

All benchmarking data was sourced from HESA (www.hesa.ac.uk) and the Equality Challenge Unit's (www.ecu.ac.uk) *Equality in higher education: statistical report 2015*. Benchmarking data is related to the 2013/14 academic year, and includes both UK national and non-UK national staff.

The University of Portsmouth data for Staff profile, Staff distribution and Contracts was taken at the point-in-time 31/07/2015. Recruitment, Leavers and Parental leave data was taken cumulatively over the complete academic year (01/08/2014-31/07/2015). All figures are represented proportionately and refer to the core workforce (excluding casuals and PTHP).

The figures in the Staff Profile and Parental Leave sections refer to staff by contract. As such each figure relates to a single contract filled by an employee of the University. Where a member of staff has multiple contracts, they will be represented once for each contract they have. This is in order that where one person has multiple contracts of different types, minority contracts remain represented.

Figures for job applications relate to a single application, so a person applying to multiple vacancies would be represented on numerous occasions; once at each application made. Figures for leavers relate to a contract coming to an end, so someone with multiple contracts would be represented once for each contract that ended.

The figures in the Staff distribution, Contracts and Leavers sections refer to staff by full-time equivalence (FTE). This method allows a member of support staff working 18.5 hours per week in a 37 hours per week job role to be represented as 0.5 FTE. This presentation style has been chosen in order that a member of staff with multiple contracts is not represented a disproportionate number of times.

Tests for statistical significance have been conducted, where possible, to highlight where the probability of relationships between variables have been due to chance, or, to highlight where there have been pronounced differences between variables.

Data in all sections is reported proportionally using percentages. Any additional figures supporting the content of the report are available on request from james.ross@port.ac.uk.

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Introduction

The aim of the Equality & Diversity Staff Data Report is to monitor, consider and share information that illustrates the diverse staff population at the University, as well as meeting the requirements of the Equality Act 2010 (Specific Duty) to publish equality information. The document provides key data that should be used at all levels of the University to inform and highlight equality and diversity areas that may require action or further investigation.

How to read the report

There are six sections of the report in total, covering:

- **Staff Profile** – the population at a University, academic and support/professional services level
- **Staff Distribution** – the gradation of the population at a University and Faculty level
- **Contracts** – the proportion of full-time/part-time and fixed-term/permanent contracts
- **Recruitment** – the proportion of applications received, interviews offered and positions offered
- **Leavers** – the proportion of staff leaving and their reasons for doing so
- **Parental Leave** – the proportion of staff taking maternity or paternity leave

Within each section of the report, four protected characteristics are examined:

- **Gender**
- **Ethnicity** – White and Black Minority Ethnicity (BME)
 - Black, Asian, Chinese, Mixed, Other
- **Disability**
- **Age** – Less than 36 (<36), 36 to 55 (36-55), and 56 or over (56+)

The applications section also reports on two additional protected characteristics

- **Religion or belief** – Buddhist, Christian, Hindu, Jewish, Muslim, Sikh, None, Other
- **Sexual orientation** – Bisexual, Gay, Lesbian, Straight, Other

Within some sections of the report, the University's five faculties are examined alongside support & professional services:

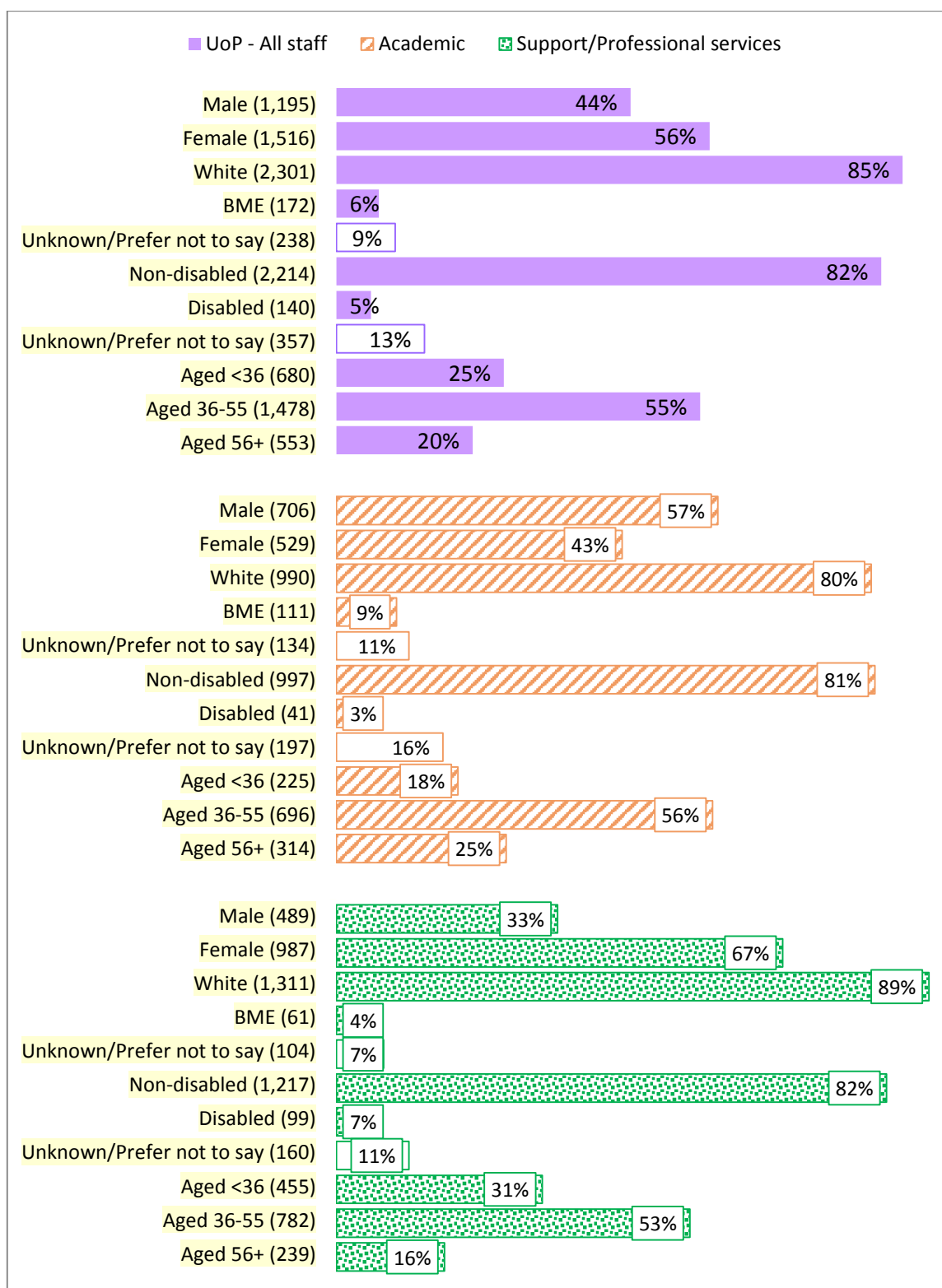
- **CCI** – Faculty of Creative & Cultural Industries
- **HUM** – Faculty of Humanities & Social Sciences
- **PBS** – Portsmouth Business School
- **SCI** – Faculty of Science
- **TEC** – Faculty of Technology
- **S/PS** – Support & Professional Services

1. Staff Profile

- At the end of the 2014/15 academic year, the University employed more than 2,700 members of staff. This was an increase of 2.4% year on year.
- The gender breakdown remained unchanged at 56% female, 44% male.
- Two-thirds of support/professional services staff were female, whereas only 43% of academic staff were female.
- The white/BME ethnicity ratio is 9:1 in academia and 21:1 in support/professional service roles.
- Ethnicity information was not available for 238 members of staff. Seven employees selected the 'prefer not to say' option.
- The non-disabled/disabled ratio is 24:1 in academia and 12:1 in support/professional service roles.
- Disability information was not available for 357 members of staff. No employee selected the 'prefer not to say' option.
- The number of staff aged less than 36, increased in academic roles, but decreased in support/professional service roles.
- One out of every seven employees at the University (14%) had a nationality that was not British

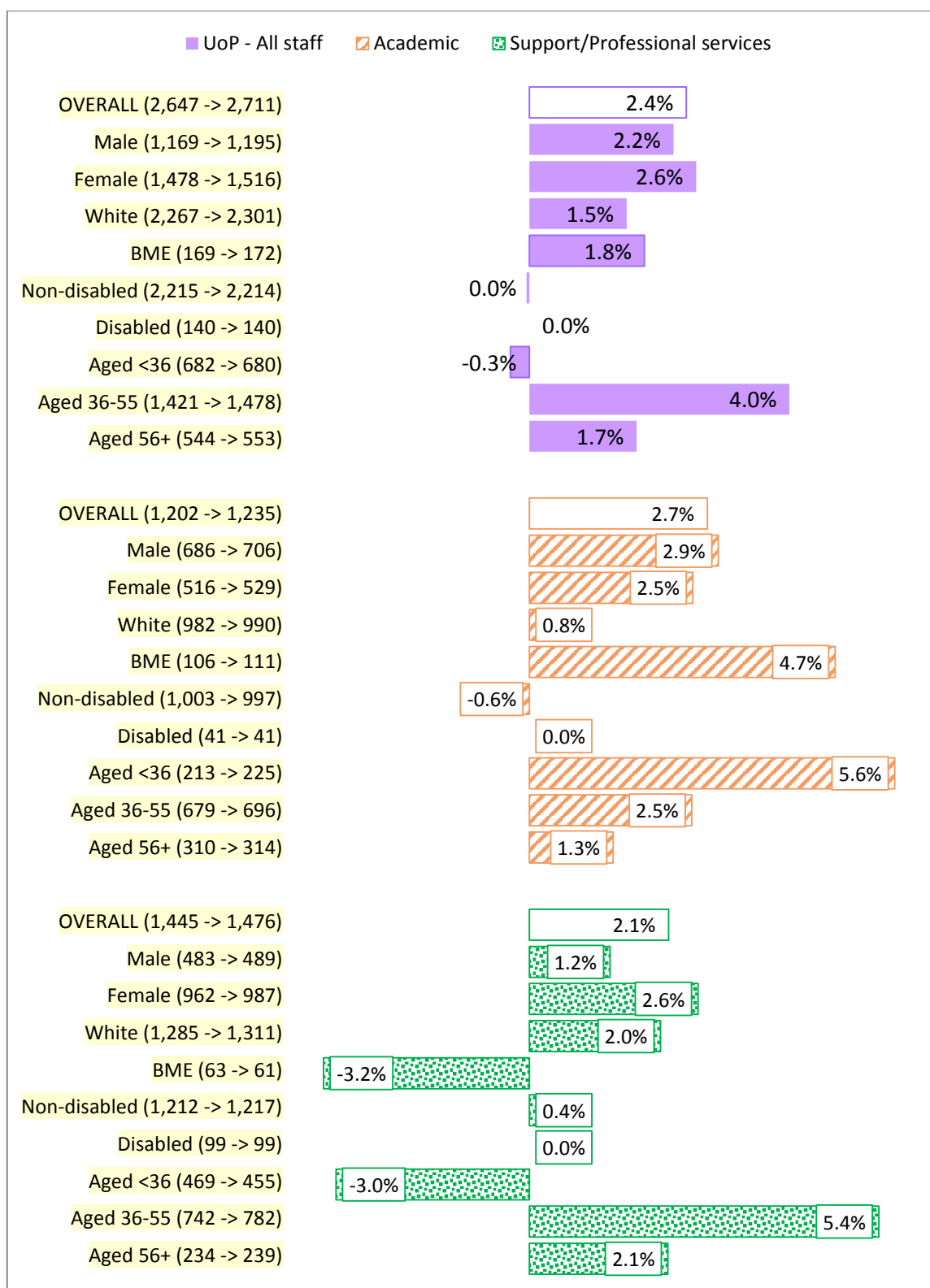
1.1 University Staff Composition

A breakdown of the core University workforce by headcount



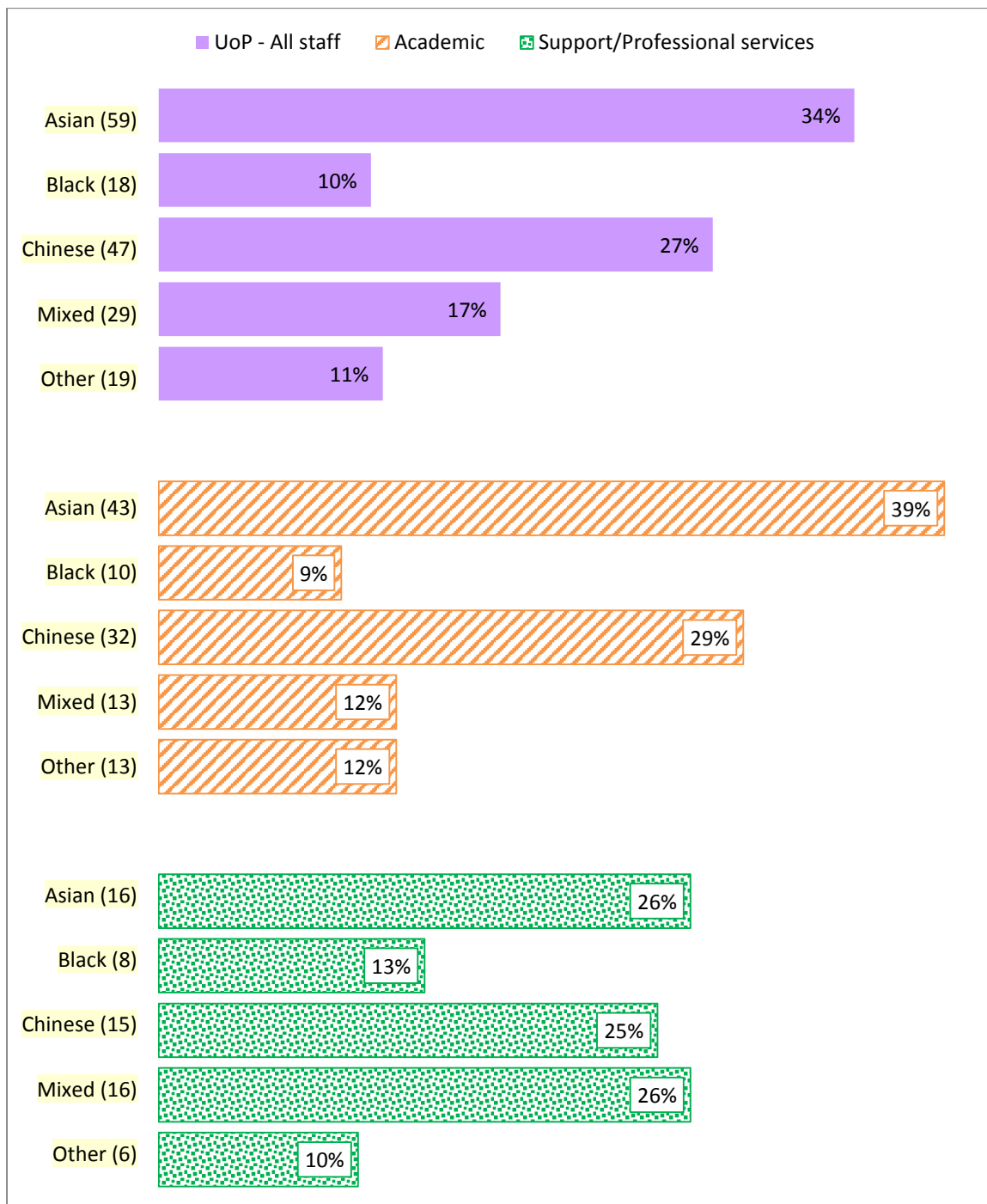
1.2 Changes in Staff Composition

The proportional increase/decrease of headcount between 2013/14 and 2014/15



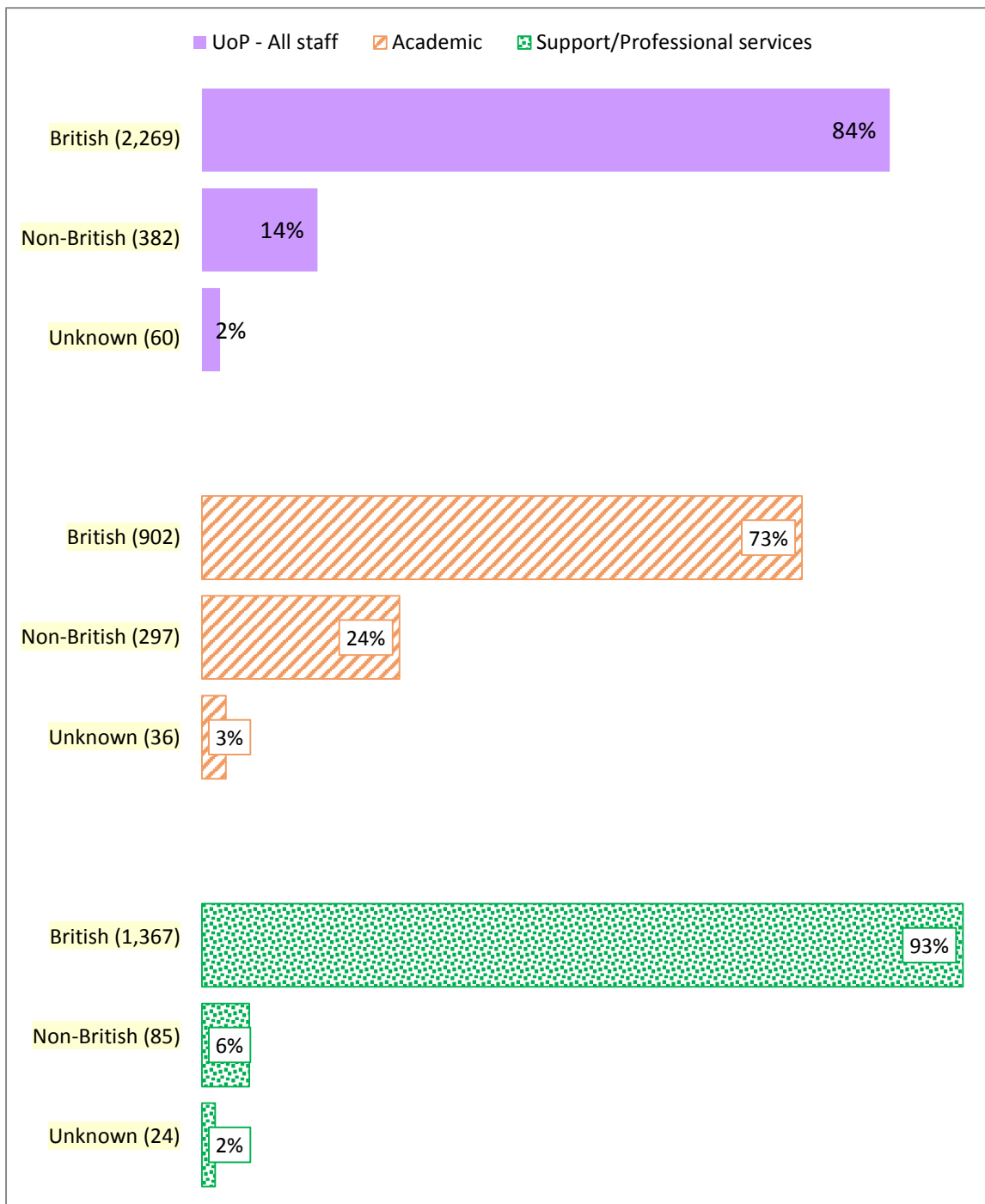
1.3 University Staff BME Composition

A breakdown of the BME workforce, by ethnicity grouping



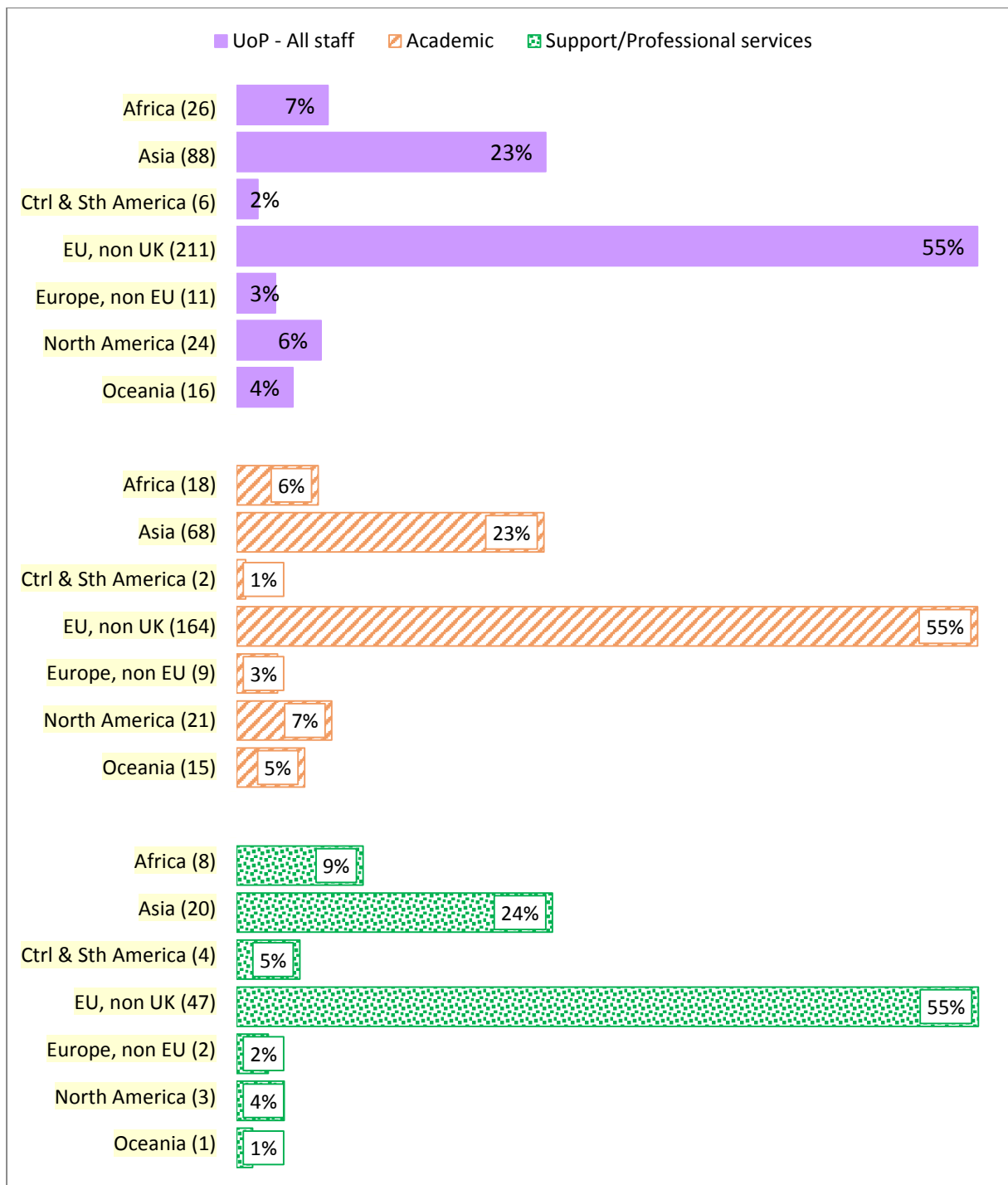
1.4 Nationality of Staff Composition

A breakdown of the core University workforce between British and non-British staff



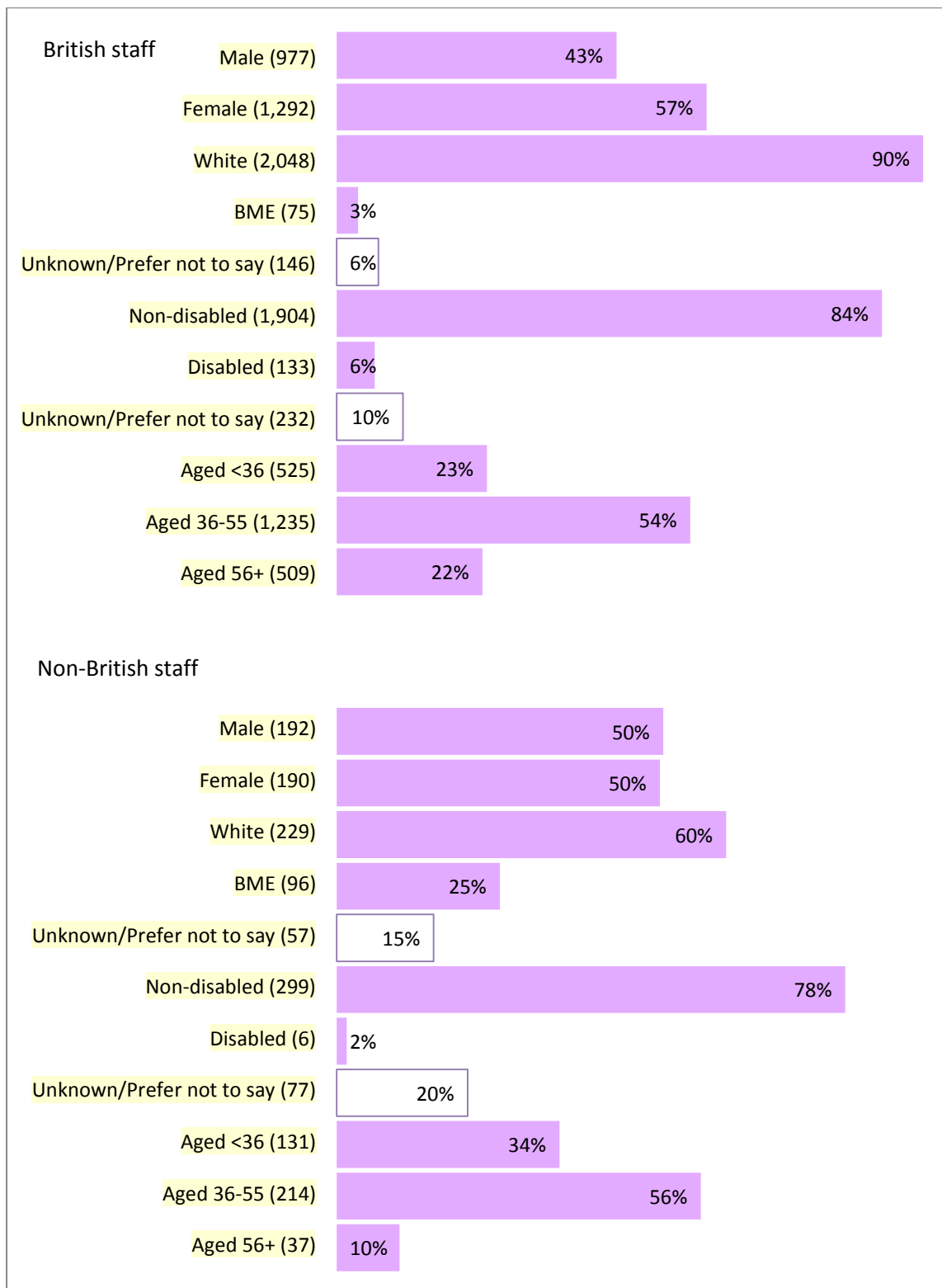
1.5 Nationality of Non-British Staff Composition

A breakdown of the non-British staff, by continental nationality



1.6 University Staff Composition, by Nationality

A breakdown of the core University workforce, by nationality

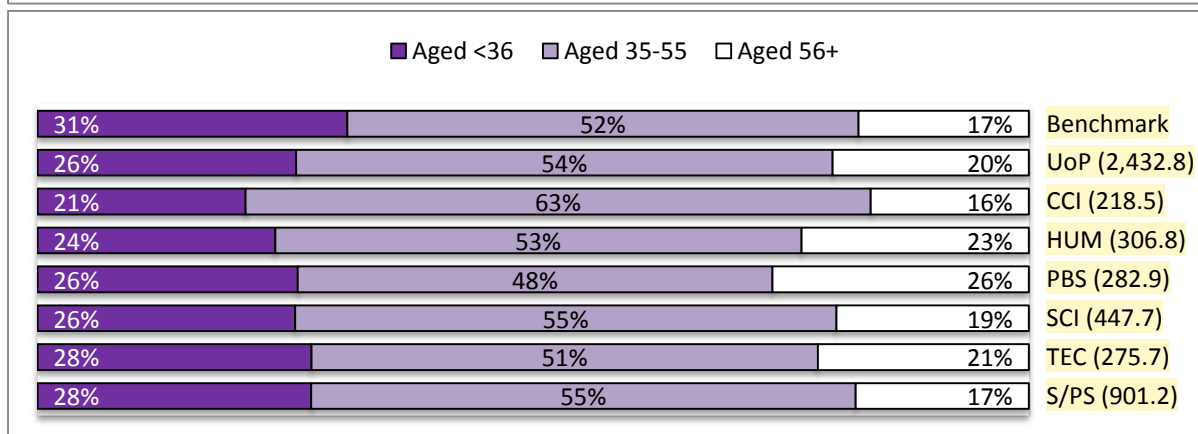
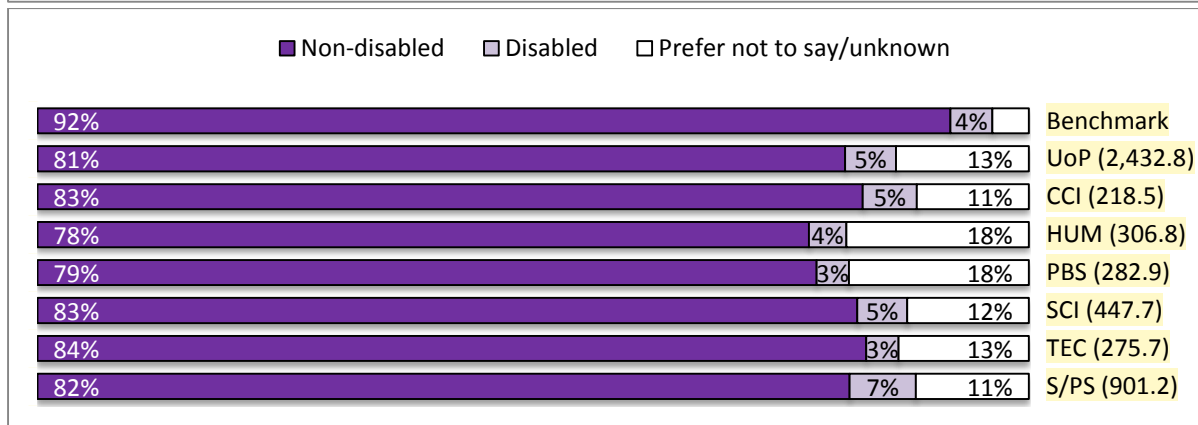
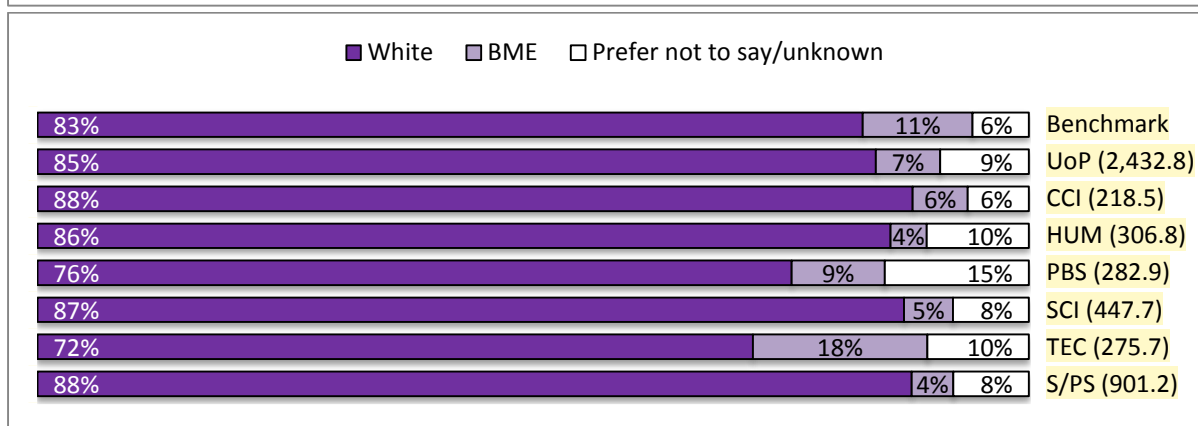
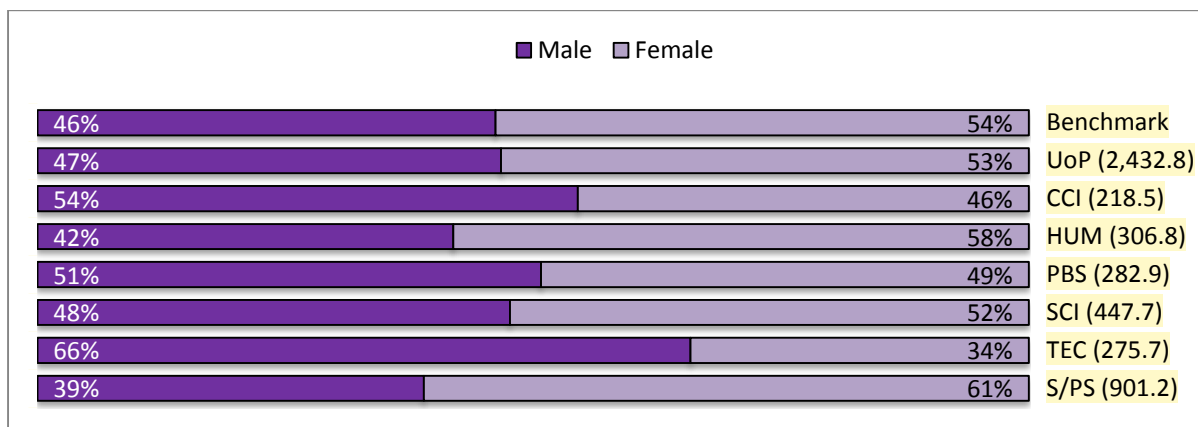


2. Staff Distribution

- When compared to the ECU national average, the staff at the University of Portsmouth has a lower proportion of employees of BME ethnicity, fewer staff aged less than 36 and more staff aged 56 or older.
- In the Faculty of Technology, the white/BME ethnicity ratio is 4:1. Throughout the rest of the University, the ratio is 17:1.
- Of the academic staff who are employed as either a principal lecturer, reader, professor or senior academic:
 - 69% are male
 - 93% are white
 - 96% have no disability
 - 45% are aged 56 or older
- Of the support/professional services staff who are graded at band 8 or above:
 - 52% are female
 - 98% are white
 - 96% have no disability
 - 79% are aged between 36 and 55
- At the end of the 2014/15 academic year, the average length of employment for existing employees was 9.6 years.
- For employees with a disability, the average length of employment was 13.4 years.
- The average length of employment within the Business School was 8.4 years, which was at least one year shorter than any other faculty.

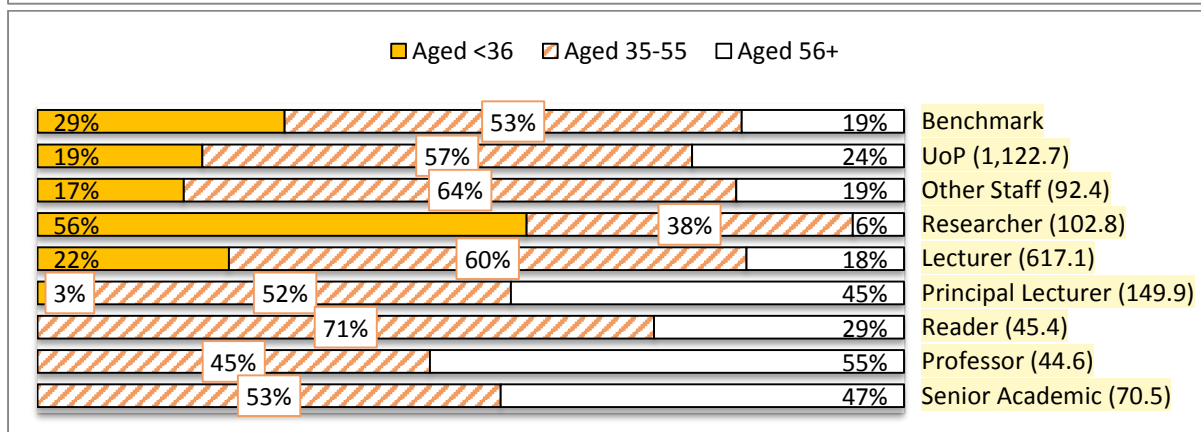
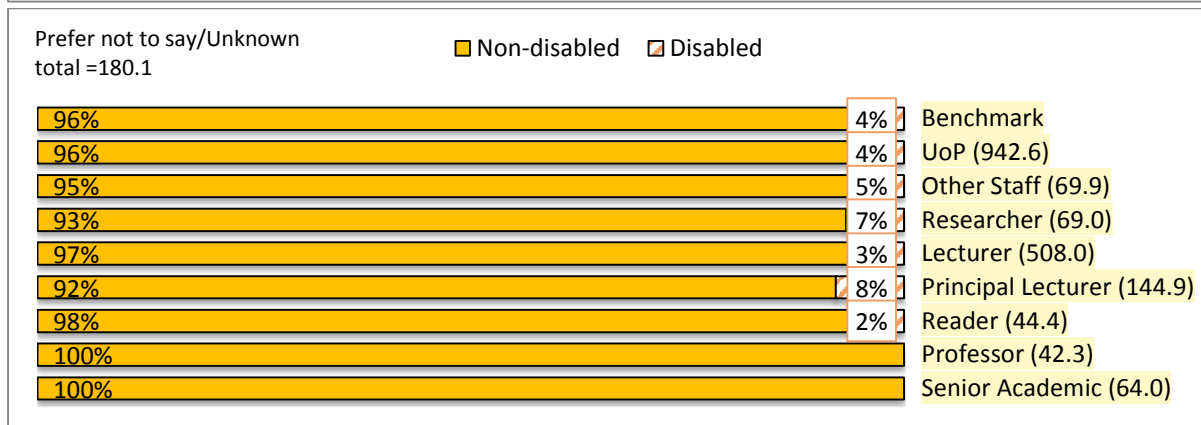
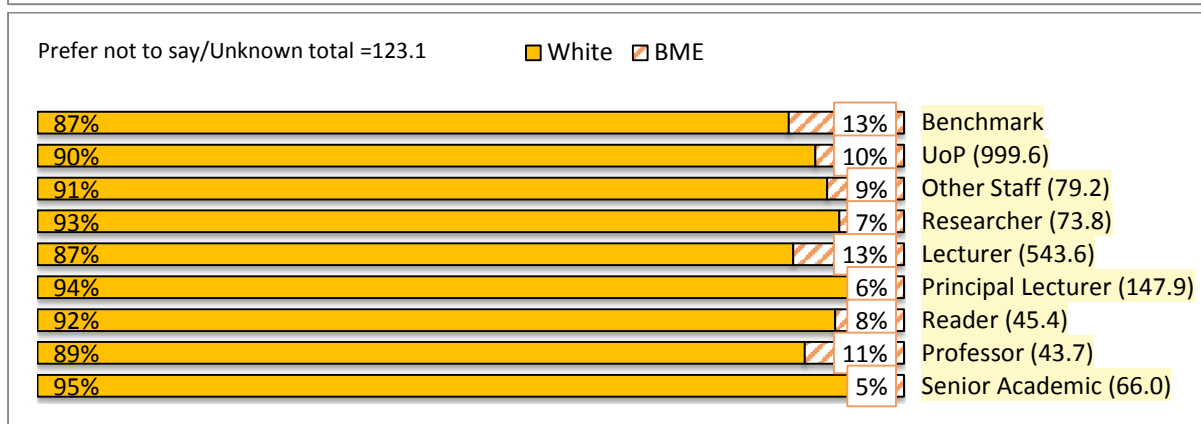
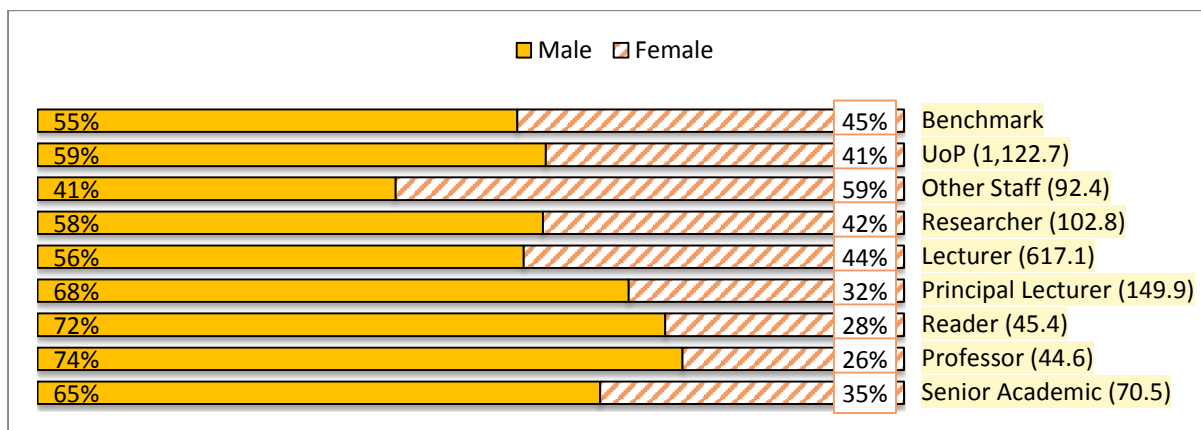
2.1 Faculty Staff Distribution

A breakdown of the core workforce at Faculty level, by FTE



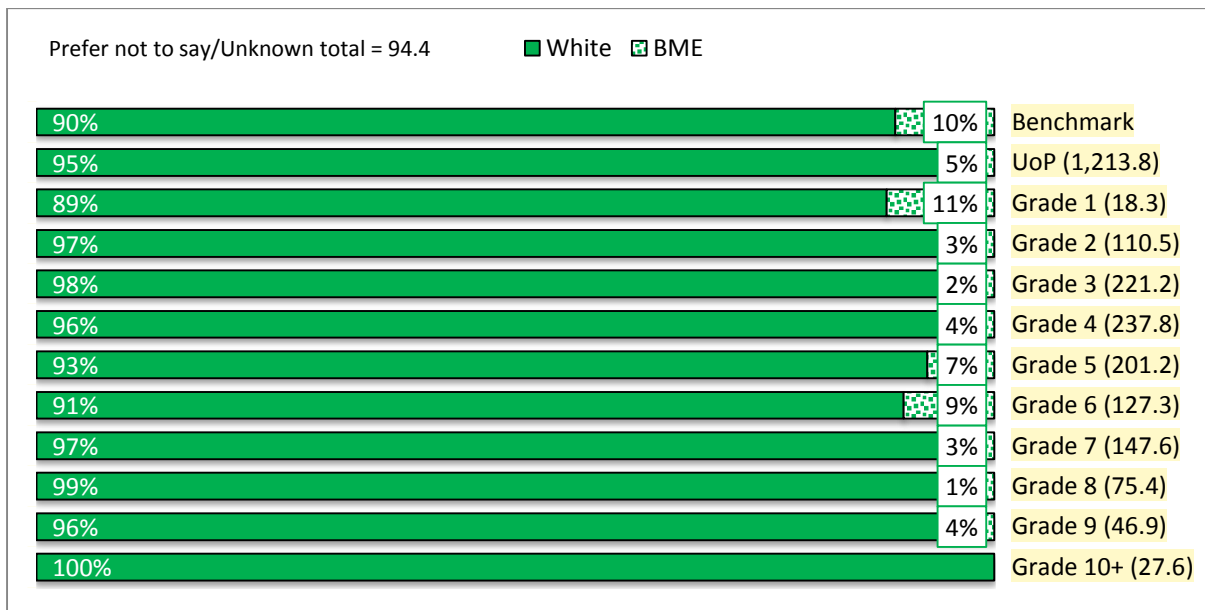
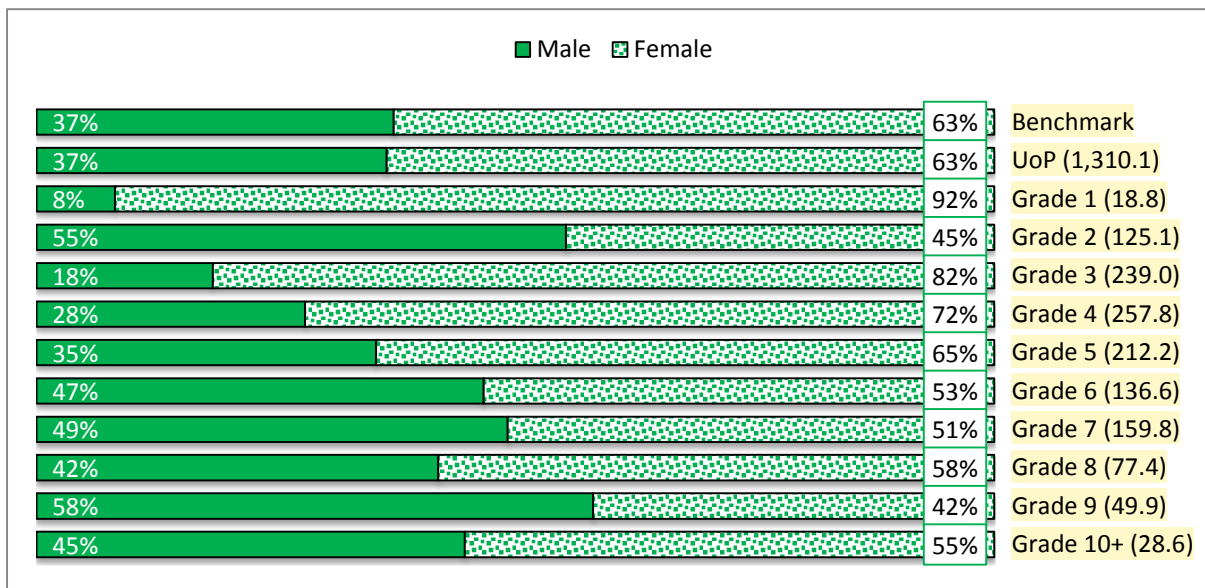
2.2 Academic Staff Distribution

A breakdown of the Academic roles at University level, by FTE



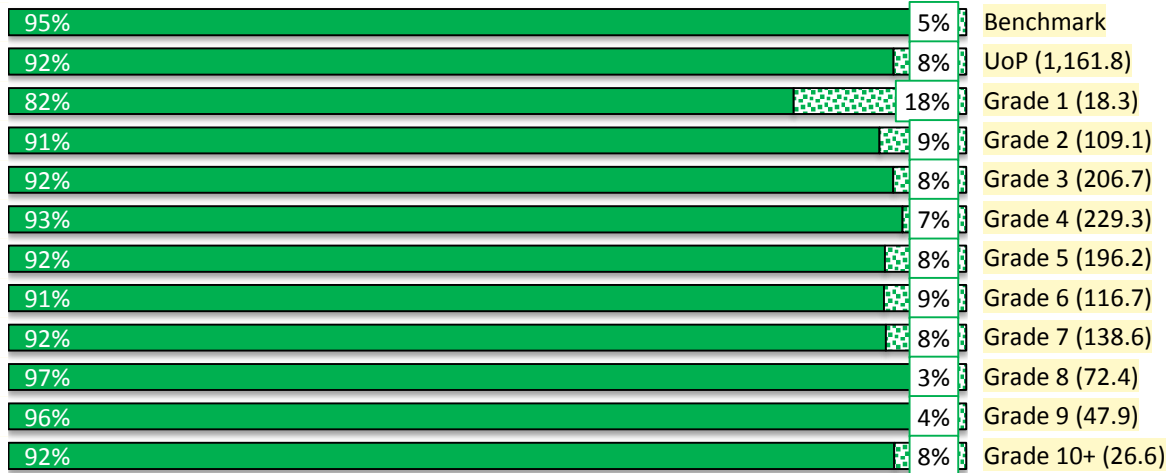
2.3 Support & Professional Services Staff Distribution

A breakdown of the Support & Professional Services roles at the University, by FTE

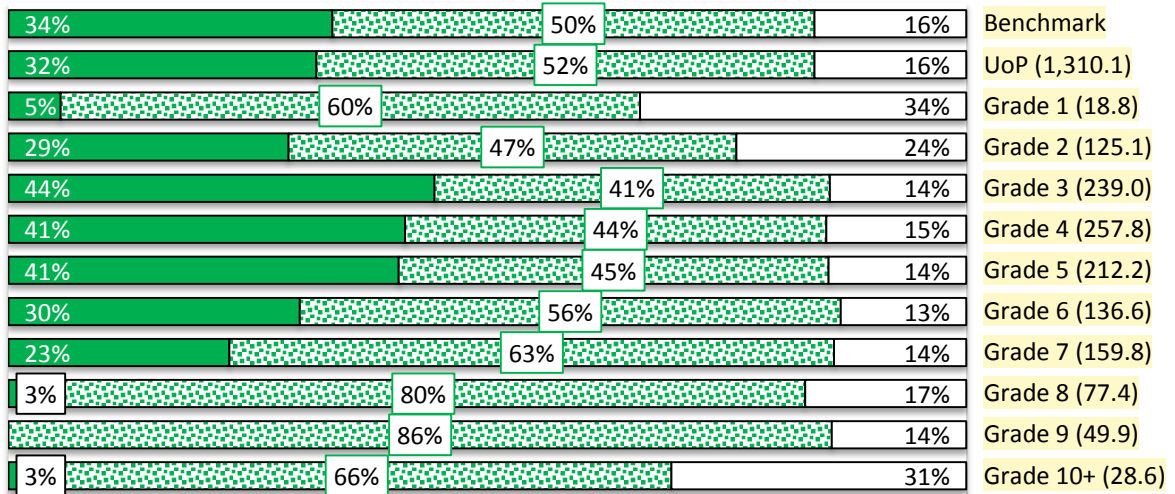


Prefer not to say/Unknown
total =146.4

■ Non-disabled ■ Disabled

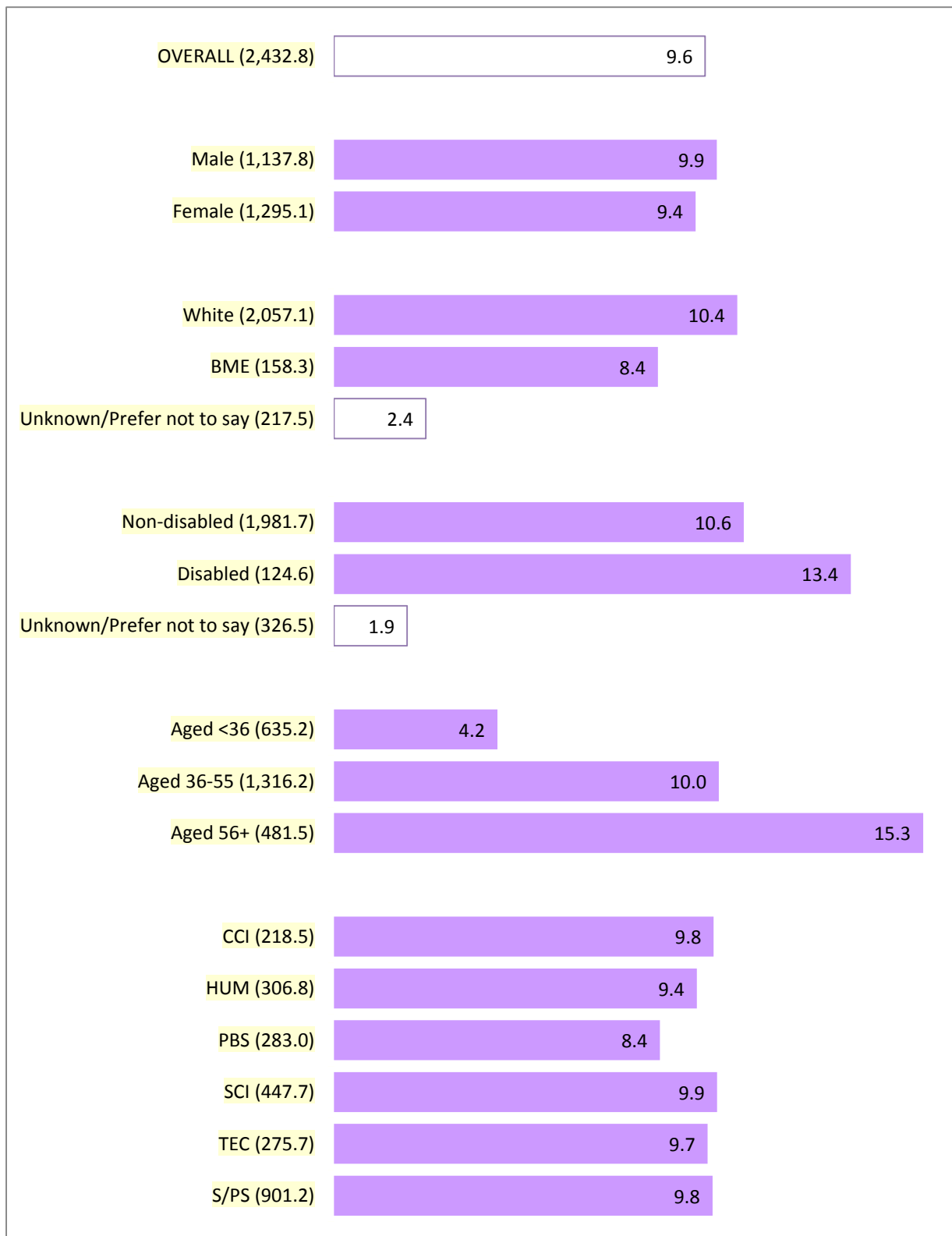


■ Aged <36 ■ Aged 35-55 □ Aged 56+



2.4 Length of Employment

The average number of years the core workforce have been employed at the University

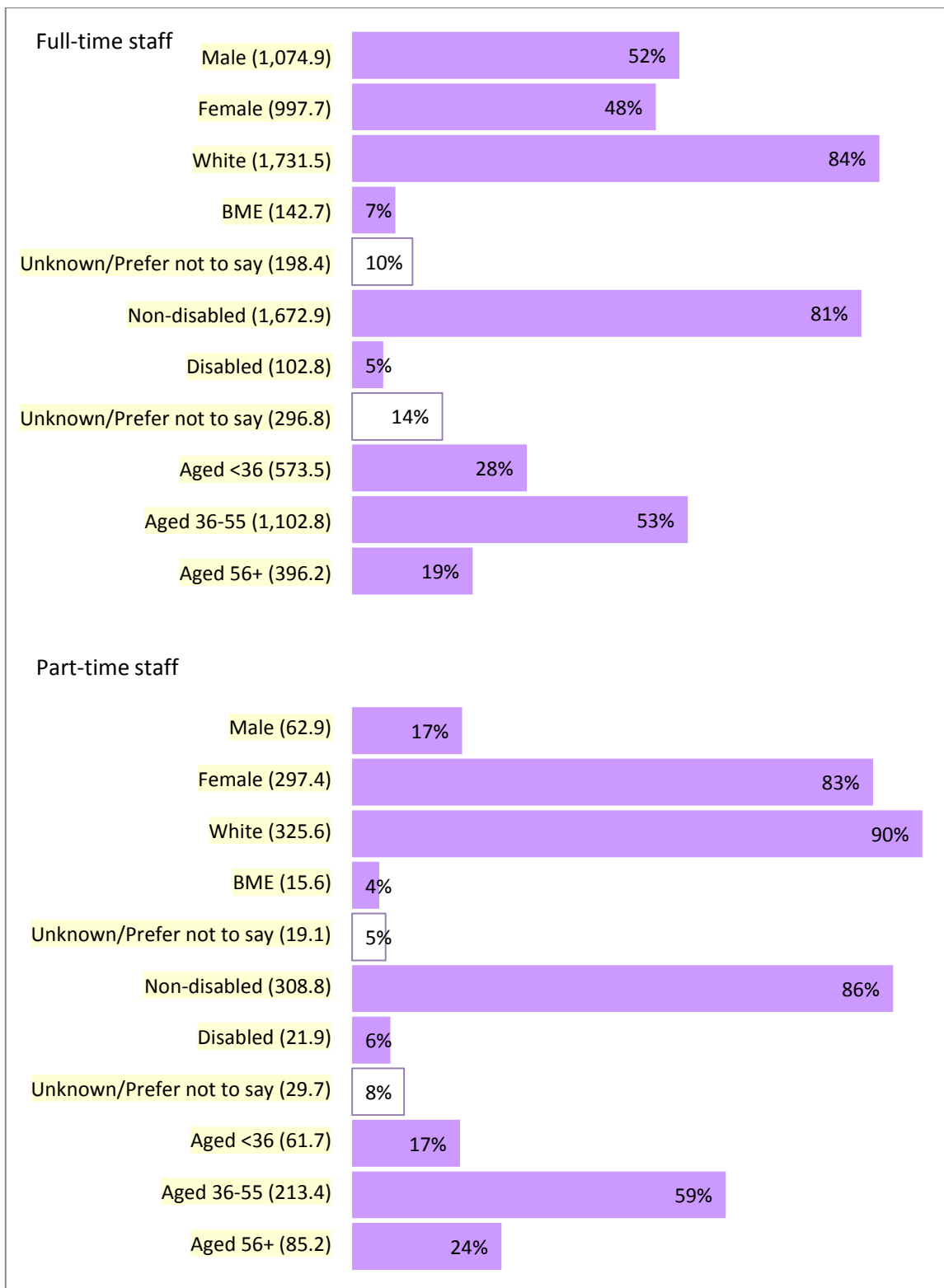


3. Contracts

- 15% of the jobs at the University are performed by employees working on part-time contracts.
- The female/male FTE ratio for part-time contracts is 5:1, whereas for full-time contracts it is 1:1.
- 13% of jobs at the University are performed by employees working on a fixed-term contract.
- One of every five employees at the University who is aged less than 36, is working on a fixed-term contract.

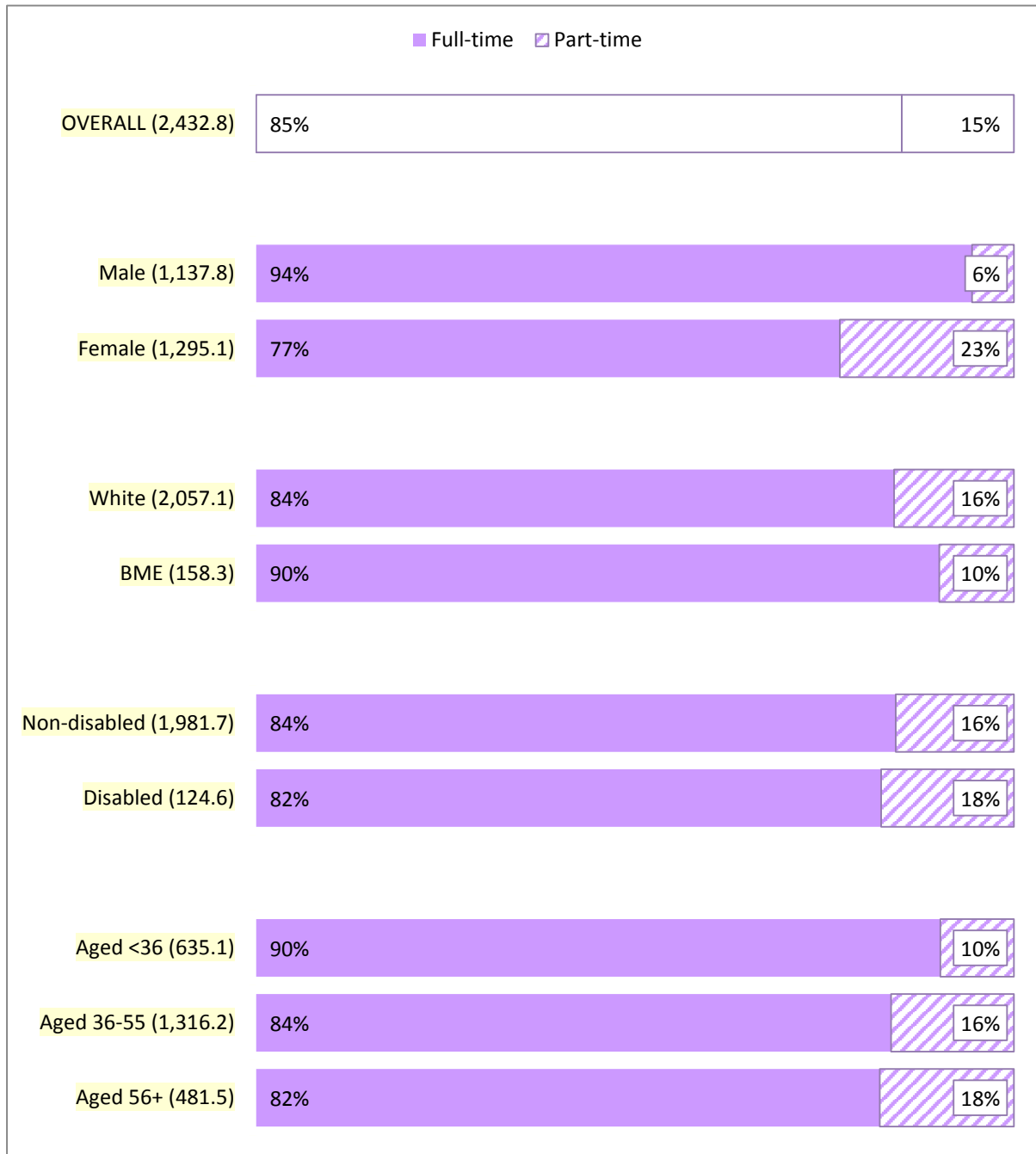
3.1 Full-time/Part-time Contracts

A breakdown of the core workforce at University level, by FTE



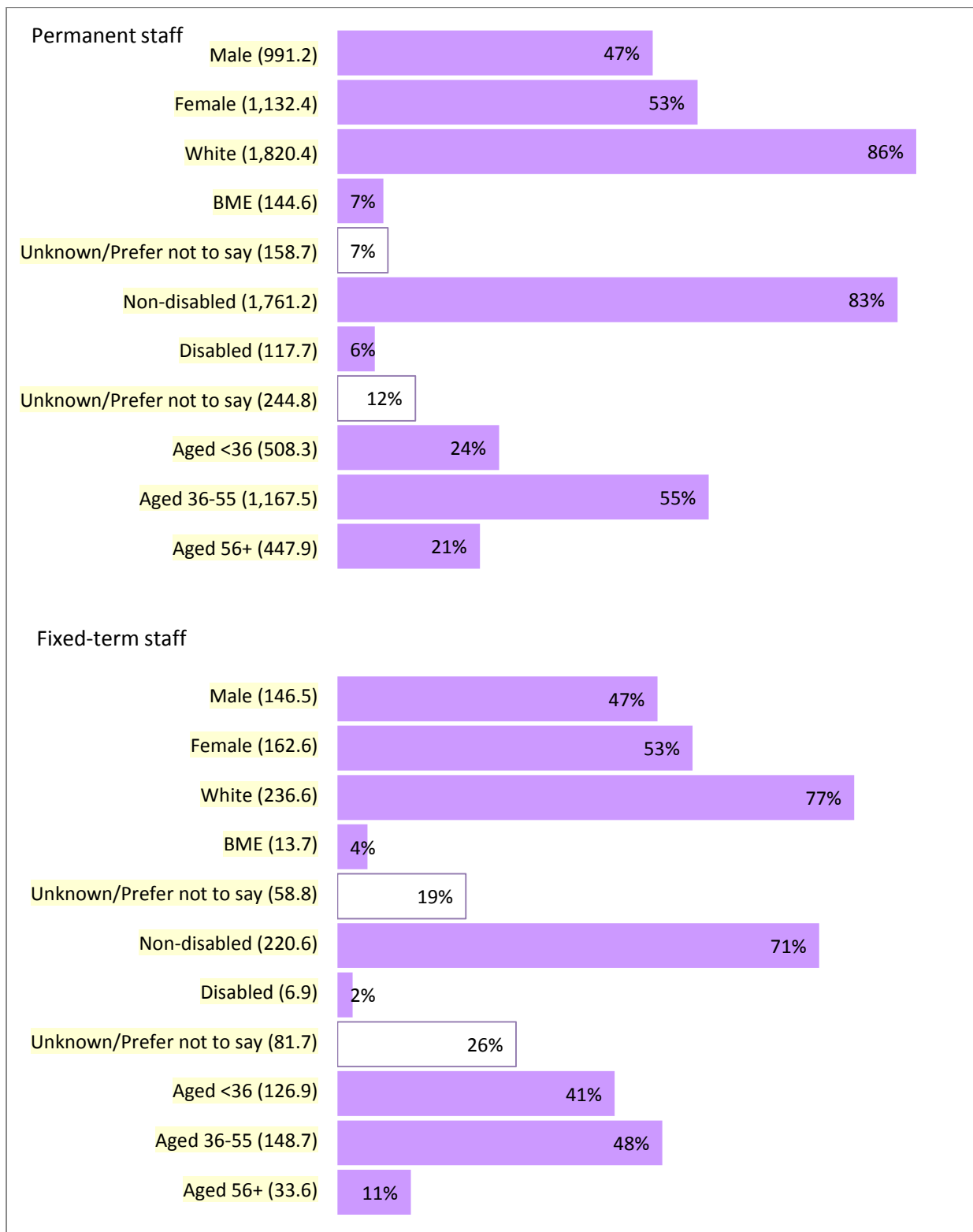
3.2 Full-time/Part-time Contracts, by characteristic

A breakdown of the staff employed on either full-time or part-time contracts at University level, by FTE



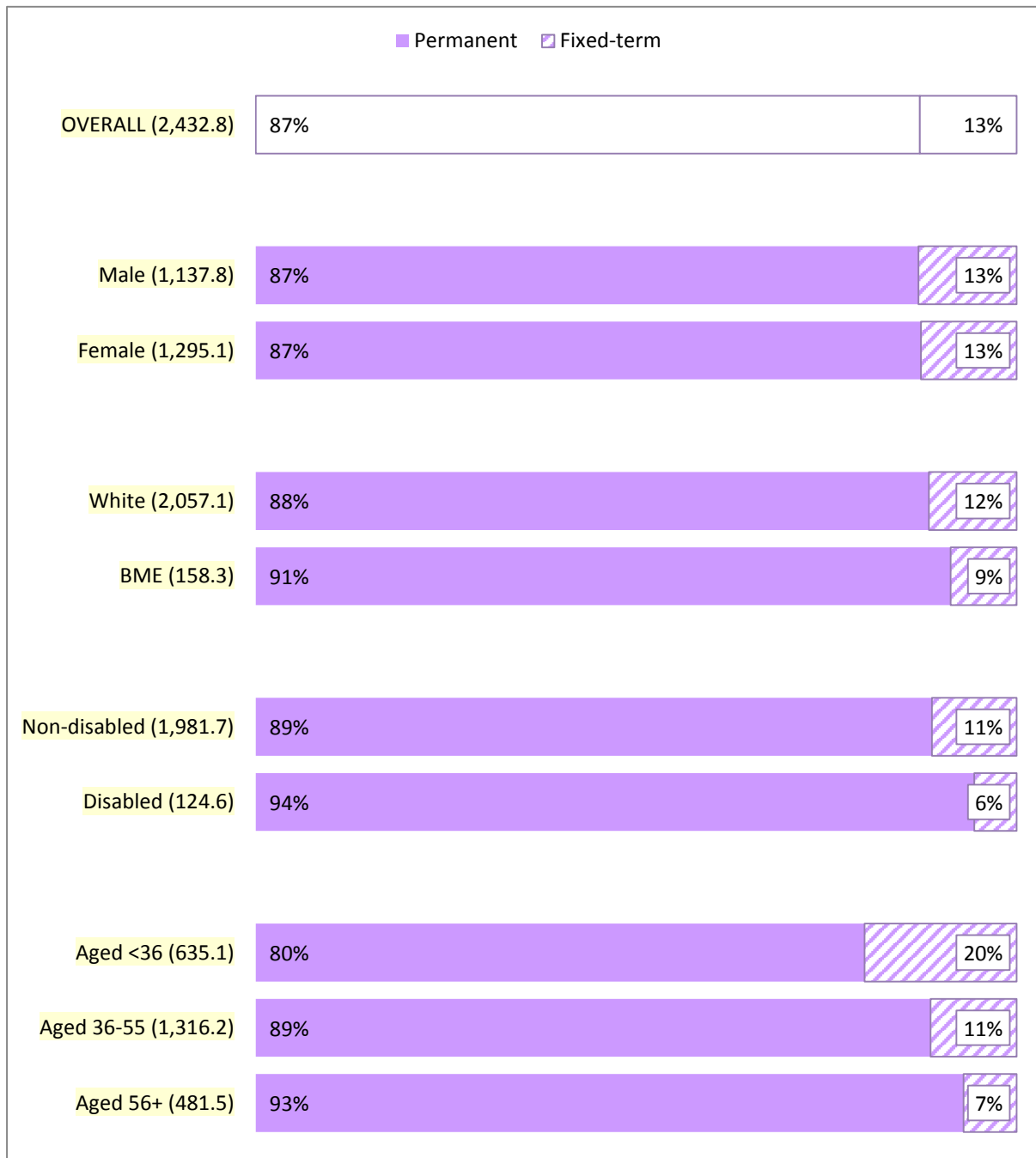
3.3 Permanent/Fixed-term Contracts

A breakdown of the core workforce at University level, by FTE



3.4 Permanent/Fixed-term Contracts, by characteristic

A breakdown of the staff employed on either permanent or fixed-term contracts at University level, by FTE

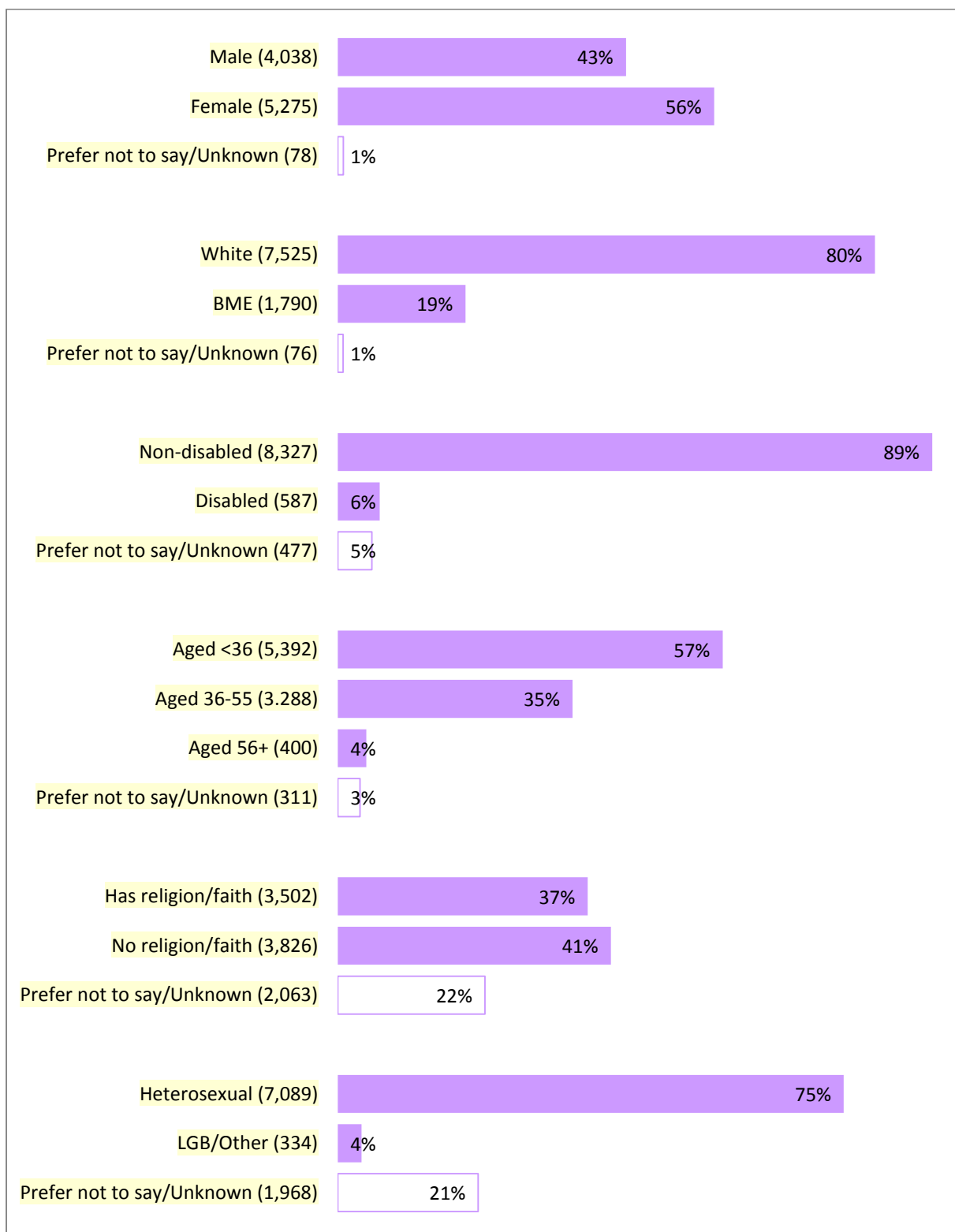


4. Recruitment

- In the 2014/15 academic year, 16.9% of applications submitted by male candidates led to an interview opportunity, compared to 15.2% of applications submitted by women. Due to the high volume of applications received, this difference of 1.7% was statistically significant.
- Similarly, there were statistically significant percentage gaps at the application stage between those who were
 - White & BME (16.8% vs 12.4%)
 - Disabled & non-disabled (18.9% vs 15.6%)
 - Aged 36+ & aged <36 (18.8% & 14.6%)
- The percentage gap between applications submitted by religious and non-religious candidates was not statistically significant, however when drilling down against specific religions, the gap did become significant. For example only 9.3% of applications from Muslim candidates (39 out of 421) led to an interview offer, compared to 16.1% of all other applications.
- At the interview stage, there were statistically significant percentage gaps seen when comparing those who were
 - Non-disabled & disabled (27.8% vs 18.0%)
 - Aged <56 & aged 56+ (27.6% vs 10.5%)
- In the previous year, there was a 12% gap between the percentage of white and BME applicants who were offered a job after interview (32% vs 20%). This year the gap closed to 5% (28% vs 23%), and was no longer statistically significant.
- 23% of the applications received for academia roles came from applicants from a BME ethnicity. This compared to 13% of applications for support/professional service roles.

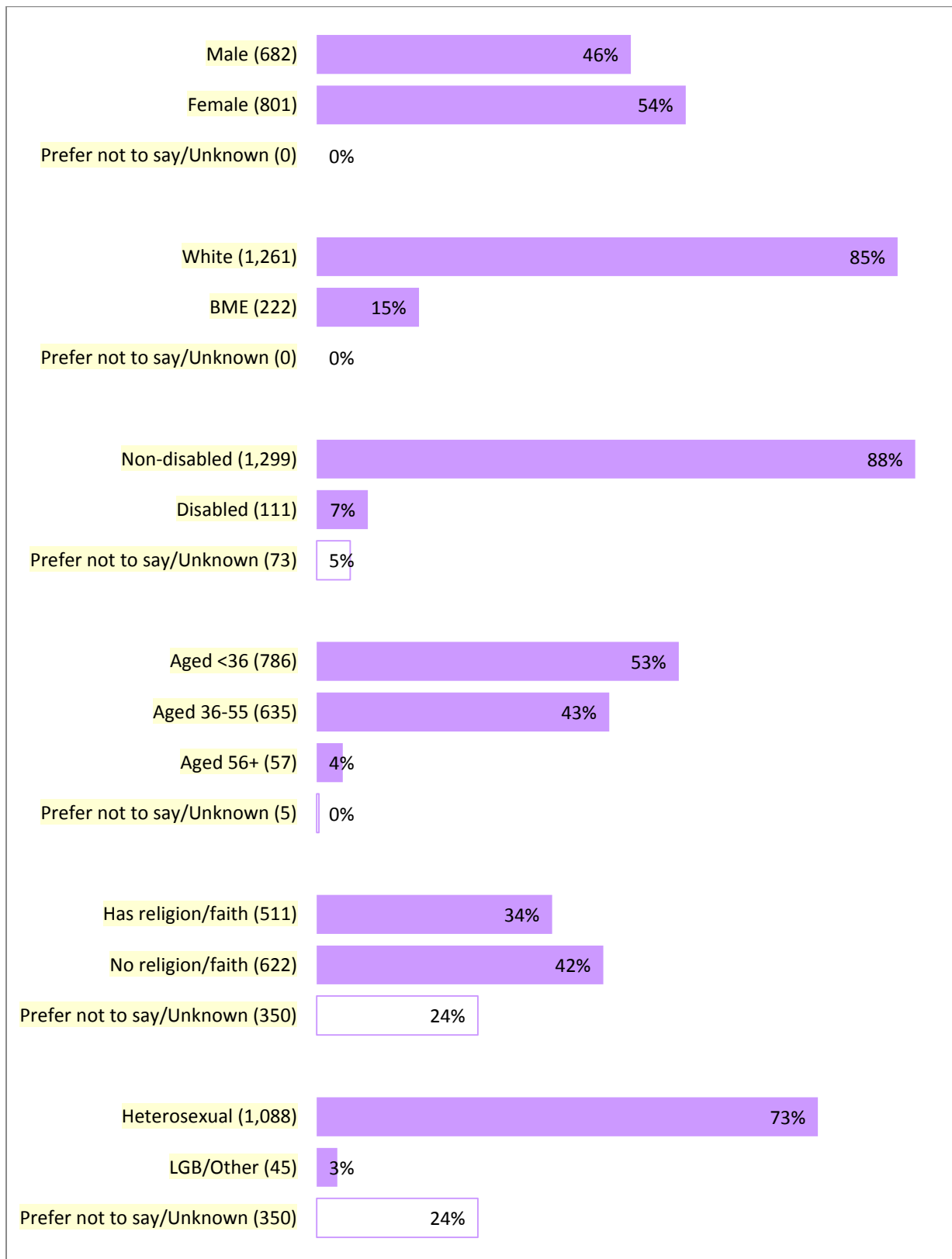
4.1 University Applications, by characteristic

A breakdown of job applications received in the 2014/15 academic year



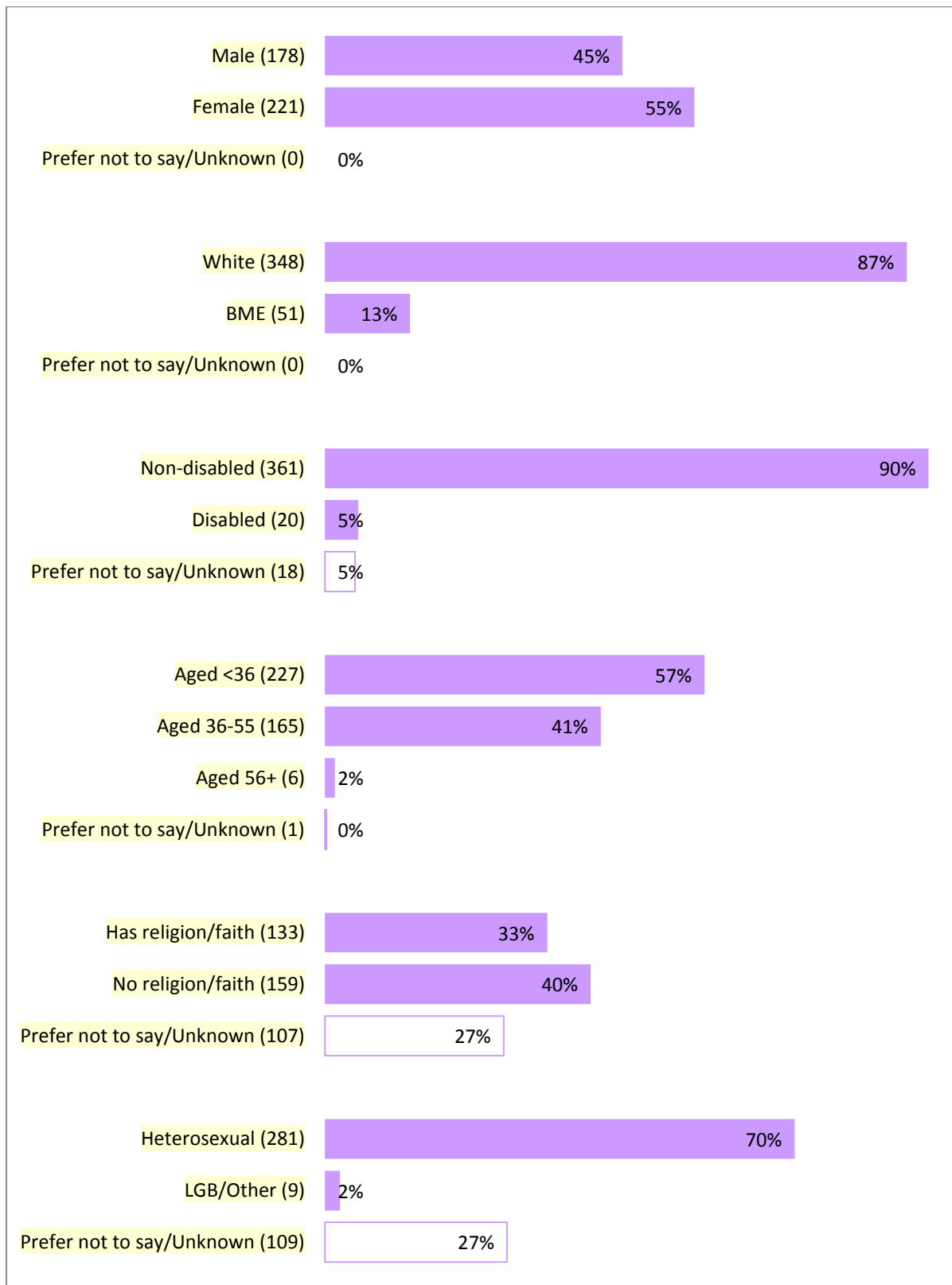
4.2 University Interviews, by characteristic

A breakdown of job interviews offered in the 2014/15 academic year



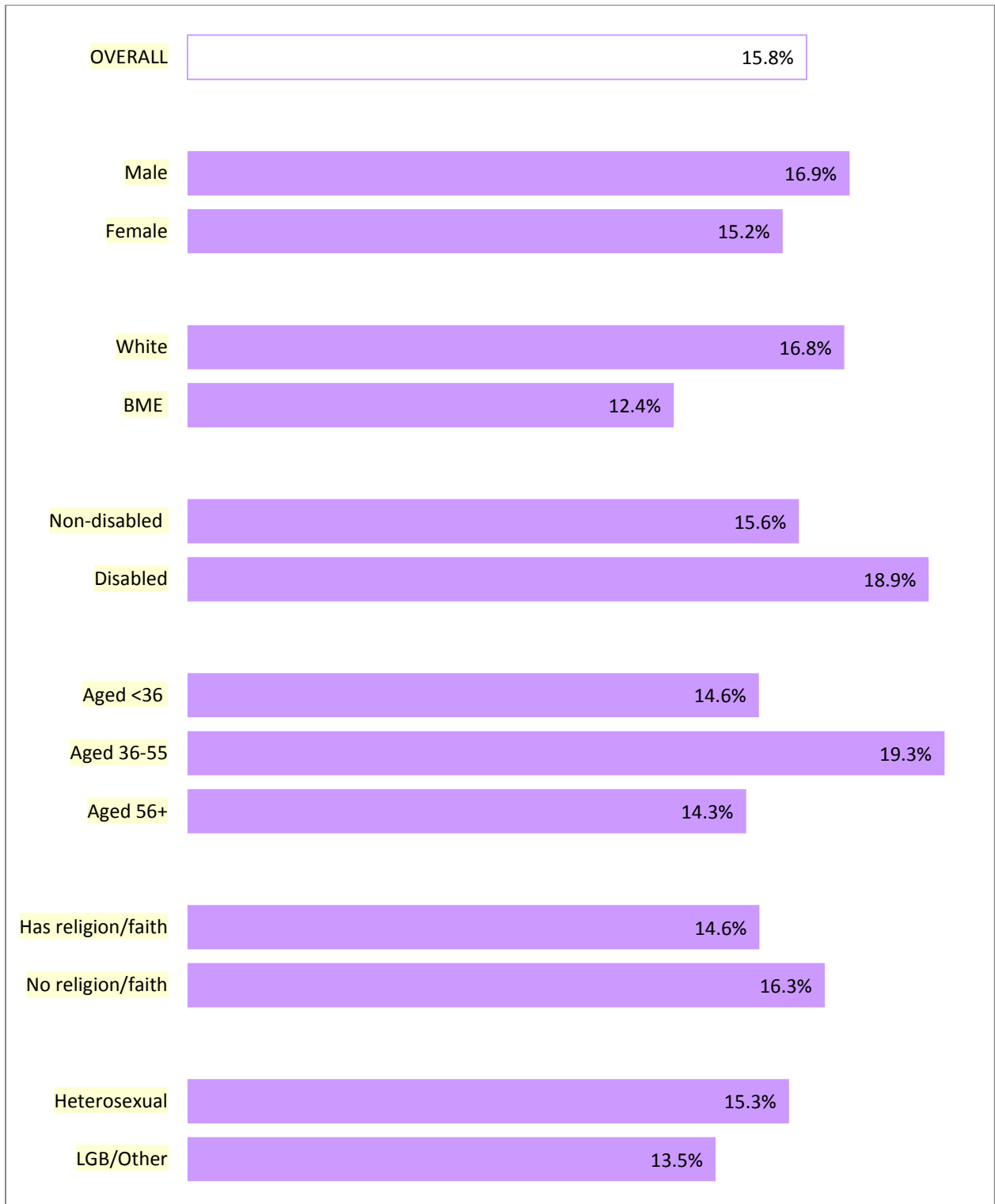
4.3 University Hiring, by characteristic

A breakdown of job offers issued by the University in the 2014/15 academic year



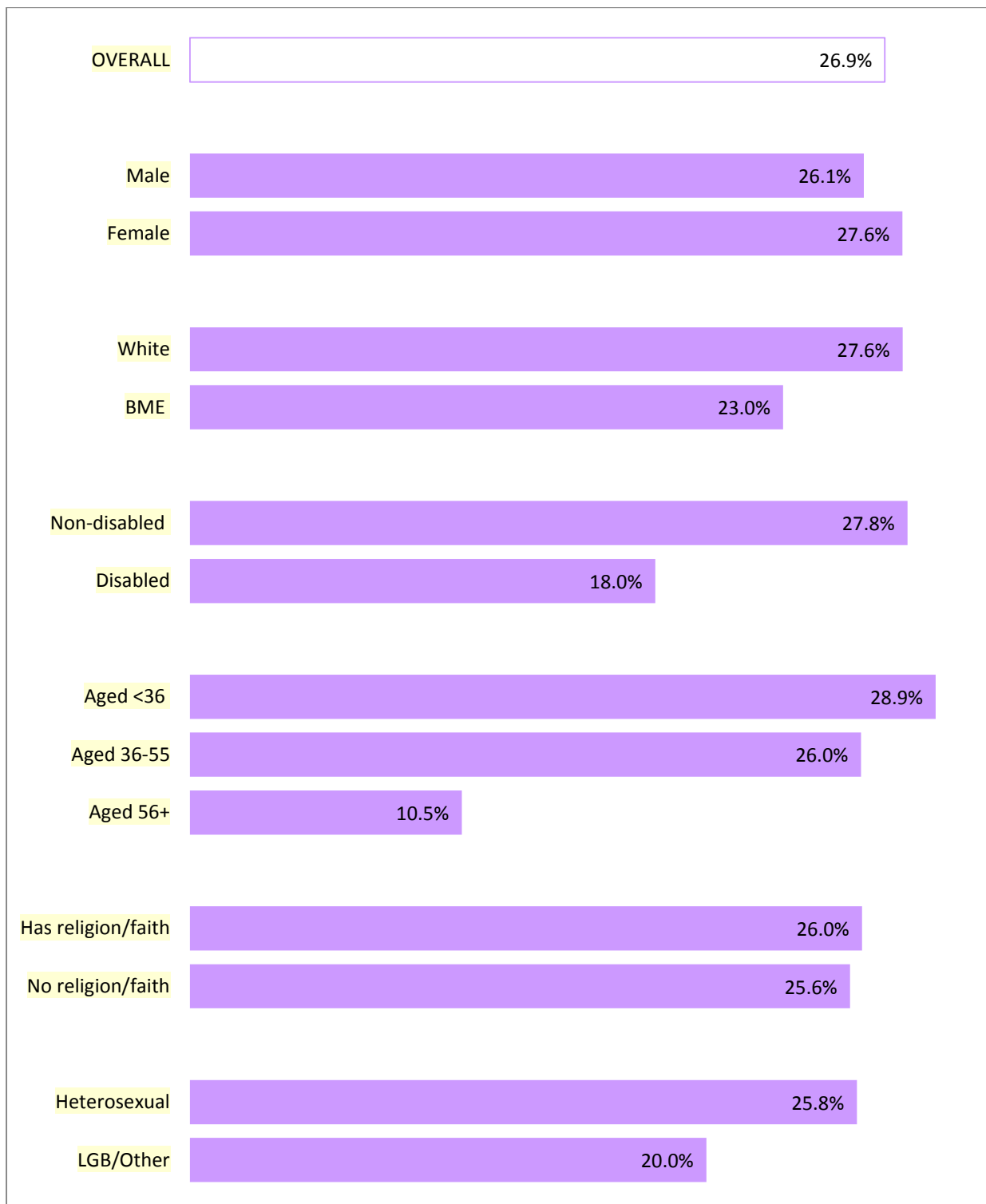
4.4 Application Success Rate, by characteristic

What proportion of all applications received led to the offer of an interview?



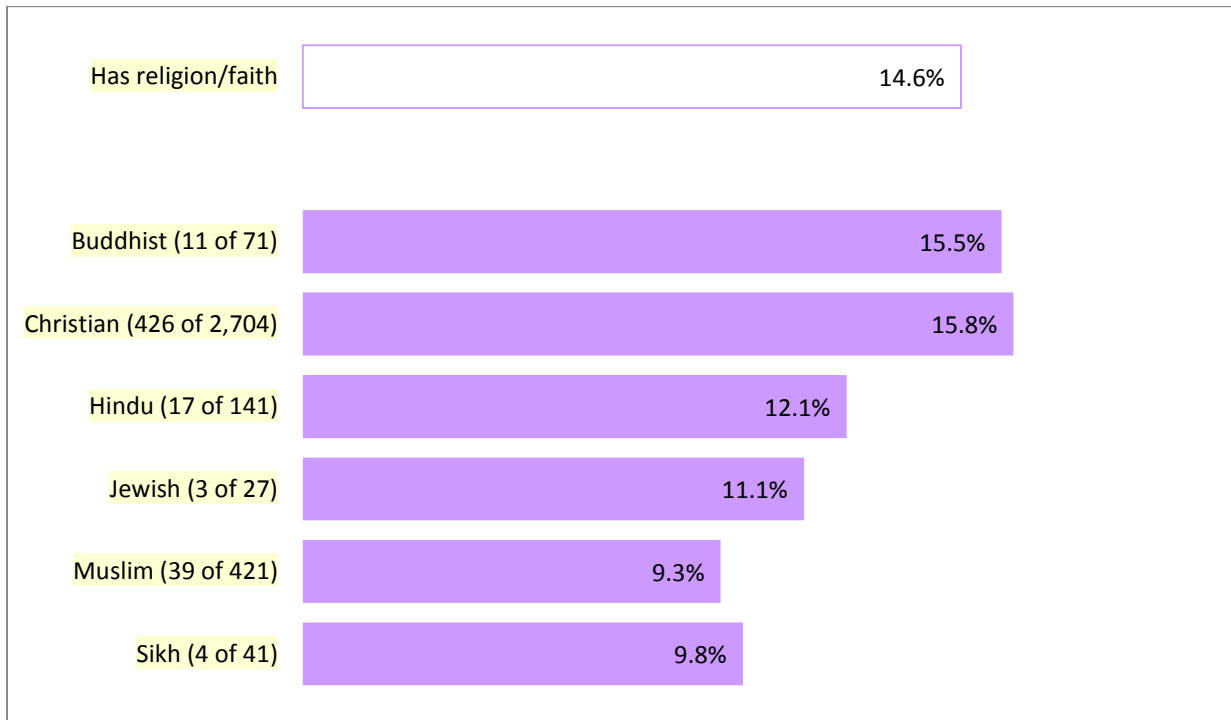
4.5 Interview Success Rate, by characteristic

What proportion of all interviews led to the offer of a job?



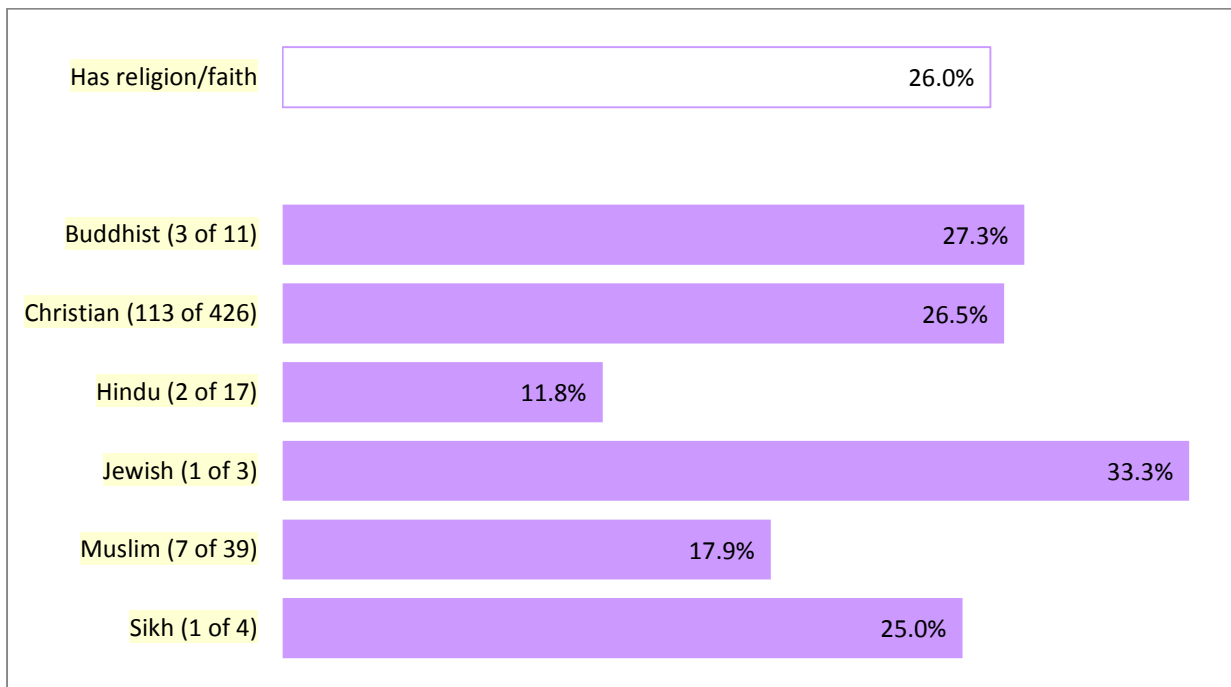
4.6 Application Success Rate, Religion or Belief breakdown

What proportion of all applications received led to the offer of an interview?



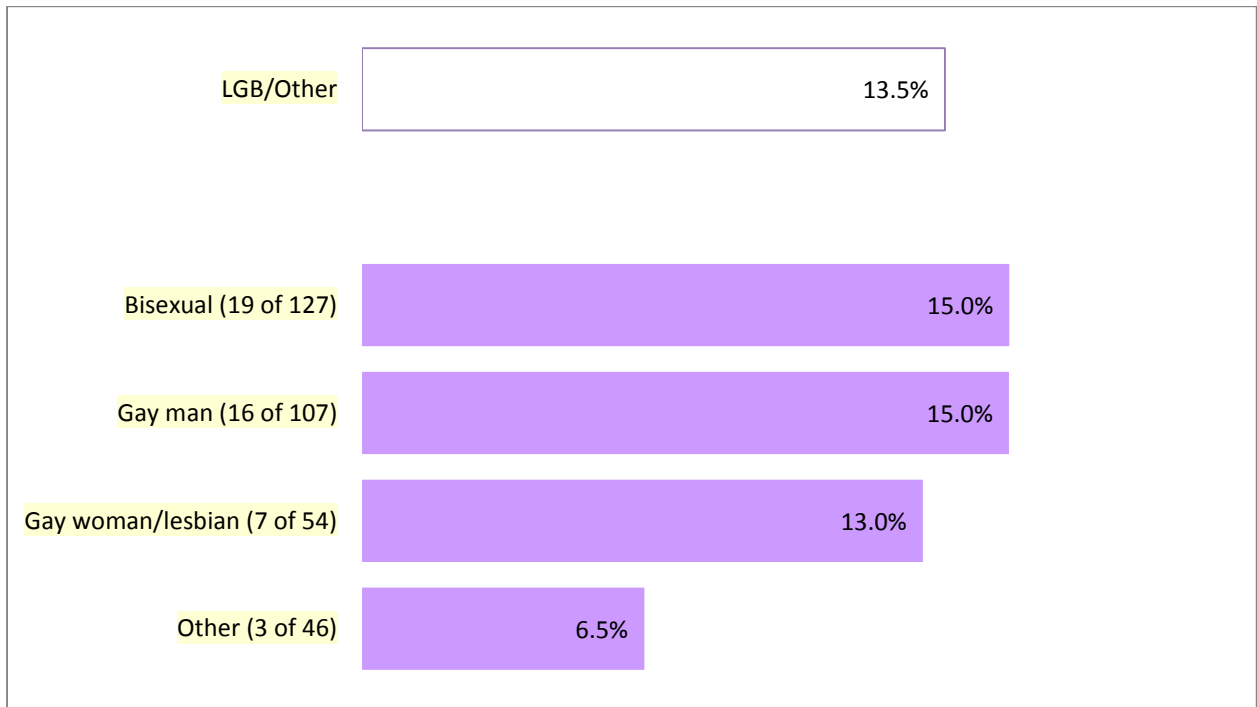
4.7 Interview Success Rate, Religion or Belief breakdown

What proportion of all interviews led to the offer of a job?



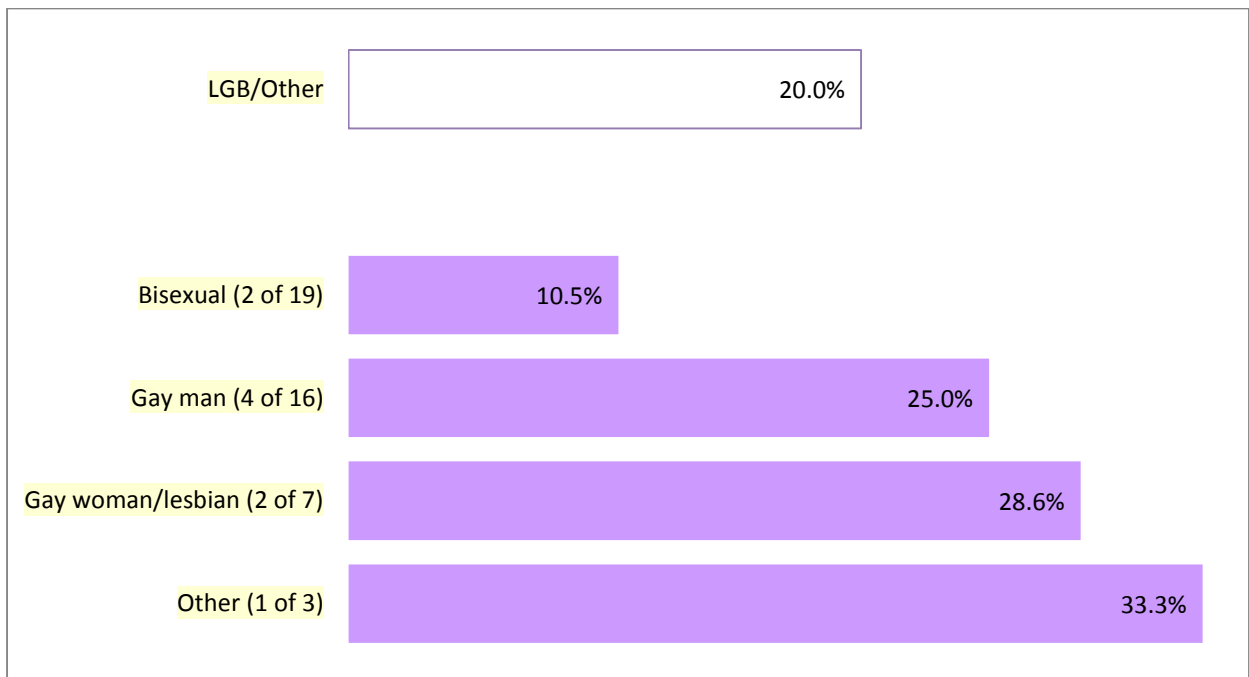
4.8 Application Success Rate, Sexual Orientation breakdown

What proportion of all applications received led to the offer of an interview?



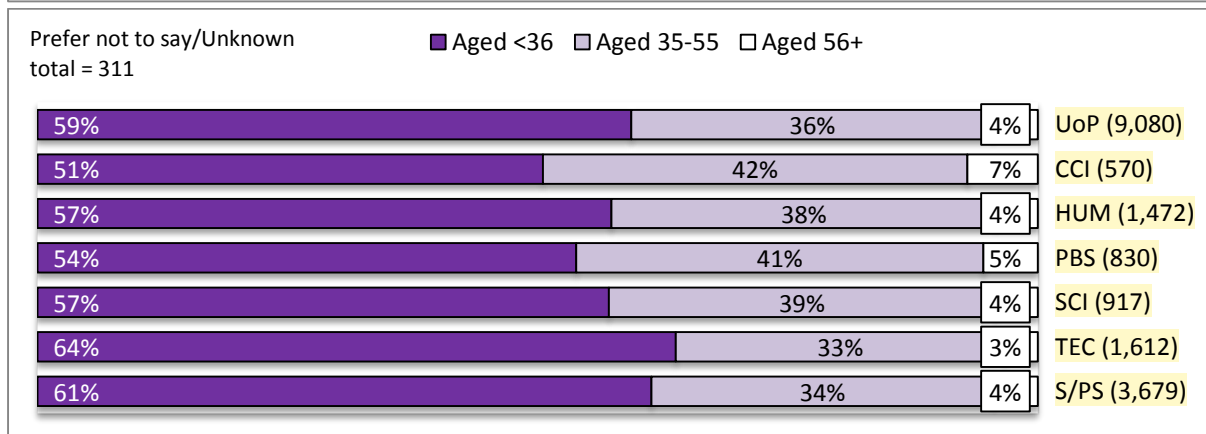
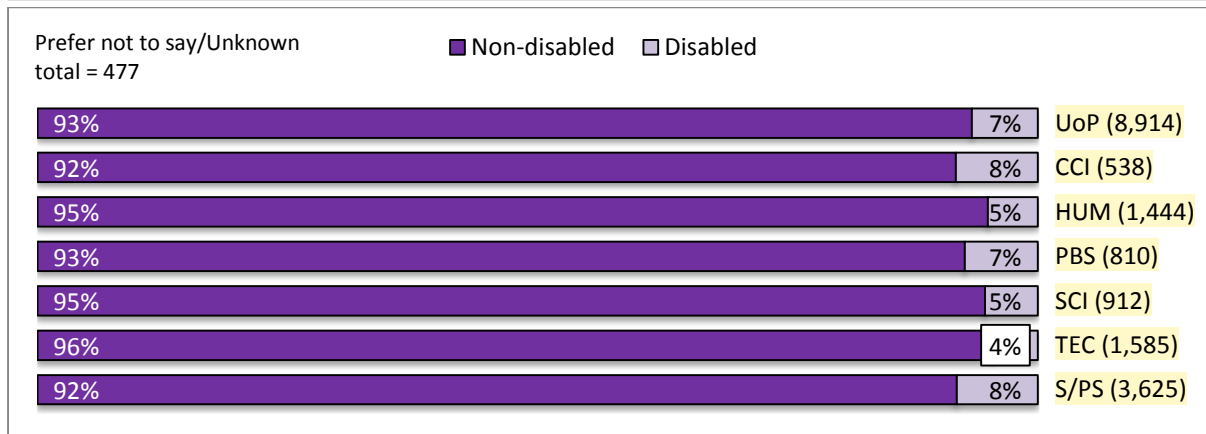
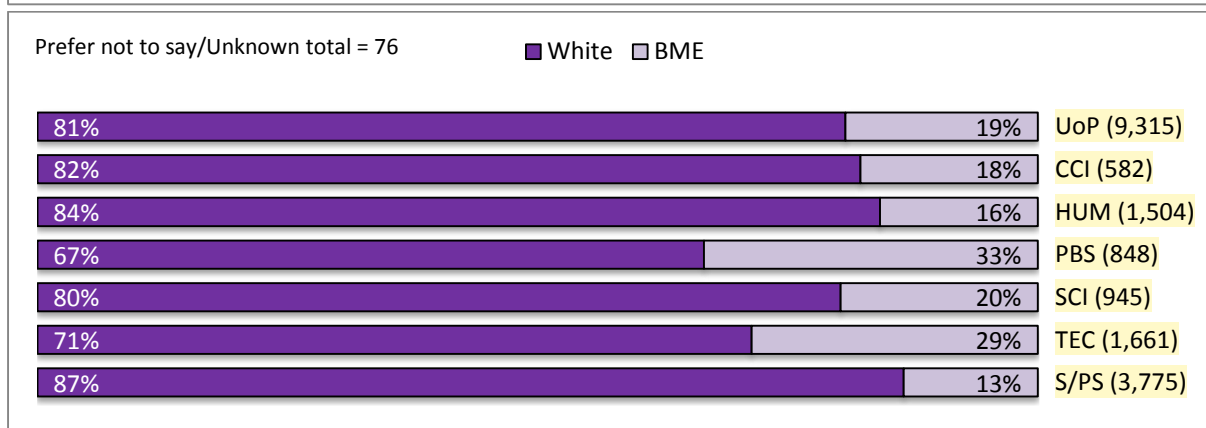
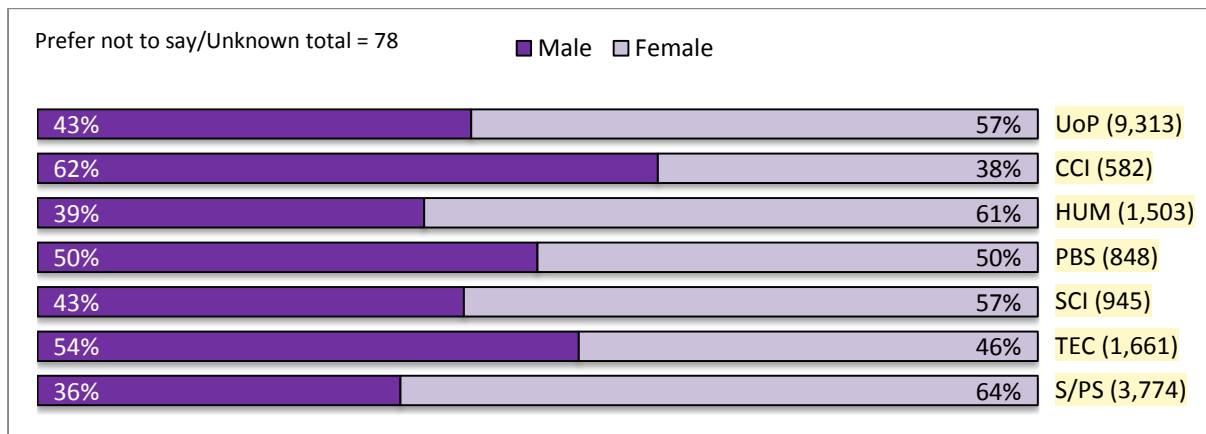
4.9 Interview Success Rate, Sexual Orientation breakdown

What proportion of all interviews led to the offer of a job?



4.10 Faculty Applications, by characteristic

A breakdown of applications at a Faculty level (including Support/Professional Services)

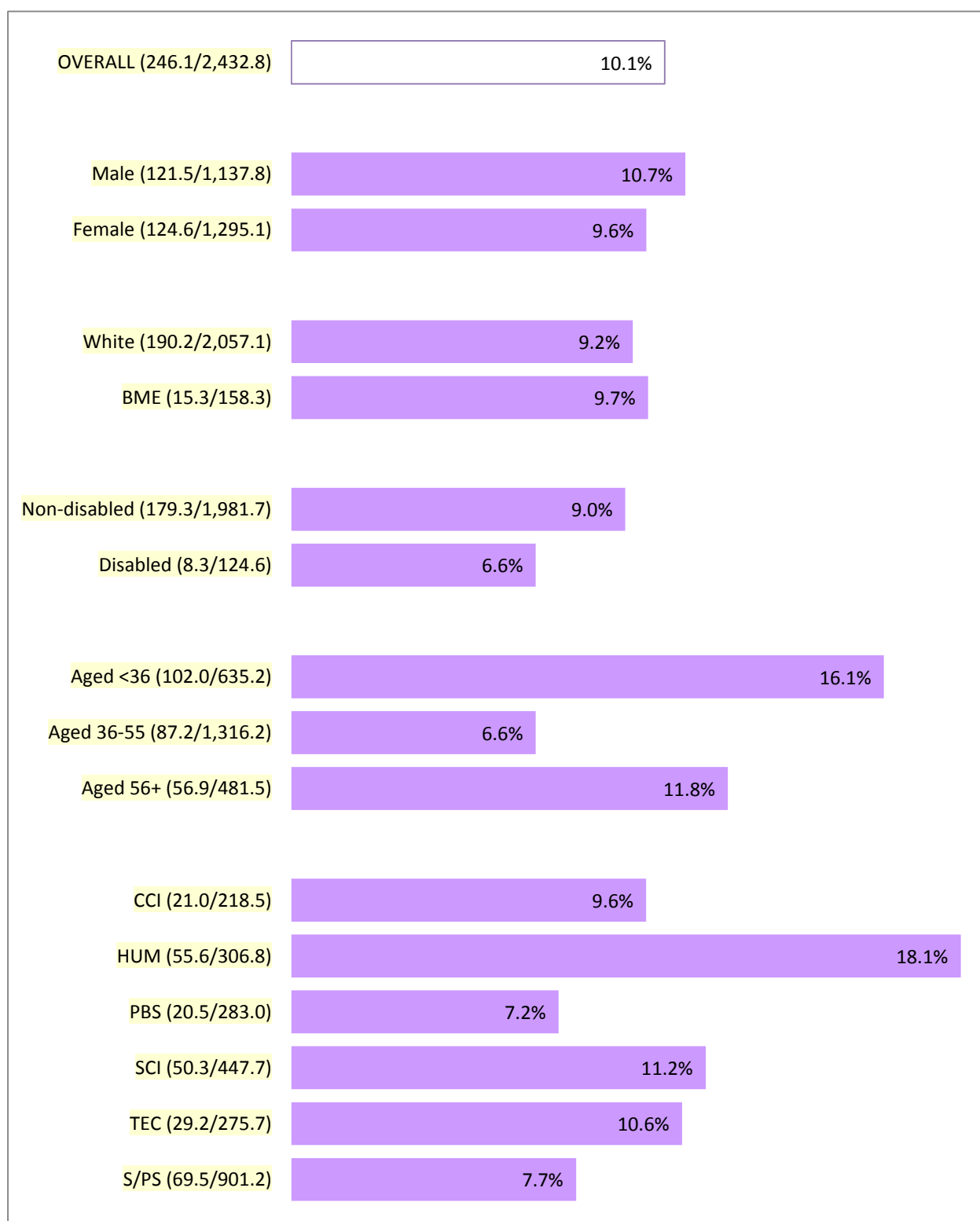


5. Leavers

- The number of leavers in the 2014/15 academic year was 246.1 FTE. This compared to a total of 216.2 FTE in the previous year.
- The 'turnover rate' of staff was 10.1%, which was an increase from the previous year (9.1%).
- The differences between the proportions of female/male, BME/white, disabled/non-disabled staff who left the University were not statistically significant.
- In the 2014/15 academic year, the faculty 'turnover rate' ranged from 18.1% (HUM) to 7.2% (PBS).
- The average length of employment for employees who left the University in the 2014/15 academic year, was 7.2 years.
- 39% of employees did not provide a specific reason for leaving the University. This total was much higher than had been seen in the previous year (15%).
- The percentage of female employees who provided a leaving reason of 'dissatisfaction' fell from 19% to 5%.

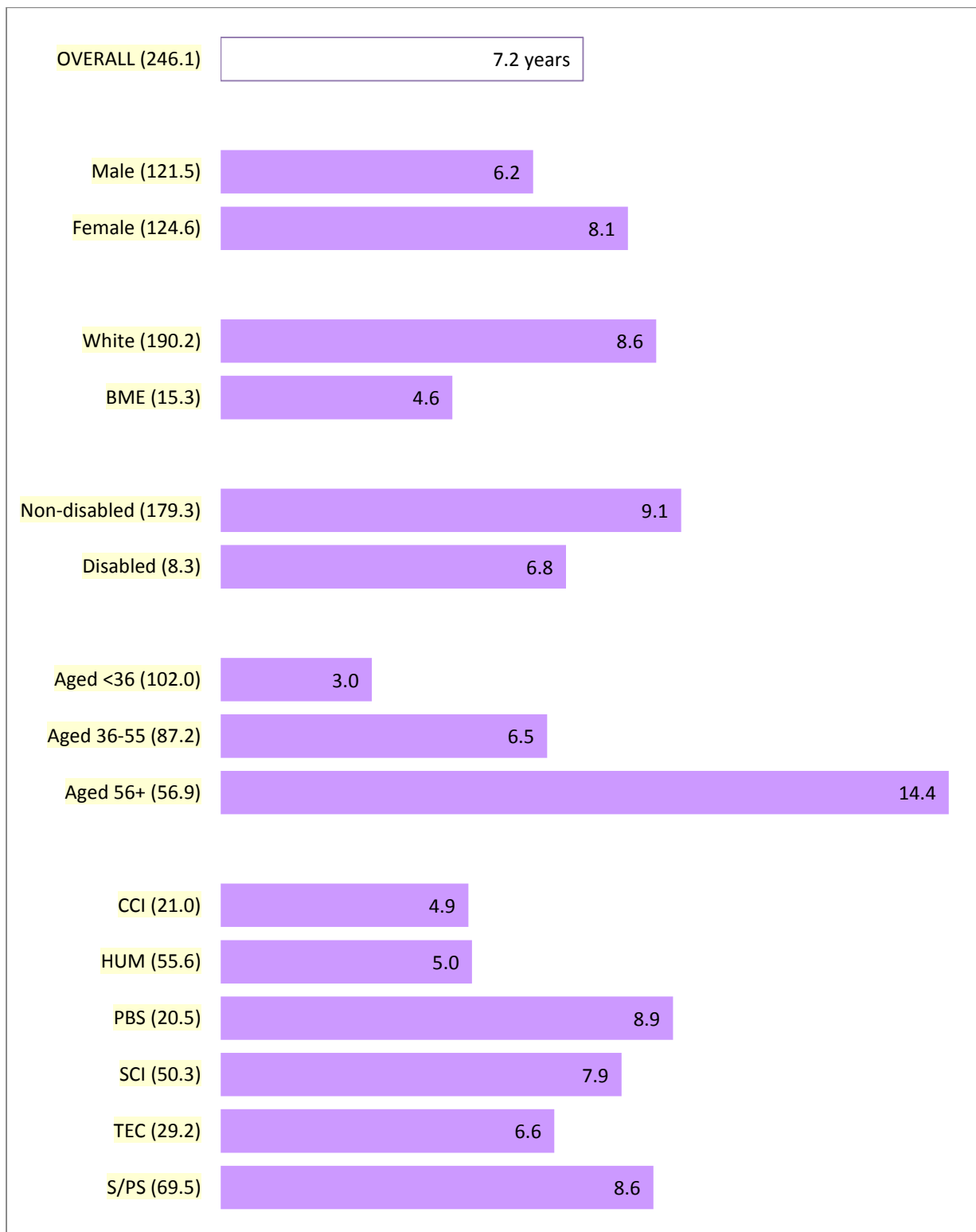
5.1 University & Faculty Leavers – Turnover rate

The number of employees who left the University over the course of the year, divided by the total core workforce as at the end of the academic year



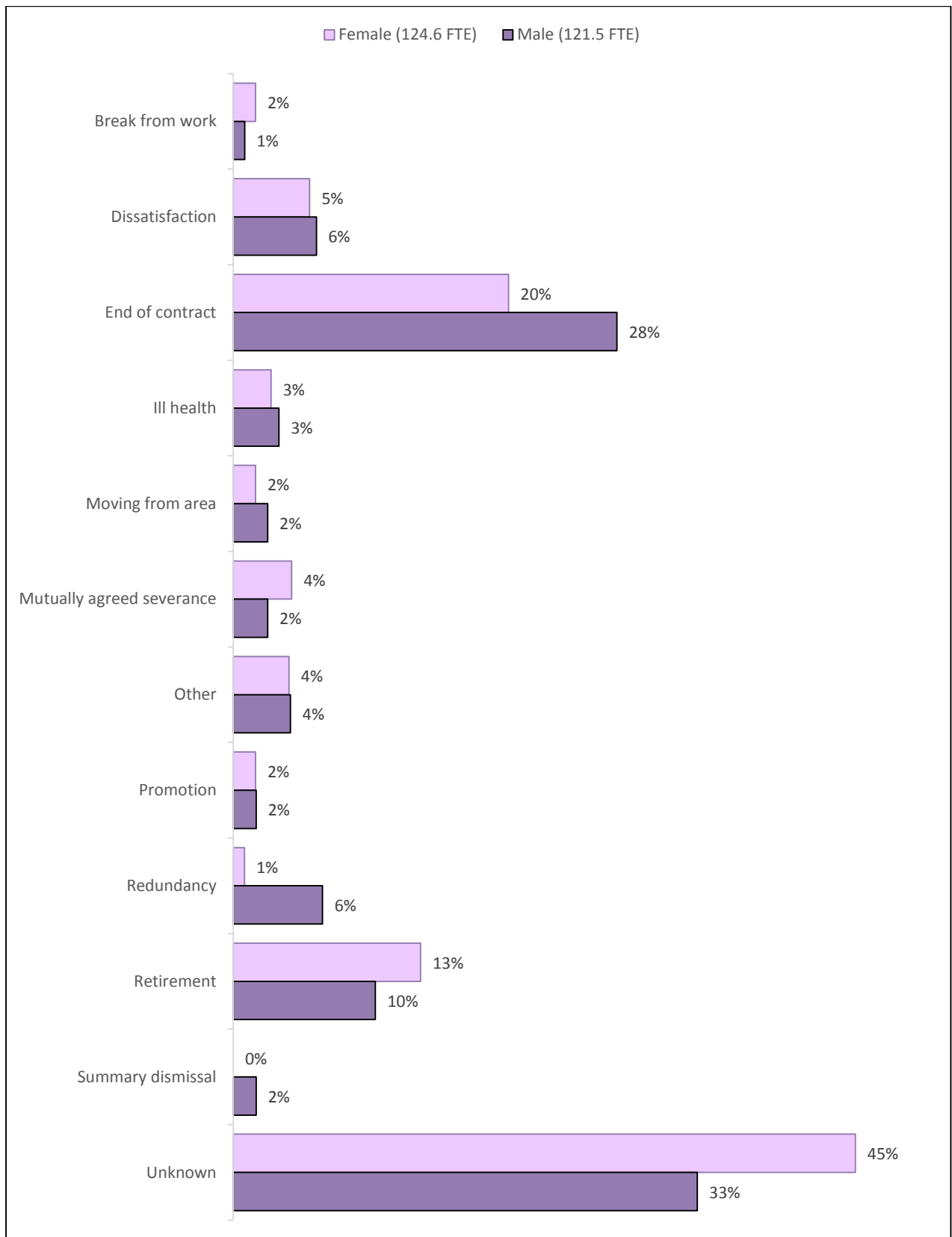
5.2 Length of Employment Prior to Leaving

The average number of years the core workforce had been employed at the University



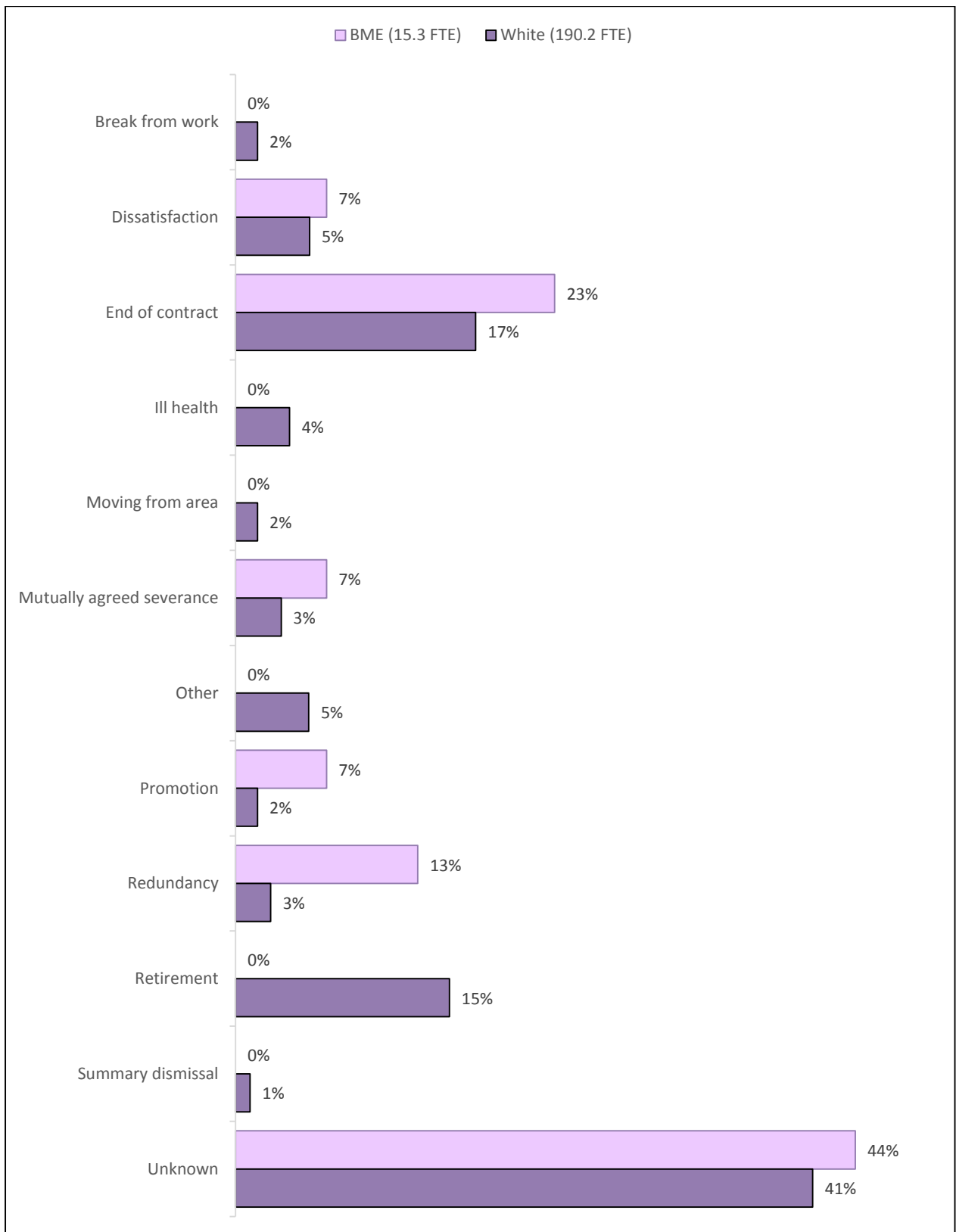
5.3.1 Leaving Reasons – by gender

A proportional breakdown of the leaving reasons given



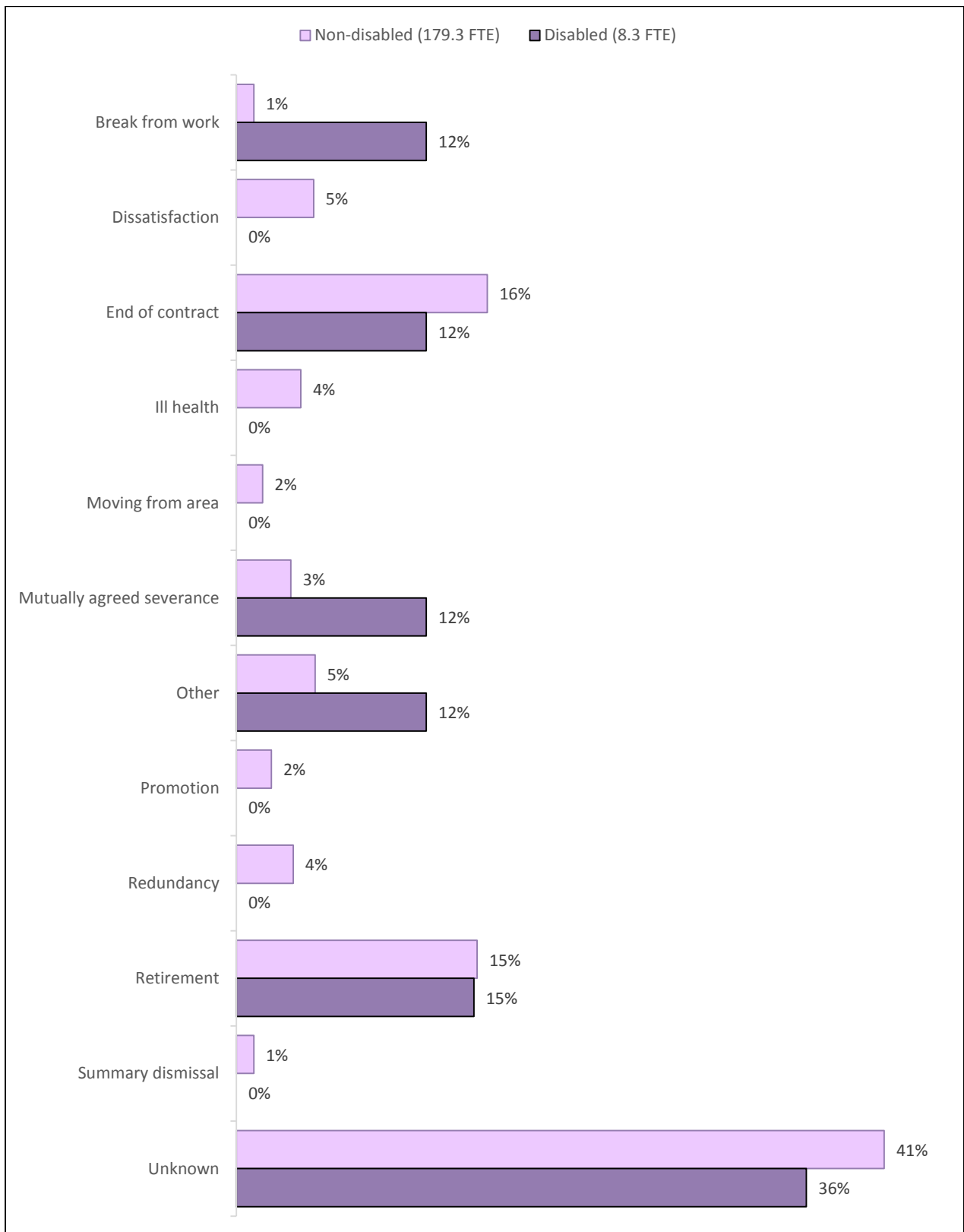
5.3.2 Leaving Reasons – by ethnicity

A proportional breakdown of the leaving reasons given



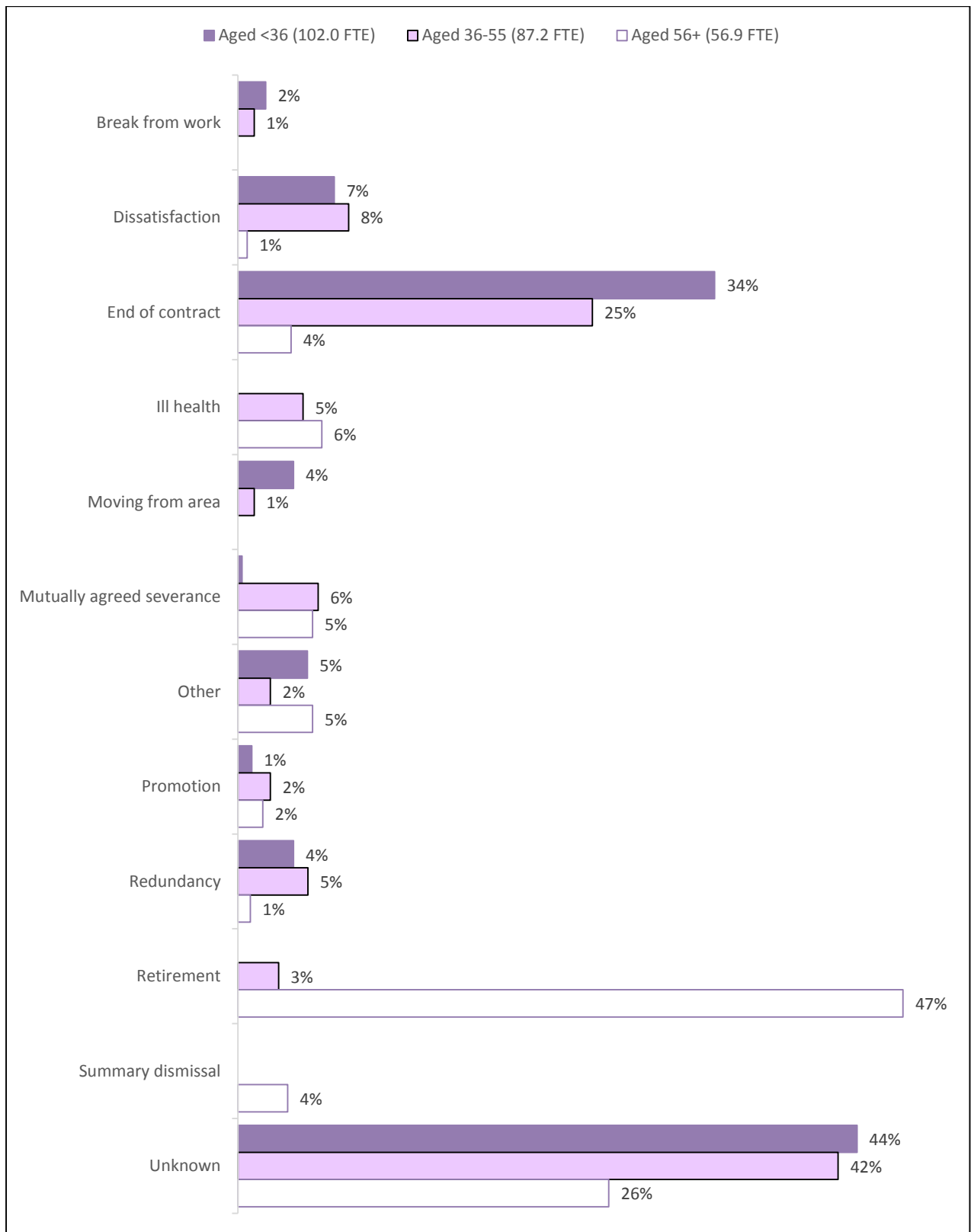
5.3.3 Leaving Reasons – by disability status

A proportional breakdown of the leaving reasons given



5.3.4 Leaving Reasons – by age category

A proportional breakdown of the leaving reasons given



6. Parental Leave

- 46 employees took maternity leave, of which 26 were full-time staff, and 20 part-time staff.
- 24 employees took paternity leave, of which 22 were full-time staff, and 2 part-time staff.

6.1 Maternity & Paternity Leave

A breakdown of the number of employees who took maternity or paternity leave in the 2014/15 academic year, by headcount

