



University of
Portsmouth

Equality & Diversity

Staff Data Report 2015/16

Published May 2017



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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 2016*. Benchmarking data is related to the 2014/15 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 31/07/2016. Recruitment, Leavers, Parental leave and E&D training data was taken cumulatively over the complete academic year (01/08/2015-31/07/2016). All figures include full-time, part-time and part-time hourly paid employees.

The values in this report are calculated using the Full Person Equivalent methodology. Therefore, regardless of whether an employee has a full-time, part-time or PTHP contract, they will be counted as 1.0 FPE. This methodology also prevents an employee as being 'double counted' as an employee who has multiple contracts, will only be recorded as 1.0 FPE.

Figures for job applications relate to a single application, so a person applying to multiple vacancies would be represented on numerous occasions; once for each application made.

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 seven 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
- **E&D Training** – the number of E&D online training courses completed by staff

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:

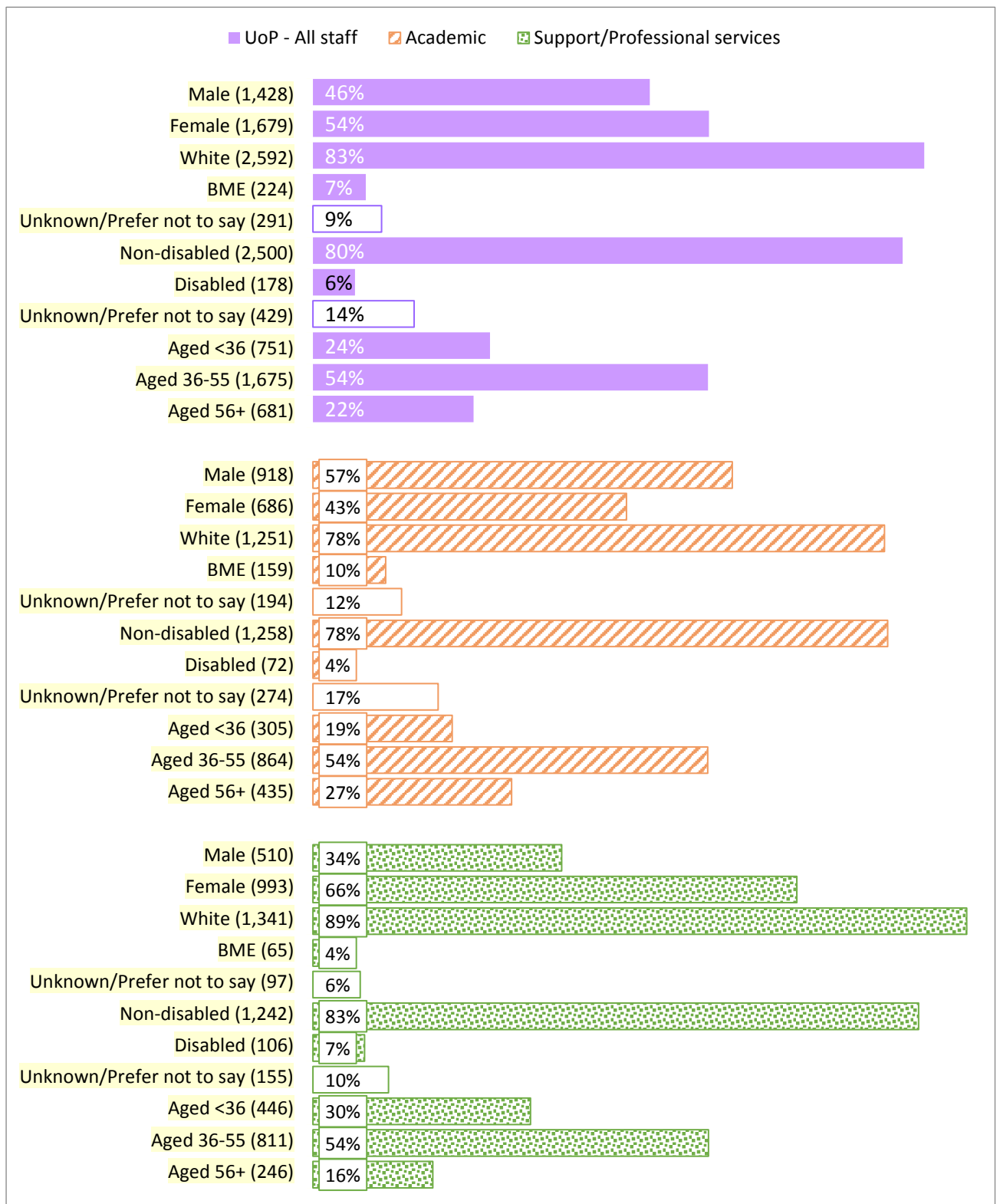
- **CCI** – Faculty of Creative & Cultural Industries
- **HUM** – Faculty of Humanities & Social Sciences
- **PBS** – Portsmouth Business School
- **SCI** – Faculty of Science
- **TEC** – Faculty of Technology
- **S/PS** – Support & Professional Services

1. Staff Profile

- At the end of the 2015/16 academic year, the University employed more than 3,100 members of staff. This was an increase of 4.8% year on year
- The gender breakdown remained unchanged at 56% female, 44% male
- Female employees formed 66% of the Support & Professional Service workforce, but only 43% of Academic & Research workforce
- The number of BME employees increased by 22% over the year (from 184 to 224)
- The white/BME ethnicity ratio was 8:1 in the Academic & Research workforce and 21:1 in the Support & Professional Service workforce
- 0.8% of employees at the University were of black ethnicity. This compared to 9.6% of undergraduate students at the University who were of black ethnicity in 2015/16
- Support & Professional Services staff, aged younger than 36, was the only protected characteristic which saw a reduction in the number of employees
- Almost one quarter of all Academic & Research employees (23%) had a nationality that was not British

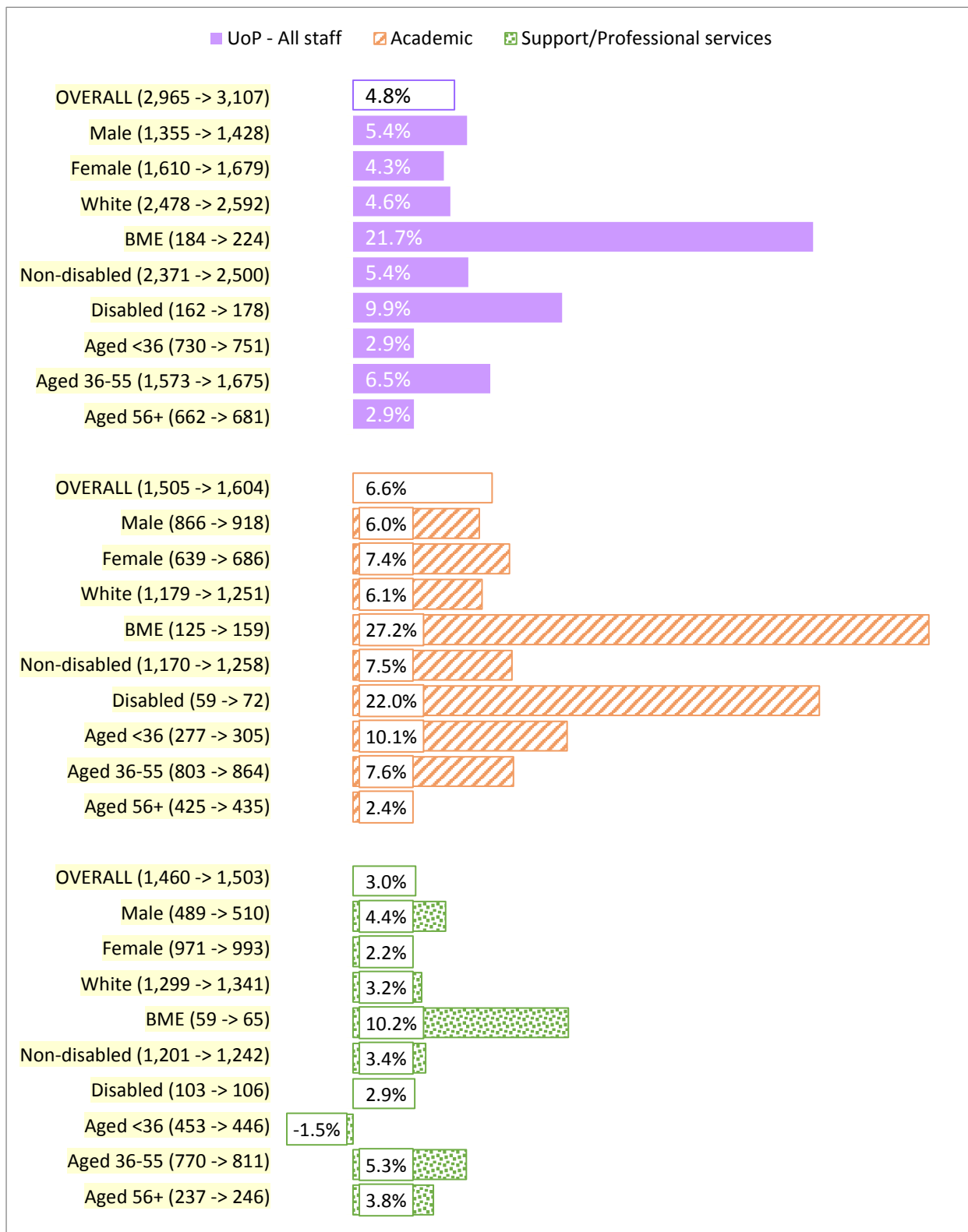
1.1 University Staff Composition

A breakdown of the core University workforce by Full Person Equivalent (FPE)



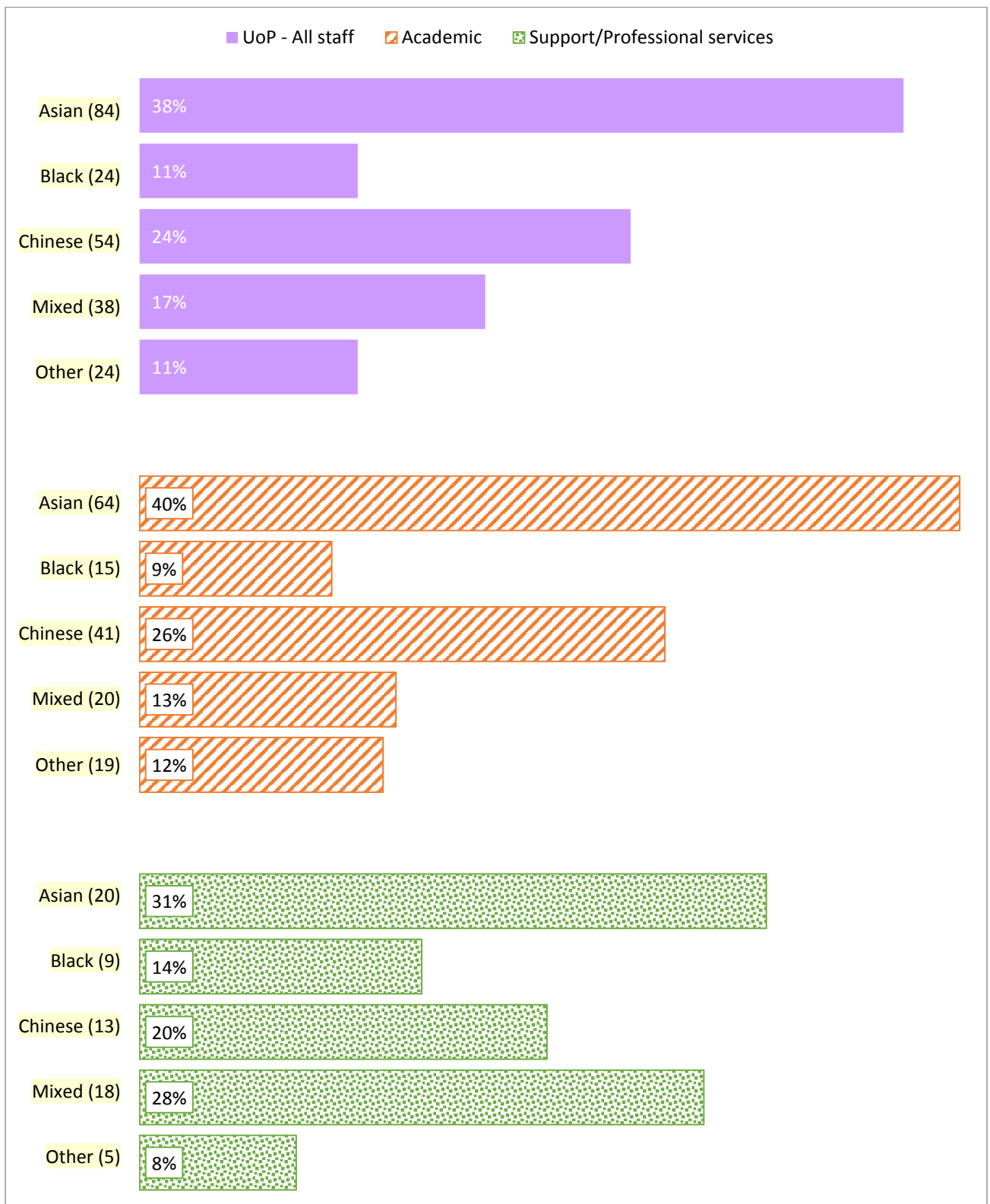
1.2 Changes in Staff Composition

The proportional increase/decrease of FPE between 2014/15 and 2015/16



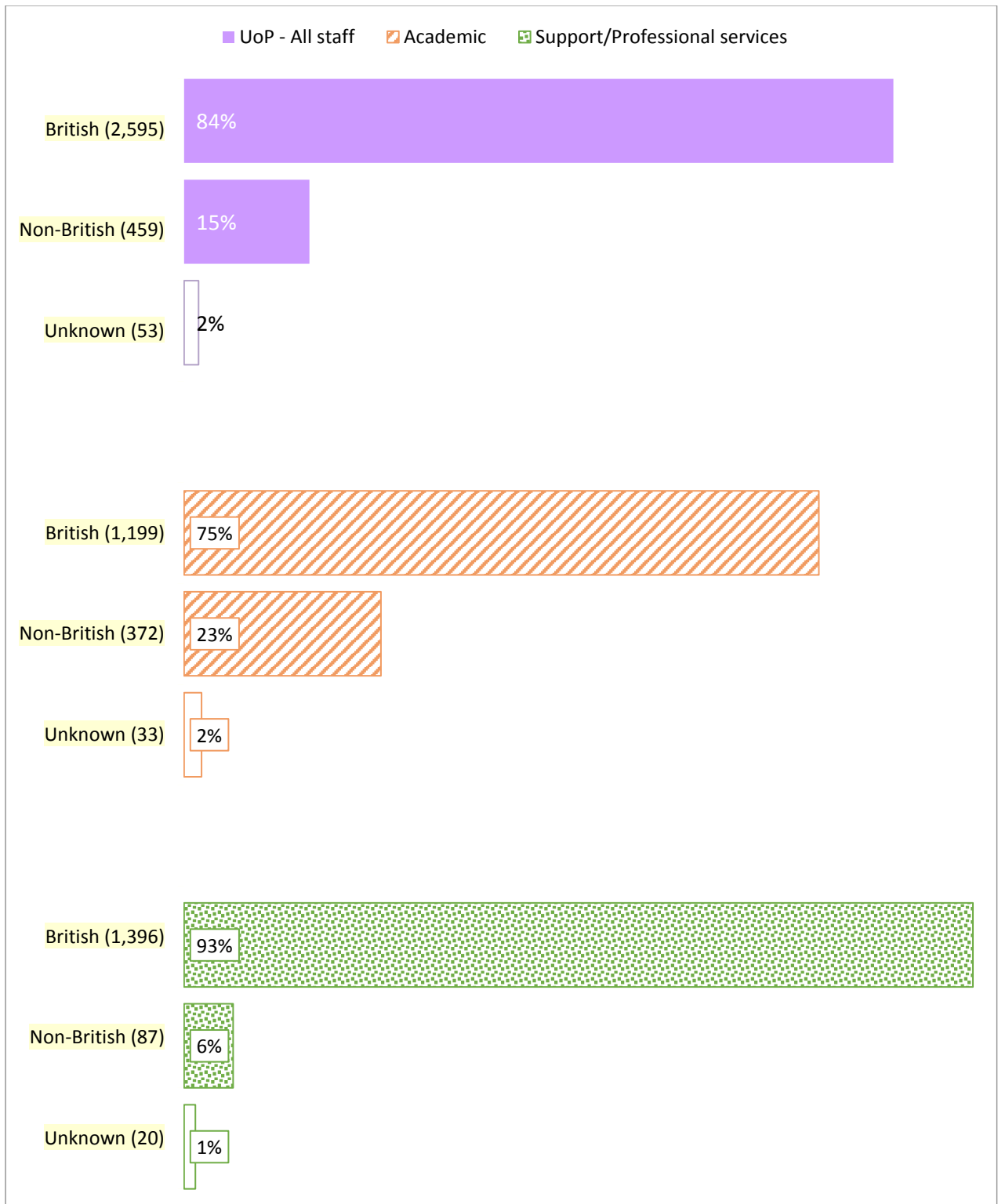
1.3 University Staff BME Composition

A breakdown of the BME workforce, by ethnicity grouping



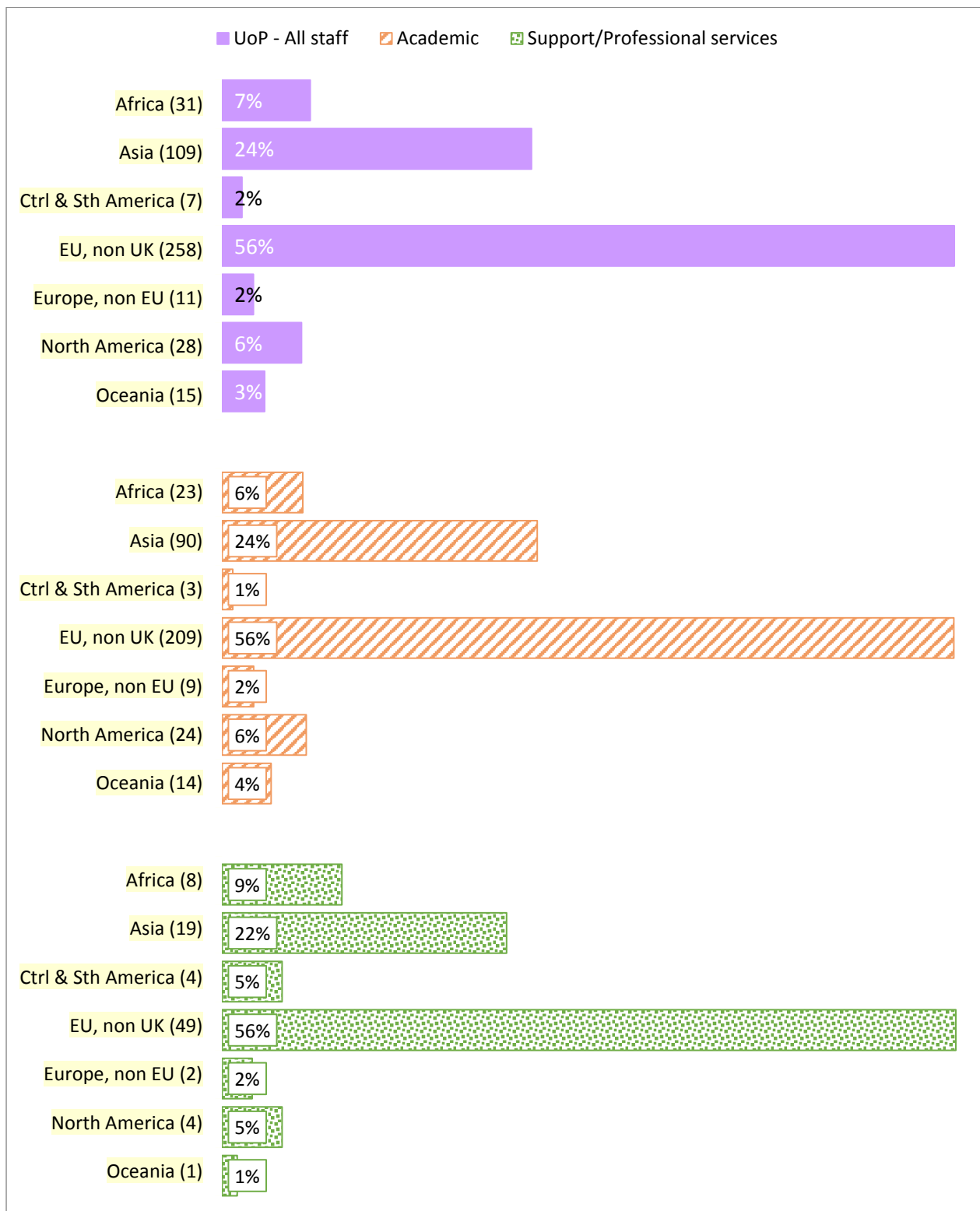
1.4 Nationality of Staff Composition

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



1.5 Nationality of Non-British Staff Composition

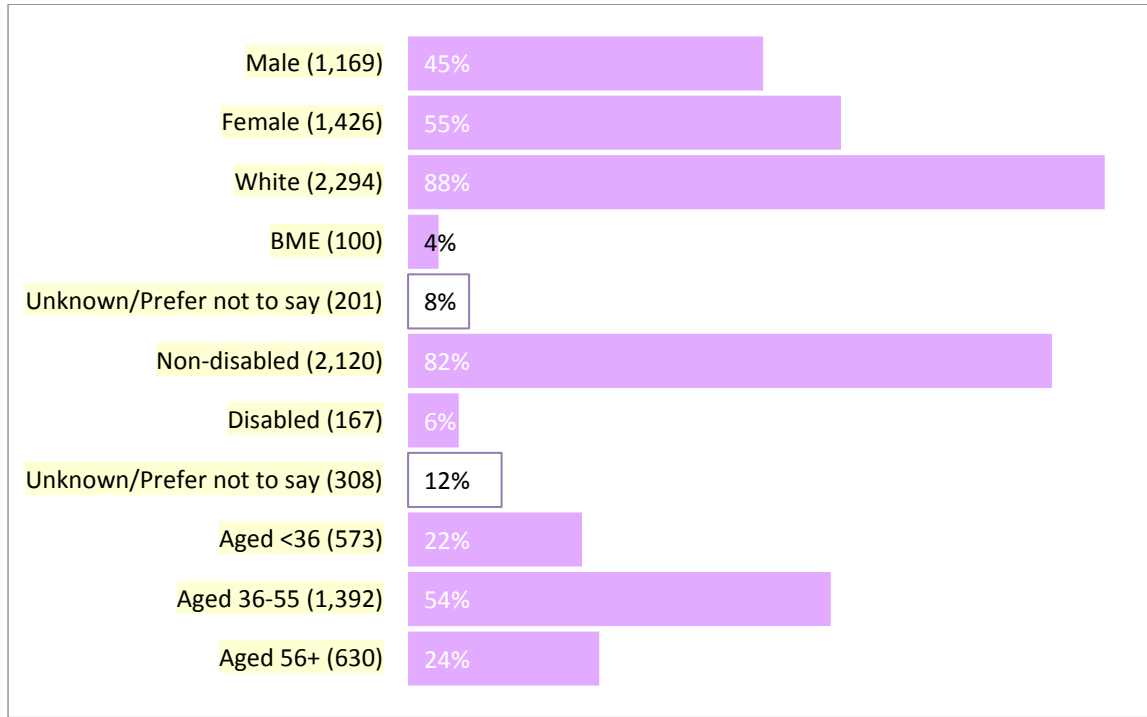
A breakdown of the non-British staff, by continental nationality



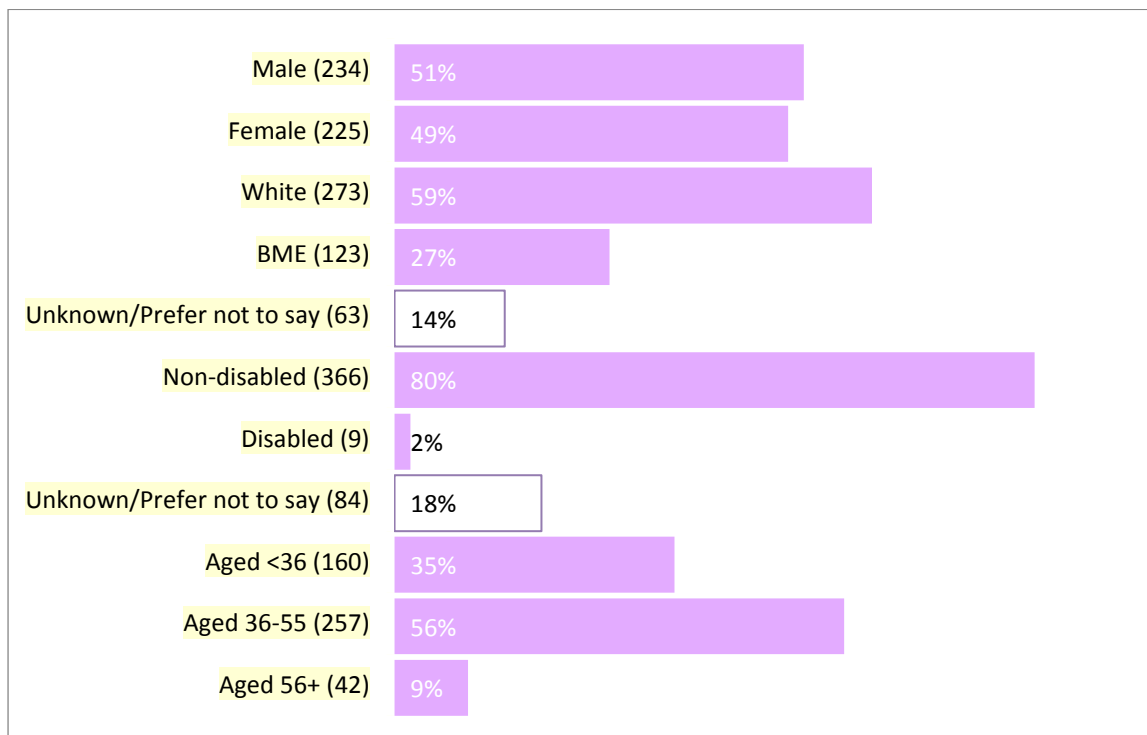
1.6 University Staff Composition, by Nationality

A breakdown of the core University workforce, by nationality

British staff



Non-British staff

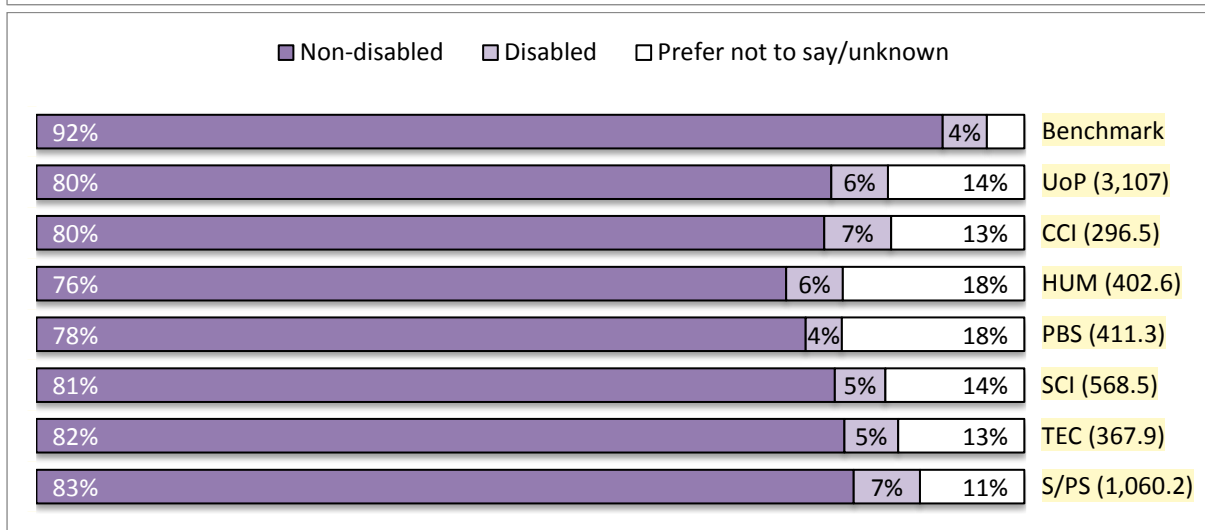
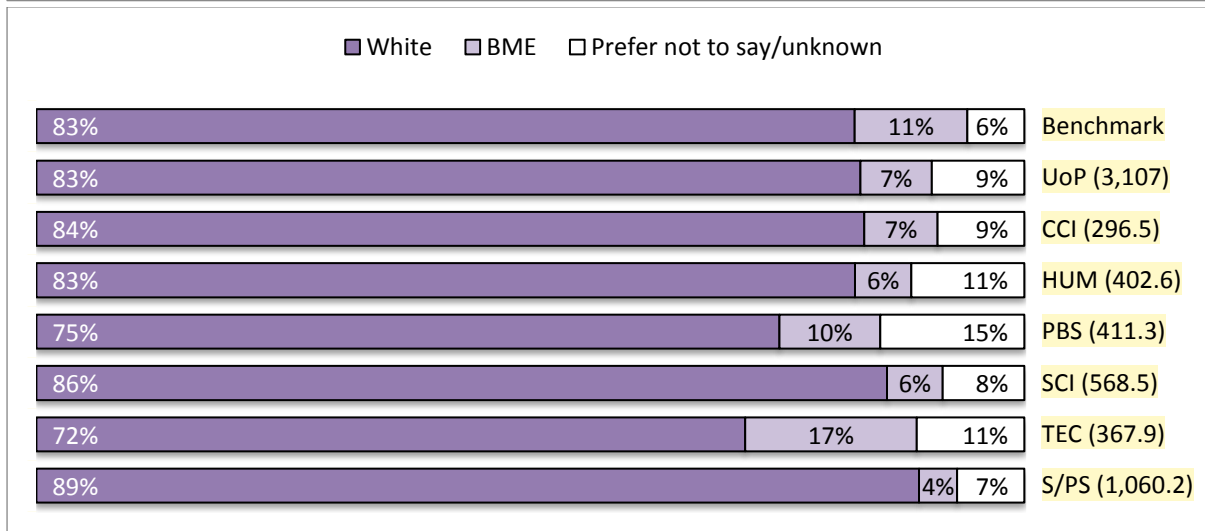
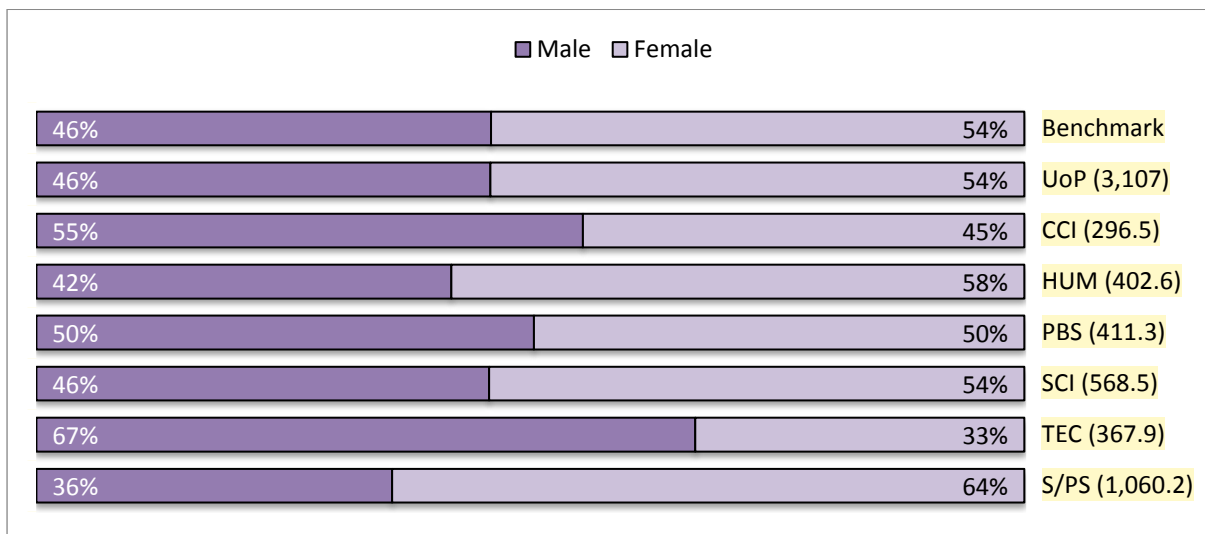


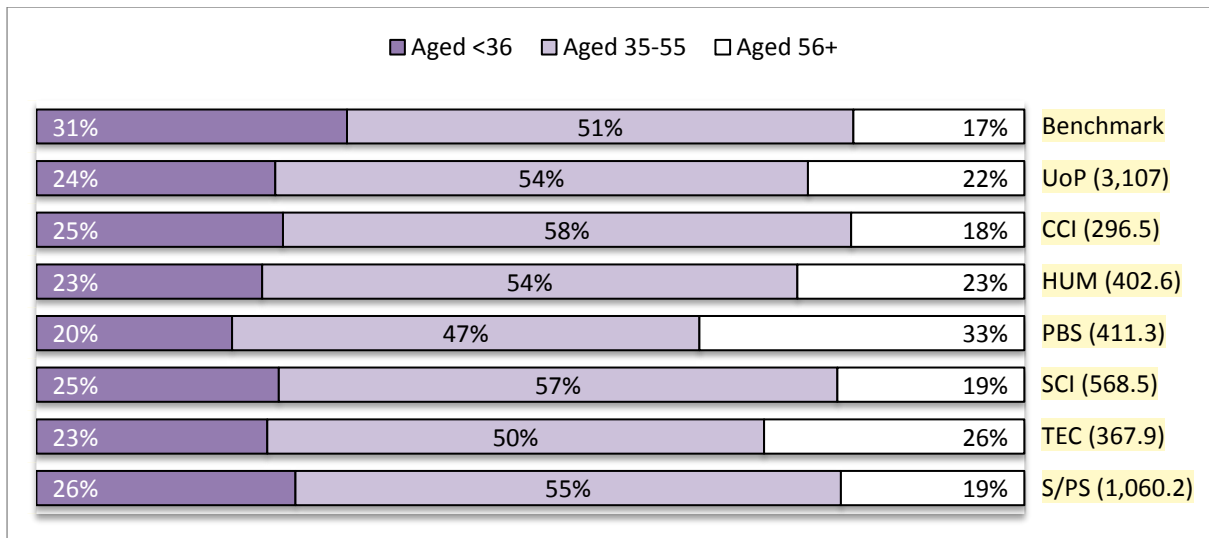
2. Staff Distribution

- When compared to the ECU national average, the workforce at the University of Portsmouth had 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 was 4:1. Throughout the rest of the University, the ratio was 15:1.
- Of the academic staff who were employed as either a principal lecturer, reader, professor or senior academic:
 - 68% were male
 - 93% were white
 - 96% had no disability
 - 43% were aged 56 or older
- Of the support/professional services staff who were graded at band 8 or above:
 - 51% were female
 - 98% were white
 - 96% had no disability
 - 80% were aged between 36 and 55
- At the end of the 2015/16 academic year, the average length of employment for existing employees was 8.8 years

2.1 Faculty Staff Distribution

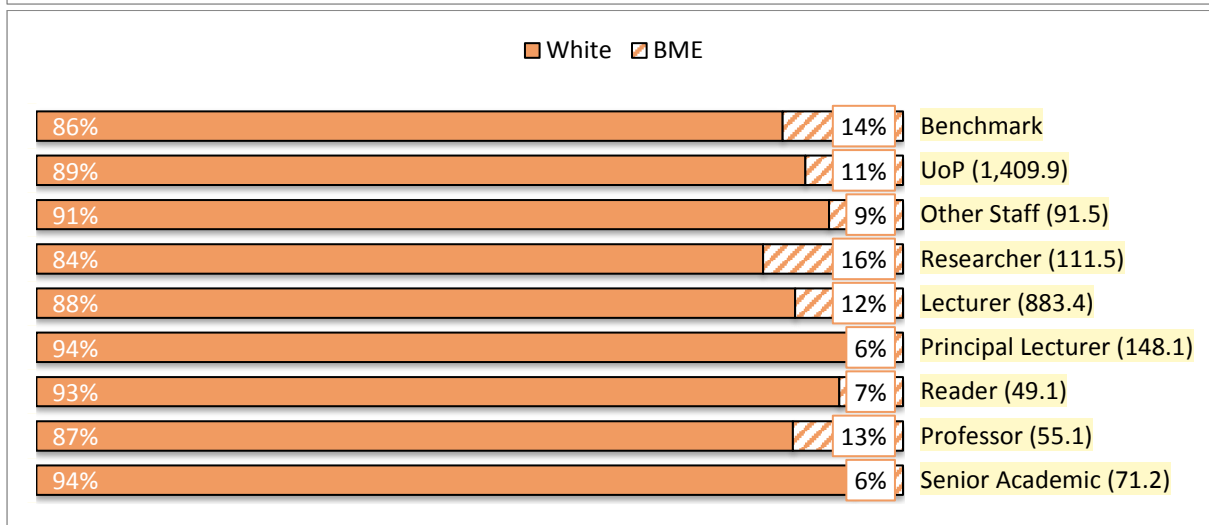
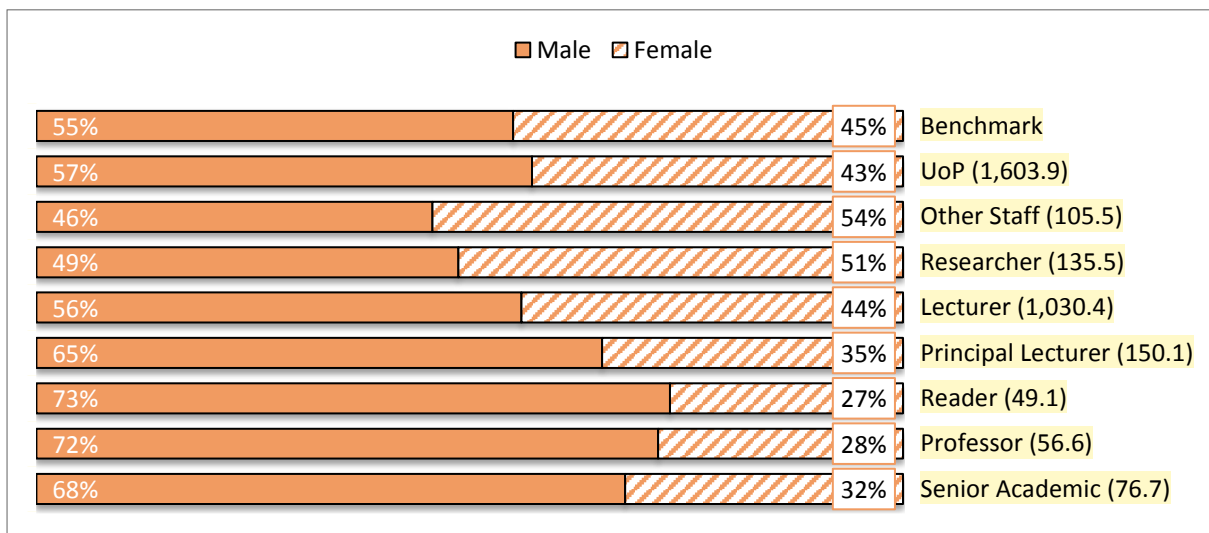
A breakdown of the core workforce at Faculty level, by Full Person Equivalent (FPE)

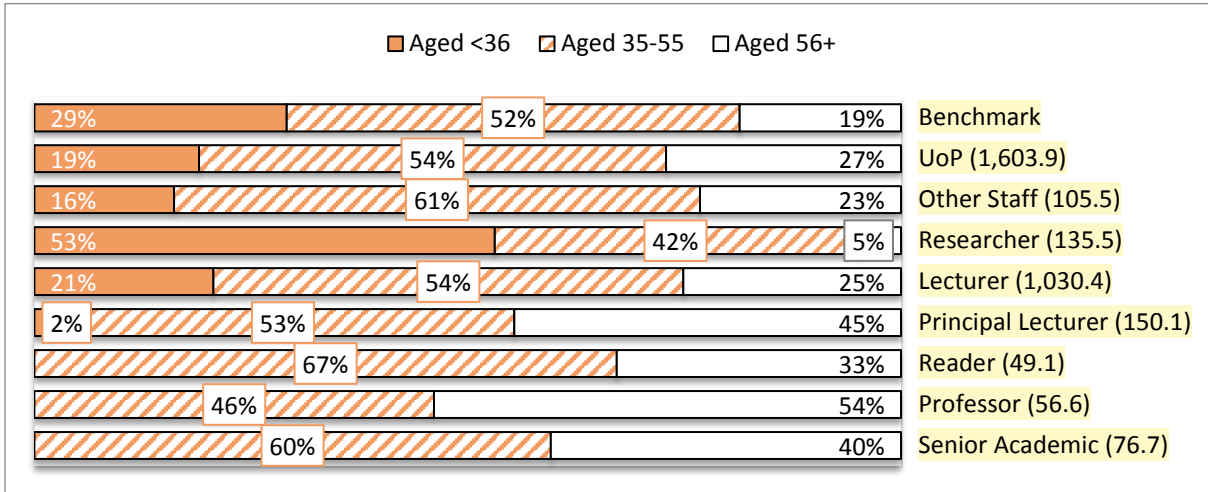
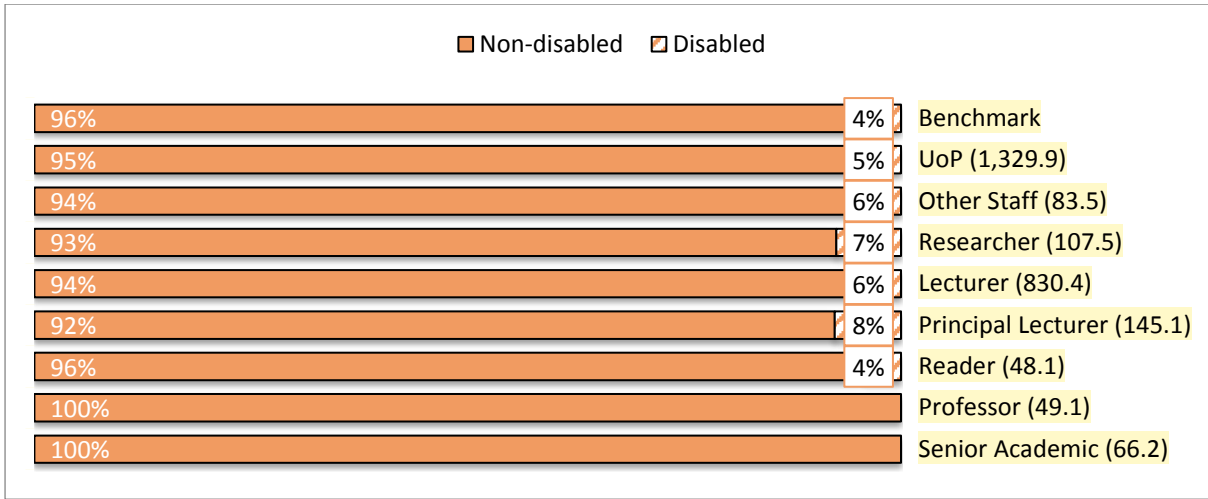




2.2 Academic Staff Distribution

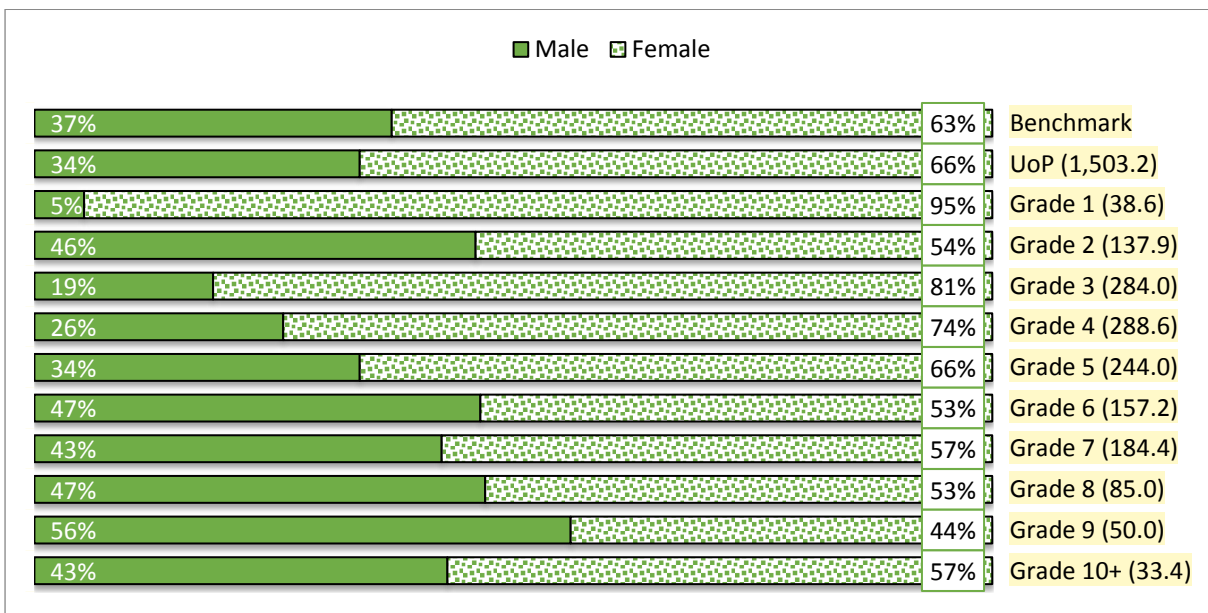
A breakdown of the Academic roles at University level, by FPE

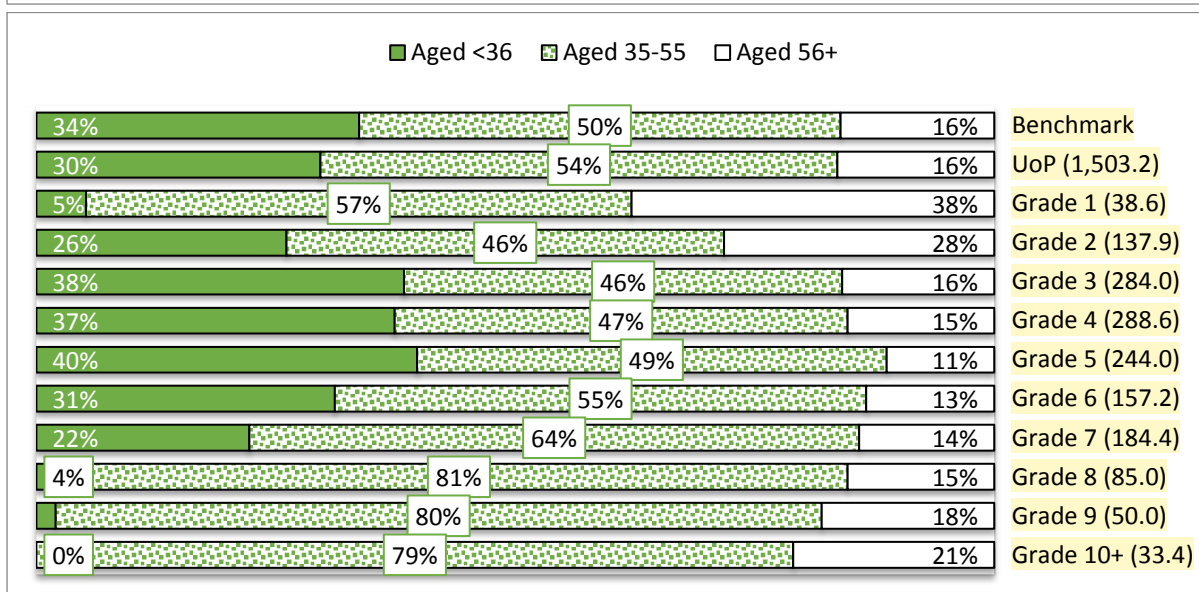
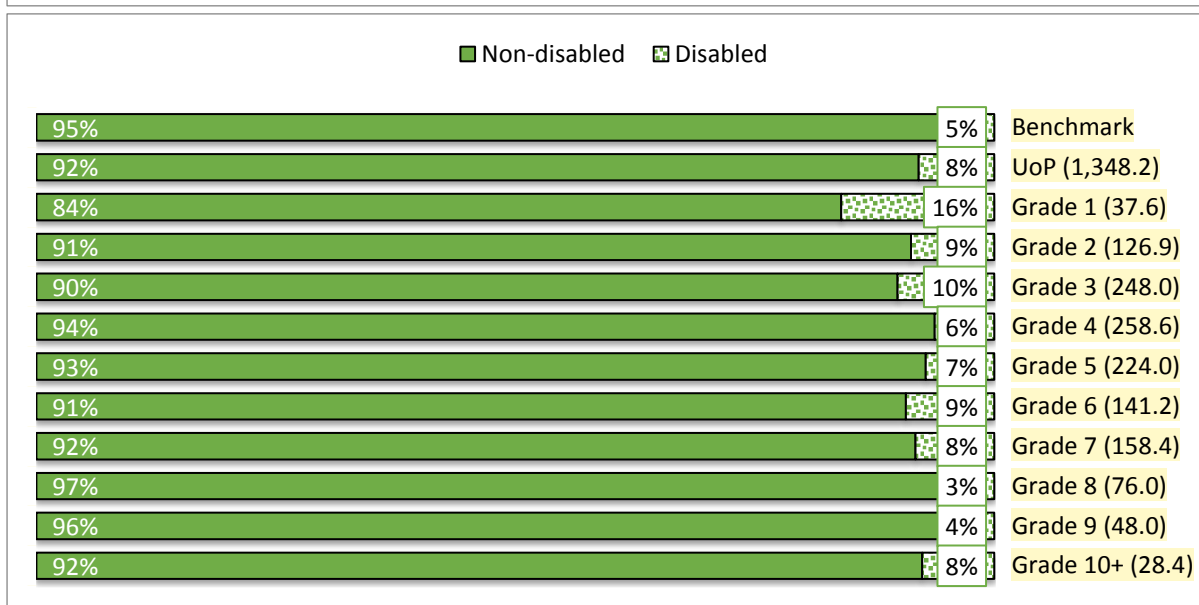
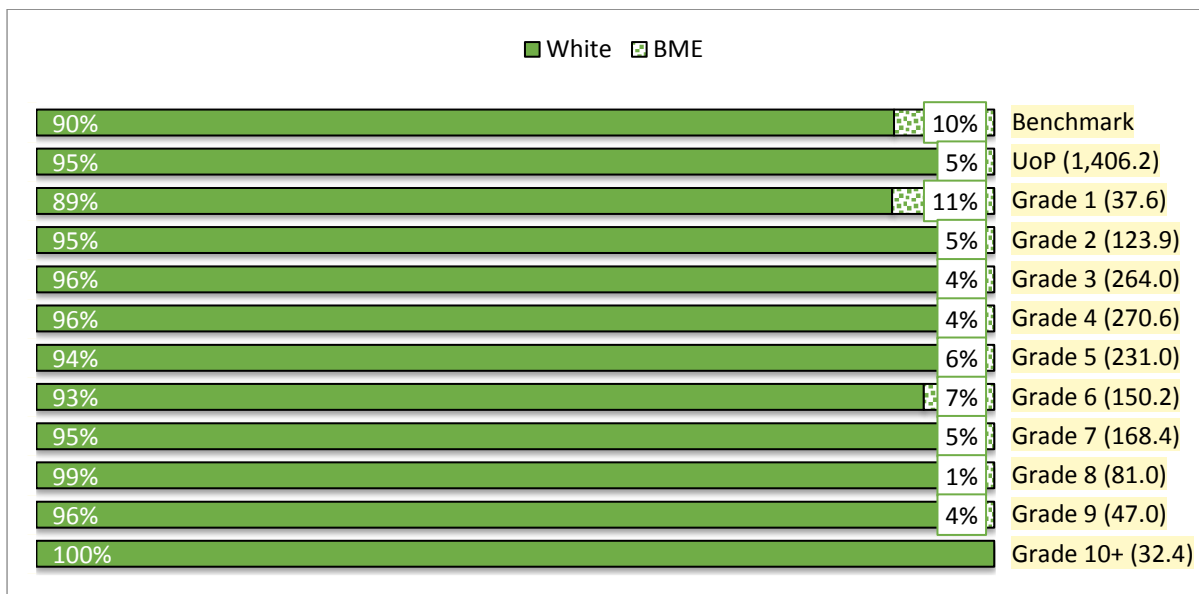




2.3 Support & Professional Services Staff Distribution

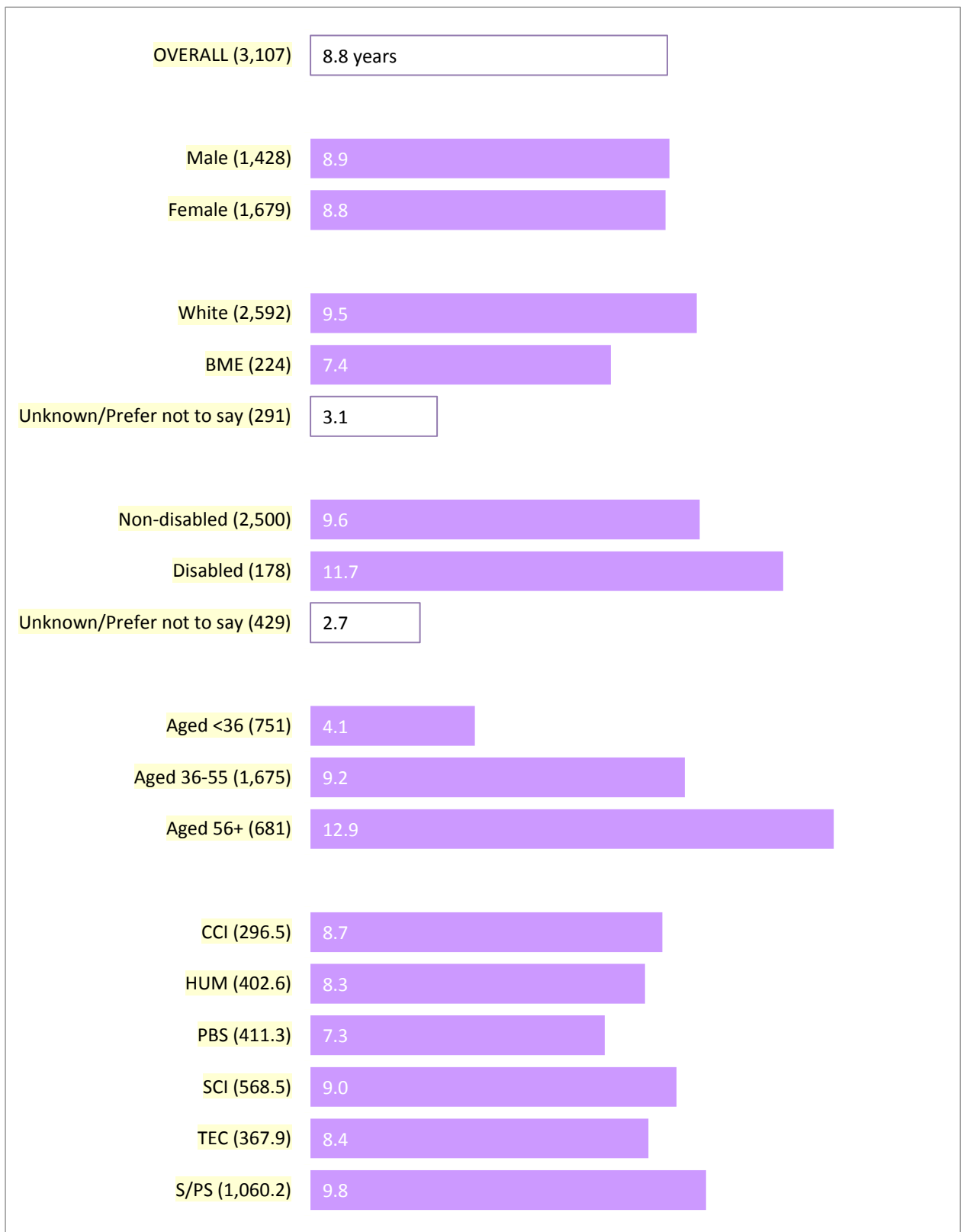
A breakdown of the Support & Professional Services roles at the University, by FPE





2.4 Length of Employment

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



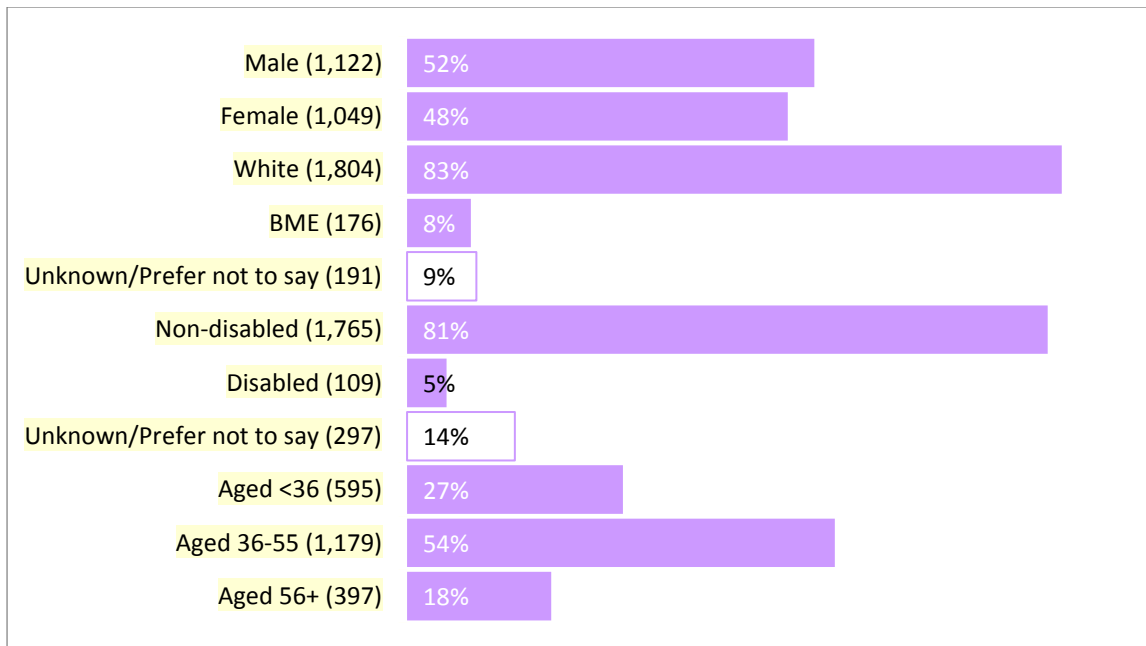
3. Contracts

- 70% of employees at the University had a full-time contract; 20% had a part-time contract & 10% had a PTHP contract
- 30% of female employees at the University had a part-time contract, compared to 8% of male employees
- 21% of white employees at the University had a part-time contract, compared to 10% of BME employees
- 79% of employees at the University had a permanent contract; whereas 21% had a fixed term contract
- 30% of employees aged 36 or under had a fixed term contract

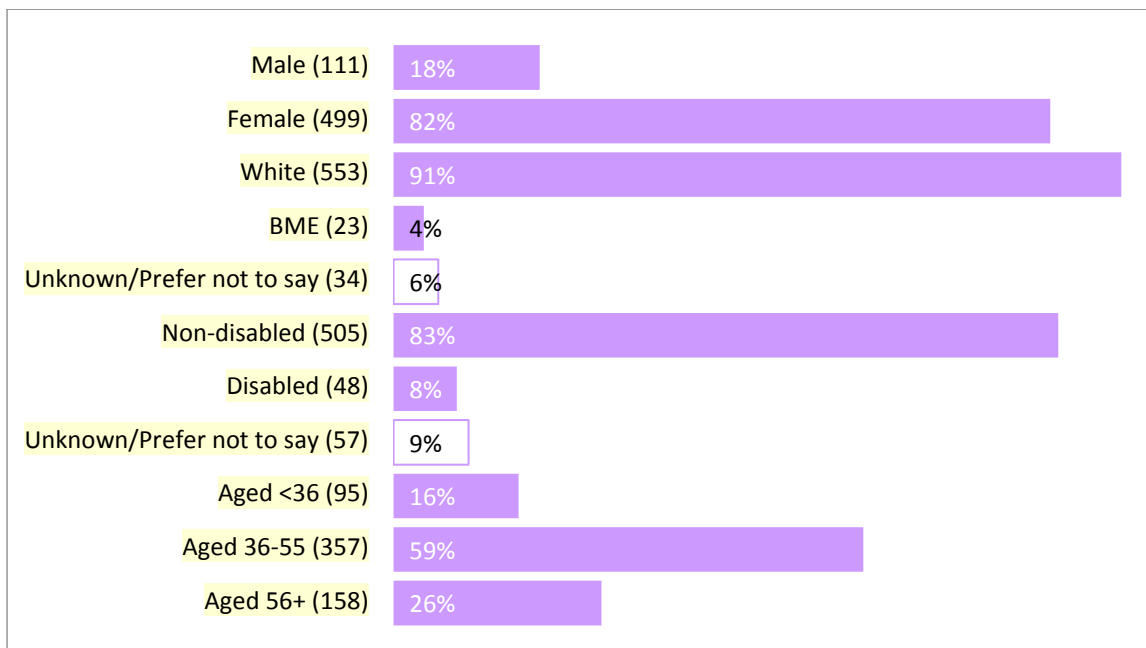
3.1 Full-time/Part-time/PTHP Contracts

A breakdown of the core workforce at University level, by Full Person Equivalent (FPE)

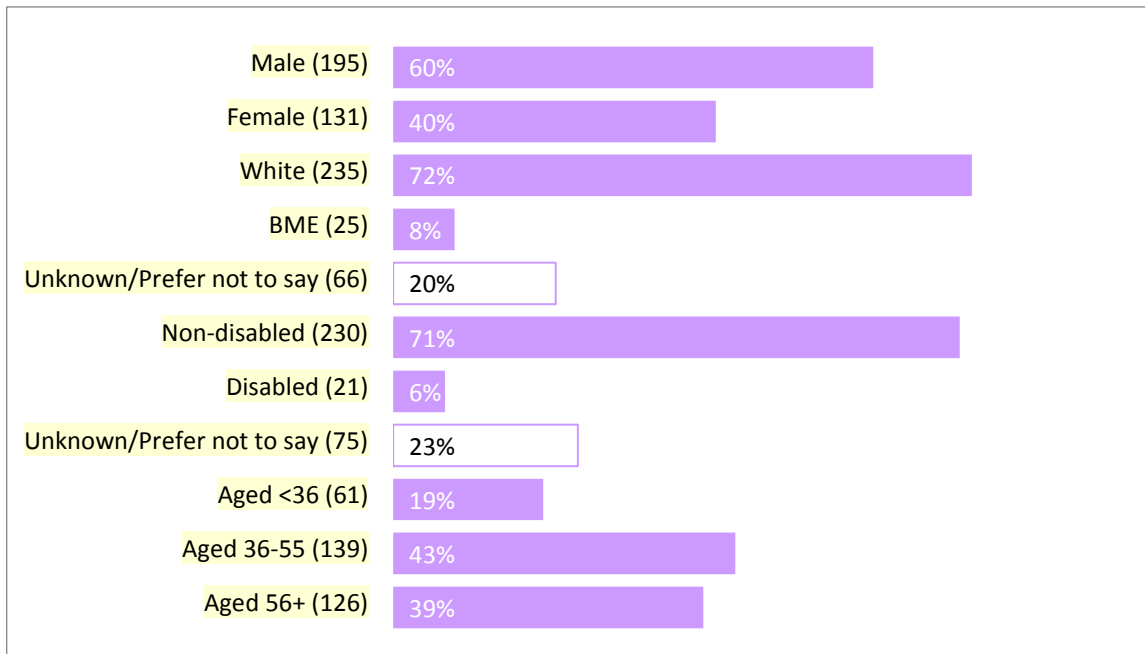
Full time staff



Part time staff

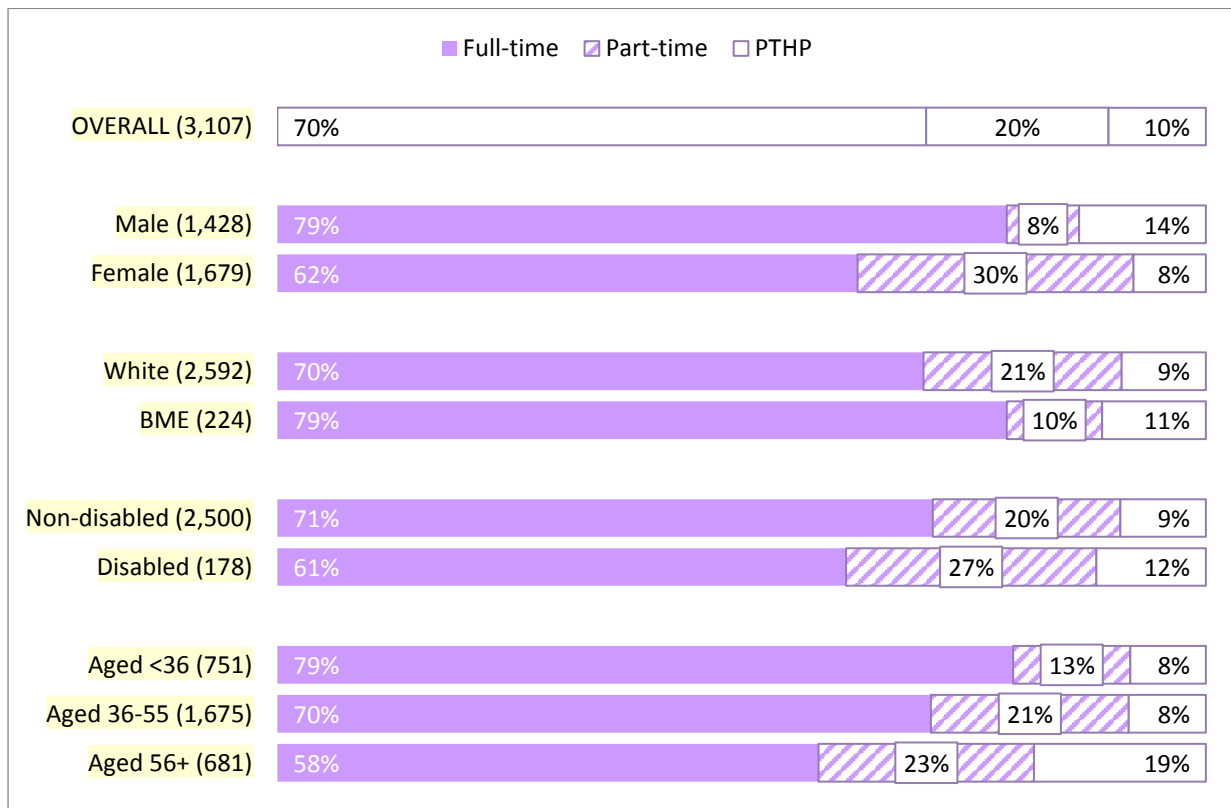


PTHP staff



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

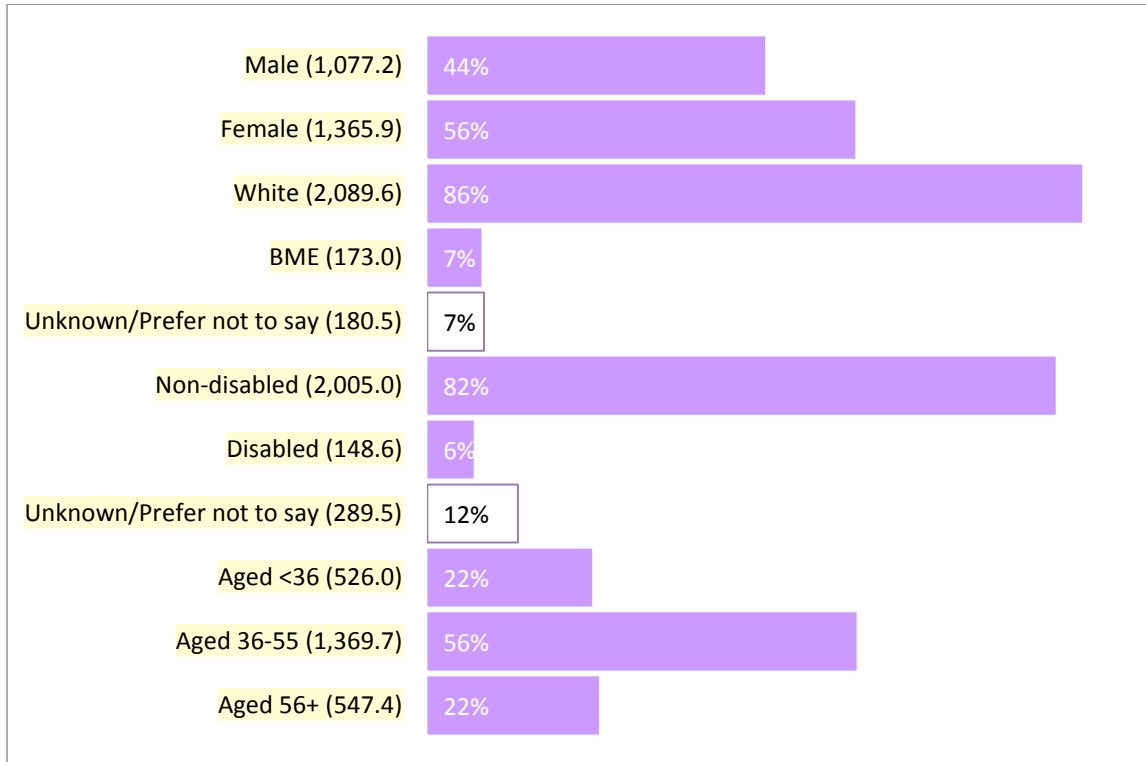
A breakdown of the staff employed on either full-time or part-time contracts at University level, by FPE



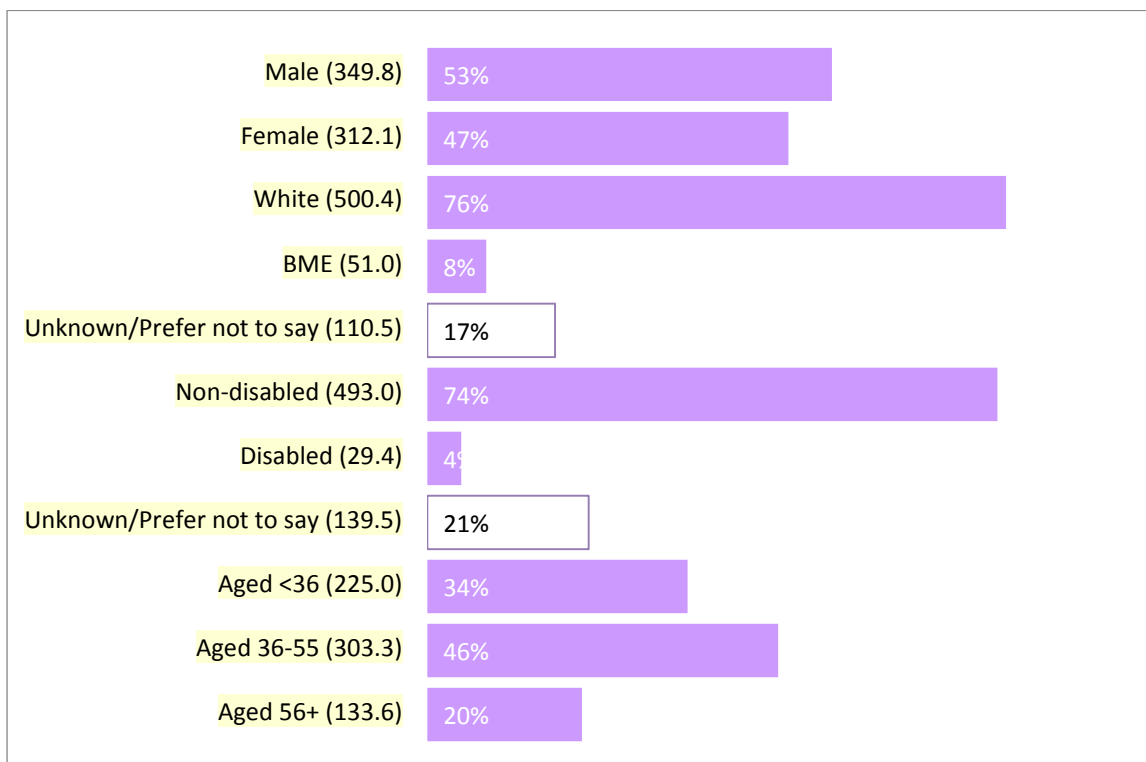
3.3 Permanent/Fixed-term Contracts

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

Permanent

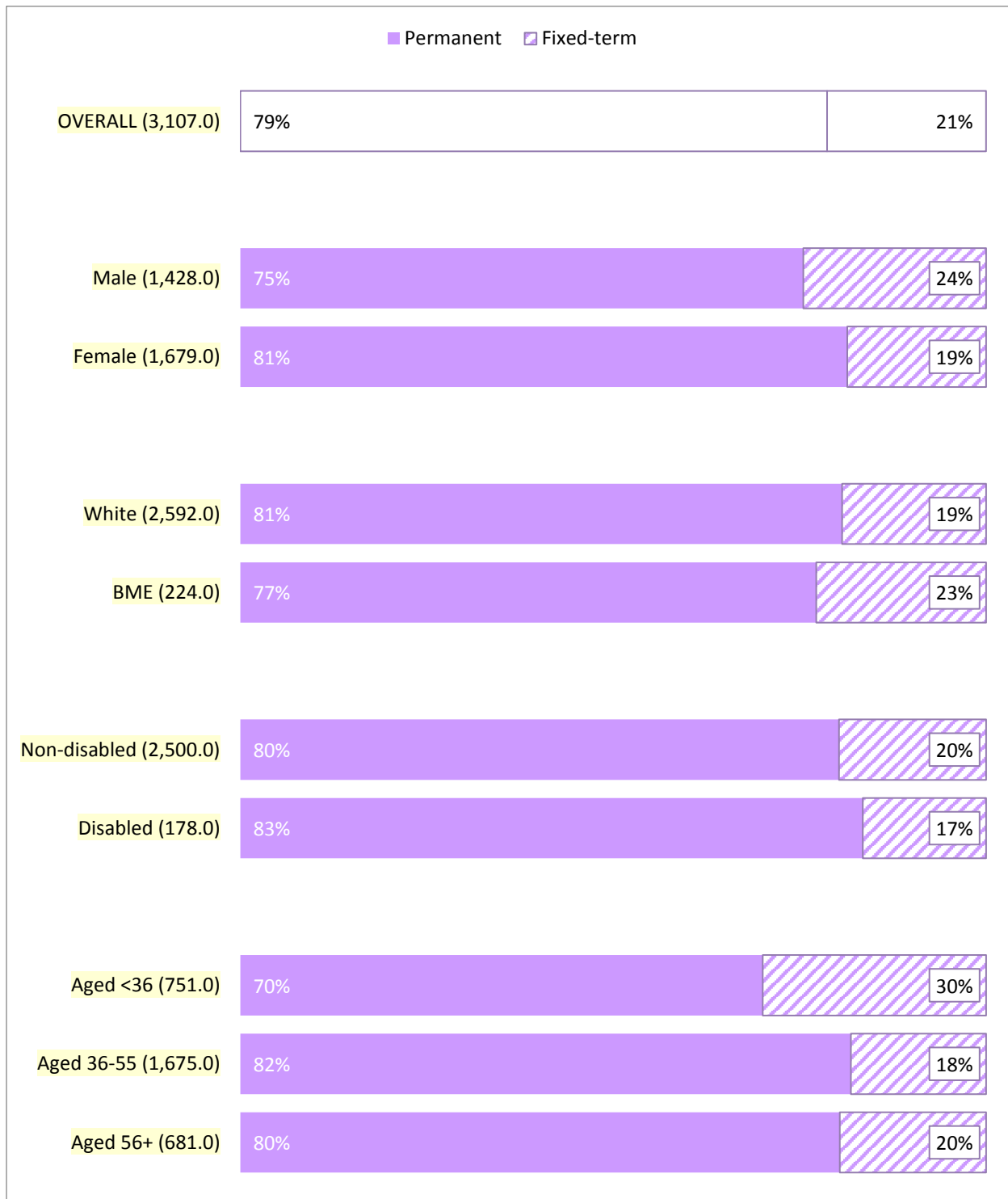


Fixed-term



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 FPE

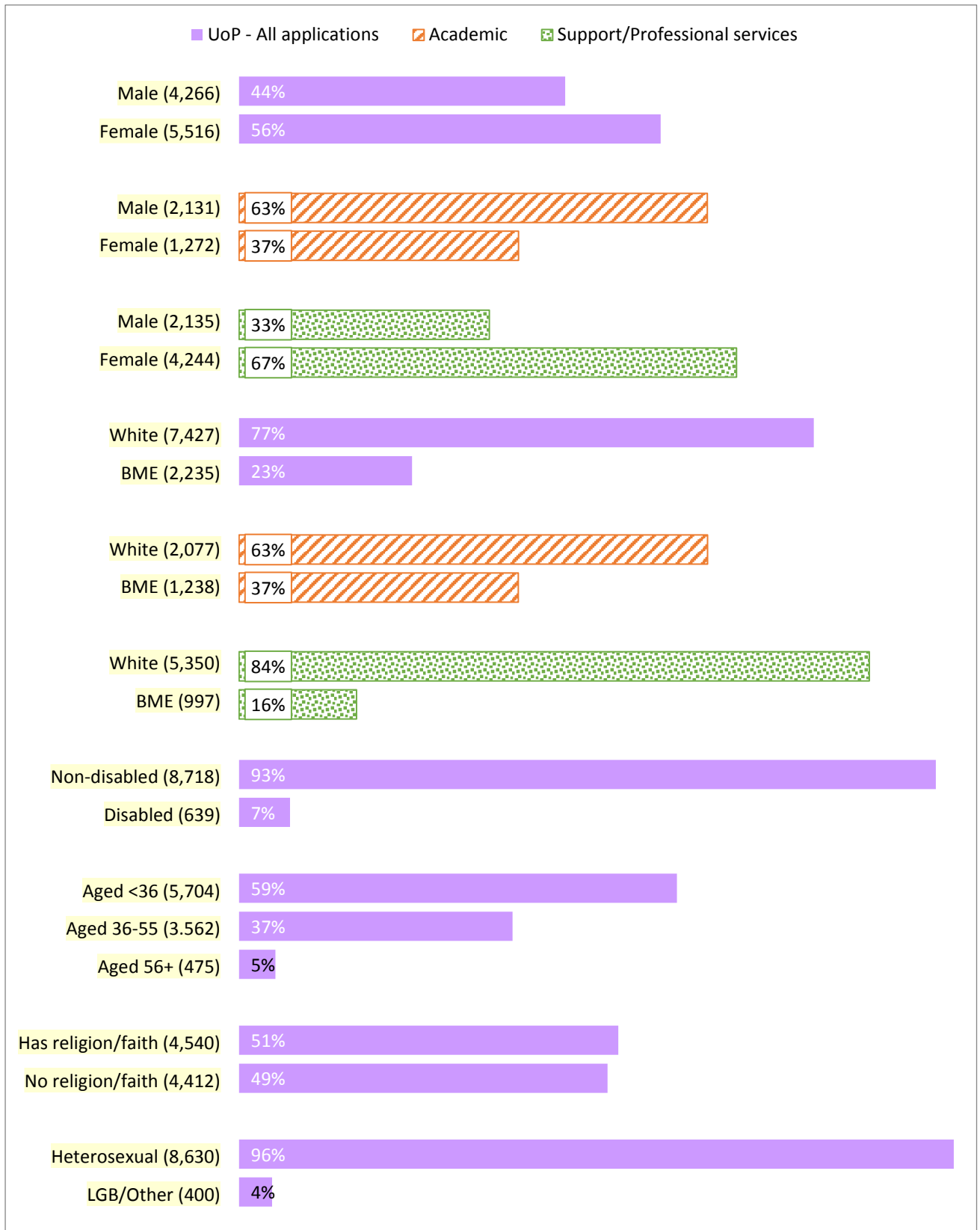


4. Recruitment Journey

- 37% of all applications received for Academic/Research roles came from individuals of BME ethnicity; however only 26% of interview opportunities and 20% of hiring offers went to those of BME ethnicities
- The difference in the proportion of applications leading to an interview opportunity was statistically significant in the following categories
 - Male & female, academic/research roles (19.1% vs 24.7%)
 - White & BME, academic/research roles (25.1% vs 15.1%)
 - White & BME, support/professional service roles (18.2% vs 13.3%)
 - Non-disabled & disabled (18.5% vs 23.5%)
 - Aged <36 & aged 36+ (17.9% vs 20.1%)
 - Religious & non-religious (17.0% vs 20.1%)
 - Muslim & non-Muslim (10.8% vs 19.1%)
 - Hindu & non-Hindu (10.5% vs 18.7%)
- The difference in the proportion of interviews leading to a hiring offer was statistically significant in the following category
 - White & BME, academic/research roles (40.8% vs 27.8%)

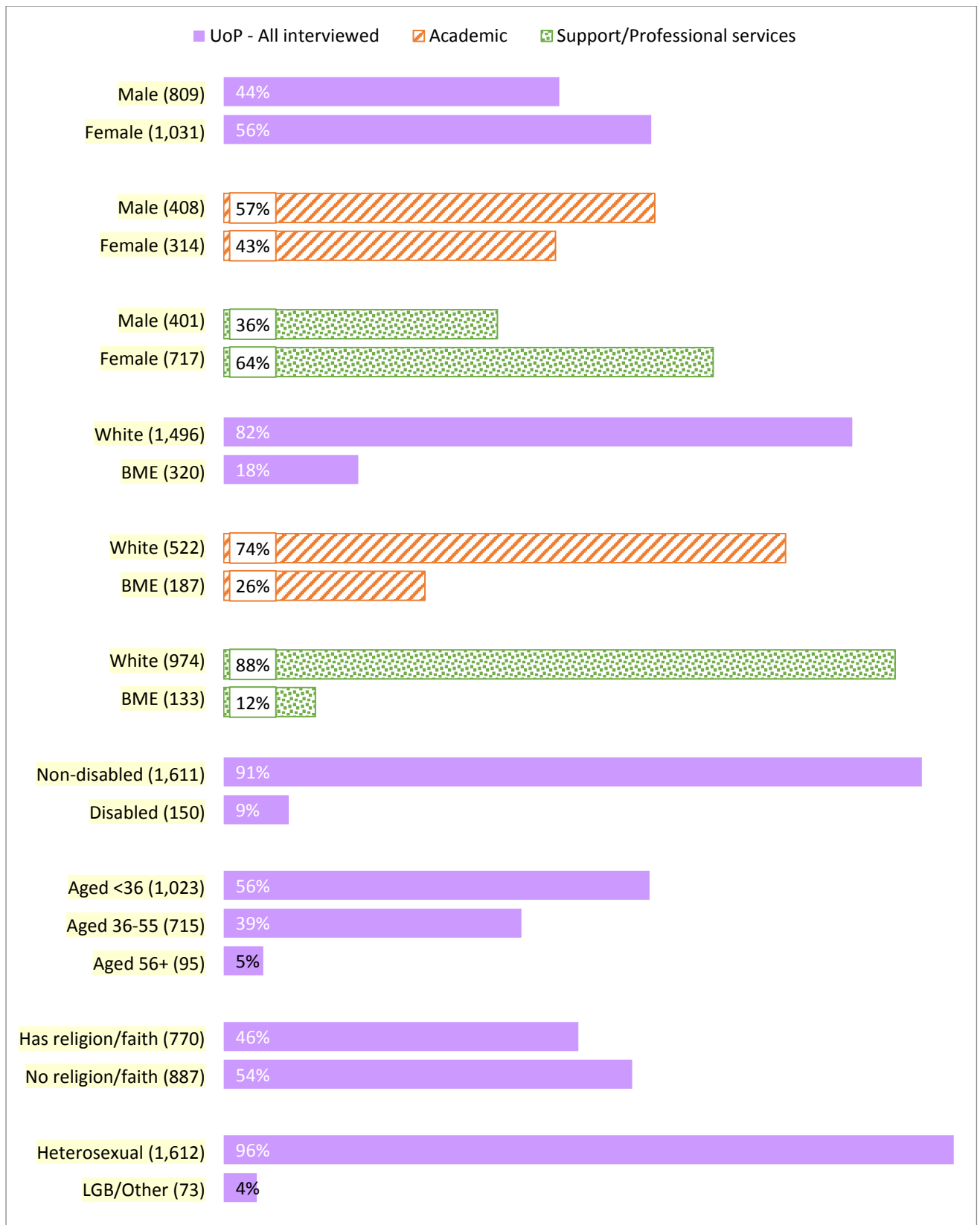
4.1 University Applications, by characteristic

A breakdown of job applications received in the 2015/16 academic year



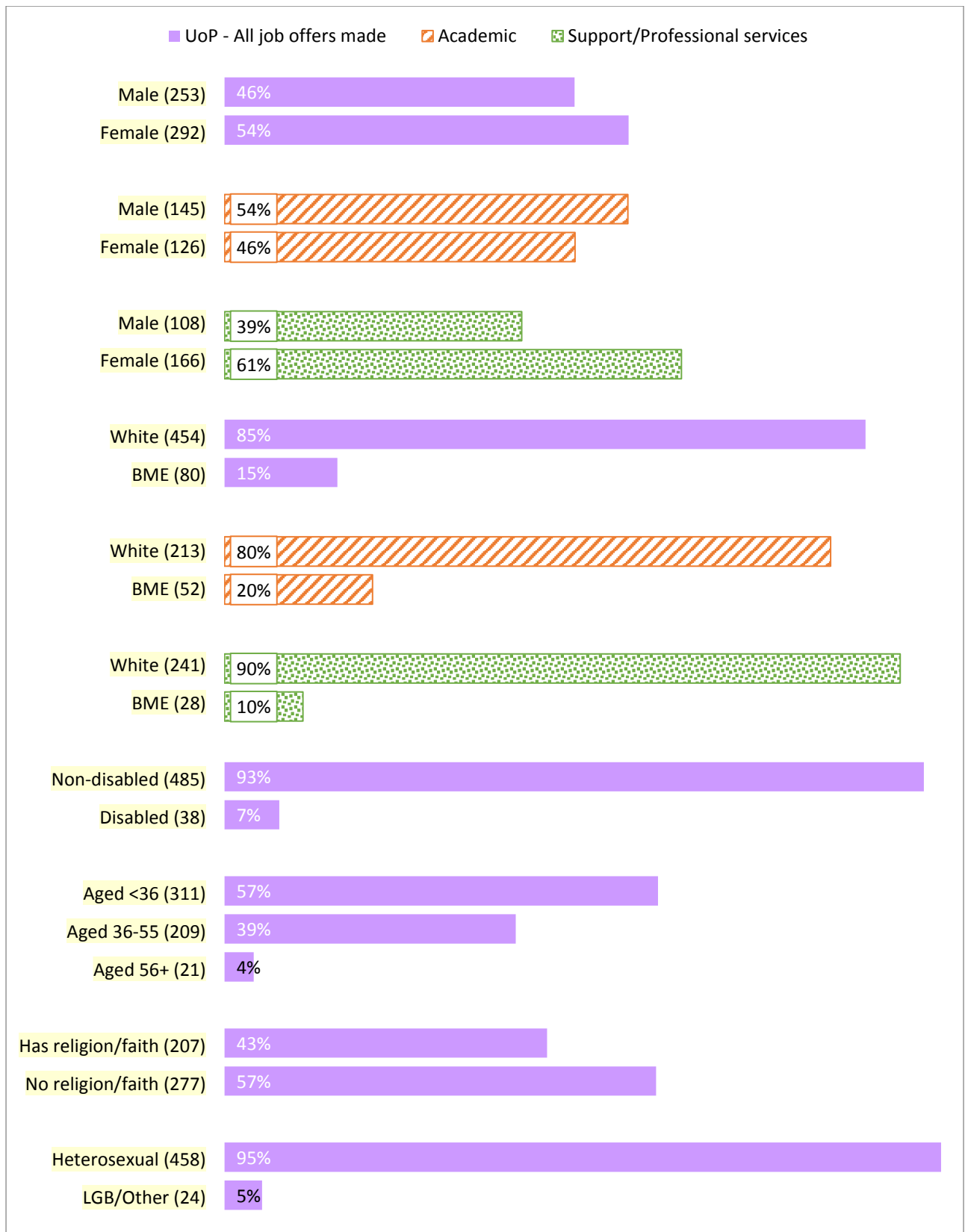
4.2 University Interviews, by characteristic

A breakdown of job interviews offered in the 2015/16 academic year



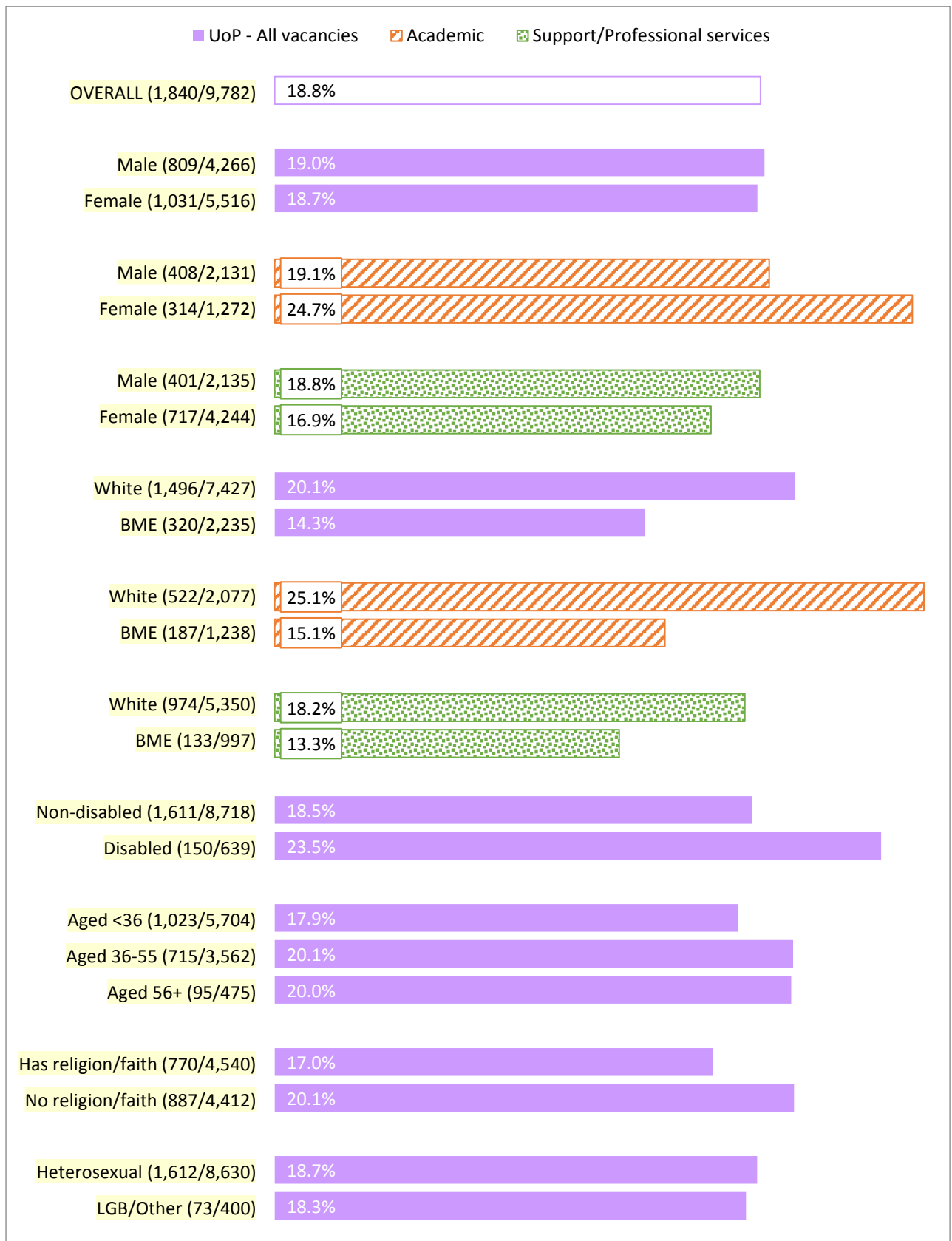
4.3 University Hiring, by characteristic

A breakdown of job offers issued by the University in the 2015/16 academic year



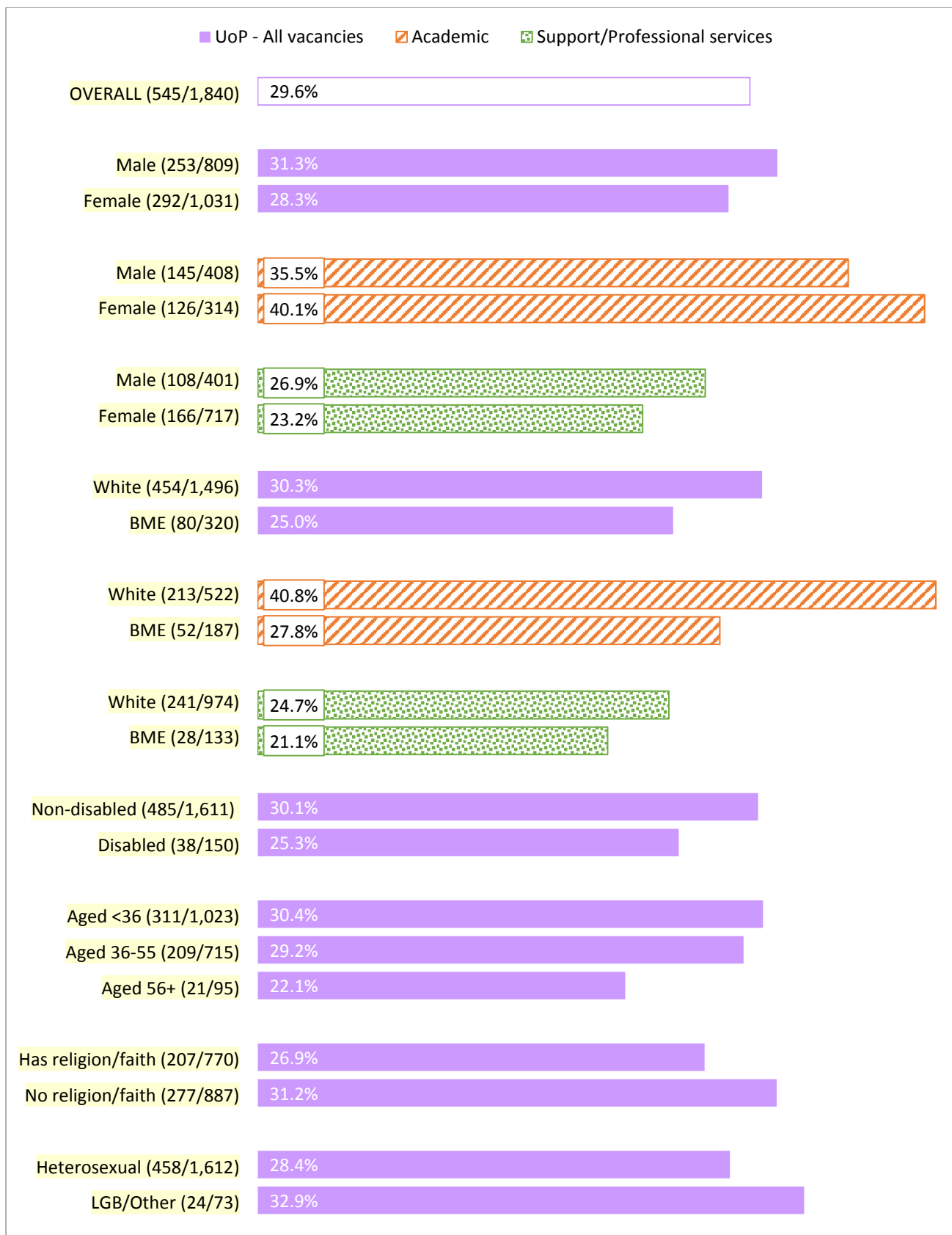
4.4 Application Success Rate, by characteristic

The proportion of all applications received which led to the offer of an interview



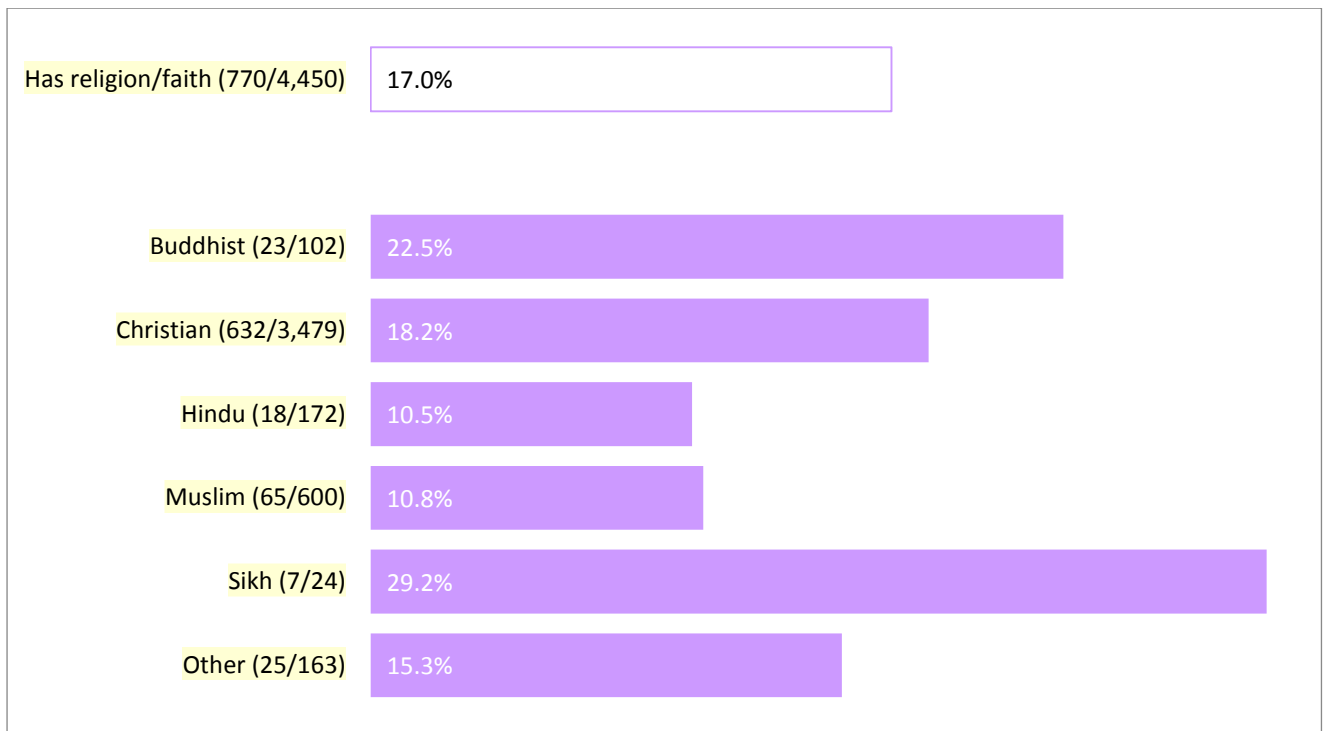
4.5 Interview Success Rate, by characteristic

The proportion of all interviews which led to the offer of a hire



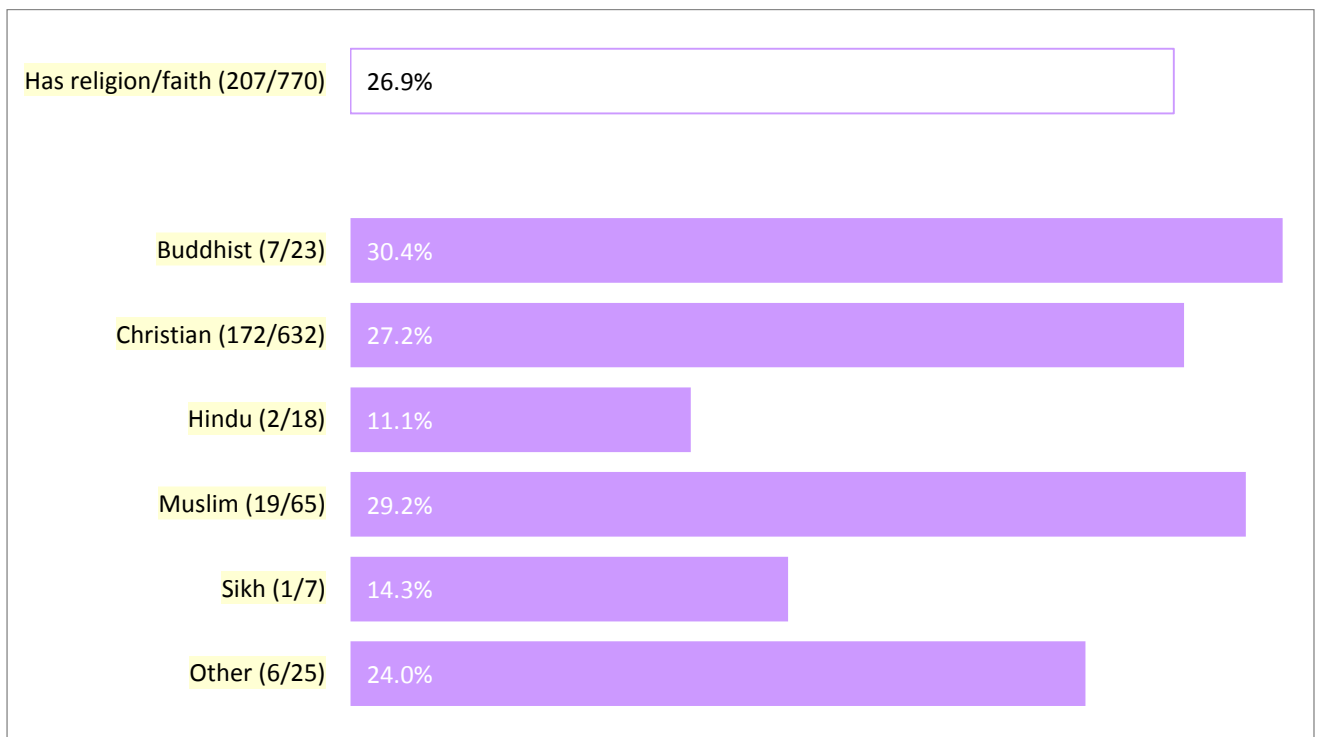
4.6 Application Success Rate, Religion or Belief breakdown

The proportion of all applications received which led to the offer of an interview



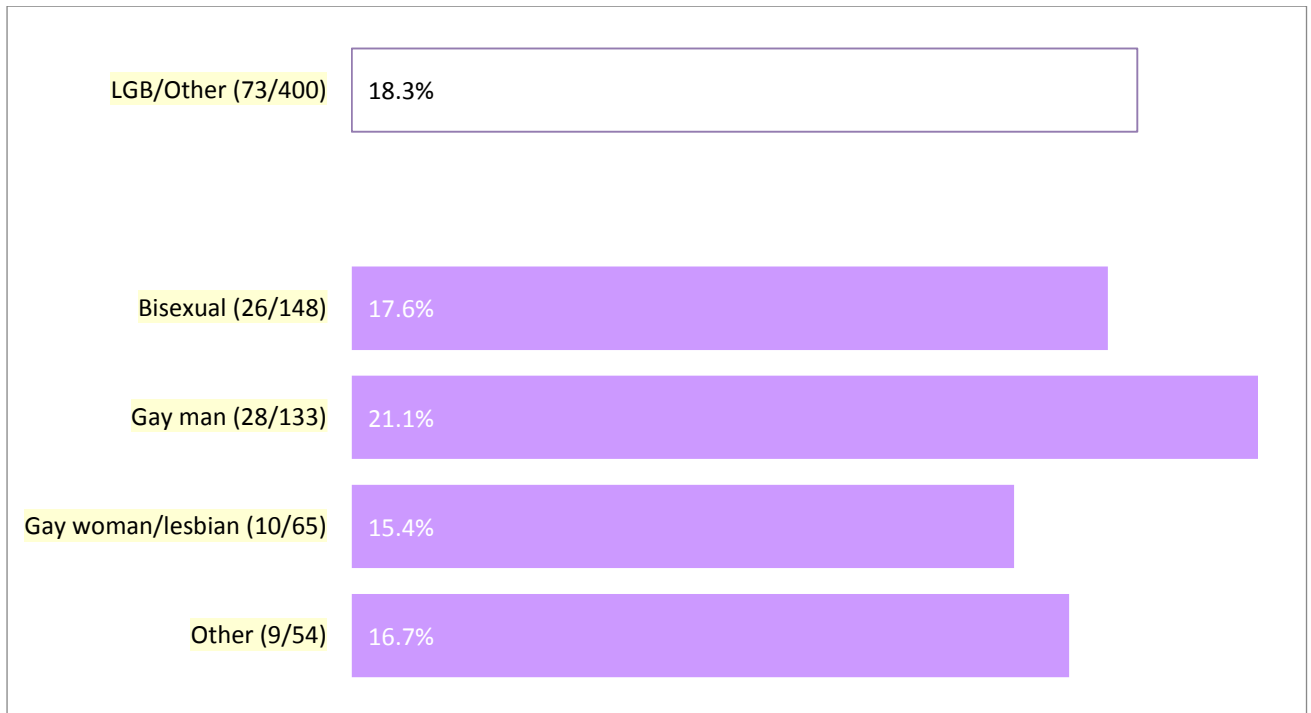
4.7 Interview Success Rate, Religion or Belief breakdown

The proportion of all interviews which led to the offer of a hire



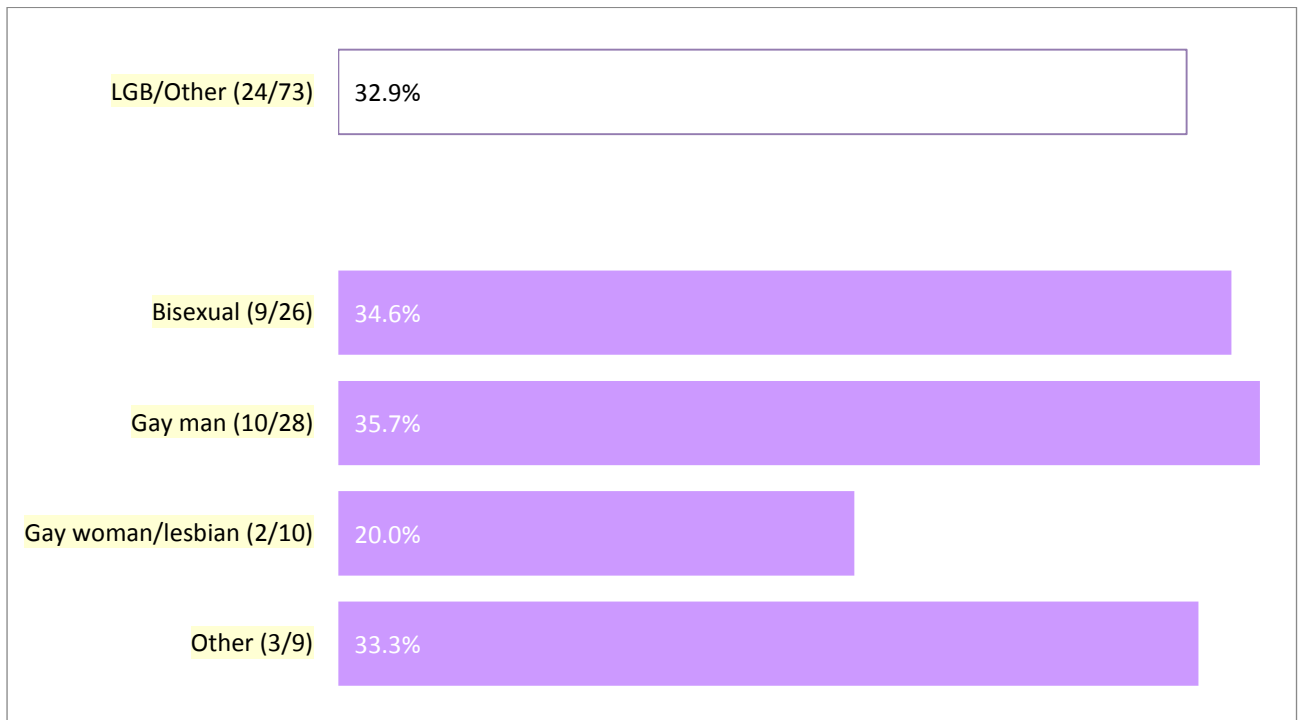
4.8 Application Success Rate, Sexual Orientation breakdown

The proportion of all applications received which led to the offer of an interview



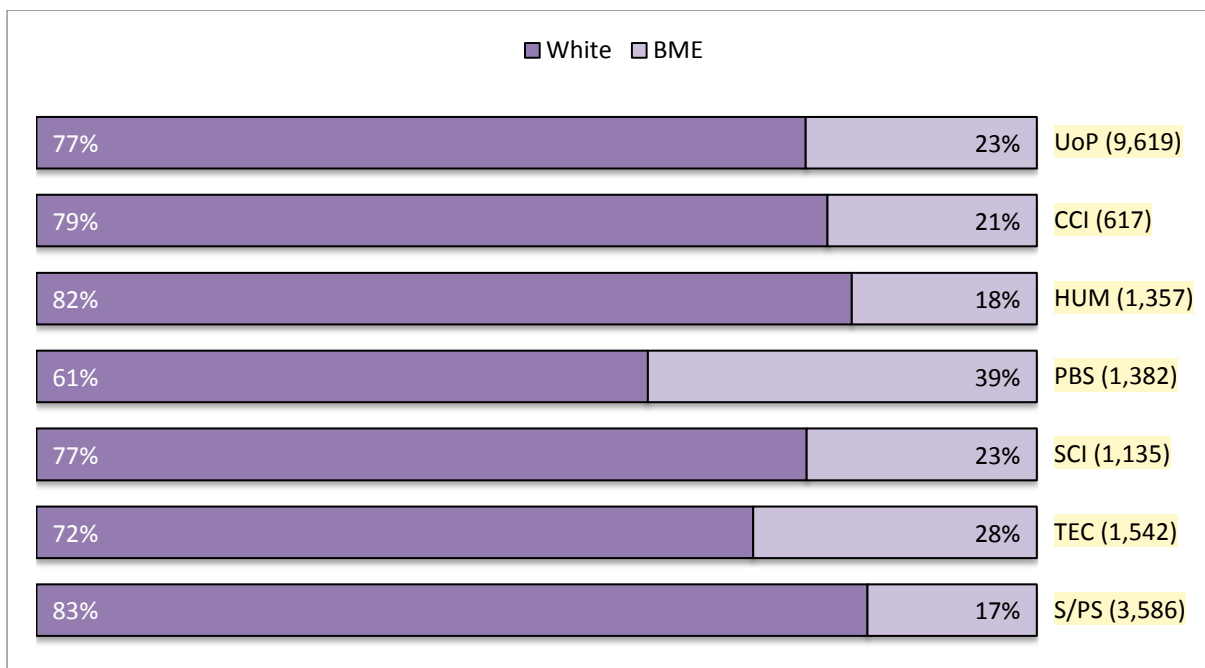
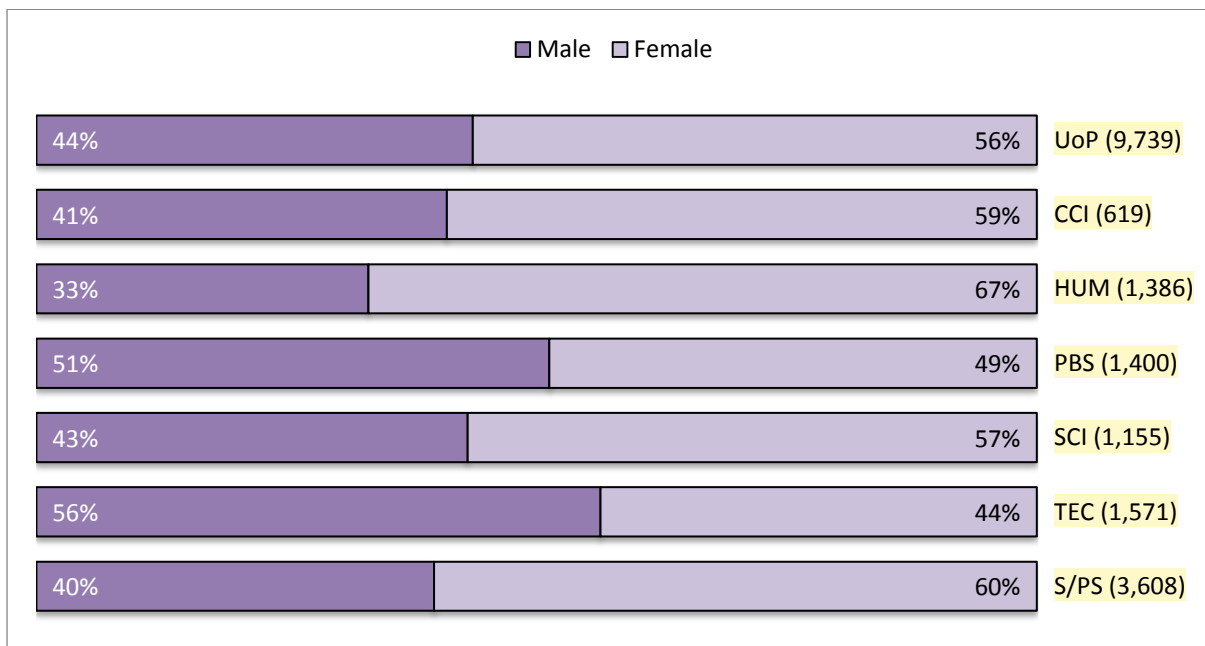
4.9 Interview Success Rate, Sexual Orientation breakdown

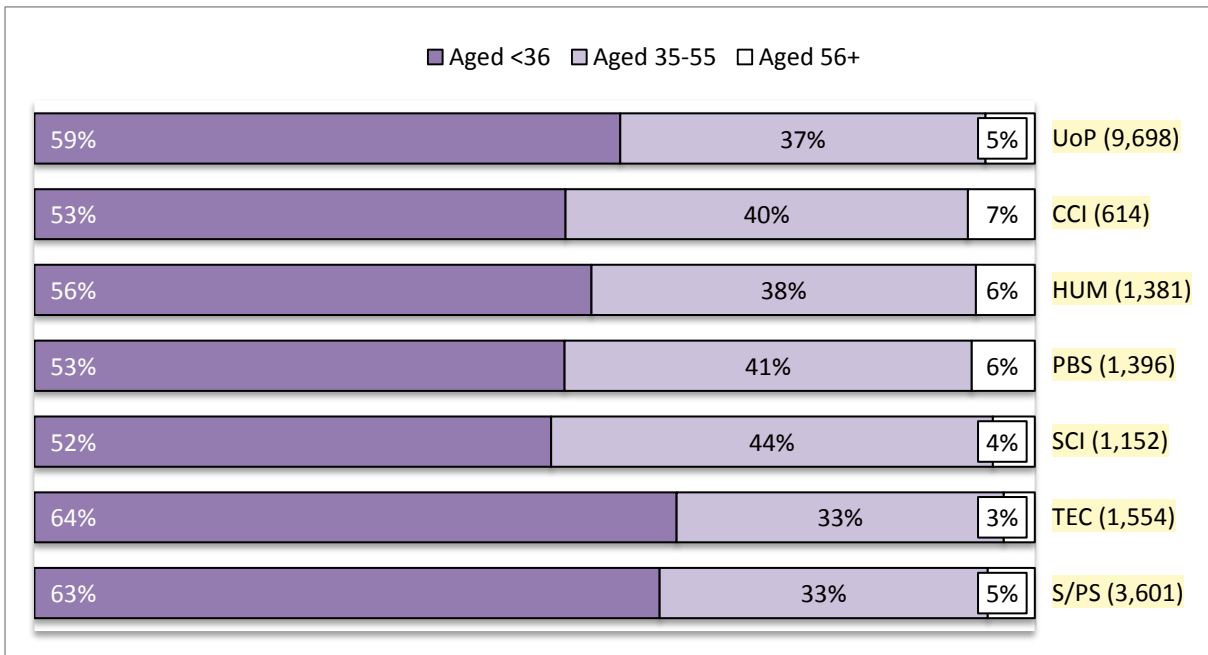
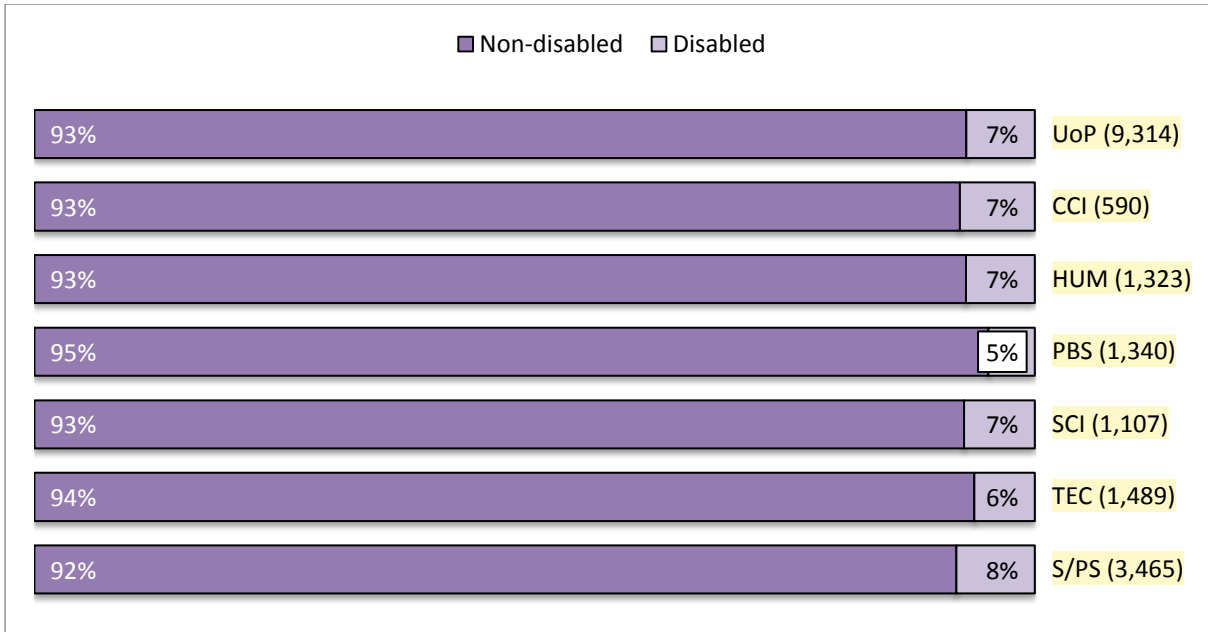
The proportion of all interviews which led to the offer of a hire



4.10 Faculty Applications, by characteristic

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



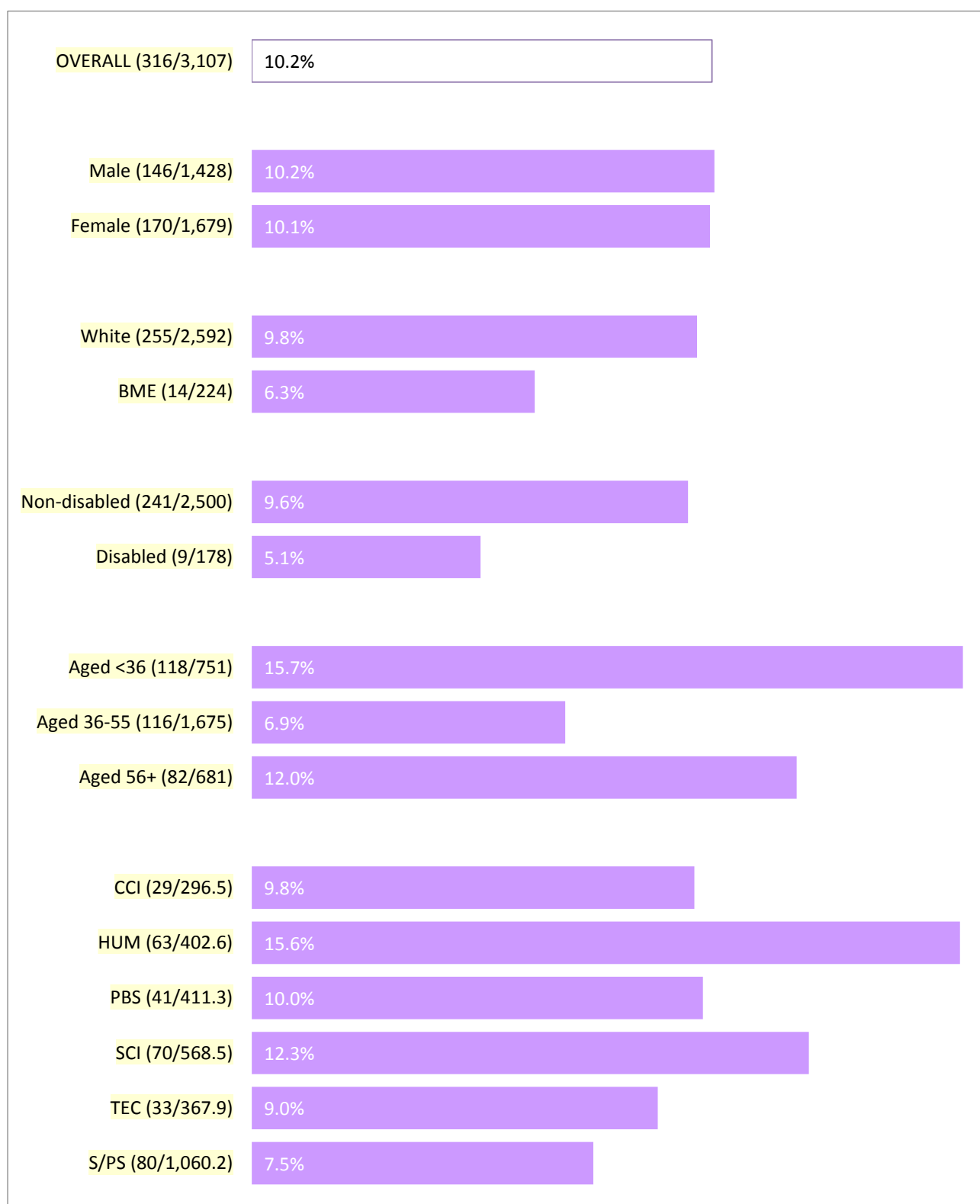


5. Leavers

- There were 316 leavers in the 2015/16 academic year, compared to a total of 366 leavers in 2014/15
- The 'turnover rate' of staff was 10.2%, which was a decrease from the previous year (12.3%)
- The difference in the turnover rate was statistically significant in the following categories
 - Disabled & non-disabled (5.1% vs 9.6%)
 - Aged <36 & aged 36+ (15.7% vs 8.4%)
- The faculty 'turnover rate' ranged from 15.6% (HUM) to 9.0% (TEC)
- The average length of employment for employees who left the University in the 2015/16 academic year, was 6.5 years

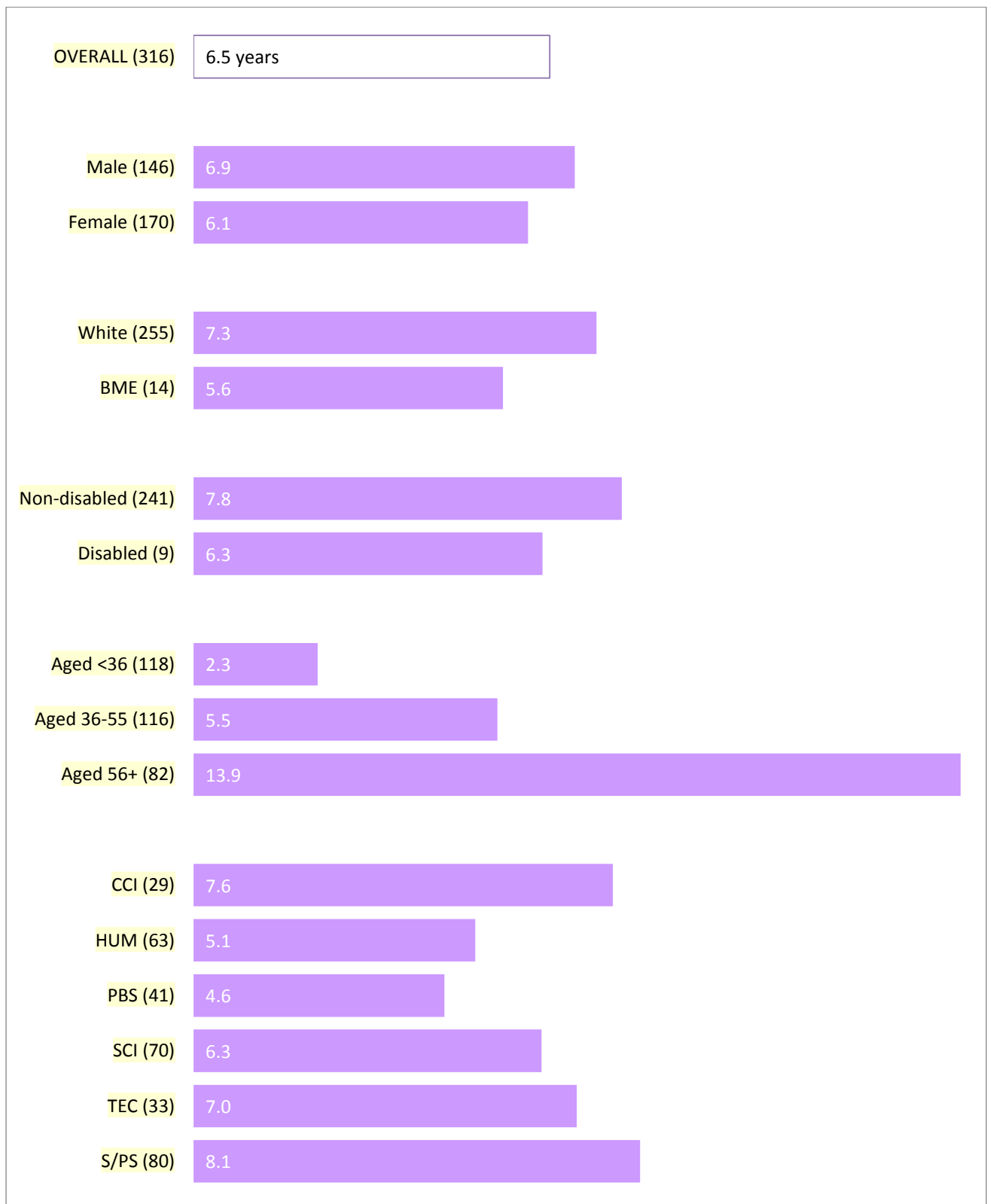
5.1 University & Faculty Leavers – Turnover rate

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



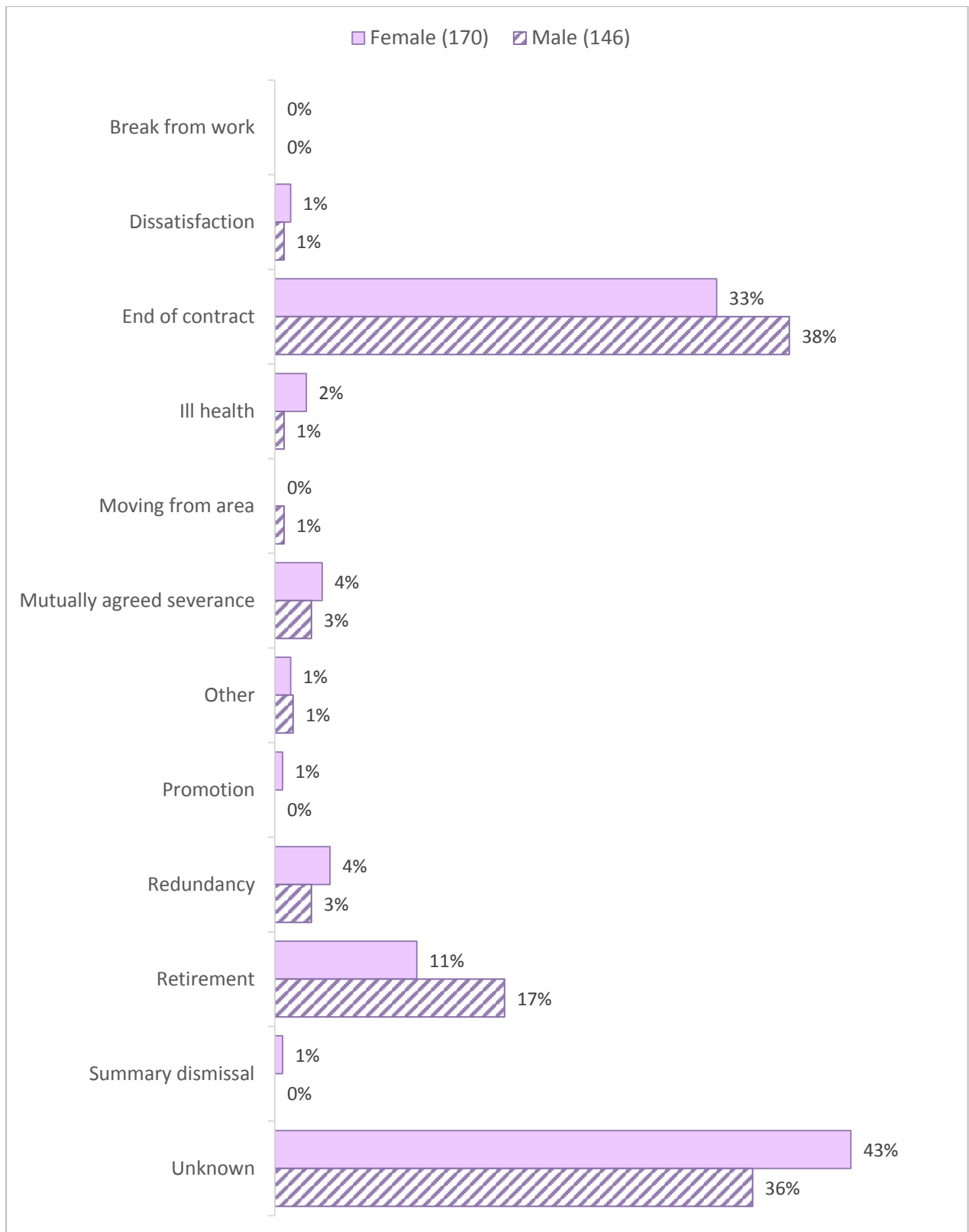
5.2 Length of Employment Prior to Leaving

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



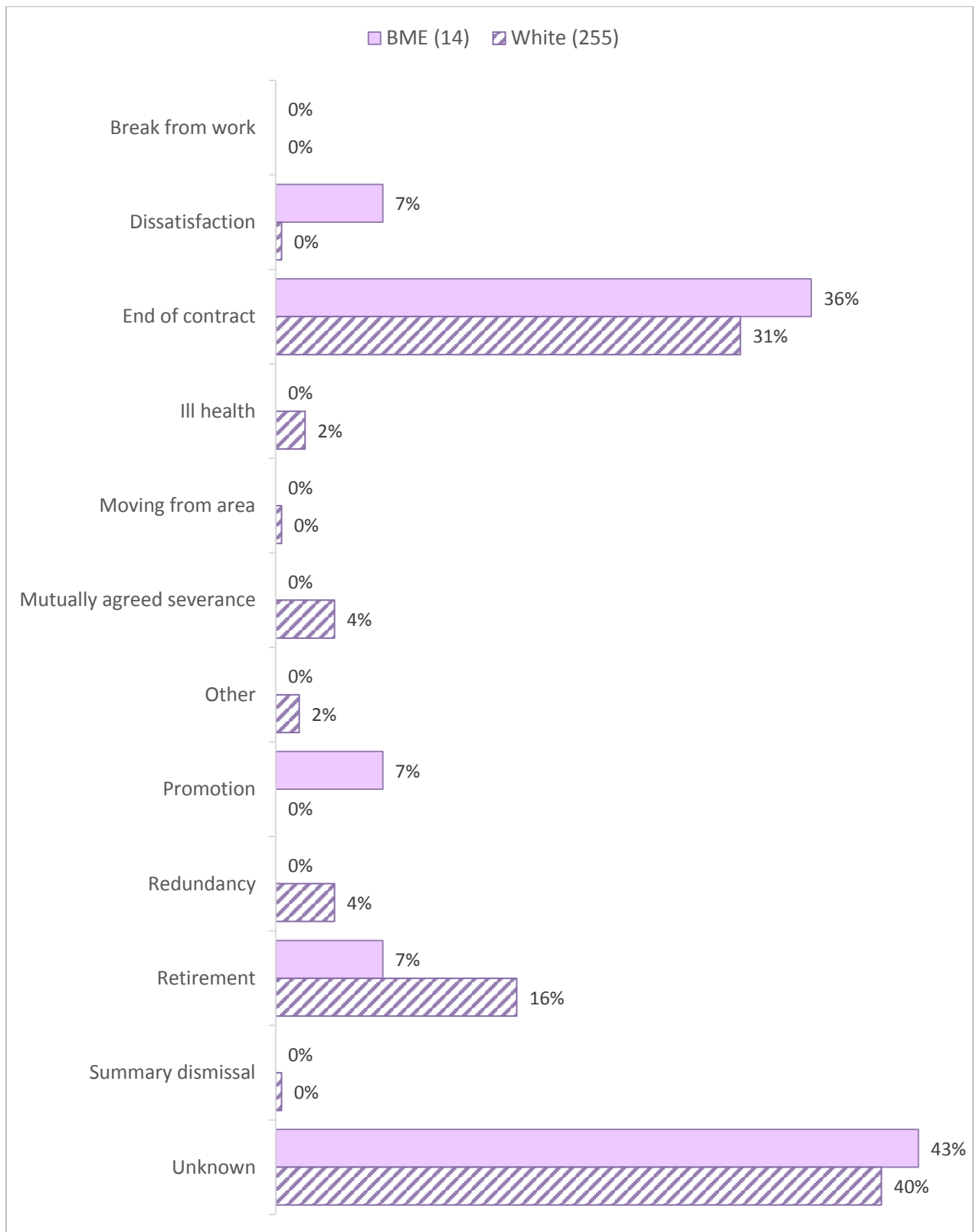
5.3.1 Leaving Reasons – by gender

A proportional breakdown of the leaving reasons given



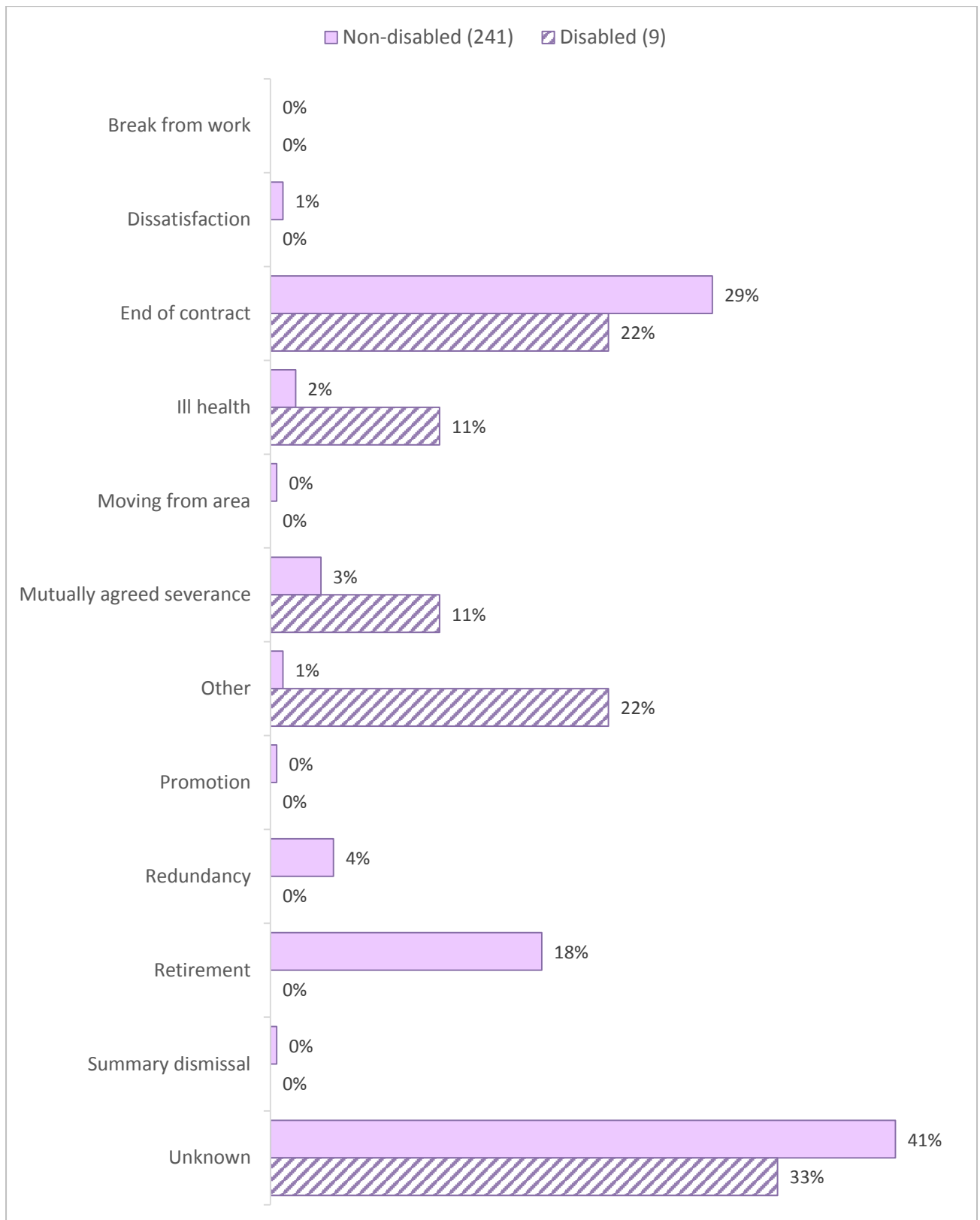
5.3.2 Leaving Reasons – by ethnicity

A proportional breakdown of the leaving reasons given



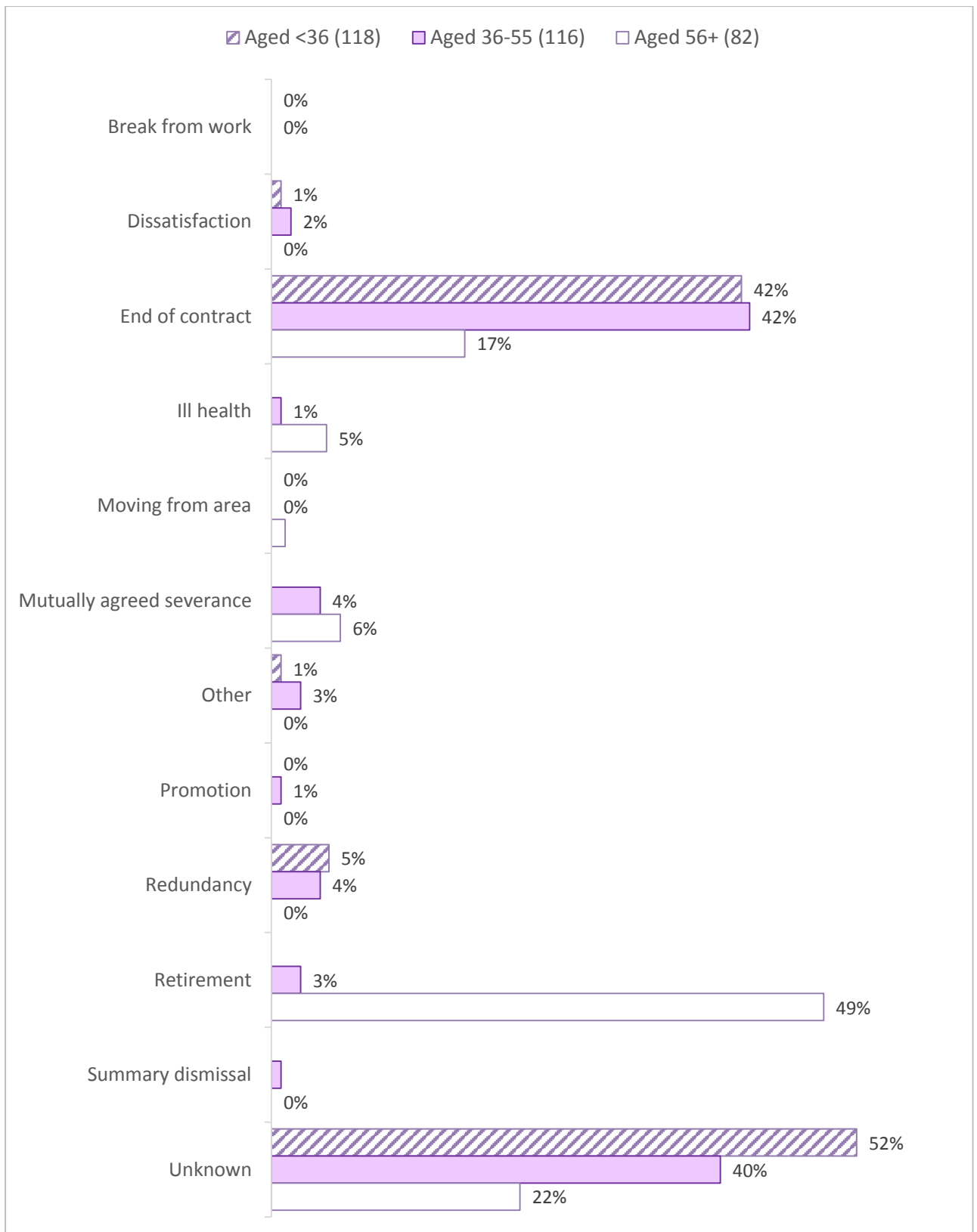
5.3.3 Leaving Reasons – by disability status

A proportional breakdown of the leaving reasons given



5.3.4 Leaving Reasons – by age category

A proportional breakdown of the leaving reasons given

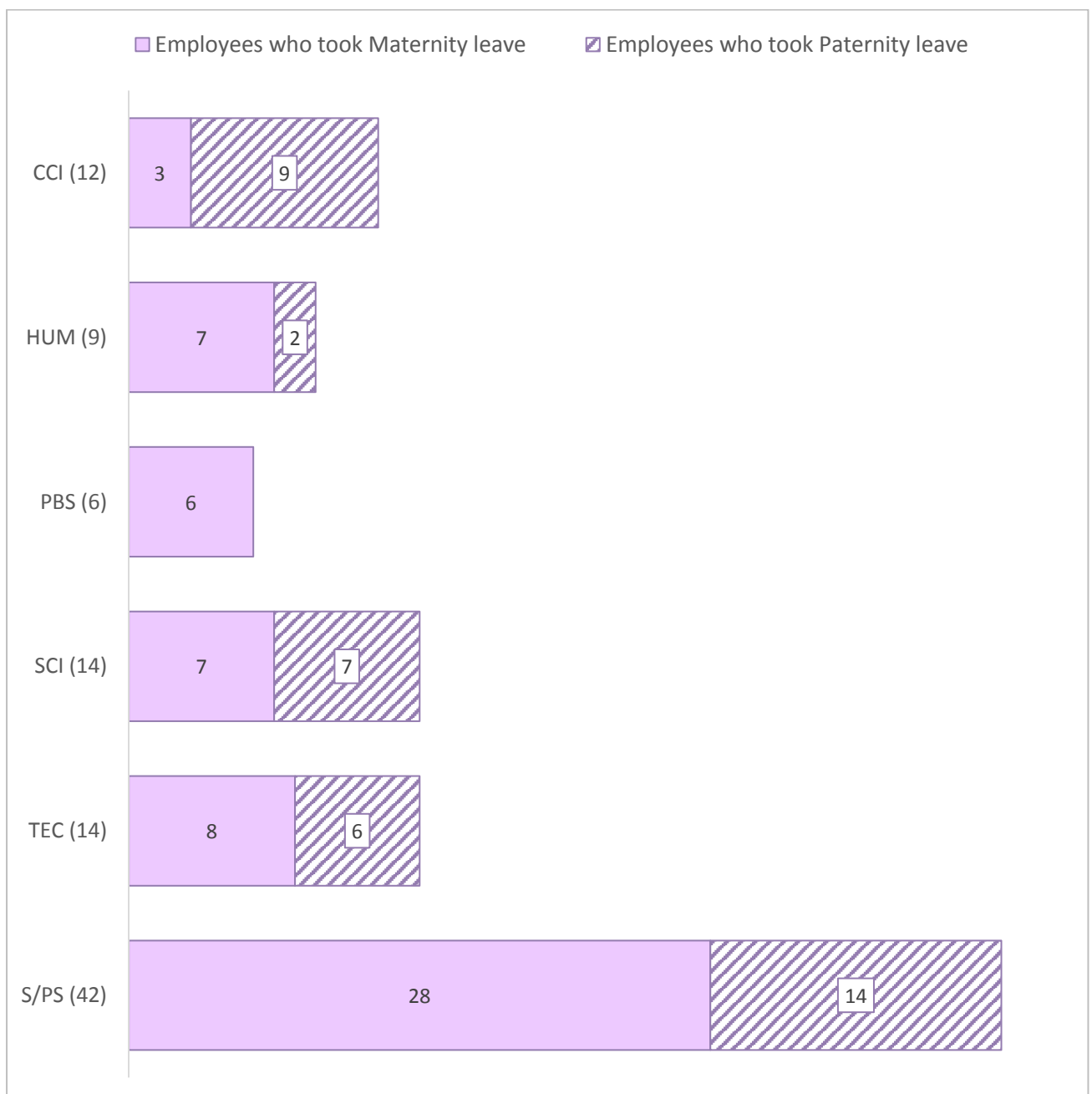


6. Parental Leave

- A total of 59 employees took maternity leave, of which 39 had full-time contracts, 19 had part-time contracts and 1 had a PTHP contract
- A total of 38 employees took paternity leave, of which 33 had full-time contracts, 3 had part-time contracts and 2 had PTHP contracts

6.1 Maternity & Paternity Leave

A breakdown of the number of employees who took maternity or paternity leave in the 2015/16 academic year



7. E&D Training

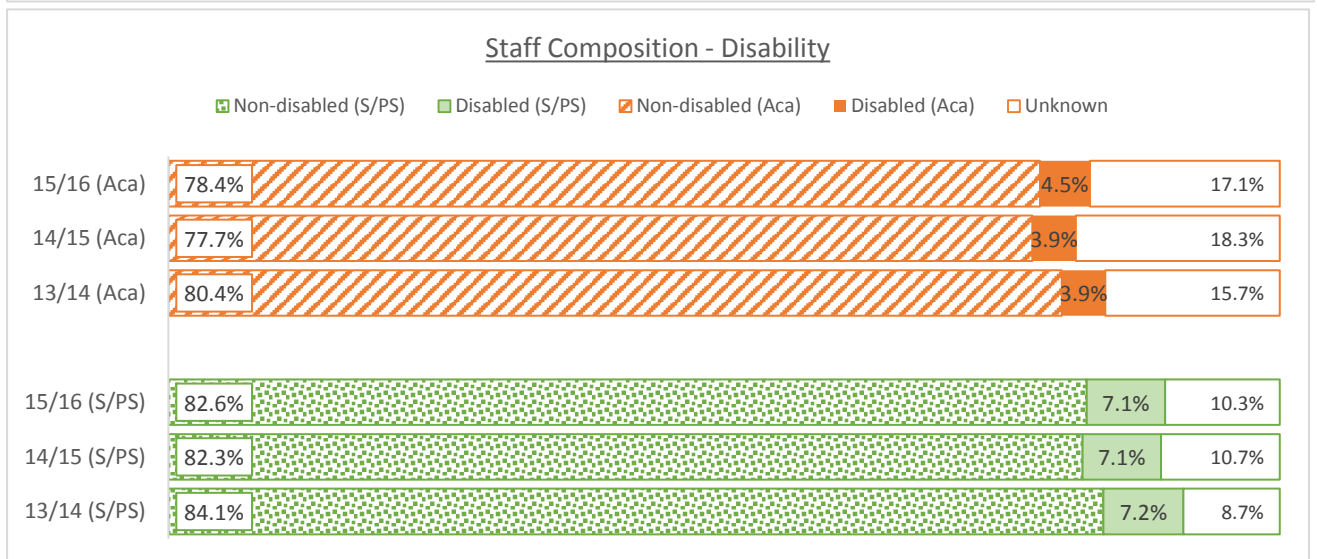
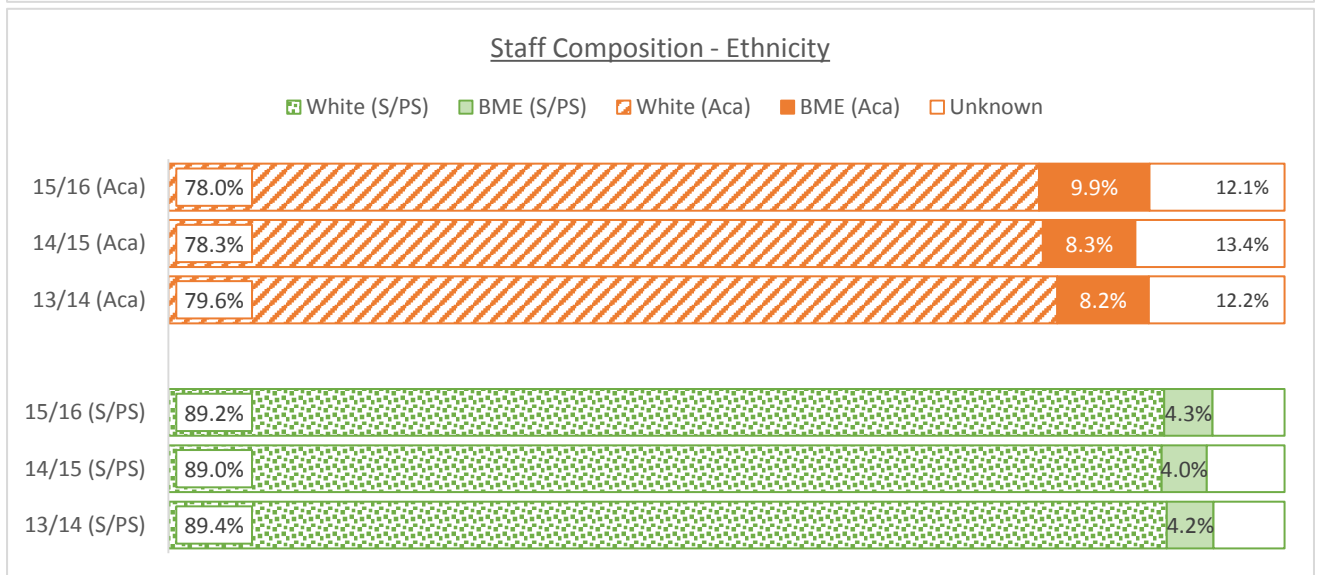
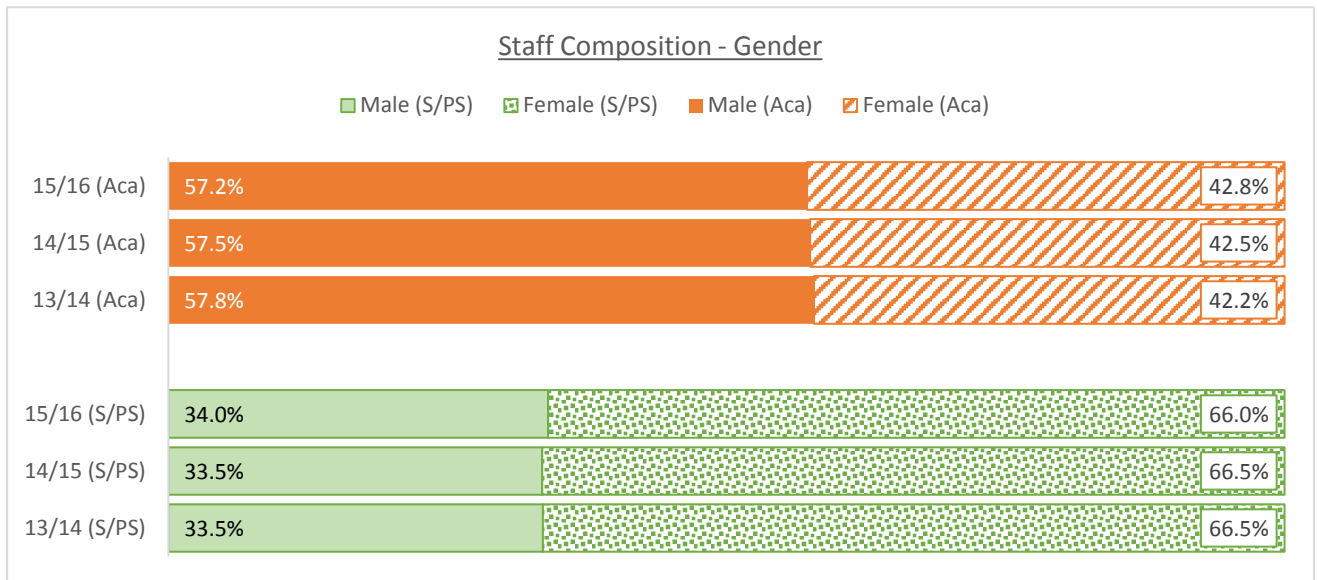
- As part of their core training requirements, all new members of staff are asked to complete three online E&D courses within their probationary period
- Existing members of staff can also complete these courses, on request
- As of the 31st March 2017, the total number of employees who had completed the E&D training was as follows
 - 1306 – Diversity in the Workplace
 - 831 – Unconscious Bias
 - 600 – Anti-Bullying & Harassment

7.1 E&D Training Course Completions

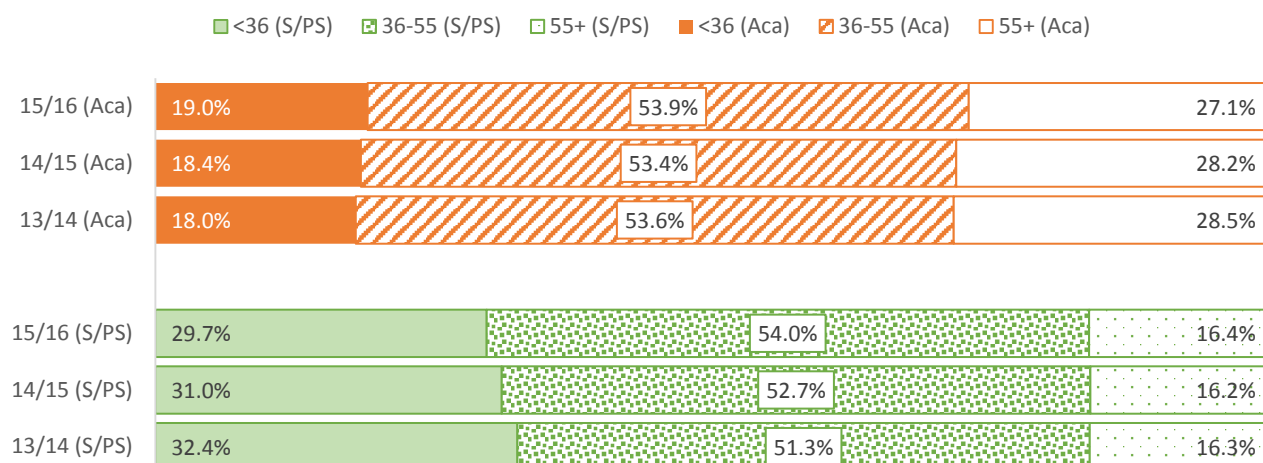
A breakdown of the number of employees who completed an online E&D training course in the 2015/16 academic year



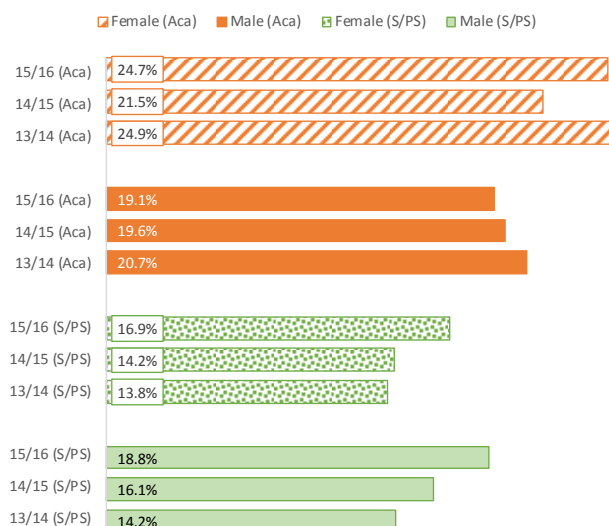
8. Trend Charts



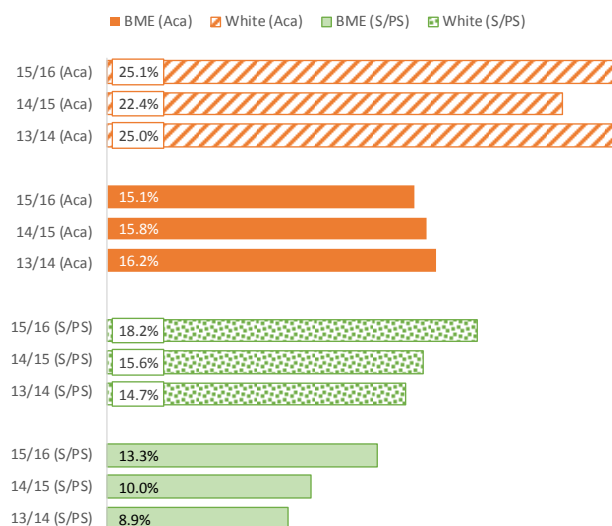
Staff Composition - Age



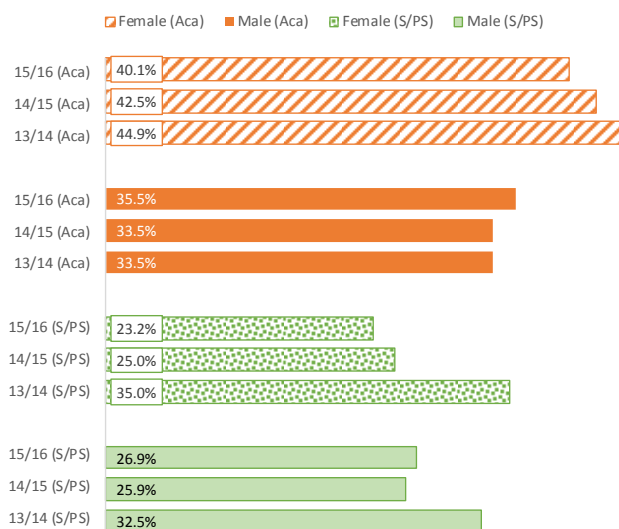
% of Applications leading to Interview - Gender



% of Applications leading to Interview - Ethnicity



% of Interviews leading to hiring offers - Gender



% of Interviews leading to hiring offers - Ethnicity

