

Appendix 2

Table 1 All Employees, Academic Employees and Support Employees by Ethnic Categories

Ethnic Origin	Academic Employees		Support Employees		All Employees	
	Count	Percentage	Count	Percentage	Count	Percentage
Asian or Asian British - Any Other	28	1.3%	12	0.4%	40	0.8%
Asian or Asian British - Bangladeshi	5	0.2%	4	0.1%	9	0.2%
Asian or Asian British - Indian	46	2.2%	10	0.4%	56	1.1%
Asian or Asian British - Pakistani	8	0.4%	4	0.1%	12	0.2%
Total Asian Employees	87	4.1%	30	1.1%	117	2.4%
Black or Black British - African	10	0.5%	6	0.2%	16	0.3%
Black or Black British - Any Other	4	0.2%		0.0%	4	0.1%
Black or Black British - Caribbean	3	0.1%	1	0.0%	4	0.1%
Total Black Employees	17	0.8%	7	0.2%	24	0.5%
Chinese or Chinese British	67	3.1%	18	0.6%	85	1.7%
Total Chinese Employees	67	3.1%	18	0.6%	85	1.7%
Mixed - Any Other	13	0.6%	6	0.2%	19	0.4%
Mixed - White & Asian	8	0.4%	4	0.1%	12	0.2%
Mixed - White & Black African		0.0%	2	0.1%	2	0.0%
Mixed - White & Black Caribbean	1	0.0%	2	0.1%	3	0.1%
Total Mixed Ethnic Origin Employees	22	1.0%	14	0.5%	36	0.7%
Other Ethnic background	23	1.5%	8	0.8%	31	
Total Black and Minority Ethnic	216	10.1%	77	2.7%	293	5.9%
Information Refused	92	4.3%	71	2.5%	163	3.3%
Not Known	16	0.7%	2	0.1%	18	0.4%
Total Unknown or Refused	108	5.1%	73	2.6%	181	3.6%
White - Any Other	384	18.0%	86	3.0%	470	9.5%
White British	292	13.7%	556	19.7%	848	17.1%
White British - English	942	44.1%	1946	68.9%	2888	58.2%
White British - Other	35	1.6%	16	0.6%	51	1.0%
White British - Scottish	87	4.1%	48	1.7%	135	2.7%
White British - Welsh	30	1.4%	4	0.1%	34	0.7%
White Irish	43	2.0%	19	0.7%	62	1.2%
Total White	1813	84.8%	2675	94.7%	4488	90.4%
All Employees	2137	100.0%	2825	100.0%	4962	100.0%

Table 2 Ethnic Origin by Job Family

Job Family	BME		Refused/Unknown		White		Grand Total
	Count	Percentage	Count	Percentage	Count	Percentage	
Administrative and Professional Services	35	2.1%	26	1.5%	1618	96.4%	1679
Operational Services	23	3.2%	26	3.6%	675	93.2%	724
Research, Teaching and Enterprise	216	10.1%	108	5.1%	1813	84.8%	2137
Specialist, Technical and Professional Services	19	4.5%	21	5.0%	382	90.5%	422
All Employees	293	6%	181	4%	4488	90%	4962

Table 3 Ethnic Origin by Contract Type

Contract Type	BME		Refused/Unknown		White		Grand Total
Fixed Term	140	13.0%	23	2.1%	917	84.9%	1080
Open	149	3.9%	156	4.1%	3515	92.0%	3820
Secondment					10	100.0%	10
Term-time open	4	8.3%	2	4.2%	42	87.5%	48
Grand Total	293	6%	181	4%	4488	90%	4962

Table 4 Ethnic Origin by Academic Staff Type

Academic Staff Type	BME		Refused/Unknown		White		Total
Non Clinical Academic	58	8.5%	43	6.3%	580	85.2%	681
Clinical Academic	1	7.1%	3	21.4%	10	71.4%	14
Clinical Consultant	5	3.1%	9	5.6%	147	91.3%	161
Clinical Research	15	23.4%	1	1.6%	48	75.0%	64
Professorial	19	6.4%	16	5.4%	263	88.3%	298
Non Clinical Research	110	13.1%	35	4.2%	692	82.7%	837
Teaching Lower	1	8.3%			11	91.7%	12
Teaching Upper	7	15.2%			39	84.8%	46
Academic Staff Total	216	10%	107	5%	1790	85%	2113

Table 5 Ethnic Origin by Staff Type for British Staff

British Nationality	BME		Refused/Unknown		White		Total
Academic	56	1.3%	84	2.0%	1432	91.1%	1572
Support	44	1.0%	71	1.7%	2602	95.8%	2717
Grand Total	100	2.3%	155	3.6%	4034	94.1%	4289

Table 6 Gender by Job Family

Job Family	Female		Male		Total
Administrative & Professional Services	1284	76.5%	395	23.5%	1679
Operational Services	397	54.8%	327	45.2%	724
Research, Teaching & Enterprise	837	39.2%	1300	60.8%	2137
Specialist, Technical & Professional Services	160	37.9%	262	62.1%	422
Grand Total	2678	54.0%	2284	46.0%	4962

Table 7 Gender by Contract Type

Contract Type Description	Female		Male		Total
Fixed Term	585	54.2%	495	45.8%	1080
Open	2050	53.7%	1770	46.3%	3820
Secondment	8	80.0%	2	20.0%	10
Term Time Open	32	66.7%	16	33.3%	48
Grand Total	2675	54.0%	2283	46.0%	4958

Table 8 Gender by Full Time/Part Time Hours

FT / PT Hours	Female		Male		Total
	Count	Percentage	Count	Percentage	
Full Time	1752	46.2%	2044	53.8%	3796
Part Time	920	79.3%	240	20.7%	1160
Grand Total	2672	53.9%	2284	46.1%	4956

Table 9a Gender by Grade for Central Services

Grade	Female		Male		Total
	Count	Percentage	Count	Percentage	
Grade A	309	75.7%	99	24.3%	408
Grade B	58	36.7%	100	63.3%	158
Grade C	179	69.4%	79	30.6%	258
Grade D	155	66.5%	78	33.5%	233
Grade E	94	66.7%	47	33.3%	141
Grade F	145	57.8%	106	42.2%	251
Grade G	85	50.0%	85	50.0%	170
Grade H	17	36.2%	30	63.8%	47
Grade I	9	52.9%	8	47.1%	17
Total	1051	62.4%	632	37.6%	1683

Table 9b Gender by Grade for Faculty of Humanities and Social Sciences

Grade	Female		Male		Total
	Count	Percentage	Count	Percentage	
Grade A	1	100.0%			1
Grade B	5	100.0%			5
Grade C	70	90.9%	7	9.1%	77
Grade D	39	84.8%	7	15.2%	46
Grade E	25	65.8%	13	34.2%	38
Grade F	81	52.9%	72	47.1%	153
Grade G	92	56.8%	70	43.2%	162
Grade H	47	33.6%	93	66.4%	140
Grade I	26	25.7%	75	74.3%	101
Total	386	53.4%	337	46.6%	723

Table 9c Gender by Grade for Faculty of Medical Sciences

Grade	Female		Male		Total
	Count	Percentage	Count	Percentage	
Grade A	2	66.7%	1	33.3%	3
Grade B	31	86.1%	5	13.9%	36
Grade C	100	88.5%	13	11.5%	113
Grade D	128	83.1%	26	16.9%	154
Grade E	80	72.7%	30	27.3%	110
Grade F	324	63.4%	187	36.6%	511
Grade G	89	55.3%	72	44.7%	161
Grade H	31	33.7%	61	66.3%	92
Grade I	27	28.4%	68	71.6%	95
Total	812	63.7%	463	36.3%	1275

Table 9d Gender by Faculty for Faculty of Science, Agriculture and Engineering

Grade	Female		Male		Total
Grade A					
Grade B	11	73.3%	4	26.7%	15
Grade C	48	94.1%	3	5.9%	51
Grade D	47	73.4%	17	26.6%	64
Grade E	30	33.7%	59	66.3%	89
Grade F	110	33.4%	219	66.6%	329
Grade G	27	18.9%	116	81.1%	143
Grade H	21	16.2%	109	83.8%	130
Grade I	7	6.7%	97	93.3%	104
Total	301	32.5%	624	67.5%	925

Table 10 Non Clinical Academic Staff - Gender by Grade

Grade	Female		Male		Total
GRADE F	40	42%	55	58%	95
GRADE G	116	45%	139	55%	255
GRADE H	89	27%	237	73%	326
GRADE I	59	20%	236	80%	295
Total	304	31%	667	69%	971

Table 11 Disability by Faculty

	Central Services		Faculty of Humanities and Social Sciences		Faculty of Medical Sciences		Faculty of Science, Agriculture and Engineering		Total
Disabled	35	39%	15	17%	17	19%	23	26%	90
Not Disabled	1667	34%	717	15%	1538	32%	935	19%	4857
Grand Total	1702	34%	732	15%	1555	31%	958	19%	4947

Table 12 Ethnic Origin by Job Family : Leavers

Job Family	BME		Unknown/Refused		White		Total
Administrative and Professional Services	5	3%	6	3%	161	94%	172
Operational Services	8	13%	6	9%	50	78%	64
Other	1	20%		0%	4	80%	5
Research, Teaching and Enterprise	58	17%	23	7%	252	76%	333
Specialist, Technical and Professional Services	3	6%	2	4%	49	91%	54
Grand Total	75	12%	37	6%	516	82%	628

Table 13 Gender by Job Family: Leavers

Job Family	Female		Male		Total
	Count	Percentage	Count	Percentage	
Administrative and Professional Services	130	76%	42	24%	172
Operational Services	41	64%	23	36%	64
Other	3	60%	2	40%	5
Research, Teaching and Enterprise	137	41%	196	59%	333
Specialist, Technical and Professional Services	24	44%	30	56%	54
Grand Total	335	53%	293	47%	628

Table 14 Disability by Job Family: Leavers

Job Family	Disabled		Not Disabled		Total
	Count	Percentage	Count	Percentage	
Administrative and Professional Services	8	5%	164	95%	172
Operational Services	1	2%	63	98%	64
Other		0%	5	100%	5
Research, Teaching and Enterprise	8	2%	325	98%	333
Specialist, Technical and Professional Services	2	4%	52	96%	54
Grand Total	19	3%	609	97%	628