**Our staff population 2021**

**Introduction**

This report shows the University staff body as in January 2022 in relation to the Equality Act 2010 protected characteristics. Staff provide information on their protected characteristics on joining the University and can update their data throughout their employment via the Core system. Providing information on sex and age (via date of birth) 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.

Data on each protected characteristic is presented in order of highest to lowest disclosure rates. Data is shown at 3 levels:

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

Data is also shown by grade, unless the number of staff disclosing a particular characteristic is less than 10 per grade. Intersectional data show 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.

The University has particular commitments to increase our proportion of senior female academic staff and staff from Black, Asian and Minority Ethnic groups at all levels. These commitments are established in our Advance HE Athena Swan and Race Equality Charter action plans and our overarching University Equality, Diversity and Inclusion Strategy. The benchmarks against which we measure our progress are included in the sex and ethnicity section of this report.

**Notes on the data**

The table below sets out the definition and 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** | **Staff disclosure rate as of January 2022** |
| Age | A person’s specific age and age group | 100% |
| Sex | A man or a woman of the same sex | 100% |
| Race | A person’s colour, nationality and ethnic or national origins | 94.4% |
| 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. | 74.3% |
| Religion or belief | A person’s religion, philosophical belief or lack of religion or philosophical belief | 57.4% |
| Sexual orientation | A person’s orientation to people of the same sex, of the opposite sex or of either sex | 55.6% |
| 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 if this 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. | 18% |

In relation to Race, the data is presented by individual ethnic groups (such as ‘Asian or Asian British Bangladeshi’) and by larger grouped categories (such as ‘all Asian ethnic groups’). When examining the intersection of ethnicity with sex, this is shown as whole group categories (such as ‘White female’). In this instance the acronym ‘B.A.M.E.’ is used to indicate staff of Black, Asian and other minority ethnic backgrounds.

The University produces this report on an annual basis. The 2021 report has been produced using a new format. To review data from previous years, please visit: <https://intranet.birmingham.ac.uk/collaboration/equality/monitoring-and-reporting/index.aspx>

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 2021 calendar year.

**PROTECTED CHARACTERSITIC: AGE**

**Graph 1, Graph 2 and Table 1: all staff by age, staff group and sex**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 1: All staff by age, staff group and sex** | | | | | | | | | | | | |
|  | **All staff** | | | | **Professional Services** | | | | **Academic staff** | | | |
| Female | | Male | | Female | | Male | | Female | | Male | |
| No | % | No | % | No | % | No | % | No | % | No | % |
| **<21** | 14 | 0.2 | 13 | 0.2 | 14 | 0.3 | 13 | 0.3 | 0 | 0 | 0 | 0 |
| **21-30** | 890 | 10.5 | 599 | 7.1 | 700 | 13.7 | 423 | 8.3 | 190 | 5.7 | 176 | 5.3 |
| **31-40** | 1461 | 17.3 | 1234 | 14.6 | 879 | 17.2 | 556 | 10.9 | 582 | 17.4 | 678 | 20.2 |
| **41-50** | 1160 | 13.7 | 982 | 11.6 | 761 | 14.9 | 491 | 9.6 | 399 | 11.9 | 491 | 14.7 |
| **51-60** | 838 | 9.9 | 764 | 9.0 | 605 | 11.8 | 393 | 7.7 | 233 | 7.0 | 371 | 11.1 |
| **61-70** | 186 | 2.2 | 272 | 3.2 | 126 | 2.5 | 124 | 2.4 | 60 | 1.8 | 148 | 4.4 |
| **>70** | 9 | 0.1 | 35 | 0.4 | 6 | 0.1 | 15 | 0.3 | 3 | 0.1 | 20 | 0.6 |
| **Totals** | 4558 | 53.9 | 3899 | 46.1 | 3091 | 60.5 | 2015 | 39.5 | 1367 | 43.8 | 1984 | 56.2 |

**PROTECTED CHARACTERSTIC: SEX**

**Graph 3 and Table 2: All staff by sex and staff group**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 2: All staff by sex and staff group** | | | | | | |
|  | **All staff** | | **Professional Services staff** | | **Academic staff** | |
| No | % | No | % | No | % |
| **Female** | 4558 | 53.9 | 3091 | 60.5 | 1367 | 40.8 |
| **Male** | 3899 | 46.1 | 2015 | 39.5 | 1984 | 59.2 |
| **Total** | 8457 | 100.0 | 5106 | 100.0 | 3351 | 100.0 |

**Graph 4 and table 5: Professional Services staff by sex and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 3: Professional Services staff by sex and grade** | | | | | | | | | | | | | | | | | | |
|  | **Band 200** | | **Band 300** | | **Band 400** | | **Band 500** | | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9** | | **Grade 10** | |
| no | % | no | % | no | % | no | % | no | % | no | % | no | % | no | % | no | % |
| **Female** | 258 | 53.6 | 189 | 57.8 | 426 | 62.9 | 596 | 67.4 | 578 | 60.7 | 616 | 61.4 | 287 | 52.2 | 83 | 48.0 | 31 | 54.4 |
| **Male** | 223 | 46.4 | 138 | 42.2 | 251 | 37.1 | 288 | 32.6 | 375 | 39.3 | 387 | 38.6 | 263 | 47.8 | 90 | 52.0 | 26 | 45.6 |
| **Totals** | 481 | 100 | 327 | 100 | 677 | 100 | 884 | 100 | 953 | 100 | 1003 | 100 | 550 | 100 | 173 | 100 | 57 | 100 |

**Graph 5 and table 4: Academic staff by sex and grade**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 4:** **Academic staff by sex and grade** | | | | | | | | | | |
|  | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9** | | **Professorial Grade** | |
| no | % | no | % | no | % | no | % | no | % |
| **Female** | 75 | 68.8 | 408 | 46.2 | 472 | 50.2 | 347 | 40.3 | 164 | 29.5 |
| **Male** | 34 | 31.2 | 475 | 53.8 | 468 | 49.8 | 515 | 59.7 | 392 | 70.5 |
| **Totals** | 109 | 100.0 | 883 | 100.0 | 940 | 100.0 | 862 | 100.0 | 556 | 100.0 |

**PROTECTED CHARACTERSTIC: RACE**

**Graphs 6 and 7 and table 5: all staff by ethnicity and staff group**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 5: All staff by ethnicity and staff group** | | | | | | |
|  | **All staff** | | **Professional Services staff** | | **Academic staff** | |
| No | % | No | % | No | % |
| **Arab** | 59 | 0.7 | 18 | 0.4 | 41 | 1.2 |
| **Asian or Asian British Bangladeshi** | 59 | 0.7 | 49 | 1.0 | 10 | 0.3 |
| **Asian or Asian British Indian** | 506 | 6.0 | 304 | 6.0 | 202 | 6.0 |
| **Asian or Asian British Pakistani** | 169 | 2.0 | 118 | 2.3 | 51 | 1.5 |
| **Black or Black British African** | 172 | 2.0 | 129 | 2.5 | 43 | 1.3 |
| **Black or Black British Caribbean** | 181 | 2.1 | 166 | 3.3 | 15 | 0.4 |
| **Chinese** | 263 | 3.1 | 86 | 1.7 | 177 | 5.3 |
| **Gypsy of traveller** | 1 | 0.0 | 1 | 0.0 | 0 | 0 |
| **Mixed ethnicity - White and Asian** | 50 | 0.6 | 31 | 0.6 | 19 | 0.6 |
| **Mixed ethnicity - White and Black African** | 15 | 0.2 | 11 | 0.2 | 4 | 0.1 |
| **Mixed ethnicity - White and Black Caribbean** | 48 | 0.6 | 44 | 0.9 | 4 | 0.1 |
| **Other Asian background** | 140 | 1.7 | 50 | 1.0 | 90 | 2.7 |
| **Other Black background** | 32 | 0.4 | 23 | 0.5 | 9 | 0.3 |
| **Other Ethnic Background** | 75 | 0.9 | 31 | 0.6 | 44 | 1.3 |
| **Other Mixed background** | 89 | 1.1 | 40 | 0.8 | 49 | 1.5 |
| **White** | 42 | 0.5 | 18 | 0.4 | 24 | 0.7 |
| **White - British** | 4847 | 57.3 | 3297 | 64.6 | 1550 | 46.3 |
| **White - Irish** | 123 | 1.5 | 57 | 1.1 | 66 | 2.0 |
| **White - other** | 1109 | 13.1 | 380 | 7.4 | 729 | 21.8 |
| **White - Scottish** | 3 | 0.0 | 3 | 0.1 | 0 | 0 |
| **Information not disclosed** | 474 | 5.6 | 250 | 4.9 | 224 | 6.7 |
| **Totals** | 8457 | 100 | 5106 | 100 | 3351 | 100 |

**Graph 8 and table 6: Professional Services staff by ethnicity and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 6: Professional Services by ethnicity and grade** | | | | | | | | | | | | | | | | | | |
|  | **Band 200** | | **Band 300** | | **Band 400** | | **Band 500** | | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9** | | **Grade 10** | |
| no | % | no | % | no | % | no | % | no | % | no | % | no | % | no | % | no | % |
| **Asian ethnic groups** | 48 | 10.0 | 41 | 12.5 | 71 | 10.5 | 103 | 11.7 | 104 | 10.9 | 89 | 8.9 | 54 | 9.8 | 9 | 5.2 | 2 | 3.5 |
| **Black ethnic groups** | 143 | 29.7 | 23 | 7.0 | 31 | 4.6 | 43 | 4.9 | 31 | 3.3 | 30 | 3.0 | 13 | 2.4 | 3 | 1.7 | 1 | 1.8 |
| **Chinese** | 4 | 0.8 | 2 | 0.6 | 9 | 1.3 | 18 | 2.0 | 27 | 2.8 | 18 | 1.8 | 6 | 1.3 | 2 | 1.2 | 0 | 0.0 |
| **Mixed ethnicity** | 18 | 3.7 | 6 | 1.8 | 13 | 1.9 | 26 | 2.9 | 26 | 2.7 | 25 | 2.5 | 11 | 2.0 | 1 | 0.1 | 0 | 0.0 |
| **White ethnic groups** | 237 | 49.3 | 233 | 71.3 | 513 | 75.8 | 641 | 72.5 | 699 | 73.3 | 784 | 78.2 | 445 | 80.6 | 151 | 87.2 | 51 | 89.5 |
| **Other minority ethnic groups** | 5 | 1.0 | 5 | 1.5 | 3 | 0.4 | 8 | 0.9 | 14 | 1.5 | 9 | 0.9 | 5 | 1.0 | 1 | 0.1 | 0 | 0.0 |
| **Unknown** | 26 | 5.4 | 17 | 5.2 | 37 | 5.5 | 45 | 5.1 | 52 | 5.5 | 48 | 4.8 | 16 | 2.9 | 6 | 4.5 | 3 | 5.3 |
| **Totals** | 481 | 100 | 327 | 100 | 677 | 100 | 884 | 100 | 953 | 100 | 1003 | 100 | 550 | 100 | 173 | 100 | 57 | 100 |

**Graph 9 and Table 7: Professional Services staff by ethnicity and sex**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 7: Professional Services staff intersection of ethnicity and sex (grouped)** | | | | | | | | | | | | | | | | |
|  | **Band 200** | | | | **Band 300** | | | | **Band 400** | | | | **Band 500** | | | |
| F | M | F% | M% | F | M | F% | M% | F | M | F% | M% | F | M | F% | M% |
| **Asian ethnic groups** | 33 | 15 | 6.9 | 3.1 | 25 | 16 | 7.6 | 4.9 | 49 | 22 | 7.2 | 3.2 | 69 | 34 | 7.8 | 3.8 |
| **Black ethnic groups** | 86 | 57 | 17.9 | 11.9 | 10 | 13 | 3.1 | 4.0 | 24 | 7 | 3.5 | 1.0 | 32 | 11 | 3.6 | 1.2 |
| **Chinese ethnicity** | 3 | 1 | 0.6 | 0.2 | 2 | 0 | 0.6 | 0.0 | 5 | 4 | 0.7 | 0.6 | 16 | 2 | 1.8 | 0.2 |
| **Mixed ethnicity** | 14 | 4 | 2.9 | 0.8 | 4 | 2 | 1.2 | 0.6 | 8 | 5 | 1.2 | 0.7 | 22 | 4 | 2.5 | 0.5 |
| **White ethnic groups** | 128 | 109 | 26.6 | 22.7 | 132 | 101 | 40.4 | 30.9 | 316 | 197 | 46.7 | 29.1 | 423 | 218 | 47.9 | 24.7 |
| **Other minority ethnic groups** | 5 | 0 | 1.0 | 0.0 | 4 | 1 | 1.2 | 0.3 | 2 | 1 | 0.3 | 0.1 | 5 | 3 | 0.6 | 0.3 |
| **Ethnicity unknown** | 16 | 10 | 3.3 | 2.1 | 12 | 5 | 3.7 | 1.5 | 22 | 15 | 3.2 | 2.2 | 29 | 16 | 3.3 | 1.8 |
| **Total by sex** | 285 | 196 | 59.3 | 40.7 | 189 | 138 | 57.8 | 42.2 | 426 | 251 | 62.9 | 37.1 | 596 | 288 | 67.4 | 32.6 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Contd.** | **Grade 6** | | | | **Grade 7** | | | | **Grade 8** | | | |
| F | M | F% | M% | F | M | F% | M% | F | M | F% | M% |
| **Asian ethnic groups** | 67 | 37 | 7.0 | 3.9 | 61 | 28 | 6.1 | 2.8 | 26 | 28 | 4.7 | 5.1 |
| **Black ethnic groups** | 15 | 16 | 1.6 | 1.7 | 17 | 13 | 1.7 | 1.3 | 6 | 7 | 1.1 | 1.3 |
| **Chinese ethnicity** | 20 | 7 | 2.1 | 0.7 | 15 | 3 | 1.5 | 0.3 | 4 | 2 | 0.7 | 0.4 |
| **Mixed ethnicity** | 16 | 10 | 1.7 | 1.0 | 15 | 10 | 1.5 | 1.0 | 7 | 4 | 1.3 | 0.7 |
| **White ethnic groups** | 420 | 279 | 44.1 | 29.3 | 478 | 306 | 47.7 | 30.5 | 237 | 208 | 43.1 | 37.8 |
| **Other minority ethnic groups** | 9 | 5 | 0.9 | 0.5 | 4 | 5 | 0.4 | 0.5 | 1 | 4 | 0.2 | 0.7 |
| **Ethnicity unknown** | 31 | 21 | 3.3 | 2.2 | 26 | 22 | 2.6 | 2.2 | 6 | 10 | 1.1 | 1.8 |
| **Total by sex** | 578 | 375 | 60.7 | 39.3 | 616 | 387 | 61.4 | 38.6 | 287 | 263 | 52.2 | 47.8 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Contd.** | **Grade 9** | | | | **Grade 10** | | | |
| F | M | F% | M% | F | M | F% | M% |
| Asian ethnic groups | 6 | 3 | 3.5 | 1.7 | 2 | 0 | 3.5 | 0 |
| Black ethnic groups | 2 | 1 | 1.2 | 0.6 | 1 | 0 | 1.8 | 0 |
| Chinese ethnicity | 1 | 1 | 0.6 | 0.6 | 0 | 0 | 0 | 0 |
| Mixed ethnicity | 1 | 0 | 0.6 | 0.0 | 0 | 0 | 0 | 0 |
| White ethnic groups | 71 | 80 | 41.0 | 46.2 | 25 | 26 | 43.9 | 45.6 |
| Other minority ethnic groups | 0 | 1 | 0.0 | 0.6 | 0 | 0 | 0 | 0 |
| Ethnicity unknown | 2 | 4 | 1.2 | 2.3 | 3 | 0 | 5.3 | 0 |
| Total by sex | 83 | 90 | 48.0 | 52.0 | 32 | 26 | 54.4 | 45.6 |

**Graph 10 and Table 8: Academic staff by ethnicity and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 8: Academic staff by ethnicity and grade** | | | | | | | | | | | | |
|  | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9** | | **Professorial Grade** | | **Totals** | |
| no | % | no | % | no | % | no | % | no | % | no | % |
| **Asian ethnic groups** | 16 | 14.7 | 124 | 14.0 | 132 | 14.0 | 57 | 6.6 | 25 | 4.5 | 354 | 10.6 |
| **Black ethnic groups** | 5 | 4.6 | 27 | 3.1 | 19 | 2.0 | 13 | 1.5 | 2 | 0.4 | 66 | 2.0 |
| **Chinese** | 2 | 1.8 | 69 | 7.8 | 60 | 6.4 | 30 | 3.5 | 16 | 2.9 | 177 | 5.3 |
| **Mixed ethnicity** | 3 | 2.8 | 29 | 3.3 | 17 | 1.8 | 22 | 2.6 | 4 | 0.7 | 75 | 2.2 |
| **White ethnic groups** | 73 | 67.0 | 514 | 58.2 | 621 | 66.1 | 679 | 78.7 | 483 | 86.9 | 2371 | 70.8 |
| **Other minority ethnic groups** | 0 | 0.0 | 34 | 3.9 | 26 | 2.8 | 16 | 1.9 | 9 | 1.6 | 85 | 2.5 |
| **Unknown** | 10 | 9.2 | 86 | 9.7 | 65 | 6.9 | 45 | 5.2 | 17 | 3.1 | 223 | 6.6 |
| **Totals** | 109 | 100.0 | 883 | 100 | 940 | 100.0 | 862 | 100.0 | 556 | 100.0 | 3351 | 100.0 |

**Graph 11 and Table 9: Academic staff by sex, ethnicity and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 9:** **Academic staff by sex and ethnicity and grade** | | | | | | | | | | | | | | | | | | | | |
|  | **Grade 6** | | | | **Grade 7** | | | | **Grade 8** | | | | **Grade 9** | | | | **Professorial grade** | | | |
| No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % |
| F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M |
| **Asian ethnic groups** | 11 | 5 | 10.1 | 4.6 | 60 | 64 | 6.8 | 7.2 | 59 | 73 | 6.3 | 7.8 | 24 | 33 | 2.8 | 3.8 | 3 | 22 | 0.5 | 4.0 |
| **Black ethnic groups** | 4 | 1 | 3.7 | 0.9 | 10 | 17 | 1.1 | 1.9 | 8 | 11 | 0.9 | 1.2 | 5 | 8 | 0.6 | 0.9 | 1 | 1 | 0.2 | 0.2 |
| **Chinese** | 1 | 1 | 0.9 | 0.9 | 28 | 41 | 3.2 | 4.6 | 26 | 34 | 2.8 | 3.6 | 10 | 20 | 1.2 | 2.3 | 2 | 14 | 0.4 | 2.5 |
| **Mixed ethnicity** | 1 | 2 | 0.9 | 1.8 | 8 | 21 | 0.9 | 2.4 | 13 | 4 | 1.4 | 0.4 | 11 | 11 | 1.3 | 1.3 | 2 | 2 | 0.4 | 0.4 |
| **White ethnic groups** | 52 | 21 | 47.7 | 19.3 | 248 | 266 | 28.1 | 30.1 | 324 | 297 | 34.5 | 31.6 | 271 | 408 | 31.4 | 47.3 | 150 | 333 | 27.0 | 59.9 |
| **Other minority ethnic groups** | 0 | 0 | 0.0 | 0.0 | 15 | 19 | 1.7 | 2.2 | 11 | 15 | 1.2 | 1.6 | 4 | 12 | 0.5 | 1.4 | 2 | 7 | 0.4 | 1.3 |
| **Unknown** | 6 | 4 | 17.6 | 3.7 | 39 | 47 | 4.4 | 5.3 | 31 | 34 | 3.3 | 3.6 | 22 | 23 | 2.6 | 2.7 | 4 | 13 | 0.7 | 2.3 |
| **Totals** | 75 | 34 | 68.8 | 31.2 | 408 | 475 | 46.2 | 53.8 | 472 | 468 | 50.2 | 49.8 | 347 | 515 | 40.3 | 59.7 | 164 | 392 | 29.5 | 70.5 |

**PROTECTED CHARACTERSTIC: DISABILITY**

**Graph 12 and Table 10: all staff by disability status**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 10: All staff by disability status** | | | | | | |
|  | **All staff** | | **Professional Services staff** | | **Academic staff** | |
| no. | % | no. | % | no. | % |
| **Staff with a disability** | 439 | 5.2 | 343 | 6.7 | 96 | 2.9 |
| **No disability declared** | 8018 | 94.8 | 4763 | 93.3 | 3255 | 97.1 |
| **Total** | 8457 | 100 | 5106 | 100 | 3351 | 100 |

**Graph 13 and table 11: All staff by disability status and sex**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 11: All staff by disability status and sex** | | | | | | |
|  | **Female** | | **Male** | | **Total** | |
| no | % | no | % | no | % |
| **All disabled staff** | 270 | 61.5 | 169 | 38.5 | 439 | 100 |
| **Professional Services staff with disabilities** | 213 | 62.1 | 130 | 37.9 | 343 | 100 |
| **Academic staff with disabilities** | 57 | 59.4 | 39 | 40.6 | 96 | 100 |

**Graph 14 and table 12: Professional Services staff by disability and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 12: Professional Services staff by disability and grade** | | | | | | | | | | | | | | | | |
|  | **Band 200** | | **Band 300** | | **Band 400** | | **Band 500** | | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9 & 10** | |
| No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | 5 |
| **Disability** | 33 | 6.9 | 23 | 7.0 | 55 | 8.1 | 64 | 7.2 | 61 | 6.4 | 65 | 6.5 | 30 | 5.5 | 11 | 4.8 |
| **No disability** | 448 | 93.1 | 304 | 93.0 | 622 | 91.9 | 820 | 92.8 | 892 | 93.6 | 938 | 93.5 | 520 | 94.5 | 219 | 95.2 |
| **Total** | 481 | 100.0 | 327 | 100.0 | 677 | 100.0 | 884 | 100.0 | 953 | 100.0 | 1003 | 100.0 | 550 | 100.0 | 230 | 100.0 |

**Graph 15 and Table 13: Academic staff by disability and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 13: Academic staff by disability and grade** | | | | | | | | | | | |
|  | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9** | | **Professorial grade** | | |
| No | % | No | % | No | % | No | % | No | % |
| Disability | 2 | 1.8 | 23 | 2.6 | 23 | 2.4 | 34 | 3.9 | 14 | 2.5 |
| No disability | 107 | 98.2 | 860 | 97.4 | 917 | 97.6 | 828 | 96.1 | 542 | 97.5 |
| Total | 109 | 100.0 | 883 | 100.0 | 940 | 100.0 | 862 | 100.0 | 556 | 100.0 |

**PROTECTED CHARACTERSTIC: RELIGION OR BELIEF**

**Graph 16 and table 14: all staff by religion/belief or non-belief**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 14: All staff by religion/belief or non-belief** | | | | | | |
|  | **All staff** | | **Professional Services staff** | | **Academic staff** | |
| no | % | no | % | no | % |
| **Buddhist** | 37 | 0.4 | 15 | 0.3 | 22 | 0.7 |
| **Christian** | 1572 | 18.6 | 1080 | 21.2 | 492 | 14.7 |
| **Hindu** | 156 | 1.8 | 63 | 1.2 | 93 | 2.8 |
| **Jewish** | 18 | 0.2 | 10 | 0.2 | 8 | 0.2 |
| **Muslim** | 359 | 4.2 | 233 | 4.6 | 126 | 3.8 |
| **Sikh** | 120 | 1.4 | 99 | 1.9 | 21 | 0.6 |
| **Spiritual** | 73 | 0.9 | 46 | 0.9 | 27 | 0.8 |
| **Other religion** | 68 | 0.8 | 43 | 0.8 | 25 | 0.7 |
| **No religion** | 2452 | 29.0 | 1485 | 29.1 | 967 | 28.9 |
| **Information not disclosed** | 3602 | 42.6 | 2032 | 39.8 | 1570 | 46.9 |
| **Total** | 8457 | 100.0 | 5106 | 100.0 | 3351 | 100.0 |

**Graph 17 and Table 15: All staff with a stated religion/belief**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 15: All staff with a stated religion and belief** | | | | | | |
|  | **All staff** | | **Professional Services staff** | | **Academic staff** | |
| no | % | no | % | no | % |
| Buddhist | 37 | 1.5 | 15 | 1 | 22 | 2.7 |
| Christian | 1572 | 65.4 | 1080 | 68 | 492 | 60.4 |
| Hindu | 156 | 6.5 | 63 | 4 | 93 | 11.4 |
| Jewish | 18 | 0.7 | 10 | 1 | 8 | 1.0 |
| Muslim | 359 | 14.9 | 233 | 15 | 126 | 15.5 |
| Sikh | 120 | 5.0 | 99 | 6 | 21 | 2.6 |
| Spiritual | 73 | 3.0 | 46 | 3 | 27 | 3.3 |
| Other religion | 68 | 2.8 | 43 | 3 | 25 | 3.1 |
| Total | 2403 | 100 | 1589 | 100 | 814 | 100 |

**PROTECTED CHARACTERSTIC: SEXUAL ORIENTATION**

**Graphs 18 and 19 and Table 16: all staff by sexual orientation**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 16: All staff by sexual orientation** | | | | | | |
|  | **All staff** | | **Professional Services staff** | | **Academic staff** | |
| **Bisexual** | 152 | 1.8 | 102 | 2.0 | 50 | 1.5 |
| **Gay man** | 127 | 1.5 | 79 | 1.5 | 48 | 1.4 |
| **Gay woman or lesbian** | 74 | 0.9 | 52 | 1.0 | 22 | 0.7 |
| **Heterosexual** | 4302 | 50.9 | 2732 | 53.5 | 1570 | 46.9 |
| **Other orientation** | 44 | 0.5 | 26 | 0.5 | 18 | 0.5 |
| **Information not disclosed** | 3758 | 44.4 | 2115 | 41.4 | 1643 | 49.0 |
| **Totals** | 8457 | 100 | 5106 | 100 | 3351 | 100 |

**Graph 20 and Table 17: All LGB+ staff by sexual orientation and sex**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Table 17: All LGB+ staff by sex** | | | | | | |
|  | **Female** | | **Male** | | **Totals** | |
| no | % | no | % | no | % |
| **All LGB+ staff** | 229 | 57.7 | 168 | 42.3 | 397 | 100 |
| **Professional Services LGB+ staff** | 149 | 57.5 | 110 | 42.5 | 259 | 100 |
| **Academic LGB+ staff** | 80 | 58.0 | 58 | 42.0 | 138 | 100 |

**Graph 21 and Table 18: Professional Services staff by sexual orientation and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 18: Professional Services staff by sexual orientation and grade** | | | | | | | | | | | | | | | | |
|  | **Band 200** | | **Band 300** | | **Band 400** | | **Band 500** | | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9 & 10** | |
| no | % | no | % | no | % | no | % | no | % | no | % | no | % | no | % |
| **LGB+ staff** | 16 | 3.3 | 8 | 2.4 | 38 | 5.6 | 47 | 5.3 | 70 | 7.3 | 47 | 4.7 | 26 | 4.7 | 7 | 3.0 |
| **Heterosexual staff** | 214 | 44.5 | 163 | 49.8 | 354 | 52.3 | 494 | 55.9 | 542 | 56.9 | 556 | 55.4 | 283 | 51.5 | 126 | 54.8 |
| **Information not disclosed** | 251 | 52.2 | 156 | 47.7 | 285 | 42.1 | 343 | 38.8 | 341 | 35.8 | 400 | 39.9 | 241 | 43.8 | 97 | 42.2 |
| **Totals** | 481 | 100 | 327 | 100 | 677 | 100 | 884 | 100 | 953 | 100.0 | 1003 | 100 | 550 | 100.0 | 230 | 100.0 |

**Graph 22 and Table 19: Academic staff by sexual orientation and grade**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 19: Academic staff by sexual orientation and grade** | | | | | | | | | | | |
|  | **Grade 6** | | **Grade 7** | | **Grade 8** | | **Grade 9** | | **Professorial grade** | | |
| no | % | no | % | no | % | no | % | no | % |
| **LGB+ staff** | 10 | 9.2 | 44 | 5.0 | 39 | 4.1 | 30 | 3.5 | 15 | 2.7 |
| **Heterosexual staff** | 71 | 65.1 | 540 | 61.2 | 515 | 54.8 | 309 | 35.8 | 135 | 24.3 |
| **Information not disclosed** | 28 | 25.7 | 299 | 33.9 | 386 | 41.1 | 523 | 60.7 | 406 | 73.0 |
| **Totals** | 109 | 100.0 | 883 | 100 | 940 | 100.0 | 862 | 100.0 | 556 | 100.0 |

**PROTECTED CHARACTERSTIC: GENDER REASSIGNMENT**

We do not hold data specifically in relation to staff who have undergone a gender reassignment process, as defined by the Equality Act 2010 under the protected characteristic of ‘gender reassignment’. We do hold data on staff members’ ‘gender identity’. This will include staff who fall within the Equality Act protected characteristic of ‘gender reassignment’ and staff who do not. Because of the low disclosure rate and the low numbers of staff with minority gender identities, this data is not being presented as graphs or below the level of ‘all staff’.

|  |  |  |
| --- | --- | --- |
| **Gender identity** | **All staff** | |
| **no** | **%** |
| **Female gender identity** | 824 | 9.7 |
| **Male gender identity** | 694 | 8.2 |
| **Other gender identity** | 5 | 0.1 |
| **Information not disclosed** | 6934 | 82.0 |
| **Total** | 8457 | 100 |

|  |  |  |
| --- | --- | --- |
| **Gender identity and sex at birth** | **All staff** | |
| **no** | **%** |
| **Gender identity differs from sex at birth** | 18 | 0.2 |
| **Gender identity aligns with sex at birth** | 1108 | 13.1 |
| **Information not disclosed** | 7331 | 86.7 |
| **Totals** | 8457 | 100 |