**Staff Equality,
Diversity and
Inclusion (ED&I)**

**Annual Report
and Workforce**

2021/22

Foreword

Providing a fair and inclusive place to live, work and study continues to be at the heart of everything we do at Brunel. We are committed to ensuring we all have the same opportunity to develop and thrive; and that dignity and respect are given to everyone.

Our ED&I strategy sets out a whole university approach to Equality, Diversity and Inclusion, setting priorities and challenging targets to help us achieve these ambitions together. And we are making progress.

Building on our work on anti-racism and reporting procedures, we intend to commit to the Race Equality Charter in Spring 2023, which aims to improve the representation, progression and success of Black, Asian and Minority Ethnic staff and students within higher education. We are also continuing our commitment to the Athena SWAN programme and are working towards progressing from the Bronze to Silver award in the coming years. We will also shortly launch our first Way We Do Things staff survey, looking at our culture across the whole university.

As members of the Brunel community, we should all understand what a fair and equitable campus looks like and, where necessary, not be afraid to raise and help remove any barriers to opportunity.

I am proud of the work we are already doing to address these priorities and I'm committed to working with the whole Brunel community to achieve significant change in this fundamental area.

Andrew Jones
Vice Chancellor & President

Contents

Introduction

Brunel University London is committed to its mission of bringing benefit to society through excellence in education, research and knowledge transfer. At its core is our value "to be fair and inclusive", and to treat everyone with dignity and respect so that we all have the same opportunity to succeed and have an excellent employee experience.

Strategy, aims and vision

Our aim is to adopt a whole university approach to making Brunel a fairer and more inclusive place, with social justice at its heart.

Equality, Diversity and Inclusion (ED&I) is an intrinsic part of the university's mission, Brunel 2030 and we are committed to providing an inclusive culture and removing any barriers or institutional and structural social inequalities to success. We want to build a culture and community that is kind, committed to fairness and open to change as set out in our **Equality, Diversity and Inclusion Strategy – Social Justice for All (2021 – 2024)**

Key achievements and successes

A safe, respectful and inclusive university

Tackling harassment and sexual misconduct is a key university priority. Universities UK recently published guidance on staff and student sexual misconduct and the team is working to identify areas where improvements and updates are needed. We have put together an action plan and work will be conducted throughout 2022 – 2023.

The university's procedures for dealing with bullying and harassment were reviewed following an extensive staff consultation.

Brunel, alongside many UK universities, has signed up to the non-disclosure agreement (NDA) pledge *Can't Buy My Silence;* a campaign committed to ending the misuse of non-disclosure agreements to buy the silence of the victims of sexual harassment, bullying and other forms of misconduct and to hide wrongdoing. The campaign advocates that regulators, businesses and institutions adopt a code of practice that will not allow NDAs to hide information about harmful people, practices and products.

Race Equality Charter (REC) psychological wellbeing guidance

The university led a consultancy project for Advance HE to develop guidance that supports the development of psychological wellbeing guidance. The guidance will be released as a resource to REC members in early 2023.

Career development frameworks

The Organisational Development team working alongside the ED&I team is developing the Professional Services career development framework. We are currently evaluating the pilot scheme and will start to roll out the framework further in 2023. This framework will be used as part of a programme to target career development for specific colleagues where the need for positive action has been identified. We will also be looking to deliver initiatives aimed at Black, Asian and Ethnic Minority academics to redress the balance of lack of representation of this group in academic promotions

Equality impact assessment (EIA)

A new training programme has been rolled out this year. The ED&I team are committed to ensure that all staff recieve access to the training and are delivering roadshows to the University committees and management boards.

Hybrid working

Hybrid working was piloted in 2021. Following review in early 2022 it was agreed that this would continue as a permanent, non-contractual benefit. Indications are that most colleagues find this a more inclusive way of working. Our flexible working policy, which enables a contractual change to a colleague's conditions, also remains in place.

Recruitment and selection

In 2022, we reviewed and re-introduced our Recruitment and Selection workshop. This now includes a detailed section on Equality, Diversity and Inclusion embedded throughout the workshop.

Staff networks and university events

In meeting our aims, we continue to collaborate and work closely with our staff network groups. Here are some of their recent activities and initiatives:

The LGBTQ+ staff network

The network was key to Brunel being awarded a top 150 spot and a Silver Award for the 2022 Stonewall Workplace equality index submission.

The LGBTQ+ Staff Network team has led on coordination of LGBT+ History Month, Pride Month, Pride in London parade and other activities virtually and on campus to promote LGBTQ+ visibility at Brunel.

The work of the network group includes:

- Coordinating with the former and current LGBT+ Student Union representatives and society to promote LGBTQ+ student equality, arrange activities and promote student issues.
- Publishing articles to highlight Asexual Visibility Day, Staff Network Visibility Day and our Pride Month Celebrations on the staff and student platforms, social media, and newsletters.
- Co-hosting LGBTQ+ and Spirituality: In Open Conversation, a virtual panel of LGBTQ+ people and faith group leaders as they explore how best to support queer people and faith communities.
- Coordinating and attending Pride in London, inviting staff, students, friends and members of the Hillingdon LGBTQ+ Network to march under the Brunel banner.
- Advising and consulting with the University on policy and LGBTQ+ issues.

Black History Month

Celebrating diversity is an integral part of creating an anti-racist culture, a sense of belonging and fosters cultural appreciation. An event such as Black History Month is the perfect opportunity to promote awareness and integration throughout the university.

This year's Black History Month events were centred around four themes: Black History, Black Futures, Anti-racism and Institutionalised racism and Cultural appreciation.

Black History Month 2022 was a diverse programme that incorporated online and on-campus options and was well-received by both students and staff.

A key event was held for Black scholars to bring their incredible knowledge and insight in relation to anti-racism and institutionalised racism.

Both our online and in-person audiences were engaged and responsive and the topics discussed provided both food for thought and a raising of consciousness. Overall, the event was well-received and successful.

Carers staff network

The carers network appointed a new network lead. The sixth carers forum for staff and students was held this summer for members to speak about their stories and how staff and students can be supported.

The network organised Brunel's input for International Women's Day with Hillingdon Women's Centre where an event was held at Beck Theatre in Hayes. Two students performed poems at the event in front of hundreds of attendees.

Women's Equality Network Group

Women's Equality Network Group celebrated international Women's Day in March by sharing photos of Brunel staff striking a pose and sharing their #BreakTheBias pledge.

Advancing equality and diversity

Brunel holds several charter awards which enable us to benchmark our progress and promote our commitment to ED&I.

Athena SWAN

Departments have been making progress currently holding five departmental Bronze awards in Law, Mathematics, Life Sciences, Computer Sciences and Health Sciences. Life Sciences submitted their application in September 2022 and have recently been awarded Silver. Computer Sciences will be applying for a Silver award at their next submission in 2023.

Stonewall Diversity Champion

In 2022 Brunel was awarded a Silver Award the Stonewall Workplace Equality index and identified as a top 150 employer. The university lays out a commitment to use the Stonewall Diversity Champion scheme to monitor the implementation and consistency of the ED&I commitments around LGBTQ+ equality.

Disability Confident

We currently hold Level 3 Disability Confident Leader status and we are preparing our re-validation due for submission in March 2023.

Working Families

We renewed our Working Families benchmark in August 2022 to support working parents and carers find a better balance between responsibilities at home and in the workplace.

Looking ahead

We continue to build on our achievements and have included some activities we are working on:

Academic promotions

The University continues to review its academic promotions process annually to ensure that this is a fair and equitable process by which academic colleagues progress. A detailed report is produced each year outlining promotions data which is used for monitoring fairness and consistency in the process, continual improvement and planning.

Race Equality Charter

The university intends to commit to the Race Equality Charter (REC) in Spring 2023. A Self-Assessment Team (SAT) will be put in place to support this. The SAT will make recommendations for an overall achievement date for the REC.

Awareness campaigns – Building knowledge and understanding

We continue to develop a series of awareness campaigns to mark important days and build knowledge and understanding of diversity, inclusion and equality. We are working with the Equality, Diversity and Inclusion Student team and Staff Network groups on joint initiatives and our Communications team to ensure all communications are accessible, inclusive and supportive. We also have a wide range of resources available, to support our staff in understanding the importance of diverstiy and inclusion. By working together, we can create a positive and includisve environment for everyone.

People Development

The ED&I team continue to work closely with our People Organisational Development team, organising a suite of People Management courses and tailored sessions for staff which are continually reviewed.

In 2023, we will be introducing a new core ED&I workshop for all new starters. This important workshop will give key information on the diversity across our university as well as expectations and responsibilities of everyone who works here.

We will also introduce additional reasonable adjustment training for our HR Business Partners, with the intention of rolling out to managerial staff. As we develop our new People Management suite of workshops we will continue to integrate ED&I within these so that good practice is at the core of people management.

Equality Monitoring and Workforce Data 2021/2022

Introduction

The Annual Monitoring Report provides a statistical view of the university's performance from a Human Resources and Equality, Diversity and Inclusion perspective with reference to the 2021/22 academic year.

The data used in this report was extracted from CHIME in September 2022 for all current staff on permanent or fixed-term, full-time or part-time contracts. The 2021/22 date ranges from the academic year 1 August 2021 through to 31 July 2022.

In July 2022, we delivered and supported a campaign to improve levels of staff disclosure enabling more accurate monitoring of our diversity data.

Key summary and findings

Age:

- There is little change in age composition of colleagues over the last three years, with a positive picture of representation across the age bands.

- All Other has the highest number of colleagues who identified as 16-24 years of age. CEDPS/BCAST has the highest number of colleagues over 65.

- There are no significant variations in age range applications data over the past three years with the largest number of applications continuing to be in the 25-34 age range.

Ethnicity:

- 61.1% of colleagues identify as White. Asian/Asian British – Indian is the second highest ethnic group with 10.4% of colleagues identifying in this category. The Black staff population stands at 5.4%

- CHMLS has the largest number of white colleagues at 67.8%. CEDPS/BCAST has the lowest number of white colleagues at 52.2%

- Estates employs the highest number of colleagues who identify as White. The office of the Provost and Vice Provost employs the highest number of colleagues who identify as other ethnicity, this area includes colleagues from the Pro Vice-Chancellor Education and Graduate School teams amongst others.

- The highest number of applicants who applied for recruitment in 2021/22 were from other ethnicity at 67.1%. This was approximately 4% higher than in 2020/21 and around. 10% higher than in 2019/20.

- Although there have been more applications from candidates identifying as Ethnic Minority, the recruitment data indicates that white candidates are more successful in appointment to posts at the University.

- The majority of staff in Senior Academic and Research roles, Reader and Professor, are of White identity.

- Whilst voluntary turnover is relatively equal for colleagues identifying as White and other ethnicities, involuntary turnover data for the past three years shows that those from other ethnicities were more likely to be subject to involuntary turnover than their White counterparts.

- 50% of colleagues from a Black, Asian and other ethnicity background and 74% of colleagues from a White background were successful for academic promotion in 2021/22. This is a continuing trend over the past five years.

Gender:

- Our colleague population remains roughly even level with 51.2% women and 48.8% men employed at Brunel.

- CHMLS employs the highest number of women and CEDPS/BCAST employs the highest number of men.

- CBASS has the most even balance of men and women at the university, Human Resources employs the greatest proportion of women and Estates employs the greatest proportion of men.

- In 2021/22 women were more successful than men in their appointment by 5.3%. This is an ongoing trend over the past three years.

- There are more men than women employed in the senior academic and research grades of Reader and Professor.

- There was an increase in voluntary turnover in 2021/22. For women turnover was 8.8%, an increase of approx. 3.5% and for men approx. 7.8%, an increase of approx. 2%.

- 73% of women and 55% of men were successful in academic promotion in 2021/22. There is an ongoing trend for women to be more successful. The number of applications from women has more than doubled over the last three years.

- Most Professional Services colleagues promoted were women (64%).

Disability:

- We ran a campaign to boost the number of colleagues completing their diversity profile on CHIME which led to a small number of people who took part who chose to delete data and leave it blank rather than choosing prefer not to say. As a result, we have seen an increase in the number of staff identifying as Unknowns.

- 3.8% of colleagues have declared a disability. This is a marginal increase.

- 11% of colleagues are still unknown which is an increase on the previous years.

- Most colleagues declaring a disability are in All Other and CHMLS. Only 1.3% of colleagues in CEDPS have declared a disability with 22.7% unknown.

- 2.3% (n. 3) of applications for academic promotions were from colleagues who identified with a disability, with a 67% success rate.

- 7% of Professional Services colleagues promoted in 2021/22 had declared a disability.

Sexual orientation:

- There are no significant changes in the number of applicants who identify themselves as LGBTQ+ over the past three years. 72.5% of colleagues identify as heterosexual. 4.3% of colleagues identify as LGBTQ+. 22.4% prefer not to say

- CHMLS has the highest disclosure rate for sexual orientation with 16.1% who prefer not to say. CEDPS has the lowest disclosure rate with 25.2% who prefer not to say and 1.5% identifying as LGBTQ+.

- We added a new prefer not to say category in *e-recruiter for 2021/22 to reduce the unknowns. 8.2% selected prefer not to say.

- 3.8% of colleagues applying for academic promotions identified themselves as LGBTQ+ with a 60% success rate.

- Most Professional Services colleagues promoted identified as heterosexual 86%, bi-sexual 1%, gay 1% and prefer not to say 12%.

Religion

- 30.9% of colleague's states that they do not identify with a religion. 22.7% of colleagues prefer not to say. The highest declared religion is Christian at 27.8%.

Further information relating to this report can be found in the definitions and background information at the end of the document.

*e-recruiter is the online recruiting tool used by the university.

Data breakdown

FTE Headcount

2019/20	2020/21	2021/22
Headcount	Headcount	Headcount
2,642	2,546	2,776

The data shows an increase in headcount in 2021/22. We believe this is mainly attributed to the new Brunel Medical School and the recruitment freeze in 2020-2021 during the pandemic.

Staff composition - % staff by age
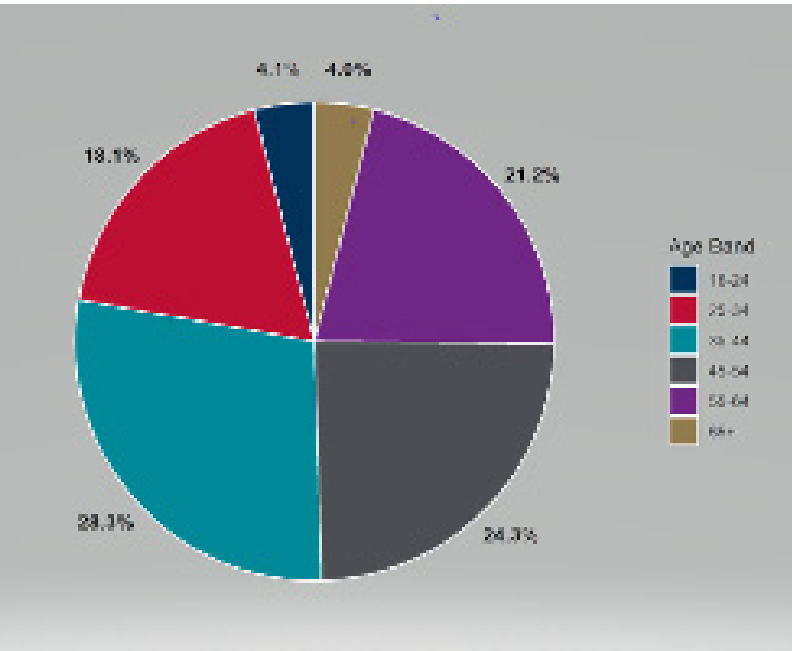
	2019/20		2020/21		2021/22	
Age Band	FTE	%	FTE	%	FTE	%
16-24	63.0	3.1%	65.6	3.2%	88.5	4.1%
25-34	369.6	17.9%	389.2	18.8%	392.9	18.1%
35-44	572.2	27.7%	586.3	28.3%	613.1	28.3%
45-54	510.1	24.7%	510.0	24.6%	527.5	24.3%
55-64	453.6	22.0%	441.0	21.3%	459.4	21.2%
65+	94.6	4.6%	77.6	3.7%	86.5	4.0%
Total	2,063.1		2,069.7		2,167.9	

There is little change across age composition in 2021/22.

Staff composition - age by college vs. all other staff
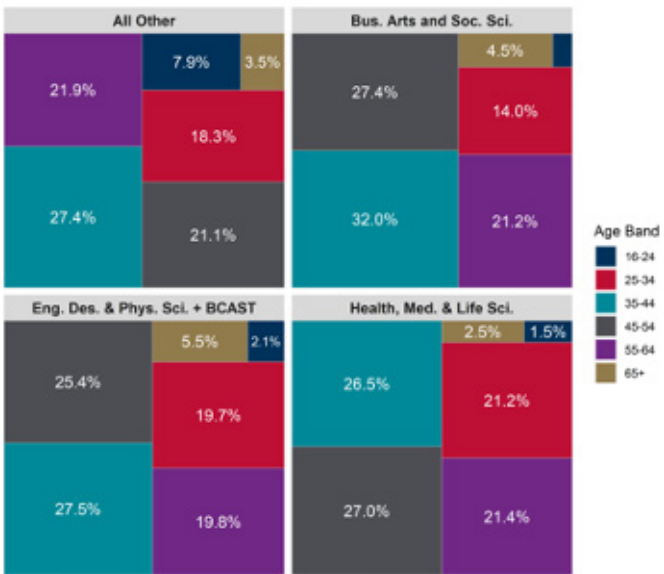

All other – include all other directorates excluding the three Colleges and BCAST

All other has the highest number of colleagues in the age band 16-24, which is 3.9% above the average (4.1%). CEDPS and BCAST have the highest number of colleagues in the 65+ category at 5.5% against whole University average of 4%. Overall, CBASS have less colleagues in the age bands 16-24 and 25-34 than other Colleges and departments.

Staff composition - % staff by ethnicity
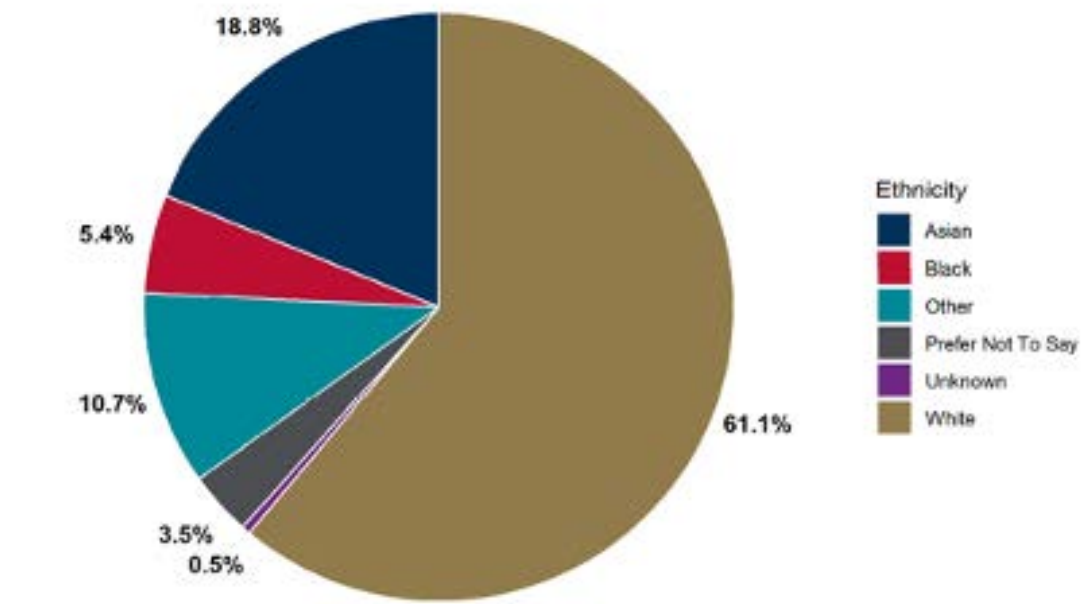
Over 61% of our staff population is white. Asians make up the next largest group at 18.9%. The Black staff population stands at 5.4%, which equates to approximately a third of the Asian staff population and a twelfth of the White staff population. In the 21/22 academic year just under 70% of the student population were from the Black, Asian and Minority Ethnic group.
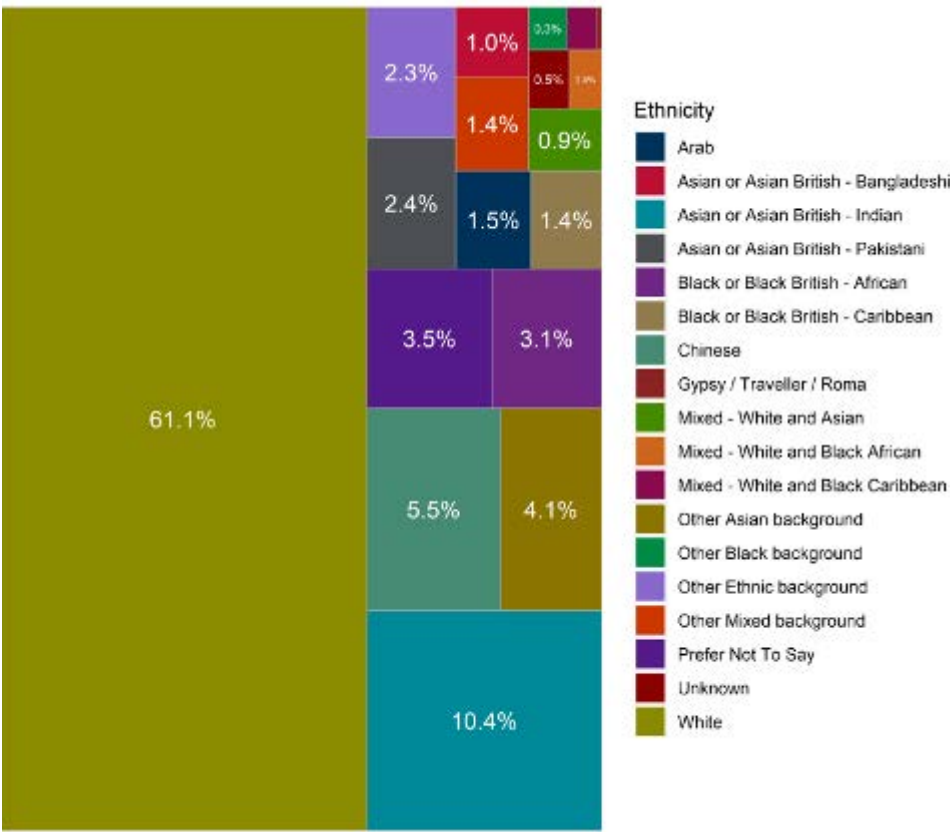

This table further breaks down the groups of ethnicities showing the percentage of ethnic categories in the Black, Asian and Ethnic Minority groups. Asian/Asian British – Indian is the second highest ethnic group.

	2019/20		2020/21		2021/22	
Ethnicity	FTE	%	FTE	%	FTE	%
Asian	347.1	16.8%	361.5	17.5%	407.9	18.8%
Black	119.3	5.8%	113.5	5.5%	117.3	5.4%
Other	211.7	10.3%	218.2	10.5%	231.5	10.7%
Prefer not to say	61.8	3.0%	64.7	3.1%	76.1	3.5%
Unknown	16.2	0.8%	9.0	0.4%	10.5	0.5%
White	1,307.1	63.4%	1,302.7	62.9%	1,324.8	61.1%
Total	2,063.2		2,069.6		2,168.1	

The number of colleagues identifying as White as well as those identifying as Black, has continued to fall marginally over the past three years. The number of colleagues identifying as Asian has increased marginally.

Staff composition – ethnicity by college vs. all other staff
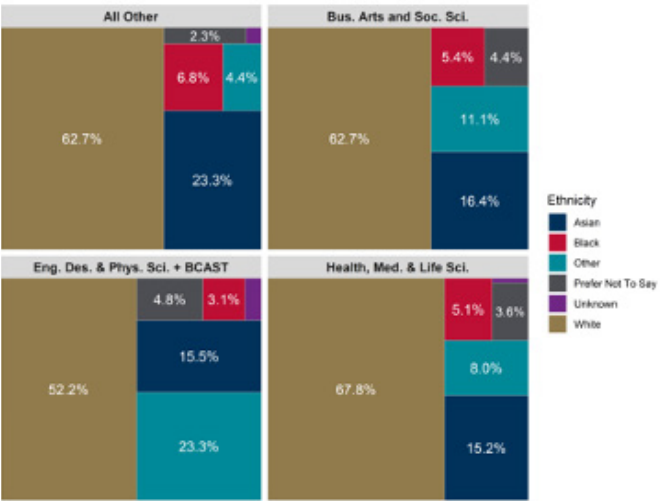
*All other – include all other directorates excluding the three Colleges and BCAST*
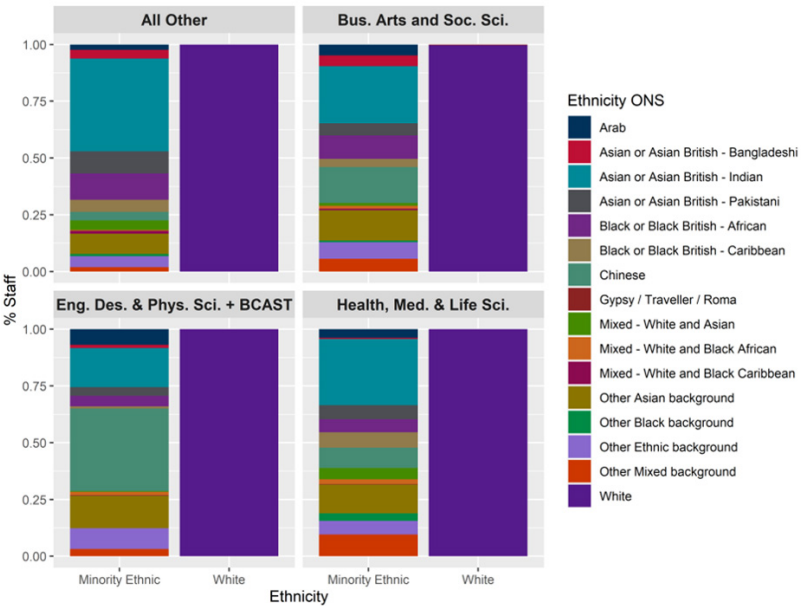
All other – include all other directorates excluding the three Colleges and BCAST

The tables show the break down the ethnicity of staff composition by college In all categories. White colleagues make up the majority of the ethnicity demographic

CEDPS/BCAST has the lowest number of White colleagues at 52.2% against the university average of 61.1%, it has a larger number of Asian colleagues of whom a large proportion identify as Chinese Asian. It also has the largest number of colleagues identifying as Other ethnicity at 23.3% against a university demographic of 10.7%. In the detailed breakdown these are largely defined as other Asian or ethnic background.

CHMLS has the largest number of White colleagues at 67.8%. All other has the largest number of Asian colleagues at 23.3%. The majority of these colleagues identify as Asian or Asian British – Indian. All other has the largest number of colleagues identifying as Black ethnicity at 6.8%, CDEPS/BCAST has the lowest at 3.1%.

Staff composition - % staff by gender
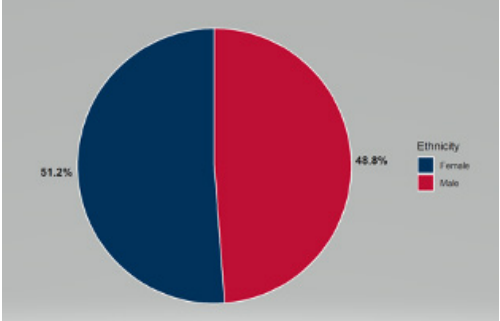
Gender	2019/20		2020/21		2021/22	
	FTE	%	FTE	%	FTE	%
Female	1,032.4	50.0%	1,048.5	50.7%	1,109.9	51.2%
Male	1,030.7	50.0%	1,021.2	49.3%	1,058.0	48.8%
Total	2,063.1		2,069.7		2,167.9	

The data shows there is an even split year on year over the past three years between men and women staff. 2020/21 has seen a 1.2% increase in the number of women staff resulting in slightly more men than women. Overall, there are no significant changes in the gender demographics across the university.

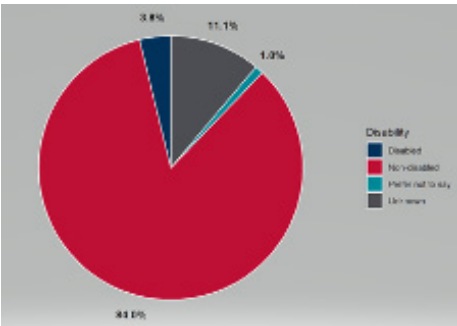## Staff composition – gender by college vs. all other staff
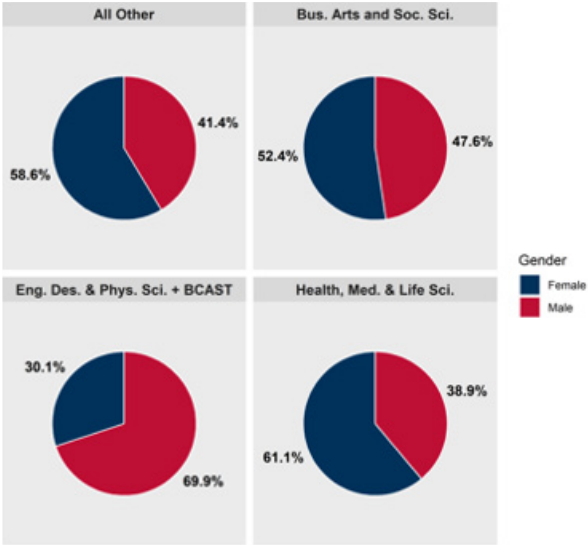
All other – include all other directorates excluding the three Colleges and BCAST

Highlights

- Women make up the majority in terms of gender in all Colleges and departments, except CEDPS/BCAST where over two thirds of colleagues employed are men.

Staff composition - % staff by disability

Disability	2019/20		2020/21		2021/22	
	FTE	%	FTE	%	FTE	%
Disabled	82.1	4.0%	75.6	3.7%	83.2	3.8%
Non-disabled	1,818.2	88.1%	1,814.2	87.7%	1,820.5	84.0%
Prefer not to say	23.2	1.1%	22.4	1.1%	22.6	1.0%
Unknown	139.6	6.8%	157.5	7.6%	241.6	11.1%
Total	2,063.1		2,069.7		2,167.9	

In autumn 2022, a campaign was run to encourage colleagues to complete diversity data on CHIME. A small number of people who took part chose to delete data and leave it blank rather than choosing prefer not to say. This became particularly evident in the area of disability where this has increased to 11.1%.

Highlights
- 3.8% of colleagues across the university have declared a disability.

Staff composition – disability by college vs. all other staff
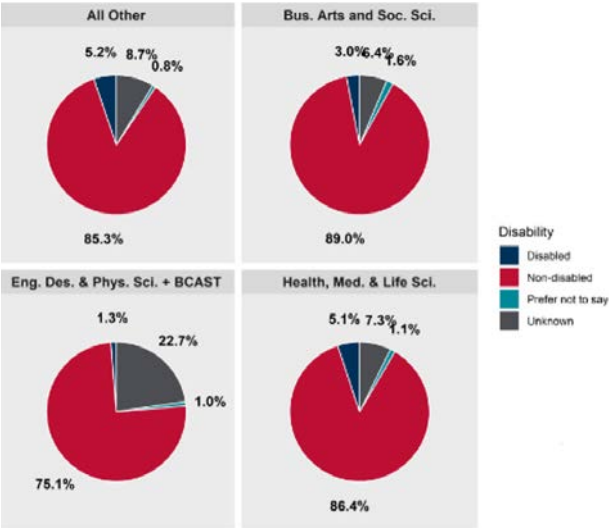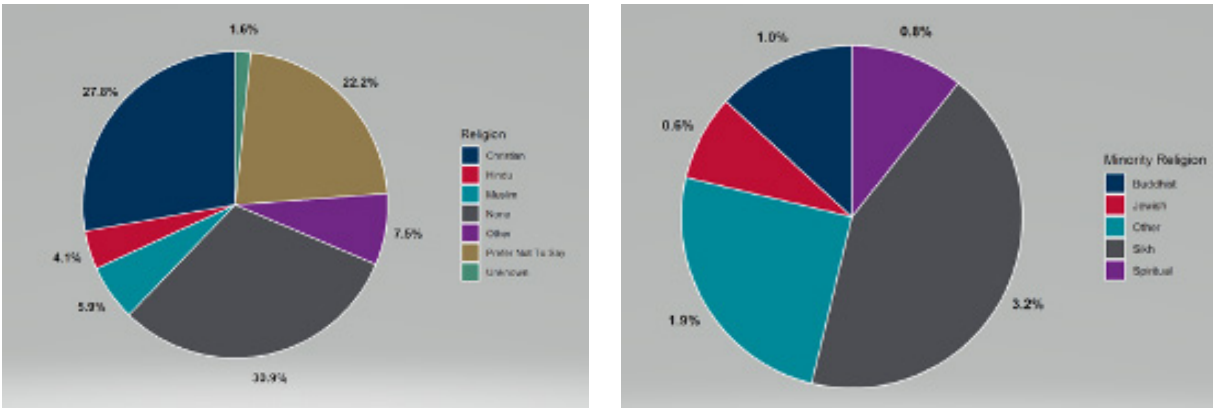

All other – include all other directorates excluding the three Colleges and BCAST

Highlights
- The majority of colleagues declaring a disability are in All Other and CHMLS.
- Only 1.3% of colleagues in CEDPS/BCAST have declared a disability with 22.7% identifying as unknown.
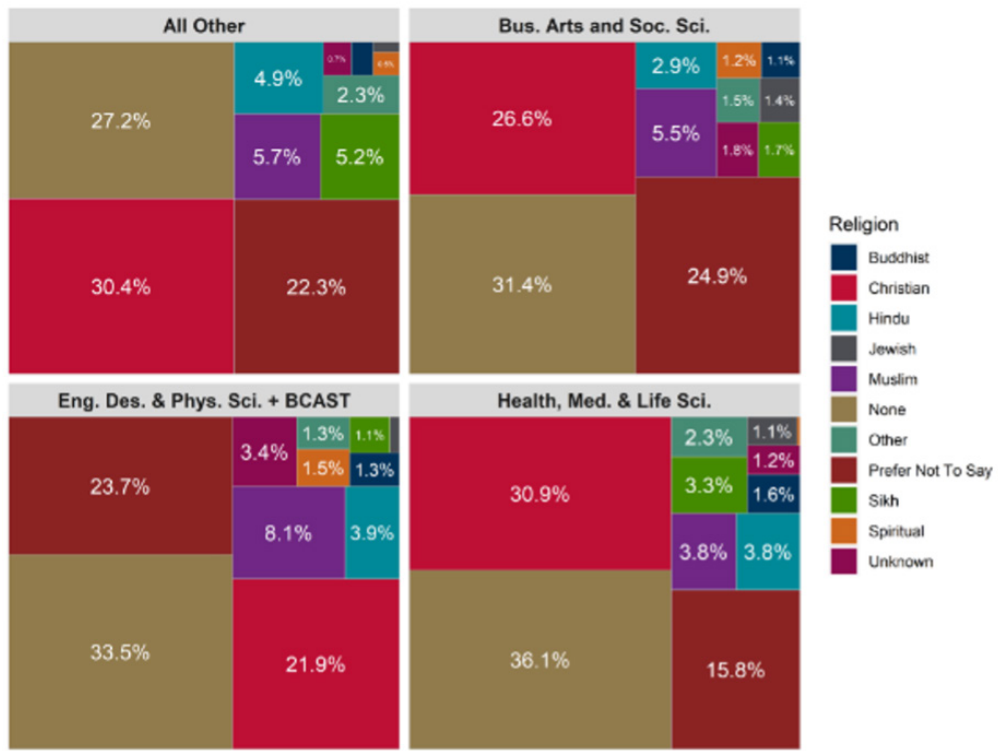
Staff composition - % staff by religion

Highlights
- The majority of colleagues do not identify with a religion at 30.9%.
- 22.7% of colleagues prefer not to say.
- The highest declared religion is Christian at 27.8%.

## Staff composition – religion by college vs. all other staff

All other – include all other directorates excluding the three Colleges and BCAST

Highlights
- CHMLS has the highest no religion at 36.1% and the highest Christian religion at 30.9%.
- CEDPS/BCAST has the highest unknown religion at 23.7%. It also has the highest Muslim religion at 8.1%.

Staff composition - % staff by sexual orientation
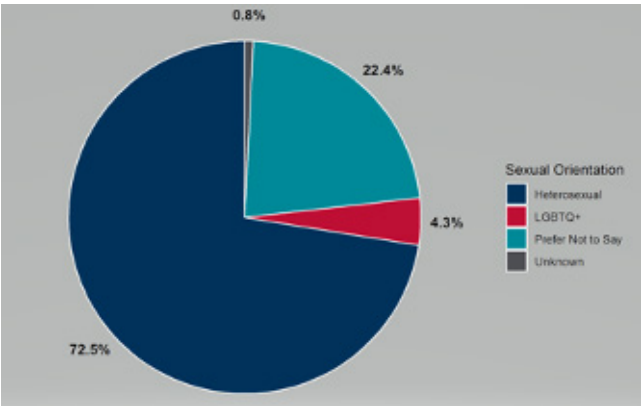
Sexual Orientation	2019/20		2020/21		2021/22	
	FTE	%	FTE	%	FTE	%
Heterosexual	1,392.0	67.5%	1,445.3	69.8%	1,571.5	72.5%
LGBTQ+	77.8	3.8%	83.0	4.0%	93.0	4.3%
Prefer not to say	516.9	25.1%	510.6	24.7%	486.5	22.4%
Unknown	76.4	3.7%	30.9	1.5%	17.0	0.8%
Total	2,063.1		2,069.8		2,168.0	

Highlights

- 4.3% of colleagues identify as LGBTQ+.
- 22.4% prefer not to say.
- We have seen a small decrease in the numbers of staff identifying as Unknown.

## Staff composition – sexual orientation by college vs. all other staff
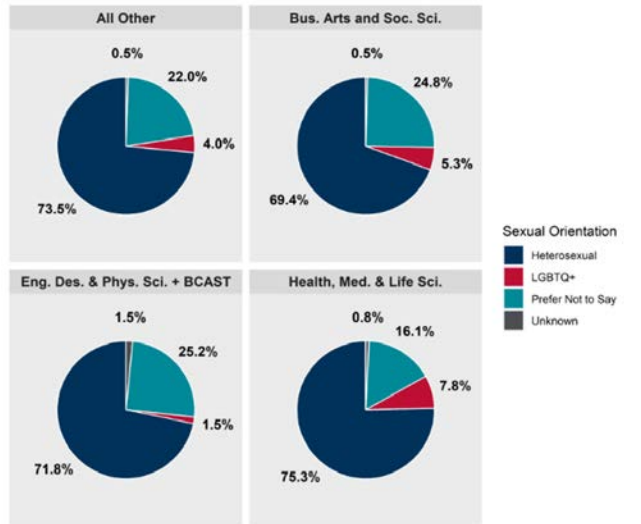
All other – include all other directorates excluding the three Colleges and BCAST
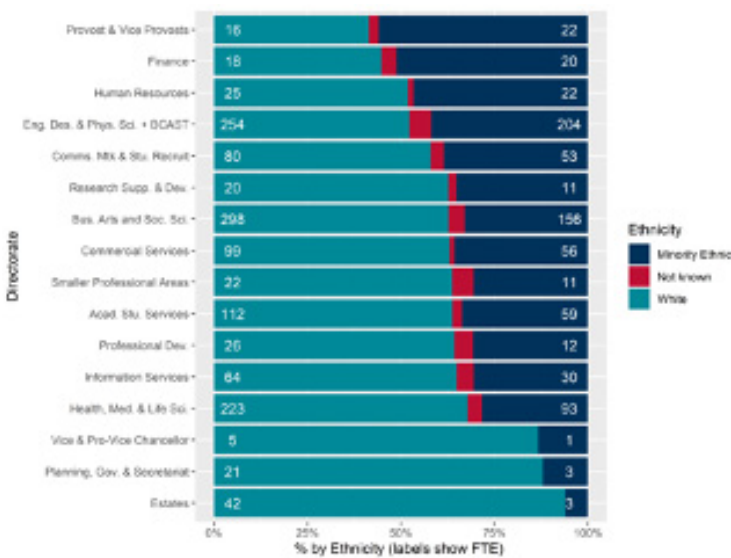
Highlights

- CHMLS has the highest disclosure rate for sexual orientation with 16.1% who prefer not to say.
- CEDPS/BCAST has the lowest disclosure rate with 25.2% who prefer not to say and 1.5% identifying as LGBTQ+.

Staff composition - by directorate and gender
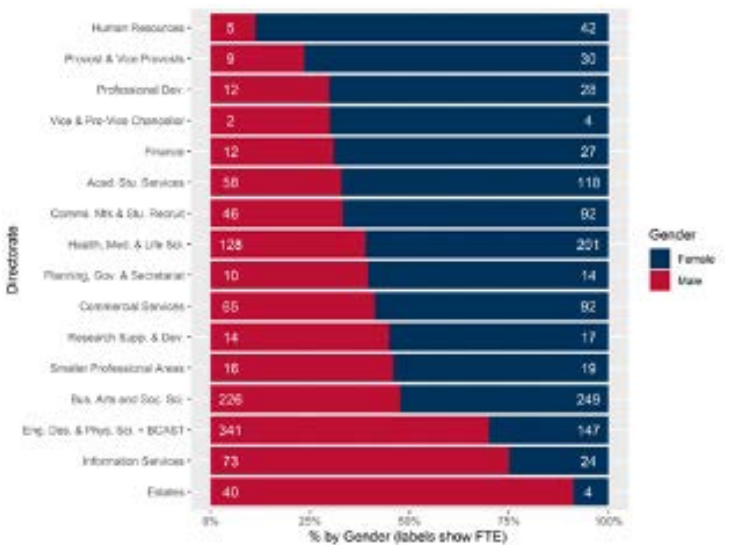
Despite differences in size of departments, CBASS has the most even balance of men and women at the university. Estates on the other had has the poorest gender balance in favour of men. Human Resources has the poorest gender balance in favour of women. Positive action has previously been taken to improve gender balances in some directorates such as Human Resources.

## Staff composition - by directorate and ethnicity

Highlights

- Estates employs the highest number of colleagues who identify as White.
- The office of the Provost and Vice Provost employs the highest number of colleagues who identify as other ethnicities.

This chart helps to identify where positive action might be targeted to achieve more even ethnicity representation.
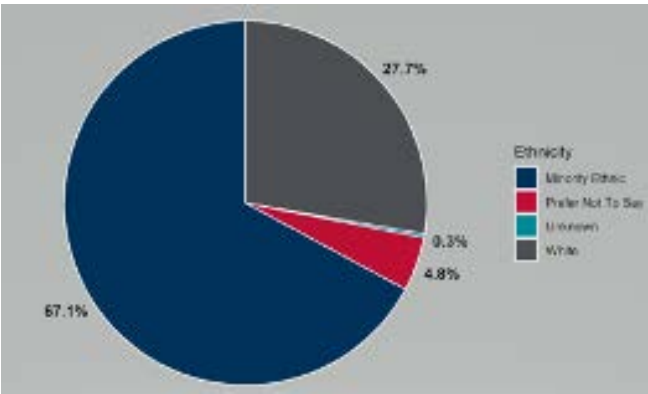
Recruitment and selection data – applications by gender
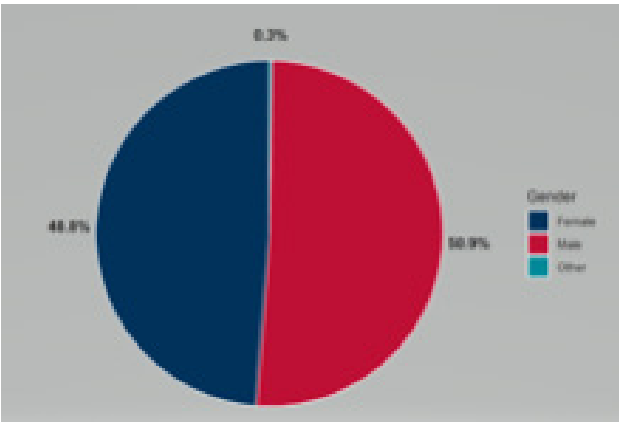
Highlights

- The number of applications between men and women in 2021/22 is relatively even. This has remained consistent across the last three years.

## Recruitment and selection data – applications by ethnicity

		Ethnicity				Total
		Minority Ethnic	Prefer No To Say	Unknown	White	
2019/20	Applicants	2,828	-	266	2,158	**5,252**
	%	53.8%	-	5.1%	41.1%	
	Applications	3,676	-	346	2,590	**6,612**
	%	55.6%	-	5.2%	39.2%	
	Mean Applications	1.3	-	1.3	1.2	
2020/21	Applicants	3,154	-	290	1,766	**5,210**
	%	60.5%	-	5.6%	33.9%	
	Applications	4,416	-	319	2,296	**7,031**
	%	62.8%	-	4.5%	32.7%	
	Mean Applications	1.4	-	1.1	-	
2021/22	Applicants	2,973	197	14	1,353	**4,537**
	%	65.5%	4.3%	0.3%	29.8%	
	Applications	3,996	286	19	1,650	**5,951**
	%	67.1%	4.8%	0.3%	27.7%	
	Mean Applications	1.3	1.5	1.4	1.2	

Highlights

- The highest number of applicants in 2021/22 were from other ethnicities at 67.1%. This was approx. 4% higher than in 2020/21 and approximately 10% higher than in 2019/20.
- Applicants from White category sits at 27.7%, which was approx. 5% lower than 2020/21 and 11% lower than in 2019/20.
- The number of applicants who are unknown has reduced by 4% since 2020/21 to 0.3%.
- In 2021/22 we added a prefer not to say category within e-recruiter to reduce the unknown, 4.8% of applicants selected this category.

## Recruitment and selection data – applications by age
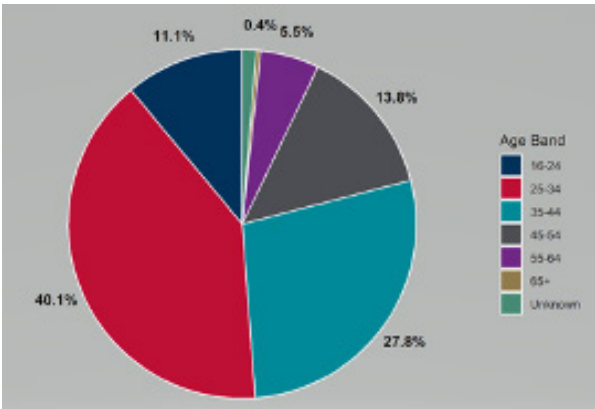
		Age Band							Total
		16-24	25-34	35-44	45-54	55-64	65+	Unknown	
2019/20	Applicants	510	1,888	1,479	839	322	47	-	5,085
	%	10.0%	37.1%	29.1%	16.5%	6.3%	0.9%	-	
	Applications	663	2,454	1,923	1,007	419	56	-	6,522
	%	10.2%	37.6%	29.5%	15.4%	6.4%	0.9%	-	
	Mean Applications	1.3	1.3	1.3	1.2	1.3	1.2	-	
2020/21	Applicants	767	1,965	1,390	682	258	22	-	5,084
	%	15.1%	38.7%	27.3%	13.4%	5.1%	0.4%	-	
	Applications	997	2,751	1,946	887	361	28	-	6,970
	%	14.3%	39.5%	27.9%	12.7%	5.2%	0.4	-	
	Mean Applications	1.3	1.4	1.4	1.3	1.4	1.3	-	
2021/22	Applicants	506	1,813	1,301	607	247	22	41	4,537
	%	11.2%	40.0%	28.7%	13.4%	5.4%	0.5%	0.9%	
	Applications	658	2,388	1,657	822	325	24	77	5,951
	%	11.1%	40.1%	27.8%	13.8%	5.5%	0.4%	1.3%	
	Mean Applications	1.3	1.3	1.3	1.4	1.3	1.1-	1.9	

Highlights

- The largest number of applications is from the 25-34 age range.
- There are no significant variations in age range applications data over the past three years.

## Recruitment and selection data – applications by disability
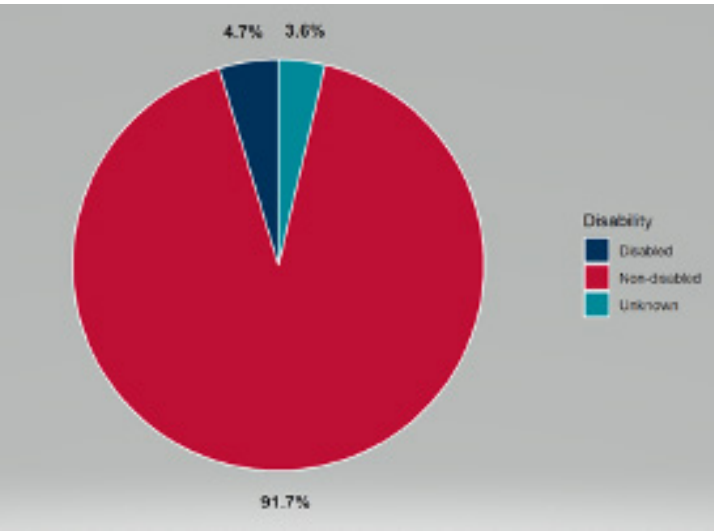
		Disability			
		Disabled	**Non-disabled**	**Unknown**	**Total**
2019/20	Applicants	188	4,641	-	**4.828**
	%	3.9%	96.1%	-	
	Applications	244	6,033	-	**6,277**
	%	3.9%	96.1%	-	
	Mean Applications	1.3	1.3	-	
2020/21	Applicants	209	4,642	-	**4,851**
	%	4.3%	95.7%	-	
	Applications	293	6,499	-	**6,792**
	%	4.3%	95.7%	-	
	Mean Applications	1.4	1.4	-	
2021/22	Applicants	204	4,167	166	**4,537**
	%	4.5%	91.8%	3.7%	
	Applications	277	5,457	217	**5,951**
	%	4.7%	91.7%	3.6%	
	Mean Applications	1.4	1.3	1.3	**4.0**

Highlights

- The number of applicants who declare a disability has increased marginally over the past three years from 3.9% in 2019/20 to 4.7% in 2021/22.
- This year we have 3.6% of applicants whose disabled status is unknown.

## Recruitment and selection data – applications by religion
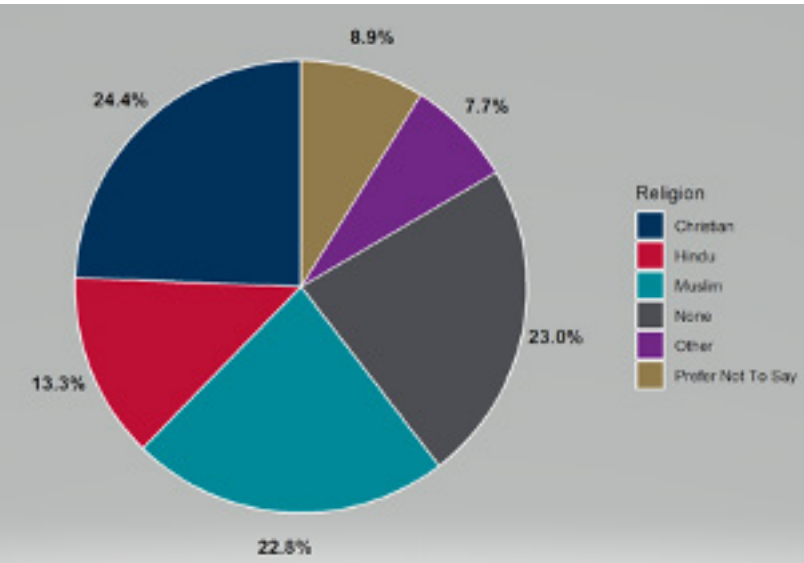
		Religion							
		Christian	**Hindu**	**Muslim**	**None**	**Other**	**Prefer Not To Say**	**Unknown**	**Total**
2019/20	Applicants	1,402	408	848	1,573	408	-	312	**4.950**
	%	28.3%	8.2%	17.1%	31.8%	8.2%	-	6.3%	
	Applications	1,822	530	1,187	1,888	530	-	655	**6,612**
	%	27.6%	8.0%	18.0%	28.6%	8.0%	-	9.9%	
	Mean Applications	1.3	1.3	1.4	1.2	1.3	-	2.1	
2020/21	Applicants	1,415	549	979	1,392	419	-	313	**5,066**
	%	27.9%	10.8%	19.3%	27.5%	8.3%	-	6.2%	
	Applications	1,840	768	1,370	1,809	587	-	657	**7,031**
	%	26.2%	10.9%	19.5%	25.7%	8.3%	-	9.3%	
	Mean Applications	1.3	1.4	1.4	1.3	1.4	-	2.1	
2021/22	Applicants	1,121	561	973	1,131	354	397	-	**4,537**
	%	24.7%	12.4%	21.4%	24.9%	7.8%	8.8%	-	
	Applications	1,450	791	1,357	1,367	457	529	-	**5,951**
	%	24.4%	13.3%	22.8%	23.0%	7.7%	8.9%	-	
	Mean Applications	1.3	1.4	1.4%	1.2	1.3	1.3	-	

Please note: This year we removed the Unknown category in our forms to eliminate blank responses

Highlights

- The majority of applicants were from Christian religion.
- Between 2019/20 and 2021/22 there is marginal growth of 5.3% in the religion Hindu, as well as a marginal drop by approximately 5.6% in those identifying as no religion, otherwise there are no significant changes over the past three years.
- E-recruiter was updated in 2021/22 so that candidates have to select a category. This has therefore eliminated the Unknown in religion at the recruitment stage, however 8.9% of candidate prefer not say.

## Recruitment and selection data – applications by sexual orientation
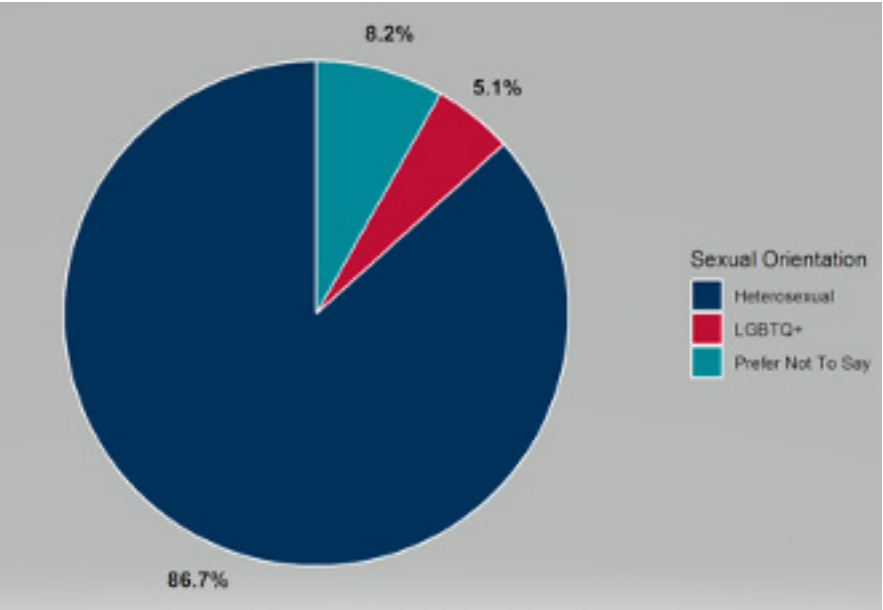
		Sexual Orientation				
		Heterosexual	LGBTQ+	Prefer Not To Say	Unknown	Total
2019/20	Applicants	4,362	300	-	277	**4,939**
	%	88.3%	6.1%	-	5.6%	
	Applications	5,670	360	-	582	**6,612**
	%	85.8%	5.4%	-	8.8%	
	Mean Applications	1.3	1.2	-	2.1	
2020/21	Applicants	4,317	338	-	277	**4,932**
	%	87.5%	6.8%	-	5.6%	
	Applications	6,044	405	-	582	**7,031**
	%	86.0%	5.8%	-	8.3%	
	Mean Applications	1.4	1.2	-	2.1	
2021/22	Applicants	3,902	248	387	-	**4,537**
	%	86.0%	5.5%	8.5%	-	
	Applications	5,159	305	487	-	**5,951**
	%	86.7%	5.1%	8.2%	-	
	Mean Applications	1.3	1.2	1.3	-	**3.8**

Data Systems changed our forms to eliminate blank by removing the Unknown category

Highlights

- There are no significant changes in the number of applicants who identify themselves as LGBTQ+ over the past three years.
- As outlined above e-recruiter was update to remove unknowns at recruitment stage. 8.2% of candidates selected prefer not to say. This was roughly equivalent to the unknowns in the previous two years.

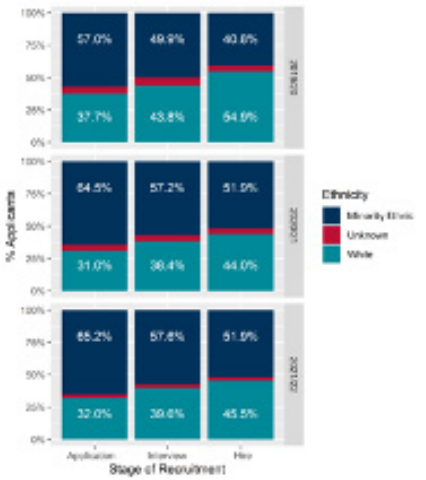## Recruitment and selection data – stage in recruitment by gender
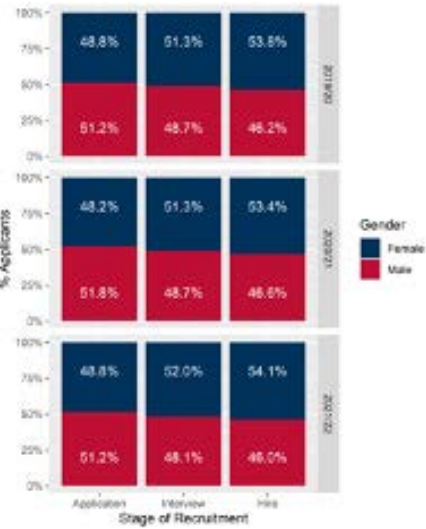
This chart shows the progression of applicants from application to appointment by gender.

Highlights

- Over the past three years slightly more men than women have applied for posts at Brunel.
- In 2021/22 women were more successful than men in their appointment by 5.3%. This is an ongoing trend over the past three years.

## Recruitment and selection data – stage in recruitment by ethnicity

This chart shows the progression from application to appointment by ethnicity.

Highlights

- Over the past three years there have been more applications from candidates identifying as Ethnic Minority than White candidates.
- In 2021/22 candidates appointed to posts from ethnic minorities were 13.3 lower than the applications received. There was a drop of 7.6% from the number of applications received to invite to interview for applicants from ethnic minorities.
- Overall, white candidates were therefore 13.5% more successful than Ethnic Minority candidates based on applications received. This is an ongoing trend over the past three years.
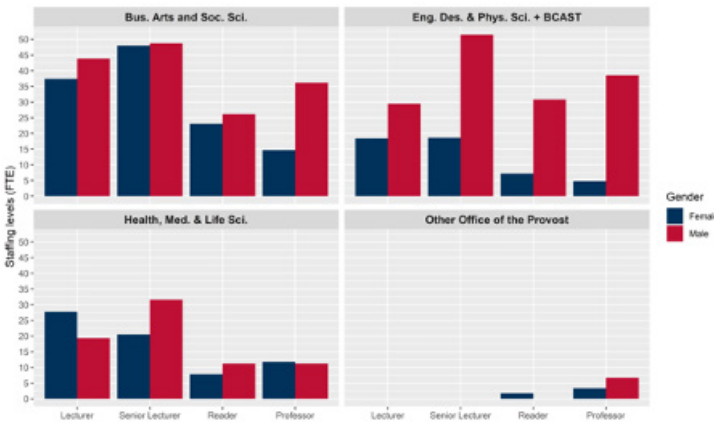
Contract type (gender) – academic teaching & research
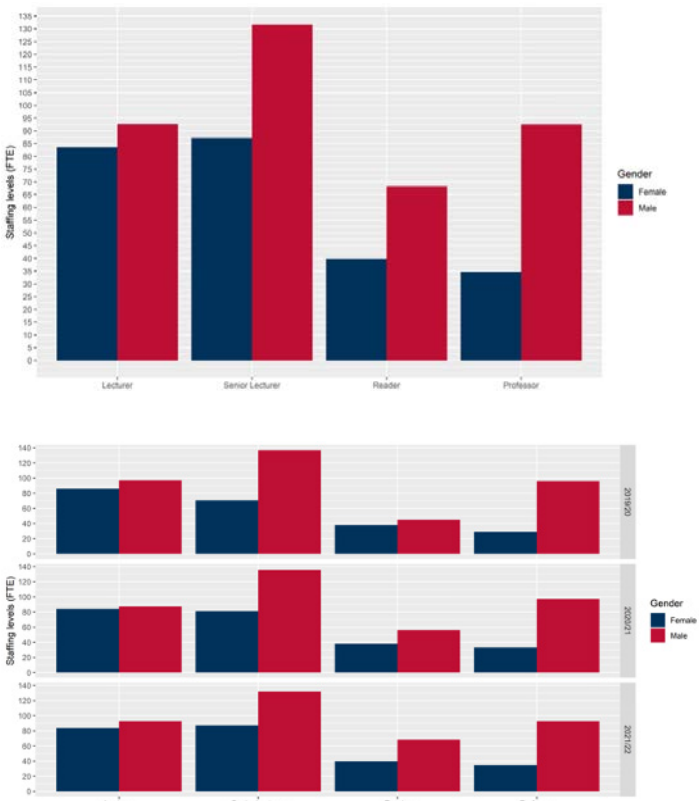
The above charts show academic colleagues by post over the last three years.
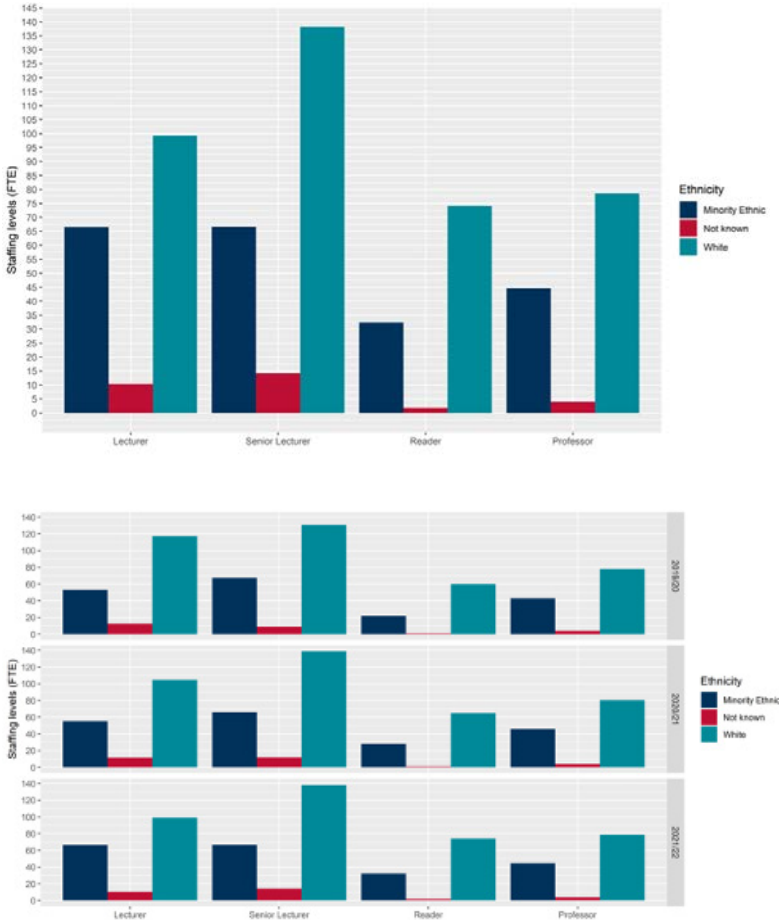
Highlights

- There is an ongoing pattern that men still significantly hold more senior academic position at Brunel.
- In 2019/20 there was a more level picture for men and women in Reader positions, however this seems to have decreased for women over the past two years.


Highlights

- The difference in balance of men and women is higher in CEDPS/BCAST.
- The most even spread of men and women in these higher grades is in CHMLS.

Contract type (ethnicity) – academic teaching & research
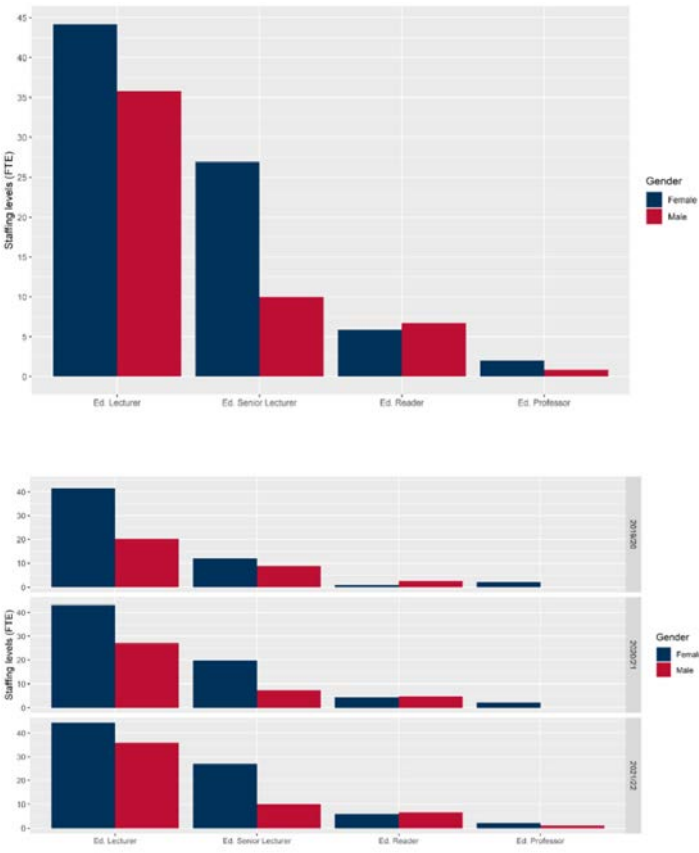

Highlights

- Most colleagues in the Senior Academic and Research roles of Reader and Professor are of White identity. This is an ongoing trend over the past three years.
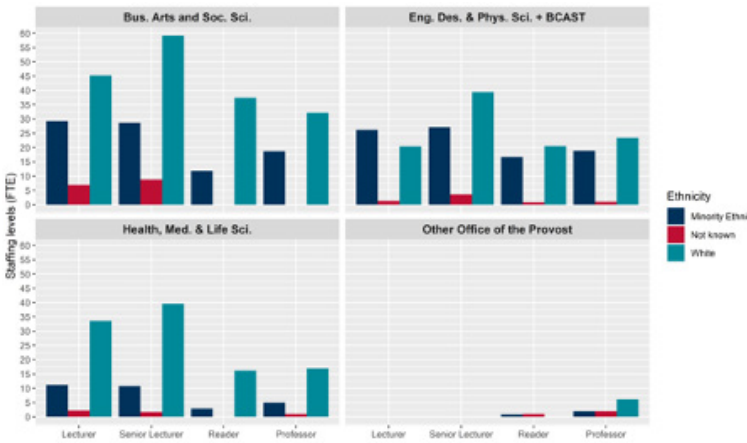

Based on the full-time equivalent (FTE), CHMLS has the least number of Readers and Professors from ethnic minorities but employs the least number of colleagues in this category overall. CEDPS/BCAST has the most even match against ethnicity based on FTE.

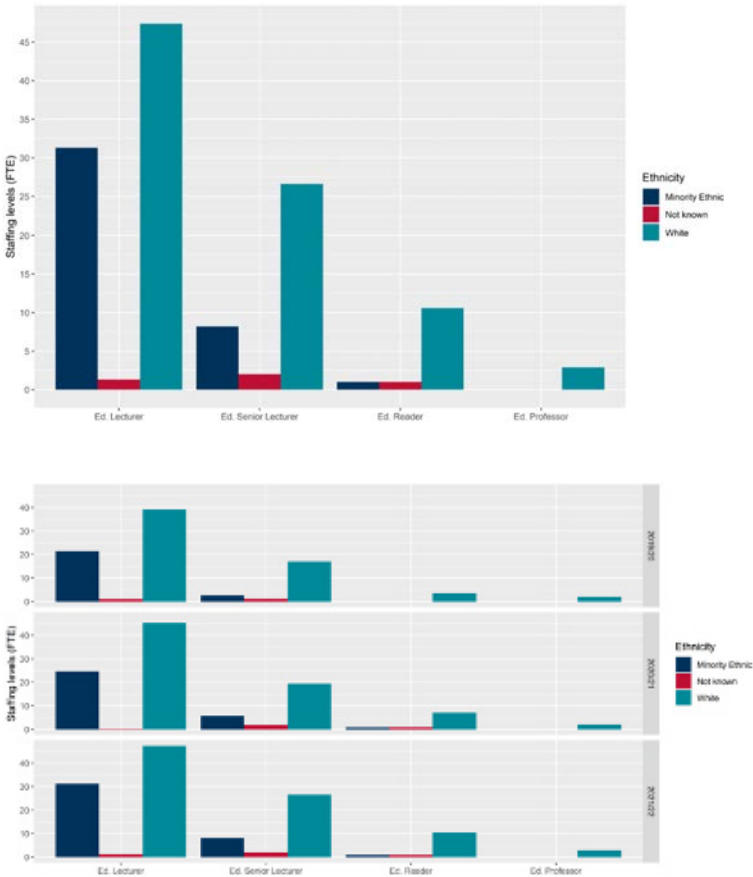## Contract type (gender) – academic teaching only

Highlights

• The majority of colleagues employed on academic teaching only contracts are in Lecturer and Senior Lecturer positions and are women.
• There has been moderate growth in the number of both men and women in Reader and Professor Education posts.
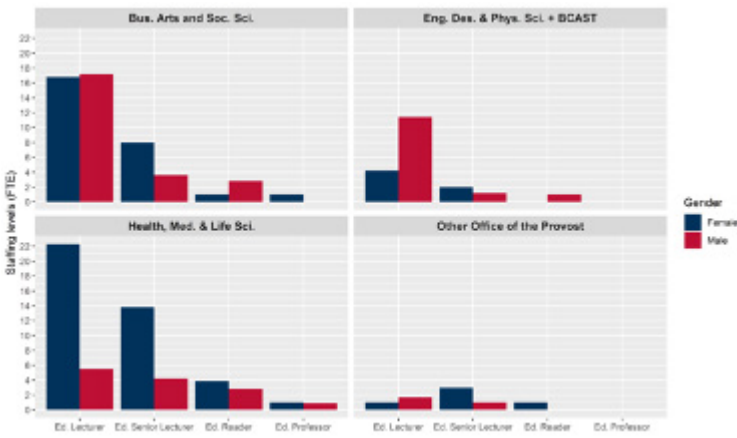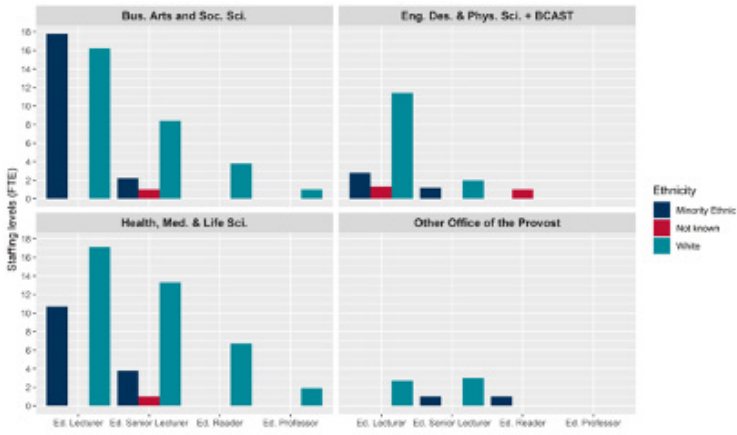

Highlights

• CHMLS and CBASS employ the most colleagues on academic teaching contracts.
• In CHMLS the majority of these in lecturer and senior lecturer roles are women.

Contract type (ethnicity) – academic teaching only

Highlights

• The majority of colleagues identifying as ethnic minority on academic teaching contracts are in lecturer roles.
• The numbers reported for Education Professors is less than five and unreportable.

CBASS employs more colleagues who identify as ethnic minority on academic teaching Lecturer roles than White colleagues.

Contract type (gender) – academic research

Highlights

- Most colleagues in academic research roles are men. The majority of these colleagues are employed within CEDPS and BCAST.
- The majority of roles are employed as research assistants.
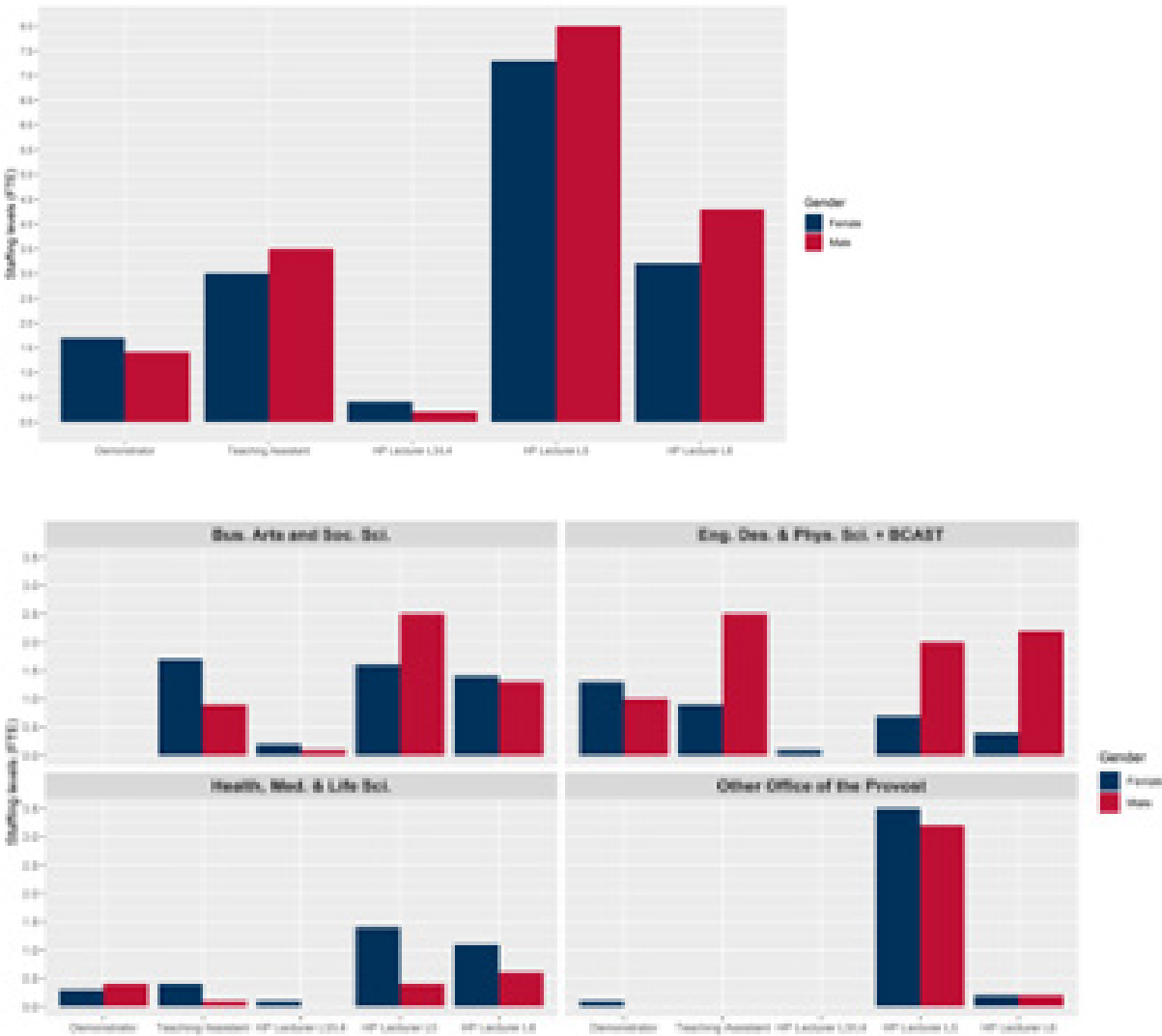
Contract type (ethnicity) – academic research

Highlights

- The majority of colleagues employed in academic research roles identify as ethnic minorities, and the majority are employed by CEDPS and BCAST.

Contract type (gender) – academic hourly paid teaching

Highlights

- Based on FTE, more men are employed on hourly paid contracts.
- There is slight increase in the number of men employed in the higher hourly paid grades.
- In CHMLS more women are employed at the higher hourly rates.
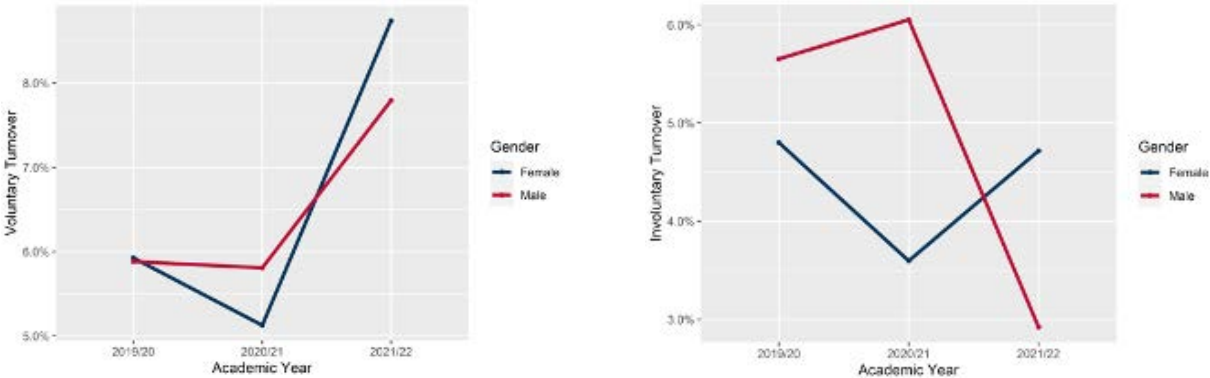
Contract type (ethnicity) – academic hourly paid teaching
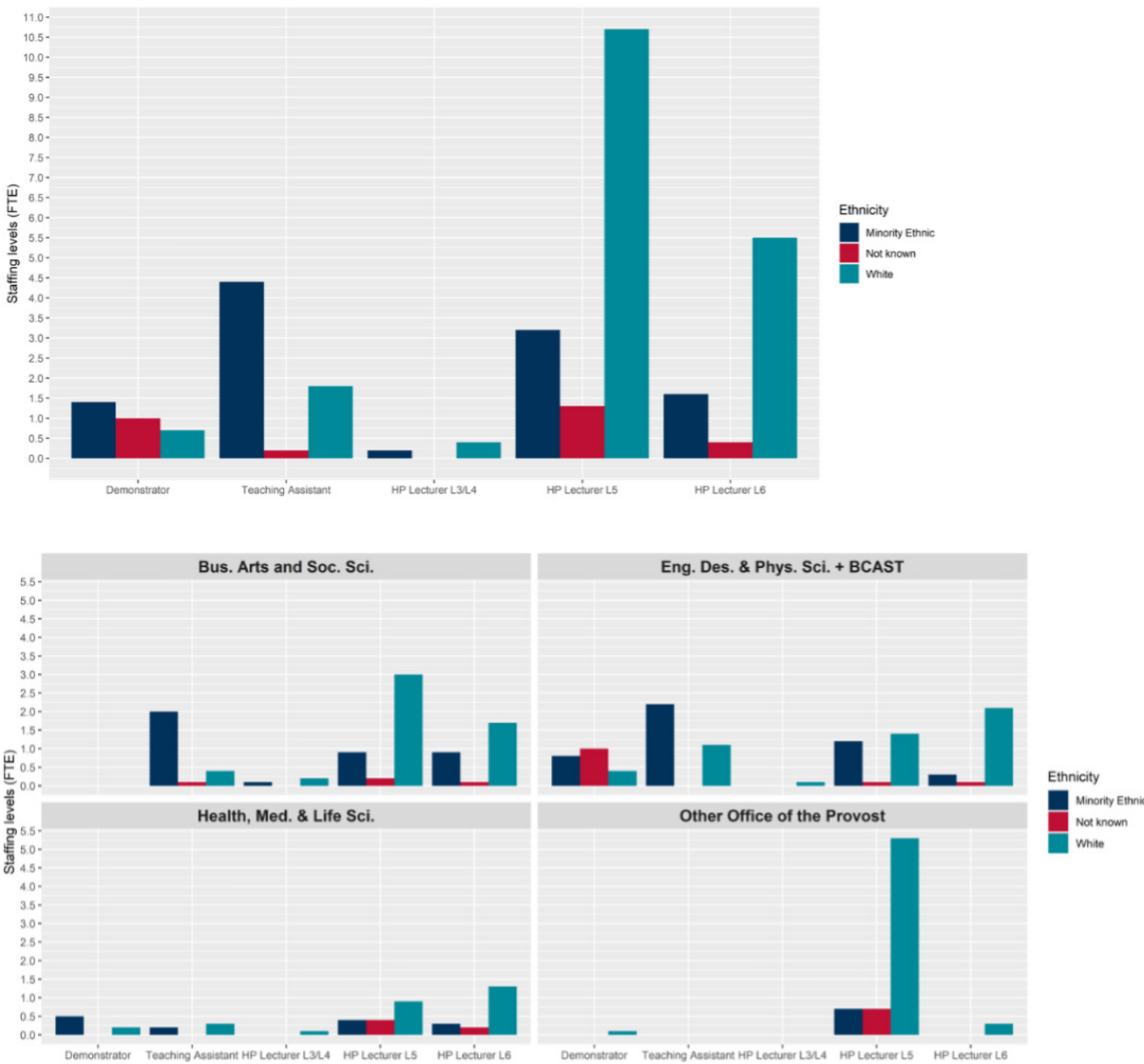
Highlights

- The majority of hourly paid colleagues are of white ethnicity. This is particularly the case with those employed in the higher hourly paid grades.
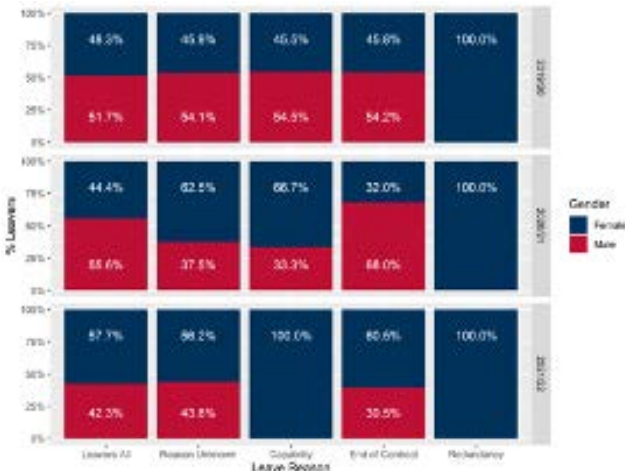
Turnover (gender) – voluntary and involuntary

Academic Year	Gender	Headcount	Leavers	Involuntary	Voluntary	Turnover	Voluntary Turnover	Involuntary Turnover
2019/20	Female	1,333	160	64	79	12.0%	5.9%	4.8%
	Male	1,309	171	74	77	13.1%	5.9%	5.7%
2020/21	Female	1,307	120	47	67	9.2%	5.1%	3.6%
	Male	1,240	150	75	72	12.1%	5.8%	6.1%
2021/22	Female	1,442	207	68	126	14.4%	8.7%	4.7%
	Male	1,334	152	39	104	11.4%	7.8%	2.9%

Highlights

- Turnover was 14.4% for women and 11.4% for men in 2021/22.
- Voluntary turnover has increased for both men and women. For women this has increased by approx. 3.6% to 8.7% and for men it has increased by approx. 2% to 7.8%.
- Involuntary turnover, which includes redundancy, capability, non-confirmed probation, was approximately 4.7% for women and 2.9% for men. This was an increase of approx. 1.8% for women and a drop of 3.2% for men.
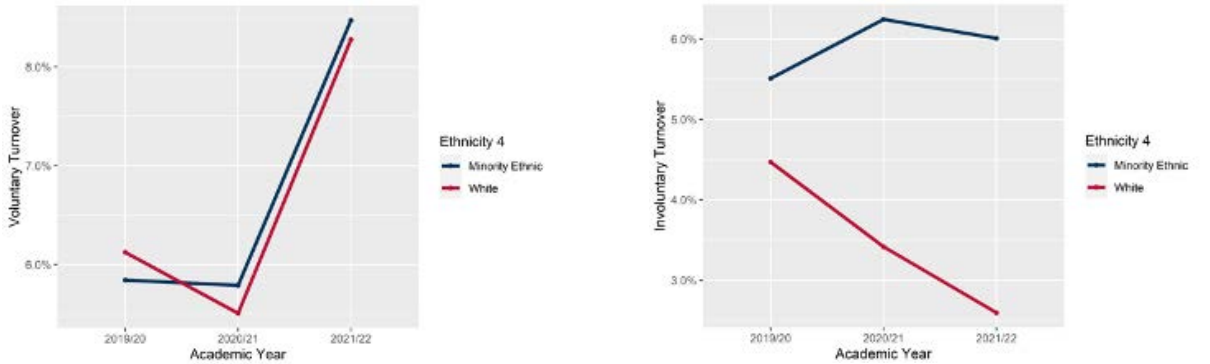
Leavers by gender

Highlights

- The majority of those leaving in 2021/22 were women. All those leaving for reason of capability and redundancy were women.

## Turnover (ethnicity) – voluntary and involuntary

Academic Year	Ethnicity 4	Headcount	Leavers	Involuntary	Voluntary	Turnover	Voluntary Turnover	Involuntary Turnover
2019/20	Minority Ehnic	907	114	50	53	12.6%	5.8%	5.5%
	White	1,633	186	73	100	11.4%	6.1%	4.5%
2020/21	Minority Ehnic	881	109	55	51	12.4%	5.8%	6.2%
	White	1,580	147	54	87	9.3%	5.5%	3.4%
2021/22	Minority Ehnic	1,016	160	61	86	15.8%	8.5%	6.0%
	White	1,656	187	43	137	11.3%	8.3%	2.6%

Highlights

- Turnover was 15.8% for other ethnicities and 11.3% for white colleagues.
- 8.4% of voluntary turnover was by colleagues identifying as other ethnicities. 8.3% of voluntary turnover was from colleagues of white ethnicity. This was an increase of approx. 2.7% from the previous years for all colleagues.
- The above table shows that in 2021/22 the majority of colleagues leaving were white ethnicity. The actual number for white staff is 187 and 160 Ethnic Minority staff.
- Data shows that those from other ethnic backgrounds were more likely to be subject to involuntary turnover than their white counterparts. Involuntary turnover is around 2.6% for colleagues from a white background and 6% for colleagues from other ethnic background. This also shows an increase overall in the last three years for those from ethnic minorities (0.5%) but a decrease for those from white backgrounds (1.8%).

Leavers by ethnicity
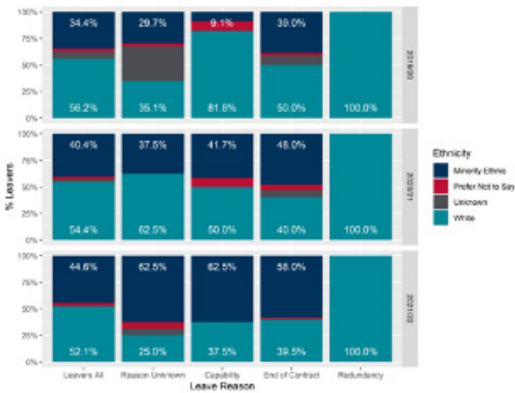
Highlights

- In 2021/22 the majority of those leaving for unknown reasons, capability and end of contract were from ethnic minorities.
- All leavers due to redundancy were from a white background. In previous years, apart from in 2020/21 for end of contract, the majority of colleagues leaving for these reasons were white.
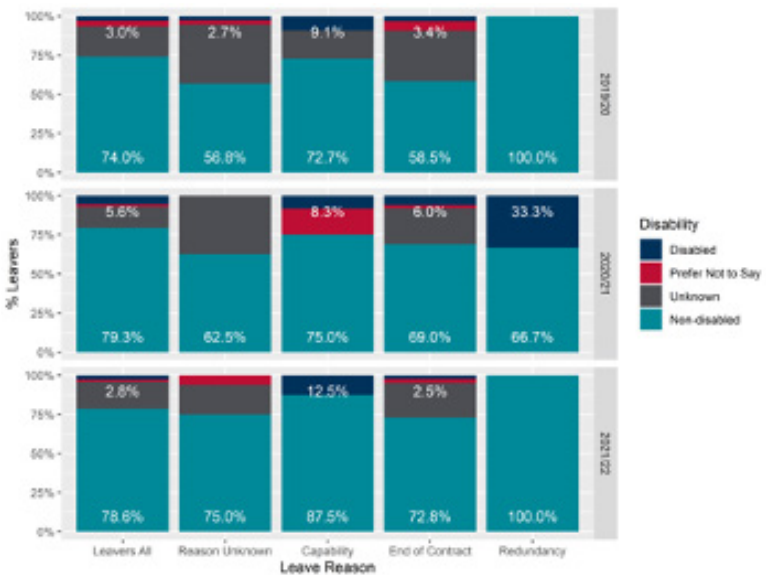
Leavers – by sexual orientation
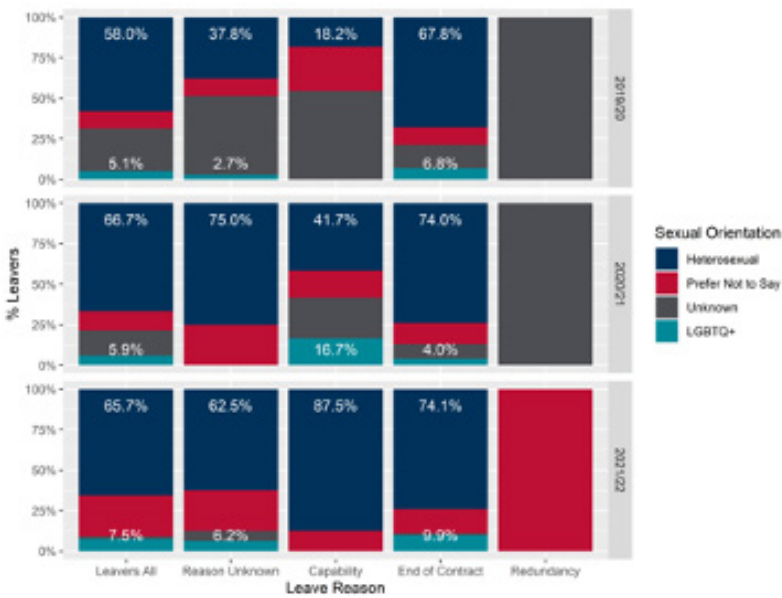
Highlights
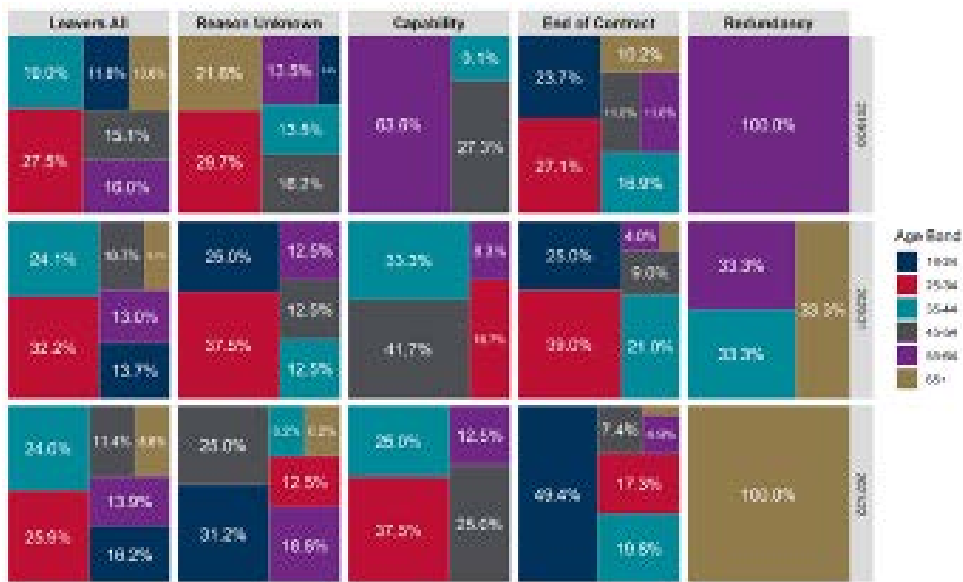
• The majority of colleagues leaving Brunel are heterosexual.

Leavers – by disability

Highlights

• The above indicates that 12.5% of colleagues with a disability left due to capability in 2021/22.

Leavers by age

Academic Year	Age Band	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2019/20	16-24	11.8%	5.4%	0.0%	23.7%	0.0%
	25-34	27.5%	29.7%	0.0%	27.1%	0.0%
	35-44	19.0%	13.5%	9.1%	16.9%	0.0%
	45-54	15.1%	16.2%	27.3%	11.0%	0.0%
	55-64	16.0%	13.5%	63.6%	11.0%	100.0%
	65+	10.6%	21.6%	0.0%	10.2%	0.0%
2020/21	16-24	13.7%	25.0%	0.0%	25.0%	0.0%
	25-34	32.2%	37.5%	16.7%	39.0%	0.0%
	35-44	24.1%	12.5%	33.3%	21.0%	33.3%
	45-54	10.7%	12.5%	41.7%	9.0%	0.0%
	55-64	13.0%	12.5%	8.3%	4.0%	33.3%
	65+	6.3%	0.0%	0.0%	2.0%	33.3%
2021/22	16-24	16.2%	31.2%	0.0%	49.4%	0.0%
	25-34	25.9%	12.5%	37.5%	17.3%	0.0%
	35-44	24.0%	6.2%	25.0%	19.8%	0.0%
	45-54	11.4%	25.0%	25.0%	7.4%	0.0%
	55-64	13.9%	18.8%	12.5%	4.9%	0.0%
	65+	8.6%	6.2%	0.0%	1.2%	100.0%

Highlights

• The majority of leavers in 2021/22 were in the 25-34 age category. The second highest is the 35-44 age group. This is continuing trend over the past three years.

• Despite being the second highest age category overall (24.3%), those in the age group 45-54 are less likely to leave.

• Colleagues in the 25-34 category were the most likely to leave due to capability and those in the age range 16-24 were most likely to leave due to end of contract.
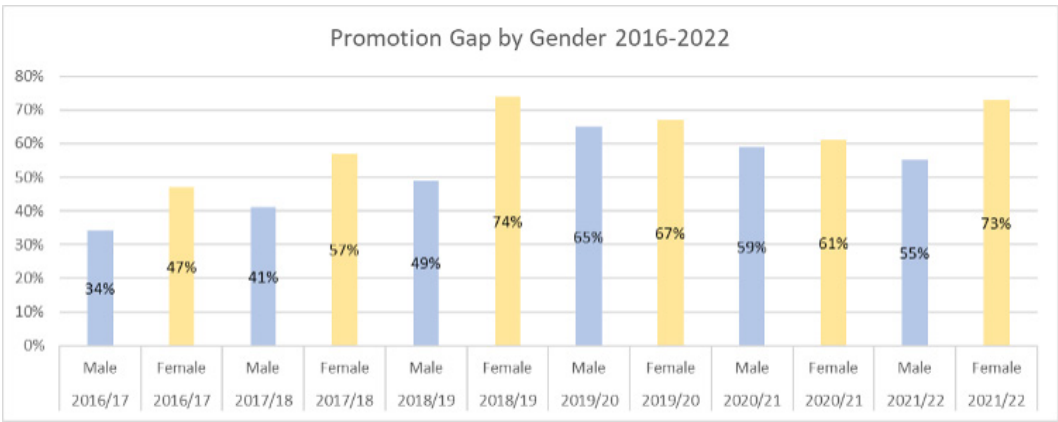
Academic promotions

Promotion Success Rate 2016-2022

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Applications Submitted	91	79	88	104	135	130
Promoted	35	37	47	88	81	84
Success Rate %	38%	47%	53%	85%	60%	65%

Highlights

- 65% of colleagues who applied for promotion in 2021/22 were successful.

Promotions Success Rate by College 2021/22

	BCAST	CBASS	CEDPS	CHMLS	Institutes
Applied	6	48	37	38	1
Successful	2	34	19	28	1
Success Rate %	33%	71%	51%	74%	100%
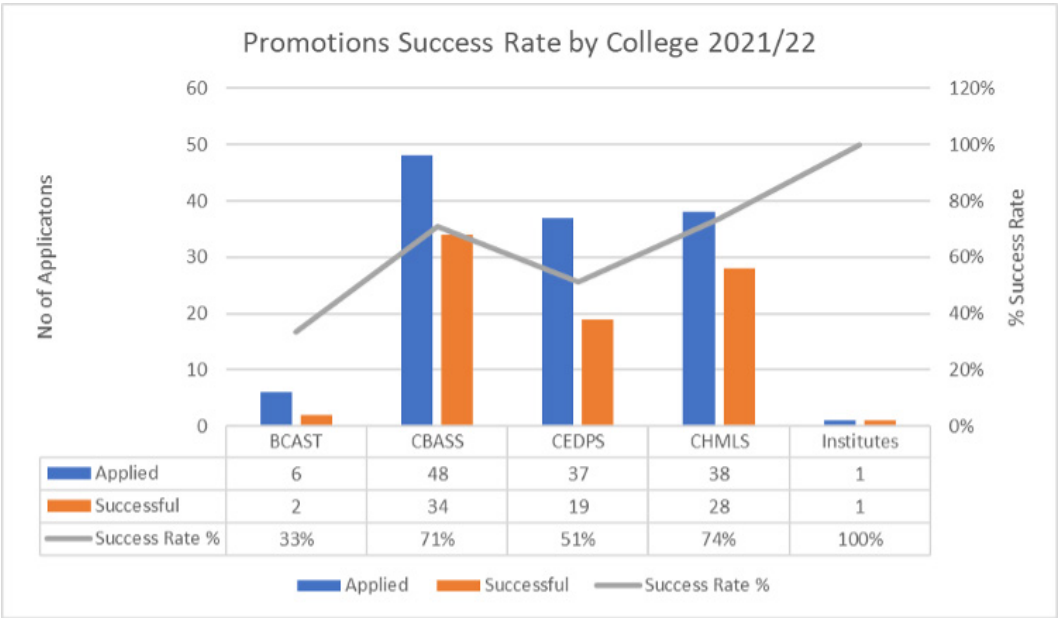
Highlights

- CHMLS had the highest success rate for promotions.

Promotion Gap by Gender 2016-2022

Highlights

- 73% of women and 55% of men were successful in 2021/22. There is an ongoing trend for women to be more successful.

- The number of applications from women has more than doubled over the last three years.

Promotions Success Gap by Ethnicity 2017-2022
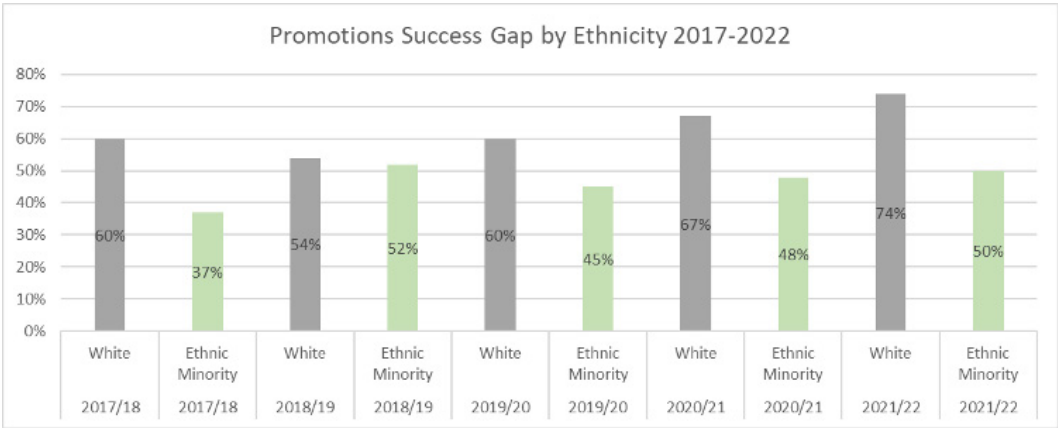
Highlights

- 50% of colleagues from a Black, Asian, Minority Ethnic background and 74% of colleagues from a white background were successful in 2021/22. This is a continuing trend over the past five years.

	2018/19		2019/20		2020/21		2021/22	
	Applications	Success	Applications	Success	Applications	Success	Applications	Success
Disability	3.4% (3/88)	-	1.9% (2/104)	-	2.2% (3/135)	100%	2.3% (3/130)	67% (2/3)
Other sexual orientation	9% (8/88)	-	3.9% (4/104)	-	2.2% (3/135)	100%	3.8% (5/130)	60% (3/5)

Academic Promotions Data on other protected characteristics.

Note: Disability defined as staff who declared they have a disability. Other sexual orientation defined as staff who declared their sexual orientation other than prefer not to say or straight/heterosexual.

Highlights

- 2.3% of eligible colleagues with a disability applied for promotion in 2021/22 and 67% were successful.
- 3.8% of eligible colleagues who identified as LGBTQ+ applied for promotion in 2021/22 and 60% were successful.

Professional Services Promotions

Gender	Promoted	Eligible	Success rate	% Promoted
Female	65	740	64%	8.8%
Male	36	457	36%	7.9%
Total	101	1197		8.4%

Highlights
- Most professional services colleagues promoted were women (64%).

Ethnicity	Promoted	Eligible	Success rate	% Promoted
Minority Ethnic	49	394	49%	12.4%
Prefer Not To Say	2	27	2%	7.4%
White	50	772	50%	6.5%
Total	101	1193		8.5%

Highlights
- 50% of professional services colleagues promoted were of white ethnicity, 49% were ethnic minority, 2% prefer not to say. The final column shows the percentage of colleagues promoted from those eligible.
- Colleagues from other ethnic backgrounds had the highest promotion rates at 12.4%, followed by prefer not to say at 7.4% and then white at 6.5%.

Disability	Promoted	Eligible	Success rate	% Promoted
Disabled	7	59	7%	11.9%
Not Disabled	94	1067	93%	8.8%
Total	101	1126		9.0%

Highlights
- 7% of professional services colleagues promoted had declared a disability. 11.9% of eligible colleagues with a disability were promoted.

Sexual orientation	Promoted	Eligible	Success rate	% Promoted
Bi/bisexual	1	16	1%	6.3%
Gay	1	16	1%	6.3%
Heterosexual/Straight	87	851	86%	10.2%
Prefer Not to Say	12	300	12%	4.0%
Total	101	1183		8.5%

Highlights
- Most Professional Services colleagues promoted identified as heterosexual/straight 86%, bi-sexual 1%, gay 1% and prefer not to say 12%.
- 10.2% of eligible colleagues identifying as heterosexual/straight were promoted, with 6.3% of colleagues identifying as bisexual and 6.3% of colleagues identifying as gay.

Definitions and background information

Headcount: number of employees. Each employee counts as one, irrespective of how many hours they are contracted to work.

2019/20		2020/21		2021/22	
Leaver count	Headcount	Leaver coun	Headcount	Leaver coun	Headcount
331	2,642	270	2,546	359	2,776

Full-time hours: 35 hours

Full Time Equivalent (FTE): For an individual FTE is the hours they are contracted to work, expressed as proportion of full-time hours - 35 hours. For an organisation, it is the sum of these individual FTEs for all of its employees. FTE is a measure of the total workload, expressed as a headcount.

Full Person Equivalent (FPE): For an individual FPE is the time they are contracted to work on distinct activities, expressed as a proportion of the total time they are contracted to work. Individuals contracted to work on different activities are therefore expressed as multiple fractional FPE figures that add up to one. For an organisation, FPE is the sum of these FPE figures for all its employees. This provides a headcount figure that avoids double counting in HEIs where staff is shared across different departments and different job functions within the HEI. (e.g., a person who is 50% research assistant and 50% administrator is counted as two halves, half research, half support).

Functional groups: Functional groups are defined in terms of job family and academic function as follows:

Administrative: Administrative, Apprentice, Graduate Intern, Work Placement

Excluded: PGCE Student (Non-employee)

Professional: Professional, Contractors (Directly employed)

Support: Ancillary Maintenance Miscellaneous, Casual, Technical

Teaching and Research: Lecturers, Senior Lecturers, Professors & Readers

Research only: All Research employees (Inc. Research Assistants and Fellows, International Researchers, Research Professors)

Teaching only: Educational Academic/Teaching Fellow, Educational Professor, Educational Reader, Professional Practice Academic, Professional Academic Professor

Teaching only (HP): Hourly Paid Lecturer/Link Tutors

CBASS - College of Business, Arts and Social Sciences

CEDPS - College of Engineering, Design and Physical Sciences

CHMLS - College of Health, Medicine and Life Sciences

BCAST - Brunel Centre for Advanced Solidification Technology