**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) 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* | 777782 | 525558 | 68%71%71% | 252224 | 32%29%29% | 200 |  2.6%0%0% | 747581 | 96%97%99% | 121 | 1.3%2.6%1.2% | 766 | 9.1%7.8%7.3% | 707075 | 91%91%92% | 011 | 0%1.3%1.2% |
| AcademicGrade JGrade IGrade HGrade G | *2012**2011**2010**2012**2011**2010**2012**2011**2010**2012**2011**2010* | 9685107170163206731751785312238 |  595467898811135234836514917 | 61%64%63%52%54%54%48%46%46%45%41%45% | 373140817595379403420171321 | 39%36%37%48%46%46%52%54%54%55%59%55% | 555141315444653856 | 5.2%5.9%4.6%8.2%8.0%7.3%6.0%6.1%6.7%26%23%16% | 887897151147181661678703221629 | 92%92%91%89%90%88%90%90%90%71%73%76% | 3255310262729113 | 3.1%2.4%4.6%2.9%1.8%4.8%3.6%3.6%3.7%3.2%4.5%7.8% | 134889293435111 | 1.0%3.5%3.7%4.7%4.9%4.3%4.0%4.5%4.5%3.2%4.5%2.6% | 9481102159152193694709742302137 | 98%95%95%94%93%94%95%94%95%97%95%97% | 111334888000 | 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 PaidLecturers) | *2012**2011**2010* | 383342392 | 159139138 | 42%41%35% | 224203254 | 58%59%65% | 302527 | 7.8%7.3%6.9% | 332294342 |  87%86%87% | 212323 | 5.5%6.7%5.9% | 131013 | 3.4%2.9%3.3% | 365326374 | 95%95%95% | 565 | 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** | **%** |
| ResearchGrade HGrade F&G | *2012**2011**2010**2012**2011**2010* | 333640111128137 | 182226576166 | 55%61%65%51%48%48% | 151414546771 | 45%39%35%49%52%52% | 224161421 | 6.1%5.6%10%14%11%15% | 28313588108109 | 85%86%88%79%84%80% | 331767 | 9.1%8.3%2.5%6.3%4.7%5.1% | 011335 | 0%2.8%2.5%2.7%2.3%3.6% | 323438106122128 | 97%94%95%95%95%93% | 111234 | 3.0%2.8%2.5%1.8%2.3%2.9% |
| Admin & ProfG & aboveGrade A to F | *2012**2011**2010**2012**2011**2010* | 344322334890805847 | 138137141221200205 | 40%43%42%25%25%24% | 206185193669605642 | 60%57%58%75%75%76% | 192123514351 | 5.5%6.5%6.9%5.7%5.3%6.0% | 316291299814741774 | 92%90%89%91%92%91% | 91012252122 | 2.6%3.1%3.6%2.8%2.6%2.6% | 211819473846 | 6.1%5.6%5.7%5.3%4.7%5.4% | 319299310833753791 | 93%93%93%94%94%93% | 455101110 | 1.2%1.6%1.5%1.1%1.4%1.2% |
| TechnicalG & aboveGrade A to F | *2012**2011**2010**2012**2011**2010* | 646369190182216 | 535256122120136 | 83%83%81%64%66%63% | 111113686280 | 17%17%19%36%34%37% | 322191513 | 4.7%3.2%2.9%10%8.2%6.0% | 575763162158191 | 89%90%91%85%87%88% | 4449912 | 6.3%6.3%5.8%4.7%4.9%5.6% | 112141216 | 1.6%1.6%2.9%7.4%6.6%7.4% | 636267172165296 | 98%98%97%91%91%91% | 000454 | 0%0%0%2.1%2.7%1.9% |
| ManualGrade C to E | 201220112010 | 798796 | 636872 | 80%78%75% | 161924 | 20%22%25% | 224 | 2.5%2.3%4.2% | 738288 | 92%94%92% | 434 | 5.1%3.4%4.2% | 666 | 7.6%6.9%6.3% | 738089 | 92%92%93% | 011 | 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** | **%** |
| ManualGrade A&B | *2012**2011**2010* | 155160174 | 373745 | 24%23%26% | 118123129 | 76%77%74% | 111112 | 7.1%6.9%6.9% | 134138152 | 86%86%87% | 101110 | 6.5%6.9%5.7% | 111212 | 7.1%7.5%6.9% | 142146160 | 92%91%92% | 222 | 1.3%1.3%1.1% |
| TSU Temps | *2012**2011**2010* | 213298347 | 7095112 | 33%32%32% | 143203235 | 67%68%68% | 212440 | 9.9%8.1%12% | 179254279 | 84%85%80% | 132028 | 6.1%6.7%8% | 101411 | 4.7%4.7%3.2% | 200279332 | 94%94%96% | 354 | 1.4%1.7%1.2% |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ALL STAFF(excluding ALs/&TSU) | *2012**2011**2010* | 297128813131 | 127512511365 | 43%43%44% | 169616301766 | 57%57%56% | 196179209 | 6.6%6.2%6.7% | 266826002802 | 90%90%89% | 107102120 | 3.6%3.5%3.8% | 149146162 | 5.0%5.1%5.2% | 278726942928 | 94%94%94% | 354141 | 1.2%1.4%1.3% |
| **ALL STAFF** | 201220112010 | 356735213870 | 150414851615 | 42%42%42% | 206320362255 | 58%58%58% | 247228276 | 6.9%6.5%7.1% | 317931483423 | 89%89%88% | 141145171 | 4.0%4.1%4.4% |  172170186 | 4.8%4.8%4.8% | 335232993634 | 94%94%94% | 435250 | 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 leave20122011 | 6669 | 0 | 14 | 50 | 2 |
| Adoption leave20122011 | 11 | 0 | 1 | 0 | 0 |
| Paternity leave20122011 | 3431 | 0 | 12 | 18 | 4 |
| Parental leave2012 | 1 | 0 | 0 | 1 | 0 |
| Carer’s leave2012 | 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* | 272261 | 107100 | 39%38% | 165162 | 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** | **%** |
| PermanentFixed TermTemporary | *2012**2011**2010**2012**2011**2010**2012**2011**2010* | 272927603063625463460213298347 | 116611911307 2681991967095112 | 43%43%43%43%43%43%33%32%32% | 156315691756357264264143203235 | 57%57%57%57%57%57%67%68%68% | 168160178584458212440 | 6.2%5.8%5.8%9.3%9.5%13%9.9%8.1%12% | 247025102764530384380179254279 | 91%91%90%85%83%83%84%85%80% | 9190121373522132028 | 3.3%3.3%4.0%5.9%7.6%4.8%6.1%6.7%8.1% | 135129158261217101311 |  5.0%4.7%5.2% 4.2%2.6%3.7%4.7%4.4%3.2% | 256125982869591437433200280332 | 94%94%94%95%94%94%94%94%96% | 32333681410354 | 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-timePart-time | *2012**2011**2010**2012**2011**2010* | 203820852283152914361587 | 104610671161458418454 | 51%51%51%30%29%29% | 99210181122107110181133 | 49%49%49%70%71%71% | 14613715910191117 | 7.2%6.6%6.9%6.6%6.3%7.3% | 181510672028136412811395 | 89%90%89% 89%89%88% | 778196646475 | 3.8%3.9%4.2%4.2%4.5%4.7% | 9387107796779 | 4.6%4.2%4.7%5.2%4.7%5.0% | 192519692144142713461490 | 94%94%94%93%94%94% | 202932232318 | 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** | **%** |
| 2012AppliedShortlistedAppointed | 59951220407 | 2730491141 | 46%40%35% | 3228722265 | 54%59%65% | 119715639 | 20%13%10% | 46781046363 | 78%86%89% | 120185 | 2.0%1.4%1.2% | 2974413 | 4.9%3.6%3.1% | 56981176394 | 95%96%96% |
| 2011AppliedShortlistedAppointed | 4418943274 | 2470454123 | 56%48%45% | 1934488150 | 44%52%55% | 102713831 | 23%15%11% | 3338794238 | 76%84%87% | 53115 | 1.2%1.2%1.8% | 175359 | 4.0%3.7%3.3% | 4243908265 | 96%96%97% |
| 2010AppliedShortlistedAppointed | 53401221357 | 3223597164 | 60%49%46% | 2117624193 | 40%51%54% | 88812635 | 17%10%10% | 41071027309 | 77%84%87% | 3456813 | 6.5%5.6%3.6% | 2545714 | 4.8%4.7%3.9% | 50861164343 | 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** | **%** |
| 2012AppliedShortlistedAppointed | 1846751 | 742317 | 40%34%33% | 1084333 | 59%64%65% | 3775 | 20%10%10% | 1435844 | 78%86%86% | 422 | 2.1%2.9%3.9% | 842 | 4.3%5.9%3.9% | 1766349 | 95%94%96% |
| 2011AppliedShortlistedAppointed | 436195122 | 1645938 | 38%30%31% | 27113684 | 62%70%69% | 972417 | 22%12%14% | 331167101 | 76%86%83% | 844 | 1.8%2.1%3.3% | 21158 | 4.8%7.7%6.6% | 415180114 | 95%92%93% |
| 2010AppliedShortlistedAppointed | 46218083 | 1746224 | 38%34%29% | 28811859 | 62%66%71% | 89227 | 19%12%8.0% | 35214972 | 76%83%87% | 2194 | 4.5%5.0%4.8% | 2675 | 5.6%3.9%6.0% | 43617378 | 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** | **%** |
| 2012AppliedShortlistedAppointed | 904496202 | 30717263 | 34%35%31% | 588321139 | 65%65%69% | 1145415 | 13%11%7% | 770432183 | 85%87%90% | 20104 | 2.2%2.0%1.9% | 34155 | 3.7%3.0%2.4% | 867481197 | 95%97%98% |
| 2011AppliedShortlistedAppointed | 23013156 | 1016225 | 44%47%45% | 1276830 | 55%52%54% | 41136 | 18%10%11% | 18611648 | 81%89%86% | 322 | 1.3%1.5%3.6% | 840 | 3.5%3.1%0% | 22212756 | 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 | 489075173359 | 16292532999 | 33%34%30% | 326149852360 | 67%66%70% | 373470263 | 7.6%6.3%7.8% | 441568323009 | 90%91%90% | 10221587 | 2.1%2.9%2.6% | 266364201 | 5.4%4.8%6.0% | 462471533158 | 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** | **%** |
| 201220112010 | 230184227 | 6.9%5.7%6.4% | 677588 | 4.7%5.4%5.9% | 163109139 | 8.5%5.9%6.9% | 131016 | 5.8%4.9%6.8% | 212167205 | 7.1%5.8%6.5% | 576 | 3.9%5.6%4.2% | 714 | 4.3%0.7%2.3% | 223183219 | 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** | **%** |
| PromotionRegradingSecondmentTemporary Upgrade | 201220112010201220112010201220112010201220112010 | 1289093292557362827374150 | 3.8%2.8%2.6%0.9%0.8%1.8%1.1%0.9%0.9%1.1%1.3%1.6% | 39453613112271098921 | 2.7%3.2%2.4%0.9%0.8%1.6%0.5%0.7%0.7%0.6%0.6%1.5% | 894557161435291818293229 | 4.6%2.5%2.8%0.8%0.8%2.0%1.5%1.0%1.0%1.5%1.7%1.6% | 976118110212 | 4.0%3.4%2.5%0.4%0.5%3.8%0.4%0.5%0%0.9%0.5%1.0% | 1188087262245332727353846 | 3.9%2.8%2.8%0.9%0.8%1.6%1.1%0.9%1.0%1.2%1.3%1.6% | 130224200022 | 0.8%2.4%0%1.6%1.6%3.3%1.6%0%0%0%1.6%1.7% | 611002100001 | 3.7%1.7%0.6%0%0%1.2%0.6%0%0%0%0%0.6% | 1238992282555352827374149 | 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** | **%** |
| 2012ConductCapabilityPerformance | 520 | 31- | 60%50%- | 21- | 40%50%- | 1-- | 20%-- | 32- | 60%100%- | 1-- | 20%-- | --- | --- | 52- | 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 spellsMaternity relatedAllergy; Asthma;Skin complaintDental / oralGynae / menstralEye problemsHospital appointmentDiabetes | Less than 1% | Less than 1% | Less than 1% |  | Allergy; ArthritisMaternity related Asthma; DiabetesHospital appointmentEye problemsHeart/Blood pressureGynae/MenstralSkin 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.