

Public Sector Equality Duty 2022

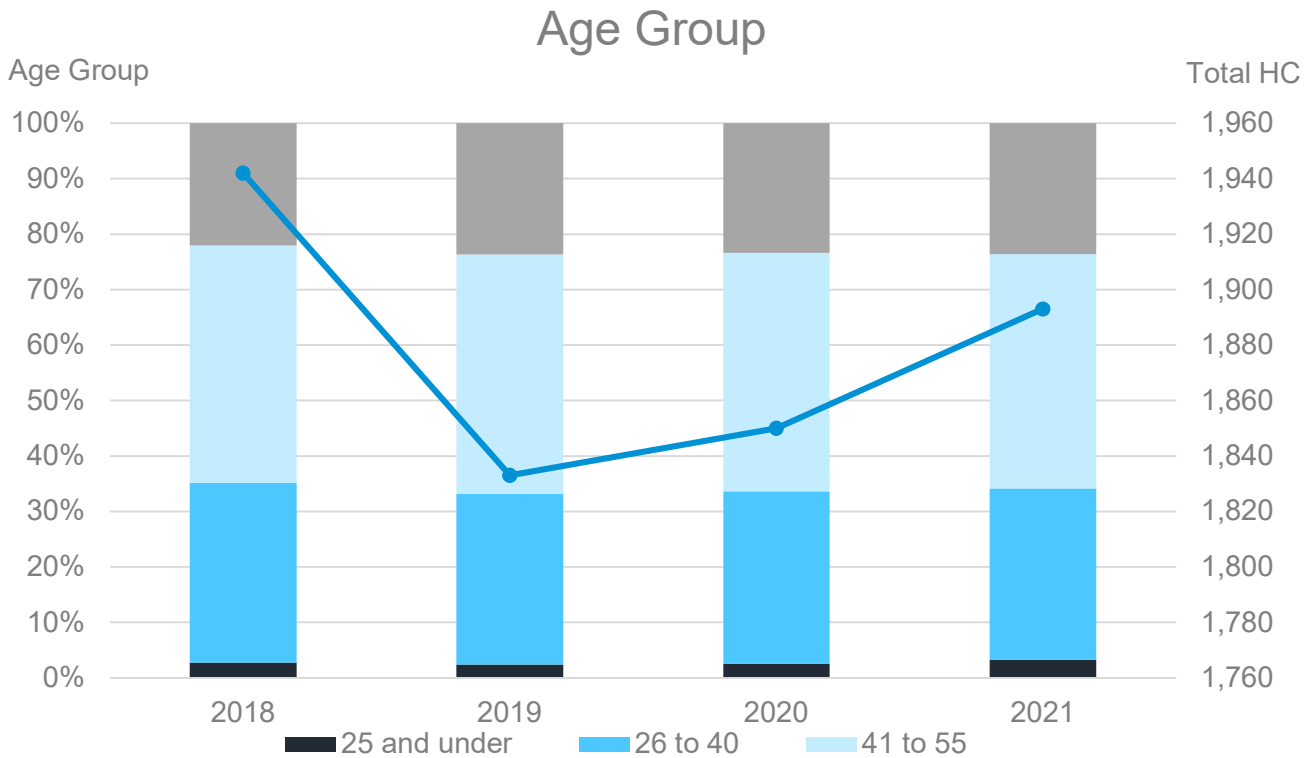
Workforce Profile Data

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Age Group



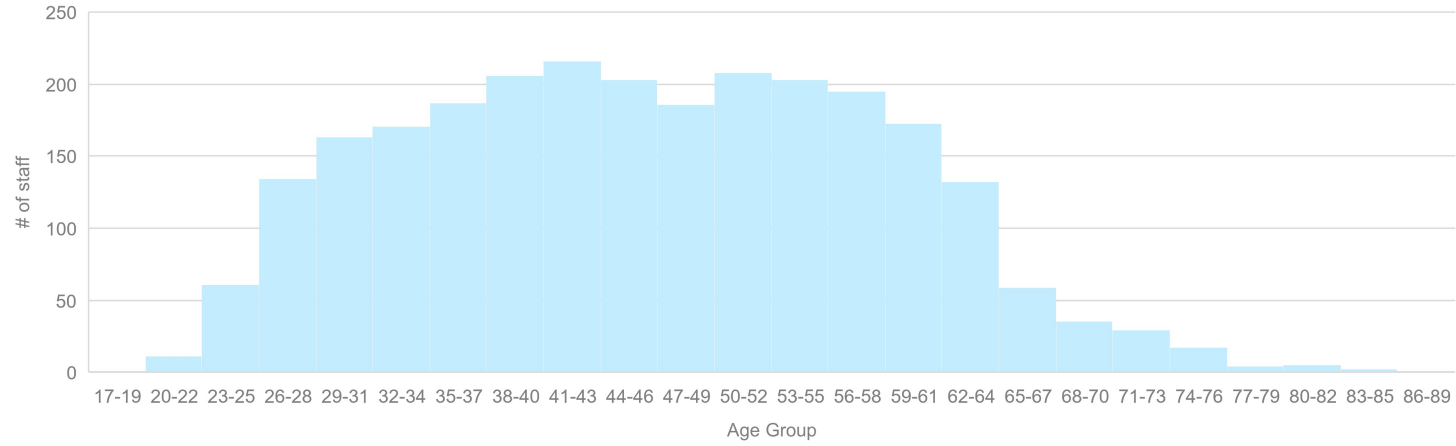
Age Group		2018	2019	2020	2021
25 and under	#	53	44	46	61
	% ↓	3%	2%	2%	3%
26 to 40	#	630	563	576	586
	% ↓	32%	31%	31%	31%
41 to 55	#	830	792	795	799
	% ↓	43%	43%	43%	42%
56 and over	#	429	434	433	447
	% ↓	22%	24%	23%	24%
Total	#	1,942	1,833	1,850	1,893

Graph shows the breakdown of our workforce by age group across four years. The secondary axis plots the overall headcount during the same time period.

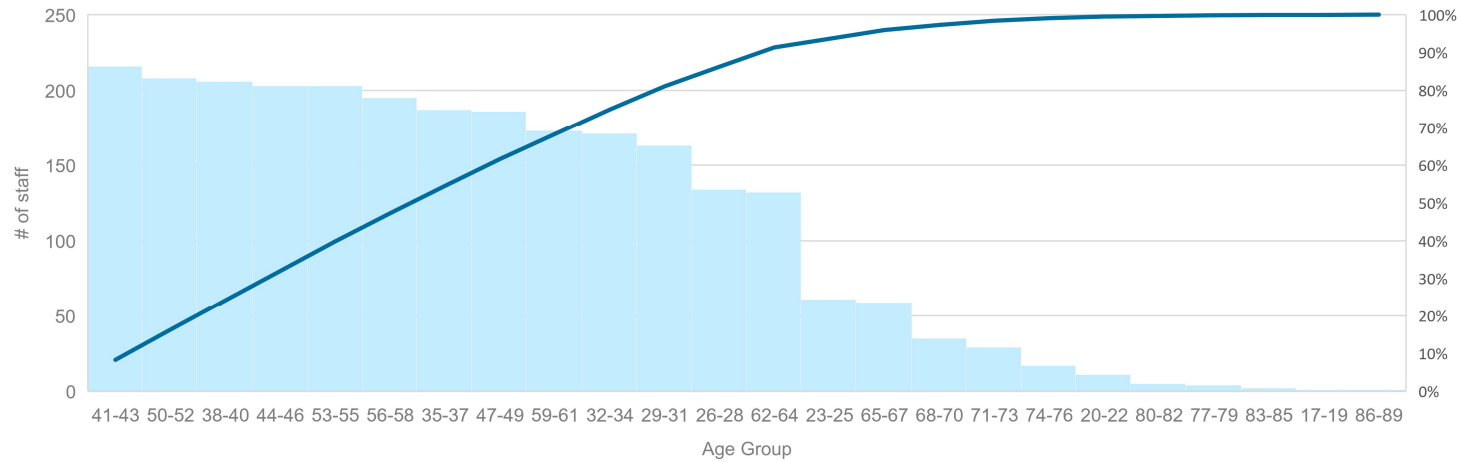
Public Sector Equality Duty 2022

Age Distribution

Pareto Chart - Age Distribution



Histogram - Age Distribution

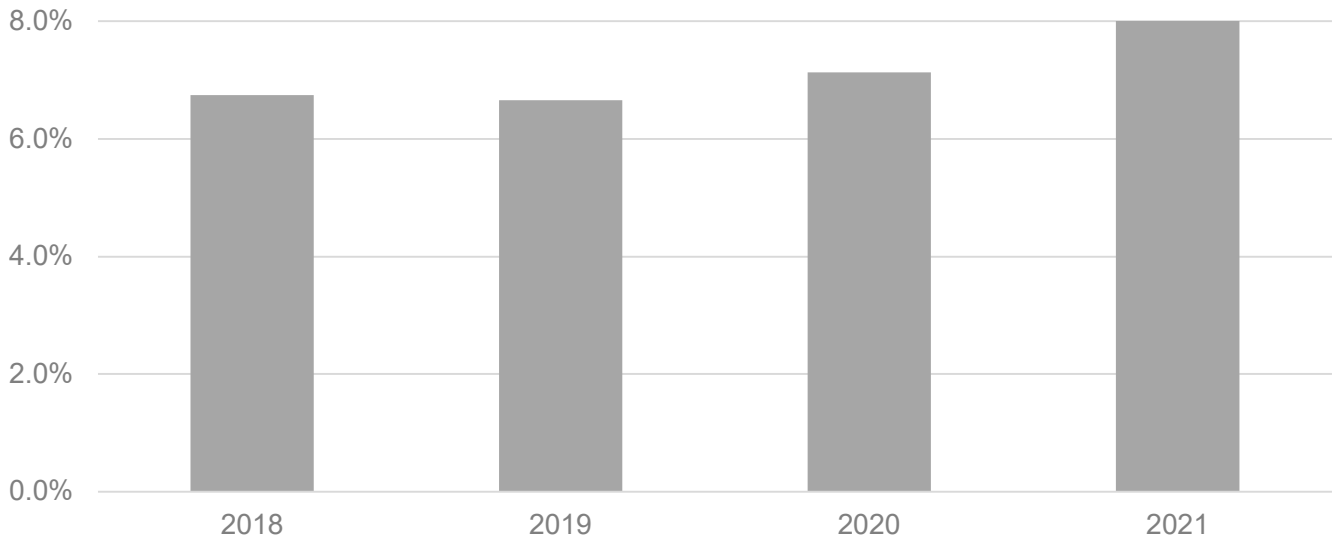


Notes

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Disability

Disability



Disability Group		2018	2019	2020	2021
Disabled	#	131	122	132	159
	% ↓	7%	7%	7%	8%
No Known Disability	#	1,296	1,262	1,312	1,439
	% ↓	67%	69%	71%	76%
Not Provided	#	503	433	385	254
	% ↓	26%	24%	21%	13%
Prefer not to say	#	12	16	21	41
	% ↓	1%	1%	1%	2%
Total	#	1,942	1,833	1,850	1,893

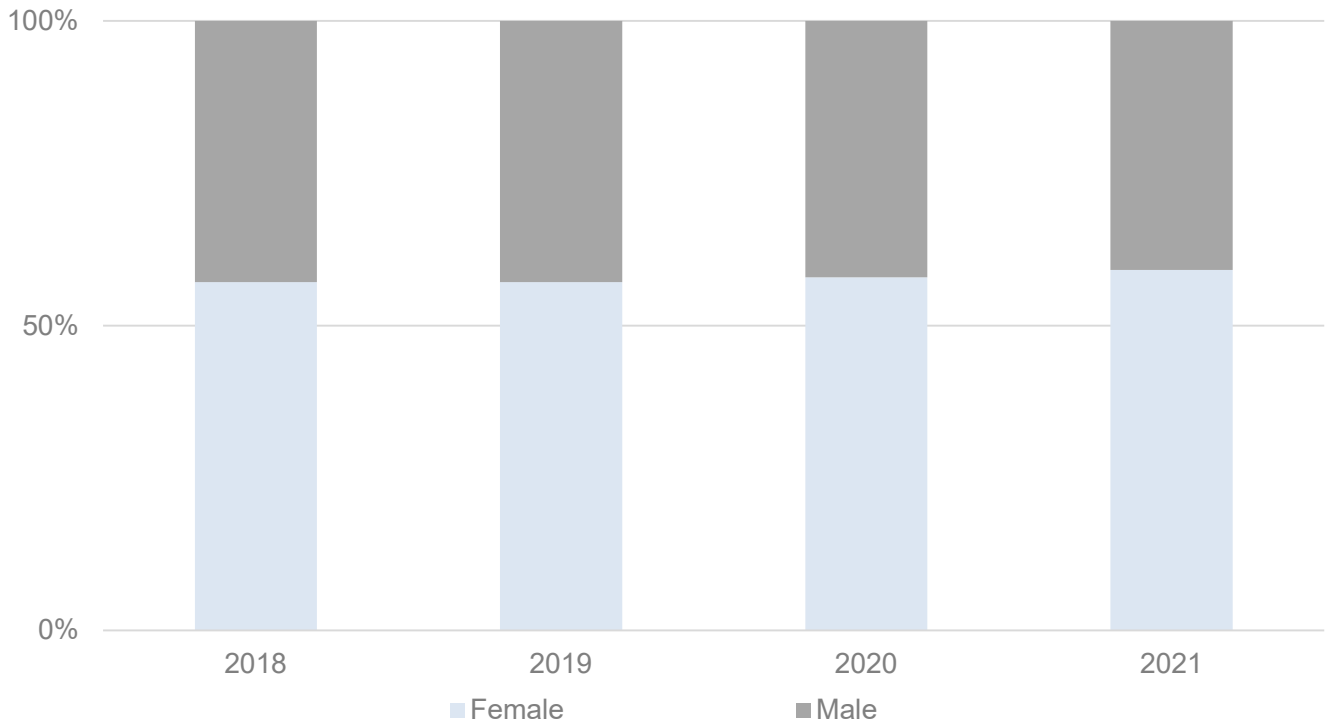
Notes

- Graph shows the percentage of staff identifying as Disabled in each year
- The overall % of Disabled staff has increased slightly over time, although some of this increase may be due to improved recording of diversity data

Public Sector Equality Duty 2022

Gender

Gender



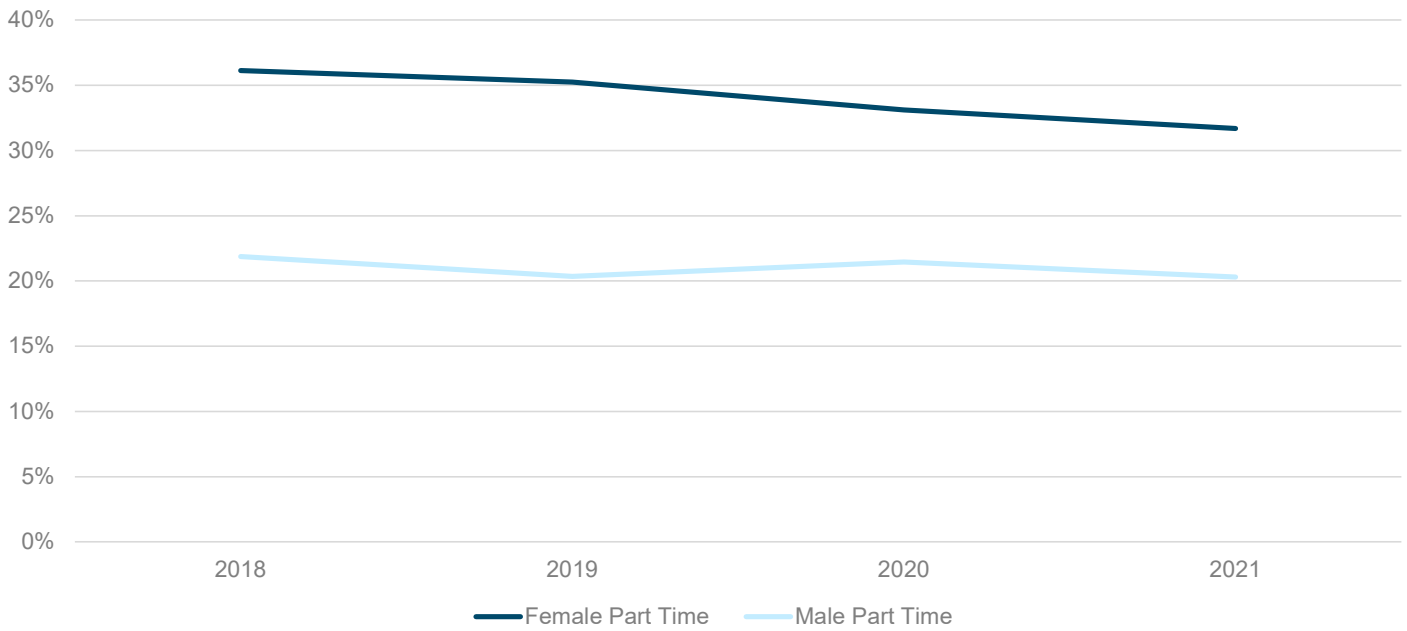
Gender		2018	2019	2020	2021
Female	#	1,110	1,047	1,072	1,120
	% ↓	57%	57%	58%	59%
Male	#	832	786	778	773
	% ↓	43%	43%	42%	41%
Total	#	1,942	1,833	1,850	1,893

Notes

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Gender and FT/PT

% of each gender working part time



Gender / Full Time		2018	2019	2020	2021
Female Full Time	#	709	678	717	765
	% ↓	64%	65%	67%	68%
Female Part Time	#	401	369	355	355
	% ↓	36%	35%	33%	32%
Total	#	1,110	1,047	1,072	1,120

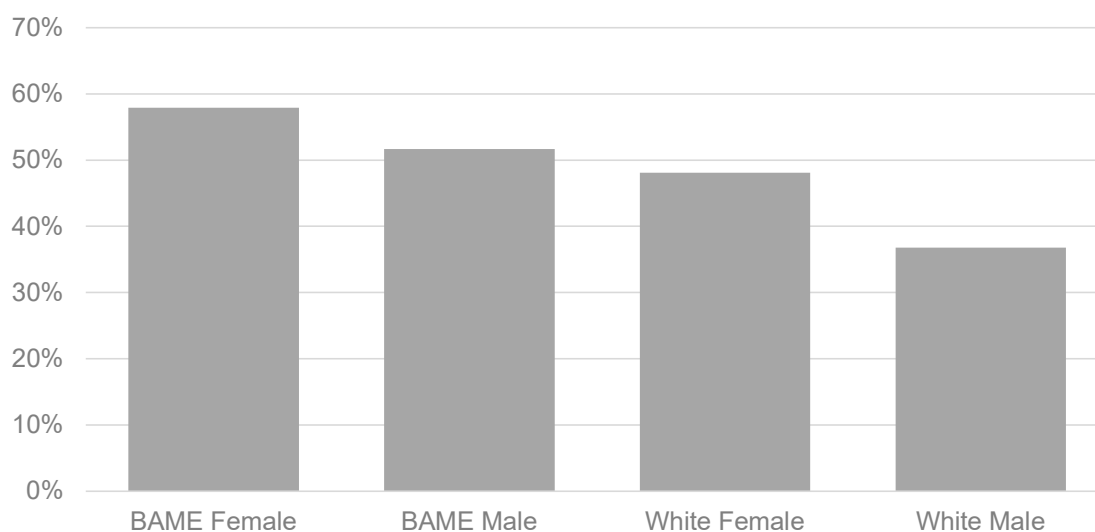
Gender / Full Time		2018	2019	2020	2021
Male Full Time	#	650	626	611	616
	% ↓	78%	80%	79%	80%
Male Part Time	#	182	160	167	157
	% ↓	22%	20%	21%	20%
Total	#	832	786	778	773

Notes

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Gender

% of staff with caring responsibilities



Ethnicity Gender		Yes	No	Total
White Female	#	392	423	815
	% →	48%	52%	-
White Male	#	206	354	560
	% →	37%	63%	-
BAME Female	#	157	114	271
	% →	58%	42%	-
BAME Male	#	92	86	178
	% →	52%	48%	-
Not Provided Female	#	2	9	11
	% →	18%	82%	-
Not Provided Male	#	1	12	13
	% →	8%	92%	-
Prefer not to say Male	#	9	13	22
	% →	41%	59%	-
Prefer not to say Female	#	17	6	23
	% →	74%	26%	-

We ask staff three questions about caring responsibilities:

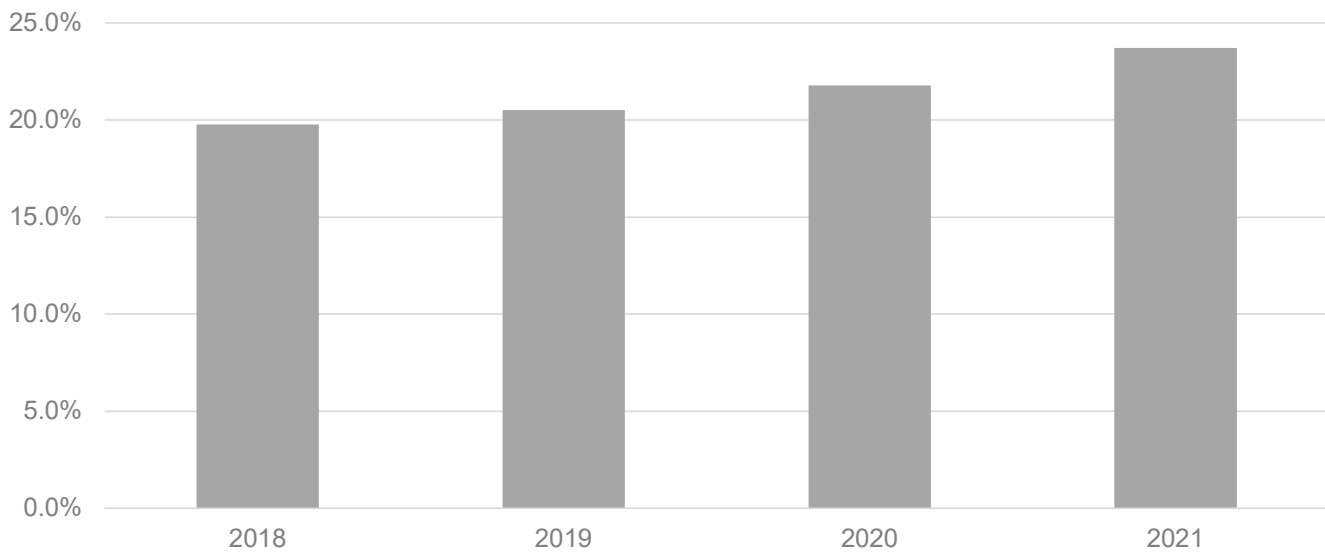
1. Do you have caring responsibilities for a child/children under the age of 18?
2. Do you have sole caring responsibilities for a child/children under the age of 18?
3. Do you have caring responsibilities for an elderly or disabled person?

The percentages on this page are based on any employee who answered 'yes' to any of these questions

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Ethnicity Group

BAME Staff %



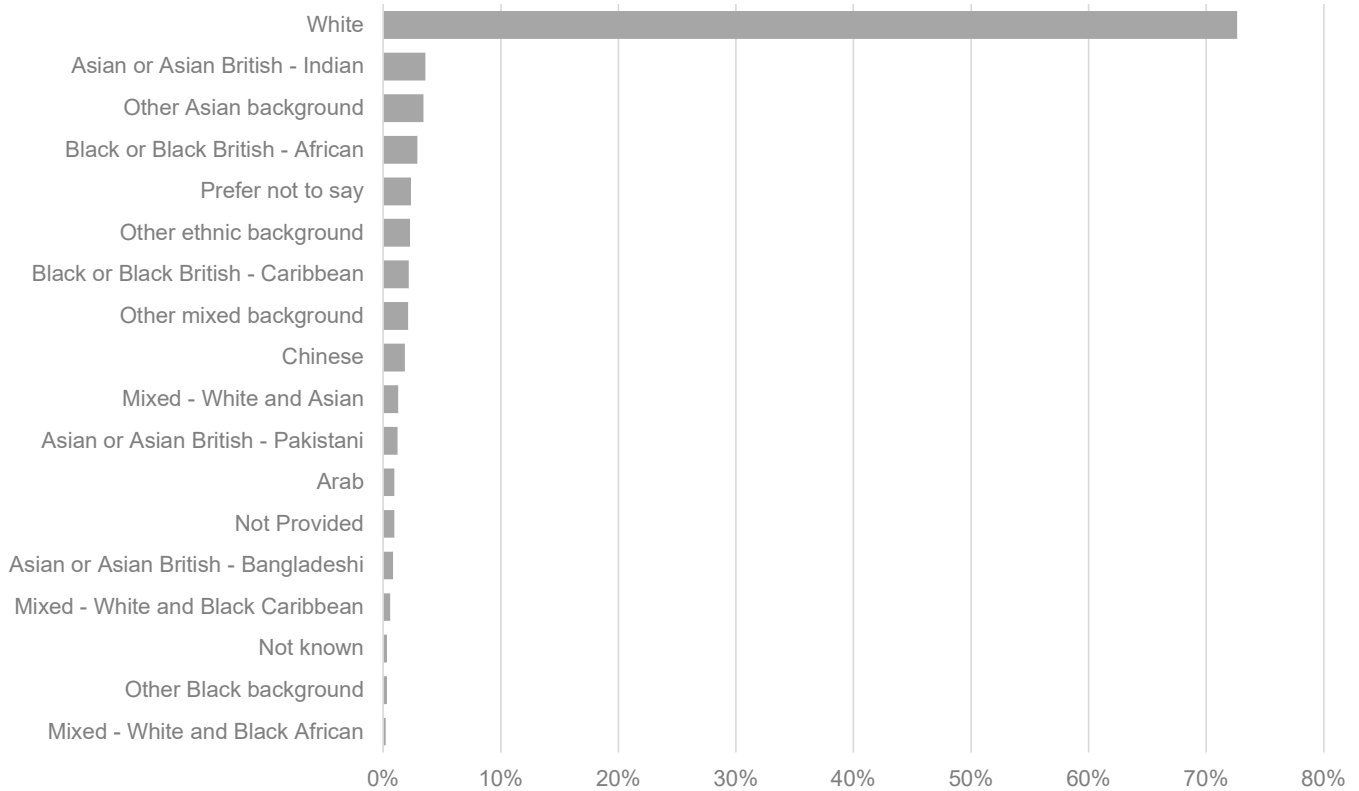
Ethnicity Group		2018	2019	2020	2021
White	#	1,429	1,368	1,375	1,375
	% ↓	74%	75%	74%	73%
BAME	#	384	376	403	449
	% ↓	20%	21%	22%	24%
Not Provided	#	99	61	40	24
	% ↓	5%	3%	2%	1%
Prefer not to say	#	30	28	32	45
	% ↓	2%	2%	2%	2%
Total		1,942	1,833	1,850	1,893

- Graph shows the percentage of staff identifying as BAME in each year
- The overall % of BAME staff has increased slightly over time, although some of this increase may be due to improved recording of ethnicity data.

Public Sector Equality Duty 2022

Ethnicity Detail

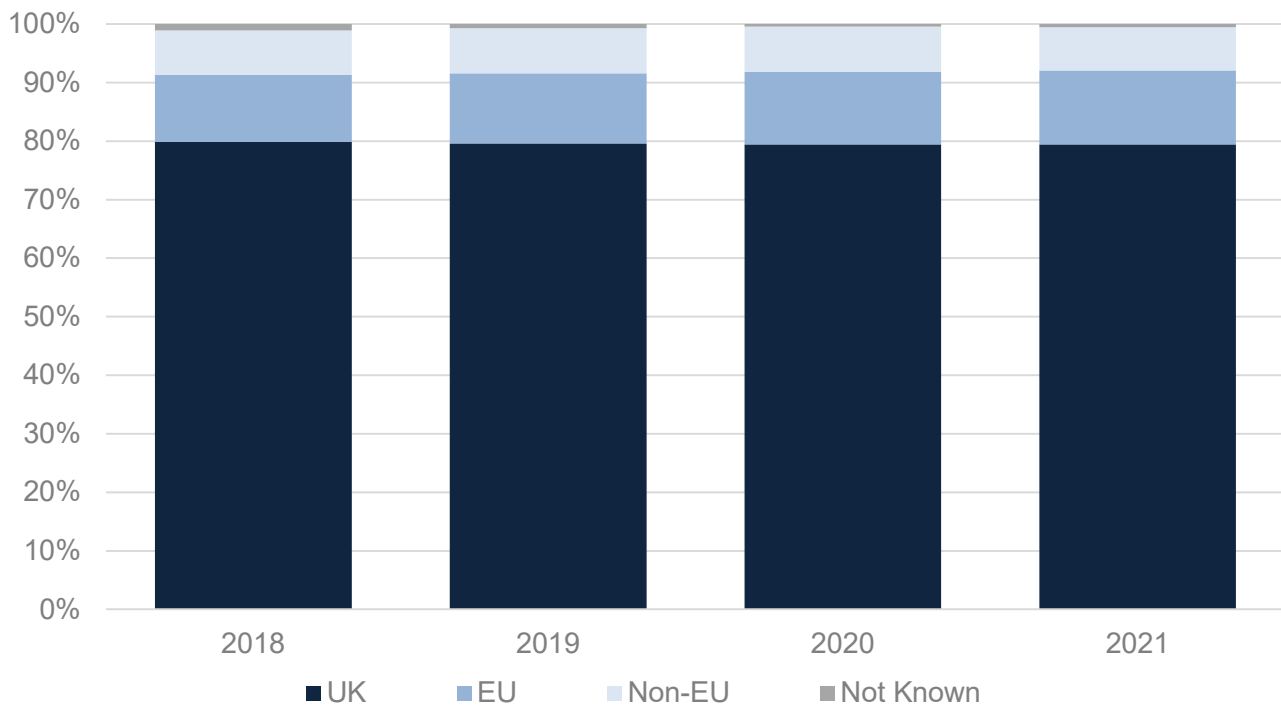
2021



Notes

Public Sector Equality Duty 2022

Nationality Group



Nationality Group		2018	2019	2020	2021
UK	#	1,552	1,460	1,469	1,503
	% ↓	80%	80%	79%	79%
EU	#	221	219	230	240
	% ↓	11%	12%	12%	13%
Non-EU	#	148	141	143	140
	% ↓	8%	8%	8%	7%
Not Known	#	21	13	8	10
	% ↓	1%	1%	0%	1%
Total	#	1,942	1,833	1,850	1,893

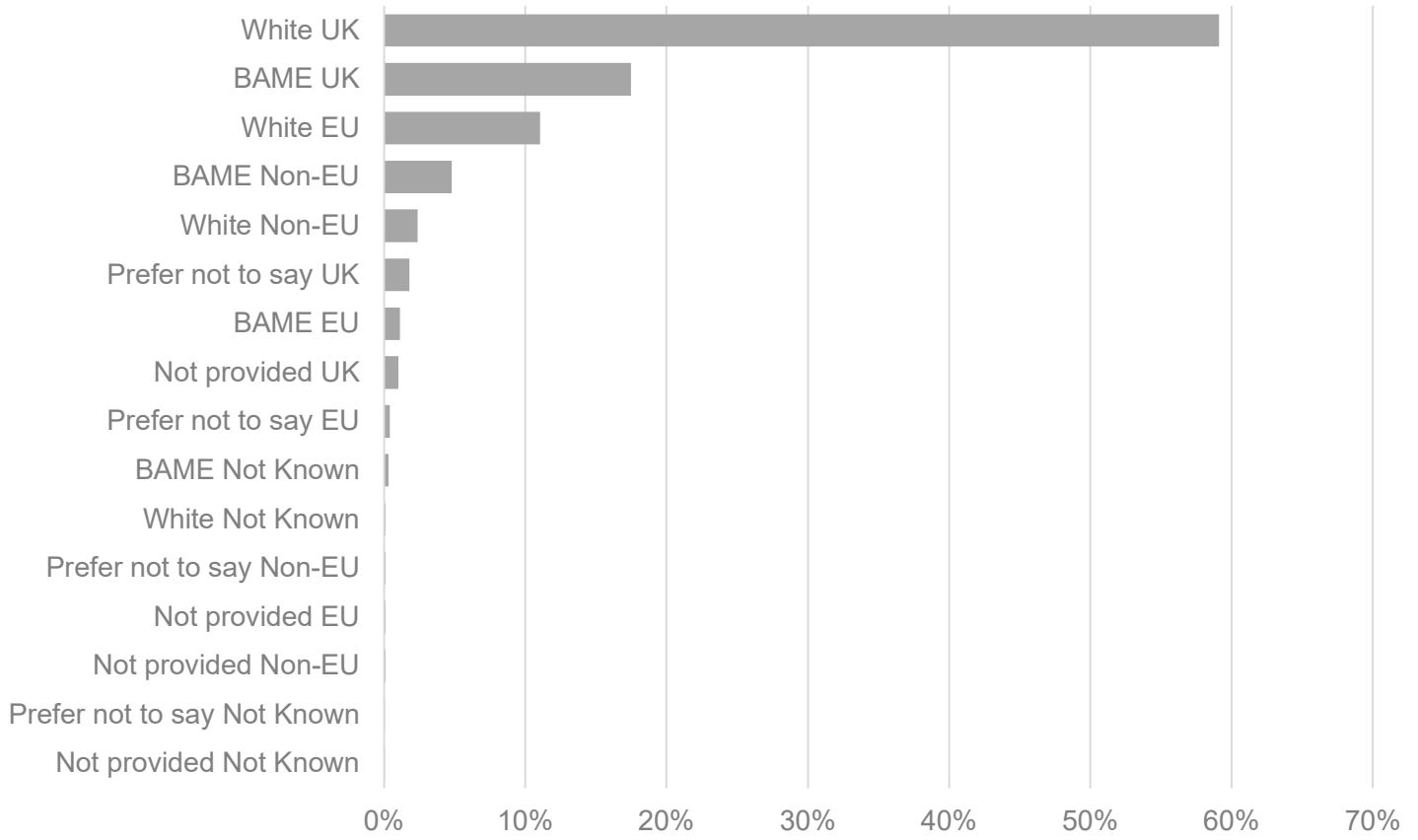
Notes

- Despite Brexit the percentage of staff from EU countries has increase marginally over the last four years

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Nationality and Ethnicity Group

2021

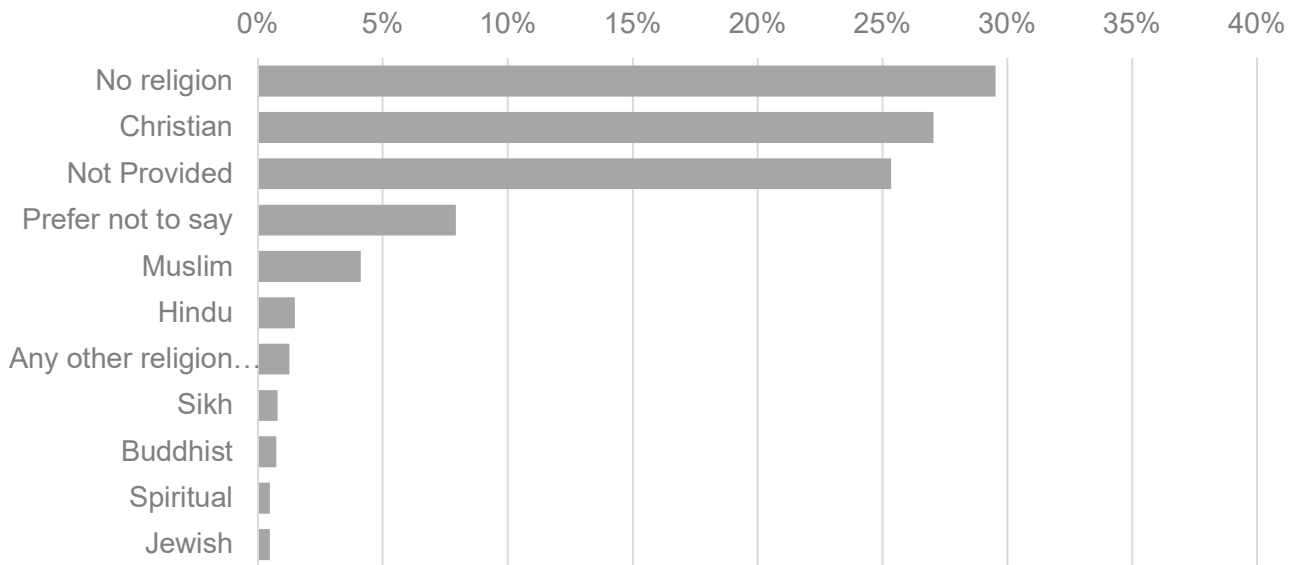


Notes

Public Sector Equality Duty 2022

Religious Belief

2021

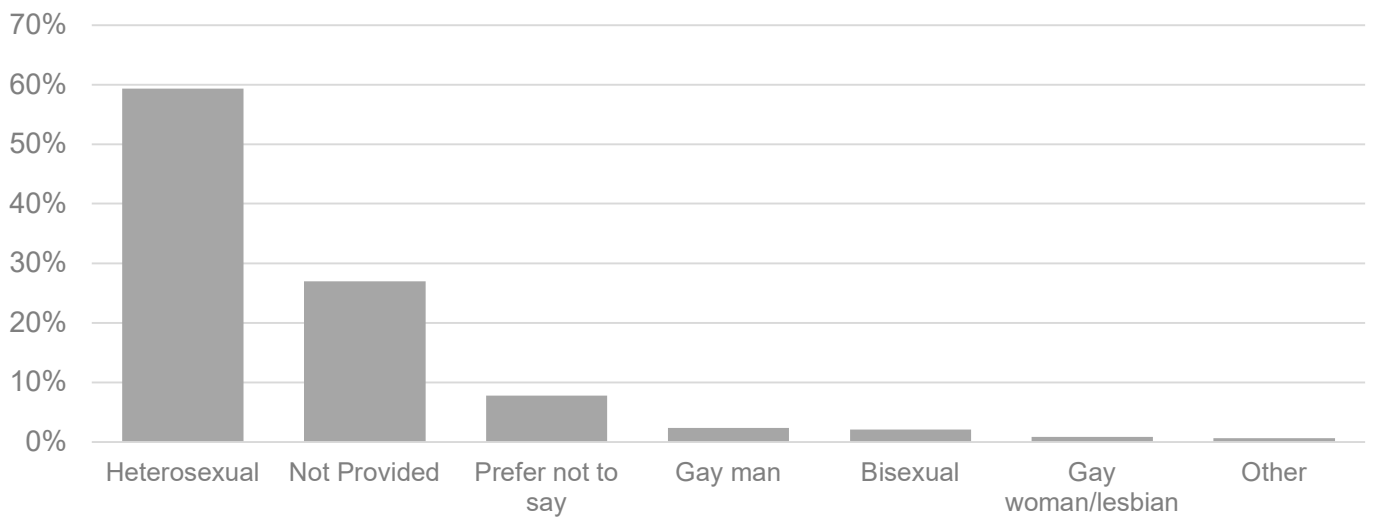


Religious Belief		2018	2019	2020	2021
Not Provided	#	941	806	730	480
	% ↓	48%	44%	39%	25%
No Religion	#	389	399	436	559
	% ↓	20%	22%	24%	30%
Christian	#	385	390	429	512
	% ↓	20%	21%	23%	27%
Prefer not to say	#	96	101	105	150
	% ↓	5%	6%	6%	8%
Muslim	#	55	56	57	78
	% ↓	3%	3%	3%	4%
Hindu	#	18	20	22	28
	% ↓	1%	1%	1%	1%
Any other religion or belief	#	17	19	20	24
	% ↓	1%	1%	1%	1%
Buddhist	#	14	14	17	14
	% ↓	1%	1%	1%	1%
Sikh	#	13	11	13	15
	% ↓	1%	1%	1%	1%
Spiritual	#	9	11	14	24
	% ↓	0%	1%	1%	1%
Jewish	#	5	6	7	9
	% ↓	0%	0%	0%	0%
Total	#	1,942	1,833	1,850	1,893

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Sexual Orientation

2021



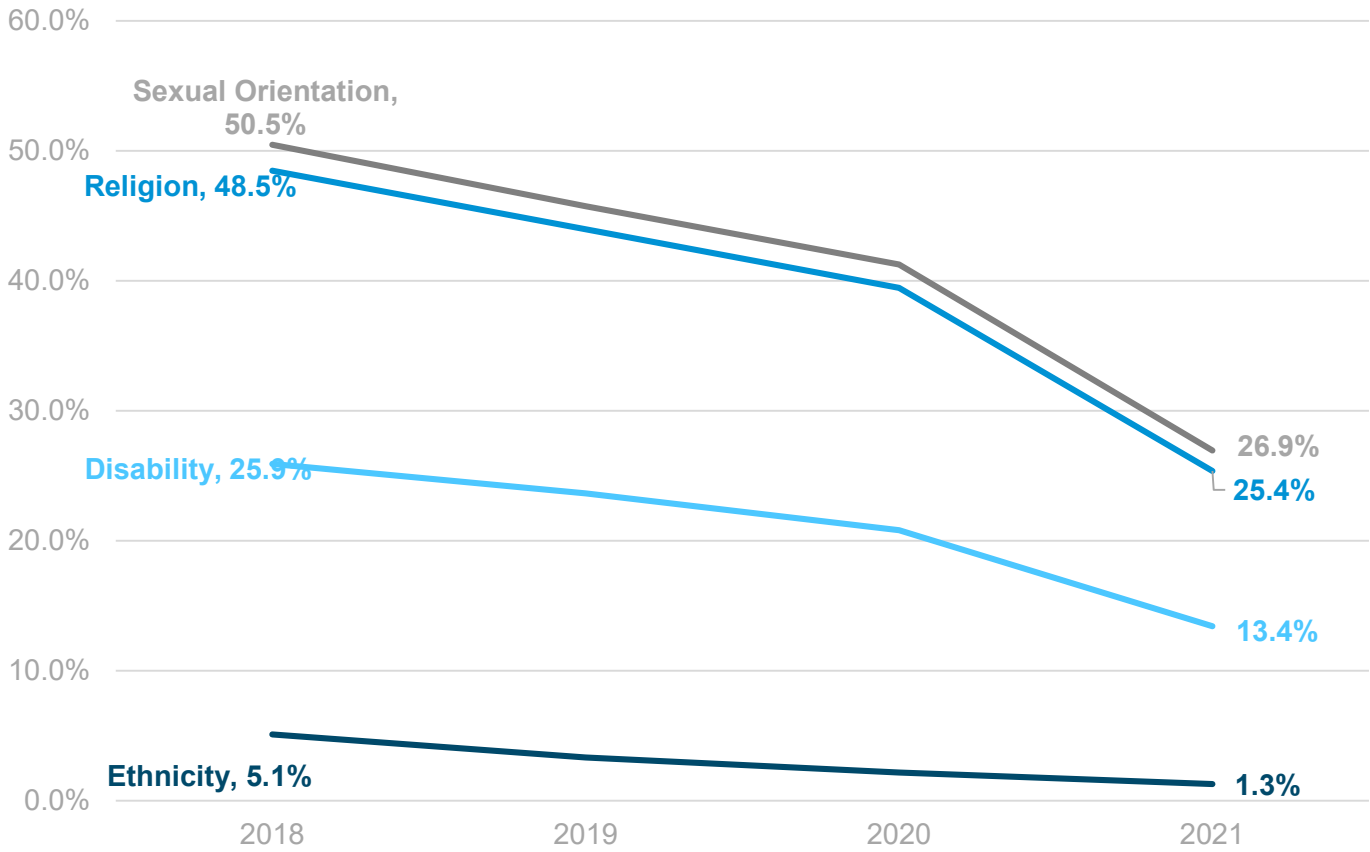
Sexual Orientation		2018	2019	2020	2021
Heterosexual	#	790	823	901	1,124
	% ↓	41%	45%	49%	59%
Not Provided	#	980	838	763	510
	% ↓	50%	46%	41%	27%
Prefer not to say	#	110	108	111	147
	% ↓	6%	6%	6%	8%
Gay Man	#	33	32	35	44
	% ↓	2%	2%	2%	2%
Bisexual	#	15	18	22	39
	% ↓	1%	1%	1%	2%
Gay woman/lesbian	#	10	9	10	17
	% ↓	1%	0%	1%	1%
Other	#	4	5	8	12
	% ↓	0%	0%	0%	1%
Total	#	1,942	1,833	1,850	1,893

Notes

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Data Gaps

Percentage of Staff Missing Data



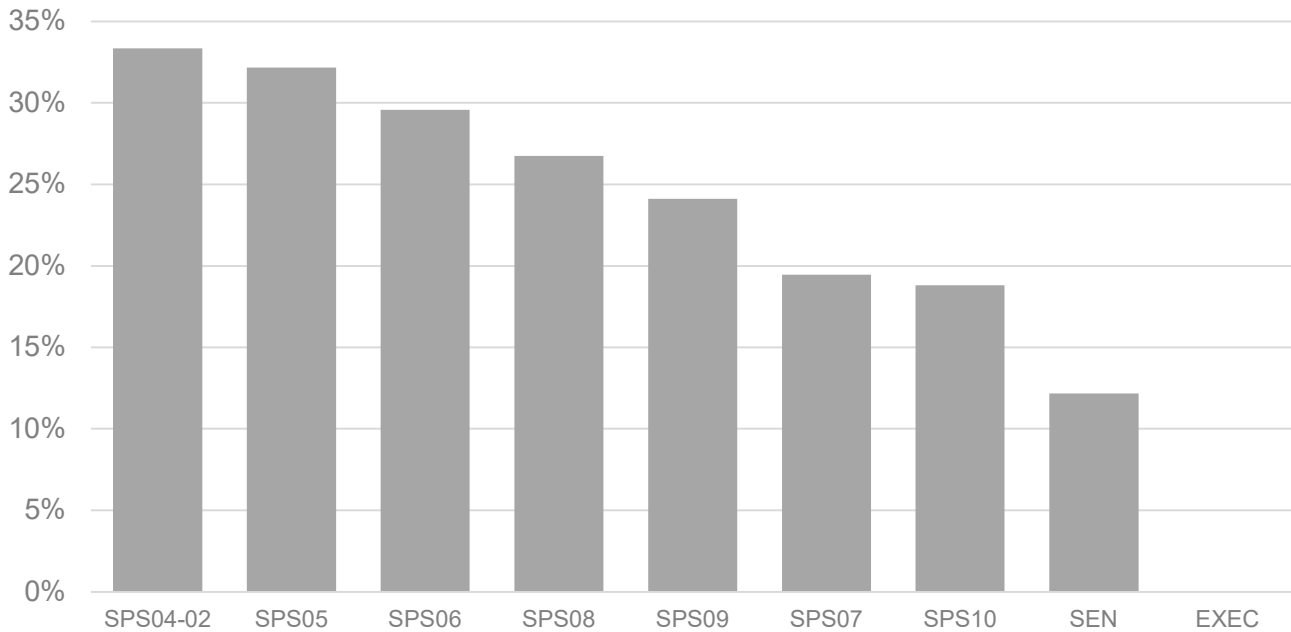
Missing Data		2018	2019	2020	2021
Ethnicity	#	99	61	40	24
	% ↓	5%	3%	2%	1%
Disability	#	503	433	385	254
	% ↓	26%	24%	21%	13%
Religion	#	941	806	730	480
	% ↓	48%	44%	39%	25%
Sexual Orientation	#	980	838	763	510
	% ↓	50%	46%	41%	27%

Notes

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Grade and Ethnicity Group

BAME Staff % by Grade

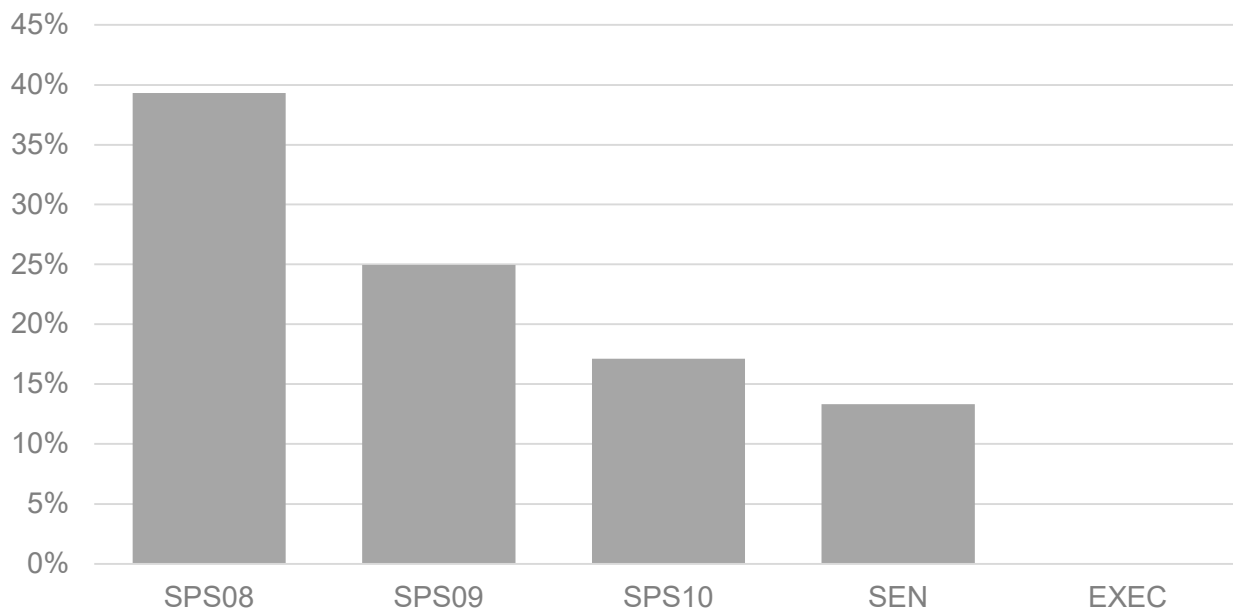


		White	BAME	Not provided	Prefer not to say	Total % ↓
EXEC	#	11	0	0	0	11
	% →	100%	0%	0%	0%	1%
SEN	#	126	18	3	1	148
	% →	85%	12%	2%	1%	8%
SPS10	#	173	41	2	2	218
	% →	79%	19%	1%	1%	12%
SPS09	#	440	149	11	18	618
	% →	71%	24%	2%	3%	33%
SPS08	#	176	69	4	9	258
	% →	68%	27%	2%	3%	14%
SPS07	#	204	51	2	5	262
	% →	78%	19%	1%	2%	14%
SPS06	#	122	55	1	8	186
	% →	66%	30%	1%	4%	10%
SPS05	#	113	55	1	2	171
	% →	66%	32%	1%	1%	9%
SPS04-02	#	4	2	0	0	6
	% →	67%	33%	0%	0%	0%
Other	#	5	9	0	0	14
	% →	36%	64%	0%	0%	1%
Total	#	1,374	449	24	45	1,892

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Grade and Ethnicity Group - Academic Staff

BAME Academic Staff % by Grade



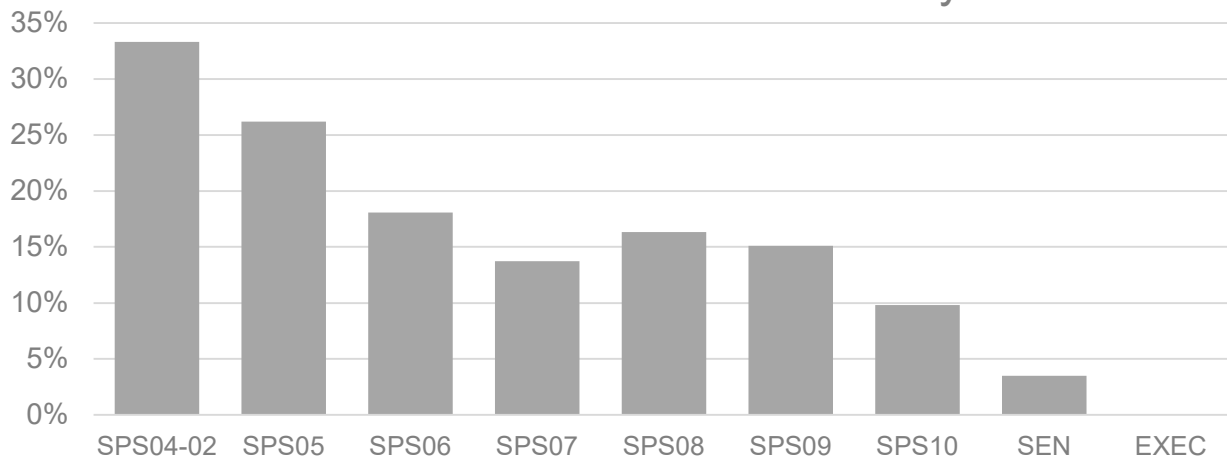
		White	BAME	Not provided	Prefer not to say	Total % ↓
SEN	#	88	14	3	0	105
	% →	84%	13%	3%	0%	6%
SPS10	#	146	31	2	2	181
	% →	81%	17%	1%	1%	10%
SPS09	#	355	126	8	16	505
	% →	70%	25%	2%	3%	27%
SPS08	#	66	46	1	4	117
	% →	56%	39%	1%	3%	6%
Other	#	1	5	0	0	6
	% →	17%	83%	0%	0%	0%
Total	#	656	222	14	22	914

Notes

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Grade and Ethnicity Gender

BAME Female Staff % by Grade

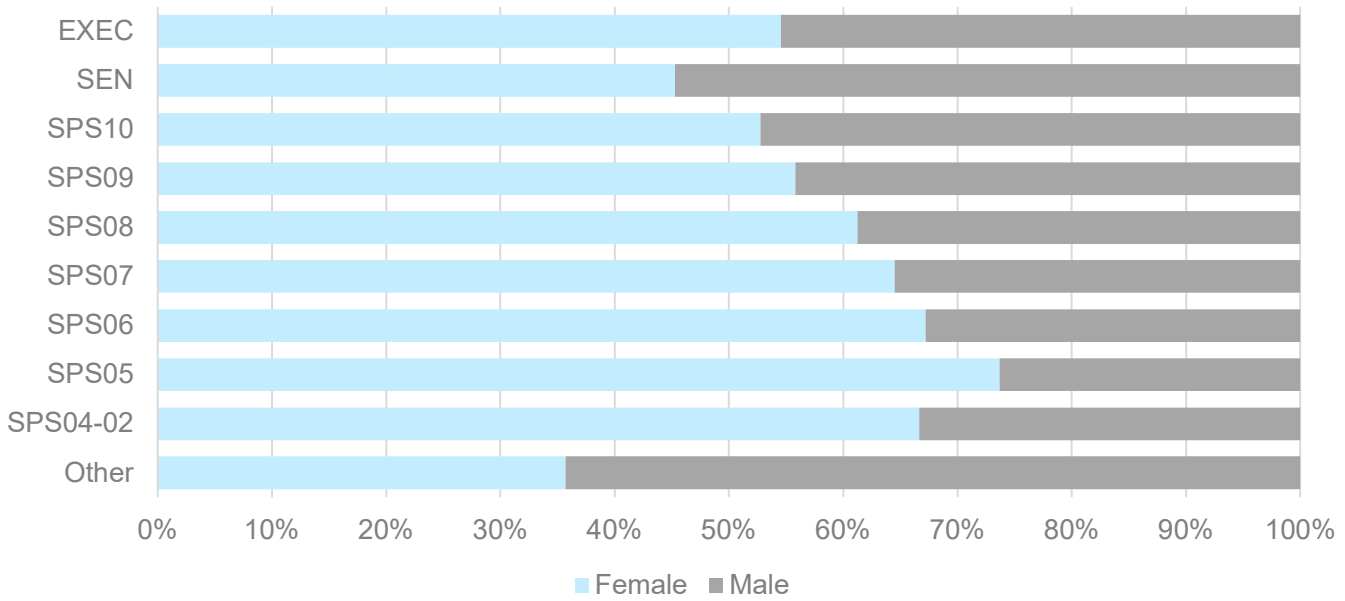


		White Female	White Male	BAME Female	BAME Male	Total % ↓
EXEC	#	6	5	0	0	11
	% →	55%	45%	0%	0%	1%
SEN	#	59	67	5	13	144
	% →	41%	47%	3%	9%	8%
SPS10	#	92	81	21	20	214
	% →	43%	38%	10%	9%	12%
SPS09	#	244	196	89	60	589
	% →	41%	33%	15%	10%	32%
SPS08	#	114	62	40	29	245
	% →	47%	25%	16%	12%	13%
SPS07	#	131	73	35	16	255
	% →	51%	29%	14%	6%	14%
SPS06	#	85	37	32	23	177
	% →	48%	21%	18%	13%	10%
SPS05	#	80	33	44	11	168
	% →	48%	20%	26%	7%	9%
SPS04-02	#	2	2	2	0	6
	% →	33%	33%	33%	0%	0%
Other	#	2	3	3	6	14
	% →	14%	21%	21%	43%	1%
Total	#	815	559	271	178	1,823

Notes

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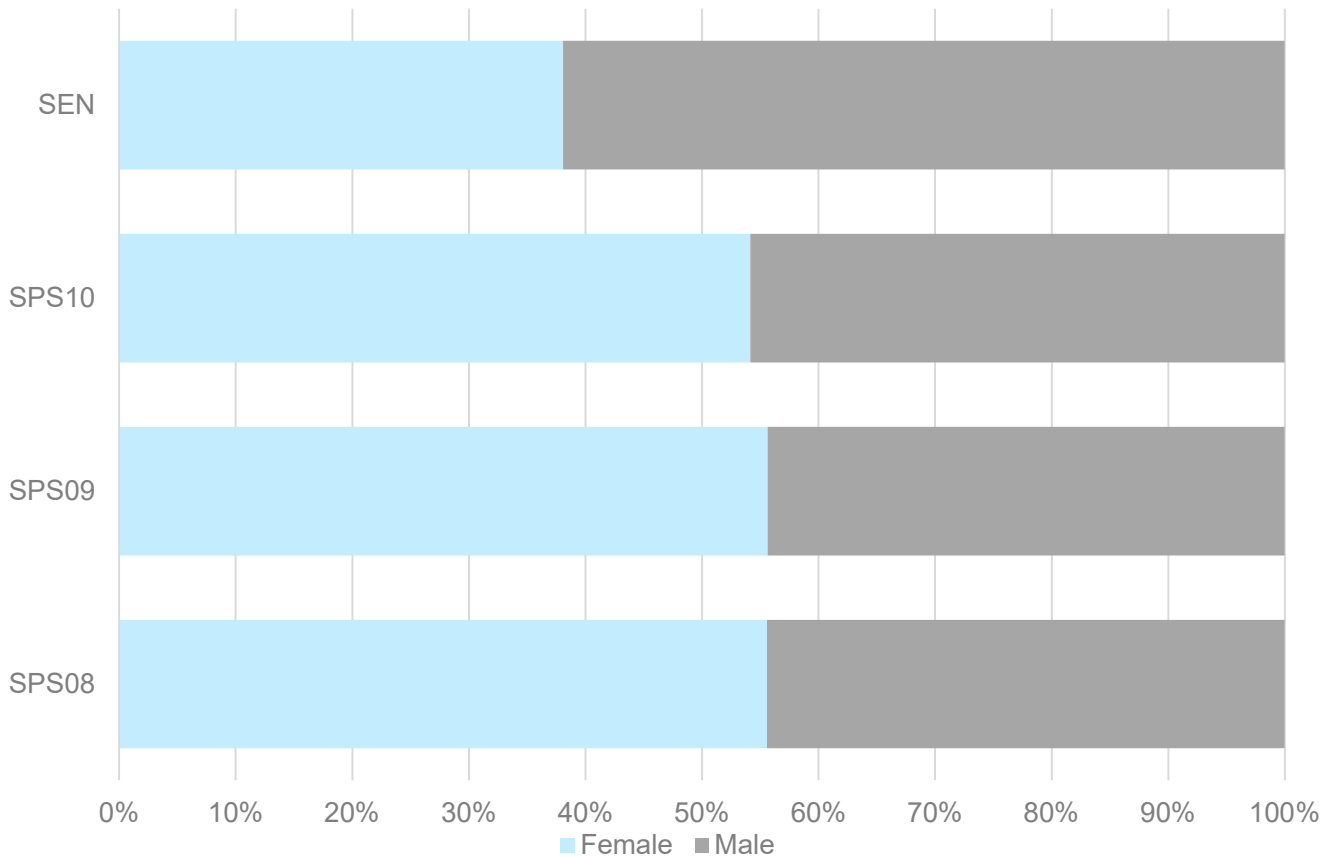
Gender Distribution by Grade - All Staff



Grade		Female	Male	Total
EXEC	#	6	5	11
	% →	55%	45%	1%
SEN	#	67	81	148
	% →	45%	55%	8%
SPS10	#	115	103	218
	% →	53%	47%	12%
SPS09	#	345	273	618
	% →	56%	44%	33%
SPS08	#	158	100	258
	% →	61%	39%	14%
SPS07	#	169	93	262
	% →	65%	35%	14%
SPS06	#	125	61	186
	% →	67%	33%	10%
SPS05	#	126	45	171
	% →	74%	26%	9%
SPS04-02	#	4	2	6
	% →	67%	33%	0%
Other	#	5	9	14
	% →	36%	64%	1%
Total	#	1,120	772	1,892

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Gender Distribution by Grade - Academic Staff

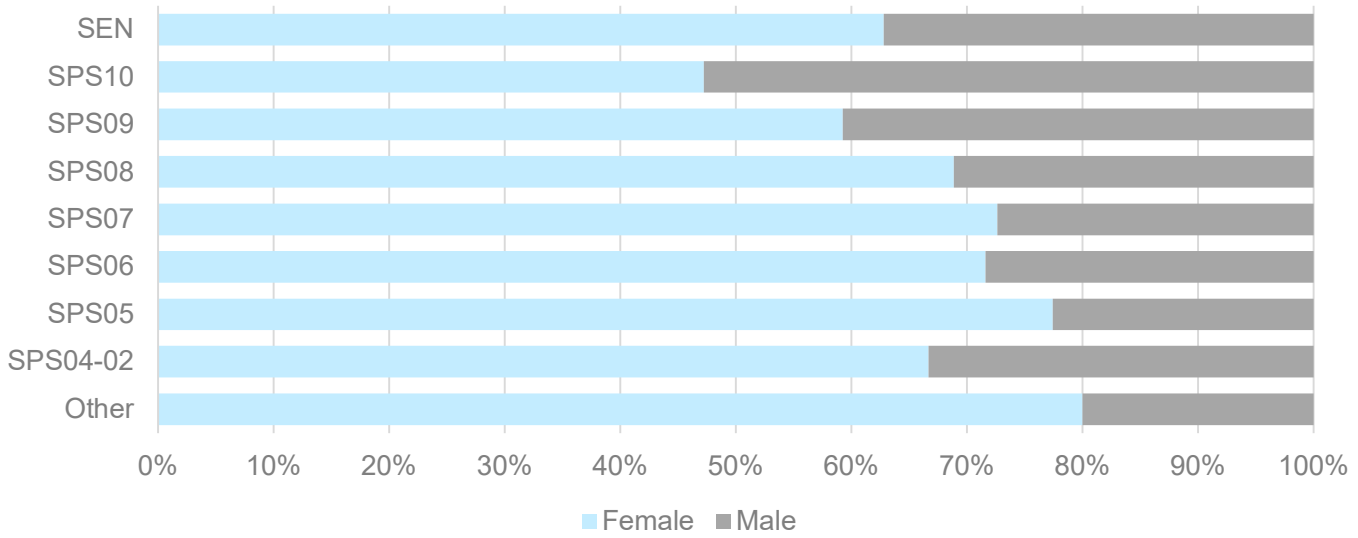


Grade		Female	Male	Total
SEN	#	40	65	105
	% →	38%	62%	6%
SPS10	#	98	83	181
	% →	54%	46%	10%
SPS09	#	281	224	505
	% →	56%	44%	27%
SPS08	#	65	52	117
	% →	56%	44%	6%
Total	#	484	424	908

Notes

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Gender Distribution by Grade - Professional Services Staff

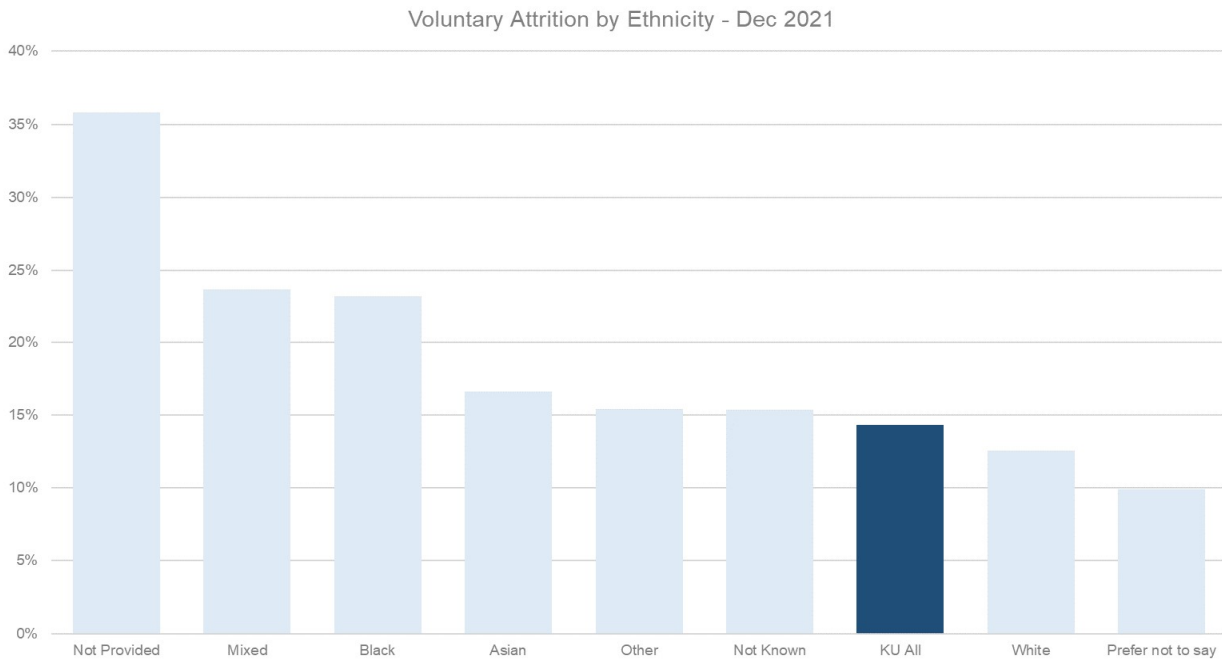


Grade		Female	Male	Total
EXEC	#	0	0	0
	% →	-	-	0%
SEN	#	27	16	43
	% →	63%	37%	2%
SPS10	#	17	19	36
	% →	47%	53%	2%
SPS09	#	64	44	108
	% →	59%	41%	6%
SPS08	#	84	38	122
	% →	69%	31%	6%
SPS07	#	162	61	223
	% →	73%	27%	12%
SPS06	#	116	46	162
	% →	72%	28%	9%
SPS05	#	120	35	155
	% →	77%	23%	8%
SPS04-02	#	4	2	6
	% →	67%	33%	0%
Other	#	4	1	5
	% →	80%	20%	0%
Total	#	598	262	860

Notes

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Voluntary Attrition by Ethnicity



Notes

Attrition is calculated by dividing the total number of voluntary leavers in the rolling 12 months by the average headcount for the rolling 12 months

Voluntary leavers and average HC both include FTC employees

Public Sector Equality Duty 2022

Involuntary Leavers by Ethnicity



Notes

There were 11 Involuntary leavers in the rolling 12 month period to December 2021

	# of vacancies	# of applications	% of applications by ethnicity						% of shortlisted applications by ethnicity						% of hires by ethnicity					
			Asian	Black	Mixed	Other	Prefer not to say	White	Asian	Black	Mixed	Other	Prefer not to say	White	Asian	Black	Mixed	Other	Prefer not to say	White
Academic	148	1,881	33%	10%	6%	12%	4%	36%	23%	14%	7%	9%	3%	45%	16%	15%	15%	7%	0%	49%
Professional & Technical	347	4,536	31%	11%	7%	5%	4%	43%	20%	10%	8%	4%	4%	55%	14%	10%	8%	3%	3%	62%
Total	495	6,417	31%	11%	6%	7%	4%	41%	21%	11%	8%	5%	4%	52%	15%	11%	10%	4%	2%	58%

Notes

Data for roles advertised in 2021

Hourly Paid Lecturer roles excluded

Diversity characteristics self declared by candidates during application process

	# of vacancies	# of applications	% of applications by gender		% of shortlisted applications by gender		% of hires by gender	
			Female	Male	Female	Male	Female	Male
Academic	148	1,881	36%	64%	45%	55%	57%	43%
Professional & Technical	347	4,536	64%	36%	68%	32%	67%	33%
Total	495	6,417	56%	44%	61%	39%	64%	36%

Notes

Data for roles advertised in 2021

Hourly Paid Lecturer roles excluded

Diversity characteristics self declared by candidates during application process

	# of vacancies	# of applications	% of applications by disability group				% of shortlisted applications by disability group				% of hires by disability group			
			No known Disability	Not Known	Prefer not to Say	Disabled	No known Disability	Not Known	Prefer not to Say	Disabled	No known Disability	Not Known	Prefer not to Say	Disabled
Academic	148	1,881	88%	5%	2%	5%	88%	3%	3%	6%	88%	2%	2%	8%
Professional & Technical	347	4,536	85%	6%	2%	7%	81%	8%	3%	8%	83%	10%	2%	5%
Total	495	6,417	86%	6%	2%	6%	83%	6%	3%	7%	84%	8%	2%	5%

Notes

Data for roles advertised in 2021

Hourly Paid Lecturer roles excluded

Diversity characteristics self declared by candidates during application process