



Equality Information for 1 January 2023 to 31 December 2023 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 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 2023 to 31 December 2023 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 2023 to 31 December 2023, together with the comparison year of 1 January 2022 to 31 December 2022.

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 recruitment data is drawn from the 'Hire Road' recruitment system more recently adopted by the College in June 2023.

The staff profile information shows the data for members of staff as of 31 December 2023 compared with data from 31 December 2022. As at 31 December 2023 there were 890 members of staff employed at the College, compared to 884 on 31 December 2022. 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 2023. Figure 2 shows the same breakdown for 2022.

The overall number of staff employed at the College in 2023 has remained stable over the past year. There has been a slight increase of the proportion of PTHP staff which can be attributed to the College retaining staff on a supply basis following their retirement in order to cover invigilation. The management category has decreased by 1%. The decrease in the management category can be attributed to the futureproofing restructuring exercise that took place in July 2023 which resulted in the merger of several schools.

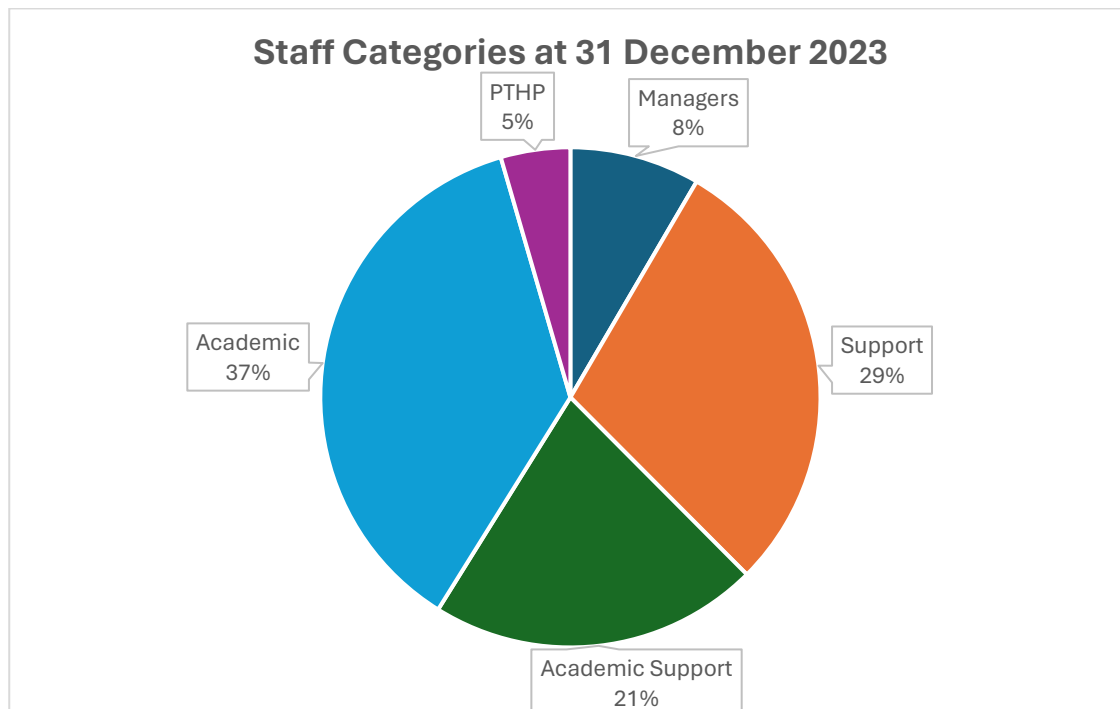


Figure 1

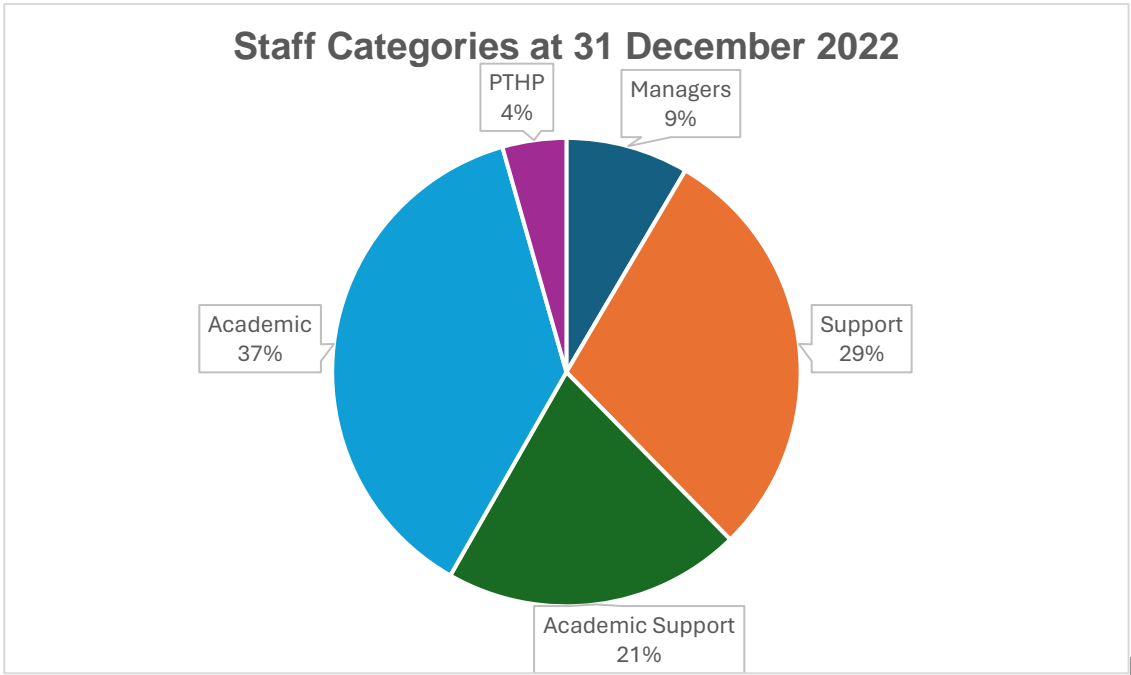


Figure 2

2.1. Age

Appendix 1 shows the age profile of the members of staff at the College at 31 December 2023 and 31 December 2022. Figure 3 below shows the breakdown of total staff by age on 31 December 2023. Figure 4 shows the comparable breakdown for 31 December 2022.

The age profile of members of staff at the College in 2023 is very similar to the profile for 2022, and for the previous five years. Age categories 21-30 and 51-60 saw a slight decrease in headcount (both by 7), the age category of 31-40 increased by 6, 41-50 by 1 only. However, for the second consecutive year the over 60 age category saw growth with an additional 10 staff in this age category.

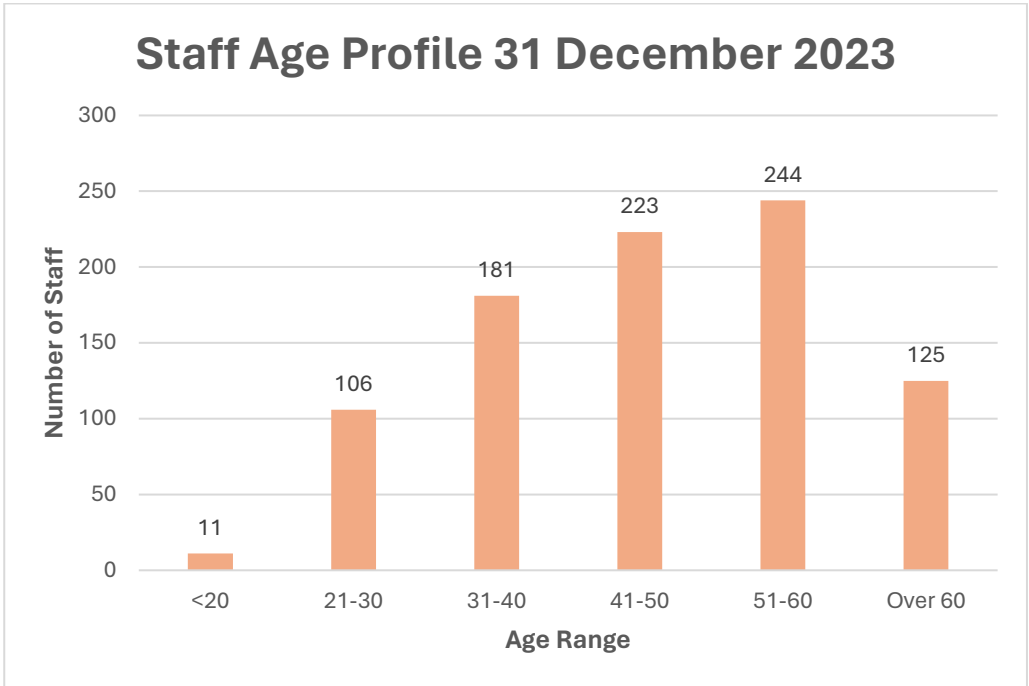


Figure 3

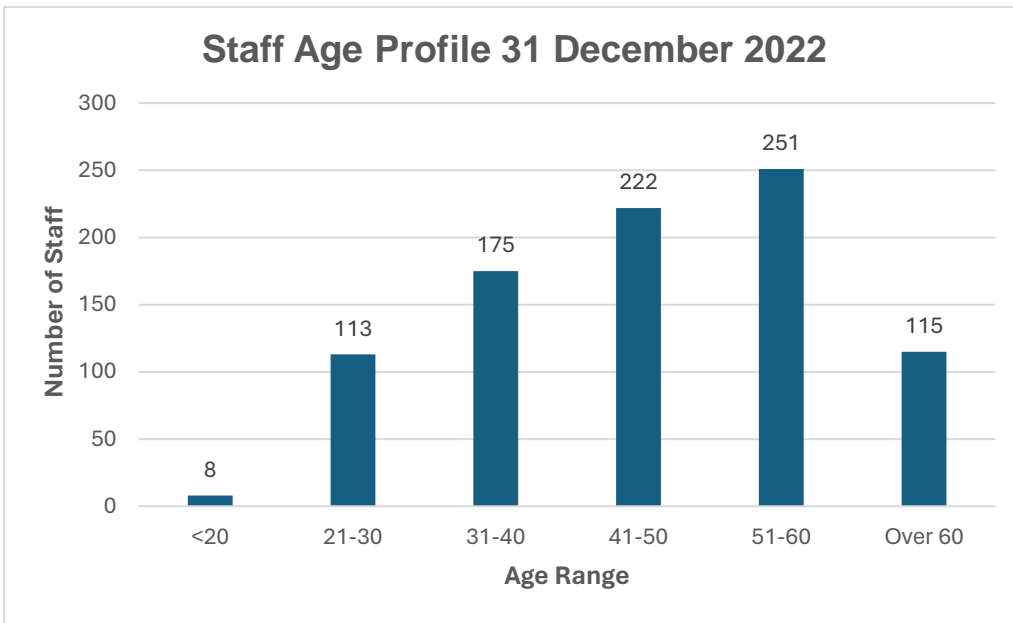


Figure 4

2.2. Gender

Appendix 2 details the gender profile of the College as on 31 December 2023 and 31 December 2022. Overall, the gender split of staff has remained static in 2023, with females making up 62% of the total workforce (62% in 2022) and males 38% (38% in 2022). Figure 5 below shows a breakdown of the gender profile by job area for 2023. Figure 6 shows the same breakdown for 2022. The gender profile of members of staff in the management category altered slightly with females now accounting for 65% of all managers (61% in 2022). The support category increased for females with the split 73% female (72% in 2022) and 27% male (28% 2022). The academic support category also saw an increase in females, making up 55% of the category in 2023 compared to 54% in 2022. Conversely, the academic category saw a decrease in the proportion of females with 57% making up this category in 2023 compared to 58% in 2022. The proportion of females holding a part time contract remained static at 62%.

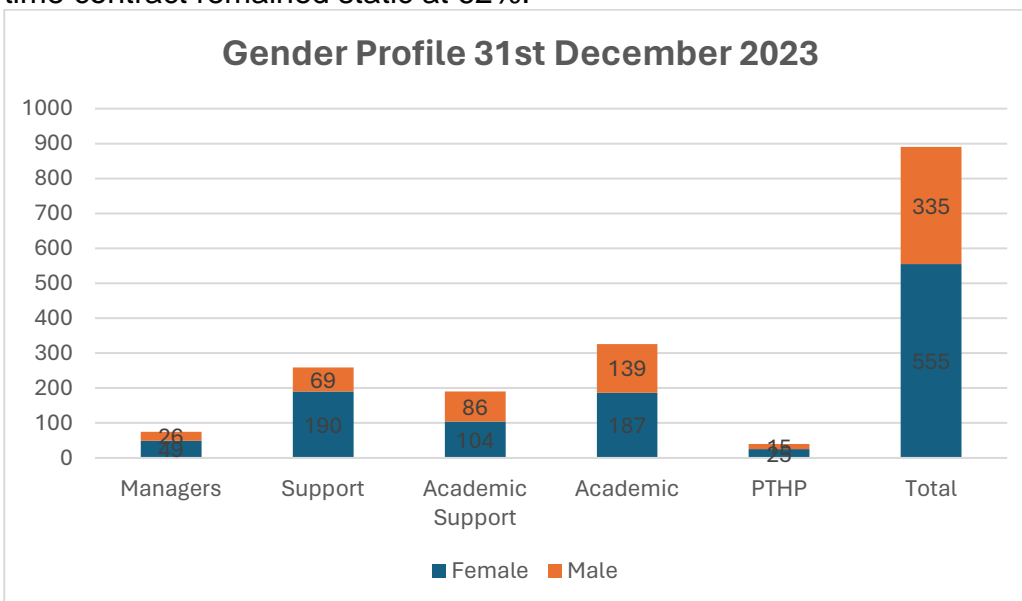


Figure 5

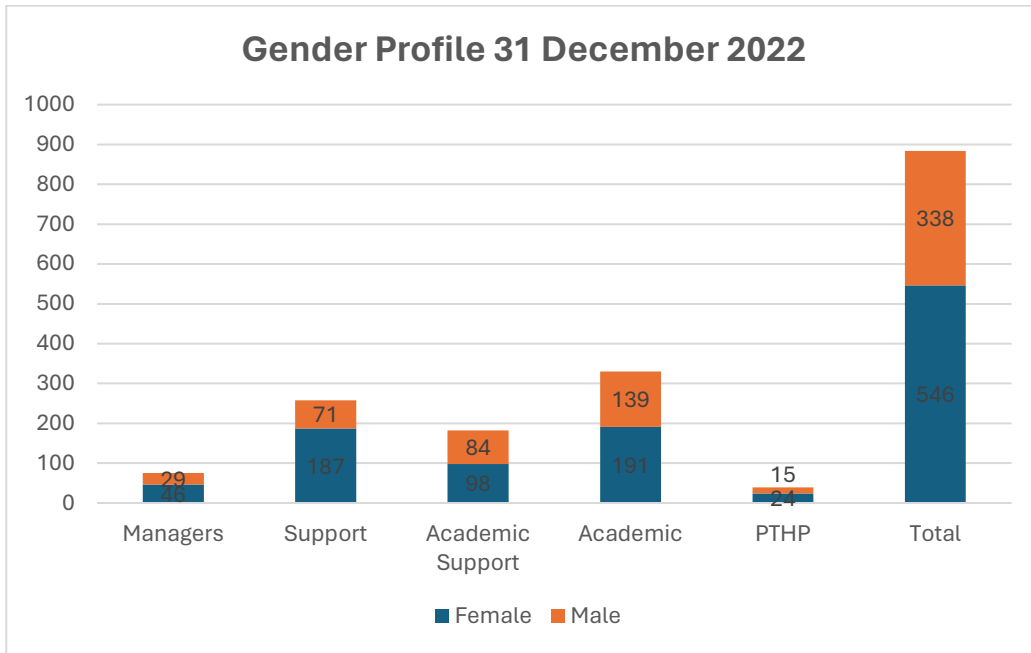


Figure 6

In 2023, the College employed a total of 345 staff on a full-time contract, compared to 337 in 2022. Of those employees, the gender split altered from 51% female, 49% male in 2022 to 52% female, 48% male in 2023. The gender profile of the 512 staff employed on part time contracts in 2023 remained static with 69% female (69% 2022) and 31% male (31% 2022). This is reflected in the flexible working applications received in 2023, with 80% received from female staff.

2.3. Ethnicity

In 2023, 1.9%* of members of staff at NPTC Group of Colleges classified themselves as from a Black Asian or Minority Ethnic background, a slight increase since 2022 where it stood at 1.7% so a positive increase. Appendix 3 provides a full breakdown of members of staff ethnicity against their staffing groups for 2023 and 2022. According to figures provided by the ONS and census (www.ons.gov.uk) the percentage of people in Wales who identified as Black Asian or Minority Ethnic for the year ending June 2023, was 5.1% so we remain under-represented in comparison with the demographics across Wales. 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 3.4% and 2.3% respectively. This has been and continues to be an area of focus for the College and the Equality, Diversity, and Inclusion (EDI) Strategy Group.

*After seeking EHRC guidance we have kept our 'ethnic minority' category figures to be exclusive of 'White Other'. It remains inclusive of White Roma, Gypsy, and Irish traveller. We feel this is best practice given the demographics of our college and a 'true reflection' of our institution and our continued efforts to improve ourselves in this area.

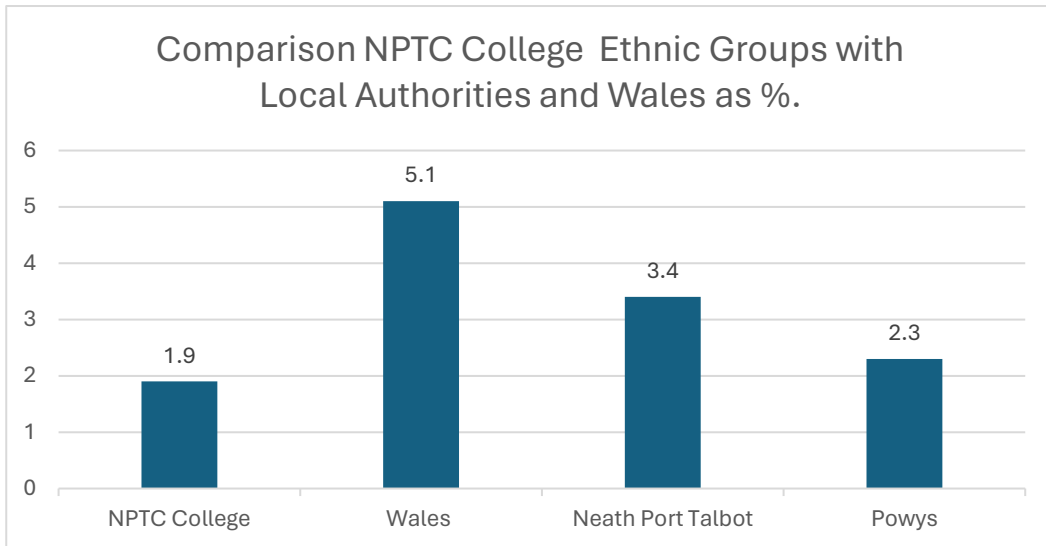


Figure 7

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). Figures 8 and 9 below provide a breakdown of the average salary by gender by job category. Overall, for 2023, the total average (mean) salary across all posts based on FTE, for males is 2% higher than females, compared to 1.7% in 2022. In monetary terms the average female salary in 2023 was £729.79 less than the average male salary. In comparison in 2022 it was £572 less. While there remains a gap in pay between men and women the overall figure compares favourably to data published by the Office for National Statistics (ONS) which shows the national gender pay gap mean for employees during 2023 was 14.3% which decreased from 14.4% in 2022. (For full details see Gender Pay Gap Report).

The Academic Support and Support categories all showed a marginally higher salary for males (3.6% and 1.2% respectively). The remaining categories each showed the average FTE salary for female staff to be higher than that of their male counterparts. In the Academic category female average salaries were slightly higher than males at 1.7%, compared to 1.6% higher in the previous year. In the Management category there was a significant improvement once again this year where the average female salary was 3.1% higher than the average male salary. Part Time Hourly Paid staff show male salaries as 0.3% higher than females, 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.

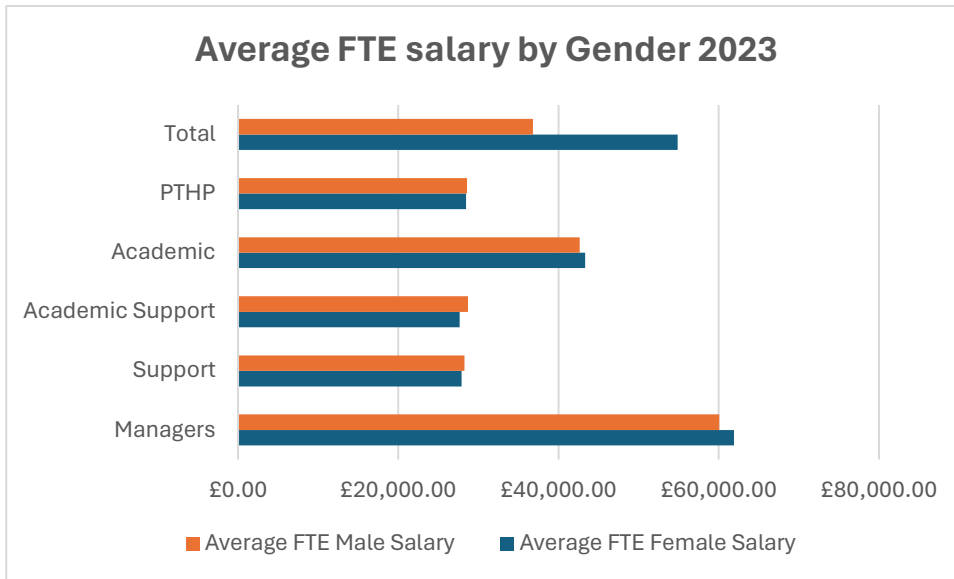


Figure 8

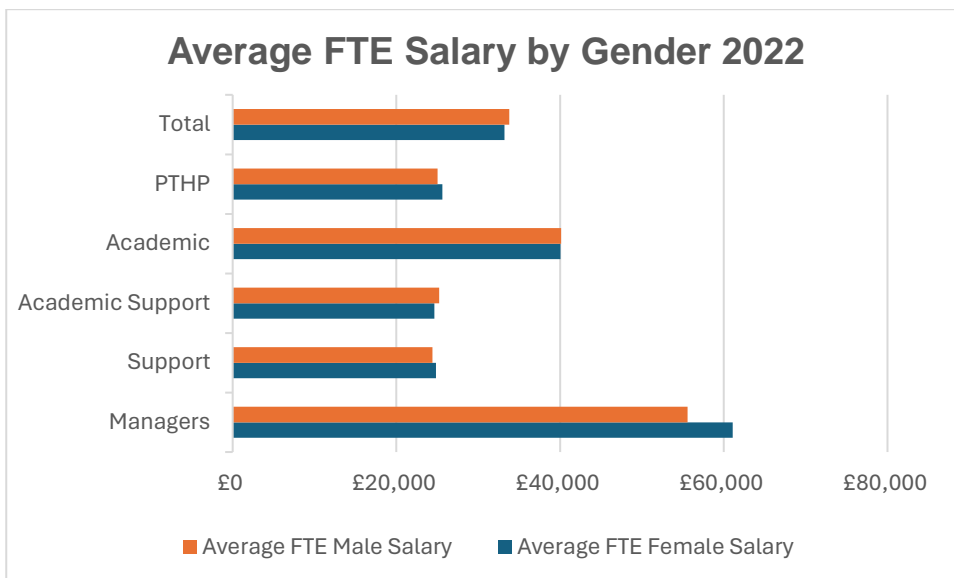


Figure 9

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 2023, 5.9% of the 890 members of staff employed at the College classed themselves as having a disability, compared to 4.3% of the 885 staff employed at the College on 31 December 2022. It should be noted that in 2023, 23.9% of employees are yet to provide data in this category. Although this remains disappointingly low, it is a continued improvement from 2022 where 26% of staff chose not to provide this data. It is recommended that the EDI Strategy Group continues to explore this further.

Of the 53 staff that did declare a disability 47% are employed on a full-time contract (42% in 2022) and 53% are employed on a part time contract (58% in 2022). Figures 10 and 11 below illustrates the breakdown of staff declaring a disability by job area during 2023 compared to 2022. Of those staff that did declare a disability, the majority (40%) are employed in the Support category, a change from the previous year where the majority were employed in the Academic Support Category.

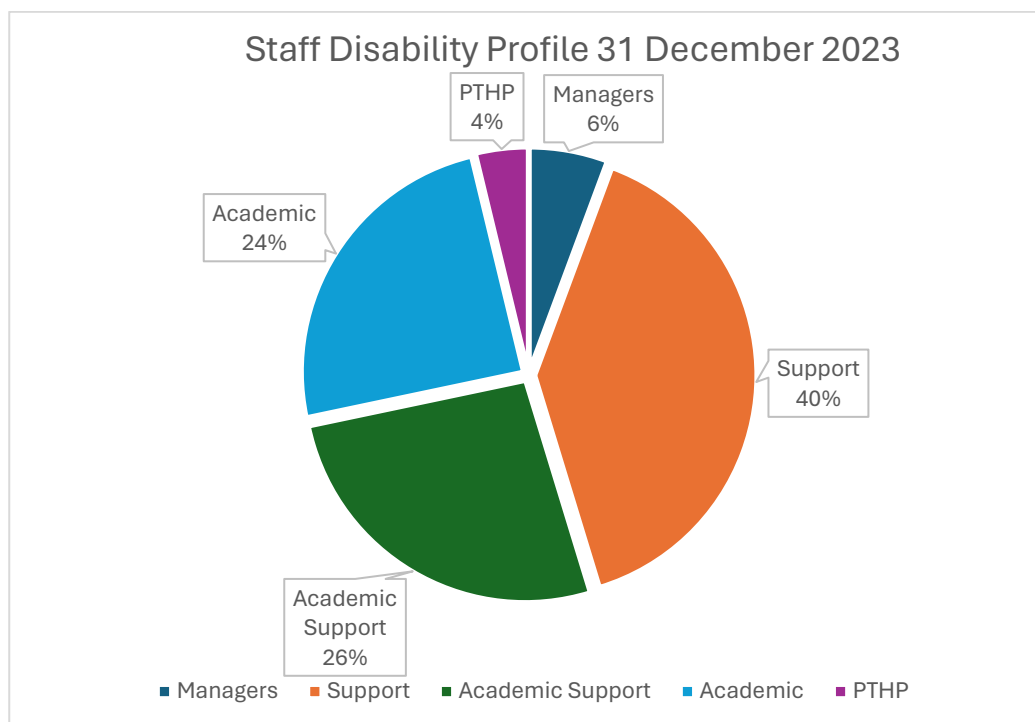


Figure 10

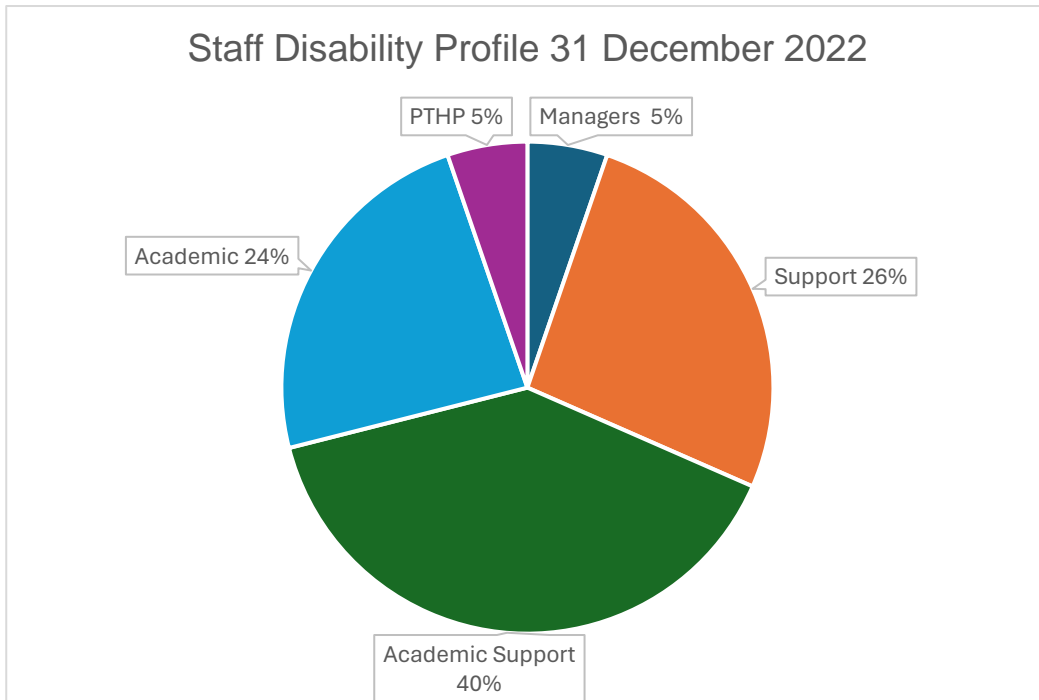


Figure 11

2.4. Religion or Belief

Appendix 6 shows data regarding employee's religion or belief as at 31 December 2023 and comparison figures for 31 December 2022. The proportion of staff not providing data in this category during 2023 was 14% compared to 15% in 2022. The number of staff preferring not to answer increased slightly to 3% compared to 2.9% in December 2022.

Christianity continues to be the largest Religion/Belief group with just over 40% of staff identifying themselves in this category. This has seen a decrease from 42% in December 2022. The number of staff stating that they have no religion or belief has increased from 34% in 2022 to 37% of the workforce in 2023. This group has continued to increase over recent years. Figure 12 and 13 illustrates the staff profile in terms of Religion or Belief for 2023 compared to 2022.

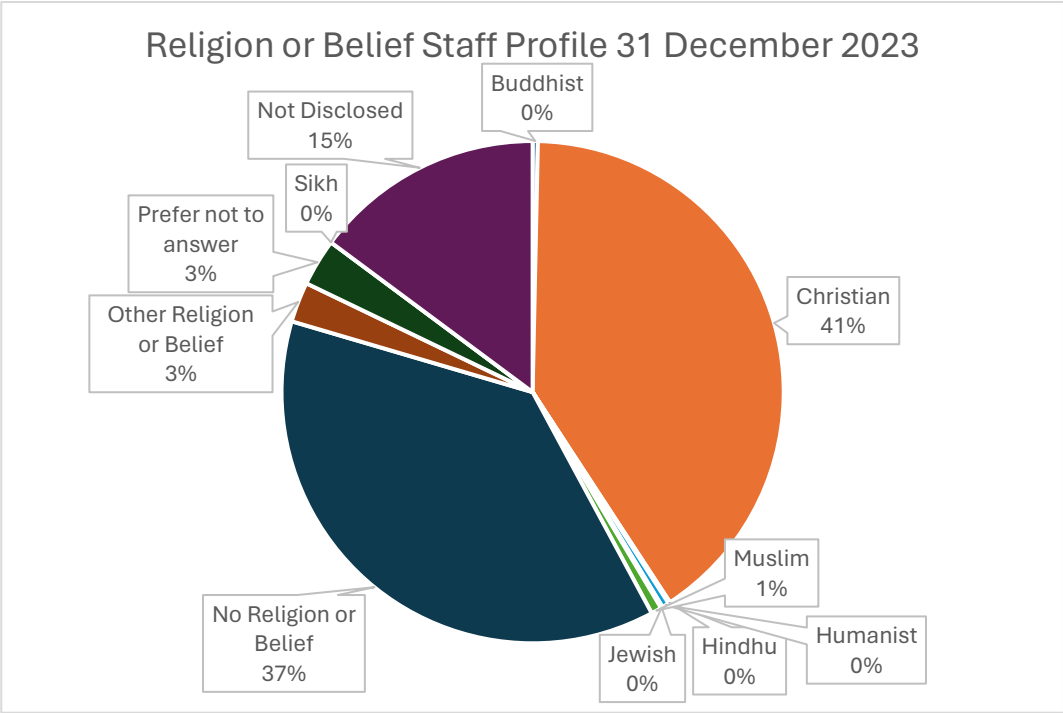


Figure 12

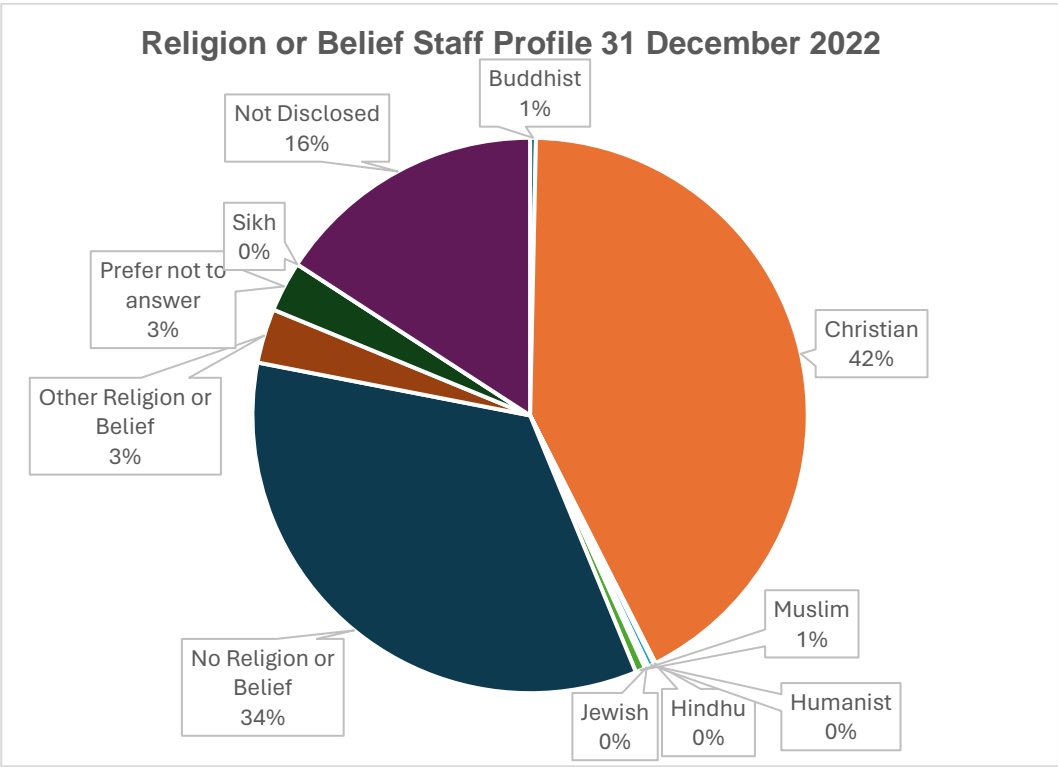


Figure 13

2.5. Sexual Orientation

Appendix 7 shows data regarding employee's sexual orientation as on 31 December 2023 and comparison figures for 31 December 2022. LGBTQ+ disclosures currently total 2.4%, decreasing slightly from 2.5% in 2022. In 2023, 14.6% of employees did not disclose their sexual orientation, compared to 16.1% in 2022. Although this is a marginal improvement it continues a positive trend of disclosures within this category. The number of employees who would prefer not to disclose decreased slightly from 2.7% to 2.6% which although marginal is a positive decline.

2.6. Transgender

Appendix 8 shows data regarding Transgender as on 31 December 2023 and comparison figures for 31 December 2022. In 2023, 68% of employees have declared their gender is the same as that assigned at birth, compared with 66% in 2022. There has been an improvement with employees providing data in this category, with 66% of employees now providing data, compared to 66% in 2022.

3. Recruitment Information

The recruitment data is drawn from two sources for the year 2023. For the first half of the year the figures were collected manually from application forms and for the second half of the year the data was drawn from the newly implemented Recruitment Management System 'Hire Road'. Due to the system, it was not possible to extract age data for some parts appointed during the period 1st June to 31st December 2023. Therefore, the age profile information is based on the age of applicants who submitted paper applications for the year 2023.

Section 3 outlines the equality data for all applicants for posts that were successfully filled at NPTC Group of Colleges during 2023 with comparison figures for 2022 with the exception of age as outlined above.

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 2023 and 2022. In 2023, there were 1395 (1166 in 2022) applicants who applied for posts at the College of these 181 were successful (228 in 2022). This includes internal applications and appointments. Also included in the 'successful' field are those applicants who withdrew following appointment.

3.1. Age

Figure 14 shows the percentage age of all successful applicants in 2023, Figure 15 shows the profile for 2022. The largest percentage of applicants who successfully secured a role at NPTC Group of Colleges in 2023, were aged between 41 and 50, making up just over 26% of all successful applicants. However, there was more of a balance between the 21-30, 31-40 and 41-50 categories which were all within 2% of each other.

The under 20 age category saw improvement in the number of successful applicants moving from 5% in 2022 to 10% in 2023. The 51-60 category also saw a marginal improvement. Overall, the data in this area is now more balanced as it shows a consistency between age brackets of 21-30, 31-40 and 41-50.

Appendix 9 shows the conversion rate from application to appointment. Most categories in 2023 saw an increase in successful conversion from application to appointment. We had more applications overall in 2023 (1395 up from 1166 in 2022) and more shortlisted (950 up from 661 in 2022). The best improvement came in the under 20 category which more than doubled from 21.4% to 40.74%. The successful conversion rates were overall more consistent in 2023 than in 2022. The most successful applicants came from the 41-50 age category which converted just over 22.83%.

The successful conversion rates of 31-40, 41-50 and 51-60 were 22.76%, 22.83% and 21.2% respectively which is certainly a positive and more balanced position across those age categories.

The over 60 category, remained stable at 13.3% and made up the smallest proportion of successful application conversions at 13.3% compared to exactly 13.3% in the previous year also.

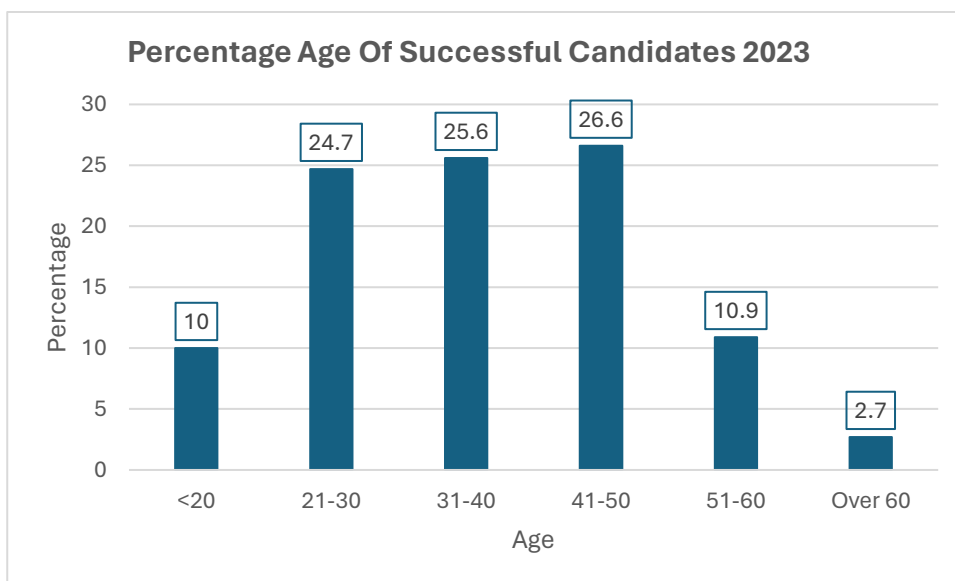


Figure 14

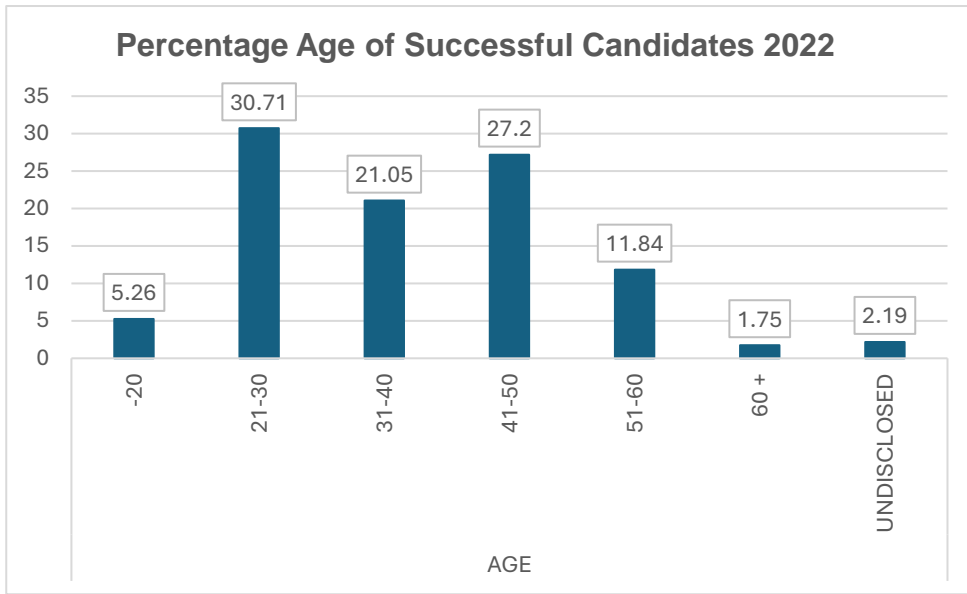


Figure15

3.2. Gender

The gender profile for applicants for 2023 and 2022 can be seen in Appendix 10, with Figures 16 and 17 below illustrating the profiles for 2023 and 2022. In 2023, there were 1395 applicants, and of these 842 (60.36%) were female, 525 (37.63%) were male, 3 (0.21%) were other and 25 (1.79%) were undisclosed. In comparison there were 1166 applicants in 2022 and of these 667 (57.2%) were female and 489 (41.9%) were male. The remaining 4% of applicants were 'Other' or 'Undisclosed.'

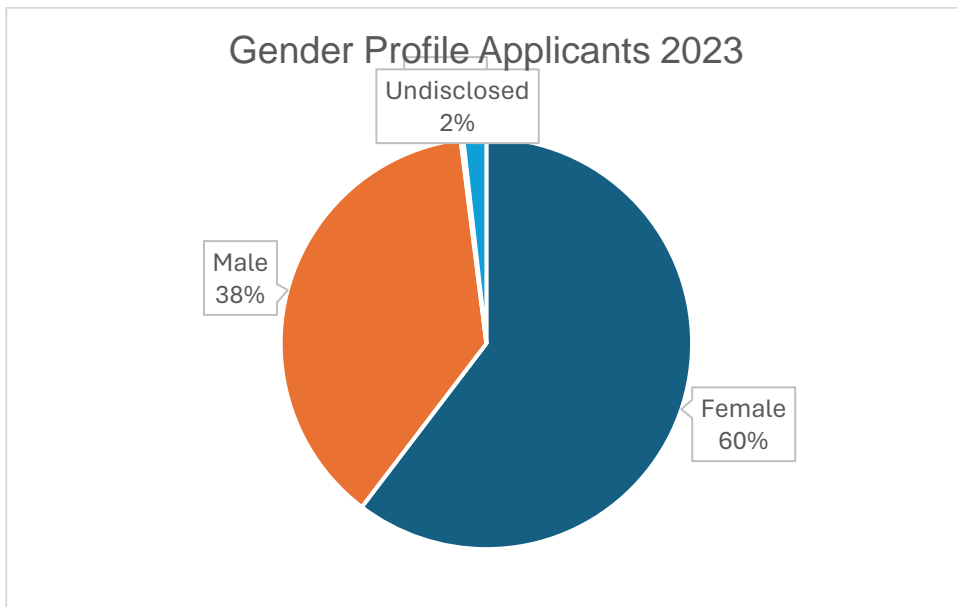


Figure 16

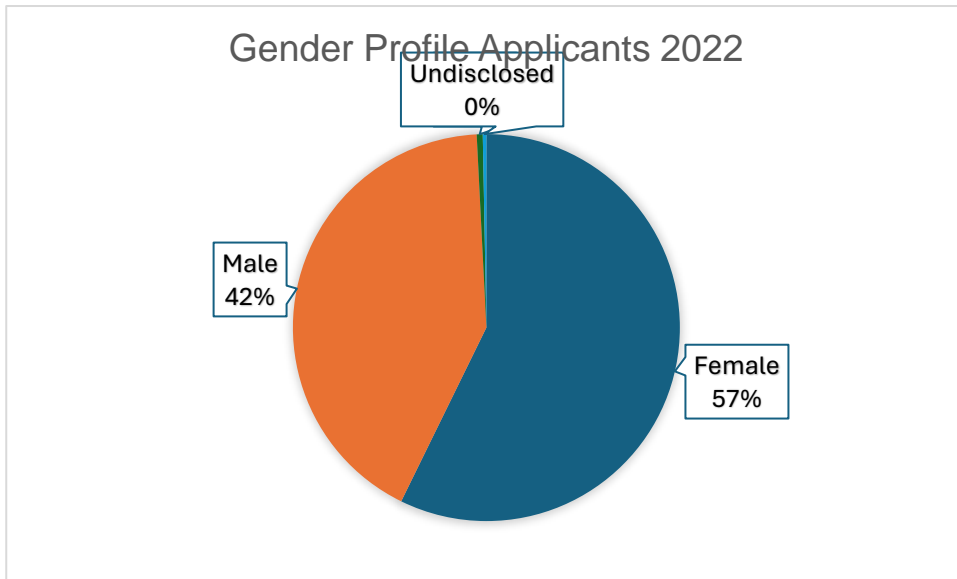


Figure 17

The gender profile of applicants between male and female was less balanced in 2023 than in 2022. The undisclosed and other increased by a marginal 1%. The gender profile for successful candidates increased for females with 69.61% female (62% in 2022) and decreased for males at 29.8% (38% in 2022) and remaining 1% undisclosed remained similar.

3.3. Disability

Appendix 11 gives a breakdown of the total applicants in 2023 and 2022 that stated on their application form that they had a disability, with Figure 18 and 19 providing an illustration of the conversion rate from application to appointment in each category. Of the 1395 applicants in 2023, 108 (7.7%) had a disability, compared to 2022 with 1166 total applicants, of which 34 (2.9%) had a disability. Of the 181 applicants who were successfully appointed in 2023, 4.4% stated they had a disability, compared to 2.2% in 2022. Applications from candidates with a declared disability and the proportion of successful applicants with a disability have increased, however, the conversion rate from application to appointment have dropped.

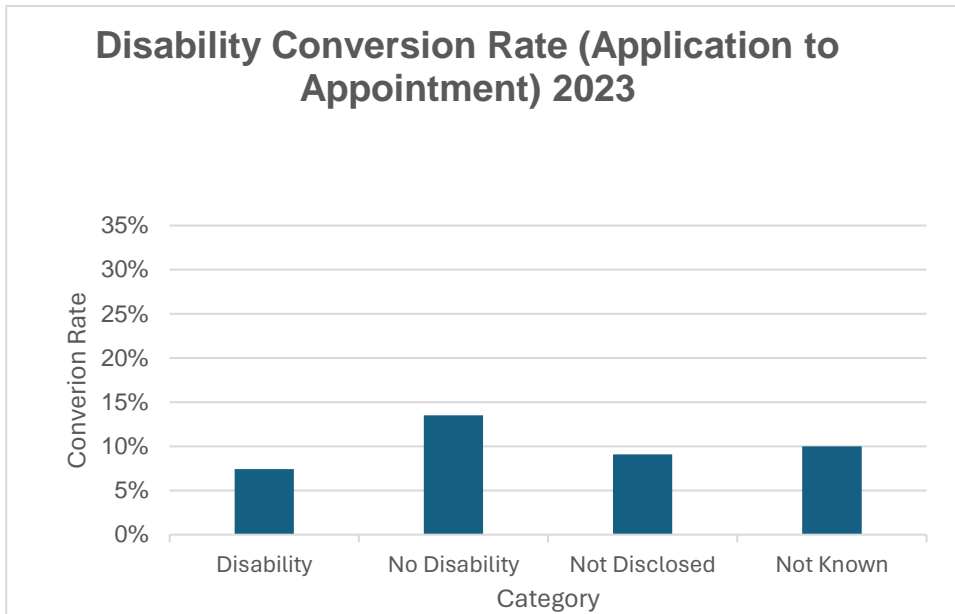


Figure 18

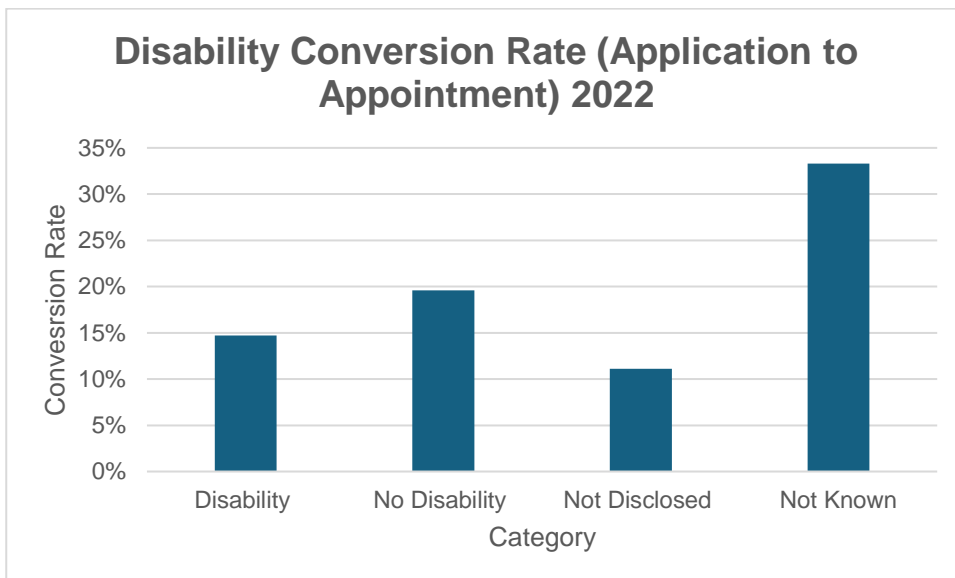


Figure 19

3.4. Ethnicity

Appendix 12 shows the percentage number of applicants who identified themselves as from a Black Asian and Minority Ethnic background for 2023 and 2022. In 2023, 6.7% of all applicants came from an ethnic minority background, compared to 7.7% in 2022. There was a decrease in the number of applications received and the percentage of ethnic minority candidates who were shortlisted fell to 3.1% compared to 4.7% in the previous year. The conversion rate from application to short-listing also fell with 31.9% of ethnic minority applicants being shortlisted in 2023, compared to 34% in 2022. However overall, the number of candidates from an ethnic minority background who were appointed in 2023 decreased. Of the 181 successful candidates, 3 people (1.6%) were from an ethnic minority background, compared to 9 people (3.9%) from 228 appointments in 2022. This is reflected in the decrease in the conversion rate from short-listing to appointment, from 29% in 2022 to 19% in 2023.

4. Leaver Information

Section 4 details the members of staff that left the College during 2023 and 2022. Appendices 13 to 17 shows the data relating to leavers for the year 1 January 2023 to 31 December 2023, together with a comparison year of 1 January 2022 to 31 December 2022.

In 2023, 80 members of staff left the College (8.9% of the 890 total staff on 31 December 2023), compared to 103 members of staff in 2022 (11.6% of the 884 total staff on 31 December 2022). Figure 20 shows the breakdown of leavers by employment contract for 2023. Figure 21 shows the same breakdown for 2022.

In 2023, support staff continued to account for the highest proportion of leavers (43% in 2023 compared to 51% in 2022 and 35% in 2021). A point to note however is the leavers under support category have decreased by 8%. Academic support saw an increase in the number of leavers accounting for 23% of all leavers up from 17% in 2022. The academic category also saw a fall of 2%. Managers saw an increase accounting for 8% of all leavers, compared to 3% in the previous year.

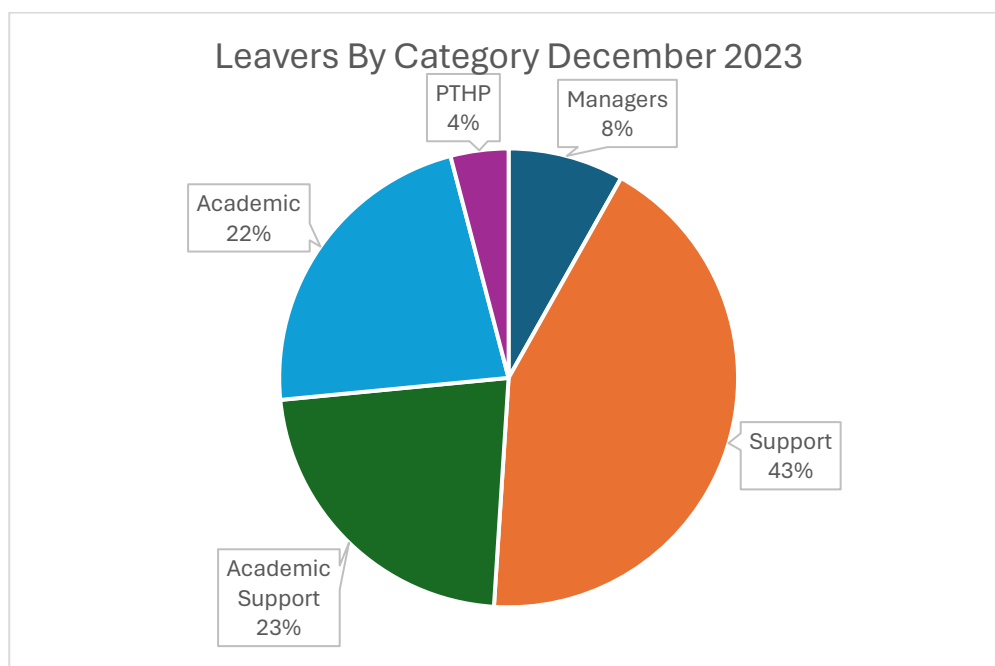


Figure 20

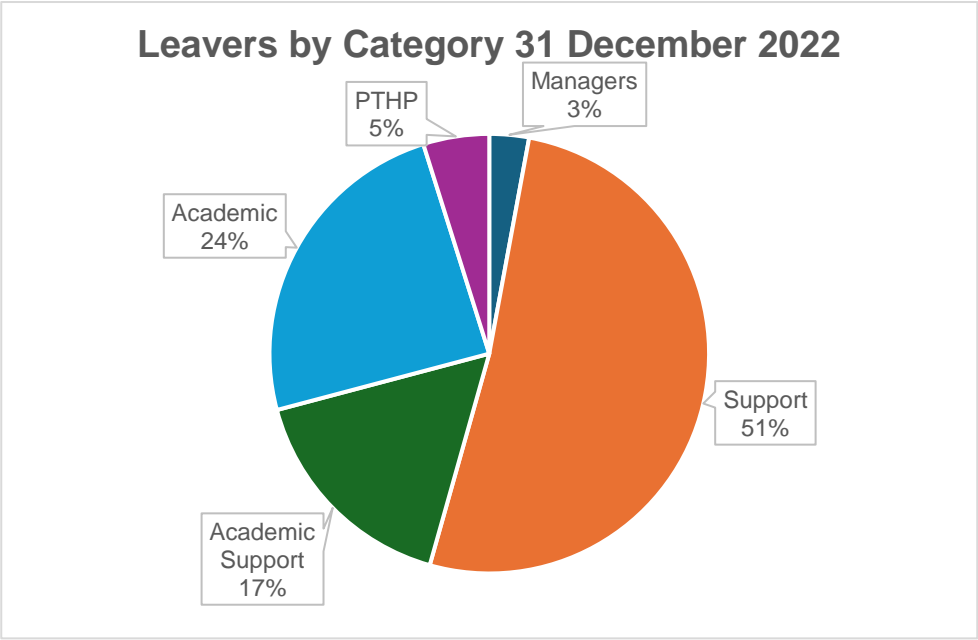


Figure 21

4.1. Age

Figure 22 below shows the age profile of leavers for 2023. Figure 23 shows the age profile of leavers for 2022. The age profile has balanced out over the last year with the lower age categories (under 20 to 40) now accounting for 30% compared to 55% in 2022. In 2023 the 40-over 60 categories accounted for 63% of all leavers compared to just 48% in 2022. This is in line with our overall age staff population figures where several retirements have taken place.

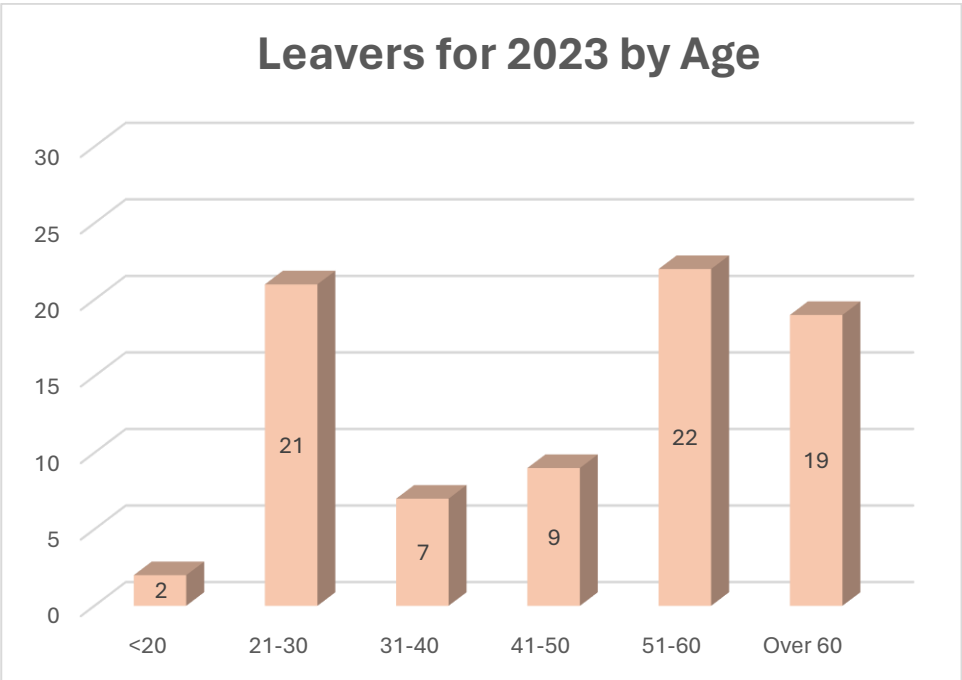


Figure 22

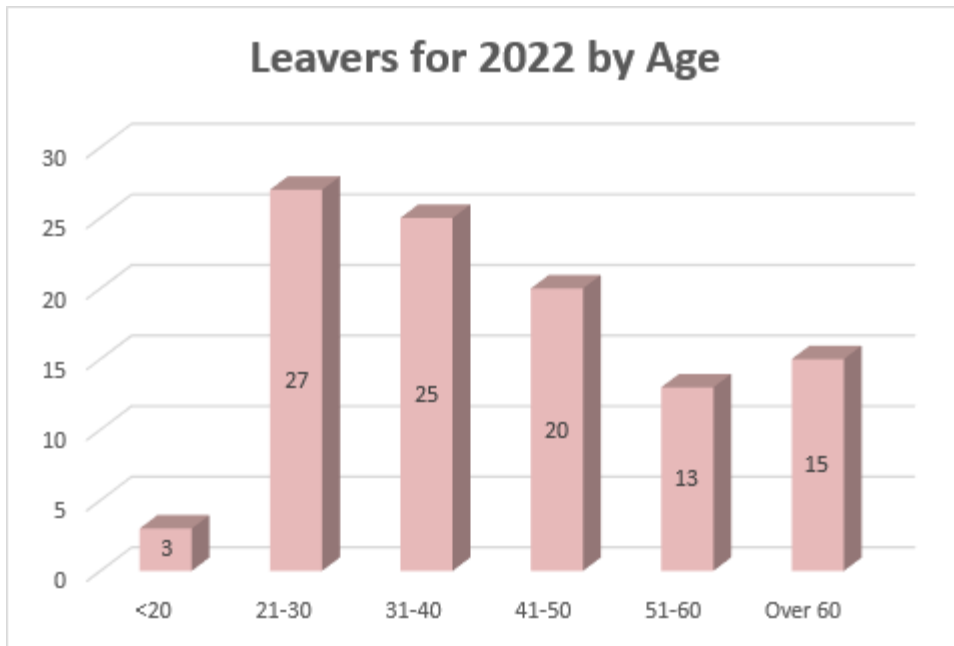


Figure 23

4.2. Gender

Figure 24 below illustrates the gender profile for leavers in 2023. Figure 25 illustrates the profile for 2022. In 2023, 61% of the total number of staff who left the College were female compared with 67% in 2022. For the same period 39% were male compared to 33% in 2022 (see Appendix 14).

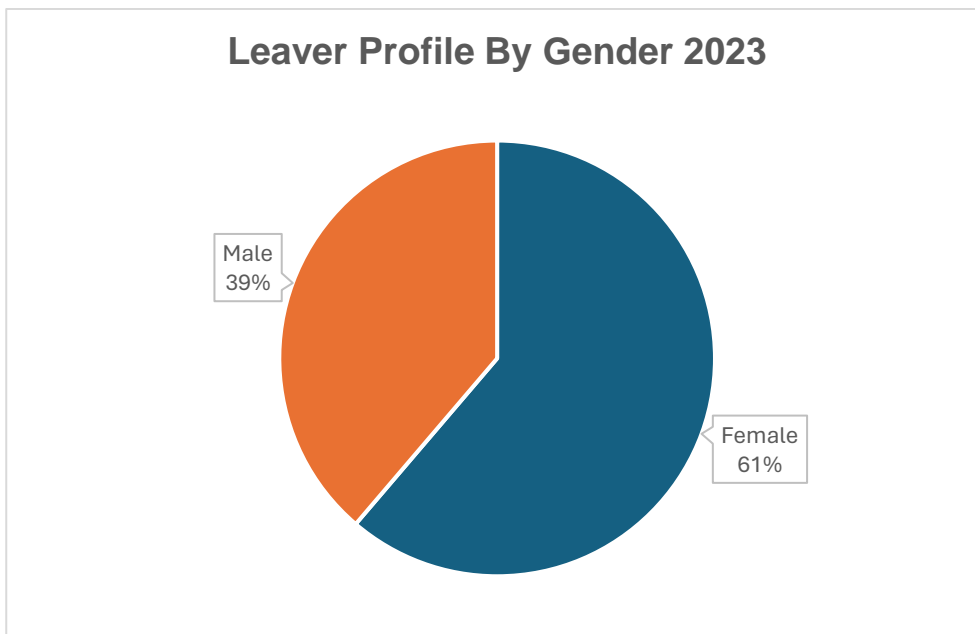


Figure 24

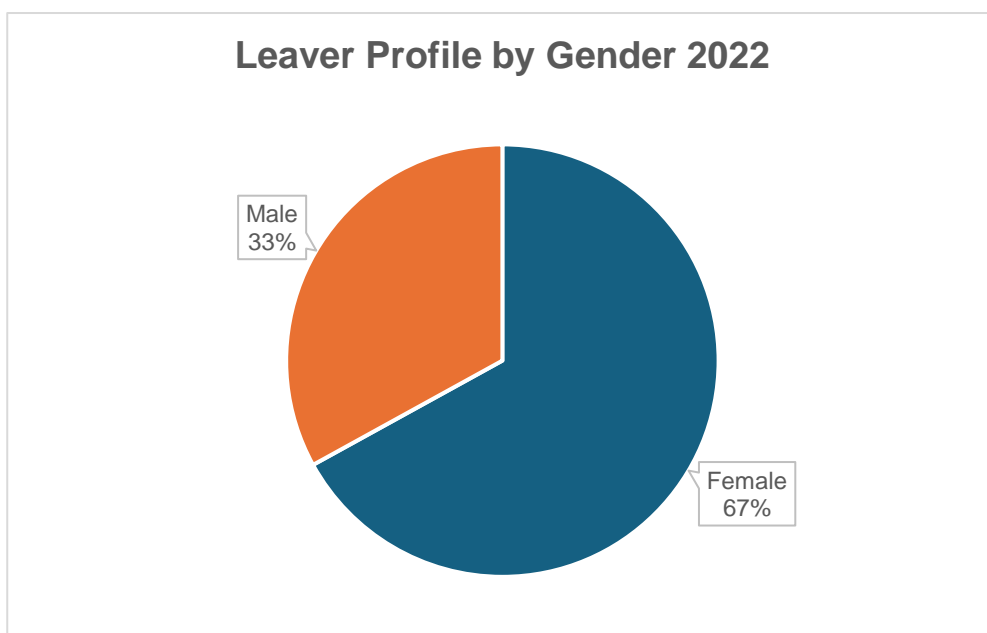


Figure 25

4.3. Disability

In 2023, 6.2% of leavers considered themselves to have a disability, this decreased slightly from 6.8% of leavers in 2022 (see Appendix 15).

4.4. Ethnicity

In 2023, (see Appendix 16) 4 (5%) leavers identified themselves as from an ethnic minority background. In 2022, there were also 4 leavers within this category at 3.8%. In 2021, there were no leavers in this category.

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.

Appendices 18 to 25 show the data relating to training for the year 1 January 2023 to 31 December 2023, with a comparison year of 1 January 2022 to 31 December 2022.

During 2023, 746 staff undertook training, equating to 83.8% of all staff. There has been a significant drop in 2023. This compares to 904 staff (100%) in 2022. Within the different job areas, 71 managers out of 75 undertook training during 2023 equating to 94% of managers. In comparison 318 of 326 (97.5%) academic staff, 200 out of 259 (77%) of support staff, and 155 out of 190 (82%) of academic support, undertook training. Only 5% of part time hourly paid staff undertook training in 2023, this is a significant decrease from the previous year where 40% of this group took part in training. This is an area for staff development to focus on moving forward.

A change in working patterns has brought about a change in training activity and many staff have continued to access 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 continues to strive to raise awareness of the need to record all formal and informal learning.

It should also be noted due to increased IT security measures during the early months of 2023, we had a brief decline in online learning which impacted part time variable hours as this is their main method of accessing training. Also 2023 did not see any mandatory training for all staff groups which also helps to explain the dip in numbers.

5.1. Age

In 2023 and 2022 the age profile of members of staff undertaking training closely mirrors the age profile of the College aside from the over 60 category it stands at 71% (see Appendix 18).

5.2. Gender

When comparing gender, in the PTHP category, which was the category to have only 5% of staff complete training, only 1 female of 25 (4)% undertook training in 2023 compared with 1 male of 15 (6.7%) of males for the same period. (see Appendix 19).

5.3. Disability

In 2023, 42 of 53 (79%) of staff who stated they had a disability undertook training, compared to 100% in 2022 (see Appendix 20).

5.4. Ethnicity

In 2023, 80% of members of staff from an ethnic minority background undertook training, compared to 100% in 2022. (see Appendix 21).

6.

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 2023 and 2022. 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 2023 (3 in 2022). Of the 3 members of staff, 1 was a member of support staff, 1 manager and 1 academic staff. In 2023, of those subject to disciplinary action 33% were female (100% in 2022) and 67% were male (0% in 2022).

In 2023, 4 members of staff raised a grievance (6 raised in 2022). One grievance related to process and the remaining three grievances were against people. The

grievances were raised from staff in the Support (3), and Academic support (1) categories. In 2023, 75% of staff raising a grievance were male (17% in 2022) and 25% were female (83% in 2022). One of the grievances raised was 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 Anti Racist Action Plan and 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 Anti Racist Action Plan and 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 Anti Racist Action Plan and 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 31/12/23

	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	8	2	0	1	11
21-30	2	48	23	27	6	106
31-40	11	62	32	72	4	181
41-50	24	68	43	87	1	223
51-60	26	52	55	98	13	244
Over 60	12	21	35	42	15	125
Total	75	259	190	326	40	890

Staff Age Profile (by Job Area) at 31/12/22

	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	6	2			8
21-30	1	48	25	32	7	113
31-40	9	59	34	69	4	175
41-50	27	64	42	87	2	222
51-60	29	57	53	98	14	251
Over 60	9	24	26	44	12	115
Total	75	258	182	330	39	884

Staff Age Profile by Working Pattern/Contract Type at 31/12/23

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
<20	3	0	6	1	0	0	0	1	11
21-30	42	0	8	31	0	20	3	2	106
31-40	58	0	6	81	0	32	1	3	181
41-50	86	0	3	107	0	26	0	1	223
51-60	87	0	2	129	0	15	4	7	244
Over 60	44	0	0	66	0	4	3	8	125
Total	320	0	25	415	0	97	11	22	890

Staff Age Profile by Working Pattern/Contract Type at 31/12/22

	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	5	1	0	0	0	0	8
21-30	41	0	8	39	0	19	3	3	113
31-40	56	0	6	83	0	27	0	3	175
41-50	81	0	9	103	0	27	1	1	222
51-60	92	0	2	130	0	14	4	9	251
Over 60	33	0	2	62	0	7	1	10	115
Total	305	0	32	418	0	94	9	26	884

Staff Age Profile by Grade at 31/12/23

	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 AP	SP EXEC	Total	
<20	1	6	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
21-30	0	4	14	17	09	16	7	5	3	0	4	25	0	1	1	0	0	0	0	106
31-40	0	0	13	17	15	15	15	9	7	5	1	48	25	8	2	1	0	0	0	181
41-50	0	0	8	24	7	19	12	21	12	5	0	32	55	15	8	1	1	3	3	223
51-60	1	0	17	23	12	15	22	17	22	5	0	24	78	9	7	6	2	2	2	244
Over 60	0	0	11	24	6	9	8	9	8	1	1	12	31	3	3	1	4	1	1	125
Total	2	10	65	107	49	74	64	61	64	16	6	141	189	36	21	9	7	6	6	890

Staff Age Profile by Grade at 31/12/22

	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	0	5	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
21-30	0	1	14	22	11	14	9	4	3	1	7	26	0	1	0	0	0	0	113
31-40	1	0	11	12	13	22	17	9	8	3	1	41	28	6	3	0	0	0	175
41-50	0	0	10	27	7	14	10	23	9	7	1	39	48	16	6	1	4	4	222
51-60	1	0	13	29	14	19	17	19	6	3	0	30	71	8	9	5	7	7	251
Over 60	0	0	9	21	7	8	4	9	1	1	1	16	29	3	2	1	3	3	115
Total	2	6	58	113	52	77	57	64	27	15	10	152	176	34	20	7	14	14	884

GENDER

Staff Gender Profile by Job Area at 31/12/23

	Managers	Support	Academic Support	Academic	PTHP	Total
Female	49	190	104	187	25	555
Male	26	69	86	139	15	335
Total	75	259	190	326	40	890

Staff Gender Profile by Job Area at 31/12/22

	Managers	Support	Academic Support	Academic	PTHP	Total
Female	46	187	98	191	24	546
Male	29	71	84	139	15	338
Total	75	258	182	330	39	884

Staff Gender Profile by Work Pattern/Contract Type at 31/12/23

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Female	165	0	16	277	0	75	10	12	555
Male	155	0	9	138	0	22	1	10	335
Total	320	0	25	415	0	97	11	22	890

Staff Gender Profile by Work Pattern/Contract Type at 31/12/22

	Full Time Permanent	Full Time Temporary	Full Time Fixed Term	Part Time Permanent	Part Time Temporary	Part Time Fixed Term	Casual	Supply	Total
Female	155	0	14	281	0	75	7	14	546
Male	150	0	18	137	0	19	2	12	338
Total	305	0	32	418	0	94	9	26	884

Staff Gender Profile by Grade at 31/12/23

	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 AP	SP EXEC	Total
Female	0	5	51	76	35	48	26	35	21	15	4	76	112	18	17	7	4	5	555
Male	2	5	14	31	14	26	38	26	6	1	2	65	77	18	4	2	3	1	335
Total	2	10	65	107	49	74	64	61	27	16	6	141	189	36	21	9	7	6	890

Staff Gender Profile by Grade at 31/12/22

	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	2	45	79	35	49	25	39	19	12	7	81	107	17	13	6	10	546
Male	2	4	13	34	17	28	32	25	8	3	3	71	69	17	7	1	4	338
Total	2	6	58	113	52	77	57	64	27	15	10	152	176	34	20	7	14	884

ETHNICITY

Staff Ethnicity Profile by Job Area at 31/12/23

	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	2	1	1	0	4
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	3	1	4
Asian/Asian British - Pakistani	0	1	0	1	0	2
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	0	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	0	0	0	0	1
Not provided	1	2	3	2	1	9
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	1	2	1	3	7
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	1	0	0	0	1
White - any other	1	2	5	5	0	13
White - English/Welsh/Scottish/N Irish	72	247	178	312	35	844
Total	75	259	189	327	40	89

Staff Ethnicity Profile by Job Area at 31/12/22

	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	1	1	1	0	3
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	1	1	0	0	2
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	0	0	0	0	1
Not provided	1	3	0	3	1	8
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	2	2	1	3	8
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	1	0	0	0	1
White - any other	1	2	1	4	2	10
White - English/Welsh/Scottish/N Irish	72	245	177	315	33	842
Total	75	258	182	330	39	884

Staff Ethnicity Profile by Work Pattern/Contract Type at 31/12/2023

	FTP	FTT	FTFT	PTP	PTT	PTFT	Casual	Supply	Total
Asian/Asian British - Bangladeshi	1	0	1	1	0	1	0	0	4
Asian/Asian British - Chinese	0	0	0	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	2	0	2	0	0	4
Asian/Asian British - Pakistani	2	0	0	0	0	0	0	0	2
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	1	0	0	1
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	4	0	0	3	0	1	0	1	9
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	1	0	0	0	3	7
White - Gypsy or Irish Traveller	0	0	0	0	0	0	0	0	0
White - Irish	1	0	0	0	0	0	0	0	1
White - any other	3	0	1	7	0	3	0	0	13
White - English/Welsh/Scottish/N Irish	303	0	24	399	0	89	11	18	844
Total	320	0	25	415	0	97	11	22	890

Staff Ethnicity Profile by Work Pattern/Contract Type at 31/12/2022

	FTP	FTT	FTFT	PTP	PTT	PTFT	Casual	Supply	Total
Asian/Asian British - Bangladeshi	0	0	1	1	0	1	0	0	3
Asian/Asian British - Chinese	0	0	0	1	0	0	0	0	1
Asian/Asian British - Indian	0	0	0	1	0	2	0	0	3
Asian/Asian British - Pakistani	2	0	0	0	0	0	0	0	2
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	1	0	0	0	0	0	0	0	1
Not provided	3	0	0	3	0	1	0	1	8
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	2	0	0	0	3	8
White - Gypsy or Irish Traveller	0	0	0	0	0	0	0	0	0
White - Irish	1	0	0	0	0	0	0	0	1
White - any other	2	0	1	4	0	3	0	0	10
White - English/Welsh/Scottish/N Irish	291	0	30	403	0	87	9	22	842
Total	305	0	32	418	0	94	9	26	884

Appendix 4

Staff Salary Profile at 31/12/23

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	49	26	£3,032,404.00	£61,885.80	£1,561,174.00	£60,045.15	-£1,840.64	-3.1%
Support	190	69	£5,299,662.00	£27,892.00	£1,948,835.00	£28,243.99	£351.99	1.2%
Academic Support	104	86	£2,877,733.00	£27,670.51	£2,467,257.00	£28,689.03	£1,018.53	3.6%
Academic	187	139	£8,102,601.00	£43,329.00	£5,925,451.00	£42,629.14	-£699.86	-1.6%
PTHP	25	15	£711,940.00	£28,477.60	£428,528.00	£28,568.53	£90.93	0.3%
Total	555	335	£20,024,340.00	£36,079.89	£12,331,245.00	£36,809.69	£729.79	2.0%

Staff Salary Profile at 31/12/2022

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	46	29	£2,809,506.00	£61,076.22	£1,611,963.00	£55,584.93	-£5,491.29	-9.9%
Support	187	71	£4,641,446.00	£24,820.57	£1,732,481.00	£24,401.14	-£419.43	-1.7%
Academic Support	98	84	£2,413,125.00	£24,623.72	£2,118,327.00	£25,218.18	£594.45	2.4%
Academic	191	139	£7,651,557.00	£40,060.51	£5,578,986.00	£40,136.59	£76.08	0.2%
PTHP	24	15	£614,791.00	£25,616.29	£375,302.00	£25,020.13	-£596.16	-2.4%
Total	546	338	£18,130,425.00	£33,205.91	£11,417,059.00	£33,778.28	£572.37	1.7%

DISABILITY**Staff Disability Profile by Job Area at 31/12/23**

	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	3	21	14	13	2	53
No Disability	54	172	112	186	6	530
Unaware of disability	8	25	13	37	1	84
Unknown - data not provided	10	36	48	88	31	213
Preferred not to say	0	5	3	2	0	10
Total	75	259	190	326	40	890

Staff Disability Profile by Job Area at 31/12/22

	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	4	17	14	11	2	48
No Disability	55	168	99	178	8	508
Unaware of disability	7	28	14	41	1	91
Unknown - data not provided	9	41	53	98	28	229
Preferred not to say	0	4	2	2	0	8
Total	75	258	182	330	39	884

Staff Disability by Work Pattern/Contract at 31/12/23

	FTP	FTT	FTFT	PTP	PTT	PTFT	Casual	Supply	Total
Disability	20	0	5	23	0	3	0	2	53
No Disability	212	0	16	229	0	67	2	4	530
Unaware of disability	31	0	2	43	0	7	0	1	84
Unknown - data not provided	52	0	2	116	0	19	9	15	213
Preferred not to say	5	0	0	4	0	1	0	0	10
Total	320	0	25	415	0	97	11	22	890

Staff Disability by Work Pattern/Contract at 31/12/22

	FTP	FTT	FTFT	PTP	PTT	PTFT	Casual	Supply	Total
Disability	17	0	3	24	0	2	0	2	48
No Disability	198	0	23	221	0	61	1	4	508
Unaware of disability	32	0	1	48	0	9	0	1	91
Unknown - data not provided	53	0	5	122	0	22	8	19	229
Preferred not to say	5	0	0	3	0	0	0	0	8
Total	305	0	32	418	0	94	9	26	884

RELIGION OR BELIEF

Appendix 6

Staff Religion or Belief Profile at 31/12/23

	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1	0	2	0	3
Christian	43	96	86	130	5	360
Hindu	0	0	0	1	0	1
Humanist	0	1	0	3	0	4
Jewish	0	1	0	0	0	1
Muslim	0	3	2	1	0	6
No Religion or Belief	22	121	71	114	5	333
Other Religion or Belief	0	7	7	9	0	23
Prefer not to answer	2	8	6	11	0	27
Sikh	0	0	0	0	0	0
Not Disclosed	8	21	18	55	30	132
Total	75	259	190	326	40	890

Staff Religion or Belief Profile at 31/12/22

	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1	0	2	0	3
Christian	46	99	81	134	13	373
Hindu	0	0	0	1	0	1
Humanist	0	0	0	3	0	3
Jewish	0	2	0	0	0	2
Muslim	0	2	2	1	0	5
No Religion or Belief	20	111	66	106	0	303
Other Religion or Belief	0	8	6	9	5	28
Prefer not to answer	2	9	6	9	0	26
Sikh	0	0	0	0	0	0
Not Disclosed	7	26	21	65	21	140
Total	75	258	182	330	39	884

Staff Religion or Belief by Work Pattern at 31/12/2023

	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	138	0	5	181	0	31	0	5	360
Hindu	0	0	0	1	0	0	0	0	1
Humanist	1	0	0	2	0	1	0	0	4
Jewish	1	0	0	0	0	0	0	0	1
Muslim	3	0	1	1	0	1	0	0	6
No Religion or Belief	132	0	18	131	0	47	2	3	333
Other Religion or Belief	8	0	0	11	0	4	0	0	23
Prefer not to answer	12	0	0	11	0	4	0	0	27
Sikh	0	0	0	0	0	0	0	0	0
Not Disclosed	24	0	1	75	0	9	9	14	132
Total	320	0	25	415	0	97	11	22	890

Staff Religion or Belief by Work Pattern at 31/12/2022

	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	136	0	7	183	0	37	0	10	373
Hindu	0	0	0	1	0	0	0	0	1
Humanist	0	0	0	2	0	1	0	0	3
Jewish	1	0	0	1	0	0	0	0	2
Muslim	2	0	1	1	0	1	0	0	5
No Religion or Belief	118	0	22	128	0	36	1	3	308
Other Religion or Belief	8	0	0	12	0	3	0	0	23
Prefer not to answer	12	0	0	11	0	3	0	0	26
Sikh	0	0	0	0	0	0	0	0	0
Not Disclosed	27	0	2	77	0	13	8	13	140
Total	305	0	32	418	0	94	9	26	884

Sexual Orientation

Staff Sexual Orientation Profile at 31/12/23

	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	6	2	3	0	11
Gay/Lesbian	1	4	0	5	1	11
Heterosexual/Straight	65	215	162	252	17	711
Other	0	1	2	0	0	3
Prefer not to answer	1	10	5	8	0	24
Undisclosed	8	23	19	58	22	130
Total	75	259	190	326	40	890

Staff Sexual Orientation Profile at 31/12/22

	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	6	2	2	0	10
Gay/Lesbian	1	5	0	5	1	12
Heterosexual/Straight	65	210	152	248	18	693
Other	0	1	2	0	0	3
Prefer not to answer	2	9	5	8	0	24
Undisclosed	7	27	21	67	20	142
Total	75	258	182	330	39	884

Transgender

Staff Gender Reassignment Profile at 31/12/23

	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	0	0	0	0	0
No	63	211	127	201	7	609
Prefer not to answer	1	8	3	2	0	14
Undisclosed	11	40	60	123	33	267
Total	75	259	190	323	40	890

Staff Gender Reassignment Profile at 31/12/22

	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	0	0	0	0	0
No	64	201	113	195	9	582
Prefer not to answer	1	8	3	2	0	14
Undisclosed	10	49	66	133	30	288
Total	75	258	182	330	39	884

RECRUITMENT

Recruitment Information 2023– Age

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
<20	27	62.96%	17	64.71%	11	40.74%
21-30	179	48.60%	87	31.03%	27	15.08%
31-40	123	53.66%	66	42.42%	28	22.76%
41-50	127	57.48%	73	39.73%	29	22.83%
51-60	55	63.64%	35	31.43%	11	21.2%
Over 60	14	71.43%	10	30.00%	3	13.3%
Undisclosed	870	76.09%	662	10.88%	72	11.4%
Totals	1395	68.10%	950	19.05%	181	19.6%

Recruitment Information 2022– Age

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
<20	56	58.9%	33	36.4%	12	21.4%
21-30	392	50.2%	197	35.6%	70	17.9%
31-40	280	60.4%	169	28.4%	48	17.1%
41-50	235	61.1%	143	43.3%	62	26.4%
51-60	127	66.9%	85	31.8%	27	21.2%
Over 60	30	56.7%	17	23.5%	4	13.3%
Undisclosed	44	38.6%	17	29.4%	5	11.4%
Totals	1166	56.7%	661	34.5%	228	19.6%

Appendix 10

Recruitment Information 2023 - Gender

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Female	842	71.62%	603	20.90%	126	14.96%
Male	525	62.10%	326	16.56%	54	10.29%
Other	3	0.00%	0	0%	0	0%
Undisclosed	25	84.00%	21	4.76%	1	4.00%
Total	1395	68.10%	950	19.05%	181	12.97%

Recruitment Information 2022 - Gender

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Female	667	59.5%	397	35.5%	141	21.1%
Male	489	53.2%	260	33.5%	87	17.8%
Other	6	16.7%	1	0%	0	0%
Undisclosed	4	75%	3	0%	0	0%
Total	1166	56.7%	661	34.5%	228	19.6%

Appendix 11

Recruitment Information 2023 – Disability

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Disability	108	67.59%	73	10.96%	8	7.41%
No Disability	1266	68.17%	863	19.81%	171	13.51%
Not Disclosed	11	90.91%	10	10.00%	1	9.09%
Not Known	10	40.00%	4	25.00%	1	10.00%
Total	1395	68.10%	950	19.05%	181	12.97%

Recruitment Information 2022 – Disability

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate SL to Succ)	Successful	Conversion Rate (App to Succ)
Disability	34	52.9%	18	27.8%	5	14.7%
No Disability	1111	56.9%	632	34.5%	218	19.6%
Not Disclosed	9	33.3%	3	33.3%	1	11.1%
Not Known	12	66.6%	8	50.0%	4	33.3%
Total	1166	56.7%	661	34.5%	228	19.6%

Appendix 12

Recruitment Information 2023 – Ethnicity

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate (SL to Succ)	Successful	Conversion Rate (App to Succ)
Asian or Asian British – Bangladeshi	7	28.57%	2	100.00%	2	28.57%
Asian or Asian British – Chinese	5	20.00%	1	0%	0	0%
Asian or Asian British - Indian	13	30.77%	4	0%	0	0%
Asian or Asian British - Pakistani	7	14.29%	1	0%	0	0%
Black or Black British - African	17	23.53%	4	0%	0	0%
Black or Black British - Caribbean	1	100.00%	1	0%	0	0%
Black or Black British - Other	3	33.33%	1	0%	0	0%
White and Black -Caribbean	4	75.00%	3	0%	0	0%
White and Black -African	3	66.67%	2	0%	0	0%
White and Black -Asian	4	75.00%	3	0%	0	0%
Multiple Other	0	0%	0	0%	0	0%
Other	30	26.67%	8	12.50%	1	3.33%
Undisclosed	455	92.75%	422	8.29%	35	7.69%
White	846	58.87%	498	28.71%	143	16.90%
Total	1395	68.10%	950	19.05%	181	12.97%

Recruitment Information 2022 – Ethnicity

	Applicants	Conversion Rate (App to SL)	Shortlisted	Conversion Rate (SL to Succ)	Successful	Conversion Rate (App to Succ)
Asian or Asian British – Bangladeshi	5	60%	3	33.3%	1	20%
Asian or Asian British – Chinese	1	0%	0	0%	0	0%
Asian or Asian British - Indian	9	22.2%	2	0%	0	0%
Asian or Asian British - Pakistani	7	57.1%	4	50%	2	28.6%
Asian or Asian British - Other	34	29.4%	10	30%	3	8.8%
Black or Black British - African	17	47.1%	8	25%	2	11.8%
Black or Black British - Caribbean	3	33.3%	1	0%	0	0%
Black or Black British - Other	0	0%	0	0%	0	0%
Mixed - any other	1	0%	0	0%	0	0%
Mixed - White and Asian	1	100%	1	100%	1	100%
Mixed - White and Black African	11	18.2%	2	0%	0	0%
Mixed - White and Black Caribbean	1	0%	0	0%	0	0%
Not Known	0	0%	0	0%	0	0%
Other Ethnic Group	0	0%	0	0%	0	0%
Other Ethnic Group - Arab	0	0%	0	0%	0	0%
Undisclosed	22	63.6%	14	28.6%	4	18.2%
White - any other	9	66.7%	6	0%	0	0%
White - British	1039	58.3%	606	35.3%	214	20.6%
White - Irish	6	66.7%	4	25%	1	16.7%
White - Gypsy or Irish Traveller	0	0%	0	0%	0	0%
Total	1166	56.7%	661	34.4%	228	19.6%

LEAVERS

Leaver Information 2023 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	2	0	0	0	2
21-30	0	12	7	2	0	21
31-40	1	5	0	1	0	7
41-50	2	2	1	4	0	9
51-60	3	4	5	8	2	22
Over 60	1	7	5	6	0	19
Total	7	32	18	21	2	80

Leaver Information 2022 – Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	3	0	0	0	3
21-30	0	19	4	3	1	27
31-40	1	15	2	5	2	25
41-50	0	7	5	8	0	20
51-60	1	6	2	4	0	13
Over 60	1	3	4	5	2	15
Total	3	53	17	25	5	103

Appendix 14

Leaver Information 2023 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	4	21	11	11	2	49
Male	3	11	9	8	0	31
Total	7	32	20	19	2	80

Leaver Information 2022 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	2	39	10	16	2	69
Male	1	14	7	9	3	34
Total	3	53	17	25	5	103

Appendix 15

Leaver Information 2023 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	1	3	1	0	0	5
No Disability	6	25	11	9	2	53
Unaware of disability	0	2	3	1	0	6
Unknown - data not provided	0	2	5	8	0	15
Preferred not to say	0	0	0	1	0	1
Total	7	32	20	19	2	80

Leaver Information 2022 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	1	3	3	0	7
No Disability	1	38	4	16	0	59
Unaware of disability	1	5	2	0	0	8
Unknown - data not provided	1	8	7	6	5	27
Preferred not to say	0	1	1	0	0	2
Total	3	53	17	25	5	103

Appendix 16

Leaver Information 2023 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	0	0	1	0	1
Asian/Asian British - Chinese	0	0	0	1	0	1
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	1	0	0	1
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	0	1
White - English/Welsh/Scottish/N Irish	7	30	19	18	2	76
Total	7	31	20	20	2	80

Leaver Information 2022 – 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	1	0	1
Mixed/Multiple - White and Asian	0	1	0	0	0	1
Not provided	0	0	1	1	0	2
Other Ethnic Group - Any other	0	0	0	1	0	1
Other Ethnic Group - Arab	0	0	0	0	0	0
Unknown - data not provided	0	1	0	0	0	1
White - Gypsy or Irish Traveller	0	0	0	1	0	1
White - Irish	0	0	0	0	0	0
White - any other	0	0	0	0	0	0
White - English/Welsh/Scottish/N Irish	3	51	16	21	5	96
Total	3	53	17	25	5	103

Appendix 17

Leaver Information 2023 – 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	26	0	3	43	0	6	0	2	80

Leaver Information 2022 – 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	31	0	6	44	0	18	1	3	103

TRAINING**Staff Training 2023 –Age**

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	8	2	0	0	10
21-30	2	37	22	26	1	88
31-40	11	51	28	72	0	162
41-50	22	51	34	85	1	193
51-60	24	41	45	93	0	203
Over 60	12	12	24	42	0	90
Total	71	200	155	318	2	746

Staff Training 2022 –Age

Age	Managers	Support	Academic Support	Academic	PTHP	Total
<20	0	5	1	0	0	6
21-30	1	60	28	35	5	129
31-40	10	68	35	69	1	183
41-50	27	65	44	95	1	232
51-60	29	57	53	100	5	244
Over 60	10	25	28	44	3	110
Total	77	280	189	343	15	904

Staff Training 2023 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	47	153	86	185	1	472
Male	24	47	69	133	1	274
Total	71	200	155	318	2	746

Staff Training 2022 – Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	47	207	102	201	7	564
Male	30	73	87	142	8	340
Total	77	280	189	343	15	904

Appendix 20

Staff Training 2023 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	3	17	11	13	0	42
No Disability	51	135	91	190	1	461
Unaware of disability	8	19	8	40	0	71
Unknown - data not provided	9	24	42	98	1	162
Preferred not to say	0	5	3	2	0	10
Total	71	200	155	343	2	746

Staff Training 2022 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	4	16	16	13	0	49
No Disability	56	187	97	190	4	534
Unaware of disability	7	30	16	40	0	93
Unknown - data not provided	10	42	57	98	11	218
Preferred not to say	0	5	3	2	0	10
Total	77	280	189	343	15	904

Staff Training 2023 – Ethnicity

Ethnicity	Managers	Support	Academic Support	Academic	PTHP	Total
Asian/Asian British - Bangladeshi	0	2	1	1	0	4
Asian/Asian British - Chinese	0	0	0	0	0	0
Asian/Asian British - Indian	0	0	0	3	0	3
Asian/Asian British - Pakistani	0	1	1	0	0	2
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	0
Mixed/Multiple - White and Black African	0	0	0	0	0	0
Mixed/Multiple - White and Black Caribbean	0	0	0	2	0	0
Mixed/Multiple - White and Asian	0	1	0	0	0	0
Not provided	1	2	2	2	0	7
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	1	2	1	0	4
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	1	0	0	0	1
White - any other	1	2	3	5	0	11
White - English/Welsh/Scottish/N Irish	69	188	146	304	2	709
Total	71	200	155	318	2	746

Staff Training 2022 – 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	0	3	0	3
Asian/Asian British - Pakistani	0	1	1	0	0	2
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	2	0	2
Mixed/Multiple - White and Asian	1	1	0	0	0	2
Not provided	1	3	1	3	0	8
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	3	2	1	1	7
White - Gypsy or Irish Traveller	0	0	0	0	0	0
White - Irish	0	1	0	0	0	1
White - any other	1	1	1	4	1	8
White - English/Welsh/Scottish/N Irish	74	266	183	327	13	863
Total	77	280	189	343	15	904

Staff Training 2023 – Religion/Belief

Religion/Belief	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1	0	2	0	3
Christian	41	73	68	125	1	308
Hindu	0	0	0	1	0	1
Humanist	0	1	0	3	0	4
Jewish	0	1	0	0	0	1
Muslim	0	3	2	1	0	6
No Religion or Belief	21	95	58	114	0	288
Other Religion or Belief	0	6	6	9	0	21
Prefer not to answer	2	7	6	10	0	25
Sikh	0	0	0	0	0	0
Not Disclosed	7	13	15	53	1	89
Total	71	200	155	318	2	746

Staff Training 2022 – Religion/Belief

Religion/Belief	Managers	Support	Academic Support	Academic	PTHP	Total
Buddhist	0	1	0	2	0	3
Christian	47	106	83	138	5	379
Hindu	0	0	0	1	0	1
Humanist	0	0	0	3	0	3
Jewish	0	2	0	0	0	2
Muslim	0	2	2	0	0	4
No Religion or Belief	21	123	68	113	2	327
Other Religion or Belief	0	9	6	9	0	24
Prefer not to answer	2	9	7	10	0	28
Sikh	0	0	0	0	0	0
Not Disclosed	7	28	23	67	8	133
Total	77	280	189	343	15	904

Appendix 23

Staff Training 2023 – Sexual Orientation

Sexual Orientation	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	5	2	2	0	9
Gay/Lesbian	1	2	0	5	0	8
Heterosexual/Straight	62	171	130	247	1	611
Other	0	1	2	0	0	3
Prefer not to answer	1	7	5	8	0	21
Undisclosed	7	14	16	56	1	94
Total	71	200	155	318	2	746

Staff Training 2022 – Sexual Orientation

Sexual Orientation	Managers	Support	Academic Support	Academic	PTHP	Total
Bisexual	0	9	2	2	0	13
Gay/Lesbian	1	6	0	5	0	12
Heterosexual/Straight	67	226	157	257	7	714
Other	0	1	2	0	0	3
Prefer not to answer	1	9	6	9	0	25
Undisclosed	8	29	22	70	8	137
Total	77	280	189	343	15	904

Staff Training 2023 – Gender Reassignment

Transgender	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	0	0	0	0	0
No	60	166	100	196	1	523
Prefer not to answer	1	7	3	2	0	13
Undisclosed	10	27	52	120	1	210
Total	71	200	155	318	2	746

Staff Training 2022 – Gender Reassignment

Transgender	Managers	Support	Academic Support	Academic	PTHP	Total
Yes	0	0	0	0	0	0
No	65	220	114	208	4	611
Prefer not to answer	1	8	4	2	0	15
Undisclosed	11	52	71	133	11	278
Total	77	280	189	343	15	904

Appendix 25

Staff Training 2023 – 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	260	0	22	371	0	91	0	2	746

Staff Training 2022 – 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	319	0	34	434	0	105	5	7	904

Staff Training 2023 – 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	9	40	94	39	47	50	36	23	12	5	134	180	34	9	6	6	746

Staff Training 2022 – 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	11	51	111	54	81	60	65	28	17	15	156	176	35	21	7	14	904

DISCIPLINARIES AND GRIEVANCES

Appendix 26

Disciplinary 2023 – 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	0	0	1
41-50	1	0	0	0	0	1
51-60	0	0	0	1	0	1
Over 60	0	0	0	0	0	0
Total	1	1	0	1	0	3

Disciplinary 2022 – 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	2	0	3
41-50	0	0	0	0	0	0
51-60	0	0	0	0	0	0
Over 60	0	0	0	0	0	0
Total	0	1	0	2	0	3

Appendix 27

Disciplinary 2023 – Gender

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

Disciplinary 2022– Gender

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

Disciplinary 2023 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	1	0	0	0	1
No Disability	0	0	0	1	0	2
Unaware of disability	0	0	0	0	0	0
Unknown - data not provided	0	0	1	1	0	1
Prefer not to say	0	2	0	0	0	0
Total	0	3	1	2	0	4

Disciplinary 2022– Disability

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

Appendix 29

Disciplinary 2023 – 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	3	1	0	0	4
Total	0	3	1	0	0	4

Disciplinary 2022 – 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

Grievance 2023 – 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	2	0	0	0	2
51-60	0	0	1	0	0	1
Over 60	0	1	0	0	0	1
Total	0	3	1	0	0	4

Grievance 2022 – 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	1	0	0	1
41-50	0	0	1	0	0	1
51-60	0	0	2	1	0	3
Over 60	0	1	0	0	0	1
Total	0	1	4	1	0	6

Appendix 31

Grievance 2023– Gender

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

Grievance 2022– Gender

Gender	Managers	Support	Academic Support	Academic	PTHP	Total
Female	0	1	3	1	0	4
Male	0	0	1	0	0	1
Total	0	1	4	1	0	6

Appendix 32

Grievance 2023 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	0	0	0	0	1
No Disability	0			0	0	2
Unaware of disability	0	0	0	0	0	0
Unknown - data not provided	0	0		1	0	2
Prefer not to say	0	0	0	0	0	0
Total	0		4	1	0	6

Grievance 2022 – Disability

Disability	Managers	Support	Academic Support	Academic	PTHP	Total
Disability	0	0	2	0	0	2
No Disability	0	1	1	0	0	2
Unaware of disability	0	0	0	0	0	0
Unknown - data not provided	0	0	1	1	0	2
Prefer not to say	0	0	0	0	0	0
Total	0	1	4	1	0	6

Appendix 33

Grievance 2023 – 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	3	1	0	0	4
Total	0	3	1	0	0	4

Grievance 2022 – 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	1	0	1
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	4	0	0	5
Total	0	1	4	1	0	6