

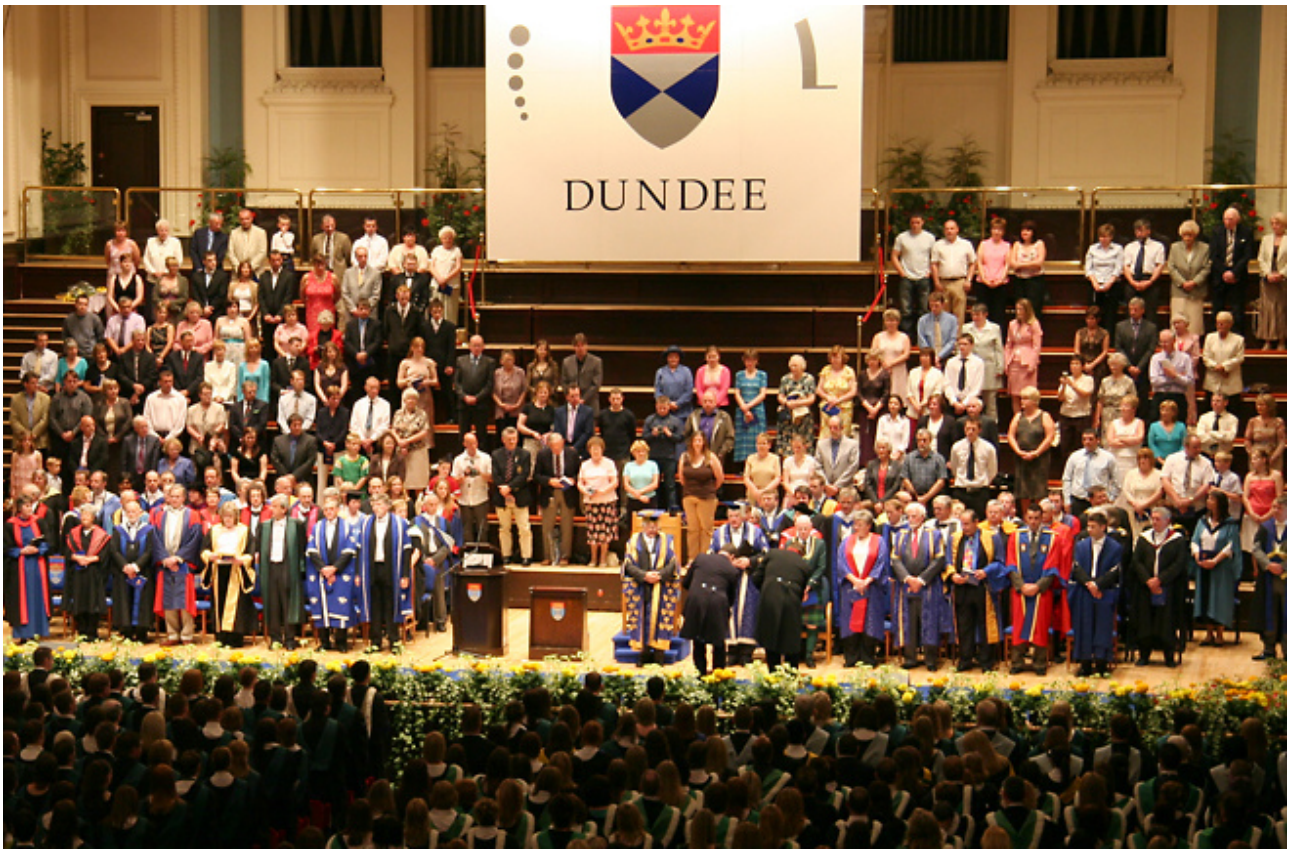
Version 1.0

30<sup>th</sup> April 2015



Equality and Diversity  
Annual Staff Profile Report  
Academic year 2013/14

Presented by Mr. Ajit Trivedi  
Head of Equality and Diversity  
University of Dundee



## Notes

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The following data is based on a headcount of University of Dundee contracted staff, between 1<sup>st</sup> August 2013 and 31<sup>st</sup> July 2014 unless otherwise stated. Since our previous set of data was a headcount of staff taken in March 2013, comparative data from the previous year 1<sup>st</sup> August 2012 – 31<sup>st</sup> July 2014 has been included where available.

Where an employee holds multiple posts across two or more job categories, roles or Colleges, they are counted as 1 in each section. This means some members of staff are double counted, and total numbers in those tables will not correspond with the total number of staff in the University overview figures. Where this has been included a note has been added to the data table.

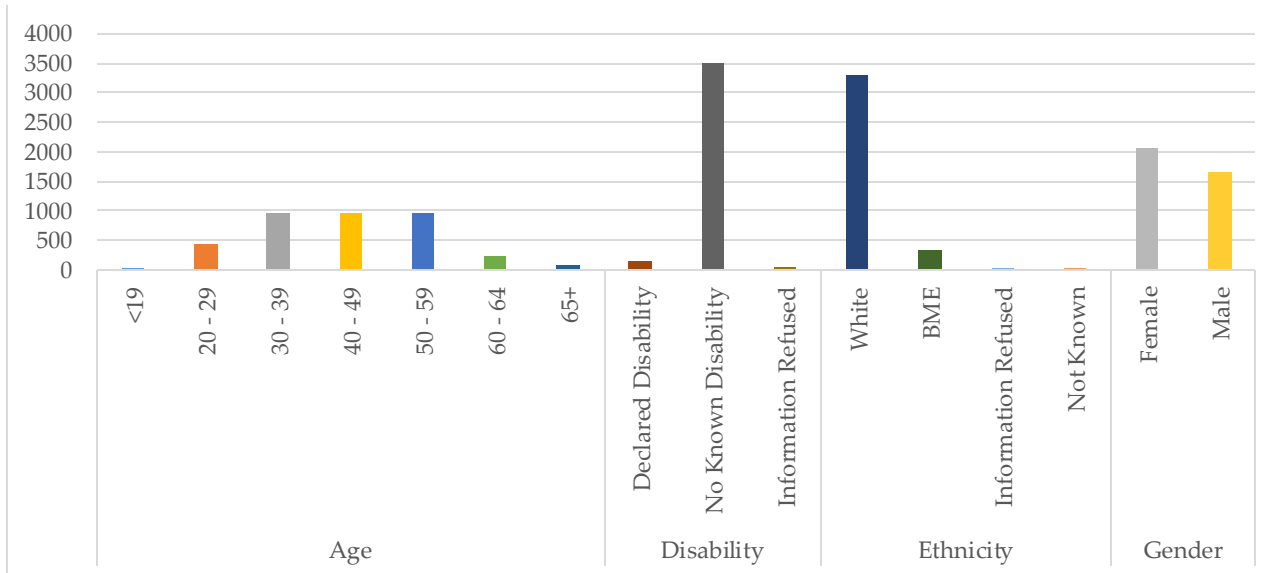
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## A. Data by protected characteristic

**Figure A.1 Overview of University of Dundee profile.**



Characteristic		Number of staff	% of staff
<b>Age</b>	<19	6	0.16%
	20 - 29	437	11.84%
	30 - 39	961	26.04%
	40 - 49	965	26.15%
	50 - 59	982	26.61%
	60 - 64	237	6.42%
	65+	102	2.76%
<b>Disability</b>	Declared Disability	143	3.9%
	No Known Disability	3506	95.0%
	Information Refused	41	1.1%
<b>Ethnicity</b>	White	3316	89.9%
	BME	321	8.7%
	Information Refused	32	0.9%
	Not Known	21	0.6%
<b>Gender</b>	Female	2061	55.9%
	Male	1629	44.1%

# 1. Age

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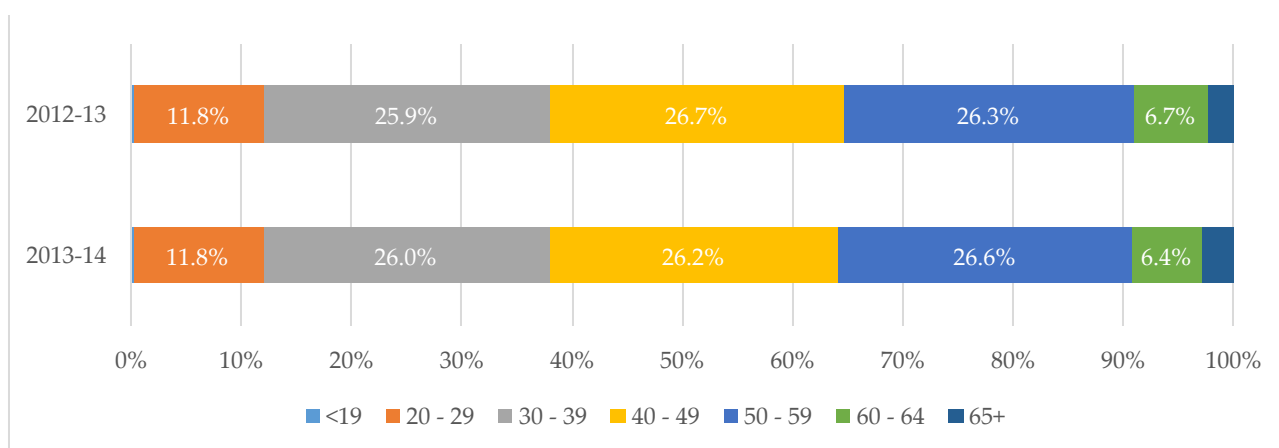
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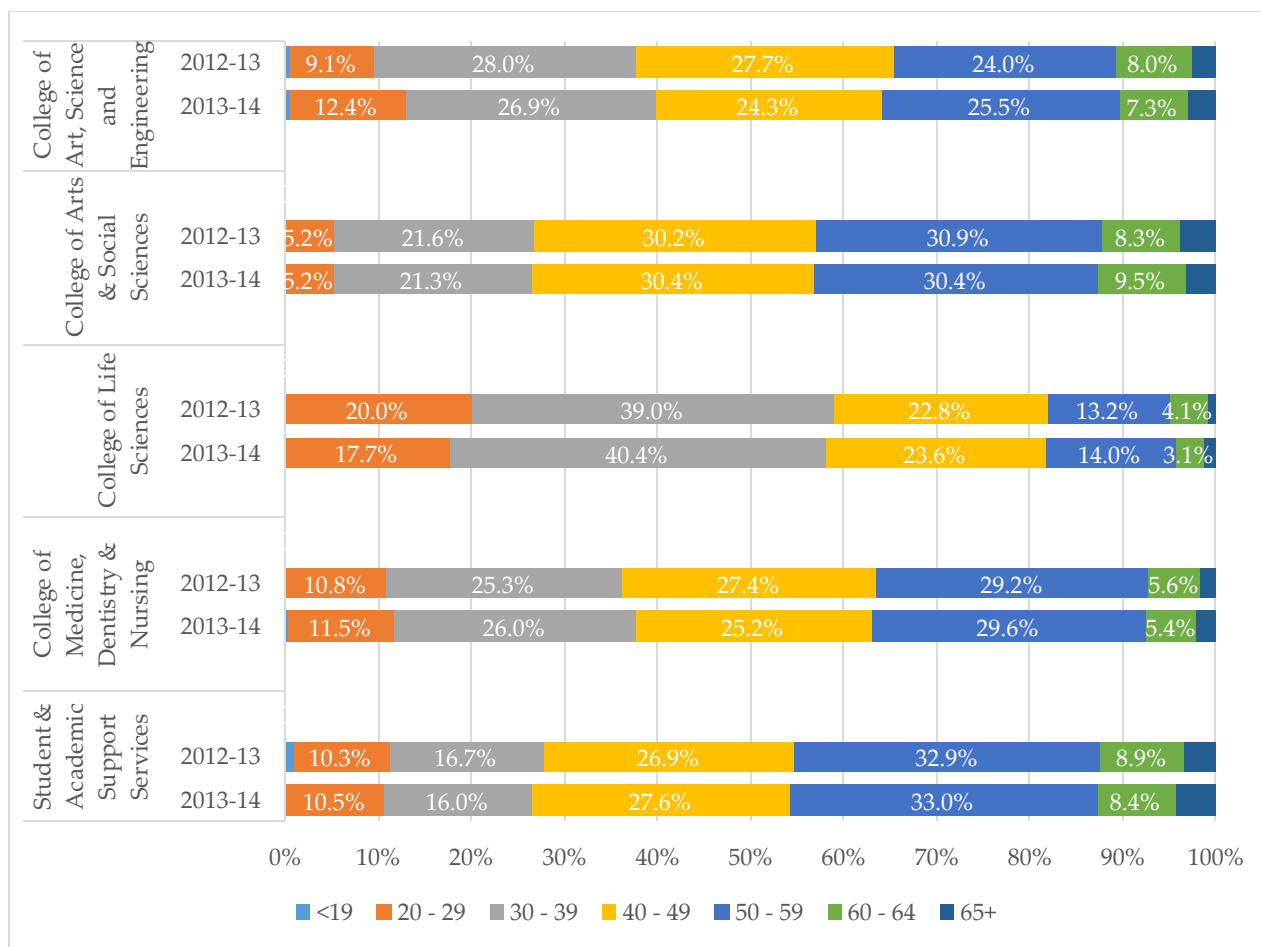
**Figure 1.1 - Overview of all staff, by age**



Year	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Grand Total
2012-13	11	424	933	960	945	241	83	3597
2013-14	6	437	961	965	982	237	102	3690

Years	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+
2012-13	0.3%	11.8%	25.9%	26.7%	26.3%	6.7%	2.3%
2013-14	0.2%	11.8%	26.0%	26.2%	26.6%	6.4%	2.8%

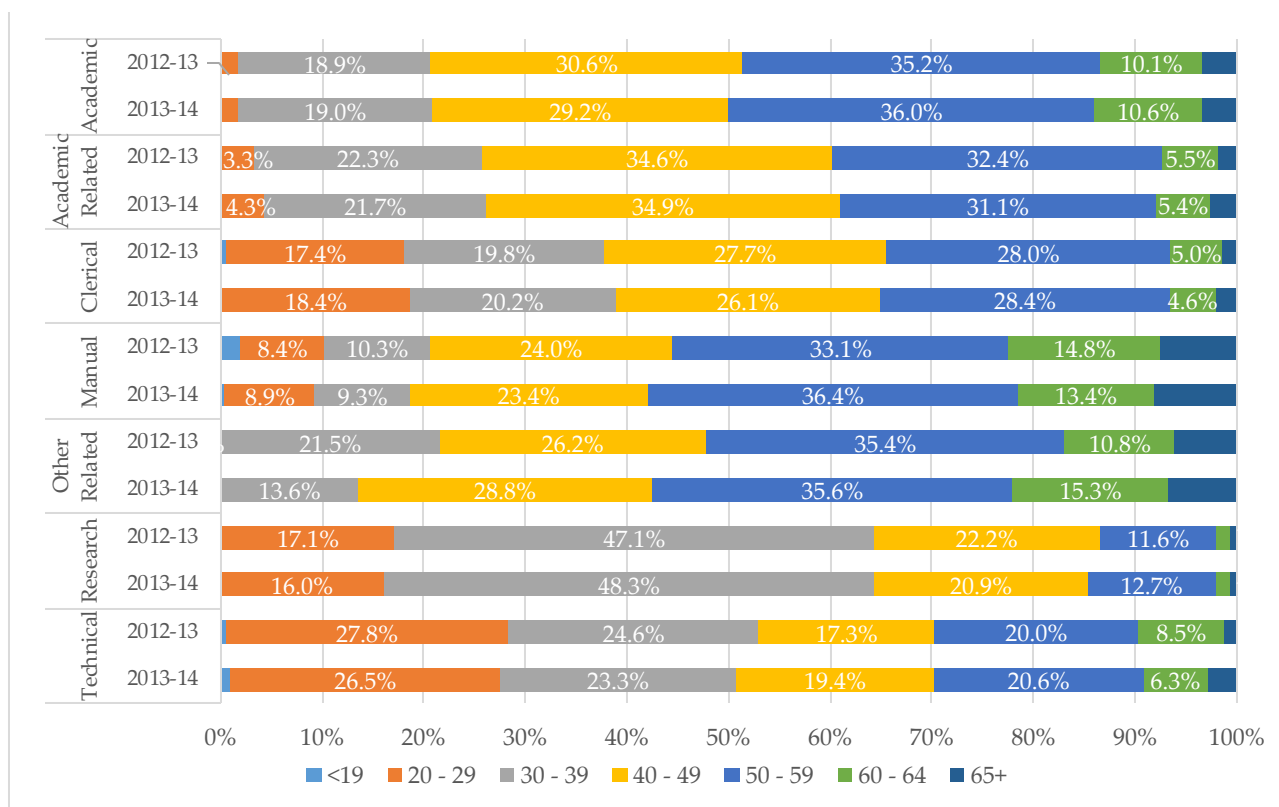
**Figure 1.2 – Staff by College and age**



College/ SASS	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+
<b>CASE</b>							
2012-13	2   0.5%	34   9.1%	105   28.0%	104   27.7%	90   24.0%	30   8.0%	10   2.7%
2013-14	2   0.5%	51   12.4%	111   26.9%	100   24.3%	105   25.5%	30   7.3%	13   3.1%
<b>CASS</b>							
2012-13	0   0.0%	23   5.2%	96   21.6%	134   30.2%	137   30.9%	37   8.3%	17   3.8%
2013-14	0   0.0%	24   5.2%	99   21.3%	141   30.4%	141   30.4%	44   9.5%	15   3.2%
<b>CLS</b>							
2012-13	0   0.0%	157   20.0%	306   39.0%	179   22.8%	103   13.2%	32   4.1%	7   0.9%
2013-14	0   0.0%	143   17.7%	327   40.4%	191   23.6%	113   14.0%	25   3.1%	10   1.2%
<b>CMDN</b>							
2012-13	1   0.1%	119   10.8%	279   25.3%	302   27.4%	322   29.2%	61   5.6%	18   1.6%
2013-14	3   0.3%	128   11.5%	290   26.0%	282   25.2%	331   29.6%	60   5.4%	23   2.0%
<b>SASS</b>							
2012-13	8   0.9%	93   10.3%	151   16.7%	244   26.9%	298   32.9%	81   8.9%	31   3.4%
2013-14	1   0.1%	98   10.5%	149   16.0%	258   27.6%	308   33.0%	78   8.4%	41   4.4%

\*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.

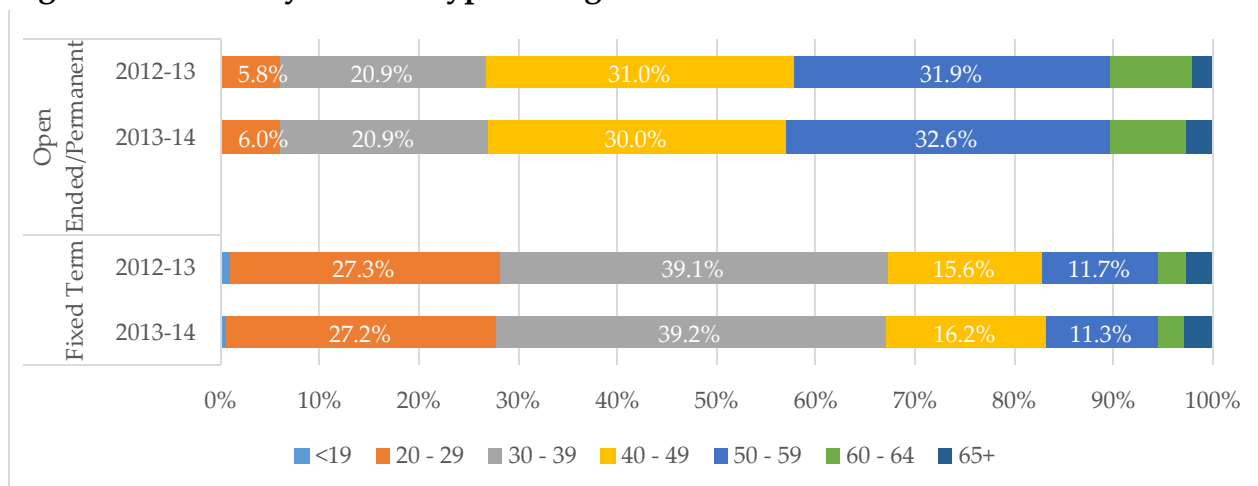
**Figure 1.3 – Staff by job category and age**



Job Category	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+
<b>Academic</b>							
2012-13	0   0.0%	15   1.8%	162   18.9%	262   30.6%	301   35.2%	86   10.1%	29   3.4%
2013-14	0   0.0%	15   1.8%	161   19.0%	248   29.2%	305   36.0%	90   10.6%	29   3.4%
<b>Academic Related</b>							
2012-13	0   0.0%	18   3.3%	122   22.3%	189   34.6%	177   32.4%	30   5.5%	10   1.8%
2013-14	0   0.0%	25   4.3%	125   21.7%	201   34.9%	179   31.1%	31   5.4%	15   2.6%
<b>Clerical</b>							
2012-13	4   0.6%	118   17.4%	134   19.8%	188   27.7%	190   28.0%	34   5.0%	10   1.5%
2013-14	1   0.1%	133   18.4%	146   20.2%	188   26.1%	205   28.4%	33   4.6%	15   2.1%
<b>Manual</b>							
2012-13	5   1.9%	22   8.4%	27   10.3%	63   24.0%	87   33.1%	39   14.8%	20   7.6%
2013-14	1   0.4%	24   8.9%	25   9.3%	63   23.4%	98   36.4%	36   13.4%	22   8.2%
<b>Other Related</b>							
2012-13	0   0.0%	0   0.0%	14   21.5%	17   26.2%	23   35.4%	7   10.8%	4   6.2%
2013-14	0   0.0%	0   0.0%	8   13.6%	17   28.8%	21   35.6%	9   15.3%	4   6.8%
<b>Research</b>							
2012-13	0   0.0%	138   17.1%	379   47.1%	179   22.2%	93   11.6%	10   1.2%	6   0.7%
2013-14	0   0.0%	139   16.0%	420   48.3%	182   20.9%	110   12.7%	12   1.4%	6   0.7%
<b>Technical</b>							
2012-13	2   0.5%	114   27.8%	101   24.6%	71   17.3%	82   20.0%	35   8.5%	5   1.2%
2013-14	4   1.0%	109   26.5%	96   23.3%	80   19.4%	85   20.6%	26   6.3%	12   2.9%

\*This table includes some members of staff with multiple roles in more than one category, and these staff have been counted as 1 in each category.

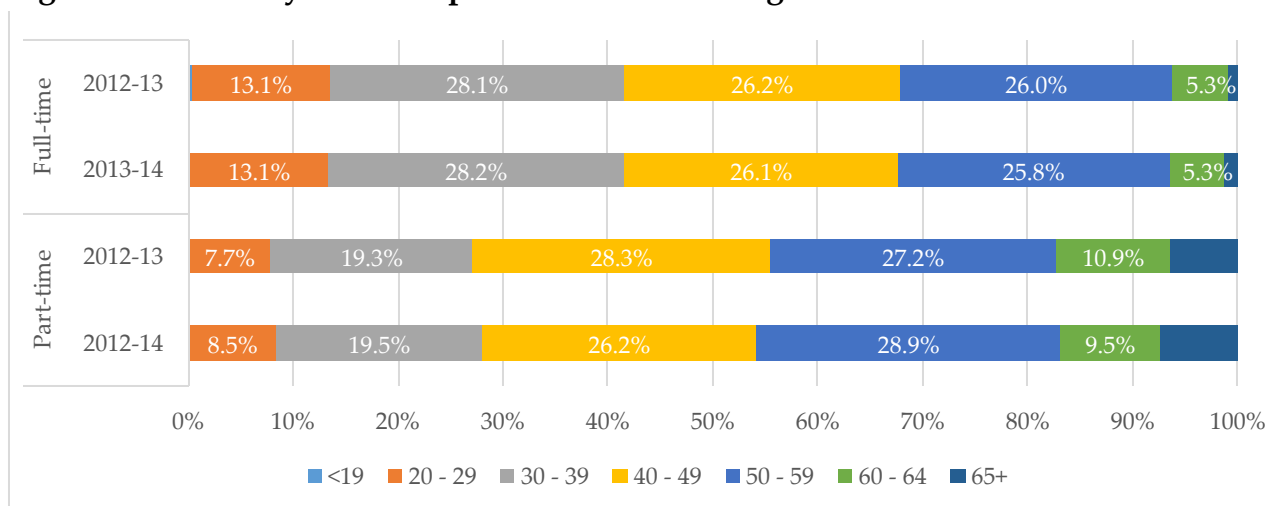
**Figure 1.4 – Staff by contract type and age**



Contract Type	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+
<b>Open Ended/Permanent</b>							
2012-13	2   0.1%	153   5.8%	549   20.9%	812   31.0%	836   31.9%	215   8.2%	56   2.1%
2013-14	0   0.0%	164   6.0%	568   20.9%	815   30.0%	885   32.6%	210   7.7%	73   2.7%
<b>Fixed Term</b>							
2012-13	9   0.9%	273   27.3%	391   39.1%	156   15.6%	117   11.7%	28   2.8%	27   2.7%
2013-14	6   0.6%	286   27.2%	412   39.2%	170   16.2%	119   11.3%	28   2.7%	30   2.9%

\*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

**Figure 1.5 – Staff by full-time/part-time status and age**

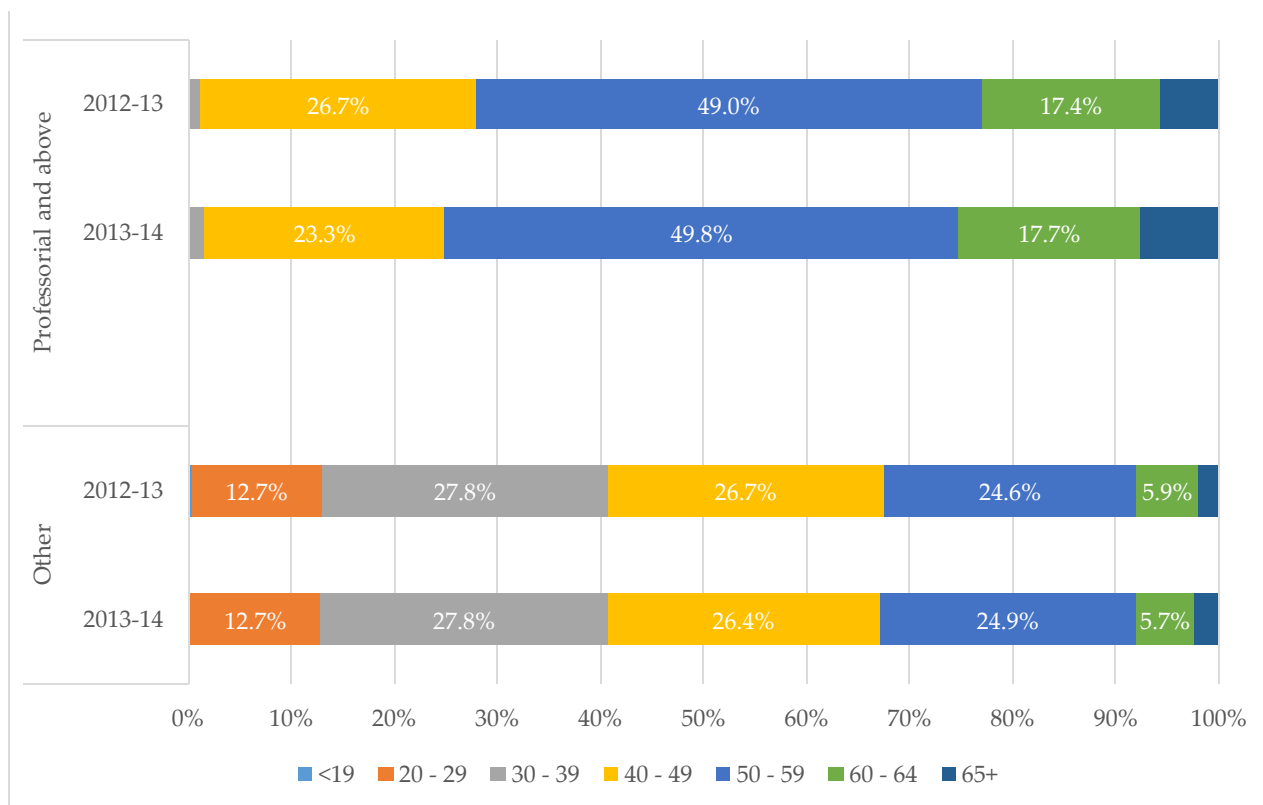


Full/Part	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+
<b>Full Time</b>							
2012-13	10   0.4%	354   13.1%	759   28.1%	707   26.2%	702   26.0%	143   5.3%	25   0.9%
2013-14	6   0.2%	365   13.1%	786   28.2%	727   26.1%	720   25.8%	148   5.3%	34   1.2%
<b>Part Time</b>							
2012-13	1   0.1%	71   7.7%	177   19.3%	260   28.3%	250   27.2%	100   10.9%	59   6.4%
2013-14	0   0.0%	80   8.5%	184   19.5%	248   26.2%	273   28.9%	90   9.5%	70   7.4%

\*This table includes some members of staff with both full-time and part-time status, counted as 1 in each.



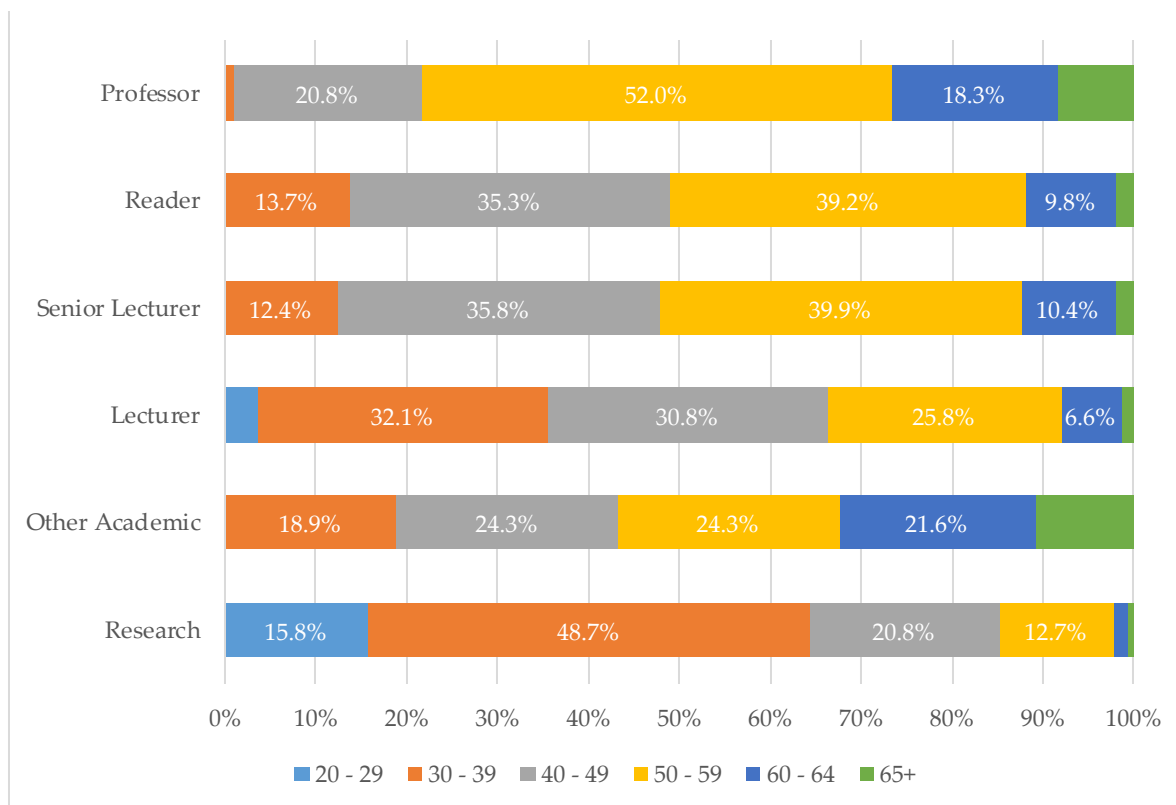
**Figure 1.6 – Staff by level and age**



Level	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+
<b>Professional and above</b>							
2012-13	0   0.0%	0   0.0%	3   1.2%	66   26.7%	121   49.0%	43   17.4%	14   5.7 %
2013-14	0   0.0%	0   0.0%	4   1.6%	58   23.3%	124   49.8%	44   17.7%	19   7.6%
<b>Other</b>							
2012-13	11   0.3%	424   12.7%	930   27.8%	894   26.7%	824   24.6%	199   5.9%	69   2.1%
2013-14	6   0.2%	437   12.7%	959   27.8%	910   26.4%	859   24.9%	195   5.7%	83   2.4%

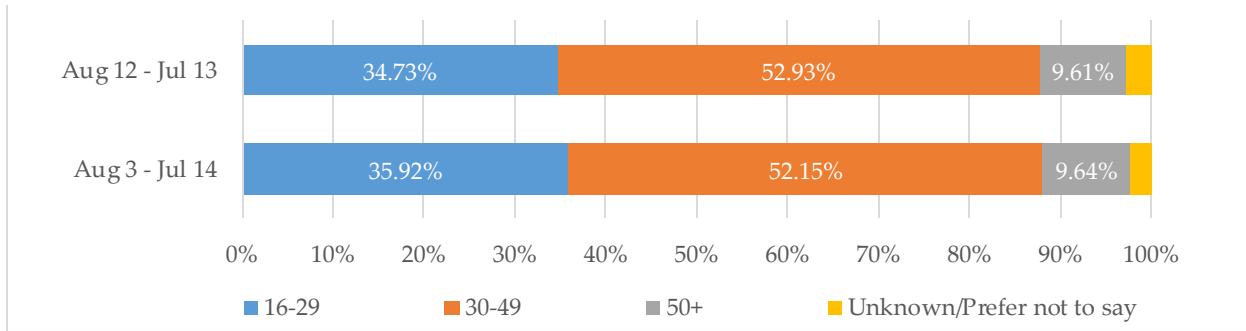
\*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each.

**Figure 1.7 – Academic staff by job role and age**



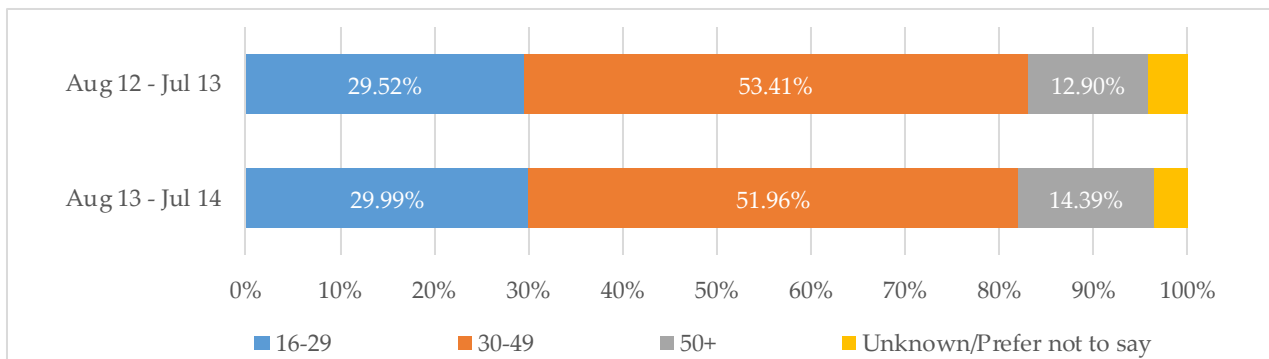
Role	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Total
<b>2013-14</b>							
Professor	0	2	42	105	37	17	203
Reader	0	7	18	20	5	1	51
Senior Lecturer	0	24	69	77	20	4	194
Lecturer	13	117	112	94	24	5	365
Other Academic	0	7	9	9	8	4	37
Research	132	407	174	106	12	6	837

**Figure 1.8 - Applications by age**



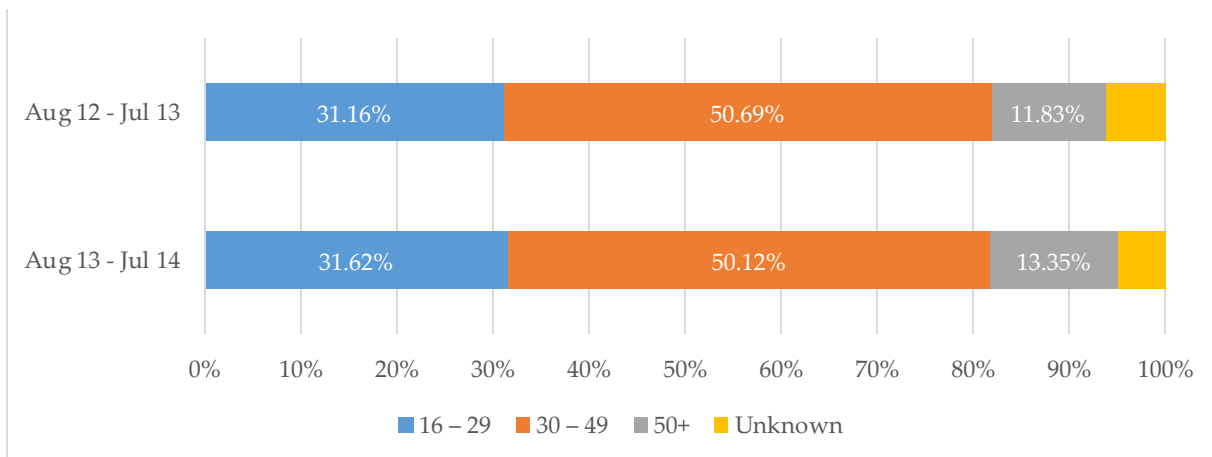
Applications	16 – 29	%	30 – 49	%	50+	%	Unknown	%
Aug 12 - Jul 13	3990	34.73%	6080	52.93%	1104	9.61%	313	2.72%
Aug 13 - Jul 14	3199	35.92%	4645	52.15%	859	9.64%	204	2.29%

**Figure 1.9 - Interviews by age**



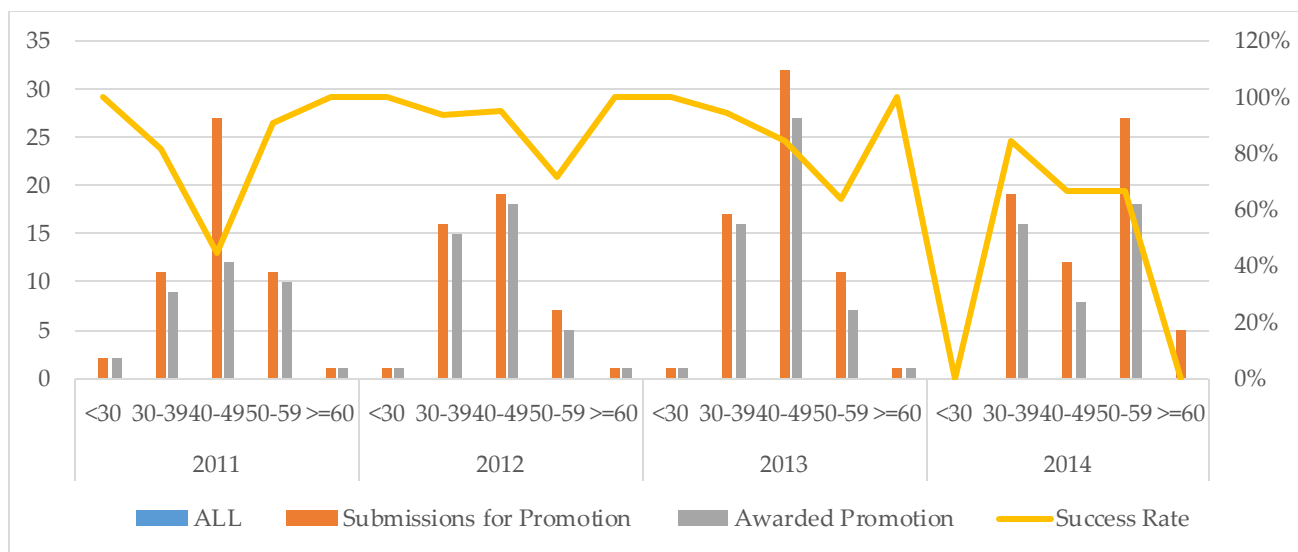
Interviews	16 – 29	%	30 – 49	%	50+	%	Unknown	%
Aug 12 - Jul 13	325	29.52%	588	53.41%	142	12.90%	46	4.18%
Aug 13 - Jul 14	344	29.99%	596	51.96%	165	14.39%	42	3.66%

**Figure 1.10 – appointments by age**



Interviews	16 – 29	%	30 – 49	%	50+	%	Unknown	%
Aug 12 - Jul 13	158	31.16%	257	50.69%	60	11.83%	32	6.31%
Aug 13 - Jul 14	135	31.62%	214	50.12%	57	13.35%	21	4.92%

**Figure 1.11 – promotions by age**



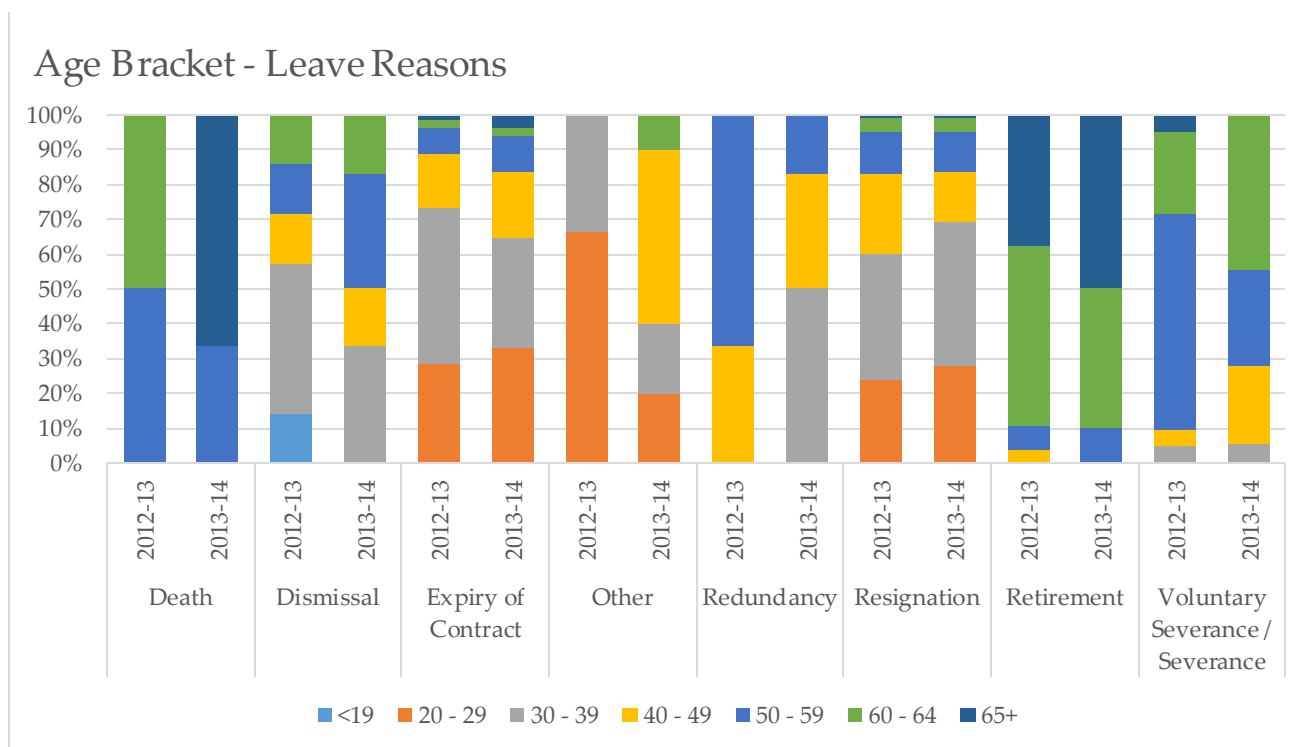
**Academic Promotions by Age Bracket**

	2011					2012					2013					2014				
	<30	30-39	40-49	50-59	>=60	<30	30-39	40-49	50-59	>=60	<30	30-39	40-49	50-59	>=60	<30	30-39	40-49	50-59	>=60
<b>ALL</b>																				
Submissions for Promotion	2	11	27	11	1	1	16	19	7	1	1	17	32	11	1	0	19	12	27	5
Awarded Promotion	2	9	12	10	1	1	15	18	5	1	1	16	27	7	1	0	16	8	18	0
Success Rate	100%	82%	44%	91%	100%	100%	94%	95%	71%	100%	100%	94%	84%	64%	100%	0%	84%	67%	67%	0%

Year > Sought		20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	Total
2011	Non Academic	1		1	1		3
	Promotion to Lecturer	1	3	2			6
	Promotion to Senior Lecturer		6	17	4		27
	Promotion to Reader		2	4			6
	Promotion to Personal Chair			3	6	1	10
2012	Non Academic		3	1	1		5
	Promotion to Lecturer	1		4			5
	Promotion to Senior Lecturer		10	9	4		23
	Promotion to Reader		2	1	1		4
	Promotion to Personal Chair		1	4	1	1	7
2013	Non Academic		2	1			3
	Promotion to Lecturer	1	6	1			8
	Promotion to Senior Lecturer		5	17	7	1	30
	Promotion to Reader		3	3	2		8
	Promotion to Personal Chair		1	10	2		13

<b>Year &gt; Outcome</b>	<b>20 - 29</b>	<b>30 - 39</b>	<b>40 - 49</b>	<b>50 - 59</b>	<b>60 - 64</b>	<b>Total</b>
<b>2011</b>						
Not Met Criteria		2	14			16
Not Met Criteria (Pre Committee)			1	1		2
Non Academic	1		1	1		3
Promotion to Lecturer	1	3	1			5
Promotion to Senior Lecturer		4	4	4		12
Promotion to Reader		2	4			6
Promotion to Personal Chair			2	5	1	8
<b>2011 Total</b>	<b>2</b>	<b>11</b>	<b>27</b>	<b>11</b>	<b>1</b>	<b>52</b>
<b>2012</b>						
Not Met Criteria		1	1	2		4
Non Academic		3	1	1		5
Promotion to Lecturer	1	1	4			6
Promotion to Senior Lecturer		8	8	2		18
Promotion to Reader		2	1	1		4
Promotion to Personal Chair		1	4	1	1	7
<b>2012 Total</b>	<b>1</b>	<b>16</b>	<b>19</b>	<b>7</b>	<b>1</b>	<b>44</b>
<b>2013</b>						
Not Met Criteria		1	3	4		8
Not Met Criteria (Pre Committee)			2			2
Non Academic		2	1			3
Promotion to Lecturer	1	6	1			8
Promotion to Senior Lecturer		6	14	3	1	24
Promotion to Reader		1	3	2		6
Promotion to Personal Chair		1	8	2		11
<b>2013 Total</b>	<b>1</b>	<b>17</b>	<b>32</b>	<b>11</b>	<b>1</b>	<b>62</b>

Figure 1.12 – Dismissal and leave reasons by age



Leave Reason	<19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 64	65+	Total
<b>Death</b>								
2012-13	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2
2013-14	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	2 66.67%	3
<b>Dismissal</b>								
2012-13	1 14.29%	0 0.00%	3 42.86%	1 14.29%	1 14.29%	1 14.29%	0 0.00%	7
2013-14	0 0.00%	0 0.00%	2 33.33%	1 16.67%	2 33.33%	1 16.67%	0 0.00%	6
<b>Expiry of Contract</b>								
2012-13	0 0.00%	47 28.66%	73 44.51%	26 15.85%	12 7.32%	4 2.44%	2 1.22%	164
2013-14	0 0.00%	57 32.95%	55 31.79%	33 19.08%	18 10.40%	4 2.31%	6 3.47%	173
<b>Other</b>								
2012-13	0 0.00%	4 66.67%	2 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	6
2013-14	0 0.00%	2 20.00%	2 20.00%	5 50.00%	0 0.00%	1 10.00%	0 0.00%	10
<b>Redundancy</b>								
2012-13	0 0.00%	0 0.00%	0 0.00%	1 33.33%	2 66.67%	0 0.00%	0 0.00%	3
2013-14	0 0.00%	0 0.00%	3 50.00%	2 33.33%	1 16.67%	0 0.00%	0 0.00%	6
<b>Resignation</b>								
2012-13	0 0.00%	43 23.89%	65 36.11%	42 23.33%	21 11.67%	7 3.89%	2 1.11%	180
2013-14	0 0.00%	52 27.66%	78 41.49%	27 14.36%	22 11.70%	7 3.72%	2 1.06%	188
<b>Retirement</b>								
2012-13	0 0.00%	0 0.00%	0 0.00%	1 3.45%	2 6.90%	15 51.72%	11 37.93%	29
2013-14	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 10.00%	12 40.00%	15 50.00%	30
<b>Voluntary Severance/ Severance</b>								
2012-13	0 0.00%	0 0.00%	1 4.76%	1 4.76%	13 61.90%	5 23.81%	1 4.76%	21
2013-14	0 0.00%	0 0.00%	1 5.56%	4 22.22%	5 27.78%	8 44.44%	0 0.00%	18

## A. Data by protected characteristic

### 2. Disability

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- Figure 2.7 – Academic staff by job role and disability

#### Job applications, interviews and appointments:

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- Figure 2.10 – Appointments by disability

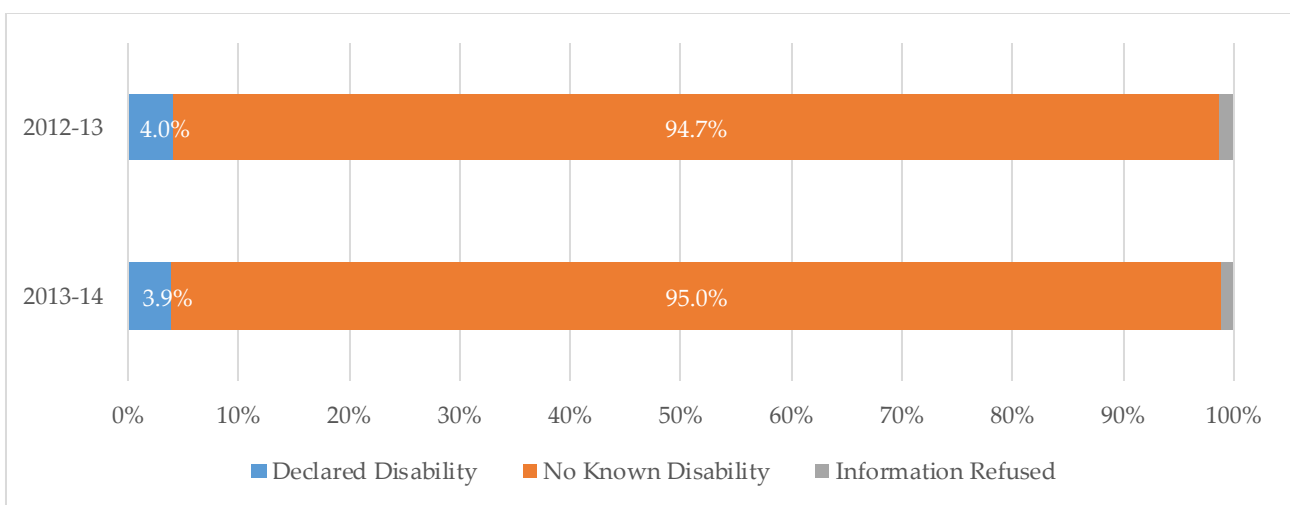
#### Promotions:

- Figure 2.11 – Promotions sought and awarded, by disability

#### Dismissals and leave reasons:

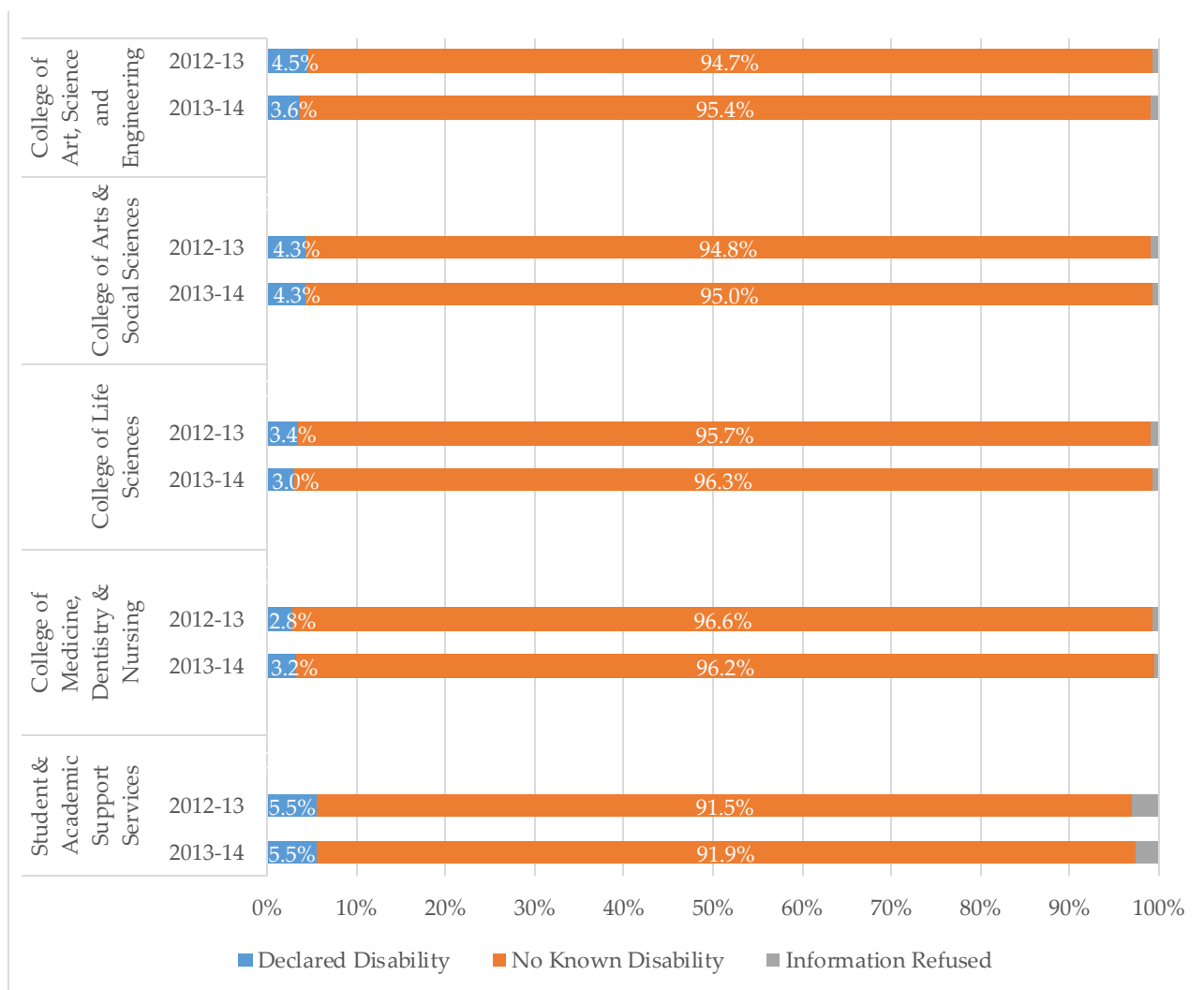
- Figure 2.12 – Dismissals and leave reasons by disability

#### Figure 2.1 - Overview of all staff at UoD by disability



Year	Declared Disability	No Known Disability	Information Refused	Total
2012-13	144	3406	47	3597
2013-14	143	3506	41	3690

**Figure 2.2 – Staff by College and disability**

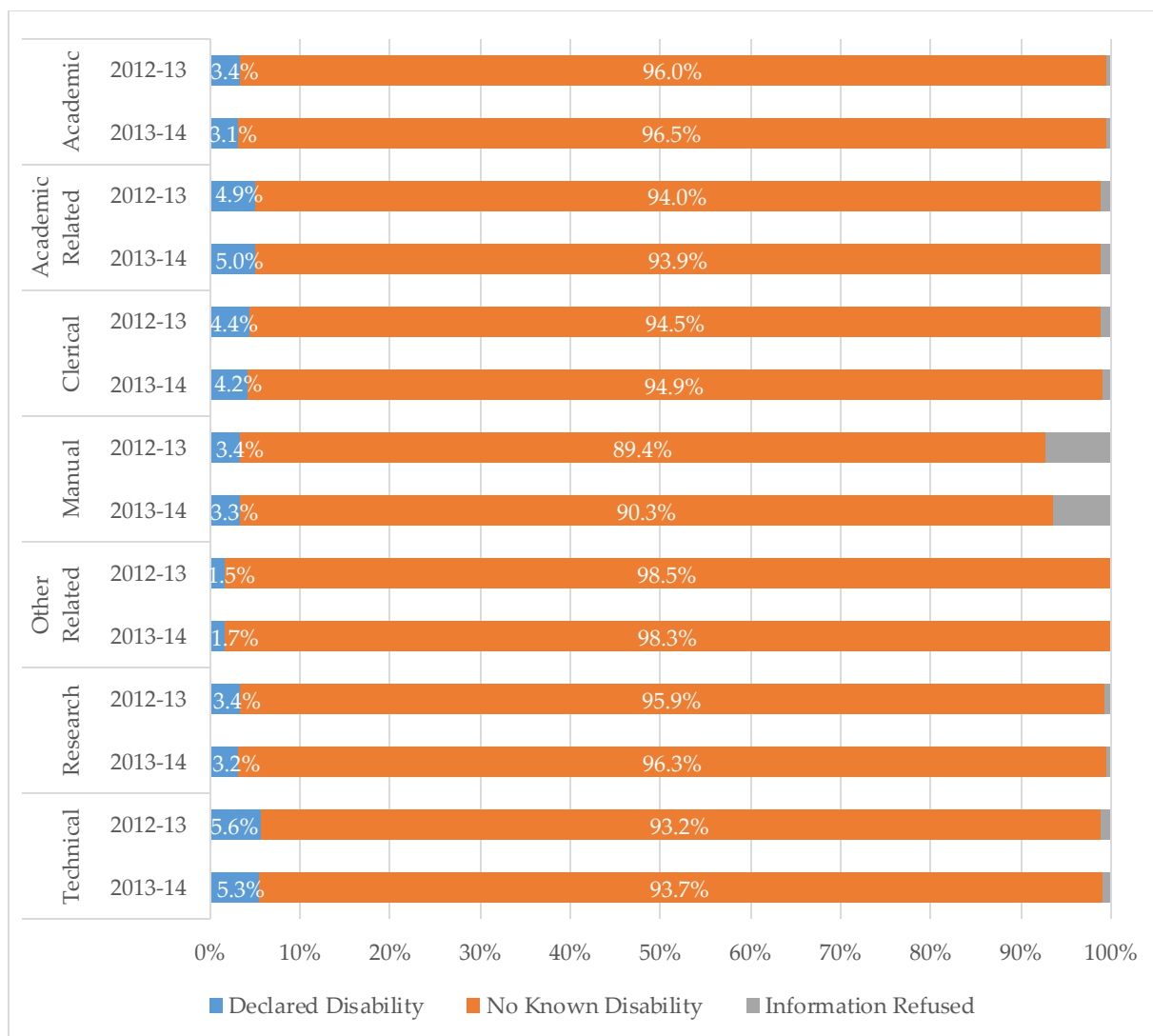


College/SASS > Year	Declared Disability	No known disability	Information refused
<b>College of Art, Science and Engineering</b>			
2012-13	17 4.5%	355 94.7%	3 0.8%
2013-14	15 3.6%	393 95.4%	4 1.0%
<b>College of Arts &amp; Social Sciences</b>			
2012-13	19 4.3%	421 94.8%	4 0.9%
2013-14	20 4.3%	441 95.0%	3 0.6%
<b>College of Life Sciences</b>			
2012-13	27 3.4%	750 95.7%	7 0.9%
2013-14	24 3.0%	779 96.3%	6 0.7%
<b>College of Medicine, Dentistry &amp; Nursing</b>			
2012-13	31 2.8%	1064 96.6%	7 0.6%
2013-14	36 3.2%	1075 96.2%	6 0.5%
<b>Student &amp; Academic Support Services</b>			
2012-13	50 5.5%	829 91.5%	27 3.0%
2013-14	51 5.5%	857 91.9%	25 2.7%

\*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.



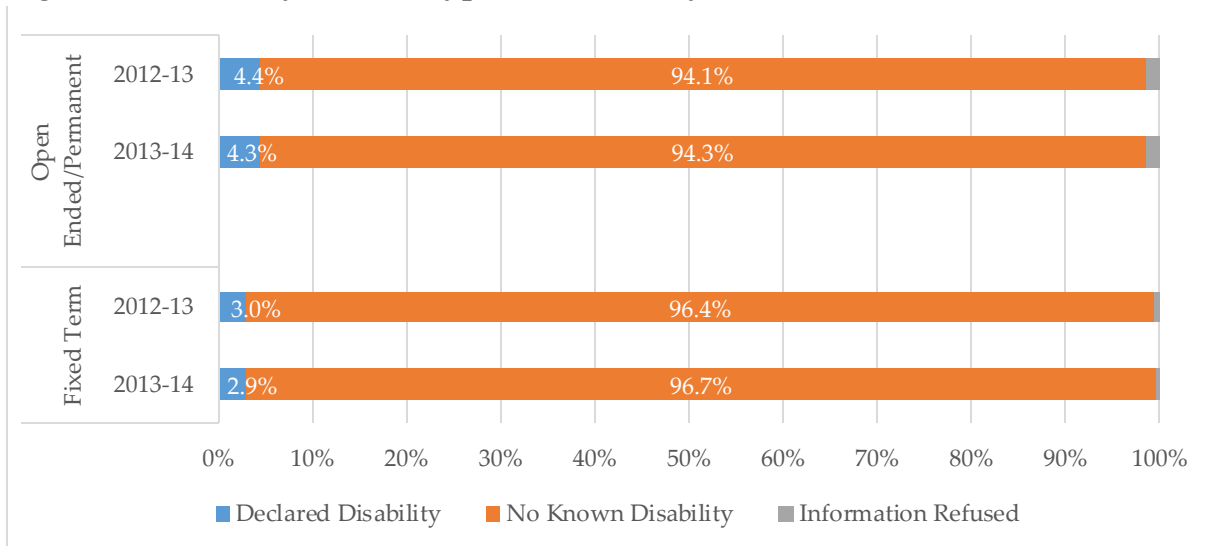
**Figure 2.3 – Staff by job category and disability**



Job Category		Declared Disability		No Known Disability		Information refused	
<b>Academic</b>	2012-13	29	3.4%	821	96.0%	5	0.6%
	2013-14	26	3.1%	818	96.5%	4	0.5%
<b>Academic related</b>	2012-13	27	4.9%	513	94.0%	6	1.1%
	2013-14	29	5.0%	541	93.9%	6	1.0%
<b>Clerical</b>	2012-13	30	4.4%	641	94.5%	7	1.0%
	2013-14	30	4.2%	684	94.9%	7	1.0%
<b>Manual</b>	2012-13	9	3.4%	235	89.4%	19	7.2%
	2013-14	9	3.3%	243	90.3%	17	6.3%
<b>Other Related</b>	2012-13	1	1.5%	64	98.5%	0	0.0%
	2013-14	1	1.7%	58	98.3%	0	0.0%
<b>Research</b>	2012-13	27	3.4%	772	95.9%	6	0.7%
	2013-14	28	3.2%	837	96.3%	4	0.5%
<b>Technical</b>	2012-13	23	5.6%	382	93.2%	5	1.2%
	2013-14	22	5.3%	386	93.7%	4	1.0%

\*This table includes some members of staff with multiple roles in more than one category, and these staff have been counted as 1 in each category.

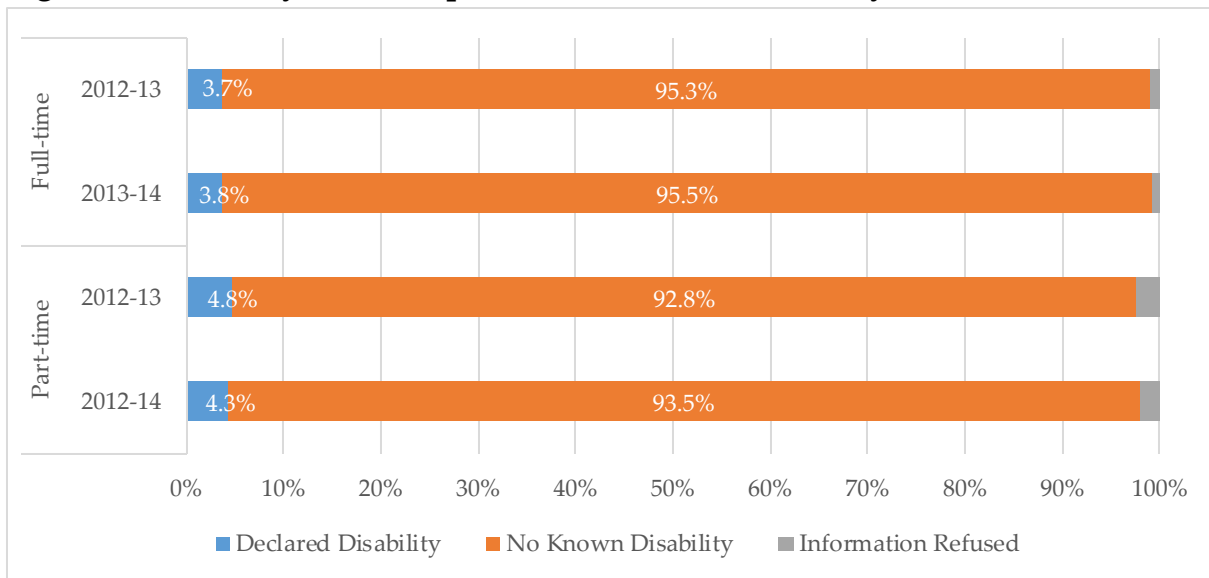
**Figure 2.4 – Staff by contract type and disability**



Contract Type > Year	Declared Disability		No Known Disability		Information refused	
<b>Open Ended/Permanent</b>						
2012-13	115	4.4%	2467	94.1%	41	1.6%
2013-14	117	4.3%	2560	94.3%	38	1.4%
<b>Fixed Term</b>						
2012-13	30	3.0%	965	96.4%	6	0.6%
2013-14	31	2.9%	1016	96.7%	4	0.4%

\*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

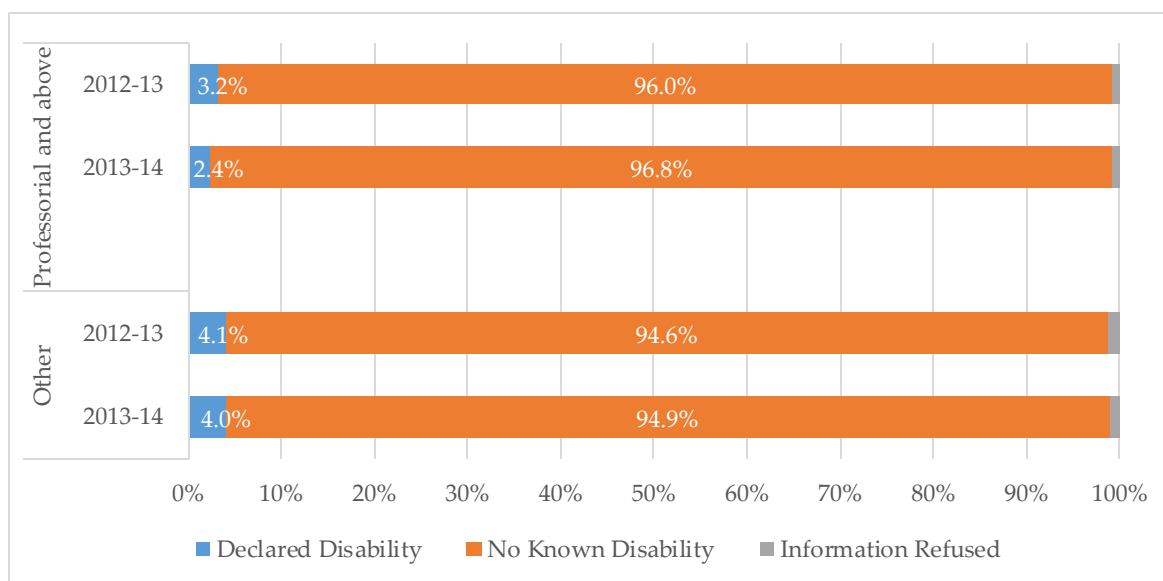
**Figure 2.5 – Staff by full-time/part-time status and disability**



Full/Part	Declared Disability		No Known Disability		Information refused	
<b>Full time</b>						
2012-13	101	3.7%	2574	95.3%	25	0.9%
2013-14	105	3.8%	2660	95.5%	21	0.8%
<b>Part time</b>						
2012-13	44	4.8%	852	92.8%	22	2.4%
2013-14	41	4.3%	884	93.5%	20	2.1%

\*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

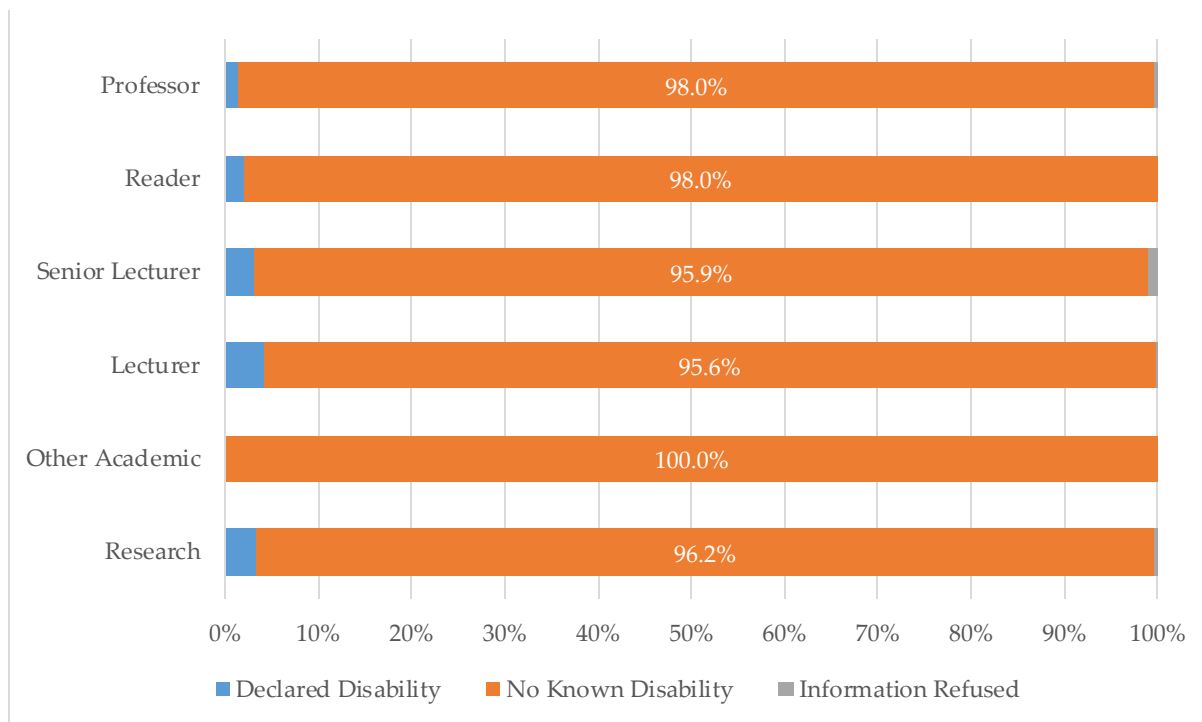
**Figure 2.6 – Staff by level and disability**



Level	Declared Disability		No Known Disability		Information refused	
<b>Professional and above</b>						
2012-13	8	3.2%	237	96.0%	2	0.8%
2013-14	6	2.4%	241	96.8%	2	0.8%
<b>Other</b>						
2012-13	136	4.1%	3170	94.6%	45	1.3%
2013-14	137	4.0%	3273	94.9%	39	1.1%

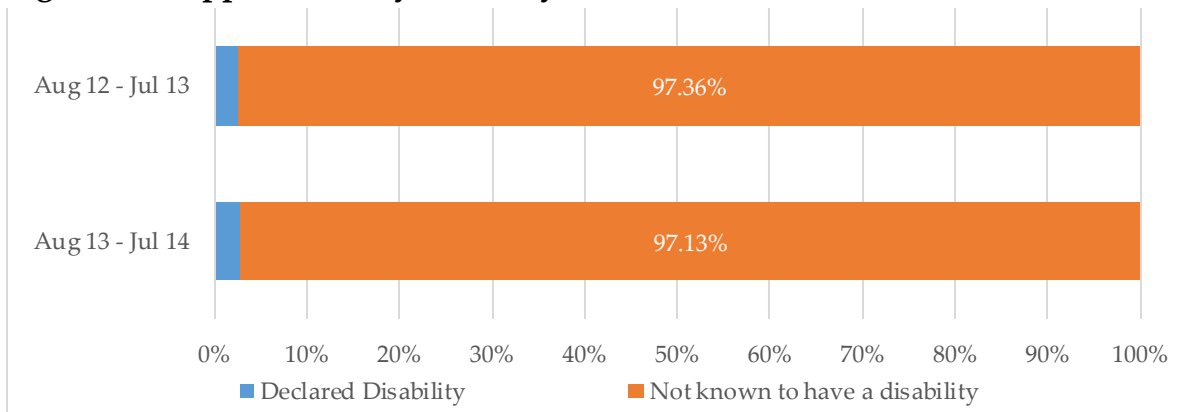
\*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each

**Figure 2.7 – Academic staff by job role and disability**



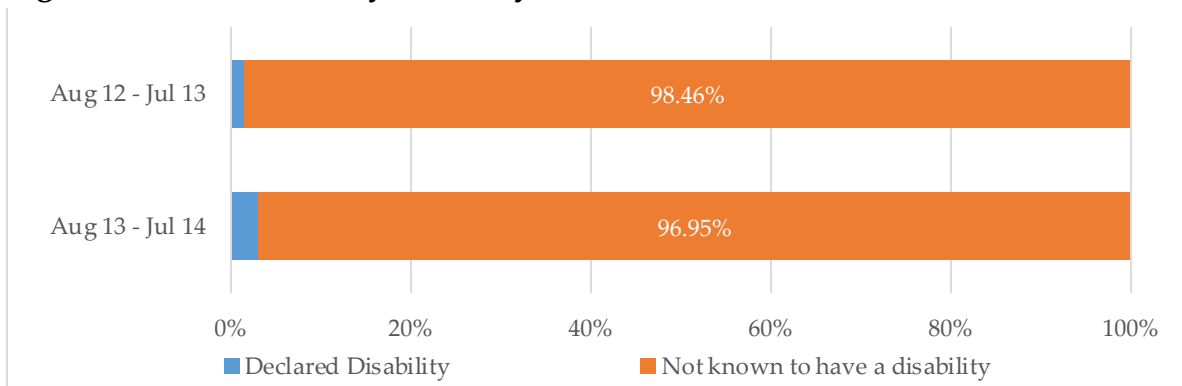
Role > Year	Declared Disability		No Known Disability		Information Refused	
<b>2013-14</b>						
Professor	3	1.5%	198	98.0%	1	0.5%
Reader	1	2.0%	50	98.0%	0	0.0%
Senior Lecturer	6	3.1%	185	95.9%	2	1.0%
Lecturer	15	4.1%	348	95.6%	1	0.3%
Other Academic	0	0.0%	37	100.0%	0	0.0%
Research	28	3.3%	804	96.2%	4	0.5%

**Figure 2.8 - Applications by disability**



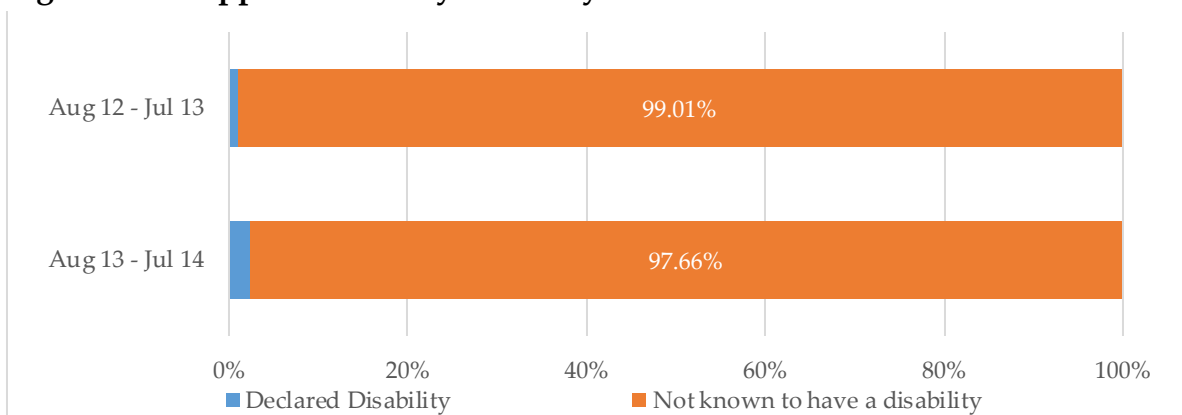
Applications	Declared disability	Not known to have a disability
Aug 12 - Jul 13	303 2.64%	11184 97.36%
Aug 13 - Jul 14	256 2.87%	8651 97.13%

**Figure 2.9 – Interviews by disability**



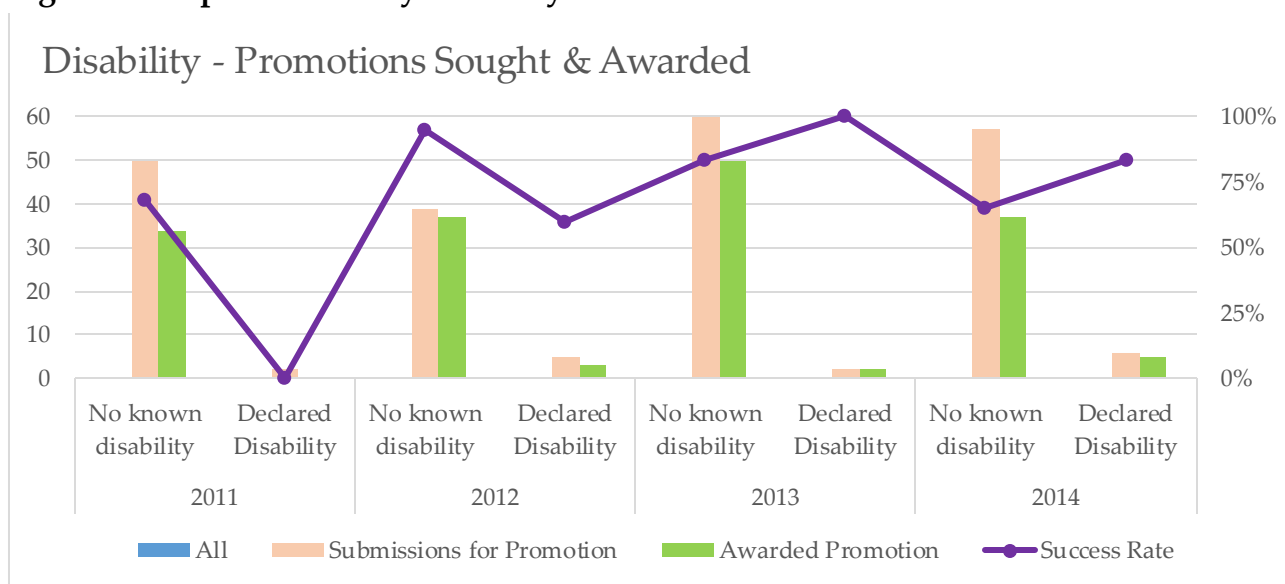
Interviews	Declared disability	Not known to have a disability
Aug 12 - Jul 13	17 1.54%	1084 98.46%
Aug 13 - Jul 14	35 3.05%	1112 96.95%

**Figure 2.10 - Appointments by disability**



Appointments	Declared disability	Not known to have a disability
Aug 12 - Jul 13	5 0.99%	502 99.01%
Aug 13 - Jul 14	10 2.34%	417 97.66%

**Figure 2.11 – promotions by disability**



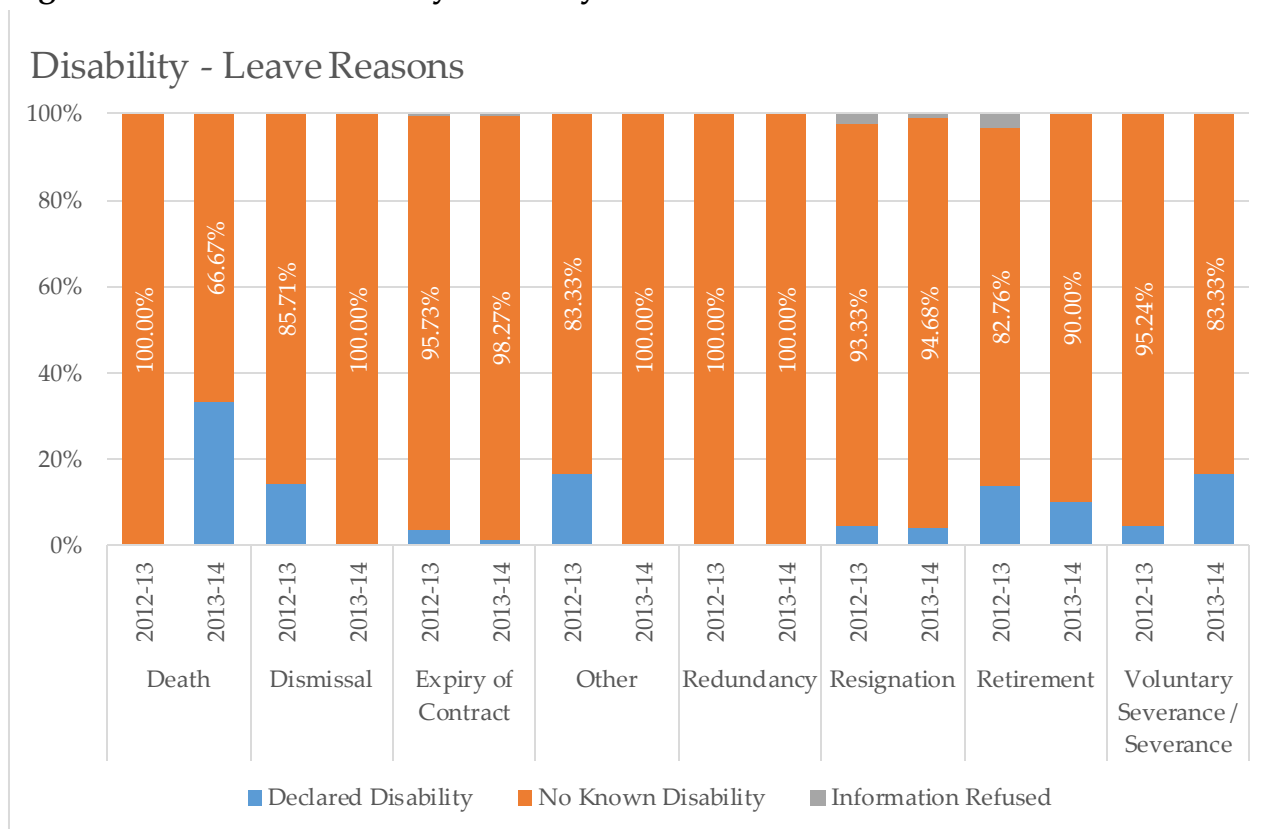
**Academic Promotions by Disability**

	2011		2012		2013		2014	
	No known disability	Declared Disability	No known disability	Declared Disability	No known disability	Declared Disability	No known disability	Declared Disability
<b>All</b>								
Submissions	50	2	39	5	60	2	57	6
Awarded	34	0	37	3	50	2	37	5
Success Rate	68%	0%	95%	60%	83%	100%	65%	83%

Year > Sought	Declared disability	No Known Disability	Information Refused	Total
<b>2011</b> Non Academic		3		3
Promotion to Lecturer	1	5		6
Promotion to Senior Lecturer	1	25	1	27
Promotion to Reader		6		6
Promotion to Personal Chair		10		10
<b>2012</b> Non Academic		5		5
Promotion to Lecturer	1	4		5
Promotion to Senior Lecturer	2	21		23
Promotion to Reader	1	3		4
Promotion to Personal Chair	1	6		7
<b>2013</b> Non Academic		3		3
Promotion to Lecturer	1	7		8
Promotion to Senior Lecturer	1	29		30
Promotion to Reader		8		8
Promotion to Personal Chair		13		13

<b>Year &gt; Outcome</b>	<b>Declared disability</b>	<b>No Known Disability</b>	<b>Information Refused</b>	<b>Grand Total</b>
<b>2011</b>				
Not Met Criteria	2	14		16
Not Met Criteria (Pre Committee)		2		2
Non Academic		3		3
Promotion to Lecturer		5		5
Promotion to Senior Lecturer		11	1	12
Promotion to Reader		6		6
Promotion to Personal Chair		8		8
<b>2011 Total</b>	<b>2</b>	<b>49</b>	<b>1</b>	<b>52</b>
<b>2012</b>				
Not Met Criteria	2	2		4
Non Academic		5		5
Promotion to Lecturer	1	5		6
Promotion to Senior Lecturer		18		18
Promotion to Reader	1	3		4
Promotion to Personal Chair	1	6		7
<b>2012 Total</b>	<b>5</b>	<b>39</b>		<b>44</b>
<b>2013</b>				
Not Met Criteria		8		8
Not Met Criteria (Pre Committee)		2		2
Non Academic		3		3
Promotion to Lecturer	1	7		8
Promotion to Senior Lecturer	1	23		24
Promotion to Reader		6		6
Promotion to Personal Chair		11		11
<b>2013 Total</b>	<b>2</b>	<b>60</b>		<b>62</b>

**Figure 2.12 – Leave reasons by disability**



Leave Reason	Declared Disability	No Known Disability	Information Refused	Total
<b>Death</b>				
2012-13	0 0.00%	2 100.00%	0 0.00%	2
2013-14	1 33.33%	2 66.67%	0 0.00%	3
<b>Dismissal</b>				
2012-13	1 14.29%	6 85.71%	0 0.00%	7
2013-14	0 0.00%	6 100.00%	0 0.00%	6
<b>Expiry of Contract</b>				
2012-13	6 3.66%	157 95.73%	1 0.61%	164
2013-14	2 1.16%	170 98.27%	1 0.58%	173
<b>Other</b>				
2012-13	1 16.67%	5 83.33%	0 0.00%	6
2013-14	0 0.00%	10 100.00%	0 0.00%	10
<b>Redundancy</b>				
2012-13	0 0.00%	3 100.00%	0 0.00%	3
2013-14	0 0.00%	6 100.00%	0 0.00%	6
<b>Resignation</b>				
2012-13	8 4.44%	168 93.33%	4 2.22%	180
2013-14	8 4.26%	178 94.68%	2 1.06%	188
<b>Retirement</b>				
2012-13	4 13.79%	24 82.76%	1 3.45%	29
2013-14	3 10.00%	27 90.00%	0 0.00%	30
<b>Voluntary Severance / Severance</b>				
2012-13	1 4.76%	20 95.24%	0 0.00%	21
2013-14	3 16.67%	15 83.33%	0 0.00%	18



## A. Data by protected characteristic

### 3. Ethnicity

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#### Job applications, interviews and appointments:

Figure 3.8 – Applications by ethnicity

Figure 3.9 – Interviews by ethnicity

Figure 3.10 – Appointments by ethnicity

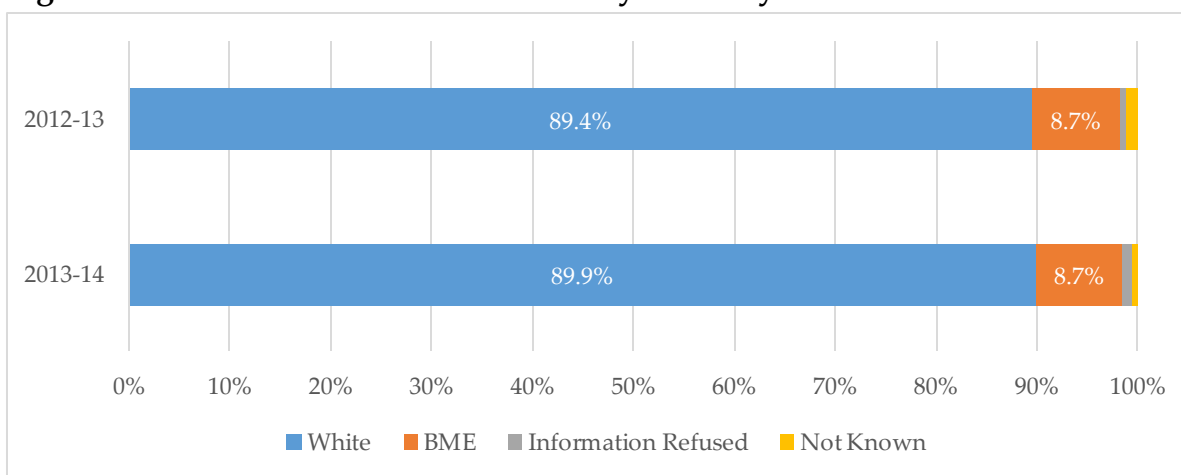
#### Promotions:

Figure 3.11 – Promotions sought and awarded, by ethnicity

#### Dismissals and leave reasons:

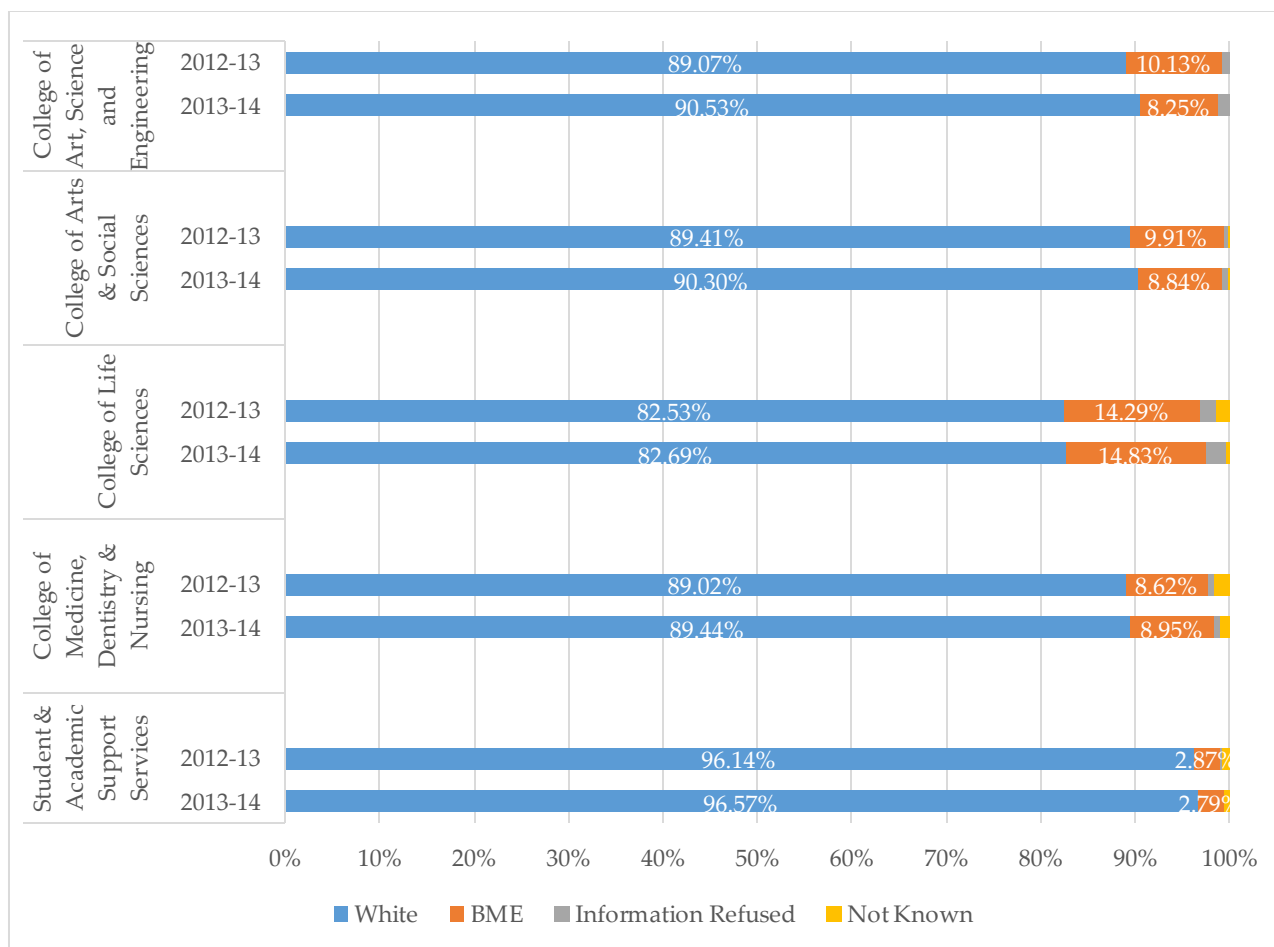
Figure 3.12 – Dismissals and leave reasons by ethnicity

**Figure 3.1 - Overview of all staff at UoD by ethnicity**



Year	White	BME	Information Refused	Not Known	Total
2012-13	3217 89.4%	314 8.7%	26 0.7%	40 1.1%	3572
2013-14	3316 89.9%	321 8.7%	32 0.9%	21 0.6%	3650

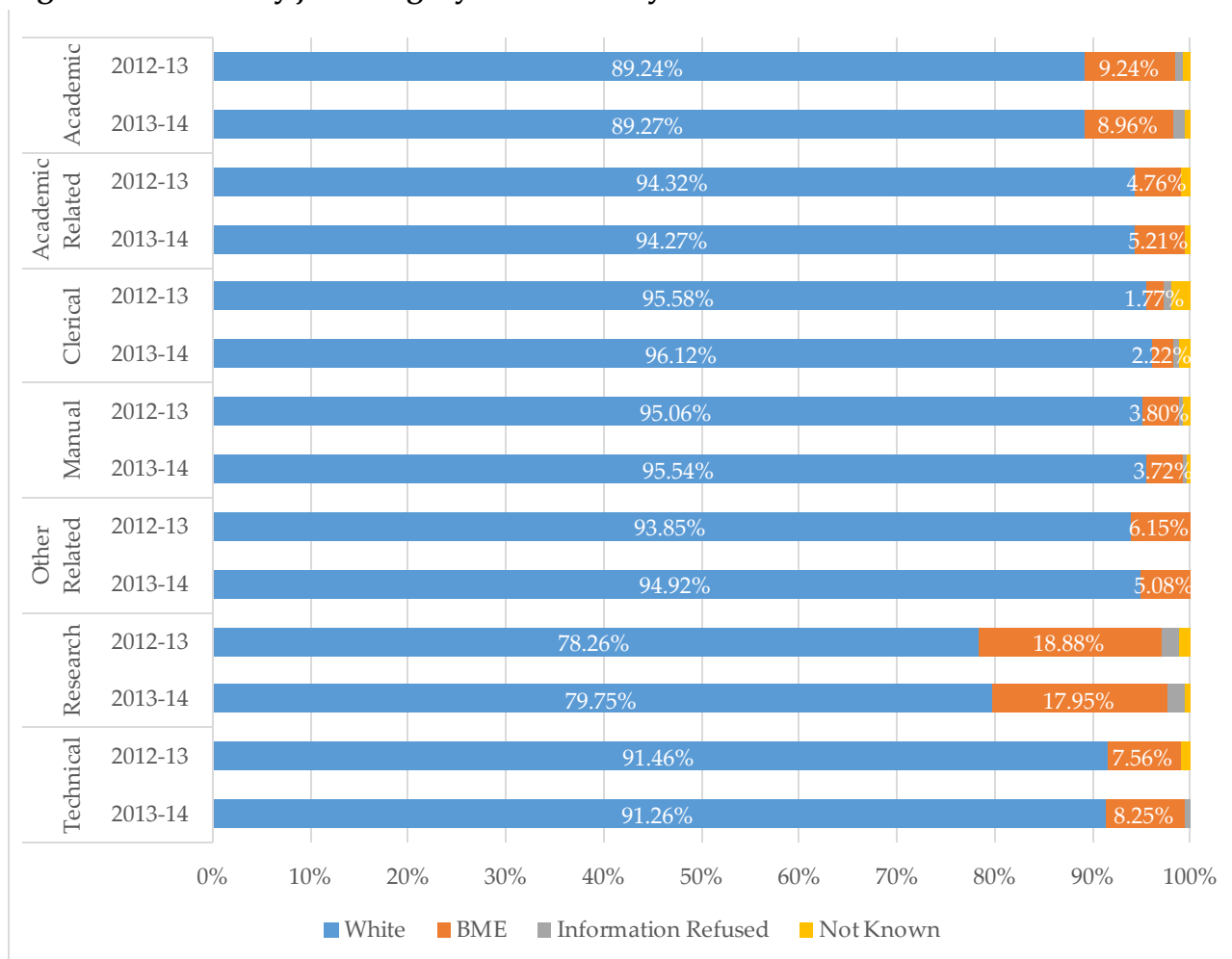
**Figure 3.2 – Staff by College and ethnicity**



College/SASS > Year	White	BME	Information Refused	Not Known
<b>College of Art, Science and Engineering</b>				
2012-13	334 89.07%	38 10.13%	3 0.80%	0 0.00%
2013-14	373 90.53%	34 8.25%	5 1.21%	0 0.00%
<b>College of Arts &amp; Social Sciences</b>				
2012-13	397 89.41%	44 9.91%	2 0.45%	1 0.23%
2013-14	419 90.30%	41 8.84%	3 0.65%	1 0.22%
<b>College of Life Sciences</b>				
2012-13	647 82.53%	112 14.29%	13 1.66%	12 1.53%
2013-14	669 82.69%	120 14.83%	16 1.98%	4 0.49%
<b>College of Medicine, Dentistry &amp; Nursing</b>				
2012-13	981 89.02%	95 8.62%	7 0.64%	19 1.72%
2013-14	999 89.44%	100 8.95%	7 0.63%	11 0.98%
<b>Student &amp; Academic Support Services</b>				
2012-13	871 96.14%	26 2.87%	1 0.11%	8 0.88%
2013-14	901 96.57%	26 2.79%	1 0.11%	5 0.54%

\*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.

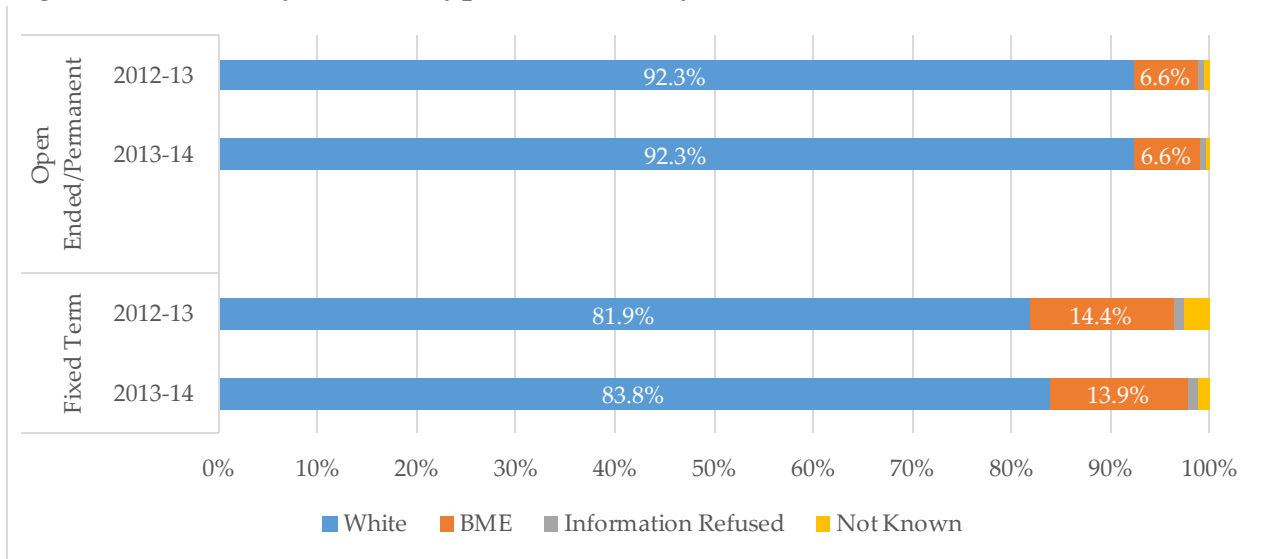
**Figure 3.3 – Staff by job category and ethnicity**



Job Category	White	BME	Information Refused	Not Known
<b>Academic</b>				
2012-13	763 89.24%	79 9.24%	7 0.82%	6 0.70%
2013-14	757 89.27%	76 8.96%	10 1.18%	5 0.59%
<b>Academic Related</b>				
2012-13	515 94.32%	26 4.76%	0 0.00%	5 0.92%
2013-14	543 94.27%	30 5.21%	0 0.00%	3 0.52%
<b>Clerical</b>				
2012-13	648 95.58%	12 1.77%	5 0.74%	13 1.92%
2013-14	693 96.12%	16 2.22%	4 0.55%	8 1.11%
<b>Manual</b>				
2012-13	250 95.06%	10 3.80%	1 0.38%	2 0.76%
2013-14	257 95.54%	10 3.72%	1 0.37%	1 0.37%
<b>Other Related</b>				
2012-13	61 93.85%	4 6.15%	0 0.00%	0 0.00%
2013-14	56 94.92%	3 5.08%	0 0.00%	0 0.00%
<b>Research</b>				
2012-13	630 78.26%	152 18.88%	13 1.61%	10 1.24%
2013-14	693 79.75%	156 17.95%	15 1.73%	5 0.58%
<b>Technical</b>				
2012-13	375 91.46%	31 7.56%	0 0.00%	4 0.98%
2013-14	376 91.26%	34 8.25%	2 0.49%	0 0.00%

\*This table includes members of staff with multiple roles in two colleges, counted as 1 in each.

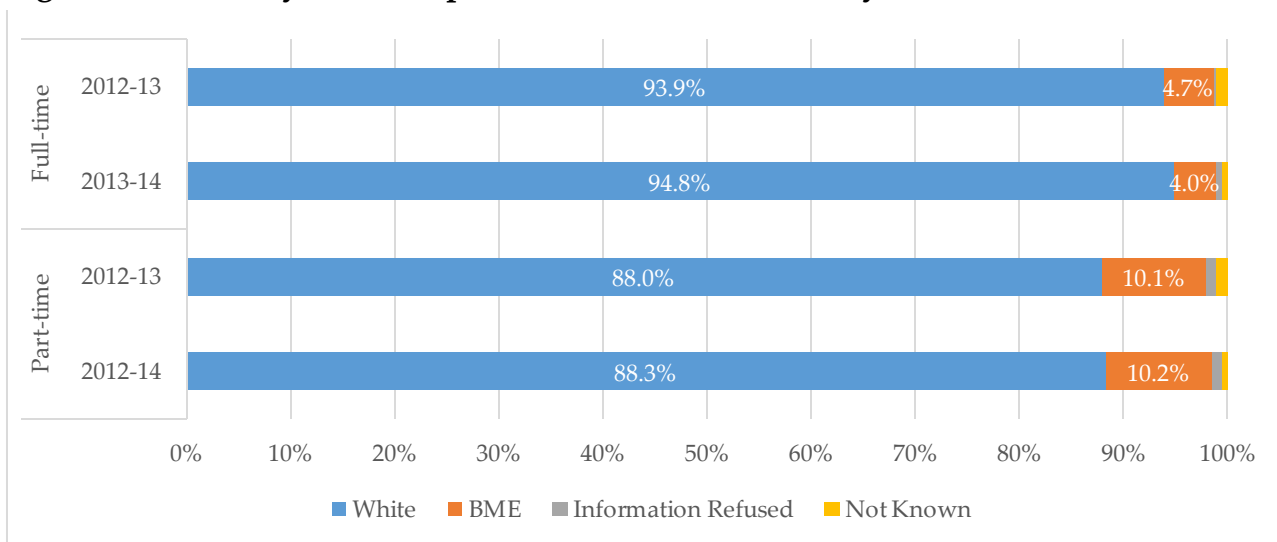
**Figure 3.4 – Staff by contract type and ethnicity**



Contract Type	White	BME	Information Refused	Not Known
<b>Open Ended/Permanent</b>				
2012-13	2422 92.3%	172 6.6%	15 0.6%	14 0.5%
2013-14	2506 92.3%	180 6.6%	20 0.7%	9 0.3%
<b>Fixed Term</b>				
2012-13	820 81.9%	144 14.4%	11 1.1%	26 2.6%
2013-14	881 83.8%	146 13.9%	12 1.1%	12 1.1%

\*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

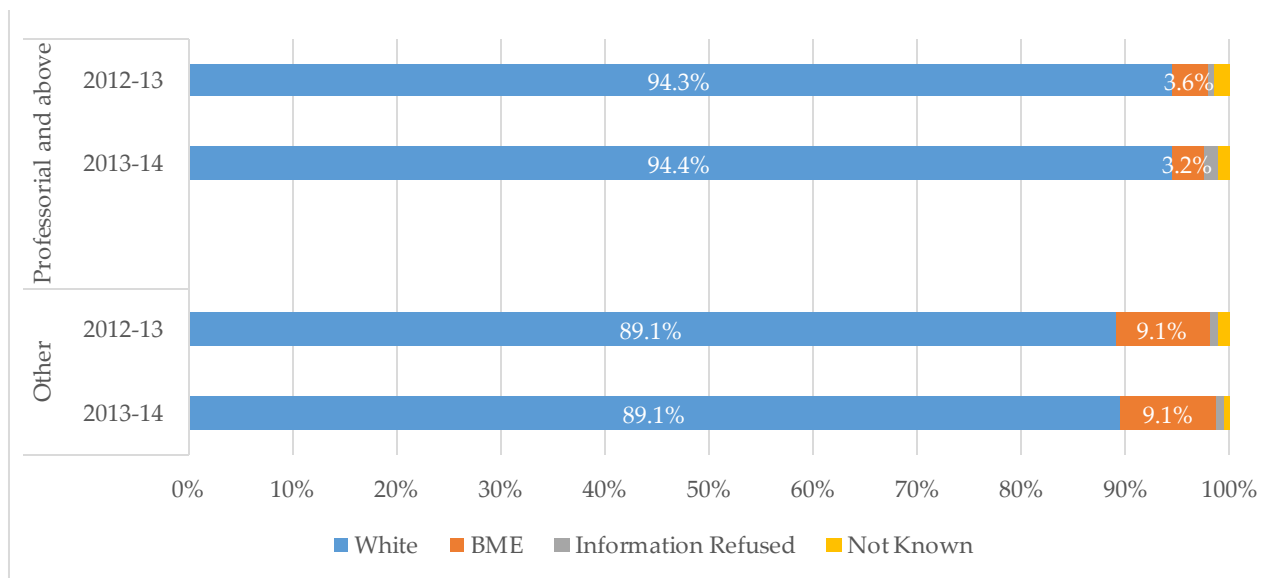
**Figure 3.5 – Staff by full-time/part-time status and ethnicity**



Full/Part	White	BME	Information Refused	Not Known
<b>Full Time</b>				
2012-13	862 93.9%	43 4.7%	3 0.3%	10 1.1%
2013-14	896 94.8%	38 4.0%	5 0.5%	6 0.6%
<b>Part Time</b>				
2012-13	2375 88.0%	272 10.1%	23 0.9%	30 1.1%
2013-14	2549 88.3%	284 10.2%	28 1.0%	15 0.5%

\*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

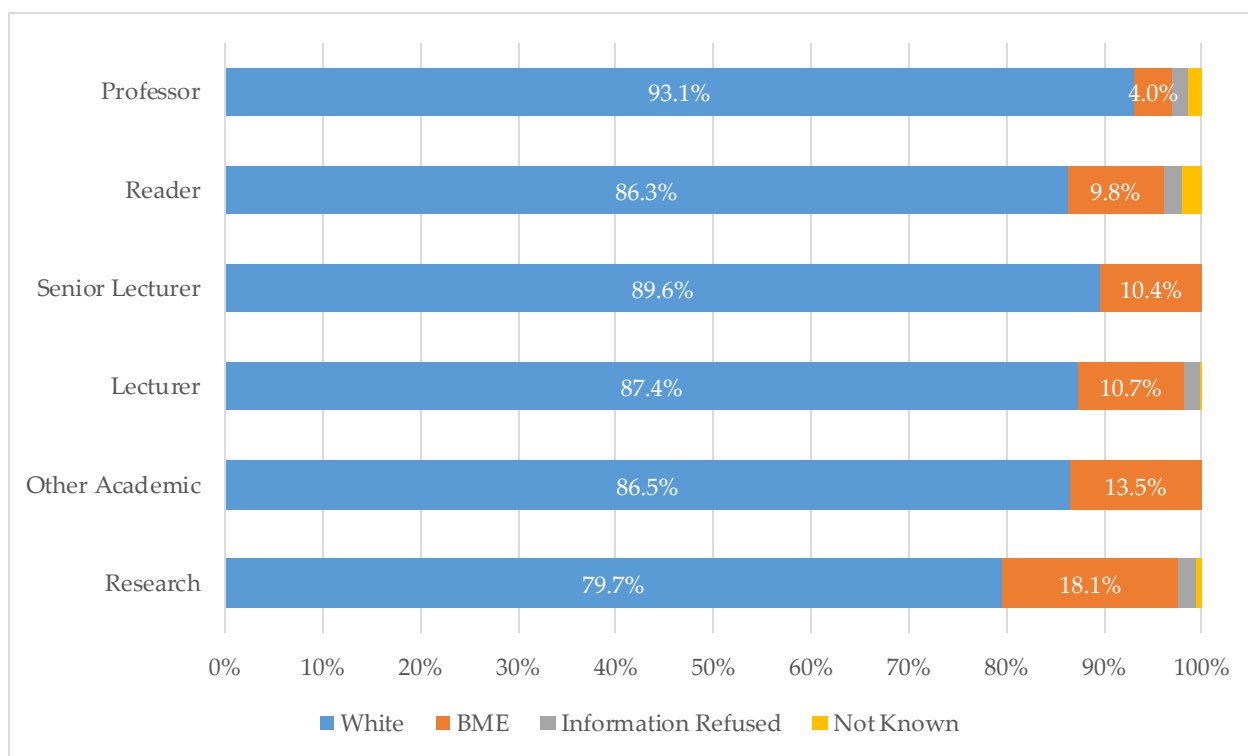
**Figure 3.6 – Staff by level and ethnicity**



Level	White	BME	Information Refused	Not Known
<b>Professional and above</b>				
2012-13	233 94.3%	9 3.6%	1 0.4%	4 1.6%
2013-14	235 94.4%	8 3.2%	3 1.2%	3 1.2%
<b>Other</b>				
2012-13	2984 89.1%	306 9.1%	25 0.8%	36 1.1%
2013-14	3089 89.1%	313 9.1%	29 0.8%	18 0.5%

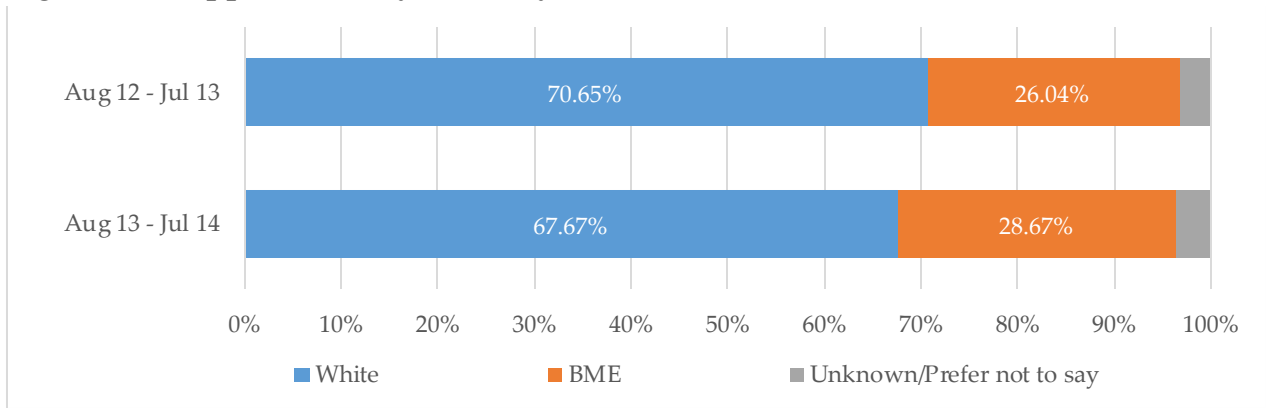
\*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each

**Figure 3.7 – Academic staff by job role and ethnicity**



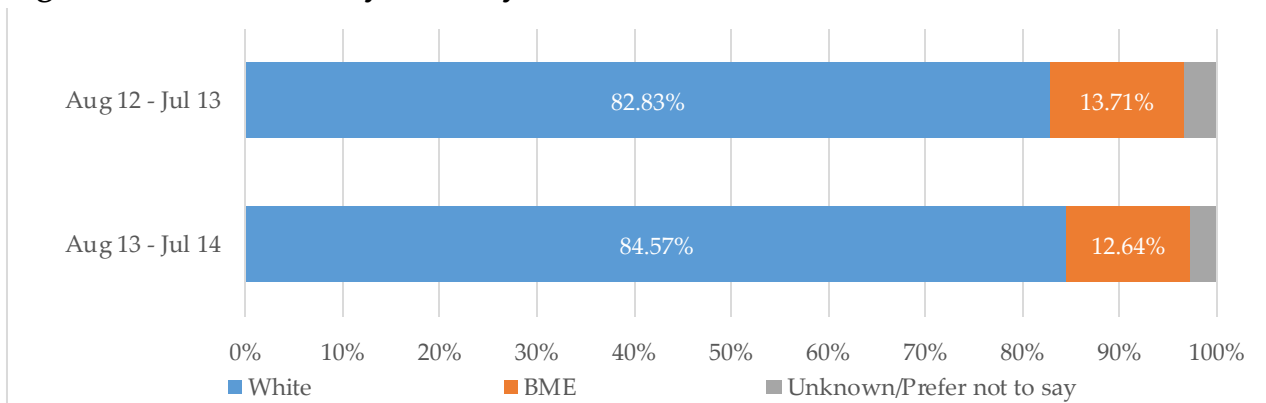
Role > Year	White		BME		Information Refused		Not Known	
<b>2013-14</b>								
Professor	188	93.1%	8	4.0%	3	1.5%	3	1.5%
Reader	44	86.3%	5	9.8%	1	2.0%	1	2.0%
Senior Lecturer	173	89.6%	20	10.4%	0	0.0%	0	0.0%
Lecturer	318	87.4%	39	10.7%	6	1.6%	1	0.3%
Other Academic	32	93.1%	5	4.0%	0	1.5%	0	1.5%
Research	666	86.3%	151	9.8%	15	2.0%	5	2.0%

**Figure 3.8 – Applications by ethnicity**



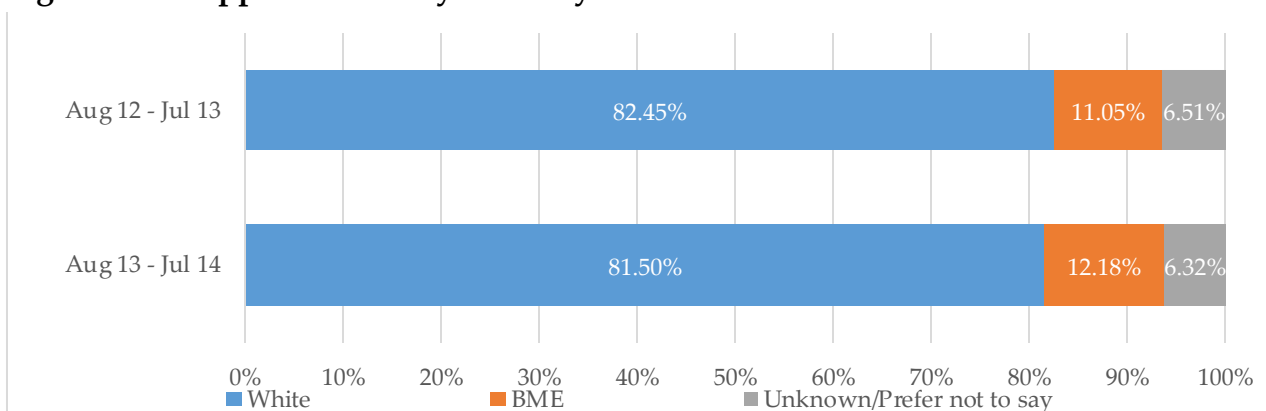
Applications	White	%	BME	%	Unknown	%
Aug 12 - Jul 13	8116	70.65%	2991	26.04%	380	3.31%
Aug 13 - Jul 14	6027	67.67%	2554	28.67%	326	3.66%

**Figure 3.9 - Interviews by ethnicity**



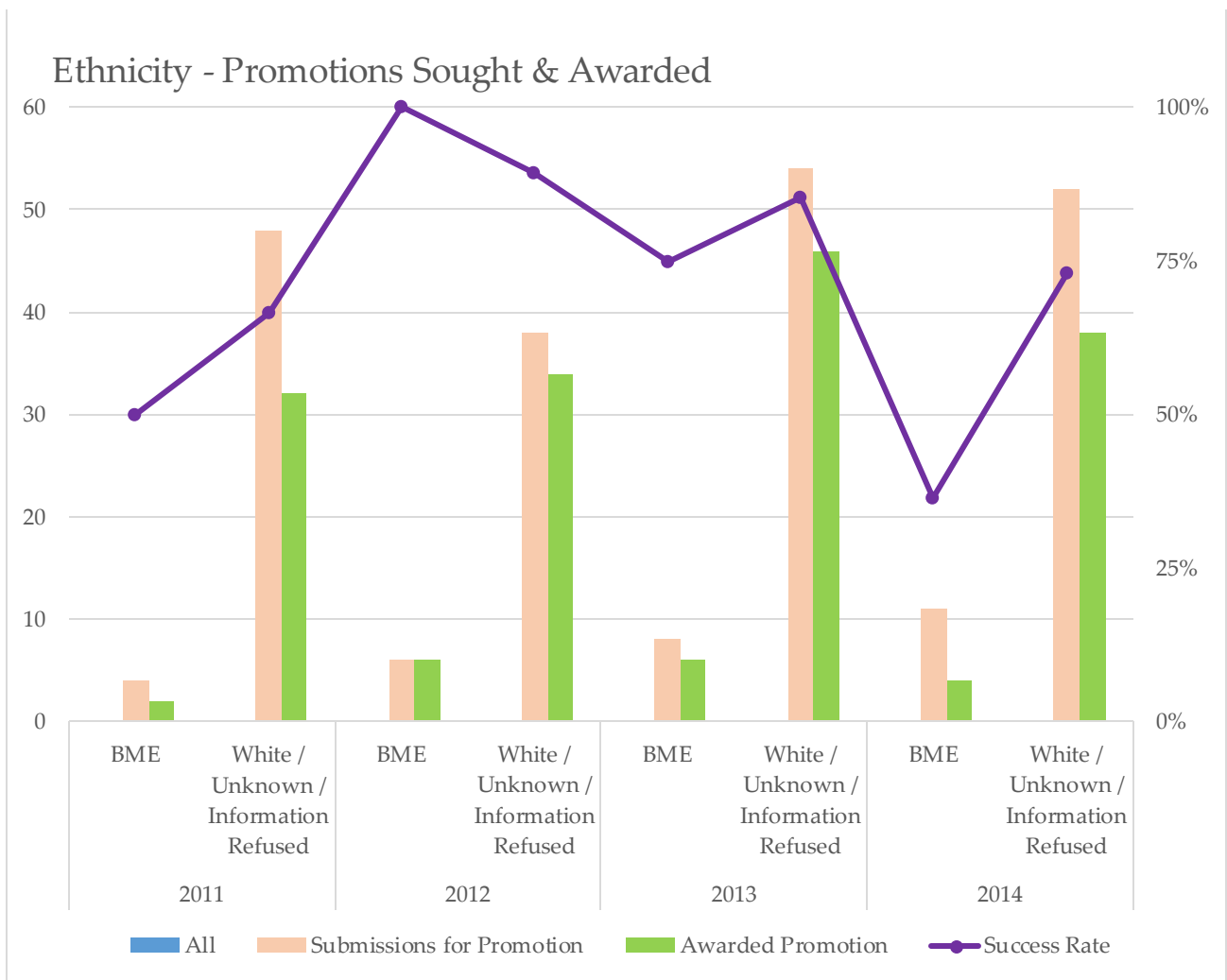
Interviews	White	%	BME	%	Unknown	%
Aug 12 - Jul 13	912	82.83%	151	13.71%	38	3.45%
Aug 13 - Jul 14	970	84.57%	145	12.64%	32	2.79%

**Figure 3.10 - Appointments by ethnicity**



Appointments	White	%	BME	%	Unknown	%
Aug 12 - Jul 13	418	82.45%	56	11.05%	33	6.51%
Aug 13 - Jul 14	348	81.50%	52	12.18%	27	6.32%

**Figure 3.11 – promotions by ethnicity**



**Academic Promotions by Ethnicity**

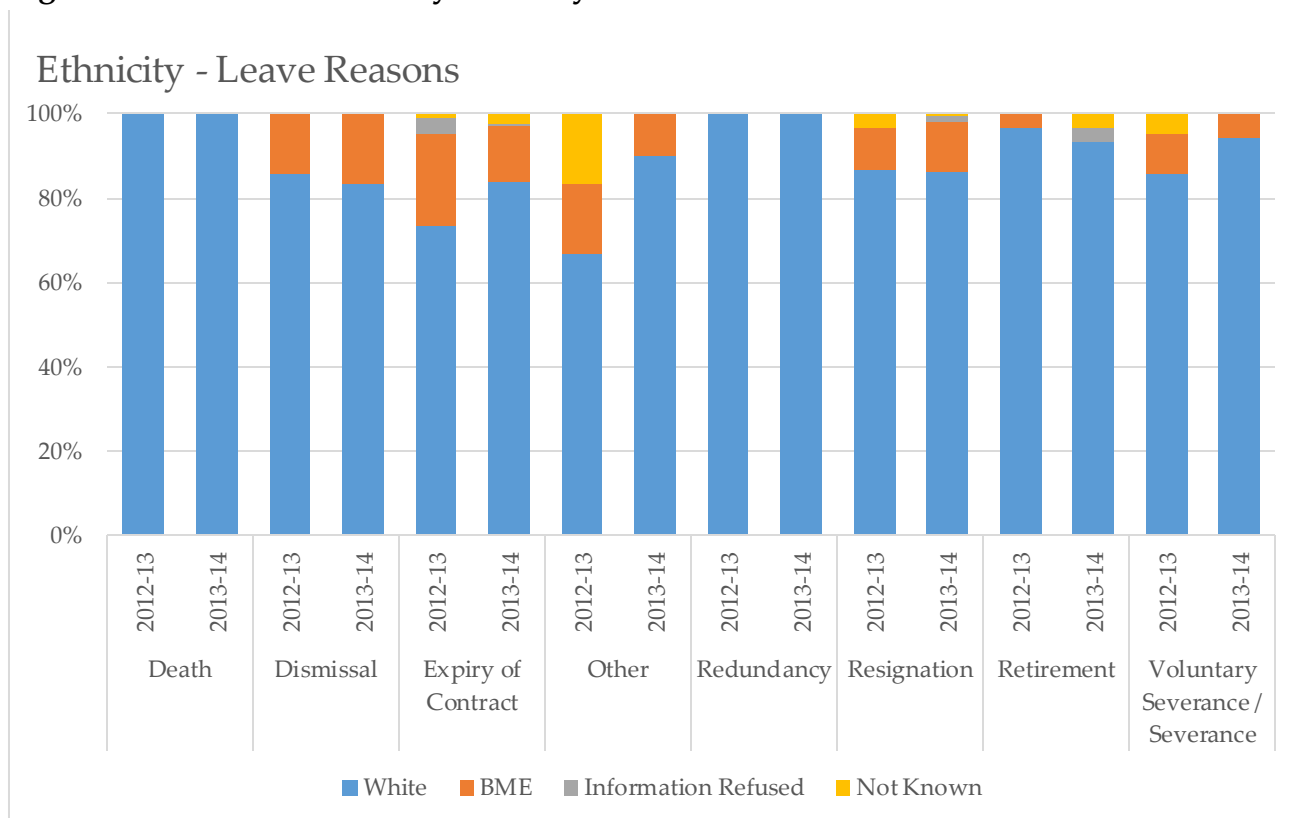
	2011		2012		2013		2014	
	BME	White / Unknown / Information Refused	BME	White / Unknown / Information Refused	BME	White / Unknown / Information Refused	BME	White / Unknown / Information Refused
<b>All</b>								
Submissions for Promotion	4	48	6	38	8	54	11	52
Awarded Promotion	2	32	6	34	6	46	4	38
Success Rate	50%	67%	100%	89%	75%	85%	36%	73%



<b>Year &gt; Sought</b>	<b>White</b>	<b>BME</b>	<b>Not known/Information refused</b>	<b>Grand Total</b>
<b>2011</b>				
Non Academic	3			3
Promotion to Lecturer	6			6
Promotion to Senior Lecturer	24	3		27
Promotion to Reader	6			6
Promotion to Personal Chair	9	1		10
<b>2011 Total</b>	<b>48</b>	<b>4</b>		<b>52</b>
<b>2012</b>				
Non Academic	2	3		5
Promotion to Lecturer	4		1	5
Promotion to Senior Lecturer	21	2		23
Promotion to Reader	4			4
Promotion to Personal Chair	6	1		7
<b>2012 Total</b>	<b>37</b>	<b>6</b>	<b>1</b>	<b>44</b>
<b>2013</b>				
Non Academic	1	2		3
Promotion to Lecturer	7	1		8
Promotion to Senior Lecturer	26	4		30
Promotion to Reader	8			8
Promotion to Personal Chair	12	1		13
<b>2013 Total</b>	<b>54</b>	<b>8</b>		<b>62</b>

<b>Year &gt; Outcome</b>	<b>White</b>	<b>BME</b>	<b>Not known/Information refused</b>	<b>Grand Total</b>
<b>2011</b>				
Not Met Criteria	14	2		16
Not Met Criteria (Pre Committee)	2			2
Non Academic	3			3
Promotion to Lecturer	5			5
Promotion to Senior Lecturer	11	1		12
Promotion to Reader	6			6
Promotion to Personal Chair	7	1		8
<b>2011 Total</b>	<b>48</b>	<b>4</b>		<b>52</b>
<b>2012</b>				
Not Met Criteria	4			4
Non Academic	2	3		5
Promotion to Lecturer	5		1	6
Promotion to Senior Lecturer	16	2		18
Promotion to Reader	4			4
Promotion to Personal Chair	6	1		7
<b>2012 Total</b>	<b>37</b>	<b>6</b>	<b>1</b>	<b>44</b>
<b>2013</b>				
Not Met Criteria	7	1		8
Not Met Criteria (Pre Committee)	1	1		2
Non Academic	1	2		3
Promotion to Lecturer	7	1		8
Promotion to Senior Lecturer	21	3		24
Promotion to Reader	6			6
Promotion to Personal Chair	11			11
<b>2013 Total</b>	<b>54</b>	<b>8</b>		<b>62</b>

**Figure 3.12 – Leave reasons by ethnicity**



Headcount Leave Reason	Ethnicity				Total
	White	BME	Information Refused	Not Known	
<b>Death</b>					
2012-13	2 100.0%	0 0.0%	0 0.0%	0 0.0%	2
2013-14	3 100.0%	0 0.0%	0 0.0%	0 0.0%	3
<b>Dismissal</b>					
2012-13	6 85.7%	1 14.3%	0 0.0%	0 0.0%	7
2013-14	5 83.3%	1 16.7%	0 0.0%	0 0.0%	6
<b>Expiry of Contract</b>					
2012-13	120 73.2%	36 21.9%	6 3.7%	2 1.2%	164
2013-14	145 83.8%	23 13.3%	1 0.6%	4 2.3%	173
<b>Other</b>					
2012-13	4 66.7%	1 16.7%	0 0.0%	1 16.7%	6
2013-14	9 90.0%	1 10.0%	0 0.0%	0 0.0%	10
<b>Redundancy</b>					
2012-13	3 100.0%	0 0.0%	0 0.0%	0 0.0%	3
2013-14	6 100.0%	0 0.0%	0 0.0%	0 0.0%	6
<b>Resignation</b>					
2012-13	156 86.7%	18 10.0%	0 0.0%	6 3.3%	180
2013-14	162 86.2%	22 11.7%	3 1.6%	1 0.5%	188
<b>Retirement</b>					
2012-13	28 96.5%	1 3.5%	0 0.0%	0 0.0%	29
2013-14	28 93.3%	0 0.0%	1 3.3%	1 3.3%	30
<b>Voluntary Severance/Severance</b>					
2012-13	18 85.7%	2 9.5%	0 0.0%	1 4.8%	21
2013-14	17 94.4%	1 5.6%	0 0.0%	0 0.0%	18

## A. Data by protected characteristic

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### 4. Gender

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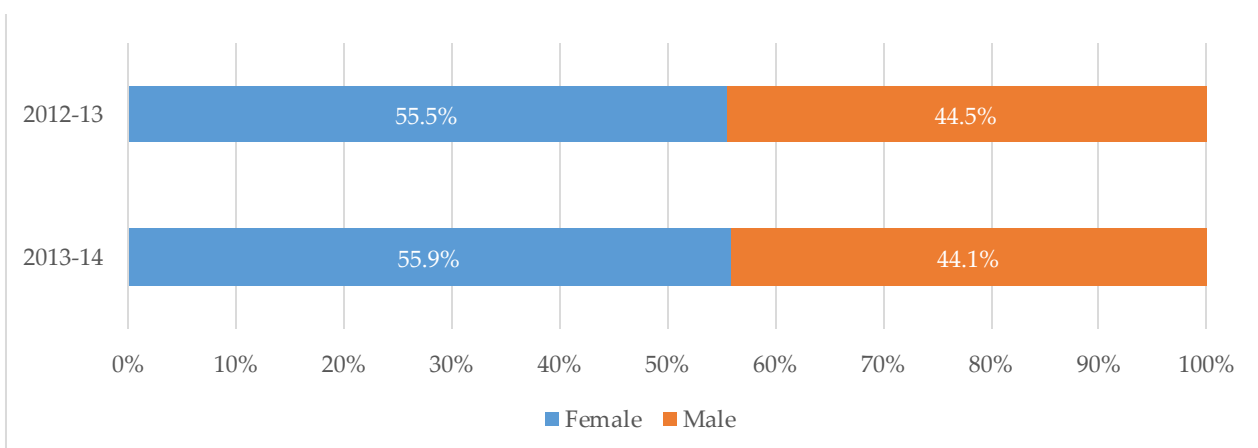
#### Promotions:

Figure 4.11 – Promotions sought and awarded, by gender

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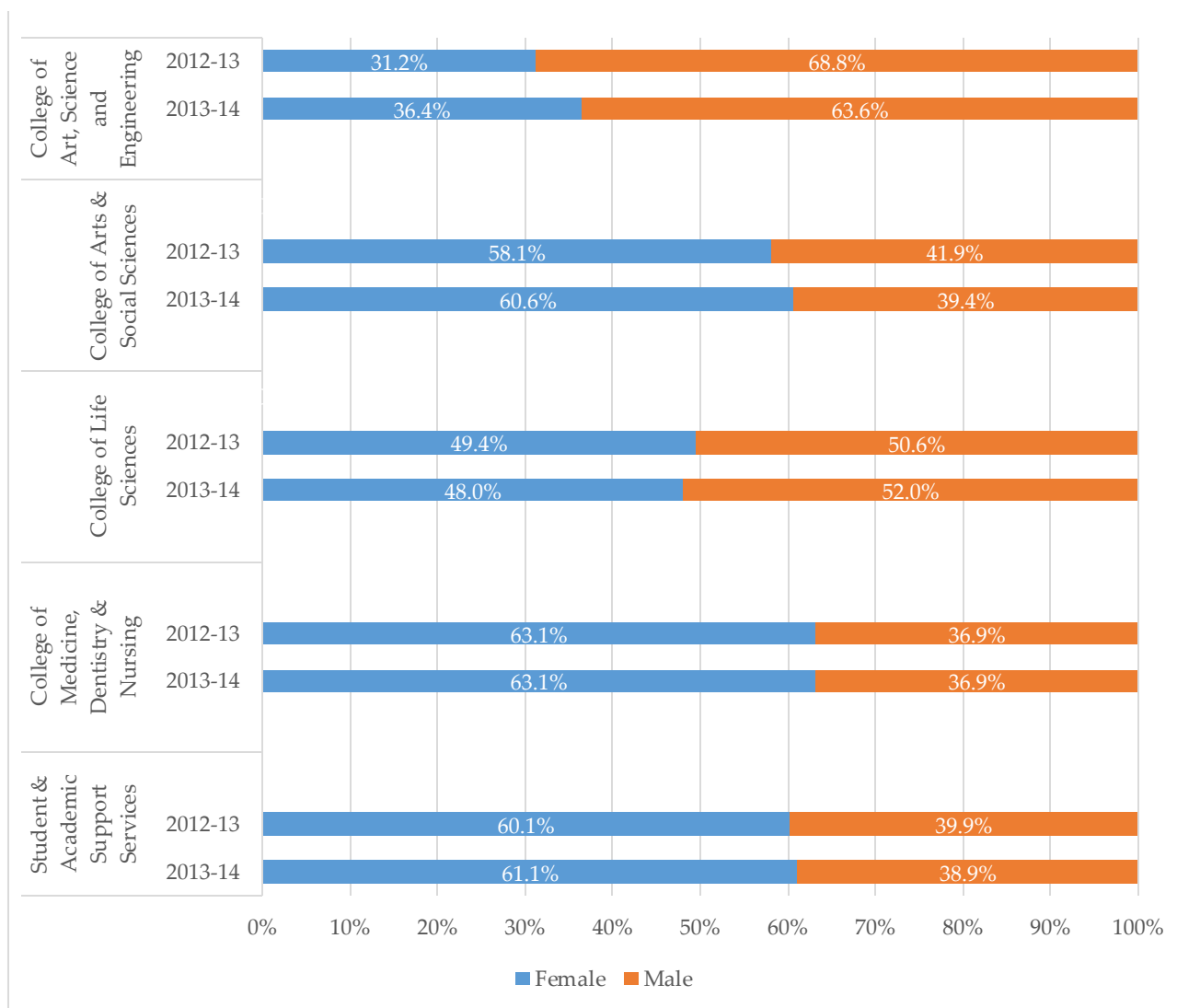
Figure 4.12 – Dismissals and leave reasons by gender

#### Figure 4.1 Overview of all staff at UoD by gender



Year	Female	%	Male	%	Grand Total
2012-13	1995	55.5%	1602	44.5%	3597
2013-14	2061	55.9%	1629	44.1%	3690

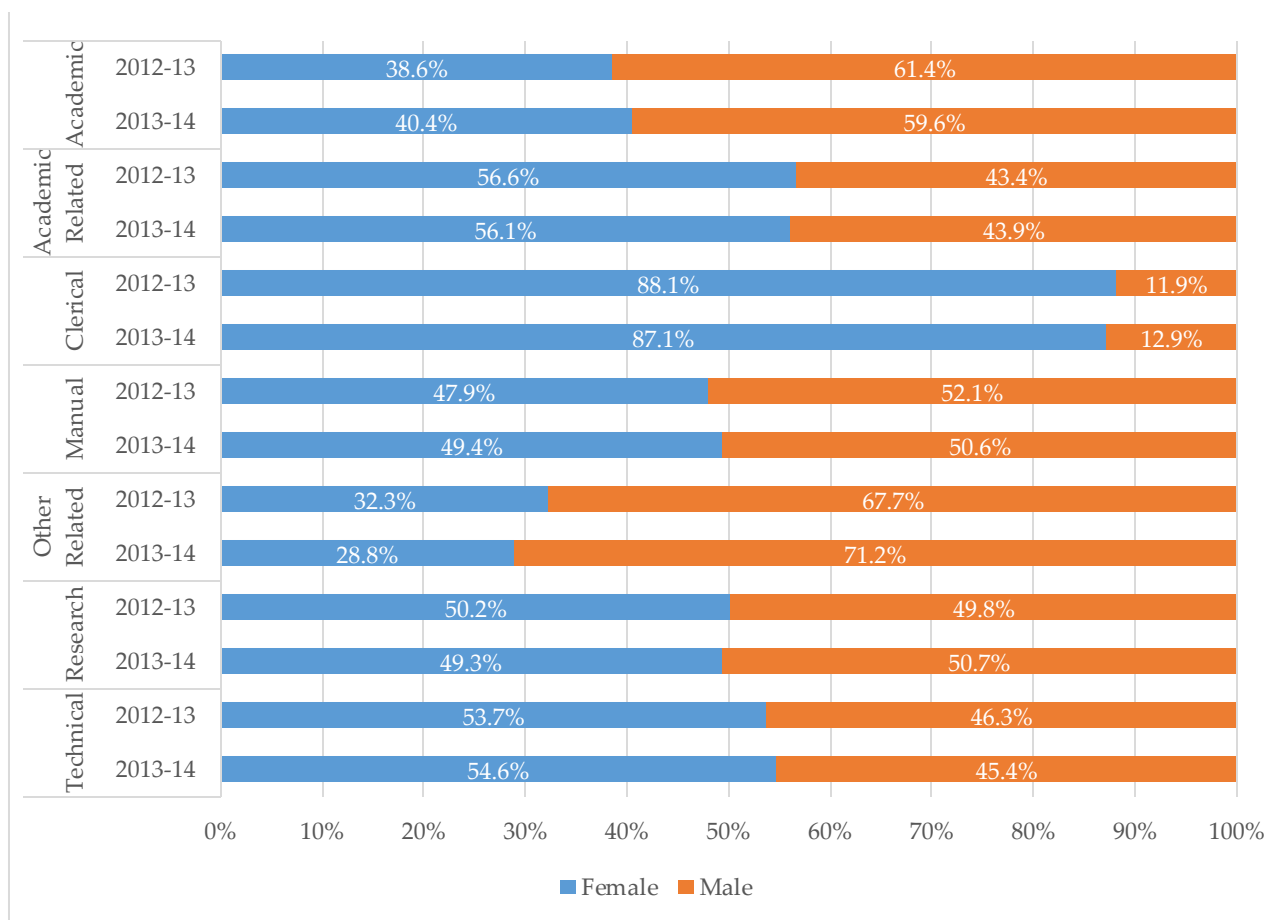
**Figure 4.2 – Staff by College and gender**



College/SASS > Year	Female	%	Male	%
<b>College of Art, Science and Engineering</b>				
2012-13	117	31.2%	258	68.8%
2013-14	150	36.4%	262	63.6%
<b>College of Arts &amp; Social Sciences</b>				
2012-13	258	58.1%	186	41.9%
2013-14	281	60.6%	183	39.4%
<b>College of Life Sciences</b>				
2012-13	387	49.4%	397	50.6%
2013-14	388	48.0%	421	52.0%
<b>College of Medicine, Dentistry &amp; Nursing</b>				
2012-13	695	63.1%	407	36.9%
2013-14	705	63.1%	412	36.9%
<b>Student &amp; Academic Support Services</b>				
2012-13	545	60.1%	361	39.9%
2013-14	570	61.1%	363	38.9%

\*This table includes some members of staff with multiple roles in more than one College, and these staff have been counted as 1 in each College.

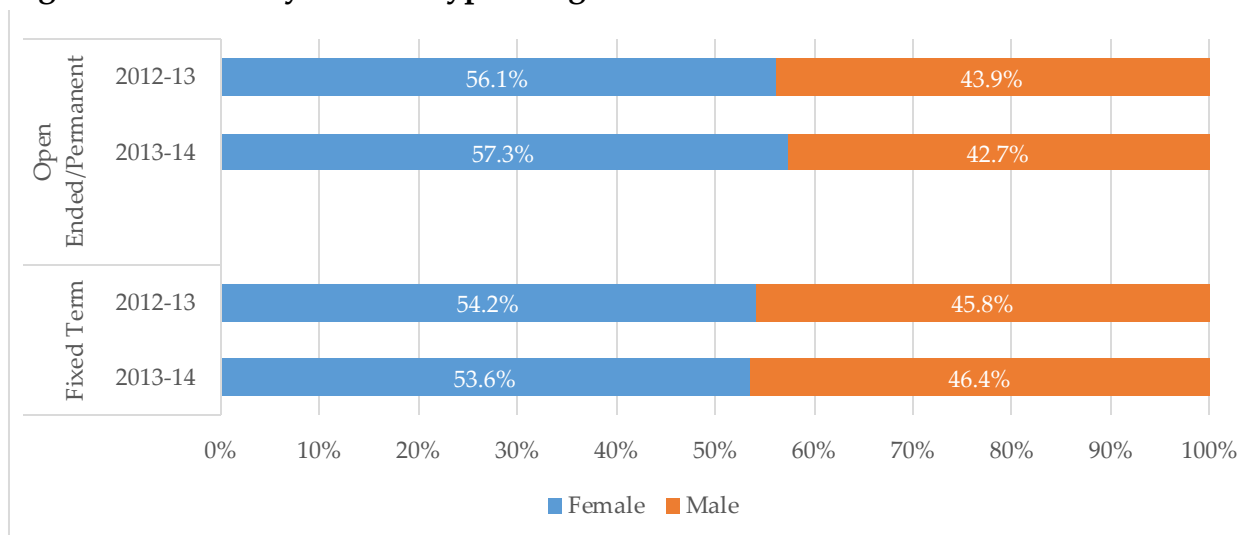
**Figure 4.3 – Staff by job category and gender**



Job Category	Female	%	Male	%	Grand Total
<b>Academic</b>					
2012-13	330	38.6%	525	61.4%	330
2013-14	343	40.4%	505	59.6%	343
<b>Academic Related</b>					
2012-13	309	56.6%	237	43.4%	309
2013-14	323	56.1%	253	43.9%	323
<b>Clerical</b>					
2012-13	597	88.1%	81	11.9%	597
2013-14	628	87.1%	93	12.9%	628
<b>Manual</b>					
2012-13	126	47.9%	137	52.1%	126
2013-14	133	49.4%	136	50.6%	133
<b>Other Related</b>					
2012-13	21	32.3%	44	67.7%	21
2013-14	17	28.8%	42	71.2%	17
<b>Research</b>					
2012-13	404	50.2%	401	49.8%	404
2013-14	428	49.3%	441	50.7%	428
<b>Technical</b>					
2012-13	220	53.7%	190	46.3%	220
2013-14	225	54.6%	187	45.4%	225

\*This table includes some members of staff with multiple roles in more than one category, and these staff have been counted as 1 in each category.

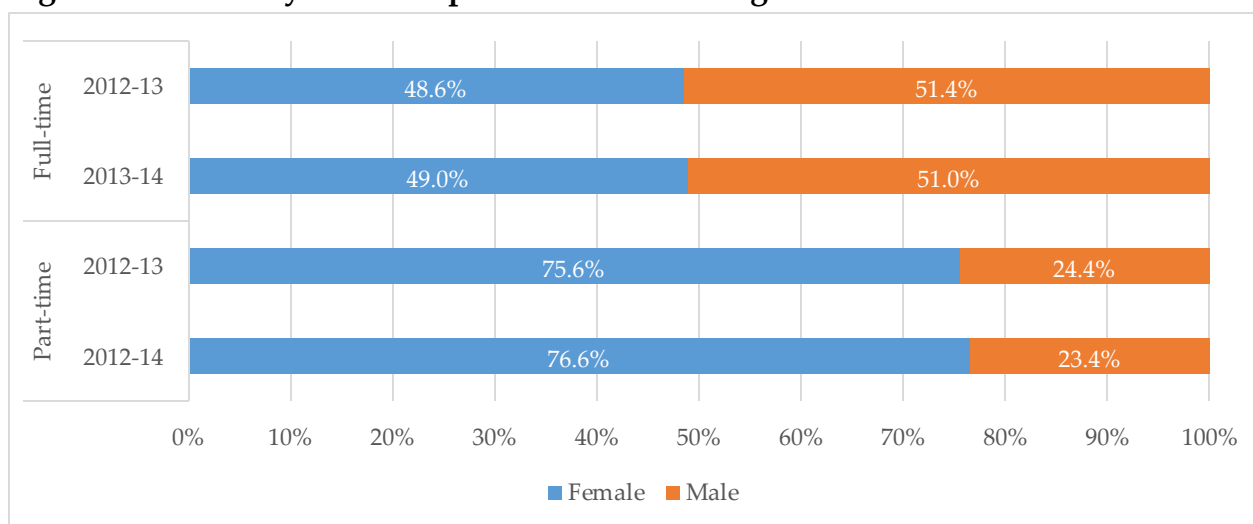
**Figure 4.4 – Staff by contract type and gender**



Contract Type > Year	Female	%	Male	%
<b>Open Ended/Permanent</b>				
2012-13	1472	56.1%	1151	43.9%
2013-14	1556	57.3%	1159	42.7%
<b>Fixed Term</b>				
2012-13	542	54.2%	459	45.8%
2013-14	563	53.6%	488	46.4%

\*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

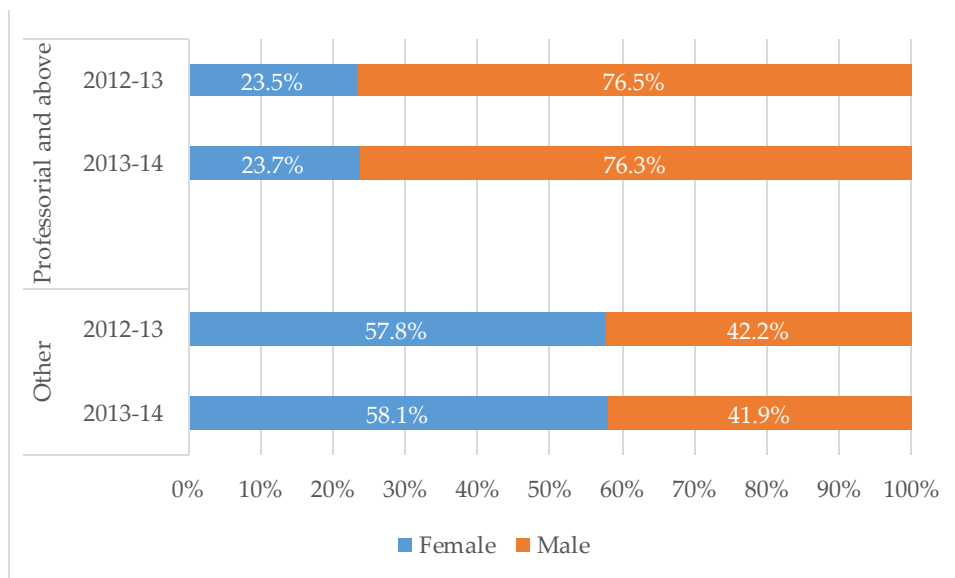
**Figure 4.5 – Staff by full-time/part-time status and gender**



Full/Part > Year	Female	%	Male	%
<b>Full Time</b>				
2012-13	1313	48.6%	1387	51.4%
2013-14	1364	49.0%	1422	51.0%
<b>Part Time</b>				
2012-13	694	75.6%	224	24.4%
2013-14	724	76.6%	221	23.4%

\*This table includes members of staff with multiple roles with two contract types, counted as 1 in each.

**Figure 4.6 – Staff by level and gender**

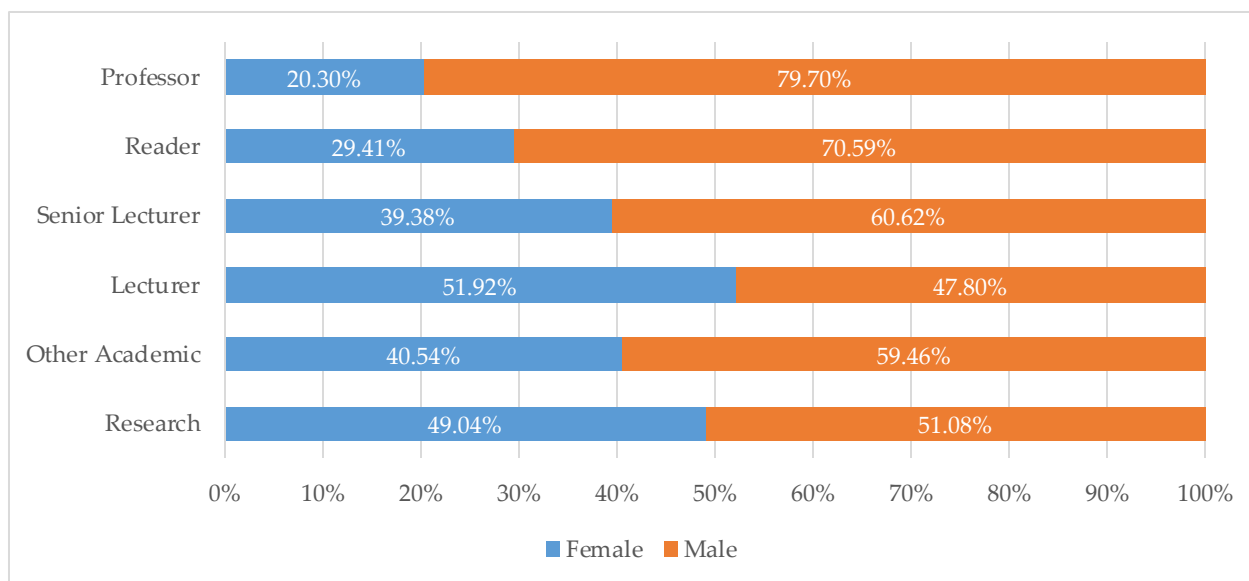


Level > Year	Female	%	Male	%
<b>Professional and above</b>				
2012-13	58	23.5%	2	76.5%
2013-14	59	23.7%	2	76.3%
<b>Other</b>				
2012-13	1937	57.8%	45	42.2%
2013-14	2004	58.1%	39	41.9%

\*This table includes some members of staff with multiple roles at more than one level, and these staff have been counted as 1 in each

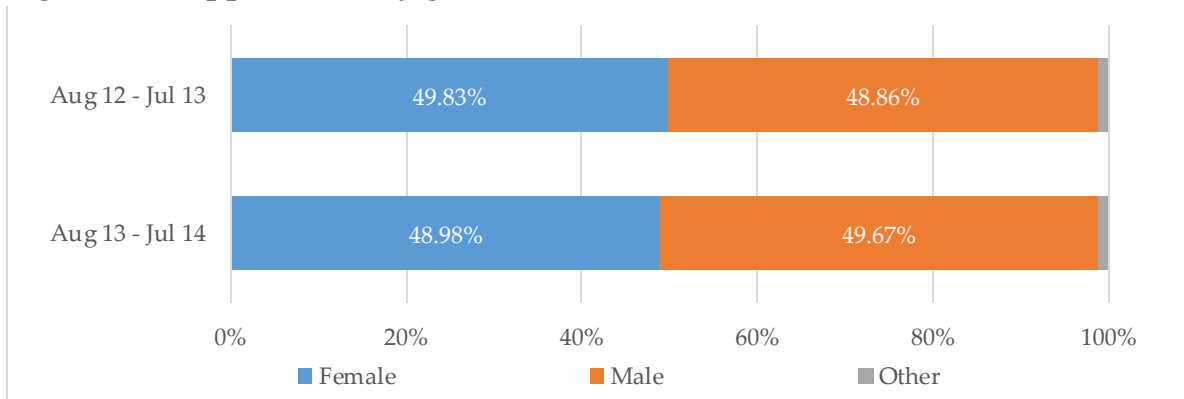


**Figure 4.7 – Academic staff by job role and gender**



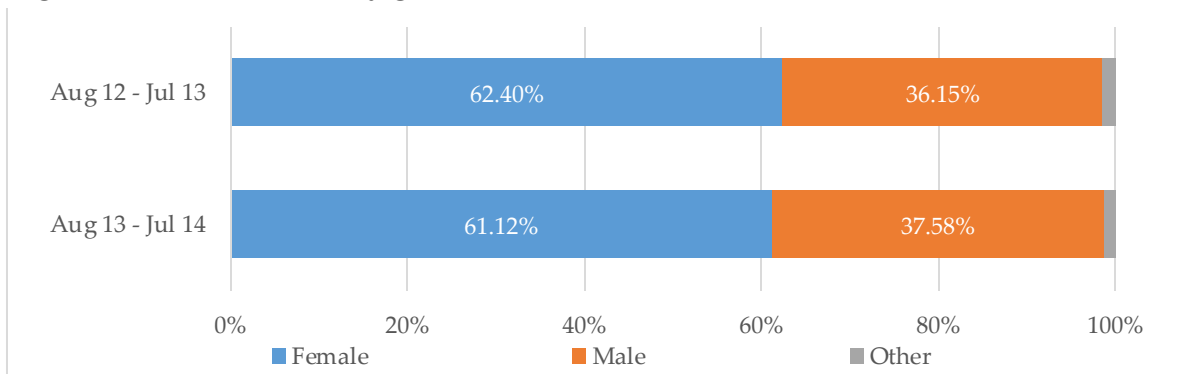
Role > Year	Female	%	Male	%	Grand Total
<b>2013-14</b>					
Professor	41	20.3%	161	79.7%	202
Reader	15	29.4%	36	70.6%	51
Senior Lecturer	76	39.4%	117	60.6%	193
Lecturer	189	51.9%	175	48.1%	364
Other Academic	15	40.5%	22	59.5%	37
Research	410	49.0%	427	51.0%	836

**Figure 4.8 – Applications by gender**



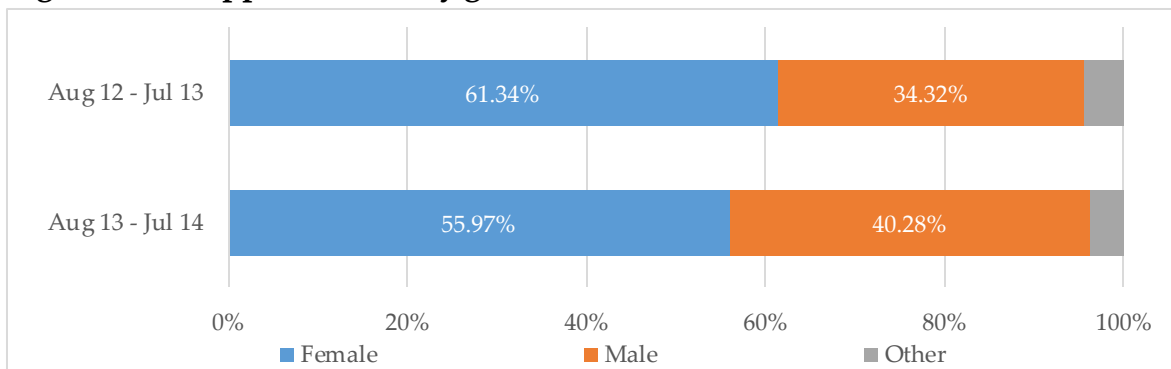
Applications	Female	%	Male	%	Other	%
Aug 12 - Jul 13	5724	49.83%	5613	48.86%	150	1.31%
Aug 13 - Jul 14	4363	48.98%	4424	49.67%	120	1.35%

**Figure 4.9 – Interviews by gender**



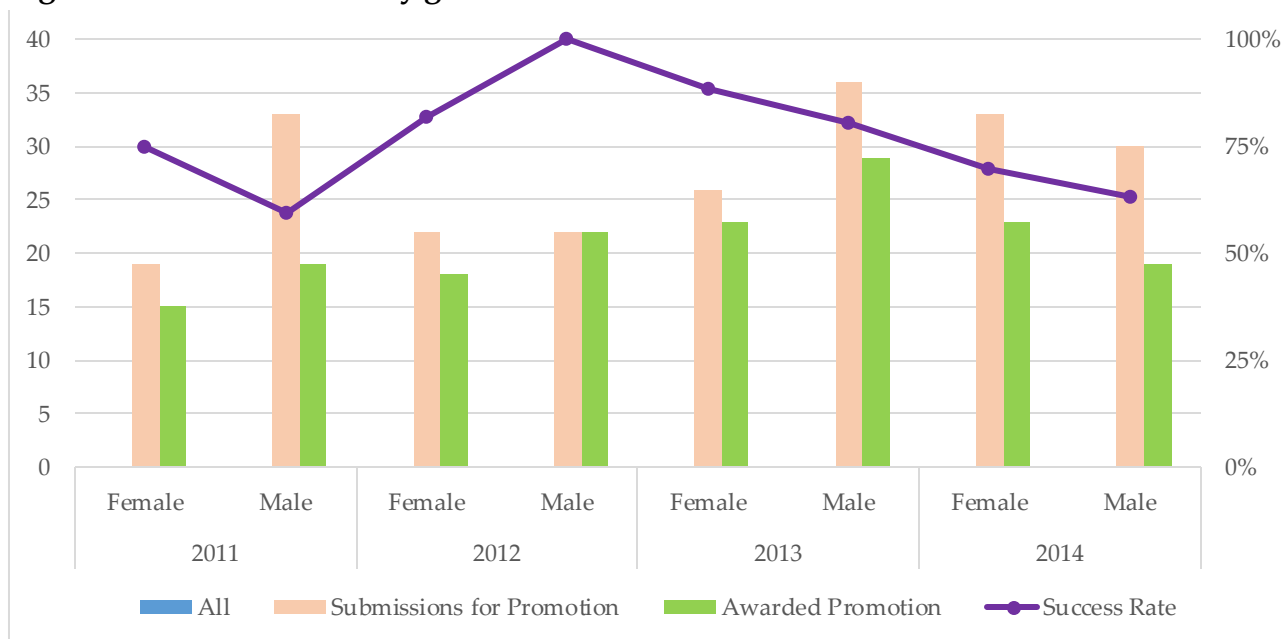
Interviews	Female	%	Male	%	Other	%
Aug 12 - Jul 13	687	62.40%	398	36.15%	16	1.45%
Aug 13 - Jul 14	701	61.12%	431	37.58%	15	1.31%

**Figure 4.10 – Appointments by gender**



Appointments	Female	%	Male	%	Other	%
Aug 12 - Jul 13	311	61.34%	174	34.32%	22	4.34%
Aug 13 - Jul 14	239	55.97%	172	40.28%	16	3.75%

**Figure 4.11 – Promotions by gender**



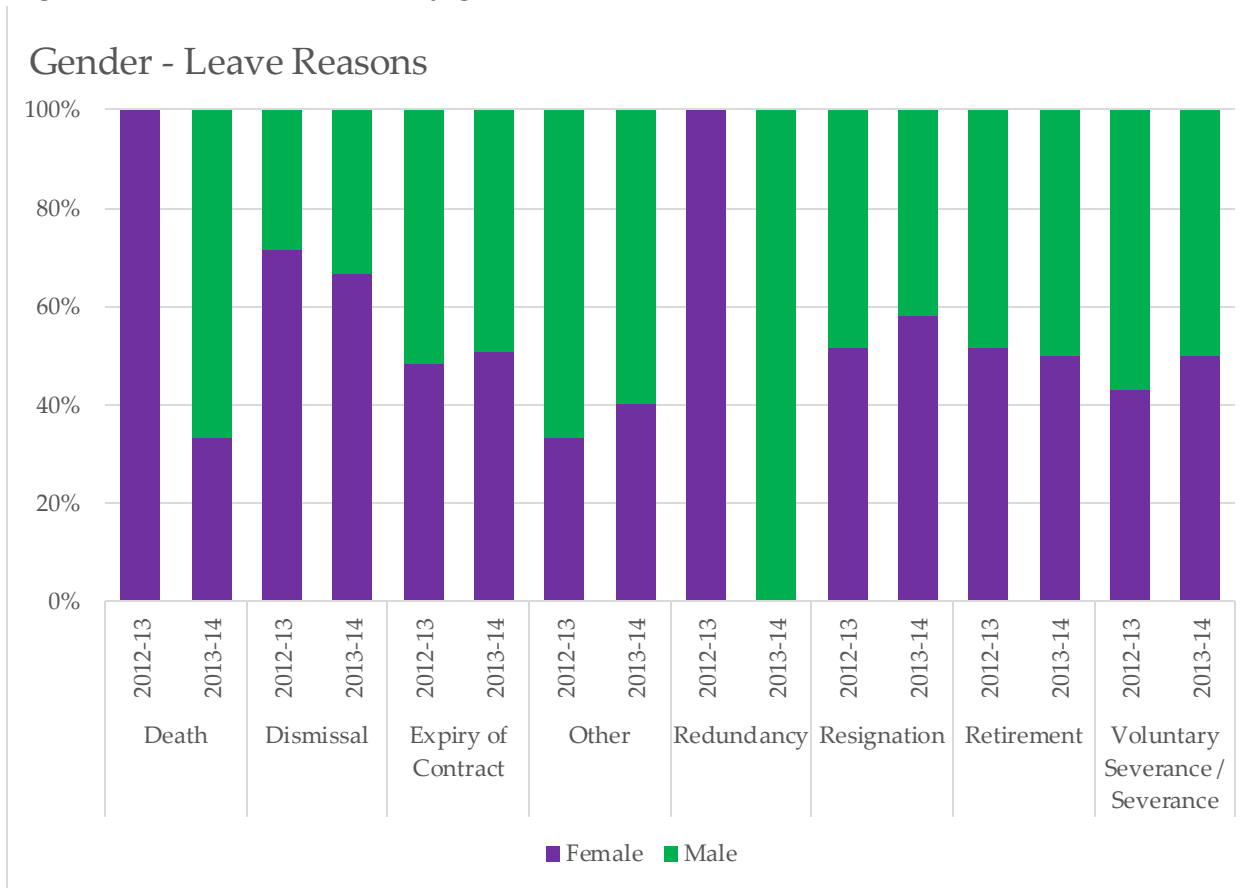
**Academic Promotions by Gender**

	2011		2012		2013		2014	
	Female	Male	Female	Male	Female	Male	Female	Male
<b>All</b>								
Submissions for Promotion	20	32	22	22	26	36	33	30
Awarded Promotion	15	19	18	22	23	29	23	19
Success Rate	75%	59%	82%	100%	88%	81%	70%	63%

Level Sought		Gender		
		F	M	Total
2011	Non Academic	2	1	3
	Promotion to Lecturer	2	4	6
	Promotion to Senior Lecturer	12	15	27
	Promotion to Reader	2	4	6
	Promotion to Personal Chair	2	8	10
2012	Non Academic	1	4	5
	Promotion to Lecturer	2	3	5
	Promotion to Senior Lecturer	16	7	23
	Promotion to Reader	1	3	4
	Promotion to Personal Chair	2	5	7
2013	Non Academic		3	3
	Promotion to Lecturer	3	5	8
	Promotion to Senior Lecturer	17	13	30
	Promotion to Reader	5	3	8
	Promotion to Personal Chair	1	12	13

Headcount Year > Outcome	Gender		Grand Total
	F	M	
<b>2011</b>			
Not Met Criteria	5	11	16
Not Met Criteria (Pre Committee)		2	2
Non Academic	2	1	3
Promotion to Lecturer	1	4	5
Promotion to Senior Lecturer	8	4	12
Promotion to Reader	2	4	6
Promotion to Personal Chair	2	6	8
<b>2011 Total</b>	<b>19</b>	<b>33</b>	<b>52</b>
<b>2012</b>			
Not Met Criteria	4		4
Non Academic	1	4	5
Promotion to Lecturer	2	4	6
Promotion to Senior Lecturer	12	6	18
Promotion to Reader	1	3	4
Promotion to Personal Chair	2	5	7
<b>2012 Total</b>	<b>22</b>	<b>22</b>	<b>44</b>
<b>2013</b>			
Not Met Criteria	3	5	8
Not Met Criteria (Pre Committee)		2	2
Non Academic		3	3
Promotion to Lecturer	3	5	8
Promotion to Senior Lecturer	16	8	24
Promotion to Reader	3	3	6
Promotion to Personal Chair	1	10	11
<b>2013 Total</b>	<b>26</b>	<b>36</b>	<b>62</b>

**Figure 4.12 – Leave reasons by gender**



Headcount Leave Reason > Year	Gender			
	Female	Male		
<b>Death</b>				
2012-13	2	100.00%	0	0.00%
2013-14	1	33.33%	2	66.67%
<b>Dismissal</b>				
2012-13	5	71.43%	2	28.57%
2013-14	4	66.67%	2	33.33%
<b>Expiry of Contract</b>				
2012-13	79	48.17%	85	51.83%
2013-14	88	50.87%	85	49.13%
<b>Other</b>				
2012-13	2	33.33%	4	66.67%
2013-14	4	40.00%	6	60.00%
<b>Redundancy</b>				
2012-13	3	100.00%	0	0.00%
2013-14	0	0.00%	6	100.00%
<b>Resignation</b>				
2012-13	93	51.67%	87	48.33%
2013-14	109	57.98%	79	42.02%
<b>Retirement</b>				
2012-13	15	51.72%	14	48.28%
2013-14	15	50.00%	15	50.00%
<b>Voluntary Severance / Severance</b>				
2012-13	9	42.86%	12	57.14%
2013-14	9	50.00%	9	50.00%

## B. Pregnancy and maternity

**Table B.1 – Number of pregnancies, by age**

Headcount Year	Age Bracket				Grand Total
	20 - 29	30 - 39	40 - 49	50 - 59	
2012 - 2013	8	46	6		60
2013 - 2014	8	44	2	1	55

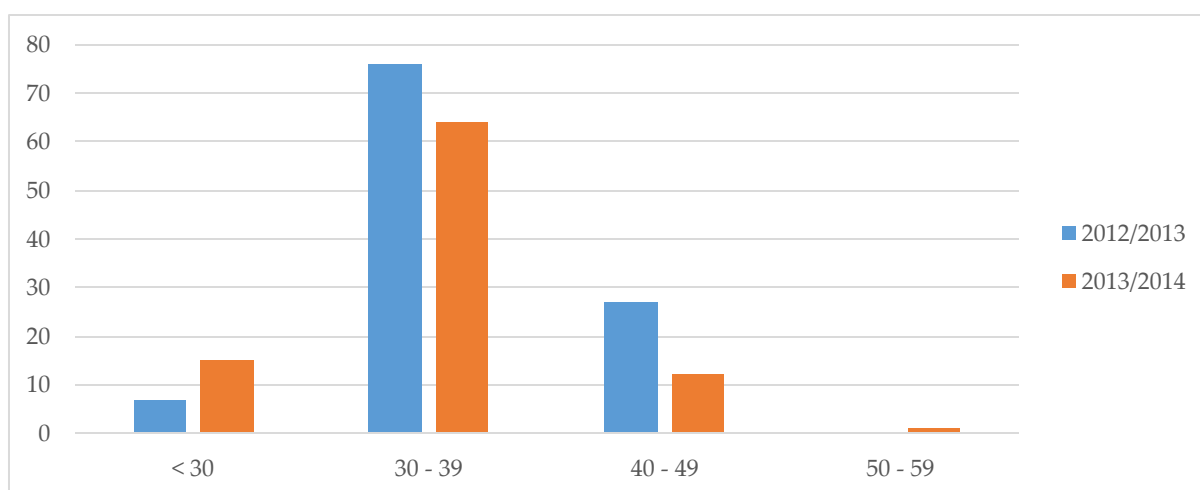
**Table B.2 – Number of pregnancies, by disability**

Year	Declared Disability	No Known Disability	Information Refused	Grand Total
2012 - 2013	2	57	1	60
2013 - 2014		55		55

**Table B.3 – Number of pregnancies, by ethnicity**

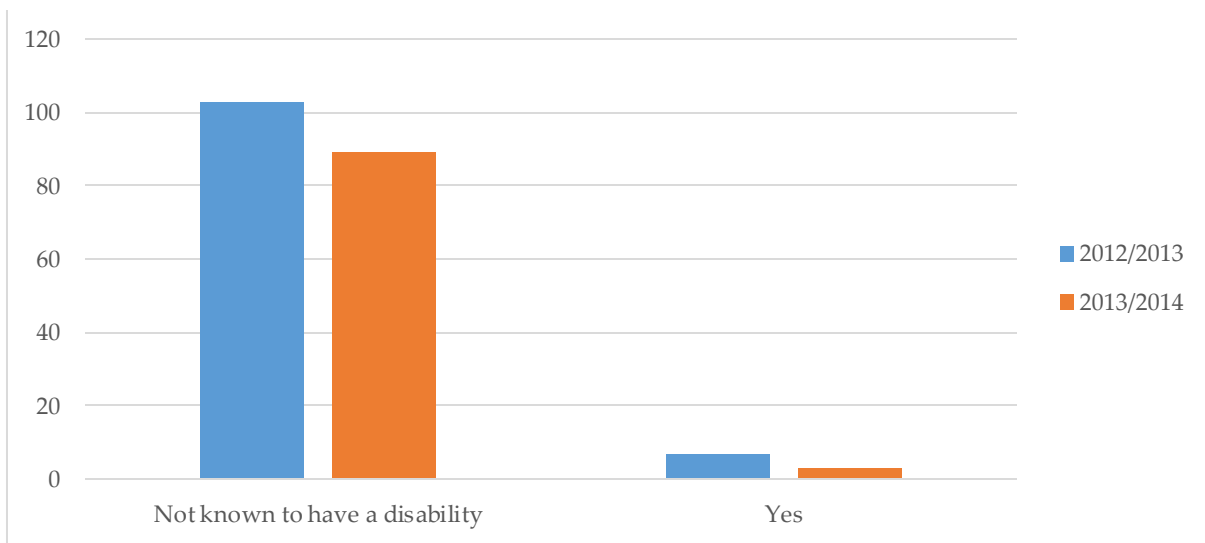
Headcount Year	Ethnicity		Grand Total
	White	BME	
2012 - 2013	59	1	60
2013 - 2014	47	8	55

**Figure B.4 – Maternity and adoptions leave taken, by age**



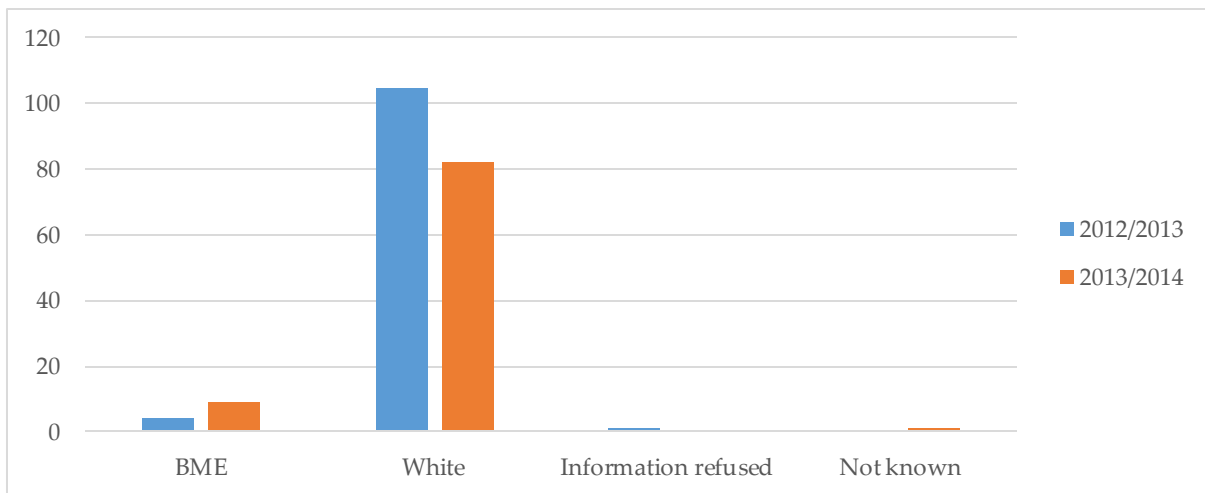
Headcount Age Bracket	Year		2013/2014	
	2012/2013			
< 30	7	6.36%	15	16.30%
30 - 39	76	69.09%	64	69.57%
40 - 49	27	24.55%	12	13.04%
50 - 59	0	0.00%	1	1.09%
<b>Grand Total</b>	<b>110</b>		<b>92</b>	

**Figure B.5 – Maternity and adoptions leave taken, by disability**



Headcount Disability	Year			
	2012/2013	2013/2014		
Not known to have a disability	103	93.64%	89	96.74%
Yes	7	6.36%	3	3.26%
<b>Grand Total</b>	<b>110</b>		<b>92</b>	

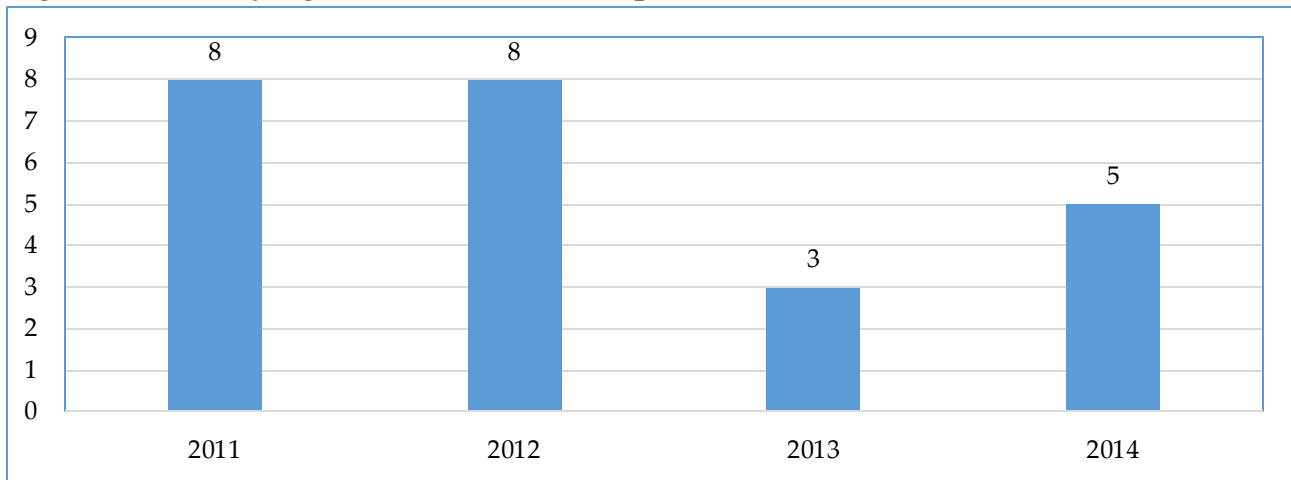
**Figure B.5 – Maternity and adoptions leave taken, by ethnicity**



Headcount Ethnicity	Year			
	2012/2013	2013/2014		
BME	4	3.64%	9	9.78%
White	105	95.45%	82	89.13%
Information refused	1	0.91%		0.00%
Not known		0.00%	1	1.09%
<b>Grand Total</b>	<b>110</b>		<b>92</b>	

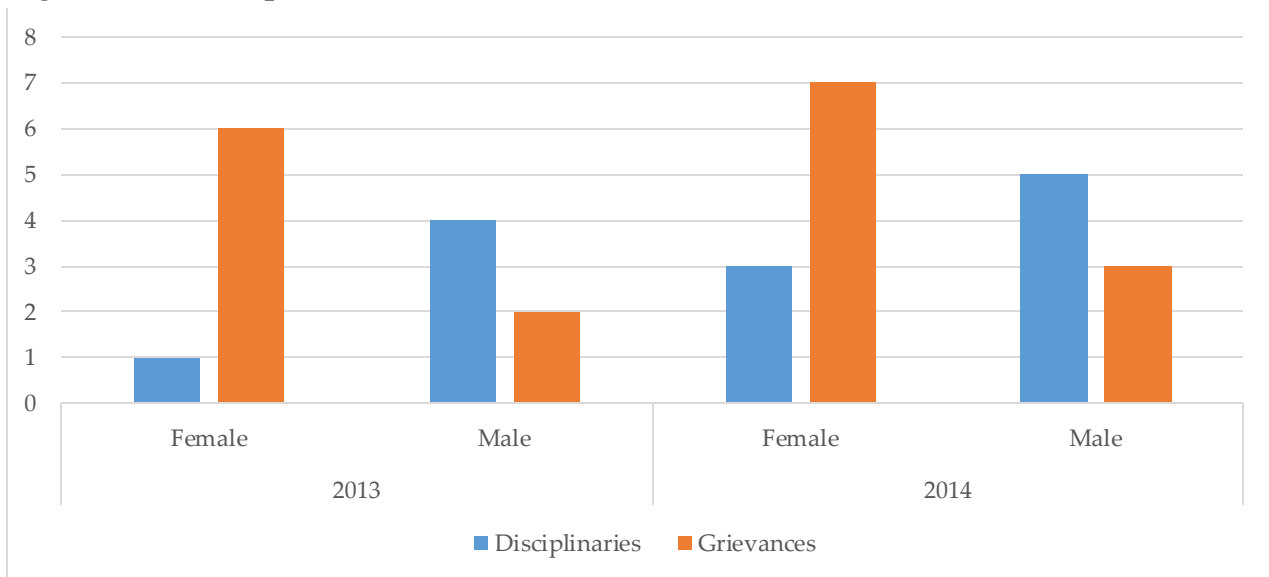
## C. Bullying, harassment, grievances and disciplinaries

**Figure C.1 – Bullying and Harassment complaints, 2011 – 2014**



	2014	2013	2012	2011
Total number of complaints	5	3	8	8
Informal complaints	4	0	6	8
Formal complaints	1	3	2	0

**Figure C.2 – Disciplinaries and Grievances 2013-14**



	2013		2014	
	Female	Male	Female	Male
Disciplinaries	1	4	3	5
Grievances	6	2	7	3
Total	7	6	10	8



## D. Committees and decision making bodies

In addition to the members below, others officers are normally in attendance at committees including

Audit Committee - Convener of Finance & Policy Committee, University Secretary, Director of Finance, Director of Policy, Governance & Legal Affairs, Clerk to Court (Secretary) and other officers at the discretion of the Director of Finance

Finance & Policy Committee – Convener of Audit Committee, University Secretary, Vice-Principal Learning & Teaching, Director of Finance, Director of Policy, Governance & Legal Affairs, Director of Campus Services, Director of Strategic Planning, Clerk to Court (Secretary)

Governance & Nominations Committee – University Secretary, Director of Policy, Governance & Legal Affairs, Clerk to Court (Secretary)

Human Resources Committee – University Secretary, Director of Human Resources, Deputy Director of Human Resources (Secretary) and other officers at the discretion of the Director of Human Resources

Remuneration Committee (as required) – Principal, University Secretary, and Director of Human Resources

The membership below is correct as at 1<sup>st</sup> April 2015.

**Table C.1 – Members of committees, by age**

Committee	20-29	30-39	40-49	50-59	60-64	65+	Unknown	Total
Court	2	0	3	7	7	3	1	23
Audit Committee				3	1	2		6
Finance & Policy Committee	1		2	2	4			9
Endowments sub-committee	1		1		1		1	4
Governance & Nominations Committee	1		1	2	3	1		8
Human Resources Committee			1	1	2	2	3	9
Remuneration Committee			1		3			4

**Table C.2 – Members of committees, by disability**

Committee	Declared disability	No known disability	Unknown	Total
Court	2	20	1	23
Audit Committee	1	5	0	6
Finance & Policy Committee	0	9	0	9
Endowments sub-committee	0	3	1	4
Governance & Nominations Committee	1	8	0	9
Human Resources Committee	2	4	3	9
Remuneration Committee	0	4	0	4

**Table C.3 – Members of committees, by ethnicity**

Committee	White	BME	Unknown	Total
Court	21	1	1	23
Audit Committee	6	0	0	6
Finance & Policy Committee	8	1	0	9
Endowments sub-committee	3	0	1	4
Governance & Nominations Committee	8	1	0	9
Human Resources Committee	6	0	3	9
Remuneration Committee	4	0	0	4

**Table C.4 – Members of committees, by gender**

Committee	Female	Male	Total
Court	6	17	23
Audit Committee	2	4	6
Finance & Policy Committee	1	8	9
Endowments sub-committee	0	4	4
Governance & Nominations Committee	3	5	8
Human Resources Committee	4	5	9
Remuneration Committee	1	3	4
Senate	26	53	79
Research Committee	4	10	14
Research Governance Committee	3	8	11
Learning and Teaching Committee	4	7	11

**Table C.5 – Members of committees, by marital status**

Committee	Married/Civil Partnership	Not Married or in a Civil Partnership	Unknown	Total
Court	18	4	1	23
Audit Committee	6	0	0	6
Finance & Policy Committee	8	1	0	9
Endowments sub-committee	2	1	1	4
Governance & Nominations Committee	7	2	0	8
Human Resources Committee	6	0	3	9
Remuneration Committee	4	0	0	4

**Table C.6 – Members of committees, by religion and belief**

Committee	Christian				Unknown	Total
	Church of Scotland	Roman Catholic	Other denomination	No religion		
Court	11	3	4	5	2	23
Audit Committee	3	1	2		0	6
Finance & Policy Committee	5	1	0	3	0	9
Endowments sub-committee	2	0	0	1	1	4
Governance & Nominations Committee	1	3	2	2	0	8
Human Resources Committee	1	1	2	1	4	9
Remuneration Committee	4	0	0	0	0	4

## E. Training programmes

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**Table E.1 – Uptake of OPD courses by age**

By age	<20	20-29	30-39	40-49	50-59	60-64	65+	Total
Aug 12 - Jul 13	3	112	215	186	154	12	2	684
Aug13 – Jul14	0	110	251	264	222	18	2	867
By age	<20	20-29	30-39	40-49	50-59	60-64	65+	Total
Aug 12 - Jul 13	0.44%	16.37%	31.43%	27.19%	22.51%	1.75%	0.29%	684
Aug13 – Jul14	0.0%	12.69%	28.95%	30.45%	25.61%	2.08%	0.23%	867

**Table E.2 – Uptake of OPD courses by disability**

Disability	Declared disability	Not known to have a disability	Info refused
Aug 12 - Jul 13	27 3.95%	651 95.18%	6
Aug 13 - Jul 14	43 4.96%	817 94.23%	9

**Table E.3 – Uptake of OPD courses by ethnicity**

By ethnicity	White	%	BME	%	Unknown	%
Aug 12 - Jul 13	607	88.74%	71	10.38%	6	0.88%
Aug 13 - Jul 14	785	90.54%	73	8.41%	9	6.32%

**Table E.4 – Uptake of OPD courses by gender**

By gender	Female	%	Male	%	Total
Aug 12 - Jul 13	433	63.30%	251	36.70%	684
Aug 13 - Jul 14	588	67.82%	279	32.18%	867

**Table E.5 – Completion rates for mandatory Equality and Diversity Training**

<u>College/School</u>	Completed		Not completed		Total
College of Art, Science and Engineering Total	102	25.2%	303	74.8%	405
College of Arts & Social Sciences Total	237	41.6%	333	58.4%	570
College of Life Sciences Total	117	16.3%	599	83.7%	716
College of Medicine, Dentistry & Nursing Total	241	23.3%	792	76.7%	1033
Student & Academic Support Services Total	509	59.9%	341	40.1%	850
<b>Grand Total</b>	<b>1206</b>	<b>33.7%</b>	<b>2368</b>	<b>66.3%</b>	<b>3574</b>