

EQUALITY AND DIVERSITY STAFF DATA REPORT

2019-20

**Introduction**

This report provides Equality and Diversity data in relation to staff at Liverpool Hope University for the academic year 2019-20.

The data is benchmarked against Advance HE’s latest “Equality in higher education staff statistical report 2020” which analyses the academic workforce for 2018-19.

The data is based on headcount rather than f.t.e. and does not include temporary or hourly paid staff. Total staff headcount is 749

|  |  |  |  |
| --- | --- | --- | --- |
| **BENCHMARKING** | **Known Disability** | **Female** | **BME\*** |
| Advance HE 2018-19 UK\* | 5.3% | 54.6% | 10.3% |
| Liverpool Hope University2017-18 | 8.0% | 59.0% | 5.5% |
| Liverpool Hope University2018-19 | 12.0% | 58.0% | 5.35% |
| Liverpool Hope University 2019-20 | 11.8% | 59.2% | 5.00% |

\* Notes:

* Disability disclosure rates have increased across the sector over the last ten years but have remained lower among academic staff
* There has been an overall increase over the last ten years in the number of BME staff in the sector but this increase continues to be in predominantly academic roles
* Women remain under-represented across the sector among academic staff, SET (Science, Engineering and Technology) subjects areas and senior management roles

\* The University currently uses “BME” in line with Advance HE guidance to ensure consistency with other public bodies and to benchmark data

Age

|  |  |  |
| --- | --- | --- |
| Age - Academic Staff |  |  |
|   | **2017-18** | **2018-19** | **2019-20** |
| Under 21 | 0 | 0 | 0 |
| 21-30 | 10 | <5 | <5 |
| 31-40 | 101 | 98 | 88 |
| 41-50 | 120 | 108 | 106 |
| 51-60 | 72 | 75 | 81 |
| 61-65 | 23 | 30 | 26 |
| Over 65 | 11 | 15 | 13 |
|  |  |  |  |
|
| Age - Support Staff |  |  |
|   | **2017-18** | **2018-19** | **2019-20** |
| Under 21 | <5 | 0 | 0 |
| 21-30 | 110 | 59 | 71 |
| 31-40 | 85 | 90 | 80 |
| 41-50 | 104 | 93 | 93 |
| 51-60 | 129 | 125 | 132 |
| 61-65 | 29 | 39 | 36 |
| Over 65 | 20 | 23 | 20 |

Notes:

* The University currently has no staff under the age of 21 in either academic or support areas
* The majority of academic staff are in the 41-50 age group with the majority of support staff in the 51-60 group

Gender

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Gender - Academic |  |  |  |  |  |
|   | **2017-18** | **2018-19** | **2019-2020** |
|   | M | F | M | F | M | F |
| Grade 1 |   |   |   |   |  |  |
| Grade 2 |   |   |   |   |  |  |
| Grade 3 |   |   |   |   |  |  |
| Grade 4 |   |   |   |   |  |  |
| Grade 5 |   |   |   |   |  |  |
| Grade 6 |   |   |   | <5 |  | <5 |
| Grade 7 | 74 | 96 | 64 | 87 | 50 | 84 |
| Grade 8 | 47 | 61 | 53 | 66 | 53 | 65 |
| Grade 9 | 18 | 11 | 17 | 10 | 24 | 14 |
| Grade 10 | 6 | 5 | 5 | <5 | <5 | <5 |
| SPOT | 19 | 5 | 16 | 5 | 13 | 6 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Gender - Support |  |  |  |  |  |
|   | **2017-18** | **2018-19** | **2019-20** |
|   | M | F | M | F | M | F |
| Grade 1 | 7 | 55 | 6 | 59 | 6 | 50 |
| Grade 2 | 5 | <5 | 5 | <5 | 5 | <5 |
| Grade 3 | 41 | 31 | 39 | 29 | 39 | 31 |
| Grade 4 | 24 | 75 | 26 | 73 | 29 | 70 |
| Grade 5 | 22 | 34 | 23 | 36 | 24 | 38 |
| Grade 6 | 20 | 38 | 19 | 38 | 20 | 34 |
| Grade 7 | 12 | 21 | 13 | 19 | 14 | 19 |
| Grade 8 | 14 | 13 | 14 | 13 | 14 | 13 |
| Grade 9 | <5 | <5 | <5 | <5 | <5 | <5 |
| Grade 10 | 0 | <5 | <5 | <5 | 0 | <5 |
| SPOT | 23 | 34 | <5 | <5 | 4 | <5 |

Notes:

* See “University Equality and Diversity Objectives 2020-24” – objective 3
* Females make up over 59% of all staff at Liverpool Hope
* There are more women than men in academic grades 7 and 8 but this reduces significantly at from Grade 9 and above
* Women make up the majority of roles at Grade 1 which consist of Catering and Domestic staff while there are more men at Grade 3 largely due to the role of Campus Officer sitting at this grade (of which there are 32 men and 4 women)
* Women are the majority at the predominantly administrative grades 4 and above
* Large numbers at “SPOT” in 2017-18 due to recording of students on internships

Disability

Notes:

The number of staff declaring a disability at Liverpool Hope has reduced slightly but still remains well above the sector figure of 5.3%

Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ethnicity by Contract Type |  |  |  |  |
|   | **2017-18** | **2018-19** | **2019-20** |
|   | Academic | Support | Academic | Support | Academic | Support |
| Arab | <5 | 0 | <5 | 0 | <5 | 0 |
| Asian | 14 | <5 | 7 | <5 | 8 | <5 |
| Black | <5 | <5 | 6 | <5 | 7 | <5 |
| Chinese | <5 | 0 | <5 | 0 | 5 | 0 |
| Mixed | 8 | <5 | 6 | <5 | 6 | <5 |
| Other | <5 | <5 | 15 | <5 | 6 | <5 |
| Unknown/Refused | <5 | 5 | 7 | 7 | 6 | 6 |

Notes:

* See “University Equality and Diversity Objectives 2020-24” – objective 3
* Staff from an ethnic background other than white make up 5% of the University’s total staff – less than half of the 10.3% across the sector

Sexual Orientation

|  |  |  |
| --- | --- | --- |
|  |  |  |
|   | **2017-18** | **2018-19** | **2019-20** |
| Not given/PNTS | 289 | 147 | 142 |
| Other | <5 | <5 | 0 |
| Hetersexual | 498 | 575 | 571 |
| Gay woman | 5 | 8 | 7 |
| Gay man | 13 | 14 | 16 |
| Bixexual | 7 | 9 | 13 |

Notes:

* Collecting data on sexual orientation continues to be an issue at sector level with only around 70% of institutions actually submitting any data – and of the data submitted, less than 3% of staff describe themselves as having a characteristic other than heterosexual with over 12% refusing to supply any information.
* At Liverpool Hope, just under 19% of all staff either refuse to supply information or “prefer not to say”

Religion and Belief

|  |  |  |
| --- | --- | --- |
|  |  |  |
|   | **2017-18** | **2018-19** | **2019-20** |
| Not given | 305 | 167 | 150 |
| Bahai | <5 | 0 | 0 |
| Other | 5 | 6 | 7 |
| Spiritual | <5 | <5 | <5 |
| Muslim | 6 | <5 | <5 |
| Jewish | <5 | <5 | <5 |
| Hindu | <5 | <5 | 0 |
| Christian | 310 | 367 | 372 |
| Buddhist | 6 | 6 | 6 |
| None | 176 | 199 | 205 |

Note:

* Disclosure rates have improved following the data update exercise by Personnel in 2018
* Almost half of all staff at Liverpool Hope describe themselves as Christian and 46% of staff have either no religion or refused/prefer not to say.

Gender Reassigment

Gender Reassignment is the legal term used in the Equality Act to describe the protected characteristic of anyone who ‘proposes to undergo, is undergoing or has undergone a process (or part) for the purpose of reassigning a person’s sex by changing physiological or other attributes of sex’. Liverpool Hope University uses the question, “is your gender identity the same as the gender you were assigned with at birth” on our monitoring form to collate data on this.

We have no data that shows any members of staff with a gender different to that assigned with at birth but we do have a very small number of “unknowns” so further work is needed to understand the reasons for this and to encourage staff to provide the information (although the caveat regarding small numbers is important to note here).