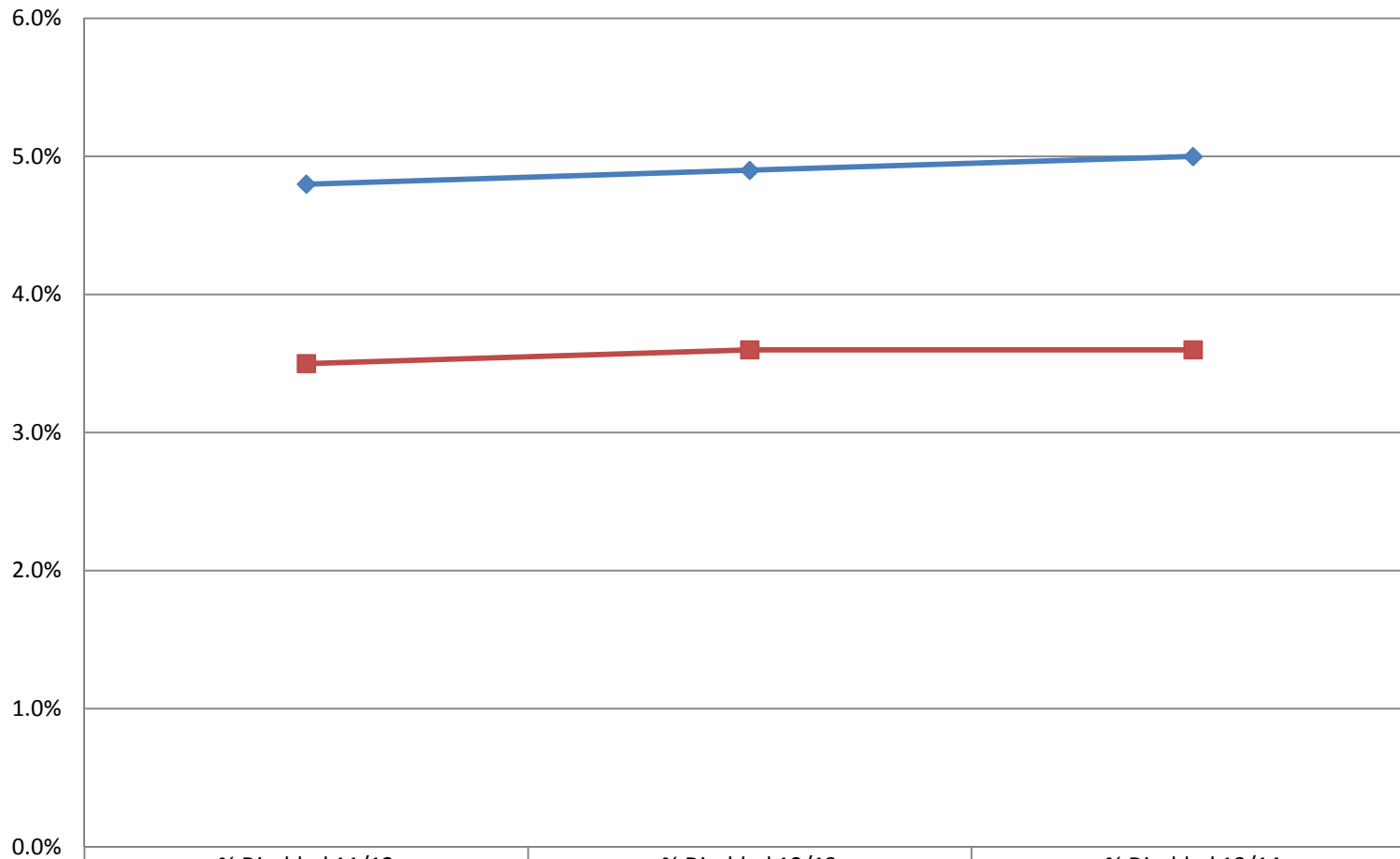


Staff Equality, Diversity & Inclusion Annual Report 2013-14

Appendices

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

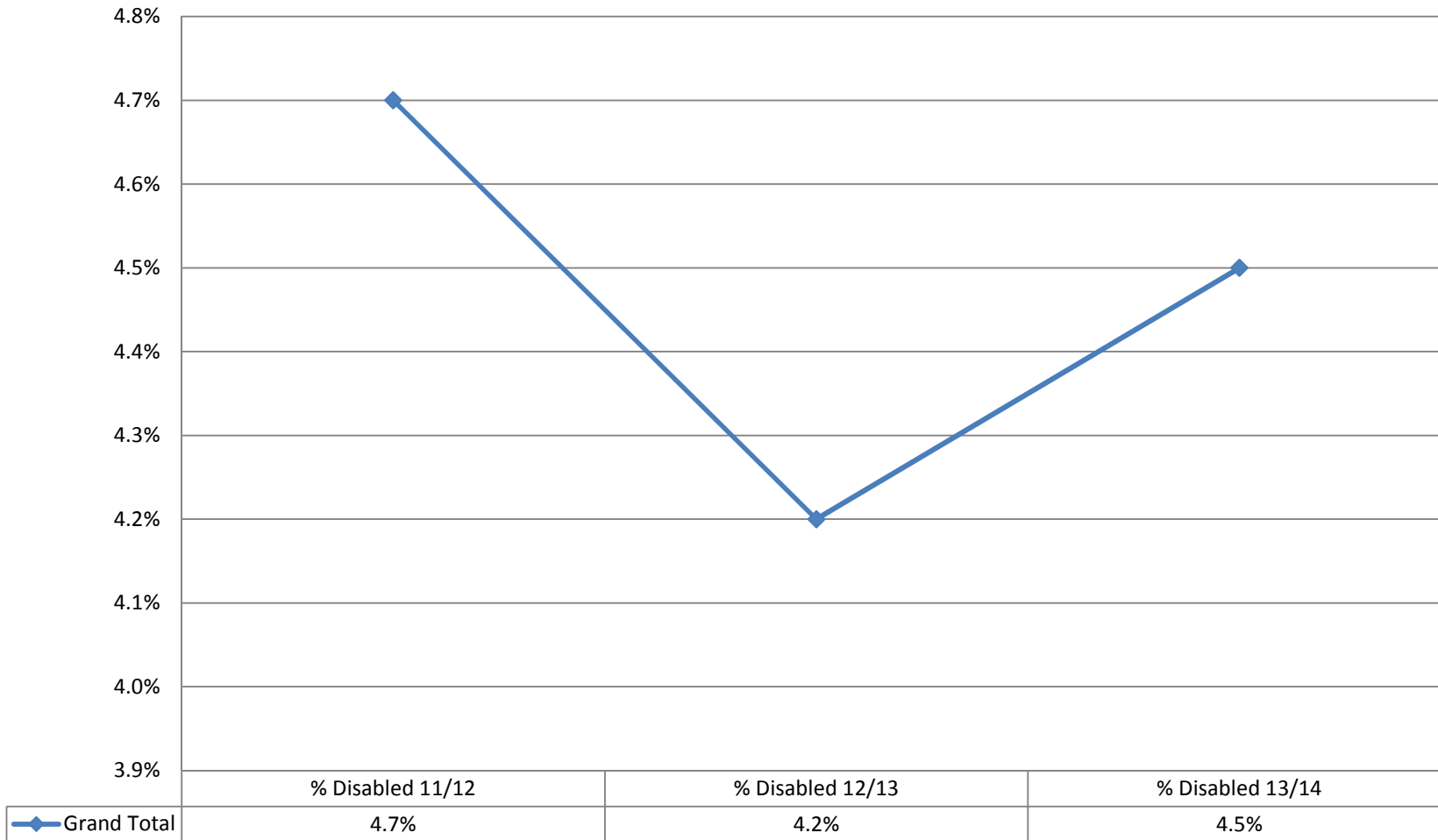
Staff Disability in comparison to HE Average



	% Disabled 11/12	% Disabled 12/13	% Disabled 13/14
University of Westminster	4.8%	4.9%	5.0%
HE Average	3.5%	3.6%	3.6%

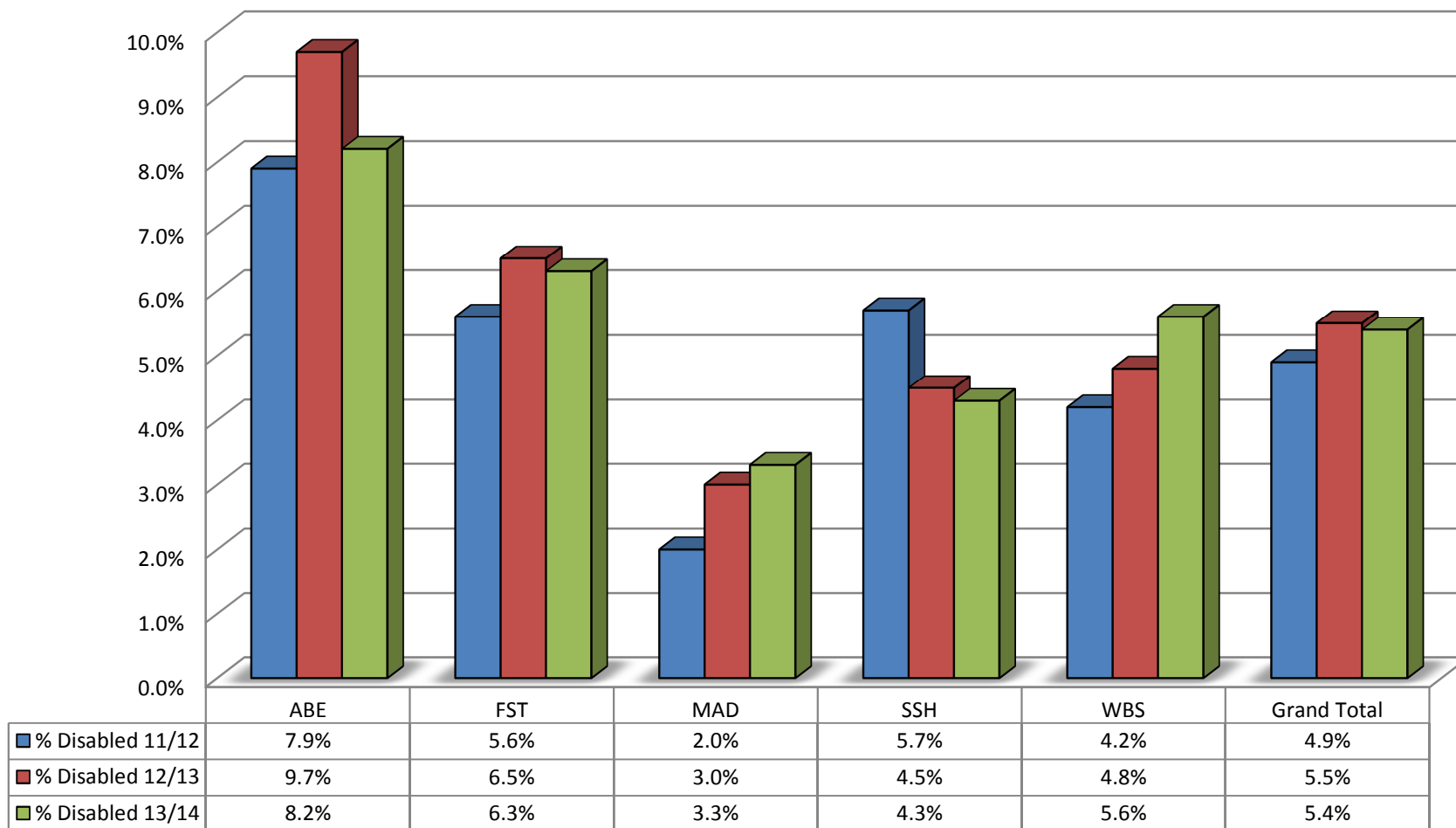
Appendix 1a: Staff Profile by Disability – Corporate Services

Disability % - Corporate Services as at 10 June 2014



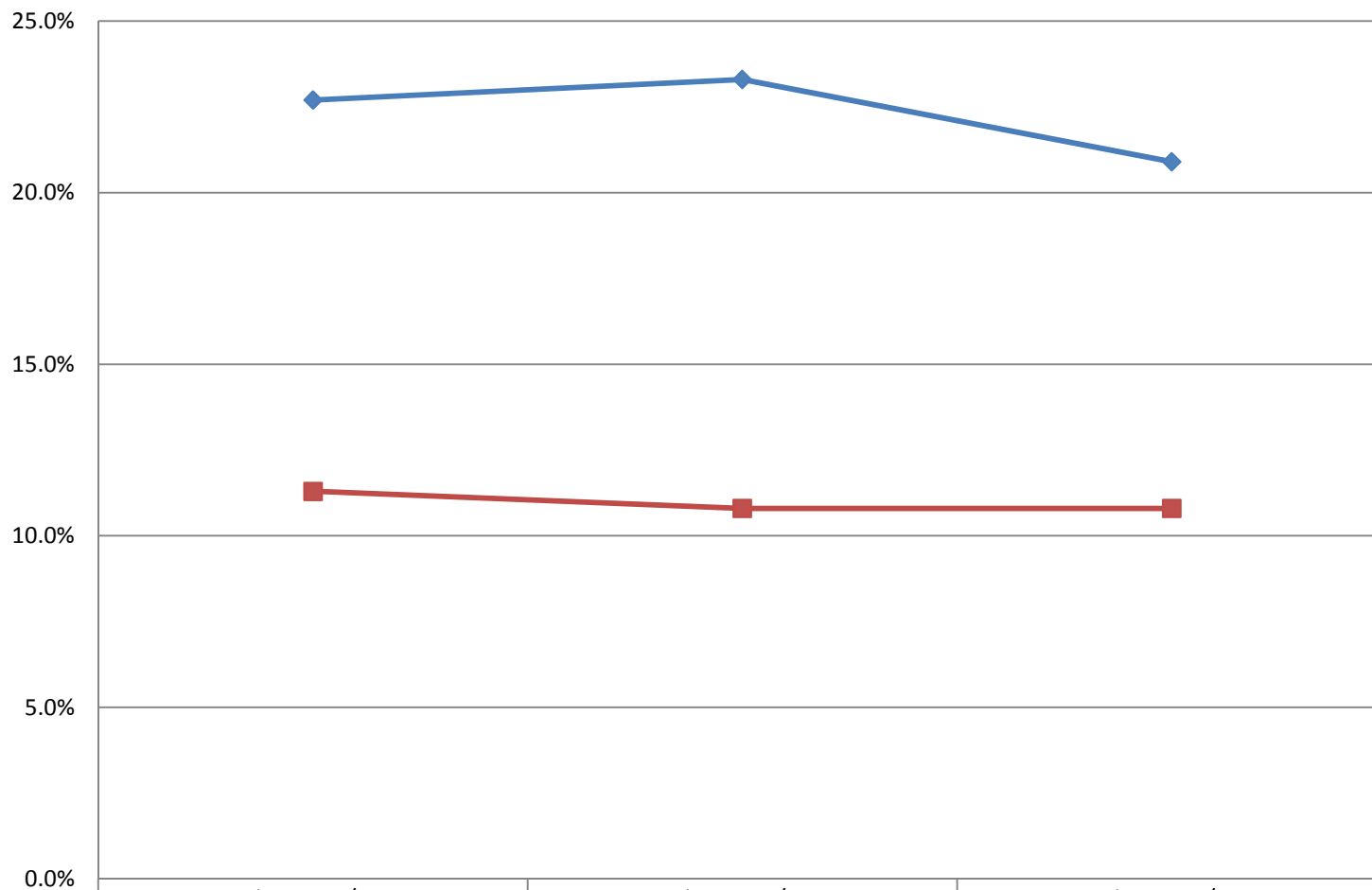
Appendix 1b: Staff Profile by Disability – Faculties

Disability % - Faculties as at 10 June 2014



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

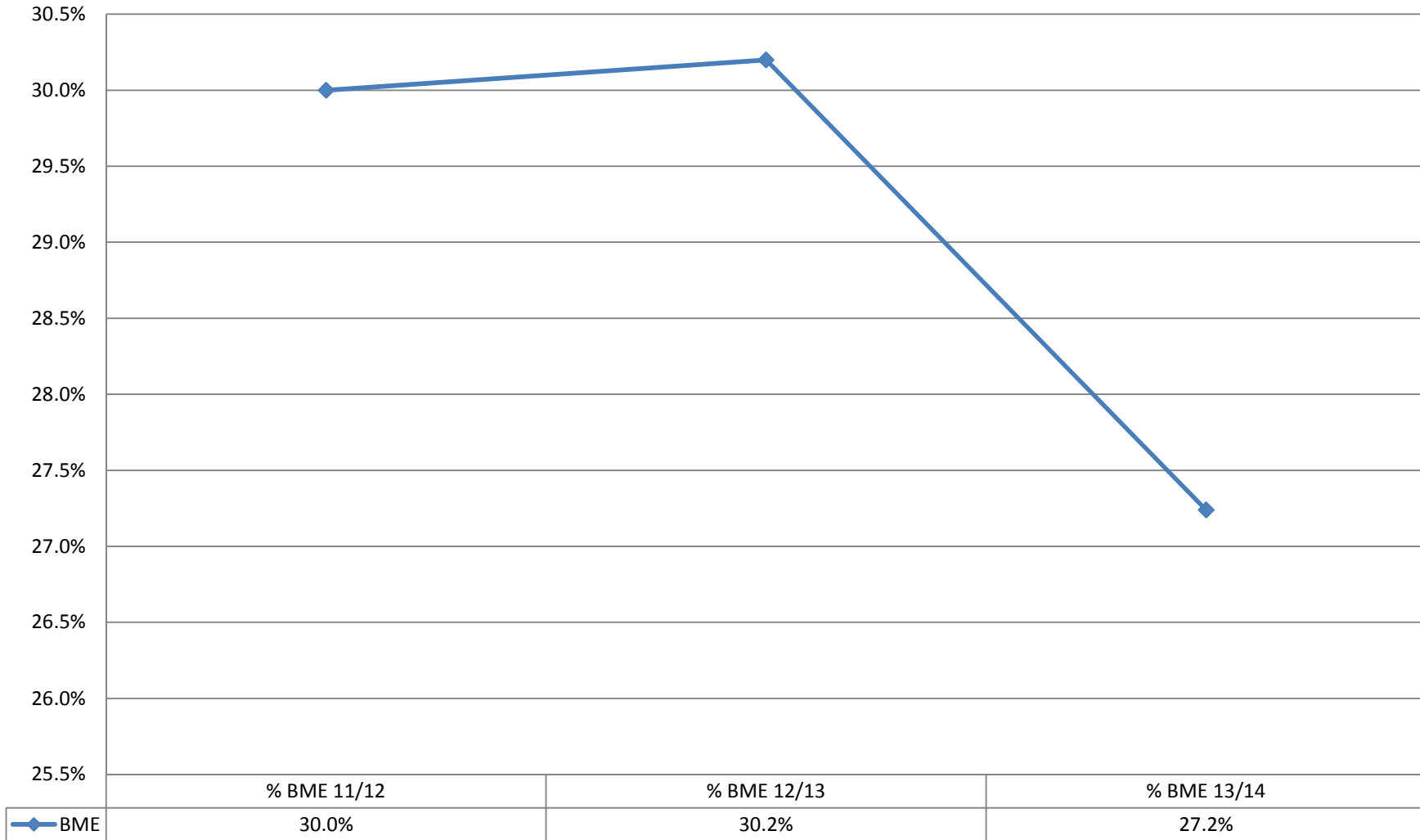
Staff Ethnicity in comparison to HE Average



	% BME 11/12	% BME 12/13	% BME 13/14
University of Westminster	22.7%	23.3%	20.9%
HE Average	11.3%	10.8%	10.8%

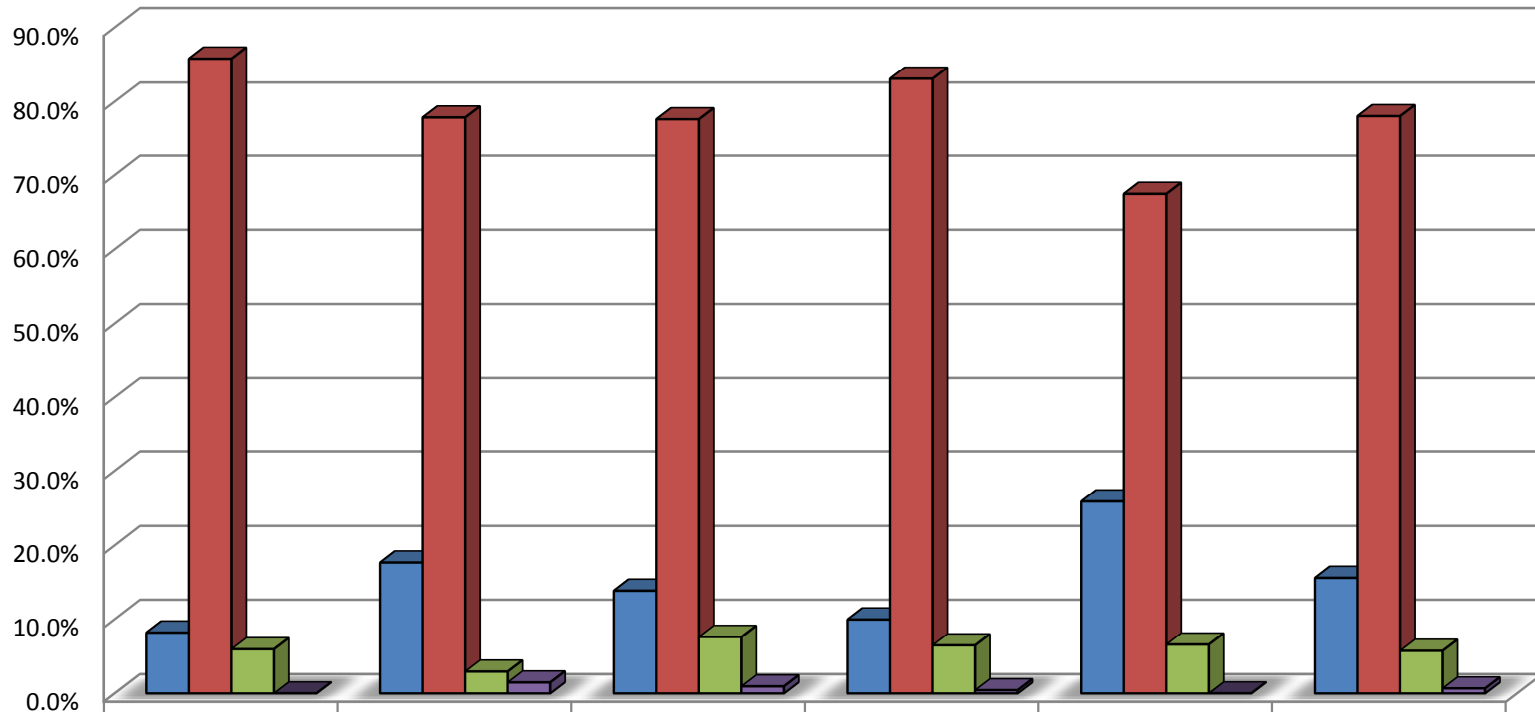
Appendix 2a: Staff Profile by Ethnicity: Corporate Services

Ethnicity % - Corporate Services as at 10 June 2014



Appendix 2b: Staff Profile by Ethnicity – Faculties

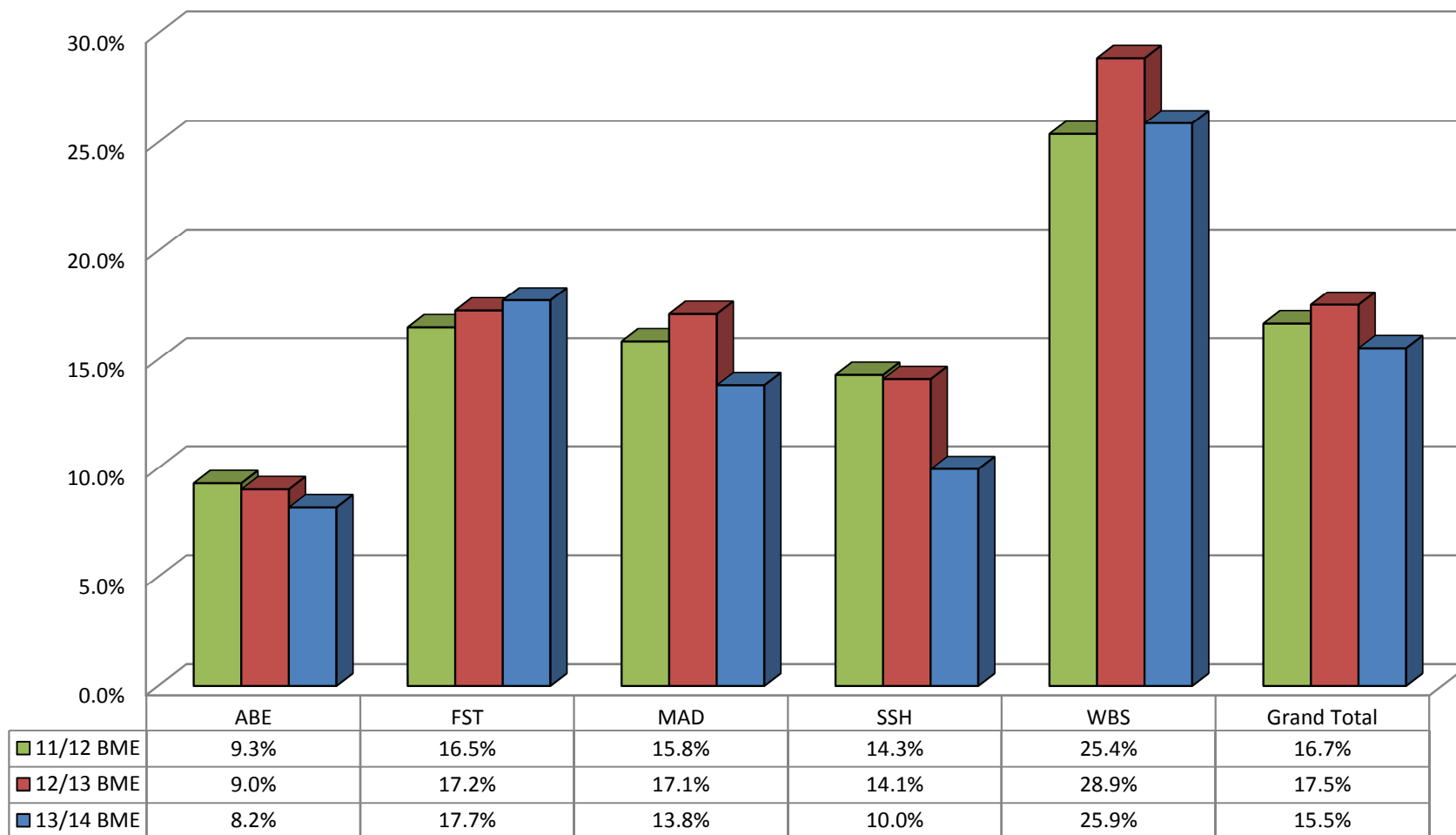
Ethnicity % - Faculties as at 10 June 2014



■ BME	8.2%	17.7%	13.8%	10.0%	25.9%	15.5%
■ White	85.8%	77.9%	77.6%	83.1%	67.5%	78.0%
■ Unknown	6.0%	3.0%	7.6%	6.5%	6.6%	5.8%
■ Information Refused	0.0%	1.5%	1.0%	0.4%	0.0%	0.7%

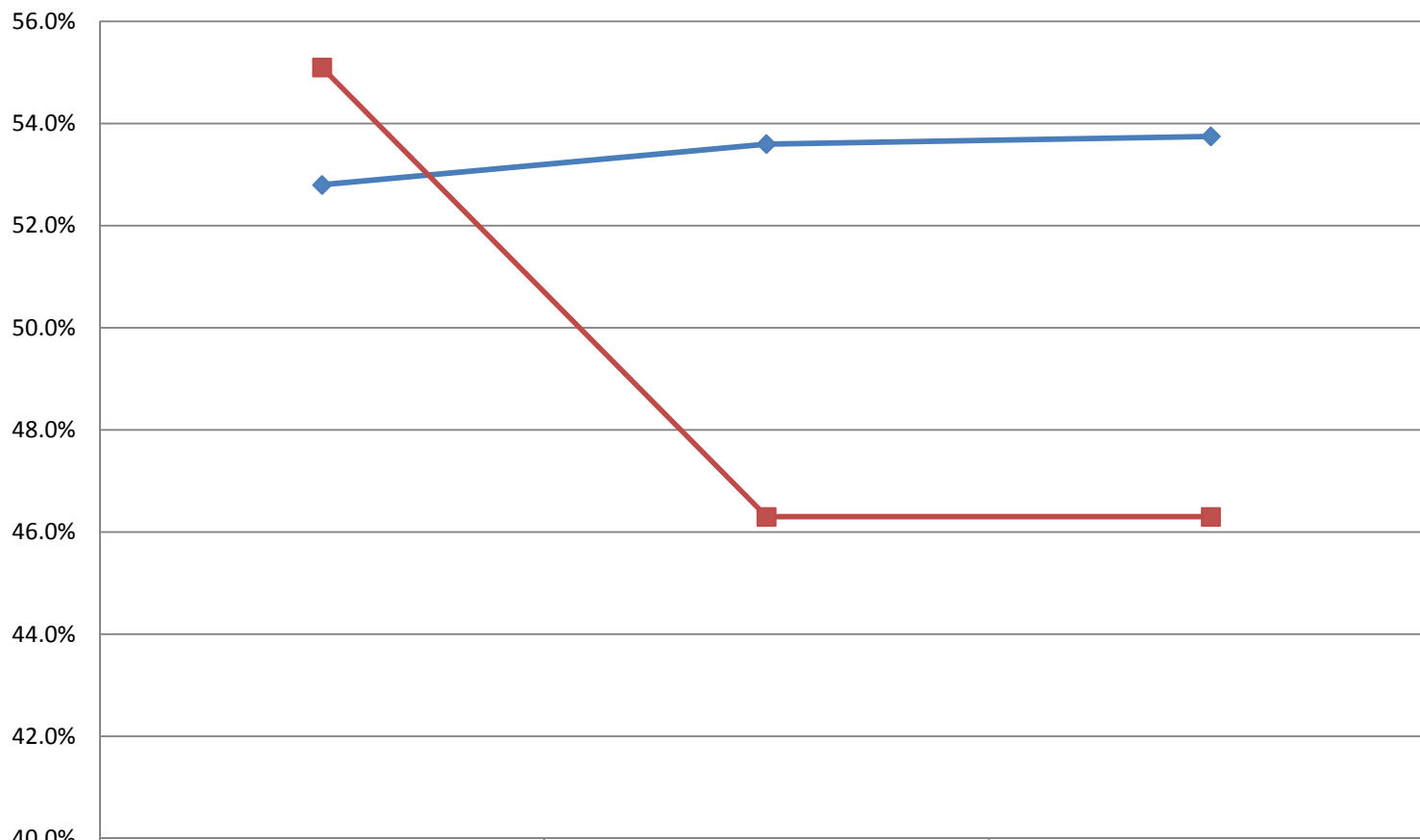
Appendix 2c Staff Profile by Ethnicity – Faculties – 3 year trend

Ethnicity % - Faculties - 3 year trend



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

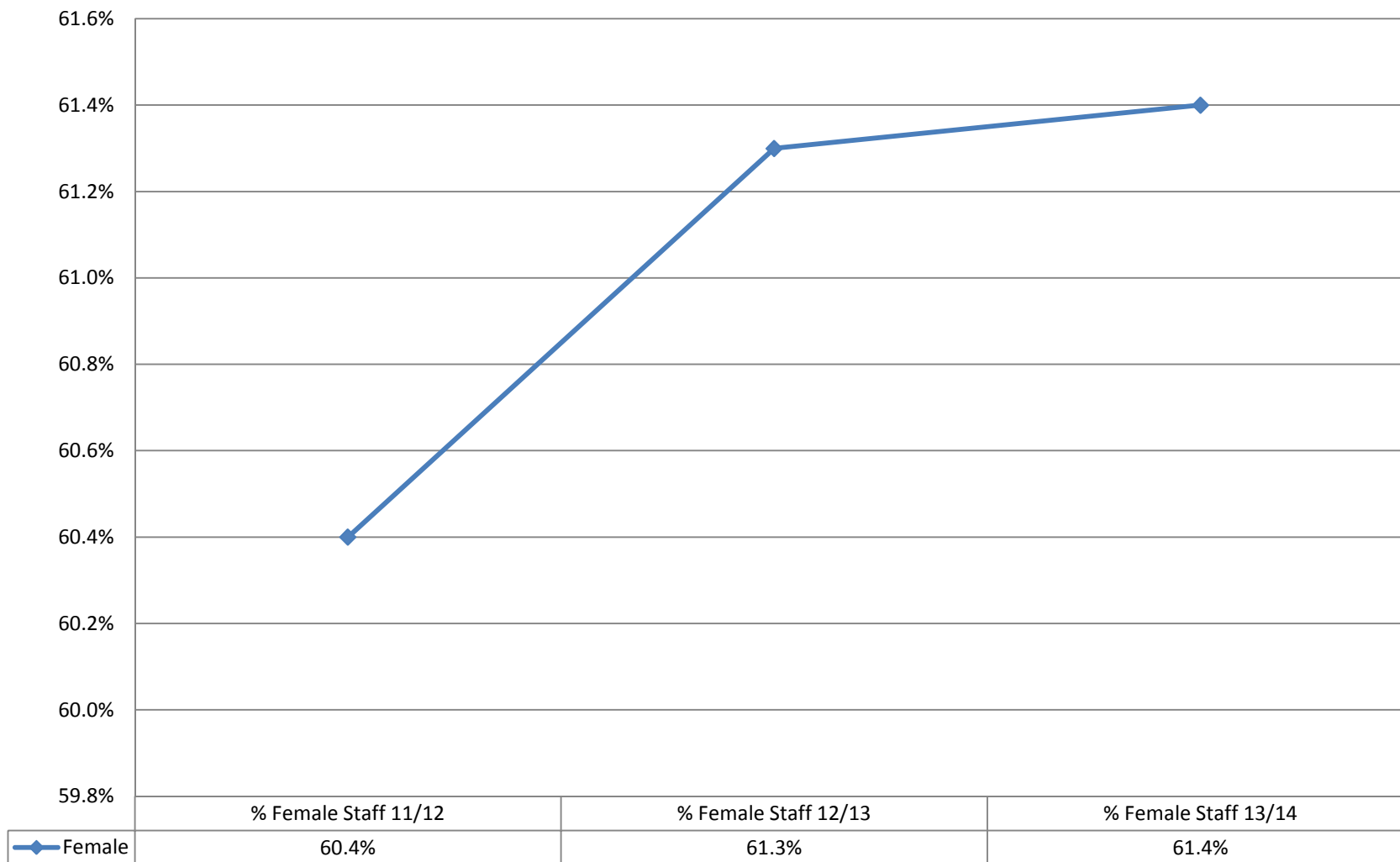
% Female Staff in comparison to HE Average



	% Female Staff 11/12	% Female Staff 12/13	% Female Staff 13/14
University of Westminster	52.8%	53.6%	53.8%
HE Average	55.1%	46.3%	46.3%

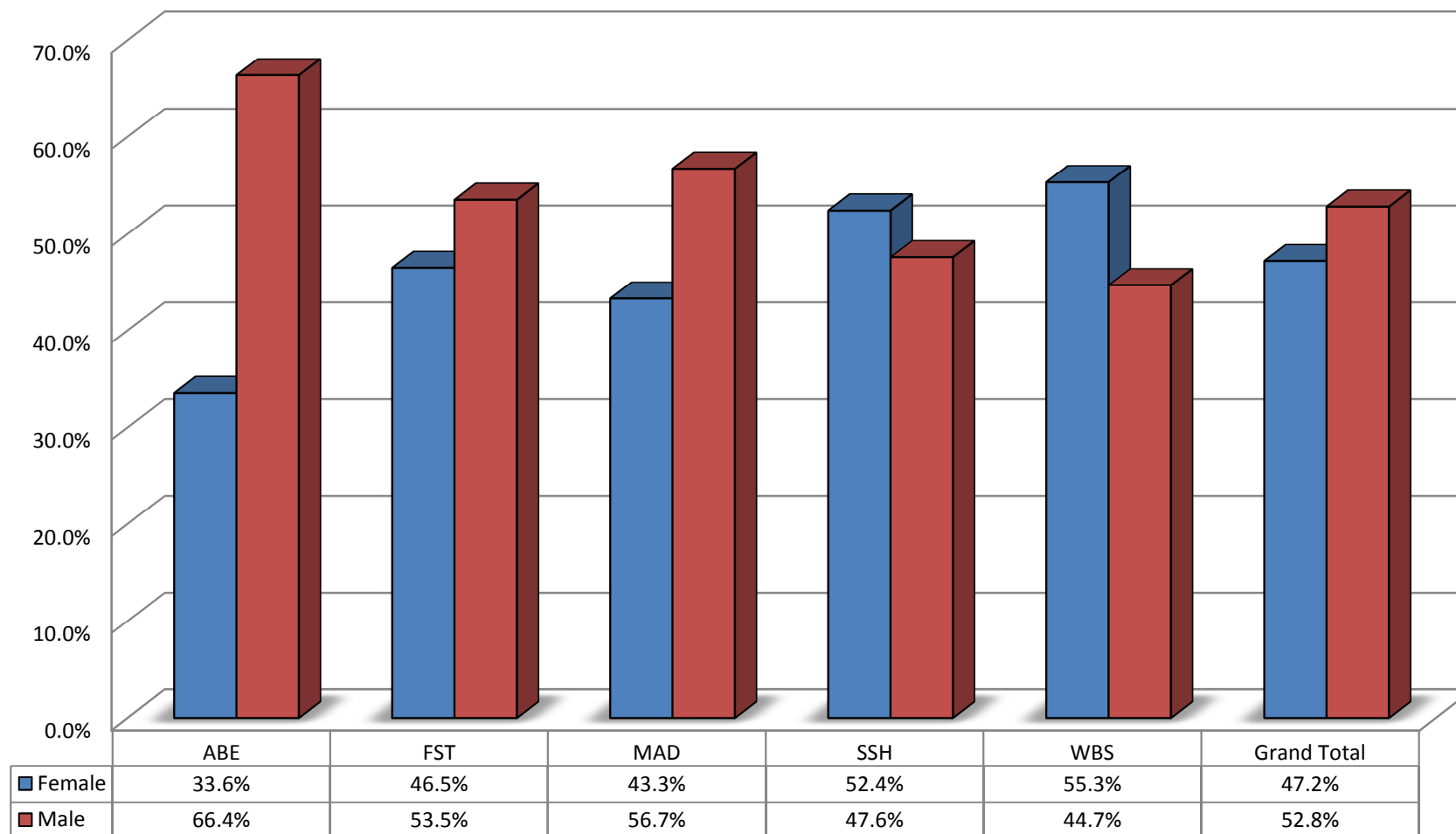
Appendix 3a: Staff Profile by Gender – Corporate Services

Gender % - Corporate Services as at 10 June 2014



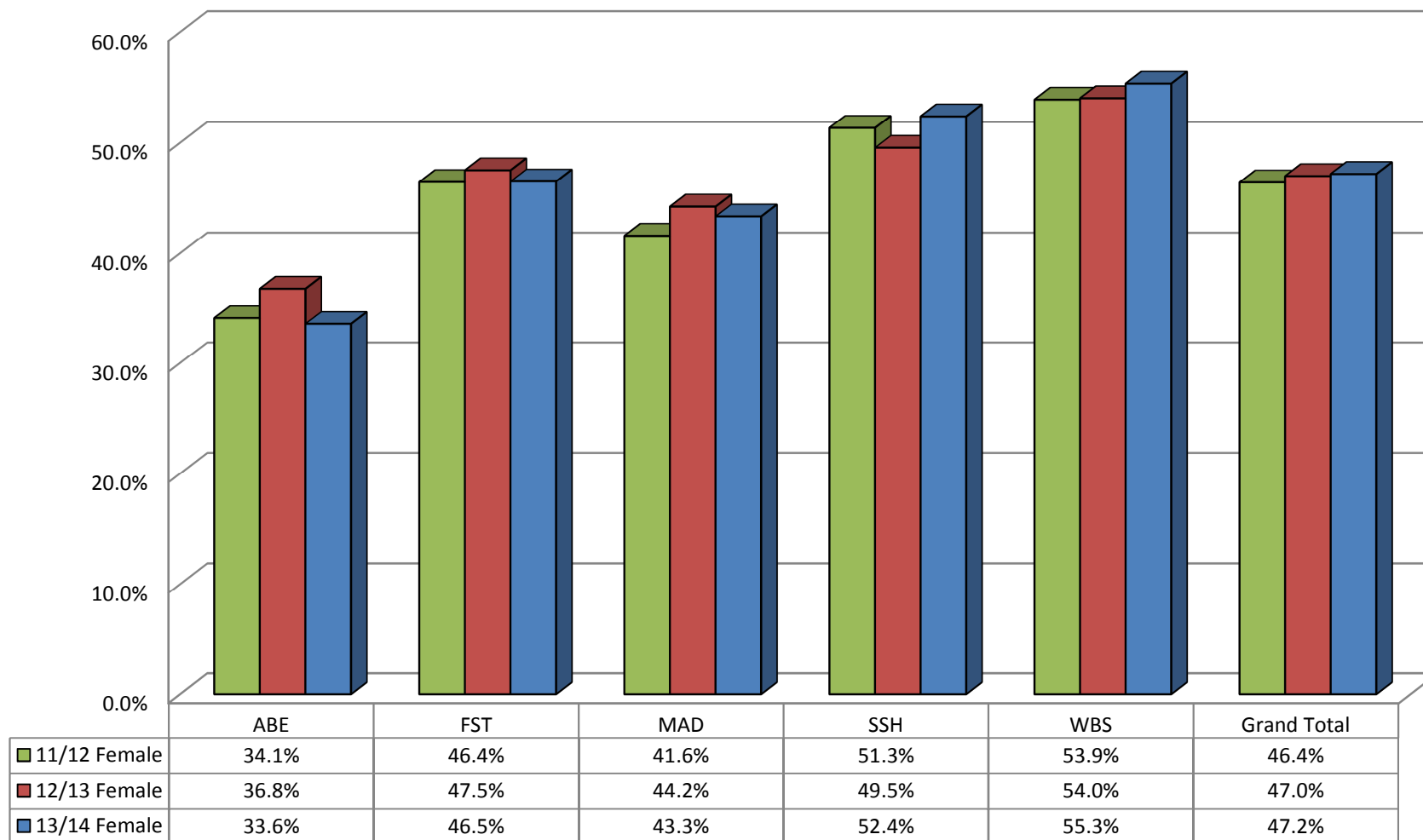
Appendix 3b: Staff Profile by Gender – Faculties

Gender % - Faculties as at 10 June 2014



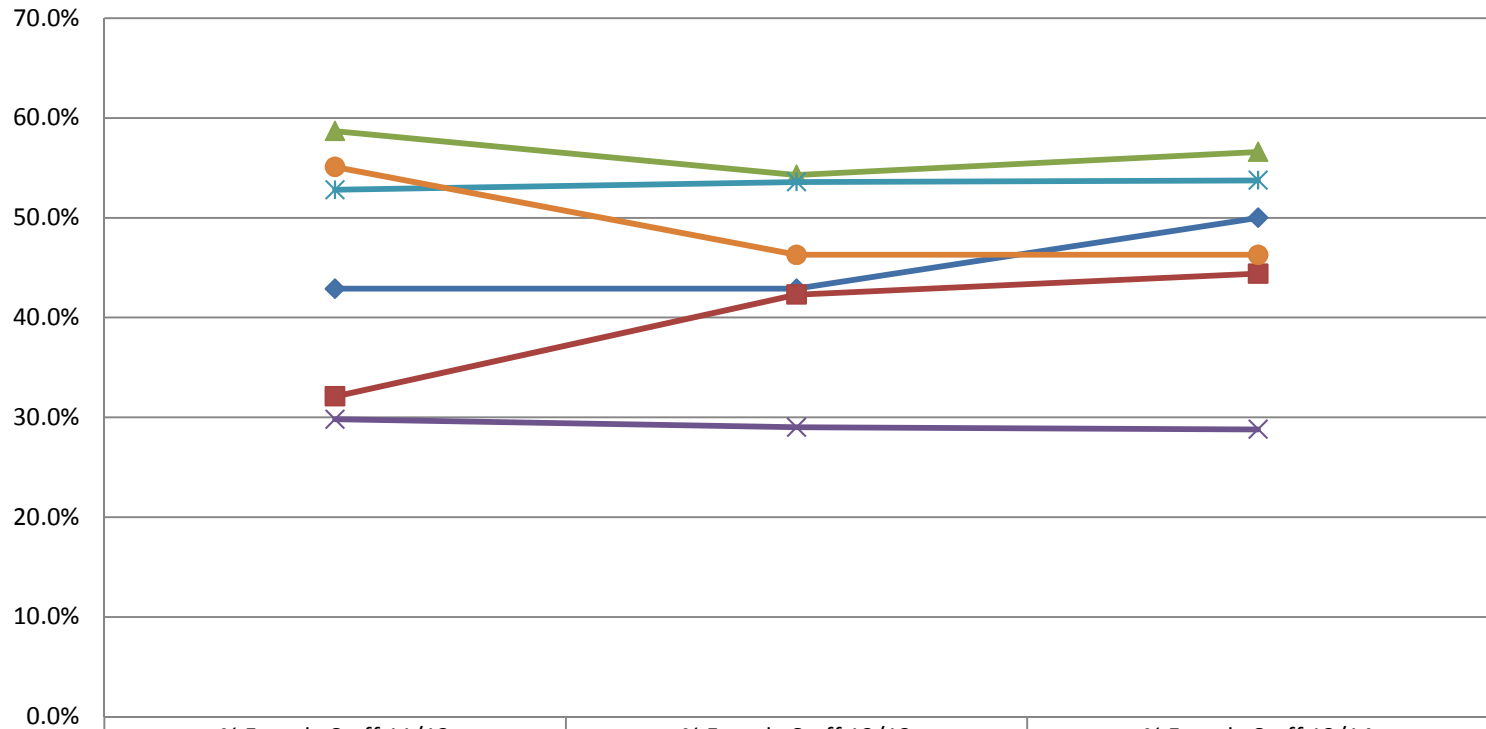
Appendix 3c: Staff Profile by Gender – Faculties – 3 year trend

Gender % - Faculties - 3 year comparison



Appendix 3d: Staff Profile by Gender – Senior Grades

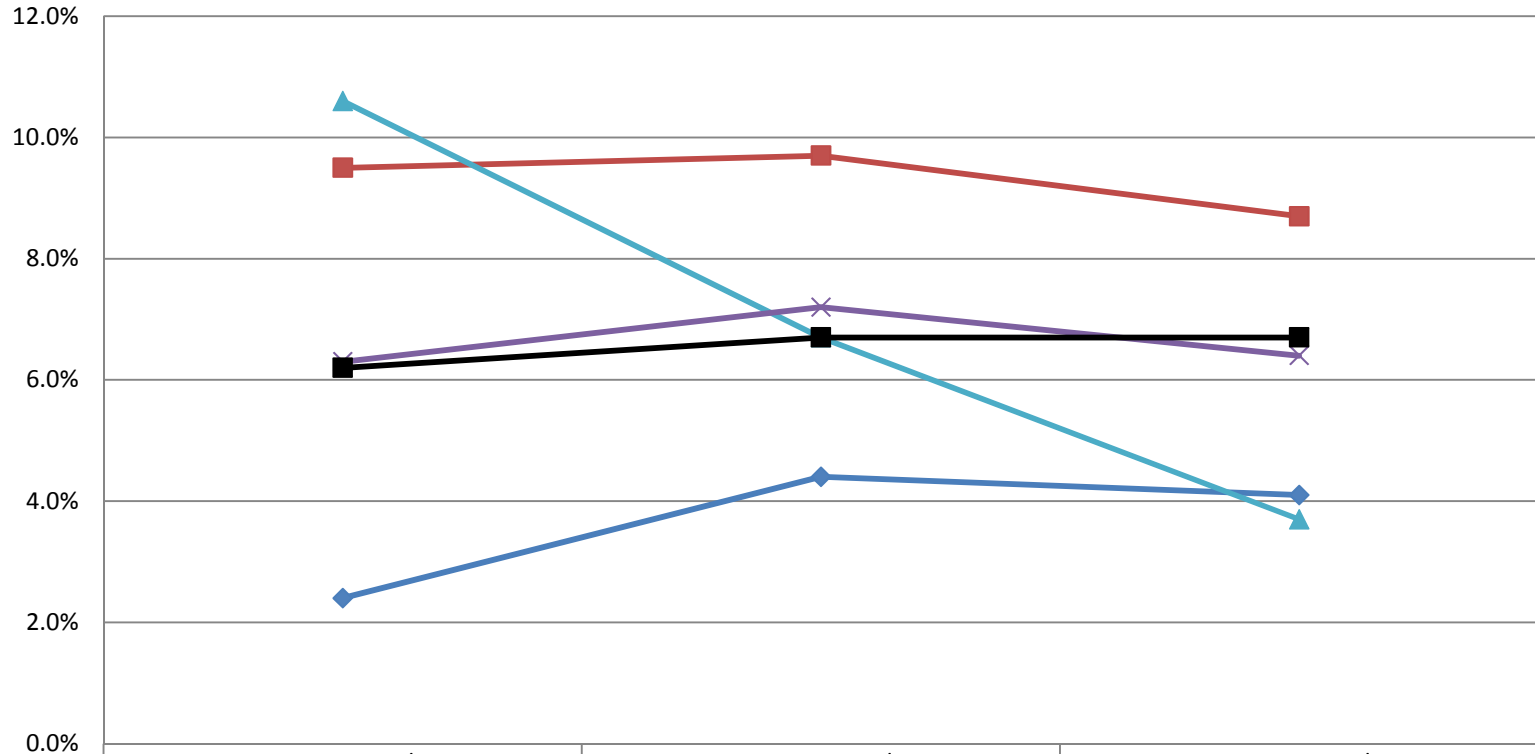
% Female staff - Senior Grades



	% Female Staff 11/12	% Female Staff 12/13	% Female Staff 13/14
◆ Deans	42.9%	42.9%	50.0%
■ Heads of Departments	32.1%	42.3%	44.4%
▲ Levels 1 - 5 (Admin Heads)	58.7%	54.3%	56.6%
✕ Professors	29.8%	29.0%	28.8%
✱ University of Westminster	52.8%	53.6%	53.8%
● HE Average	55.1%	46.3%	46.3%

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

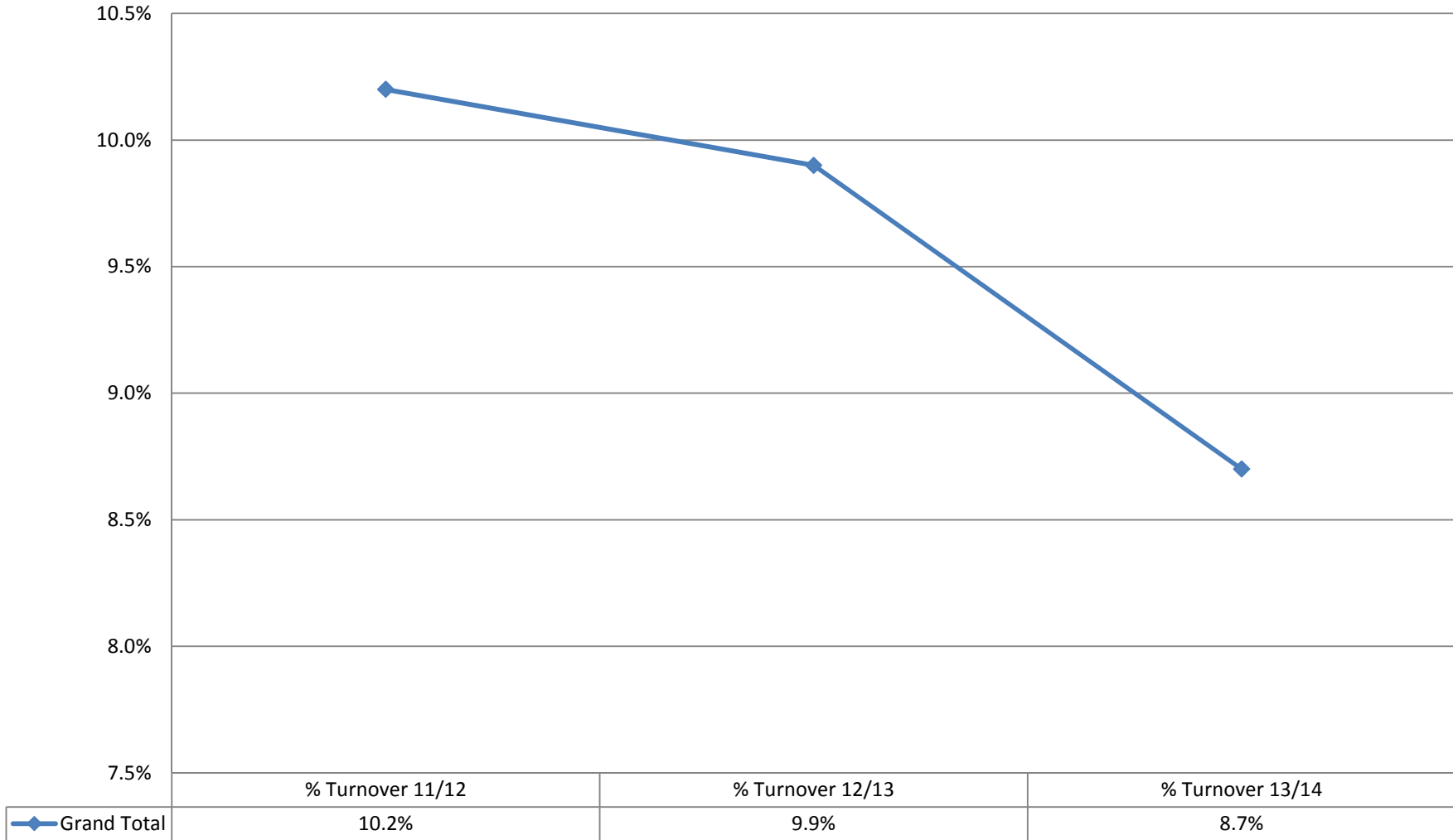
Voluntary Staff Turnover in comparison to HE Average



	% Turnover 11/12	% Turnover 12/13	% Turnover 13/14
◆ Academic	2.4%	4.4%	4.1%
■ Professional Support	9.5%	9.7%	8.7%
▲ Researchers	10.6%	6.7%	3.7%
× Grand Total	6.3%	7.2%	6.4%
■ HE Average	6.2%	6.7%	6.7%

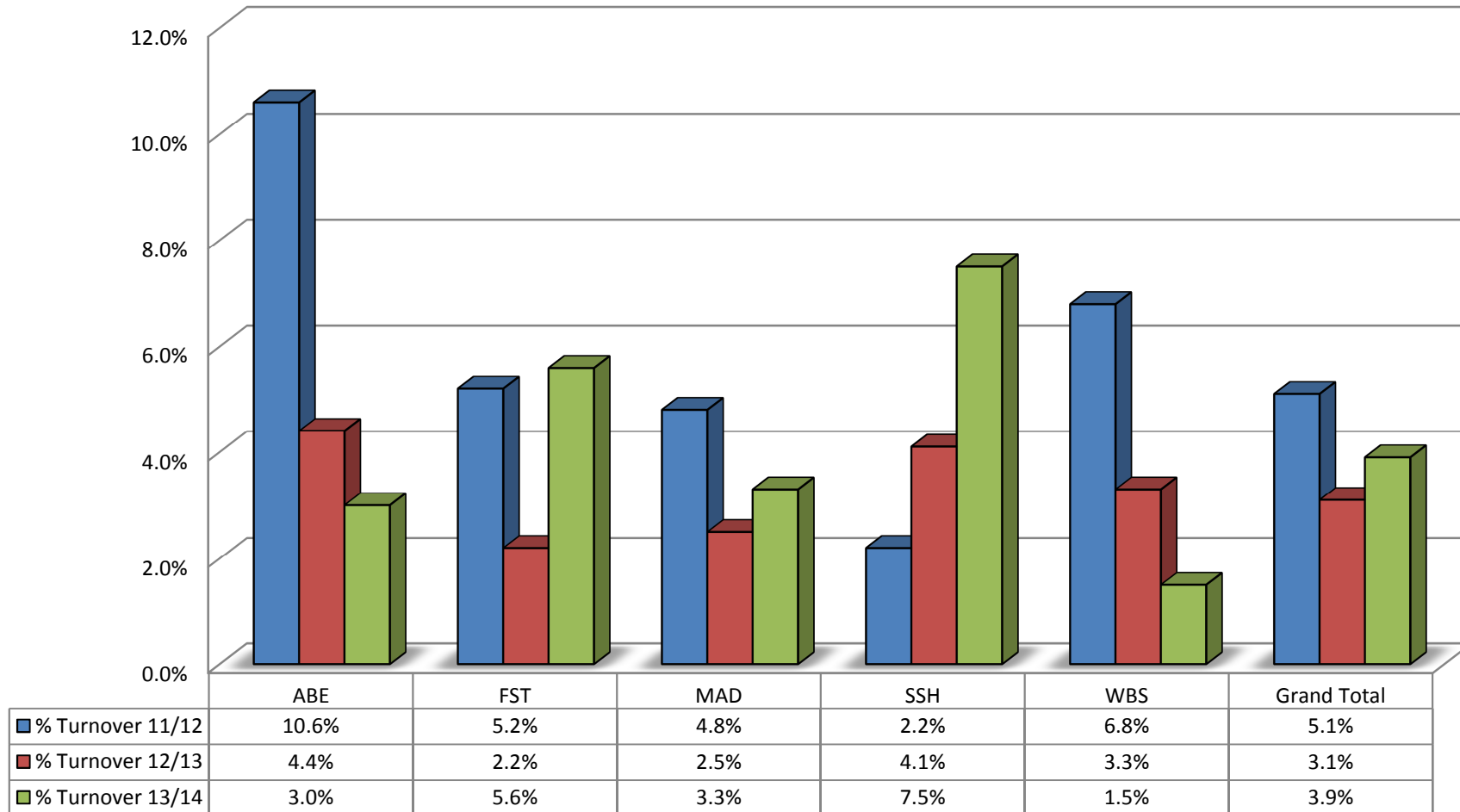
Appendix 4a: Staff Profile by Voluntary Turnover/Employment Type: Corporate Services

Voluntary Staff Turnover - Corporate Services



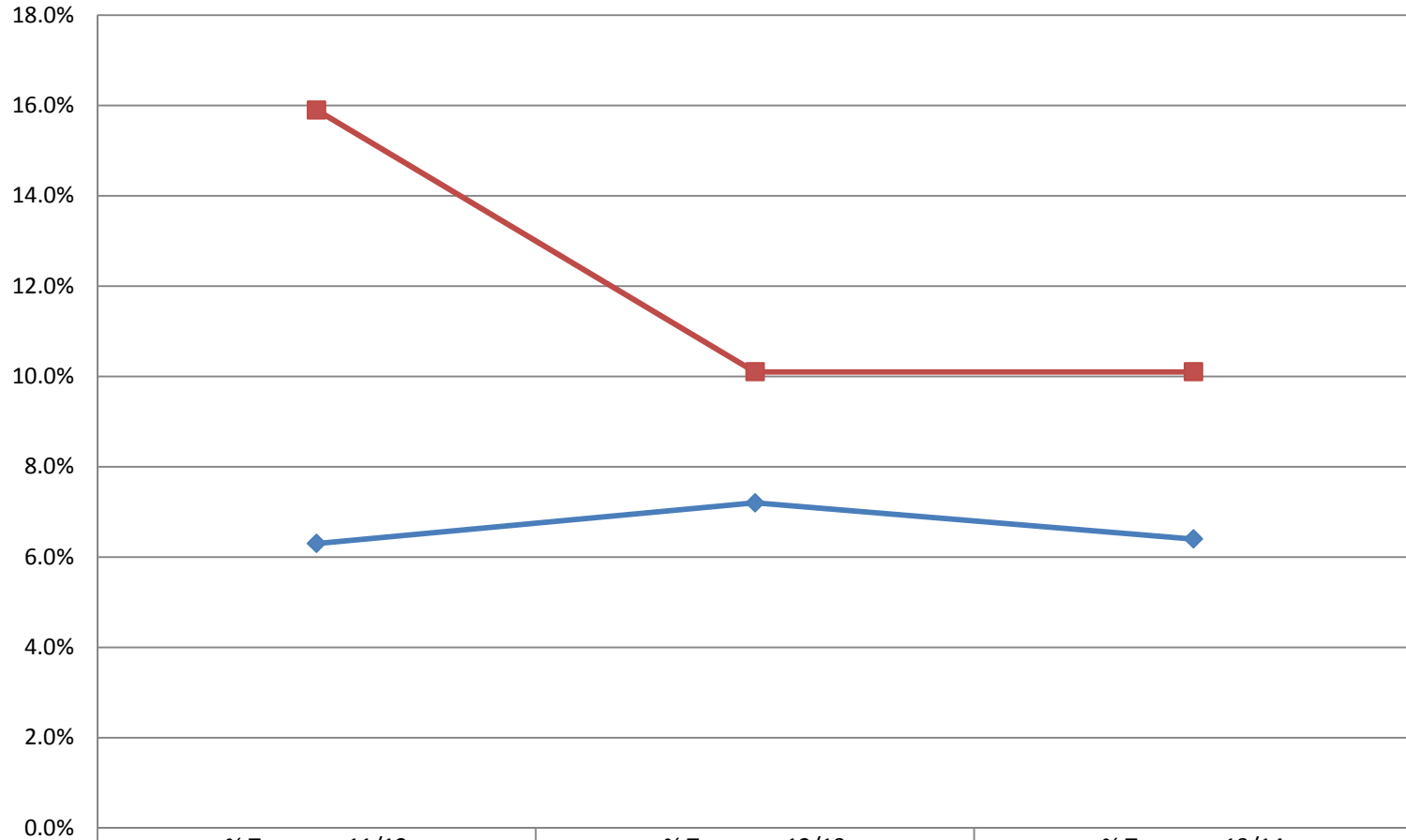
Appendix 4b: Staff Profile by Voluntary Turnover/Employment Type: Faculties

Voluntary Staff Turnover - Faculties



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

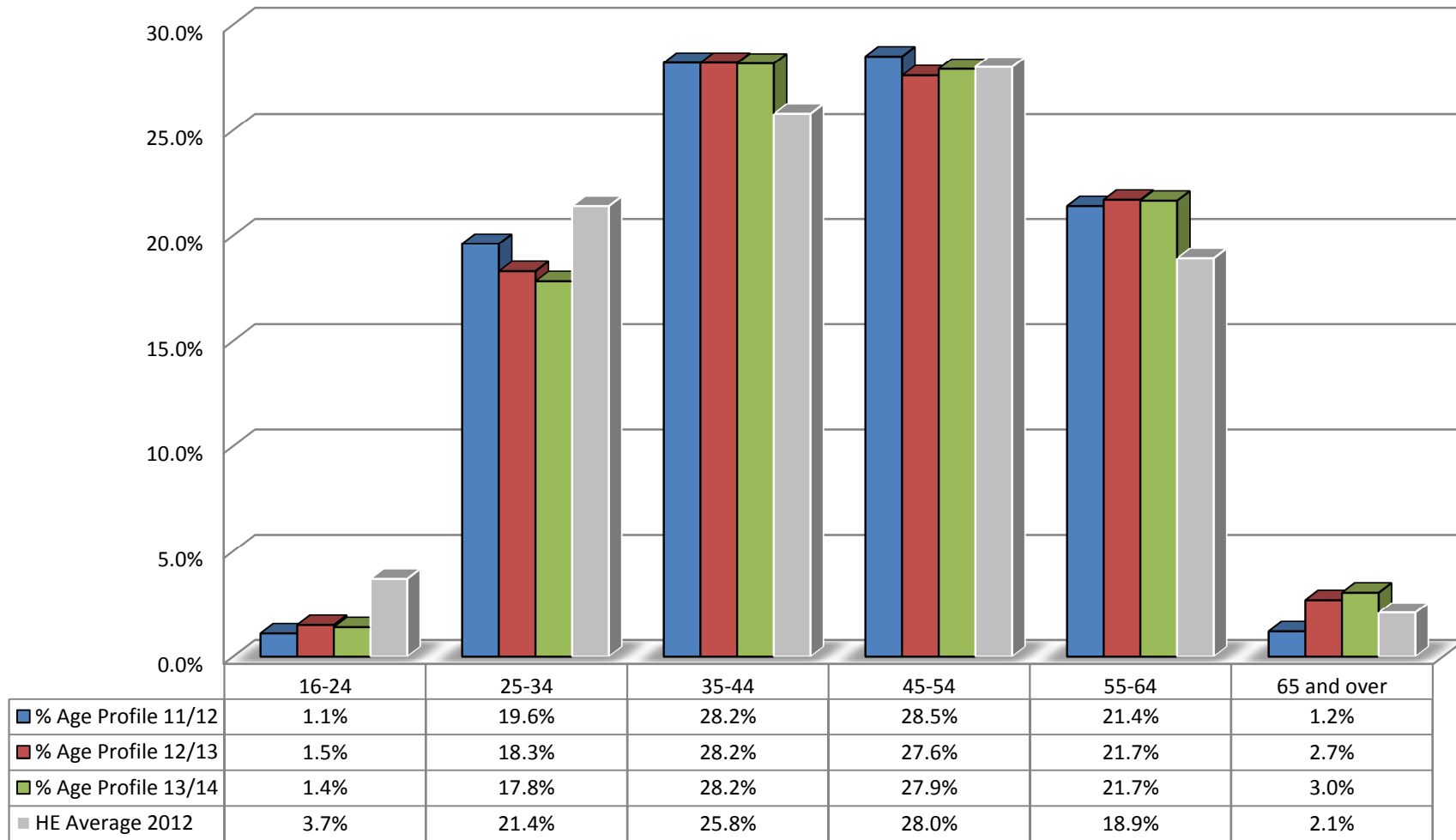
Staff Turnover - Voluntary Leavers Vs All Leavers



	% Turnover 11/12	% Turnover 12/13	% Turnover 13/14
UoW Voluntary Turnover	6.3%	7.2%	6.4%
UoW All Turnover	15.9%	10.1%	10.1%

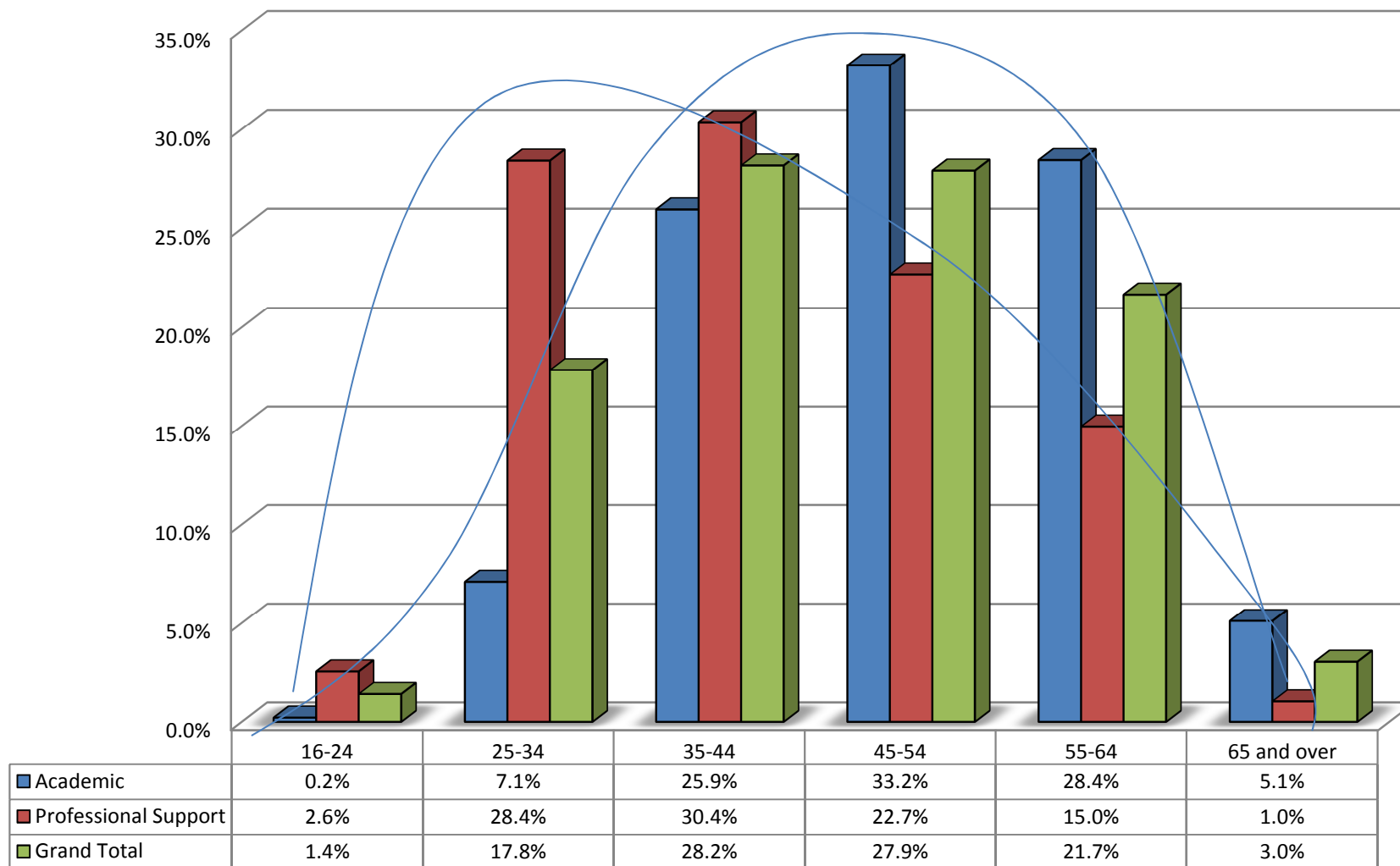
Appendix 5: Staff Profile by Age – 3 year trend analysis

Staff Age profile in comparison to HE Average



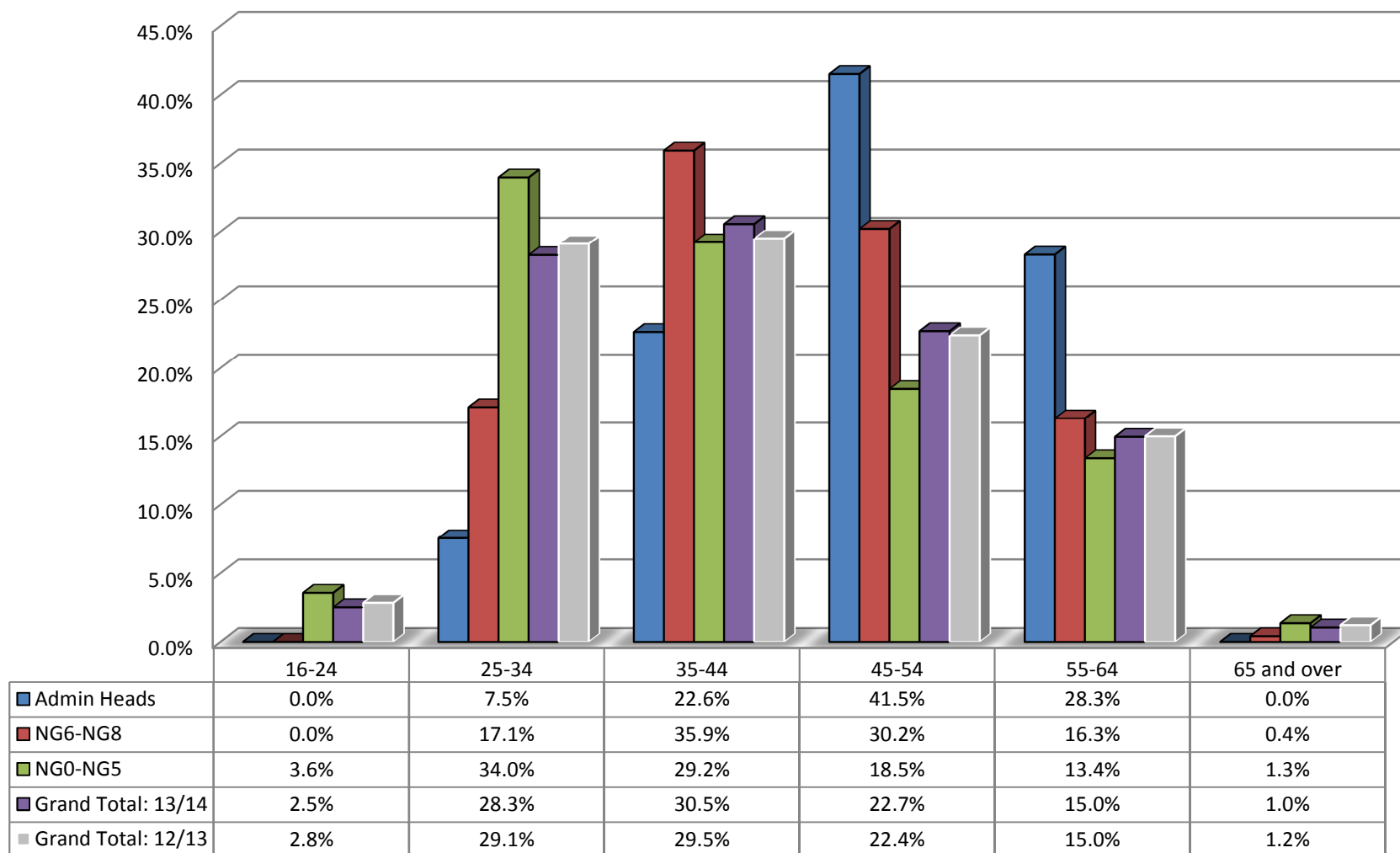
Appendix 5a: Staff Profile by Age: Staff Group as at 30 June 2013

Age Profile % - by staff group as at 10 June 2014



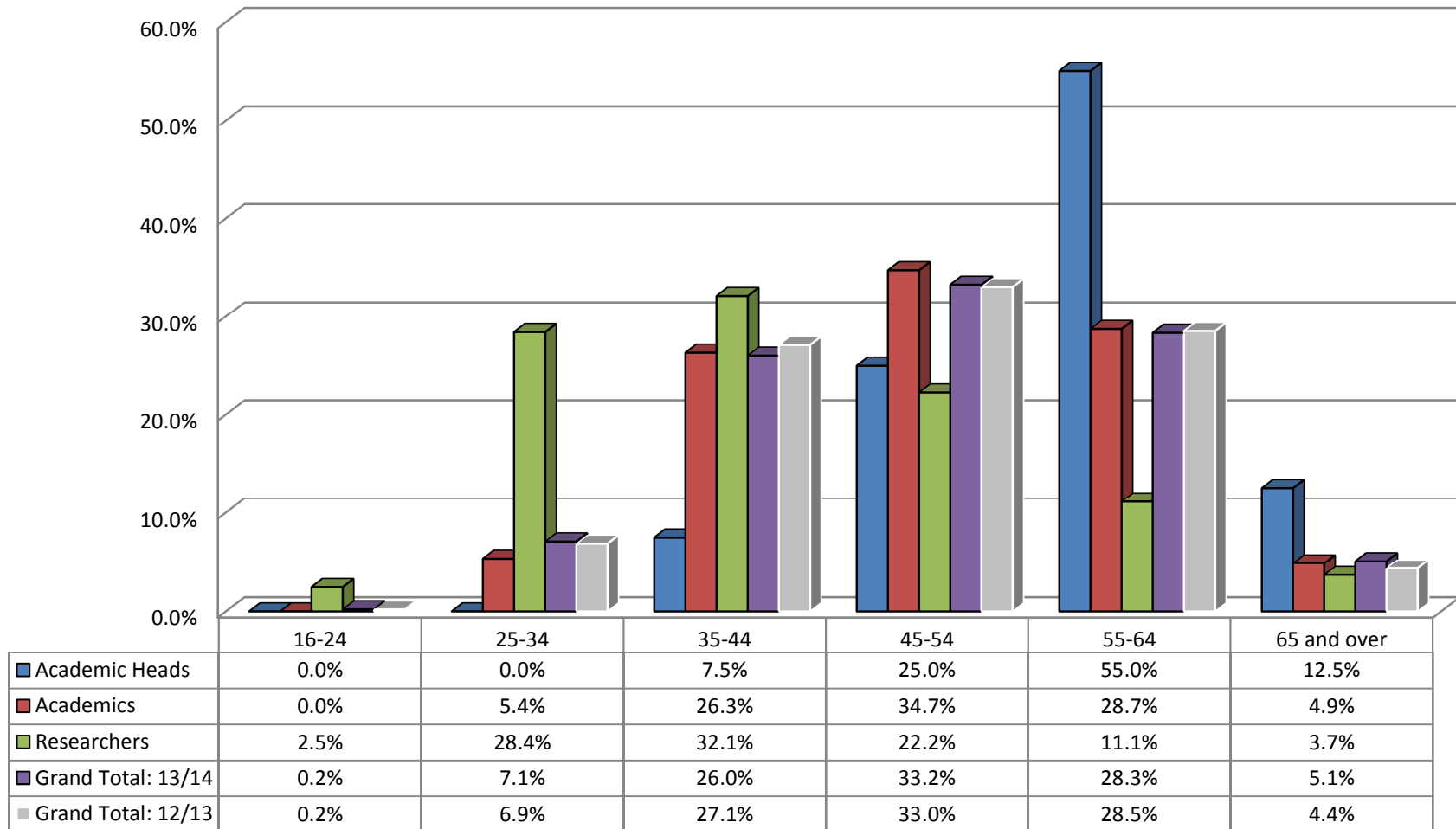
Appendix 5b: Staff Profile by Age: Professional Support grades

Age Profile % - by Professional Support grades as at 10 June 2014



Appendix 5c: Staff Profile by Age: Academic grades

Age Profile % by Academic grades as at 10 June 2014



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

% of Staff

	Academic	Professional Support	Total
Bisexual	0.4%	0.5%	0.5%
Gay Man	1.3%	2.6%	1.9%
Gay Woman/Lesbian	0.2%	0.3%	0.3%
Heterosexual/Straight	27.6%	41.5%	34.6%
Other	0.1%	0.4%	0.3%
Prefer not to say	3.9%	4.4%	4.1%
Unknown	66.6%	50.3%	58.3%

	Academic	Professional Support	Total
Buddhist	0.6%	0.4%	0.5%
Christian	11.3%	19.0%	15.1%
Hindu	0.5%	2.4%	1.4%
Jewish	0.7%	0.8%	0.8%
Muslim	1.1%	2.2%	1.7%
No Religion	12.2%	17.6%	14.9%
Other	0.4%	0.7%	0.6%
Prefer not to say	4.7%	5.6%	5.2%
Sikh	0.2%	0.5%	0.4%
Spiritual	0.1%	0.0%	0.1%
Unknown	68.1%	50.8%	59.4%

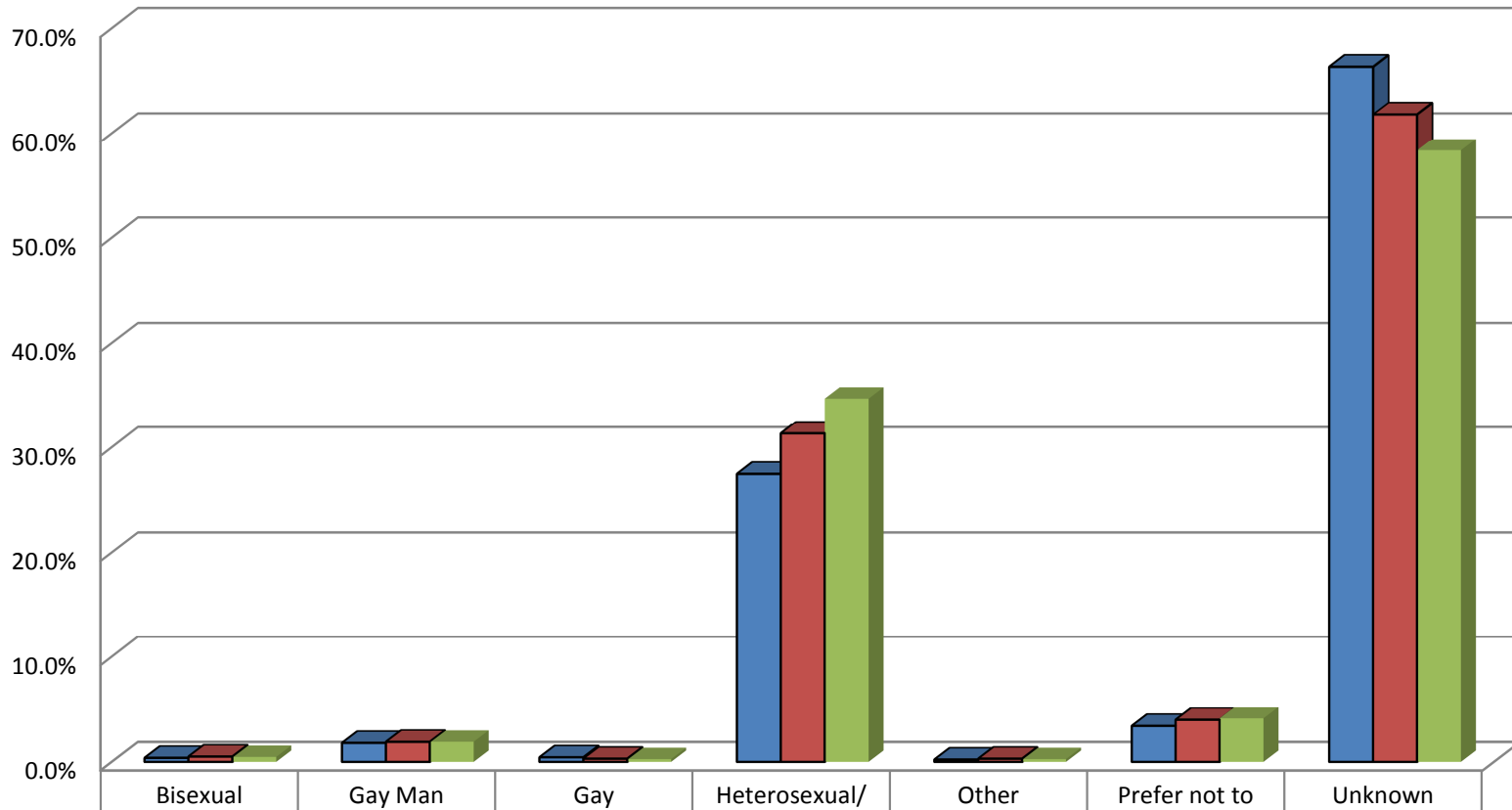
Headcount

	Academic	Professional Support	Total
Bisexual	4	5	9
Gay Man	12	25	37
Gay Woman/Lesbian	2	3	5
Heterosexual/Straight	265	405	670
Other	1	4	5
Prefer not to say	37	43	80
Unknown	639	490	1129

	Academic	Professional Support	Total
Buddhist	6	4	10
Christian	108	185	293
Hindu	5	23	28
Jewish	7	8	15
Muslim	11	21	32
No Religion	117	172	289
Other	4	7	11
Prefer not to say	45	55	100
Sikh	2	5	7
Spiritual	1		1
Unknown	654	495	1149

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

Sexual Orientation Profile - All Staff (3 year trend)



■ % SO Profile 11/12	0.4%	1.8%	0.4%	27.5%	0.2%	3.4%	66.4%
■ % SO Profile 12/13	0.5%	1.9%	0.3%	31.3%	0.3%	4.0%	61.8%
■ % SO Profile 13/14	0.5%	1.9%	0.3%	34.6%	0.3%	4.1%	58.4%

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

