# **Appendix 1:**

## 

## Workforce Diversity Tables - Key

**Academic**: All colleagues with an academic contract

**Academic contract types:**

**T&R:** Teaching and Research

**T&S:** Teaching and Scholarship

**R&I:** Research and Innovation

**Age:** Colleagues’ age calculated at snapshot date (31st July 2023)

**Civil partnership:** Collected from 2023 onwards

**Clinical:** Clinical academics

**Data sharing rate:** The proportion of colleagues for whom we have a recorded response to this question in their staff record, including those who chose prefer not to say.

**Disability:**

**• Disabled:** These tables use the term ‘disabled’ to refer to colleagues who recorded an impairment, health condition or learning difference on their staff record.

**• No known disability:** No known disability refers to colleagues who had recorded as having no known impairment, health condition or learning difference on their staff record. We do not aggregate colleagues who preferred not to provide this information into this category.

**Ethnicity:**

• **Minoritised ethnic**: All colleagues who identified as being from an ethnicity other than white. It should be noted that we do not currently have a category for white minority/other white backgrounds in our system, so colleagues who identify as being from a minoritised white background may have identified as ‘other ethnicity’, which has been included in the grouping ‘minoritised ethnic backgrounds’, or may have identified as white and be included in the white grouping. We recognise the limitations of aggregating in this way but do so to identify patterns of marginalisation based on an individual’s ethnic background. In future, we aim to analyse by combined ethnic groups.

**• South & Southeast Asian/South & Southeast Asian British:** Asian or Asian British - Indian, Pakistani and Bangladeshi

**• East Asian/East Asian British:** Chinese and other East Asian background

• **Black/African/Caribbean/Black British:** Black or Black British - African/Caribbean; other Black background

**• Mixed/multiple ethnic groups:** Mixed White and Asian; Mixed White and Black African; Mixed White and Black Caribbean; Other mixed background

**• Any ethnic group not considered above:** Arab/ Other ethnic background

**• White:** White

**FMS:** Faculty of Medical Sciences Grading structure: Our grading structure starts at grade A for PS colleagues and grade E for academic colleagues and progresses to IB for both. We have some colleagues who are on grades outside our grading structure. Where possible, we have mapped these individuals to our grading structure based on equivalent pay and position to facilitate analysis.

**HaSS:** Faculty of Humanities and Social Sciences

**…:** We supress percentages based on 5 or less individuals to protect against over-interpretation of small numbers and colleagues’ anonymity.

**LGB+:** Colleagues who identified as Lesbian, Gay, Bisexual or another sexuality except heterosexual

**Nationalities:**

* **UK:** colleagues whose country of legal nationality is the UK, including the Channel Islands and Isle of Man.
* **Non-UK:** colleagues whose country of legal nationality is a country other than the UK.

**Prefer not to say:** A recorded response in staff records, where colleagues actively reported to rather not share their information.

**No response provided:** Colleagues for whom we have no recorded response to this question in their staff record.

**%➝:** % based on row total

**% :** % based on column total

**PS:** Professional Services colleagues

**SAgE:** Faculty of Science, Agriculture and Engineering

# Workforce Diversity Tables

## **Age**

**Table: All colleagues by age group over time, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | | **26-35** | | **36-45** | | **46-55** | | | **56-65** | | | **>=66** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | | **%** | **n** | | **%** | |
| 2019 |  | 4.1% |  | 24.9% |  | 28.1% |  | 25.1% |  | | 15.8% |  | | 2.0% | |
| 2020 |  | 4.5% |  | 25.0% |  | 27.8% |  | 24.1% |  | | 16.4% |  | | 2.2% | |
| 2021 |  | 3.5% |  | 24.2% |  | 28.6% |  | 24.3% |  | | 16.8% |  | | 2.5% | |
| 2022 | 231 | 3.6% | 1563 | 24.4% | 1880 | 29.3% | 1529 | 23.8% | 1058 | | 16.5% | 154 | | 2.4% | |
| 2023 | 256 | 4.0% | 1538 | 24.1% | 1858 | 29.1% | 1514 | 23.7% | 1079 | | 16.9% | 151 | | 2.4% | |

**Table: All colleagues by age group and occupation, 2023 (Academics, n=2863; PS n=3532).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | | **26-35** | | **36-45** | | **46-55** | | **56-65** | | **>=66** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Academic | 34 | 1.2% | 719 | 25.1% | 924 | 32.3% | 650 | 22.7% | 441 | 15.4% | 95 | 3.3% |
| PS | 221 | 6.3% | 819 | 23.2% | 934 | 26.4% | 864 | 24.5% | 638 | 18.1% | 56 | 1.6% |

**Table: Colleagues on academic contracts only by age group, 2023 (n=2865).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | | **26-35** | | **36-45** | | **46-55** | | **56-65** | | **>=66** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| T&R | … | … | 138 | 9.7% | 473 | 33.3% | 447 | 31.4% | 301 | 21.2% | 62 | 4.4% |
| T&S |  |  | 72 | 17.1% | 150 | 35.7% | 104 | 24.8% | 83 | 19.8% | 11 | 2.6% |
| R&I | 33 | 3.2% | 509 | 49.8% | 300 | 29.3% | 103 | 10.1% | 56 | 5.5% | 22 | 2.2% |

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

**Table: PS colleagues only by age group and job family, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | | **26-35** | | **36-45** | | **46-55** | | **56-65** | | **>=66** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Administrative | 135 | 5.8% | 575 | 24.5% | 703 | 30.0% | 588 | 25.1% | 327 | 14.0% | 15 | 0.6% |
| Maintenance | 9 | 15.5% | 9 | 15.5% | 4 | 6.9% | 12 | 20.7% | 20 | 34.5% | 4 | 6.9% |
| Operational | 28 | 5.0% | 64 | 11.3% | 95 | 16.8% | 129 | 22.9% | 216 | 38.3% | 32 | 5.7% |
| Technical/Specialist | 49 | 8.6% | 171 | 30.2% | 132 | 23.3% | 135 | 23.8% | 75 | 13.2% | 5 | 0.9% |

**Table:** **All colleagues by age and mode of employment, 2023 (Full-time n=4969; Part-time n=1426).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | | **26-35** | | **36-45** | | **46-55** | | **56-65** | | **>=66** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Full-time | 223 | 4.5% | 1312 | 26.4% | 1447 | 29.1% | 1188 | 23.9% | 734 | 14.8% | 65 | 1.3% |
| Part-time | 32 | 2.2% | 226 | 15.8% | 411 | 28.8% | 326 | 22.9% | 345 | 24.2% | 86 | 6.0% |

**Table: Average age of all colleagues by occupation and grade, 2023 (N=6395).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Academic**  **(n=2863)** | | **PS**  **(n=3532)** | | **All colleagues**  **(N=6395)** | |
| n | Average age (yrs) | n | Average age (yrs) | n | Average age (yrs) |
| GRADE A |  |  | 331 | 51.3 | 331 | 51.3 |
| GRADE B |  |  | 163 | 45.6 | 163 | 45.6 |
| GRADE C |  |  | 454 | 43.0 | 454 | 43.0 |
| GRADE D |  |  | 624 | 40.3 | 624 | 40.3 |
| GRADE E | 13 | 32.2 | 634 | 41.1 | 647 | 41.0 |
| GRADE F | 964 | 35.9 | 803 | 42.3 | 1767 | 38.8 |
| GRADE G | 674 | 44.0 | 380 | 46.1 | 1054 | 44.8 |
| GRADE H | 499 | 48.2 | 91 | 48.4 | 590 | 48.2 |
| GRADE I | 713 | 53.0 | 52 | 51.3 | 765 | 52.9 |
| **All colleagues** | **2863** | **44.2** | **3532** | **43.5** | **6395** | **43.8** |

**Table:** **All colleagues by age and sex, 2023 (Female n=3551; Male n=2844).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | | **26-35** | | **36-45** | | **46-55** | | **56-65** | | **>=66** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Female | 157 | 4.4% | 895 | 25.2% | 1071 | 30.2% | 835 | 23.5% | 542 | 15.3% | 51 | 1.4% |
| Male | 98 | 3.4% | 643 | 22.6% | 787 | 27.7% | 679 | 23.9% | 537 | 18.9% | 100 | 3.5% |

**Table: Average age of all colleagues by occupation and sex, 2023 (N=6395).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | | **All colleagues** | |
| n | Average age (yrs) | n | Average age (yrs) | n | Average age (yrs) |
| Female | 1364 | 42.5 | 2187 | 43.3 | 3551 | 43.0 |
| Male | 1499 | 45.8 | 1345 | 43.8 | 2844 | 44.9 |
| **All colleagues** | **2863** | **44.2** | **3532** | **43.5** | **6395** | **43.8** |

## **Disability**

**Table: All colleagues by disability status over time, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **2022** | | **2023** | |
| **%** | **%** | **%** | **n** | **%** | **n** | **%** |
| Disabled | 3.6% | 3.8% | 4.0% | 263 | 4.1% | 283 | 4.4% |
| No known disability | 93.9% | 93.4% | 92.6% | 5919 | 92.3% | 5850 | 91.5% |
| Prefer not to say | 2.5% | 2.7% | 3.4% | 227 | 3.5% | 220 | 3.4% |
| No response provided |  |  |  | 6 | 0.1% | 42 | 0.7% |
| **All colleagues** |  |  |  | **6415** | **100%** | **6395** | **100%** |
| Data sharing rate |  |  |  | 6409 | 99.9% | 6353 | 99.3% |

**Table: Breakdown of disability, 2023 (n=283).**

|  |  |  |
| --- | --- | --- |
|  | **n** | **%** |
| Blind or have a visual impairment uncorrected by glasses | … | … |
| D/deaf or have a hearing impairment | 14 | 4.9% |
| Learning difference such as dyslexia, dyspraxia or AD(H)D | 25 | 8.8% |
| Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease or epilepsy | 48 | 17.0% |
| Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety | 45 | 15.9% |
| Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying) | 18 | 6.4% |
| Social/communication conditions such as a speech and language impairment or an autistic spectrum condition | 13 | 4.6% |
| An impairment, health condition or learning difference not listed | 117 | 41.3% |
| **All colleagues who reported a disability** | **283** | **100%** |

**Table: All colleagues by disability status and occupation, 2023 (Academics, n=2863; PS n=3532).**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | | |
| **n** | **%** | | **n** | **%** | |
| Disabled | 113 | 3.9% | | 170 | 4.8% | |
| No known disability | 2621 | 91.5% | | 3229 | 91.4% | |
| Prefer not to say | 108 | 3.8% | | 112 | 3.2% | |
| No response provided | 21 | 0.7% | | 21 | 0.6% | |
| **All colleagues** | **2863** | **100%** | | **3532** | **100%** | |

**Table: Colleagues on academic contracts only by disability status, 2023 (n=2865).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **T&R** | | **T&S** | | | **R&I** | | |
| n | % | | n | % | | n | % | |
| Disabled | 57 | 4.0% | | 24 | 5.7% | | 32 | 3.1% | |
| No known disability | 1325 | 93.2% | | 385 | 91.7% | | 913 | 89.2% | |
| Prefer not to say | 38 | 2.7% | | 11 | 2.6% | | 59 | 5.8% | |
| No response provided | … | … | |  |  | | 19 | 1.9% | |

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

**Table: PS colleagues only by disability status and job family, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Administrative** | | **Maintenance** | | **Operational** | | **Technical/Specialist** | |
| n | % | n | % | n | % | n | % |
| Disabled | 127 | 5.4% | … | … | 23 | 4.1% | 18 | 3.2% |
| No known disability | 2127 | 90.8% | 56 | 96.6% | 516 | 91.5% | 530 | 93.5% |
| Prefer not to say | 71 | 3.0% |  |  | 22 | 3.9% | 19 | 3.4% |
| No response provided | 18 | 0.8% |  |  | … | … |  |  |

## **Table: All colleagues within the Faculties (academic and PS) by disability status, 2023 (n=4281).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| **n** | **%** | **n** | **%** |
| **HaSS** | **937** |  | **314** |  |
| Disabled | 58 | 6.2% | 22 | 7.0% |
| No known disability | 839 | 89.5% | 283 | 90.1% |
| Prefer not to say | 38 | 4.1% | 8 | 2.5% |
| No response provided | … | … | .. | … |
| **FMS** | **1182** |  | **683** |  |
| Disabled | 35 | 3.0% | 28 | 4.1% |
| No known disability | 1093 | 92.5% | 628 | 91.9% |
| Prefer not to say | 43 | 3.6% | 22 | 3.2% |
| No response provided | 11 | 0.9% | … | … |
| **SAgE** | **737** |  | **428** |  |
| Disabled | 20 | 2.7% | 18 | 4.2% |
| No known disability | 683 | 92.7% | 396 | 92.5% |
| Prefer not to say | 26 | 3.5% | 13 | 3.0% |
| No response provided | 8 | 1.1% | … | … |

**Table: All colleagues by disability status and mode of employment, 2023 (Full-time n=4969; Part-time n=1426).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Full-time** | | **Part-time** | |
| n | % | n | % |
| Disabled | 210 | 4.2% | 73 | 5.1% |
| No known disability | 4556 | 91.7% | 1294 | 90.7% |
| Prefer not to say | 175 | 3.5% | 45 | 3.2% |
| No response provided | 28 | 0.6% | 14 | 1.0% |

**Table: Academic colleagues only by disability status and grade, 2023 (n=2863).**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE E** | | **GRADE F** | | **GRADE G** | | **GRADE H** | | **GRADE I** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Disabled |  |  | 36 | 3.7% | 29 | 4.3% | 27 | 5.4% | 21 | 2.9% |
| No known disability | 11 | 84.6% | 854 | 88.6% | 620 | 92.0% | 453 | 90.8% | 683 | 95.8% |
| Prefer not to say | … | … | 55 | 5.7% | 24 | 3.6% | 19 | 3.8% | 8 | 1.1% |
| No response provided |  |  | 19 | 2.0% | … | … |  |  | … | … |

**Table: PS colleagues only by disability status and grade, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE A** | | **GRADE B** | | **GRADE C** | | **GRADE D** | | **GRADE E** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Disabled | 14 | 4.2% | 10 | 6.1% | 25 | 5.5% | 31 | 5.0% | 28 | 4.4% |
| No known disability | 298 | 90.0% | 144 | 88.3% | 401 | 88.3% | 571 | 91.5% | 587 | 92.6% |
| Prefer not to say | 17 | 5.1% | 6 | 3.7% | 21 | 4.6% | 19 | 3.0% | 17 | 2.7% |
| No response provided | … | … | … | … | 7 | 1.5% | … | … | … | … |

**Table: PS colleagues only by disability status and grade, 2023 (n=3532) - continued.**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE F** | | **GRADE G** | | **GRADE H** | | **GRADE I** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Disabled | 46 | 5.7% | 11 | 2.9% | … | … | … | … |
| No known disability | 732 | 91.2% | 362 | 95.3% | 83 | 91.2% | 51 | 98.1% |
| Prefer not to say | 22 | 2.7% | 6 | 1.6% | … | … |  |  |
| No response provided | … | … | … | … |  |  |  |  |

## **Ethnicity or Ethnic Group**

**Table: All colleagues by ethnicity over time, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **2022** | | **2023** | |
| % | % | % | n | % | n | % |
| **White** | **88.3%** | **87.9%** | **86.7%** | **5454** | **85.0%** | **5319** | **83.2%** |
| **Minoritised ethnic** | **8.8%** | **8.9%** | **9.3%** | **671** | **10.5%** | **742** | **11.6%** |
| South & Southeast Asian/South & Southeast Asian British | 2.1% | 2.2% | 2.0% | 157 | 2.4% | 174 | 2.7% |
| East Asian/East Asian British | 3.5% | 3.6% | 3.6% | 241 | 3.8% | 273 | 4.3% |
| Black/African/Caribbean/Black British | 0.8% | 0.8% | 0.9% | 63 | 1.0% | 75 | 1.2% |
| Mixed/multiple ethnic groups | 1.1% | 1.2% | 1.3% | 96 | 1.5% | 100 | 1.6% |
| Any ethnic group not considered above | 1.3% | 1.2% | 1.5% | 114 | 1.8% | 120 | 1.9% |
| **Prefer not to say** | **3.0%** | **3.2%** | **4.0%** | **243** | **3.8%** | **270** | **4.2%** |
| **No response provided** |  |  |  | **47** | **0.7%** | **64** | **1.0%** |
| **All colleagues** |  |  |  | **6415** | **100%** | **6395** | **100%** |
| Data sharing rate |  |  |  | 6368 | 99.3% | 6331 | 99.0% |

**Table: All colleagues by ethnicity and occupation, 2023 (Academics, n=2863; PS n=3532).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| n | % | n | % |
| **White** | **2130** | **74.4%** | **3189** | **90.3%** |
| **Minoritised ethnic** | **528** | **18.4%** | **214** | **6.1%** |
| South & Southeast Asian/South & Southeast Asian British | 124 | 4.3% | 50 | 1.4% |
| East Asian/East Asian British | 204 | 7.1% | 69 | 2.0% |
| Black/African/Caribbean/Black British | 50 | 1.7% | 25 | 0.7% |
| Mixed/multiple ethnic groups | 60 | 2.1% | 40 | 1.1% |
| Any ethnic group not considered above | 90 | 3.1% | 30 | 0.8% |
| **Prefer not to say** | **166** | **5.8%** | **104** | **2.9%** |
| **No response provided** | **39** | **1.4%** | **25** | **0.7%** |

**Table: Colleagues on academic contracts only by ethnicity, 2023 (Clinical n=231; Non-clinical n=2632).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Clinical** | | | | | | **Non-clinical** | | | | | |
| **T&R** | | **T&R** | | **T&S** | | **R&I** | | **T&S** | | **R&I** | |
|  | n | % | n | % | n | % | n | % | n | % | n | % |
| **White** | 94 | 78.3% | 51 | 89.5% | 37 | 68.5% | 1027 | 78.9% | 288 | 79.3% | 636 | 65.6% |
| **Minoritised ethnic** | 16 | 13.3% | 6 | 10.5% | 12 | 22.2% | 202 | 15.5% | 54 | 14.9% | 237 | 24.5% |
| **Prefer not to say** | 10 | 8.3% |  |  | … | … | 66 | 5.1% | 20 | 5.5% | 67 | 6.9% |
| **No response provided** |  |  |  |  | … | … | 7 | 0.5% | … | … | 29 | 3.0% |

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

**Table: PS colleagues only by ethnicity and job family, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Administrative** | | **Maintenance** | | **Operational** | | **Technical/Specialist** | |
| n | % | n | % | n | % | n | % |
| **White** | 2130 | 90.9% | 53 | 91.4% | 529 | 93.8% | 477 | 84.1% |
| **Minoritised ethnic** | 132 | 5.6% | … | … | 22 | 3.9% | 58 | 10.2% |
| **Prefer not to say** | 61 | 2.6% | … | … | 10 | 1.8% | 30 | 5.3% |
| **No response provided** | 20 | 0.9% |  |  | … | … | … | … |

**Table: All colleagues within the Faculties (academic and PS) by ethnicity, 2023 (n=4281).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| n | % | n | % |
| **HaSS** | **937** |  | **314** |  |
| White | 724 | 77.3% | 287 | 91.4% |
| Minoritised ethnic | 150 | 16.0% | 20 | 6.4% |
| Prefer not to say | 57 | 6.1% | 6 | 1.9% |
| No response provided | 6 | 0.6% | … | … |
| **FMS** | **1182** |  | **683** |  |
| White | 912 | 77.2% | 601 | 88.0% |
| Minoritised ethnic | 192 | 16.2% | 62 | 9.1% |
| Prefer not to say | 60 | 5.1% | 17 | 2.5% |
| No response provided | 18 | 1.5% | … | … |
| **SAgE** | **737** |  | **428** |  |
| White | 490 | 66.5% | 383 | 89.5% |
| Minoritised ethnic | 184 | 25.0% | 24 | 5.6% |
| Prefer not to say | 48 | 6.5% | 18 | 4.2% |
| No response provided | 15 | 2.0% | … | … |

**Table:** **All colleagues by ethnicity and mode of employment, 2023 (Full-time n=4969; Part-time n=1426).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Full-time** | | **Part-time** | |
| n | % | n | % |
| White | 4050 | 81.5% | 1269 | 89.0% |
| Minoritised ethnic | 652 | 13.1% | 90 | 6.3% |
| Prefer not to say | 218 | 4.4% | 52 | 3.6% |
| No response provided | 49 | 1.0% | 15 | 1.1% |

**Table: Academic colleagues only by ethnicity and grade, 2023 (n=2863)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE E** | | **GRADE F** | | **GRADE G** | | **GRADE H** | | **GRADE I** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| White | 7 | 53.8% | 593 | 61.5% | 520 | 77.2% | 405 | 81.2% | 605 | 84.9% |
| Minoritised ethnic | … | … | 277 | 28.7% | 109 | 16.2% | 64 | 12.8% | 75 | 10.5% |
| Prefer not to say | … | … | 66 | 6.8% | 39 | 5.8% | 28 | 5.6% | 30 | 4.2% |
| No response provided |  |  | 28 | 2.9% | 6 | 0.9% | … | … | … | … |

**Table: PS colleagues only by ethnicity and grade, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE A** | | **GRADE B** | | **GRADE C** | | **GRADE D** | | **GRADE E** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| White | 311 | 94.0% | 144 | 88.3% | 403 | 88.8% | 563 | 90.2% | 572 | 90.2% |
| Minoritised ethnic | 11 | 3.3% | 9 | 5.5% | 32 | 7.0% | 37 | 5.9% | 44 | 6.9% |
| Prefer not to say | 7 | 2.1% | 8 | 4.9% | 15 | 3.3% | 15 | 2.4% | 16 | 2.5% |
| No response provided | … | … | … | … | … | … | 9 | 1.4% | … | … |

**Table: PS colleagues only by ethnicity and grade, 2023 (n=3532) - continued.**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE F** | | **GRADE G** | | **GRADE H** | | **GRADE I** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| White | 713 | 88.8% | 345 | 90.8% | 88 | 96.7% | 50 | 96.2% |
| Minoritised ethnic | 58 | 7.2% | 22 | 5.8% |  |  | … | … |
| Prefer not to say | 29 | 3.6% | 12 | 3.2% | … | … |  |  |
| No response provided | … | … | … | … | … | … | … | … |

**Intersectional: Disability, Ethnicity, and Sex**

**Table: All colleagues by disability and sex, 2023 (Female n=3551; Male n=2844).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Female** | | | **Male** | | |
| n | % | % | n | % | % | |
| Disabled | 194 | 68.6% | 5.5% | 89 | 31.4% | 3.1% | |
| No known disability | 3203 | 54.8% | 90.2% | 2647 | 45.2% | 93.1% | |
| Prefer not to say | 132 | 60.0% | 3.7% | 88 | 40.0% | 3.1% | |
| No response provided | 22 | 52.4% | 0.6% | 20 | 47.6% | 0.7% | |

**Table:** **All colleagues by disability and ethnicity, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | | | **Minoritised ethnic background** | | | **Prefer not to say** | | | **No response provided** | | |
| n | % | % | n | % | % | n | % | % | n | % | % |
| Disabled | 255 | 90.1% | 4.8% | 19 | 6.7% | 2.6% | 7 | 2.5% | 2.6% | … | … | … |
| No known disability | 4968 | 84.9% | 93.4% | 715 | 12.2% | 96.4% | 151 | 2.6% | 55.9% | 16 | 0.3% | 25.0% |
| Prefer not to say | 84 | 38.2% | 1.6% | 8 | 3.6% | 1.1% | 110 | 50.0% | 40.7% | 18 | 8.2% | 28.1% |
| No response provided | 12 | 28.6% | 0.2% |  |  |  | … | … | … | 28 | 66.7% | 43.8% |

**Table: All colleagues by ethnicity and sex, 2023 (Female n=3551; Male n=2844).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Female** | | | **Male** | | |
| n | % | % | n | % | % | |
| **White** | 3001 | 56.4% | 84.5% | 2318 | 43.6% | 81.5% | |
| **Minoritised ethnic background** | 384 | 51.8% | 10.8% | 358 | 48.2% | 12.6% | |
| **Prefer not to say** | 133 | 49.3% | 3.7% | 137 | 50.7% | 4.8% | |
| **No response provided** | 33 | 51.6% | 0.9% | 31 | 48.4% | 1.1% | |

**Gender Affirmation**

**Table: All colleagues by gender affirmation over time, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **2022** | | **2022** | |
| **%** | **%** | **%** | **n** | **%** | **n** | **%** |
| Gender same as sex registered at birth | 27.1% | 28.8% | 32.3% | 2436 | 38.0% | 2848 | 44.5% |
| Gender not same as sex registered at birth | … | … | 0.1% | 10 | 0.2% | 12 | 0.2% |
| Prefer not to say | 1.1% | 1.2% | 1.7% | 154 | 2.4% | 155 | 2.4% |
| No response provided | 71.8% | 69.9% | 65.9% | 3815 | 59.5% | 3380 | 52.9% |
| **All colleagues** |  |  |  | **6415** | **100%** | **6395** | **100%** |
| Data sharing rate | 28.2% | 30.1% | 34.1% | 2600 | 40.5% | 3015 | 47.1% |

**Table: All colleagues by gender affirmation and occupation, 2023 (Academics, n=2863; PS n=3532).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| **n** | **%** | **n** | **%** |
| Gender same as sex registered at birth | 1136 | 39.7% | 1712 | 48.5% |
| Gender not same as sex registered at birth | 7 | 0.2% | … | … |
| Prefer not to say | 86 | 3.0% | 69 | 2.0% |
| No response provided | 1634 | 57.1% | 1746 | 49.4% |

**Table: Colleagues on academic contracts only by gender affirmation, 2023 (n=2865).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **T&R** | | **T&S** | | **R&I** | |
| **n** | **%** | **n** | **%** | **n** | **%** |
| Gender same as sex registered at birth | 457 | 32.1% | 152 | 36.2% | 530 | 51.8% |
| Gender not same as sex registered at birth | … | … | … | … | … | … |
| Prefer not to say | 31 | 2.2% | 6 | 1.4% | 49 | 4.8% |
| No response provided | 931 | 65.5% | 261 | 62.1% | 441 | 43.1% |

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

**Table: PS colleagues only by gender affirmation and job family, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Administrative** | | **Maintenance** | | **Operational** | | **Technical/Specialist** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Gender same as sex registered at birth | 1208 | 51.6% | 14 | 24.1% | 231 | 41.0% | 259 | 45.7% |
| Gender not same as sex registered at birth | … | … |  |  |  |  | … | … |
| Prefer not to say | 51 | 2.2% | … | … | 7 | 1.2% | 10 | 1.8% |
| No response provided | 1080 | 46.1% | 43 | 74.1% | 326 | 57.8% | 297 | 52.4% |

**Table: All colleagues within the Faculties (academic and PS) by gender affirmation, 2023 (n=4281).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **HaSS** | | **FMS** | | **SAgE** | |
| **n** | **%** | **n** | **%** | **n** | **%** |
| Gender same as sex registered at birth | 498 | 39.8% | 898 | 48.2% | 473 | 40.6% |
| Gender not same as sex registered at birth | … | … | … | … | … | … |
| Prefer not to say | 31 | 2.5% | 46 | 2.5% | 30 | 2.6% |
| No response provided | 718 | 57.4% | 919 | 49.3% | 658 | 56.5% |

**Table: All colleagues by gender affirmation and mode of employment, 2023 (Full-time n=4969; Part-time n=1426).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Full-time** | | **Part-time** | |
| **n** | **%** | **n** | **%** |
| Gender same as sex registered at birth | 2227 | 44.8% | 621 | 43.5% |
| Gender not same as sex registered at birth | 10 | 0.2% | … | … |
| Prefer not to say | 121 | 2.4% | 34 | 2.4% |
| No response provided | 2611 | 52.5% | 769 | 53.9% |

**Marital status**

**Table: All colleagues by marital status, 2023 (N=6395).**

|  |  |  |
| --- | --- | --- |
|  | **n** | **%** |
| Married or in Civil Partnership | 1594 | 24.9% |
| Single | 1465 | 22.9% |
| Widow | … | … |
| Prefer not to say | 7 | 0.1% |
| No response provided | 3328 | 52.0% |
| **All colleagues** | **6395** | **100%** |
| Data sharing rate | 3067 | 48.0% |

**Nationality**

**Table: International colleagues (n and %) - Top-10 nationalities only.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Top-10** | **Nationality** | **n** | **as a % of**  **international colleagues** |
| 1 | Chinese | 109 | 9.6% |
| 2 | Indian | 92 | 8.1% |
| 3 | German | 87 | 7.7% |
| 4 | American | 65 | 5.7% |
| 5 | Irish | 63 | 5.6% |
| 6 | Italian | 60 | 5.3% |
| 7 | Spanish | 47 | 4.2% |
| 8 | Greek | 44 | 3.9% |
| 9 | Polish | 42 | 3.7% |
| 10 | French | 39 | 3.4% |

Note. In total there are 1132 international colleagues, coming from 93 different countries outside of the UK.

**Table: All colleagues by UK/non-UK and occupation, 2023 (Academics, n=2863; PS n=3532)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | | **All colleagues** | |
| n | % | n | % | n | % |
| Non-UK | 886 | 30.9% | 246 | 7.0% | 1132 | 17.7% |
| UK | 1977 | 69.1% | 3286 | 93.0% | 5263 | 82.3% |

**Pregnancy and maternity**

**Table: Parental leave taken during snapshot period of 1st August 2022 - 31st July 2023 (number of colleagues and number of occasions leave has been**

**taken)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | | **All colleagues** | |
| n | % | n | % | n | % |
| Adoption leave | … | … | … | … | … | … |
| Maternity leave | 69 | 69 | 107 | 107 | 176 | 176 |
| Paternity leave | 45 | 45 | 28 | 28 | 73 | 73 |
| Shared parental leave (paid or unpaid) | ... | 7 | … | 6 | 10 | 13 |
| Unpaid parental leave |  |  | 8 | 12 | 8 | 12 |
| Short term carers leave (paid) | … | 6 | 12 | 14 | 17 | 20 |

|  |
| --- |
| Note. Some colleagues have taken the same type of parental leave on more than one occasion (e.g., twice unpaid parental leave) period. |

**Religion and belief**

**Table: All colleagues by religion and belief over time, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **2022** | | **2023** | |
| **%** | **%** | **%** | **n** | **%** | **n** | **%** |
| **Religion and belief** | **12.8%** | **13.3%** | **15.1%** | **1147** | **17.9%** | **1314** | **20.5%** |
| Buddhist | 0.2% | 0.2% | 0.2% | 23 | 0.4% | 22 | 0.3% |
| Christian | 11.5% | 11.3% | 12.3% | 859 | 13.4% | 948 | 14.8% |
| Hindu | 0.3% | 0.3% | 0.4% | 37 | 0.6% | 50 | 0.8% |
| Jewish | … | … | … | … | … | … | … |
| Muslim | 0.4% | 0.5% | 0.4% | 27 | 0.4% | 26 | 0.4% |
| Sikh | … | … | … | … | … | … | … |
| Any other | 0.5% | 0.9% | 1.8% | 194 | 3.0% | 260 | 4.1% |
| **No religion** | **14.0%** | **15.5%** | **17.1%** | **1246** | **19.4%** | **1432** | **22.4%** |
| **Prefer not to say** | **2.0%** | **2.4%** | **3.3%** | **306** | **4.8%** | **329** | **5.1%** |
| **No response provided** | **71.2%** | **68.8%** | **64.5%** | **3716** | **57.9%** | **3320** | **51.9%** |
| **All colleagues** | **100.0%** | **100.0%** | **100.0%** | **6415** | **100.0%** | **6395** | **100.0%** |
| Data sharing rate | 28.8% | 31.2% | 35.5% | 2699 | 42.1% | 3075 | 48.1% |

*Note. Following HESA guidance, from 2023 'Spiritual' is no longer included in a separate group category. For comparison purposes in this trend table, spiritual data have been merged into "any other" religion or beliefs.*

**Table: All colleagues by religion and belief and occupation, 2023 (Academics, n=2863; PS n=3532).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| **n** | **%** | **n** | **%** |
| Religion and belief | 513 | 17.9% | 801 | 22.7% |
| No religion | 594 | 20.7% | 838 | 23.7% |
| Prefer not to say | 154 | 5.4% | 175 | 5.0% |
| No response provided | 1602 | 56.0% | 1718 | 48.6% |

**Table: Colleagues on academic contracts only by religion and belief, 2023 (n=2865).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **T&R** | | **T&S** | | **R&I** | |
| **n** | **%** | **n** | **%** | **n** | **%** |
| Religion and belief | 189 | 13.3% | 68 | 16.2% | 258 | 25.2% |
| No religion | 257 | 18.1% | 81 | 19.3% | 256 | 25.0% |
| Prefer not to say | 63 | 4.4% | 11 | 2.6% | 81 | 7.9% |
| No response provided | 913 | 64.2% | 260 | 61.9% | 428 | 41.8% |

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

**Table: PS colleagues only by religion and belief and job family, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Administrative** | | **Maintenance** | | **Operational** | | **Technical/Specialist** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Religion and belief | 532 | 22.7% | 8 | 13.8% | 136 | 24.1% | 125 | 22.0% |
| No religion | 621 | 26.5% | … | … | 96 | 17.0% | 118 | 20.8% |
| Prefer not to say | 124 | 5.3% | … | … | 12 | 2.1% | 36 | 6.3% |
| No response provided | 1066 | 45.5% | 44 | 75.9% | 320 | 56.7% | 288 | 50.8% |

**Table: All colleagues within the Faculties (academic and PS) by religion and belief, 2023 (n=4281).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| n | % | n | % |
| **HaSS** | **937** |  | **314** |  |
| Religion and belief | 127 | 13.6% | 68 | 21.7% |
| No religion | 195 | 20.8% | 98 | 31.2% |
| Prefer not to say | 51 | 5.4% | 10 | 3.2% |
| No response provided | 564 | 60.2% | 138 | 43.9% |
| **FMS** | **1182** |  | **683** |  |
| Religion and belief | 251 | 21.2% | 178 | 26.1% |
| No religion | 266 | 22.5% | 174 | 25.5% |
| Prefer not to say | 65 | 5.5% | 33 | 4.8% |
| No response provided | 600 | 50.8% | 298 | 43.6% |
| **SAgE** | **737** |  | **428** |  |
| Religion and belief | 134 | 18.2% | 76 | 17.8% |
| No religion | 133 | 18.0% | 101 | 23.6% |
| Prefer not to say | 38 | 5.2% | 23 | 5.4% |
| No response provided | 432 | 58.6% | 228 | 53.3% |

**Table: All colleagues by religion and belief and mode of employment, 2023 (Full-time n=4969; Part-time n=1426).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Full-time** | | **Part-time** | |
| n | % | n | % |
| Religion and belief | 985 | 19.8% | 329 | 23.1% |
| No religion | 1156 | 23.3% | 276 | 19.4% |
| Prefer not to say | 269 | 5.4% | 60 | 4.2% |
| No response provided | 2559 | 51.5% | 761 | 53.4% |

**Sex**

**Table: All colleagues by sex over time, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **2022** | | **2023** | |
| **%** | **%** | **%** | **n** | **%** | **n** | **%** |
| Female | 54.1% | 54.8% | 55.2% | 3579 | 55.8% | 3551 | 55.5% |
| Male | 45.9% | 45.2% | 44.8% | 2836 | 44.2% | 2844 | 44.5% |

**Table: All colleagues by sex and occupation, 2023 (Academics, n=2863; PS n=3532).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **2019** | **2020** | **2021** | **2022** | | **2023** | |
| % | % | % | n | % | n | % |
| **Academic** | Female | 43.6% | 44.9% | 45.7% | 1359 | 47.0% | 1364 | 47.6% |
| Male | 56.4% | 55.1% | 54.3% | 1531 | 53.0% | 1499 | 52.4% |
| **PS** | Female | 62.9% | 63.0% | 63.1% | 2220 | 63.0% | 2187 | 61.9% |
| Male | 37.1% | 37.0% | 36.9% | 1305 | 37.0% | 1345 | 38.1% |

**Table: Colleagues on academic contracts only by sex, 2023 (n=2865).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **T&R** | | **T&S** | | **R&I** | |
| **n** | **%** | **n** | **%** | **n** | **%** |
| Female | 552 | 38.8% | 249 | 59.3% | 565 | 55.2% |
| Male | 870 | 61.2% | 171 | 40.7% | 458 | 44.8% |

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

**Table: PS colleagues only by sex and job family, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Administrative** | | **Maintenance** | | **Operational** | | **Technical/Specialist** | |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Female | 1733 | 74.0% | … | … | 248 | 44.0% | 204 | 36.0% |
| Male | 610 | 26.0% | 56 | 96.6% | 316 | 56.0% | 363 | 64.0% |

**Table: All colleagues within the Faculties (academic and PS) by sex, 2023 (n=4281).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| **Faculty** | n | % | n | % |
| **HaSS** | **937** |  | **314** |  |
| Female | 497 | 53.0% | 250 | 79.6% |
| Male | 440 | 47.0% | 64 | 20.4% |
| **FMS** | **1182** |  | **683** |  |
| Female | 658 | 55.7% | 506 | 74.1% |
| Male | 524 | 44.3% | 177 | 25.9% |
| **SAgE** | **737** |  | **428** |  |
| Female | 204 | 27.7% | 228 | 53.3% |
| Male | 533 | 72.3% | 200 | 46.7% |

**Table: All colleagues by sex and mode of employment, 2023 (Full-time n=4969; Part-time n=1426).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Full-time** | | **Part-time** | |
| n | % | n | % |
| Female | 2508 | 50.5% | 1043 | 73.1% |
| Male | 2461 | 49.5% | 383 | 26.9% |

**Table: Academic colleagues only by sex and grade, 2023 (n=2863).**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE E** | | **GRADE F** | | **GRADE G** | | **GRADE H** | | **GRADE I** | |
| n | % | n | % | n | % | n | % | n | % |
| Female | 7 | 53.8% | 545 | 56.5% | 356 | 52.8% | 195 | 39.1% | 261 | 36.6% |
| Male | 6 | 46.2% | 419 | 43.5% | 318 | 47.2% | 304 | 60.9% | 452 | 63.4% |

**Table: PS colleagues only by sex and grade, 2023 (n=3532)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **GRADE A** | | **GRADE B** | | **GRADE C** | | **GRADE D** | | **GRADE E** | |
| n | % | n | % | n | % | n | % | n | % |
| Female | 179 | 54.1% | 60 | 36.8% | 317 | 69.8% | 439 | 70.4% | 404 | 63.7% |
| Male | 152 | 45.9% | 103 | 63.2% | 137 | 30.2% | 185 | 29.6% | 230 | 36.3% |

**Table: PS colleagues only by sex and grade, 2023 (n=3532) - continued**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **GRADE F** | | **GRADE G** | | **GRADE H** | | **GRADE I** | |
| n | % | n | % | n | % | n | % |
| 494 | 61.5% | 214 | 56.3% | 53 | 58.2% | 27 | 51.9% |
| 309 | 38.5% | 166 | 43.7% | 38 | 41.8% | 25 | 48.1% |

**Sexual orientation**

**Table: All colleagues by sexual orientation over time, 2023 (N=6395).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2018** | **2019** | **2020** | **2021** | **2022** | | **2023** | |
| % | % | % | % | n | % | n | % |
| **Heterosexual** | **24.7%** | **24.7%** | **26.0%** | **29.3%** | **2155** | **33.6%** | **2463** | **38.5%** |
| **LGB+** | **1.6%** | **1.8%** | **2.2%** | **2.5%** | **226** | **3.5%** | **289** | **4.5%** |
| Bisexual | 0.6% | 0.6% | 0.8% | 1.0% | 98 | 1.5% | 133 | 2.1% |
| Gay or lesbian | 0.9% | 1.1% | 1.2% | 1.3% | 112 | 1.7% | 135 | 2.1% |
| Another sexuality | 0.1% | 0.1% | 0.2% | 0.2% | 16 | 0.2% | 21 | 0.3% |
| **Prefer not to say** | **2.2%** | **2.2%** | **2.7%** | **3.5%** | **311** | **4.8%** | **327** | **5.1%** |
| **No response provided** | **71.3%** | **71.3%** | **69.1%** | **64.7%** | **3723** | **58.0%** | **3316** | **51.9%** |
| **All colleagues** | **100%** | **100%** | **100%** | **100%** | **6415** | **100%** | **6395** | **100%** |
| Data sharing rate | 28.7% | 28.7% | 30.9% | 35.3% | 2692 | 42.0% | 3079 | 48.1% |

*Note. Following HESA guidance, from 2023 there is one category 'Gay or lesbian'. Therefore, data for the categories Gay men and Gay women/lesbian that were separate prior to 2023 are merged into 'Gay or lesbian'.*

**Table: All colleagues by sexual orientation and occupation, 2023 (Academics, n=2863; PS n=3532).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| n | % | n | % |
| Heterosexual | 975 | 34.1% | 1488 | 42.1% |
| LGB+ | 130 | 4.5% | 159 | 4.5% |
| Prefer not to say | 159 | 5.6% | 168 | 4.8% |
| No response provided | 1599 | 55.9% | 1717 | 48.6% |

**Table: Colleagues on academic contracts only by sexual orientation, 2023 (n=2865).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **T&R** | | **T&S** | | **R&I** | |
| n | % | n | % | n | % |
| Heterosexual | 391 | 27.5% | 132 | 31.4% | 454 | 44.4% |
| LGB+ | 51 | 3.6% | 13 | 3.1% | 66 | 6.5% |
| Prefer not to say | 68 | 4.8% | 10 | 2.4% | 82 | 8.0% |
| No response provided | 912 | 64.1% | 265 | 63.1% | 421 | 41.2% |

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

**Table: PS colleagues only by sexual orientation and job family, 2023 (n=3532).**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Administrative** | | **Maintenance** | | **Operational** | | **Technical/Specialist** | |
| n | % | n | % | n | % | n | % |
| Heterosexual | 1042 | 44.5% | 11 | 19.0% | 222 | 39.4% | 213 | 37.6% |
| LGB+ | 120 | 5.1% | … | … | 12 | 2.1% | 26 | 4.6% |
| Prefer not to say | 111 | 4.7% | … | … | 16 | 2.8% | 39 | 6.9% |
| No response provided | 1070 | 45.7% | 44 | 75.9% | 314 | 55.7% | 289 | 51.0% |

**Table: All colleagues within the Faculties (academic and PS) by sexual orientation, 2023 (n=4281).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | | **PS** | |
| n | % | n | % |
| **HaSS** | **937** |  | **314** |  |
| Heterosexual | 264 | 28.2% | 134 | 42.7% |
| LGB+ | 51 | 5.4% | 29 | 9.2% |
| Prefer not to say | 60 | 6.4% | 11 | 3.5% |
| No response provided | 562 | 60.0% | 140 | 44.6% |
| **FMS** | **1182** |  | **683** |  |
| Heterosexual | 459 | 38.8% | 315 | 46.1% |
| LGB+ | 60 | 5.1% | 37 | 5.4% |
| Prefer not to say | 61 | 5.2% | 33 | 4.8% |
| No response provided | 602 | 50.9% | 298 | 43.6% |
| **SAgE** | **737** |  | **428** |  |
| Heterosexual | 251 | 34.1% | 161 | 37.6% |
| LGB+ | 19 | 2.6% | 13 | 3.0% |
| Prefer not to say | 38 | 5.2% | 25 | 5.8% |
| No response provided | 429 | 58.2% | 229 | 53.5% |

**Table: All colleagues by sexual orientation and mode of employment, 2023 (Full-time n=4969; Part-time n=1426).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Full-time** | | **Part-time** | |
| n | % | n | % |
| Heterosexual | 1904 | 38.3% | 559 | 39.2% |
| LGB+ | 245 | 4.9% | 44 | 3.1% |
| Prefer not to say | 264 | 5.3% | 63 | 4.4% |
| No response provided | 2556 | 51.4% | 760 | 53.3% |