

Section 3 - Equality Information Report: Staff

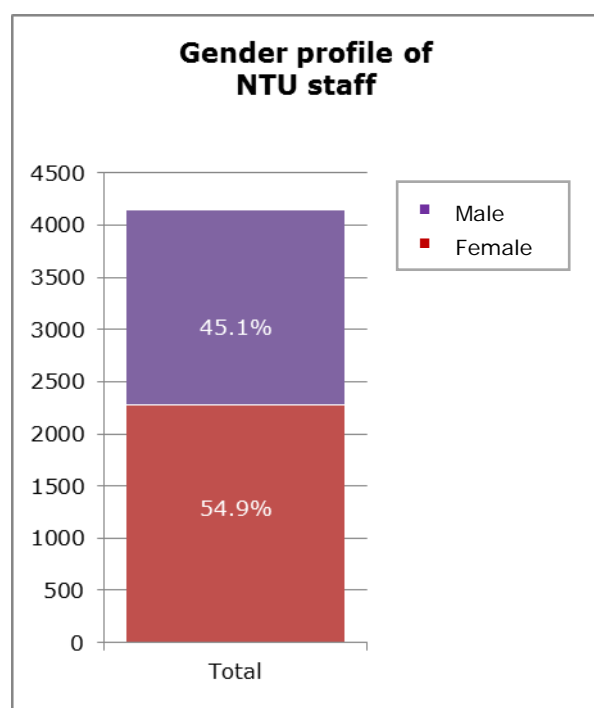
This section of the annual report contains equality information relating to staff employed at the University during the academic year 2013 to 2014 (1 August 2013 to 31 July 2014). Monitoring and reporting focuses on gender, ethnicity, disability, age and religion and belief. All employee profiles cover staff employed during the 13/14 academic year but exclude staff on 'atypical' contracts. See page 43 for a definition of atypical staff.

3.1 Gender

Table 3.1.1 – Gender profile of all staff

Female		Male		Total	
%	No.	%	No.	%	No.
54.9%	2277	45.1%	1867	100.0%	4144

Chart 3.1.1



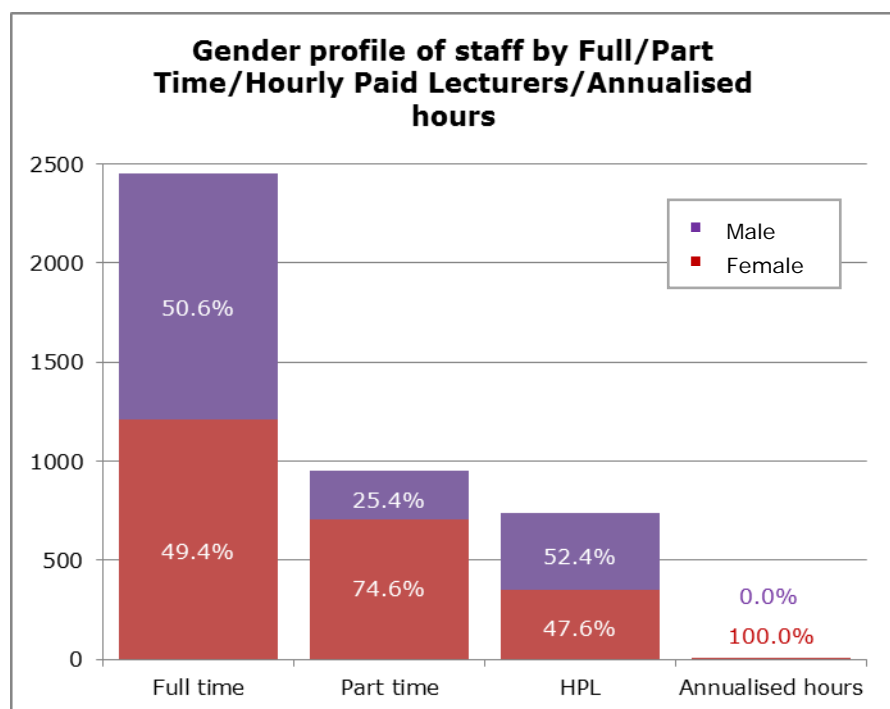
Women comprised the majority of staff at NTU at 54.9%, very similar to the figure in 12/13 of 55.0%. The NTU profile is roughly in line with the sector average of 53.9%¹ for all HEI's in England.

¹ Equality in higher education: statistical report 2014. Part 1: staff. Equality Challenge Unit.

Table 3.1.2 – Gender profile of all staff by full/part time/Hourly Paid Lecturer split

Full/Part time/HPL	Female		Male		Total	
	%	No.	%	No.	%	No.
Full time	49.4%	1211	50.6%	1240	100.0%	2451
Part time	74.6%	708	25.4%	241	100.0%	949
Hourly paid lecturers	47.6%	350	52.4%	386	100.0%	736
Annualised hours	100.0%	8	0.0%	0	100.0%	8
Total	54.9%	2277	45.1%	1867	100.0%	4144

Chart 3.1.2



Full-time staff were split fairly equally between the sexes with 49.4% of full time staff being female, this compares with the UK sector average of 47.1% of full time staff being female.

The majority of part-time staff were female at 74.6%. Across the sector, in the UK, 67.3% of part-time staff were female.

Hourly Paid Lecturers were fairly gender balanced with 47.6% being female.

Table 3.1.3 – Gender profile of College-based staff by College and School

College	School	Female		Male		Total	
		%	No.	%	No.	%	No.
College of Art & Design and Built Environment	College of Art & Design and Built Environment	77.2%	78	22.8%	23	100.0%	101
	School of Architecture, Design and the Built Environment	26.1%	72	73.9%	204	100.0%	276
	School of Art & Design	56.1%	230	43.9%	180	100.0%	410
College of Art & Design and Built Environment Total		48.3%	380	51.7%	407	100.0%	787
College of Arts and Science	College of Arts and Science	80.6%	100	19.4%	24	100.0%	124
	School of Animal Rural & Environmental Sciences	54.8%	74	45.2%	61	100.0%	135
	School of Arts & Humanities	53.2%	164	46.8%	144	100.0%	308
	School of Education	68.1%	126	31.9%	59	100.0%	185
	School of Science & Technology	34.6%	128	65.4%	242	100.0%	370
College of Arts and Science Total		52.8%	591	47.3%	530	100.0%	1121
College of Business Law & Social Sciences	College of Business Law & Social Sciences	80.8%	118	19.2%	28	100.0%	146
	Nottingham Business School	41.9%	99	58.1%	137	100.0%	236
	Nottingham Law School	68.7%	90	31.3%	41	100.0%	131
	School of Social Sciences	51.5%	100	48.5%	94	100.0%	194
College of Business Law & Social Sciences Total		57.6%	407	42.4%	300	100.0%	707
Grand Total		52.7%	1379	47.3%	1237	100.0%	2616

As with previous years, women comprised the majority of staff working in College-level roles with the proportion of female staff being 77.2% in the College of Art, Design and Built Environment, 80.6% in the College of Arts and Science, and 80.8% in the College of Business, Law and Social Sciences. This can be attributed to the majority of staff in these areas working in administration roles, which are, both traditionally and at NTU, dominated by female staff.

Men made up the majority of staff in the School of Architecture, Design and the Built Environment at 73.9%. Although it is difficult to make exact comparisons with the sector, due to some difficulties aligning categories of subject areas with HESA, an indication of how NTU compare with the sector can be found by looking at the figure for the department of 'Architecture, built environment and planning' which finds 69.0%² of academic staff working in this area to be male.

Men also comprised the clear majority of staff in the School of Science and Technology at 65.4%, and were in a less marked majority in the Nottingham Business School at 58.1%.

Women made up the clear majority of staff in the School of Education at 68.1%. The UK sector average for academic staff in education was 64.8%³.

Women were also in a clear majority in the Nottingham Law School at 68.7% and in the School of Animal, Rural and Environmental Sciences at 54.8%. The proportion of women in the School of Art & Design was also higher than that of men at 56.1%.

² Equality in higher education: statistical report 2014. Part 1: staff. Equality Challenge Unit.

³ Equality in higher education: statistical report 2014. Part 1: staff. Equality Challenge Unit.

Chart 3.1.3

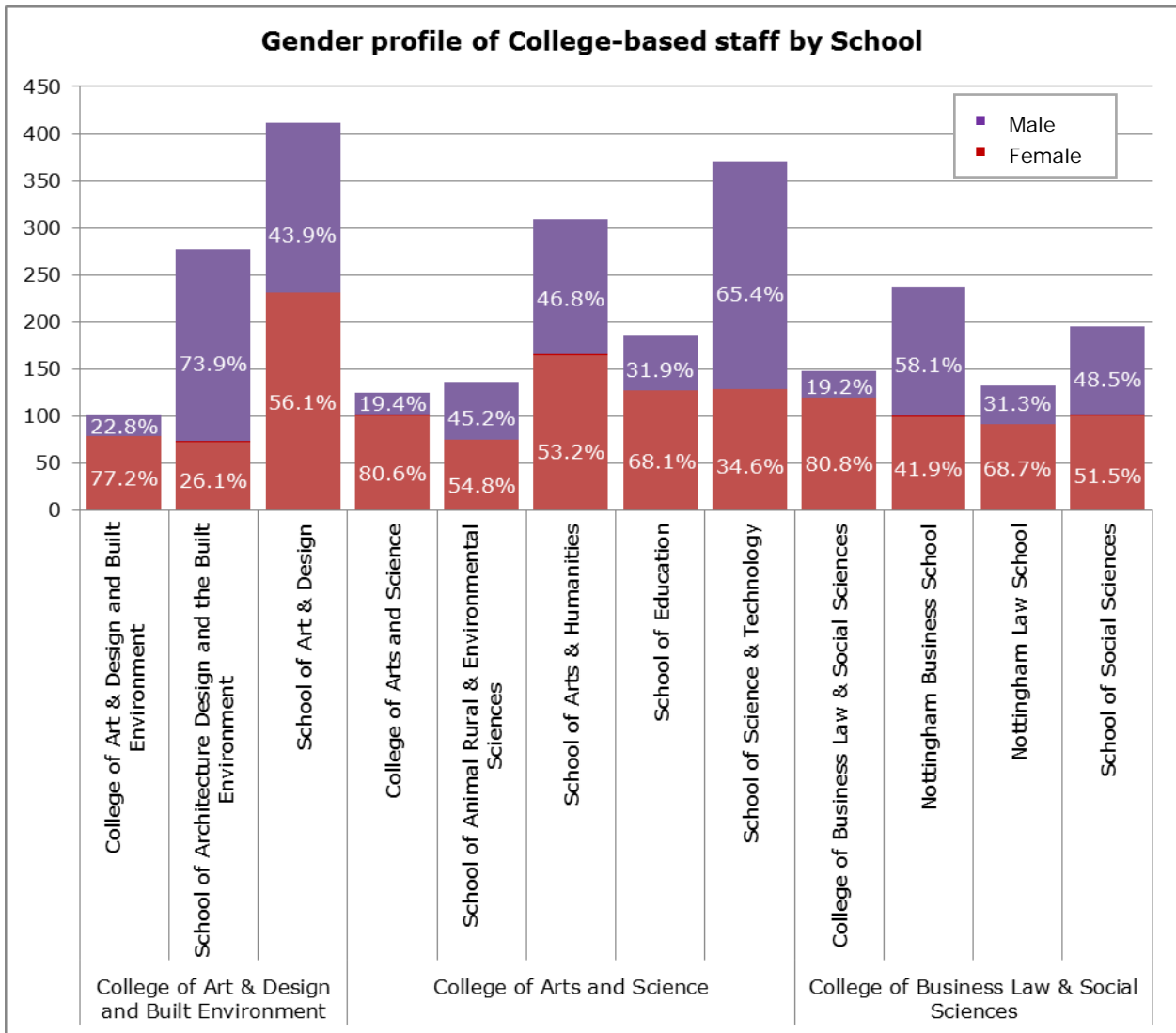


Table 3.1.4 – Gender profile of Professional Services staff

Professional Service Area	Female		Male		Total	
	%	No.	%	No.	%	No.
Commercial Directorate and Director of Music ⁴	73.6%	128	26.4%	46	100.0%	174
Directorate and Business Improvement & Organisational Development ⁵	71.4%	15	28.6%	6	100.0%	21
Estates & Resources	52.6%	293	47.4%	264	100.0%	557
Finance, Governance & Legal	68.8%	55	31.3%	25	100.0%	80
Human Resources	80.4%	45	19.6%	11	100.0%	56
Information Systems	21.2%	40	78.8%	149	100.0%	189
PVC Academic ⁶	69.3%	169	30.7%	75	100.0%	244
PVC Student Support	88.2%	67	11.8%	9	100.0%	76
Student Employability and Enterprise	72.3%	68	27.7%	26	100.0%	94
University Sports Activities and County Sports Partnerships ⁷	48.6%	18	51.4%	19	100.0%	37
Professional Services Total	58.8%	898	41.2%	630	100.0%	1528

As with previous years, women formed the majority of Professional Services staff in 2012/2013 at 58.4%.

The only area with males in a majority was Information Systems at 78.8%.

Areas with females in a large majority were Student Support Services (PVC Student Support) (88.2%), Human Resources (80.4%), Student Employability an Enterprise (72.3%) and the combined areas of Commercial Directorate and Director of Music (71.4%).

Additionally 69.3% of the staff in the area of PVC Academic were female, which has a large proportion of its staff working in Library and Learning Resources. Women also made up the majority of staff in Finance, Governance and Legal at 68.8%.

Areas with similar proportions of male and female staff were, the combined areas of University Sports Activities (Sports and Lifestyle) & County Sports Partnerships with 51.4% male and Estates and Resources with male staff in a slight minority at 47.7%.

⁴ Due to low numbers of staff in Director of Music this area was combined with Commercial Directorate for reporting purposes only in order to protect anonymity of individuals.

⁵ Due to low numbers of staff in the areas of Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.

⁶ During 2012/2013 PVC Academic included the following teams: Academic Office, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning and Resources, NTU Graduate School, Schools Colleges and Community Outreach and Widening Participation.

⁷ Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.

Chart 3.1.4

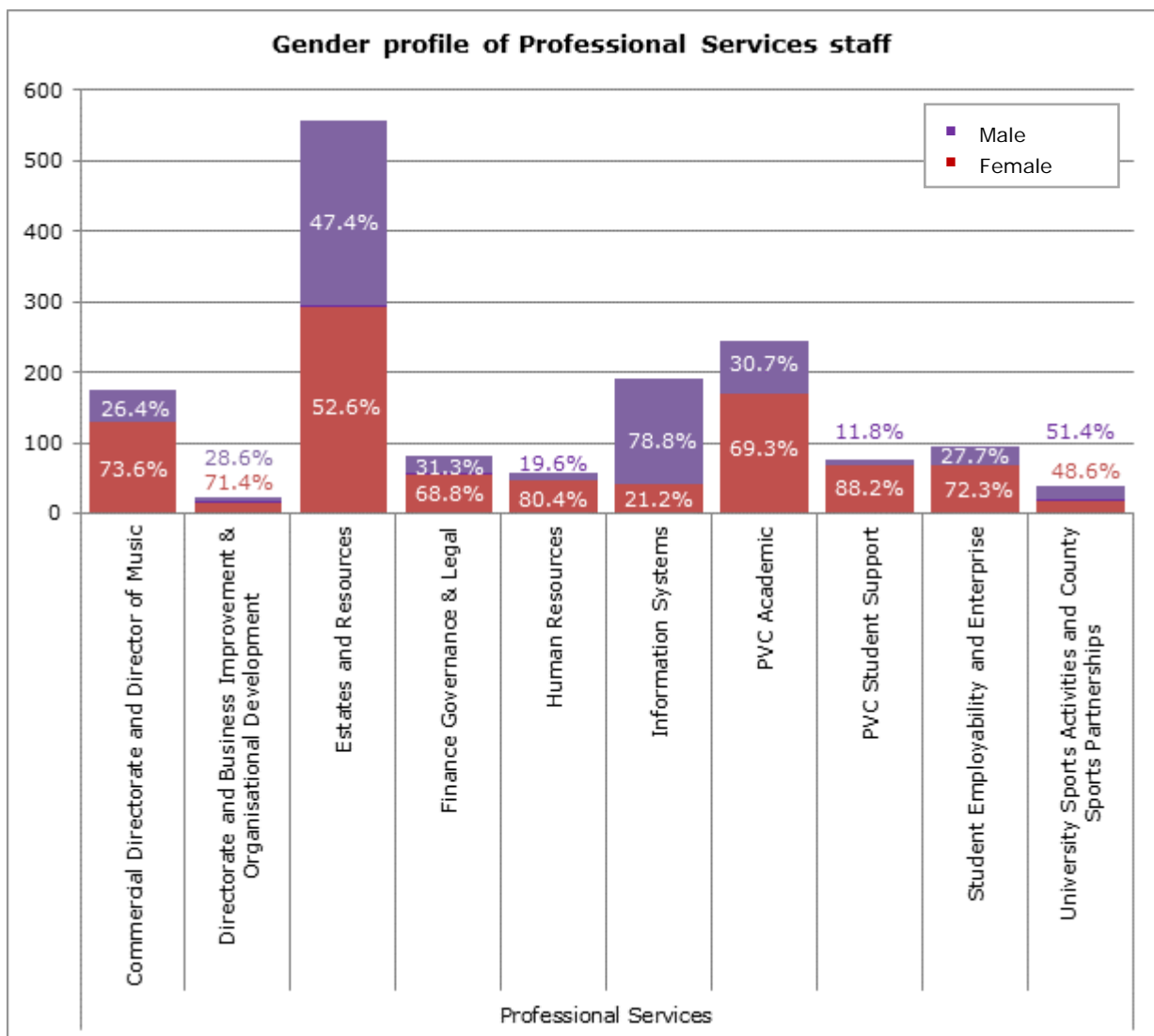


Table 3.1.5 – Gender profile of senior level staff

Job Type	Scale Name	Female		Male		Total	
		No.	%	No.	%	No.	%
Senior Posts	Senior Executive Posts ⁸	25.0%	2	75.0%	6	100.0%	8
	Holders of Senior Posts ⁹	54.5%	6	45.5%	5	100.0%	11
Senior Posts Total		42.1%	8	57.9%	11	100.0%	19
Academic	Academic Heads	45.5%	5	54.5%	6	100.0%	11
	Academic Team Leaders	46.7%	21	53.3%	24	100.0%	45
	Professors	27.4%	23	72.6%	61	100.0%	84
Academic Total		35.0%	49	65.0%	91	100.0%	140
Support	Support Heads ¹⁰	47.1%	8	52.9%	9	100.0%	17
	Professional & Managerial	47.9%	35	52.1%	38	100.0%	73
Support Total		47.8%	43	52.2%	47	100.0%	90
Grand Total		40.2%	100	59.8%	149	100.0%	249

Chart 3.1.5

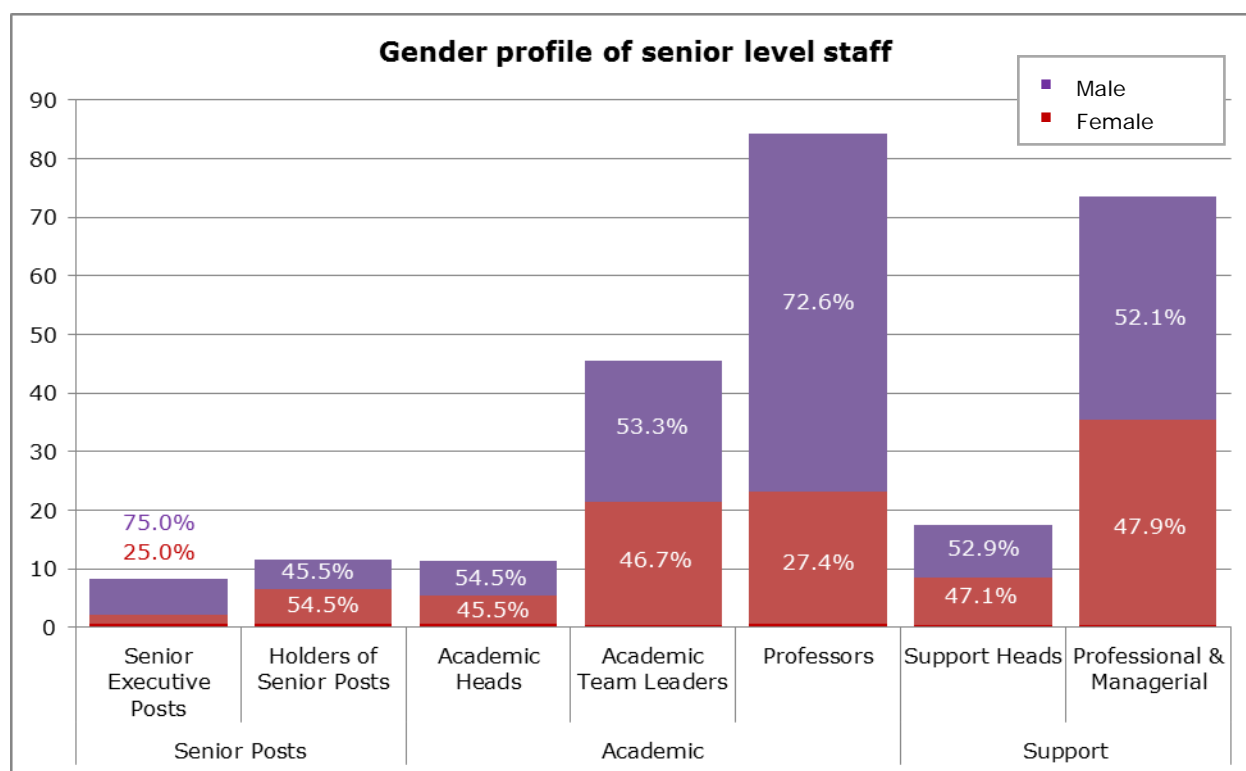


Table 3.1.5 splits the senior-level staff (as defined by the Equality and Diversity Team for the purposes of reporting) into Senior Posts, Academic contracts and those under Support/Professional Services contracts. The table also attempts to list the scale names within these broader groups in descending order of Salary band, although this is based on averages salaries only.

⁸ Senior Executive Posts are primarily members of the University Executive Team.

⁹ Holders of Senior Posts are primarily Deans and Directors of large Professional Service areas.

¹⁰ Support Heads are primarily Heads or Directors of Professional Service areas.

The most senior level posts at the University are Senior Executive Posts and these have the clearest male majority at 75.0%. Holders of Senior Posts showed a much closer gender balance with men being slightly in the minority at 45.5%.

In terms of Academic contracts, it is noted that male staff are in the majority across all three salary scales as follows: Academic Heads, 54.5%; Academic Team Leaders, 53.3% and Professors, 72.6%.

27.4% of Professors were female, a figure similar to that of previous years. Although in the minority, female Professors are better represented at NTU than across the sector where indications from 2012/2013 HESA figures are that female professors comprise 21.7% of all professors in the UK, 17.7% of all SET¹¹ professors and 27.7% of all non-SET professors.

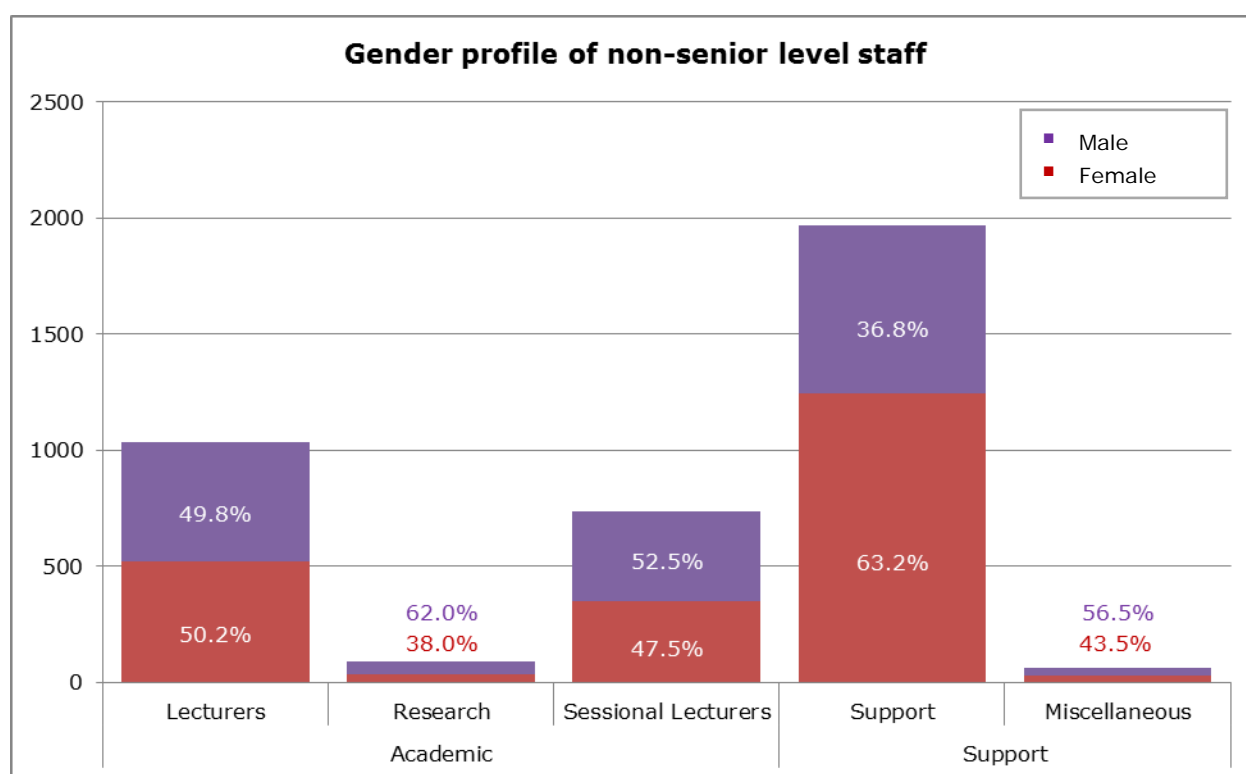
The gender profile of support staff at senior levels is fairly balanced with females in a slight minority at 47.8%, female Support Heads and 47.9% females in the Professional & Managerial grades. However, female staff are in a clearer majority across the non-senior levels of support staff at 58.8% (see Table & Chart 3.1.5).

¹¹ SET is a classification used by HESA to indicate data from within the departments of science, engineering and technology. A full list of all departments included and excluded can be found in the ECU publication 'Equality in higher education: statistical report 2014, Part 1: staff'.

Table 3.1.6 – Gender profile of non-senior level staff

Job Type	Scale Name	Female		Male		Total	
		No.	%	No.	%	No.	%
Academic	Lecturers	50.2%	519	49.8%	515	100.0%	1034
	Research	38.0%	35	62.0%	57	100.0%	92
	Sessional Lecturers	47.5%	350	52.5%	387	100.0%	737
Academic Total		48.5%	904	51.5%	959	100.0%	1863
Support	Support	63.2%	1246	36.8%	724	100.0%	1970
	Miscellaneous ¹²	43.5%	27	56.5%	35	100.0%	62
Support Total		62.6%	1273	37.4%	759	100.0%	2032
Grand Total		55.9%	2177	44.1%	1718	100.0%	3895

Chart 3.1.6



Both Lecturers and Sessional Lecturers show a close gender balance with 50.2% of Lecturers and 47.5% of Sessional Lecturers being female. HESA figures collected for 12/13 indicate that, as in previous years, female academic staff in the UK were in a minority at 44.5%¹³.

Male Research staff were in the majority at NTU at 60.2%.

Female general Support staff were in the majority at 63.2%.

¹²Staff falling within the 'Miscellaneous' group of staff are all on fixed term contracts and primarily employed in assistant roles, e.g. Marketing Assistant, Finance Assistant, Technical Assistant, Student Placement etc

¹³ Equality in higher education: statistical report 2014. Part 1: staff. Equality Challenge Unit.

Table 3.1.7 – Gender profile of all leavers by reason for leaving

Reason for leaving	Female		Male		Total	
	%	No.	%	No.	%	No.
Contract-End of Temp Contract	52.8%	66	47.2%	59	100.0%	125
Death	40.0%	4	60.0%	6	100.0%	10
Dismissed	50.0%	15	50.0%	15	100.0%	30
Redundancy	41.2%	7	58.8%	10	100.0%	17
Resigned	57.0%	288	43.0%	217	100.0%	505
Retirement-Early	50.0%	3	50.0%	3	100.0%	6
Retirement-Ill Health	50.0%	1	50.0%	1	100.0%	2
Retirement-Normal	49.3%	34	50.7%	35	100.0%	69
Total	54.7%	418	45.3%	346	100.0%	764

Chart 3.1.7



The main reasons for leaving were resignation, 57.0% female, and end of temporary contract, 52.8% female.

Table 3.1.8 – Gender profile of all staff involved in grievances and disciplinarys

	Female		Male		Total	
	%	No.	%	No.	%	No.
Disciplinary	18.2%	2	81.8%	9	100.0%	11
Grievance	66.7%	2	33.3%	1	100.0%	3

In 13/14 there were just 3 formal grievances made. Two made by female members of staff, one made by a male member of staff. There were 11 disciplinarys, 9 (81.8%) of which were of male staff.

Ethnicity

3.2. Ethnicity

Table 3.2.1 – Ethnicity profile (BME/white) of all staff

BME ¹⁴		White		Prefer not to say		Not known		Total		Disclosure Rate
%	No.	%	No.	%	No.	%	No.	%	No.	%
10.7%	444	81.7%	3387	1.1%	45	6.5%	268	100.0%	4144	92.4%

Table 3.2.2 – Ethnicity profile (BME/white) of all staff, showing data only where ethnicity is known

BME		White		Total	
%	No.	%	No.	%	No.
11.6%	444	88.4%	3387	100.0%	3831

Chart 3.2.1

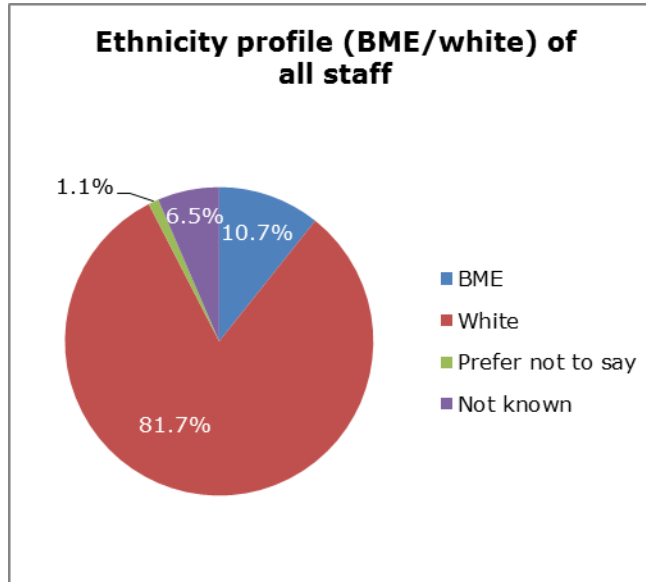
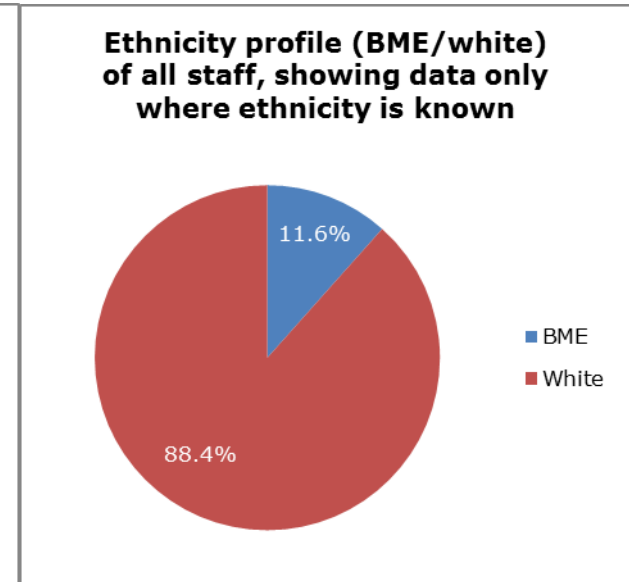


Chart 3.2.2



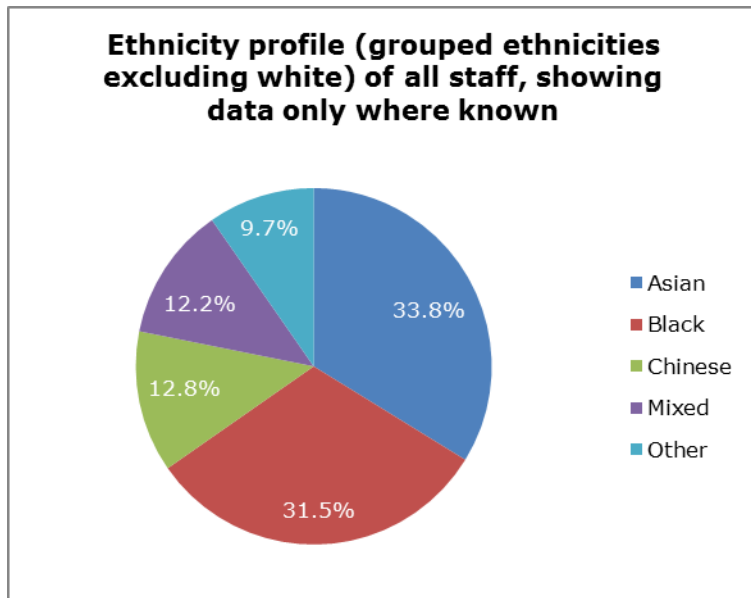
The disclosure rate for staff is now at 92.4%. 10.7% of those staff who disclosed their ethnicity were BME, an increase from 9.7% in 2012/2013. 1.1% of all staff chose not to disclose their ethnicity.

¹⁴ BME consists of all non-white ethnicities.

Table 3.2.3 – Ethnicity profile (grouped ethnicities and excluding white) of all staff, showing data only where ethnicity is known

Asian ¹⁵		Black ¹⁶		Chinese		Mixed ¹⁷		Other ¹⁸		Total	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
33.8%	150	31.5%	140	12.8%	57	12.2%	54	9.7%	43	100.0%	444

Chart 3.2.3



For the purposes of analysis BME staff have been grouped into the following ethnic groups: Asian (33.8%), Black (31.5%), Chinese (12.8%), Mixed (12.2%) and Other (9.7%). The figures for 13/14 are broadly similar to those for 12/13 with the exception of the Asian and Black groupings. Last year Black staff were in the majority at 34.3% with Asian staff being the second largest group at 30.9%. However, these positions were reversed in 13/14 with Asian staff being in the majority and Black staff becoming the second largest group.

¹⁵ Asian consists of Asian or Asian British: Bangladeshi, Indian, Pakistani and other Asian background

¹⁶ Black consists of Black or black British: African, Caribbean and other black background

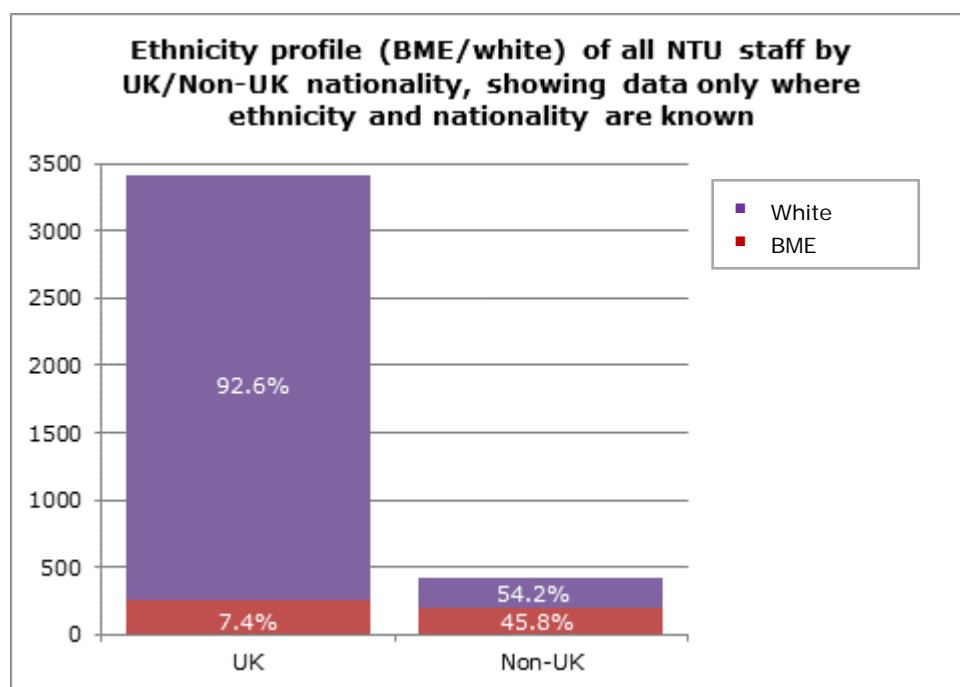
¹⁷ Mixed consists of Mixed: white and black Caribbean, white and black African, white and Asian, other mixed background

¹⁸ Other consists of Any other ethnic background and Arab

Table 3.2.4 – Ethnicity profile (BME/white) of all NTU staff by UK/Non-UK nationality, showing data only where ethnicity and nationality are known

Nationality	BME ¹⁹		White		Total	
	%	No.	%	No.	%	No.
UK	7.4%	254	92.6%	3161	100.0%	3415
Non-UK	45.8%	190	54.2%	225	100.0%	415
Total	11.6%	444	88.4%	3386	100.0%	3830

Chart 3.2.4



7.4% of UK national staff, who disclosed their ethnicity, were BME. This compares with a sector England average of 8.9%²⁰.

Of the non-UK national staff, 45.8% of those who disclosed their ethnicity were BME staff. This compares with the England sector average of 29.8%.

¹⁹ BME (black and minority ethnic) consists of all non-white ethnicities

²⁰ Equality in higher education: statistical report 2014. Part 1: staff. Equality Challenge Unit.

Table 3.2.5 – Ethnicity profile (BME/white) of all College-based staff (excluding non-UK nationalities), showing data only where ethnicity and nationality are known

College	School	BME		White		Total		Disclo- sure rate
		%	No.	%	No.	%	No.	%
College of Art & Design and Built Environment	College of Art & Design and Built Environment	2.2%	2	97.8%	88	100.0%	90	92.8%
	School of Architecture, Design and the Built Environment	8.5%	17	91.5%	184	100.0%	201	92.6%
	School of Art & Design	3.6%	12	96.4%	321	100.0%	333	89.3%
College of Art & Design and Built Environment Total		5.0%	31	95.0%	593	100.0%	624	90.8%
College of Arts and Science	College of Arts and Science	10.5%	12	89.5%	102	100.0%	114	98.3%
	School of Animal Rural & Environmental Sciences	0.0%	0	100.0%	108	100.0%	108	85.7%
	School of Arts & Humanities	6.6%	14	93.4%	199	100.0%	213	87.7%
	School of Education	3.7%	6	96.3%	158	100.0%	164	91.6%
	School of Science & Technology	9.0%	24	91.0%	244	100.0%	268	87.6%
College of Arts and Science Total		6.5%	56	93.5%	811	100.0%	867	89.4%
College of Business Law & Social Sciences	College of Business Law & Social Sciences	11.2%	15	88.8%	119	100.0%	134	97.8%
	Nottingham Business School	13.0%	21	87.0%	141	100.0%	162	97.0%
	Nottingham Law School	7.0%	8	93.0%	107	100.0%	115	92.0%
	School of Social Sciences	4.8%	8	95.2%	157	100.0%	165	93.2%
College of Business Law & Social Sciences Total		9.0%	52	91.0%	524	100.0%	576	95.0%
Grand Total		6.7%	139	93.3%	1928	100.0%	2067	91.3%

The overall rate of disclosure was 91.3% a slight increase from the figure of 90.9% in 12/13.

In line with 2012/2013, College-level staff in Arts and Science and Business, Law and Social Sciences had the highest disclosure rates at 98.3% and 97.8% respectively. Schools with the highest disclosure rates were all found in the College of Business Law and Social Sciences and were specifically, Nottingham Business School (97.0%), Nottingham Law School (92.0%) and School of Social Sciences (93.2%). In addition, the School of Architecture, Design and the Built Environment had a high disclosure rate of 92.6% as well as the School of Education at 91.6%.

Lowest rates of disclosure were found in the following Schools: Animal, Rural and Environmental Sciences (85.7%), Arts and Humanities (87.7%), Science and Technology (87.6%) and Art and Design (89.3%).

Schools with the highest rates of BME staff were the Nottingham Business School (13.0%) and Science and Technology (11.2%). The Schools with the lowest rate of BME staff were Animal, Rural and Environmental Sciences (0.0%), Art and Design (3.6%) and Education (3.7%).

When considering college-only staff it can be seen that the College of Business, Law and Social Sciences and the College of Arts and Science have high proportions of BME staff at 13.0% and 10.5% respectively. However, the College of Art, Design and Built Environment have considerably lower numbers at just 2.2%. This figure is down from 5.2% in 12/13.

Chart 3.2.5

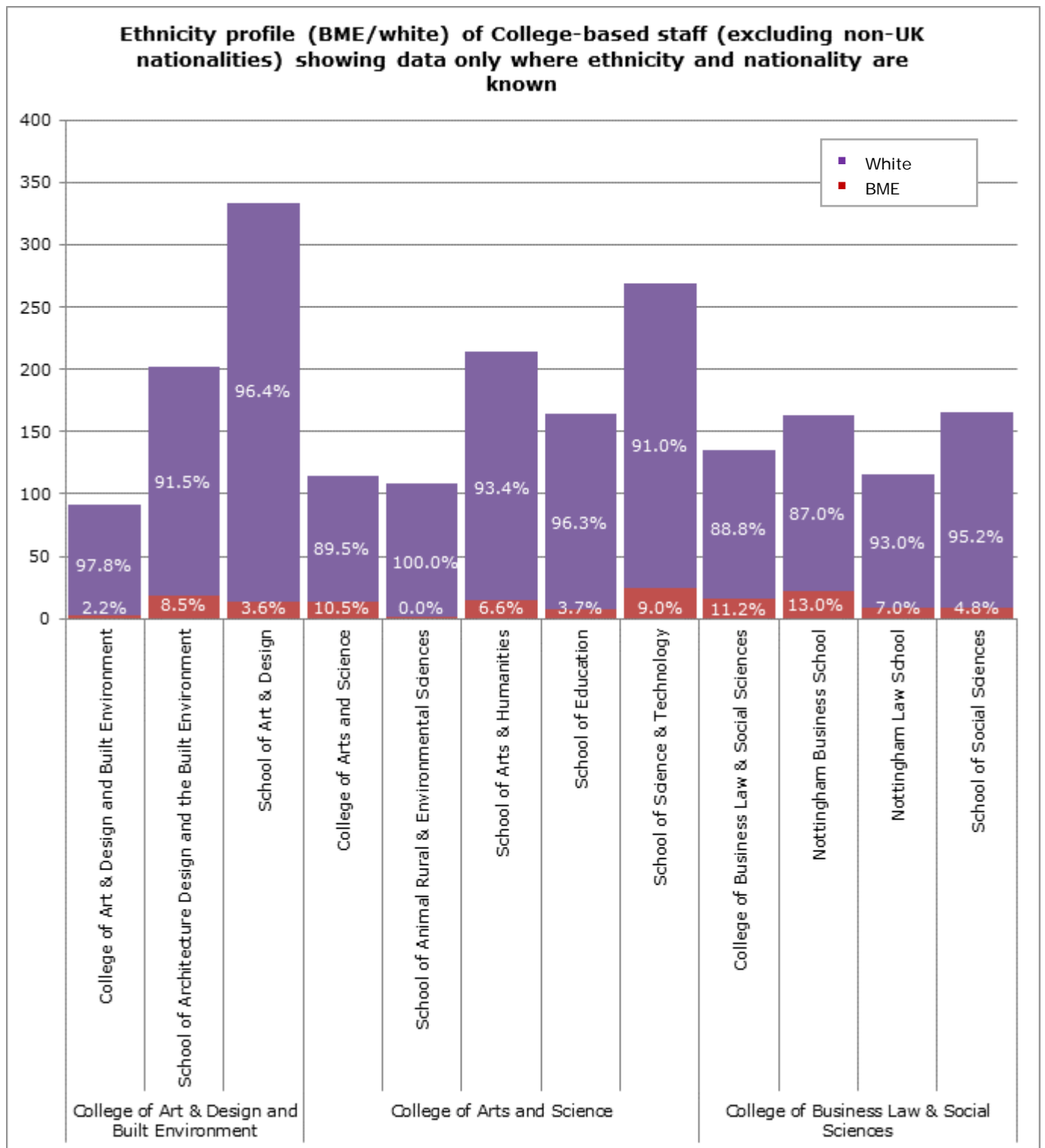


Table 3.2.6 - Ethnicity profile (BME/white) of all Professional Services-based staff (excluding non-UK nationalities), showing data only where ethnicity and nationality are known

Professional Service Area	BME		White		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Commercial Directorate and Director of Music ²¹	9.7%	15	90.3%	140	100.0%	155	96.3%
Directorate & Business Improvement & Organisational Development ²²	0.0%	0	100.0%	19	100.0%	19	95.0%
Estates & Resources	6.2%	28	93.8%	422	100.0%	450	94.9%
Finance Governance & Legal	6.5%	5	93.5%	72	100.0%	77	97.5%
Human Resources	9.4%	5	90.6%	48	100.0%	53	94.6%
Information Systems	12.4%	22	87.6%	156	100.0%	178	97.3%
PVC Academic ²³	9.4%	21	90.6%	202	100.0%	223	96.1%
PVC Student Support	14.3%	10	85.7%	60	100.0%	70	97.2%
Student Employability and Enterprise	7.9%	7	92.1%	82	100.0%	89	96.7%
University Sports Activities & County Sports Partnerships ²⁴	5.9%	2	94.1%	32	100.0%	34	97.1%
Professional Services Total	8.5%	115	91.5%	1233	100.0%	1348	96.0%

All Professional Services Areas have disclosure rates for ethnicity of 94.6% or above and an average disclosure rate of 96.0%.

The proportion of UK-national BME staff (of those who disclosed their ethnicity) was higher in the Professional Service Areas (8.5%) than across the Schools (6.7%).

Of staff who declared their ethnicity, the areas with the largest proportion of BME staff were PVC Student Support (14.3%), and Information Systems (12.4%).

The lowest proportions of BME staff were found in the combined areas of Directorate & Business Improvement & Organisational Development (0.0%), and the combined areas of University Sports Activities (Sports and Lifestyle) and County Sports Partnerships (5.9%). It is worth noting that total numbers of staff in Directorate & Business Improvement & Organisational Development were relatively low at just 19 members of staff.

²¹ Due to low numbers of staff in Director of Music this area has been combined with Commercial Directorate for reporting purposes only in order to protect anonymity of individuals.

²² Due to low numbers of staff in the areas of Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.

²³ During 2012/2013 PVC Academic included the following teams: Academic Registry, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning and Resources and NTU Graduate School.

²⁴ Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.

Chart 3.2.6

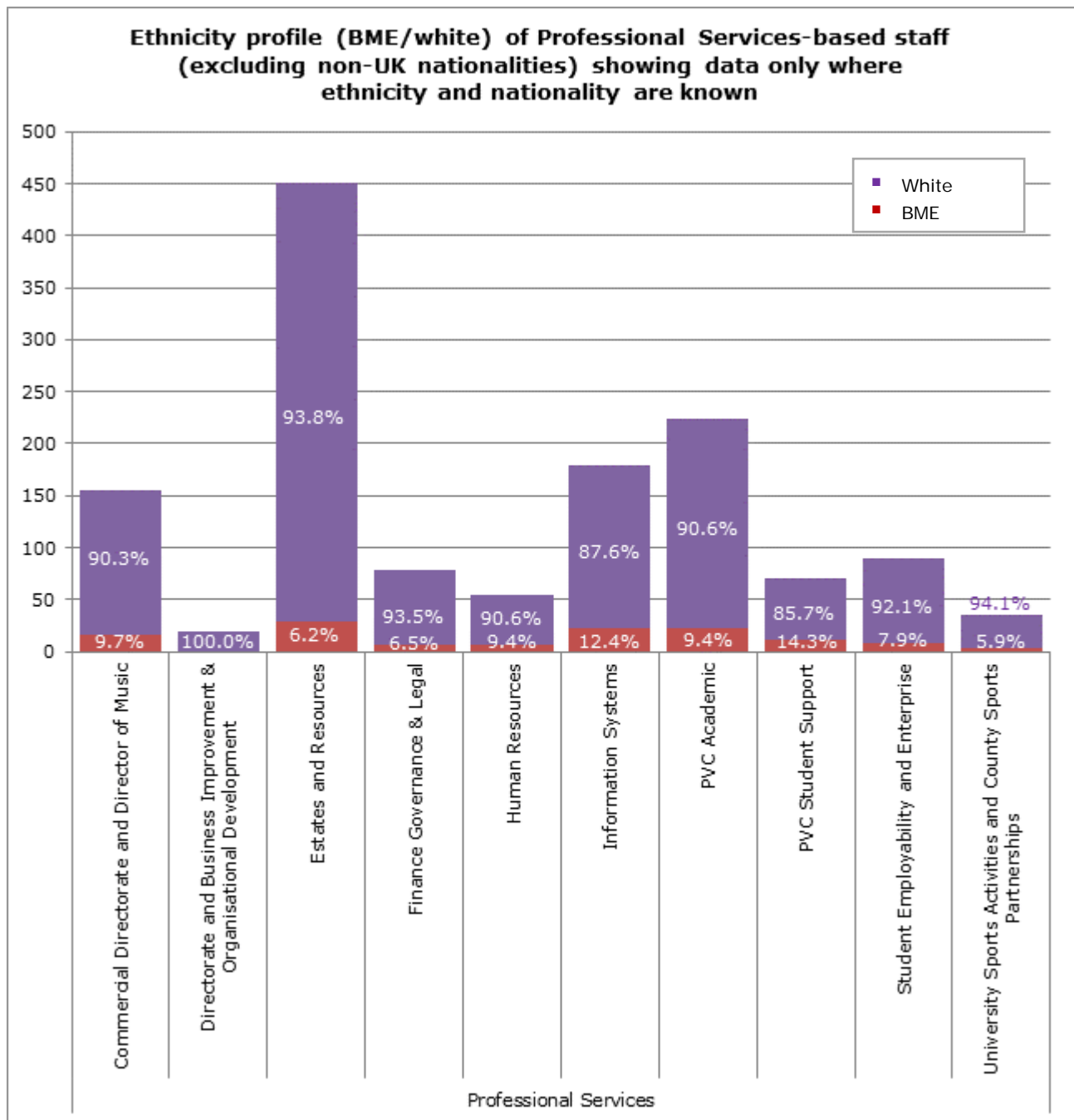
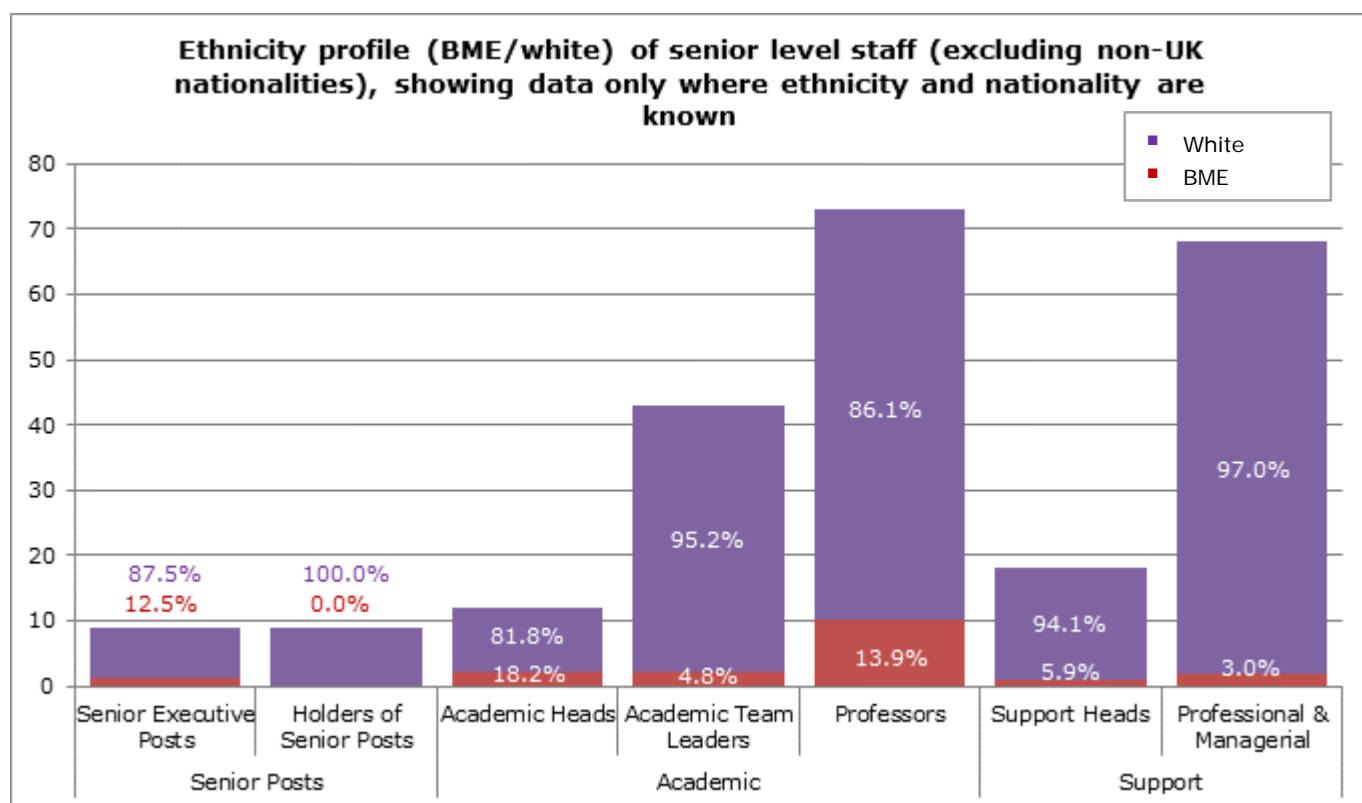


Table 3.2.7 – Ethnicity profile (BME/white) of senior level staff (excluding non-UK nationalities), showing data only where ethnicity and nationality are known

Job Type	Scale Name	BME		White		Total		Disclosure Rate
		%	No.	%	No.	%	No.	
Senior Posts	Senior Executive Posts ²⁵	12.5%	1	87.5%	7	100.0%	8	100.0%
	Holders of Senior Posts ²⁶	0.0%	0	100.0%	8	100.0%	8	100.0%
Senior Posts Total		6.3%	1	93.8%	15	100.0%	16	100.0%
Academic	Academic Heads	18.2%	2	81.8%	9	100.0%	11	100.0%
	Academic Team Leaders	4.8%	2	95.2%	40	100.0%	42	95.5%
	Professors	13.9%	10	86.1%	62	100.0%	72	96.0%
Academic Total		11.2%	14	88.8%	111	100.0%	125	96.2%
Support	Support Heads ²⁷	5.9%	1	94.1%	16	100.0%	17	100.0%
	Professional & Managerial	3.0%	2	97.0%	65	100.0%	67	97.1%
Support Total		3.6%	3	96.4%	81	100.0%	84	97.7%
Grand Total		8.0%	18	92.0%	207	100.0%	225	97.0%

Chart 3.2.7



Disclosure rates were very high for all the senior level staff, many being at 100%. The lowest disclosure rates were for Academic Team Leaders although still high at 95.5%. Rates of BME staff were on average 8.0%, highest for Academic Heads (18.2%) and Professors (13.9%). Proportions of BME staff were at their lowest in Holders of Senior Posts (0.0%), Professional & Managerial posts (3.0%) and Academic Team Leaders (4.8%).

²⁵ Senior Executive Posts are primarily members of the University Executive Team.

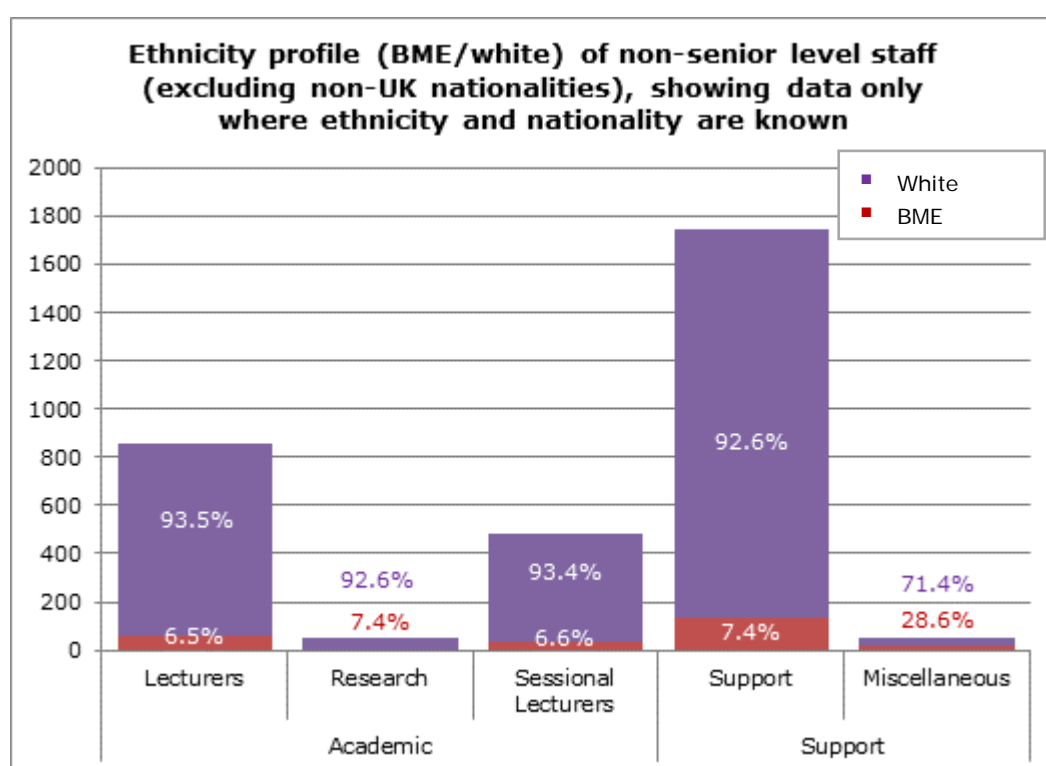
²⁶ Holders of Senior Posts are primarily Deans and Directors of large Professional Service areas.

²⁷ Support Heads are primarily Heads or Directors of Professional Service areas.

Table 3.2.8 – Ethnicity profile (BME/white) of non-senior level staff (excluding non-UK nationalities), showing data only where ethnicity and nationality are known

Job Type	Scale Name	BME		White		Total		Disclosure Rate %
		%	No.	%	No.	%	No.	
Academic	Lecturers	6.5%	56	93.5%	802	100.0%	858	96.0%
	Research	7.4%	4	92.6%	50	100.0%	54	93.1%
	Sessional Lecturers	6.6%	32	93.4%	452	100.0%	484	79.6%
Academic Total		6.6%	92	93.4%	1304	100.0%	1396	89.5%
Support	Support	7.4%	130	92.6%	1615	100.0%	1745	95.8%
	Miscellaneous ²⁸	28.6%	14	71.4%	35	100.0%	49	92.5%
Support Total		8.0%	144	92.0%	1650	100.0%	1794	95.7%
Grand Total		7.4%	236	92.6%	2954	100.0%	3190	92.9%

Chart 3.2.8



Within the non-senior level roles, disclosure rates were generally good at 92.9% on average. The lowest disclosure rate being for Sessional Lecturers (79.6%) and highest for Lecturers (96.0%) and Support Staff (95.8%).

7.4% of all staff in non-senior level roles were BME members of staff. Lecturers and Sessional Lecturers had the lowest rates of BME staff at 6.5% and 6.6% respectively. The highest rate of BME staff was found in the 'miscellaneous' staff group at 28.6%.

²⁸Staff falling within the 'Miscellaneous' group of staff are all on fixed term contracts and primarily employed in assistant roles, e.g. Marketing Assistant, Finance Assistant, Technical Assistant, Student Placement etc

Table 3.2.9 – Ethnicity profile (BME/white) of all staff involved in grievances or disciplinaries, showing data only where known

	BME		White		Total	
	%	No.	%	No.	%	No.
Disciplinary	10.0%	1	90.0%	9	100.0%	10
Grievance	33.3%	1	66.7%	2	100.0%	3

10.0% of all disciplinaries were of BME members of staff, where ethnicity was known. This is just below the percentage of BME staff employed during 13/14 which was 11.6%. There was just one member staff of unknown ethnicity and therefore not included in the table above. Ethnicity was known for all staff who brought grievances, of which there were only 3. 1 of those was from a BME member of staff and two were brought by White members of staff.

Table 3.2.10 - Ethnicity profile (grouped ethnicities) of all staff involved in grievances or disciplinaries, showing data only where known

	Black		White		Total	
	%	No.	%	No.	%	No.
Disciplinary	10.0%	1	90.0%	9	100.0%	10
Grievance	33.3%	1	66.7%	2	100.0%	3

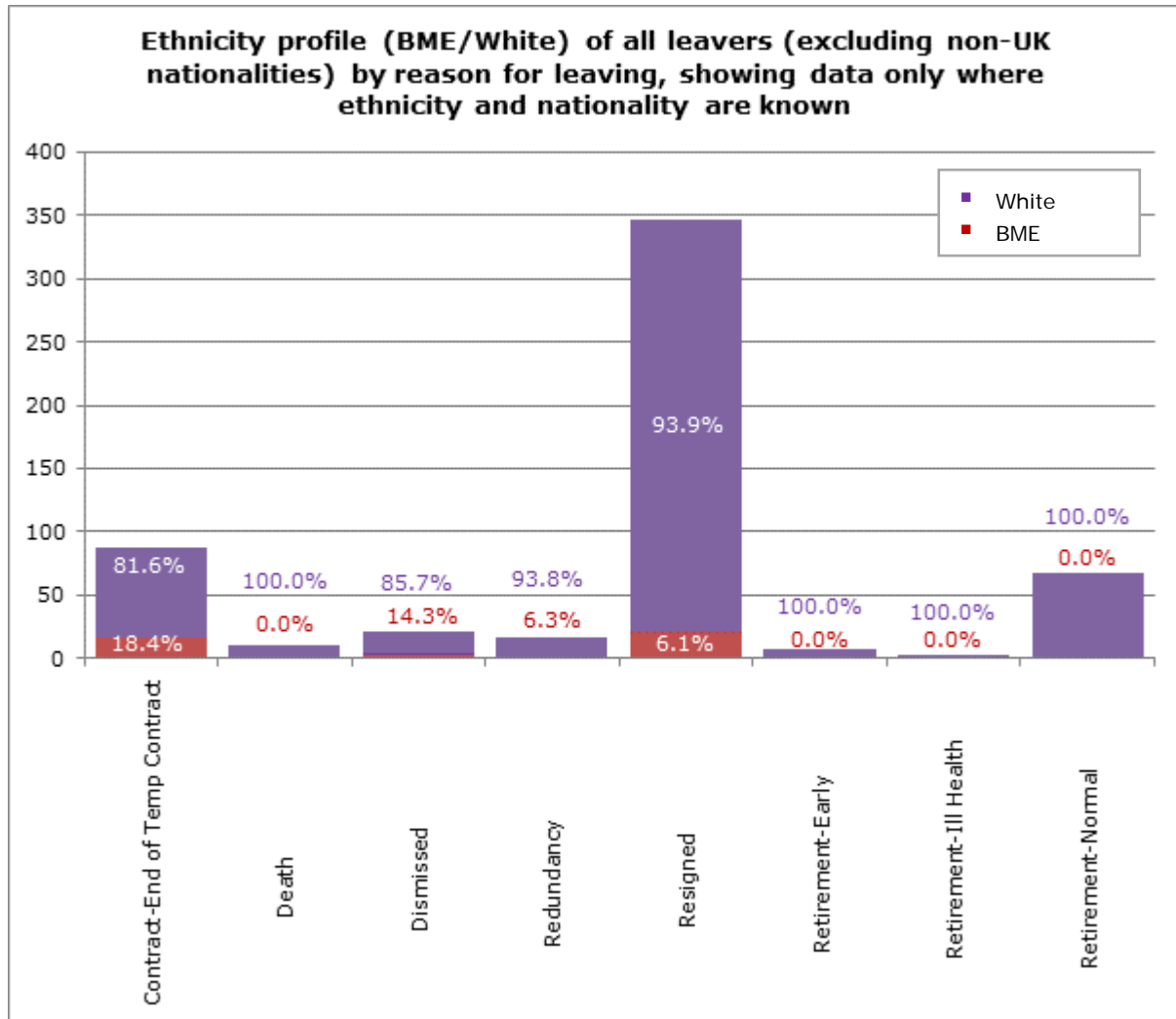
When the data is broken down further into broad ethnic origin groups, both members of BME staff (one subject to disciplinary, one bringing a grievance) fell within the Black grouping.

Table 3.2.11 – Ethnicity profile (BME/White) of all leavers (excluding non-UK nationalities) by reason for leaving, showing data only where ethnicity and nationality are known

Reason for leaving	BME		White		Total	
	%	No.	%	No.	%	No.
Contract-End of Temp Contract	18.4%	16	81.6%	71	100.0%	87
Death	0.0%	0	100.0%	9	100.0%	9
Dismissed	14.3%	3	85.7%	18	100.0%	21
Redundancy	6.3%	1	93.8%	15	100.0%	16
Resigned	6.1%	21	93.9%	324	100.0%	345
Retirement-Early	0.0%	0	100.0%	6	100.0%	6
Retirement-III Health	0.0%	0	100.0%	2	100.0%	2
Retirement-Normal	0.0%	0	100.0%	66	100.0%	66
Total	7.4%	41	92.6%	511	100.0%	552

7.4% of all leavers were of BME background (excluding atypical and non-UK nationalities). This is in line with the average employed BME staff of 7.4% (excluding atypical and non-UK nationalities). Of those members of staff who left due to dismissal 14.3% were BME staff, although the total number of dismissals was low at just 21 people, 3 of whom were BME. A high proportion of BME staff were also seen in those leaving due to the end of a temporary contract at 18.4%. This equates to 16 BME staff from a total of 87 members of staff leaving due to the end of a temporary contract.

Chart 3.2.11



3.3. Disability

Table 3.3.1 - Disability profile of all staff

Disabled		Not Disabled		Prefer not to say		Not known		Total		Disclosure Rate
%	No.	%	No.	%	No.	%	No.	%	No.	%
5.6%	232	69.7%	2887	2.9%	122	21.8%	903	100.0%	4144	75.3%

Table 3.3.2 - Disability profile of all staff, showing data only where disability status is known

Disabled		Not Disabled		Total	
%	No.	%	No.	%	No.
7.4%	232	92.6%	2887	100.0%	3119

Chart 3.3.1

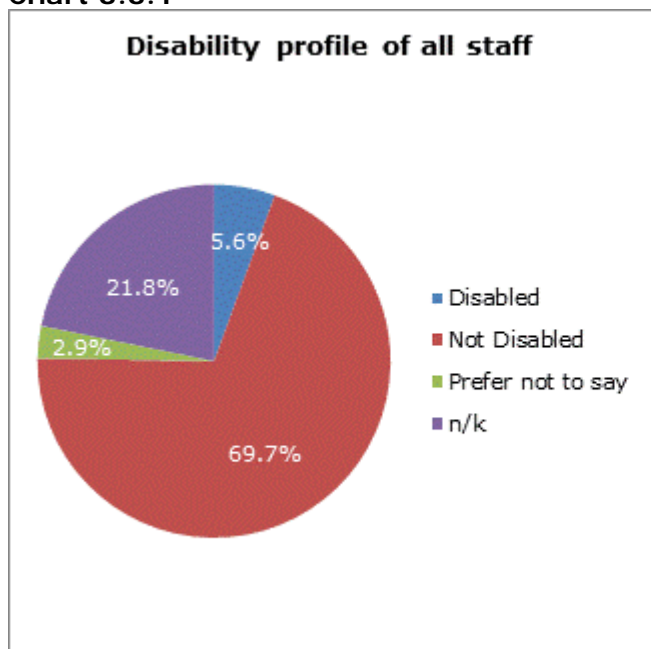
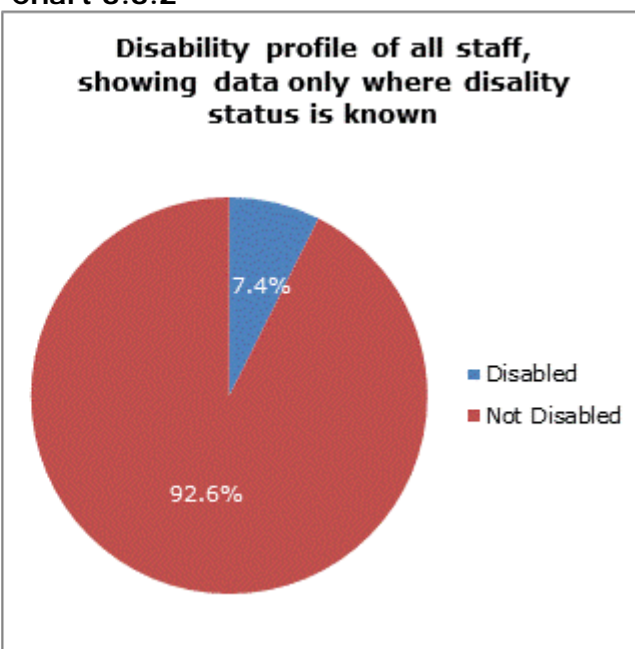


Chart 3.3.2



The disclosure rate for disability status is 75.3%. 7.4% of those staff who have disclosed their disability status have indicated they are disabled a figure close to that of 7.6% in 2012/13. Of those staff who declared their disability across the sector in England²⁹, 3.9% declared they were disabled.

²⁹ Equality in higher education: statistical report 2014. Part 1: staff. Equality Challenge Unit.

Table 3.3.3 - Disability profile (disabled/not disabled) of all College-based staff, showing data only where disability status is known

College	School	Disabled		Not disabled		Total		Disclosure rate
		%	No.	%	No.	%	No.	
College of Art & Design and Built Environment	College of Art & Design and Built Environment	6.3%	5	93.8%	75	100.0%	80	79.2%
	School of Architecture, Design and the Built Environment	4.4%	9	95.6%	196	100.0%	205	74.3%
	School of Art & Design	9.6%	25	90.4%	235	100.0%	260	63.4%
College of Art & Design and Built Environment Total		7.2%	39	92.8%	506	100.0%	545	69.3%
College of Arts and Science	College of Arts and Science	3.7%	4	96.3%	104	100.0%	108	87.1%
	School of Animal Rural & Environmental Sciences	4.7%	4	95.3%	82	100.0%	86	63.7%
	School of Arts & Humanities	2.9%	6	97.1%	200	100.0%	206	66.9%
	School of Education	2.0%	3	98.0%	144	100.0%	147	79.5%
	School of Science & Technology	6.6%	16	93.4%	226	100.0%	242	65.4%
College of Arts and Science Total		4.2%	33	95.8%	756	100.0%	789	70.3%
College of Business Law & Social Sciences	College of Business Law & Social Sciences	8.8%	12	91.2%	124	100.0%	136	93.2%
	Nottingham Business School	6.5%	11	93.5%	157	100.0%	168	71.2%
	Nottingham Law School	10.7%	11	89.3%	92	100.0%	103	78.6%
	School of Social Sciences	12.9%	19	87.1%	128	100.0%	147	75.8%
College of Business Law & Social Sciences Total		9.6%	53	90.4%	501	100.0%	554	78.4%
Grand Total		6.6%	125	93.4%	1763	100.0%	1888	72.2%

The average disclosure rate for College-based staff was 72.2%. College-level staff had the highest rates of disclosure at 79.2% for Art & Design and Built Environment, 87.1% for Arts and Science and 93.2% for Business, Law and Social Sciences.

Lowest rates of disclosure were found in the Schools of Art and Design (63.4%), Animal, Rural and Environmental Sciences (63.7%) and Science and Technology (65.4%).

6.6% of all those College-based staff where disability status was known were disabled. The areas with the lowest rates of disabled staff were the School of Education (2.0%), School of Arts and Humanities (2.9%) and College-based staff in Arts and Science (3.7%). The highest rates of disability were found in the School of Social Sciences (12.9%) and Nottingham Law School (10.7%).

Chart 3.3.3

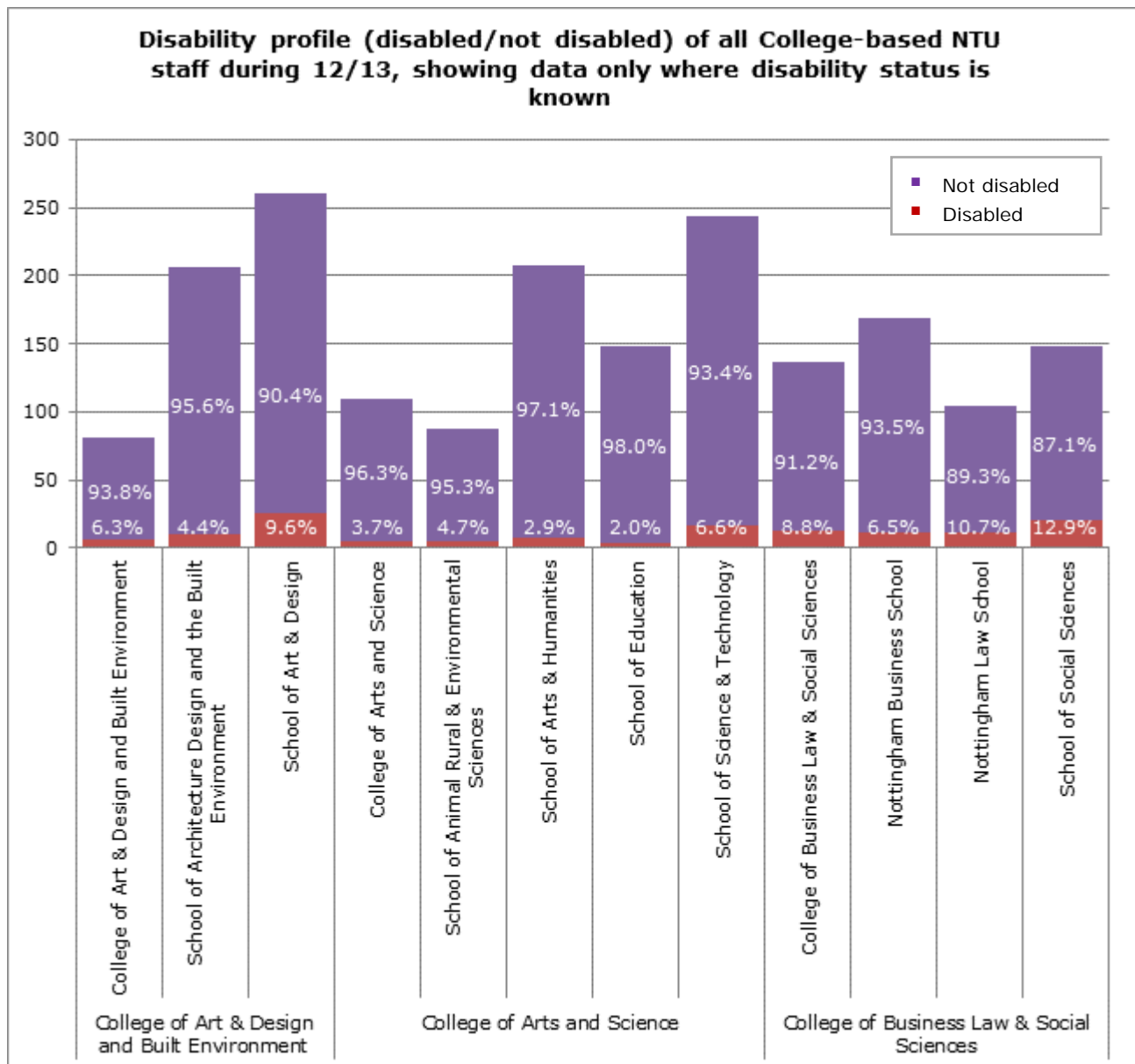


Table 3.3.4 - Disability profile (disabled/not disabled) of all Professional Services-based staff, showing data only where disability status is known

Professional Service Area	Disabled		Not disabled		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Commercial Directorate and Director of Music ³⁰	4.5%	7	95.5%	149	100.0%	156	89.7%
Directorate & Business Improvement & Organisational Development ³¹	5.6%	1	94.4%	17	100.0%	18	85.7%
Estates & Resources	8.2%	34	91.8%	382	100.0%	416	74.7%
Finance Governance & Legal	7.4%	5	92.6%	63	100.0%	68	85.0%
Human Resources	12.5%	6	87.5%	42	100.0%	48	85.7%
Information Systems	14.0%	21	86.0%	129	100.0%	150	79.4%
PVC Academic ³²	8.4%	17	91.6%	186	100.0%	203	83.2%
PVC Student Support	19.0%	12	81.0%	51	100.0%	63	82.9%
Student Employability and Enterprise	2.7%	2	97.3%	73	100.0%	75	79.8%
University Sports Activities & County Sports Partnerships ³³	5.9%	2	94.1%	32	100.0%	34	91.9%
Professional Services Total	8.7%	107	91.3%	1124	100.0%	1231	80.6%

Rates of declared disability were slightly higher in the Professional Service Areas at 8.7% than in the Schools where they were 6.6%.

In the Professional Services areas the highest disclosure rates were in University Sports Activities & County Sports Partnerships (91.9%) and Commercial Directorate and Director of Music (89.7%).

The lowest rate of disclosure can be found in the Estates and Resources (74.7%).

Of those staff who declared their disability status, the areas with the largest proportion of staff with declared disabilities were Student Support Services (19.0%), Information Systems (14.0%) and Human Resources (12.5%). The area with the lowest declaration of disabilities was Student Employability and Enterprise (2.7%).

³⁰ Due to low numbers of staff in Director of Music this area has been combined with Commercial Directorate for reporting purposes only in order to protect anonymity of individuals.

³¹ Due to low numbers of staff in the areas of Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.

³² During 2012/2013 PVC Academic included the following teams: Academic Registry, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning and Resources and NTU Graduate School.

³³ Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.

Chart 3.3.4

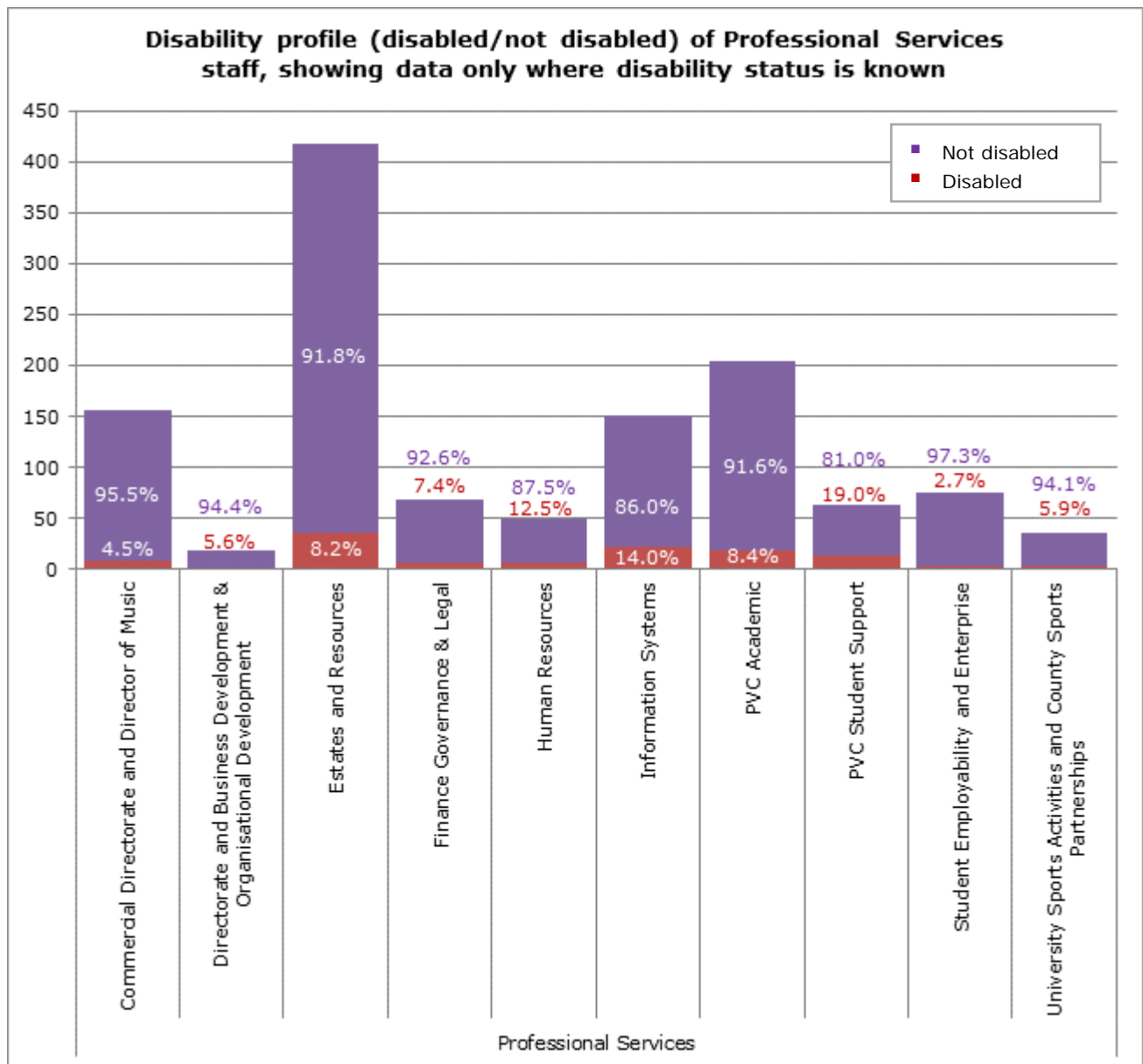
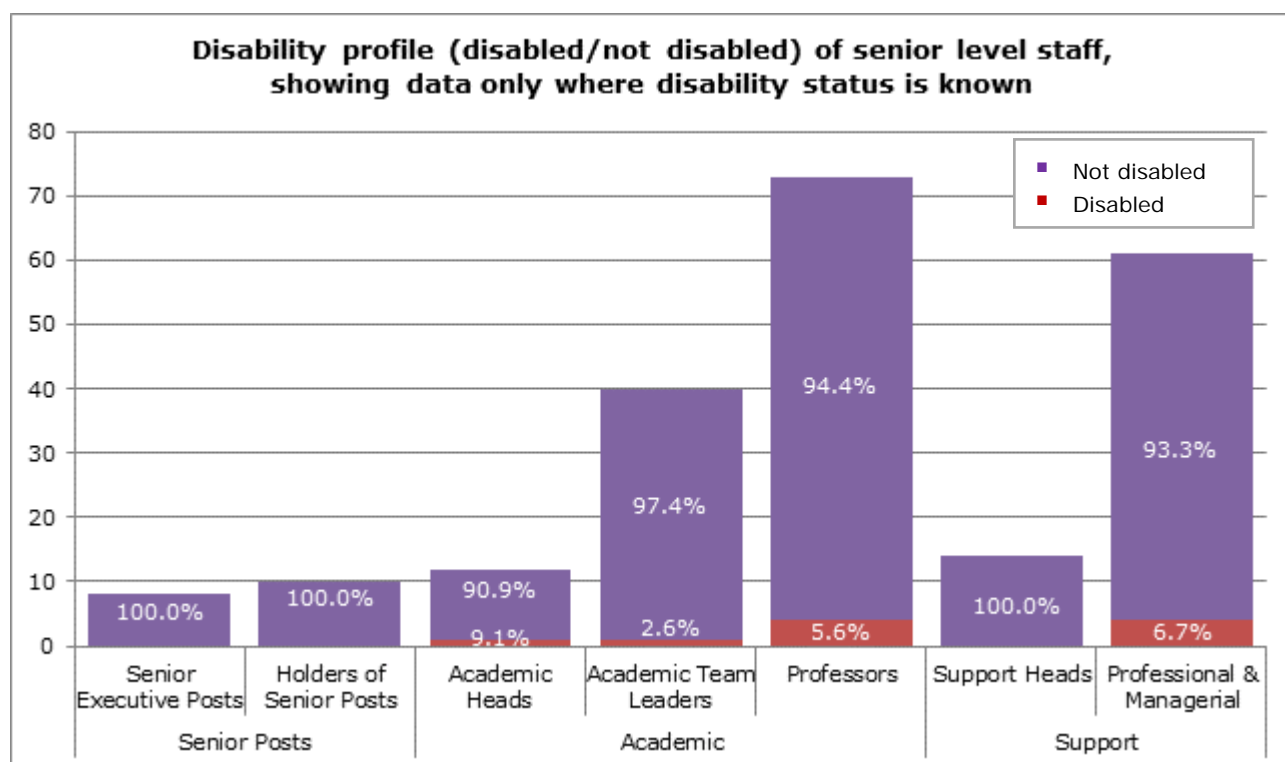


Table 3.3.5 – Disability profile (disabled/not disabled) of senior level staff, showing data only where disability status is known

Job Type	Scale Name	Disabled		Not disabled		Total		Disclosure Rate
		%	No.	%	No.	%	No.	%
Senior Posts	Senior Executive Posts ³⁴	0.0%	0	100.0%	7	100.0%	7	87.5%
	Holders of Senior Posts ³⁵	0.0%	0	100.0%	9	100.0%	9	81.8%
Senior Posts Total		0.0%	0	100.0%	16	100.0%	16	84.2%
Academic	Academic Heads	9.1%	1	90.9%	10	100.0%	11	100.0%
	Academic Team Leaders	2.6%	1	97.4%	38	100.0%	39	86.7%
	Professors	5.6%	4	94.4%	68	100.0%	72	85.7%
Academic Total		4.9%	6	95.1%	116	100.0%	122	87.1%
Support	Support Heads ³⁶	0.0%	0	100.0%	13	100.0%	13	76.5%
	Professional & Managerial	6.7%	4	93.3%	56	100.0%	60	82.2%
Support Total		5.5%	4	94.5%	69	100.0%	73	81.1%
Grand Total		4.7%	10	95.3%	201	100.0%	211	84.7%

Chart 3.3.5



The most senior posts, namely, Senior Executive Posts and Holders of Senior Posts, had no instances of disabled members of staff. This was also true of Support Heads. It is worth noting that the numbers of staff within these groups are small in number, ranging from just 7 Senior Executive Posts to 13 Support Heads.

Academic Team Leaders also had low instances of disabled staff at just 2.6%, which represents one member of staff out of a total of 39.

³⁴ Senior Executive Posts are primarily members of the University Executive Team.

³⁵ Holders of Senior Posts are primarily Deans and Directors of large Professional Service areas.

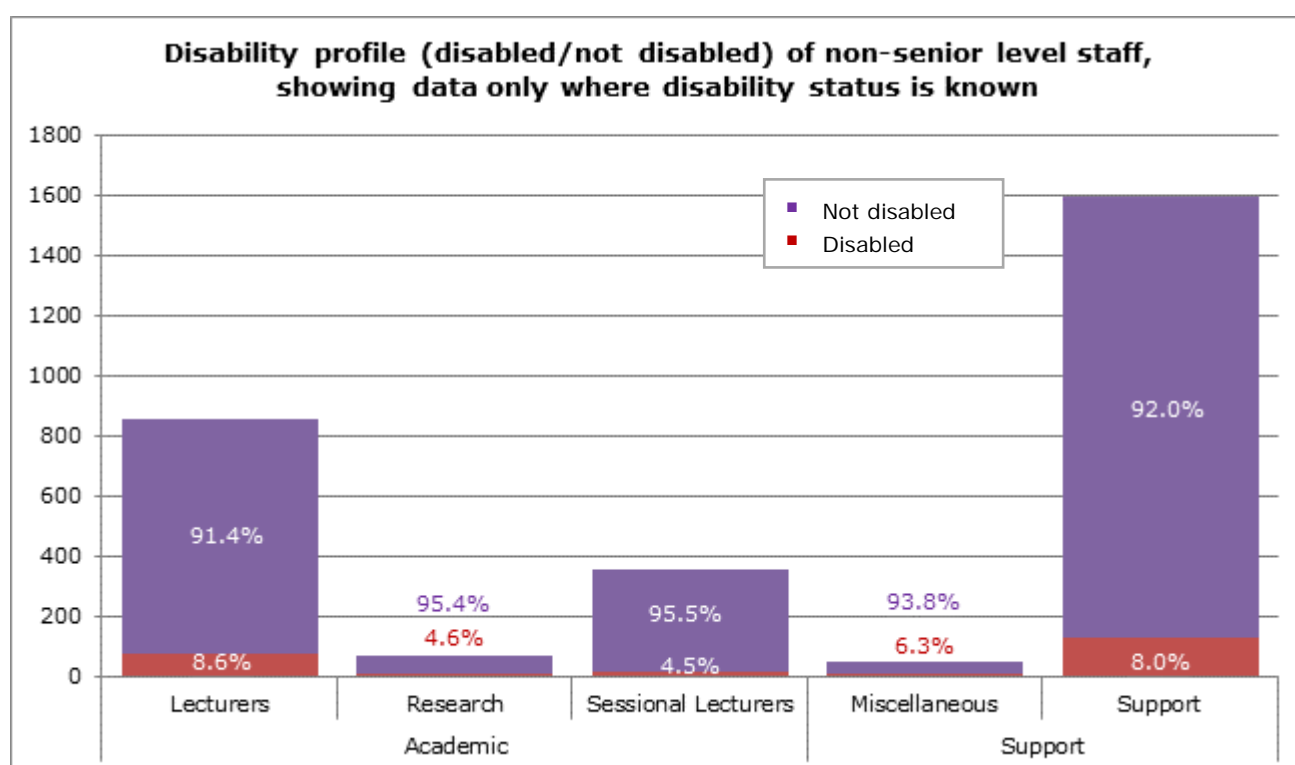
³⁶ Support Heads are primarily Heads or Directors of Professional Service areas.

Academic Heads had the highest rate of disabled staff at 9.1%, followed by Professional & Managerial at 6.7% and Professors at 5.6%. As with the Senior Posts, the total number of Academic Heads was just 11 and the 9.1% reflects just one disabled member of staff.

Table 3.3.6 – Disability profile (disabled/not disabled) of non-senior level staff, showing data only where disability status is known

Job Type	Scale Name	Disabled		Not disabled		Total		Disclosure Rate
		%	No.	%	No.	%	No.	
Academic	Lecturers	8.6%	73	91.4%	780	100.0%	853	82.5%
	Research	4.6%	3	95.4%	62	100.0%	65	70.7%
	Sessional Lecturers	4.5%	16	95.5%	336	100.0%	352	47.8%
Academic Total		7.2%	92	92.8%	1178	100.0%	1270	68.2%
Support	Support	6.3%	3	93.8%	45	100.0%	48	77.4%
	Miscellaneous ³⁷	8.0%	127	92.0%	1463	100.0%	1590	80.7%
Support Total		7.9%	130	92.1%	1508	100.0%	1638	80.6%
Grand Total		7.6%	222	92.4%	2686	100.0%	2908	74.7%

Chart 3.3.6



The proportion of those staff where their disability status was known was lower amongst the senior level staff, 4.7%, than the non-senior level staff, at 7.6%.

Of non-senior level staff Lecturers had the highest rate of disabled staff at 8.6% and Sessional Lecturers had the lowest rate of disabled staff at 4.5%, followed by Research staff at 4.6%.

³⁷Staff falling within the 'Miscellaneous' group of staff are all on fixed term contracts and primarily employed in assistant roles, e.g. Marketing Assistant, Finance Assistant, Technical Assistant, Student Placement etc

Table 3.3.7 – Disability profile of all staff involved in grievances or disciplinaries

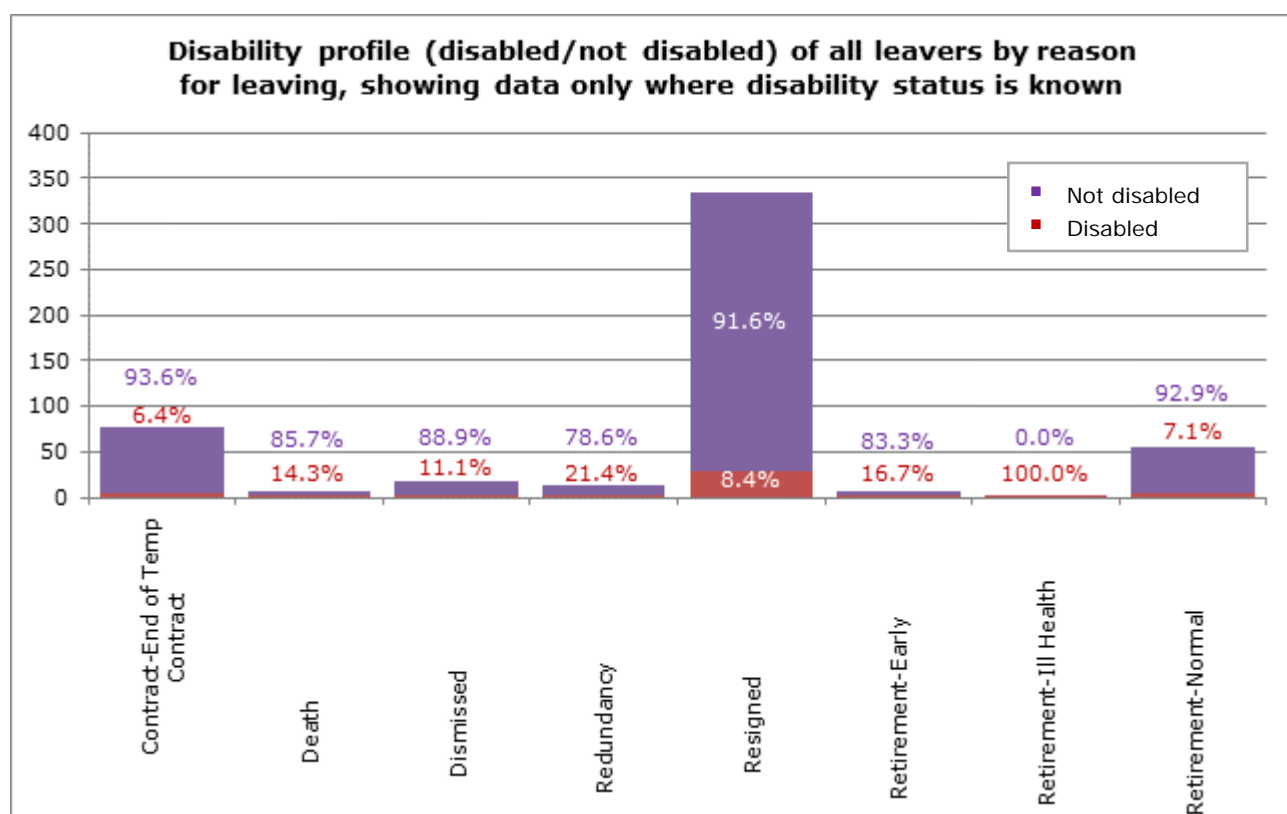
	Disabled		Not disabled		Total	
	%	No.	%	No.	%	No.
Disciplinary	16.7%	1	83.3%	5	100.0%	6
Grievance	33.3%	1	66.7%	2	100.0%	3

5 members of staff who were subject to disciplinaries were of unknown disability status. 1 of the remaining 6 of known disability status was disabled. One of the three grievances raised was raised by a disabled member of staff.

Table 3.3.8 – Disability profile (disabled/not disabled) of all leavers by reason for leaving, showing data only where disability status is known

Reason for leaving	Disabled		Not disabled		Total	
	%	No.	%	No.	%	No.
Contract-End of Temp Contract	6.4%	5	93.6%	73	100.0%	78
Death	14.3%	1	85.7%	6	100.0%	7
Dismissed	11.1%	2	88.9%	16	100.0%	18
Redundancy	21.4%	3	78.6%	11	100.0%	14
Resigned	8.4%	28	91.6%	306	100.0%	334
Retirement-Early	16.7%	1	83.3%	5	100.0%	6
Retirement-III Health	100.0%	2	0.0%	0	100.0%	2
Retirement-Normal	7.1%	4	92.9%	52	100.0%	56
Total	8.9%	46	91.1%	469	100.0%	515

Chart 3.3.8



The proportion of disabled staff amongst those that left the University in 13/14 (where disability status was known), was 8.9%, higher than that of all disabled staff employed during the year (where disability status was known) which was 7.4%.

The highest rates of disability were found in those who retired due to ill-health (100.0%), those who left due to redundancy (21.4%) and those who took early retirement (16.7%). The total group sizes also need to be taken into account when considering these figures as all groups are small with the total numbers of staff retiring due to ill health being just 2, those staff leaving due to redundancy being 14 and those taking early retirement being just 6 in total.

3.4. Age

Table 3.4.1 - Age profile of all staff

34 & under		35-49		50-64		65 & over		Total	
%	No.	%	No.	%	No.	%	No.	%	No.
24.9%	1032	41.0%	1699	31.2%	1291	2.9%	122	100.0%	4144

The largest group of staff were aged 35-49, at 41.0%, and then the 50-64 age group, at 31.2%, followed by those aged 34 and under at 24.9% and finally 65 and over at just 2.9%.

Chart 3.4.1

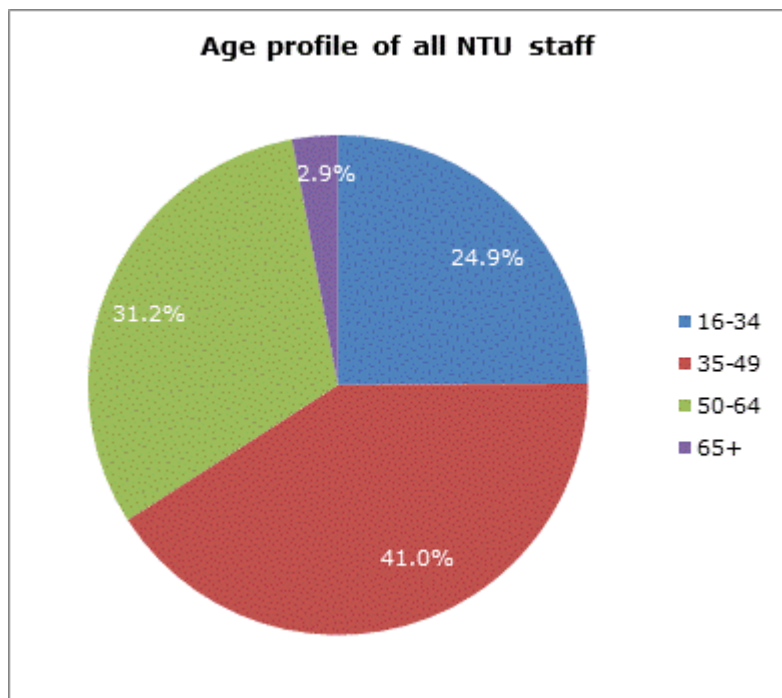


Table 3.4.2 – Age profile of College-based staff by College and School

College	School	34 & under		35-49		50-64	
		%	No.	%	No.	%	No.
College of Art & Design and Built Environment	College of Art & Design and Built Environment	36.6%	37	39.6%	40	23.8%	24
	School of Architecture, Design and the Built Environment	28.6%	79	40.2%	111	26.4%	73
	School of Art & Design	17.6%	72	46.3%	190	34.1%	140
College of Art & Design and Built Environment Total		23.9%	188	43.3%	341	30.1%	237
College of Arts and Science	College of Arts and Science	24.2%	30	44.4%	55	29.0%	36
	School of Animal Rural & Environmental Sciences	18.5%	25	49.6%	67	28.1%	38
	School of Arts & Humanities	19.2%	59	41.2%	127	35.7%	110
	School of Education	3.8%	7	28.6%	53	56.8%	105
	School of Science & Technology	28.1%	104	43.2%	160	24.9%	92
College of Arts and Science Total		20.1%	225	41.2%	462	34.0%	381
College of Business Law & Social Sciences	College of Business Law & Social Sciences	37.7%	55	42.5%	62	17.1%	25
	Nottingham Business School	14.8%	35	38.1%	90	40.7%	96
	Nottingham Law School	9.9%	13	51.9%	68	35.1%	46
	School of Social Sciences	23.7%	46	43.3%	84	30.9%	60
College of Business Law & Social Sciences Total		21.1%	149	43.0%	304	32.1%	227
Grand Total		21.5%	562	42.3%	1107	32.3%	845

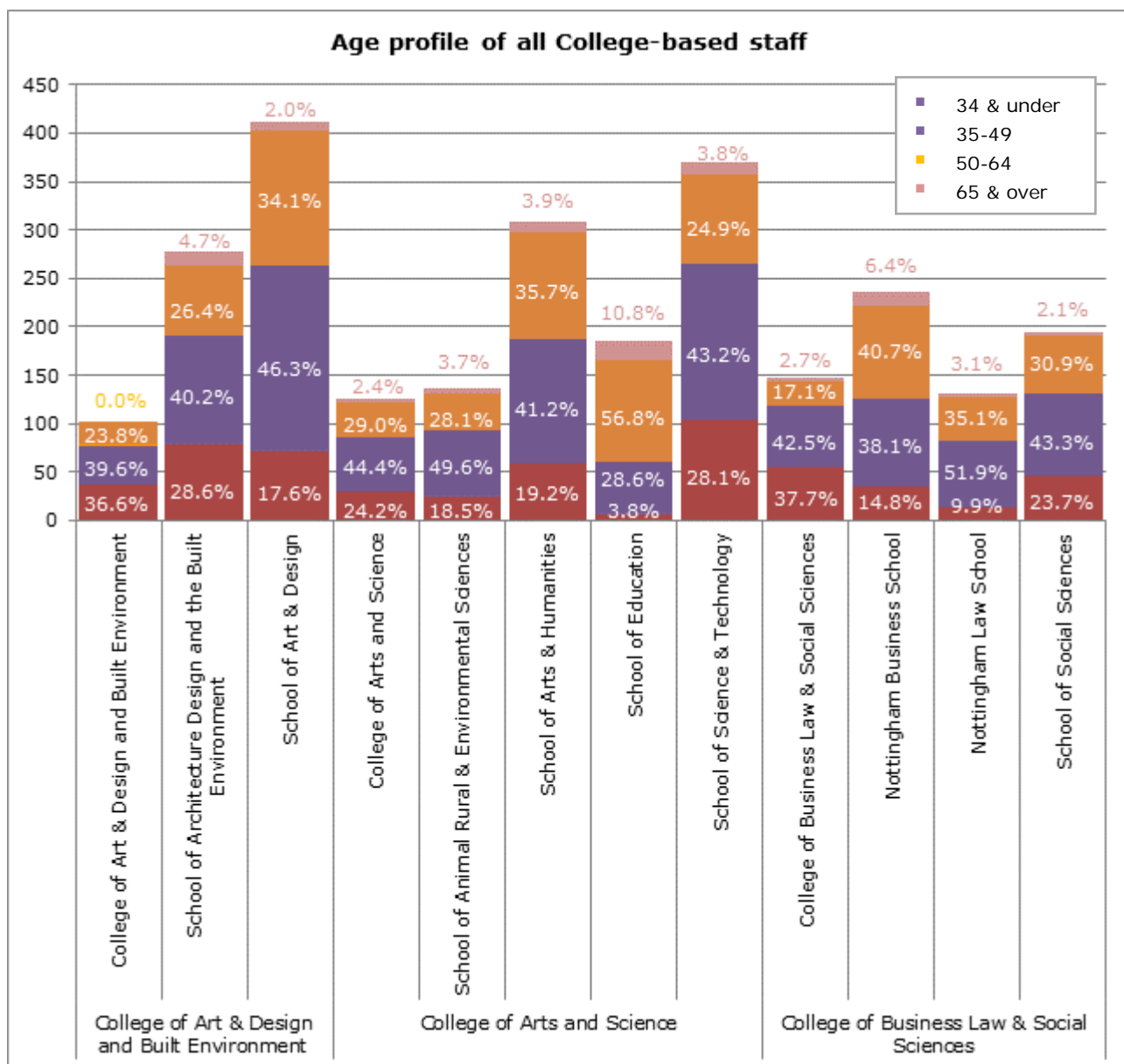
College	School	65 & over		Total	
		%	No.	%	No.
College of Art & Design and Built Environment	College of Art & Design and Built Environment	0.0%	0	100.0%	101
	School of Architecture, Design and the Built Environment	4.7%	13	100.0%	276
	School of Art & Design	2.0%	8	100.0%	410
College of Art & Design and Built Environment Total		2.7%	21	100.0%	787
College of Arts and Science	College of Arts and Science	2.4%	3	100.0%	124
	School of Animal Rural & Environmental Sciences	3.7%	5	100.0%	135
	School of Arts & Humanities	3.9%	12	100.0%	308
	School of Education	10.8%	20	100.0%	185
	School of Science & Technology	3.8%	14	100.0%	370
College of Arts and Science Total		4.8%	54	100.0%	1122
College of Business Law & Social Sciences	College of Business Law & Social Sciences	2.7%	4	100.0%	146
	Nottingham Business School	6.4%	15	100.0%	236
	Nottingham Law School	3.1%	4	100.0%	131
	School of Social Sciences	2.1%	4	100.0%	194
College of Business Law & Social Sciences Total		3.8%	27	100.0%	707
Grand Total		3.9%	102	100.0%	2616

For all Schools and College-level staff, with the exception of the School of Education and Nottingham Business School, the 35-49 age groups had the largest proportion of staff.

College-only generally had a younger profile than staff based in the Schools. The age profiles of staff in the School of Education was noticeably higher than most with 56.8% aged 50-64 and a further 10.8% aged 65 and over.

Also of note is Nottingham Law School, with only 9.9% of staff in the 34 and under age group.

Chart 3.4.2



In Professional Services, younger staff profiles were most noticeable in the combined areas of University Sports Activities (Sports and Lifestyle) & County Sports Partnerships (86.5% aged 34 & under) and Commercial Directorate and Director of Music (51.7% aged 34 & under and 40.3% aged 35-49).

The areas with older age profiles were Student Employability and Enterprise (43.8% in the over 50 age group) and the combined areas of Directorate and Business Improvement & Organisational Development (50.0% in the over 50 age group).

Table 3.4.3 - Age profile of Professional Services-based staff

Professional Service Area	34 & under		35-49		50-64	
	%	No.	%	%	No.	%
Commercial Directorate and Director of Music ³⁸	51.7%	90	40.2%	70	8.0%	14
Directorate & Business Improvement & Organisational Development ³⁹	33.3%	7	23.8%	5	42.9%	9
Estates & Resources	24.6%	137	35.4%	197	37.3%	208
Finance Governance & Legal	20.0%	16	48.8%	39	30.0%	24
Human Resources	17.9%	10	48.2%	27	33.9%	19
Information Systems	26.5%	50	48.7%	92	24.3%	46
PVC Academic ⁴⁰	32.4%	79	40.2%	98	27.5%	67
PVC Student Support	23.7%	18	43.4%	33	31.6%	24
Student Employability and Enterprise	33.0%	31	29.8%	28	35.1%	33
University Sports Activities & County Sports Partnerships ⁴¹	86.5%	32	8.1%	3	5.4%	2
Professional Services Total	30.8%	470	38.7%	592	29.2%	446

Professional Service Area	65 & over		Total	
	%	No.	%	No.
Commercial Directorate and Director of Music	0.0%	0	100.0%	174
Directorate & Business Improvement & Organisational Development	0.0%	0	100.0%	21
Estates & Resources	2.7%	15	100.0%	557
Finance Governance & Legal	1.3%	1	100.0%	80
Human Resources	0.0%	0	100.0%	56
Information Systems	0.5%	1	100.0%	189
PVC Academic	0.0%	0	100.0%	244
PVC Student Support	1.3%	1	100.0%	76
Student Employability and Enterprise	2.1%	2	100.0%	94
University Sports Activities & County Sports Partnerships	0.0%	0	100.0%	37
Professional Services Total	1.3%	20	100.0%	1528

³⁸ Due to low numbers of staff in Director of Music this area has been combined with Commercial Directorate for reporting purposes only in order to protect anonymity of individuals.

³⁹ Due to low numbers of staff in the areas of Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.

⁴⁰ During 2012/2013 PVC Academic included the following teams: Academic Registry, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning and Resources and NTU Graduate School.

⁴¹ Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.

Chart 3.4.3

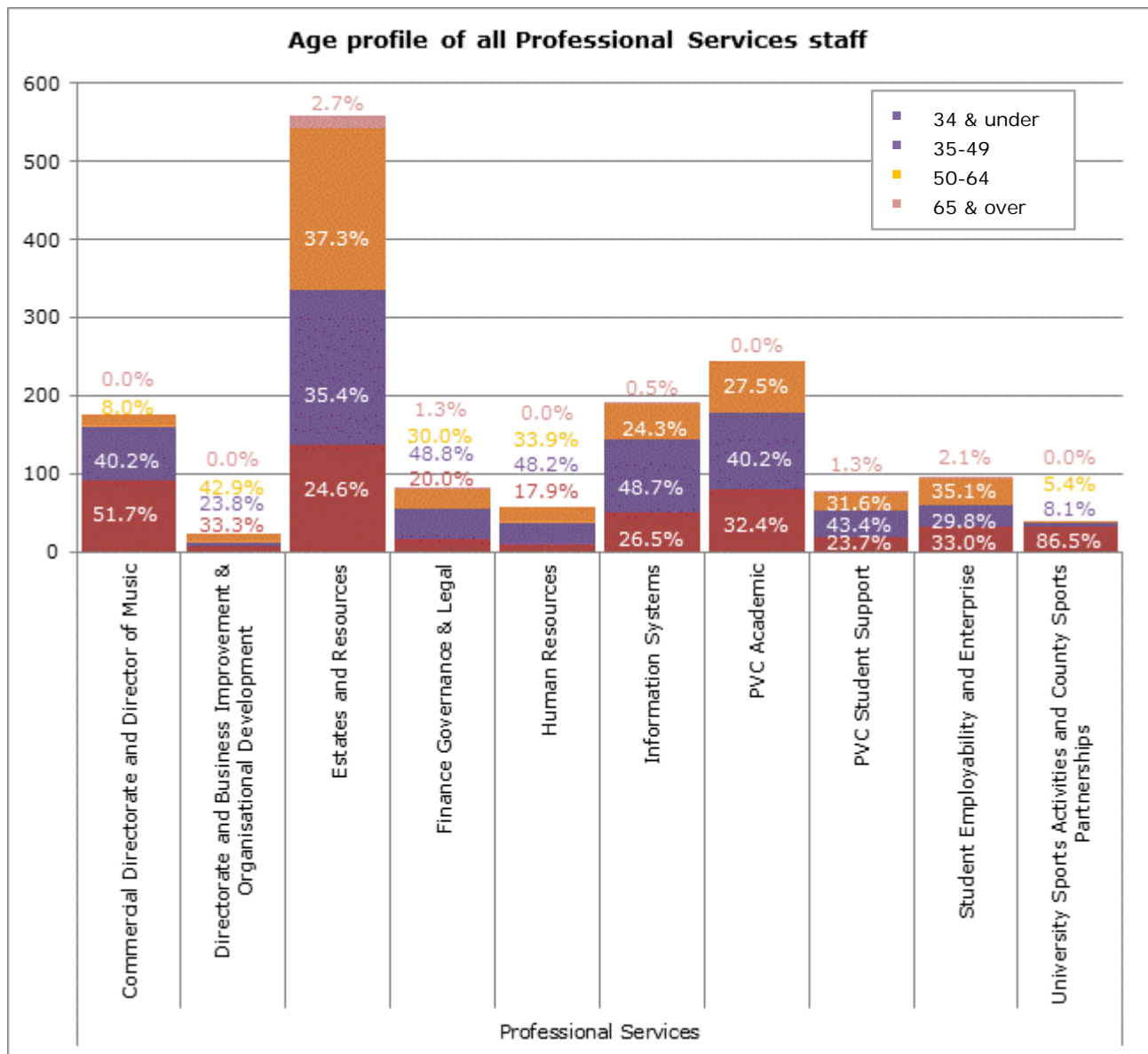


Table 3.4.4 – Age profile of all staff involved in grievances or disciplinarys

	34 & under		35-49		50-64		Total	
	%	No.	%	No.	%	No.	%	No.
Disciplinarys	63.6%	7	27.3%	3	9.1%	1	100.0%	11
Grievances	100.0%	3	0.0%	0	0.0%	0	100.0%	3

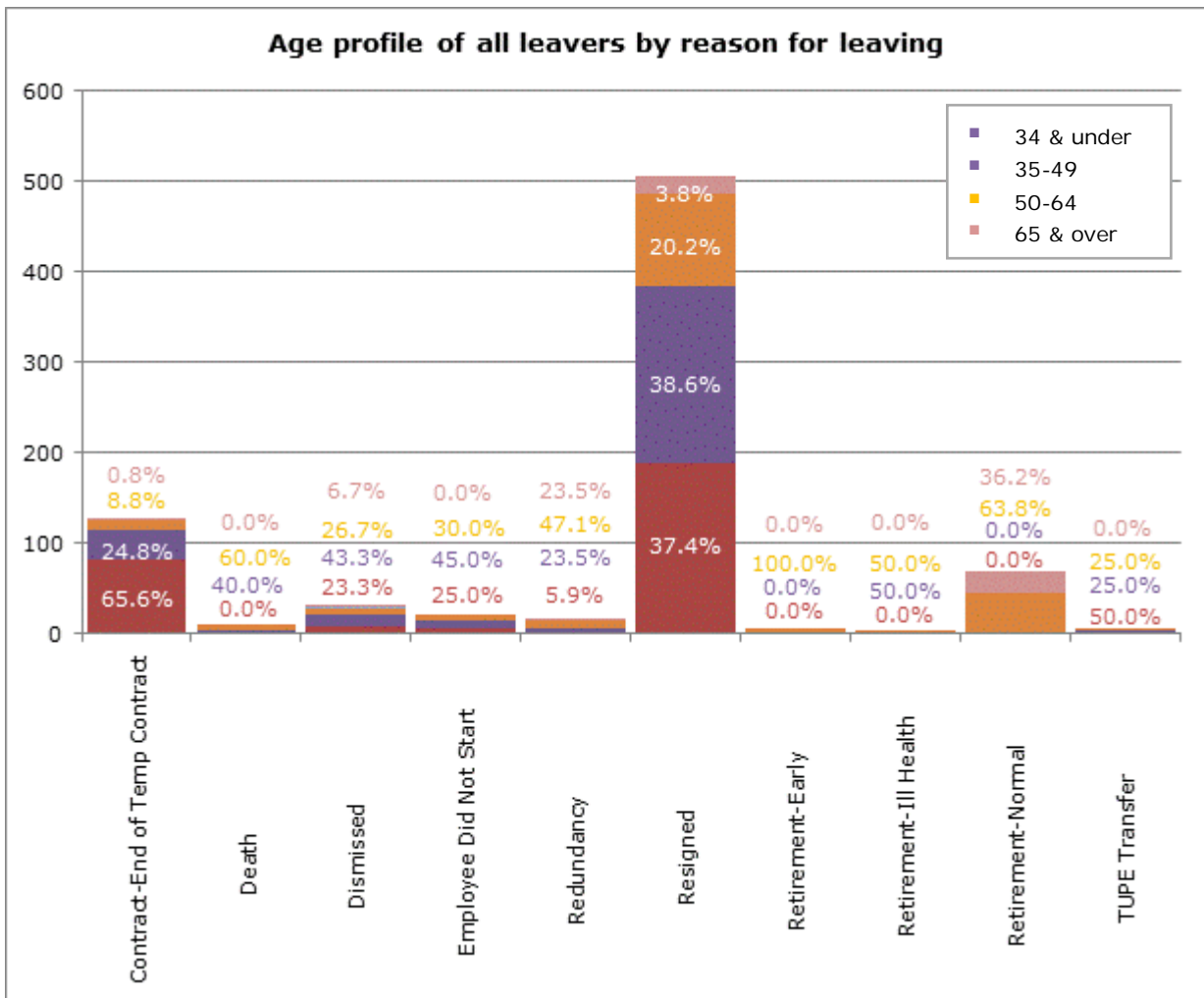
The majority of disciplinarys were of staff aged 34 and under (63.6%) and all grievances were brought by staff in this age group. This was higher than the proportion of all employed staff in this age group which was 24.9%.

Table 3.4.5 – Age profile of all leavers by reason for leaving

Reason for leaving	34 and under		35-49		50-64		65 and over		Total	
	%	No.	%	No.	%	No.	%	No.	%	No.
Contract-End of Temp Contract	65.6%	82	24.8%	31	8.8%	11	0.8%	1	100.0%	125
Death	0.0%	0	40.0%	4	60.0%	6	0.0%	0	100.0%	10
Dismissed	23.3%	7	43.3%	13	26.7%	8	6.7%	2	100.0%	30
Employee Did Not Start	25.0%	5	45.0%	9	30.0%	6	0.0%	0	100.0%	20
Redundancy	5.9%	1	23.5%	4	47.1%	8	23.5%	4	100.0%	17
Resigned	37.4%	189	38.6%	195	20.2%	102	3.8%	19	100.0%	505
Retirement-Early	0.0%	0	0.0%	0	100.0%	6	0.0%	0	100.0%	6
Retirement-III Health	0.0%	0	50.0%	1	50.0%	1	0.0%	0	100.0%	2
Retirement-Normal	0.0%	0	0.0%	0	63.8%	44	36.2%	25	100.0%	69
TUPE Transfer	50.0%	2	25.0%	1	25.0%	1	0.0%	0	100.0%	4
Total	36.3%	286	32.7%	258	24.5%	193	6.5%	51	100.0%	788

When compared to the proportions of staff employed in each of the age groups there was a disproportionate number of leavers in the 34 and under age group at 36.3% compared to 24.9% employed. There was also a lower proportion of leavers in the 35-49 and 50-64 age group at 32.7% and 24.5% compared to 41.0% and 31.2% staff employed in the respective age groups.

Chart 3.4.5



3.5. Religion and Belief

Table 3.5.1 – Religion and belief profile of all staff

Buddhist		Christian		Hindu		Jewish		Muslim		Pagan		Sikh	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
0.6%	23	28.6%	1187	0.8%	32	0.2%	10	1.3%	53	0.2%	8	0.7%	31

Spiritual		Any other religion or belief		No religion or belief		Prefer not to say		Not known		Total	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
0.2%	10	1.6%	67	36.4%	1508	6.9%	287	22.4%	928	100.0%	4144

Table 3.5.2 – Religion and belief profile of all staff, showing data only where religion and belief is known

Buddhist		Christian		Hindu		Jewish		Muslim		Pagan		Sikh	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
0.8%	23	40.5%	1187	1.1%	32	0.3%	10	1.8%	53	0.3%	8	1.1%	31

Spiritual		Any other religion or belief		No religion or belief		Total	
%	No.	%	No.	%	No.	%	No.
0.3%	10	2.3%	67	51.5%	1508	100.0%	2929

Table 3.5.3 – Religion and belief profile (Christian/non-Christian/none) of all staff, showing data only where religion and belief is known

Christian		Non-Christian religion or belief		No religion		Total		Disclosure rate
%	No.	%	No.	%	%	No.	%	%
39.9%	885	7.5%	166	52.6%	1166	100.0%	2217	70.7%

The disclosure rate for religion and belief was 70.7%. Religion is the equality characteristic with the lowest disclosure rate and also the highest rate of staff opting the “prefer not to say” option at 6.9%.

The majority of staff who disclosed their religion or belief indicated they had no religion (52.6%). The second largest group are Christian (39.9%). The remaining 7.5% of staff who have a non-Christian religion are looked at in more detail below.

Chart 3.5.1

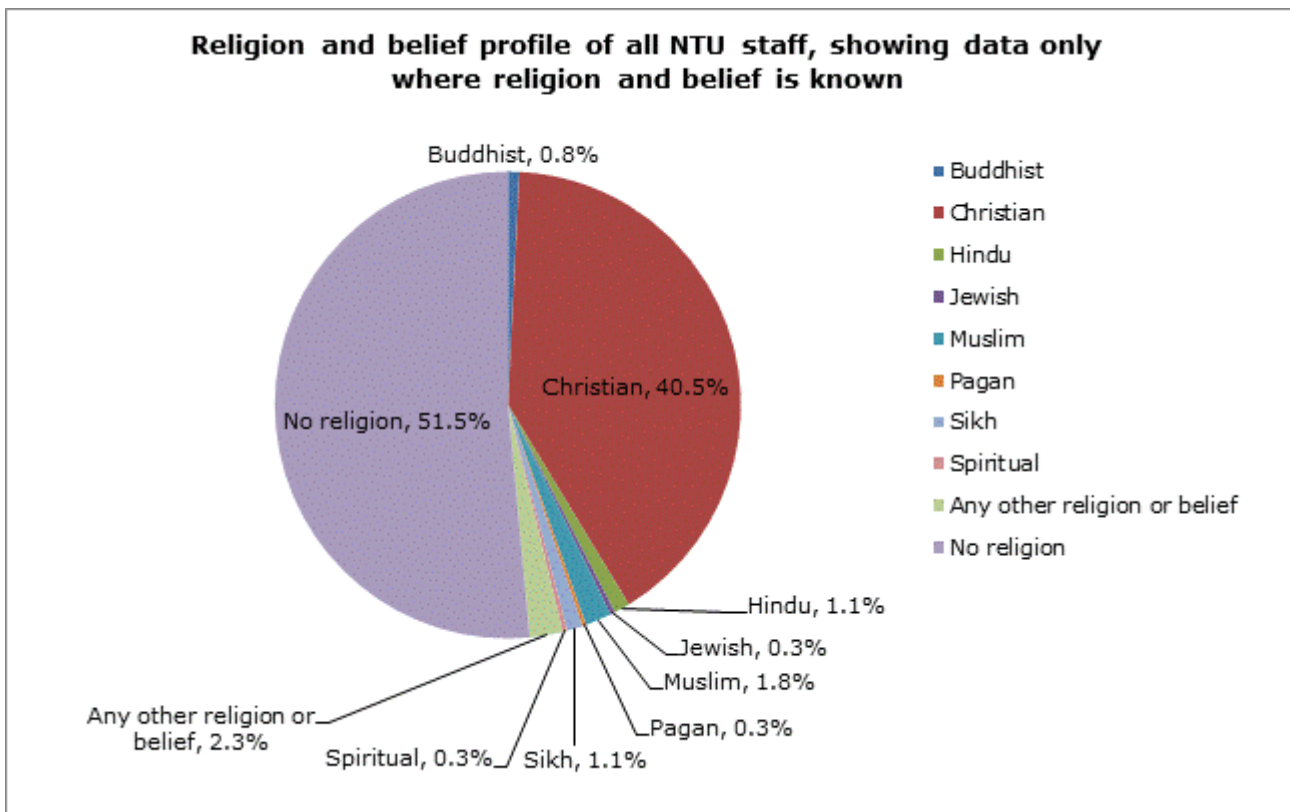


Chart 3.5.2

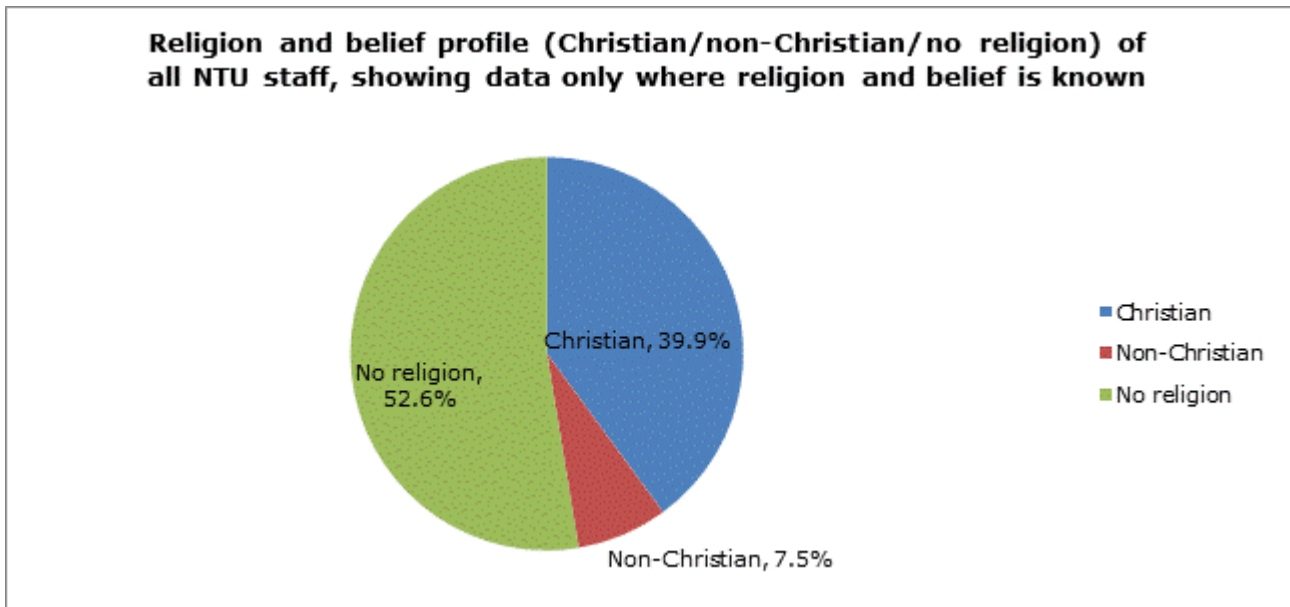


Table 3.5.4 – Religion and belief profile (non-Christian breakdown) of all staff, showing data only where religion and belief is known

Buddhist		Hindu		Jewish		Muslim		Pagan		Sikh	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
11.6%	25	13.9%	30	6.0%	13	23.6%	51	3.2%	7	10.6%	23
9.8%	23	13.7%	32	4.3%	10	22.6%	53	3.4%	8	13.2%	31

Spiritual		Any other religion or belief		Total	
%	No.	%	No.	%	No.
1.9%	4	29.2%	63	100.0%	216
4.3%	10	28.6%	67	100.0%	234

Chart 3.5.3

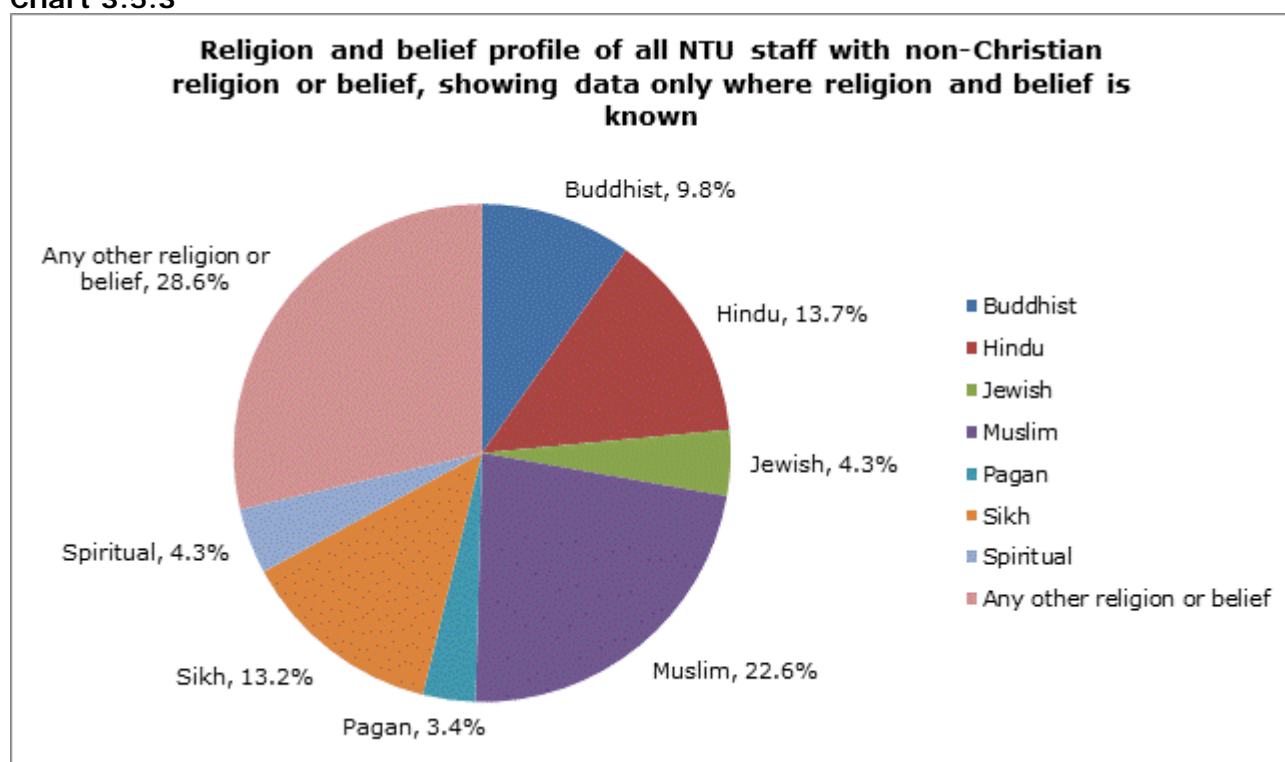


Chart 3.5.3 depicts the religion or belief profile of those with a non-Christian religion and identifies that the two largest groups are “Any other religion or belief” (28.6%) and Muslim (22.6%). These are roughly in line with the 12/13 figures.

Table 3.5.4 – Religion and belief profile (Christian/Non-Christian/No religion) of all staff involved in grievances or disciplinarys

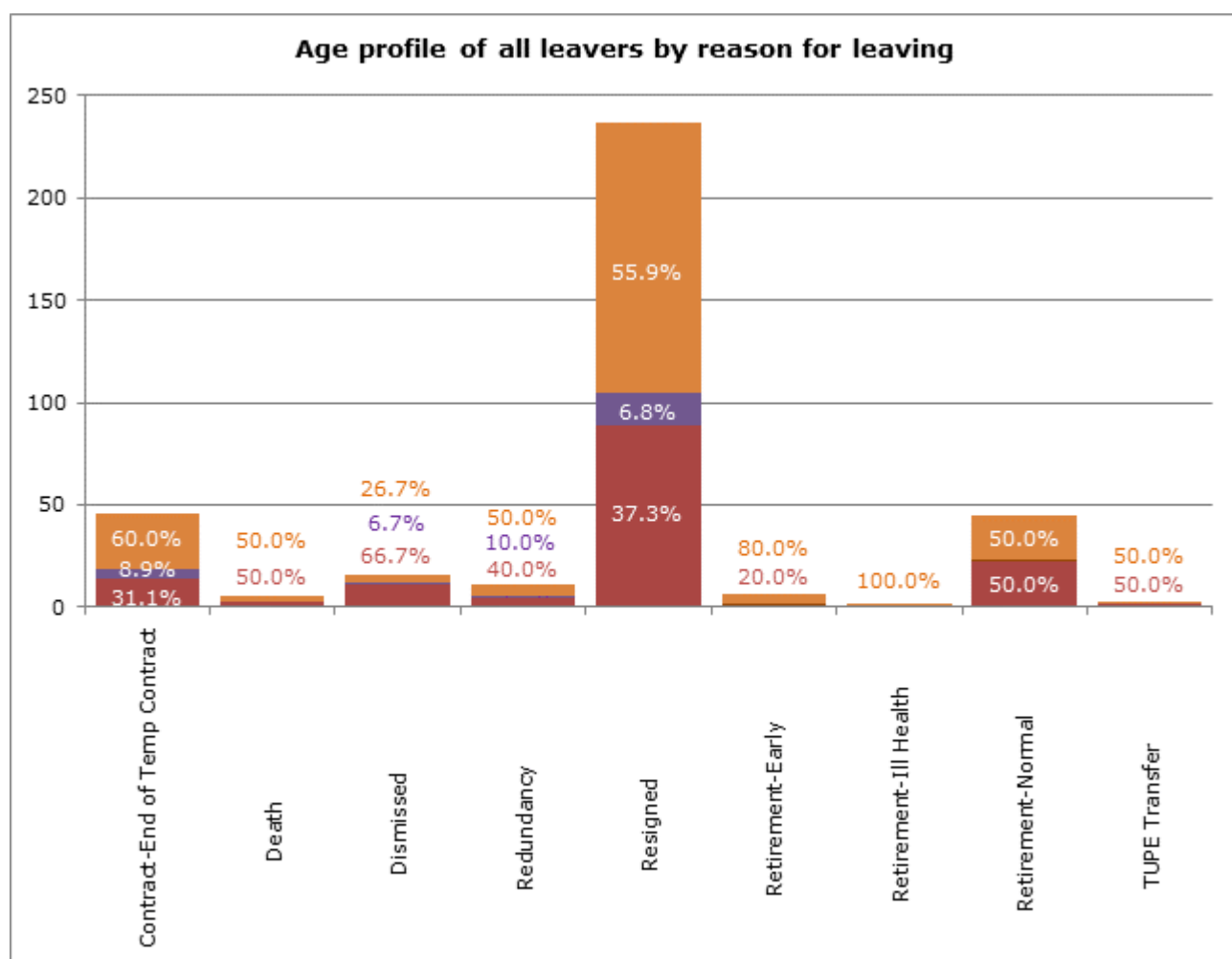
	Christian		No religion		Total	
	%	No.	%	No.	%	No.
Disciplinarys	42.9%	3	57.1%	4	100.0%	7
Grievances	50.0%	1	50.0%	1	100.0%	2

The religion and belief profile (where religion/belief has been grouped due to low numbers) of those staff subject to disciplinarys or bringing grievances was roughly in line with the religion/belief profile of all employed staff.

Table 3.5.5 – Religion profile (Christian/non-Christian/No religion) of all leavers by reason for leaving

Reason for leaving	Christian		Non-Christian		No religion		Total	
	%	No.	%	No.	%	No.	%	No.
Contract-End of Temp Contract	31.1%	14	8.9%	4	60.0%	27	100.0%	45
Death	50.0%	2	0.0%	0	50.0%	2	100.0%	4
Dismissed	66.7%	10	6.7%	1	26.7%	4	100.0%	15
Redundancy	40.0%	4	10.0%	1	50.0%	5	100.0%	10
Resigned	37.3%	88	6.8%	16	55.9%	132	100.0%	236
Retirement-Early	20.0%	1	0.0%	0	80.0%	4	100.0%	5
Retirement-III Health	0.0%	0	0.0%	0	100.0%	1	100.0%	1
Retirement-Normal	50.0%	22	0.0%	0	50.0%	22	100.0%	44
TUPE Transfer	50.0%	1	0.0%	0	50.0%	1	100.0%	2
Total	39.2%	142	6.1%	22	54.7%	198	100.0%	362

Chart 3.5.5



The religion profile of leavers, where religions are grouped into Christian and Non-Christian due to low numbers, closely matches the religion profile of all employed staff.

Source: CHRIS, All staff employed during the period 1 August 2013 to 31 July 2014

Definition of atypical staff

At NTU atypical means staff whose substantive contract falls under one of the following categories: casual staff/hourly paid, Progression Partnership Workers, Worker or zero hours (excluding Hourly Paid Lecturers). Although not an exhaustive list the below provides examples of some common atypical roles:

- Student Ambassador
- Assistant Invigilator
- Student Host
- Primary Literary Assistant
- Demonstrator
- Disability Support Worker
- Alumni Fund Telephone Caller
- Catering Assistant (on Worker contract)
- Instructor
- Football Referee