



Equality Information for 1 January 2021 to 31 December 2021 NPTC Group of Colleges

1. Introduction

The Equality and Human Rights Commission in its guide 'Equality information: A guide for listed public authorities in Wales' outlines the following requirements:

A listed body in Wales must:

- make appropriate arrangements to ensure that it periodically identifies relevant information it holds and identifies and collects information that it does not have.
- make appropriate arrangements to identify and collect information about differences in pay, and the causes of any such differences, between employees who have a protected characteristic and those who do not.
- publish relevant information that it holds, unless it would be inappropriate to do so (e.g., if it would breach the Data Protection or other legislation). This information must be published by 2 April 2013 and reviewed periodically.

As part of the process of identifying relevant information, an authority will need to assess how its work and activities may help in fulfilling the three aims of the general duty.

In assessing how it carries out its activities in line with the general duty, an authority must fulfil the engagement obligations and have due regard to other relevant information. This assessment must be undertaken by 2 April 2013 and reviewed periodically.

As part of its specific duties on annual reporting, a listed body is required to publish its reasons for not collecting relevant information that it has identified but does not hold.

This report outlines the NPTC Group of Colleges' equality data for staffing for the year 1 January 2021 to 31 December 2021 as required by the Equality Act 2010.

Collecting and monitoring data on the diversity of our workforce allows us to examine how our employment policies and processes are working, so areas where these appear to be impacting disproportionately on certain groups of staff can be identified. Importantly, the data collection, along with analysis, informs and shapes appropriate action.

2. Staff Profile

Section 2 details the profile of staff employed at the College. Appendix 1 to 8 shows the data for members of staff at the College for the year 1 January 2021 to 31 December 2021, together with the comparison year of 1 January 2020 to 31 December 2020.

The staff profile information is drawn from the HR and Payroll system. Staff are able to update and maintain their equality profile through the HR Dashboard.

The staff profile information shows the data for members of staff as of 31 December 2021 compared with data from 31 December 2020. As at 31 December 2021 there were 885 members of staff employed at the College, compared to 848 on 31 December 2020. These figures include bank/casual staff that could be called upon by the College to provide a supply service. Figure 1 below shows a breakdown of staff by category of employment contract for 2021. Figure 2 shows the same breakdown for 2020.

The overall number of staff employed at the College in 2021 has risen slightly in the past year with movement in the majority of categories. The proportion of staff who directly support learning has decreased by 3% which can be apportioned to a high number of leavers (35% of total leavers) and a low proportion of recruitment (20% of all new appointments). Support staff increased by 3% in 2021, making up 30% of the workforce. This can be partially apportioned to the additional posts required as a result of the ALN Bill. The additional funding from Welsh Government for Mental Health and Wellbeing has also facilitated a number of additional fixed term posts which has temporarily inflated the staff support category. The Part Time Hourly Paid (PTHP) category also saw a 1% increase whilst the Management category remained static at 8%.

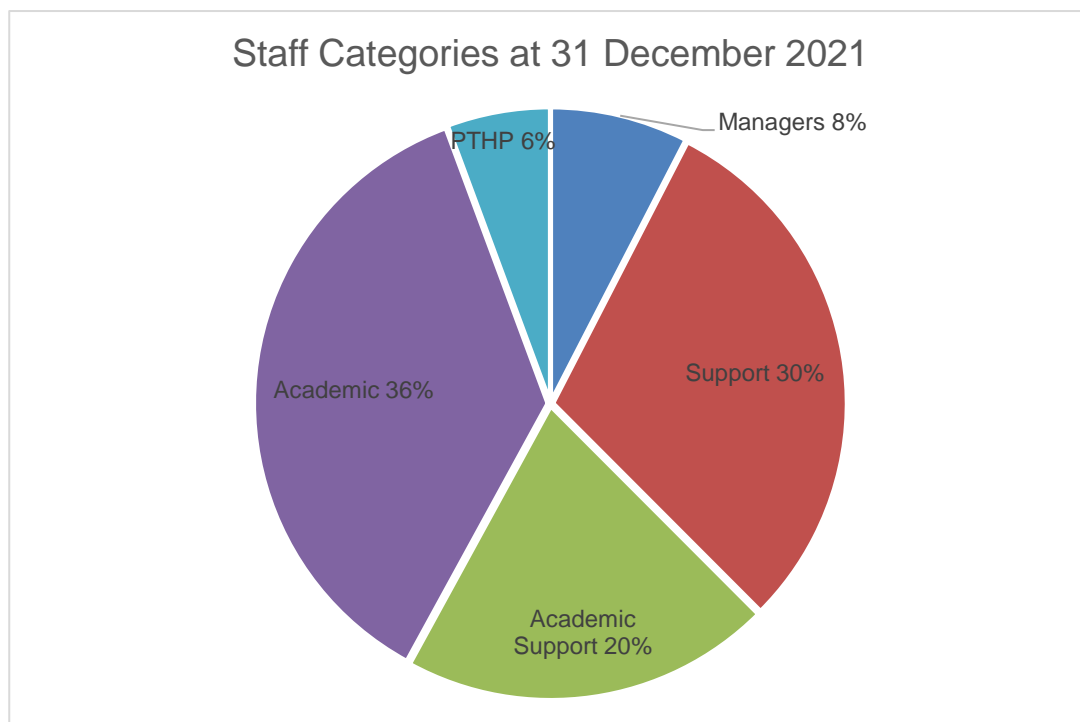


Figure 1

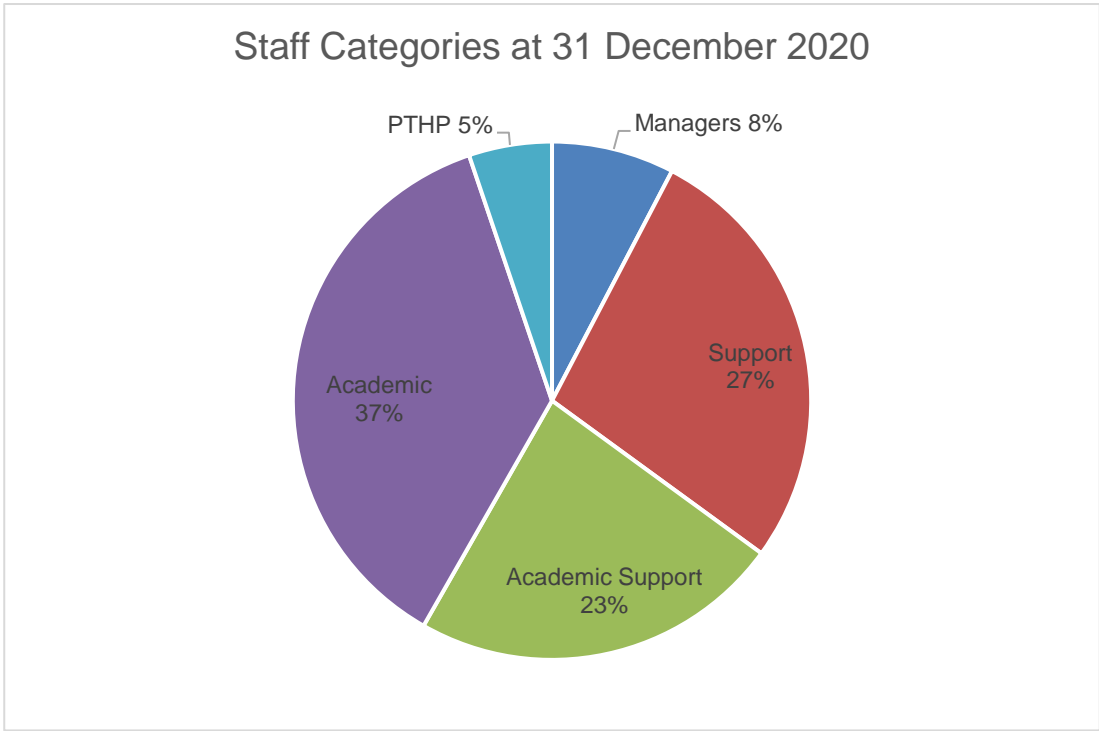


Figure 2

2.1. Age

Appendix 1 shows the age profile of the members of staff at the College at 31 December 2021 and 31 December 2020. Figure 3 below shows the breakdown of total staff by age on 31 December 2021. Figure 4 shows the comparable breakdown for 31 December 2020.

The age profile of members of staff at the College in 2021 is virtually the same as the profile for 2020, and for the previous four years. All age categories saw an increase in headcount, with the 21-30 age category seeing the biggest change with an additional 16 staff in this age category. However, proportionately the under 20 age group saw the biggest increase of 45% with an additional 4 staff in this category.

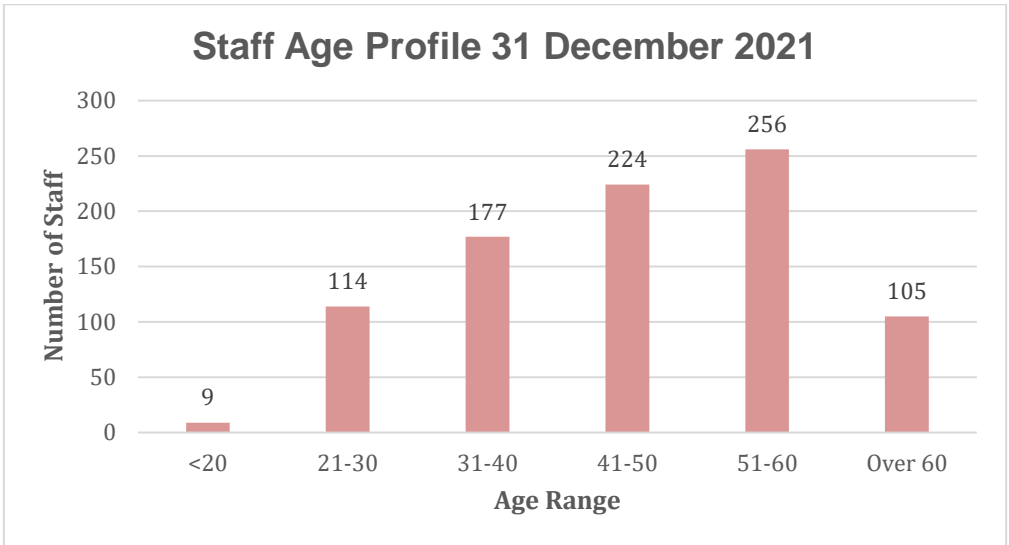


Figure 3

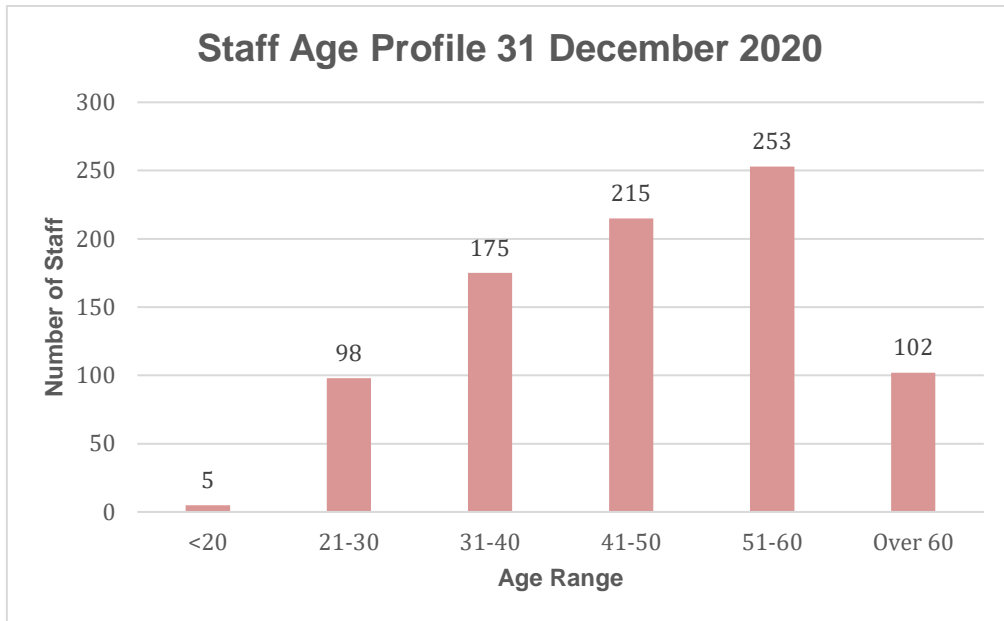


Figure 4

2.2. Gender

Appendix 2 details the gender profile of the College as at 31 December 2021 and 31 December 2020. In 2021 the gender split of staff has remained static, with females making up 62% of the total workforce (62% in 2020) and males 38% (38% in 2020). Figure 5 below shows a breakdown of the gender profile by job area for 2021. Figure 6 shows the same breakdown for 2020. The gender profile of members of staff in the management category remained static in 2021 with the split 63% female, 37% male. The support category also remained static with the split 73% female and 27% male. The academic support category saw a slight reduction in females, making up 57% of the category in 2021 compared to 60% in 2020. Conversely, the academic category however saw an increase in the proportion of females with 57% making up this category in 2021 compared to 55% in the previous year. The proportion of females holding a part time contract increased from 61% (2020) to 62% (2021).

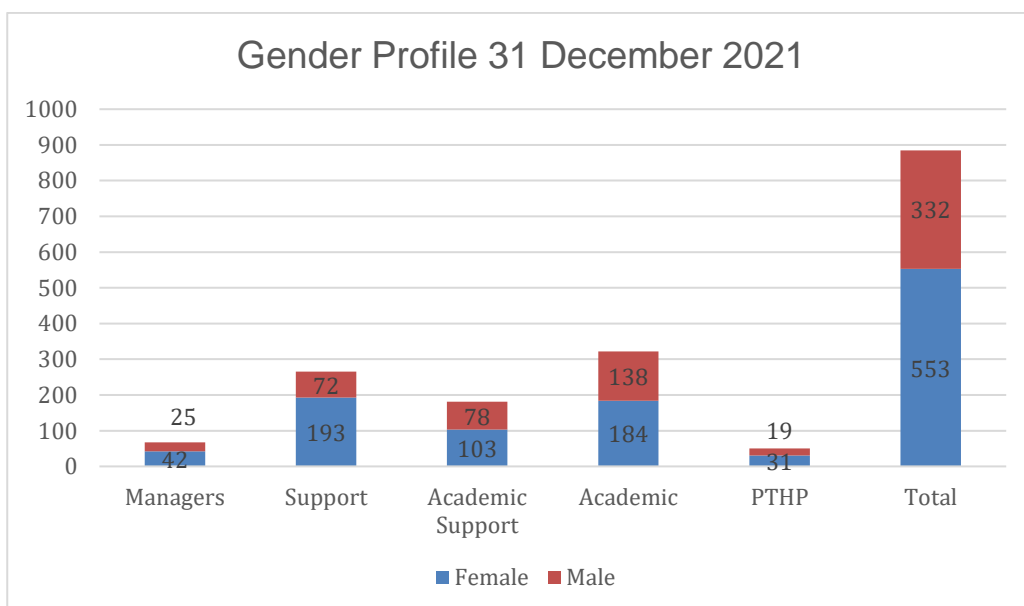


Figure 5

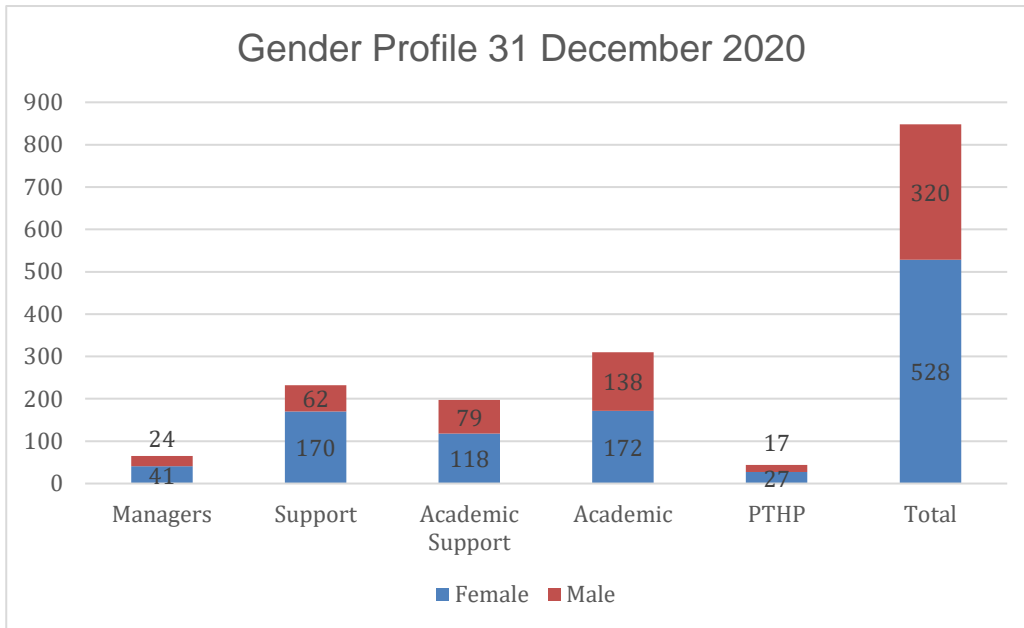


Figure 6

In 2021, the College employed a total of 321 staff on a full-time contract, compared to 322 in 2020. Of those employees, the gender split remained static, with 53% female and 47% male. The gender profile of the 564 staff employed on part time contracts in 2021 also remained static with 68% female and 32% male.

2.3. Ethnicity

In 2021, 1.7% of members of staff at NPTC Group of Colleges classified themselves as from a Black Asian or Minority Ethnic background, compared to 1.4% in 2020. Appendix 3 provides a full breakdown of members of staff ethnicity against their staffing groups for 2021 and 2020. According to figures provided by Welsh Government (stats.wales.gov.uk) the percentage of people in Wales categorised as Black Asian or Minority Ethnic for the year ending September 2020, was 5.5%. However, the College profile compares more positively with the more specific areas of both Neath Port Talbot and Powys which according to the Office for National Statistics recorded some of the lowest figures at 2.3% and 1.4% respectively.

2.4. Salary

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require an employer with a headcount of 250 or more employees to publish information on their gender pay gap. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This expressed as a percentage of men's earnings; therefore, a positive pay gap indicates that the average pay of men is more than that of a woman, whilst a negative pay gap indicates that the average pay of women is more than that of men. This data is explored in the separate NPTC Group of Colleges Gender Pay Gap Report.

For the purposes of this report, Appendix 4 shows a breakdown of salary in relation to gender and staffing groups, based on full time equivalents (FTE). Overall, for 2021, the total average (mean) salary across all posts based on FTE, for males is 3.6% higher than females, compared to 3.8% in 2020. This is due to the high proportion of female

staff across the workforce but particularly within the academic support category. At the lower end of the support salary scales (1 through to 4) comparatively to males the proportion of females is far higher. The overall figure does compare favourably to data published by the Office for National Statistics which shows the national gender pay gap mean for employees during 2021 was 7.9%. (For full details see Gender Pay Gap Report)

The Academic category also showed a marginally higher salary for males (0.4%). The remaining categories each showed the average FTE salary for female staff to be higher than that of their male counterparts. In the Support category female average salaries were slightly higher than males at 1.6%, compared to 0.4% lower in the previous year. Part Time Hourly Paid staff show female salaries as 9.5% higher than males, however as the figures for part time hourly paid staff remain low, the numbers are not large enough to make robust conclusions on this percentage figure.

The College is committed to removing the Gender Pay Gap and is undertaking a range of actions to reduce this including:

- Continuing to review our recruitment policies and processes, including identifying and removing barriers for entry, continuing to anonymise the application process to reduce unconscious bias and ensuring interviewers have undergone 'Managing Diversity' and unconscious bias training.
- Actively supporting women returning to work following maternity or adoption leave. We offer shared parental leave and flexible working opportunities, for example, job share, condensed hours or part time working patterns.
- Ensuring that women have the opportunity and support to develop their careers at the College, including the Aspiring Managers programme.
- Through our departmental reviews, taking targeted action to ensure gender pay differences are addressed where possible.
- Ensuring that gender equality is an integral part of our Equality Strategy.

2.5. Disability

Appendix 5 shows the data held for members of staff who consider themselves to have a disability. On 31 December 2021, 4.3% of the 885 members of staff employed at the College classed themselves as having a disability, compared to 3.18% of the 848 staff employed at the College on 31 December 2020. It should be noted that in 2021, 33% of employees are yet to provide data in this category. Although this remains disappointingly low, it is a continued improvement from 2020 where 39% of staff failed to provide this data. It is recommended that the Diversity Management Group continues to explore this further.

Of the 38 staff that did declare a disability, 47% are employed on a full-time contract (56% in 2020) and 53% are employed on a part time contract (44% in 2020). Figure 7 below illustrates the breakdown of staff declaring a disability by job area during 2021 compared to 2020.

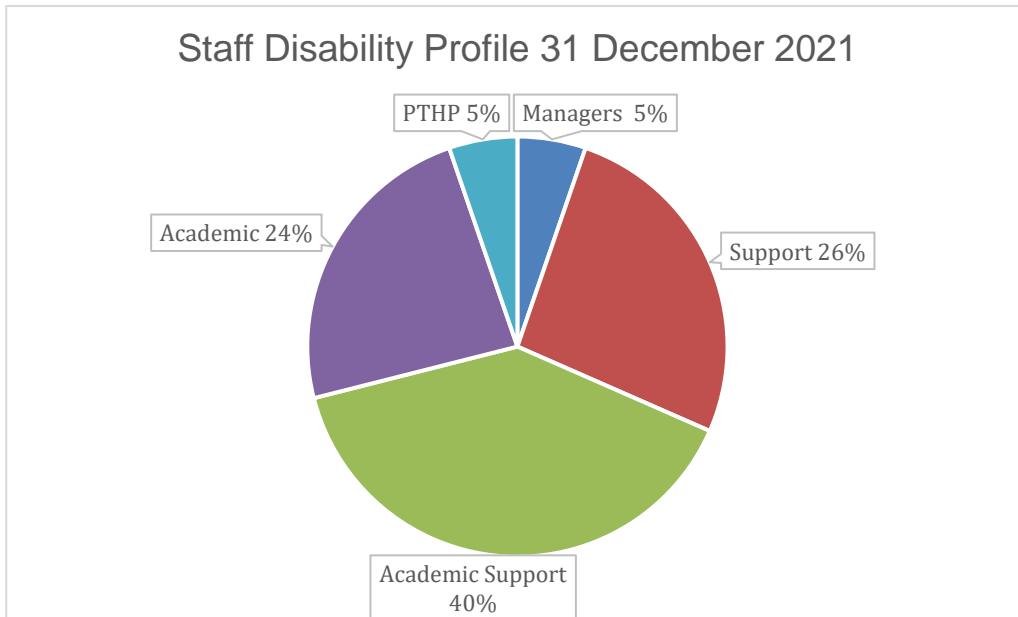


Figure 7

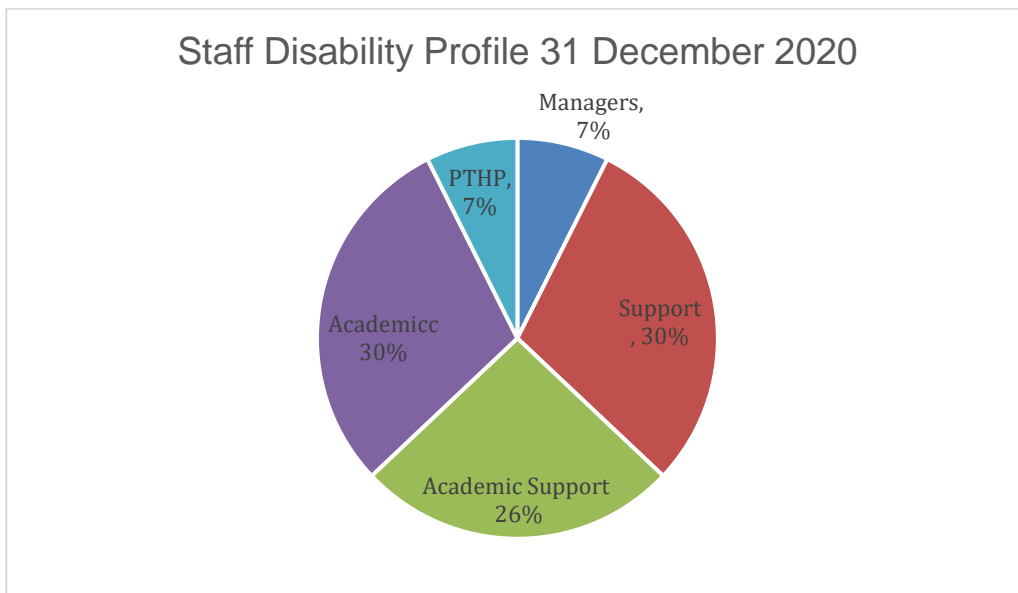


Figure 8

2.6. Religion or Belief

Appendix 6 shows data regarding employee's religion or belief as at 31 December 2021 and comparison figures for 31 December 2020. The proportion of staff not providing data in this category during 2021 was 19% compared to 21% in 2020. However, the number of staff choosing not to disclose their religion or belief increased to 2.9% (2.1% in 2020).

Christianity continues to be the largest Religion/Belief group with just under 42% of staff identifying themselves in this category. The number of staff stating that they have no religion or belief has increased from 30% in 2020 to 33% of the workforce in 2021. Figure 9 and 10 illustrates the staff profile in terms of Religion or Belief for 2021 compared to 2020.

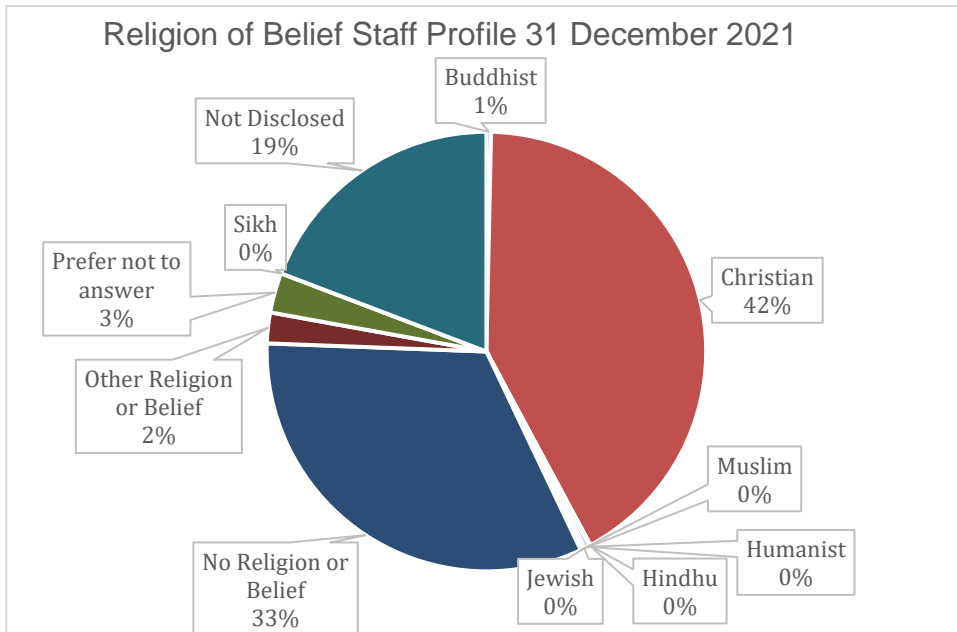


Figure 9

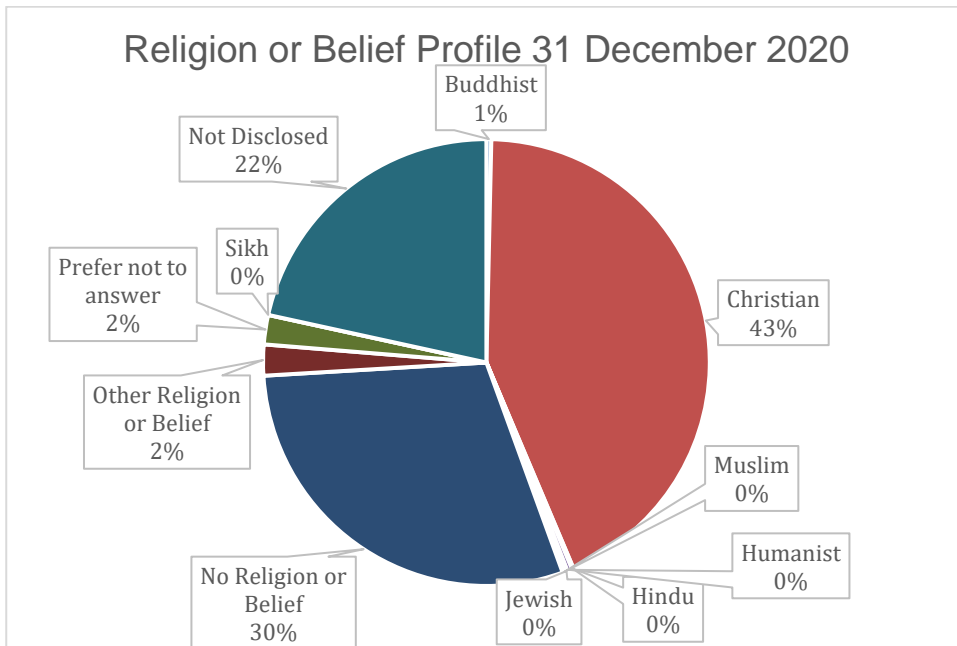


Figure 10

2.7. Sexual Orientation

Appendix 7 shows data regarding employee's sexual orientation as at 31 December 2021 and comparison figures for 31 December 2020. LGBT+ disclosures currently total 2.3%, increasing from 1.9% in 2020. In 2021, 19.4% of employees did not disclose their sexual orientation, compared to 21.9% in 2020. Although this is a small improvement it continues a positive trend of disclosures within this category. The number of employees who would prefer not to say increased slightly from 2.4% to 2.5%.

2.8. Gender Reassignment

Appendix 8 shows data regarding gender reassignment as at 31 December 2021 and comparison figures for 31 December 2020. In 2021, 57% of employees have declared their gender is the same as that assigned at birth, compared with 49% in 2020. There has been a slight improvement with employees providing data in this category, with 58% of employees now providing data, compared to 51% in 2020.

3. Recruitment Information

Section 3 outlines the equality data for all applicants for posts that were successfully filled at NPTC Group of Colleges during 2021 with comparison figures for 2020.

Although the equality data forms part of the application form for the College, all information that is not necessary for recruitment purposes is removed prior to being sent to the short-listing/recruitment panel, including the equality data form and name and address of candidates.

Appendix 9 to 12 shows the recruitment data for 2021 and 2020. In 2021, there were 1143 (1079 in 2020) applicants who applied for posts at the College of these 178 were successful (146 in 2020). This includes internal applications and appointments.

3.1. Age

Figure 11 shows the percentage age of all successful applicants in 2021, Figure 12 shows the profile for 2020. For the second consecutive year the largest percentage of applicants who successfully secured a role at NPTC Group of Colleges in 2021, were aged between 21 and 30, making up just over 32% of all successful applicants. The under 20 and over 60 categories both saw slight improvements in the number of successful applicants with each category making up 2.81% of all successful applicants. The 51 -60 category was the only category to see a reduction in the number of successful applications falling from 21.13% in 2020 to 15.17% in 2021.

Appendix 9 shows that for the second year running the 51-60 category had the highest conversion rate from application to appointment at 19.6%. The 41-50 age category also converted just over 19% of applicants to appointments compared to a 13% conversion rate in 2020. The under 20 and over 60 categories, at 2.81% makes up the smallest proportion of appointments, with the conversion rate from application to appointment at 10.4% and 8.3% respectively.

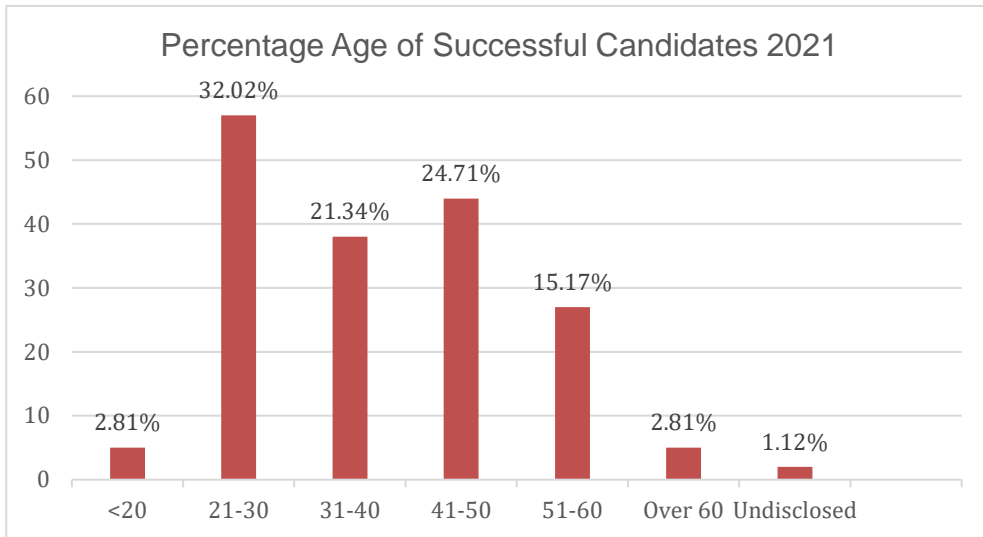


Figure 11

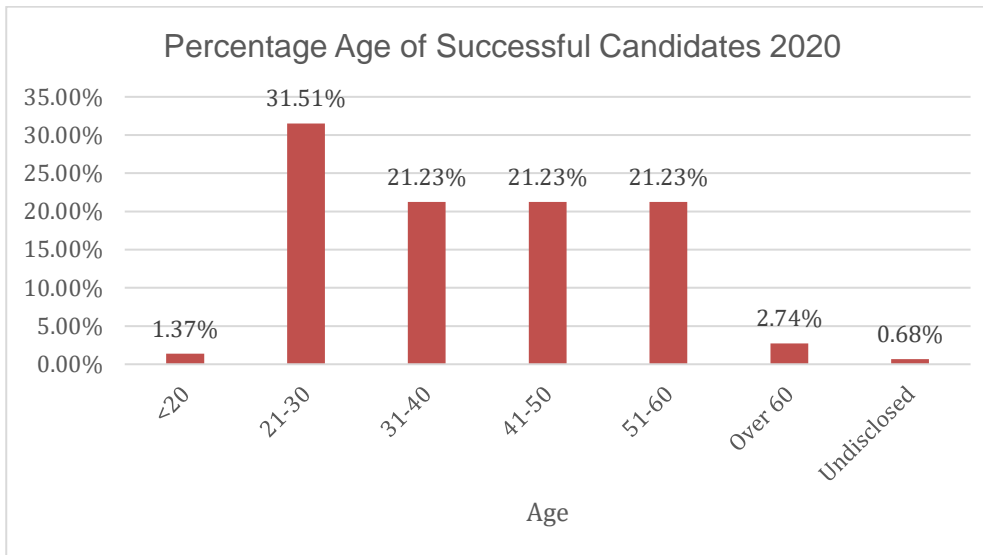


Figure 12

3.2. Gender

The gender profile for applicants for 2021 and 2020 can be seen in Appendix 10, with Figure 13 and 14 below illustrating the profile for 2021 and 2020. There were 1143 applicants in 2021, of these 703 (61.5%) were female and 436 (38.1%) were male. The remaining 0.40% of applicants were 'Other' or 'Undisclosed.' In comparison there were 1079 applicants in 2020 and of these 652 (60%) were female and 423 (39%) were male. The gender profile for successful candidates in 2021 was 63% female (64% in 2020) and 37% male (36% in 2020).

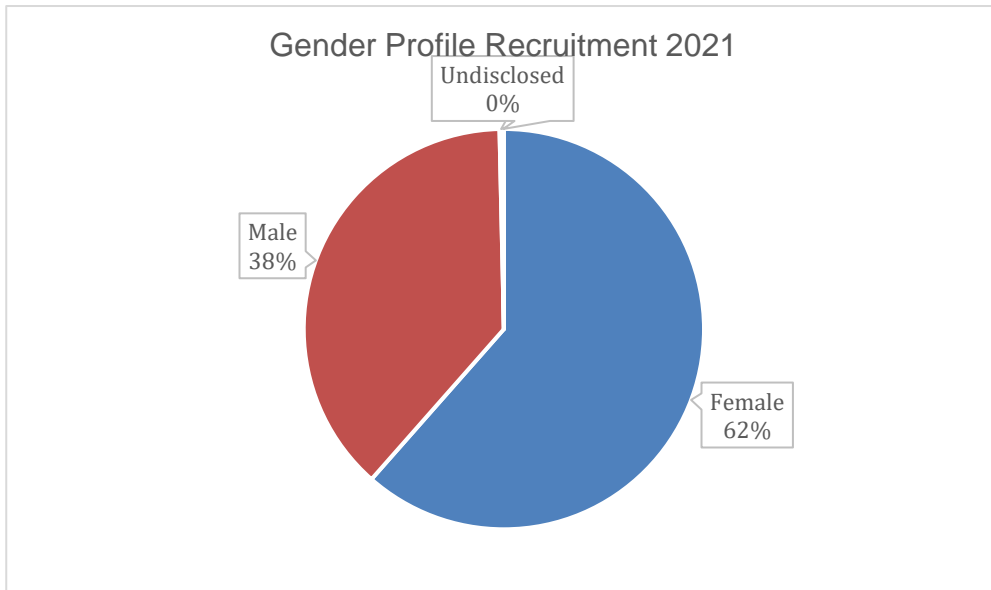


Figure 13

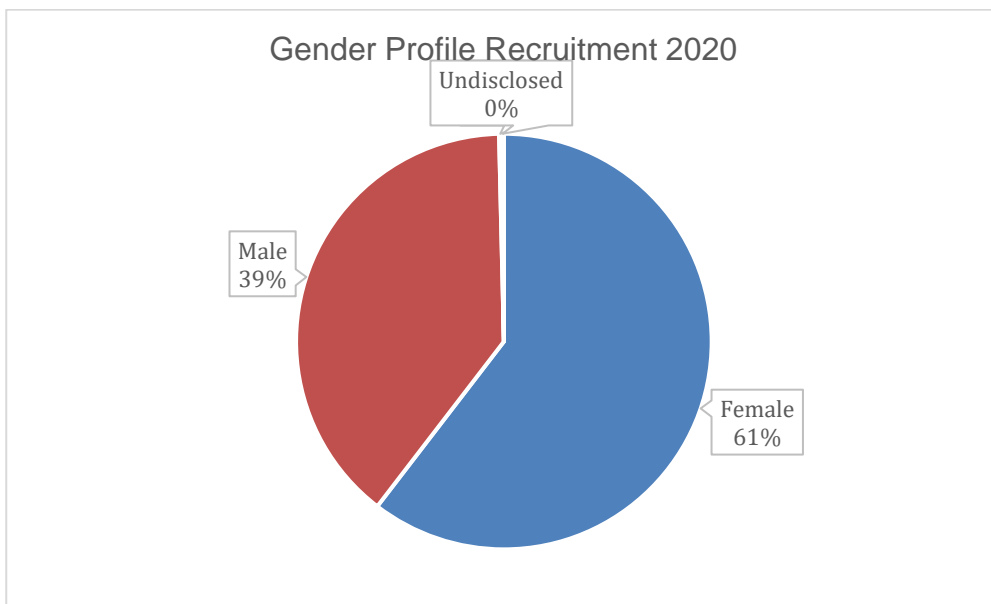


Figure 14

3.3. Disability

Appendix 11 gives a breakdown of the total applicants in 2021 and 2020 that stated on their application form that they had a disability; of the 1143 applicants in 2021, 28 (2.5%) had a disability, compared to 2020 with 1079 total applicants, of which 24 (2.2%) had a disability. Of the 178 applicants who were successfully appointed in 2021, 3.4% stated they had a disability, compared to just 2.1% in 2020. This was assisted by an improved conversion from application to appointment of 12.5% in 2020 to 21.4% in 2021.

3.4. Ethnicity

Appendix 12 shows the percentage number of applicants who considered themselves from a Black Asian and Minority Ethnic background for 2021 and 2020. In 2021, 6.03% of all applicants came from an ethnic minority background, compared to 6.3% in 2020. However, in 2021, the percentage of ethnic minority candidates shortlisted improved to

6.8% compared to 6% in the previous year. (The conversion rate from application to short-listing improved with 60% of ethnic minority applicants being shortlisted in 2021, compared to just 44% in 2020.) Of the 178 successful candidates 4 (2.25%) were from an ethnic minority background, compared to 7 people (6%) from 146 appointments in 2020. This represented a drop in the conversion rate from short-listing to appointment, to 10% compared to 23% in 2020.

4. Leaver Information

Section 4 details the members of staff that left the College during 2021 and 2020. Appendix 13 to 17 shows the data relating to leavers for the year 1 January 2021 to 31 December 2021, together with a comparison year of 1 January 2020 to 31 December 2020.

In 2021, 72 members of staff left the College (8.1% of the 885 total staff on 31 December 2021), compared to 64 members of staff in 2020 (7.5% of the 848 total staff on 31 December 2020). Turnover remained stable between 2020 and 2021 at 7.6%. Figure 15 shows the breakdown of leavers by employment contract for 2021. Figure 16 shows the same breakdown for 2020.

In 2021, support staff continued to account for the highest proportion of leavers (35% in 2021 compared to 42% in 2020). However academic support saw a sharp rise in leavers accounting for 31% of leavers, compared to just 23% in the previous year. The academic category also saw a rise of 3% whilst managers saw a decrease in leavers accounting for just 1.4% of all leavers, compared to 2% in the previous year.

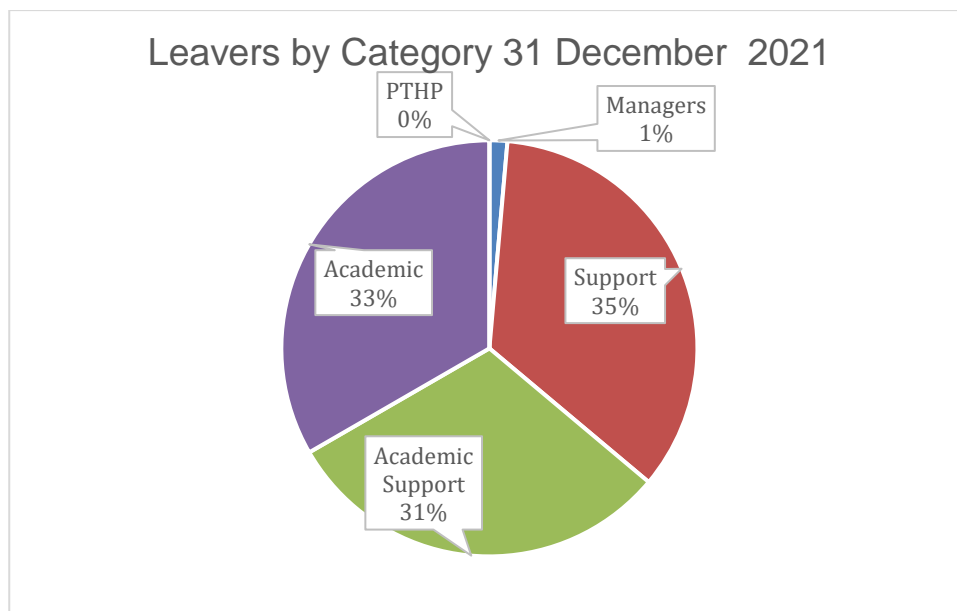


Figure 15

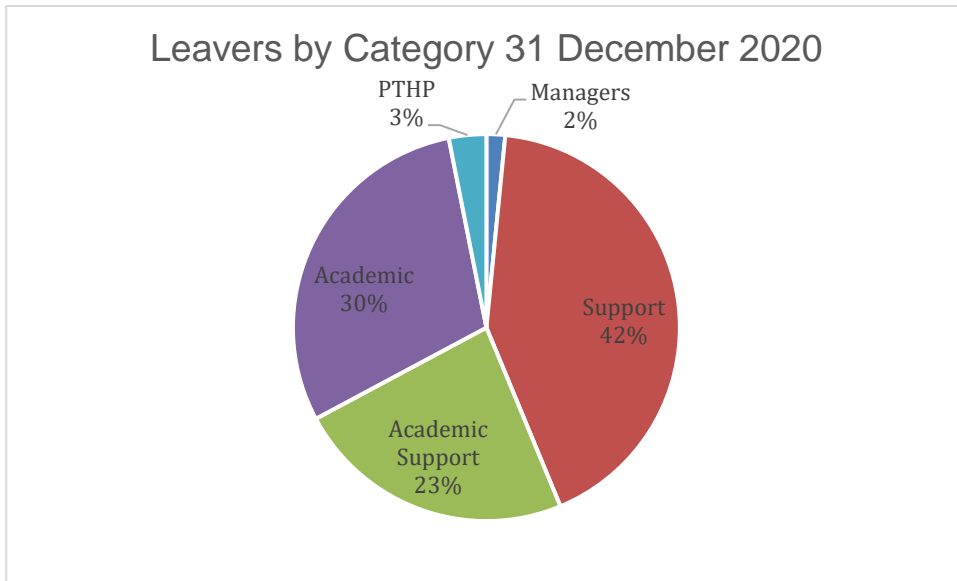


Figure 16

4.1. Age

Figure 17 below shows the age of leavers for 2021. Figure 18 shows the age of leavers for 2020. The age profile of leavers for 2021 has altered over the past two years with the lower age categories seeing a significant reduction in leavers as a percentage of the total. (15% of leavers in 2021 compared to 25% in 2020). In contrast the 60+ age category has seen a marked increase, with leavers in this age category accounting for 26% of leavers compared with 19% in 2020.

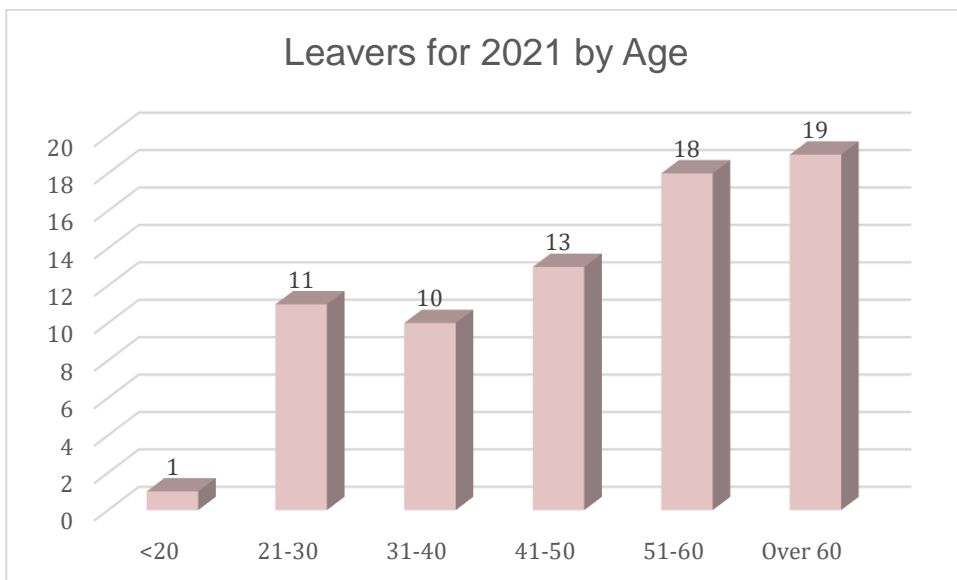


Figure 17



Figure 18

4.2. Gender

Figure 19 below illustrates the gender profile for leavers in 2021. Figure 20 illustrates the profile for 2020. In 2021, 57% of the total number of staff who left the College were female compared with 67% in 2020. For the same period 43% were male compared to 33% in 2020 (see Appendix 14).

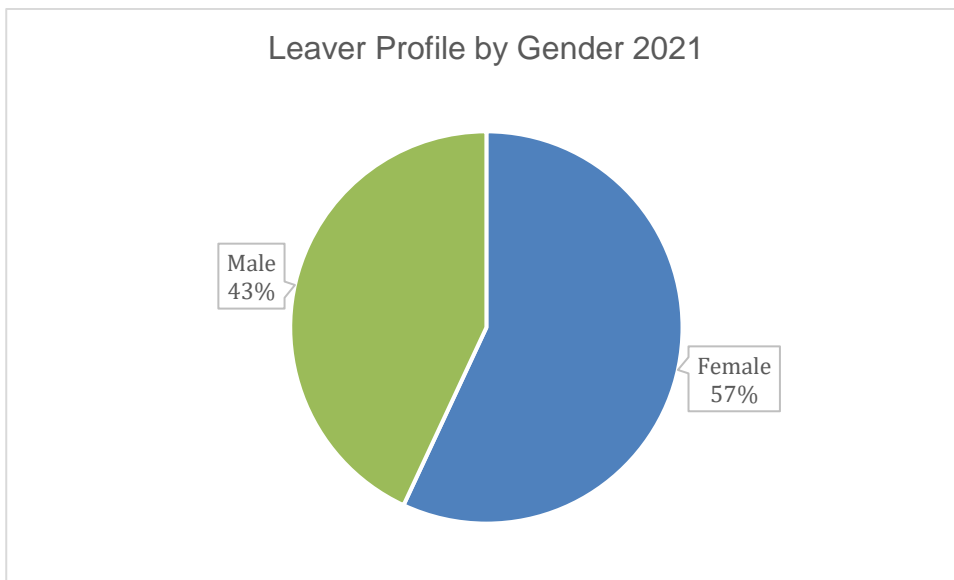


Figure 19

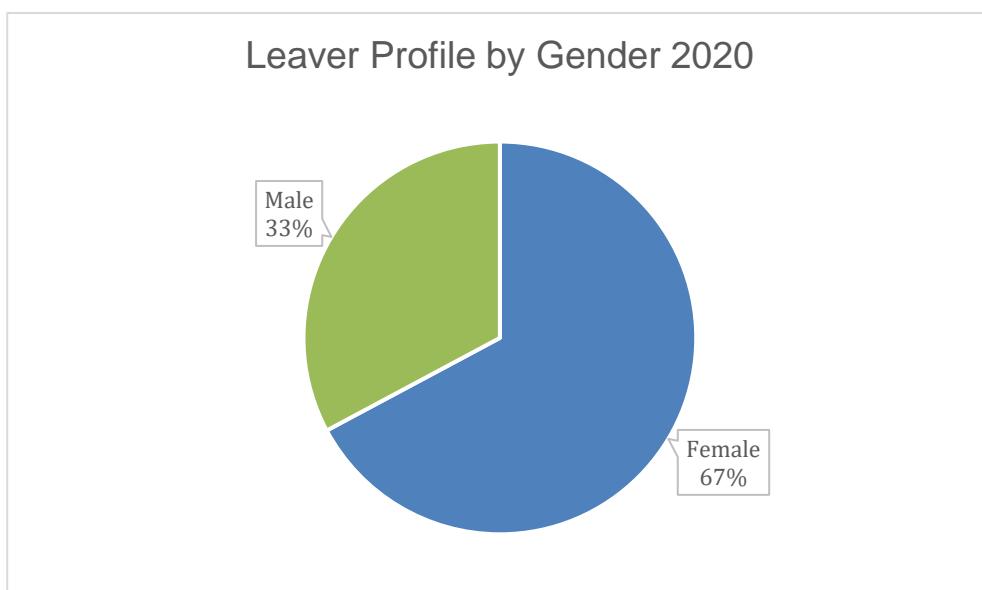


Figure 20

4.3. Disability

In 2021, 2.8% of leavers considered themselves to have a disability, compared to 6.2% of leavers in 2020 (see Appendix 15).

4.4. Ethnicity

In 2021, (see Appendix 16) no leavers were from an ethnic minority background. This is an improvement from 2020, where 6.3% of leavers (4) were from an ethnic minority background.

5. Members of Staff Who Have Undertaken Training During the Year

Section 5 explores the equality data for members of staff who have undertaken training during the period. The equality data is sourced from the HR and Payroll system.

Appendix 18 to 25 show the data relating to training for the year 1 January 2021 to 31 December 2021, with a comparison year of 1 January 2020 to 31 December 2020.

During 2021, 820 staff undertook training, equating to 93% of all staff. This compares to 823 staff (97%) in 2020. Within the different job areas, 100% of managers, undertook training during 2020. In comparison 99% of academic staff, 95% of support staff, and 93% of academic support, undertook training. Only 30% of part time hourly paid staff undertook training in 2021, however this is an improvement from the previous year where just 18% of this group took part in training.

A change in working patterns has brought about a change in training activity and many staff have accessed online learning and received support from a range of champion roles that have been introduced to offer specialist advice in a range of areas. This one to one and flexible learning is less likely to be recorded and the staff development team strive to raise awareness of the need to record all formal and informal learning.

5.1. Age

In 2021 and 2020 the age profile of members of staff undertaking training closely mirrors the age profile of the College (see Appendix 18).

5.2. Gender

When comparing gender, 94% of females undertook training in 2021 (97% in 2020) compared with 90% of males for the same period (97% in 2020) (see Appendix 19).

5.3. Disability

In 2021, 95% of staff who stated they had a disability undertook training, compared to 100% in 2020 (see Appendix 20).

5.4. Ethnicity

In 2021, 94% of members of staff from an ethnic minority background undertook training, compared to 100% in 2020. (see Appendix 21).

6. Disciplinary and Grievances

Section 6 explores the equality data for members of staff who have been subject to a disciplinary or have raised a grievance during the period.

Appendices 26 to 33 outline the data for members of staff who were subject to disciplinary action during 2021 and 2020. It also includes those members of staff who raised a grievance during the same periods.

There were 3 members of staff subject to disciplinary action in 2021 (3 in 2020). Of the 3 members of staff, 1 was a member of the support staff, and 2 were lecturers (1 in 2020). In 2021, of those subject to disciplinary action 100% were male (33.3% in 2020) and 0% were female (66.6% in 2020).

In 2021, 1 member of staff raised a grievance (4 were raised in 2020). In 2021, the grievances related to process. The member of staff raising a grievance was an academic support member of staff. In the previous year, 1 member of staff raising a grievance was a member of support staff, 2 academic and 1 manager. In 2021, 0% of staff raising a grievance were male (25% in 2020) and 100% were female (75% in 2020). The grievance was not raised on the grounds of a protected characteristic.

7. Impact on Students

Positive Impact	Neutral Impact	Negative Impact
x		

7.1. It is expected that the information within the report will be used to inform objective setting in the Strategic Equality Plan and the resulting actions. This would be expected to have a positive impact on students.

8. Impact on Staff

Positive Impact	Neutral Impact	Negative Impact
x		

8.1. It is expected that the information within the report will be used to inform objective setting in the Strategic Equality Plan and the resulting actions. This would be expected to have a positive impact on staff.

9. Impact on Equality & Diversity

	Impact		
	Positive	Neutral	Negative
Age	X		
Disability	X		
Gender reassignment	X		
Marriage and civil partnership	X		
Pregnancy and maternity	X		
Race	X		
Religion and belief	X		
Sex	X		
Sexual orientation	X		
Welsh language		X	

9.1. It is expected that the information within the report will be used to inform objective setting in the Strategic Equality Plan and the resulting actions. This would be expected to have a positive impact on staff with protected characteristics.

10. Recommendation

10.1. The Committee resolves to accept the report.

AGE**Staff Age Profile (by Job Area) at 31/12/21**

	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	5	4	0	0	9
21-30	0	50	26	28	10	114
31-40	8	70	28	68	3	177
41-50	25	60	45	91	3	224
51-60	26	61	51	102	16	256
Over 60	8	19	27	33	18	105
Total	67	265	181	322	50	885

Staff Age Profile (by Job Area) at 31/12/20

	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	4	0	1	0	5
21-30	1	44	20	24	9	98
31-40	8	60	36	69	2	175
41-50	22	55	54	79	5	215
51-60	28	51	58	102	14	253
Over 60	6	18	29	35	14	102
Total	65	232	197	310	44	848

Staff Age Profile by Working Pattern/Contract Type at 31/12/21

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
<20	2	0	4	1	0	2	0	0	9
21-30	28	0	13	41	0	24	5	3	114
31-40	52	0	7	92	0	23	0	3	177
41-50	83	0	6	116	0	16	1	2	224
51-60	92	0	2	130	2	16	4	10	256
Over 60	30	0	2	53	0	5	3	12	105
Total	287	0	34	433	2	86	13	30	885

Staff Age Profile by Working Pattern/Contract Type at 31/12/20

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
<20	0	0	3	1	0	1	0	0	5
21-30	31	0	14	30	0	17	3	3	98
31-40	53	0	8	91	1	20	1	1	175
41-50	83	0	7	108	1	12	1	3	215
51-60	86	0	3	131	3	18	4	8	253
Over 60	32	0	2	53	1	6	3	5	102
Total	285	0	37	414	6	74	12	20	848

Staff Age Profile by Grade at 31/12/21

	Agri	MAP	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO1	SO2	ASL1-4	MG1-UP1	UP2-UP3	Mgt 1-4	Mgt 5-10	Mgt 11	SPH	Total	
<20	1	6	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9
21-30	1	9	2	29	11	19	11	2	2	1	8	19	1	0	0	0	0	0	114
31-40	0	0	0	30	16	18	13	10	7	5	2	42	25	6	2	0	0	0	176
41-50	1	0	0	28	10	13	15	25	9	5	0	39	54	13	7	2	4	4	225
51-60	1	0	4	43	13	21	17	15	7	2	0	36	68	19	7	4	7	7	256
Over 60	0	0	6	29	6	7	5	6	2	1	0	10	25	3	2	1	2	2	105
Total	3	15	12	163	56	78	61	58	27	14	10	146	173	31	18	7	13	885	

Staff Age Profile by Grade at 31/12/20

	Agri	MAP	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO1	SO2	ASL1-4	MG1-UP1	UP2-UP3	Mgt 1-4	Mgt 5-10	Mgt 11	SPH	Total	
<20	1	3	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	5
21-30	0	7	11	15	14	14	8	3	1	0	4	19	1	0	1	0	0	0	98
31-40	1	0	15	19	11	11	11	10	8	4	3	42	24	6	1	0	1	1	175
41-50	0	0	12	17	9	9	22	25	7	6	1	31	49	11	7	1	3	3	215
51-60	1	0	16	40	15	15	12	12	7	3	0	34	70	10	7	4	8	8	253
Over 60	0	0	13	16	10	10	5	5	3	1	0	11	25	2	2	1	1	1	102
Total	3	10	67	107	59	59	58	55	26	14	9	137	169	29	18	6	13	848	

Appendix 2

GENDER

Staff Gender Profile by Job Area at 31/12/21

	Managers	Support	Academic Support	Academic	PTHP	Total
Female	42	193	103	184	31	553
Male	25	72	78	138	19	332
Total	67	265	181	322	50	885

Staff Gender Profile by Job Area at 31/12/20

	Managers	Support	Academic Support	Academic	PTHP	Total
Female	41	170	118	172	27	528
Male	24	62	79	138	17	320
Total	65	232	197	310	44	848

Staff Gender Profile by Work Pattern/Contract Type at 31/12/21

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Female	151	0	20	292	1	63	8	18	553
Male	136	0	14	141	1	23	5	12	332
Total	287	0	34	433	2	86	13	30	885

Staff Gender Profile by Work Pattern/Contract Type at 31/12/20

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Female	151	0	19	281	3	54	8	12	528
Male	134	0	18	133	3	20	4	8	320
Total	285	0	37	414	6	74	12	20	848

Staff Gender Profile by Grade at 31/12/21

	Agri	MAP	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO1	SO2	ASL1-4	MG1-UP1	UP2-UP3	Mgt 1-4	Mgt 5-10	Mgt 11	SPH	Total
Female	0	7	7	121	37	52	31	36	18	13	6	80	102	18	10	6	9	553
Male	3	8	4	43	19	26	30	22	9	1	4	66	71	13	8	1	4	332
Total	3	15	11	164	56	78	61	58	27	14	10	146	173	31	18	7	13	885

Staff Gender Profile by Grade at 31/12/20

	Agri	MAP	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO1	SO2	ASL1-4	MG1-UP1	UP2-UP3	Mgt 1-4	Mgt 5-10	Mgt 11	SPH	Total
Female	0	6	51	74	38	47	28	34	18	14	5	72	99	17	11	5	9	528
Male	3	4	16	33	21	21	30	21	8	0	4	65	70	12	7	1	4	320
Total	3	10	67	107	59	68	58	55	26	14	9	137	169	29	18	6	13	848

ETHNICITY

Staff Ethnicity Profile by Job Area at 31/12/21

	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	1	0	1	0	2
Asian/Asian British - Chinese	0	0	0	1	0	1
Asian/Asian British - Indian	0	0	0	3	1	4
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	1	0	0	0	1
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British - Other	0	1	0	0	0	1
Mixed/Multiple Ethnic groups - any other	0	0	0	1	0	1
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	1	0	1
Mixed/Multiple - White and Asian	1	1	0	0	0	2
Not provided	1	3	3	4	1	12
Other Ethnic Group - Any other	0	1	0	1	0	2
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	4	1	1	3	9
White - Gypsy or Irish Traveller	0	0	0	1	0	1
White - Irish	0	1	0	0	0	1
White - any other	1	0	2	4	2	9
White - English/Welsh/Scottish/N Irish	64	252	175	304	43	838
Total	67	265	181	322	50	885

Staff Ethnicity Profile by Job Area at 31/12/20

	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	1	0	1	0	2
Asian/Asian British - Chinese	0	0	0	1	0	1
Asian/Asian British - Indian	0	0	1	2	1	4
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	1	0	0	0	1
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British -Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British - Other	0	1	0	0	0	1
Mixed/Multiple Ethnic groups - any other	0	0	0	1	0	1
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	1	0	0	0	0	1
Not provided	1	3	2	4	1	11
Other Ethnic Group - Any other	0	1	0	0	0	1
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	4	0	3	3	10
White - Gypsy or Irish Traveller	0	0	0	1	0	1
White - Irish	0	0	0	0	0	0
White - any other	1	0	2	5	2	10
White - English/Welsh/Scottish/N Irish	62	221	192	292	37	804
Total	65	232	197	310	44	848

Staff Ethnicity Profile by Work Pattern/Contract Type at 31/12/2021

	FTP	FTT	FTFT	PTP	PTT	PTFT	Casual	Supply	Total
Asian/Asian British - Bangladeshi	0	0	0	2	0	0	0	0	2
Asian/Asian British - Chinese	0	0	0	1	0	0	0	0	1
Asian/Asian British - Indian	0	0	0	2	0	1	0	1	4
Asian/Asian British - Pakistani	0	0	0	0	0	0	0	0	0
Asian/Asian British - Other	1	0	0	0	0	0	0	0	1
Black/African/Caribbean/British - African	0	0	0	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0	0	0	0
Black/African/Caribbean/British - Other	1	0	0	0	0	0	0	0	1
Mixed/Multiple Ethnic groups - any other	0	0	0	1	0	0	0	0	1
Mixed/Multiple - White and Black African	0	0	0	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	1	0	0	0	0	1
Mixed/Multiple - White and Asian	2	0	0	0	0	0	0	0	2
Not provided	3	0	0	7	0	1	0	1	12
Other Ethnic Group - Any other	0	0	0	1	0	1	0	0	2
Other Ethnic Group - Arab	0	0	0	0	0	0	0	0	0
Unknown - data not provided	3	0	0	3	0	0	0	3	9
White - Gypsy or Irish Traveller	0	0	0	0	0	1	0	0	1
White - Irish	1	0	0	0	0	0	0	0	1
White - any other	2	0	0	2	0	5	0	0	9
White - English/Welsh/Scottish/N Irish	274	0	34	413	2	77	13	25	838
Total	287	0	34	433	2	86	13	30	885

Staff Ethnicity Profile by Work Pattern/Contract Type at 31/12/2020

	FTP	FTT	FTFT	PTP	PTT	PTFT	Casual	Supply	Total
Asian/Asian British - Bangladeshi	0	0	0	2	0	0	0	0	2
Asian/Asian British - Chinese	0	0	0	1	0	0	0	0	1
Asian/Asian British - Indian	1	0	0	2	0	1	0	0	4
Asian/Asian British - Pakistani	0	0	0	0	0	0	0	0	0
Asian/Asian British - Other	0	0	1	0	0	0	0	0	1
Black/African/Caribbean/British - African	0	0	0	0	0	0	0	0	0
Black/African/Caribbean/British -Caribbean	0	0	0	0	0	0	0	0	0
Black/African/Caribbean/British - Other	1	0	0	0	0	0	0	0	1
Mixed/Multiple Ethnic groups - any other	0	0	0	1	0	0	0	0	1
Mixed/Multiple - White and Black African	0	0	0	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0	0	0	0
Mixed/Multiple - White and Asian	1	0	0	0	0	0	0	0	1
Not provided	5	0	0	4	0	1	0	1	11
Other Ethnic Group - Any other	0	0	0	1	0	0	0	0	1
Other Ethnic Group - Arab	0	0	0	0	0	0	0	0	0
Unknown - data not provided	3	0	0	3	0	1	0	3	10
White - Gypsy or Irish Traveller	0	0	0	0	0	1	0	0	1
White - Irish	0	0	0	0	0	0	0	0	0
White - any other	2	0	0	2	0	6	0	0	10
White - English/Welsh/Scottish/N Irish	272	0	36	398	6	64	12	16	804
Total	285	0	37	414	6	74	12	20	848

Appendix 4

Staff Salary Profile at 31/12/21

Types of Staff	No of Females	No of Males	Total FTE Female Salary	Average FTE Female Salary	Total FTE Male Salary	Average FTE Male Salary	Difference	Percentage
Managers	42	25	£2,326,435.00	£55,391.31	£1,341,112.00	£53,644.48	-£1,746.83	-3.3%
Support	193	72	£4,413,759.00	£22,869.22	£1,621,368.00	£22,519.00	-£350.22	-1.6%
Academic Support	103	78	£2,336,975.00	£22,689.08	£1,826,945.00	£23,422.37	£733.29	3.1%
Academic	184	138	£6,921,825.00	£37,618.61	£5,214,613.00	£37,787.05	£168.44	0.4%
PTHP	31	19	£717,080.00	£23,131.61	£401,303.00	£21,121.21	-£2,010.40	-9.5%
Total	553	332	£16,716,074.00	£30,227.98	£10,405,341.00	£31,341.39	£1,113.41	3.6%

Staff Salary Profile at 31/12/2020

Types of Staff	No of Females	No of Males	Total FTE Female Salary	Average FTE Female Salary	Total FTE Male Salary	Average FTE Male Salary	Difference	Percentage
Managers	41	24	£2,234,565.00	£54,501.59	£1,288,139.00	£53,671.46	-£829.13	-1.5%
Support	170	62	£3,768,803.00	£22,169.43	£1,379,711.00	£22,253.40	£83.97	0.4%
Academic Support	118	79	£2,798,531.00	£23,716.36	£1,841,451.00	£23,309.51	-£406.86	-1.7%
Academic	172	138	£6,539,316.00	£38,019.70	£5,210,571.00	£37,757.76	-£261.94	-0.7%
PTHP	27	17	£605,316.00	£22,419.11	£330,570.00	£19,445.29	-£2,973.82	-15.3%
Total	528	320	£15,946,604.00	£30,201.90	£10,050,442.00	£31,407.63	£1205.73	3.8%

DISABILITY**Staff Disability Profile by Job Area at 31/12/21**

	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	2	10	15	9	2	38
No Disability	49	167	90	156	8	470
Unaware of disability	5	21	14	36	1	77
Unknown - data not provided	11	64	61	120	39	295
Preferred not to say		3	1	1		5
Total	67	265	181	322	50	885

Staff Disability Profile by Job Area at 31/12/20

	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	2	8	7	8	2	27
No Disability	46	126	88	135	7	402
Unaware of disability	5	17	18	34	1	75
Unknown - data not provided	12	76	83	131	34	336
Preferred not to say	0	5	1	2	0	8
Total	65	232	197	310	44	848

Staff Disability by Work Pattern/Contract at 31/12/21

	FTP	FTT	FTFT	PTP	PTT	PTFT	Casual	Supply	Total
Disability	15	0	3	15	1	2	0	2	38
No Disability	185	0	22	206	0	52	1	4	470
Unaware of disability	24	0	3	45	0	4	0	1	77
Unknown - data not provided	61	0	6	164	1	28	12	23	295
Preferred not to say	2	0		3	0		0	0	5
Total	287	0	34	433	2	86	13	30	885

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Disability	13	0	2	6	1	3	0	2	27
No Disability	162	0	22	174	2	39	0	3	402
Unaware of disability	29	0	0	41	0	4	0	1	75
Unknown - data not provided	77	0	12	191	3	27	12	14	336
Preferred not to say	4	0	1	2	0	1	0	0	8
Total	285	0	37	414	6	74	12	20	848

RELIGION OR BELIEF

Appendix 6

Staff Religion or Belief Profile at 31/12/21

	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1	0	2	0	3
Christian	40	105	80	130	15	370
Hindu	0	0	0	1	0	1
Humanist	0	0	0	3	0	3
Jewish	0	1	0	0	0	1
Muslim	0	1	0	1	0	2
No Religion or Belief	18	108	66	92	5	289
Other Religion or Belief	0	6	5	8	1	20
Prefer not to answer	2	10	7	7	0	26
Sikh	0	0	0	0	0	0
Not Disclosed	7	33	23	78	29	170
Total	67	265	181	322	50	885

Staff Religion or Belief Profile at 31/12/20

	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1	0	2	0	3
Christian	37	100	94	125	11	367
Hindu	0	0	1	0	0	1
Humanist	0	0	0	3	0	3
Jewish	0	1	0	0	0	1
Muslim	0	1	0	1	0	2
No Religion or Belief	19	83	58	86	5	251
Other Religion or Belief	0	5	5	8	1	19
Prefer not to answer	2	6	6	3	1	18
Sikh	0	0	0	0	0	0
Not Disclosed	7	35	33	82	26	183
Total	65	232	197	310	44	848

Staff Religion or Belief by Work Pattern at 31/12/2021

	Full Time Permanent	Full Time Temp	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Buddhist	1	0	0	2	0	0	0	0	3
Christian	135	0	8	182	2	31	2	10	370
Hindu	0	0	0	1	0	0	0	0	1
Humanist	0	0	0	2	0	1	0	0	3
Jewish	0	0	0	1	0	0	0	0	1
Muslim	0	0	0	2	0	0	0	0	2
No Religion or Belief	102	0	25	122	0	36	1	3	289
Other Religion or Belief	6	0	0	10	0	3	0	1	20
Prefer not to answer	12	0	1	10	0	3	0	0	26
Sikh	0	0	0		0	0	0	0	0
Not Disclosed	31	0	0	101	0	12	10	16	170
Total	287	0	34	433	2	86	13	30	885

	Full Time Permanent	Full Time Temp	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Buddhist	0	0	1	2	0	0	0	0	3
Christian	135	0	12	173	4	35	2	6	367
Hindu	1	0	0	0	0	0	0	0	1
Humanist	0	0	0	3	0	0	0	0	3
Jewish	0	0	0	1	0	0	0	0	1
Muslim	0	0	0	2	0	0	0	0	2
No Religion or Belief	98	0	20	103	1	25	0	4	251
Other Religion or Belief	4	0	0	12	0	2	0	1	19
Prefer not to answer	11	0	1	4	0	1	0	1	18
Sikh	0	0	0	0	0	0	0	0	0
Not Disclosed	36	0	3	114	1	11	10	8	183
Total	285	0	37	414	6	74	12	20	848

Sexual Orientation

Staff Sexual Orientation Profile at 31/12/21

	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	4	4	1	0	9
Gay/Lesbian	1	4	0	4	1	10
Heterosexual/Straight	58	215	149	228	21	671
Other	0	0	1	0	0	1
Prefer not to answer	1	8	5	8	0	22
Undisclosed	7	34	22	81	28	172
Total	67	265	181	322	50	885

Staff Sexual Orientation Profile at 31/12/20

	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	3	2	2		7
Gay/Lesbian	1	3	0	4	1	9
Heterosexual/Straight	55	184	155	214	18	626
Prefer not to answer	1	6	7	6		20
Undisclosed	8	36	33	84	25	186
Total	65	232	197	310	44	848

GENDER REASSIGNMENT**Staff Gender Reassignment Profile at 31/12/21**

	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	0	0	0	0	0
No	51	182	102	161	9	505
Prefer not to answer	1	5	4	1	0	11
Undisclosed	15	78	75	160	41	369
Total	67	265	181	322	50	885

Staff Gender Reassignment Profile at 31/12/20

	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	0	0	0	0	0
No	48	137	88	138	7	418
Prefer not to answer	1	6	4	1	0	12
Undisclosed	16	89	105	171	37	418
Total	65	232	197	310	44	848

RECRUITMENT

Recruitment Information 2021– Age

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
<20	48	31.2%	15	33.3%	5	10.4%
21-30	403	45.9%	185	30.8%	57	14.1%
31-40	266	51.5%	137	27.7%	38	14.3%
41-50	230	59.1%	136	32.3%	44	19.1%
51-60	138	62.3%	86	31.4%	27	19.6%
Over 60	34	50.0%	17	29.4%	5	14.7%
Undisclosed	24	50.0%	12	16.6%	2	8.3%
Totals	1143	51.4%	588	30.8%	178	15.6%

Recruitment Information 2020– Age

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
<20	36	38.9%	14	14.3%	2	5.6%
21-30	332	42.8%	142	32.3%	46	13.8%
31-40	252	49.6%	118	26.3%	31	12.3%
41-50	238	47.5%	113	27.4%	31	13.0%
51-60	158	51.3%	81	38.3%	31	19.6%
Over 60	39	48.7%	19	21.1%	4	10.3%
Undisclosed	24	37.5%	9	11.1%	1	4.2%
Totals	1079	46.0%	496	29.4%	146	13.5%

Recruitment Information 2021 - Gender

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Female	703	52.8%	371	30.5%	113	16.1%
Male	436	49.1%	214	30.4%	65	14.9%
Other	3	66.6%	2	0%	0	0%
Undisclosed	1	100%	1	0%	0	0%
Total	1143	51.4%	588	30.8%	178	15.6%

Recruitment Information 2020 - Gender

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Female	652	47.5%	310	30.0%	93	14.3%
Male	423	43.5%	184	28.3%	52	12.3%
Other	2	50%	1	100%	1	50%
Undisclosed	2	50%	1	0%	0	0%
Total	1079	46.0%	496	29.4%	146	13.5%

Recruitment Information 2021 – Disability

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Disability	28	78.6%	22	27.3%	6	21.4%
No Disability	1083	51.2%	554	30.3%	168	15.5%
Not Disclosed	22	45.5%	10	40%	4	18.2%
Not Known	10	20%	2	0%	0	0%
Total	1143	51.4%	588	30.8%	178	15.6%

Recruitment Information 2020 – Disability

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Disability	24	45.8%	11	27.2%	3	12.5%
No Disability	1040	46.1%	479	29.6%	142	13.6%
Not Disclosed	3	33.3%	1	0%	0	0%
Not Known	12	41.7%	5	20%	1	8.3%
Total	1079	46%	496	29.4%	146	13.5%

Appendix 12

Recruitment Information 2021 – Ethnicity

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate (SL to Succ)	Successful	Conversion Rate (App to Succ)
Asian or Asian British – Bangladeshi	2	100%	2	0%	0	0%
Asian or Asian British – Chinese	3	66.6%	2	0%	0	0%
Asian or Asian British - Indian	12	41.7%	5	20%	1	8.3%
Asian or Asian British - Pakistani	4	25%	1	0%	0	0%
Asian or Asian British - Other	0	0%	0	0%	0	0%
Black or Black British - African	4	50%	2	50%	1	25%
Black or Black British - Caribbean	1	100%	1	0%	0	0%
Black or Black British - Other	0	0%	0	0%	0	0%
Mixed - any other	2	100%	2	0%	0	0%
Mixed - White and Asian	2	0%	0	0%	0	0%
Mixed - White and Black African	4	75%	3	0%	0	0%
Mixed - White and Black Caribbean	3	66.6%	2	50%	1	33.3%
Not Known	0	0%	0	0%	0	0%
Other Ethnic Group	32	62.5%	20	5%	1	3.1%
Other Ethnic Group - Arab	0	0%	0	0%	0	0%
Undisclosed	4	75%	3	0%	0	0%
White - any other	21	42.9%	9	22.2%	2	9.5%
White - British	1048	51.1%	536	32.1%	172	16.41%
White - Irish	1	0%	0	0%	0	0%
White - Gypsy or Irish Traveller	0	0%	0	0%	0	0%
Total	1143	51.4%	588	30.8%	178	15.6%

Recruitment Information 2020 – Ethnicity

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate (SL to Succ)	Successful	Conversion Rate (App to Succ)
Asian or Asian British – Bangladeshi	4	25%	1	0%	0	0%
Asian or Asian British – Chinese	3	0%	0	0%	0	0%
Asian or Asian British - Indian	13	46.2%	6	33.3%	2	15.4%
Asian or Asian British - Pakistani	8	37.5%	3	0%	0	0%
Asian or Asian British - Other	0	0%	0	0%	0	0%
Black or Black British - African	10	60%	6	0%	0	0%
Black or Black British - Caribbean	2	50%	1	100%	1	50%
Black or Black British - Other	0	0%	0	0%	0	0%
Mixed - any other	3	33.3%	1	0%	0	0%
Mixed - White and Asian	3	33.3%	1	0%	0	0%
Mixed - White and Black African	2	50%	1	0%	0	0%
Mixed - White and Black Caribbean	1	100%	1	0%	0	0%
Not Known	0	0%	0	0%	0	0%
Other Ethnic Group	19	47.4%	9	44.4%	4	21.1%
Other Ethnic Group - Arab	0	0%	0	0%	0	0%
Undisclosed	1	100%	1	0%	0	0%
White - any other	32	50%	16	18.8%	3	9.3%
White - British	970	45.7%	443	30.7%	136	14%
White - Irish	7	71.4%	5	0%	0	0%
White - Gypsy or Irish Traveller	1	100%	1	0%	0	0%
Total	1079	46%	496	29.4%	146	13.5%

LEAVERS

Leaver Information 2021 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	1	0	0	0	1
21-30	0	10	1	0	0	11
31-40	0	3	4	3	0	10
41-50	0	5	7	1	0	13
51-60	1	2	4	11	0	18
Over 60	0	4	6	9	0	19
Total	1	25	22	24	0	72

Leaver Information 2020 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	0	0	0	0	0
21-30	0	7	6	2	1	16
31-40	0	6	1	1	0	8
41-50	0	3	3	3	1	10
51-60	0	6	3	9	0	18
Over 60	1	5	2	4	0	12
Total	1	27	15	19	2	64

Appendix 14

Leaver Information 2021 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	0	16	14	11	0	41
Male	1	9	8	13	0	31
Total	1	25	22	24	0	72

Leaver Information 2020 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	1	19	10	11	2	43
Male	0	8	5	8	0	21
Total	1	27	15	19	2	64

Appendix 15

Leaver Information 2021 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	0	1	1	0	2
No Disability	1	18	12	16	0	47
Unaware of disability	0	0	3	1	0	4
Unknown - data not provided	0	5	6	6	0	17
Preferred not to say	0	2	0	0	0	2
Total	1	25	22	24	0	72

Leaver Information 2020 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	1	2	1	0	4
No Disability	1	18	5	10	1	35
Unaware of disability	0	4	1	0	0	5
Unknown - data not provided	0	4	7	8	1	20
Preferred not to say	0	0	0	0	0	0
Total	1	27	15	19	2	64

Appendix 16

Leaver Information 2021 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	0	0	0	0	0
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	0	0	0
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	0	0	0	0	0
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British - Other	0	0	0	0	0	0
Mixed/Multiple Ethnic groups - any other	0	0	0	0	0	0
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	0	0	0	0	0	0
Not provided	0	0	0	0	0	0
Other Ethnic Group - Any other	0	0	0	0	0	0
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	1	0	1	0	2
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	0	0	0	0	0
White - any other	0	0	0	1	0	1
White - English/Welsh/Scottish/N Irish	1	24	22	22	0	69
Total	1	25	22	24	0	72

Leaver Information 2020 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	0	1	0	0	1
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	0	0	0
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	1	0	0	0	1
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	1	0	0	0	1
Black/African/Caribbean/British - Other	0	0	0	0	0	0
Mixed/Multiple Ethnic groups - any other	0	0	0	0	0	0
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	0	0	0	0	0	0
Not provided	0	0	0	1	0	1
Other Ethnic Group - Any other	0	0	0	0	0	0
Other Ethnic Group - Arab	0	0	0	1	0	1
Unknown - data not provided	0	0	1	1	0	2
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	0	0	0	0	0
White - any other	0	1	0	0	1	2
White - English/Welsh/Scottish/N Irish	1	24	13	16	1	55
Total	1	27	15	19	2	64

Appendix 17

Leaver Information 2021 – Work Pattern/Contract

Work Pattern	Full Time Perm	Full Time Temp	Full Time Fixed Term	Part Time Perm	Part Time Temp	Part Time Fixed Term	Casual	Supply	Total
Total	23	0	7	32	2	6	1	1	72

Leaver Information 2020 – Work Pattern/Contract

Work Pattern	Full Time Perm	Full Time Temp	Full Time Fixed Term	Part Time Perm	Part Time Temp	Part Time Fixed Term	Casual	Supply	Total
Total	15	0	7	31	0	10	1	0	64

TRAINING

Staff Training 2021 –Age

Sexual Orientation	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	4	4	1	0	9
Gay/Lesbian	1	4	0	4	0	9
Heterosexual/Straight	59	205	138	225	10	637
Other	0	0	1	0	0	1
Prefer not to answer	1	8	4	7	0	20
Undisclosed	8	30	20	81	5	144
Total	69	251	167	318	15	820

Staff Training 2020 –Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	4	0	1	0	5
21-30	1	48	25	25	2	101
31-40	8	55	36	68	0	167
41-50	22	53	56	79	3	213
51-60	28	51	58	108	2	247
Over 60	7	19	27	36	1	90
Total	66	230	202	317	8	823

Appendix 19

Staff Training 2021 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	43	187	97	182	11	520
Male	26	64	70	136	4	300
Total	69	251	167	318	15	820

Staff Training 2020 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	42	166	122	176	6	512
Male	24	64	80	141	2	311
Total	66	230	202	317	8	823

Appendix 20

Staff Training 2021 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	2	9	15	9	1	36
No Disability	50	163	83	152	5	453
Unaware of disability	5	20	13	36	0	74
Unknown - data not provided	12	56	56	120	9	253
Preferred not to say	0	3	0	1	0	4
Total	69	251	167	318	15	820

Staff Training 2020 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	2	9	9	9	1	30
No Disability	47	134	91	141	5	418
Unaware of disability	5	17	18	33	0	73
Unknown - data not provided	12	65	83	132	2	294
Preferred not to say	0	5	1	2	0	8
Total	66	230	202	317	8	823

Staff Training 2021 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	1	0	1	0	2
Asian/Asian British - Chinese	0	0	0	1	0	1
Asian/Asian British - Indian	0	0	0	3	0	3
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	1	0	0	0	1
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	1	0	1
Black/African/Caribbean/British - Other	0	1	0	0	0	1
Mixed/Multiple Ethnic groups - any other	0	0	0	1	0	1
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	1	1	0	0	0	2
Not provided	1	3	2	4	0	10
Other Ethnic Group - Any other	0	1	0	1	0	2
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	4	1	1	0	6
White - Gypsy or Irish Traveller	0	0	0	1	0	1
White - Irish	0	1	0	0	0	1
White - any other	1	0	2	4	2	9
White - English/Welsh/Scottish/N Irish	66	238	162	300	13	779
Total	69	251	167	318	15	820

Staff Training 2020 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	1	1	0	0	2
Asian/Asian British - Chinese	0	0	0	1	0	1
Asian/Asian British - Indian	0	0	1	2	0	3
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	2	0	0	0	2
Black/African/Caribbean/British – African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British – Other	0	1	0	0	0	1
Mixed/Multiple Ethnic groups - any other	0	0	0	1	0	1
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	1	0	0	0	1
Mixed/Multiple - White and Asian	1	0	0	0	0	1
Not provided	1	3	2	4	0	10
Other Ethnic Group - Any other	0	1	0	0	0	1
Other Ethnic Group - Arab	0	0	0	1	0	1
Unknown - data not provided	0	4	0	4	0	8
White - Gypsy or Irish Traveller	0	0	0	1	0	1
White - Irish	0	0	0	0	0	0
White - any other	1	1	2	5	2	11
White - English/Welsh/Scottish/N Irish	63	216	196	298	6	779
Total	66	230	202	317	8	823

Appendix 22

Staff Training 2021 – Religion/Belief

Religion/Belief	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1		2		3
Christian	41	101	74	127	6	349
Hindu	0	0	0	1	0	1
Humanist	0	0	0	3	0	3
Jewish	0	1	0		0	1
Muslim	0	1	0	1	0	2
No Religion or Belief	19	101	62	92	2	276
Other Religion or Belief	0	6	5	8	1	20
Prefer not to answer	2	10	5	6	0	23
Sikh	0	0	0	0	0	0
Not Disclosed	7	30	21	78	6	142
Total	69	251	167	318	15	820

Staff Training 2020 – Religion/Belief

Religion/Belief	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1	0	2	0	3
Christian	38	103	96	127	3	367
Hindu	0	0	1	0	0	1
Humanist	0	0	0	3	0	3
Jewish	0	1	0	0	0	1
Muslim	0	1	1	1	0	3
No Religion or Belief	19	83	61	88	2	253
Other Religion or Belief	0	7	6	8	0	21
Prefer not to answer	2	6	6	3	1	18
Sikh	0	0	0	0	0	0
Not Disclosed	7	28	31	85	2	153
Total	66	230	202	317	8	823

Appendix 23

Staff Training 2021 – Sexual Orientation

Sexual Orientation	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual		4	4	1		9
Gay/Lesbian	1	4	0	4		9
Heterosexual/Straight	59	205	138	225	10	637
Other		0	1			1
Prefer not to answer	1	8	4	7		20
Undisclosed	8	30	20	81	5	144
Total	69	251	167	318	15	820

Staff Training 2020 – Sexual Orientation

Sexual Orientation	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	4	3	2	0	9
Gay/Lesbian	1	3	0	4	0	8
Heterosexual/Straight	56	187	161	218	6	628
Prefer not to answer	1	6	7	6	0	20
Undisclosed	8	30	31	87	2	158
Total	66	230	202	317	8	823

Staff Training 2021 – Gender Reassignment

Gender Reassignment	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	0	0	0	0	0
No	52	176	96	158	5	487
Prefer not to answer	1	5	3	1	0	10
Undisclosed	16	70	68	159	10	323
Total	69	251	167	318	15	820

Staff Training 2020 – Gender Reassignment

Gender Reassignment	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	1	0	0	0	1
No	49	143	94	145	5	436
Prefer not to answer	1	7	4	1	0	13
Undisclosed	16	79	104	171	3	373
Total	66	230	202	317	8	823

Appendix 25

Staff Training 2021 – Work Pattern/Contract Type

Work Pattern	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Training Undertaken	271	0	34	417	2	85	5	6	820

Staff Training 2020 – Work Pattern/Contract Type

Work Pattern	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Training Undertaken	286	0	42	406	4	83	0	2	823

Staff Training 2021 – Grade

Grade	Agri	MAP	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO1	SO2	ASL1-4	MG1-UP1	UP2-UP3	Mgt 1-4	Mgt 5-10	Mgt 11	SPH	Total
Training Undertaken	0	15	0	147	52	72	58	50	25	13	10	142	167	31	18	7	13	820

Staff Training 2020 – Grade

Grade	Agri	MAP	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO1	SO2	ASL1-4	MG1-UP1	UP2-UP3	Mgt 1-4	Mgt 5-10	Mgt 11	SPH	Total
Training Undertaken	2	10	33	114	54	71	59	53	28	14	8	139	171	29	18	6	14	823

DISCIPLINARIES AND GRIEVANCES

Appendix 26

Disciplinary 2021 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	0	0	0	0	0
21-30	0	0	0	0	0	0
31-40	0	0	0	0	0	0
41-50	0	0	0	1	0	1
51-60	0	1	0	1	0	2
Over 60	0	0	0	0	0	0
Total	0	1	0	2	0	3

Disciplinary 2020 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	0	0	0	0	0
21-30	0	0	0	0	0	0
31-40	0	1	0	1	0	2
41-50	0	0	1	0	0	1
51-60	0	0	0	0	0	0
Over 60	0	0	0	0	0	0
Total	0	1	1	1	0	3

Appendix 27

Disciplinary 2021 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	0	0	0	0	0	0
Male	0	1	0	2	0	3
Total	0	1	0	2	0	3

Disciplinary 2020 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	0	0	1	1	0	2
Male	0	1	0	0	0	1
Total	0	1	1	1	0	3

Disciplinary 2021 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	0	0	0	0	0
No Disability	0	1	0	2	0	3
Unaware of disability	0	0	0	0	0	0
Unknown - data not provided	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0
Total	0	1	0	2	0	3

0

Disciplinary 2020 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	0	1	0	0	1
No Disability	0	0	1	0	0	1
Unaware of disability	0	0	0	0	0	0
Unknown - data not provided	0	0	0	1	0	1
Prefer not to say	0	0	0	0	0	0
Total	0	0	2	1	0	3

Appendix 29

Disciplinary 2021 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	0	0	0	0	0
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	0	0	0
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	0	0	0	0	0
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British - Other	0	0	0	0	0	0
Mixed/Multiple Ethnic groups - any other	0	0	0	0	0	0
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	0	0	0	0	0	0
Not provided	0	0	0	0	0	0
Other Ethnic Group - Any other	0	0	0	0	0	0
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	0	0	0	0	0
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	0	0	0	0	0
White - any other	0	0	0	0	0	0
White - English/Welsh/Scottish/N Irish	0	1	0	2	0	3
Total	0	1	0	2	0	3

Disciplinary 2020 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	0	0	0	0	0
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	0	0	0
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	0	0	0	0	0
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British - Other	0	0	0	0	0	0
Mixed/Multiple Ethnic groups - any other	0	0	0	0	0	0
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	0	0	0	0	0	0
Not provided	0	0	0	0	0	0
Other Ethnic Group - Any other	0	0	0	0	0	0
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	0	0	0	0	0
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	0	0	0	0	0
White - any other	0	0	0	0	0	0
White - English/Welsh/Scottish/N Irish	0	0	2	1	0	0
Total	0	0	2	1	0	0

Grievance 2021 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	0	0	0	0	0
21-30	0	0	0	0	0	0
31-40	0	0	0	0	0	0
41-50	0	0	1	0	0	1
51-60	0	0	0	0	0	0
Over 60	0	0	0	0	0	0
Total	0	0	1	0	0	1

Grievance 2020 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	0	0	0	0	0
21-30	0	1	0	0	0	1
31-40	1	0	0	0	0	1
41-50	0	0	0	1	0	1
51-60	0	0	0	1	0	1
Over 60	0	0	0	0	0	0
Total	1	1	0	2	0	4

Grievance 2021– Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	0	0	1	0	0	1
Male	0	0	0	0	0	0
Total	0	0	1	0	0	1

Grievance 2020– Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	1	1	0	1	0	3
Male	0	0	0	1	0	1
Total	1	1	0	2	0	4

Appendix 32

Grievance 2021 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	0	1	0	0	1
No Disability	0	0	0	0	0	0
Unaware of disability	0	0	0	0	0	0
Unknown - data not provided	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0
Total	0	0	1	0	0	1

Grievance 2020 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	0	0	0	0	0
No Disability	1	1	0	0	0	2
Unaware of disability	0	0	0	0	0	0
Unknown - data not provided	0	0	0	2	0	2
Prefer not to say	0	0	0	0	0	0
Total	1	1	0	2	0	4

Grievance 2021 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	0	0	0	0	0
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	0	0	0
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	0	0	0	0	0
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British - Other	0	0	0	0	0	0
Mixed/Multiple Ethnic groups - any other	0	0	0	0	0	0
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	0	0	0	0	0	0
Not provided	0	0	0	0	0	0
Other Ethnic Group - Any other	0	0	0	0	0	0
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	0	0	0	0	0
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	0	0	0	0	0
White - any other	0	0	0	0	0	0
White - English/Welsh/Scottish/N Irish	0	0	1	0	0	1
Total	0	0	1	0	0	1

Grievance 2020 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	0	0	0	0	0
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	0	0	0
Asian/Asian British - Pakistani	0	0	0	0	0	0
Asian/Asian British - Other	0	0	0	0	0	0
Black/African/Caribbean/British - African	0	0	0	0	0	0
Black/African/Caribbean/British - Caribbean	0	0	0	0	0	0
Black/African/Caribbean/British - Other	0	0	0	0	0	0
Mixed/Multiple Ethnic groups - any other	0	0	0	0	0	0
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	0	0	0
Mixed/Multiple - White and Asian	0	0	0	0	0	0
Not provided	0	0	0	0	0	0
Other Ethnic Group - Any other	0	0	0	0	0	0
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	0	0	0	0	0
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	0	0	0	0	0
White - any other	0	0	0	1	0	0
White - English/Welsh/Scottish/N Irish	1	1	0	1	0	0
Total	1	1	0	2	0	4

