# **Appendix 1:**

# **Workforce diversity Tables**

## **Age**

**Table: All colleagues by age group over time (2022: N=6415).**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | **26-30** | **31-35** | **36-40** | **41-45** | **46-50** | **51-55** | **56-60** | **61-65** | **>=66** |
| **Year** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| 2017 |  | 4.1% |  | 10.4% |  | 15.4% |  | 15.3% |  | 12.8% |  | 12.5% |  | 11.8% |  | 9.9% |  | 6.0% |  | 1.7% |
| 2018 |  | 4.0% |  | 10.5% |  | 14.6% |  | 14.6% |  | 12.8% |  | 12.8% |  | 12.3% |  | 9.8% |  | 6.1% |  | 1.9% |
| 2019 |  | 4.1% |  | 10.4% |  | 14.5% |  | 15.5% |  | 12.5% |  | 13.0% |  | 12.1% |  | 9.7% |  | 6.0% |  | 2.0% |
| 2020 |  | 4.5% |  | 10.4% |  | 14.5% |  | 15.1% |  | 12.7% |  | 12.3% |  | 11.8% |  | 9.9% |  | 6.5% |  | 2.2% |
| 2021 |  | 3.5% |  | 10.0% |  | 14.3% |  | 15.2% |  | 13.4% |  | 12.6% |  | 11.7% |  | 10.3% |  | 6.5% |  | 2.5% |
| 2022 | 231 | 3.6% | 633 | 9.9% | 930 | 14.5% | 937 | 14.6% | 943 | 14.7% | 776 | 12.1% | 753 | 11.7% | 663 | 10.3% | 395 | 6.2% | 154 | 2.4% |

**Table: Colleagues by age group and occupation, 2022.**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | **26-30** | **31-35** | **36-40** | **41-45** | **46-50** | **51-55** | **56-60** | **61-65** | **>=66** |
| **Year** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Academic colleagues (N=2890) | 30 | 1.0% | 250 | 8.7% | 481 | 16.6% | 459 | 15.9% | 460 | 15.9% | 347 | 12.0% | 322 | 11.1% | 273 | 9.4% | 171 | 5.9% | 97 | 3.4% |
| PS colleagues (n=3525) | 201 | 5.7% | 383 | 10.9% | 449 | 12.7% | 478 | 13.6% | 483 | 13.7% | 429 | 12.2% | 431 | 12.2% | 390 | 11.1% | 224 | 6.4% | 57 | 1.6% |
| All colleagues (N=6415) | 231 | 3.6% | 633 | 9.9% | 930 | 14.5% | 937 | 14.6% | 943 | 14.7% | 776 | 12.1% | 753 | 11.7% | 663 | 10.3% | 395 | 6.2% | 154 | 2.4% |

**Table: All colleagues by age and sex, 2022.**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **<=25** | **26-30** | **31-35** | **36-40** | **41-45** | **46-50** | **51-55** | **56-60** | **61-65** | **>=66** |
| **Year** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Female(n=3579) | 149 | 4.2% | 376 | 10.5% | 541 | 15.1% | 547 | 15.3% | 535 | 14.9% | 431 | 12.0% | 418 | 11.7% | 344 | 9.6% | 182 | 5.1% | 56 | 1.6% |
| Male(n=2836) | 82 | 2.9% | 257 | 9.1% | 389 | 13.7% | 390 | 13.8% | 408 | 14.4% | 345 | 12.2% | 335 | 11.8% | 319 | 11.2% | 213 | 7.5% | 98 | 3.5% |
| All colleagues(N=6415)) | 231 | 3.6% | 633 | 9.9% | 930 | 14.5% | 937 | 14.6% | 943 | 14.7% | 776 | 12.1% | 753 | 11.7% | 663 | 10.3% | 395 | 6.2% | 154 | 2.4% |

## **Key**

**Age** Colleagues’ age calculated at snapshot date (31st July 2022)

**PS colleagues** Professional Services colleagues

**Academic colleagues** All colleagues with an academic contract

**Sex** In these tables we report on colleagues’ sex (female/male) rather than their gender (e.g.,

man/woman/non-binary) as this is what the University currently collects from colleagues due to the requirement to return this information to HM Revenue and Customs, which requires legal sex information to be known for all colleagues. We recognise sex does not equate with gender and that gender is not binary, and we aspire to enhance our data collection and reporting on gender data in the future.

## **Disability**

**Table: All colleagues by disability status and impairment type, 2022 (N=6415).**

|  |  |  |
| --- | --- | --- |
|   | **% of all colleagues** | **% of disabled colleagues** |
|   | **n** | **%** | **%** |
| **All disabled colleagues** | **263** | **4.1%** |  |
| A disability, impairment or medical condition not listed | 89 | 1.4% | 33.8% |
| A long-standing illness or health condition (e.g., Cancer) | 51 | 0.8% | 19.4% |
| A mental health condition (e.g., Depression or Schizophrenia) | 37 | 0.6% | 14.1% |
| A physical impairment or mobility issues (e.g., Wheelchair) | 16 | 0.2% | 6.1% |
| A social/communication impairment (e.g., Asperger's syndrome) | 8 | 0.1% | 3.0% |
| A specific learning difficulty (e.g., Dyslexia or Dyspraxia) | 18 | 0.3% | 6.8% |
| Blind or a serious visual impairment uncorrected by glasses | .. | .. | .. |
| Deaf or serious hearing impairment | 13 | 0.2% | 4.9% |
| Two or more impairments and/or disabling medical conditions | 28 | 0.4% | 10.6% |
| **No known disability** | **5919** | **92.3%** |  |
| **Prefer NTS** | **227** | **3.5%** |  |
| **No response provided** | **6** | **0.1%** |  |

**Table: All colleagues by disability status, 2022 (N=6415).**

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Academic (n=2890)** | **PS** **(n=3525)** | **All colleagues (N=6415)** |
|   | **n** | **%** | **n** | **%** | **n** | **%** |
| Disabled | 91 | 3.1% | 172 | 4.9% | 263 | 4.1% |
| No known disability | 2686 | 92.9% | 3233 | 91.7% | 5919 | 92.3% |
| Prefer not to say | 110 | 3.8% | 117 | 3.3% | 227 | 3.5% |
| No response provided | … | … | … | … | 6 | 0.1% |

**Table: All colleagues by disability status over time (2022: N=6415).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** |
|   | **%** | **%** | **%** | **%** | **%** | **n** | **%** |
| Disabled | 3.0% | 3.4% | 3.6% | 3.8% | 4.0% | 263 | 4.1% |
| No known disability | 95.0% | 94.5% | 93.9% | 93.4% | 92.6% | 5919 | 92.3% |
| Prefer not to say | 2.0% | 2.1% | 2.5% | 2.7% | 3.4% | 227 | 3.5% |
| No response provided |  |  |  |  |  | 6 | 0.1% |

## **Table: Disability status of colleagues by faculty and occupation, 2022.**

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Academic** | **PS** | **All colleagues** |
| **Faculty** | **n** | **%** | **n** | **%** | **n** | **%** |
| **HaSS** |  |  |  |  |  |  |
| Disabled | 39 | 4.0% | 20 | 6.3% | 59 | 4.6% |
| No known disability | 886 | 91.7% | 288 | 90.9% | 1174 | 91.5% |
| Prefer not to say | 41 | 4.2% | 9 | 2.8% | 50 | 3.9% |
| No response provided | … | … | … | … | … | … |
| **FMS** |  |  |  |  |  |  |
| Disabled | 32 | 2.8% | 27 | 3.9% | 59 | 3.2% |
| No known disability | 1062 | 93.0% | 637 | 92.6% | 1699 | 92.8% |
| Prefer not to say | 46 | 4.0% | 24 | 3.5% | 70 | 3.8% |
| No response provided | … | … | … | … | … | … |
| **SAgE** |  |  |  |  |  |  |
| Disabled | 20 | 2.6% | 20 | 4.7% | 40 | 3.3% |
| No known disability | 726 | 94.3% | 393 | 91.6% | 1119 | 93.3% |
| Prefer not to say | 23 | 3.0% | 15 | 3.5% | 38 | 3.2% |
| No response provided | … | … | … | … | … | … |

## Excluded: senior officers such as vice-chancellors who do not sit within one of the three faculties but according to HESA sit within Academics.

**Table: Disability status of academics by grade, 2022 (n=2890).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **GRADE E** | **GRADE F** | **GRADE G** | **GRADE H** | **GRADE I** | **Total** |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Disabled | … | … | 35 | 3.4% | 24 | 3.3% | 19 | 4.2% | 13 | 1.9% | 91 | 3.1% |
| No known disability | 8 | 100.0% | 933 | 90.2% | 672 | 93.3% | 417 | 93.1% | 656 | 96.5% | 2686 | 92.9% |
| Prefer not to say | … | … | 64 | 6.2% | 24 | 3.3% | 12 | 2.7% | 10 | 1.5% | 110 | 3.8% |
| No response provided | … | … | … | … | … | … | … | … | … | … | … | … |

**Table: Disability status of PS colleagues by grade, 2022 (n=3525).**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | **GRADE A** | **GRADE B** | **GRADE C** | **GRADE D** | **GRADE E** | **GRADE F** | **GRADE G** | **GRADE H** | **GRADE I** | **Total** |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Disabled | 12 | 3.7% | 9 | 5.4% | 26 | 5.5% | 35 | 5.4% | 29 | 4.6% | 45 | 5.6% | 11 | 3.0% | … | … | … | … | 172 | 4.9% |
| No known disability | 296 | 91.1% | 147 | 88.6% | 427 | 90.5% | 590 | 91.2% | 578 | 92.3% | 734 | 91.8% | 343 | 94.8% | 78 | 90.7% | 40 | 97.6% | 3233 | 91.7% |
| Prefer not to say | 17 | 5.2% | 10 | 6.0% | 18 | 3.8% | 21 | 3.2% | 19 | 3.0% | 21 | 2.6% | 7 | 1.9% | … | … | … | … | 117 | 3.3% |
| No response provided | … | … | … | … | … | … | … | … | … | … | … | … | … | … | … | … | … | … | … | … |

## **Key**

**Disabled** These tables use the term ‘disabled’ to refer to colleagues recorded as disabled on their staff record.

**No known disability** No known disability refers to colleagues who had recorded as having no known disability on their staff record. We do not aggregate colleagues who preferred

not to provide this information into this category.

**PS colleagues** Professional Services colleagues

**Academic colleagues** All colleagues with an academic contract

**Grading structure** Our grading structure starts at grade A for PS colleagues and grade E for academic colleagues

And progresses to IB for both. We have some colleagues who are on grades outside our grading structure. Where possible, we have mapped these individuals to our grading structure based on equivalent pay and position to facilitate analysis

**FMS** Faculty of Medical Sciences

**HaSS** Faculty of Humanities and Social Sciences

**SAgE** Faculty of Science, Agriculture and Engineering

**…** We supress percentages based on 5 or less individuals to protect against over-interpretation

of small numbers and colleagues’ anonymity.

## **Ethnicity**

**Table: All Colleagues by minoritised and white ethnicity over time (2022: N=6415).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** |
|   | **%** | **%** | **%** | **%** | **%** | **n** | **%** |
| White | 88.9% | 88.7% | 88.3% | 87.9% | 86.7% | 5454 | 85.0% |
| Minoritised ethnic | 8.3% | 8.4% | 8.8% | 8.9% | 9.3% | 671 | 10.5% |
| Prefer not to say | 2.8% | 2.9% | 3.0% | 3.2% | 4.0% | 243 | 3.8% |
| No response provided |  |  |  |  |  | 47 | 0.7% |

**Table: Colleagues by combined ethnic group and occupation over time (2022: N=6415).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|   | **2019** | **2020** | **2021** | **2022** |
| **All colleagues** | **Academic** | **PS** | **All colleagues** | **Academic** | **PS** | **All colleagues** | **Academic** | **PS** | **All colleagues** | **Academic** | **PS** |
| **%** | **%** | **%** | **%** | **%** | **%** | **%** | **%** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| South & Southeast Asian/South & Southeast Asian British | 2.1% | 3.2% | 1.3% | 2.2% | 3.1% | 1.4% | 2.0% | 3.0% | 1.2% | 157 | 2.4% | 114 | 3.9% | 43 | 1.2% |
| East Asian/East Asian British | 3.5% | 6.3% | 1.1% | 3.6% | 6.6% | 1.1% | 3.6% | 6.5% | 1.1% | 241 | 3.8% | 180 | 6.2% | 61 | 1.7% |
| Black/African/Caribbean/Black British | 0.8% | 1.1% | 0.5% | 0.8% | 1.1% | 0.5% | 0.9% | 1.1% | 0.6% | 63 | 1.0% | 42 | 1.5% | 21 | 0.6% |
| Mixed/multiple ethnic groups | 1.1% | 1.5% | 0.7% | 1.2% | 1.6% | 0.8% | 1.3% | 1.9% | 0.8% | 96 | 1.5% | 60 | 2.1% | 36 | 1.0% |
| Any ethnic group not considered above | 1.3% | 2.2% | 0.5% | 1.2% | 2.0% | 0.6% | 1.5% | 2.6% | 0.6% | 114 | 1.8% | 84 | 2.9% | 30 | 0.9% |
| **Minoritised ethnic total** | **8.7%** | **14.2%** | **4.1%** | **8.9%** | **14.6%** | **4.3%** | **9.3%** | **15.2%** | **4.4%** | **671** | **10.5%** | **480** | **16.6%** | **191** | **5.4%** |
| **White** | **88.3%** | **81.2%** | **94.2%** | **87.9%** | **81.0%** | **93.6%** | **86.7%** | **79.2%** | **92.8%** | **5454** | **85.0%** | **2232** | **77.2%** | **3222** | **91.4%** |
| **Prefer not to say** | **3.0%** | **4.6%** | **1.7%** | **3.2%** | **4.4%** | **2.1%** | **4.0%** | **5.6%** | **2.8%** | **243** | **3.8%** | **149** | **5.2%** | **94** | **2.7%** |
| **No response provided** |  |  |  |  |  |  |  |  |  | **47** | **0.7%** | **29** | **1.0%** | **18** | **0.5%** |

**Table: Academic colleagues by ethnicity and academic contract, 2022 (n=2883).**

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Clinical** | **Non-Clinical** | **Total** |
| **T&R** | **T&S** | **R&I** | **T&R** | **T&S** | **R&I** |  |  |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| White | 91 | 77.8% | 60 | 88.2% | 33 | 70.2% | 1041 | 81.5% | 287 | 81.3% | 714 | 70.0% | 2226 | 77.2% |
| Minoritised ethnic | 15 | 12.8% | 8 | 11.8% | 12 | 25.5% | 166 | 13.0% | 45 | 12.7% | 233 | 22.8% | 479 | 16.6% |
| Prefer not to say | 11 | 9.4% | … | … | … | … | 66 | 5.2% | 20 | 5.7% | 51 | 5.0% | 149 | 5.2% |
| No response provided |  | … | … | … | … | … | … | … | … | … | 22 | 2.2% | 29 | 1.0% |

**Table: Academic colleagues by minoritised and white ethnicity and grade, 2022 (n=2890).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **White** | **Minoritised ethnic** | **Prefer NTS** | **No response provided** |
| n | % | n | % | n | % | n | % |
| Grade E | 8 | 100.0% | … | … | … | … | … | … |
| Grade F | 700 | 67.7% | 263 | 25.4% | 55 | 5.3% | 16 | 1.5% |
| Grade G | 568 | 78.9% | 105 | 14.6% | 37 | 5.1% | 10 | 1.4% |
| Grade H | 367 | 81.9% | 56 | 12.5% | 24 | 5.4% | … | … |
| Grade IA | 97 | 88.2% | 9 | 8.2% | … | … | … | … |
| Grade IB | 492 | 86.3% | 47 | 8.2% | 29 | 5.1% | … | … |

**Table: PS colleagues by BAME and white ethnicity and grade, 2022 (n=3525).**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **White** | **Minoritised ethnic** | **Prefer NTS** | **No response provided** |
| **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Grade A | 308 | 94.8% | 11 | 3.4% | 6 | 1.8% | … | … |
| Grade B | 144 | 86.7% | 8 | 4.8% | 14 | 8.4% | … | … |
| Grade C | 434 | 91.9% | 26 | 5.5% | 8 | 1.7% | … | … |
| Grade D | 590 | 91.2% | 34 | 5.3% | 15 | 2.3% | 8 | 1.2% |
| Grade E | 566 | 90.4% | 43 | 6.9% | 16 | 2.6% | … | … |
| Grade F | 727 | 90.9% | 47 | 5.9% | 22 | 2.8% | … | … |
| Grade G | 328 | 90.6% | 21 | 5.8% | 12 | 3.3% | … | … |
| Grade H | 85 | 98.8% | … | … | … | … | … | … |
| Grade I | 40 | 97.6% | … | … | … | … | … | … |

**Table: Colleagues by ethnicity and sex and occupation, 2022 (N=6415).**

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Academic (n=2890)** | **PS (n=3525)** | **All colleagues (N=6415)** |
| **n** | **%** | **n** | **%** | **n** | **%** |
| **Female** |  |  |  |  |  |  |
| White | 1047 | 77.0% | 2032 | 91.5% | 3079 | 86.0% |
| Minoritised ethnic | 223 | 16.4% | 126 | 5.7% | 349 | 9.8% |
| Prefer not to say | 74 | 5.4% | 50 | 2.3% | 124 | 3.5% |
| No response provided | 15 | 1.1% | 12 | 0.5% | 27 | 0.8% |
| **Male** |  |  |  |  |  |  |
| White | 1185 | 77.4% | 1190 | 91.2% | 2375 | 83.7% |
| Minoritised ethnic | 257 | 16.8% | 65 | 5.0% | 322 | 11.4% |
| Prefer not to say | 75 | 4.9% | 44 | 3.4% | 119 | 4.2% |
| No response provided | 14 | 0.9% | 6 | 0.5% | 20 | 0.7% |

**Table: All Colleagues by minoritised and white ethnicity over time (2022: N=6415).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** |
|   | **%** | **%** | **%** | **%** | **%** | **n** | **%** |
| White | 88.9% | 88.7% | 88.3% | 87.9% | 86.7% | 5454 | 85.0% |
| Minoritised ethnic | 8.3% | 8.4% | 8.8% | 8.9% | 9.3% | 671 | 10.5% |
| Prefer not to say | 2.8% | 2.9% | 3.0% | 3.2% | 4.0% | 243 | 3.8% |
| No response provided |  |  |  |  |  | 47 | 0.7% |

**Table: Academics by ethnicity and sex and grades E-IB, 2022 (n=2890).**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|   | **GRADE E** | **GRADE F** | **GRADE G** | **GRADE H** | **GRADE IA** | **GRADE IB** | **Total** |
|   | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| **White total** | **…** | **…** | **700** | **67.7%** | **568** | **78.9%** | **367** | **81.9%** | **97** | **88.2%** | **492** | **86.3%** | **2232** | **77.2%** |
| White Female | … | … | 400 | 38.7% | 282 | 39.2% | 154 | 34.4% | 35 | 31.8% | 171 | 30.0% | 1047 | 36.2% |
| White Male | … | … | 300 | 29.0% | 286 | 39.7% | 213 | 47.5% | 62 | 56.4% | 321 | 56.3% | 1185 | 41.0% |
| **Minoritised ethnic total** | **…** | **…** | **263** | **25.4%** | **105** | **14.6%** | **56** | **12.5%** | **9** | **8.2%** | **47** | **8.2%** | **480** | **16.6%** |
| Minoritised ethnic Female | … | … | 122 | 11.8% | 53 | 7.4% | 24 | 5.4% | … | … | 22 | 3.9% | 223 | 7.7% |
| Minoritised ethnic Male | … | … | 141 | 13.6% | 52 | 7.2% | 32 | 7.1% | 7 | 6.4% | 25 | 4.4% | 257 | 8.9% |
| **Prefer not to say total** | **…** | **…** | **55** | **5.3%** | **37** | **5.1%** | **24** | **5.4%** | **…** | **…** | **29** | **5.1%** | **149** | **5.2%** |
| Prefer NTS Female | … | … | 43 | 4.2% | 17 | 2.4% | 8 | 1.8% | … | … | … | … | 74 | 2.6% |
| Prefer NTS Male | … | … | 12 | 1.2% | 20 | 2.8% | 16 | 3.6% | … | … | 24 | 4.2% | 75 | 2.6% |
| **No response provided** | **…** | **…** | **16** | **1.5%** | **10** | **1.4%** | **…** | **…** | **…** | **…** | **…** | **…** | **29** | **1.0%** |
| No response provided Female | … | … | 8 | 0.8% | 7 | 1.0% | … | … | … | … | … | … | 15 | 0.5% |
| No response provided Male | … | … | 8 | 0.8% | … | … | … | … | … | … | … | … | 14 | 0.5% |

## **Key**

## **Minoritised ethnic** All colleagues who identified as being from an ethnicity other than white. It should be noted that we do not currently have a category for white minority/other white backgrounds in our system, so colleagues who identify as being from a minoritised white background may have identified as ‘other ethnicity’, which has been included in the grouping ‘minoritised ethnic backgrounds’, or may have identified as white and be included in the white grouping. We recognise the limitations of aggregating in this way but do so to identify patterns of marginalisation based on an individual’s ethnic background. In future, we aim to analyse by combined ethnic groups.

Combined ethnic categories:

**South & Southeast Asian/South & Southeast Asian British** Asian or Asian British - Indian, Pakistani and Bangladeshi

**East Asian/East Asian British** Chinese and other East Asian background

**Black/African/Caribbean/Black British** Black or Black British - African/Caribbean; other Black background

**Mixed/multiple ethnic groups** Mixed White and Asian; Mixed White and Black African; Mixed White and Black Caribbean;

Other mixed background

**Any ethnic group not considered above** Arab/Other ethnic background

**White** White

**PS colleagues** Professional Services colleagues

**Academic colleagues** All colleagues with an academic contract

**Academic contract types**

**T&R** Teaching and Research

**T&S** Teaching and Scholarship

**R&I** Research and Innovation

**Clinical** Clinical academics

**Grading structure** Our grading structure starts at grade A for PS colleagues and grade E for academic colleagues and progresses to IB for both. We have some colleagues who are on grades outside our grading structure. Where possible, we have mapped these individuals to our grading structure based on equivalent pay and position to facilitate analysis

**…**  We supress percentages based on 5 or less individuals to protect against over-interpretation of small numbers and colleagues’ anonymity.

**Gender Affirmation**

**Table: Gender affirmation over time (N=6415).**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender affirmation** | **2018** | **2019** | **2020** | **2021** | **2022** |
| **%** | **%** | **%** | **%** | **n** | **%** |
| **Gender same as at birth** | 26.0% | 27.1% | 28.8% | 32.3% | 2436 | 38.0% |
| **Gender not same as at birth** | 0.0% | 0.0% | 0.0% | 0.1% | 10 | 0.2% |
| **Prefer not to say** | 1.0% | 1.1% | 1.2% | 1.7% | 154 | 2.4% |
| **No response provided** | 73.0% | 71.8% | 69.9% | 65.9% | 3815 | 59.5% |
| **Data sharing rate** | 27.0% | 28.2% | 30.1% | 34.1% | 2600 | 40.5% |

**Table: Gender affirmation for Academic and PS colleagues, 2022 (N=6415)**

|  |  |  |
| --- | --- | --- |
| **Gender affirmation** | **Academic (n=2890)** | **PS (n=3525)** |
| **n** | **%** | **n** | **%** |
| **Gender same as at birth** | 933 | 32.3% | 1503 | 42.6% |
| **Gender not same as at birth** | … | … | 6 | 0.2% |
| **Prefer not to say** | 80 | 2.8% | 74 | 2.1% |
| **No response provided** | 1873 | 64.8% | 1942 | 55.1% |
| **Data sharing rate** | 1017 | 35.2% | 1583 | 44.9% |

**Table: Gender affirmation for Academic colleagues by faculty, 2022 (n=2878)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender affirmation** | **FMS** | **HaSS** | **SAgE** |
| **n** | **%** | **n** | **%** | **n** | **%** |
| **Gender same as at birth** | 413 | 36.2% | 279 | 28.9% | 240 | 31.2% |
| **Gender not same as at birth** | … | … | … | … | … | … |
| **Prefer not to say** | 32 | 2.8% | 28 | 2.9% | 20 | 2.6% |
| **No response provided** | 696 | 60.9% | 658 | 68.1% | 508 | 66.0% |
| **Data sharing rate** | 446 | 39.1% | 308 | 31.9% | 262 | 34.0% |

## **Key**

**No response provided** Colleagues for whom we have no recorded response to this question in their staff record.

**Data sharing rate** The proportion of colleagues for whom we have a recorded response to this question in their staff record, including those who chose prefer not to say

**PS** Professional Services colleagues

**FMS** Faculty of Medical Sciences

**HaSS** Faculty of Humanities and Social Sciences

**SAgE** Faculty of Science, Agriculture and Engineering

**…** We supress percentages based on 5 or less individuals to protect against over-interpretation of small numbers and colleagues’

anonymity.

**Marriage**

**Table: All colleagues by marriage status 2022 (N=6415)**

|  |  |
| --- | --- |
| **Marital status** | **All colleagues** |
| **n** | **%** |
| **Married** | 1736 | 27.1% |
| **Single** | 3083 | 24.9% |
| **No response provided** | 1596 | 48.1% |

## **Key**

**No response provided** Colleagues for whom we have no recorded response to this question in their staff record.

**Civil partnership** We do not currently collect data on civil partnership status but intend to begin doing so.

**Pregnancy and maternity**

**Table: Parental leave, 2022 (n=271)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   | **Maternity leave** | **Paternity leave** | **Shared parental leave (paid or unpaid)** | **Adoption leave** | **Unpaid parental leave** |
| All colleagues | 192 | 66 | 15 | --- | --- |
| Academics | 75 | … | --- | --- | --- |
| PS | 117 | … | --- | --- | --- |

## **Key**

**Parental leave taken during snapshot period of 1st August**

**2021 - 31st July 2022**

**…** We supress percentages based on 5 or less individuals to protect against over-interpretation of small numbers and colleagues’ anonymity.

**Religion**

**Table: All colleagues religion over time (2022: N=6415)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Religion** | **2018** | **2019** | **2020** | **2021** | **2022** |
| **%** | **%** | **%** | **%** | **n** | **%** |
| Any other religion | 0.3% | 0.3% | 0.6% | 1.4% | 159 | 2.5% |
| Buddhist | 0.2% | 0.2% | 0.2% | 0.2% | 23 | 0.4% |
| Christian | 11.4% | 11.5% | 11.3% | 12.3% | 859 | 13.4% |
| Hindu | 0.2% | 0.3% | 0.3% | 0.4% | 37 | 0.6% |
| Jewish | 0.1% | 0.0% | 0.0% | 0.1% | … | … |
| Muslim | 0.3% | 0.4% | 0.5% | 0.4% | 27 | 0.4% |
| Sikh | 0.0% | 0.0% | 0.0% | 0.0% | … | … |
| Spiritual | 0.1% | 0.2% | 0.3% | 0.4% | 35 | 0.5% |
| No religion | 12.7% | 14.0% | 15.5% | 17.1% | 1246 | 19.4% |
| **Religion total** | **12.5%** | **12.8%** | **13.3%** | **15.1%** | **1147** | **17.9%** |
| Prefer not to say | 1.9% | 2.0% | 2.4% | 3.3% | 306 | 4.8% |
| No response provided | 72.9% | 71.2% | 68.8% | 64.5% | 3716 | 57.9% |
| Data sharing rate | 27.1% | 28.8% | 31.2% | 35.5% | 2699 | 42.1% |

**Table: Religion for Academic and PS colleagues, 2022 (N=6415).**

|  |  |  |
| --- | --- | --- |
| **Religion** | **Academic (n=2890)** | **PS (n=3525)** |
| **n** | **%** | **n** | **%** |
| Buddhist | 15 | 0.5% | 8 | 0.2% |
| Christian | 272 | 9.4% | 587 | 16.7% |
| Hindu | 27 | 0.9% | 10 | 0.3% |
| Jewish | **…** | **…** | **…** | … |
| Muslim | 17 | 0.6% | 10 | 0.3% |
| Sikh | **…** | **…** | **…** | … |
| Spiritual | 13 | 0.4% | 22 | 0.6% |
| Any other religion | 87 | 3.0% | 72 | 2.0% |
| No religion | 492 | 17.0% | 754 | 21.4% |
| Prefer not to say | 144 | 5.0% | 162 | 4.6% |
| No response provided | 1818 | 62.9% | 1898 | 53.8% |
| Data sharing rate  | 1072 | 37.1% | 1627 | 46.2% |

**Table: Religion for Academic colleagues by faculty, 2022 (n=2878).**

|  |  |  |  |
| --- | --- | --- | --- |
|  **Religion** | **FMS** | **HaSS** | **SAgE** |
| **n** | **%** | **n** | **%** | **n** | **%** |
| Buddhist | 7 | 0.6% | 8 | 0.8% | … | … |
| Christian | 130 | 11.4% | 76 | 7.9% | 66 | 8.6% |
| Hindu | 6 | 0.5% | 6 | 0.6% | 15 | 1.9% |
| Jewish | … | … | … | … | … | … |
| Muslim | 8 | 0.7% | … | … | 7 | 0.9% |
| Sikh | … | … | … | … | … | … |
| Spiritual | … | … | … | … | … | … |
| Any other religion | 34 | 3.0% | 21 | 2.2% | 31 | 4.0% |
| No religion | 223 | 19.5% | 158 | 16.4% | 111 | 14.4% |
| Prefer not to say | 58 | 5.1% | 53 | 5.5% | 33 | 4.3% |
| No response provided | 669 | 58.6% | 635 | 65.7% | 503 | 65.3% |
| Data sharing rate  | 473 | 41.4% | 331 | 34.3% | 267 | 34.7% |

*Excluded: senior officers such as vice-chancellors who do not sit within one of the three faculties*

*but according to HESA sit within Academics*

**Sex**

**Table: Colleagues by occupation and sex over time (2022: N=6415).**

|  |  |  |
| --- | --- | --- |
|    | **Female** | **Male** |
| **All colleagues** | **Academic** | **PS** | **All colleagues** | **Academic** | **PS** |
| **Year**  | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| 2017 |  | 53.8% |  | 42.3% |  | 63.5% |  | 46.2% |  | 57.7% |  | 36.5% |
| 2018 |  | 53.9% |  | 42.6% |  | 63.4% |  | 46.1% |  | 57.4% |  | 36.6% |
| 2019 |  | 54.1% |  | 43.6% |  | 62.9% |  | 45.9% |  | 56.4% |  | 37.1% |
| 2020 |  | 54.8% |  | 44.9% |  | 63.0% |  | 45.2% |  | 55.1% |  | 37.0% |
| 2021 |  | 55.2% |  | 45.7% |  | 63.1% |  | 44.8% |  | 54.3% |  | 36.9% |
| 2022 | 3579 | 55.8% | 1359 | 47.0% | 2220 | 63.0% | 2836 | 44.2% | 1531 | 53.0% | 1305 | 37.0% |

**Table: Academic colleagues by faculty and sex (n=2878).**

|  |  |  |
| --- | --- | --- |
| **Faculty** | **Female** | **Male** |
| **n** | **%** | **n** | **%** |
| FMS | 624 | 54.6% | 518 | 45.4% |
| HaSS | 508 | 52.6% | 458 | 47.4% |
| SAgE | 221 | 28.7% | 549 | 71.3% |
| **Total** | **1353** | **47.0%** | **1525** | **53.0%** |

*Excluded: senior officers such as vice-chancellors who do not sit within one of the three faculties but according*

*to HESA sit within Academics.*

***Table: PS colleagues by job family and sex, 2022 (n=3525).***

|  |  |  |
| --- | --- | --- |
| ***Job family*** | ***Female*** | ***Male*** |
| **n** | **%** | **n** | **%** |
| *Administrative* | *1749* | *74.2%* | *609* | *25.8%* |
| *Operational* | *257* | *46.1%* | *301* | *53.9%* |
| *Maintenance* | *…* | *….* | *52* | *98.1%* |
| *Technical/Specialist* | *213* | *38.3%* | *343* | *61.7%* |
| ***Total*** | ***2220*** | ***63.0%*** | ***1305*** | ***37.0%*** |

***Table: Academic colleagues by sex and grade, 2022 (n=2890).***

|  |  |  |
| --- | --- | --- |
| ***Grade*** | ***Female*** | ***Male*** |
| **n** | **%** | **n** | **%** |
| *GRADE E* | *…* | *…* | *…* | *…* |
| *GRADE F* | *573* | *55.4%* | *461* | *44.6%* |
| *GRADE G* | *359* | *49.9%* | *361* | *50.1%* |
| *GRADE H* | *186* | *41.5%* | *262* | *58.5%* |
| *GRADE IA* | *38* | *34.5%* | *72* | *65.5%* |
| *GRADE IB* | *198* | *34.7%* | *372* | *65.3%* |

***Table: PS colleagues by sex and grade, 2022 (n=3525).***

|  |  |  |
| --- | --- | --- |
| ***Grade*** | ***Female*** | ***Male*** |
| **n** | **%** | **n** | **%** |
| *GRADE A* | *186* | *57.2%* | *139* | *42.8%* |
| *GRADE B* | *65* | *39.2%* | *101* | *60.8%* |
| *GRADE C* | *331* | *70.1%* | *141* | *29.9%* |
| *GRADE D* | *459* | *70.9%* | *188* | *29.1%* |
| *GRADE E* | *398* | *63.6%* | *228* | *36.4%* |
| *GRADE F* | *502* | *62.8%* | *298* | *37.3%* |
| *GRADE G* | *207* | *57.2%* | *155* | *42.8%* |
| *GRADE H* | *50* | *58.1%* | *36* | *41.9%* |
| *GRADE I* | *22* | *53.7%* | *19* | *46.3%* |

## **Key**

***Sex*** *In these tables we report on colleagues’ sex (female/male) rather than their gender (e.g., man/woman/non-binary) as this is what the University currently collects from colleagues due to the requirement to return this information to HM Revenue and Customs, which requires legal sex information to be known for all colleagues. We recognise sex does not equate with gender and that gender is not binary, and we aspire to enhance our data collection and reporting on gender data in the future.*

***PS colleagues*** *Professional Services colleagues.*

***Academic colleagues***  *All colleagues with an academic contract.*

***Grading structure*** *Our grading structure starts at grade A for PS colleagues and grade E for academic colleagues and progresses to IB for both. We have some colleagues who are on grades outside our grading structure. Where possible, we have mapped these individuals to our grading structure based on equivalent pay and position to facilitate analysis.*

***PS job families*** *The broad occupational groupings within Professional Services occupations.*

***FMS*** *Faculty of Medical Sciences.*

***HaSS***  *Faculty of Humanities and Social Sciences.*

***SAgE*** *Faculty of Science, Agriculture and Engineering.*

**Sexual orientation**

***Table: All colleagues sexual orientation, over time (2022: N=6415).***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | ***2017*** | ***2018*** | ***2019*** | ***2020*** | ***2021*** | ***2022*** |
| **%** | **%** | **%** | **%** | **%** | **n** | **%** |
| *Bisexual* | *0.5%* | *0.6%* | *0.6%* | *0.8%* | *1.0%* | *98* | *1.5%* |
| *Gay man* | *0.5%* | *0.6%* | *0.6%* | *0.7%* | *0.7%* | *69* | *1.1%* |
| *Gay woman/lesbian* | *0.4%* | *0.5%* | *0.5%* | *0.6%* | *0.6%* | *43* | *0.7%* |
| *Another sexuality* | *0.1%* | *0.1%* | *0.1%* | *0.2%* | *0.2%* | *16* | *0.2%* |
| ***LGB+ total*** | ***1.4%*** | ***1.6%*** | ***1.8%*** | ***2.2%*** | ***2.5%*** | *226* | ***3.5%*** |
| *Heterosexual* | *21.8%* | *24.7%* | *24.7%* | *26.0%* | *29.3%* | *2155* | *33.6%* |
| *Prefer NTS* | *…* | *2.2%* | *2.2%* | *2.7%* | *3.5%* | *311* | *4.8%* |
| *No response provided* | *76.9%* | *71.3%* | *71.3%* | *69.1%* | *64.7%* | *3723* | *58.0%* |
| *Data sharing rate* | *23.1%* | *28.7%* | *28.7%* | *30.9%* | *35.3%* | *2692* | *42.0%* |

***Table: Sexual Orientation for Academic and PS colleagues , 2022 (N=6415).***

|  |  |  |
| --- | --- | --- |
|  | ***Academic (n=2890)*** | ***PS (n=3525)*** |
| **n** | **%** | **n** | **%** |
| *Bisexual* | *45* | *1.6%* | *53* | *1.5%* |
| *Gay man* | *25* | *0.9%* | *44* | *1.2%* |
| *Gay woman/lesbian* | *22* | *0.8%* | *21* | *0.6%* |
| *Heterosexual* | *815* | *28.2%* | *1340* | *38.0%* |
| *Another sexuality* | *10* | *0.3%* | *6* | *0.2%* |
| ***LGB+ total*** | ***102*** | ***3.5%*** | ***124*** | ***3.5%*** |
| *Prefer not to say* | *150* | *5.2%* | *161* | *4.6%* |
| *No response provided* | *1823* | *63.1%* | *1900* | *53.9%* |
| *Data sharing rate*  | *1067* | *36.9%* | *1625* | *46.1%* |

***Table: Sexual orientation for Academic colleagues by faculty, 2022 (n=2878).***

|  |  |  |  |
| --- | --- | --- | --- |
|  | ***FMS*** | ***HaSS*** | ***SAgE*** |
| **n** | **%** | **n** | **%** | **n** | **%** |
| *Bisexual* | *25* | *2.2%* | *13* | *1.3%* | *7* | *0.9%* |
| *Gay man* | *11* | *1.0%* | *8* | *0.8%* | *6* | *0.8%* |
| *Gay woman/lesbian* | *10* | *0.9%* | *11* | *1.1%* | *…* | *…* |
| *Heterosexual* | *360* | *31.5%* | *237* | *24.5%* | *217* | *28.2%* |
| *Another sexuality* | *...* | *…* | *…* | *…* | *…* | *…* |
| ***LGB+ total*** | ***49*** | ***4.3%*** | ***37*** | ***3.8%*** | ***16*** | ***2.1%*** |
| *Prefer not to say* | *60* | *5.3%* | *58* | *6.0%* | *32* | *4.2%* |
| *No response provided* | *673* | *58.9%* | *634* | *65.6%* | *505* | *65.6%* |
| *Data sharing rate*  | *469* | *41.1%* | *332* | *34.4%* | *265* | *34.4%* |

*Excluded: senior officers such as vice-chancellors who do not sit within one of the three faculties but according to*

*HESA sit within Academics.*

## **Key**

**No response provided** Colleagues for whom we have no recorded response to this question in their staff record.

***Data sharing rate*** *The proportion of colleagues for whom we have a recorded response to this question in their staff record, including those who chose prefer not to say.*

***PS*** *Professional Services colleagues.*

***FMS*** *Faculty of Medical Sciences.*

***HaSS***  *Faculty of Humanities and Social Sciences.*

***SAgE*** *Faculty of Science, Agriculture and Engineering.*

**…** We supress percentages based on 5 or less individuals to protect against over-interpretation of small numbers and colleagues’ anonymity.

**LGB+** Colleagues who identified as Lesbian, Gay, Bisexual or another sexuality except heterosexual.

# **Appendix 2: List of abbreviations**

|  |  |  |
| --- | --- | --- |
| **APL** - School of Architecture,Planning and Landscape | **LGB+** People who identify as lesbian, gay, bisexual or other sexualities except heterosexual | **SVLO** - Sexual ViolenceLiaison Officers |
| **APP** – Access and Participation Plan | **LGBTQ+** People who identify as lesbian, gay, bisexual, transgender, queer (or questioning), and other sexual identities | **T&R** – Academic colleagues on Teaching and Research contracts |
| **AY** – Academic year | **NHS** – National Health Service | **T&S** - Academic colleagues on Teaching and Scholarship contracts |
| **CEAs** – Clinical Excellence Awards, bonuses paid to clinical colleagues by the local NHS Trust | **NLS** - Newcastle Law School |  |
| **DIG** - Disability Interest Group | **NUBS** - Newcastle UniversityBusiness School |  |
| **ECLS** - School of Education, Communication andLanguage Sciences | **NU-REN** - NU Race Equality Network |  |
| **EDI** – Equality, diversity and inclusion | **NUSU** – Newcastle University Students’ Union |  |
| **ELLL** - School of English Literature, Language andLinguistics | Prefer NTS – Prefer not to say response chosen to demographic question |  |
| **EPSRC** - The Engineering and Physical Sciences Research Council | **PS** - Professional service colleagues |  |
| **FMS** - Faculty of Medical Sciences | **PSED** - Public Sector Equality Duty |  |
| **GPG** – Gender pay gap | **REC** – Race Equality Charter |  |
| **GPS** - School of Geography, Politics and Sociology | **R&I** – Academic colleagues on Research and Innovation contracts |  |
| **HaSS** – Faculty of Humanities and Social Sciences | **SACS** - School of Arts and Cultures |  |
| **HCA** - School of History, Classics and Archaeology | **SAgE** – Faculty of Agricultureand Engineering |  |
| **HE** – Higher Education | **SAT** – Self-Assessment Team |  |
| **HEA** – Higher Education Academy | **SML -** School of Modern Languages |  |
| **HESA** – Higher Education Statistics Agency | **Stonewall WEI** – Workplace Equality Index |  |