Equality & Diversity Monitoring Report 2015-16
Executive Summary

Progress, Achievements and Good Practice

Leadership in E&D

There is a clearer structure with regards to how we provide strategic leadership across the University and how we address issues and initiatives. In addition to the Dean of Diversity, three other Directors of Diversity have been appointed. Support is provided centrally by the HR Adviser (E&D) and by a diversity officer in each Faculty.

Equality Charters

We have joined Stonewall Global Diversity Champion Programme and are committed to joining the Race Equality Charter and a disability charter in the coming years. This will help us to cement inclusion in the workplace, enable us to address accessibility in all its forms more effectively and better tackle barriers to progression.

VC’s E&D Think Tank

The Think Tank, held in September 2016 and chaired by then VC Chris Brink, was a wide ranging discussion aimed at broadening the scope and range of the equality and inclusion debate at the University. It enabled the progress on a number of key diversity areas, recommended joining a number of equality charters and establishing a Diversity Investment Fund. These were subsequently endorsed by the University Executive Board in November 2016.

Athena SWAN

The University was awarded institution Silver in April 2016 whilst the Institute of Cellular Medicine successfully renewed their Silver award. The University’s first non-STEMM subject area, English Language, Literature & Linguistics, received a Bronze award during the year.
Staff Monitoring Data

Ethnicity

- The number of employees who are BME is 7.6%, unchanged from 2015.
- BME academic staff has declined by 0.4% to 12.9% of the workforce (sector average is 14.5%), whilst support staff numbers has risen by the same amount.
- Non-White job applicants rose by 2.2% though continue to have a lower chance of being selected for interview in all roles than White applicants.
- Applications for academic promotion from BME staff increased by 2.7%, successful applicants rising by 2%. Overall, 68% of white applications were successful compared to 48% of BME.
- BME staff turnover is higher than for white people (almost 5% higher).

Gender

- Women make up 53.7% of the total workforce. For academic staff the number is 41.4%, a rise of 0.5% on 2015 and in line with the UK national picture. Women make up three quarters of the Administrative & Professional Services staff.
- Of staff who work part-time, only a quarter are men.
- Job applications to the University by job category broadly reflects the current gender population for these posts.
- Applications for academic promotion from women increased by 4% to 38% in 2016. Of these, 71% were successful compared to 61% of men, an increase of 5%.
- There was a slightly higher staff turnover for women than men and little changed from the previous year.

Disability

- Total number of staff who have declared a disability is just over 3%, a slight decrease on the previous year. The UK HE average is 4.7%.
- The proportion of academic staff with a disability who applied for promotion is below the proportion of academic staff with a disability.
- Staff turnover for staff with a disability showed a reduction from 10.9% to 6%.
Age

- More men than women are employed in the 65+ age bracket (62.5%). However there was an increase of 9% of women into this age band compared to 2015.
- Slightly more men than women are in the 55-64 age band. Elsewhere, women outnumber men in every other age range though the numbers are similar in the 15-24 category. The age range 35-44 saw a 10% increase in the number of women employed.
- Applications for promotion was highest in the 35-44 age range with half of all applications. This was followed by the 45-54 range with a quarter of all applications.
- Staff turnover was highest in the 15-24 and 65+ age ranges (38% and 25% respectively)

Others

- Over three quarters of staff have not disclosed a religion or belief.
- Less than a quarter of staff have disclosed their sexual orientation.