

# **NTU Equality Data**

## **Key Statistics: Staff 2016/17**

**January 2018**

## **NTU Staff Equality Data 2015/16**

At Nottingham Trent University we are committed to striving for equality, valuing diversity, and promoting inclusion. So that we can most effectively meet the needs of our diverse staff we collect data on certain protected characteristics; this gives us a feel for our staff composition, lets us identify any trends or changes affecting certain groups, and helps us to see where there might be things we can improve.

In this booklet we take a look at some of the key statistics from the academic year 2016/17.

You can request summary data for your particular area of work by contacting [equality@ntu.ac.uk](mailto:equality@ntu.ac.uk). Understanding your team's equality data can be a powerful tool which can enable you to support your staff more effectively, and improve services to colleagues and students.

To request an accessible version of this document please contact [equality@ntu.ac.uk](mailto:equality@ntu.ac.uk).

### **Notes on the data:**

We have excluded staff for which equality data is unknown (either they have not told us, or prefer not to disclose the information).

Sector benchmarking data is taken from ECU's Equality in Higher Education report 2017.

## **The Importance of disclosing equality data**

Collecting and reporting on the equality characteristics of our staff isn't just a legal duty, it enables us to make positive changes to the culture, policies and environment at NTU. Having accurate data ensures that we can be more effective, more inclusive, and more focussed in our equality work.

In 2016/17, disclosure rates were:

Ethnicity: 93.5%

Disability: 77.4%

Religion: 77.3%

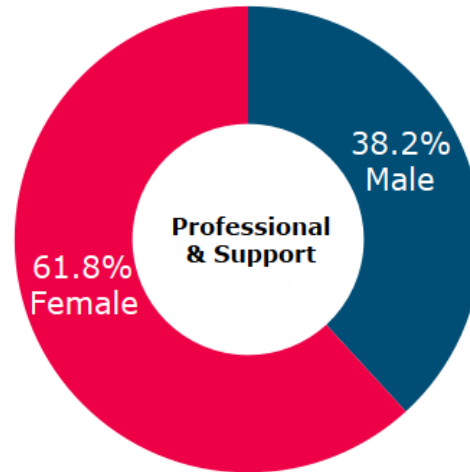
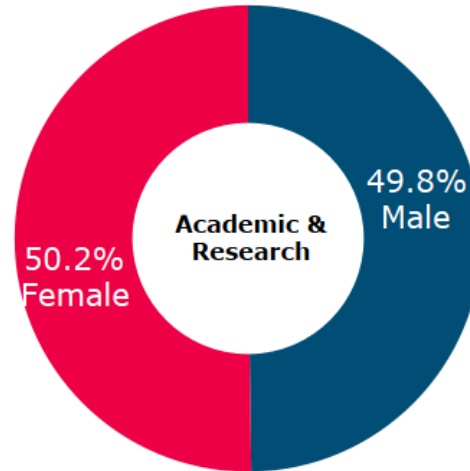
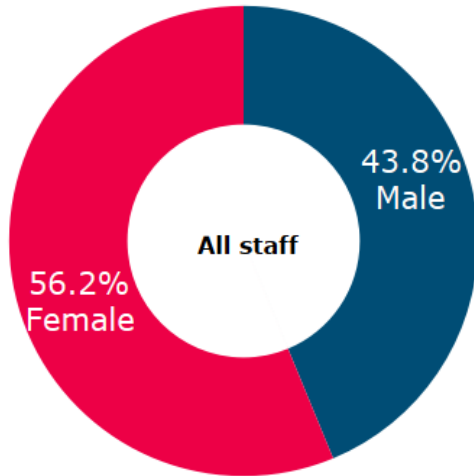
We recently began to also monitor sexual orientation, and in 2016/17 the disclosure rate was 32.1%.

To check and update your details visit [chris.ntu.ac.uk](http://chris.ntu.ac.uk)

## Gender

Women form a slight majority at NTU.

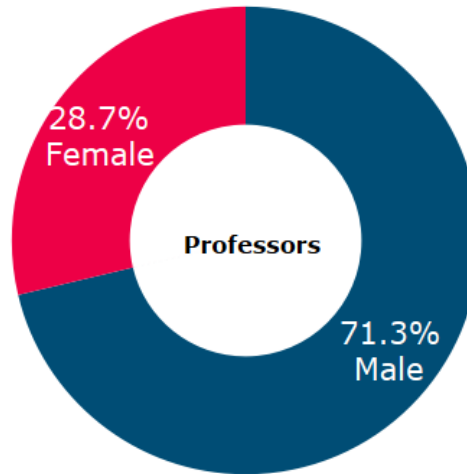
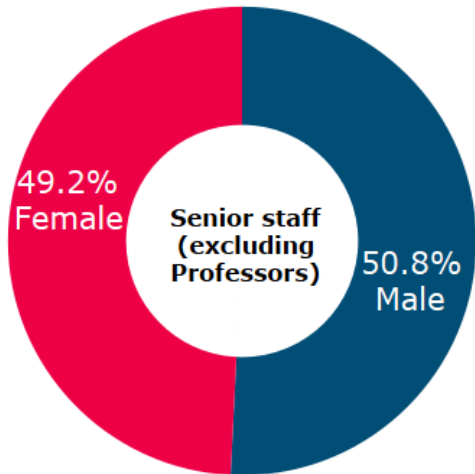
Academic and Research roles are equally balanced while Professional and Support roles are weighted towards women.



## Gender

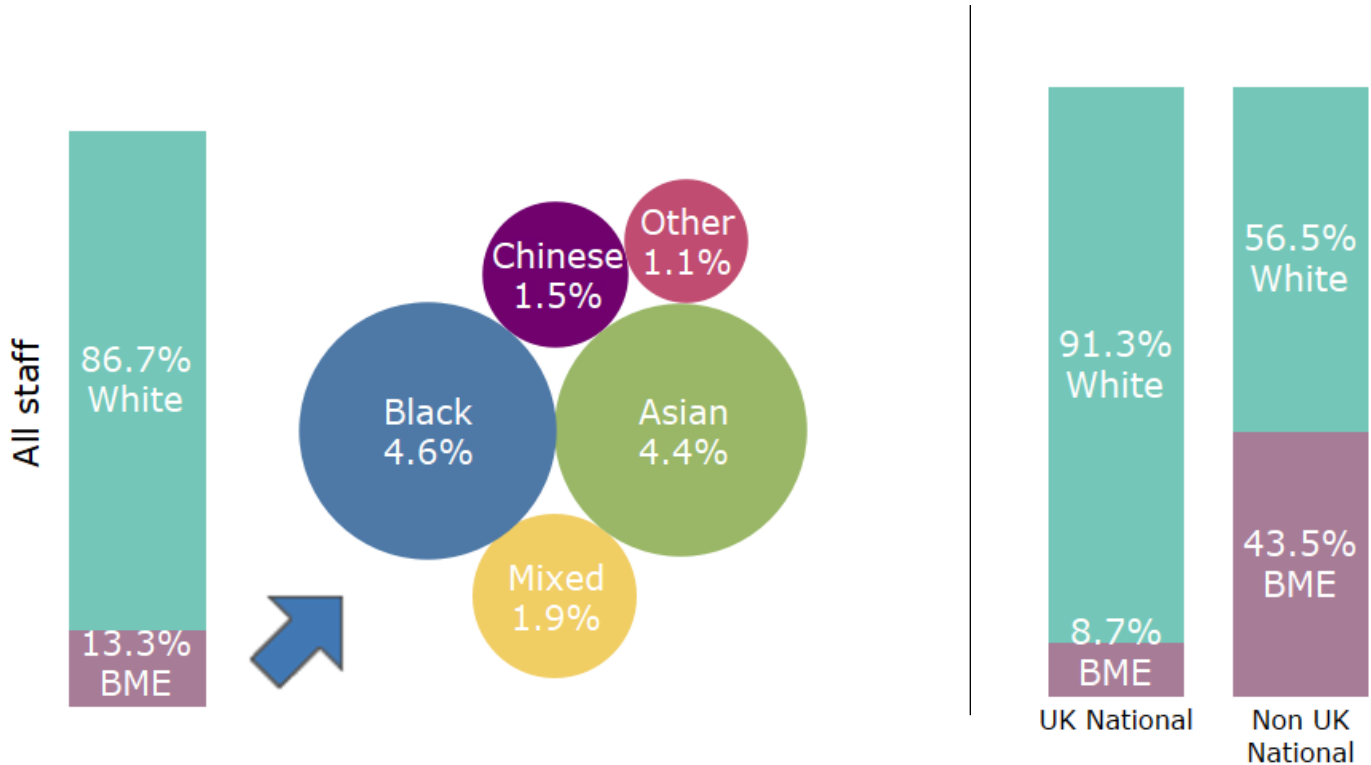
Women make up 49.2% of senior-level staff (excluding Professors).

28.7% of our Professors are women (an increase from 26% in 2015/16) which is higher than the sector average of 23.9%. NTU is committed to continuing to improve representation at this level, evidenced through its work as a member of Athena SWAN.



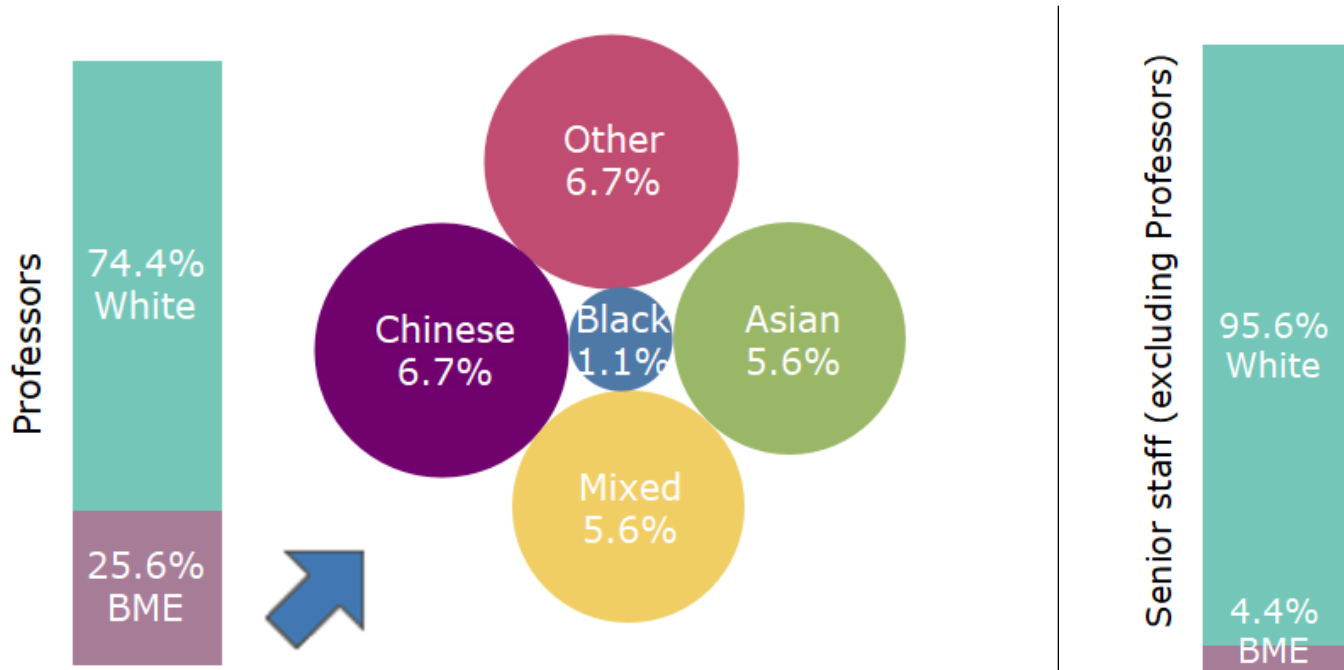
## Ethnicity & Nationality

13.3% of NTU staff identify as BME (black and minority ethnicities). BME representation is higher among staff who are not from the UK. The proportion of BME staff who are from the UK is very similar to the sector (8.7% at NTU vs. 8.9% in the sector).



## Ethnicity & Nationality

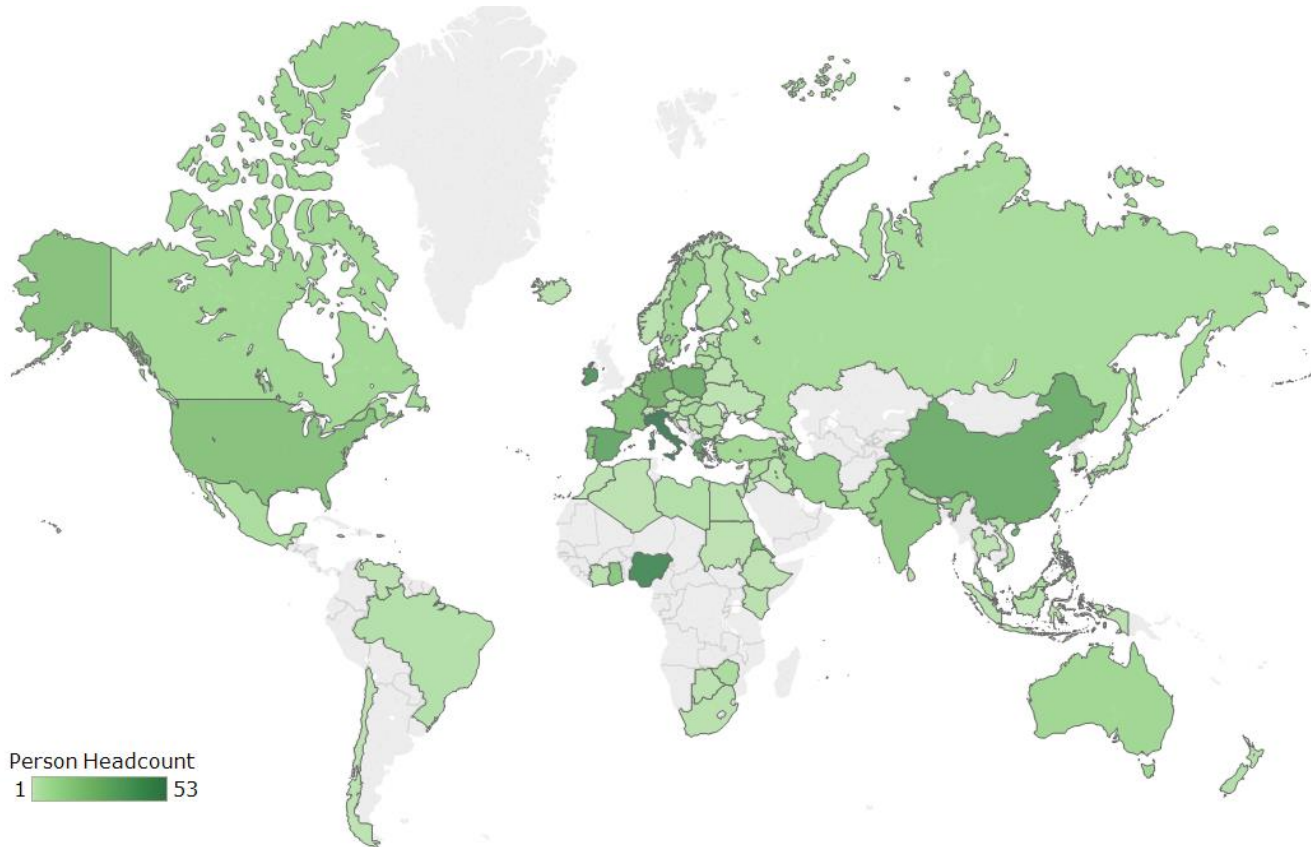
BME representation among our Professors is higher than the sector average (25.6% at NTU vs. 9.3% in the sector)<sup>1</sup>. At senior levels *excluding* Professor, BME representation is lower. The University is working to explore this.



<sup>1</sup> Figures include UK and non-UK nationalities

## Ethnicity & Nationality

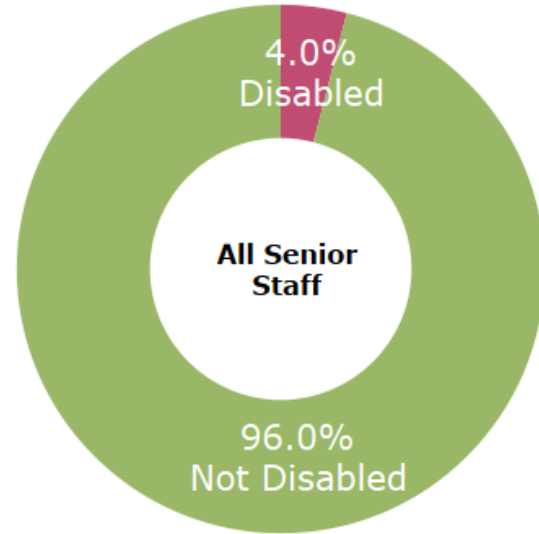
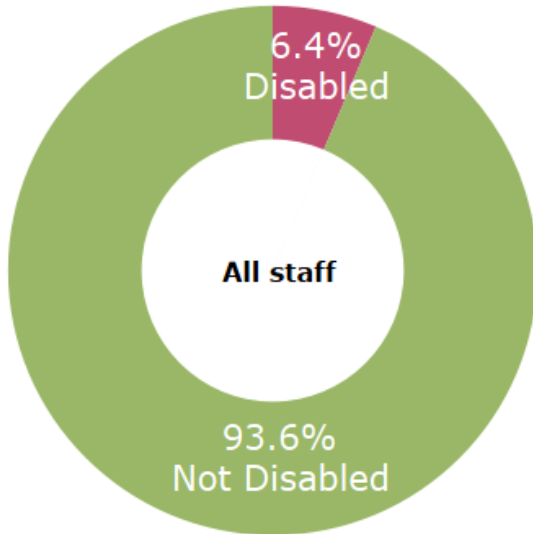
Non UK national staff come from 86 countries.





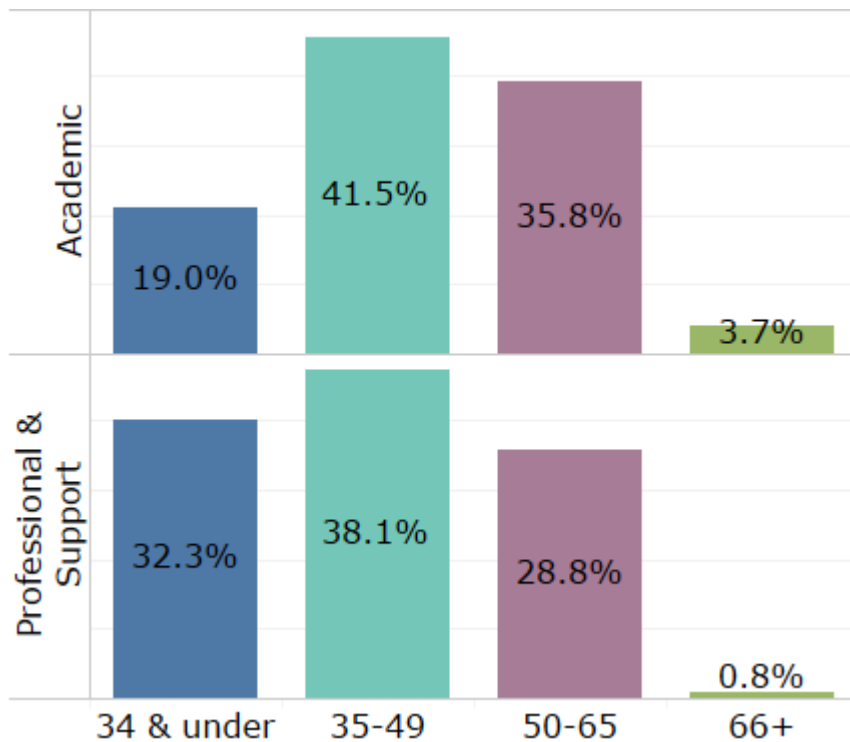
## Disability

6.4% of staff identify as disabled – higher than the sector average of 4.6%. We are currently working to better understand the experiences of our disabled colleagues.



## Age

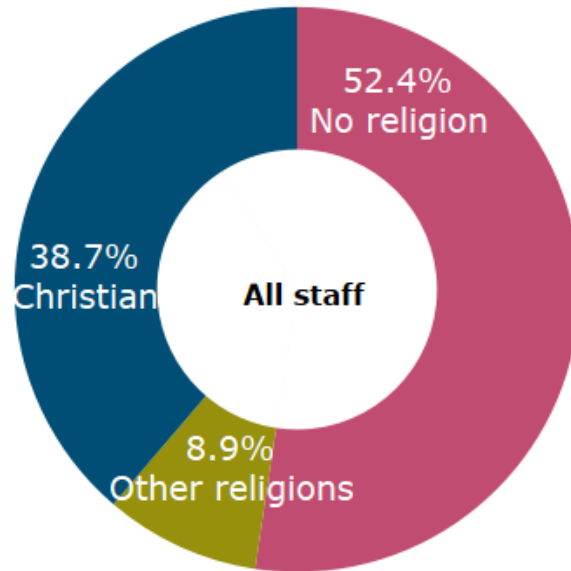
The age profile of Professional & Support staff is younger than our Academic staff.



## Religion & Belief

77.3% of NTU staff have told us their religious beliefs; of those, 52.4% are of no religion.

Islam is the most common non-Christian religion although numbers are small at 2.6%.



## **Staff Networks**

Staff networks are an opportunity for staff to support each other, share information, inspire others and improve the workplace through consultation and collaboration. NTU currently has four active networks:

[Disabled Employees Network](#)

[LGBT+ Staff Network](#)

[REACH \(Race, Ethnicity and Cultural Heritage\) Staff Network](#)

[Women's Staff Network](#)

If you would like to know more about our networks, or if you wish to help develop further networks focussed on other protected characteristics, please contact [equality@ntu.ac.uk](mailto:equality@ntu.ac.uk).