

EDINBURGH NAPIER UNIVERSITY
STAFF DIVERSITY REPORT 2014

Background and Context

1. This report continues to use the now well-established format used in previous years and compares the University's staff profile with data published by the Equality Challenge Unit (ECU). The data was captured on 21st January 2015 and refers to the Higher Education Statistic Agency year 2013/14. More detailed information is provided in appendix 1.
2. The information contained within this report aligns closely with the University's Equality Outcomes Scheme 2013-15 and in particular with Outcome 6 within which the University committed to ***“demonstrating that it is a fair and inclusive employer which recruits, develops and provides opportunities based solely on merit”***.
3. By continuing to collect and interrogate staff diversity data the University is fulfilling its general duty obligations to:
 - Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not.
4. The collection of this data is not an end within itself and, in order to meet the Public Sector Equality Duty, it must be used as a tool to establish whether inadvertent discrimination may be occurring. To that end, the data is interrogated against the ECU's data at a national (UK) level and at Scotland-level, where relevant.
5. In order to demonstrate that the University provides employment opportunities fairly and, once in post, treats all staff in a fair, consistent and transparent manner the University invested heavily in its HR system, HR Connect. HR Connect provides data from application stage through to leaving employment (with the collection and analysis of the latter on an independent software platform).

6. The data produced by the system, and its predecessor, has in most respects achieved a high level of reliability and, as a result, allows the University to interrogate an increasing amount of 'experiential' information which can "reveal hidden inequalities, including unequal outcomes and areas of segregation"¹. Having this increasing capability should, in time, provide the University with the evidential base for addressing inequalities where they occur.

Alignment to Strategic Objectives/External Policy Driver

7. The information summarised in this report aligns with the University's overall mission statement and in particular with its stated objectives:
 - To be academically excellent
 - To develop confident employable graduates
 - To achieve the highest standards.

Summary of the data

Applications for employment

8. In 2013/14, the University placed adverts for 201 posts. As in previous years, the posts offered were diverse in nature and the terms on which they were offered. As in previous years associate and casual staff, part-time demonstrators and Ph.D studentships are excluded from the analysis, allowing for meaningful year-on-year comparison.
9. Appendix 1 shows that the number of applications for employment (5900) was almost exactly the same as last year (5998) for roughly the same number of posts (188 in 2012/13 and 201 in 2013/14). There was however a statistically significant change in the gender make-up of applicants with a 5% increase in male applicants, bringing the gender breakdown of applicants (47% male and 51% female) more in line with the national breakdown of 48.5% male and 51.5% female². Interestingly, this increase has not changed the gender make-up of staff in post as will be seen later.
10. The facility to identify the 'diversity outcomes' of each instance of recruitment was identified as a possibility in last year's report and this is now to be

¹ The public sector equality duty: Implications for colleges and HEIs, Equality Challenge Unit.

² National Records Office, <http://www.scotlandscensus.gov.uk/ods-web/area.html>

actioned in the upgrade of the HR Connect web recruitment project. It is anticipated that this will become 'live' in August 2015.

11. As now seems to be a continuing (and positive) trend, once again all applicants completed the disability field with 97% stating that they did not have a disability and 3% stating that they did. This is roughly in line with the national average³ of 3.9%.
12. There has been no percentage change from last year in the numbers of minority ethnic applicants for employment (39%). Non-disclosure has also remained constant at 2%. It is too early to suggest that the application rate for minority ethnic applicants has peaked and, as part of the HR Connect project mentioned above, it is hoped that further refinements to the system will allow the University to assess which posts (or areas generally) receive the most interest.
13. It appears from this year's data that a point has been reached where the University can be confident that it has an accurate year-on-year picture of the faith or religious identity of its applicants. The largest 'group' remains those who stated that they had 'no religion or belief' (37%) followed by those who identified as 'Christian' (36%) and 'Muslim' (5%), whereas, according to Scotland's Census 2011, the national figures are 37%, 53% and 1.4% respectively⁴.
14. These percentages have remained fairly static for the last three years. Interestingly however, a sharp disparity seems to have appeared this year when compared with staff in post. This may be an anomaly and will be reviewed next year.
15. As with religious or faith affiliation, the percentages for sexual orientation have also remained fairly constant. Although caution was advised in last year's report, it now appears that Stonewall, the national charity for lesbian, gay and bisexual (LGB) people, is accepting as 'reasonable' the Government's assumed figure of around 5-7% of the population as being LGB⁵. This being the case, the 5% who declared that they were LGB seems to be representative.

New Starts

³ Equality Challenge Unit: *Equality in higher education: Statistical report 2014 Part 1: Staff*, p78.

⁴ National Records Office, <http://www.scotlandscensus.gov.uk/ods-web/area.html>

⁵ http://www.stonewall.org.uk/at_home/sexual_orientation_faqs/2694.asp

16. A total of 223 new staff joined the University in 2013/14 and of these 47% were male and 53% female, which is roughly comparable with the percentages for staff in post and therefore continues to maintain the gender status quo.
17. Of these, 57 (26%) identified as minority ethnic, 156 (70%) as White and the remainder (10) are not known. As was the case last year, there is a significant percentage reduction for minority ethnic groups from application to securing employment. However, as was advised last year, this is a relatively small sample and therefore easily skewed. It remains the case that the University has maintained its solid ethnic-diversity base.
18. 187 (84%) new staff stated they did not have a disability, 23 declared that they had and the remaining 13 did not complete the field. As in previous years, it is difficult to draw any conclusions from such a small sample.
19. 193 (87%) new staff identified as heterosexual, 10 (4%) as lesbian/gay/bisexual and the remainder 20 (9%) declined to complete the field. It is reasonable to assume from these percentages that they are a fairly accurate representation as they correlate very closely with the much larger sample described above.

Staff in post

20. The total number of staff rose, up from last year's figure of 1695 to 1776. Of these, 46% are in 'academic' posts and 54% in Professional Services posts. In the HE sector nationally, there has been a steady year-on-year decrease in the ratio of academic to professional services/support staff. From a 44:56 ratio of academics to professional services staff in 2003/4, the figure is approaching near parity with the latest ratio being 48.5 to 51.5. This means that the University's ratio is above the national average⁶.
21. Whilst there has been an overall increase in staff numbers, the gender percentages have remained the same as last year. As previously reported, the proportion of males to females has remained stable since the first Staff Diversity Reports were produced in 2007/8. At an UK and Scotland level, the gap in female to male representation has widened considerably when taken over a longer time period (from 4.8% to 7.8% in favour of female staff)⁷.
22. Female staff on grades 2 to 4 continue to outnumber male staff with 369 (64%) females in these lower grades compared to 205 (36%) of males. There

⁶ Equality Challenge Unit: *Equality in higher education: Statistical report 2014 Part 1: Staff*, p27

⁷ Ibid, p216.

appears to be some fluctuation in these percentages year-on-year (the figure for last year was 59% female and 63% female the year before) and it is unclear why this is the case.

23. There has been a small movement away from the near-parity reported last year at grades 5-6. Female staff now comprise a small minority with 484 (51.5%) at these grades compared to 455 (48.5%) male staff. At grades 7 and above, male staff (155 or 59%) continue to outnumber female staff (108 or 41%). Both sets of figures are relatively small and to be treated with caution.
24. It is still not possible to make a direct comparison with ECU salary data due to the different pay structures (and made even more unlikely to be so in the future because the data is not disaggregated by country). Issues and proposed solutions for 'vertical gender segregation' are currently being addressed through a number of national initiatives, prominent amongst which is the Athena SWAN Charter Mark (the University is awaiting a decision on its submission).
25. A new Equal Pay Audit is planned for later this year which should provide further evidence of no fundamental equal pay issues as most of the recommendations emanating from the 2013 Audit have been actioned.
26. 58% of all male academics (262) work a full-time pattern and 42% (186) part-time. 49% of female academics (185) also work a full-time pattern and 51% part-time (190). This is in marked contrast to male Professional Services staff where full-time working is 87% (319) and just 13% for part-time working (48). Among female Professional Services staff the proportions are less stark with 60% on a full-time pattern (351) and 40% working part-time (235). The overall picture is consistent with ECU's data although the percentages differ⁸.
27. There has been considerable debate within the HE sector about the perceived increased use of fixed term contracts as an equality-related issue (the contention being that fixed-term contracts are disproportionately awarded to female staff). This data is included in this report and will be monitored annually. There were 206 fixed term staff in January 2015 and of these 66 were male and 140 female. The majority of staff on fixed term contracts were Professional Services female staff followed by Professional Services male staff.
28. There were 19 female and 23 male academic staff on fixed term contracts. These numbers are too small to make a meaningful comparison with ECU

⁸ Ibid, p.215.

data⁹ which reports that more male staff secure permanent full-time contracts than their female counterparts.

29. Between 2007/8 and 2009/10, the numbers of staff who identified as minority ethnic hovered around 5% to 6% and numbered on average 95 staff. There has since been a significant increase from 15% (248) in 2010/11 to the present 23% (410). Some of this increase is most likely explained by the introduction of HR Connect and its ability to more accurately record and report data. Human Resources staff have also actively encouraged staff to complete all the personal sensitive data fields providing for two consecutive years of complete data.
30. It is also fair to state that this would not explain all the increase and at least some has been played by the general increase in societal ethnic diversity. The two largest groups of minority ethnic staff within the University identified as 'White Other' and 'White Irish', accounting for nearly 50% of the total (203).
31. This increased ethnic diversity is in line with the sector as a whole and the University's 100% declaration rate is above the sector average of 95% (in Scottish institutions it is slightly more at 96.9%). Overall, there are more minority ethnic female staff employed by the University than males (13% of all staff), while male minority ethnic staff comprise 10% of all staff.
32. It is now worth considering whether the University should publish more detailed ethnicity and nationality information which, in the past, it decided against doing for data protection purposes. This would provide for more detailed analysis against ECU data which separates out minority ethnic UK nationals from non-UK nationals¹⁰.
33. The percentage of staff declaring a disability has remained steady at 5% (99 staff) as has the non-declaration rate (10%). Declaration rates are higher than the sector average (3.9%) and higher still when compared to Scottish institutions (3.4%). Of these staff, 69% worked at grades 2 to 5 and the rest at grade 5 or above. Applicants for employment and staff in post continue to benefit from a range of additional entitlements (such as the Guaranteed Interview Scheme for disabled applicants).
34. The University's age profile has remained fairly constant since 2010/11 with the most noteworthy observation being that the 65+ group has continued to grow reflecting a growing inclination for staff to work beyond the former

⁹ Ibid, p.222.

¹⁰ Ibid, p.126.

Default Retirement Age. The national sector average for this category of staff is 1.5%¹¹ and the University's stands at 3%.

35. The rate of completion within the Religion or Belief categories is around 48% with the largest single group claiming to not identify with any religion or belief (28%), which is far greater than the national figure of 7.5% quoted by ECU¹². However, it needs to be borne in mind that just 28% provided information to ECU. The largest single faith group within the University identified as 'Christian' (20%) which is far less than last year's figure of 42%. Given that there appears to be unusually large swings in this data from last year's it is perhaps wise not to read too much into them and await figures for next and subsequent years.
36. The ratios for sexual orientation minorities (lesbian, gay and bisexual) are roughly comparable at both application and staff in post stages. There is however a stark contrast between heterosexual applicants (89%) and heterosexual staff in post (46%) suggesting an ongoing reluctance to complete the field once in post. ECU's data for this protected characteristic group is limited by the number of institutions which did not return any data (62% nationally) as returning sexual orientation data was voluntary. Even where data was returned it is of little value for comparative purposes as 74% of staff nationally left the field blank.

ECU's development of 'multiple identities' and other protected characteristics data

37. ECU have begun to report on staff with 'multiple identities' and at present the data is limited to age and disability, age and ethnicity, age and gender, disability and ethnicity, disability and gender and, finally, ethnicity and gender. ECU has also begun to analyse data from other protected characteristics such as gender identity, religion and belief and sexual orientation.
38. The University has analysed, or has the capacity to analyse, most of the categories above and Committee could consider which of the above it may find most helpful. It may however be some time before both the University's and ECU's data reaches the levels of completion secured in the areas of gender, race and disability.

Leavers and the Exit Questionnaire

39. A total of 187 staff left the University of which 89 (48%) were male and 98 (52%) female. More male minority ethnic staff (27%) left than female (18%)

¹¹ Ibid, p.42.

¹² Ibid, p.289.

and around 9% of the total number of leavers had previously declared a disability. Although this figure is higher than the disability declaration rate for the University it should be treated with caution as the numbers of actual leavers is comparatively small (17).

40. The number of staff who left and completed the online Exit Questionnaire increased from 72 to 118. This is a very healthy increase in completion rates and, of those who completed, the questionnaire, 74 (63%) were female and 42 (36%) male (2 left this field blank). Importantly, the rate of completion of sensitive personal data was very high (95%+) within each of the fields (sex, ethnic origin, age, relationship status, sexual orientation, religion and belief and disability).
41. When asked to rate their satisfaction with key aspects of their experience, in all but one measure (Career Development/Promotion Prospects), respondents rated the University favourably. The questionnaire also afforded leavers an opportunity to leave free text messages but these are not reproduced in this report as many named staff still employed by the University. The responses will however be analysed.
42. The majority of leavers (81%) identified as White (British/Scottish/English) and 16 used the free text box to input an ethnicity not listed in the drop-down menu. This means that around 17% of leavers were from a minority ethnic background.
43. The greatest number of leavers (65) left Professional Services posts and 31 left academic roles (the category 'Other' has been changed to more accurately reflect the ones used by HR Connect). Student and Academic Services leavers (22) provided the greatest numbers who left feedback followed by Property and Facilities and the Faculty of Health, Life and Social Sciences (12 each).
44. The majority of leavers (79) had 10 or less years of service and stated they would work for the University again (60). While many cited positive reasons for leaving (such as leaving because they had secured more senior posts) a worrying proportion cited reasons such as a lack of job satisfaction (16), stress/workload (5) and working relationships with either line manager (5) or colleagues (4). Taken together, these 'negative' reasons for leaving account for 30 or 25% of respondents.

Conclusions

45. As stated above, the collection and interrogation of this data is not an end in itself and the Public Sector Equality Duty requires the University to take action

where barriers are identified. Comparisons with ECU data provide the University with a useful sectoral comparator and it is also possible to use Census 2011 as another source of helpful data. When compared with census data, the University's staff profile hints at being representative in some key respects and anomalous in others (Census 2011 did not seek information on all of the protected characteristic groups the University has historically reported on).

46. As a tentative approach to looking at the 'bigger picture' comparing the University's data with both ECU and Census 2011 has limited value at present. It shows that, for example, applications and staff in post by gender are roughly comparable with Scotland's population but that the University has much more ethnic diversity than Scotland as a whole (or even with Edinburgh's 8% figure).
47. The planned improvements to HR Connect data (where data within the system is unavailable or not directly comparable) should over time improve the University's 'bigger picture' capability and progress updates will be published at the appropriate times.

Equality Considerations

48. This paper is intended to meet the University's statutory obligations by providing comparative data for the purposes of specific duty obligations and the action taken by the University to support its general duty obligations. An Equality Impact Assessment is not therefore necessary.

Mohammed Hameed
Diversity Partner
25th February 2015

Appendix 1

Applications for Employment

Sex	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Male	1487 (37%)	1269 (29%)	893 (48%)	2029 (41%)	2507 (42%)	2760 (47%)
Female	2272 (57%)	1815 (42%)	954 (51%)	2852 (57%)	3342 (56%)	2996 (51%)
Not stated	248 (6%)	1257 (29%)	25 (1%)	66 (1%)	149 (2%)	144 (2%)
Total	4007	4341	1872	4961	5998	5900

Disability Status	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
No Disability	3695 (92%)	3092 (71%)	1828 (98%)	4828 (97%)	5837 (97%)	5713 (97%)
Disability	102 (3%)	76(2%)	44 (2%)	133 (3%)	161 (3%)	187 (3%)
Not stated	210 (5%)	1173 (27%)	0 (0%)	0 (0%)	0 (0%)	0 (0)%
Total	4007	4341	1872	4961	5998	5900

Ethnic Origin	2008/9	2009/10	2010/11	2011/12	2012/13	2013/14
Minority Ethnic	1165 (29%)	1251 (29%)	680 (36%)	1671 (34%)	2322 (39%)	2308 (39%)
White British	2508 (63%)	1832 (42%)	1169 (63%)	3241 (65%)	3548 (59%)	3464 (59%)
Not Stated	334 (8%)	1258 (29%)	23 (1%)	49 (1%)	128 (2%)	128 (2%)
Total	4007	4341	1872	4961	5998	5900

Religion or Belief	2011/12	2012/13	2013/14
Buddhist	50 (1%)	58 (1%)	63 (1%)
Christian	1833 (37%)	2180 (36%)	2109 (36%)
Hindu	126 (2%)	157 (3%)	149 (3%)
Jewish	15 (<1%)	21 (<1%)	12 (0%)
Muslim	182 (4%)	256 (4%)	284 (5%)
Sikh	9 (<1%)	19 (<1%)	7 (0%)
Other	211 (4%)	236 (4%)	201 (3%)
No religion or belief	2384 (48%)	2800 (47%)	2841 (48%)
Not known	151(3%)	271 (4%)	234 (4%)
Total	4961	5998	5900

Sexual Orientation	2011/12	2012/13	2013/14
Bisexual	74 (1.5%)	118 (2%)	101 (2%)
Gay	106 (2%)	87 (1%)	120 (2%)
Heterosexual	4534 (91.5%)	5367 (90%)	5280 (89%)
Lesbian	57 (1%)	53 (1%)	62 (1%)
Not known	190 (4%)	373 (6%)	337 (6%)
Total	4961	5998	5900

New Staff by Ethnic Origin and Sex

Ethnicity	Male				Female			
	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13	2013/14
White British/Scottish/English	35	71	62	78 (35%)	34	92	83	78 (35%)
Minority Ethnic	24	37	28	22 (10%)	10	34	35	35 (16%)
Not Known/Not Stated	6	16	8	5 (<1)	4	16	6	5 (1%)
Total	65	124	98	105 (47%)	48	142	124	118 (53%)

Percentages are of the total number of new staff

New Staff by Disability Status

	Male				Female			
	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13	2013/14
Declared Disability	2	9	10	12 (5%)	4	10	7	11 (5%)
No Declared Disability	53	83	80	88 (39%)	34	100	110	99 (44%)
Not Known/Not Stated	8	32	8	5 (<1)	12	32	7	8 (<1%)
Total	63	124	98	105 (47%)	50	142	124	118 (53%)

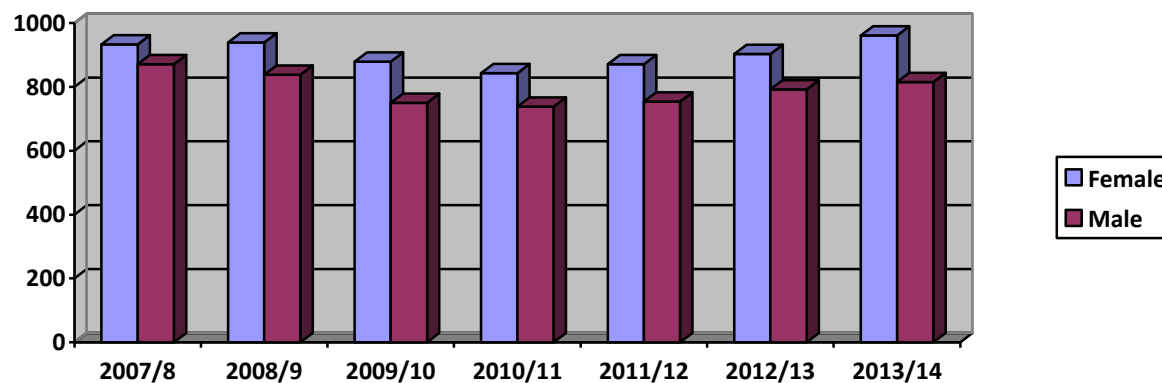
New Staff by Sexual Orientation

	2012/13	2013/14
Heterosexual	187 (84%)	193 (87%)
Lesbian/Gay/Bisexual	7 (3%)	10 (4)
Not Known	28 (3%)	20 (9%)
Total	222	223

Staff in post by Sex

Data captured January 2015 (for HESA year 2013/14)

Sex	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Female	933 (52%)	939 (53%)	879 (54%)	843 (53%)	871 (54%)	903 (53%)	961 (54%)
Male	871 (48%)	838 (47%)	750 (46%)	738(47%)	754 (46%)	792 (47%)	815 (46%)
Total	1804 (100%)	1777 (100%)	1629 (100%)	1581 (100%)	1625 (100%)	1695 (100%)	1776 (100%)

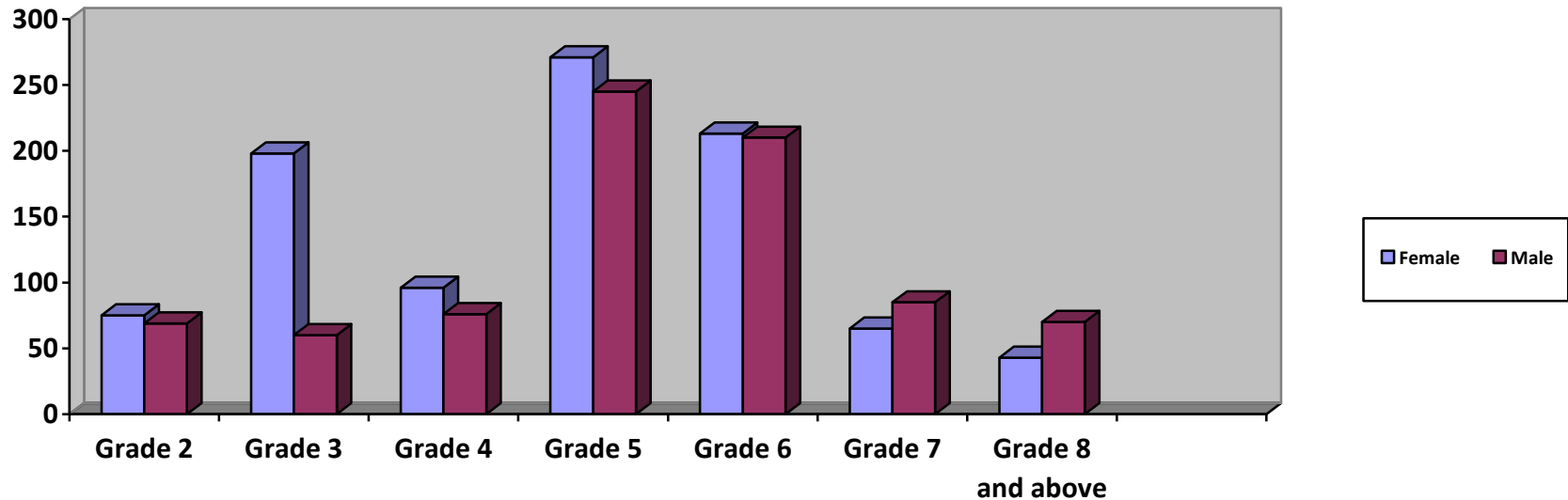


Note: The total number of staff employed in January 2015 was 1776. However, in some of the data that follows this figure will differ as some staff occupy more than one post which may be at different grades.

Staff by contract 2013/14

	Part-Time	Full-Time	Total
Male (Academics)	186 (10%)	262 (15%)	448 (54% of all academics)
Female (Academics)	190 (10%)	185 (10%)	375 (46% of all academics)
Male (Professional Services)	48 (3%)	319 (18%)	367 (39% of all PS staff)
Female (Professional Services)	235 (13%)	351 (20%)	586 (61% of all PS staff)
Total	659 (37% of all staff)	1117 (63% of all staff)	1776

Staff by Sex and Grade 2013/14



Examples of Grade 2 posts: Vacation Letting Assistant, Security Assistant, Receptionist, Cleaners	Examples of Grade 3 posts: Computer Support Technician, Finance Assistant, Information Assistant,
Examples of Grade 4 posts: Assistant Faculty Manager, Research Assistant, Cleaning Supervisor	Examples of Grade 5 posts: Campus Library Manager, Information Services Advisor, Research Fellow
Examples of Grade 6 posts: Lecturer, HR Client Partner, Senior Research Fellow	Examples of Grade 7 posts: Principal Consultant, Senior Lecturer, Principal Consultant
Examples of Grade 8 and above posts: Professor, Assistant Director, Head of School	

Grade	Male			Female			Total		
	2012/13	2013/14		2012/13	2013/14		2012/13	2013/14	
Grade 2	115 (54%)	69 (48%)		97 (46%)	75 (52%)		212 (12%)	144 (8%)	
Grade 3	56 (22%)	60 (23%)		202 (78%)	198 (77%)		258 (15%)	258 (15%)	
Grade 4	66 (41%)	76 (44%)		94 (59%)	96 (56%)		160(9%)	172 (10%)	
Grade 5	201 (48%)	245 (47%)		219 (52%)	271 (53%)		420 (25%)	516 (29%)	
Grade 6	221 (50%)	210 (50%)		217 (50%)	213 (50%)		438 (25%)	423 (24%)	
Grade 7	86 (61%)	85 (57%)		55 (39%)	65 (43%)		141 (8%)	150 (8%)	
Grade 8 and above	61 (65%)	70 (62%)		33 (35%)	43 (38%)		94 (6%)	113 (6%)	
<u>Grand total</u>	<u>806 (47%)</u>	<u>815 (46%)</u>		<u>917 (53%)</u>	<u>961 (54%)</u>		<u>1723 (100%)</u>	<u>1776 (100%)</u>	

Staff by work pattern

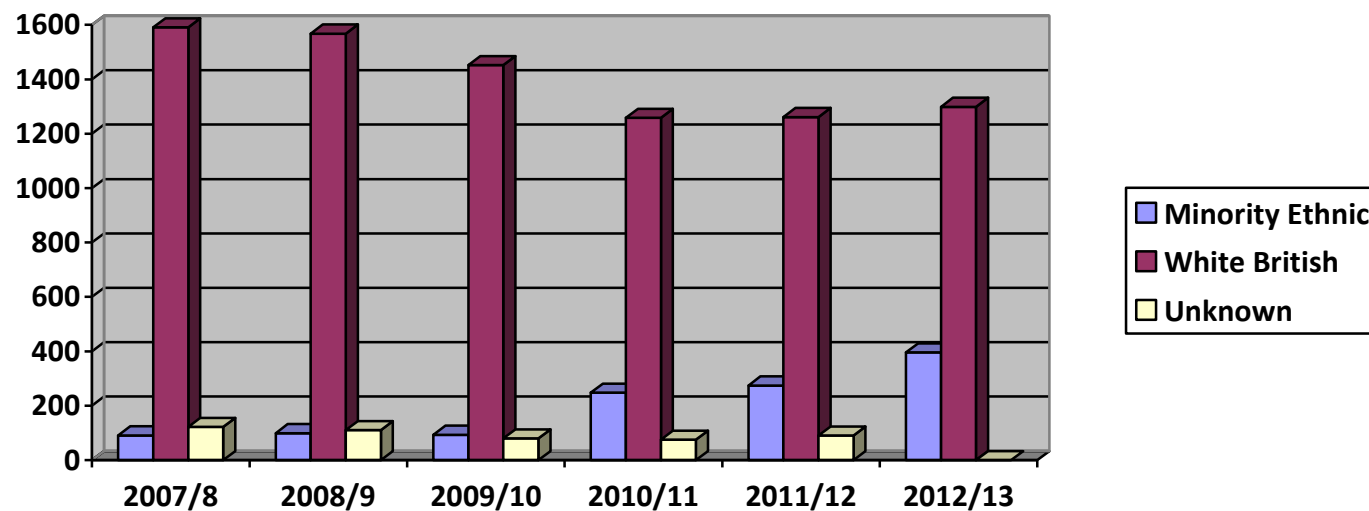
Academic	Full-Time		Part-Time	
	2012/13	2013/14	2012/13	2013/14
Female	167 (50%)	185 (49%)	165 (50%)	190 (51%)
Male	257 (59%)	262 (58%)	179 (41%)	186 (42%)

Professional Services	Full-Time		Part-Time	
	2012/13	2013/14	2012/13	2013/14
Female	323 (56%)	351 (60%)	248 (44%)	235 (40%)
Male	297 (83%)	319 (87%)	59 (17%)	48 (13%)

Fixed Term Staff	Academic		Professional Services	
	2013/14		2013/14	
Female	19 (45%)		121 (74%)	
Male	23 (55%)		43 (26%)	
Total	42		164	

Staff by Ethnic Origin

Ethnicity	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Minority Ethnic	91 (5%)	99 (6%)	93 (6%)	248 (15%)	274 (17%)	396 (23%)	410 (23%)
White	1591 (88%)	1568 (88%)	1452 (89%)	1258 (80%)	1261 (78%)	1299 (77%)	1366 (77%)
Unknown	122 (7%)	110 (6%)	80 (5%)	75 (5%)	90 (5%)	0 (0%)	0 (0%)
Total	1804 (100%)	1777 (100%)	1625 (100%)	1581 (100%)	1625 (100%)	1695 (100%)	1776 (100%)

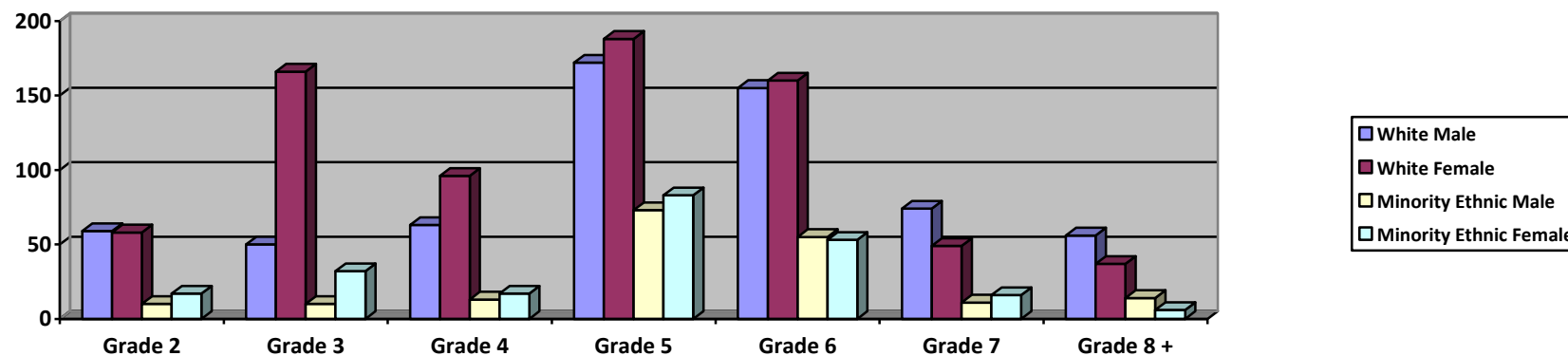


Staff by Ethnic Origin and Employee Group 2013/14*

Ethnicity	Academic		Professional Services		Total	
	Male	Female	Male	Female	Male	Female
White British/Scottish/English	326 (18%)	255 (14%)	303 (17%)	482 (27%)	629 (35%)	737 (41%)
Minority Ethnic	122 (7%)	120 (7%)	64 (4%)	104 (6%)	186 (10%)	224 (13%)
Total	448 (25%)	375 (21%)	367 (21%)	586 (33%)	815 (46%)	961 (54%)

*As a percentage of total workforce (1776)

Staff by Ethnic Origin and Gender



Grade 2

Ethnicity	Male		Female		Total	
	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14
White British/Scottish/English	75	59	68	58	143 (68%)	117 (81%)
Minority Ethnic	40	10	28	17	68 (32%)	27 (19%)
Total	115	69	96	75	211	144

Grade 3

Ethnicity	Male		Female		Total	
	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14
White British/Scottish/English	43	50	172	166	215 (83%)	216 (83%)
Minority Ethnic	13	10	30	32	43 (17%)	42 (17%)
Total	56	60	202	198	258	258

Grade 4

Ethnicity	Male		Female		Total	
	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14
White British/Scottish/English	53	63	76	79	129 (81%)	142 (83%)
Minority Ethnic	13	13	18	17	31 (19%)	30 (17%)
Total	66	76	94	96	160	172

Grade 5

Ethnicity	Male		Female		Total	
	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14
White British/Scottish/English	136	172	160	188	296 (70%)	360 (70%)
Minority Ethnic	65	73	59	83	124 (30%)	156 (30%)
Total	201	245	219	271	420	516

Grade 6

Ethnicity	Male		Female		Total	
	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14
White British/Scottish/English	167	155	169	160	336 (77%)	315 (74%)
Minority Ethnic	54	55	48	53	102 (23%)	108 (26%)
Total	221	108	217	213	438	423

Grade 7

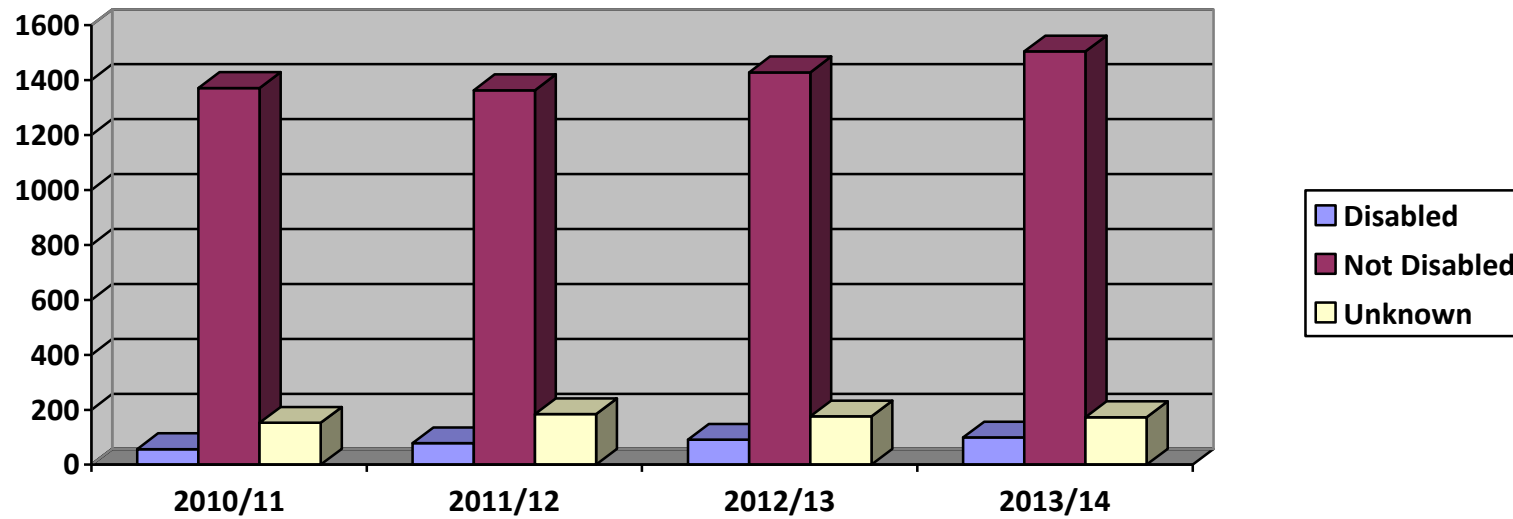
Ethnicity	Male		Female		Total	
	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14
White British/Scottish/English	75	74	44	49	119 (84%)	123 (82%)
Minority Ethnic	11	11	11	16	22 (16%)	27 (18%)
Total	86	85	55	65	141	150

Grade 8 and above

Ethnicity	Male		Female		Total	
	2012/13	2013/14	2012/13	2013/14	2012/13	2013/14
White British/Scottish/English	48	56	30	37	78 (83%)	93 (82%)
Minority Ethnic	13	14	3	6	16 (17%)	20 (18%)
Total	61	70	33	43	94	113

Staff by Disability Status

Disability Status	2010/11	2011/12	2012/13	2013/14
Disabled	57 (4%)	78 (5%)	91 (5%)	99 (5%)
Not Disabled	1371 (87%)	1363 (84%)	1428 (84%)	1504 (85%)
Unknown	153 (10%)	184 (11%)	176 (11%)	173 (10%)
Total	1581 (100%)	1625 (100%)	1695 (100%)	1776 (100%)



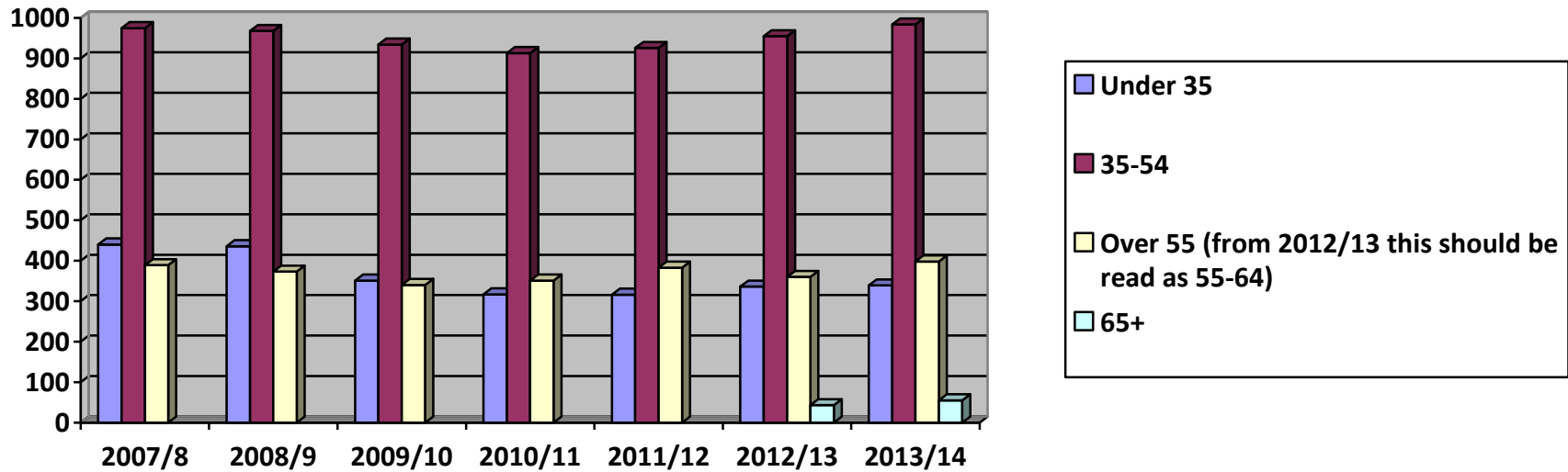
Staff with a Declared Disability and Grade

Grade	2010/11	2011/12	2012/13	2013/14
Grade 2 to 5	35	51	57	68 (69%)
Grade 5 and above	22	28	34	31 (31%)
Total	57 (4%)	79 (5%)	91(5%)	99 (5%)

Note: The University collects disability data in line with HESA categories but only publishes the data in the form above in order to not identify individuals. Percentages shown are of total workforce.

Staff by Age Group

Age Group	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Under 35	440 (24%)	436 (25%)	351(22%)	317 (20%)	316 (19%)	336 (20%)	339 (19%)
35-54	975 (54%)	968 (54%)	934 (57%)	913 (58%)	926 (57%)	956 (56%)	984 (55%)
Over 55	389 (22%)	373 (21%)	340 (21%)	351(22%)	383 (24%)	360 (21%)	398 (22%)
65+						43 (3%)	55 (3%)
Total	1804 (100%)	1777 (100%)	1625 (100%)	1581 (100%)	1625 (100%)	1695 (100%)	1776 (100%)



Staff by Religion or Belief

Religion or Belief	2012/13	2013/14
No Religion or Belief	337 (48%)	495 (28%)
Christian	294 (42%)	363 (20%)
Not Known	1003 (59%)	849 (48%)
All Others	62 (9%)	70 (4%)

Male Staff by Age Group and Grade

Grade	Under 35				35-54				55-64				65+	
	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13*	2013/14	2012/13	2013/14
Grade 2	51	48	52	15	40	37	35	34	23	27	18	17	6	3
Grade 3	14	10	12	26	38	39	39	29	5	4	4	4	0	1
Grade 4	20	26	24	29	23	35	33	38	5	10	9	9	0	0
Grade 5	34	40	44	44	96	107	100	130	36	39	41	60	6	12
Grade 6	20	22	19	9	141	145	152	138	46	50	39	48	10	15
Grade 7	1	1	2	2	48	45	45	44	28	31	34	35	2	4
Grade 8 and above	5	0	0	1	35	29	31	35	24	21	26	29	4	5
Misc	0	0	0	0	2	3	0	0	3	5	0	0	0	
Total	145 (20%)	147 (19%)	153 (19%)	125 (15%)	427 (58%)	440 (58%)	435 (55%)	448 (55%)	174 (24%)	187 (25%)	171 (22%)	202 (25%)	28 (3.5%)	40 (5%)

* Percentages are shown as of total number of male staff employed in each year

Female Staff by Age Group and Grade

Grade	Under 35				35-54				Over 55				65+	
	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13	2013/14	2012/13	2013/14
Grade 2	32	34	40	22	39	30	30	31	22	25	24	18	2	4
Grade 3	48	57	53	55	97	101	100	104	50	51	47	37	2	2
Grade 4	23	22	23	33	47	57	59	48	10	12	11	14	1	1
Grade 5	44	48	45	76	108	115	125	138	28	38	35	53	3	4
Grade 6	23	20	20	22	147	152	153	149	39	43	41	39	2	3
Grade 7	0	1	2	2	28	31	33	42	18	20	19	21	0	0
Grade 8 and above	0	0	0	4	22	20	20	24	11	13	12	14	1	1
Misc	2	0	0	0	2	1	0	0	3	1	0	0	0	
Total	172 (20%)	182 (21%)	183 (20%)	214 (22%)	490 (58%)	507 (58%)	520 (58%)	536 (58%)	181 (21%)	203 (24%)	189 (21%)	196 (20%)	11 (1.2%)	15 (1.5%)

* Percentages are shown as of total number of male/female staff employed in each year

Staff by Sexual Orientation

Sexual Orientation	2013/14
Bisexual	8 (<1%)
Gay	24 (1%)
Heterosexual	827 (46%)
Lesbian	11 (1%)
Not known	906 (51%)
Total	1776

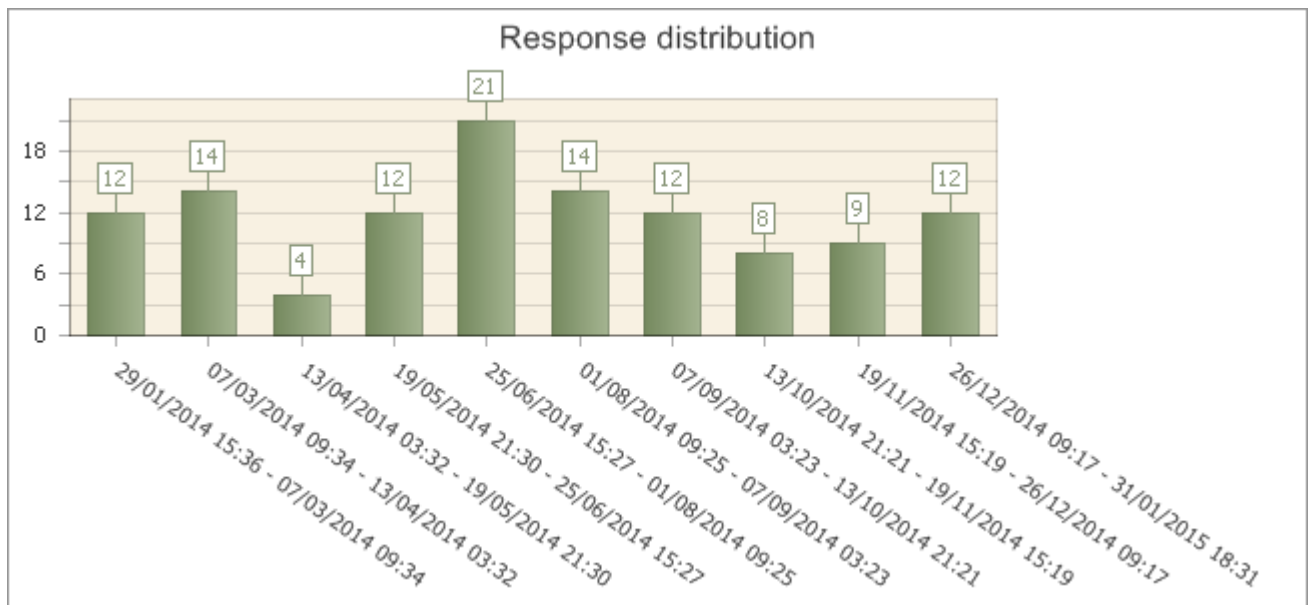
Leavers by Ethnic Origin and Sex

Ethnicity	Male				Female			
	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13	2013/14
White British/Scottish/English	39	40	15	61 (62%)	46	35	33	75 (77%)
Minority Ethnic	2	20	9	24 (27%)	4	19	7	18 (18%)
Not Known/Not Stated	1	3	5	4 (4%)	2	2	3	5 (5%)
Total	42	63	29	89	52	56	43	98

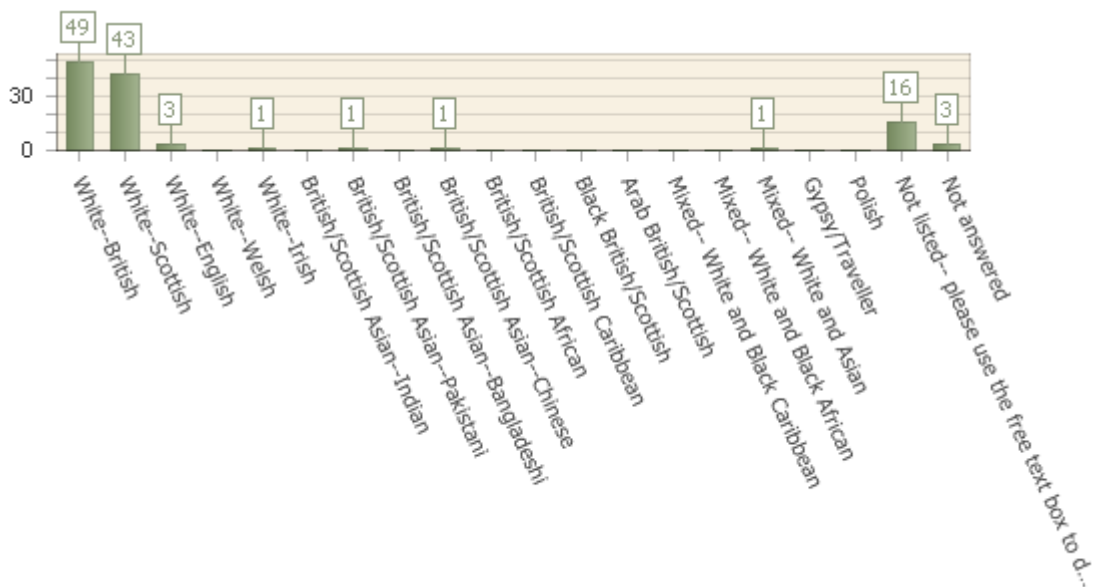
Leavers by Disability Status

	Male				Female			
	2010/11	2011/12	2012/13	2013/14	2010/11	2011/12	2012/13	2013/14
Declared Disability	0	3	3	5 (6%)	2	2	5	12 (12%)
No Declared Disability	34	52	23	76 (85%)	44	44	36	81 (83%)
Not Known/Not Stated	8	8	3	8 (9%)	6	10	2	5 (5%)
Total	42	63	29	89	52	56	43	98

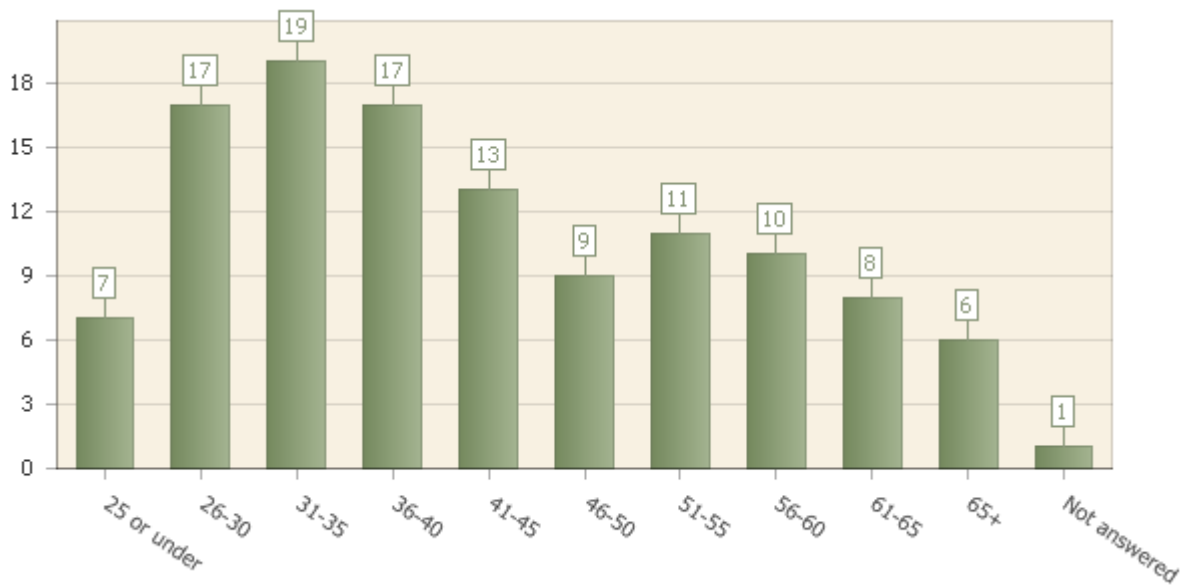
Exit Questionnaire Response Data



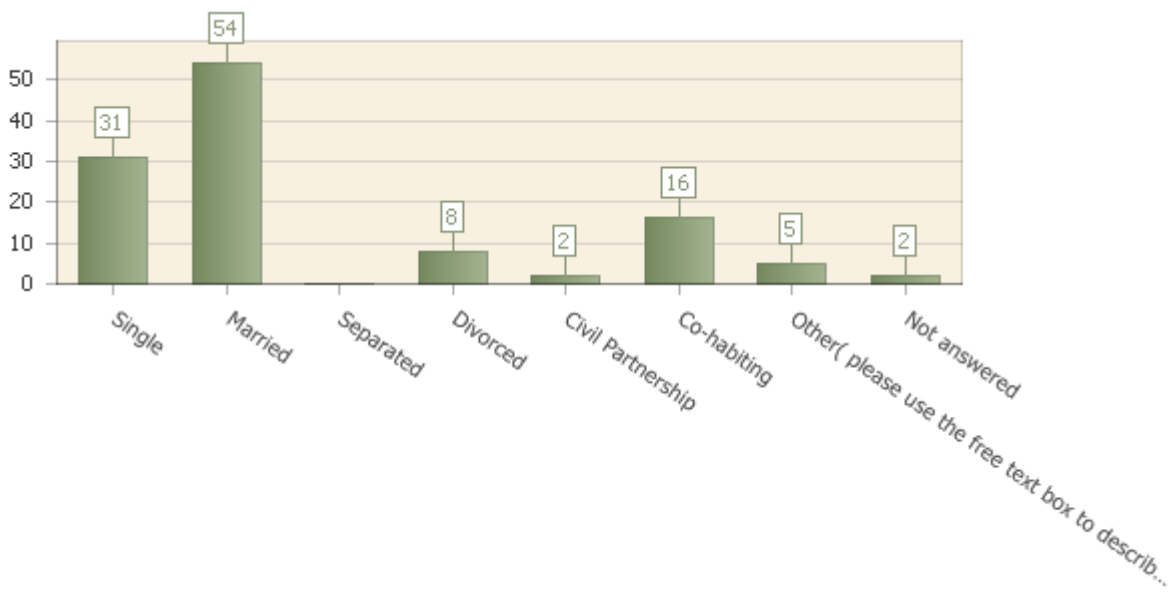
Leavers by Ethnic Origin



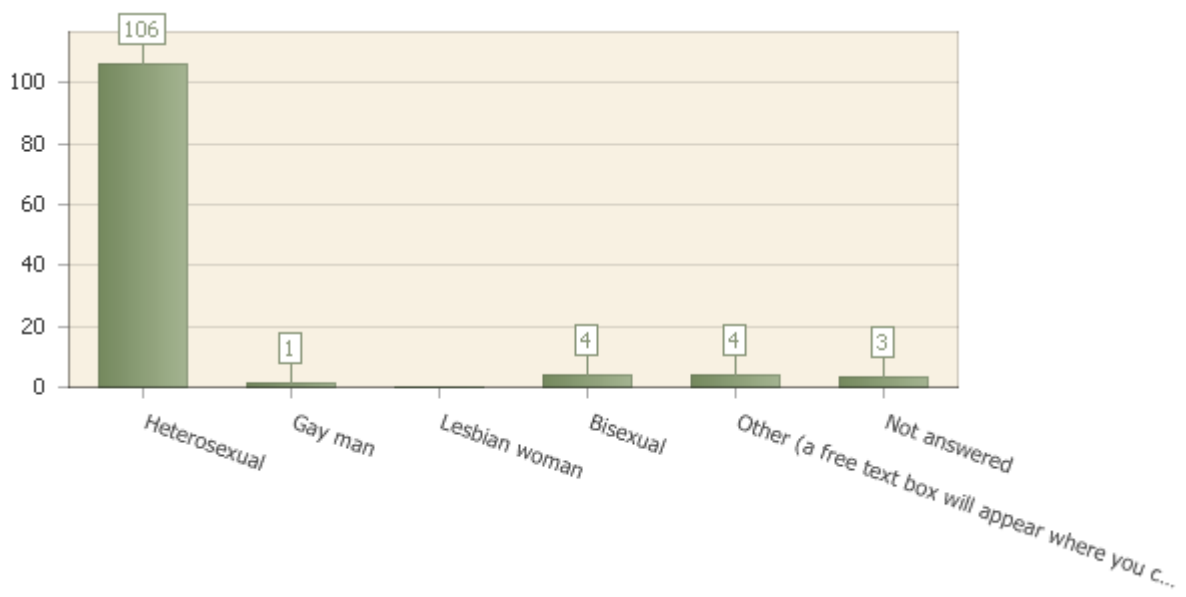
Leavers by Age Group



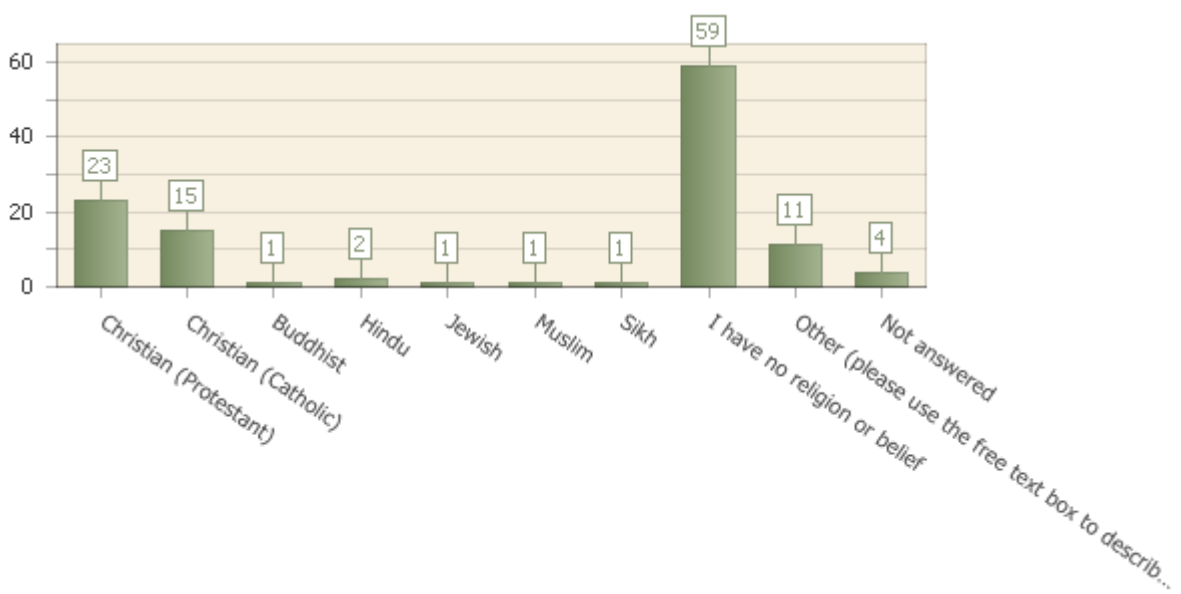
Leavers by Relationship Status



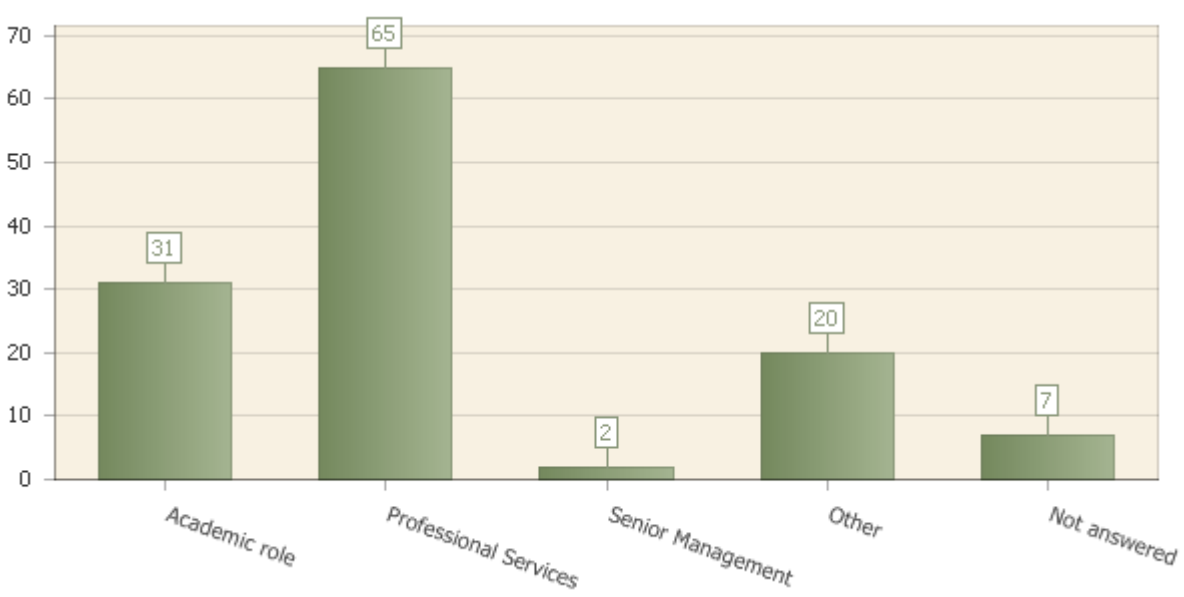
Leavers by Sexual Orientation



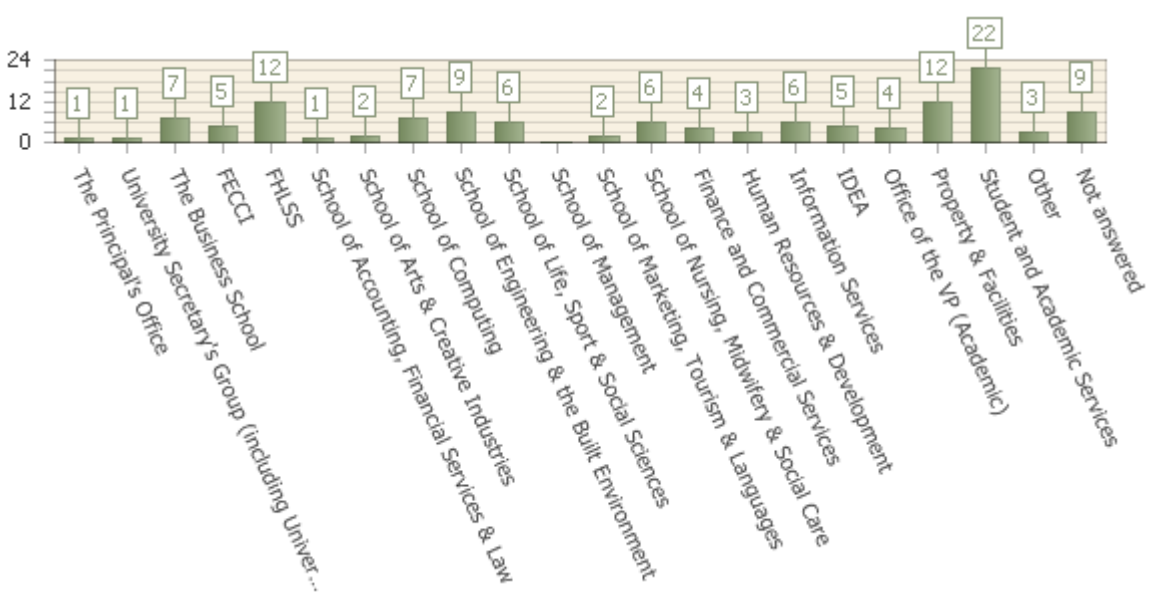
Leavers by Religion or Belief



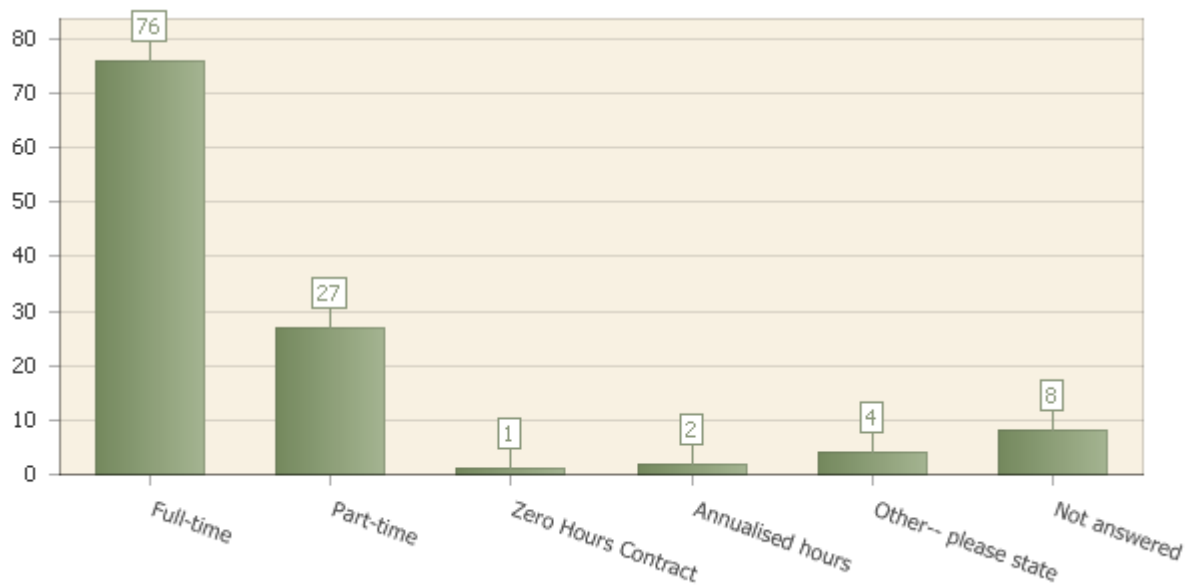
Leavers by Staff Group



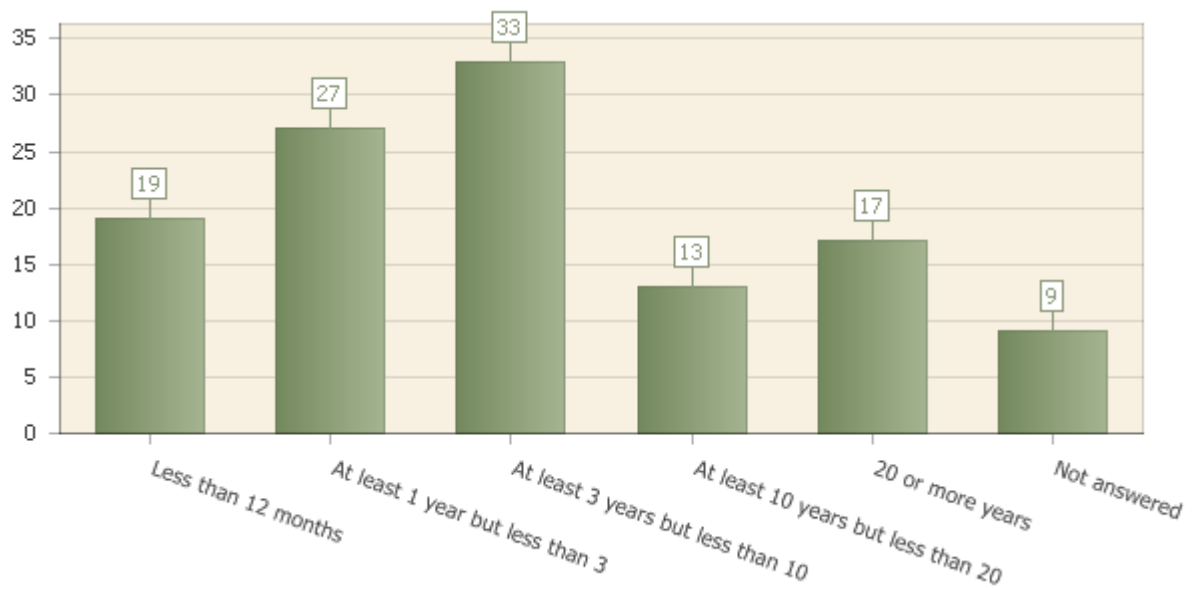
Leavers by Area



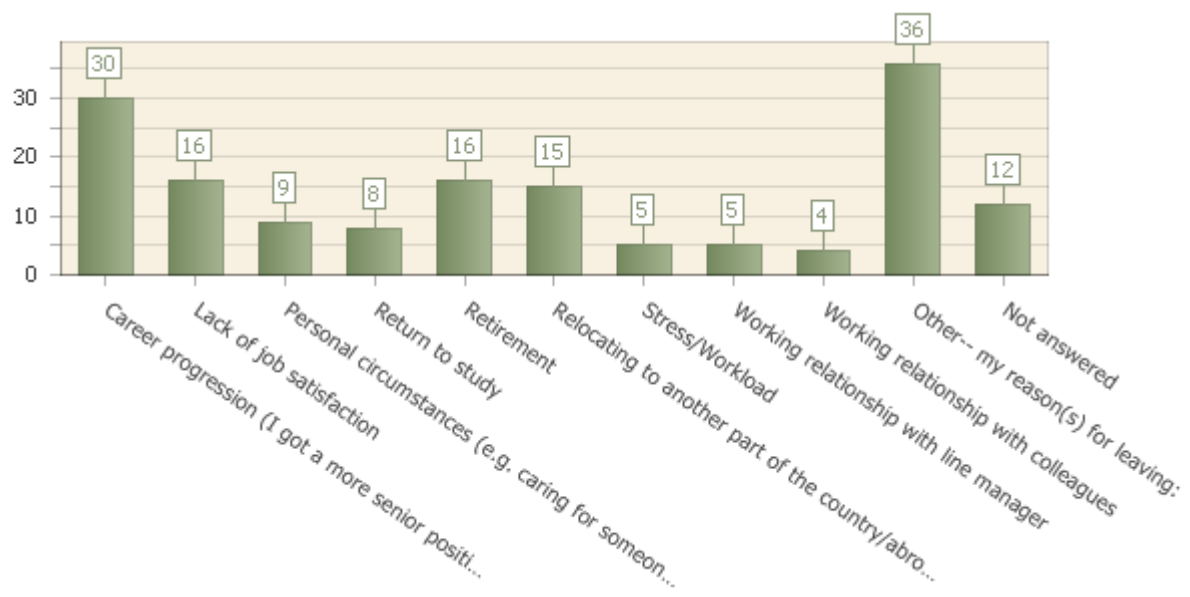
Leavers by Contract-type



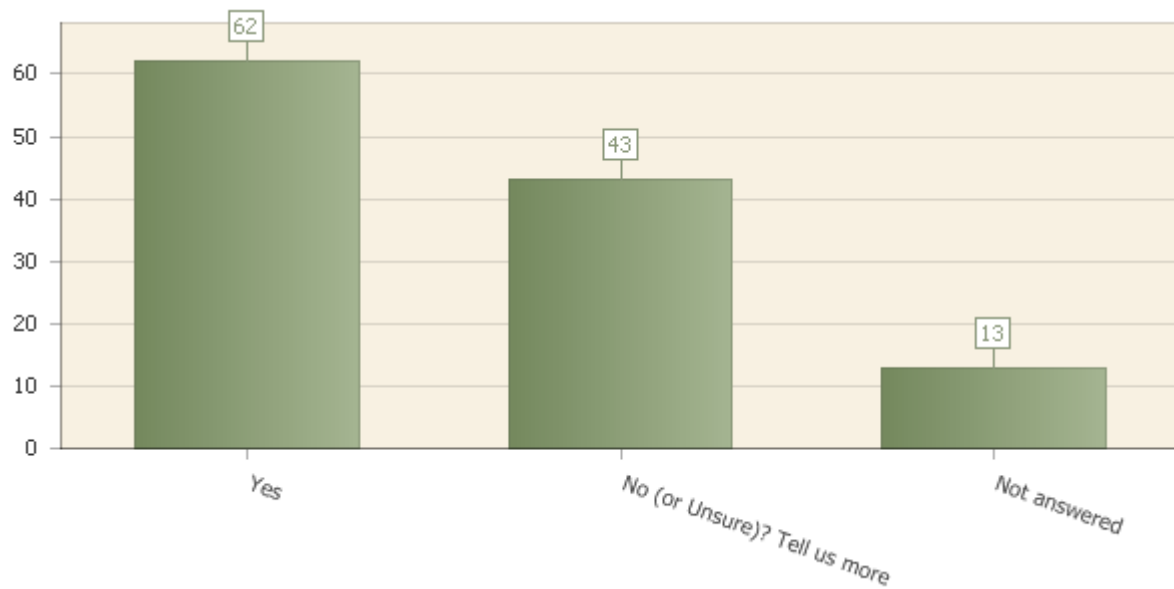
Leavers by Length of Service



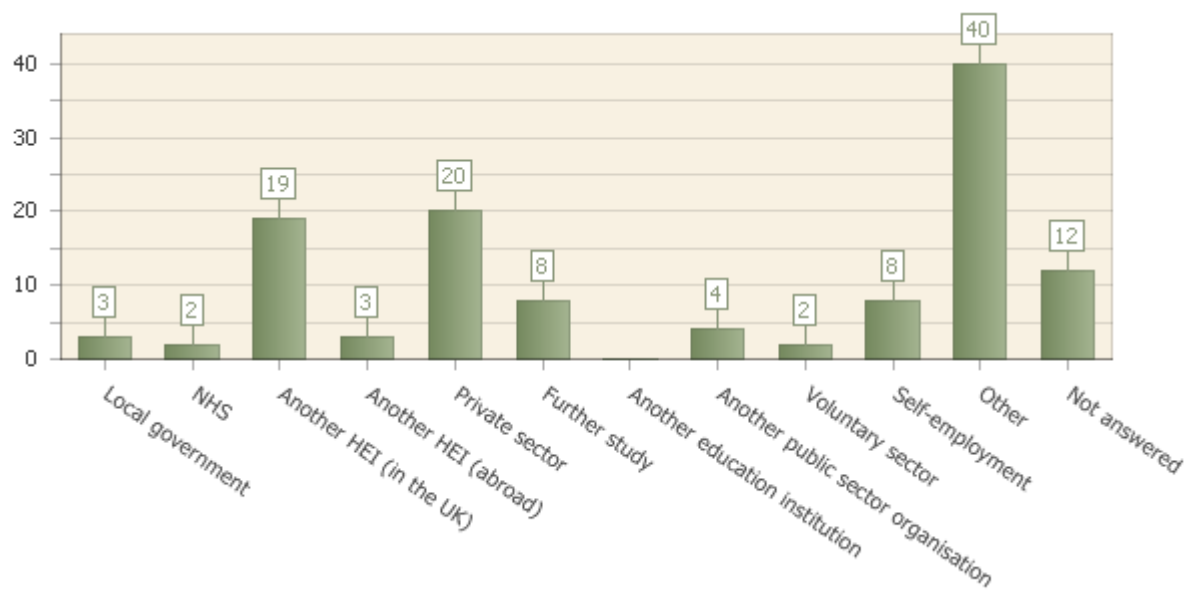
Leavers by Main Reason for Leaving



Would you work for the University again?



Leavers by Destination



Leavers by satisfaction with:

On a scale of 1-5, where 1 is Poor and 5 is Excellent, please rate the following	1	2	3	4	5
Career Development/Promotion Prospects	18 (17.8%)	33 (32.7%)	27 (26.7%)	18 (17.8%)	5 (5.0%)
Flexibility of Working Hours/Arrangements	4 (3.9%)	3 (2.9%)	15 (14.7%)	40 (39.2%)	40 (39.2%)
Atmosphere of Co-operation	10 (9.8%)	17 (16.7%)	27 (26.5%)	28 (27.5%)	20 (19.6%)
Recognition for doing a good job	16 (15.5%)	19 (18.4%)	27 (26.2%)	25 (24.3%)	16 (15.5%)
Knowing what was expected of you as an employee	2 (2.0%)	10 (9.8%)	29 (28.4%)	40 (39.2%)	21 (20.6%)
Being treated fairly and consistently by your colleagues	4 (3.9%)	11 (10.8%)	21 (20.6%)	40 (39.2%)	26 (25.5%)
Being treated fairly and consistently by your manager	10 (9.8%)	15 (14.7%)	19 (18.6%)	25 (24.5%)	33 (32.4%)
Receiving constructive feedback when things could have been improved	14 (13.9%)	13 (12.9%)	30 (29.7%)	28 (27.7%)	16 (15.8%)
The University dealt promptly and fairly with concerns raised either by me or my colleagues	17 (17.0%)	19 (19.0%)	27 (27.0%)	26 (26.0%)	11 (11.0%)
Pay/Salary/Benefits	8 (7.8%)	12 (11.8%)	29 (28.4%)	39 (38.2%)	14 (13.7%)

	ECU	Census 2011	Applications	Staff in post
Male	46%	48.5%	47%	46%
Female	54%	51.5%	51%	54%
White (Scottish/British/English)	97%	92%	59%	77%
Minority Ethnic	3%	8%	39%	23%
No religion or belief	7.5%*	37%	37%	28%
Christian (All)	8.3%*	53%	36%	20%
Muslim	0.4*	1.4%	5%	<1%
Disabled	3.4%	n/a	3%	5%
Heterosexual	n/a	n/a	89%	46%**
Gay/Lesbian/Bisexual	n/a	n/a	5%	3%**

* Caution is advised as return rates for this data was extremely low (27% of all institutions)

**There is a substantial drop in the percentage of staff completing this field when in post and this figure is therefore unreliable