



Bucks New University

Equalities Statistics – Employee Data 2017/18

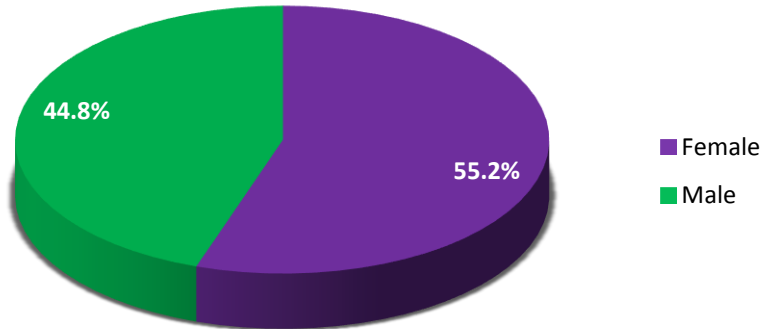
This is a snapshot of Bucks New University Staff population derived from the HESA Staff Return for the academic year 2017/18

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 GDPR 2018. 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; associate lecturers
 - b. PSE: Professional Service Employees

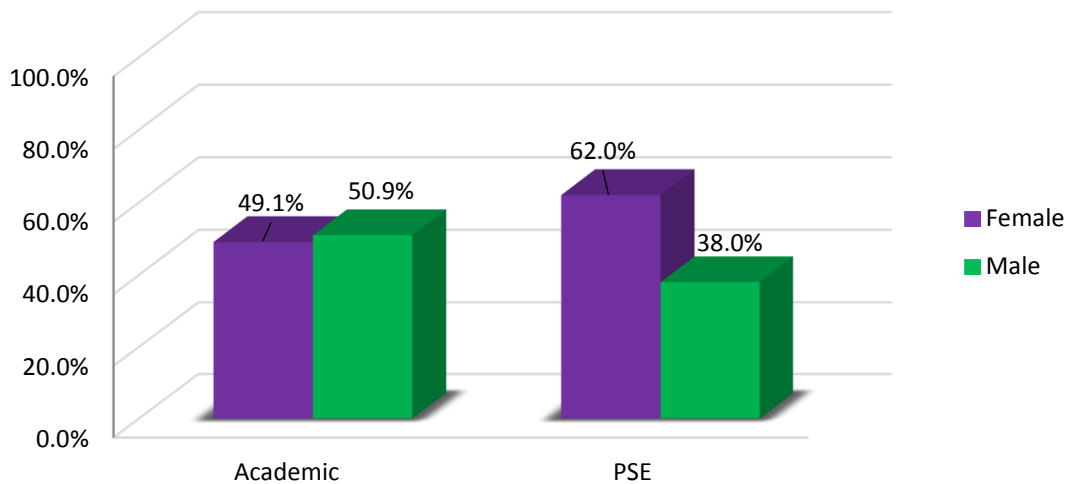
1.0 Employee Population by Gender

	No	%
Female	506	55.2%
Male	410	44.8%
Grand Total	916	100.0%



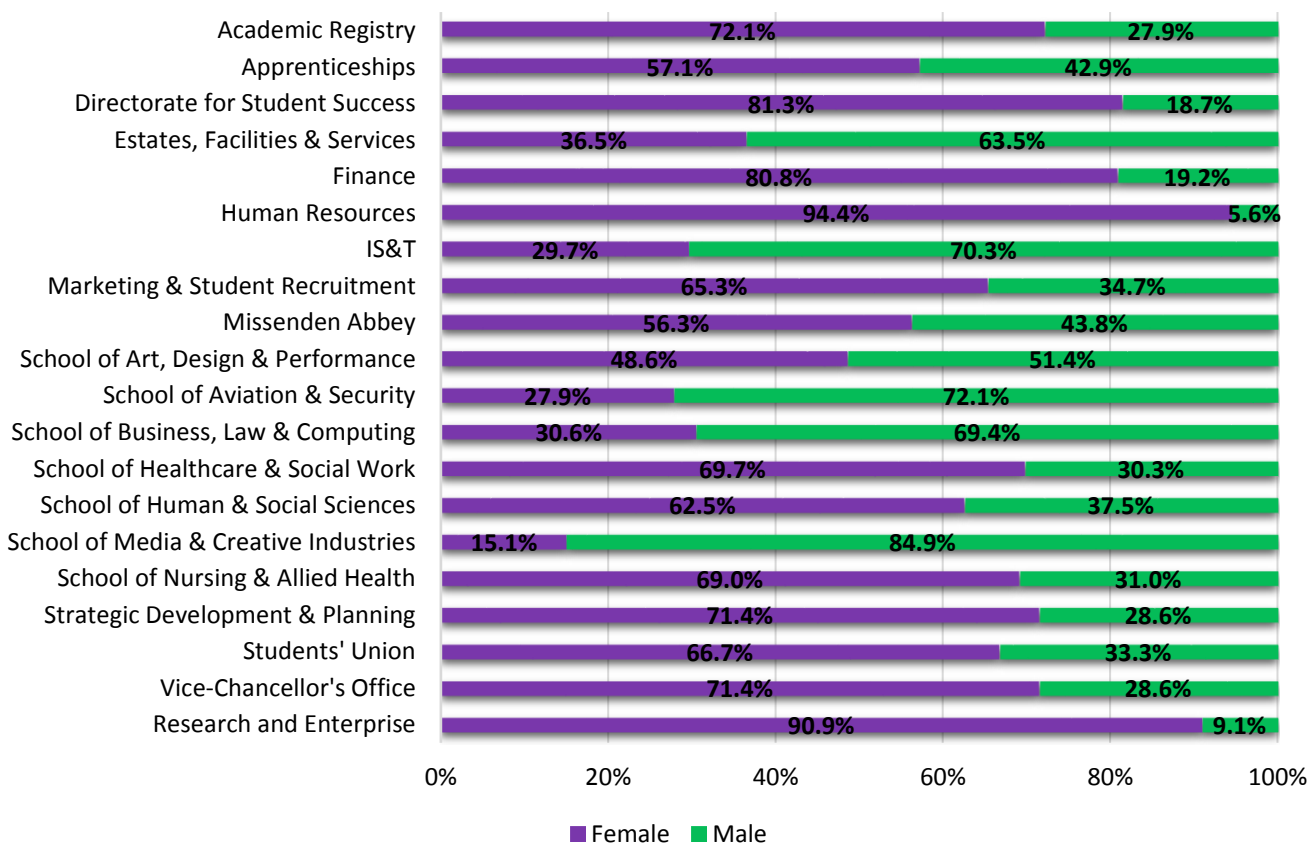
2.0 Employee Population by Analysis Category and Gender

	Female		Male		Total	
	No	%	No	%	No	%
Academic	235	49.1%	244	50.9%	479	100.0%
PSE	271	62.0%	166	38.0%	437	100.0%
Grand Total	506	55.2%	410	44.8%	916	100.0%



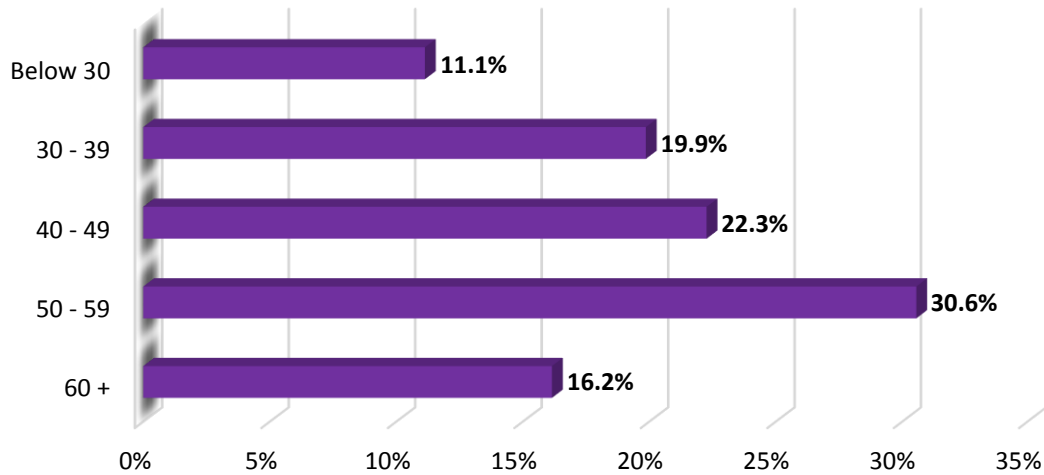
3.0 Employee Population by School and Gender

	Female		Male	
	No	%	No	%
Academic Registry	49	72.1%	19	27.9%
Apprenticeships	-	57.1%	-	42.9%
Directorate for Student Success	61	81.3%	14	18.7%
Estates, Facilities & Services	19	36.5%	33	63.5%
Finance	21	80.8%	5	19.2%
Human Resources	17	94.4%	-	5.6%
IS&T	19	29.7%	45	70.3%
Marketing & Student Recruitment	32	65.3%	17	34.7%
Missenden Abbey	18	56.3%	14	43.8%
School of Art, Design & Performance	51	48.6%	54	51.4%
School of Aviation & Security	12	27.9%	31	72.1%
School of Business, Law & Computing	22	30.6%	50	69.4%
School of Healthcare & Social Work	46	69.7%	20	30.3%
School of Human & Social Sciences	35	62.5%	21	37.5%
School of Media & Creative Industries	8	15.1%	45	84.9%
School of Nursing & Allied Health	58	69.0%	26	31.0%
Strategic Development & Planning	5	71.4%	-	28.6%
Students' Union	14	66.7%	7	33.3%
Vice-Chancellor's Office	5	71.4%	-	28.6%
Research and Enterprise	10	90.9%	-	9.1%



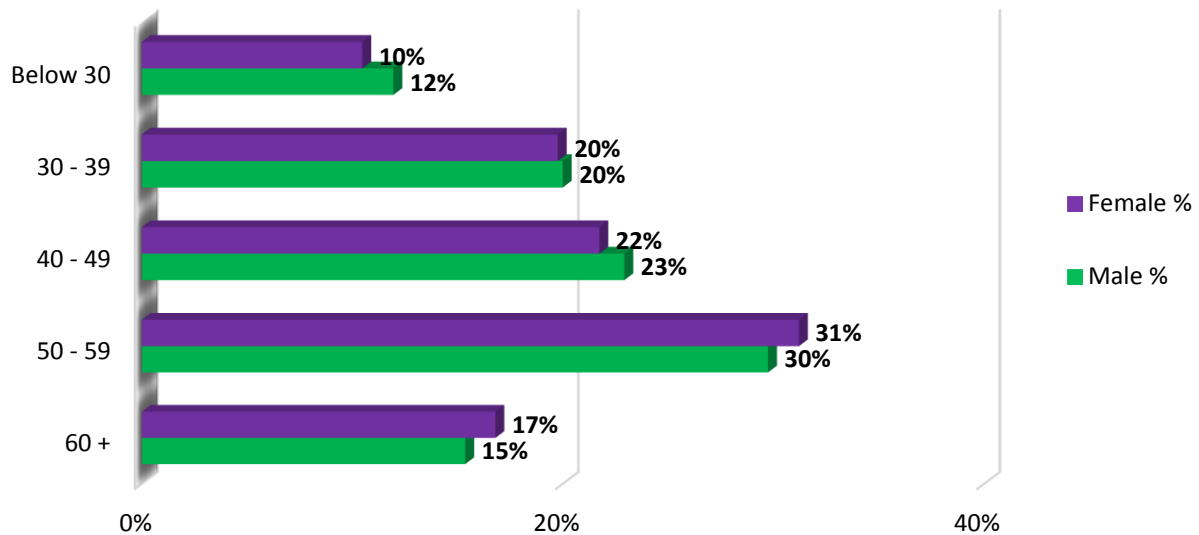
4.0 Employee Population by Age Group

Age group	No	%
Below 30	102	11.1%
30 - 39	182	19.9%
40 - 49	204	22.3%
50 - 59	280	30.6%
60 +	148	16.2%



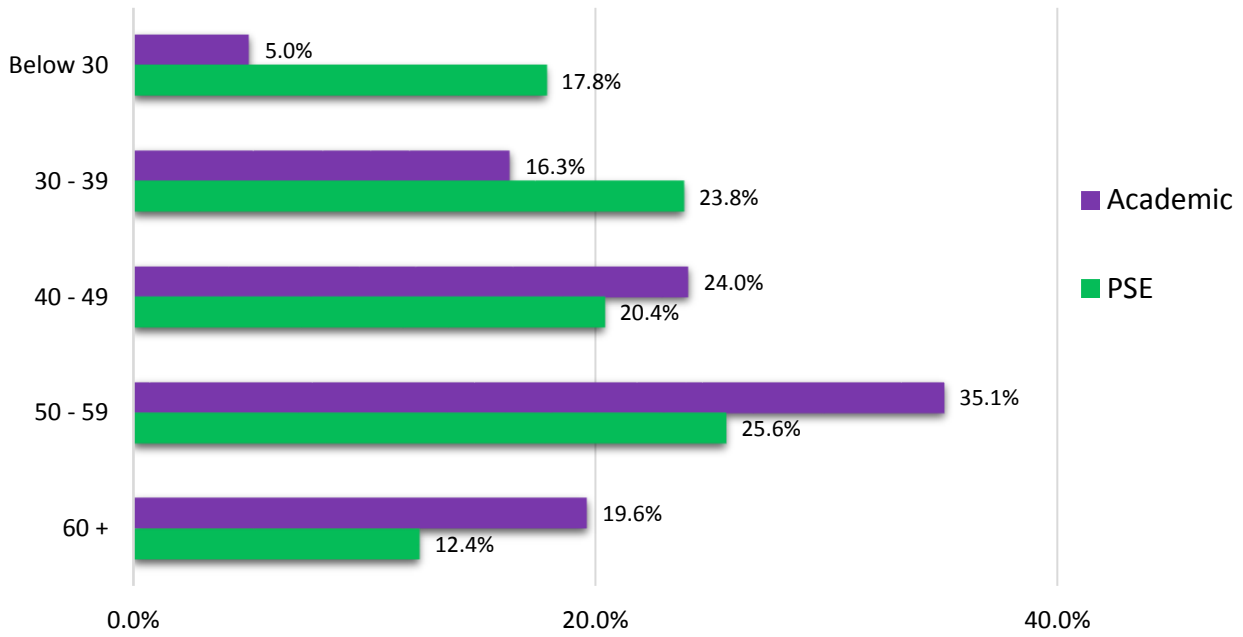
5.0 Employee Population by Age Group and Gender

	Female		Male	
	No	%	No	%
Below 30	53	10.5%	49	12.0%
30 - 39	100	19.8%	82	20.0%
40 - 49	110	21.7%	94	22.9%
50 - 59	158	31.2%	122	29.8%
60 +	85	16.8%	63	15.4%



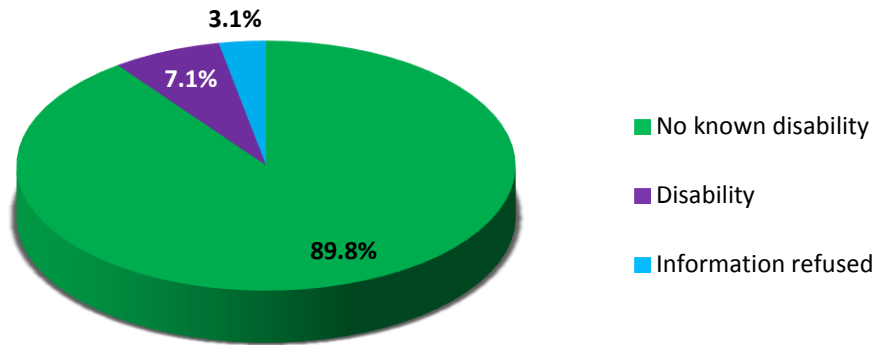
6.0 Employee Population by Age Band and Analysis Category

Age Band	Academic		PSE	
	No	%	No	%
Below 30	24	5.0%	78	17.8%
30 - 39	78	16.3%	104	23.8%
40 - 49	115	24.0%	89	20.4%
50 - 59	168	35.1%	112	25.6%
60 +	94	19.6%	54	12.4%



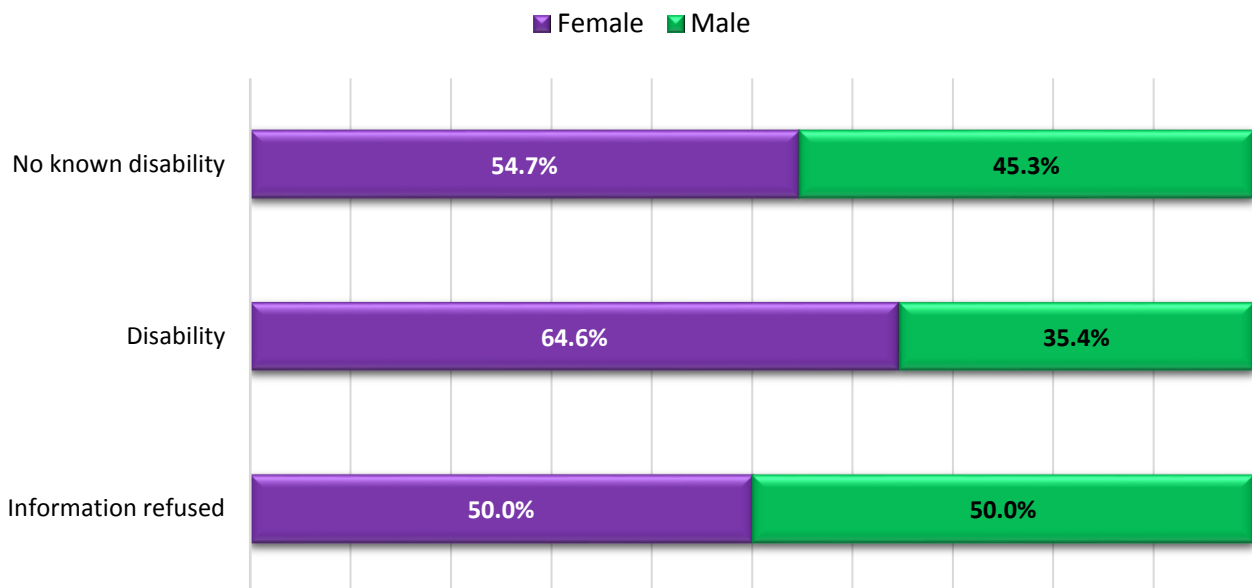
7.0 Employee Population by Disability

Disability status	No	%
No known disability	823	89.8%
Disability	65	7.1%
Information refused	28	3.1%



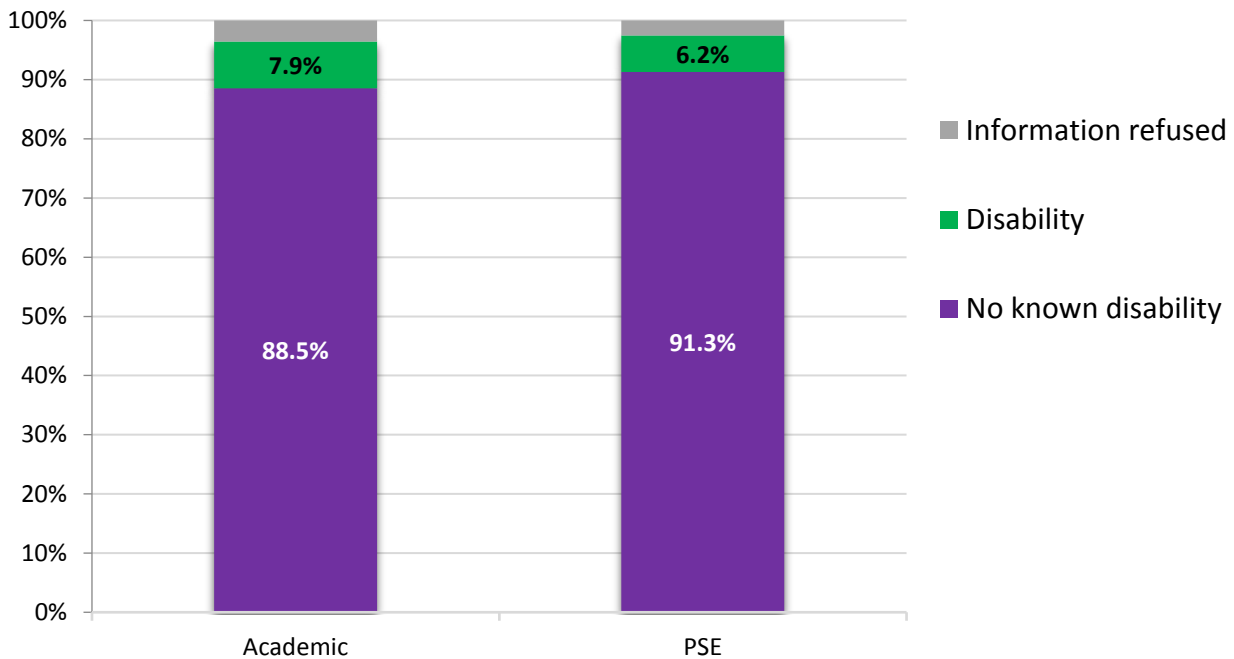
8.0 Employee Population by Disability and Gender

	Female		Male	
	No	%	No	%
No known disability	450	54.7%	373	45.3%
Disability	42	64.6%	23	35.4%
Information refused	14	50.0%	14	50.0%



9.0 Employee Population by Disability and Analysis Category

	Academic		PSE	
	No	%	No	%
No known disability	424	88.5%	399	91.3%
Disability	38	7.9%	27	6.2%
Information refused	17	3.5%	11	2.5%



10.0 Employee Population by Types of Disability

(excluding "No Known Disability and Information Refused")

	No	%
A disability, impairment or medical condition that is not listed above	5	7.7%
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	12	18.5%
A mental health condition, such as depression, schizophrenia or anxiety disorder	12	18.5%
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	6	9.2%
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	20	30.8%
Blind or a serious visual impairment uncorrected by glasses	-	1.5%
Deaf or serious hearing impairment	5	7.7%
Two or more impairments and/or disabling medical conditions	-	6.2%

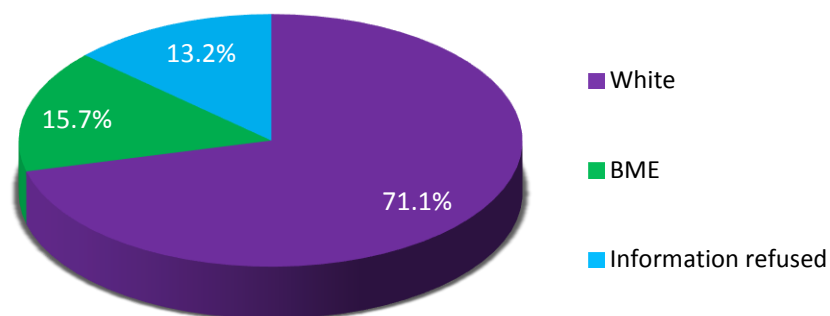
11.0 Employee population by gender and types of disability

(excluding "No Known Disability" and "Information Refused")

These data are not published for 2017/18 due to low numbers

12.0 Employee Population by Ethnicity

Ethnic group	No	%
White	651	71.1%
BME	144	15.7%
Information refused/Unknown	121	13.2%



13.0 Employee population by detailed ethnicity groups

Ethnic group	No	%
Asian or Asian British - Bangladeshi	2	0.2%
Asian or Asian British - Indian	27	2.9%
Asian or Asian British - Pakistani	25	2.7%
Black or Black British - African	15	1.6%
Black or Black British - Caribbean	28	3.1%
Chinese	4	0.4%
Mixed - White and Asian	3	0.3%
Mixed - White and Black African	1	0.1%
Mixed - White and Black Caribbean	4	0.4%
Other Asian background	13	1.4%
Other Black background	4	0.4%
Other ethnic background	9	1.0%
Other mixed background	8	0.9%
White	652	71.2%
Information refused/Unknown	121	13.2%

Ethnic group by gender is not published due to low numbers

14.0 Employee Population by ethnicity and analysis category

	Academic		PSE	
	No	%	No	%
Asian or Asian British - Bangladeshi	--	0.2%	--	0.2%
Asian or Asian British - Indian	13	2.7%	14	3.2%
Asian or Asian British - Pakistani	--	0.4%	23	5.3%
Black or Black British - African	10	2.1%	5	1.1%
Black or Black British - Caribbean	9	1.9%	19	4.3%
Chinese	--	0.2%	--	0.7%
Mixed - White and Asian	--	0.6%		0.0%
Mixed - White and Black African	--	0.2%		0.0%
Mixed - White and Black Caribbean	--	0.6%	--	0.2%
Other Asian background	8	1.7%	5	1.1%
Other Black background	--	0.8%		0.0%
Other ethnic background	--	0.8%	5	1.1%
Other mixed background	--	0.8%	--	0.9%
White	345	72.0%	307	70.3%
Information refused/Unknown	71	14.8%	50	11.4%

15.0 Employee population by nationality

	No	%
United Kingdom	831	90.7%
Ireland	11	1.2%
United States	6	0.7%
Germany	5	0.5%
Italy (Includes Sardinia, Sicily)	5	0.5%

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

Romania
Greece
Portugal {includes Madeira, Azores}
Australia
Poland
Mauritius
Switzerland
Spain {includes Ceuta, Melilla}
Ghana
Malaysia
Sri Lanka
Iran
Zimbabwe
Singapore
Slovakia
Netherlands
Jamaica
Estonia
Croatia
Colombia
Morocco
Japan
Bolivia
China
Philippines
Israel
Bulgaria
Denmark
Hungary
Lesotho
India
Bangladesh
Russia [Russian Federation]

Additional Equality Data

16.0 Employee population by sexual orientation

Sexual orientation	No	%
Bisexual	9	1.0%
Gay man	14	1.5%
Gay woman/lesbian	8	0.9%
Heterosexual	573	62.6%
Other	2	0.2%
Information refused/Unknown	310	33.8%

17.0 Employee population by religious belief

Religious belief	No	%
Buddhist	--	0.2%
Christian	283	30.9%
Hindu	15	1.6%
Jewish	9	1.0%
Muslim	28	3.1%
Sikh	10	1.1%
Spiritual	7	0.8%
No religion	241	26.3%
Any other religion or belief	14	1.5%
Information refused/Unknown	307	33.5%