

Staffing compendium

including Equality Act 2010
publication of equality information

December 2012

Produced by Human Resources



University of the
West of England

bettertogether

Introduction

This is the fifth annual staffing compendium produced by HR.

The purpose of the compendium is to provide managers and other users with up to date information about UWE's workforce profile and to highlight emerging trends. Managers will be able to use this information to identify where we need to make improvements.

UWE has a longstanding commitment to the promotion of equality and undertakes a wide range of activities to promote better outcomes and meet the needs of different groups of staff. In April 2012 we published our single equality scheme 2012-15 which includes a commitment to increase our workforce diversity by increasing the numbers of black and minority ethnic and disabled staff, and women at a senior level. This compendium provides the information needed to monitor progress; it also provides a rich source of data for managers carrying out equality analysis.

The data is taken from a snapshot of the staff population on 31 December 2012. The compendium is based on data held in the University's HR payroll system (SAP). The SAP database is populated with information supplied by new staff on their application forms; we then update the database with information supplied by current employees in response to periodic data surveys. Our latest data survey was carried out in December 2010, and the next one will be carried out within the next 12 months.

This compendium should be read in conjunction with results from the 2012 staff survey available in the HR intranet.

I hope you find the compendium interesting and informative. If you have any ideas for how it might be improved, or have any queries relating to the data and its analysis, then please contact Lesley Donnithorne in the Business Development Team (Lesley2.Donnithorne@uwe.ac.uk) or Angeline Carrozza in the Equality and Diversity Unit (Angeline.Carrozza@uwe.ac.uk).

Debbie England
HR Director

April 2013

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At a glance 1:

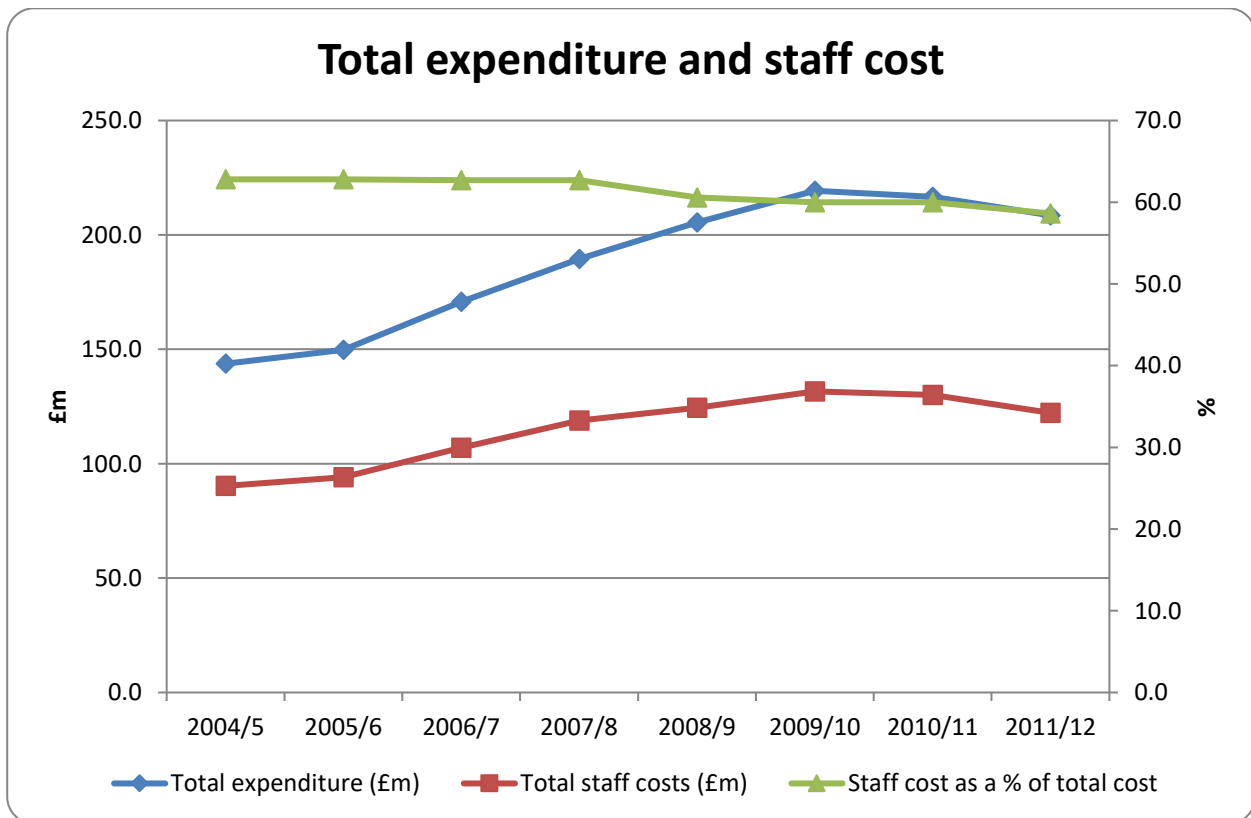
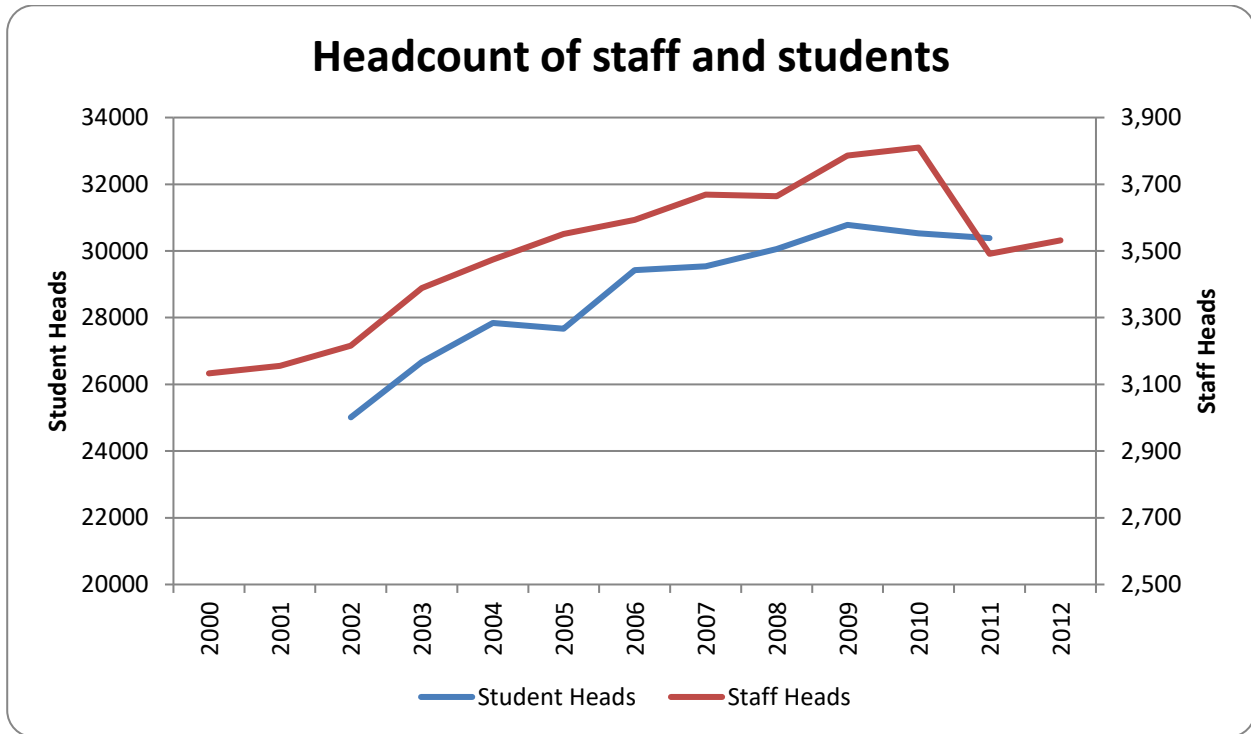


TABLE 1 – STAFF IN POST AT 31/12/2012

FACULTY / SERVICE	HEADS 2012	FTE* 2012	HEADS 2011	FTE* 2011	HEADS 2010	FTE* 2010
Business and Law	246	225	296	270		
Arts Creative Inds & Education	339	268	430	355		
Environment & Technology	368	337	437	399		
Health & Life Sciences	485	419	532	468		
<i>Faculty totals</i>	1438	1248	1695	1493	1896	1659
Corporate & Academic Services***	141	131	41	38		
Centre for Performing Arts	5	5	5	5		
Directorate	24	21	22	20		
Dean of Students	7	6	5	5		
Development and Alumni	6	5	4	4		
Facilities	458	351	458	350		
Finance	89	80	80	72		
Human Resources	57	48	56	48		
IT Services	170	159	178	168		
Library Services	144	111	141	111		
Marketing and Communications	54	43	24	19		
Research, Business & Innovation	80	71	39	33		
SPS - Admissions & Intl Dev.	54	50	30	27		
SPS – Sch. & Colleges Part. Serv.	21	19	15	13		
SPS - Student Services	211	175	88	73		
Transformation Services	12	11	-	-		
<i>Service totals</i>	1533	1287	1186	984	1246	1040
Faculty and service sub total	2971	2535	2881	2477	3142	2699
Associate Lecturers**	383	82	342	75	392	111
Temporary staff (in assignment)	178	93	268	158	276	159
All staff	3532	2710	3491	2701	3810	2969

* FTE = full time equivalent

** AL FTE relates to the total for the previous academic year.

*** Includes Academic Registry and BIP staff prior to 2012

In 2012 49% of all staff were located in faculties and 51% in services. In 2011, these figures were 60% and 40% respectively. This change reflects the impact of the One University Administration restructuring in January 2012.

There has been a 1% increase in staffing numbers and a 0.3% increase in staffing FTEs compared to 2011.

At a glance 2:

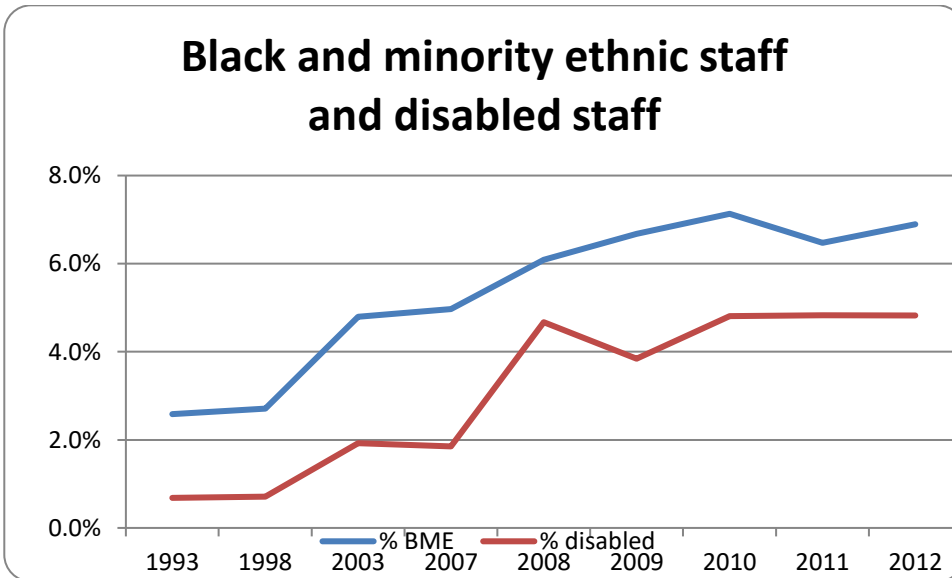
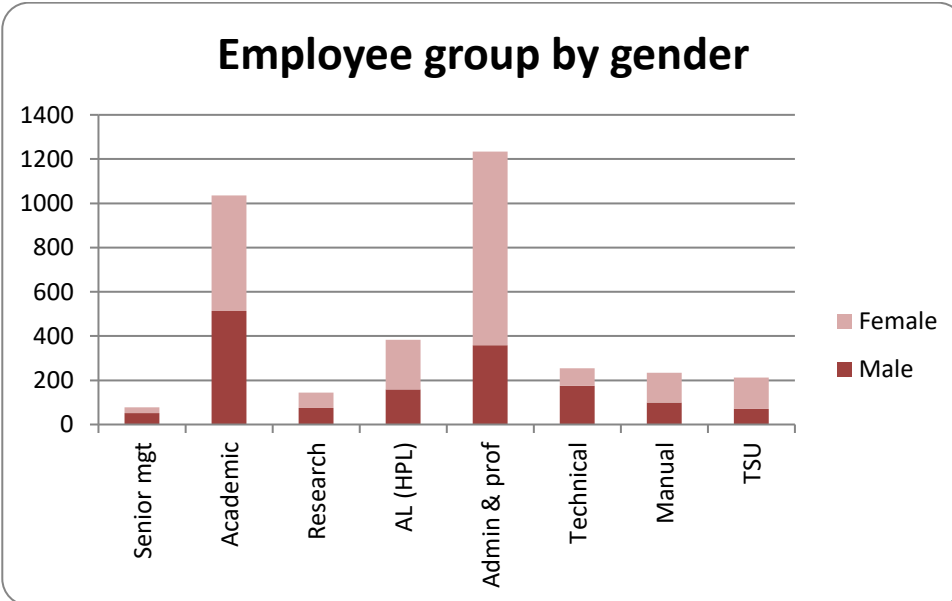
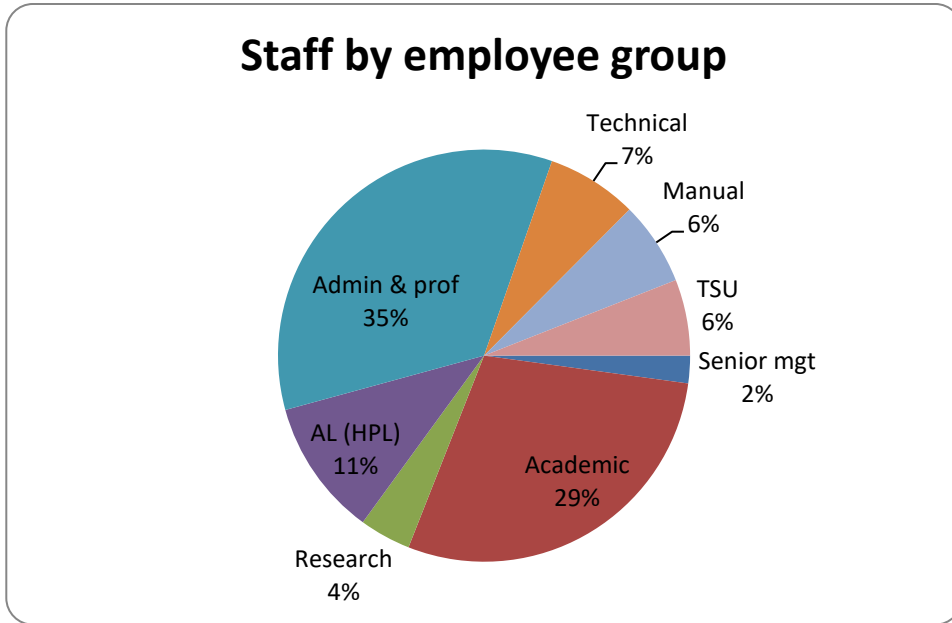


TABLE 2 –EMPLOYEE GROUP AND GRADE BY EQUALITY GROUP

EMPLOYEE GROUP/ GRADE	YEAR	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*		DISABLED STATUS NOT KNOWN*		
		Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	
Senior Management	2012	77	52	68%	25	32%	2	2.6%	74	96%	1	1.3%	7	9.1%	70	91%	0	0%	
	2011	77	55	71%	22	29%	0	0%	75	97%	2	2.6%	6	7.8%	70	91%	1	1.3%	
	2010	82	58	71%	24	29%	0	0%	81	99%	1	1.2%	6	7.3%	75	92%	1	1.2%	
Academic	Grade J	2012	96	59	61%	37	39%	5	5.2%	88	92%	3	3.1%	1	1.0%	94	98%	1	1.0%
		2011	85	54	64%	31	36%	5	5.9%	78	92%	2	2.4%	3	3.5%	81	95%	1	1.2%
		2010	107	67	63%	40	37%	5	4.6%	97	91%	5	4.6%	4	3.7%	102	95%	1	0.9%
	Grade I	2012	170	89	52%	81	48%	14	8.2%	151	89%	5	2.9%	8	4.7%	159	94%	3	1.8%
		2011	163	88	54%	75	46%	13	8.0%	147	90%	3	1.8%	8	4.9%	152	93%	3	1.8%
		2010	206	111	54%	95	46%	15	7.3%	181	88%	10	4.8%	9	4.3%	193	94%	4	1.9%
	Grade H	2012	731	352	48%	379	52%	44	6.0%	661	90%	26	3.6%	29	4.0%	694	95%	8	1.1%
		2011	751	348	46%	403	54%	46	6.1%	678	90%	27	3.6%	34	4.5%	709	94%	8	1.1%
		2010	785	365	46%	420	54%	53	6.7%	703	90%	29	3.7%	35	4.5%	742	95%	8	1.0%
Grade G	2012	31	14	45%	17	55%	8	26%	22	71%	1	3.2%	1	3.2%	30	97%	0	0%	
	2011	22	9	41%	13	59%	5	23%	16	73%	1	4.5%	1	4.5%	21	95%	0	0%	
	2010	38	17	45%	21	55%	6	16%	29	76%	3	7.8%	1	2.6%	37	97%	0	0%	
Associate Lecturers (previously Hourly Paid Lecturers)	2012	383	159	42%	224	58%	30	7.8%	332	87%	21	5.5%	13	3.4%	365	95%	5	1.3%	
	2011	342	139	41%	203	59%	25	7.3%	294	86%	23	6.7%	10	2.9%	326	95%	6	1.8%	
	2010	392	138	35%	254	65%	27	6.9%	342	87%	23	5.9%	13	3.3%	374	95%	5	1.2%	

EMPLOYEE GROUP/ GRADE	YEAR	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*		DISABLED STATUS NOT KNOWN*	
		Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
Research Grade H Grade F&G	2012	33	18	55%	15	45%	2	6.1%	28	85%	3	9.1%	0	0%	32	97%	1	3.0%
	2011	36	22	61%	14	39%	2	5.6%	31	86%	3	8.3%	1	2.8%	34	94%	1	2.8%
	2010	40	26	65%	14	35%	4	10%	35	88%	1	2.5%	1	2.5%	38	95%	1	2.5%
	2012	111	57	51%	54	49%	16	14%	88	79%	7	6.3%	3	2.7%	106	95%	2	1.8%
	2011	128	61	48%	67	52%	14	11%	108	84%	6	4.7%	3	2.3%	122	95%	3	2.3%
	2010	137	66	48%	71	52%	21	15%	109	80%	7	5.1%	5	3.6%	128	93%	4	2.9%
Admin & Prof G & above Grade A to F	2012	344	138	40%	206	60%	19	5.5%	316	92%	9	2.6%	21	6.1%	319	93%	4	1.2%
	2011	322	137	43%	185	57%	21	6.5%	291	90%	10	3.1%	18	5.6%	299	93%	5	1.6%
	2010	334	141	42%	193	58%	23	6.9%	299	89%	12	3.6%	19	5.7%	310	93%	5	1.5%
	2012	890	221	25%	669	75%	51	5.7%	814	91%	25	2.8%	47	5.3%	833	94%	10	1.1%
	2011	805	200	25%	605	75%	43	5.3%	741	92%	21	2.6%	38	4.7%	753	94%	11	1.4%
	2010	847	205	24%	642	76%	51	6.0%	774	91%	22	2.6%	46	5.4%	791	93%	10	1.2%
Technical G & above Grade A to F	2012	64	53	83%	11	17%	3	4.7%	57	89%	4	6.3%	1	1.6%	63	98%	0	0%
	2011	63	52	83%	11	17%	2	3.2%	57	90%	4	6.3%	1	1.6%	62	98%	0	0%
	2010	69	56	81%	13	19%	2	2.9%	63	91%	4	5.8%	2	2.9%	67	97%	0	0%
	2012	190	122	64%	68	36%	19	10%	162	85%	9	4.7%	14	7.4%	172	91%	4	2.1%
	2011	182	120	66%	62	34%	15	8.2%	158	87%	9	4.9%	12	6.6%	165	91%	5	2.7%
	2010	216	136	63%	80	37%	13	6.0%	191	88%	12	5.6%	16	7.4%	296	91%	4	1.9%
Manual Grade C to E	2012	79	63	80%	16	20%	2	2.5%	73	92%	4	5.1%	6	7.6%	73	92%	0	0%
	2011	87	68	78%	19	22%	2	2.3%	82	94%	3	3.4%	6	6.9%	80	92%	1	1.1%
	2010	96	72	75%	24	25%	4	4.2%	88	92%	4	4.2%	6	6.3%	89	93%	1	1.0%

EMPLOYEE GROUP/ GRADE	YEAR	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*		DISABLED STATUS NOT KNOWN*	
		Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
Manual Grade A&B	2012	155	37	24%	118	76%	11	7.1%	134	86%	10	6.5%	11	7.1%	142	92%	2	1.3%
	2011	160	37	23%	123	77%	11	6.9%	138	86%	11	6.9%	12	7.5%	146	91%	2	1.3%
	2010	174	45	26%	129	74%	12	6.9%	152	87%	10	5.7%	12	6.9%	160	92%	2	1.1%
TSU Temps	2012	213	70	33%	143	67%	21	9.9%	179	84%	13	6.1%	10	4.7%	200	94%	3	1.4%
	2011	298	95	32%	203	68%	24	8.1%	254	85%	20	6.7%	14	4.7%	279	94%	5	1.7%
	2010	347	112	32%	235	68%	40	12%	279	80%	28	8%	11	3.2%	332	96%	4	1.2%

ALL STAFF (excluding ALs&TSU)	2012	2971	1275	43%	1696	57%	196	6.6%	2668	90%	107	3.6%	149	5.0%	2787	94%	35	1.2%
	2011	2881	1251	43%	1630	57%	179	6.2%	2600	90%	102	3.5%	146	5.1%	2694	94%	41	1.4%
	2010	3131	1365	44%	1766	56%	209	6.7%	2802	89%	120	3.8%	162	5.2%	2928	94%	41	1.3%
ALL STAFF	2012	3567	1504	42%	2063	58%	247	6.9%	3179	89%	141	4.0%	172	4.8%	3352	94%	43	1.2%
	2011	3521	1485	42%	2036	58%	228	6.5%	3148	89%	145	4.1%	170	4.8%	3299	94%	52	1.5%
	2010	3870	1615	42%	2255	58%	276	7.1%	3423	88%	171	4.4%	186	4.8%	3634	94%	50	1.3%

* Figures for "Not Disabled" include "not known" for staff who did not respond to the survey. The "Disabled Status Not Known" figure is the number of staff that responded to the survey but preferred not to provide information about disabled status.

The overall male/female ratio remained constant in 2012 compared to 2011 and 2010. All employee groups show an increase in the proportion of women in the senior grades, with the exception of technical which remained the same, and manual which showed a further reduction.

The BME staff percentage has increased in 2012 compared to 2011, and the percentage of disabled staff has remained the same.

At a glance 3:

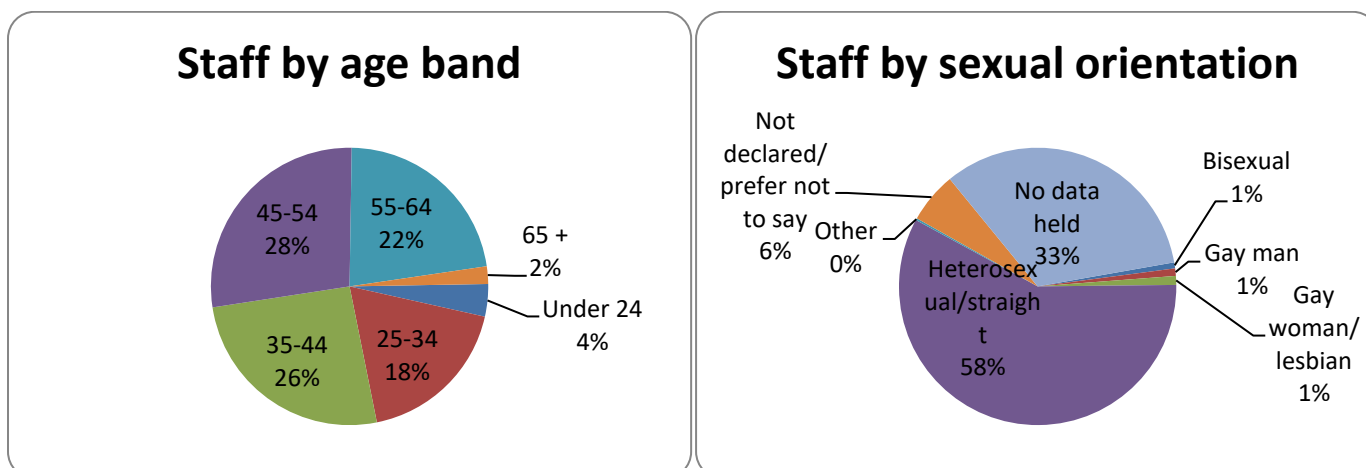


TABLE 3 – AGE

AGE BAND	HEADS 2012	PERCENTAGE 2012	PERCENTAGE 2011	PERCENTAGE 2010
Under 24	135	3.8%	3.6%	4.2%
25-34	654	18.3%	18.9%	20%
35-44	918	25.7%	25.0%	25%
45-54	987	27.7%	29.0%	28%
55-64	800	22.4%	22.3%	22%
65 +	73	2.0%	1.2%	1.3%

The average age of a UWE employee in 2012 is 45 years, the same as in 2011. The average age was 44 years in 2010 and 2009.

TABLE 4 – SEXUAL ORIENTATION

GROUP	HEADS 2012	PERCENTAGE 2012	PERCENTAGE 2011	PERCENTAGE 2010
Bisexual	25	0.7%	0.7%	0.7%
Gay man	31	0.9%	0.7%	0.8%
Gay woman/lesbian	37	1.0%	1.0%	1.2%
Heterosexual/straight	2074	58.1%	56%	56%
Other	8	0.2%	0.2%	0.3%
Not declared/prefer not to say	211	5.9%	5.9%	5.6%
No data held	1181	33.1%	35%	36%

Table 4 shows that UWE has 2.6% of staff declaring as lesbian, gay or bisexual (LGB) compared to 2.4% in 2011. Table 4 also shows an increasing proportion of staff providing information on their sexual orientation.

At a glance 4:

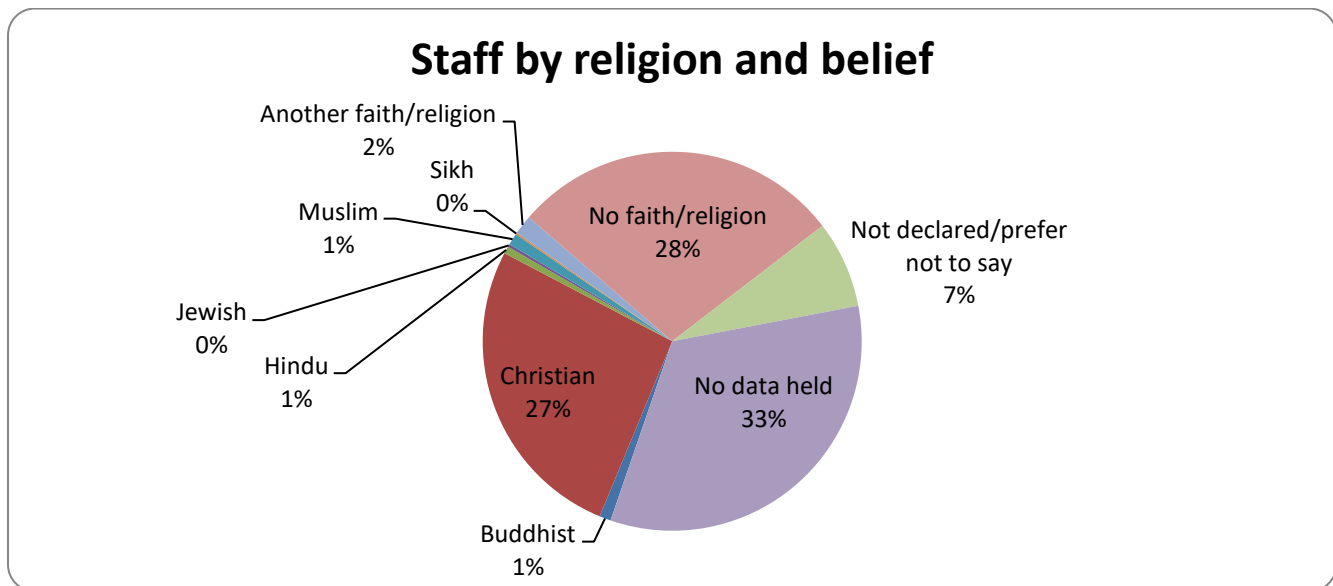


TABLE 5 – RELIGION AND BELIEF

GROUP	HEADS 2012	PERCENTAGE 2012	PERCENTAGE 2011	PERCENTAGE 2010
Buddhist	35	1.0%	0.8%	0.9%
Christian	944	26%	26%	26%
Hindu	22	0.6%	0.5%	0.5%
Jewish	9	0.3%	0.3%	0.2%
Muslim	35	1.0%	0.9%	0.9%
Sikh	5	0.1%	0.1%	0.1%
Another faith/religion	59	1.7%	1.7%	2.1%
No faith/religion	1007	28%	27%	26%
Not declared/prefer not to say	265	7.4%	7.7%	7.3%
No data held	1186	33%	35%	36%

Table 5 shows 31% of staff declaring as having a religion; this is unchanged from 2011. Table 5 shows more staff providing information on their religion and belief.

TABLE 6 – TRANS/TRANSGENDER

CATEGORY	HEADS 2012	PERCENTAGE 2012	PERCENTAGE 2011	PERCENTAGE 2010
Yes	18	0.5%	0.5%	0.4%
No	2194	62%	59%	59%
Prefer not to say	58	1.6%	1.7%	1.7%
No data held	1297	36%	38%	39%

Table 6 shows UWE's declared trans/transgender population is 0.5%, the same as in 2011.

TABLE 7 – ETHNIC ORIGIN

GROUP	HEADS 2012	PERCENTAGE 2012	PERCENTAGE 2011	PERCENTAGE 2010
Asian – Bangladeshi	11	0.3%	0.3%	0.2%
Asian – Indian	41	1.1%	0.9%	0.9%
Asian – Pakistani	18	0.5%	0.4%	0.4%
Asian – Other	25	0.7%	0.6%	0.8%
Black – African	24	0.7%	0.6%	0.9%
Black – Caribbean	27	0.8%	0.8%	0.8%
Black – Other	4	0.1%	0.1%	0.1%
Chinese	30	0.8%	0.9%	0.9%
Mixed – White/African	4	0.1%	0.2%	0.2%
Mixed – White/Asian	12	0.3%	0.4%	0.4%
Mixed – White/Caribbean	6	0.2%	0.1%	0.2%
Mixed – Other	17	0.5%	0.4%	0.5%
Other Ethnic background	28	0.8%	0.9%	0.9%
<i>Sub total</i>	247	6.9%	6.5%	7.1%
White – British	2906	81.5%	82%	81%
White – Irish	50	1.4%	1.5%	1.2%
White – Other	223	6.3%	6.3%	6.6%
<i>Sub total</i>	3179	89.1%	89%	88%
Prefer not to say	18	0.5%	0.5%	0.5%
No data held	123	3.4%	3.6%	3.9%
<i>Sub total</i>	141	4.0%	4.1%	4.4%
All staff	3567	100%	100%	100%

Table 7 shows that UWE’s declared BME staffing population is 6.9% compared to 6.5% in 2011.

TABLE 8 – NATIONALITY

GROUP	HEADS 2012	PERCENTAGE 2012	PERCENTAGE 2011	PERCENTAGE 2010
British	3162	89%	91%	88%
Irish	31	0.9%	0.8%	0.7%
American	29	0.8%	0.7%	0.5%
German	26	0.7%	0.7%	0.9%
Indian	17	0.5%	0.3%	0.3%
Italian	16	0.5%	0.5%	0.5%
Canadian	12	0.3%	0.3%	0.3%
Spanish	11	0.3%	0.4%	0.4%
Malaysian	11	0.3%	0.3%	0.3%
Chinese*	10	0.3%	0.3%	0.4%
Greek*	10	0.3%	0.2%	0.2%
<i>Sub total</i>	3335	94%	93%	92%
All staff	3567	100%	100%	100%

Table 8 shows UWE’s top ten nationalities at 2012 (* joint 10th place).

TABLE 9 – TAKE UP OF FAMILY FRIENDLY LEAVE BY EMPLOYEE GROUP

CATEGORY		ALL	SENIOR MGMT	ACADEMIC	ADMIN/ PROF/ TECH	MANUAL
Maternity leave	2012	66	0	14	50	2
	2011	69				
Adoption leave	2012	1	0	1	0	0
	2011	1				
Paternity leave	2012	34	0	12	18	4
	2011	31				
Parental leave	2012	1	0	0	1	0
Carer's leave	2012	256	1	24	194	37
All leave types	2012	358 (10%)	1 (1.3%)	51 (3.3%)	263 (15%)	43 (18%)

% indicates the proportion of the workforce

Table 9 shows the take up of different family friendly leave by different staff groups. In 2012 family friendly leave was taken up in greatest proportion by manual staff and administrative/professional/technical (APT) staff. The APT staff group has the highest proportion of women at 65%; the senior management group has the lowest proportion of women at 32%.

TABLE 10 – TAKE UP OF CHILD CARE VOUCHERS

YEAR	ALL	MALE		FEMALE	
	Heads	Heads	%	Heads	%
2012	272	107	39%	165	61%
2011	261	100	38%	162	62%

Table 10 shows the take up of child care vouchers through payroll deduction by gender. The UWE workforce is 42% male and 58% female.

TABLE 11 – CONTRACT TYPE BY EQUALITY GROUP

CONTRACT TYPE	YEAR	ALL	GENDER				ETHNICITY						DISABLED STATUS					
			MALE		FEMALE		BME		WHITE		NOT KNOWN		DISABLED		NOT DISABLED*		NOT KNOWN*	
			Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
Permanent	2012	2729	1166	43%	1563	57%	168	6.2%	2470	91%	91	3.3%	135	5.0%	2561	94%	32	1.2%
	2011	2760	1191	43%	1569	57%	160	5.8%	2510	91%	90	3.3%	129	4.7%	2598	94%	33	1.2%
	2010	3063	1307	43%	1756	57%	178	5.8%	2764	90%	121	4.0%	158	5.2%	2869	94%	36	1.2%
Fixed Term	2012	625	268	43%	357	57%	58	9.3%	530	85%	37	5.9%	26	4.2%	591	95%	8	1.3%
	2011	463	199	43%	264	57%	44	9.5%	384	83%	35	7.6%	12	2.6%	437	94%	14	3.0%
	2010	460	196	43%	264	57%	58	13%	380	83%	22	4.8%	17	3.7%	433	94%	10	2.2%
Temporary	2012	213	70	33%	143	67%	21	9.9%	179	84%	13	6.1%	10	4.7%	200	94%	3	1.4%
	2011	298	95	32%	203	68%	24	8.1%	254	85%	20	6.7%	13	4.4%	280	94%	5	1.7%
	2010	347	112	32%	235	68%	40	12%	279	80%	28	8.1%	11	3.2%	332	96%	4	1.2%

* Figures for “Not Disabled” include “not knows” for staff who did not respond to the survey. The “Disabled Status Not Known” figure is the number of staff that responded to the survey but preferred not to provide information about disabled status.

TABLE 12 – MODE OF EMPLOYMENT BY EQUALITY GROUP

MODE	YEAR	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*		DISABLED STATUS NOT KNOWN*	
			Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
Full-time	2012	2038	1046	51%	992	49%	146	7.2%	1815	89%	77	3.8%	93	4.6%	1925	94%	20	1.0%
	2011	2085	1067	51%	1018	49%	137	6.6%	1067	90%	81	3.9%	87	4.2%	1969	94%	29	1.4%
	2010	2283	1161	51%	1122	49%	159	6.9%	2028	89%	96	4.2%	107	4.7%	2144	94%	32	1.4%
Part-time	2012	1529	458	30%	1071	70%	101	6.6%	1364	89%	64	4.2%	79	5.2%	1427	93%	23	1.5%
	2011	1436	418	29%	1018	71%	91	6.3%	1281	89%	64	4.5%	67	4.7%	1346	94%	23	1.6%
	2010	1587	454	29%	1133	71%	117	7.3%	1395	88%	75	4.7%	79	5.0%	1490	94%	18	1.1%

* “Not Disabled” includes Not Knowns for staff who did not respond to the survey. The “Disabled Status Not Known” figure is the number of staff that responded to the survey but preferred not to provide information about disabled status.

Section 2 – Staff recruitment

TABLE 13 – RECRUITMENT BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED**	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2012</u>															
Applied	5995	2730	46%	3228	54%	1197	20%	4678	78%	120	2.0%	297	4.9%	5698	95%
Shortlisted	1220	491	40%	722	59%	156	13%	1046	86%	18	1.4%	44	3.6%	1176	96%
Appointed	407	141	35%	265	65%	39	10%	363	89%	5	1.2%	13	3.1%	394	96%
<u>2011</u>															
Applied	4418	2470	56%	1934	44%	1027	23%	3338	76%	53	1.2%	175	4.0%	4243	96%
Shortlisted	943	454	48%	488	52%	138	15%	794	84%	11	1.2%	35	3.7%	908	96%
Appointed	274	123	45%	150	55%	31	11%	238	87%	5	1.8%	9	3.3%	265	97%
<u>2010</u>															
Applied	5340	3223	60%	2117	40%	888	17%	4107	77%	345	6.5%	254	4.8%	5086	95%
Shortlisted	1221	597	49%	624	51%	126	10%	1027	84%	68	5.6%	57	4.7%	1164	95%
Appointed	357	164	46%	193	54%	35	10%	309	87%	13	3.6%	14	3.9%	343	96%

* Data excludes applicants who did not declare a gender. ** Figures for “Not Disabled” include applicants who did not provide data.
From 2011 data relates to the period August to July.

The volume of staff recruitment increased in 2012 back to more normal levels, 2011 volumes having declined due to major restructuring programmes. The number of job applicants in 2012 similarly increased due to the ending of the temporary policy of jobs being advertised internally first.

The 2012 figures show that the success rate for female applicants through the recruitment process continues to be better than for male applicants.

2012 figures show BME applicants and appointees have declined compared to 2011 and BME applicants continue to have a lower rate of success through the recruitment process than non-BME staff. In 2012 there has been an increase in applicants declaring as disabled.

The average age of UWE starters in 2012 was 40 years.

TABLE 14 - RECRUITMENT TO THE TEMPORARY STAFF UNIT BANK BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED**	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2012</u>															
Applied	184	74	40%	108	59%	37	20%	143	78%	4	2.1%	8	4.3%	176	95%
Shortlisted	67	23	34%	43	64%	7	10%	58	86%	2	2.9%	4	5.9%	63	94%
Appointed	51	17	33%	33	65%	5	10%	44	86%	2	3.9%	2	3.9%	49	96%
<u>2011</u>															
Applied	436	164	38%	271	62%	97	22%	331	76%	8	1.8%	21	4.8%	415	95%
Shortlisted	195	59	30%	136	70%	24	12%	167	86%	4	2.1%	15	7.7%	180	92%
Appointed	122	38	31%	84	69%	17	14%	101	83%	4	3.3%	8	6.6%	114	93%
<u>2010</u>															
Applied	462	174	38%	288	62%	89	19%	352	76%	21	4.5%	26	5.6%	436	94%
Shortlisted	180	62	34%	118	66%	22	12%	149	83%	9	5.0%	7	3.9%	173	96%
Appointed	83	24	29%	59	71%	7	8.0%	72	87%	4	4.8%	5	6.0%	78	94%

* Data excludes applicants who did not declare a gender.

** Figures for "Not Disabled" include applicants who did not provide data; from 2011 data relates to the period August to July.

Table 14 shows a significant reduction in temporary recruitment in 2012 compared to 2011, recruitment in 2011 having increased to provide additional interim support during the period of organisational restructuring.

The 2012 figures show that the success rate for female applicants through the recruitment process continues to be better than for male applicants.

In 2012 the proportion of BME applicants and appointments has declined compared to 2011, as has the proportion of applicants declaring as disabled.

TABLE 15 - INTERNAL RECRUITMENT ONLY BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED**	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2012</u>															
Applied	904	307	34%	588	65%	114	13%	770	85%	20	2.2%	34	3.7%	867	95%
Shortlisted	496	172	35%	321	65%	54	11%	432	87%	10	2.0%	15	3.0%	481	97%
Appointed	202	63	31%	139	69%	15	7%	183	90%	4	1.9%	5	2.4%	197	98%
<u>2011</u>															
Applied	230	101	44%	127	55%	41	18%	186	81%	3	1.3%	8	3.5%	222	97%
Shortlisted	131	62	47%	68	52%	13	10%	116	89%	2	1.5%	4	3.1%	127	97%
Appointed	56	25	45%	30	54%	6	11%	48	86%	2	3.6%	0	0%	56	100%

* Data excludes applicants who did not declare a gender.

** Figures for "Not Disabled" include applicants who did not provide data; from 2011 data relates to the period August to July.

Table 15 shows a very significant increase in the appointment of internal candidates in 2012 compared to 2011. This is due to a large number of recruitment opportunities arising following organisational restructuring which were then filled by existing staff.

In 2012 the proportion of female internal applicants is higher than the UWE female workforce of 58%. The figures show that in 2012 the success rate for female applicants through the recruitment process is better than for male applicants.

BME internal applicants are shortlisted and appointed in lower proportions in 2012. The proportion of BME internal applicants and BME internal appointments remains higher than the UWE BME workforce of 6.9%.

The proportion of internal applicants declaring as disabled has increased slightly in 2012 but is still lower than the UWE disabled workforce of 4.8%. The figures show a reducing rate of success through the selection process.

Section 3 – Leavers

TABLE 16 – LEAVERS BY CATEGORY BY EQUALITY GROUP

LEAVER CATEGORY	HEADS	MALE	FEMALE	BME	WHITE	ETHNICITY NOT KNOWN	DISABLED	NOT DISABLED*
Resignation	160	68	92	15	140	5	7	153
Voluntary severance	57	29	28	3	52	2	5	52
End of fixed term contract	73	30	43	5	66	2	4	69
Retirement	4	3	1		4			4
Maternity leave non-return**	1		1		1			1
Ill Health	2	1	1		2			2
Death	5	1	4	1	4		1	4
Dismissal	1	1			1			1
Redundancy	4	2	2		4		1	3
ALL LEAVERS - 2012	307	135 (44%)	172 (56%)	24 (7.8%)	274 (89%)	9 (2.9%)	18 (5.9%)	289 (94%)
ALL LEAVERS - 2011	448	187 (42%)	261 (58%)	49 (11%)	383 (85%)	16 (3.6%)	19 (4.2%)	429 (96%)
ALL LEAVERS - 2010	226	97 (43%)	129 (57%)	20 (8.8%)	198 (88%)	8 (3.5%)	9 (4.0%)	217 (96%)

* Figures for "Not Disabled" include staff who have not provided data. **Includes non-return from adoption leave. The analysis excludes hourly paid and temporary staff.

The UWE workforce (excluding ALs/TSU staff) is 57% female, 6.6% BME and 5% disabled. In 2012 the rate of leaving by gender and by disabled is broadly in proportion to the population; a slightly higher proportion of BME staff were leavers.

The annual turnover rate for 2012 is 8.1% compared to 11.6% for 2011 (excluding fixed term contract expiry). The average age of leavers was age 45, the same as the average age of all UWE staff.

TABLE 17 – REASONS FOR LEAVING

REASON	ACADEMIC + SENIOR MANAGEMENT	PROFESSIONAL SUPPORT STAFF	TOTALS 2012	TOTALS 2011	TOTALS 2010
Moving from area	4	5	9	4	6
Return to education	1	1	2	0	5
Giving up employment	0	0	0	1	2
Personal/domestic	2	5	7	6	8
Promotion/career development	5	10	15	14	10
Travel problems	1	3	4	2	5
Physical work environment	0	0	0	2	1
Organisational culture	3	4	7	11	6
Management style	2	3	5	7	4
Working relations	0	3	3	2	2
Workload/stress	1	1	2	3	7
Conditions of service	0	2	2	6	0
Discrimination	0	1	1	1	0
Retirement	3	3	6	6	13
Redundancy	0	0	0	2	0
Ill health	0	0	0	0	1
End of fixed term contract	5	1	6	8	5
Greater job satisfaction	2	8	10	14	10
Personal satisfaction	3	9	12	10	9
More training and development	1	5	6	3	2
Better career prospects	5	9	14	13	10
Better service conditions	1	2	3	4	0
Higher salary	1	10	11	7	7
Change of work pattern	1	3	4	4	5
NUMBER OF RESPONDENTS	15	24	39	40	43

Notes: Data is taken from exit questionnaires completed by leavers; individuals can indicate more than one reason for leaving.

Section 4 –Staff development and career progression

TABLE 18 – INTERNAL TRAINING ATTENDANCES BY EQUALITY GROUP

Year	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2012**	4890	1629	33%	3261	67%	373	7.6%	4415	90%	102	2.1%	266	5.4%	4624	95%
2011*	7517	2532	34%	4985	66%	470	6.3%	6832	91%	215	2.9%	364	4.8%	7153	95%
2010	3359	999	30%	2360	70%	263	7.8%	3009	90%	87	2.6%	201	6.0%	3158	94%

* Includes 3138 staff attendances for compulsory fire safety training. ** Includes 289 staff attendances for compulsory fire safety training.

Table 18 shows that training course opportunities have been taken up in higher proportion by female staff compared to male staff; and in higher proportion by known BME staff and disabled staff compared to the UWE workforce of 58% female, 6.9% BME and 4.8% disabled.

TABLE 19 – CAREER PROGRESSION BY EQUALITY GROUP

YEAR	TOTAL		MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED *	
	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2012	230	6.9%	67	4.7%	163	8.5%	13	5.8%	212	7.1%	5	3.9%	7	4.3%	223	7.0%
2011	184	5.7%	75	5.4%	109	5.9%	10	4.9%	167	5.8%	7	5.6%	1	0.7%	183	5.9%
2010	227	6.4%	88	5.9%	139	6.9%	16	6.8%	205	6.5%	6	4.2%	4	2.3%	219	6.5%

% indicates the proportion of the particular group having career progression, not the proportion of all the progression occurrences.

* Figures for "Not Disabled" include staff who have not provided data.

Table 19 shows that career progression opportunities have been taken up in significantly higher proportion by female staff compared to male staff and in lower proportion by known BME and disabled staff. The data analysed by each type of career progression opportunity (promotion, regrading, secondment, and temporary up-grade) is shown in table 20 below.

TABLE 20 – CAREER PROGRESSION BY TYPE

TYPE	YEAR	TOTAL		MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*	
		Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
Promotion	2012	128	3.8%	39	2.7%	89	4.6%	9	4.0%	118	3.9%	1	0.8%	6	3.7%	123	3.9%
	2011	90	2.8%	45	3.2%	45	2.5%	7	3.4%	80	2.8%	3	2.4%	1	1.7%	89	2.9%
	2010	93	2.6%	36	2.4%	57	2.8%	6	2.5%	87	2.8%	0	0%	1	0.6%	92	2.7%
Regrading	2012	29	0.9%	13	0.9%	16	0.8%	1	0.4%	26	0.9%	2	1.6%	0	0%	28	0.9%
	2011	25	0.8%	11	0.8%	14	0.8%	1	0.5%	22	0.8%	2	1.6%	0	0%	25	0.8%
	2010	57	1.8%	22	1.6%	35	2.0%	8	3.8%	45	1.6%	4	3.3%	2	1.2%	55	1.9%
Secondment	2012	36	1.1%	7	0.5%	29	1.5%	1	0.4%	33	1.1%	2	1.6%	1	0.6%	35	1.1%
	2011	28	0.9%	10	0.7%	18	1.0%	1	0.5%	27	0.9%	0	0%	0	0%	28	0.9%
	2010	27	0.9%	9	0.7%	18	1.0%	0	0%	27	1.0%	0	0%	0	0%	27	0.9%
Temporary Upgrade	2012	37	1.1%	8	0.6%	29	1.5%	2	0.9%	35	1.2%	0	0%	0	0%	37	1.2%
	2011	41	1.3%	9	0.6%	32	1.7%	1	0.5%	38	1.3%	2	1.6%	0	0%	41	1.3%
	2010	50	1.6%	21	1.5%	29	1.6%	2	1.0%	46	1.6%	2	1.7%	1	0.6%	49	1.6%

% indicates the proportion of the particular group having career progression, not the proportion of all the progression occurrences.

* Figures for "Not Disabled" include staff who have not provided data.

TABLE 21 – GENDER PAY GAP

GROUP	2011	2009	2005	2003
All staff	14.4%	15.3%	*	*
All staff excluding senior management and TSU temps	10.2%	12.5%	20.2%	18.2%

* data not available

The gender pay gap is the percentage by which average female staff pay is lower than average male staff pay.

Section 5 – Formal procedures

TABLE 22 – STAFF GRIEVANCES BY EQUALITY GROUP

YEAR	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2012	13	8	62%	5	38%	2	15%	11	85%	-	-	2	15%	11	85%
2011	6	1	17%	5	83%	-	-	6	100%	-	-	-	-	6	100%
2010	6	4	67%	2	33%	-	-	5	83%	1	17%	-	-	6	100%

* Figures for “Not Disabled” include staff who have not provided data.

The number of new formal grievances in 2012 is significantly higher than in 2011. The UWE workforce (including ALs and TSU) is: 58% female, 6.9% BME and 4.8% disabled, therefore in 2012 staff grievances were brought by a higher proportion of male staff, BME staff, and staff declaring as disabled. However it is difficult to ascribe statistical significance to the data due to low numbers.

TABLE 23 – STAFF DISCIPLINARIES BY TYPE BY EQUALITY GROUP

YEAR/TYPE	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED*	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2012</u>															
Conduct	5	3	60%	2	40%	1	20%	3	60%	1	20%	-	-	5	100%
Capability	2	1	50%	1	50%	-	-	2	100%	-	-	-	-	2	100%
Performance	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 2012	7	4	57%	3	43%	1	14%	5	72%	1	14%	-	-	7	100%
Total 2011	10	7	70%	3	30%	3	30%	7	70%	-	-	-	-	10	100%
Total 2010	11	10	91%	1	9%	1	9%	9	82%	1	9%	2	18%	9	82%

* Figures for “Not Disabled” include staff who have not provided data.

UWE’s workforce is 58% female, 6.9% BME and 4.8% disabled. In 2012, formal procedures were initiated for a lower proportion of female staff and disabled staff, and a higher proportion of BME staff. It is difficult to ascribe statistical significance due to low numbers.

Section 6 – Sickness absence

At a glance 5:

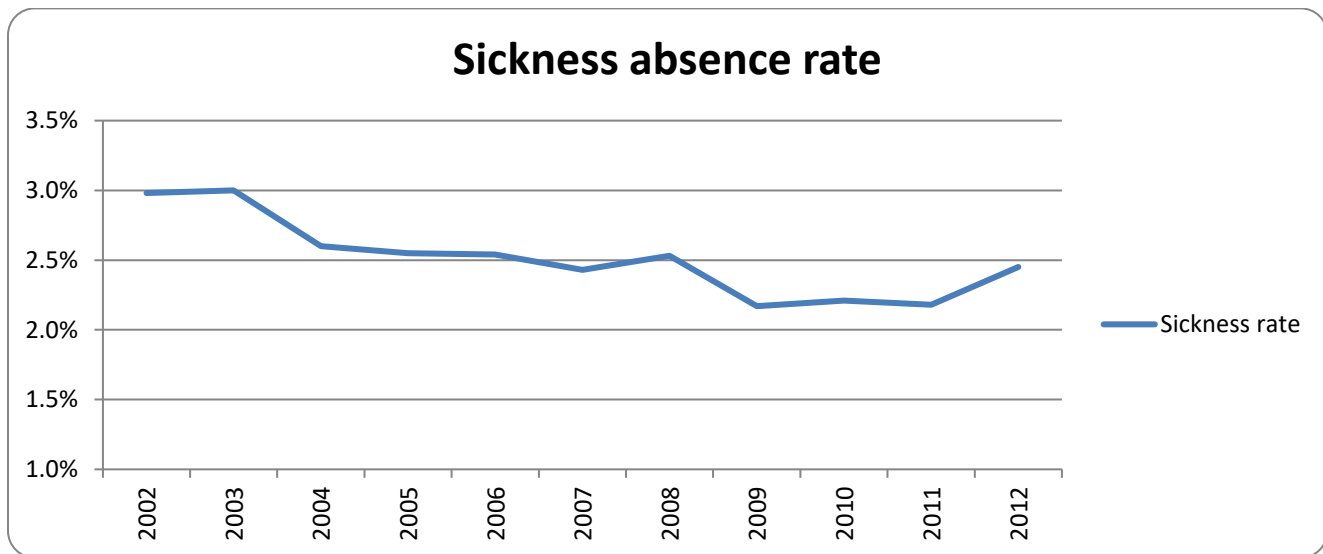


TABLE 24 - SICKNESS ABSENCE RATES BY FACULTY / SERVICE

FACULTY/SERVICE	DAYS LOST 2012	INCIDENTS 2012	ABSENCE RATE 2012	ABSENCE RATE 2011	ABSENCE RATE 2010
Business and Law	943	186	1.5%	2.1%	1.6%
Arts Creative Inds & Education	2188	211	2.6%	2.0%	1.9%
Environment and Technology	1538	205	1.5%	1.1%	1.6%
Health and Life Sciences	2089	260	1.7%	1.8%	1.5%
Faculty sub total	6758	862	1.8%	1.7%	1.7%
Corporate & Academic Services	998	335	2.6%	1.9%	-
Directorate & other*	42	24	0.5%	2.6%	1.7%
Facilities	5178	913	4.3%	3.7%	3.4%
Finance	885	162	3.9%	2.3%	2.8%
Human Resources	268	97	2.0%	2.0%	2.5%
IT Services	877	329	1.9%	2.5%	2.5%
Library Services	597	276	1.7%	2.8%	2.5%
Marketing and Communications	223	82	1.8%	2.5%	1.4%
Research, Business & Innovation	569	158	2.9%	1.5%	1.7%
SPS - Admissions & Intl Dev.	342	93	2.6%	1.3%	3.1%
SPS – Sch. & Colleges Part. Serv.	226	32	4.7%	1.2%	3.0%
SPS - Student Services	1532	419	2.8%	3.2%	2.1%
Transformation Services	18	9	2.2%	-	-
Service sub total	11755	2929	3.0%	2.9%	3.2%
All services excluding manual staff	8314	2421	2.6%	2.4%	2.5%
Manual staff only	3441	508	5.4%	4.6%	5.3%
All staff	18513	3796	2.4%	2.2%	2.2%

*Includes Dean of Students, Development & Alumni, CPA, Excludes hourly paid staff.

TABLE 25 – SICKNESS ABSENCE RATES BY EQUALITY GROUP

YEAR	ALL	MALE	FEMALE	BME	WHITE	ETHNICITY NOT KNOWN	DISABLED	NOT DISABLED*
2012	2.4%	1.7%	3.0%	1.6%	2.4%	5.3%	6.4%	2.2%

* Figures for “Not Disabled” include staff who have not provided data.

Table 25 shows that in 2012 the absence percentage rate was higher for female staff, lower for BME staff and higher for disabled staff.

TABLE 26 - REASONS FOR SICKNESS ABSENCE

Proportion of days lost			
REASON	2012 (%)	2011 (%)	2010 (%)
Stress / depression	27.6%	17.2%	17.6%
Hospital admittance	12.9%	17.6%	15.5%
Cold / flu / virus	12.6%	13.8%	16.7%
Disease	7.8%	5.6%	5.2%
Infection	7.4%	8.9%	8.7%
Injury	5.2%	4.6%	9.1%
Sickness / diarrhoea	3.4%	3.0%	3.1%
Stomach complaint	3.1%	3.9%	3.8%
Back / sciatica	2.9%	6.3%	4.6%
Muscular / rheumatic	2.7%	2.9%	2.3%
Headache / migraine	2.3%	2.2%	2.0%
Not known	2.1%	1.6%	1.1%
Pain	1.7%	2.9%	<1%
Fatigue	1.3%	1.0%	2.3%
Heart / blood pressure	1.3%	2.3%	2.1%
Arthritis	1.1%	1.3%	<1%
Dizzy spells Maternity related Allergy; Asthma; Skin complaint Dental / oral Gynae / menstrual Eye problems Hospital appointment Diabetes	Less than 1%	Less than 1%	Less than 1%

Proportion of incidents			
REASON	2012 (%)	2011 (%)	2010 (%)
Cold / flu / virus	30.7%	32.9%	35.9%
Infection	10.6%	10.8%	11.4%
Sickness / diarrhoea	10.2%	7.9%	8.5%
Headache / migraine	8.0%	7.4%	6.6%
Stomach complaint	7.0%	9.4%	8.5%
Not known	6.3%	3.1%	2.7%
Stress / depression	5.3%	4.1%	3.7%
Injury	3.0%	3.1%	3.5%
Hospital admittance	2.9%	4.3%	4.2%
Back / sciatica	2.8%	3.8%	2.9%
Dental / oral	1.6%	1.3%	1.3%
Disease	1.5%	1.1%	<1%
Dizzy spells	1.2%	1.6%	1.1%
Fatigue	1.2%	1.0%	1.5%
Pain	1.2%	1.5%	1.1%
Muscular / rheumatic	1.1%	2.0%	1.5%
Allergy; Arthritis Maternity related Asthma; Diabetes Hospital appointment Eye problems Heart/Blood pressure Gynae/Menstral Skin complaint	Less than 1%	Less than 1%	Less than 1%

In 2012 stress/depression accounted for 5,481 lost working days (3,062 in 2011), showing a significant increase. In 2011 hospital admittance accounted for the most days lost. In 2012, as in 2011, cold/flu/virus was the illness with the highest incident rate at 1,184 incidents in the year (1,180 in 2011).

Section 7 – Employee assistance programme (EAP)

TABLE 27 – USE OF EAP SERVICES

TYPE	2012			2011			2010		
	HEADS	MALE	FEMALE	HEADS	MALE	FEMALE	HEADS	MALE	FEMALE
Helpline advice / information	71			37			54		
Telephone counselling	19			9			4		
Face-to-face counselling	82			92			78		
Legal information	72			76			48		
TOTAL USAGE	244	56	188	214	54	160	184	52	132
Take up by gender		23%	77%		25%	75%		28%	72%

Data relates to the period October to September

The number of staff accessing the services of the Employee Assistance Programme in 2012 has increased by 14% compared to 2011. The UWE workforce (including ALs and TSU) is 58% female therefore the data shows that a significantly higher proportion of female staff use the service compared to male staff.

Section 8 – Benchmark performance indicators

TABLE 28 – COMPARISONS WITH OTHER UNIVERSITIES

Category	DLA Piper Benchmark data*			UWE performance					
	HEI average	HEI upper quartile (UQ)	Public sector average	Actual**			Target		
	2012	2012	2012	2010	2011	2012	2013	2014	Long term
HR staff: all employees	1:67	1:77	1:77	1:82	1:75	1:68	HEI average		
HR staff cost per employee	£533	£610	£479	£416	£445	£493	HEI average		
Staff costs as % of total UWE costs				60%	60%	59%	59%	58%	58%
Female staff in top 5% of earners	30%	38%	35%	34%	35%	35%	38%	40%	50%
BME staff	10.8%*	15.5%	9.6%	6.7%	7%	6.8%	8%	8.5%	10%
Disabled staff	3.6%	4.6%	3.5%	3.5%	4.4%	4.4%	7%	9%	9%
Staff on temporary/fixed term contracts	20%	10%	17%	21%	22%	19%	-	-	-
Part time staff	32%	37%	34%	41%	41%	40%	-	-	-
Voluntary staff turnover	6.7%	8.1%	6.8%	3.8%	4.4%	5.4%	-	-	-
Grievances (per 1,000 employees)	2.6	0.9	5.1	5.6	1.6	1.7	HEI UQ		
Disciplinaries (per 1,000 employees)	6.7	2.6	8.6	3.8	2.7	2.8	HEI UQ		
Tribunal applications (per 1,000 employees)	1.5	0.6	2.5	0.8	0.3	0	HEI UQ		
Sickness: days off per employee	6.6	5.3	7.8	6.1	6.4	6.4	HEI UQ		
Sickness: % of working days lost	2.6%	2.0%	3.2%	2.3%	2.5%	2.5%	HEI UQ		
Staff recommending UWE as a place to work				-	-	58%	70%	75%	80%
Staff feeling valued/recognised for their work				-	-	50%	70%	75%	80%
Staff feeling proud to work for UWE				-	-	66%	70%	75%	80%
UWE in Stonewall top 100				134 th	77 th	45 th	Top 100		

* The year shown is the year of the DLA Piper Benchmark survey publication – the data is that returned for the previous year.

** Where DLA Piper benchmark data is provided the data for UWE relates to UWE's DLA Piper Benchmark survey response for that publication year based the DLA Piper data definitions so will be different from values for the same metric shown elsewhere in the compendium.