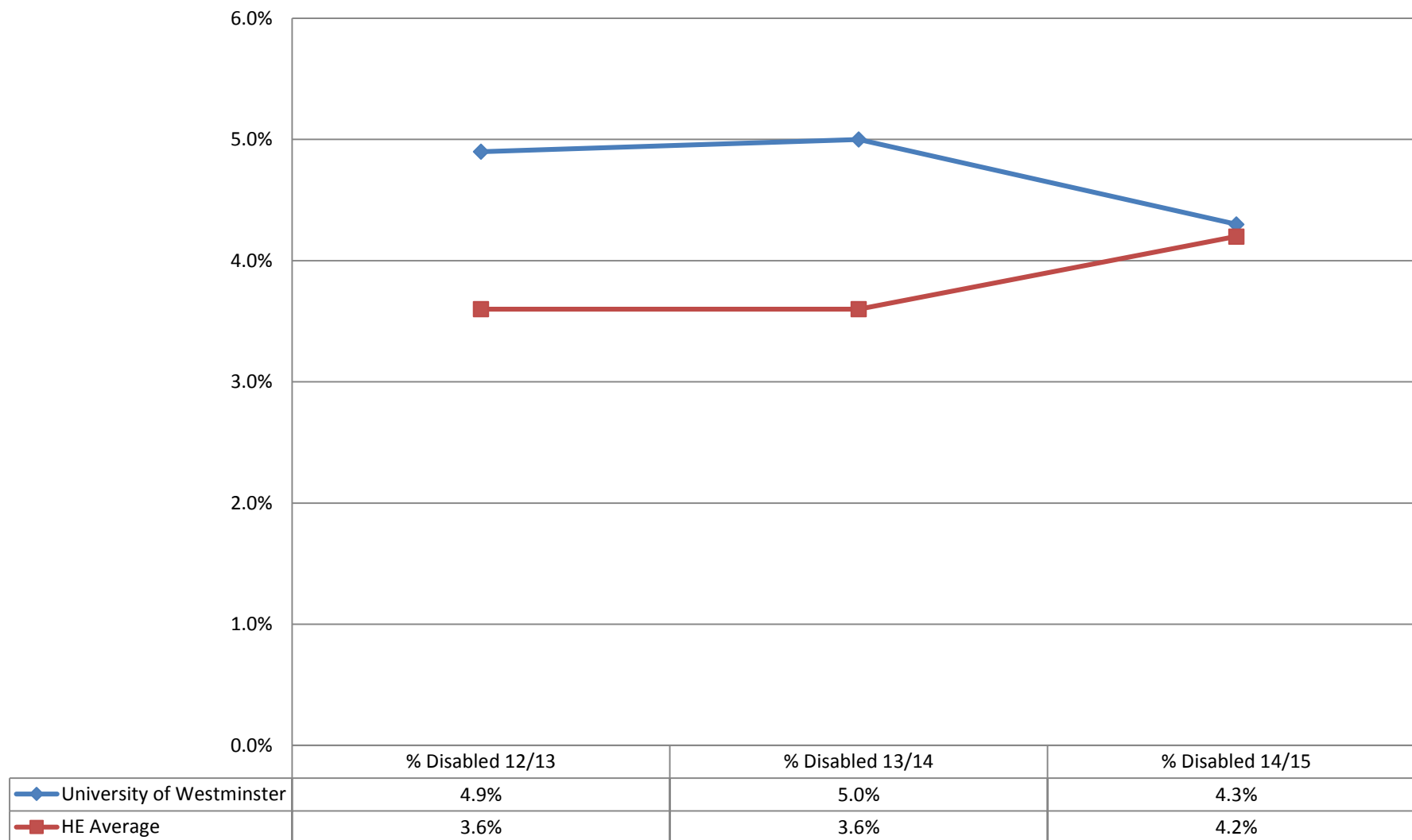


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Appendices

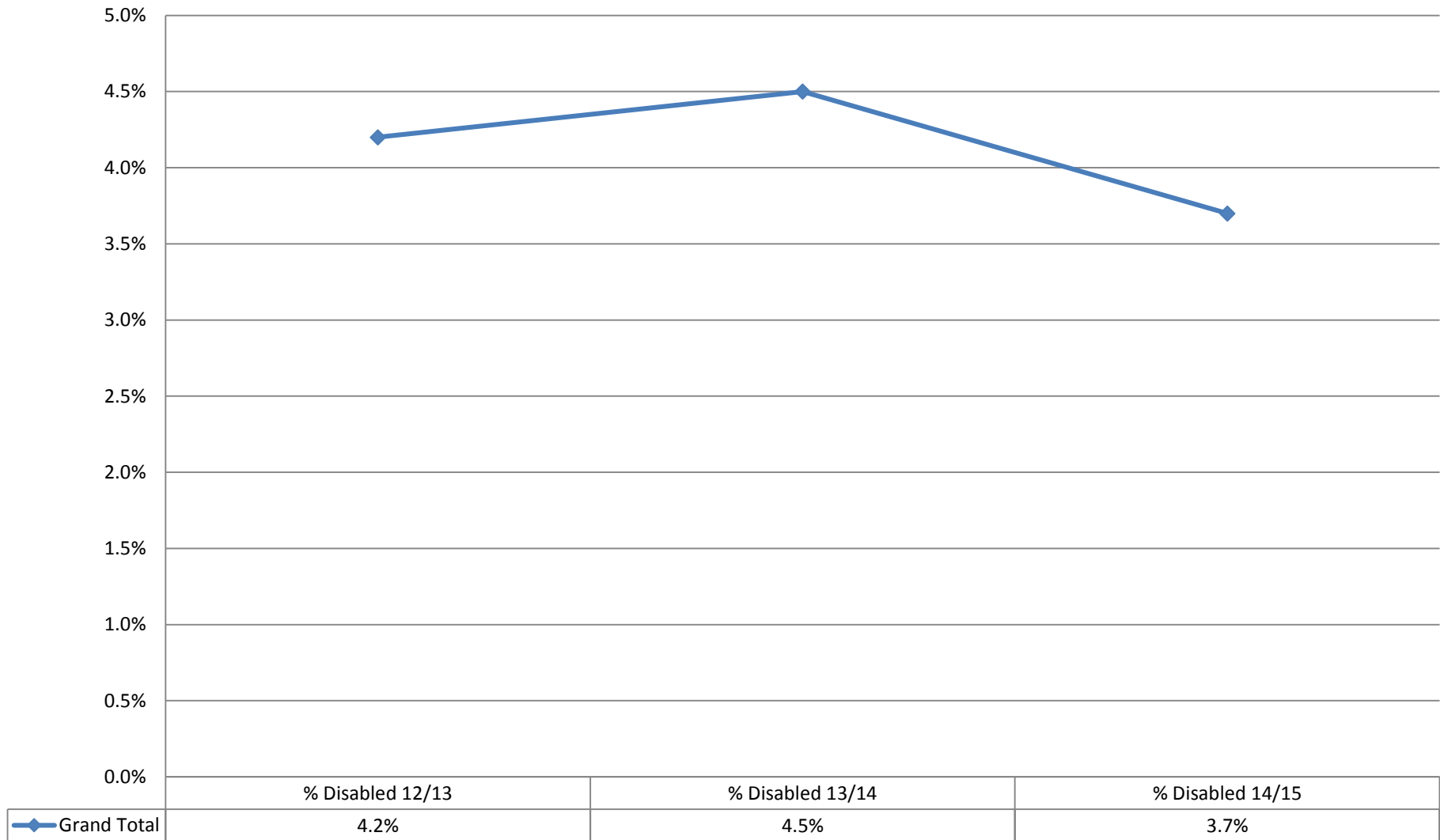
Appendix 1: Staff Profile by Disability – 3 year trend analysis

Staff Disability in comparison to HE Average



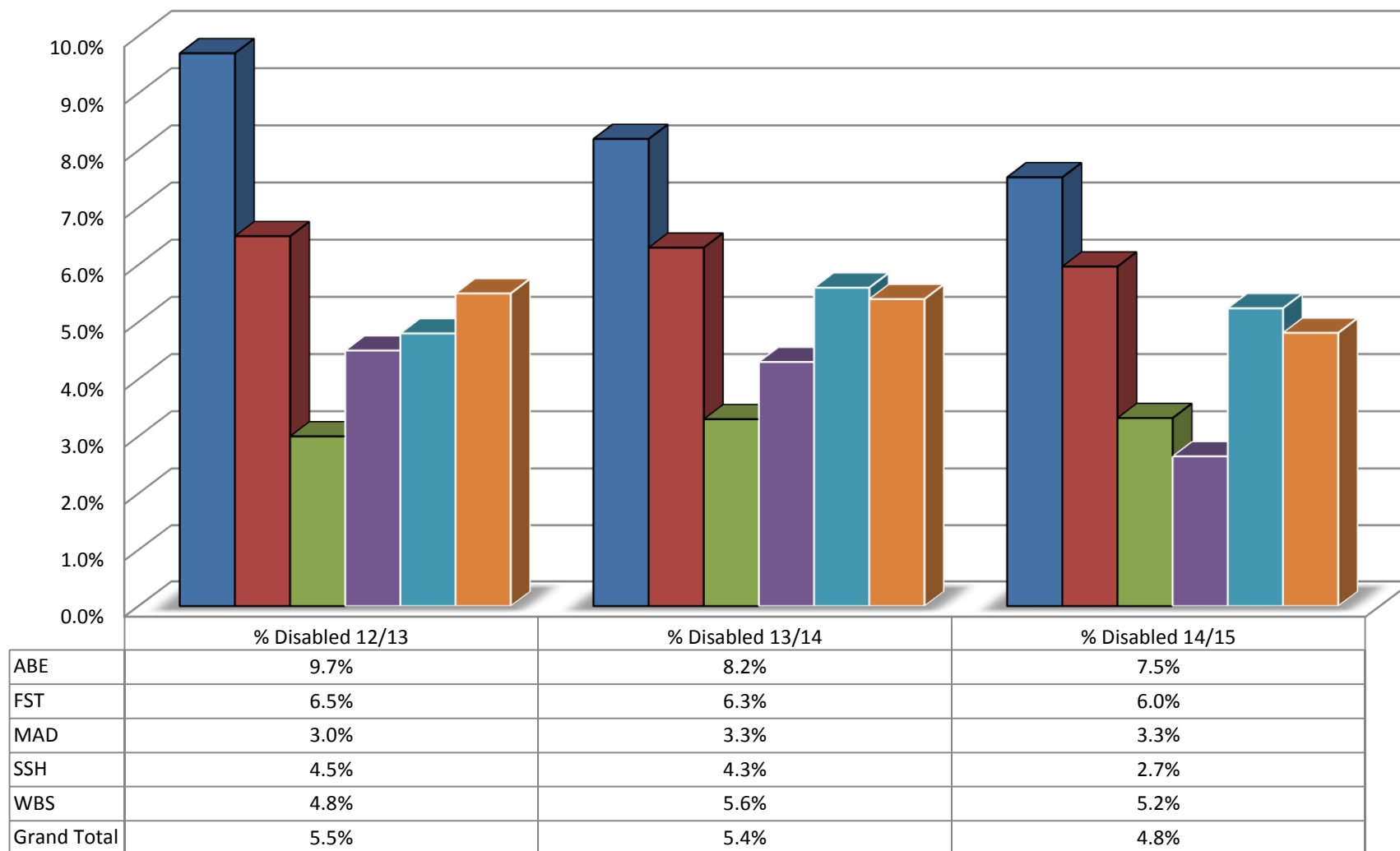
Appendix 1a: Staff Profile by Disability – Corporate Services

Disability % - Corporate Services as at 19 May 2015



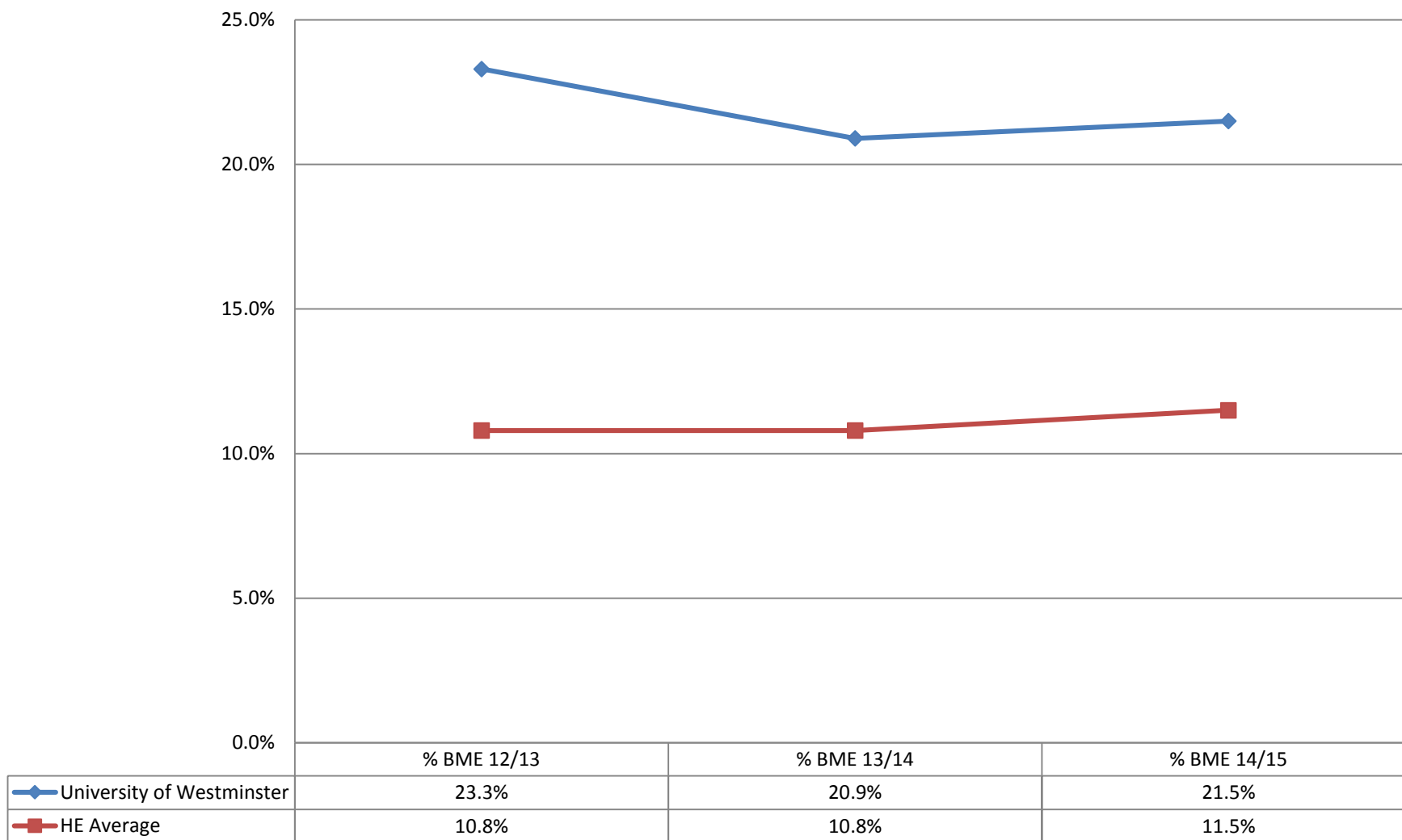
Appendix 1b: Staff Profile by Disability – Faculties

Disability % - Faculties as at 19 May 2015



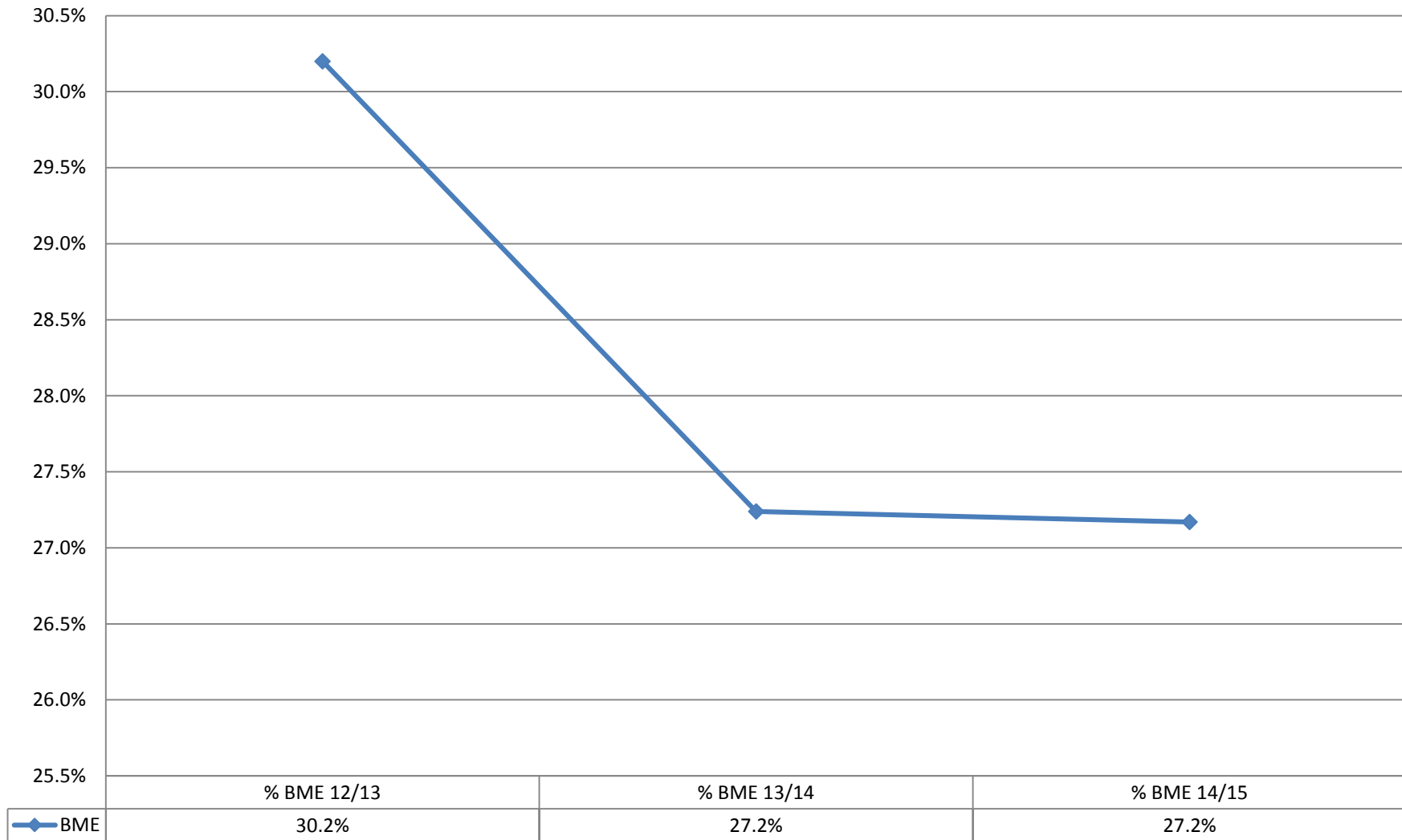
Appendix 2: Staff Profile by Ethnicity – 3 year trend analysis

Staff Ethnicity in comparison to HE Average



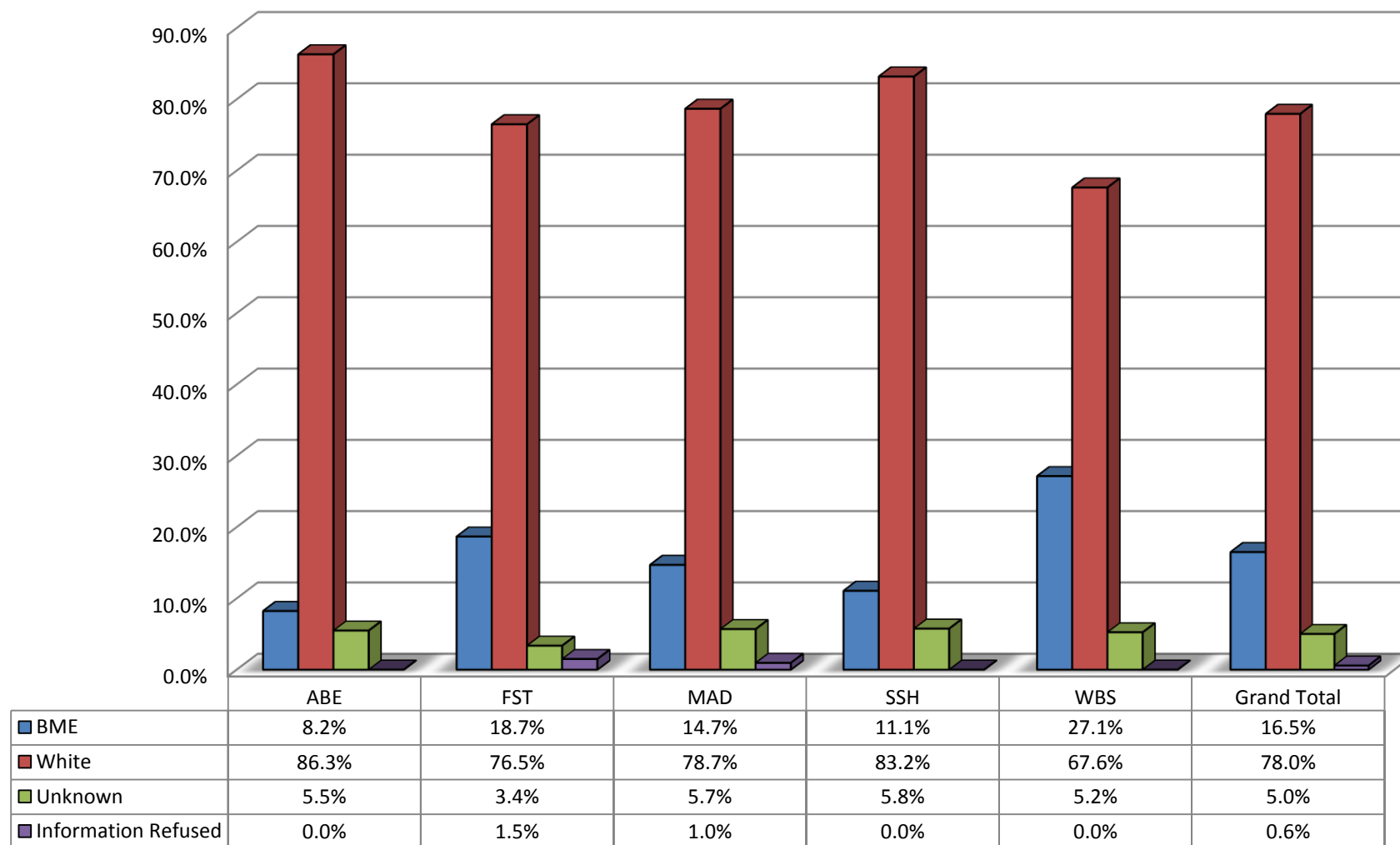
Appendix 2a: Staff Profile by Ethnicity: Corporate Services

Ethnicity % - Corporate Services as at 19 May 2015



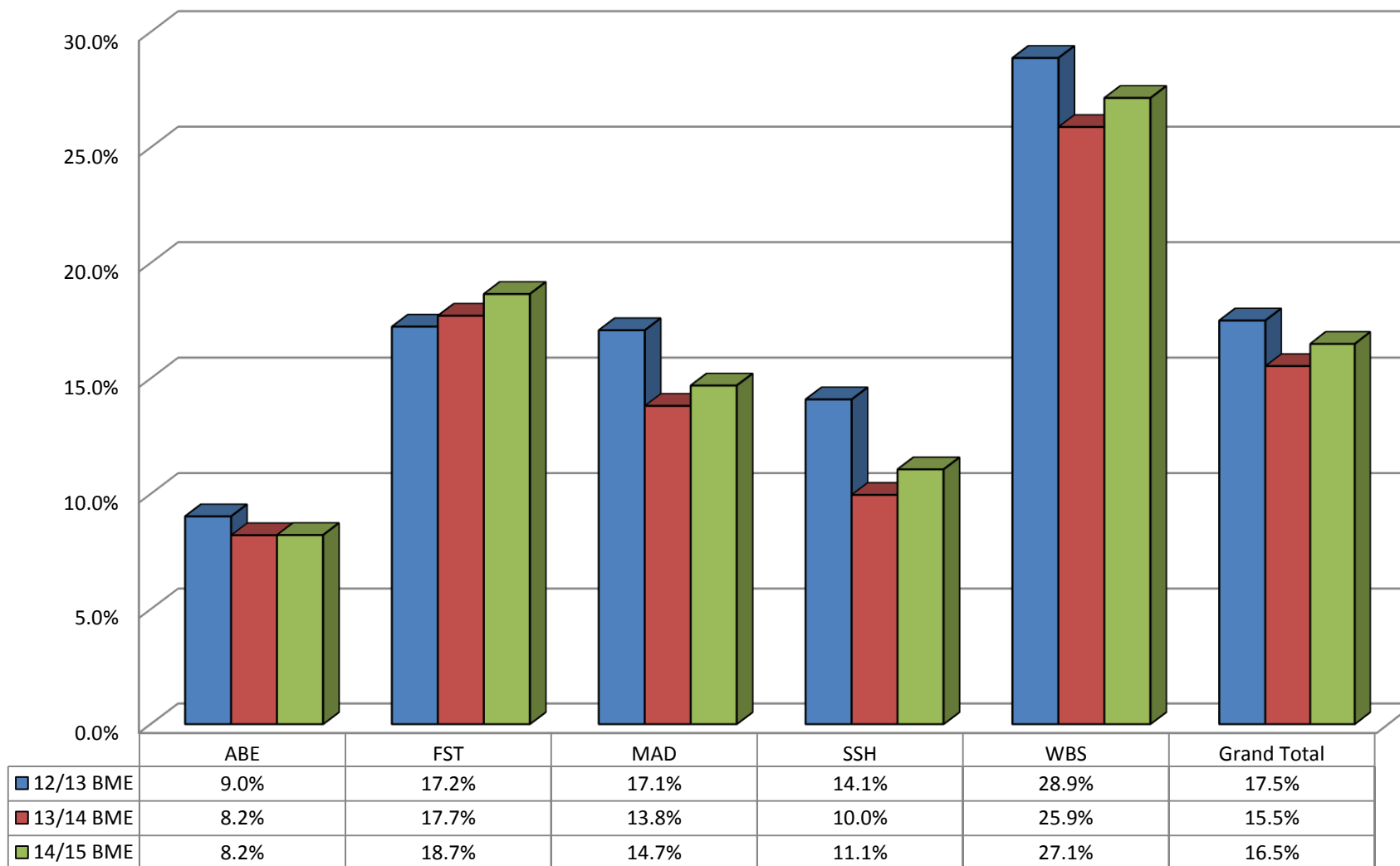
Appendix 2b: Staff Profile by Ethnicity – Faculties

Ethnicity % - Faculties as at 19 May 2015



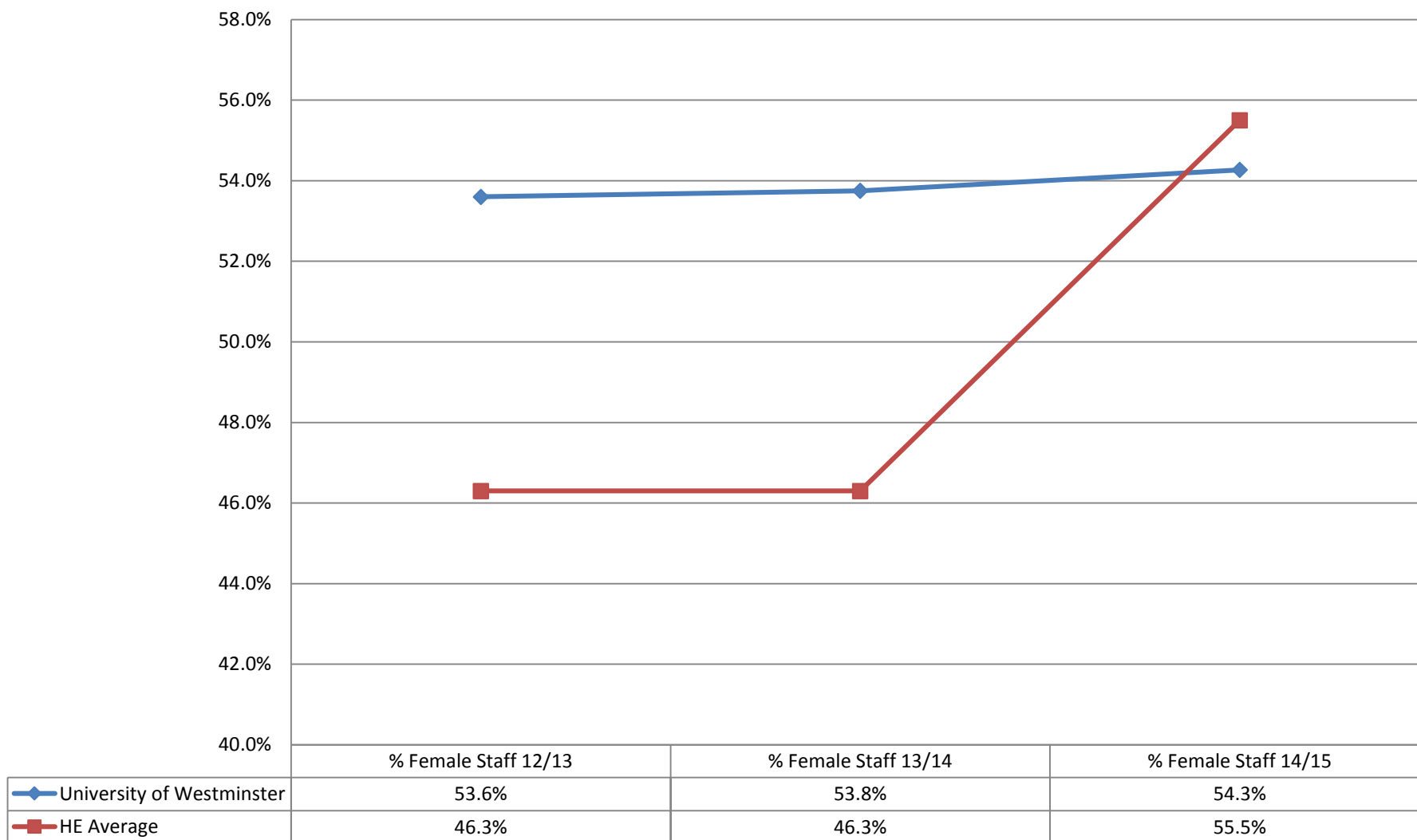
Appendix 2c Staff Profile by Ethnicity – Faculties – 3 year trend

Ethnicity % - Faculties - 3 year trend



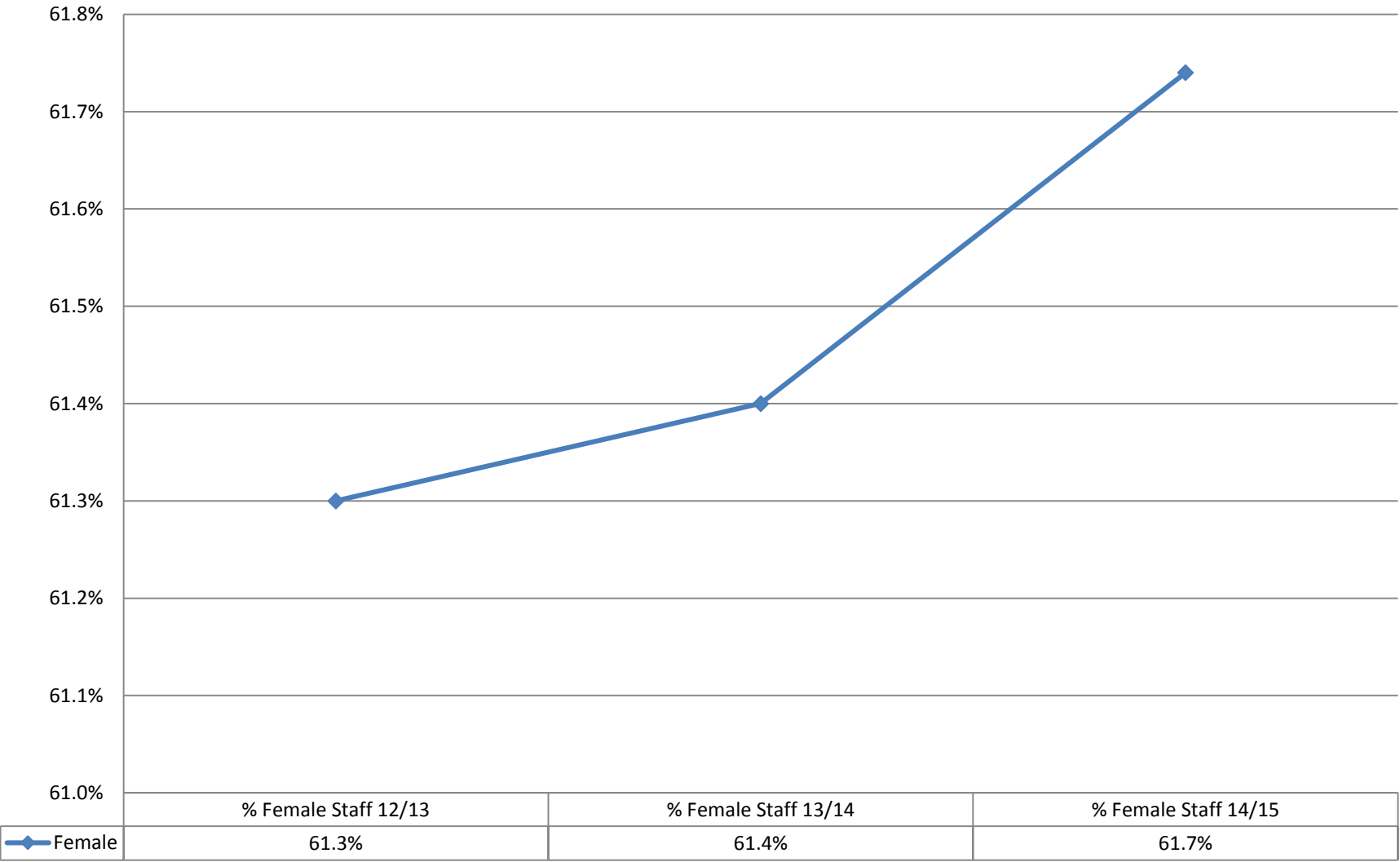
Appendix 3: Staff Profile by Gender – 3 year trend analysis

% Female Staff in comparison to HE Average



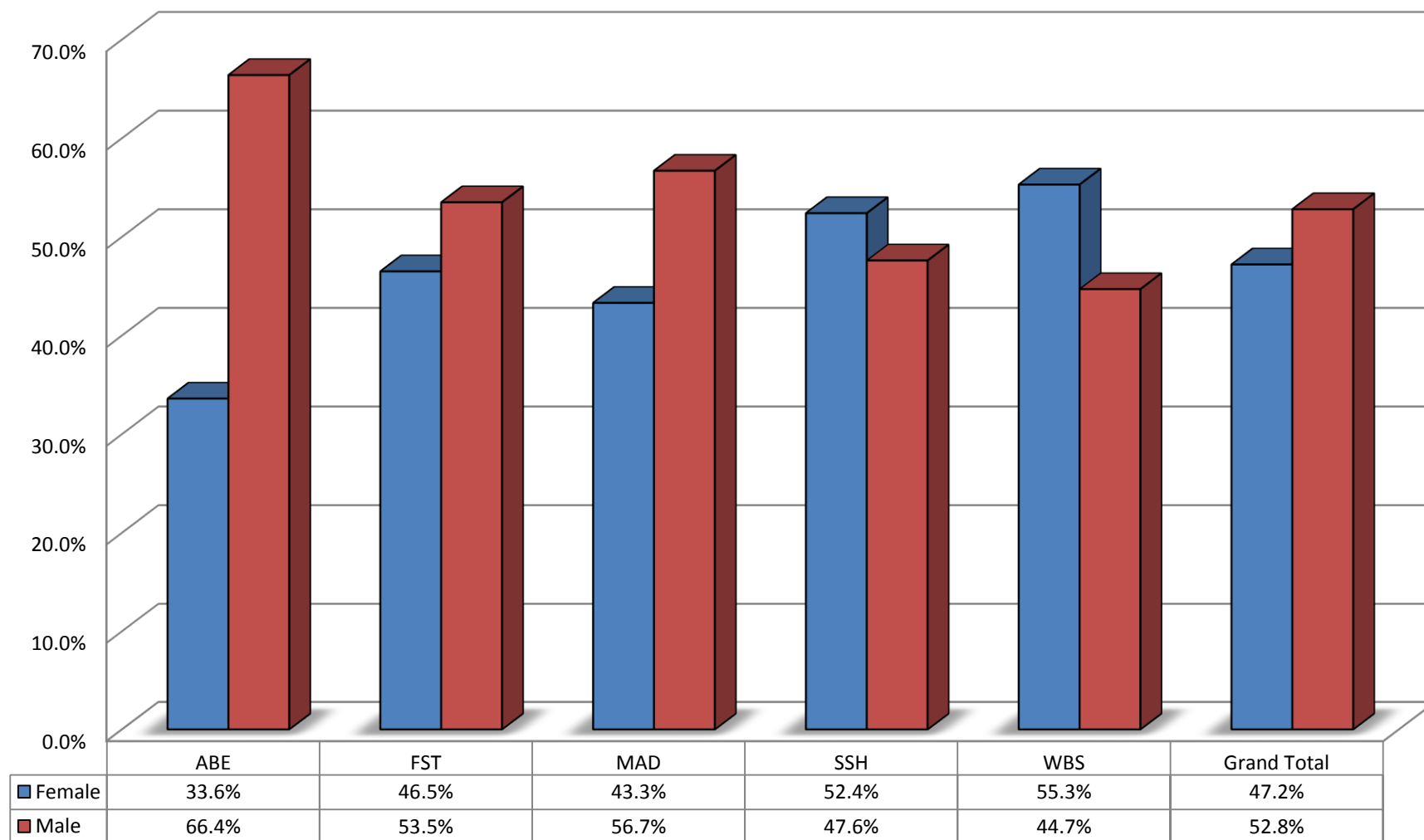
Appendix 3a: Staff Profile by Gender – Corporate Services

Gender % - Corporate Services as at 19 May 2015



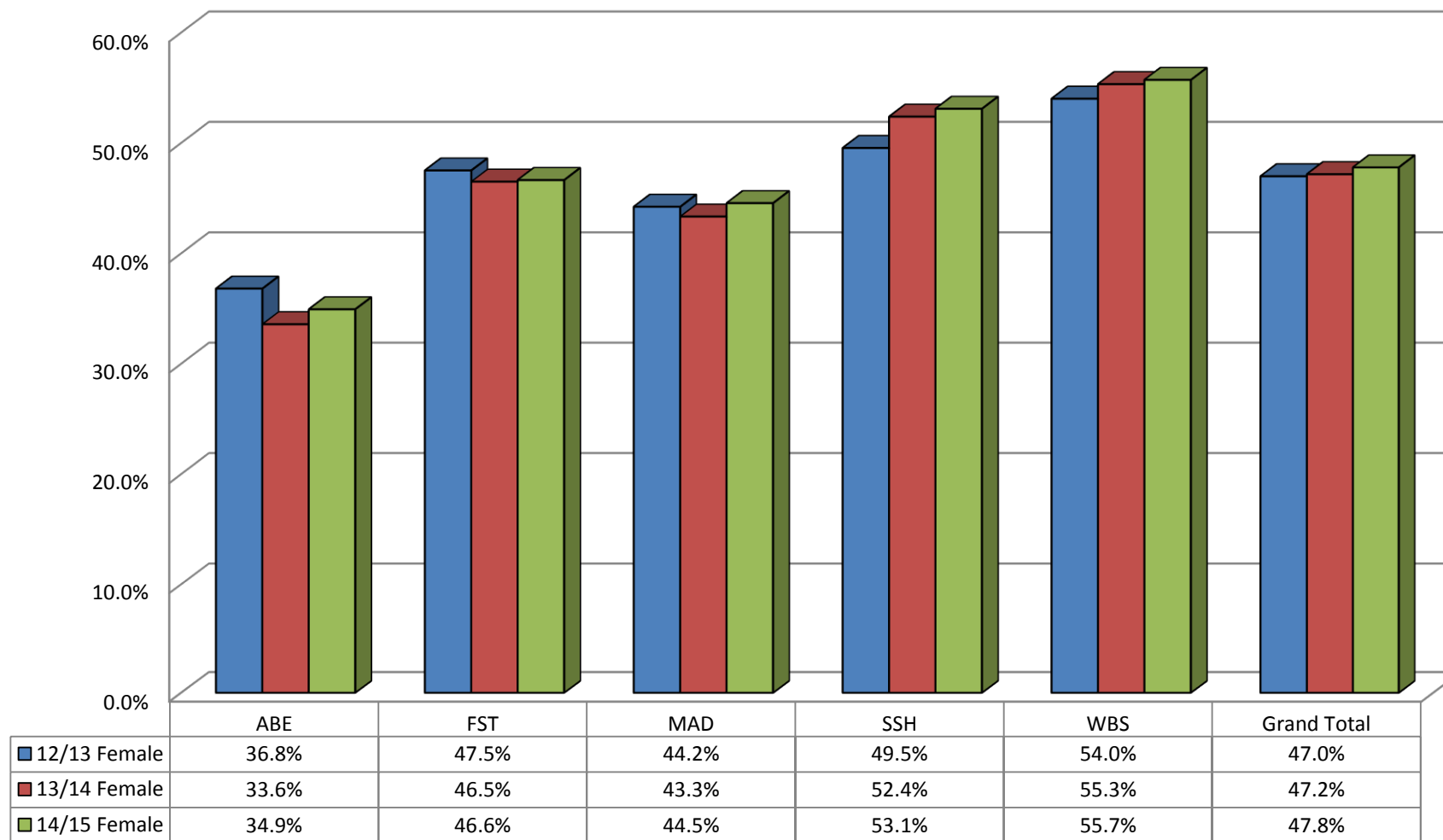
Appendix 3b: Staff Profile by Gender – Faculties

Gender % - Faculties as at 19 May 2015



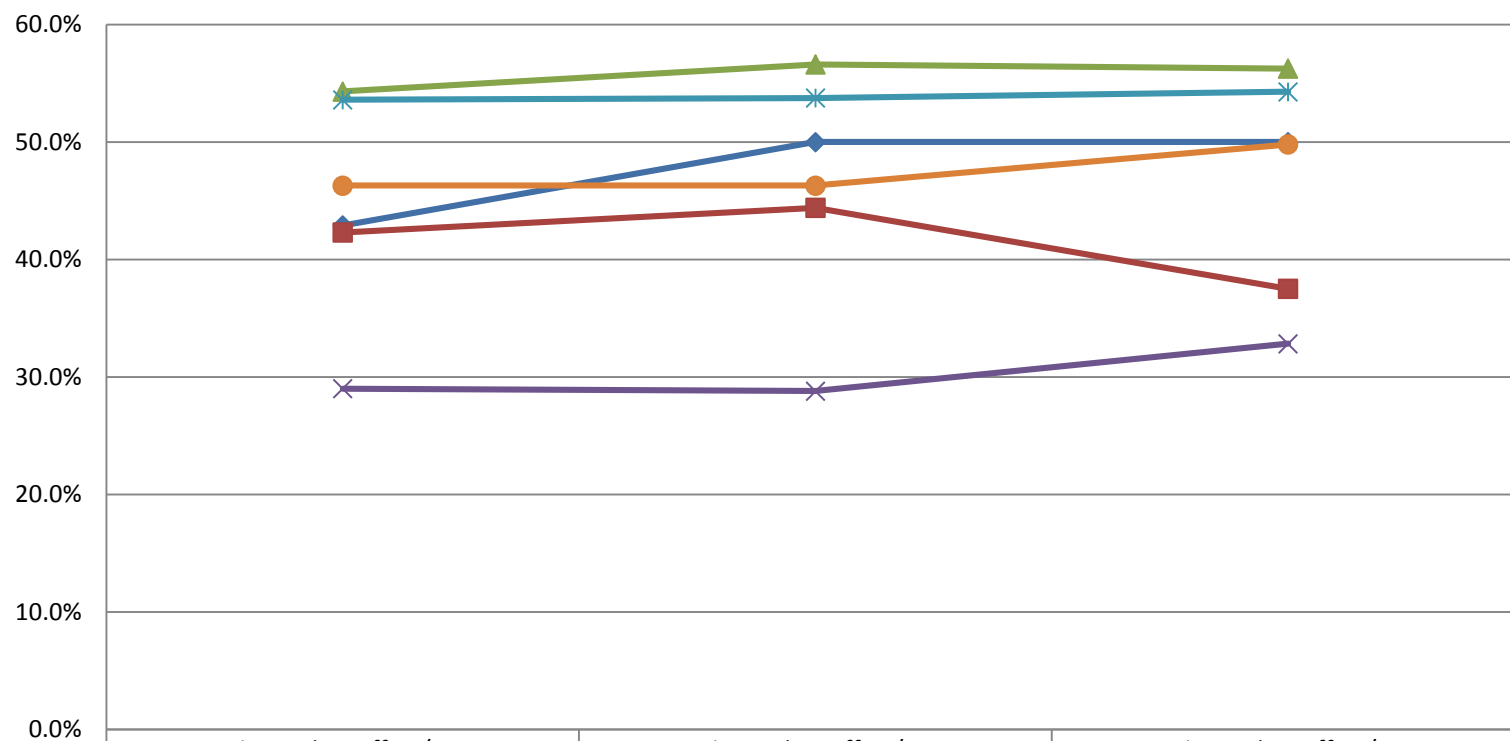
Appendix 3c: Staff Profile by Gender – Faculties – 3 year trend

Gender % - Faculties - 3 year comparison



Appendix 3d: Staff Profile by Gender – Senior Grades

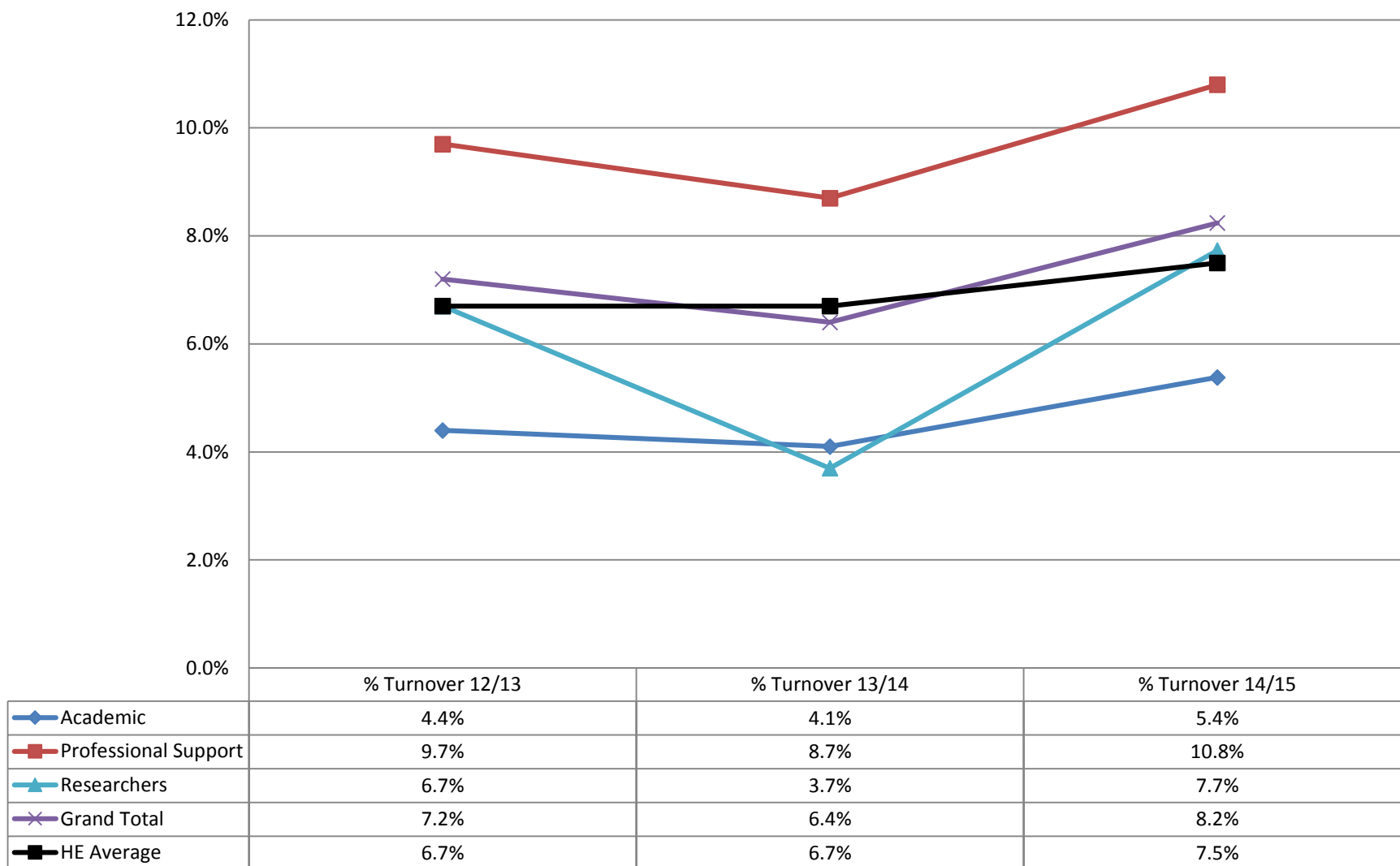
% Female staff - Senior Grades



	% Female Staff 12/13	% Female Staff 13/14	% Female Staff 14/15
Deans	42.9%	50.0%	50.0%
Heads of Departments	42.3%	44.4%	37.5%
Levels 1 - 5 (Admin Heads)	54.3%	56.6%	56.3%
Professors	29.0%	28.8%	32.8%
University of Westminster	53.6%	53.8%	54.3%
HE Average	46.3%	46.3%	49.8%

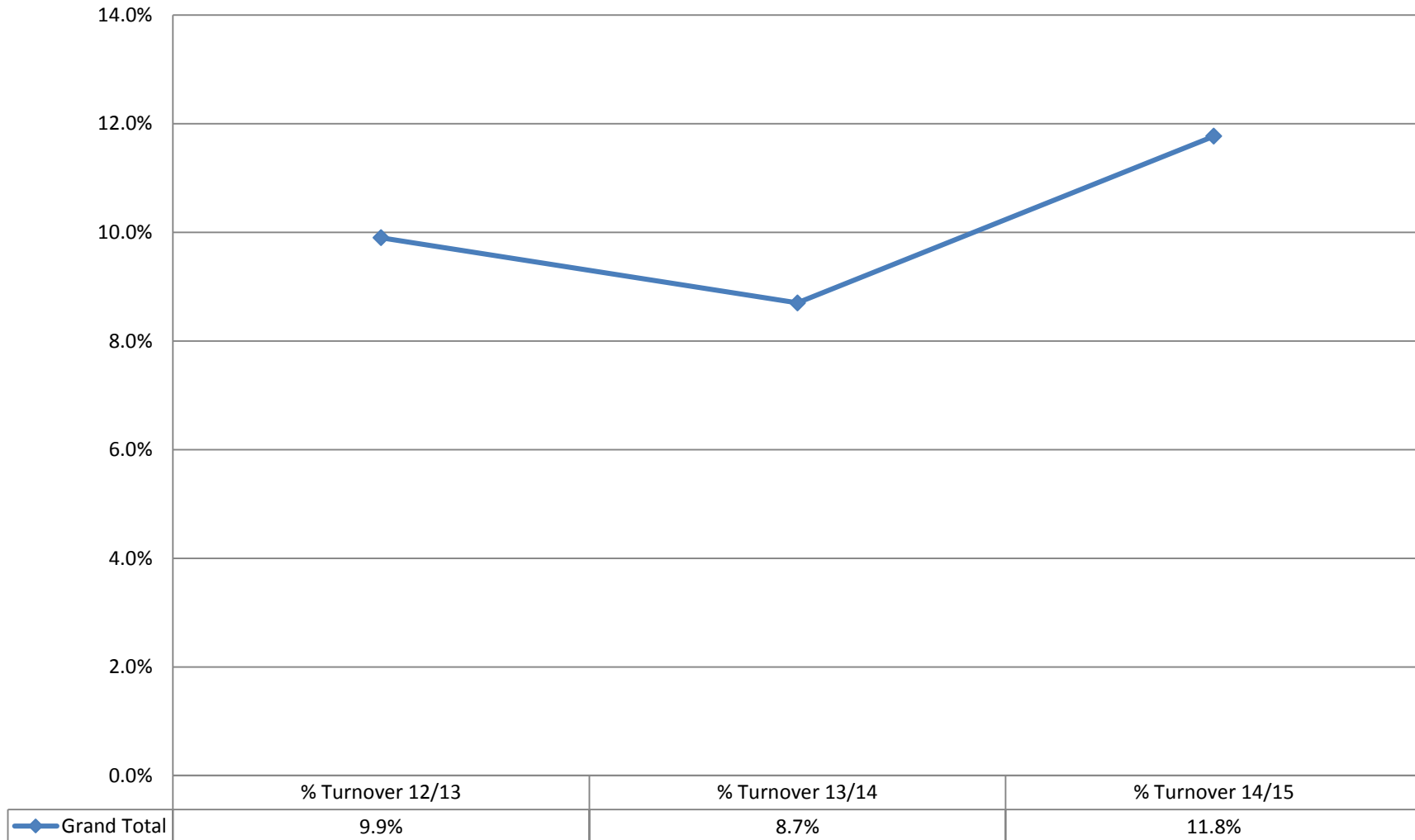
Appendix 4: Staff Profile by Turnover/Employment Type – 3 year trend analysis

Voluntary Staff Turnover in comparison to HE Average



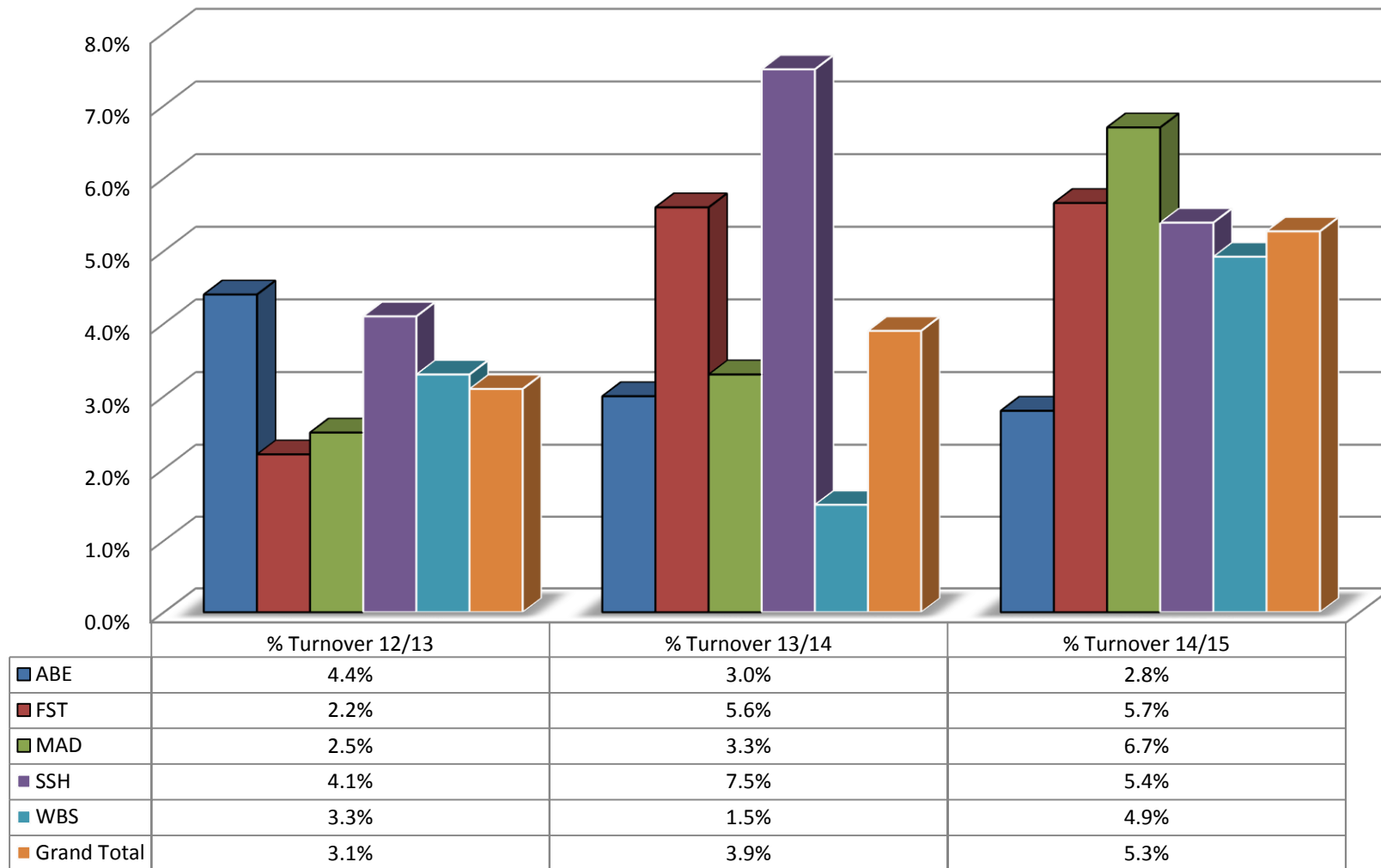
Appendix 4a: Staff Profile by Voluntary Turnover/Employment Type: Corporate Services

Voluntary Staff Turnover - Corporate Services



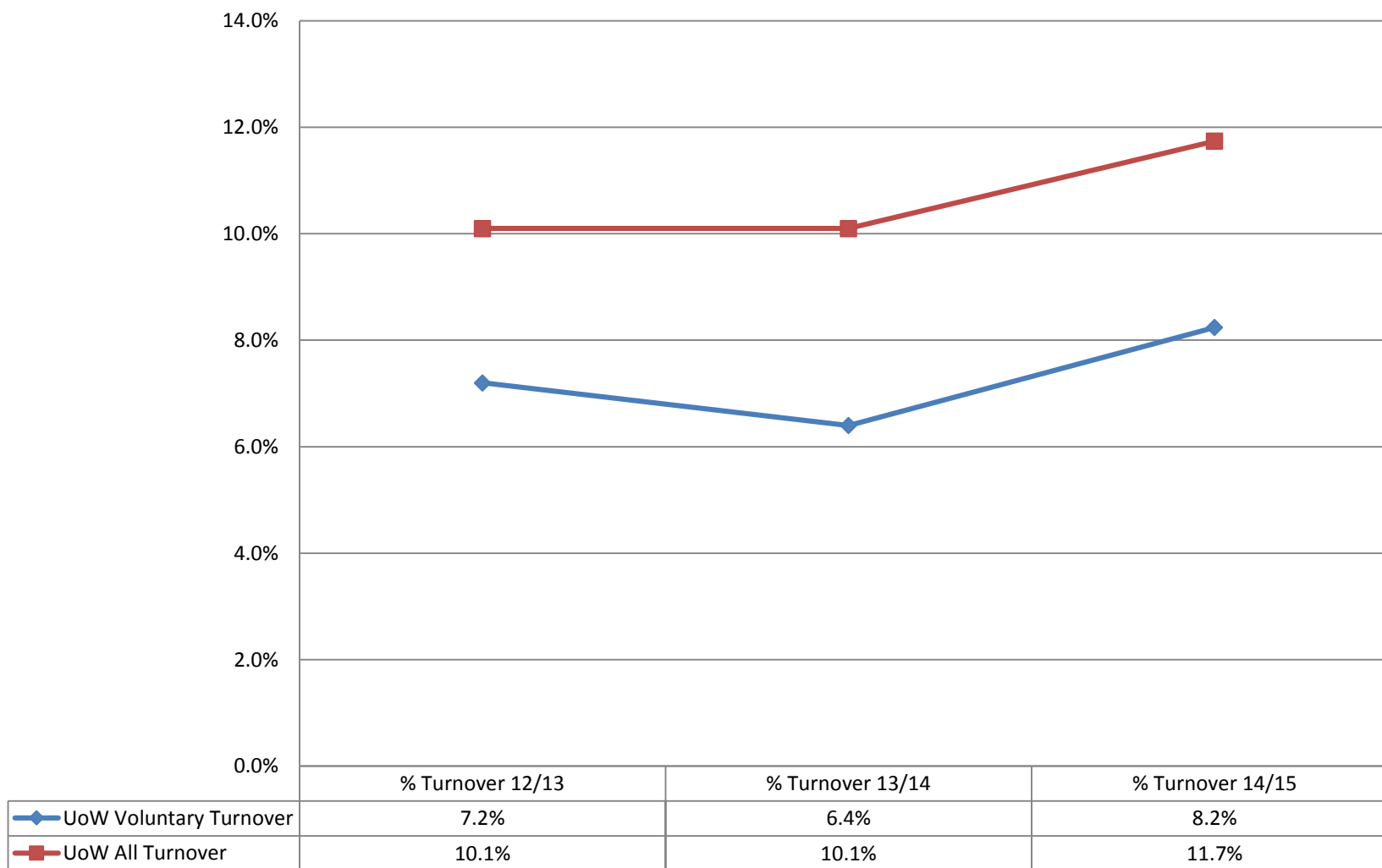
Appendix 4b: Staff Profile by Voluntary Turnover/Employment Type: Faculties

Voluntary Staff Turnover - Faculties



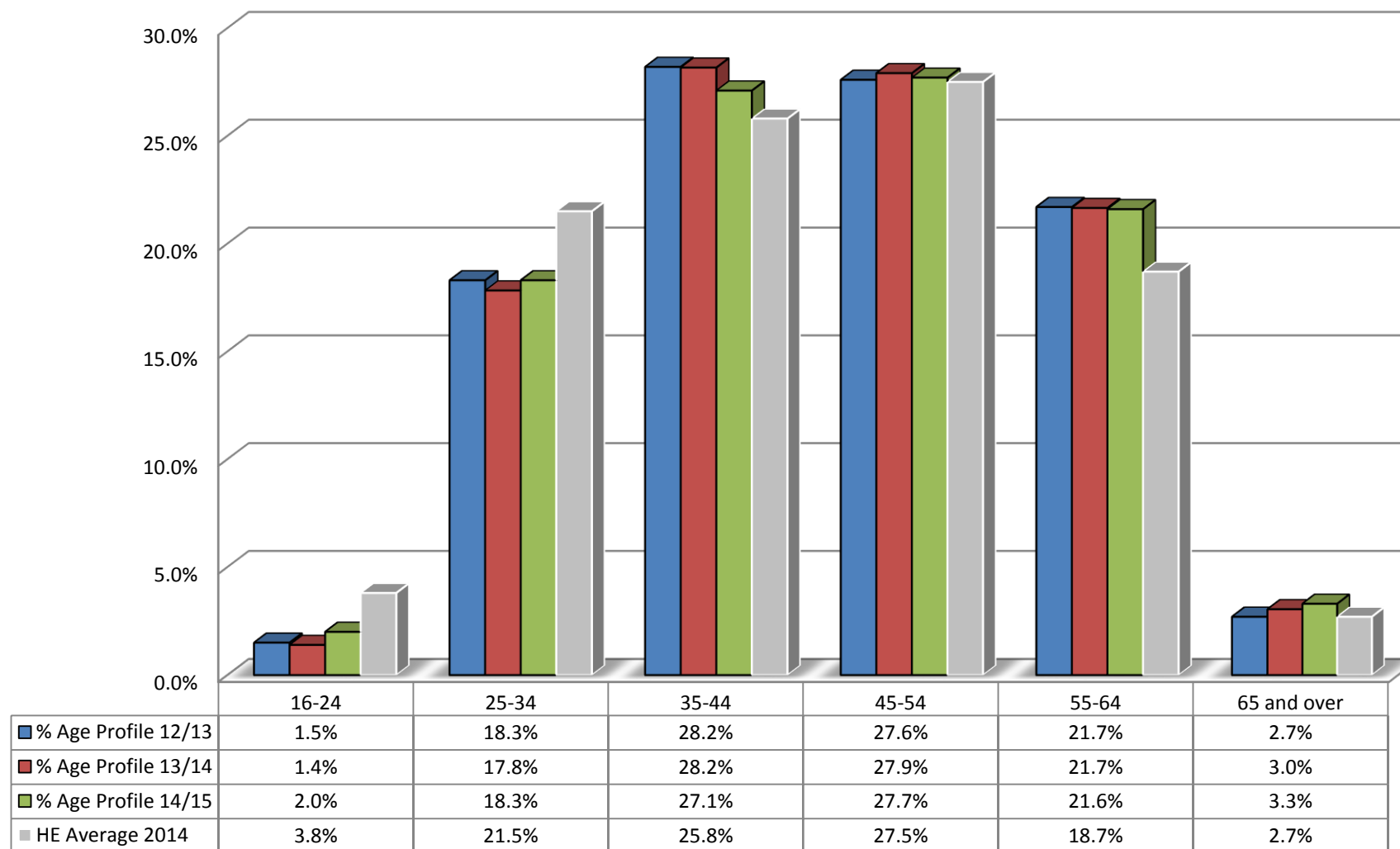
Appendix 4c: Staff Profile by Voluntary Turnover vs All Turnover

Staff Turnover - Voluntary Leavers Vs All Leavers



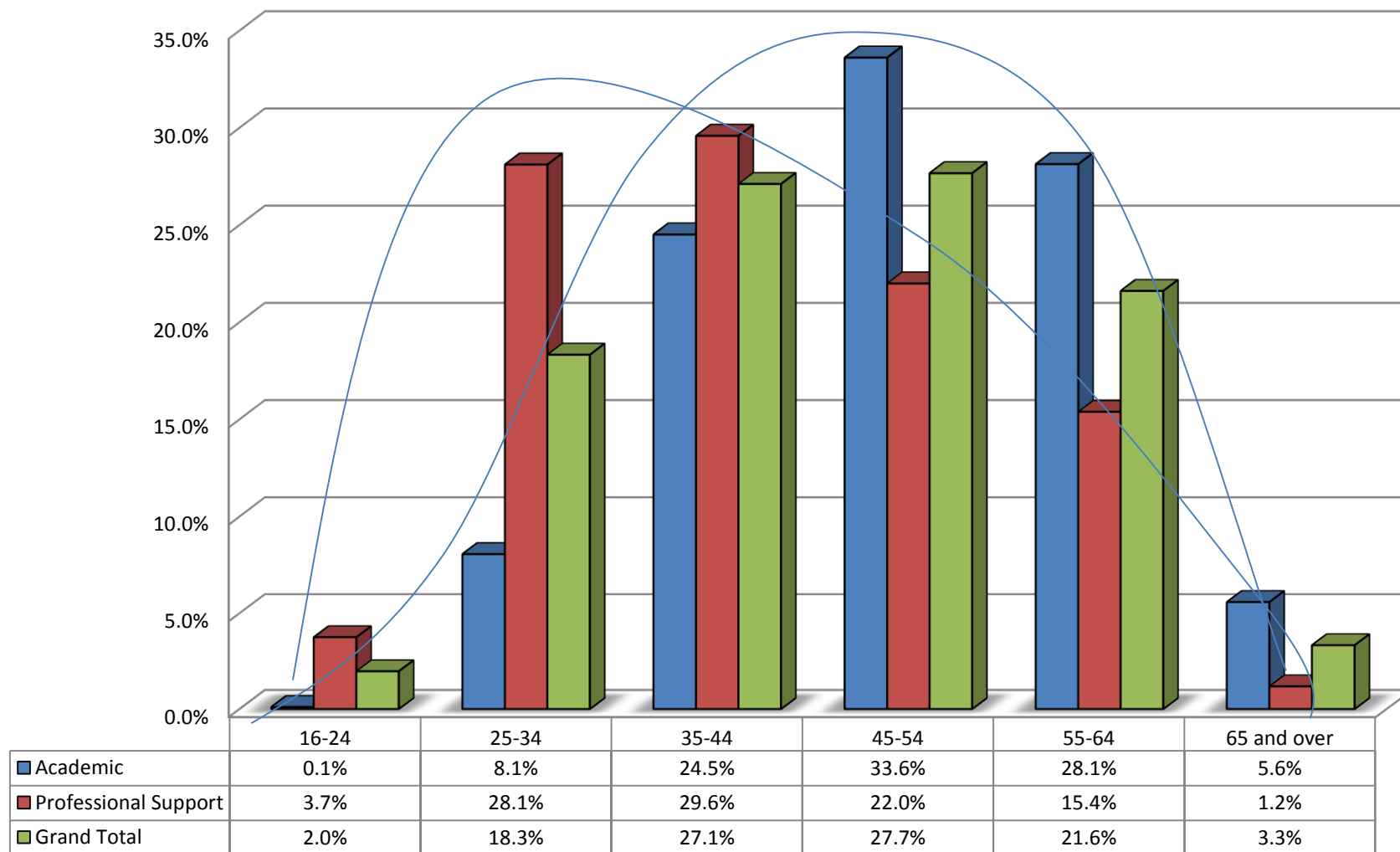
Appendix 5: Staff Profile by Age – 3 year trend analysis

Staff Age profile in comparison to HE Average



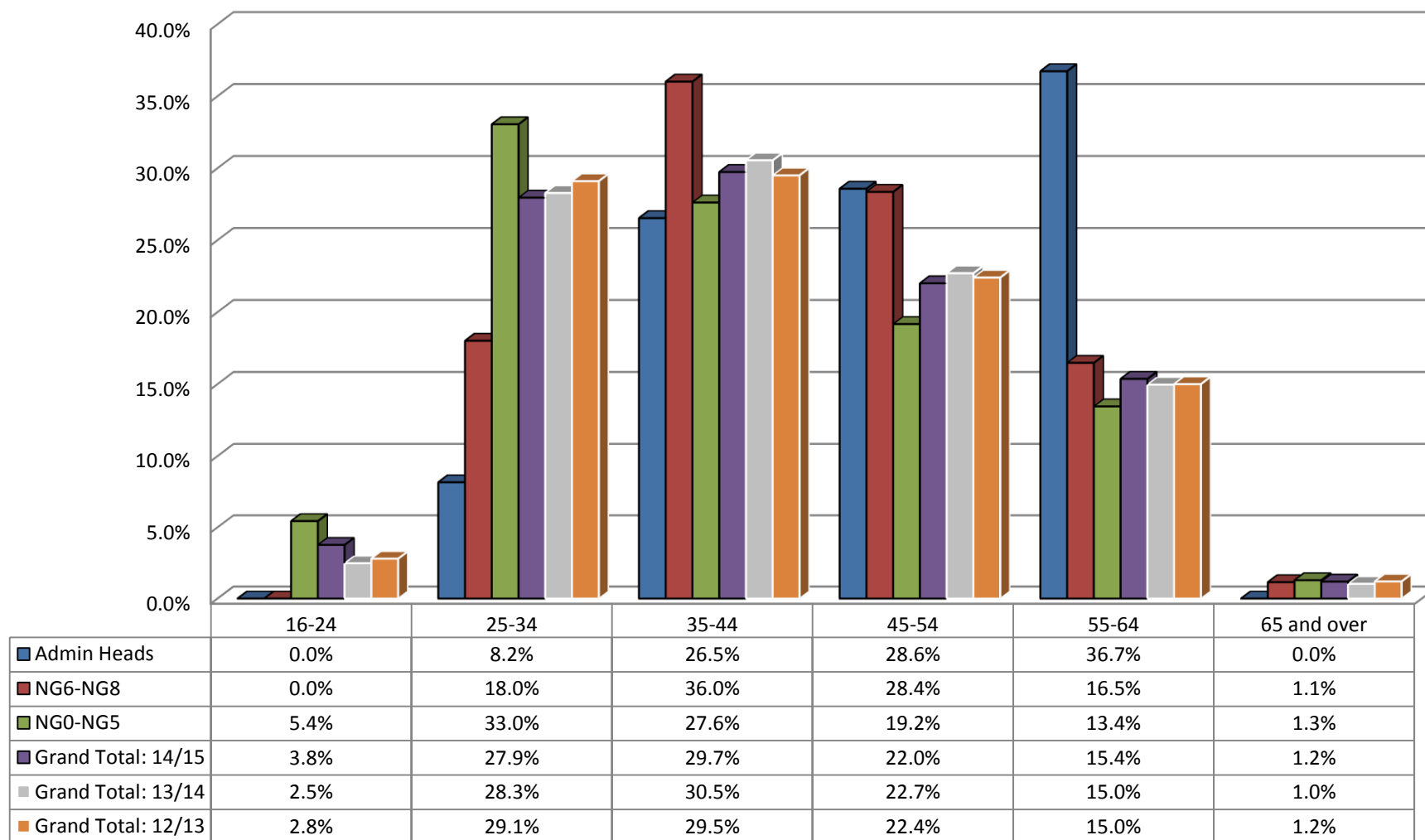
Appendix 5a: Staff Profile by Age: Staff Group as at 30 June 2013

Age Profile % - by staff group as at 19 May 2015



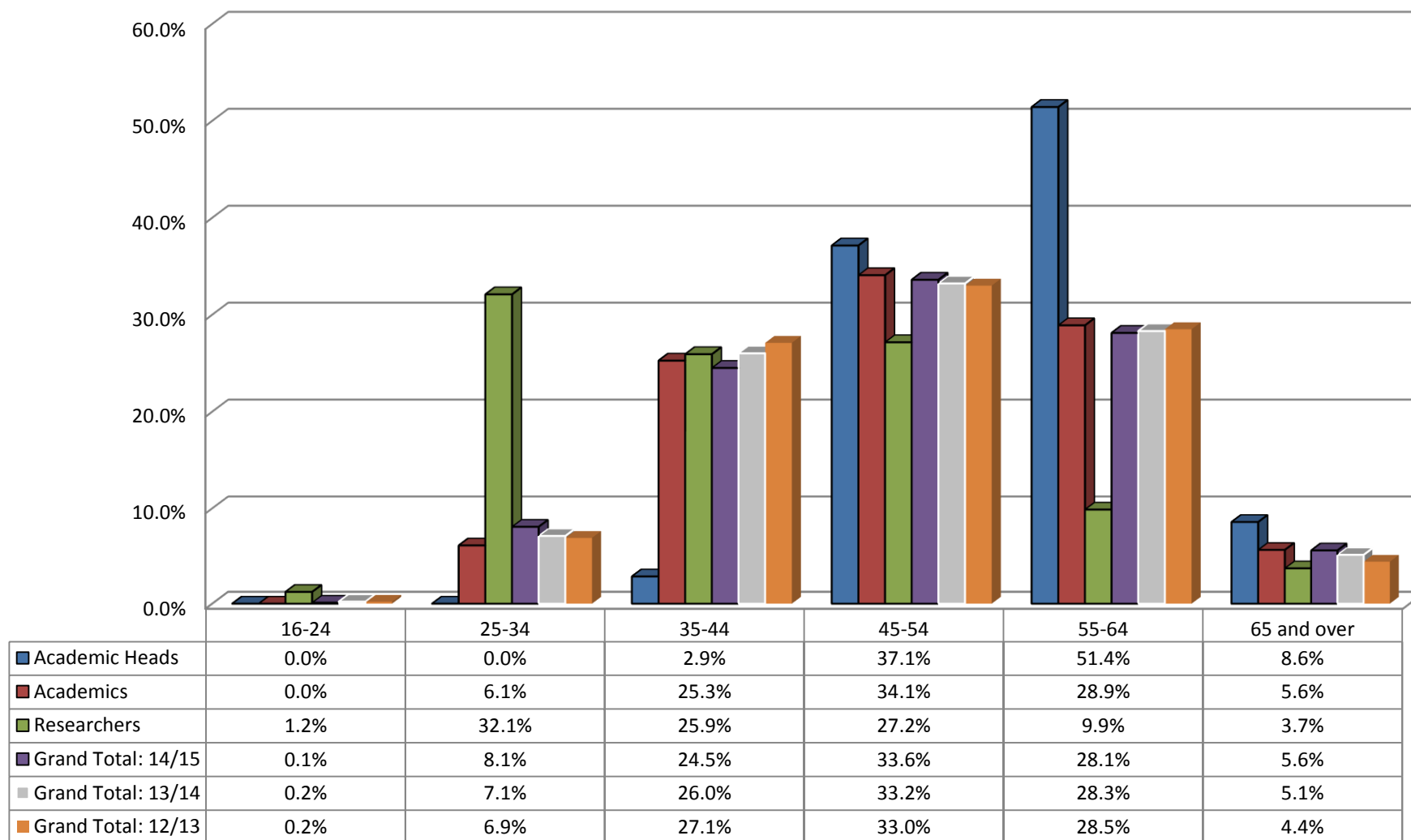
Appendix 5b: Staff Profile by Age: Professional Support grades

Age Profile % - by Professional Support grades as at 19 May 2015



Appendix 5c: Staff Profile by Age: Academic grades

Age Profile % by Academic grades as at 19 May 2015



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

% of Staff

	Academic	Professional Support	Total
Bisexual	0.4%	0.7%	0.6%
Gay Man	1.8%	2.3%	2.0%
Gay Woman/Lesbian	0.3%	0.5%	0.4%
Heterosexual/Straight	32.2%	47.2%	39.9%
Other	0.1%	0.5%	0.3%
Prefer not to say	4.2%	4.4%	4.3%
Unknown	61.0%	44.4%	52.5%

	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%

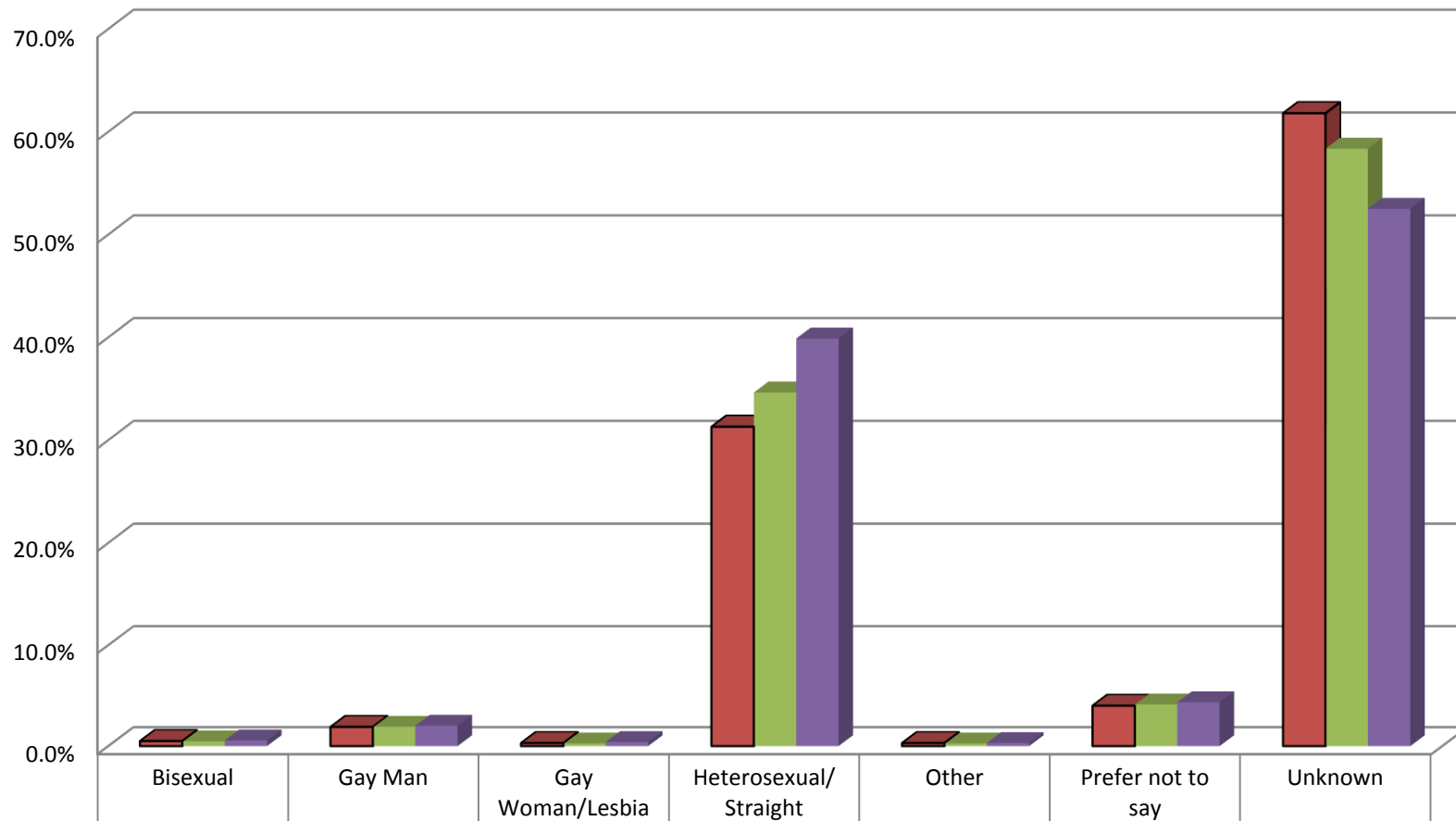
Headcount

	Academic	Professional Support	Total
Bisexual	4	7	11
Gay Man	17	23	40
Gay Woman/Lesbian	3	5	8
Heterosexual/Straight	311	479	790
Other	1	5	6
Prefer not to say	41	45	86
Unknown	590	450	1040

	Academic	Professional Support	Total
Buddhist	7	6	13
Christian	135	212	347
Hindu	7	25	32
Jewish	11	9	20
Muslim	19	39	58
No Religion	146	227	373
Other	3	8	11
Prefer not to say	50	55	105
Sikh	1	5	6
Spiritual	0	2	2
Unknown	588	426	1014

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

Sexual Orientation Profile - All Staff (3 year trend)



■ % 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%
■ % SO Profile 14/15	0.6%	2.0%	0.4%	39.9%	0.3%	4.3%	52.5%

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

