

Equality & Diversity

Staff Data Report 2016/17

Published May 2018



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 2017*. Benchmarking data is related to the 2015/16 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 31/07/2017. Recruitment, Leavers, Parental leave and E&D training data was taken cumulatively over the complete academic year (01/08/2016-31/07/2017). 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 eight sections of the report in total, covering:

- **Staff Profile** – the staff population of the University
- **Staff Distribution** – the gradation of the population at a University and faculty level
- **Contracts** – the proportion of full-time/part-time/PTHP contracts; and fixed-term/permanent contracts
- **Recruitment** – the number of applications received, candidates short listed, jobs offered and offers accepted
- **Leavers** – the proportion of staff leaving and their reasons for doing so
- **Parental Leave** – the number of staff taking maternity, paternity, shared parental or shared adoption leave
- **E&D Training** – the number of staff who completed E&D training courses
- **Trend charts**

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+)

Within some sections of the report, the University's five faculties are examined individually, alongside the professional & support staff outside the faculty structure

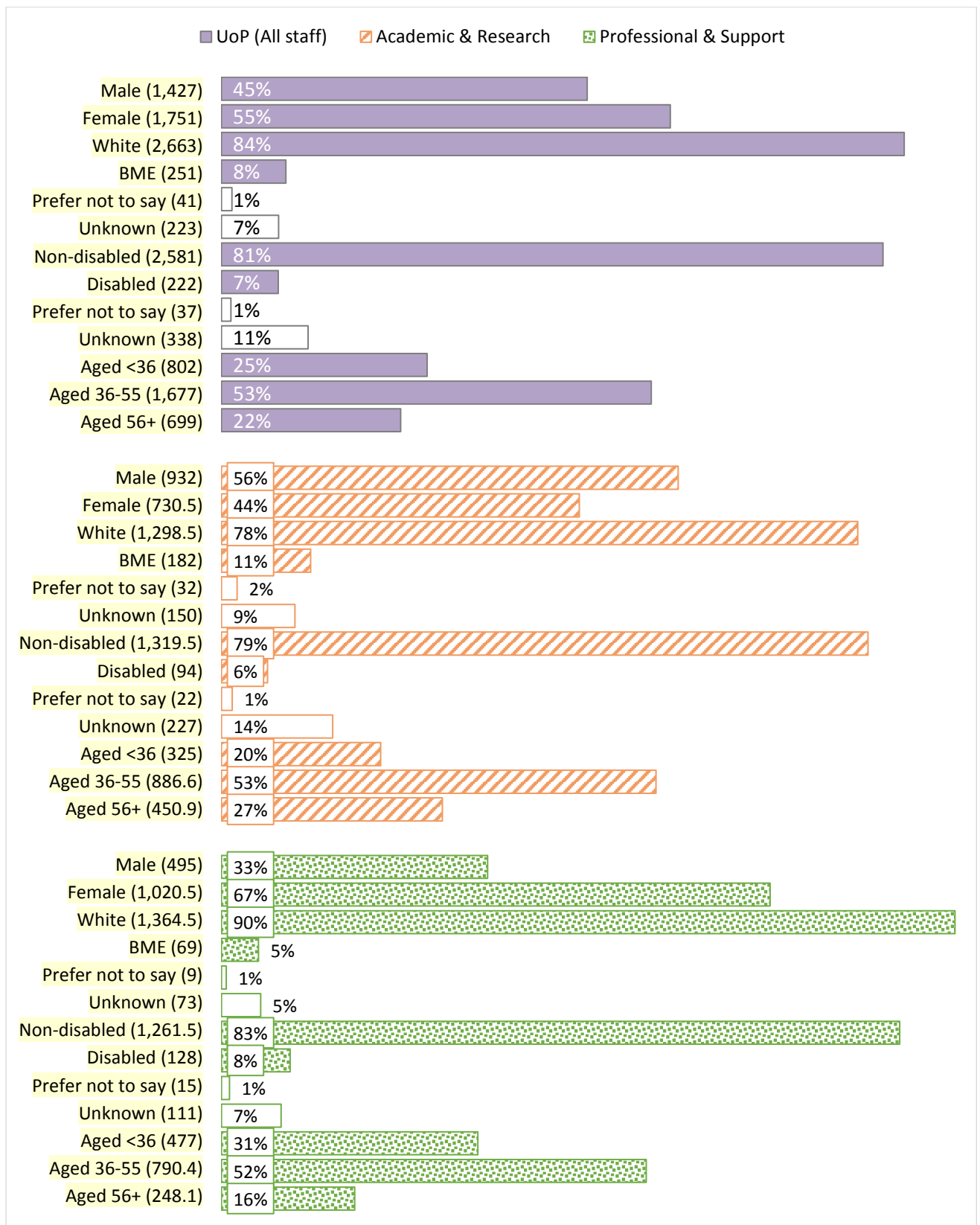
- **CCI** – Faculty of Creative & Cultural Industries
- **HSS** – Faculty of Humanities & Social Sciences
- **B&L** – Faculty of Business & Law
- **SCI** – Faculty of Science
- **TEC** – Faculty of Technology
- **P&S** – Professional & Support Staff

1. Staff Profile

- At the end of the 2015/16 academic year, the University employed 3,178 members of staff. This was an increase of 2.3% year on year
- The largest year on year increases were seen in employees with a disability (+25%), BME ethnicity (+12%) and aged 36 or younger (+7%)
- One explanation for the increase in the number of employees of BME ethnicity and those with a disability was due to the improved levels of data recording. The proportion of employees whose ethnicity was 'unknown' reduced from 9% to 7%, and the proportion of employees whose disability status was 'unknown' reduced from 14% to 11%
- Sexual Orientation: 499 employees (15.7% of the total) provided us with this data
 - Heterosexual/straight – 419 (84.0%)
 - Lesbian/Gay/Bisexual – 31 (6.2%)
 - Prefer to self-describe – 4 (0.8%)
 - Prefer not to say – 45 (9.0%)
- Religion/Belief: 521 employees (16.4% of the total) provided us with this data
 - Christian – 215 (41.3%)
 - Other religions/beliefs – 32 (6.1%)
 - No religion – 236 (45.3%)
 - Prefer not to say – 38 (7.3%)
- Compared to the UK benchmark for professional & support roles, the University had a higher proportion of female employees (67% vs 63%); and a lower proportion of BME employees (5% vs 10%)
- Compared to the national benchmark for academic & research roles, the University had a lower proportion of employees aged <36 (20% vs 29%), a higher proportion of employees aged 56+ (27% vs 19%) and a lower proportion of BME employees (11% vs 13%)
- The white/BME ethnicity ratio was 7:1 in the Academic & Research workforce and 20:1 in the Professional & Support workforce
- 0.9% of employees at the University were of black ethnicity. This compared to 9.4% of undergraduate students at the University who were of black ethnicity in 2016/17

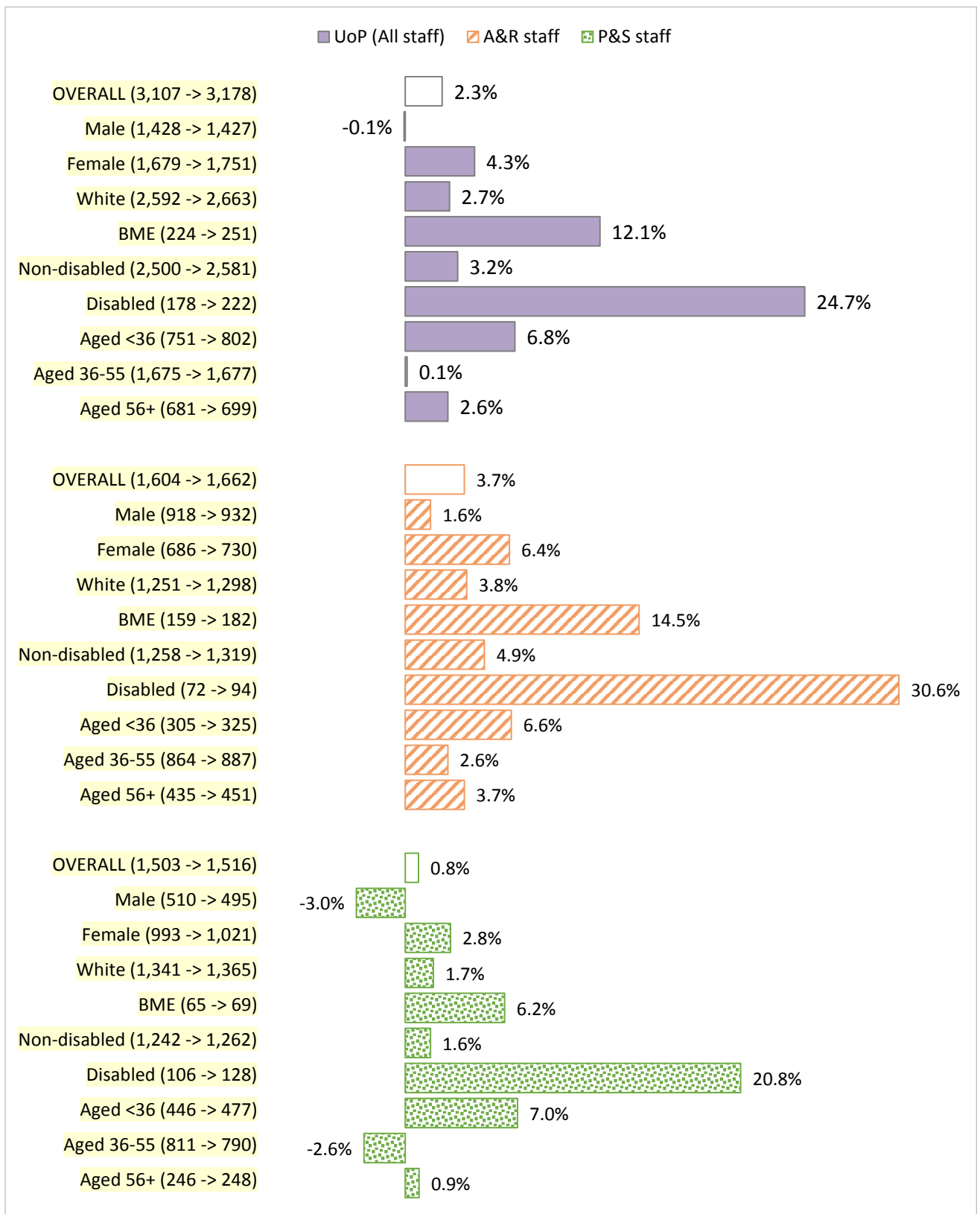
1.1 University Staff Composition

A breakdown of the core University workforce by Full Person Equivalent (FPE) as of 31st July 2017



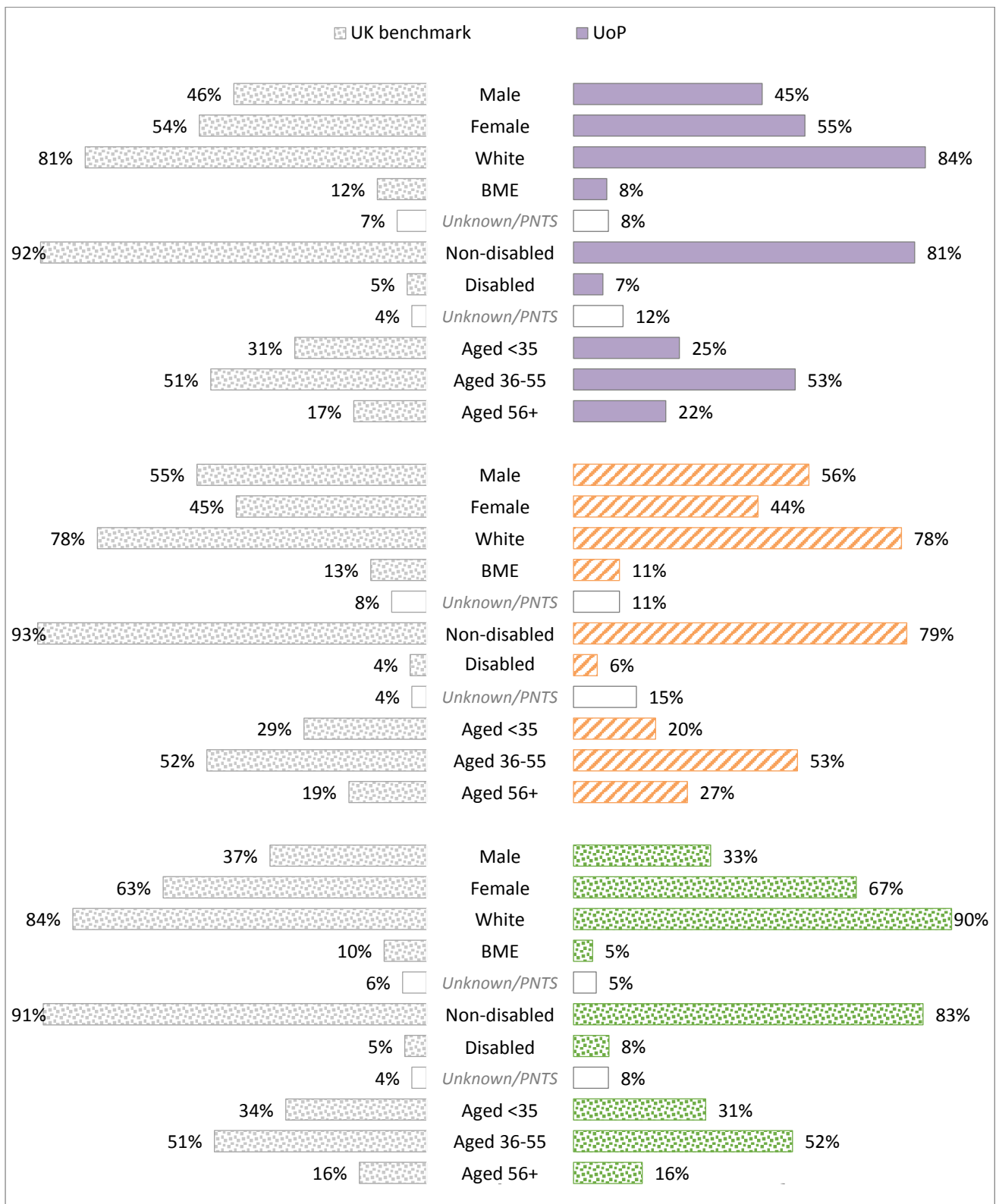
1.2 Changes in Staff Composition

The proportional increase/decrease of FPE between 31st July 2016 and 31st July 2017



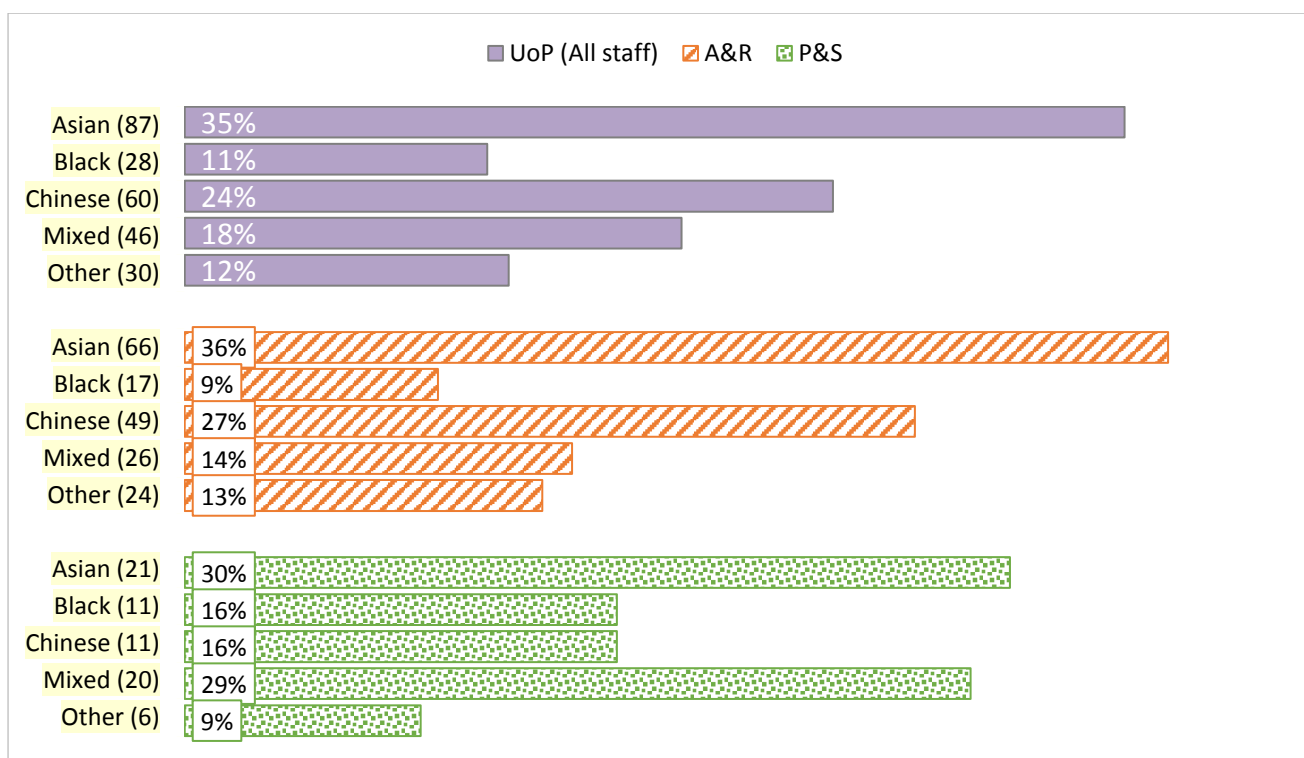
1.3 University Staff – UK Benchmark

A comparison of the FPE workforce at the University of Portsmouth as of 31st July 2017, and the UK benchmark from the **2015/16** academic year



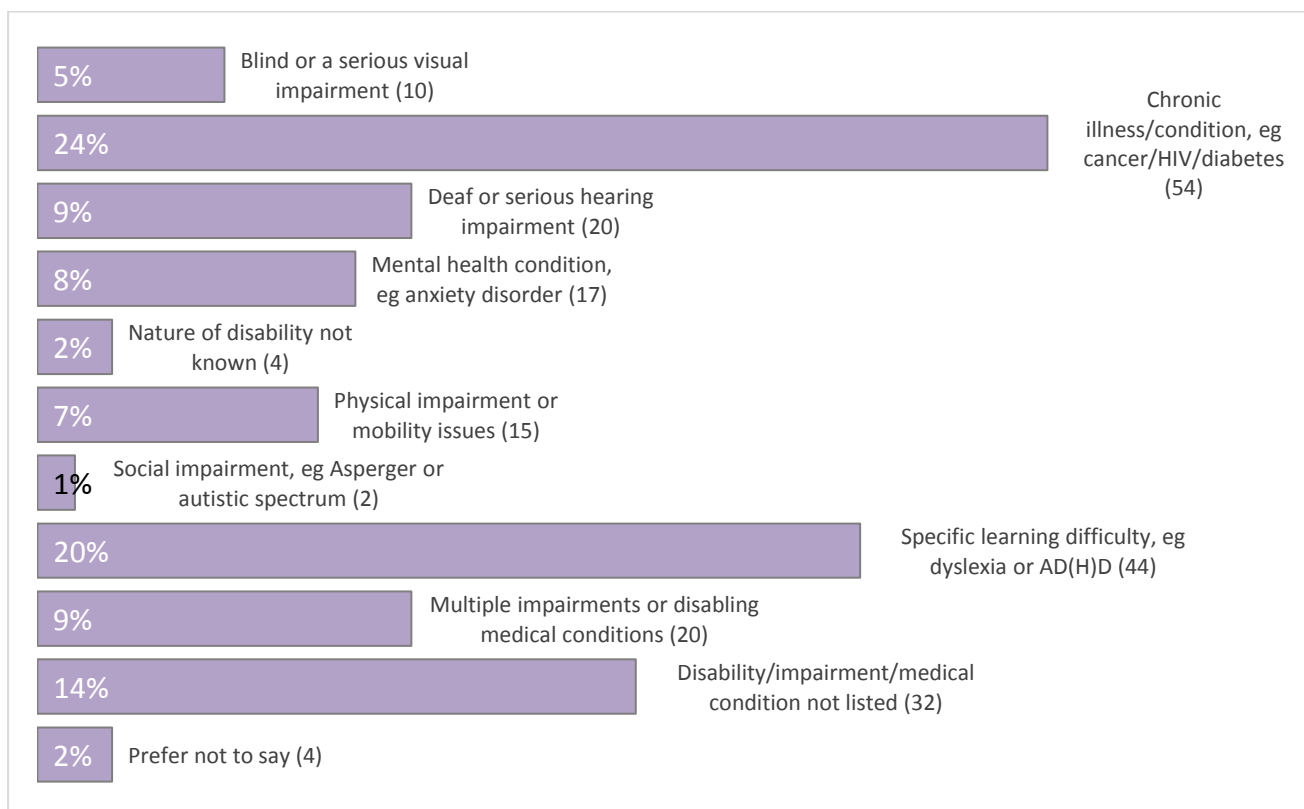
1.4 University Staff - BME composition

A breakdown of the BME workforce, by ethnicity grouping



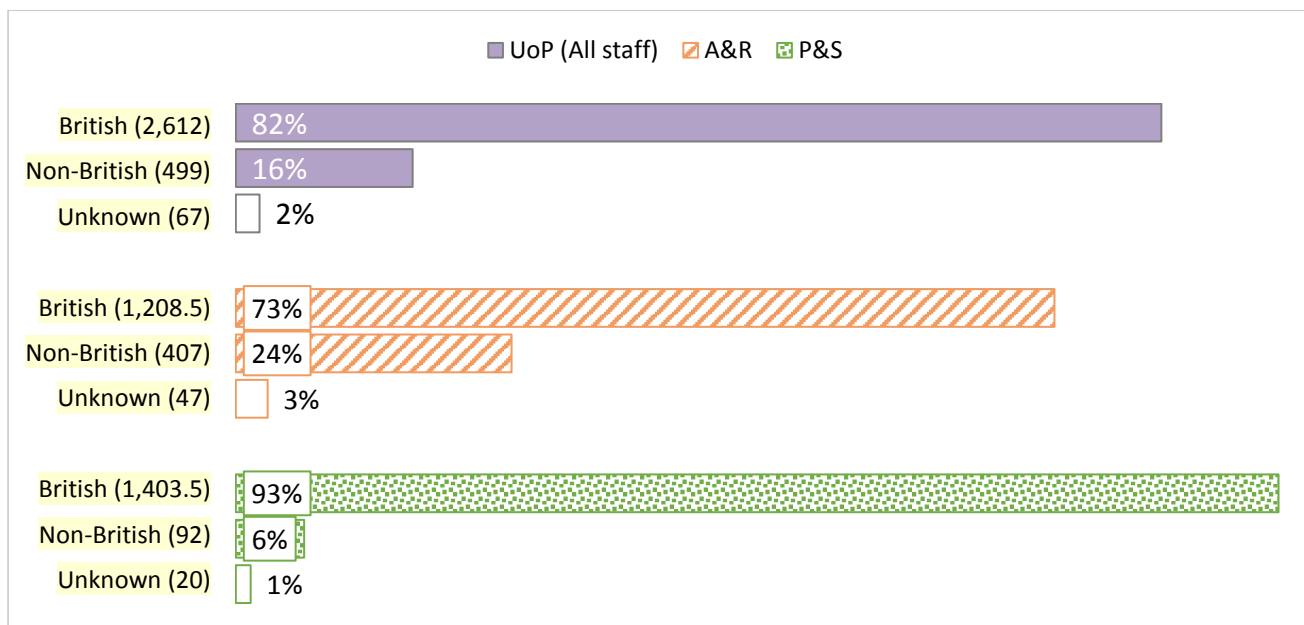
1.5 University Staff – Disability composition

A breakdown of the core University workforce who have a disability, by disability type



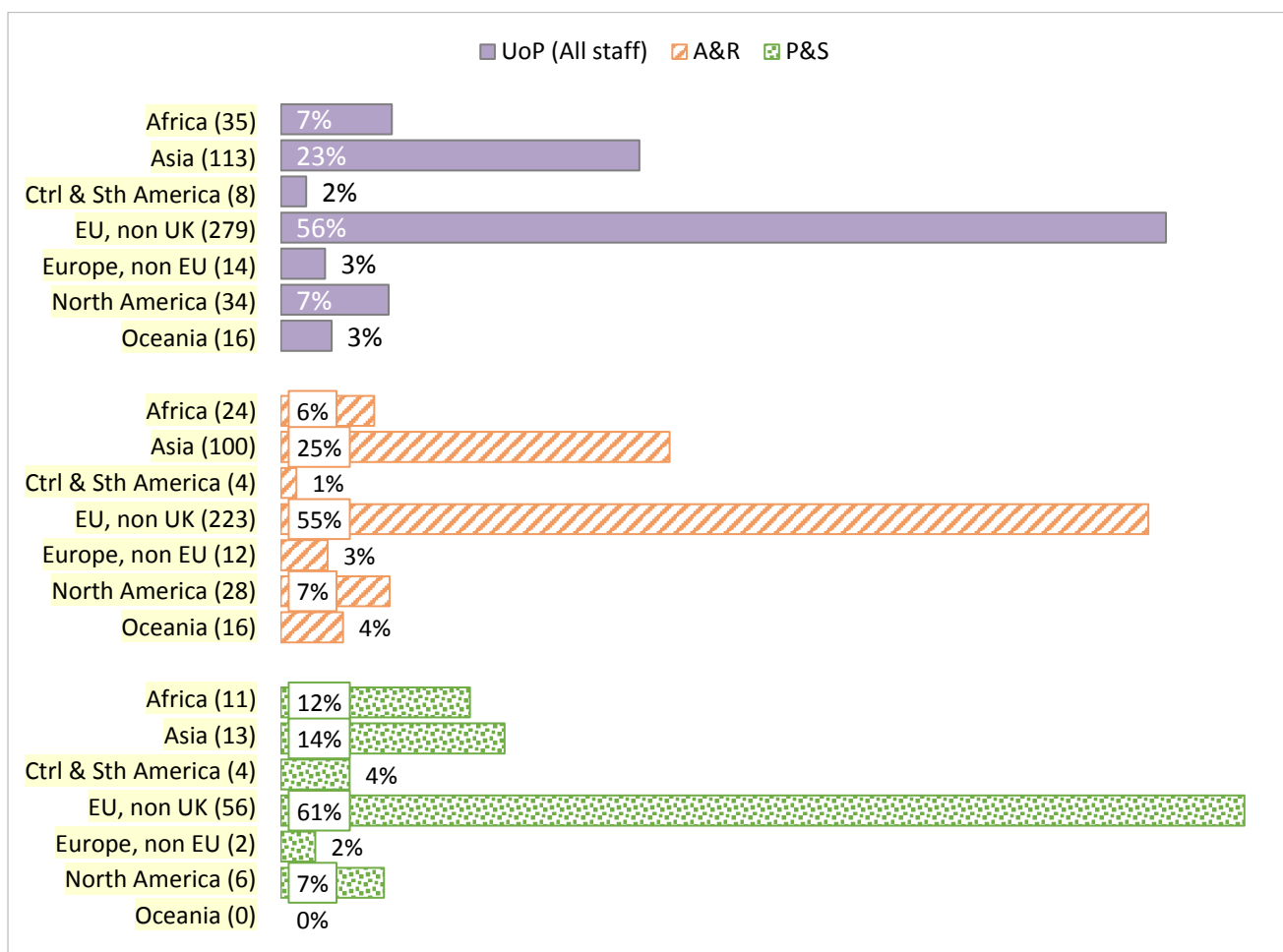
1.6 University Staff Composition, split between British & non-British employees

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



1.7 Geographical region of non-British employees

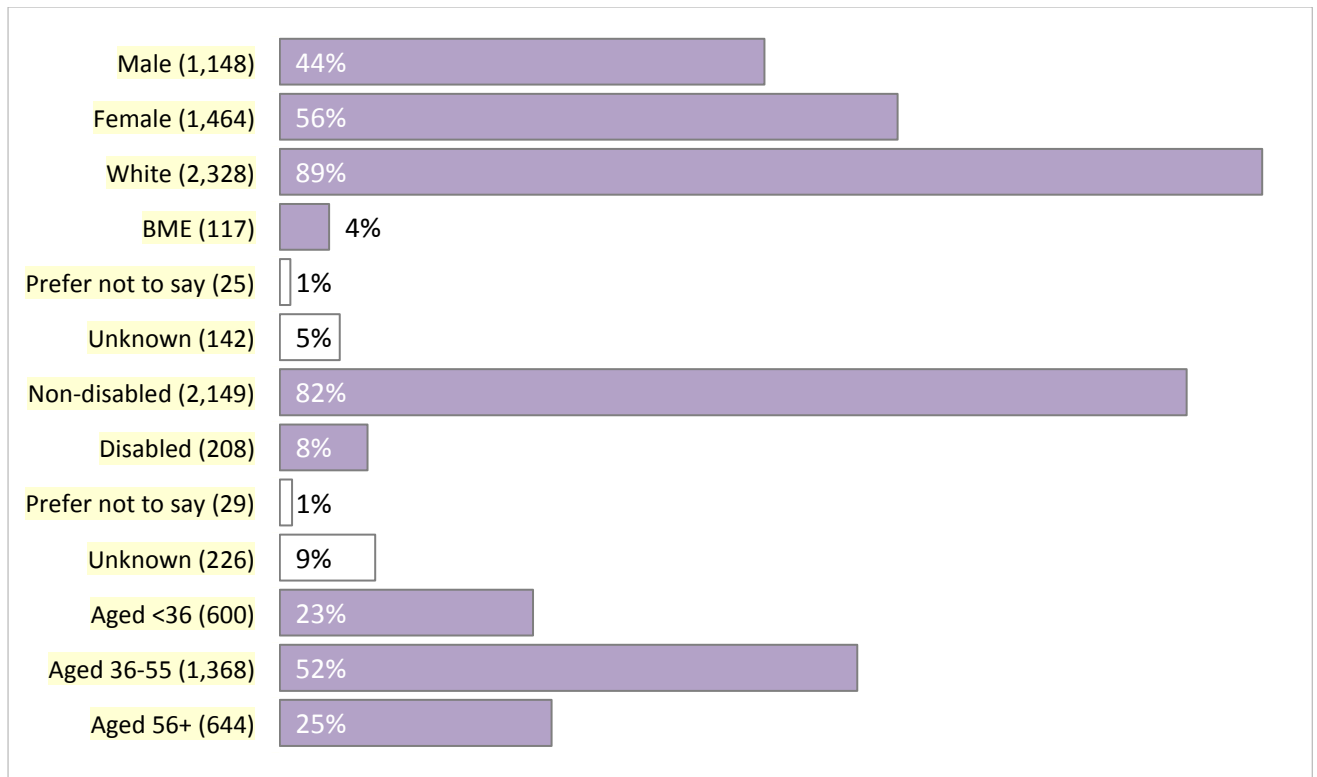
A breakdown of the non-British staff, shown by geographical region



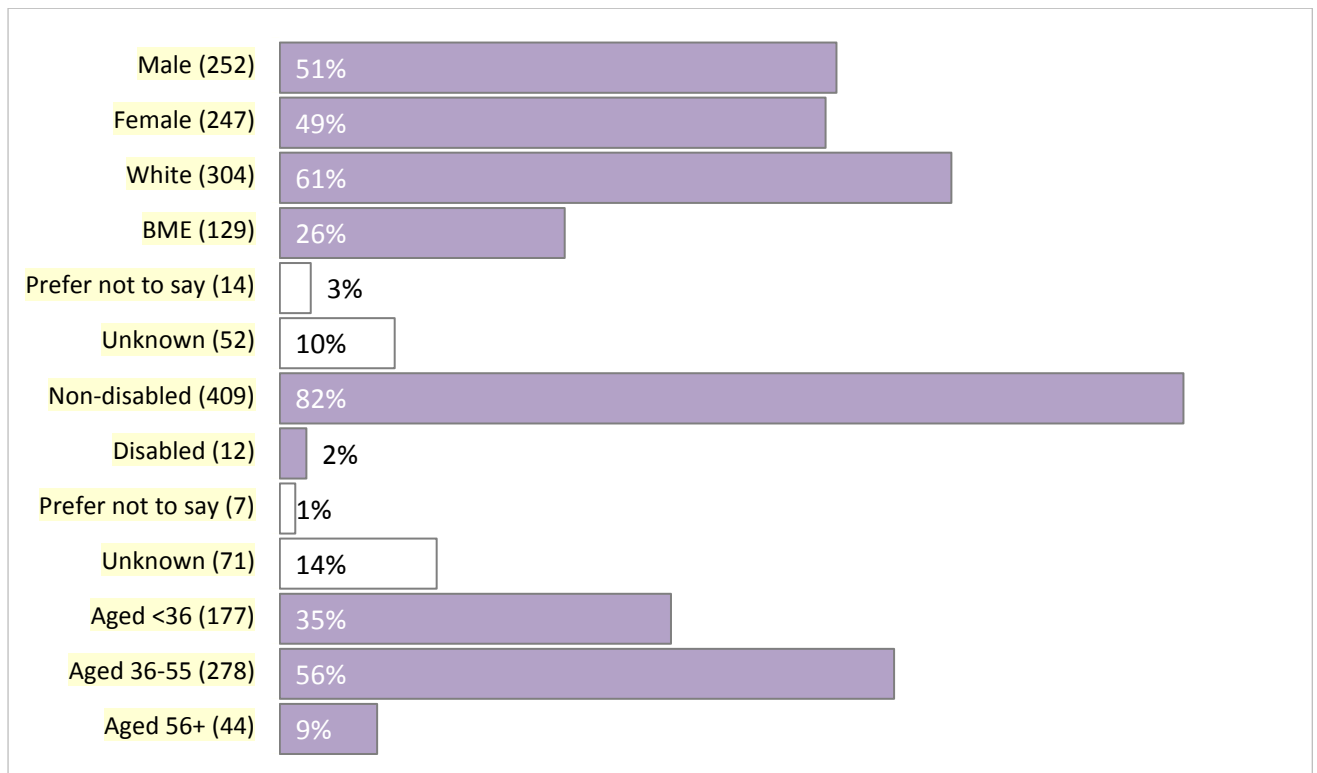
1.8 University Staff Composition, characteristics of British & non-British employees

A breakdown of the characteristics of the core University workforce

British employees

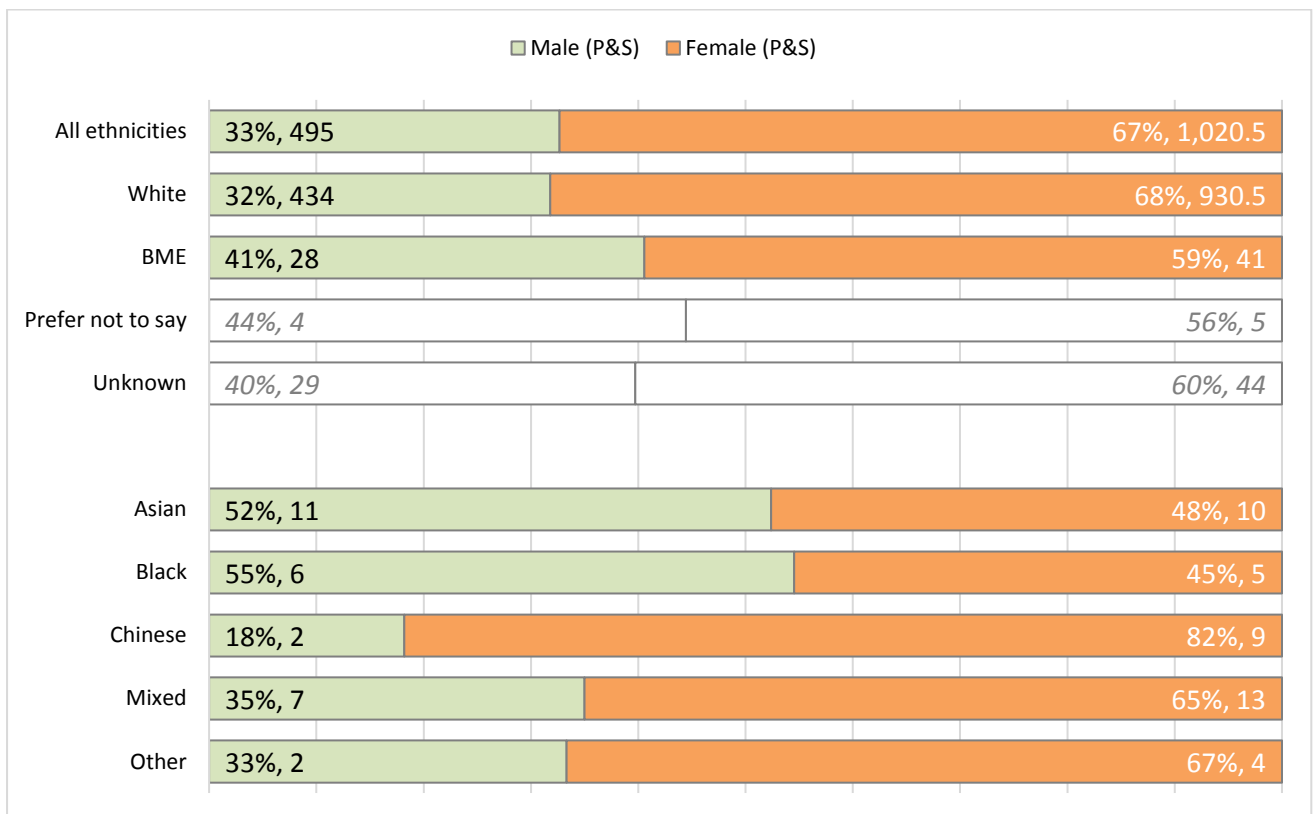
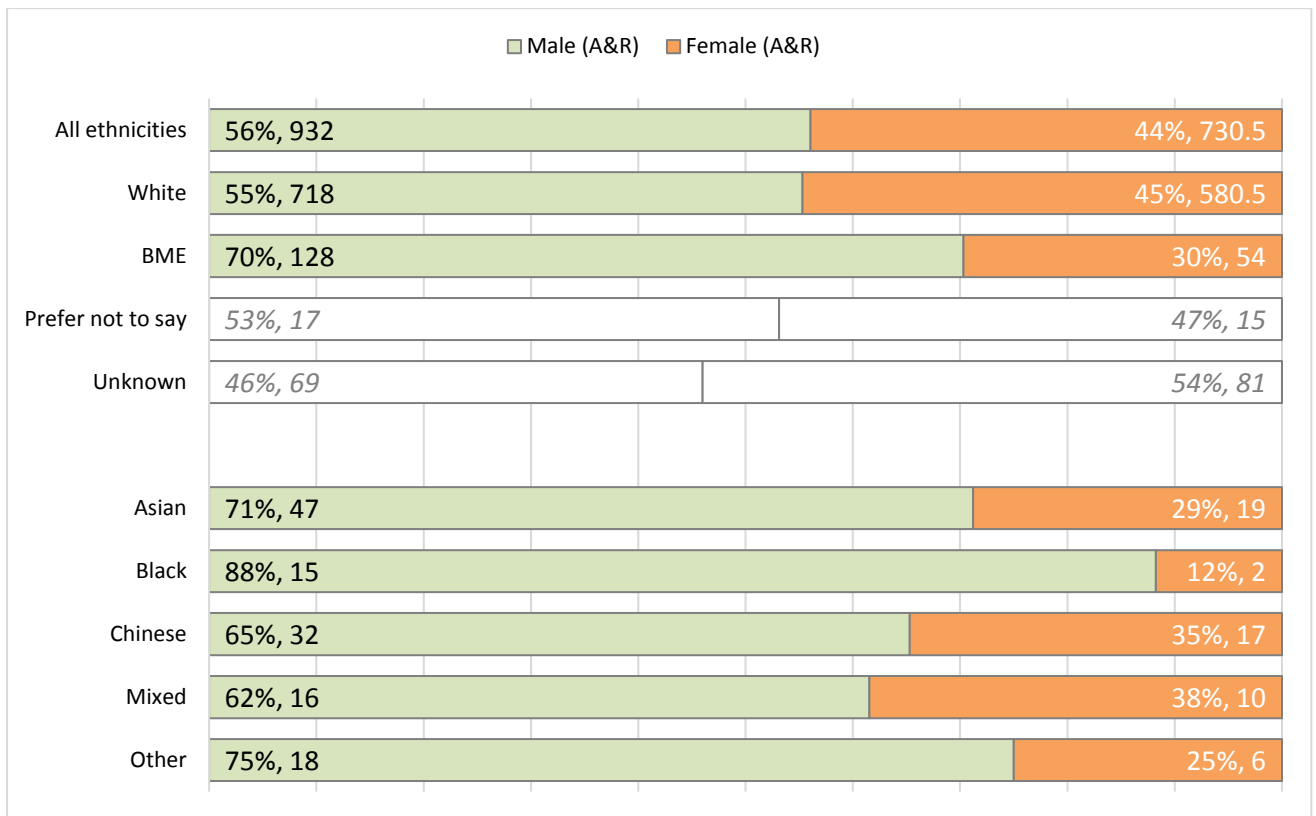


Non-British employees



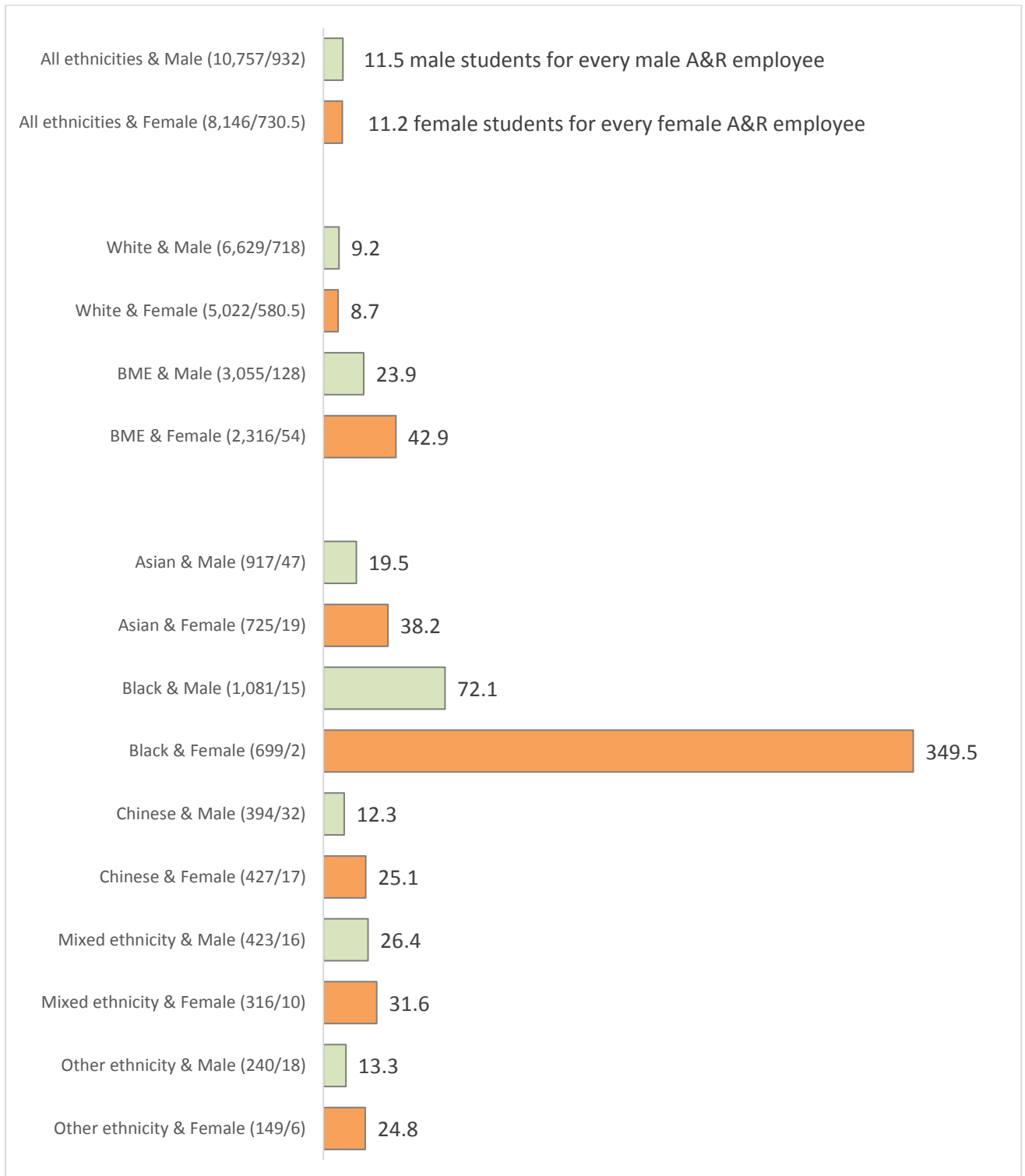
1.9 Intersectionality of Gender & Ethnicity – Staff Composition

A breakdown of the core University workforce, by both gender & ethnicity



1.10 Intersectionality of Gender & Ethnicity – Ratio of Students to A&R Staff

Ratio calculated by taking the number of students in each category, and dividing this by the number of academic & research staff who share those characteristics

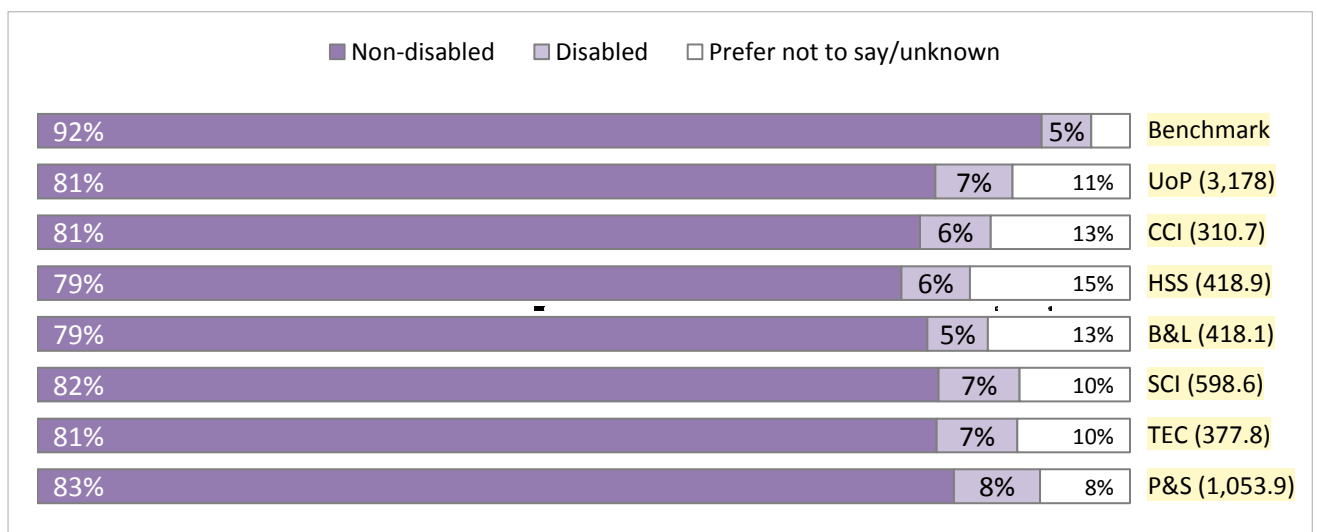
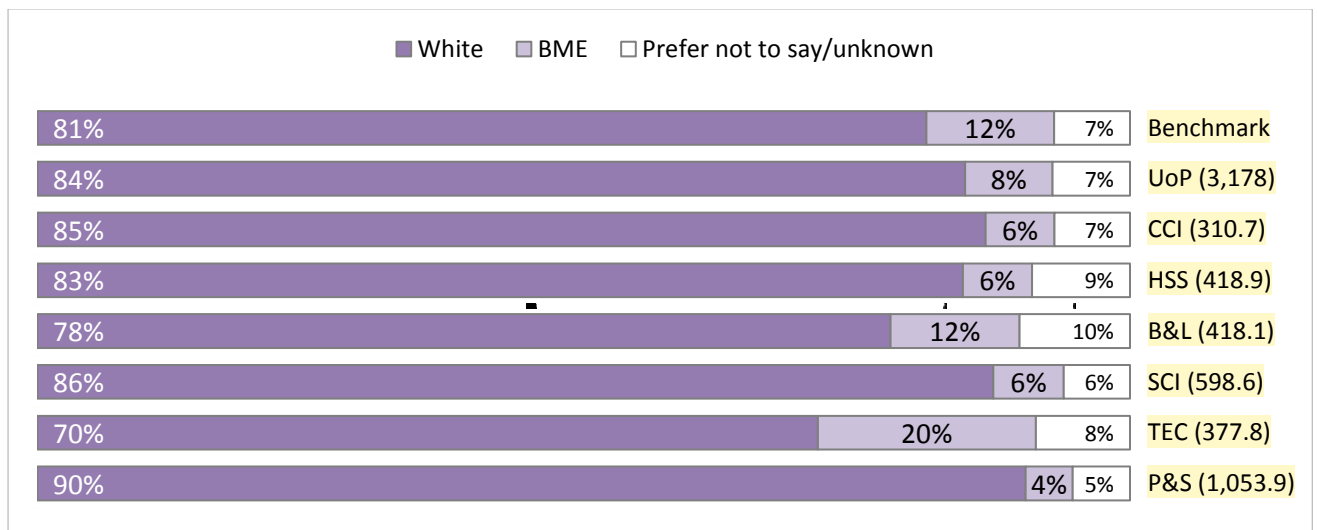
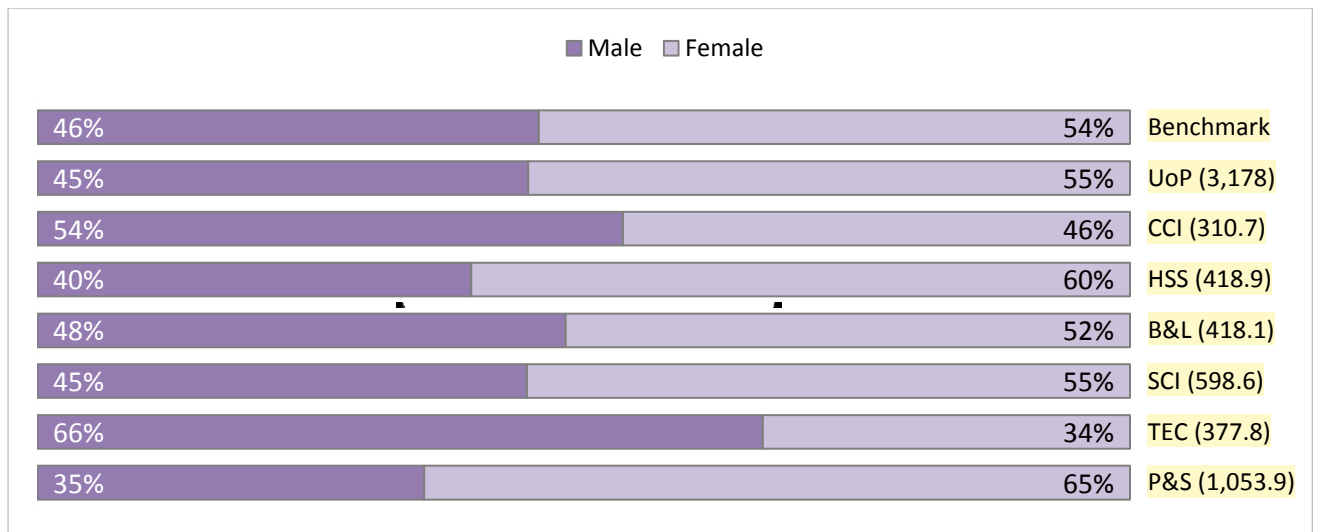


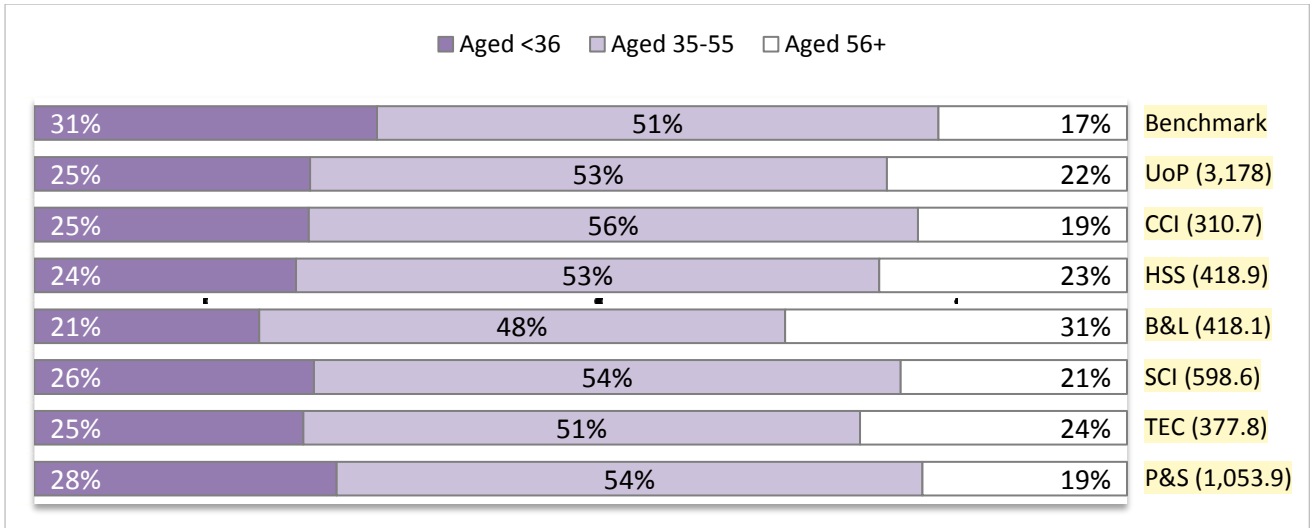
2. Staff Distribution

- CCI (54%) and TEC (66%) were the only faculties which had a majority of male employees
- TEC (20%) and B&L (12%) were the only faculties which had greater than 6% of their employees as BME
- B&L was the faculty with the lowest proportion of employees aged <36 years of age (21%) and highest proportion of employees aged 56+ (31%)
- Of the academic staff who were employed as either a principal lecturer, reader, professor or senior academic:
 - 67% were male (*68% in 2015/16*)
 - 91% were white (*93% in 2015/16*)
 - 93% had no disability (*96% in 2015/16*)
 - 43% were aged 56 or older (*43% in 2015/16*)
- Of the support/professional services staff who were graded at band 8 or above:
 - 52% were female (*51% in 2015/16*)
 - 97% were white (*98% in 2015/16*)
 - 96% had no disability (*96% in 2015/16*)
 - 80% were aged between 36 and 55 (*80% in 2015/16*)
- At the end of the 2016/17 academic year, the average length of service for existing employees was 8.9 years

2.1 Faculty Staff Distribution

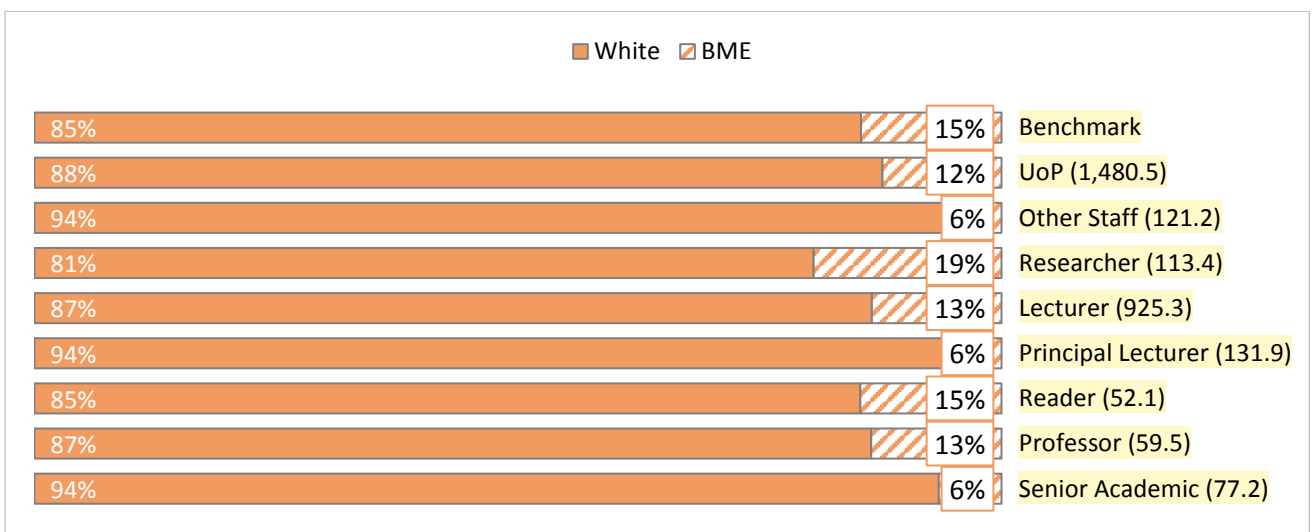
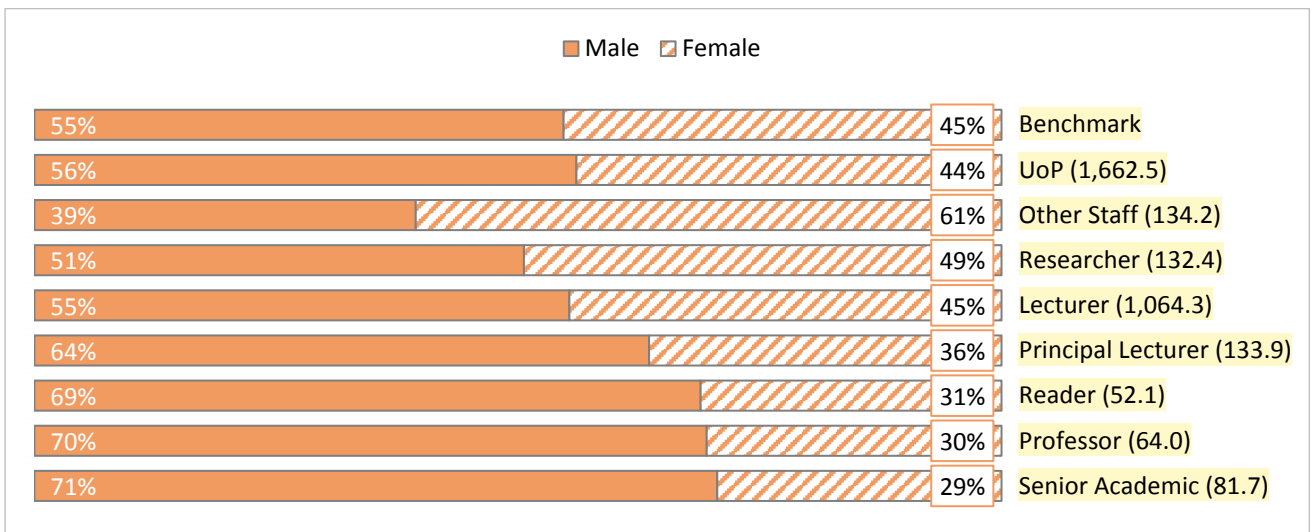
A breakdown of the core workforce at Faculty level, by FPE, as of 31st July 2017

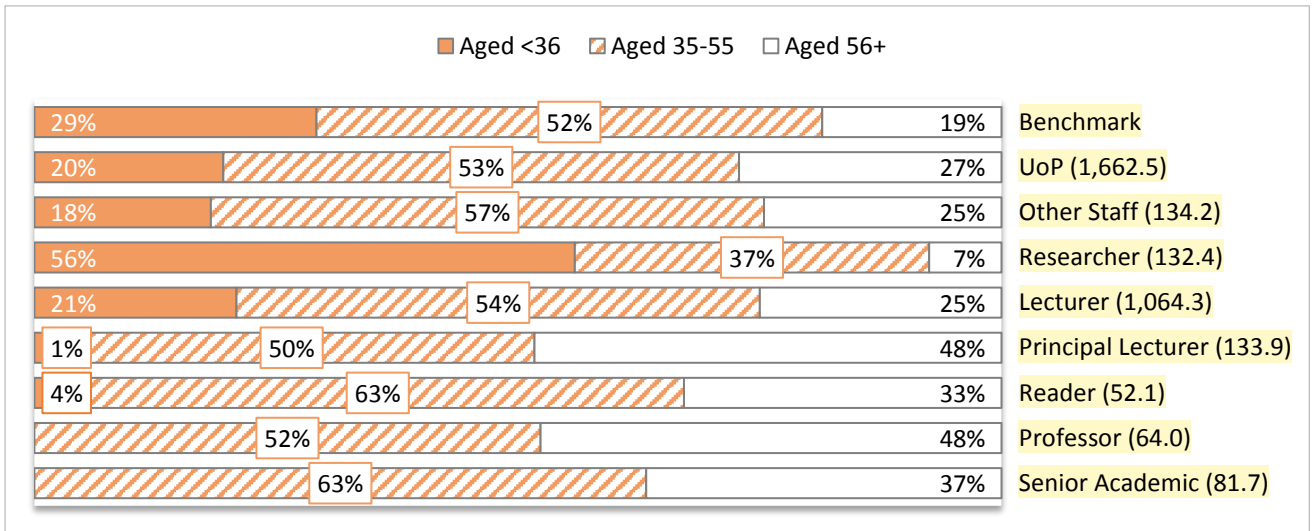
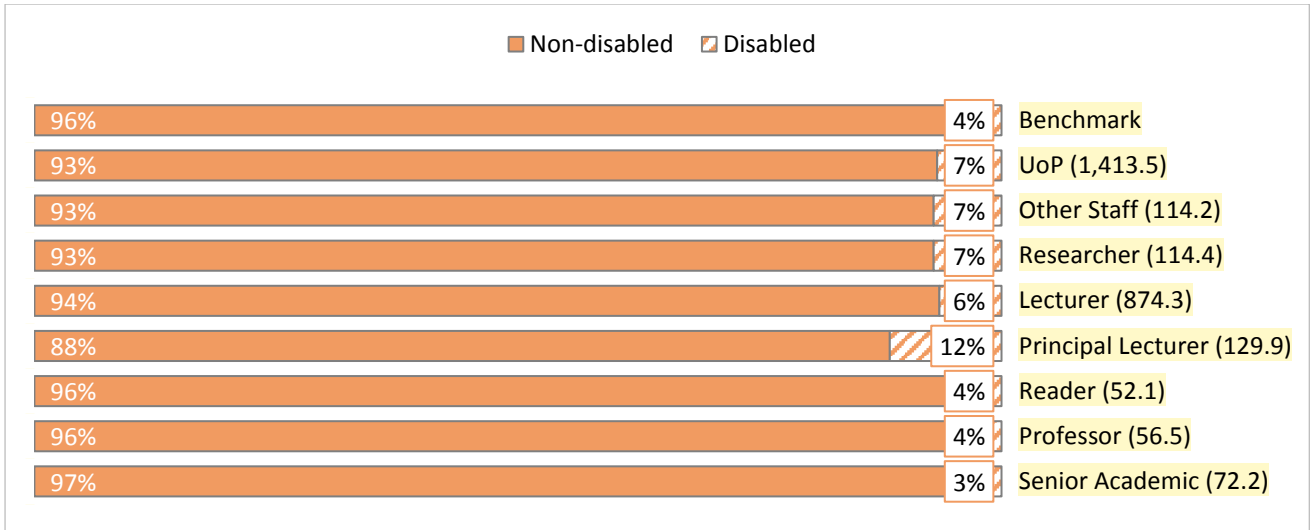




2.2 Academic & Research Staff Distribution

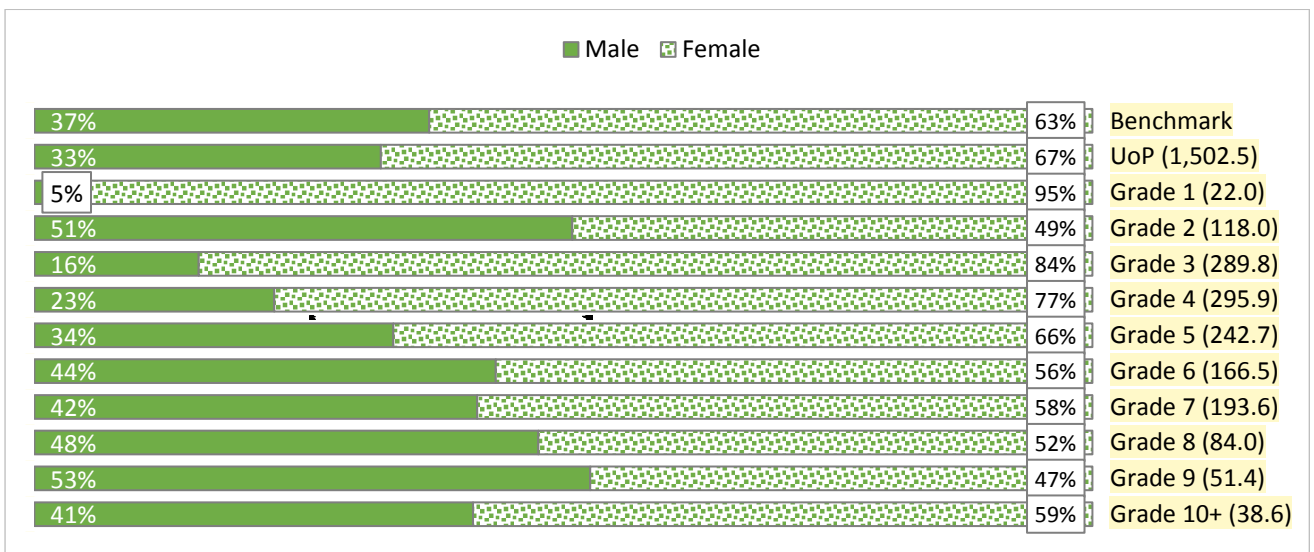
A breakdown of the Academic & Research roles at University level, by FPE

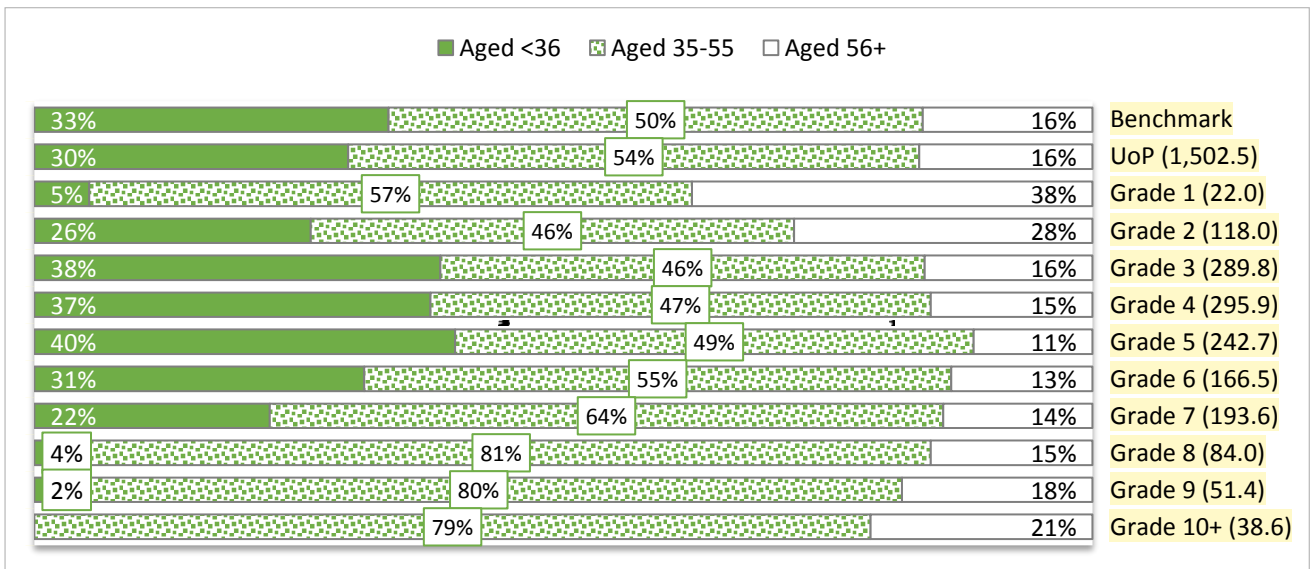
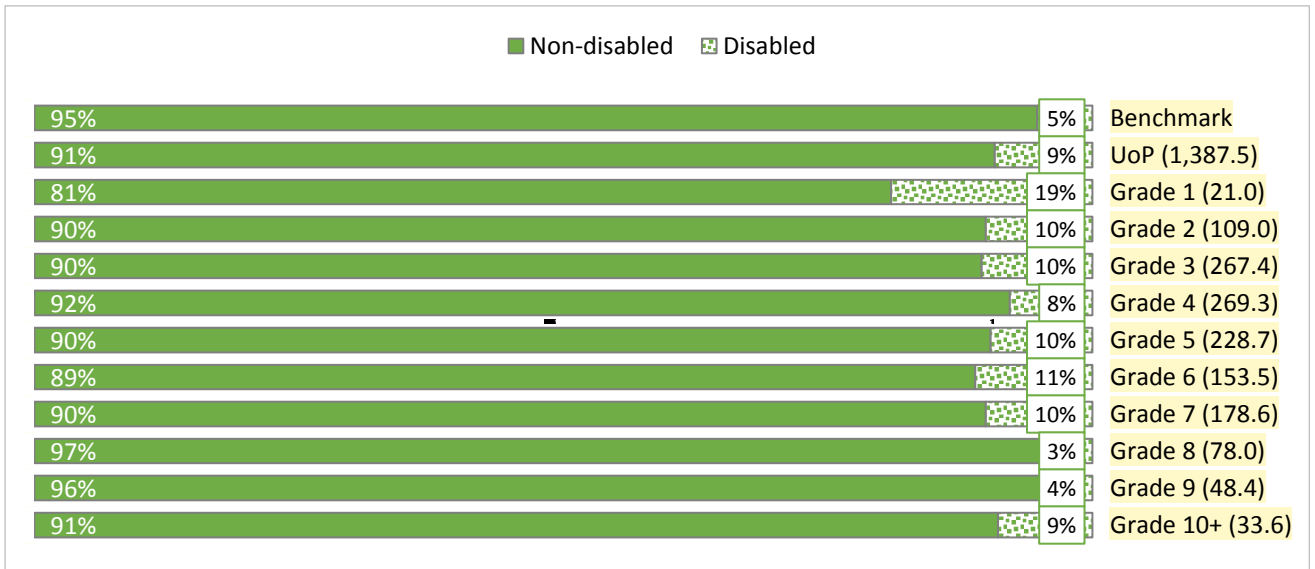




2.3 Professional & Support Staff Distribution

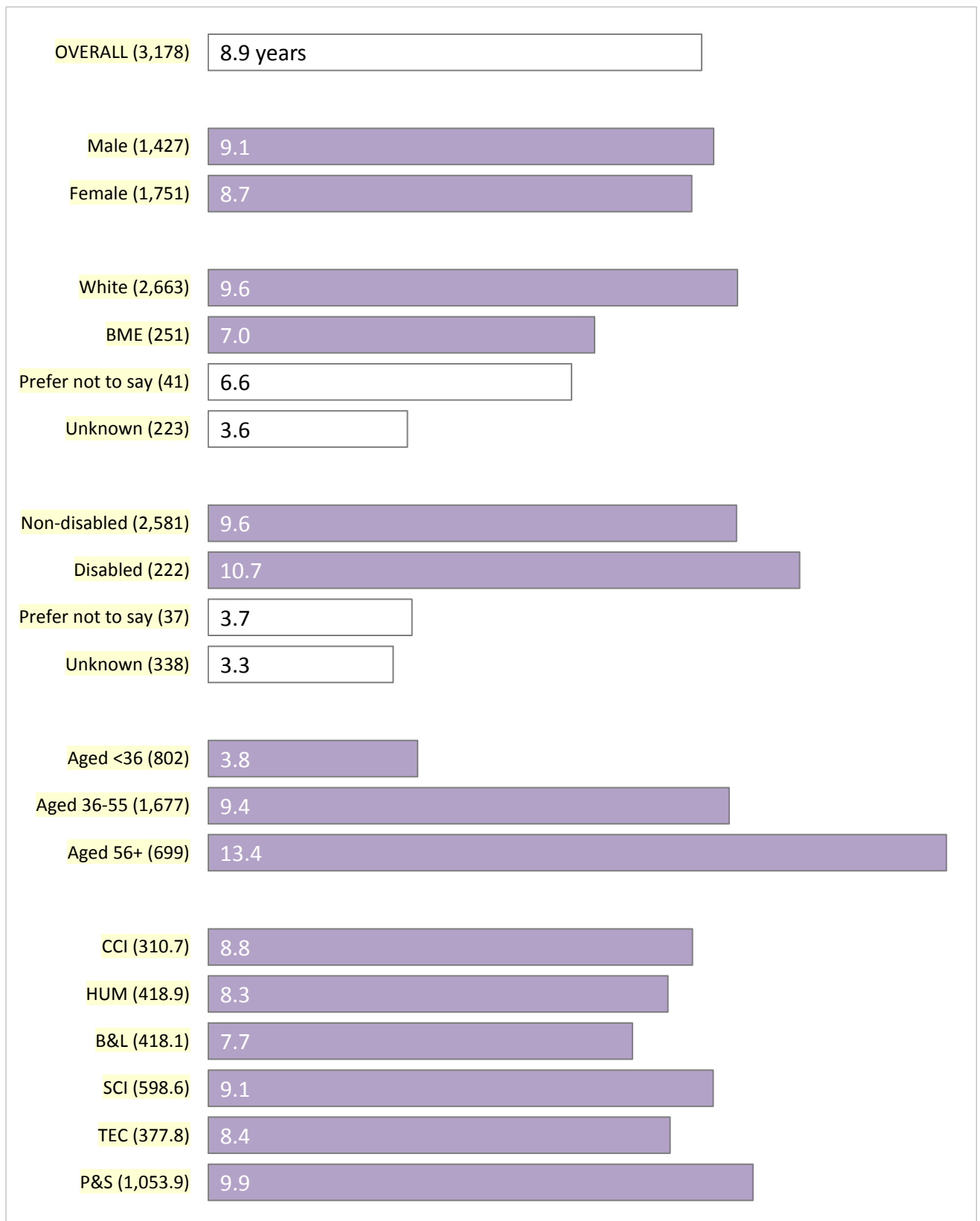
A breakdown of the Professional & Support roles at the University, by FPE





2.4 Length of Employment

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



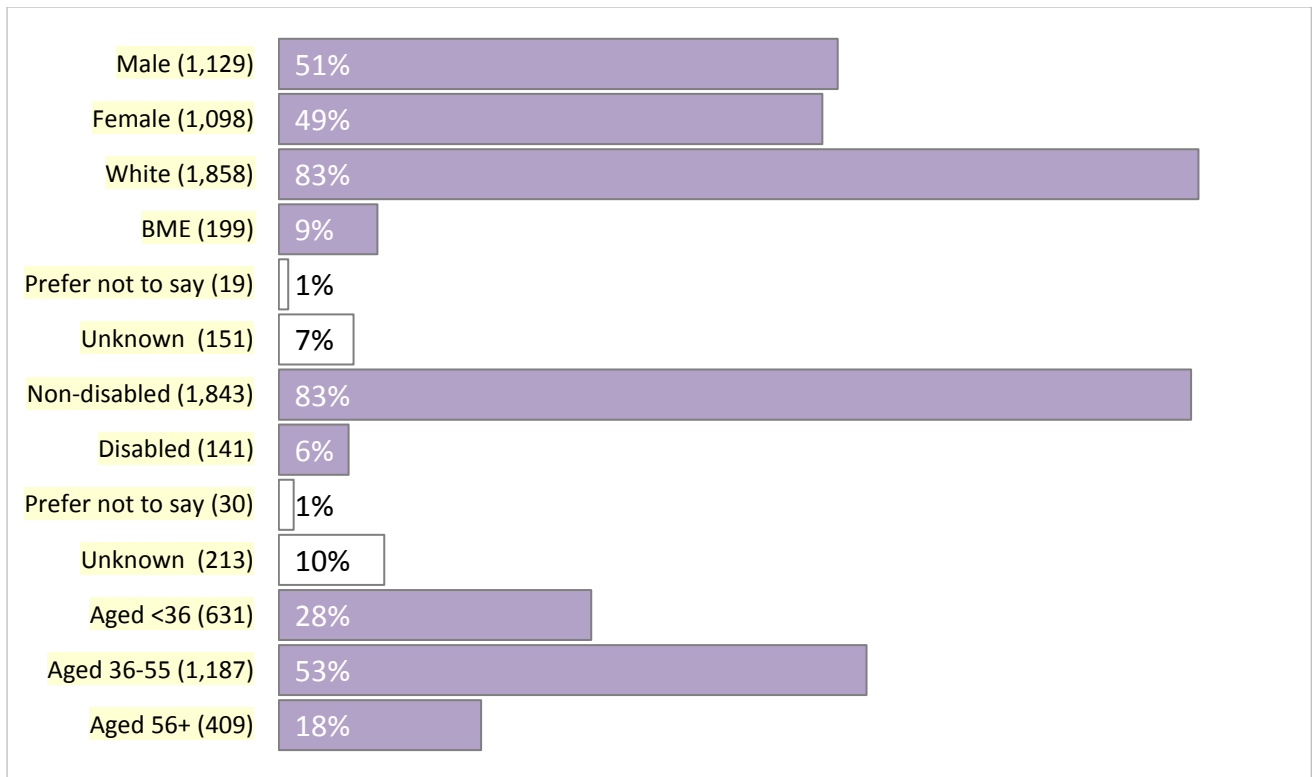
3. Contracts

- 70% of employees at the University had a full-time contract; 20% had a part-time contract & 10% had a PTHP contract
- 29% of female employees at the University had a part-time contract, compared to 8% of male employees
- 22% 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
- 32% of employees aged 35 or under had a fixed term contract, compared to 17% of employees aged older than 35

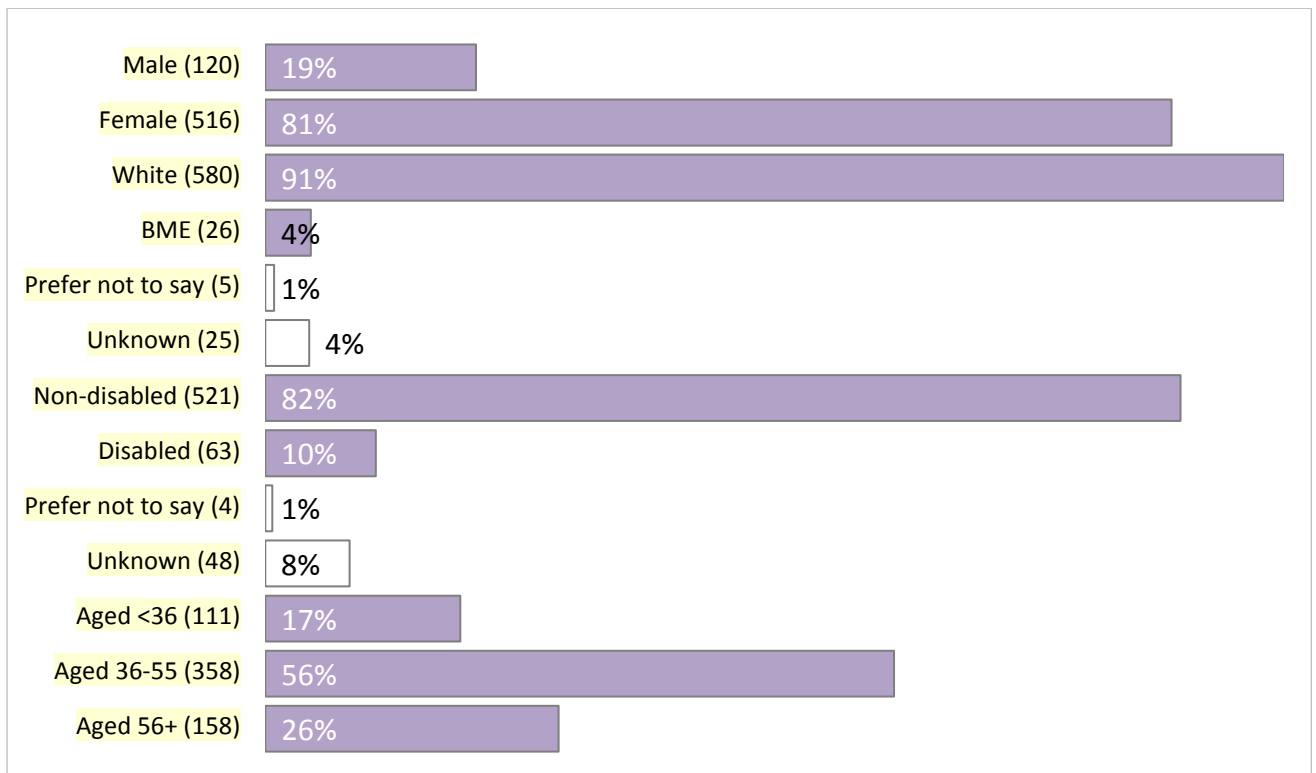
3.1 Full-time/Part-time/PTHP Contracts

A breakdown of the core workforce at University level, by FPE, as of 31st July 2017

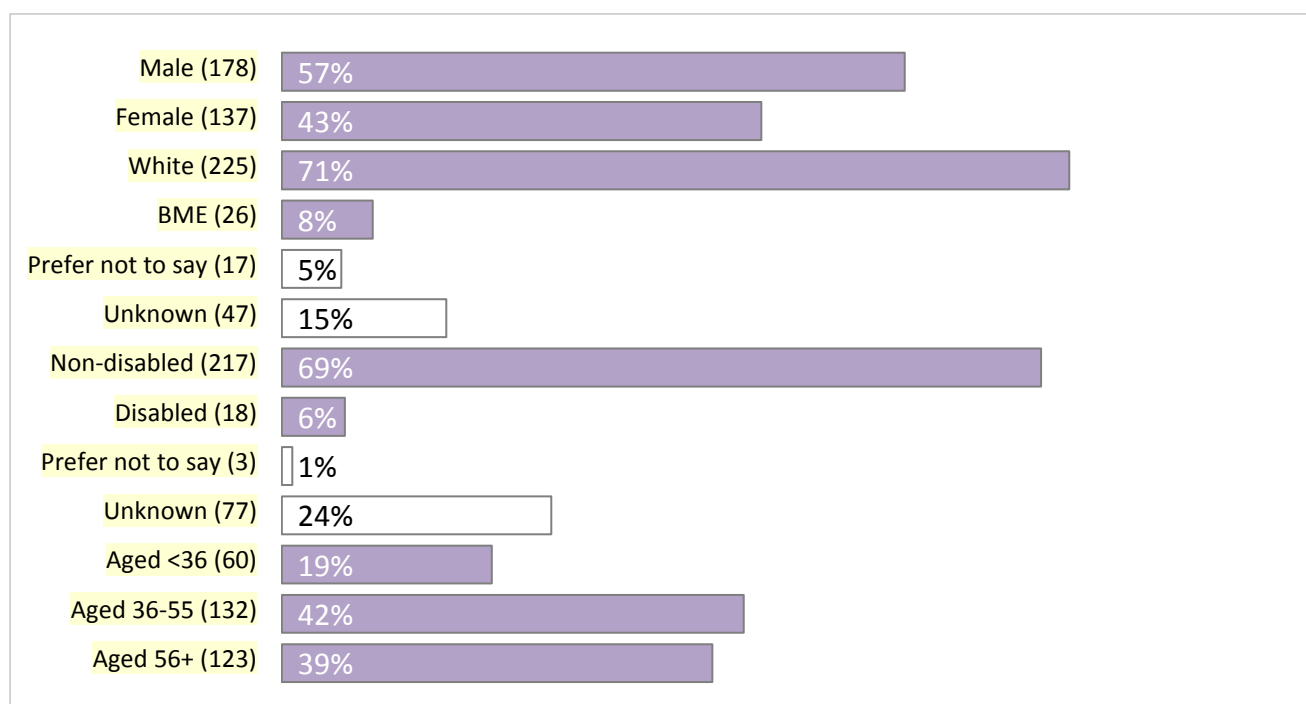
Full time staff



Part time staff

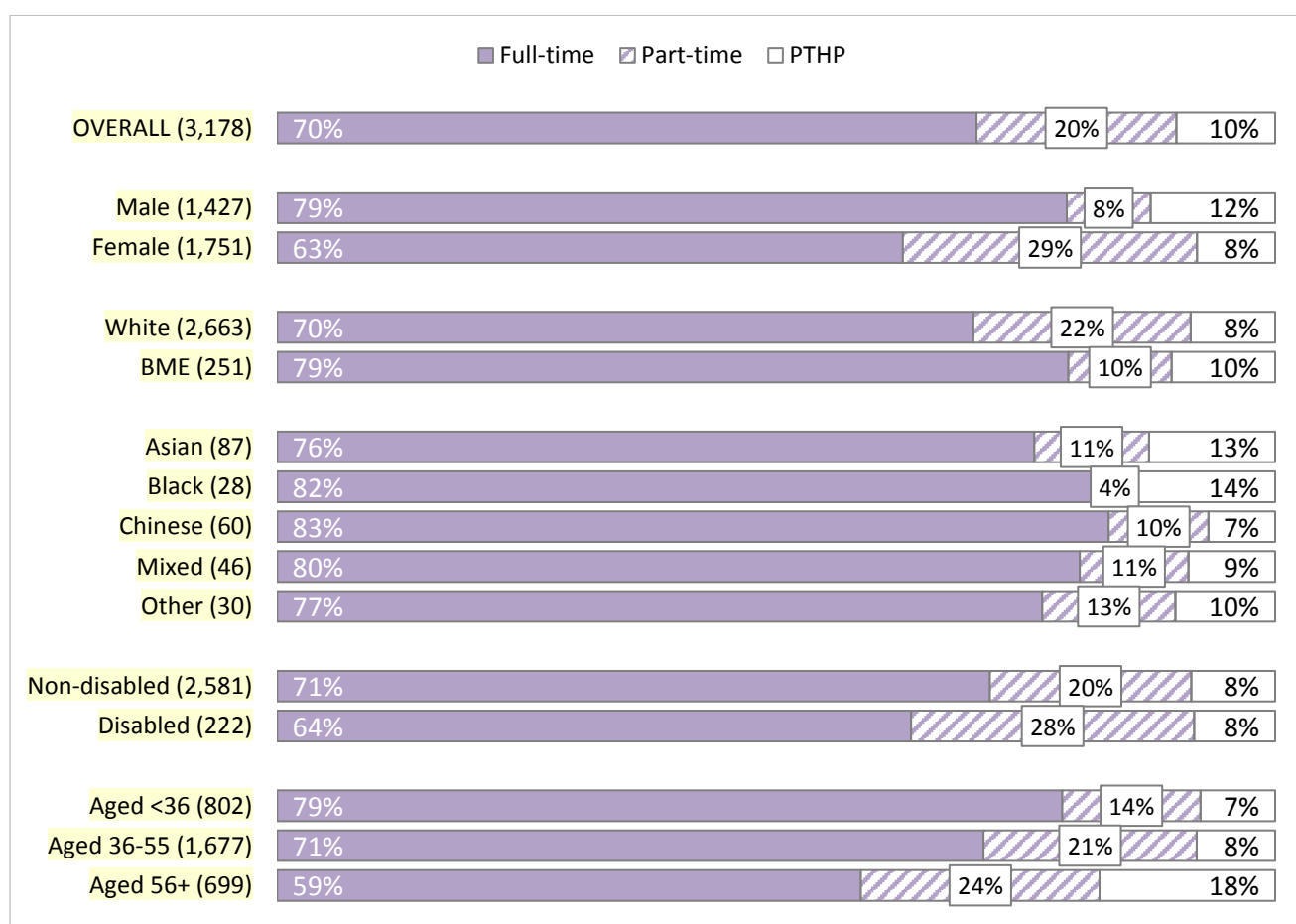


PTHP staff



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

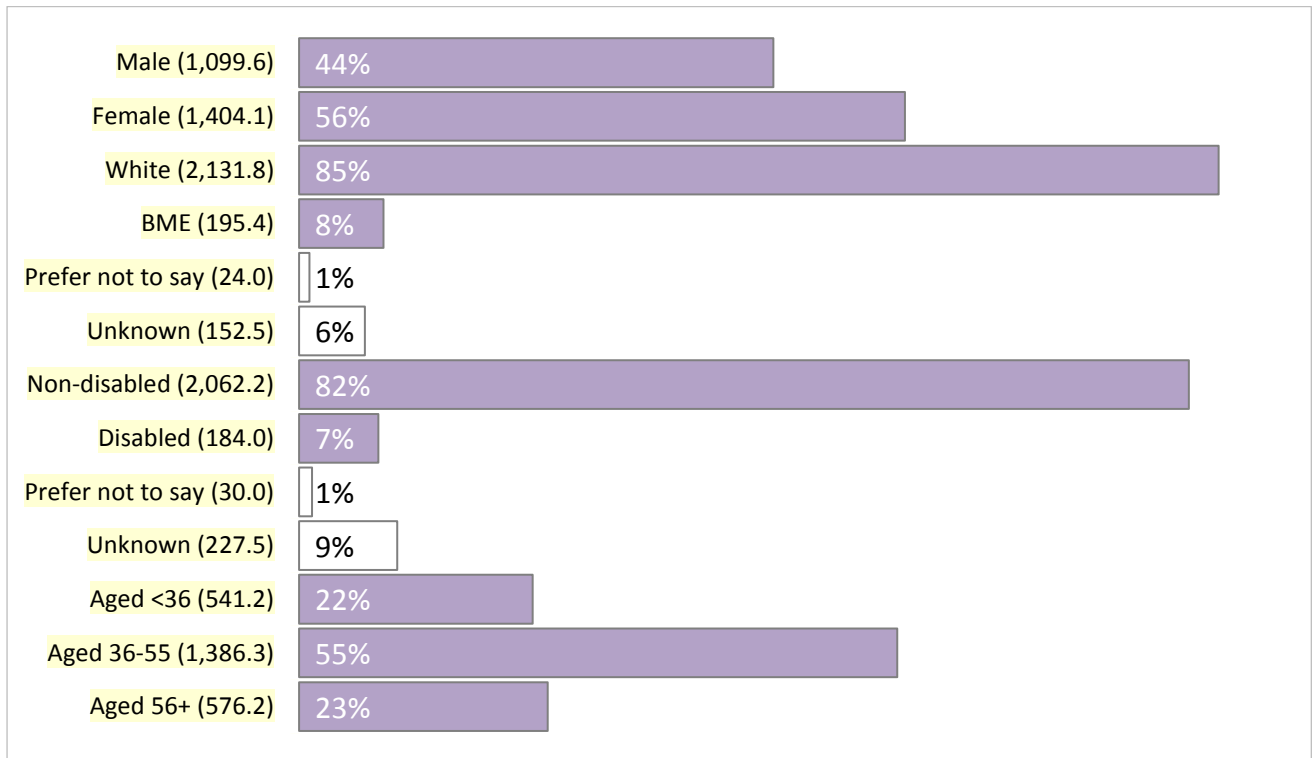
A breakdown of University staff by contract type



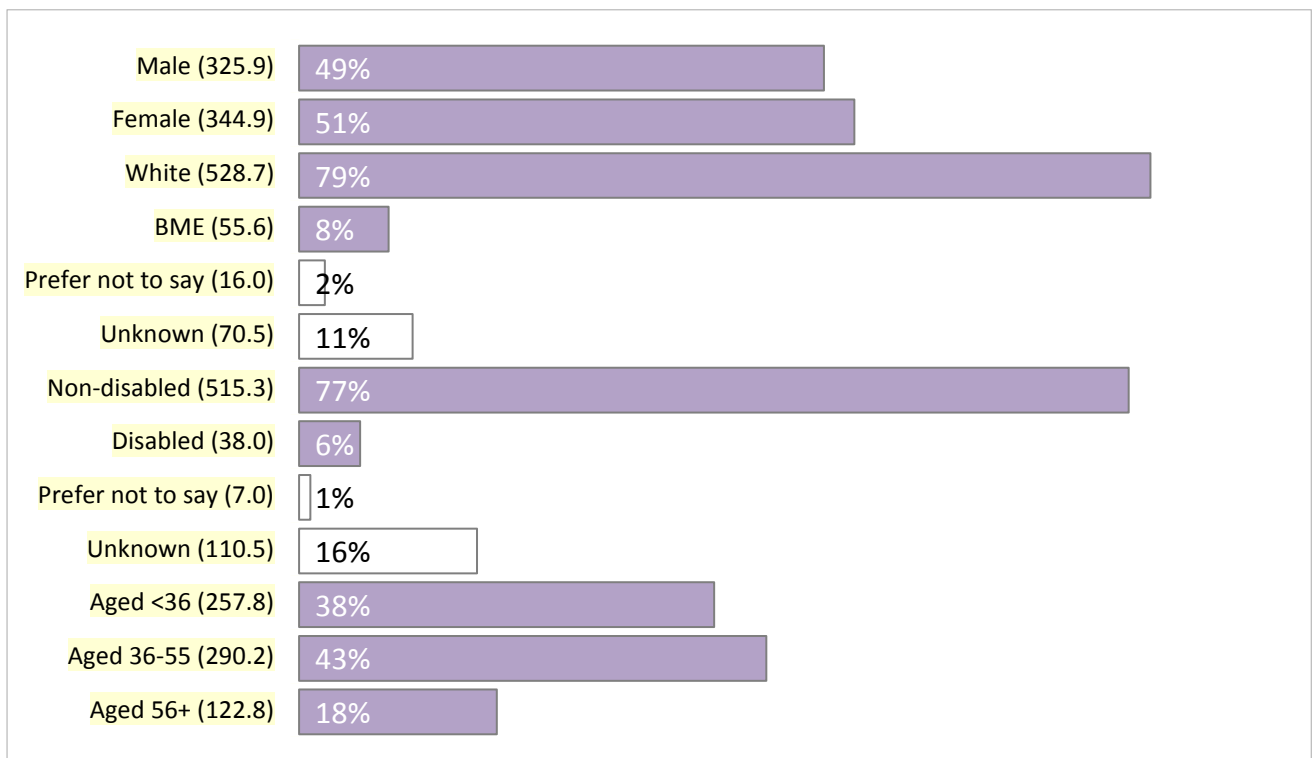
3.3 Permanent/Fixed-term Contracts

A breakdown of the core workforce by contract type

Permanent

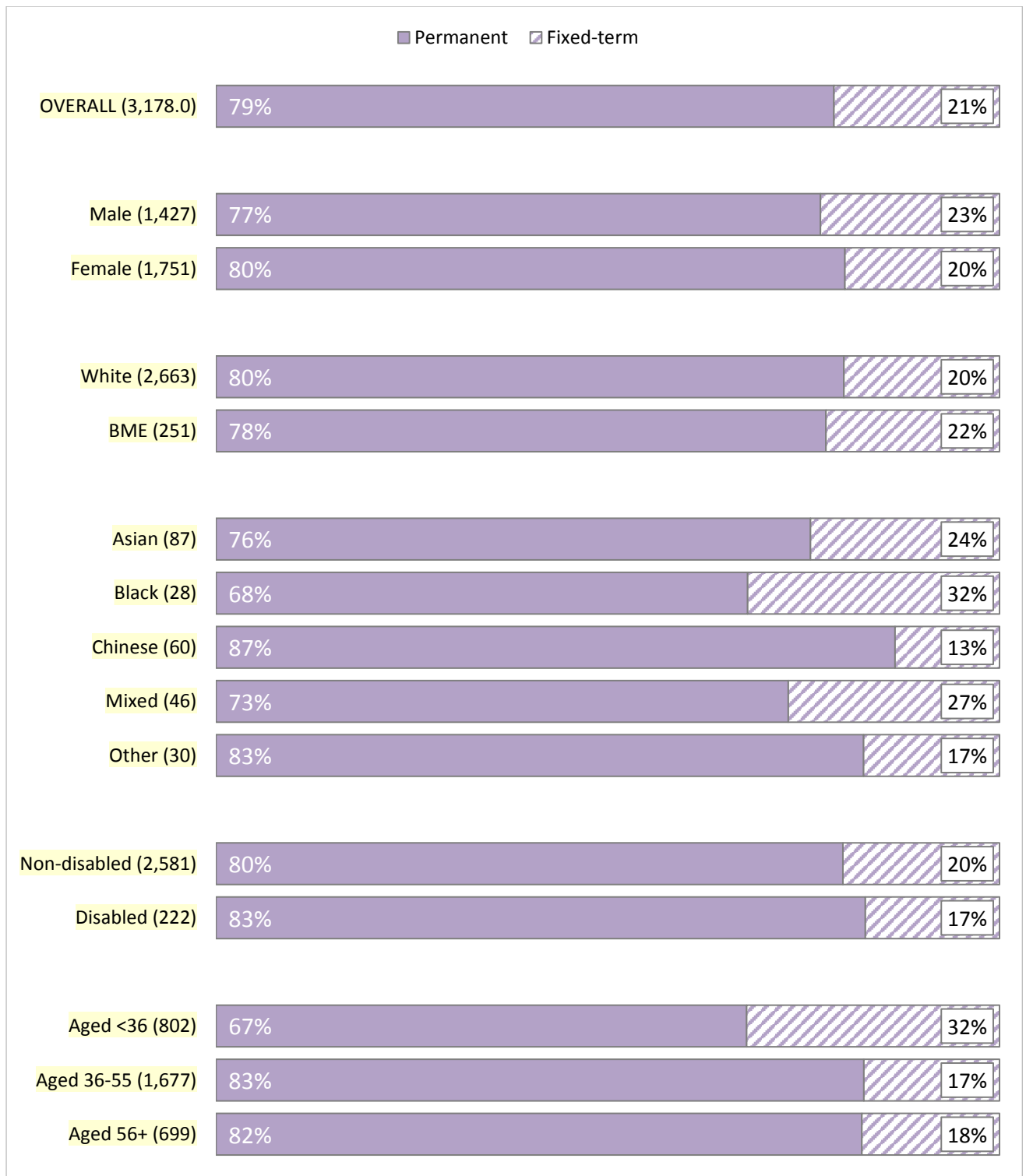


Fixed-term



3.4 Permanent/Fixed-term Contracts, by characteristic

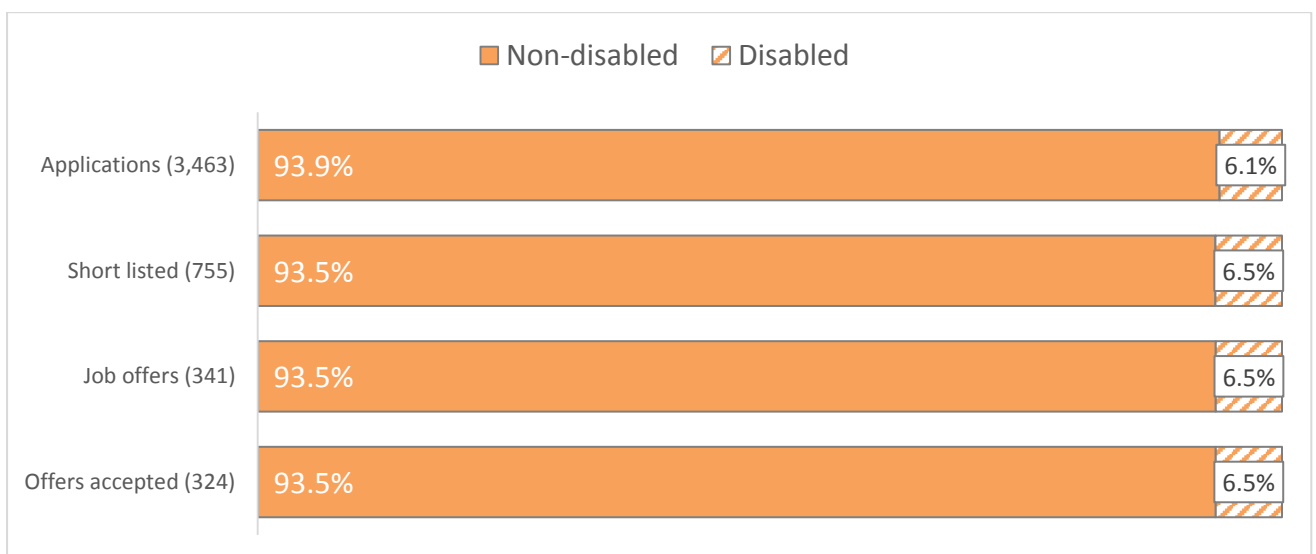
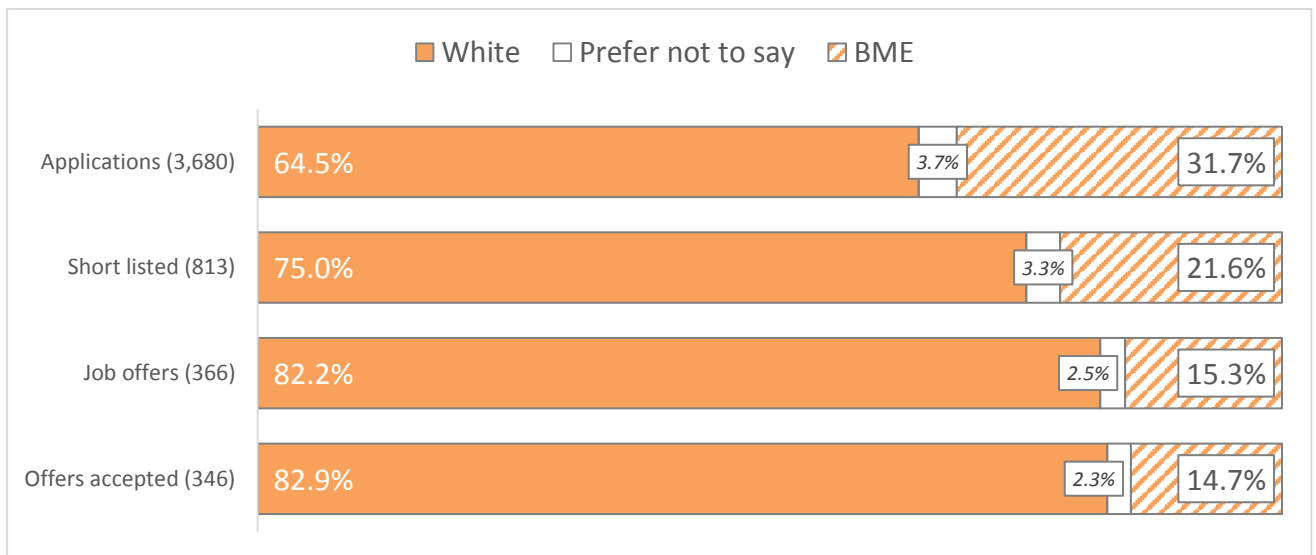
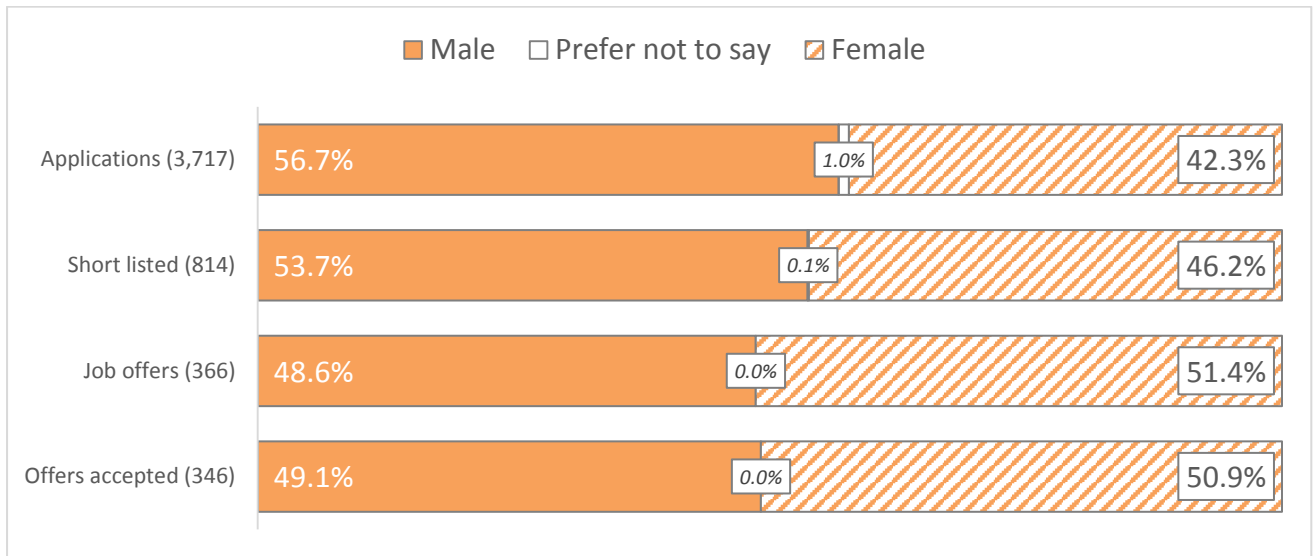
A breakdown of the University staff by contract type

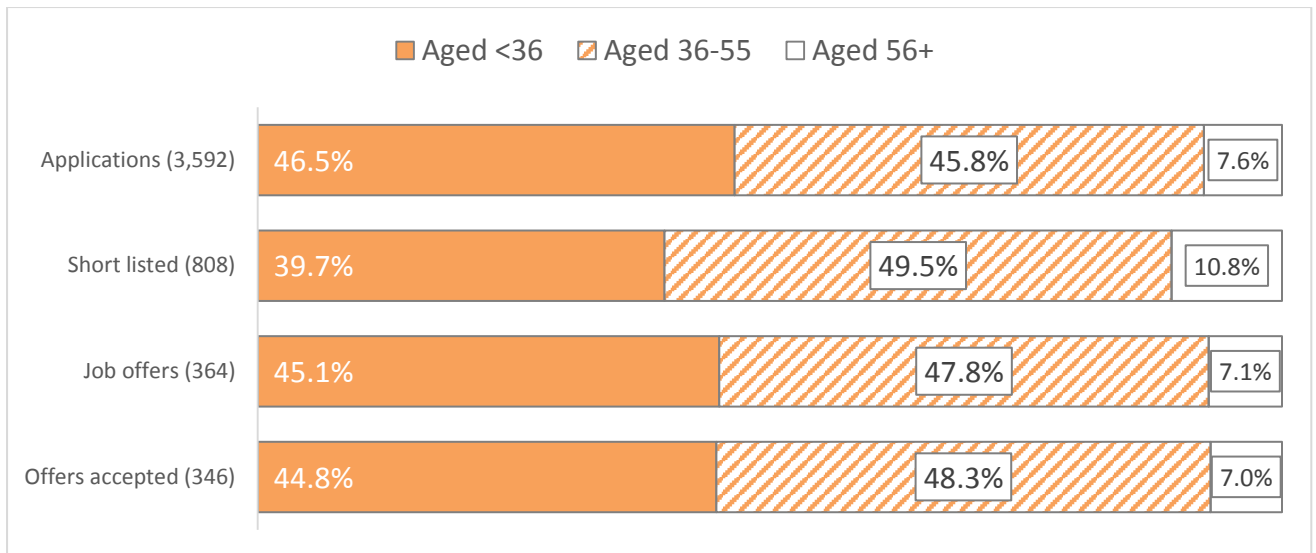


4. Recruitment Journey

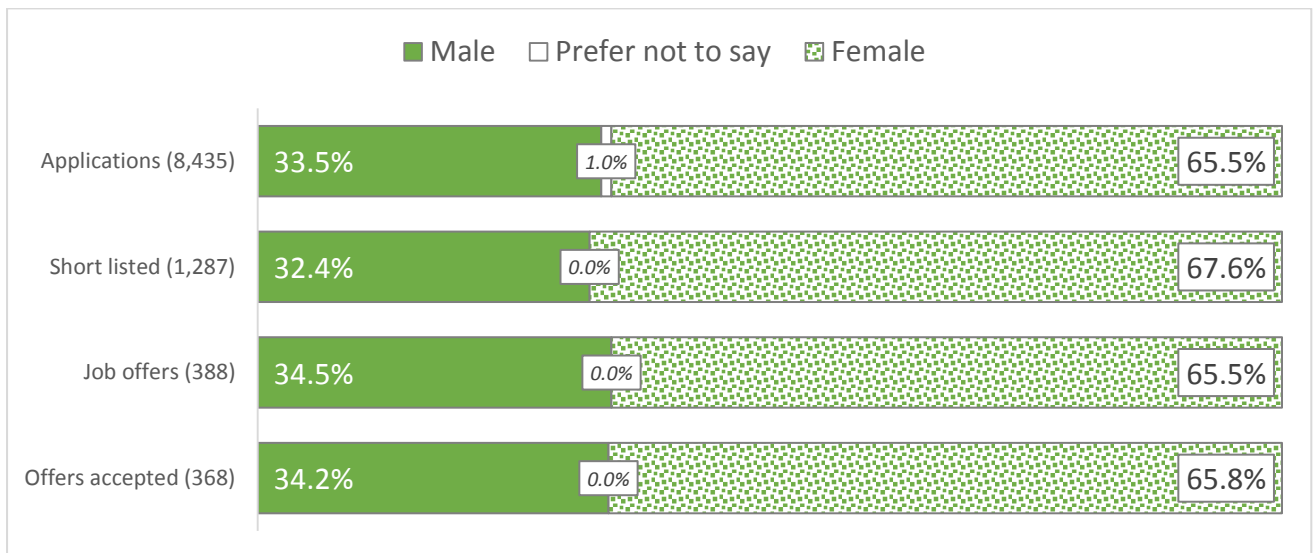
- 57% of all applications received for Academic/Research roles were from men; however only 54% of candidates short listed and 49% of hiring offers were issued to men
- 32% of all applications received for Academic/Research roles came from individuals of BME ethnicity; however only 22% of candidates short listed and 15% of hiring offers were issued to individuals of BME ethnicities
- 15% of all applications received for Professional/Support roles came from individuals of BME ethnicity; however only 9% of candidates short listed and 8% of hiring offers were issued to individuals of BME ethnicities
- The difference in the proportion of applications leading to a candidate being short listed was statistically significant in the following categories
 - Male & female, academic & research roles (20.7% vs 23.9%)
 - White & BME, academic & research roles (25.7% vs 15.1%)
 - White & BME, professional & support roles (16.3% vs 9.5%)
 - Aged <36 & aged 56+, academic & research roles (19.2% vs 31.8%)
 - Aged <36 & aged 36-55, professional & support roles (14.1% vs 18.8%)
- The difference in the proportion of candidates short listed leading to a hiring offer was statistically significant in the following categories
 - Male & female, academic & research roles (40.7% vs 50.0%)
 - White & BME, academic & research roles (49.3% vs 31.8%)
 - Aged <36 & aged 56+, academic & research roles (51.1% vs 29.9%)
 - Aged <36 & aged 36-55, professional & support roles (37.6% vs 22.3%)
- In academic & research roles, 26.8% of white women who apply for a role are successful in being short listed, compared to 15.0% of BME men
- In academic & research roles, 52.0% of white women who are short listed receive a job offer, compared to 26.3% of BME men
- Intersectionality data of gender & ethnicity highlighted a low proportion of applications that had been received from black females, when compared to white females
- Sexual orientation data of individuals who applied for roles in 2016/17
 - 86.3% - Heterosexual/straight
 - 4.8% - LGB/other
 - 8.9% - Prefer not to specify/no response
- Religion/belief data of individuals who applied for roles in 2016/17
 - 34.4% - Christian
 - 9.4% - Other religions/beliefs
 - 46.9% - No religion
 - 9.3% - Prefer not to say/no response

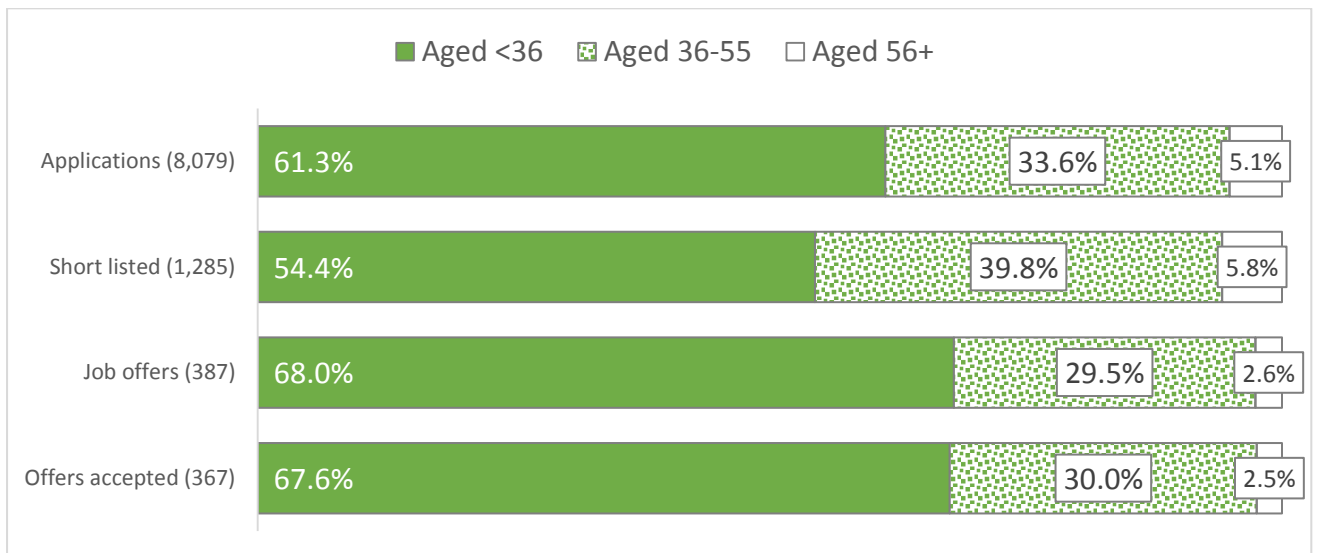
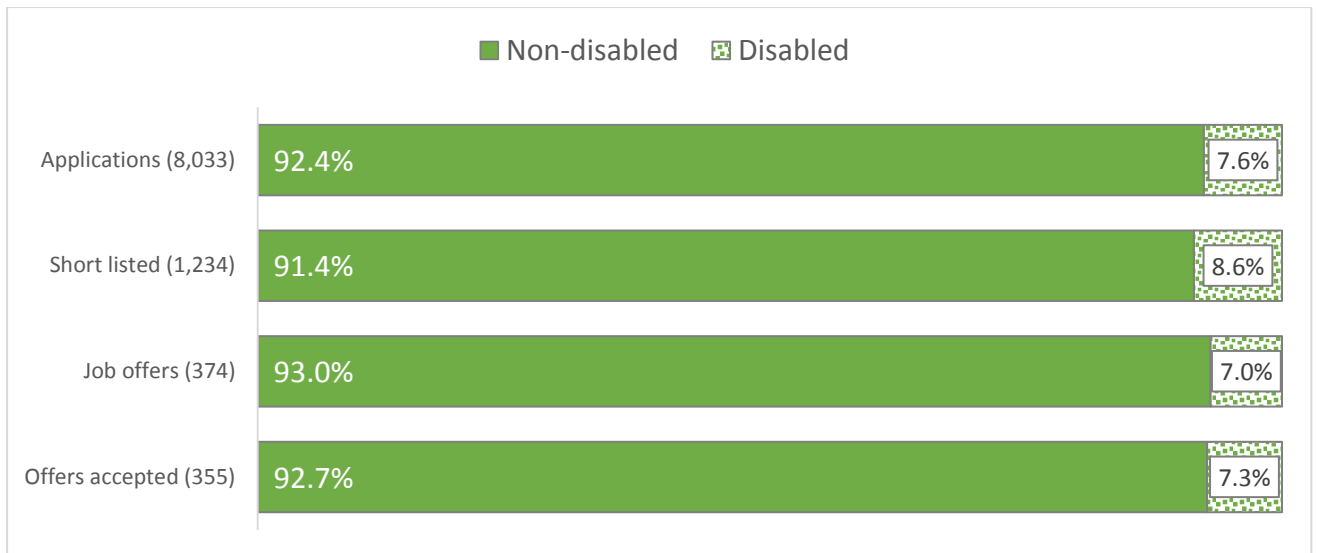
4.1 Applications, Short listings & Offers for Academic & Research roles, by characteristic
A breakdown of applications, short listings & job offers from the 2016/17 academic year





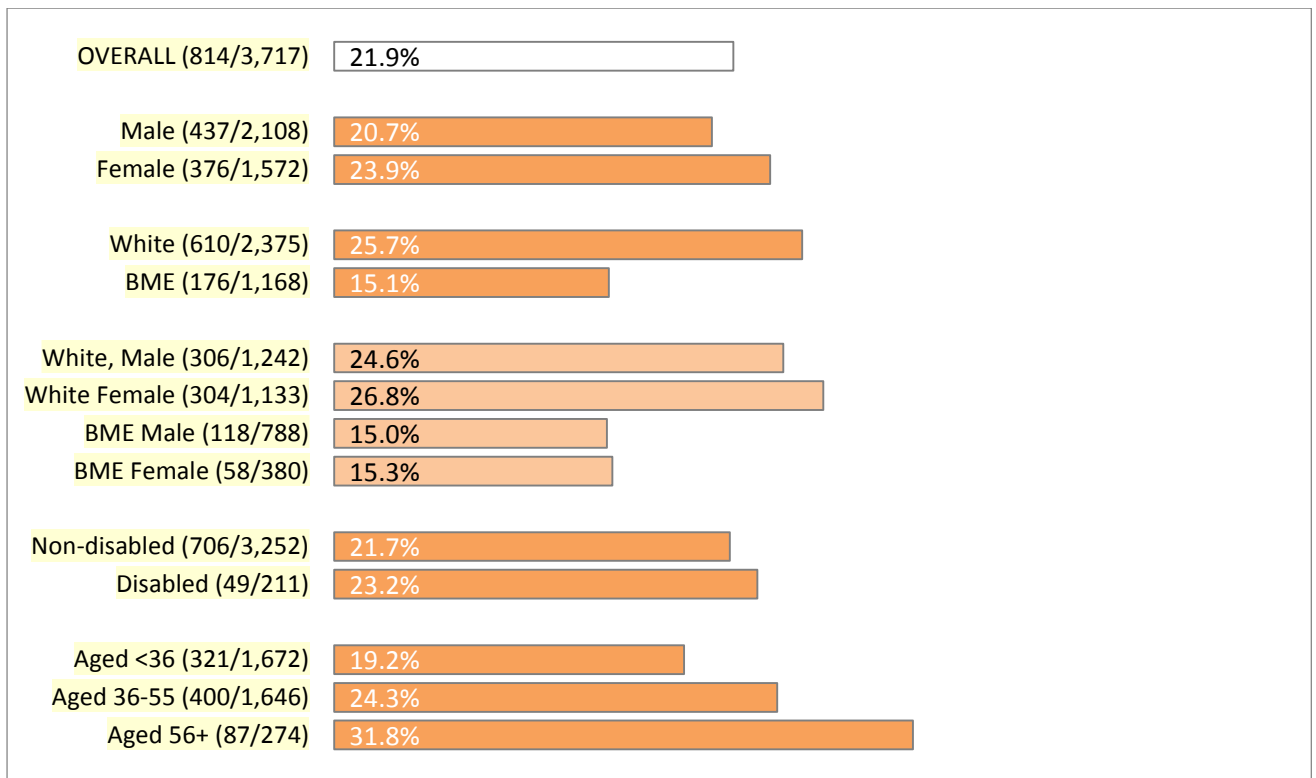
4.2 Applications, Short listings & Offers for Professional & Support roles, by characteristic
A breakdown of applications, short listings & job offers from the 2016/17 academic year





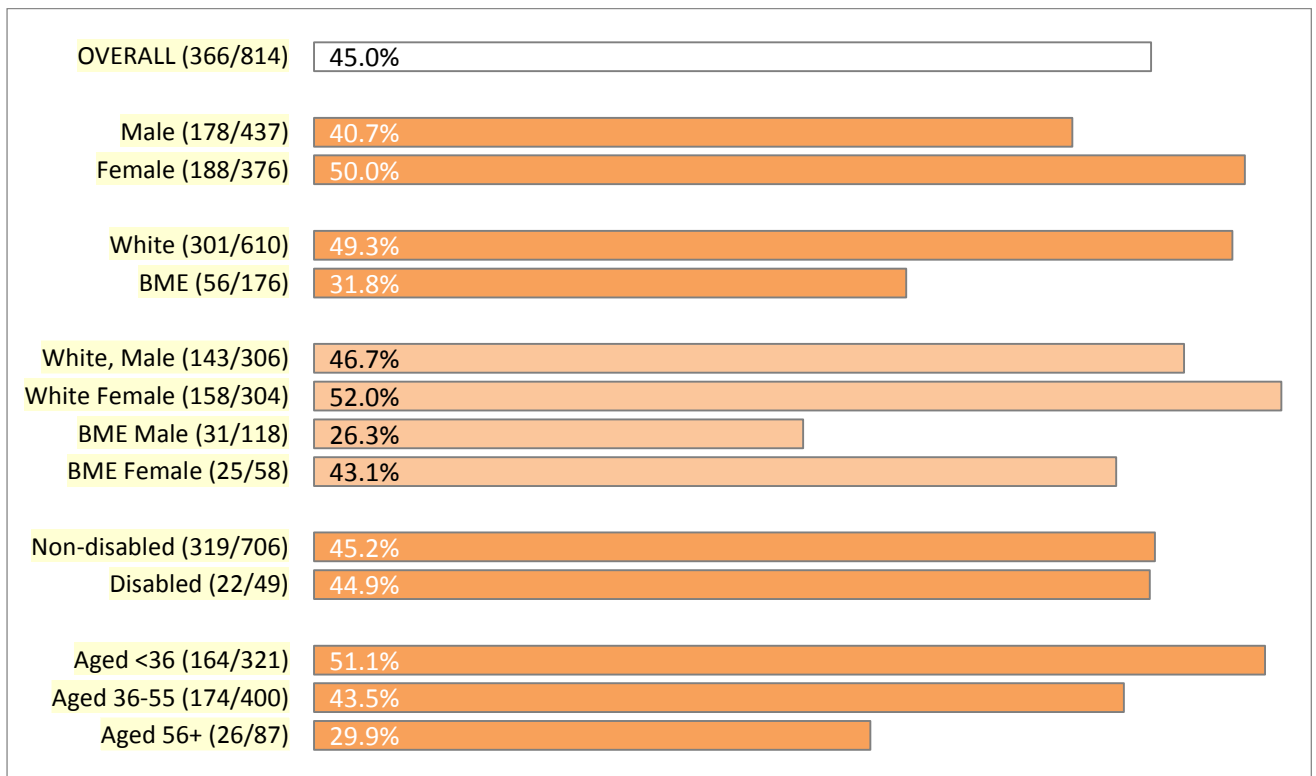
4.3 Academic & Research Application Success Rate, by characteristic

The proportion of A&R applications received that led to the candidate being short listed



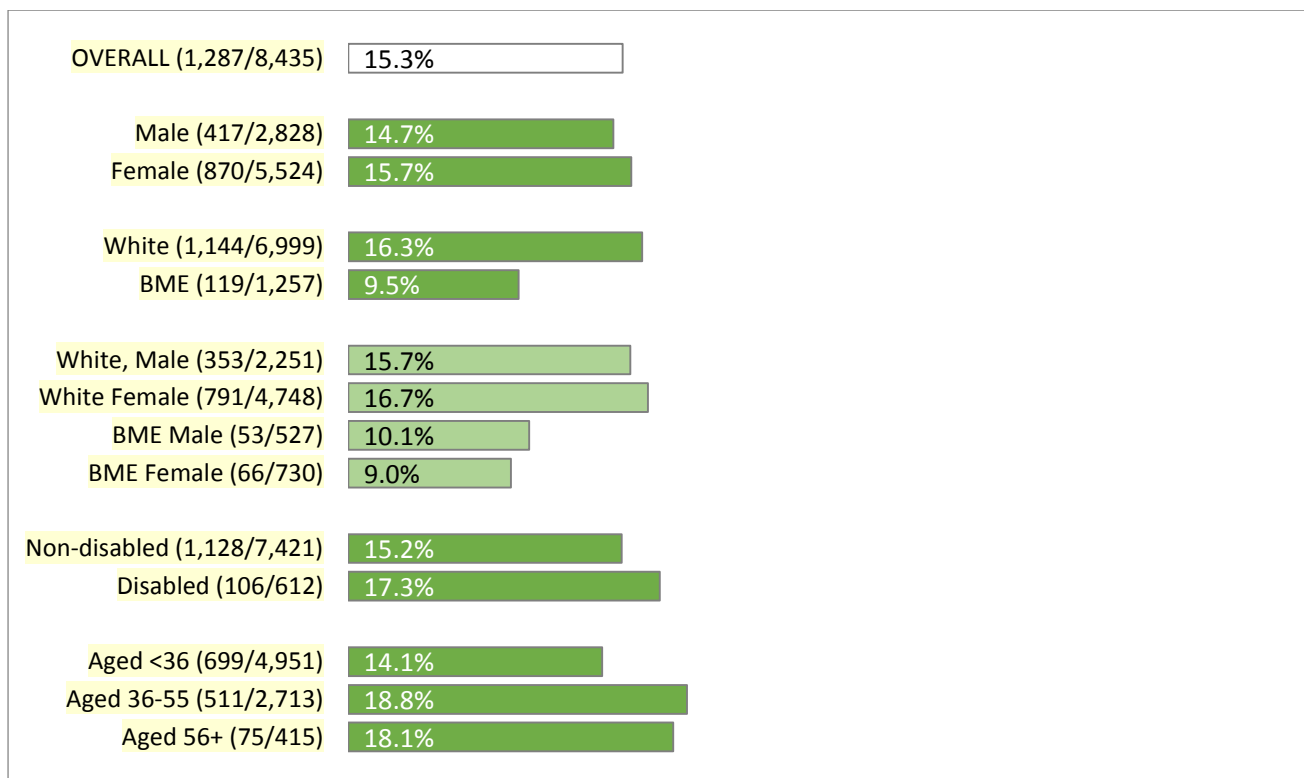
4.4 Academic & Research Short Listing Success Rate, by characteristic

The proportion of A&R short listings that led to the offer of a hire



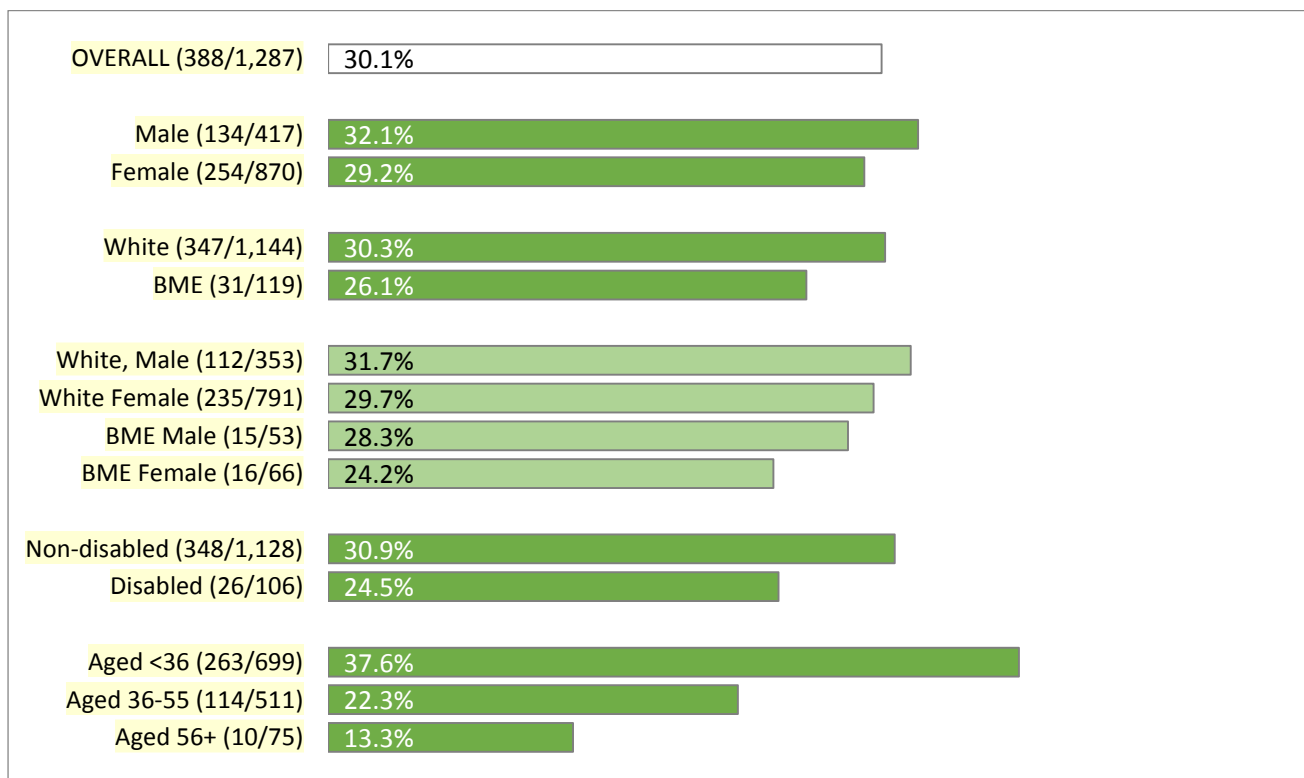
4.5 Professional & Support Application Success Rate, by characteristic

The proportion of P&S applications received that led to the candidate being short listed



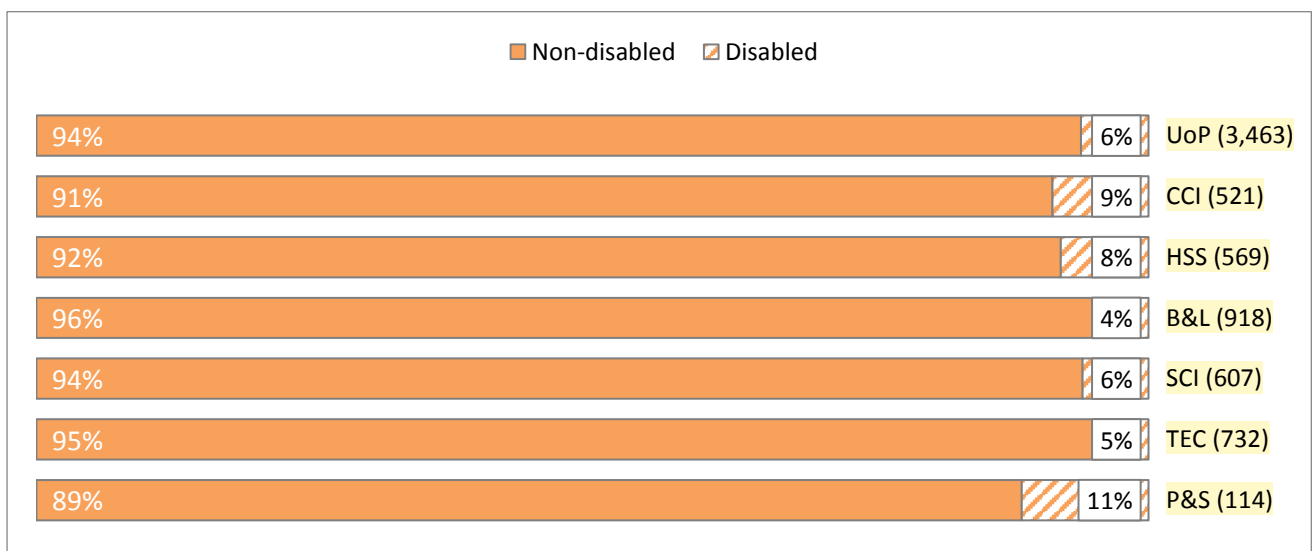
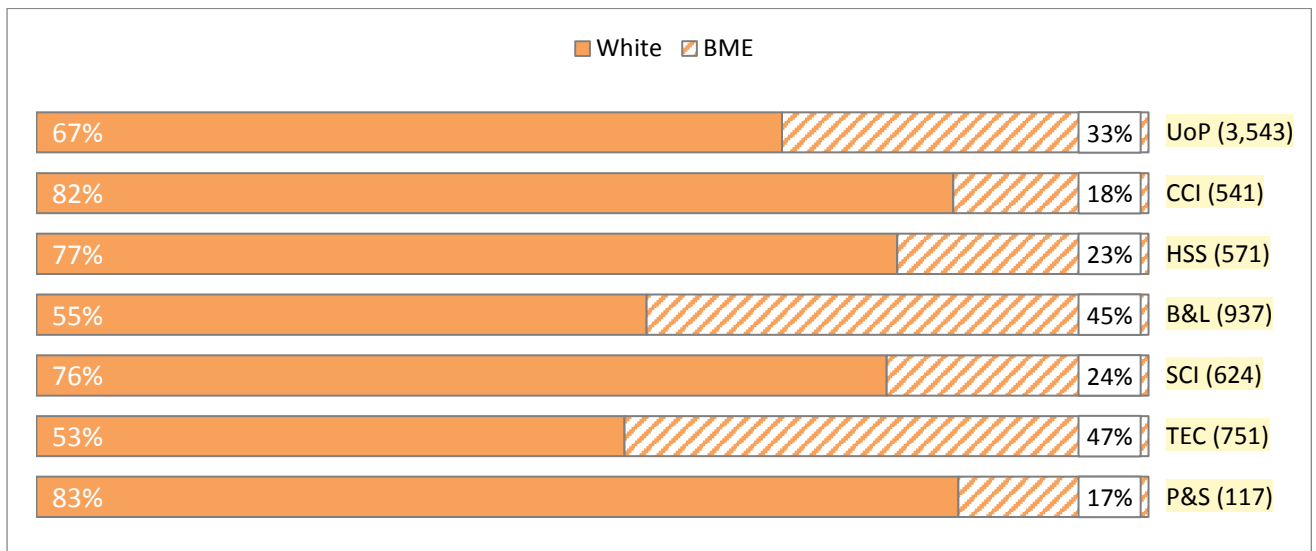
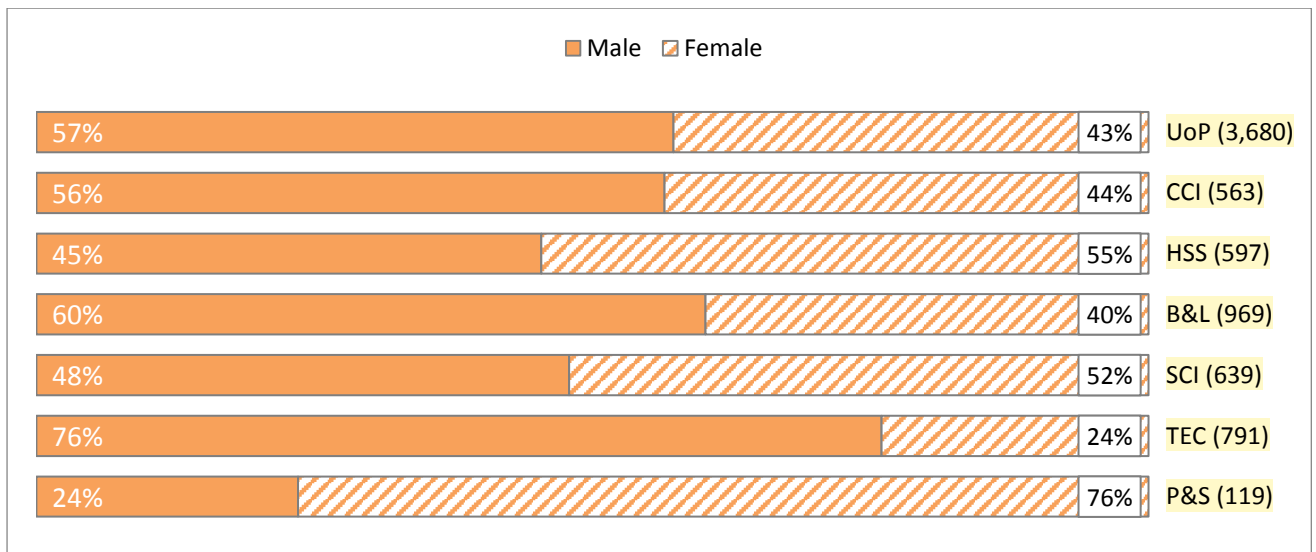
4.6 Professional & Support Short Listing Success Rate, by characteristic

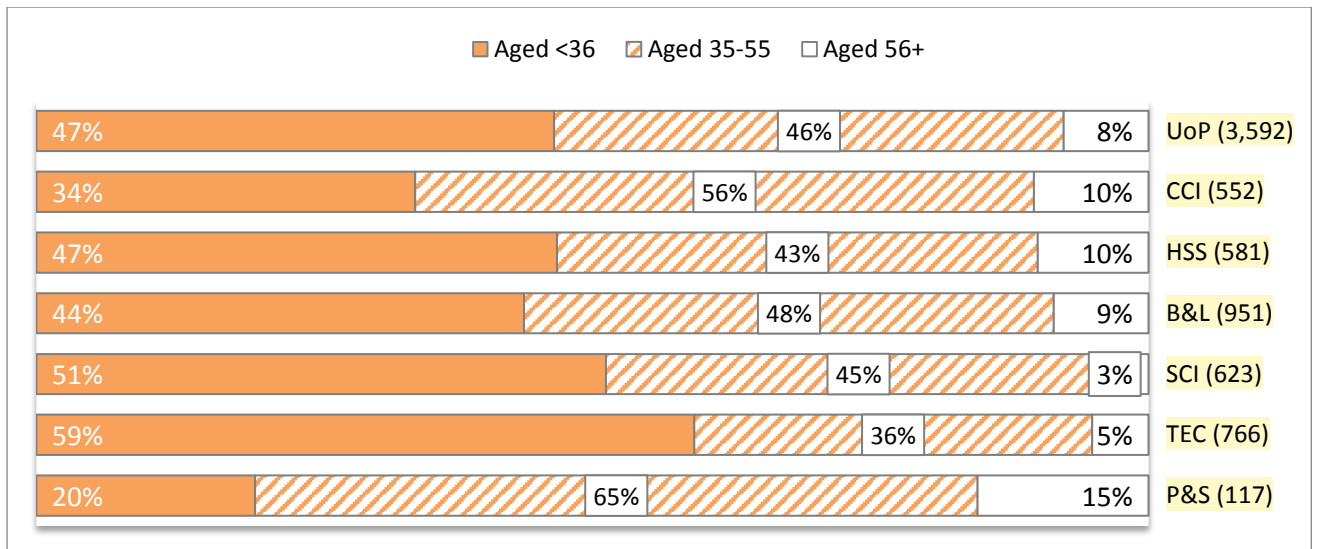
The proportion of P&S short listings that led to the offer of a hire



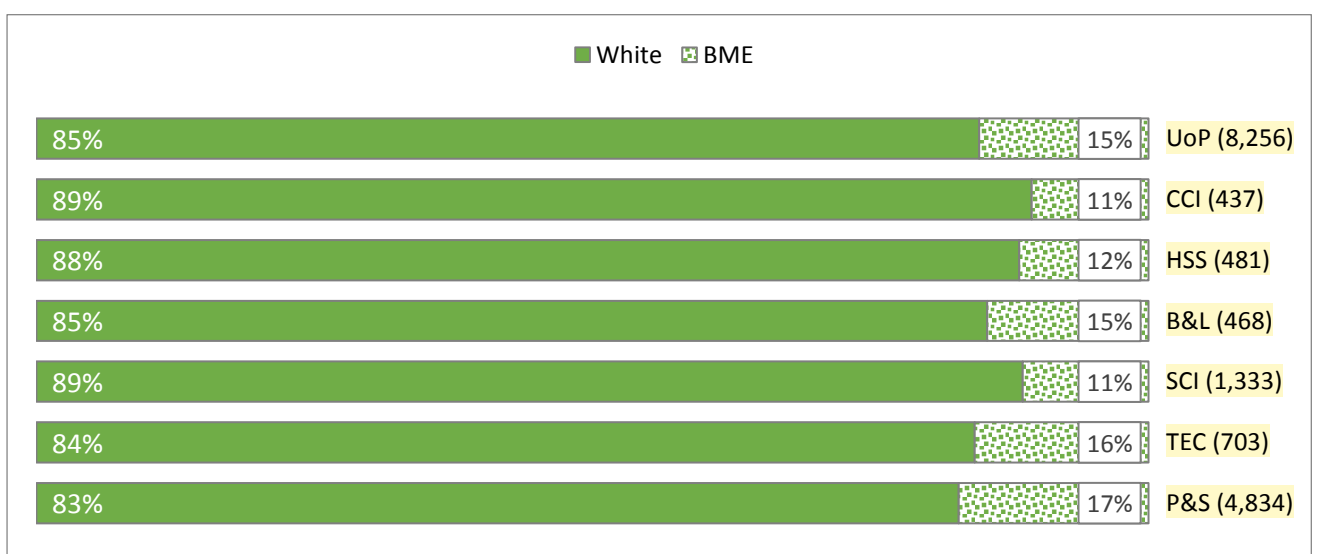
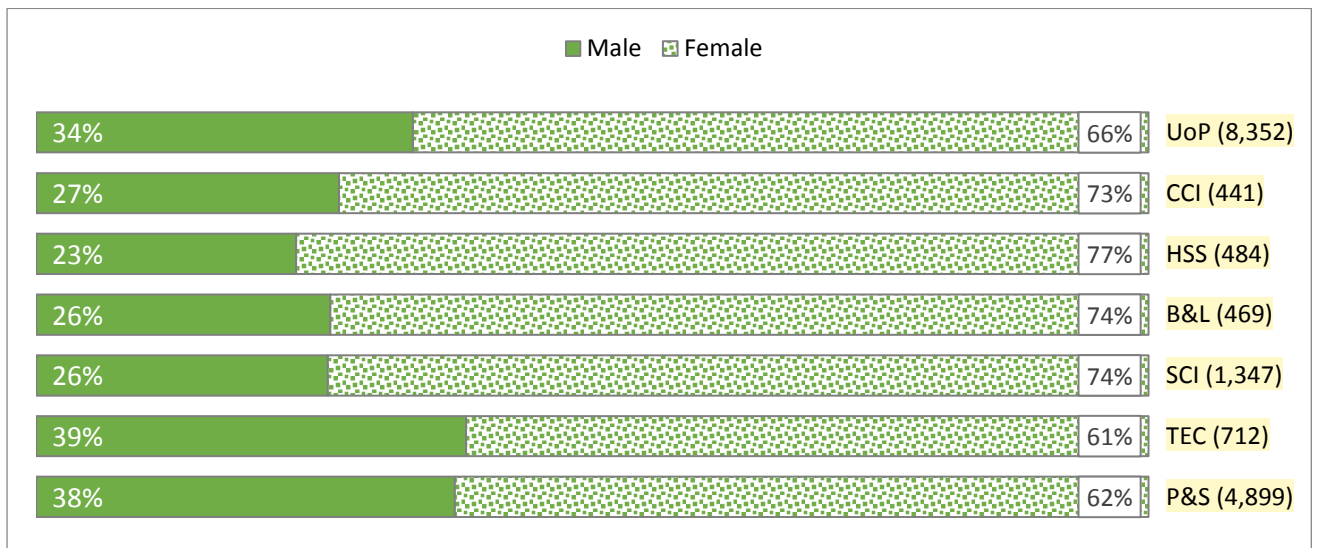
4.7 Faculty Academic & Research Applications, by characteristic

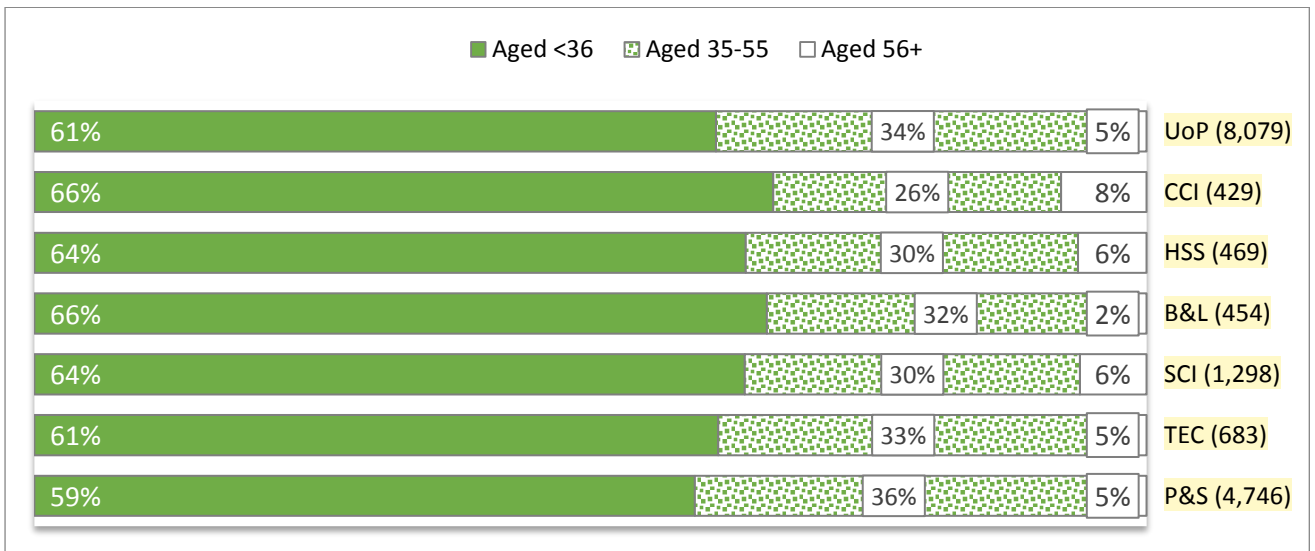
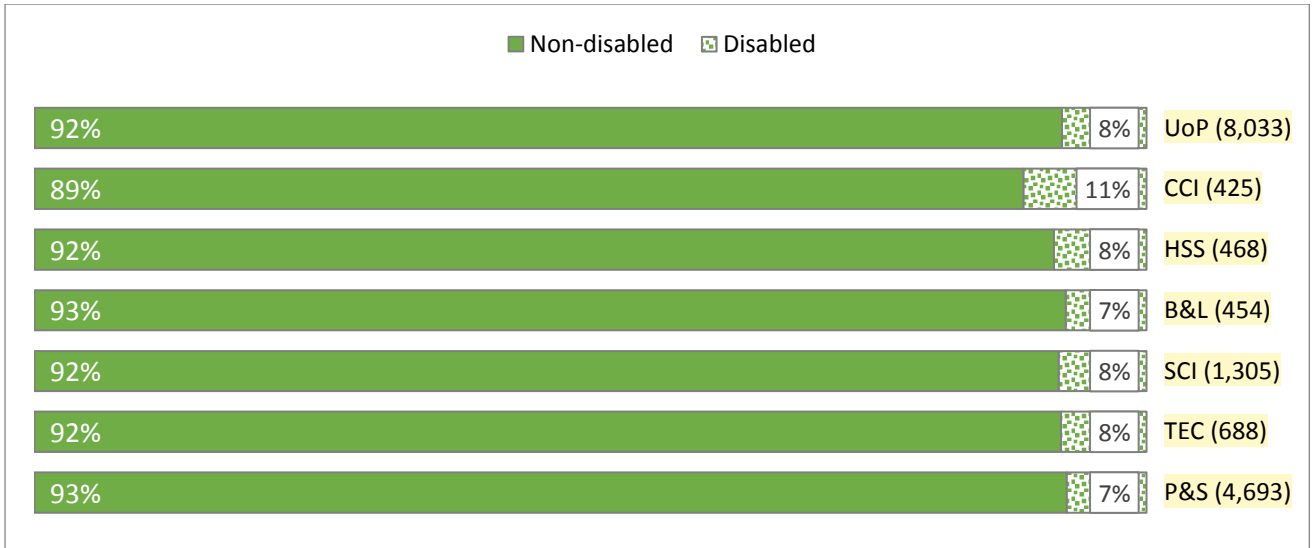
A breakdown of the applications at a Faculty level





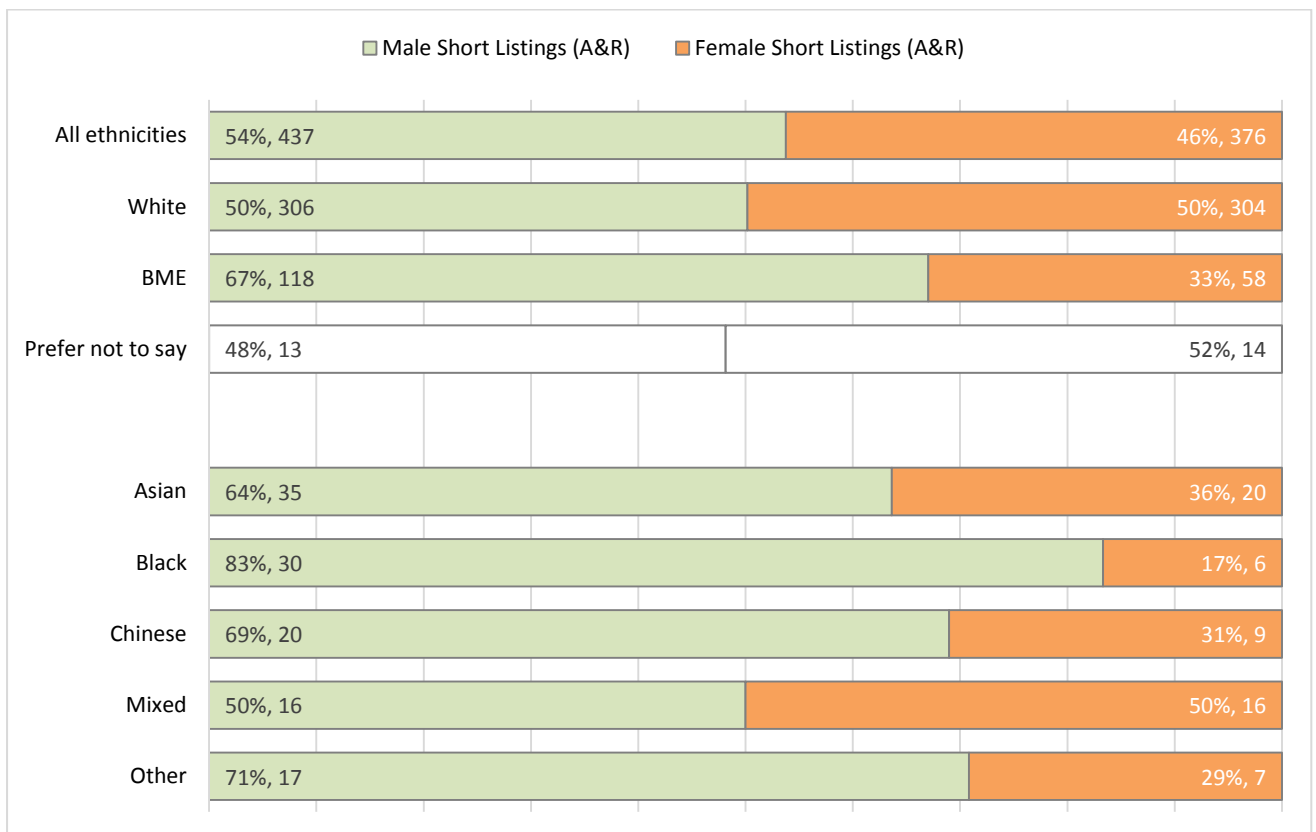
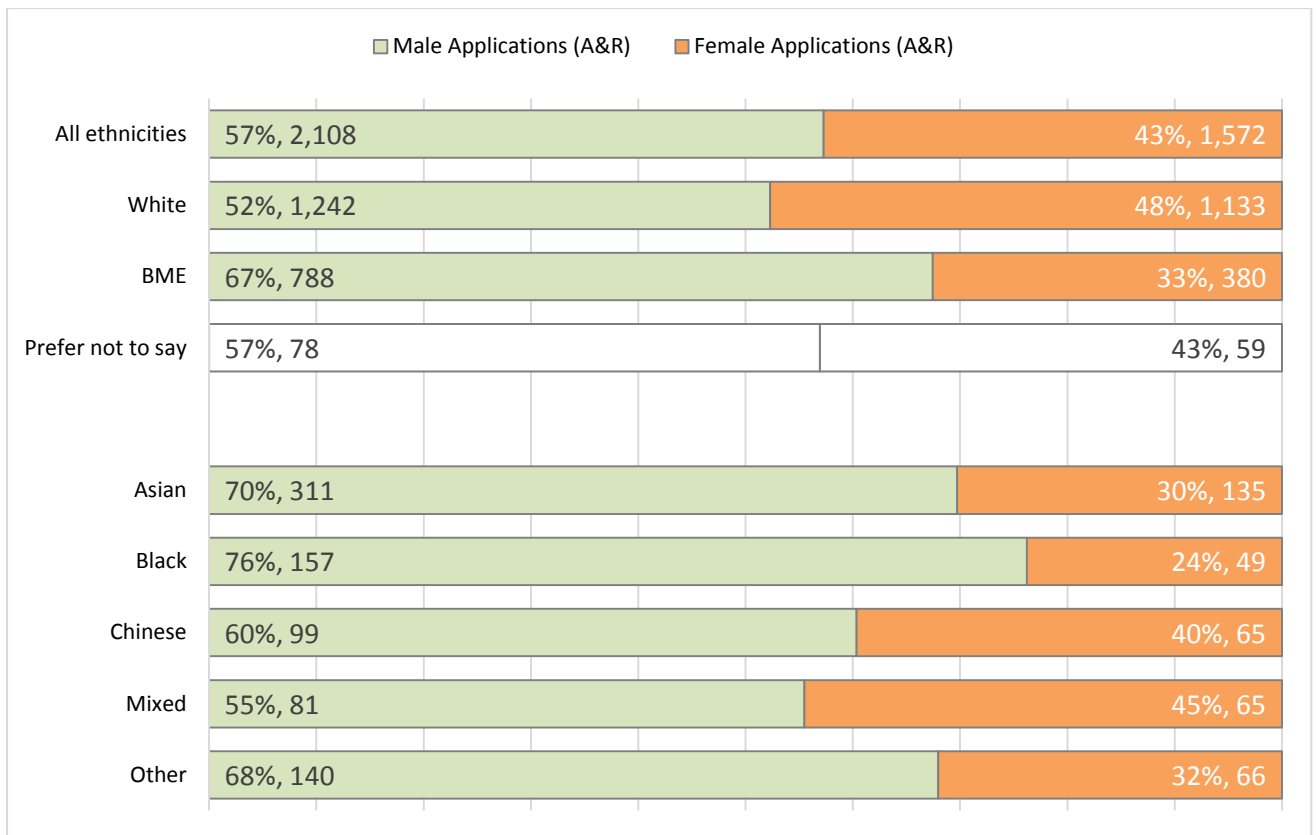
4.8 Faculty Professional & Support Applications, by characteristic
A breakdown of the applications at a Faculty level





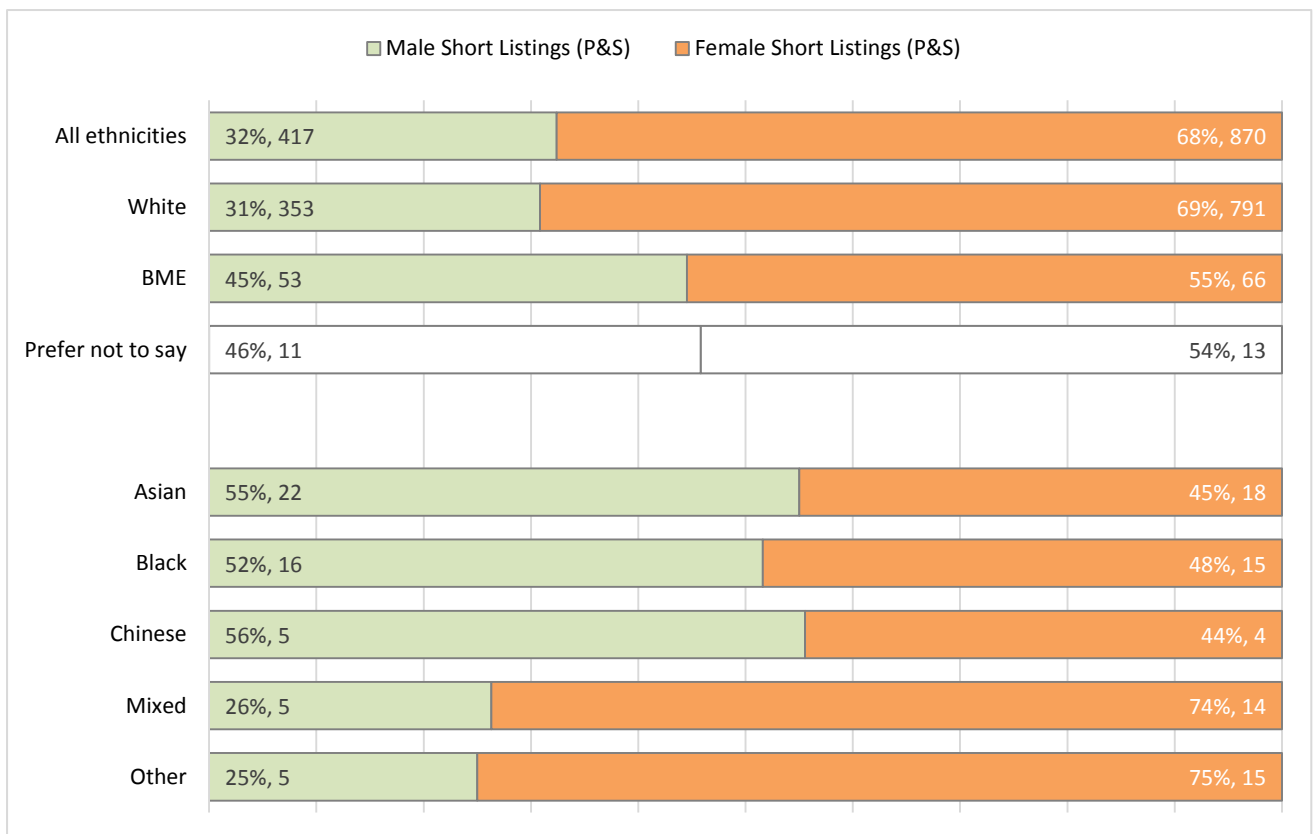
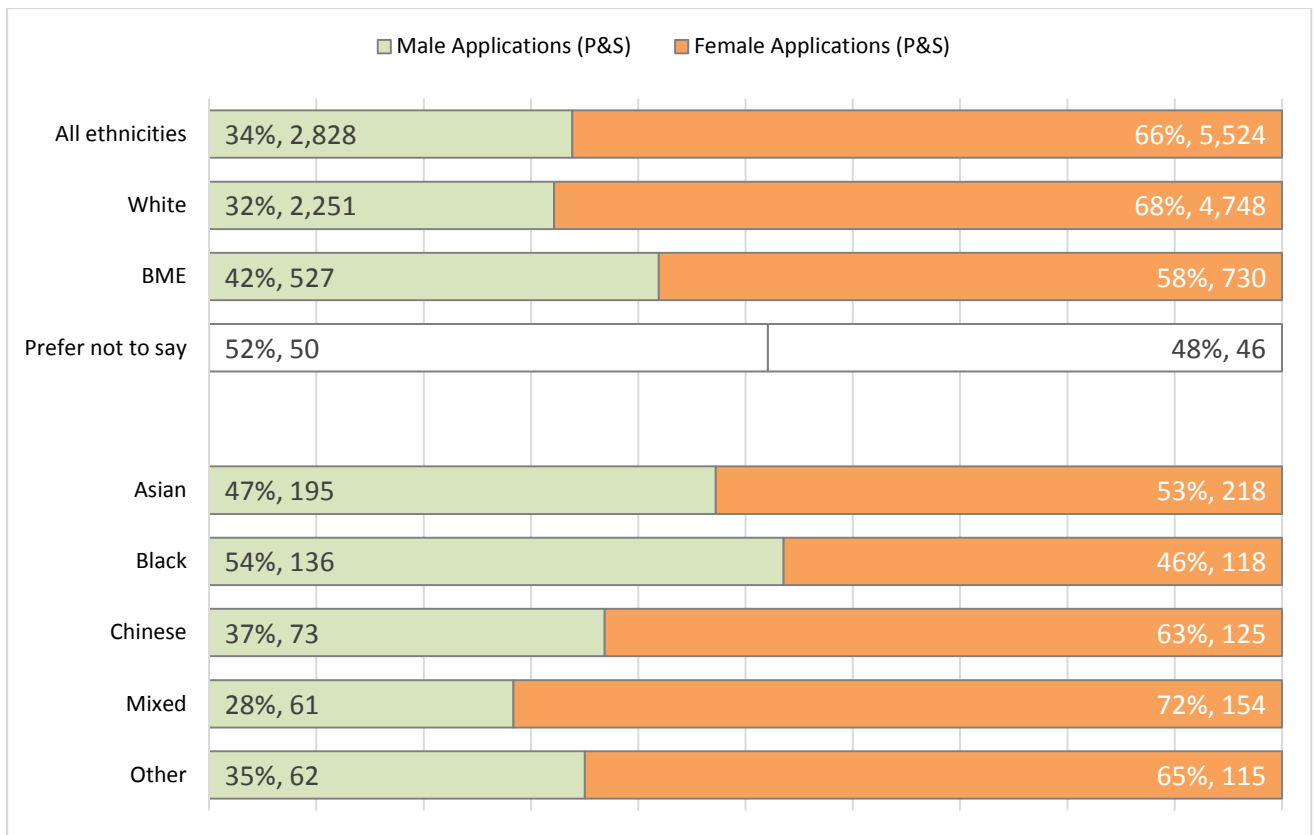
4.9 Intersectionality of Gender & Ethnicity - A&R Applications and Short Listings

A breakdown of A&R applications and short listings, by both gender & ethnicity



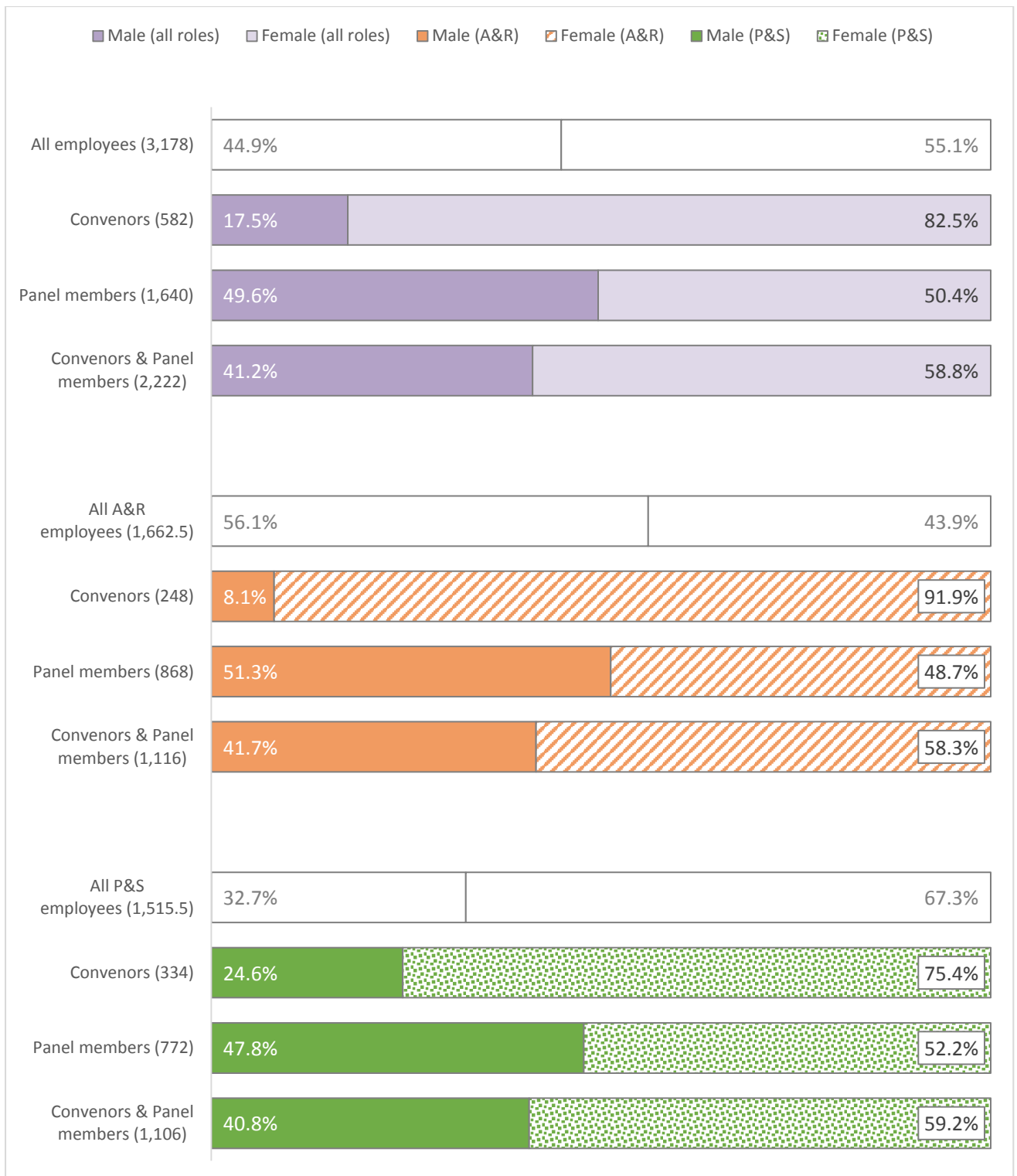
4.10 Intersectionality of Gender & Ethnicity - P&S Applications and Short Listings

A breakdown of P&S applications and short listings, by both gender & ethnicity



4.11 Gender breakdown of interview panelists

A breakdown of interview panellists & convenors on panels held in 2016/17

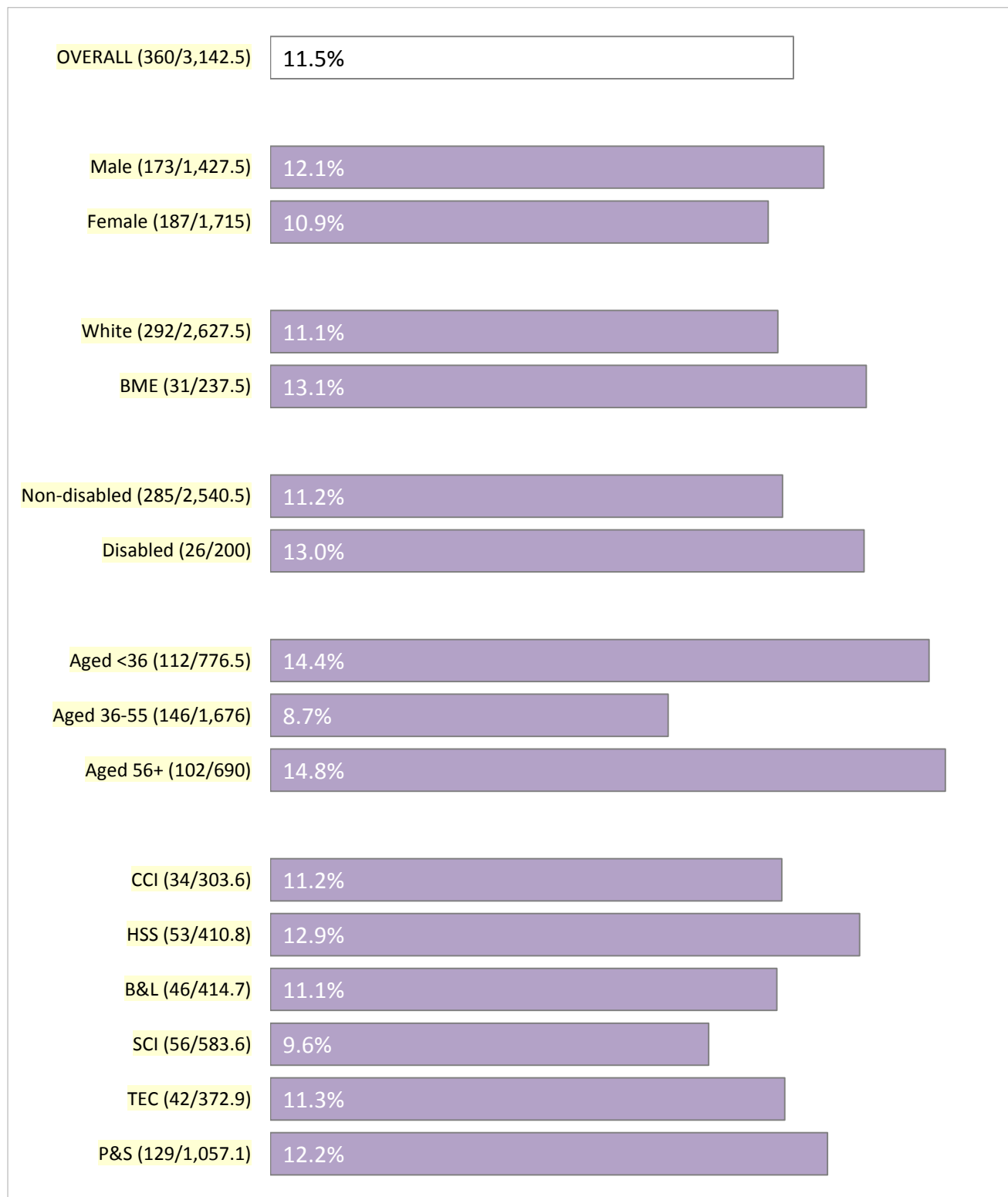


5. Leavers

- There were 360 leavers in the 2016/17 academic year, compared to a total of 316 leavers in 2015/16
- The 'turnover rate' of staff was 11.3%, which was an increase compared to the previous year (10.2%)
- The difference in the turnover rate was statistically significant in the following categories
 - Aged <36 & aged 36-55 (14.4% vs 8.7%)
 - Aged 36-55 & aged 56+ (8.7% vs 14.8%)
- The faculty 'turnover rate' ranged from 12.9% (HSS) to 9.6% (SCI)
- The average length of employment for employees who left the University in the 2015/16 academic year, was 7.1 years
- The number of leavers who provided a reason of 'dissatisfaction' increased from 3 (in 2015/16) to 27 (in 2016/17)

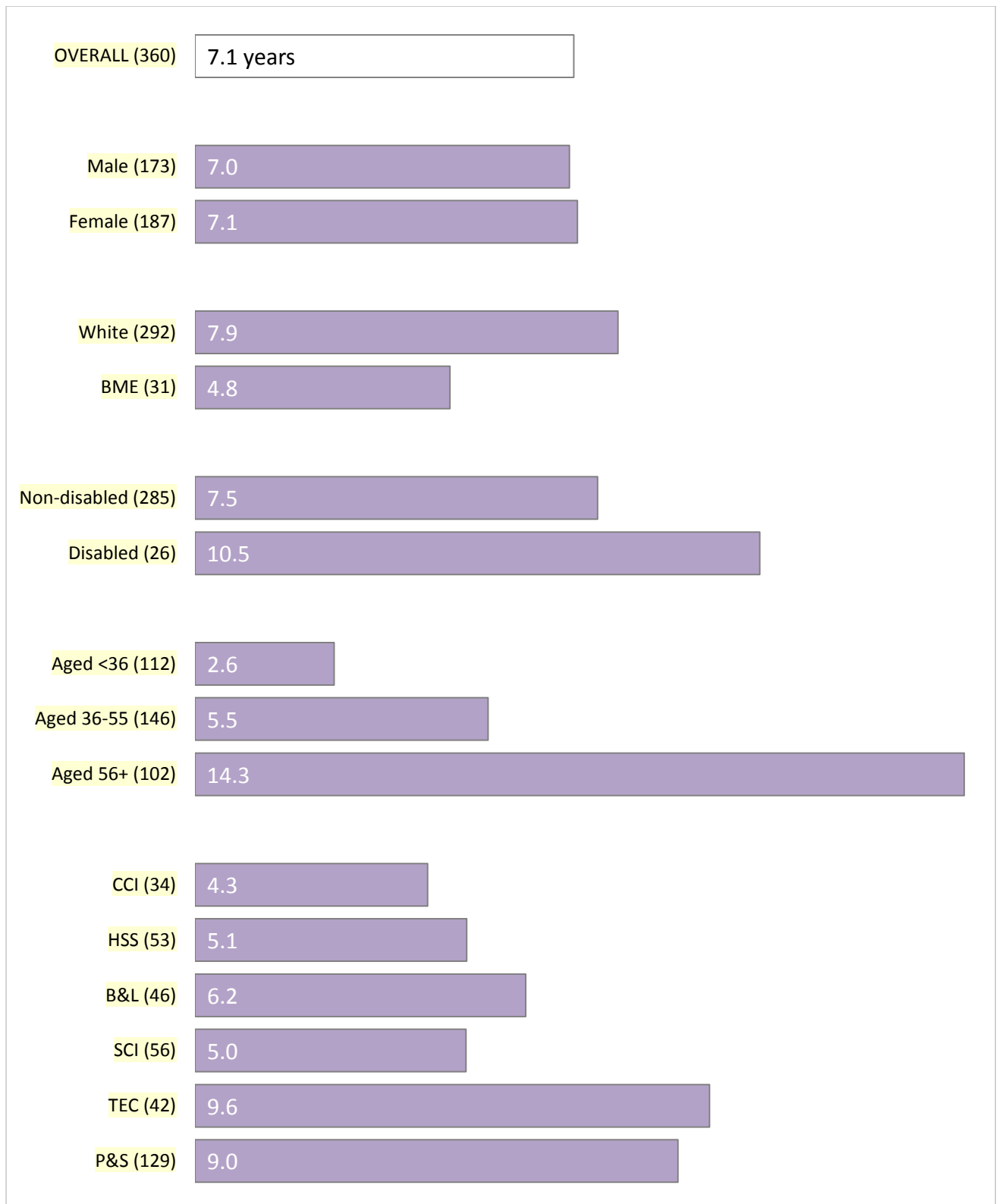
5.1 University & Faculty Leavers – Turnover rate

Calculated as the number of employees who left the University over the course of the year, divided by an average of the total core workforce as at the start & the end of the 16/17 academic year



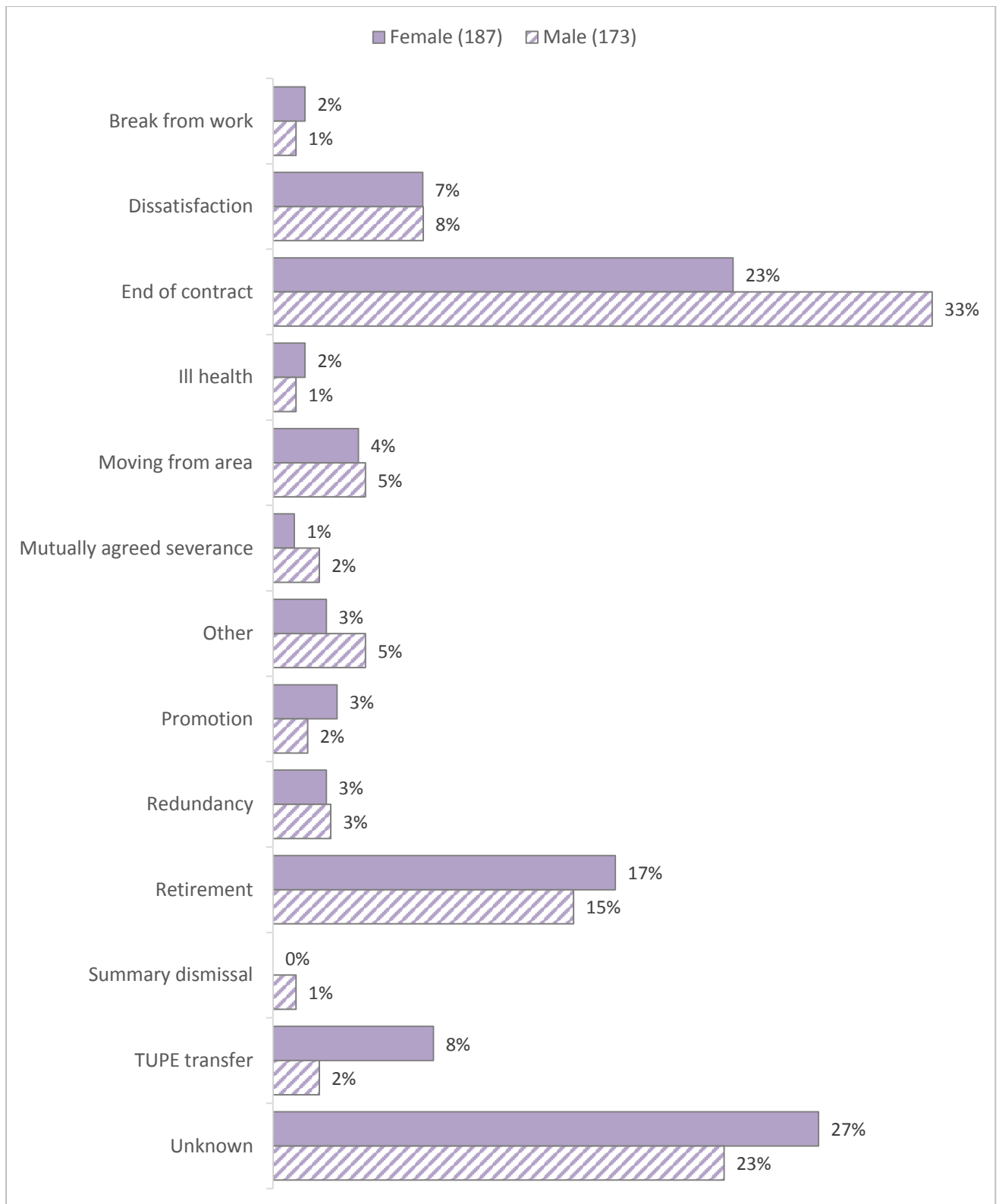
5.2 Length of Employment Prior to Leaving

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



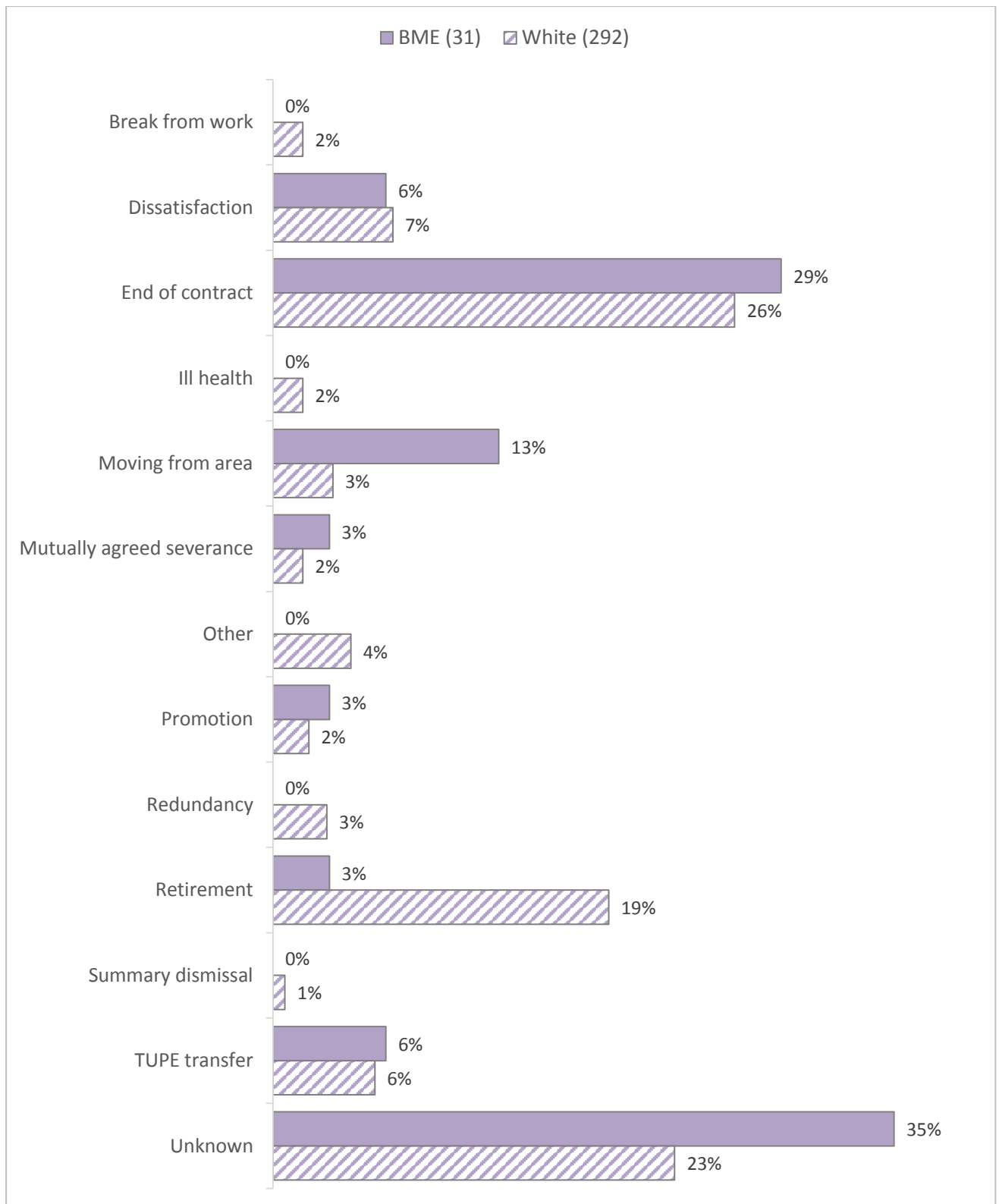
5.3.1 Leaving Reasons – by gender

A proportional breakdown of the leaving reasons given



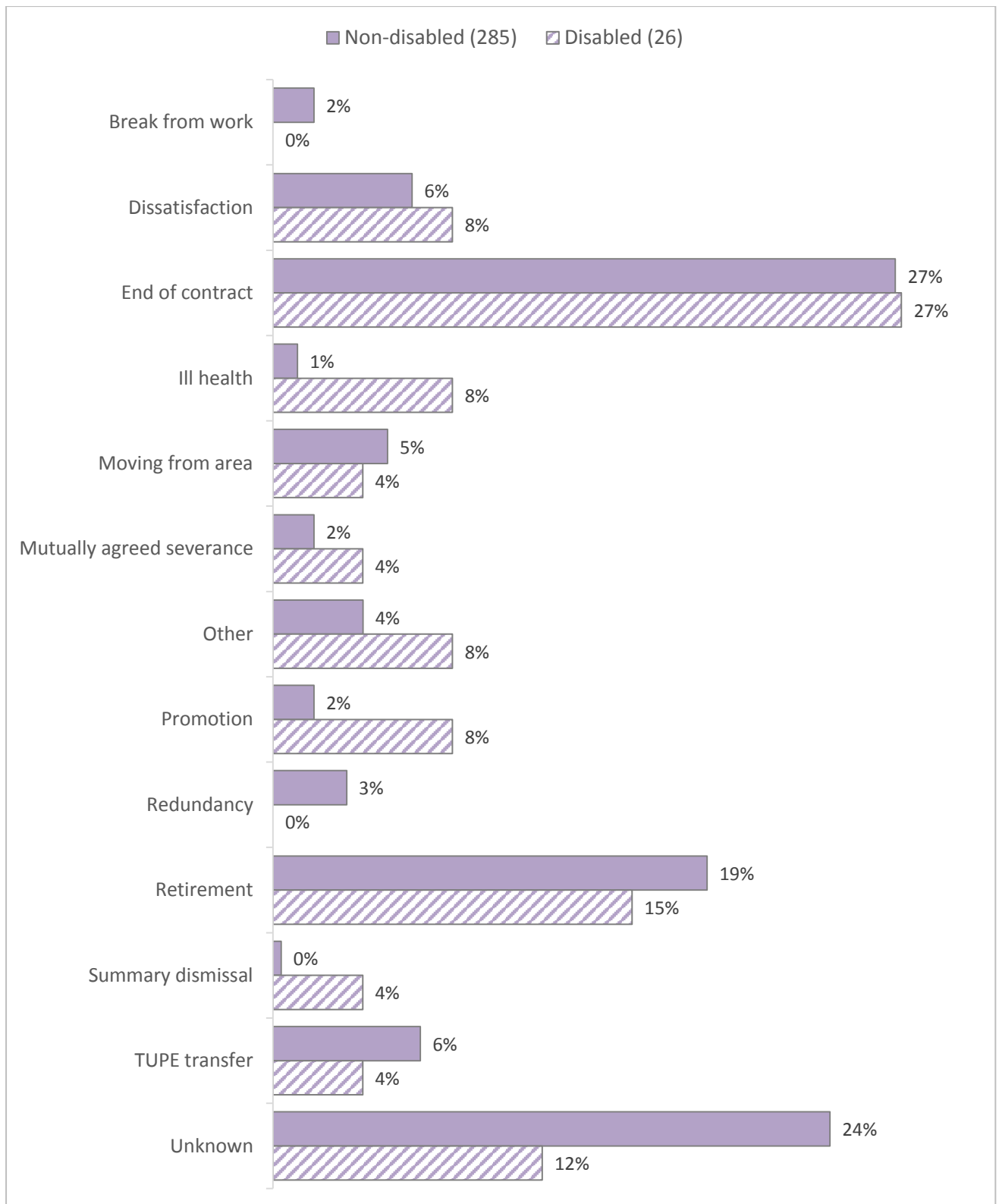
5.3.2 Leaving Reasons – by ethnicity

A proportional breakdown of the leaving reasons given



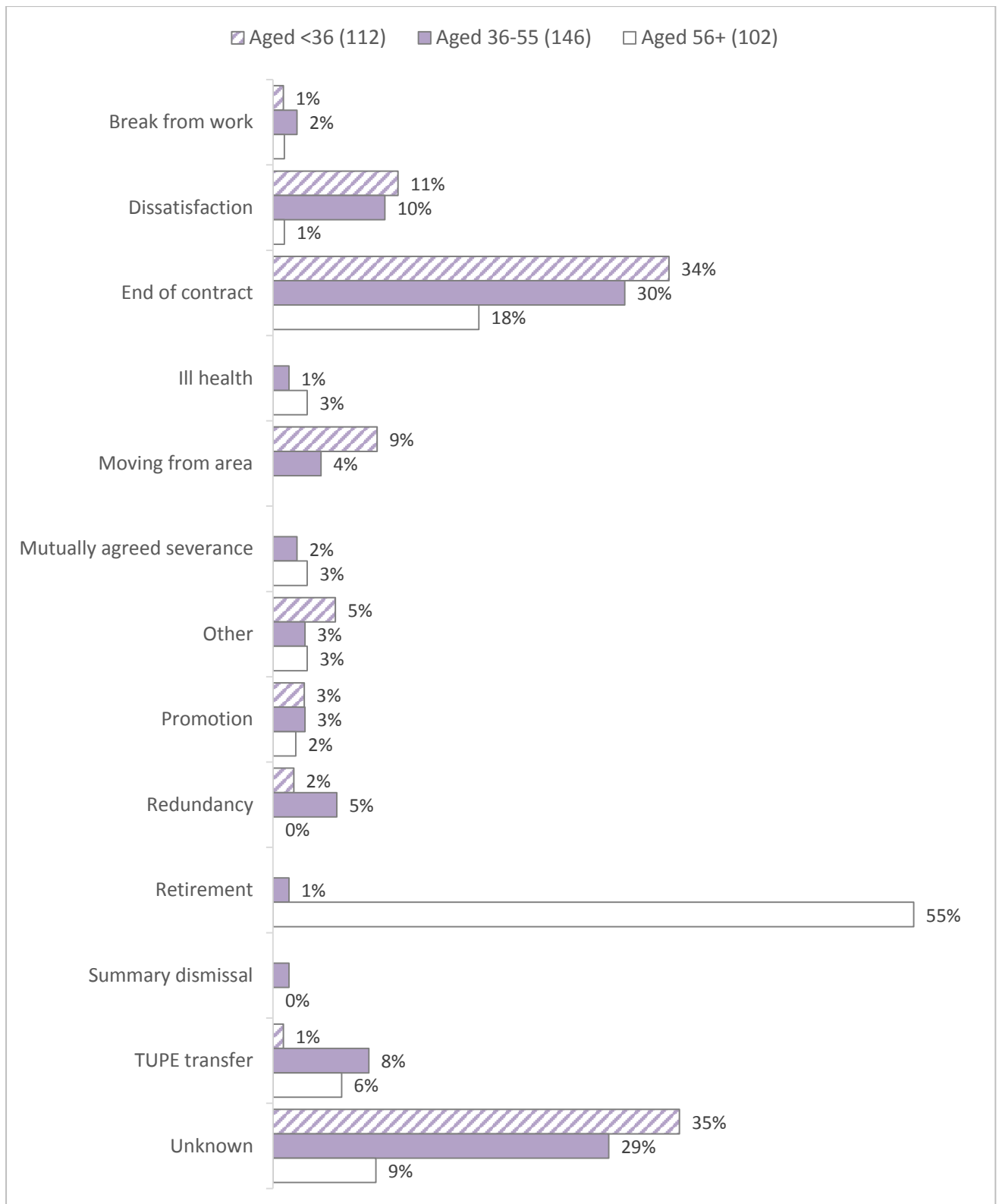
5.3.3 Leaving Reasons – by disability status

A proportional breakdown of the leaving reasons given



5.3.4 Leaving Reasons – by age category

A proportional breakdown of the leaving reasons given

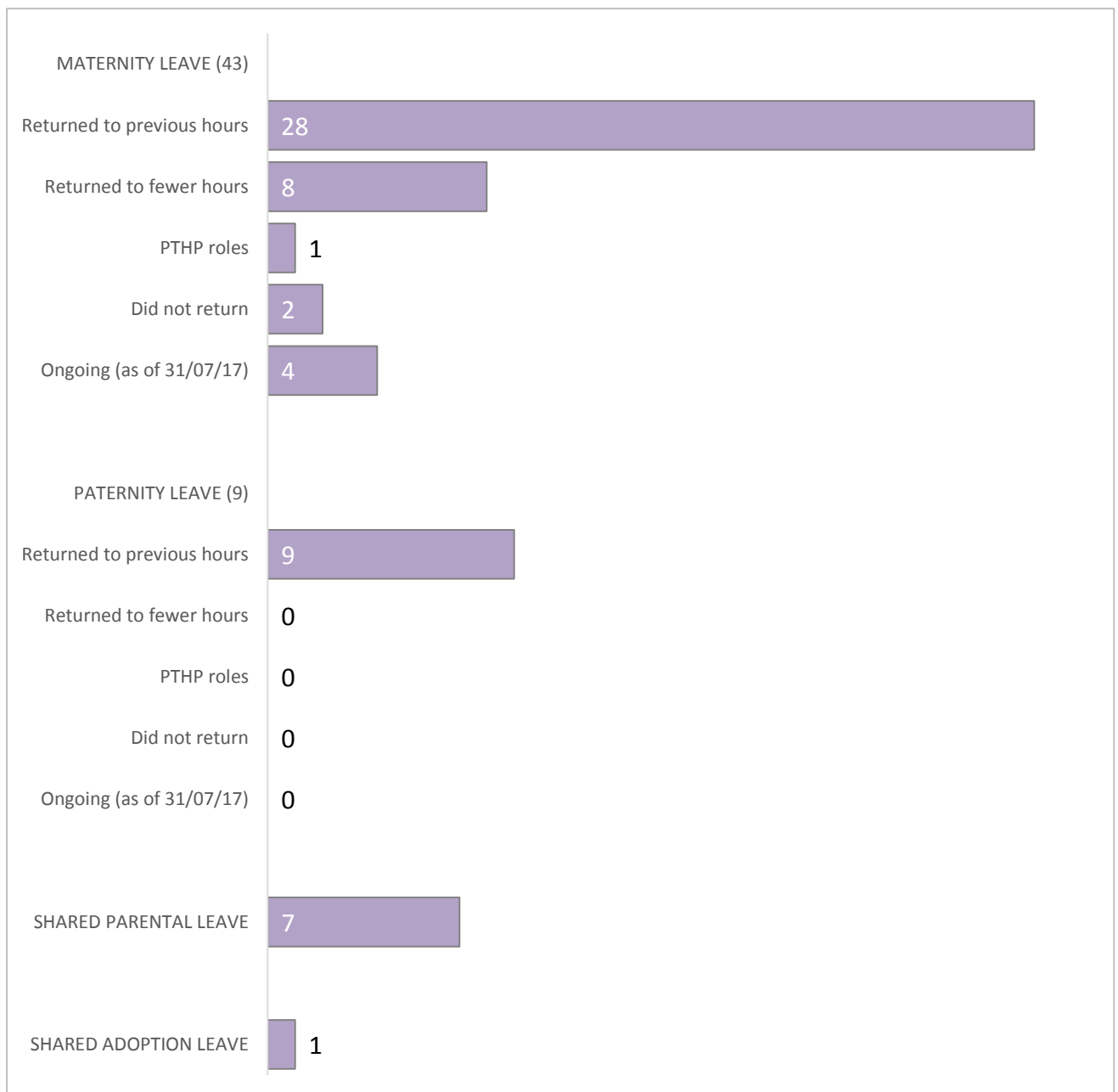


6. Parental Leave

- 43 employees took maternity leave, 13 from A&R roles and 30 from P&S roles
- 9 employees took paternity leave, 2 from A&R roles and 7 from P&S roles

6.1 Maternity & Paternity Leave

A breakdown of the number of employees who took maternity, paternity, shared parental or shared adoption leave in the 2016/17 academic year

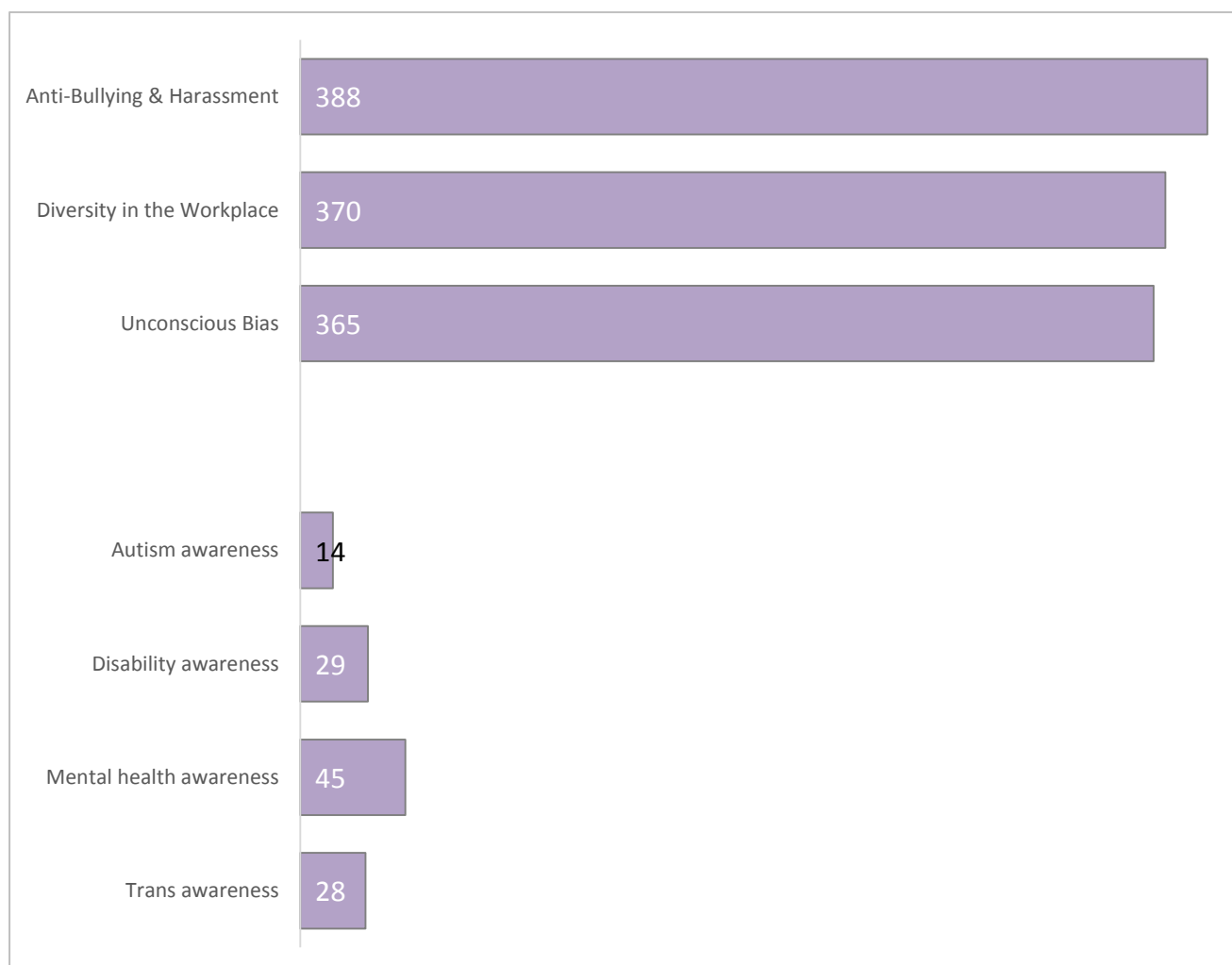


7. E&D Training

- 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 2018, the total number of course completions was as follows
 - 1,729 – Diversity in the Workplace (*course introduced in April 2012*)
 - 1,218 – Unconscious Bias (*course introduced in August 2014*)
 - 985 – Anti-Bullying & Harassment (*course introduced in September 2015*)

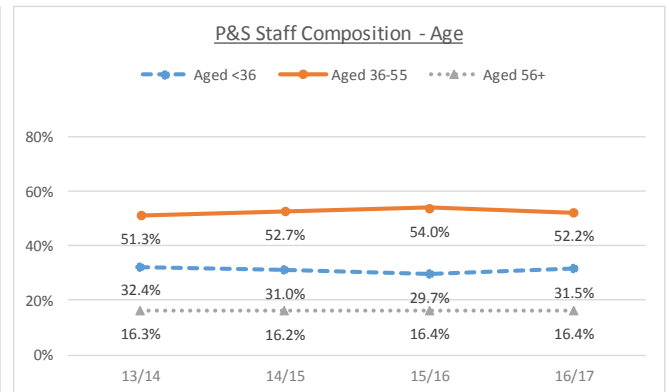
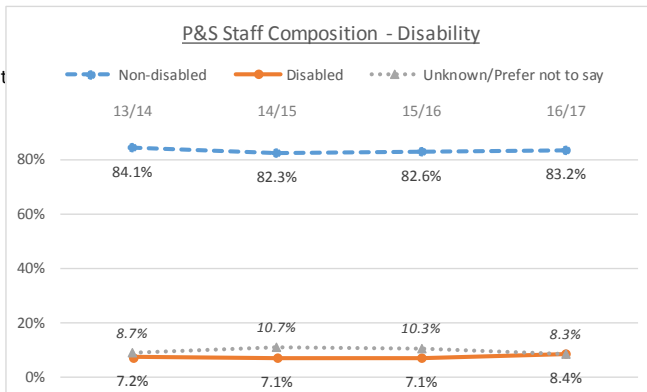
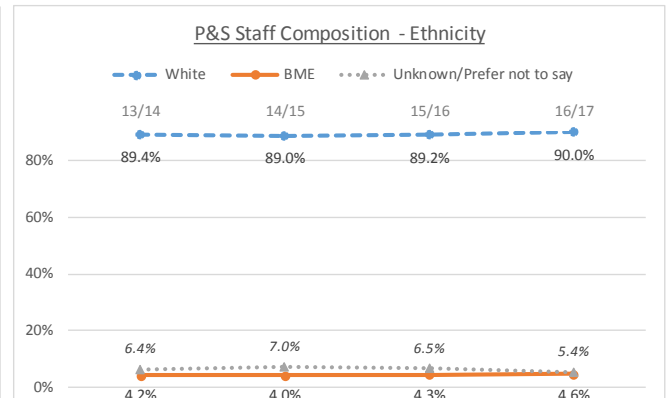
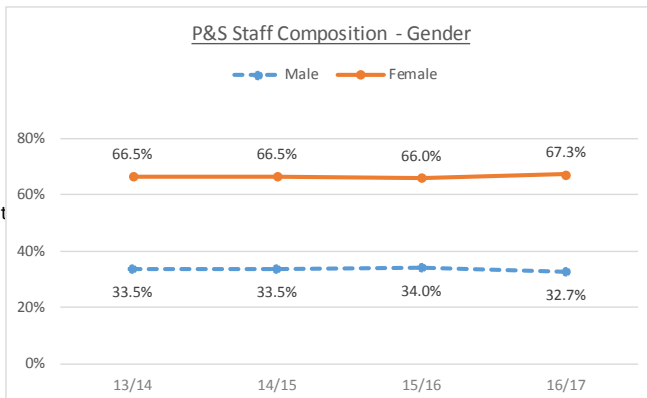
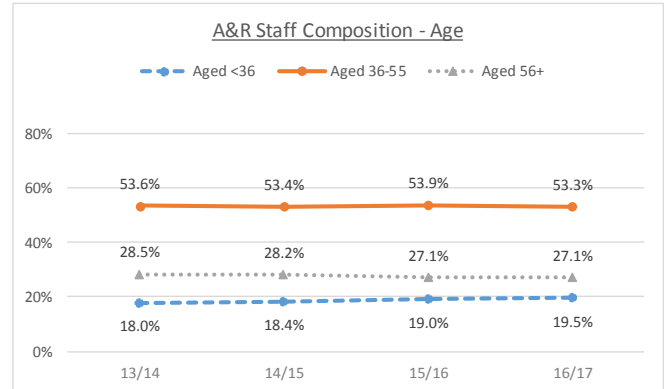
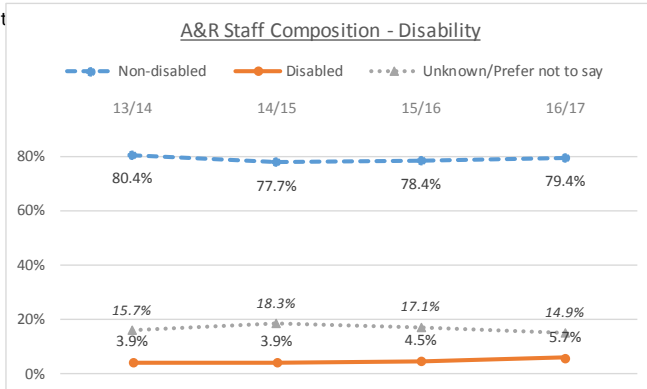
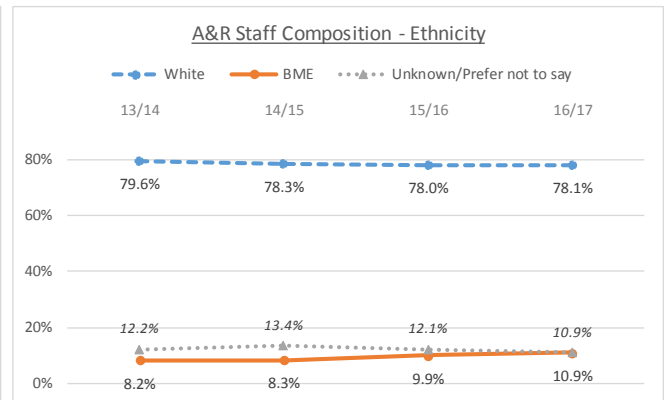
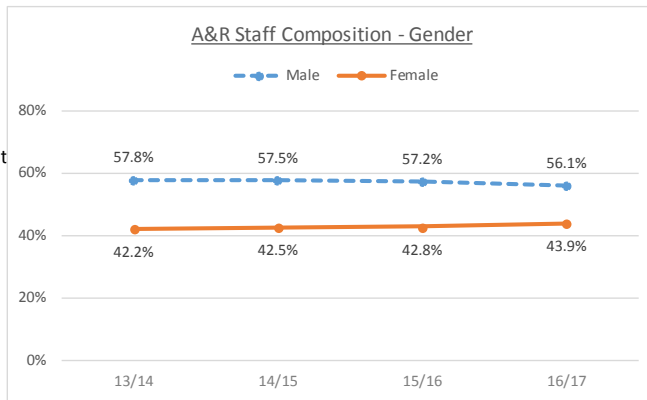
7.1 E&D Training Course Completions

A breakdown of the number of employees who completed an E&D training course in the 2016/17 academic year

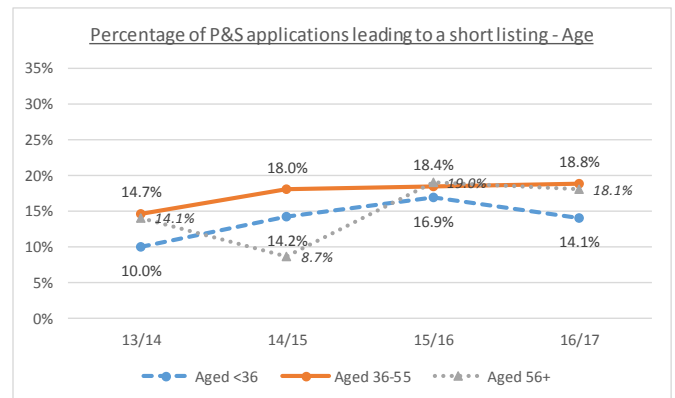
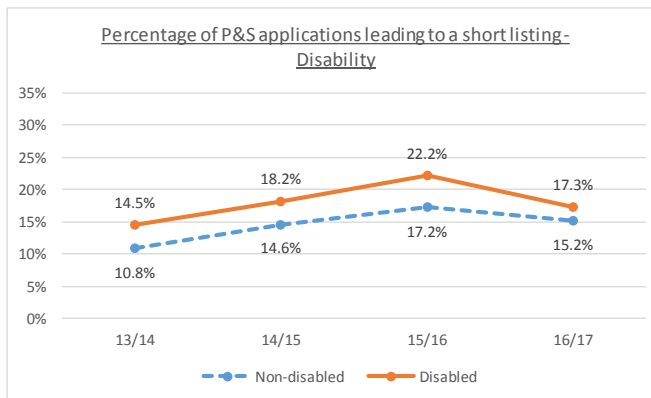
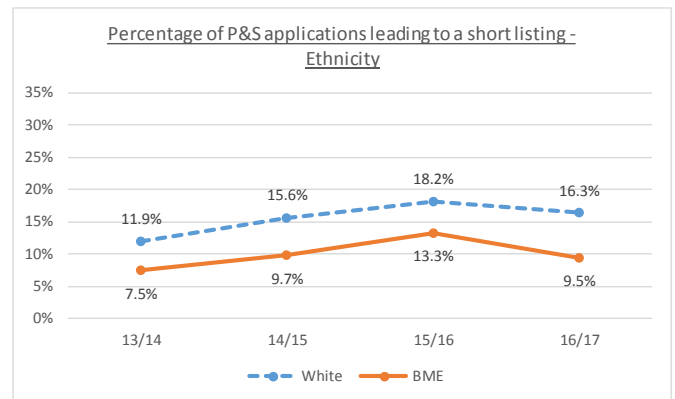
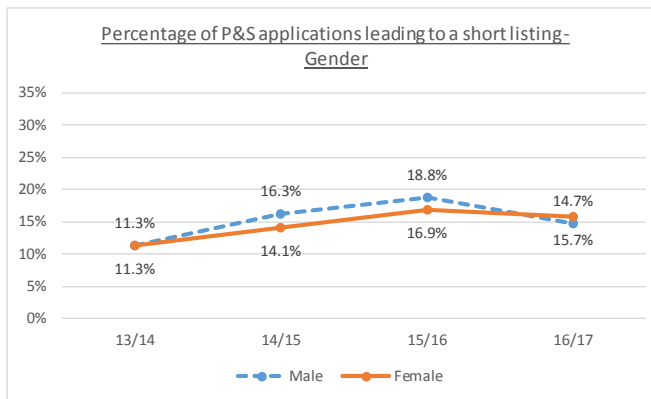
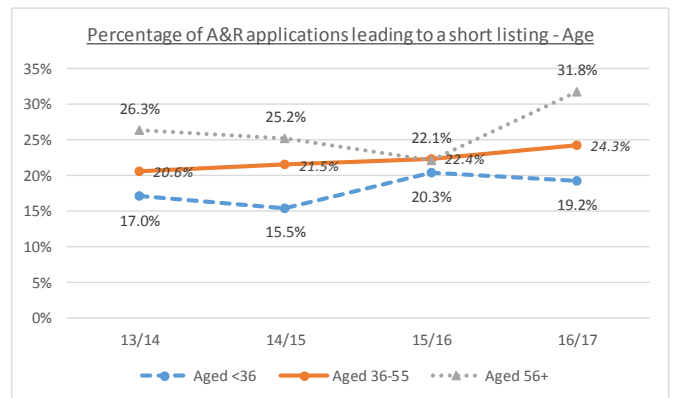
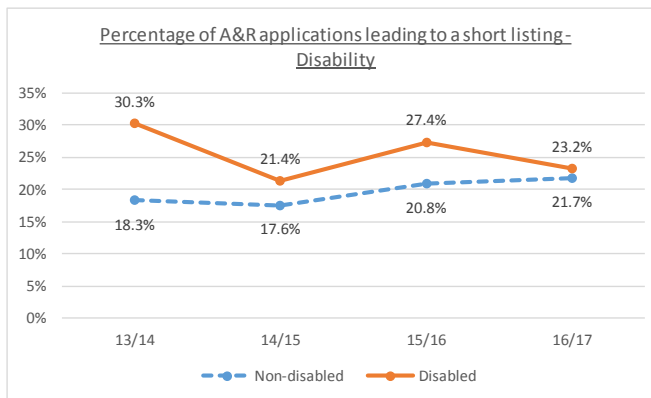
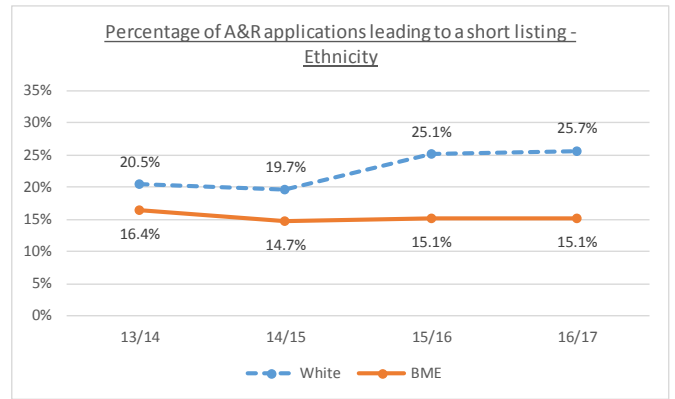
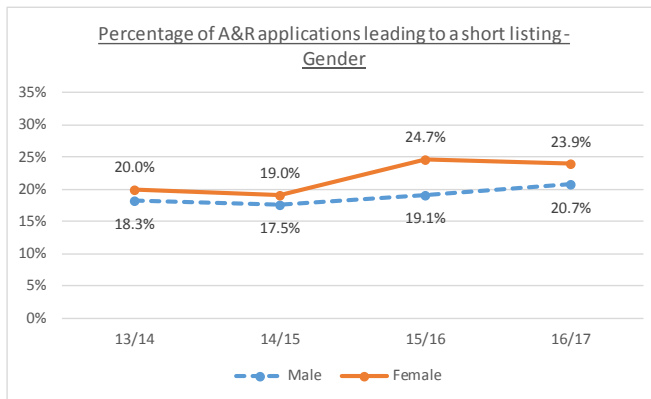


8. Trend Charts

8.1 Staff Composition



8.2 Proportion of applications that led to a short listing



8.3 Proportion of short listings that led to a job offer

