

Staffing Statistics

Including Equality Act 2010 publication of equality information

December 2017

Produced by Human Resources

Introduction

This is the tenth annual staffing statistics report produced by HR. The purpose of the report 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, diversity and inclusivity and undertakes a wide range of activities to promote better outcomes and meet the needs of different groups of staff. In November 2016, we published **Inclusivity 2020**, our second full single equality scheme (2017-2020) which spells out how we intend to embed inclusivity in both strategic and day-to-day activities. It can be accessed on the UWE website:

www.uwe.ac.uk/equalityanddiversity.

This staffing statistics report provides the information needed to monitor progress; it also provides a rich source of data for managers carrying out equality analysis. This report will additionally assist us to track our equality objectives on staff recruitment, development and promotion.

The data is taken from a snapshot of the staff population on 31 December 2017 held in the University's new HR payroll system (iTrent) which went live in August 2017. The database is populated from information supplied by new staff on their application forms. iTrent Employee Self Service went live in January 2018 enabling staff to update their own equality data directly into the system.

As a result of the new system the format of the report has changed this year, and for this one edition only provides one previous year of data for comparison; please see the earlier editions if data prior to 2016 is needed. The new system has also resulted in some changes to the way data is held so the counts cannot be directly compared with those in our earlier editions.

This report should be read in conjunction with results from the 2017 staff survey available in the HR intranet.

I hope you find the report 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 HR Systems and Information Team (Lesley2.Donnithorne@uwe.ac.uk) or Valerie Russell Emmott in the Equality and Diversity Unit (Valerie.Russellemmott@uwe.ac.uk).

Debbie England
Director of HR and OD

May 2018

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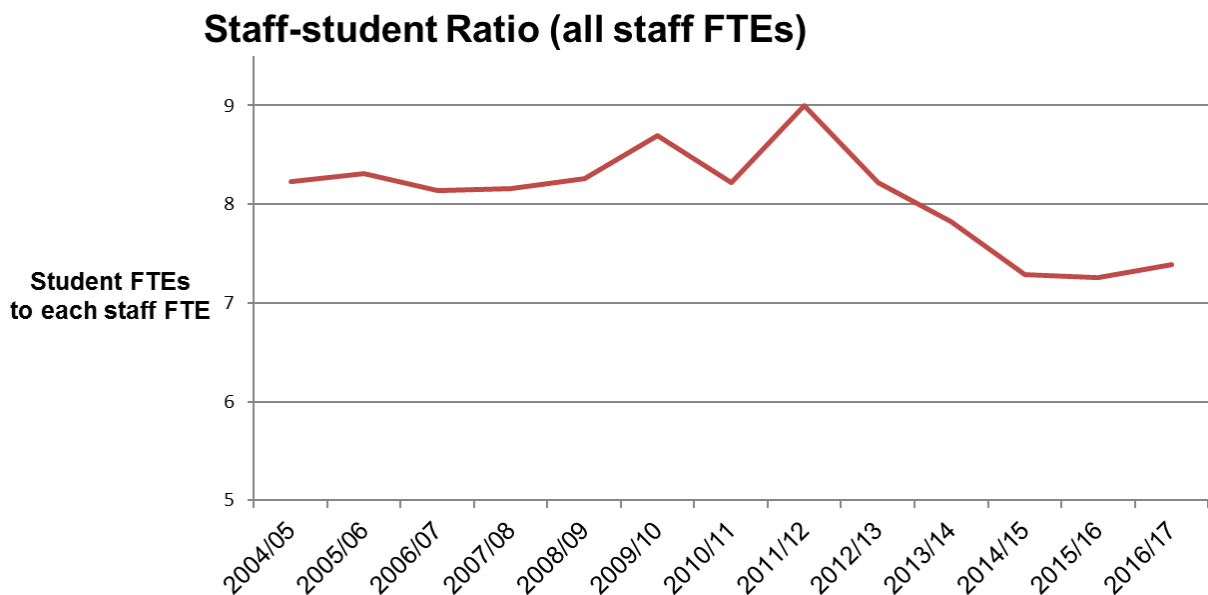
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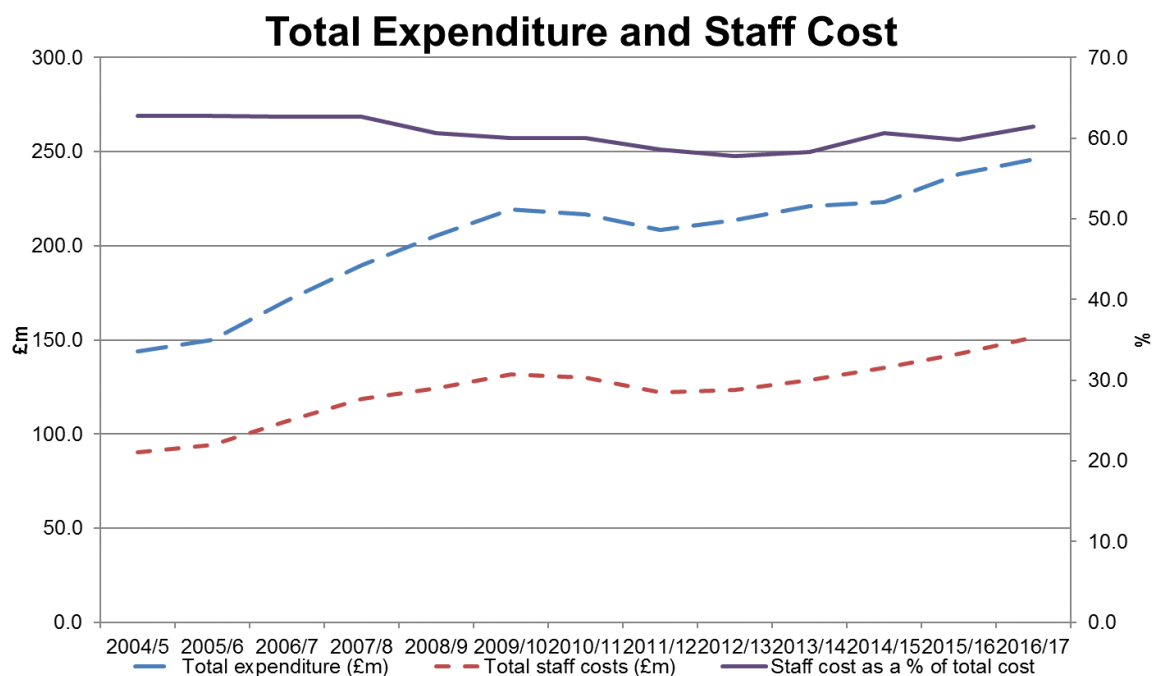
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Section 1 – Staff Employment

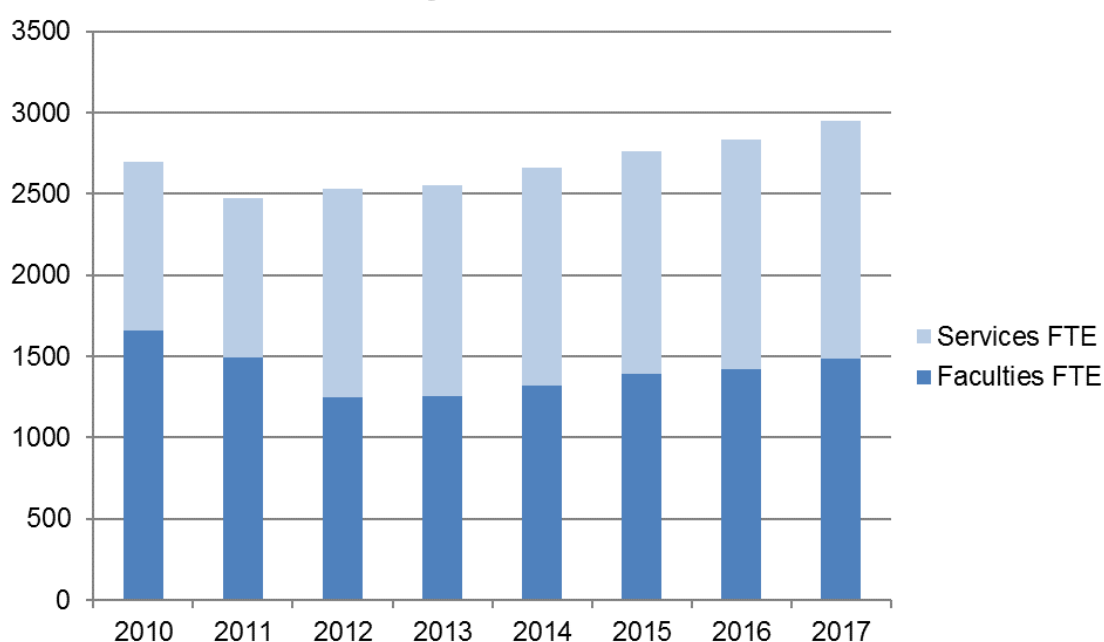


This chart shows over time the ratio of student FTEs to each staff FTE, including all employee groups (senior management, academic and professional services). The ratio increased in 2009/10 due to an increase in student FTEs, and in 2011/12 due to a decrease in staff FTEs resulting from change programmes affecting both academic and professional services staff.



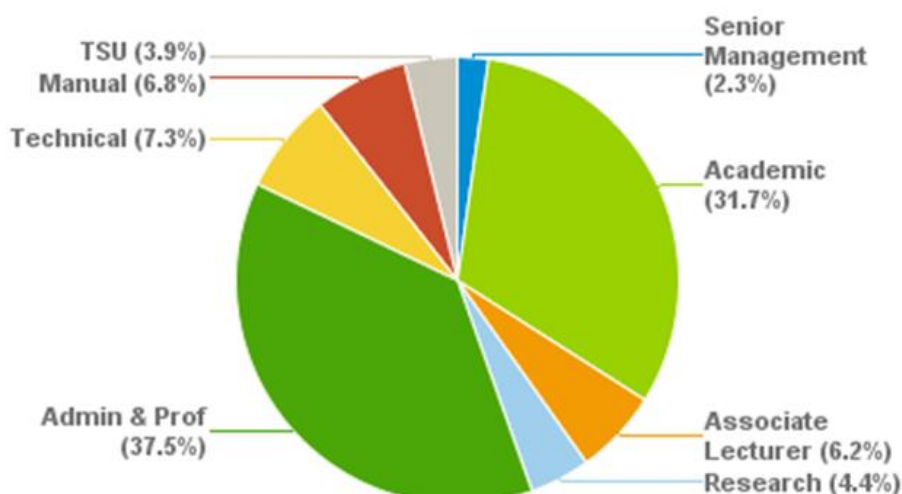
UWE's staff costs as a proportion of its total expenditure increased in 2016/17 to 61.5%.

Staff by Faculties or Services



In 2017 50% of staff were located in faculties and 50% in services. The 2010 and 2011 figures reflect the position prior to the One University Administration restructuring in January 2012. In 2017 there has been a 3.9% increase in staffing numbers and 4.7% increase in FTEs compared to 2016. A breakdown of the data, including by individual faculty and service, is in Table 1 on page 7.

Staff by Employee Group 2017



In term of headcount, the largest employee group is administrative/ professional and the smallest is senior management.

TABLE 1 – STAFF IN POST AT 31/12/2017

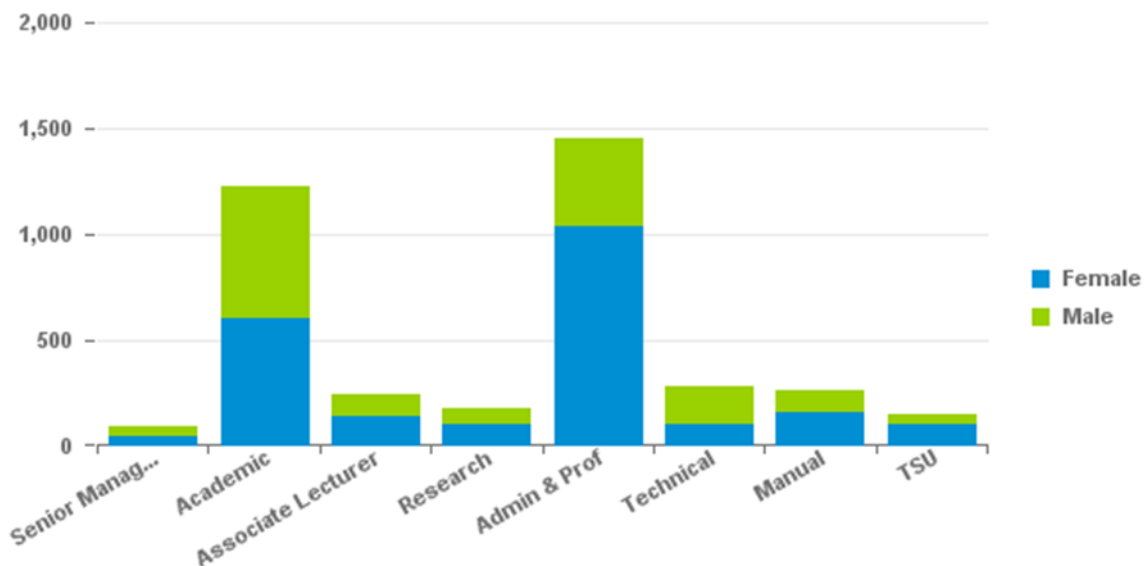
FACULTY/SERVICE	HEADS 2017	FTE* 2017	HEADS 2016	FTE* 2016
ACE Faculty of Arts, Creative Industries & Education	332	269	332	263
FBL Faculty of Business & Law	305	279	290	260
FET Faculty of Environment & Technology	472	431	441	402
HAS Faculty of Health & Applied Sciences	585	508	565	491
<i>Faculty totals</i>	1694	1487	1628	1417
APD Academic Practice Directorate	6	5	7	6
COM Commercial Services	14	13	16	15
DIR Directorate	40	38	19	17
FAC Facilities	477	369	472	366
FIN Finance Department	85	78	94	87
HRS Human Resources	73	64	76	64
ITS IT Services	168	161	161	152
RBI Research Business & Innovation	82	69	86	72
SAS Academic Services	193	169	190	171
SAS Student Services	274	224	260	220
SCE Strategic Communications & Engagement	74	64	66	52
SFS Future Students	99	83	83	71
SPO Strategic Programmes Office	23	21	16	15
SSS Library Services	142	109	129	102
<i>Service totals</i>	1750	1467	1675	1410
<i>Faculty and Service sub total</i>	3444	2954	3304	2826
Associate Lecturers/Instructors ¹	269	72	300	75
Temporary staff (in assignment)	149	49	112	35
All staff	3862	3075	3716	2936

* FTE = full time equivalent

¹ FTE relates to the total for the previous academic year

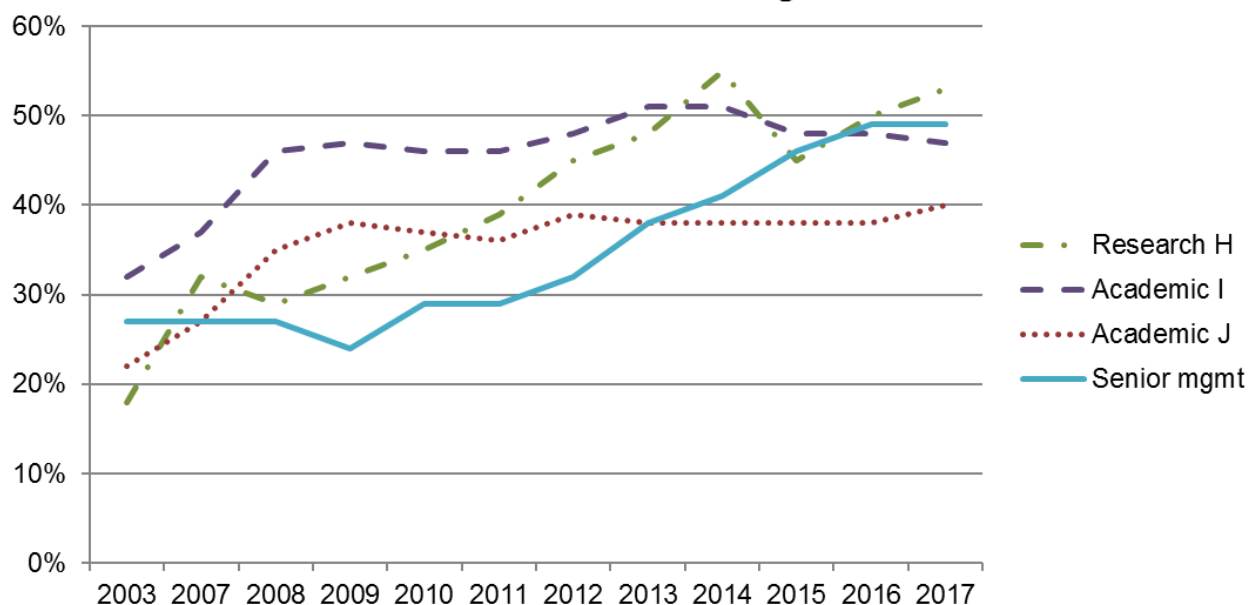
Section 1.1 - Staff by Gender

Employee Group by Gender 2017

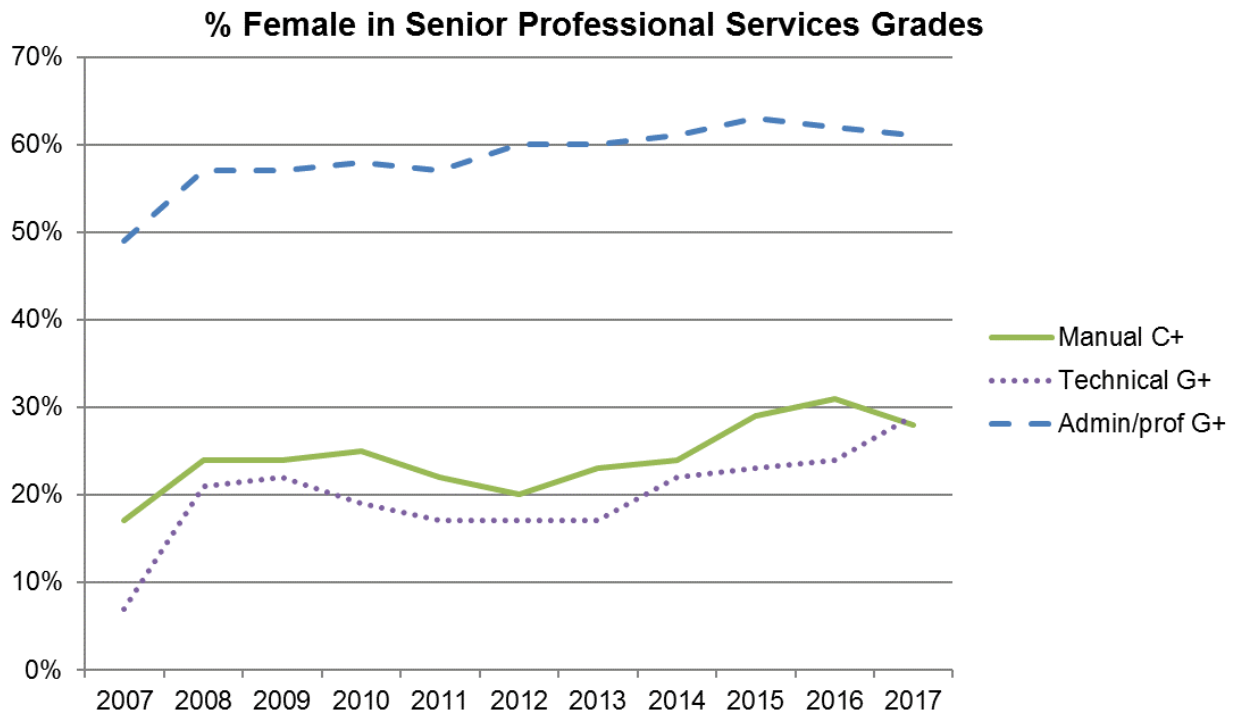


Academic and administrative/professional are the largest staff groups; senior management is the smallest. The UWE workforce is 59% female and 41% male but there are differences in gender balance between the employee groups. A full breakdown, including historical data, is available in Table 2 on page 10.

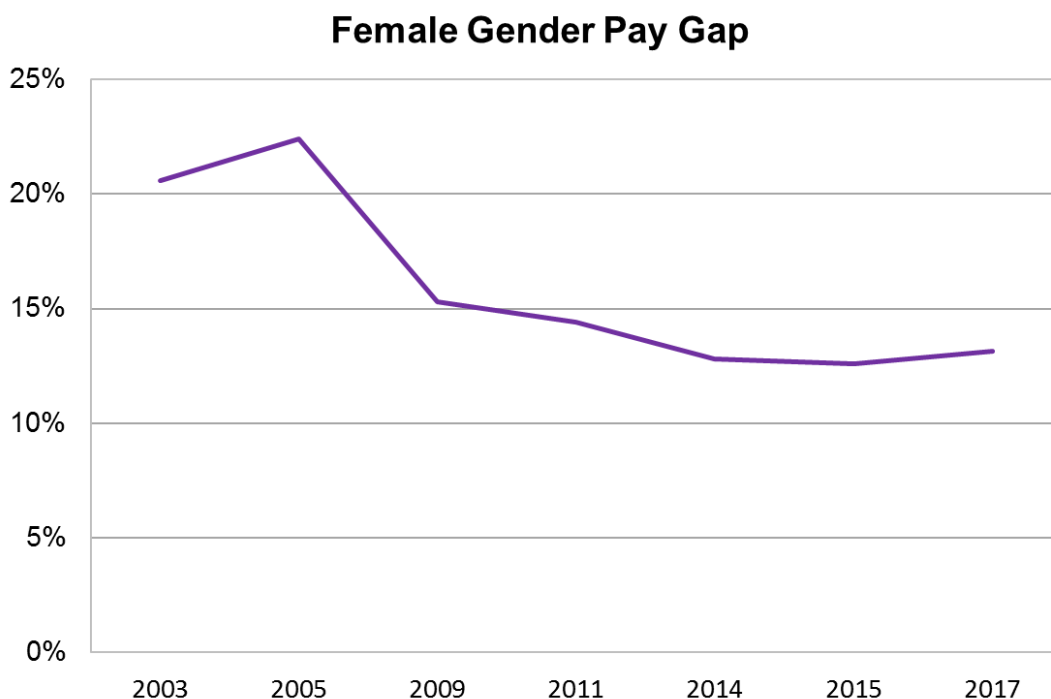
% Female in Senior Academic & Management Grades



The representation of women in senior management grades has increased over time, and increased for senior research H grade and academic J grade in 2017.



The representation of women in senior professional services grades increased significantly with the implementation of the University wide job evaluation exercise in 2008. In 2017 the representation of women in senior technical grades has increased, but decreased slightly in senior administrative/professional and senior manual grades.

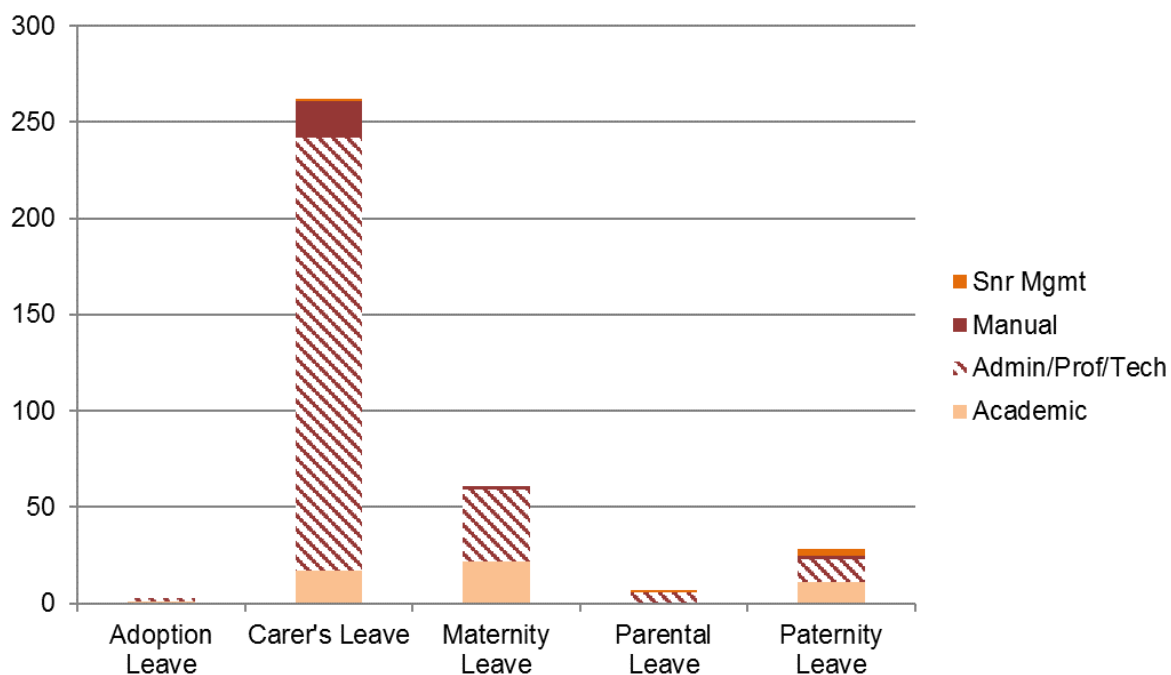


The gender pay gap is the percentage by which average female pay is lower than average male pay. Data up to 2015 is based on periodic equal pay audits of staff on permanent and fixed term contracts. The pay gap at 2017 is 13.15%, the figure produced for the annual statutory Gender Pay Gap reporting which is for all staff paid in March 2017, including temporary staff and casual work claimants.

TABLE 2 – EMPLOYEE GROUP AND GRADE BY GENDER

JOB GROUP	GRADE	YEAR	ALL HEADS	MALE	MALE %	FEMALE	FEMALE %
Senior Management		2017	87	44	51%	43	49%
		2016	83	42	51%	41	49%
Academic	Grade J	2017	121	73	60%	48	40%
		2016	118	73	62%	45	38%
	Grade I	2017	176	93	53%	83	47%
		2016	179	94	53%	85	47%
	Grade H	2017	820	400	49%	420	51%
		2016	781	381	49%	400	51%
	Grade G	2017	99	52	53%	47	47%
		2016	75	36	48%	39	52%
	Grade F	2017	9	3	33%	6	67%
		2016	6	3	50%	3	50%
Associate Lecturer		2017	238	105	44%	133	56%
		2016	297	133	45%	164	55%
Research	Grade H	2017	30	14	47%	16	53%
		2016	30	16	53%	14	47%
	Grade F&G	2017	140	61	44%	79	56%
		2016	131	64	49%	67	51%
Admin & Prof	Grade G & Above	2017	424	164	39%	260	61%
		2016	382	146	38%	236	62%
	Grade A to F	2017	1026	248	24%	778	76%
		2016	1010	263	26%	747	74%
Technical	Grade G & Above	2017	70	50	71%	20	29%
		2016	67	50	75%	17	25%
	Grade A to F	2017	211	135	64%	76	36%
		2016	202	130	64%	72	36%
Manual	Grade C & D	2017	99	71	72%	28	28%
		2016	94	65	69%	29	31%
	Grade A & B	2017	163	40	25%	123	75%
		2016	148	42	28%	106	72%
TSU		2017	149	49	33%	100	67%
		2016	112	42	38%	70	63%
ALL STAFF (excluding ALs&TSU)		2017	3475	1448	42%	2027	58%
		2016	3306	1405	42%	1901	58%
ALL STAFF		2017	3862	1602	41%	2260	59%
		2016	3715	1580	43%	2135	57%

Family Friendly Leave Take-Up 2017

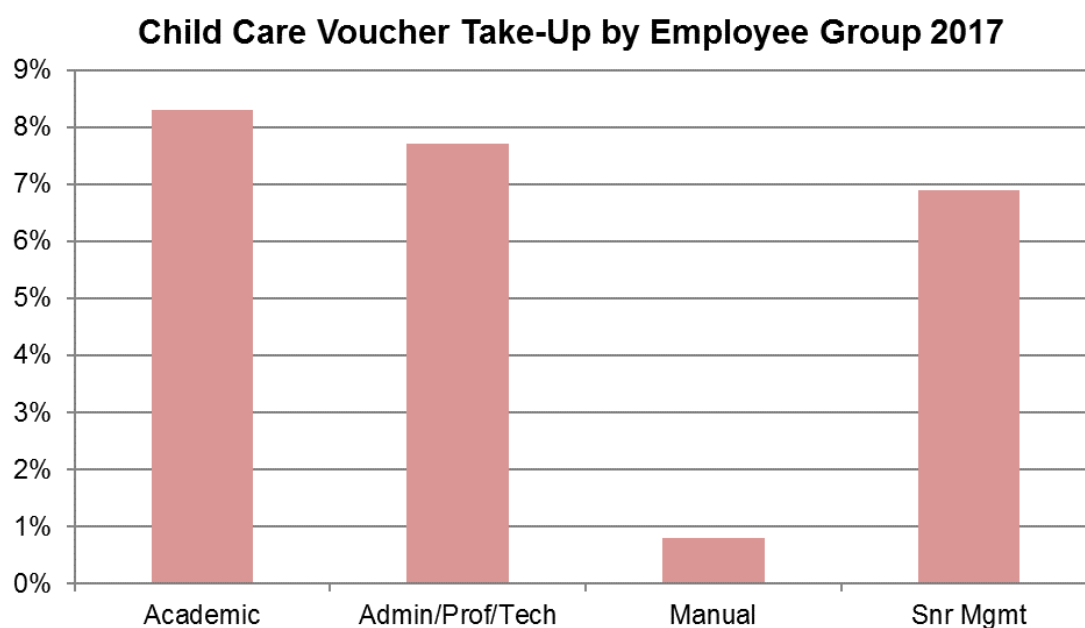


Academic staff (including associate lecturing and research) and administrative/professional/technical staff make up 42% and 48% of the workforce respectively; 6.8% of the workforce is manual staff and 2.3% senior management. The chart illustrates that in 2017 family friendly leave was taken up in greatest proportion by administrative/professional/technical staff, the staff group with the highest proportion of women (65%).

TABLE 3 – TAKE UP OF FAMILY FRIENDLY LEAVE BY EMPLOYEE GROUP

CATEGORY	YEAR	ALL	SNR MGMT	ACADEMIC	ADMIN/PROF/TECH	MANUAL
Adoption	2017	3		1	2	
	2016	1			1	
Carers Leave	2017	262	1	17	225	19
	2016	286	1	19	231	35
Maternity	2017	61		22	37	2
	2016	72	1	23	47	1
Paternity	2017	28	3	11	12	2
	2016	45		15	28	2
Shared Parental Leave	2017	7	1		6	
	2016	1		1		
All Leave Types	2017	361 (9%)	5 (5.7%)	51 (3.1%)	282 (15%)	23 (8.8%)
	2016	405 (11%)	2 (2.4%)	58 (3.7%)	307 (17%)	38 (16%)

% indicates the proportion of the workforce



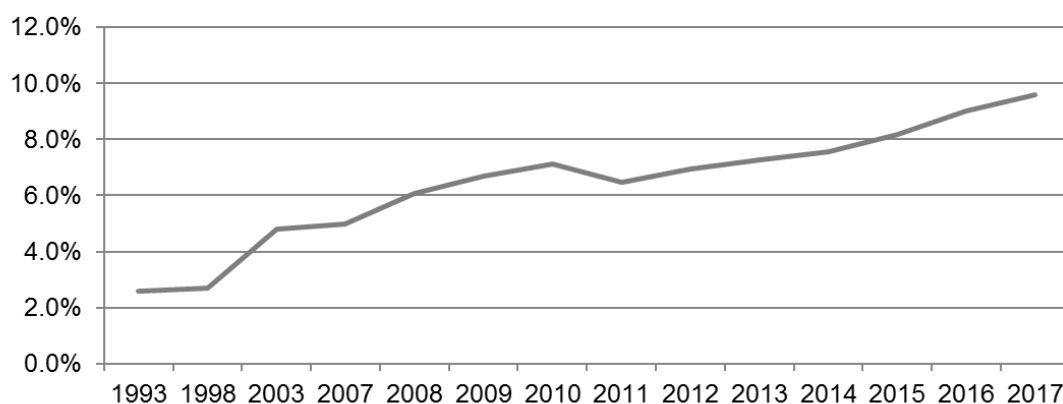
Child care vouchers are taken up by female and male staff approximately in proportion to the workforce gender split. This chart shows that as a proportion of the workforce, child care vouchers are taken up in much lower numbers by manual staff, an employee group with a high proportion of women but the lowest pay rates. See table below for historical data by gender .

TABLE 4 – TAKE UP OF CHILD CARE VOUCHERS

YEAR	ALL	MALE		FEMALE	
	Heads	Heads	%	Heads	%
2017	288	115	40%	173	60%
2016	275	101	37%	174	63%

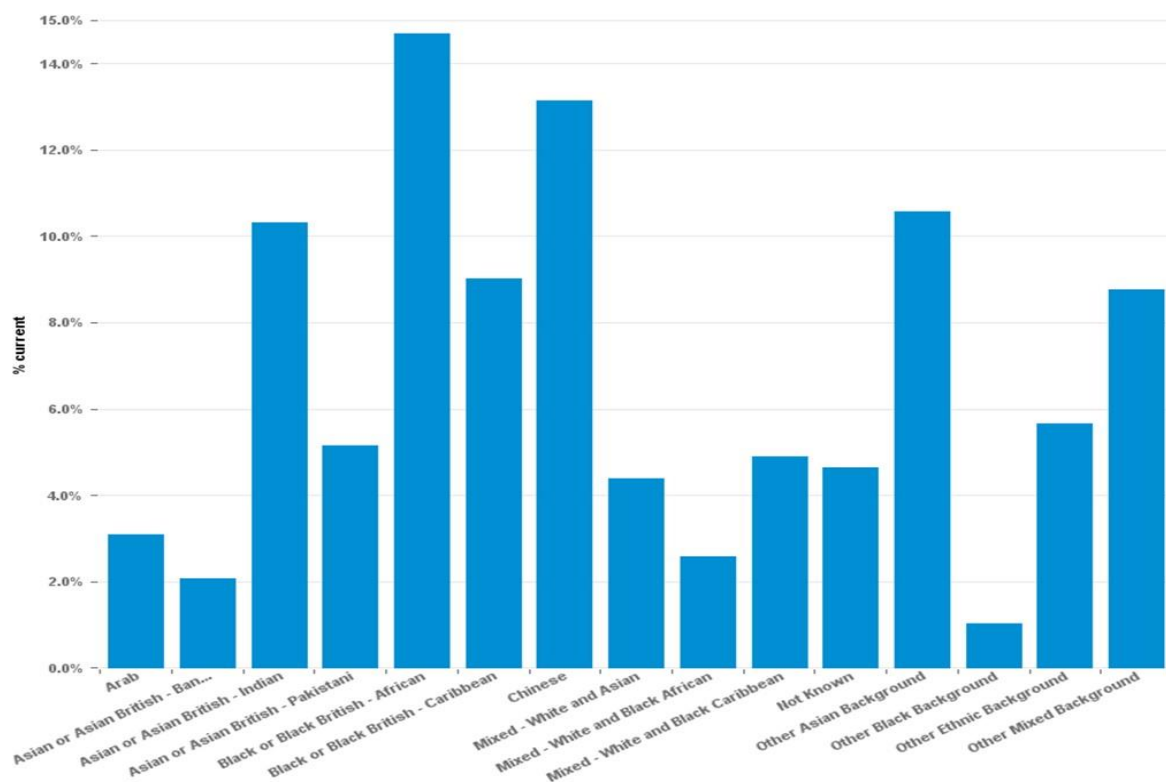
Section 2.2 - Staff by Ethnicity

Black and Minority Ethnic (BME) Staff %



UWE's BME staff percentage has increased over time to 9.6% in 2017. See Table 6 on page 15 for a breakdown by employee group and grade.

BME Ethnic Origin 2017



The UWE workforce is 87% White. Data is not held for 3.6% of staff. A full breakdown, including historical data, is available in Table 5 below.

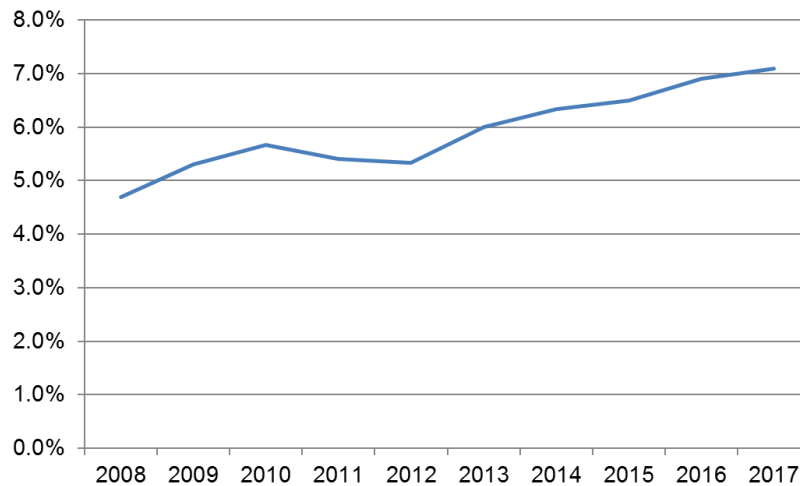
TABLE 5 – ETHNIC ORIGIN

GROUP			HEADS 2017	PERCENTAGE 2017	PERCENTAGE 2016
Asian or Asian British - Bangladeshi			8	0.2%	0.2%
Asian or Asian British - Indian			40	1.0%	1.1%
Asian or Asian British - Pakistani			20	0.5%	0.5%
Other Asian Background			41	1.1%	1.0%
Black or Black British - African			57	1.5%	1.3%
Black or Black British - Caribbean			35	0.9%	0.8%
Other Black Background			4	0.1%	0.2%
Arab			12	0.3%	0.2%
Chinese			51	1.3%	1.2%
Mixed - White and Asian			17	0.4%	0.5%
Mixed - White and Black African			10	0.3%	0.2%
Mixed - White and Black Caribbean			19	0.5%	0.3%
Other Mixed Background			34	0.9%	0.9%
Other Ethnic Background			22	0.6%	0.6%
		Sub total	370	9.6%	8.9%
White - British			2672	69.2%	71.1%
White - English			198	5.1%	5.0%
White - Gypsy or Traveller			1	0.0%	0.0%
White - Irish			53	1.4%	1.3%
White - Northern Irish			8	0.2%	0.2%
White - Scottish			16	0.4%	0.4%
White - Welsh			68	1.8%	1.6%
Other White Background			309	8.0%	7.5%
		Sub total	3325	86%	87%
Prefer Not to Say			42	1.1%	1.2%
No Data Held			125	3.2%	2.7%
		Sub total	167	4.3%	3.9%
All staff			3862	100.0%	100.0%

TABLE 6 – EMPLOYEE GROUP AND GRADE BY ETHNICITY

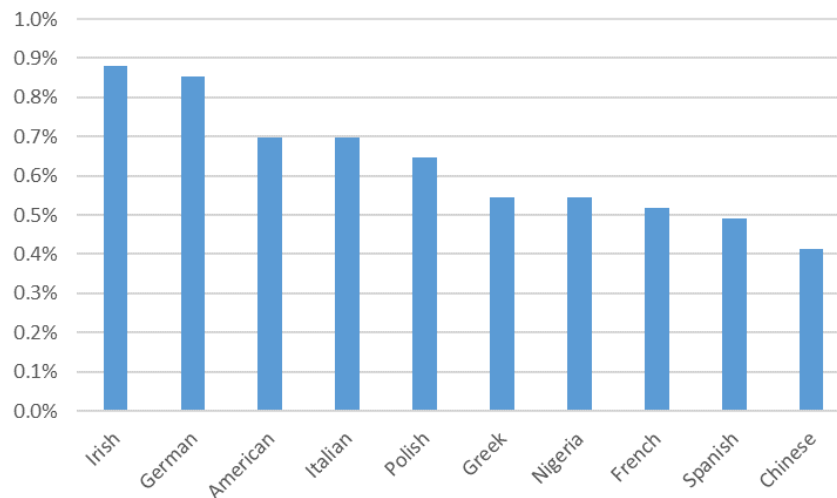
JOB GROUP	GRADE	YEAR	ALL HEADS	BME	BME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %
Senior Management		2017	87	6	6.9%	81	93%		
		2016	83	5	6.0%	77	93%	1	1.2%
Academic	Grade J	2017	121	10	8.3%	110	91%	1	0.8%
		2016	118	8	6.8%	108	92%	2	1.7%
	Grade I	2017	176	16	9.1%	155	88%	5	2.8%
		2016	179	16	8.9%	157	88%	6	3.4%
	Grade H	2017	820	83	10.1%	702	86%	35	4.3%
		2016	781	74	9.5%	674	86%	33	4.2%
	Grade G	2017	99	22	22.2%	74	75%	3	3.0%
		2016	75	19	25.3%	55	73%	1	1.3%
	Grade F	2017	9	1	11.1%	8	89%		
		2016	6	1	16.7%	5	83%		
Associate Lecturer		2017	238	23	9.7%	193	81%	22	9.2%
		2016	297	22	7.4%	259	87%	16	5.4%
Research	Grade H	2017	30	2	6.7%	28	93%		
		2016	30	3	10.0%	27	90%		
	Grade F&G	2017	140	24	17.1%	111	79%	5	3.6%
		2016	131	22	16.8%	104	79%	5	3.8%
Admin & Prof	Grade G & Above	2017	424	24	5.7%	390	92%	10	2.4%
		2016	382	20	5.2%	353	92%	9	2.4%
	Grade A to F	2017	1026	82	8.0%	921	90%	23	2.2%
		2016	1010	68	6.7%	916	91%	26	2.6%
Technical	Grade G & Above	2017	70	2	2.9%	62	89%	6	8.6%
		2016	67	1	1.5%	59	88%	7	10.4%
	Grade A to F	2017	211	21	10.0%	172	82%	18	8.5%
		2016	202	26	12.9%	169	84%	7	3.5%
Manual	Grade C & D	2017	99	12	12.1%	85	86%	2	2.0%
		2016	94	11	11.7%	81	86%	2	2.1%
	Grade A & B	2017	163	20	12.3%	125	77%	18	11.0%
		2016	148	15	10.1%	111	75%	22	14.9%
TSU		2017	149	22	14.8%	108	72%	19	12.8%
		2016	112	21	18.8%	83	74%	8	7.1%
ALL STAFF (excluding ALs/TSU)		2017	3475	325	9.4%	3024	87%	126	3.6%
		2016	3306	289	8.7%	2896	88%	121	3.7%
ALL STAFF		2017	3862	370	9.6%	3325	86%	167	4.3%
		2016	3715	332	8.9%	3238	87%	145	3.9%

% BME in Senior Grades



Overall, the BME staff percentage in the senior grades has continued to increase.

Top 10 Nationalities 2017

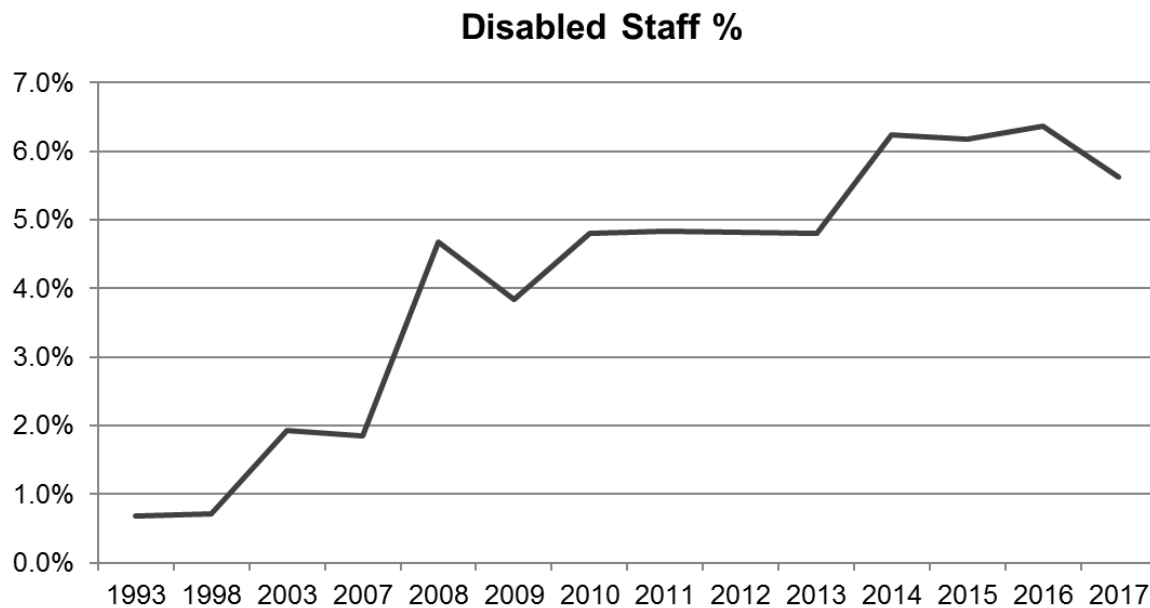


The UWE workforce is 87% British. Historical data, is available in Table 7 below.

TABLE 7 – NATIONALITY

GROUP	HEADS 2017	PERCENTAGE 2017	PERCENTAGE 2016
British	3304	87%	88%
Irish	33	0.9%	0.8%
German	31	0.9%	0.9%
American	27	0.7%	0.8%
Italian	26	0.7%	0.6%
Polish	25	0.6%	0.6%
Greek	21	0.5%	0.6%
Nigerian	21	0.5%	
French	20	0.5%	0.5%
Spanish	18	0.5%	0.6%
Chinese	16	0.4%	0.4%
<i>Sub total</i>	3542	92%	94%
All staff	3862	100%	100%

Section 1.3 - Staff by Disability



UWE staff with a declared disability has decreased to 5.6% in 2017. There was a higher proportion of disabled leavers in 2017, and also a number of staff updated their disability status when Employee Self Service went live. A full breakdown, including historical data, is available in Table 8 on page 18.

Disabled staff representation in senior grades has decreased in 2017 – see Table 8 on page 18 for details.

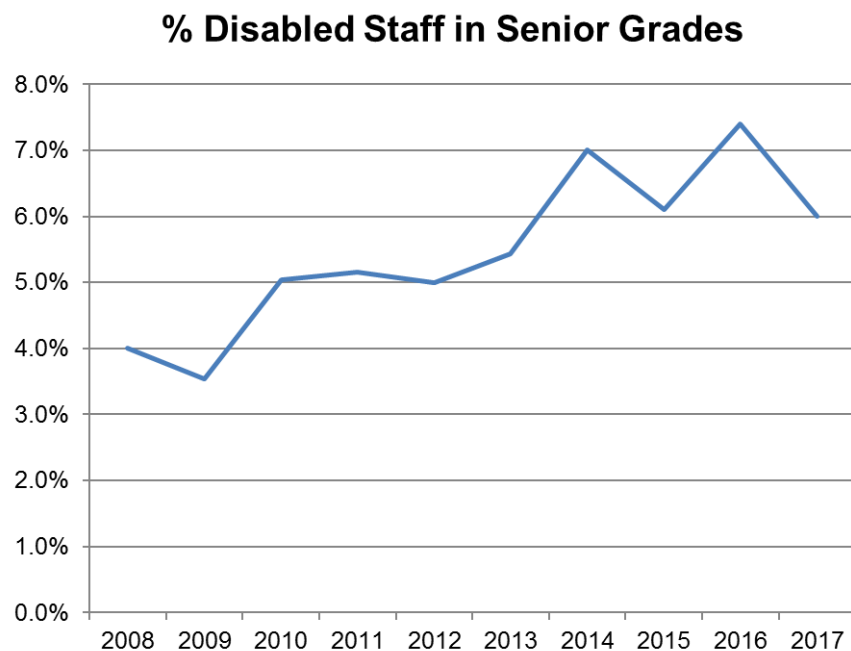
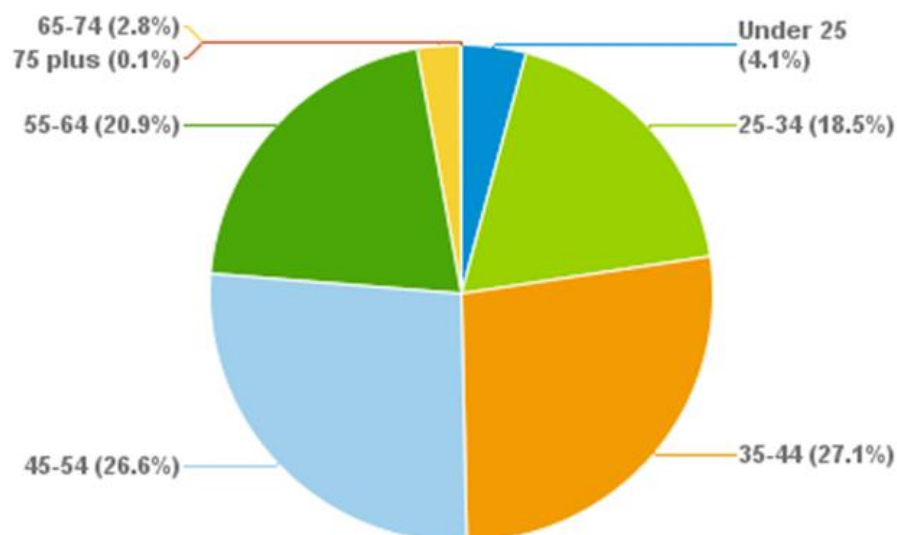


TABLE 8 – EMPLOYEE GROUP AND GRADE BY DISABILITY

JOB GROUP	GRADE	YEAR	ALL HEADS	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
Senior Management		2017	87	3	3.4%	84	97%
		2016	83	3	3.6%	80	96%
Academic	Grade J	2017	121	3	2.5%	118	98%
		2016	118	2	1.7%	116	98%
	Grade I	2017	176	9	5.1%	167	95%
		2016	179	9	5.0%	170	95%
	Grade H	2017	820	40	4.9%	780	95%
		2016	781	33	4.2%	748	96%
	Grade G	2017	99	3	3.0%	96	97%
		2016	75	5	6.7%	70	93%
	Grade F	2017	9	1	11.1%	8	89%
		2016	6	1	16.7%	5	83%
Associate Lecturer		2017	238	4	1.7%	234	98%
		2016	297	9	3.0%	288	97%
Research	Grade H	2017	30	2	6.7%	28	93%
		2016	30	2	6.7%	28	93%
	Grade F&G	2017	140	6	4.3%	134	96%
		2016	131	8	6.1%	123	94%
Admin & Prof	Grade G & Above	2017	424	35	8.3%	389	92%
		2016	382	38	9.9%	344	90%
	Grade A to F	2017	1026	76	7.4%	950	93%
		2016	1010	80	7.9%	930	92%
Technical	Grade G & Above	2017	70	1	1.4%	69	99%
		2016	67	2	3.0%	65	97%
	Grade A to F	2017	211	13	6.2%	198	94%
		2016	202	13	6.4%	189	94%
Manual	Grade C & D	2017	99	7	7.1%	92	93%
		2016	94	7	7.4%	87	93%
	Grade A & B	2017	163	10	6.1%	153	94%
		2016	148	12	8.1%	136	92%
TSU		2017	149	4	2.7%	145	97%
		2016	112	2	1.8%	110	98%
ALL STAFF (excluding ALs/&TSU)		2017	3475	209	6.0%	3266	94%
		2016	3306	215	6.5%	3091	93%
ALL STAFF		2017	3862	217	5.6%	3645	94%
		2016	3715	226	6.1%	3489	94%

Section 1.4 - Staff by Age

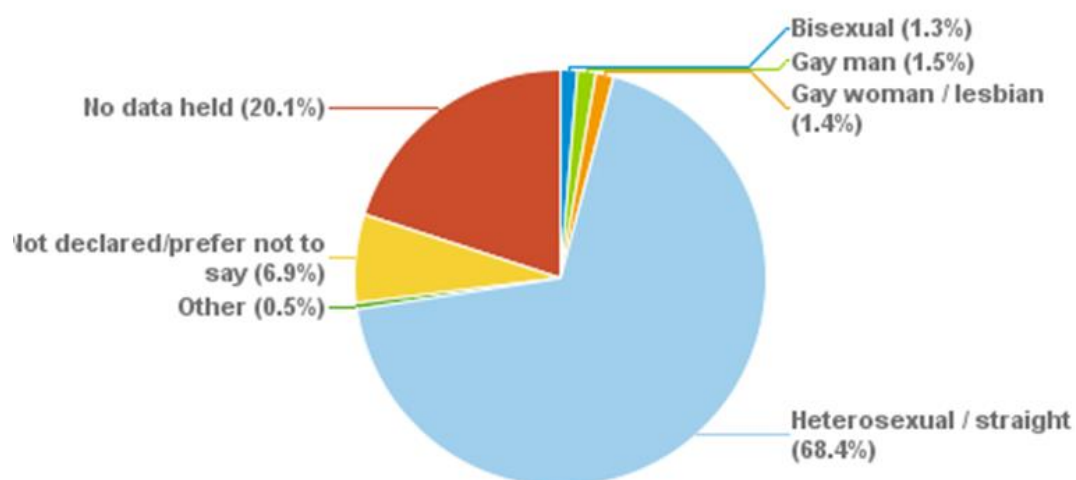


The average age of a UWE employee in 2017 is 44 years, up from 43 years in 2016.

TABLE 9 – AGE BY GENDER

AGE BAND	HEADS 2017	FEMALE 2017	MALE 2017	PERCENTAGE 2017	PERCENTAGE 2016
Under 25	160	102	58	4.1%	3.3%
25-34	713	441	272	18.5%	18.5%
35-44	1045	599	446	27.1%	26.6%
45-54	1028	593	435	26.6%	27.7%
55-64	806	484	322	20.9%	21.2%
65-74	107	39	68	2.8%	2.6%
75 plus	3	2	1	0.1%	0.1%

Section 1.5 - Staff by Sexual Orientation

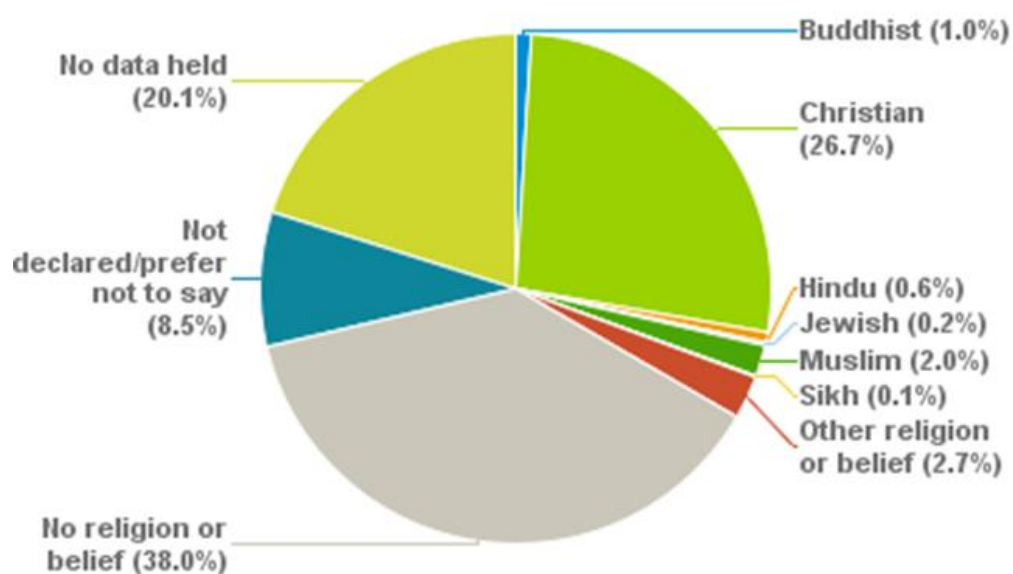


In 2017 UWE has 4.7% of staff declaring as lesbian, gay or bisexual (LGB), compared to 4.2% in 2016.

TABLE 10 – SEXUAL ORIENTATION

GROUP	HEADS 2017	PERCENTAGE 2017	PERCENTAGE 2016
Bisexual	51	1.3%	1.0%
Gay man	56	1.5%	1.4%
Gay woman / lesbian	54	1.4%	1.3%
Heterosexual / straight	2643	68.4%	68.0%
Other	18	0.5%	0.5%
Not declared/prefer not to say	265	6.9%	6.2%
No data held	775	20.1%	21.6%

Section 1. 6 - Staff by Religion and Belief

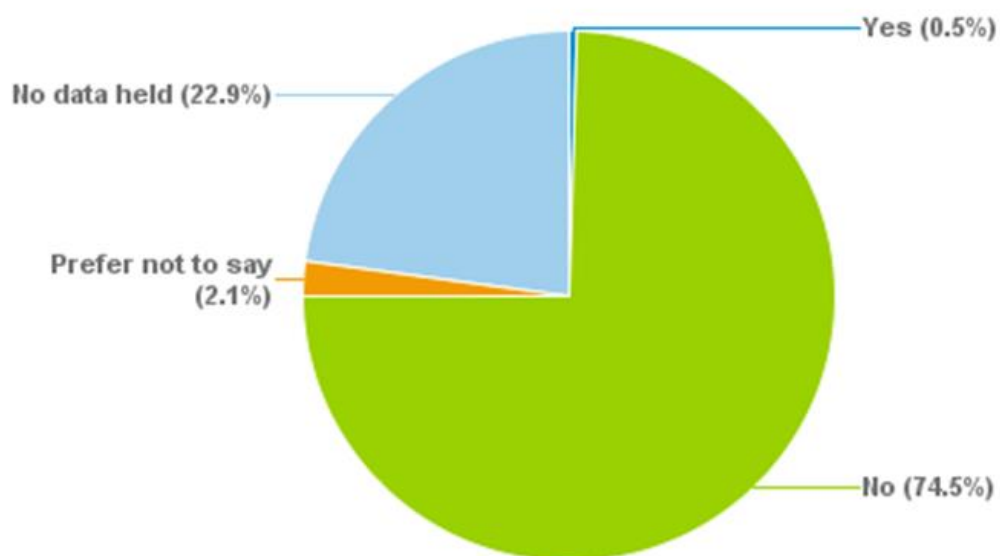


33% of UWE staff have declared as having a religion/belief in 2017; the same as in 2016.

TABLE 11 – RELIGION AND BELIEF

GROUP	HEADS 2017	PERCENTAGE 2017	PERCENTAGE 2016
Buddhist	38	1.0%	0.9%
Christian	1033	26.7%	27.0%
Hindu	25	0.6%	0.6%
Jewish	8	0.2%	0.2%
Muslim	76	2.0%	1.5%
Sikh	3	0.1%	0.1%
Other religion or belief	106	2.7%	2.7%
No religion or belief	1466	38.0%	37.0%
Not declared/prefer not to say	329	8.5%	8.2%
No data held	778	20.1%	21.7%

Section 1. 7 - Staff by Trans/Transgender

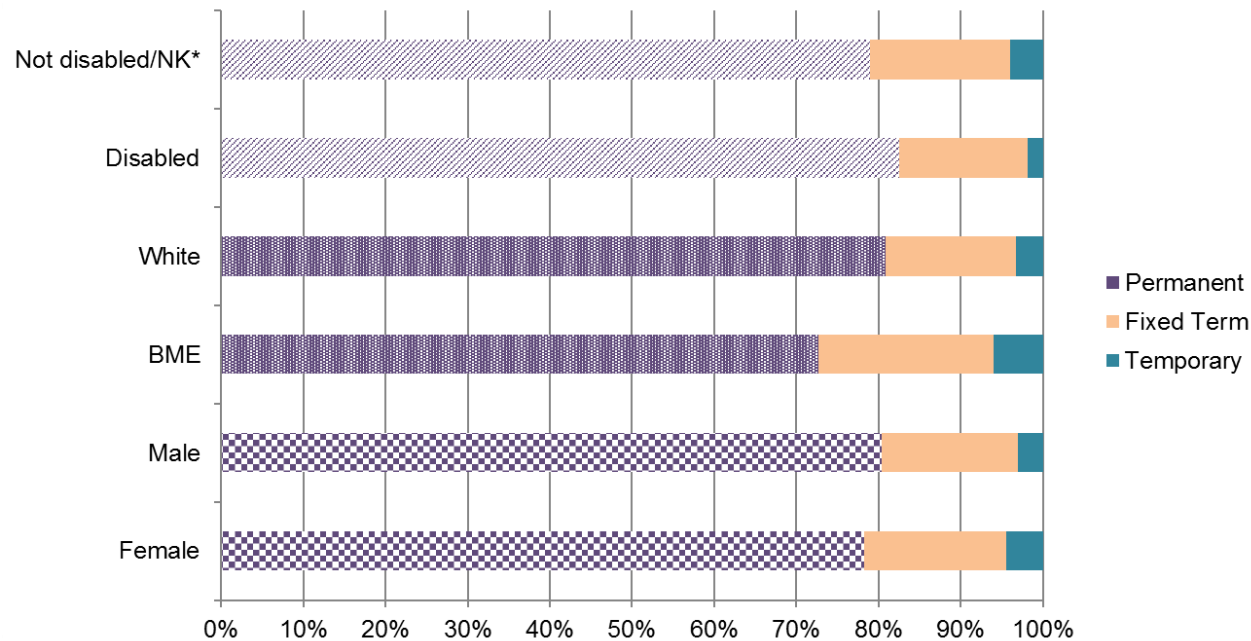


In 2017 UWE's declared trans/transgender population is 0.5%, the same as in 2016.

TABLE 12 – TRANS/TRANSGENDER

CATEGORY	HEADS 2017	PERCENTAGE 2017	PERCENTAGE 2016
Yes	18	0.5%	0.5%
No	2878	75%	75%
Prefer not to say	82	2.1%	1.6%
No data held	884	23%	23%

Section 1.8 - Staff by Contract Term



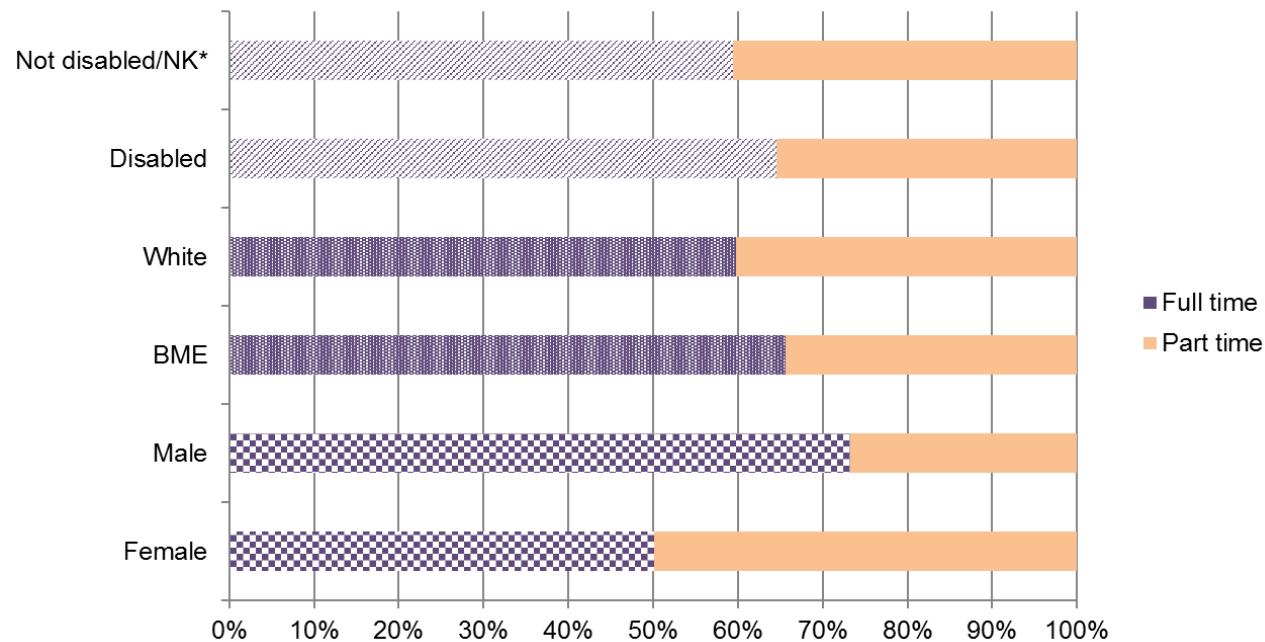
In 2017 a higher proportion of disabled staff were on permanent contracts compared to staff with no declared disability; a higher proportion of BME staff were on fixed term and temporary contracts compared to white staff; a higher proportion of male staff were on permanent contracts than female staff.

*NK = not known

TABLE 13 – CONTRACT TYPE BY EQUALITY GROUP

CONTRACT TYPE	YEAR	ALL HEADS	MALE	MALE %	FEMALE	FEMALE %	BME	BME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
Permanent	2017	3057	1287	42.1%	1770	57.9%	269	8.8%	2687	87.9%	101	3.3%	179	5.9%	2878	94.1%
	2016	2946	1248	42.4%	1698	57.6%	239	8.1%	2598	88.2%	109	3.7%	183	6.2%	2763	93.8%
Fixed Term	2017	656	266	40.5%	390	59.5%	79	12.0%	530	80.8%	47	7.2%	34	5.2%	622	94.8%
	2016	657	290	44.1%	367	55.9%	72	11.0%	557	84.8%	28	4.3%	41	6.2%	616	93.8%
Temporary	2017	149	49	32.9%	100	67.1%	22	14.8%	108	72.5%	19	12.8%	4	2.7%	145	97.3%
	2016	112	42	37.5%	70	62.5%	21	18.8%	83	74.1%	8	7.1%	2	1.8%	110	98.2%

Section 1.9 - Staff by Contract Mode



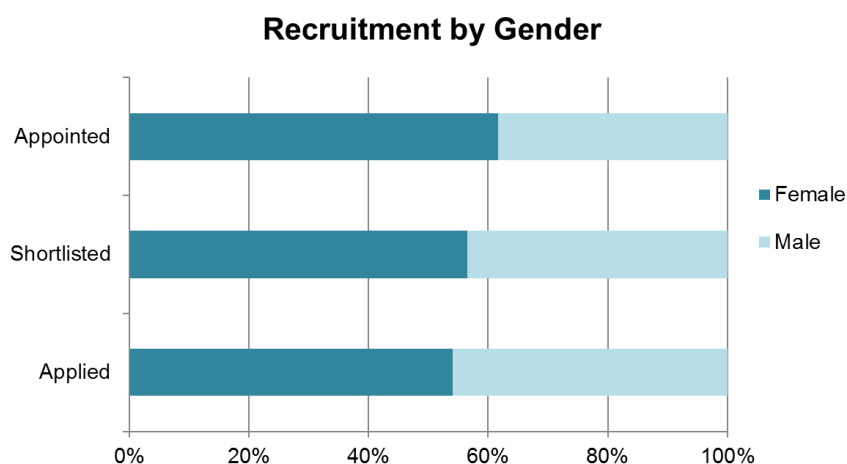
In 2017 a higher proportion of disabled staff were working full time compared to staff without a declared disability staff; a higher proportion of BME staff were working full time compared to white staff; a higher proportion of male staff were working full time compared to female staff.

*NK = not known

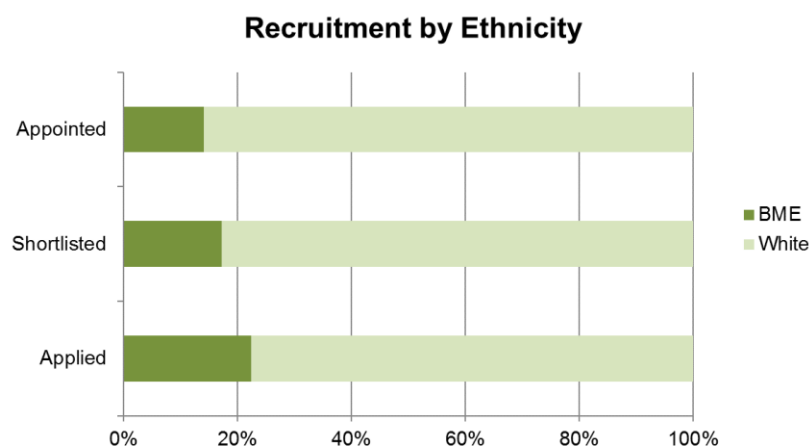
TABLE 14 – MODE OF EMPLOYMENT BY EQUALITY GROUP

MODE	YEAR	ALL HEADS	MALE	MALE %	FEMALE	FEMALE %	BME	BME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
Full Time	2017	2307	1174	50.9%	1133	49.1%	243	10.5%	1987	86.1%	77	3.3%	140	6.1%	2167	93.9%
	2016	2209	1136	51.4%	1073	48.6%	217	9.8%	1921	87.0%	71	3.2%	134	6.1%	2075	93.9%
Part Time	2017	1555	428	27.5%	1127	72.5%	127	8.2%	1338	86.0%	90	5.8%	77	5.0%	1478	95.0%
	2016	1506	444	29.5%	1062	70.5%	115	7.6%	1317	87.5%	74	4.9%	92	6.1%	1414	93.9%

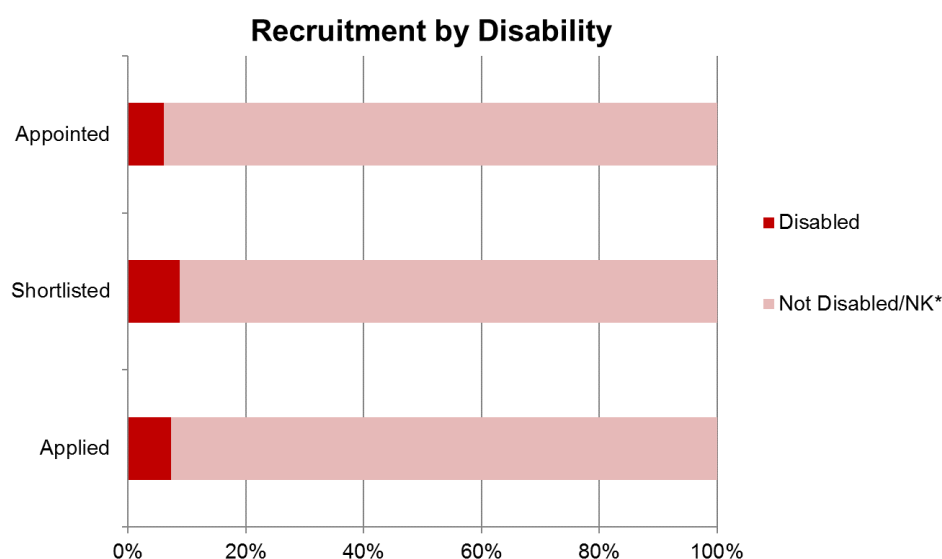
Section 2 – Staff Recruitment



The 2016/17 data shows the success rate of female applicants though the recruitment process continues to be better than for male applicants. See table 15 on page 26 for historical data.



BME applicants have a lower rate of recruitment success compared to white applicants. See table 15 on page 26 for historical data.



Applicants declaring a disability were shortlisted in higher proportion to those who did not declare a disability and were appointed in lower proportion; 7.3% of applicants declared a disability. See table 15 on page 26 for historical data.

*NK = not known

Compared to the year 2015/2016, in 2016/17 there was a 15% increase in the number of appointments made and a 37% increase in the number of applicants. The average age of UWE starters in 2017 was 34 years, compared to 36 in 2016.

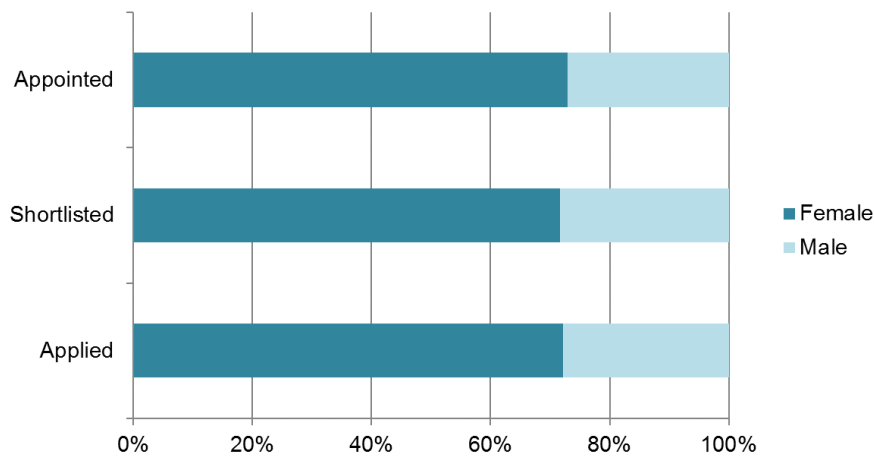
TABLE 15 – RECRUITMENT BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED / NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2017</u>															
Applied	11382	5137	45%	6073	53%	2489	22%	8619	76%	274	2.4%	833	7.3%	10549	93%
Shortlisted	2343	1013	43%	1305	56%	387	17%	1912	82%	44	1.9%	205	8.7%	2138	91%
Appointed	774	297	38%	471	61%	105	14%	655	85%	14	1.8%	47	6.1%	727	94%
<u>2016</u>															
Applied	8314	3636	44%	4483	54%	1750	21%	6305	76%	259	3.1%	612	7.4%	7702	93%
Shortlisted	1843	789	43%	1027	56%	291	16%	1502	81%	50	2.7%	148	8.0%	1695	92%
Appointed	672	286	43%	379	56%	83	12%	568	85%	21	3.1%	42	6.3%	630	94%
<u>2015</u>															
Applied	8183	3743	46%	4288	52%	1646	20%	6274	77%	263	3.2%	540	6.6%	7643	93%
Shortlisted	1648	689	42%	948	58%	235	14%	1390	84%	23	1.4%	93	5.6%	1555	94%
Appointed	600	233	39%	364	61%	64	11%	531	89%	5	0.8%	40	6.7%	560	93%

* Data excludes applicants who did not declare a gender. Data relates to the period August to July.

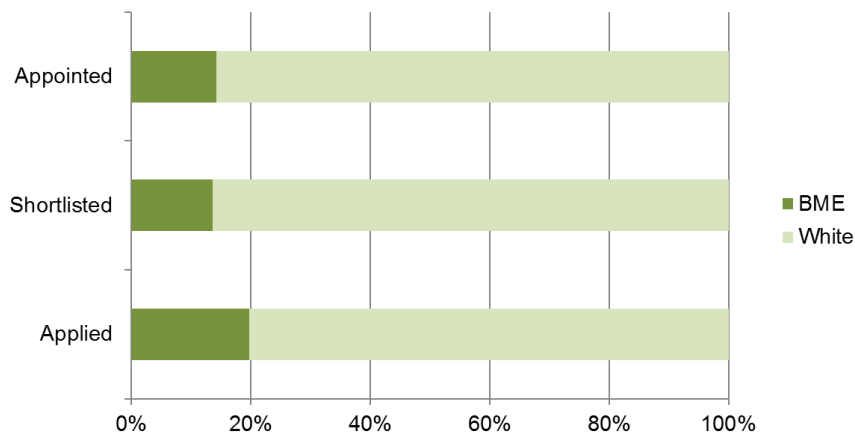
Recruitment to the Temporary Staff Unit Bank

TSU Recruitment by Gender



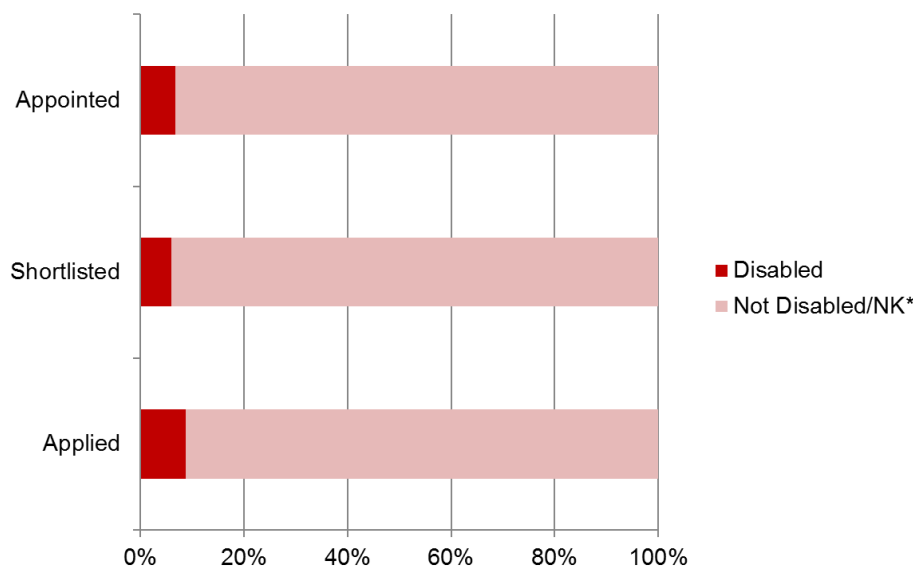
The 2016/17 figures show that the success rate of female applicants through the recruitment process continues to be better than for male applicants. See table 16 on page 28 for historical data.

TSU Recruitment by Ethnicity



Compared to white applicants, a lower proportion of BME applicants were shortlisted and a higher proportion appointed. See table 16 on page 28 for historical data.

TSU Recruitment by Disability



Applicants declaring a disability were shortlisted in lower proportion to those who did not declare a disability and were appointed in slightly higher proportion; 8.8% of applicants declared a disability. See table 16 on page 28 for historical data.

*NK = not known

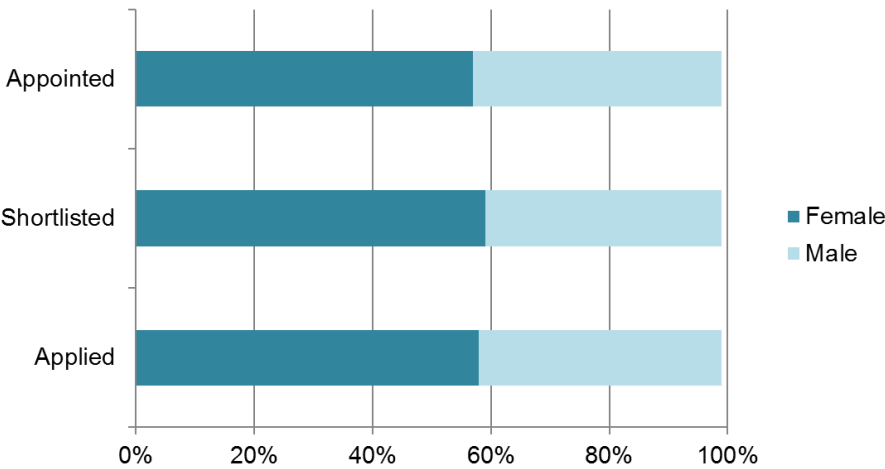
TABLE 16 - RECRUITMENT TO THE TEMPORARY STAFF UNIT BANK BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED / NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2017</u>															
Applied	226	62	27%	159	70%	44	19%	175	77%	7	3.1%	20	8.8%	206	91%
Shortlisted	83	23	28%	59	71%	11	13%	69	83%	3	3.6%	5	6.0%	78	94%
Appointed	73	20	27%	53	73%	10	14%	61	84%	2	2.7%	5	6.8%	68	93%
<u>2016</u>															
Applied	271	94	35%	176	65%	40	15%	226	83%	5	1.8%	19	7.0%	252	93%
Shortlisted	89	33	37%	56	63%	7	7.9%	82	92%	0	0.0%	5	5.6%	84	94%
Appointed	70	24	34%	46	66%	6	8.6%	64	91%	0	0.0%	4	5.7%	66	94%
<u>2015</u>															
Applied	154	36	23%	116	75%	24	16%	126	82%	4	2.6%	5	3.2%	149	97%
Shortlisted	76	14	18%	62	82%	8	11%	67	88%	1	1.3%	2	2.6%	74	97%
Appointed	68	14	21%	54	79%	6	8.8%	61	90%	1	1.5%	1	1.5%	67	99%

* Data excludes applicants who did not declare a gender. Data relates to the period August to July.

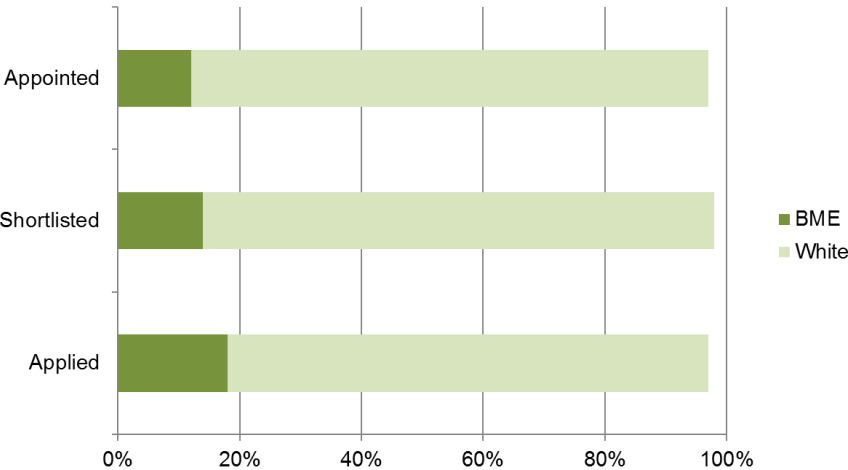
Recruitment of Internal Candidates

Internal Candidate Recruitment by Gender



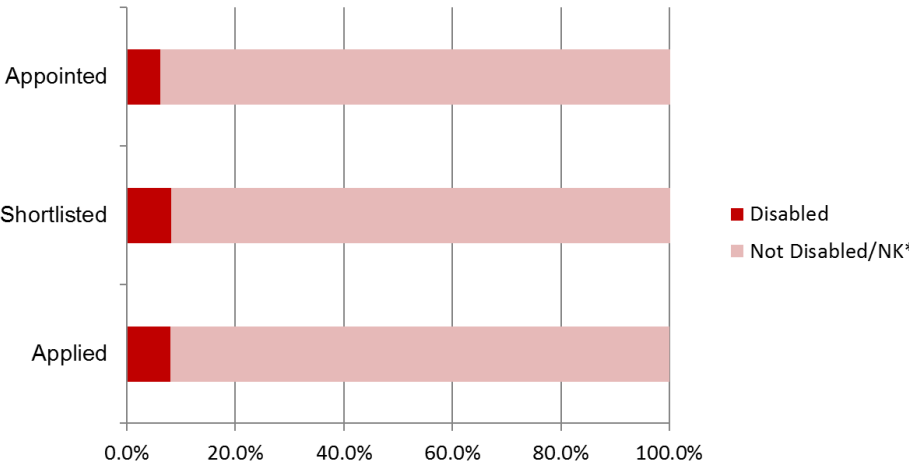
In 2016/17 female internal applicants were shortlisted in slightly higher proportion and appointed in slightly lower proportion to male internal applicants. See table 17 on page 30 for historical data.

Internal Candidate Recruitment by Ethnicity



BME internal applicants have a lower rate of recruitment success compared to white internal applicants. The proportion of BME internal applicants is higher than the UWE BME workforce of 9.6%. See table 17 on page 30 for historical data.

Internal Candidate Recruitment by Disability



The proportion of internal applicants declaring as disabled is 8.0% and is higher than the UWE disabled workforce of 5.6%. The figures show a slightly higher proportion were shortlisted and a lower proportion appointed compared to those not declaring as disabled. See table 17 on page 30 for historical data.

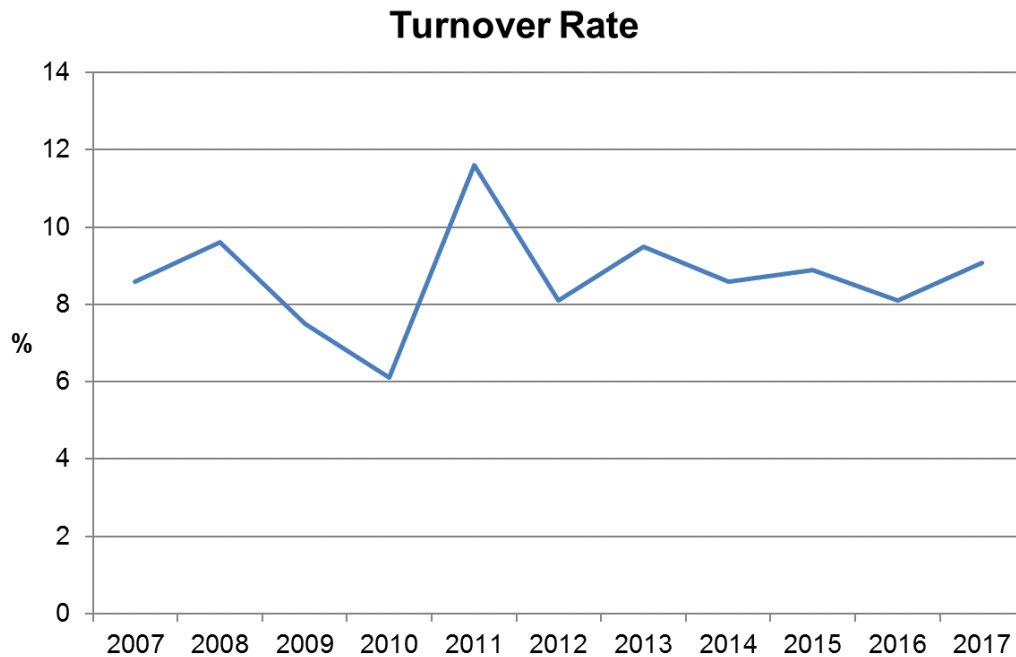
*NK = not known

TABLE 17 - INTERNAL RECRUITMENT ONLY BY EQUALITY GROUP

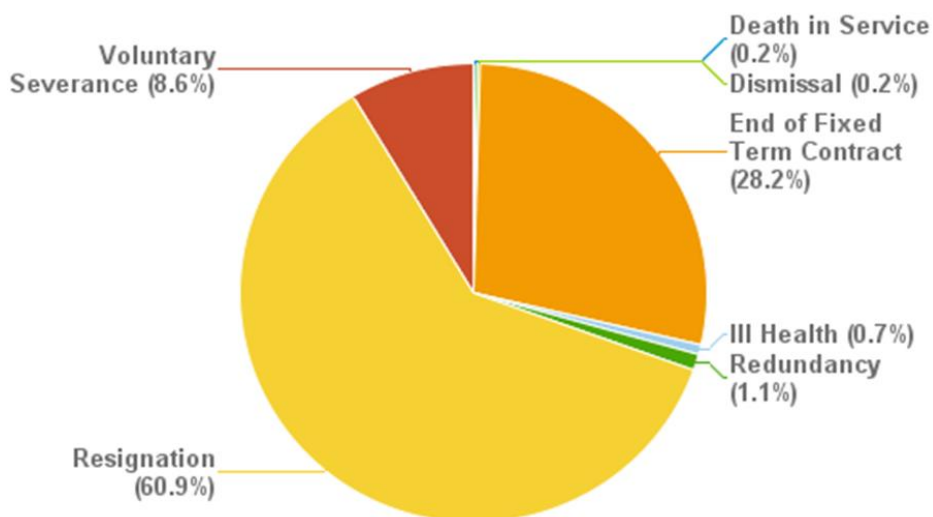
	ALL	MALE*		FEMALE*		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED / NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2017</u>															
Applied	1230	509	41%	710	58%	224	18%	975	79%	31	2.5%	98	8.0%	1132	92%
Shortlisted	698	282	40%	411	59%	99	14%	583	84%	16	2.3%	57	8.2%	641	92%
Appointed	329	139	42%	189	57%	40	12%	281	85%	8	2.4%	20	6.1%	309	94%
<u>2016</u>															
Applied	1036	409	39%	602	58%	153	15%	844	81%	39	3.8%	88	8.5%	948	92%
Shortlisted	615	241	39%	359	58%	61	10%	530	86%	24	3.9%	51	8.3%	564	92%
Appointed	293	114	39%	174	59%	18	6.1%	263	90%	12	4.1%	21	7.2%	272	93%
<u>2015</u>															
Applied	940	358	38%	572	61%	148	16%	771	82%	21	2.2%	53	5.6%	887	94%
Shortlisted	538	197	37%	337	63%	62	12%	469	87%	7	1.3%	35	6.5%	503	93%
Appointed	261	90	34%	170	65%	22	8.4%	239	92%	0	0.0%	17	6.5%	244	93%

* Data excludes applicants who did not declare a gender. Data relates to the period August to July.

Section 3 - Leavers



Between 2008 and 2010, the rate at which staff left UWE employment (excluding at the end of a fixed term contract) showed the effect of the economic downturn. The peak in 2011 was the result of organisational restructuring. In 2017 the turnover rate has increased to 9.1% from 8.1% in 2016



The main categories of leaver in 2017 were resignation, followed by end of fixed term contract. See table 18 on page 32 for historical data.

The average age of UWE leavers in 2017 was 41 years, lower than the average age of all UWE staff.

TABLE 18 – LEAVERS BY CATEGORY BY EQUALITY GROUP

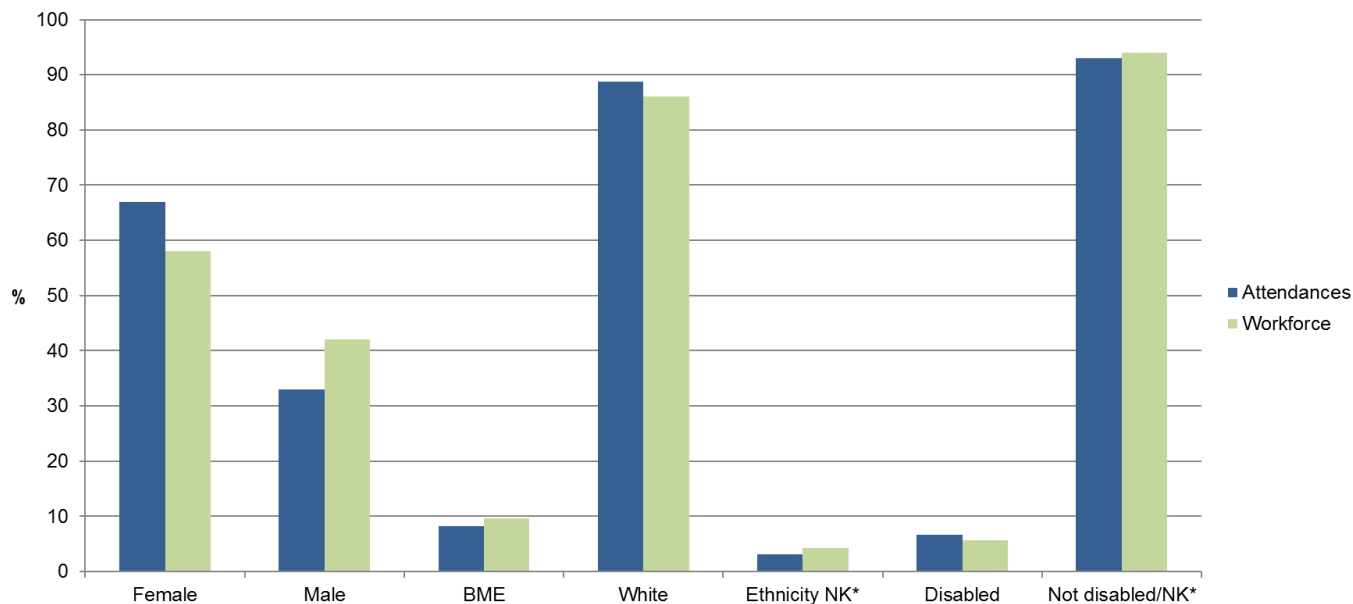
LEAVER CATEGORY	HEADS	MALE	FEMALE	BME	WHITE	ETHNICITY NOT KNOWN	DISABLED	NOT DISABLED/ NOT KNOWN
Death in Service	1		1		1			1
Dismissal	1		1	1				1
End of Fixed Term Contract	118	53	65	18	89	11	11	107
Ill Health	3	3		1	2			3
Redundancy	4	2	2		4			4
Resignation	264	110	154	22	226	16	18	246
Voluntary Severance	35	9	26	3	30	2	4	31
ALL LEAVERS - 2017	426	177 (41%)	249 (59%)	45 (11%)	352 (82%)	29 (7%)	33 (8%)	393 (92%)
ALL LEAVERS - 2016	416	182 (44%)	234 (56%)	51 (12%)	343 (82%)	22 (5.3%)	16 (3.8%)	400 (96%)

TABLE 19 – REASONS FOR LEAVING (data is taken from the exit survey completed by leavers)

REASON	FACULTIES	SERVICES	TOTALS 2017	TOTALS 2016
Moving out of area	3	2	5	3
Returning to education	0	3	3	5
Giving up employment	0	1	1	1
Personal/domestic reasons	1	3	4	0
Promotion/career devel./prospects	9	17	26	15
Travel difficulties to/from work	2	5	7	1
Organisational culture	1	6	7	4
Management style	1	3	4	4
Working relations	0	0	0	0
Workload demands/stress	3	3	6	4
Discrimination/harassment	1	0	1	0
Retirement	5	2	7	2
Redundancy	0	1	1	3
End of fixed term contract	6	2	8	4
Seeking a more challenging role	2	4	6	5
Seeking more training & development	0	1	1	0
Career change	2	3	5	0
Higher salary	0	2	2	0
Seeking more flexible working	0	1	1	2
NUMBER OF RESPONDENTS	36	59	95	53

Section 4 – Staff Development and Career Progression

Internal Training Attendances 2017



*NK = not known

In 2017 UWE managed training course opportunities were taken up in higher proportion by female staff and disabled staff, and in lower proportion by BME staff and compared to their representation in the workforce.

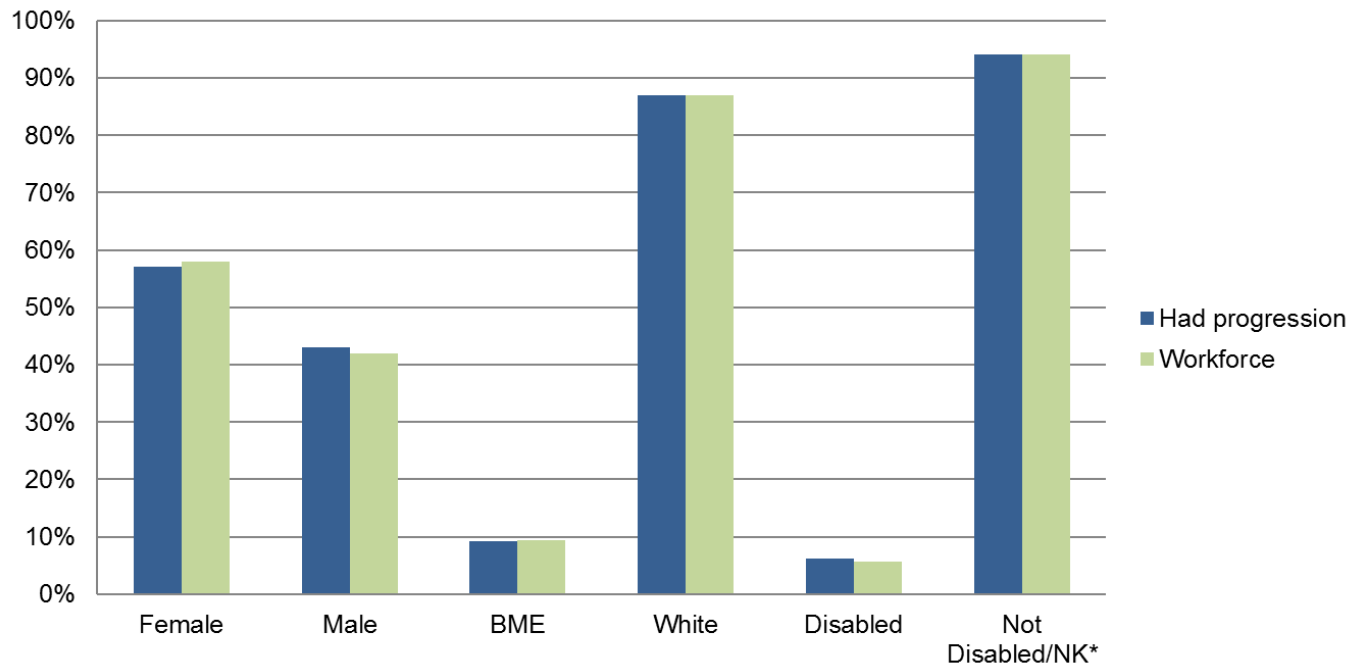
TABLE 20 – INTERNAL TRAINING ATTENDANCES BY EQUALITY GROUP

YEAR	ALL	MALE	MALE %	FEMALE	FEMALE %	BME	BME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
2017	7934	2618	33%	5316	67%	647	8.2%	7038	89%	249	3.1%	527	6.6%	7407	93%
2016	7693	2734	36%	4959	64%	604	7.9%	6849	89%	240	3.1%	561	7.3%	7132	93%

Data includes staff attendances for compulsory fire safety delivered on-line: 2017 = 1154; 2016 = 2268

Data includes staff attendances for compulsory equality training delivered on-line: 2017 = 692; 2016 = 464

Career Progression 2017



*NK = not known

In 2017 career progression opportunities (promotion, regrading, secondment/ temporary upgrade) were taken up in slightly lower proportion by female staff, slightly higher proportion by disabled staff, and in equal proportion by BME staff and compared to their representation in the workforce.

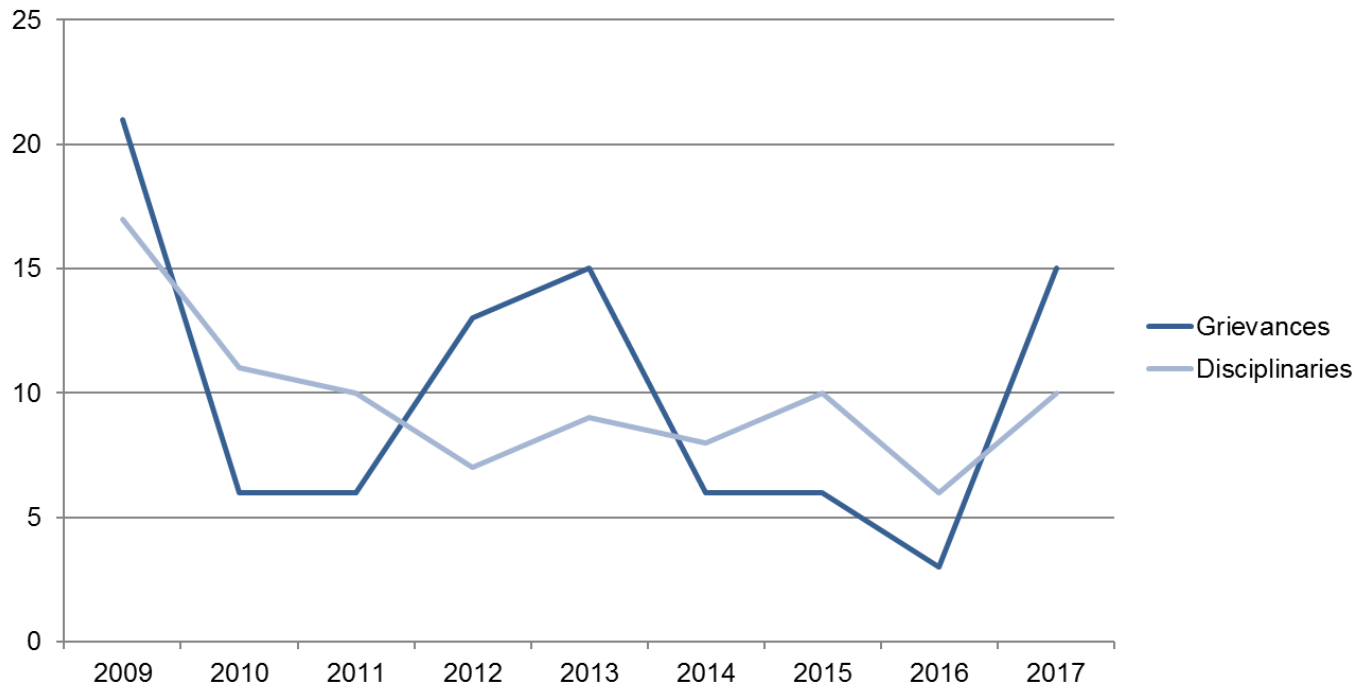
TABLE 21 – CAREER PROGRESSION BY EQUALITY GROUP

YEAR	TOTAL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED/ NOT KNOWN	
		Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2017	207	89	43%	118	57%	19	9.2%	180	87%	8	3.86%	13	6.3%	194	94%
2016	253	109	43%	144	57%	21	8.3%	224	89%	8	3.16%	13	5.1%	240	95%

TABLE 22 – CAREER PROGRESSION BY TYPE

TYPE	YEAR	TOTAL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED/ NOT KNOWN	
			Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
Promotion	2017	126	61	48%	65	52%	11	8.7%	111	88%	4	3.17%	8	6.3%	118	94%
	2016	171	78	46%	93	54%	11	6.4%	154	90%	6	3.5%	11	6.4%	160	94%
Regrading	2017	21	8	38%	13	62%	1	4.8%	19	90%	1	4.76%	0	0.0%	21	100%
	2016	28	10	36%	18	64%	4	14.3%	23	82%	1	3.6%	1	3.6%	27	96%
Secondment & Acting up	2017	60	20	33%	40	67%	7	11.7%	50	83%	3	5%	5	8.3%	55	92%
	2016	54	21	39%	33	61%	6	11.1%	47	87%	1	1.9%	1	1.9%	53	98%

Section 5 – Formal Procedures



Although varying over time, the number of formal grievances and disciplinary cases remains low. A full breakdown, including historical data and analysis by equality strand, is shown in the tables below, but it is difficult to ascribe statistical significance to the data due to low numbers.

TABLE 23 – STAFF GRIEVANCES BY EQUALITY GROUP

YEAR	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED/ NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2017	15	6	32%	9	60%	2	13%	12	80%	1	7%	2	13%	13	87%
2016	3*	2	100%	-	-	1	50%	1	50%	-	-	-	-	2	100%
2015	6	3	50%	3	50%	-	-	6	100%	-	-	-	-	6	100%

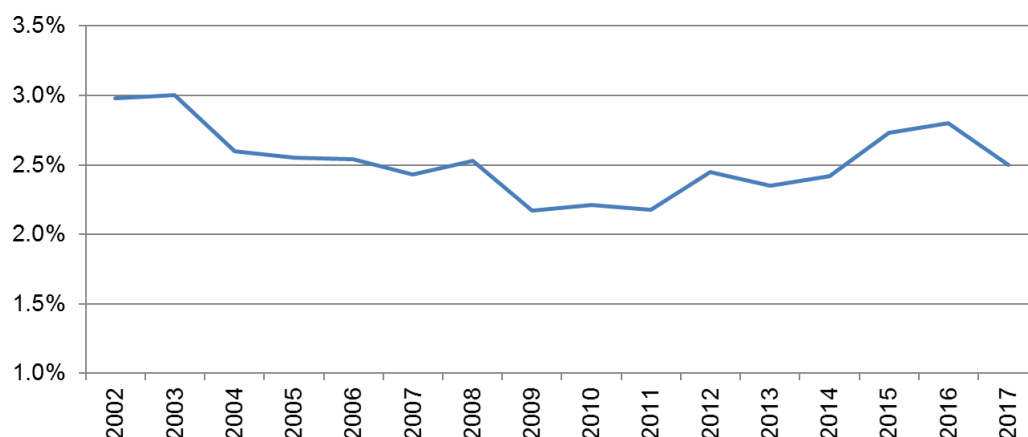
* One collective grievance not include in equality analysis.

TABLE 24 – STAFF DISCIPLINARIES BY TYPE BY EQUALITY GROUP

YEAR/TYPE	ALL	MALE		FEMALE		BME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED / NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2017</u>															
Conduct	6	5	83%	1	17%	-	-	5	83%	1	17%	-	-	6	-
Capability	1	-	-	1	100%	-	-	1	100%	-	-	-	-	1	-
Performance	3	2	67%	1	33%	-	-	3	100%	-	-	-	-	3	-
Total 2017	10	7	70%	3	30%	-	-	9	90%	1	10%	-	-	10	100%
Total 2016	6	5	83%	1	17%	-	-	5	83%	1	17%	-	-	6	100%
Total 2015	10	9	90%	1	10%	2	20%	8	80%	-	-	-	-	10	100%

Section 6 – Sickness Absence

Sickness Absence % Rate

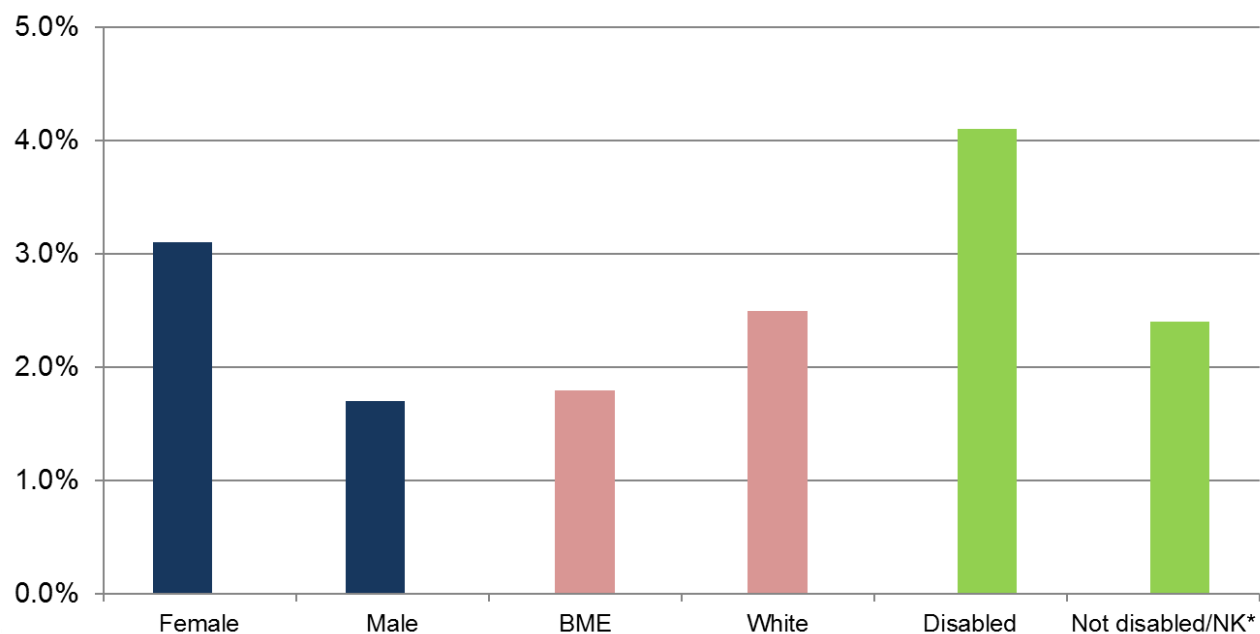


In 2017 the sickness absence rate was 2.5%. There were 22,602 days lost and 4,254 incidents, so on average sickness incidents were 5.3 days in duration.

TABLE 25 – SICKNESS ABSENCE RATES BY FACULTY/SERVICE

FACULTY/ SERVICE	DAYS LOST 2017	INCIDENTS 2017	ABSENCE RATE 2017	ABSENCE RATE 2016
ACE Faculty of Arts Creative Inds & Education	2401	234	2.8%	1.3%
FBL Faculty of Business & Law	1674	110	2.1%	1.5%
FET Faculty of Environment & Technology	858	127	0.7%	1.0%
HAS Faculty of Health & Applied Sciences	3020	355	1.9%	1.9%
Faculty sub total	7953	826	1.8%	1.5%
APD Academic Practice Directorate	30	2	1.8%	
COM Commercial Services	112	42	3.0%	4.3%
DIR Directorate	24	16	0.2%	0.7%
FAC Facilities	5510	818	4.2%	5.3%
FIN Finance Department	722	193	3.2%	3.2%
HRS Human Resources	467	150	2.2%	3.8%
ITS IT Services	1147	294	2.6%	3.3%
RBI Research Business & Innovation	669	190	3.0%	3.1%
SAS Student & Academic Services	4221	1100	3.6%	5.4%
SCE Strategic Communications & Engagement	324	99	1.9%	3.6%
SFS Future Students	645	208	2.7%	2.7%
SPO Strategic Programmes Office	64	29	1.2%	1.2%
SSS Student Success Services	714	287	2.1%	2.9%
Services sub total	14649	3428	3.2%	3.2%
All services excluding manual staff	10929	2954	2.9%	3.8%
Manual staff only	3720	474	5.3%	6.2%
All Staff	22602	4254	2.5%	2.8%

Sickness Absence Rate by Equality Group 2017



In 2017 the absence percentage rate was higher for female staff, lower for BME staff and higher for disabled staff (NB: data includes disability-related absence – see below).

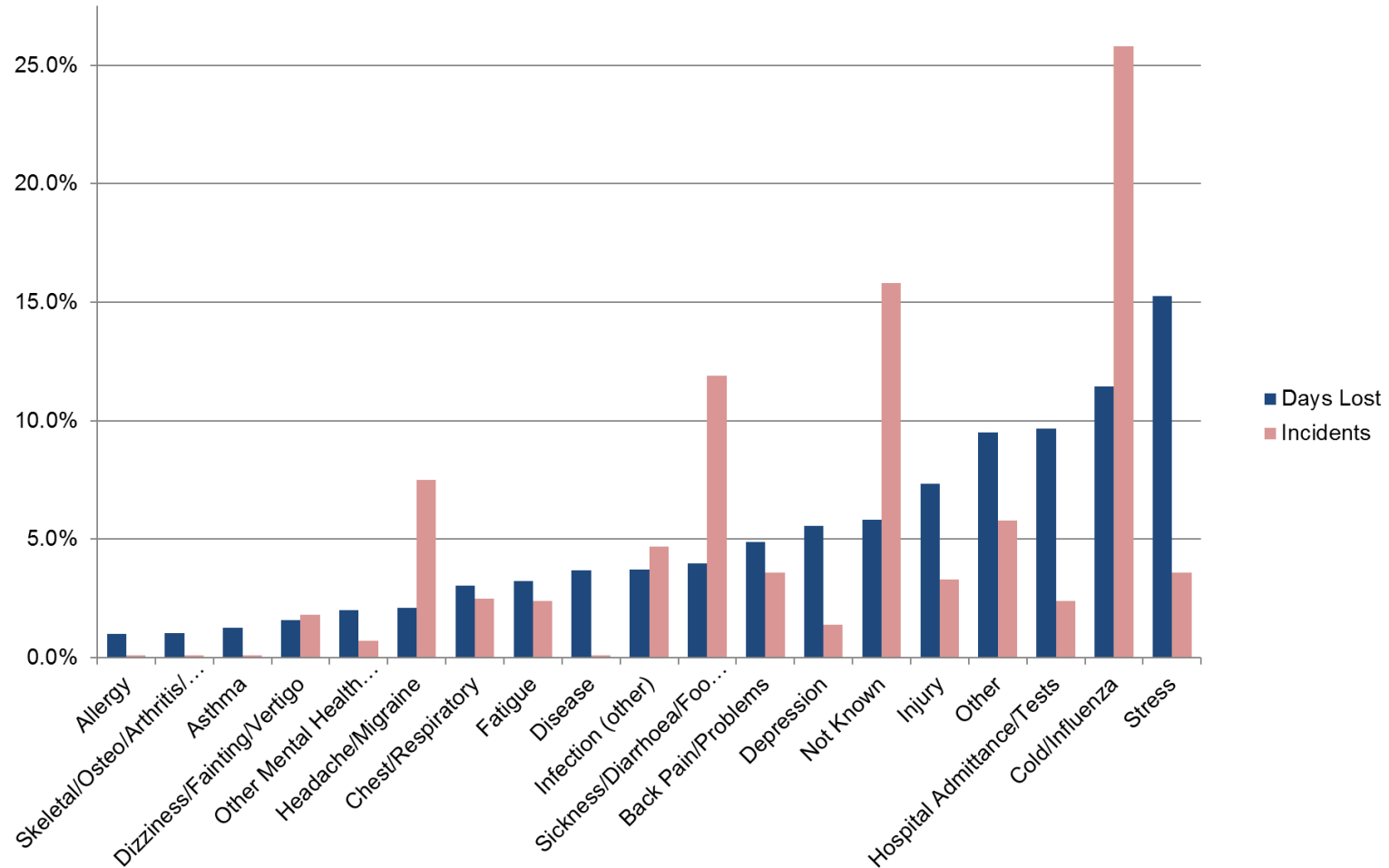
*NK = not known.

TABLE 26 – SICKNESS ABSENCE RATES BY EQUALITY GROUP

YEAR	ALL	MALE	FEMALE	BME	WHITE	ETHNICITY NOT KNOWN	DISABLED	NOT DISABLED/ NOT KNOWN
2017	2.5%	1.7%	3.1%	1.8%	2.5%	3.2%	4.1%	2.4%
2016	2.8%	2.1%	3.3%	2.5%	2.8%	2.3%	4.7%	2.7%

Data includes disability related absence. In 2017, 30 staff reported disability related absence, amounting to 76 days and 46 incidents.

Sickness Reasons 2017



In 2017 the most days lost were due to stress/depression/other mental health condition at 5,251 days (up from 4,588 in 2016). Cold/flu/virus continues to be the reason with the highest incident rate at 1,116 (down from 1,369 in 2016). The chart is restricted to reasons with an absence rate of 1% or more; data on all reasons and historical data is available in table 27 on page 41.

TABLE 27 - REASONS FOR SICKNESS ABSENCE

Proportion of days lost

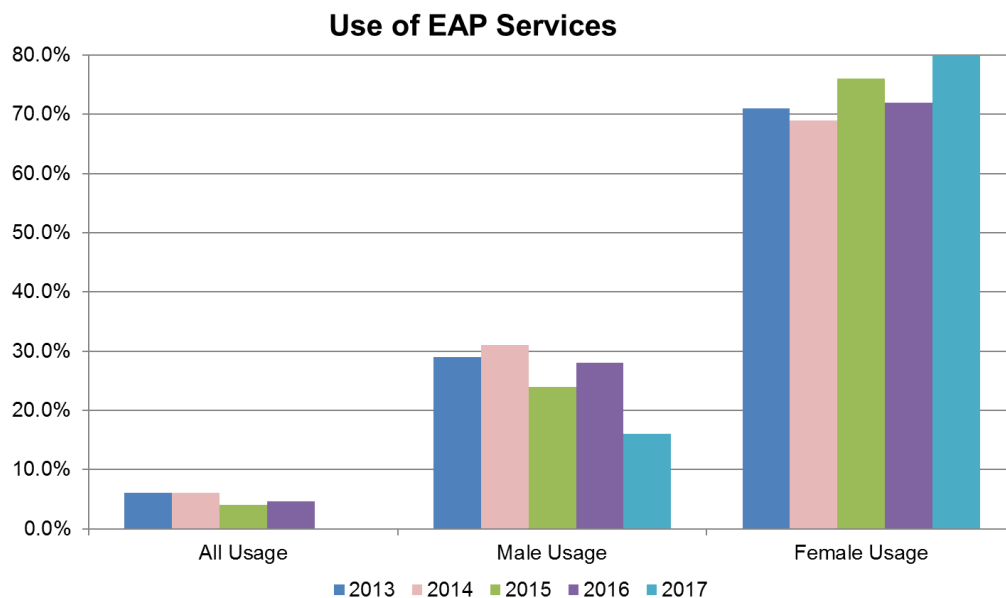
ABSENCE REASON	2017	2016
Stress	15.3%	19.6%
Depression	5.6%	
Other Mental Health Condition	2.0%	
Cold/Influenza	11.5%	12.8%
Hospital Admittance/Tests	9.7%	14.9%
Other	9.5%	-
Injury (sprains/strains/bruises/broken bones)	7.3%	7.3%
Not Known	5.8%	4.1%
Back Pain/Problems	4.9%	4.1%
Sickness/Diarrhoea/Food Poisoning	4.0%	(3.7%)
Infection (not covered by another category)	3.7%	(7.1%)
Disease	3.7%	6.9%
Fatigue	3.2%	3.9%
Chest/Respiratory	3.0%	-
Headache/Migraine	2.1%	2.4%
Dizziness/Fainting/Vertigo	1.6%	1.9%
Asthma	1.3%	1.0%
Skeletal/Osteo/Arthritis/Rheumatic	1.0%	Less than 1%
Allergy	1.0%	
Heart/Blood Pressure	Less than 1%	1.7%
Chronic Stomach Condition		(2.2%)
Gynaecological Related (PMT/Menstrual/Menopause)		Less than 1%
Dental/Oral		
Maternity Related		
Eye Problems		
Skin Condition		
Epilepsy		
Diabetes		
Blood Disorder		
Thyroid Condition		

Proportion of incidents

ABSENCE REASON	2017	2016
Cold/Flu/Virus	25.8%	30.2%
Not Known	15.8%	10.4%
Sickness/Diarrhoea/Food Poisoning	11.9%	(9.9%)
Headache/Migraine	7.5%	7.7%
Other	5.8%	-
Infection (not covered by another category)	4.7%	(9.6%)
Back Pain/Problems	3.6%	2.8%
Stress	3.6%	5.6%
Depression	1.4%	
Other Mental Health Condition	0.7%	
Injury (sprains/strains/bruises/broken bones)	3.3%	3.2%
Chest/Respiratory	2.5%	-
Hospital Admittance/Tests	2.4%	3.3%
Fatigue	2.4%	1.4%
Dizziness/Fainting/Vertigo	1.8%	1.7%
Dental/Oral	1.3%	1.4%
Disease	Less than 1%	1.1%
Chronic Stomach Condition		(5.4%)
Gynaecological Related (PMT/Menstrual/Menopause)		Less than 1%
Eye Problems		
Skeletal/Osteo/Arthritis/Rheumatic		
Asthma		
Allergy		
Maternity Related		
Heart/Blood Pressure		
Skin Condition		
Diabetes		
Epilepsy		
Blood Disorder		
Thyroid Condition		

The classification of sickness reasons has changed with the implementation of the new HR system so not all reasons are the same between 2017 and 2016; the bracketed 2016 values are not directly comparable. The previous reason "Stress/Depression" has now been split into three separate categories.

Section 7 – Employee Assistance



The number of staff accessing the services of the Employee Assistance Programme increased slightly in 2017. The UWE workforce is 59% female and 41% male, therefore the data shows that a higher proportion of female staff use the service; the proportion of male staff has decreased in 2017.

TABLE 28 – USE OF EAP SERVICES

TYPE	2017			2016			2015		
	HEADS	MALE	FEMALE	HEADS	MALE	FEMALE	HEADS	MALE	FEMALE
Legal helpline	41			49			52		
Telephone counselling helpline	134			120			101		
TOTAL HELPLINE USAGE	175	16%	84%	169	28%	72%	153	24%	76%
Referrals for structured counselling	68			59			48		

Data relates to the period October to September.

Section 8 – Benchmark Performance Indicators

Category	DLA Piper Benchmark data*			UWE performance					
	HEI average	HEI upper quartile (UQ)	Public sector average	Actual**			Target		
				2015	2016	2017	2019	2020	Long term
HR staff: all employees	1:75	1:81	1:77	1:65	1:61	1:62	HEI average		
HR staff cost per employee	£560	£650	£549	£526	£575	£572	HEI average		
Staff costs as % of total UWE costs				61%	60%	61%	58%		58%
Female staff in top 5% of earners	34%	41%	35%	40%	42%	42%	46%		50%
BME staff	12%	17%	12%	8.1%	8.5%	9.5%	12%		16%
Disabled staff	5.2%	5.7%	4.5%	6.2%	6.1%	6.2%	7.4%		9%
Staff on temporary/fixed term contracts	19%	25%	16%	23%	23%	24%	-	-	-
Part time staff	30%	34%	30%	40%	39%	40%	-	-	-
Voluntary staff turnover	8.7%	9.6%	8.5%	6.6%	6.5%	7.1%	-	-	-
Grievances (per 1,000 employees)***	3.0	0.9	3.9	1.5	1.5	1.0	HEI Average		
Disciplinaries (per 1,000 employees)***	6.0	3.3	8.4	1.8	2.5	1.4	HEI Average		
Tribunal applications (per 1,000 employees)***	0.9	0.3	1.2	0	0	0	HEI LQ		
Sickness: days off per employee***	5.8	4.9	6.9	7.2	8.2	8	HEI LQ		
Sickness: % of working days lost***	2.6%	2.0%	3.1%	2.8%	3.2%	3.1%	HEI LQ		
Staff recommending UWE as a place to work				65%		75%	77%		80%
Staff feeling valued/recognised for their work				57%		61%	75%		80%
Staff feeling proud to work for UWE				71%		79%	80%		80%

* 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.

*** Values in HEI upper quarter (UQ) column are lower quartile values for these categories.