Equality and Diversity Annual Report 2012/13

January 2014

NOTTINGHAM TRENT UNIVERSITY

Preface

Nottingham Trent University (NTU) is committed to the success of its students and staff and to embedding equality and diversity within the work and study environment. Our Mission is to 'be a leading professional university, delivering education and research that shape lives and society'.

This Equality Information Report provides a review of equality and diversity at NTU during the academic year 2012/13. It includes the statutory equality information on the university's student and staff populations and this information is analysed for trends over a number of years.

Section 1 of this Report focuses on principles and practices of equality information, equality analysis and equality objectives at NTU. The university continues to meet all of its public sector equality duty responsibilities and is actively committed to embedding equality and diversity practices into all of its activities.

In section 2 student equality information is analysed over 5 years. Student equality information includes applications, admissions, progression, achievement and equality-related student complaints.

The staff equality information, in section 3, is broken down to College and School level, and includes applications, shortlisting, appointments, staff training attendance, staff disciplinaries, and grievances (including Dignity at Work complaints).

Overall, the Report identifies the university's trends, progressions and challenges as it continues to provide an inclusive and thriving learning and working environment for all members of the university community.

Dr Angie Pears
Equality and Diversity Manager
January 2014

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1. Introduction – Equality Information

1.1 Publishing Equality Information

The publication of 'equality information' has now been compulsory for most public authorities since the Equality Act 2010 came into effect in April 2011. The public sector equality duty requires public authorities to consider (and to be able to demonstrate that they have considered) equality implications in all that they do. For the university, which is subject to the public sector equality duty, this means that due consideration must be given to the equality implications of the services offered and delivered by the university, policy development, decision-making, employment functions and procurement.

The university is required in all its functions to have due regard to the need to:

- Eliminate discrimination and harassment.
- Advance equality of opportunity.
- Foster good relations.

"We make the most of the diversity of our own student population, promoting academic and social interaction that enriches the learning experience for all."

Professor Neil T. Gorman D.L. Vice Chancellor

As part of its specific equality duties, the university must:

- Publish information to demonstrate compliance with the general duty. This information must include, in particular, information relating to people who share a protected characteristic who are its employees and people affected by its policies and practices.
- Prepare and publish one or more objectives that it thinks it needs to achieve to further any of the aims of the general duty.

This Equality and Diversity Annual Report fulfils NTU's obligations under the specific duty regulations of the Equality Act and highlights and reports on good practice across all parts of the university's day to day business.

The university strives to ensure that it collects robust equality data and uses and publishes this data appropriately. This contributes towards helping the university identify its greatest equality challenges so that any inequalities can be addressed. Relevant and robust equality data will enable NTU's decision-makers to fully understand how its policies and practices impact on the equality groups.

Equality Reporting at NTU

The university currently reports on the following protected equality characteristics -

Staff:

- Age
- Disability
- Race
- Religion and belief
- Sex

Students:

- Age
- Disability
- Race
- Sex

During 2013-14 we will be exploring reporting on the remaining equality characteristics protected by the 2010 Equality Act - gender reassignment, pregnancy and maternity and sexual orientation.

1.2   Equality Analysis

The public sector equality duty requires higher education institutions to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations. There is no prescribed process or details about to demonstrate due regard. However, equality analysis needs to be carried out and the findings published to demonstrate what analysis of the effects on equality has been conducted.

NTU uses its bespoke online system, 'Equate', for carrying out equality impact assessments, which remain NTU's preferred way of engaging in equality analysis.

During 2012/13 equality impact assessments have been completed across the university. One of the most significant of these is the equality impact assessment carried out for the REF2014. All HEIs who submitted to the research assessment exercise were required to complete an equality impact assessment on the approach it took to the selection of staff. NTU's equality impact assessment detailed all processes and procedures relating to selection and assessed the impact of these in relation to the protected equality groups.

1.2   Equality Analysis (continued)

Other areas of the university where equality analysis has been important over the academic year include the Centre for Academic Development and Quality (CADQ) and Recruitment and Reputation Management (RRM). Key policies and procedures reviewed by RRM include:

- Selection of Student Ambassadors procedure.
- Open day communications and booking system.
- Selection of Postgraduate Exhibitions.
- Receiving visitors to NTU/hosting open events.
- NTU Corporate Events Promotion and Publicity process.
- NTU events booking process and gathering of special requirements.
- Distinguished lectures, selection of speakers.

Policy development and review have also taken place in the area of Human Resources. All policies undergo a standard 2 year review. During 2012/13 one new policy was developed and subject to equality analysis - Alcohol, Drug and Substance Misuse. Other policies that underwent standard review and update included:

- Maternity
- Probation
- Disciplinary
- Grievance
- Managing Sickness Absence
- Redeployment
- Redundancy

The Corporate HR function carry out an annual Equal Pay Audit (EPA) and the 2013 review included all identifiable employees to enable the auditing of pay throughout the whole organisation.

The audit uses the template suggested by the Office for National Statistics (ONS) for measuring the gender pay gap. The gender pay gap for all employees on basic pay is 10.49% (which is an improvement on 10.54% in 2012 and 12.55% in 2010). The provisional results from the Annual Survey of Hours and Earnings 2012 from the ONS, report that the national gender pay gap based on the mean for all employees has decreased in 2012 to 18.6% (from 2011 to 19.5%, 19.8% in 2010 and 22.0% in 2009, 22.5% in 2008). NTU's results are significantly lower than this.

NTU will continue to consider issues that arise from its analysis and formulate appropriate recommendations to address identifiable gender pay gaps in particular areas.

Regular equal pay reviews help to ensure that equal pay and equality remain high on the university's agenda and help to embed it in the university's working practices. They enable the university to respond to any challenges about the pay gap with evidence-based answers and ensuing action plans.

NTU publishes its Equal Pay Audits and shares them locally with its Employee Information and Consultation Forum.

1.3   Equality Objectives

NTU's 2012-2015 Equality Scheme has 3 equality objectives:

(1) Understand the student academic experience for equality groups in order to enhance this experience where appropriate and possible. Focussing on application, to offer, acceptance, progression, achievement and employability. With specific attention given to progression and achievement for male students, BME students, and BME male students.

(2) Improve university-wide staff data disclosure to develop a more sophisticated understanding of staff equality composition and associated monitoring requirements and opportunities.

(3) Map the journey of staff equality groups from application through to appointment and throughout the employee experience. Focusing on developing an in-depth understanding of areas of apparent disadvantage and investigating possible causes and solutions.

During 2012/13 particular focus was on the first of these equality objectives. A thorough analysis of student trends was carried out using data from the 2008/09 to 2011/12 academic years. The subsequent NTU level report (which was supplemented by nine school level reports) identified differential rates of success across the student life cycle between certain equality groups and the student body at large. When adjusting for other potential explanatory factors, including pre-entry qualifications, there remained strong evidence that some groups of students had lower rates of progression, achievement and employment (particularly into graduate level occupations).

Consequently, the University's Academic Standards and Quality Committee (ASQC) set out a number of guiding principles in terms of how the progression and achievement gaps should be addressed and to provide a framework within which the nine NTU schools can progress specifically identified projects.

This culminated in a request for each school to contribute to closing the gaps through locally managed action plans. Closely aligned with these developments, NTU have committed to reducing the progression and achievement gaps in its access agreement from the 2014/15 academic year onwards.

NTU 2014/15 Access Agreement Targets

Progression:
The NTU **gender** gap (male 81.5%, female 87.8%: gap = 6.3%).
NTU has committed to narrowing the gap by 0.2% percentage point PA.
Ethnicity gap (BME 79.1%, white 86.5: gap = 7.4%).
NTU has committed to narrowing the gap by 0.2% percentage point PA.
Socio-economic gap (WP 80.9%, not WP 87.7%: gap = 6.8%).

NTU has committed to narrowing the gap by 0.1% percentage point PA.

Achievement:
Gender gap (male 60.1%, female 66.7%: gap = 6.6%).
NTU has committed to narrowing the gap by 0.1% percentage point PA.
Ethnicity gap (BME 50.7%, white 67.5%: gap = 16.8%).
NTU has committed to narrowing the gap by 0.5% percentage point PA.
Socio-economic gap (WP 56.9%, not WP 65.7%: gap = 8.8%).
NTU has committed to narrowing the gap by 0.2% percentage point PA.

These targets align closely with and are relevant to the student equality information that follows.

2. Equality Information Report – Part A: Students

2.1 Introduction

This section of the Report provides an analysis of the equality data for NTU's students for 2012/13. It analyses data trends over 5 years in relation to applications, admissions, progression and achievement.

2.2 Methodology

Unless otherwise stated, the following analysis is taken from NTU's COGNOS WP/E&D dataset. The data analysis relating to progression and undergraduate achievement focuses on full-time home UCAS/GTTR students. Direct, part-time, international and postgraduate entrants are included in the enrolments sub-sections for the purpose of completeness.

With regards to progression trends, 'not progressing', and 'repeating' classifications from the annual monitoring reports refer to students not progressing, whilst 'progressing' and 'progressing following referral' classifications refer to successful progression. The classifications 'not progressing – exceptional circumstances' and 'no decision' are excluded from progression calculations.

The notable difference from previous analysis is the 'no decision' classification (which includes intercalation, awaiting decision and unknown categories) which had previously been assumed to be 'not progressing' has since been changed. As a result of these changes, the binary progression figures are higher than had been shown in previous reporting, although no specific groups of students are disproportionately affected. All years have been adjusted to ensure consistent time series comparison, hence the 2011/12 progression figures shown in last year's report are lower than the 2011/12 figures shown in this report.

NTU currently monitors and reports on the following protected characteristics for students:

- Gender
- Ethnicity
- Disability
- Age

In the course of this academic year (2013/14) we will explore extending our student monitoring to include other protected characteristics.

The following summary analysis table highlights key headlines for the student equality journey at NTU.

2.3   Data Summary Analysis Table

Equality group	NTU Admissions		Progression		Degree classification		In graduate level occupation?	
	Overall	Controlling for UCAS tariff	Overall	Controlling for UCAS tariff	Overall	Controlling for UCAS tariff	Overall	Controlling for degree classification
Male	More likely to receive an offer[1]	N/A - To be analysed at School level	Less likely to progress to year 2	Less likely to progress to year 2	Less likely to gain a First Class or 2:1	Less likely to gain a First Class or 2:1	More likely to be in graduate occupations	More likely to be in graduate occupations
BME	Less likely to receive an offer	No statistical evidence of any difference	Less likely to progress to year 2	Less likely to progress to year 2	Less likely to gain a First Class or 2:1	Less likely to gain a First Class or 2:1	Less likely to be in graduate occupations	Less likely to be in graduate occupations
Disabled	Less likely to receive an offer	No statistical evidence of any difference	No statistical evidence of any difference	No statistical evidence of any difference	Less likely to gain a First Class or 2:1	No statistical evidence of any difference	More likely to be in graduate occupations	More likely to be in graduate occupations
Mature	Less likely to receive an offer	No statistical evidence of any difference	Less likely to progress to year 2	No statistical evidence of any difference	No statistical evidence of any difference	More likely to gain a First Class or 2:1	More likely to be in graduate occupations	More likely to be in graduate occupations

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[1] Although this is due to female applications dominating the most selective subjects, such as Art & Design and Education. Further analysis at NTU School level is warranted.

2.4 Gender[2]

2.4.1. Applications & Admissions

Figure 2.4.1.1. Unsuccessful NTU applications by gender, 2008 to 2012 (excludes Clearing and withdrawn applications)
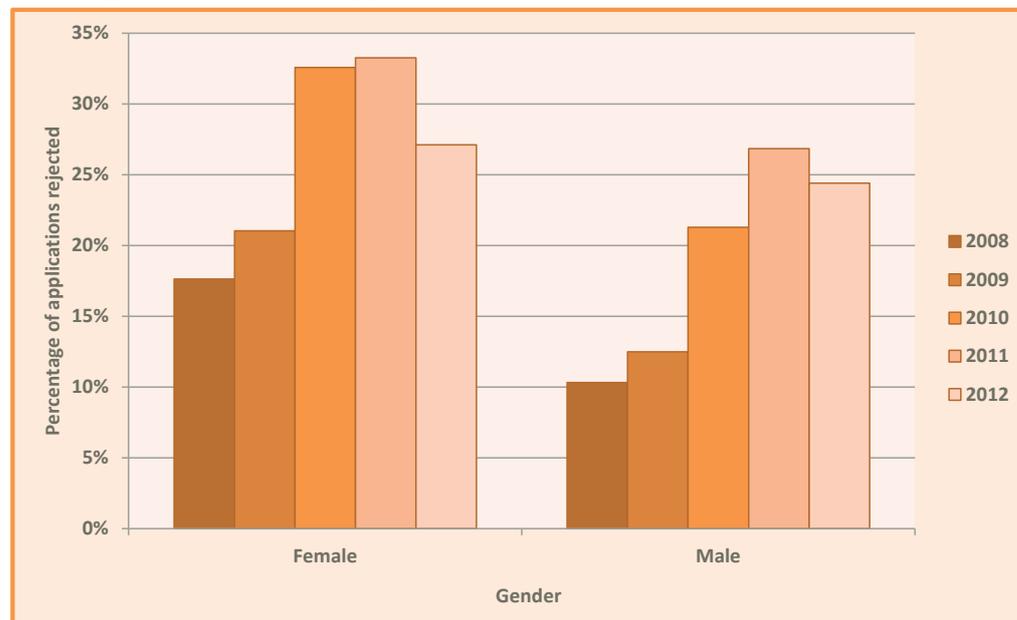
Source: UCAS conversion data

Females continued to be less likely than males to receive offers to study at NTU, although the gap narrowed in the 2012/13 applications cycle. Moreover, the difference in offer rates has been shown to be a result of the vast majority of applications to some highly selective courses at NTU being from females.

2.4.2 Enrolments

Table 2.4.2.1: NTU enrolments by gender and residency: all enrolled students

Gender	Residency	200910		201011		201112		201213	
		No.	%	No.	%	No.	%	No.	%
Female	EU	457	3.0%	395	2.5%	559	3.5%	570	3.6%
	HOME	13575	88.3%	13658	87.7%	13772	85.9%	13351	85.2%
	OVERSEAS	1341	8.7%	1529	9.8%	1706	10.6%	1751	11.2%
Female Total		**15373**	**55.0%**	**15582**	**55.0%**	**16037**	**54.9%**	**15672**	**55.1%**
Male	EU	337	2.7%	327	2.6%	410	3.1%	418	3.3%
	HOME	10947	87.0%	11025	86.4%	11315	85.8%	10818	84.5%
	OVERSEAS	1293	10.3%	1409	11.0%	1461	11.1%	1560	12.2%
Male Total		**12577**	**45.0%**	**12761**	**45.0%**	**13186**	**45.1%**	**12796**	**44.9%**
Grand Total		**27950**	**100.0%**	**28343**	**100.0%**	**29223**	**100.0%**	**28468**	**100.0%**
Unknown gender / residency		1		77		3		5	

In 2012/13, 55% of all NTU's enrolled students were female, which was in line with trends for previous years. Around 15% of both female and male students were from the EU or other overseas.

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[2] Student Equality Information Report prepared by Mike Kerrigan, NTU Strategic Data & Intelligence Manager (Widening Participation & Student Success) Schools, Colleges & Community Outreach

Table 2.4.2.2: NTU enrolments by entry route and gender: all enrolled students

Entry Route	Gender	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
DIRECT	Female	4961	57.3%	4615	57.6%	4529	58.6%	4262	58.6%
	Male	3691	42.7%	3392	42.4%	3197	41.4%	3016	41.4%
DIRECT Total		8652	31.0%	8007	28.3%	7726	26.4%	7278	25.6%
UCAS/GTTR	Female	10412	54.0%	10967	53.9%	11508	53.5%	11414	53.9%
	Male	8886	46.0%	9369	46.1%	9989	46.5%	9780	46.1%
UCAS/GTTR Total		19298	69.0%	20336	71.7%	21497	73.6%	21194	74.4%
Grand Total		27950	100.0%	28343	100.0%	29223	100.0%	28472	100.0%
Unknown gender		1		77		3		1	

74% of 2012/13 NTU students were from the UCAS/GTTR route.

Table 2.4.2.3: NTU enrolments by mode of study and gender: all enrolled students

Mode of study	Gender	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
Full-time	Female	12478	54.0%	13039	54.0%	13849	54.1%	13735	54.4%
	Male	10649	46.0%	11123	46.0%	11727	45.9%	11491	45.6%
Full-time Total		23127	82.7%	24162	85.2%	25576	87.5%	25226	88.6%
Part-time	Female	2895	60.0%	2543	60.8%	2188	60.0%	1941	59.8%
	Male	1928	40.0%	1638	39.2%	1459	40.0%	1305	40.2%
Part-time Total		4823	17.3%	4181	14.8%	3647	12.5%	3246	11.4%
Grand Total		27950	100.0%	28343	100.0%	29223	100.0%	28472	100.0%
Unknown gender		1		77		3		1	

In 2012/13, 54% of NTU's full-time and 60% of NTU's part-time students were female.

Table 2.4.2.4: NTU enrolments by programme level and gender: all enrolled students

Programme Level	Gender	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
FE	Female	202	60.1%	178	66.9%	184	77.0%	173	73.9%
	Male	134	39.9%	88	33.1%	55	23.0%	61	26.1%
FE Total		336	1.2%	266	0.9%	239	0.8%	234	0.8%
NC	Female	383	58.8%	352	62.0%	381	62.6%	435	65.6%
	Male	268	41.2%	216	38.0%	228	37.4%	228	34.4%
NC Total		651	2.3%	568	2.0%	609	2.1%	663	2.3%
PG	Female	2623	58.6%	2569	58.2%	2530	58.6%	2618	59.0%
	Male	1853	41.4%	1843	41.8%	1785	41.4%	1820	41.0%
PG Total		4476	16.0%	4412	15.6%	4315	14.8%	4438	15.6%
PR	Female	232	39.2%	247	40.6%	270	42.3%	295	43.4%
	Male	360	60.8%	361	59.4%	369	57.7%	384	56.6%
PR Total		592	2.1%	608	2.1%	639	2.2%	679	2.4%
UG	Female	11933	54.5%	12236	54.4%	12672	54.1%	12155	54.1%
	Male	9962	45.5%	10253	45.6%	10749	45.9%	10303	45.9%
UG Total		21895	78.3%	22489	79.3%	23421	80.1%	22458	78.9%
Grand Total		27950	100.0%	28343	100.0%	29223	100.0%	28472	100.0%
Unknown gender		1		77		3		1	

Of the further education (FE) programmes run by NTU (within the School of Animal, Rural & Environmental Sciences), 74% of students were female. Females

also outnumbered males in non- credit bearing courses (66%), postgraduate taught (59%) and undergraduate (54%) courses. However, there were more males than females (43%) studying NTU's postgraduate research programmes.

2.4.3: Progression from year 1 of undergraduate study

Figure 2.4.3.1: Progression to second year of study by age group

% of students progressing to year 2

	2008/09	2009/10	2010/11	2011/12	2012/13
Male	74.1%	79.4%	77.8%	82.6%	79.9%
Female	84.1%	85.4%	85.3%	89.1%	87.2%
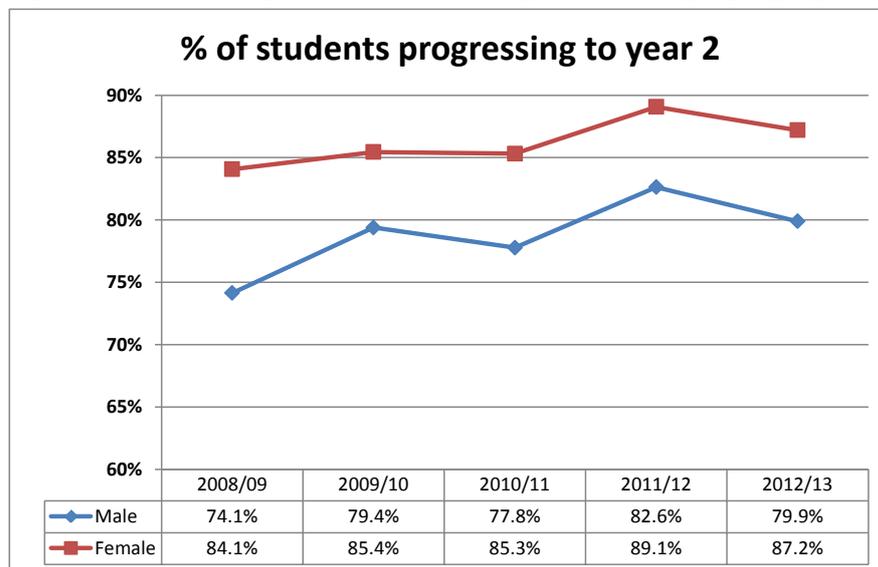
p = 0.000; Odds ratio for not progressing (Male / Female) = 1.57 (1.48, 1.67); Relative risk for not progressing (Male / Female) = 1.44 (1.37, 1.51)

There was a decrease in year one progression rates of both males and females between 2011/12 and 2012/13, following a period of sustained increase. Over the five years, female students were significantly more likely to successfully progress than male students, which, as previous analysis testified, cannot be solely attributed to students' prior attainment.

2.4.4: Undergraduate achievement
Figure 2.4.4.1a: Undergraduate achievement by gender – 'good degrees'

% of students achieving 1st Class or 2:1

	2008/09	2009/10	2010/11	2011/12	2012/13
Male	49.4%	53.0%	52.7%	60.1%	62.5%
Female	58.8%	57.7%	58.6%	66.7%	71.7%
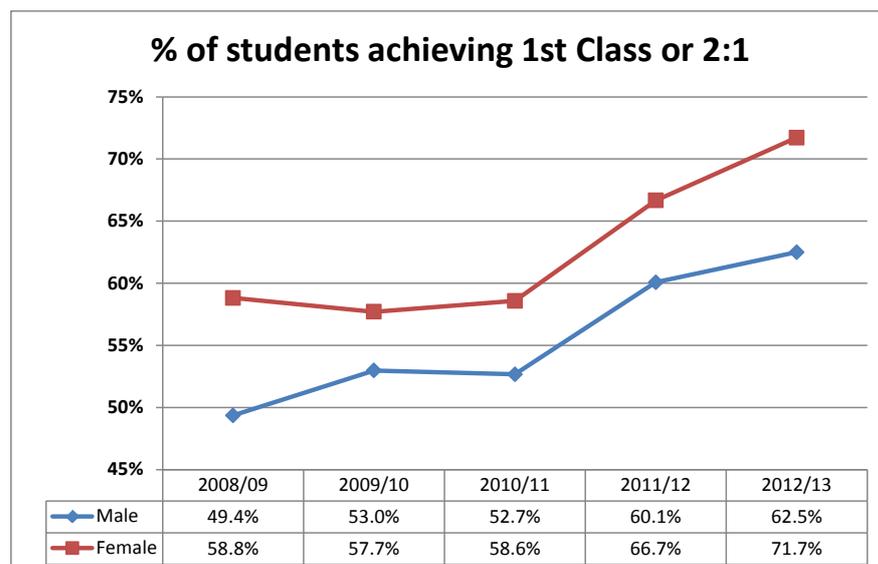
p = 0.000; Odds ratio for not achieving 1st Class or 2:1 (Male / Female) = 1.30 (1.22, 1.39); Relative risk for not achieving 1st Class or 2:1 (Male / Female) = 1.16 (1.12, 1.21)

Figure 2.4.4.1b: Undergraduate achievement by gender – all degree classifications

	Male					Female				
	2008/09	2009/10	2010/11	2011/12	2012/13	2008/09	2009/10	2010/11	2011/12	2012/13
■ Other - Ordinary Degree	4.7%	4.6%	4.4%	3.2%	3.1%	1.7%	2.0%	2.2%	1.5%	1.1%
■ 3rd Class Honours	7.0%	6.6%	5.6%	4.8%	3.4%	5.6%	4.8%	4.9%	2.8%	2.2%
■ 2nd Class Honours-2nd Division	38.9%	35.9%	37.3%	31.9%	31.0%	33.9%	35.5%	34.3%	29.1%	25.0%
■ 2nd Class Honours-1st Division	41.4%	43.4%	42.8%	47.6%	46.7%	48.4%	49.9%	49.4%	53.8%	53.5%
■ 1st Class Honours	8.0%	9.6%	9.9%	12.5%	15.8%	10.4%	7.8%	9.2%	12.9%	18.2%
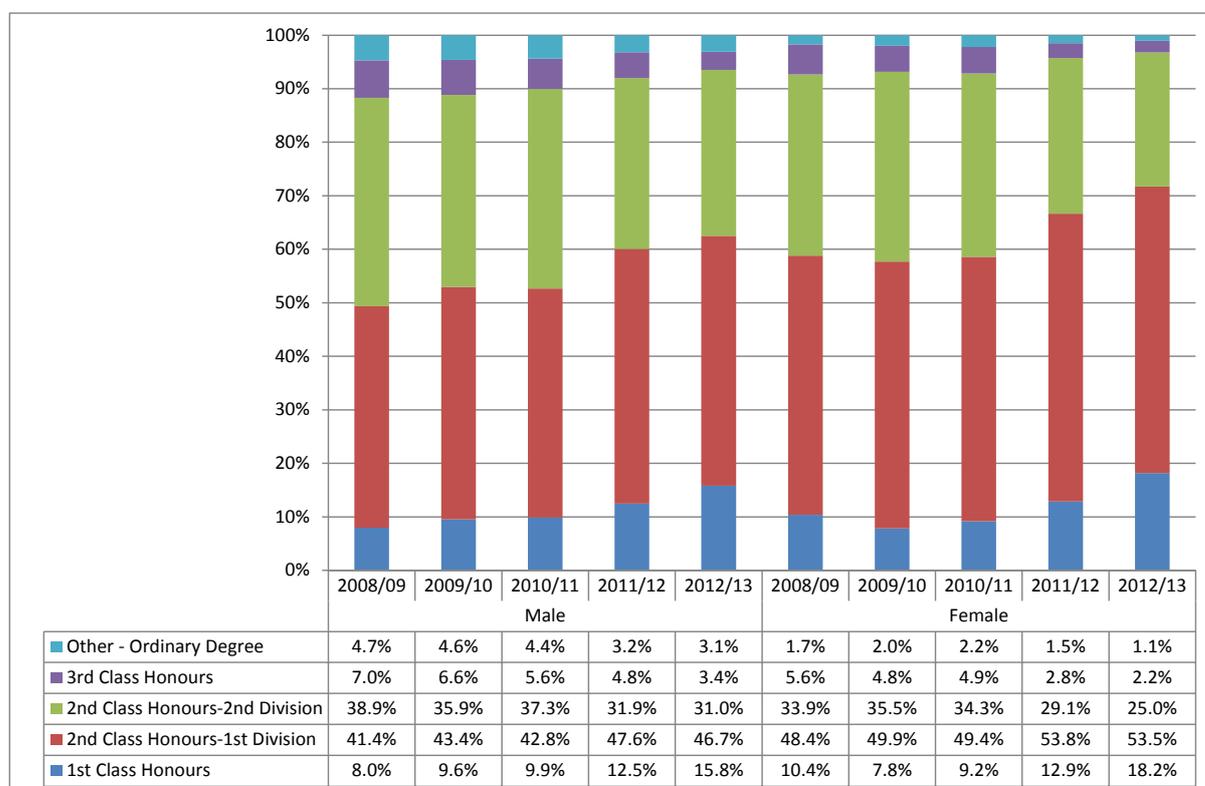
Male students have consistently been less likely to achieve a First Class or 2:1 degree classification than their female counterparts. Whilst the percentage of males achieving this standard increased in 2012/13 (from 60.1% to 62.5%), the increase for females was greater (from 66.7% to 71.7%), hence the gender gap widened. This was a result of considerably more females achieving first class honours degrees in 2012/13 than any of the previous years.

Previous analysis showed that whilst, on average, females had higher pre-entry qualifications than males, this only partially explained the disparities in the final degree classifications, because, when controlling for the UCAS tariff, females continued to outperform males.

2.5 Ethnicity

2.5.1: Applications & Admissions
Figure 2.5.1.1: Unsuccessful NTU applications by ethnic group, 2008 to 2012 (excludes Clearing and withdrawn applications)
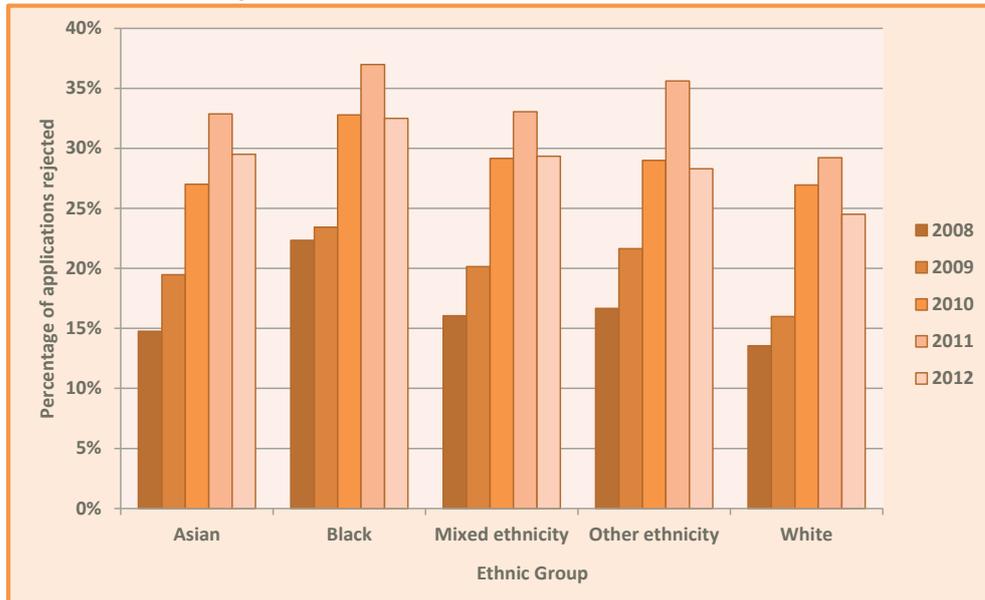
Source: NTU UCAS conversion data

BME students continued to be less likely to receive an offer than their white counterparts. However, as previous analysis has shown, when taking account of prior qualifications there is no evidence of any disadvantage in the applications and admissions process between BME and white applicants.

2.5.2: Enrolments
Table 2.5.2.1: NTU enrolments by ethnic group and residency: all enrolled students

Ethnicity	Residency	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
Asian	EU	9	0.3%	7	0.2%	5	0.2%	9	0.3%
	HOME	2833	82.1%	2658	80.8%	2586	80.1%	2502	77.2%
	OVERSEAS	608	17.6%	624	19.0%	638	19.8%	728	22.5%
Asian Total		**3450**	**12.8%**	**3289**	**12.0%**	**3229**	**11.4%**	**3239**	**11.7%**
Black	EU	16	1.1%	12	0.7%	10	0.6%	20	1.0%
	HOME	1211	80.6%	1293	80.2%	1414	81.2%	1504	78.9%
	OVERSEAS	276	18.4%	307	19.0%	318	18.3%	383	20.1%
Black Total		**1503**	**5.6%**	**1612**	**5.9%**	**1742**	**6.2%**	**1907**	**6.9%**
Chinese	EU	2	0.2%	2	0.1%		0.0%	3	0.2%
	HOME	212	20.0%	227	16.9%	203	13.2%	207	12.8%
	OVERSEAS	847	79.8%	1117	83.0%	1338	86.8%	1404	87.0%
Chinese Total		**1061**	**3.9%**	**1346**	**4.9%**	**1541**	**5.4%**	**1614**	**5.8%**
Mixed ethnicity	EU	19	2.2%	9	0.9%	16	1.5%	15	1.5%
	HOME	762	89.1%	858	89.9%	943	91.0%	931	90.7%
	OVERSEAS	74	8.7%	87	9.1%	77	7.4%	81	7.9%
Mixed ethnicity Total		**855**	**3.2%**	**954**	**3.5%**	**1036**	**3.7%**	**1027**	**3.7%**
Other ethnicity	EU	6	1.8%	2	0.7%	4	1.4%	10	2.7%
	HOME	134	40.9%	146	49.2%	153	51.7%	172	46.7%
	OVERSEAS	188	57.3%	149	50.2%	139	47.0%	186	50.5%
Other ethnicity Total		**328**	**1.2%**	**297**	**1.1%**	**296**	**1.0%**	**368**	**1.3%**
White	EU	593	3.0%	501	2.5%	680	3.3%	830	4.2%
	HOME	18951	96.0%	19212	96.3%	19541	95.6%	18547	94.6%
	OVERSEAS	203	1.0%	242	1.2%	224	1.1%	224	1.1%
White Total		**19747**	**73.3%**	**19955**	**72.7%**	**20445**	**72.3%**	**19601**	**70.6%**
Grand Total		**26944**	**100.0%**	**27453**	**100.0%**	**28289**	**100.0%**	**27756**	**100.0%**
Unknown ethnicity / residency		1007		967		937		717	

In 2012/13, 71% of NTU's enrolled students were white, 12% were Asian, 7% black, 6% Chinese, 4% mixed ethnicity and 1% were from another ethnic group. Over the last four years the proportion of the NTU student body that were BME has increased from 26.7% to 29.4%.

Table 2.5.2.2: NTU enrolments by entry route and ethnicity summary: all enrolled students

Entry Route	Ethnicity	200910		201011		201112		201213	
		No.	%	No.	%	No.	%	No.	%
DIRECT	BME	2337	28.4%	2428	31.2%	2494	33.3%	2505	36.1%
	White	5906	71.6%	5351	68.8%	5006	66.7%	4442	63.9%
DIRECT Total		8243	30.6%	7779	28.3%	7500	26.5%	6947	25.0%
UCAS/GTTR	BME	4860	26.0%	5070	25.8%	5350	25.7%	5650	27.1%
	White	13841	74.0%	14604	74.2%	15439	74.3%	15163	72.9%
UCAS/GTTR Total		18701	69.4%	19674	71.7%	20789	73.5%	20813	75.0%
Grand Total		26944	100.0%	27453	100.0%	28289	100.0%	27760	100.0%
Unknown ethnicity		1007		967		937		713	

36% of 2012/13 direct entrants were BME, compared with 27% of UCAS/GTTR students.

Table 2.5.2.3: NTU enrolments by programme mode and ethnicity summary: all enrolled students

Mode of study	Ethnicity	200910		201011		201112		201213	
		No.	%	No.	%	No.	%	No.	%
Full-time	BME	6507	29.3%	6849	29.3%	7234	29.3%	7506	30.5%
	White	15728	70.7%	16494	70.7%	17467	70.7%	17083	69.5%
Full-time Total		22235	82.5%	23343	85.0%	24701	87.3%	24589	88.6%
Part-time	BME	690	14.7%	649	15.8%	610	17.0%	649	20.5%
	White	4019	85.3%	3461	84.2%	2978	83.0%	2522	79.5%
Part-time Total		4709	17.5%	4110	15.0%	3588	12.7%	3171	11.4%
Grand Total		26944	100.0%	27453	100.0%	28289	100.0%	27760	100.0%
Unknown ethnicity		1007		967		937		713	

In 2012/13, 30.5% of NTU's full-time students were BME, compared with 20.5% of part-time students.

Table 2.5.2.4: NTU enrolments by programme level and ethnicity summary: all enrolled students

Programme Level	Ethnicity	200910		201011		201112		201213	
		No.	%	No.	%	No.	%	No.	%
FE	BME	6	1.8%	13	4.9%	12	5.0%	6	2.6%
	White	327	98.2%	250	95.1%	226	95.0%	228	97.4%
FE Total		333	1.2%	263	1.0%	238	0.8%	234	0.8%
NC	BME	348	62.5%	315	60.7%	317	58.0%	329	53.9%
	White	209	37.5%	204	39.3%	230	42.0%	281	46.1%
NC Total		557	2.1%	519	1.9%	547	1.9%	610	2.2%
PG	BME	1378	32.4%	1521	35.4%	1565	37.2%	1582	37.5%
	White	2872	67.6%	2778	64.6%	2645	62.8%	2641	62.5%
PG Total		4250	15.8%	4299	15.7%	4210	14.9%	4223	15.2%
PR	BME	234	40.7%	243	41.0%	271	43.4%	319	47.9%
	White	341	59.3%	349	59.0%	353	56.6%	347	52.1%
PR Total		575	2.1%	592	2.2%	624	2.2%	666	2.4%
UG	BME	5231	24.6%	5406	24.8%	5679	25.1%	5919	26.9%
	White	15998	75.4%	16374	75.2%	16991	74.9%	16108	73.1%
UG Total		21229	78.8%	21780	79.3%	22670	80.1%	22027	79.3%
Grand Total		26944	100.0%	27453	100.0%	28289	100.0%	27760	100.0%
Unknown ethnicity		1007		967		937		713	

The proportion of 2012/13 postgraduate taught (38%) and postgraduate research (48%) students who were BME was considerably higher than undergraduate students (27%).

2.5.3: Progression from year 1 of undergraduate study

Figure 2.5.3.1: Progression to second year of study by ethnic group

% of students progressing to year 2

	2008/09	2009/10	2010/11	2011/12	2012/13
Asian	66.5%	72.0%	74.5%	79.8%	77.9%
Black	70.6%	77.8%	72.2%	78.9%	76.8%
Mixed ethnicity	77.6%	84.8%	78.3%	82.6%	78.1%
White	83.0%	84.8%	83.9%	87.7%	86.0%
BME	69.6%	75.4%	75.1%	80.6%	77.8%
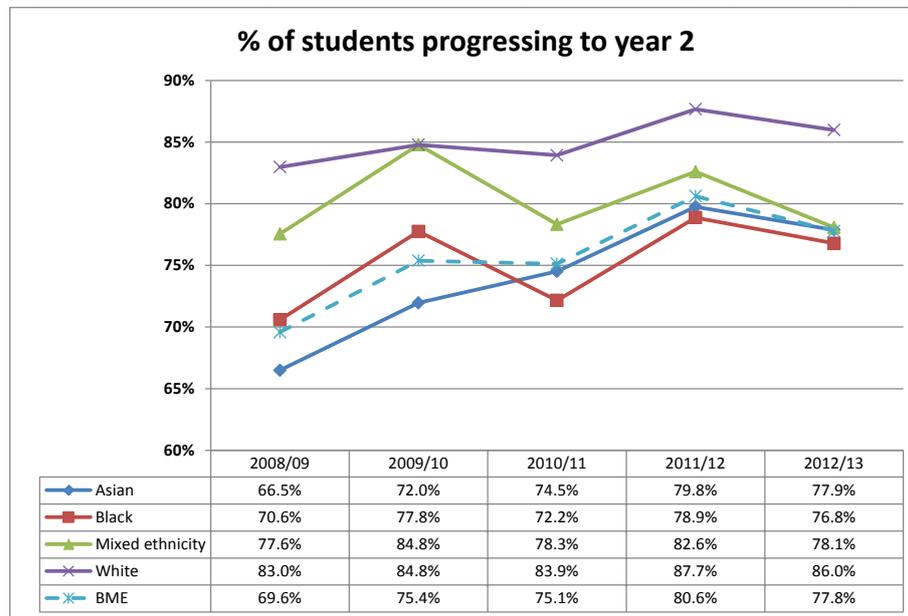
p = 0.000; Odds ratio for not progressing (BME / White) = 1.76 (1.65, 1.88); Relative risk for not progressing (BME / White) = 1.55 (1.48, 1.63)

Over the five years, white students were significantly more likely to successfully progress to their second year of study than black, Asian and mixed ethnicity students. BME students, on average, had lower pre-entry qualifications than their white counterparts, but there was a disparity in progression rates even when adjusting for this prior attainment. Progression rates of BME students have increased considerably over recent years, although there was a decrease between 2011/12 and 2012/13.

2.5.4: Undergraduate achievement

Figure 2.5.4.1a: Undergraduate achievement by ethnic group – 'good degrees'

% of students achieving 1st Class or 2:1

	2008/09	2009/10	2010/11	2011/12	2012/13
Asian	38.0%	33.1%	33.8%	49.7%	49.6%
Black	34.0%	39.5%	34.4%	44.0%	48.7%
Mixed ethnicity	59.0%	56.3%	52.3%	67.6%	63.2%
White	58.8%	60.5%	61.5%	67.5%	72.2%
BME	39.9%	38.7%	37.5%	50.7%	51.0%
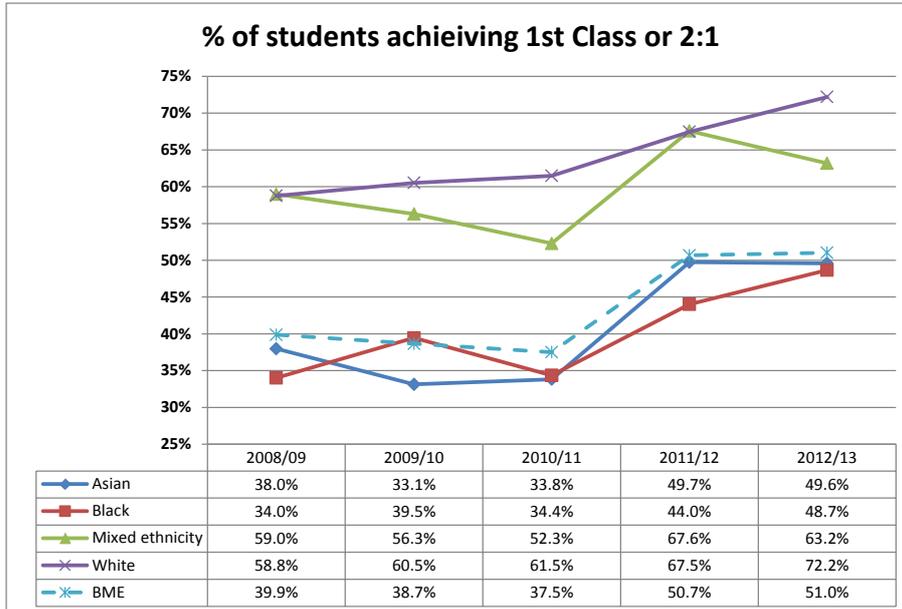
p = 0.000; Odds ratio for not achieving 1st Class or 2:1 (BME / White) = 2.27 (2.11, 2.45); Relative risk for unsuccessful applications (BME / White) = 1.54 (1.48, 1.60)

Figure 2.5.4.1b: Undergraduate achievement by ethnic group – all degree classifications

	BME					White				
	2008/09	2009/10	2010/11	2011/12	2012/13	2008/09	2009/10	2010/11	2011/12	2012/13
Other - Ordinary Degree	5.7%	5.9%	5.3%	3.2%	4.1%	2.3%	2.4%	2.5%	2.0%	1.4%
3rd Class Honours	8.9%	7.4%	7.5%	5.6%	4.6%	5.5%	5.0%	4.6%	3.1%	2.2%
2nd Class Honours-2nd Division	45.5%	48.0%	49.7%	40.5%	40.3%	33.4%	32.2%	31.4%	27.4%	24.2%
2nd Class Honours-1st Division	35.3%	35.9%	33.7%	44.0%	43.0%	48.1%	50.3%	50.4%	53.0%	52.4%
1st Class Honours	4.6%	2.8%	3.8%	6.7%	8.0%	10.6%	10.2%	11.1%	14.5%	19.8%
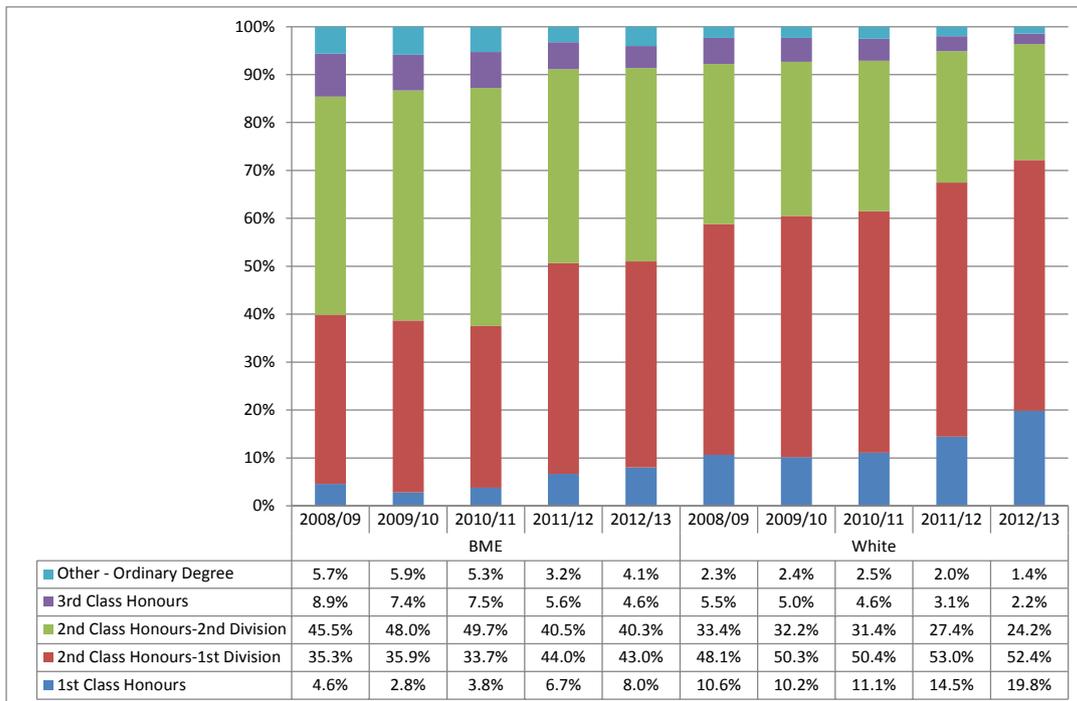
Black and Asian students have consistently been less likely to achieve a First Class or 2:1 degree classification than their white counterparts, which held when controlling for prior attainment. After a considerable increase in the proportion of BME students achieving this standard between 2010/11 and 2011/12 which saw the gap narrow, there has since been a slight reversal of this trend. Further

scrutiny shows that in 2012/13 white students (19.8%) were more than twice as likely to achieve a first class honours than BME (8.0%) students, although there has been considerable progress amongst both groups in this regards over recent years.

2.6 Disability

2.6.1: Applications & Admissions

Figure 2.6.1.1: Unsuccessful NTU applications by Declared Disability, 2008 to 2012 (excludes Clearing and withdrawn applications)
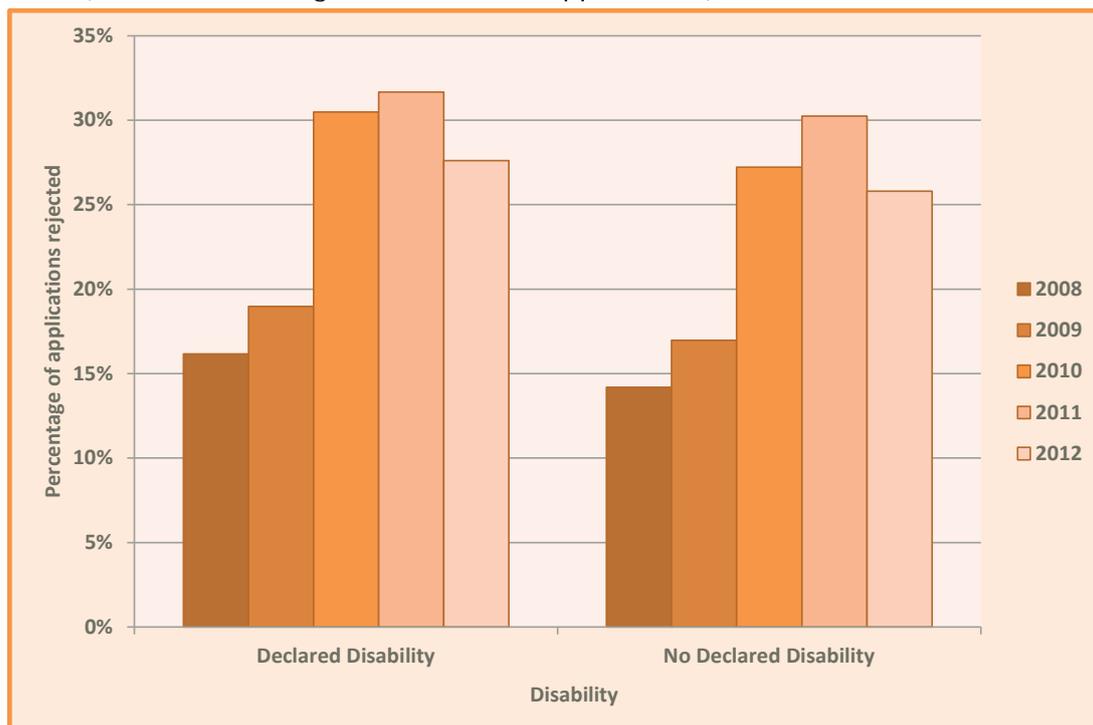
Source: UCAS conversion data

Applicants who have declared a disability have consistently been less likely to receive offers than those without disabilities, although the difference is relatively small. In 2012/13, 28% of applications from disabled applicants did not receive offers, compared with 26% of applications from non-disabled applicants. There was no evidence that that offer rates of disabled and non-disabled applicants differed when taking account of prior attainment.

2.6.2: Enrolments

Table 2.6.2.1: NTU enrolments by disability and residency: all enrolled students

Disability	Residency	200910 No.	200910 %	201011 No.	201011 %	201112 No.	201112 %	201213 No.	201213 %
Disability	EU	13	1.0%	9	0.6%	16	0.9%	21	0.9%
	HOME	1269	97.9%	1466	98.0%	1672	97.7%	2240	96.1%
	OVERSEAS	14	1.1%	21	1.4%	24	1.4%	70	3.0%
Disability Total		1296	4.6%	1496	5.3%	1712	5.9%	2331	8.2%
No disability	EU	781	2.9%	712	2.6%	952	3.5%	966	3.7%
	HOME	23206	87.3%	23190	86.2%	23378	85.1%	21913	83.9%
	OVERSEAS	2607	9.8%	2990	11.1%	3141	11.4%	3232	12.4%
No disability Total		26594	95.4%	26892	94.7%	27471	94.1%	26111	91.8%
Grand Total		27890	100.0%	28388	100.0%	29183	100.0%	28442	100.0%
Disability or residency undeclared		61		32		43		31	

There has been a consistent increase in the proportion of NTU's student body known to have a disability over recent years; from 4.6% on 2009/10 to 8.2% in 2012/13.

Table 2.6.2.2: NTU enrolments by entry route and disability: all enrolled students

Entry Route	Disability	200910 No.	200910 %	201011 No.	201011 %	201112 No.	201112 %	201213 No.	201213 %
DIRECT	Disability	340	3.9%	350	4.3%	363	4.7%	484	6.7%
	No disability	8287	96.1%	7718	95.7%	7345	95.3%	6780	93.3%
DIRECT Total		8627	30.9%	8068	28.4%	7708	26.4%	7264	25.5%
UCAS/GTTR	Disability	956	5.0%	1146	5.6%	1349	6.3%	1847	8.7%
	No disability	18307	95.0%	19174	94.4%	20126	93.7%	19335	91.3%
UCAS/GTTR Total		19263	69.1%	20320	71.6%	21475	73.6%	21182	74.5%
Grand Total		27890	100.0%	28388	100.0%	29183	100.0%	28446	100.0%
Undeclared		61		32		43		27	

The number and proportion of students with a disability taking both the direct and UCAS/GTTR route has increased over recent years.

Table 2.6.2.3: NTU enrolments by mode of study and disability: all enrolled students

Mode of study	Disability	200910 No.	200910 %	201011 No.	201011 %	201112 No.	201112 %	201213 No.	201213 %
Full-time	Disability	1104	4.8%	1275	5.3%	1498	5.9%	2054	8.1%
	No disability	21976	95.2%	22941	94.7%	24051	94.1%	23151	91.9%
Full-time Total		23080	82.8%	24216	85.3%	25549	87.5%	25205	88.6%
Part-time	Disability	192	4.0%	221	5.3%	214	5.9%	277	8.5%
	No disability	4618	96.0%	3951	94.7%	3420	94.1%	2964	91.5%
Part-time Total		4810	17.2%	4172	14.7%	3634	12.5%	3241	11.4%
Grand Total		27890	100.0%	28388	100.0%	29183	100.0%	28446	100.0%
Undeclared		61		32		43		27	

The proportion of students with disabilities is similar for full-time and part-time students.
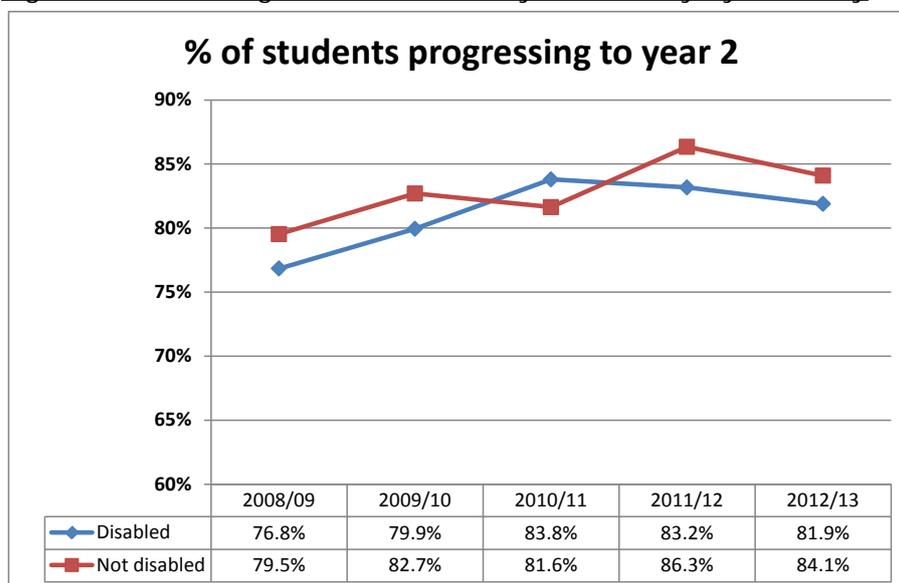
Table 2.6.2.4: NTU enrolments by level of study and disability: all enrolled students

Programme Level	Disability	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
FE	Disabled	31	9.2%	30	11.3%	19	7.9%	34	14.5%
	Not-Disabled	305	90.8%	236	88.7%	220	92.1%	200	85.5%
FE Total		**336**	**1.2%**	**266**	**0.9%**	**239**	**0.8%**	**234**	**0.8%**
NC	Disabled	4	0.6%	10	1.6%	11	1.8%	27	4.1%
	Not-Disabled	644	99.4%	633	98.4%	597	98.2%	636	95.9%
NC Total		**648**	**2.3%**	**643**	**2.3%**	**608**	**2.1%**	**663**	**2.3%**
PG	Disabled	177	4.0%	196	4.5%	221	5.1%	317	7.2%
	Not-Disabled	4288	96.0%	4207	95.5%	4083	94.9%	4110	92.8%
PG Total		**4465**	**16.0%**	**4403**	**15.5%**	**4304**	**14.7%**	**4427**	**15.6%**
PR	Disabled	19	3.2%	17	2.8%	22	3.4%	36	5.3%
	Not-Disabled	571	96.8%	590	97.2%	616	96.6%	642	94.7%
PR Total		**590**	**2.1%**	**607**	**2.1%**	**638**	**2.2%**	**678**	**2.4%**
UG	Disabled	1065	4.9%	1243	5.5%	1439	6.2%	1917	8.5%
	Not-Disabled	20786	95.1%	21226	94.5%	21955	93.8%	20527	91.5%
UG Total		**21851**	**78.3%**	**22469**	**79.1%**	**23394**	**80.2%**	**22444**	**78.9%**
Grand Total		**27890**	**100.0%**	**28388**	**100.0%**	**29183**	**100.0%**	**28446**	**100.0%**
Undeclared		61		32		43		27	

The proportion of NTU's further education (FE) students (studying ARES Level 3 courses) with a disability has consistently been higher than students on higher level programmes.

2.6.3: Progression from year 1 of undergraduate study

Figure 2.6.3.1: Progression to second year of study by disability

% of students progressing to year 2

	2008/09	2009/10	2010/11	2011/12	2012/13
Disabled	76.8%	79.9%	83.8%	83.2%	81.9%
Not disabled	79.5%	82.7%	81.6%	86.3%	84.1%

p = 0.15; Odds ratio for not progressing (Disabled / Not Disabled) = 1.10 (0.97, 1.24); Relative risk for unsuccessful applications (Disabled / Not Disabled) = 1.07 (0.98, 1.18)

Progression rates of disabled and non-disabled students were fairly similar over the five year period and there was no evidence of any statistical difference. For these reasons NTU has not set OFFA targets for disabled student progression, although we will continue to monitor progress.

2.6.4: Undergraduate achievement

Figure 2.6.4.1a: Undergraduate achievement by disability – 'good degrees'

% of students achieving 1st Class or 2:1

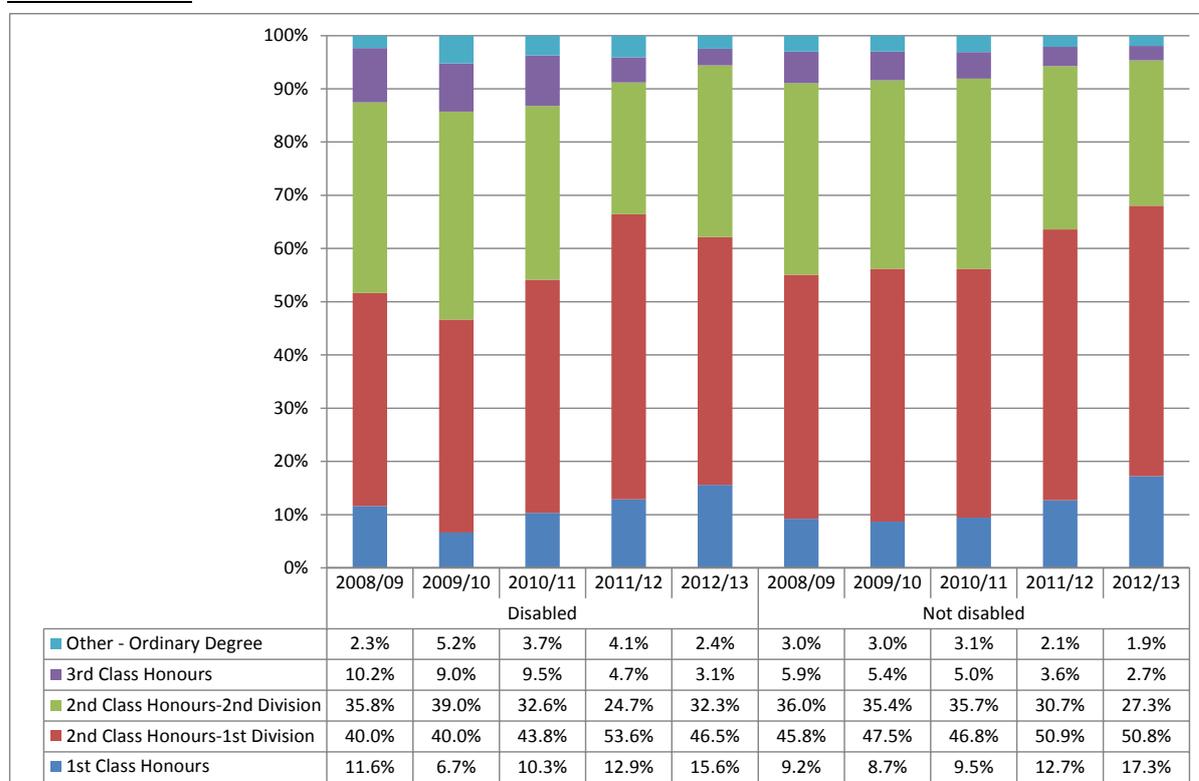|	2008/09	2009/10	2010/11	2011/12	2012/13
Disabled	51.6%	46.7%	54.1%	66.4%	62.1%
Not disabled	55.1%	56.2%	56.2%	63.6%	68.0%
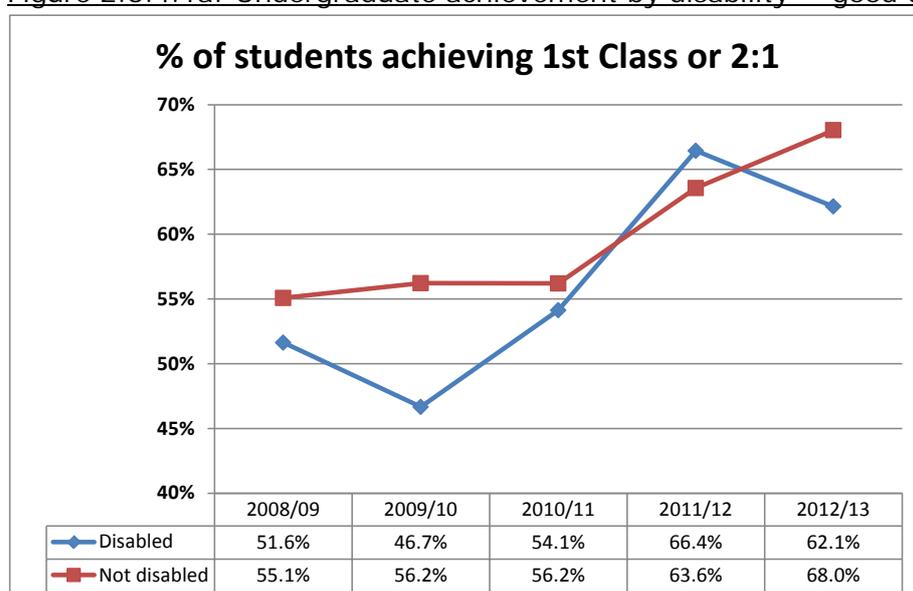
p = 0.12; Odds ratio for not achieving 1st Class or 2:1 (Disability / No disability) = 1.11 (0.97, 1.27); Relative risk for unsuccessful applications (Disability / No disability) = 1.06 (0.99, 1.14)

Figure 2.6.4.1b: Undergraduate achievement by disability – all degree classifications

|	Disabled					Not disabled				
	2008/09	2009/10	2010/11	2011/12	2012/13	2008/09	2009/10	2010/11	2011/12	2012/13
Other - Ordinary Degree	2.3%	5.2%	3.7%	4.1%	2.4%	3.0%	3.0%	3.1%	2.1%	1.9%
3rd Class Honours	10.2%	9.0%	9.5%	4.7%	3.1%	5.9%	5.4%	5.0%	3.6%	2.7%
2nd Class Honours-2nd Division	35.8%	39.0%	32.6%	24.7%	32.3%	36.0%	35.4%	35.7%	30.7%	27.3%
2nd Class Honours-1st Division	40.0%	40.0%	43.8%	53.6%	46.5%	45.8%	47.5%	46.8%	50.9%	50.8%
1st Class Honours	11.6%	6.7%	10.3%	12.9%	15.6%	9.2%	8.7%	9.5%	12.7%	17.3%

There was a slight fall in the percentage of disabled students achieving at least a 2:1 degree classification between 2011/12 and 2012/13, following a considerable

improvement from the previous year. As there was no evidence of any statistical difference in disabled and non-disabled student achievement, there are no OFFA targets, although NTU will continue to monitor progress.

2.7   Age

2.7.1: Applications & Admissions

Figure 2.7.1.1: Unsuccessful NTU applications by Age Group, 2008 to 2012 (excludes Clearing and withdrawn applications)
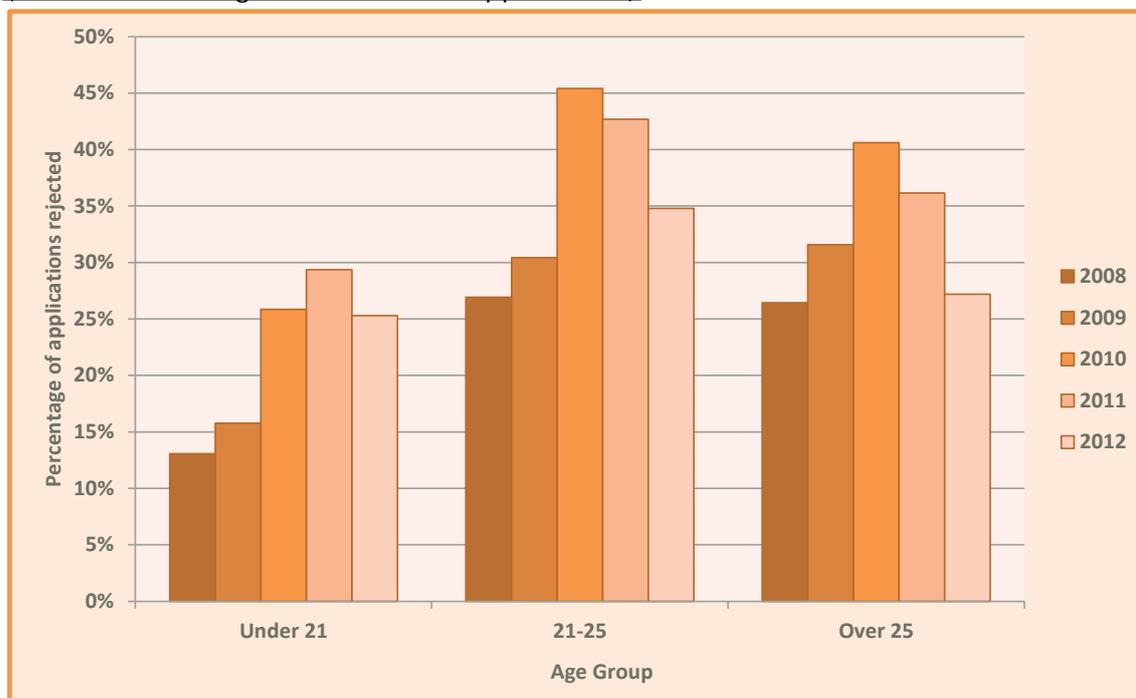
Source: UCAS conversion data

Across the University as a whole, mature applicants are significantly more likely to be unsuccessful in the applications process than their younger counterparts. However, the differences in offer rates have decreased over the last year. Moreover, as previous statistical analysis has indicated, this is inextricably linked to differing entry qualifications between young and mature applicants.

2.7.2: Enrolments

Table 2.7.2.1: NTU enrolments by age group and residency: all enrolled students

Age group	Residency	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
Under 21	EU	308	1.8%	267	1.5%	392	2.0%	390	2.1%
	HOME	16174	94.4%	17248	94.2%	18105	93.6%	17554	93.1%
	OVERSEAS	656	3.8%	802	4.4%	837	4.3%	915	4.9%
Under 21 Total		17138	61.3%	18317	64.5%	19334	66.2%	18859	66.2%
21-25	EU	270	5.2%	259	5.1%	414	7.8%	395	7.3%
	HOME	3725	72.4%	3473	67.8%	3340	63.1%	3401	63.3%
	OVERSEAS	1151	22.4%	1387	27.1%	1537	29.0%	1580	29.4%
21-25 Total		5146	18.4%	5119	18.0%	5291	18.1%	5376	18.9%
Over 25	EU	216	3.8%	196	3.9%	163	3.5%	203	4.8%
	HOME	4624	81.6%	3962	79.5%	3644	79.2%	3215	75.9%
	OVERSEAS	827	14.6%	826	16.6%	794	17.3%	816	19.3%
Over 25 Total		5667	20.3%	4984	17.5%	4601	15.7%	4234	14.9%
Grand Total		27951	100.0%	28420	100.0%	29226	100.0%	28469	100.0%

Unknown residency   0   0   0   4

Around 66% of NTU's student body were aged under 21 years of age in 2012/13, which was the same as the previous year, although somewhat greater than earlier years. In 2012/13, 73% of Home students were under the age of 21, whilst there was a considerably lower proportion of EU (39%) and Overseas (28%) students of this young age group.

Table 2.7.2.2: NTU enrolments by entry route and age group: all enrolled students

Entry Route	Age group	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
DIRECT	Under 21	587	6.8%	628	7.8%	610	7.9%	625	8.6%
	21-25	3234	37.4%	3221	39.8%	3316	42.9%	3258	44.8%
	Over 25	4831	55.8%	4235	52.4%	3803	49.2%	3396	46.7%
DIRECT Total		8652	31.0%	8084	28.4%	7729	26.4%	7279	25.6%
UCAS/GTTR	Under 21	16551	85.8%	17689	87.0%	18724	87.1%	18235	86.0%
	21-25	1912	9.9%	1898	9.3%	1975	9.2%	2119	10.0%
	Over 25	836	4.3%	749	3.7%	798	3.7%	840	4.0%
UCAS/GTTR Total		19299	69.0%	20336	71.6%	21497	73.6%	21194	74.4%
Grand Total		27951	100.0%	28420	100.0%	29226	100.0%	28473	100.0%

In 2012/13, just 9% of direct entrants were aged under 21, compared with 86% of UCAS/GTTR students.

Table 2.7.2.3: NTU enrolments by entry route and age group: all enrolled students

Mode of study	Age group	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
Full-time	Under 21	16936	73.2%	18128	74.8%	19149	74.9%	18687	74.1%
	21-25	4227	18.3%	4267	17.6%	4503	17.6%	4635	18.4%
	Over 25	1965	8.5%	1844	7.6%	1925	7.5%	1904	7.5%
Full-time Total		23128	82.7%	24239	85.3%	25577	87.5%	25226	88.6%
Part-time	Under 21	202	4.2%	189	4.5%	185	5.1%	173	5.3%
	21-25	919	19.1%	852	20.4%	788	21.6%	742	22.9%
	Over 25	3702	76.8%	3140	75.1%	2676	73.3%	2332	71.8%
Part-time Total		4823	17.3%	4181	14.7%	3649	12.5%	3247	11.4%
Grand Total		27951	100.0%	28420	100.0%	29226	100.0%	28473	100.0%

Almost three-quarters of 2012/13 full-time students were aged under 21, compared with just 5% of part-time students. Over 70% of part-time students were aged over 25.

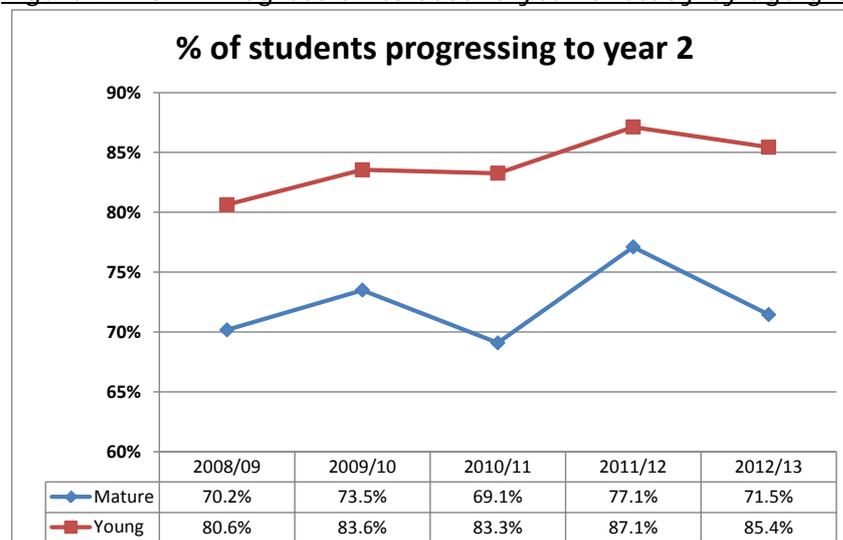Table 2.7.2.4: NTU enrolments by programme level and age group: all enrolled students

Programme Level	Age group	200910 No.	%	201011 No.	%	201112 No.	%	201213 No.	%
FE	Under 21	168	50.0%	154	57.9%	170	71.1%	168	71.8%
	21-25	27	8.0%	24	9.0%	14	5.9%	18	7.7%
	Over 25	141	42.0%	88	33.1%	55	23.0%	48	20.5%
FE Total		336	1.2%	266	0.9%	239	0.8%	234	0.8%
NC	Under 21	69	10.6%	133	20.7%	73	12.0%	61	9.2%
	21-25	267	41.0%	292	45.3%	274	44.9%	237	35.7%
	Over 25	315	48.4%	219	34.0%	263	43.1%	365	55.1%
NC Total		651	2.3%	644	2.3%	610	2.1%	663	2.3%
PG	Under 21	61	1.4%	42	1.0%	21	0.5%	38	0.9%
	21-25	2108	47.1%	2130	48.3%	2257	52.3%	2463	55.5%
	Over 25	2307	51.5%	2241	50.8%	2039	47.2%	1938	43.7%
PG Total		4476	16.0%	4413	15.5%	4317	14.8%	4439	15.6%
PR	Under 21	2	0.3%	1	0.2%		0.0%		0.0%
	21-25	112	18.9%	109	17.9%	111	17.4%	113	16.6%
	Over 25	478	80.7%	498	81.9%	528	82.6%	566	83.4%
PR Total		592	2.1%	608	2.1%	639	2.2%	679	2.4%
UG	Under 21	16838	76.9%	17987	80.0%	19070	81.4%	18593	82.8%
	21-25	2632	12.0%	2564	11.4%	2635	11.3%	2546	11.3%
	Over 25	2426	11.1%	1938	8.6%	1716	7.3%	1319	5.9%
UG Total		21896	78.3%	22489	79.1%	23421	80.1%	22458	78.9%
Grand Total		27951	100.0%	28420	100.0%	29226	100.0%	28473	100.0%

There has been an increase in the proportion of undergraduate students aged under 21 on entry; from 77% in 2009/10 to 83% in 2012/13.

Almost 56% of NTU's 2012/13 postgraduate taught students were aged 21-25, with 44% aged over 25. A much greater proportion (83%) of postgraduate research students were aged over 25.

2.7.3: Progression from year 1 of undergraduate study

Figure 2.7.3.1: Progression to second year of study by age group

% of students progressing to year 2

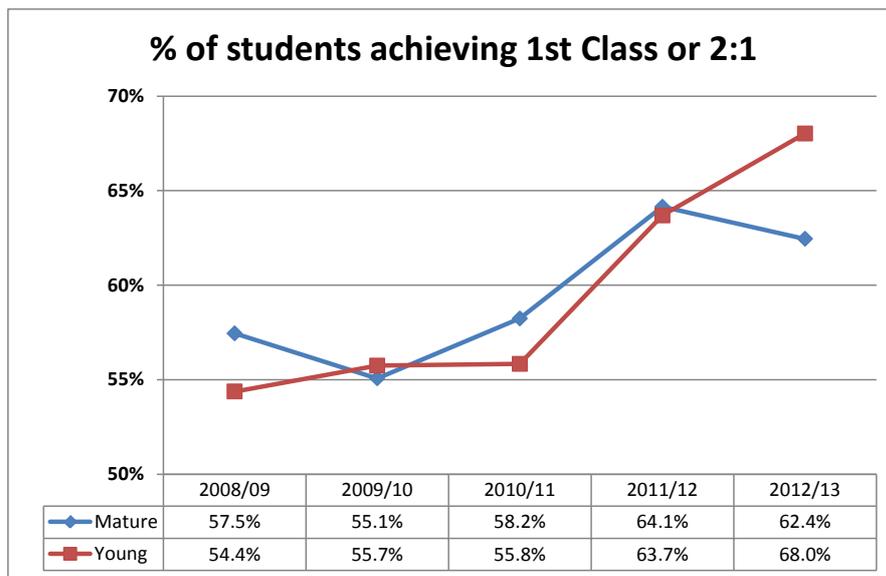|	2008/09	2009/10	2010/11	2011/12	2012/13
Mature	70.2%	73.5%	69.1%	77.1%	71.5%
Young	80.6%	83.6%	83.3%	87.1%	85.4%

p = 0.000; Odds ratio for not progressing (Mature / Young) = 2.02 (1.85, 2.19); Relative risk for unsuccessful applications (Mature / Young) = 1.70 (1.60, 1.80)

Over the five years, mature students were significantly less likely to successfully progress to their second year of study than young students. In 2012/13 85.4% of young entrants successfully progressed, compared with 71.5% of mature entrants. Due to very different entry profiles of mature and young students, NTU has not set OFFA progression targets, although will continue to monitor the progress of mature students.

2.7.4: Undergraduate achievement

Figure 2.7.4.1a Undergraduate achievement by age group – 'good degrees'

% of students achieving 1st Class or 2:1

	2008/09	2009/10	2010/11	2011/12	2012/13
Mature	57.5%	55.1%	58.2%	64.1%	62.4%
Young	54.4%	55.7%	55.8%	63.7%	68.0%

p = 0.98; Odds ratio for not achieving 1st Class or 2:1 (Mature / Young) = 0.98 (0.89, 1.08); Relative risk for unsuccessful applications (Mature / Young) = 0.99 (0.93, 1.04)

Figure 2.7.4.1b Undergraduate achievement by age group – all degree classifications

	Mature					Young				
	2008/09	2009/10	2010/11	2011/12	2012/13	2008/09	2009/10	2010/11	2011/12	2012/13
Other - Ordinary Degree	4.5%	4.6%	5.3%	3.7%	4.5%	2.7%	2.9%	2.9%	2.1%	1.7%
3rd Class Honours	7.8%	7.6%	6.2%	7.1%	4.1%	5.9%	5.3%	5.1%	3.3%	2.6%
2nd Class Honours-2nd Division	30.2%	32.7%	30.3%	25.1%	29.0%	37.0%	36.1%	36.2%	30.9%	27.6%
2nd Class Honours-1st Division	45.1%	41.9%	43.5%	45.4%	44.0%	45.5%	47.9%	46.9%	51.6%	51.0%
1st Class Honours	12.4%	13.2%	14.7%	18.8%	18.5%	8.8%	7.8%	8.9%	12.1%	17.0%
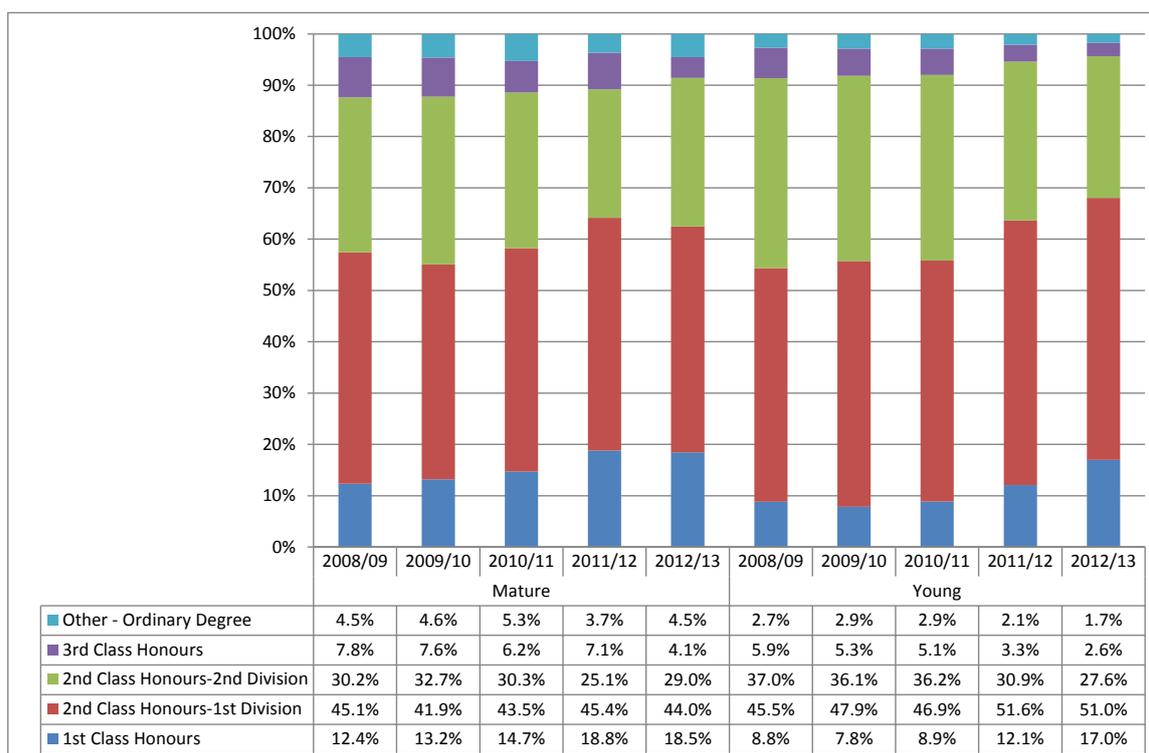
There was a slight drop in the proportion of mature students achieving a 2:1 or first class degree classification over the last year, whilst the performance of younger students improved considerably, particularly in terms of first class awards achieved, with young students almost matching their mature counterparts. As such, a sizeable achievement gap has appeared for the first time in the last five years. There had been no statistical evidence of any such achievement gap between 2008/09 to 2011/12, hence no OFFA targets have been set, although NTU will continue to monitor progress.

2.8.   Student Complaints

During the academic year 2012/13, 1 complaint was made by a student about discrimination or other prohibited conduct. This was made under the Academic Appeals Procedure. No discrimination or other prohibited behaviour was found by the internal processes of the University and this complaint was not referred to the Office of the Independent Adjudicator (OIA). It was noted in last year's Annual Report that 1 equality related complaint had been made under the Student Complaints Procedure and that the internal processes of the university had yet to be concluded. This case has now been resolved and was not referred to the OIA.

3. Equality Information Report – Part B: Staff

This section of the annual report contains equality information relating to staff employed at the University during the academic year 2012 to 2013 (1 August 2012 to 31 July 2013), and applicants to new positions at the University during the same time period. Monitoring and reporting focuses on gender, ethnicity, disability, age and religion and belief. Unless otherwise stated all employee profiles cover staff employed during the 12/13 academic year. Staff profiles are generally provided including "atypical" staff and also without. More specific profiles (e.g. School or Salary Scale specific) generally exclude atypical staff. See page 75 for a definition of atypical staff.

3.1 Gender

Table 3.1.1 – Gender profile of all staff

Female		Male		Total	
%	No.	%	No.	%	No.
58.9%	3374	41.1%	2357	100.0%	5731

Table 3.1.2 – Gender profile of all staff excluding atypical[3]

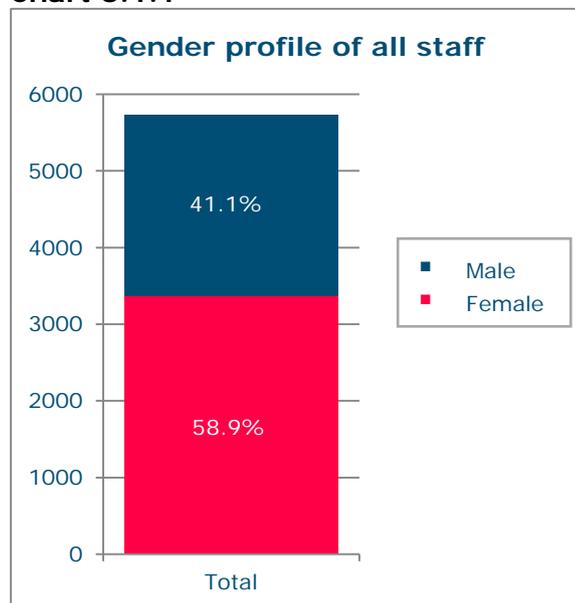| Female		Male		Total	
%	No.	%	No.	%	No.
55.0%	2206	45.0%	1806	100.0%	4012

Chart 3.1.1

Chart 3.1.2
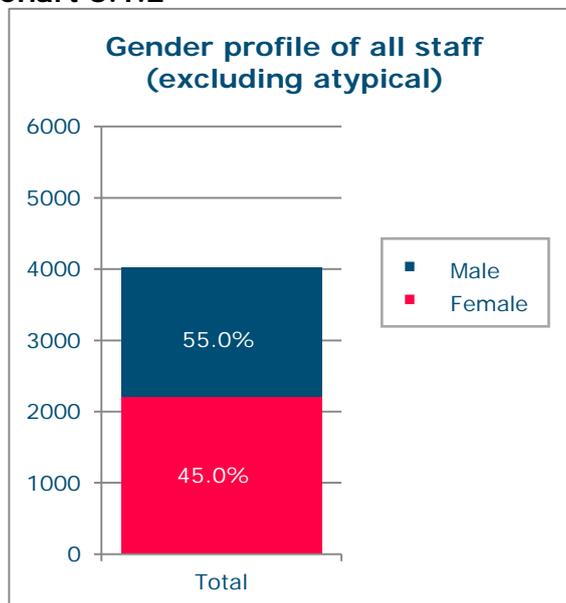
Women comprised the majority of staff at NTU at 58.9%, a slight increase from 56.9% in 2011/2012 and also from 57.5% 2010/2011. Women were still in the majority when atypical staff were excluded at 55.0%. The NTU profile is roughly in line with the sector average of 53.8%[4] (excluding atypical) for all HEI's in England.

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[3] At NTU atypical means staff whose substantive contract falls under one of the following categories: casual staff/hourly paid, Progression Partnership Workers, Worker or zero hours (excluding Hourly Paid Lecturers). Some examples of atypical staff are provided on page 75.
[4] Equality in higher education: statistical report 2013. Part 1: staff. Equality Challenge Unit.

Table 3.1.3 – Gender profile of all staff (excluding atypical) by full/part time/Hourly Paid Lecturer split

Full/Part time/HPL	Female		Male		Total	
	%	No.	%	No.	%	No.
Full time	49.6%	1182	50.4%	1201	100.0%	2383
Part time	73.9%	688	26.1%	243	100.0%	931
Hourly paid lecturers	48.1%	336	51.9%	362	100.0%	698
Total	**55.0%**	**2206**	**45.0%**	**1806**	**100.0%**	**4012**

Table 3.1.4 – Gender profile of all atypical staff by contract type

Contract Type	Female		Male		Total	
	%	No.	%	No.	%	No.
Hourly paid / casual staff	59.5%	50	40.5%	34	100.0%	84
Other	25.0%	1	75.0%	3	100.0%	4
PGP Workers	76.2%	115	23.8%	36	100.0%	151
Worker	70.1%	902	29.9%	385	100.0%	1287
Zero hours	48.9%	436	51.1%	455	100.0%	891
Total	**62.2%**	**1504**	**37.8%**	**913**	**100.0%**	**2417**

Chart 3.1.3

Gender profile of all staff (excluding atypical) by Full/Part Time/Hourly Paid Lecturers

Chart 3.1.4

Gender profile of all atypical staff by type
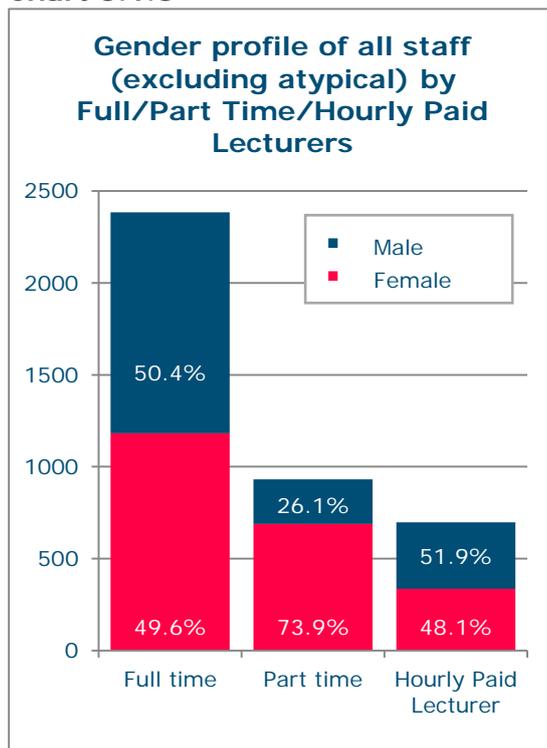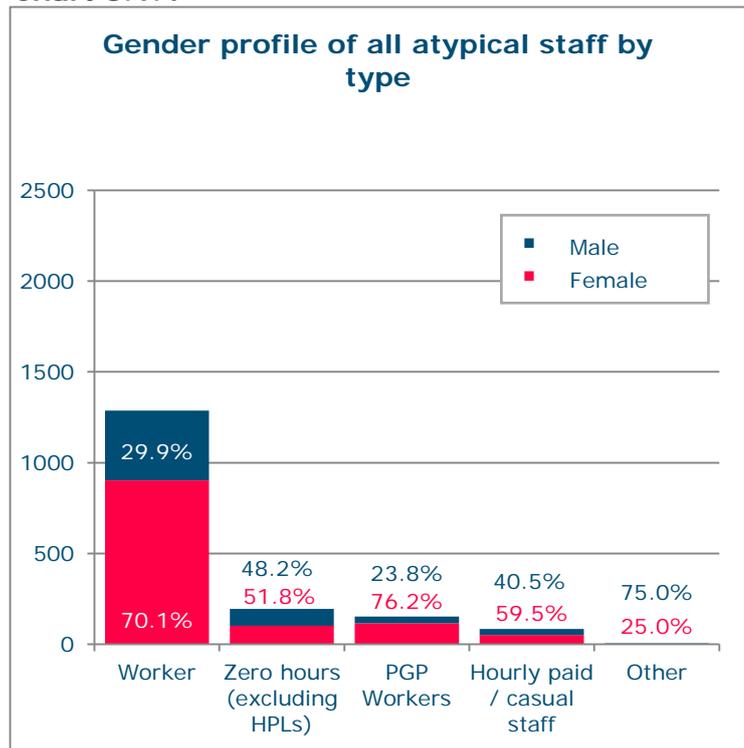
Full-time staff and Hourly Paid Lecturers were split fairly equally between the sexes at 49.6% and 48.1% female respectively. The majority of part-time staff were female at 73.9%. Across the sector, in the UK, 67.0% of part-time staff are female and 46.9% of full time staff.

We also briefly report on the gender profile of staff on atypical contracts, noting that the largest group of staff, those on "Worker" contracts show a high proportion, 70.1% of female workers in these posts.

Table 3.1.5 – Gender profile of College-based staff (excluding atypical) by College and School

College	School	Female		Male		Total	
		%	No.	%	No.	%	No
College of Art & Design and Built Environment	College of Art & Design and Built Environment	78.9%	90	21.1%	24	100.0%	114
	School of Architecture, Design and the Built Environment	25.7%	36	74.3%	104	100.0%	140
	School of Art & Design	55.0%	116	45.0%	95	100.0%	211
College of Art & Design and Built Environment Total		**52.0%**	**242**	**48.0%**	**223**	**100.0%**	**465**
College of Arts and Science	College of Arts and Science	80.3%	94	19.7%	23	100.0%	117
	School of Animal Rural & Environmental Sciences	64.5%	60	35.5%	33	100.0%	93
	School of Arts & Humanities	50.3%	95	49.7%	94	100.0%	189
	School of Education	70.7%	82	29.3%	34	100.0%	116
	School of Science & Technology	32.7%	85	67.3%	175	100.0%	260
College of Arts and Science Total		**53.7%**	**416**	**46.3%**	**359**	**100.0%**	**775**
College of Business Law & Social Sciences	College of Business Law & Social Sciences	81.3%	117	18.8%	27	100.0%	144
	Nottingham Business School	44.3%	86	55.7%	108	100.0%	194
	Nottingham Law School	69.0%	87	31.0%	39	100.0%	126
	School of Social Sciences	48.8%	83	51.2%	87	100.0%	170
College of Business Law & Social Sciences Total		**58.8%**	**373**	**41.2%**	**261**	**100.0%**	**634**
Grand Total		**55.0%**	**1031**	**45.0%**	**843**	**100.0%**	**1874**

Women comprised the majority of staff working in College-level roles with the proportion of female staff at 78.9% in the College of Art, Design and Built Environment, 80.3% in the College of Arts and Science, and 81.3% in the College of Business, Law and Social Sciences. This is attributed to the majority of staff in these areas working in administration roles, which are, both traditionally and at NTU, dominated by female staff.

Men made up the majority of staff in the School of Architecture, Design and the Built Environment at 74.3%. Although it is difficult to make exact comparisons with the sector, due to some difficulties aligning categories of subject areas with HESA, an indication of how NTU compare with the sector can be found by looking at the figure for the department of "Architecture, built environment and planning" which finds 69.3%[5] of academic staff working in this area to be male.

Men also comprised the clear majority of staff in the School of Science and Technology at 67.3%, and were in a less marked majority in the Nottingham Business School at 55.7%.

Women made up the clear majority of staff in the School of Education at 70.7%. The UK sector average for academic staff in education was 64.6%[6].

Women were also in clear majority in the Nottingham Law School at 69.0% and in the School of Animal, Rural and Environmental Sciences at 64.5%. The proportion of women in the School of Art & Design was slightly higher than that of men at 55.0%.

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[5] Equality in higher education: statistical report 2013. Part 1: staff. Equality Challenge Unit.
[6] Equality in higher education: statistical report 2013. Part 1: staff. Equality Challenge Unit.

Chart 3.1.5

Gender profile of all College-based staff (excluding atypical) by School

Legend:
- Male (dark blue)
- Female (pink)

School	Male %	Female %
College of Art & Design and Built Environment	21.1%	78.9%
School of Architecture Design and the Built Environment	75.3%	24.7%
School of Art & Design	44.7%	55.3%
College of Arts and Science	19.5%	80.5%
School of Animal Rural & Environmental Sciences	43.1%	56.9%
School of Arts & Humanities	46.8%	53.2%
School of Education	31.5%	68.5%
School of Science & Technology	67.2%	32.8%
College of Business Law & Social Sciences	19.3%	80.7%
Nottingham Business School	56.8%	43.2%
Nottingham Law School	31.2%	68.8%
School of Social Sciences	46.5%	53.5%

College groupings:
- College of Art & Design and Built Environment
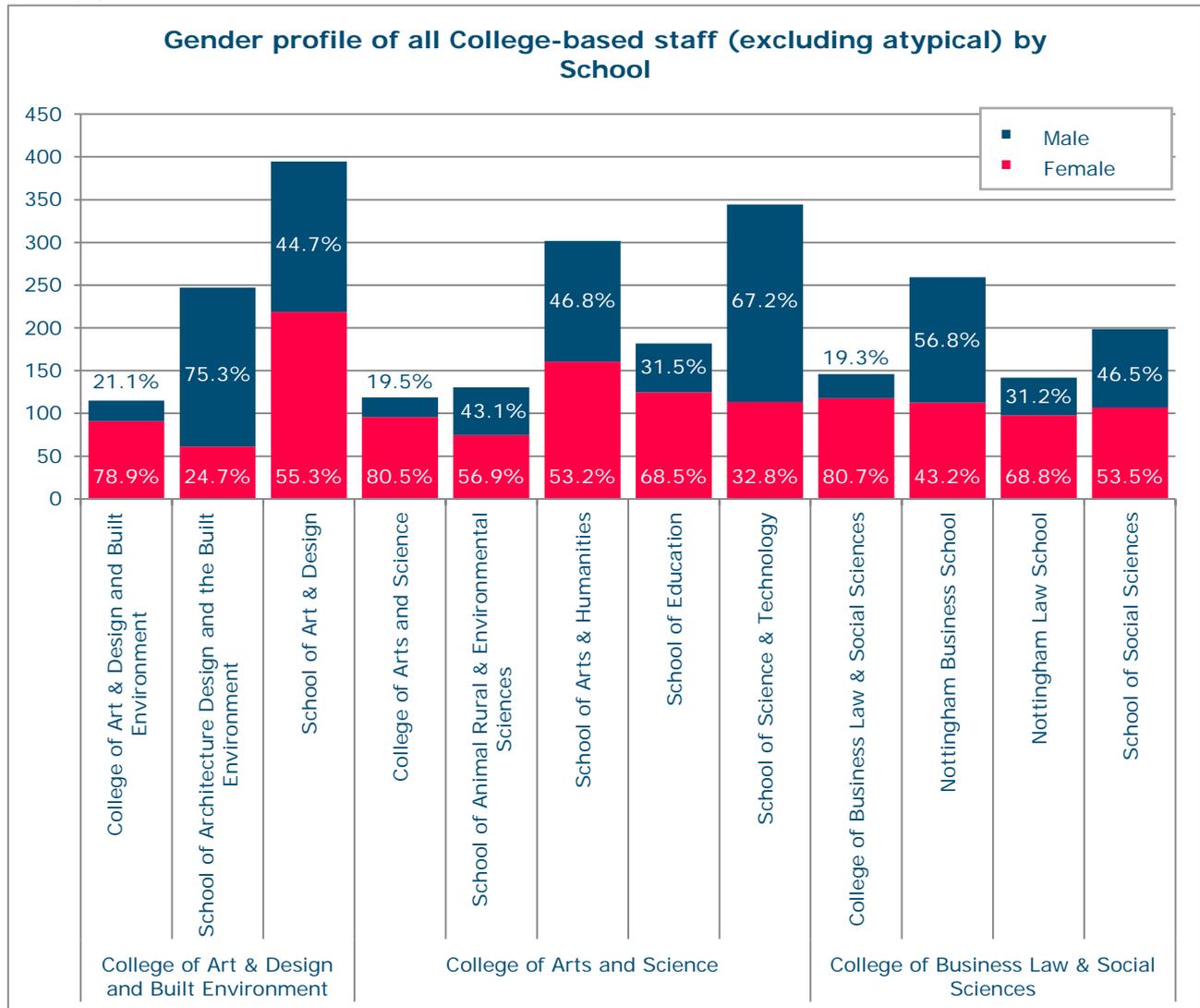- College of Arts and Science
- College of Business Law & Social Sciences

Table 3.1.6 – Gender profile of Professional Services staff (excluding atypical)

Professional Service Area	Female		Male		Total	
	%	No.	%	No.	%	No.
Commercial Directorate[7]	72.1%	111	27.9%	43	100.0%	154
Directorate & Business Improvement & Organisational Development[8]	56.3%	9	43.8%	7	100.0%	16
Estates & Resources	52.2%	283	47.8%	259	100.0%	542
Finance Governance & Legal	71.2%	52	28.8%	21	100.0%	73
Human Resources	81.0%	47	19.0%	11	100.0%	58
Information Systems	22.0%	41	78.0%	145	100.0%	186
PVC Academic[9]	71.7%	157	28.3%	62	100.0%	219
PVC Education[10]	76.5%	26	23.5%	8	100.0%	34
PVC Student Support	90.0%	54	10.0%	6	100.0%	60
Student Employability and Enterprise	67.2%	43	32.8%	21	100.0%	64
University Sports Activities & County Sports Partnerships[11]	47.1%	16	52.9%	18	100.0%	34
Professional Services Total	**58.3%**	**839**	**41.7%**	**601**	**100.0%**	**1440**

As with previous years, women formed the majority of Professional Services staff in 2012/2013 at 58.3%.

The only areas with males in a majority were Information Systems (78.0%) and the combined areas of University Sports Activities (Sports and Lifestyle) & County Sports Partnerships (52.9%).

The areas with females in large majority were Student Support Service (PVC Student Support) (90.0%), Human Resources (81.0%), School, Colleges and Community Outreach and Widening Participation (PVC Education) (76.5%), Commercial Directorate (72.1%), PVC Academic (73.2%), which includes a large number of staff working in Library and Learning Resources, and finally, Finance, Governance and Legal (71.4%).

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[7] During 2012/2013 Commercial Directorate included Admissions, Business Innovation & Creation Unit, Development and Alumni Relations, Integrated Marketing, International Development and Marketing Services & Web Management
[8] Due to low numbers of staff in the Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.
[9] During 2012/2013 PVC Academic included the following teams: Academic Registry, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning Resources and NTU Graduate School.
[10] During 2012/2013 PVC Education included the following teams: Schools, Colleges and Community Outreach and Widening Participation
[11] Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.
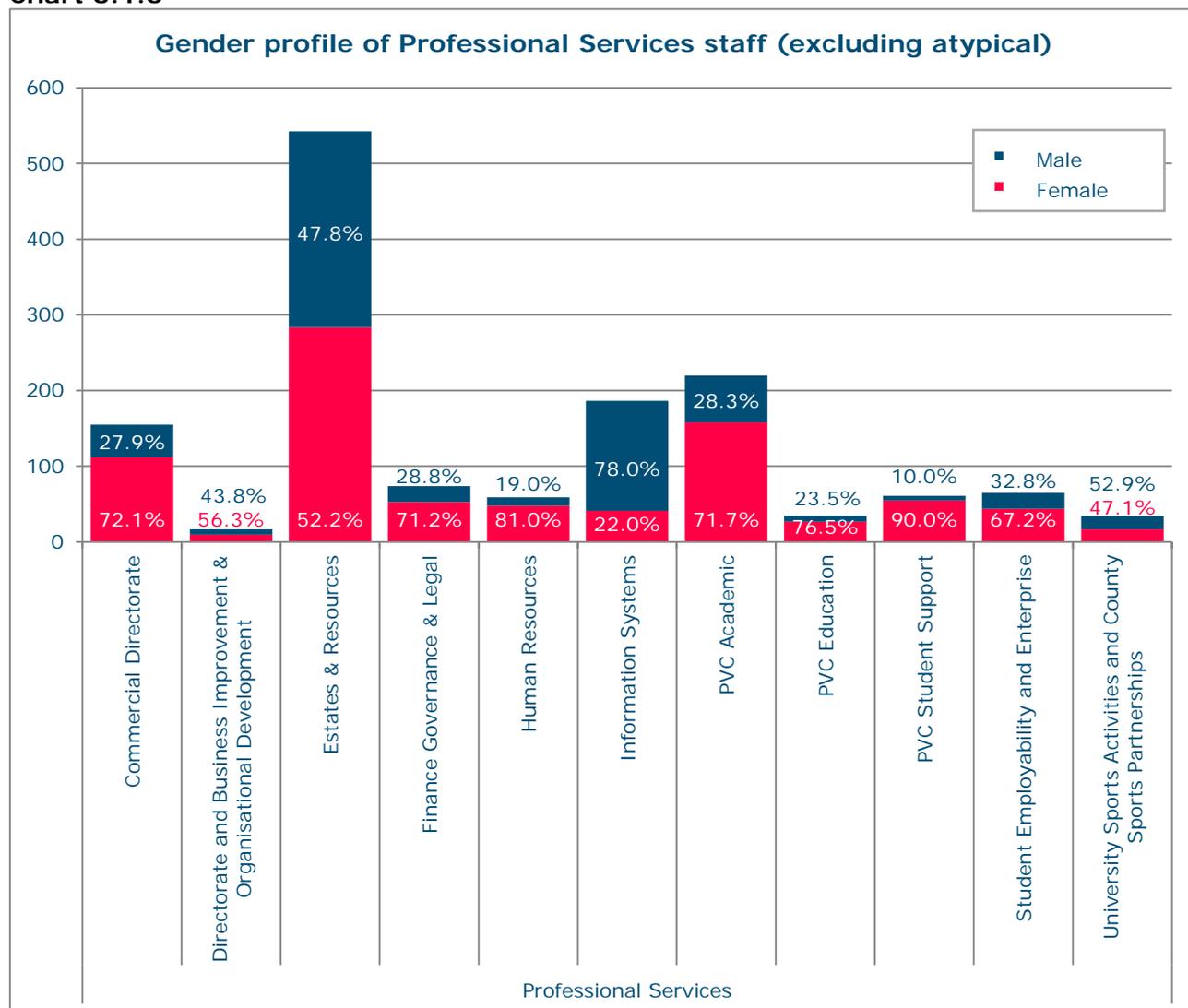
Chart 3.1.6

Gender profile of Professional Services staff (excluding atypical)

Legend: Male, Female

Department	Male %	Female %
Commercial Directorate	27.9%	72.1%
Directorate and Business Improvement & Organisational Development	43.8%	56.3%
Estates & Resources	47.8%	52.2%
Finance Governance & Legal	28.8%	71.2%
Human Resources	19.0%	81.0%
Information Systems	78.0%	22.0%
PVC Academic	28.3%	71.7%
PVC Education	23.5%	76.5%
PVC Student Support	10.0%	90.0%
Student Employability and Enterprise	32.8%	67.2%
University Sports Activities and County Sports Partnerships	52.9%	47.1%

Professional Services

Table 3.1.7 – Gender profile of senior level staff (excluding atypical)

Job Type	Scale Name	Female		Male		Total	
		No.	%	No.	%	No.	%
Senior Posts	Senior Executive Posts	25.0%	2	75.0%	6	100.0%	8
	Holders of Senior Posts	54.5%	6	45.5%	5	100.0%	11
Senior Posts Total		**42.1%**	**8**	**57.9%**	**11**	**100.0%**	**19**
Academic	Academic Heads	46.2%	6	53.8%	7	100.0%	13
	Academic Team Leaders	39.5%	17	60.5%	26	100.0%	43
	Professors	28.6%	24	71.4%	60	100.0%	84
Academic Total		**33.6%**	**47**	**66.4%**	**93**	**100.0%**	**140**
Support	Support Heads	50.0%	9	50.0%	9	100.0%	18
	Professional & Managerial	52.1%	38	47.9%	35	100.0%	73
Support Total		**51.6%**	**47**	**48.4%**	**44**	**100.0%**	**91**
Grand Total		**40.8%**	**102**	**59.2%**	**148**	**100.0%**	**250**

Chart 3.1.7

Gender profile of senior level staff (excluding atypical)
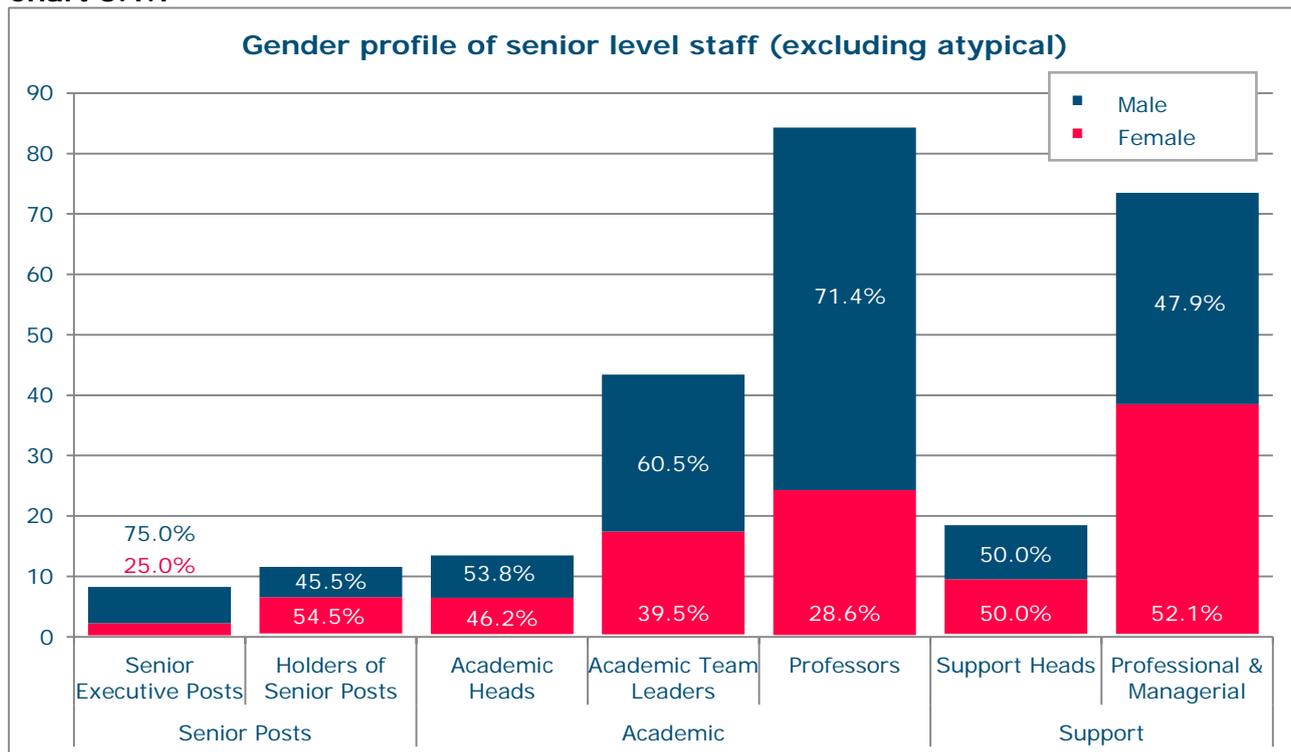

Table 3.1.7 splits the senior-level staff into Senior Posts, Academic contracts and those under Support/Professional Services contracts. The table also attempts to list the scale names in descending order of Salary band, although this is based on averages rather than intending to suggest that every member of within one salary scale would be on a lower salary than every member of staff in the preceding scale.

The most senior level posts at the University, Senior Executive Posts, have the clearest male majority at 75.0%. Holders of Senior Posts showed a much closer balance with men in the minority at 45.5%.

In terms of Academic contracts, it is noted that male staff are in the majority across all three salary scales as follows: Academic Heads, 53.8%; Academic Team Leaders; 71.4% and Professors, 71.4%.

The proportion of female professors has steadily increased at NTU from 29.9% in 2010/2011 to 27.2% in 2011/2012 and again to 28.6% in 2012/2013. Although in the minority, female professors are better represented at NTU than across the sector where indications from 2011/2012 HESA figures are that female professors comprise 20.5% of all professors in the UK, 16.5% of all SET[12] professors and 26.4% of all non-SET professors.

The gender profile at senior levels of support staff is balanced at 50.5% female Support Heads and 52.1% females in the Professional & Managerial grades. However, female staff are in a majority across the non-senior levels of support staff at 63.5%.

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[12] SET is a classification used by HESA to indicate data from within the departments of science, engineering and technology. A full list of all departments included and excluded can be found in the ECU publication 'Equality in higher education: statistical report 2013, Part 1: staff'.

Table 3.1.8 – Gender profile of non-senior level staff (excluding atypical)

| Job Type	Scale Name	Female		Male		Total	
		%	No.	%	No.	%	No.
Academic	Lecturers	50.4%	508	49.6%	500	100.0%	1008
	Research	39.8%	41	60.2%	62	100.0%	103
	Sessional Lecturers	47.9%	337	52.1%	367	100.0%	704
Academic Total		**48.8%**	**886**	**51.2%**	**929**	**100.0%**	**1815**
Support	Support	63.5%	1205	36.5%	694	100.0%	1899
	Miscellaneous	27.1%	13	72.9%	35	100.0%	48
Support Total		**62.6%**	**1218**	**37.4%**	**729**	**100.0%**	**1947**
Grand Total		**55.9%**	**2104**	**44.1%**	**1658**	**100.0%**	**3762**

Chart 3.1.8
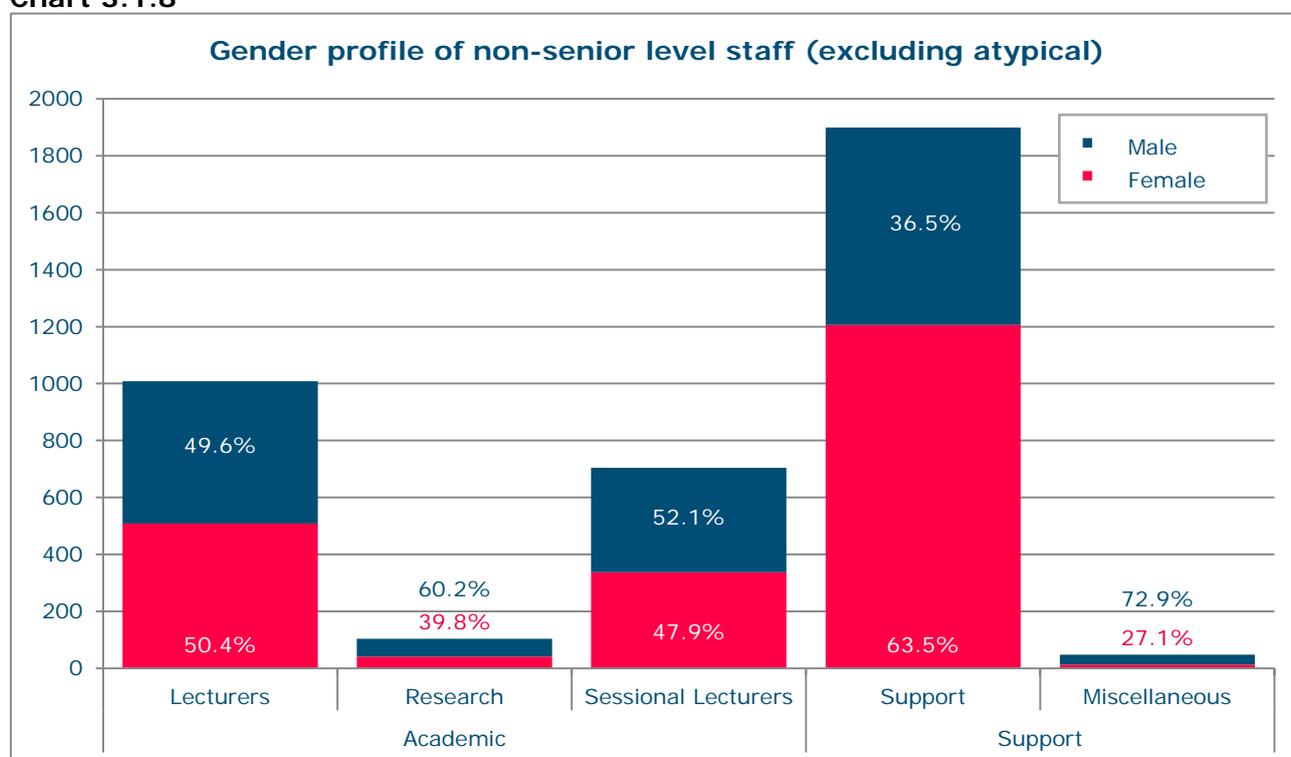
Lecturers and Sessional Lecturers show a close gender balance with 50.4% of lecturers being female and 47.9% of Sessional Lecturers. Nationally female academic staff are in a minority at 47.3%[13]. Male staff at NTU are in the majority of Research staff at 60.2%.

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[13] Equality in higher education: statistical report 2013. Part 1: staff. Equality Challenge Unit.

Table 3.1.9 – Gender profile of all leavers (excluding atypical) by reason for leaving

| Reason for leaving	Female		Male		Total	
	%	No.	%	No.	%	No.
Contract-End of Temp Contract	50.0%	49	50.0%	49	100.0%	98
Death	0.0%	0	100.0%	4	100.0%	4
Dismissed	66.7%	10	33.3%	5	100.0%	15
Redundancy	66.7%	4	33.3%	2	100.0%	6
Resigned	64.9%	176	35.1%	95	100.0%	271
Retirement-Early	50.0%	1	50.0%	1	100.0%	2
Retirement-Ill Health	0.0%	0	100.0%	1	100.0%	1
Retirement-Normal	45.7%	21	54.3%	25	100.0%	46
Total	58.9%	261	41.1%	182	100.0%	443

Chart 3.1.9
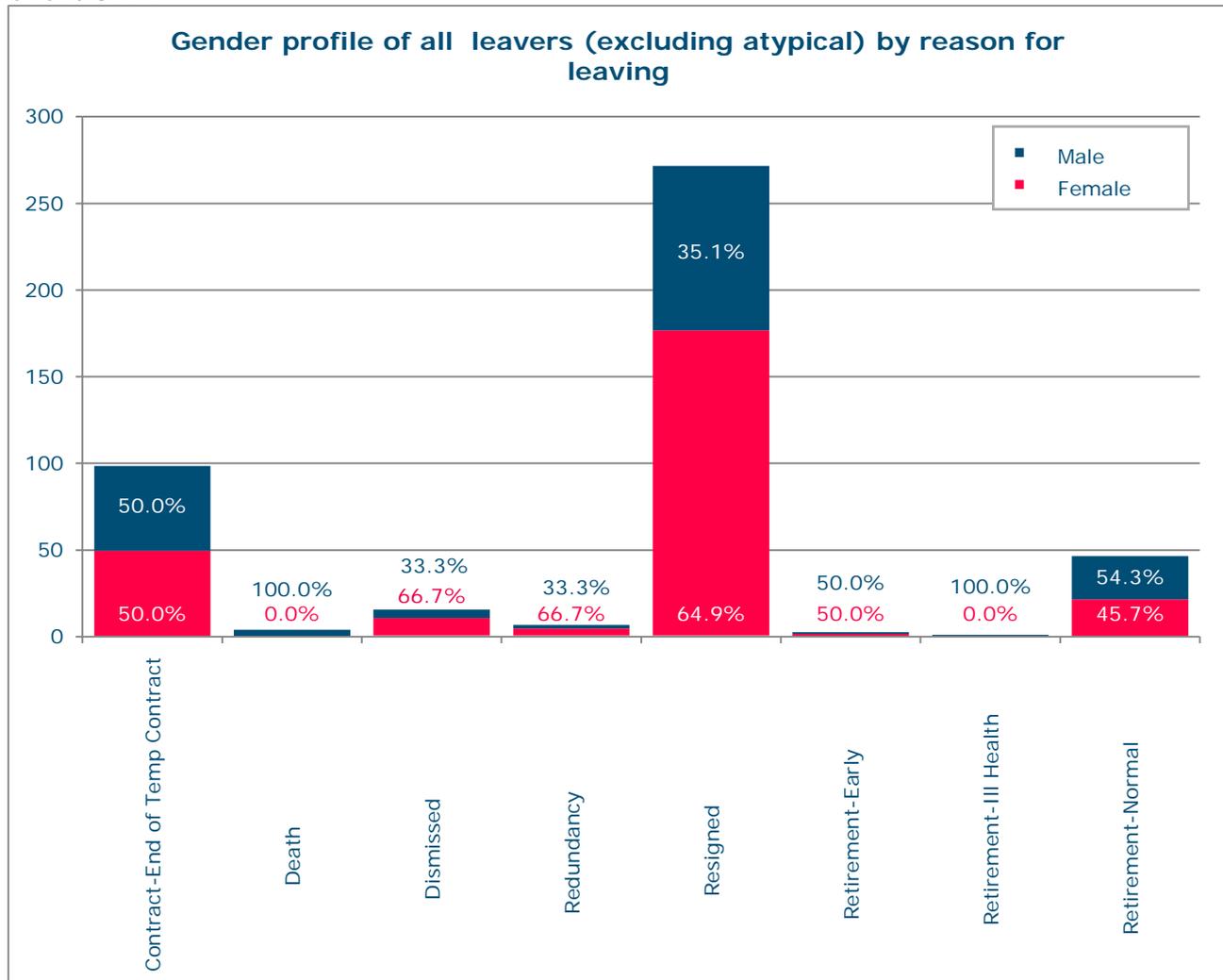
The main reasons for leaving were resignation, 64.9% female, and end of temporary contract, 50.0% female.

**Table 3.1.10 – Gender profile of all staff (excluding atypical) involved in grievance and disciplinaries**

	Female		Male		Total	
	%	No.	%	No.	%	No.
Disciplinary	66.7%	10	33.3%	5	100.0%	15
Grievance	100.0%	2	0.0%	0	100.0%	2
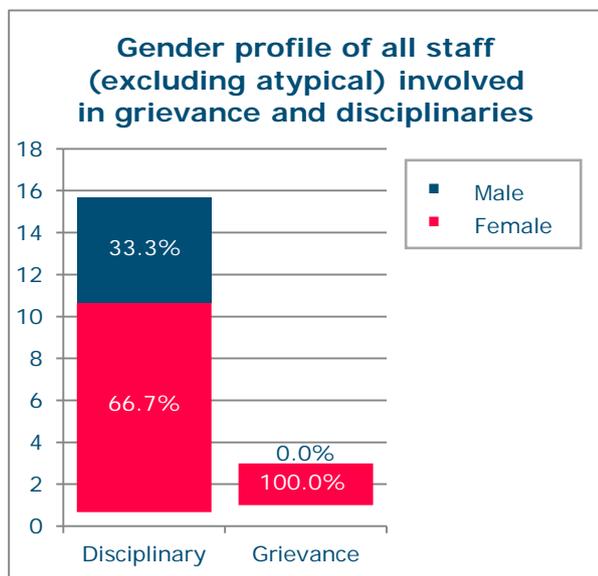
In 12/13 there were just 2 formal grievances made. These were both made by women. There were 15 disciplinaries, 10 (66.7%) of which were of female staff.

Table 3.1.11 – Gender profile of all applicants and applicants shortlisted and appointed, showing data only where gender is known

	Female		Male		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Applicants	55.4%	8216	44.6%	6624	100.0%	14840	97.9%
Shortlisted	56.0%	1386	44.0%	1087	100.0%	2473	97.7%
Appointed	58.7%	390	41.3%	274	100.0%	664	97.5%
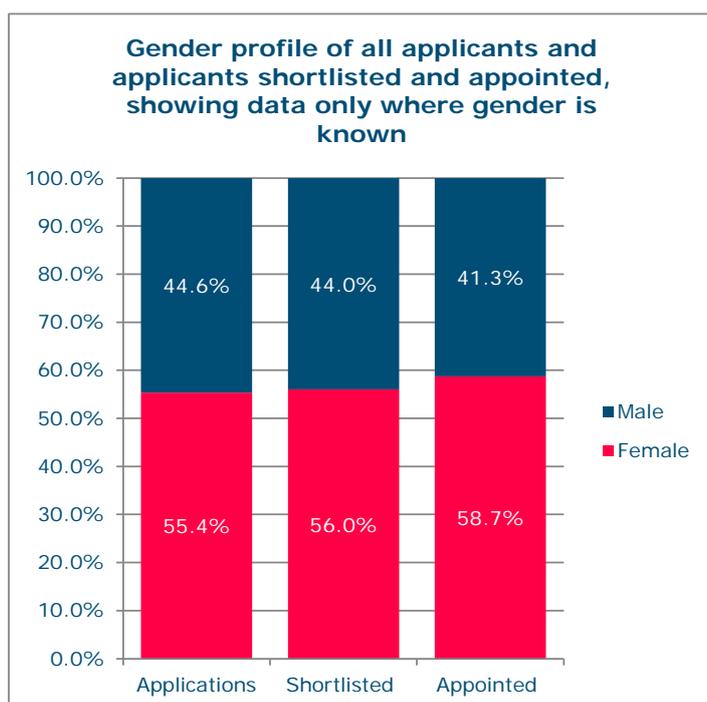
Female applicants are in a slight majority at 55.4% of all applicants, where gender is known. 56.0% of all those applicants shortlisted were female applicants, and 58.7% of those candidates appointed to post were female.

Ethnicity

3.2. Ethnicity

Table 3.2.1 – Ethnicity profile (BME/white) of all staff

BME[14]		White		Prefer not to say		Not known		Total		Disclosure Rate
%	No.	%	No.	%	No.	%	No.	%	No	%
9.2%	526	66.3%	3800	0.8%	44	23.7%	1361	100.0%	5731	75.5%

Table 3.2.2 - Ethnicity profile (BME/white) of all staff (excluding atypical)

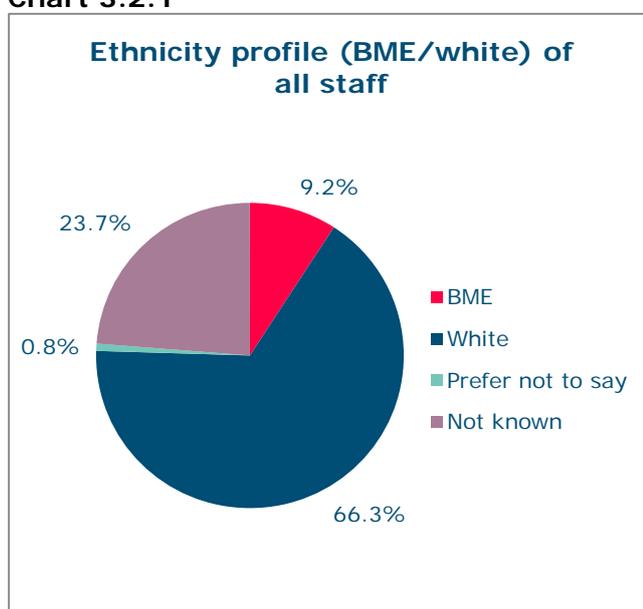| BME		White		Prefer not to say		Not known		Total		Disclosure Rate
%	No.	%	No.	%	No.	%	No.	%	No	%
9.7%	391	81.2%	3257	1.0%	40	8.1%	324	100.0%	4012	90.9%

Chart 3.2.1

Chart 3.2.2
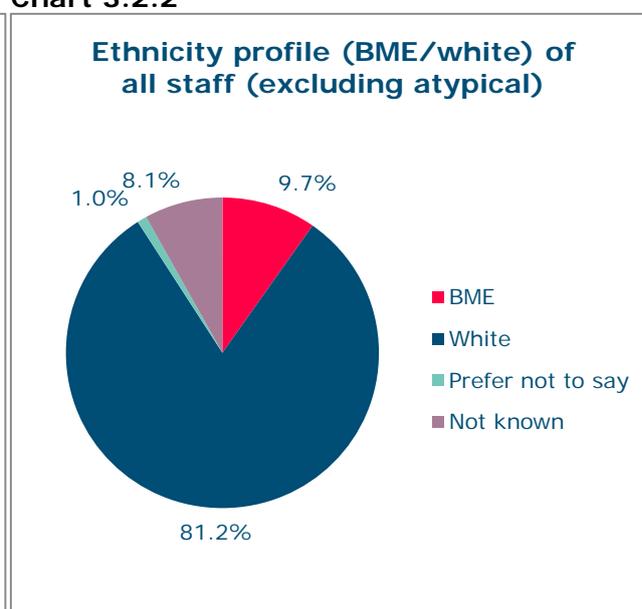
The disclosure rate for staff (excluding atypical) is now at 90.9%. This is a slight decrease from the disclosure rate for staff (excluding atypical last academic year, which was at 91.7%. This is most likely due to this academic year being the off year for the biannual full staff census. A full staff census will take place again in 2013/2014 which will further increase the disclosure rate. We continue to collect data during recruitment which is linked to the staff records for new starters.

BME staff comprised 9.2% of all staff and 9.7% of all staff (excluding atypical). 0.8% of all staff chose not to disclose their ethnicity and 1.0% of all staff (excluding atypical).

Table 3.2.3 – Ethnicity profile (BME/white) of all staff (excluding atypical), showing data only where ethnicity is known

BME		White		Total	
%	No.	%	No.	%	No
10.7%	391	89.3%	3257	100.0%	3648

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[14] BME consists of all non-white ethnicities.

Table 3.2.4 – Ethnicity profile (grouped ethnicities excluding white) of all staff (excluding atypical), showing data only where ethnicity is known

Asian[15]		Black[16]		Chinese		Mixed[17]		Other[18]		Total	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
34.3%	134	30.9%	121	12.5%	49	12.5%	49	9.7%	38	100.0%	391

Chart 3.2.3

Ethnicity profile (BME/white) of all staff (excluding atypical), showing data only where ethnicity is known

Chart 3.2.4

Ethnicity profile (grouped ethnicities excluding white) of all staff (excluding atypical), showing data only where ethnicity is known
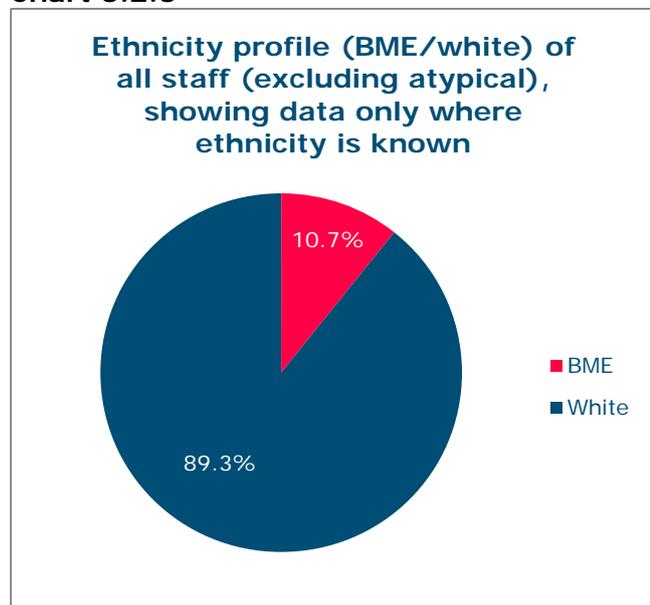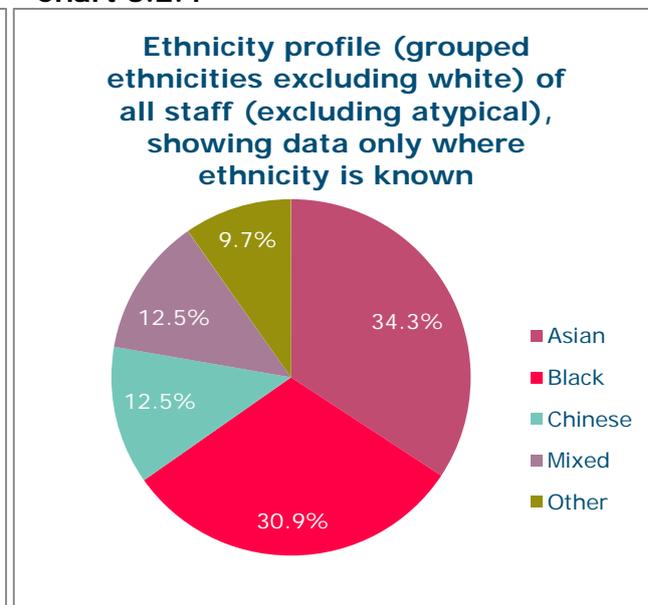
10.7% of those staff (excluding atypical) who disclosed their ethnicity were BME, an increase from 10.0% in 2011/2012.

BME staff were comprised of the following ethnic groups: Black (34.3%), Asian (30.9%), followed by Chinese (12.5%), Mixed (12.5%) and Other (9.7%).

Table 3.2.5 – Ethnicity profile (BME/white) of all NTU staff (excluding atypical) by UK/Non-UK nationality, during 12/13, showing data only where ethnicity and nationality are known

Nationality	BME[19]		White		Total	
	%	No.	%	No.	%	No.
UK	7.0%	227	93.0%	3036	100.0%	3263
Non-UK	42.9%	156	57.1%	208	100.0%	364
Total	10.6%	383	89.4%	3244	100.0%	3627

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[15] Asian consists of Asian or Asian British: Bangladeshi, Indian, Pakistani and other Asian background
[16] Black consists of Black or black British: African, Caribbean and other black background
[17] Mixed consists of Mixed: white and black Caribbean, white and black African, white and Asian, other mixed background
[18] Other consists of Any other ethnic background and Arab
[19] BME (black and minority ethnic) consists of all non-white ethnicities

Chart 3.2.5

Ethnicity profile (BME/white) of all NTU staff (excluding atypical) by UK/Non-UK nationality, showing data only where ethnicity and nationality are known
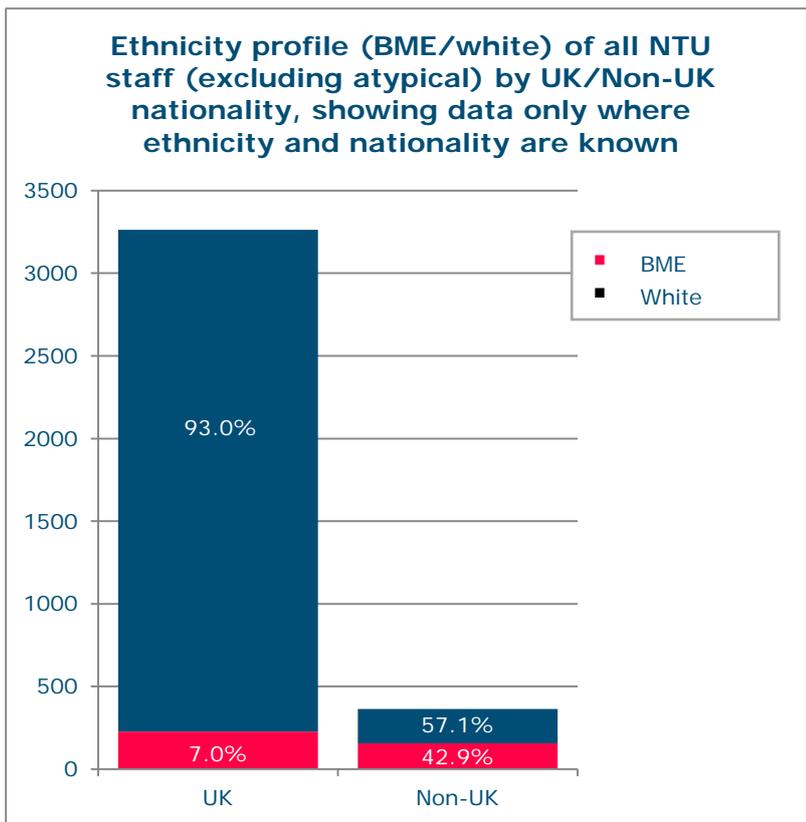
7.0% of UK national staff (excluding atypical) who disclosed their ethnicity were BME. This compares with a sector England average of 8.6%[20].

Of the non-UK national staff (excluding atypical), 42.9% of those who disclosed their ethnicity were BME staff. This compares with the England sector average of 29.5%[2].

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[20] Equality in higher education: statistical report 2013. Part 1: staff. Equality Challenge Unit.

Table 3.2.6 – Ethnicity profile (BME/white) of all College-based staff (excluding atypical and non-UK nationalities), showing data only where ethnicity and nationality are known

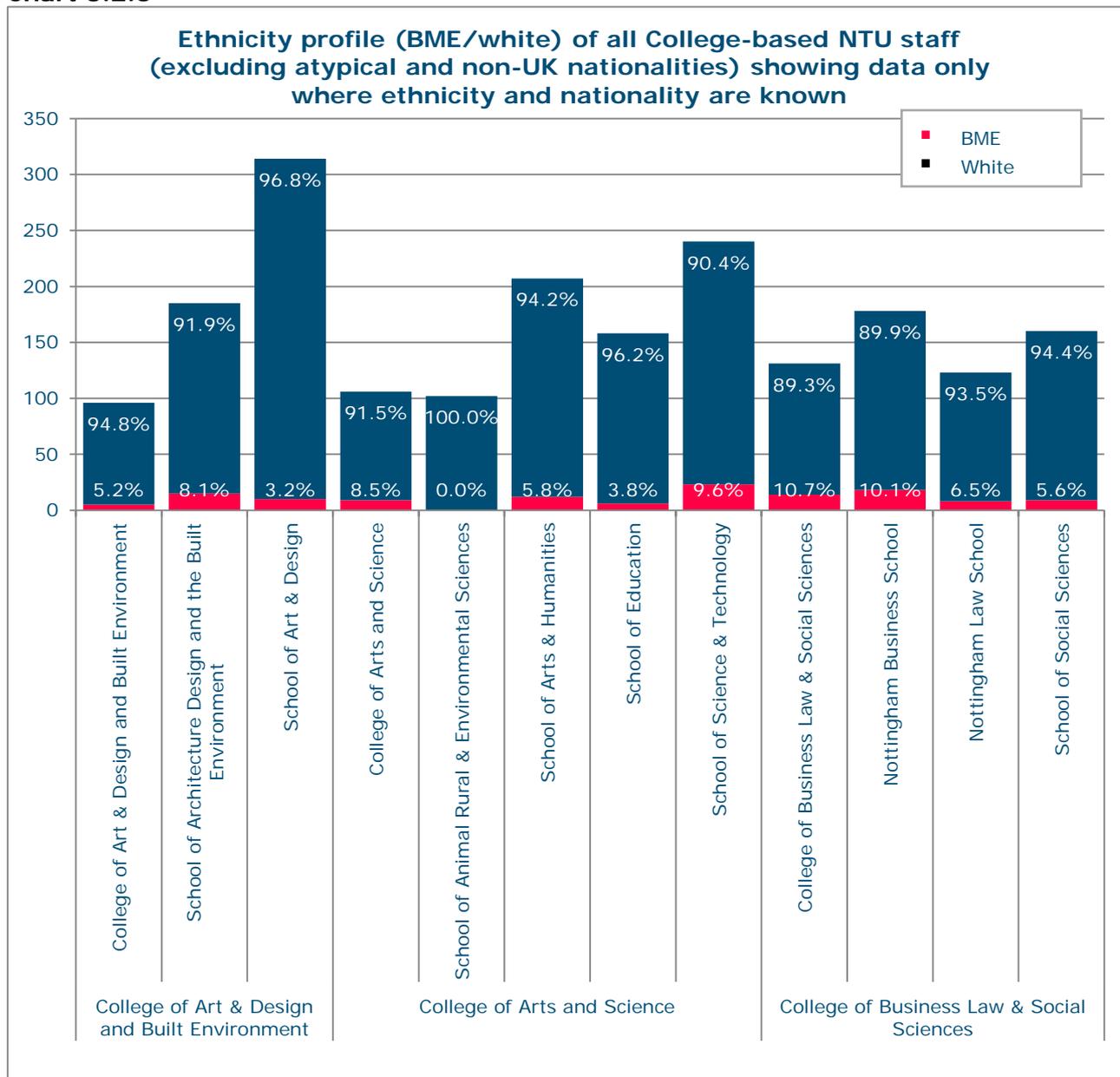| College	School	BME		White		Total		Disclo-sure rate
		%	No.	%	No.	%	No.	%
College of Art & Design and Built Environment	College of Art & Design and Built Environment	5.2%	5	94.8%	91	100.0%	96	91.4%
	School of Architecture, Design and the Built Environment	8.1%	15	91.9%	170	100.0%	185	93.9%
	School of Art & Design	3.2%	10	96.8%	304	100.0%	314	89.0%
College of Art & Design and Built Environment Total		5.0%	30	95.0%	565	100.0%	595	90.8%
College of Arts and Science	College of Arts and Science	8.5%	9	91.5%	97	100.0%	106	97.2%
	School of Animal Rural & Environmental Sciences	0.0%	0	100.0%	102	100.0%	102	85.0%
	School of Arts & Humanities	5.8%	12	94.2%	195	100.0%	207	87.0%
	School of Education	3.8%	6	96.2%	152	100.0%	158	91.3%
	School of Science & Technology	9.6%	23	90.4%	217	100.0%	240	87.3%
College of Arts and Science Total		6.2%	50	93.8%	763	100.0%	813	88.9%
College of Business Law & Social Sciences	College of Business Law & Social Sciences	10.7%	14	89.3%	117	100.0%	131	97.0%
	Nottingham Business School	10.1%	18	89.9%	160	100.0%	178	93.7%
	Nottingham Law School	6.5%	8	93.5%	115	100.0%	123	91.8%
	School of Social Sciences	5.6%	9	94.4%	151	100.0%	160	93.6%
College of Business Law & Social Sciences Total		8.3%	49	91.7%	543	100.0%	592	94.0%
Grand Total		6.5%	129	93.6%	1871	100.0%	2000	90.9%

In line with 2011/2012, College-level staff in Arts and Science and Business, Law and Social Sciences had the highest disclosure rates at 97.2% and 97.0% respectively. Schools with the highest disclosure rates were all found in the College of Business Law and Social Sciences and were specifically, Nottingham Business School (96.2%), Nottingham Law School (94.7%) and School of Social Sciences (93.3%). In addition the School of Architecture, Design and the Built Environment had a high disclosure rate of 93.9%.

Lowest rates of disclosure were found in the following Schools: Animal, Rural and Environmental Sciences (85.0%), Arts and Humanities (87.0%), Science and Technology (87.3%) and Art and Design (89.0%).

Chart 3.2.6

Ethnicity profile (BME/white) of all College-based NTU staff (excluding atypical and non-UK nationalities) showing data only where ethnicity and nationality are known

The proportion of UK-national BME staff (of those who disclosed their ethnicity) was slightly lower across the Schools (6.5%) than in the Professional Service Areas (7.8%).

The Schools with the highest rates of BME staff were the Nottingham Business School (10.1%) and Science and Technology (9.6%). The Schools with the lowest rate of BME staff were Animal, Rural and Environmental Sciences (0.0%), Art and Design (3.8%) and Education (3.2%).

Table 3.2.7 - Ethnicity profile (BME/white) of all Professional Services-based staff (excluding atypical and non-UK nationalities), showing data only where ethnicity and nationality are known

Professional Service Area	BME %	BME No.	White %	White No.	Total %	Total No.	Disclosure rate %
Commercial Directorate	8.8%	12	91.2%	125	100.0%	137	96.5%
Directorate & Business Improvement & Organisational Development[21]	0.0%	0	100.0%	15	100.0%	15	93.8%
Estates & Resources	5.5%	24	94.5%	411	100.0%	435	96.0%
Finance Governance & Legal	7.2%	5	92.8%	64	100.0%	69	95.8%
Human Resources	7.1%	4	92.9%	52	100.0%	56	96.6%
Information Systems	11.5%	20	88.5%	154	100.0%	174	97.2%
PVC Academic[22]	7.1%	14	92.9%	184	100.0%	198	96.6%
PVC Education[23]	12.1%	4	87.9%	29	100.0%	33	100.0%
PVC Student Support	10.9%	6	89.1%	49	100.0%	55	98.2%
Student Employability and Enterprise	11.7%	7	88.3%	53	100.0%	60	98.4%
University Sports Activities & County Sports Partnerships[24]	6.5%	2	93.5%	29	100.0%	31	91.2%
Professional Services Total	7.8%	98	92.2%	1165	100.0%	1263	96.5%

All Professional Services Areas have disclosure rates for ethnicity of 91.0% or above and an excellent average disclosure rate of 96.5%.

Of staff who declared their ethnicity, the areas with the largest proportion of BME staff were PVC Education (12.1%), Student Employability and Enterprise (11.7%) and Information Systems (11.5%).

The lowest proportions of BME staff were found in the combined areas of Directorate & Business Improvement & Organisational Development (0.0%), Estates and Resources (5.5%) and the combined areas of University Sports Activities (Sports and Lifestyle) and County Sports Partnerships (6.5%). It is worth noting that total numbers of staff in Directorate & Business Improvement & Organisational Development were relatively low at just 15.

[21] Due to low numbers of staff in the areas of Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.
[22] During 2012/2013 PVC Academic included the following teams: Academic Registry, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning and Resources and NTU Graduate School.
[23] During 2012/2013 PVC Education included the following teams: Schools, Colleges and Community Outreach and Widening Participation
[24] Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.

Chart 3.2.7

Ethnicity profile (BME/white) of all Professional Services-based NTU staff (excluding atypical and non-UK nationalities) showing data only where ethnicity and nationality are known

Table 3.2.8 – Ethnicity profile (BME/white) of senior level staff (excluding atypical and non-UK nationalities), showing data only where ethnicity and nationality are known

Job Type	Scale Name	BME %	BME No.	White %	White No.	Total %	Total No.	Disclosure Rate %
Senior Posts	Senior Executive Posts	12.5%	1	87.5%	7	100.0%	8	100.0%
	Holders of Senior Posts	0.0%	0	100.0%	11	100.0%	11	100.0%
Senior Posts Total		5.3%	1	94.7%	18	100.0%	19	100.0%
Academic	Academic Heads	15.4%	2	84.6%	11	100.0%	13	100.0%
	Academic Team Leaders	2.4%	1	97.6%	41	100.0%	42	97.7%
	Professors	16.4%	12	83.6%	61	100.0%	73	86.9%
Academic Total		11.7%	15	88.3%	113	100.0%	128	91.4%
Support	Support Heads	0.0%	0	100.0%	17	100.0%	17	94.4%
	Professional & Managerial	5.7%	4	94.3%	66	100.0%	70	95.9%
Support Total		4.6%	4	95.4%	83	100.0%	87	95.6%
Grand Total		8.5%	20	91.5%	214	100.0%	234	93.6%

Chart 3.2.8

Ethnicity profile (BME/white) of senior level staff (excluding atypical and non-UK nationalities)

Disclosure rates were good for all the senior level staff. The lowest disclosure rates being for Professors (86.9%) and Support Heads (94.4%). Rates of BME staff were on average 8.5%, and highest for Professors (16.4%) and Academic Heads (15.4%) and lowest for Holders of Senior Posts (0.0%), Support Heads (0.0%) and Academic Team Leaders (2.4%).
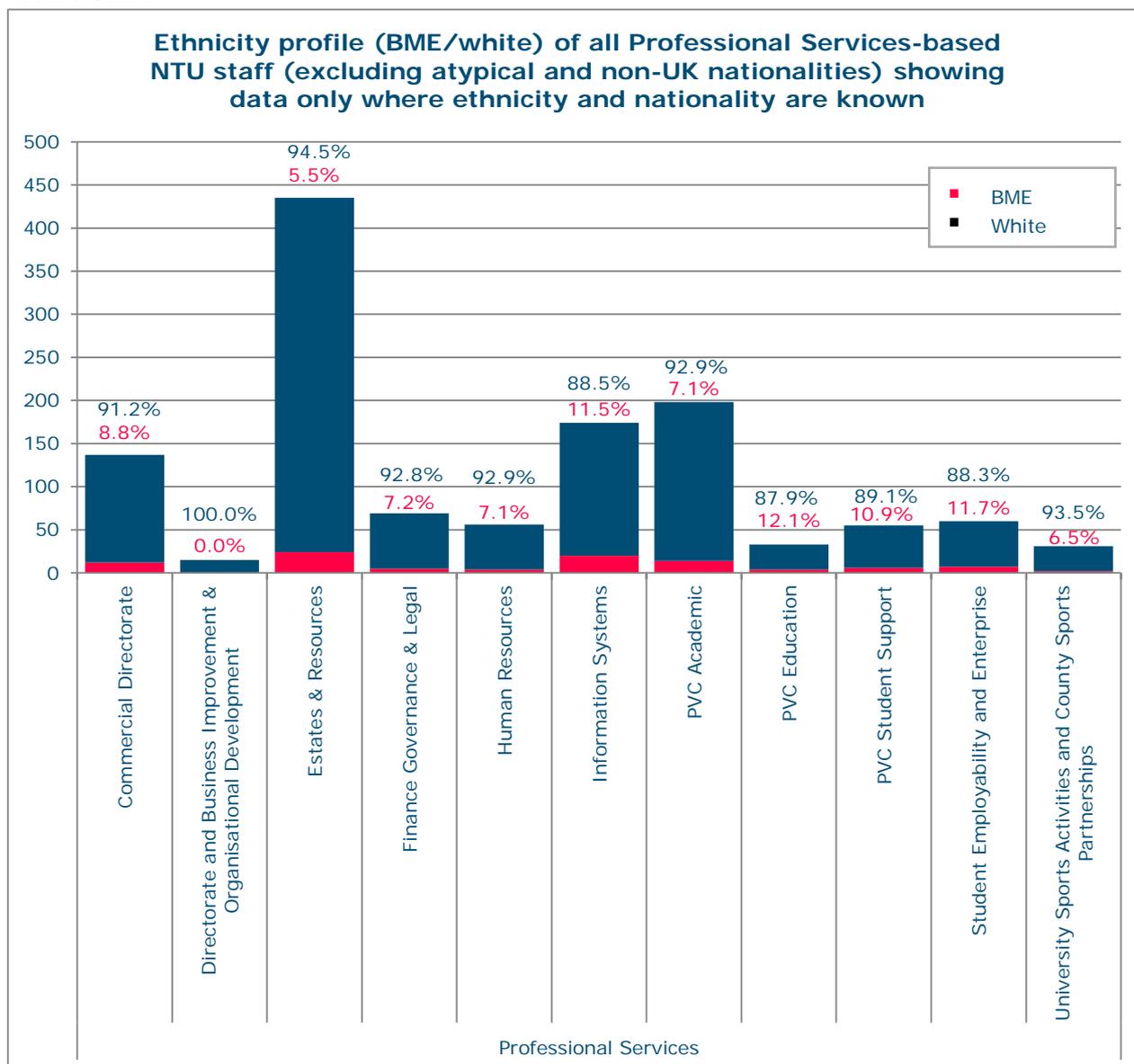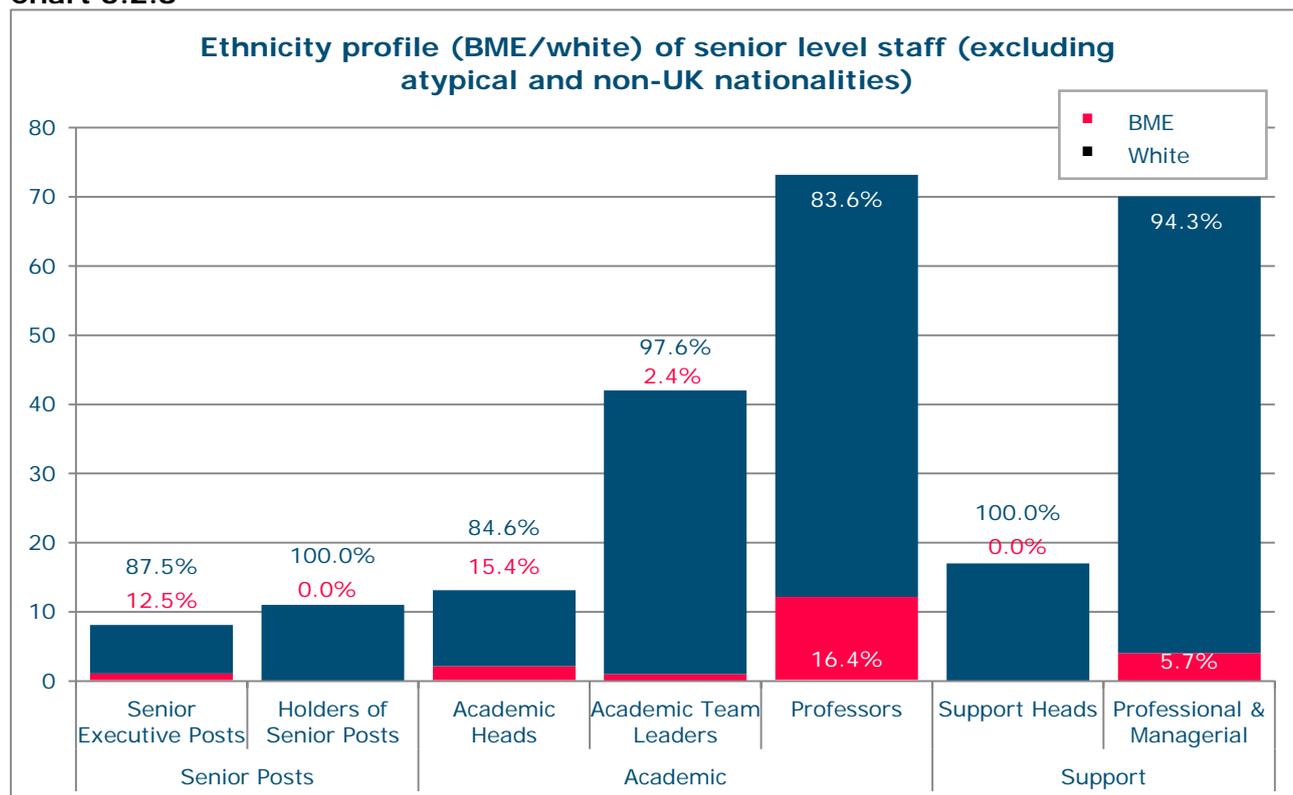
Table 3.2.9 – Ethnicity profile (BME/white) of non-senior level staff (excluding atypical and non-UK nationalities), showing data only where ethnicity and nationality are known

Job Type	Scale Name	BME		White		Total		Disclosure Rate
		%	No.	%	No.	%	No.	%
Academic	Lecturers	5.9%	50	94.1%	791	100.0%	841	96.6%
	Research	8.9%	5	91.1%	51	100.0%	56	84.8%
	Sessional Lecturers	6.0%	26	94.0%	405	100.0%	431	77.2%
Academic Total		6.1%	81	93.9%	1247	100.0%	1328	88.8%
Support	Support	6.9%	115	93.1%	1557	100.0%	1672	96.2%
	Miscellaneous	33.3%	13	66.7%	26	100.0%	39	92.9%
Support Total		7.5%	128	92.5%	1583	100.0%	1711	96.1%
Grand Total		6.9%	209	93.1%	2830	100.0%	3039	92.8%

Within the non-senior level roles, disclosure rates were lowest for Sessional Lecturers (77.2%) and Research staff (84.8%) and highest for Lecturers (96.6%) and Support Staff (96.2%). The average rate of BME staff was 6.9%, and lowest for Lecturers (5.9%) and highest for "miscellaneous staff" (33.3%).

Table 3.2.10 – Ethnicity profile (BME/white) of all staff (excluding atypical) involved in grievances or disciplinaries, showing data only where known

	BME		White		Total		Disclosure Rates
	%	No.	%	No.	%	No.	
Disciplinary	21.4%	3	78.6%	11	100.0%	14	93.3%
Grievance	50.0%	1	50.0%	1	100.0%	2	100.0%

21.4% of all disciplinaries were of BME members of staff, where ethnicity was known. There was just one member staff of unknown ethnicity and therefore not included in the table above. Ethnicity was known for all staff who brought grievances, of which there were only 2. 1 of those was from a BME member of staff and one from a white member of staff.

Table 3.2.11 - Ethnicity profile (grouped ethnicities) of all staff (excluding atypical) involved in grievances or disciplinaries, showing data only where known

	Asian		Black		White		Total	
	%	No.	%	No.	%	No.	%	No.
Disciplinary	14.3%	2	7.1%	1	78.6%	11	100.0%	14
Grievance	0.0%	0	50.0%	1	50.0%	1	100.0%	2

When the data is broken down further into broad ethnic origin groups, 14.3% of all disciplinaries were of Asian members of staff and 7.1% were of members of staff of black ethnic origin, the remaining 78.6% were of white members of staff.

Table 3.2.12 – Ethnicity profile (BME/White) of all leavers (excluding atypical and non-UK nationalities) by reason for leaving, showing data only where ethnicity and nationality are known

	BME		White		Total	
Reason for leaving	%	No.	%	No.	%	No.
Contract-End of Temp Contract	18.5%	12	81.5%	53	100.0%	65
Death	0.0%	0	100.0%	4	100.0%	4
Dismissed	0.0%	0	100.0%	11	100.0%	11
Redundancy	0.0%	0	100.0%	4	100.0%	4
Resigned	6.6%	13	93.4%	185	100.0%	198
Retirement-Early	0.0%	0	100.0%	2	100.0%	2
Retirement-Ill Health	0.0%	0	100.0%	1	100.0%	1
Retirement-Normal	0.0%	0	100.0%	44	100.0%	44
Total	**7.6%**	**25**	**92.4%**	**304**	**100.0%**	**329**

7.6% of all leavers were of BME background (excluding atypical and non-UK nationalities). This is roughly in line with the average employed BME staff of 7.0% (excluding atypical and non-UK nationalities).

Chart 3.2.9

Ethnicity profile (BME/White) of all leavers (excluding atypical and non-UK nationalities) by reason for leaving, during 12/13, showing data only where ethnicity and nationality are known

Table 3.1.13 – Ethnicity profile (ethnicities grouped) of all applicants and applicants shortlisted and appointed, showing data only where ethnicity is known

	Asian		Black		Chinese		Mixed	
	%	No.	%	No.	%	No.	%	No.
Applicants	10.5%	1531	5.5%	800	2.6%	371	2.6%	380
Shortlisted	10.4%	251	3.4%	82	2.8%	69	2.4%	58
Appointed	6.7%	43	3.3%	21	2.2%	14	2.3%	15

	Other		White		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Applicants	1.0%	150	77.7%	11289	100.0%	14521	95.8%
Shortlisted	0.9%	21	80.1%	1941	100.0%	2422	95.7%
Appointed	0.6%	4	84.9%	546	100.0%	643	94.4%

The ethnic group with the highest number of applicants was white at 77.7%. The BME group with the highest number of applicants was Asian at 10.5% and then black at 5.5%. Asian applicants also saw the steepest drop from applicants shortlisted to those appointed, with 10.5% of applicants and then 10.4% of those shortlisted being of Asian background to 6.7% of those actually appointed. White applicants saw the steepest increase from applicants through to those staff shortlisted and appointed from 77.7%, to 80.1% and 84.9% respectively.

When pulling all BME ethnicities together 22.3% of applicants were from BME backgrounds, 19.9% of those shortlisted and 15.1% of those appointed.

Chart 3.1.10

Ethnicity profile (grouped ethnicities) of all applicants and applicants shortlisted and appointed, showing data only where ethnicity is known

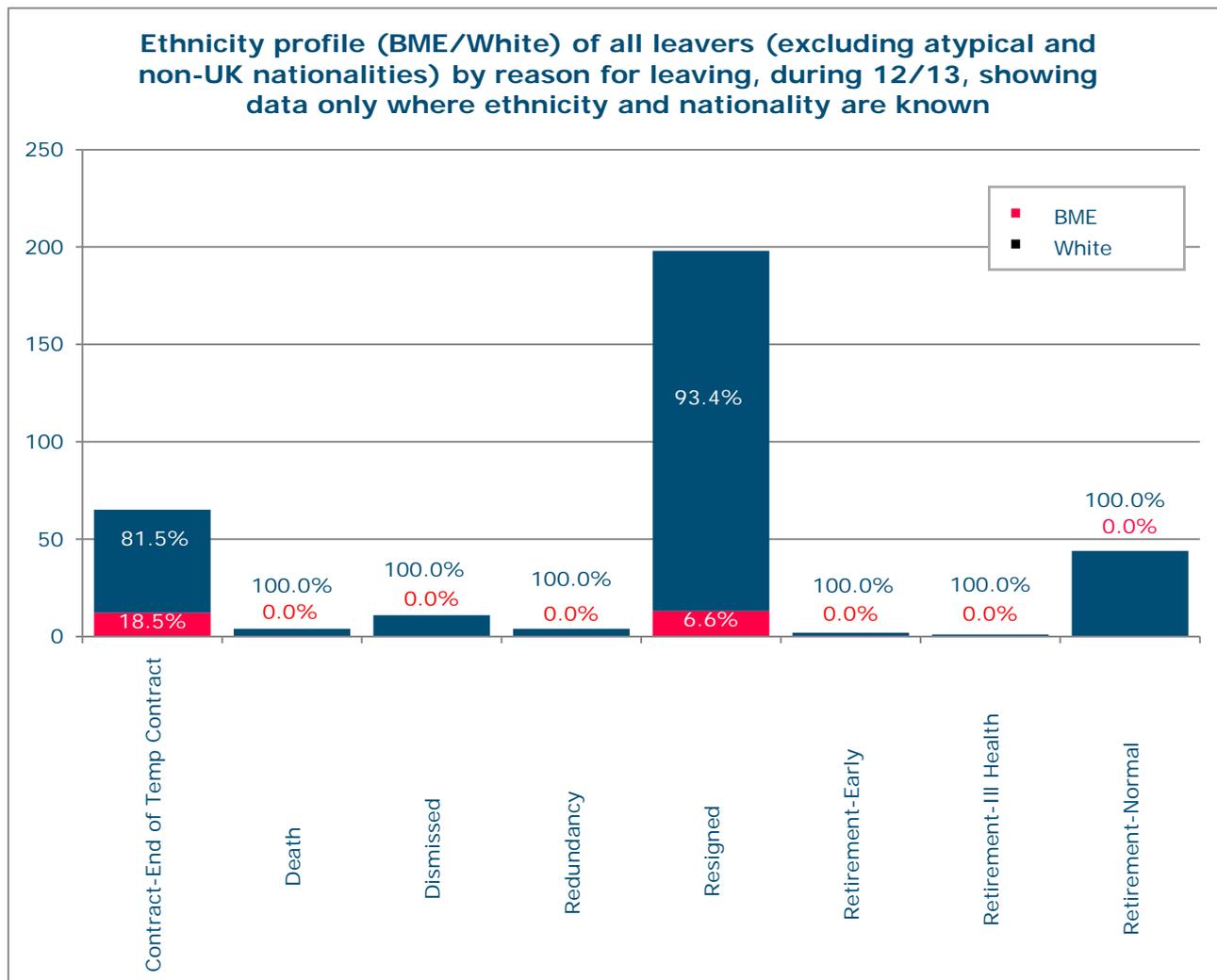**Table 3.1.14 – Ethnicity profile (BME/White) of all applicants and applicants shortlisted and appointed, showing data only where ethnicity is known**

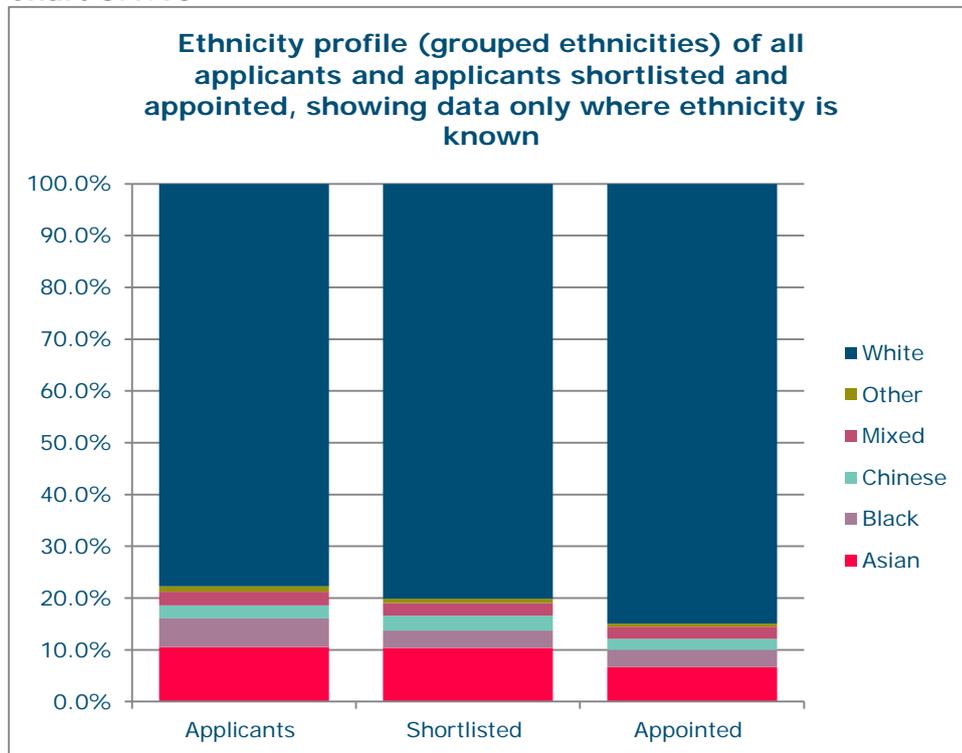|	BME		White		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Applicants	22.3%	3232	77.7%	11289	100.0%	14521	95.8%
Shortlisted	19.9%	481	80.1%	1941	100.0%	2422	95.7%
Appointed	15.1%	97	84.9%	546	100.0%	643	94.4%

Chart 3.1.11

Ethnicity profile (BME/white) of all applicants and applicants shortlisted and appointed, showing data only where ethnicity is known

Table 3.1.15 - Ethnicity profile (ethnicities grouped) of all applicants (excluding non-UK and unknown nationalities) and applicants shortlisted and appointed, showing data only where ethnicity and nationality are known

	Asian		Black		Chinese		Mixed	
	%	No.	%	No.	%	No.	%	No.
Applicants	8.1%	922	4.1%	462	0.9%	103	2.6%	295
Shortlisted	8.0%	156	2.3%	44	1.3%	26	2.5%	49
Appointed	4.5%	23	2.1%	11	1.0%	5	2.1%	11

	Other		White		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Applicants	0.6%	65	83.8%	9552	100.0%	11399	98.7%
Shortlisted	0.4%	7	85.6%	1670	100.0%	1952	99.2%
Appointed	0.2%	1	90.1%	465	100.0%	516	98.5%

Table 3.1.16 – Ethnicity profile (BME/White) of all applicants (excluding non-UK and unknown nationalities) and applicants shortlisted and appointed, showing data only where ethnicity and nationality are known

	BME		White		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Applicants	16.2%	1847	83.8%	9552	100.0%	11399	98.7%
Shortlisted	14.4%	282	85.6%	1670	100.0%	1952	99.2%
Appointed	9.9%	51	90.1%	465	100.0%	516	98.5%

Chart 3.1.12

Ethnicity profile (grouped ethnicities) of all applicants (excluding non-UK and unknown nationalities) and applicants shortlisted and appointed, showing data only where ethnicity and nationality are known

Legend: White, Other, Mixed, Chinese, Black, Asian
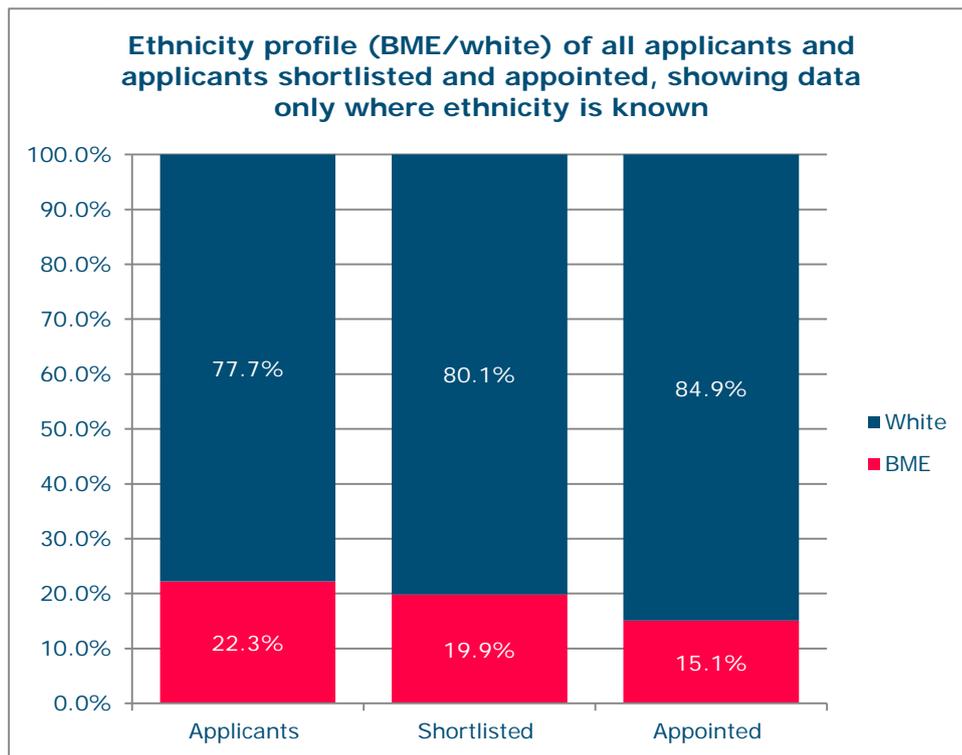
Categories: Applicants, Shortlisted, Appointed

Chart 3.1.13

Ethnicity profile (BME/white) of all applicants (excluding non-UK and unknown nationalities) and applicants shortlisted and appointed, showing data only where ethnicity and nationality are known

	Applicants	Shortlisted	Appointed
White	83.8%	85.6%	90.1%
BME	16.2%	14.4%	9.9%

When looking at data from UK-nationals only, the ethnic group with the highest number of applicants was white at 83.8%. The BME group with the highest number of applicants was Asian at 8.1% and then black at 4.1 %.

Asian UK national applicants also saw the steepest drop from applicants shortlisted to those appointed, with 8.1% of applicants and then 8.0% of those shortlisted being of Asian background to 4.5% of those actually appointed. Black applicants also saw a noticeable drop from applicants (4.1%) to those shortlisted (2.3%) and appointed (2.1%). White applicants saw the steepest increase from applicants through to those staff shortlisted and appointed from 83.8%, to 85.6% and 90.1% respectively.

When pulling all BME ethnicities together 16.2% of applicants were from BME backgrounds, 14.4% of those shortlisted and 9.9% of those appointed.

3.3. Disability

Table 3.3.1 - Disability profile of all staff

Disabled		Not Disabled		Prefer not to say		Not known		Total		Disclosure Rate
%	No.	%	No.	%	No.	%	No.	%	No.	%
4.4%	255	57.0%	3269	2.6%	148	35.9%	2059	100.0%	5731	61.5%

Table 3.3.2 - Disability profile of all staff (excluding atypical)

Disabled		Not Disabled		Prefer not to say		Not known		Total		Disclosure Rate
%	No.	%	No.	%	No.	%	No.	%	No.	%
5.8%	231	69.7%	2797	2.8%	114	21.7%	870	100.0%	4012	75.5%

Chart 3.3.1
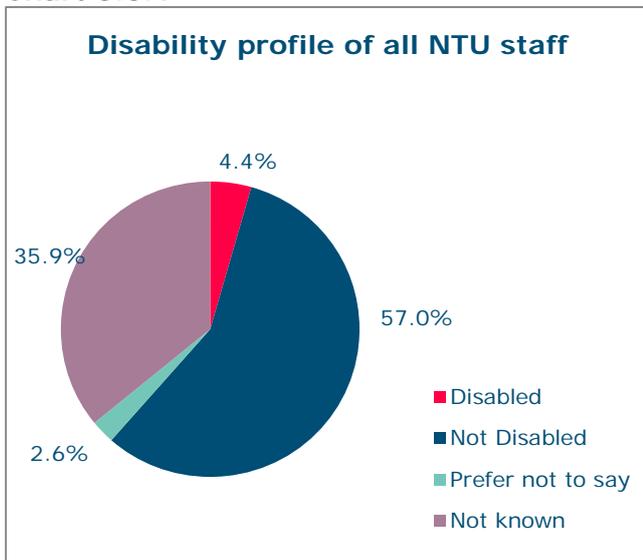
Chart 3.3.2
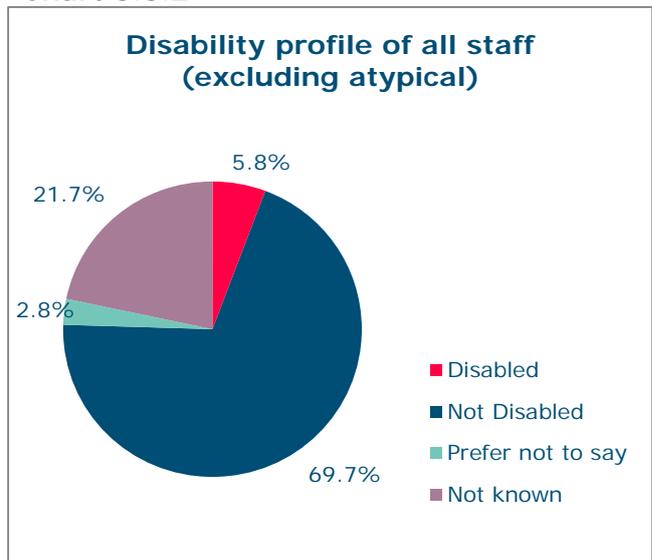
Disclosure rates for disability status are at 61.5% for all staff and 75.5% for all excluding atypical. 7.6% of those staff who have disclosed their disability status have indicated they are disabled. Of those staff who declared their disability across the sector in England[25], 3.4% declared they were disabled.

Table 3.3.3 - Disability profile of all NTU staff (excluding atypical), showing data only where disability status is known

Disabled		Not Disabled		Total	
%	No.	%	No.	%	No.
7.6%	231	92.4%	2797	100.0%	3028

Chart 3.3.3

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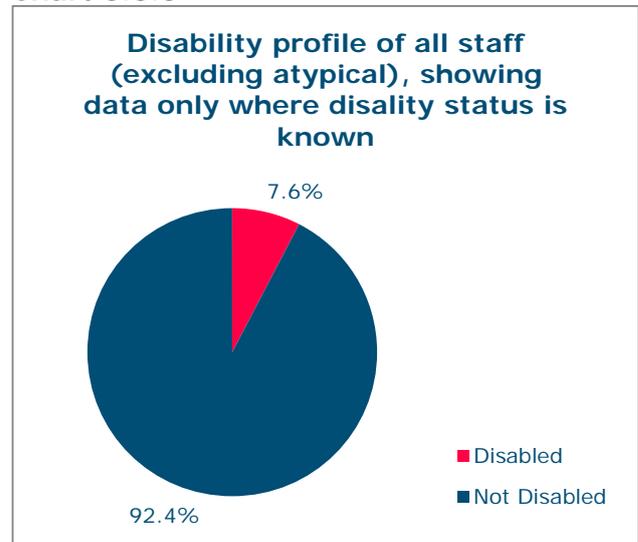
[25] Equality in higher education: statistical report 2013. Part 1: staff. Equality Challenge Unit.

Table 3.3.4 - Disability profile (disabled/not disabled) of all College-based staff (excluding atypical), showing data only where disability status is known

College	School	Disabled		Not disabled		Total		Disclo-sure rate
		%	No.	%	No.	%	No.	%
College of Art & Design and Built Environment	College of Art & Design and Built Environment	5.4%	5	94.6%	87	100.0%	92	80.7%
	School of Architecture, Design and the Built Environment	4.8%	9	95.2%	180	100.0%	189	76.5%
	School of Art & Design	9.5%	25	90.5%	237	100.0%	262	66.5%
College of Art & Design and Built Environment Total		**7.2%**	**39**	**92.8%**	**504**	**100.0%**	**543**	**71.9%**
College of Arts and Science	College of Arts and Science	3.9%	4	96.1%	99	100.0%	103	87.3%
	School of Animal Rural & Environmental Sciences	7.2%	6	92.8%	77	100.0%	83	63.8%
	School of Arts & Humanities	3.0%	6	97.0%	194	100.0%	200	66.4%
	School of Education	2.1%	3	97.9%	137	100.0%	140	77.3%
	School of Science & Technology	5.2%	12	94.8%	219	100.0%	231	67.2%
College of Arts and Science Total		**4.1%**	**31**	**95.9%**	**726**	**100.0%**	**757**	**70.5%**
College of Business Law & Social Sciences	College of Business Law & Social Sciences	9.0%	12	91.0%	121	100.0%	133	91.7%
	Nottingham Business School	7.3%	13	92.7%	164	100.0%	177	68.3%
	Nottingham Law School	12.1%	13	87.9%	94	100.0%	107	75.9%
	School of Social Sciences	13.7%	20	86.3%	126	100.0%	146	73.7%
College of Business Law & Social Sciences Total		**10.3%**	**58**	**89.7%**	**505**	**100.0%**	**563**	**75.8%**
Grand Total		**6.9%**	**128**	**93.1%**	**1735**	**100.0%**	**1863**	**72.4%**

College-level staff had the highest rates of disclosure at 80.7% for Art & Design and Built Environment, 87.3% for Arts and Science and 91.7% for Business, Law and Social Sciences.

Lowest rates of disclosure were found in the following Schools: Art and Design (66.5%), Animal, Rural and Environmental Sciences (63.8%) and Arts and Humanities (66.4%).

The areas with the lowest rates of disabled staff were the School of Education (2.1%), School of Arts and Humanities (3.0%) and College-based staff in Arts and Science (3.9%). The highest rates of disability were found in the School of Social Sciences (13.7%) and Nottingham Law School (12.1%).

Chart 3.3.4

Disability profile (disabled/not disabled) of all College-based NTU staff (excluding atypical) during 12/13, showing data only where disability status is known

Legend: ■ Disabled ■ Not disabled

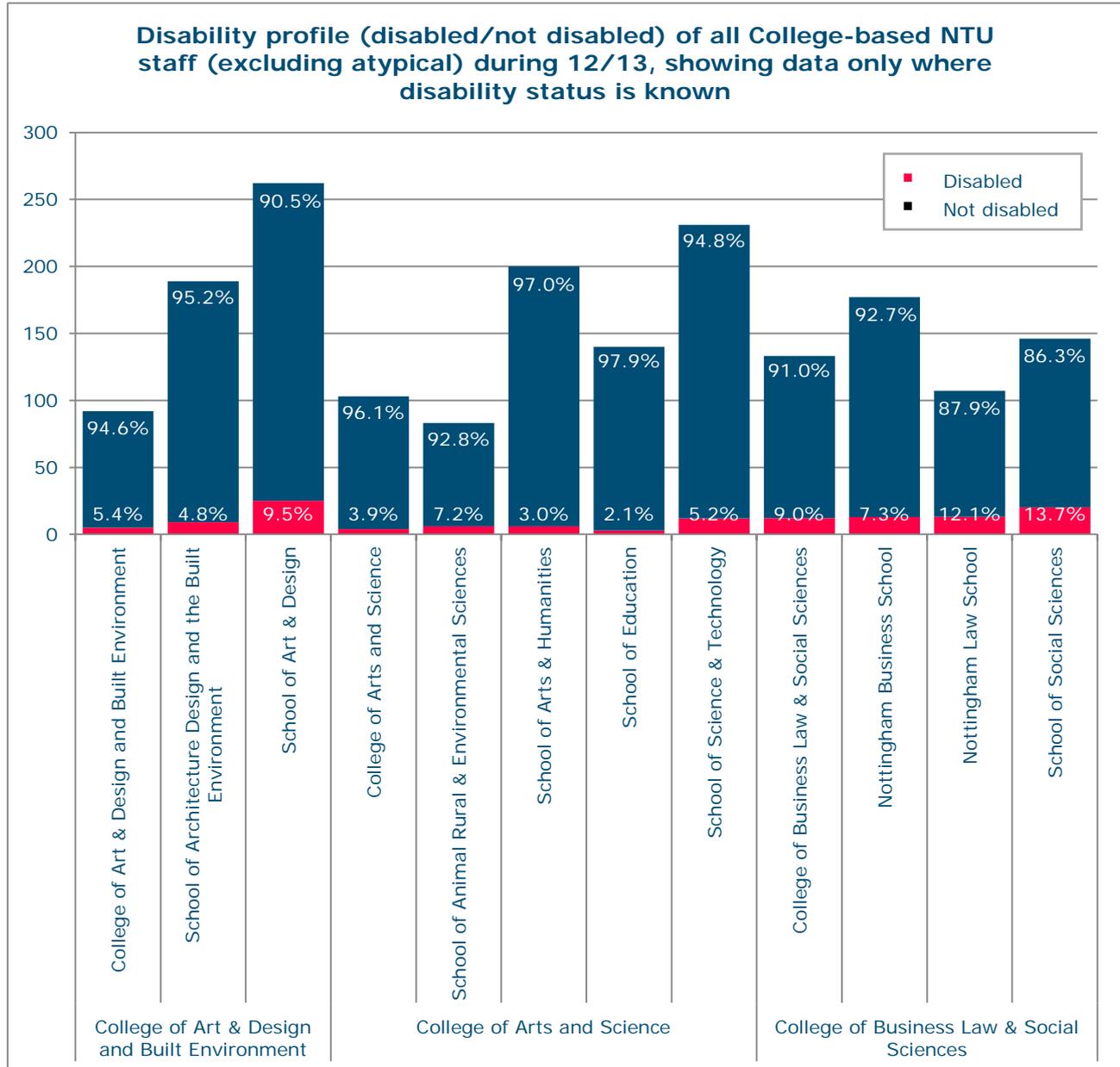| College of Art & Design and Built Environment			College of Arts and Science					College of Business Law & Social Sciences			
College of Art & Design and Built Environment	School of Architecture Design and the Built Environment	School of Art & Design	College of Arts and Science	School of Animal Rural & Environmental Sciences	School of Arts & Humanities	School of Education	School of Science & Technology	College of Business Law & Social Sciences	Nottingham Business School	Nottingham Law School	School of Social Sciences
94.6%	95.2%	90.5%	96.1%	92.8%	97.0%	97.9%	94.8%	91.0%	92.7%	87.9%	86.3%
5.4%	4.8%	9.5%	3.9%	7.2%	3.0%	2.1%	5.2%	9.0%	7.3%	12.1%	13.7%

Table 3.3.5 - Disability profile (disabled/not disabled) of all Professional Services-based staff (excluding atypical), showing data only where disability status is known

Professional Service Area	Disabled		Not disabled		Total		Disclosure rate
	%	No.	%	No.	%	No.	%
Commercial Directorate	5.0%	7	95.0%	132	100.0%	139	90.3%
Directorate & Business Improvement & Organisational Development[26]	0.0%	0	100.0%	14	100.0%	14	87.5%
Estates & Resources	7.4%	31	92.6%	386	100.0%	417	76.9%
Finance Governance & Legal	8.1%	5	91.9%	57	100.0%	62	84.9%
Human Resources	15.4%	8	84.6%	44	100.0%	52	89.7%
Information Systems	15.1%	22	84.9%	124	100.0%	146	78.5%
PVC Academic[27]	10.6%	18	89.4%	152	100.0%	170	77.6%
PVC Education[28]	6.1%	2	93.9%	31	100.0%	33	97.1%
PVC Student Support	16.3%	8	83.7%	41	100.0%	49	81.7%
Student Employability and Enterprise	0.0%	0	100.0%	54	100.0%	54	84.4%
University Sports Activities & County Sports Partnerships[29]	6.9%	2	93.1%	27	100.0%	29	85.3%
Professional Services Total	**8.8%**	**103**	**91.2%**	**1062**	**100.0%**	**1165**	**80.9%**

Rates of declared disability were slightly lower across the Schools at 6.9% than in the Professional Service Areas where they were 8.8%.

In the Professional Services areas the highest disclosure rates were in PVC Education (97.1%) and Commercial Directorate (90.3%).

The lowest rate of disclosure can be found in the Estates and Resources (76.9%).

Of staff who declared their disability status, the areas with the largest proportion of staff with declared disabilities were Student Support Services (16.3), Human Resources (15.4%) and Information Systems (15.1%). The areas with the lowest declaration of disabilities were the combined areas of Directorate and Business Improvement & Organisational Development (0.0%), Student Employability and Enterprise (0.0%) and Commercial directorate (5.0%). It is worth noting that the total number of staff (of known disability status) in Directorate and Business Improvement & Organisational Development is just 14.

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[26] Due to low numbers of staff in the areas of Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.
[27] During 2012/2013 PVC Academic included the following teams: Academic Registry, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning and Resources and NTU Graduate School.
[28] During 2012/2013 PVC Education included the following teams: Schools, Colleges and Community Outreach and Widening Participation
[29] Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.

Chart 3.3.5

Disability profile (disabled/not disabled) of Professional Services-based staff (excluding atypical), showing data only where disability status is known

Legend:
- Disabled
- Not disabled

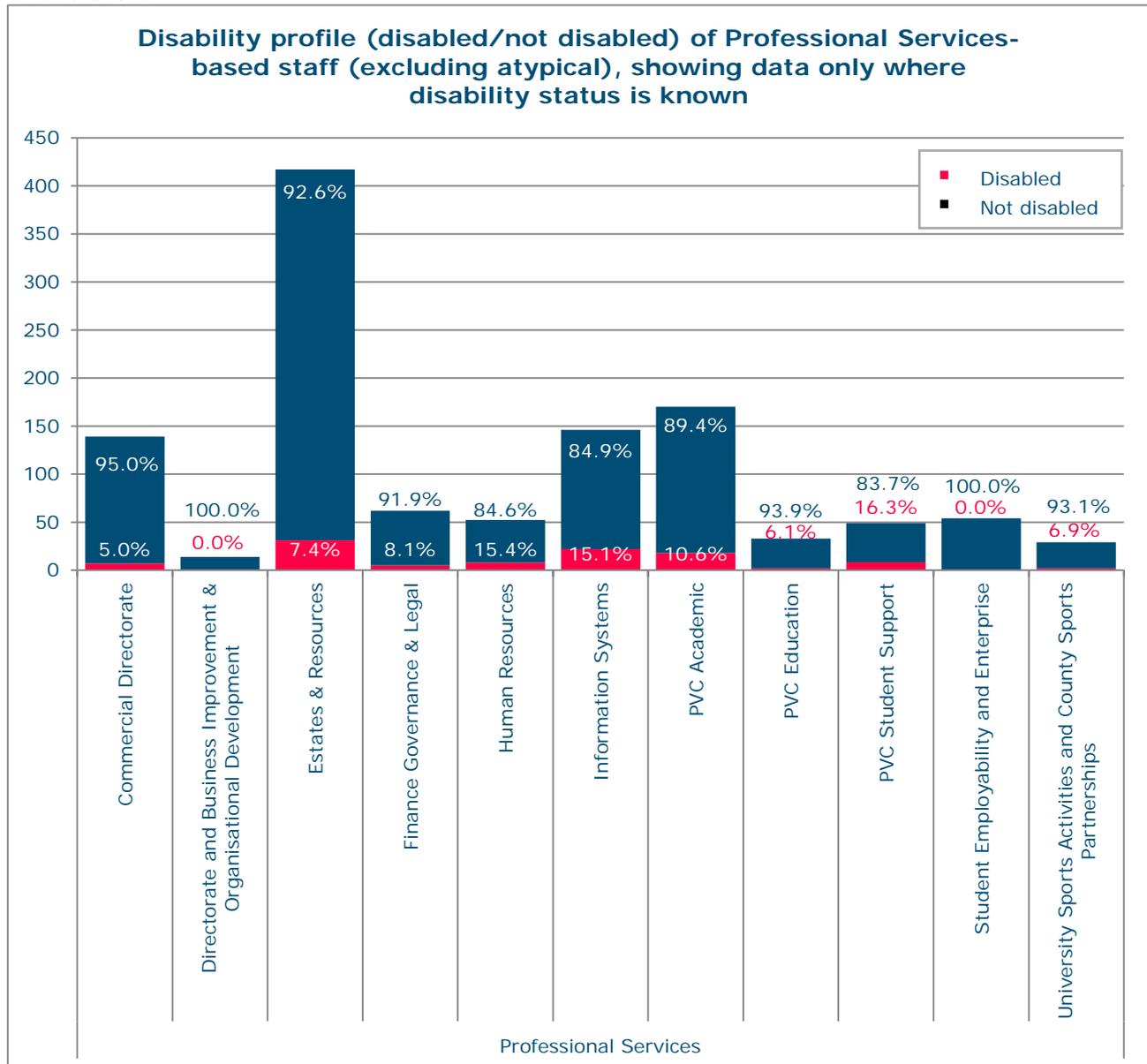| Department	Not disabled	Disabled
Commercial Directorate	95.0%	5.0%
Directorate and Business Improvement & Organisational Development	100.0%	0.0%
Estates & Resources	92.6%	7.4%
Finance Governance & Legal	91.9%	8.1%
Human Resources	84.6%	15.4%
Information Systems	84.9%	15.1%
PVC Academic	89.4%	10.6%
PVC Education	93.9%	6.1%
PVC Student Support	83.7%	16.3%
Student Employability and Enterprise	100.0%	0.0%
University Sports Activities and County Sports Partnerships	93.1%	6.9%

Professional Services

Table 3.3.6 – Disability profile (disabled/not disabled) of senior level staff (excluding atypical), showing data only where disability status is known

Job Type	Scale Name	Disabled		Not disabled		Total		Disclosure Rate
		%	No.	%	No.	%	No.	%
Senior Posts	Senior Executive Posts	0.0%	0	100.0%	7	100.0%	7	100.0%
	Holders of Senior Posts	0.0%	0	100.0%	9	100.0%	9	90.7%
Senior Posts Total		**0.0%**	**0**	**100.0%**	**16**	**100.0%**	**16**	**78.6%**
Academic	Academic Heads	7.7%	1	92.3%	12	100.0%	13	84.3%
	Academic Team Leaders	5.1%	2	94.9%	37	100.0%	39	81.8%
	Professors	6.1%	4	93.9%	62	100.0%	66	87.5%
Academic Total		**5.9%**	**7**	**94.1%**	**111**	**100.0%**	**118**	**84.2%**
Support	Support Heads	0.0%	0	100.0%	12	100.0%	12	82.2%
	Professional & Managerial	6.7%	4	93.3%	56	100.0%	60	66.7%
Support Total		**5.6%**	**4**	**94.4%**	**68**	**100.0%**	**72**	**79.1%**
Grand Total		**5.3%**	**11**	**94.7%**	**195**	**100.0%**	**206**	**82.4%**

Chart 3.3.6

Disability profile (disabled/not disabled) of senior level staff (excluding atypical), during 12/13, showing data only where disability status is known

The proportion of those staff with known disability status who declared themselves to be disabled was lower amongst the senior level staff, 5.3%, than the non-senior level staff, at 7.8%. The most senior posts, Senior Executive Posts and Holders of Senior Posts, had no instances of disabled members of staff, as with Support Heads.
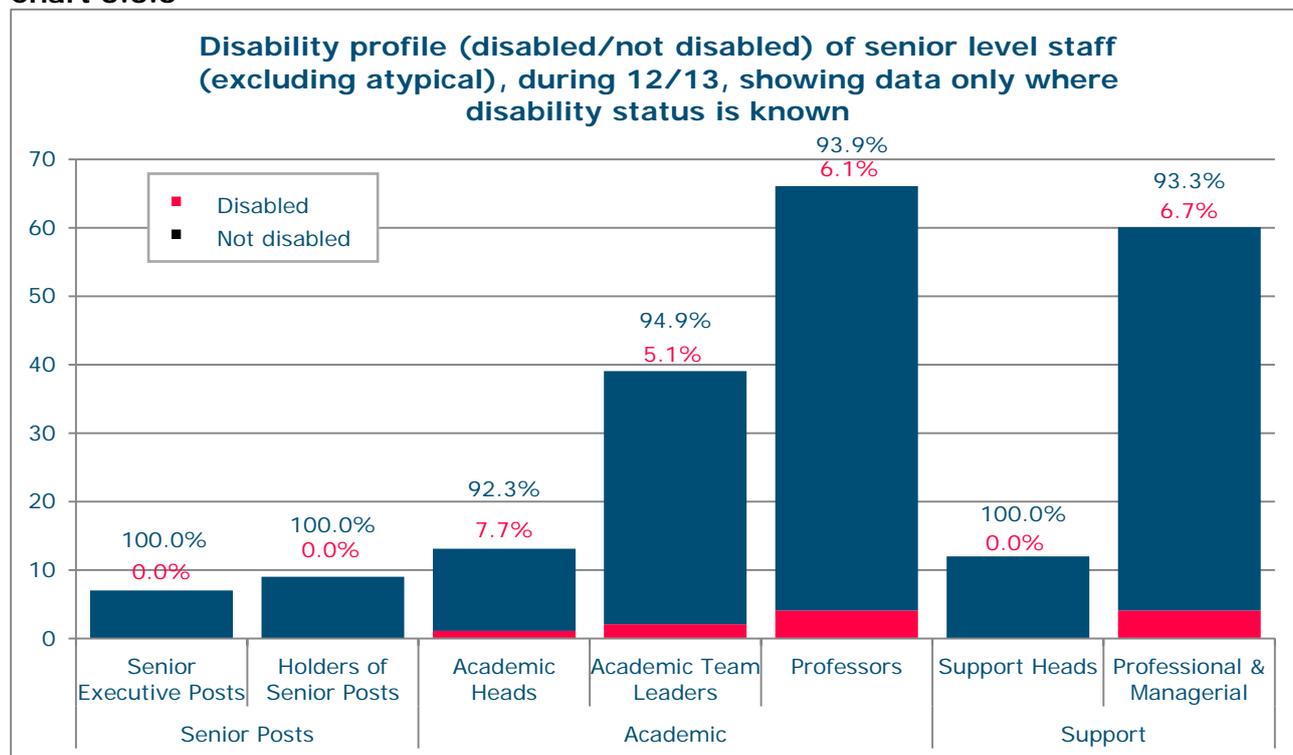
Table 3.3.7 – Disability profile (disabled/not disabled) of non-senior level staff (excluding atypical), showing data only where disability status is known

Job Type	Scale Name	Disabled		Not disabled		Total		Disclosure Rate
		%	No.	%	%	%	No.	%
Academic	Lecturers	9.4%	77	90.6%	746	100.0%	823	81.6%
	Research	3.8%	3	96.2%	75	100.0%	78	75.7%
	Sessional Lecturers	4.9%	17	95.1%	332	100.0%	349	49.6%
Academic Total		**7.8%**	**97**	**92.2%**	**1153**	**100.0%**	**1250**	68.9%
Support	Support	5.1%	2	94.9%	37	100.0%	39	81.3%
	Miscellaneous	7.9%	121	92.1%	1412	100.0%	1533	80.7%
Support Total		**7.8%**	**123**	**92.2%**	**1449**	**100.0%**	**1572**	80.7%
Grand Total		**7.8%**	**220**	**92.2%**	**2602**	**100.0%**	**2822**	75.0%

Research staff had the lowest rate of disabled staff at 3.8%, followed by Sessional Lecturers at 4.9%. Lecturers had the highest rate of disabled staff at 9.4%.

Chart 3.3.7
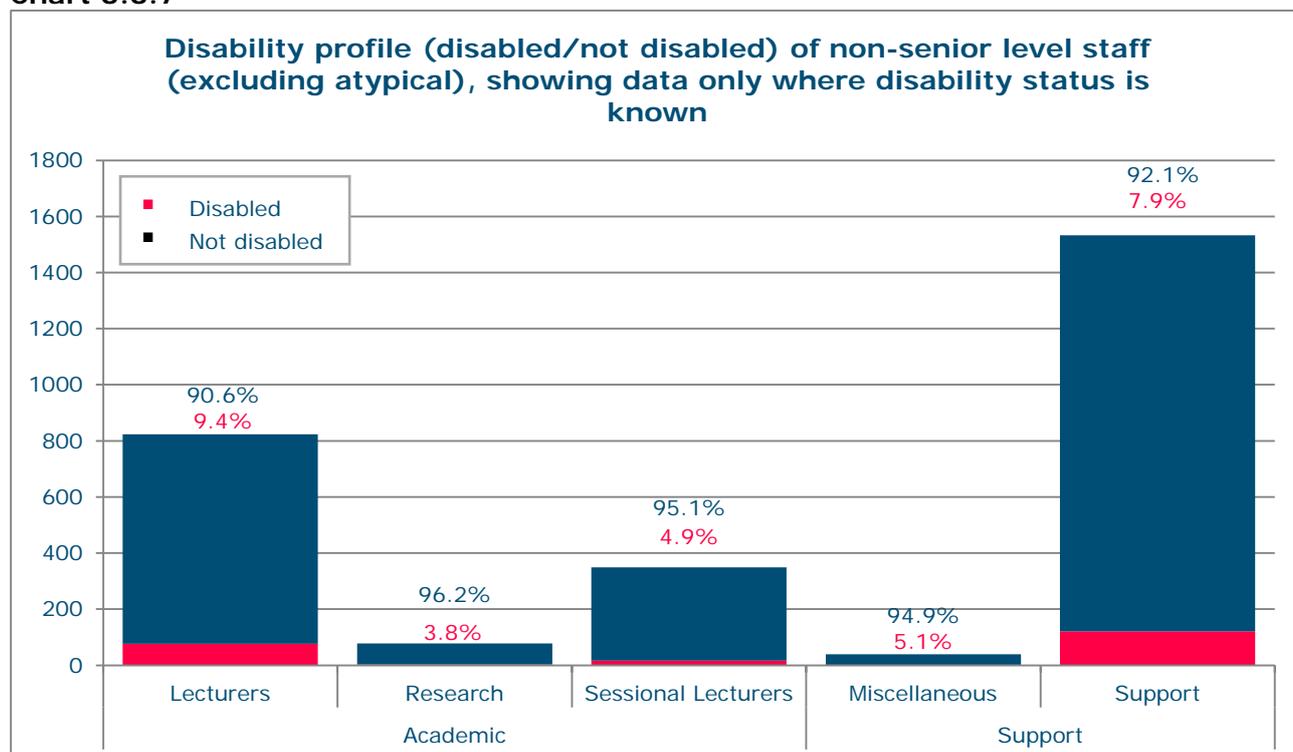
Table 3.3.8 – Disability profile of all staff (excluding atypical) involved in grievances or disciplinaries

	Disabled		Not disabled		Total		Disclosure Rates
	%	No.	%	No.	%	No.	%
Disciplinary	9.1%	1	90.9%	10	100.0%	11	73.3%
Grievance	100.0%	2	0.0%	0	100.0%	2	100.0%

9.1% of disciplinaries were of disabled staff members and, although the number of grievances raised was low at just 2, both were raised by disabled members of staff.

Table 3.3.9 – Disability profile (disabled/not disabled) of all leavers (excluding atypical) by reason for leaving, showing data only where disability status is known

Reason for leaving	Disabled		Not disabled		Total	
	%	No.	%	No.	%	No.
Contract-End of Temp Contract	1.4%	1	98.6%	73	100.0%	74
Death	50.0%	2	50.0%	2	100.0%	4
Dismissed	11.1%	1	88.9%	8	100.0%	9
Redundancy	50.0%	1	50.0%	1	100.0%	2
Resigned	9.0%	17	91.0%	171	100.0%	188
Retirement-Early	0.0%	0	100.0%	1	100.0%	1
Retirement-Ill Health	0.0%	0	100.0%	1	100.0%	1
Retirement-Normal	9.4%	3	90.6%	29	100.0%	32
Total	**8.0%**	**25**	**92.0%**	**286**	**100.0%**	**311**

The highest rates of disability were found in those who left due to death during employment (50.0%) and redundancy (50.0%). It is noteworthy that the total number of staff who left due to death or redundancy were 4 and 2 respectively.
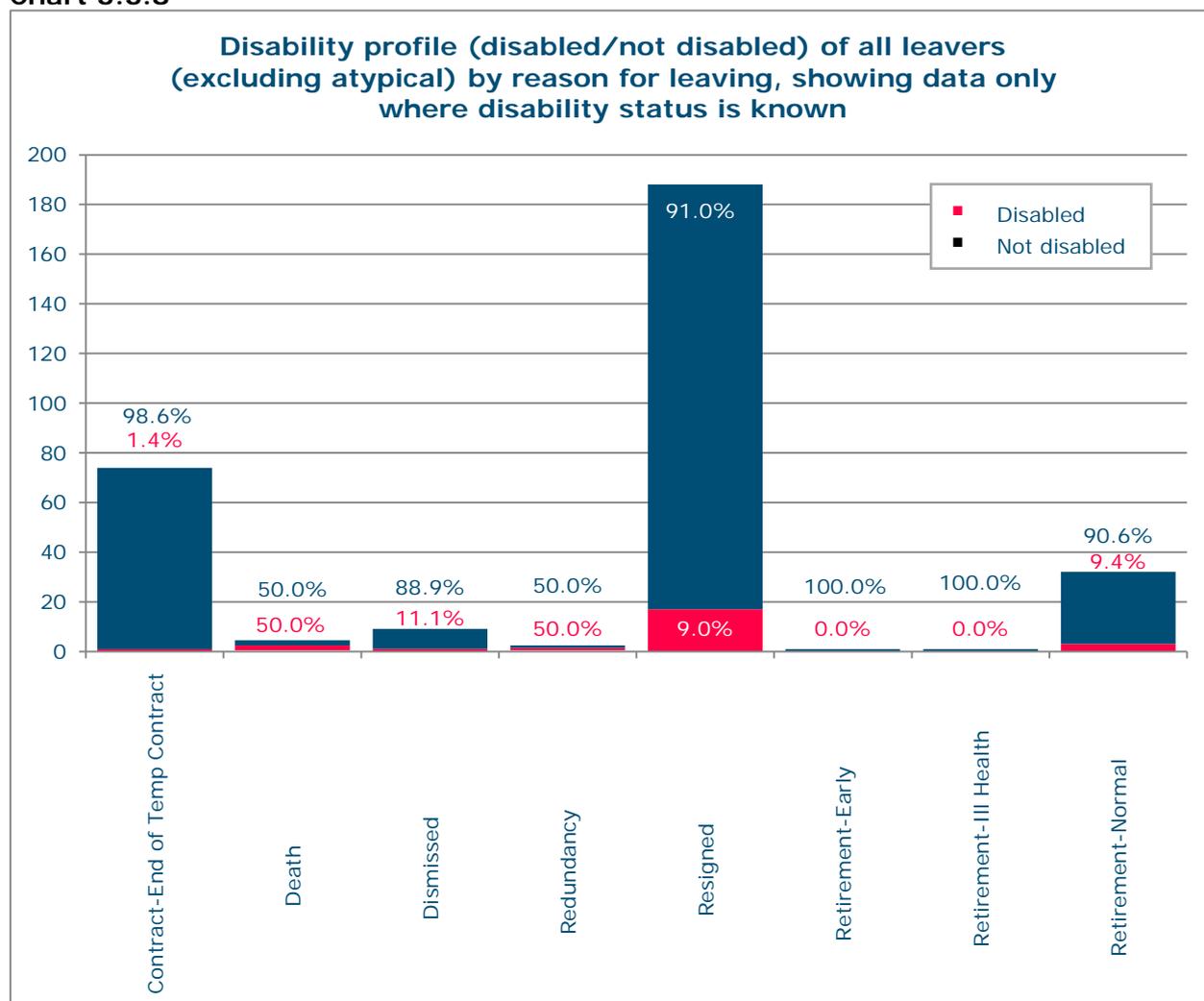
Chart 3.3.8

Disability profile (disabled/not disabled) of all leavers (excluding atypical) by reason for leaving, showing data only where disability status is known

Table 3.3.10 - Disability profile of all applicants and applicants shortlisted and appointed, showing data only where disability status is known

	Disabled		Not disabled		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Applicants	5.7%	809	94.3%	13264	100.0%	14073	93.1%
Shortlisted	6.5%	153	93.5%	2202	100.0%	2355	93.1%
Appointed	2.9%	18	97.1%	595	100.0%	613	90.0%

5.7% of all applicants who disclosed their disability status were disabled. Although the number of applicants shortlisted with disabilities was slightly higher at 6.5%, only 2.9% of all those appointed were disabled.

Chart 3.3.9
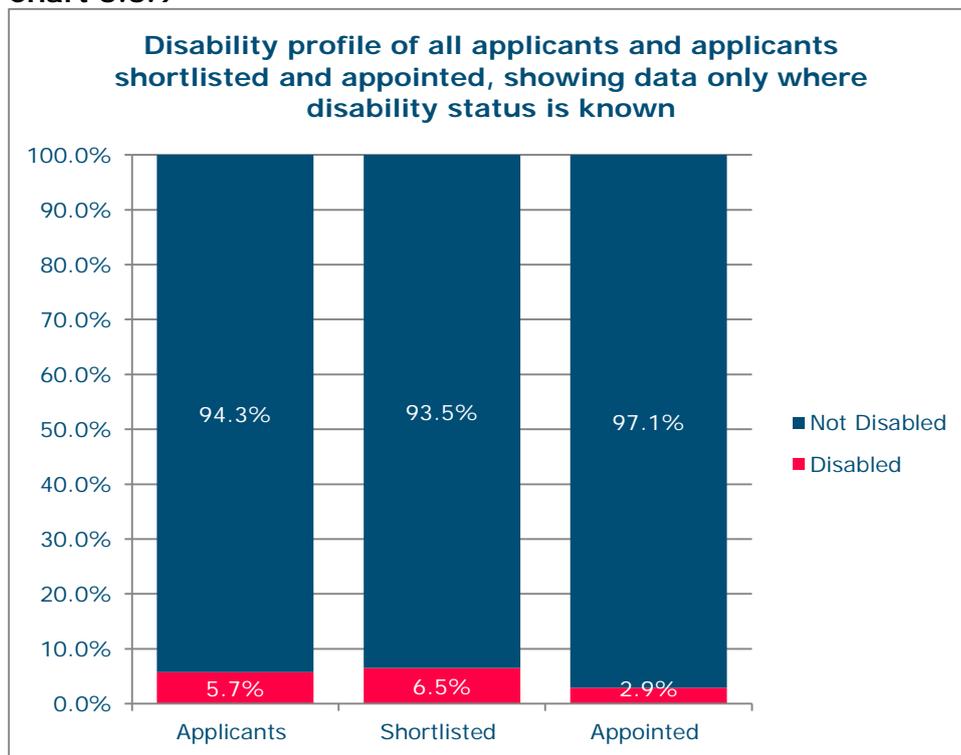
6.9% of all applicants elected not to disclose whether they had a disability by ticking the "prefer not to say" option. This is higher than the proportion of applicants who disclosed they had a disability which was 5.3% of all applicants.

3.4. Age

Table 3.4.1 - Age profile of all staff

34 & under		35-49		50-64		65 & over		Total	
%	No.	%	No.	%	No.	%	No.	%	No.
41.7%	2392	31.4%	1798	23.6%	1351	3.3%	190	100.0%	5731

Table 3.4.2 – Age profile of all staff (excluding atypical)

34 & under		35-49		50-64		65 & over		Total	
%	No.	%	No.	%	No.	%	No.	%	No.
26.9%	1078	41.1%	1647	30.4%	1218	1.7%	69	100.0%	4012

The largest group of staff are in the 34 and under age group (41.7%), followed by those aged 35-49 (31.4%), 50-64 (23.6%) and finally 65 & over (3.3%). When excluding atypical staff this changes considerably to those staff aged 35-49 being in the majority at 41.1% and then the 50-64 age group, at 30.4%, followed by those aged 34 and under at 26.9% and finally 65 and over at 1.7%.
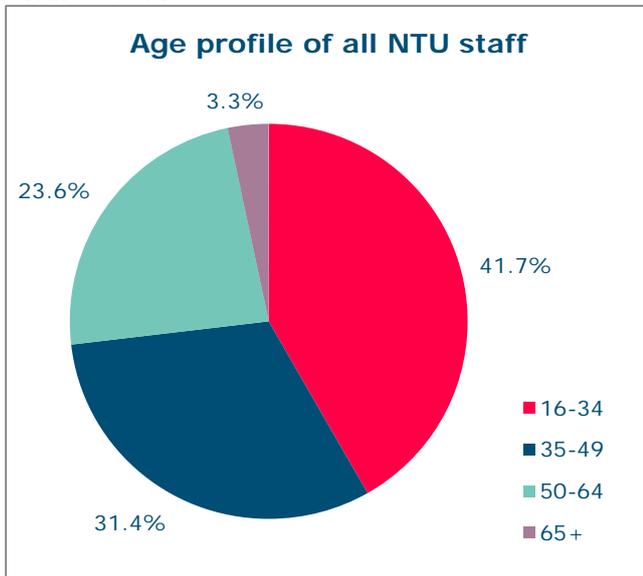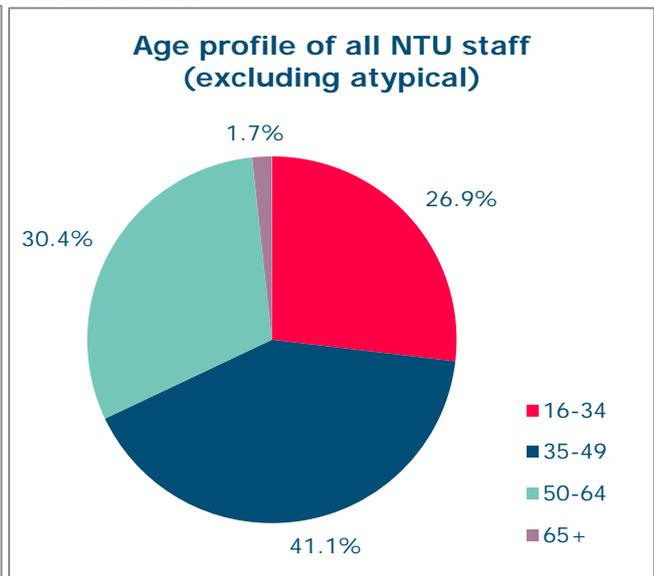
Chart 3.4.1

Chart 3.4.2

Table 3.4.5 – Age profile of College-based staff (excluding atypical) by College and School

College	School	34 & under %	34 & under No.	35-49 %	35-49 No.	50-64 %	50-64 No
College of Art & Design and Built Environment	College of Art & Design and Built Environment	42.1%	48	40.4%	46	17.5%	20
	School of Architecture, Design and the Built Environment	27.5%	68	42.1%	104	27.5%	68
	School of Art & Design	18.5%	73	48.5%	191	31.5%	124
College of Art & Design and Built Environment Total		**25.0%**	**189**	**45.2%**	**341**	**28.1%**	**212**
College of Arts and Science	College of Arts and Science	26.3%	31	43.2%	51	29.7%	35
	School of Animal Rural & Environmental Sciences	21.5%	28	49.2%	64	28.5%	37
	School of Arts & Humanities	21.3%	64	43.9%	132	31.9%	96
	School of Education	5.0%	9	29.8%	54	59.7%	108
	School of Science & Technology	31.1%	107	41.0%	141	25.6%	88
College of Arts and Science Total		**22.3%**	**239**	**41.2%**	**442**	**33.9%**	**364**
College of Business Law & Social Sciences	College of Business Law & Social Sciences	42.1%	61	40.0%	58	16.6%	24
	Nottingham Business School	16.6%	43	37.5%	97	41.7%	108
	Nottingham Law School	8.5%	12	56.7%	80	34.0%	48
	School of Social Sciences	26.8%	53	39.9%	79	30.8%	61
College of Business Law & Social Sciences Total		**22.7%**	**169**	**42.3%**	**314**	**32.4%**	**241**
Grand Total		**23.2%**	**597**	**42.7%**	**1097**	**31.8%**	**817**

College	School	65 & over %	65 & over No.	Total %	Total No.
College of Art & Design and Built Environment	College of Art & Design and Built Environment	0.0%	0	100.0%	114
	School of Architecture, Design and the Built Environment	2.8%	7	100.0%	247
	School of Art & Design	1.5%	6	100.0%	394
College of Art & Design and Built Environment Total		**1.7%**	**13**	**100.0%**	**755**
College of Arts and Science	College of Arts and Science	0.8%	1	100.0%	118
	School of Animal Rural & Environmental Sciences	0.8%	1	100.0%	130
	School of Arts & Humanities	3.0%	9	100.0%	301
	School of Education	5.5%	10	100.0%	181
	School of Science & Technology	2.3%	8	100.0%	344
College of Arts and Science Total		**2.7%**	**29**	**100.0%**	**1074**
College of Business Law & Social Sciences	College of Business Law & Social Sciences	1.4%	2	100.0%	145
	Nottingham Business School	4.2%	11	100.0%	259
	Nottingham Law School	0.7%	1	100.0%	141
	School of Social Sciences	2.5%	5	100.0%	198
College of Business Law & Social Sciences Total		**2.6%**	**19**	**100.0%**	**743**
Grand Total		**2.4%**	**61**	**100.0%**	**2572**

College-level staff generally had younger staff profiles than average, the most pronounced of these being in the College of Business, Law and Social Sciences and Art and Design and Built Environment, both with 42.1% of staff falling into the 34 and under age group.

The Schools with the older age profiles were noticeably the School of Education with 59.7% in the 50 and over age group and just 5.0% in the 34 & under age group. Nottingham Business School also had a high proportion of staff in the older age group of 50 and over at 41.7%.

Also of note is Nottingham Law School, with only 8.5% of staff in the 34 and under age group.

Chart 3.4.5

Age profile of all College-based staff (excluding atypical)
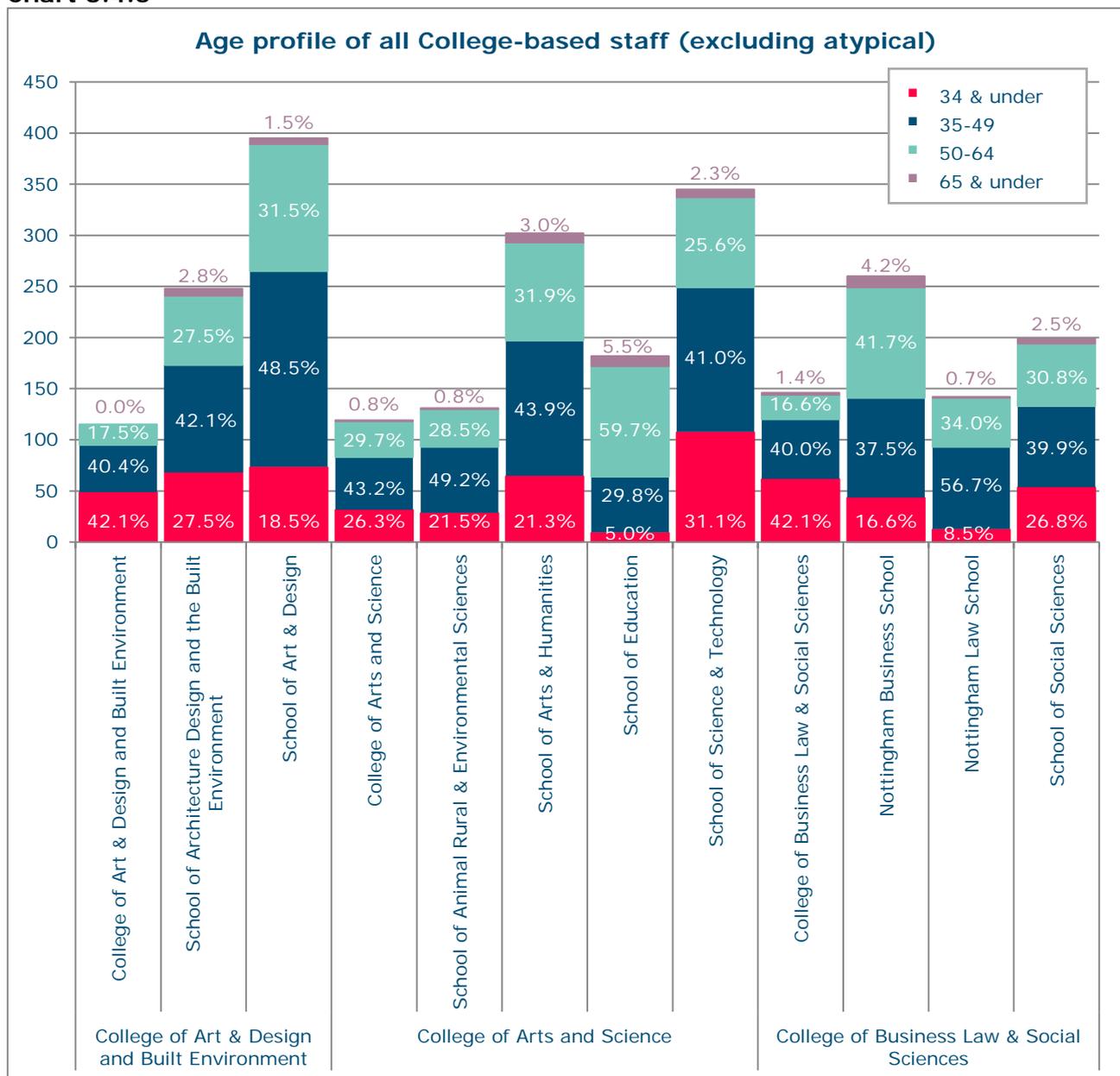
In Professional Services, younger staff profiles were most noticeable in University Sports Activities (Sports and Lifestyle) & County Sports Partnerships (82.4% in 34 and under age group), Commercial Directorate (58.4% in the 34 and under age group) and PVC Education (52.9% in 34 and under age group).

The areas with older age profiles were Student Employability and Enterprise (43.8% in the over 50 age group) and the combined areas of Directorate and Business Improvement & Organisational Development (50.0% in the over 50 age group).

Table 3.4.6 - Age profile of Professional Services-based staff (excluding atypical)

Professional Service Area	34 & under		35-49		50-64	
	%	No.	%	%	No.	%
Commercial Directorate	58.4%	90	33.8%	52	7.8%	12
Directorate & Business Improvement & Organisational Development[30]	18.8%	3	31.3%	5	50.0%	8
Estates & Resources	30.8%	167	32.8%	178	35.1%	190
Finance Governance & Legal	13.7%	10	52.1%	38	34.2%	25
Human Resources	22.4%	13	53.4%	31	24.1%	14
Information Systems	28.5%	53	50.5%	94	21.0%	39
PVC Academic[31]	32.4%	71	41.6%	91	26.0%	57
PVC Education[32]	52.9%	18	35.3%	12	11.8%	4
PVC Student Support	20.0%	12	43.3%	26	36.7%	22
Student Employability and Enterprise	25.0%	16	29.7%	19	43.8%	28
University Sports Activities & County Sports Partnerships[33]	82.4%	28	11.8%	4	5.9%	2
Professional Services Total	**33.4%**	**481**	**38.2%**	**550**	**27.8%**	**401**

Professional Service Area	65 & over		Total	
	%	No.	%	No.
Commercial Directorate	0.0%	0	100.0%	154
Directorate & Business Improvement & Organisational Development	0.0%	0	100.0%	16
Estates & Resources	1.3%	7	100.0%	542
Finance Governance & Legal	0.0%	0	100.0%	73
Human Resources	0.0%	0	100.0%	58
Information Systems	0.0%	0	100.0%	186
PVC Academic	0.0%	0	100.0%	219
PVC Education	0.0%	0	100.0%	34
PVC Student Support	0.0%	0	100.0%	60
Student Employability and Enterprise	1.6%	1	100.0%	64
University Sports Activities & County Sports Partnerships	0.0%	0	100.0%	34
Professional Services Total	**0.6%**	**8**	**100.0%**	**1440**

[30] Due to low numbers of staff in the areas of Directorate and Business Improvement & Organisational Development these areas have been combined for reporting purposes only in order to protect anonymity of individuals.
[31] During 2012/2013 PVC Academic included the following teams: Academic Registry, Centre for Academic Development and Quality, Collaborative Partnerships Office, Libraries and Learning and Resources and NTU Graduate School.
[32] During 2012/2013 PVC Education included the following teams: Schools, Colleges and Community Outreach and Widening Participation
[33] Due to low numbers of staff in County Sports Partnerships this area has been combined with University Sports Activities (Sports and Lifestyle) for reporting purposes only in order to protect anonymity of individuals.

Chart 3.4.6

Age profile of all Professional Services staff (excluding atypical)

Legend:
- 34 & under
- 35-49
- 50-64
- 65 & under

Categories (Professional Services):
- Commercial Directorate: 58.4%, 33.8%, 0.0%
- Directorate and Business Improvement & Organisational Development: 18.8%, 31.3%, 50.0%, 0.0%
- Estates & Resources: 30.8%, 32.8%, 35.1%, 1.3%
- Finance Governance & Legal: 13.7%, 52.1%, 34.2%, 0.0%
- Human Resources: 22.4%, 53.4%, 24.1%, 0.0%
- Information Systems: 28.5%, 21.0%, 0.0%
- PVC Academic: 32.4%, 41.6%, 26.0%, 0.0%
- PVC Education: 52.9%, 35.3%, 11.8%, 0.0%
- PVC Student Support: 20.0%, 43.3%, 36.7%, 0.0%
- Student Employability and Enterprise: 25.0%, 29.7%, 43.8%, 1.6%
- University Sports Activities and County Sports Partnerships: 82.4%, 11.8%, 5.9%, 0.0%
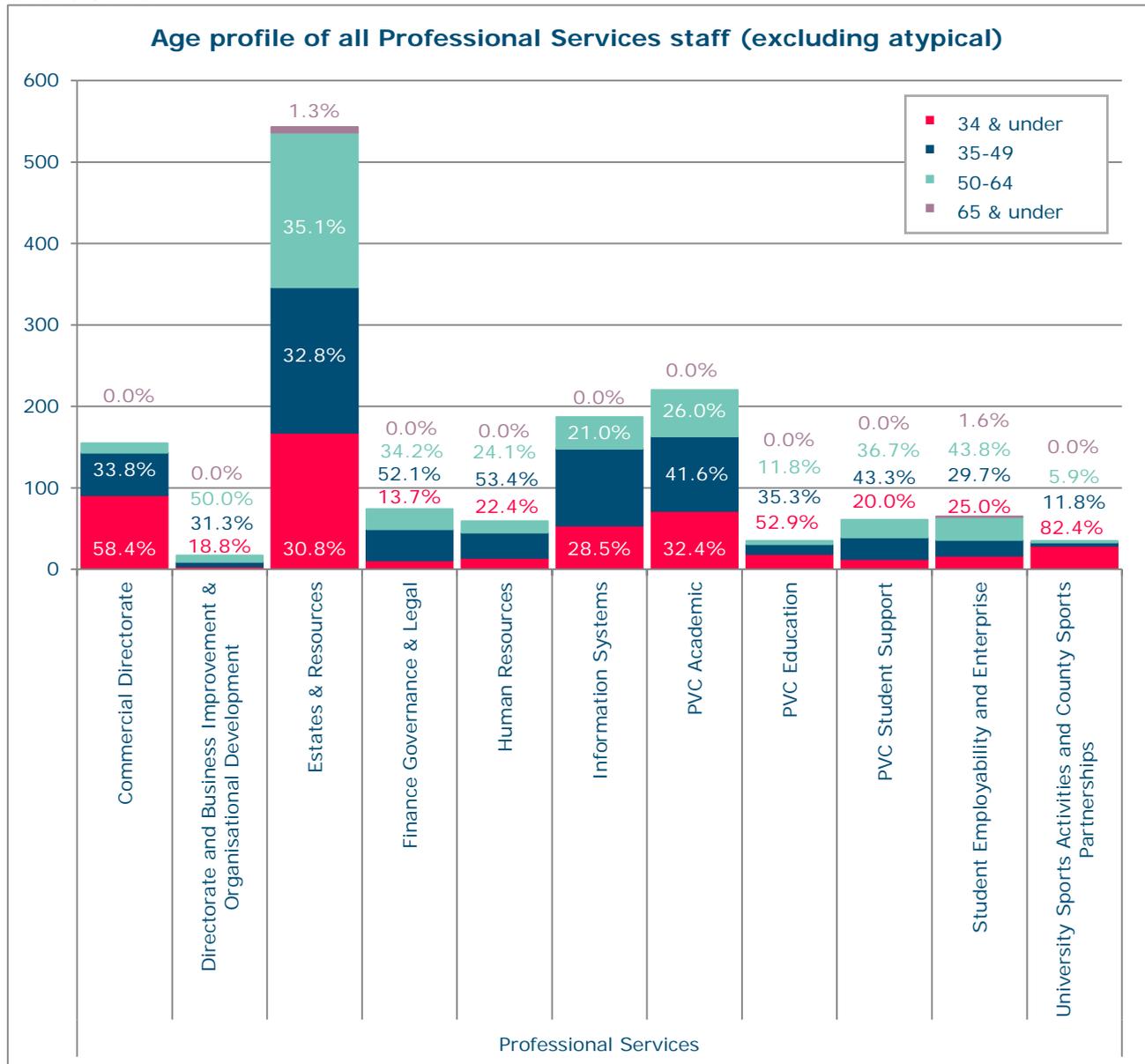
Table 3.4.7 – Age profile of all staff (excluding atypical) involved in grievances or disciplinaries

	34 & under		35-49		50-64		65 & over		Total	
	%	No.	%	No.	%	No.	%	No.	%	No.
Disciplinaries	40.0%	6	46.7%	7	13.3%	2	0.0%	0	100.0%	15
Grievances	50.0%	1	50.0%	1	0.0%	0	0.0%	0	100.0%	2

The highest proportion of disciplinaries involved those staff in the middle and lowest age groups, 34 and under (40.0%) and 35-49 (46.7%). These were higher than the proportion of all employed staff (excluding atypical staff) in these age groups which were 26.9% and 41.1% respectively.

Grievances were also concentrated in the lower age groups, although small in number, 1 grievance was made by a member of staff in the 34 and under age group and the other from the 35-49 age group.

Table 3.4.8 – Age profile of all leavers (excluding atypical) by reason for leaving

	34 and under		35-49		50-64		65 and over		Total	
Reason for leaving	%	No.	%	No.	%	No.	%	No.	%	No.
Contract-End of Temp Contract	67.3%	66	25.5%	25	6.1%	6	1.0%	1	100.0%	98
Death	0.0%	0	0.0%	0	100.0%	4	0.0%	0	100.0%	4
Dismissed	40.0%	6	53.3%	8	6.7%	1	0.0%	0	100.0%	15
Redundancy	33.3%	2	0.0%	0	66.7%	4	0.0%	0	100.0%	6
Resigned	43.9%	119	37.3%	101	17.3%	47	1.5%	4	100.0%	271
Retirement-Early	0.0%	0	0.0%	0	100.0%	2	0.0%	0	100.0%	2
Retirement-Ill Health	0.0%	0	100.0%	1	0.0%	0	0.0%	0	100.0%	1
Retirement-Normal	0.0%	0	0.0%	0	76.1%	35	23.9%	11	100.0%	46
Total	43.6%	193	30.5%	135	22.3%	99	3.6%	16	100.0%	443

The majority of leavers fell within the 34 and under age bracket (43.6%).

Chart 3.4.7

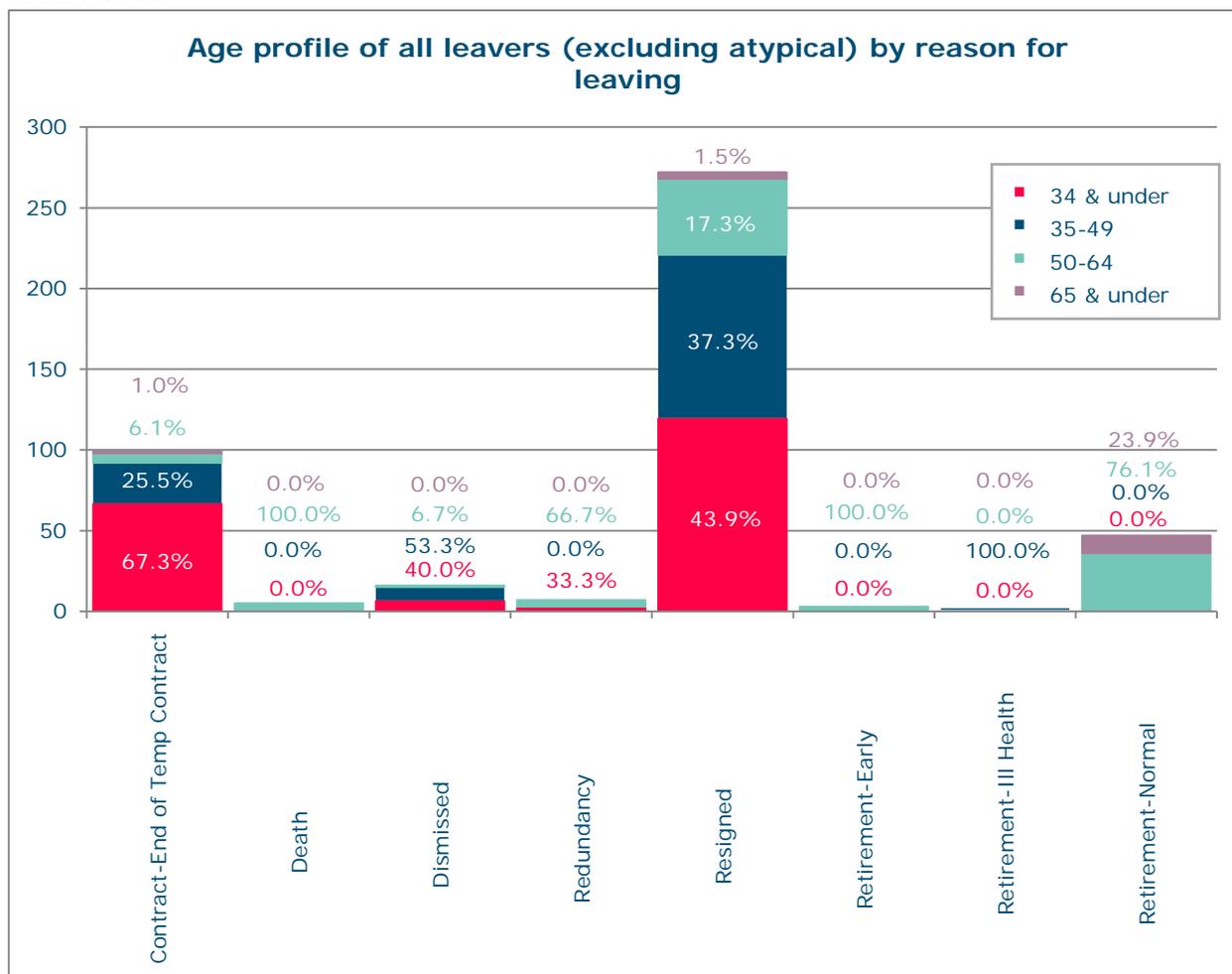Age profile of all leavers (excluding atypical) by reason for leaving

Table 3.4.9 – Age profile of all applicants and applicants shortlisted and appointed, showing data only where age is known

	34 & under		35-49		50-64		65 & over	
	%	No.	%	No.	%	No.	%	No.
Applicants	65.1%	9857	25.4%	3838	9.4%	1425	0.1%	17
Shortlisted	57.3%	1449	30.3%	766	12.1%	306	0.2%	6
Appointed	59.2%	400	28.1%	190	12.3%	83	0.4%	3

	Total		Disclosure rate
	%	No.	
Applicants	100.0%	15137	99.9%
Shortlisted	100.0%	2527	99.9%
Appointed	100.0%	676	99.3%

The majority of applicants (65.1%) were from the youngest age group, 34 and under, and then the proportions in each age group gradually decreases as age group increases. In age group 34 and under, the proportion of applicants shortlisted (57.3%) and appointed (59.2%) are also lower than the proportion who applied (65.1%).

Proportions of people in the older age group of 50-64 year olds increased from 9.4% of applicants to 12.1% of those shortlisted and 12.3% of appointments.

Chart 3.4.8

Age profile of all applicants and applicants shortlisted and appointed, showing data only where age is known

3.5. Religion and Belief
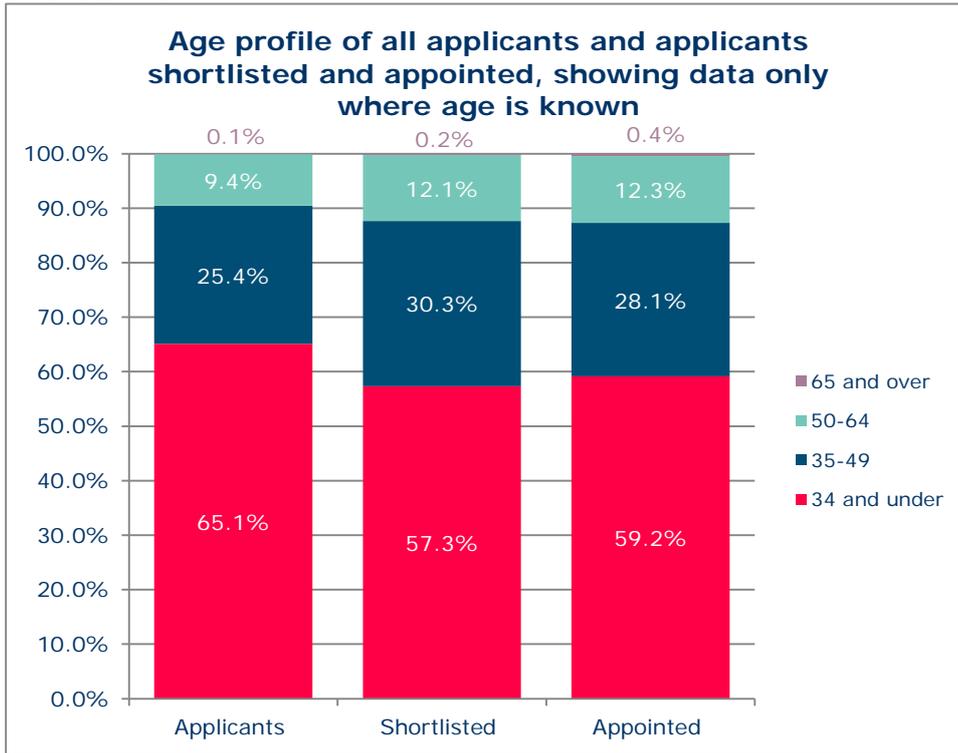
Table 4.5.1 – Religion and belief profile of all staff (excluding atypical)

Buddhist		Christian		Hindu		Jewish		Muslim		Pagan		Sikh	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
0.6%	25	28.7%	1152	0.7%	30	0.3%	13	1.3%	51	0.2%	7	0.6%	23

Spiritual		Any other religion or belief		No religion or belief		Prefer not to say		Not known		Total	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
0.1%	4	1.6%	63	35.4%	1419	7.7%	307	22.9%	918	100.0%	4012

Table 3.5.2 – Religion and belief profile of all staff (excluding atypical), showing data only where religion and belief is known

Buddhist		Christian		Hindu		Jewish		Muslim		Pagan		Sikh	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
0.9%	25	41.3%	1152	1.1%	30	0.5%	13	1.8%	51	0.3%	7	0.8%	23

Spiritual		Any other religion or belief		No religion or belief		Total	
%	No.	%	No.	%	No.	%	No.
0.1%	4	2.3%	63	50.9%	1419	100.0%	2787

Table 3.5.3 – Religion and belief profile (Christian/non-Christian/none) of all staff (excluding atypical), showing data only where religion and belief is known

Christian		Non-Christian religion or belief		No religion		Total		Disclosure rate
%	No.	%	No.	%	%	No.	%	%
41.3%	1152	7.8%	216	50.9%	1419	100.0%	2787	69.5%

The disclosure rate for religion and belief was 69.5%. Religion is the equality characteristic with the lowest disclosure rate and also the highest rate of staff opting the "prefer not to say" option at 7.7%.

The majority of staff who disclosed their religion or belief indicated they had no religion (50.9%). The second largest group are Christian (41.3%). The remaining 7.8% of staff who have a non-Christian religion are looked at in more detail below.
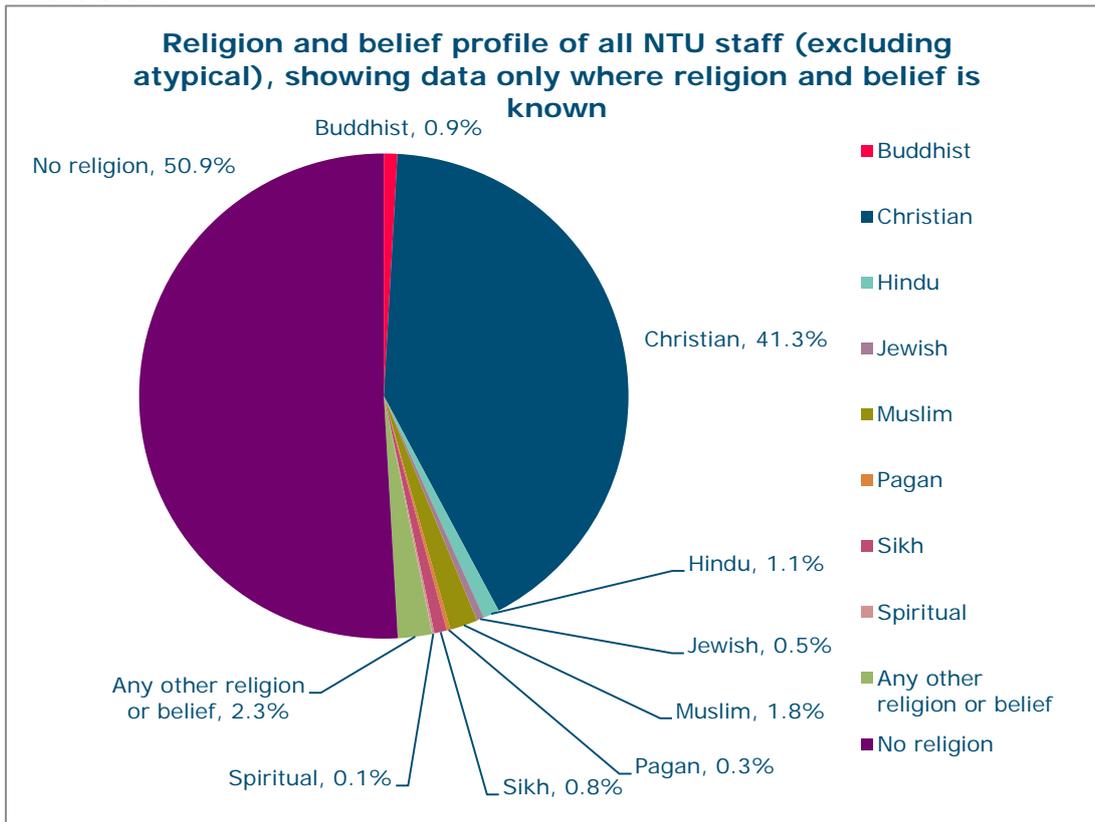
Chart 3.5.1

Religion and belief profile of all NTU staff (excluding atypical), showing data only where religion and belief is known

Buddhist, 0.9%

No religion, 50.9%

Christian, 41.3%

Hindu, 1.1%

Jewish, 0.5%

Muslim, 1.8%

Pagan, 0.3%

Sikh, 0.8%

Spiritual, 0.1%

Any other religion or belief, 2.3%

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Pagan
- Sikh
- Spiritual
- Any other religion or belief
- No religion

Chart 3.5.2

Religion and belief profile (Christian/non-Christian/no religion) of all NTU staff (excluding atypical), showing data only where religion and belief is known

No religion, 50.9%

Christian, 41.3%

Non-Christian, 7.8%

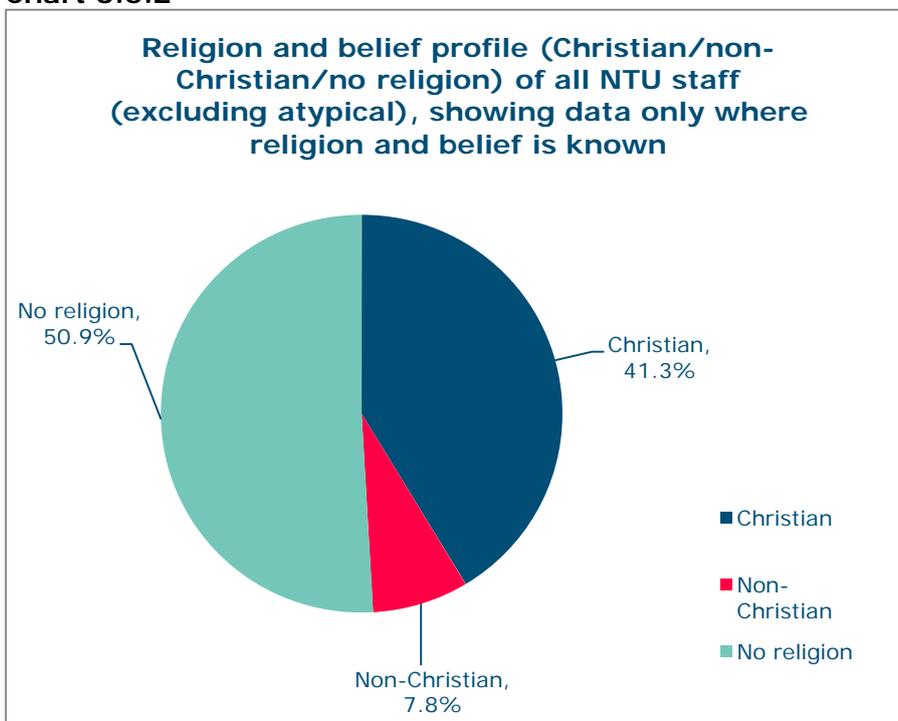- Christian
- Non-Christian
- No religion

Table 3.5.4 – Religion and belief profile (non-Christian breakdown) of all staff (excluding atypical), showing data only where religion and belief is known

Buddhist		Hindu		Jewish		Muslim		Pagan		Sikh	
%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
11.6%	25	13.9%	30	6.0%	13	23.6%	51	3.2%	7	10.6%	23

Spiritual		Any other religion or belief		Total	
%	No.	%	No.	%	No.
1.9%	4	29.2%	63	100.0%	216

Chart 3.5.3

Religion and belief profile of all NTU staff with non-Christian religion or belief (exlcuding atypical staff), showing data only where religion and belief is known
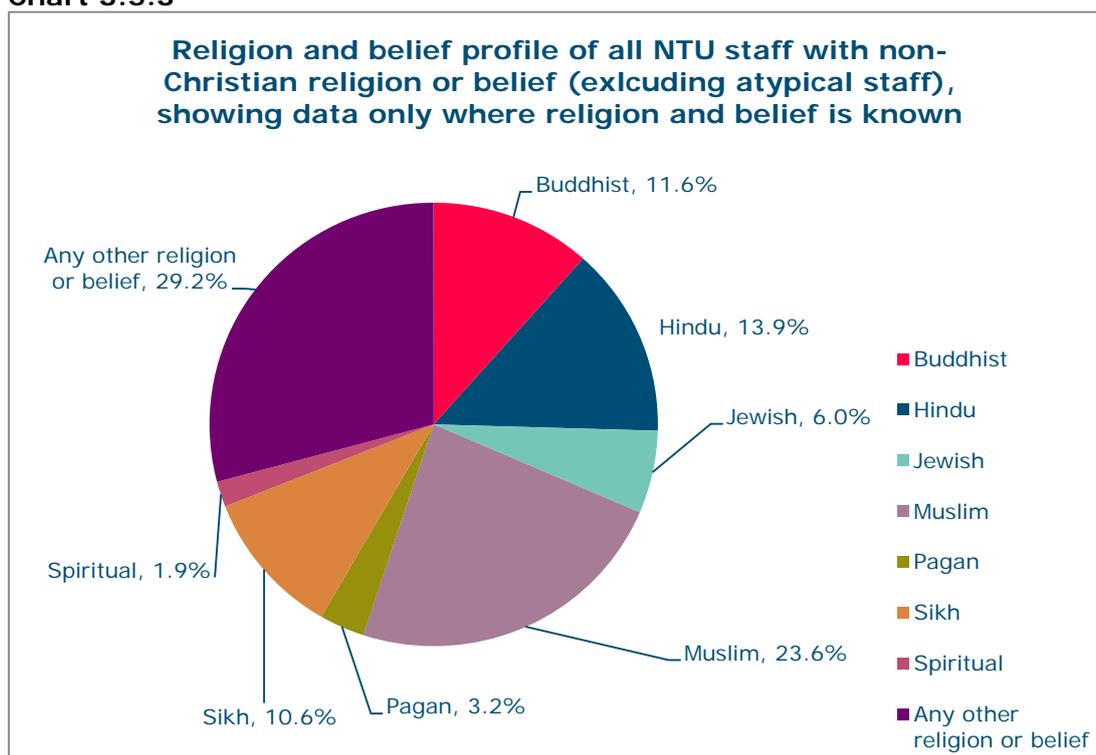
Chart 4.5.3 depicts the religion or belief profile of those with a non-Christian religion and identifies that the two largest groups are "Any other religion or belief" (29.2%) and Muslim (23.6%).

Table 3.5.5 – Religion and belief profile of all staff (excluding atypical) involved in grievances or disciplinaries
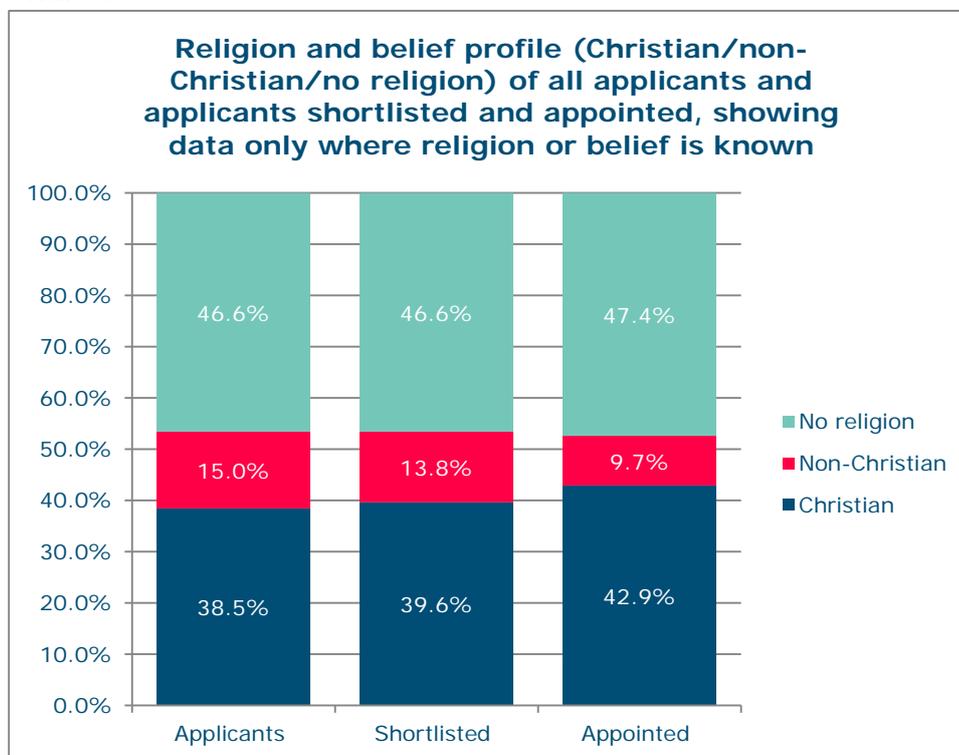
	Christian		No religion		Total		Disclosure rate
	%	No.	%	No.	%	No.	
Disciplinaries	27.3%	3	72.7%	8	100.0%	11	73.3%
Grievances	100.0%	2	0.0%	0	100.0%	2	100.0%

Only 73.3% of those staff subject to disciplinaries had disclosed their religion and 6.7% opted the "prefer not to say" option. Where religion was known, the majority of disciplinaries involved staff with no religion (72.7%).

Table 3.5.6 – Religion profile (Christian/non-Christian/No religion) of all leavers (excluding atypical) by reason for leaving

Reason for leaving	Christian		Non-Christian		No religion		Total		Disclosure rate
	%	No.	%	No.	%	No.	%	No.	%
Contract-End of Temp Contract	33.8%	24	15.5%	11	50.7%	36	100.0%	71	72.4%
Death	25.0%	1	0.0%	0	75.0%	3	100.0%	4	100.0%
Dismissed	37.5%	3	0.0%	0	62.5%	5	100.0%	8	53.3%
Redundancy	0.0%	0	50.0%	1	50.0%	1	100.0%	2	33.3%
Resigned	40.5%	70	8.1%	14	51.4%	89	100.0%	173	63.8%
Retirement-Ill Health	0.0%	0	0.0%	0	100.0%	1	100.0%	1	100.0%
Retirement-Normal	52.0%	13	4.0%	1	44.0%	11	100.0%	25	54.3%
Total	39.1%	111	9.5%	27	51.4%	146	100.0%	284	64.1%

Chart 3.5.4

Religion and belief profile (Christian/non-Christian/no religion) of all applicants and applicants shortlisted and appointed, showing data only where religion or belief is known

The average religion disclosure rate for leavers was 64.1% and the largest majority of leavers fell within the "No religion" category.

Table 3.5.7 – Religion and belief profile of all applicants and applicants shortlisted and appointed, showing data only where religion or belief is known

	Buddhist		Christian		Hindu		Jewish		Muslim		Pagan	
	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
Applicants	0.9%	114	38.5%	5040	3.2%	413	0.3%	35	5.8%	760	0.3%	39
Shortlisted	0.8%	18	39.6%	861	3.8%	82	0.3%	6	4.4%	96	0.1%	3
Appointed	1.1%	6	42.9%	240	2.7%	15	0.7%	4	2.1%	12	0.0%	0

	Sikh		Spiritual		Any other religion/belief		No religion		Total		Disclosure rate
	%	No.	%	No.	%	No.	%	No.	%	No.	
Applicants	1.9%	244	0.7%	88	2.0%	267	46.6%	6099	100.0%	13099	86.4%
Shortlisted	1.9%	42	0.9%	19	1.5%	33	46.6%	1012	100.0%	2172	85.8%
Appointed	1.3%	7	0.9%	5	0.9%	5	47.4%	265	100.0%	559	82.1%

Table 3.5.8 – Religion and belief profile (Christian/non-Christian/no religion) of all applicants and applicants shortlisted and appointed, showing data only where religion or belief is known

	Christian		Non-Christian		No religion		Total		Disclosure rate
	%	No.	%	No.	%	No.	%	No.	
Applicants	38.5%	5040	15.0%	1960	46.6%	6099	46.6%	6099	86.4%
Shortlisted	39.6%	861	13.8%	299	46.6%	1012	46.6%	1012	85.8%
Appointed	42.9%	240	9.7%	54	47.4%	265	47.4%	265	82.1%

Where religion or belief was disclosed, the largest proportion of applications came from people declaring having no religion or belief (46.6%) closely followed by those of Christian faith (38.5%). The lowest number of applications came from the non-Christian religions, 15.0% in total and who were also less likely to be shortlisted, where the proportion of shortlisted applicants reduced to 13.8% and again down to 9.7% of all appointed applicants.

The proportion of applicants who selected the "prefer not to say" option was 5.8%.

Source: CHRIS, All staff employed during the period 1 August 2012 to 31 July 2013

Definition of atypical staff

At NTU atypical means staff whose substantive contract falls under one of the following categories: casual staff/hourly paid, Progression Partnership Workers, Worker or zero hours (excluding Hourly Paid Lecturers). Although not an exhaustive list the below provides examples of some common atypical roles:

- Student Ambassador
- Assistant Invigilator
- Student Host
- Primary Literary Assistant
- Demonstrator
- Disability Support Worker
- Alumni Fund Telephone Caller
- Catering Assistant (on Worker contract)
- Instructor
- Football Referee

Applicant data
Source: CHRIS, all applicants from 1 August 2012 to 31 July 2013.