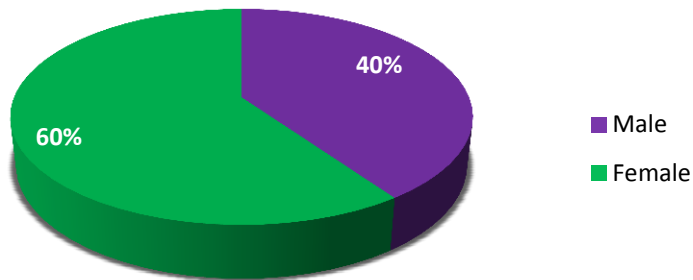


Equalities Statistics – Employee Data 2014/15:

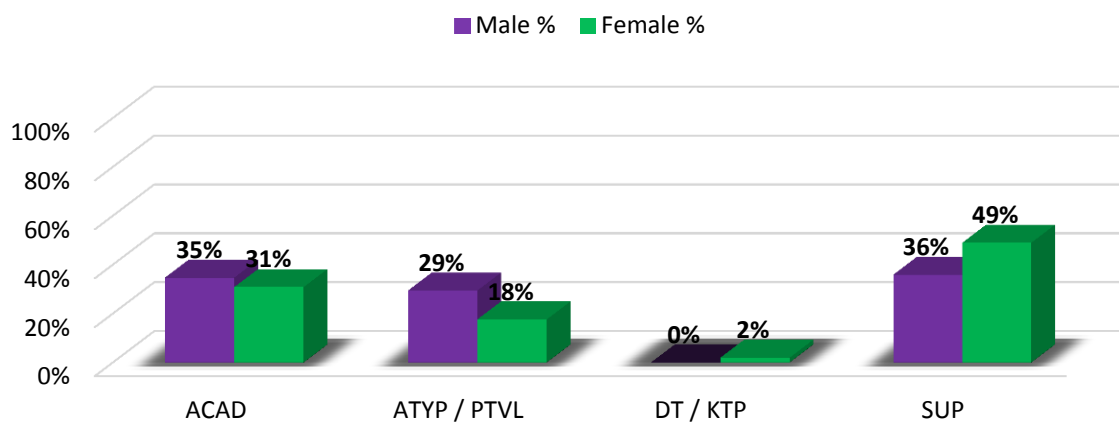
1.0 Employee Population by Gender:

Gender:	No:	%:
Female	560	60%
Male	421	40%
Grand Total	981	100%



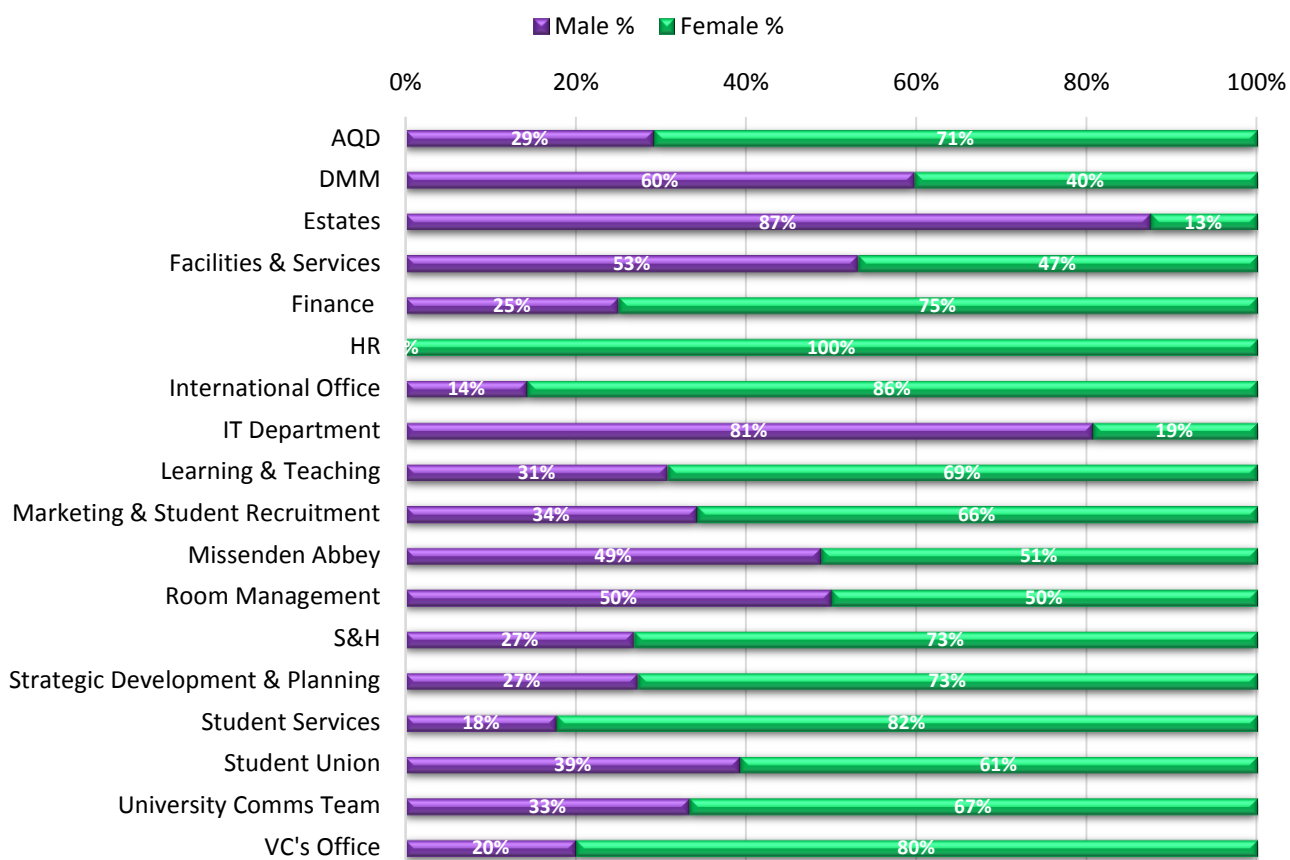
2.0 Employee Population by Analysis Category and Gender:

Analysis Categories	Male %	Female %
ACAD	35%	31%
ATYP / PTVL	29%	18%
DT / KTP	0%	2%
SUP	36%	49%



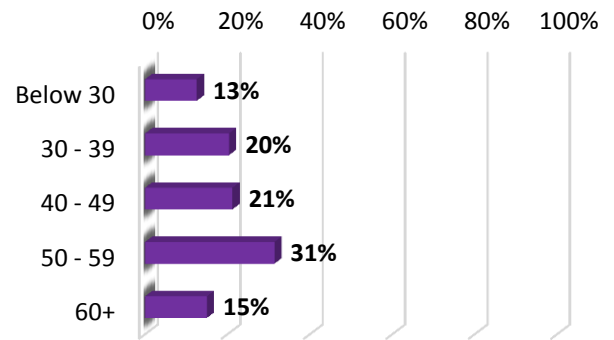
3.0 Employee Population by Directorate/Faculty and Gender:

Directorate / Faculty:	Male:		Female:	
	No:	%:	No:	%:
Academic Quality Directorate	7	29%	17	71%
DMM	215	60%	145	40%
Estates Directorate	14	87%	2	13%
Facilities & Services	17	53%	15	47%
Finance Directorate	4	25%	12	75%
Human Resources Directorate	0	0%	17	100%
International Office	1	14%	6	86%
IT Department	25	81%	6	19%
Learning & Teaching Directorate	8	31%	18	69%
Marketing & Student Recruitment Directorate	13	34%	25	66%
Missenden Abbey	20	49%	21	51%
Room Management	2	50%	2	50%
S&H	63	27%	172	73%
Strategic Development & Planning	3	27%	8	73%
Student Services	14	18%	65	82%
Student Union	11	39%	17	61%
University Communications Team	2	33%	4	67%
Vice Chancellor's Office	2	20%	8	80%
Grand Total	421	43%	560	57%



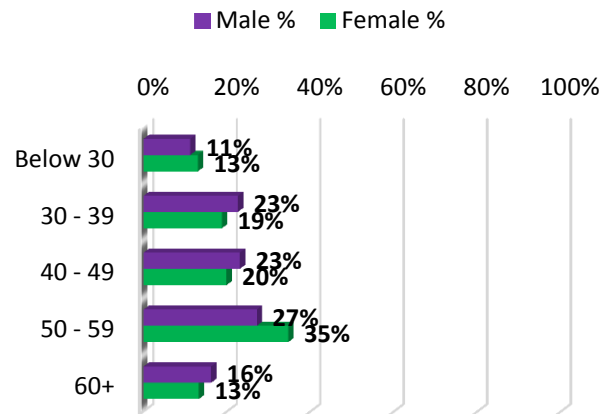
4.0 Employee Population by Age Band:

Age Bands:	%:
Below 30	13%
30 - 39	20%
40 - 49	21%
50 - 59	31%
60+	15%



5.0 Employee Population by Age Band and Gender:

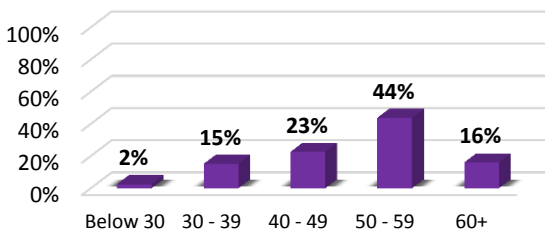
Age Bands:	Male:		Female:	
	No:	%:	No:	%:
Below 30	47	11%	76	13%
30 - 39	95	23%	105	19%
40 - 49	97	23%	111	20%
50 - 59	114	27%	194	35%
60+	68	16%	74	13%
Grand Total	421	100%	560	100%



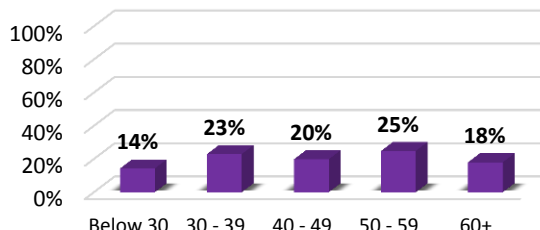
6.0 Employee Population by Age Band and Analysis Category:

Age Band:	ACAD		ATYP / PTVL		DT / KTP		SUP	
	No:	%:	No:	%:	No:	%:	No:	%:
Below 30	9	2%	23	14%	1	10%	90	20%
30 - 39	55	15%	37	23%	0	0%	108	24%
40 - 49	82	23%	32	20%	0	0%	94	21%
50 - 59	159	44%	40	25%	4	40%	105	24%
60+	58	16%	29	18%	5	50%	50	11%
Grand Total	363	100%	161	100%	10	100%	447	100%

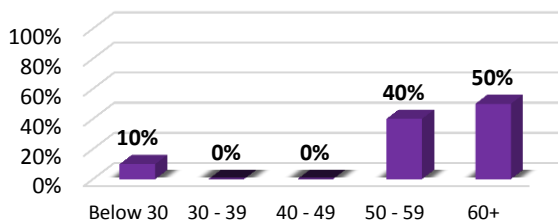
Academics:



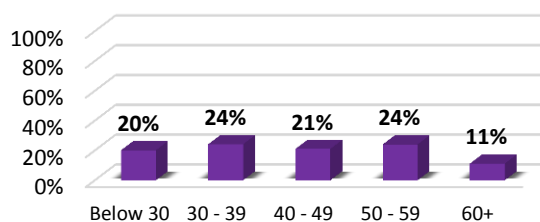
Atypicals / Associate Lecturers:



Disability Tutors / KTP Associates:

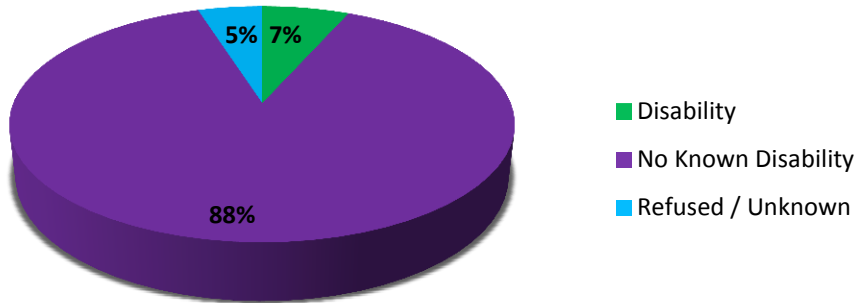


Professional Service Employees:



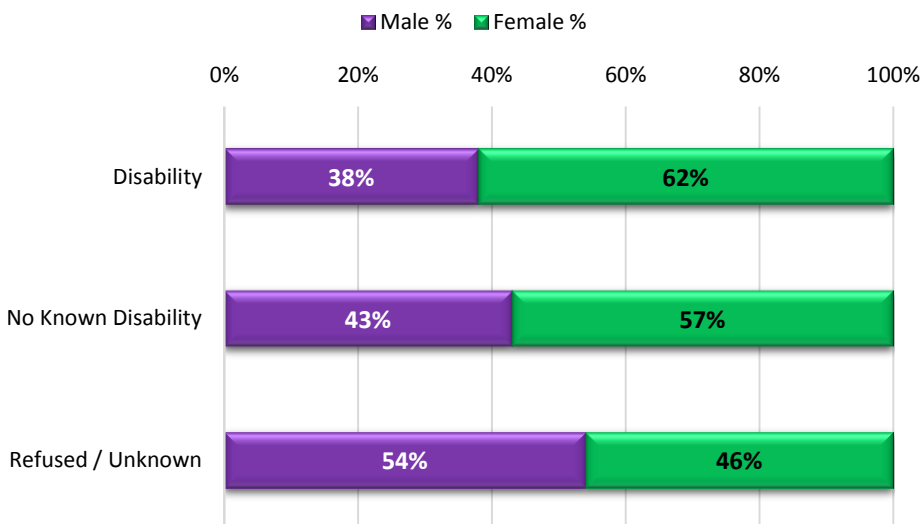
7.0 Employee Population by Disability:

Disability Classification:	No:	%
Disability	65	7%
No Known Disability	868	88%
Refused / Unknown	48	5%
Grand Total	981	100%



8.0 Employee Population by Disability and Gender:

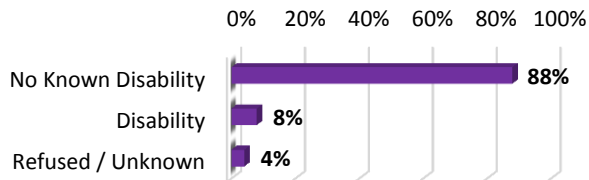
Disability Classification:	Male:		Female:	
	No:	%:	No:	%:
Disability	25	38%	40	62%
No Known Disability	370	43%	498	57%
Refused / Unknown	26	54%	22	46%
Grand Total	421	43%	560	57%



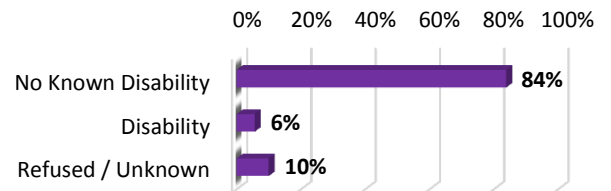
9.0 Employee Population by Disability and Analysis Category:

Disability	ACAD		ATYP / PTVL		DT / KTP		SUP	
	No:	%:	No:	%:	No:	%:	No:	%:
No Known Disability	319	88%	135	84%	8	80%	406	91%
Disability	29	8%	9	6%	1	10%	26	6%
Refused/Unknown	15	4%	17	10%	1	10%	15	3%
Grand Total	363	100%	161	100%	10	100%	447	100%

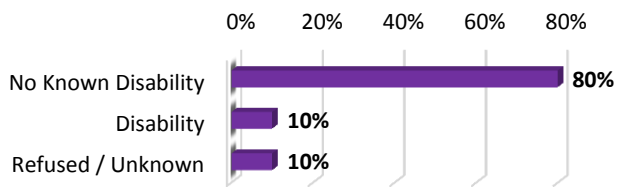
Academics:



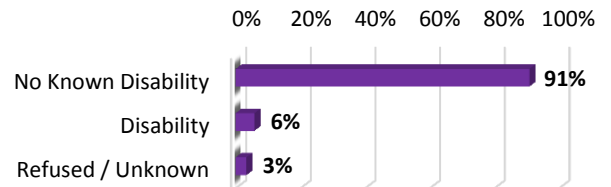
Atypicals / Associate Lecturers:



Disability Tutors / KTP Associates:

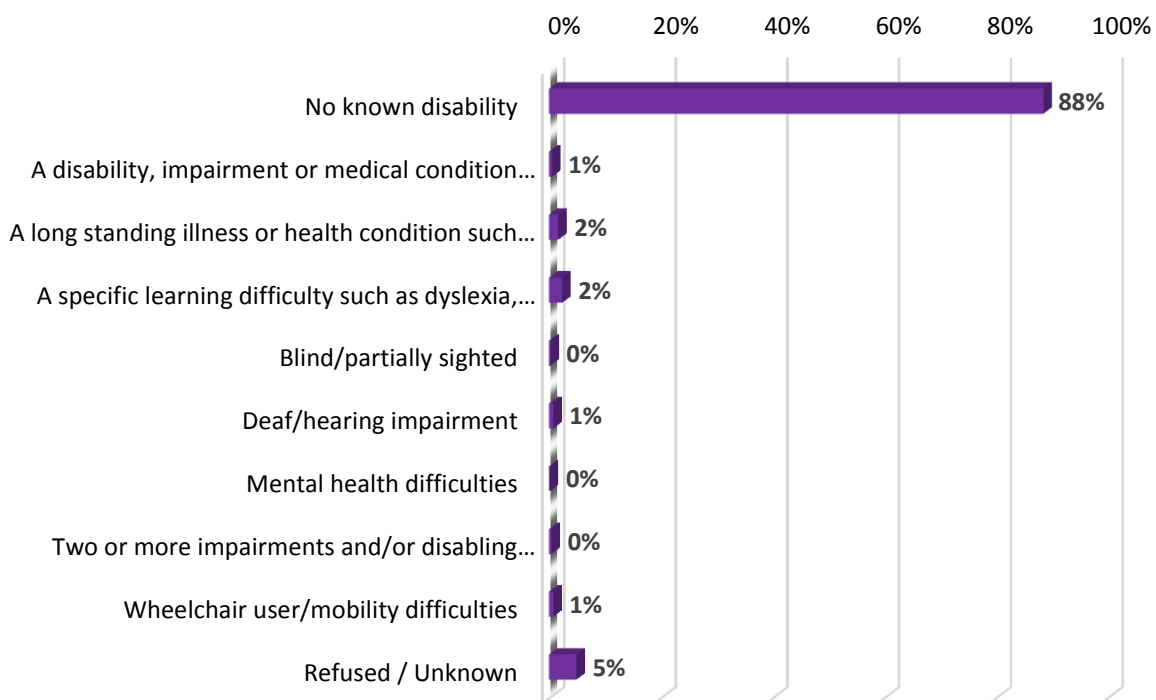


Professional Service Employees:



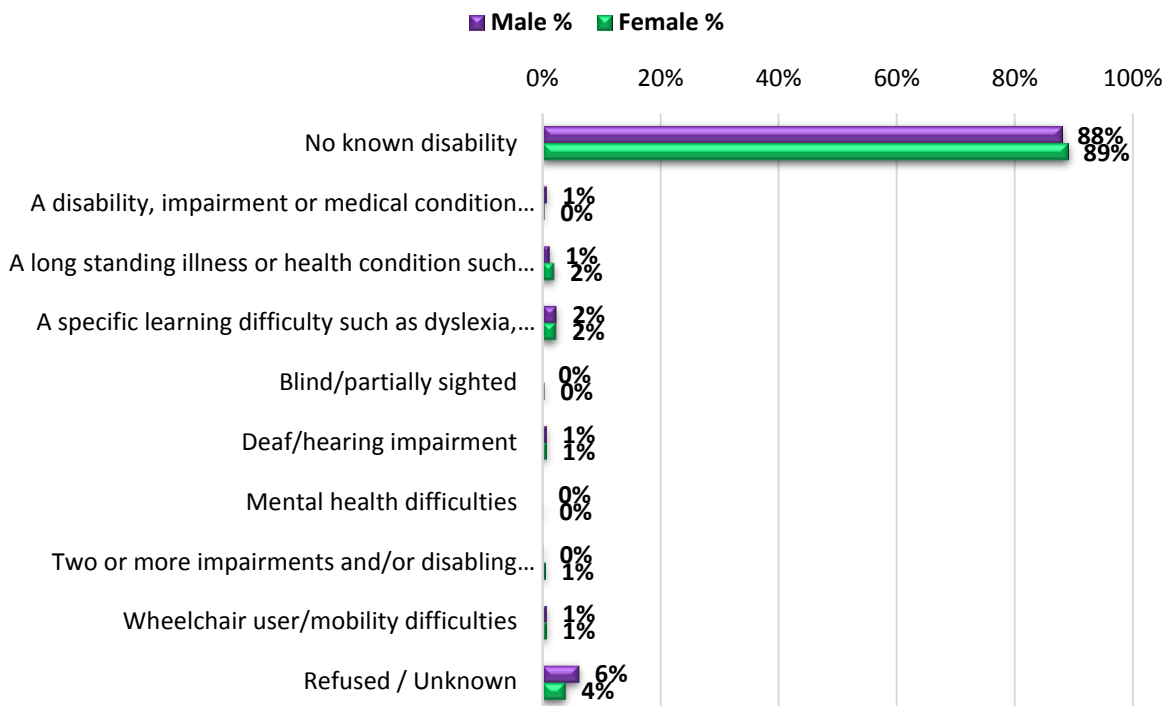
10.0 Employee Population by Types of Disability:

Disability Type:	No:	%:
No Known Disability	868	88%
A disability, impairment or medical condition not listed above	5	1%
A long standing illness or health condition	16	2%
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	23	2%
Blind/partially sighted	2	0%
Deaf/hearing impairment	7	1%
Mental health difficulties	1	0%
Two or more impairments and/or disabling medical conditions	4	0%
Wheelchair user/mobility difficulties	7	1%
Refused / Unknown	48	5%
Grand Total	981	100%



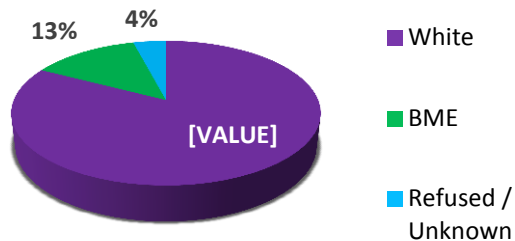
11.0 Employee Population by Types of Disability and Gender:

Disability Type:	Male		Female	
	No:	%:	No:	%:
No Known Disability	370	88%	498	89%
A disability, impairment or medical condition not listed above	3	1%	2	0%
A long standing illness or health condition	5	1%	11	2%
A specific learning difficulty	10	2%	13	2%
Blind/partially sighted	0	0%	2	0%
Deaf/hearing impairment	3	1%	4	1%
Mental health difficulties	0	0%	1	0%
Two or more impairments and/or disabling medical conditions	1	0%	3	1%
Wheelchair user/mobility difficulties	3	1%	4	1%
Refused / Unknown	26	6%	22	4%
Grand Total	421	100%	560	100%



12.0 Employee Population by Ethnicity:

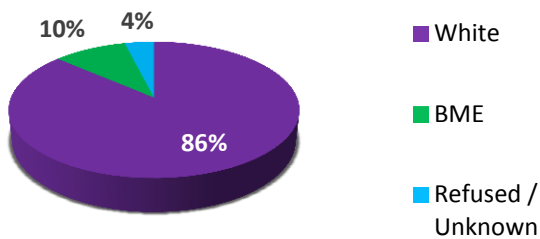
Row Labels	Count of	% Of
White	811	83%
BME	130	13%
Refused / Unknown	40	4%
Grand Total	981	100%



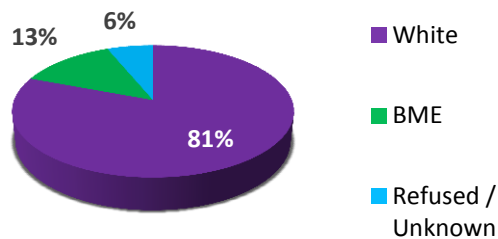
13.0 Employee Population by Ethnicity and Analysis category:

Ethnicity	ACAD		ATYP/PTVL		DT/KTP		SUP	
	No:	%:	No:	%:	No:	%:	No:	%:
White	314	86%	130	81%	7	70%	360	81%
BME	35	10%	21	13%	2	20%	72	16%
Refused /Unknown	14	4%	10	6%	1	10%	15	3%
Grand Total	363	100%	161	100%	10	100%	447	100%

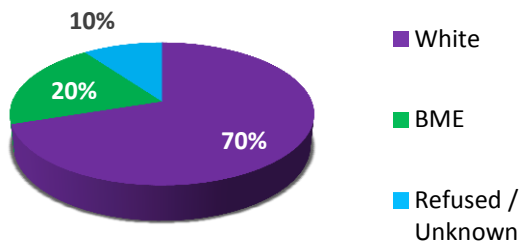
Academics:



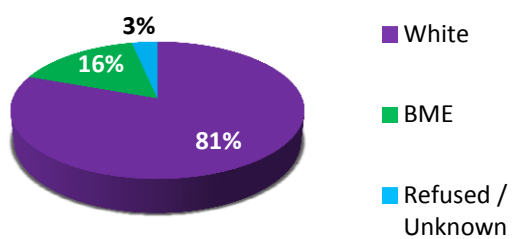
Atypicals / Associate Lecturers:



Disability Tutors / KTP Associates:

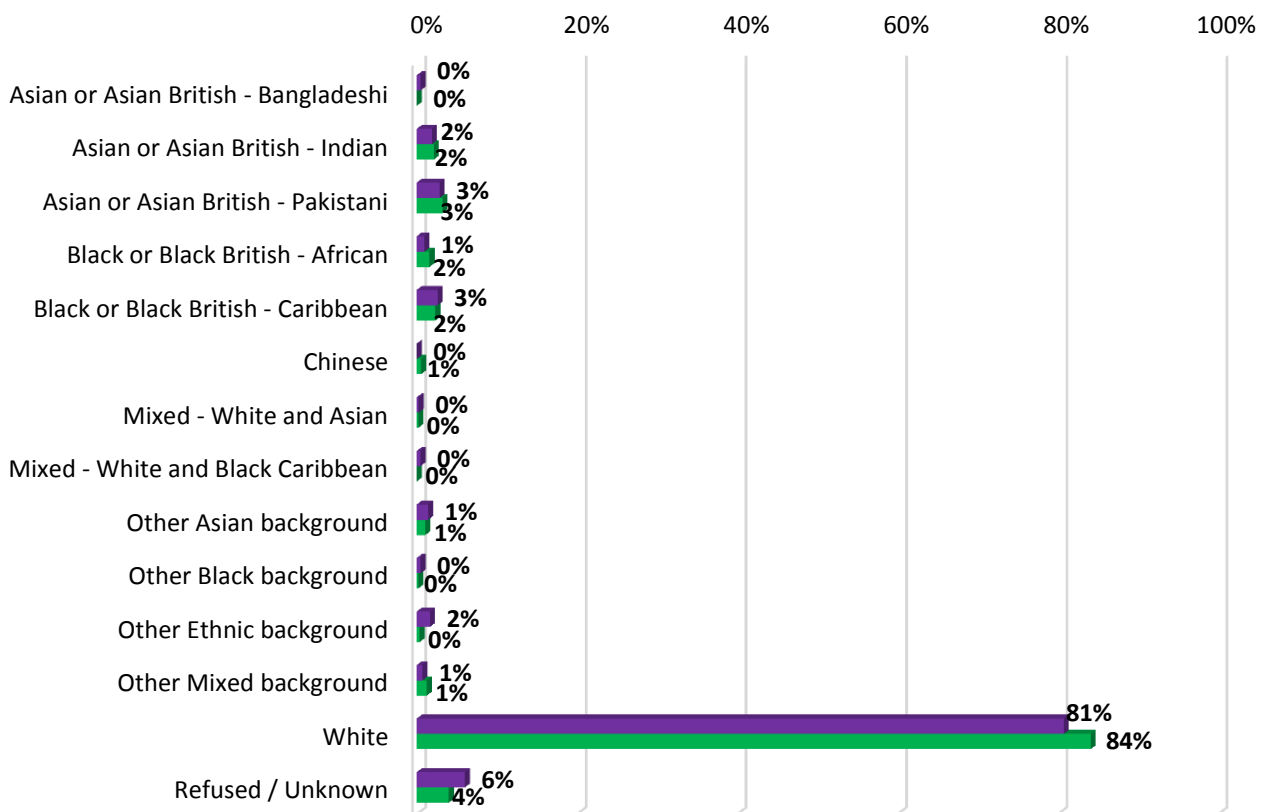


Professional Service Employees:



14.0 Employee Population by Ethnicity and Gender:

Ethnicity Classification:	Male:		Female:	
	No:	%	No:	%
Asian or Asian British - Bangladeshi	2	0%	0	0%
Asian or Asian British - Indian	8	2%	12	2%
Asian or Asian British - Pakistani	12	3%	18	3%
Black or Black British - African	4	1%	9	2%
Black or Black British - Caribbean	11	3%	13	2%
Chinese	0	0%	3	1%
Mixed - White and Asian	1	0%	1	0%
Mixed - White and Black Caribbean	2	0%	0	0%
Other Asian background	6	1%	6	1%
Other Black background	2	0%	1	0%
Other Ethnic background	7	2%	2	0%
Other Mixed background	3	1%	7	1%
White	340	81%	471	84%
Refused / Unknown	23	6%	17	4%
Grand Total	421	100%	560	100%



15.0 Employee Population by Nationality:

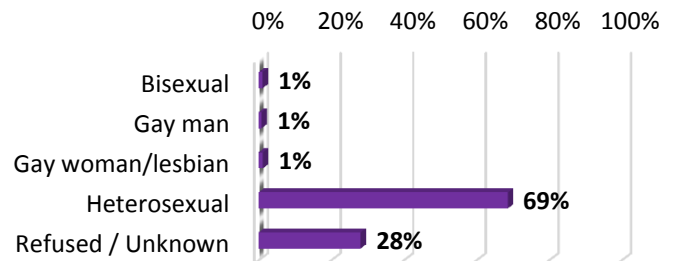
Nationality:	Male:		Female:	
	No:	%:	No:	%:
Australia	2	0%	1	0%
Austria	0	0%	1	0%
Bangladesh	1	0%	0	0%
Bolivia	1	0%	0	0%
Bulgaria	0	0%	1	0%
Canada	1	0%	0	0%
China	0	0%	1	0%
Denmark	0	0%	1	0%
Estonia	0	0%	3	1%
France	1	0%	3	1%
Germany	2	0%	2	0%
Ghana	2	0%	0	0%
Greece	2	0%	0	0%
Hungary	0	0%	1	0%
India	0	0%	1	0%
Indonesia	0	0%	1	0%
Iran	1	0%	1	0%
Ireland	4	1%	9	2%
Italy	4	1%	1	0%
Jamaica	1	0%	0	0%
Lithuania	0	0%	1	0%
Malaysia	0	0%	1	0%
Mauritius	2	0%	1	0%
Morocco	1	0%	0	0%
Netherlands	0	0%	1	0%
New Zealand	0	0%	1	0%
Norway	1	0%	0	0%
Not known	8	2%	4	1%
Pakistan	1	0%	0	0%
Philippines	0	0%	1	0%
Poland	2	0%	2	0%
Portugal	1	0%	1	0%
Refused / Unknown	7	2%	8	1%
Romania	4	1%	3	1%
Russia	0	0%	1	0%
Singapore	0	0%	1	0%
Slovakia	0	0%	1	0%
South Africa	1	0%	2	0%
Spain	1	0%	0	0%
Sri Lanka	1	0%	0	0%
United Kingdom	366	87%	495	88%
United States	3	1%	7	1%
Zimbabwe	0	0%	2	0%

Additional Equality Data:

As well as being in the process of trying to improve the robustness of data for the following two questions, we are also in the process of trying to collect data with regards to “Gender Identity” and “Pregnancy”. We hope to provide this information in the next round of reporting.

16.0 Employee Population by Sexual Orientation:

Sexual Orientation:	No:	%:
Bisexual	11	1%
Gay man	8	1%
Gay woman/lesbian	12	1%
Heterosexual	674	69%
Refused / Unknown	276	28%
Grand Total	981	100%



17.0 Employee Population by Religious Belief:

Religious Belief:	No:	%:
Buddhist	3	0%
Christian	383	39%
Hindu	8	1%
Jewish	9	1%
Muslim	32	3%
Sikh	5	1%
Any other religion / belief	20	2%
No religion	273	28%
Refused / Unknown	248	25%
Grand Total	981	100%

