**Staffing**

**compendium**

**including Equality Act 2010**

**publication of equality information**

**December 2012**

**Produced by Human Resources**



**Introduction**

This is the fifth annual staffing compendium produced by HR.

The purpose of the compendium is to provide managers and other users with up to date information about UWE’s workforce profile and to highlight emerging trends. Managers will be able to use this information to identify where we need to make improvements.

UWE has a longstanding commitment to the promotion of equality and undertakes a wide range of activities to promote better outcomes and meet the needs of different groups of staff. In April 2012 we published our single equality scheme 2012-15 which includes a commitment to increase our workforce diversity by increasing the numbers of black and minority ethnic and disabled staff, and women at a senior level. This compendium provides the information needed to monitor progress; it also provides a rich source of data for managers carrying out equality analysis.

The data is taken from a snapshot of the staff population on 31 December 2012. The compendium is based on data held in the University’s HR payroll system (SAP). The SAP database is populated with information supplied by new staff on their application forms; we then update the database with information supplied by current employees in response to periodic data surveys. Our latest data survey was carried out in December 2010, and the next one will be carried out within the next 12 months.

This compendium should be read in conjunction with results from the 2012 staff survey available in the HR intranet.

I hope you find the compendium interesting and informative. If you have any ideas for how it might be improved, or have any queries relating to the data and its analysis, then please contact Lesley Donnithorne in the Business Development Team ([Lesley2.Donnithorne@uwe.ac.uk](mailto:Lesley2.Donnithorne@uwe.ac.uk)) or Angeline Carrozza in the Equality and Diversity Unit (Angeline.Carrozza@uwe.ac.uk).

Debbie England

HR Director

April 2013

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*At a glance 1:*

TABLE 1 – STAFF IN POST AT 31/12/2012

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **FACULTY / SERVICE** | **HEADS**  **2012** | **FTE\***  **2012** | **HEADS**  **2011** | **FTE\***  **2011** | **HEADS 2010** | **FTE\***  **2010** |
| Business and Law | 246 | 225 | 296 | 270 |
| Arts Creative Inds & Education | 339 | 268 | 430 | 355 |
| Environment & Technology | 368 | 337 | 437 | 399 |
| Health & Life Sciences | 485 | 419 | 532 | 468 |
| *Faculty totals* | *1438* | *1248* | *1695* | *1493* | *1896* | *1659* |
| Corporate & Academic Services\*\*\* | 141 | 131 | 41 | 38 |
| Centre for Performing Arts | 5 | 5 | 5 | 5 |
| Directorate | 24 | 21 | 22 | 20 |
| Dean of Students | 7 | 6 | 5 | 5 |
| Development and Alumni | 6 | 5 | 4 | 4 |
| Facilities | 458 | 351 | 458 | 350 |
| Finance | 89 | 80 | 80 | 72 |
| Human Resources | 57 | 48 | 56 | 48 |
| IT Services | 170 | 159 | 178 | 168 |
| Library Services | 144 | 111 | 141 | 111 |
| Marketing and Communications | 54 | 43 | 24 | 19 |
| Research, Business & Innovation | 80 | 71 | 39 | 33 |
| SPS - Admissions & Intl Dev. | 54 | 50 | 30 | 27 |
| SPS – Sch. & Colleges Part. Serv. | 21 | 19 | 15 | 13 |
| SPS - Student Services | 211 | 175 | 88 | 73 |
| Transformation Services | 12 | 11 | *-* | *-* |  |  |
| *Service totals* | *1533* | *1287* | *1186* | *984* | *1246* | *1040* |
| Faculty and service sub total | 2971 | 2535 | 2881 | 2477 | 3142 | 2699 |
| Associate Lecturers\*\* | 383 | 82 | 342 | 75 | 392 | 111 |
| Temporary staff (in assignment) | 178 | 93 | 268 | 158 | 276 | 159 |
| **All staff** | **3532** | **2710** | **3491** | **2701** | **3810** | **2969** |

\* FTE = full time equivalent

\*\* AL FTE relates to the total for the previous academic year.

\*\*\* Includes Academic Registry and BIP staff prior to 2012

In 2012 49% of all staff were located in faculties and 51% in services. In 2011, these figures were 60% and 40% respectively. This change reflects the impact of the One University Administration restructuring in January 2012.

There has been a 1% increase in staffing numbers and a 0.3% increase in staffing FTEs compared to 2011.

*At a glance 2:*

TABLE 2 –EMPLOYEE GROUP AND GRADE BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **EMPLOYEE GROUP/ GRADE** | **YEAR** | **ALL** | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | | **DISABLED STATUS NOT KNOWN\*** | |
|  | **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| Senior Management | *2012*  *2011*  *2010* | 77  77  82 | 52  55  58 | 68%  71%  71% | 25  22  24 | 32%  29%29% | 2  0  0 | 2.6%  0%  0% | 74  75  81 | 96%  97%  99% | 1  2  1 | 1.3%  2.6%  1.2% | 7  6  6 | 9.1%  7.8%  7.3% | 70  70  75 | 91%  91%  92% | 0  1  1 | 0%  1.3%  1.2% |
| Academic  Grade J  Grade I  Grade H  Grade G | *2012*  *2011*  *2010*  *2012*  *2011*  *2010*  *2012*  *2011*  *2010*  *2012*  *2011*  *2010* | 96  85  107  170  163  206  731  751  785  31  22  38 | 59  54  67  89  88  111  352  348  365  14  9  17 | 61%  64%  63%  52%  54%  54%  48%  46%  46%  45%  41%  45% | 37  31  40  81  75  95  379  403  420  17  13  21 | 39%  36%  37%  48%  46%  46%  52%  54%  54%  55%  59%  55% | 5  5  5  14  13  15  44  46  53  8  5  6 | 5.2%  5.9%  4.6%  8.2%  8.0%  7.3%  6.0%  6.1%  6.7%  26%  23%  16% | 88  78  97  151  147  181  661  678  703  22  16  29 | 92%  92%  91%  89%  90%  88%  90%  90%  90%  71%  73%  76% | 3  2  5  5  3  10  26  27  29  1  1  3 | 3.1%  2.4%  4.6%  2.9%  1.8%  4.8%  3.6%  3.6%  3.7%  3.2%  4.5%  7.8% | 1  3  4  8  8  9  29  34  35  1  1  1 | 1.0%  3.5%  3.7%  4.7%  4.9%  4.3%  4.0%  4.5%  4.5%  3.2%  4.5%  2.6% | 94  81  102  159  152  193  694  709  742  30  21  37 | 98%  95%  95%  94%  93%  94%  95%  94%  95%  97%  95%  97% | 1  1  1  3  3  4  8  8  8  0  0  0 | 1.0%  1.2%  0.9%  1.8%  1.8%  1.9%  1.1%  1.1%  1.0%  0%  0%  0% |
| Associate Lecturers  (previously Hourly Paid  Lecturers) | *2012*  *2011*  *2010* | 383  342  392 | 159  139  138 | 42%  41%  35% | 224  203  254 | 58%  59%  65% | 30  25  27 | 7.8%  7.3%  6.9% | 332  294  342 | 87%  86%  87% | 21  23  23 | 5.5%  6.7%  5.9% | 13  10  13 | 3.4%  2.9%  3.3% | 365  326  374 | 95%  95%  95% | 5  6  5 | 1.3%  1.8%  1.2% |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **EMPLOYEE GROUP/ GRADE** | **YEAR** | **ALL** | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | | **DISABLED** | | | **NOT DISABLED\*** | | **DISABLED STATUS NOT KNOWN\*** | |
|  | **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | | **%** | **Heads** | | **%** | **Heads** | **%** |
| Research  Grade H  Grade F&G | *2012*  *2011*  *2010*  *2012*  *2011*  *2010* | 33  36  40  111  128  137 | 18  22  26  57  61  66 | 55%  61%  65%  51%  48%  48% | 15  14  14  54  67  71 | 45%  39%  35%  49%  52%  52% | 2  2  4  16  14  21 | 6.1%  5.6%  10%  14%  11%  15% | 28  31  35  88  108  109 | 85%  86%  88%  79%  84%  80% | 3  3  1  7  6  7 | 9.1%  8.3%  2.5%  6.3%  4.7%  5.1% | 0  1  1  3  3  5 | | 0%  2.8%  2.5%  2.7%  2.3%  3.6% | 32  34  38  106  122  128 | | 97%  94%  95%  95%  95%  93% | 1  1  1  2  3  4 | 3.0%  2.8%  2.5%  1.8%  2.3%  2.9% |
| Admin & Prof  G & above  Grade A to F | *2012*  *2011*  *2010*  *2012*  *2011*  *2010* | 344  322  334  890  805  847 | 138  137  141  221  200  205 | 40%  43%  42%  25%  25%  24% | 206  185  193  669  605  642 | 60%  57%  58%  75%  75%  76% | 19  21  23  51  43  51 | 5.5%  6.5%  6.9%  5.7%  5.3%  6.0% | 316  291  299  814  741  774 | 92%  90%  89%  91%  92%  91% | 9  10  12  25  21  22 | 2.6%  3.1%  3.6%  2.8%  2.6%  2.6% | 21  18  19  47  38  46 | | 6.1%  5.6%  5.7%  5.3%  4.7%  5.4% | 319  299  310  833  753  791 | | 93%  93%  93%  94%  94%  93% | 4  5  5  10  11  10 | 1.2%  1.6%  1.5%  1.1%  1.4%  1.2% |
| Technical  G & above  Grade A to F | *2012*  *2011*  *2010*  *2012*  *2011*  *2010* | 64  63  69  190  182  216 | 53  52  56  122  120  136 | 83%  83%  81%  64%  66%  63% | 11  11  13  68  62  80 | 17%  17%  19%  36%  34%  37% | 3  2  2  19  15  13 | 4.7%  3.2%  2.9%  10%  8.2%  6.0% | 57  57  63  162  158  191 | 89%  90%  91%  85%  87%  88% | 4  4  4  9  9  12 | 6.3%  6.3%  5.8%  4.7%  4.9%  5.6% | 1  1  2  14  12  16 | | 1.6%  1.6%  2.9%  7.4%  6.6%  7.4% | 63  62  67  172  165  296 | | 98%  98%  97%  91%  91%  91% | 0  0  0  4  5  4 | 0%  0%  0%  2.1%  2.7%  1.9% |
| Manual  Grade C to E | 2012  2011  2010 | 79  87  96 | 63  68  72 | 80%  78%  75% | 16  19  24 | 20%  22%  25% | 2  2  4 | 2.5%  2.3%  4.2% | 73  82  88 | 92%  94%  92% | 4  3  4 | 5.1%  3.4%  4.2% | 6  6  6 | | 7.6%  6.9%  6.3% | 73  80  89 | | 92%  92%  93% | 0  1  1 | 0%  1.1%  1.0% |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **EMPLOYEE GROUP/ GRADE** | **YEAR** | **ALL** | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | | **DISABLED STATUS NOT KNOWN\*** | |
|  | **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| Manual  Grade A&B | *2012*  *2011*  *2010* | 155  160  174 | 37  37  45 | 24%  23%  26% | 118  123  129 | 76%  77%  74% | 11  11  12 | 7.1%  6.9%  6.9% | 134  138  152 | 86%  86%  87% | 10  11  10 | 6.5%  6.9%  5.7% | 11  12  12 | 7.1%  7.5%  6.9% | 142  146  160 | 92%  91%  92% | 2  2  2 | 1.3%  1.3%  1.1% |
| TSU Temps | *2012*  *2011*  *2010* | 213  298  347 | 70  95  112 | 33%  32%  32% | 143  203  235 | 67%  68%  68% | 21  24  40 | 9.9%  8.1%  12% | 179  254  279 | 84%  85%  80% | 13  20  28 | 6.1%  6.7%  8% | 10  14  11 | 4.7%  4.7%  3.2% | 200  279  332 | 94%  94%  96% | 3  5  4 | 1.4%  1.7%  1.2% |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ALL STAFF  (excluding ALs/&TSU) | *2012*  *2011*  *2010* | 2971  2881  3131 | 1275  1251  1365 | 43%  43%  44% | 1696  1630  1766 | 57%  57%  56% | 196  179  209 | 6.6%  6.2%  6.7% | 2668  2600  2802 | 90%  90%  89% | 107  102  120 | 3.6%  3.5%  3.8% | 149  146  162 | 5.0%  5.1%  5.2% | 2787  2694  2928 | 94%  94%  94% | 35  41  41 | 1.2%  1.4%  1.3% |
| **ALL STAFF** | 2012  2011  2010 | 3567  3521  3870 | 1504  1485  1615 | 42%  42%  42% | 2063  2036  2255 | 58%  58%  58% | 247  228  276 | 6.9%  6.5%  7.1% | 3179  3148  3423 | 89%  89%  88% | 141  145  171 | 4.0%  4.1%  4.4% | 172  170  186 | 4.8%  4.8%  4.8% | 3352  3299  3634 | 94%  94%  94% | 43  52  50 | 1.2%  1.5%  1.3% |

\* Figures for “Not Disabled” include “not known” for staff who did not respond to the survey. The “Disabled Status Not Known” figure is the number of staff that responded to the survey but preferred not to provide information about disabled status.

The overall male/female ratio remained constant in 2012 compared to 2011 and 2010. All employee groups show an increase in the proportion of women in the senior grades, with the exception of technical which remained the same, and manual which showed a further reduction.

The BME staff percentage has increased in 2012 compared to 2011, and the percentage of disabled staff has remained the same.

*At a glance 3:*

TABLE 3 – AGE

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **AGE BAND** | **HEADS**  **2012** | **PERCENTAGE**  **2012** | **PERCENTAGE**  **2011** | **PERCENTAGE**  **2010** |
| Under 24 | 135 | 3.8% | 3.6% | 4.2% |
| 25-34 | 654 | 18.3% | 18.9% | 20% |
| 35-44 | 918 | 25.7% | 25.0% | 25% |
| 45-54 | 987 | 27.7% | 29.0% | 28% |
| 55-64 | 800 | 22.4% | 22.3% | 22% |
| 65 + | 73 | 2.0% | 1.2% | 1.3% |

The average age of a UWE employee in 2012 is 45 years, the same as in 2011. The average age was 44 years in 2010 and 2009.

TABLE 4 – SEXUAL ORIENTATION

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **GROUP** | **HEADS**  **2012** | **PERCENTAGE**  **2012** | **PERCENTAGE**  **2011** | **PERCENTAGE**  **2010** |
| Bisexual | 25 | 0.7% | 0.7% | 0.7% |
| Gay man | 31 | 0.9% | 0.7% | 0.8% |
| Gay woman/lesbian | 37 | 1.0% | 1.0% | 1.2% |
| Heterosexual/straight | 2074 | 58.1% | 56% | 56% |
| Other | 8 | 0.2% | 0.2% | 0.3% |
| Not declared/prefer not to say | 211 | 5.9% | 5.9% | 5.6% |
| No data held | 1181 | 33.1% | 35% | 36% |

Table 4 shows that UWE has 2.6% of staff declaring as lesbian, gay or bisexual (LGB) compared to 2.4% in 2011. Table 4 also shows an increasing proportion of staff providing information on their sexual orientation.

*At a glance 4:*

TABLE 5 – RELIGION AND BELIEF

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **GROUP** | **HEADS**  **2012** | **PERCENTAGE**  **2012** | **PERCENTAGE**  **2011** | **PERCENTAGE**  **2010** |
| Buddhist | 35 | 1.0% | 0.8% | 0.9% |
| Christian | 944 | 26% | 26% | 26% |
| Hindu | 22 | 0.6% | 0.5% | 0.5% |
| Jewish | 9 | 0.3% | 0.3% | 0.2% |
| Muslim | 35 | 1.0% | 0.9% | 0.9% |
| Sikh | 5 | 0.1% | 0.1% | 0.1% |
| Another faith/religion | 59 | 1.7% | 1.7% | 2.1% |
| No faith/religion | 1007 | 28% | 27% | 26% |
| Not declared/prefer not to say | 265 | 7.4% | 7.7% | 7.3% |
| No data held | 1186 | 33% | 35% | 36% |

Table 5 shows 31% of staff declaring as having a religion; this is unchanged from 2011. Table 5 shows more staff providing information on their religion and belief.

TABLE 6 – TRANS/TRANSGENDER

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CATEGORY** | **HEADS**  **2012** | **PERCENTAGE**  **2012** | **PERCENTAGE**  **2011** | **PERCENTAGE**  **2010** |
| Yes | 18 | 0.5% | 0.5% | 0.4% |
| No | 2194 | 62% | 59% | 59% |
| Prefer not to say | 58 | 1.6% | 1.7% | 1.7% |
| No data held | 1297 | 36% | 38% | 39% |

Table 6 shows UWE’s declared trans/transgender population is 0.5%, the same as in 2011.

TABLE 7 – ETHNIC ORIGIN

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **GROUP** | **HEADS**  **2012** | **PERCENTAGE**  **2012** | **PERCENTAGE**  **2011** | **PERCENTAGE**  **2010** |
| Asian – Bangladeshi | 11 | 0.3% | 0.3% | 0.2% |
| Asian – Indian | 41 | 1.1% | 0.9% | 0.9% |
| Asian – Pakistani | 18 | 0.5% | 0.4% | 0.4% |
| Asian – Other | 25 | 0.7% | 0.6% | 0.8% |
| Black – African | 24 | 0.7% | 0.6% | 0.9% |
| Black – Caribbean | 27 | 0.8% | 0.8% | 0.8% |
| Black – Other | 4 | 0.1% | 0.1% | 0.1% |
| Chinese | 30 | 0.8% | 0.9% | 0.9% |
| Mixed – White/African | 4 | 0.1% | 0.2% | 0.2% |
| Mixed – White/Asian | 12 | 0.3% | 0.4% | 0.4% |
| Mixed – White/Caribbean | 6 | 0.2% | 0.1% | 0.2% |
| Mixed – Other | 17 | 0.5% | 0.4% | 0.5% |
| Other Ethnic background | 28 | 0.8% | 0.9% | 0.9% |
| *Sub total* | *247* | *6.9%* | *6.5%* | *7.1%* |
| White – British | 2906 | 81.5% | 82% | 81% |
| White – Irish | 50 | 1.4% | 1.5% | 1.2% |
| White – Other | 223 | 6.3% | 6.3% | 6.6% |
| *Sub total* | *3179* | *89.1%* | *89%* | *88%* |
| Prefer not to say | 18 | 0.5% | 0.5% | 0.5% |
| No data held | 123 | 3.4% | 3.6% | 3.9% |
| *Sub total* | *141* | *4.0%* | *4.1%* | *4.4%* |
| **All staff** | **3567** | **100%** | **100%** | **100%** |

Table 7 shows that UWE’s declared BME staffing population is 6.9% compared to 6.5% in 2011.

TABLE 8 – NATIONALITY

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **GROUP** | **HEADS 2012** | **PERCENTAGE**  **2012** | **PERCENTAGE**  **2011** | **PERCENTAGE**  **2010** |
| British | 3162 | 89% | 91% | 88% |
| Irish | 31 | 0.9% | 0.8% | 0.7% |
| American | 29 | 0.8% | 0.7% | 0.5% |
| German | 26 | 0.7% | 0.7% | 0.9% |
| Indian | 17 | 0.5% | 0.3% | 0.3% |
| Italian | 16 | 0.5% | 0.5% | 0.5% |
| Canadian | 12 | 0.3% | 0.3% | 0.3% |
| Spanish | 11 | 0.3% | 0.4% | 0.4% |
| Malaysian | 11 | 0.3% | 0.3% | 0.3% |
| Chinese\* | 10 | 0.3% | 0.3% | 0.4% |
| Greek\* | 10 | 0.3% | 0.2% | 0.2% |
| *Sub total* | *3335* | *94%* | *93%* | *92%* |
| **All staff** | **3567** | **100%** | **100%** | **100%** |

Table 8 shows UWE’s top ten nationalities at 2012 (\* joint 10th place).

TABLE 9 – TAKE UP OF FAMILY FRIENDLY LEAVE BY EMPLOYEE GROUP

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CATEGORY** | **ALL** | **SENIOR MGMT** | **ACADEMIC** | **ADMIN/ PROF/ TECH** | **MANUAL** |
| Maternity leave  2012  2011 | 66  69 | 0 | 14 | 50 | 2 |
| Adoption leave  2012  2011 | 1  1 | 0 | 1 | 0 | 0 |
| Paternity leave  2012  2011 | 34  31 | 0 | 12 | 18 | 4 |
| Parental leave  2012 | 1 | 0 | 0 | 1 | 0 |
| Carer’s leave  2012 | 256 | 1 | 24 | 194 | 37 |
| **All leave types**  2012 | **358**  **(10%)** | **1**  **(1.3%)** | **51**  **(3.3%)** | **263**  **(15%)** | **43**  **(18%)** |

% indicates the proportion of the workforce

Table 9 shows the take up of different family friendly leave by different staff groups. In 2012 family friendly leave was taken up in greatest proportion by manual staff and administrative/professional/ technical (APT) staff. The APT staff group has the highest proportion of women at 65%; the senior management group has the lowest proportion of women at 32%.

TABLE 10 – TAKE UP OF CHILD CARE VOUCHERS

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **YEAR** | **ALL** | **MALE** | | **FEMALE** | |
|  | **Heads** | **Heads** | **%** | **Heads** | **%** |
| *2012*  *2011* | 272  261 | 107  100 | 39%  38% | 165  162 | 61%  62% |

Table 10 shows the take up of child care vouchers through payroll deduction by gender. The UWE workforce is 42% male and 58% female.

TABLE 11 – CONTRACT TYPE BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **CONTRACT TYPE** | **YEAR** | **ALL** | **GENDER** | | | | **ETHNICITY** | | | | | | **DISABLED STATUS** | | | | | |
| **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | | **NOT KNOWN\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| Permanent  Fixed Term  Temporary | *2012*  *2011*  *2010*  *2012*  *2011*  *2010*  *2012*  *2011*  *2010* | 2729  2760  3063  625  463  460  213  298  347 | 1166  1191  1307  268  199  196  70  95  112 | 43%  43%  43%  43%  43%  43%  33%  32%  32% | 1563  1569  1756  357  264  264  143  203  235 | 57%  57%  57%  57%  57%  57%  67%  68%  68% | 168  160  178  58  44  58  21  24  40 | 6.2%  5.8%  5.8%  9.3%  9.5%  13%  9.9%  8.1%  12% | 2470  2510  2764  530  384  380  179  254  279 | 91%  91%  90%  85%  83%  83%  84%  85%  80% | 91  90  121  37  35  22  13  20  28 | 3.3%  3.3%  4.0%  5.9%  7.6%  4.8%  6.1%  6.7%  8.1% | 135  129  158  26  12  17  10  13  11 | 5.0%  4.7%  5.2%  4.2%  2.6%  3.7%  4.7%  4.4%  3.2% | 2561  2598  2869  591  437  433  200  280  332 | 94%  94%  94%  95%  94%  94%  94%  94%  96% | 32  33  36  8  14  10  3  5  4 | 1.2%  1.2%  1.2%  1.3%  3.0%  2.2%  1.4%  1.7%  1.2% |

\* Figures for “Not Disabled” include “not knowns” for staff who did not respond to the survey. The “Disabled Status Not Known” figure is the number of staff that responded to the survey but preferred not to provide information about disabled status.

TABLE 12 – MODE OF EMPLOYMENT BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **MODE** | **YEAR** | **ALL** | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | | **DISABLED STATUS NOT KNOWN\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| Full-time  Part-time | *2012*  *2011*  *2010*  *2012*  *2011*  *2010* | 2038  2085  2283  1529  1436  1587 | 1046  1067  1161  458  418  454 | 51%  51%  51%  30%  29%  29% | 992  1018  1122  1071  1018  1133 | 49%  49%  49%  70%  71%  71% | 146  137  159  101  91  117 | 7.2%  6.6%  6.9%  6.6%  6.3%  7.3% | 1815  1067  2028  1364  1281  1395 | 89%  90%  89%  89%  89%  88% | 77  81  96  64  64  75 | 3.8%  3.9%  4.2%  4.2%  4.5%  4.7% | 93  87  107  79  67  79 | 4.6%  4.2%  4.7%  5.2%  4.7%  5.0% | 1925  1969  2144  1427  1346  1490 | 94%  94%  94%  93%  94%  94% | 20  29  32  23  23  18 | 1.0%  1.4%  1.4%  1.5%  1.6%  1.1% |

\* “Not Disabled” includes Not Knowns for staff who did not respond to the survey. The “Disabled Status Not Known” figure is the number of staff that responded to the survey but preferred not to provide information about disabled status.

**Section 2 – Staff recruitment**

TABLE 13 – RECRUITMENT BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **ALL** | **MALE\*** | | **FEMALE\*** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| 2012  Applied  Shortlisted  Appointed | 5995  1220  407 | 2730  491  141 | 46%  40%  35% | 3228  722  265 | 54%  59%  65% | 1197  156  39 | 20%  13%  10% | 4678  1046  363 | 78%  86%  89% | 120  18  5 | 2.0%  1.4%  1.2% | 297  44  13 | 4.9%  3.6%  3.1% | 5698  1176  394 | 95%  96%  96% |
| 2011  Applied  Shortlisted  Appointed | 4418  943  274 | 2470  454  123 | 56%  48%  45% | 1934  488  150 | 44%  52%  55% | 1027  138  31 | 23%  15%  11% | 3338  794  238 | 76%  84%  87% | 53  11  5 | 1.2%  1.2%  1.8% | 175  35  9 | 4.0%  3.7%  3.3% | 4243  908  265 | 96%  96%  97% |
| 2010  Applied  Shortlisted  Appointed | 5340  1221  357 | 3223  597  164 | 60%  49%  46% | 2117  624  193 | 40%  51%  54% | 888  126  35 | 17%  10%  10% | 4107  1027  309 | 77%  84%  87% | 345  68  13 | 6.5%  5.6%  3.6% | 254  57  14 | 4.8%  4.7%  3.9% | 5086  1164  343 | 95%  95%  96% |

\* Data excludes applicants who did not declare a gender. \*\* Figures for “Not Disabled” include applicants who did not provide data.

From 2011 data relates to the period August to July.

The volume of staff recruitment increased in 2012 back to more normal levels, 2011 volumes having declined due to major restructuring programmes. The number of job applicants in 2012 similarly increased due to the ending of the temporary policy of jobs being advertised internally first.

The 2012 figures show that the success rate for female applicants through the recruitment process continues to be better than for male applicants.

2012 figures show BME applicants and appointees have declined compared to 2011 and BME applicants continue to have a lower rate of success through the recruitment process than non-BME staff. In 2012 there has been an increase in applicants declaring as disabled.

The average age of UWE starters in 2012 was 40 years.

TABLE 14 - RECRUITMENT TO THE TEMPORARY STAFF UNIT BANK BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **ALL** | **MALE\*** | | **FEMALE\*** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| 2012  Applied  Shortlisted  Appointed | 184  67  51 | 74  23  17 | 40%  34%  33% | 108  43  33 | 59%  64%  65% | 37  7  5 | 20%  10%  10% | 143  58  44 | 78%  86%  86% | 4  2  2 | 2.1%  2.9%  3.9% | 8  4  2 | 4.3%  5.9%  3.9% | 176  63  49 | 95%  94%  96% |
| 2011  Applied  Shortlisted  Appointed | 436  195  122 | 164  59  38 | 38%  30%  31% | 271  136  84 | 62%  70%  69% | 97  24  17 | 22%  12%  14% | 331  167  101 | 76%  86%  83% | 8  4  4 | 1.8%  2.1%  3.3% | 21  15  8 | 4.8%  7.7%  6.6% | 415  180  114 | 95%  92%  93% |
| 2010  Applied  Shortlisted  Appointed | 462  180  83 | 174  62  24 | 38%  34%  29% | 288  118  59 | 62%  66%  71% | 89  22  7 | 19%  12%  8.0% | 352  149  72 | 76%  83%  87% | 21  9  4 | 4.5%  5.0%  4.8% | 26  7  5 | 5.6%  3.9%  6.0% | 436  173  78 | 94%  96%  94% |

\* Data excludes applicants who did not declare a gender.

\*\* Figures for “Not Disabled” include applicants who did not provide data; from 2011 data relates to the period August to July.

Table 14 shows a significant reduction in temporary recruitment in 2012 compared to 2011, recruitment in 2011 having increased to provide additional interim support during the period of organisational restructuring.

The 2012 figures show that the success rate for female applicants through the recruitment process continues to be better than for male applicants.

In 2012 the proportion of BME applicants and appointments has declined compared to 2011, as has the proportion of applicants declaring as disabled.

TABLE 15 - INTERNAL RECRUITMENT ONLY BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **ALL** | **MALE\*** | | **FEMALE\*** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| 2012  Applied  Shortlisted  Appointed | 904  496  202 | 307  172  63 | 34%  35%  31% | 588  321  139 | 65%  65%  69% | 114  54  15 | 13%  11%  7% | 770  432  183 | 85%  87%  90% | 20  10  4 | 2.2%  2.0%  1.9% | 34  15  5 | 3.7%  3.0%  2.4% | 867  481  197 | 95%  97%  98% |
| 2011  Applied  Shortlisted  Appointed | 230  131  56 | 101  62  25 | 44%  47%  45% | 127  68  30 | 55%  52%  54% | 41  13  6 | 18%  10%  11% | 186  116  48 | 81%  89%  86% | 3  2  2 | 1.3%  1.5%  3.6% | 8  4  0 | 3.5%  3.1%  0% | 222  127  56 | 97%  97%  100% |

\* Data excludes applicants who did not declare a gender.

\*\* Figures for “Not Disabled” include applicants who did not provide data; from 2011 data relates to the period August to July.

Table 15 shows a very significant increase in the appointment of internal candidates in 2012 compared to 2011. This is due to a large number of recruitment opportunities arising following organisational restructuring which were then filled by existing staff.

In 2012 the proportion of female internal applicants is higher than the UWE female workforce of 58%. The figures show that in 2012 the success rate for female applicants through the recruitment process is better than for male applicants.

BME internal applicants are shortlisted and appointed in lower proportions in 2012. The proportion of BME internal applicants and BME internal appointments remains higher than the UWE BME workforce of 6.9%.

The proportion of internal applicants declaring as disabled has increased slightly in 2012 but is still lower than the UWE disabled workforce of 4.8%. The figures show a reducing rate of success through the selection process.

**Section 3 – Leavers**

TABLE 16 – LEAVERS BY CATEGORY BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **LEAVER CATEGORY** | **HEADS** | **MALE** | **FEMALE** | **BME** | **WHITE** | **ETHNICITY NOT KNOWN** | **DISABLED** | **NOT DISABLED\*** |
| Resignation | 160 | 68 | 92 | 15 | 140 | 5 | 7 | 153 |
| Voluntary severance | 57 | 29 | 28 | 3 | 52 | 2 | 5 | 52 |
| End of fixed term contract | 73 | 30 | 43 | 5 | 66 | 2 | 4 | 69 |
| Retirement | 4 | 3 | 1 |  | 4 |  |  | 4 |
| Maternity leave non-return\*\* | 1 |  | 1 |  | 1 |  |  | 1 |
| Ill Health | 2 | 1 | 1 |  | 2 |  |  | 2 |
| Death | 5 | 1 | 4 | 1 | 4 |  | 1 | 4 |
| Dismissal | 1 | 1 |  |  | 1 |  |  | 1 |
| Redundancy | 4 | 2 | 2 |  | 4 |  | 1 | 3 |
| ALL LEAVERS - 2012 | 307 | 135  (44%) | 172  (56%) | 24  (7.8%) | 274  (89%) | 9  (2.9%) | 18  (5.9%) | 289  (94%) |
| ALL LEAVERS - 2011 | 448 | 187  (42%) | 261  (58%) | 49  (11%) | 383  (85%) | 16  (3.6%) | 19  (4.2%) | 429  (96%) |
| ALL LEAVERS - 2010 | 226 | 97  (43%) | 129  (57%) | 20  (8.8%) | 198  (88%) | 8  (3.5%) | 9  (4.0%) | 217  (96%) |

\* Figures for “Not Disabled” include staff who have not provided data. \*\*Includes non-return from adoption leave.

The analysis excludes hourly paid and temporary staff.

The UWE workforce (excluding ALs/TSU staff) is 57% female, 6.6% BME and 5% disabled. In 2012 the rate of leaving by gender and by disabled is broadly in proportion to the population; a slightly higher proportion of BME staff were leavers.

The annual turnover rate for 2012 is 8.1% compared to 11.6% for 2011 (excluding fixed term contract expiry). The average age of leavers was age 45, the same as the average age of all UWE staff.

TABLE 17 – REASONS FOR LEAVING

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **REASON** | **ACADEMIC + SENIOR MANAGEMENT** | **PROFESSIONAL SUPPORT STAFF** | **TOTALS**  **2012** | **TOTALS**  **2011** | **TOTALS**  **2010** |
| Moving from area | 4 | 5 | 9 | 4 | 6 |
| Return to education | 1 | 1 | 2 | 0 | 5 |
| Giving up employment | 0 | 0 | 0 | 1 | 2 |
| Personal/domestic | 2 | 5 | 7 | 6 | 8 |
| Promotion/career development | 5 | 10 | 15 | 14 | 10 |
| Travel problems | 1 | 3 | 4 | 2 | 5 |
| Physical work environment | 0 | 0 | 0 | 2 | 1 |
| Organisational culture | 3 | 4 | 7 | 11 | 6 |
| Management style | 2 | 3 | 5 | 7 | 4 |
| Working relations | 0 | 3 | 3 | 2 | 2 |
| Workload/stress | 1 | 1 | 2 | 3 | 7 |
| Conditions of service | 0 | 2 | 2 | 6 | 0 |
| Discrimination | 0 | 1 | 1 | 1 | 0 |
| Retirement | 3 | 3 | 6 | 6 | 13 |
| Redundancy | 0 | 0 | 0 | 2 | 0 |
| Ill health | 0 | 0 | 0 | 0 | 1 |
| End of fixed term contract | 5 | 1 | 6 | 8 | 5 |
| Greater job satisfaction | 2 | 8 | 10 | 14 | 10 |
| Personal satisfaction | 3 | 9 | 12 | 10 | 9 |
| More training and development | 1 | 5 | 6 | 3 | 2 |
| Better career prospects | 5 | 9 | 14 | 13 | 10 |
| Better service conditions | 1 | 2 | 3 | 4 | 0 |
| Higher salary | 1 | 10 | 11 | 7 | 7 |
| Change of work pattern | 1 | 3 | 4 | 4 | 5 |
|  |  |  |  |  |  |
| NUMBER OF RESPONDENTS | 15 | 24 | 39 | 40 | 43 |

Notes: Data is taken from exit questionnaires completed by leavers; individuals can indicate more than one reason for leaving.

**Section 4 –Staff development and career progression**

TABLE 18 – INTERNAL TRAINING ATTENDANCES BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **ALL** | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| 2012\*\*  2011\*  2010 | 4890  7517  3359 | 1629  2532  999 | 33%  34%  30% | 3261  4985  2360 | 67%  66%  70% | 373  470  263 | 7.6%  6.3%  7.8% | 4415  6832  3009 | 90%  91%  90% | 102  215  87 | 2.1%  2.9%  2.6% | 266  364  201 | 5.4%  4.8%  6.0% | 4624  7153  3158 | 95%  95%  94% |

\* Includes 3138 staff attendances for compulsory fire safety training. \*\* Includes 289 staff attendances for compulsory fire safety training.

Table 18 shows that training course opportunities have been taken up in higher proportion by female staff compared to male staff; and in higher proportion by known BME staff and disabled staff compared to the UWE workforce of 58% female, 6.9% BME and 4.8% disabled.

TABLE 19 – CAREER PROGRESSION BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **YEAR** | **TOTAL** | | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED \*** | |
| **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| 2012  2011  2010 | 230  184  227 | 6.9%  5.7%  6.4% | 67  75  88 | 4.7%  5.4%  5.9% | 163  109  139 | 8.5%  5.9%  6.9% | 13  10  16 | 5.8%  4.9%  6.8% | 212  167  205 | 7.1%  5.8%  6.5% | 5  7  6 | 3.9%  5.6%  4.2% | 7  1  4 | 4.3%  0.7%  2.3% | 223  183  219 | 7.0%  5.9%  6.5% |

% indicates the proportion of the particular group having career progression, not the proportion of all the progression occurrences.

\* Figures for “Not Disabled” include staff who have not provided data.

Table 19 shows that career progression opportunities have been taken up in significantly higher proportion by female staff compared to male staff and in lower proportion by known BME and disabled staff. The data analysed by each type of career progression opportunity (promotion, regrading, secondment, and temporary up-grade) is shown in table 20 below.

TABLE 20 – CAREER PROGRESSION BY TYPE

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **TYPE** | **YEAR** | **TOTAL** | | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | | |
| **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| Promotion  Regrading  Secondment  Temporary Upgrade | 2012  2011  2010  2012  2011  2010  2012  2011  2010  2012  2011  2010 | 128  90  93  29  25  57  36  28  27  37  41  50 | 3.8%  2.8%  2.6%  0.9%  0.8%  1.8%  1.1%  0.9%  0.9%  1.1%  1.3%  1.6% | 39  45  36  13  11  22  7  10  9  8  9  21 | 2.7%  3.2%  2.4%  0.9%  0.8%  1.6%  0.5%  0.7%  0.7%  0.6%  0.6%  1.5% | 89  45  57  16  14  35  29  18  18  29  32  29 | 4.6%  2.5%  2.8%  0.8%  0.8%  2.0%  1.5%  1.0%  1.0%  1.5%  1.7%  1.6% | 9  7  6  1  1  8  1  1  0  2  1  2 | 4.0%  3.4%  2.5%  0.4%  0.5%  3.8%  0.4%  0.5%  0%  0.9%  0.5%  1.0% | 118  80  87  26  22  45  33  27  27  35  38  46 | 3.9%  2.8%  2.8%  0.9%  0.8%  1.6%  1.1%  0.9%  1.0%  1.2%  1.3%  1.6% | 1  3  0  2  2  4  2  0  0  0  2  2 | 0.8%  2.4%  0%  1.6%  1.6%  3.3%  1.6%  0%  0%  0%  1.6%  1.7% | 6  1  1  0  0  2  1  0  0  0  0  1 | 3.7%  1.7%  0.6%  0%  0%  1.2%  0.6%  0%  0%  0%  0%  0.6% | 123  89  92  28  25  55  35  28  27  37  41  49 | 3.9%  2.9%  2.7%  0.9%  0.8%  1.9%  1.1%  0.9%  0.9%  1.2%  1.3%  1.6% |

% indicates the proportion of the particular group having career progression, not the proportion of all the progression occurrences.

\* Figures for “Not Disabled” include staff who have not provided data.

TABLE 21 – GENDER PAY GAP

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **GROUP** | **2011** | **2009** | **2005** | **2003** |
| All staff | 14.4% | 15.3% | \* | \* |
| All staff excluding senior management and TSU temps | 10.2% | 12.5% | 20.2% | 18.2% |

\* data not available

The gender pay gap is the percentage by which average female staff pay is lower than average male staff pay.

**Section 5 – Formal procedures**

TABLE 22 – STAFF GRIEVANCES BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **YEAR** | **ALL** | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| 2012 | 13 | 8 | 62% | 5 | 38% | 2 | 15% | 11 | 85% | - | - | 2 | 15% | 11 | 85% |
| 2011 | 6 | 1 | 17% | 5 | 83% | - | - | 6 | 100% | - | - | - | - | 6 | 100% |
| 2010 | 6 | 4 | 67% | 2 | 33% | - | - | 5 | 83% | 1 | 17% | - | - | 6 | 100% |

\* Figures for “Not Disabled” include staff who have not provided data.

The number of new formal grievances in 2012 is significantly higher than in 2011. The UWE workforce (including ALs and TSU) is: 58% female, 6.9% BME and 4.8% disabled, therefore in 2012 staff grievances were brought by a higher proportion of male staff, BME staff, and staff declaring as disabled. However it is difficult to ascribe statistical significance to the data due to low numbers.

TABLE 23 – STAFF DISCIPLINARIES BY TYPE BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **YEAR/TYPE** | **ALL** | **MALE** | | **FEMALE** | | **BME** | | **WHITE** | | **ETHNICITY NOT KNOWN** | | **DISABLED** | | **NOT DISABLED\*** | |
| **Heads** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** | **Heads** | **%** |
| 2012  Conduct  Capability  Performance | 5  2  0 | 3  1  - | 60%  50%  - | 2  1  - | 40%  50%  - | 1  -  - | 20%  -  - | 3  2  - | 60%  100%  - | 1  -  - | 20%  -  - | -  -  - | -  -  - | 5  2  - | 100%  100%  - |
| Total 2012 | 7 | 4 | 57% | 3 | 43% | 1 | 14% | 5 | 72% | 1 | 14% | - | - | 7 | 100% |
| Total 2011 | 10 | 7 | 70% | 3 | 30% | 3 | 30% | 7 | 70% | - |  | - | - | 10 | 100% |
| Total 2010 | 11 | 10 | 91% | 1 | 9% | 1 | 9% | 9 | 82% | 1 | 9% | 2 | 18% | 9 | 82% |

\* Figures for “Not Disabled” include staff who have not provided data.

UWE’s workforce is 58% female, 6.9% BME and 4.8% disabled. In 2012, formal procedures were initiated for a lower proportion of female staff and disabled staff, and a higher proportion of BME staff. It is difficult to ascribe statistical significance due to low numbers.

**Section 6 – Sickness absence**

*At a glance 5:*

TABLE 24 - SICKNESS ABSENCE RATES BY FACULTY / SERVICE

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **FACULTY/SERVICE** | **DAYS LOST 2012** | **INCIDENTS**  **2012** | **ABSENCE RATE 2012** | **ABSENCE RATE 2011** | **ABSENCE RATE 2010** |
| Business and Law | 943 | 186 | 1.5% | 2.1% | 1.6% |
| Arts Creative Inds & Education | 2188 | 211 | 2.6% | 2.0% | 1.9% |
| Environment and Technology | 1538 | 205 | 1.5% | 1.1% | 1.6% |
| Health and Life Sciences | 2089 | 260 | 1.7% | 1.8% | 1.5% |
| ***Faculty sub total*** | ***6758*** | ***862*** | ***1.8%*** | ***1.7%*** | ***1.7%*** |
| Corporate & Academic Services | 998 | 335 | 2.6% | 1.9% | - |
| Directorate & other\* | 42 | 24 | 0.5% | 2.6% | 1.7% |
| Facilities | 5178 | 913 | 4.3% | 3.7% | 3.4% |
| Finance | 885 | 162 | 3.9% | 2.3% | 2.8% |
| Human Resources | 268 | 97 | 2.0% | 2.0% | 2.5% |
| IT Services | 877 | 329 | 1.9% | 2.5% | 2.5% |
| Library Services | 597 | 276 | 1.7% | 2.8% | 2.5% |
| Marketing and Communications | 223 | 82 | 1.8% | 2.5% | 1.4% |
| Research, Business & Innovation | 569 | 158 | 2.9% | 1.5% | 1.7% |
| SPS - Admissions & Intl Dev. | 342 | 93 | 2.6% | 1.3% | 3.1% |
| SPS – Sch. & Colleges Part. Serv. | 226 | 32 | 4.7% | 1.2% | 3.0% |
| SPS - Student Services | 1532 | 419 | 2.8% | 3.2% | 2.1% |
| Transformation Services | 18 | 9 | 2.2% | - | - |
| ***Service sub total*** | ***11755*** | ***2929*** | ***3.0%*** | ***2.9%*** | ***3.2%*** |
| All services excluding manual staff | 8314 | 2421 | 2.6% | 2.4% | 2.5% |
| Manual staff only | 3441 | 508 | 5.4% | 4.6% | 5.3% |
| **All staff** | **18513** | **3796** | **2.4%** | **2.2%** | **2.2%** |

\*Includes Dean of Students, Development & Alumni, CPA, Excludes hourly paid staff.

TABLE 25 – SICKNESS ABSENCE RATES BY EQUALITY GROUP

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **YEAR** | **ALL** | **MALE** | **FEMALE** | **BME** | **WHITE** | **ETHNICITY NOT KNOWN** | **DISABLED** | **NOT DISABLED\*** |
| 2012 | 2.4% | 1.7% | 3.0% | 1.6% | 2.4% | 5.3% | 6.4% | 2.2% |

\* Figures for “Not Disabled” include staff who have not provided data.

Table 25 shows that in 2012 the absence percentage rate was higher for female staff, lower for BME staff and higher for disabled staff.

TABLE 26 - REASONS FOR SICKNESS ABSENCE

Proportion of days lost Proportion of incidents

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **REASON** | **2012 (%)** | **2011 (%)** | **2010 (%)** |  | **REASON** | **2012 (%)** | **2011 (%)** | **2010 (%)** |
| Stress / depression | 27.6% | 17.2% | 17.6% |  | Cold / flu / virus | 30.7% | 32.9% | 35.9% |
| Hospital admittance | 12.9% | 17.6% | 15.5% |  | Infection | 10.6% | 10.8% | 11.4% |
| Cold / flu / virus | 12.6% | 13.8% | 16.7% |  | Sickness / diarrhoea | 10.2% | 7.9% | 8.5% |
| Disease | 7.8% | 5.6% | 5.2% |  | Headache / migraine | 8.0% | 7.4% | 6.6% |
| Infection | 7.4% | 8.9% | 8.7% |  | Stomach complaint | 7.0% | 9.4% | 8.5% |
| Injury | 5.2% | 4.6% | 9.1% |  | Not known | 6.3% | 3.1% | 2.7% |
| Sickness / diarrhoea | 3.4% | 3.0% | 3.1% |  | Stress / depression | 5.3% | 4.1% | 3.7% |
| Stomach complaint | 3.1% | 3.9% | 3.8% |  | Injury | 3.0% | 3.1% | 3.5% |
| Back / sciatica | 2.9% | 6.3% | 4.6% |  | Hospital admittance | 2.9% | 4.3% | 4.2% |
| Muscular / rheumatic | 2.7% | 2.9% | 2.3% |  | Back / sciatica | 2.8% | 3.8% | 2.9% |
| Headache / migraine | 2.3% | 2.2% | 2.0% |  | Dental / oral | 1.6% | 1.3% | 1.3% |
| Not known | 2.1% | 1.6% | 1.1% |  | Disease | 1.5% | 1.1% | <1% |
| Pain | 1.7% | 2.9% | <1% |  | Dizzy spells | 1.2% | 1.6% | 1.1% |
| Fatigue | 1.3% | 1.0% | 2.3% |  | Fatigue | 1.2% | 1.0% | 1.5% |
| Heart / blood pressure | 1.3% | 2.3% | 2.1% |  | Pain | 1.2% | 1.5% | 1.1% |
| Arthritis | 1.1% | 1.3% | <1% |  | Muscular / rheumatic | 1.1% | 2.0% | 1.5% |
| Dizzy spells  Maternity related  Allergy; Asthma;  Skin complaint  Dental / oral  Gynae / menstral  Eye problems  Hospital appointment  Diabetes | Less than 1% | Less than 1% | Less than 1% |  | Allergy; Arthritis  Maternity related Asthma; Diabetes  Hospital appointment  Eye problems  Heart/Blood pressure  Gynae/Menstral  Skin complaint | Less than 1% | Less than 1% | Less than 1% |

In 2012 stress/depression accounted for 5,481 lost working days (3,062 in 2011), showing a significant increase. In 2011 hospital admittance accounted for the most days lost. In 2012, as in 2011, cold/flu/virus was the illness with the highest incident rate at 1,184 incidents in the year (1,180 in 2011).

**Section 7 – Employee assistance programme (EAP)**

TABLE 27 – USE OF EAP SERVICES

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **TYPE** | **2012** | | | **2011** | | | **2010** | | |
|  | **HEADS** | **MALE** | **FEMALE** | **HEADS** | **MALE** | **FEMALE** | **HEADS** | **MALE** | **FEMALE** |
| Helpline advice / information | 71 |  |  | 37 |  |  | 54 |  |  |
| Telephone counselling | 19 |  |  | 9 |  |  | 4 |  |  |
| Face-to-face counselling | 82 |  |  | 92 |  |  | 78 |  |  |
| Legal information | 72 |  |  | 76 |  |  | 48 |  |  |
| **TOTAL USAGE** | **244** | **56** | **188** | **214** | **54** | **160** | **184** | **52** | **132** |
| Take up by gender |  | 23% | 77% |  | 25% | 75% |  | 28% | 72% |

Data relates to the period October to September

The number of staff accessing the services of the Employee Assistance Programme in 2012 has increased by 14% compared to 2011. The UWE workforce (including ALs and TSU) is 58% female therefore the data shows that a significantly higher proportion of female staff use the service compared to male staff.

**Section 8 – Benchmark performance indicators**

TABLE 28 – COMPARISONS WITH OTHER UNIVERSITIES

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Category** | **DLA Piper Benchmark data\*** | | | **UWE performance** | | | | | |
| **HEI average** | **HEI upper quartile (UQ)** | **Public sector average** | **Actual\*\*** | | | **Target** | | |
|  | **2012** | **2012** | **2012** | **2010** | **2011** | **2012** | **2013** | **2014** | **Long term** |
| HR staff: all employees | 1:67 | 1:77 | 1:77 | 1:82 | 1:75 | 1:68 | HEI average | | |
| HR staff cost per employee | £533 | £610 | £479 | £416 | £445 | £493 | HEI average | | |
| Staff costs as % of total UWE costs |  |  |  | 60% | 60% | 59% | 59% | 58% | 58% |
| Female staff in top 5% of earners | 30% | 38% | 35% | 34% | 35% | 35% | 38% | 40% | 50% |
| BME staff | 10.8%\* | 15.5% | 9.6% | 6.7% | 7% | 6.8% | 8% | 8.5% | 10% |
| Disabled staff | 3.6% | 4.6% | 3.5% | 3.5% | 4.4% | 4.4% | 7% | 9% | 9% |
| Staff on temporary/fixed term contracts | 20% | 10% | 17% | 21% | 22% | 19% | - | - | - |
| Part time staff | 32% | 37% | 34% | 41% | 41% | 40% | - | - | - |
| Voluntary staff turnover | 6.7% | 8.1% | 6.8% | 3.8% | 4.4% | 5.4% | - | - | - |
| Grievances (per 1,000 employees) | 2.6 | 0.9 | 5.1 | 5.6 | 1.6 | 1.7 | HEI UQ | | |
| Disciplinaries (per 1,000 employees) | 6.7 | 2.6 | 8.6 | 3.8 | 2.7 | 2.8 | HEI UQ | | |
| Tribunal applications (per 1,000 employees) | 1.5 | 0.6 | 2.5 | 0.8 | 0.3 | 0 | HEI UQ | | |
| Sickness: days off per employee | 6.6 | 5.3 | 7.8 | 6.1 | 6.4 | 6.4 | HEI UQ | | |
| Sickness: % of working days lost | 2.6% | 2.0% | 3.2% | 2.3% | 2.5% | 2.5% | HEI UQ | | |
| Staff recommending UWE as a place to work |  |  |  | - | - | 58% | 70% | 75% | 80% |
| Staff feeling valued/recognised for their work |  |  |  | - | - | 50% | 70% | 75% | 80% |
| Staff feeling proud to work for UWE |  |  |  | - | - | 66% | 70% | 75% | 80% |
| UWE in Stonewall top 100 |  |  |  | 134th | 77th | 45th | Top 100 | | |

\* The year shown is the year of the DLA Piper Benchmark survey publication – the data is that returned for the previous year.

\*\* Where DLA Piper benchmark data is provided the data for UWE relates to UWE’s DLA Piper Benchmark survey response for that publication year based the DLA Piper data definitions so will be different from values for the same metric shown elsewhere in the compendium.