

Staffing Statistics

Including Equality Act 2010 publication of equality information

December 2019

Produced by Human Resources

Introduction

This is the twelfth 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 and other users 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 2019 held in the University's HR payroll system, iTrent. The database is populated from information supplied by new staff on their application forms. iTrent Employee Self Service enables staff to update their own equality data directly into the system.

This report should be read in conjunction with results from the 2019 staff survey available in the [HR intranet](#) (UWE login required).

The University's latest statutory Gender pay gap reporting is available [here](#). Information about Vice Chancellor pay is available in the University's [Annual Report and Financial Statement](#).

The University also publishes annual statistics on its students and the latest report can be found [here](#).

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 Human Resources (Lesley2.Donnithorne@uwe.ac.uk).

Kadisha Lewis-Roberts
Director of HR and OD

May 2020

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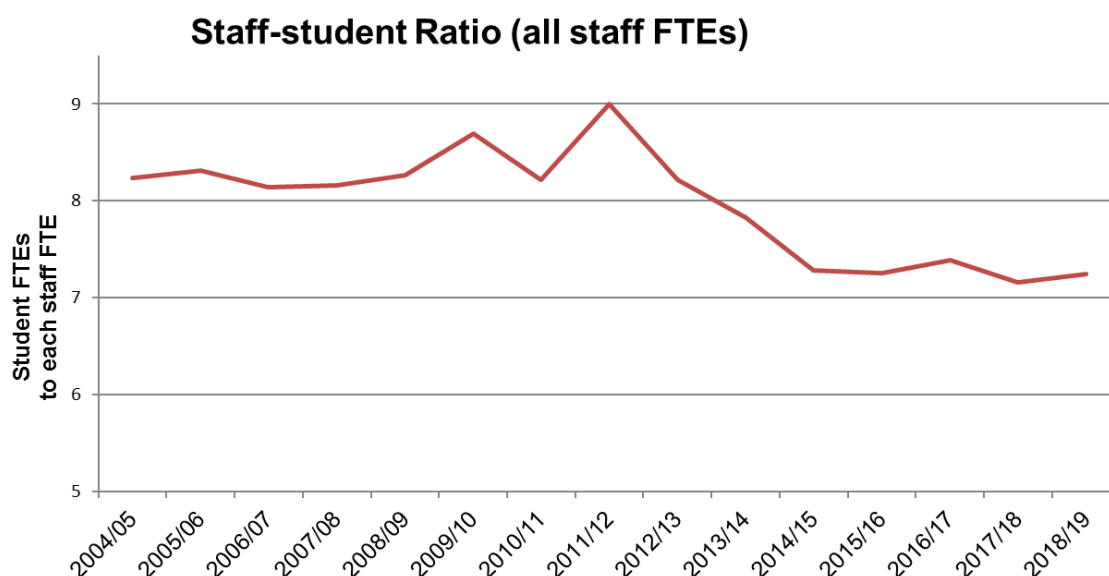
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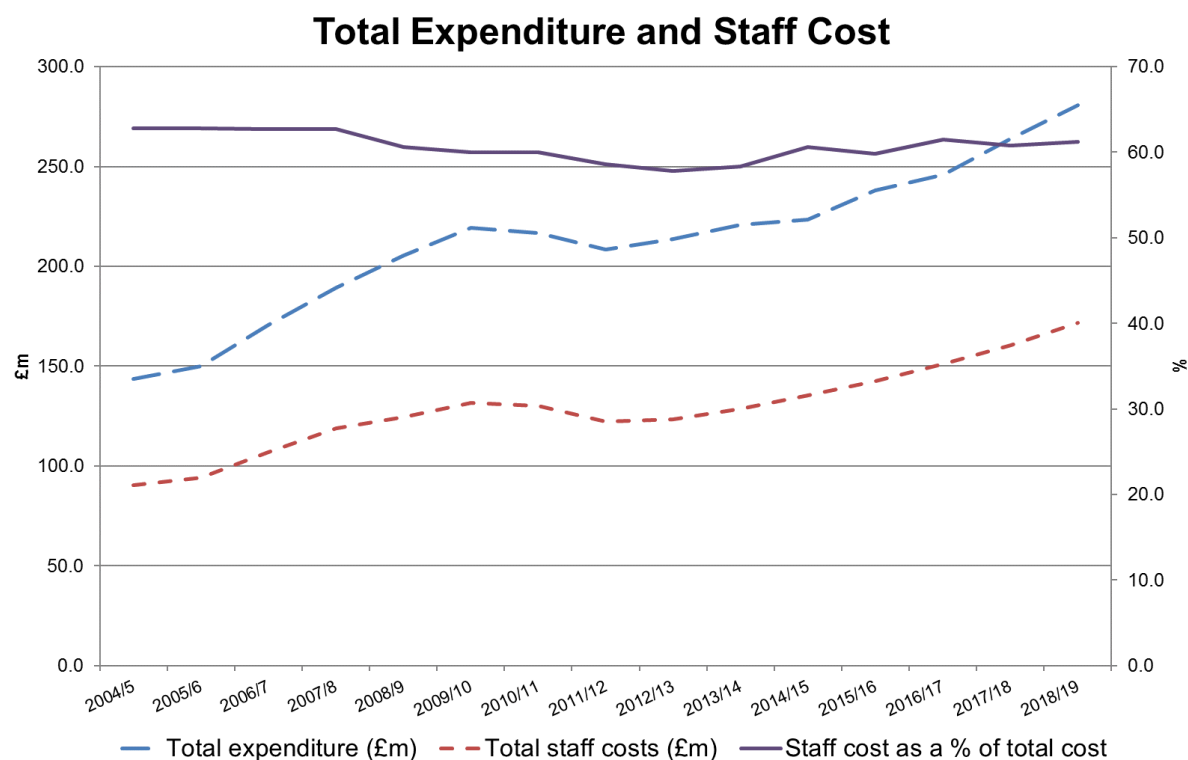
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Section 1 – Staff Employment

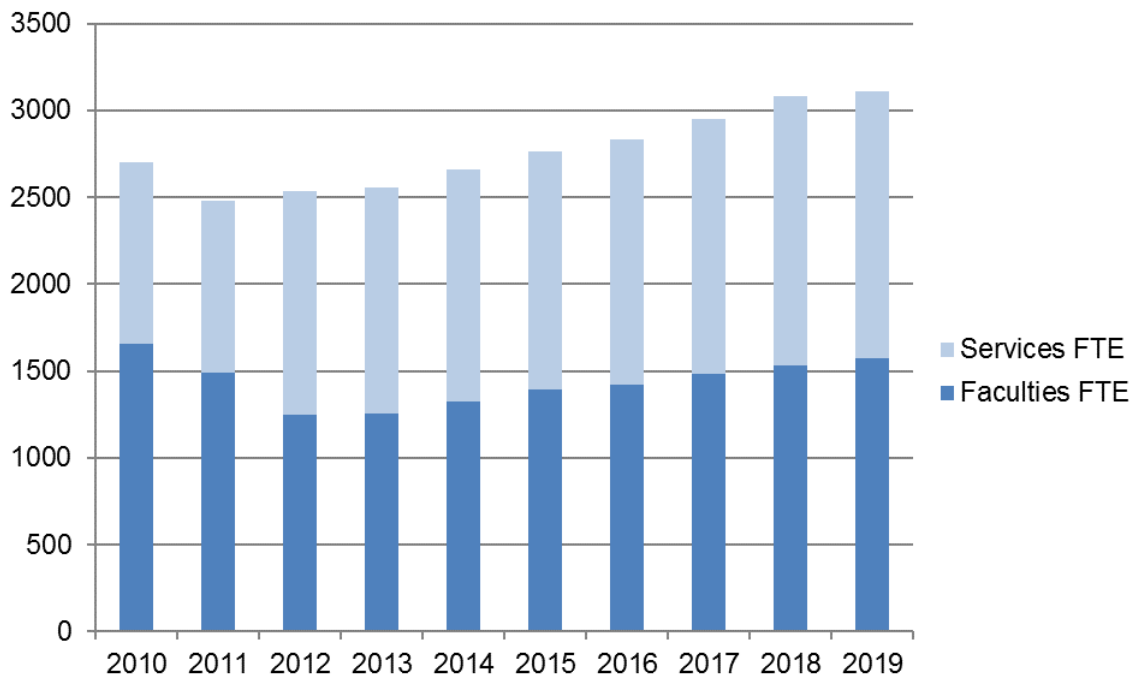


This chart shows over time the ratio of student Full Time Equivalents (FTEs) to each staff FTE, including all employee groups (senior management, academic and professional services). The ratio increased in 2009/10 due to an increase in student FTEs, and in 2011/12 due to a decrease in staff FTEs resulting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



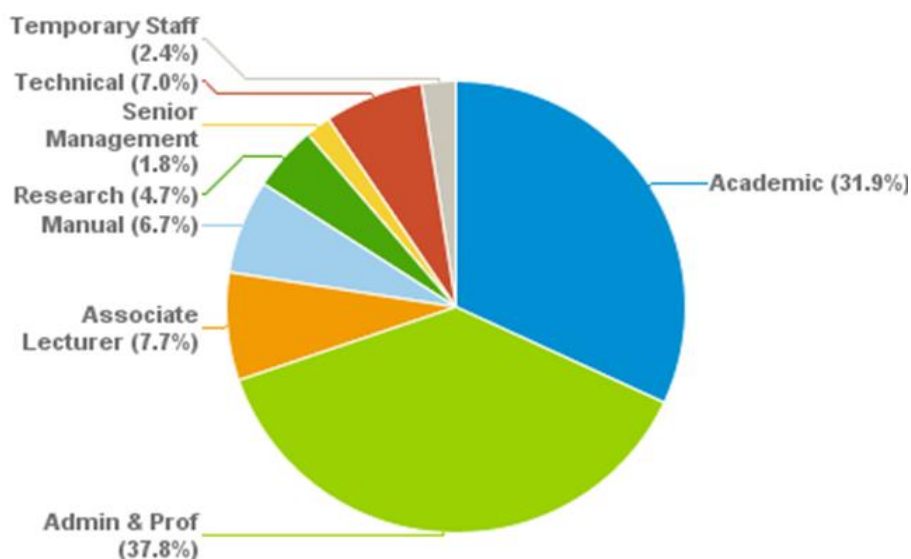
UWE's staff costs as a proportion of its total expenditure increased in 2018/19 to 61.2% from 60.8% in 2017/18.

Staff by Faculties or Services



In 2019 51% of staff were located in faculties and 49% in services. The 2010 and 2011 figures reflect the position prior to the One University Administration restructuring in January 2012 which moved a large number of professional services staff from faculties to services. In 2018 there has been a 1.5% increase in FTEs compared to 2017. A breakdown of the data, including by individual faculty and service, is in Table 1 on page 7.

Staff by Employee Group 2019



In term of headcount, the largest employee group is administrative/ professional and the smallest is senior management. A breakdown by sex including historical data is in Table 2 on page 10/11.

TABLE 1 – STAFF IN POST AT 31/12/2019

| FACULTY/SERVICE | HEADS 2019 | FTE* 2019 | HEADS 2018 | FTE* 2018 | HEADS 2017 | FTE* 2017 |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| ACE Faculty of Arts Creative Industries & Education | 363 | 295 | 343 | 276 | 332 | 269 |
| FBL Faculty of Business & Law | 309 | 288 | 319 | 294 | 305 | 279 |
| FET Faculty of Environment & Technology | 490 | 447 | 483 | 442 | 472 | 431 |
| HAS Faculty of Health & Applied Sciences | 625 | 544 | 600 | 522 | 584 | 508 |
| Faculty totals | 1787 | 1573 | 1745 | 1534 | 1693 | 1487 |
| APD Academic Practice Directorate | 18 | 14 | 14 | 12 | 6 | 5 |
| DIR Directorate | 45 | 42 | 44 | 41 | 40 | 38 |
| FAC Facilities | 503 | 392 | 499 | 387 | 477 | 369 |
| FIN Finance Department | 91 | 82 | 93 | 86 | 99 | 91 |
| HRS Human Resources | 63 | 54 | 74 | 64 | 73 | 64 |
| ITS IT Services | 180 | 173 | 177 | 171 | 168 | 161 |
| LCI Library Careers and Inclusivity | 233 | 183 | 228 | 173 | 142 | 109 |
| RBI Research Business & Innovation | 97 | 81 | 93 | 78 | 82 | 69 |
| SAS Student and Academic Services | 392 | 330 | 416 | 355 | 467 | 393 |
| SCM Strategic Communications and Marketing | 77 | 66 | 79 | 69 | 74 | 64 |
| SFS Future Students | 108 | 96 | 102 | 89 | 99 | 83 |
| SPO Strategic Programmes Office | 26 | 25 | 24 | 23 | 23 | 21 |
| Service totals | 1833 | 1536 | 1843 | 1547 | 1750 | 1467 |
| Associate Lecturers/Instructors ¹ | 363 | 82 | 392 | 65 | 319 | 72 |
| Temporary staff (in assignment) | 99 | 39 | 118 | 35 | 149 | 49 |
| All staff | 4082 | 3230 | 4098 | 3181 | 3911 | 3075 |
| All staff excluding Associate Lecturers/instructors/temporary staff | 3620 | 3109 | 3588 | 3081 | 3443 | 2954 |

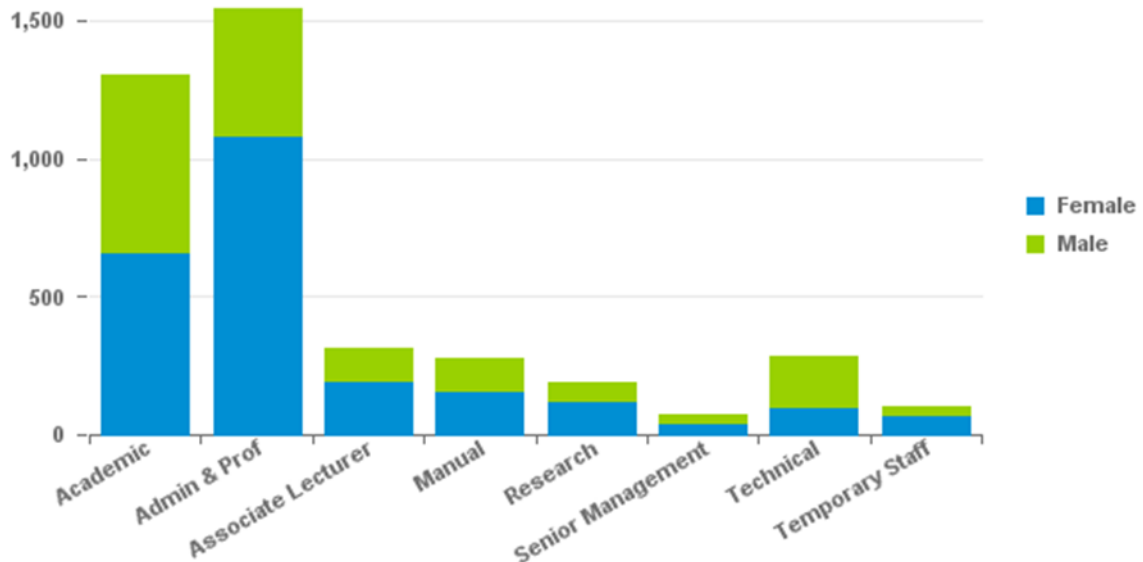
* FTE = full time equivalent

¹ FTE relates to the total for the previous academic year. Headcounts for previous years have increased compared to previous reports due to retrospective extensions of contract.

Value changes between 2017 and 2018 for SAS Student Academic Services and LCI Library Careers and Inclusivity were due to restructuring.

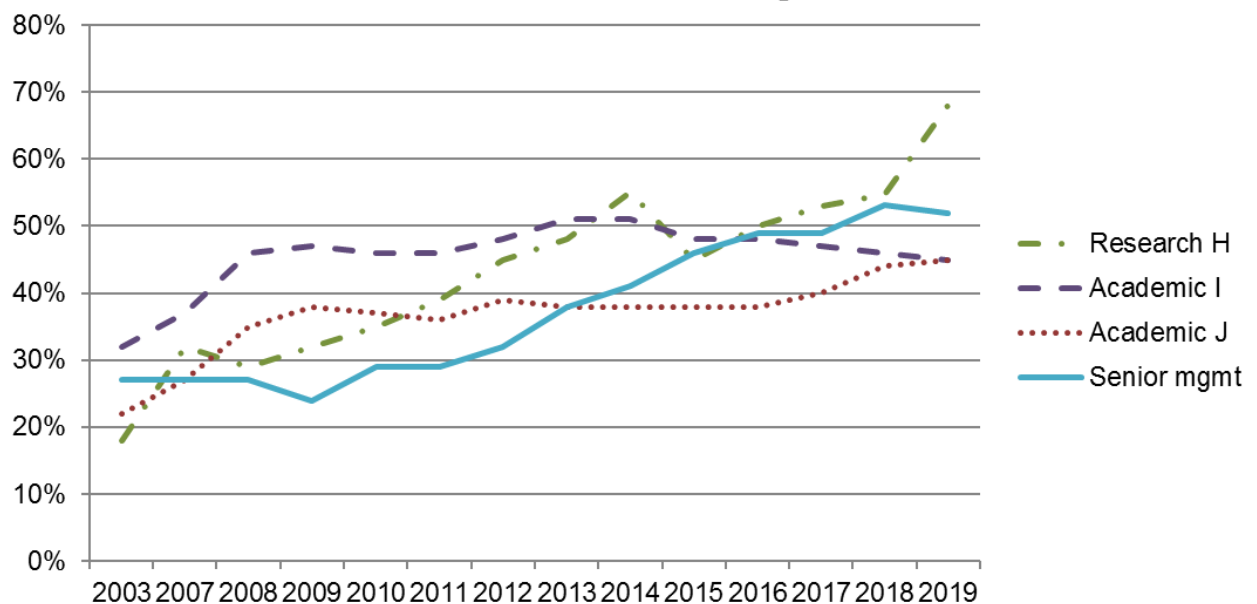
Section 1.1 - Staff by Gender

Employee Group by Gender 2019

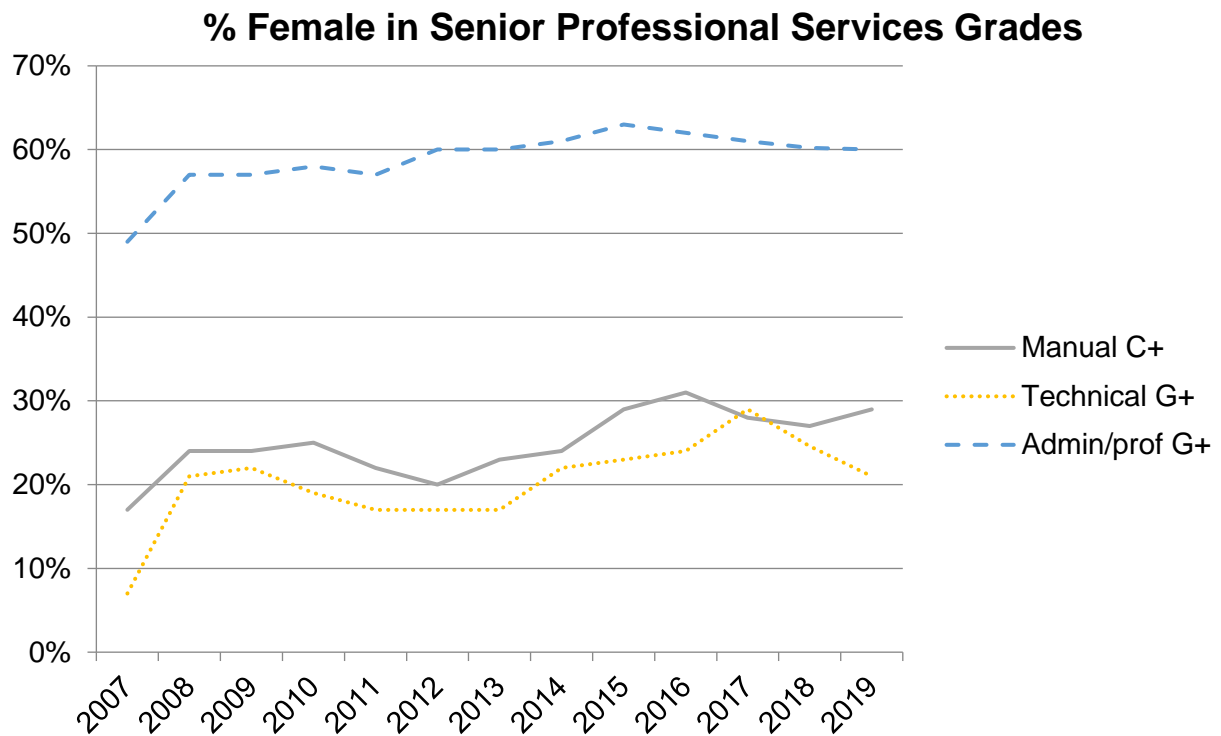


Academic and administrative/professional are the largest staff groups; senior management is the smallest. The UWE workforce is 58% female and 42% male but there are differences in gender balance between the employee groups. A full breakdown, including historical data, is available in Table 2 on page 10.

% Female in Senior Academic & Management Grades



The representation of women in senior academic and management grades has increased over time, with further increases in 2019.



The representation of women in senior professional services grades increased significantly with the implementation of the University wide job evaluation exercise in 2008. In 2019 the representation of women in senior grades has increased in the manual job group and decreased in the technical job group.

TABLE 2 – EMPLOYEE GROUP AND GRADE BY GENDER

| JOB GROUP | GRADE | YEAR | ALL HEADS | MALE | MALE % | FEMALE | FEMALE % |
|--------------------|-----------|------|-----------|------|--------|--------|----------|
| Senior Management | | 2019 | 73 | 35 | 48% | 38 | 52% |
| | | 2018 | 81 | 38 | 47% | 43 | 53% |
| | | 2017 | 87 | 44 | 51% | 43 | 49% |
| Academic | Grade F | 2019 | 7 | 3 | 43% | 4 | 57% |
| | | 2018 | 4 | 1 | 25% | 3 | 75% |
| | | 2017 | 9 | 3 | 33% | 6 | 67% |
| Academic | Grade G | 2019 | 116 | 53 | 46% | 63 | 54% |
| | | 2018 | 114 | 50 | 44% | 64 | 56% |
| | | 2017 | 97 | 51 | 53% | 46 | 47% |
| Academic | Grade H | 2019 | 856 | 417 | 49% | 439 | 51% |
| | | 2018 | 843 | 412 | 49% | 431 | 51% |
| | | 2017 | 821 | 400 | 49% | 421 | 51% |
| Academic | Grade I | 2019 | 198 | 109 | 55% | 89 | 45% |
| | | 2018 | 197 | 106 | 54% | 91 | 46% |
| | | 2017 | 176 | 93 | 53% | 83 | 47% |
| Academic | Grade J | 2019 | 127 | 70 | 55% | 57 | 45% |
| | | 2018 | 129 | 72 | 56% | 57 | 44% |
| | | 2017 | 120 | 72 | 60% | 48 | 40% |
| Associate Lecturer | | 2019 | 315 | 128 | 41% | 187 | 59% |
| | | 2018 | 338 | 132 | 39% | 206 | 61% |
| | | 2017 | 276 | 122 | 44% | 154 | 56% |
| Research | Grade F&G | 2019 | 150 | 64 | 43% | 86 | 57% |
| | | 2018 | 135 | 61 | 45% | 74 | 55% |
| | | 2017 | 140 | 61 | 44% | 79 | 56% |
| Research | Grade H | 2019 | 40 | 13 | 33% | 27 | 68% |
| | | 2018 | 31 | 14 | 45% | 17 | 55% |
| | | 2017 | 30 | 14 | 47% | 16 | 53% |

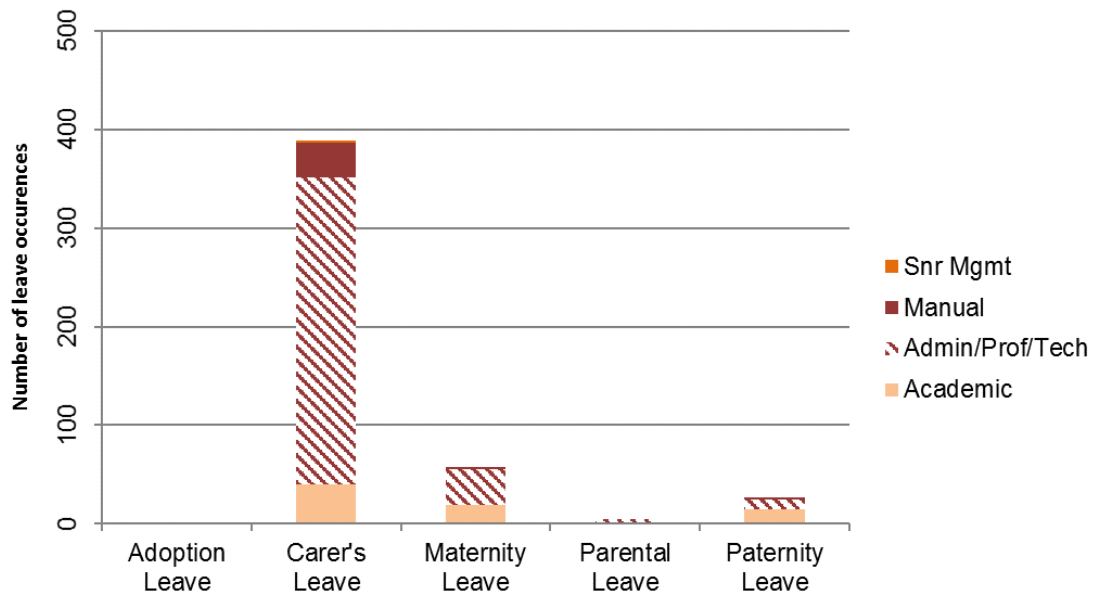
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TABLE 2 – continued

| JOB GROUP | GRADE | YEAR | ALL HEADS | MALE | MALE % | FEMALE | FEMALE % |
|-----------------|-----------------|------|-----------|------|--------|--------|----------|
| Admin & Prof | Grade A to F | 2019 | 1076 | 275 | 26% | 801 | 74% |
| | | 2018 | 1074 | 271 | 25% | 803 | 75% |
| | | 2017 | 1021 | 248 | 24% | 773 | 76% |
| Admin & Prof | Grade G & Above | 2019 | 467 | 188 | 40% | 279 | 60% |
| | | 2018 | 470 | 187 | 40% | 283 | 60% |
| | | 2017 | 429 | 164 | 38% | 265 | 62% |
| Technical | Grade A to F | 2019 | 218 | 135 | 62% | 83 | 38% |
| | | 2018 | 222 | 141 | 64% | 81 | 36% |
| | | 2017 | 223 | 143 | 64% | 80 | 36% |
| Technical | Grade G & Above | 2019 | 66 | 52 | 79% | 14 | 21% |
| | | 2018 | 69 | 52 | 75% | 17 | 25% |
| | | 2017 | 70 | 50 | 71% | 20 | 29% |
| Manual | Grade A & B | 2019 | 154 | 39 | 25% | 115 | 75% |
| | | 2018 | 156 | 36 | 23% | 120 | 77% |
| | | 2017 | 163 | 40 | 25% | 123 | 75% |
| Manual | Grade C & D | 2019 | 120 | 85 | 71% | 35 | 29% |
| | | 2018 | 115 | 84 | 73% | 31 | 27% |
| | | 2017 | 99 | 71 | 72% | 28 | 28% |
| Temporary Staff | | 2019 | 99 | 34 | 34% | 65 | 66% |
| | | 2018 | 118 | 35 | 30% | 83 | 70% |
| | | 2017 | 149 | 50 | 34% | 99 | 66% |

| | | | | | | |
|-------------------------------|------|------|------|-----|------|-----|
| ALL STAFF (excluding ALs/TSU) | 2019 | 3668 | 1538 | 42% | 2130 | 58% |
| | 2018 | 3642 | 1526 | 42% | 2116 | 58% |
| | 2017 | 3486 | 1455 | 42% | 2031 | 58% |
| ALL STAFF | 2019 | 4082 | 1700 | 42% | 2382 | 58% |
| | 2018 | 4098 | 1693 | 41% | 2405 | 59% |
| | 2017 | 3911 | 1627 | 42% | 2284 | 58% |

Family Friendly Leave Take-Up 2019

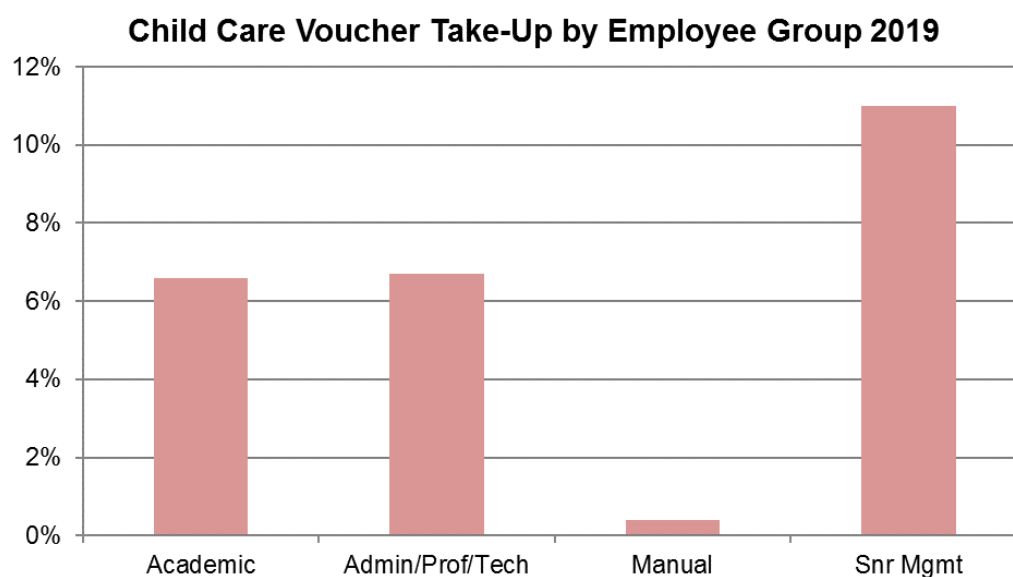


Academic staff and administrative/ professional/technical staff make up 44% and 47% of the workforce respectively; 6.7% of the workforce is manual staff and 1.8% senior management. The chart illustrates that in 2019 family friendly leave was taken up in greatest proportion by administrative/ professional/technical staff, the staff group with the highest proportion of women. There has been a significant increase in the number of staff taking carers leave in 2019 – see table below.

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

| CATEGORY | YEAR | ALL | SNR MGMT | ACADEMIC | ADMIN/PROF/TECH | MANUAL |
|-----------------------|------|--------------|-------------|--------------|-----------------|--------------|
| Adoption | 2019 | 2 | | 1 | 1 | |
| | 2018 | 1 | | | 1 | |
| | 2017 | 3 | | 1 | 2 | |
| Carers Leave | 2019 | 388 | 2 | 40 | 311 | 35 |
| | 2018 | 272 | 2 | 14 | 229 | 27 |
| | 2017 | 262 | 1 | 17 | 225 | 19 |
| Maternity | 2019 | 58 | | 19 | 37 | 2 |
| | 2018 | 46 | | 10 | 35 | 1 |
| | 2017 | 61 | | 22 | 37 | 2 |
| Paternity | 2019 | 27 | | 15 | 10 | 2 |
| | 2018 | 39 | | 19 | 18 | 2 |
| | 2017 | 28 | 3 | 11 | 12 | 2 |
| Shared Parental Leave | 2019 | 5 | | | 5 | |
| | 2018 | 4 | | 3 | 1 | |
| | 2017 | 7 | 1 | | 6 | |
| All Leave Types | 2019 | 480 (13%) | 2 (2.7%) | 75 (5.1%) | 364 (21%) | 39 (15%) |
| | 2018 | 362 (9%) | 2 (2.3%) | 46 (2.7%) | 284 (15%) | 30 (11%) |
| | 2017 | 361 (9%) | 5 (5.7%) | 51 (3.1%) | 282 (15%) | 23 (8.8%) |

% indicates the proportion of the workforce



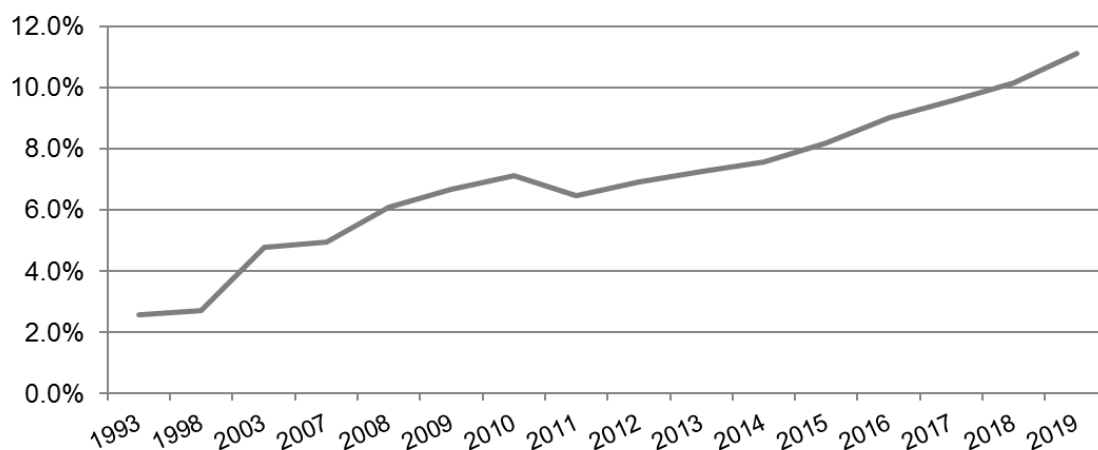
Child care vouchers are taken up by female and male staff approximately in proportion to the workforce gender split. This chart shows that as a proportion of the workforce, child care vouchers are taken up in much lower numbers by manual staff, an employee group with a high proportion of women but the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

TABLE 4 – TAKE UP OF CHILD CARE VOUCHERS

| YEAR | ALL Heads | MALE Heads | MALE Take Up % | MALE Workforce % | FEMALE Heads | FEMALE Take Up % | FEMALE Workforce % |
|------|-----------|------------|----------------|------------------|--------------|------------------|--------------------|
| 2019 | 258 | 97 | 38% | 42% | 161 | 62% | 58% |
| 2018 | 313 | 122 | 39% | 41% | 191 | 61% | 59% |
| 2017 | 287 | 114 | 40% | 42% | 173 | 60% | 58% |

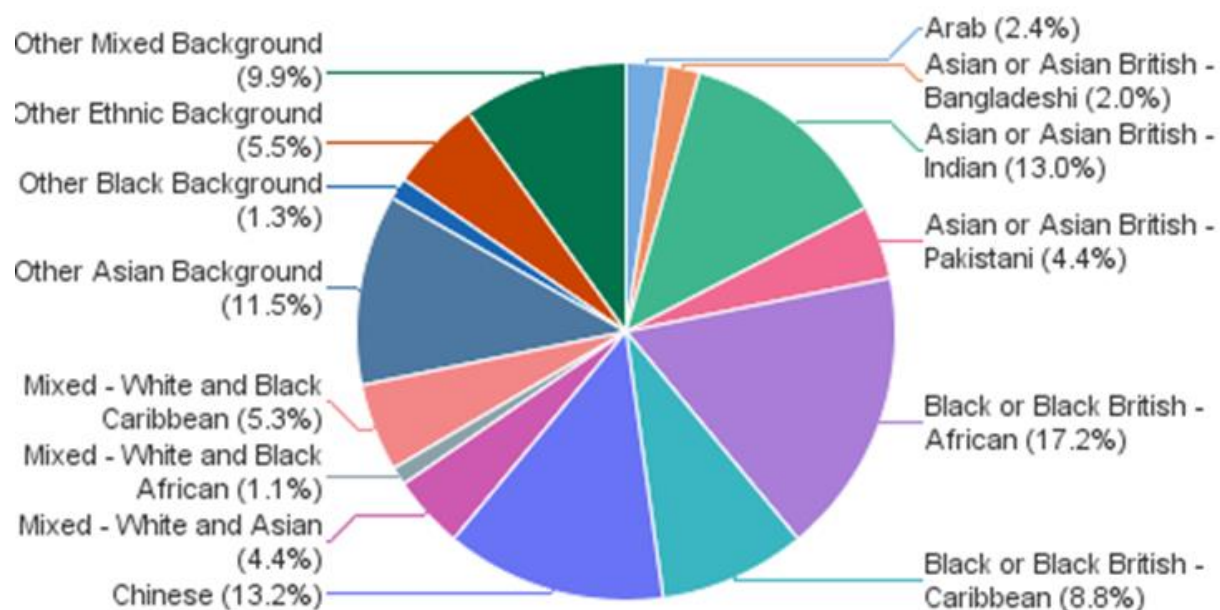
Section 2.2 - Staff by Ethnicity

Black and Minority Ethnic (BME) Staff %



UWE's BME staff percentage has increased over time to 11.1% in 2019. See Table 6 on page 16 for a breakdown by employee group and grade.

BME Ethnic Origin 2019



The UWE workforce is 85% White. Data is not held for 4.4% of staff. A full breakdown, including historical data, is available in Table 5 below.

TABLE 5 – ETHNIC ORIGIN

| GROUP | HEADS 2019 | PERCENTAGE 2019 | PERCENTAGE 2018 | PERCENTAGE 2017 |
|--------------------------------------|---------------|--------------------|--------------------|--------------------|
| Asian or Asian British - Bangladeshi | 9 | 0.2% | 0.2% | 0.2% |
| Asian or Asian British - Indian | 59 | 1.4% | 1.0% | 1.1% |
| Asian or Asian British - Pakistani | 20 | 0.5% | 0.5% | 0.5% |
| Other Asian Background | 52 | 1.3% | 1.3% | 1.1% |
| Black or Black British - African | 78 | 1.9% | 1.7% | 1.4% |
| Black or Black British - Caribbean | 40 | 1.0% | 0.9% | 0.9% |
| Other Black Background | 6 | 0.1% | 0.1% | 0.1% |
| Arab | 11 | 0.3% | 0.3% | 0.3% |
| Chinese | 60 | 1.5% | 1.3% | 1.3% |
| Mixed - White and Asian | 20 | 0.5% | 0.4% | 0.4% |
| Mixed - White and Black African | 5 | 0.1% | 0.2% | 0.3% |
| Mixed - White and Black Caribbean | 24 | 0.6% | 0.6% | 0.5% |
| Other Mixed Background | 45 | 1.1% | 1.0% | 0.8% |
| Other Ethnic Background | 25 | 0.6% | 0.5% | 0.6% |
| <i>BME sub total</i> | 454 | 11.1% | 10.5% | 9.8% |
| White - British | 2718 | 67% | 68% | 69% |
| White - English | 213 | 5.2% | 5.2% | 5.2% |
| White - Gypsy or Traveller | 1 | 0.0% | 0.0% | 0.0% |
| White - Irish | 57 | 1.4% | 1.3% | 1.4% |
| White - Northern Irish | 6 | 0.1% | 0.1% | 0.2% |
| White - Scottish | 23 | 0.6% | 0.5% | 0.4% |
| White - Welsh | 81 | 2.0% | 1.7% | 1.8% |
| Other White Background | 351 | 8.6% | 8.3% | 8.1% |
| <i>White sub total</i> | 3450 | 85% | 85% | 86% |
| Prefer Not to Say | 78 | 1.9% | 1.7% | 1.6% |
| Not Data Held | 100 | 2.4% | 3.1% | 2.8% |
| <i>Not known sub total</i> | 178 | 4.4% | 4.6% | 4.1% |
| All staff | 4082 | 100.0% | 100.0% | 100.0% |

TABLE 6 – EMPLOYEE GROUP AND GRADE BY ETHNICITY

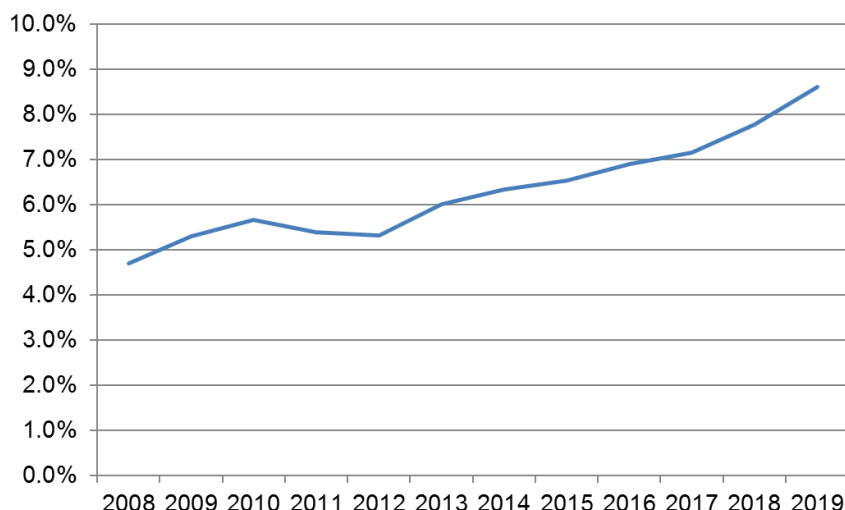
| JOB GROUP | GRADE | YEAR | ALL HEADS | BME | BME % | WHITE | WHITE % | ETHNICITY NOT KNOWN | ETHNICITY NOT KNOWN % |
|--------------------|-----------|------|-----------|-----|-------|-------|---------|---------------------|-----------------------|
| Senior Manager | | 2019 | 73 | 4 | 5.5% | 69 | 95% | | |
| | | 2018 | 81 | 4 | 4.9% | 76 | 94% | 1 | 1.2% |
| | | 2017 | 87 | 6 | 6.9% | 80 | 92% | 1 | 1.1% |
| Academic | Grade F | 2019 | 7 | 1 | 14% | 5 | 71% | 1 | 14% |
| | | 2018 | 4 | 1 | 25% | 3 | 75% | | |
| | | 2017 | 9 | 1 | 11% | 8 | 89% | | |
| Academic | Grade G | 2019 | 116 | 19 | 16% | 91 | 78% | 6 | 5.2% |
| | | 2018 | 114 | 19 | 17% | 93 | 82% | 2 | 1.8% |
| | | 2017 | 97 | 22 | 23% | 73 | 75% | 2 | 2.1% |
| Academic | Grade H | 2019 | 856 | 107 | 13% | 715 | 84% | 34 | 4.0% |
| | | 2018 | 843 | 97 | 12% | 709 | 84% | 37 | 4.4% |
| | | 2017 | 821 | 85 | 10% | 701 | 85% | 35 | 4.3% |
| Academic | Grade I | 2019 | 198 | 29 | 15% | 167 | 84% | 2 | 1.0% |
| | | 2018 | 197 | 25 | 13% | 170 | 86% | 2 | 1.0% |
| | | 2017 | 176 | 16 | 9% | 157 | 89% | 3 | 1.7% |
| Academic | Grade J | 2019 | 127 | 14 | 11% | 111 | 87% | 2 | 1.6% |
| | | 2018 | 129 | 15 | 12% | 112 | 87% | 2 | 1.6% |
| | | 2017 | 120 | 10 | 8.3% | 109 | 91% | 1 | 0.8% |
| Associate Lecturer | | 2019 | 315 | 30 | 9.5% | 251 | 80% | 34 | 11% |
| | | 2018 | 338 | 35 | 10% | 274 | 81% | 29 | 8.6% |
| | | 2017 | 276 | 28 | 10% | 226 | 82% | 22 | 8.0% |
| Research | Grade F&G | 2019 | 150 | 42 | 28% | 102 | 68% | 6 | 4.0% |
| | | 2018 | 135 | 31 | 23% | 101 | 75% | 3 | 2.2% |
| | | 2017 | 140 | 24 | 17% | 112 | 80% | 4 | 2.9% |
| Research | Grade H | 2019 | 40 | 2 | 5.0% | 37 | 93% | 1 | 2.5% |
| | | 2018 | 31 | 1 | 3.2% | 29 | 94% | 1 | 3.2% |
| | | 2017 | 30 | 2 | 6.7% | 27 | 90% | 1 | 3.3% |

Table continued on next page

TABLE 6 – continued

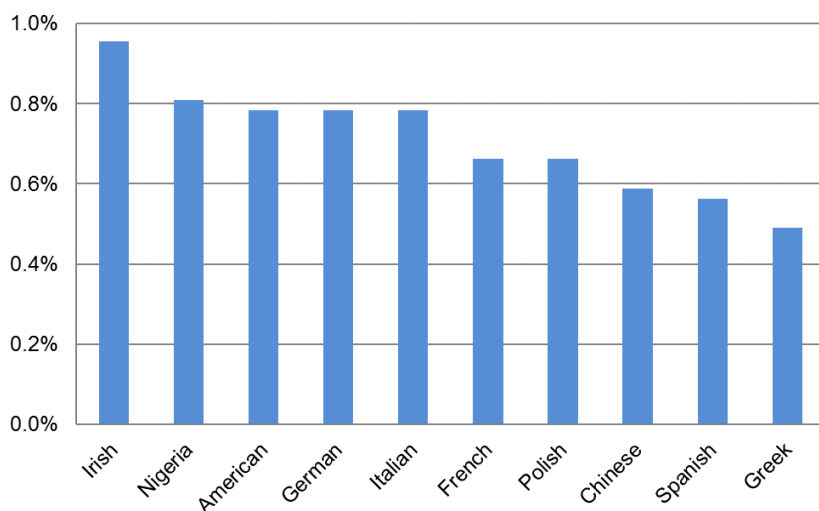
| JOB GROUP | GRADE | YEAR | ALL HEADS | BME | BME % | WHITE | WHITE % | ETHNICITY NOT KNOWN | ETHNICITY NOT KNOWN % |
|-------------------------------|-----------------|------|-----------|-----|-------|-------|---------|---------------------|-----------------------|
| Admin & Prof | Grade A to F | 2019 | 1076 | 99 | 9.2% | 947 | 88% | 30 | 2.8% |
| | | 2018 | 1074 | 93 | 8.7% | 952 | 89% | 29 | 2.7% |
| | | 2017 | 1021 | 83 | 8.1% | 914 | 90% | 24 | 2.4% |
| Admin & Prof | Grade G & Above | 2019 | 467 | 30 | 6.4% | 425 | 91% | 12 | 2.6% |
| | | 2018 | 470 | 27 | 5.7% | 433 | 92% | 10 | 2.1% |
| | | 2017 | 429 | 26 | 6.1% | 395 | 92% | 8 | 1.9% |
| Technical | Grade A to F | 2019 | 218 | 24 | 11% | 176 | 81% | 18 | 8.3% |
| | | 2018 | 222 | 27 | 12% | 173 | 78% | 22 | 9.9% |
| | | 2017 | 223 | 25 | 11% | 179 | 80% | 19 | 8.5% |
| Technical | Grade G & Above | 2019 | 66 | 3 | 4.5% | 58 | 88% | 5 | 7.6% |
| | | 2018 | 69 | 2 | 2.9% | 62 | 90% | 5 | 7.2% |
| | | 2017 | 70 | 2 | 2.9% | 63 | 90% | 5 | 7.1% |
| Manual | Grade A & B | 2019 | 154 | 22 | 14% | 117 | 76% | 15 | 9.7% |
| | | 2018 | 156 | 22 | 14% | 118 | 76% | 16 | 10% |
| | | 2017 | 163 | 21 | 13% | 125 | 77% | 17 | 10% |
| Manual | Grade C & D | 2019 | 120 | 12 | 10% | 106 | 88% | 2 | 1.7% |
| | | 2018 | 115 | 12 | 10% | 101 | 88% | 2 | 1.7% |
| | | 2017 | 99 | 12 | 12% | 85 | 86% | 2 | 2.0% |
| Temporary Staff | | 2019 | 99 | 16 | 16% | 73 | 74% | 10 | 10% |
| | | 2018 | 118 | 18 | 15% | 71 | 60% | 29 | 25% |
| | | 2017 | 149 | 22 | 15% | 110 | 74% | 17 | 11% |
| | | | | | | | | | |
| ALL STAFF (excluding ALs/TSU) | | 2019 | 3668 | 408 | 11.1% | 3126 | 85% | 134 | 3.7% |
| | | 2018 | 3642 | 376 | 10.3% | 3134 | 86% | 132 | 3.6% |
| | | 2017 | 3486 | 335 | 9.6% | 3029 | 87% | 122 | 3.5% |
| ALL STAFF | | 2019 | 4082 | 454 | 11.1% | 3450 | 85% | 178 | 4.4% |
| | | 2018 | 4098 | 429 | 10.5% | 3479 | 85% | 190 | 4.6% |
| | | 2017 | 3911 | 385 | 9.8% | 3365 | 86% | 161 | 4.1% |

% BME in Senior Grades



Overall, the BME staff percentage in the senior grades has continued to increase, to 8.6% in 2019. Grades counted as senior are I and J for academic staff, H for research staff, G and above for admin/professional/technical staff, C and above for manual staff and the Senior Management grades.

Top 10 Nationalities 2019

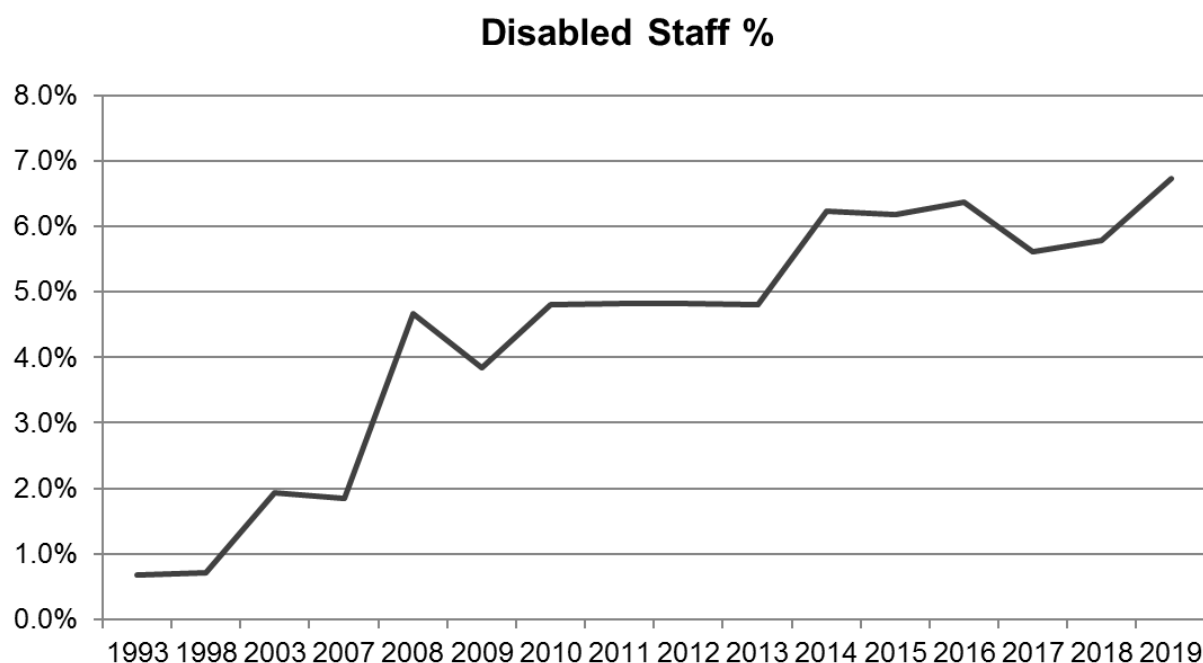


The UWE workforce is 86% British and has another 75 nationalities – the top 10 of which are shown here. Historical data, is available in Table 7 below.

TABLE 7 – NATIONALITY

| GROUP | HEADS 2019 | PERCENTAGE 2019 | PERCENTAGE 2018 | PERCENTAGE 2017 |
|------------------|---------------|--------------------|--------------------|--------------------|
| British | 3518 | 86.2% | 86.8% | 87.5% |
| Irish | 39 | 1.0% | 1.0% | 1.0% |
| Nigeria | 33 | 0.8% | 0.6% | 0.5% |
| American | 32 | 0.8% | 0.7% | 0.7% |
| German | 32 | 0.8% | 0.8% | 0.9% |
| Italian | 32 | 0.8% | 0.7% | 0.7% |
| French | 27 | 0.7% | 0.6% | 0.5% |
| Polish | 27 | 0.7% | 0.7% | 0.6% |
| Chinese | 24 | 0.6% | 0.5% | 0.4% |
| Spanish | 23 | 0.6% | 0.6% | 0.5% |
| Greek | 20 | 0.5% | 0.6% | 0.5% |
| Sub total | 3807 | 93% | 93% | 92% |
| All staff | 4083 | 100% | 100% | 100% |

Section 1.3 - Staff by Disability



The proportion of UWE Bristol staff who are disabled increased to 6.7% in 2019. A full breakdown, including data for the last 3 years, is available in Table 8 on page 20.

Disabled staff representation in senior grades has increased in 2019 – see Table 8 on page 20 for details. Grades counted as senior are I and J for academic staff, H for research staff, G and above for admin/professional/technical staff, C and above for manual staff and the Senior Management grades.

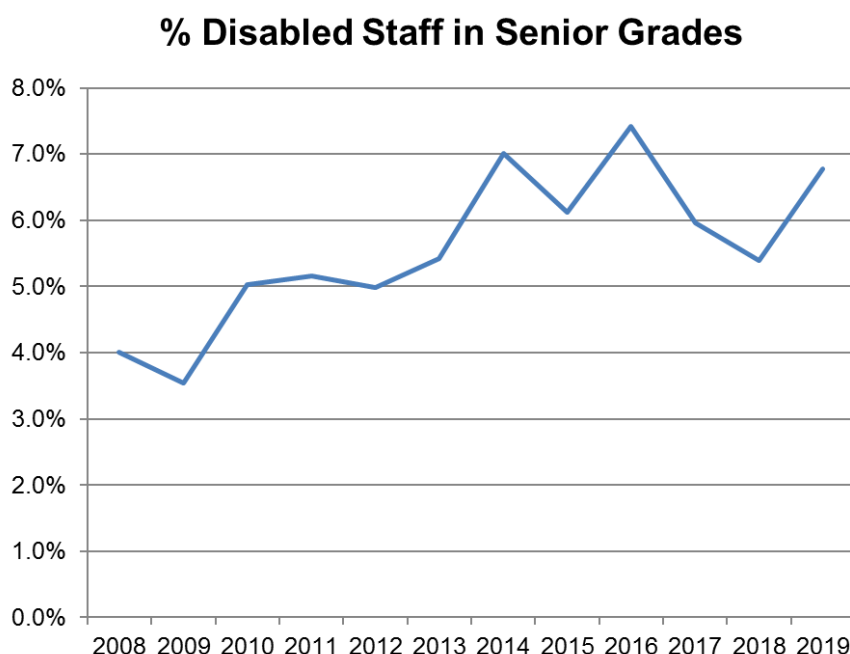


TABLE 8 – EMPLOYEE GROUP AND GRADE BY DISABILITY

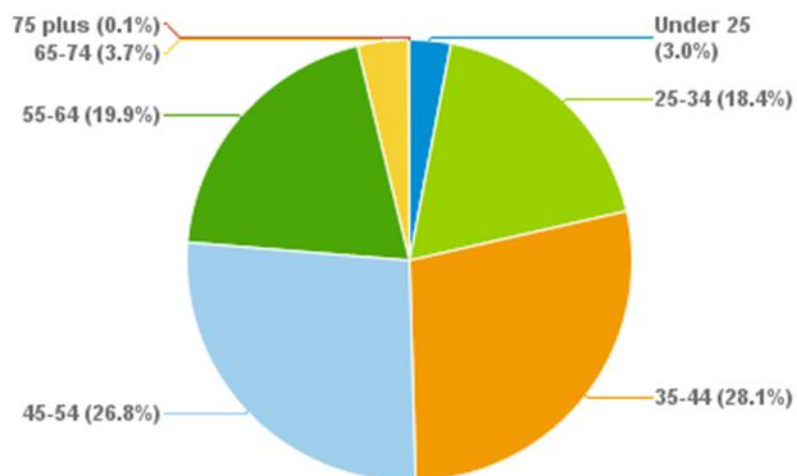
| JOB GROUP | GRADE | YEAR | ALL HEADS | DISABLED | DISABLED % | NOT DISABLED/ NOT KNOWN | NOT DISABLED/ NOT KNOWN % |
|--------------------|-----------|------|-----------|----------|------------|-------------------------|---------------------------|
| Senior Management | | 2019 | 73 | 3 | 4.1% | 70 | 96% |
| | | 2018 | 81 | 4 | 4.9% | 77 | 95% |
| | | 2017 | 87 | 3 | 3.4% | 84 | 97% |
| Academic | Grade F | 2019 | 7 | 0 | 0% | 7 | 100% |
| | | 2018 | 4 | 1 | 25% | 3 | 75% |
| | | 2017 | 9 | 1 | 11% | 8 | 89% |
| Academic | Grade G | 2019 | 116 | 7 | 6.0% | 109 | 94% |
| | | 2018 | 114 | 2 | 1.8% | 112 | 98% |
| | | 2017 | 97 | 3 | 3.1% | 94 | 97% |
| Academic | Grade H | 2019 | 856 | 42 | 4.9% | 814 | 95% |
| | | 2018 | 843 | 42 | 5.0% | 801 | 95% |
| | | 2017 | 821 | 40 | 4.9% | 781 | 95% |
| Academic | Grade I | 2019 | 198 | 13 | 6.6% | 185 | 93% |
| | | 2018 | 197 | 10 | 5.1% | 187 | 95% |
| | | 2017 | 176 | 9 | 5.1% | 167 | 95% |
| Academic | Grade J | 2019 | 127 | 5 | 3.9% | 122 | 96% |
| | | 2018 | 130 | 5 | 3.8% | 125 | 96% |
| | | 2017 | 121 | 3 | 2.5% | 118 | 98% |
| Associate Lecturer | | 2019 | 315 | 10 | 3.2% | 305 | 97% |
| | | 2018 | 338 | 11 | 3.3% | 327 | 97% |
| | | 2017 | 276 | 4 | 1.4% | 272 | 99% |
| Research | Grade F&G | 2019 | 150 | 11 | 7.3% | 139 | 93% |
| | | 2018 | 136 | 7 | 5.1% | 129 | 95% |
| | | 2017 | 140 | 6 | 4.3% | 134 | 96% |
| Research | Grade H | 2019 | 40 | 1 | 2.5% | 39 | 98% |
| | | 2018 | 31 | 1 | 3.2% | 30 | 97% |
| | | 2017 | 30 | 2 | 6.7% | 28 | 93% |

Table continued on next page

TABLE 8 - continued

| JOB GROUP | GRADE | YEAR | ALL HEADS | DISABLED | DISABLED % | NOT DISABLED/ NOT KNOWN | NOT DISABLED/ NOT KNOWN % |
|-------------------------------|-----------------|------|-----------|----------|------------|-------------------------|---------------------------|
| Admin & Prof | Grade A to F | 2019 | 1076 | 97 | 9.0% | 979 | 91% |
| | | 2018 | 1074 | 83 | 7.7% | 991 | 92% |
| | | 2017 | 1021 | 76 | 7.4% | 945 | 93% |
| Admin & Prof | Grade G & Above | 2019 | 467 | 41 | 8.8% | 426 | 91% |
| | | 2018 | 470 | 31 | 6.6% | 439 | 93% |
| | | 2017 | 429 | 35 | 8.2% | 394 | 92% |
| Technical | Grade A to F | 2019 | 218 | 19 | 8.7% | 199 | 91% |
| | | 2018 | 222 | 14 | 6.3% | 208 | 94% |
| | | 2017 | 223 | 13 | 5.8% | 210 | 94% |
| Technical | Grade G & Above | 2019 | 66 | 2 | 3.0% | 64 | 97% |
| | | 2018 | 69 | 1 | 1.4% | 68 | 99% |
| | | 2017 | 70 | 1 | 1.4% | 69 | 99% |
| Manual | Grade A & B | 2019 | 154 | 10 | 6.5% | 144 | 94% |
| | | 2018 | 156 | 9 | 5.8% | 147 | 94% |
| | | 2017 | 163 | 10 | 6.1% | 153 | 94% |
| Manual | Grade C & D | 2019 | 120 | 9 | 7.5% | 111 | 93% |
| | | 2018 | 115 | 7 | 6.1% | 108 | 94% |
| | | 2017 | 99 | 7 | 7.1% | 92 | 93% |
| Temporary Staff | | 2019 | 99 | 5 | 5.1% | 94 | 95% |
| | | 2018 | 118 | 5 | 4.2% | 113 | 96% |
| | | 2017 | 149 | 4 | 2.7% | 145 | 97% |
| | | | | | | | |
| ALL STAFF (excluding ALs/TSU) | | 2019 | 3668 | 260 | 7.1% | 3408 | 93% |
| | | 2018 | 3642 | 217 | 6.0% | 3425 | 94% |
| | | 2017 | 3486 | 209 | 6.0% | 3277 | 94% |
| ALL STAFF | | 2019 | 4082 | 275 | 6.7% | 3807 | 93% |
| | | 2018 | 4098 | 233 | 5.8% | 3865 | 94% |
| | | 2017 | 3911 | 217 | 5.6% | 3694 | 94% |

Section 1.4 - Staff by Age

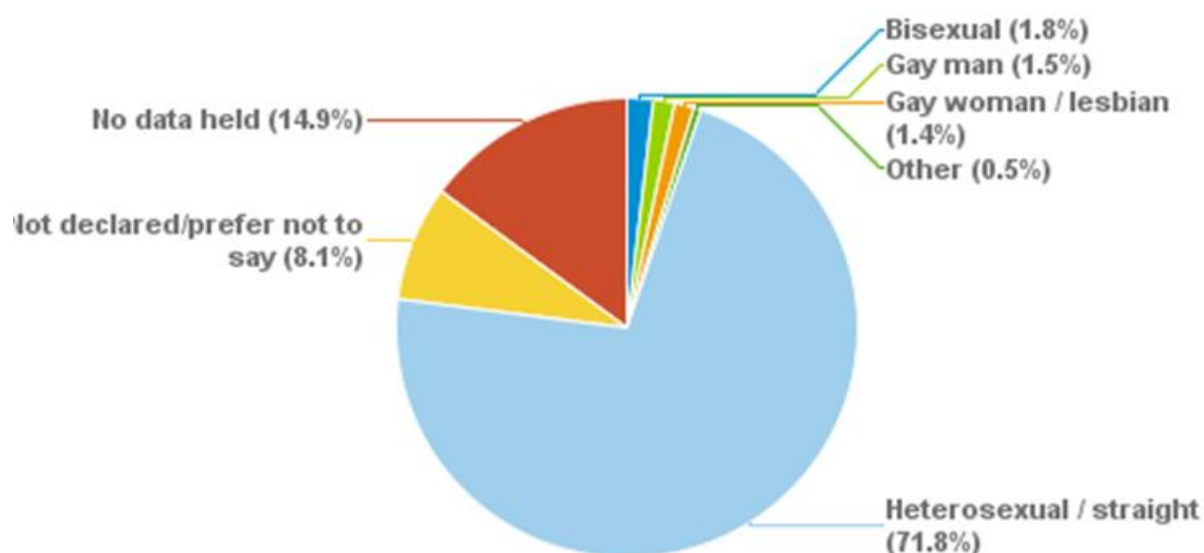


The average age of a UWE employee in 2019 is 45 years, up from 43 years in 2018.

TABLE 9 – AGE BY GENDER

| AGE BAND | HEADS 2019 | FEMALE 2019 | MALE 2019 | PERCENTAGE 2019 | PERCENTAGE 2018 | PERCENTAGE 2017 |
|-----------------|---------------|----------------|--------------|--------------------|--------------------|--------------------|
| Under 25 | 122 | 73 | 49 | 3.0% | 3.1% | 4.2% |
| 25-34 | 752 | 456 | 296 | 18.4% | 19.1% | 18.7% |
| 35-44 | 1149 | 680 | 469 | 28.1% | 27.9% | 27.0% |
| 45-54 | 1092 | 625 | 467 | 26.8% | 26.8% | 26.5% |
| 55-64 | 813 | 488 | 325 | 19.9% | 20.0% | 20.8% |
| 65-74 | 151 | 60 | 91 | 3.7% | 3.0% | 2.8% |
| 75 plus | 3 | | 3 | 0.1% | 0.1% | 0.1% |

Section 1.5 - Staff by Sexual Orientation

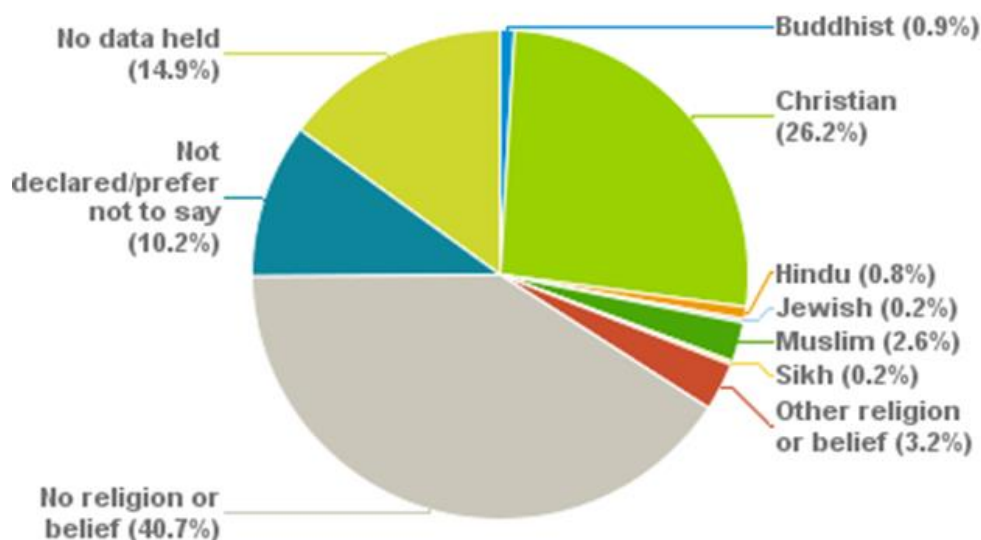


In 2019 UWE has 5.2% of staff declaring as lesbian, gay, bisexual (LGB) or other, compared to 4.7% in 2018.

TABLE 10 – SEXUAL ORIENTATION

| GROUP | HEADS 2019 | PERCENTAGE 2019 | PERCENTAGE 2018 | PERCENTAGE 2017 |
|--------------------------------|---------------|--------------------|--------------------|--------------------|
| Bisexual | 75 | 1.8% | 1.4% | 1.4% |
| Gay man | 61 | 1.5% | 1.6% | 1.5% |
| Gay woman / lesbian | 56 | 1.4% | 1.3% | 1.4% |
| Other | 20 | 0.5% | 0.4% | 0.5% |
| Heterosexual / straight | 2931 | 72% | 70% | 69% |
| Not declared/prefer not to say | 331 | 8.1% | 7.4% | 7.0% |
| No data held | 608 | 15% | 18% | 20% |

Section 1. 6 - Staff by Religion and Belief

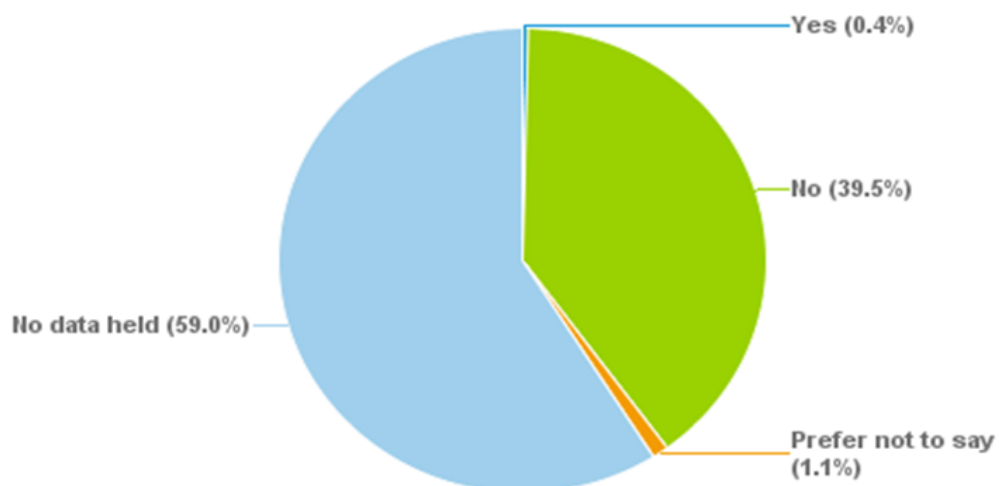


34% of UWE staff have declared as having a religion/belief in 2019; up from 33% in 2018.

TABLE 11 – RELIGION AND BELIEF

| GROUP | HEADS 2019 | PERCENTAGE 2019 | PERCENTAGE 2018 | PERCENTAGE 2017 |
|--------------------------------|---------------|--------------------|--------------------|--------------------|
| Buddhist | 38 | 0.9% | 0.8% | 0.9% |
| Christian | 1068 | 26% | 26% | 27% |
| Hindu | 33 | 0.8% | 0.7% | 0.7% |
| Jewish | 10 | 0.2% | 0.2% | 0.2% |
| Muslim | 106 | 2.6% | 2.3% | 2.0% |
| Sikh | 10 | 0.2% | 0.1% | 0.1% |
| Other religion or belief | 129 | 3.2% | 3.0% | 2.8% |
| No religion or belief | 1663 | 41% | 39% | 38% |
| Not declared/prefer not to say | 416 | 10.2% | 9.6% | 8.6% |
| No data held | 609 | 15% | 18% | 20% |

Section 1. 7 - Staff by Trans/Transgender

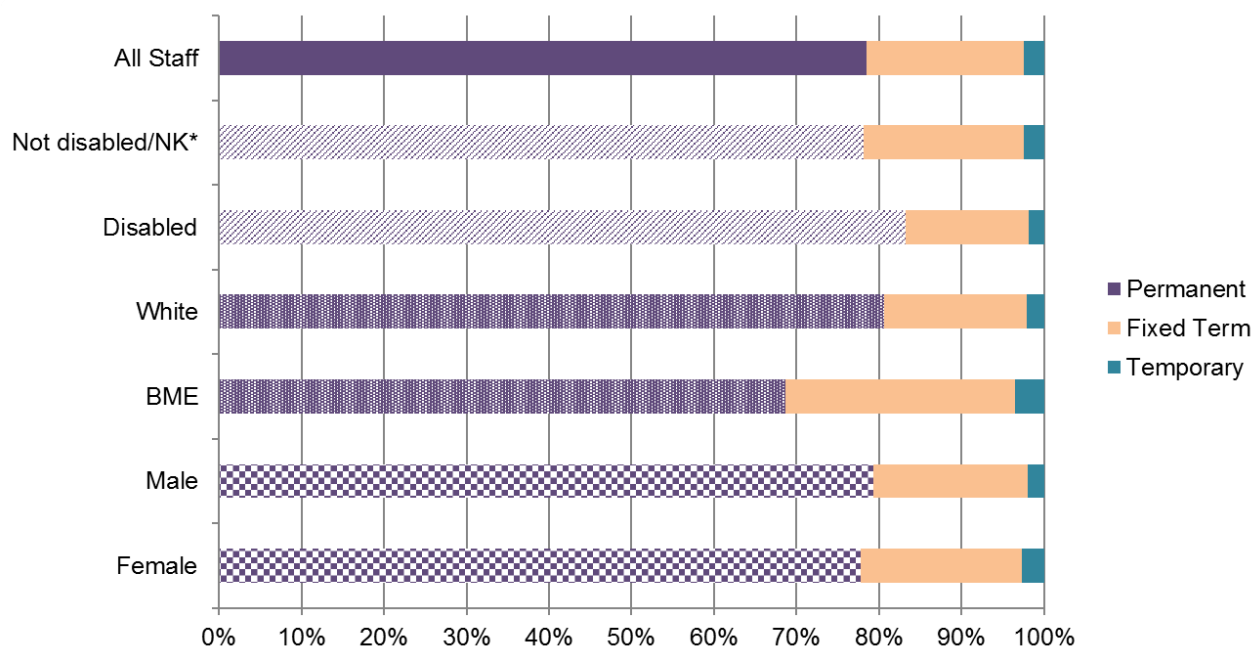


In 2019 UWE's declared trans/transgender population is 0.4%, up from 0.3% in 2018.

TABLE 12 – TRANS/TRANSGENDER

| CATEGORY | HEADS 2019 | PERCENTAGE 2019 | PERCENTAGE 2018 | PERCENTAGE 2017 |
|-------------------|---------------|--------------------|--------------------|--------------------|
| Yes | 15 | 0.4% | 0.3% | 0.3% |
| No | 1614 | 39.5% | 41.4% | 41.8% |
| Prefer not to say | 44 | 1.1% | 1.0% | 1.3% |
| No data held | 2409 | 59.0% | 57.2% | 56.5% |

Section 1.8 - Staff by Contract Term



*NK = not known

In 2019 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.

Overall in 2019 the workforce is 79% permanent, 19% fixed term and 2% temporary.

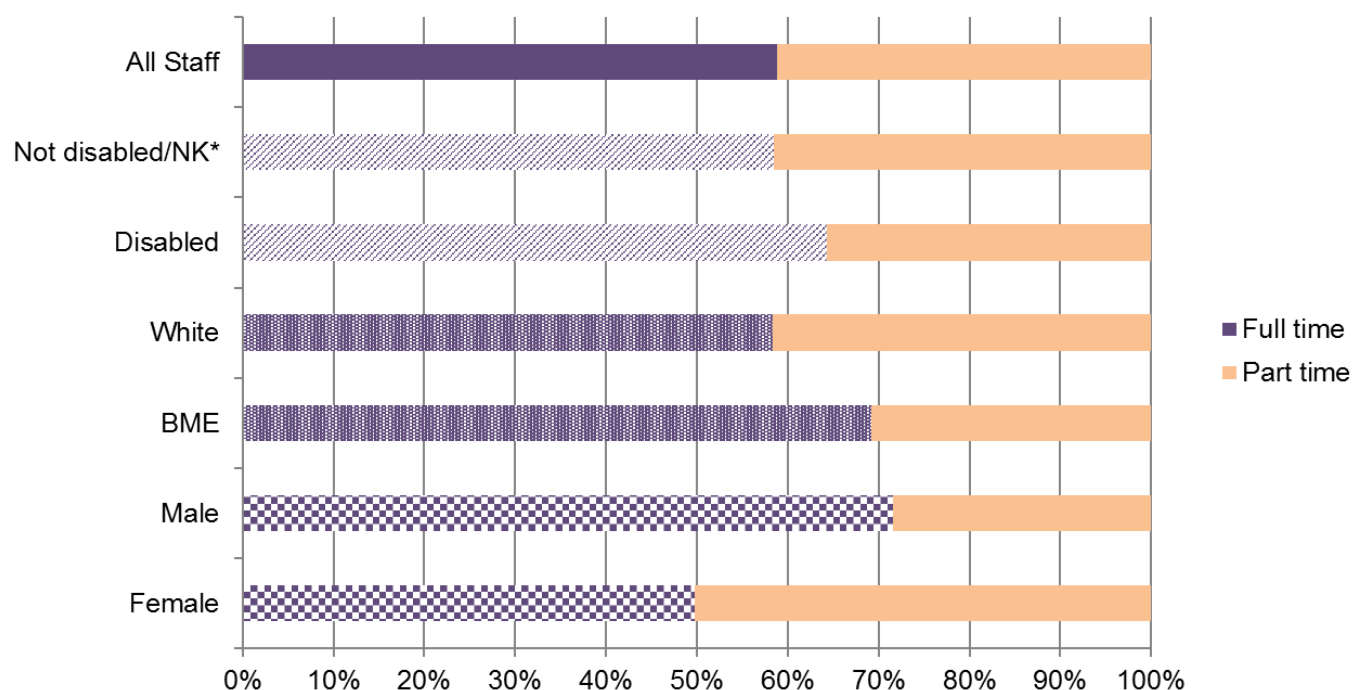
TABLE 13 – CONTRACT TYPE BY EQUALITY GROUP

| TYPE | YEAR | ALL HEADS | MALE | MALE % | FEMALE | FEMALE % |
|-------------------|------|-----------|------|--------|--------|----------|
| Permanent | 2019 | 3202 | 1348 | 42% | 1854 | 58% |
| | 2018 | 3183 | 1334 | 42% | 1849 | 58% |
| | 2017 | 3053 | 1285 | 42% | 1768 | 58% |
| Fixed Term | 2019 | 781 | 318 | 41% | 463 | 59% |
| | 2018 | 795 | 323 | 41% | 472 | 59% |
| | 2017 | 708 | 291 | 41% | 417 | 59% |
| Temporary | 2019 | 99 | 34 | 34% | 65 | 66% |
| | 2018 | 118 | 35 | 30% | 83 | 70% |
| | 2017 | 149 | 50 | 34% | 99 | 66% |

| TYPE | YEAR | ALL HEADS | BME | BME % | WHITE | WHITE % | ETHNICITY NOT KNOWN | ETHNICITY NOT KNOWN % |
|-------------------|------|-----------|-----|-------|-------|---------|---------------------|-----------------------|
| Permanent | 2019 | 3202 | 312 | 9.7% | 2782 | 87% | 108 | 3.4% |
| | 2018 | 3183 | 298 | 9.4% | 2781 | 87% | 104 | 3.3% |
| | 2017 | 3053 | 274 | 9.0% | 2680 | 88% | 99 | 3.2% |
| Fixed Term | 2019 | 781 | 126 | 16.1% | 595 | 76% | 60 | 7.7% |
| | 2018 | 795 | 113 | 14.2% | 625 | 79% | 57 | 7.2% |
| | 2017 | 708 | 89 | 12.6% | 574 | 81% | 45 | 6.4% |
| Temporary | 2019 | 99 | 16 | 16.2% | 73 | 74% | 10 | 10.1% |
| | 2018 | 118 | 18 | 15.3% | 71 | 60% | 29 | 24.6% |
| | 2017 | 149 | 22 | 14.8% | 110 | 74% | 17 | 11.4% |

| TYPE | YEAR | ALL HEADS | DISABLED | DISABLED % | NOT DISABLED/ NOT KNOWN | NOT DISABLED/ NOT KNOWN % |
|-------------------|------|-----------|----------|------------|-------------------------|---------------------------|
| Permanent | 2019 | 3202 | 229 | 7.2% | 2973 | 93% |
| | 2018 | 3183 | 221 | 6.9% | 2962 | 93% |
| | 2017 | 3053 | 217 | 7.1% | 2836 | 93% |
| Fixed Term | 2019 | 781 | 41 | 5.2% | 740 | 95% |
| | 2018 | 795 | 45 | 5.7% | 750 | 94% |
| | 2017 | 708 | 49 | 6.9% | 659 | 93% |
| Temporary | 2019 | 99 | 5 | 5.1% | 94 | 95% |
| | 2018 | 118 | 7 | 5.9% | 111 | 94% |
| | 2017 | 149 | 5 | 3.4% | 144 | 97% |

Section 1.9 - Staff by Contract Mode



*NK = not known

In 2018 a slightly 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.

Overall in 2019 the workforce is 59% full time and 41% part time.

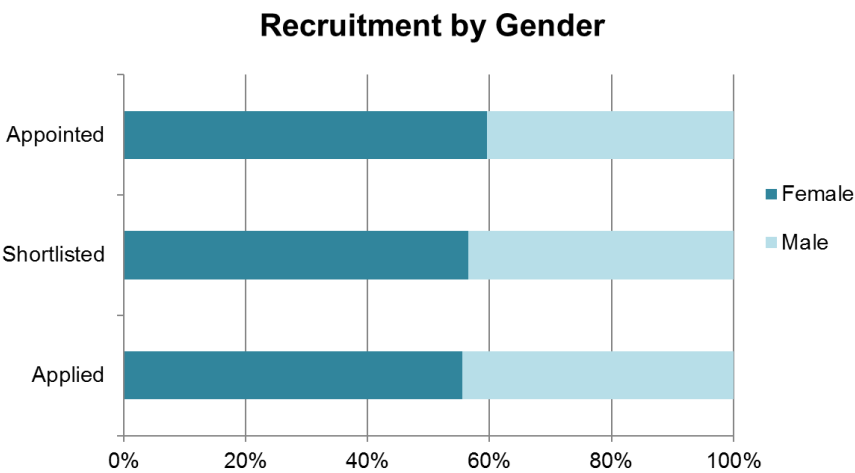
TABLE 14 – MODE OF EMPLOYMENT BY EQUALITY GROUP

| MODE | YEAR | ALL HEADS | MALE | MALE % | FEMALE | FEMALE % |
|-----------|------|-----------|------|--------|--------|----------|
| Full Time | 2019 | 2402 | 1217 | 51% | 1185 | 49% |
| | 2018 | 2372 | 1205 | 51% | 1167 | 49% |
| | 2017 | 2290 | 1174 | 51% | 1116 | 49% |
| Part Time | 2019 | 1680 | 483 | 29% | 1197 | 71% |
| | 2018 | 1724 | 487 | 28% | 1237 | 72% |
| | 2017 | 1620 | 452 | 28% | 1168 | 72% |

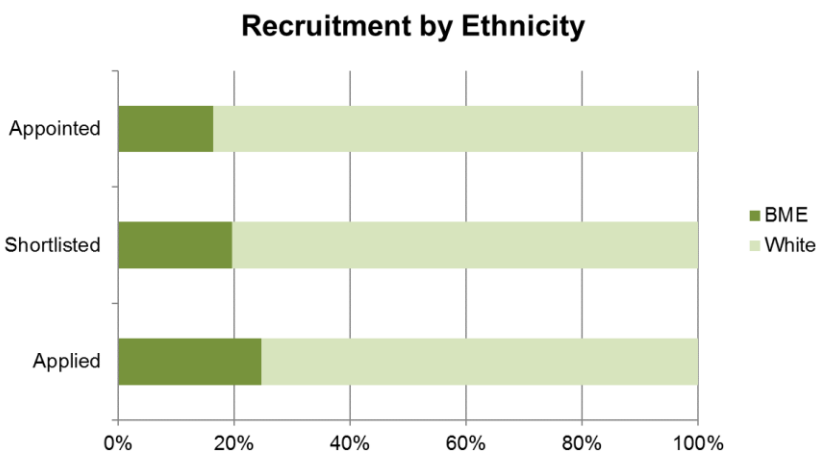
| MODE | YEAR | ALL HEADS | BME | BME % | WHITE | WHITE % | ETHNICITY NOT KNOWN | ETHNICITY NOT KNOWN % |
|-----------|------|-----------|-----|-------|-------|---------|---------------------|-----------------------|
| Full Time | 2019 | 2402 | 314 | 13.1% | 2013 | 84% | 75 | 3.1% |
| | 2018 | 2372 | 275 | 11.6% | 2030 | 86% | 67 | 2.8% |
| | 2017 | 2290 | 241 | 10.5% | 1977 | 86% | 72 | 3.1% |
| Part Time | 2019 | 1680 | 140 | 8.3% | 1437 | 86% | 103 | 6.1% |
| | 2018 | 1724 | 154 | 8.9% | 1447 | 84% | 123 | 7.1% |
| | 2017 | 1620 | 144 | 8.9% | 1387 | 86% | 89 | 5.5% |

| MODE | YEAR | ALL HEADS | DISABLED | DISABLED % | NOT DISABLED/ NOT KNOWN | NOT DISABLED/ NOT KNOWN % |
|-----------|------|-----------|----------|------------|-------------------------|---------------------------|
| Full Time | 2019 | 2402 | 177 | 7.4% | 2225 | 93% |
| | 2018 | 2372 | 172 | 7.3% | 2200 | 93% |
| | 2017 | 2290 | 170 | 7.4% | 2120 | 93% |
| Part Time | 2019 | 1680 | 98 | 5.8% | 1582 | 94% |
| | 2018 | 1724 | 101 | 5.9% | 1623 | 94% |
| | 2017 | 1620 | 101 | 6.2% | 1519 | 94% |

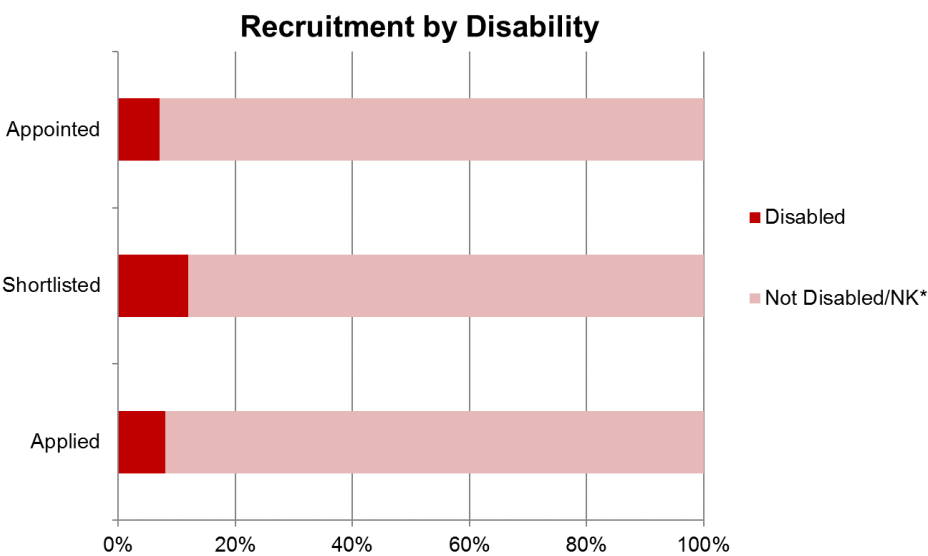
Section 2 – Staff Recruitment



The 2018/19 data shows that female applicants are appointed in higher proportion compared to male applicants. See table 15 on page 31 for historical data.



BME applicants have a lower rate of recruitment success compared to white applicants. In 2019 24% of BME applicant did not have right to work in the UK. See table 15 on page 31 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; 8% of applicants declared a disability. See table 15 on page 31 for historical data.

*NK = not known

The average age of UWE starters in 2019 was 36 years, the same as in 2018.

TABLE 15 – RECRUITMENT BY EQUALITY GROUP

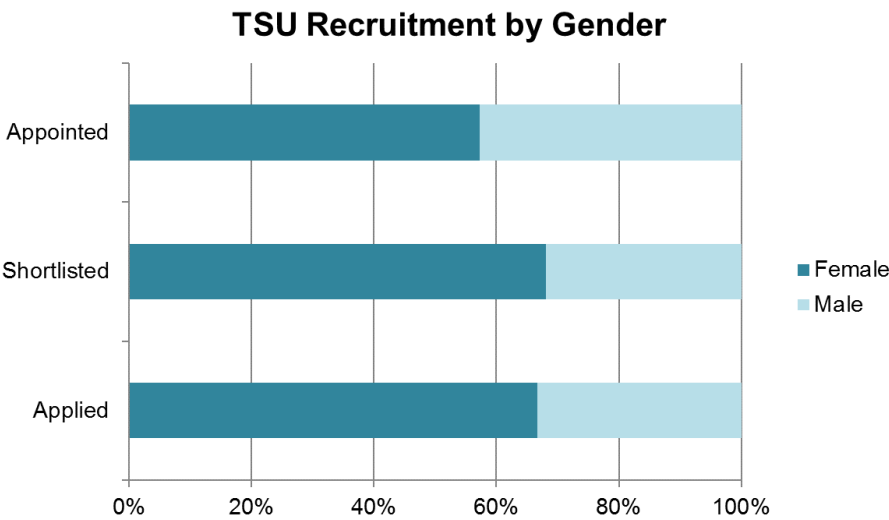
| | ALL | MALE* | | FEMALE* | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED / NOT KNOWN | |
|-------------|-------|-------|-----|---------|-----|-------|-------|-------|-------|------------------------|------|----------|------|-----------------------------|-----|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| <u>2019</u> | | | | | | | | | | | | | | | |
| Applied | 10100 | 4443 | 44% | 5538 | 55% | 2473 | 24%** | 7355 | 73%** | 272 | 2.7% | 810 | 8.0% | 9290 | 92% |
| Shortlisted | 2410 | 1029 | 43% | 1359 | 56% | 1891 | 19% | 1891 | 78% | 60 | 2.5% | 278 | 12% | 2132 | 88% |
| Appointed | 778 | 309 | 40% | 462 | 59% | 636 | 16% | 636 | 82% | 17 | 2.2% | 56 | 7.2% | 722 | 93% |
| <u>2018</u> | | | | | | | | | | | | | | | |
| Applied | 11090 | 4795 | 43% | 6133 | 55% | 2351 | 21% | 8513 | 77% | 226 | 2.0% | 884 | 8.0% | 10206 | 92% |
| Shortlisted | 2238 | 962 | 43% | 1243 | 56% | 353 | 16% | 1846 | 82% | 39 | 1.7% | 233 | 10% | 2005 | 90% |
| Appointed | 783 | 315 | 40% | 463 | 59% | 120 | 15% | 656 | 84% | 7 | 0.9% | 66 | 8.4% | 717 | 92% |
| <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% |

Data relates to the period August to July.

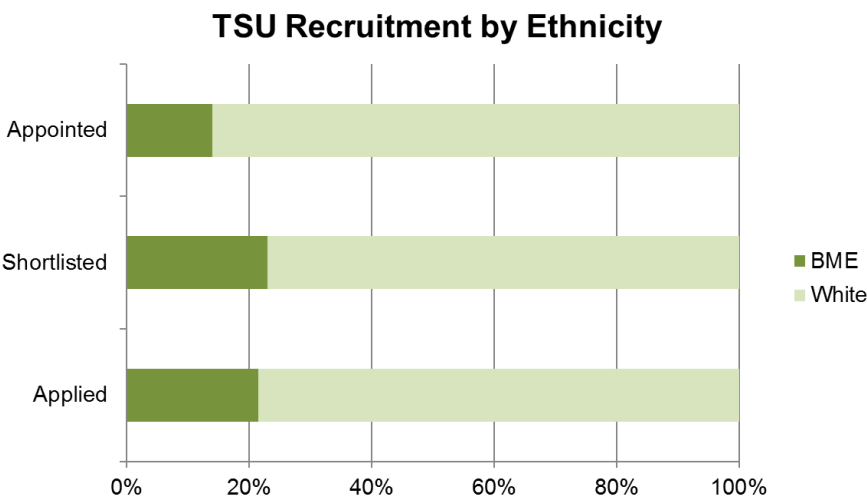
* Data excludes applicants who selected other as their gender: 172 in 2017; 162 in 2018; 119 in 2019

** In 2019 there were 596 BME applicants and 153 White applicants who did not have right to work in the UK.

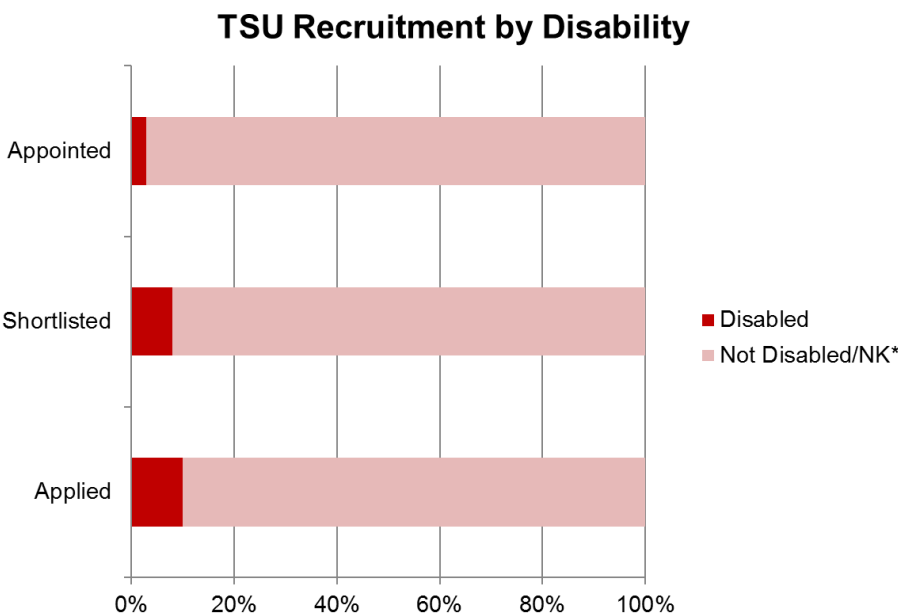
Recruitment to the Temporary Staff Unit Bank



The 2018/19 figures show that the female applicants were shortlisted in higher proportion and appointed in lower proportion compared to male applicants. See table 16 on page 33 for historical data.



Compared to white applicants, a higher proportion of BME applicants were shortlisted and a lower proportion appointed. See table 16 on page 33 for historical data.



Applicants declaring a disability had a lower rate of recruitment success compared to those who did not declare a disability; 10% of applicants declared a disability. See table 16 on page 33 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>2019</u> | | | | | | | | | | | | | | | |
| Applied | 112 | 36 | 32% | 72 | 64% | 23 | 21% | 86 | 77% | 3 | 2.7% | 11 | 10% | 101 | 90% |
| Shortlisted | 65 | 20 | 31% | 43 | 66% | 15 | 23% | 50 | 77% | 0 | 0% | 5 | 7.7% | 60 | 92% |
| Appointed | 29 | 12 | 41% | 16 | 55% | 4 | 14% | 25 | 86% | 0 | 0% | 1 | 3.4% | 28 | 97% |
| <u>2018**</u> | | | | | | | | | | | | | | | |
| Applied | 58 | 18 | 31% | 39 | 67% | 11 | 19% | 45 | 78% | 2 | 3.4% | 7 | 12% | 51 | 88% |
| Shortlisted | 33 | 13 | 39% | 20 | 61% | 7 | 21% | 25 | 76% | 1 | 3.0% | 5 | 15% | 28 | 85% |
| Appointed | 26 | 10 | 38% | 16 | 62% | 4 | 15% | 21 | 81% | 1 | 3.8% | 4 | 15% | 22 | 85% |
| <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% |

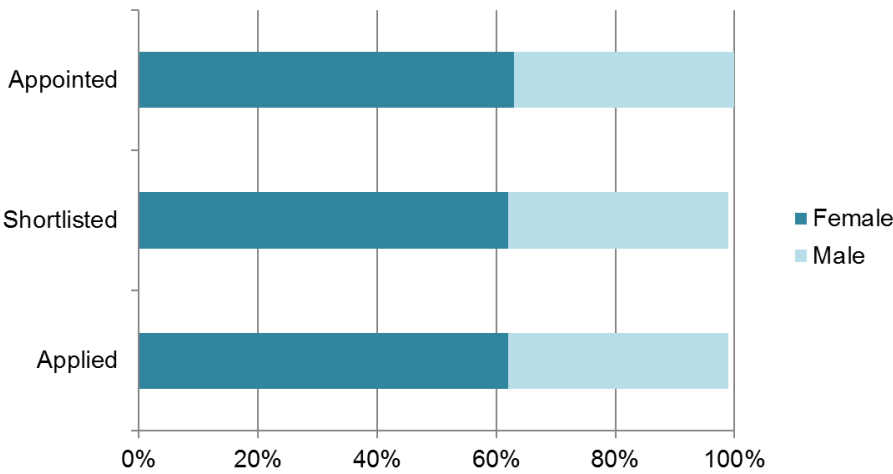
Data relates to the period August to July.

* Data excludes applicants who selected Other as their gender: 5 in 2017; 1 in 2018; 4 in 2019

**In 2018 there was a reduced need to recruit temporary staff due to lower turnover and reduced demand.

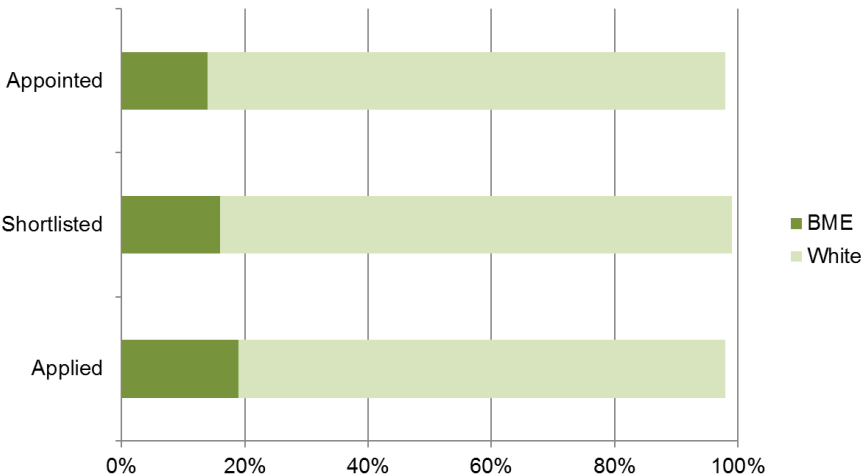
Recruitment of Internal Candidates

Internal Candidate Recruitment by Gender



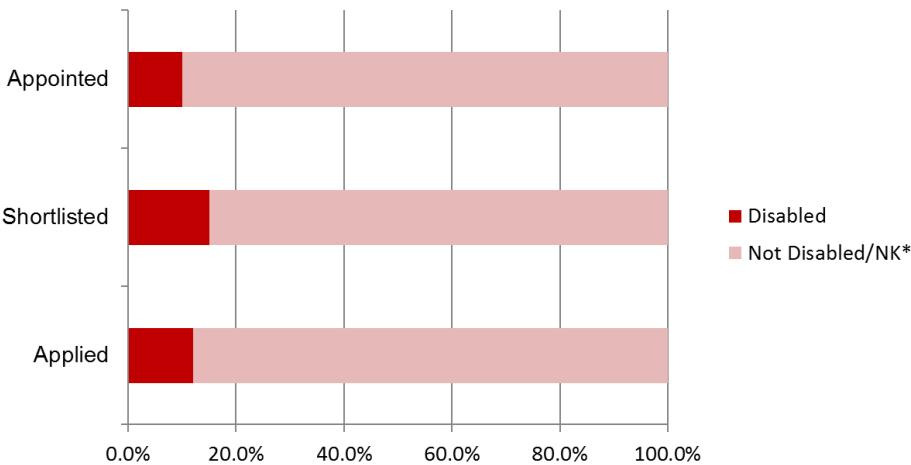
In 2018/19 female internal applicants were appointed in slightly higher proportion than internal male applicants. See table 17 on page 35 for historical data.

Internal Candidate Recruitment by Ethnicity



In 2018/19 internal BME applicants had a lower rate of recruitment success compared to white applicants. The proportion of BME internal applicants is higher than the UWE BME workforce of 11%. See table 17 on page 35 for historical data.

Internal Candidate Recruitment by Disability



The proportion of internal applicants declaring as disabled is 12% and is higher than the UWE disabled workforce of 6.7%. 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 35 for historical data.

*NK = not known

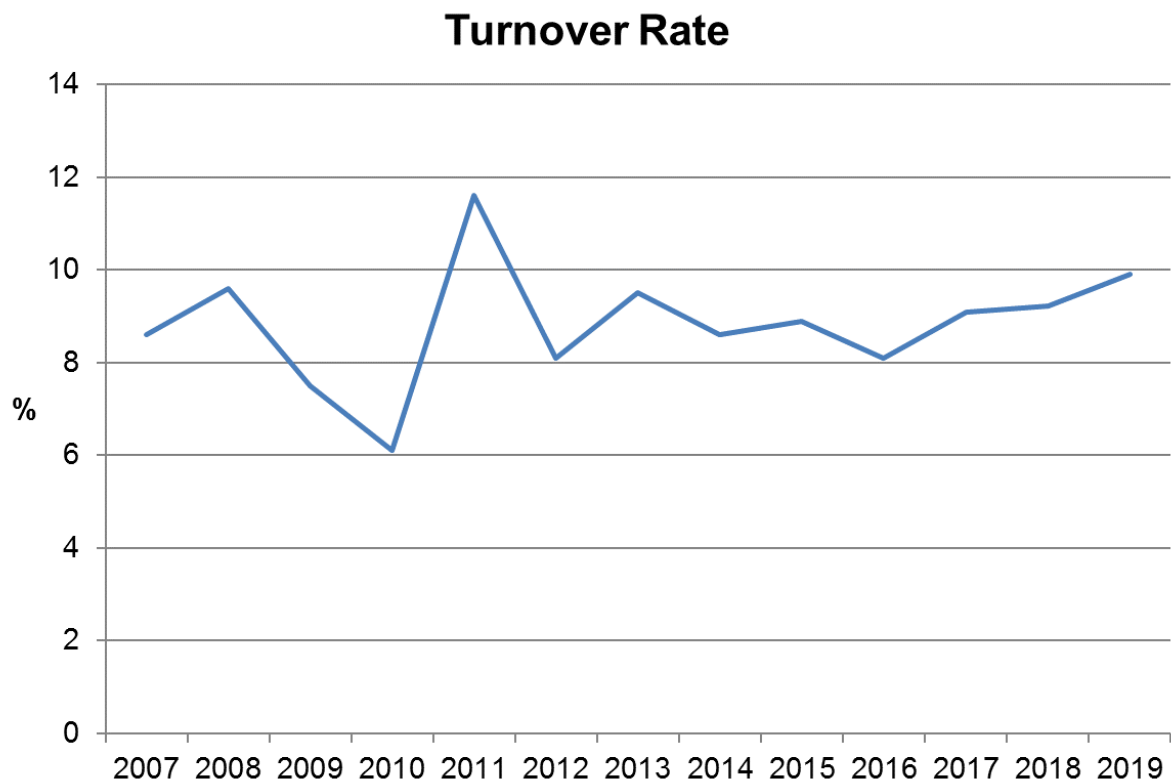
TABLE 17 - INTERNAL RECRUITMENT ONLY BY EQUALITY GROUP

| | ALL | MALE* | | FEMALE* | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED / NOT KNOWN | |
|-------------|-------|-------|-----|---------|-----|-------|-----|-------|-----|------------------------|------|----------|------|-----------------------------|-----|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| <u>2019</u> | | | | | | | | | | | | | | | |
| Applied | 1142 | 428 | 37% | 708 | 62% | 217 | 19% | 905 | 79% | 20 | 1.8% | 142 | 12% | 1000 | 88% |
| Shortlisted | 654 | 245 | 37% | 405 | 62% | 102 | 16% | 540 | 83% | 12 | 1.8% | 97 | 15% | 557 | 85% |
| Appointed | 292 | 107 | 37% | 183 | 63% | 41 | 14% | 246 | 84% | 5 | 1.7% | 30 | 10% | 262 | 90% |
| <u>2018</u> | | | | | | | | | | | | | | | |
| Applied | 1215 | 501 | 41% | 696 | 57% | 191 | 16% | 1006 | 83% | 18 | 1.5% | 128 | 11% | 1087 | 89% |
| Shortlisted | 655 | 257 | 39% | 387 | 59% | 93 | 14% | 551 | 84% | 11 | 1.7% | 77 | 12% | 578 | 88% |
| Appointed | 324 | 124 | 38% | 198 | 61% | 50 | 15% | 271 | 84% | 3 | 0.9% | 34 | 10% | 290 | 90% |
| <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% |

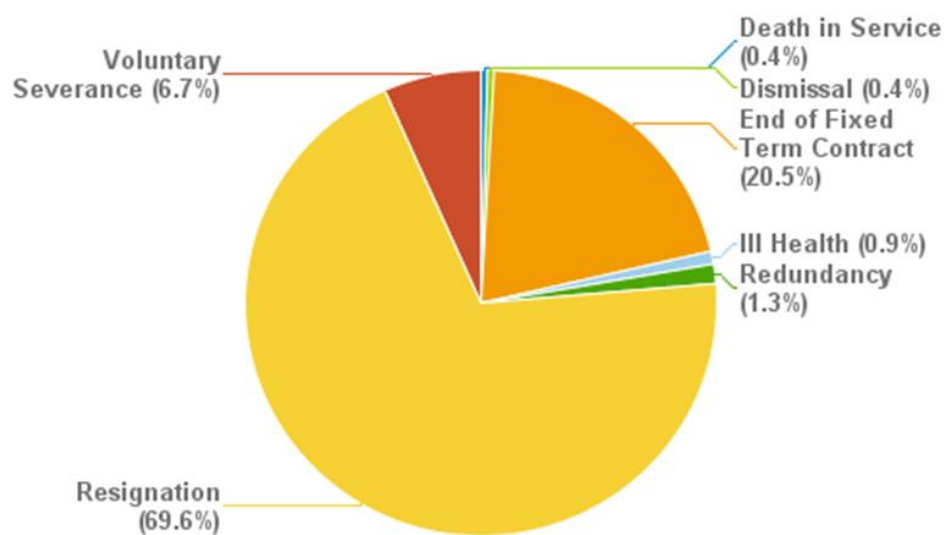
Data relates to the period August to July.

* Data excludes applicants who selected Other as their gender: 11 in 2017; 18 in 2018; 6 in 2019

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 2019 the turnover rate has increased to 9.9% from 9.2% in 2018.



The main categories of leaver in 2019 were resignation, followed by end of fixed term contract. See table 18 on page 33 for historical data.

The average age of UWE leavers in 2019 was 42 years, the same as in 2018, and slightly lower than the average age of all UWE staff which is 45 years.

TABLE 18 – LEAVERS BY CATEGORY BY EQUALITY GROUP

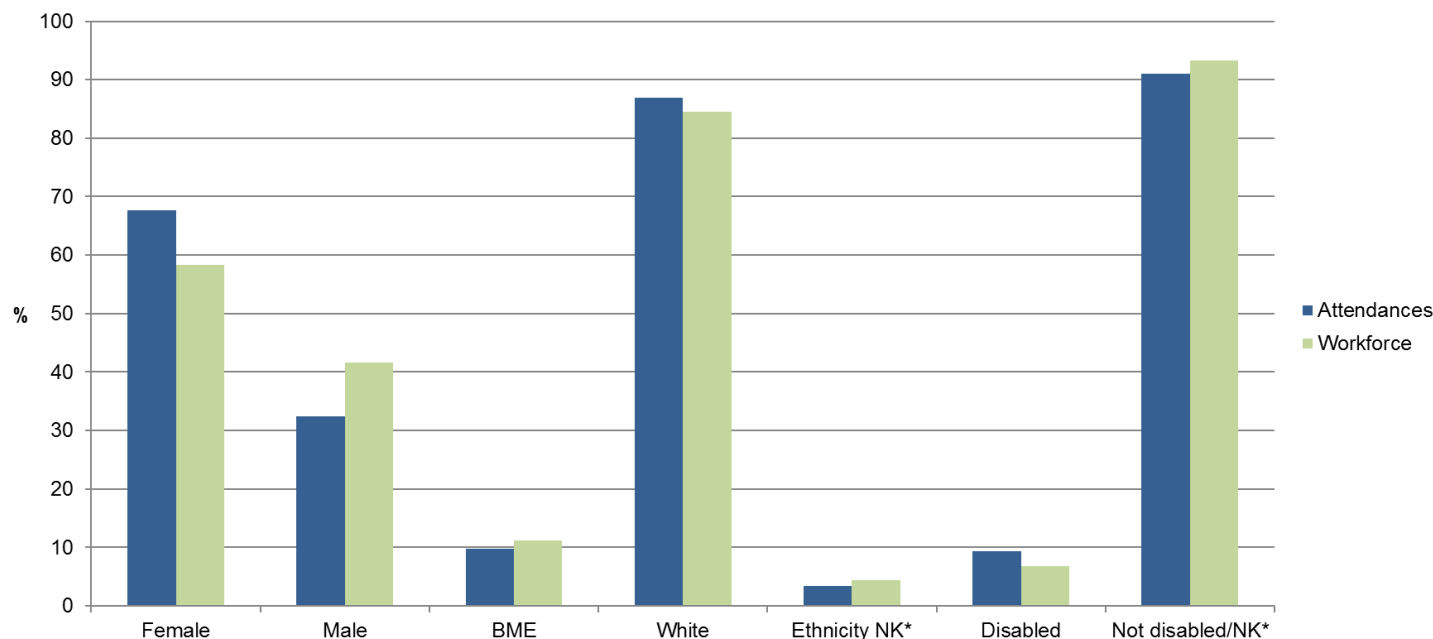
| LEAVER CATEGORY | HEADS | MALE | FEMALE | BME | WHITE | ETHNICITY NOT KNOWN | DISABLED | NOT DISABLED/ NOT KNOWN |
|----------------------------|------------|----------------------|----------------------|---------------------|----------------------|------------------------|----------------------|----------------------------|
| Death in Service | 2 | 1 | 1 | | 2 | | 1 | 1 |
| Dismissal | 2 | 1 | 1 | | 1 | 1 | | 2 |
| End of Fixed Term Contract | 92 | 30 | 62 | 17 | 70 | 5 | 10 | 82 |
| Ill Health | 4 | | 4 | | 3 | 1 | | 4 |
| Redundancy | 6 | 5 | 1 | 2 | 4 | | | 6 |
| Resignation | 312 | 127 | 185 | 29 | 271 | 12 | 17 | 295 |
| Voluntary Severance | 30 | 13 | 17 | 3 | 26 | 1 | 4 | 26 |
| ALL LEAVERS - 2019 | 448 | 177 (39%) | 271 (61%) | 51 (11%) | 377 (84%) | 20 (4.5%) | 32 (7.1%) | 416 (93%) |
| ALL LEAVERS - 2018 | 440 | 168 (38%) | 272 (62%) | 51 (12%) | 377 (86%) | 12 (2.7%) | 45 (10%) | 395 (90%) |
| ALL LEAVERS - 2017 | 439 | 180 (41%) | 259 (59%) | 48 (11%) | 363 (83%) | 28 (6.4%) | 35 (7.5%) | 404 (92%) |

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

| REASON | FACULTIES | SERVICES | TOTALS 2019 | TOTALS 2018 | TOTALS 2017 |
|---|-----------|----------|----------------|----------------|----------------|
| Change of career path | 3 | 9 | 12 | 16 | 5 |
| Giving up employment | 10 | 6 | 16 | 15 | 9 |
| Seeking a more challenging role/development | 1 | 14 | 15 | 13 | 7 |
| Promotion/prospects | 4 | 8 | 12 | 11 | 26 |
| Moving out of area | 1 | 8 | 9 | 7 | 5 |
| End of fixed term contract | 2 | 6 | 8 | 7 | 8 |
| Personal/domestic reasons | 4 | 1 | 5 | 6 | 4 |
| Higher salary/better benefits | 2 | 1 | 3 | 6 | 2 |
| Workload demands/stress | 2 | 1 | 3 | 5 | 6 |
| Organisational culture/working relations | 6 | 3 | 9 | 5 | 7 |
| Management style | 6 | 0 | 6 | 5 | 4 |
| Job insecurity/impact of changes | 0 | 2 | 2 | 4 | 0 |
| Discrimination/harassment | 1 | 1 | 2 | 4 | 1 |
| Travel difficulties to/from work | 0 | 1 | 1 | 3 | 7 |
| Returning to education | | | 0 | 1 | 3 |
| Seeking more flexible working | | | 0 | 1 | 1 |
| NUMBER OF RESPONDENTS | 42 | 61 | 103 | 109 | 95 |

Section 4 – Staff Development and Career Progression

Internal Training Attendances 2019



In 2019 UWE internal 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.

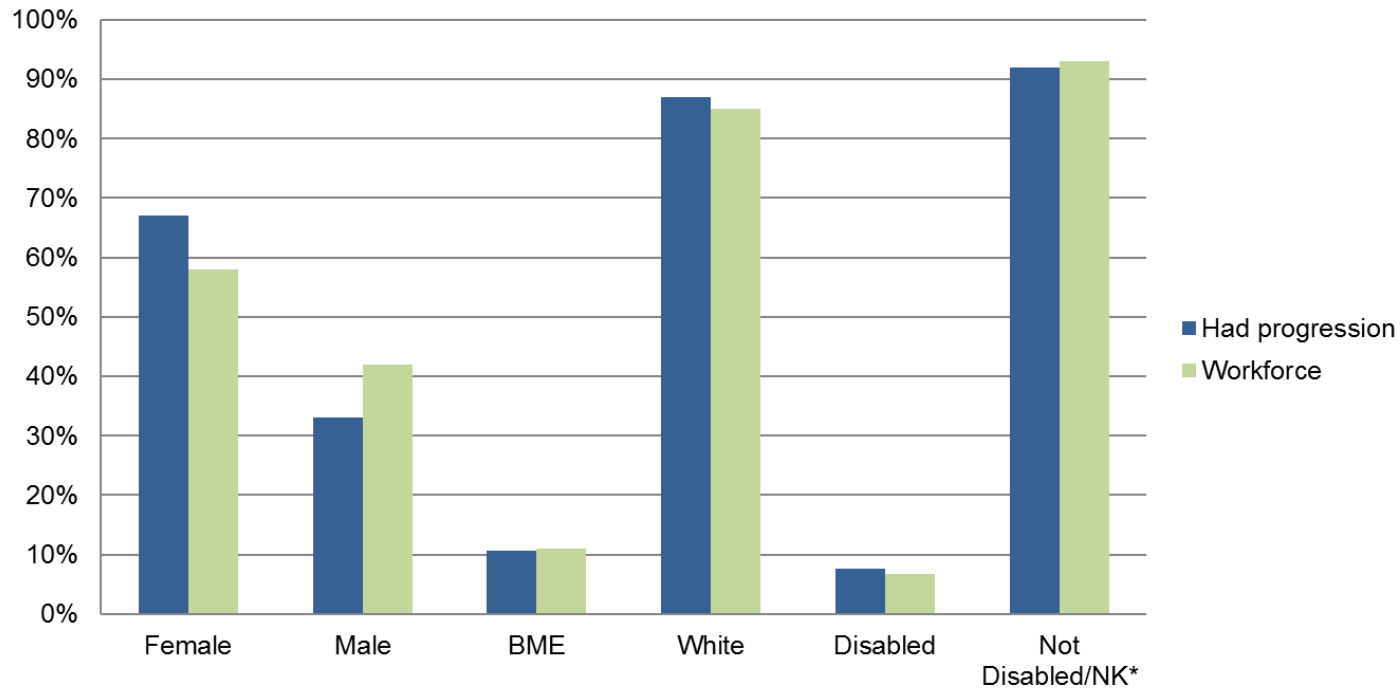
*NK = not known

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 % |
|------|------|------|--------|--------|----------|-----|-------|-------|---------|---------------------|-----------------------|----------|------------|-------------------------|---------------------------|
| 2019 | 5108 | 1653 | 32% | 3455 | 68% | 496 | 9.7% | 4439 | 87% | 173 | 3.4% | 481 | 9.4% | 4627 | 91% |
| 2018 | 6317 | 1949 | 31% | 4368 | 69% | 496 | 7.9% | 5636 | 89% | 185 | 2.9% | 455 | 7.2% | 5862 | 93% |
| 2017 | 4941 | 1649 | 33% | 3292 | 67% | 358 | 7.2% | 4453 | 90% | 130 | 2.6% | 374 | 7.6% | 4567 | 92% |

Data excludes compulsory fire safety, equality and information security training.

Career Progression 2019



In 2019 career progression opportunities (promotion, regrading, secondment/ temporary upgrade) were taken up in higher proportion by female staff and by disabled staff compared to their representation in the workforce.

*NK = not known

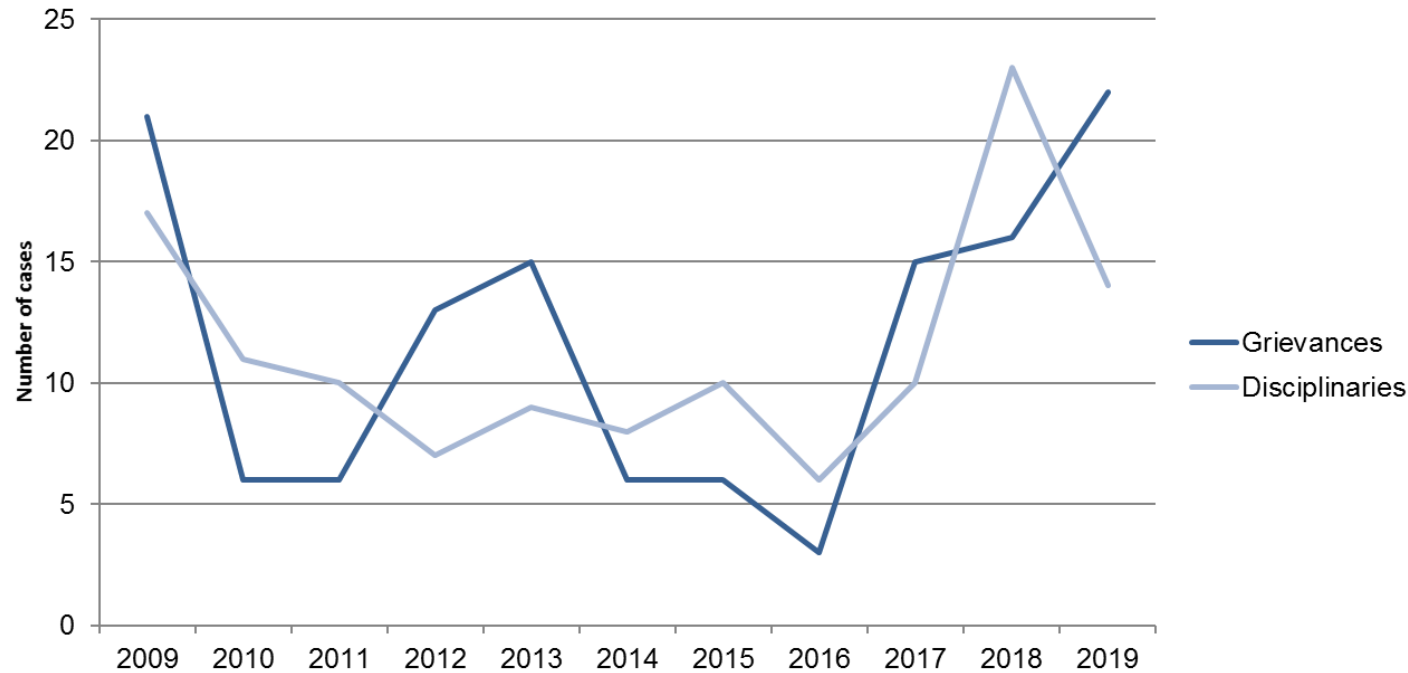
TABLE 21 – CAREER PROGRESSION BY EQUALITY GROUP

| YEAR | TOTAL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED/ NOT KNOWN | |
|------|-------|-------|-----|--------|-----|-------|------|-------|-----|---------------------|------|----------|------|-------------------------|-----|
| | | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| 2019 | 262 | 87 | 33% | 175 | 67% | 28 | 11% | 229 | 87% | 5 | 1.9% | 20 | 7.6% | 242 | 92% |
| 2018 | 302 | 117 | 39% | 185 | 61% | 34 | 11% | 259 | 86% | 9 | 3.0% | 16 | 5.3% | 286 | 95% |
| 2017 | 222 | 96 | 43% | 126 | 57% | 22 | 9.9% | 192 | 86% | 8 | 3.6% | 17 | 7.7% | 205 | 92% |

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 | 2019 | 133 | 54 | 41% | 79 | 59% | 15 | 11% | 115 | 86% | 3 | 2.3% | 11 | 8.3% | 122 | 92% |
| | 2018 | 163 | 66 | 40% | 97 | 60% | 17 | 10% | 140 | 86% | 6 | 3.7% | 8 | 4.9% | 155 | 95% |
| | 2017 | 126 | 61 | 48% | 65 | 52% | 11 | 8.7% | 111 | 88% | 4 | 3.2% | 8 | 6.3% | 118 | 94% |
| Regrading | 2019 | 33 | 12 | 36% | 21 | 64% | 5 | 15% | 27 | 82% | 1 | 3.0% | 0 | 0% | 33 | 100% |
| | 2018 | 41 | 23 | 56% | 18 | 44% | 6 | 15% | 34 | 83% | 1 | 2.4% | 1 | 2.4% | 40 | 98% |
| | 2017 | 36 | 15 | 42% | 21 | 58% | 4 | 11% | 31 | 86% | 1 | 2.8% | 4 | 11% | 32 | 89% |
| Secondment & Acting up | 2019 | 96 | 21 | 22% | 75 | 78% | 8 | 8.3% | 87 | 91% | 1 | 1.0% | 9 | 9.4% | 87 | 91% |
| | 2018 | 98 | 28 | 29% | 70 | 71% | 11 | 11% | 85 | 87% | 2 | 2.0% | 7 | 7.1% | 91 | 93% |
| | 2017 | 60 | 20 | 33% | 40 | 67% | 7 | 12% | 50 | 83% | 3 | 5.0% | 5 | 8.3% | 55 | 92% |

Section 5 – Formal Procedures



The number of formal grievances has increased in 2019. The number of disciplinary actions reduced in 2019. 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

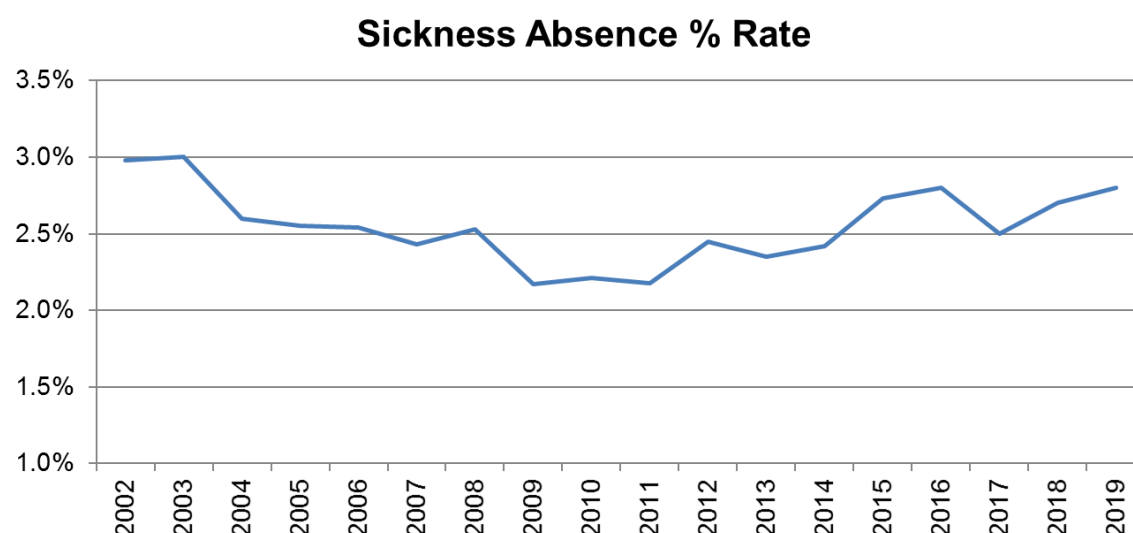
| YEAR | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED/ NOT KNOWN | |
|-------|-------|-------|-----|--------|-----|-------|-----|-------|-----|---------------------|------|----------|-----|-------------------------|-----|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| 2019* | 22 | 6 | 29% | 15 | 71% | 4 | 19% | 15 | 71% | 2 | 9.5% | 4 | 19% | 17 | 81% |
| 2018 | 16 | 6 | 38% | 10 | 62% | - | - | 15 | 94% | 1 | 6% | 4 | 25% | 12 | 75% |
| 2017 | 15 | 6 | 32% | 9 | 60% | 2 | 13% | 12 | 80% | 1 | 7% | 2 | 13% | 13 | 87% |

* One collective grievance not included 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>2019</u> | | | | | | | | | | | | | | | |
| Conduct | 11 | 10 | 91% | 1 | 9.1% | 3 | 27% | 7 | 64% | 1 | 9.1% | - | - | 11 | 100% |
| Capability | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Performance | 3 | 2 | 67% | 1 | 33% | - | - | 3 | 100% | - | - | - | - | 3 | 100% |
| Total 2019 | 14 | 12 | 86% | 2 | 14% | 3 | 21% | 10 | 71% | 1 | 7.1% | - | - | 14 | 100% |
| Total 2018 | 23 | 12 | 52% | 11 | 48% | 4 | 17% | 19 | 83% | - | - | 2 | 9% | 21 | 91% |
| Total 2017 | 10 | 7 | 70% | 3 | 30% | - | - | 9 | 90% | 1 | 10% | - | - | 10 | 100% |

Section 6 – Sickness Absence

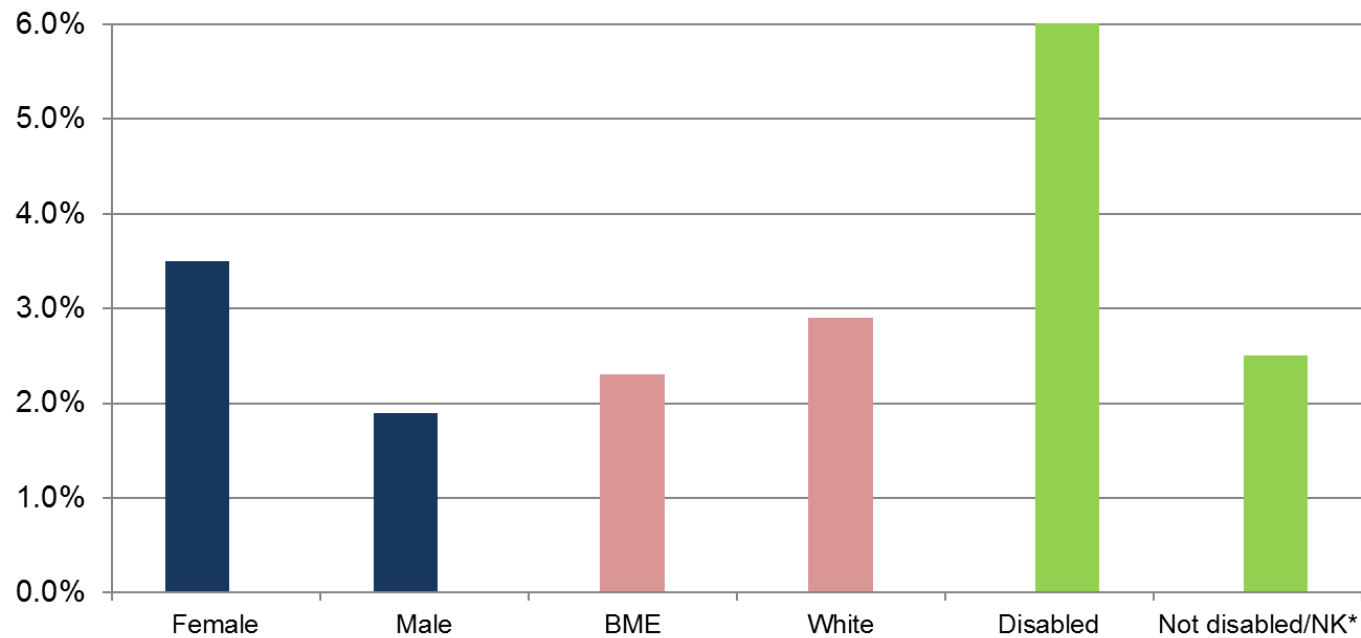


In 2019 the sickness absence rate was 2.8%. There were 25,023 days lost and 4,510 incidents, so on average sickness incidents were 5.5 days in duration.

TABLE 25 – SICKNESS ABSENCE RATES BY FACULTY/SERVICE

| FACULTY/SERVICE | DAYS LOST 2019 | INCIDENTS 2019 | ABSENCE RATE 2019 | ABSENCE RATE 2018 | ABSENCE RATE 2017 |
|---|----------------|----------------|-------------------|-------------------|-------------------|
| ACE Faculty of Arts Creative Industries & Education | 1561 | 182 | 1.8% | 2.2% | 2.8% |
| FBL Faculty of Business & Law | 1470 | 106 | 1.8% | 2.1% | 2.1% |
| FET Faculty of Environment & Technology | 1581 | 209 | 1.3% | 1.1% | 0.7% |
| HAS Faculty of Health & Applied Sciences | 3100 | 335 | 1.9% | 2.1% | 1.9% |
| Faculty sub total | 7712 | 832 | 1.7% | 1.8% | 1.8% |
| APD Academic Practice Directorate | 51 | 10 | 1.3% | 0.9% | 1.8% |
| DIR Directorate | 32 | 21 | 0.3% | 0.4% | 0.2% |
| FAC Facilities | 6082 | 779 | 4.8% | 4.8% | 4.2% |
| FIN Finance Department | 622 | 208 | 2.8% | 3.0% | 3.2% |
| HRS Human Resources | 681 | 105 | 4.4% | 3.2% | 2.2% |
| ITS IT Services | 1476 | 300 | 3.3% | 3.0% | 2.6% |
| LCI Library Careers and Inclusivity | 1429 | 488 | 2.9% | 3.0% | 2.1% |
| RBI Research Business & Innovation | 757 | 167 | 3.6% | 2.6% | 3.0% |
| SAS Student and Academic Services | 4548 | 1133 | 5.0% | 4.3% | 3.6% |
| SCM Strategic Communications and Marketing | 580 | 154 | 3.3% | 3.0% | 1.9% |
| SFS Future Students | 899 | 274 | 3.6% | 2.6% | 2.7% |
| SPO Strategic Programmes Office | 154 | 39 | 2.6% | 1.3% | 1.2% |
| Services sub total | 17311 | 3678 | 4.0% | 3.7% | 3.2% |
| All services excluding manual staff | 12856 | 3178 | 3.6% | 3.3% | 2.9% |
| Manual staff only | 4455 | 500 | 6.1% | 5.3% | 5.3% |
| All Staff | 25023 | 4510 | 2.8% | 2.7% | 2.5% |

Sickness Absence Rate by Equality Group 2019



In 2019 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).

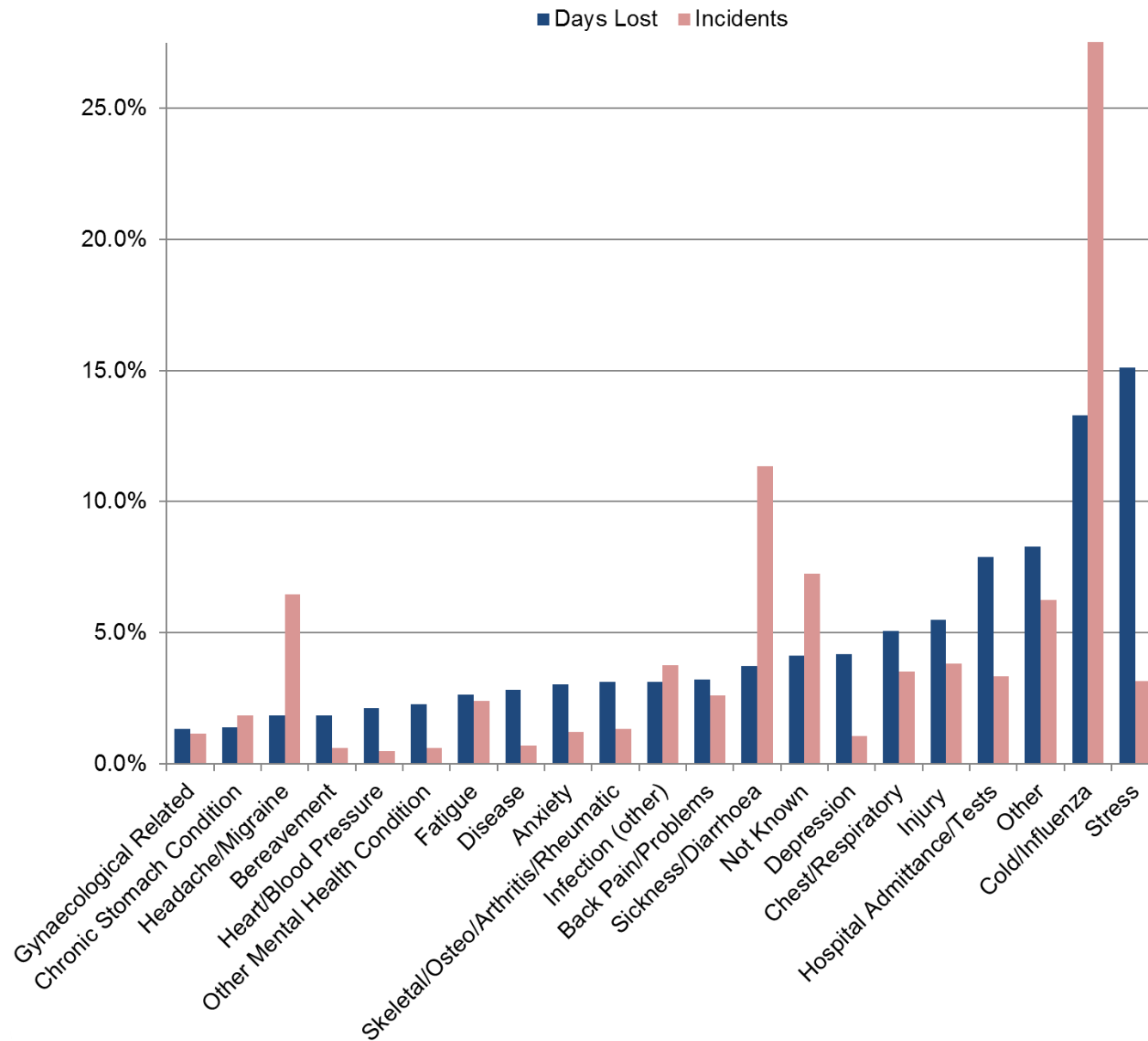
*NK = not known.

TABLE 26 – SICKNESS ABSENCE RATES BY EQUALITY GROUP

| YEAR | ALL | MALE | FEMALE | BME | WHITE | ETHNICITY NOT KNOWN | DISABLED | NOT DISABLED/ NOT KNOWN |
|------|------|------|--------|------|-------|---------------------|----------|-------------------------|
| 2019 | 2.8% | 1.9% | 3.5% | 2.3% | 2.9% | 2.8% | 7.3% | 2.5% |
| 2018 | 2.7% | 2.0% | 3.3% | 1.5% | 2.9% | 2.7% | 6.3% | 2.5% |
| 2017 | 2.5% | 1.7% | 3.1% | 1.8% | 2.5% | 3.2% | 4.1% | 2.4% |

Data includes disability related sickness absence, a classification first made available to staff in 2017. 81 staff reported disability related sickness in 2019 absence amounted to 1,646 days.

Sickness Reasons 2019



In 2019 the most days lost were due to stress/depression/anxiety/ other mental health condition at 6,189 days (down from 6,362 in 2018).

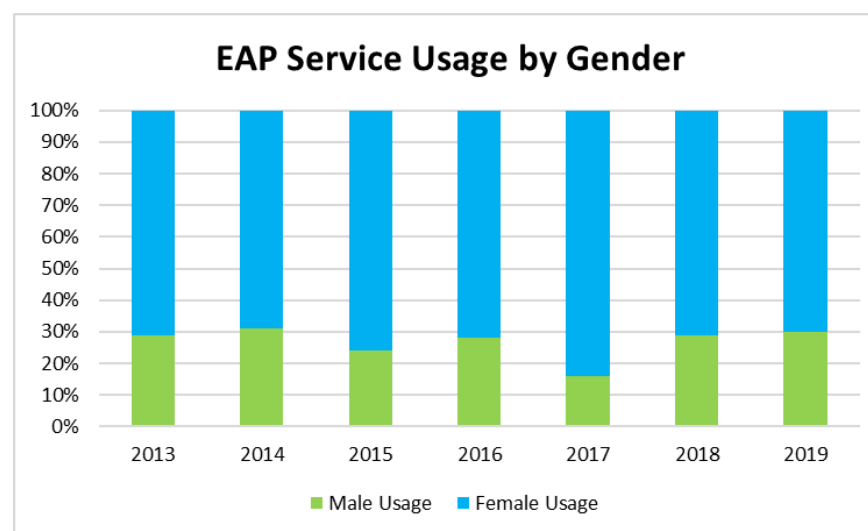
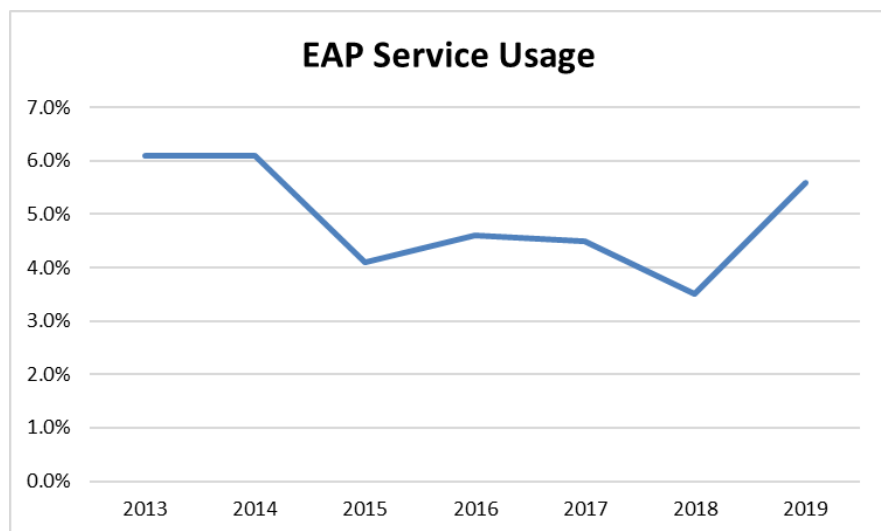
Cold/flu/virus continues to be the reason with the highest incident rate at 1,446 (up from 1,209 in 2018).

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 | | | | Proportion of incidents | | | |
|--|--------------|--------------|--------------|--|--------------|--------------|--------------|
| ABSENCE REASON | 2019 | 2018 | 2017 | ABSENCE REASON | 2019 | 2018 | 2017 |
| Stress | 15.1% | 19.2% | 15.3% | Cold/Flu/Virus | 32.1% | 27.0% | 25.8% |
| Cold/Influenza | 13.3% | 11.4% | 11.5% | Sickness/Diarrhoea/Food Poisoning | 11.3% | 12.5% | 11.9% |
| Other | 8.3% | 6.7% | 9.5% | Not Known | 7.2% | 11.8% | 15.8% |
| Hospital Admittance/Tests | 7.9% | 10.9% | 9.7% | Headache/Migraine | 6.5% | 7.7% | 7.5% |
| Injury (sprains/strains/bruises/broken bones) | 5.5% | 8.4% | 7.3% | Other | 6.2% | 4.6% | 5.8% |
| Chest/Respiratory | 5.1% | 3.4% | 3.0% | Injury (sprains/strains/bruises/broken bones) | 3.8% | 4.0% | 3.3% |
| Depression | 4.2% | 5.1% | 5.6% | Infection (not covered by another category) | 3.8% | 5.2% | 4.7% |
| Not Known | 4.1% | 5.3% | 5.8% | Chest/Respiratory | 3.5% | 2.3% | 2.5% |
| Sickness/Diarrhoea/Food Poisoning | 3.7% | 4.1% | 4.0% | Hospital Admittance/Tests | 3.3% | 2.8% | 2.4% |
| Back Pain/Problems | 3.2% | 2.3% | 4.9% | Stress | 3.2% | 5.6% | 3.6% |
| Infection (not covered by another category) | 3.1% | 3.8% | 3.7% | Back Pain/Problems | 2.6% | 3.1% | 3.6% |
| Skeletal/Osteo/Arthritis/Rheumatic | 3.1% | 1.5% | 1.0% | Fatigue | 2.4% | 2.3% | 2.4% |
| Anxiety | 3.0% | Less than 1% | Less than 1% | Chronic Stomach Condition | 1.9% | 1.3% | Less than 1% |
| Disease | 2.8% | 2.9% | 3.7% | Dizziness/Fainting/Vertigo | 1.4% | 1.7% | 1.8% |
| Fatigue | 2.7% | 3.3% | 3.2% | Skeletal/Osteo/Arthritis/Rheumatic | 1.4% | Less than 1% | Less than 1% |
| Other Mental Health Condition | 2.3% | 1.8% | 2.0% | Dental/Oral | 1.2% | 1.1% | 1.3% |
| Heart/Blood Pressure | 2.1% | 1.2% | Less than 1% | Anxiety | 1.2% | Less than 1% | Less than 1% |
| Bereavement | 1.9% | Less than 1% | Less than 1% | Gynaecological Related (PMT/Menstrual/Menopause) | 1.2% | Less than 1% | Less than 1% |
| Headache/Migraine | 1.8% | 2.1% | 2.1% | Depression | 1.1% | 1.1% | 1.4% |
| Chronic Stomach Condition | 1.4% | 1.2% | Less than 1% | Allergy | | | |
| Gynaecological Related (PMT/Menstrual/Menopause) | 1.4% | Less than 1% | Less than 1% | Asthma | | | |
| Dizziness/Fainting/Vertigo | | 1.4% | 1.6% | Bereavement | | | |
| Asthma | | | 1.3% | Blood Disorder | | | |
| Allergy | | | 1.0% | Diabetes | | | Less than 1% |
| Blood Disorder | | | | Disease | | | |
| Dental/Oral | | | | Epilepsy | Less than 1% | Less than 1% | |
| Diabetes | Less than 1% | Less than 1% | Less than 1% | Eye Problems | | | |
| Epilepsy | | | | Heart/Blood Pressure | | | |
| Eye Problems | | | | Maternity Related | | | |
| Maternity Related | | | | Other Mental Health Condition | | | 0.7% |
| Skin Condition | | | | Skin Condition | | | |
| Thyroid Condition | | | | Thyroid Condition | | | |

Section 7 – Employee Assistance



The number of staff accessing the services of the Employee Assistance Programme increased in 2019. The UWE workforce is 58% female and 42% male, therefore the data shows a higher proportion of female staff use the service compared to male staff, though male staff usage increased in 2018 and 2019.

TABLE 28 – USE OF EAP SERVICES

| TYPE | | 2019 | | | | 2018 | | | | 2017 | | | |
|----------------------------|-----------------------|-------|-----|------|--------|-------|----|------|--------|-------|-----|------|--------|
| | | HEADS | | MALE | FEMALE | HEADS | | MALE | FEMALE | HEADS | | MALE | FEMALE |
| TOTAL HELPLINE USAGE | Legal helpline | 230 | 83 | 30% | 70% | 141 | 45 | 29% | 71% | 175 | 41 | 16% | 84% |
| | Telephone counselling | | 147 | | | | 96 | | | | 134 | | |

Data relates to the period October to September.

Section 8 – Benchmark Performance Indicators

This table shows the University's performance against HE benchmarking data obtained through the DLA Piper Benchmark survey. The survey report publishes data for the previous year and is based on the DLA Piper Benchmark survey data definitions so values will be different from those for the same metric and year shown elsewhere in the report.

DLA Piper has ceased to provide the survey service so this table shows only historical data at this time.

| Category | DLA Piper Benchmark data | | | UWE performance | | | | | |
|--|--------------------------|-------------------------|-----------------------|----------------------------|------|-------|-------------|------|-----------|
| | HEI average | HEI upper quartile (UQ) | Public sector average | Year of survey publication | | | Target | | |
| | | | | 2016 | 2017 | 2018 | 2020 | 2021 | Long term |
| HR staff: all employees | 1:73 | 1:79 | 1:76 | 1:61 | 1:62 | 1:60 | HEI average | | |
| HR staff cost per employee | £578 | £676 | £561 | £575 | £572 | £589 | HEI average | | |
| Female staff in top 5% of earners | 34% | 42% | 36% | 42% | 42% | 44% | 46% | | 50% |
| BME staff | 13% | 18% | 12% | 8.5% | 9.5% | 10.0% | 12% | | 16% |
| Disabled staff | 5.2% | 6.1% | 4.5% | 6.1% | 6.2% | 6.0% | 7.4% | | 9% |
| Staff on temporary/fixed term contracts | 19% | 25% | 16% | 23% | 24% | 25% | - | - | - |
| Part time staff | 31% | 36% | 32% | 39% | 40% | 42% | - | - | - |
| Voluntary staff turnover | 8.7% | 9.7% | 8.6% | 6.5% | 7.1% | 7.1% | - | - | - |
| Grievances (per 1,000 employees)* | 3.3 | 1.1 | 4.1 | 1.5 | 1.0 | 1.4 | HEI Average | | |
| Disciplinaries (per 1,000 employees)* | 6.5 | 3.5 | 8.7 | 2.5 | 1.4 | 3.9 | HEI Average | | |
| Tribunal applications (per 1,000 employees)* | 0.8 | 0.3 | 1.4 | 0 | 0 | 0.5 | HEI LQ | | |
| Sickness: days off per employee* | 5.9 | 5.0 | 7.3 | 8.2 | 8 | 7.7 | HEI LQ | | |
| Sickness: % of working days lost* | 2.4% | 2.0% | 3.0% | 3.2% | 3.1% | 2.9% | HEI LQ | | |

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