

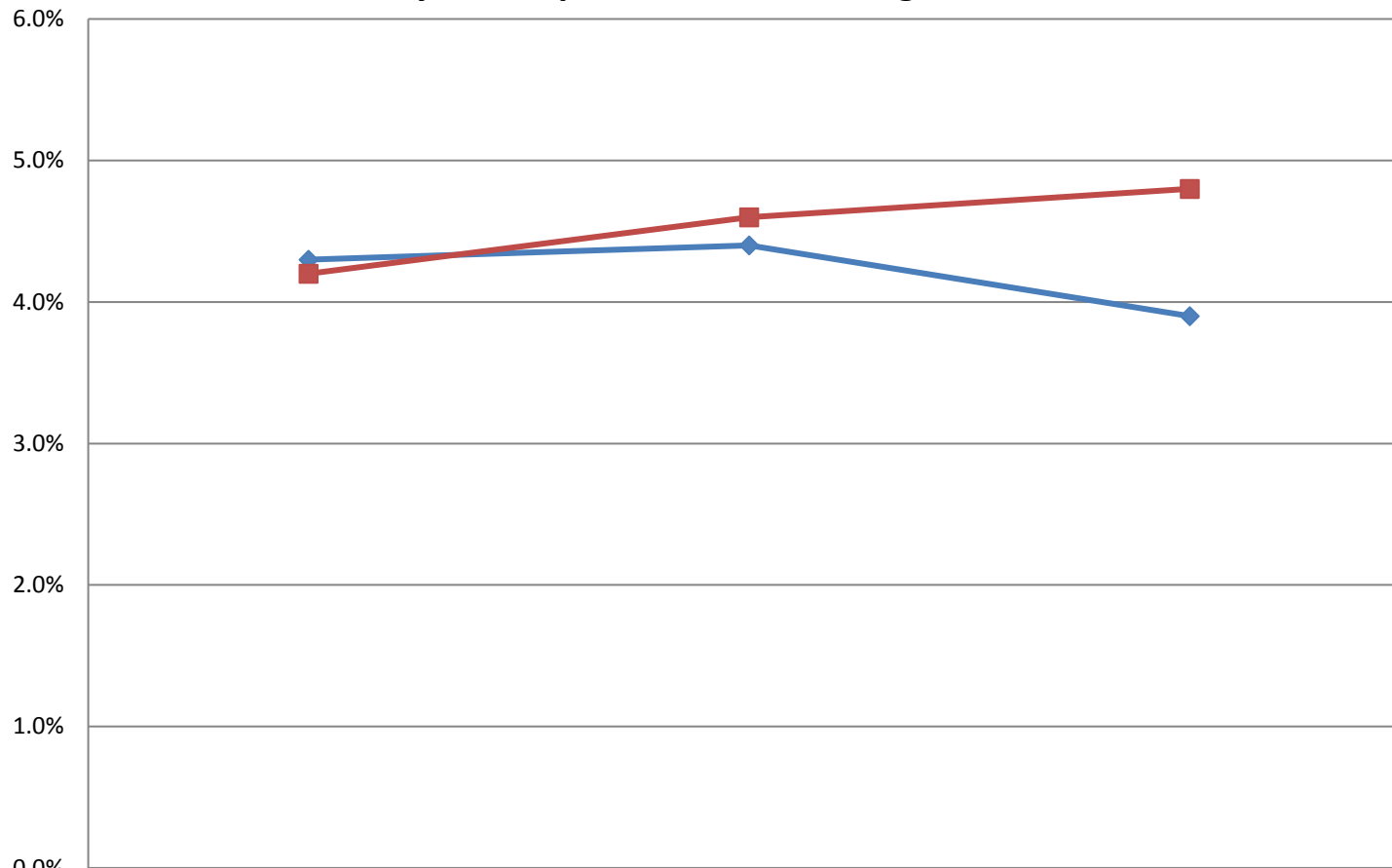
UNIVERSITY OF
CHANGE
FOR GOOD
WESTMINSTER[⌘]

Staff Equality, Diversity & Inclusion Annual Report 2016-17

Appendices

Appendix 1: Staff Profile by Disability – 3 year trend analysis

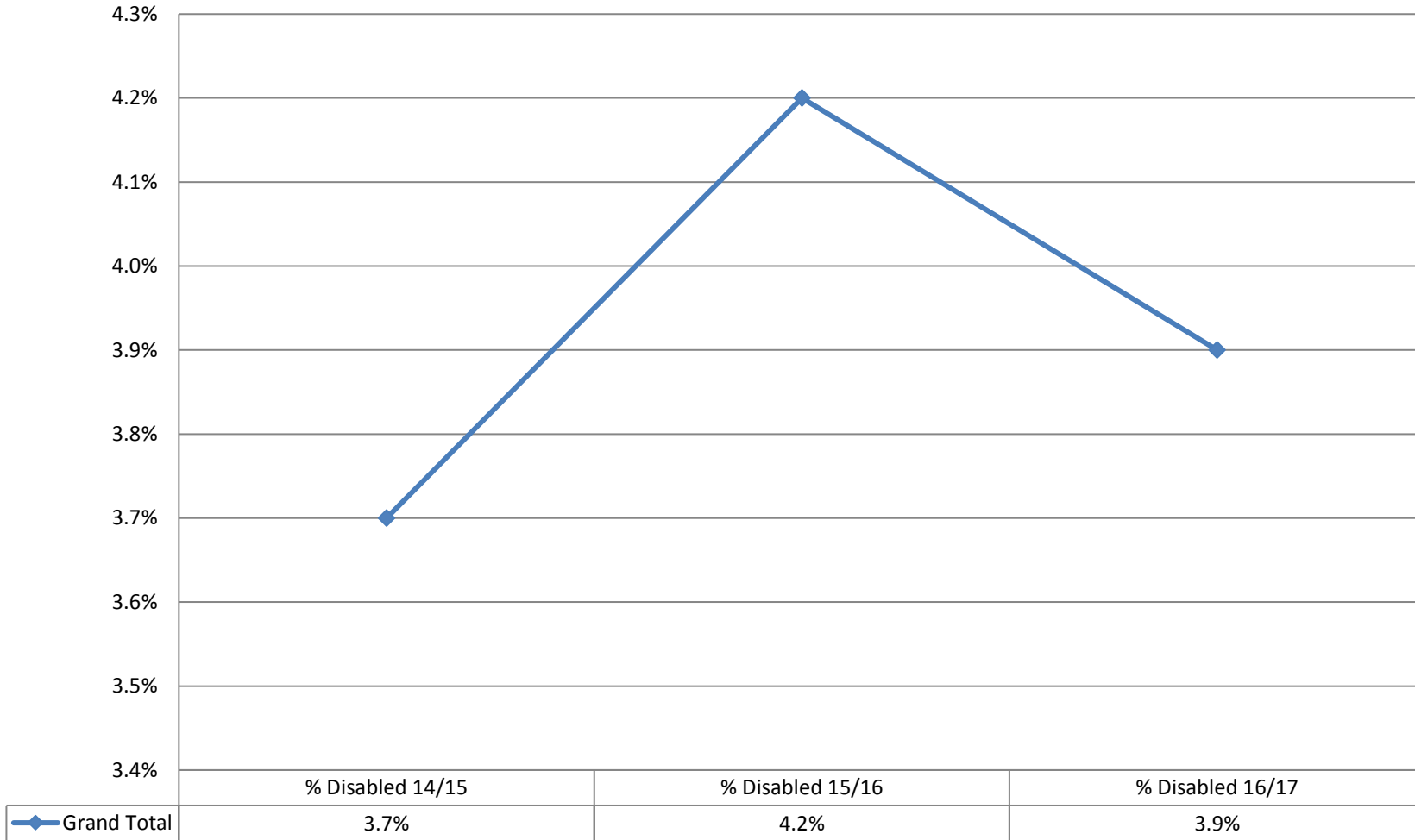
Staff Disability in comparison to HE Average



| | % Disabled 14/15 | % Disabled 15/16 | % Disabled 16/17 |
|---------------------------|------------------|------------------|------------------|
| University of Westminster | 4.3% | 4.4% | 3.9% |
| HE Average | 4.2% | 4.6% | 4.8% |

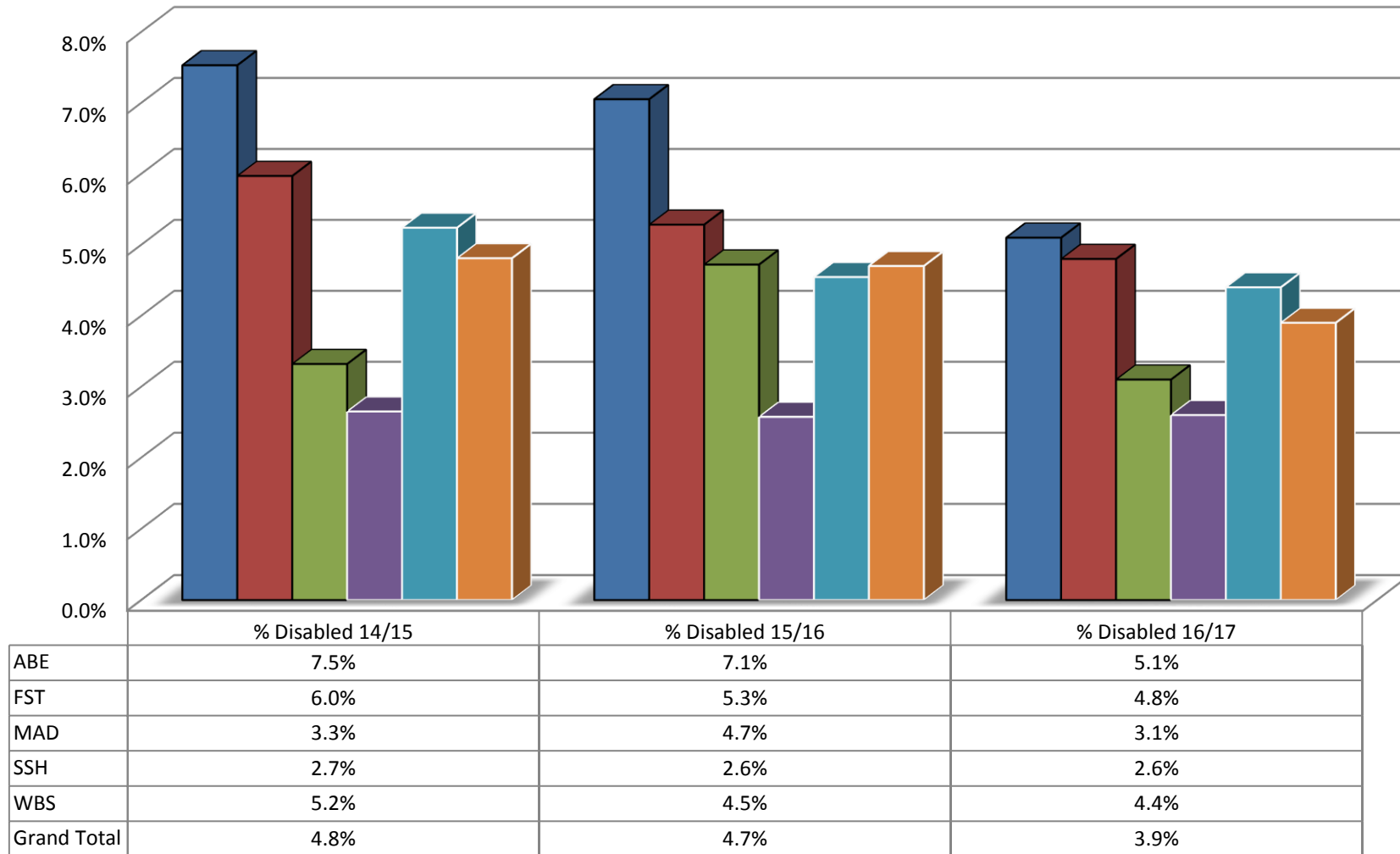
Appendix 1a: Staff Profile by Disability – Corporate Services

Disability % - Corporate Services



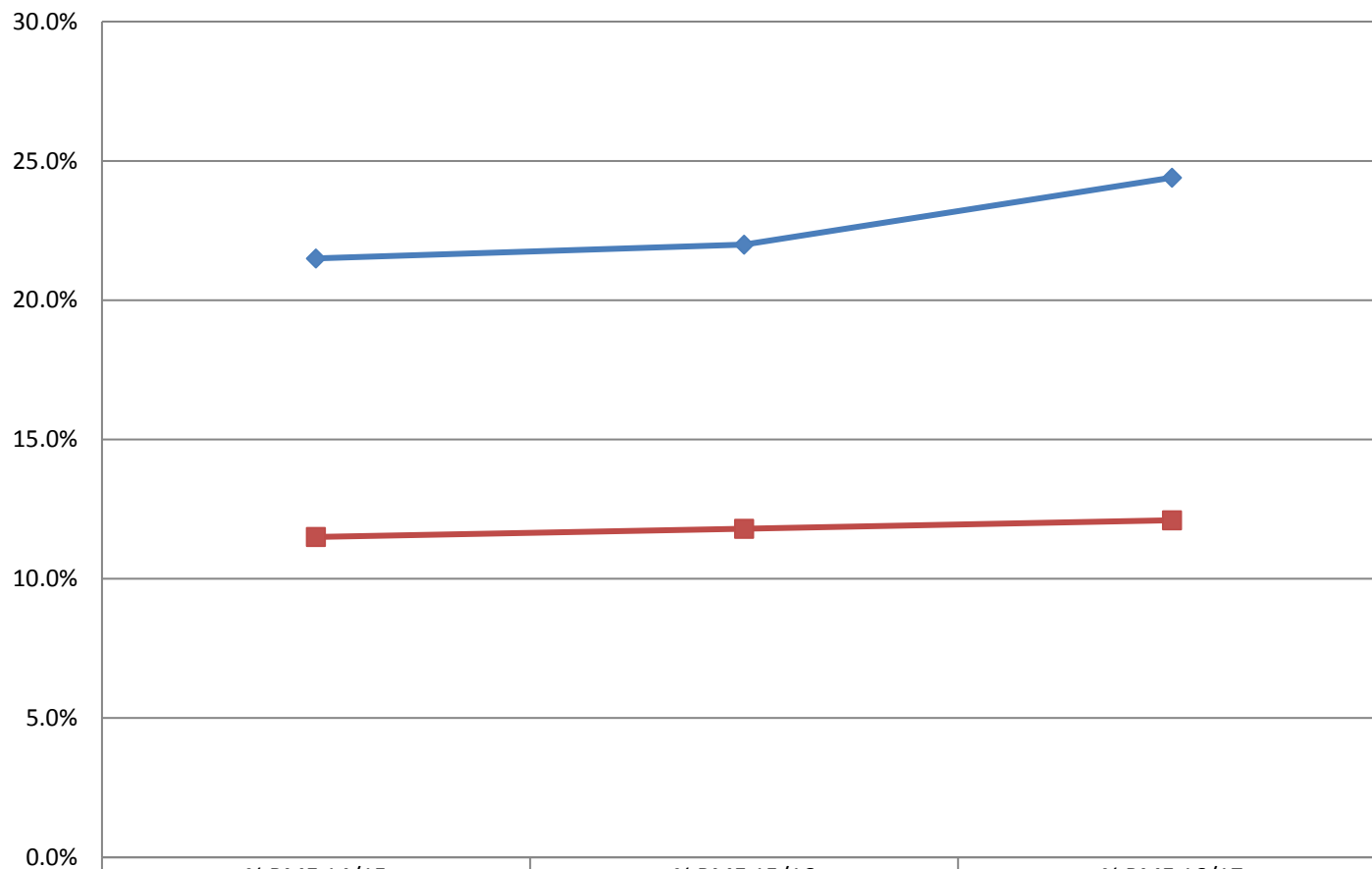
Appendix 1b: Staff Profile by Disability – Faculties

Disability % - Faculties



Appendix 2: Staff Profile by Ethnicity – 3 year trend analysis

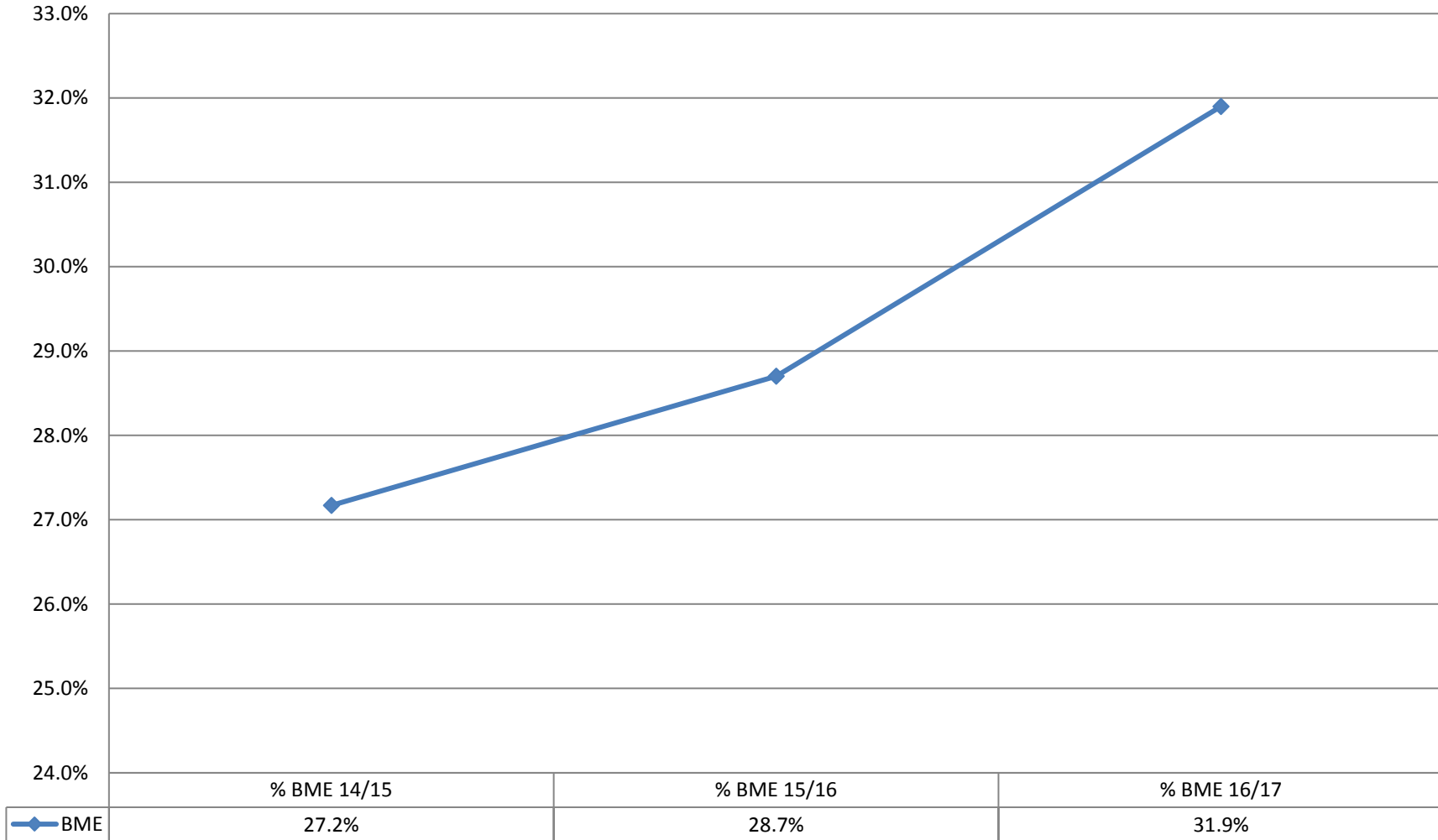
Staff Ethnicity in comparison to HE Average



| | % BME 14/15 | % BME 15/16 | % BME 16/17 |
|---------------------------|-------------|-------------|-------------|
| University of Westminster | 21.5% | 22.0% | 24.4% |
| HE Average | 11.5% | 11.8% | 12.1% |

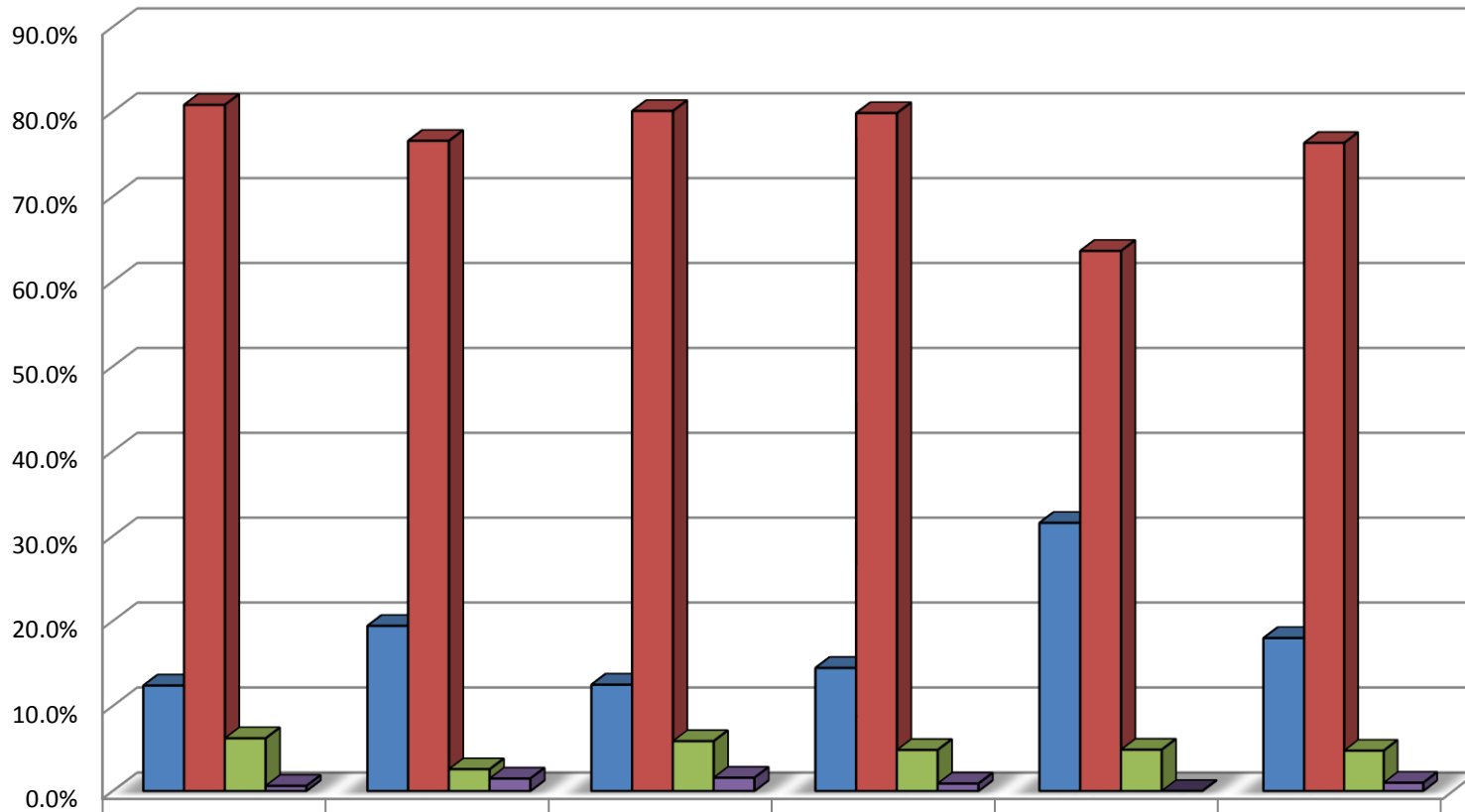
Appendix 2a: Staff Profile by Ethnicity: Corporate Services

Ethnicity % - Corporate Services



Appendix 2b: Staff Profile by Ethnicity – Faculties

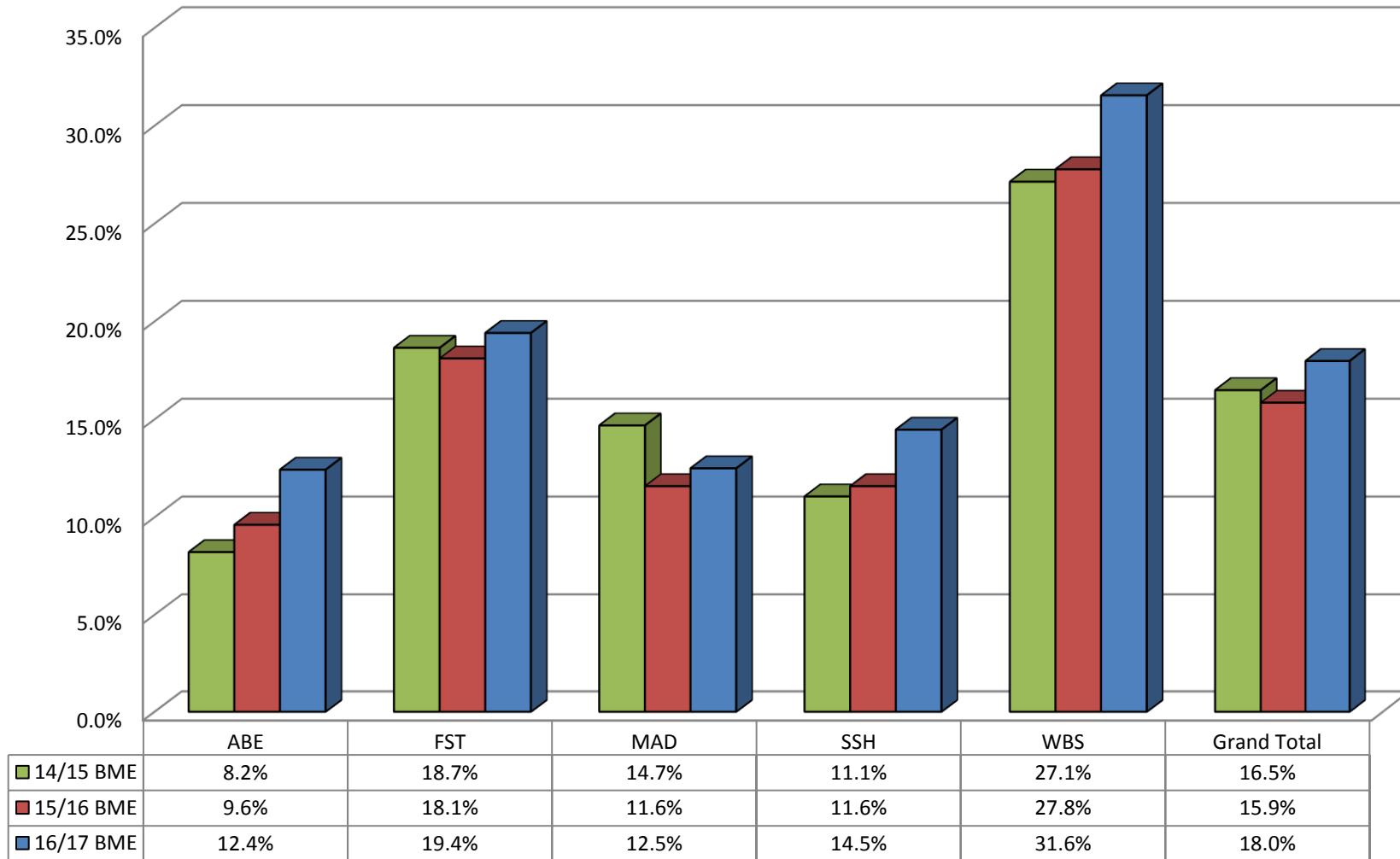
Ethnicity % - Faculties as at 30 June 2017



| | ABE | FST | MAD | SSH | WBS | Grand Total |
|---------------------|-------|-------|-------|-------|-------|-------------|
| BME | 12.4% | 19.4% | 12.5% | 14.5% | 31.6% | 18.0% |
| White | 80.8% | 76.6% | 80.1% | 79.8% | 63.6% | 76.3% |
| Unknown | 6.2% | 2.6% | 5.9% | 4.8% | 4.9% | 4.7% |
| Information Refused | 0.6% | 1.5% | 1.6% | 0.9% | 0.0% | 1.0% |

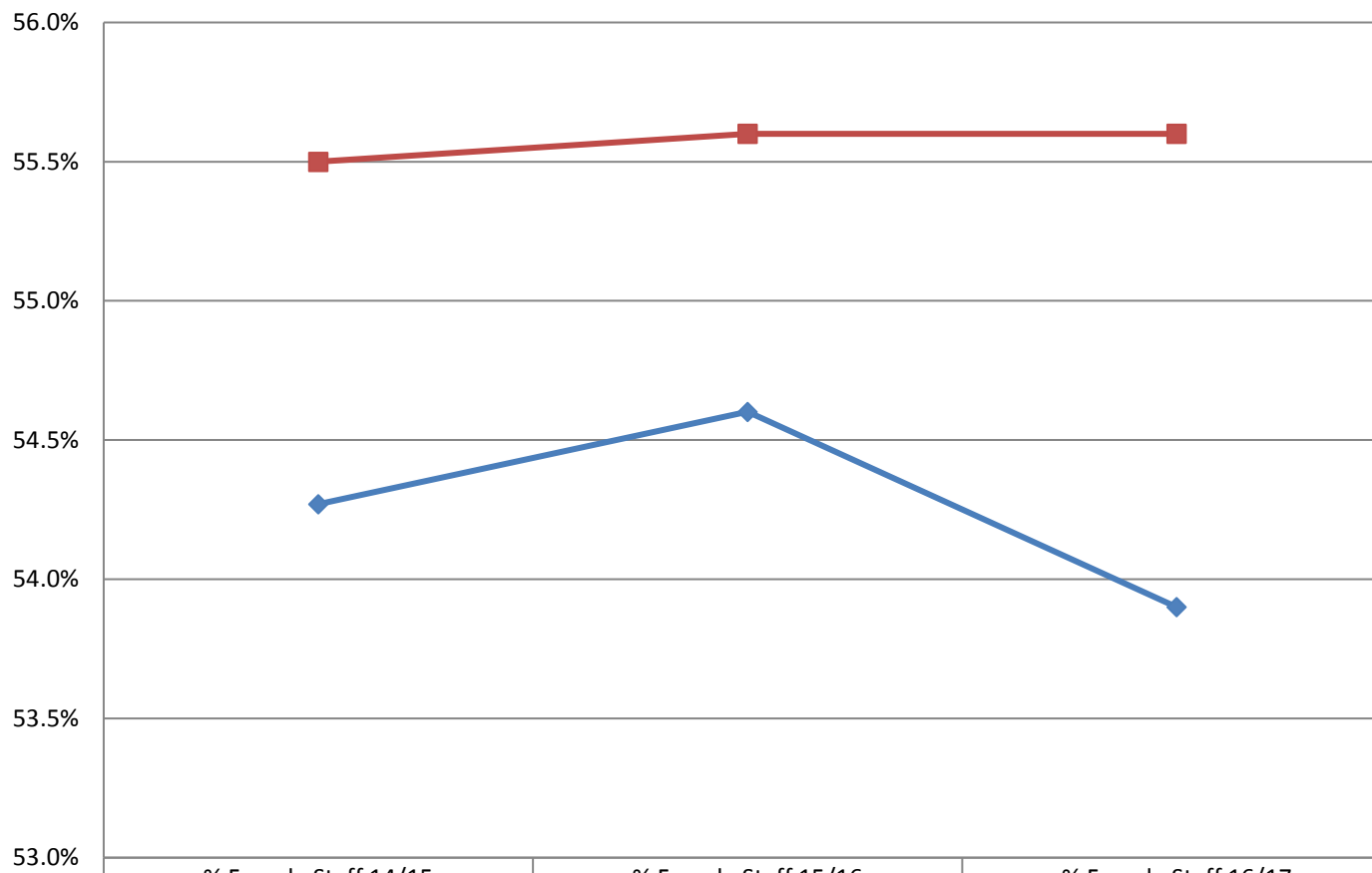
Appendix 2c Staff Profile by Ethnicity – Faculties – 3 year trend

Ethnicity % - Faculties - 3 year trend



Appendix 3: Staff Profile by Gender – 3 year trend analysis

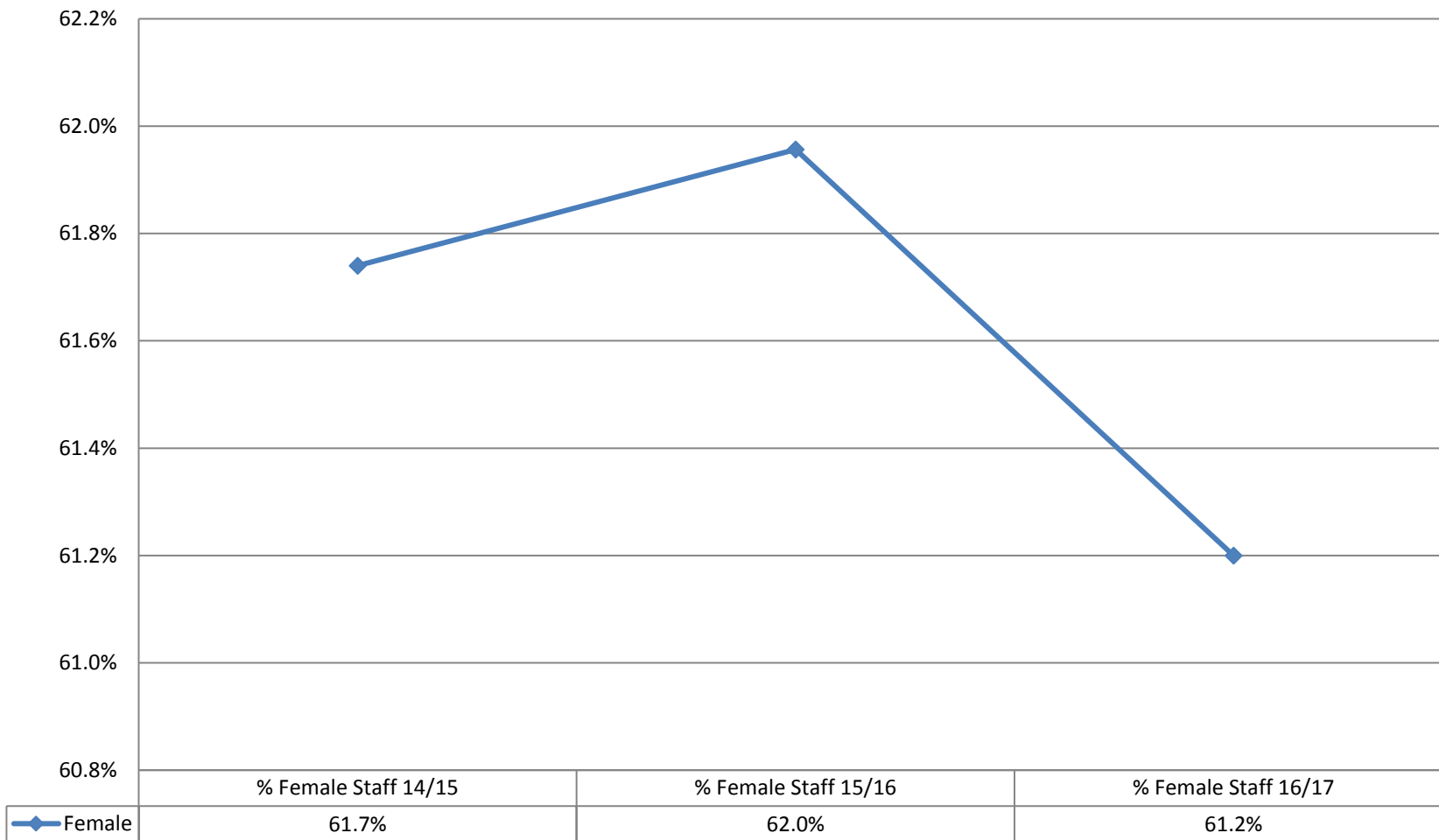
% Female Staff in comparison to HE Average



| | % Female Staff 14/15 | % Female Staff 15/16 | % Female Staff 16/17 |
|---------------------------|----------------------|----------------------|----------------------|
| University of Westminster | 54.3% | 54.6% | 53.9% |
| HE Average | 55.5% | 55.6% | 55.6% |

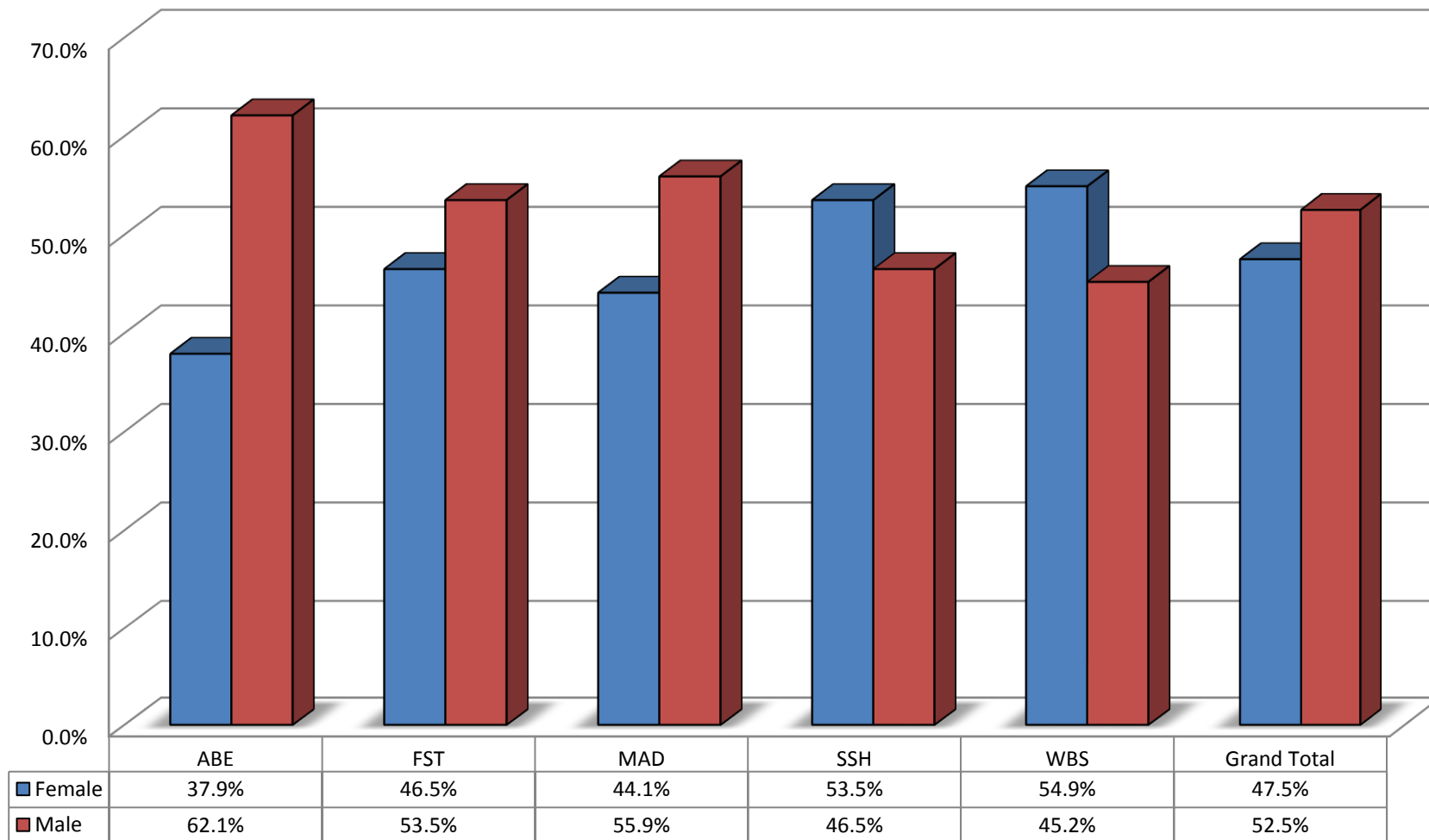
Appendix 3a: Staff Profile by Gender – Corporate Services

Gender % - Corporate Services as at 30 June 2017



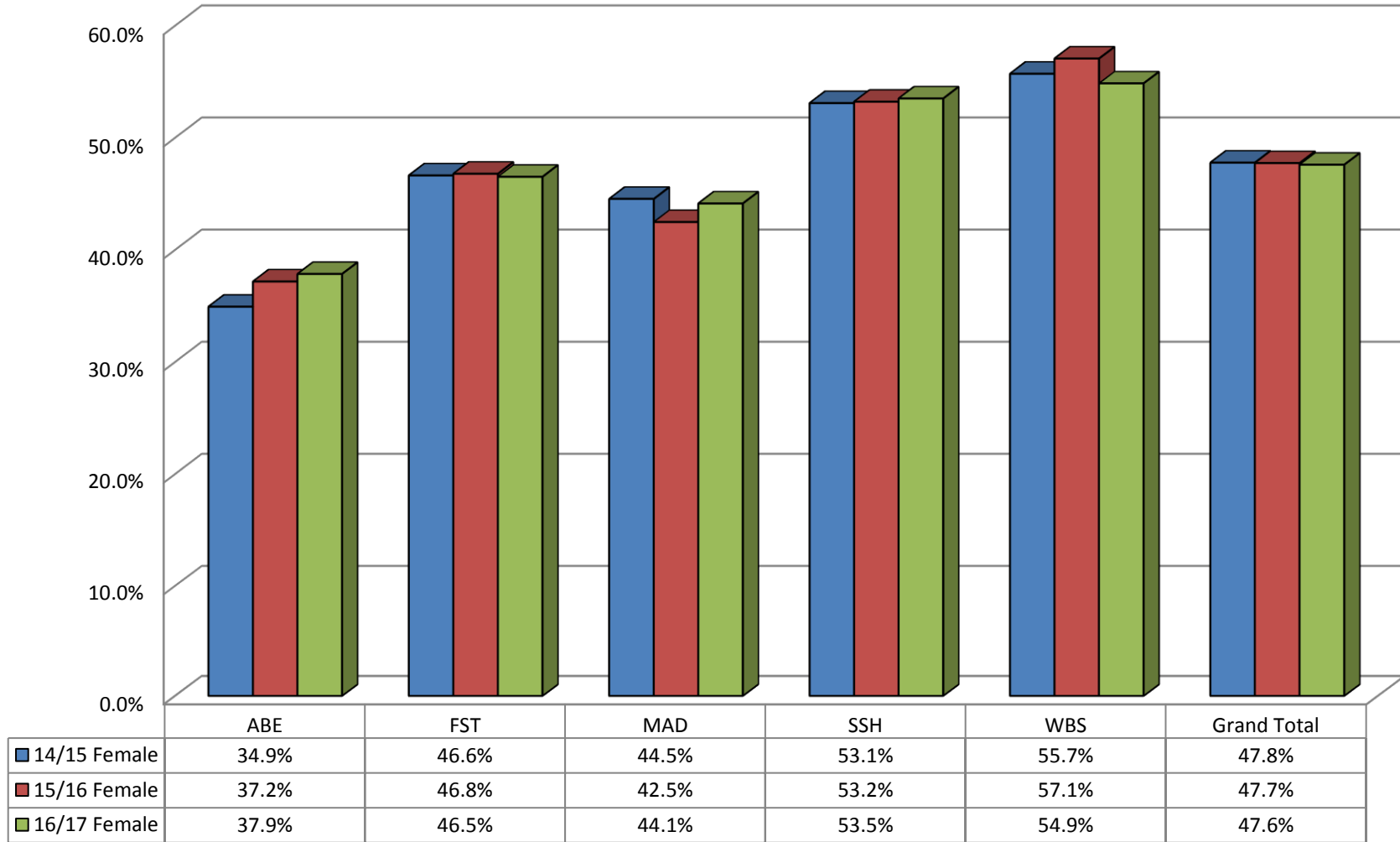
Appendix 3b: Staff Profile by Gender – Faculties

Gender % - Faculties as at 30 June 2017



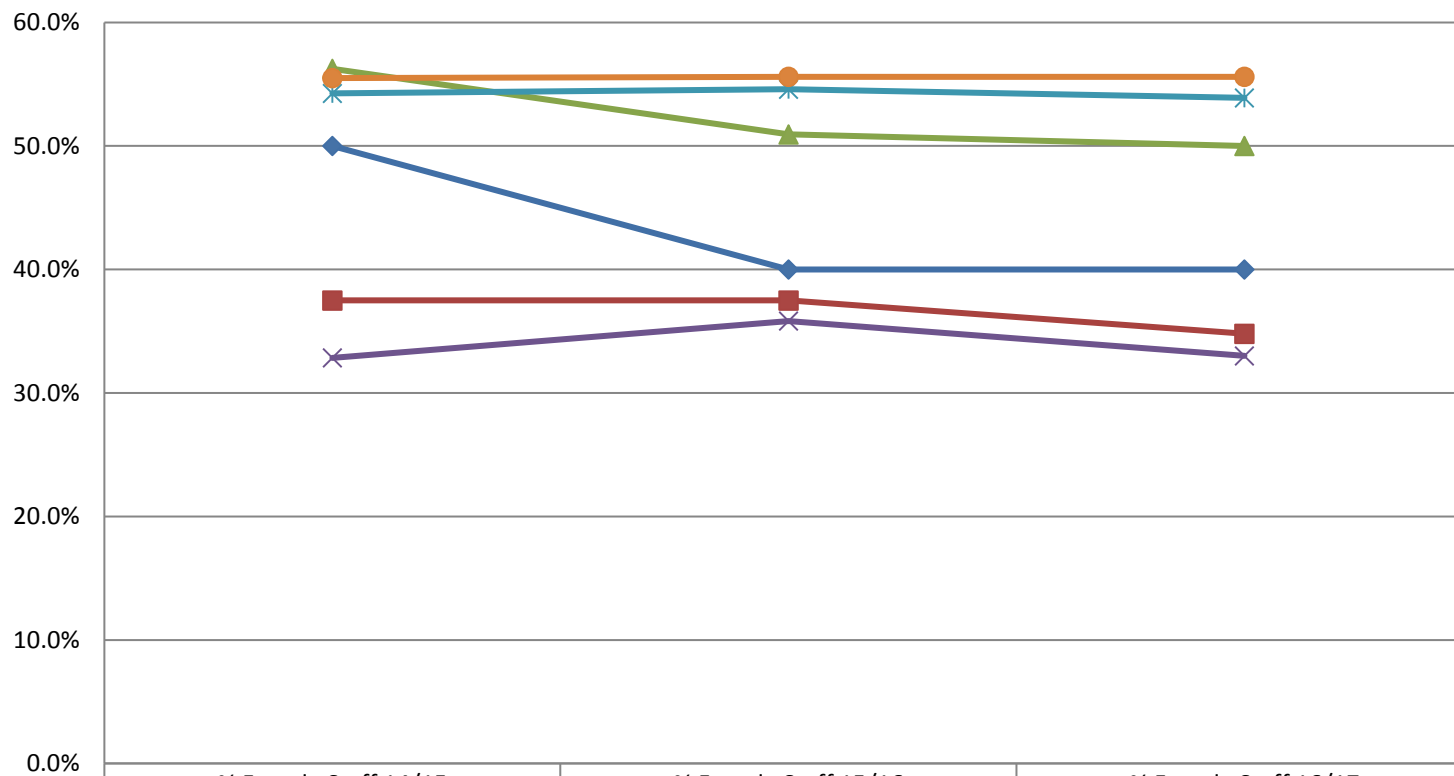
Appendix 3c: Staff Profile by Gender – Faculties – 3 year trend

Gender % - Faculties - 3 year comparison



Appendix 3d: Staff Profile by Gender – Senior Grades

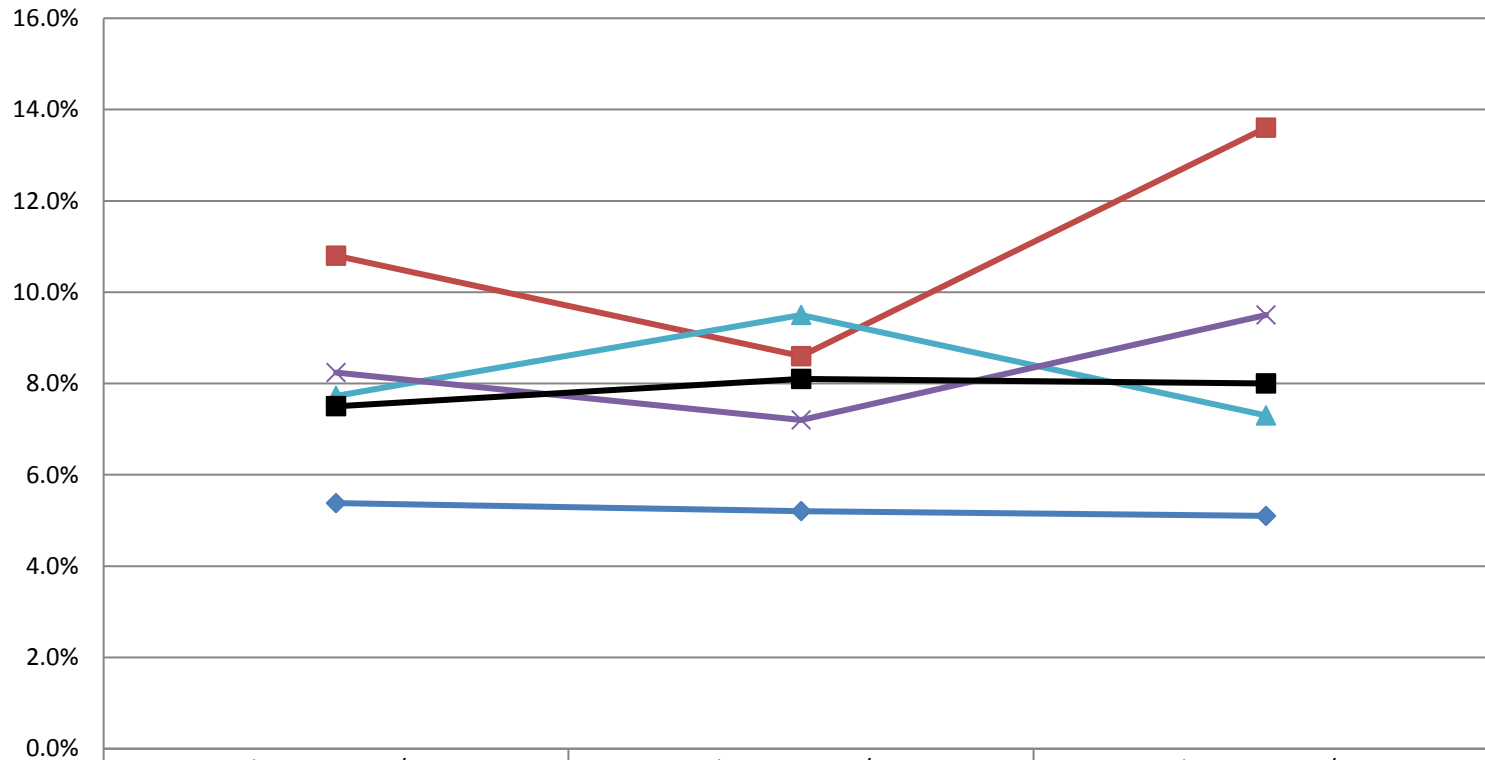
% Female staff - Senior Grades



| | % Female Staff 14/15 | % Female Staff 15/16 | % Female Staff 16/17 |
|------------------------------|----------------------|----------------------|----------------------|
| ◆ Deans | 50.0% | 40.0% | 40.0% |
| ■ Heads of Departments | 37.5% | 37.5% | 34.8% |
| ▲ Levels 1 - 5 (Admin Heads) | 56.3% | 50.9% | 50.0% |
| ✕ Professors | 32.8% | 35.8% | 33.0% |
| ✧ University of Westminster | 54.3% | 54.6% | 53.9% |
| ● HE Average | 55.5% | 55.6% | 55.6% |

Appendix 4: Staff Profile by Turnover/Employment Type – 3 year trend analysis

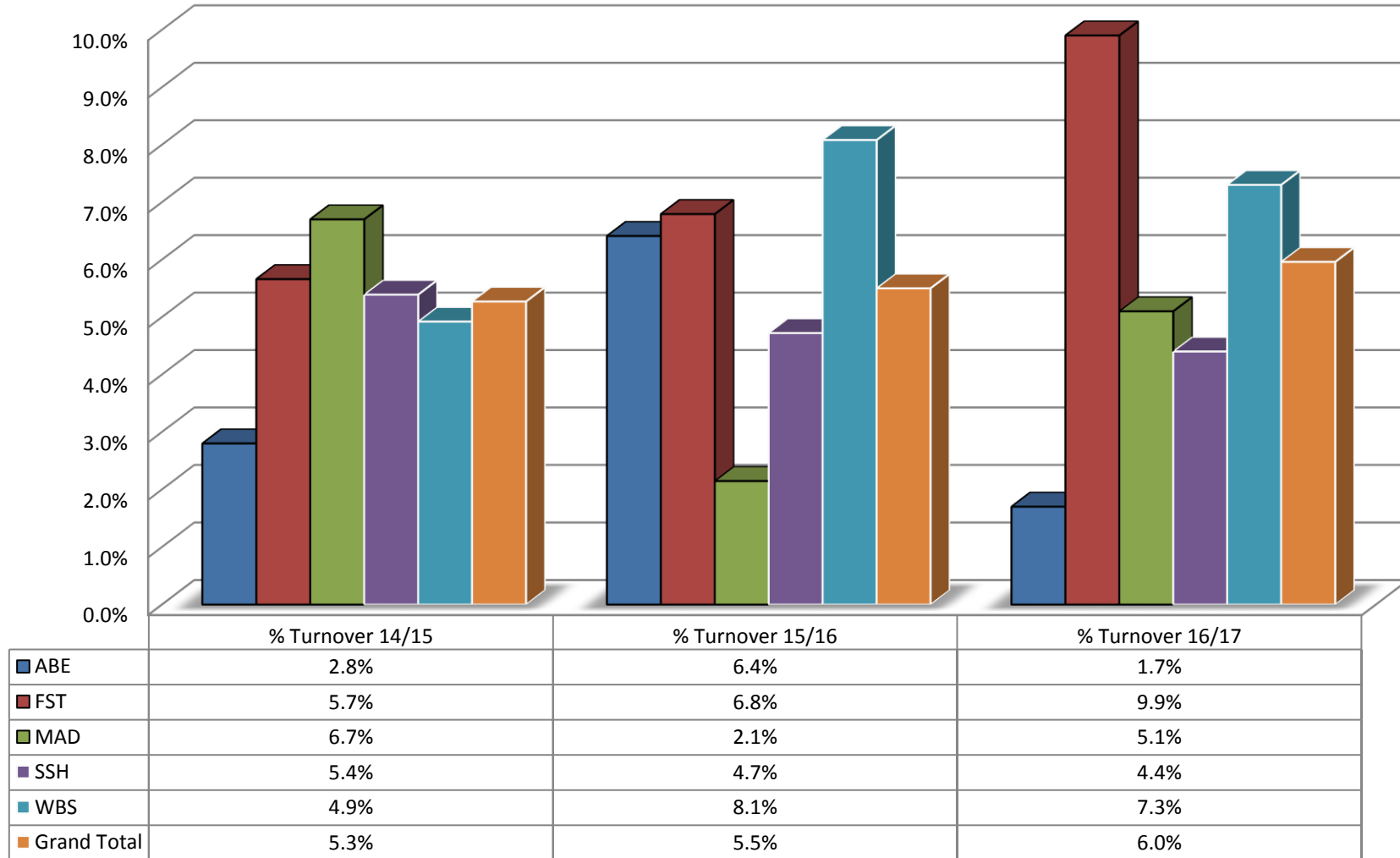
Voluntary Staff Turnover in comparison to HE Average



| | % Turnover 14/15 | % Turnover 15/16 | % Turnover 16/17 |
|------------------------|------------------|------------------|------------------|
| ◆ Academic | 5.4% | 5.2% | 5.1% |
| ■ Professional Support | 10.8% | 8.6% | 13.6% |
| ▲ Researchers | 7.7% | 9.5% | 7.3% |
| × Grand Total | 8.2% | 7.2% | 9.5% |
| ■ HE Average | 7.5% | 8.1% | 8.0% |

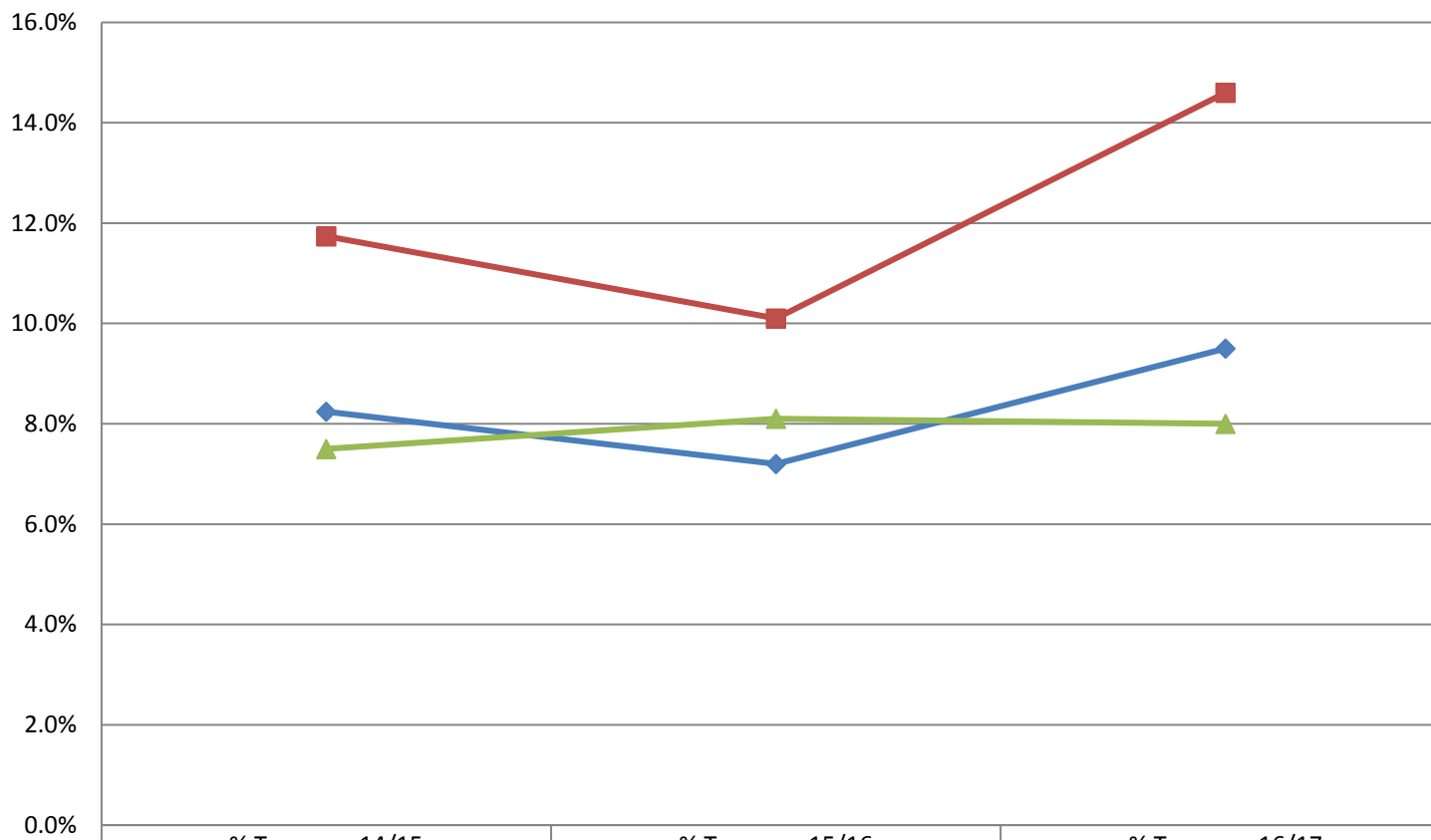
Appendix 4a: Staff Profile by Voluntary Turnover/Employment Type: Faculties

Voluntary Staff Turnover - Faculties



Appendix 4b: Staff Profile by Voluntary Turnover vs All Turnover

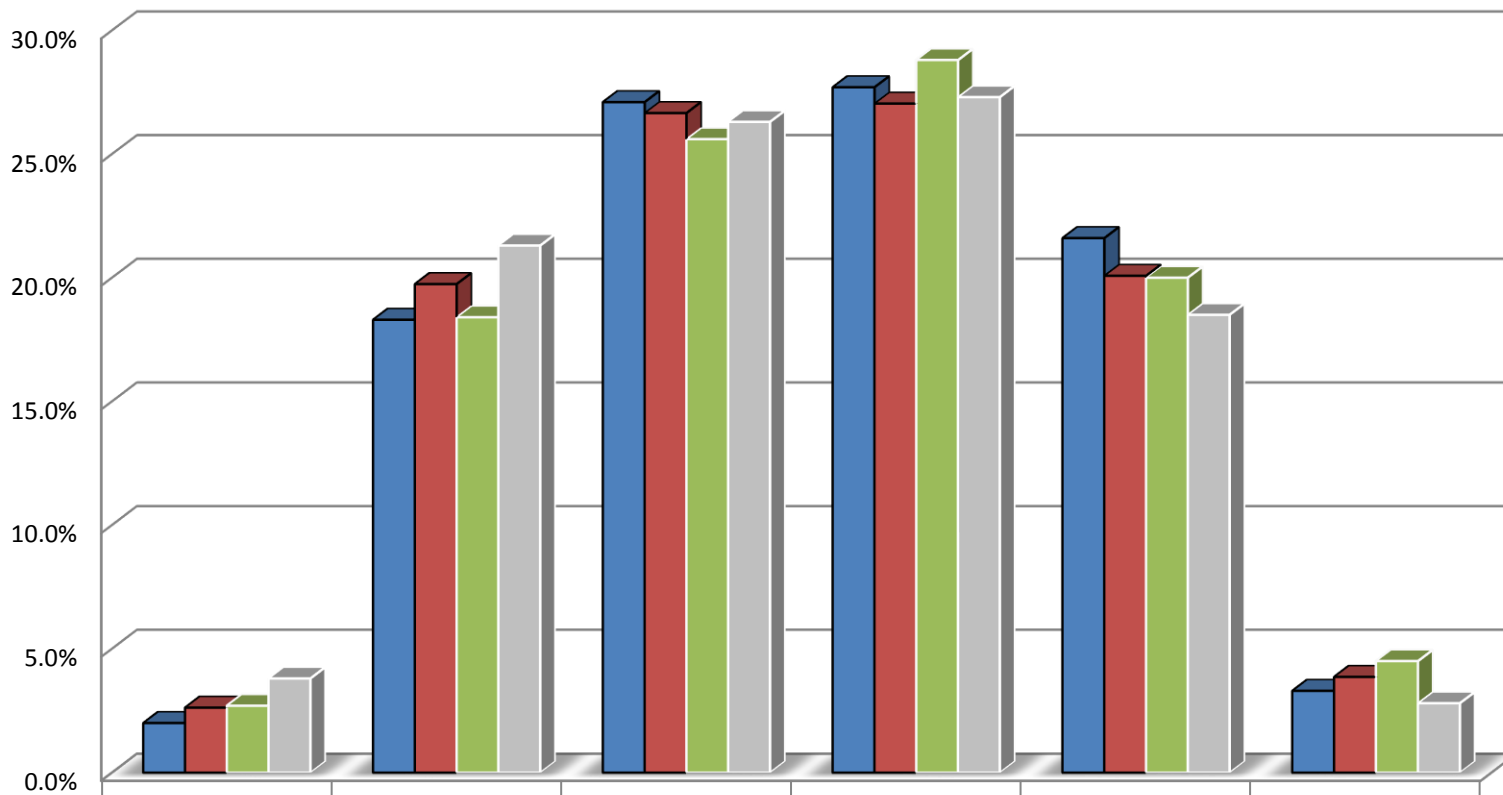
Staff Turnover - Voluntary Leavers Vs All Leavers



| | % Turnover 14/15 | % Turnover 15/16 | % Turnover 16/17 |
|------------------------|------------------|------------------|------------------|
| UoW Voluntary Turnover | 8.2% | 7.2% | 9.5% |
| UoW All Turnover | 11.7% | 10.1% | 14.6% |
| HE Average | 7.5% | 8.1% | 8.0% |

Appendix 5: Staff Profile by Age – 3 year trend analysis

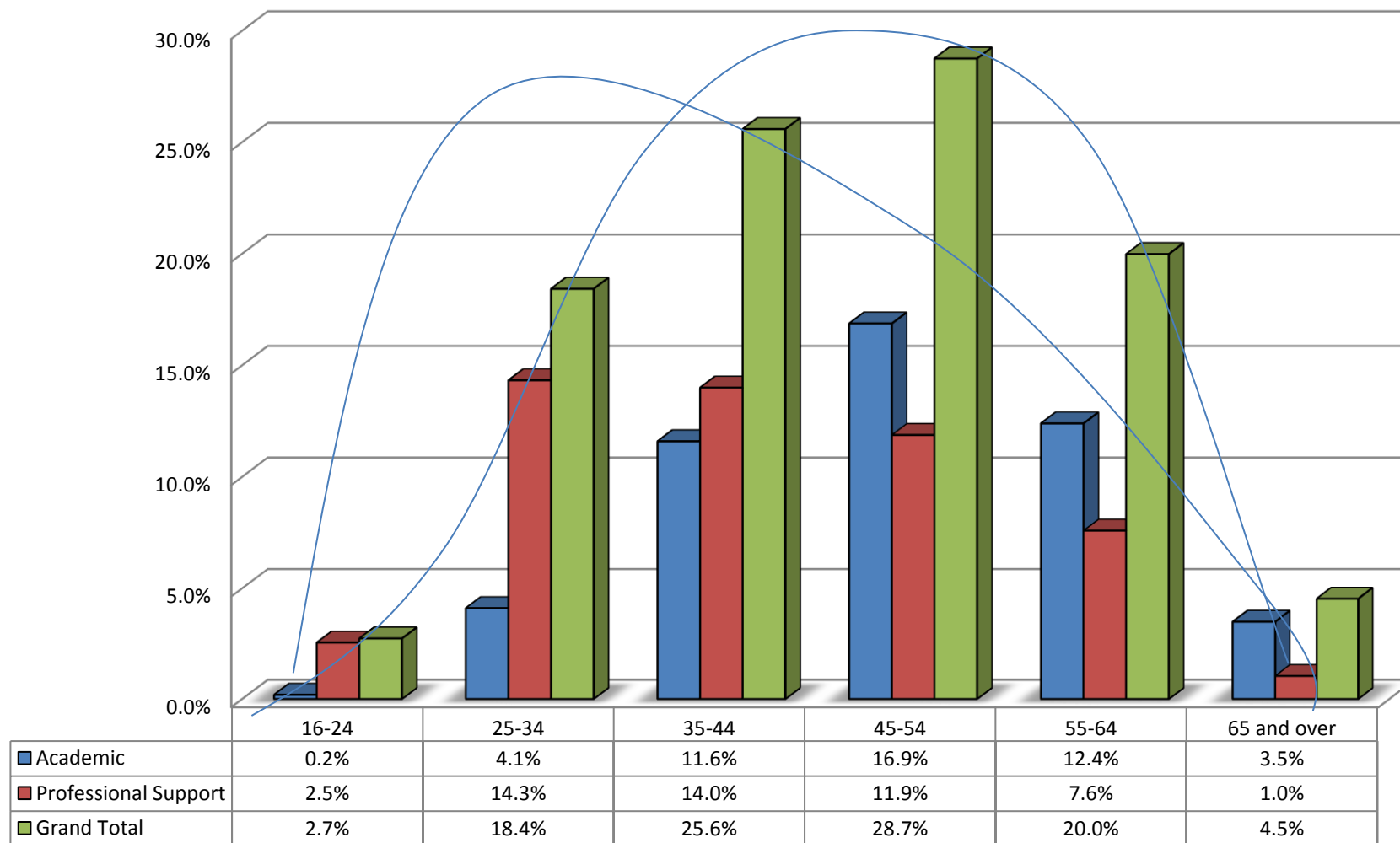
Staff Age profile in comparison to HE Average



| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65 and over |
|-----------------------|-------|-------|-------|-------|-------|-------------|
| ■ % Age Profile 14/15 | 2.0% | 18.3% | 27.1% | 27.7% | 21.6% | 3.3% |
| ■ % Age Profile 15/16 | 2.6% | 19.7% | 26.7% | 27.0% | 20.1% | 3.9% |
| ■ % Age Profile 16/17 | 2.7% | 18.4% | 25.6% | 28.8% | 20.0% | 4.5% |
| ■ HE Average 2016 | 3.8% | 21.3% | 26.3% | 27.3% | 18.5% | 2.8% |

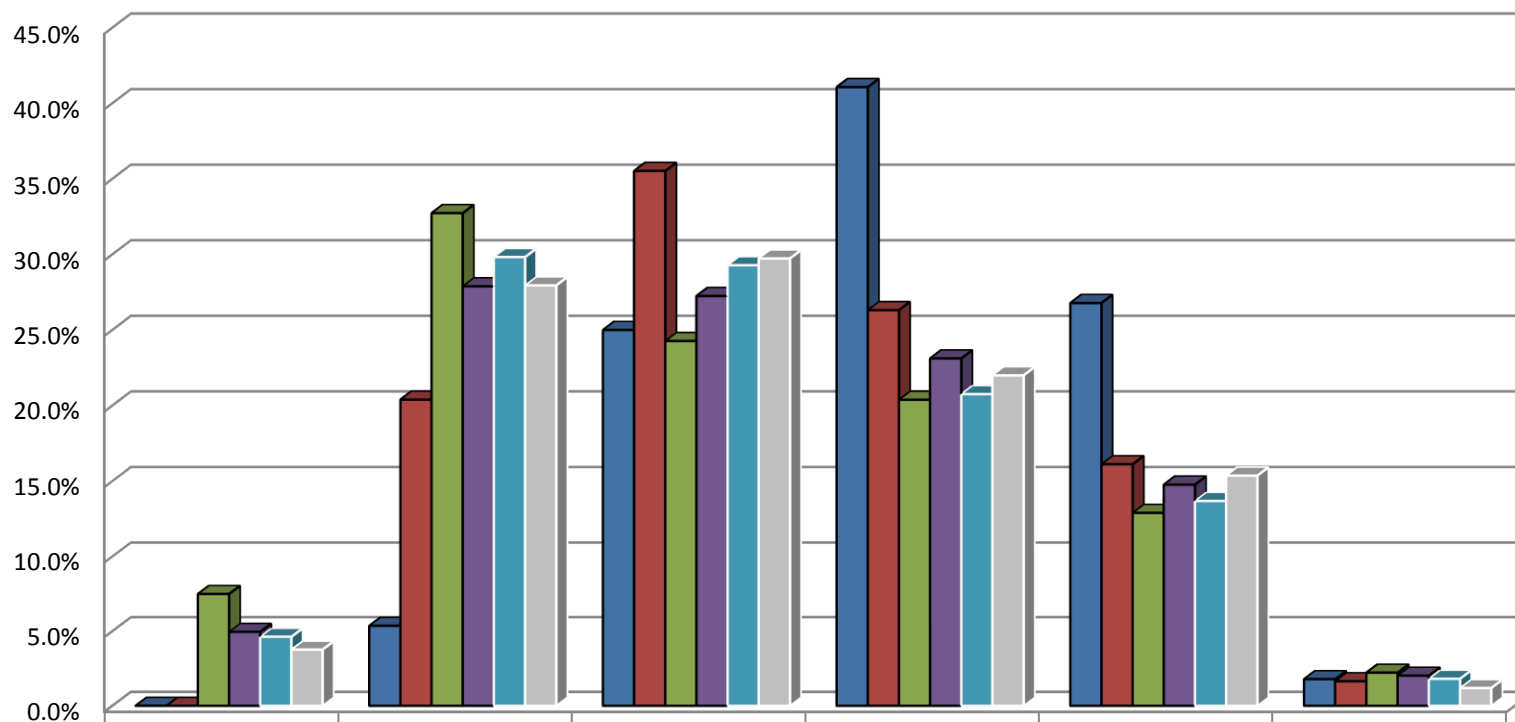
Appendix 5a: Staff Profile by Age: Staff Group as at 30 June 2017

Age Profile % - by staff group as at 30 June 2017



Appendix 5b: Staff Profile by Age: Professional Support grades

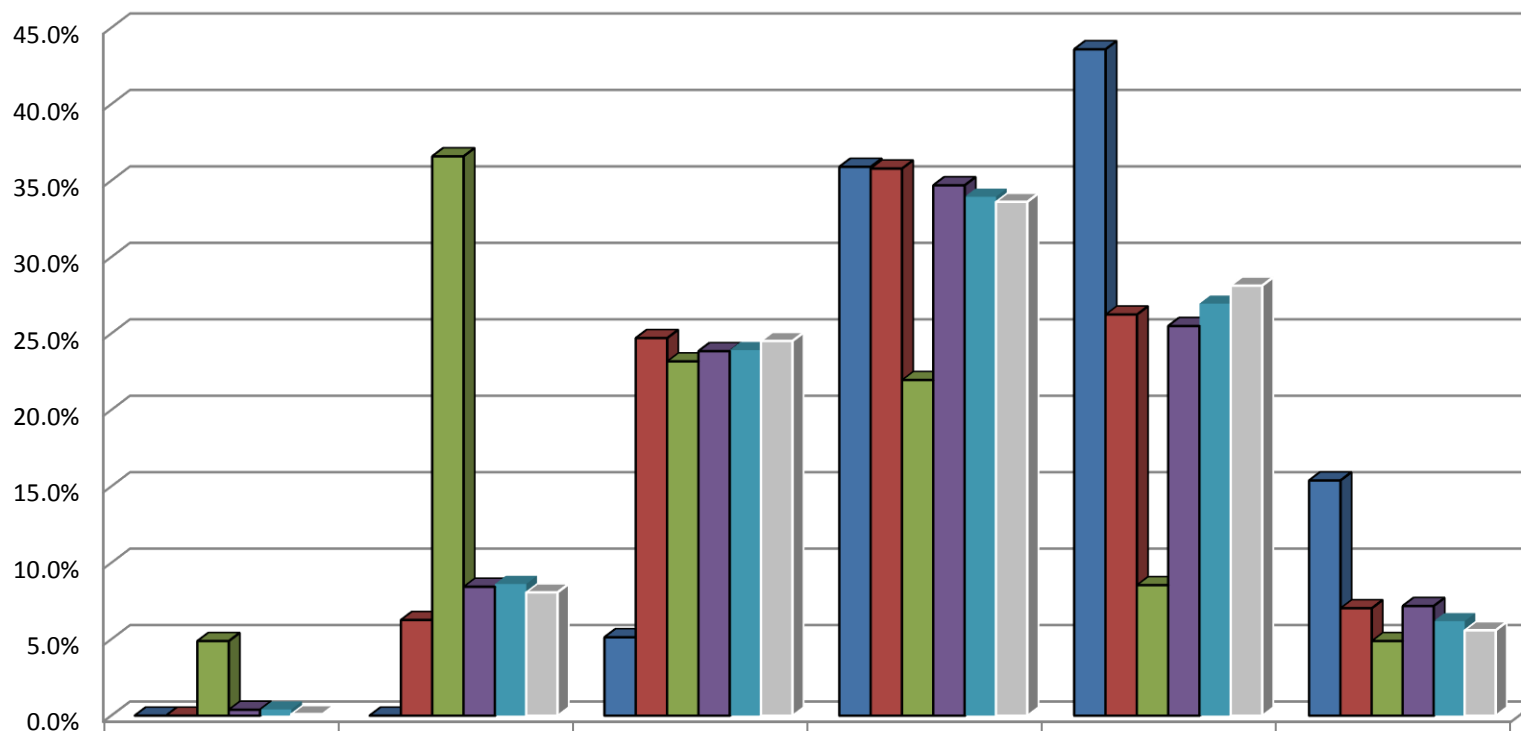
Age Profile % - by Professional Support grades as at 30 June 2017



| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65 and over |
|--------------------|-------|-------|-------|-------|-------|-------------|
| Admin Heads | 0.0% | 5.4% | 25.0% | 41.1% | 26.8% | 1.8% |
| NG6-NG8 | 0.0% | 20.4% | 35.5% | 26.3% | 16.1% | 1.6% |
| NG0-NG5 | 7.5% | 32.7% | 24.3% | 20.4% | 12.9% | 2.2% |
| Grand Total: 16/17 | 5.0% | 27.9% | 27.2% | 23.1% | 14.8% | 2.0% |
| Grand Total: 15/16 | 4.6% | 29.8% | 29.3% | 20.8% | 13.7% | 1.8% |
| Grand Total: 14/15 | 3.8% | 27.9% | 29.7% | 22.0% | 15.4% | 1.2% |

Appendix 5c: Staff Profile by Age: Academic grades

Age Profile % by Academic grades as at 30 June 2017



| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65 and over |
|----------------------|-------|-------|-------|-------|-------|-------------|
| ■ Academic Heads | 0.0% | 0.0% | 5.1% | 35.9% | 43.6% | 15.4% |
| ■ Academics | 0.0% | 6.3% | 24.7% | 35.8% | 26.2% | 7.0% |
| ■ Researchers | 4.9% | 36.6% | 23.2% | 22.0% | 8.5% | 4.9% |
| ■ Grand Total: 16/17 | 0.4% | 8.4% | 23.8% | 34.7% | 25.5% | 7.2% |
| ■ Grand Total: 15/16 | 0.4% | 8.6% | 23.9% | 33.9% | 27.0% | 6.2% |
| ■ Grand Total: 14/15 | 0.1% | 8.1% | 24.5% | 33.6% | 28.1% | 5.6% |

Appendix 6: Staff Profile by Sexual Orientation and Religion & Belief

% of Staff

| | Academic | Professional Support | Total |
|-----------------------|----------|----------------------|-------|
| Bisexual | 0.3% | 1.1% | 0.7% |
| Gay Man | 2.7% | 2.5% | 2.6% |
| Gay Woman/Lesbian | 0.6% | 0.6% | 0.6% |
| Heterosexual/Straight | 39.1% | 56.1% | 47.8% |
| Other | 0.4% | 0.4% | 0.4% |
| Prefer not to say | 5.9% | 4.9% | 5.4% |
| Unknown | 51.0% | 34.5% | 42.5% |

| | Academic | Professional Support | Total |
|-------------------|----------|----------------------|-------|
| Buddhist | 0.6% | 0.6% | 0.6% |
| Christian | 16.5% | 24.0% | 20.4% |
| Hindu | 1.1% | 3.3% | 2.2% |
| Jewish | 1.0% | 0.9% | 0.9% |
| Muslim | 2.6% | 4.2% | 3.4% |
| No Religion | 20.5% | 25.0% | 22.8% |
| Other | 0.5% | 1.0% | 0.8% |
| Prefer not to say | 5.9% | 5.5% | 5.7% |
| Sikh | 0.2% | 1.0% | 0.6% |
| Spiritual | 0.7% | 0.9% | 0.8% |
| Unknown | 50.5% | 33.6% | 41.8% |

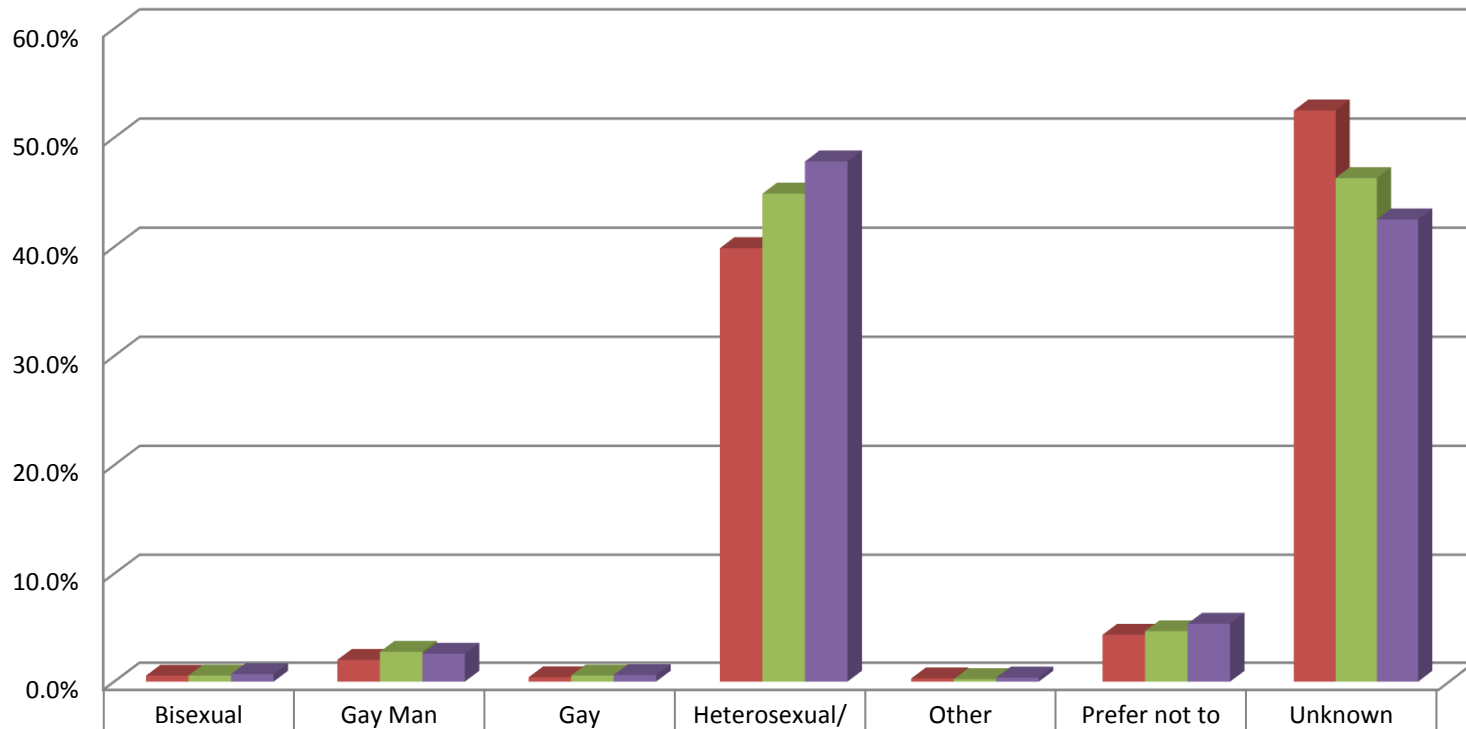
Headcount

| | Academic | Professional Support | Total |
|-----------------------|----------|----------------------|-------|
| Bisexual | 3 | 12 | 15 |
| Gay Man | 28 | 27 | 55 |
| Gay Woman/Lesbian | 6 | 7 | 13 |
| Heterosexual/Straight | 404 | 611 | 1015 |
| Other | 4 | 4 | 8 |
| Prefer not to say | 61 | 53 | 114 |
| Unknown | 526 | 376 | 902 |

| | Academic | Professional Support | Total |
|-------------------|----------|----------------------|-------|
| Buddhist | 6 | 6 | 12 |
| Christian | 170 | 262 | 432 |
| Hindu | 11 | 36 | 47 |
| Jewish | 10 | 10 | 20 |
| Muslim | 27 | 46 | 73 |
| No Religion | 212 | 272 | 484 |
| Other | 5 | 11 | 16 |
| Prefer not to say | 61 | 60 | 121 |
| Sikh | 2 | 11 | 13 |
| Spiritual | 7 | 10 | 17 |
| Unknown | 521 | 366 | 887 |

Appendix 6a: Staff Profile by Sexual Orientation - 3 year trend analysis

Sexual Orientation Profile - All Staff (3 year trend)



| | | | | | | | |
|--|------|------|------|-------|------|------|-------|
| ■ % SO Profile 14/15 | 0.6% | 2.0% | 0.4% | 39.9% | 0.3% | 4.3% | 52.5% |
| ■ % SO Profile 15/16 | 0.6% | 2.8% | 0.6% | 44.9% | 0.2% | 4.7% | 46.3% |
| ■ % SO Profile 16/17 | 0.7% | 2.6% | 0.6% | 47.8% | 0.4% | 5.4% | 42.5% |

Appendix 6b: Staff Profile by Religion & Belief - 3 year trend analysis

