

EQUALITY AND DIVERSITY STAFF DATA REPORT

2018-19

This report provides Equality and Diversity data in relation to staff at Liverpool Hope University for the academic year 2018-19. The data is compared with that produced in the 2017-18 report and subsequent reports will follow on providing time series analysis. This should enable evidence based decision making on issues the University needs to address regarding access, inclusion and fairness.

The data is benchmarked against Advance HE’s latest “Equality in higher education staff statistical report 2019” which analyses the academic workforce for 2017-18.

The data is based on headcount rather than f.t.e. and does not include temporary or hourly paid staff. Total number of staff is 755 which is rather less than 815 in the last report. This is because an adjustment has been made to staff recorded as “SPOT” – the last report included some non-core staff whereas in the latest report, SPOT staff only includes staff paid above point 51 on the pay spine.

|  |  |  |  |
| --- | --- | --- | --- |
| **BENCHMARKING** | **Known Disability** | **Female** | **BAME** |
| Advance HE 2017-18 UK | 5.0% | 54.4% | 9.0% |
| Liverpool Hope University2017-18 | 8.0% | 59.0% | 5.5% |
| Liverpool Hope University2018-19 | 12.0% | 58.0% | 5.35% |

Age

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Age - Academic Staff |  |  | Age - Support Staff |  |
|   | **2017-18** | **2018-19** |  |   | **2017-18** | **2018-19** |
| Under 21 | 0 | 0 |  | Under 21 | <5 | 0 |
| 21-30 | 10 | <5 |  | 21-30 | 110 | 59 |
| 31-40 | 101 | 98 |  | 31-40 | 85 | 90 |
| 41-50 | 120 | 108 |  | 41-50 | 104 | 93 |
| 51-60 | 72 | 75 |  | 51-60 | 129 | 125 |
| 61-65 | 23 | 30 |  | 61-65 | 29 | 39 |
| Over 65 | 11 | 15 |  | Over 65 | 20 | 23 |
|  |  |  |  |  |  |  |

Notes:

* Latest figures show there are no core staff in the under 21 age category
* The majority of staff sit in the 41-50 and 51-60 age categories

Gender

|  |  |  |  |
| --- | --- | --- | --- |
| Gender - Academic |  |  |  |
|   | **2017-18** | **2018-19** |
|   | M | F | M | F |
| Grade 1 |   |   |   |   |
| Grade 2 |   |   |   |   |
| Grade 3 |   |   |   |   |
| Grade 4 |   |   |   |   |
| Grade 5 |   |   |   |   |
| Grade 6 |   |   |   | <5 |
| Grade 7 | 74 | 96 | 64 | 87 |
| Grade 8 | 47 | 61 | 53 | 66 |
| Grade 9 | 18 | 11 | 17 | 10 |
| Grade 10 | 6 | 5 | 5 | <5 |
| SPOT | 19 | 5 | 16 | 5 |

|  |  |  |  |
| --- | --- | --- | --- |
| Gender - Support |  |  |  |
|   | **2017-18** | **2018-19** |
|   | M | F | M | F |
| Grade 1 | 7 | 55 | 6 | 59 |
| Grade 2 | 5 | <5 | 5 | <5 |
| Grade 3 | 41 | 31 | 39 | 29 |
| Grade 4 | 24 | 75 | 26 | 73 |
| Grade 5 | 22 | 34 | 23 | 36 |
| Grade 6 | 20 | 38 | 19 | 38 |
| Grade 7 | 12 | 21 | 13 | 19 |
| Grade 8 | 14 | 13 | 14 | 13 |
| Grade 9 | <5 | <5 | <5 | <5 |
| Grade 10 | 0 | <5 | <5 | <5 |
| SPOT | 23 | 34 | <5 | <5 |

Notes:

* Females make up 58% of all staff with most sitting at lower grades and fewer at higher levels (Grade 9 and above)
* There are significantly fewer males in Grade 4 Support roles (predominantly administration)

Disability

Notes:

* Numbers of staff declaring a disability have increased significantly – probably as a result of the personal data update exercise carried out by Personnel in 2018

Ethnicity

|  |  |  |
| --- | --- | --- |
| Ethnicity by Contract Type |  |  |
|   | **2017-18** | **2018-19** |
|   | Academic | Support | Academic | Support |
| Arab | <5 | 0 | <5 | 0 |
| Asian | 14 | <5 | 7 | <5 |
| Black | <5 | <5 | 6 | <5 |
| Chinese | <5 | 0 | <5 | 0 |
| Mixed | 8 | <5 | 6 | <5 |
| Other | <5 | <5 | 15 | <5 |
| Unknown/Refused | <5 | 5 | 7 | 7 |

Notes:

* BAME figures continue to be lower in Support areas

Sexual Orientation

|  |  |
| --- | --- |
|  |  |
|   | **2017-18** | **2018-19** |
| Not given/PNTS | 289 | 147 |
| Other | <5 | <5 |
| Hetersexual | 498 | 575 |
| Gay woman | 5 | 8 |
| Gay man | 13 | 14 |
| Bixexual | 7 | 9 |

Notes:

* The number of staff providing information increased in 2018-19 – again, probably as a result of the personal data update exercise carried out by Personnel in 2018

Religion and Belief

|  |  |
| --- | --- |
|  |  |
|   | **2017-18** | **2018-19** |
| Not given | 305 | 167 |
| Bahai | <5 | 0 |
| Other | 5 | 6 |
| Spiritual | <5 | <5 |
| Muslim | 6 | <5 |
| Jewish | <5 | <5 |
| Hindu | <5 | <5 |
| Christian | 310 | 367 |
| Buddhist | 6 | 6 |
| None | 176 | 199 |