



## **Bucks New University**

### **Equalities Statistics – Employee Data 2015/16**

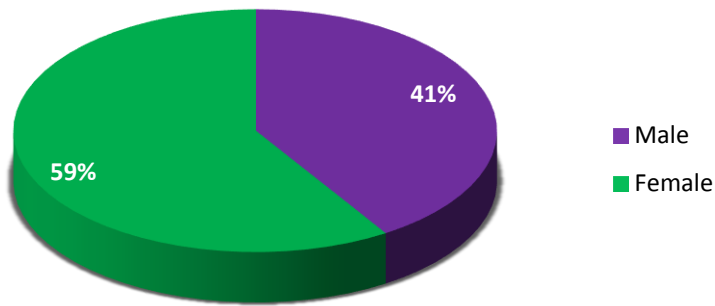
This is a snapshot of Bucks New University Staff population derived from the HESA Staff Return for the academic year 2015/16

#### Notes to the data:

1. Where numbers are less than 5 in any category or grouping these are not published to prevent the disclosure of personal information about an individual. This is in line with the terms of the Data Protection Act 1998. This can be identified by – which means that numbers are not published.
2. This rounding may mean that the sums and totals of numbers and percentages do not match the total shown precisely.
3. In some cases tables are not published due to low numbers in a category and this is noted in the relevant section.
4. Abbreviations
  - a. ACAD: Academics
  - b. ATYP/AL: Atypical/Associate Lecturers
  - c. PSE: Professional Service Employees
  - d. KTP/DT Knowledge Transfer Partnership and Disability Tutors
5. Due to low numbers KTP/DT staff numbers are included with Atypical staff and Associate Lecturers.

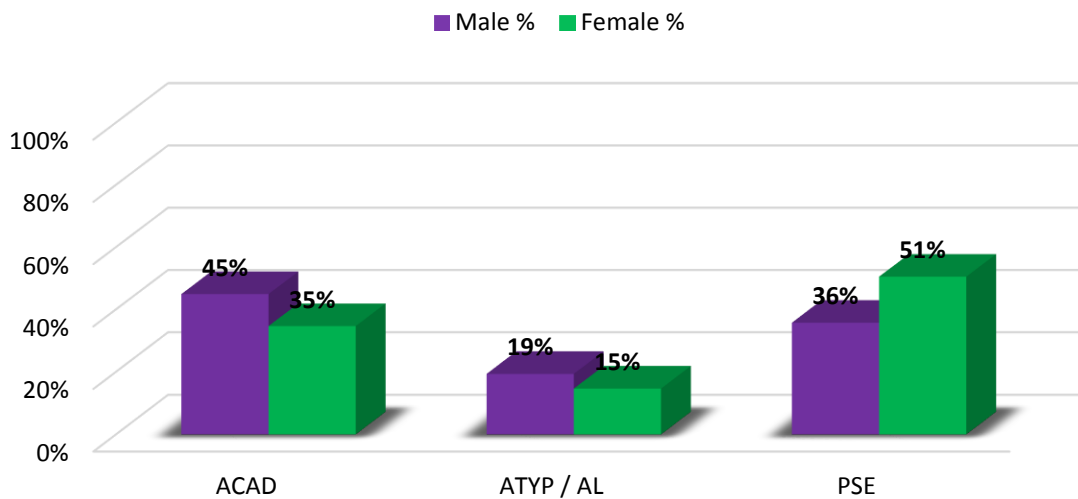
**1.0 Employee Population by Gender:**

Gender:	No:	%:
Female	580	59%
Male	403	41%
<b>Grand Total</b>	<b>983</b>	<b>100%</b>



**2.0 Employee Population by Analysis Category and Gender:**

Analysis Categories	Male %	Female %
ACAD	45%	35%
ATYP / AL	19%	5%
PSE	36%	51%

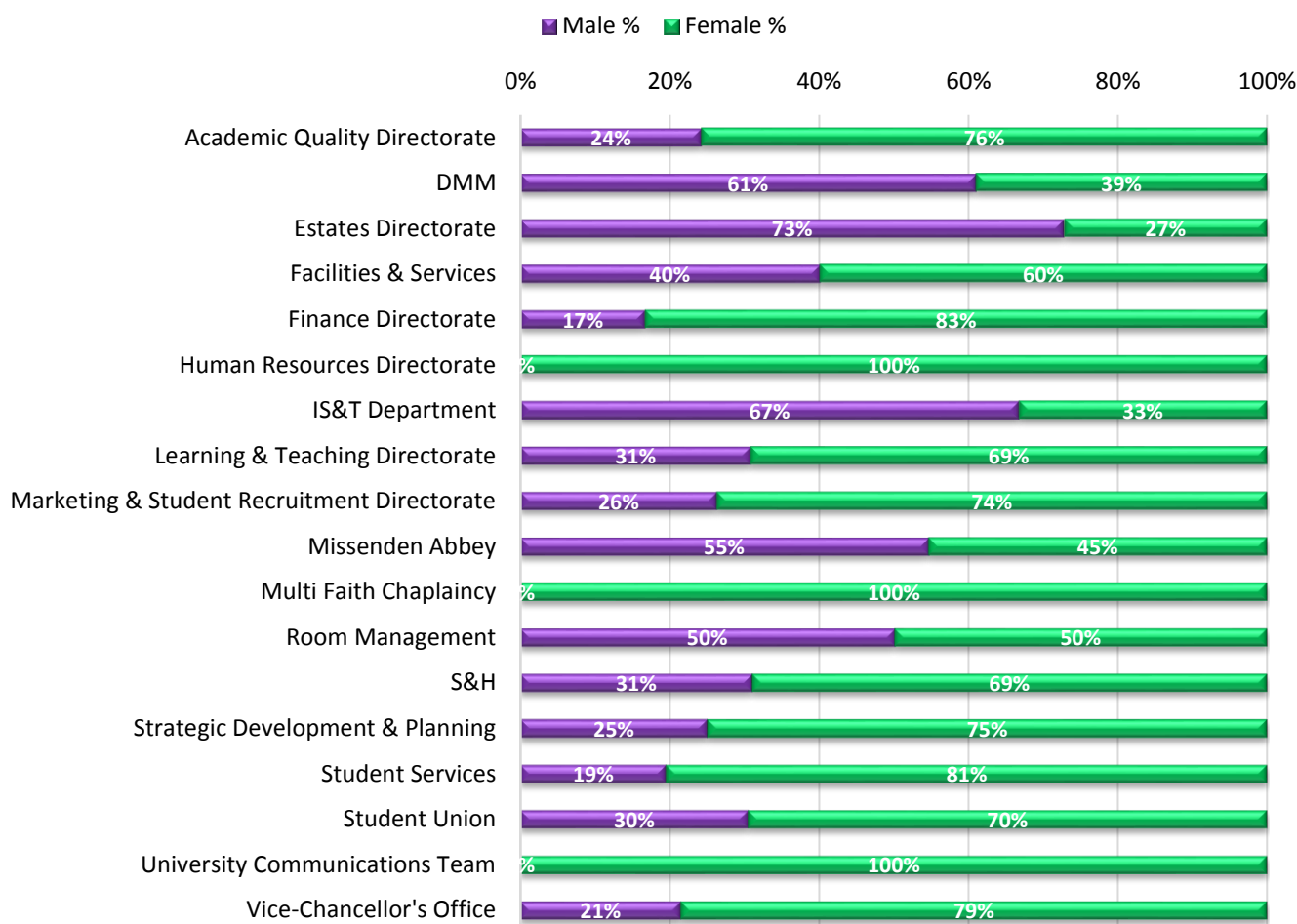


See note 5 above

### 3.0 Employee Population by Directorate/Faculty and Gender:

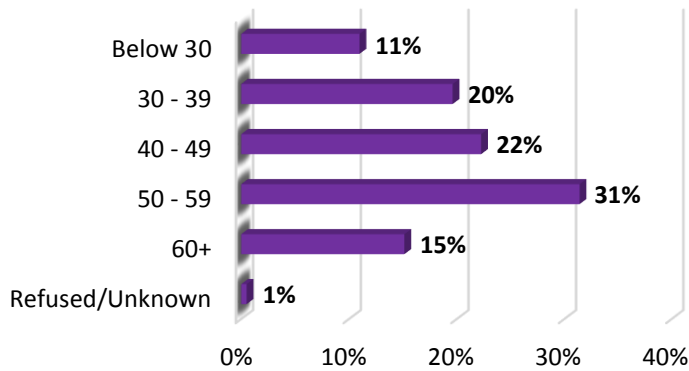
Faculty/Directorate	Male		Female	
	No:	%	No:	%
Academic Quality Directorate	15	24%	47	76%
DMM	201	61%	129	39%
Estates Directorate	16	73%	6	27%
Facilities & Services	10	40%	15	60%
Finance Directorate	--	17%	--	83%
Human Resources Directorate	0	0%	20	100%
IS&T Department	24	67%	12	33%
Learning & Teaching Directorate	8	31%	18	69%
Marketing & Student Recruitment Directorate	16	26%	45	74%
Missenden Abbey	6	55%	5	45%
Multi Faith Chaplaincy	--	0%	--	100%
Room Management	--	50%	--	50%
S&H	74	31%	165	69%
Strategic Development & Planning	--	25%	--	75%
Student Services	15	19%	62	81%
Student Union	7	30%	16	70%
University Communications Team	--	0%	--	100%
Vice-Chancellor's Office	--	21%	--	79%

See note 2 above



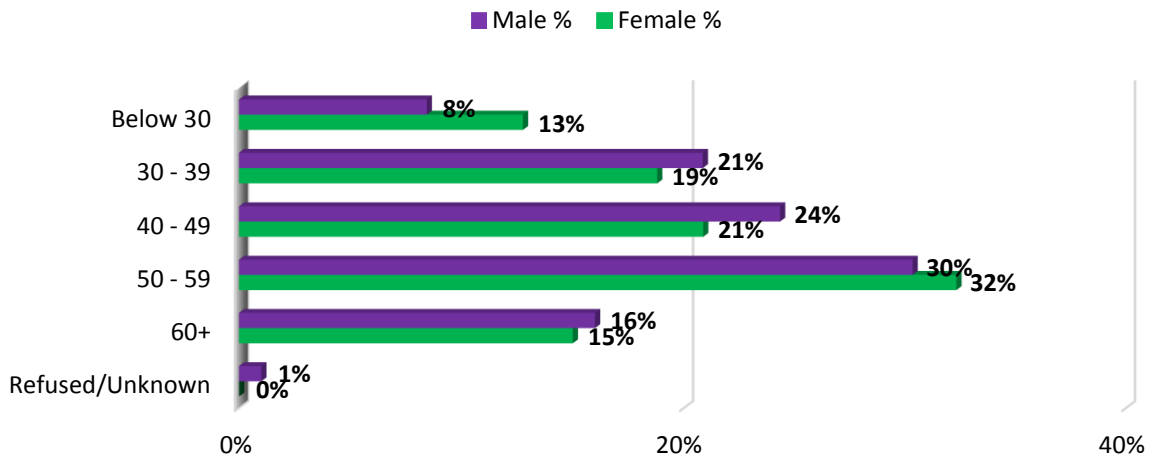
#### 4.0 Employee Population by Age Band:

Age Bands:	%:
Below 30	11%
30 - 39	20%
40 - 49	22%
50 - 59	31%
60+	15%
Refused/unknown	1%



#### 5.0 Employee Population by Age Band and Gender:

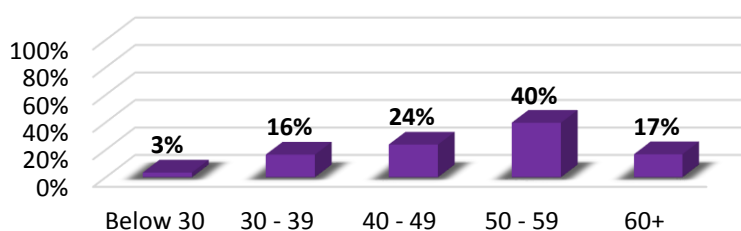
Age Bands:	Male:		Female:	
	No:	%:	No:	%:
Below 30	34	8%	74	13%
30 - 39	84	21%	109	19%
40 - 49	98	24%	121	21%
50 - 59	122	30%	187	32%
60+	62	16%	87	15%
Refused/Unknown	3	1%	2	0%
<b>Grand Total</b>	<b>403</b>	<b>100%</b>	<b>580</b>	<b>100%</b>



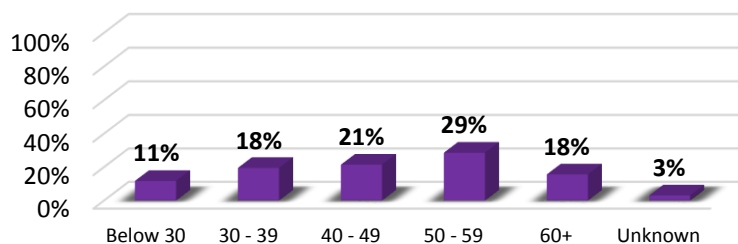
## 6.0 Employee Population by Age Band and Analysis Category:

Age Band:	ACAD		ATYP / AL		PSE	
	No:	%:	No:	%:	No:	%:
Below 30	13	3%	18	11%	77	18%
30 - 39	63	16%	30	19%	100	23%
40 - 49	91	24%	33	21%	95	22%
50 - 59	152	40%	47	29%	110	25%
60+	64	17%	30	18%	55	12%
Refused/Unknown	0	0%	5	3%	0	0%
<b>Grand Total</b>	<b>383</b>	<b>100%</b>	<b>163</b>	<b>100%</b>	<b>437</b>	<b>100%</b>

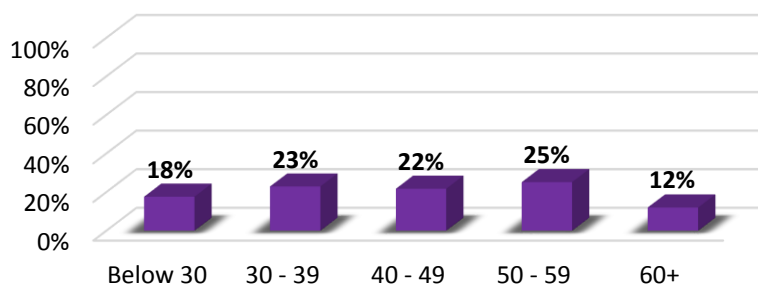
### Academics



### Atypicals/Associate Lecturers



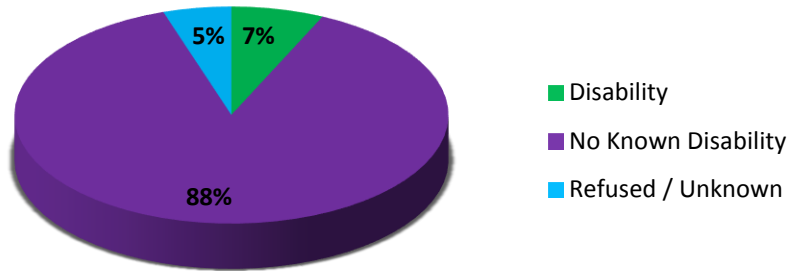
### Professional Service Employees



See note 5 above

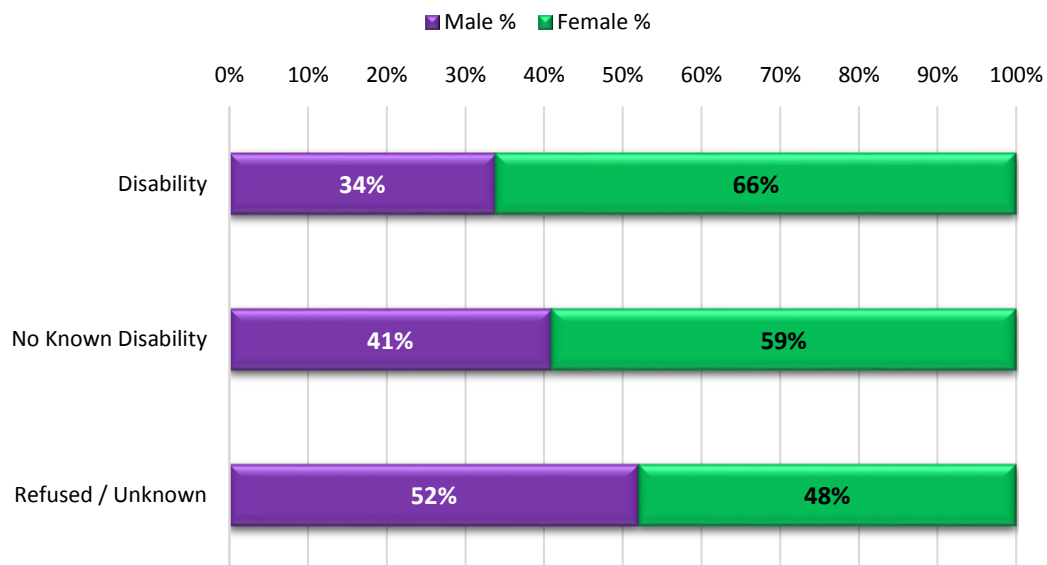
### 7.0 Employee Population by Disability:

Disability Classification:	No:	%
Disability	68	7%
No Known Disability	865	88%
Refused / Unknown	50	5%
<b>Grand Total</b>	<b>983</b>	<b>100%</b>



### 8.0 Employee Population by Disability and Gender:

Disability Classification:	Male:		Female:	
	No:	%:	No:	%:
Disability	23	34%	45	66%
No Known Disability	354	41%	511	59%
Refused / Unknown	26	52%	24	48%
<b>Grand Total</b>	<b>403</b>	<b>41%</b>	<b>580</b>	<b>59%</b>

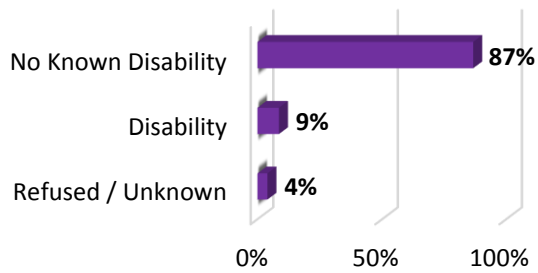


**9.0 Employee Population by Disability and Analysis Category:**

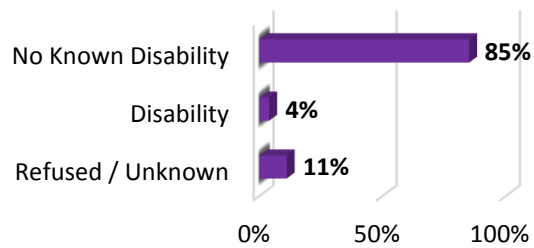
Disability	ACAD		ATYP / AL		PSE	
	No:	%:	No:	%:	No:	%:
No Known Disability	332	87%	138	85%	395	90%
Disability	33	9%	7	4%	28	7%
Refused/Unknown	18	4%	18	11%	14	3%
<b>Grand Total</b>	<b>383</b>	<b>100%</b>	<b>163</b>	<b>100%</b>	<b>437</b>	<b>100%</b>

See note 5 above

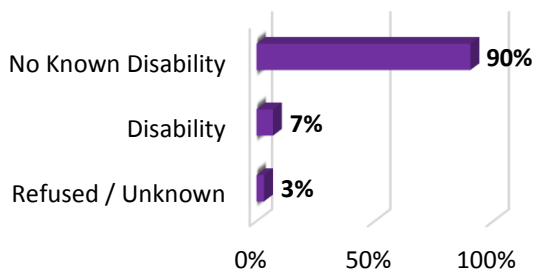
**Academics**



**Atypicals/Associate Lecturers**

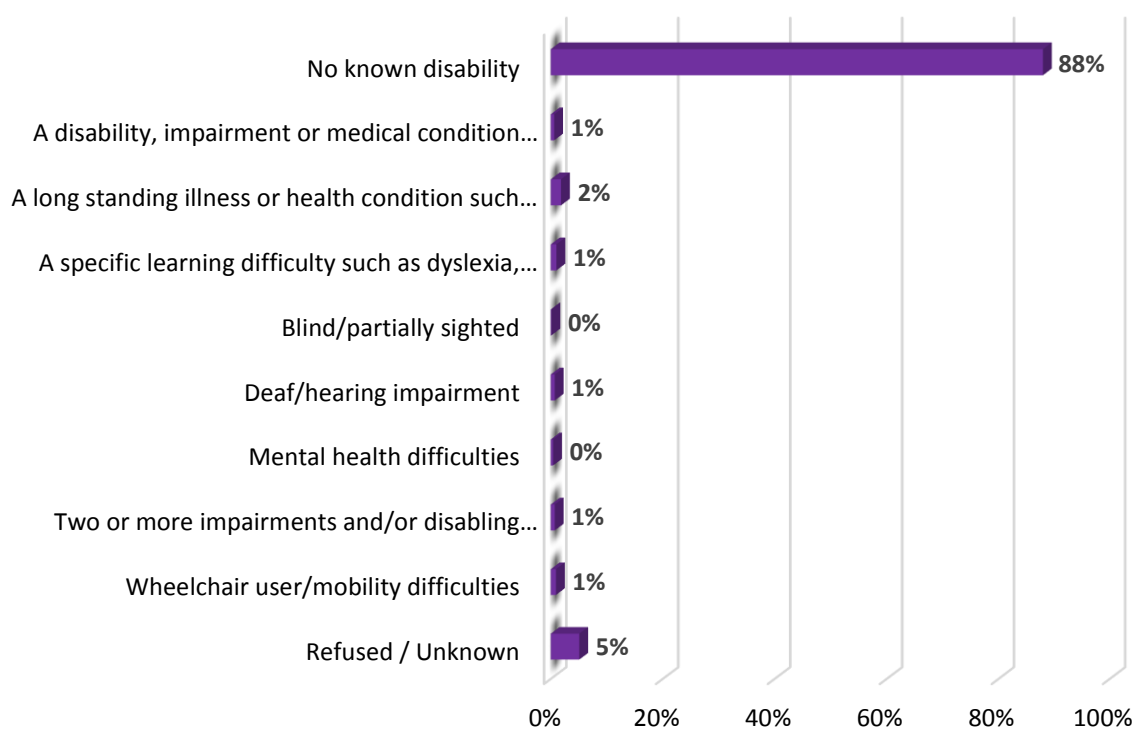


**Professional Services Employees**



### 10.0 Employee Population by Types of Disability:

Disability Type:	No:	%:
No Known Disability	865	88%
A disability, impairment or medical condition not listed above	6	1%
A long standing illness or health condition	18	2%
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	16	1%
Blind/partially sighted	--	--
Deaf/hearing impairment	7	1%
Mental health difficulties	--	--
Two or more impairments and/or disabling medical conditions	12	1%
Wheelchair user/mobility difficulties	9	1%
Refused / Unknown	50	5%
<b>Grand Total</b>	<b>983</b>	<b>100%</b>



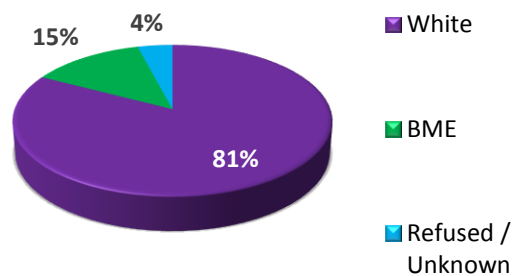
### 11.0 Employee Population by Types of Disability and Gender:

These data are not published for 2015/16 due to low numbers



### 12.0 Employee Population by Ethnicity:

Row Labels	Count of	% Of
White	792	81%
BME	148	15%
Refused / Unknown	43	4%
<b>Grand Total</b>	<b>983</b>	<b>100%</b>

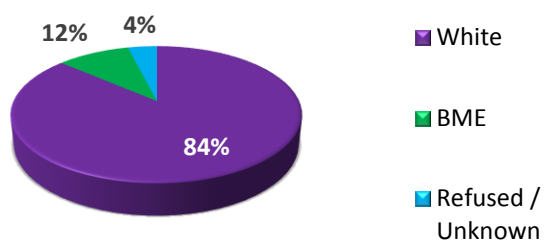


### 13.0 Employee Population by Ethnicity and Analysis category:

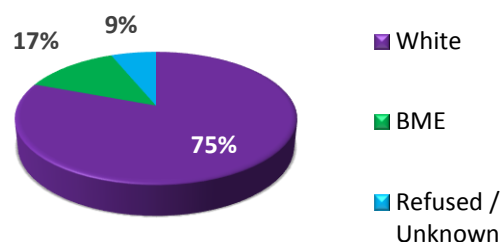
Ethnicity	ACAD		ATYP/AL		PSE	
	No:	%:	No:	%:	No:	%:
White	319	84%	122	75%	351	80%
BME	47	12%	27	17%	74	17%
Refused /Unknown	17	4%	14	9%	12	3%
<b>Grand Total</b>	<b>383</b>	<b>100%</b>	<b>163</b>	<b>100%</b>	<b>437</b>	<b>100%</b>

See note 5 above

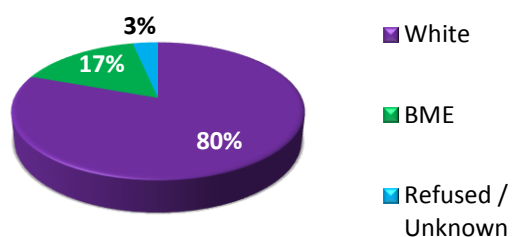
#### Academics:



#### Atypicals / Associate Lecturers:



#### Professional Service Employees:

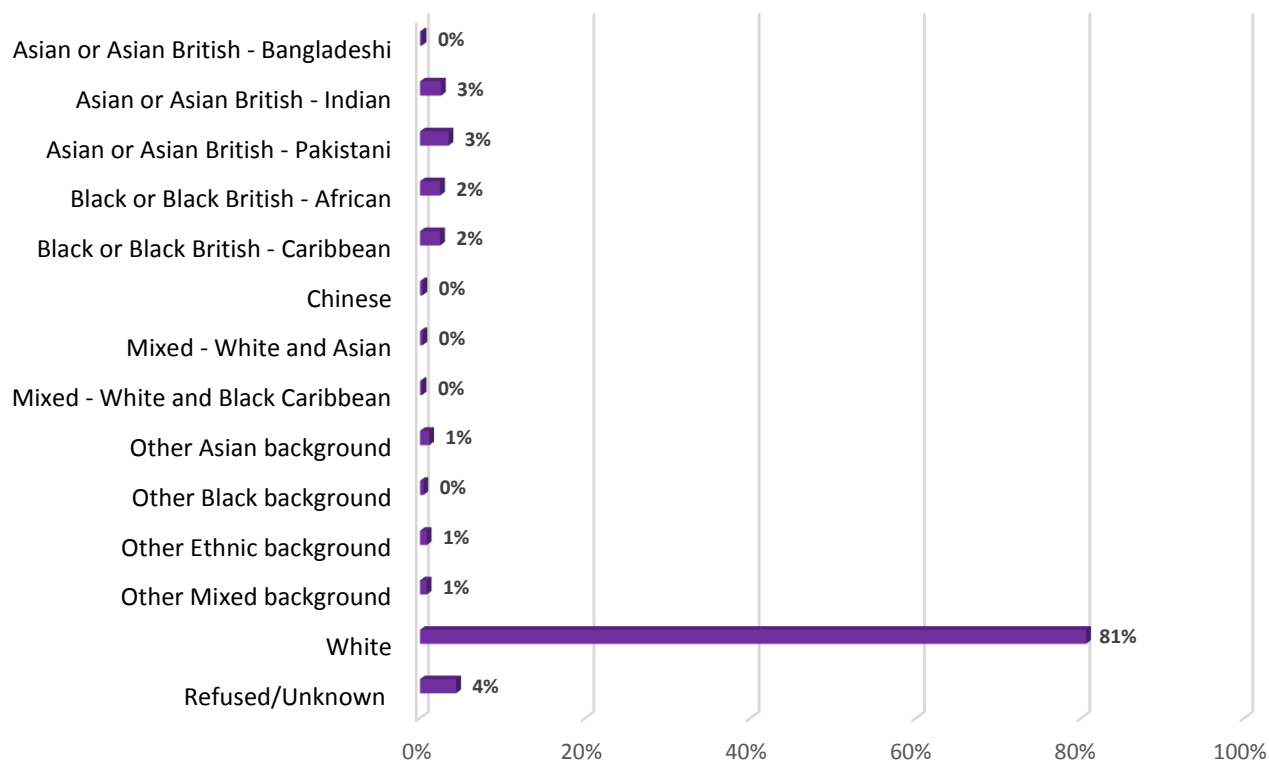


## 14.0 Employee Population by Ethnicity and Gender

Ethnicity Classification	No	%
Asian or Asian British - Bangladeshi	--	--
Asian or Asian British - Indian	25	3%
Asian or Asian British - Pakistani	34	3%
Black or Black British - African	24	2%
Black or Black British - Caribbean	24	2%
Chinese	--	--
Mixed - White and Asian	--	--
Mixed - White and Black Caribbean	--	--
Other Asian background	11	1%
Other Black background	--	--
Other Ethnic background	8	1%
Other Mixed background	8	1%
White	792	81%
Refused/Unknown	43	4%
Total	983	100%

See note 1 above

Ethnicity data is not published by gender due to low numbers



## 15.0 Employee Population by Nationality

Nationality	No of staff
United Kingdom	858
United States	16
Ireland	11
Germany	7
Italy	6
Greece	5
Romania	5

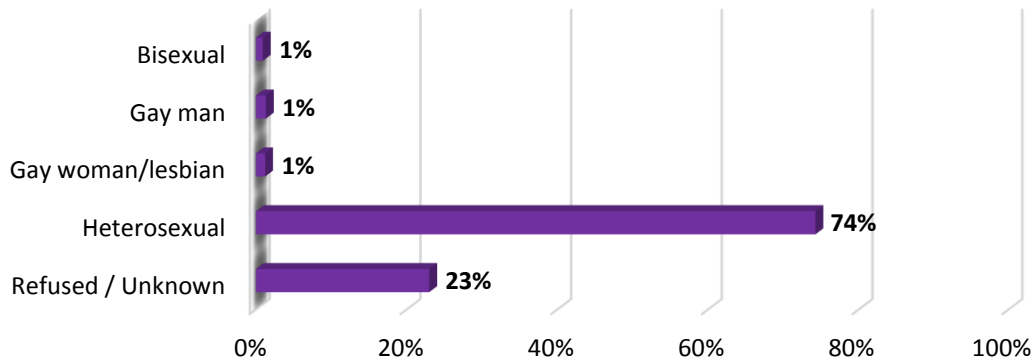
Staff also report their nationalities from the following 34 countries – less than 5 per country - so the data is not published.

Australia
Bangladesh
Bolivia
Bulgaria
Canada
China
Colombia
Denmark
Estonia
France
Ghana
Hungary
India
Iran
Jamaica
Lesotho
Lithuania
Malaysia
Mauritius
Morocco
Netherlands
Nigeria
Norway
Pakistan
Philippines
Poland
Portugal
Russia
Singapore
South Africa
Spain
Sri Lanka
Switzerland
Zimbabwe

## Additional Equality Data

### 16.0 Employee Population by Sexual Orientation:

Sexual Orientation:	No:	%:
Bisexual	9	1%
Gay man	13	1%
Gay woman/lesbian	12	1%
Heterosexual	730	74%
Refused / Unknown	219	23%
<b>Grand Total</b>	<b>983</b>	<b>100%</b>



### 17.0 Employee Population by Religious Belief

Religious Belief:	No:	%:
Buddhist	--	--
Christian	402	41%
Hindu	14	2%
Jewish	12	1%
Muslim	39	4%
Sikh	6	1%
Spiritual	--	--
Any other religion / belief	27	2%
No religion	276	28%
Refused / Unknown	207	21%
<b>Grand Total</b>	<b>983</b>	<b>100%</b>

