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EQUALITY AND DIVERSITY STAFF DATA REPORT

2017-18

**Liverpool Hope University**

**Staff Data Report – Academic Year 2017-18**

* Figures are based on headcount rather than FTE
* The data does not include temporary or hourly paid staff
* Total staff during the period is 815
* Figures benchmarked against ECU “Equality in Higher Education: staff statistical report 2018”

**Age**

Highlights from ECU national statistics:

* Across the UK, 16.7% of staff working in higher education were aged 30 and under.
* Support staff had a younger age profile, with 19.9% aged 30 and under compared with 13.3% of academic staff.

Liverpool Hope University:

* There was only one member of staff in the Under 21 age category – on a support contract.
* 3.8% of staff at Liverpool Hope fell into the over 65 category compared to 2.2% across the UK.
* The largest number of staff in Liverpool Hope is in the 41-50 age bracket, with 27.4% of staff in this category (compared to 25.4% across the UK), however aged 31-40 was the most common age bracket for the UK with 28.2% of staff.

**Gender**

Highlights from ECU national statistics:

* In 2016/17, 54.2% of staff working in UK higher education were women and 45.8% were men.
* 75.4% of professors were men.
* Among academic staff, 22.5% of women earned over £50,000 compared with 35.6% of men.

Liverpool Hope University:

* 59% of Liverpool Hope staff were female.
* 48.5% of academic staff were male compared to 35.7% male support staff
* 11.2% of female staff were grade 9 and above, compared to 20.4% of male staff.

**Disability**

Highlights from ECU national statistics:

* Overall, 4.7% of staff working in higher education disclosed as disabled in 2016/17.
* On average, the amount of staff who declare a disability is higher in support staff than academic staff, 5.6% of support staff and 4.1% of academic staff disclosed as disabled in 2016/17.

Liverpool Hope University:

* 8% of Liverpool Hope staff declared a disability, higher than the national average of 4.7%.
* 8.8% of support staff declared a disability compared to 6.8% of academic staff.
* Staff declaring a disability during 2017-18 increased from 6.38% to 8%

**Ethnicity**

Highlights from ECU national statistics:

* Of those with known ethnicity, 9.4% of UK staff identified as BME.
* The largest group was Asian, making up 36.8% of BME staff nationally.

Liverpool Hope University:

*\*white data not included in charts to avoid skewed illustration.*

* Of the Liverpool Hope staff with known ethnicity, 5.5% identify as BME.
* 86.4% of BME staff were grade 7 or above.
* The largest group was Asian, representing 38.6% of all BME staff.
* 80% of all BME staff were on academic contracts.

**Religion and Belief**

Highlights from ECU national statistics:

* Of the staff in institutions that returned religion and belief information to HESA, 50.5% provided information, 12.4% refused to provide information, and for 37.1% the data field was blank.

Liverpool Hope University:

* 62.6% of Liverpool Hope workers provided a religion, greater than the 50.5% for the national average.
* 95.3% of those providing a response were either not religious or Christian.

**Sexual Orientation**

Highlights from ECU national statistics:

* Of the staff in institutions that returned sexual orientation information to HESA, 49.2% provided information, 12.3% refused to provide information, and for 38.5% the data field was blank.

Liverpool Hope University:

* 35.5% of Liverpool Hope staff did not provide information on their sexual orientation (not provided or prefer not to say), compared to the national average of 50.8%.
* Of those who provided information, 94.7% identified as heterosexual compared to 93.9% of people across the UK.