

# **Staff Equality, Diversity & Inclusion Annual Report 2012-13**

## **Appendices**

## CONTENTS

Appendix 1: Staff Profile by Turnover/Employment Type - 3 year trend analysis – Voluntary staff turnover in comparison with HE Average

- 1a: Staff Profile by Voluntary Turnover/Employment Type: Corporate Services
- 1b: Staff Profile by Voluntary Turnover/Employment Type: Schools
- 1c: Staff Profile by Voluntary Turnover vs All Turnover: Voluntary Leavers vs All Leavers
- 1d: Management Profile by All Turnover
- 1e: Management Profile by Voluntary Turnover

Appendix 2: Staff Profile by Disability - 3 year trend analysis: Staff disability in comparison with HE Sector average

- 2a: Staff Profile by Disability – Corporate Services
- 2b: Staff Profile by Disability – Schools

Appendix 3: Staff Profile by Ethnicity - 3 year trend analysis: Staff ethnicity in comparison to HE Average

- 3a: Staff Profile by Ethnicity – Corporate Services
- 3b: Staff Profile by Ethnicity – Schools
- 3c: Staff Profile by Ethnicity – Schools– 3 year trend

Appendix 4: Staff Profile by Gender - 3 year trend analysis: Female staff in comparison to HE Average

- 4a: Staff Profile by Gender – Corporate Services
- 4b: Staff Profile by Gender – Schools
- 4c: Staff Profile by Gender – Schools – 3 year trend
- 4d: Staff Profile by Gender – Senior Grades

Appendix 5: Staff Profile by Age– 3 year trend analysis – Age profile in comparison with HE average

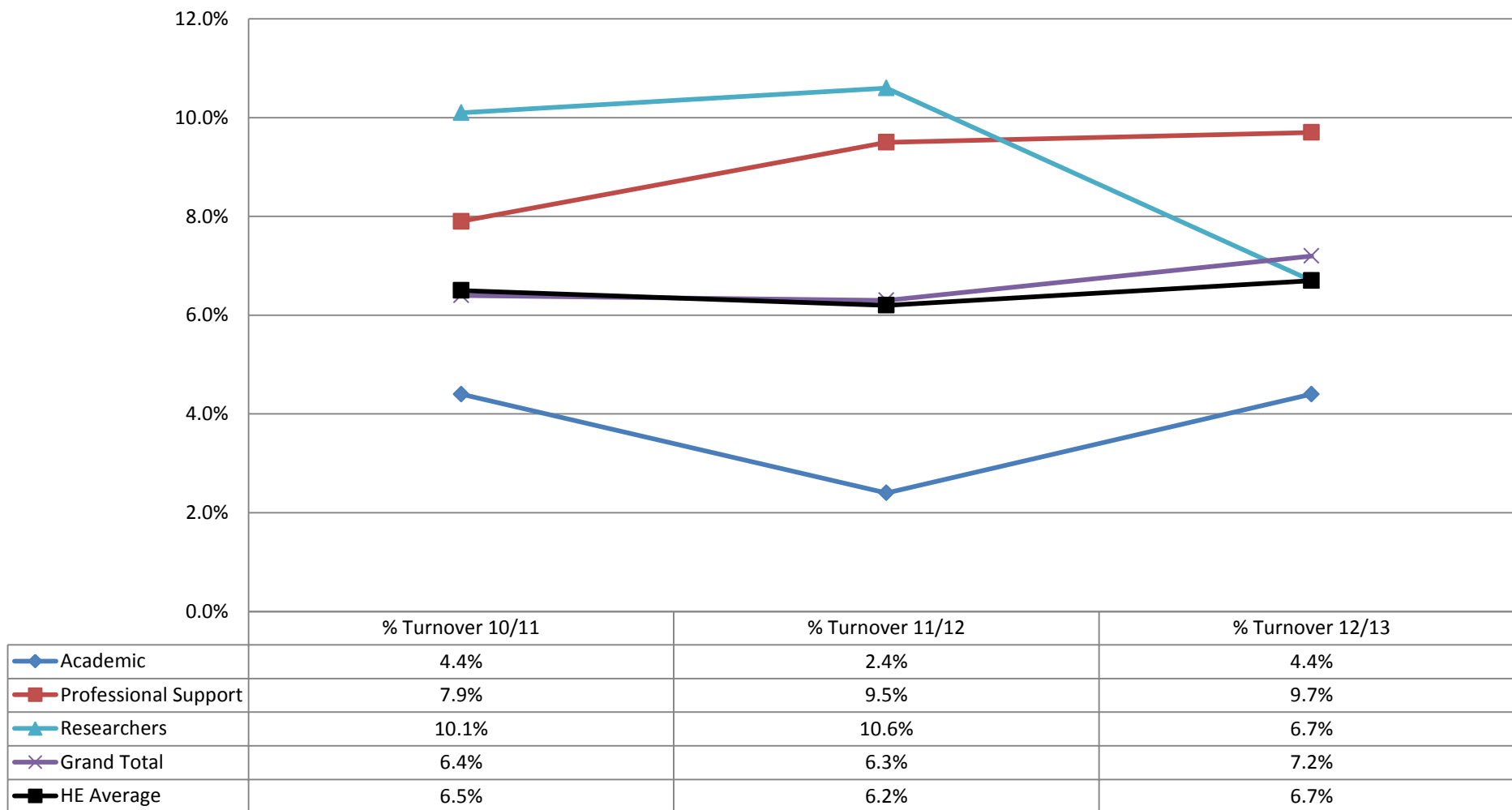
- 5a: Staff Profile by Age: Staff Group
- 5b: Staff Profile Information by Age: Professional Support grades
- 5c: Staff Profile by Age: by Academic grades

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

- 6a: Staff Profile by Sexual Orientation – 3 year trend
- 5b: Staff Profile by Religion & Belief – 3 year trend

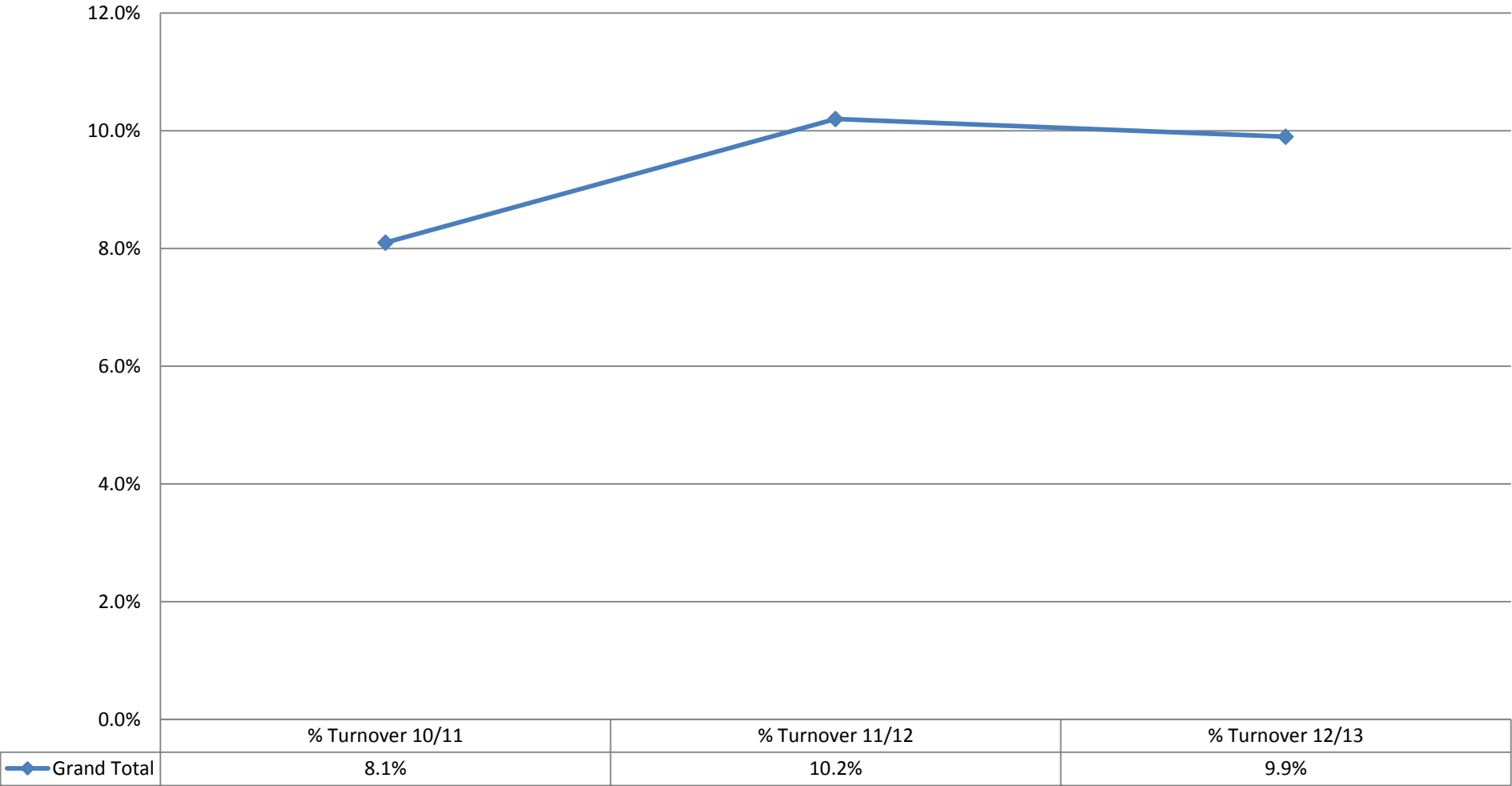
## Appendix 1: Staff Profile by Turnover/Employment Type – 3 year trend analysis

### Voluntary Staff Turnover in comparison to HE Average



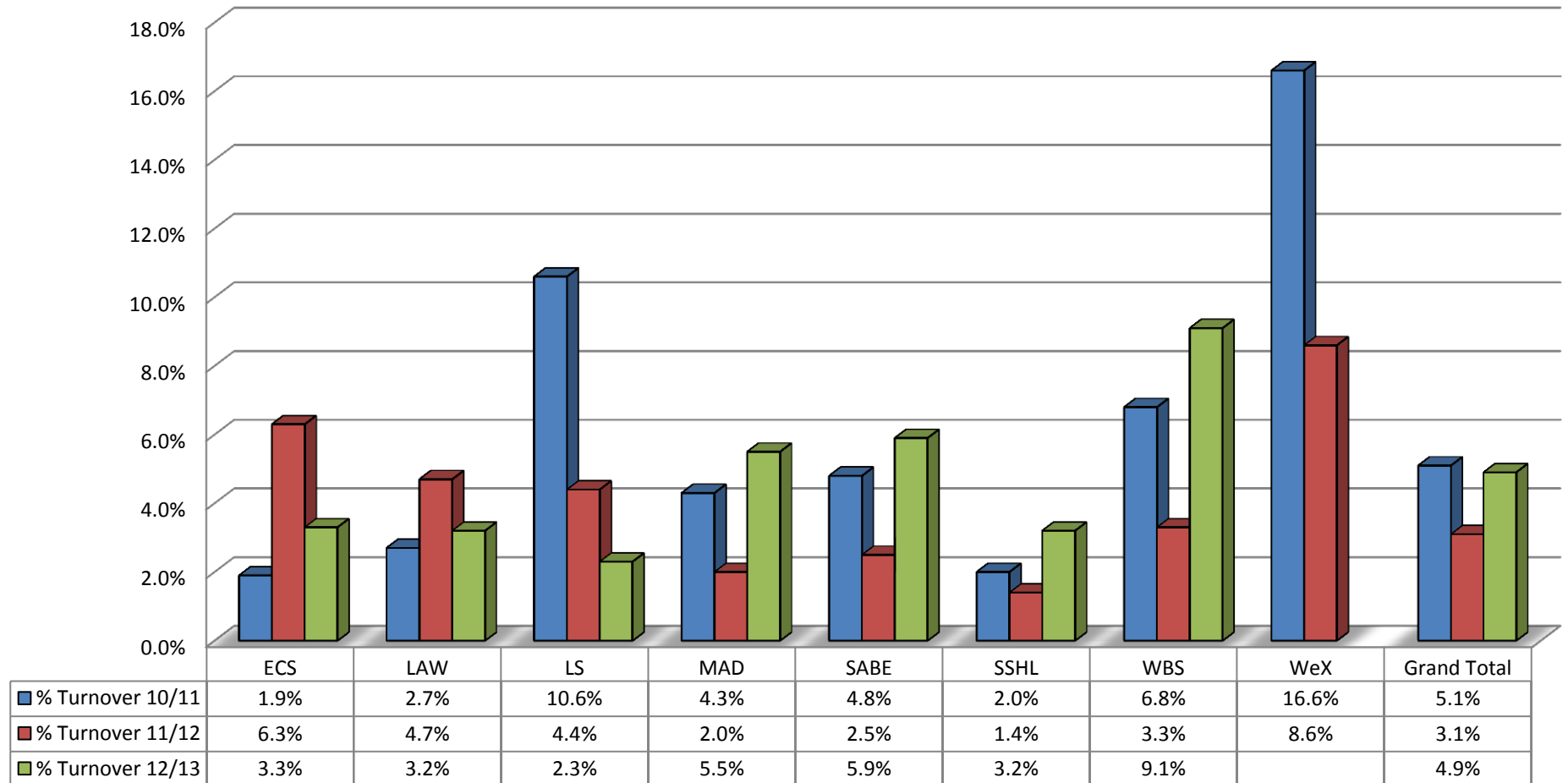
Appendix 1a: Staff Profile by Voluntary Turnover/Employment Type: Corporate Services

Voluntary Staff Turnover - Corporate Services



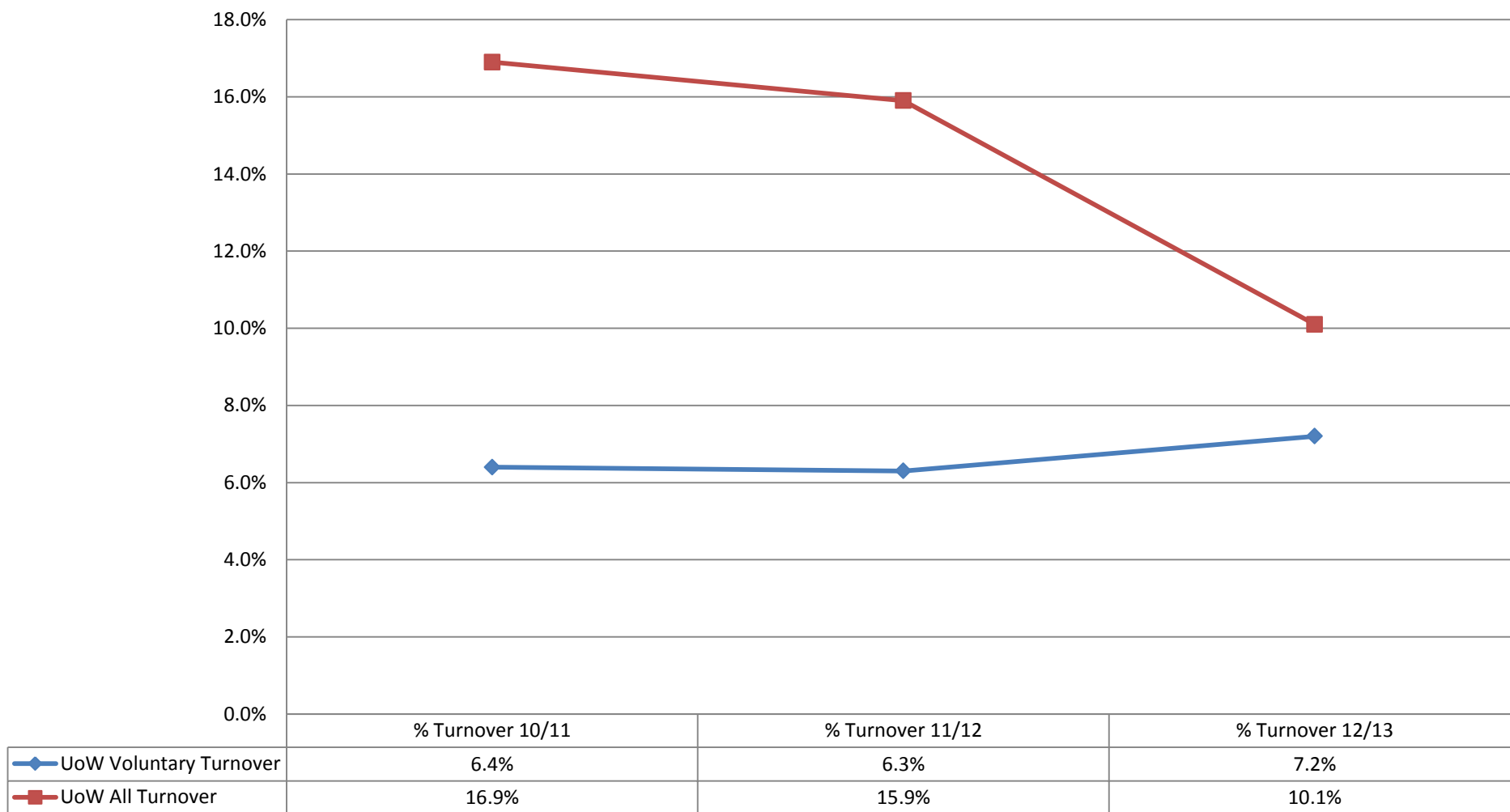
## Appendix 1b: Staff Profile by Voluntary Turnover/Employment Type: Schools

### Staff Turnover - Schools

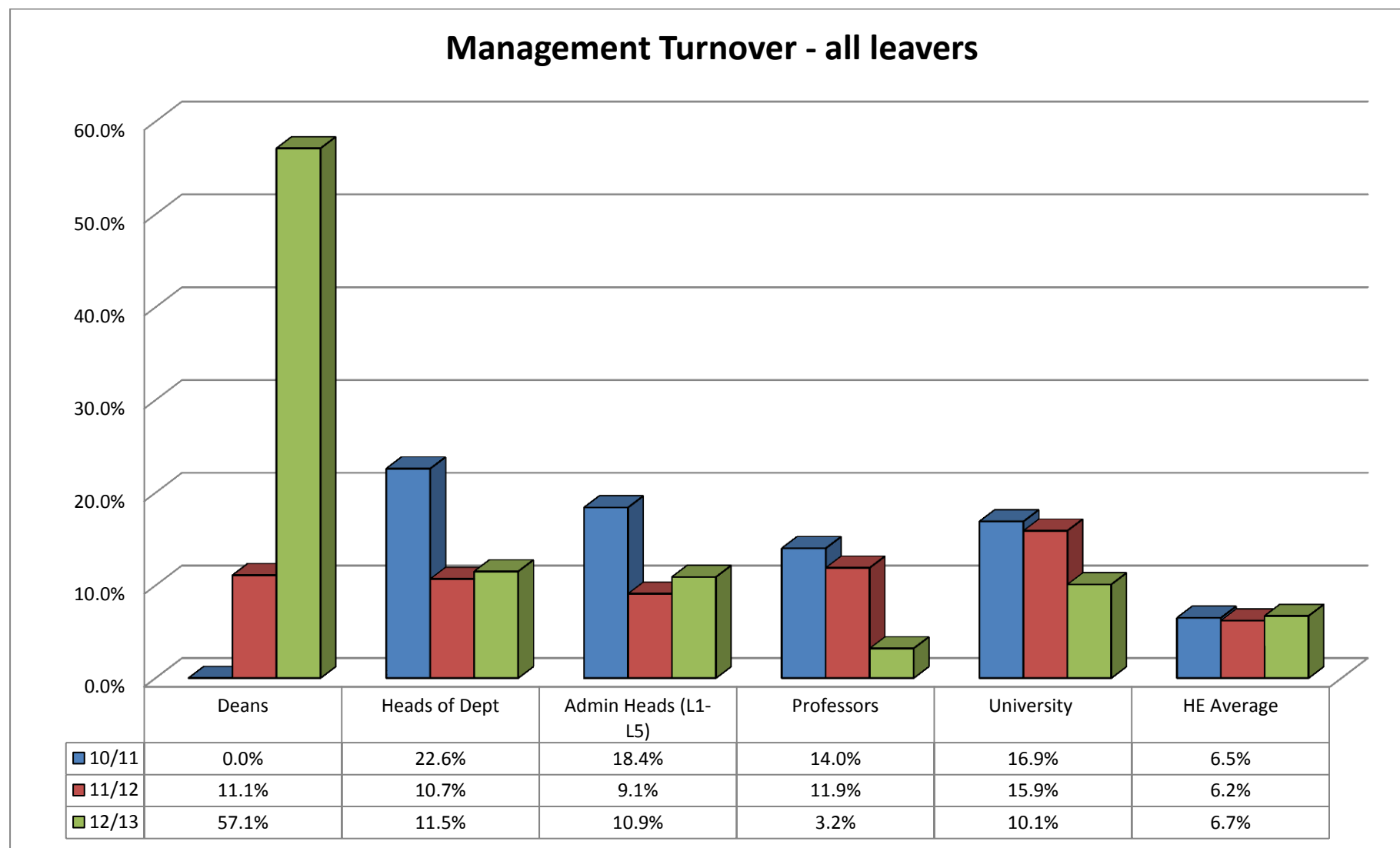


## Appendix 1c: Staff Profile by Voluntary Turnover vs All Turnover

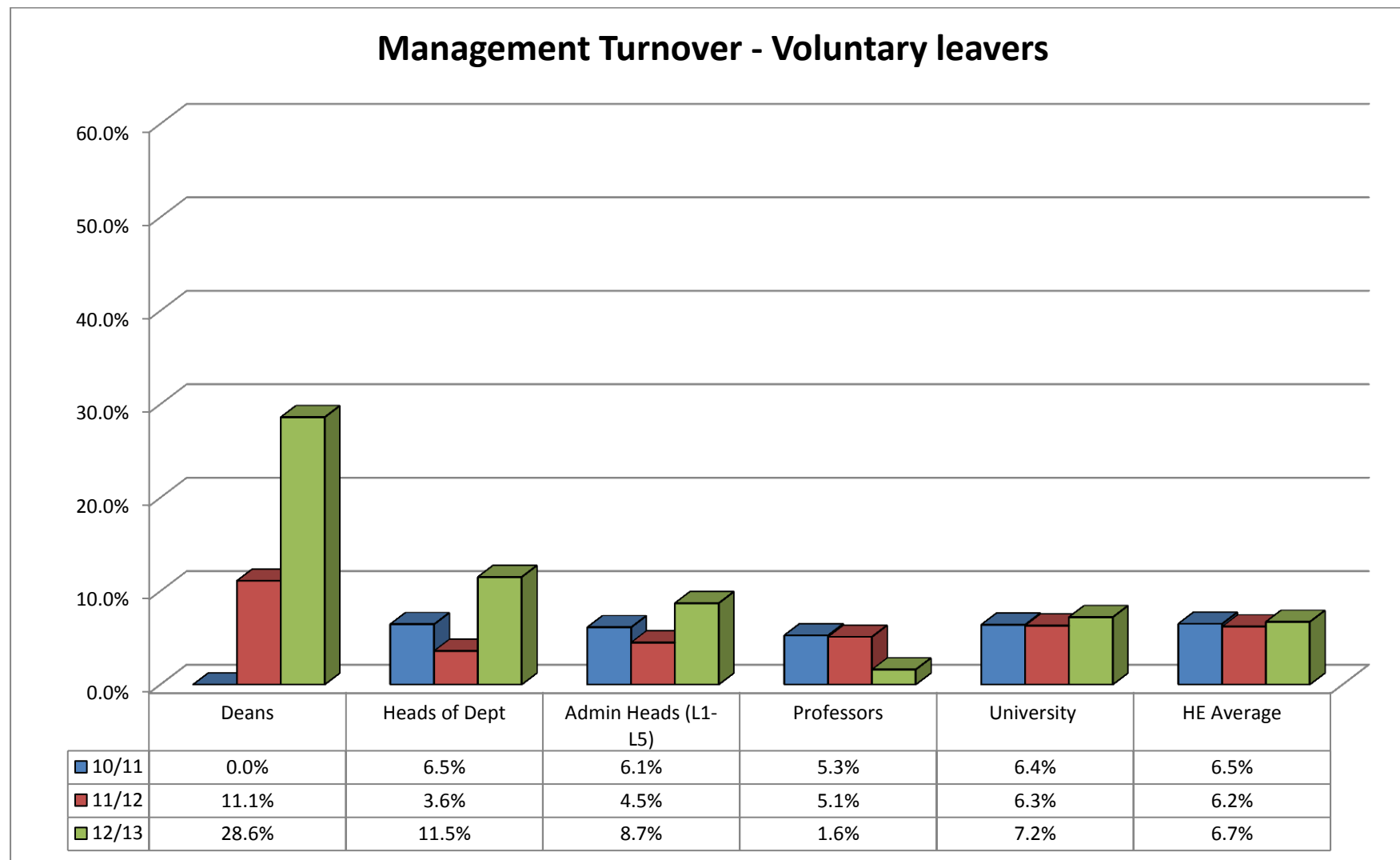
### Staff Turnover - Voluntary Leavers Vs All Leavers



## Appendix 1d: Management Profile by All Turnover



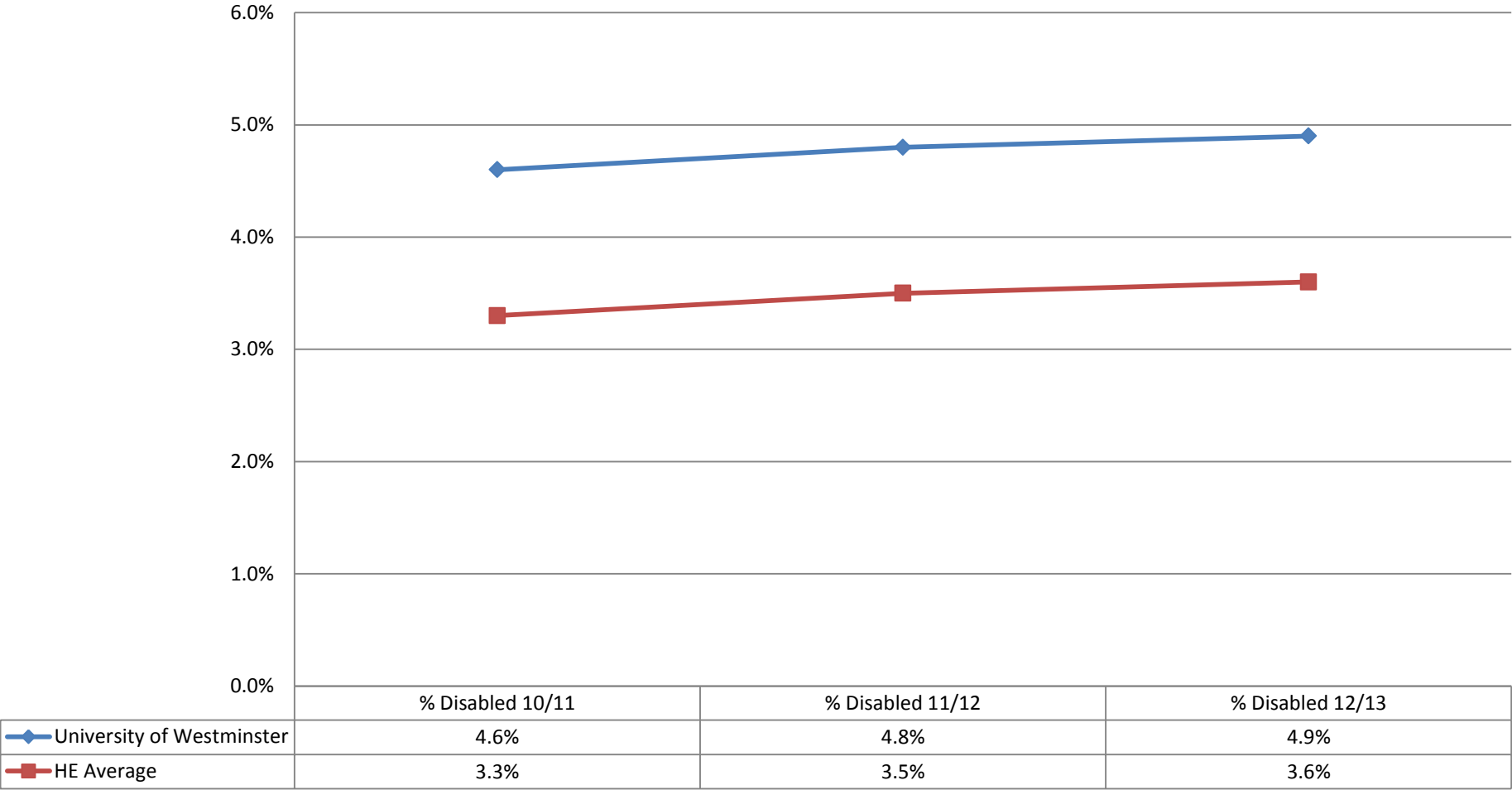
## Appendix 1e: Management Profile by Voluntary Turnover





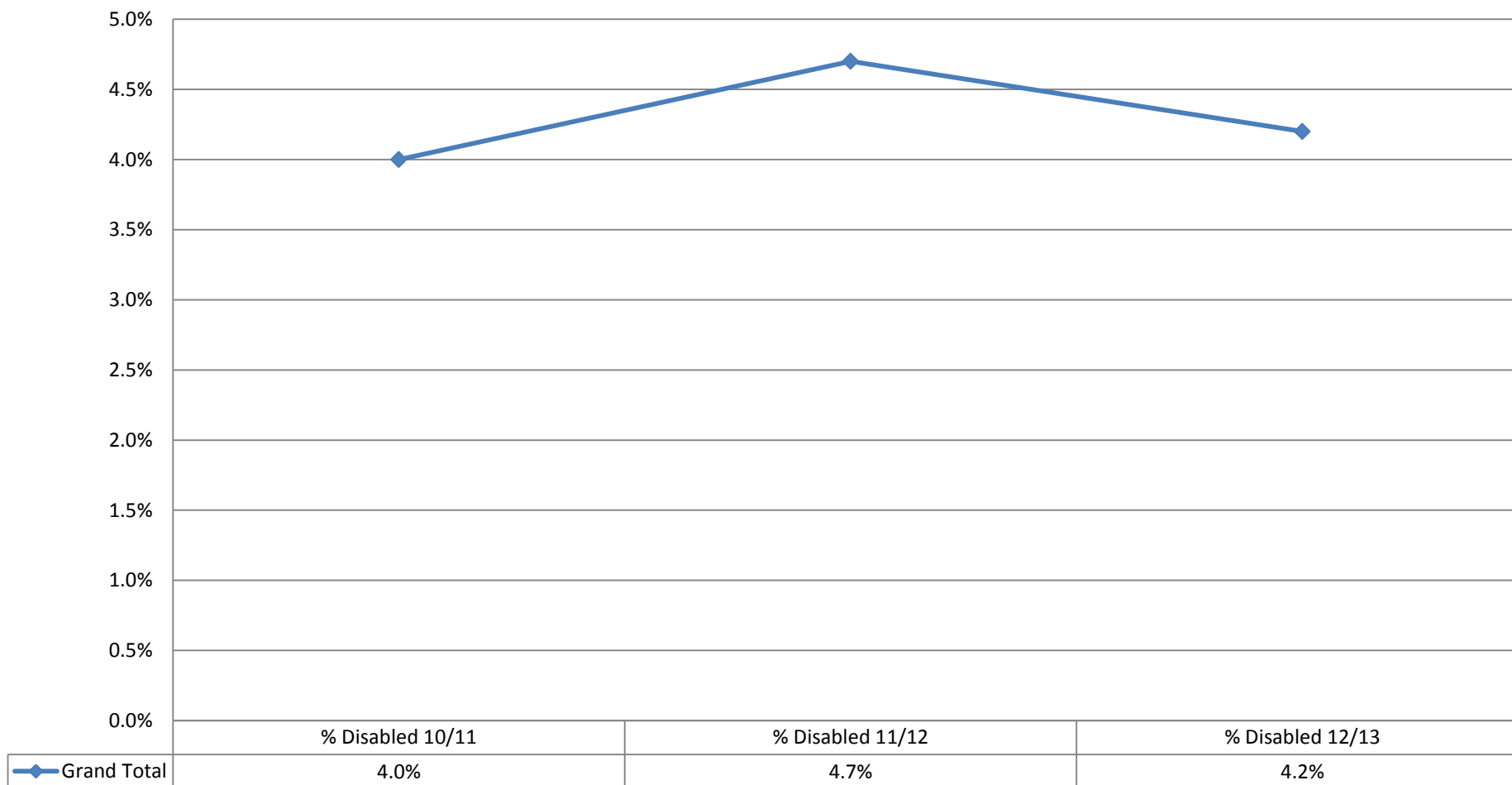
Appendix 2: Staff Profile by Disability – 3 year trend analysis

Staff Disability in comparison to HE Average



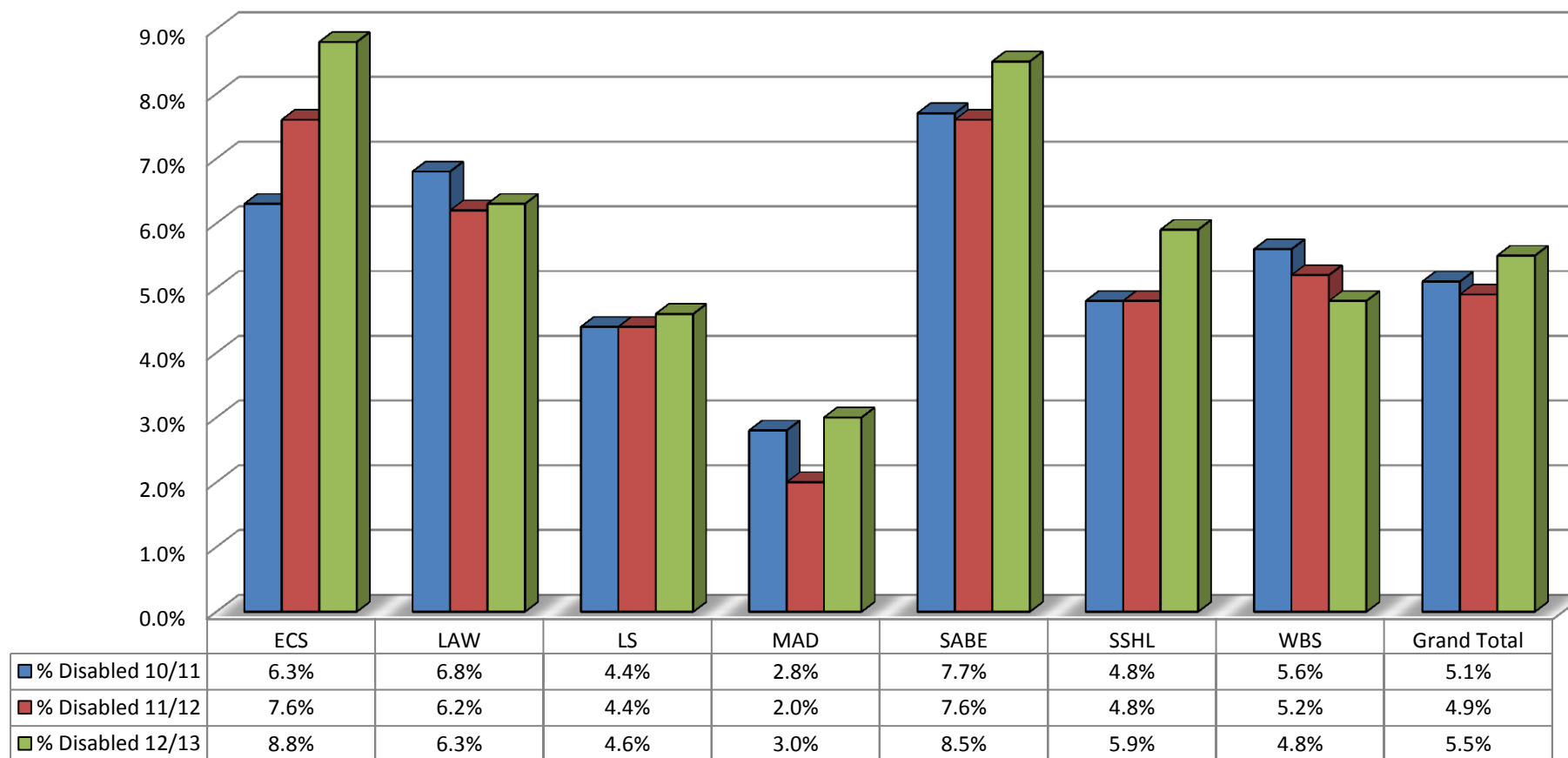
**Appendix 2a: Staff Profile by Disability – Corporate Services as at 30 June 2013**

**Disability % - Corporate Services as at 30 June 2013**



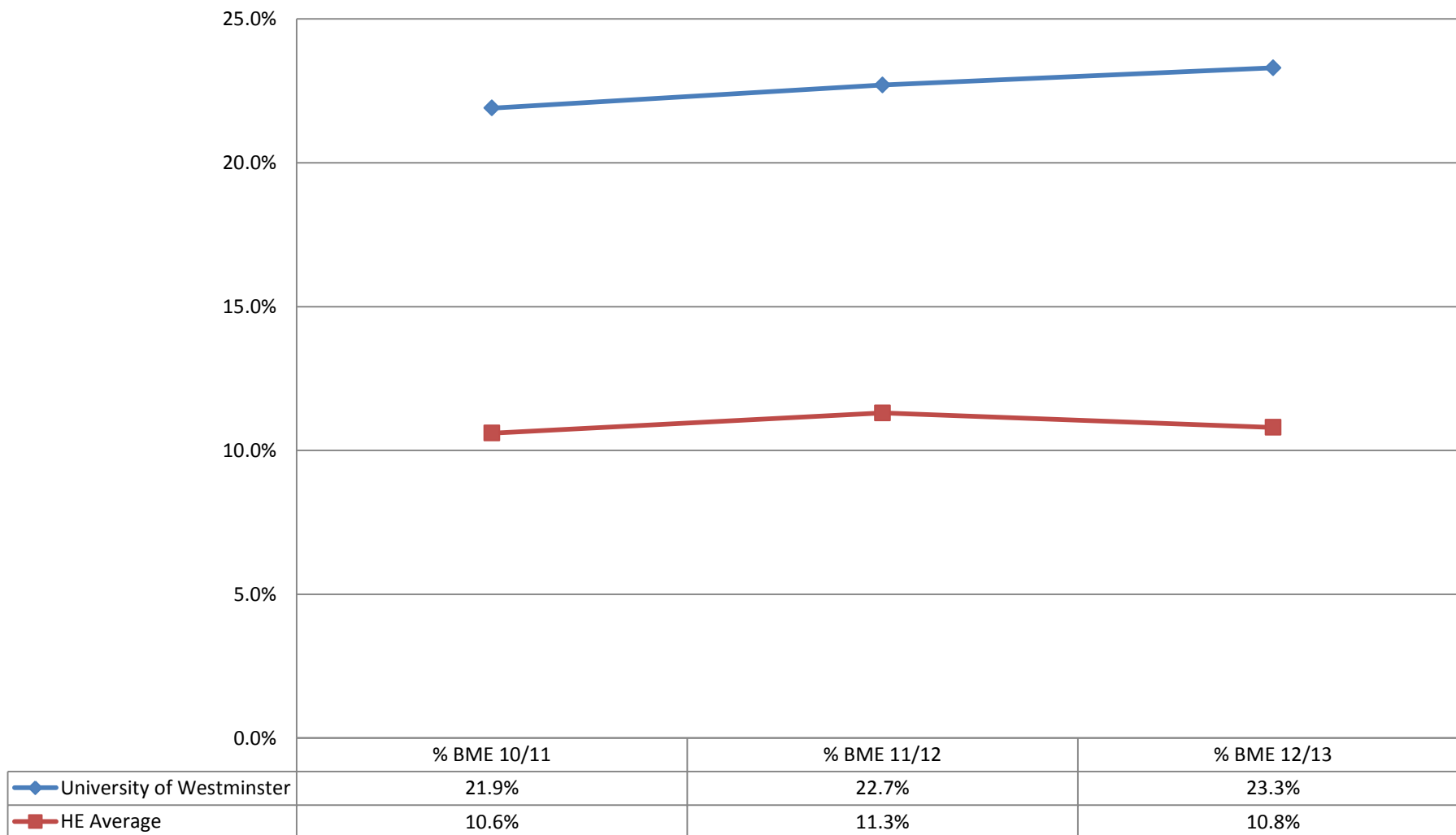
Appendix 2b: Staff Profile by Disability – Schools as at 30 June 2013

Disability % - Schools as at 30 June 2013



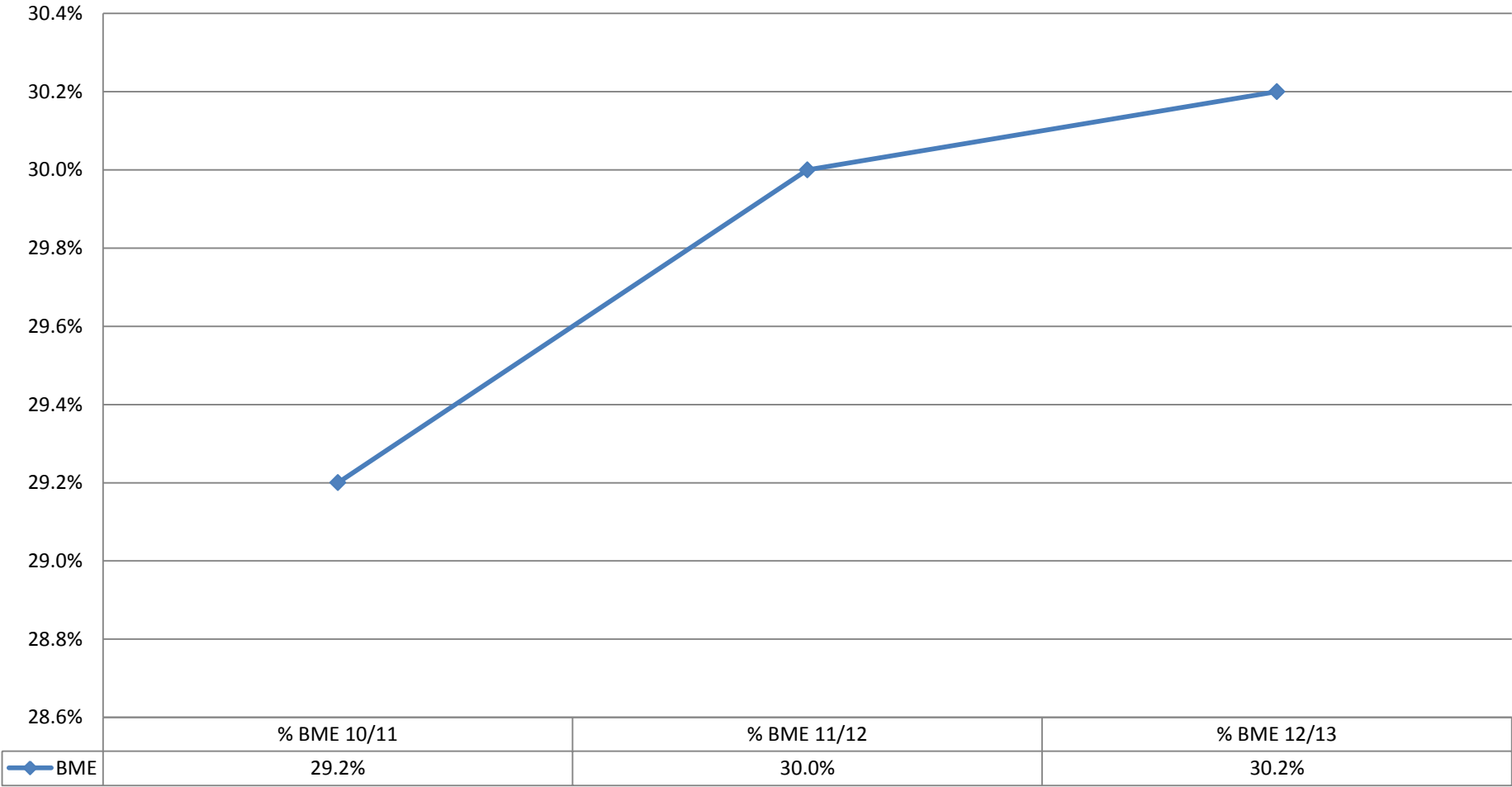
### Appendix 3: Staff Profile by Ethnicity – 3 year trend analysis

**Staff Ethnicity in comparison to HE Average**



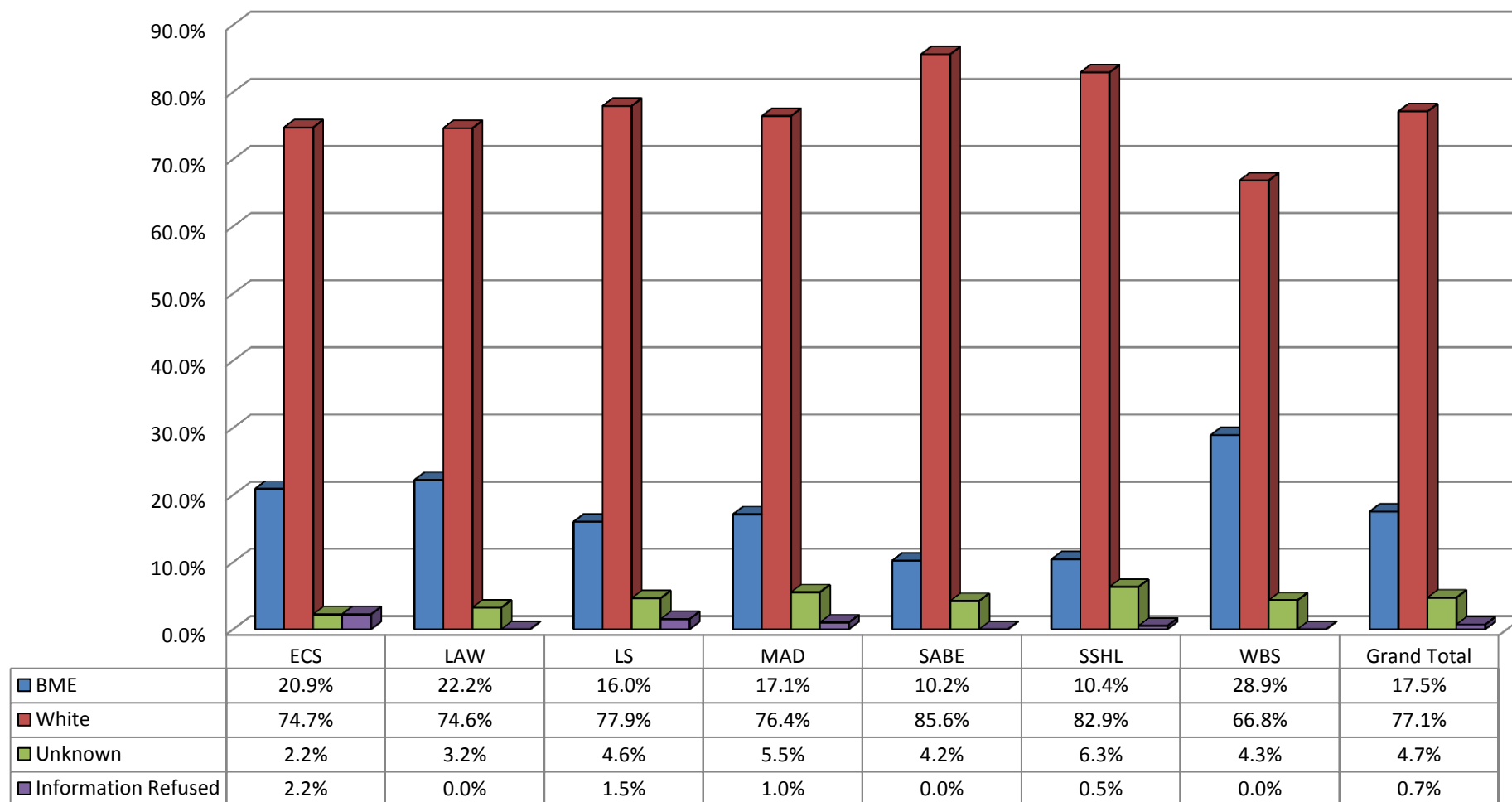
Appendix 3a: Staff Profile by Ethnicity: Corporate Services as at 30 June 2013

Ethnicity % - Corporate Services as at 30 June 2013



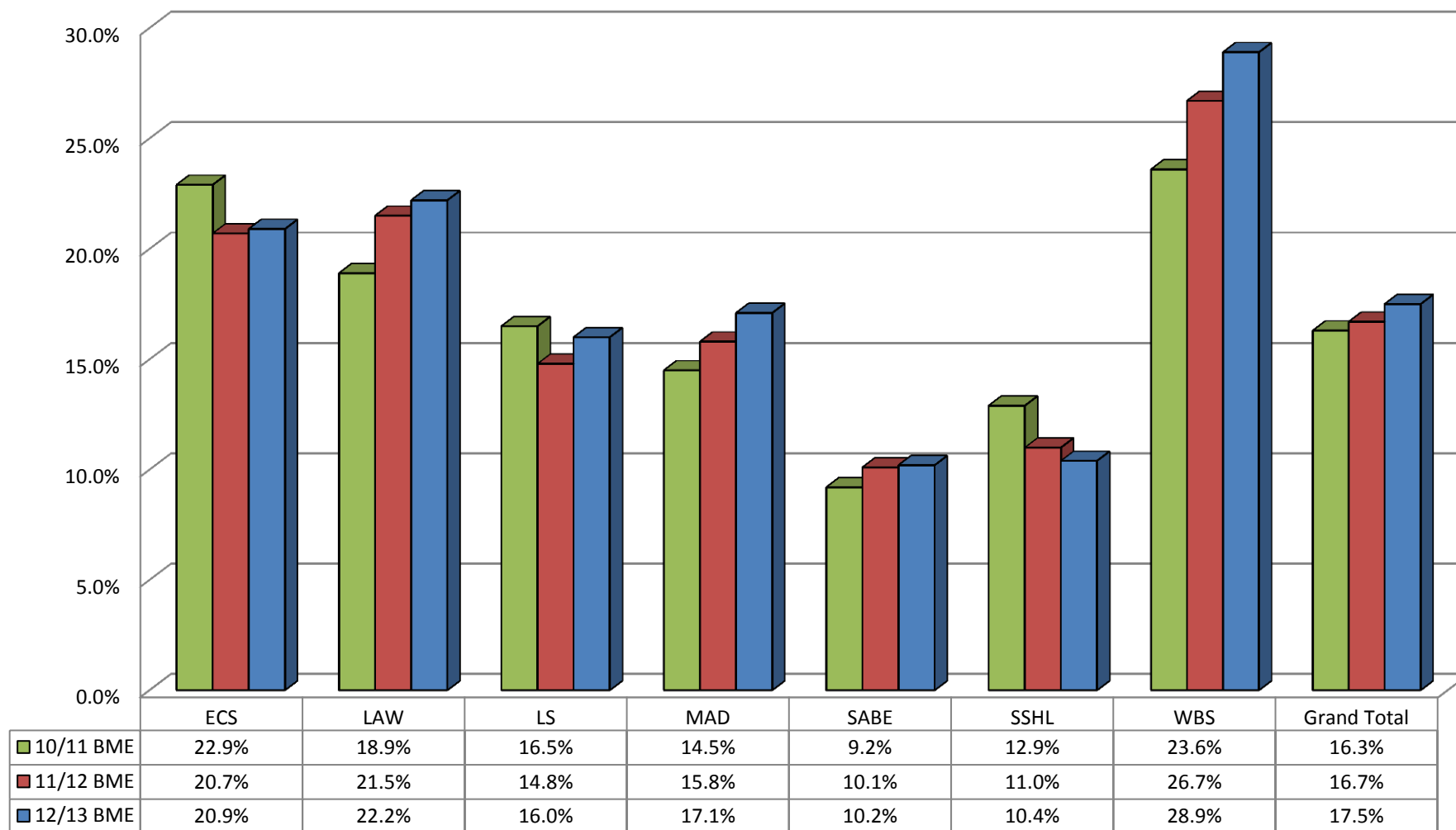
## Appendix 3b: Staff Profile by Ethnicity – Schools as at 30 June 2013

### Ethnicity % - Schools as at 30 June 2013



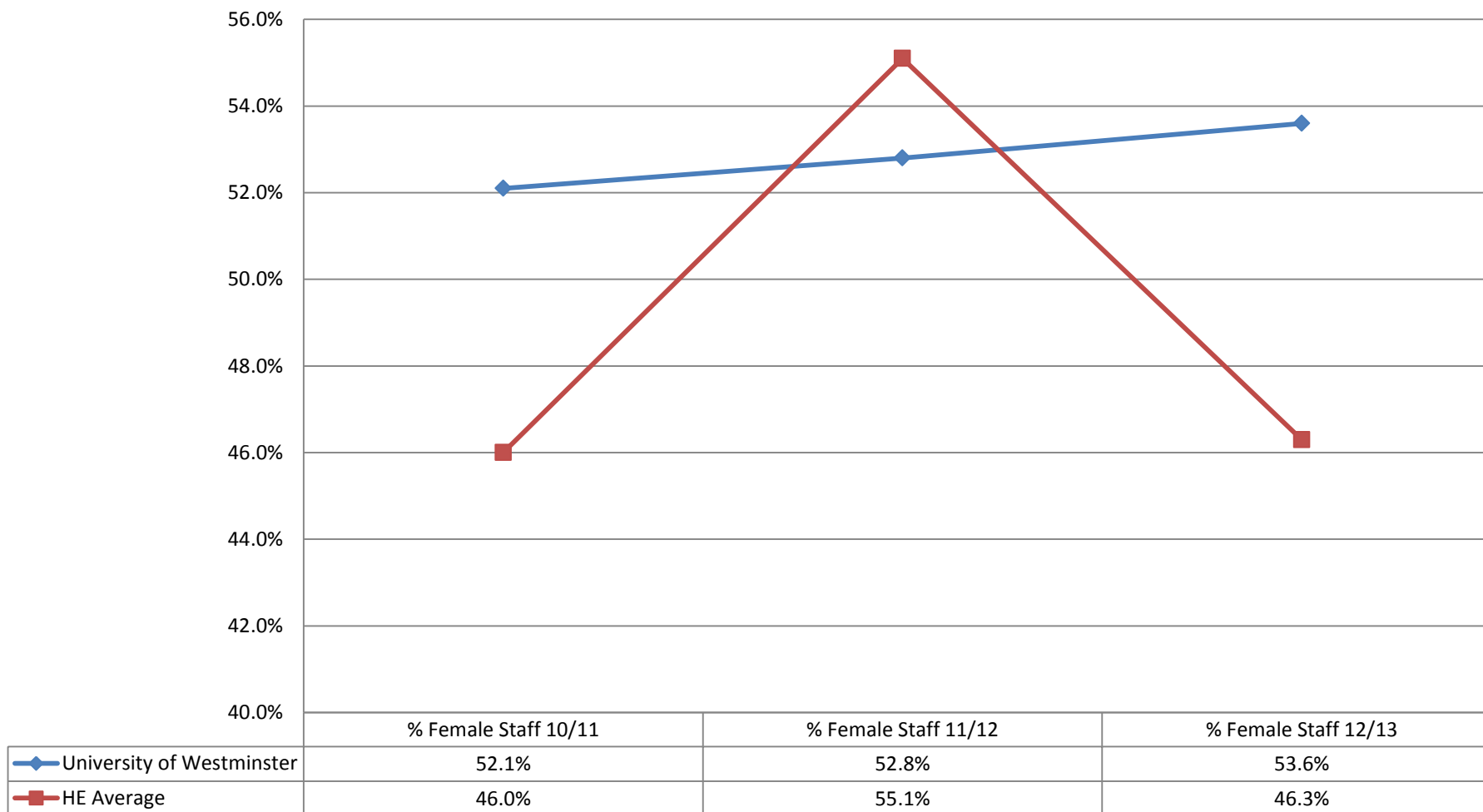
Appendix 3c Staff Profile by Ethnicity – Schools as at 31 March 2013 – 3 year trend

Ethnicity % - Schools - 3 year trend



#### Appendix 4: Staff Profile by Gender – 3 year trend analysis

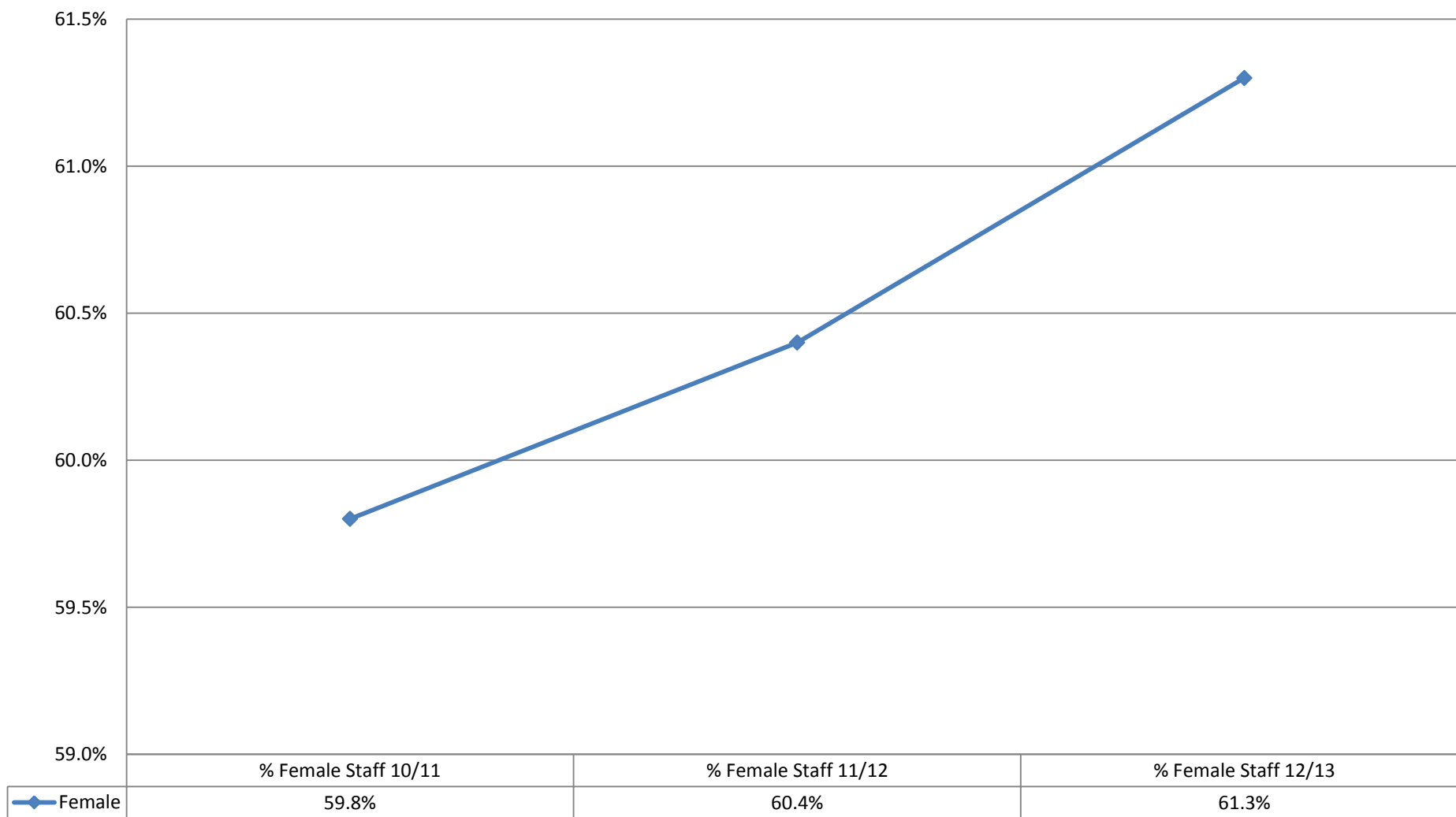
**% Female Staff in comparison to HE Average**





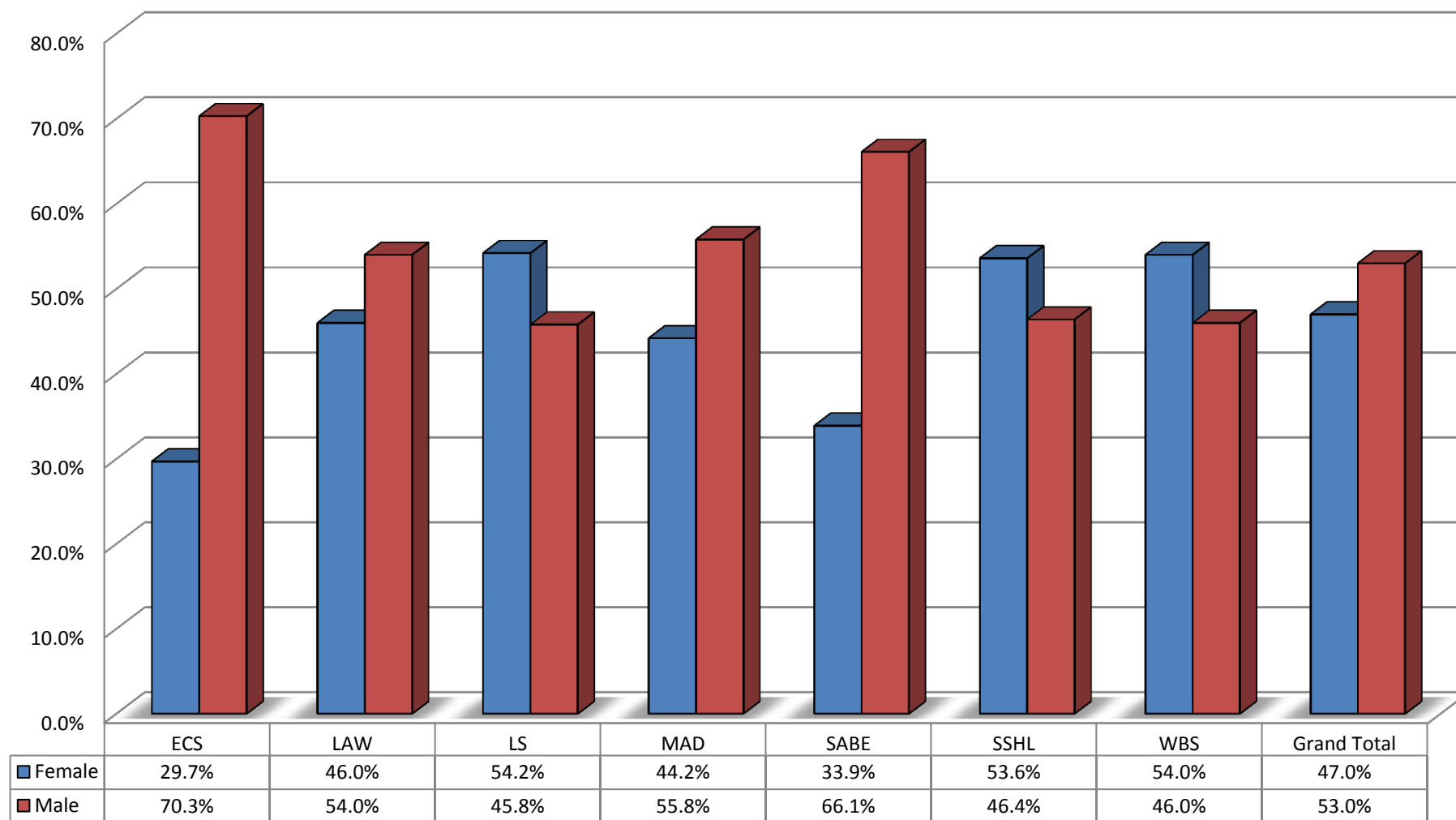
**Appendix 4a: Staff Profile by Gender – Corporate Services as at 30 June 2013**

**Gender % - Corporate Services as at 30 June 2013**



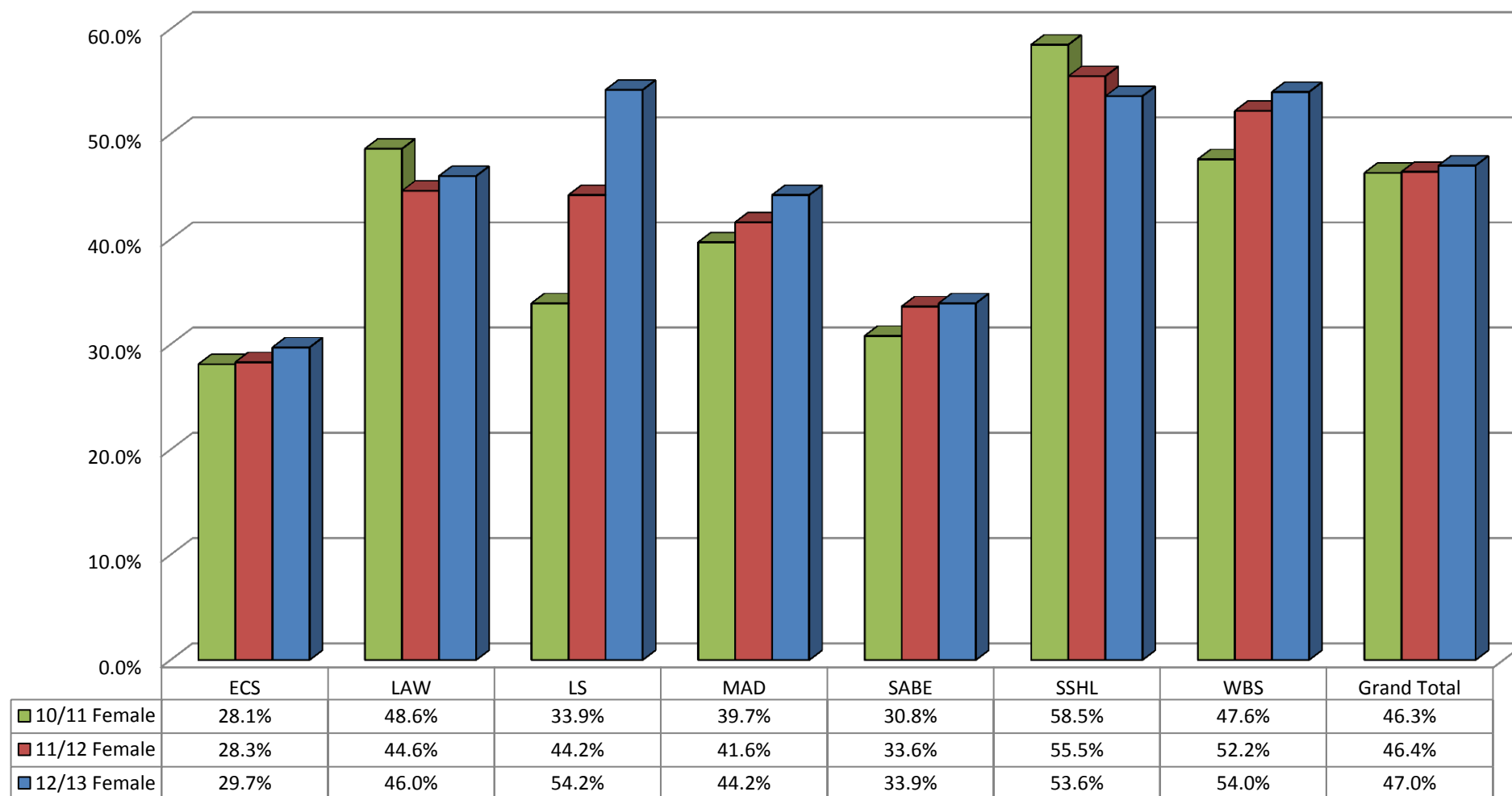
## Appendix 4b: Staff Profile by Gender – Schools as at 30 June 2013

### Gender % - Schools as at 30 June 2013



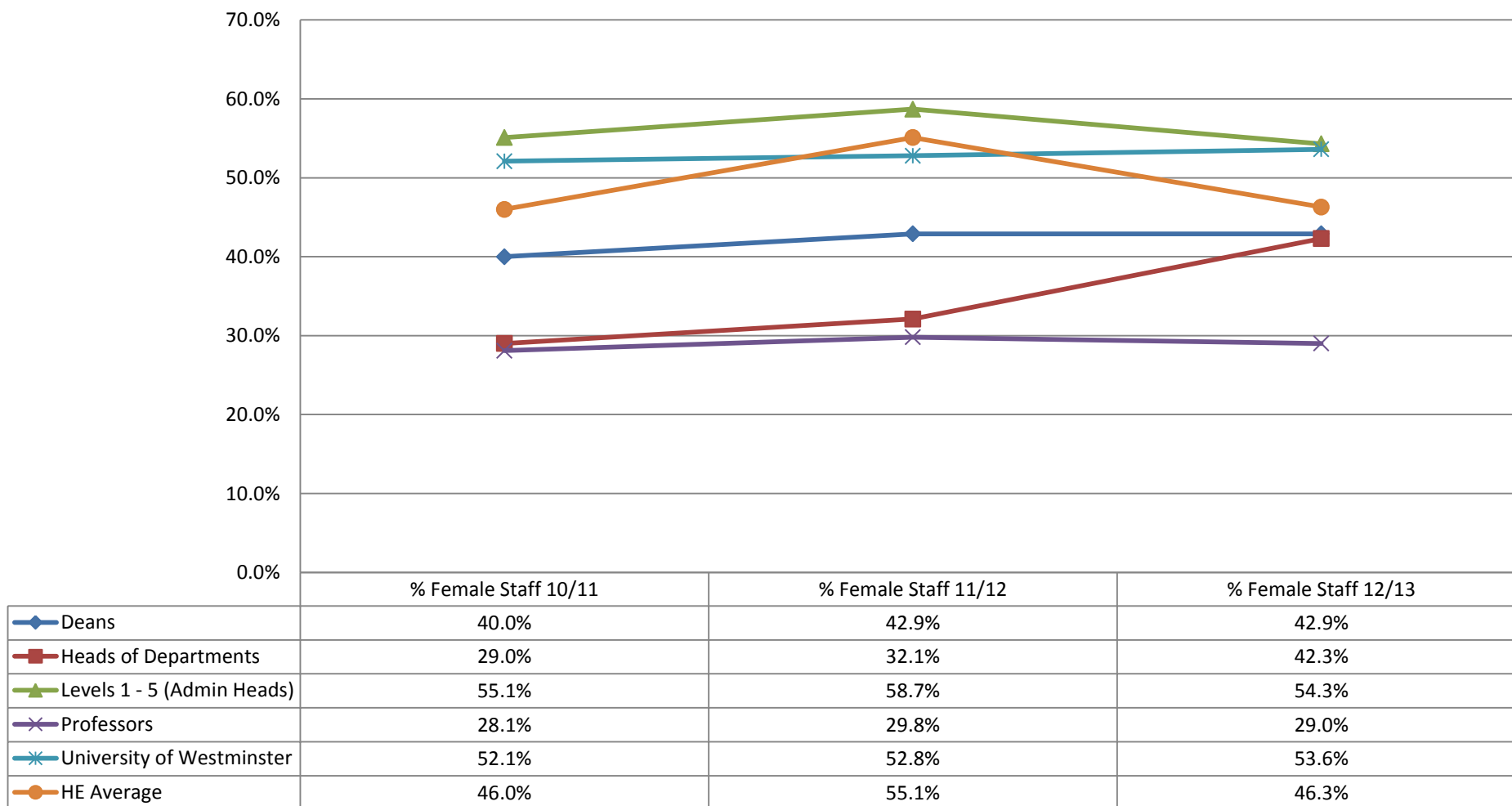
**Appendix 4c: Staff Profile by Gender – Schools as at 31 March 2013 – 3 year trend**

**Gender % - Schools - 3 year comparison**



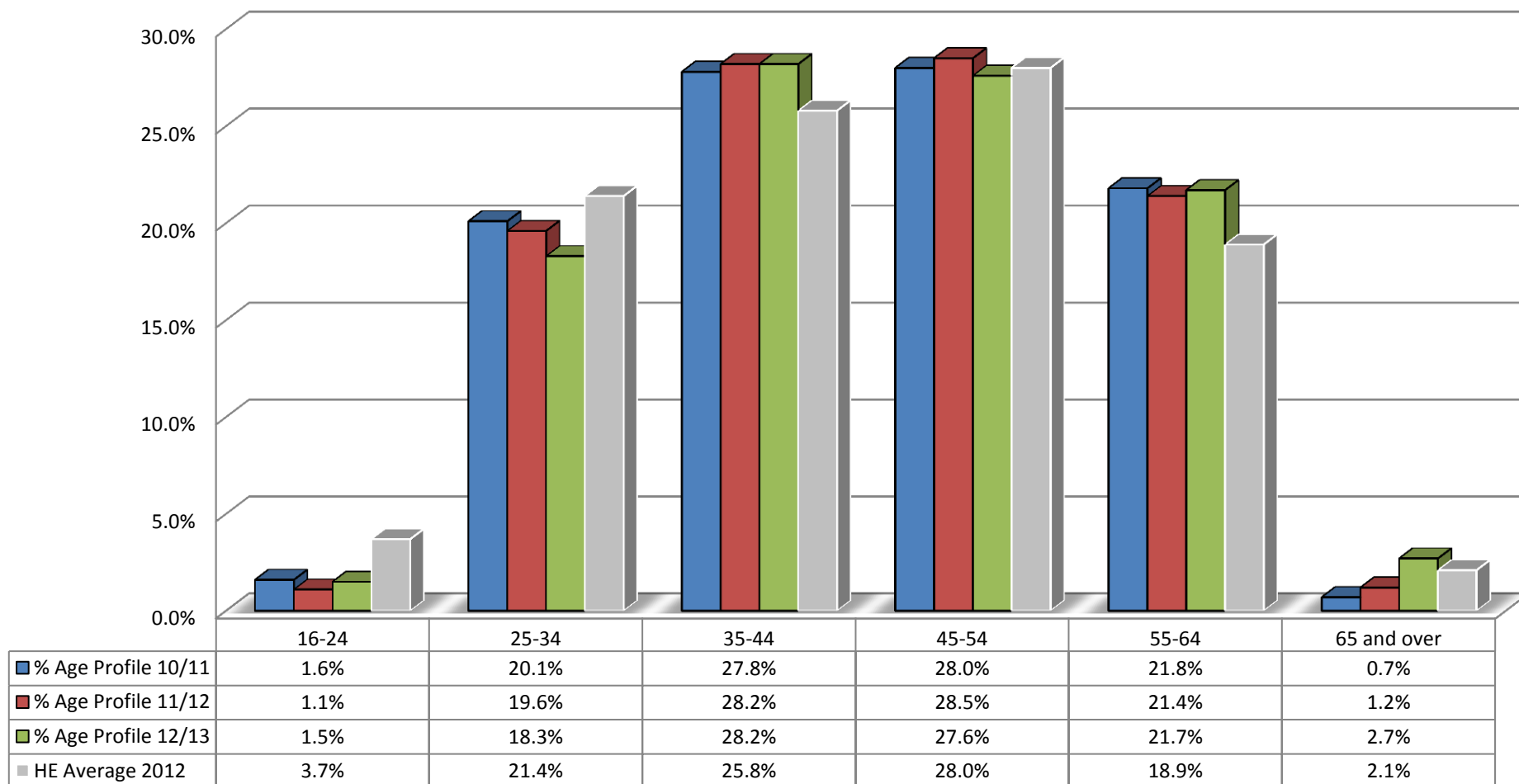
#### Appendix 4d: Staff Profile by Gender – Senior Grades

##### % Female staff - Senior Grades



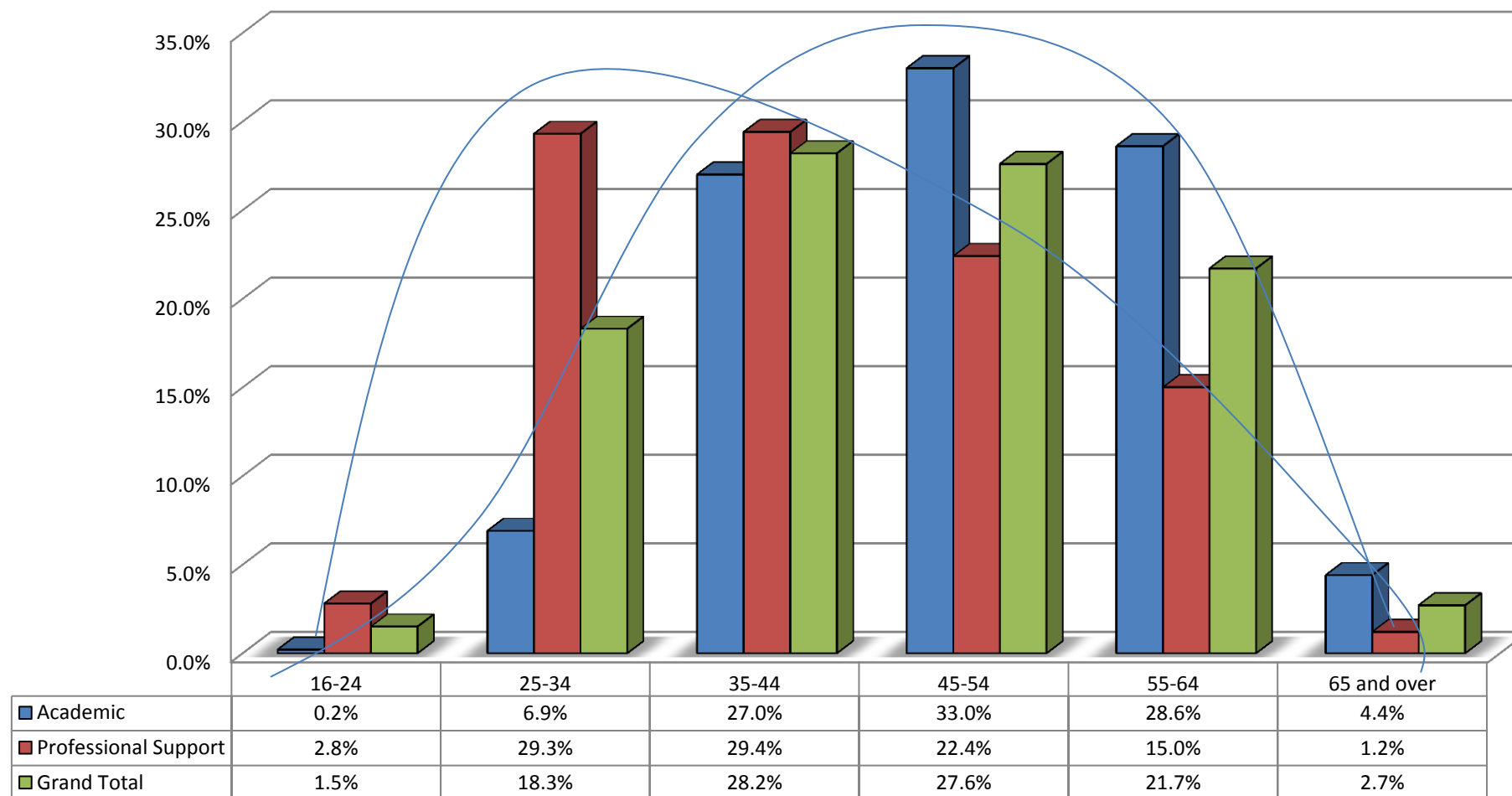
## Appendix 5: Staff Profile by Age – 3 year trend analysis

### Staff Age profile in comparison to HE Average



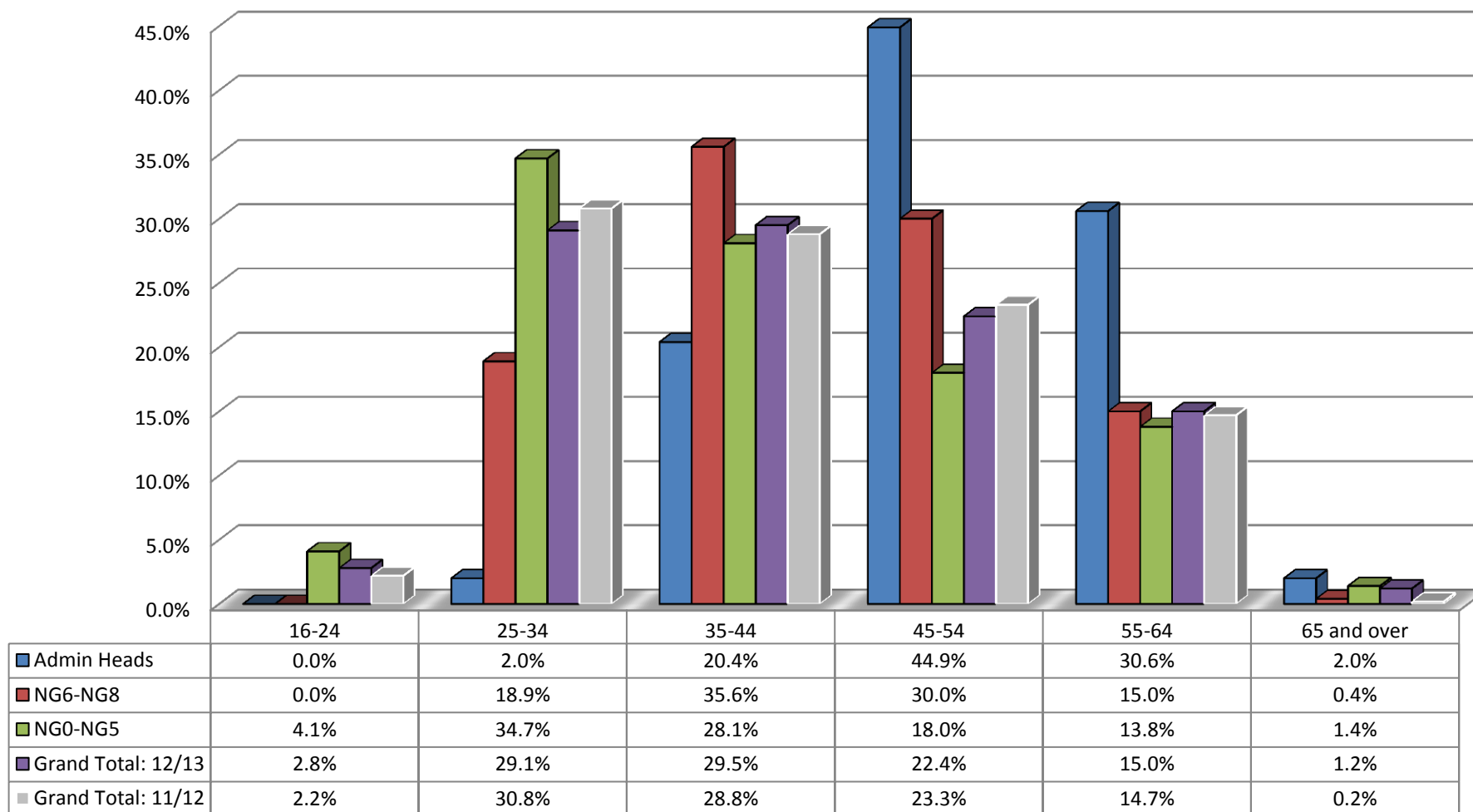
## Appendix 5a: Staff Profile by Age: Staff Group as at 30 June 2013

### Age Profile % - by staff group as at 30 June 2013



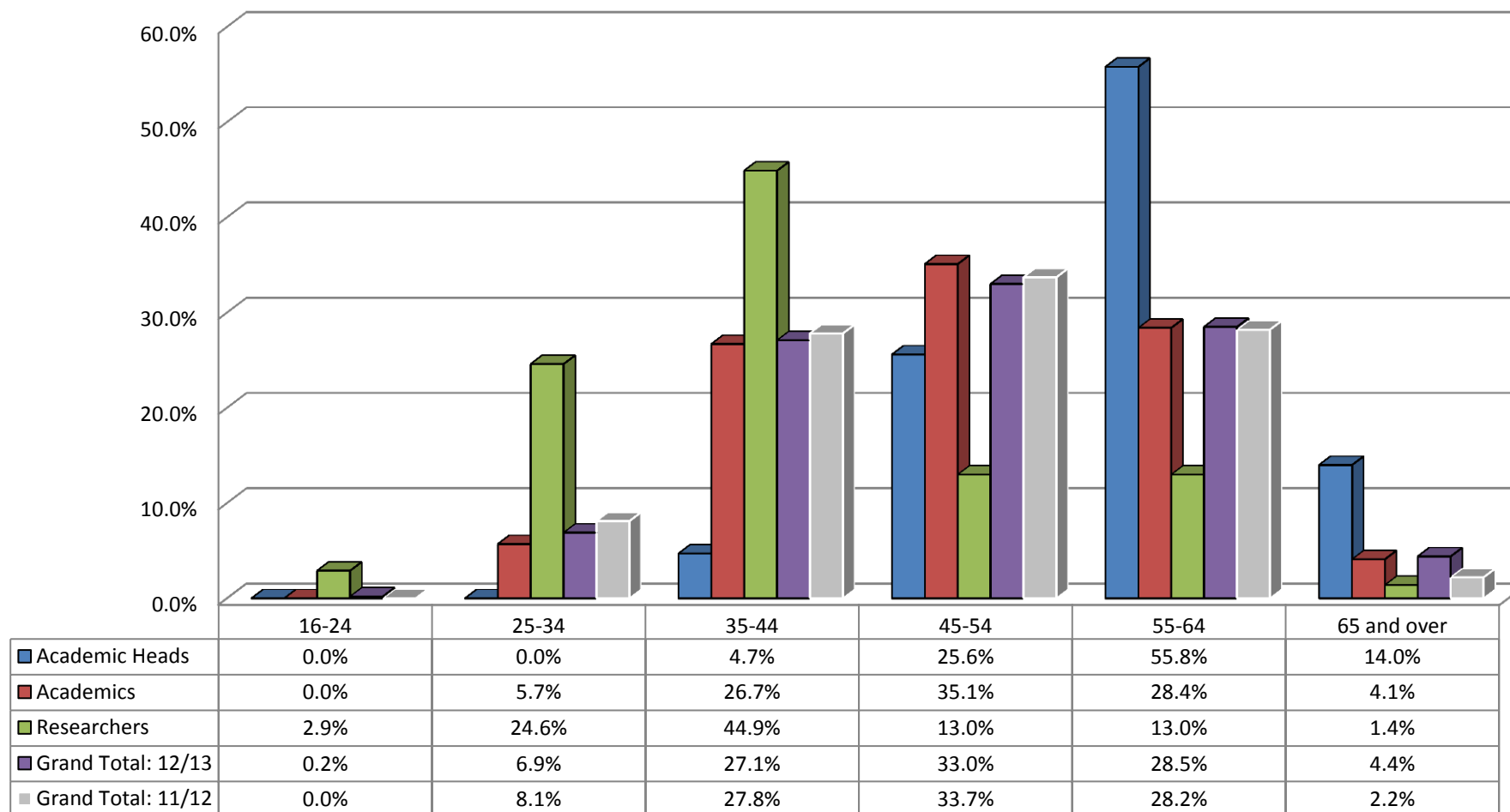
Appendix 5b: Staff Profile by Age: Professional Support grades as at 30 June 2013

Age Profile % - by Professional Support grades as at 30 June 2013



## Appendix 5c: Staff Profile by Age: Academic grades as at 30 June 2013

### Age Profile % by Academic grades as at 30 June 2013





## 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	1.2%	2.5%	1.9%
Gay Woman/Lesbian	0.2%	0.4%	0.3%
Heterosexual/Straight	24.3%	38.1%	31.3%
Other	0.1%	0.4%	0.3%
Prefer not to say	3.9%	4.1%	4.0%
Unknown	69.9%	53.9%	61.8%

	Academic	Professional Support	Total
Buddhist	0.7%	0.4%	0.5%
Christian	10.0%	17.6%	13.9%
Hindu	0.8%	1.8%	1.3%
Jewish	0.7%	0.8%	0.7%
Muslim	1.1%	1.8%	1.4%
No Religion	10.8%	17.0%	13.9%
Other	0.4%	0.6%	0.5%
Prefer not to say	4.1%	4.7%	4.4%
Sikh	0.1%	0.4%	0.3%
Unknown	71.4%	54.8%	62.9%

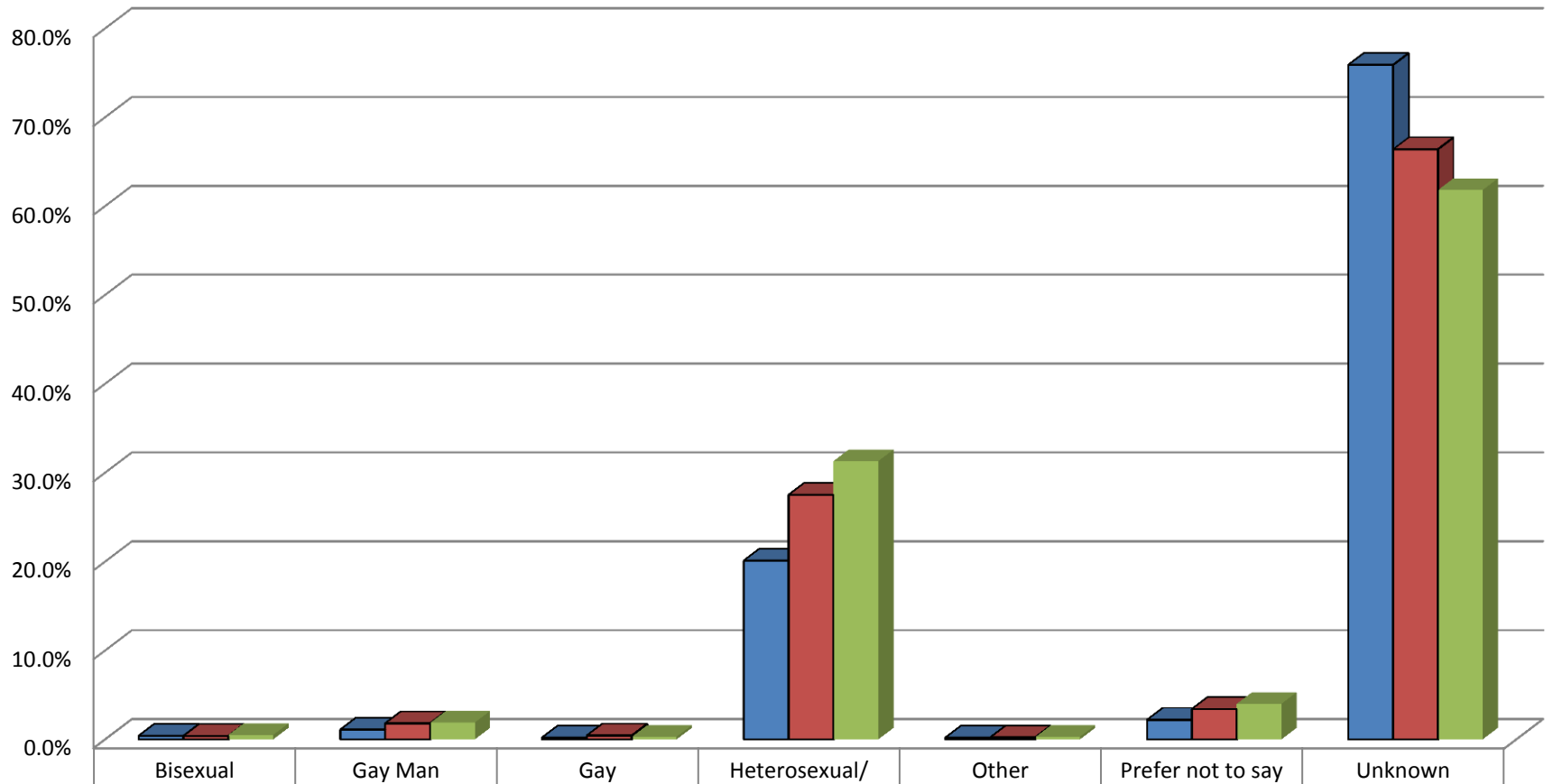
### Headcount

	Academic	Professional Support	Total
Bisexual	4	5	9
Gay Man	11	24	35
Gay Woman/Lesbian	2	4	6
Heterosexual/Straight	223	363	586
Other	1	4	5
Prefer not to say	36	39	75
Unknown	642	514	1156
<b>Total</b>	<b>919</b>	<b>953</b>	<b>1872</b>

	Academic	Professional Support	Total
Buddhist	6	4	10
Christian	92	168	260
Hindu	7	17	24
Jewish	6	8	14
Muslim	10	17	27
No Religion	99	162	261
Other	4	6	10
Prefer not to say	38	45	83
Sikh	1	4	5
Unknown	656	522	1178
<b>Total</b>	<b>919</b>	<b>953</b>	<b>1872</b>

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

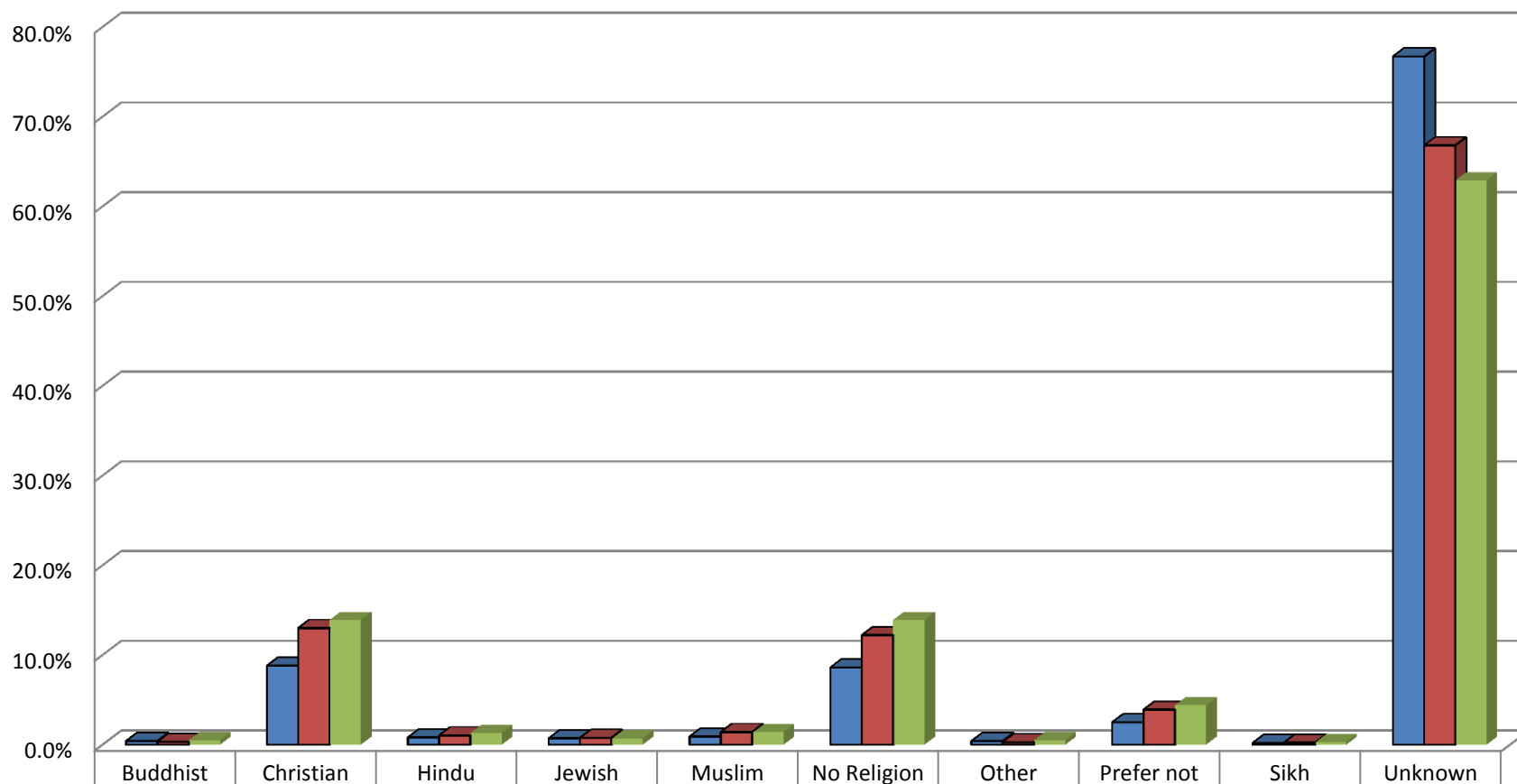
**Sexual Orientation Profile - All Staff (3 year trend)**



<span style="color: blue;">■</span> % SO Profile 10/11	0.4%	1.1%	0.2%	20.1%	0.2%	2.2%	75.9%
<span style="color: red;">■</span> % SO Profile 11/12	0.4%	1.8%	0.4%	27.5%	0.2%	3.4%	66.4%
<span style="color: green;">■</span> % SO Profile 12/13	0.5%	1.9%	0.3%	31.3%	0.3%	4.0%	61.8%

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

Religion & Belief Profile - All Staff (3 year trend)



<span style="color: blue;">■</span> % R&B Profile 10/11	0.4%	8.8%	0.8%	0.7%	0.9%	8.6%	0.4%	2.5%	0.2%	76.7%
<span style="color: red;">■</span> % R&B Profile 11/12	0.3%	13.0%	1.0%	0.8%	1.4%	12.2%	0.3%	3.9%	0.2%	66.8%
<span style="color: green;">■</span> % R&B Profile 12/13	0.5%	13.9%	1.3%	0.7%	1.4%	13.9%	0.5%	4.4%	0.3%	62.9%

