

Publication of Equality Information Report

January 2018

Background

This report provides information on how the University of Birmingham is meeting its responsibilities under the Equality Act 2010 Equality Duty. It is published with regard to the specific duty to publish equality information to demonstrate compliance with the three aims of the Equality Duty and to make this information publicly available.

The Equality Duty

As a public sector organisation, the University has duties under the Equality Act 2010 to promote equality - the Equality Duty. The Equality Duty requires that the University has 'due regard' in carrying out its activities of the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups by considering the need to:
 - Remove or minimise disadvantages suffered by people due to their protected characteristics
 - Meet the needs of people with protected characteristics
 - Encourage people with protected characteristics to participate in public life or other activities where their participation is low
- Foster good relations between people from different groups

The Equality Duty applies in relation to the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The University has further duties to publish one or more equality objectives that support the aims of the Equality Duty and to publish information demonstrating our compliance with the Equality Duty on an annual basis.

University of Birmingham Equality Objectives

Our equality objectives and the actions we will take to achieve them are set out in detail in the University's Equality Scheme 2016-2020, 'Advancing Equality, Valuing Diversity.' Our themes for 2016-2020 are:

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|---------------------|--|
| Inclusion: | We provide an environment that is accessible, welcoming and safe |
| Attainment: | Everyone can flourish and succeed to the best of their abilities |
| Flexibility: | We support different ways of working and learning |
| Embedding: | The active promotion of equality informs our culture and behaviour |

The full Equality Scheme can be viewed at:

<http://www.birmingham.ac.uk/university/about/equality/index.aspx>

Publication of Equality Information

This report provides information demonstrating how the University is complying with the Equality Duty. It contains demographic information on our staff and student bodies for 2017 by the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It also provides information on activities during the 2016-17 academic year to achieve the objectives set out under our Equality Scheme.

Our aim is to present this information in a format that provides members of the University and general public with an accessible overview of our activities to promote greater equality. If you require further information on the report, or an alternative format, please contact the University's equality team at equality@contacts.bham.ac.uk.

Activities in 2016-2017

Inclusion: We provide an environment that is accessible, welcoming and safe

Developing our staff networks

Networks are a key means of engaging with our staff. Developing the robustness of these groups has enabled us to consult with staff on issues of strategic importance, such as our Dubai campus development, the Race Equality Charter and the progression of women into senior leadership positions. In addition to our Rainbow Network and Parents and Carers Network, during 2017 we have:

Established a Senior Women's Network - Following the success of the Making Space initiative in March, a Senior Women's Network has been established. The aim of the network is to be a consultation group on issues relating to female progression and representation at senior levels in the University. The network will also provide opportunities for sharing ideas, experiences and strategies amongst those in leadership positions.

Re-launched the Enabling Staff Network - The Staff Disability Network has been re-launched as the Enabling Staff Network. The new Network has 2 co-chairs, one of whom focuses on Mental Health, to reflect the increasing awareness and importance of mental wellbeing in the workplace. The Network was instrumental in supporting the University's Week of Wellbeing initiative in October and is providing input to Estates on several new buildings. The Network has initiated a monthly Network Coffee morning, which enables any member of staff to meet with Network members on an informal basis.

Established a BAME Staff Network - The first cohort of the University's Aditi BAME leadership development programme, have been instrumental in working with the University to establish a BAME Staff Network.

Celebrating the diversity of our community

As engagement with the Equalities agenda increases, so has our programme of activities, with 2017 offering the widest range of events to date:

The Making Space Project for International Women's Day - 2017 saw a new initiative with the aim of recognising and celebrating female success at the University and encouraging open discussion of gender issues as part of our institutional culture.

The Making Space Project was instigated by the Vice-Chancellor. At the heart of the project is a series of group portraits of female staff by the artist Liz Hingley, chosen to reflect the breadth of female contribution to UoB and beyond. The exhibition placed images of inspirational women at the heart of our campus – the Aston Webb building – acting as a counterpoint to the predominately white, male imagery that has historically existed in that public space. In addition to celebrating individual achievements, the project is designed to prompt discussion and action. One of the legacy projects from the exhibition is the development of the Senior Women's Network.

LGBT History Month - In February, a series of events were held across campus to celebrate LGBT History Month. The opening event, in keeping with the History Month theme of Law and Citizenship, explored different perspectives on the legal and social obstacles faced by LGBT asylum seekers in the UK. Professor Nicola Mai from Kingston University London presented his short film, "Samira" and prominent actress Clare Summerskill talked about her recent play, "Rights of Passage".

Other events included the Rainbow Trail, a student-organised selection of objects in the University of Birmingham's Research and Cultural Collections, exploring the lives and communities of LGBTQIA+ people; a poster display of LGBT individuals, nominated by Schools from across campus for their significant contributions to their academic field and a talk hosted by the Cadbury Research Library about Noel Coward and the Noel Coward Archive, followed by a screening of his film, 'The Italian Job.'

During 2017, we are proud to have also retained our place in the **Stonewall Top 100 Employers** index in recognition of our commitment to LGBT equality in the workplace.

Black History Month - The University hosted over 16 events for Black History Month in 2017, with the programme largely developed by our BAME Staff Network. This included a launch event at the Barber Concert Hall with the Black Voices Choir, Birmingham's foremost international acapella group, an exhibition celebrating the life of Samuel Coleridge-Taylor, film nights and talks exploring intersectionality.

Attainment: Everyone can flourish and succeed to the best of their abilities

Increasing our gender diversity

Athena SWAN Charter - Since 2011 we have been members of the Athena SWAN Charter and have made a commitment to the principles of increasing the recruitment, progression and retention of female staff. As part of this commitment we:

- Have compulsory training for all staff involved in recruitment and selection, including equality considerations and the impact of unconscious biases
- Actively encourage all staff to apply for senior roles, with promotions workshops held bi-annually in all 5 of our academic Colleges
- Run Emerging and Senior Leadership Development Programmes, with female staff accounting for 45.5% of attendees in 2014-2017
- Participate in the Aurora Leadership Programme, a national women-only programme aimed at developing leadership skills for women in Lecturer and Senior Lecturer posts

These initiatives are having an impact. Since committing to the principles of Athena SWAN, our senior female academic staff have increased, (female Readers increasing from 23% to 32% and female Professors increasing from 18% to 23%).

Recruits to our Birmingham Fellows scheme – which aims to attract outstanding researchers and provides five years of protected research time – were 45% female in 2016/17, providing these early career academics with an unrivalled start to their academic careers. 35% of women (and 19% of men) participating in our Senior Leadership Development Programme have subsequently been promoted.

Within our academic Schools, 22 of the 25 STEMM Schools in the Colleges of Engineering and Physical Sciences, Life and Environmental Sciences and Medical and Dental Sciences hold Athena awards, in recognition of their individual work to create a culture of gender equality. Since the expansion of Athena to arts and humanities subjects, all Schools in our Colleges of Arts and Law and Social Sciences have active Athena teams consulting with their staff and students to identify and address barriers to equality.

Pay and reward - Whilst we are proud of the progress we are making on gender equality, we recognise that achieving gender parity at all levels of our institution is an ongoing and significant challenge. There remains a substantial imbalance in the number of women and men in senior roles, both in our academic Colleges and our Professional Services. The difference in the distribution of staff by grade, in turn, has a direct impact on our pay data. The University's

gender pay data will be available on the government website (<https://gender-pay-gap.service.gov.uk/Viewing/search-results>) by the end of March 2018.

We are actively committed to addressing any imbalance in our structure and accelerating the rate of progress in closing the gap between senior female and male academic and Professional Services staff. This will, in turn, help close the expected pay gap between women and men. Actions we will take, or are taking, include:

- **Gender targets** – The University has introduced targets for senior academic and leadership roles, with the aim of achieving a minimum of 30% female representation in these posts. Progress against these targets will be included in the annual Equality Assurance report.
- **Equality Action Plans** – Each of our Colleges will have a local action plan stating how they will achieve our gender equality objectives.
- **Accountability** – A yearly, publically available audit report will be produced at School, College and University level on: appointments, promotions, pay and proportions of staff at different grades.
- **Consultation** – Our Senior Women's Network will continue to be utilised as experts and critical friends in developing our positive action strategy.
- **Athena SWAN** – We have implemented a University-wide Athena review process to ensure that applications are well thought through and include robust action plans to develop a gender positive culture.
- **Professional and Personal Development** – Our Emerging and Senior Leadership training will incorporate a module on Leadership in a Diverse organisation, in order to develop diversity competence at senior levels. We will continue to deliver and monitor the impact of our Senior and Emerging Leaders development programmes and the Aurora programme to support the long-term, development and career progression of our female staff.
- **Workload recognition** – We are developing our mechanisms for recording academic workload with a view to ensuring equality, including for part-time staff (many of whom are women).

Increasing our ethnic diversity

Race Equality Charter - The University has joined the sector-leading Race Equality Charter and is working towards receiving accreditation. This is a very thorough and challenging process that is intended to effect real culture change and have a sustainable impact on the number of minority ethnic staff that we employ. To this end:

- A project steering group of senior stakeholders has been established, chaired by the Provost and the PVC for Education
- Three working groups have been set up to look at issues faced by staff and students and our relationship with the wider community
- The staff working group will look specifically at academic and professional staff progression
- The steering group anticipates submitting the REC application and associated action plan to the Equality Challenge Unit in 2019

Aditi - The pilot of the Aditi programme for BAME leadership - funded by the Leadership Foundation for Higher Education - was runner up in the Learning & Organisational Development category for the University HR Awards 2017. This category is awarded for an initiative that achieved culture change and developed capacity to meet future challenges. The University has continued to support the Aditi programme after the expiry of external funding and a second cohort of aspiring BAME leaders has just been recruited.

Flexibility: We support different ways of working and learning

Supporting staff who are parents and carers

Parents and Carers intranet resource - We have created a Parents and Carers intranet site following feedback to ensure our family-facing arrangements are accessible and in a single place. This site provides information on:

- Becoming a parent (pregnancy, adoption, IVF, surrogacy, maternity)
- Managing work and child care (return to work, remission of duties for academic staff, childcare vouchers, University nurseries, flexible working, parental leave, buying additional leave, career breaks)
- The University's Parents and Carers Network
- Caring for dependants (flexible working, compassionate leave, CAB on campus, staff counselling service, local carers resources)

In addition to this resource, HR continues to provide a dedicated face-to-face service for staff wishing to discuss their leave options.

Guidance on IVF and surrogacy - We are aware of the particular difficulties faced by staff who are considering IVF and have introduced 5 days paid leave for IVF treatment and specific guidance for staff becoming parents through surrogacy.

From Paternity Leave to Partner Leave - Following consultation with our LGBT Rainbow Staff Network, we have renamed paternity leave 'partner leave' to emphasise that it is inclusive of partners of all sexes. This change has been commended by Stonewall in their Workplace Equality Top 100 Employers index, (UoB is currently ranked 75th).

Fixed Term Contracts and Maternity Leave - Where staff have contracts that expire during or immediately after their maternity leave, we have waived the requirement that they return to work for 3 months in order to qualify for enhanced University maternity pay. This requirement was having a disproportionate impact on early career staff, particularly in the College of Medical and Dental Sciences.

Embedding: The active promotion of equality informs our culture and behaviour

Embedding equality across our institution

We have reviewed our structure for managing and embedding equality and diversity at all levels of our institution and achieving real change. As a result, in 2018:

- Each College and Professional Service will commit to specific actions to contribute to achievement of the University's Equality Scheme objectives and publish action plans.
- Contribution to achieving equality and diversity objectives will form part of the PDR and job objectives for all managers.
- Job descriptions will include appropriate reference to responsibilities under equality and diversity.
- Appointment and promotion processes will include an appropriate means of testing an individual's knowledge and skills in relation to equality and diversity.

Demonstrating our leadership commitment

Members of UEB have taken on Equality Champion roles to advocate for and represent key equality strands at senior level:

- Race and religion (covering the protected characteristics of race, religion and belief) – Professor Kathy Armour
- Gender and family (covering the protected characteristics of sex, pregnancy and maternity and marriage and civil partnership) – Professor David Adams
- LGB&T (covering the protected characteristics of sexual orientation and gender reassignment) – Professor Robin Mason
- Disability (including mental health and wellbeing) – Professor Myra Nimmo

Developing partnerships

We have continued to develop ties with our academic centres of expertise. This informs our equality work as well as supporting research impact. Examples of the success of this approach are:

- The University was invited by RCUK to host a joint conference on diversity in research. The conference, entitled 'Making Diversity Research Everybody's Business' was over-subscribed and featured the work of three of the University's research centres: CREME, MOSAIC and IRIS
- The Senior Women's Network provided a panel to discuss career development as part of the University's research conference in September 2017
- Dr Nicola Gale and Dr Nicki Ward were recognised as Stonewall Regional Role Models in 2017. This was a result of a submission by the Equalities team, highlighting the value of

their Inclusive Curriculum research.

Transnational Education

There is a clear commitment for the Dubai project to have equality and diversity considerations embedded within each of the work streams. This will help to embed equality considerations within work streams, ensure the best opportunity for a detailed understanding of issues and support the implementation of practical plans to address cultural context and maximise inclusive practice.

In developing our work in Dubai, the University is working closely with Stonewall and utilising their 'embassy' model of overseas working, to ensure that, where there are differences between our institutional values and local laws and culture, the safety of staff is paramount and that staff at all University sites are treated fairly and equally.

Plans for 2018

Key activities for the coming year will focus on:

- Implementing targets for improving gender representation at senior levels
- Renewing our Silver Athena status
- Developing our application to the Race Equality Charter
- Working with our Business School to develop research into the uptake of Shared Parental Leave
- Developing College-level equality objectives
- Supporting the embedding of equality and diversity in the development of our Dubai campus

Employment Information

Introduction

Information to demonstrate compliance with the Equality Duty in relation to the University's role as an employer is presented below, in relation to the protected characteristics of: age, disability, gender identity, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In relation to each characteristic there is

The data is taken from a snapshot of the staff population in January 2018.

As of January 2018, the University employs 8,330 staff. Staff are employed in three main groups:

Academic staff – These are our teaching and research staff and include roles such as Research Fellow, Lecturer and Professor. Academic staff are recruited nationally and internationally and employed in the University's 5 academic Colleges - Arts and Law, Engineering and Physical Sciences, Life and Environmental Sciences, Medical and Dental Sciences and Social Sciences.

Administrative and Other Related staff – These staff are employed in a wide range of professional roles, such as admissions officers, statisticians and I.T. specialists. They are predominately recruited nationally and from the West Midlands region. Admin and Other Related staff are employed in Professional Services' budget centres and in the academic Colleges.

Support staff – Support staff are employed in a wide range of manual and clerical roles across the University, such as cleaning, catering and junior administration roles. Support staff are predominately recruited locally from the City of Birmingham and are employed in Professional Services budget centres and in the academic Colleges.

Age

Following the removal of the national default retirement age in October 2011, staff can now work past the University's traditional retirement age of 65, and there is no upper limit on the age of job applicants for the majority of posts at the University. In response to these significant changes to retirement, the University has created a Later Working Life intranet resource to support older staff in planning their later working life and eventual retirement, together with long-term financial planning courses to support staff in preparing for retirement. We have also introduced increased flexibility for older staff through flexible retirement arrangements.

Staff data for 2017 indicates that this has impacted on the upper-end of the staff age profile, with the number of staff aged 66+ rising from 25 staff (0.4%) in 2011 to 164 staff (2%) in 2017. This trend has occurred across all 3 staff groups and is expected to continue as staff take advantage of the opportunity to work past traditional retirement age.

Overview of staff data

Our data for 2017 shows:

- The University employs staff aged from 16 to 87, with a median age of 40.
- Support posts employ the most diverse range of ages at the University, encompassing both the highest proportion of staff under 26 and of staff aged over 60.

Disability

The number of staff disclosing a disability to the University has substantially increased during this period, from 153 staff in 2011 to 440 staff in 2017, raising the overall proportion of disabled staff to 5.3% of the University population. The University's non-disclosure rate (i.e. staff who have withheld information on their disability status) is 4.5% (378 staff).

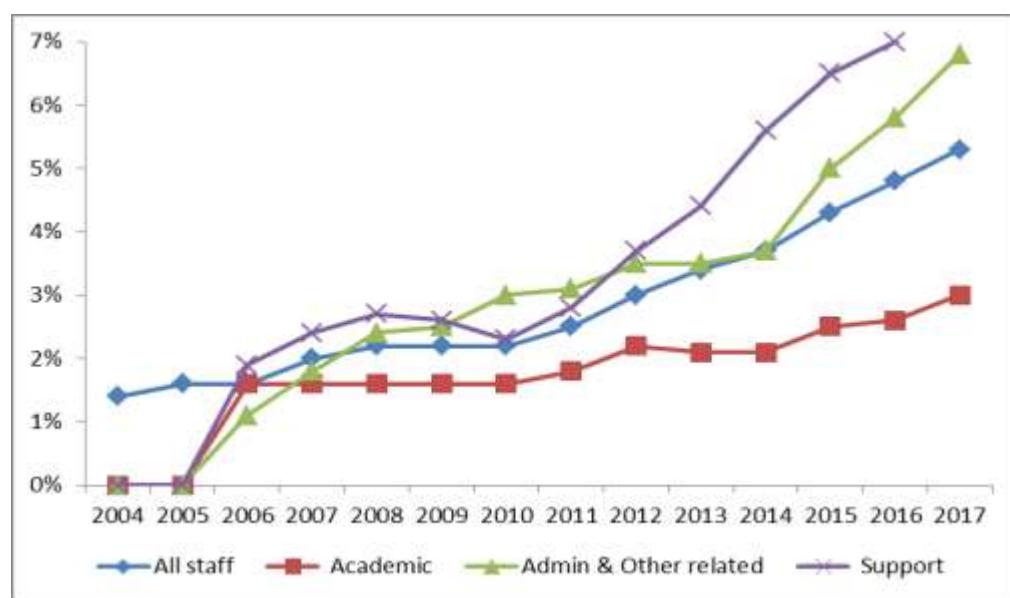
It is hoped that this increase in disclosures is indicative of an increasingly positive working culture where staff with physical and mental disabilities feel safe and supported. The University has a Disability Service for staff, which provides general advice for disabled staff, guidance on adjustments to workplace practices and specific support for mental health needs. This service is promoted to staff through internal publications and through information specifically sent to new and current staff on disclosure of a disability. The University also has had a Staff Disability Group (established in 2004), that was re-launched this year as the Enabling Staff Network, and is open to all disabled staff and staff with a professional interest in disability issues.

Overview of staff disability data

Our data for 2017 shows:

- 5.3% of University staff (440 staff) have disclosed a disability to the University, as defined under the medical and social model definitions of disability
- The largest proportion of disabled staff are employed in Support roles (45% of all disabled staff), 28.5% in Administrative and Other Related roles and 26.5% are in Academic posts.

Disabled staff population 2004-2017 (%)



Disabled staff by staff group, 2004-2017

		All staff	Academic	Admin & Other related	Support
2004	No	79	-	-	-
	%	1.4	-	-	-
2005	No	91	-	-	-
	%	1.6	-	-	-
2006	No	93	37	8	48
	%	1.6	1.6	1.1	1.9
2007	No	119	41	21	57
	%	2	1.6	1.8	2.4
2008	No	132	39	30	63
	%	2.2	1.6	2.4	2.7
2009	No	134	40	31	63
	%	2.2	1.6	2.5	2.6
2010	No	132	40	40	52
	%	2.2	1.6	3	2.3
2011	No	153	43	48	62
	%	2.5	1.8	3.1	2.8
2012	No	194	53	57	84
	%	3	2.2	3.5	3.7
2013	No	208	53	58	97
	%	3.4	2.2	3.5	4.4
2014	No	264	56	77	131
	%	3.7	2.1	3.7	5.6
2015	No	322	88	76	158
	%	4.3	2.5	5	6.5
2016	No	372	94	99	179
	%	4.8	25.5	26.5	48
2017	No	440	116	126	198
	%	5.3	3	6.8	7.5

Gender

Whilst the University has an overall positive balance between female and male staff (53%/47%), there is ongoing under-representation of women at more senior levels, particularly in academic roles.

In 2017, 44.5% (1,698) of all Academic staff were female, an increase from 37.4% (875 staff) in 2011. 25.2% of our Professors are female (120 staff), from 21% in 2015, representing an increase of 23 staff.

The University recognises this as a significant issue and has introduced targets for senior academic and leadership roles, with the aim of achieving a minimum of 30% female representation in these posts.

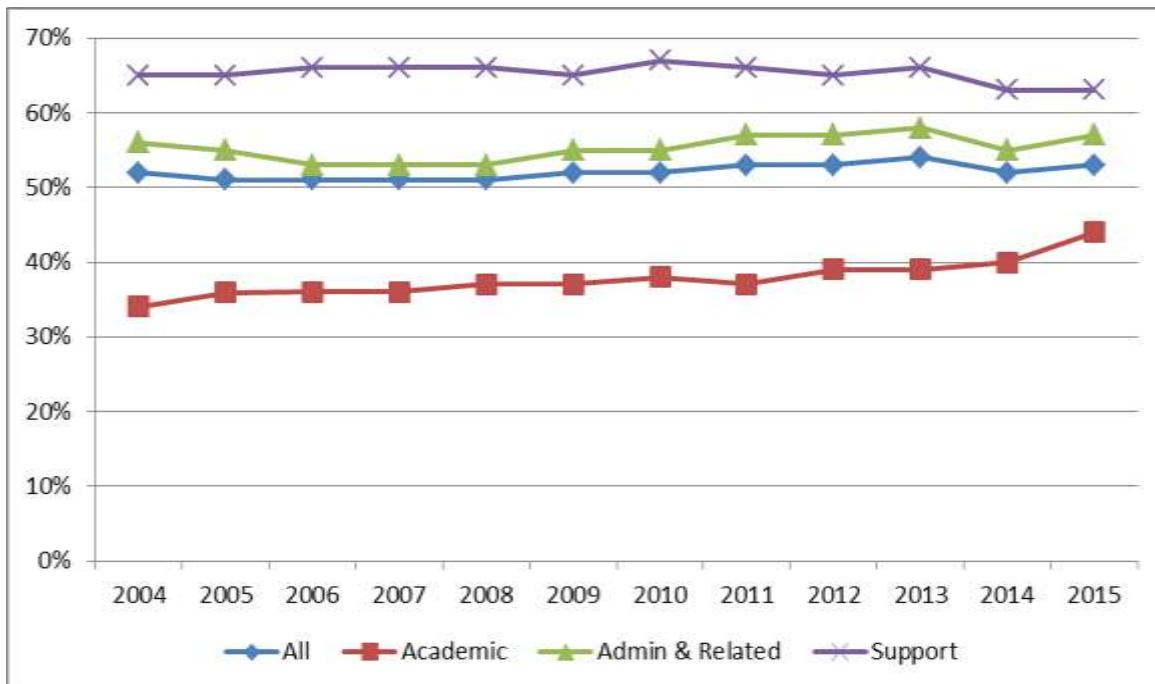
The University also has an established Athena SWAN Working Group and holds a Bronze institutional award. The College of Medical and Dental Sciences and the School of Physics have achieved Silver Athena awards and a further 8 schools in the Colleges of Engineering and Physical Sciences and Life and Environmental Sciences have achieved Bronze awards. Following the expansion on the Athena SWAN Charter to non-STEMM subject areas, Schools with the Colleges of Arts & Law and Social Sciences are also actively working towards awards.

Overview of staff gender data

Date for 2017 shows:

- The University's total staff body is evenly balanced between female and male staff, with female staff accounting for 53% of the staff population
- There are variations in gender representation across the three staff groups. Female staff are 44.5% of Academic staff, 56.5% of Admin & Other Related staff and 63% of Support staff
- The proportion of female Academics has increased, from 743 staff (34.2%) in 2004 to 1,698 staff (44.5%) in 2017
- 25.2% of our Professors are female

Female Staff 2004 – 2017 (%)



Staff by gender and staff group, 2004-2017

			All Staff	Academic	Admin & Other Related	Support
2004	Female	No.	2918	743	443	1732
		%	52	34.2	56	65
	Male	No.	2711	1429	345	937
		%	48	65.8	44	35
2005	Female	No.	2905	852	413	1640
		%	51	35.9	55	65
	Male	No.	2766	1524	341	901
		%	49	64.1	45	35
2006	Female	No.	3032	877	547	1608
		%	51	36.1	53.3	65.9
	Male	No.	2865	1553	479	833
		%	49	63.9	46.7	34.1
2007	Female	No.	3054	908	605	1541
		%	51	36.3	53.4	66
	Male	No.	2911	1590	528	793

		%	49	63.7	46.6	34
2008	Female	No.	3097	904	660	1533
		%	51.5	36.8	53.5	66
	Male	No.	2922	1553	574	795
		%	48.5	63.2	46.5	34
2009	Female	No.	3180	937	736	1507
		%	52	37.6	55.5	65.5
	Male	No.	2937	1542	592	793
		%	48	62.4	44.5	34.5
2010	Female	No.	3180	937	736	1507
		%	52	37.9	54.6	66.7
	Male	No.	2937	1531	612	752
		%	48	62	45.4	33.2
2011	Female	No.	3234	875	884	1475
		%	52.9	37.4	56.9	66.3
	Male	No.	2881	1462	669	750
		%	47.1	62.6	43.1	33.7
2012	Female	No.	3383	951	940	1492
		%	53.2	38.9	57.3	65.6
	Male	No.	2982	1497	701	784
		%	46.8	61.1	42.7	34.4
2013	Female	No.	3383	961	952	1470
		%	54%	39%	58%	66%
	Male	No.	2948	1497	698	753
		%	46%	61%	42%	34%
2014	Female	No.	3680	1046	1157	1477
		%	52%	40%	55.2%	63.1%
	Male	No.	3401	1598	939	864
		%	48%	60%	44.8%	36.9%
2015	Female	No.	3958	1574	864	1520
		%	53%	44.5%	57%	63%
	Male	No.	3510	1965	647	898
		%	47%	55.5%	43%	37%
2016	Female	No.	4125	1584	946	1595
		%	53%	44.6%	56%	63.5%
	Male	No.	3624	1968	738	918
		%	47%	55.4%	44%	36.5%

2017	Female	No.	4426	1698	1048	1680
		%	53%	44.5%	56.5%	63%
	Male	No.	4404	2118	805	981
		%	47%	55.5%	43.5%	37%

Gender Identity

The University has been collecting data on gender identity since 2015. To date, 46% of staff have provided us with information on their gender identity, (up from 25% in 2015 and 36% in 2016). Of those who have disclosed, 0.5% have a gender identity different to that assigned to them at birth.

Guidance on ‘Supporting Transgender Students and Staff’ is available on the University website and is based on sector best practice. Human Resources provide individual support to staff and their managers where a member of staff is undertaking a process of gender transition.

The University also supports an active Rainbow Staff Network. The network is open to all staff who identify as lesbian, gay, bisexual, transgender, non-binary or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest of its members to the University.

Race and ethnicity

The University's staff body is ethnically diverse, with staff drawn from over 18 ethnic groups and 95 countries. The University has comprehensive data on the ethnic and national origins of its staff population, with 99% of staff disclosing this information.

The University employs 1,653 staff from black, Asian or minority ethnic (BAME) backgrounds, equivalent to 20% of the total staff population, an increase of 182 staff from 2016. 19.5% of Academic staff (739 staff) are BME (up from 18.6% or 661 in 2016), as are 14.5% of Admin and Other Related (266 staff, up from 13.2% or 222 staff in 2016) and 24.5% of Support staff, (648 staff, up from 23.5% or 588 staff in 2016). Overall, Asian staff (Indian, Pakistani, Bangladeshi and other Asian groups) are the largest BAME group at 10% of the staff population, (813 staff).

Whilst historical data from 2004 onwards indicates that the number of BAME staff is on an upwards trajectory, the University Support staff population continues to be under-representative of the BAME population in the City of Birmingham. The Support staff population is predominately recruited from the local population and currently stands at 24.5% BAME staff.

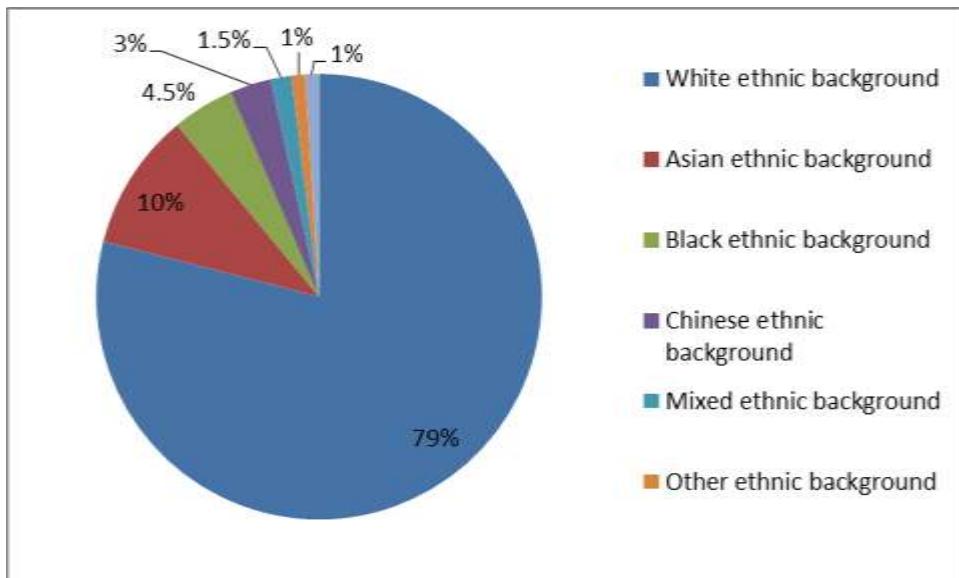
The University's Equality Scheme has identified the under-representation of BAME staff amongst its locally recruited staff as an area of concern. We are also participating in the Equality Challenge Unit Race Charter Mark to help address issues of under-representation.

Overview of staff data by ethnic group

Our data for 2017 shows:

- 20% of University staff are from black, Asian or other minority ethnic groups (BAME), 79% are from white ethnic groups, and 1% have not disclosed their ethnic origin
- Asian staff (Indian, Pakistani, Bangladeshi and other Asian ethnic groups) make up the largest proportion of BAME staff at 10%
- 19.5% of Academic staff are BAME. The largest proportion of BAME staff are employed in Support roles (24.5%) and the lowest proportion in Admin & Other Related roles (14.5%)
- The number of staff from BAME groups has increased overall from 748 staff in 2004 to 1,653 staff in 2015

All staff by ethnic group, 2017 (%)



Staff by ethnic group and staff group, 2004-2017

			All Staff	Academic	AoR	Support
2004	White ethnic groups	No.	4792	1833	711	2248
		%	85.1	84.4	90.2	84.2
	Black, Asian and minority ethnic groups	No.	748	299	70	379
		%	13.3	13.8	8.9	14.2
	Information not provided	No.	89	40	7	47
		%	1.6	1.8	0.9	1.8
2005	White ethnic groups	No.	4789	1989	671	2129
		%	84.4	83.7	89	83.8
	Black, Asian and minority ethnic groups	No.	810	353	78	379
		%	14.3	14.9	10.3	14.9
	Information not provided	No.	72	34	5	33
		%	1.3	1.4	0.7	1.3
2006	White ethnic groups	No.	4963	2033	908	2022
		%	84.2	83.7	88.5	82.8
	Black, Asian and minority ethnic groups	No.	861	367	104	384
		%	14.6	15.1	10.1	15.7
	Information not provided	No.	73	30	14	35
		%	1.2	1.2	1.4	1.5
2007	White ethnic groups	No.	4988	2071	1004	1913
		%	83.6	82.9	88.6	82
	Black, Asian and minority ethnic groups	No.	903	404	114	385

		%	15.1	16.2	10.1	16.5
Information not provided		No.	74	23	15	36
		%	1.3	0.9	1.3	1.5
2008	White ethnic groups	No.	5047	2043	1092	1912
		%	83.8	83.1	88.1	82.1
	Black, Asian and minority ethnic groups	No.	903	400	135	388
		%	15.1	16.3	10.9	16.7
	Information not provided	No.	74	15	13	29
		%	1.3	0.6	1	1.2
2009	White ethnic groups	No.	5079	2025	1160	1894
		%	83	82.2	88	81.4
	Black, Asian and minority ethnic groups	No.	947	401	148	398
		%	15.5	16.3	11.2	17.1
	Information not provided	No.	81	36	11	34
		%	1.5	1.5	0.8	1.5
2010	White ethnic groups	No.	5084	2041	1191	1852
		%	83.5	82.7	88.5	82
	Black, Asian and minority ethnic groups	No.	939	405	150	383
		%	15.5	16.4	11	17
	Information not provided	No.	53	22	7	24
		%	1	0.9	0.5	1
2011	White ethnic groups	No.	5127	1943	1377	1807
		%	83.8	83.1	88.7	81.2
	Black, Asian and minority ethnic groups	No.	942	378	170	394
		%	15.4	16.2	10.9	17.7
	Information not provided	No.	46	16	6	24
		%	0.8	0.7	0.4	1.1
2012	White ethnic groups	No.	5319	2002	1445	1852
		%	83.6	82.6	88	81.4
	Black, Asian and minority ethnic groups	No.	1004	414	189	401
		%	15.7	16.9	11.5	17.6
	Information not provided	No.	42	12	7	23
		%	0.7	0.5	0.4	1
2014	White ethnic groups	No.	5754	2149	1746	1859
		%	81%	81%	83%	79%
	Black, Asian and minority ethnic groups	No.	1275	473	337	465
		%	18%	18%	16%	20%
	Information not provided	No.	52	22	13	17
		%	1%	1%	1%	1%
2015	White ethnic groups	No	6023	2822	1308	1893
		%	80.5%	80%	86.5%	78%

	Black, Asian and minority ethnic groups	No	1367	670	196	501
		%	18.5%	19%	13%	21%
Information not provided		No	78	47	7	24
		%	1%	1%	0.5%	1%
2016	White ethnic groups	No	6188	2843	1448	1898
		%	80%	80.1%	86%	75.5%
	Black, Asian and minority ethnic groups	No	1471	661	222	588
		%	19%	18.6%	13.2%	23.5%
2017	Information not provided	No	90	48	14	27
		%	1%	1.3%	0.8%	1%
	White ethnic groups	No	6563	3014	1567	1982
		%	79%	79%	84.5%	74.5%
	Black, Asian and minority ethnic groups	No	1653	739	266	648
		%	20%	19.5%	14.5%	24.5%
	Information not provided	No	114	63	20	31
		%	1%	1.5%	1%	1%

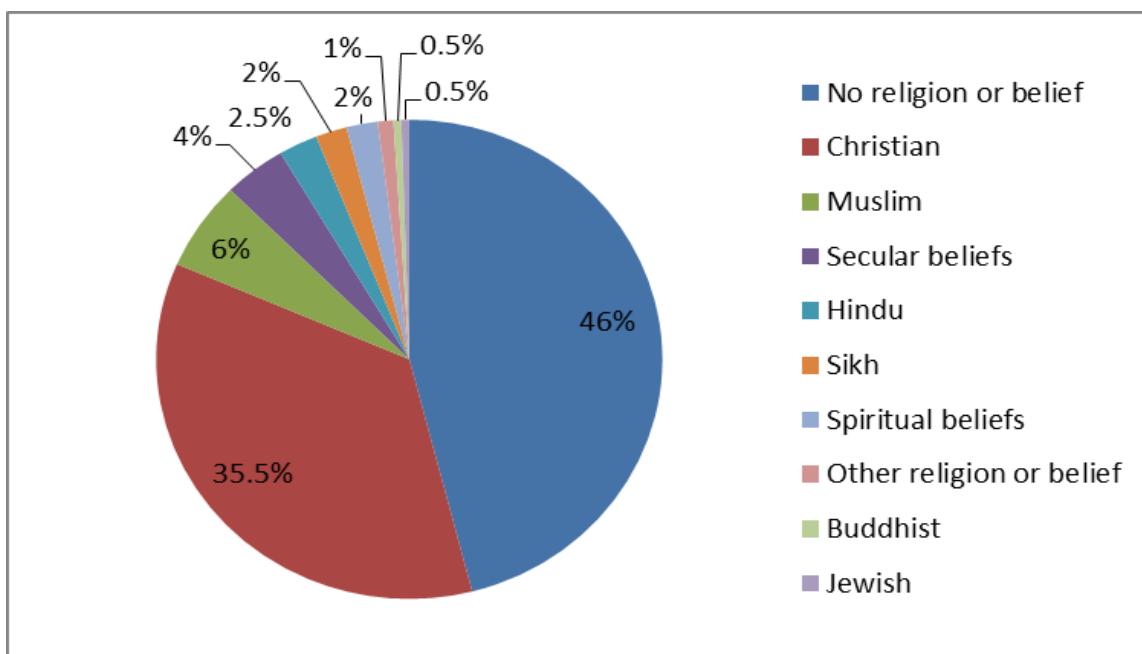
Religion or Belief

The University has two multi-faith chaplaincies with full and part-time Christian, Jewish, Muslim, Buddhist and Hindu chaplains. Students and staff have access to the chaplaincy for prayer and contemplation. Arrangements for local prayer facilities are agreed between staff and managers on a case-by-case basis. The University seeks to accommodate the religious needs of staff wherever this is reasonably practical, usually through the use of flexible working practices.

The University has been collecting data on staff religion and belief since 2015. 45% of staff have provided information on their religion or belief to date, an increase from 29% in 2015.

Staff by religion or belief 2017 (%)

% data below refers to staff who have disclosed (e.g. of the 55% who have disclosed information on their religion or belief, 46% identify as having no religion or belief).



Sexual Orientation

The University supports an active LGBTQ+ Rainbow Staff Network, that is open to all staff who identify as lesbian, gay, bisexual, trans or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest of its members to the University.

The Rainbow Network plays a key role in organising events for LGBT History Month. The underpinning theme of the University's LGBT History Month is to celebrate and promote greater understanding of LGBT lives and experiences. As part of our commitment to LGB+ equality, the University is also a member of Stonewall Diversity Champions and participates in their annual employers' index. We have benchmarked our employment practices against Stonewall best practice and introduced changes, such as explicitly promoting family benefits to same sex couples and using the Stonewall logo in our recruitment materials.

In 2015 the University started collecting monitoring data on staff sexual orientation. To date, 44% of staff have provided information on their orientation, an increase on 29% in 2015, with 6% of staff identifying as a gay woman, gay man, bisexual or an orientation other than heterosexual.

Staff by sexual orientation 2017 (%)

% data below refers to staff who have disclosed (e.g. of the 44% who have disclosed information on their sexual orientation, 94% identify as heterosexual).

