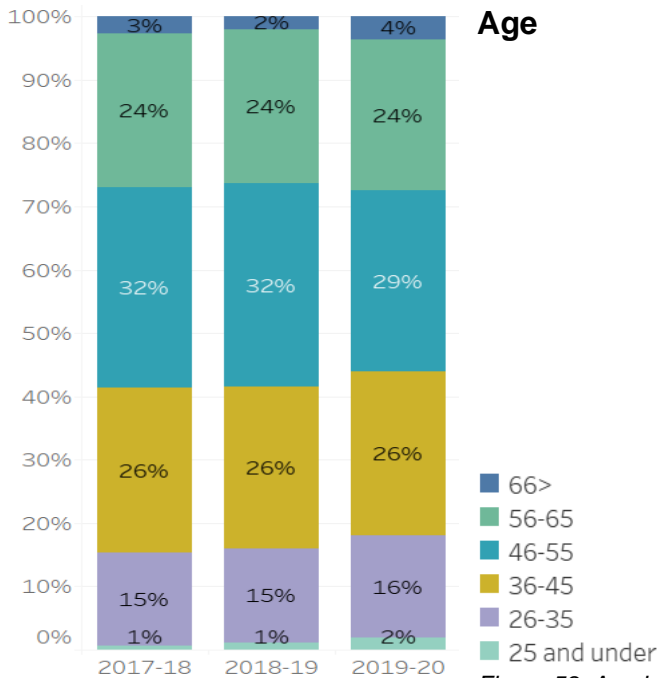
Figure 58: Academic training and development opportunities by age

Disability
Lower proportion of **disabled** staff taking up training and development opportunities compared to **overall UH population**.
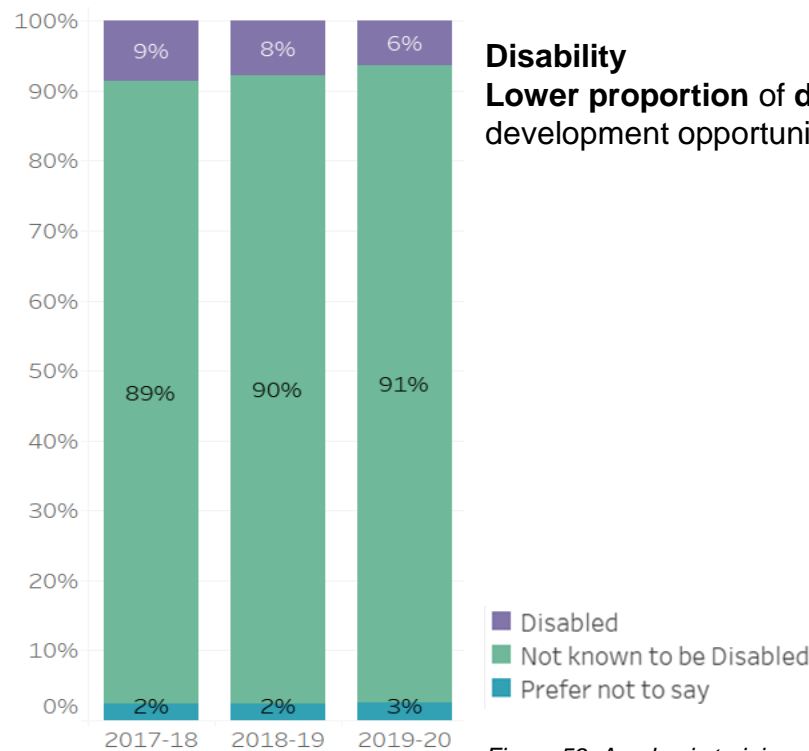
Figure 59: Academic training and development opportunities by disability

Gender Reassignment (Trans)

Gender Identity	Year	
Different to Birth	2019-20	1%
	2018-19	1%
	2017-18	1%
Not Known	2019-20	13%
	2018-19	11%
	2017-18	14%
Prefer not to say	2019-20	18%
	2018-19	23%
	2017-18	25%
Same as Birth	2019-20	68%
	2018-19	65%
	2017-18	60%

■ 2017-18 ■ 2018-19 ■ 2019-20
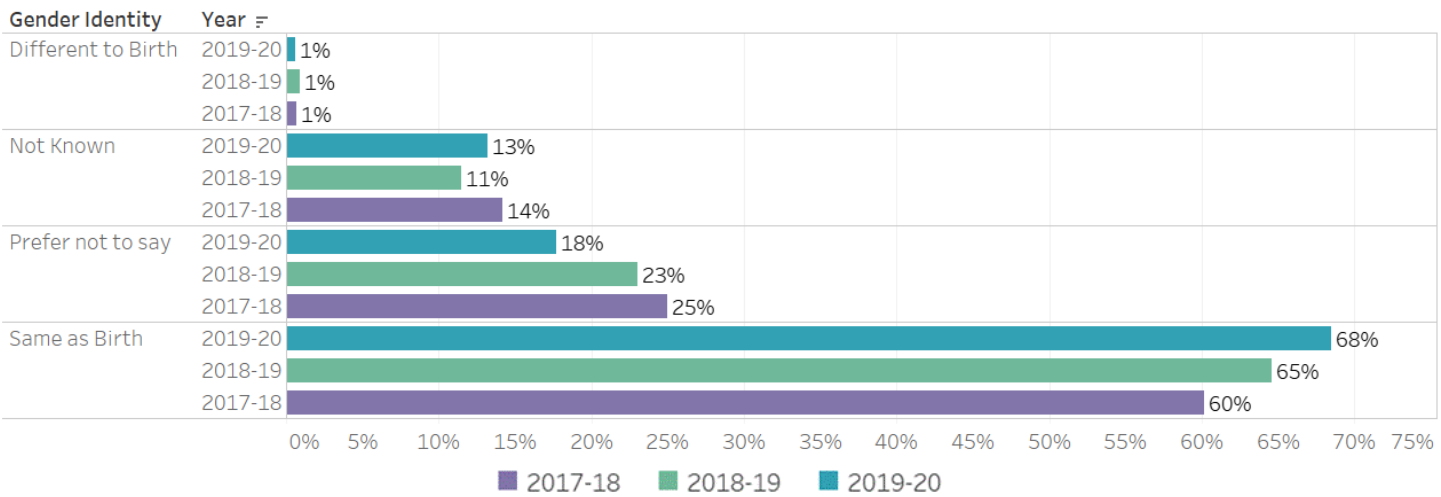
Figure 60: Academic training and development opportunities by Gender Reassignment (Trans)

Race/ethnicity

Greater proportions of development opportunities provided to **BAME staff** during 2018-19 to 2019-20.

	2017-18	2018-19	2019-20
BAME	20%	26%	26%
Not disclosed	3%	1%	3%
White	78%	73%	71%

■ BAME
■ Not disclosed
■ White
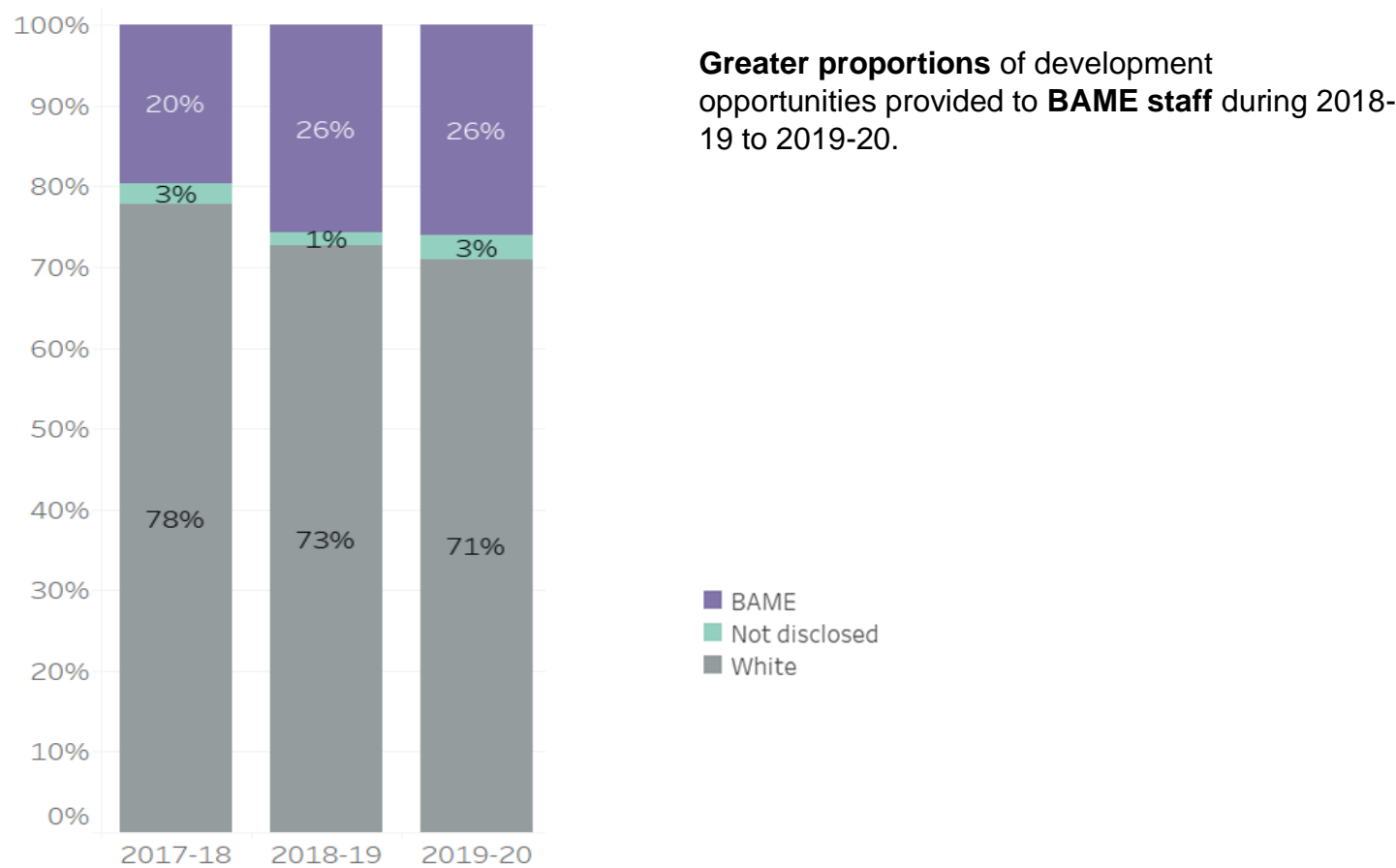
Figure 61: Academic training and development opportunities by race/ethnicity
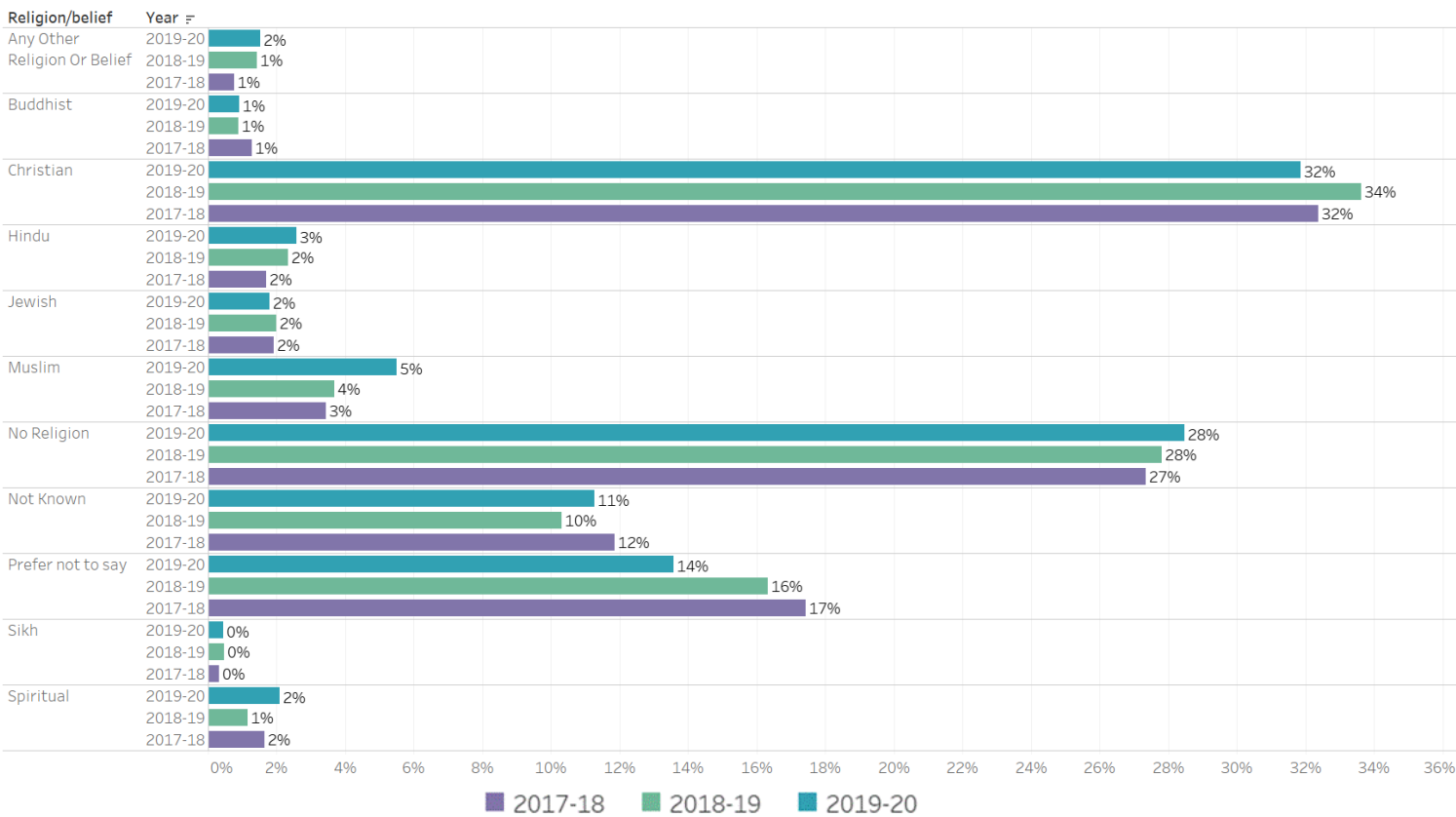
Religion or belief

Figure 62: Academic training and development opportunities by religion or belief

Sex

Slightly lower proportion of men taking up development opportunities in comparison to UH Academic population.
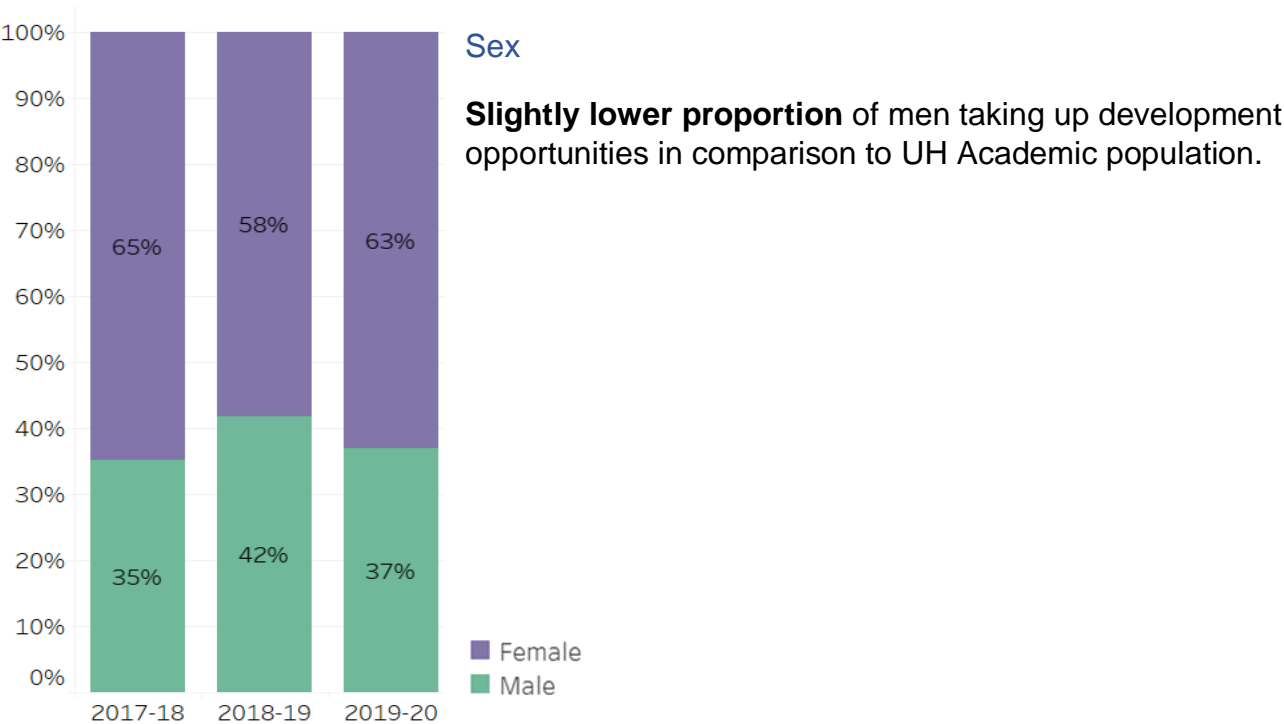
Figure 63: Academic training and development opportunities by sex

Sexual orientation
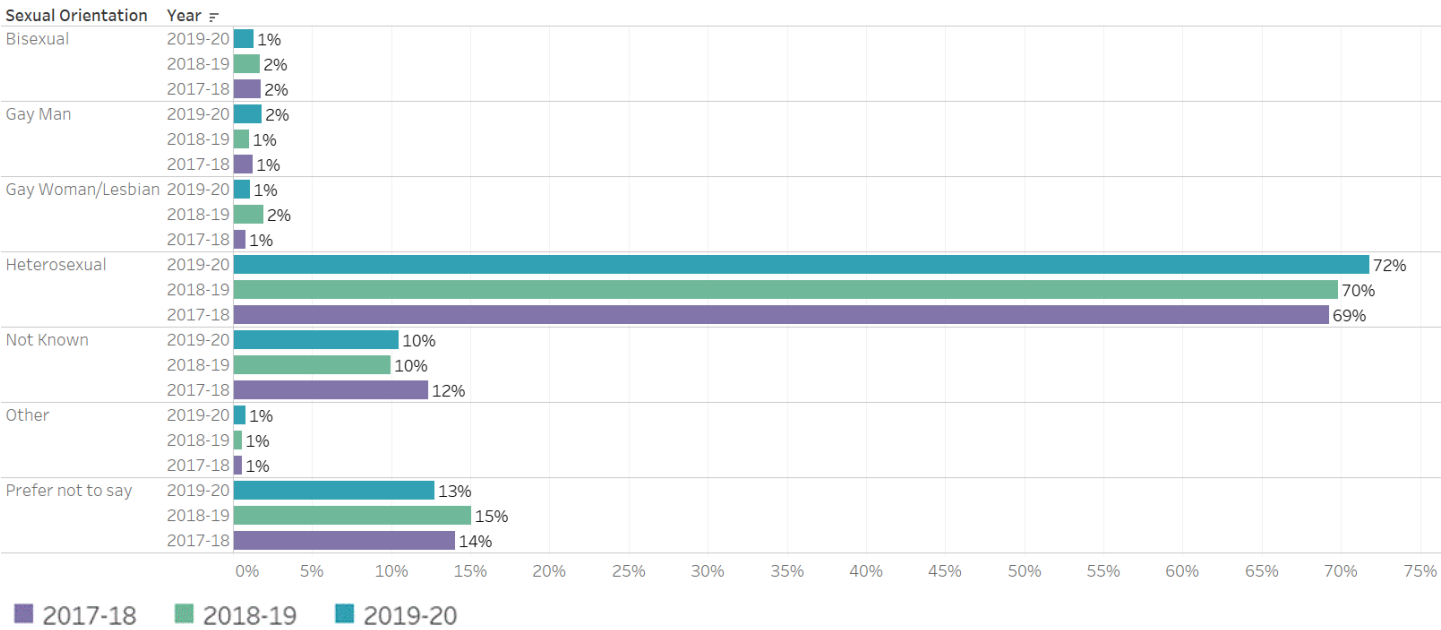
Figure 64: Academic training and development opportunities by sexual orientation

Professional

Age
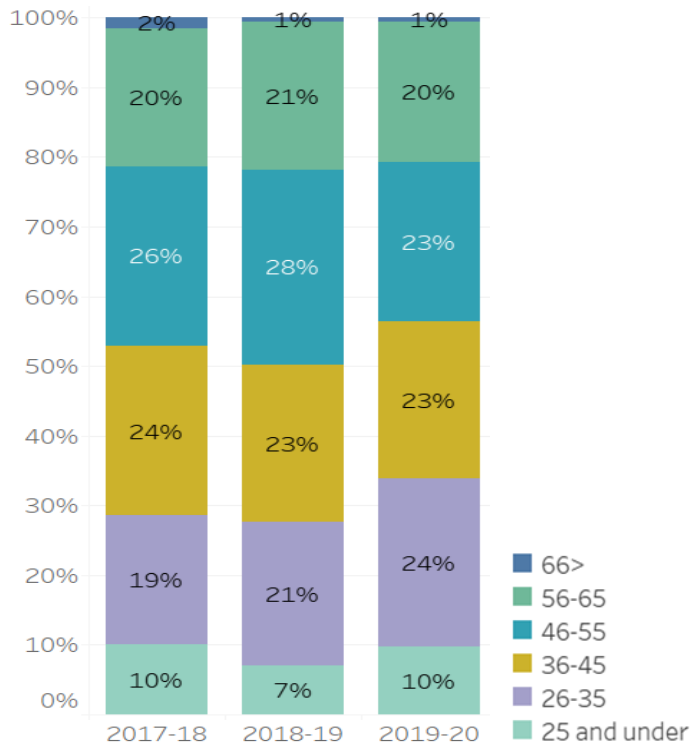
Figure 65: Professional training and development opportunities by age
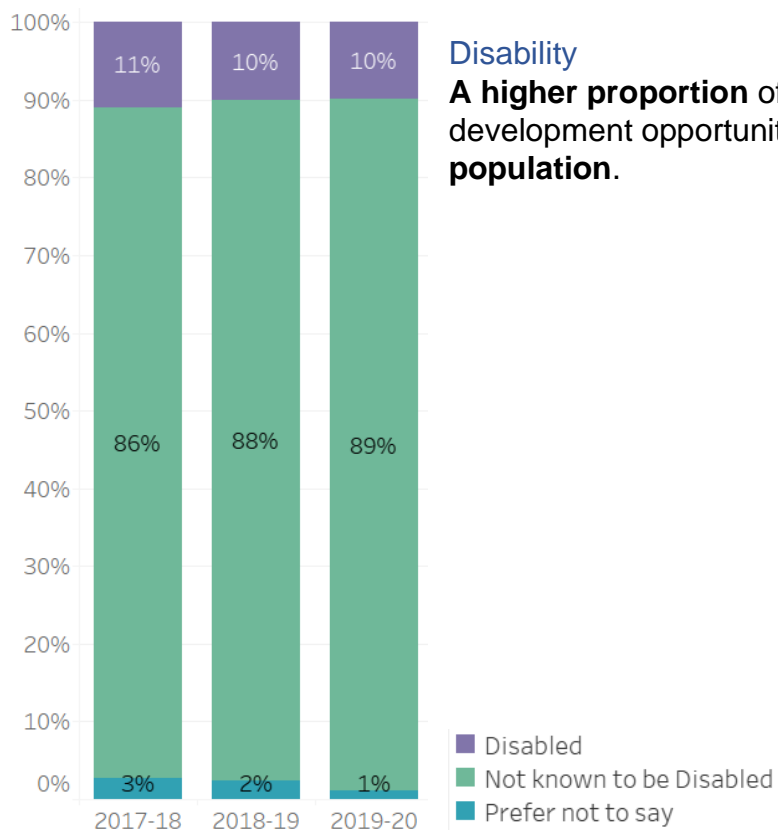
Disability

A higher proportion of **disabled** staff taking up training and development opportunities compared to **overall UH professional population**.

Legend:
- Disabled
- Not known to be Disabled
- Prefer not to say

Figure 66: Professional training and development opportunities by disability

Gender Reassignment (Trans)

Gender Identity	Year	Value
Different to Birth	2019-20	0.3%
	2018-19	0.4%
	2017-18	0.7%
Not Known	2019-20	12.8%
	2018-19	11.7%
	2017-18	27.3%
Prefer not to say	2019-20	13.2%
	2018-19	12.5%
	2017-18	12.3%
Same as Birth	2019-20	73.8%
	2018-19	75.4%
	2017-18	59.7%

Legend: 2017-18, 2018-19, 2019-20
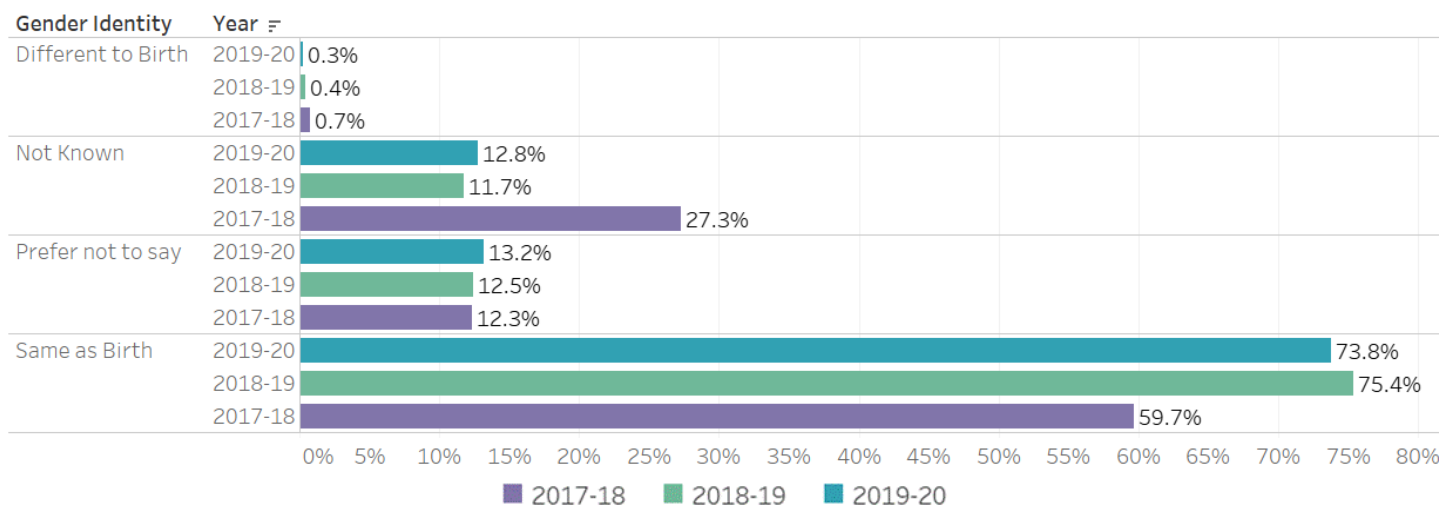
Figure 67: Professional training and development opportunities by Gender Reassignment (Trans)
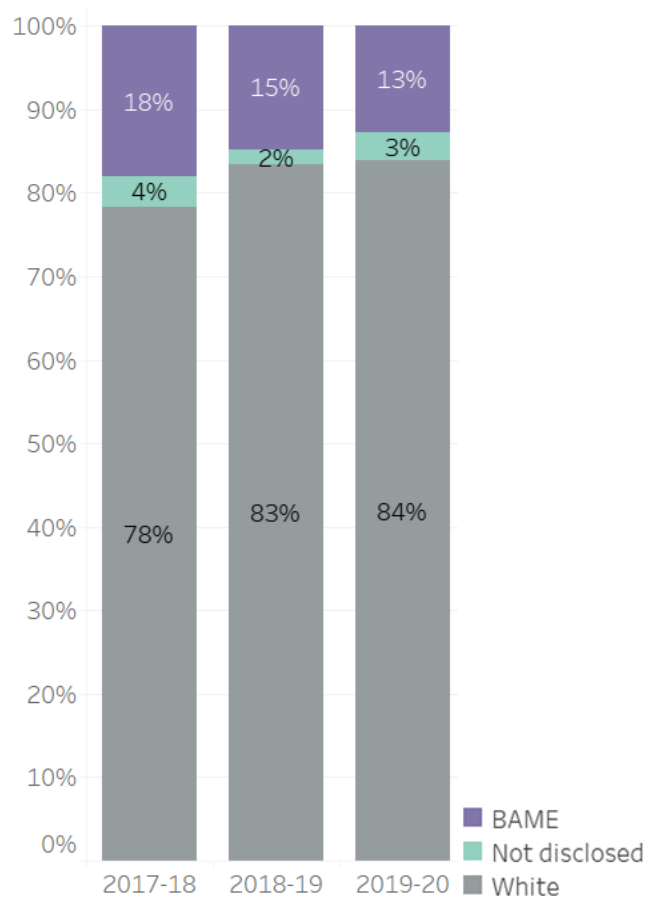
Figure 68: Professional training and development opportunities by race/ethnicity

BAME staff in professional roles show a **significant drop** in development opportunities.

Religion or belief
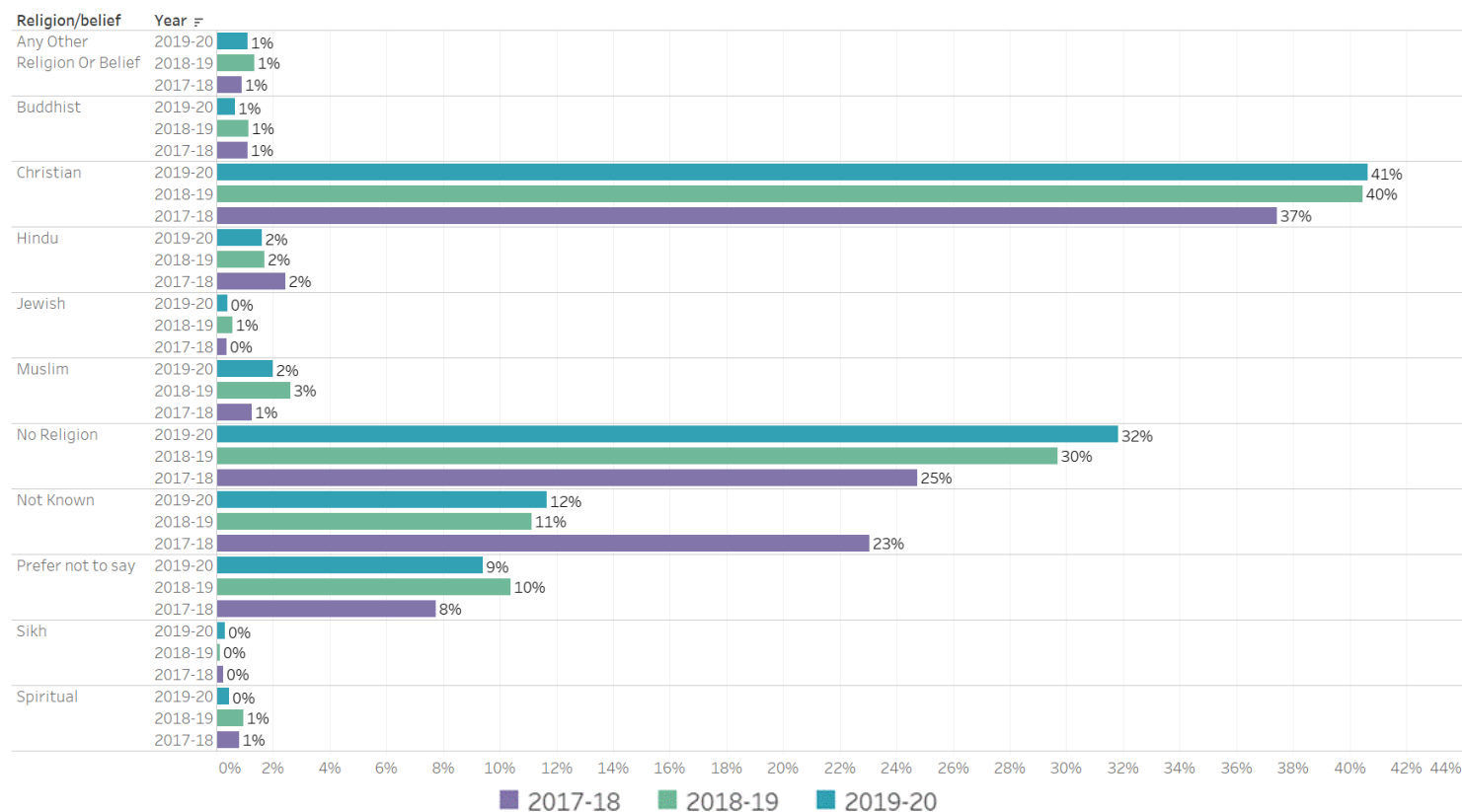
Figure 69: Professional training and development opportunities by religion or belief
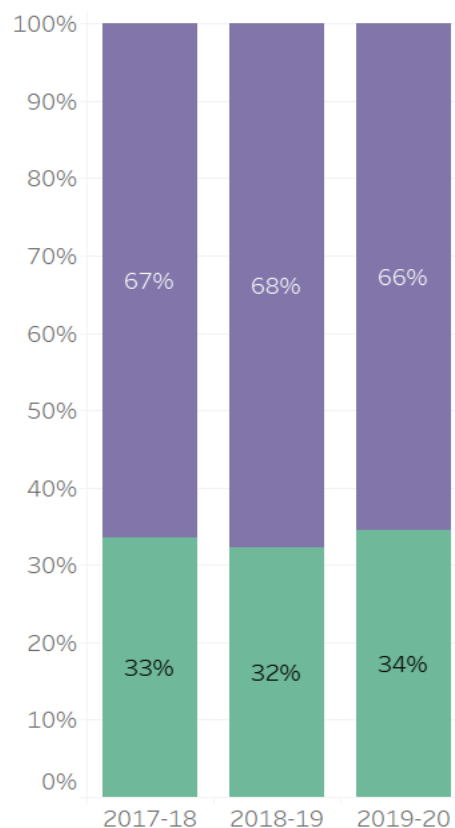
Sex

An even split in terms of **men and women** taking up training and development opportunities compared to **overall UH professional population**.

Figure 70: Professional training and development opportunities by sex

Sexual orientation

Sexual Orientation	Year	%
Bisexual	2019-20	2%
	2018-19	1%
	2017-18	1%
Gay Man	2019-20	1%
	2018-19	1%
	2017-18	1%
Gay Woman/Lesbian	2019-20	0%
	2018-19	1%
	2017-18	0%
Heterosexual	2019-20	75%
	2018-19	76%
	2017-18	65%
Not Known	2019-20	11%
	2018-19	10%
	2017-18	22%
Other	2019-20	0%
	2018-19	1%
	2017-18	2%
Prefer not to say	2019-20	11%
	2018-19	10%
	2017-18	9%

Legend: ■ 2017-18 ■ 2018-19 ■ 2019-20
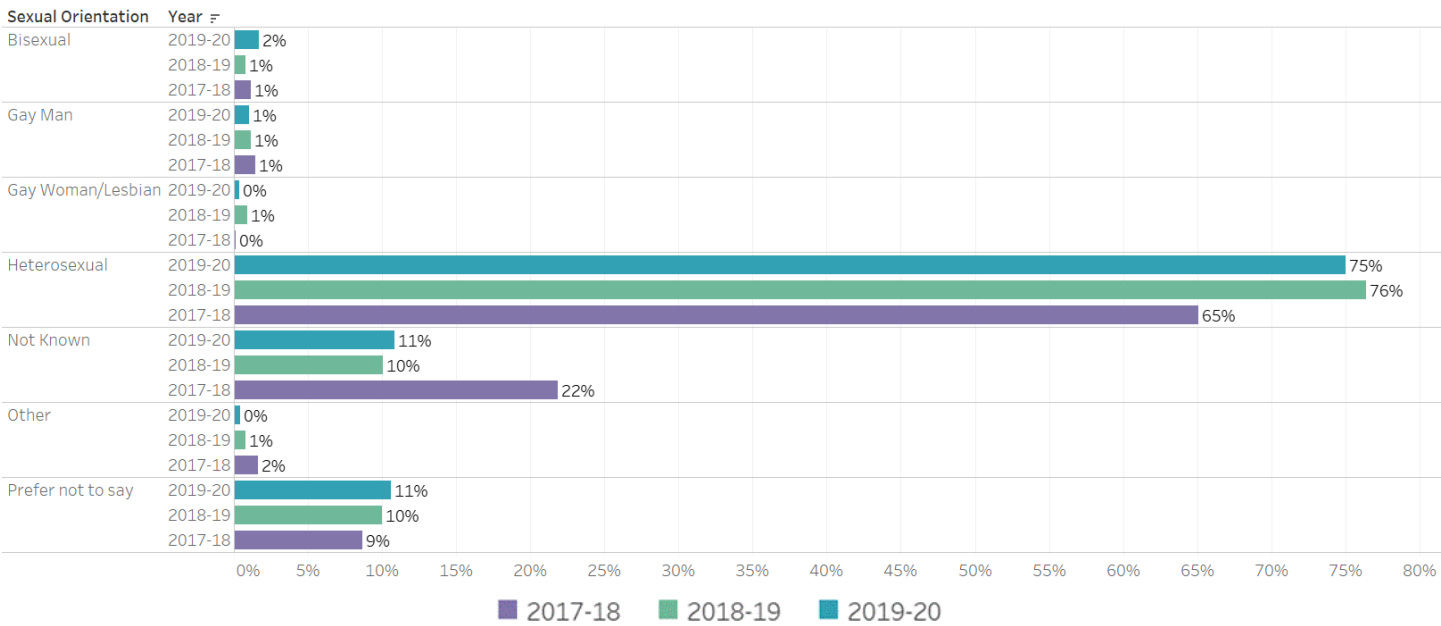
Figure 71: Professional training and development opportunities by sexual orientation

Academic promotions

The following charts outline the spread of successful academic promotions for Readership, Associate Professorships and Professors across all personal characteristics during 2019/20

Age
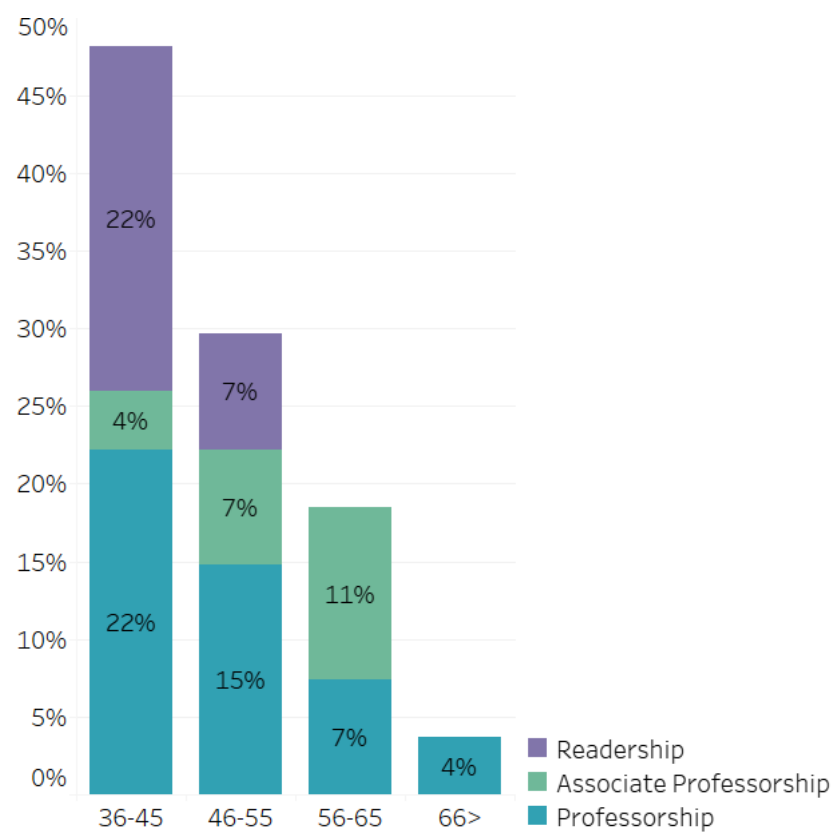
Figure 72: Academic promotions by age

Disability

Proportionally **more** disabled staff were **successful** in promotions in **comparison** to the percentage of disabled Academic staff population.
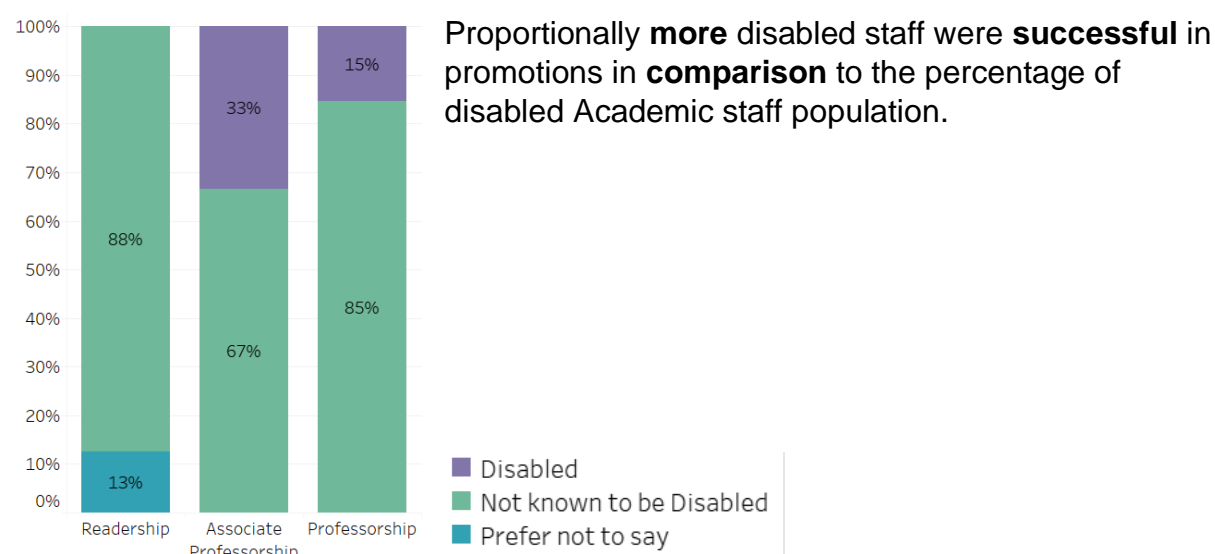
Figure 73: Academic promotions by disability

Gender reassignment (Trans)
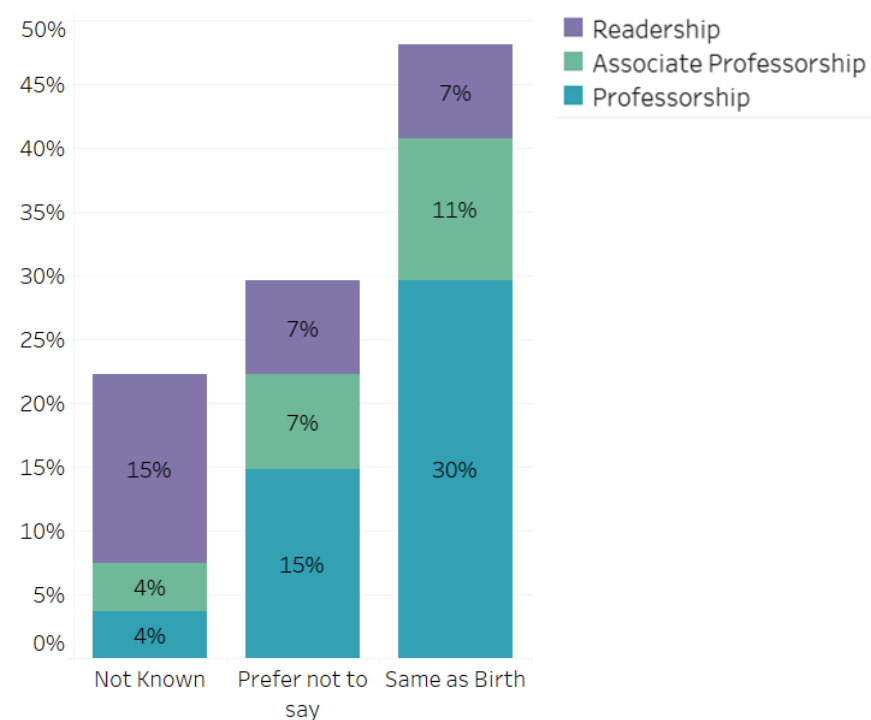
Figure 74: Academic promotions by gender reassignment (Trans)
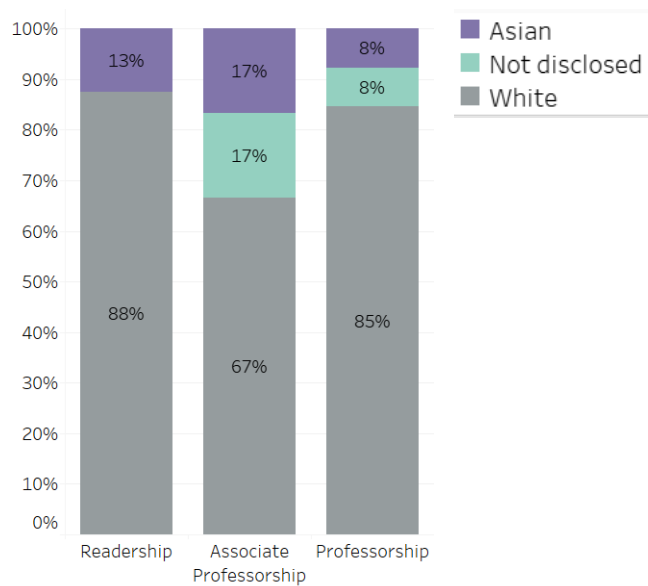
Race/ethnicity

Figure 75: Academic promotions by race/ethnicity

The 2019/20 academic promotions did not have any successful Black applicants. All successful BAME applicants are Asian.

Religion or Belief
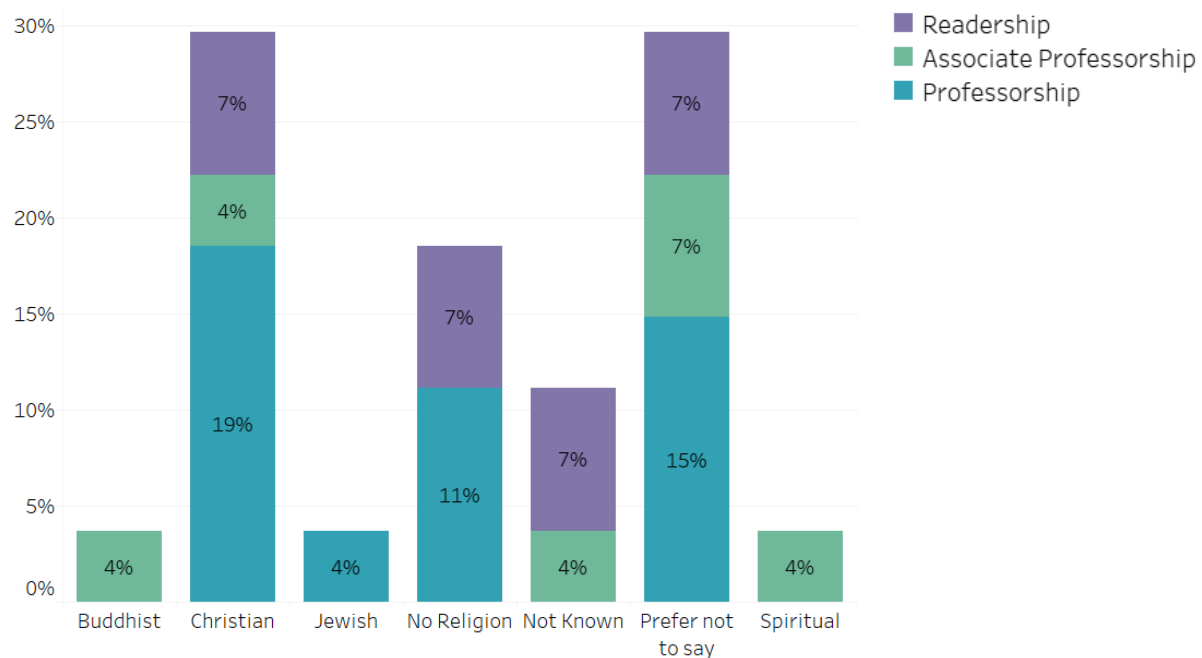
Figure 76: Academic promotions by religion or belief
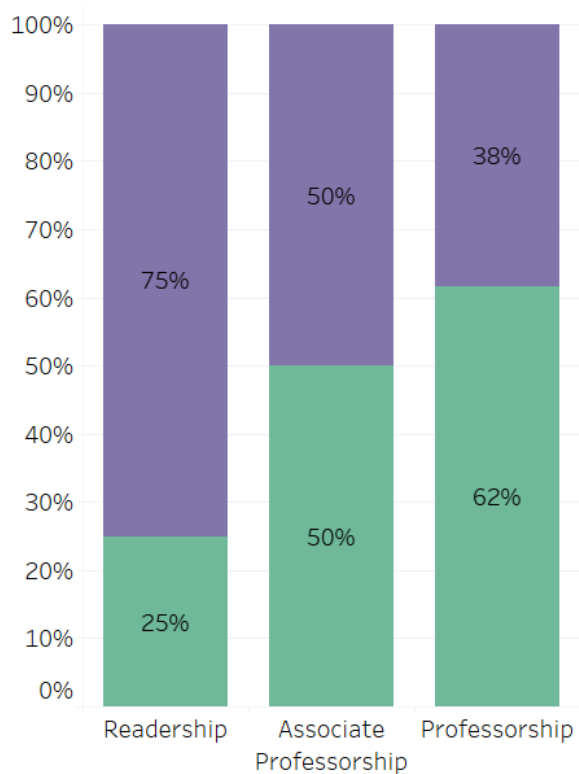
Sex

Proportionally **fewer female** staff were **promoted** to Associate Professorship and Professorship roles **compared** to the **overall** Academic percentage.

Figure 77: Academic promotions by sex

Sexual orientation
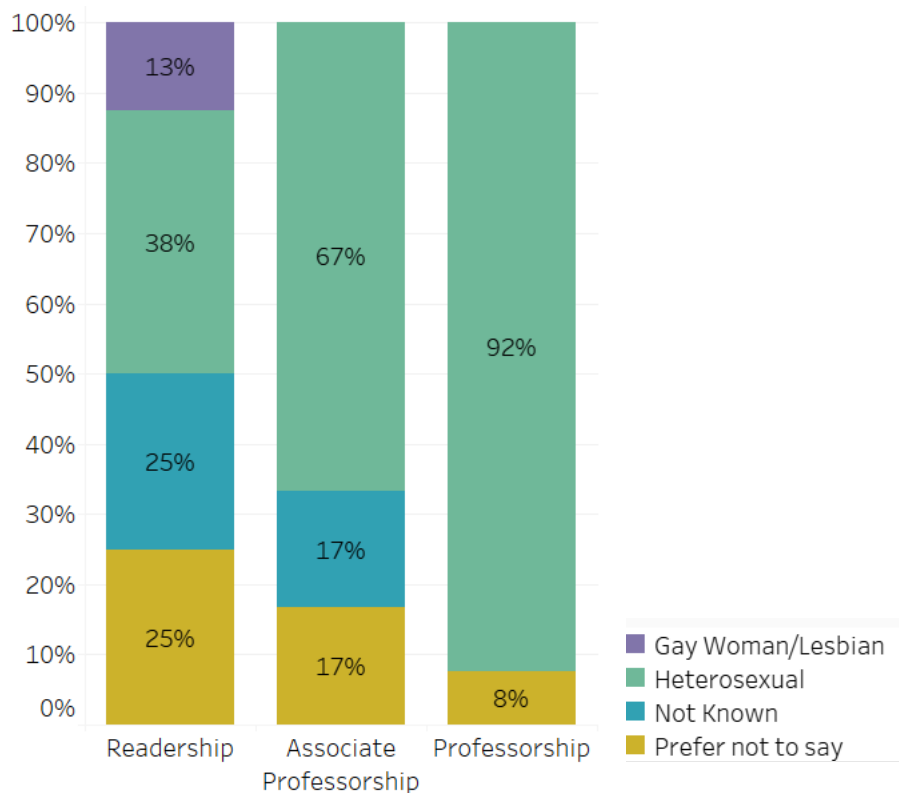
Figure 78: Academic promotions by sexual orientation

Professors by Age
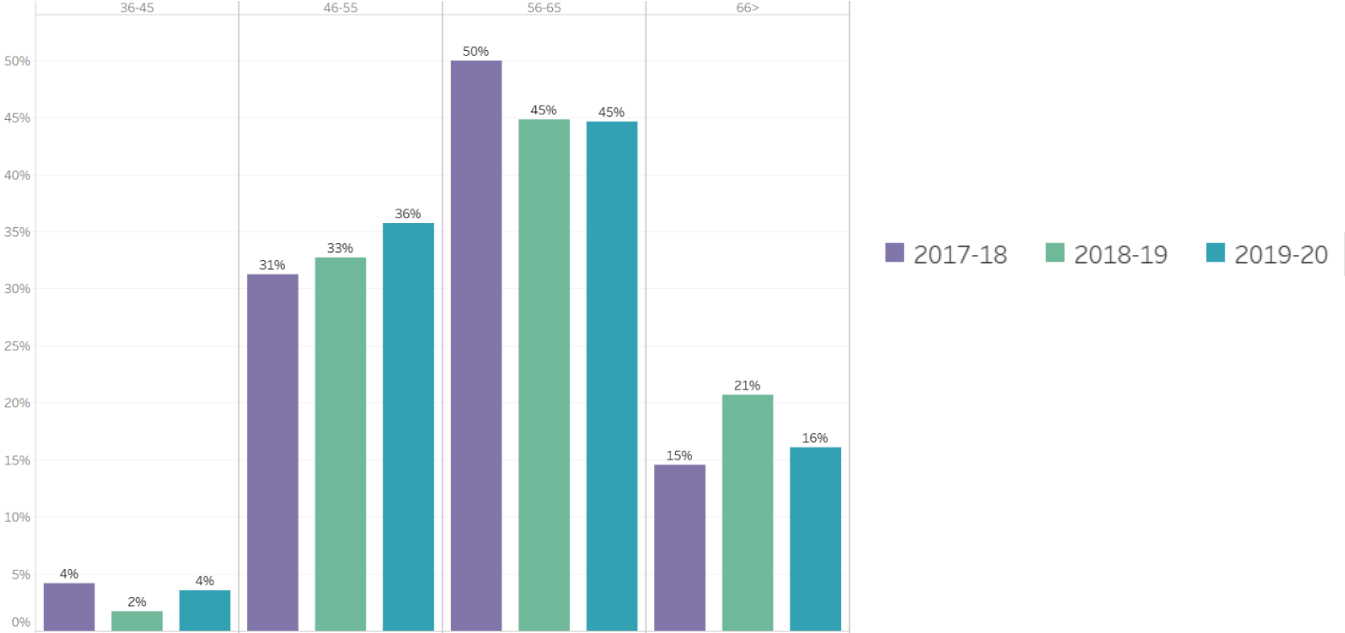
Figure 79: Professors by Age

Disability
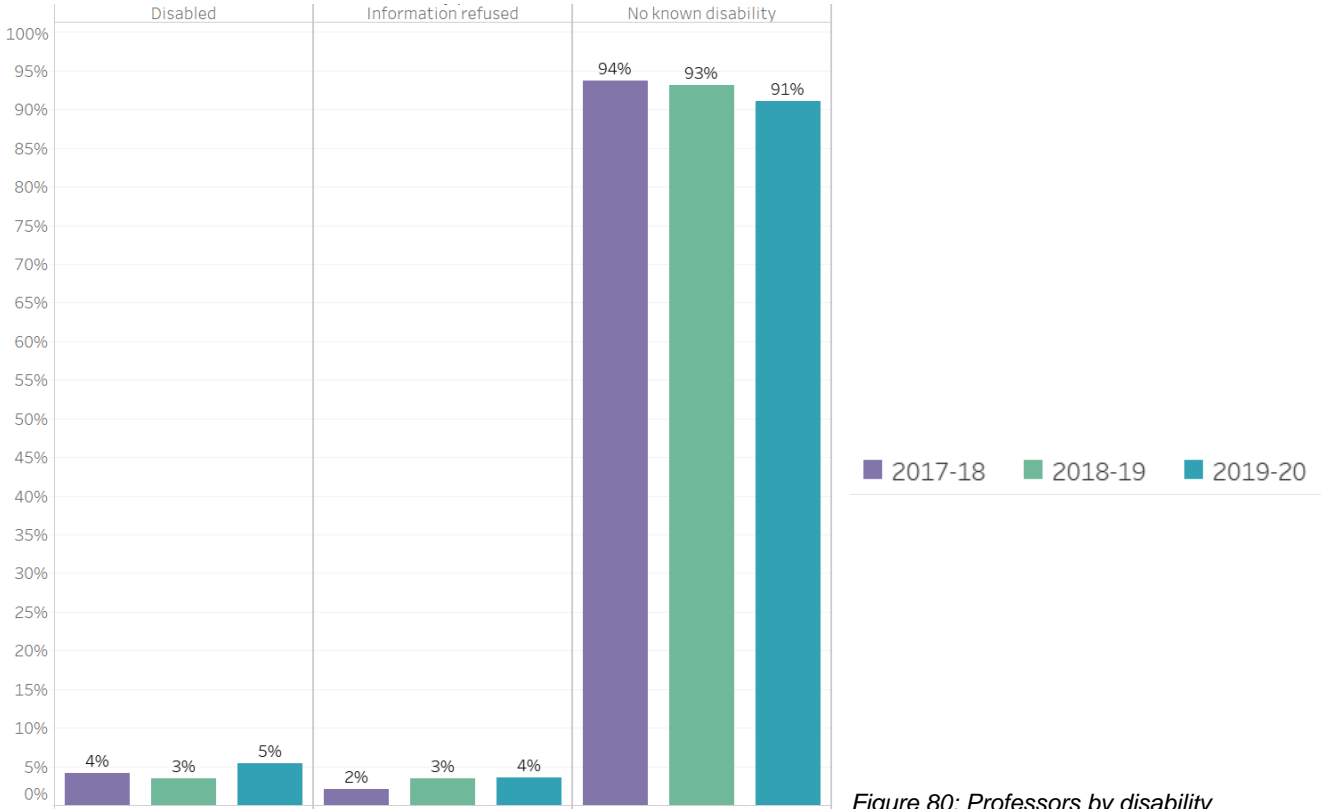
Figure 80: Professors by disability

Gender Reassignment
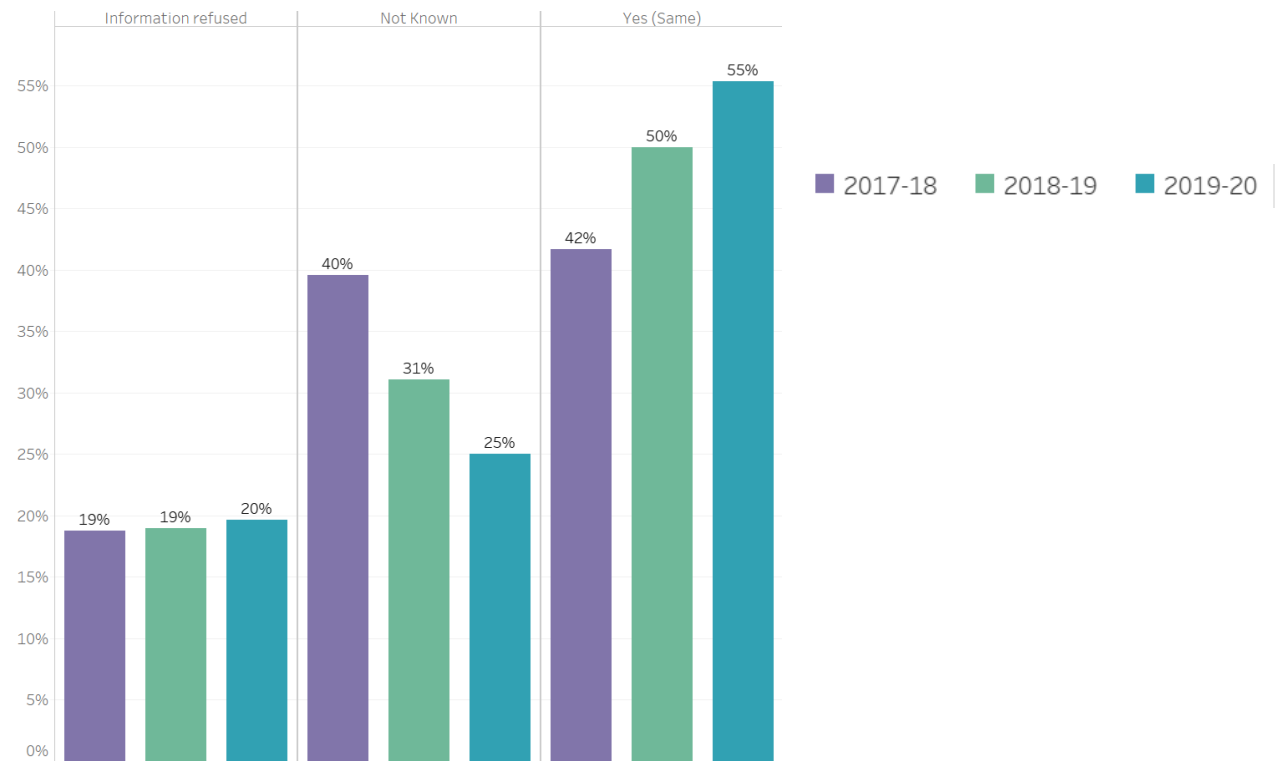
Figure 81: Professors by Gender Reassignment
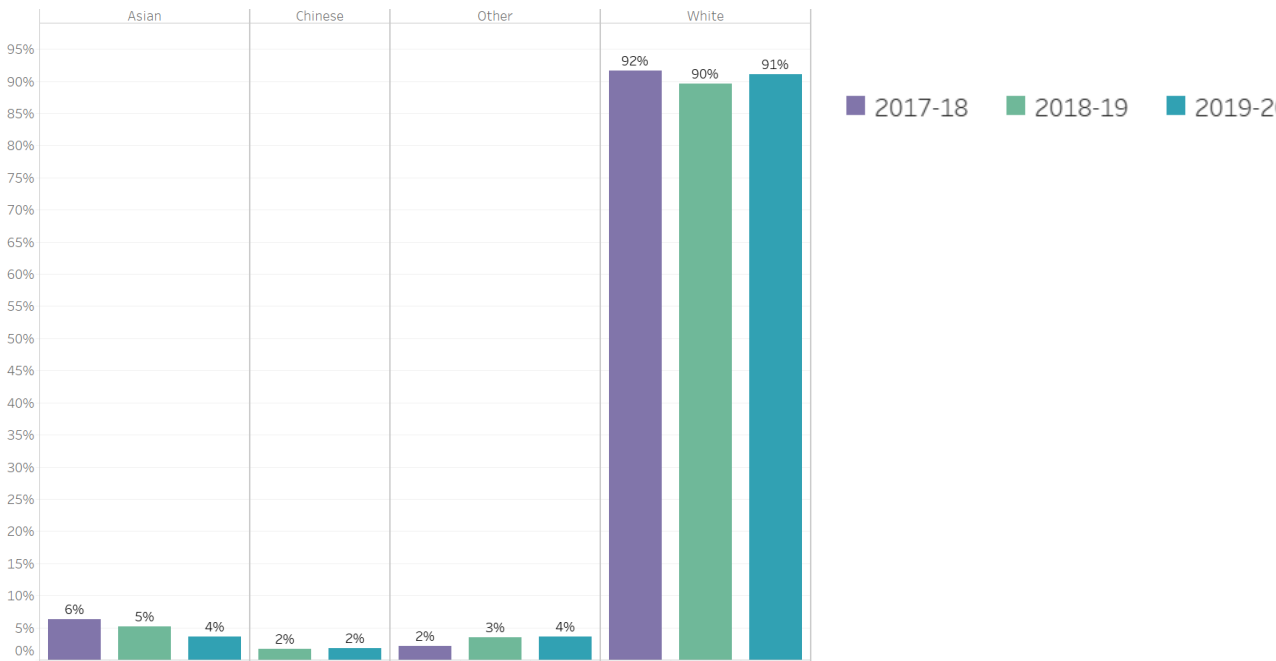
Race (Ethnicity)

Figure 82: Professors by Ethnicity

Religion or Belief
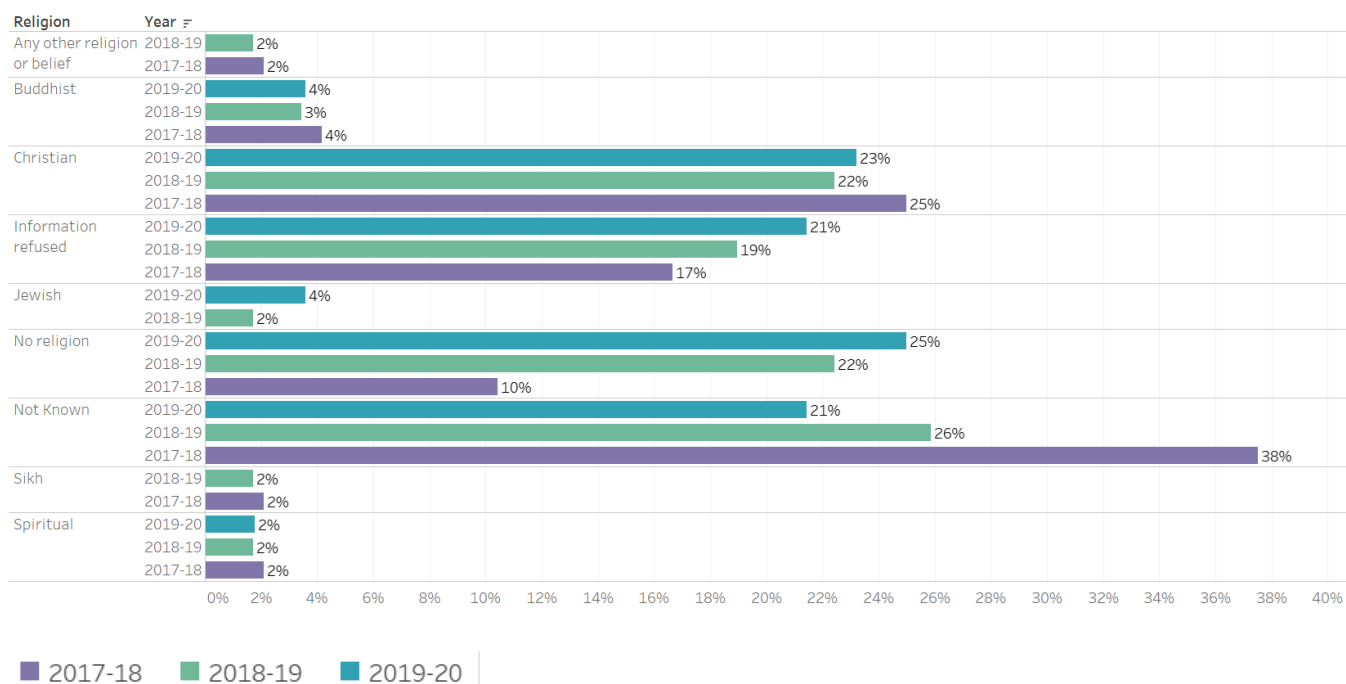
Figure 83: Professors by Religion or Belief

Sex

Female professors (38%) compare favorably against sector benchmark of 26.7% (Advance HE , 2020)

https://s3.eu-west-2.amazonaws.com/assets.creode.advancehe-document-manager/documents/advance-he/Adv_HE_EqHE_Staff%20infographics%202020_1603879678.

Figure 84: Professors by sex

Sexual Orientation
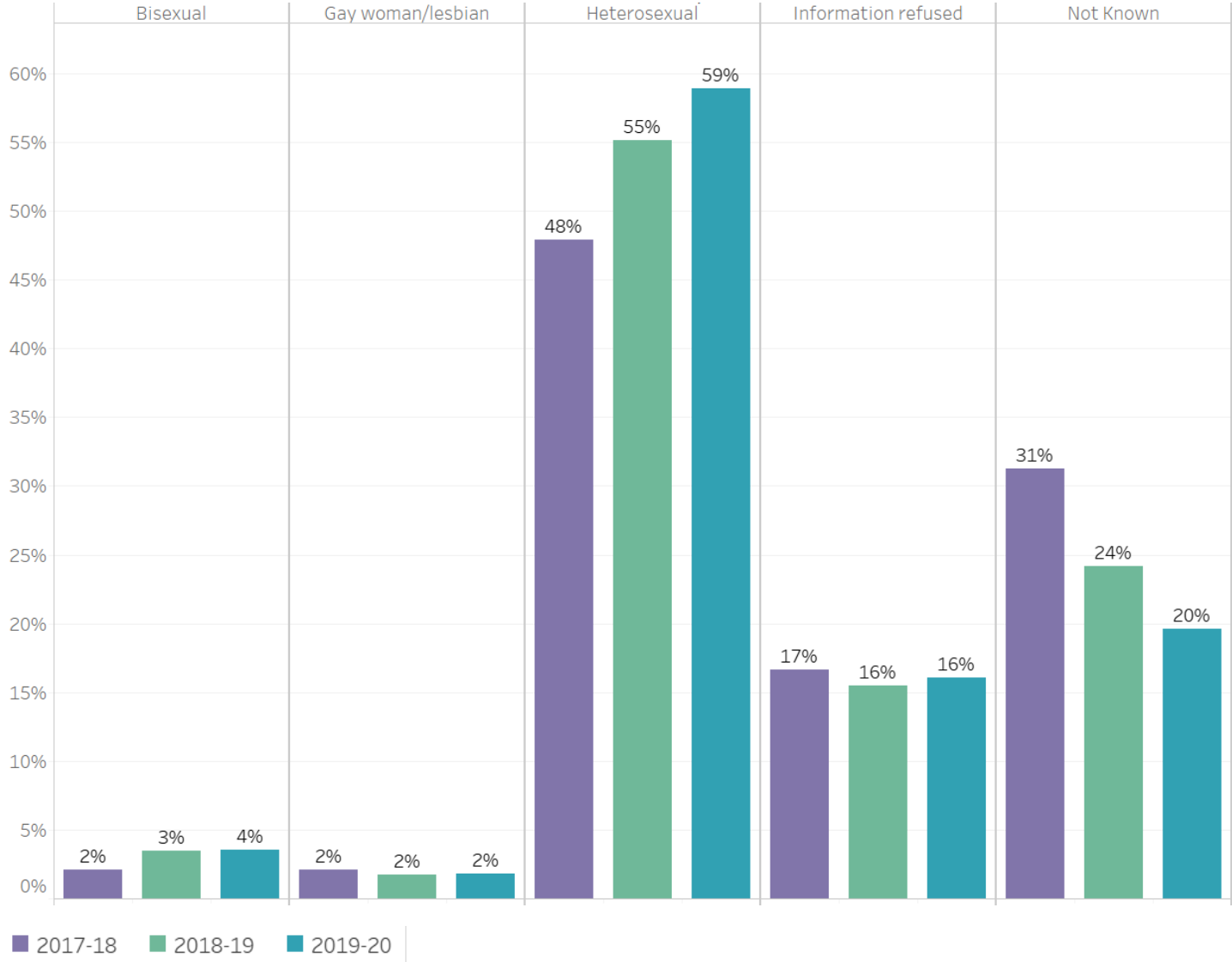
Figure 85: Professors by sexual orientation

Grievances

Age

Age	N	%	N	%	N	%
66 and above	1	6%	1	13%	0	0%
56-65	4	25%	1	13%	1	13%
46-55	5	31%	3	38%	2	25%
36-45	2	13%	1	13%	3	38%
26-35	3	19%	2	25%	2	25%
25 and under	1	6%	0	0%	0	0%
Total	**16**	**100%**	**8**	**100%**	**8**	**100%**

■ 2017-18　■ 2018-19　■ 2019-20

Table 38: Grievances by age

Race/Ethnicity

Race/Ethnicity	N	%	N	%	N	%
BAME	0	0%	3	38%	1	13%
Not disclosed	2	13%	0	0%	0	0%
White	14	88%	5	63%	7	88%
Total	**16**	**100%**	**8**	**100%**	**8**	**100%**

■ 2017-18　■ 2018-19　■ 2019-20

Table 39: Grievances by race/ethnicity

Sex

Sex	N	%	N	%	N	%
Female	11	69%	7	88%	6	75%
Male	5	31%	1	13%	2	25%
Total	**16**	**100%**	**8**	**100%**	**8**	**100%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 40: Grievances by sex

Sexual orientation

Sexual orientation	N	%	N	%	N	%
Bisexual	2	13%	0	0%	0	0%
Heterosexual	3	19%	4	50%	4	50%
Unknown	11	69%	4	50%	4	50%
Total	**16**	**88%**	**8**	**100%**	**8**	**100%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 41: Grievances by sexual orientation

Disciplinaries

Age

Age	N	%	N	%	N	%
66 and above	0	0%	0	0%	1	14%
56-65	1	7%	2	17%	0	0%
46-55	4	29%	5	42%	2	29%
36-45	4	29%	3	25%	1	14%
26-35	4	29%	2	17%	2	29%
25 and under	1	7%	0	0%	1	14%
Total	**14**	**100%**	**12**	**100%**	**7**	**100%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 42: Disciplinaries by age

Race/Ethnicity

Race/Ethnicity	N	%	N	%	N	%
BAME	2	14%	5	42%	2	25%
Not disclosed	1	7%	0	0%	0	0%
White	11	79%	7	58%	6	75%
Total	**14**	**100%**	**12**	**100%**	**8**	**100%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 43: Disciplinaries by race/ethnicity

Sex

Sex	N	%	N	%	N	%
Female	5	36%	4	33%	3	38%
Male	9	64%	8	67%	5	63%
Total	**14**	**100%**	**12**	**100%**	**8**	**100%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 44: Disciplinaries by sex

Sexual orientation

Sexual orientation	N	%	N	%	N	%
Heterosexual	9	64%	7	58%	6	75%
Unknown	5	36%	5	42%	2	25%
Total	**14**	**100%**	**12**	**100%**	**8**	**100%**

■ 2017-18 ■ 2018-19 ■ 2019-20

Table 45: Disciplinaries by sexual orientation

Leavers (Last 3 years)

All staff
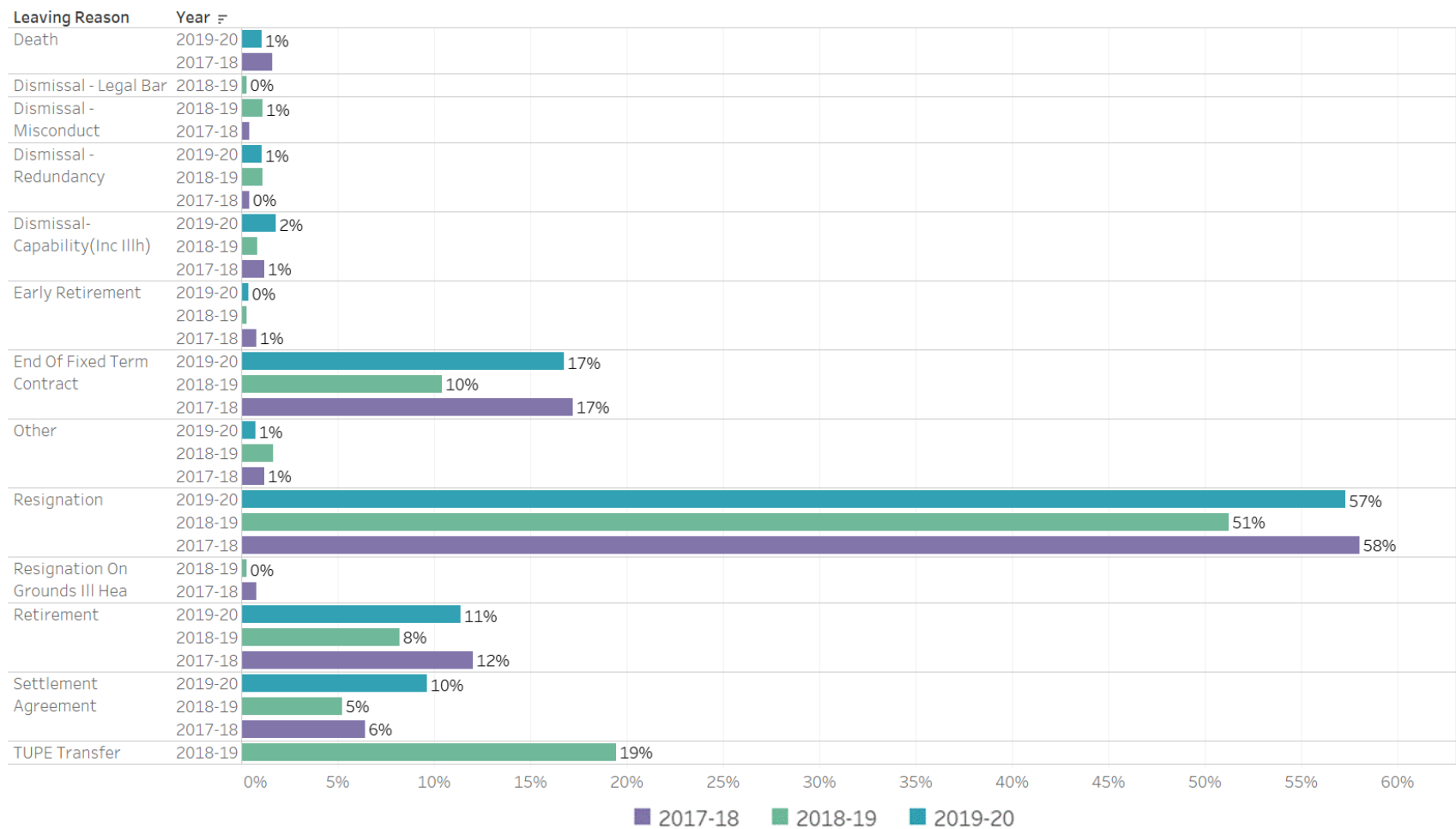
Figure 86: All staff leavers by reason

Academic/Professional
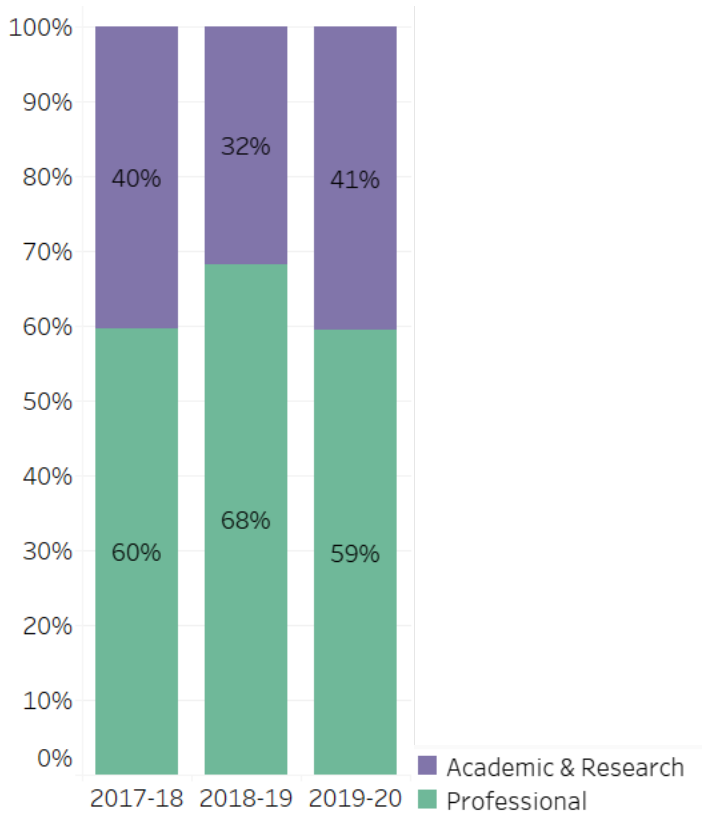
Figure 87: All staff leavers by academic/professional

Age
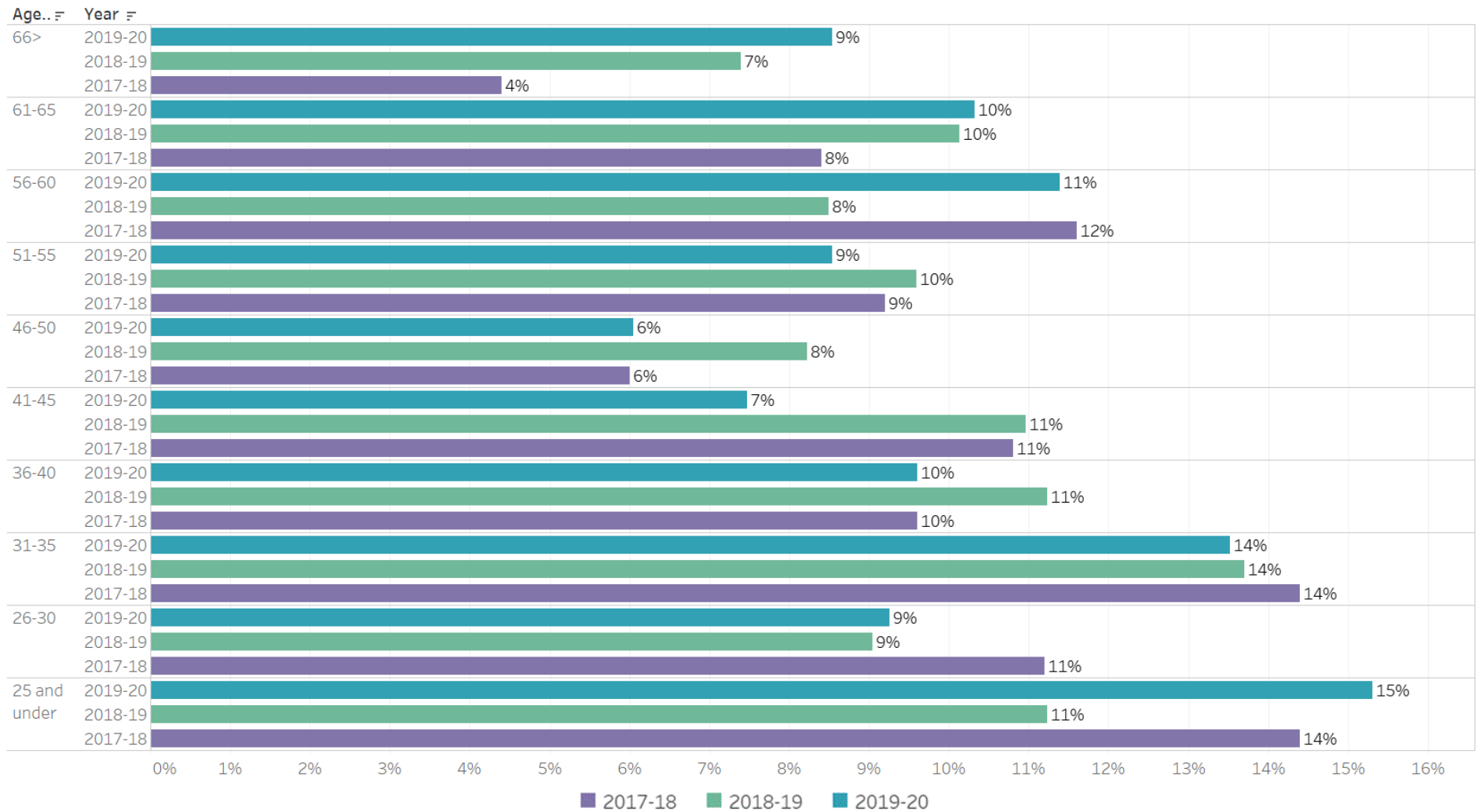
Figure 88: Leavers by age

A higher proportion of leavers are aged 25 and under due to how Resident Assistants are sourced along with some research assistants on FTC.

Disability
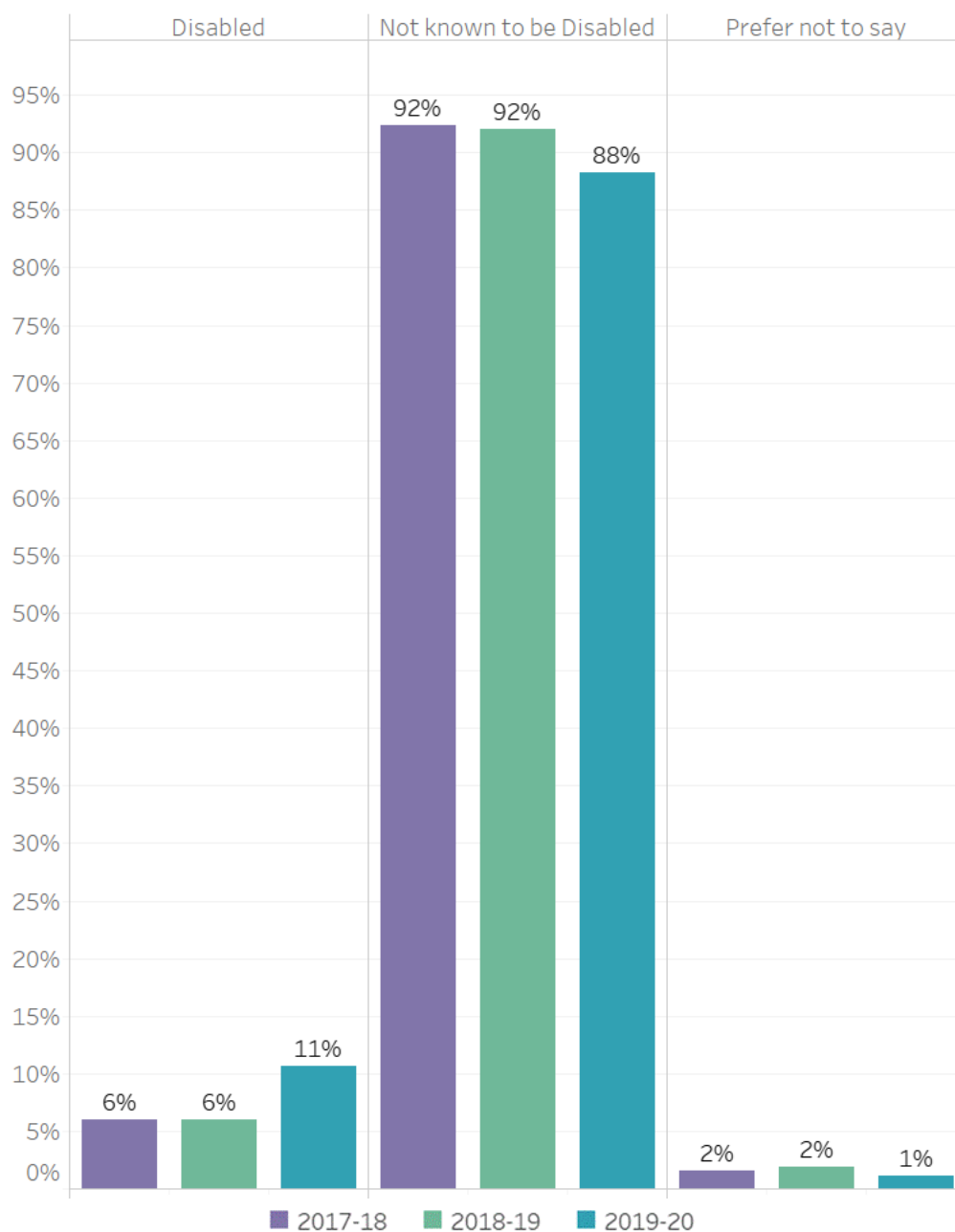
Figure 89: Leavers by disability

Spike in disabled leavers during 2019/20. Further investigation shows they fall widely across the University with 6 across the departments within OVC. New exit questionnaire may provide greater clarity around future leaver reasons.

Gender Reassignment (Trans)
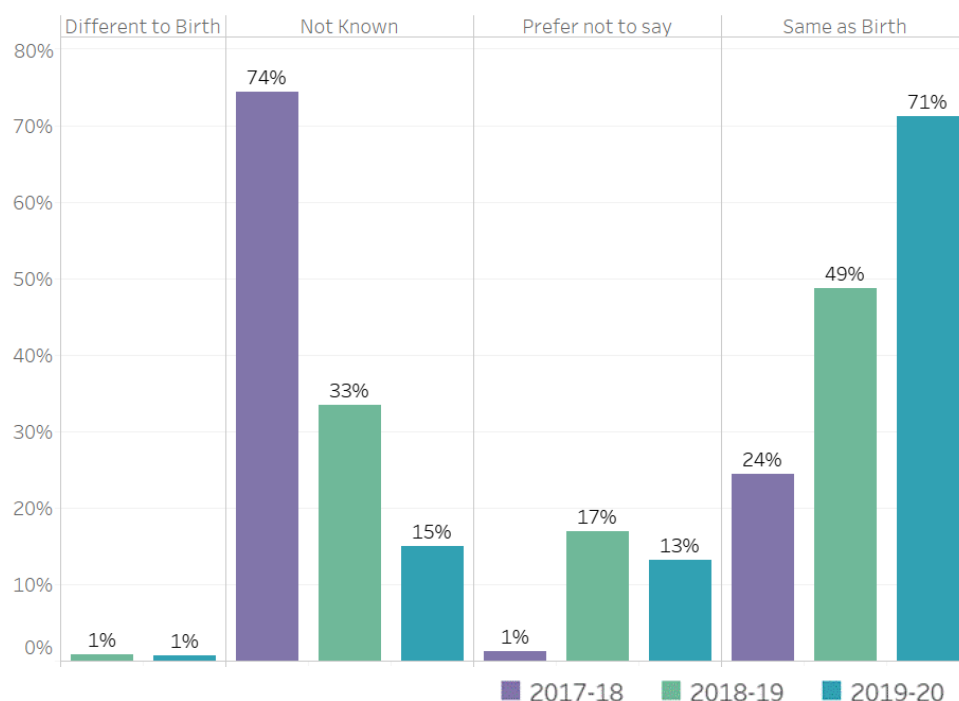
Figure 90: Leavers by Gender Reassignment (Trans)

Race/Ethnicity	2017-18	2018-19	2019-20
Asian or Asian British - Bangladeshi		1.4%	0.4%
Asian or Asian British - Indian	3.6%	4.4%	2.8%
Asian or Asian British - Pakistani	1.6%		1.8%
Black or Black British - African	3.6%	5.8%	7.5%
Black or Black British - Caribbean	1.2%	0.8%	3.2%
Chinese	2.0%	2.5%	1.4%
Information Refused	2.4%	1.9%	2.8%
Mixed - White and Asian	0.8%	0.5%	
Mixed - White and Black African	1.2%	0.3%	1.4%
Mixed - White and Black Caribbean	0.8%	0.8%	0.7%
Not Known	4.8%	3.3%	
Other Asian Background	0.4%	1.6%	1.8%
Other Black Background		0.5%	0.4%
Other Ethnic Background	3.2%	2.5%	2.1%
Other Mixed Background	0.4%	0.8%	2.5%
White	74.0%	72.9%	71.2%
Grand Total	**100.0%**	**100.0%**	**100.0%**

■ 2017-18   ■ 2018-19   ■ 2019-20

Table 46: Leavers by race/ethnicity

Unknown records have reduced plus a marginal reduction in White leavers. The majority increase of Black or Black British - African from 3.6% (2017-18) to 7.5% (2019/20) are largely Resident Assistant roles.

Religion or belief

Religion or belief	Year	
Any Other Religion Or Belief	2019-20	2%
	2018-19	2%
	2017-18	0%
Buddhist	2019-20	1%
	2018-19	1%
	2017-18	1%
Christian	2019-20	39%
	2018-19	31%
	2017-18	18%
Hindu	2019-20	2%
	2018-19	2%
	2017-18	2%
Jewish	2019-20	1%
	2018-19	2%
	2017-18	1%
Muslim	2019-20	4%
	2018-19	2%
	2017-18	2%
No Religion	2019-20	28%
	2018-19	27%
	2017-18	22%
Not Known	2019-20	10%
	2018-19	25%
	2017-18	49%
Prefer not to say	2019-20	10%
	2018-19	7%
	2017-18	5%
Sikh	2019-20	1%
	2018-19	1%
	2017-18	0%
Spiritual	2019-20	1%
	2018-19	0%
	2017-18	1%

■ 2017-18   ■ 2018-19   ■ 2019-20

Figure 91: Leavers by religion or belief

Sex
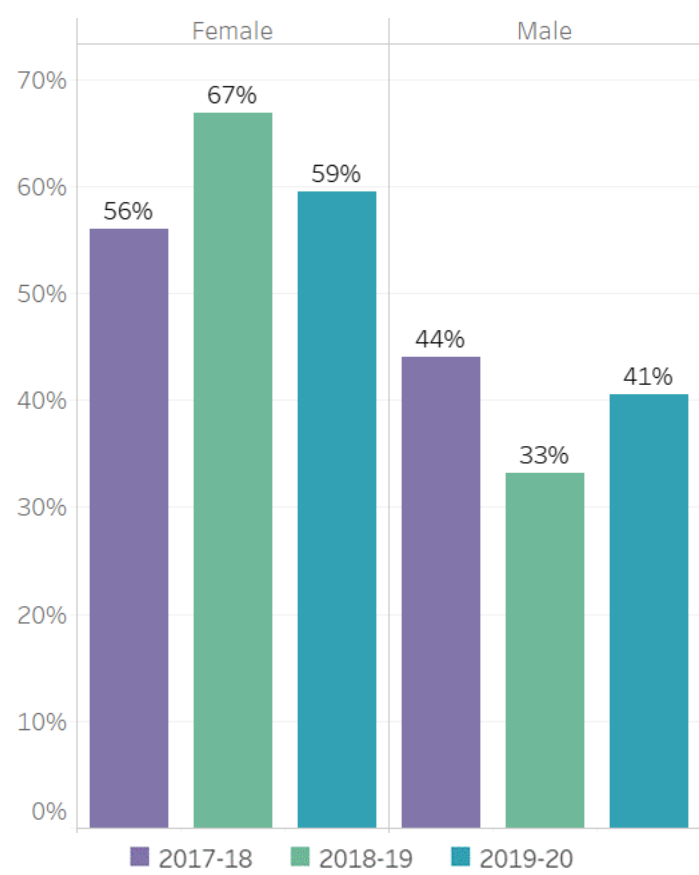
Figure 92: Leavers by sex

Sexual orientation
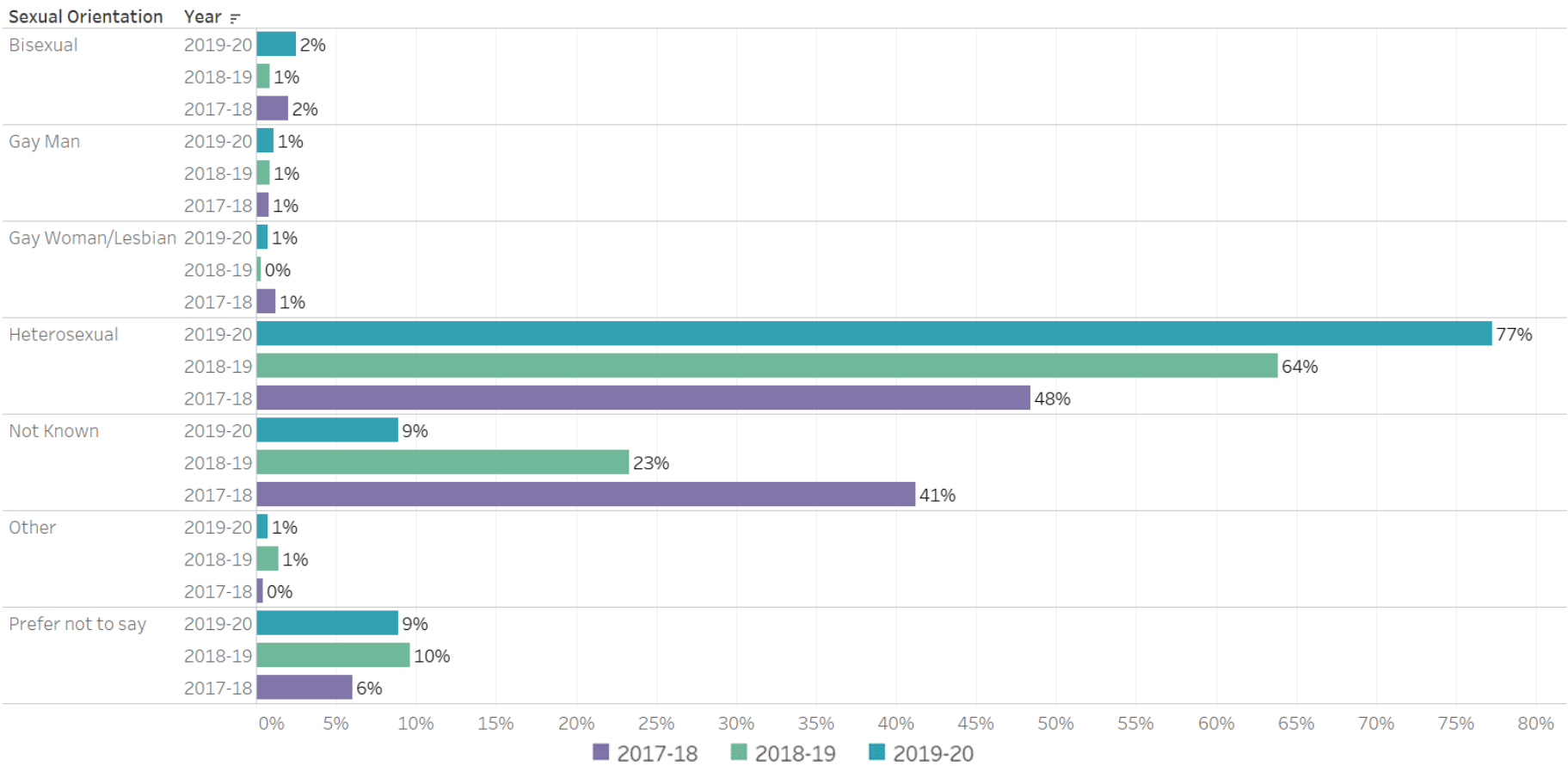
Figure 93: Leavers by sexual orientation

Students

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

- Admissions – From application to acceptance
- Continuation – Progression to the following year of study
- Module Failure Rates – At Level 4 (1st year of Undergraduate degree)
- Awards – Good degrees

The data included in this report focuses on the 7 (Age, Disability, Gender Reassignment, Race (Ethnicity), Religion or Belief, Sex and Sexual Orientation) of the 9 protected characteristics under the Equality Act 2010:

All charts and tables include statistics for Home/EU, International, Postgraduate (PG) and Undergraduate (UG) students.

It is worth noting, there is limited (1 year only 2019/20) data available for Gender Reassignment, Religion or Belief and Sexual Orientation, we therefore need to review this next year to establish a trend.

Top 20 Domiciles by Headcount	
United Kingdom	19,188
India	2,564
China	524
Nigeria	499
Pakistan	373
Malaysia	214
Portugal	204
Ireland	112
Bangladesh	99
Spain	81
Vietnam	70
Cyprus	67
Poland	62
Hong Kong	58
Qatar	57
Egypt	55
United States	51
Romania	50
Zimbabwe	48
Kenya	46
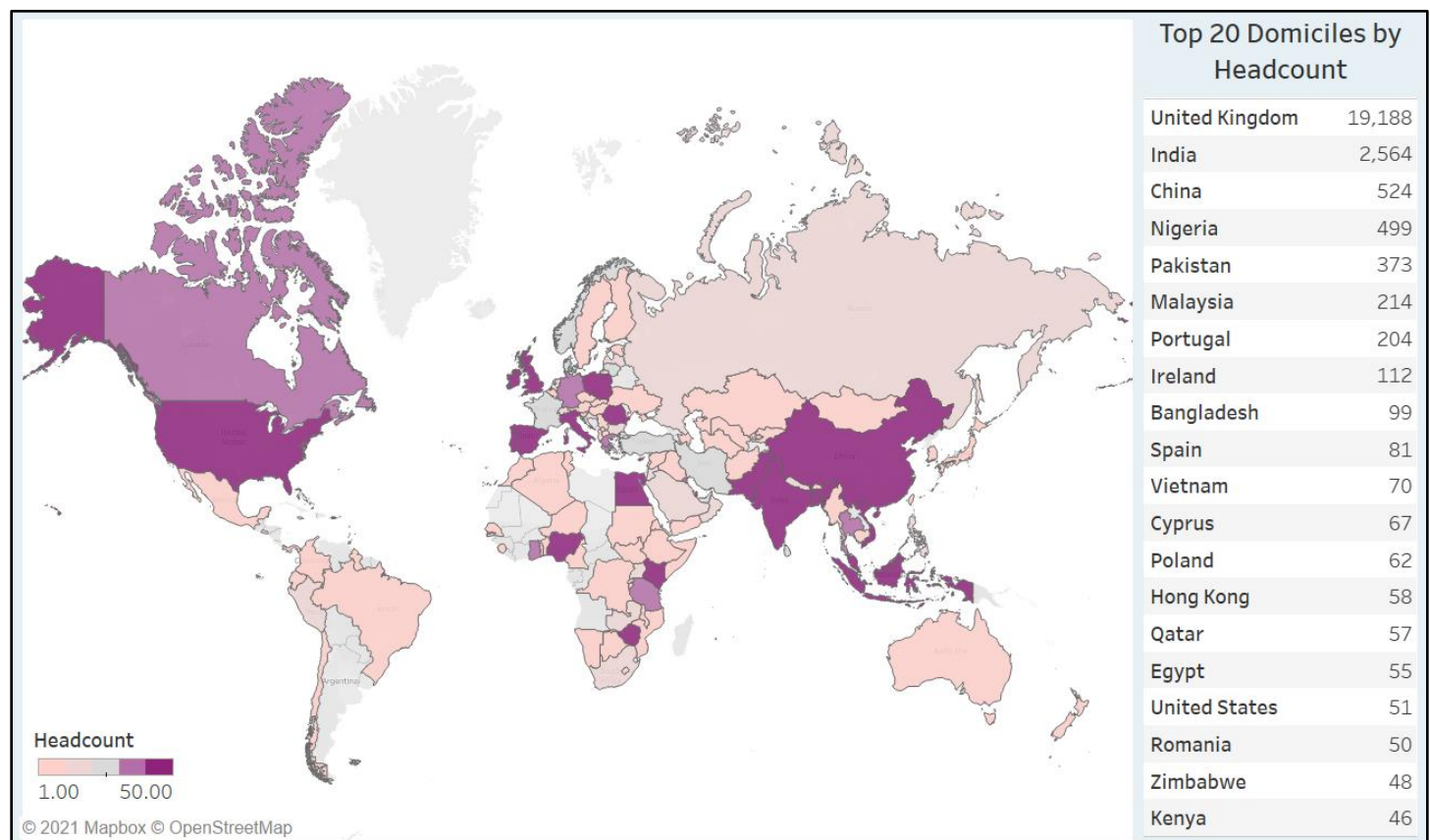
Figure 1 UH Student Population by Domicile

Key Statistics (Students)

Student Profile 2019/20

Figure 2 Student Profile by Level of Study
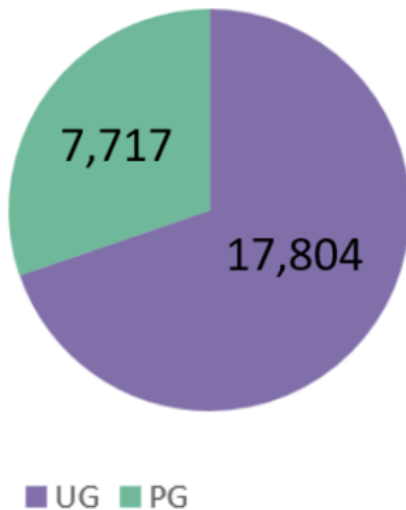
The Student Performance Monitoring Group (SPMG) publishes a separate report more detailed report on student performance. Some student characteristic data is cut in different ways from this report partly driven by the need to provide information on progress with the University's APP targets. SPMG also 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.

Student Profile 2019/20

- **During 2019/20**, a total number of 25,521 students were studying at UH. This included **70%** Undergraduates and **30%** Postgraduate students.

- The majority (69.83%) of our **students** were aged between 18-25, and 9.56% aged over 40.

- **11.75%** of our **students** declared a disability, this includes 3.5% who have declared a mental health condition, such as depression, schizophrenia or an anxiety disorder and 3.88% with a learning difficulty such as dyslexia, dyspraxia or AD(H)D.

- Under 0.5% **students** recorded their gender different to that assigned at birth.

- 60.18% of our **students** identified as BAME. This includes 28.46 Asian/Asian British, 17.30% Black/Black British, 4.71% mixed and 3.12% Chinese.

- Our **student** community was similar in female/male proportional split to the staff community with 55.12% female and 44.88% male students.

- Most (86.02%) of our **students** identified as heterosexual, 3.75% as LGB with 9% students preferring not to provide the information.

Key findings for admissions

- Applications from **age** group 21 to 24 has seen the highest increase in acceptance rate for UG compared to previous years.

- 34.78% applicants with a **declared disability** were offered a place compared to 45.72% with **no declared disability**.

- At undergraduate level, White students continue to be made the most offers, but in 2019/20 this group accepted fewer offers. Black students continue to be made the lowest percentage of offers but, apart from the comparatively small group of Home/EU Chinese students, Black students are most likely to accept their offer. However, it is good to see that there has been a year on year improvement in the percentage of applications to offers for Black students.

- At postgraduate level, the University is making an equal or higher percentage of offers to applications to all Home/EU Asian, Black and Chinese groups when compared to White students and a higher percentage of Asian, Black and Chinese students are accepting their offers.

- A higher percentage of Lesbian, Gay and Bisexual applicants were offered a place in comparison to heterosexual applicants.

- Considering the University overall, for full-time and part- time undergraduate and postgraduate places, the applications to offers ratio continues to be higher for men than for women but the reverse is true for part-time applicants at both levels. Women accept more offers at both levels and in both modes.

Key findings for Non-Continuation

- **Over 40's UG students** have the biggest drop in continuation from 88% in 2018/19 to 73% in 2019/20.

- **Mature PG** students are more likely not to continue their course.

- Students with a declared **disability** are more likely to continue their course.

- For undergraduate Home/EU, the non -continuation rate for Course Year 1 to Course Year 2 was highest for Black students, but for Course Year 2 to Course Year 3 the highest rate of non-continuation was amongst White students.

- **Chinese PG students** have the **highest** continuation rate (96%) and **white students** the **lowest** at 72%.

- At University and School level, non-continuation rates continue to be markedly higher amongst Home/EU Mature students when compared to Young from both Course Year 1 to Course Year 2 and Course Year 2 to Course Year 3.

Key findings Module Failure Rates

- There was a **significant increase** (7%) in module failure rates for students over the **age of 40** in 2019/20.

- Students with a **declared disability** continue to have a **lower** module failure rate.

- **Black students** have the **highest** module failure rate (32%), almost **three times** (12%) that of **white students.**

- **Male students** have a **much higher** module failure rate (25%) compared to **female students** (14%).

Key findings Good Degree

- There was a marked increase in the percentage of 'good degrees' in 2019/20 for the University overall and in all Schools. The pandemic which led to alternative online assessments and to the application of the BMG, are likely to have been influencing factors in the increase, as are the changes to the assessment regulations.

- Students achieving a good degree **increased** across **all age groups** within the last 3 years.

- Those who are **40 or over** have **increased** by 2% compared to 2018/2019 but dropped by 1% compared to 2017/2018.

- A **higher percentage** of students with a **declared disability** achieved a good degree compared to those with no disability.

- The percentage of good degrees has improved for all ethnic groups, however there is still a **20% gap** between **white** and **black** for Home/EU full-time students.

- The percentage of good degrees between female and male students is the **same** at 75%. In previous years males have performed less well than females.
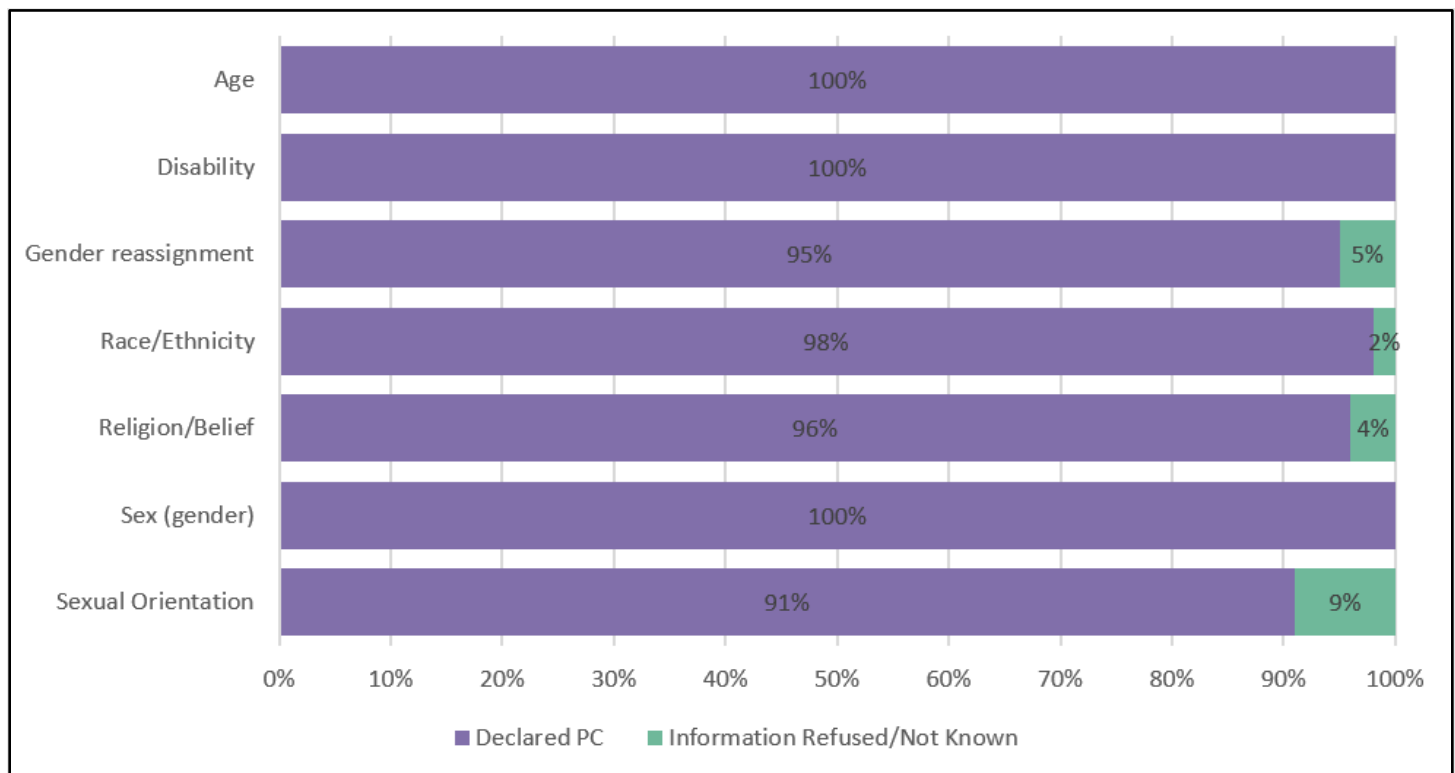
Figure 3 Student Profile by Declared Protected Characteristics

Figure 3 shows there is a small percentage of information refused/not known for gender reassignment, race, religion or belief and sexual orientation.

Age
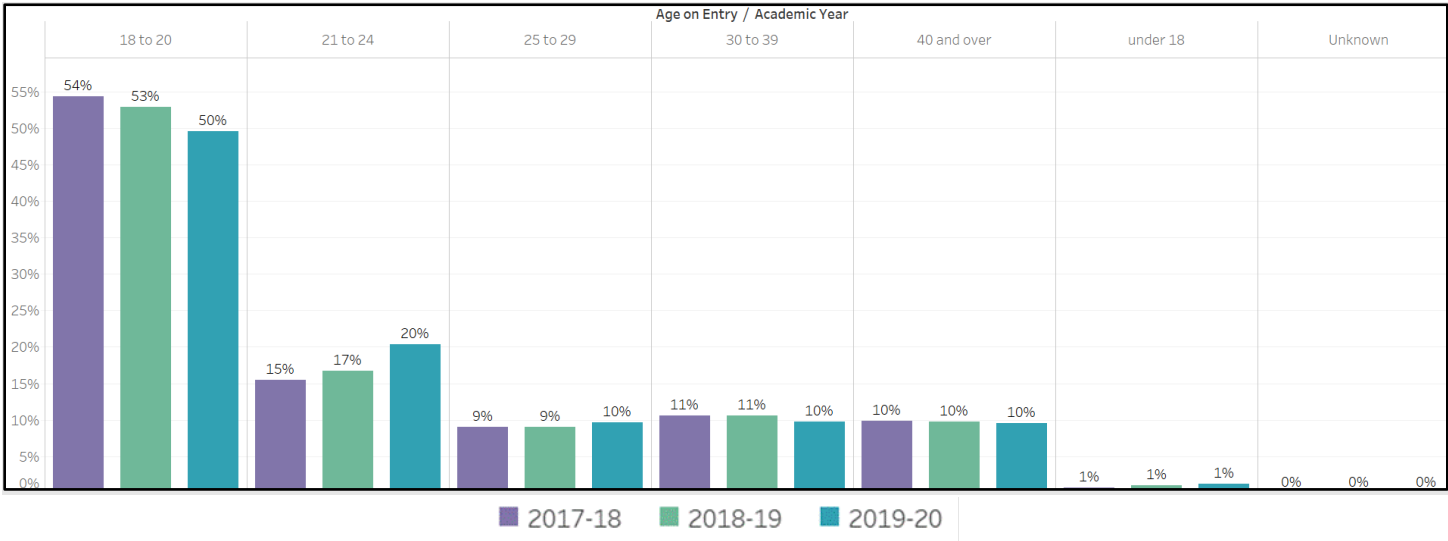
Figure 4 All students by Age
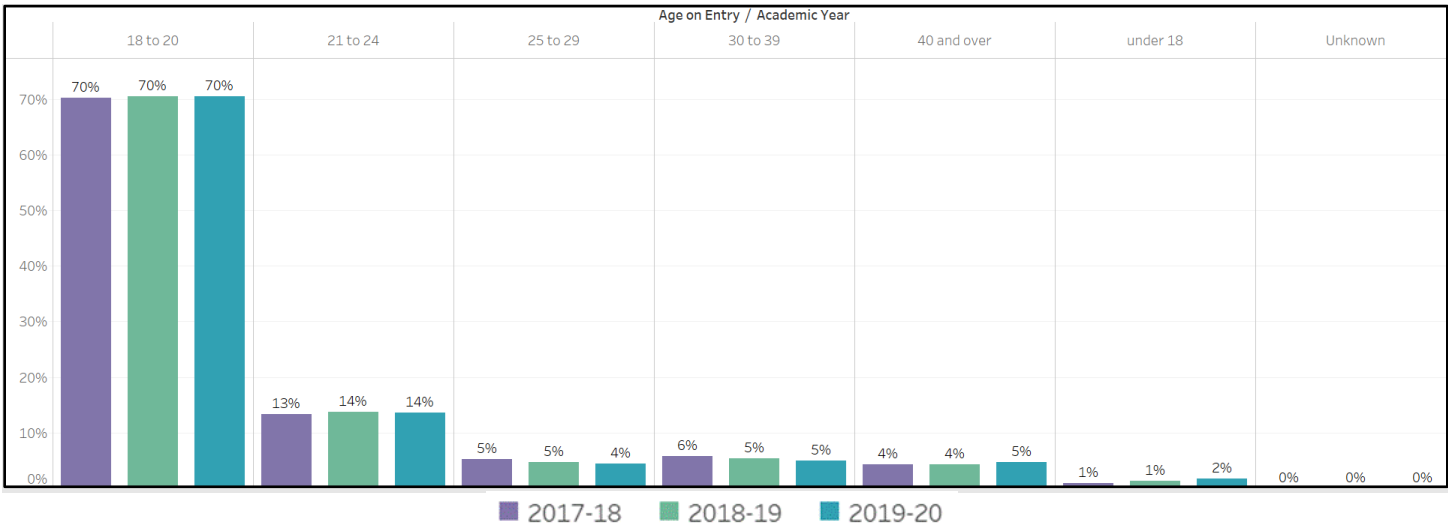
Figure 5 UG Students by Age
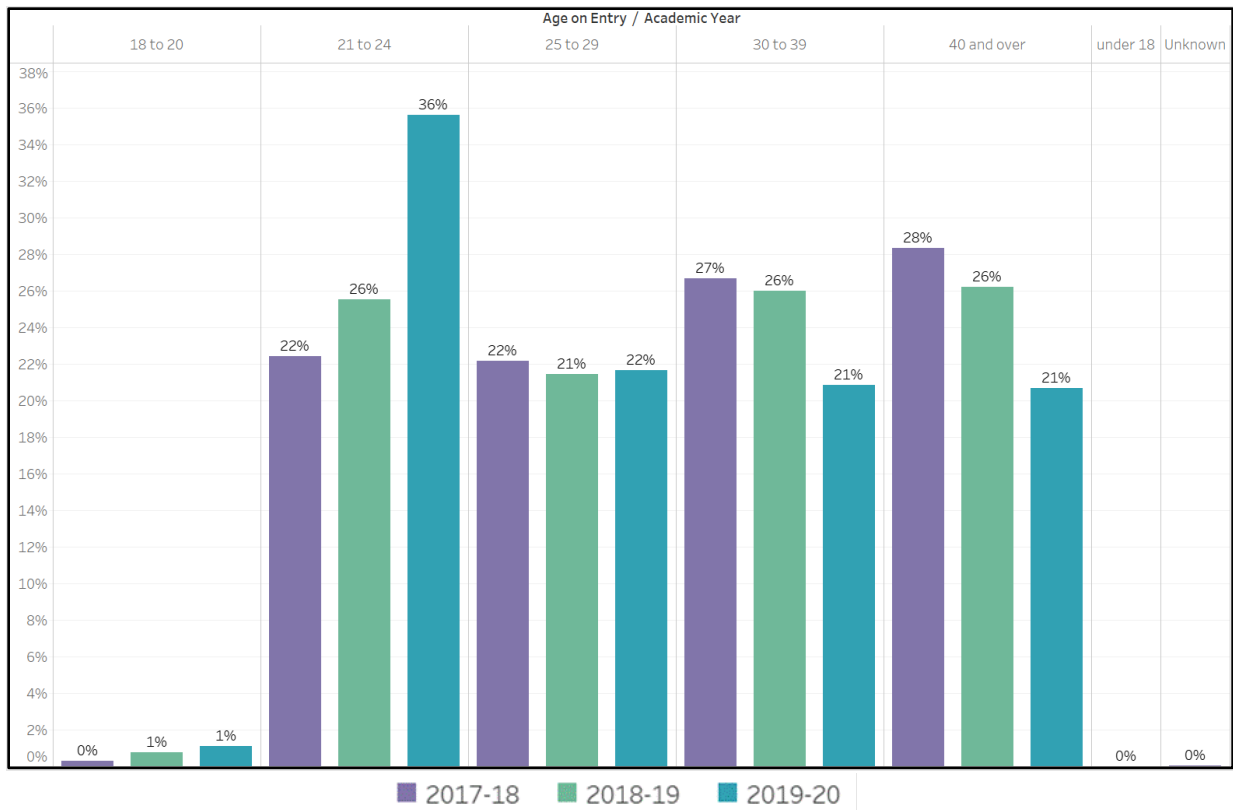
Figure 6 PG Students by Age

Disability
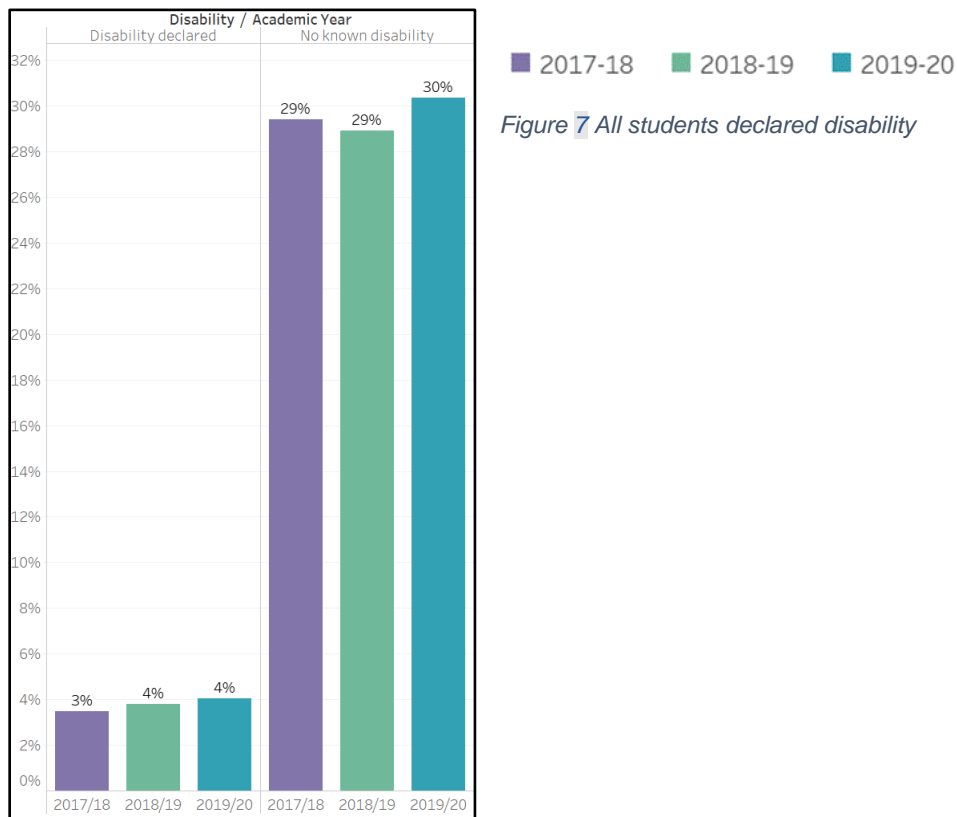
Figure 7 All students declared disability
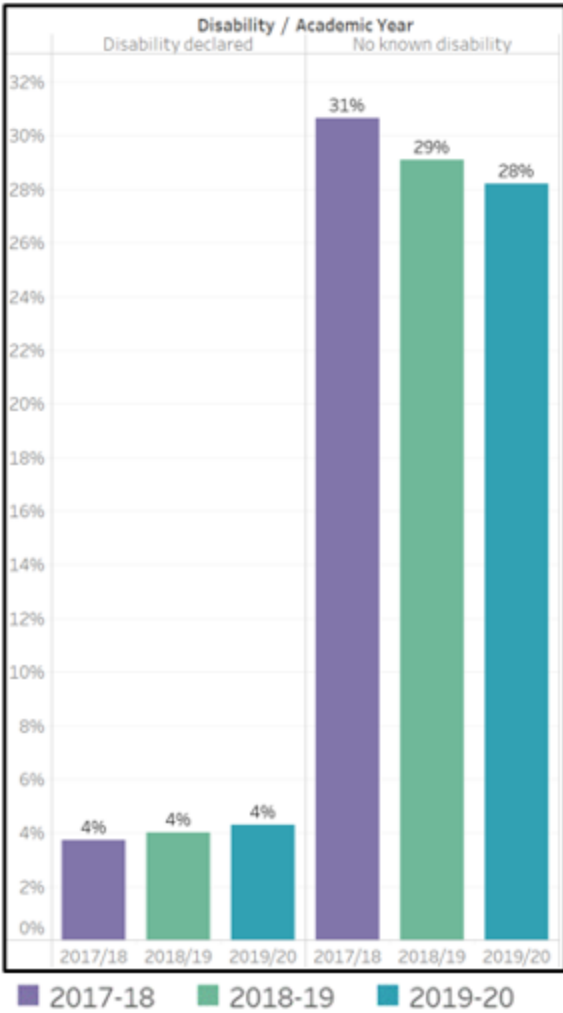
Figure 8 All UG students declared disability
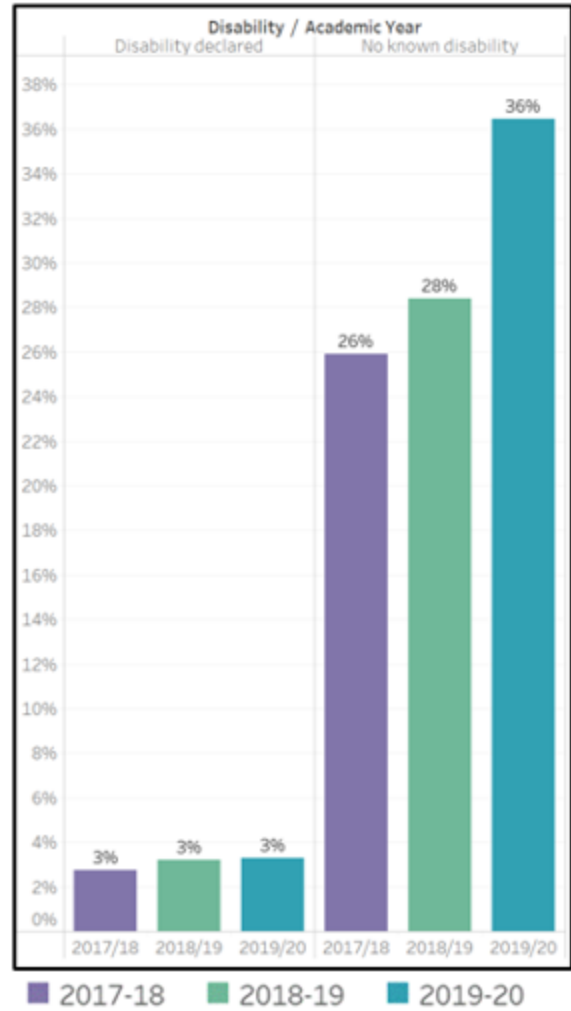
Figure 9 All PG students declared disability
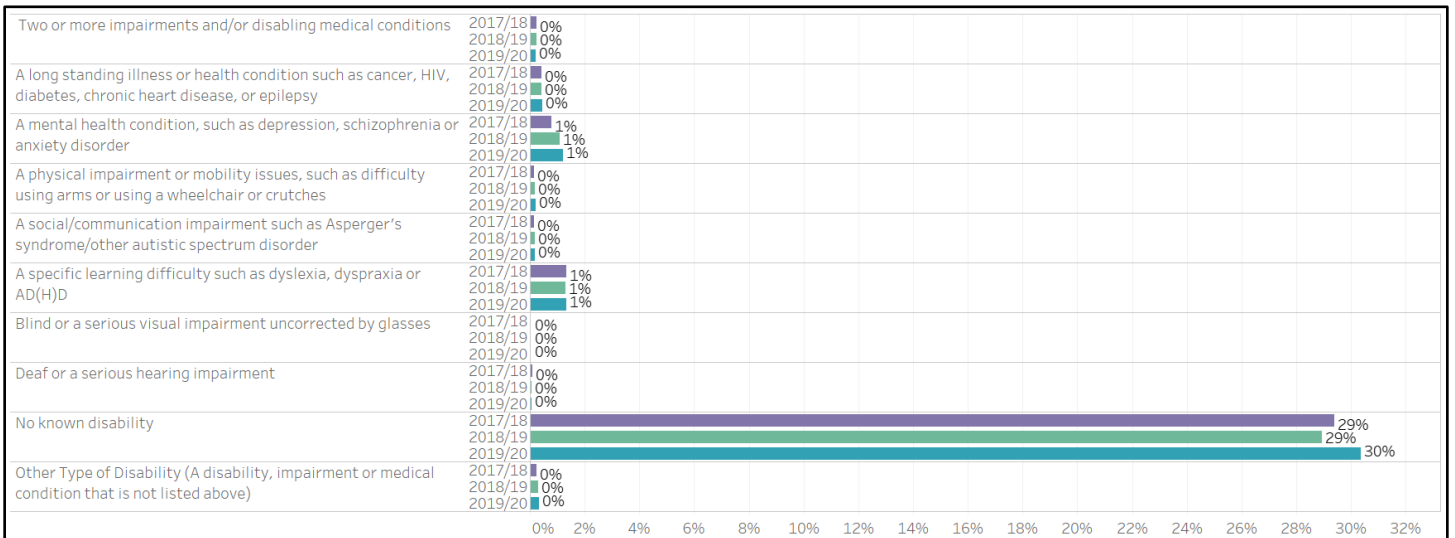
Figure 10 All students by declared disability
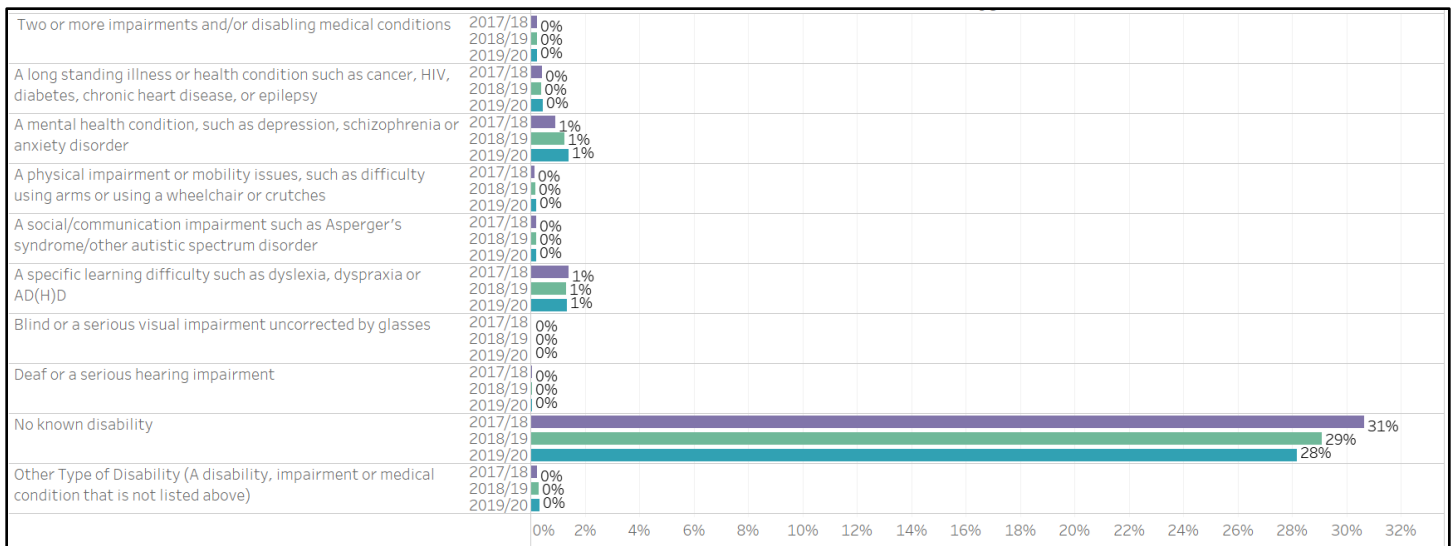
Figure 11 Breakdown of UG students declared disabilities
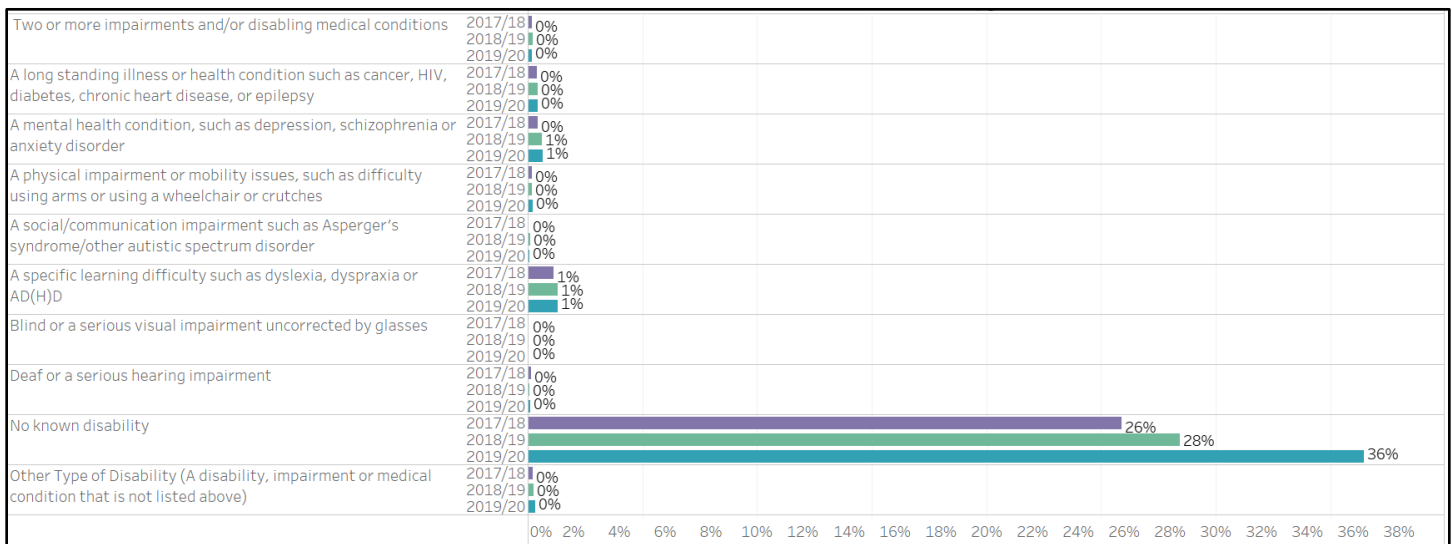
Figure 12 Breakdown of PG students declared disabilities

Gender reassignment
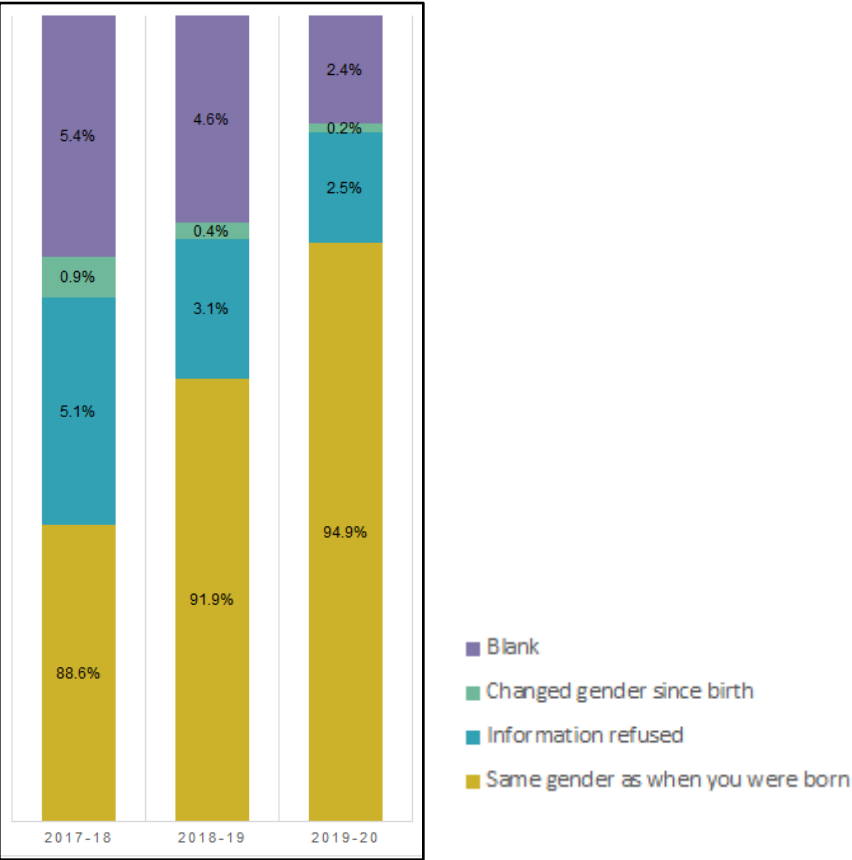
Figure 2 All students by gender reassignment
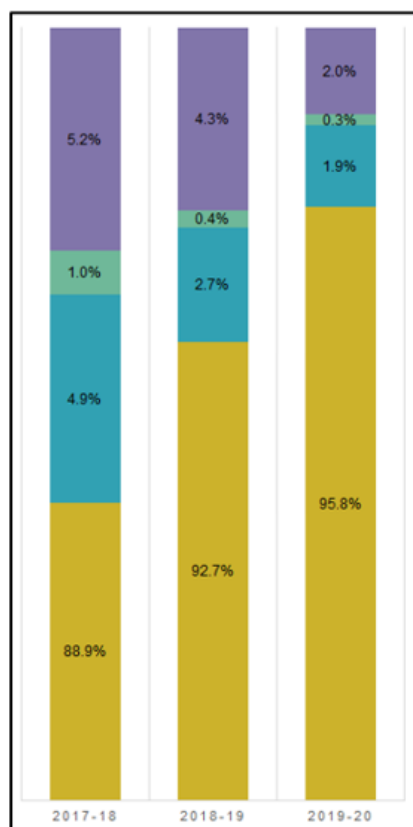
Figure 14 UG students by gender reassignment
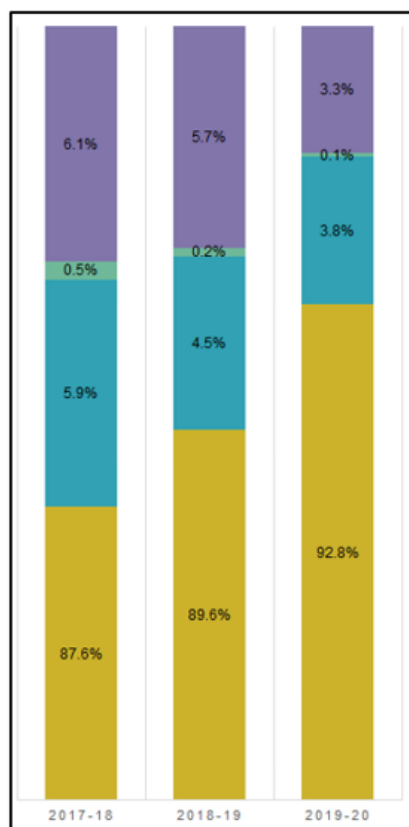
Figure 15 PG students by gender reassignment

Legend:
- Blank
- Changed gender since birth
- Information refused
- Same gender as when you were born

Race/Ethnicity

Race/Ethnicity	Number of Students	%	Number of Students	%	Number of Students	%
Asian or Asian British - Bangladeshi	648	2.66%	657	2.71%	694	2.72%
Asian or Asian British - Indian	1,901	7.79%	2,269	9.34%	3,590	14.07%
Asian or Asian British - Pakistani	1,193	4.89%	1,257	5.18%	1,444	5.66%
Black or Black British - African	3,308	13.56%	3,311	13.64%	3,436	13.46%
Black or Black British - Caribbean	764	3.13%	681	2.80%	673	2.64%
Chinese	950	3.89%	958	3.95%	796	3.12%
Information refused	447	1.83%	405	1.67%	564	2.21%
Mixed	1,170	4.79%	1,135	4.67%	1,201	4.71%
Other Asian background	1,490	6.11%	1,472	6.06%	1,536	6.02%
Other Black background	257	1.05%	300	1.24%	307	1.20%
Other Ethnic background	1,089	4.46%	1,083	4.46%	1,118	4.38%
White	11,185	45.84%	10,754	44.29%	10,162	39.82%
Grand Total	**24,402**	**100.00%**	**24,282**	**100.00%**	**25,521**	**100.00%**

Table 1 All Student Race/Ethnicity Profile
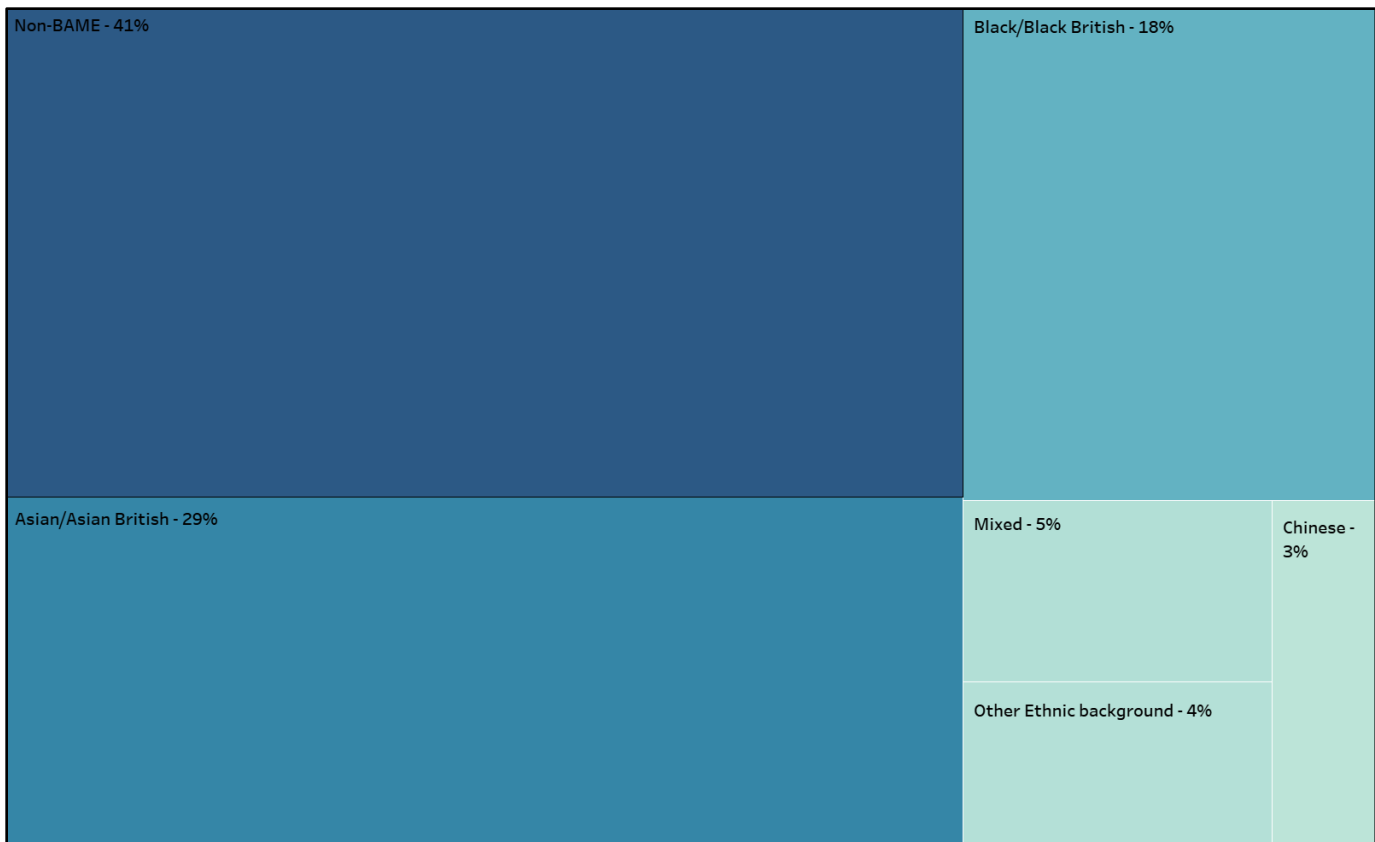
Figure 16 All BAME students by ethnic group (2019/20)
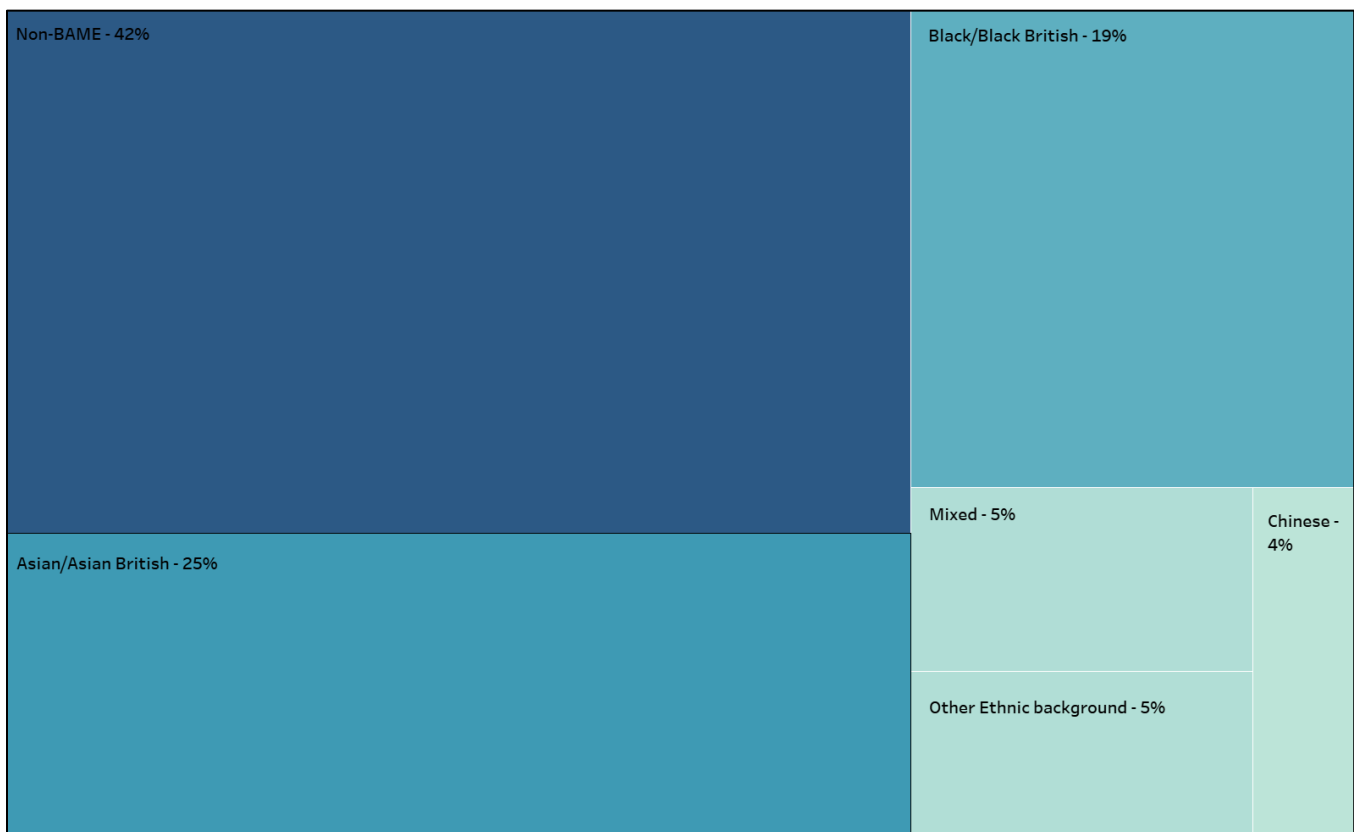
Figure 17 UG BAME students by ethnic group (2019/20)
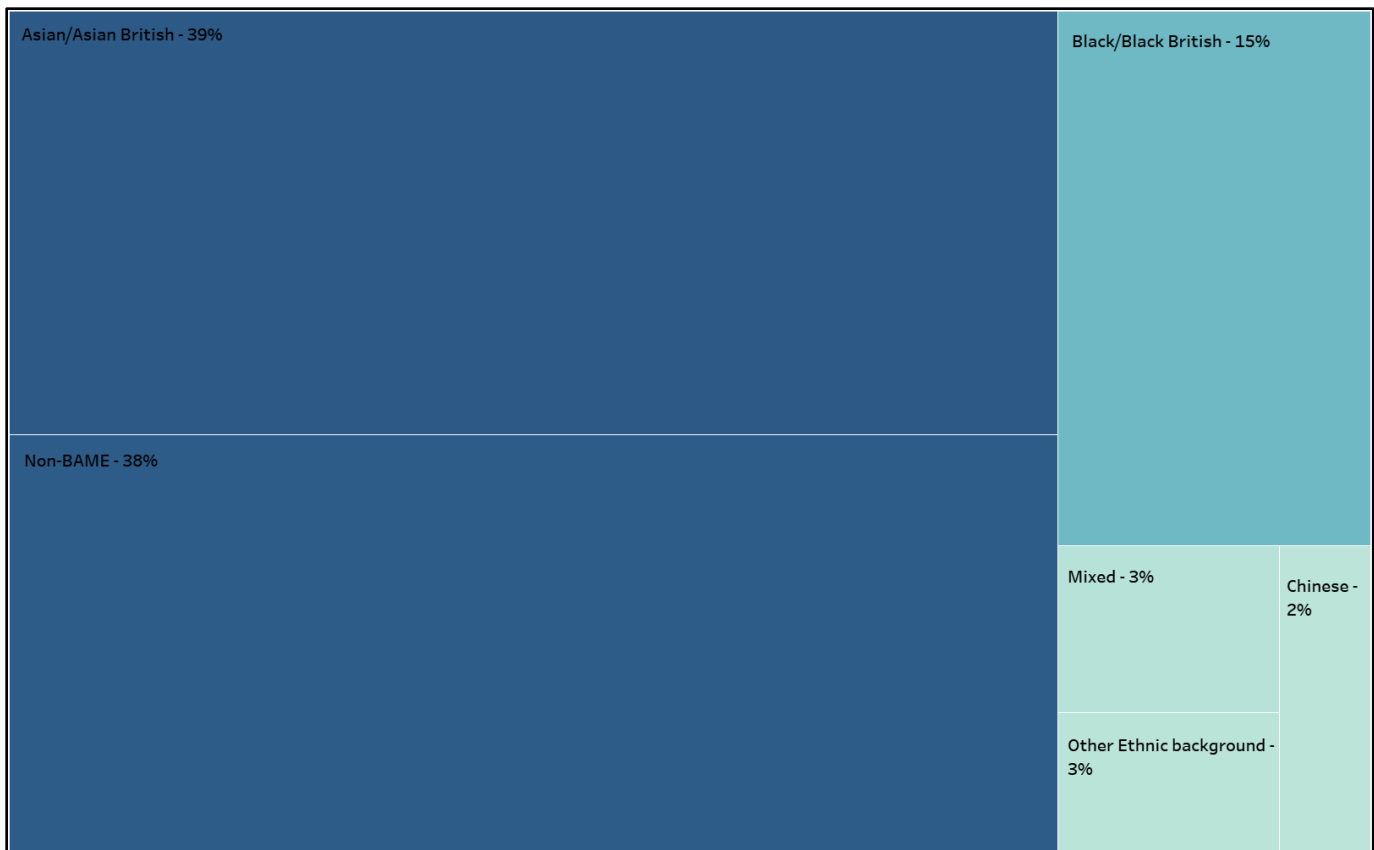
Figure 18 PG BAME students by ethnic group (2019/20)

Religion/Belief
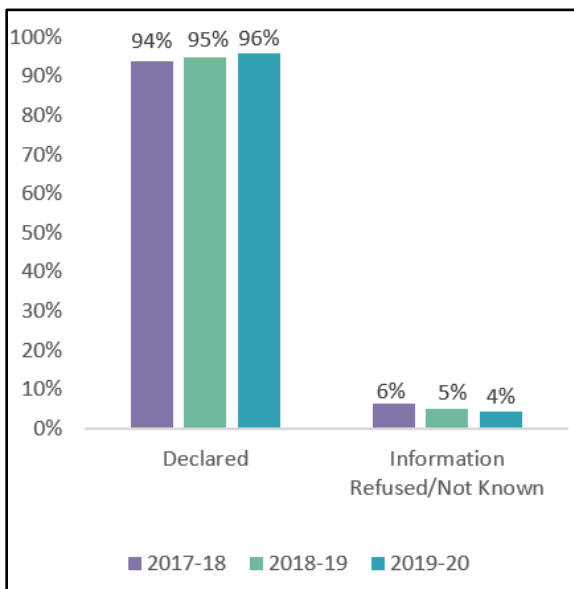
Figure 19 All students with declared religion or belief
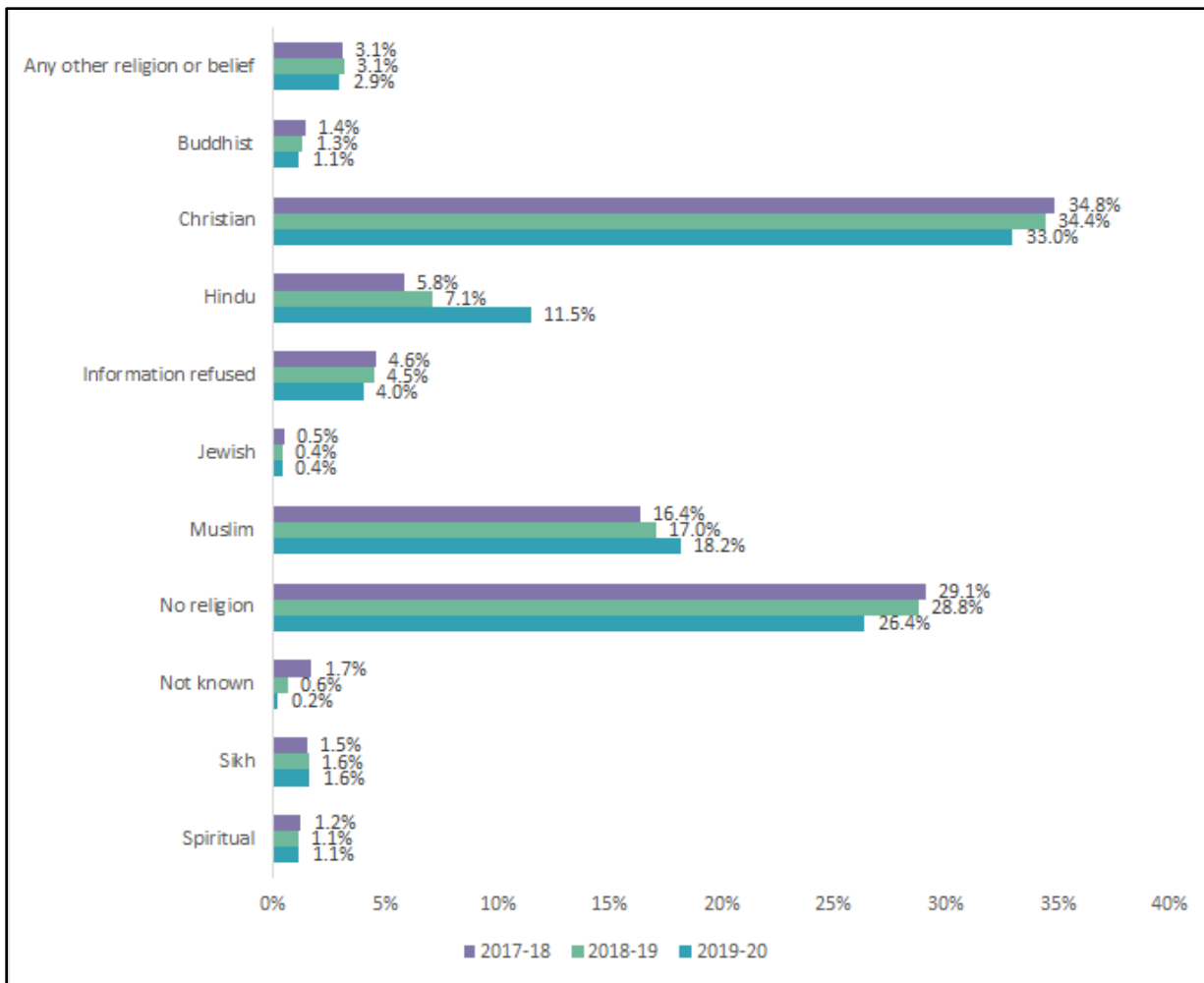
Figure 20 Breakdown of all students by religion or belief
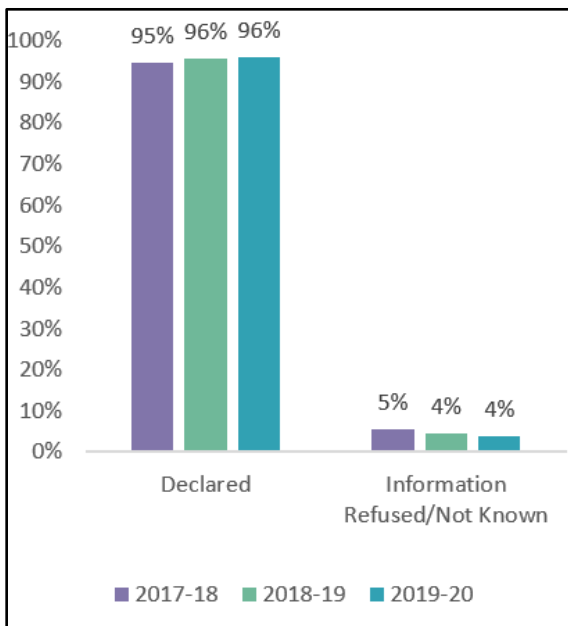
Figure 21 UG students with declared religion or belief
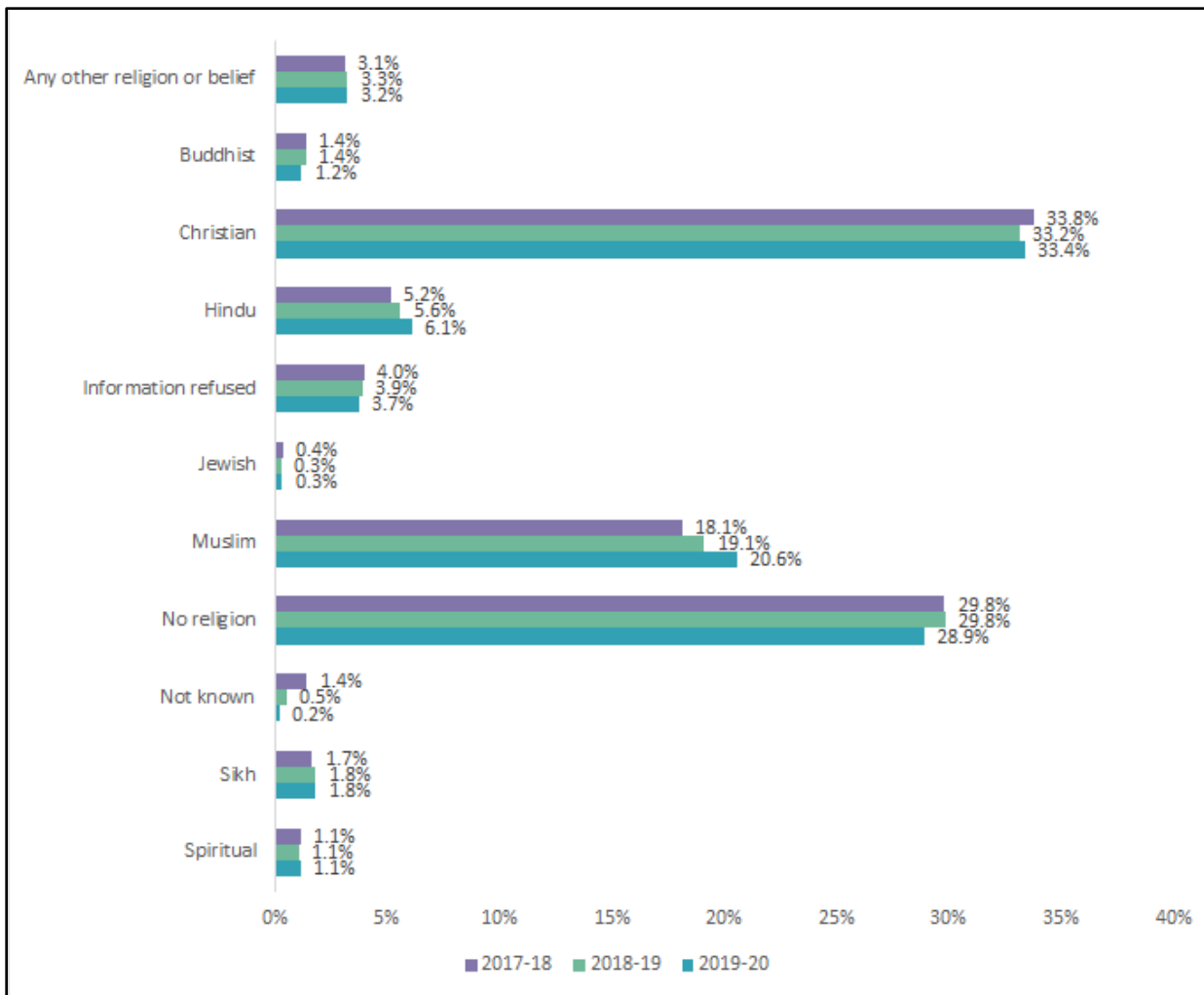
Figure 22 Breakdown of UG students by religion or belief
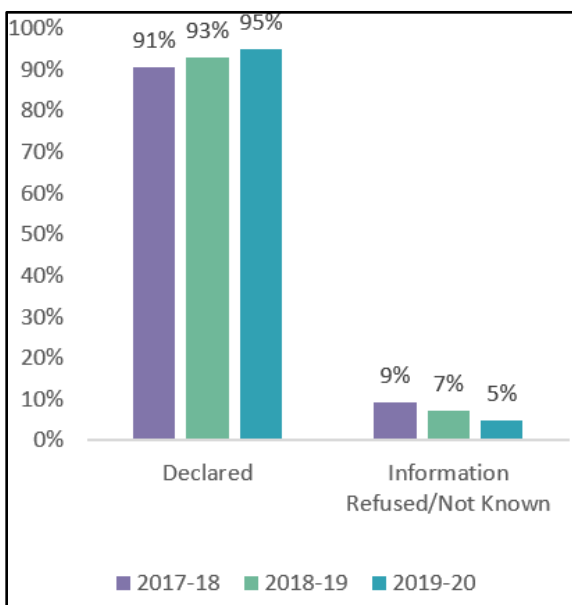
Figure 23 PG students with declared religion or belief
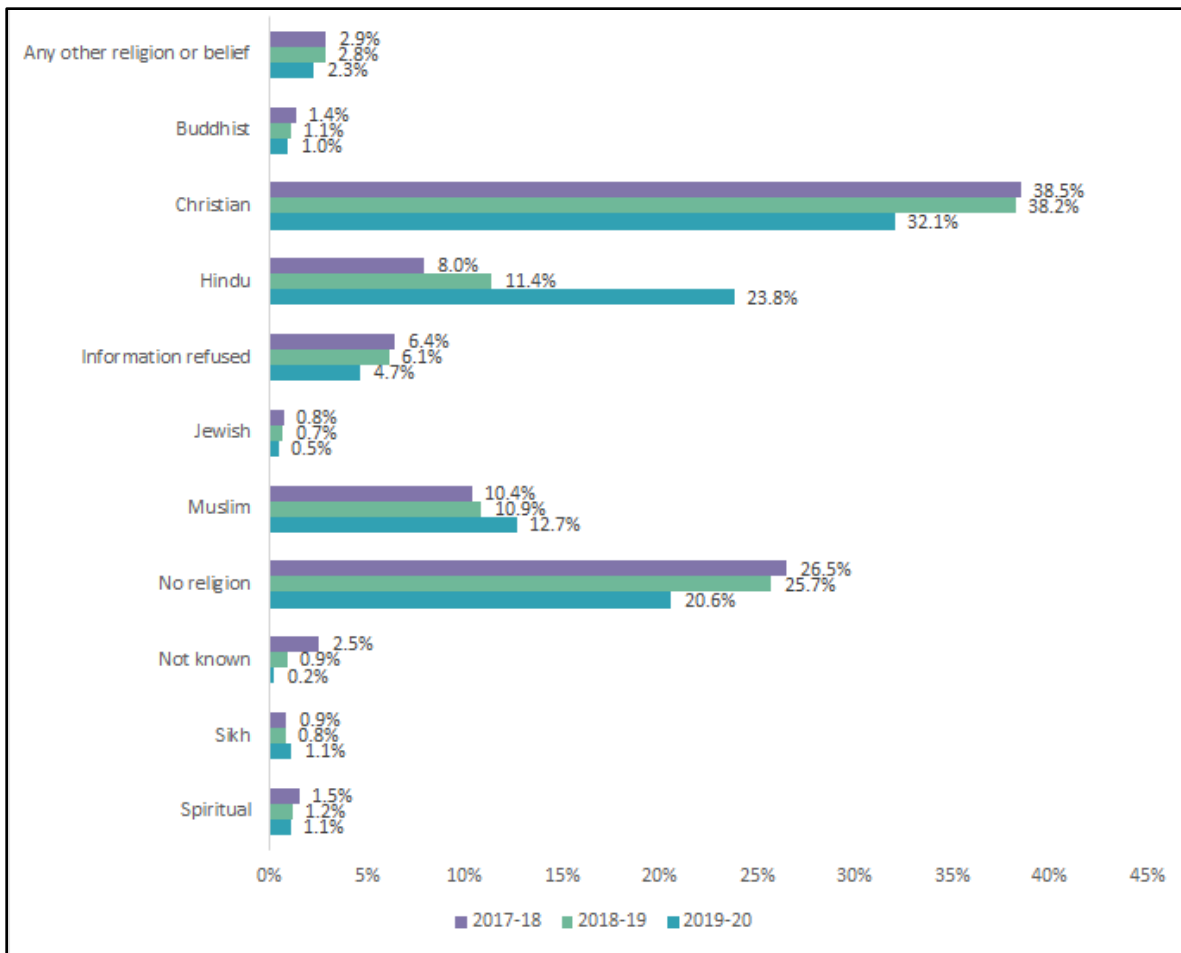
Figure 24 Breakdown of PG students by religion or belief

Sex (gender)
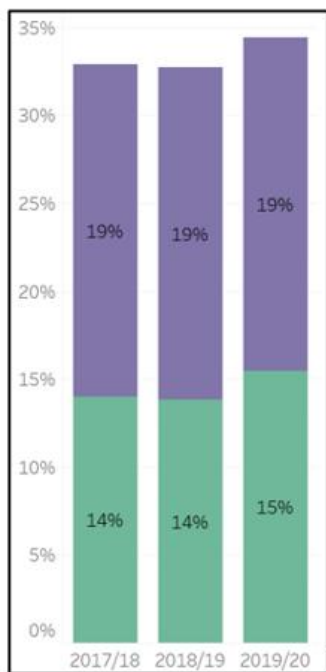
Figure 25 All students by Sex (Gender)   *Figure 26 UG students by Sex (Gend*   *Figure 27 PG students by Sex (Gender)*
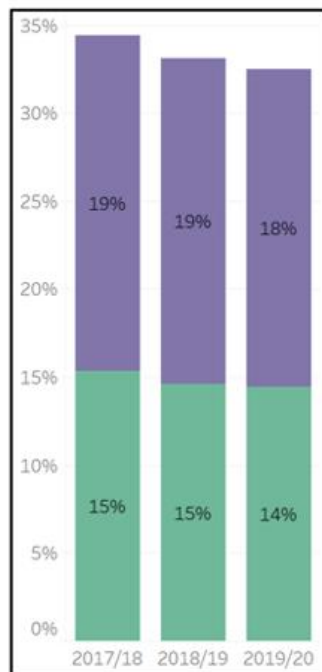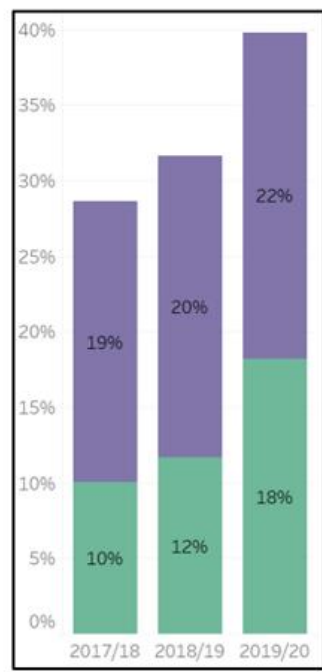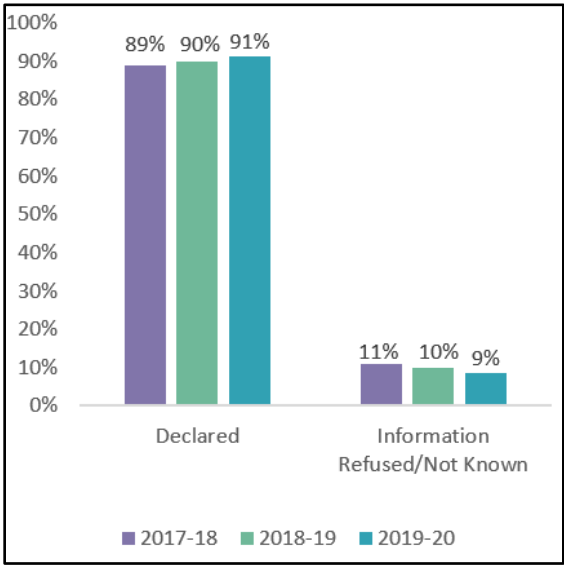
Figure 23 All students declarations by sexual orientation
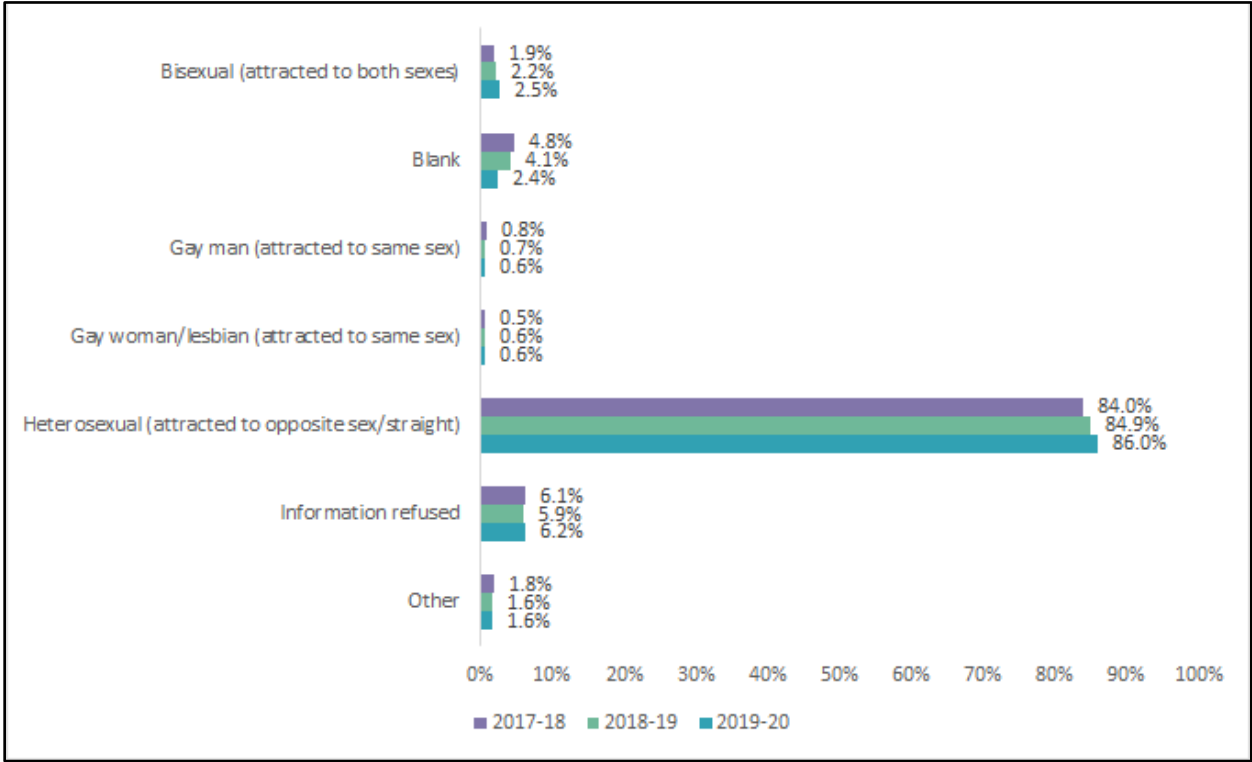
Figure 24 Breakdown of all students declared sexual orientation
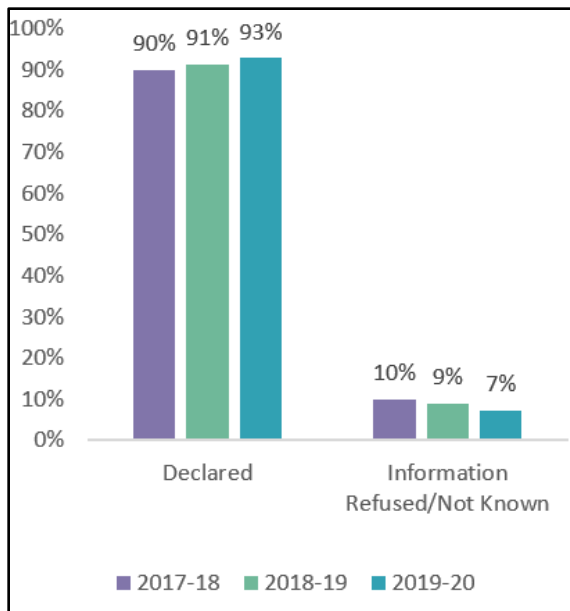
Figure 30 UG students declarations by sexual orientation
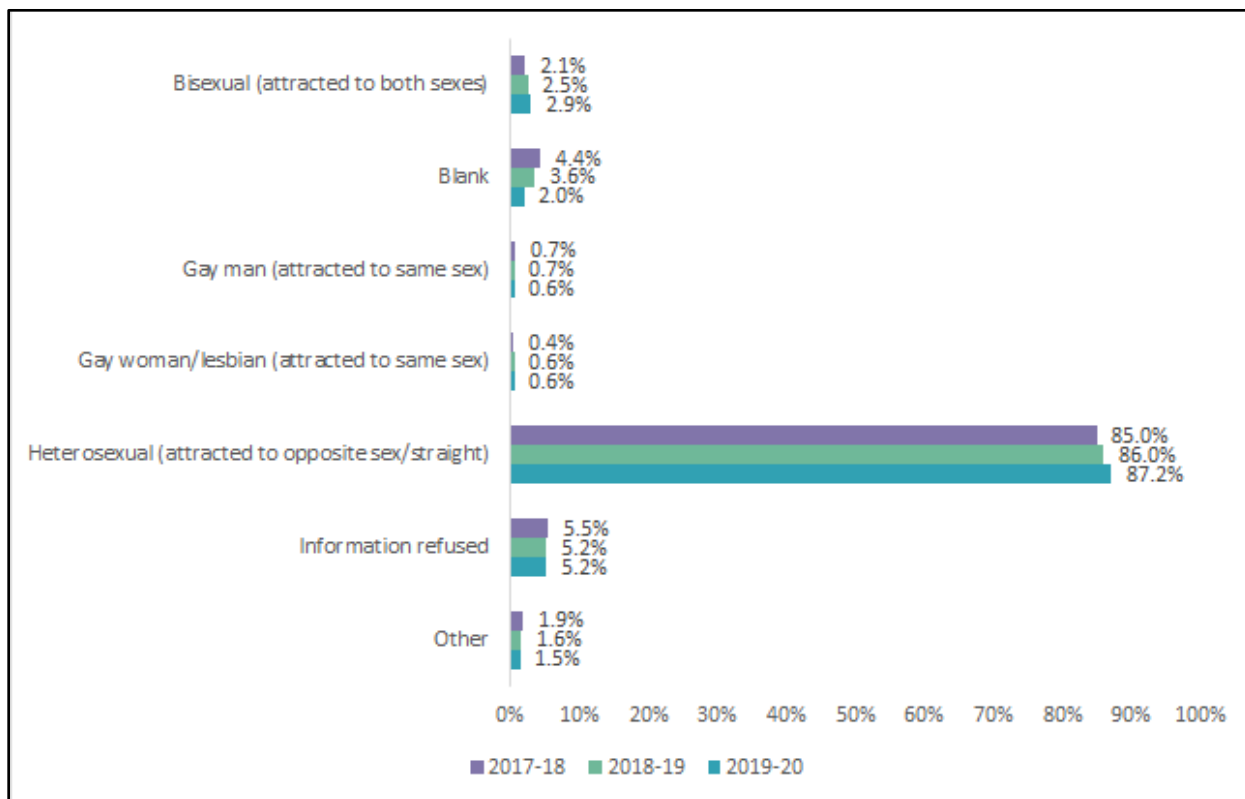
Figure 5 UG students' breakdown of sexual orientation
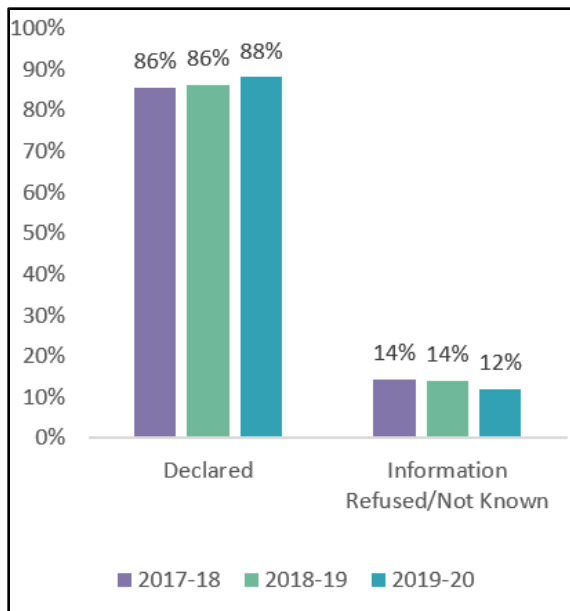
Figure 6 PG students declarations by sexual orientation
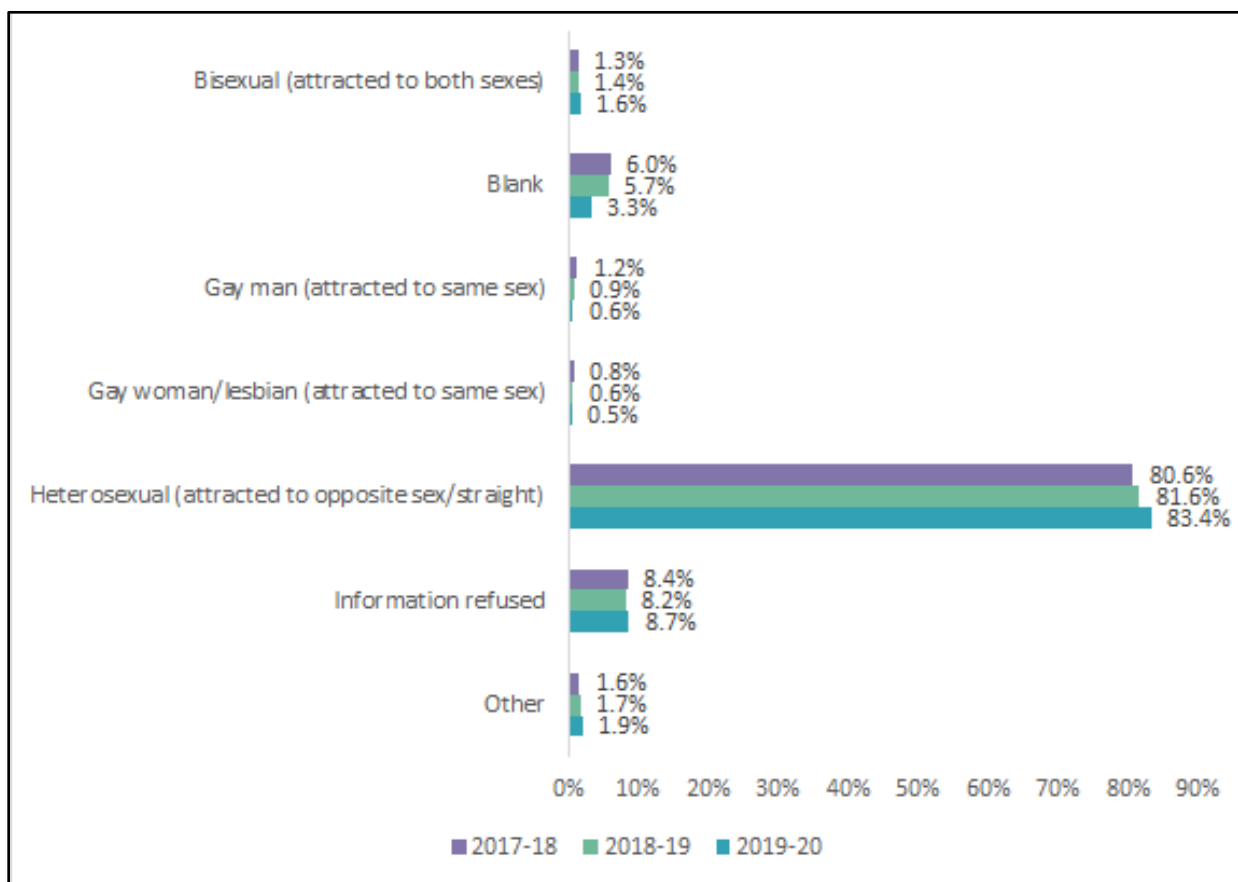
Figure 7 PG students' breakdown of sexual orientation

Applications – Offers – Acceptances (2019/20)

This section highlights comparison by protected characteristics within the application, offer and acceptance stages of the admissions process for 2019/20.

Key:

Applications	Offers	Acceptances

Age

Age	All Applications	% of All Applications	Applications to Offers	% of Offers	% of All Applications	Offers to Acceptances	% of Acceptances	% of Offers	% of All Applications
Under 18	7843	17.17%	6105	18.86%	77.84%	1531	10.45%	25.08%	19.52%
18-20	14522	31.79%	10844	33.49%	74.67%	4785	32.66%	44.13%	32.95%
21 to 24	10704	23.44%	8061	24.90%	75.31%	3946	26.94%	48.95%	36.86%
25 to 29	5492	12.02%	3429	10.59%	62.44%	1598	10.91%	46.60%	29.10%
30 to 39	4114	9.01%	2258	6.97%	54.89%	1444	9.86%	63.95%	35.10%
40 and over	2973	6.51%	1665	5.14%	56.00%	1343	9.17%	80.66%	45.17%
Unknown	26	0.06%	13	0.04%	50.00%	2	0.01%	15.38%	7.69%
Total	**45674**	**100%**	**32375**	**100%**	**70.88%**	**14649**	**100%**	**45%**	**32%**

Table 2 Admissions stages by Age (2019/20)

Disability

Disability	All Applications	% of All Applications	Applications to Offers	% of Offers	% of All Applications	Offers to Acceptances	% of Acceptances	% of Offers	% of All Applications
Disability declared	2163	4.74%	1409	4.35%	65.14%	490	3.34%	34.78%	22.65%
No known disability	43511	95.26%	30966	95.65%	71.17%	14159	96.66%	45.72%	32.54%
Total	**45674**	**100%**	**32375**	**100%**	**70.88%**	**14649**	**100%**	**45%**	**32%**

Table 3 Admissions stages by Disability (2019/20)

Gender Reassignment

Gender reassignment	All Applications	% of All Applications	Applications to Offers	% of Offers	% of All Applications	Offers to Acceptances	% of Acceptances	% of Offers	% of All Applications
Changed gender since birth	40	0.09%	36	0.11%	90.00%	32	0.22%	88.89%	80.00%
Not known or Information refused	29466	64.51%	17567	54.26%	59.62%	1211	8.27%	6.89%	4.11%
Same gender as when born	16168	35.40%	14772	45.63%	91.37%	13406	91.51%	90.75%	82.92%
Total	45674	100%	32375	100%	70.88%	14649	100%	45%	32%

Table 4 Admissions stages by Gender Reassignment (2019/20)

Race/Ethnicity

Race/Ethnicity	All Applications	% of All Applications	Applications to Offers	% of Offers	% of All Applications	Offers to Acceptances	% of Acceptances	% of Offers	% of All Applications
Asian/Asian British	8201	17.96%	6709	20.72%	81.81%	4396	30.01%	65.52%	53.60%
Black/Black British	6128	13.42%	4104	12.68%	66.97%	2229	15.22%	54.31%	36.37%
Chinese	774	1.69%	714	2.21%	92.25%	628	4.29%	87.96%	81.14%
Mixed	1533	3.36%	1149	3.55%	74.95%	615	4.20%	53.52%	40.12%
Not known or Information refused	15796	34.58%	9743	30.09%	61.68%	1542	10.53%	15.83%	9.76%
Other Ethnic Background	1407	3.08%	1042	3.22%	74.06%	617	4.21%	59.21%	43.85%
White	11835	25.91%	8914	27.53%	75.32%	4622	31.55%	51.85%	39.05%
Total	45674	100%	32375	100%	70.88%	14649	100%	45%	32%

Table 5 Admissions stages by Race/Ethnicity (2019/20)

Religion/Belief

Religion/Belief	All Applications	% of All Applications	Applications to Offers	% of Offers	% of All Applications	Offers to Acceptances	% of Acceptances	% of Offers	% of All Applications
Any other religion or belief	497	1.09%	460	1.42%	92.56%	423	2.89%	91.96%	85.11%
Buddhist	219	0.48%	207	0.64%	94.52%	188	1.28%	90.82%	85.84%
Christian	5184	11.35%	4603	14.22%	88.79%	4192	28.62%	91.07%	80.86%
Hindu	2281	4.99%	2198	6.79%	96.36%	2031	13.86%	92.40%	89.04%
Jewish	73	0.16%	63	0.19%	86.30%	60	0.41%	95.24%	82.19%
Muslim	3070	6.72%	2764	8.54%	90.03%	2448	16.71%	88.57%	79.74%
No religion	4124	9.03%	3766	11.63%	91.32%	3383	23.09%	89.83%	82.03%
Not known or Information refused	29768	9.03%	17899	55.29%	60.13%	1535	10.48%	8.58%	5.16%
Sikh	260	9.03%	244	0.75%	93.85%	223	1.52%	91.39%	85.77%
Spiritual	198	9.03%	171	0.53%	86.36%	166	1.13%	97.08%	83.84%
Total	**45674**	**61%**	**32375**	**100%**	**70.88%**	**14649**	**100%**	**45%**	**32%**

Table 6 Admissions stages by Religion/Belief (2019/20)

Sex (Gender)

Sex (Gender)	All Applications	% of All Applications	Applications to Offers	% of Offers	% of All Applications	Offers to Acceptances	% of Acceptances	% of Offers	% of All Applications
Female	23601	51.67%	15699	48.49%	66.52%	7630	52.09%	48.60%	32.33%
Male	22063	48.31%	16667	51.48%	75.54%	7018	47.91%	42.11%	31.81%
Not known	10	0.02%	9	0.03%	90.00%	1	0.01%	11.11%	10.00%
Total	**45674**	**100%**	**32375**	**100%**	**70.88%**	**14649**	**100%**	**45%**	**32%**

Table 7 Admissions stages by Sex (2019/20)

Sexual Orientation

Sexual Orientation	All Applications	% of All Applications	Applications to Offers	% of Offers	% of All Applications	Offers to Acceptances	% of Acceptances	% of Offers	% of All Applications
Bisexual	457	1.00%	411	1.27%	89.93%	368	2.51%	89.54%	80.53%
Gay man	119	0.26%	106	0.33%	89.08%	99	0.68%	93.40%	83.19%
Gay woman/lesbian	86	0.19%	77	0.24%	89.53%	71	0.48%	92.21%	82.56%
Heterosexual	14695	32.17%	13381	41.33%	91.06%	12130	82.80%	90.65%	82.55%
Not known/information refused	29936	65.54%	18057	55.77%	60.32%	1677	11.45%	9.29%	5.60%
Other	381	0.83%	343	1.06%	90.03%	304	2.08%	88.63%	79.79%
Total	**45674**	**100%**	**32375**	**100%**	**70.88%**	**14649**	**100%**	**45%**	**32%**

Table 8 Admissions stages by Sexual Orientation (2019/20)

Age Groups by Study Level 2017/18 – 2019/20
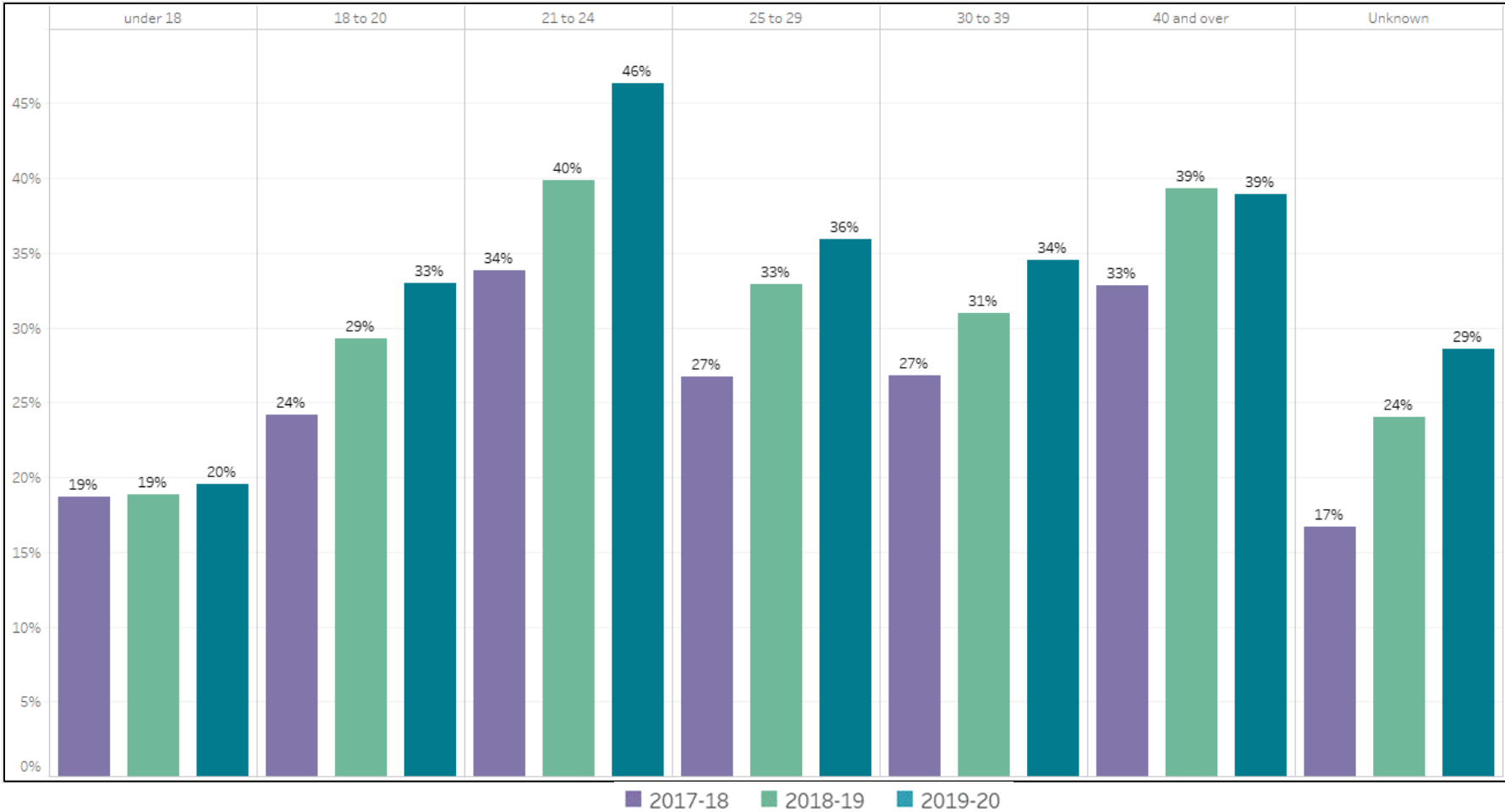
Figure 34: UG Applications to Accepts – Age
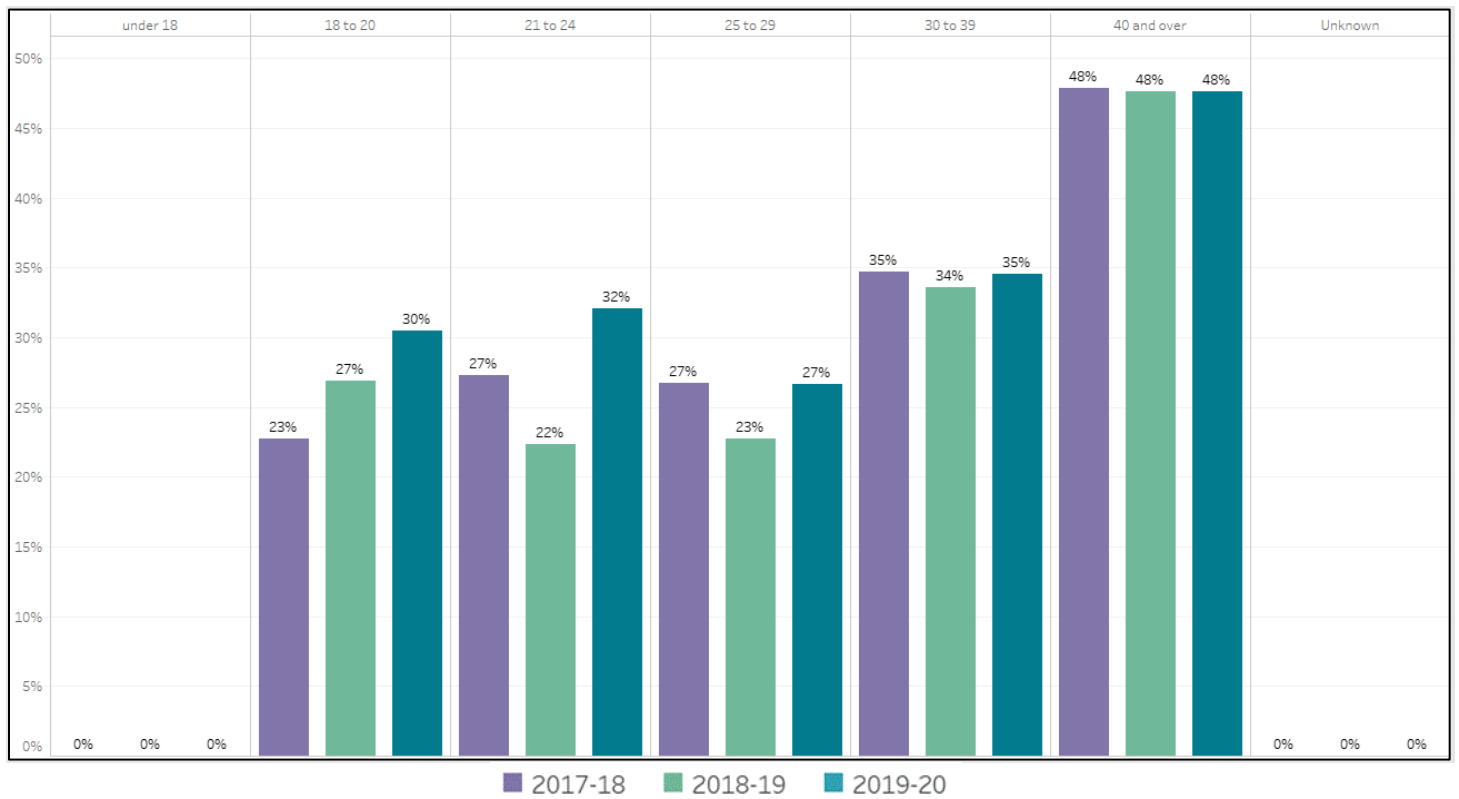
Figure 35: PG Applications to Accepts – Age
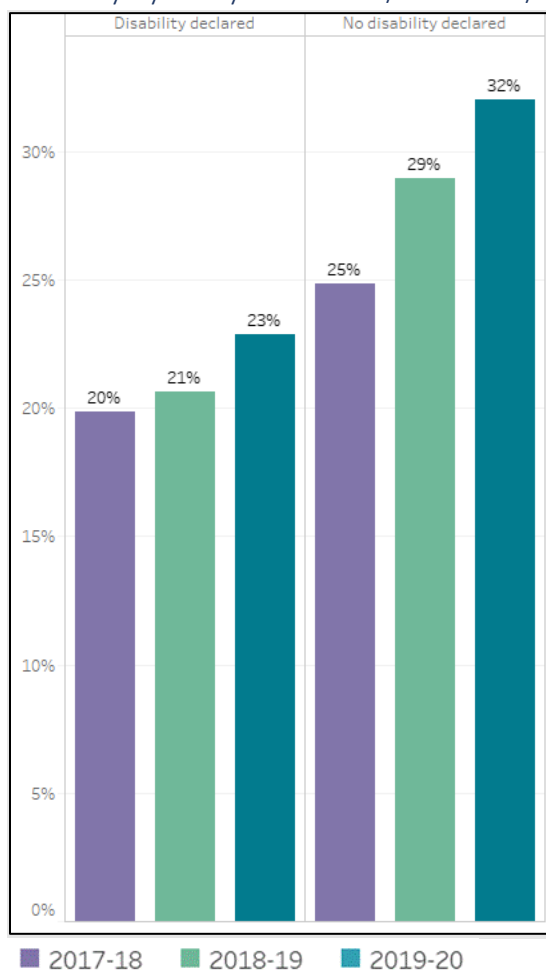
Figure 36: UG Applications to Accepts – Disability
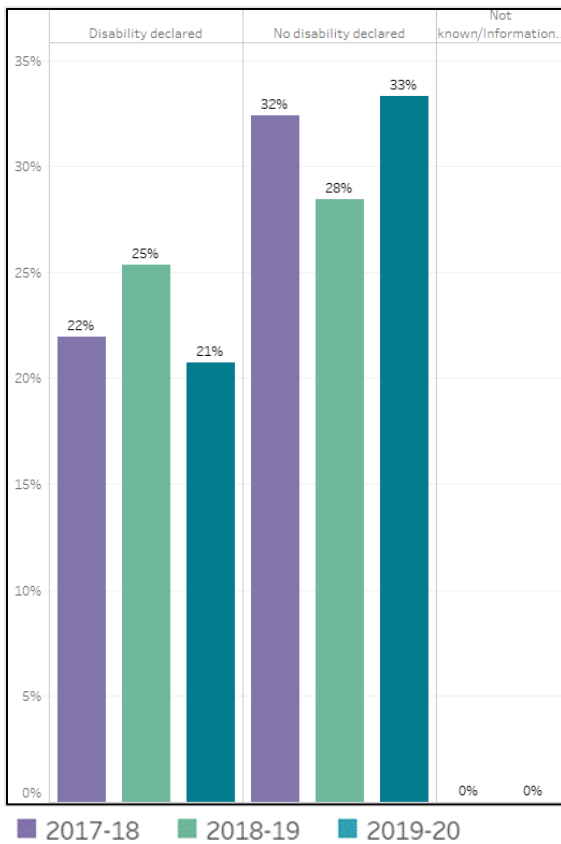
Figure 37: PG Applications to Accepts – Disability

Ethnicity by Study Level 2017/18 – 2019/20
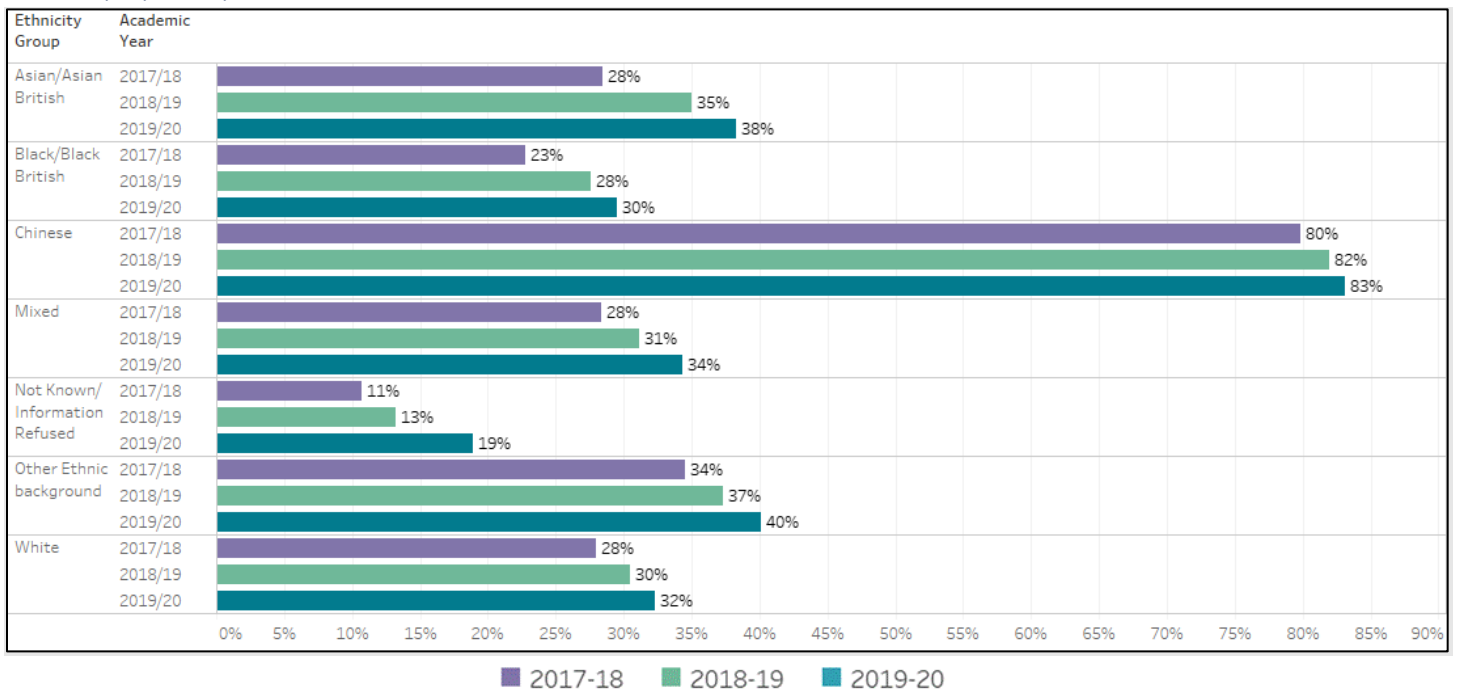
Figure 38: UG Applications to Accepts – Ethnicity
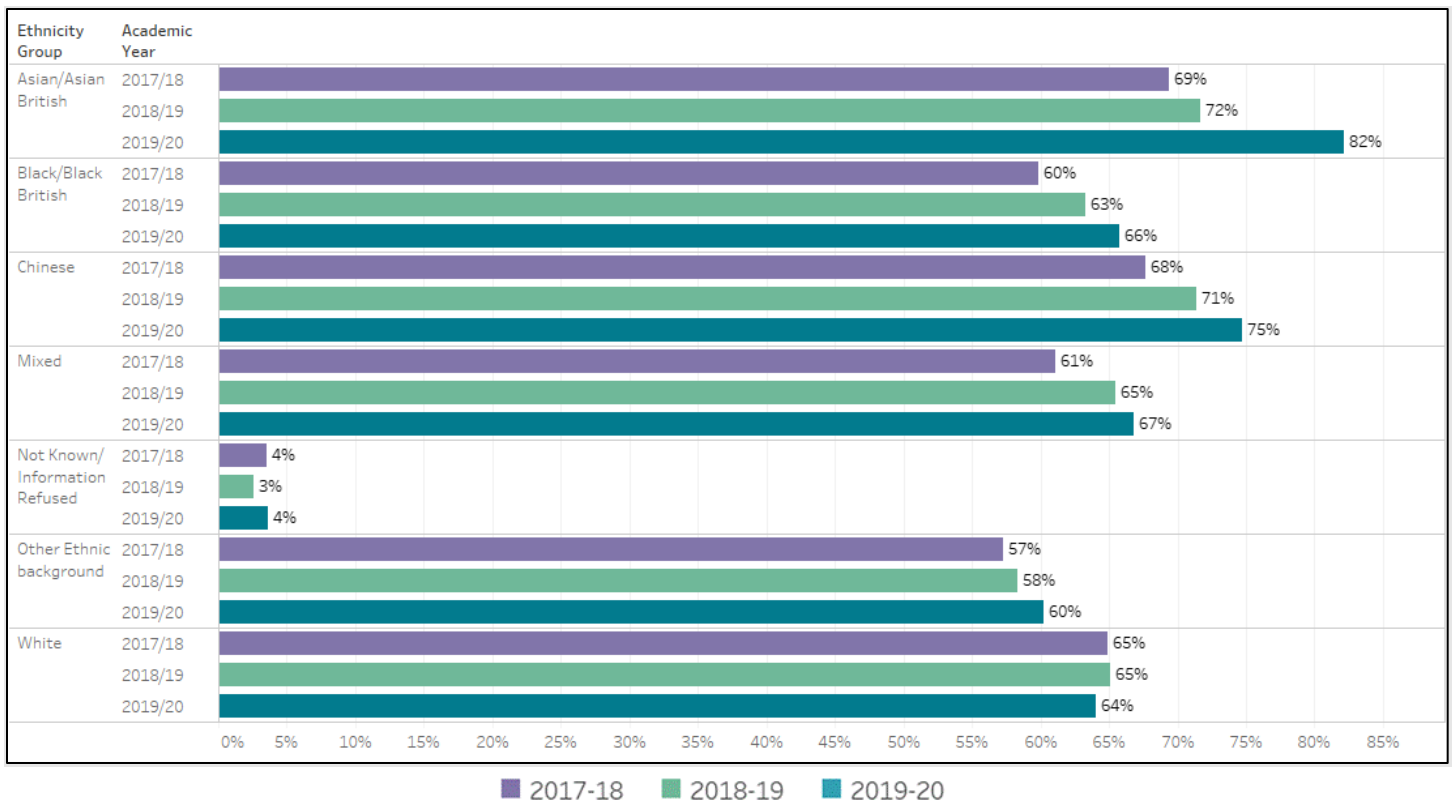
Figure 39: PG Applications to Accepts – Ethnicity

Gender Reassignment by Study Level 2019/20
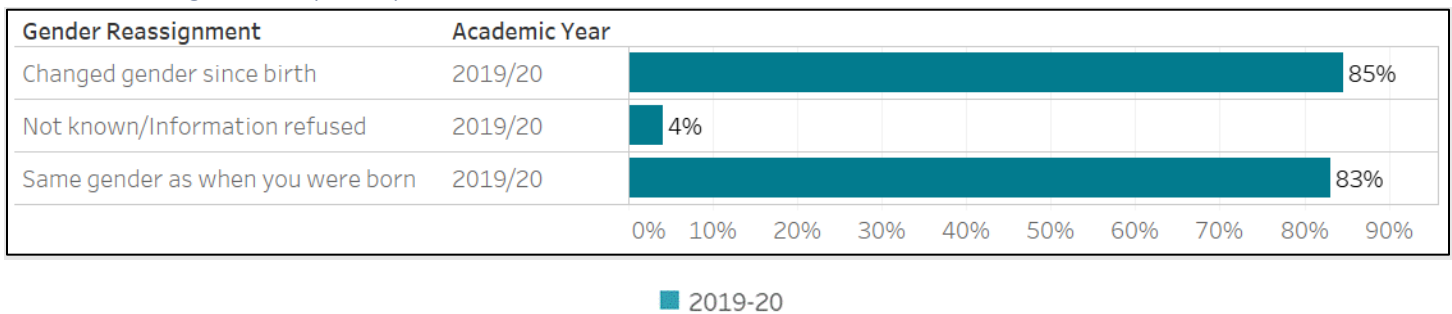
Figure 40 UG Applications to Accepts – Gender Reassignment
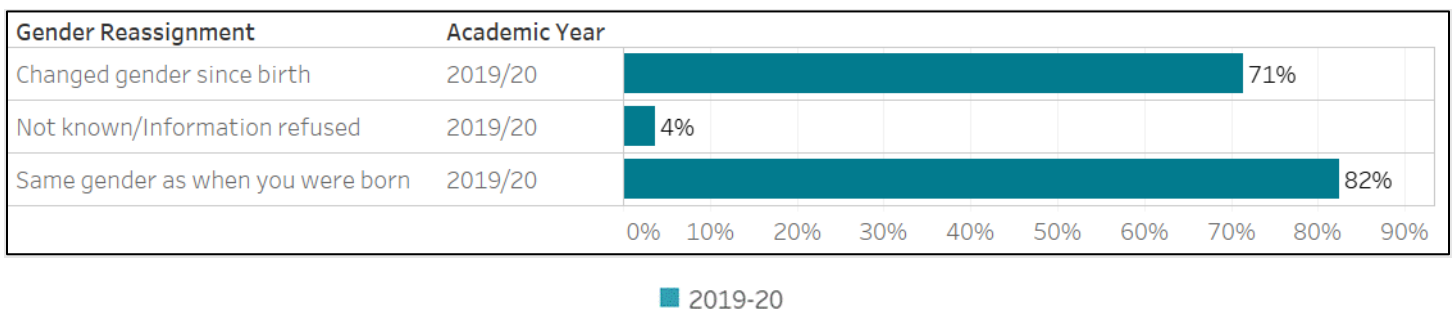
Figure 41 PG Applications to Accepts – Gender Reassignment

Religion or Belief by Study Level 2019/20

Religion/Belief	Academic Year	2019-20
Any other religion or belief	2019/20	86%
Buddhist	2019/20	88%
Christian	2019/20	82%
Hindu	2019/20	87%
Jewish	2019/20	88%
Muslim	2019/20	81%
No religion	2019/20	83%
Not known/Information refused	2019/20	6%
Sikh	2019/20	88%
Spiritual	2019/20	88%
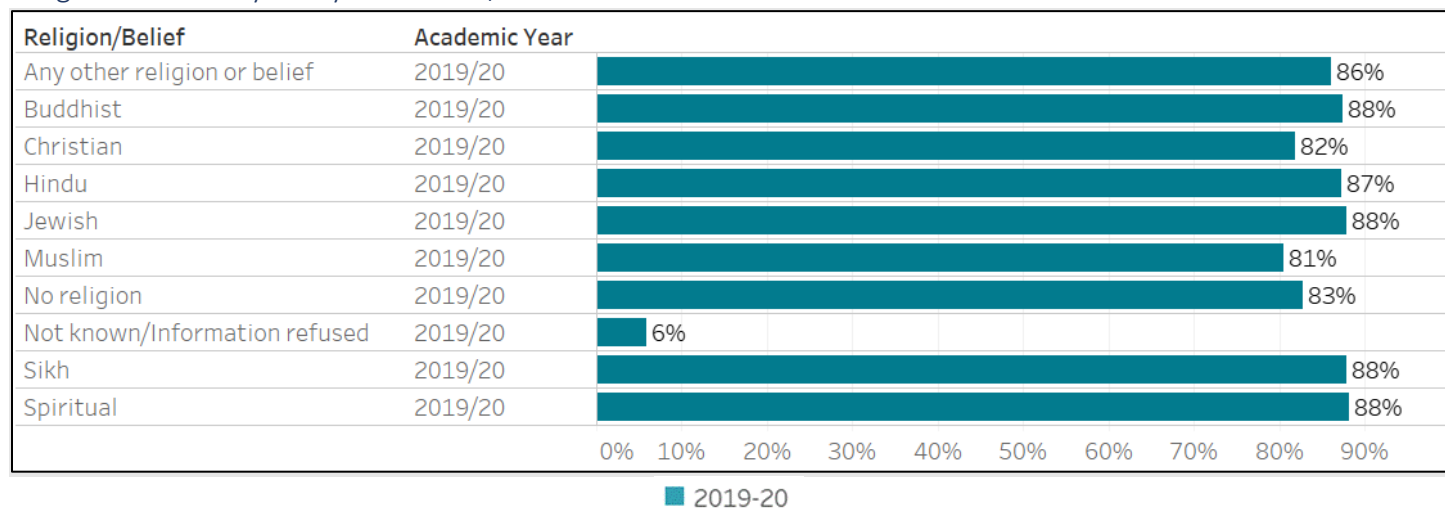
Figure 42: UG Applications to Accepts – Religion or belief

Religion/Belief	Academic Year	2019-20
Any other religion or belief	2019/20	83%
Buddhist	2019/20	82%
Christian	2019/20	80%
Hindu	2019/20	90%
Jewish	2019/20	75%
Muslim	2019/20	78%
No religion	2019/20	80%
Not known/Information refused	2019/20	4%
Sikh	2019/20	81%
Spiritual	2019/20	78%
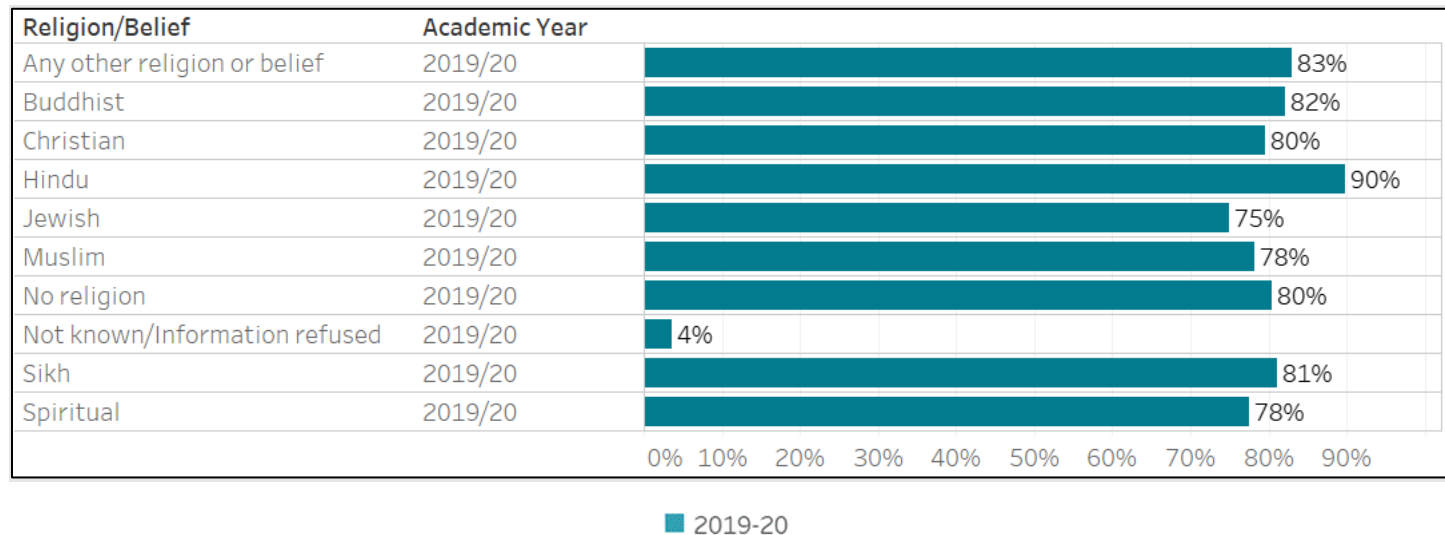
Figure 43 PG Applications to Accepts – Religion or belief

Sex by Study Level 2017/18 – 2019/20
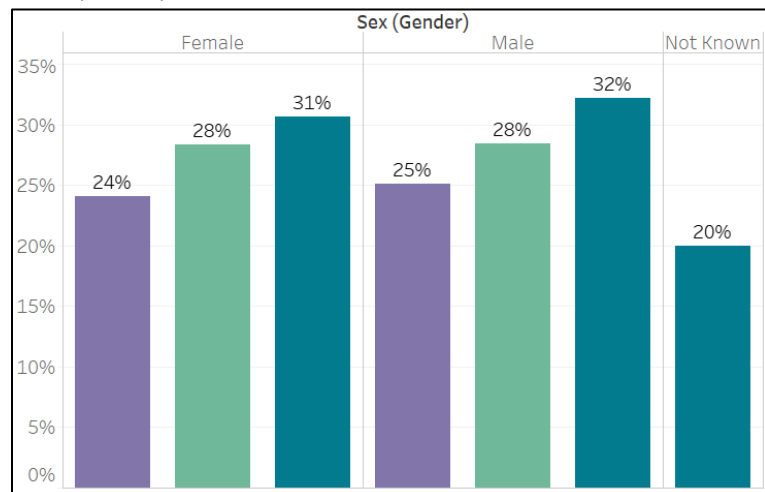
Figure 44 UG Applications to Accepts – Sex (Gender)
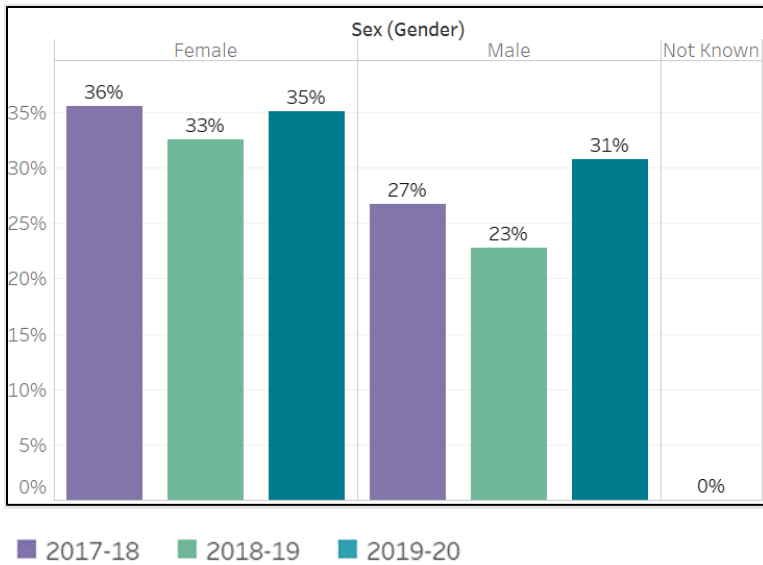
Figure *45* PG Applications to Accepts – Sex (Gender)

Sexual Orientation by Study Level 2019/20
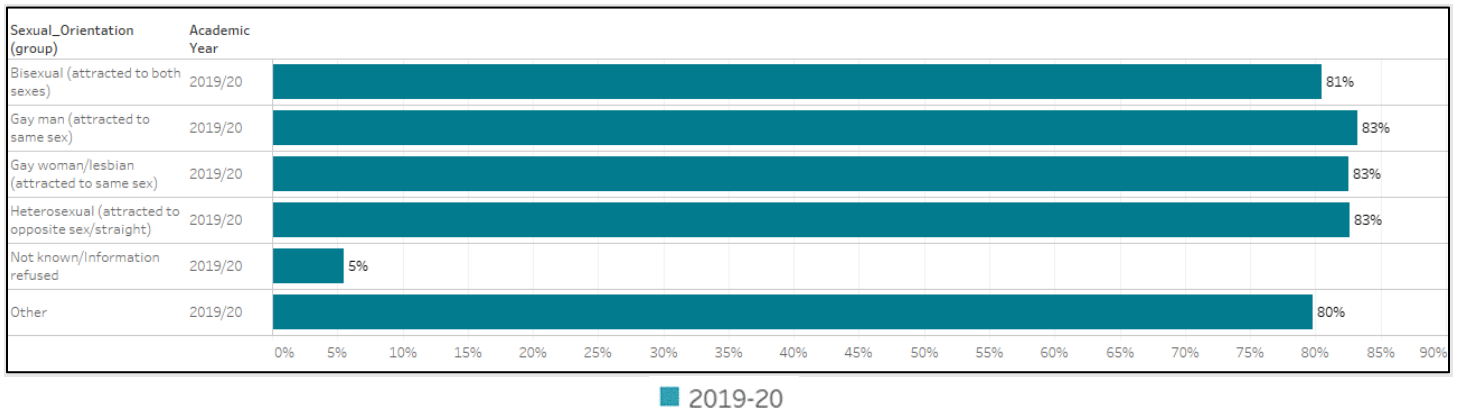
Figure *46*: UH Applications to Accepts – Sexual Orientation

Non-Continuation

This section provides statistics on students who have continued their course at UH.

Age Groups
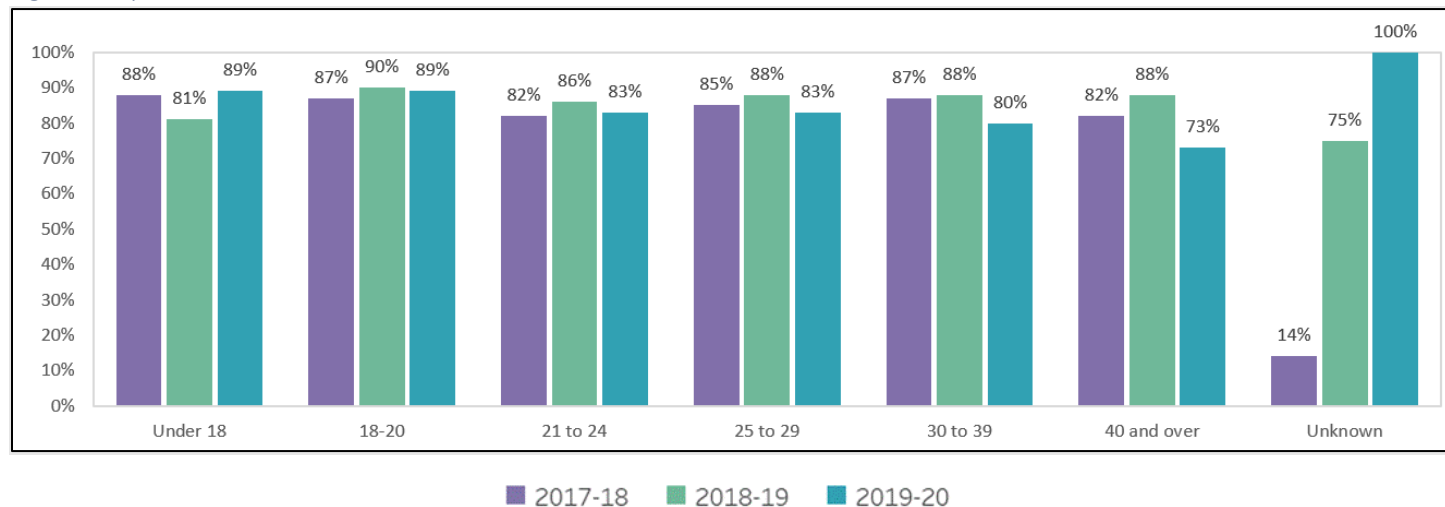
Figure 47 UG Continuation by Age Group 2017/18 – 2019/20
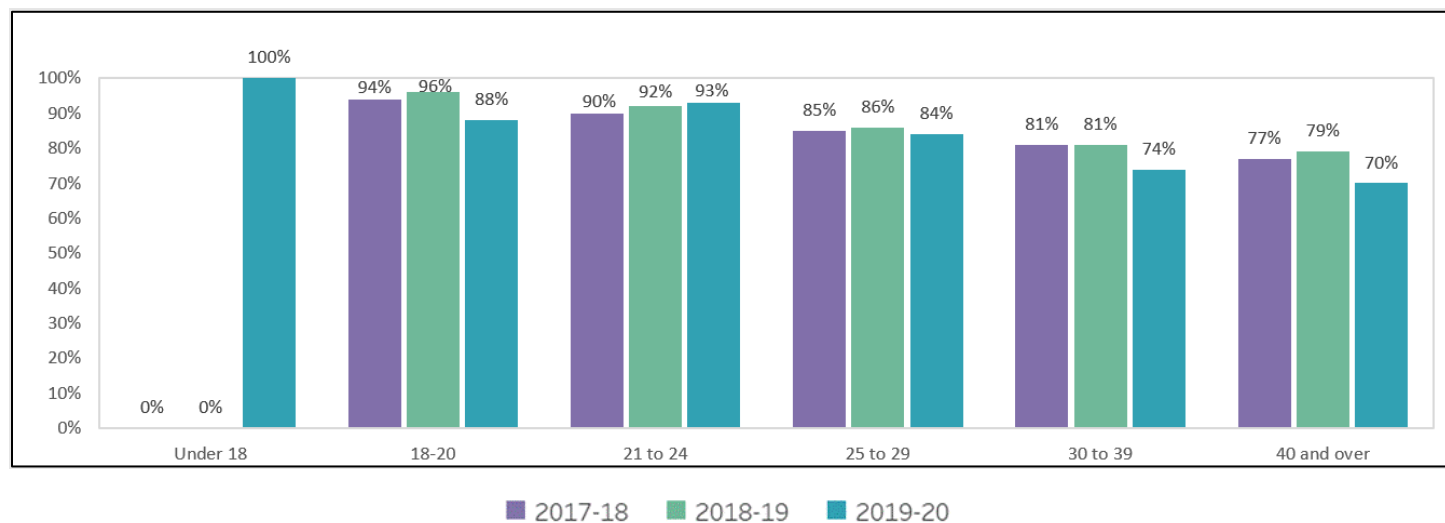
Figure 48: PG Continuation by Age Group 2017/18 – 2019/20

Disability
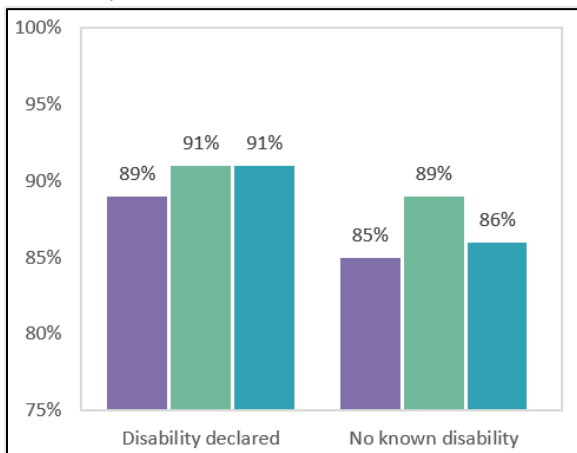
Figure *49* UG Continuation by Disability 2017/18 – 2019/20
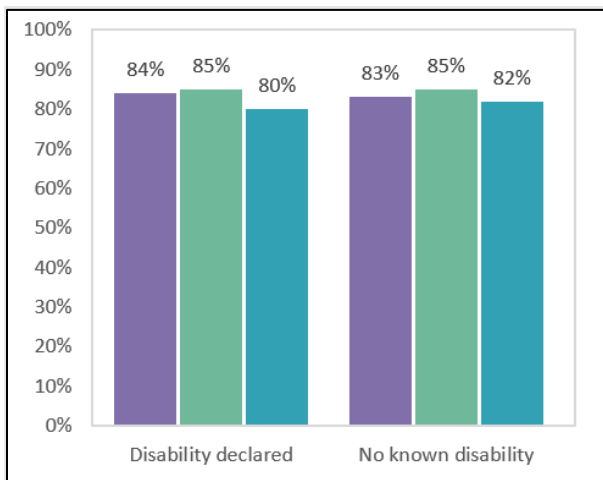
Figure *50* PG Continuation by Disability 2017/18 – 2019/20

Ethnicity
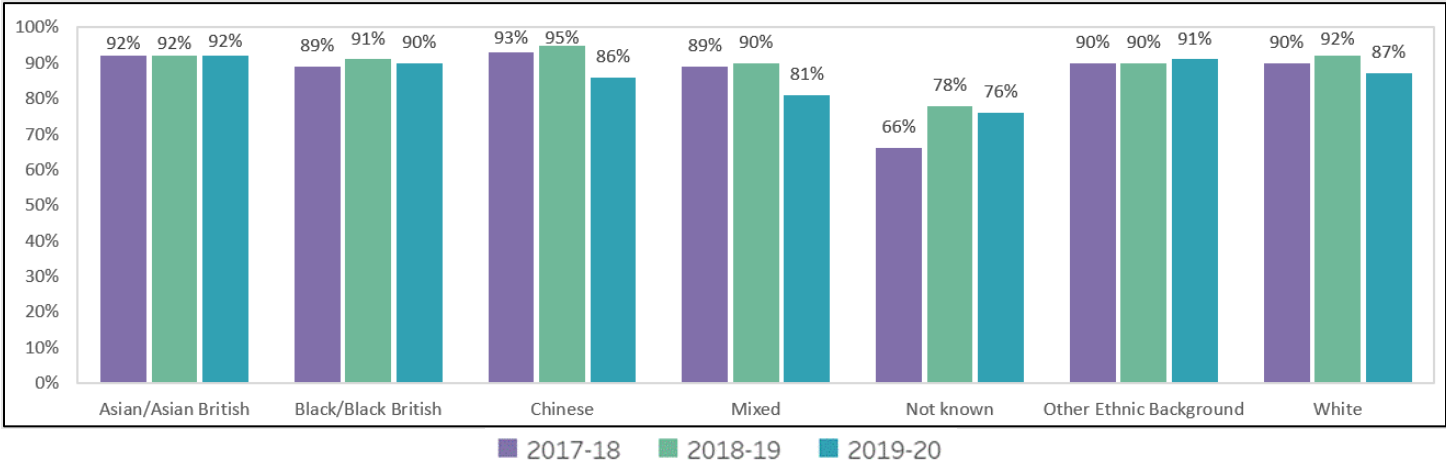
Figure 51 UG Continuation by Ethnicity 2017/18 – 2019/20
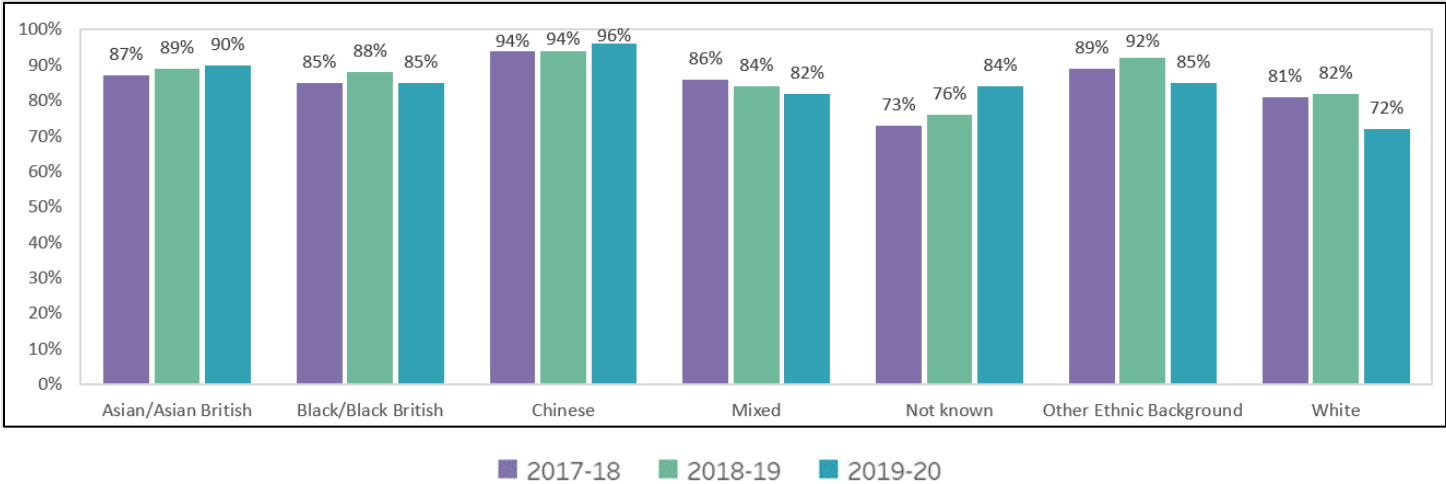
Figure 52 PG Continuation by Ethnicity 2017/18 – 2019/20

Gender Reassignment
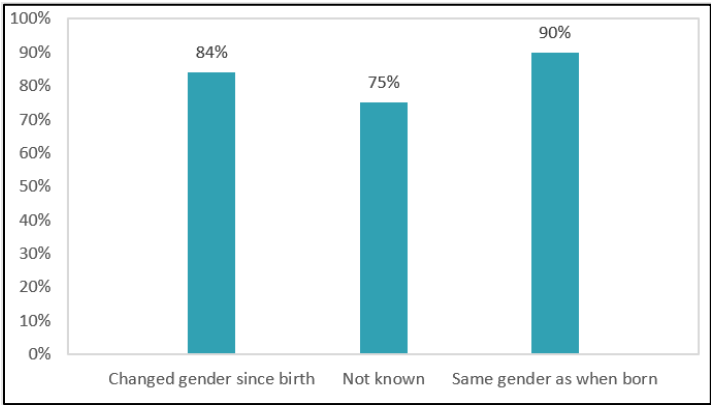
Figure 53 UG Continuation by Gender Reassignment 2019/20
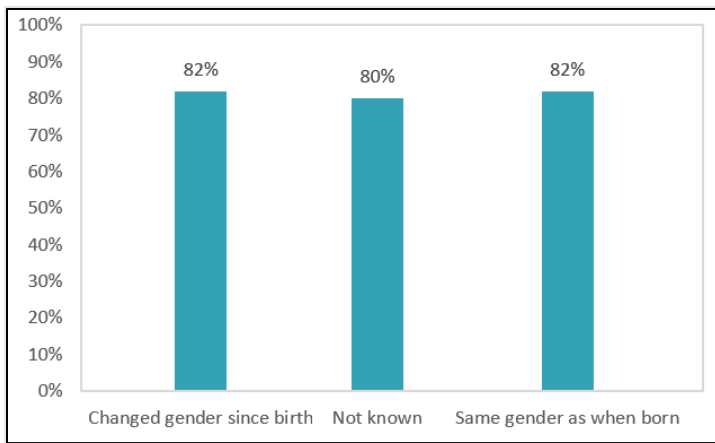
Figure *54* PG Continuation by Gender Reassignment 2019/20
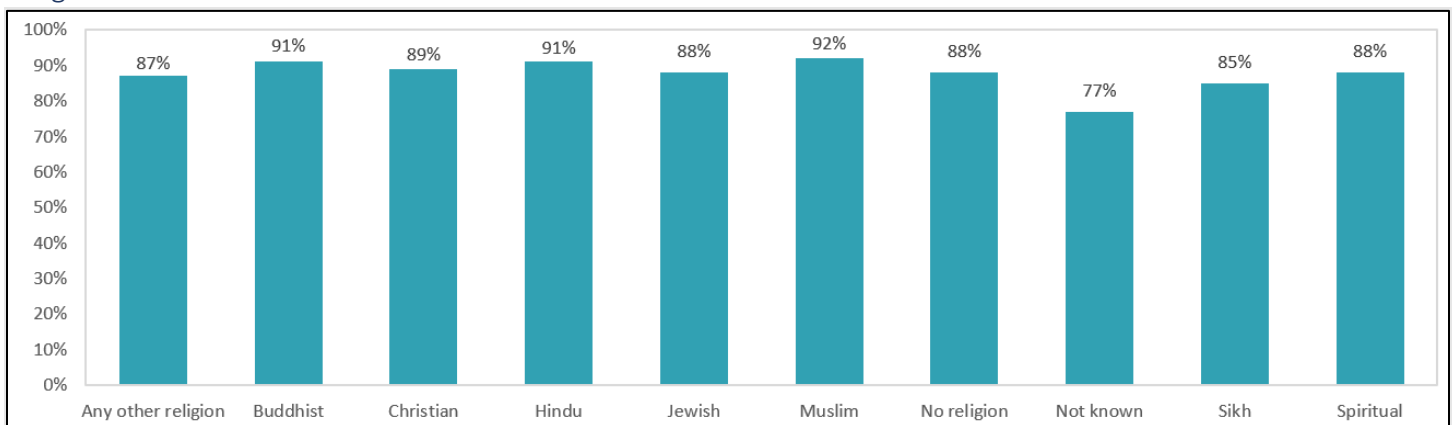
Religion or Belief

Figure *55* UG Continuation by Religion or Belief 2019/20
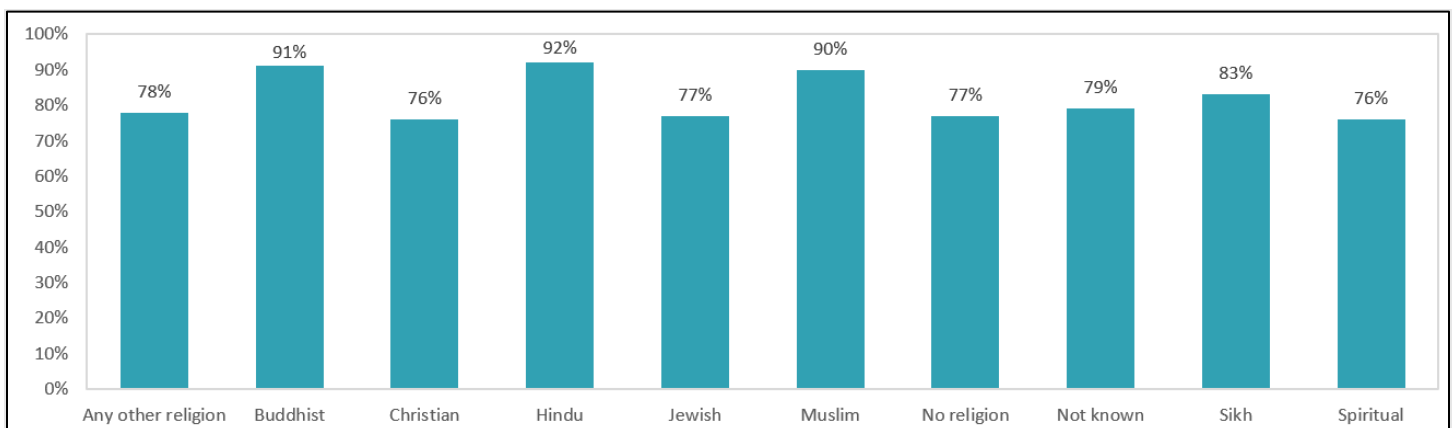
Figure *56* PG Continuation by Religion or Belief 2019/20
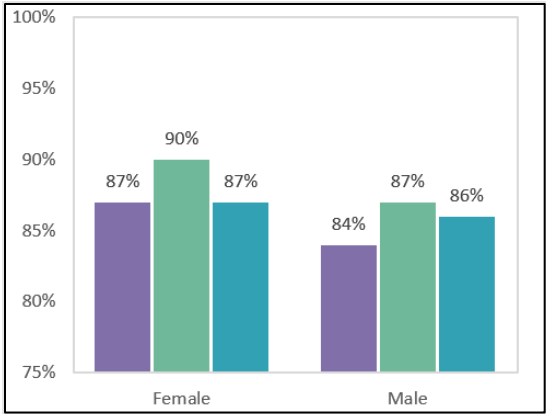
Sex (Gender)

Figure *57* UG Continuation by Sex (Gender) 2017/18 – 2019/20
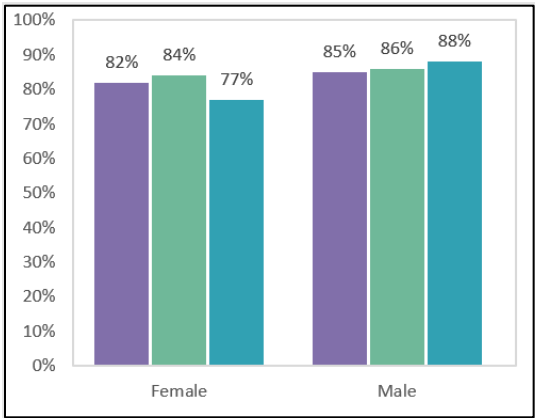
Figure *58* PG Continuation by Sex (Gender) 2017/18 – 2019/20

Sexual Orientation
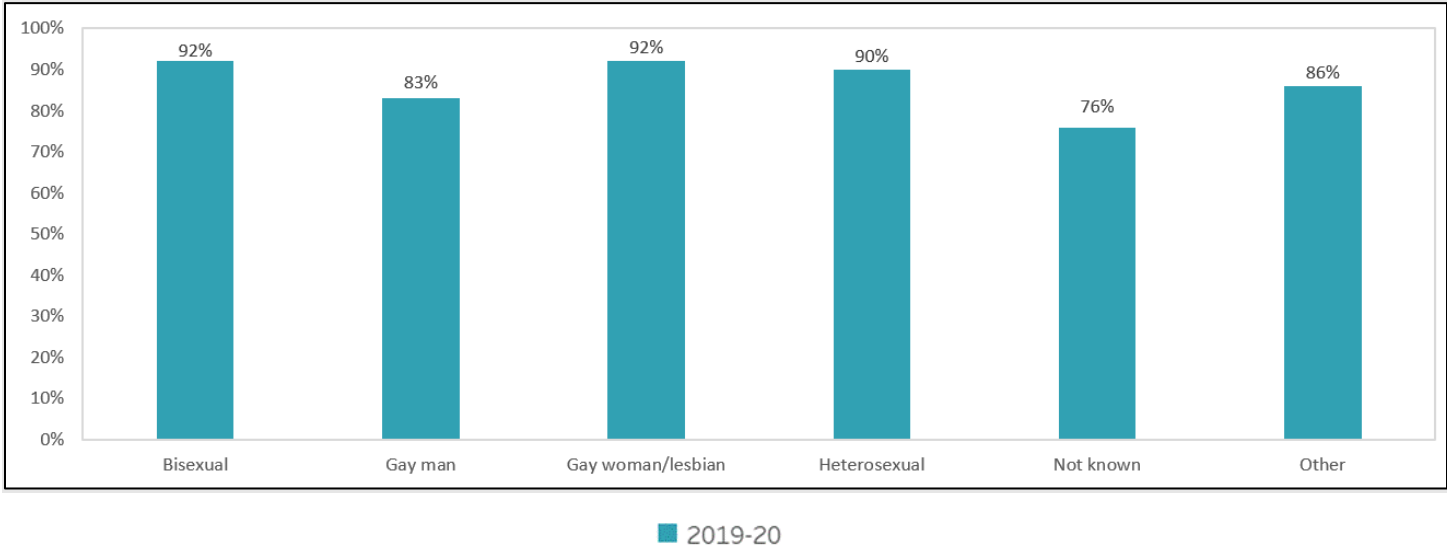
Figure 59 UG Continuation by Sexual Orientation 2019/20
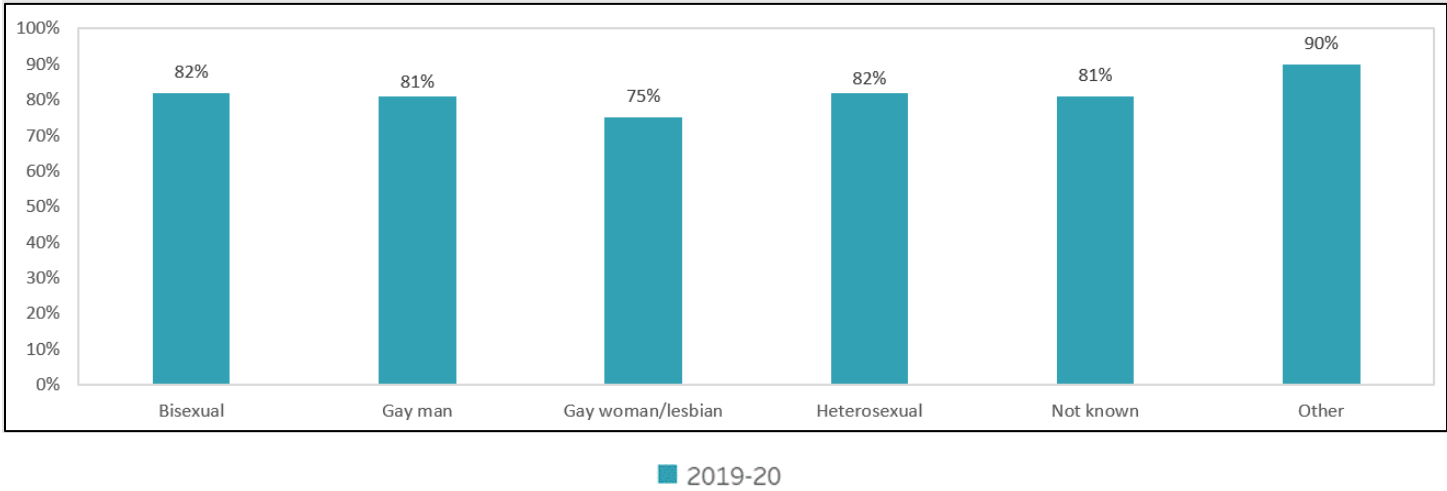
Figure 60 PG Continuation by Sexual Orientation 2019/20

Module Failure Rates

Age Groups by Level 4 2018/19 – 2019/20
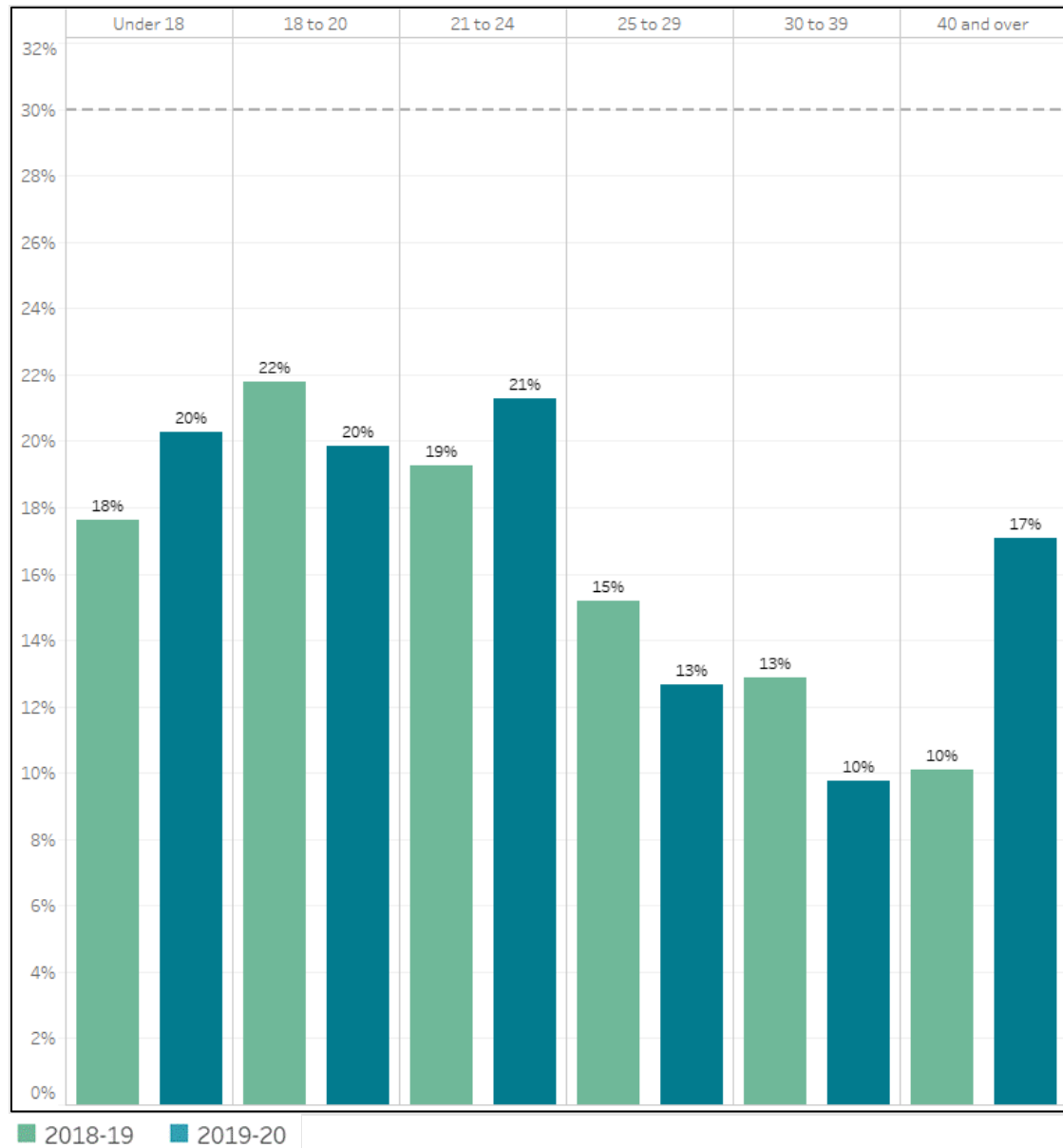
Figure 61: Level 4 Module Failure Rates – Age

Figure 62: Level 4 Module Failure Rates – Disability

Ethnicity by Level 4 2018/19 – 2019/20
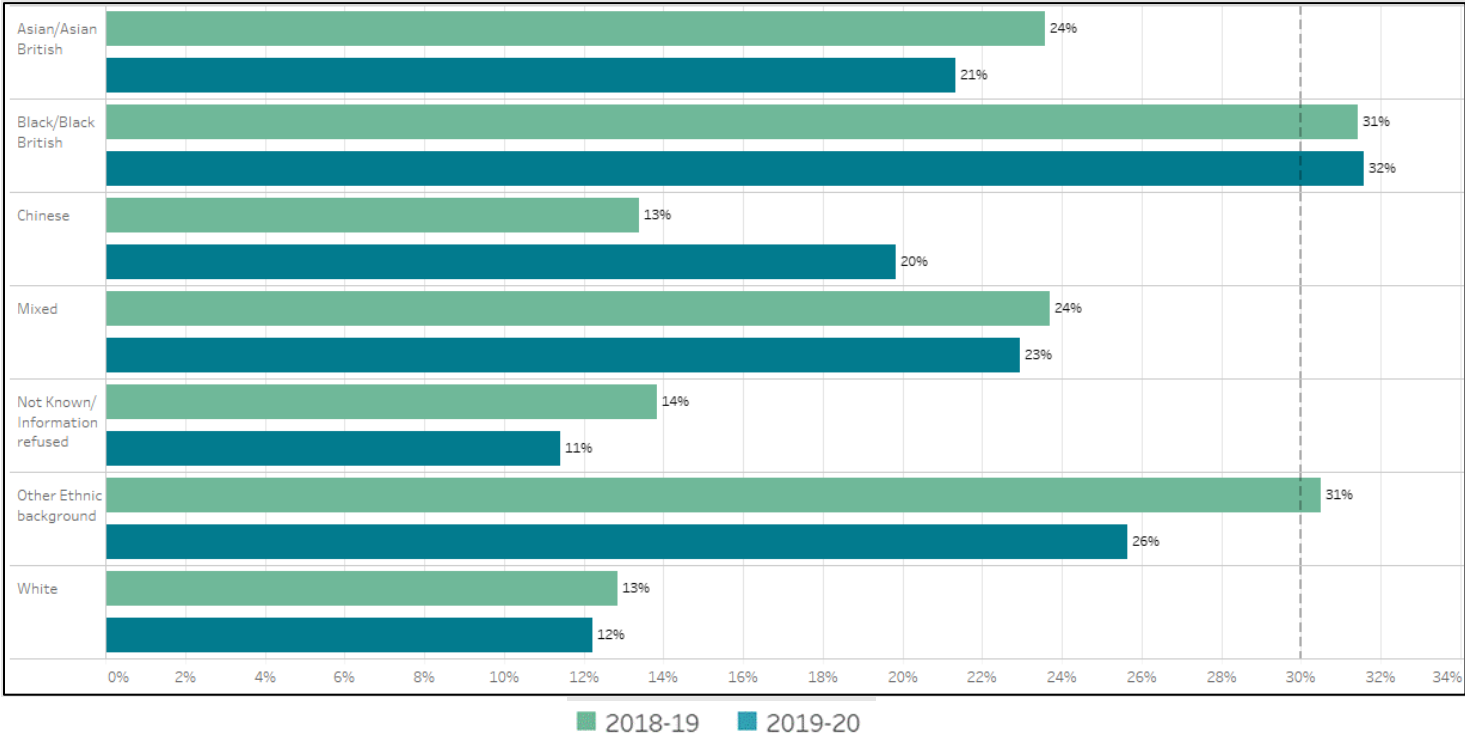
Figure *63*: Level 4 Module Failure Rates – Ethnicity

Gender reassignment by Level 4 2019/20
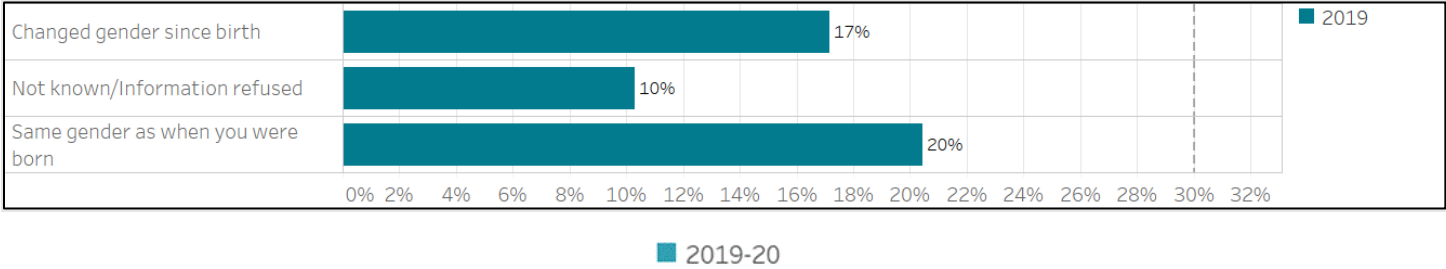
Figure *64* Level 4 Module Failure Rates – Gender reassignment

Religion or belief by Level 4 – 2019/20

Religion or belief	2019-20
Any other religion or belief	24%
Buddhist	26%
Christian	22%
Hindu	22%
Jewish	17%
Muslim	26%
No religion	13%
Not known/Information refused	10%
Sikh	27%
Spiritual	13%
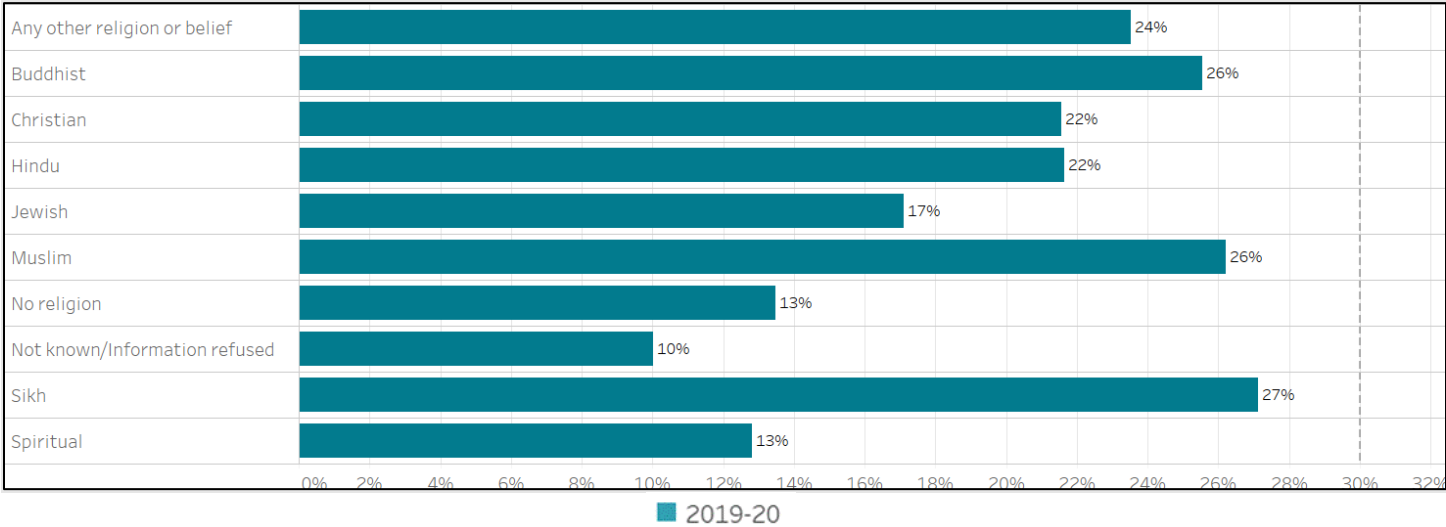
Figure 65: Level 4 Module Fail Rates – Religion or belief 2019/20

Sex (Gender) by Level 4 2018/19 – 2019/20
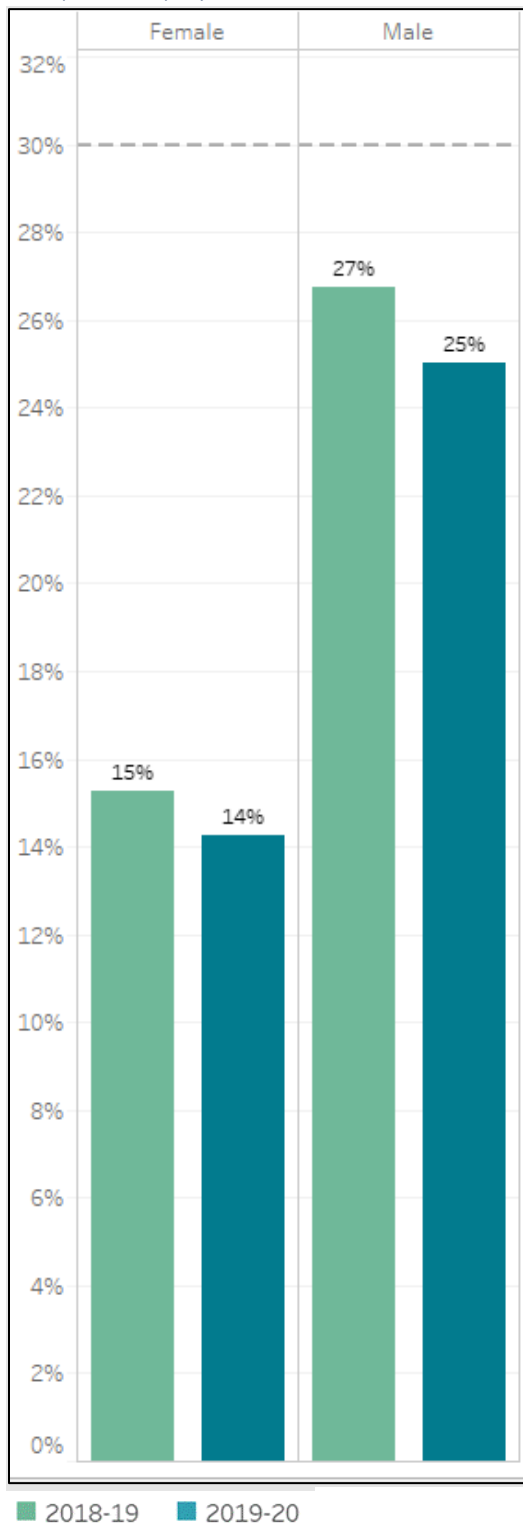
Figure 66: Level 4 Module Fail Rates – Sex

Bisexual (attracted to both sexes)	14%
Gay man (attracted to same sex)	10%
Gay woman/lesbian (attracted to same sex)	18%
Heterosexual (attracted to opposite sex/straight)	21%
Not known/Information refused	11%
Other	24%
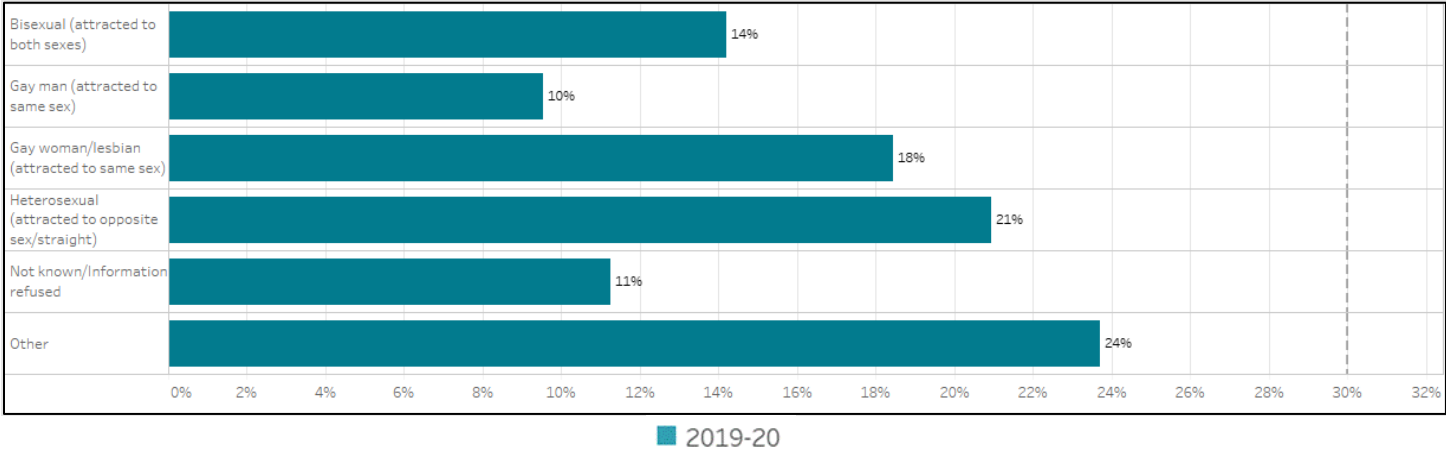
2019-20

Figure 67: Level 4 Module Failure Rates - Sexual Orientation 2019/20

Age Groups for Good Degree 2017/18 – 2019/20
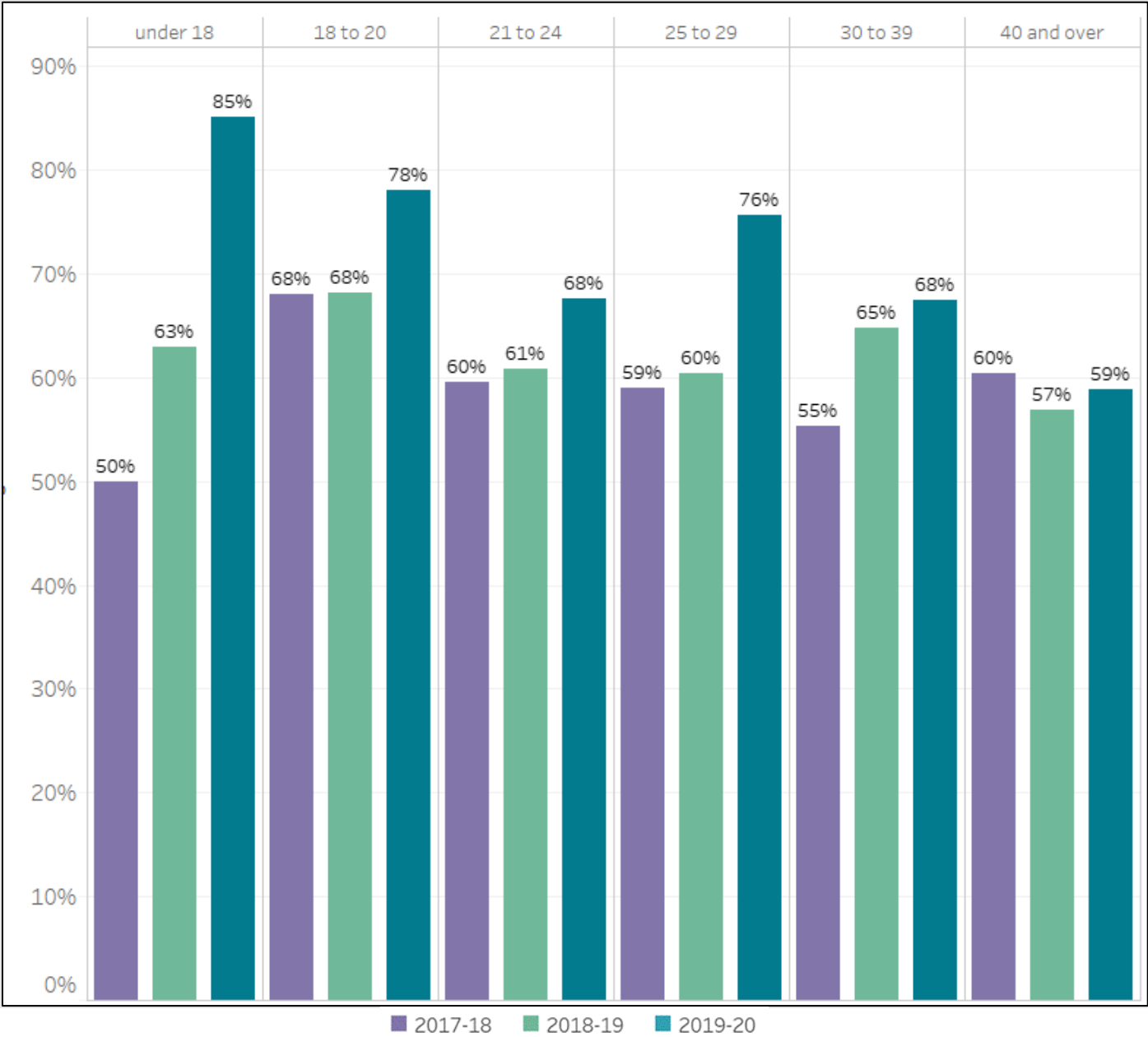
Figure 68: Good Degree by Age 2017/18 - 2019/20

The table above shows age on entry and not age when achieving the degree. Some students will be just under 18 when they enroll onto the course.

Disability Groups for Good Degree 2017/18 – 2019/20
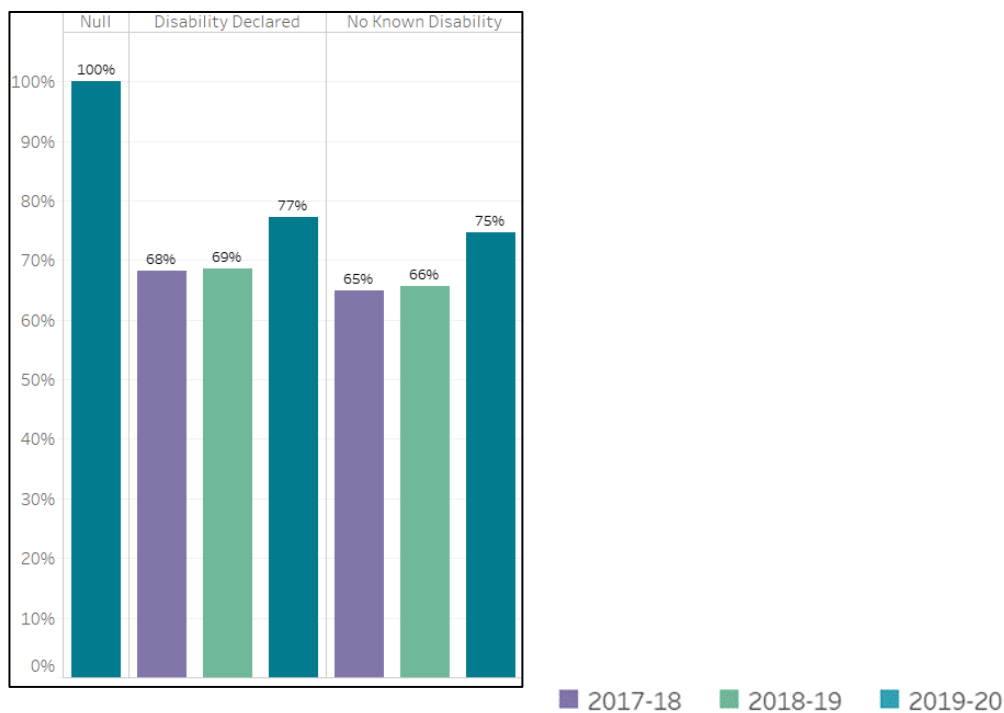
Figure 69: Good Degree by Disability 2017/18 - 2018/19
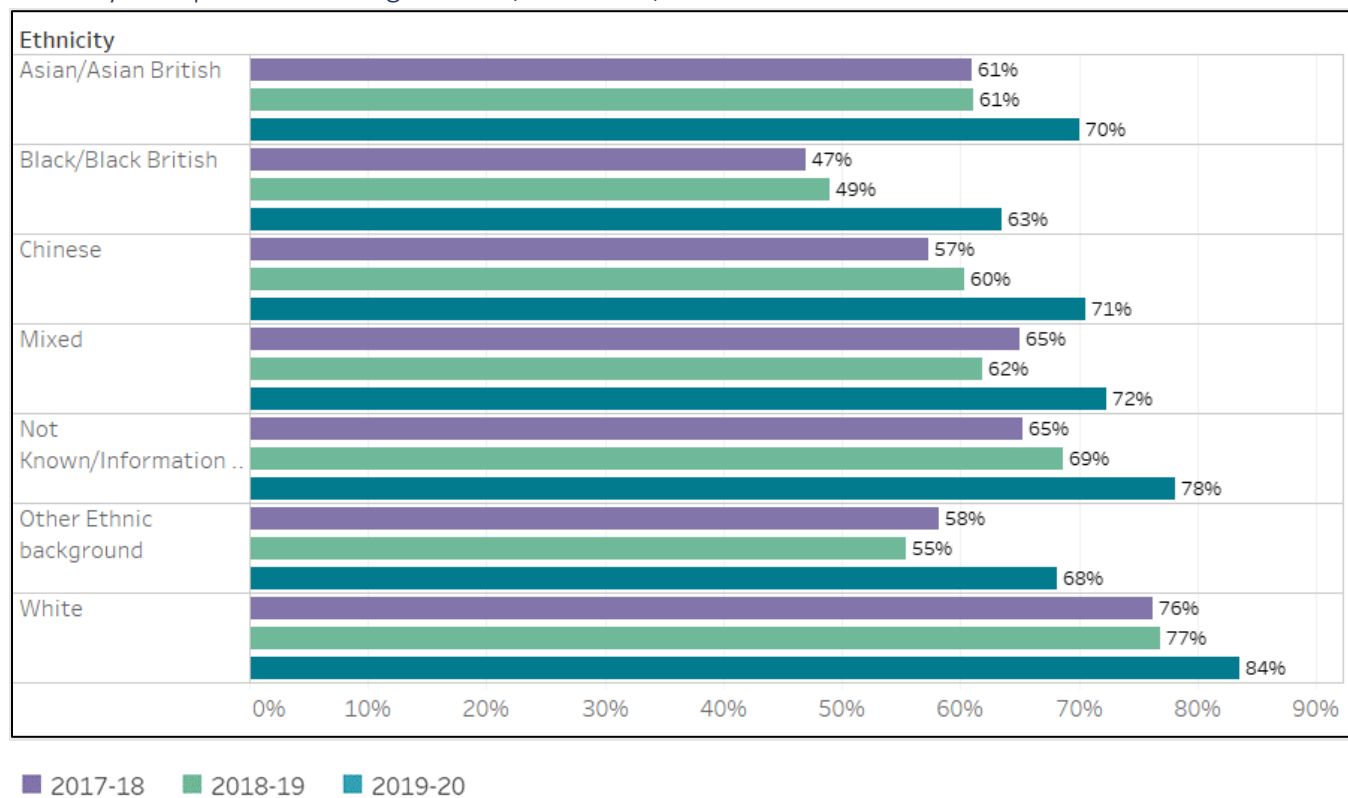
Ethnicity Groups for Good Degree 2017/18 – 2019/20

Figure 70: Good Degree by Ethnicity 2017/18 - 2019/20

Gender Reassignment for Good Degree 2019/20
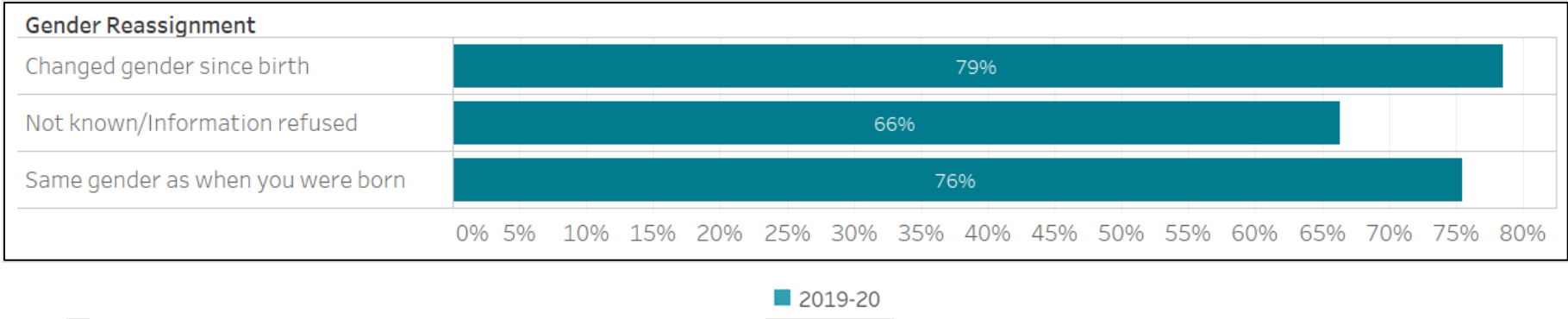
Figure 71 Good Degree by Gender Reassignment 2019/20
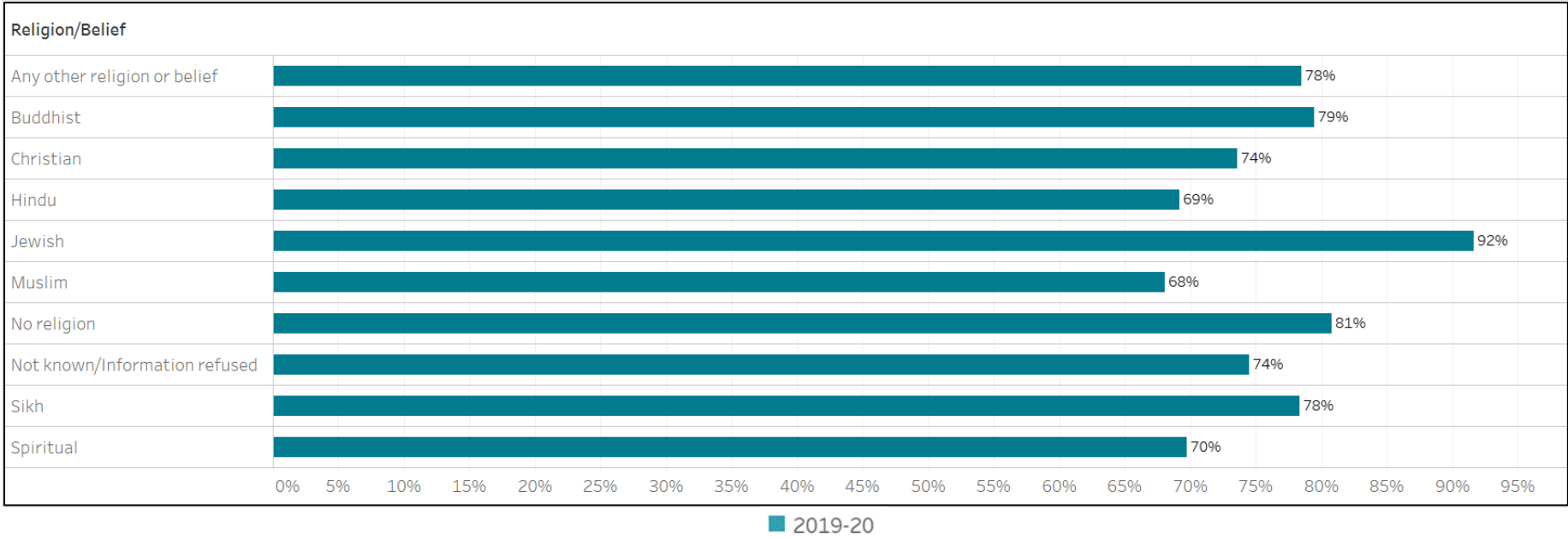
Religion or belief for Good Degree 2019/20

Figure 72: Good Degree by Religion or belief - 2019/20
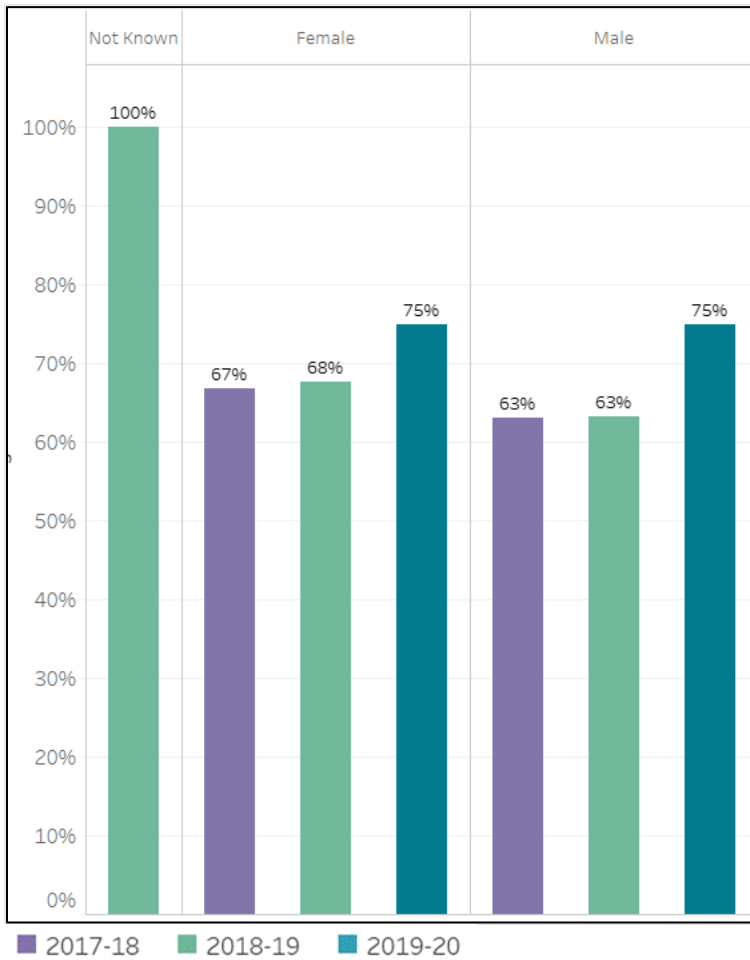
Sex (Gender) for Good Degree 2017/18 – 2019/20

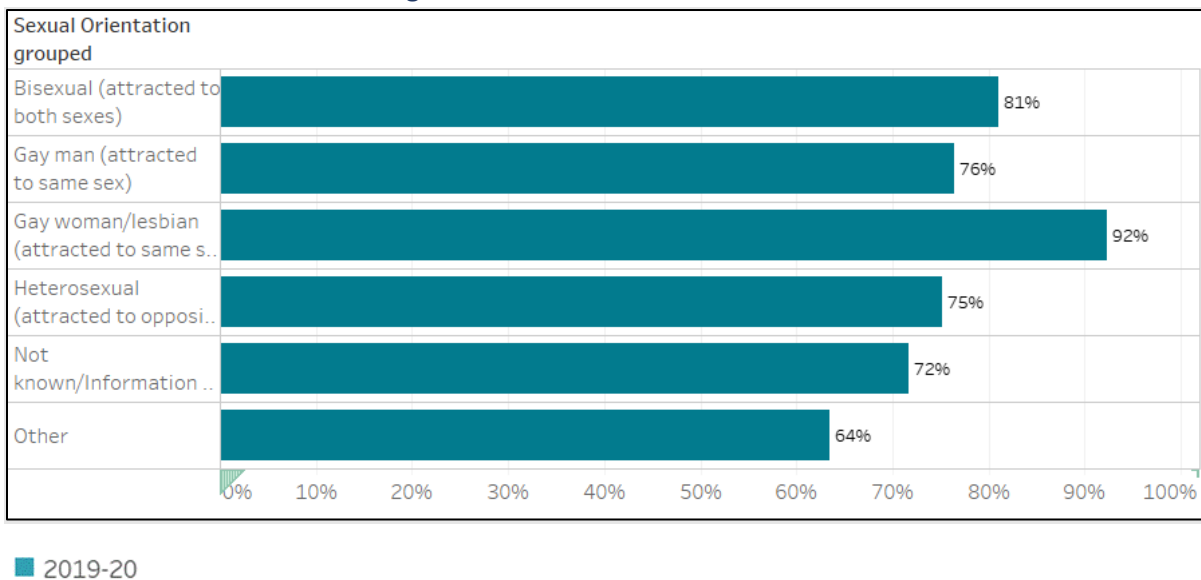*Figure 73: Good Degree by Sex 2017/18 - 2019/20*

Sexual Orientation for Good Degree 2019/20

Figure 74: Good Degree by Sexual Orientation - 2019/2