

Appendix 2

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The data utilised in this report and the appendices was sourced from our HR System in November 24 and largely covers the three-year period from 21/22 to 23/24. It encompasses all existing colleague members on both permanent and fixed-term contracts, whether full-time or part-time. Although we've shared headcount data for all colleague' members, it's important to recognise that the colleague count used throughout the report is based on Full-time Equivalent (FTE). This methodology provides a more accurate measure of the workload handled by colleagues. Unlike headcount, which treats colleagues on fractional contracts the same as those in full-time roles, FTE indicates the proportion of the university's paid work carried out by individual colleague members. This nuanced approach offers a more comprehensive understanding compared to headcount, which simply counts the number of colleagues regardless of their individual work contributions.

In the report, the term "colleagues" is consistently used to refer to staff. However, there are instances where the term 'staff' is utilised in accordance with HESA or Advance HE statistical reporting or when it refers to the name of a Staff Network Group.

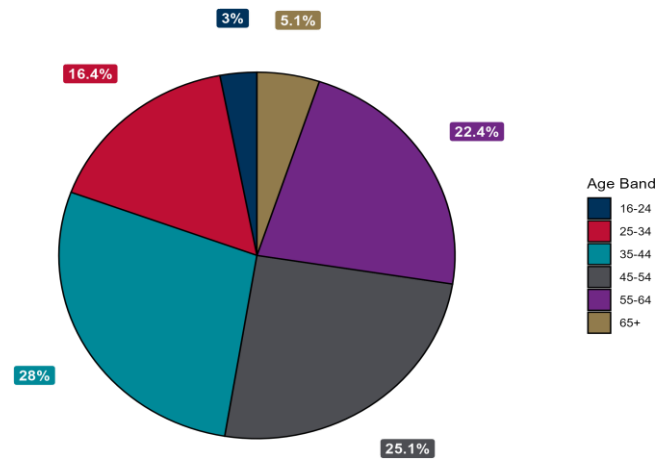
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Annual Colleague Inclusion Report

Age

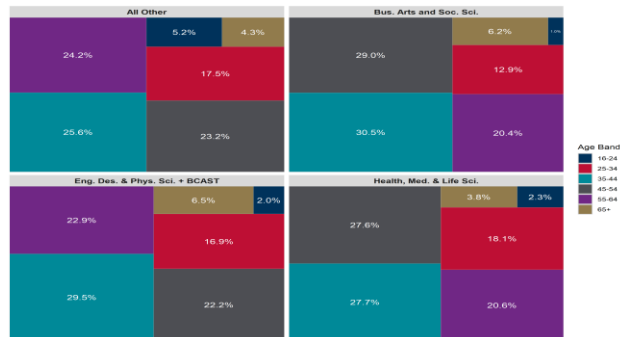
Colleague Composition

The workforce age profile has remained stable over the three years. The largest proportion of colleagues falls within the 35–44 age band, consistently around 28% each year. Colleagues aged under 35 (16–24 and 25–34) make up just under 20% of the workforce each year. Around 27–28% of the workforce is aged 55 or above, reflecting an ageing workforce. The 65+ group has remained steady at approximately 5%.



	2021/22		2022/23		2023/24	
Age Band	FTE	%	FTE	%	FTE	%
16-24	68.5	3.2%	60.5	2.7%	70.4	3.0%
25-34	346.5	16.0%	354.1	15.8%	384.5	16.4%
35-44	620.5	28.6%	632.6	28.3%	655.0	28.0%
45-54	537.9	24.8%	565.3	25.3%	587.6	25.1%
55-64	483.9	22.3%	507.3	22.7%	524.2	22.4%
65+	111.1	5.1%	117.4	5.2%	119.8	5.1%
Total	2168.5	100.0%	2237.1	100.0%	2341.5	100.0%

Colleague composition - Age by colleges vs. all other

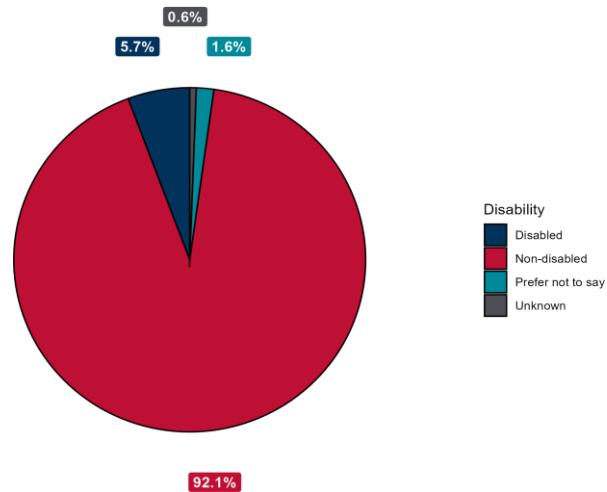


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Disability

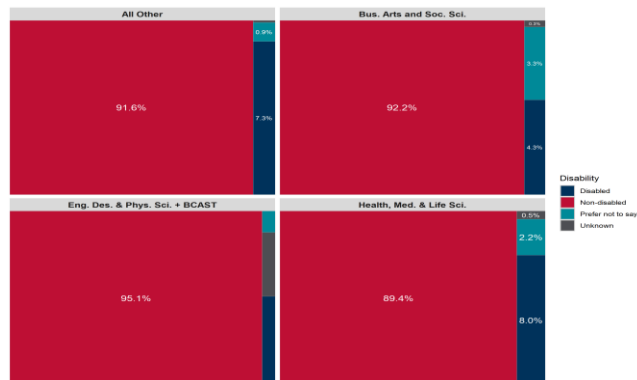
Colleague Composition

The proportion of colleagues identifying as disabled has shown an increase from 5.4% in 2021/22 to 5.7% in 2023/24, indicating progress in disability inclusion. The majority of colleagues, over 92%, continue to identify as non-disabled across all years, with those preferring not to disclose their status (around 1.3%–1.6%). The percentage of colleagues whose disability status is unknown is around 0.6%–0.7%.



	2021/22		2022/23		2023/24	
Disability	FTE	%	FTE	%	FTE	%
Disabled	116.8	5.4%	122.7	5.5%	132.8	5.7%
Non-disabled	2009.4	92.7%	2070.9	92.6%	2157.2	92.1%
Prefer not to say	27.3	1.3%	29.3	1.3%	37.7	1.6%
Unknown	15.0	0.7%	14.3	0.6%	13.9	0.6%
Total	2168.5	100.0%	2237.1	100.0%	2341.5	100.0%

Colleague composition - Disability by colleges vs. all other

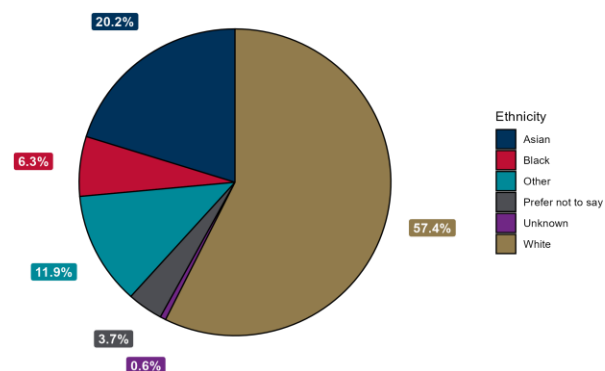


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Ethnicity

Colleague Composition

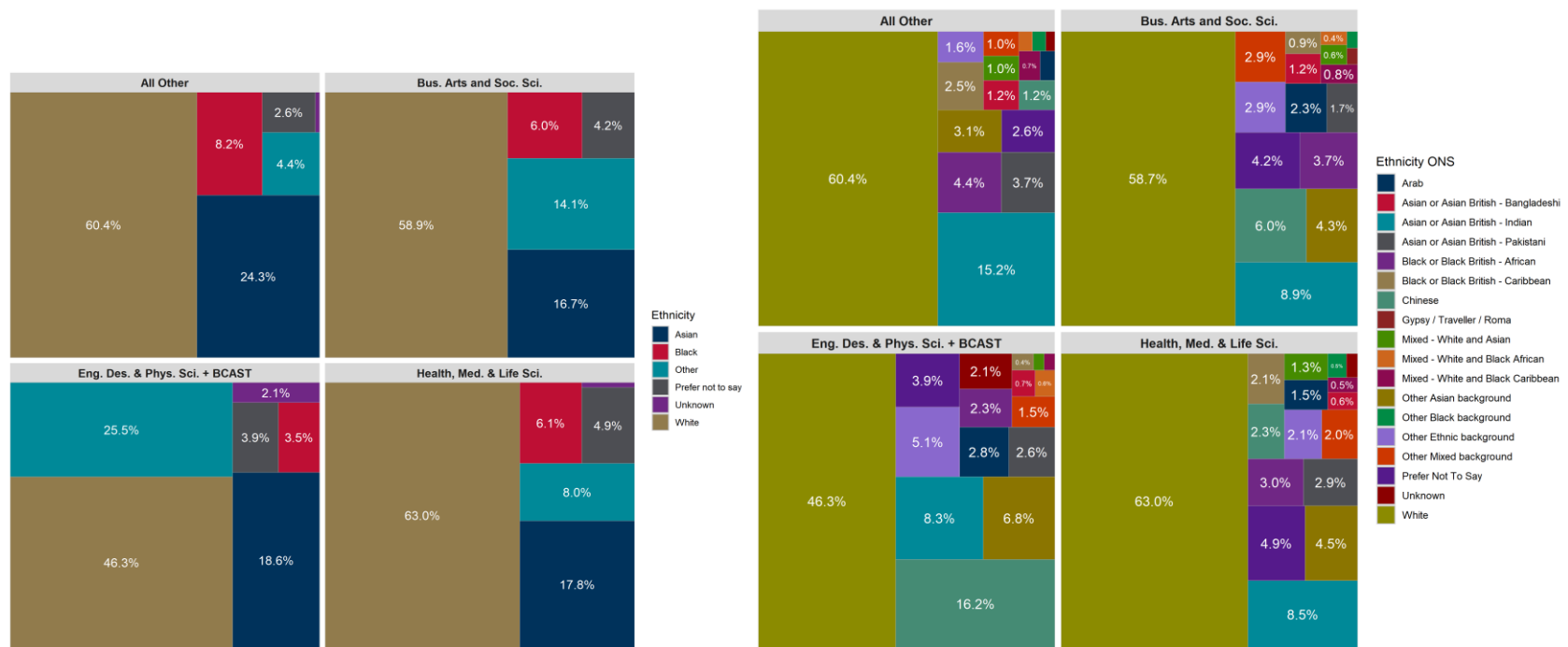
The proportion of colleagues identifying as Asian, Black, and Other ethnic groups has increased from 35.1% combined in 2021/22 to 38.4% in 2023/24. The Asian colleague group has risen from 18.9% to 20.2% over the three years, representing the largest Black and Racially Minoritised group. Black representation increased from 5.4% to 6.3%, and Other ethnic groups from 10.8% to 11.9%. The proportion of White colleagues has decreased from 60.9% in 2021/22 to 57.4% in 2023/24, reflecting the increasing ethnic diversity. The percentages of those preferring not to disclose ethnicity and those with unknown status range between 3.4% and 3.5%.



	2021/22		2022/23		2023/24	
Ethnicity	FTE	%	FTE	%	FTE	%
Asian	410.6	18.9%	432.8	19.3%	472.2	20.2%
Black	117.9	5.4%	139.3	6.2%	147.8	6.3%
Other	233.6	10.8%	255.3	11.4%	277.8	11.9%
Prefer not to say	76.4	3.5%	75.9	3.4%	85.8	3.7%
Unknown	8.9	0.4%	14.5	0.6%	13.4	0.6%
White	1321.2	60.9%	1319.3	59.0%	1344.6	57.4%
Total	2168.5	100.0%	2237.1	100.0%	2341.5	100.0%

Colleague composition - Ethnicity by colleges vs. all other and Colleague composition - Ethnicity ONS by colleges vs. all other

Appendix 2

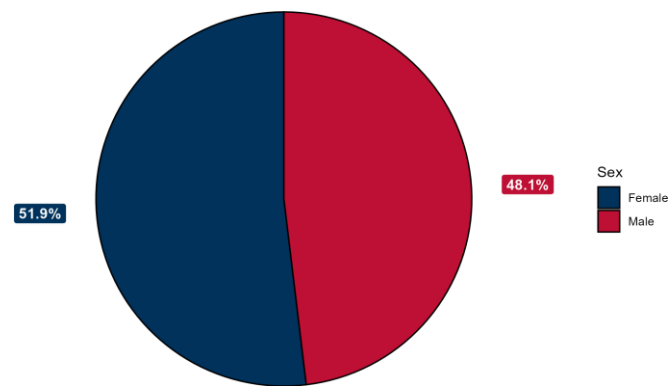


Appendix 2

Gender

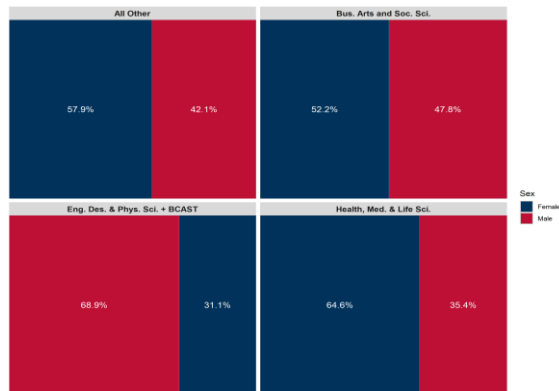
Colleague Composition

The workforce shows a relatively balanced gender distribution, with women representing just over half of the total FTE colleagues across the three years. Women colleagues increased from 51.2% in 2021/22 to 51.9% in 2023/24, indicating an increase in women participation. On the other hand, Men colleagues decreased from 48.8% to 48.1% during the same period.



	2021/22		2022/23		2023/24	
Sex	FTE	%	FTE	%	FTE	%
Female	1110.0	51.2%	1140.9	51.0%	1215.7	51.9%
Male	1058.5	48.8%	1096.2	49.0%	1125.8	48.1%
Total	2168.5	100.0%	2237.1	100.0%	2341.5	100.0%

Colleague composition - Gender by colleges vs. all other



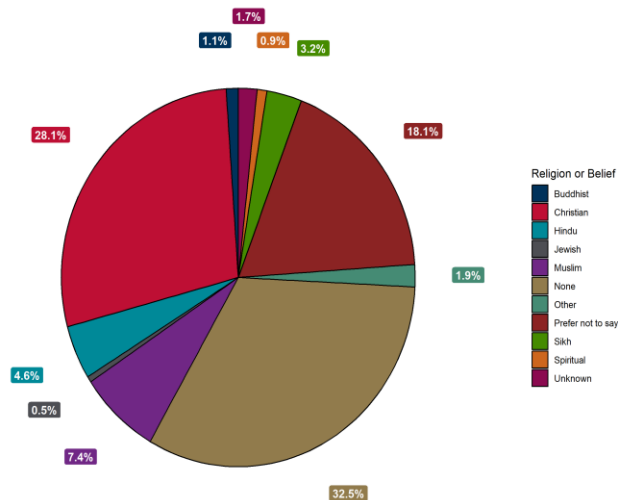
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Religion and Beliefs

Colleague Composition

The workforce includes a wide range of religious affiliations, reflecting a diverse community. The majority identify as Christian (around 28%) or report no religion (approximately 31-32%), consistent across the three years. An increase is seen in the Muslim (6.1% to 7.4%) and Hindu (4.1% to 4.6%) groups.

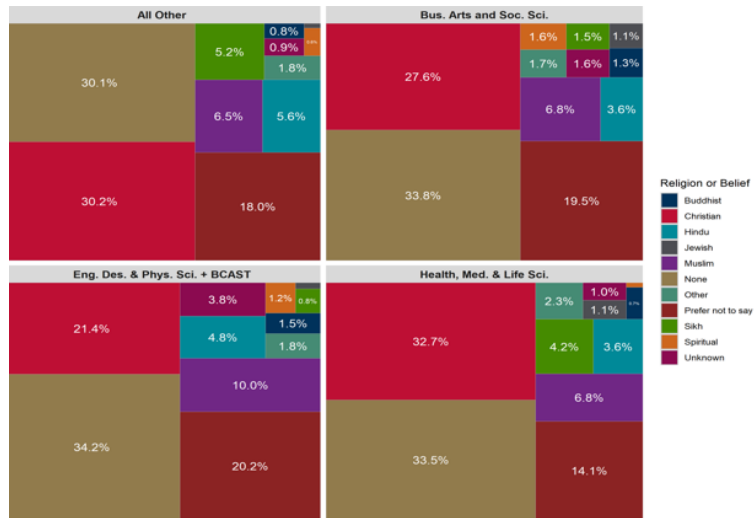
A proportion of colleagues (decreasing from 22% to 18%) prefer not to disclose their religion or belief. Other religious affiliations such as Buddhist, Sikh, Jewish, and Spiritual remain stable and small in proportion. The percentage that remains unknown range from 1.6%-1.8%.



	2021/22		2022/23		2023/24	
Religion or Belief	FTE	%	FTE	%	FTE	%
Buddhist	20.8	1.0%	24.5	1.1%	24.8	1.1%
Christian	606.8	28.0%	632.7	28.3%	658.5	28.1%
Hindu	89.3	4.1%	96.4	4.3%	108.8	4.6%
Jewish	13.2	0.6%	12.8	0.6%	12.6	0.5%
Muslim	131.2	6.1%	146.6	6.6%	172.8	7.4%
None	666.7	30.7%	716.0	32.0%	760.0	32.5%
Other	42.5	2.0%	41.2	1.8%	43.6	1.9%
Prefer not to say	476.1	22.0%	432.5	19.3%	424.4	18.1%
Sikh	69.4	3.2%	72.8	3.3%	75.0	3.2%
Spiritual	18.5	0.9%	21.8	1.0%	21.0	0.9%
Unknown	34.0	1.6%	39.7	1.8%	40.1	1.7%
Total	2168.5	100.0%	2237.1	100.0%	2341.5	100.0%

Appendix 2

Colleague composition – Religion and Beliefs by colleges vs. all other



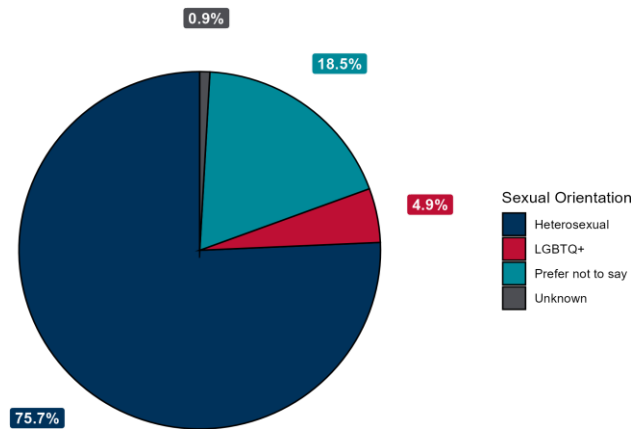
Appendix 2

Sexual Orientation

Colleague Composition

Around three-quarters of colleagues (73%-76%) identify as heterosexual, showing consistent representation over the three years. The proportion of colleagues identifying as LGBTQ+ has grown from 4.5% to nearly 5%.

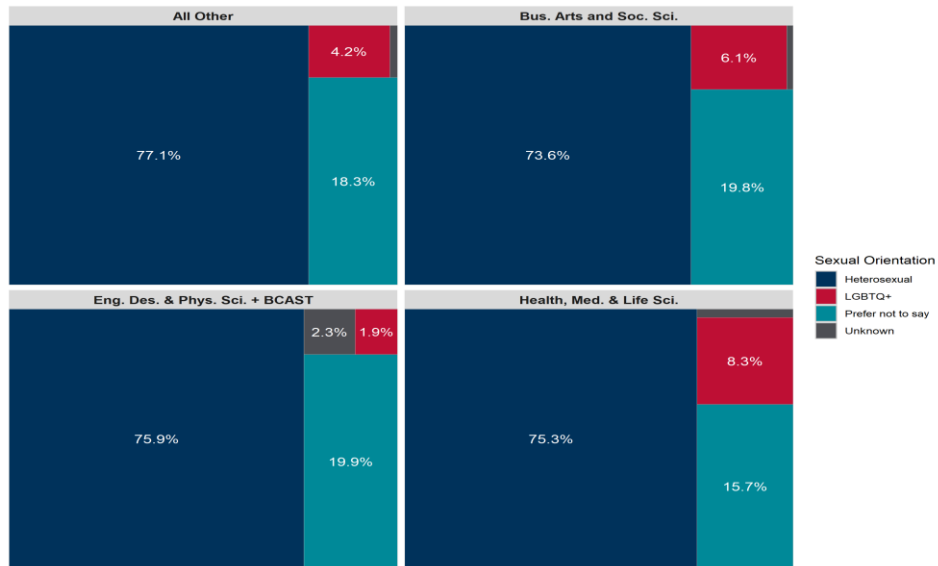
The percentage of colleagues choosing not to disclose their sexual orientation has decreased from 21.8% to 18.5%. The unknown category remains under 1%.



	2021/22		2022/23		2023/24	
Sexual Orientation	FTE	%	FTE	%	FTE	%
Heterosexual	1582.8	73.0%	1674.2	74.8%	1772.9	75.7%
LGBTQ+	96.9	4.5%	100.9	4.5%	113.7	4.9%
Prefer not to say	473.0	21.8%	442.7	19.8%	434.1	18.5%
Unknown	15.8	0.7%	19.3	0.9%	20.8	0.9%
Total	2168.5	100.0%	2237.1	100.0%	2341.5	100.0%

Appendix 2

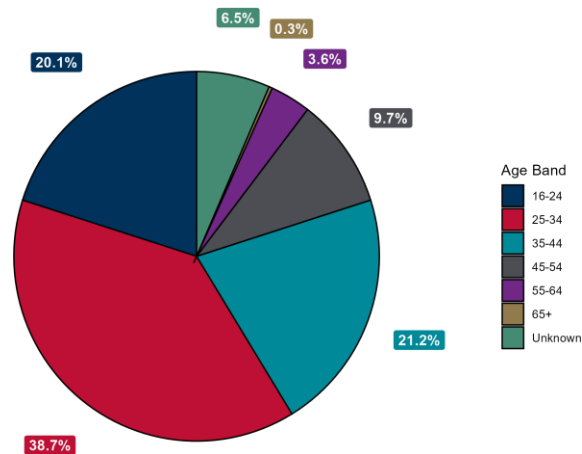
Colleague composition - Sexual Orientation by colleges vs. all other



Appendix 2

Annual Application Data

Application data - Age



	2021/22					2022/23					2023/24				
Age Band	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications
16-24	1114	16.6%	2130	20.8%	1.9	1251	14%	2287	16.9%	1.8	1733	16.1%	3258	20.1%	1.9
25-34	2454	36.7%	3800	37.1%	1.5	3330	37.3%	5272	39%	1.6	4256	39.5%	6280	38.7%	1.5
35-44	1782	26.6%	2436	23.8%	1.4	2480	27.7%	3452	25.5%	1.4	2495	23.2%	3435	21.2%	1.4
45-54	822	12.3%	1145	11.2%	1.4	1160	13%	1573	11.6%	1.4	1197	11.1%	1580	9.7%	1.3
55-64	390	5.8%	543	5.3%	1.4	454	5.1%	592	4.4%	1.3	465	4.3%	578	3.6%	1.2
65+	35	0.5%	39	0.4%	1.1	42	0.5%	49	0.4%	1.2	44	0.4%	53	0.3%	1.2
Unknown	97	1.4%	138	1.3%	1.4	222	2.5%	309	2.3%	1.4	586	5.4%	1050	6.5%	1.8
Total	6694	100%	10231	100%	1.5	8939	100%	13534	100%	1.5	10776	100%	16234	100%	1.5

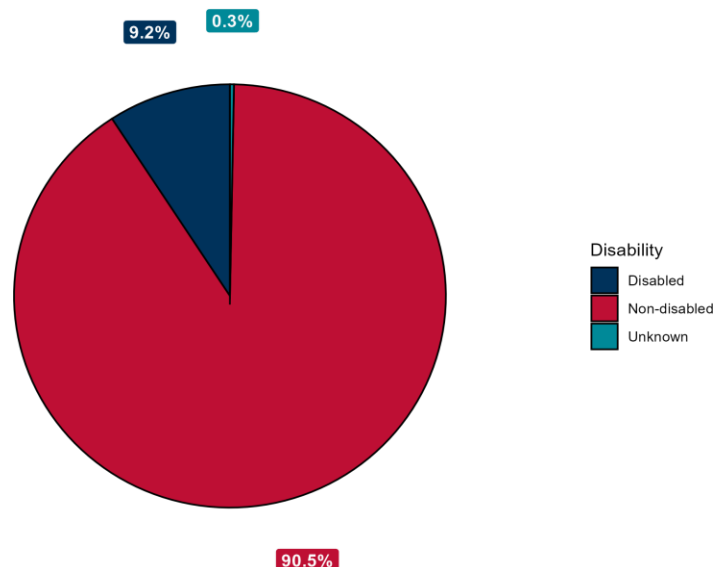
Applicants aged 25–34 formed the largest proportion of applicants which saw an increase from 36.7% in 2021/22 to 39.5% in 2023/24. This group also accounted for the highest proportion of applications overall.

16–24 age group saw an increase in both applicants share and application volume. Applicants aged 35–44 remained stable in volume but declined from 26.6% in 2021/22 to 23.2% in 2023/24.

Older age groups (45+) show a decreasing representation where 55–64 applicants fell from 5.8% to 4.3%. 65+ applicants remained below 0.5% across all years.

Appendix 2

Application data - Disability

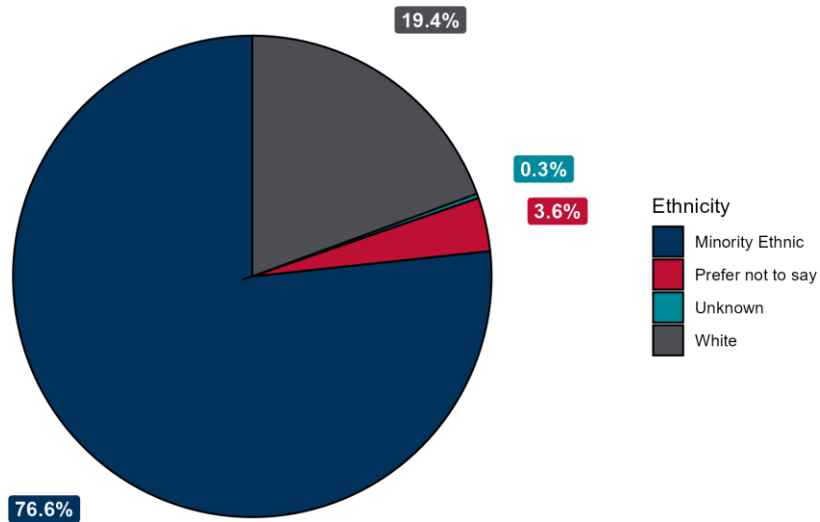


	2021/22					2022/23					2023/24				
Disability	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications
Disabled	297	4.4%	469	4.6%	1.6	440	4.9%	625	4.6%	1.4	983	9.1%	1489	9.2%	1.5
Non-disabled	6184	92.4%	9446	92.3%	1.5	8296	92.8%	12573	92.9%	1.5	9775	90.7%	14697	90.5%	1.5
Unknown	213	3.2%	316	3.1%	1.5	203	2.3%	336	2.5%	1.7	18	0.2%	48	0.3%	2.7
Total	6694	100%	10231	100%	1.5	8939	100%	13534	100%	1.5	10776	100%	16234	100%	1.5

The proportion of disabled applicants increased from 4.4% in 2021/22 to 9.2% in 2023/24. Non-disabled applicants remain the majority (90.5%), but their percentage decreased from 92.4% to 90.7%, consistent with the increase in disabled applicants. The unknown category dropped from 3.2% to 0.2%. The rise in disabled applicants and the reduction in unknown, points toward better identification, support, encouraging disabled candidates to apply. However, while the growth in disabled applicants is promising, disabled individuals still represent less than 10% of total applicants.

Appendix 2

Application data - Ethnicity



Ethnicity	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications
Minority Ethnic	4526	67.6%	7255	70.9%	1.6	6278	70.2%	9984	73.8%	1.6	7859	72.9%	12443	76.6%	1.6
Prefer not to say	254	3.8%	394	3.9%	1.6	350	3.9%	497	3.7%	1.4	429	4%	582	3.6%	1.4
Unknown	25	0.4%	43	0.4%	1.7	28	0.3%	39	0.3%	1.4	28	0.3%	55	0.3%	2.0
White	1889	28.2%	2539	24.8%	1.3	2283	25.5%	3014	22.3%	1.3	2460	22.8%	3154	19.4%	1.3
Total	6694	100%	10231	100%	1.5	8939	100%	13534	100%	1.5	10776	100%	16234	100%	1.5

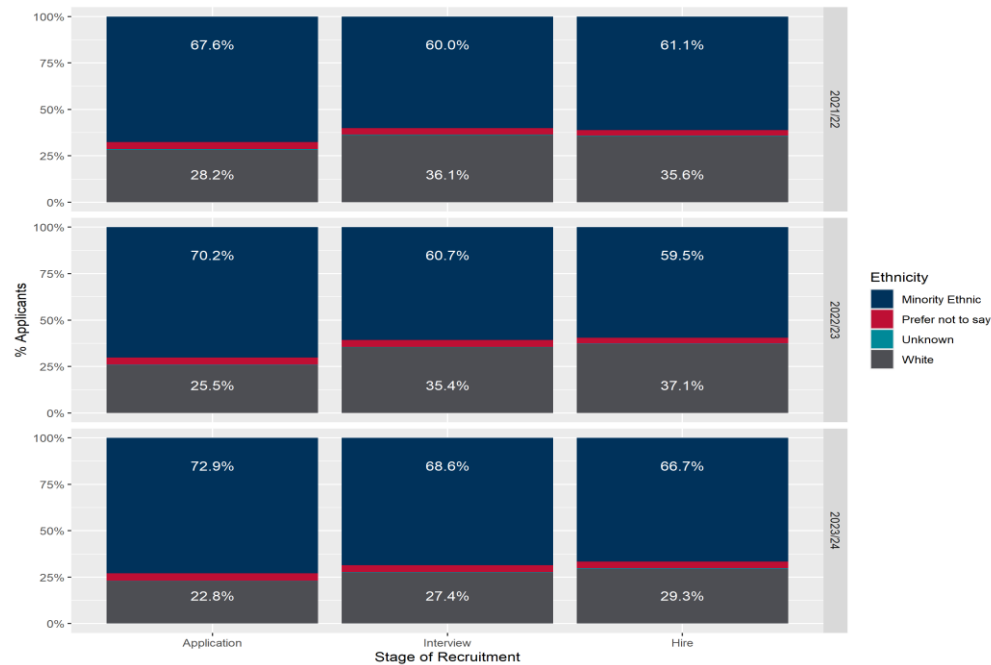
Black and Racially Minoritised applicants made up the majority of applicants each year, increasing from 67.6% in 2021/22 to 72.9% in 2023/24. Their share of total applications rose from 70.9% to 76.6% over the same period.

White applicants declined in both applicant and application proportions - from 28.2% of applicants and 24.8% of applications in 2021/22 to 22.8% and 19.4% respectively in 2023/24.

Prefer not to say responses represented 3.8%–4% of applicants. Unknown ethnicity rose in application activity in 2023/24.

Appendix 2

Stage in recruitment - Ethnicity



The Black and Racially Minoritised applications consistently represent the majority at all stages, increasing from 67.6% of applicants in 2021/22 to 72.9% in 2023/24, however, their proportion declines at each recruitment stage. For example, in 2023/24 we saw 72.9% at application; 68.6% at interview and 66.7% at hire. This suggests some drop-off between application and hiring stages.

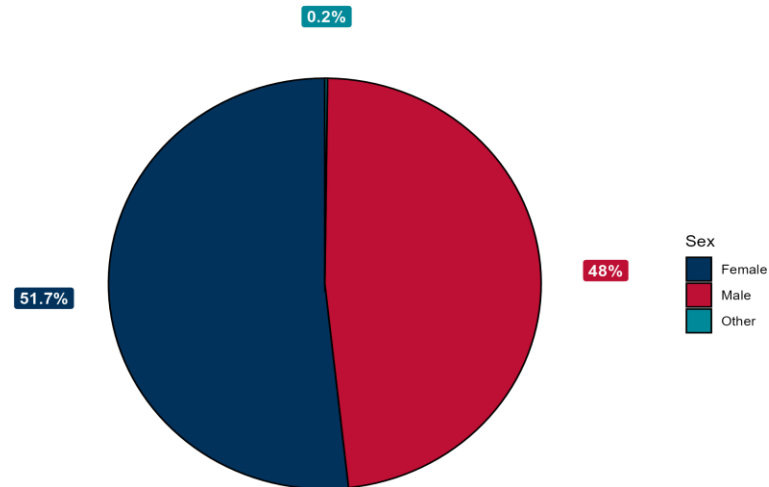
The White applicants represent a decreasing share of applicants, from 28.2% in 2021/22 to 22.8% in 2023/24. Their representation increases at interview and hire stages relative to their share of applications. In 2023/24, they go from 22.8% of applicants to 29.3% of hires, indicating a higher conversion rate.

While Black and Racially Minoritised groups are applying and progressing well, the final hire rate shows a narrowing gap—suggesting potential disparities in recruitment outcomes that may warrant closer review.

The 'Prefer not to say' and 'Unknown' remain consistently low across all years and stages.

Appendix 2

Application data - Gender



	2021/22					2022/23					2023/24				
	2021/22					2022/23					2023/24				
Sex	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications
Female	3178	47.5%	5044	49.3%	1.6	4296	48.1%	6597	48.7%	1.5	5575	51.7%	8396	51.7%	1.5
Male	3497	52.2%	5163	50.5%	1.5	4615	51.6%	6904	51%	1.5	5169	48%	7798	48%	1.5
Other	19	0.3%	24	0.2%	1.3	28	0.3%	33	0.2%	1.2	32	0.3%	40	0.2%	1.2
Total	6694	100%	10231	100%	1.5	8939	100%	13534	100%	1.5	10776	100%	16234	100%	1.5

Women applicants increased both in absolute numbers and proportional representation from 3,178 (47.5%) in 2021/22 to 5,575 (51.7%) in 2023/24.

Men applicants, though still high in number, decreased in proportion, from 52.2% in 2021/22 to 48% in 2023/24.

Applicants identifying as 'Other' remained low with minor year-on-year increases in count.

Appendix 2

Stage in recruitment - Gender

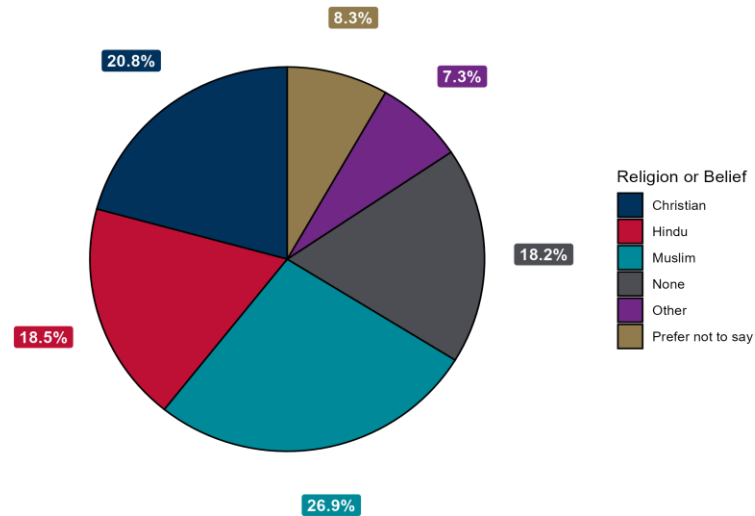


For Women application stage grew from 47.5% (2021/22) to 51.7% (2023/24). At the hire stage they rose from 57.1% to 58.4%. Women at conversion advance at higher rates than they apply.

The percentage of men at application stage dropped from 52.2% (2021/22) to 48.0% (2023/24) and decreased from 42.5% to 40.7% at the hire stage. Men have a lower advancement rate decreasing at each stage.

Appendix 2

Application data – Religion and Beliefs



Religion or Belief	2021/22					2022/23					2023/24				
	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications
Christian	1641	24.5%	2439	23.8%	1.5	2192	24.5%	3103	22.9%	1.4	2487	23.1%	3383	20.8%	1.4
Hindu	902	13.5%	1549	15.1%	1.7	1292	14.5%	2304	17%	1.8	1741	16.2%	3000	18.5%	1.7
Muslim	1513	22.6%	2615	25.6%	1.7	2041	22.8%	3338	24.7%	1.6	2528	23.5%	4370	26.9%	1.7
None	1578	23.6%	2080	20.3%	1.3	1933	21.6%	2602	19.2%	1.3	2314	21.5%	2953	18.2%	1.3
Other	482	7.2%	683	6.7%	1.4	681	7.6%	1029	7.6%	1.5	781	7.2%	1185	7.3%	1.5
Prefer not to say	578	8.6%	865	8.5%	1.5	799	8.9%	1157	8.5%	1.4	925	8.6%	1343	8.3%	1.5
Unknown	NA	NA	NA	NA	NA	1	0%	1	0%	1.0	NA	NA	NA	NA	NA
Total	6694	100%	10231	100%	1.5	8939	100%	13534	100%	1.5	10776	100%	16234	100%	1.5

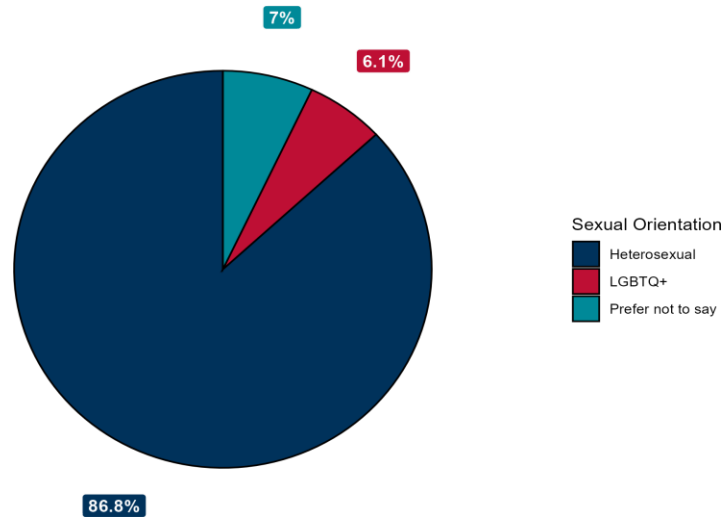
Christian applicants represent about 23–25% of applicants but show a percentage decrease over time (24.5% to 23.1%).

Hindu and Muslim applicants form a higher portion of applicants, with Hindus increasing from 13.5% to 16.2% and Muslims remaining steady around 22–23%. Muslim applications grew in volume and percentage of total applications (25.6% to 26.9%).

Applicants reporting no religion remain steady at about 21–23%, while Other religions and ‘prefer not to say’ categories are stable around 7–9%.

Appendix 2

Application data - Sexual Orientation



Sexual Orientation	2021/22					2022/23					2023/24				
	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications	Applicants	Applicants%	Applications	Applications%	Mean Applications
Heterosexual	5775	86.3%	8875	86.7%	1.5	7640	85.5%	11740	86.7%	1.5	9207	85.4%	14097	86.8%	1.5
LGBTQ+	361	5.4%	542	5.3%	1.5	520	5.8%	704	5.2%	1.4	718	6.7%	994	6.1%	1.4
Prefer not to say	558	8.3%	814	8%	1.5	778	8.7%	1089	8%	1.4	851	7.9%	1143	7%	1.3
Unknown	NA	NA	NA	NA	NA	1	0%	1	0%	1.0	NA	NA	NA	NA	NA
Total	6694	100%	10231	100%	1.5	8939	100%	13534	100%	1.5	10776	100%	16234	100%	1.5

Heterosexual applicants make up the majority approximately (85-86%) of the applicant pool across all years. The percentage of applicants identifying as LGBTQ+ increased from 5.4% in 2021/22 to 6.7% in 2023/24, showing a positive trend in self-identification.

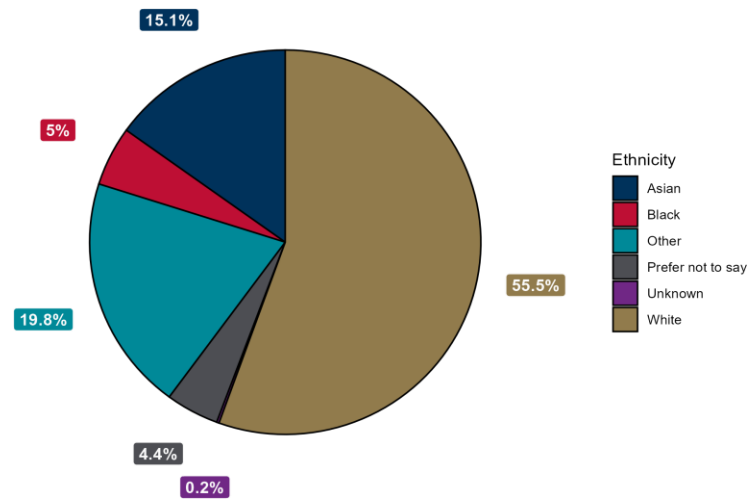
The proportion of applicants who prefer not to disclose their sexual orientation hovers around 7–8%, decreasing in 2023/24.

Appendix 2

Analysis by Contract Type (Job Family) - Academic

All academic contract type

Ethnicity



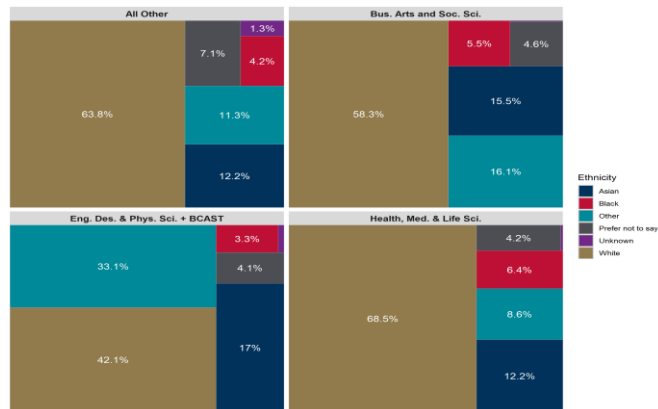
Ethnicity 6	2021/22		2022/23		2023/24	
	FTE	%	FTE	%	FTE	%
Asian	138.3	14.4%	146.5	14.6%	160.4	15.1%
Black	38.4	4.0%	44.6	4.5%	52.8	5.0%
Other	180.4	18.8%	196.5	19.6%	210.8	19.8%
Prefer not to say	45.0	4.7%	42.3	4.2%	46.5	4.4%
Unknown	0.3	0.0%	1.8	0.2%	2.2	0.2%
White	559.5	58.2%	570.0	56.9%	590.2	55.5%
Total	961.9	100.0%	1001.7	100.0%	1062.9	100.0%

Asian representation grew from 14.4% to 15.1%, and Black colleagues increased from 4.0% to 5.0%, indicating positive progress in representation. Other ethnicities also rose from 18.8% to 19.8%.

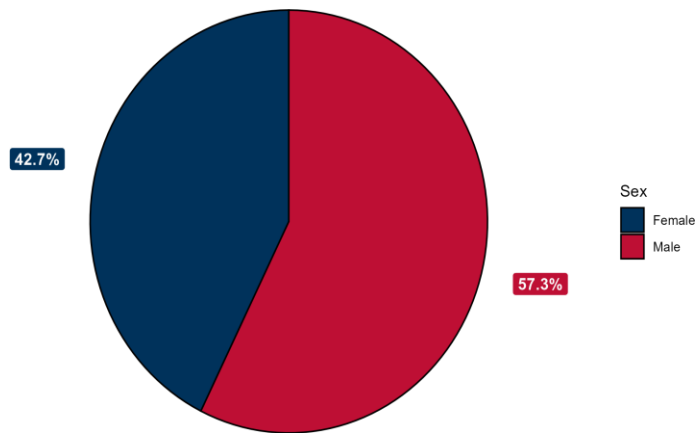
White colleagues' proportion decreased from 58.2% to 55.5%, reflecting gradual diversification of the academic workforce.

'Prefer Not to Say' and 'Unknown' categories remain low and relatively stable.

Appendix 2



Gender



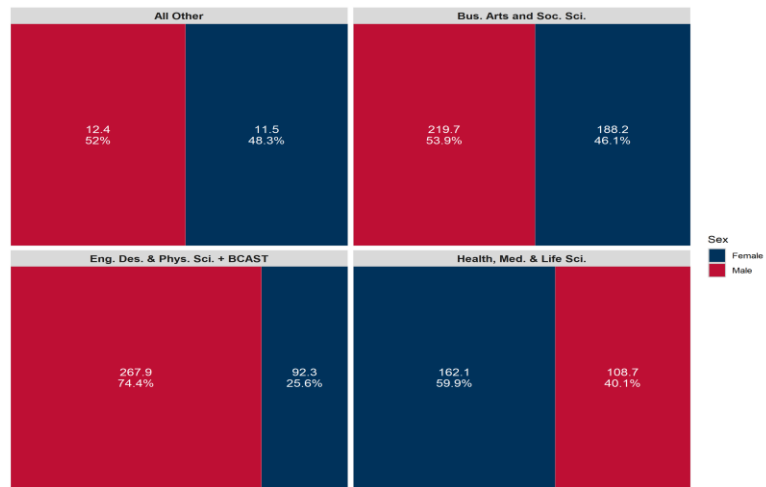
	2021/22		2022/23		2023/24	
Sex	FTE	%	FTE	%	FTE	%
Female	392.5	40.8%	411.5	41.1%	454.2	42.7%
Male	569.3	59.2%	590.2	58.9%	608.7	57.3%
Total	961.9	100.0%	1001.7	100.0%	1062.9	100.0%

Women FTE colleagues increased from 40.8% in 2021/22 to 42.7% in 2023/24, showing improvement in gender balance among academic colleagues.

FTE proportion for men decreased from 59.2% to 57.3%, reflecting a shift towards greater gender parity.

The total academic FTE grew from 961.9 to 1062.9 over three years, indicating expansion in academic staffing.

Appendix 2

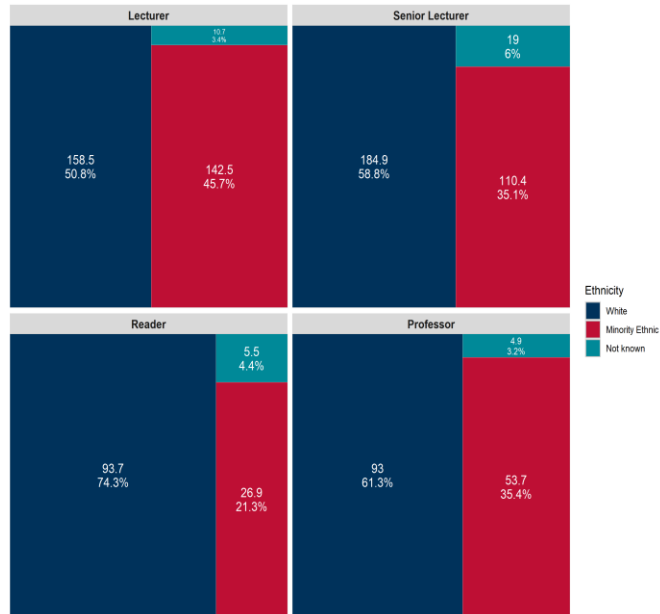


CBASS employ the most women (53.9%) and CEDPS/BCAST (74.4%) employ the most men.

Appendix 2

All Academic Job Roles by Contract Type

Ethnicity



	All Other*						Bus. Arts and Soc. Sci.						Eng. Des. & Phys. Sci. + BCAST						Health, Med. & Life Sci.					
Job Type	White	Minority Ethnic	Not known	White%	Minority Ethnic%	Not known%	White	Minority Ethnic	Not known	White%	Minority Ethnic%	Not known%	White	Minority Ethnic	Not known	White%	Minority Ethnic%	Not known%	White	Minority Ethnic	Not known	White%	Minority Ethnic%	Not known%
Lecturer	0.0	0.0	0	0%	0%	0%	59.0	61.4	6.0	46.7%	48.6%	4.7%	39.4	50.1	3.0	42.6%	54.2%	3.2%	60.0	31.1	1.8	64.6%	33.5%	1.9%
Senior Lecturer	3.0	1.0	0	75%	25%	0%	84.1	50.5	8.9	58.6%	35.2%	6.2%	33.4	33.8	4.4	46.6%	47.2%	6.1%	64.4	25.1	5.7	67.6%	26.4%	6%
Reader	0.0	1.0	0	0%	100%	0%	46.2	7.7	2.5	81.9%	13.7%	4.4%	24.3	16.2	2.0	57.2%	38.1%	4.7%	23.2	2.0	1.0	88.5%	7.6%	3.8%
Professor	6.9	3.1	1	62.7%	28.2%	9.1%	40.7	22.1	0.9	63.9%	34.7%	1.4%	25.0	23.1	1.0	50.9%	47%	2%	20.4	5.5	2.0	73.1%	19.7%	7.2%

*The 'Other' category shows low numbers limiting trend analysis

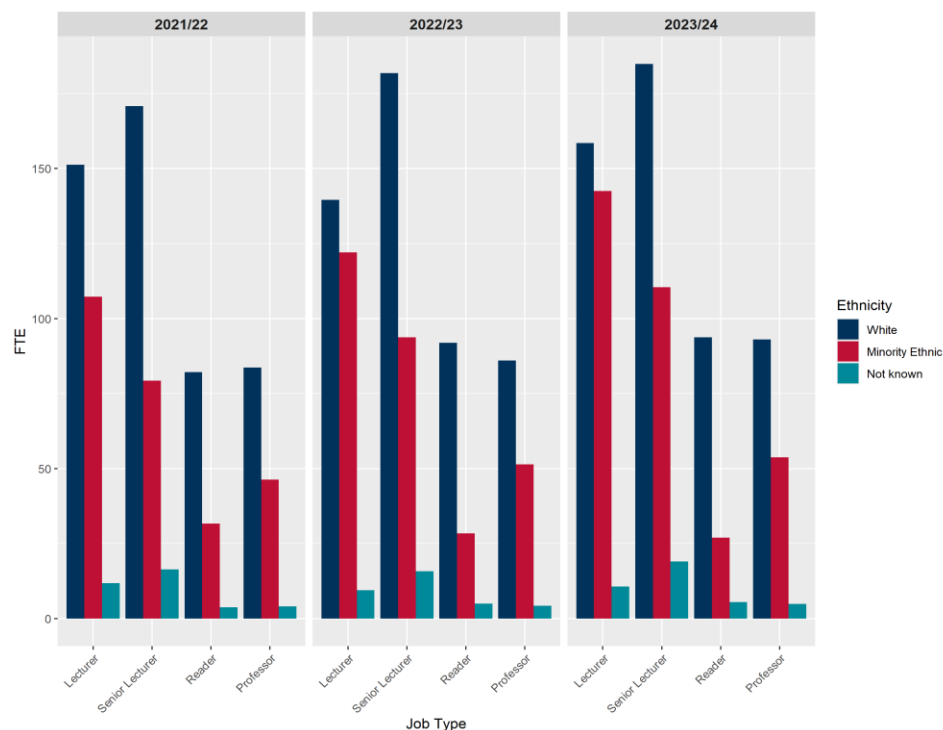
Appendix 2

At Lecturer level CEDPS has the highest proportion of Black and Racially Minoritised lecturers at 54.2%, followed closely by CBASS (48.6%). CHMLS reflects a higher proportion of White lecturers (64.6%) with Black and Racially Minoritised colleagues accounting for 33.5%.

At Senior Lecturer level, ethnic diversity remains relatively healthy in CEDPS where colleagues are almost evenly split (White: 46.6%, Black and Racially Minoritised: 47.2%). In contrast, CHMLS and All Other show overrepresentation of White colleagues (67.6% and 75%, respectively). CBASS maintains a diverse profile (White: 58.6%, Black and Racially Minoritised: 35.2%).

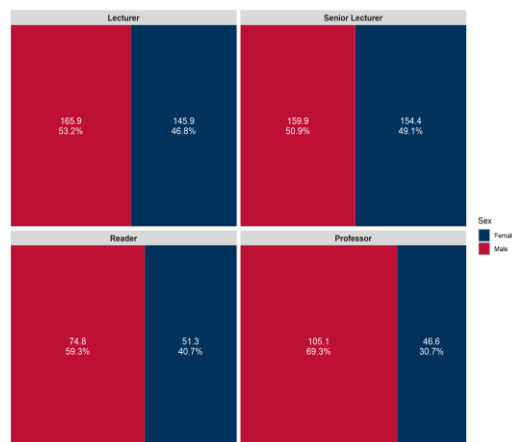
Reader level, CEDPS again shows the most balanced ethnic spread (White: 57.2%, Black and Racially Minoritised: 38.1%). CBASS and CHMLS exhibit a White majority at this level, particularly Health with 88.5% of White colleagues. The All-Other category has minimal data.

At Professorial level, CEDPS presents near parity (White: 50.9%, Black and Racially Minoritised: 47%). In contrast, CHMLS and CBASS have more White colleagues (73.1% and 63.9%, respectively). The All-Other category shows 62.7% White and 28.2% Black and Racially Minoritised professors, with a 9.1% unknown ethnicity.



Appendix 2

Gender



	All Other*				Bus. Arts and Soc. Sci.				Eng. Des. & Phys. Sci. + BCAST				Health, Med. & Life Sci.			
Job Type	Female	Male	Female%	Male%	Female	Male	Female%	Male%	Female	Male	Female%	Male%	Female	Male	Female%	Male%
Lecturer	0	0	0%	0%	52.6	73.8	41.6%	58.4%	31.4	61.1	33.9%	66.1%	61.8	31.0	66.6%	33.4%
Senior Lecturer	3	1	75%	25%	76.5	67.0	53.3%	46.7%	21.4	50.2	29.9%	70.1%	53.5	41.7	56.2%	43.8%
Reader	1	0	100%	0%	27.4	29.0	48.6%	51.4%	9.6	32.9	22.6%	77.4%	13.3	12.9	50.8%	49.2%
Professor	3	8	27.3%	72.7%	20.7	42.9	32.5%	67.5%	7.3	41.8	14.9%	85.1%	15.5	12.4	55.6%	44.4%

*The 'Other' category shows low numbers limiting trend analysis

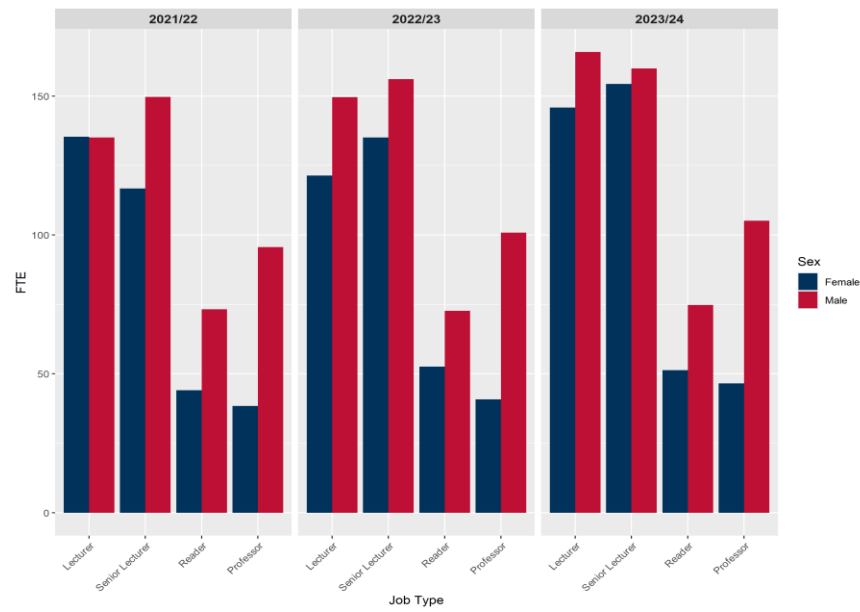
At Lecturer level, women representation varies across faculties. CHMLS has the highest women proportion of women (66.6%), indicating gender balance at entry academic roles. CDEPS, BCAST and CBASS have lower women representation (33.9% and 41.6%, respectively).

Senior Lecturer level, women hold a majority in the "All Other" (75%) and CHMLS (56.2%). Business, Arts & Social Sciences shows near gender parity (53.3% women). CEDPS and BCAST remains by dominated by men, with women at 29.9%.

Reader level, women representation peaks at 100% in "All Other" (although this category has very small numbers). CBASS and CHMLS show near parity (48.6% and 50.8% women respectively). CEDPS and BCAST shows the dominance of men with only 22.6% women.

At Professorial level, women representation declines across most faculties. CHMLS is the only area with a women majority (55.6%). CEDPS and BCAST has the lowest women representation of women at 14.9%. "All Other" and CBASS have women shares of 27.3% and 32.5% respectively, indicating underrepresentation at the highest academic rank.

Appendix 2



Appendix 2

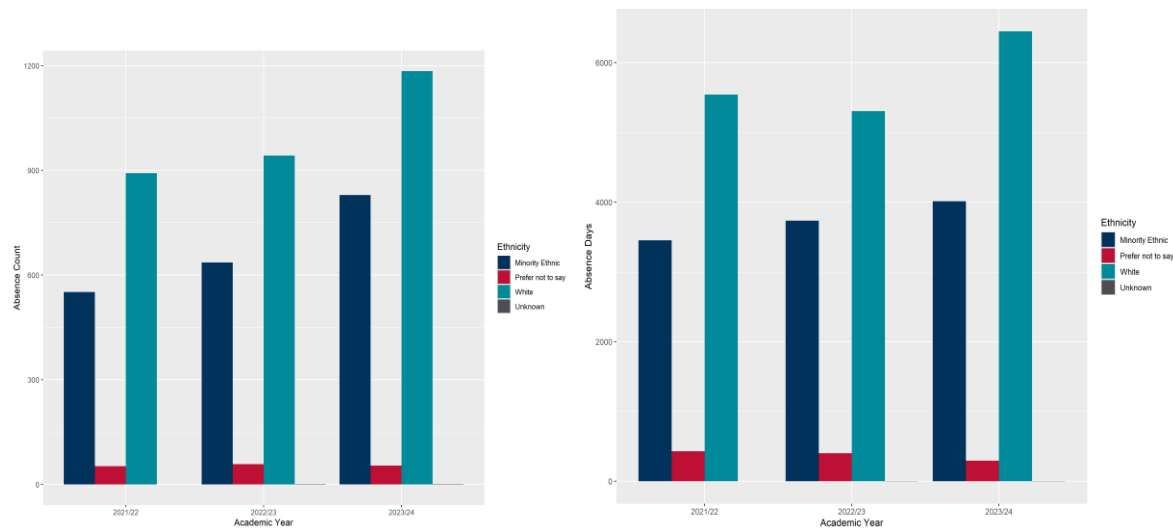
Annual Colleague Absence Report

Ethnicity

The data shows an increase in absence counts among Black and Racially Minoritised colleagues, rising from 36.9% in 2021/22 to 40.1% in 2023/24, while their share of absence days remained steady, declining to 37.3% in the latest year. In contrast, White colleagues account for the majority of absences, but their proportion has decreased in counts over the three years (from 59.7% to 57.3%).

Ethnicity	Absence Count	Absence Days	Absence Count%	Absence Days%
2021/22				
Minority Ethnic	551	3454	36.9%	36.6%
Prefer not to say	52	430	3.5%	4.6%
White	892	5542	59.7%	58.8%
2022/23				
Minority Ethnic	636	3734	38.9%	39.6%
Prefer not to say	58	399	3.5%	4.2%
Unknown	1	1	0.1%	0%
White	942	5305	57.5%	56.2%
2023/24				
Minority Ethnic	829	4014	40.1%	37.3%
Prefer not to say	54	293	2.6%	2.7%
Unknown	1	3	0%	0%
White	1184	6449	57.3%	59.9%

Appendix 2

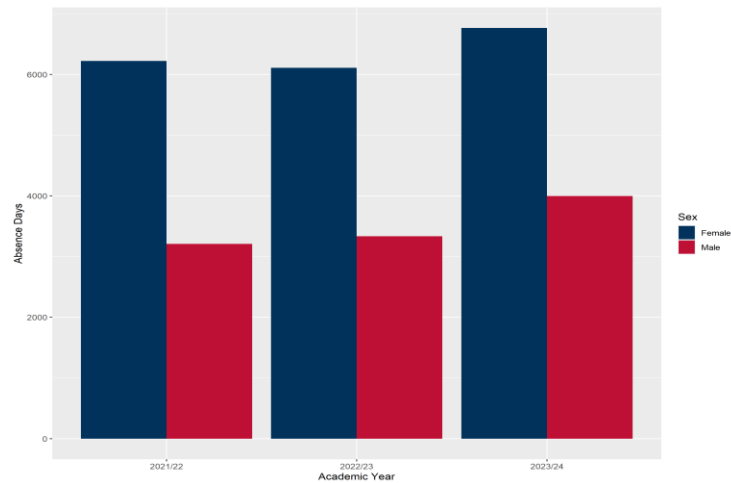
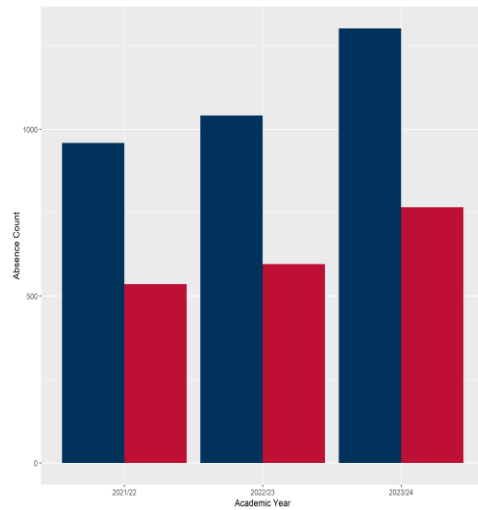


Gender

Over the three academic years, absence data shows that women colleagues account for a higher proportion of both absences counts and total absence days—averaging around 63% of absence incidents and 64% of absence days annually. This trend has remained stable

Appendix 2

Sex	Absence Count	Absence Days	Absence Count%	Absence Days%
2021/22				
Female	959	6219	64.1%	66%
Male	536	3207	35.9%	34%
2022/23				
Female	1041	6107	63.6%	64.7%
Male	596	3332	36.4%	35.3%
2023/24				
Female	1302	6763	63%	62.9%
Male	766	3996	37%	37.1%



Appendix 2

Long/Short Term Absence

Ethnicity

White colleagues account for the majority of both long- and short-term absences, typically around 55–63% of total absence counts and days. Black and Racially Minoritised colleagues, however, represent a disproportionately high percentage of absences relative to their overall workforce representation (which is under 45% based on earlier FTE data). Their share of absences has increased. Short-term absence counts rose from 36.8% in 2021/22 to 40.3% in 2023/24. Long-term absence days among Black and Racially Minoritised colleagues fluctuated but (e.g. 43.8% in 2022/23).

Appendix 2

Ethnicity	Absence Count	Absence Days	Absence Count%	Absence Days%
2021/22 - Long term				
Minority Ethnic	24	1642	39.3%	33.8%
Prefer not to say	3	321	4.9%	6.6%
White	34	2894	55.7%	59.6%
2021/22 - Short Term				
Minority Ethnic	527	1812	36.8%	39.7%
Prefer not to say	49	109	3.4%	2.4%
White	858	2648	59.8%	58%
2022/23 - Long term				
Minority Ethnic	21	1882	35%	43.8%
Prefer not to say	3	177	5%	4.1%
White	36	2233	60%	52%
2022/23 - Short Term				
Minority Ethnic	615	1852	39%	36%
Prefer not to say	55	222	3.5%	4.3%
Unknown	1	1	0.1%	0%
White	906	3072	57.5%	59.7%
2023/24 - Long term				
Minority Ethnic	23	1631	32.9%	35.5%
Prefer not to say	3	134	4.3%	2.9%
White	44	2828	62.9%	61.6%
2023/24 - Short Term				
Minority Ethnic	806	2383	40.3%	38.6%
Prefer not to say	51	159	2.6%	2.6%
Unknown	1	3	0.1%	0%
White	1140	3621	57.1%	58.7%

Appendix 2

Gender

Short-term absences are more frequent and reflect a stable trend of approximately 63–64% of incidents and 63–66% of days attributed to women.

Long-term absences, though fewer in number, also show that women take more of these absences, comprising 57–64% of cases and 63–65% of days, with 2022/23 showing a narrower gender gap in count but still a difference in days.

Sex	Absence Count	Absence Days	Absence Count%	Absence Days%
2021/22 - Long term				
Female	39	3175	63.9%	65.4%
Male	22	1682	36.1%	34.6%
2021/22 - Short Term				
Female	920	3044	64.2%	66.6%
Male	514	1525	35.8%	33.4%
2022/23 - Long term				
Female	34	2806	56.7%	65.4%
Male	26	1486	43.3%	34.6%
2022/23 - Short Term				
Female	1007	3301	63.9%	64.1%
Male	570	1846	36.1%	35.9%
2023/24 - Long term				
Female	44	2889	62.9%	62.9%
Male	26	1704	37.1%	37.1%
2023/24 - Short Term				
Female	1258	3874	63%	62.8%
Male	740	2292	37%	37.2%

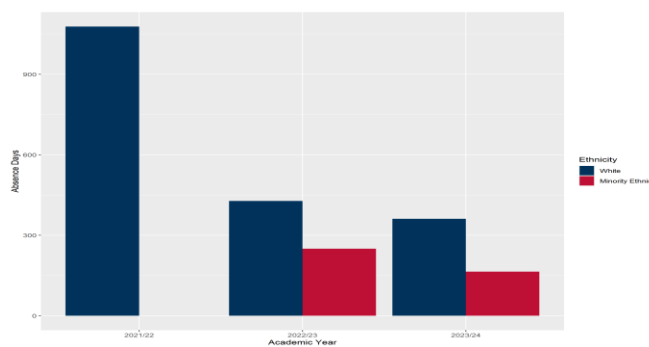
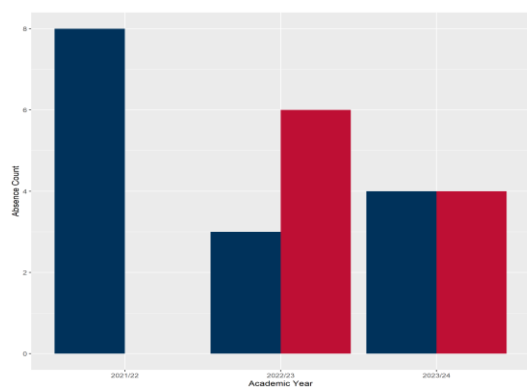
Appendix 2

Annual Colleague Sabbatical Report

Ethnicity

In 2021/22, Sabbatical leave was exclusively taken by White colleagues (100%), highlighting a lack of participation from Black and Racially Minoritised groups in that year. In 2022/23, Black and Racially Minoritised colleagues made up two-thirds (66.7%) of sabbatical instances, but only accounted for 36.9% of sabbatical days, indicating shorter sabbaticals or reduced access to extended leave. By 2023/24, Sabbatical uptake reached parity in participation (50/50%) between White and Black and Racially Minoritised colleagues. However, White colleagues still accounted for nearly 69% of sabbatical days, suggesting ongoing inequality in the length or quality of leave.

Ethnicity	Absence Count	Absence Days	Absence Count%	Absence Days%
2021/22				
White	8	1078	100%	100%
2022/23				
Minority Ethnic	6	250	66.7%	36.9%
White	3	428	33.3%	63.1%
2023/24				
Minority Ethnic	4	164	50%	31.2%
White	4	361	50%	68.8%

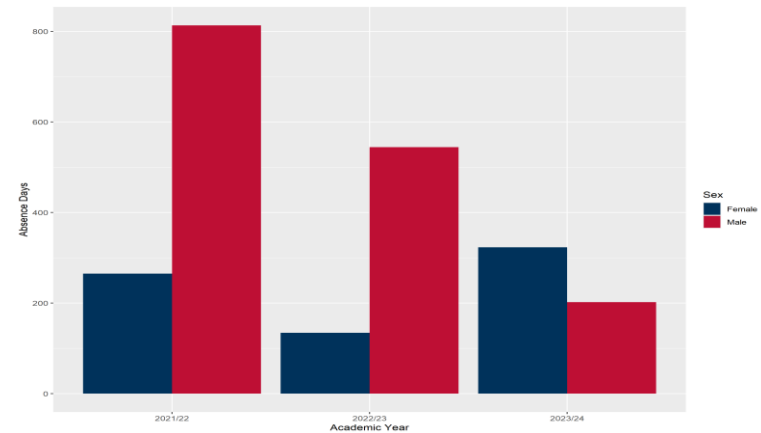
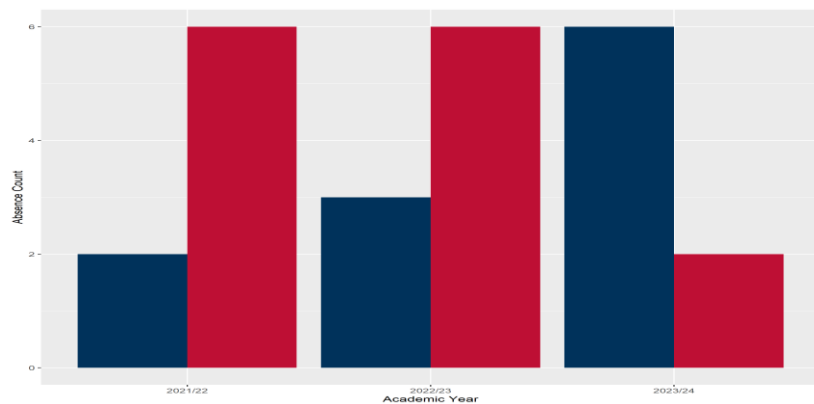


Appendix 2

Gender

Sabbaticals were taken by men colleagues (75%), who also accounted for over 75% of the total absence days in 2021/22. In 2023/24: A reversal occurred — women colleagues accounted for 75% of sabbatical leave and nearly 62% of the total sabbatical days, suggesting not only higher uptake but longer engagements.

Sex	Absence Count	Absence Days	Absence Count%	Absence Days%
2021/22				
Female	2	265	25%	24.6%
Male	6	813	75%	75.4%
2022/23				
Female	3	134	33.3%	19.8%
Male	6	544	66.7%	80.2%
2023/24				
Female	6	323	75%	61.5%
Male	2	202	25%	38.5%



Appendix 2

Turnover - voluntary and involuntary

Ethnicity

Over the three-year period, colleague turnover trends varied by ethnicity, with the most notable differences seen in involuntary turnover among colleagues with unknown ethnicity.

Black and Racially Minoritised colleagues represented a growing proportion of the workforce, with headcount rising from 1,409 in 2021/22 to 1,741 in 2023/24. Turnover rates remained stable, ranging from 10.8% to 13.9%. Involuntary turnover peaked at 8.6% in 2023/24.

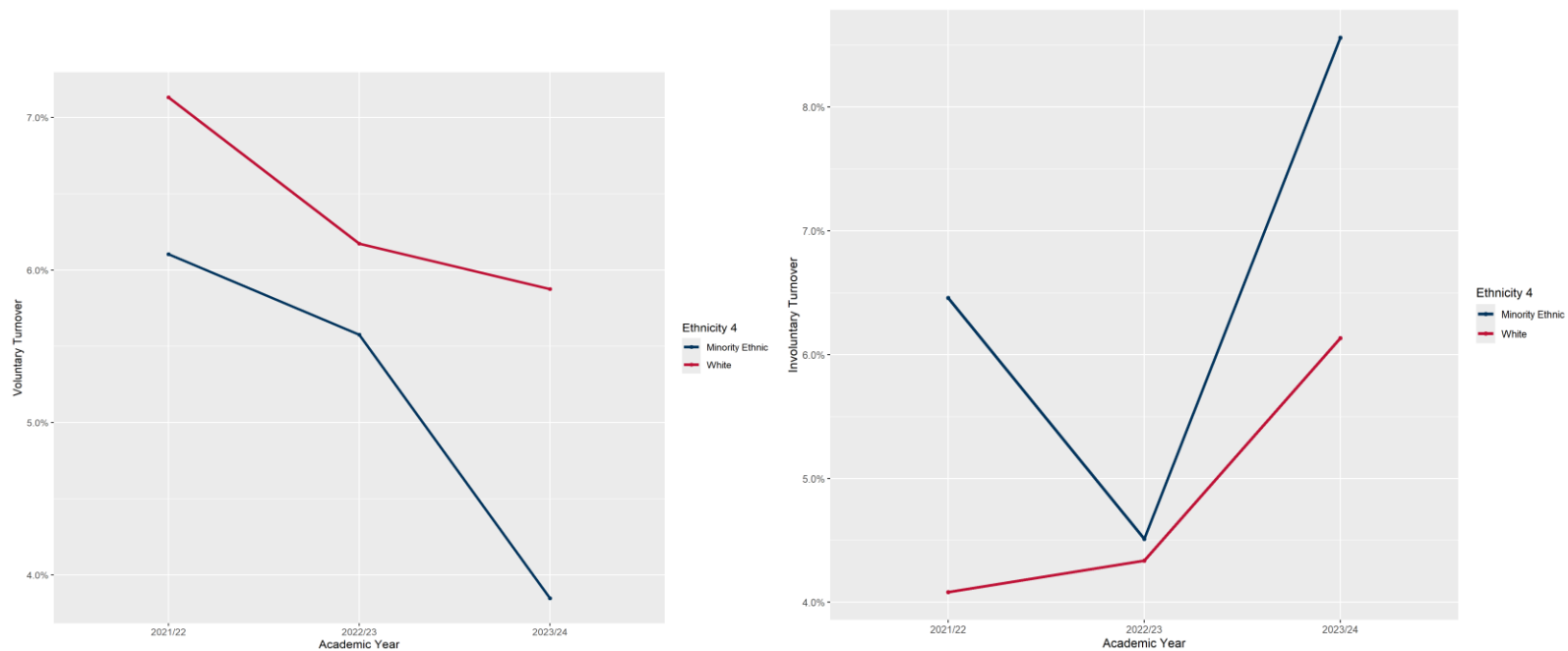
White colleagues saw turnover rates between 10.9% and 12.6%, with involuntary turnover increasing from 4.1% in 2021/22 to 6.1% in 2023/24.

Prefer not to say: This group had small numbers, with turnover fluctuating between 8.6% and 13.1%. Involuntary turnover reached 8.8% in 2022/23, then declined to 6.4% in 2023/24.

Unknown ethnicity showed the highest turnover rates, rising to 28.4% in 2023/24, driven by very high involuntary turnover (26.5%). This pattern persisted across all three years, indicating a potential data quality or process issue requiring further investigation.

Academic Year	Ethnicity	Headcount	Leavers	Involuntary	Voluntary	Turnover	Involuntary Turnover	Voluntary Turnover
2021/22	Minority Ethnic	1409	196	91	86	13.9%	6.5%	6.1%
2021/22	Prefer not to say	128	11	3	7	8.6%	2.3%	5.5%
2021/22	Unknown	727	104	63	4	14.3%	8.7%	0.6%
2021/22	White	1935	228	79	138	11.8%	4.1%	7.1%
2022/23	Minority Ethnic	1596	173	72	89	10.8%	4.5%	5.6%
2022/23	Prefer not to say	137	18	12	4	13.1%	8.8%	2.9%
2022/23	Unknown	707	187	176	7	26.4%	24.9%	1%
2022/23	White	1960	214	85	121	10.9%	4.3%	6.2%
2023/24	Minority Ethnic	1741	218	149	67	12.5%	8.6%	3.8%
2023/24	Prefer not to say	141	15	9	6	10.6%	6.4%	4.3%
2023/24	Unknown	645	183	171	11	28.4%	26.5%	1.7%
2023/24	White	1940	245	119	114	12.6%	6.1%	5.9%

Appendix 2



Involuntary reasons

End of contract is the most common reason for involuntary exits across all ethnic groups.

Minority ethnic colleagues experienced an increase in contract-end departures, rising from 77 in 2021/22 to 126 in 2023/24. Capability and other dismissals remained low but steady.

White colleagues also saw an increase in end-of-contract exits (67 to 94), with a rise in capability and redundancy exits by 2023/24.

Prefer not to say and Unknown groups had very low representation in most categories, except for the “Unknown” group, which shows the number of end-of-contract exits (171 in 2023/24). Notably, this group shows zero capability, redundancy, or “other” exits across all years—indicating incomplete or unclear reporting.

Appendix 2

Academic Year	Ethnicity	Involuntary			
		End of Contract	Capability	Redundancy	Other*
2021/22	Minority Ethnic	77	5	0	9
2021/22	Prefer not to say	2	0	0	1
2021/22	Unknown	63	0	0	0
2021/22	White	67	3	1	8
2022/23	Minority Ethnic	61	6	0	5
2022/23	Prefer not to say	5	4	0	3
2022/23	Unknown	176	0	0	0
2022/23	White	58	13	0	14
2023/24	Minority Ethnic	126	10	0	13
2023/24	Prefer not to say	9	0	0	0
2023/24	Unknown	171	0	0	0
2023/24	White	94	11	3	11

Gender

Over the past three academic years, overall colleague headcount increased, with women colleagues rising from 2,060 to 2,302 (+11.8%) and men colleagues remaining relatively stable, decreasing from 2,138 to 2,164 (–1.7%).

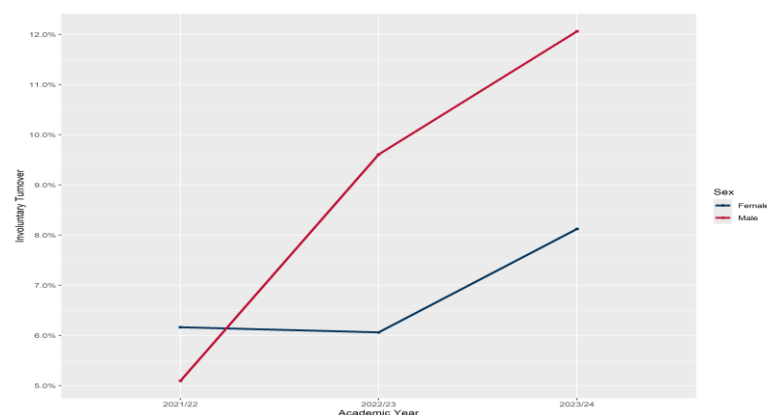
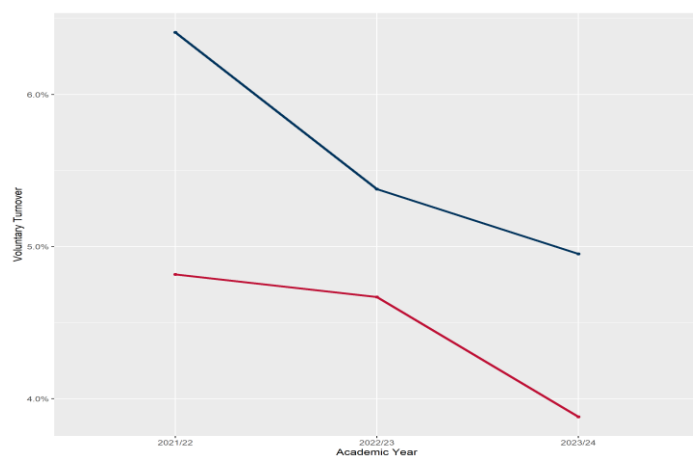
Women turnover decreased from 14.4% in 2021/22 to 13.6% in 2023/24. Involuntary turnover increased from 6.2% to 8.1%, while voluntary turnover declined from 6.4% to 5.0%.

Men turnover increased from 11.3% to 16.1% over the same period. Involuntary turnover increased from 5.1% to 12.1%, while voluntary turnover declined from 4.8% to 3.9%.

These figures indicate a rising trend in involuntary turnover among men colleagues, while voluntary turnover declined for both sexes.

Appendix 2

Academic Year	Sex	Headcount	Leavers	Involuntary	Voluntary	Turnover	Involuntary Turnover	Voluntary Turnover
2021/22	Female	2060	297	127	132	14.4%	6.2%	6.4%
2021/22	Male	2138	242	109	103	11.3%	5.1%	4.8%
2022/23	Female	2194	259	133	118	11.8%	6.1%	5.4%
2022/23	Male	2206	333	212	103	15.1%	9.6%	4.7%
2023/24	Female	2302	313	187	114	13.6%	8.1%	5%
2023/24	Male	2164	348	261	84	16.1%	12.1%	3.9%



Involuntary reasons

Across the three-year period, the most common reason for involuntary colleague departures was end of contract, with the following trends:

Women colleagues: End-of-contract departures remained steady, rising from 107 in 2021/22 to 163 in 2023/24. Other reasons (capability, redundancy, and other*) remained low but consistent.

End-of-contract departures increased for men from 102 in 2021/22 to 237 in 2023/24. Capability, redundancy, and other* reasons also rose, though they remained minor in volume compared to contract endings.

By 2023/24, men colleagues accounted for the highest number of end-of-contract departures (237), more than doubling from 2021/22.

Appendix 2

**Other includes dismissals not categorised under capability, redundancy, or contract end*

Academic Year	Sex	Involuntary			
		End of Contract	Capability	Redundancy	Other*
2021/22	Female	107	8	1	11
2021/22	Male	102	0	0	7
2022/23	Female	105	16	0	12
2022/23	Male	195	7	0	10
2023/24	Female	163	12	2	10
2023/24	Male	237	9	1	14

Leavers

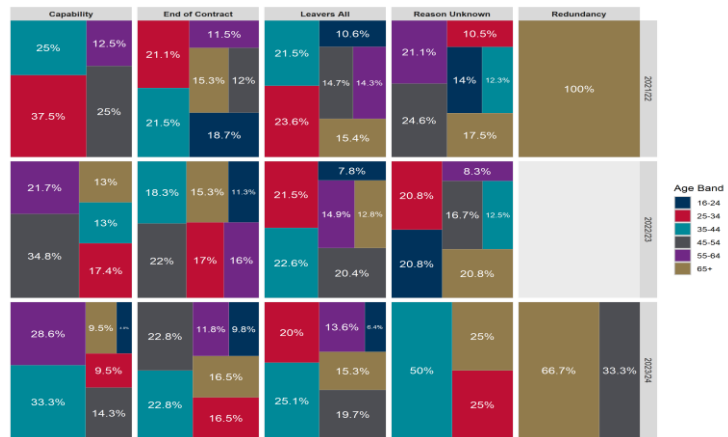
Age

End of contract is the leading reason for exits across all age groups and years. Particularly among 16–24: reaching 39 in both 2021/22 and 2023/24. 65+: increased from 32 (2021/22) to 66 in 2023/24, 35–44 and 45–54: both at 91 in 2023/24

Capability-related exits remained low overall. Redundancy was rare and unknown reasons for leaving declined over the period.

Appendix 2

Academic Year	Age Band	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2021/22	16-24	57	8	0	39	0
2021/22	25-34	127	6	3	44	0
2021/22	35-44	116	7	2	45	0
2021/22	45-54	79	14	2	25	0
2021/22	55-64	77	12	1	24	0
2021/22	65+	83	10	0	32	1
2022/23	16-24	46	5	0	34	0
2022/23	25-34	127	5	4	51	0
2022/23	35-44	134	3	3	55	0
2022/23	45-54	121	4	8	66	0
2022/23	55-64	88	2	5	48	0
2022/23	65+	76	5	3	46	0
2023/24	16-24	42	0	1	39	0
2023/24	25-34	132	1	2	66	0
2023/24	35-44	166	2	7	91	0
2023/24	45-54	130	0	3	91	1
2023/24	55-64	90	0	6	47	0
2023/24	65+	101	1	2	66	2



Appendix 2

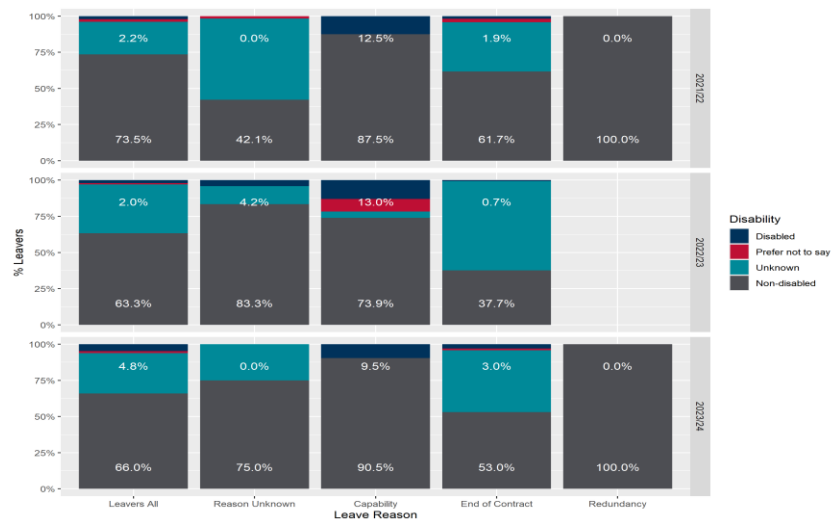
Disability

End of contract is, once again, the main reason for exits across all groups, most pronounced among colleagues with unknown disability status, peaking at 185 in 2022/23. Disabled colleagues saw an increase in contract-related exits, from 4 in 2021/22 to 12 in 2023/24.

Capability-related exits were highest among non-disabled colleagues, increasing from 7 (2021/22) to 19 (2023/24). Redundancy was minimal overall and unknown reasons for leaving decreased.

Academic Year	Disability	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2021/22	Disabled	12	0	1	4	0
2021/22	Non-disabled	396	24	7	129	1
2021/22	Prefer not to say	9	1	0	5	0
2021/22	Unknown	122	32	0	71	0
2022/23	Disabled	12	1	3	2	0
2022/23	Non-disabled	375	20	17	113	0
2022/23	Prefer not to say	5	0	2	0	0
2022/23	Unknown	200	3	1	185	0
2023/24	Disabled	32	0	2	12	0
2023/24	Non-disabled	436	3	19	212	3
2023/24	Prefer not to say	9	0	0	5	0
2023/24	Unknown	184	1	0	171	0

Appendix 2



Ethnicity

Again, 'End of contract' is the primary reason for colleague exits across all ethnic groups and years.

It is high for:

- Black and Racially Minoritised colleagues: increased from 77 (2021/22) to 126 (2023/24)
- Unknown ethnicity: Peaking at 176 in 2022/23

Capability-related exits were most common among White colleagues in 2022/23 (13) and 2023/24 (11), and Black and Racially Minoritised colleagues also saw an increase (5 in 2021/22 to 10 in 2023/24)

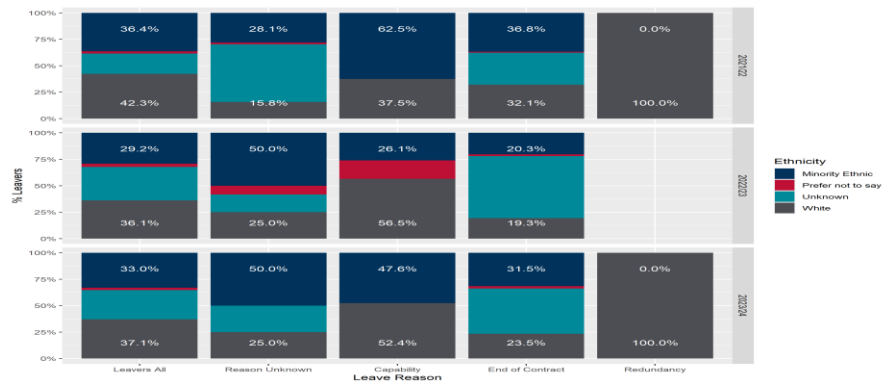
Redundancy remained low across all groups, with the exception of an increase for White colleagues in 2023/24 (3 cases)

The number of unknown reasons for leaving have decreased:

- For Black and Racially Minoritised colleagues: 16 (2021/22) → 2 (2023/24)
- For White colleagues: 9 to 1
- For Unknown Ethnicity: 31 to 1

Appendix 2

Academic Year	Ethnicity	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2021/22	Minority Ethnic	196	16	5	77	0
2021/22	Prefer not to say	11	1	0	2	0
2021/22	Unknown	104	31	0	63	0
2021/22	White	228	9	3	67	1
2022/23	Minority Ethnic	173	12	6	61	0
2022/23	Prefer not to say	18	2	4	5	0
2022/23	Unknown	187	4	0	176	0
2022/23	White	214	6	13	58	0
2023/24	Minority Ethnic	218	2	10	126	0
2023/24	Prefer not to say	15	0	0	9	0
2023/24	Unknown	183	1	0	171	0
2023/24	White	245	1	11	94	3



Appendix 2

Gender

The 'End of contract' is the most common reason for colleague exits across all years and both men and women.

- Women rose from 107 (2021/22) to 163 (2023/24)
- Men rose from 102 to 237 in the same period

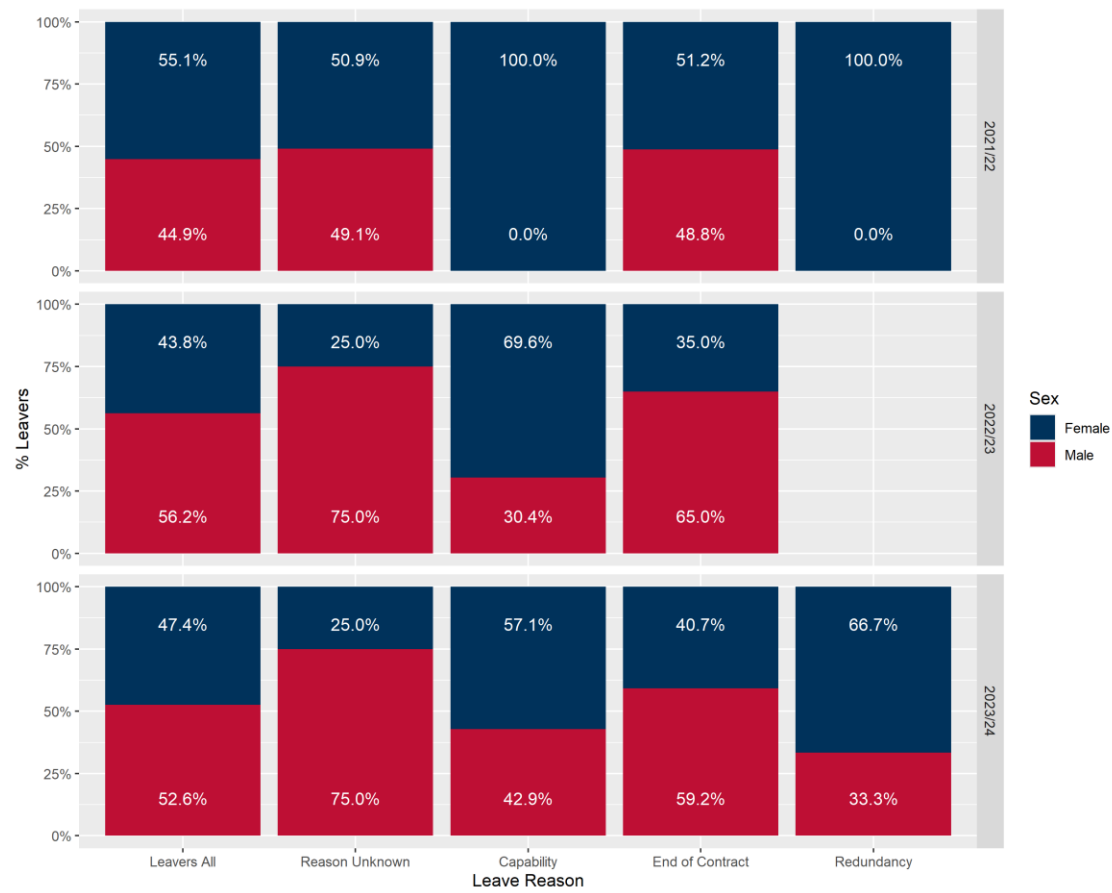
Capability-related exits remained low overall but were more common among women colleagues, particularly in 2022/23 (16) and 2023/24 (12). Redundancy was minimal, with only isolated cases in the most recent year (2 women, 1 man in 2023/24). Unknown reasons for leaving declined over time

- For women, 29 (2021/22) to 1 (2023/24)
- For men, 28 to 3 in the same period

We see that most colleague exits are linked to contract expiry, with men particularly affected in 2023/24. The data also indicates that there are higher numbers of capability exits among women colleagues in 2022/23 which may warrant monitoring.

Academic Year	Sex	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2021/22	Female	297	29	8	107	1
2021/22	Male	242	28	0	102	0
2022/23	Female	259	6	16	105	0
2022/23	Male	333	18	7	195	0
2023/24	Female	313	1	12	163	2
2023/24	Male	348	3	9	237	1

Appendix 2



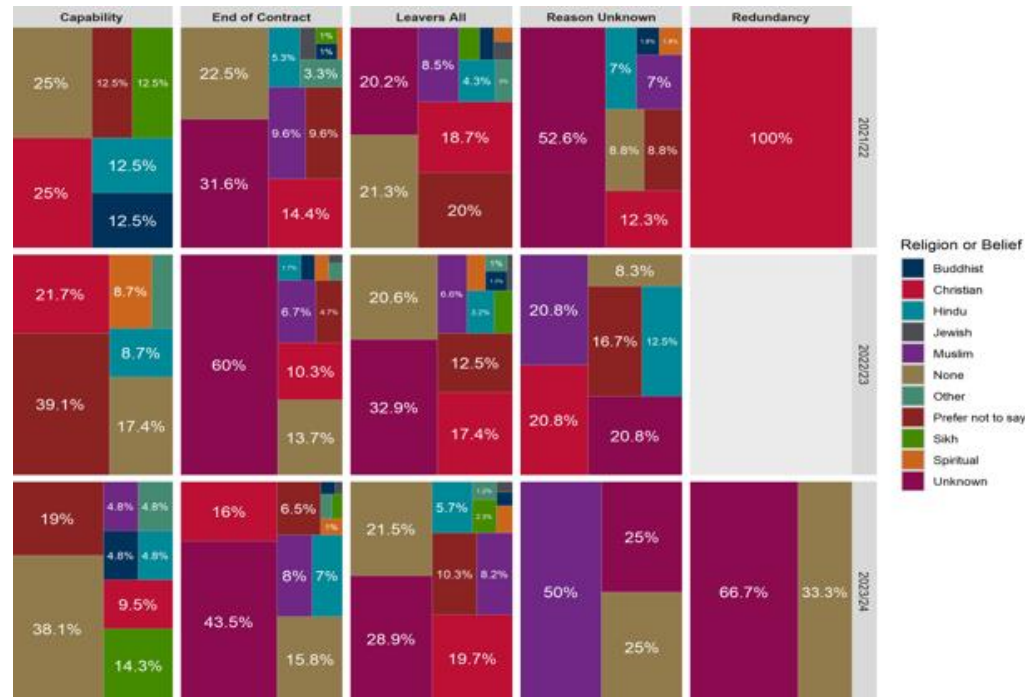
Appendix 2

Religion and Beliefs

From 2021/22 to 2023/24, the highest proportions of leavers were among colleagues identifying with no religion and Christian beliefs. The “Unknown” category accounted for 26.6% in 2021/22, 40.8% in 2022/23, and 35.5% in 2023/24. End of contract was the most common reason for leaving each year. Capability exits were low across all groups. Redundancies were only recorded in 2023/24.

	Academic Year														
	2021/22					2022/23					2023/24				
Religion or Belief	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
Buddhist	7	1	1	2	0	7	0	0	3	0	4	0	1	2	0
Christian	101	7	2	30	1	103	5	5	31	0	130	0	2	64	0
Hindu	23	4	1	11	0	19	3	2	5	0	38	0	1	28	0
Jewish	5	0	0	3	0	3	0	0	1	0	3	0	0	1	0
Muslim	46	4	0	20	0	39	5	0	20	0	54	2	1	32	0
None	115	5	2	47	0	122	2	4	41	0	142	1	8	63	1
Other	11	0	0	7	0	6	0	1	2	0	8	0	1	3	0
Prefer not to say	108	5	1	20	0	74	4	9	14	0	68	0	4	26	0
Sikh	10	0	1	2	0	13	0	0	0	0	15	0	3	3	0
Spiritual	4	1	0	1	0	11	0	2	3	0	8	0	0	4	0
Unknown	109	30	0	66	0	195	5	0	180	0	191	1	0	174	2

Appendix 2



Sexual Orientation

End of contract remained the primary reason for exits across all groups. The highest amongst colleagues with unknown sexual orientation, particularly in 2022/23 (176) and 2023/24 (168). Heterosexual colleagues also saw a rise in contract-related exits, reaching 190 in 2023/24.

Capability-related exits were most frequent among heterosexual colleagues (15 in 2023/24). LGBTQ+ colleagues experienced very low capability-related exits throughout (0–2 per year).

Redundancy remained rare.

Appendix 2

Academic Year	Sexual Orientation	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2021/22	Heterosexual	298	20	7	115	0
2021/22	LGBTQ+	33	2	0	12	0
2021/22	Prefer not to say	102	5	1	21	1
2021/22	Unknown	106	30	0	61	0
2022/23	Heterosexual	309	15	10	101	0
2022/23	LGBTQ+	29	1	2	11	0
2022/23	Prefer not to say	64	3	11	12	0
2022/23	Unknown	190	5	0	176	0
2023/24	Heterosexual	377	2	15	190	1
2023/24	LGBTQ+	33	0	2	14	0
2023/24	Prefer not to say	68	1	4	28	0
2023/24	Unknown	183	1	0	168	2

