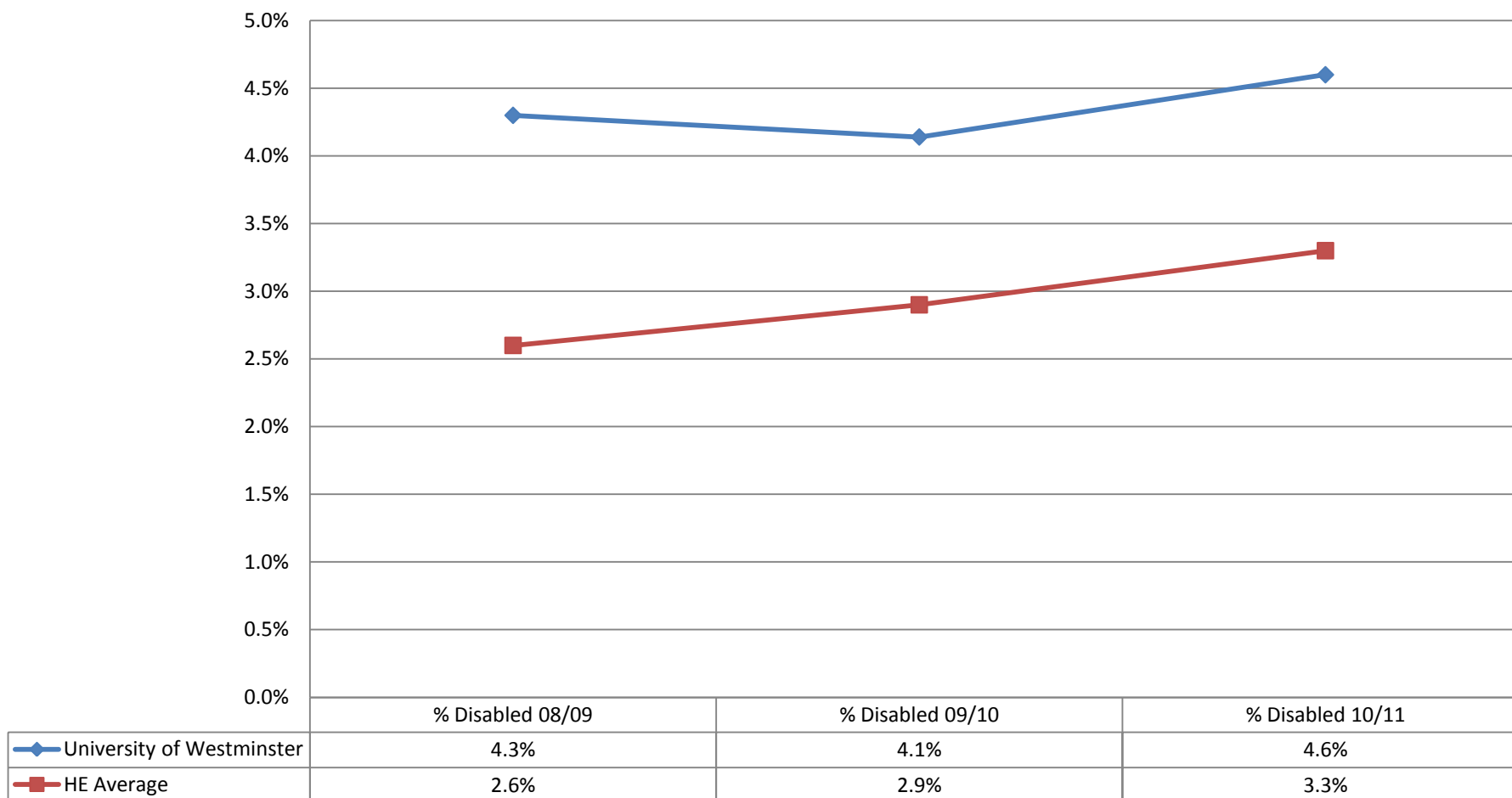


# **Staff Equality, Diversity & Inclusion Annual Report 2010-11**

## **Appendices**

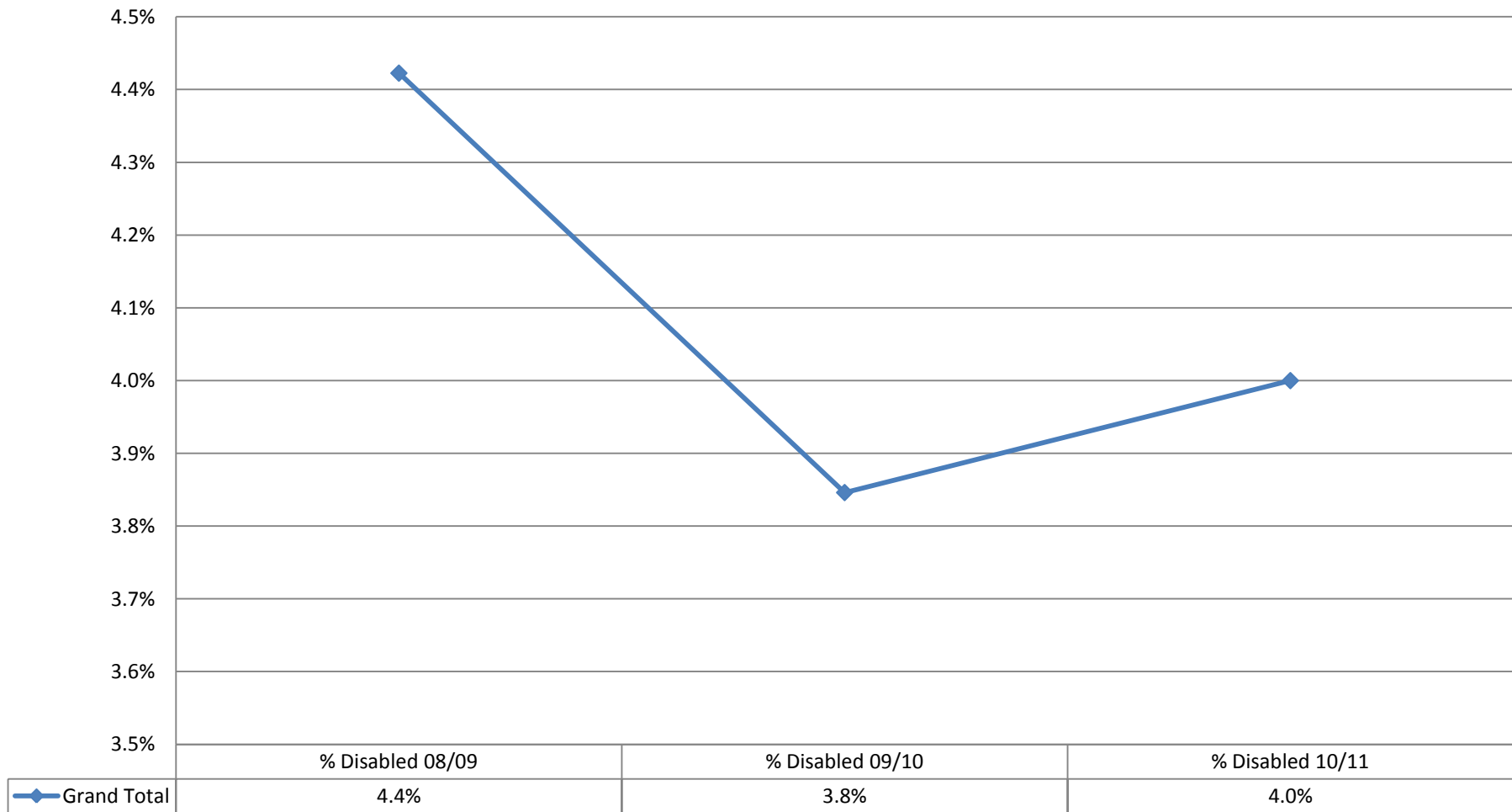
## Appendix 1: Staff Profile by Disability (1<sup>st</sup> May 2010 to 30<sup>th</sup> April 2011) – 3 year trend analysis

### Staff Disability in comparison to HE Average



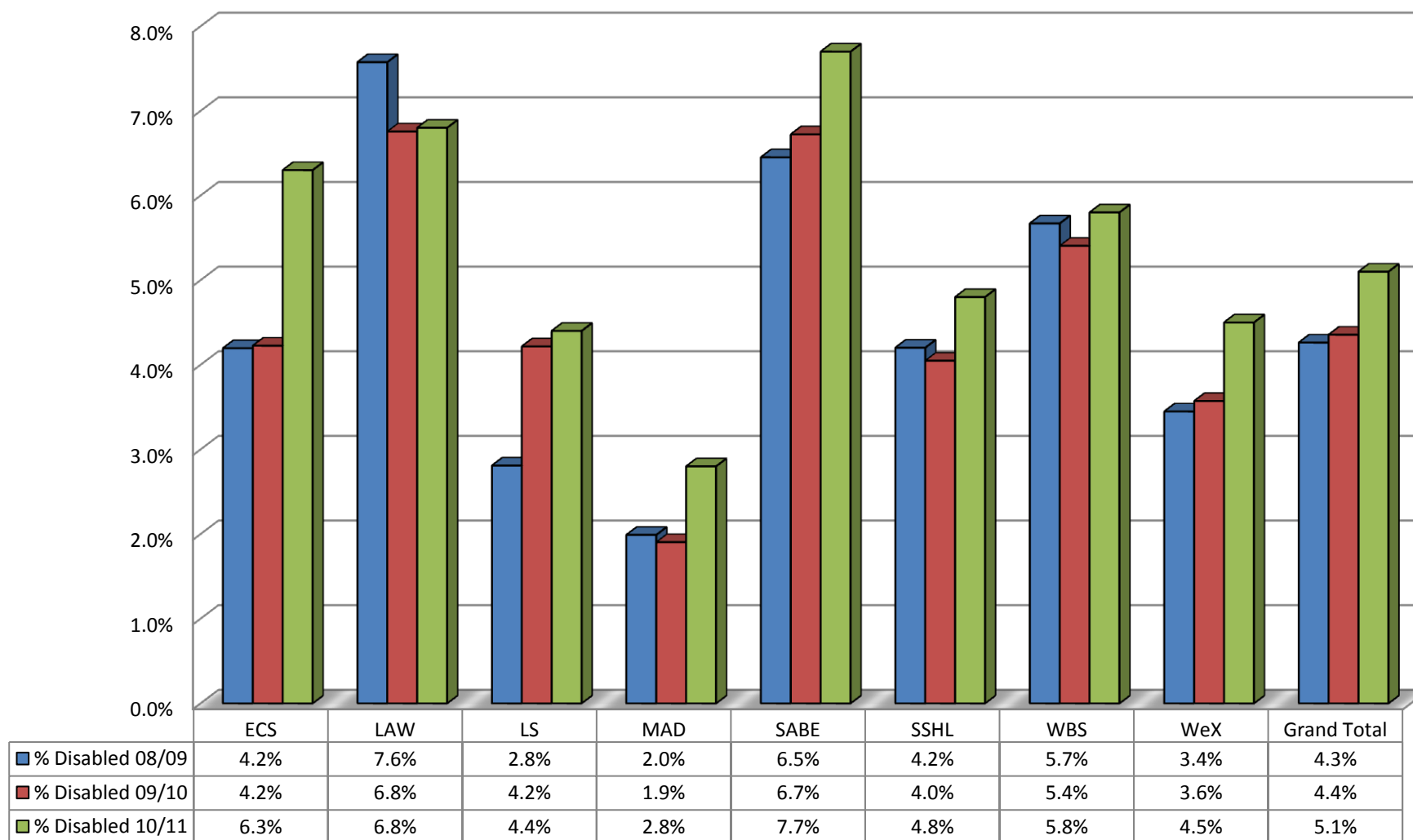
**Appendix 1a: Staff Profile by Disability – Corporate Services as at 30 April 2011**

**Disability % - Corporate Services as at 30 April 2011**



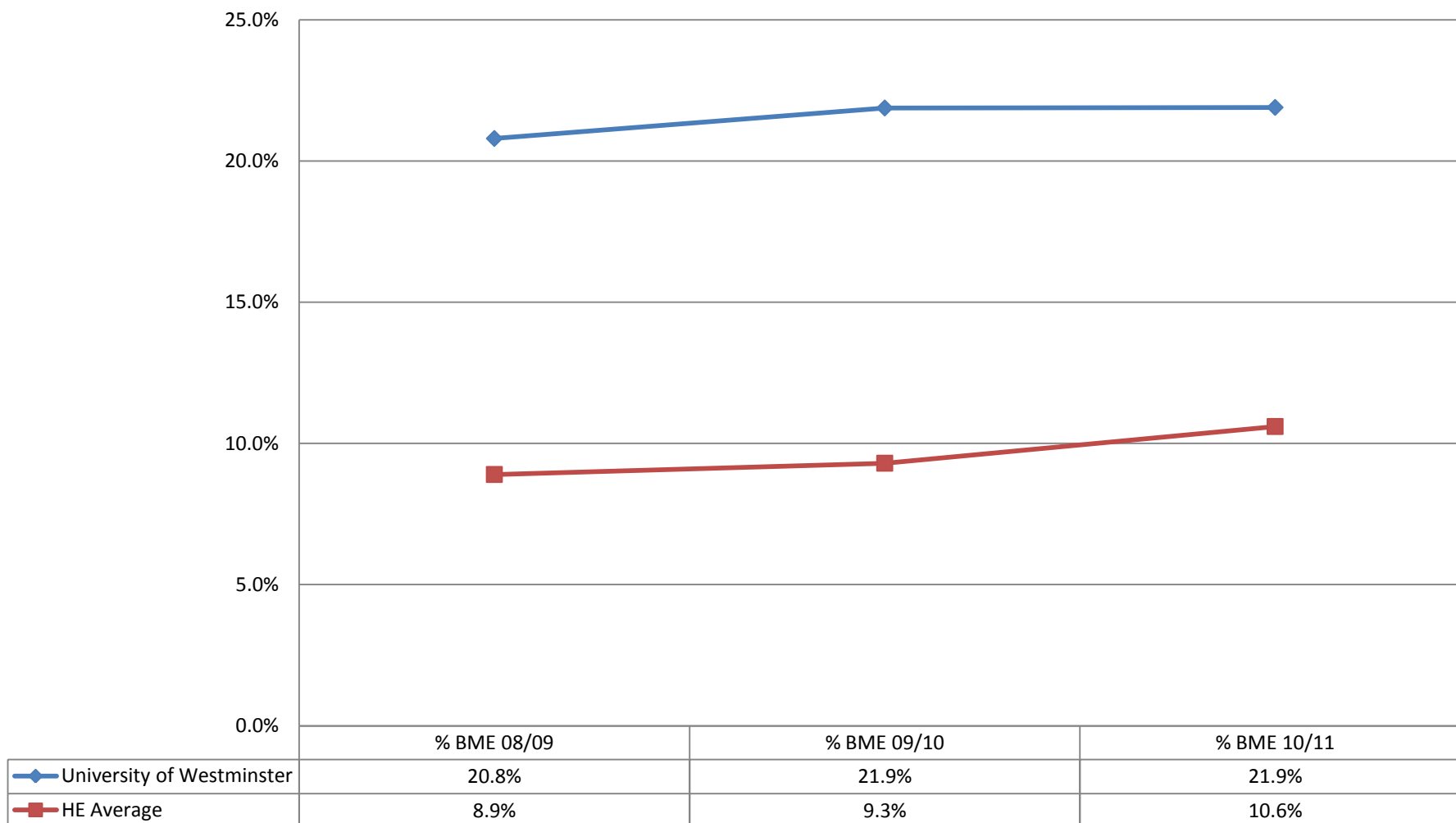
Appendix 1b: Staff Profile by Disability – Schools & Westminster Exchange as at 30 April 2011

**Disability % - Schools & Westminster Exchange as at 30 April 2011**



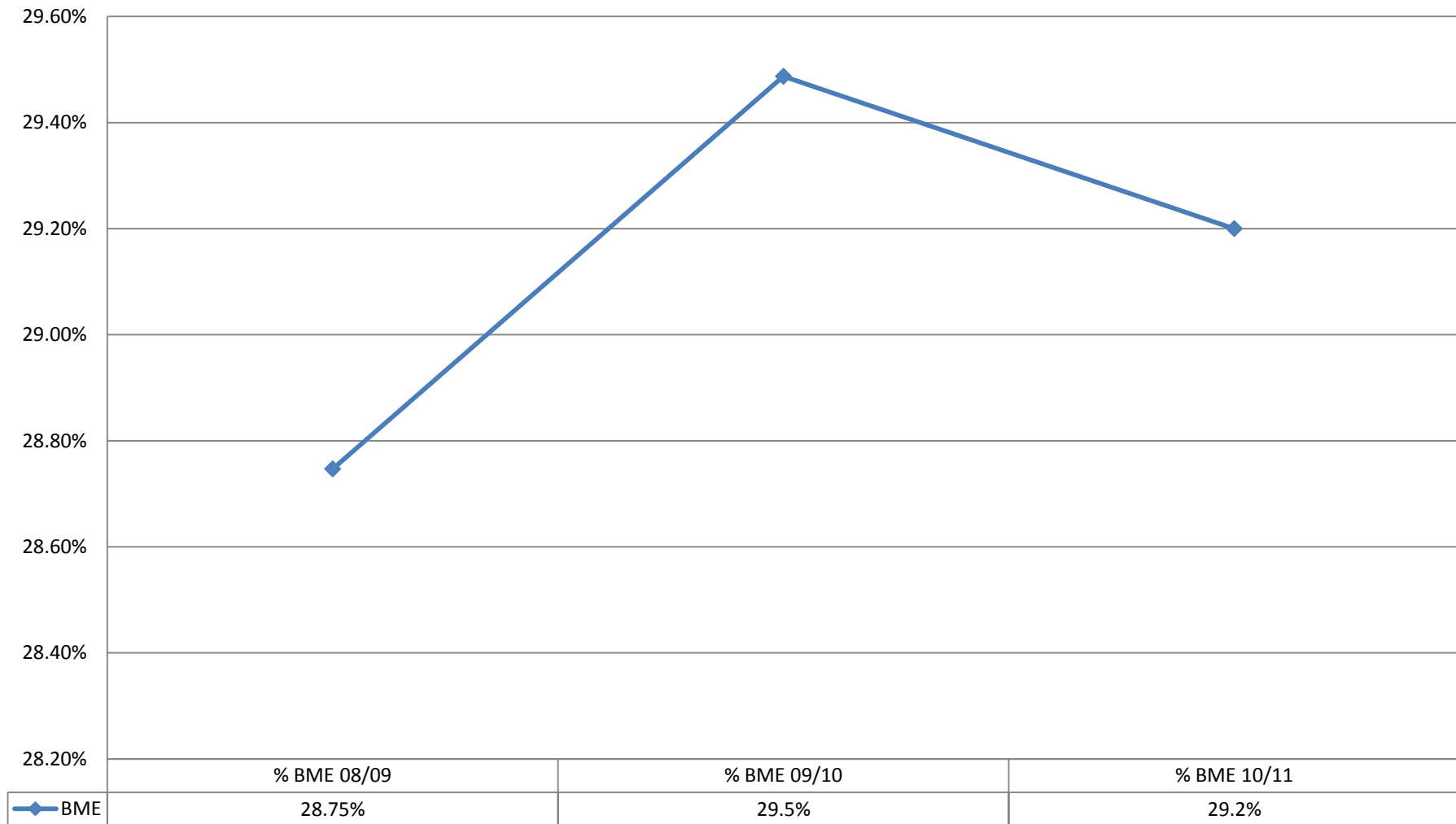
## Appendix 2: Staff Profile by Ethnicity (1<sup>st</sup> May 2010 to 30<sup>th</sup> April 2011) – 3 year trend analysis

### Staff Ethnicity in comparison to HE Average



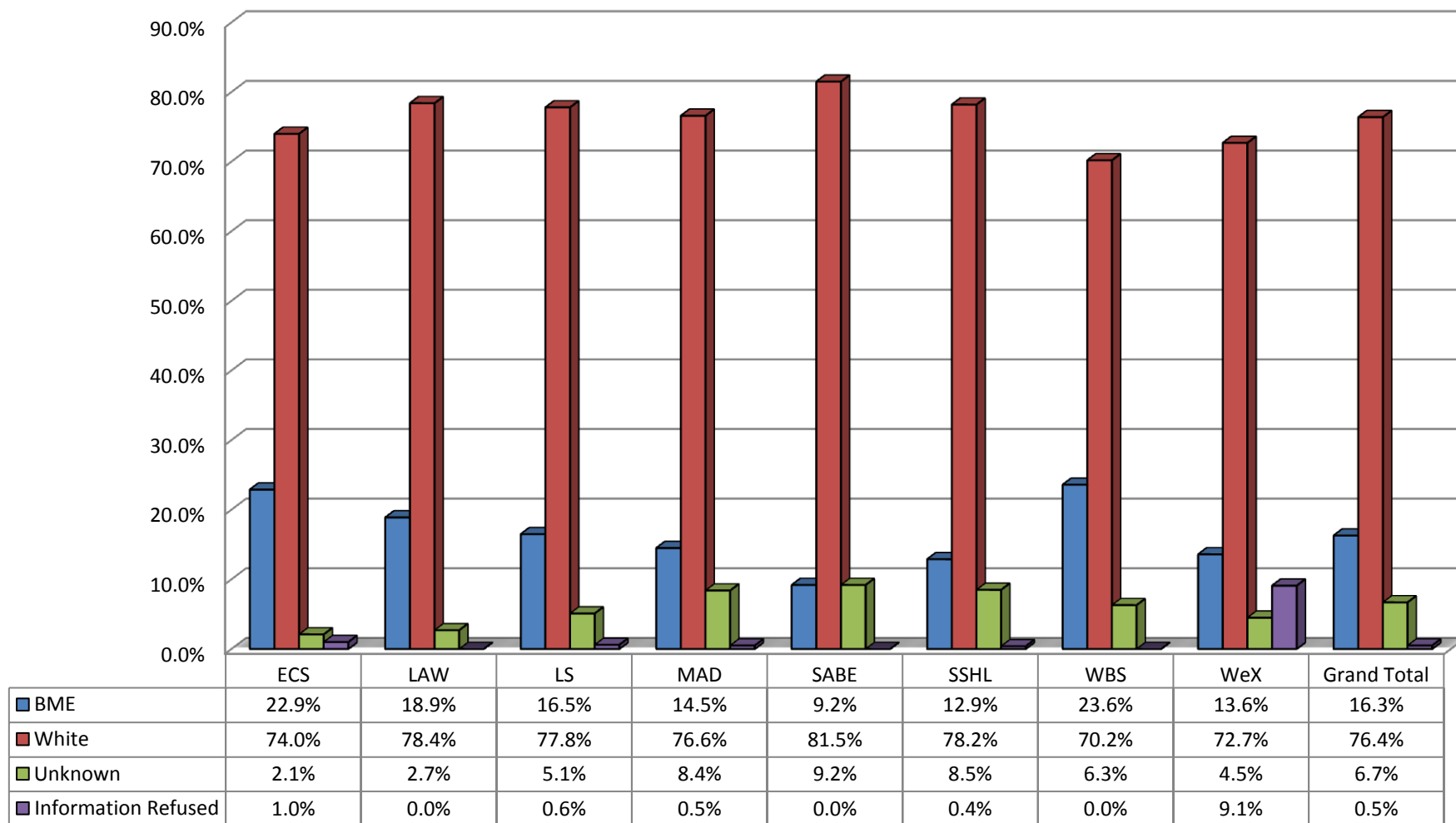
**Appendix 2a: Staff Profile by Ethnicity: Corporate Services as at 30 April 2011**

**Ethnicity % - Corporate Services as at 30 April 2011**



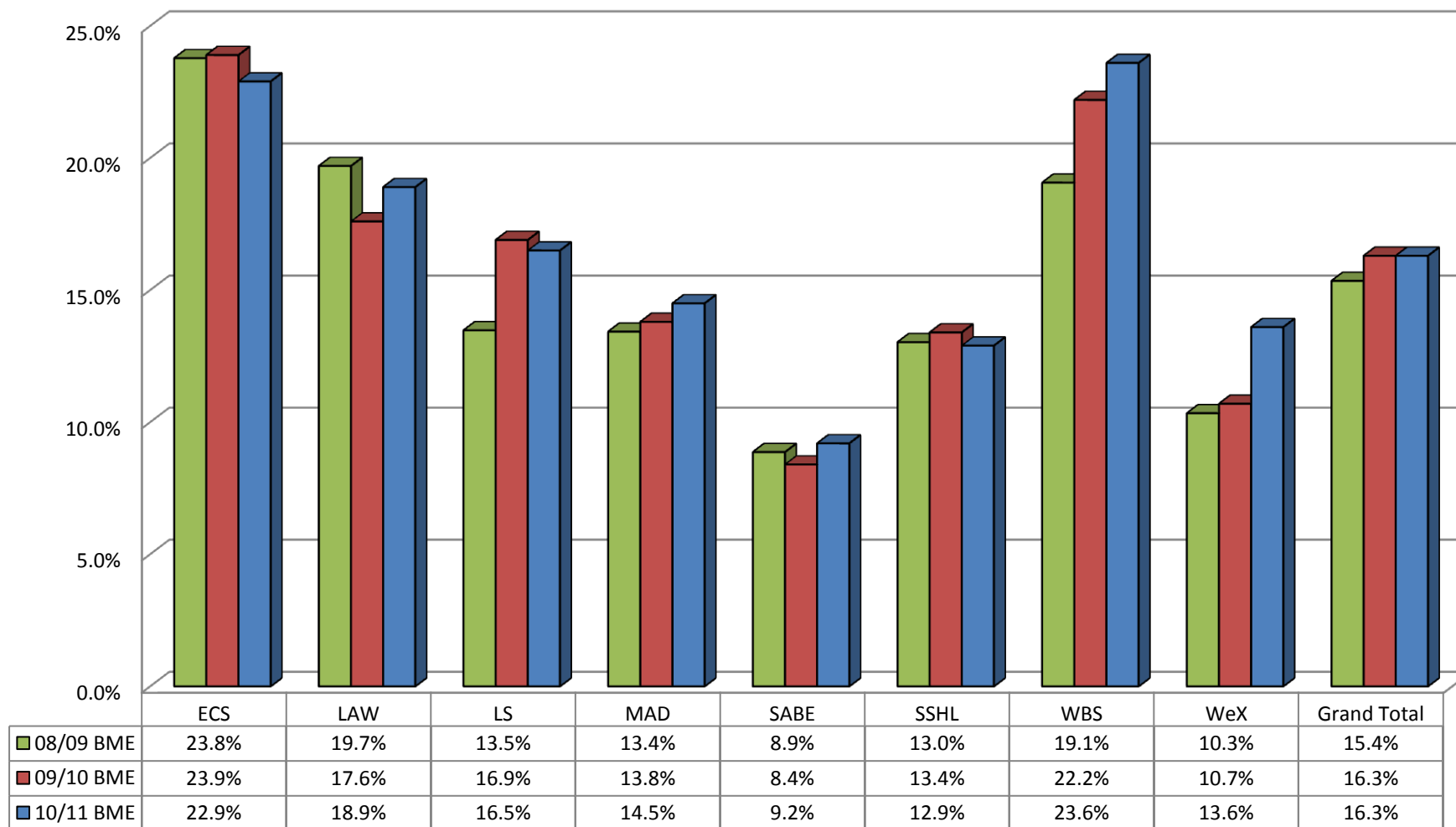
Appendix 2b: Staff Profile by Ethnicity – Schools and Westminster Exchange as at 30 April 2011

**Ethnicity % - Schools & Westminster Exchange as at 30 April 2011**



Appendix 2c Staff Profile by Ethnicity – Schools and Westminster Exchange as at 30 April 2011 – 3 year trend

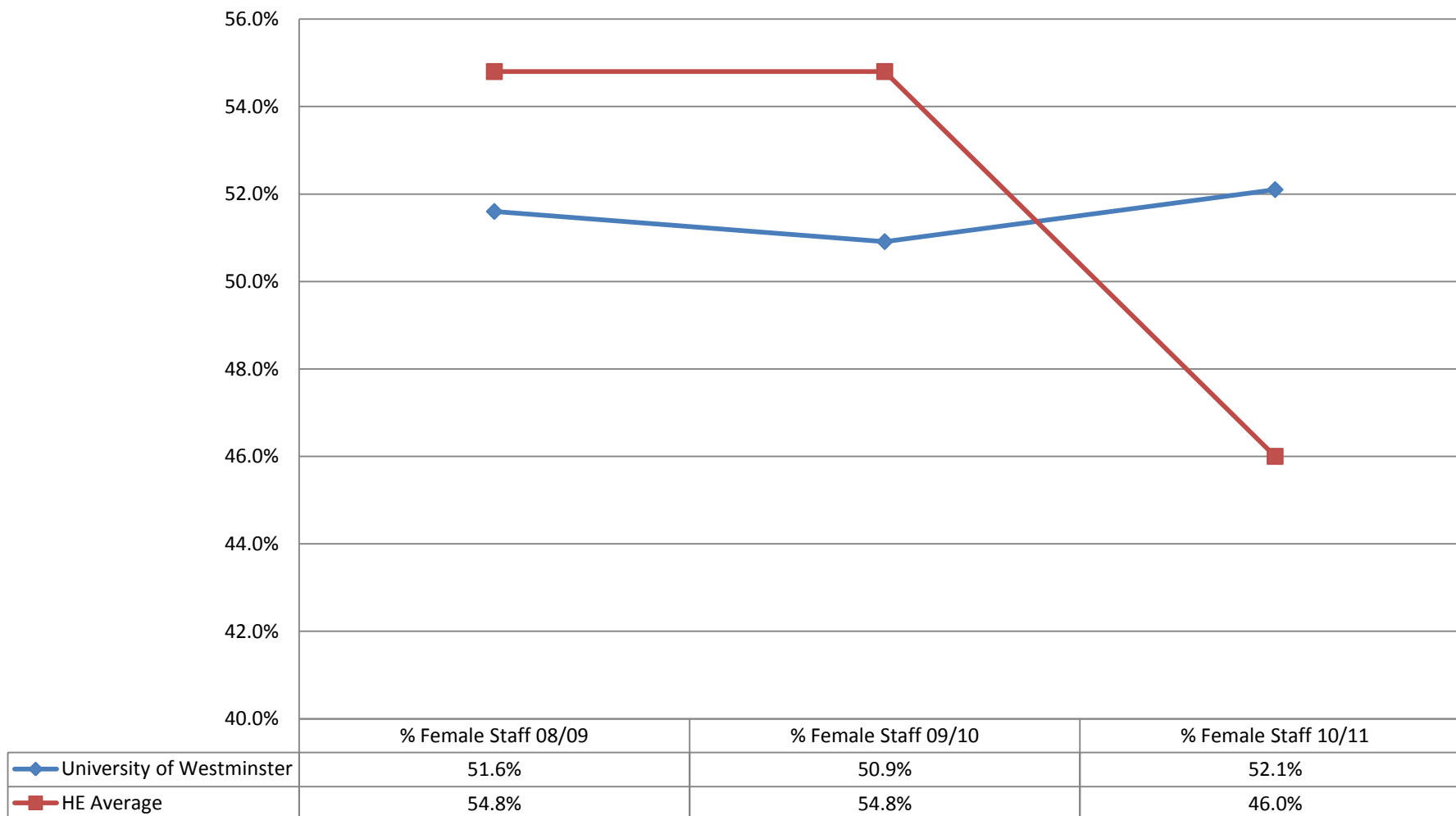
**Ethnicity % - Schools & Westminster Exchange - 3 year trend**





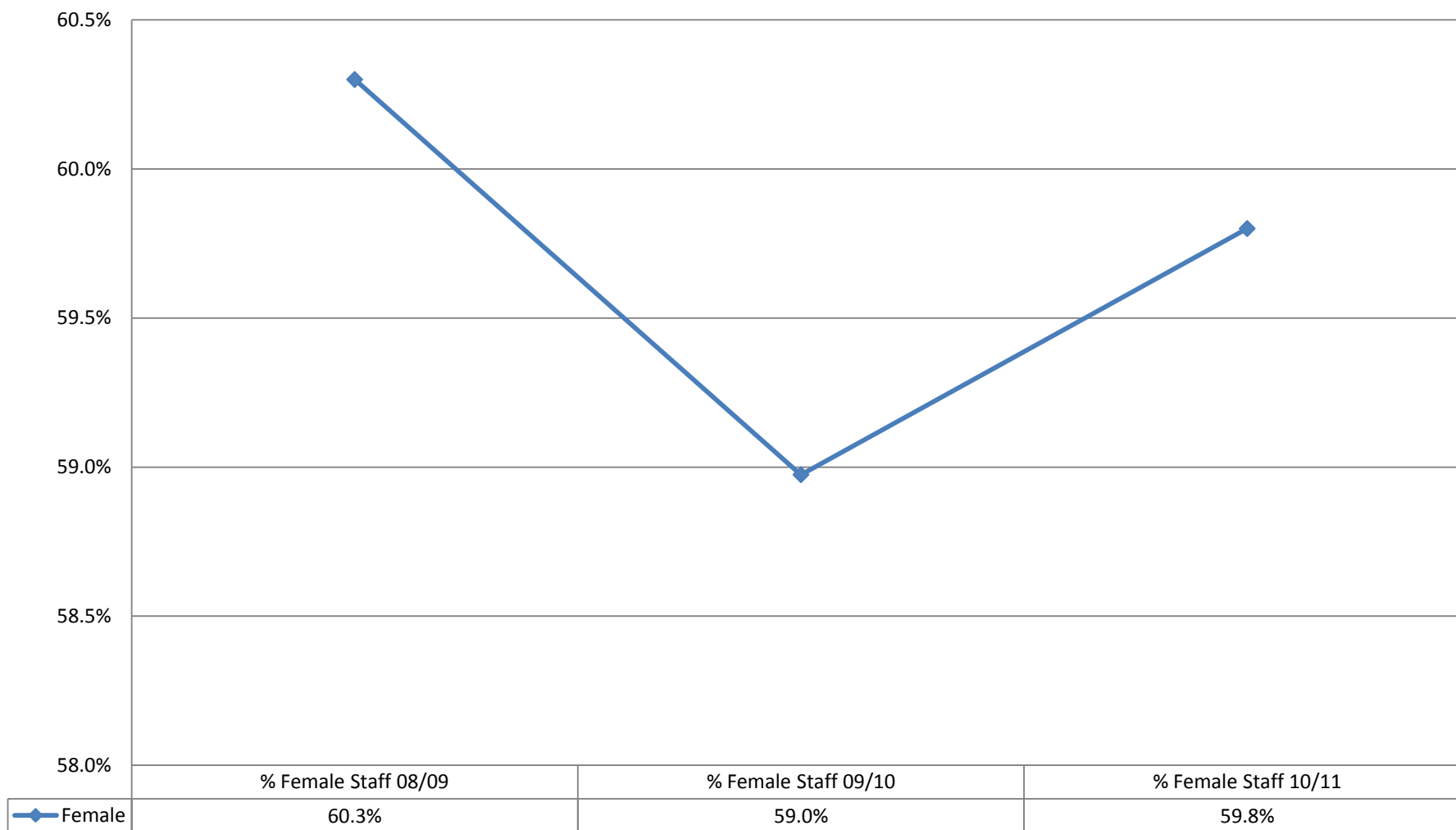
### Appendix 3: Staff Profile by Gender (1<sup>st</sup> May 2010 to 30<sup>th</sup> April 2011) – 3 year trend analysis

#### % Female Staff in comparison to HE Average



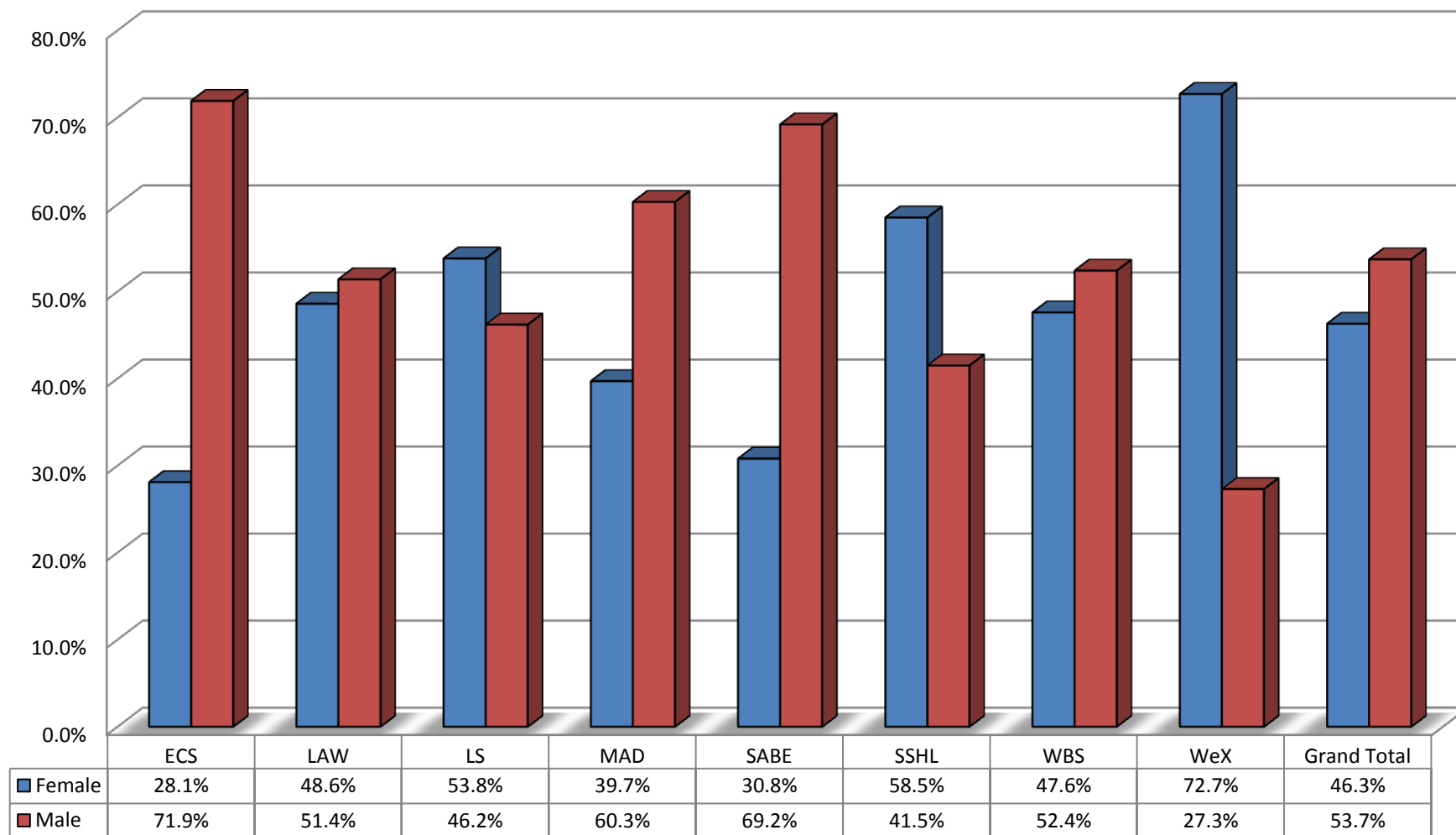
**Appendix 3a: Staff Profile by Gender – Corporate Services as at 30 April 2011**

**Gender % - Corporate Services as at 30 April 2011**



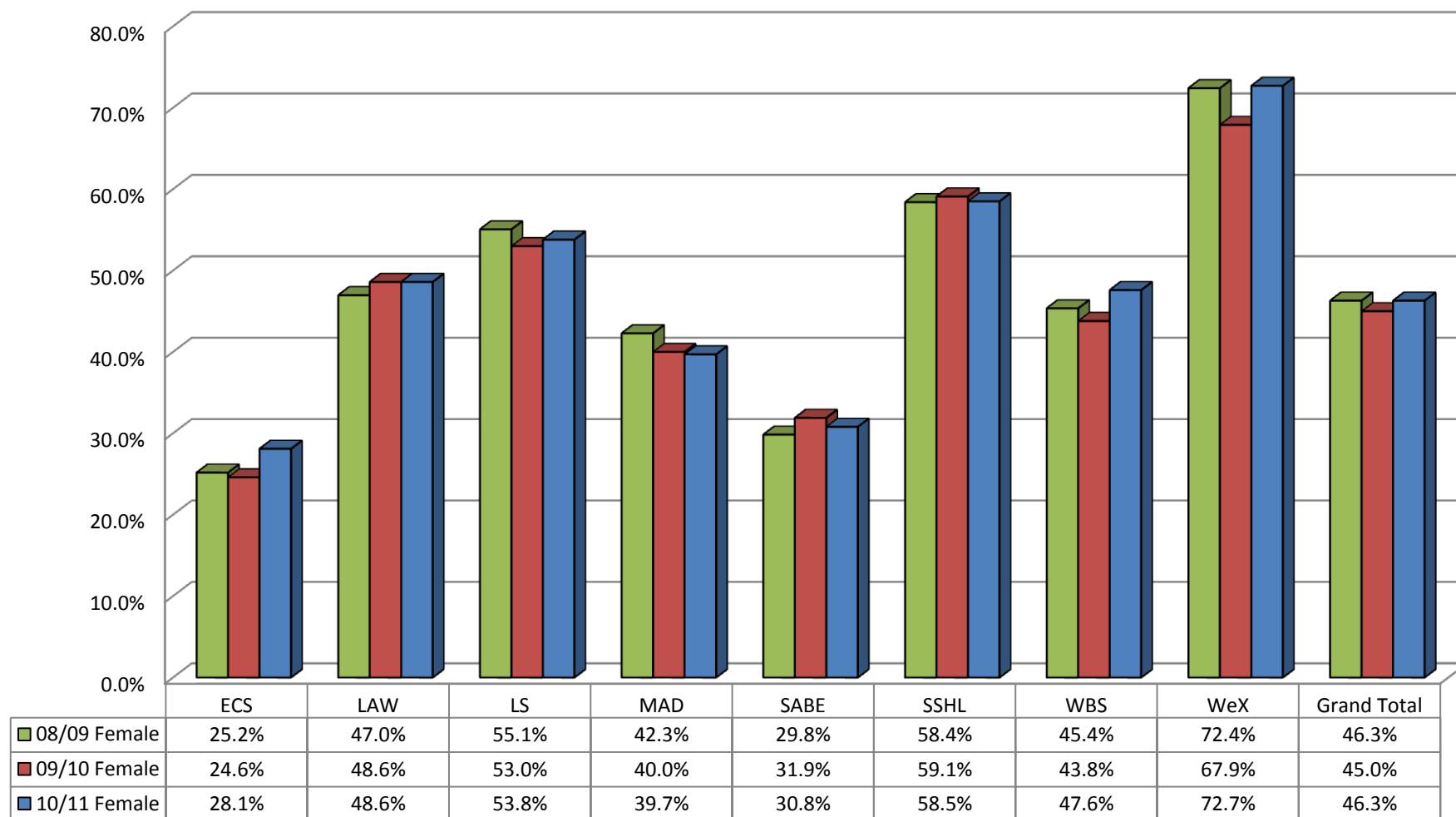
**Appendix 3b: Staff Profile by Gender – Schools and Westminster Exchange as at 30 April 2011**

**Gender % - Schools & Westminster Exchange as at 30 April 2011**



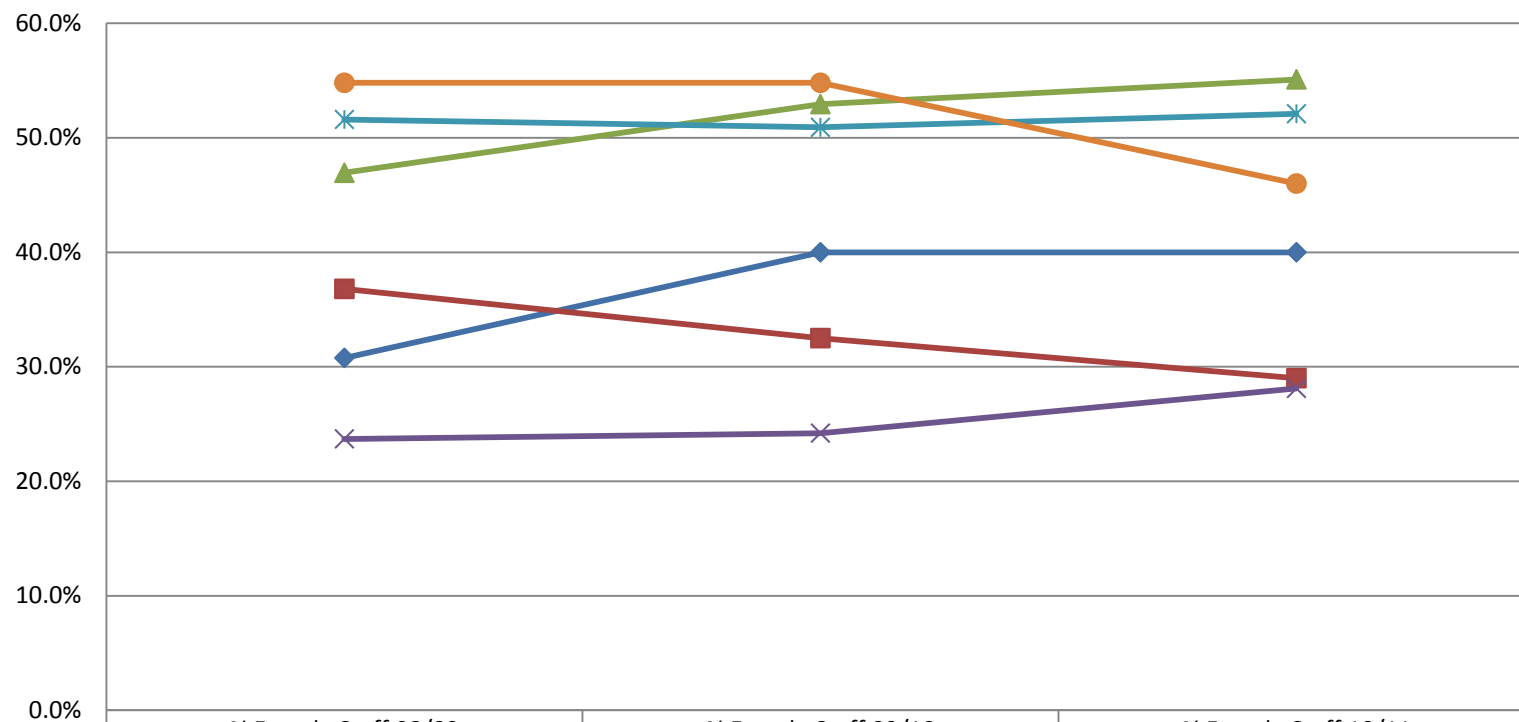
**Appendix 3c: Staff Profile by Gender – Schools and Westminster Exchange as at 30 April 2011 – 3 year trend**

**Gender % - Schools & Westminster Exchange - 3 year comparison**



### Appendix 3d: Staff Profile by Gender – Senior Grades

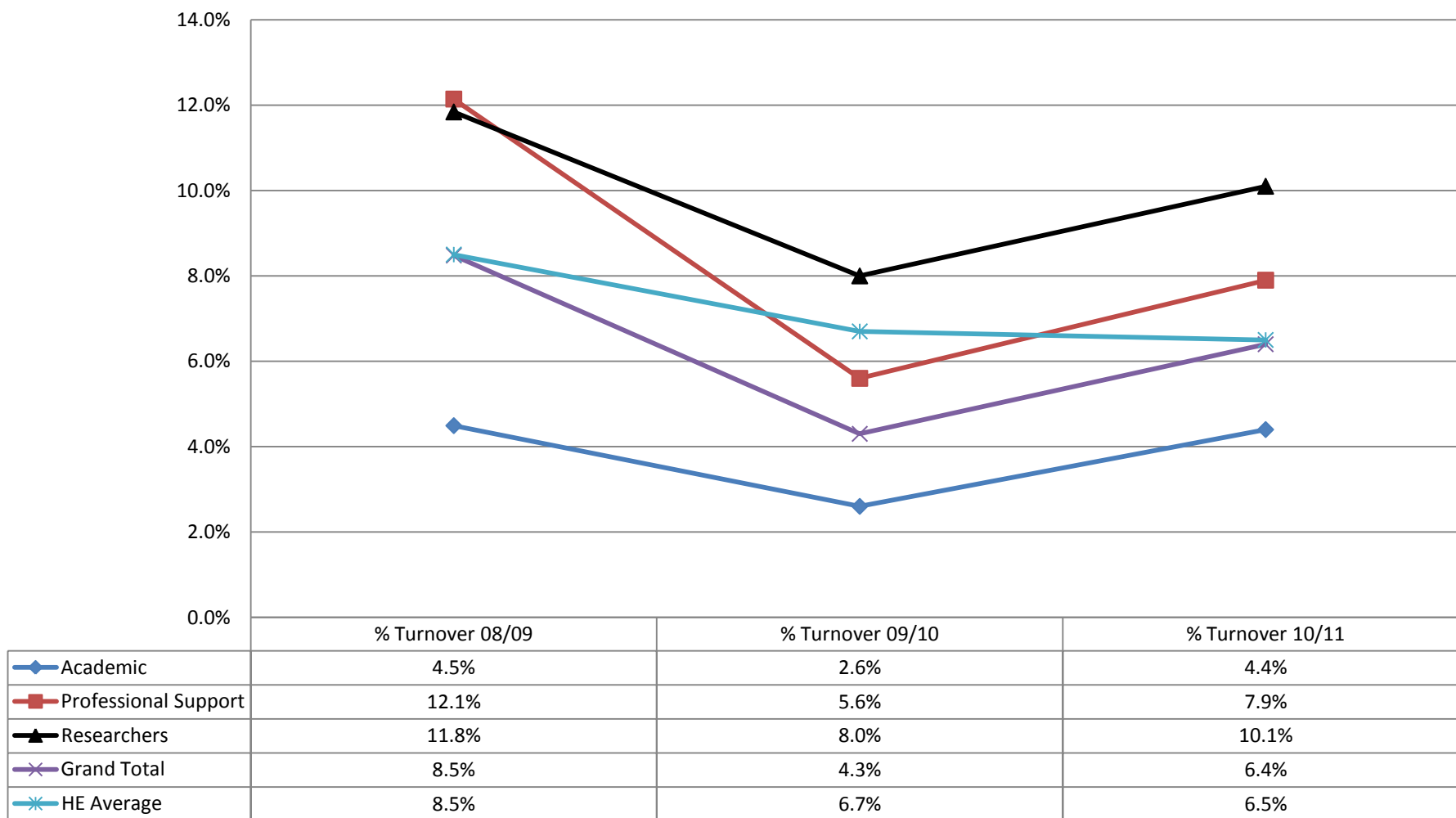
**% Female staff - Senior Grades**



	% Female Staff 08/09	% Female Staff 09/10	% Female Staff 10/11
◆ Deans	30.8%	40.0%	40.0%
■ Heads of Departments	36.8%	32.5%	29.0%
▲ Levels 1 - 5 (Admin Heads)	46.9%	52.9%	55.1%
✕ Professors	23.7%	24.2%	28.1%
✱ University of Westminster	51.6%	50.9%	
● HE Average	54.8%	54.8%	46.0%

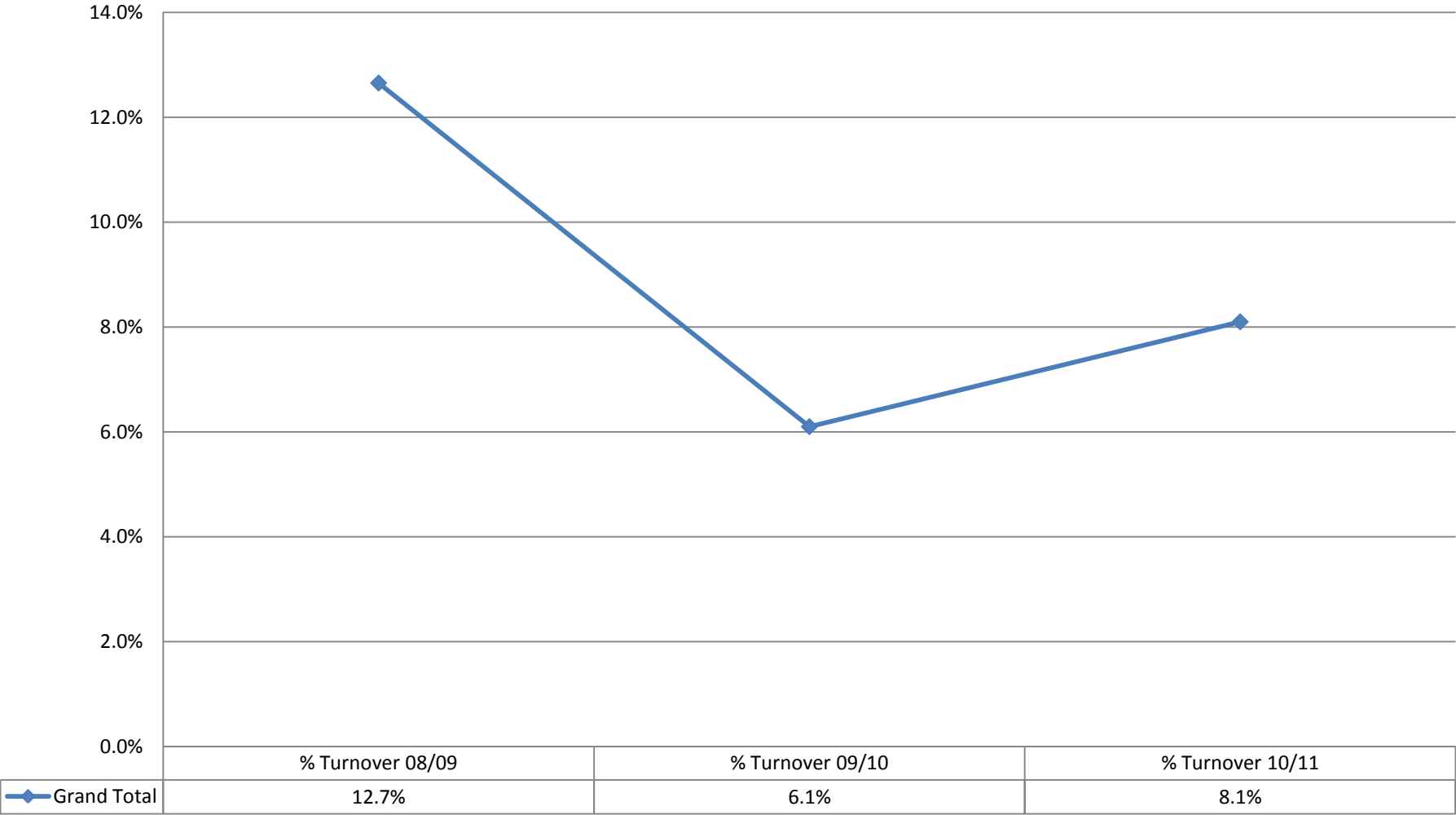
Appendix 4: Staff Profile by Turnover/Employment Type (1<sup>st</sup> May 2010 to 30<sup>th</sup> April 2011) – 3 year trend analysis

**Voluntary Staff Turnover in comparison to HE Average**



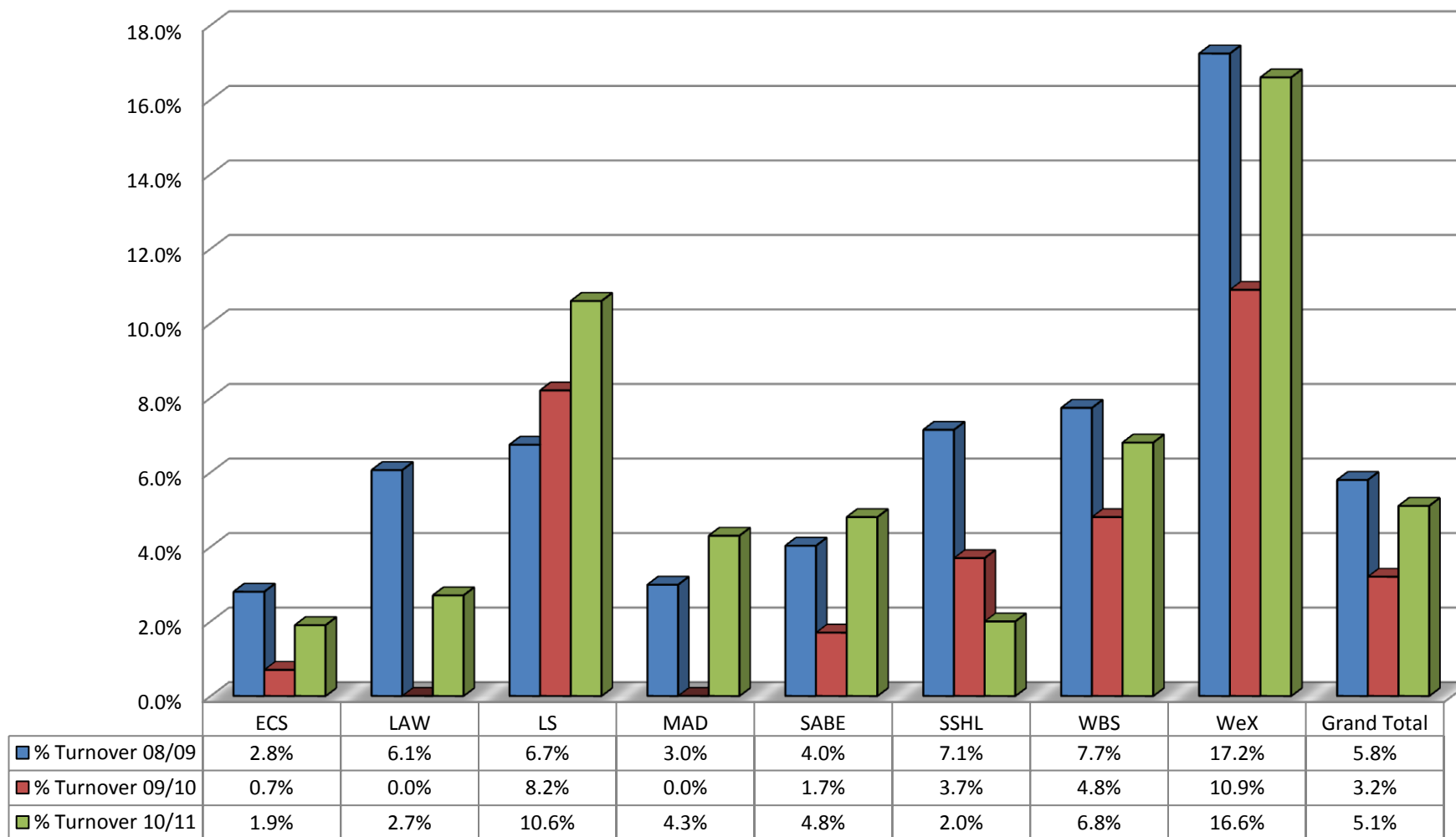
Appendix 4a: Staff Profile by Voluntary Turnover/Employment Type: Corporate Services

Voluntary Staff Turnover - Corporate Services



## Appendix 4b: Staff Profile by Voluntary Turnover/Employment Type: Schools and Westminster Exchange

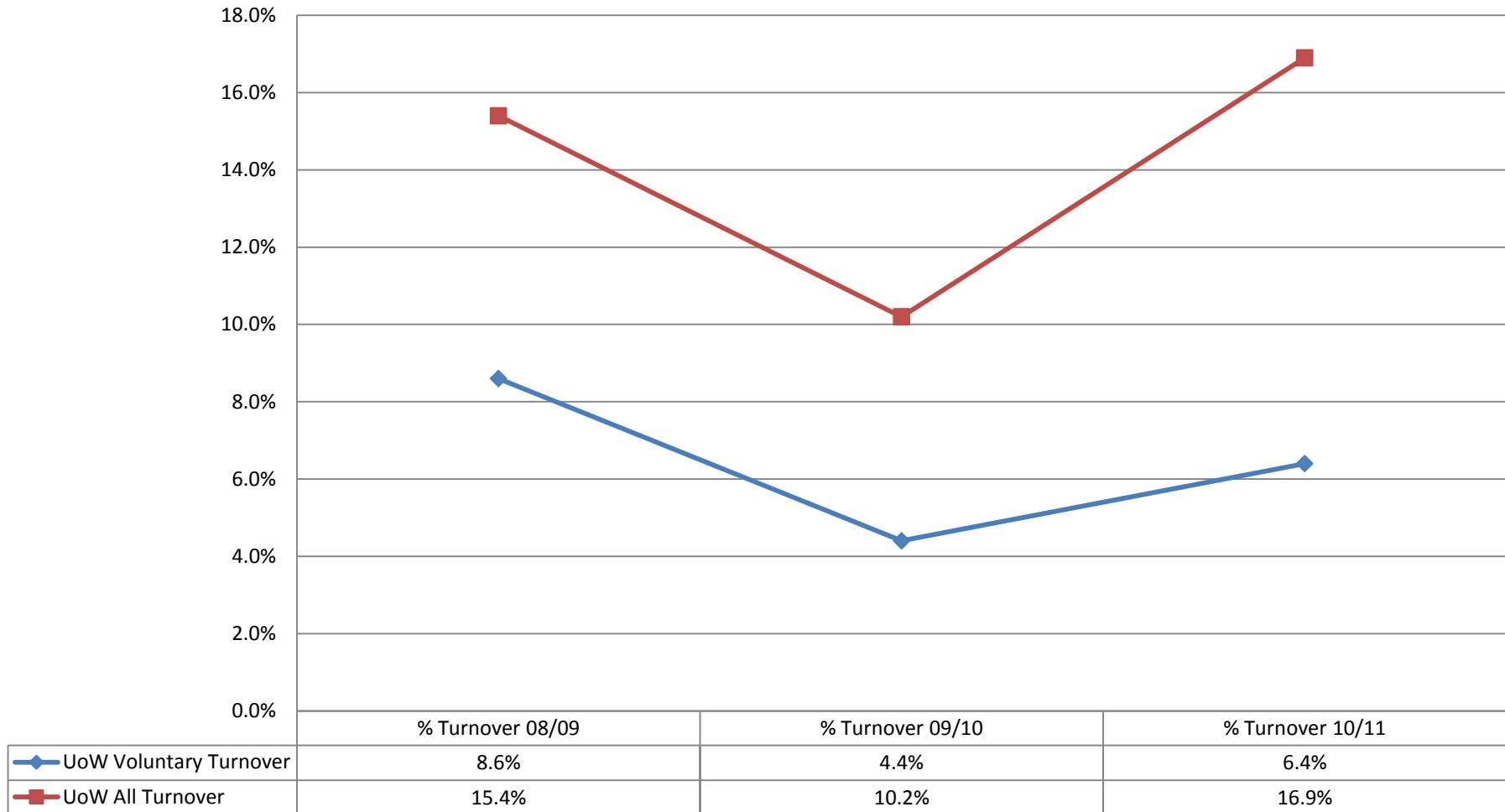
### Staff Turnover - Schools & Westminster Exchange





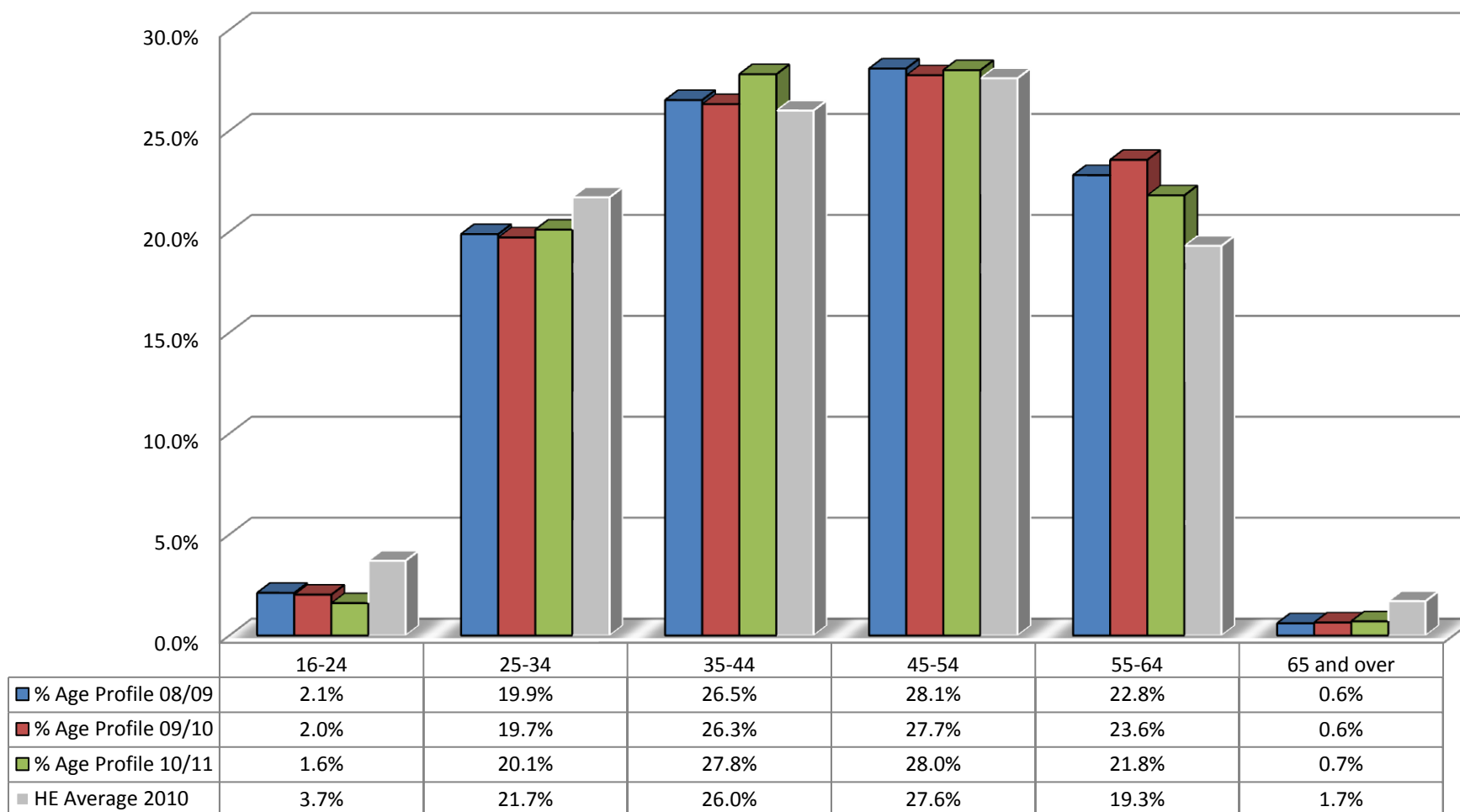
#### Appendix 4c: Staff Profile by Voluntary Turnover vs All Turnover

**Staff Turnover - Voluntary Leavers Vs All Leavers**



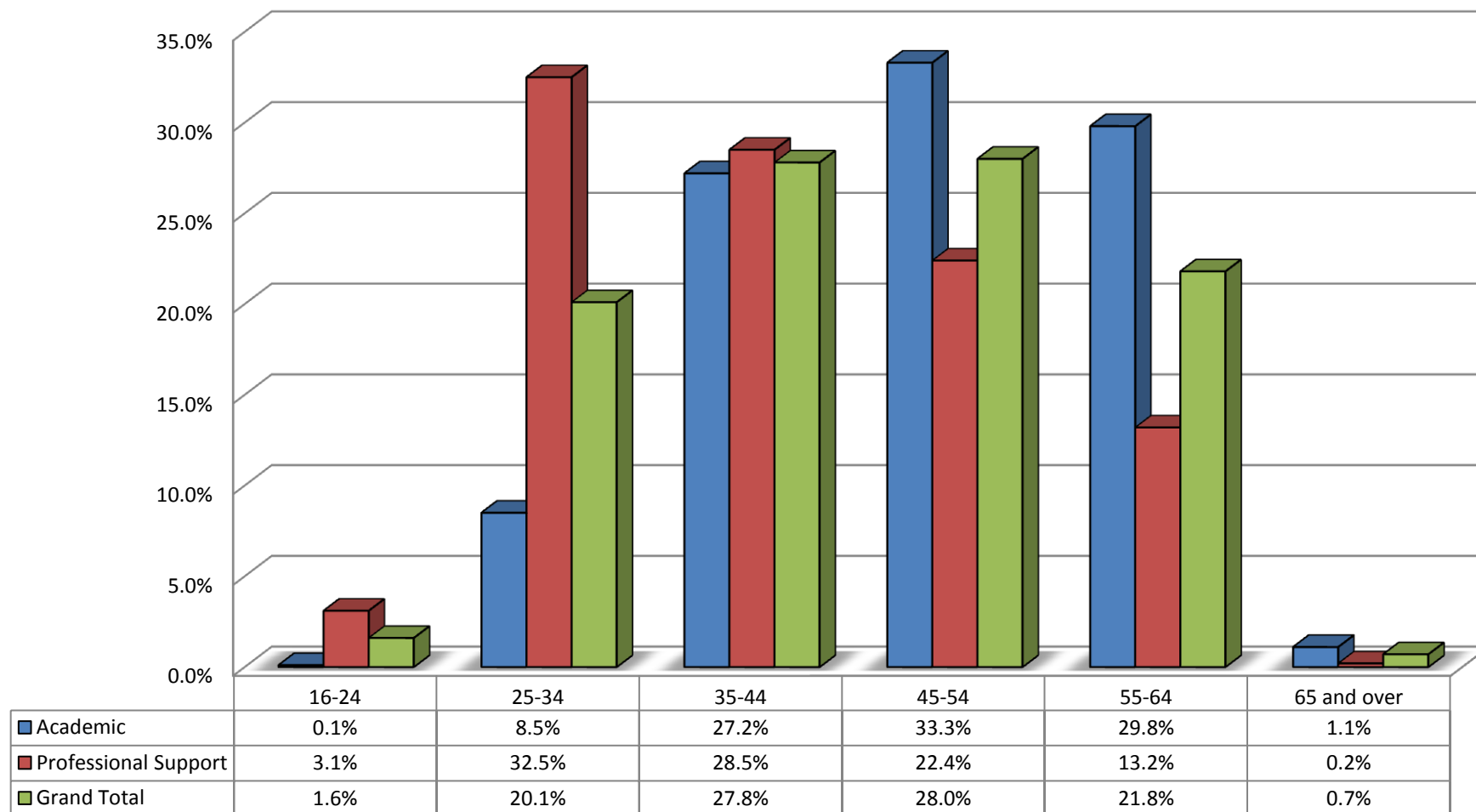
## Appendix 5: Staff Profile by Age (1<sup>st</sup> May 2010 to 30<sup>th</sup> April 2011) – 3 year trend analysis

### Staff Age profile in comparison to HE Average



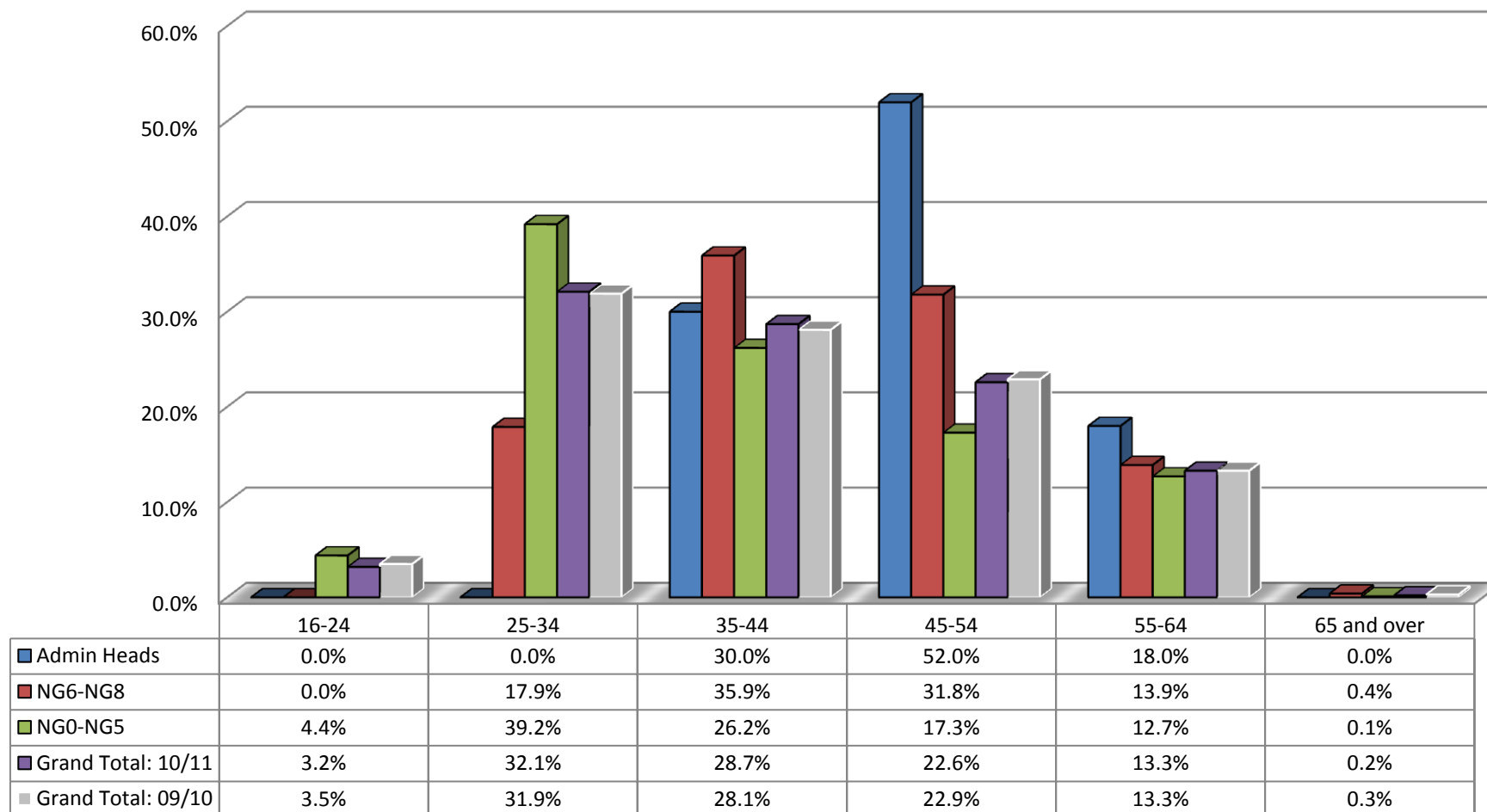
## Appendix 5a: Staff Profile by Age: Staff Group as at 30 April 2011

### Age Profile % - by staff group as at 30 April 2011



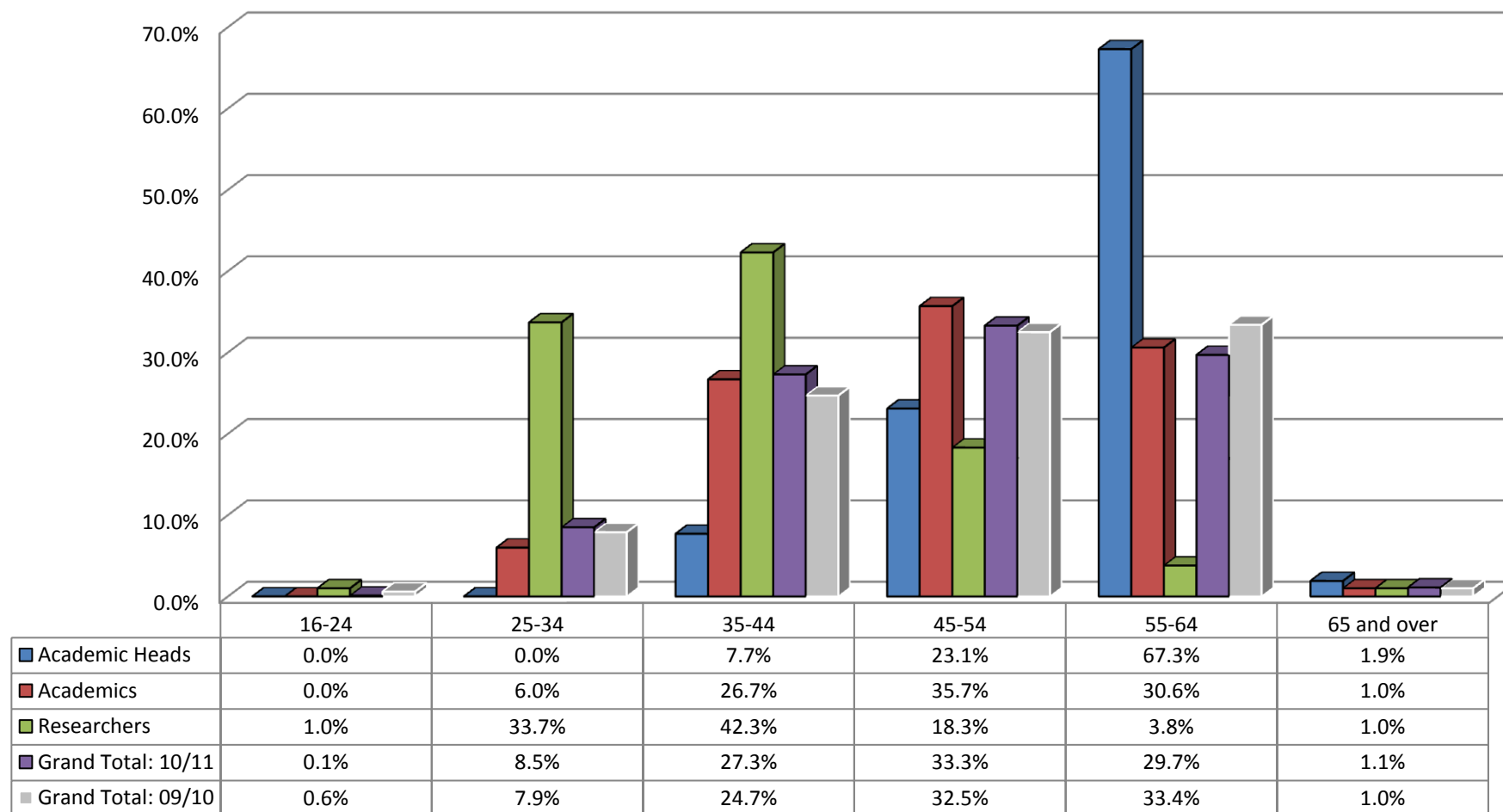
## Appendix 5b: Staff Profile by Age: Professional Support grades as at 30 April 2011

### Age Profile % - by Professional Support grades as at 30 April 2011



## Appendix 5c: Staff Profile by Age: Academic grades as at 30 April 2011

### Age Profile % by Academic grades as at 30 April 2011



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

	Academic	Professional Support	Senior Group	Total
Buddhist	0.34%	0.34%	1.05%	0.37%
Christian	6.82%	9.89%	17.89%	8.83%
Hindu	0.34%	1.24%	0.00%	0.75%
Jewish	0.56%	0.79%	1.05%	0.69%
Muslim	0.56%	1.35%	0.00%	0.90%
No Religion	6.94%	9.21%	18.95%	8.62%
Other	0.34%	0.45%	0.00%	0.37%
Prefer not to say	2.13%	2.58%	5.26%	2.50%
Sikh	0.00%	0.45%	0.00%	0.21%
Unknown	81.99%	73.71%	55.79%	76.74%

	Academic	Professional Support	Senior Group	Total
Buddhist	3	3	1	7
Christian	61	88	17	166
Hindu	3	11	0	14
Jewish	5	7	1	13
Muslim	5	12	0	17
No Religion	62	82	18	162
Other	3	4	0	7
Prefer not to say	19	23	5	47
Sikh	0	4	0	4
Unknown	733	656	53	1442
<b>Total</b>	<b>894</b>	<b>890</b>	<b>95</b>	<b>1879</b>

	Academic	Professional Support	Senior Group	Total
Bisexual	0.45%	0.34%	0.00%	0.37%
Gay Man	0.67%	1.24%	3.16%	1.06%
Gay Woman/Lesbian	0.11%	0.22%	0.00%	0.16%
Heterosexual/Straight	15.66%	23.03%	33.68%	20.06%
Other	0.11%	0.22%	0.00%	0.16%
Prefer not to say	2.13%	2.02%	5.26%	2.24%
Unknown	80.87%	72.92%	57.89%	75.94%

	Academic	Professional Support	Senior Group	Total
Bisexual	4	3	0	7
Gay Man	6	11	3	20
Gay Woman/Lesbian	1	2	0	3
Heterosexual/Straight	140	205	32	377
Other	1	2	0	3
Prefer not to say	19	18	5	42
Unknown	723	649	55	1427
<b>Total</b>	<b>894</b>	<b>890</b>	<b>95</b>	<b>1879</b>

## Appendix 7: Employment Life Cycle

Diversity Guidance is included in all Sections of the new Manager's Toolkit.

