# University of Birmingham Crest

# Equality, Diversity & Inclusion

# Our Staff Population 2023

## 1. Introduction

1.1 This report shows the University staff body as in January 2023 in relation to the Equality Act 2010 protected characteristics of:

* Age
* Sex
* Race/ethnicity
* Disability
* Religion or belief
* Sexual Orientation
* Gender reassignment

1.2 Staff data is shown at 3 levels, except where numbers are low and disaggregating data would potentially make individuals identifiable. These are:

* All staff (i.e. institution-level data)
* Professional Services (data on staff on Admin & Other-Related and Support terms and conditions)
* Academic (data on staff on teaching and/or research terms and conditions, including clinical staff)

1.3 Data is also typically shown by employment grade, except where numbers are low.

1.4 The report also uses intersectional data showing the intersection of each protected characteristic with the protected characteristic of sex. As we hold data on the sex of 100% of our staff, this produces the most meaningful intersectional data.

## 2. How we collect this data

2.1 Staff provide information on their protected characteristics on joining the University and can then update their data throughout their employment via Core systems. Providing information on sex and age is compulsory for tax, pensions and identification purposes, whilst providing information in relation to the other protected characteristics is voluntary. This means that for some equality data sets we hold information on 100% of our staff, but less than 100% for others.

2.2 The table below sets out the definition we use and the disclosure rates for each protected characteristic. Within each protected characteristic, the University uses the descriptors provided by HESA for staff to select from.

|  |  |  |
| --- | --- | --- |
| **Equality Act 2010 protected characteristic** | **Equality Act 2010 definition and additional notes**  | **Staff disclosure rate as of January 2023** |
| Age | A person’s specific age and age group | 100% |
| Sex | A man or a woman of the same sex | 100% |
| Race or ethnicity | A person’s colour, nationality and ethnic or national origins | 94.9% |
| Disability | A person who has a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry bout normal day-to-day activities. | 70.1% |
| Religion or belief | A person’s religion, philosophical belief or non-belief | 60.8% |
| Sexual orientation | A person’s orientation to people of the same sex, of the opposite sex or of either sex | 59.4% |
| Gender reassignment  | A person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.The University asks staff about their ‘gender identity’ and also if their gender identity differs from their birth sex. This will include staff who fall within the Equality Act 2010 definition of gender reassignment and staff who do not.  | 20.6% (gender identity)30% (gender identity and birth sex) |

## 3. How we use this data

3.1 Data on staff protected characteristics is used to inform the University’s approach to ED&I. It provides the quantitative evidence base that enables the ED&I Team to measure trends and differences in outcomes, identify where interventions are needed and then measure the success of those activities. It also enables us to benchmark representation at the University against the wider HE sector and against local and national populations.

3.2The University is committed to increasing its proportion of senior female academic staff (Professorial and Grade 9) and increasing its proportion of staff from Black, Asian and Minority Ethnic groups in academic and Professional Services’ roles at all levels. These have been identified as key success measures of the University ED&I Strategy. Progress against these success measures is included in this report.

3.3 The University produces this report on an annual basis. This report meets the University’s statutory duty under the Equality Act 2010 to annually publish data on the protected characteristics, as it relates to staff population data for the 2022 calendar year. To review data from previous years, please visit: <https://intranet.birmingham.ac.uk/collaboration/equality/monitoring-and-reporting/index.aspx>

## 4. How we compare to the higher education sector

|  |  |  |
| --- | --- | --- |
|  | **HESA 2020/21 HE sector data** | **University of Birmingham 2023** |
| Female academic staff | 46.3% | 44.2% |
| Female Professors | 28% | 29.6% |
| Black, Asian & Minority ethnic academic staff | 17% | 23.8% |
| Black, Asian & Minority ethnic Professors | 11% | 11.8% |
| Disabled academic staff | 6% | 3.5% |

## Protected Characteristic: Age (by age group)

|  |
| --- |
| **All staff by age group and sex 2023** |
|  | **Female** | **Male** | **Totals** |
| no | % | no | % | no | % |
| <21 | 8 | 0.2 | 27 | 0.7 | 35 | 0.4 |
| 21-30 | 948 | 19.8 | 668 | 16.5 | 1616 | 18.3 |
| 31-40 | 1502 | 31.4 | 1230 | 30.4 | 2732 | 30.9 |
| 41-50 | 1212 | 25.4 | 1018 | 25.1 | 2230 | 25.2 |
| 51-60 | 878 | 18.4 | 779 | 19.2 | 1657 | 18.8 |
| 61-70 | 221 | 4.6 | 297 | 7.3 | 518 | 5.9 |
| >70 | 12 | 0.3 | 33 | 0.8 | 45 | 0.5 |
| Totals | 4781 | 100 | 4052 | 100 | 8833 | 100 |

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| --- |
| **Staff by staff group, age group and sex 2023** |
|  | **Academic staff** | **Professional Services** |
| **Female** | **Male** | **Total** | **Female** | **Male** | **Total** |
| no | % | no | % | no | % | no | % | no | % | no | % |
| <21 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0.2 | 27 | 1.3 | 35 | 0.6 |
| 21-30 | 186 | 12.3 | 157 | 8.2 | 343 | 10.0 | 762 | 23.4 | 511 | 23.9 | 1273 | 23.6 |
| 31-40 | 580 | 38.2 | 667 | 34.9 | 1247 | 36.3 | 922 | 28.3 | 563 | 26.3 | 1485 | 27.5 |
| 41-50 | 427 | 28.1 | 519 | 27.1 | 946 | 27.6 | 785 | 24.1 | 499 | 23.3 | 1284 | 23.8 |
| 51-60 | 247 | 16.3 | 385 | 20.1 | 632 | 18.4 | 631 | 19.3 | 394 | 18.4 | 1025 | 19.0 |
| 61-70 | 73 | 4.8 | 166 | 8.7 | 239 | 7.0 | 148 | 4.5 | 131 | 6.1 | 279 | 5.2 |
| >70 | 5 | 0.3 | 19 | 1.0 | 24 | 0.7 | 7 | 0.2 | 14 | 0.7 | 21 | 0.4 |
| Totals | 1518 | 100 | 1913 | 100 | 3431 | 100 | 3263 | 100 | 2139 | 100 | 5402 | 100 |

## Sex (our male and female staff)

### University Equality Strategy Success Measure: % of female Professors and female grade 9 academic staff

Our female academic population significantly decreases at senior grades. We want male and female representation in these roles to be 50/50, with an initial aspiration of 30% female Professors and 40% female grade 9 academic staff by 2024.

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| **EDI Strategy Success Measure: University % Senior Female Academics**  |
|   | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| Professors | 24.5% | 27.5% | 27.5% | 28% |  29.5% | 29.6% |
| Grade 9 academic staff | 35% | 33.5% | 35.5% | 36.5% | 40.3% | 42.2% |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **All staff** | **Academic staff** | **Professional Services staff** |
| no | % | no | % | no | % |
| Female | 4781 | 54.1 | 1518 | 44.2 | 3263 | 60.4 |
| Male | 4052 | 45.9 | 1913 | 55.8 | 2139 | 39.6 |
| Totals | 8833 | 100 | 3431 | 100 | 5402 | 100 |

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| --- |
| **Academic staff by sex and grade 2023** |
|  | **6 and 7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % |
| Female | 483 | 49.5 | 457 | 50.8 | 394 | 42.2 | 184 | 29.6 | 1518 | 44.2 |
| Male | 493 | 50.5 | 442 | 49.2 | 540 | 57.8 | 438 | 70.4 | 1913 | 55.8 |
| Totals | 976 | 100 | 899 | 100 | 934 | 100 | 622 | 100 | 3431 | 100 |

|  |
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| **Professional Services staff (Support) by sex and grade 2023** |
|  | **Band 200** | **Band 300** | **Band 400** | **Band 500** | **Totals** |
| no | % | no | % | no | % | no | % | No | % |
| Female | 280 | 60.2 | 175 | 53.5 | 424 | 63.9 | 642 | 67.9 | 1521 | 63.3 |
| Male | 185 | 39.8 | 152 | 46.5 | 240 | 36.1 | 303 | 32.1 | 880 | 36.7 |
| Totals | 465 | 100 | 327 | 100 | 664 | 100 | 945 | 100 | 2401 | 100 |

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| **Professional Services staff (Admin & Other Related) by sex and grade 2023** |
|  | **6** | **7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % | no | % |
| Female | 650 | 59.1 | 675 | 61.2 | 303 | 54.3 | 83 | 44.9 | 30 | 55.6 | 1741 | 58 |
| Male | 450 | 40.9 | 428 | 38.8 | 255 | 45.7 | 102 | 55.1 | 24 | 44.4 | 1260 | 42 |
| Totals | 1100 | 100 | 1103 | 100 | 558 | 100 | 185 | 100 | 54 | 100 | 3001 | 100 |

# Protected Characteristic: Race and ethnicity

**University Equality Strategy Success Measure: % of Black, Asian and minority ethnic staff**

The University’s Race Equality Charter sets aspirations for the representation of staff from Black, Asian and minority ethnic backgrounds across our academic and Professional Services grades.

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| --- | --- | --- |
|  | **2024 Race Equality Charter aspiration** | **January 2023** |
| Academics  | Professors | 13% | 11.8% |
| Grade 9 | 20.5% | 17.1% |
| Grade 8 | 33% | 28.2% |
| Grade 6-7 | None set | 33.7% |
| Professional Services | Grade 10 | 8% | 7.4% |
| Grade 9 | 13% | 9.2% |
| Grade 8 | 17% | 15.8% |
| Grade 7 | 20% | 19.9% |
| Grade 6 | 23% | 26.5% |
| Band 500 | 23% | 23% |
| Band 400 | 24% | 23.1% |
| Band 300 | 24% | 27.6% |
| Band 200 | None set | 48% |

|  |
| --- |
| **Staff by ethnic group 2023** |
|  | **All staff** | **Academic staff** | **Professional Services staff** |
| no | % | no | % | no | % |
| White ethnic groups | 6270 | 71.0 | 2412 | 70.3 | 3858 | 71.4 |
| Black ethnic groups | 437 | 4.9 | 71 | 2.1 | 366 | 6.8 |
| Asian ethnic groups | 1281 | 14.5 | 572 | 16.7 | 709 | 13.1 |
| Other minority ethnic groups (including multiple heritage) | 398 | 4.5 | 170 | 5.0 | 228 | 4.2 |
| Information not disclosed  | 447 | 5.1 | 206 | 6.0 | 241 | 4.5 |
| Totals | 8833 | 100 | 3431 | 100 | 5402 | 100 |

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| --- |
| **Academic staff by ethnicity and grade 2023** |
|  | **6 and 7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % |
| Asian ethnic groups | 227 | 23.3 | 193 | 21.8 | 98 | 10.5 | 54 | 8.7 | 572 | 16.7 |
| Black ethnic groups | 29 | 3.0 | 20 | 2.2 | 20 | 2.1 | 3 | 0.5 | 71 | 2.1 |
| Other minority ethnic groups (including multiple heritage) | 72 | 7.4 | 38 | 4.2 | 42 | 4.5 | 16 | 2.6 | 170 | 5.0 |
| White ethnic groups | 583 | 59.7 | 586 | 65.2 | 730 | 78.2 | 526 | 84.6 | 2412 | 70.3 |
| Information not disclosed | 65 | 6.7 | 59 | 6.6 | 44 | 4.7 | 23 | 3.7 | 206 | 6.0 |
| Totals | 976 | 100 | 899 | 100 | 934 | 100 | 622 | 100 | 3431 | 100 |

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| **Professional Services staff (Support) by ethnicity and grade 2023** |
|  | **Band 200** | **Band 300** | **Band 400** | **Band 500** | **Totals** |
| no | % | no | % | no | % | no | % | no | % |
| Asian ethnic groups | 50 | 10.8 | 45 | 13.8 | 97 | 14.6 | 138 | 14.6 | 330 | 13.7 |
| Black ethnic groups | 145 | 31.2 | 30 | 9.2 | 35 | 5.3 | 45 | 4.8 | 255 | 10.6 |
| Other minority ethnic groups (including multiple heritage) | 28 | 6.0 | 15 | 4.6 | 21 | 3.2 | 34 | 3.6 | 98 | 4.1 |
| White ethnic groups | 219 | 47.1 | 223 | 68.2 | 472 | 71.1 | 688 | 72.8 | 1602 | 66.7 |
| Information not disclosed | 23 | 4.9 | 14 | 4.3 | 39 | 5.9 | 40 | 4.2 | 116 | 4.8 |
| Totals | 465 | 100 | 327 | 100 | 664 | 100 | 945 | 100 | 2401 | 100 |

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| **Professional Services staff (Admin & Other Related) by ethnicity and grade 2023** |
|  | **6** | **7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % | no | % |
| Asian ethnic groups | 175 | 15.9 | 136 | 12.3 | 55 | 9.9 | 11 | 5.9 | 2 | 3.7 | 379 | 12.6 |
| Black ethnic groups | 48 | 4.4 | 41 | 3.7 | 16 | 2.9 | 4 | 2.2 | 2 | 3.7 | 111 | 3.7 |
| Other minority ethnic groups (including multiple heritage) | 68 | 6.2 | 43 | 3.9 | 17 | 3.0 | 2 | 1.1 | 0 | 0.0 | 130 | 4.3 |
| White ethnic groups | 764 | 69.5 | 833 | 75.5 | 448 | 80.3 | 162 | 87.6 | 48 | 88.9 | 2255 | 75.2 |
| Information not disclosed | 45 | 4.1 | 50 | 4.5 | 22 | 3.9 | 6 | 3.2 | 2 | 3.7 | 125 | 4.2 |
| Totals | 1100 | 100 | 1103 | 100 | 558 | 100 | 185 | 100 | 54 | 100 | 3001 | 100 |

## Intersectional data: Sex and Ethnicity

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| --- |
| **Academic staff by sex, grouped ethnicity and grade 2023** |
|  | **6&7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % |
| Female | Asian ethnic groups | 106 | 10.9 | 91 | 10.1 | 36 | 3.9 | 7 | 1.1 | 240 | 7.0 |
| Black ethnic groups | 14 | 1.4 | 10 | 1.1 | 7 | 0.7 | 2 | 0.3 | 33 | 1.0 |
| Other minority ethnic groups (including multiple heritage) | 33 | 3.4 | 21 | 2.3 | 18 | 1.9 | 7 | 1.1 | 79 | 2.3 |
| White ethnic groups | 303 | 31.0 | 303 | 33.7 | 313 | 33.5 | 163 | 26.2 | 1082 | 31.5 |
| Information not disclosed | 27 | 2.8 | 32 | 3.6 | 20 | 2.1 | 5 | 0.8 | 84 | 2.5 |
| Male | Asian ethnic groups | 121 | 12.4 | 105 | 11.7 | 62 | 6.6 | 47 | 7.6 | 335 | 9.8 |
| Black ethnic groups | 15 | 1.5 | 10 | 1.1 | 13 | 1.4 | 1 | 0.2 | 39 | 1.1 |
| Other minority ethnic groups (including multiple heritage) | 39 | 4.0 | 17 | 1.9 | 24 | 2.6 | 9 | 1.4 | 89 | 2.6 |
| White ethnic groups | 280 | 28.7 | 283 | 31.5 | 417 | 44.6 | 363 | 58.4 | 1343 | 39.1 |
| Information not disclosed | 38 | 3.9 | 27 | 3.0 | 24 | 2.6 | 18 | 2.9 | 107 | 3.1 |
| Totals |  | 976 | 100 | 899 | 100 | 934 | 100 | 622 | 100 | 3431 | 100 |

|  |
| --- |
| **Professional Services staff (Support)** **by sex, grouped ethnicity and grade 2023** |
|  | **Band 200** | **Band 300** | **Band 400** | **Band 500** | **Totals** |
| no | % | no | % | no | % | no | % | No | % |
| Female | Asian ethnic groups | 37 | 8.0 | 25 | 7.6 | 72 | 10.8 | 90 | 9.5 | 224 | 9.3 |
| Black ethnic groups | 89 | 19.1 | 13 | 4.0 | 26 | 3.9 | 34 | 3.6 | 162 | 6.8 |
| Other minority ethnic groups (including multiple heritage) | 23 | 4.9 | 11 | 3.4 | 14 | 2.1 | 26 | 2.8 | 74 | 3.1 |
| White ethnic groups | 118 | 25.4 | 120 | 36.7 | 288 | 43.4 | 473 | 50.1 | 999 | 41.6 |
| Information not disclosed | 13 | 2.8 | 6 | 1.8 | 24 | 3.6 | 19 | 2.0 | 62 | 2.6 |
| Male | Asian ethnic groups | 13 | 2.8 | 20 | 6.1 | 25 | 3.8 | 48 | 5.1 | 106 | 4.4 |
| Black ethnic groups | 56 | 12.0 | 17 | 5.2 | 9 | 1.4 | 11 | 1.2 | 93 | 3.9 |
| Other minority ethnic groups (including multiple heritage) | 5 | 1.1 | 4 | 1.2 | 7 | 1.1 | 8 | 0.8 | 24 | 1.0 |
| White ethnic groups | 101 | 21.7 | 103 | 31.5 | 184 | 27.7 | 215 | 22.8 | 603 | 25.1 |
| Information not disclosed | 10 | 2.2 | 8 | 2.4 | 15 | 2.3 | 21 | 2.2 | 54 | 2.2 |
| Totals |  | 465 | 100 | 327 | 100 | 664 | 100 | 945 | 100 | 2401 | 100 |

|  |
| --- |
| **Professional Services staff (Admin & Other Related)** **by sex, grouped ethnicity and grade 2023** |
|  | **6** | **7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % | no | % |
| Female | Asian ethnic groups | 106 | 9.6 | 87 | 7.9 | 29 | 5.2 | 6 | 3.2 | 2 | 3.7 | 230 | 7.7 |
| Black ethnic groups | 25 | 2.3 | 23 | 2.1 | 7 | 1.3 | 4 | 2.2 | 1 | 1.9 | 60 | 2.0 |
| Other minority ethnic groups (including multiple heritage) | 35 | 3.2 | 24 | 2.2 | 11 | 2.0 | 2 | 1.1 | 0 | 0.0 | 72 | 2.4 |
| White ethnic groups | 456 | 41.5 | 517 | 46.9 | 249 | 44.6 | 68 | 36.8 | 27 | 50.0 | 1317 | 43.8 |
| Information not disclosed | 28 | 2.5 | 24 | 2.2 | 7 | 1.3 | 3 | 1.6 | 0 | 0.0 | 62 | 2.1 |
| Male | Asian ethnic groups | 69 | 6.3 | 49 | 4.4 | 26 | 4.7 | 5 | 2.7 | 0 | 0.0 | 149 | 5.0 |
| Black ethnic groups | 23 | 2.1 | 18 | 1.6 | 9 | 1.6 | 0 | 0.0 | 1 | 1.9 | 51 | 1.7 |
| Other minority ethnic groups (including multiple heritage) | 33 | 3.0 | 19 | 1.7 | 6 | 1.1 | 0 | 0.0 | 0 | 0.0 | 58 | 1.9 |
| White ethnic groups | 308 | 28.0 | 316 | 28.6 | 199 | 35.7 | 94 | 50.8 | 21 | 38.9 | 938 | 31.3 |
| Information not disclosed | 17 | 1.5 | 26 | 2.4 | 15 | 2.7 | 3 | 1.6 | 2 | 3.7 | 63 | 2.1 |
| Totals |  | 1100 | 100 | 1103 | 100 | 558 | 100 | 185 | 100 | 54 | 100 | 3001 | 100 |

## Protected characteristic: Disability

|  |
| --- |
| **Staff by disability status 2023** |
|  | **All staff** | **Academic staff** | **Professional Services staff** |
| no | % | no | % | no | % |
| Disabled | 478 | 5.4 | 119 | 3.5 | 359 | 6.6 |
| No disability | 5716 | 64.7 | 2281 | 66.5 | 3435 | 63.6 |
| Information not disclosed | 2639 | 29.9 | 1031 | 30.0 | 1608 | 29.8 |
| Totals | 8833 | 100 | 3431 | 100 | 5402 | 100 |

|  |
| --- |
| **Academic staff by grade and disability status 2023** |
|  | **6 and 7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % |
| Disabled | 27 | 2.8 | 37 | 4.1 | 35 | 3.7 | 20 | 3.2 | 119 | 3.5 |
| No disability | 420 | 43.0 | 553 | 61.5 | 766 | 82.0 | 542 | 87.1 | 2281 | 66.5 |
| Information not disclosed | 529 | 54.2 | 309 | 34.4 | 133 | 14.2 | 60 | 9.6 | 1031 | 30.0 |
| Totals | 976 | 100 | 899 | 100 | 934 | 100 | 622 | 100 | 3431 | 100 |

|  |
| --- |
| **Professional Services staff (Support) by grade and disability status 2023** |
|  | **Band 200** | **Band 300** | **Band 400** | **Band 500** | **Totals** |
| no | % | no | % | no | % | no | % | no | % |
| Disabled | 31 | 6.7 | 23 | 7.0 | 59 | 8.9 | 68 | 7.2 | 181 | 7.5 |
| No disability | 337 | 72.5 | 197 | 60.2 | 372 | 56.0 | 586 | 62.0 | 1492 | 62.1 |
| Information not disclosed | 97 | 20.9 | 107 | 32.7 | 233 | 35.1 | 291 | 30.8 | 728 | 30.4 |
| Totals | 465 | 100 | 327 | 100 | 664 | 100 | 945 | 100 | 2401 | 100 |

|  |
| --- |
| **Professional Services staff (Admin & Other Related) by grade and disability status 2023** |
|  | **6** | **7** | **8** | **9** | **10** | **Totals** |
| no | % | no | % | no | % | no | % | no | % | no | % |
| Disabled | 66 | 6.0 | 69 | 6.3 | 34 | 6.1 | 8 | 4.3 | 1 | 1.9 | 178 | 6.0 |
| No disability | 569 | 51.7 | 757 | 68.6 | 433 | 77.6 | 141 | 76.2 | 40 | 74.1 | 1940 | 64.6 |
| Information not disclosed | 465 | 42.3 | 277 | 25.1 | 91 | 16.3 | 36 | 19.5 | 13 | 24.1 | 883 | 29.4 |
| Totals | 1100 | 100 | 1103 | 100 | 558 | 100 | 185 | 100 | 54 | 100 | 3001 | 100 |

## Protected Characteristic: Religion or Belief

|  |
| --- |
| **Religion or belief disclosure 2023** |
|  | **All staff** | **Professional Services staff** | **Academic staff** |
| no | % | no | % | no | % |
| Buddhist | 44 | 0.5 | 22 | 0.4 | 22 | 0.6 |
| Christian | 1678 | 19.0 | 1149 | 21.3 | 529 | 15.4 |
| Hindu | 179 | 2.0 | 77 | 1.4 | 102 | 3.0 |
| Jewish | 17 | 0.2 | 8 | 0.1 | 9 | 0.3 |
| Muslim | 427 | 4.8 | 288 | 5.3 | 139 | 4.1 |
| Sikh | 129 | 1.5 | 109 | 2.0 | 20 | 0.6 |
| Spiritual | 88 | 1.0 | 55 | 1.0 | 33 | 1.0 |
| Other religion  | 70 | 0.8 | 49 | 0.9 | 21 | 0.6 |
| No religion | 2740 | 31.0 | 1666 | 30.8 | 1074 | 31.3 |
| Information not disclosed | 3461 | 39.2 | 1979 | 36.6 | 1482 | 43.2 |
| Totals | 8833 | 100 | 5402 | 100 | 3431 | 100 |

|  |
| --- |
| **Staff with a stated religion or belief only (i.e. ‘no belief’ and ‘no disclosure’ data removed) 2023** |
|  | **All staff** | **Professional Services staff** | **Academic staff** |
| no | % | no | % | no | % |
| Buddhist | 44 | 1.7 | 22 | 1.3 | 22 | 2.5 |
| Christian | 1678 | 63.8 | 1149 | 65.4 | 529 | 60.5 |
| Hindu | 179 | 6.8 | 77 | 4.4 | 102 | 11.7 |
| Jewish | 17 | 0.6 | 8 | 0.5 | 9 | 1.0 |
| Muslim | 427 | 16.2 | 288 | 16.4 | 139 | 15.9 |
| Sikh | 129 | 4.9 | 109 | 6.2 | 20 | 2.3 |
| Spiritual | 88 | 3.3 | 55 | 3.1 | 33 | 3.8 |
| Other religion  | 70 | 2.7 | 49 | 2.8 | 21 | 2.4 |
| Totals | 2632 | 100 | 1757 | 100 | 875 | 100 |

## Protected Characteristic: Sexual Orientation

|  |
| --- |
| **Sexual orientation disclosure 2023** |
|  | **All staff** | **Academics** | **Professional Services** |
| no | % | no | % | no | % |
| Bisexual | 208 | 2.4 | 62 | 1.8 | 146 | 2.7 |
| Gay man | 151 | 1.7 | 55 | 1.6 | 96 | 1.8 |
| Gay woman or lesbian | 91 | 1.0 | 30 | 0.9 | 61 | 1.1 |
| Heterosexual | 4734 | 53.6 | 1690 | 49.3 | 3044 | 56.3 |
| Other orientation | 65 | 0.7 | 24 | 0.7 | 41 | 0.8 |
| Information not disclosed  | 3584 | 40.6 | 1570 | 45.8 | 2014 | 37.3 |
| Totals | 8833 | 100 | 3431 | 100 | 5402 | 100 |

|  |
| --- |
| **Staff with a stated sexual orientation only (i.e. ‘no disclosure’ data removed) 2023** |
|  | **All staff** | **Academics** | **Professional Services** |
| no | % | no | % | no | % |
| Bisexual | 208 | 4.0 | 62 | 3.3 | 146 | 4.3 |
| Gay man | 151 | 2.9 | 55 | 3.0 | 96 | 2.8 |
| Gay woman or lesbian | 91 | 1.7 | 30 | 1.6 | 61 | 1.8 |
| Heterosexual | 4734 | 90.2 | 1690 | 90.8 | 3044 | 89.8 |
| Other orientation | 65 | 1.2 | 24 | 1.3 | 41 | 1.2 |
| Totals | 5249 | 100 | 1861 | 100 | 3388 | 100 |

## Protected Characteristic: Gender Reassignment

|  |
| --- |
| **Gender identity disclosure 2023** |
|  | no | % |
| Female gender identity | 964 | 10.9 |
| Male gender identity | 847 | 9.6 |
| Other gender identity (e.g. non-binary, gender-fluid) | 8 | 0.1 |
| Information not disclosed or no gender identity | 7012 | 79.4 |
| Total | 8831 | 100 |

|  |
| --- |
| **All staff by gender identity and sex at birth** |
|  | no | % |
| Gender identity differs from sex at birth | 28 | 0.3 |
| Gender identity aligns with sex at birth | 2624 | 29.7 |
| Information not disclosed or no gender identity | 6180 | 70.0 |
| Total | 8832 | 100 |