Public Sector Equality Duty 2021
Workforce Profile Data
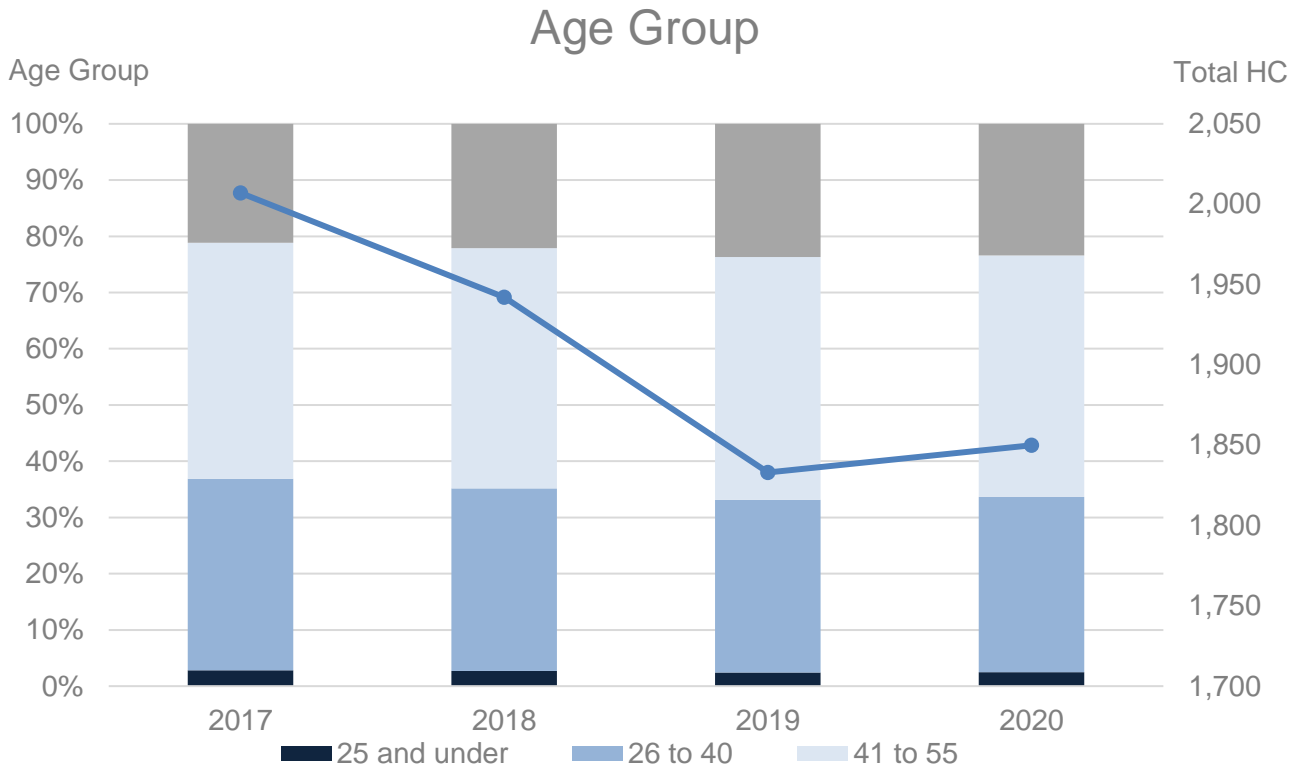
Contents

Please contact equality@kingston.ac.uk for an alternative format

Public Sector Equality Duty 2021

Age Group

Age Group

Age Group   Total HC

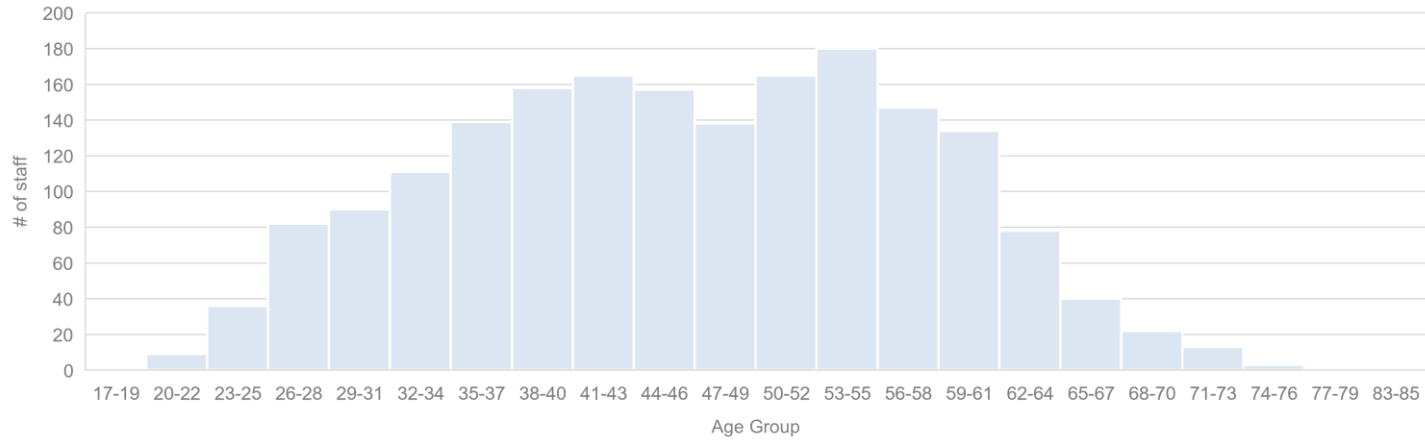| Age Group		2017	2018	2019	2020
25 and under	#	57	53	44	46
	% ↓	3%	3%	2%	2%
26 to 40	#	683	630	563	576
	% ↓	34%	32%	31%	31%
41 to 55	#	842	830	792	795
	% ↓	42%	43%	43%	43%
56 and over	#	425	429	434	433
	% ↓	21%	22%	24%	23%
Total	#	2,007	1,942	1,833	1,850

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.

● The average age of our workforce has increased slightly over the four years
from 45.2 in 2017 to 46.1 in 2020

Public Sector Equality Duty 2021

Age Distribution

Pareto Chart - Age Distribution

Histogram - Age Distribution
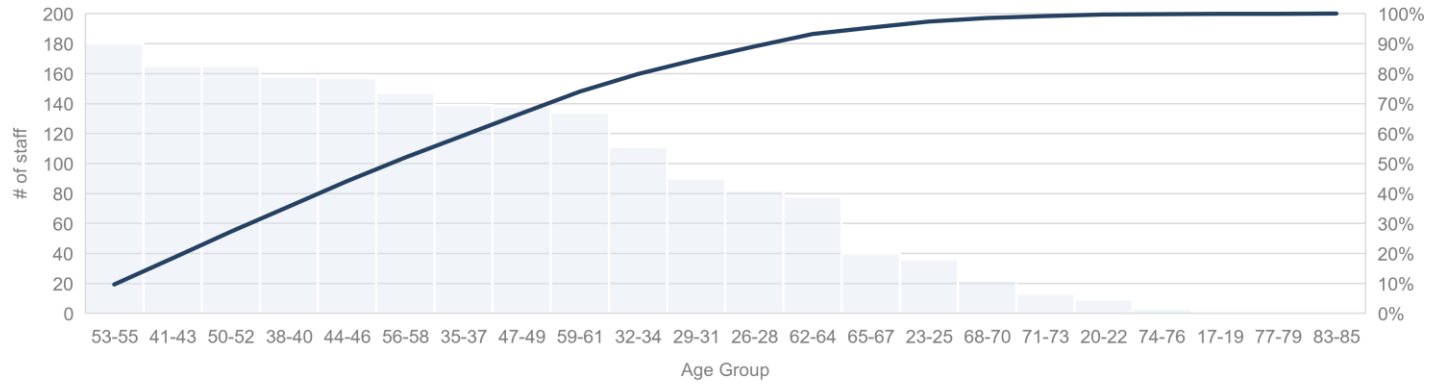
Public Sector Equality Duty 2021
Disability

Disability
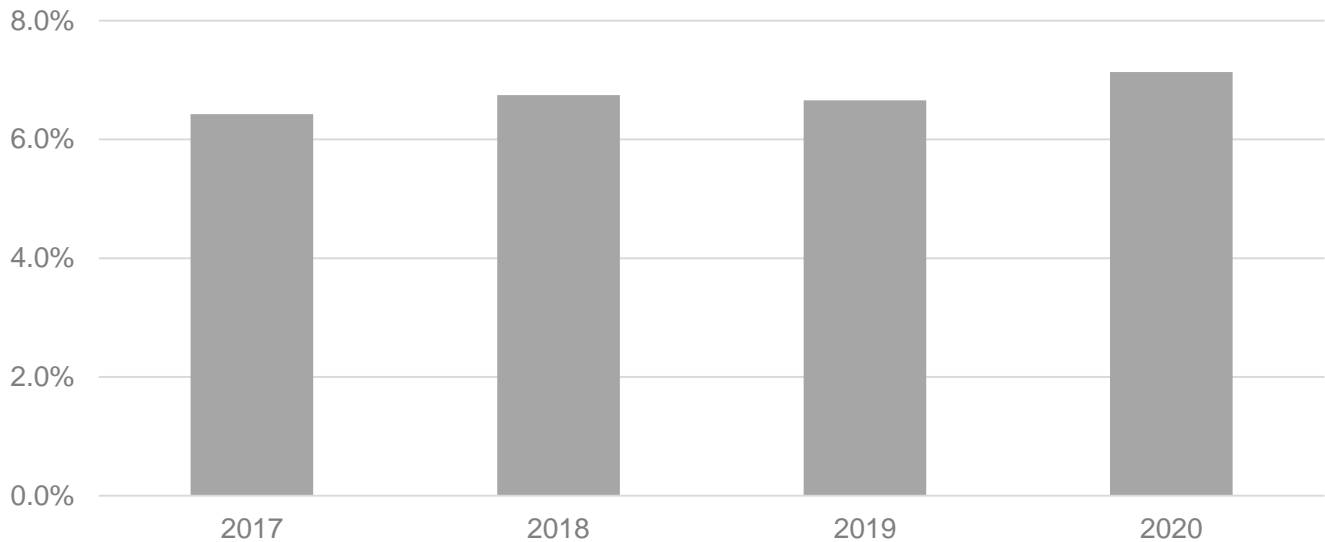
Disability Group		2017	2018	2019	2020
Disabled	#	129	131	122	132
	% ↓	6%	7%	7%	7%
No Known Disability	#	1,380	1,296	1,262	1,312
	% ↓	69%	67%	69%	71%
Not Provided	#	487	503	433	385
	% ↓	24%	26%	24%	21%
Prefer not to say	#	11	12	16	21
	% ↓	1%	1%	1%	1%
Total	#	2,007	1,942	1,833	1,850

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 2021
Gender

Gender
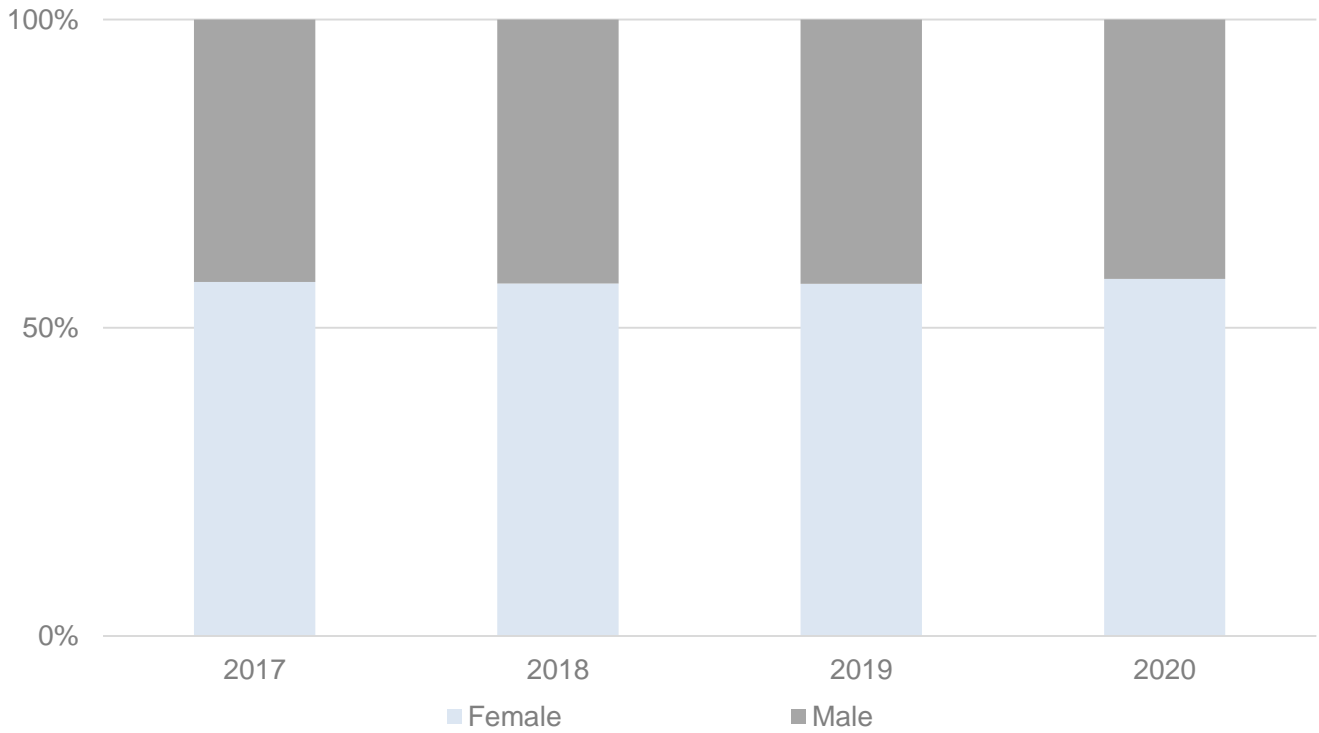
Gender		2017	2018	2019	2020
Female	#	1,153	1,110	1,047	1,072
	% ↓	57%	57%	57%	58%
Male	#	854	832	786	778
	% ↓	43%	43%	43%	42%
Total	#	2,007	1,942	1,833	1,850

Public Sector Equality Duty 2021

Gender and FT/PT

% of each gender working part time
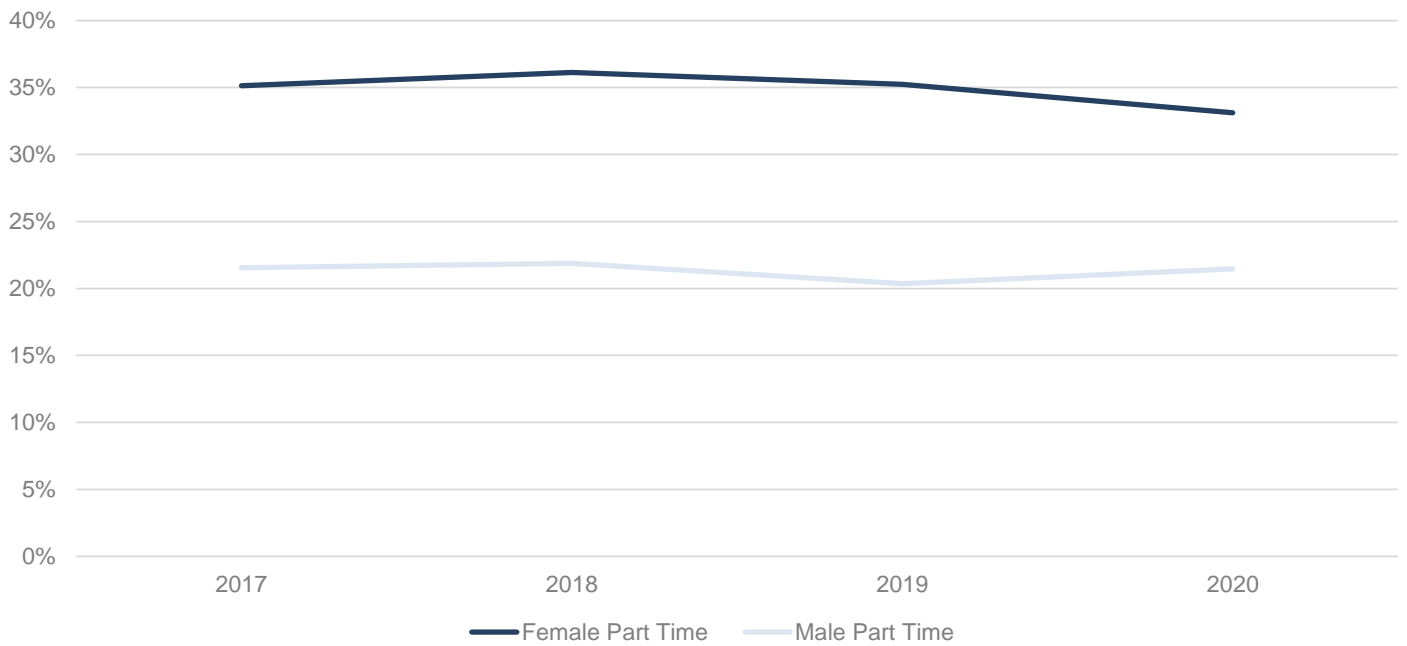
Gender / Full Time		2017	2018	2019	2020
Female Full Time	#	748	709	678	717
	% ↓	65%	64%	65%	67%
Female Part Time	#	405	401	369	355
	% ↓	35%	36%	35%	33%
Total	#	1,153	1,110	1,047	1,072

Gender / Full Time		2017	2018	2019	2020
Male Full Time	#	670	650	626	611
	% ↓	78%	78%	80%	79%
Male Part Time	#	184	182	160	167
	% ↓	22%	22%	20%	21%
Total	#	854	832	786	778

Caring Responsibilities

% of staff with caring responsibilities
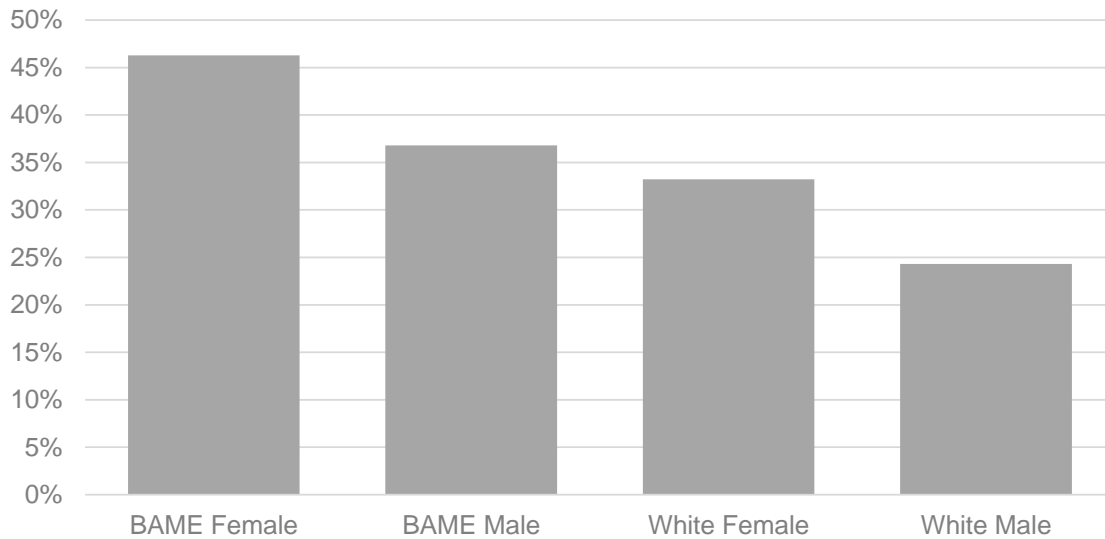
Ethnicity Gender		Yes	No	Total
White Female	#	268	539	807
	% →	33%	67%	-
White Male	#	138	430	568
	% →	24%	76%	-
BAME Female	#	106	123	229
	% →	46%	54%	-
BAME Male	#	64	110	174
	% →	37%	63%	-
Not Provided Female	#	3	18	21
	% →	14%	86%	-
Not Provided Male	#	1	18	19
	% →	5%	95%	-
Prefer not to say Male	#	3	14	17
	% →	18%	82%	-
Prefer not to say Female	#	8	7	15
	% →	53%	47%	-

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 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

Public Sector Equality Duty 2021

Ethnicity Group

BAME Staff %
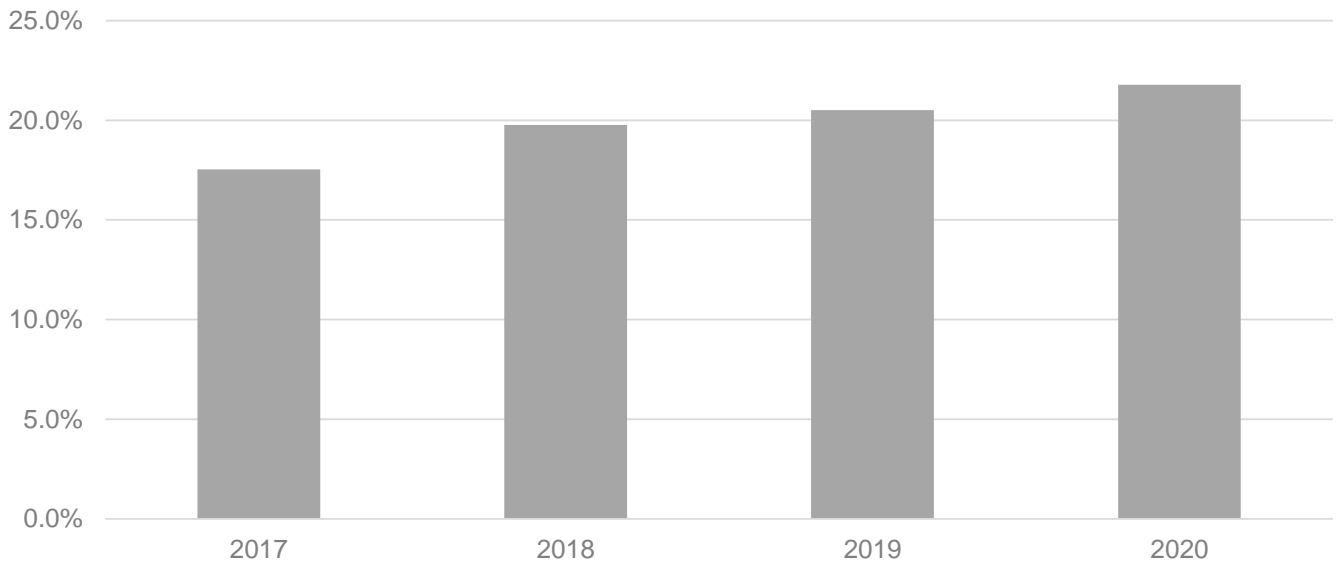
Ethnicity Group		2017	2018	2019	2020
White	#	1,452	1,429	1,368	1,375
	% ↓	72%	74%	75%	74%
BAME	#	352	384	376	403
	% ↓	18%	20%	21%	22%
Not Provided	#	178	99	61	40
	% ↓	9%	5%	3%	2%
Prefer not to say	#	25	30	28	32
	% ↓	1%	2%	2%	2%
Total	#	2,007	1,942	1,833	1,850

● 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.
● Over the last 18 months the percentage of BAME staff has remained stable

Public Sector Equality Duty 2021

Ethnicity Detail

2020

Ethnicity	Percentage
White	
Asian or Asian British - Indian	
Other Asian background	
Black or Black British - African	
Black or Black British - Caribbean	
Other ethnic background	
Other mixed background	
Not Provided	
Prefer not to say	
Chinese	
Asian or Asian British - Pakistani	
Mixed - White and Asian	
Asian or Asian British - Bangladeshi	
Arab	
Mixed - White and Black Caribbean	
Not known	
Mixed - White and Black African	
Other Black background	

0% 10% 20% 30% 40% 50% 60% 70% 80%

Public Sector Equality Duty 2021

Nationality Group

Nationality Group		2017	2018	2019	2020
UK	#	1,588	1,552	1,460	1,469
	% ↓	79%	80%	80%	79%
EU	#	224	221	219	230
	% ↓	11%	11%	12%	12%
Non-EU	#	150	148	141	143
	% ↓	7%	8%	8%	8%
Not Known	#	45	21	13	8
	% ↓	2%	1%	1%	0%
Total	#	2,007	1,942	1,833	1,850

Notes

● Despite Brexit the percentage of staff from EU countries has increased marginally over the last four years

Public Sector Equality Duty 2021

Nationality and Ethnicity Group

2020

Category	Value
White UK	~60%
BAME UK	~16%
White EU	~11%
BAME Non-EU	~5%
White Non-EU	~3%
Not provided UK	~2%
Prefer not to say UK	~1.5%
BAME EU	~1%
Prefer not to say EU	~0.5%
White Not Known	
Not provided Not Known	
Prefer not to say Non-EU	
Not provided Non-EU	
Not provided EU	
BAME Not Known	

0% 10% 20% 30% 40% 50% 60% 70%
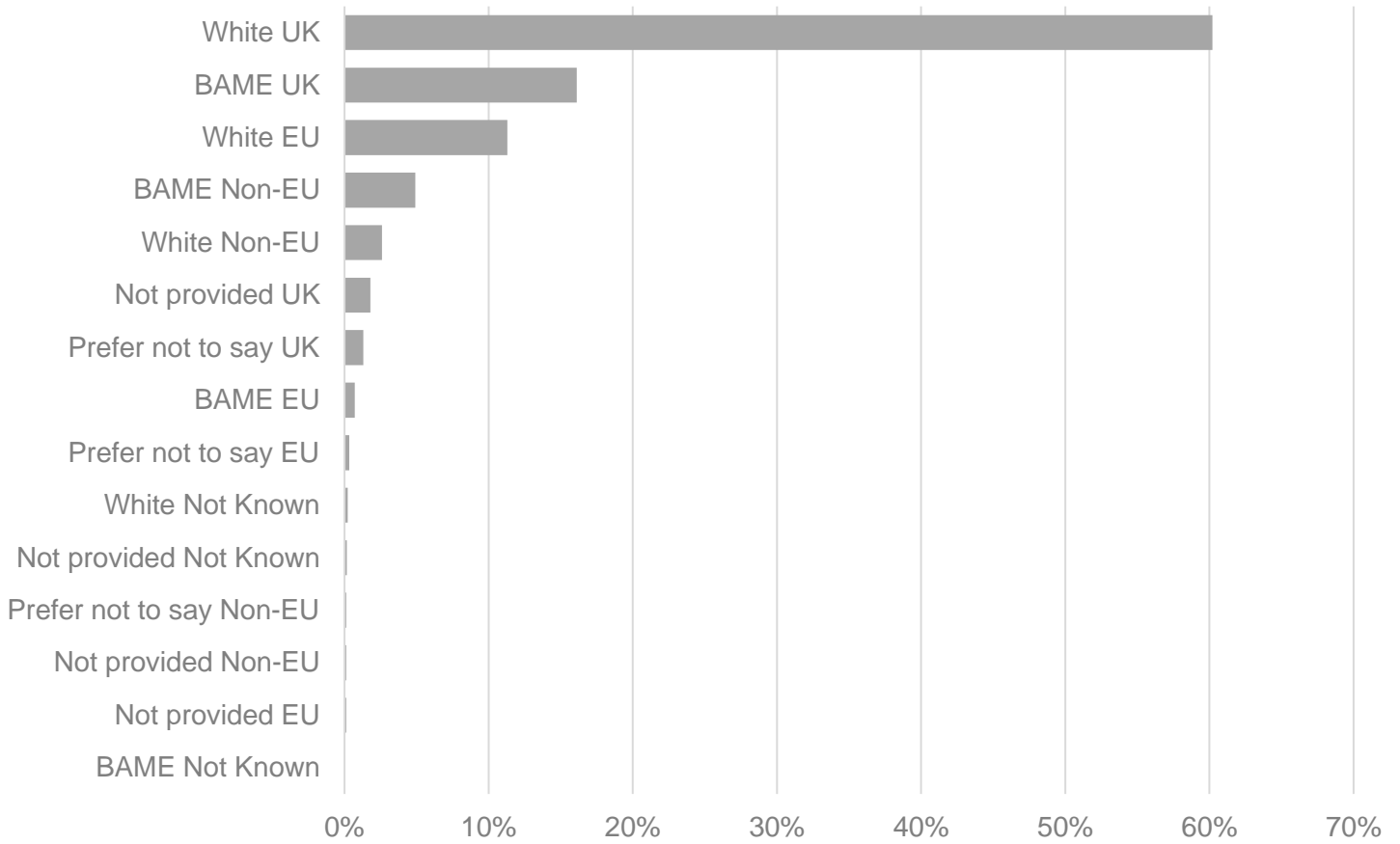
Public Sector Equality Duty 2021

Religious Belief

2020
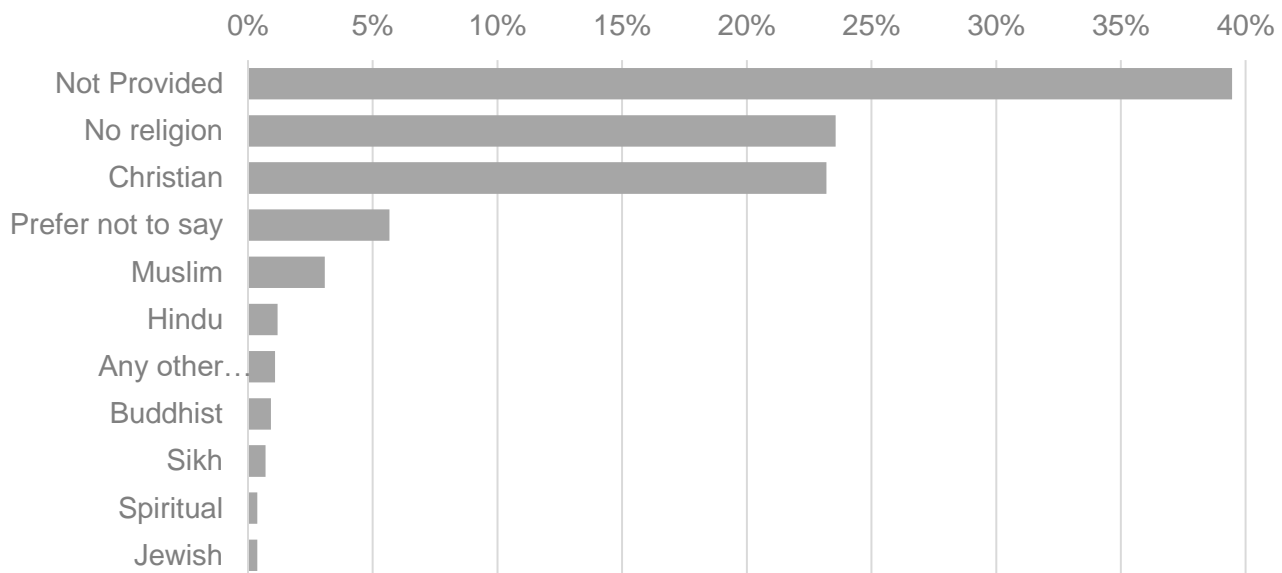
Religious Belief		2017	2018	2019	2020
Not Provided	#	1,139	941	806	730
	% ↓	57%	48%	44%	39%
No Religion	#	345	389	399	436
	% ↓	17%	20%	22%	24%
Christian	#	331	385	390	429
	% ↓	16%	20%	21%	23%
Prefer not to say	#	87	96	101	105
	% ↓	4%	5%	6%	6%
Muslim	#	40	55	56	57
	% ↓	2%	3%	3%	3%
Hindu	#	16	18	20	22
	% ↓	1%	1%	1%	1%
Any other religion or belief	#	15	17	19	20
	% ↓	1%	1%	1%	1%
Buddhist	#	12	14	14	17
	% ↓	1%	1%	1%	1%
Sikh	#	11	13	11	13
	% ↓	1%	1%	1%	1%
Spiritual	#	6	9	11	14
	% ↓	0%	0%	1%	1%
Jewish	#	5	5	6	7
	% ↓	0%	0%	0%	0%
Total	#	2,007	1,942	1,833	1,850

Public Sector Equality Duty 2021

Sexual Orientation

2020
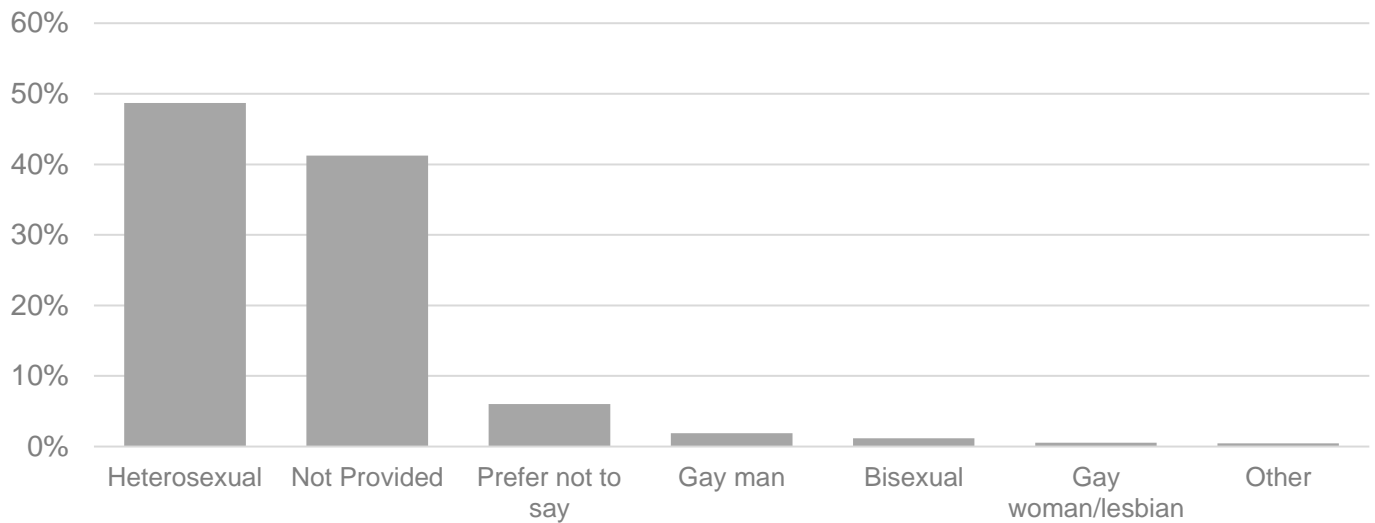
Sexual Orientation		2017	2018	2019	2020
Heterosexual	#	690	790	823	901
	% ↓	34%	41%	45%	49%
Not Provided	#	1,169	980	838	763
	% ↓	58%	50%	46%	41%
Prefer not to say	#	89	110	108	111
	% ↓	4%	6%	6%	6%
Gay Man	#	32	33	32	35
	% ↓	2%	2%	2%	2%
Bisexual	#	14	15	18	22
	% ↓	1%	1%	1%	1%
Gay woman/lesbian	#	10	10	9	10
	% ↓	0%	1%	0%	1%
Other	#	3	4	5	8
	% ↓	0%	0%	0%	0%
Total	#	2,007	1,942	1,833	1,850

Public Sector Equality Duty 2021
Data Gaps

Percentage of Staff Missing Data

Sexual Orientation, **58.2%**

Religion, 56.8%

41.2%

39.5%

Disability, 24.3%

20.8%

Ethnicity, 8.9%

2.2%

60.0%				
50.0%				
40.0%				
30.0%				
20.0%				
10.0%				
0.0%				
	2017	2018	2019	2020
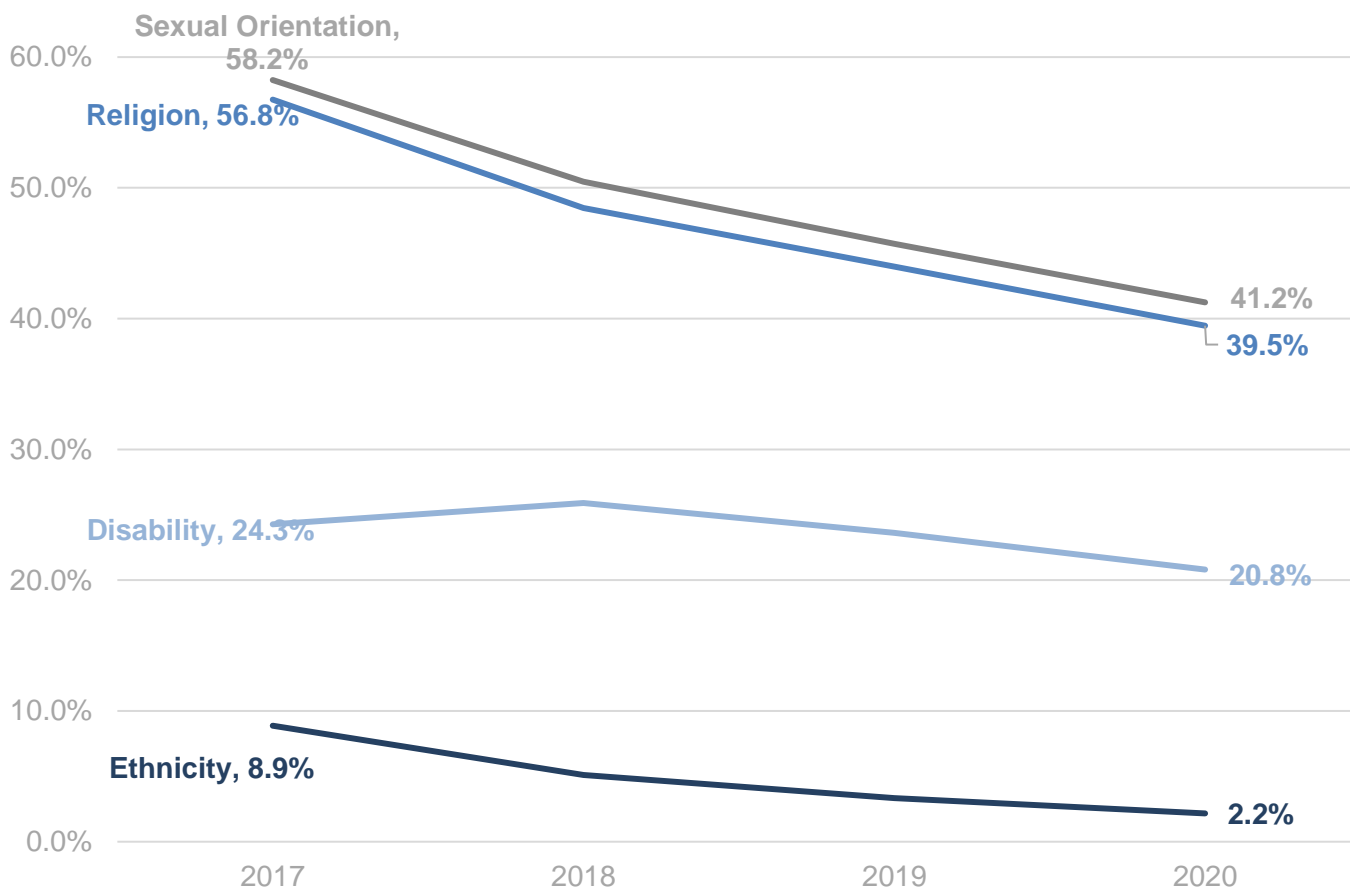
Missing Data		2017	2018	2019	2020
Ethnicity	#	178	99	61	40
	% ↓	9%	5%	3%	2%
Disability	#	487	503	433	385
	% ↓	24%	26%	24%	21%
Religion	#	1,139	941	806	730
	% ↓	57%	48%	44%	39%
Sexual Orientation	#	1,169	980	838	763
	% ↓	58%	50%	46%	41%

Public Sector Equality Duty 2021
Grade and Ethnicity Group

BAME Staff % by Grade
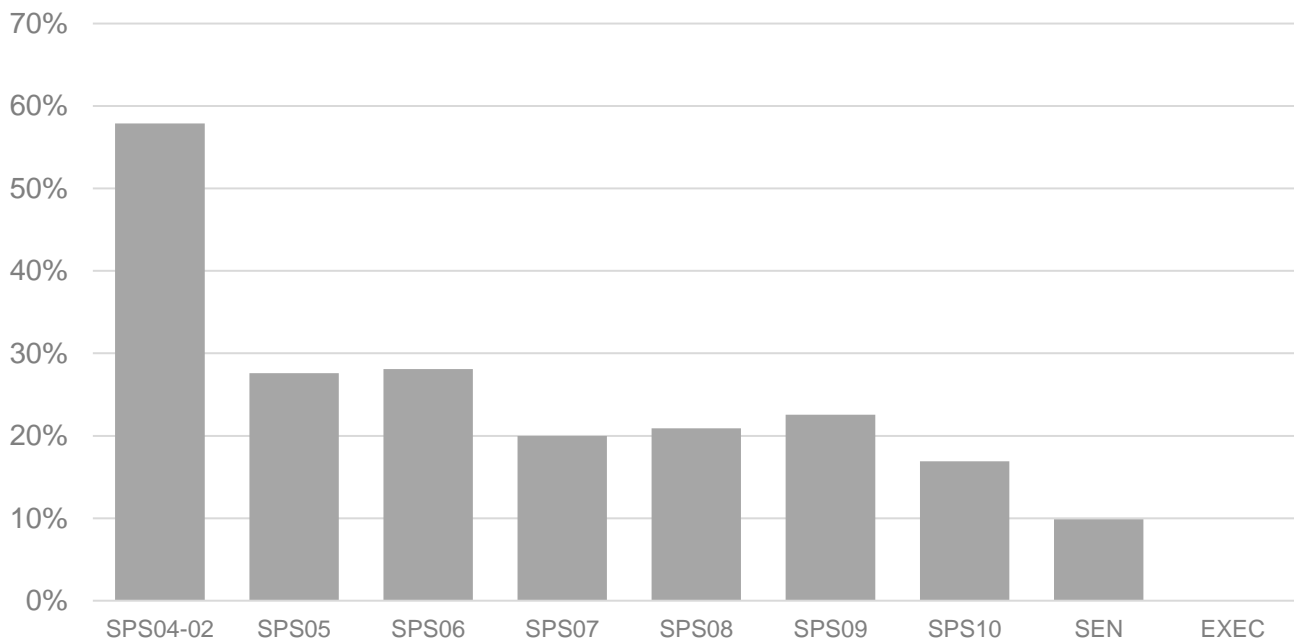
		White	BAME	Not provided	Prefer not to say	Total % ↓
EXEC	#	11	0	0	0	11
	% →	100%	0%	0%	0%	1%
SEN	#	120	14	6	2	142
	% →	85%	10%	4%	1%	8%
SPS10	#	177	37	3	2	219
	% →	81%	17%	1%	1%	12%
SPS09	#	436	135	18	9	598
	% →	73%	23%	3%	2%	32%
SPS08	#	200	56	6	6	268
	% →	75%	21%	2%	2%	14%
SPS07	#	191	50	3	6	250
	% →	76%	20%	1%	2%	14%
SPS06	#	122	50	1	5	178
	% →	69%	28%	1%	3%	10%
SPS05	#	100	40	3	2	145
	% →	69%	28%	2%	1%	8%
SPS04-02	#	8	11	0	0	19
	% →	42%	58%	0%	0%	1%
Other	#	9	10	0	0	19
	% →	47%	53%	0%	0%	1%
Total	#	1,374	403	40	32	1,849

Public Sector Equality Duty 2021

Grade and Ethnicity Group - Academic Staff

BAME Academic Staff % by Grade
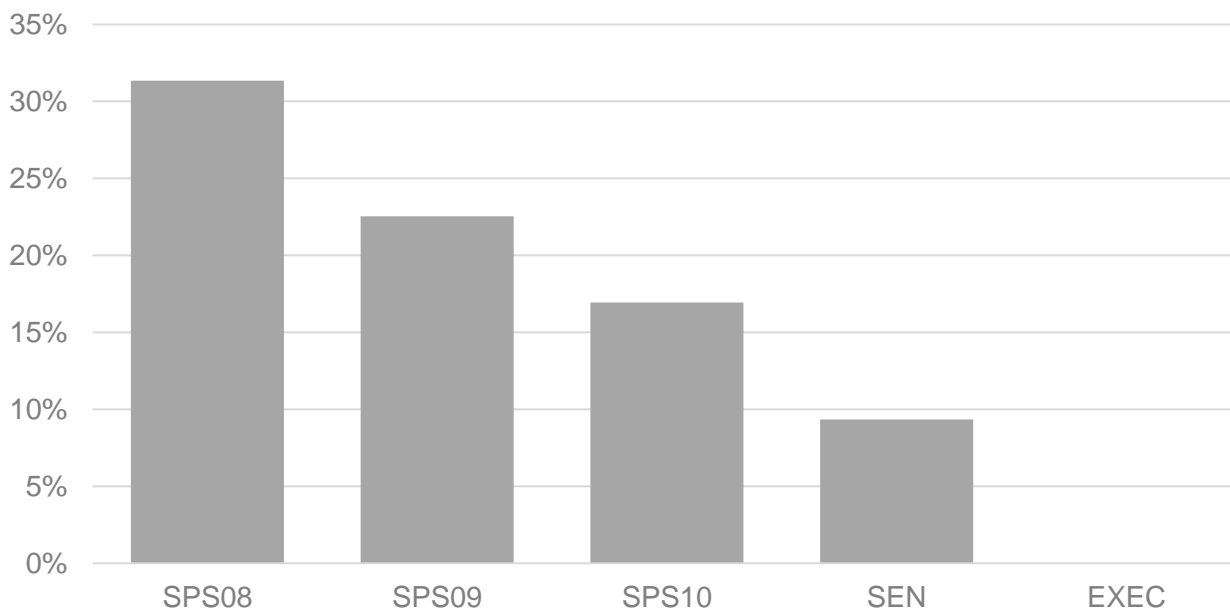
		White	BAME	Not provided	Prefer not to say	Total % ↓
EXEC	#	1	0	0	0	1
	% →	100%	0%	0%	0%	0%
SEN	#	90	10	6	1	107
	% →	84%	9%	6%	1%	6%
SPS10	#	148	31	2	2	183
	% →	81%	17%	1%	1%	10%
SPS09	#	363	112	13	9	497
	% →	73%	23%	3%	2%	27%
SPS08	#	78	37	1	2	118
	% →	66%	31%	1%	2%	6%
Other	#	1	5	0	0	6
	% →	17%	83%	0%	0%	0%
Total	#	681	195	22	14	912

Public Sector Equality Duty 2021

Grade and Ethnicity Gender

BAME Female Staff % by Grade
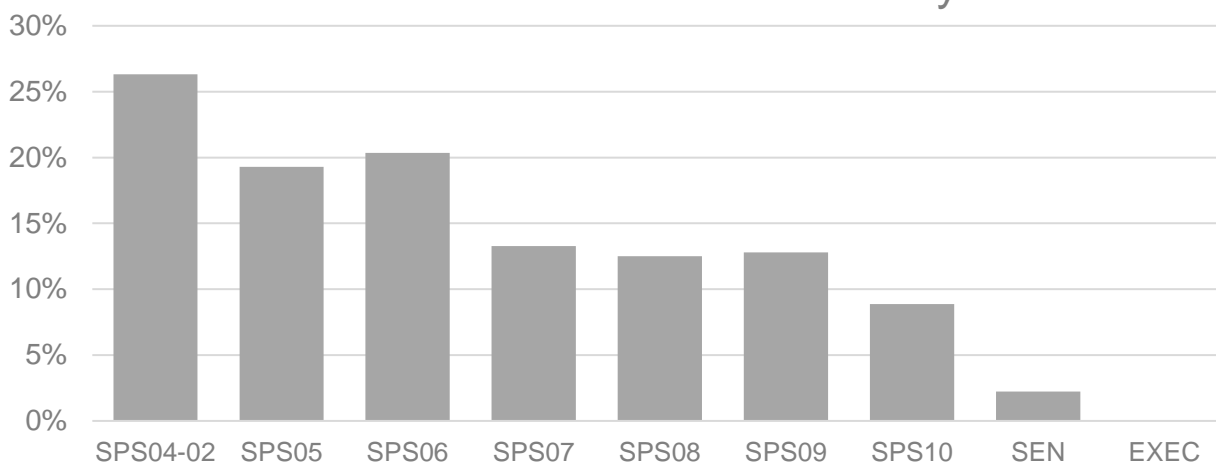
		White Female	White Male	BAME Female	BAME Male	Total % ↓
EXEC	#	5	6	0	0	11
	% →	45%	55%	0%	0%	1%
SEN	#	58	62	3	11	134
	% →	43%	46%	2%	8%	8%
SPS10	#	90	87	19	18	214
	% →	42%	41%	9%	8%	12%
SPS09	#	241	195	73	62	571
	% →	42%	34%	13%	11%	32%
SPS08	#	126	74	32	24	256
	% →	49%	29%	13%	9%	14%
SPS07	#	130	61	32	18	241
	% →	54%	25%	13%	7%	14%
SPS06	#	79	43	35	15	172
	% →	46%	25%	20%	9%	10%
SPS05	#	70	30	27	13	140
	% →	50%	21%	19%	9%	8%
SPS04-02	#	3	5	5	6	19
	% →	16%	26%	26%	32%	1%
Other	#	5	4	3	7	19
	% →	26%	21%	16%	37%	1%
Total	#	807	567	229	174	1,777

Public Sector Equality Duty 2021

Gender Distribution by Grade - All Staff
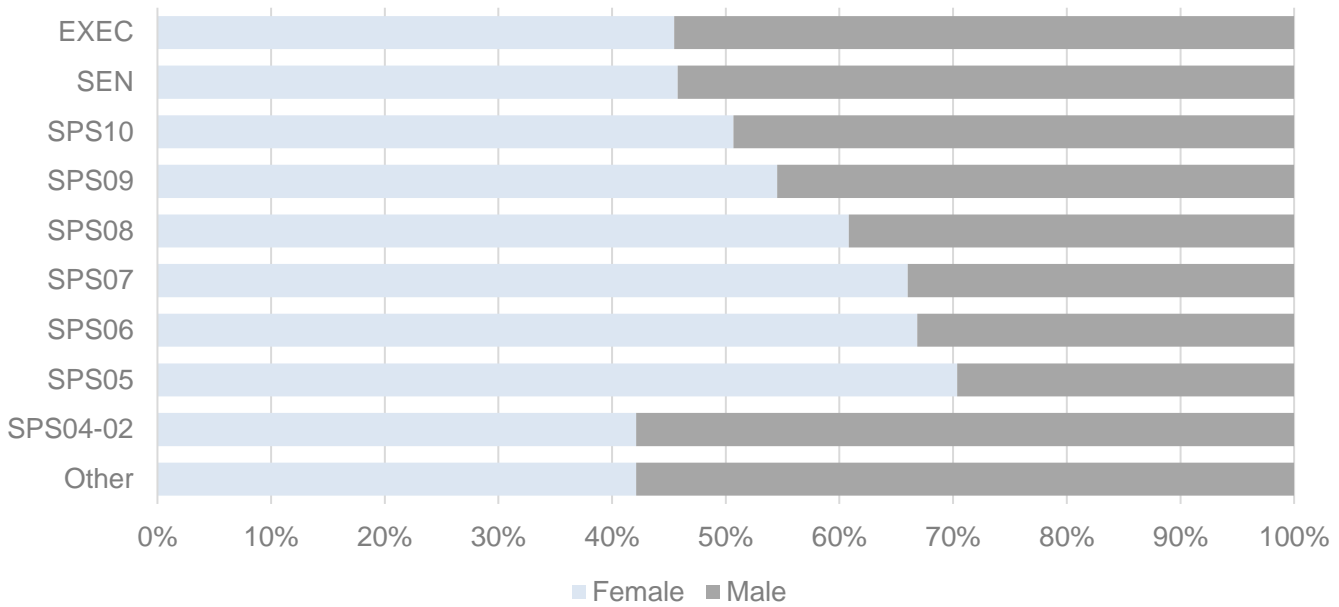
Grade		Female	Male	Total
EXEC	#	5	6	11
	% →	45%	55%	1%
SEN	#	65	77	142
	% →	46%	54%	8%
SPS10	#	111	108	219
	% →	51%	49%	12%
SPS09	#	326	272	598
	% →	55%	45%	32%
SPS08	#	163	105	268
	% →	61%	39%	14%
SPS07	#	165	85	250
	% →	66%	34%	14%
SPS06	#	119	59	178
	% →	67%	33%	10%
SPS05	#	102	43	145
	% →	70%	30%	8%
SPS04-02	#	8	11	19
	% →	42%	58%	1%
Other	#	8	11	19
	% →	42%	58%	1%
Total	#	1,072	777	1,849

Public Sector Equality Duty 2021

Gender Distribution by Grade - Academic Staff
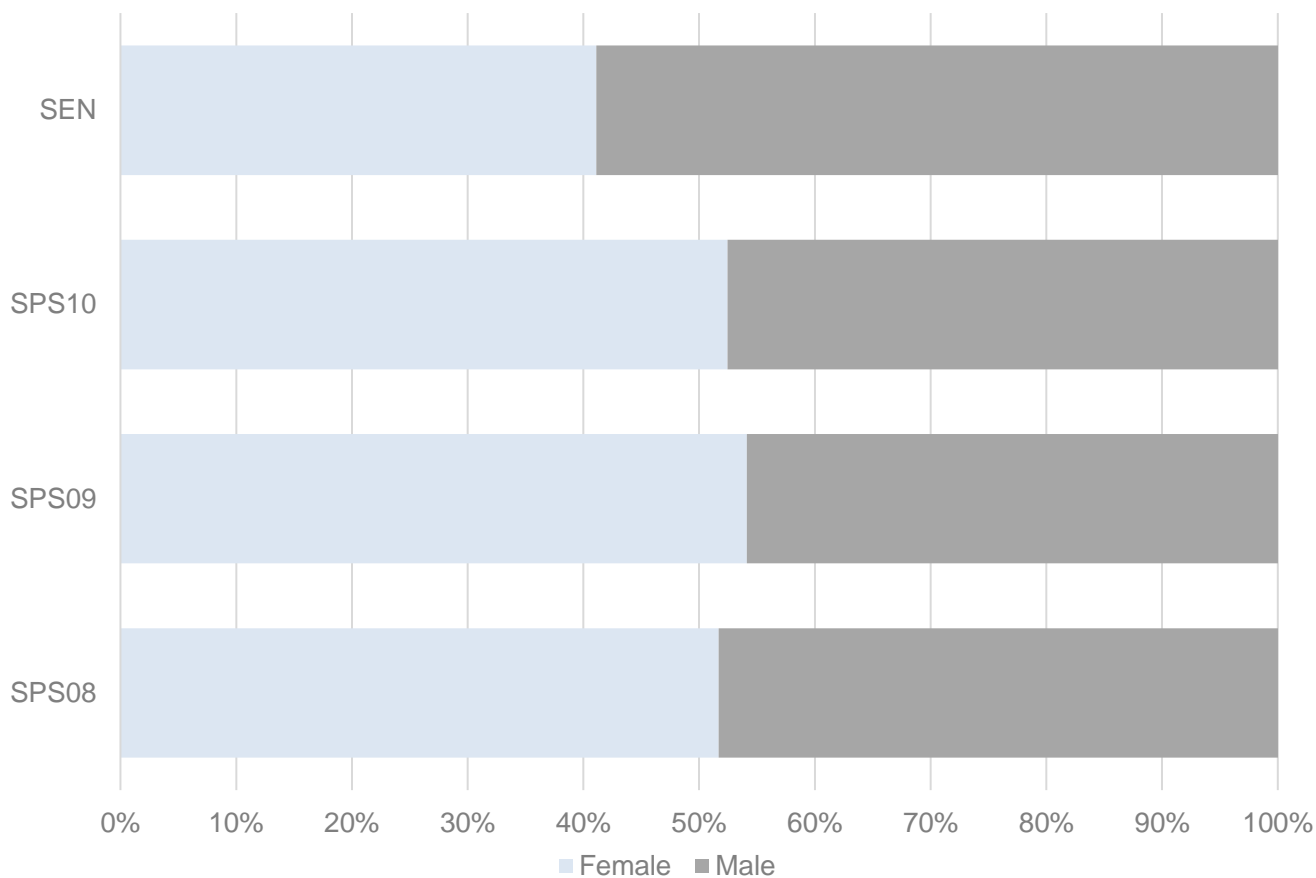
Grade		Female	Male	Total
EXEC	#	1	0	1
	% →	100%	0%	0%
SEN	#	44	63	107
	% →	41%	59%	6%
SPS10	#	96	87	183
	% →	52%	48%	10%
SPS09	#	269	228	497
	% →	54%	46%	27%
SPS08	#	61	57	118
	% →	52%	48%	6%
Total	#	471	435	906

Public Sector Equality Duty 2021

Gender Distribution by Grade - Professional Services Staff
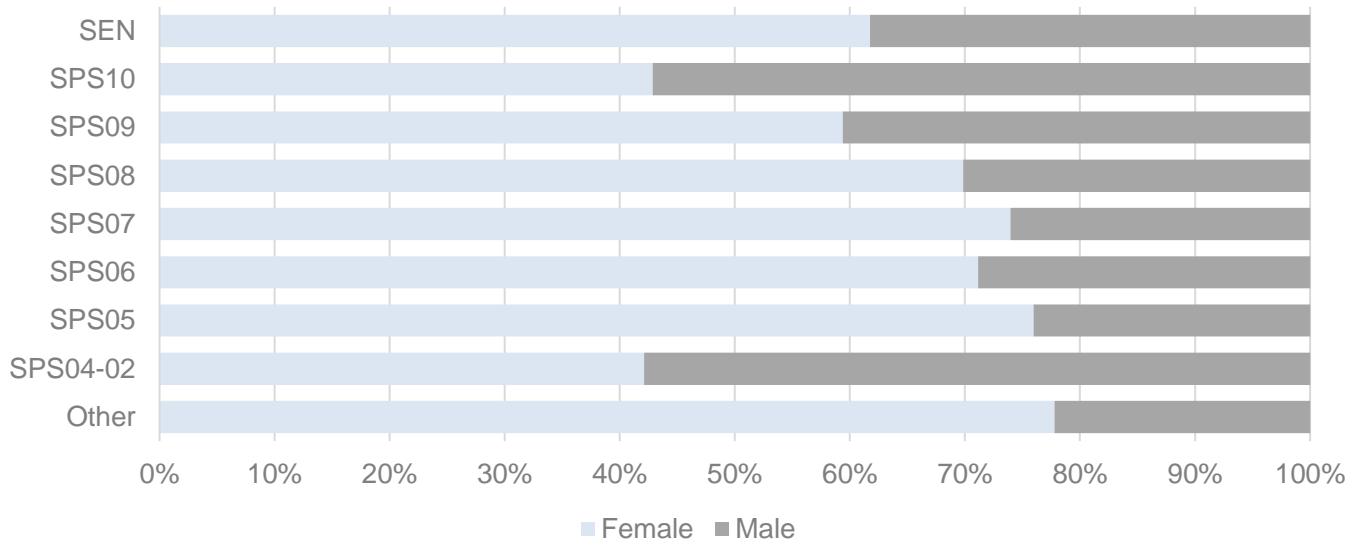
Grade		Female	Male	Total
EXEC	#	0	1	1
	% →	0%	100%	0%
SEN	#	21	13	34
	% →	62%	38%	2%
SPS10	#	15	20	35
	% →	43%	57%	2%
SPS09	#	57	39	96
	% →	59%	41%	5%
SPS08	#	88	38	126
	% →	70%	30%	7%
SPS07	#	159	56	215
	% →	74%	26%	12%
SPS06	#	111	45	156
	% →	71%	29%	8%
SPS05	#	98	31	129
	% →	76%	24%	7%
SPS04-02	#	8	11	19
	% →	42%	58%	1%
Other	#	7	2	9
	% →	78%	22%	0%
Total	#	564	256	820

Public Sector Equality Duty 2021
Voluntary Attrition by Ethnicity

Voluntary Attrition by Ethnicity - Nov 2020
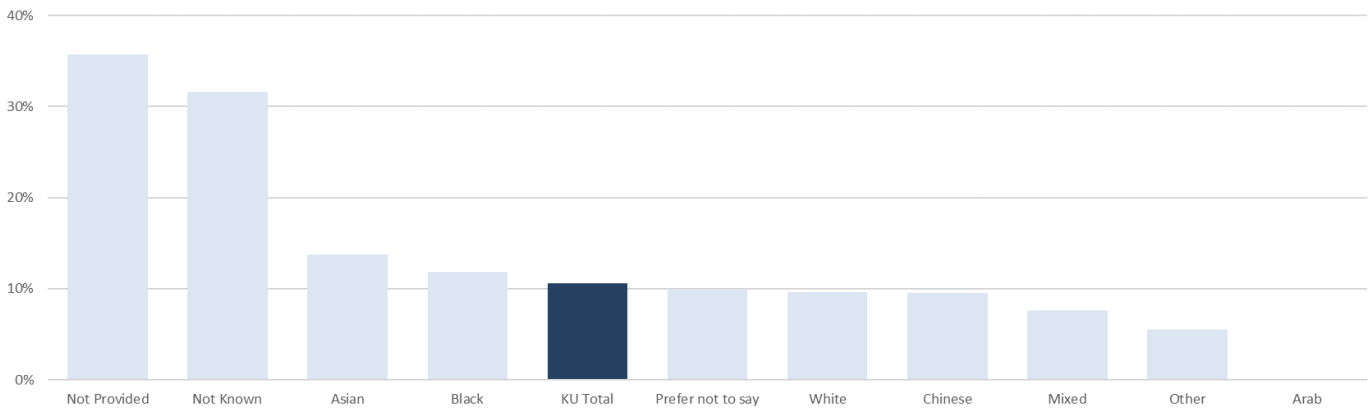
Notes

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 2021

Involuntary Leavers by Ethnicity

Involuntary Leavers relative to average HC
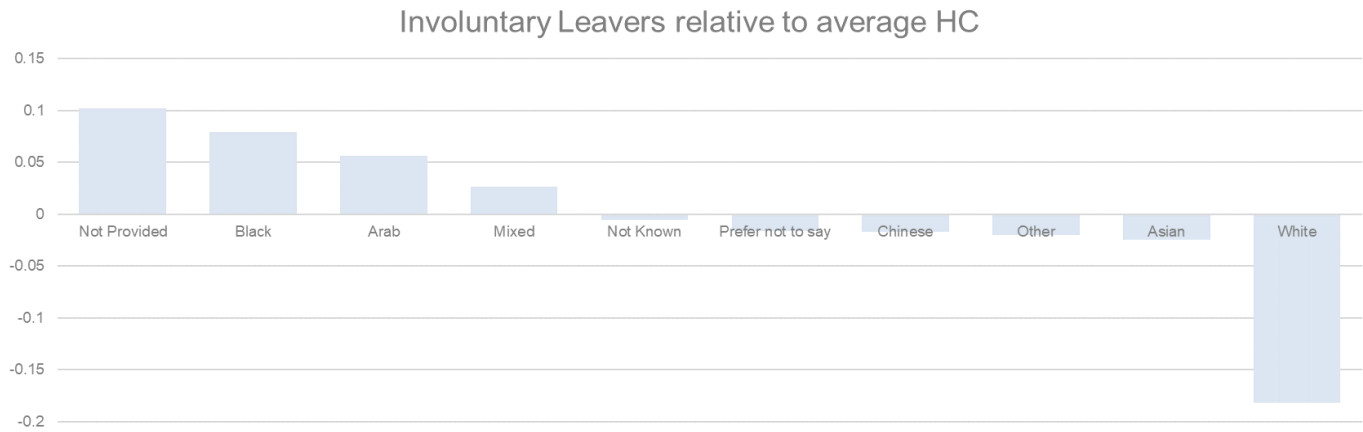
Notes

Chart shows the percentage point difference between involunary leavers and the average headcount population

There were 16 Involuntary leavers in the rolling 12 month period to November 2020

White staff represented only 56% of all involuntary leavers in the rolling 12 months, despite representing 74% of the staff population overall

Recruitment Ethnicity Group

Overall

Applications

	# Vacancies	White	BAME	Prefer Not to Say	Not Known	Total
Academic	87	44% 729	52% 864	5% 77	0% 1	1,671
Professional & Technical	192	49% 2,044	48% 1,994	3% 114	0% 3	4,155
Total	279	48% 2,773	49% 2,858	3% 191	0% 4	5,826

Shortlisted

	White	BAME	Prefer Not to Say	Not Known	Total
Academic	57% 172	39% 120	4% 12	0% 0	304
Professional & Technical	62% 437	35% 248	3% 22	0% 1	708
Total	60% 609	36% 368	3% 34	0% 1	1,012

Interview

	White	BAME	Prefer Not to Say	Not Known	Total
Academic	56% 164	40% 117	4% 11	0% 0	292
Professional & Technical	62% 412	34% 226	3% 22	0% 2	662
Total	60% 576	36% 343	3% 33	0% 2	954

Hires

	White	BAME	Prefer Not to Say	Not Known	Total
Academic	66% 54	30% 25	4% 3	0% 0	82
Professional & Technical	65% 120	33% 60	2% 3	1% 1	184
Total	65% 174	32% 85	2% 6	0% 1	266

BAME %

	Applications	Shortlisted	Interview	Hire	Trend
Academic	52%	39%	40%	30%	
Professional & Technical	48%	35%	34%	33%	
Total	49%	36%	36%	32%	

Academic Roles Only

Applications

	# Vacancies	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	1	100% 2	0% 0	0% 0	0% 0	2
SPS Grade 10	6	55% 24	39% 17	7% 3	0% 0	44
SPS Grade 9	22	49% 132	44% 120	7% 19	0% 1	272
SPS Grade 8	53	42% 567	54% 719	4% 55	0% 0	1,341
SPS Grade 7	1	27% 3	73% 8	0% 0	0% 0	11
SPS Grade 6	0	0% 0	0% 0	0% 0	0% 0	0
Total	83	44% 728	52% 864	5% 77	0% 1	1,670

Shortlisted

	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	0% 0	0% 0	0% 0	0% 0	0
SPS Grade 10	57% 8	36% 5	7% 1	0% 0	14
SPS Grade 9	55% 34	44% 27	2% 1	0% 0	62
SPS Grade 8	57% 128	38% 85	4% 10	0% 0	223
SPS Grade 7	40% 2	60% 3	0% 0	0% 0	5
SPS Grade 6	0% 0	0% 0	0% 0	0% 0	0
Total	57% 172	39% 120	4% 12	0% 0	304

Interview

	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	0% 0	0% 0	0% 0	0% 0	0
SPS Grade 10	50% 4	50% 4	0% 0	0% 0	8
SPS Grade 9	54% 33	44% 27	2% 1	0% 0	61
SPS Grade 8	57% 125	38% 83	5% 10	0% 0	218
SPS Grade 7	40% 2	60% 3	0% 0	0% 0	5
SPS Grade 6	0% 0	0% 0	0% 0	0% 0	0
Total	56% 164	40% 117	4% 11	0% 0	292

Hires

	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	100% 1	0% 0	0% 0	0% 0	1
SPS Grade 10	80% 4	20% 1	0% 0	0% 0	5
SPS Grade 9	62% 13	38% 8	0% 0	0% 0	21
SPS Grade 8	66% 35	28% 15	6% 3	0% 0	53
SPS Grade 7	0% 0	100% 1	0% 0	0% 0	1
SPS Grade 6	0% 0	0% 0	0% 0	0% 0	0
Total	65% 53	31% 25	4% 3	0% 0	81

BAME %

	Applications	Shortlisted	Interview	Hire	Trend
Senior Staff	0%	0	0	0%	
SPS Grade 10	39%	36%	50%	20%	
SPS Grade 9	44%	44%	44%	38%	
SPS Grade 8	54%	38%	38%	28%	
SPS Grade 7	73%	60%	60%	100%	
SPS Grade 6	0	0	0	0	
Total	52%	39%	40%	31%	

Professional Services Roles Only

Applications

	# Vacancies	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	1	100% 1	0% 0	0% 0	0% 0	1
SPS Grade 10	3	29% 7	67% 16	4% 1	0% 0	24
SPS Grade 9	14	53% 103	44% 86	4% 7	0% 0	196
SPS Grade 8	42	59% 115	36% 71	5% 9	0% 0	195
SPS Grade 7	56	44% 420	53% 501	3% 24	0% 0	945
SPS Grade 6	54	51% 663	47% 608	2% 31	0% 1	1,303
SPS Grade 5	34	50% 728	47% 674	3% 39	0% 2	1,443
SPS Grade 4	1	20% 2	60% 6	20% 2	0% 0	10
SPS Grade 3	4	25% 1	75% 3	0% 0	0% 0	4
Total	209	50% 2,040	48% 1,965	3% 113	0% 3	4,121

Shortlisted

	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	100% 1	0% 0	0% 0	0% 0	1
SPS Grade 10	100% 2	0% 0	0% 0	0% 0	2
SPS Grade 9	79% 33	19% 8	2% 1	0% 0	42
SPS Grade 8	75% 57	22% 17	3% 2	0% 0	76
SPS Grade 7	59% 118	38% 75	4% 7	0% 0	200
SPS Grade 6	60% 117	38% 75	2% 4	0% 0	196
SPS Grade 5	60% 109	36% 65	4% 7	1% 1	182
SPS Grade 4	0% 0	67% 2	33% 1	0% 0	3
SPS Grade 3	0% 0	0% 0	0% 0	0% 0	0
Total	62% 437	34% 242	3% 22	0% 1	702

Interview

	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	0% 0	0% 0	0% 0	0% 0	0
SPS Grade 10	100% 2	0% 0	0% 0	0% 0	2
SPS Grade 9	76% 32	19% 8	2% 1	2% 1	42
SPS Grade 8	79% 54	18% 12	3% 2	0% 0	68
SPS Grade 7	59% 117	37% 74	4% 7	0% 0	198
SPS Grade 6	60% 110	38% 70	2% 4	0% 0	184
SPS Grade 5	59% 97	36% 60	4% 7	1% 1	165
SPS Grade 4	0% 0	67% 2	33% 1	0% 0	3
SPS Grade 3	0% 0	0% 0	0% 0	0% 0	0
Total	62% 412	34% 226	3% 22	0% 2	662

Hires

	White	BAME	Prefer Not to Say	Not Known	Total
Senior Staff	100% 1	0% 0	0% 0	0% 0	1
SPS Grade 10	67% 2	33% 1	0% 0	0% 0	3
SPS Grade 9	85% 11	8% 1	0% 0	8% 1	13
SPS Grade 8	88% 22	12% 3	0% 0	0% 0	25
SPS Grade 7	59% 32	39% 21	2% 1	0% 0	54
SPS Grade 6	65% 32	35% 17	0% 0	0% 0	49
SPS Grade 5	58% 18	35% 11	6% 2	0% 0	31
SPS Grade 4	0% 0	100% 1	0% 0	0% 0	1
SPS Grade 3	25% 1	75% 3	0% 0	0% 0	4
Total	66% 119	32% 58	2% 3	1% 1	181

BAME %

	Applications	Shortlisted	Interview	Hire	Trend
Senior Staff	0%	0%	0	0%	
SPS Grade 10	67%	0%	0%	33%	
SPS Grade 9	44%	19%	19%	8%	
SPS Grade 8	36%	22%	18%	12%	
SPS Grade 7	53%	38%	37%	39%	
SPS Grade 6	47%	38%	38%	35%	
SPS Grade 5	47%	36%	36%	35%	
SPS Grade 4	60%	67%	67%	100%	
SPS Grade 3	75%	0	0	75%	
Total	48%	34%	34%	32%	

Recruitment Gender

	# Vacancies	Applications Female	Male	Total	Shortlisted Female	Male	Total	Interview Female	Male	Total	Hires Female	Male	Total
Academic	87	39% 651	61% 1,019	1,670	46% 139	54% 165	304	47% 137	53% 155	292	57% 47	43% 35	82
Professional & Technical	192	65% 2,717	35% 1,435	4,152	68% 479	32% 228	707	69% 457	31% 203	660	72% 131	28% 52	183
Total	279	58% 3,368	42% 2,454	5,822	61% 618	39% 393	1,011	62% 594	38% 358	952	67% 178	33% 87	265

Male %

	Applications	Shortlisted	Interview	Hire	Trend
Academic	61%	54%	53%	43%	
Professional & Technical	35%	32%	31%	28%	
Total	42%	39%	38%	33%	

Academic Roles Only

	# Vacancies	Applications Female	Male	Total	Shortlisted Female	Male	Total	Interview Female	Male	Total	Hires Female	Male	Total
Senior Staff	1	0% 0	100% 2	2	0	0	0	0	0	0	0% 0	100% 1	1
SPS Grade 10	6	27% 12	73% 32	44	21% 3	79% 11	14	25% 2	75% 6	8	40% 2	60% 3	5
SPS Grade 9	22	47% 128	53% 143	271	47% 29	53% 33	62	46% 28	54% 33	61	52% 11	48% 10	21
SPS Grade 8	53	38% 505	62% 836	1,341	47% 104	53% 119	223	48% 104	52% 114	218	62% 33	38% 20	53
SPS Grade 7	1	55% 6	45% 5	11	60% 3	40% 2	5	60% 3	40% 2	5	100% 1	0% 0	1
SPS Grade 6	0	0% 0	0% 0	0	0	0	0	0	0	0	0	0	0
Total	83	39% 651	61% 1,018	1,669	46% 139	54% 165	304	47% 137	53% 155	292	58% 47	42% 34	81

Male %

	Applications	Shortlisted	Interview	Hire	Trend
Senior Staff	100%	0	0	100%	
SPS Grade 10	73%	79%	75%	60%	
SPS Grade 9	53%	53%	54%	48%	
SPS Grade 8	62%	53%	52%	38%	
SPS Grade 7	45%	40%	40%	0%	
SPS Grade 6	0	0	0	0	
Total	61%	54%	53%	42%	

Professional Services Roles Only

	# Vacancies	Applications Female	Male	Total	Shortlisted Female	Male	Total	Interview Female	Male	Total	Hires Female	Male	Total
Senior Staff	1	0% 0	100% 1	1	0% 0	100% 1	1	0	0	0	0% 0	100% 1	1
SPS Grade 10	3	29% 7	71% 17	24	0% 0	100% 2	2	0% 0	100% 2	2	33% 1	67% 2	3
SPS Grade 9	14	53% 104	47% 92	196	67% 28	33% 14	42	66% 27	34% 14	41	75% 9	25% 3	12
SPS Grade 8	42	56% 110	44% 85	195	63% 48	37% 28	76	68% 46	32% 22	68	64% 16	36% 9	25
SPS Grade 7	56	64% 607	36% 338	945	69% 138	31% 62	200	69% 137	31% 61	198	74% 40	26% 14	54
SPS Grade 6	54	67% 866	33% 436	1,302	67% 131	33% 65	196	67% 124	33% 60	184	73% 36	27% 13	49
SPS Grade 5	34	70% 1,008	30% 433	1,441	73% 133	27% 48	181	74% 122	26% 42	164	77% 24	23% 7	31
SPS Grade 4	1	50% 5	50% 5	10	33% 1	67% 2	3	33% 1	67% 2	3	100% 1	0% 0	1
SPS Grade 3	4	100% 4	0% 0	4	0	0	0	0	0	0	100% 4	0% 0	4
Total	209	66% 2,711	34% 1,407	4,118	68% 479	32% 222	701	69% 457	31% 203	660	73% 131	27% 49	180

Male %

	Applications	Shortlisted	Interview	Hire	Trend
Senior Staff	100%	100%	0	100%	
SPS Grade 10	71%	100%	100%	67%	
SPS Grade 9	47%	33%	34%	25%	
SPS Grade 8	44%	37%	32%	36%	
SPS Grade 7	36%	31%	31%	26%	
SPS Grade 6	33%	33%	33%	27%	
SPS Grade 5	30%	27%	26%	23%	
SPS Grade 4	50%	67%	67%	0%	
SPS Grade 3	0%	0	0	0%	
Total	34%	32%	31%	27%	

Recruitment Disability

Overall

	# Vacancies	Applications No	Yes	Prefer Not to Say	Total	Shortlisted No	Yes	Prefer Not to Say	Total	Interview No	Yes	Prefer Not to Say	Total	Hires No	Yes	Prefer Not to Say	Total
Academic	87	90% 1,429	6% 90	5% 77	1,596	92% 270	4% 11	4% 12	293	92% 258	4% 11	4% 11	280	92% 69	4% 3	4% 3	75
Professional & Technical	192	92% 3,507	6% 211	3% 114	3,832	90% 582	7% 43	3% 22	647	90% 542	7% 41	4% 22	605	94% 147	4% 7	2% 3	157
Total	279	91% 4,936	6% 301	4% 191	5,428	91% 852	6% 54	4% 34	940	90% 800	6% 52	4% 33	885	93% 216	4% 10	3% 6	232

Disabled %

	Applications	Shortlisted	Interview	Hire	Trend
Academic	6%	4%	4%	4%	
Professional & Technical	6%	7%	7%	4%	
Total	6%	6%	6%	4%	

Academic Roles Only

	# Vacancies	Applications No	Yes	Prefer Not to Say	Total	Shortlisted No	Yes	Prefer Not to Say	Total	Interview No	Yes	Prefer Not to Say	Total	Hires No	Yes	Prefer Not to Say	Total
Senior Staff	1	50% 1	50% 1	0% 0	2	0 0	0 0	0 0	0	0 0	0 0	0 0	0	0% 0	100% 1	0% 0	1
SPS Grade 10	6	86% 38	7% 3	7% 3	44	93% 14	0% 0	7% 1	15	100% 8	0% 0	0% 0	8	100% 5	0% 0	0% 0	5
SPS Grade 9	22	87% 237	6% 15	7% 19	271	95% 57	3% 2	2% 1	60	95% 56	3% 2	2% 1	59	94% 17	6% 1	0% 0	18
SPS Grade 8	53	90% 1,144	6% 71	4% 55	1,270	91% 196	4% 9	5% 10	215	91% 191	4% 9	5% 10	210	92% 46	2% 1	6% 3	50
SPS Grade 7	1	100% 8	0% 0	0% 0	8	100% 3	0% 0	0% 0	3	100% 3	0% 0	0% 0	3	0 0	0 0	0 0	0
SPS Grade 6	0	0 0	0 0	0 0	0	0 0	0 0	0 0	0	0 0	0 0	0 0	0	0 0	0 0	0 0	0
Total	83	90% 1,428	6% 90	5% 77	1,595	92% 270	4% 11	4% 12	293	92% 258	4% 11	4% 11	280	92% 68	4% 3	4% 3	74

Disabled %

	Applications	Shortlisted	Interview	Hire	Trend
Senior Staff	50%	0	0	100%	
SPS Grade 10	7%	0%	0%	0%	
SPS Grade 9	6%	3%	3%	6%	
SPS Grade 8	6%	4%	4%	2%	
SPS Grade 7	0%	0%	0%	0	
SPS Grade 6	0	0	0	0	
Total	6%	4%	4%	4%	

Professional Services Roles Only

	# Vacancies	Applications No	Yes	Prefer Not to Say	Total	Shortlisted No	Yes	Prefer Not to Say	Total	Interview No	Yes	Prefer Not to Say	Total	Hires No	Yes	Prefer Not to Say	Total
Senior Staff	1	100% 1	0% 0	0% 0	1	100% 1	0% 0	0% 0	1	0 0	0 0	0 0	0	100% 1	0% 0	0% 0	1
SPS Grade 10	3	84% 16	11% 2	5% 1	19	50% 1	50% 1	0% 0	2	50% 1	50% 1	0% 0	2	67% 2	33% 1	0% 0	3
SPS Grade 9	14	89% 169	7% 13	4% 7	189	93% 37	5% 2	3% 1	40	92% 36	5% 2	3% 1	39	100% 11	0% 0	0% 0	11
SPS Grade 8	42	91% 168	4% 7	5% 9	184	90% 63	7% 5	3% 2	70	89% 56	8% 5	3% 2	63	90% 18	10% 2	0% 0	20
SPS Grade 7	56	92% 798	5% 46	3% 24	868	89% 163	8% 14	4% 7	184	88% 161	8% 14	4% 7	182	95% 41	2% 1	2% 1	43
SPS Grade 6	54	92% 1,102	6% 68	3% 31	1,201	92% 164	6% 10	2% 4	178	92% 155	6% 10	2% 4	169	95% 40	5% 2	0% 0	42
SPS Grade 5	34	91% 1,214	6% 75	3% 39	1,328	89% 144	7% 11	4% 7	162	89% 130	6% 9	5% 7	146	90% 27	3% 1	7% 2	30
SPS Grade 4	1	82% 9	0% 0	18% 2	11	75% 3	0% 0	25% 1	4	75% 3	0% 0	25% 1	4	100% 1	0% 0	0% 0	1
SPS Grade 3	4	100% 4	0% 0	0% 0	4	0 0	0 0	0 0	0	0 0	0 0	0 0	0	0 0	0 0	0 0	0
Total	209	91% 3,481	6% 211	3% 113	3,805	90% 576	7% 43	3% 22	641	90% 542	7% 41	4% 22	605	94% 145	5% 7	2% 3	155

Disabled %

	Applications	Shortlisted	Interview	Hire	Trend
Senior Staff	0%	0%	0	0%	
SPS Grade 10	11%	50%	50%	33%	
SPS Grade 9	7%	5%	5%	0%	
SPS Grade 8	4%	7%	8%	10%	
SPS Grade 7	5%	8%	8%	2%	
SPS Grade 6	6%	6%	6%	5%	
SPS Grade 5	6%	7%	6%	3%	
SPS Grade 4	0%	0%	0%	0%	
SPS Grade 3	0%	0	0	0%	
Total	6%	7%	7%	5%	