Employee Equalities
Monitoring Report

(published April 2025)

UNIVERSITY OF THE
WEST *of* SCOTLAND
UWS

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Introduction:

The University of the West of Scotland (UWS) Employee Equalities Monitoring report provides an overview of our employee demographics, focusing on the protected characteristics: sex, age, disability, religion and belief, sexual orientation, and ethnicity. The report examines working patterns, recruitment, promotion, and leavers data, alongside equalities monitoring for University Court membership.

Monitoring these characteristics enables us to benchmark our demographics against the sector and assess their representativeness of our student population. This comparison helps identify areas for action to ensure UWS is inclusive and diverse. All employees are invited to provide information on their protected characteristics on a voluntary basis at the time of recruitment and can update this data at any time. We use the Higher Education Statistics Agency (HESA) Scotland dataset (2022/23) for benchmarking, as this is the most up-to-date data available at the time of writing this report.

UWS has one campus based in London and we take cognisance that our staff and students at this campus are more racially and ethnically diverse than our campuses based within Scotland. Therefore, the numbers displayed are not an accurate comparison to the Scottish census or HESA data. In future reports we will present our ethnicity data in a more representative way.

To maintain confidentiality, we report data in percentages, preventing redaction due to low numbers.

This report serves as a supporting statistical document for internal and external use, with insights contributing to the Public Sector Equality Duty Mainstreaming Report 2025. Insights from this report are also utilised to determine actions within the Public Sector Equality Duty Mainstreaming Report 2025 [LINK].
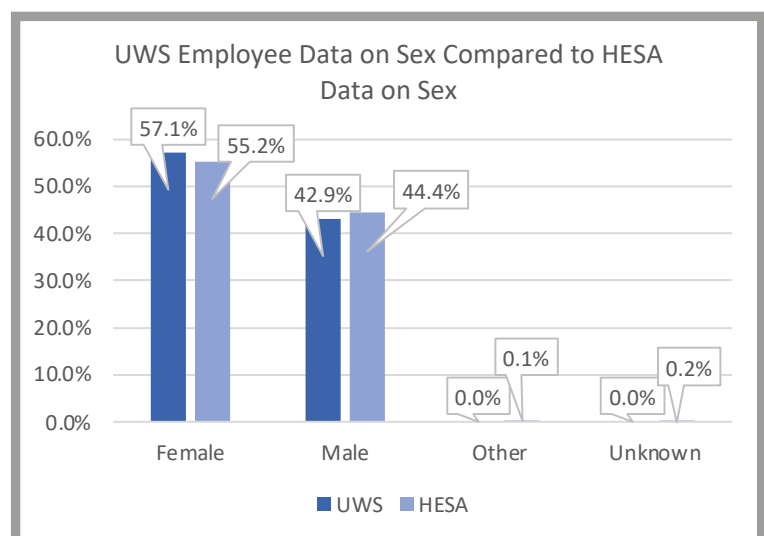
Protected Characteristics:

Overall, staffing levels have remained consistent with 1,919 employees in 2023 and 1,928 employees in 2024.

Some of the key information on the employee profile within this section includes:

Protected Characteristic	Key Information
Sex	At 57.1% female employees, we slightly exceed the HESA Scotland Benchmark (55.2%).
Age	Overall, the age profile of employees has remained largely consistent over the past two years and is older compared to the Higher Education Statistics Agency Scotland equivalent. However, UWS has seen an increase in employees in the 31-40 and 41-50 age groups.
Disability	Disclosure of disability has increased and remains higher than the HESA Scotland benchmark (7.1% of UWS employees reported some form of disability, compared to 5.9% for Scotland).
Religion and Belief	No religion and Roman Catholic were the most frequently chosen categories, at 11.6% and 8.4% respectively.
Sexual Orientation	An increased number of employees declared their sexual orientation in 2024 (rising from 61.6% in 2023 to 62.9% in 2024). The percentage whose sexual orientation was unknown decreased (9.5% to 7.5%).
Ethnicity	Most UWS employees declared as white, with the ethnic minority percentage increased from 14.3% to 16.5%, above the HESA Scotland benchmark of 9.9% for 2022/23.

Sex:

The UWS employee profile is 57.1% female and 42.9% male with no significant change since 2023. This female proportion slightly exceeds the HESA Scotland benchmark of 55.2%.

For a detailed breakdown by sex for 2023 and 2024, see Table 1 in the Appendix.
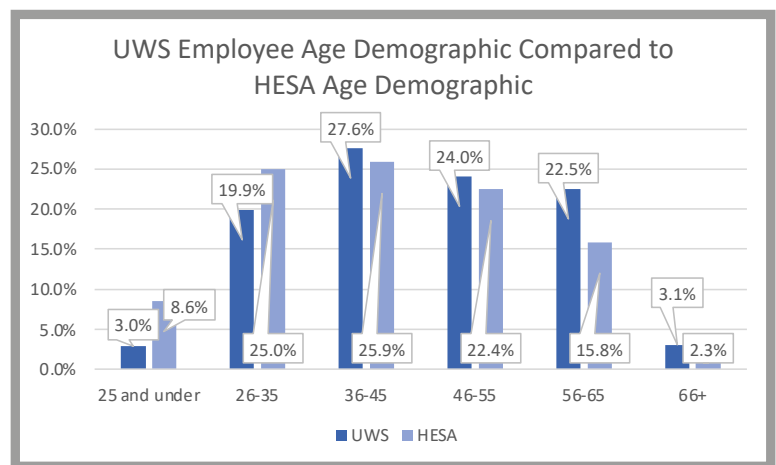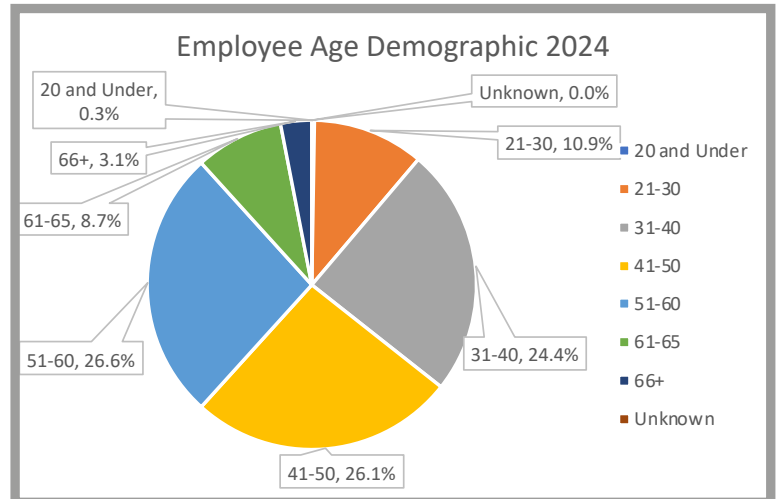

UWS Employee Data on Sex Compared to HESA Data on Sex

Female: UWS 57.1%, HESA 55.2%
Male: UWS 42.9%, HESA 44.4%
Other: UWS 0.0%, HESA 0.1%
Unknown: UWS 0.0%, HESA 0.2%

■ UWS ■ HESA

Age:

The age range of UWS employees remained stable between 2023 and 2024. Recruitment increased for the 31–40 age group (+2.5 percentage points) and decreased for the 61–65 age group (–1.3 percentage points). *Detailed age profiles are in Table 2 of the Appendix.*

Our age data is comprehensive owing to information gathered though the Right to Work aspect of the recruitment process.
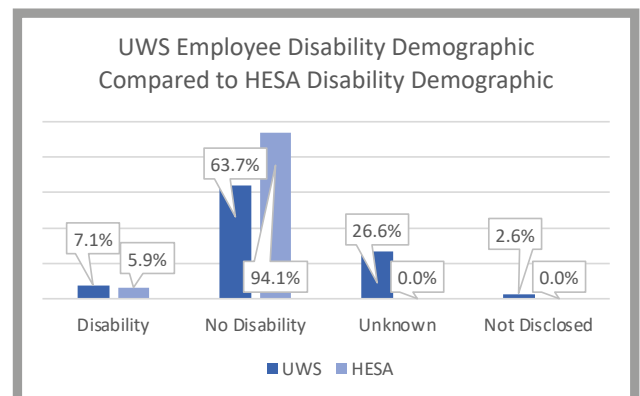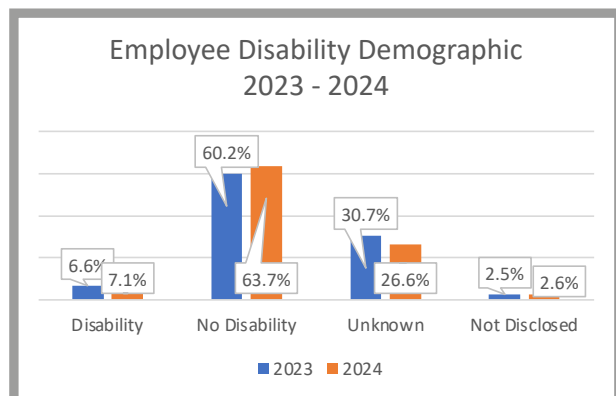
UWS employees are generally older than the HESA Scotland average, with a significantly higher percentage of employees over 56 (+7.5 percentage points).

Employee Age Demographic 2024

- 20 and Under, 0.3%
- Unknown, 0.0%
- 21-30, 10.9%
- 66+, 3.1%
- 61-65, 8.7%
- 51-60, 26.6%
- 41-50, 26.1%
- 31-40, 24.4%

Legend: 20 and Under, 21-30, 31-40, 41-50, 51-60, 61-65, 66+, Unknown

UWS Employee Age Demographic Compared to HESA Age Demographic

|	25 and under	26-35	36-45	46-55	56-65	66+
UWS	3.0%	19.9%	27.6%	24.0%	22.5%	3.1%
HESA	8.6%	25.0%	25.9%	22.4%	15.8%	2.3%

Disability Status:

In 2024, more employees indicated whether or not they have a disability, with the unknown responses dropping from 33.2% in 2023 to 29.1% in 2024. Disability disclosures increased from 6.6% to 7.1%. *Full details are in Table 3 of the Appendix.*

UWS employees who disclosed a disability exceeds the 2022/23 HESA Scotland benchmark of 5.9%.

Employee Disability Demographic 2023 - 2024

	Disability	No Disability	Unknown	Not Disclosed
2023	6.6%	60.2%	30.7%	2.5%
2024	7.1%	63.7%	26.6%	2.6%

UWS Employee Disability Demographic Compared to HESA Disability Demographic

	Disability	No Disability	Unknown	Not Disclosed
UWS	7.1%	63.7%	26.6%	2.6%
HESA	5.9%	94.1%	0.0%	0.0%

Religion:

The percentage of employees choosing the 'prefer not to say' category has decreased from 14.4% in 2023 to 13.0% in 2024. However, those who have preferred not to share this information (marked as unknown) has increased. Overall, there were minor fluctuations across most of the categories but no significant changes. Employees who have no religion (11.6%) make up the highest proportion, followed by employees who are Roman Catholic (8.4%), and then other Christian (7.5%).
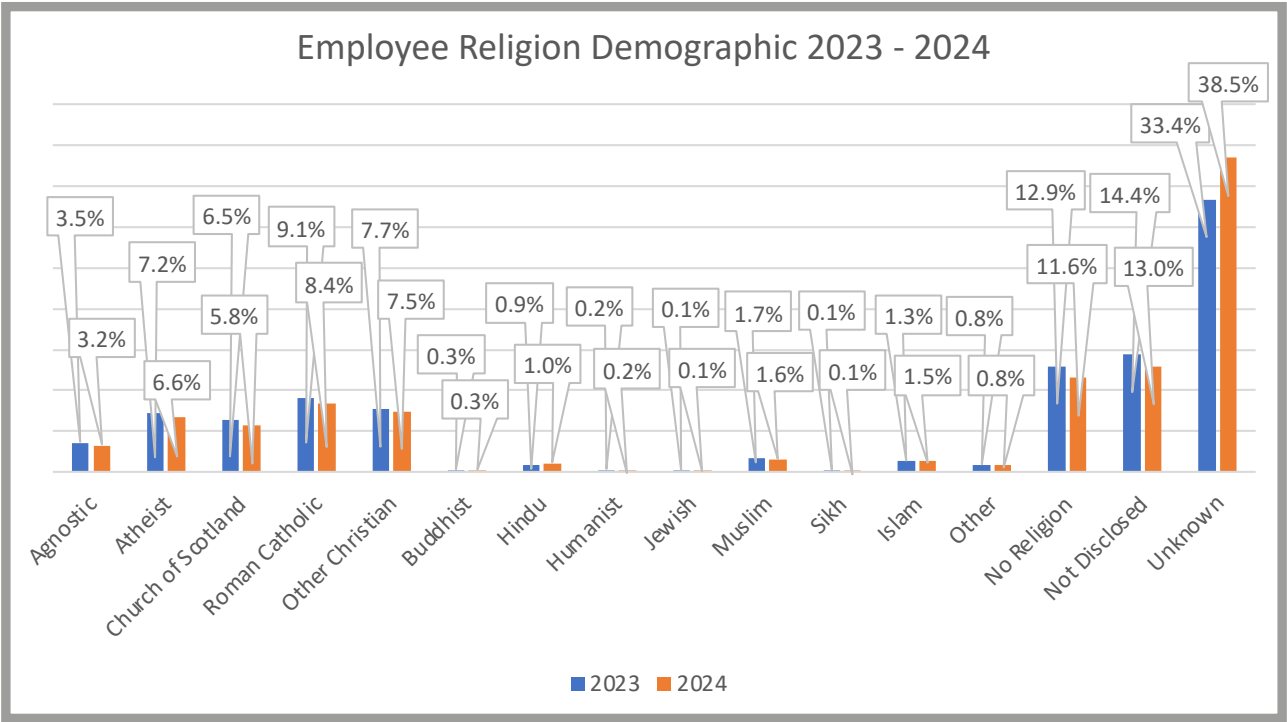
A full breakdown of the religion and belief employee profile for 2023 and 2024 can be found in Table 4 in the Appendix.

Sexual Orientation:

Overall, an increased number of employees declared their sexual orientation in 2024 (rising from 61.6% in 2023 to 62.9% in 2024). Simultaneously, the percentage for whom this information was not provided decreased from 9.5% to 7.5%. However, the percentage who indicated that they prefer not to disclose their sexual orientation increased (from 28.9% to 29.6%).
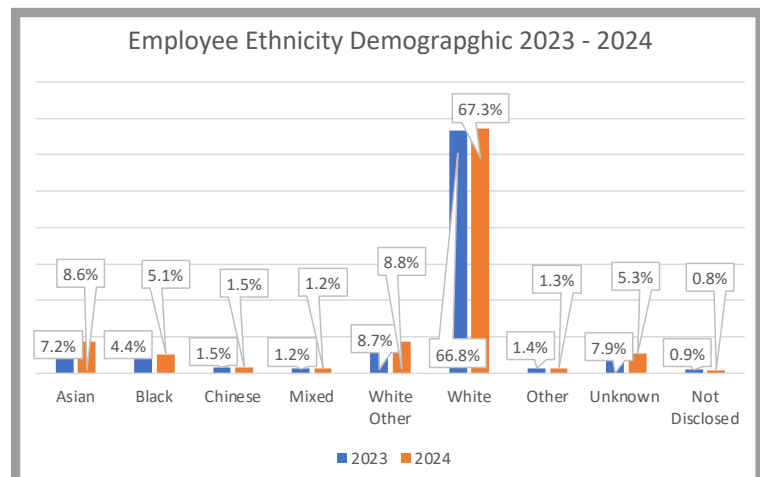
A further breakdown of employees by sexual orientation for 2023 and 2024 can be found in Table 5 in the Appendix.

Ethnicity:

UWS employees declare as predominantly white, however, the proportion of Black and Minority Ethnic (BME) employees increased from 14.3% to 16.5%, significantly higher than the HESA Scotland benchmark of 9.9% for 2023/24. Non-disclosure of ethnicity decreased slightly from 0.8% in 2023 to 0.9% in 2024.

Detailed information is in Table 6 of the Appendix.

Note: Our London Campus employees reflect the local, more diverse population, making direct comparisons to Scottish HESA data less accurate.

Employee Ethnicity Demograpghic 2023 - 2024

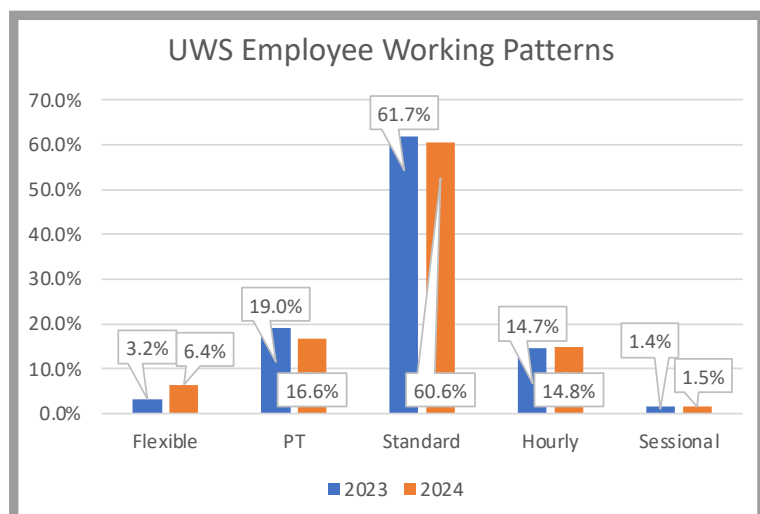|	Asian	Black	Chinese	Mixed	White Other	White	Other	Unknown	Not Disclosed
2023	7.2%	4.4%	1.5%	1.2%	8.7%	66.8%	1.4%	7.9%	0.9%
2024	8.6%	5.1%	1.5%	1.2%	8.8%	67.3%	1.3%	5.3%	0.8%

Working Patterns:

Most UWS employees follow a standard working pattern, though flexible working is more common in Professional Services (9.1%) than Academic contracts (3.8%). Hourly and sessional workers increased slightly in both years. Senior Leaders opting for flexible or part-time work has decreased over the past two years. Flexible and part-time work is seen across all employee sub-groups, including those with disabilities, ethnic minorities, younger employees (under 40), and males.

In 2024, 60.6% of employees had a standard working pattern, down from 61.7% in 2023. Part-time work decreased by 2.4 percentage points, while flexible working doubled from 3.2% to 6.4%. Hourly workers increased from 14.7% to 14.8%, and sessional workers from 1.4% to 1.5%. See Table 7 in the Appendix for more details.

Note: Data is based on roles, not individuals, as some employees hold multiple positions.

UWS Employee Working Patterns

	Flexible	PT	Standard	Hourly	Sessional
2023	3.2%	19.0%	61.7%	14.7%	1.4%
2024	6.4%	16.6%	60.6%	14.8%	1.5%

Professional Services Employees:

Professional Services employees on a standard working pattern make up the majority at 56.4% in 2024, a decrease from 58.4% in 2023. The percentage of Professional Services employees working part-time has decreased from 27.1% in 2023 to 23.3% in 2024, and the percentage of Professional Services employees with a flexible working pattern has more than doubled from 4.4% in 2023 to 9.1% in 2024.

Please see Table 8 in the Appendix for further detail and breakdown of Professional Services employees working patterns.

Academic Employees:

Academic employees on a standard working pattern make up the majority of employees at 64.6% in 2024, a slight decrease from 65.0% in 2023. The percentage of Academic employees working part time has decreased from 11.1% in 2023 to 10.1% in 2024, and the percentage of Academic employees with a flexible working pattern has increased slightly from 2.0% in 2023 to 3.8% in 2024.

Please see Table 9 in the Appendix for further detail and breakdown of academic employee working patterns.

Sex:

In 2024, 67.6% of male employees worked a standard pattern, with flexible working doubling from 1.8% to 3.6%. Part-time male workers slightly decreased from 11.3% to 10.9%. Hourly-paid male workers increased by 0.1 percentage points, while male sessional workers decreased by 0.4% percentage points.

For female employees, 56.6% worked a standard pattern, which is lower than males. Flexible working for females more than doubled from 4.2% to 8.6%, and part-time work decreased from 24.6% to 20.9%. Both hourly-paid and sessional work increased for female employees.

Full details are in Table 10 in the Appendix.

Age:

In 2024, flexible working fluctuated by age group, with the largest increase in the 51-60 age group (up 6.3%). The 21-30 age group saw a slight decrease from 9.4% to 8.6%. All other age groups slightly increased, except those 20 and under and 66 and over, which remained at 0.0%.

Part-time work saw minimal changes, except for the 31-40 age group, which increased from 16.8% to 21.5%.

Younger age groups increased in standard working patterns, while older age groups decreased.

Full details are in Table 11 in the Appendix.

Ethnicity:

In 2024, employees from an ethnic minority background mostly worked to a standard contract (58.8%) and those who worked part-time decreased from 13.1% to 9.9%. Those from an ethnic minority on a flexible working contract increased slightly from 1.5% to 1.6% and those on an hourly contract decreased by 3.4 percentage points.

Please see Table 12 in the Appendix for further detail on the working patterns of ethnic minority employees.

LGBTQ+ Status:

In 2024, employees who are LGBTQ+ mostly worked to a standard contract (69.3%). The percentage of those who worked part time decreased by 4.4 percentage points, with those working flexibly increasing by 6.0 percentage points between 2023 and 2024.

Please see Table 13 in the Appendix for further detail on the working patterns of LGBTQ+ employees.

Disability Status:

In 2024, employees with a disability mostly worked to a standard contract (66.2%). Similar to other protected characteristics, the percentage of those who worked part time decreased (by 6.0 percentage points) and those who worked flexibly increased (by 0.9 percentage points) between 2023 and 2024.

Please see Table 14 in the Appendix for further detail on the working patterns of employees with a disability

Senior Leaders:

In 2024, 95.5% of Senior Leaders worked to a standard contract. There was a slight increase in those who worked part time from 2.9% in 2023 to 3.0% in 2024, and a slight decrease in those who worked flexibly from 2.9% in 2023 to 1.5% in 2024.

Please see Table 15 in the Appendix for further detail on the working patterns of senior employees.

Court Equalities Monitoring

The membership of the University Court is defined by the University of the West of Scotland (Order of Council) 2019 and is composed of appointed and elected governors reflecting a variety of interests and experience, having regard to the balance of skills, attributes and experience required to enable the Court to function effectively. As of 1 February 2024, 52% of Court Members were male and 48% were female.
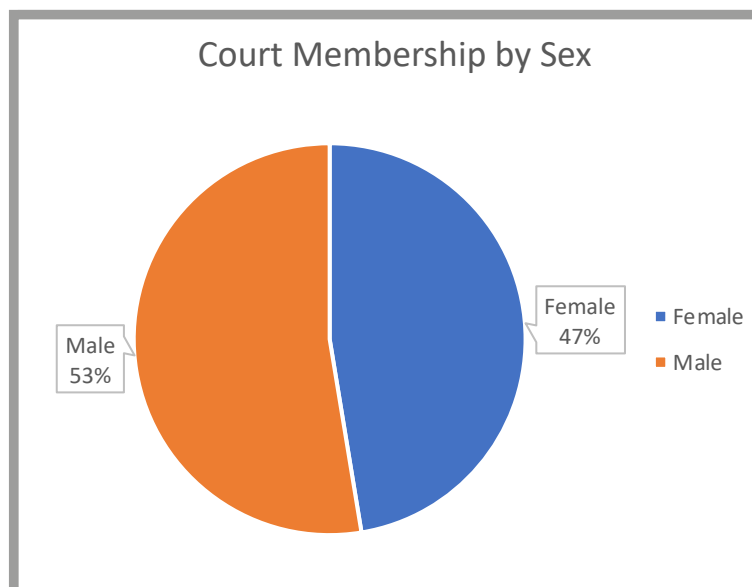
Court Membership by Sex

Female 47%
Male 53%

- Female
- Male

Table 16 in the appendix shows the breakdown of Court members by sex. (12 male, 11 female).

The University Court, through its Governance & Nominations Committee, monitors the diversity of its membership by examining 10 characteristics – Age, British Sign Language (BSL) user, Disability, Gender Reassignment, Marital Status, Pregnancy or Maternity, Religion or Belief, Sex and Sexual Orientation. This information, along with the balance of skills, attributes and experience required in the membership of the Court, is used to inform the recruitment and appointment of lay governors.

The University complies with the Gender Representation on Public Boards (Scotland) Act 2018 to publish information on how it has met the duties specified under sections 5 and 6 of the Act.

Recruitment:

Some of the key information on employee recruitment within this section includes:

Protected Characteristic	Key Trend
Sex	More males applied for Academic and Professional Services roles, but more females were appointed.
Ethnicity	There was a higher percentage of Black and Minority Ethnic (BME) applicants for Academic roles than Professional Services roles.
Disability Status	Minimal disabled applicants applied, and none were appointed to Academic or Professional Services roles.

Academic and Research Vacancies by Sex:

As can be seen in Table 17 of the Appendix, there were more male applicants in 2024 (53.5%) for academic and research vacancies. There was also a higher percentage of males (53.7%) who were shortlisted compared to the percentage of females shortlisted (38.8%). However, there was a higher percentage of females appointed (62.5%) in 2024.

Professional Services Vacancies by Sex:

As can be seen of Table 18 in the Appendix, there was also a higher percentage of male applicants within professional services in 2024 (49.3%) compared to female applicants (45.1%). There were also a higher percentage of male applicants shortlisted (49.8%) compared to female applicants (44.6%). Similar to the Academic and Research vacancies, there was a higher percentage of females appointed to Professional Services roles (52.2%) in 2024.

Academic and Research Vacancy Applications from Black and Minority Ethnic (BME) Applicants:

In 2024, 53.0% of Academic and Research applications were from BME backgrounds. Out of all applicants shortlisted for Academic and Research vacancies, 54.1% were BME. Out of all those appointed to an Academic and Research Vacancy 25.0% were from a BME background.

More details are in Table 19 in the Appendix.

Professional Services Vacancy Applications from Black and Minority Ethnic (BME) Applicants:

Within Professional Services 43.0% of applicants were BME applicants in 2024. A slightly higher percentage (43.3%) were shortlisted, but only 13.0% of those appointed were from BME backgrounds.

More details can be found in Table 19 in the Appendix.

Academic and Research Vacancy Applications from Disabled Applicants:

In 2024, 4.5% of Academic and Research applications were from disabled candidates. 4.4% of those shortlisted for an Academic and Research Vacancy were disabled, and no disabled candidates were appointed.

More details are in Table 20 in the Appendix.

Professional Services Vacancy Applications from Disabled Applicants:

In 2024, 4.8% of Professional Services applicants were disabled, with the same percentage shortlisted, but none appointed. *More details are in Table 20 in the Appendix.*

Disabled candidates meeting essential criteria are guaranteed an interview under the University's disability confident scheme.
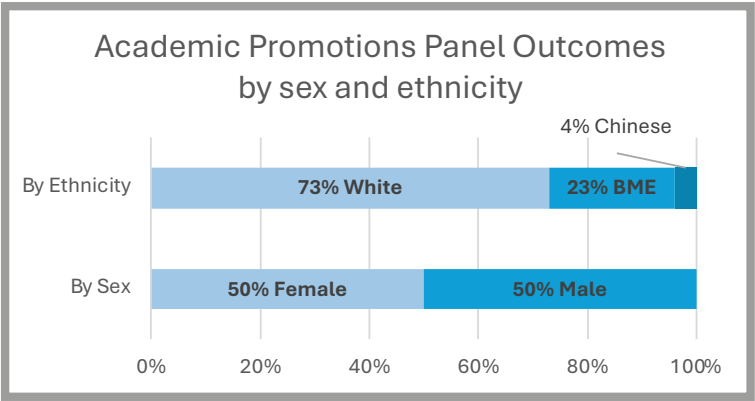
Academic Promotions (2024):

In 2023, a new promotions process and academic career development framework was introduced and led to the suspension of the promotions round for that year. Key information on the 2024 academic promotions round includes:

Protected Characteristic	Key Trends
Sex	• Of all applications at School level, there was an even 50.0% split between male and female applicants. However, 80.0% of applications out with the School structure were from female colleagues. • Of all successful applicants, there was a 50.0% even split of the successful outcomes between male and female colleagues. • Of the unsuccessful applications, 52.0% were from female applicants and 48.0% were from male applicants.
Ethnicity	• The academic population was 23.0% BME and 73.0% white (during the promotions process), indicating a slightly lower application rate for BME colleagues and a slightly higher rate for white applicants. • Success rates were 38.0% for white colleagues and 46.0% for BME colleagues. • Notably, no BME applicants were successful in applying for Senior Lecturer positions, despite making up 15.0% of applications at that grade. All successful Senior Lecturer applicants were white.

Academic Promotions Panel Outcomes by Sex:

Out of all Academic Promotions applications, 51.3% were from female employees and 48.7% were from male employees.

Of all successful applicants, there was a 50.0% even split of the successful outcomes between male and female colleagues.

Academic Promotions Panel Outcomes by sex and ethnicity

By Ethnicity: 73% White, 23% BME, 4% Chinese

By Sex: 50% Female, 50% Male

Academic Promotions Panel Outcomes by Ethnicity:

75.0% of applications were from white employees and 19.0% were from BME employees.

Please see Table 21 for a full breakdown of the data on Academic Promotions Panel Outcomes by ethnicity. Ethnicity data is below the reporting threshold when broken down by School or grade therefore this is not disclosed. Data for BME applicants has been redacted as 'BT' (Below Threshold) to keep confidentiality.

Academic Promotions Panel Outcomes – Lecturer (Ac3):

67.0% of applications to Lecturer (Ac3) were successful female applicants while no male applicants were successful.

Please see Tables 22 and 23 for a breakdown of Lecturer (Ac3) outcomes by School and sex.

Academic Promotions Panel Outcomes – Senior Lecturer:

17.0% and 11.0% of applications to Senior Lecturer were successful female and male applicants.

Please see Tables 24 for a breakdown of Senior Lecturer outcomes by sex and table 25 for a breakdown of Senior Lecturer outcomes by School.

Academic Promotions Panel Outcomes – Reader:

39.0% of Reader applications were from successful male colleagues while no female applicants were successful at this level.

Please see Table 26 for a breakdown of Reader outcome by sex and table 27 for a breakdown of Reader outcomes by School.

Academic Promotions Panel Outcomes – Professor:

16.0% and 20.0% of applications to Professor were successful female and male applicants respectively.

Please see Table 28 for a breakdown of Professor outcome by sex and Table 29 for a breakdown of Professor outcomes by School.

Leavers:

Some of the key information on leavers within this section includes:

Overall, 443 employees exited in 2024. Please see below for the key data points followed by those leaving UWS employment:

Protected Characteristic	Trend
Sex	52.6% of leavers were female. 57.1% of our employee population is female and as such this indicates that male employees leave at a higher rate than female employees. *Please see more detail in Table 30 in the Appendix.*
Age	The 21–30 age group had the highest proportion of leavers (24.4%), this shows a disproportionate number of leavers within this age category as they make up 10.9% of our employee population. The 66+ age group had the lowest (7.4%) percentage of leavers, this is proportionate those who are 66+ make up the smallest age group within the organisation. More details are in Table 31 in the Appendix.
Disability Status	48.8% of leavers did not identify as having a disability compared to 5.2% of leavers who did identify as having a disability. These numbers are proportionate as 7.1% of employees have disclosed a disability. *Please see more detail in Table 32 in the Appendix.*
Religion	58.2% of leavers' religion was unknown, this is disproportionate to the general employee population where 38.5% of employees religion is unknown. Those who had no religion made up 9.9% of all leavers in 2024 which is proportionate. *Please see more detail in Table 33 in the Appendix.*
Sexual Orientation	In 2024, 39.1% of leavers were heterosexual, which is proportionally lower than the general UWS employee population. 30.7% had an unknown sexual orientation, a large overrepresentation as within the employee population only 7.5% did not share this information. 27.8% chose not to disclose their orientation, this is in line with the employee population of whom 29.6% decided not to disclose. *Please see more detail in Table 34 in the Appendix.*
Ethnicity	The majority of leavers in 2024 identified as white (51.9%), this is proportionate as the majority of UWS employees have indicated that they are white. 22.3% of leavers preferred not to disclose their ethnicity, this is an overrepresentation as only 0.8% of UWS employees have chosen not to disclose their ethnicity. *Please see more detail in Table 35 in the Appendix.*

Leavers by Service Profile:

The largest proportion of leavers in 2024 were those who had been in service less than one year (44.7%), followed by those who had been in service 1-2 years (34.3%). Generally, the proportion of leavers decreases as the number of years in service increases. For full details of leavers by service profile, please see Table 36 in the Appendix.

Voluntary and Involuntary Leavers:

A voluntary leaver is an employee who took the decision to resign, while an involuntary leaver is an employee who was made redundant or whose contract was terminated for another reason.

Of all voluntary leavers, the majority were female (56.8%) and white (79.2%).

Of all involuntary leavers, the majority groups were male (50.4%) and white (44.6%).

For full details of voluntary leavers see Table 37 and for involuntary leavers see Table 38. Full details are provided for those who left due to another reason in Table 39 and those who left for an unknown reason are included in Table 40 in the Appendix.

Appendix:

TABLE 1 – SEX (EMPLOYEES)

Sex	2022/23	2023/24
Female	57.5%	57.1%
Male	42.5%	42.9%
Other	0.0%	0.0%

TABLE 2 – AGE (EMPLOYEES)

Age	2022/23	2023/24
20 and under	0.7%	0.3%
21-30	10.9%	10.9%
31-40	21.9%	24.4%
41-50	25.1%	26.1%
51-60	27.2%	26.6%
61-65	10.0%	8.7%
66+	4.1%	3.1%
Unknown	0.1%	0.0%

TABLE 3 – DISABILITY STATUS (STUDENTS)

Disability	2022/23	2023/24
Yes	6.6%	7.1%
No	60.2%	63.7%
Unknown	30.7%	26.6%
Not Disclosed	2.5%	2.6%

TABLE 4 – RELIGION (EMPLOYEES)

Religion	2022/23	2023/24
Agnostic	3.5%	3.2%
Atheist	7.2%	6.6%
Church of Scotland	6.5%	5.8%
Roman Catholic	9.1%	8.4%
Other Christian	7.7%	7.5%
Buddhist	0.3%	0.3%
Hindu	0.9%	1.0%
Humanist	0.2%	0.2%
Jewish	0.1%	0.1%
Muslim	1.7%	1.6%
Sikh	0.1%	0.1%
Islam	1.3%	1.5%
Other	0.8%	0.8%
No Religion	12.9%	11.6%
Not Disclosed	14.4%	13.0%
Unknown	33.4%	38.5%

TABLE 5 – SEXUAL ORIENTATION (EMPLOYEES)

Sexual Orientation	2022/23	2023/24
Bisexual	1.7%	1.5%
Gay Man	2.0%	2.0%
Gay Woman	1.1%	1.2%
Straight/Heterosexual	56.5%	58.0%
In another way	0.2%	0.2%
Not sure	0.0%	0.0%
Queer	0.1%	0.1%
Unknown	9.5%	7.5%
Not Disclosed	28.9%	29.6%

TABLE 6 – ETHNICITY (EMPLOYEES)

Ethnicity	2022/23	2023/24
Asian	7.2%	8.6%
Black	4.4%	5.1%
Chinese	1.5%	1.5%
Mixed	1.2%	1.2%
White Other	8.7%	8.8%
White	66.8%	67.3%
Other	1.4%	1.3%
Unknown	7.9%	5.3%
Not Disclosed	0.9%	0.8%

TABLE 7 – ALL EMPLOYEE WORKING PATTERN

All Employees - Working Pattern	2023	2024
Flexible	3.2%	6.4%
PT	19.0%	16.6%
Standard	61.7%	60.6%
Hourly	14.7%	14.8%
Sessional	1.4%	1.5%

TABLE 8 – PROFESSIONAL SERVICES EMPLOYEES WORKING PATTERN

Professional Services Employees - Working Pattern	2023	2024
Flexible	3.2%	6.4%
PT	19.0%	16.6%
Standard	61.7%	60.6%
Hourly	14.7%	14.8%
Sessional	1.4%	1.5%

TABLE 9 – ACADEMIC EMPLOYEE WORKING PATTERN

Academic Employees - Working Pattern	2023	2024
Flexible	2.0%	3.8%
PT	11.1%	10.1%
Standard	65.0%	64.6%
Hourly	22.0%	21.4%
Sessional	0.0%	0.0%

TABLE 10 – WORKING PATTERN BY SEX

Working Pattern	Sex	2023	2024
Flexible	Female	4.2%	8.6%
	Male	1.8%	3.6%
PT	Female	24.6%	20.9%
	Male	11.3%	10.9%
Standard	Female	56.6%	55.3%
	Male	68.7%	67.6%
Hourly	Female	12.7%	12.8%
	Male	17.4%	17.5%
Sessional	Female	1.9%	2.4%
	Male	0.8%	0.4%

TABLE 11 – WORKING PATTERN BY AGE

Working Pattern	Age	2023	2024
Flexible	20 and Under	0.0%	0.0%
	21-30	9.4%	8.6%
	31-40	23.4%	21.9%
	41-50	29.7%	24.2%
	51-60	32.8%	39.1%
	61-65	4.7%	6.3%
	66+	0.0%	0.0%
	Unknown	0.0%	0.0%

Working Pattern	Age	2023	2024
PT	20 and Under	2.9%	0.3%
	21-30	12.0%	8.2%
	31-40	16.8%	21.5%
	41-50	23.8%	24.8%
	51-60	25.1%	26.4%
	61-65	13.9%	14.5%
	66+	5.5%	4.2%
	Unknown	0.0%	0.0%
Standard	20 and Under	0.0%	0.1%
	21-30	9.5%	10.6%
	31-40	21.5%	23.7%
	41-50	27.2%	27.6%
	51-60	29.4%	27.8%
	61-65	10.0%	8.3%
	66+	2.4%	1.9%
	Unknown	0.0%	0.0%

Working Pattern	Age	2023	2024
Hourly	20 and Under	0.7%	1.0%
	21-30	16.6%	16.9%
	31-40	31.9%	35.9%
	41-50	21.0%	23.1%
	51-60	14.6%	11.9%
	61-65	4.7%	4.1%
	66+	9.8%	7.1%
	Unknown	0.7%	0.0%
Sessional	20 and Under	0.0%	0.0%
	21-30	3.4%	6.7%
	31-40	6.9%	10.0%
	41-50	13.8%	16.7%
	51-60	58.6%	60.0%
	61-65	3.4%	0.0%
	66+	13.8%	6.7%
	Unknown	0.0%	0.0%

TABLE 12 – WORKING PATTERNS OF ETHNIC MINORITY EMPLOYEES

Ethnic Minority Employee - Working Pattern	2023	2024
Flexible	1.5%	3.8%
PT	13.1%	10.1%
Standard	60.6%	64.6%
Hourly	24.8%	21.4%
Sessional	0.0%	0.0%

TABLE 13 – WORKING PATTERNS OF LGBTQ+ EMPLOYEES

LGBTQ+ Employee - Working Pattern	2023	2024
Flexible	3.9%	9.9%
PT	17.3%	12.9%
Standard	73.1%	69.3%
Hourly	4.8%	6.9%
Sessional	1.0%	1.0%

TABLE 14 – WORKING PATTERNS OF EMPLOYEES WITH A DISABILITY

Employees with a Disability - Working Pattern	2023	2024
Flexible	6.3%	7.2%
PT	19.7%	13.7%
Standard	71.7%	66.2%
Hourly	1.6%	12.2%
Sessional	0.8%	0.7%

TABLE 15 – WORKING PATTERNS OF SENIOR LEADERS

Senior Employees - Working Pattern	2023	2024
Flexible	2.9%	1.5%
PT	2.9%	3.0%
Standard	94.1%	95.5%

TABLE 16 – COURT MEMBERS BY SEX IN 2024

Sex	2024
Female	47.4%
Male	52.6%

TABLE 17 – ACADEMIC AND RESEARCH VACANCIES BY SEX IN 2024

Academic and Research Vacancy Applications	Female	Male	Unknown
Applications	39.1%	53.5%	7.4%
Shortlisted	38.8%	53.7%	7.5%
Appointed	62.5%	37.5%	0.0%

TABLE 18 – PROFESSIONAL SERVICES VACANCIES BY SEX IN 2024

Professional Services Vacancy Applications	Female	Male	Unknown
Applications	45.1%	49.3%	5.7%
Shortlisted	44.6%	49.8%	5.7%
Appointed	52.2%	43.5%	4.3%

TABLE 19 – ALL VACANCY APPLICATIONS FROM BLACK AND MINORITY ETHNIC (BME) APPLICANTS IN 2024:

Applications from BME Applicants		
	Academic and Research Vacancies	Professional Services Vacancies
Applications	53.0%	43.0%
Shortlisted	54.1%	43.3%
Appointed	25.0%	13.0%

TABLE 20 – ALL VACANCY APPLICATIONS FROM DISABLED APPLICANTS IN 2024:

Applications from Disabled Applicants		
	Academic and Research Vacancies	Professional Services Vacancies
Applications	4.5%	4.8%
Shortlisted	4.4%	4.8%
Appointed	0.0%	0.0%

TABLE 21 – ACADEMIC PROMOTIONS OUTCOMES BY ETHNICITY:

	White			BME		Not Disclosed	
Role Applied For	Percentage of total applications	Support	Do Not Support	Support	Do Not Support	Support	Do Not Support
Lecturer (Ac3)	20.4%	34.4%	11.3%	BT*	BT	0.0%	0.0%
Reader	15.9%	9.4%	13.2%	BT	BT	0.0%	BT
Senior Lecturer	41.6%	40.6%	49.1%	0.00%	50.0%	0.0%	BT
Professor	22.1%	15.6%	26.4%	BT	BT	0.0%	0.0%

*BT= Below Threshold for reporting numbers.

TABLE 22 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SEX FOR LECTURER (AC3):

Sex	Support		Do Not Support	
	% Total Applications	% Total Applications Supported	% Total Applications	% Total Applications Not Supported
Female	43.5%	66.7%	13.0%	37.5%
Male	21.7%	33.3%	21.7%	62.5%

TABLE 23 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SCHOOL LECTURER (AC3):

School	Percentage of Total Applications	Support	Do Not Support
Business and Creative Industries	21.7%	20.0%	25.0%
Computing, Engineering, and Physical Sciences	13.0%	13.3%	12.5%
Education and Social Sciences	4.3%	0.0%	12.5%
Health and Life Sciences	60.9%	66.7%	50.0%

TABLE 24 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SEX FOR SENIOR LECTURER:

Sex	Support		Do Not Support	
	% Total Applications	% Total Applications Supported	% Total Applications	% Total Applications Not Supported
Female	17.0%	61.5%	40.4%	55.9%
Male	10.6%	38.5%	31.9%	44.1%

TABLE 25 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SCHOOL FOR SENIOR LECTURER:

School	Percentage of Total Applications	Support	Do Not Support
Business and Creative Industries	31.9%	23.1%	35.3%
Computing, Engineering, and Physical Sciences	17.0%	30.8%	11.8%
Education and Social Sciences	27.7%	23.1%	29.4%
Health and Life Sciences	23.4%	23.1%	23.5%

TABLE 26 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SEX FOR READER:

Sex	Support		Do Not Support	
	% Total Applications	% Total Applications Supported	% Total Applications	% Total Applications Not Supported
Female	0.0%	0.0%	33.3%	54.5%
Male	38.9%	100.0%	27.8%	45.5%

TABLE 27 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SCHOOL FOR READER:

School	Percentage of Total Applications	Support	Do Not Support
Business and Creative Industries	33.3%	28.6%	36.4%
Computing, Engineering, and Physical Sciences	22.2%	42.9%	9.1%
Education and Social Sciences	38.9%	14.3%	54.5%
Health and Life Sciences	5.6%	14.3%	0.0%

TABLE 28 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SEX FOR PROFESSOR:

Sex	Support		Do Not Support	
	% Total Applications	% Total Applications Supported	% Total Applications	% Total Applications Not Supported
Female	16.0%	44.4%	32.0%	50.0%
Male	20.0%	55.6%	32.0%	50.0%

TABLE 29 – ACADEMIC PROMOTIONS PANEL OUTCOMES BY SCHOOL FOR PROFESSOR:

School	Percentage of Total Applications	Support	Do Not Support
Business and Creative Industries	28.0%	22.2%	31.3%
Computing, Engineering, and Physical Sciences	12.0%	33.3%	6.3%
Education and Social Sciences	28.0%	11.1%	37.5%
Health and Life Sciences	12.0%	11.1%	6.3%
Out With School	20.0%	22.2%	18.8%

TABLE 30 – LEAVERS BY SEX IN 2024:

Sex	2024
Female	52.6%
Male	47.4%

TABLE 31 – LEAVERS BY AGE IN 2024:

Age	2024
20 and Under	4.1%
21-30	24.4%
31-40	22.3%
41-50	18.5%
51-60	14.0%
61-65	8.8%
66+	7.4%
Unknown	0.5%

TABLE 32 – LEAVERS BY DISABILITY STATUS IN 2024:

Disability Status	2024
Yes	5.2%
No	48.8%
Not Disclosed	30.2%
Unknown	15.8%

TABLE 33 – LEAVERS BY RELIGION IN 2024:

Religion	2024
Agnostic	1.8%
Atheist	3.8%
Buddhist	0.0%
Church of Scotland	3.8%
Hindu	0.0%
Humanist	0.0%
Islam	0.5%
Jewish	0.0%
Muslim	0.7%
No Religion	9.9%
Not Disclosed	13.8%
Other	0.2%
Other Christian	3.2%
Roman Catholic	4.1%
Sikh	0.0%
Unknown	58.2%

TABLE 34 – LEAVERS BY SEXUAL ORIENTATION IN 2024:

Sexual Orientation	2024
Gay	1.1%
Heterosexual	39.1%
Bisexual	1.4%
Not sure	0.0%
Not Disclosed	27.8%
Unknown	30.7%

TABLE 35 – LEAVERS BY ETHNICITY IN 2024:

Age	2024
Asian	7.2%
Black	6.5%
Chinese	0.5%
Mixed	2.0%
Not Disclosed	1.1%
White Other	7.0%
White	51.9%
Other	1.4%
Unknown	22.3%

TABLE 36 – LEAVERS BY LENGTH OF SERVICE IN 2024:

Length of Service	2024
<1 year	44.7%
1–2 years	34.3%
3–5 years	6.8%
6–10 years	3.4%
11–15 years	2.0%
16–20 years	3.4%
21–25 years	2.3%
26–30 years	1.8%
>30 years	1.8%

TABLE 37 – VOLUNTARY LEAVERS IN 2024:

Voluntary Leavers		2024
Sex	Female	56.8%
	Male	43.2%
Ethnicity	White	79.2%
	Ethnic Minority	10.9%
	Not Disclosed	1.1%
	Unknown	8.7%

TABLE 38 – INVOLUNTARY LEAVERS IN 2024:

Voluntary Leavers		2024
Sex	Female	49.6%
	Male	50.4%
Ethnicity	White	44.6%
	Ethnic Minority	22.1%
	Not Disclosed	1.2%
	Unknown	32.2%

TABLE 39 – 'OTHER' LEAVERS IN 2024:

'Other' Leavers		2024
Sex	Female	50.0%
	Male	50.0%
Ethnicity	White	50.0%
	Ethnic Minority	50.0%
	Not Disclosed	0.0%
	Unknown	0.0%

TABLE 40 – LEAVERS WHOSE REASON FOR LEAVING WAS UNKNOWN IN 2024:

Leavers Whose Reason for Leaving Was Unknown		2024
Sex	Female	100.0%
	Male	0.0%
Ethnicity	White	100.0%
	Ethnic Minority	0.0%
	Not Disclosed	0.0%
	Unknown	0.0%

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