



Bucks New University

Equalities Statistics – Employee Data 2016/17

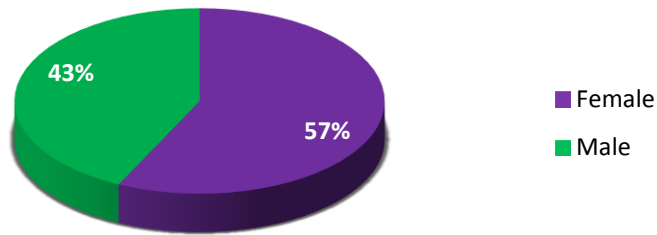
This is a snapshot of Bucks New University Staff population derived from the HESA Staff Return for the academic year 2016/17

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: Heads of school, heads of department, principal lecturers, senior lecturers and lecturers
 - b. ATYP/AL: Atypical/Associate Lecturers
 - c. PSE: Professional Service Employees
 - d. KTP/DT Knowledge Transfer Partnership and Disability Tutors. The disability tutors are staff members from the disability services department
5. Due to low numbers, in some tables KTP/DT staff numbers are included with Atypical staff and Associate Lecturers.

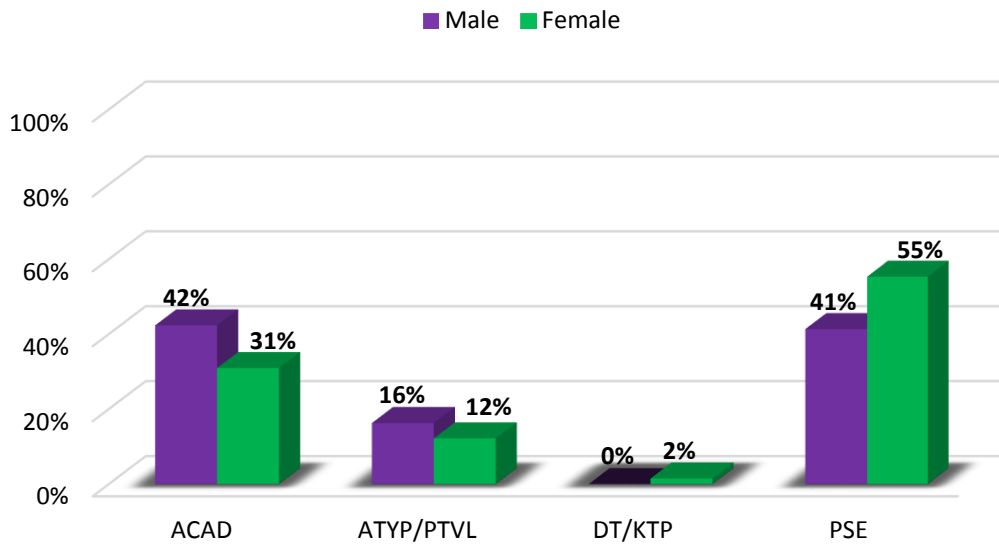
1.0 Employee Population by Gender:

Gender:	No:	%:
Female	533	57%
Male	399	43%
Grand Total	932	100%



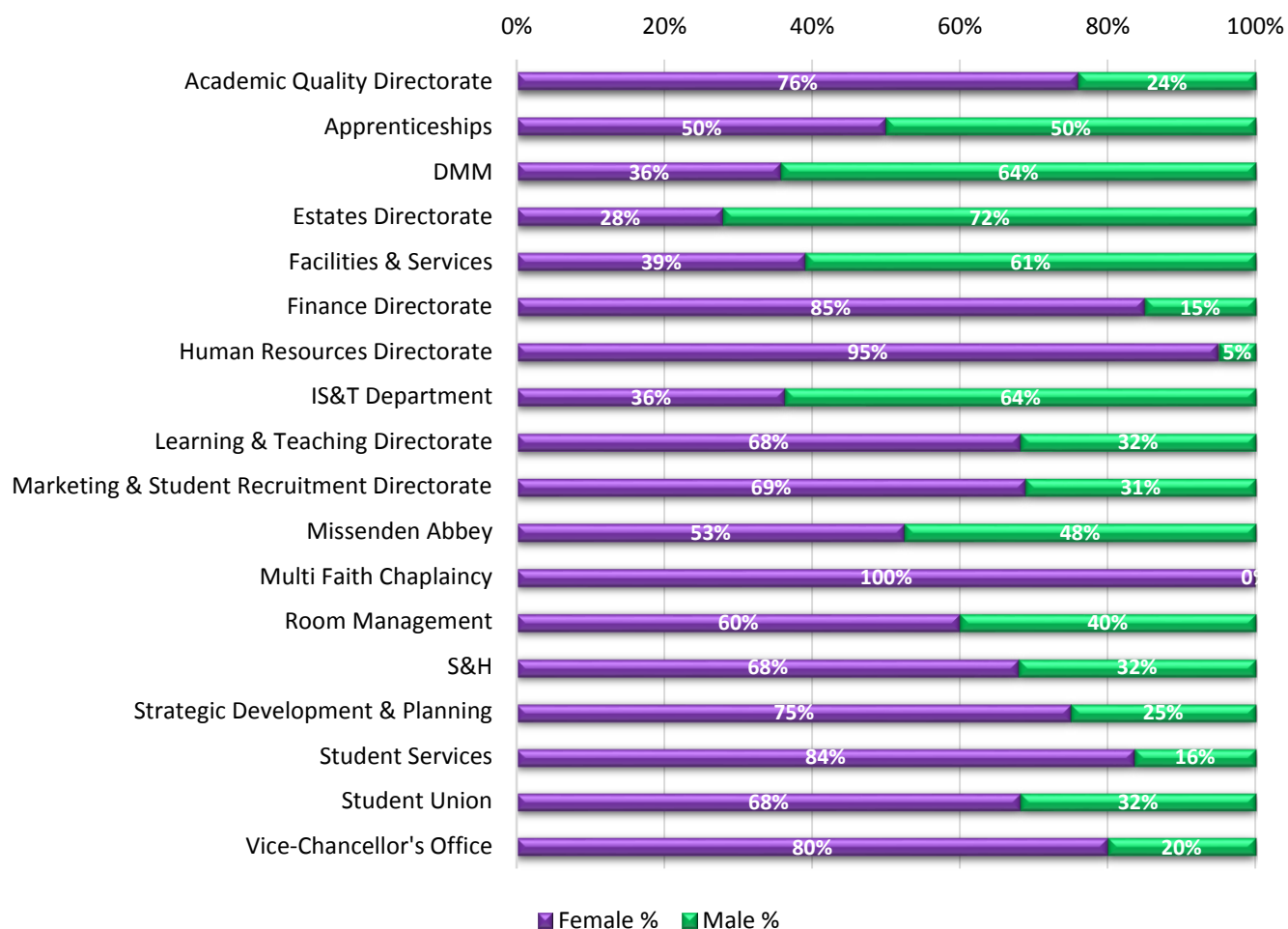
2.0 Employee Population by Analysis Category and Gender:

Analysis categories	Male	Female
ACAD	42%	31%
ATYP/PTVL	16%	12%
DT/KTP	0%	2%
PSE	41%	55%



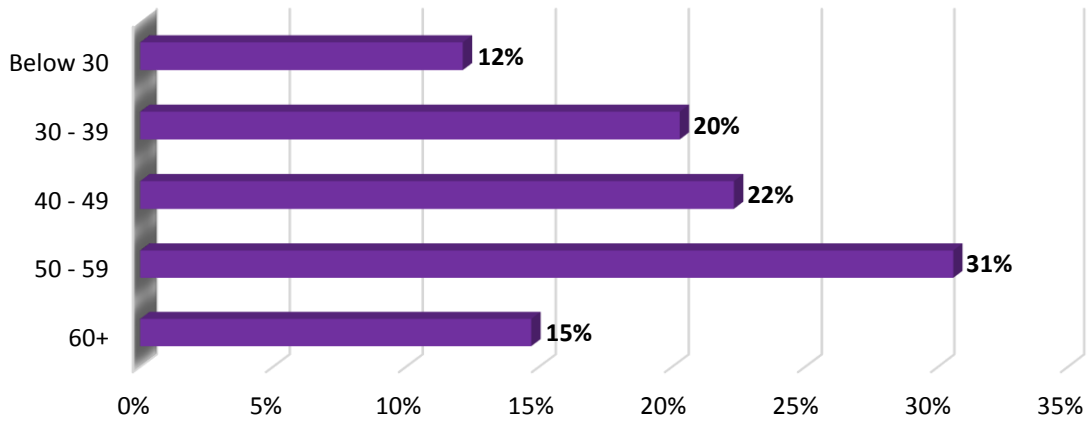
3.0 Employee Population by Directorate/Faculty and Gender:

Faculty/Department	Female		Male	
	No	%	No	%
Academic Quality Directorate	57	76%	18	24%
Apprenticeships	--	50%	--	50%
DMM	101	36%	181	64%
Estates Directorate	7	28%	18	72%
Facilities & Services	9	39%	14	61%
Finance Directorate	--	85%	--	15%
Human Resources Directorate	--	95%	--	5%
IS&T Department	16	36%	28	64%
Learning & Teaching Directorate	15	68%	7	32%
Marketing & Student Recruitment Directorate	42	69%	19	31%
Missenden Abbey	21	53%	19	48%
Multi Faith Chaplaincy	--	--	--	--
Room Management	--	60%	--	40%
S&H	140	68%	66	32%
Strategic Development & Planning	--	75%	--	25%
Student Services	51	84%	10	16%
Student Union	15	68%	7	32%
Vice-Chancellor's Office	--	80%	--	20%



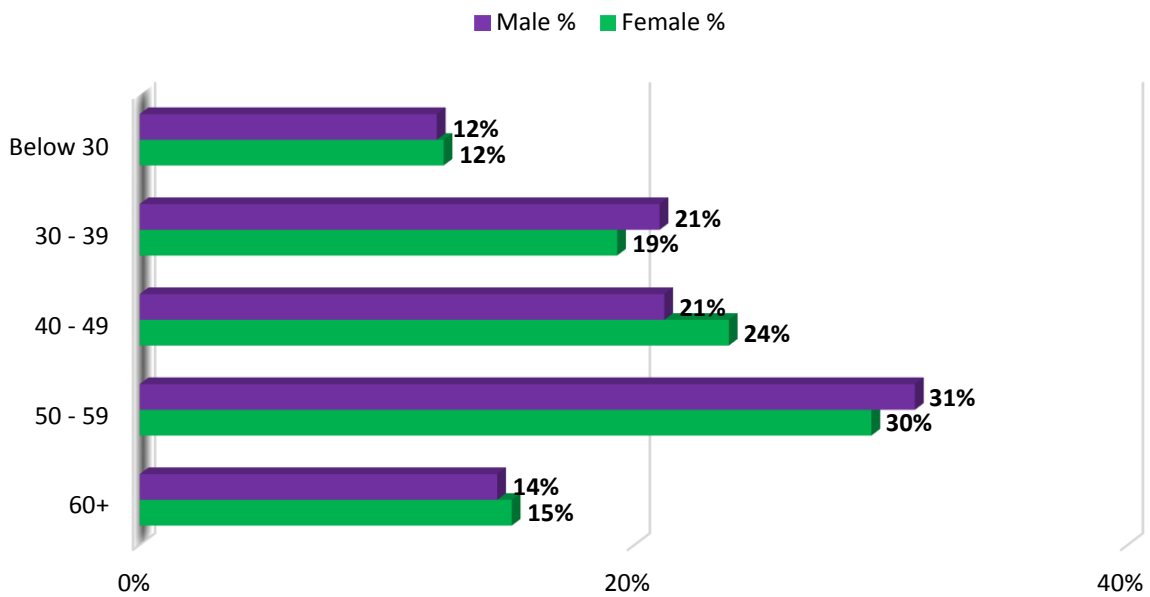
4.0 Employee Population by Age Band:

Age Bands	%
Below 30	12%
30 - 39	20%
40 - 49	22%
50 - 59	31%
60+	15%



5.0 Employee Population by Age Band and Gender:

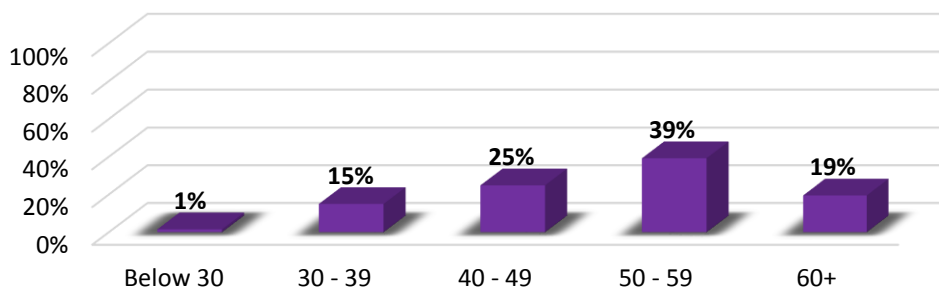
Age Bands	Male %	Female %
Below 30	12%	12%
30 - 39	21%	19%
40 - 49	21%	24%
50 - 59	31%	30%
60+	14%	15%



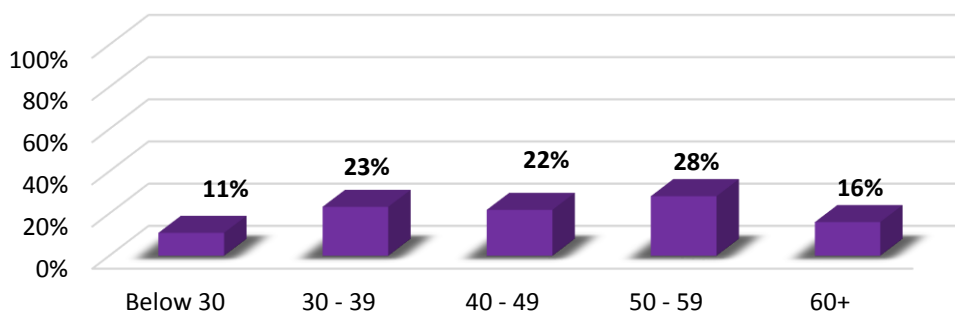
6.0 Employee Population by Age Band and Analysis Category

Age Band	ACAD	%	ATYP/AL; KTP/DT	%	PSE	%
Below 30	5	1%	15	11%	93	20%
30 - 39	50	15%	32	23%	107	23%
40 - 49	83	25%	30	22%	95	21%
50 - 59	131	39%	39	28%	115	25%
60+	65	19%	22	16%	50	11%
Grand Total	334	100%	138	100%	460	100%

Academics

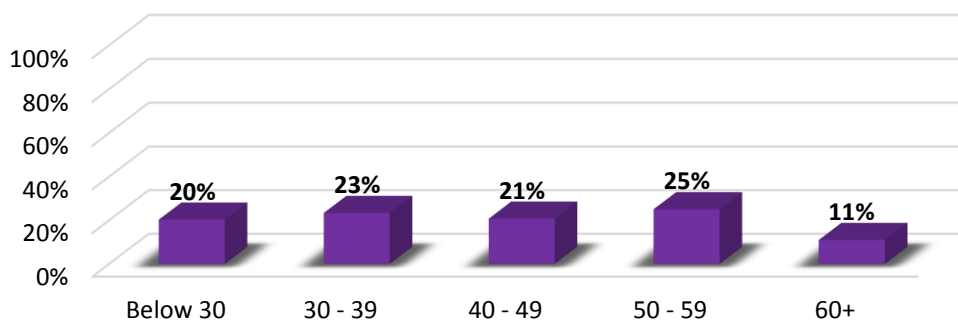


Atypical/Associate Lecturers, Knowledge Transfer Partnership and Disability Tutors



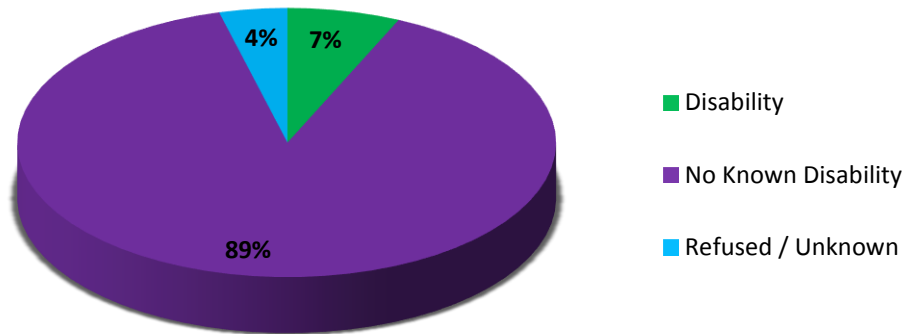
See note 5 above

Professional Service Employees



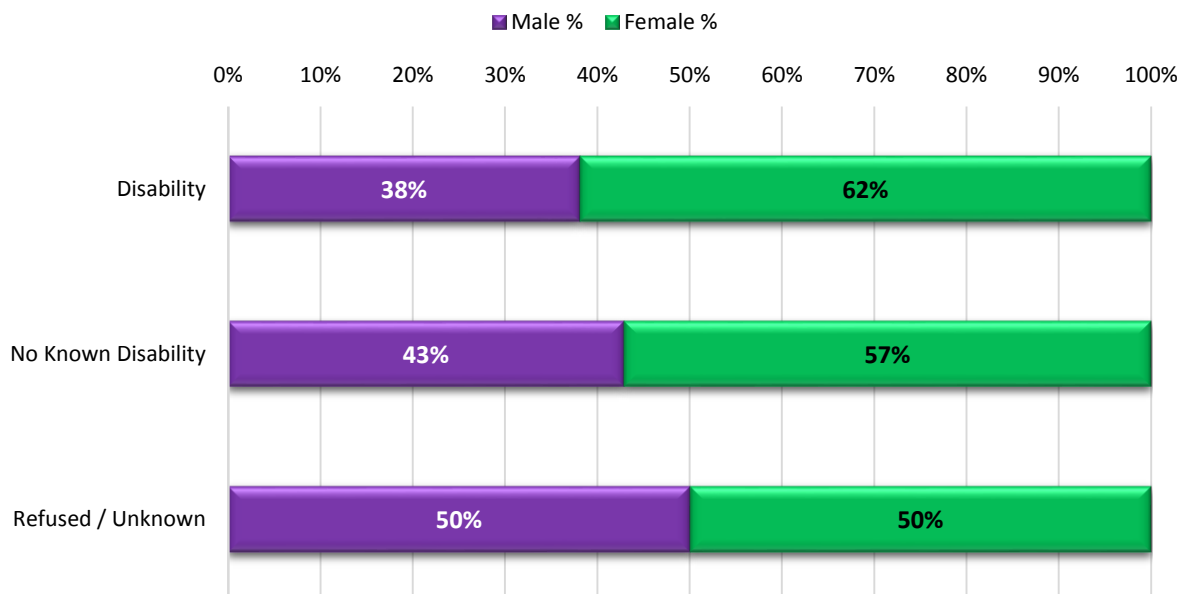
7.0 Employee Population by Disability:

Disability classification	No:	%
No known disability	831	89%
Disability	63	7%
Information refused	38	4%
Grand Total	932	100%



8.0 Employee Population by Disability and Gender

Disability classification	Male		Female	
	No	%	No	%
No known disability	356	43%	475	57%
Disability	24	38%	39	62%
Information refused	19	50%	19	50%
Grand Total	399	43%	533	57%

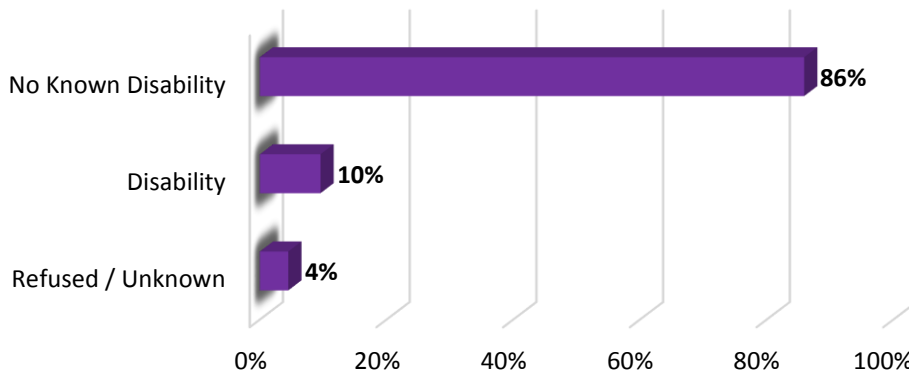


9.0 Employee Population by Disability and Analysis Category

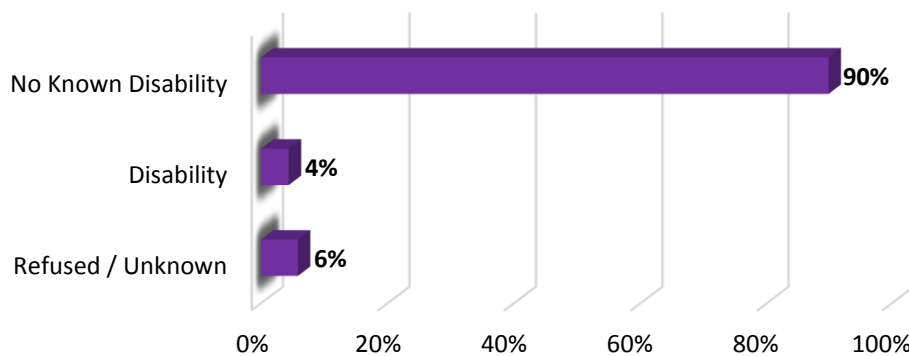
Disability	ACAD		ATYP/AL; KYP/DT		PSE	
	No	%	No	%	No	%
No known disability	287	86%	124	90%	420	91%
Disability	32	10%	6	4%	25	5%
Information refused	15	4%	8	6%	15	3%
Grand Total	334	100%	138	100%	460	100%

See note 5 above

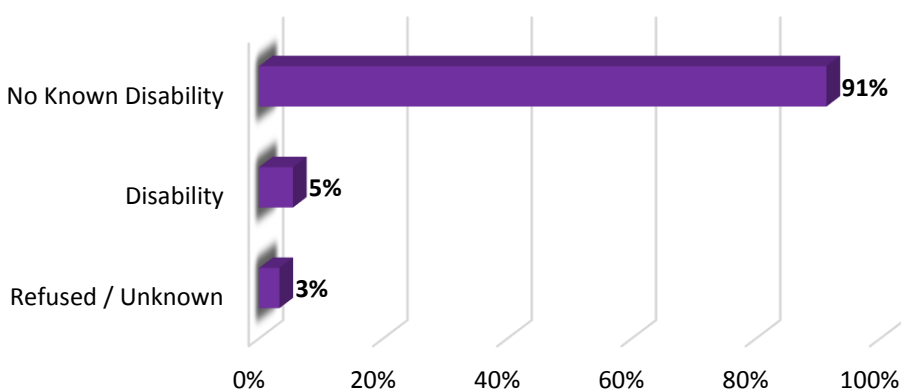
Academics



Atypical/Associate Lecturers, Knowledge Transfer Partnership and Disability Tutors

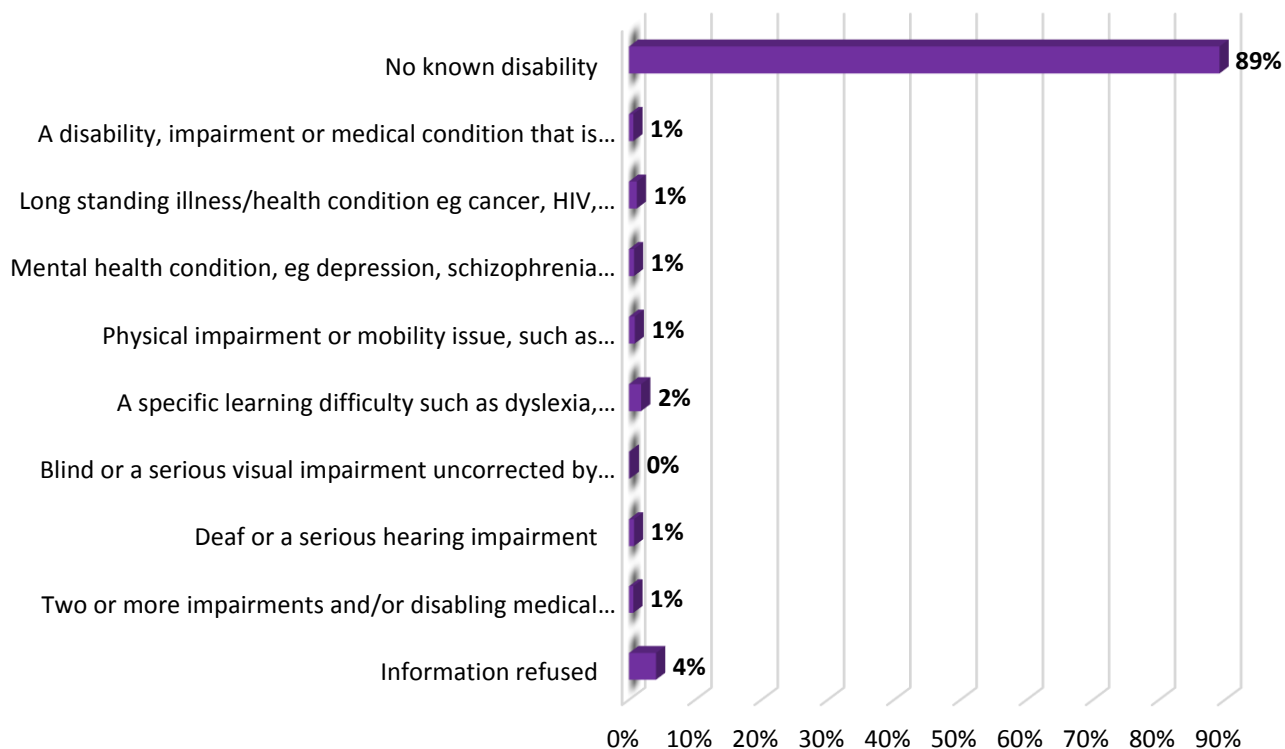


Professional Services Employees



10.0 Employee Population by Types of Disability:

Disability Type	No	%
No known disability	831	89%
A disability, impairment or medical condition that is not listed above	--	1%
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	11	1%
A mental health condition, such as depression, schizophrenia or anxiety disorder	--	1%
A physical impairment or mobility issues, difficulty using arms or using a wheelchair or crutches	--	1%
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	17	2%
Blind or a serious visual impairment uncorrected by glasses	--	0%
Deaf or a serious hearing impairment	--	1%
Two or more impairments and/or disabling medical conditions	--	1%
Information refused	38	4%
Grand Total	932	100%

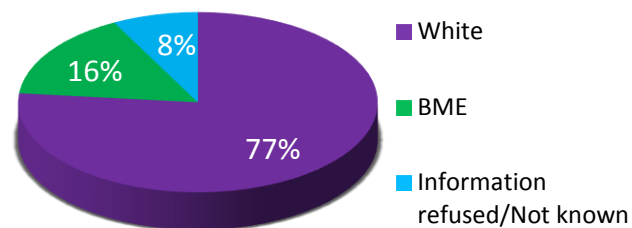


11.0 Employee Population by Types of Disability and Gender:

These data are not published for 2016/17 due to low numbers

12.0 Employee Population by Ethnicity:

Ethnicity	No	%
White	714	77%
BME	146	16%
Refused / Unknown	72	8%
Grand Total	932	100%



13.0 Employee Population by Ethnicity and Analysis category:

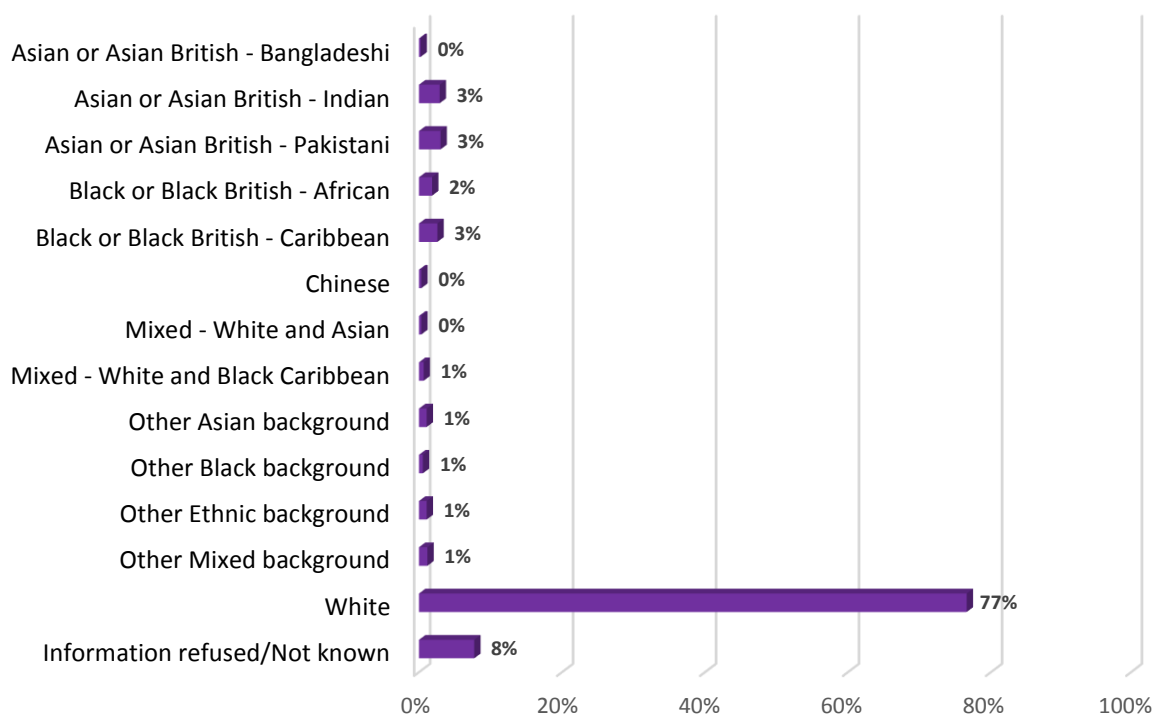
Ethnicity	ACAD		ATYP/AL; KTP/DT		PSE	
	No	%	No	%	No	%
Asian or Asian British - Bangladeshi		0%		0%	2	0%
Asian or Asian British - Indian	9	3%	6	4%	12	3%
Asian or Asian British - Pakistani	1	0%	3	2%	24	5%
Black or Black British - African	9	3%	2	1%	6	1%
Black or Black British - Caribbean	8	2%	2	1%	14	3%
Chinese	1	0%		0%	2	0%
Mixed - White and Asian	2	1%	1	1%		0%
Mixed - White and Black Caribbean		0%	4	3%	2	0%
Other Asian background	6	2%	2	1%	2	0%
Other Black background	4	1%	1	1%		0%
Other Ethnic background	4	1%	2	1%	4	1%
Other Mixed background	3	1%	2	1%	6	1%
White	269	81%	99	72%	346	75%
Information refused/Not known	18	5%	14	10%	40	9%
Grand Total	344		138		460	

14.0 Employee Population by Ethnicity and Gender

Ethnicity	No	%
Asian or Asian British - Bangladeshi	--	--
Asian or Asian British - Indian	27	3%
Asian or Asian British - Pakistani	28	3%
Black or Black British - African	17	2%
Black or Black British - Caribbean	24	3%
Chinese	--	--
Mixed - White and Asian	--	--
Mixed - White and Black Caribbean	6	1%
Other Asian background	10	1%
Other Black background	5	1%
Other Ethnic background	10	1%
Other Mixed background	11	1%
White	714	77%
Information refused/Not known	72	8%
Grand Total	932	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	817
Ireland	13
United States	9
Germany	6
Refused/Unknown	6
Greece	5
Romania	5
Poland	5

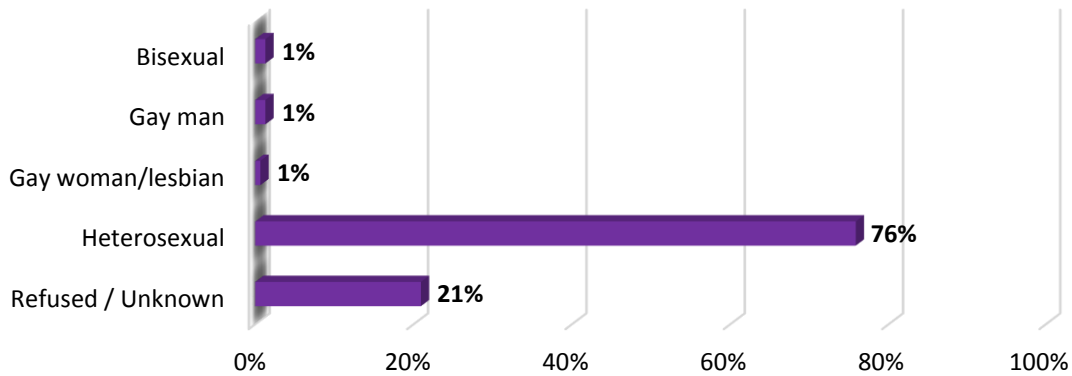
Staff also report their nationalities from the following 33 countries – less than 5 per country - so the data is not published.

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

Additional Equality Data

16.0 Employee Population by Sexual Orientation:

Sexual Orientation	No	%
Bisexual	12	1%
Gay man	12	1%
Gay woman/lesbian	6	1%
Heterosexual	707	76%
Information refused	195	21%
Grand Total	932	100%



17.0 Employee Population by Religious Belief

Religious Belief	No	%
Buddhist	--	--
Christian	368	39%
Hindu	17	2%
Jewish	8	1%
Muslim	38	4%
Sikh	7	1%
Spiritual	--	--
Any other religion or belief	17	2%
No religion	283	30%
Information refused	187	20%
Grand Total	932	100%

