

**Colleagues Equality,  
Diversity and Inclusion**

**Annual and  
Workforce  
Monitoring Report**

2022/23





## Foreword

As one of the most diverse universities in the UK, Brunel is committed to providing our students and colleagues with a safe and respectful place to study, work and live.

That means creating an environment that gives everyone the opportunity to thrive as they should and in so doing, unlock the innovation, creativity and energy that comes from the diversity of our community. That is why being “powered by diversity” is a central pillar of our university strategy.

We’ve done a lot this year to drive our community-wide approach to ED&I, but our ambition is always to go much further, implanting and reflecting these values in everything we do.

- As we embed our new strategy and values in the coming months, we have the opportunity to build inclusivity and equality into all of our policies and practices, while dismantling the barriers that do exist.
- We’ve also continued to demonstrate our commitment to the Athena SWAN programme, with two departments (Health Sciences and Life Sciences) awarded Silver for the first time. While we also secured our institutional Bronze award, we have ambitions to work with these successful departments to help us achieve Silver
- We appeared for the first time in Stonewall’s Top 100 Employers list – and placed 10th among universities – recognising the work being done by so many to make our campus as inclusive and supportive as it can be.
- And we will continue to tackle disparities between student academic outcomes due to different social and cultural conditions and institutional barriers, which might prevent their deserved achievements from being awarded and recognised.

I’m 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 further change.

**Jonathan Wastling**  
Deputy Vice-Chancellor

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## Introduction

Welcome to our Equality Monitoring and Workforce Data Report, which provides an insightful overview of the demographics and diversity within our workforce. This report aims to shed light on various aspects, including age, gender, ethnicity, disability, sexual orientation, and religion or belief, for the academic year 22/23.

In these pages, you will find an exploration of key findings, enabling us to identify areas of strength, areas requiring attention, and opportunities for improvement. It is crucial for us to not only acknowledge the diverse backgrounds of our workforce but also to celebrate the unique contributions each member brings to our community.

We recognise the significance of ongoing monitoring and assessment to ensure fairness, inclusivity, and a supportive work environment for all. The data presented is a valuable tool for informed decision-making, enabling us to uphold our commitment to equality and diversity.



## Achievements

### Charter Marks and Awards

In the last six months, the university has achieved notable milestones, retaining its Athena Swan Bronze award for the organisation. Health Science successfully submitted their award and earned a Silver recognition. Consequently, the College of Health, Medicine, and Life Sciences now proudly holds two Athena Swan awards at Silver level. Our commitment to this agenda is further demonstrated by the initiation of a Silver application for the Computer Science department.

Looking ahead, we will sign up to introduce the Race Equality Charter (REC) in 2024.

The university has effectively validated its Level 3 Disability Confident submission and has retained the highest achievable award for the second consecutive year. Ongoing efforts will be directed toward ensuring the implementation of the provided recommendations.

The EDI team is currently streamlining the action plans derived from various charters and aligning them with our overarching university and Equality, Diversity, and Inclusion strategic vision. This intentional effort aims to ensure the consolidation of plans and the integration of EDI principles across all aspects of the university. Importantly, this approach is designed to eliminate duplication and non-alignment of actions, fostering a streamlined and coherent implementation of EDI initiatives across all charters.

### Career Development Framework

At Brunel, we want to nurture a culture of continuous, lifelong learning, providing support to colleagues aiming to advance their careers or enhance their professional skills. The Future is Yours program is built upon the Brunel career development framework called “Ways of Working,” designed to facilitate ongoing professional growth for individuals within Professional Services.

In the past year, we have introduced a career development framework tailored for employees seeking their first promotion or those in the early stages of their careers. The objective is to assist colleagues in developing their professional brand, enhancing confidence in articulating their value, fostering resilience and a growth mindset, practicing assertive communication, identifying and developing essential skills, and creating a career development plan for success in their respective fields.

As part of a pilot initiative, we have introduced an additional development option specifically for Black, Asian, and Minority Ethnic colleagues. This includes facilitated discussion groups providing a psychologically safe space to address issues related to the experiences of colleagues from Minority Ethnic backgrounds.

### Academic Promotions

The University is dedicated to ensuring equitable career progression opportunities for academic colleagues. It is important that our processes keep to best practices. In pursuit of these objectives, the university is implementing changes for the 2023/24 period, focusing on three main goals: simplifying the process, ensuring fairness and consistency across the University, and aligning the academic promotions process at Brunel with sector benchmarks and expectations.



### Report + Support platform

To bring about positive change, the university needs to be aware of incidents occurring within it. Recognising the need for improved reporting of bullying and harassment, we launched a project group in 2022 to investigate the low reporting rates. As a result, we've introduced a user-friendly online platform, accessible to everyone, where students, colleagues, or anyone concerned about them can report incidents of harassment, abuse, or assault. The platform allows for both anonymous submissions and those with contact details seeking additional support. Furthermore, it offers information on internal and external support, policies, and campaigns. The backend case management system facilitates data and analytics provision.

## Staff networks and university events

The staff networks and support groups play a crucial role in promoting a positive work environment, fostering diversity and inclusion contributing to the overall success and well-being of colleagues and the university as a whole.

Several new networks and groups have been established over the last year and we plan to hold an Information Day in early 2024 for colleagues, staff network and support groups to meet up. New groups include Neurodiversity Network, Irish Support Group and Beyond Support Group (Childless Not by Choice)

Below are some of the activities that have taken place over the last year:

### LGBTQ+

Two representatives from Brunel attended the Royal Geographical Society Annual Conference in London on 1 September. As part of the 'Pride(s) in Place' panel, they delivered a presentation shedding light on Brunel's hidden LGBTQ+ history. Drawing from research in the Brunel archives, the presentation uncovered evidence of the women's liberation movement and gay liberation on campus during the 1970s, as well as responses to the HIV/AIDS epidemic in the 1980s and 1990s.

In collaboration with the ED&I team, the LGBTQ+ Staff Network at Brunel has collaborated to enhance descriptors on CHIME, aiming to better reflect and honour the diversity within its LGBTQ+ community. The focus on inclusive language and the collection of data encompassing LGBTQ+ identities is important for understanding the composition of our organisation and recognising diverse perspectives.

Moreover, the Brunel LGBTQ+ Staff and Student Networks proudly joined forces with other London universities to march together in the Pride in London parade. The 2023 theme, 'Never March Alone,' emphasised support for trans and non-binary allyship, evident through the vibrant colours of the trans flag displayed on wristbands, protest signs, marching banners, and signage along the parade route.

### Disability

In commemoration of Disability History Month this year, we organised events and activities at Brunel to celebrate diversity and enhance awareness of available support.

Disability, as recognised at Brunel, encompasses physical and sensory conditions, mental health concerns, and neurodivergent conditions. At Brunel, we are committed to ensuring that both colleagues and students with disabilities are provided with every opportunity to achieve their full potential.

### Armed Forces

This is a collective for active members of the Armed Forces (Regular or Reserve), Veterans, Cadet Force Adult Volunteers, or spouses of serving Armed Forces members, including both Brunel colleagues and students. Annually, they aim to contribute across five pillars – Community, Charity, Awareness, Respect and Appreciation, and Social.

Network members convened on campus in November to commemorate Armistice Day, and a successful lunch gathering in July welcomed several new members. As part of broader commitments to the Armed Forces Covenant, the group Lead facilitated the organisation of sporting events by Help for Heroes and The Royal British Legion on campus throughout the year.



### Menopause

The group organised an external speaker to deliver 'Understanding the Menopause' webinar presentation. The group continues to host informal coffee mornings where we discuss our experiences and share tips and information.

### Black History Month

Black History Month 2023 offers a meaningful occasion to acknowledge and rejoice in the remarkable achievements of Black women. At Brunel, we commemorated Black History Month 2023 with our community through a compelling series of talks, events, and activities that pay tribute to our sisters, aligning with this year's national theme.

Orchestrated by a collective of Black Brunel women, this year's program highlights the invaluable contributions made by women in shaping history, fostering resilient communities, and their essential roles in Brunel's research and academic landscape.

# Equality Monitoring and Workforce Data 2022/2023

## Introduction

This report provides an overview of the age, gender, ethnicity, disability, sexual orientation, and religion or belief of Brunel University London's (Brunel) workforce in the academic year 22/23. It offers high-level insights based on our relevant data.

The data utilised in this report was sourced from our HR System in November 23 and largely covers the three-year period from 20/21 to 22/23. 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 colleagues' members, it's crucial to recognise that the colleagues 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 our data compilation by directorate and colleges, 'All Other' refers to individuals not affiliated with colleges, primarily encompassing professional and support colleagues. This category also includes colleagues under the Vice Chancellor, Deputy Vice Chancellor, and Pro Vice Chancellors.

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 is part of a network's name.

The report provides the university's figures to:

- Evaluate the diversity and inclusivity of its workforce.
- Monitor progress and consider changes required to promote a positive and equitable work environment.

As part of the report, we make some reference and comparison with the HESA Higher Education Staff Statistics: UK, 22/23 and the [Advance HE Staff Statistical Report 2023](#)

## Key summary and findings

It's important to note that the label "Female" and "Male" used in our gender charts, graphs and HESA and Advance HE Statistics commentary follows fixed limited options required by HESA.

### General

- Over the past three years, our data shows a year-on-year increase in the total colleague numbers and FTE. This shows similar growth in staff numbers across the HE Sector as identified in the HESA Staff Statistical Report 2023.

### Age

- In 22/23, the age group with the highest FTE is the 35-44 range, comprising 29.1% of the workforce, followed by 45-54 at 24.5% and 55-64 at 21.8%. This compares with the UK HEI statistics which show that 65.6% of staff employed are between 31 and 55 (Advance HE Staff Statistical Report).
- The age groups with the lowest FTE are 16 -24(3.5%) and 65+(4%). We saw a decrease of 0.6% in the age range 16-64 against last year. It is important to note that colleague members will shift between age bands over time, resulting in transitions from one band to another.

### Disability

- In 22/23 the percentage of colleagues declaring a disability is 4.3% (4.4% in 21/22). This is in comparison to 6.8% of colleagues working in HEIs in 21/22 (Advance HE Statistical Report). Our ongoing effort is to promote a culture where colleagues feel comfortable disclosing their diversity data, and we will continue this initiative.
- In 2021/22, there were 604 disabled applicants, constituting 4.8% and in 2022/23, there were 621 disabled applicants, making up 4.6%. This reflects an increase in the number of disabled applicants but a decrease in percentage. We see a decrease (0.9%) in applicants who are unknown.

### Ethnicity

- In 22/23 we see a 1.9% decrease in the White colleague population, however this group continue to be the largest group of employees at 59.1%. We see a year-on-year increase in the percentages of Asian (19.3%), Other (11.4%), Minority (6.2%), Prefer not to say (3.4%) and Unknown (0.7%) ethnic groups. Looking over the past three years suggests a gradual shift in the ethnic composition of the university, with a decreasing percentage of White employees and an increase in the percentages of Minority Ethnic groups. This is in line with the HEI sector where there is a decrease of staff from white ethnicity to 68.3% in 21/22 (Advance HE). In the same period staff with a known Black, Asian, Minority Ethnic ethnicity increased to 17.5%. Asian is the highest ethnicity within this group, making up 42.4% of those of Black, Asian and Minority Ethnic Colleagues. It should be noted however this does not take account of regional variances.
- Whilst there is some positive growth at Brunel, similar to the national picture as reported by HESA and Advance HE, we continue to see that academic colleagues from Black, Asian, Minority ethnicity are more highly represented at lower grade academic roles. In 22/23 the university employed 112.9 Research Assistant FTE numbers, of which (65.4%) were Minority Ethnic colleagues and (41.5%) were White colleagues.

- In 22/23 Brunel employed 143.9 (FTE) Professors of which 52 (FTE) (36.1%) are from Black, Asian and Minority Ethnic backgrounds. The HESA Staff Statistical Report 2023 reports that of the 22,345 professors with known ethnicity, 2,865 or 13% were from ethnic minority backgrounds. The majority of professors from ethnic minority backgrounds were Asian. From 21/22 to 22/23 there was an increase of 40 Black professors across the HEI sector (HESA). At Brunel we saw an increase of 5.1 (FTE) Professors from Minority Ethnic background from 21/22 to 22/23.
- CEDPS/BCAST has the lowest percentage of White colleagues at 49.9% a decrease from last year at 52% and the highest Black Asian and Minority Ethnic population at 44.7%. CHMLS has the highest percentage of White colleagues at 63.9%.
- In 22/23, in the recruitment stages, we see a more positive progression for White applicants from application to interview (1.6% ratio), application to hire (1.7% ratio) and interview to hire (1.1% ratio). On the contrary, for Minority Ethnic applicants, we observe a lower progression rate. Application to interview (0.8% ratio); application to hire (0.8% ratio); interview to hire (1% ratio).
- The University has experienced growth in the number of applicants and applications over the three years, with a consistent trend of majority applicants coming from Minority Ethnic backgrounds.
- In 22/23 67% White colleagues and 65% Minority Ethnic colleagues were successful in the academic promotions process bringing near parity of outcomes by ethnicity.
- 71% of Professional Services Colleagues promoted in 22/23 identified as White and 29% identified as Minority Ethnic. This was a decrease of 20% for colleagues identifying as Minority Ethnic who were promoted in the previous year.

## Gender

- In 22/23 women constituted 51.0% and men 49.0% of the workforce. The University continues to maintain a balanced gender distribution and similar to the national HEI Picture, the Advance HE Staff Statistical Report 2023 identifies that in 21/22, 54.6% of staff working in UK HEIs were female and 45.4% were male.
- In 22/23 the data tells us that the majority of research assistant positions are held by men (76.9) than there are by women (36).
- The application to interview and application to hire ratios have shown favourable trends for women, indicating an improved likelihood of progressing through the recruitment stages. Men, on the other hand, have experienced a decline in the application to hire ratio, suggesting a reduced conversion rate from application to hire in 22/23. The interview to hire ratio has decreased for both women and men, but the decline is more pronounced for men.
- In 22/23 at Brunel we employed 41.8 (FTE) (29%) Women Professors. This was an increase of 2.4 (FTE) (0.1% from 21/22. Men Professors increased by 5.2 (FTE) (0.1%). Women saw an increase of 8.5 (FTE) to Reader and men declined by 4.4 (FTE). In the sector HESA report that 31% of Professors were female in 22/23.
- CHMLS has the highest percentage of women at 63.5% (a growth of 2.4% compared to last year) and CEDPS + BCAST have the lowest percentage at 29.4% (a drop of 0.7% compared to last year)
- In 22/23 following a 5-year pattern, women once again had the highest academic promotion success at 84%. This was 31% higher than men.

- For professional services colleagues, 56% of promotions were women and 44% were men, however this was an 8% decrease on the previous year for women.

## Religion or Belief

- This year, 'None' (No belief) the highest percentage at 32.3% within the workforce, followed by the Christian belief at 28.1%. Approximately 19.3% of the colleague's population has chosen not to disclose their religion or belief, while 6.5% identify themselves as Muslim. Of the smallest groups, Sikhs constitute the highest proportion at 3.3%, and Jewish as the smallest group at 0.6%

## Sexual Orientation

- The LGBTQ+ category shows some growth, increasing from 4.1% in 20/21 to 4.4% in 22/23. In collaboration with the staff network this year, we have revisited the language for Brunel's LGBTQ+ community, aiming for greater inclusivity with the expectation of increased disclosure, however these revised descriptors will come into effect in next year's report.
- CHMLS exhibits the highest disclosure rate for Sexual Orientation at 7.9%, a 0.1% increase from the previous year. CEDPS has the lowest disclosure rate at 1.7%,

## Leavers

- In 22/23, involuntary turnover is at its highest rising from 164 in 20/21 to 332 in 22/23.
- Men experienced the highest involuntary turnover at 11.4% compared with 8.9% for women, this appears to be primarily driven by the high number of departures for men who are at the end of contract, possibly influenced by the short-term contracts for research assistants who are predominantly men.
- In 22/23, the highest turnover was seen in the White ethnicity group with 202 leaving the university, followed by 'Unknowns' at 175 and Minority Ethnic at 160.
- The Advance HE Staff Statistical Report 2023 provides data based on the destination of leavers. It states that among both UK and non-UK leavers, a higher proportion of Black, Asian and minority ethnic academics left their institution between 20/21 and 21/22 than White staff. 16.1% of UK Black, Asian and minority ethnic and 22.5% of non-UK Black, Asian and minority ethnic academics left in this period, compared with 13.6% of UK White and 18.0% of non-UK White academics.

## Detailed Workforce Data Analysis

### Overall Head Count

Head Count		
20/21	21/22	22/23
2546	2776	2983

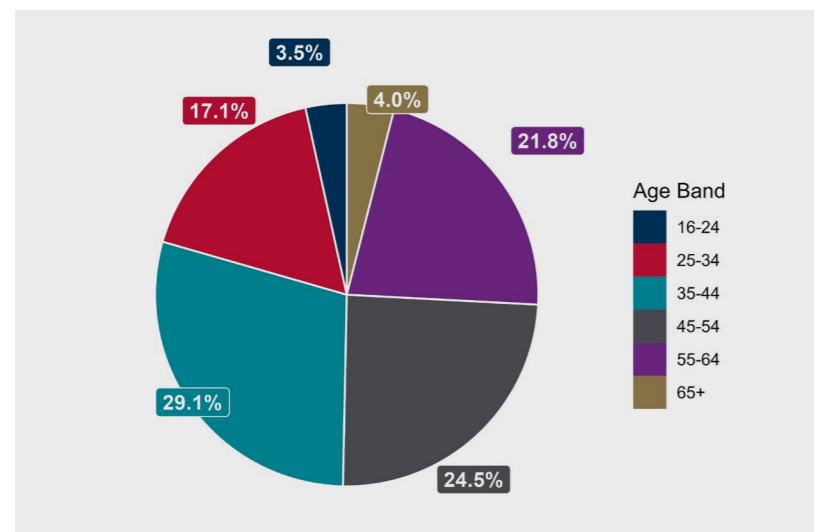
#### Narrative

We see an increase in the headcount over the past three years, with an additional 207 colleagues (headcount) in 22/23. Most of the growth is within the College of Business, Arts and Social Sciences in particular with growth in the Law Department. We have also seen an increase in the College of Health, Medicine and Life Sciences. This largely due to the introduction of our Medical School and colleagues required to deliver our second-year intake of students.

This growth reflects a similar pattern to that identified in the sector which can be seen in the HESA Staff Statistical Report 2023.

## Colleague workforce demographic data

### Colleagues composition – Age



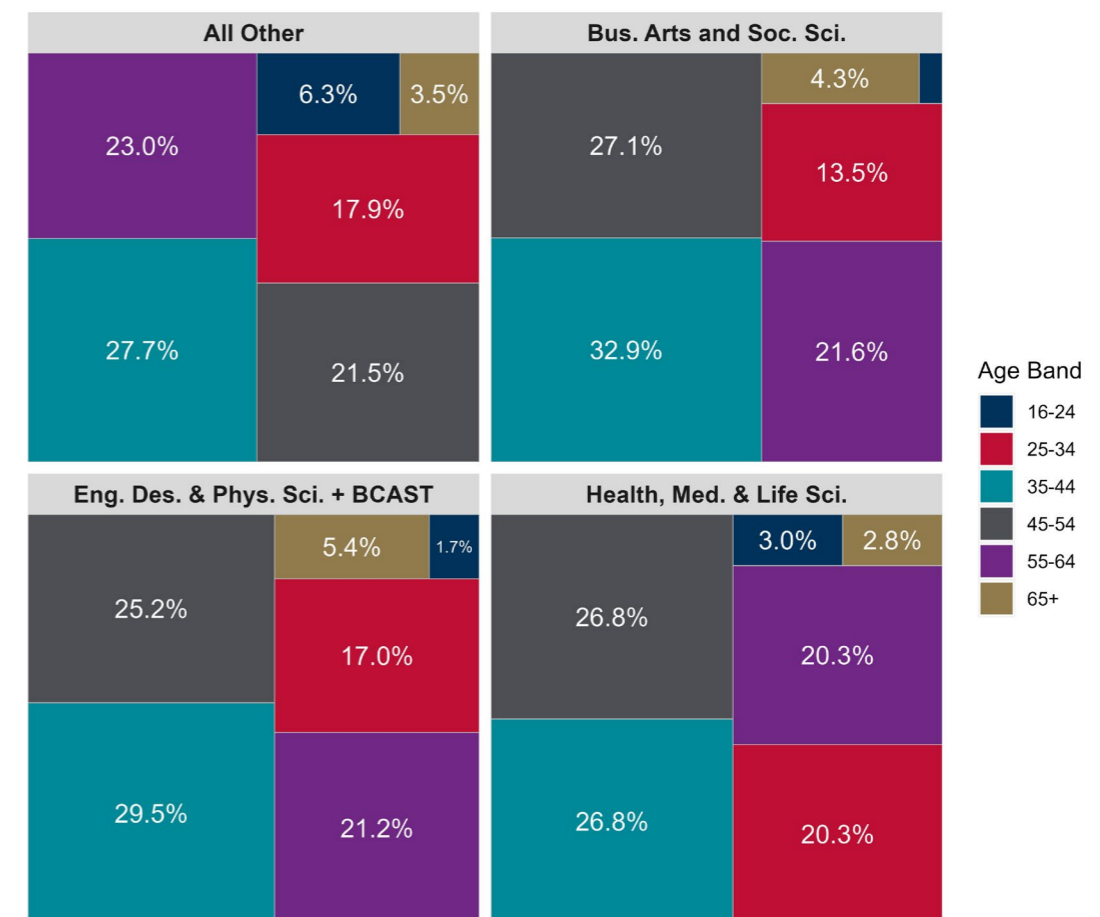
Age Band	2020/21		2021/22		2022/23	
	FTE	%	FTE	%	FTE	%
16-24	64.8	3.1%	88.5	4.1%	77.5	3.5%
25-34	388.2	18.8%	392.7	18.1%	381.5	17.1%
35-44	587.8	28.4%	613.1	28.3%	651.3	29.1%
45-54	510	24.6%	527.5	24.3%	547.3	24.5%
55-64	441	21.3%	459.4	21.2%	488.2	21.8%
65+	77.6	3.7%	86.5	4.0%	89	4.0%
Total	2,069.4	-	2,167.7	-	2,234.8	-

#### Narrative

There are no significant changes to our age profile for 22/23 from the previous two years. There is a marginal decrease (0.6%) in the full-time equivalent (FTE) for the 16-24 age band compared to last year's figures. We also see an increase (0.8%) in colleagues within the 35-44, 45-54 (0.2%), and 55-64 (0.6%) age bands. There is little change between the 25-34 and 65+ age bands in 22/23. The majority of colleagues sit within the 35-44 age group.

It is important to note that colleague members may transition between age bands during their employment with the University.

### Colleague composition – age by colleges vs. all other colleagues

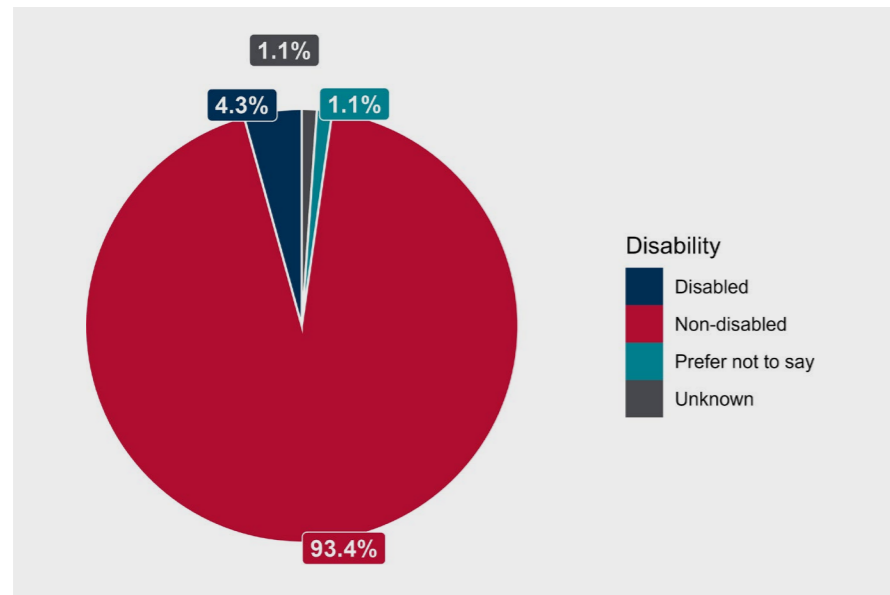


#### Narrative

The distribution of colleagues across age bands remains relatively consistent across all four areas. The College of Business, Arts, and Social Sciences (CBASS) exhibits fewer colleagues in the 16-24 and 25-34 age bands. The College of Engineering Design and Physical Sciences (CDEPS)/BCAST, has the highest number of colleagues in the 65+ category, as observed in previous years.



### Colleague composition - Disability



Disability	2020/21		2021/22		2022/23	
	FTE	%	FTE	%	FTE	%
Disabled	87.7	4.2%	95.3	4.4%	96.1	4.3%
Non-disabled	1,944.20	93.9%	2,026.80	93.5%	2,088.20	93.4%
Prefer not to say	22.2	1.1%	25.1	1.2%	25.4	1.1%
Unknown	15.3	0.7%	20.5	0.9%	25.1	1.1%
<b>Total</b>	<b>2,069.4</b>	<b>-</b>	<b>2,167.7</b>	<b>-</b>	<b>2,234.8</b>	<b>-</b>

#### Narrative

In 22/23 the number of colleagues declaring a disability remains consistent with the previous two years. The number of people declaring no disability also remains stable.

Brunel shows a lower percentage of colleagues who declare a disability than across the sector which is 6.8% according to the Advance HE Staff Statistical Report 2023. The report highlights: disability disclosure rates among staff working in HEIs have consistently increased in the last decade. Specifically, the proportion of disabled staff in 21/22 has doubled since 2010/11. However, disability disclosure rates remain persistently lower among academic staff than professional and support staff and among professors compared with other academics.

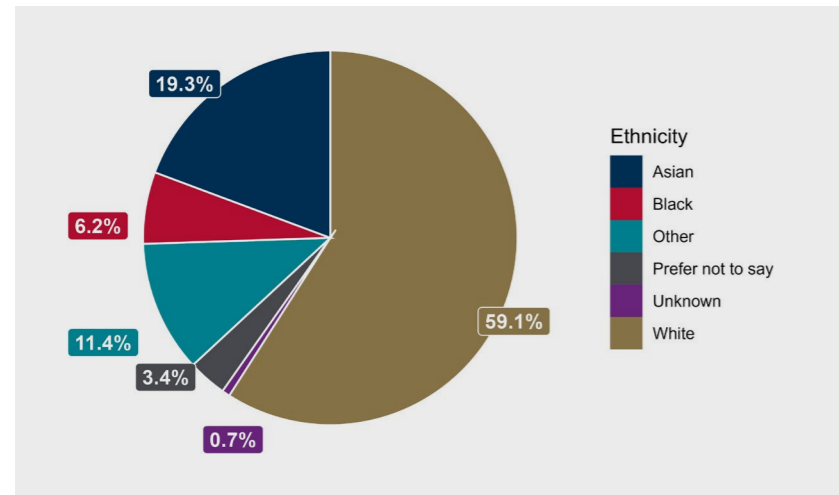
### Colleague composition – disability by colleges vs. all other colleagues



#### Narrative

Since 21/22, there has been an increase in colleagues declaring disability status in CHMLS and All Others by 0.8% and 0.5%, respectively. Additionally, there has been an improvement in reducing the number of colleagues identifying as 'Unknown' across the directorates and colleges.

### Colleague composition - Ethnicity



Ethnicity	2020/21		2021/22		2022/23	
	FTE	%	FTE	%	FTE	%
Asian	363.7	17.6%	409.5	18.9%	431.7	19.3%
Black	113.5	5.5%	117.3	5.4%	138.4	6.2%
Other	219	10.6%	233.1	10.8%	254.2	11.4%
Prefer not to say	64.7	3.1%	75.4	3.5%	74.9	3.4%
Unknown	8.4	0.4%	9.9	0.5%	15.5	0.7%
White	1,300.0	62.8%	1,322.6	61.0%	1,320.0	59.1%
<b>Total</b>	<b>2,069.3</b>	<b>-</b>	<b>2,167.8</b>	<b>-</b>	<b>2,234.7</b>	<b>-</b>

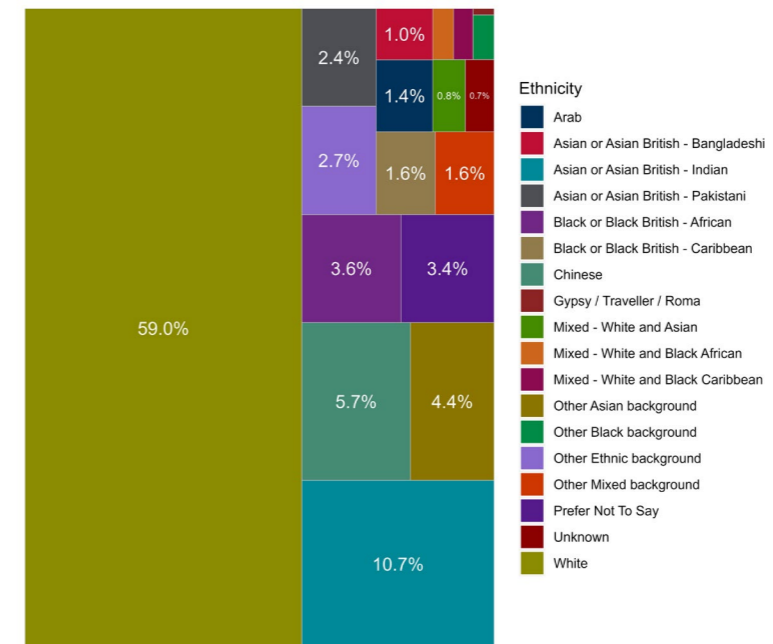
#### Narrative

In 22/23 there is a 1.9% decrease in the White colleague population. This ethnicity shows a decrease year-on-year, however, continues to be the largest overall ethnicity of our workforce at 59.1%. Additionally, Asian, Other and Black ethnicities show a year-on-year increase over the past 3 years at 1.7%, 0.8% and 0.7% since 20/21 respectively.

Advance HE reports in their 2023 Staff Statistical Report that Staff working in UK HEIs have increasingly become more ethnically diverse. The overall representation of staff identifying as Black, Asian and minority ethnic has risen from 8.6% of all staff with known ethnicity in 2003/4 to 17.5% in 21/22. Between 2003/04 and 21/22, the proportion of all staff who were UK White steadily decreased (from 83.1% to 68.3%), while all other groups increased, most notably those from non-UK White backgrounds (from 8.3% to 14.2%). During this same period, the proportion of all staff who were UK Black, Asian and minority ethnic increased from 4.8% to 9.5%, and the proportion of non-UK Black, Asian and minority ethnic staff increased from 3.8% to 8.0%

The increase in staff who were UK Black, Asian and minority ethnic between 2003/04 and 21/22 was more pronounced among professional and support staff (from 4.8% to 10.2%; 5.4 percentage points) compared with academic staff (from 4.8% to 8.8%; 4.0 percentage points). It was the reverse case for non-UK Black, Asian and minority ethnic staff: between 2003/04 and 21/22, the increase in proportions of non-UK Black, Asian and minority ethnic professional and support staff was smaller (from 2.4% to 3.9%; 1.5 percentage points) compared with academic staff (from 5.6% to 11.6%; 6.0 percentage points).

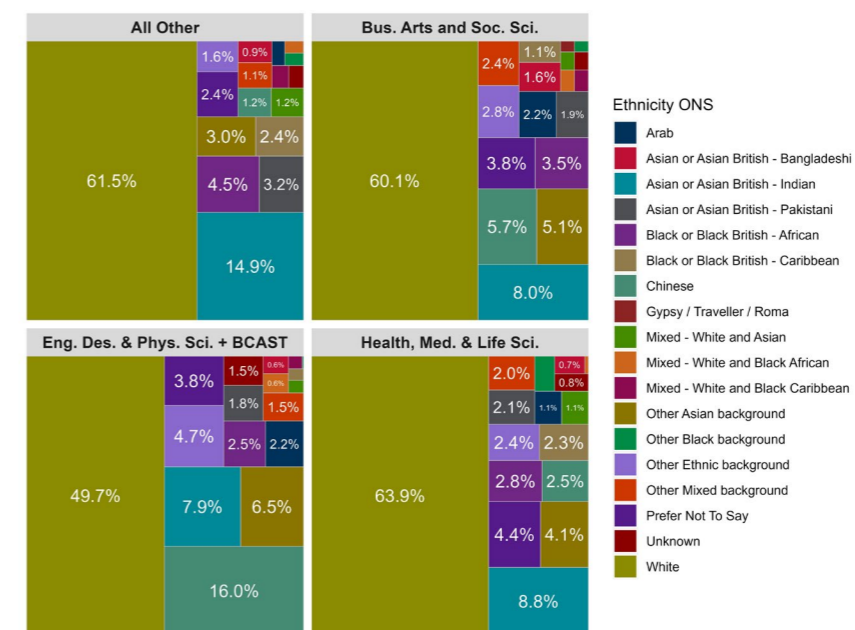
### Staff composition – Ethnicity ONS descriptors



#### Narrative

This table provides a further breakdown of ethnicity using the Office of National Statistics ethnicity descriptors. It shows an increase the percentage for most ethnic groups compared to the previous year. However, exceptions include White, Asian or Asian British – Bangladeshi, Asian or Asian British – Pakistani, and Mixed – White and Asian categories, where the numbers have either decreased or remained constant.

### Colleague composition – ethnicity by colleges vs. all other colleagues



**Narrative**

Compared to the previous year, there has been a decline in the representation of White colleagues across all directorates. The percentage of individuals choosing not to disclose this information has also decreased, except for the ‘All Other’ Directorate.

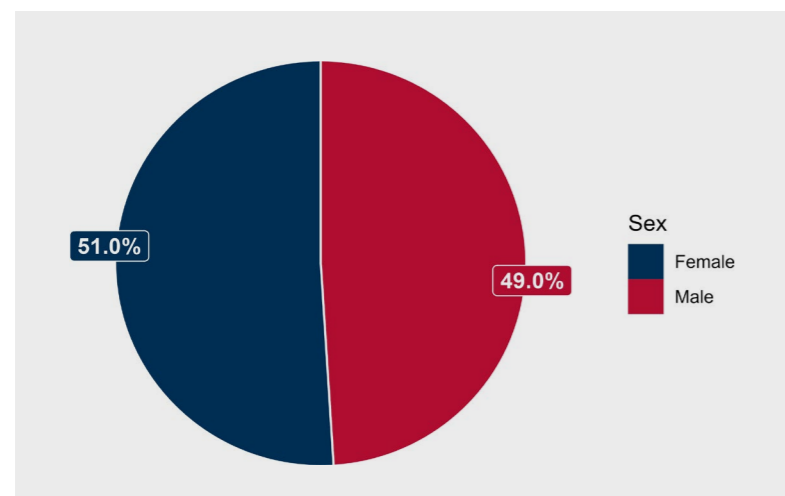
CEDPS/BCAST has the lowest percentage of White colleagues at 49.9%, while CHMLS has the highest at 63.9%. CEDPS/BCAST also have the highest Black, Asian, and Minority Ethnic population at 45%. The Asian staff population is at 44.7%, with Chinese at 16% and Black colleagues at 3.3%.

‘All Other’ Directorate has the second-highest Black, Asian and Minority Ethnic population at 34.4%. The Asian colleagues make up the largest proportion at 24% with Black colleagues at 8%.

CBASS Black, Asian and Minority Ethnic population sits at 33.4%, with Asians comprising the largest proportion at 22.6%. Asian or Asian British – Indian and Chinese constitute 13.7%. and Black colleagues constituting 5.6%.

CHMLS records the lowest Black Asian and Minority Ethnic population at 30.9%, with Asians making up the largest proportion at 19.3%. Asian or Asian British – Indian constitutes 8.8%. and Black colleagues at 6.1%.

**Colleague composition - Gender**



Sex	2020/21		2021/22		2022/23	
	FTE	%	FTE	%	FTE	%
Female	1,048.1	50.6%	1,109.9	51.2%	1,139.6	51.0%
Male	1,021.3	49.4%	1,057.8	48.8%	1,095.1	49.0%
Total	2,069.4	-	2,167.7	-	2,234.7	-

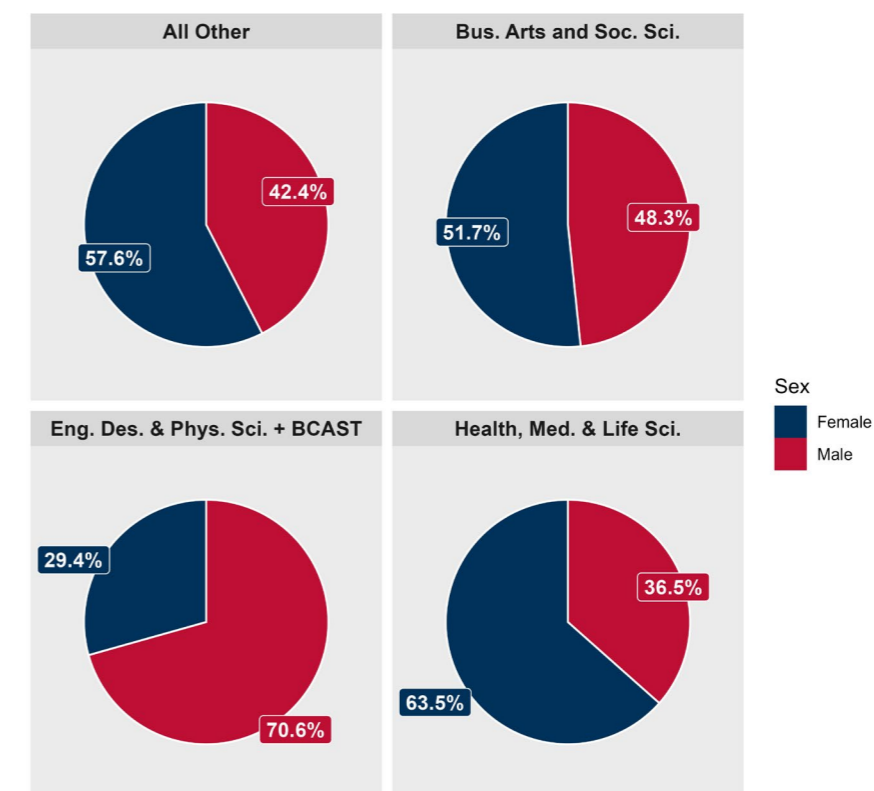
**Narrative**

Over the last three years, there has been minimal fluctuation in the gender distribution. In 22/23, we note an increase of 0.2% in the number of colleagues who are men.

The Advance HE Staff Statistical Report 2023 reports that in 21/22, 54.6% of staff working in UK HEIs were female and 45.4% were male. Between 2003/04 and 21/22 the proportion of female staff working in UK HEIs increased from 52.4% to 54.6%. Over the same period, the proportion of male staff decreased from 47.6% to 45.4%. In Professional Services 63% of colleagues were female and 37% were male. In Academic roles 49% of colleagues were female and 51% were male.

Additionally, the 22/23 HESA Staff Statistic report identifies that female staff accounted for 50% of full-time staff reported to HESA and 66% of part-time staff in 22/23.

**Colleague composition – gender by colleges vs. all other colleagues**

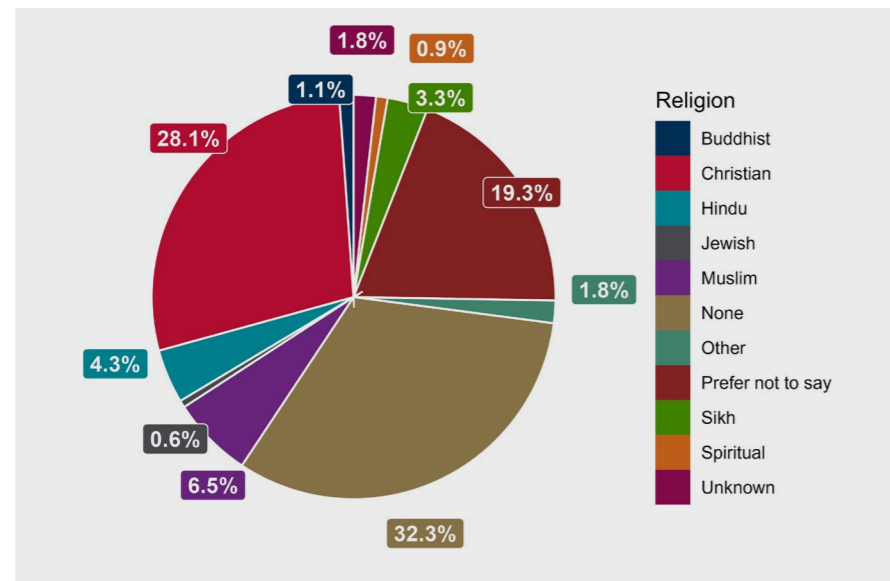


**Narrative**

All Other, CBASS and CHMLS show that the highest number of colleagues are women. In CDEPS/BCAST men make up 70.6% of the workforce and this has risen by 0.7% in 22/23. CHMLS has the highest percentage of women at 63.5% (a growth of 2.4% compared to last year).

CBASS and ‘All Other’ directorates, continue to exhibit a relatively balanced composition, however, we have noted a decrease of 0.7% and 1%, respectively, in the representation of women colleagues compared to the corresponding period last year.

### Colleague composition – Religion or Belief



Religion	2020/21		2021/22		2022/23	
	FTE	%	FTE	%	FTE	%
Buddhist	17.8	0.9%	21.6	1.0%	25.5	1.1%
Christian	574.1	27.7%	603.8	27.9%	628.6	28.1%
Hindu	82.2	4.0%	89.3	4.1%	96.4	4.3%
Jewish	12.4	0.6%	13.2	0.6%	12.8	0.6%
Muslim	111.9	5.4%	130.2	6.0%	145.6	6.5%
None	612.2	29.6%	671.9	31.0%	720.9	32.3%
Other	40.5	2.0%	41.7	1.9%	40.2	1.8%
Prefer not to say	491.3	23.7%	475.1	21.9%	431.4	19.3%
Sikh	63.4	3.1%	69.4	3.2%	72.8	3.3%
Spiritual	14.4	0.7%	17.5	0.8%	20.8	0.9%
Unknown	49.3	2.4%	33.9	1.6%	39.8	1.8%
<b>Total</b>	<b>2,069.5</b>	<b>-</b>	<b>2,167.6</b>	<b>-</b>	<b>2,234.8</b>	<b>-</b>

#### Narrative

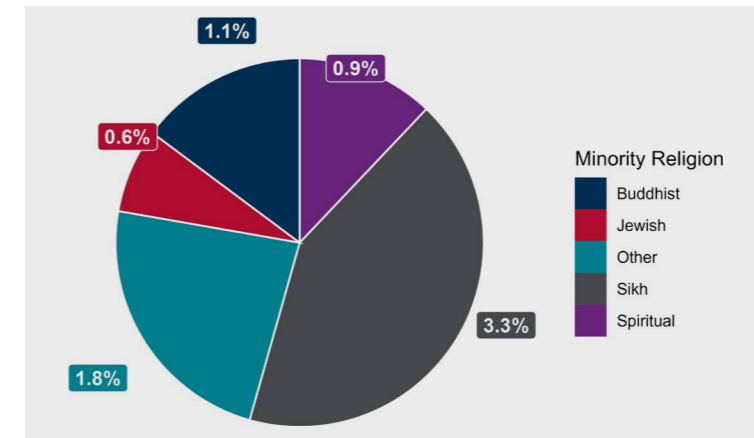
The “None” category has experienced consistent growth from 29.6% in 20/21 to 32.2% in 23/24, indicating an increasing number of individuals not identifying with a specific religious affiliation. This is followed by Christianity at 28.1% and Muslim at 6.5%; Muslim also shows consistent growth since 20/21.

The percentage of individuals preferring not to disclose their religion decreased from 23.7% in 20/21 to 19.3% in 22/23. The “Unknown” category shows a decrease from 2.4% in 20/21 to 1.8% in 22/23, suggesting increased disclosure.

While major religious groups remain stable, there are fluctuations in smaller categories, and the overall trend indicates a more diverse and inclusive religious landscape within Brunel.

*The published HESA and Advance HE Staff Statistical Reports do not report on religion or belief so no comparison is available.*

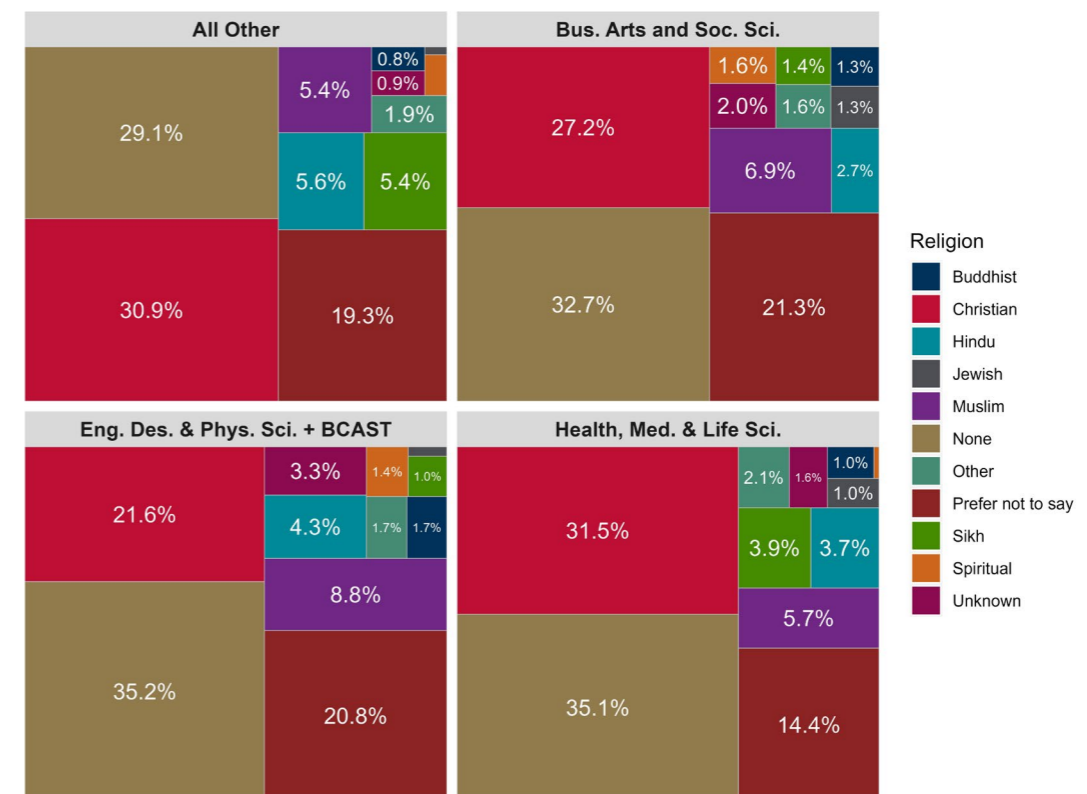
### Colleagues composition – religion or belief (Smaller identified religious groups)



#### Narrative

A further breakdown of the smaller identified religious groups show that Sikh constitutes the highest proportion at 3.3%, followed by ‘Other’ at 1.8%, Buddhists at 1.1%, those identifying as spiritual at 0.9%. Jewish is the smallest group at 0.6%.

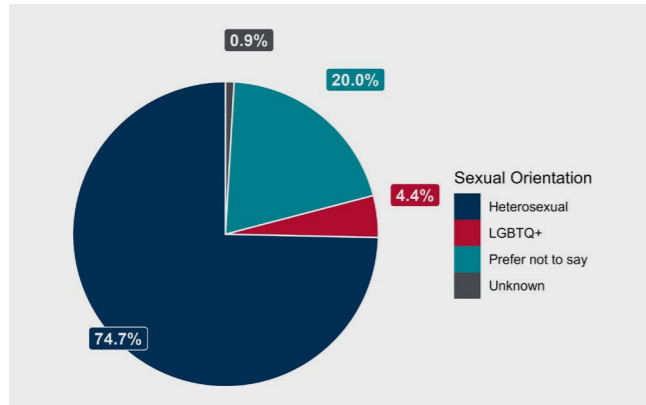
### Colleague composition – religion or belief by colleges vs. all other colleagues



#### Narrative

In all other directorates and colleges, ‘None’ (no belief) emerges as the predominant belief among colleagues, followed by Christianity. The “Prefer not to say” category averages around 20% for most directorates and colleges, except for CHMLS where it is lower at 14.4%.

### Colleague composition - Sexual Orientation



Sexual Orientation	2020/21		2021/22		2022/23	
	FTE	%	FTE	%	FTE	%
Heterosexual	1,452.2	70.2%	1,579.3	72.9%	1,668.4	74.7%
LGBTQ+	85.1	4.1%	95.9	4.4%	99	4.4%
Prefer not to say	501.6	24.2%	475.8	21.9%	446.9	20.0%
Unknown	30.6	1.5%	16.8	0.8%	20.4	0.9%
<b>Total</b>	<b>2,069.5</b>	<b>-</b>	<b>2,167.8</b>	<b>-</b>	<b>2,234.7</b>	<b>-</b>

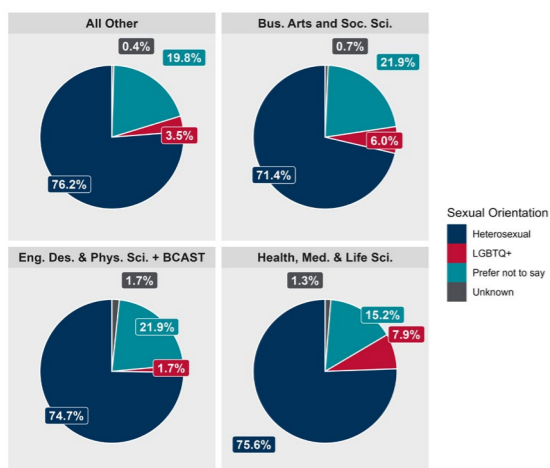
#### Narrative

Heterosexual individuals constitute the majority in the workforce, with percentages increasing from 70.2% in 20/21 to 74.7% in 22/23. The LGBTQ+ category shows some growth, increasing from 4.1% in 20/21 to 4.4% in 22/23.

The percentage of individuals who prefer not to disclose their sexual orientation decreased from 24.2% in 20/21 to 20.0% in 22/23 and the percentage of individuals with an unknown sexual orientation decreased from 1.5% in 20/21 to 0.9% in 22/23.

The published HESA and Advance HE Staff Statistical Reports do not report on sexual orientation, so no comparison is available.

### Colleague composition – sexual orientation by colleges vs. all other colleagues



#### Narrative

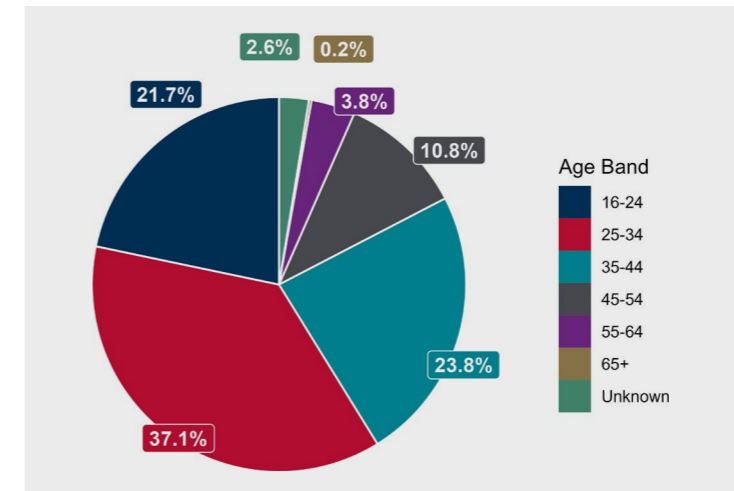
CHMLS has the highest disclosure rate for sexual orientation at 7.9%, a 0.1% increase from the previous year.

CEDPS/BCAST has the lowest disclosure rate at 1.7%, though it has seen an improvement of 0.2% compared to the previous year. However

### Application data

In all application data the number of applications in 22/23 (13,477) is up by 3,277 from 21/22 (10,200) and by 970 from 20/21 (12,507). The number of applicants in 22/23 (8,911) is up by 2246 from 21/22 (6,665) and up by 257 from 20/21 (8,654). There was a drop in the number of applicants and applications in 21/22.

#### Application data – Age



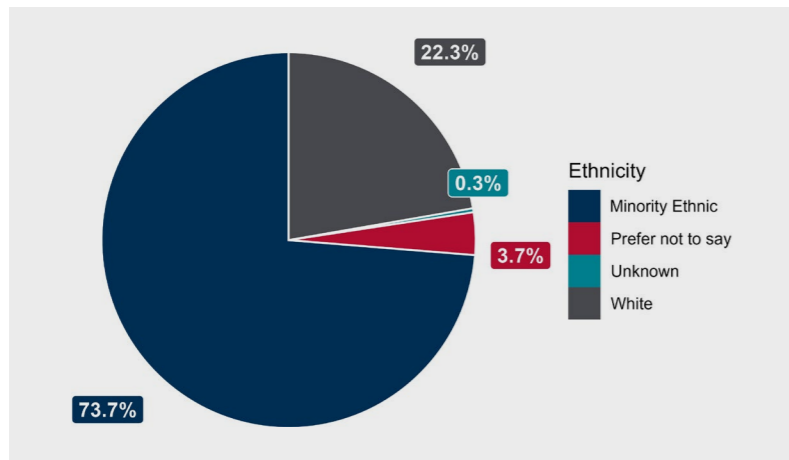
Age Band 2021	2020/21			2021/22			2022/23		
	Applicants	%	Mean Applications	Applicants	%	Mean Applications	Applicants	%	Mean Applications
16-24	1,112	12.8%	1.6	1,113	16.7%	1.9	1,593	17.9%	1.8
25-34	3,210	37.1%	1.5	2,442	36.6%	1.6	3,275	36.8%	1.5
35-44	2,446	28.3%	1.4	1,773	26.6%	1.4	2,310	25.9%	1.4
45-54	1,152	13.3%	1.4	817	12.3%	1.4	1,067	12.0%	1.4
55-64	577	6.7%	1.3	388	5.8%	1.3	395	4.4%	1.3
65+	67	0.8%	1.3	34	0.5%	1.1	25	0.3%	1.2
Unknown	90	1.0%	1.4	98	1.5%	1.7	246	2.8%	1.4
<b>Total</b>	<b>8,654</b>	<b>-</b>	<b>9.9</b>	<b>6,665</b>	<b>-</b>	<b>10.4</b>	<b>8,911</b>	<b>-</b>	<b>10</b>

#### Narrative

In 22/23 the age group with the highest percentage of applicants is 25-34, consistently showing the highest applications over three years. Applicants between the ages of 16-54 tend to apply for more than one job with 1.8 mean applications.

The number of applicants in the age group 55-64 has dropped by 2.3% since 20/21, while the number of applicants in the 16-24 age group has grown by 5.1% across the same 3-year period.

### Application data - Ethnicity



Ethnicity	2020/21					2021/22					2022/23				
	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications
Minority Ethnic	5,428	62.7%	8,215	65.7%	1.5	4,508	67.6%	7,239	71.0%	1.6	6,261	70.3%	9,936	73.7%	1.6
Prefer not to say	365	4.2%	537	4.3%	1.5	250	3.8%	390	3.8%	1.6	346	3.9%	492	3.7%	1.4
Unknown	23	0.3%	27	0.2%	1.2	24	0.4%	38	0.4%	1.6	29	0.3%	46	0.3%	1.6
White	2,838	32.8%	3,728	29.8%	1.3	1,883	28.3%	2,533	24.8%	1.3	2,275	25.5%	3,003	22.3%	1.3
<b>Total</b>	<b>8,654</b>	<b>-</b>	<b>12,507</b>	<b>-</b>	<b>5.5</b>	<b>6,665</b>	<b>-</b>	<b>10,200</b>	<b>-</b>	<b>6.1</b>	<b>8,911</b>	<b>-</b>	<b>13,477</b>	<b>-</b>	<b>5.9</b>

#### Narrative

The total number of applicants increased from 12,507 in 2021/22 to 13,477 in 2022/23, reflecting an 8.0% increase.

In 22/23, Black, Asian, and Minority Ethnic group constitute 73.7% of the applications, while White applicants make up 22.3% a decrease in the number and percentage of White applicants.

The number of unknown applicants increased from 27 in 2021/22 to 46 in 2022/23. In 2021/22, there were 537 'Prefer not to say' applicants, accounting for 4.3%. In 2022/23, there were 492 applicants, constituting 3.7%. There is a decrease in both the number and percentage of those who prefer not to say.

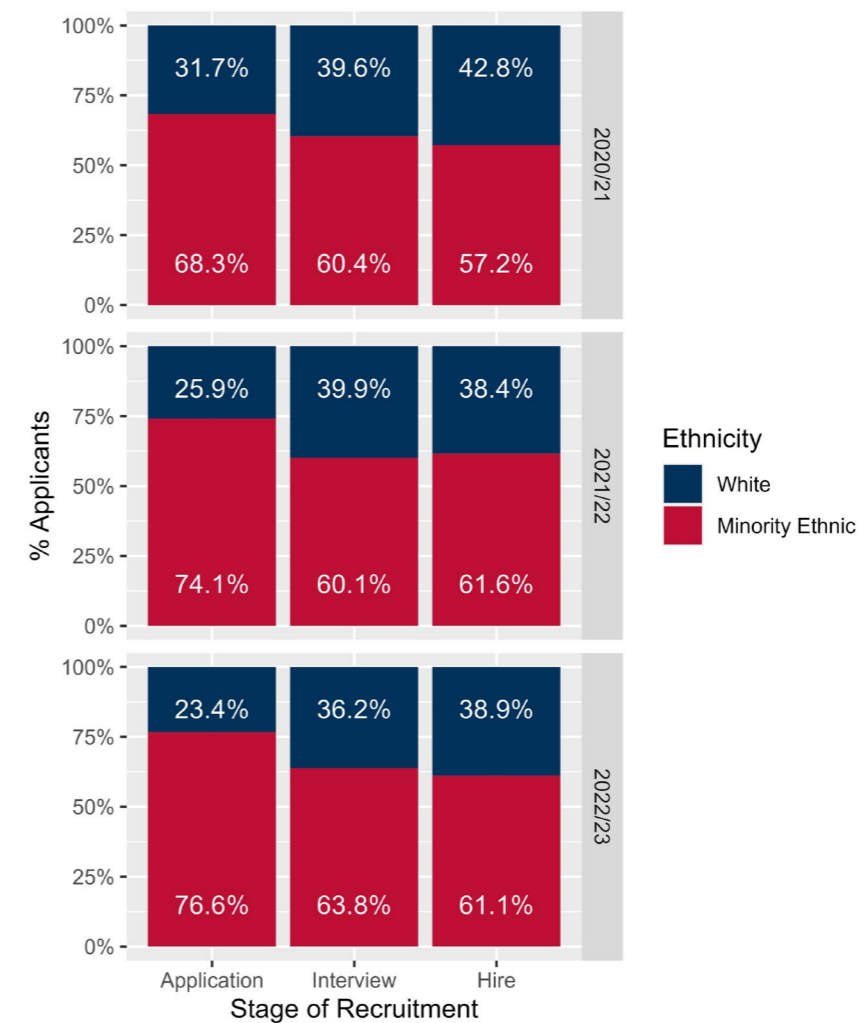
Over the past three years, there has been a consistent increase in applications from Black, Asian, and Minority Ethnic groups. In contrast, there has been a decrease in the number of applications from White candidates.

### Stage in recruitment - Ethnicity

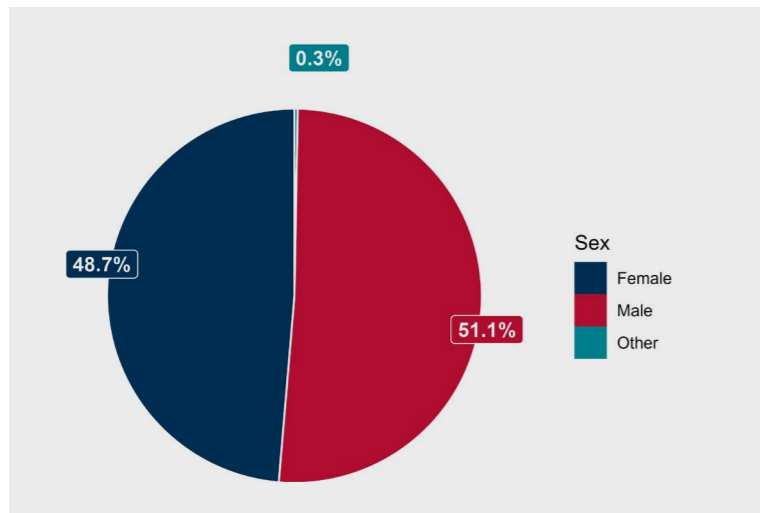
#### Narrative

In 22/23, out of all the applications, 23.4% were from White applicants and 76.6% were from Minority Ethnic applicants. White applicants who progressed to the interviewing stage increased to 23.4% to 36.2%. Minority Ethnic applicants decreased to from 76.6% to 63.8%. 38.9% of white applicants and 61.1% of Minority Ethnic applicants were appointed. This identifies a 15.5% gap between application and appointment for Ethnic Minority applicants. We have seen the same pattern over the past 3 years.

Further analysis to investigate the factors contributing to these trends and consideration of strategies to ensure a more equitable and inclusive hiring process for all applicants needs to be a continuing key priority



### Application data - Gender



Sex	2020/21					2021/22					2022/23				
	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications
Female	4,383	50.6%	6,391	51.1%	1.5	3,164	47.5%	5,028	49.3%	1.6	4,278	48.0%	6,558	48.7%	1.5
Male	4,247	49.1%	6,087	48.7%	1.4	3,481	52.2%	5,147	50.5%	1.5	4,603	51.7%	6,881	51.1%	1.5
Other	24	0.3%	29	0.2%	1.2	20	0.3%	25	0.2%	1.2	30	0.3%	38	0.3%	1.3
<b>Total</b>	<b>8,654</b>	<b>-</b>	<b>12,507</b>	<b>-</b>	<b>4.1</b>	<b>6,665</b>	<b>-</b>	<b>10,200</b>	<b>-</b>	<b>4.3</b>	<b>8,911</b>	<b>-</b>	<b>13,477</b>	<b>-</b>	<b>4.3</b>

#### Narrative

The total number of applicants increased from 12,507 in 2021/22 to 13,477 in 2022/23, reflecting a 7.7% increase.

Both the number and percentage of men and women applicants has increased. There is a switch from women being the highest applicants in 20/21 (50.6%) to men being the highest applicants in 22/23 (51.1%).

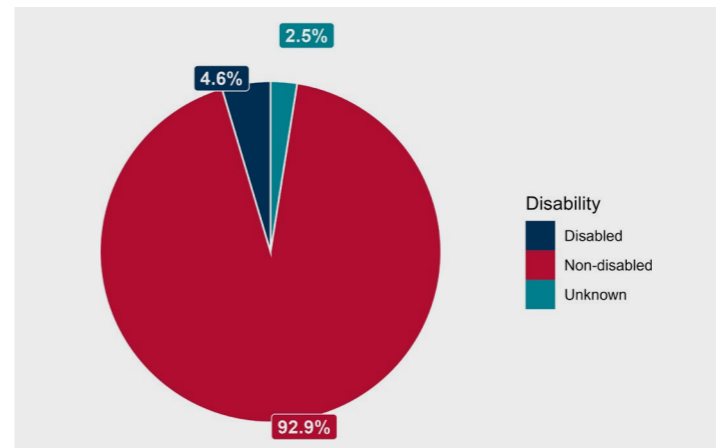
### Stage in recruitment - Gender

#### Narrative

In both 21/22 and 22/23, most applications came from men (53.8% in 22/23). However, women applicants progressed more positively through the interviewing and hiring stages with 61.1% of women appointed compared to 38.9% of men. This identifies a gap of 14.9% between men applicants and those appointed. This is a two-year pattern, 20/21 shows a more even balance between applications and appointments for both genders.



### Application data - Disability

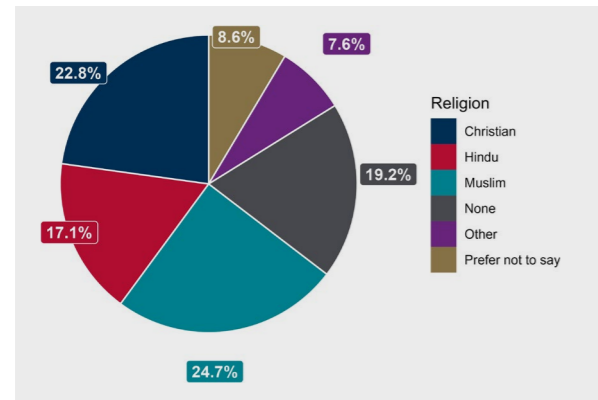


Disability	2020/21					2021/22					2022/23				
	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications
Disabled	406	4.7%	604	4.8%	1.5	292	4.4%	466	4.6%	1.6	428	4.8%	621	4.6%	1.5
Non-disabled	7,964	92.0%	11,497	91.9%	1.4	6,158	92.4%	9,415	92.3%	1.5	8,278	92.9%	12,519	92.9%	1.5
Unknown	284	3.3%	406	3.2%	1.4	215	3.2%	319	3.1%	1.5	205	2.3%	337	2.5%	1.6
<b>Total</b>	<b>8,654</b>	<b>-</b>	<b>12,507</b>	<b>-</b>	<b>4.3</b>	<b>6,665</b>	<b>-</b>	<b>10,200</b>	<b>-</b>	<b>4.6</b>	<b>8,911</b>	<b>-</b>	<b>13,477</b>	<b>-</b>	<b>4.6</b>

**Narrative**

The total number of applicants increased from 12,507 in 21/22 to 13,477 in 22/23, reflecting a 7.7% increase. In 21/22, there were 604 disabled applicants, constituting 4.8% and in 22/23, there were 621 disabled applicants, making up 4.6%. This reflects an increase in the number of disabled applicants but a decrease in percentage. We see a decrease (0.9%) in applicants who are unknown.

**Application data - Beliefs**



Religion	2020/21					2021/22					2022/23				
	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications	Applicants	%	Applicants	%	Mean Applications
Christian	2,280	26.3%	3,175	25.4%	1.4	1,630	24.5%	2,421	23.7%	1.5	2,174	24.4%	3,076	22.8%	1.4
Hindu	967	11.2%	1,570	12.6%	1.6	897	13.5%	1,544	15.1%	1.7	1,290	14.5%	2,300	17.1%	1.8
Muslim	1,705	19.7%	2,622	21.0%	1.5	1,506	22.6%	2,620	25.7%	1.7	2,042	22.9%	3,333	24.7%	1.6
None	2,180	25.2%	2,853	22.8%	1.3	1,574	23.6%	2,069	20.3%	1.3	1,927	21.6%	2,587	19.2%	1.3
Other	700	8.1%	1,017	8.1%	1.5	482	7.2%	689	6.8%	1.4	678	7.6%	1,023	7.6%	1.5
Prefer not to say	813	9.4%	1,251	10.0%	1.5	576	8.6%	857	8.4%	1.5	799	9.0%	1,157	8.6%	1.4
Unknown	9	0.1%	19	0.2%	2.1						1	0.0%	1	0.0%	1
<b>Total</b>	<b>8,654</b>	<b>-</b>	<b>12,507</b>	<b>-</b>	<b>10.9</b>	<b>6,665</b>	<b>-</b>	<b>10,200</b>	<b>-</b>	<b>9.1</b>	<b>8,911</b>	<b>-</b>	<b>13,477</b>	<b>-</b>	<b>10</b>

**Narrative**

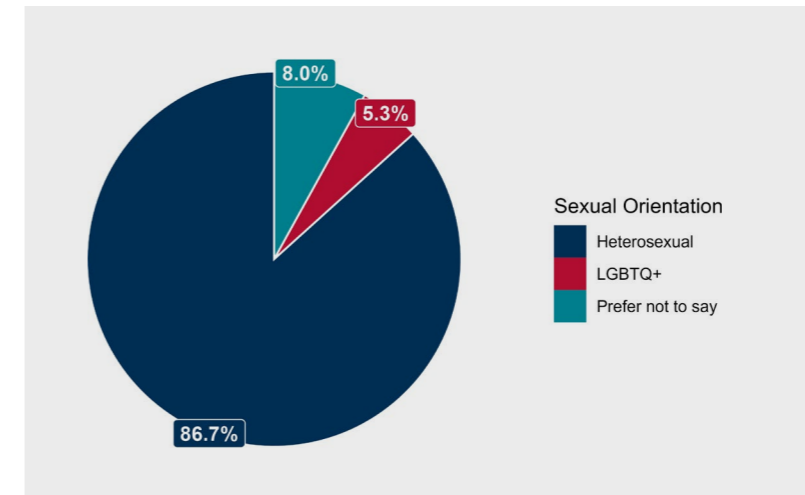
The total number of applicants increased from 8,654 in 20/21 to 13,477 in 22/23. The total number of applicants increased from 10,200 in 21/22 to 13,477 in 22/23, an increase of 3,277.

The percentage of Christian applicants decreased from 1,630 (24.5%) in 21/22 to 2,174 (24.4%) in 22/23. Hindu applicants showed an increase in percentage from 897 (13.5%) in 21/22 to 1,290 (14.5%) in 22/23. The mean number of applications per Hindu applicant also increased from 1.7 to 1.8.

The percentage of Muslim applicants decreased from 1,506 (22.6%) in 21/22 to 2,042 (22.9%) in 22/23. The percentage of applicants with no religion decreased from 1,574 (23.6%) in 21/22 to 1,927 (21.6%) in 22/23.

The percentage of applicants with other religions saw an increase of 482 (7.2%) in 21/22 to 678 (7.6%) in 22/23. The percentage of applicants who preferred not to say showed an increase from 576 (8.6%) in 21/22 to 799 (9.0%) in 22/23.

**Application data - Sexual Orientation**



Disability	2020/21			2021/22			2022/23							
	Applicants	%	Mean Applications	Applicants	%	Mean Applications	Applicants	%	Mean Applications					
Heterosexual	7,396	85.5%	1.5	10,816	86.5%	1.5	5,752	86.3%	1.5	7,618	85.5%	11,679	86.7%	1.5
LGBTQ+	515	6.0%	1.3	666	5.3%	1.3	359	5.4%	1.5	520	5.8%	713	5.3%	1.4
Prefer not to say	734	8.5%	1.4	1,006	8.0%	1.4	554	8.3%	1.5	772	8.7%	1,084	8.0%	1.4
Unknown	9	0.1%	2.1	19	0.2%	2.1				1	0.0%	1	0.0%	1
<b>Total</b>	<b>8,654</b>	<b>-</b>	<b>6.3</b>	<b>12,507</b>	<b>-</b>	<b>6.3</b>	<b>6,665</b>	<b>-</b>	<b>4.5</b>	<b>8,911</b>	<b>-</b>	<b>13,477</b>	<b>-</b>	<b>5.3</b>

**Narrative**

The total number of applicants increased from 12,507 in 21/22 to 13,477 in 22/23, reflecting a 7.8% increase. In 21/22, there were 10,816 Heterosexual applicants, constituting 86.5%. In 22/23, there were 11,679 applicants, making up 86.7%. This reflects an increase in both the number and percentage of heterosexual applicants.

In 21/22, there were 666 applicants, accounting for 5.3%. In 22/23, there were 713 applicants, representing 5.3%. The number and percentage of LGBTQ+ applicants have both increased.

In 21/22, there were 1,006 applicants, making up 8.0%. In 22/23, there were 1,084 applicants, constituting 8.0%. There is an increase in both the number and percentage of those who prefer not to say. The number of unknown applicants remains the same at 1.



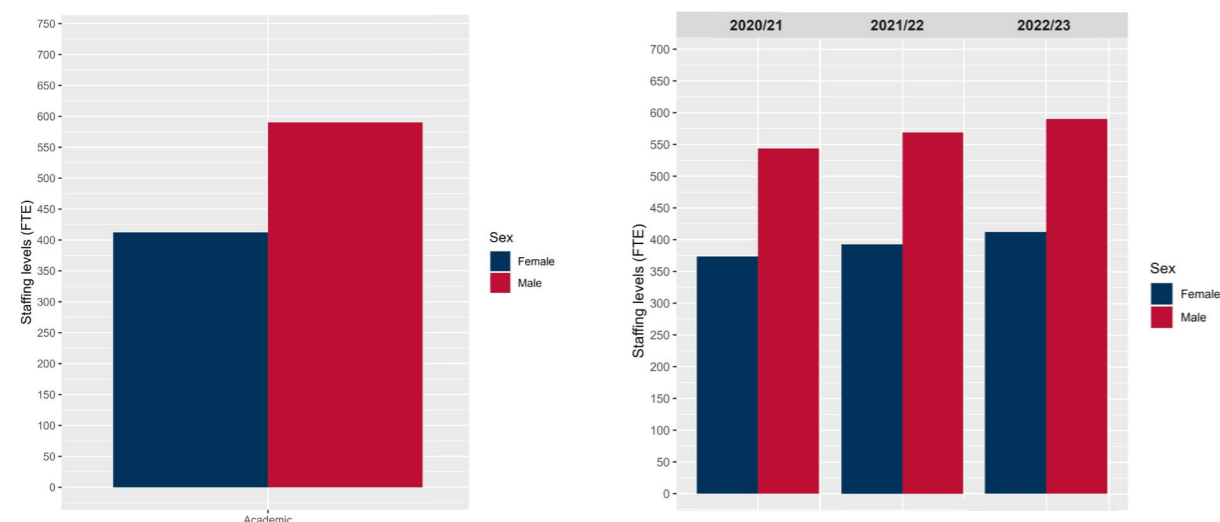
## Analysis by Contract Type (Job Family) – Academic

The majority of Academic colleagues are situated within the three Colleges and BCAST, however there are some academic colleagues within ‘All Other’ which includes the Academic Professional Development Unit, Graduate School, PVCs and Associate PVCs not associated to a College and other senior leadership academic posts.

### All academic contract type

These initial charts show information on all colleagues on academic contracts across the University. Overall the University employs 1002.4 FTE colleagues on academic contracts.

#### Gender



#### Narrative

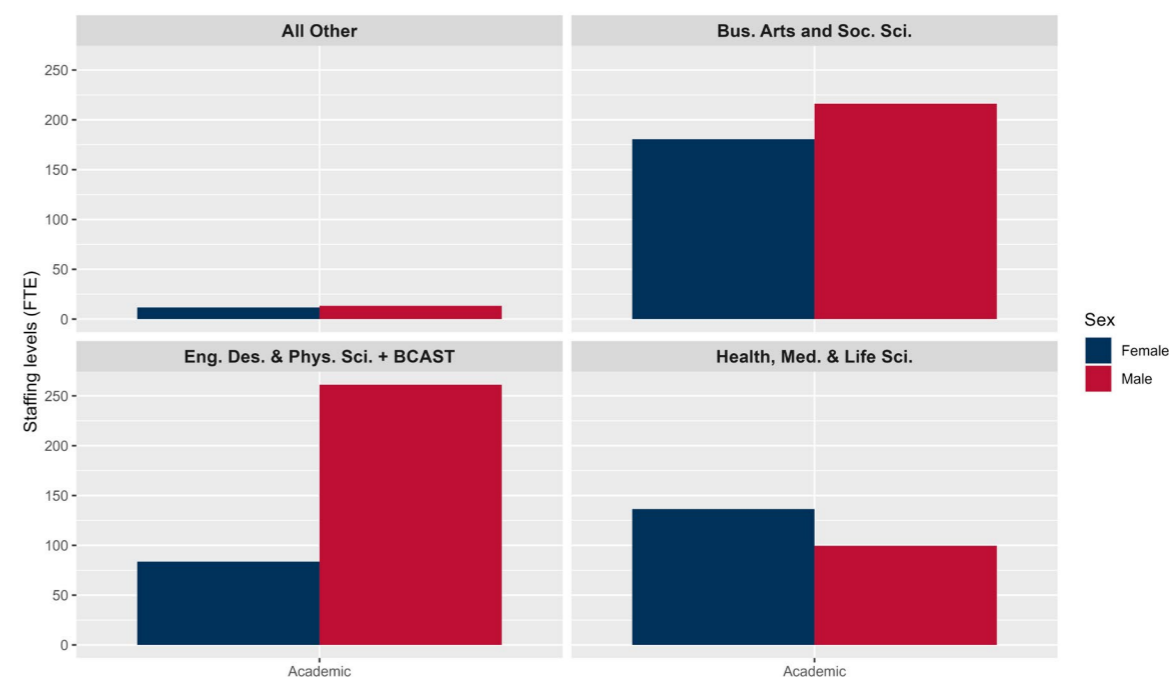
In 22/23, the FTE for women academic colleagues is 412.2, representing 41.1% of the total academic FTE. This indicates an increase from 393.0 FTE in 21/22.

The FTE for men academic colleagues is 590.2, comprising 58.9% of the total academic FTE in 22/23. This reflects an increase from 569.3 FTE in the previous year.

In 22/23 at Brunel we employed 41.8 (FTE) (29%) Professors who were women. This was an increase of 2.4 (FTE) (0.1%) from 21/22. Professors who were men increased by 5.2 (FTE) (0.1%). Women saw an increase of 8.5 (FTE) to Reader and men declined by 4.4 (FTE).

The HESA Staff Statistical Report identifies that in 22/23 49% of academic staff were female and 51% were male.

The HESA report also identified that among academic staff, 24,430 or 10% were employed on a contract level described as a professor in 22/23. (It should be noted that this is likely to be an undercount of all professors because many will fall into more senior levels, i.e. Heads of Department.) Of professors, 31% were female in 22/23. The percentage of female professors increased by one percentage point since 21/22, and by three percentage points since 20/21. Academic staff employed on other senior academic contracts comprised 42% females in 22/23. This has gradually increased from 33% in 2013/14.



The total academic FTE increased to 770.4 in 22/23, up from 752.5 in 21/22.

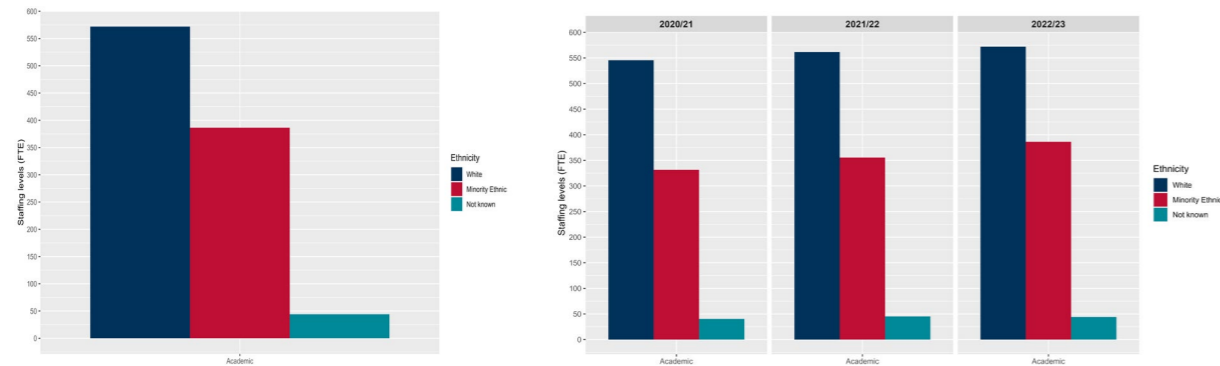
In the ‘All Other’ directorate, women academic colleagues FTE is 11.7 (46.8% of total academic FTE) in 22/23, a decrease from 15.0 FTE (51.4%) in 21/22. Men academic colleagues FTE is 13.3 (53.2%), an increase from 14.2 FTE (48.6%) in the previous year.

For CBASS, women academic colleagues FTE is 180.6 (45.5% of total academic FTE) in 22/23, up from 165.3 FTE (45.7%) in 21/22. Men academic colleagues FTE is 216.1 (54.5%), an increase from 196.6 FTE (54.3%) in the previous year.

In CEDPS + BCAST, women academic colleagues FTE is 83.6 in 22/23 (24.2% of total academic FTE), an increase from 83.2 FTE (24.2%) in 21/22. Men academic colleagues FTE is 261.2 (75.8%), remaining stable compared to the previous year.

In CHMLS, women academic colleagues FTE is 136.4 in 22/23 (57.8% of total academic FTE), up from 129.5 FTE (56.8%) in 21/22. Men academic colleagues FTE is 99.6 (42.2%), a decrease from 98.4 FTE (43.2%) in the previous year.

## Ethnicity



### Narrative

We have observed a year-on-year decrease in the FTE percentage for White colleagues over the last three years. In 22/23, we see a 1.2% decrease suggesting a potential shift in the ethnic composition within the academic job family. Although we have seen a decrease in the percentages, the overall actual numbers remain relatively stable.

Over the three years we see a year-on-year percentage increase for the Minority Ethnic colleagues from 36.1% in 21/22 to 38.5% in 22/23. A positive pattern is observed with an increase in both FTE percentage and overall FTE numbers, indicating a growing presence of minority ethnic employees in the academic job function. For 'Not Known' the FTE numbers remain relatively stable.

In 22/23 Brunel employed 143.9 (FTE) Professors of which 52 (FTE) (36.1%) are from Black, Asian and Minority Ethnic backgrounds. We saw an increase of 5.1 (FTE) Professors from Minority Ethnic background from 21/22 to 22/23. However, there was a drop of 2.6 (FTE) in Readers from Ethnic Minority background. Across the sector,

HESA 22/23 data reports that of academic colleagues with known ethnicity, 22% were from ethnic minority backgrounds in 22/23. This has increased from 16% in 2017/18. It should be noted that this figure is UK wide and therefore regional variations are not shown.

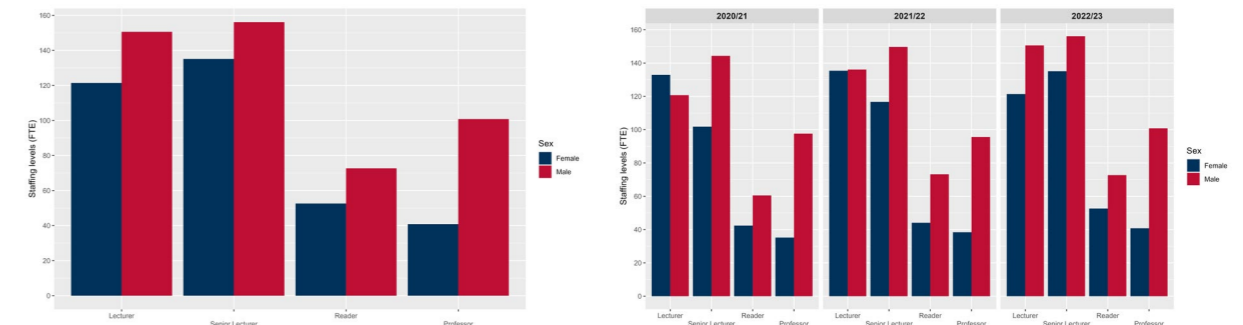
The HESA Staff Statistical Report 2023 reports that of the 22,345 professors with known ethnicity, 2,865 or 13% were from ethnic minority backgrounds. The majority of Professors from ethnic minority backgrounds were Asian. From 21/22 to 22/23 there was an increase of 40 Black professors across the HEI sector (HESA).

Additionally, the Advance HE Staff Statistical Report 2023 identifies that there were notable differences in the proportions of professors among the UK Black, Asian and minority ethnic groups. For example, 17.3% of UK Chinese academics were professors compared with just 3.5% of UK Black academics.

## All Academic Job Roles by Contract Type

Overall, there is an increase in the total Full-Time Equivalent (FTE) from 789.2 in 21/22 to 830.1 in 22/23.

## Gender



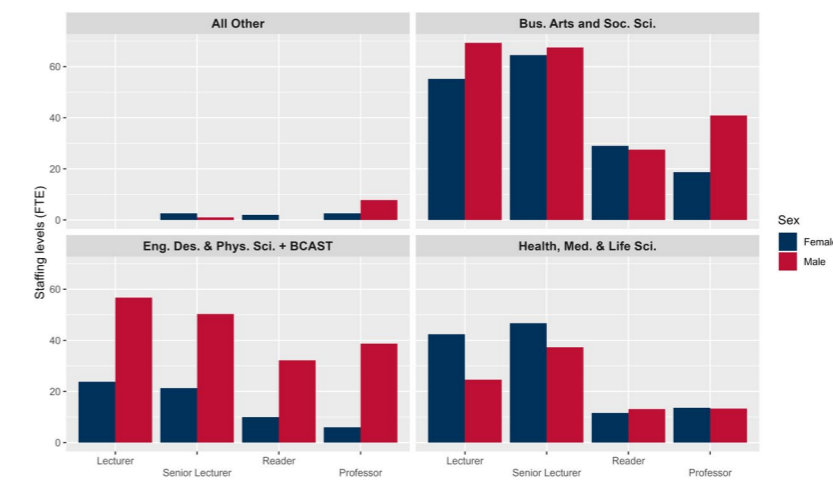
### Narrative

In 21/22, women lecturers accounted for 49.9% (135.4) of the total FTE, and in 22/23, this decreased to 44.6% (121.4), indicating a decrease of 5.3%. Men lecturers accounted for 50.1% (136.3) of the total FTE, and in 22/23, this increased to 55.4% (150.6), indicating an increase of 5.3%.

Women Senior Lecturers accounted for 116.7 FTE, representing 43.8% of the total FTE. In 2022/23, this increased to 135.1 FTE, accounting for 46.4%, indicating an increase of 2.6%. Men Senior Lecturers accounted for 149.7 FTE, representing 56.2% of the total FTE. In 2022/23, this decreased to 156.1 FTE, accounting for 53.6%, indicating a decrease of 2.6% in both percentage and FTE.

21/22, women Readers comprised 37.6% (44.1 FTE) of the total FTE. In 22/23, this figure rose to 42.0% (52.6 FTE), signifying a 4.4% increase. For men Readers, they constituted 62.4% (73.2 FTE) of the total FTE in 21/22. However, in 22/23, this percentage decreased to 58.0% (72.7 FTE), indicating a decline of 4.4%.

Women Professors accounted for 38.4 FTE, representing 28.7% of the total FTE. In 2022/23, this increased to 40.8 FTE, maintaining the percentage at 28.8%, indicating an increase of 0.1% in FTE. Men Professors accounted for 95.6 FTE, representing 71.3% of the total FTE. In 2022/23, this increased to 100.8 FTE, maintaining the percentage at 71.2%, indicating a decrease of 0.1% in FTE.



**Narrative**

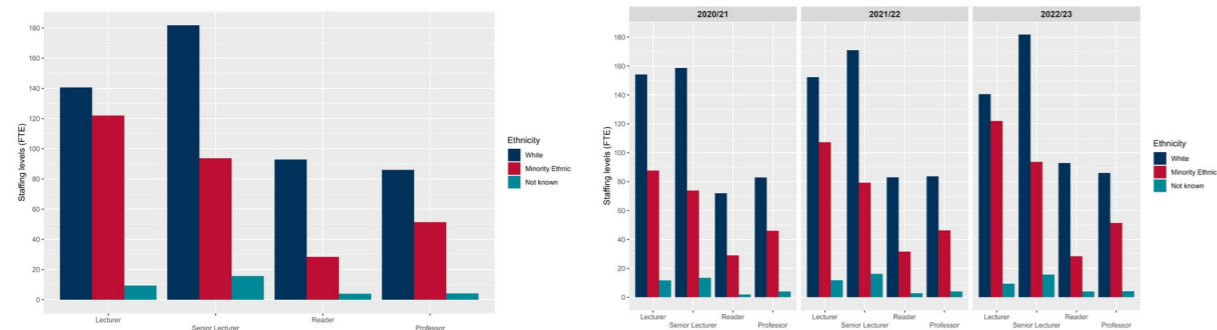
Overall, the total Full-Time Equivalent (FTE) increased from 735.6 in 21/22 to 830.2 in 22/23.

In 22/23 CBASS saw a 5.2% decrease in women lecturer FTE from 58.2 to 55.2. However, there was an increase for women Senior Lecturer from 29.1 to 46.7, a 60.5% FTE increase, women Readers from 10.6 to 11.6, a 9.4% FTE increase, and women Professor from 13.5 to 13.6, a 0.7% FTE increase. Men Lecturer FTE increased from 62.8 to 69.3, indicating a 10.4% FTE rise. Senior Lecturer increased from 60.2 to 67.5, marking an 11.9% FTE rise. Reader increased from 27.3 to 27.5, demonstrating a 0.7% FTE rise. For Professors and increase from 38.3 to 40.9, reflecting a 7.3% FTE

For CEDPS/BCAST we see an increase for women across all job roles in 22/23. Women lecturer FTE demonstrated growth from 21.4 to 23.8, signifying an 11.2% increase. Senior Lecturer positions saw an increase in from 19.4 to 21.3, reflecting a 9.3% rise, and Readers increased from 7.8 to 10.0, a 28.2% increase. In the Professor category, an increase from 3.9 to 6.0, a 53.8% increase. Men Lecturer FTE increased from 45.9 to 56.7, marking a 23.3% FTE rise. Senior Lecturer decreased from 52.8 to 50.3, indicating a 4.7% FTE decrease. Reader FTE increased from 31.8 to 32.2, reflecting a 1.3% FTE rise. For Professors, a decrease from 38.5 to 38.7, marking a 0.5% FTE decrease.

CHMLS saw a decline for women lecture roles from 53.3 to 42.4, 20.5% decrease. Contrarily, Senior Lecturer positions increased from 29.1 to 46.7, 60.5% increase. Reader roles saw an increase from 10.6 to 11.6, demonstrating a 9.4% increase. Women Professor increased from 13.5 to 13.6, 0.7% increase. Men Lecturer FTE decreased from 25.7 to 24.6, a 4.3% FTE decrease. Senior Lecturer increased from 35.8 to 37.3, indicating a 4.2% FTE rise. Reader increased from 14.1 to 13.1, a 7.1% FTE decrease. For Professors, the FTE increased from 12.1 to 13.3, a 9.9% FTE rise.

**Ethnicity**



**Narrative**

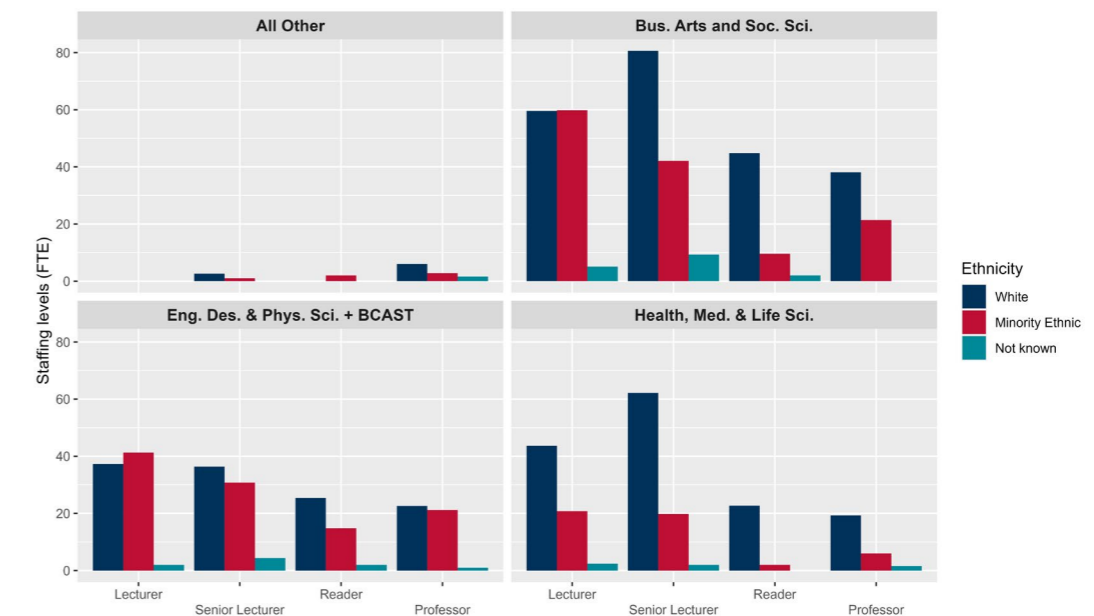
In the academic year 2022/23, for Senior Lecturer roles, 181.8 FTE (62.4%) were occupied by individuals of White ethnicity, 93.7 FTE (32.2%) by those from Minority Ethnic backgrounds. Amongst Reader positions, 92.9 FTE (74.1%) are held by White ethnicity, 28.4 FTE (22.7%) from Minority Ethnic backgrounds, and 4.0 FTE (3.2%) by those with an undisclosed ethnicity. In Professorial roles, 86.0 FTE (60.7%) are occupied by White ethnicity, 51.4 FTE (36.3%) by Minority Ethnic backgrounds, and 4.2 FTE (3.0%) by those with an undisclosed ethnicity.

Among White Lecturers, there was a decrease in FTE from 152.3 to 140.6, representing a 7.6% decline. Minority Ethnic Lecturers, saw an increase in FTE from 107.3 to 122.0, reflecting a 13.7% rise. The Not Known category experienced a decrease in FTE from 11.8 to 9.4, a 20.3% reduction.

For Senior Lecturers, the FTE for White Senior Lecturers increased from 171.0 to 181.8, 6.3% rise. Among Minority Ethnic Senior Lecturers, there was an increase in FTE from 79.3 to 93.7, an 18.2% growth. However, the Not Known category decreased from 16.2 to 15.7 in FTE, a 3.1% decline.

In the Reader category, White Readers increased from 83.0 to 92.9, indicating 12% rise. Among Minority Ethnic Readers, there was a decrease in FTE from 31.6 to 28.4, representing a 10.1% decline. The Not Known category saw an increase in FTE from 2.8 to 4.0, a 42.9% growth.

For White Professors, FTE increased from 83.7 to 86.0, showing a 2.7% rise. Similarly, among Minority Ethnic Professors, there was an increase in FTE from 46.3 to 51.4, indicating an 11% growth. The Not Known category also experienced a rise in FTE from 4.0 to 4.2.



**Narrative**

In 'All Other' directorate Reader positions, 2.0 FTE (100.0%) were held by those from Minority Ethnic backgrounds

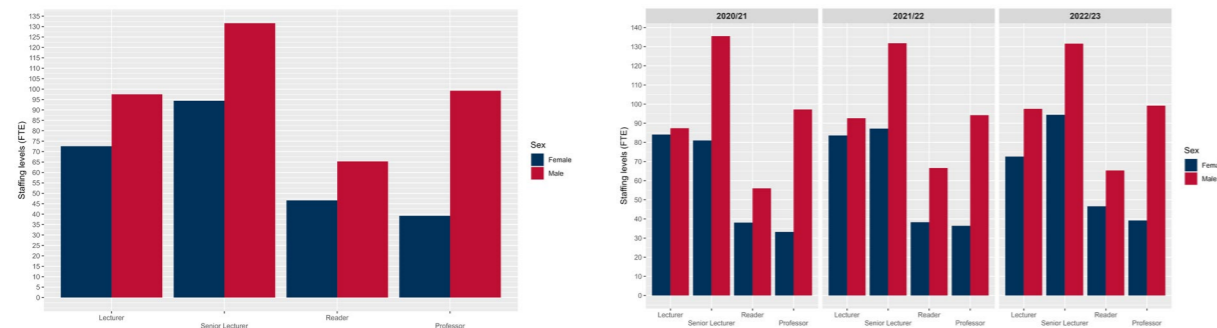
CBASS has a higher FTE number for Minority Ethnic Lecturers at 59.8 (48.0%), compared to White Lecturers 59.6 (47.9%) this contrast with the overall University picture where 140.6 FTE (51.7%) Lecturers are from White ethnicity, and 122.0 FTE (44.9%) Lecturers are from Minority Ethnic backgrounds. CEDPS/BCAST have a similar picture where for Lecturer positions, 37.3 FTE (46.3%) were occupied by White ethnicity, while 41.3 FTE (51.2%) were occupied by those from Minority Ethnic backgrounds.

FTE distribution for Senior Lecturer, Reader, and Professor positions generally shows higher representation of individuals with White ethnicity compared to those from Minority Ethnic backgrounds.

## Academic Teaching and Research Contract

There are 646.4 FTE colleagues in the Teaching and Research job roles.

### Gender

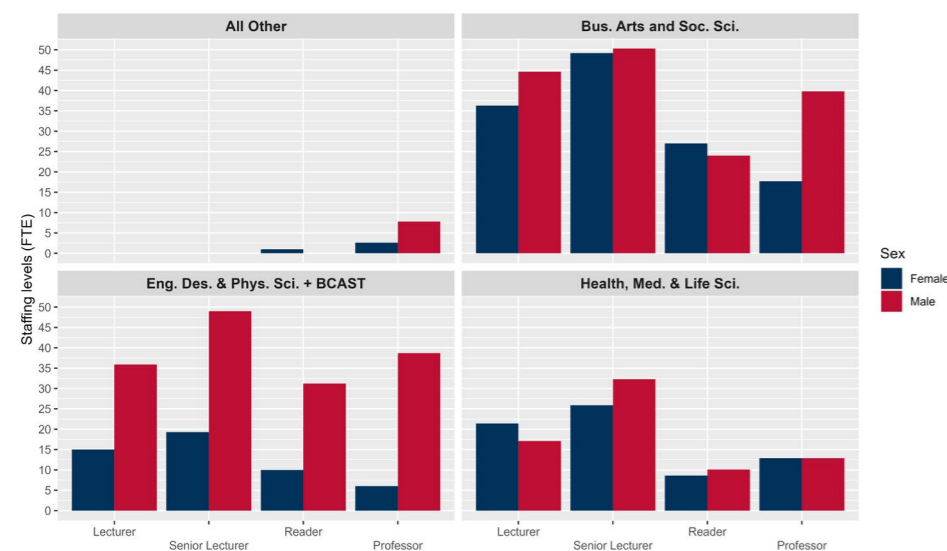


### Narrative

In this job family the majority of colleagues are men (393 men and 252 women).

In the role of Lecturer, there is a decrease in FTE numbers for women (84.1 to 72.6) and an increase for men (87.4 to 97.5) from 20/21 to 22/23. The number of women in the Senior Lecturer role has continued to increase over the 3-year period (16.5% increase in 2022/23).

In the Professor role, FTE numbers for women increased from (33.2 to 39.2), and for men (97.2 to 99.2). In 22/23 we see an increase in the number of women Professors (39.2 against 36.4) and Readers (46.6 against 38).



### Narrative

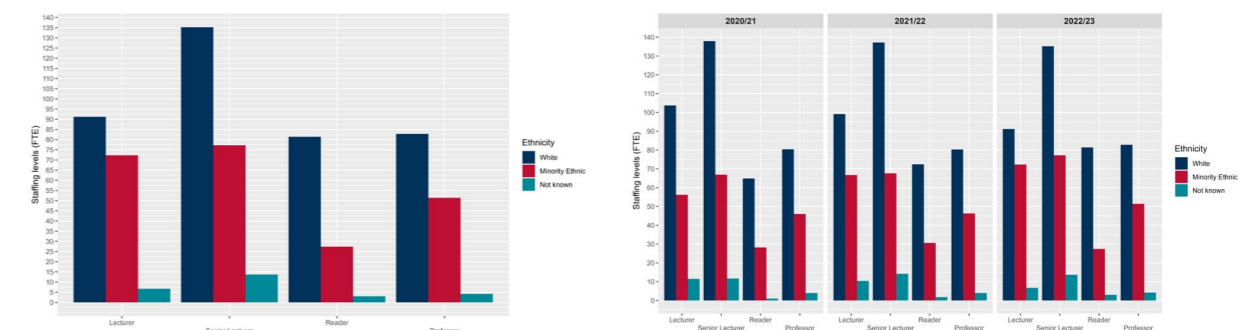
CBASS has seen an increase for women readers, 21.4 (21/22) to 27.0 (22/23), and an increase in women professors 16.4 (21/22) to 17.7 (22/23). They have also seen an increase of senior lecturers for both men and women (48.7 to 50.3 and 48.0 to 49.2).

In CEDPS/BCAST, women lecturers have seen a decrease in FTE from 18.4 (21/22) to 15.0 (22/23), while in this role men have increased in FTE from 29.5 (21/22) to 35.9 (22/23). Women Professors and Readers have experienced an increase in numbers compared to last year from (4.9 to 6.0 and 7.2 to 10.0) respectively.

In CHMLS the numbers of both men and women FTE lecturers have decreased from 19.3 (21/22) to 17.1 (22/23) and 27.7 (21/22) to 21.4 (22/23) respectively. Senior lecturer positions experience an increase in FTE for both men and women (31.6 to 32.3 and 20.5 to 25.9) respectively.

In 22/23 the data shows that CBASS employs the highest number of Women Professors (17.7). CDEPS/BCAST employs the lowest number of women Professors (6).

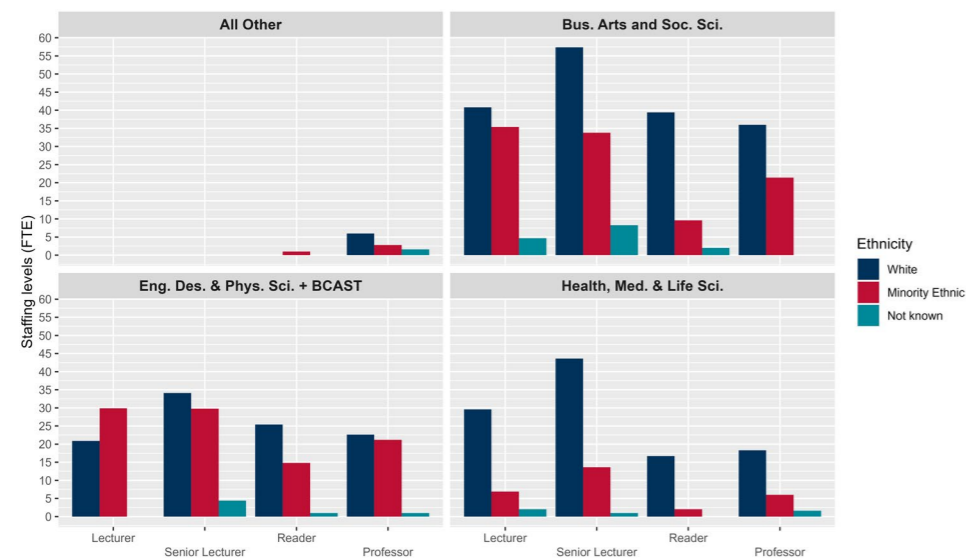
### Ethnicity



### Narrative

In the academic year 2022/23, for Senior Lecturer roles, 181.8 FTE (62.4%) were occupied by individuals of White ethnicity, 93.7 FTE (32.2%) by those from Minority Ethnic backgrounds. Amongst Reader positions, 92.9 FTE (74.1%) are held by White ethnicity, 28.4 FTE (22.7%) from Minority Ethnic backgrounds, and 4.0 FTE (3.2%) by those with an undisclosed ethnicity. In Professorial roles, 86.0 FTE (60.7%) are occupied by White ethnicity, 51.4 FTE (36.3%) by Minority Ethnic backgrounds, and 4.2 FTE (3.0%) by those with an undisclosed ethnicity.

Among White Lecturers, there was a decrease in FTE from 152.3 to 140.6, representing a 7.6% decline. Minority Ethnic Lecturers, saw an increase in FTE from 107.3 to 122.0, reflecting a 13.7% rise. The Not Known category experienced a decrease in FTE from 11.8 to 9.4, a 20.3% reduction.



**Narrative**

In CBASS we observe an increase this year, in the number of FTE Minority Ethnic Lecturers (21/22: 29.3, 22/23: 35.4) and a decrease for White Lecturers (21/22: 45.0, 22/23: 40.8). Among Professors, the FTE increases for both White and Minority Ethnic groups (33.8 to 36.0 and 20.4 to 21.4). For Readers we see an increase of White academics from (35.8 to 39.4) and a decrease of 10.2 to 9.6 for Minority Ethnic. Senior Lecturers show a decrease in FTE for White colleagues and an increase for Minority Ethnic colleagues compared to last year (58.2 to 57.4 and 29.7 to 33.8) respectively.

CEDPS/BCAST FTE for Minority Ethnic Lecturers saw an increase in 21/22 compared to last year (21/22: 26.2, 22/23: 29.9). For Senior Lecturers we see decrease in FTE for White colleagues (21/22: 39.4, 22/23: 34.1), and an increase for Minority Ethnic colleagues (21/22: 27.1, 22/23: 29.8).

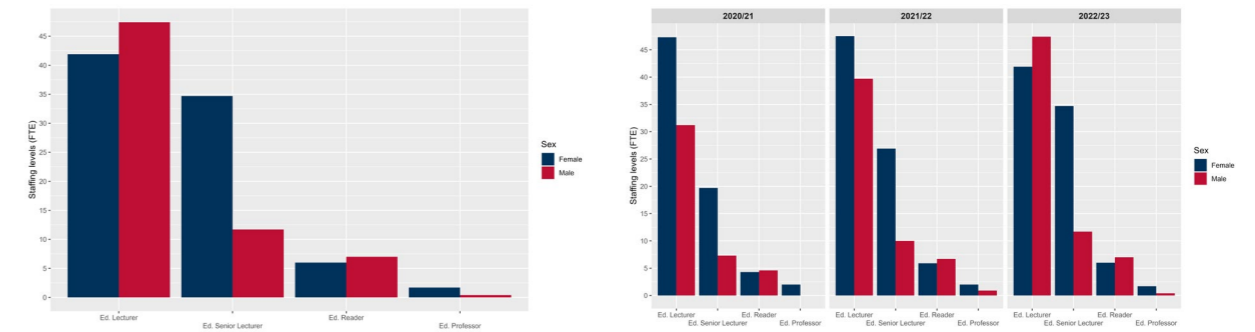
CHMLS experienced a decrease in FTE for White Lecturers (21/22: 33.6, 22/23: 29.6). In this college we saw an increase this year, in numbers for both White Professors and (21/22: 17.0, 22/23: 18.3 and Minority Ethnic professors (21/22: 5.0, 22/23: 6.0).

We observe a consistent pattern from the previous year, where CHMLS continues to have the fewest number of Minority Ethnic colleagues among the colleges in the roles of Readers and Professors. However, CEDPS/BCAST exhibits a more balanced distribution of ethnicity across various academic roles.

**Educational Academic Contract**

There are 150.8 FTE colleagues employed on Educational (Academic) contracts at Brunel.

**Gender**

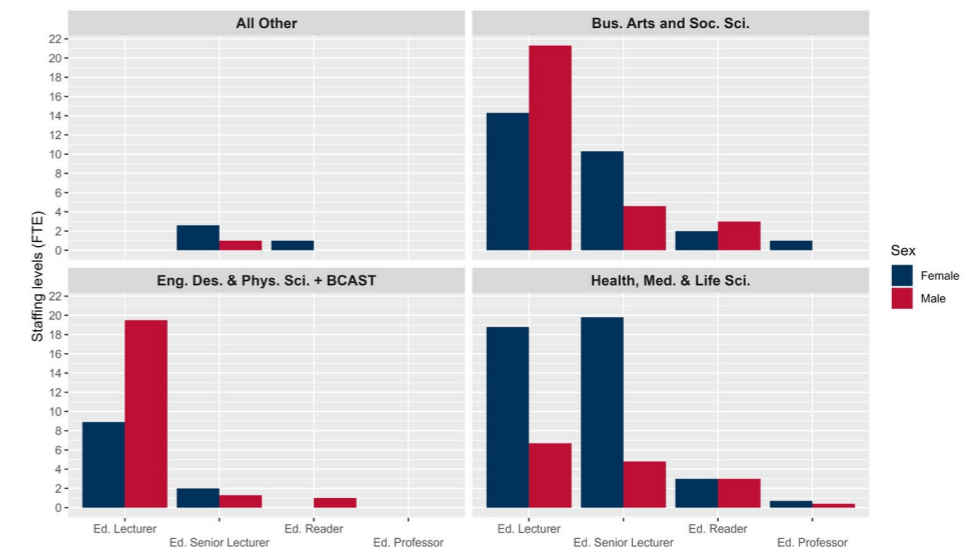


**Narrative**

In 22/23 we saw an overall decrease in the FTE for women Lecturers (20/21: 47.3, 21/22: 47.5, 22/23: 41.9), during the same period we have seen an increase in FTE for men Lecturers (20/21: 31.2, 21/22: 39.7, 22/23: 47.4). The number of men Lecturers therefore surpassed that of women lecturers in 22/23.

The data shows a decrease in FTE for women Professors over the last three years (20/21: 2.0, 21/22: 2.0, 22/23: 1.7), and in 22/23 saw a decline in the FTE for men Professors (21/22: 0.9, 22/23: 0.4). Women Professors continue to hold the majority of Professorships in Educational contracts but with a decline.

We see a balanced distribution between women and men Readers. There are more women Senior Lecturers (34.7) than men Senior Lecturers (11.7).



**Narrative**

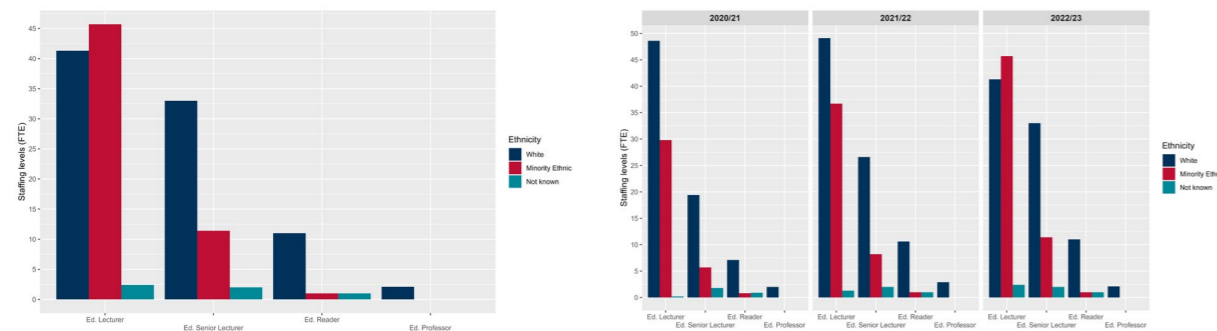
In CBASS for Ed. Lecturer we saw a decreased from 16.8 to 14.3 for women and an increase from 17.2 to 21.3 for men in 22/23. The Education Professor remains at 1.0 women FTE. For Education Reader there has been an increase for women from 1.0 to 2.0. and for men from 2.8 to 3.0. We have also seen an increase for both men and women Senior Lecturers

This year for CEDPS/BCAST we observe Education Lecturer an increase for women from 6.7 to 8.9 and for men, an increase from 14.9 to 19.5. We see no change for Senior Lecturer for both men and women.

CHMLS has seen a decrease of women Education Lecturer compared to last year from 23 to 18.8, the number of men Education Lecturer increased from 5.9 to 6.7. We saw an increase for women Senior Lecturers from 13.8 to 19.8.

Overall the more senior Educational roles are held by women.

**Ethnicity**



**Narrative**

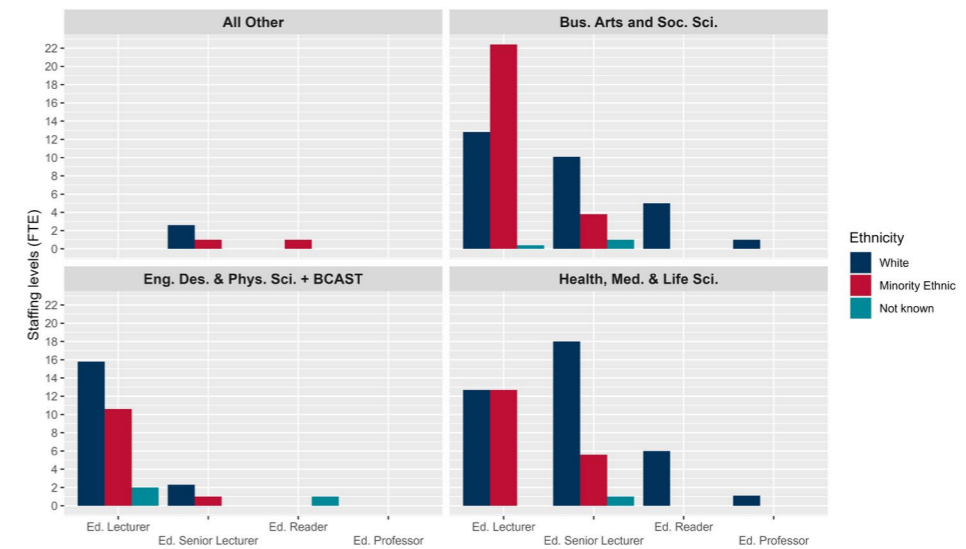
The FTE numbers for White Ed. lecturers decreased from 49.1 to 41.3 in 22/23, the FTE numbers increased from 36.7 to 45.7 for Minority Ethnic Ed. lecturers and the FTE numbers for Not Known, increased from 1.3 to 2.4.

In 2022/23, the FTE numbers for White Ed. Professors decreased from 2.9 to 2.1. Notably, over the last three years, there has been no appointment of Black, Asian, and Minority Ethnic professors

This year, for White Ed. Readers, the FTE numbers increased from 10.6 to 11.0. For Minority Ethnic, the numbers remained stable at 1.0.

For Ed. Senior Lecturer the FTE numbers decreased from 26.6 to 33.0. For Minority Ethnic the FTE numbers increased from 8.2 to 11.4.

Overall, the number of colleagues from a Minority Ethnic background continues to increase in the Education Contract type at Lecturer and Senior Lecturer level however numbers remain significantly low at Reader and Professorial level.



**Narrative**

In CBASS, we see a decrease in the FTE number for White Ed. lecturer from 16.2 to 12.8. in 22/23. For Minority Ethnic, we saw an increase from 17.8 to 22.4. For CEDPS/BCAST we also see an increase of White and Minority Ethnic Ed. Lecturer from 13.0 to 15.8 and from 7.3 to 10.6 respectively.

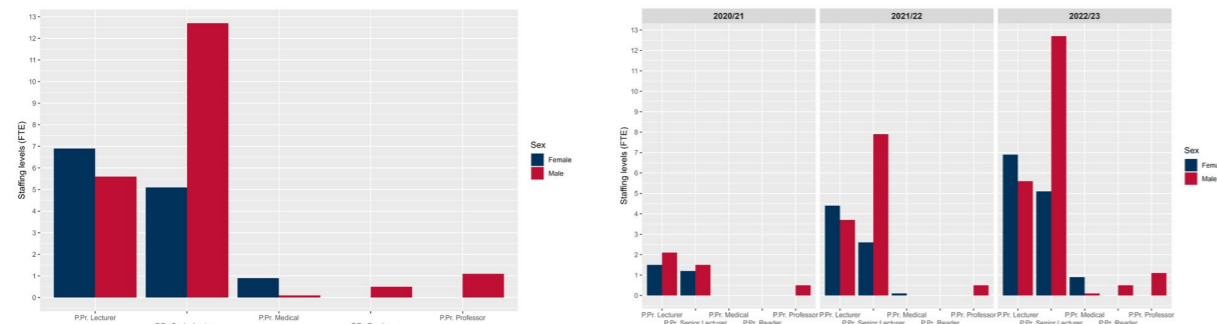
CHMLS saw a decrease of White colleagues Ed. Lecturer from 17.3 to 12.7 and an increase for Minority Ethnic from 11.6 to 12.7. They also saw that the FTE for White Senior Lecturers increase from 13.3 to 18.0 and an increase for Minority Ethnic Senior Lecturers from 3.8 to 5.6.

CBASS and CDEPS/BCAST have the highest growth in the number of Minority Ethnic colleagues on Educational Contracts.

## Professional Practice Contract

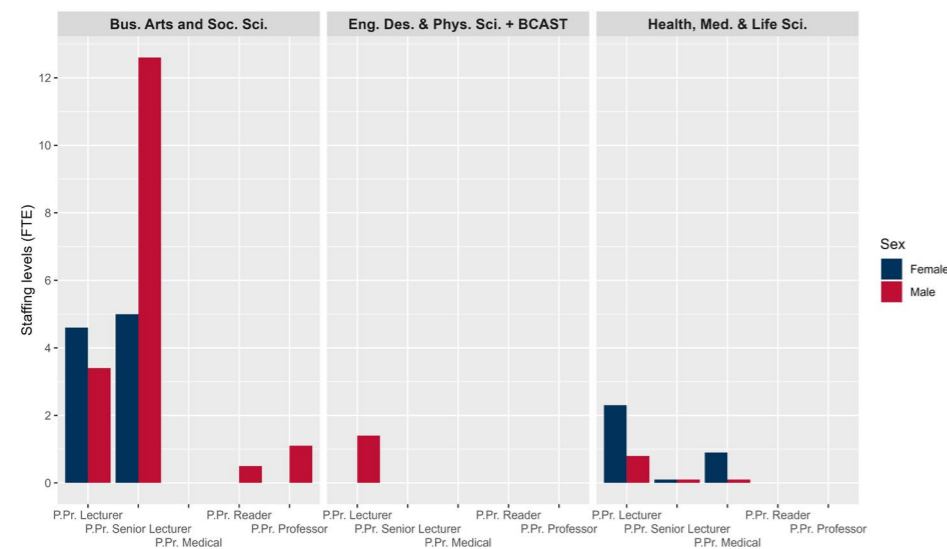
There are 32.9 FTE colleagues employed on Professional Practice contracts at Brunel.

### Gender



### Narrative

Overall, there is growth in the number of colleagues on Professional Practice contracts across the University. The FTE increased for women Professional Practice Lecturers from 4.4 to 6.9, and from 3.7 to 5.6 for men. We have one Professional Practice Professor and Professional Practice Reader who are both men. Men and women Professional Practice Senior Lecturers increased from 2.6 to 5.1 and from 7.9 to 12.7 respectively.

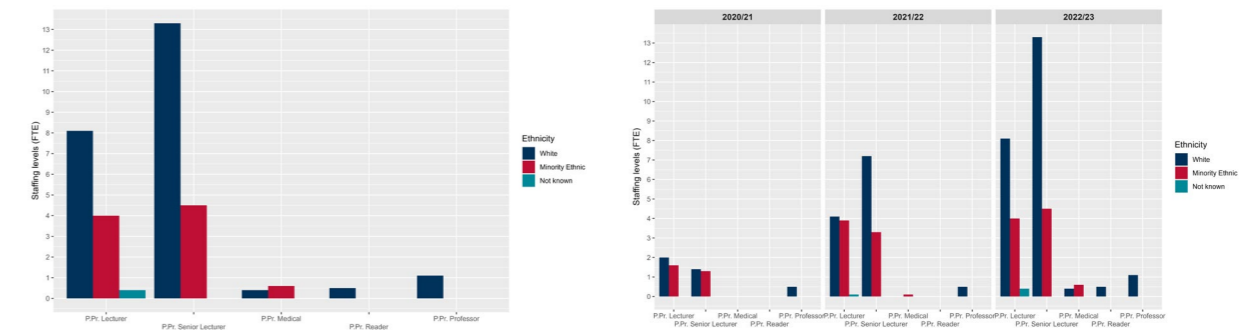


### Narrative

CBASS has the highest number of FTE Professional Practice academics across the three colleges. The number of women FTE Professional Practice Lecturers in this college increased from 2.7 to 4.6 in 22/23, and for men we also saw an increase from 1.8 to 3.4. We also saw an increase in the number of women FTE Professional Practice Senior Lecturers rise from 2.6 to 5.0 and from 7.9 to 12.6 for men.

CEDPS/BCAST has the least amount of Professional Practice academics of whom are all represented by men.

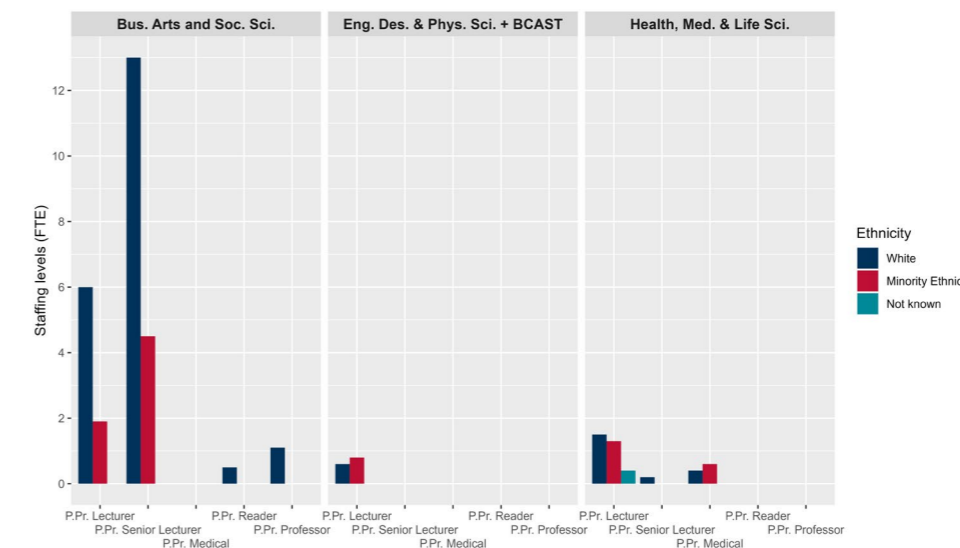
## Ethnicity



### Narrative

In 22/23 the number of White FTE Professional Practice. Lecturer increased from 4.1 to 8.1, while the number of Minority Ethnic colleagues remained at 4.0. White Professional Practice Senior Lecturers FTE has increased from 7.2 to 13.3, with a percentage increase from 68.6% to 74.7%. The FTE for Minority Ethnic increased from 3.3 to 4.5.

In 22/23 there was greater growth in Professional Practice contract types for colleagues from White ethnicity.



### Narrative

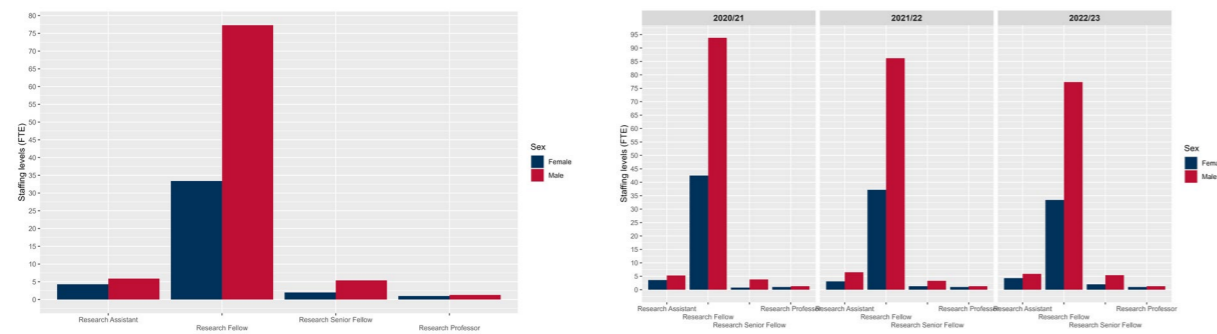
For White FTE Professional Practice Lecturer CBASS, who employ the majority of colleagues in Professional Practice Contracts, saw an increase from 1.6 to 6.0. The FTE increased from 1.8 to 1.9 for Minority Ethnic. White Professional Practice Senior Lecturer increased from 7.2 to 13 and Minority Ethnic increased from 3.3 to 4.5. For CEDPS we saw the White FTE decreased from 1.7 to 0.6.

## Research Contract

There were 130.6 number of FTE colleagues on research contracts in 22/23. These are a combination of Research Assistants, Research Fellows, Research Professors, and Research Senior Fellows.

*Note: Titles are determined by grade. Research Assistant includes all colleagues employed on R1 grade. This includes those who are above point 30 and therefore have the role title Research Fellow. Research Fellow shown separately, includes all who are on grade 8.*

### Gender

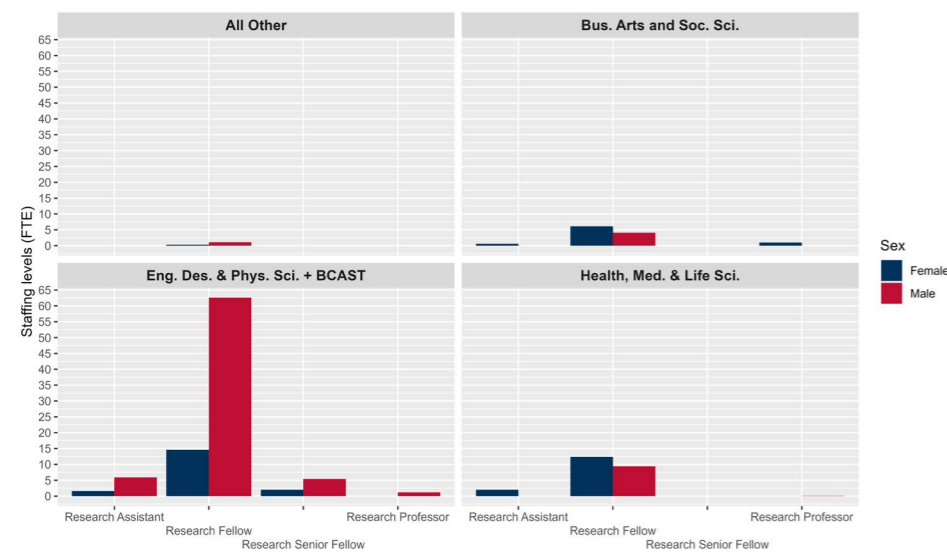


### Narrative

In 22/23 the data tells us that the majority of research FTE positions are held by men (89.9) than there are by women (40.7).

Research Fellows and Research Senior Senior Fellows also shows men holding a larger share of FTE in both roles. Research Fellow men (77.3) and women (33.4) and Research Senior Fellow men (5.4) and women (2).

While Research Assistants show fluctuations, Research Fellows consistently have a higher male representation. Research Professors show a more balanced gender distribution. Notably, Research Senior Fellows indicate a positive shift in female representation over the years.

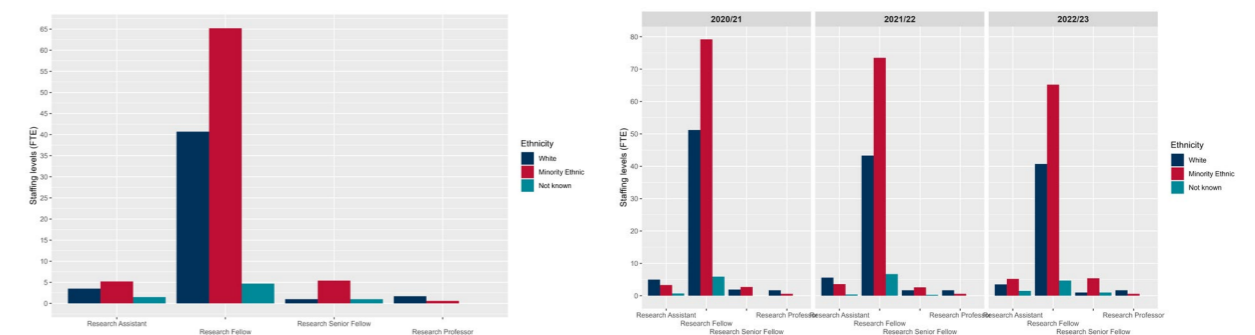


### Narrative

In CBASS and CHMLS we observe that Research Fellow roles show a higher FTE number for women (6.1) (12.4) than men (4.1) (9.4) respectively.

CEDPS, who employ the largest number of colleagues in research roles, has gender differences in FTE numbers, particularly in Research Fellow roles where we see the FTE for women (14.6), is lower than men (62.6).

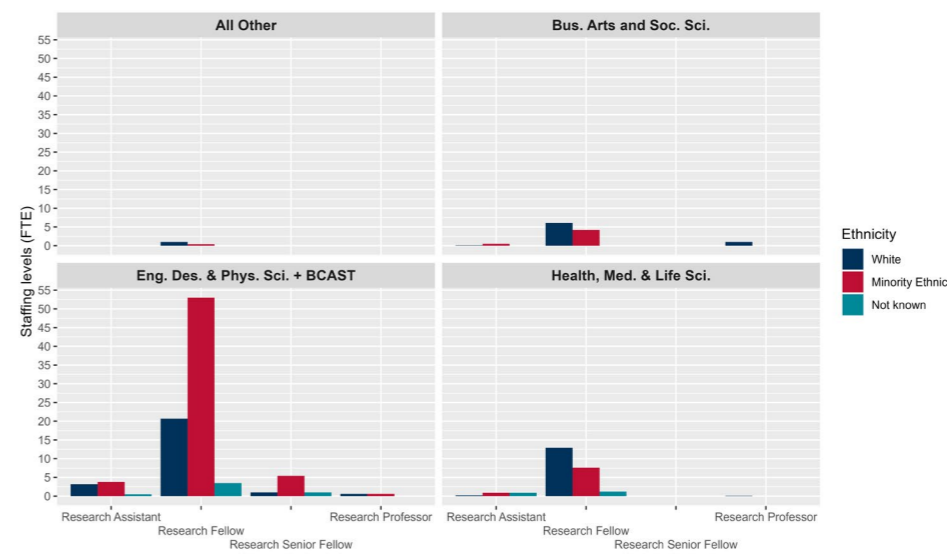
### Ethnicity



### Narrative

In 22/23 Research Fellow roles have a higher FTE percentage for Minority Ethnic colleagues (65.2) compared to White colleagues (40.7). Research Senior Fellow roles also have a higher FTE number for Minority Ethnic (5.4) compared to those who declared White ethnicity (1).

Research Professor roles FTE number for White ethnicity is (1.7) and (0.6) for Minority Ethnic.



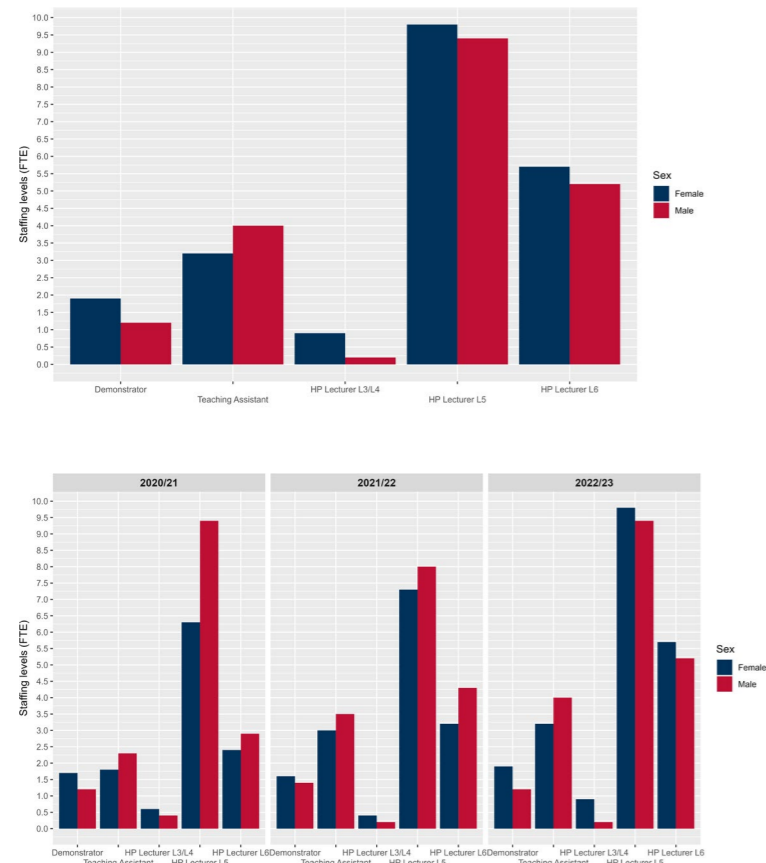
### Narrative

CDEPS/BCAST employ the highest number of colleagues in Research roles. The majority of Research Assistants and Research Senior Fellows in CDEPS/BCAST are from Minority Ethnic backgrounds.



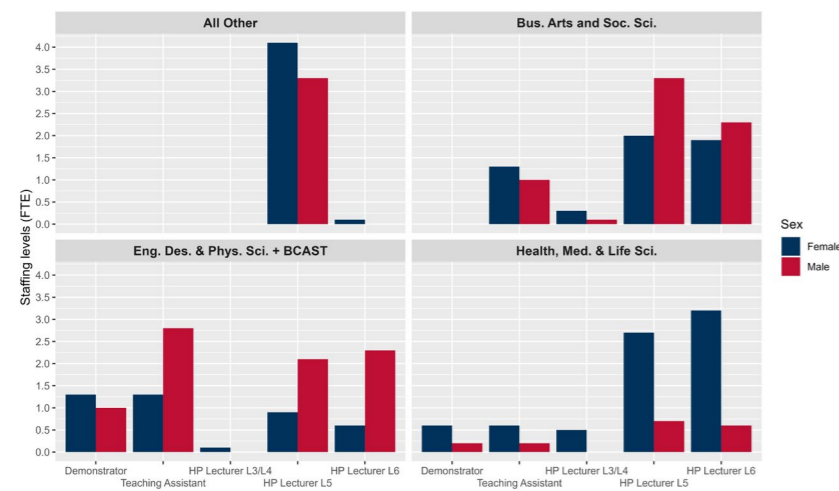
## Hourly Paid Contract

### Gender



### Narrative

In general, there is a relatively even distribution between men and women on hourly paid contracts. Overall, we have seen an increase in women research positions over the last three years.



### Narrative

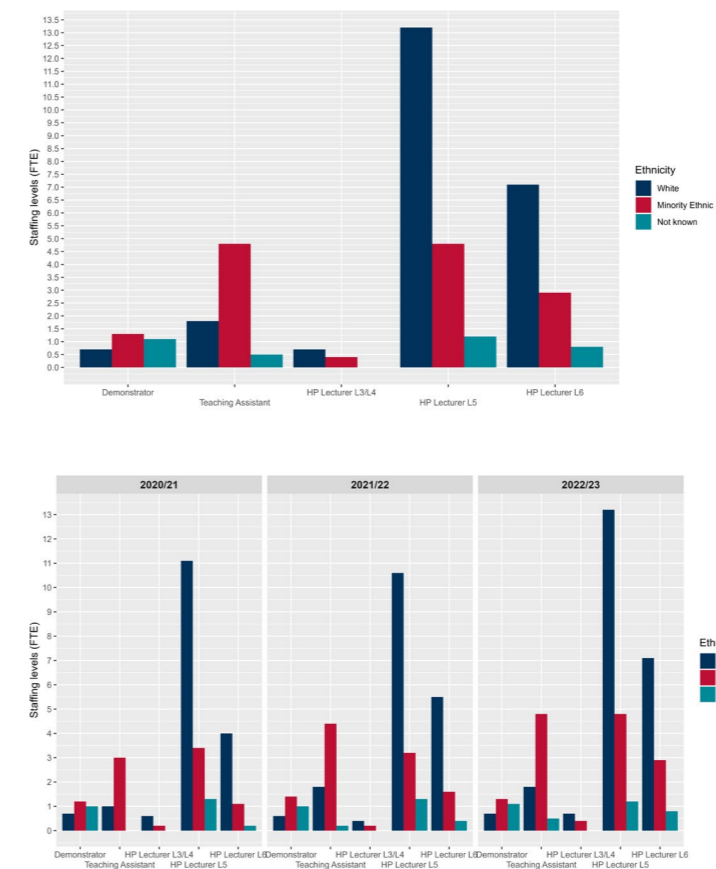
In CBASS, the number of FTE L5 and L6 Lecturer men (3.3/2.3) is more than the number of women (2.0/1.9)

This is also seen in CEDPS/ BCAST where HP Lecturer L5 women (.9) FTE is lower than men (2.1) and the same applies for HP Lecturer L6 with women FTE sitting at (0.6) and men at (2.3).

In CHMLS we see the opposite to CBASS and CEDPS/BCAST with HP Lecturer L5 women at (2.7) and men (0.7); HP Lecturer L6 for women (3.2) and men (0.6).

Overall, therefore, whilst at university level the balance between men and women at higher hourly paid levels appears consistent there is variation between pay grades at college level.

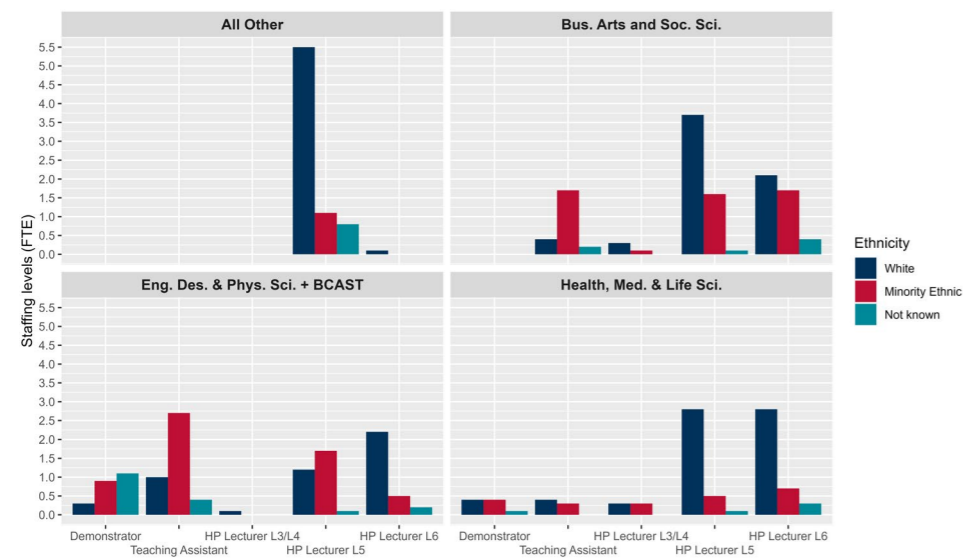
### Ethnicity



### Narrative

At University level there are more colleagues from White ethnicity employed at L5 and L6 hourly paid roles. This is consistent pattern across the past 3 years. The data shows that HP Lecturer L5 roles have a higher FTE number for White ethnicity (13.2); Minority Ethnic (4.8). The same applies to HP Lecturer L6 roles with a higher FTE number for White ethnicity (7.1) compared to Minority Ethnic colleagues (2.9)

We see a higher FTE number for Minority Ethnic Teaching Assistant(4.8) compared to White Teaching Assistants(1.8)



**Narrative**

In ‘All Other’ directorate there is a higher FTE number of White HP lecturer L5 (5.5) compared to Minority Ethnic (1.1). The same applies for CBASS White HP Lecturer L5 (3.7), Minority Ethnic (1.6).

CHMLS has more White HP Lecturer L5&6 (2.8/2.8) than they do for Minority Ethnic groups (0.5/0.7).

CEDPS/ BCAS have more teaching assistants who are Minority Ethnic (2.7) compared to White colleagues (1.0). At L5 level there are more Minority Ethnic colleagues employed, however at L6, there are more White colleagues are employed.

*The data for HP Lecturer Non-spinal is provided in the tables but is not evidenced in the charts – the data is therefore omitted.*

**Turnover- voluntary and involuntary**

For the following tables voluntary turnover is where a colleague resigns of their own accord, either to move to another job outside the University or for other reasons. Involuntary turnover is where the contract is ended with the University, which may be end of contract, settlement agreement, capability or redundancy.

**Gender**



Academic Year	Sex	Headcount	Leavers	Involuntary	Voluntary	Turnover	Voluntary Turnover	Involuntary Turnover
2020/21	Female	2,467	169	64	74	6.9%	3.0%	2.6%
2020/21	Male	2,463	202	100	78	8.2%	3.2%	4.1%
2021/22	Female	2,695	291	127	133	10.8%	4.9%	4.7%
2021/22	Male	2,728	242	107	105	8.9%	3.8%	3.9%
2022/23	Female	2,811	251	126	118	8.9%	4.2%	4.5%
2022/23	Male	2,875	328	206	103	11.4%	3.6%	7.2%

	Involuntary				Involuntary Total	Voluntary Total	Grand Total
	End of Contract	Capability	Redundancy	Other*			
2020/21	141	12	3	8	164	152	316
Female	49	8	3	4	64	74	138
Male	92	4		4	100	78	178
2021/22	207	8	1	18	234	238	472
Female	107	8	1	11	127	133	260
Male	100			7	107	105	212
2022/23	287	23		22	332	221	553
Female	98	16		12	126	118	244
Male	189	7		10	206	103	309

*\*Other consist of TUPE transfer, death in service, ill health retirement, settlement agreement, early retirement in managerial interest, funding withdrawn, bursary finished, some other substantial reason*

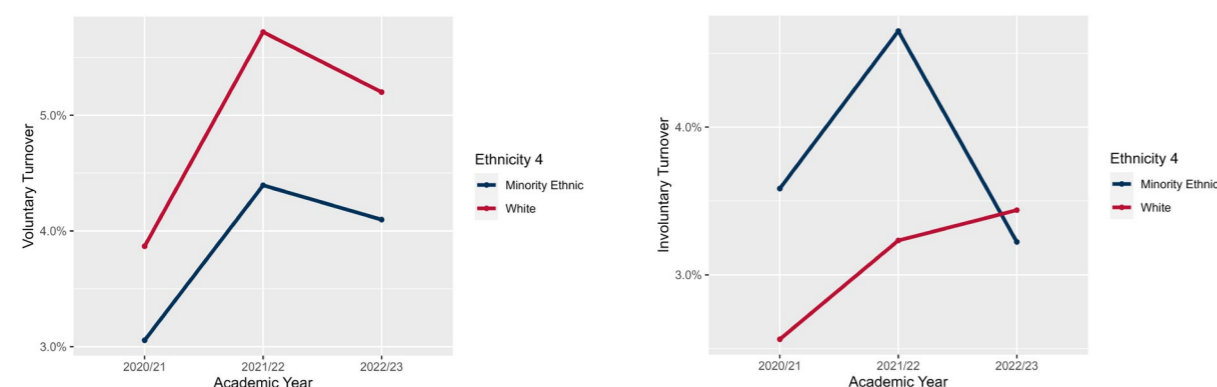
**Narrative**

In 22/23 involuntary turnover is at its highest for the 3-year period at 332 against 234 in 21/22 and 164 in 20/21. Voluntary turnover has dropped from 238 in 21/22 to 221 for this year showing a decrease of 7.7%

Men have the highest turnover at 11.4% compared with 8.9% for women, primarily driven by the high involuntary turnover due to end of contract. This could be due to the short-term contracts for Research Assistants who are predominantly men.

In 22/23 more, women left voluntarily at 4.2% compared to men at 3.6%.

**Ethnicity**



Academic Year	Sex	Headcount	Leavers	Involuntary	Voluntary	Turnover	Voluntary Turnover	Involuntary Turnover
2020/21	Minority Ethnic	1,702	129	62	52	7.6%	3.1%	3.6%
2020/21	White	2,301	171	61	89	7.4%	3.9%	2.7%
2021/22	Minority Ethnic	1,957	196	92	88	10.0%	4.5%	4.7%
2021/22	White	2,413	230	80	139	9.5%	5.8%	3.3%
2022/23	Minority Ethnic	2,172	172	71	89	7.9%	4.1%	3.3%
2022/23	White	2,327	209	81	121	9.0%	5.2%	3.5%

	Involuntary				Involuntary Total	Voluntary Total	Grand Total
	End of Contract	Capability	Redundancy	Other*			
<b>2020/21</b>	<b>141</b>	<b>12</b>	<b>3</b>	<b>8</b>	<b>164</b>	<b>152</b>	<b>316</b>
Minority Ethnic	55	5	0	2	62	52	114
Prefer not to say	4	1	0		5	1	6
Unknown	35	0	0	1	36	10	46
White	47	6	3	5	61	89	150
<b>2021/22</b>	<b>207</b>	<b>8</b>	<b>1</b>	<b>18</b>	<b>234</b>	<b>238</b>	<b>472</b>
Minority Ethnic	78	5	0	9	92	88	180
Prefer not to say	2	0	0	1	3	7	10
Unknown	59	0	0		59	4	63
White	68	3	1	8	80	139	219
<b>2022/23</b>	<b>287</b>	<b>23</b>	<b>0</b>	<b>22</b>	<b>332</b>	<b>221</b>	<b>553</b>
Minority Ethnic	59	6	0	6	71	89	160
Prefer not to say	5	4	0	3	12	4	16
Unknown	168	0	0		168	7	175
White	55	13	1	13	81	121	202

\*Other consist of TUPE transfer, death in service, ill health retirement, settlement agreement, early retirement in managerial interest, funding withdrawn, bursary finished, some other substantial reason

**Narrative**

In 22/23, the highest turnover was seen in the White ethnicity group with 202 leaving the university, followed by 'Unknowns' at 175 and Minority Ethnic at 160.

In 22/23 'Unknown' have the highest involuntary turnover at 168.

End of contract is the biggest reason for those leaving the organisation involuntarily, totalling to 168 in 22/23

For the first time in 3 years colleagues from Minority Ethnic have lower involuntary turnover than colleagues from White ethnicity.

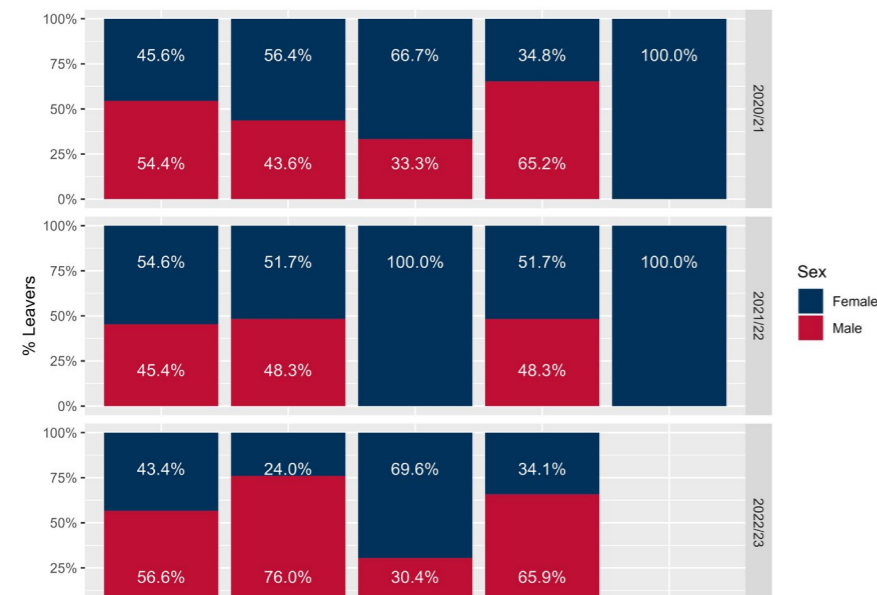
White colleagues continue to have higher voluntary turnover.

The Advance HE Staff Statistical Report 2023 provides data based on the destination of leavers. The report identifies that among both UK and non-UK leavers, a higher proportion of Black, Asian and minority ethnic academics left their institution between 20/21 and 21/22 than White staff. 16.1% of UK Black, Asian and minority ethnic and 22.5% of non-UK Black, Asian and minority ethnic academics left in this period, compared with 13.6% of UK White and 18.0% of non-UK White academics.

## Leavers

The Advance HE Staff Statistical Report 2023 provides data based on the destination of leavers. The report identifies that among both UK and non-UK leavers, a higher proportion of Black, Asian and minority ethnic academics left their institution between 20/21 and 21/22 than White staff. 16.1% of UK Black, Asian and minority ethnic and 22.5% of non-UK Black, Asian and minority ethnic academics left in this period, compared with 13.6% of UK White and 18.0% of non-UK White academics.

## Gender



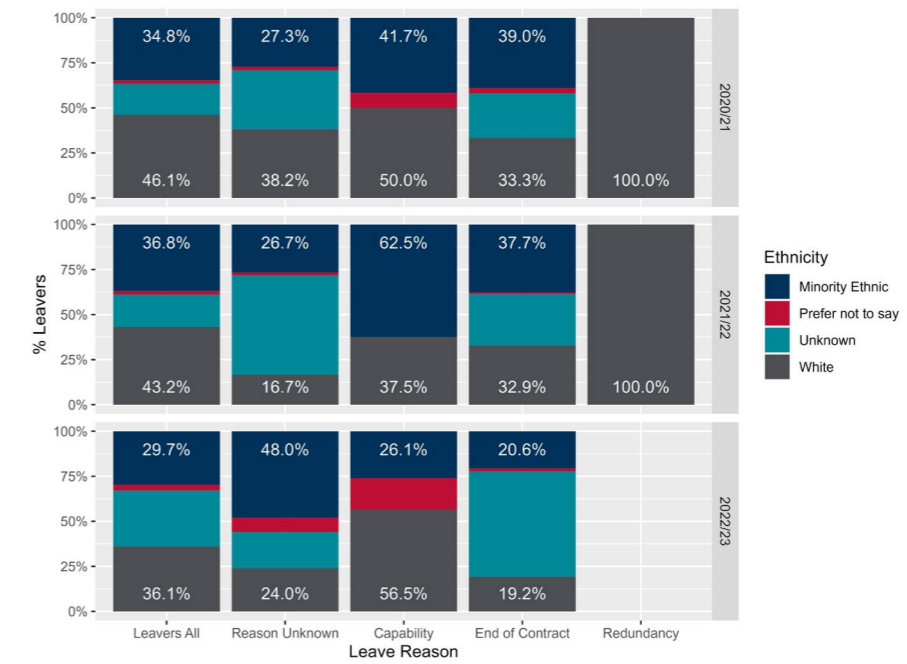
Academic Year	Sex	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2020/21	Female	169	31	8	49	3
2020/21	Male	202	24	4	92	0
2021/22	Female	291	31	8	107	1
2021/22	Male	242	29	0	100	0
2022/23	Female	251	6	16	98	0
2022/23	Male	328	19	7	189	0

## Narrative

In 22/23, 56.6% men left the University compared to women at 43.3%.

For men the biggest reasons for leaving were due to reasons unknown 76% and end of contract 65.9%. For women, incapability (69.9%) followed by end of contract (34.1%) were the most common reasons for leaving. The data tell us that there were no redundancies in the same year.

## Ethnicity



Academic Year	Ethnicity	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2020/21	Minority Ethnic	129	15	5	55	0
2020/21	Prefer not to say	7	1	1	4	0
2020/21	Unknown	64	18	0	35	0
2020/21	White	171	21	6	47	3
2021/22	Minority Ethnic	196	16	5	78	0
2021/22	Prefer not to say	11	1	0	2	0
2021/22	Unknown	96	33	0	59	0
2021/22	White	230	10	3	68	1
2022/23	Minority Ethnic	172	12	6	59	0
2022/23	Prefer not to say	18	2	4	5	0
2022/23	Unknown	180	5	0	168	0
2022/23	White	209	6	13	55	0

## Narrative

In 22/23, more colleagues who identified their ethnicity as White (36.1%) left the University compared to those who identified as Minority Ethnic (29.7%). Those who declared their ethnicity as Unknown were the second highest at 31.1%

For all categories, most common reasons for leaving were end of contract. Unknown (168), White (55), Minority Ethnic (59).

The data tells us that there were no redundancies in the same year.

### Disability

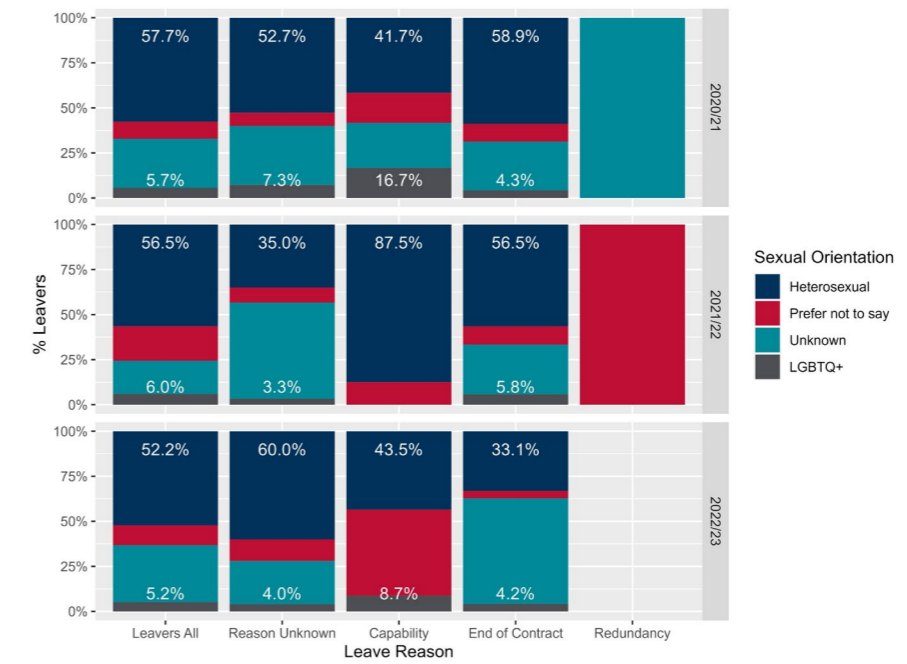


Academic Year	Disability	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2020/21	Disabled	19	1	1	9	1
2020/21	Non-disabled	275	29	9	94	2
2020/21	Prefer not to say	5	1	2	2	0
2020/21	Unknown	72	24	0	36	0
2021/22	Disabled	12	0	1	4	0
2021/22	Non-disabled	399	25	7	131	1
2021/22	Prefer not to say	9	1	0	5	0
2021/22	Unknown	113	34	0	67	0
2022/23	Disabled	12	1	3	2	0
2022/23	Non-disabled	370	20	17	109	0
2022/23	Prefer not to say	5	0	2	0	0
2022/23	Unknown	192	4	1	176	0

#### Narrative

In 22/23, a total of 12 colleagues who left the University disclosed having a disability, mirroring the figures from the previous year. The most common reason for leaving was capability (3).

### Sexual Orientation

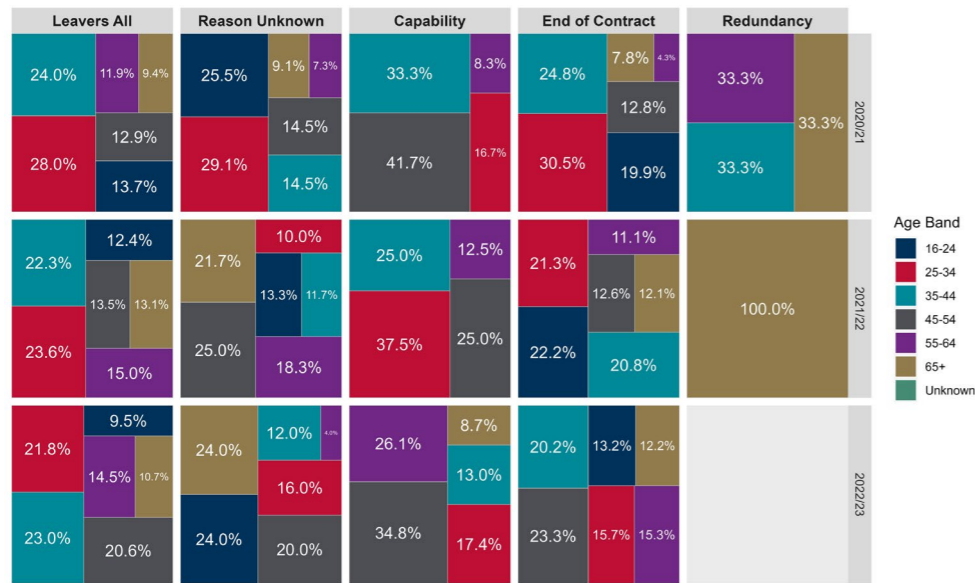


Academic Year	Sexual Orientation	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2020/21	Heterosexual	214	29	5	83	0
2020/21	LGBTQ+	21	4	2	6	0
2020/21	Prefer not to say	35	4	2	14	0
2020/21	Unknown	101	18	3	38	3
2021/22	Heterosexual	301	21	7	117	0
2021/22	LGBTQ+	32	2	0	12	0
2021/22	Prefer not to say	102	5	1	21	1
2021/22	Unknown	98	32	0	57	0
2022/23	Heterosexual	302	15	10	95	0
2022/23	LGBTQ+	30	1	2	12	0
2022/23	Prefer not to say	64	3	11	12	0
2022/23	Unknown	183	6	0	168	0

#### Narrative

In 22/23, a total of 30 colleagues who identified as LGBTQ+ left the University. The most common reason for leaving was end of contract (12).

### Age



Academic Year	Age Band	Leavers All	Reason Unknown	Capability	End of Contract	Redundancy
2020/21	16-24	51	14	0	28	0
2020/21	25-34	104	16	2	43	0
2020/21	35-44	89	8	4	35	1
2020/21	45-54	48	8	5	18	0
2020/21	55-64	44	4	1	6	1
2020/21	65+	35	5	0	11	1
2021/22	16-24	66	8	0	46	0
2021/22	25-34	126	6	3	44	0
2021/22	35-44	119	7	2	43	0
2021/22	45-54	72	15	2	26	0
2021/22	55-64	80	11	1	23	0
2021/22	65+	70	13	0	25	1
2022/23	16-24	55	6	0	38	0
2022/23	25-34	126	4	4	45	0
2022/23	35-44	133	3	3	58	0
2022/23	45-54	119	5	8	67	0
2022/23	55-64	84	1	6	44	0
2022/23	65+	62	6	2	35	0
2022/23	Unknown	0	0	0	0	0

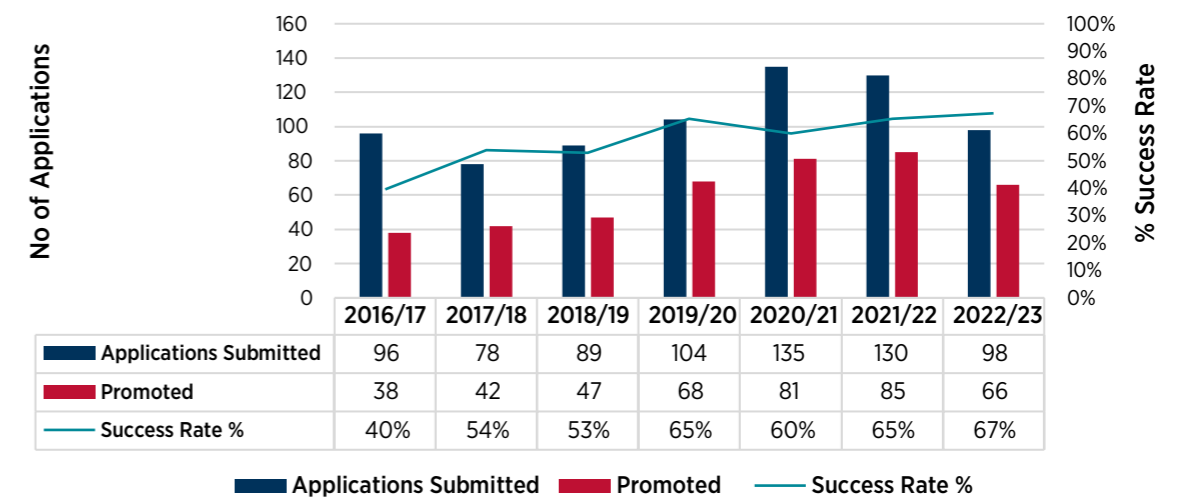
### Narrative

In 22/23, the three biggest age group among leavers was 35-54(23%) with end of contract being the main reason for leaving, followed by 25-34(21.8%) where capability was the main reason for leaving and 45-54(20.6%) with capability as the main reason for leaving.

## Promotion Key Data 22/23

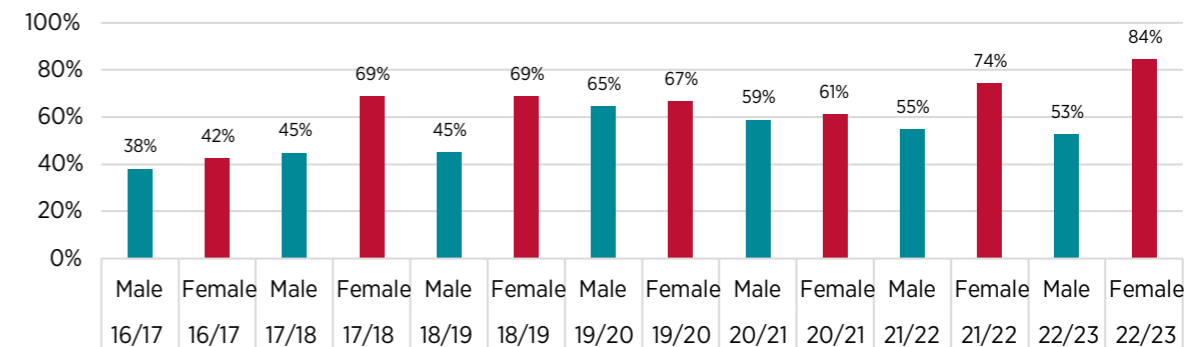
### Academic Promotions

#### Academic Promotion Success Rate 2016-2023



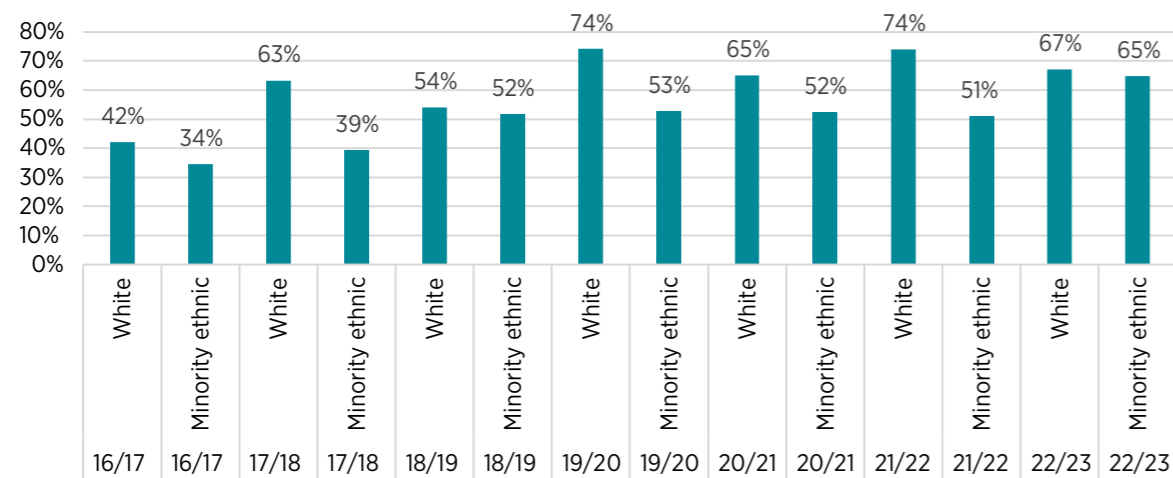
The above shows university-level promotion outcomes for the last seven years including 22/23. Of the 98 applications received in 22/23, 66 had a successful outcome giving an overall success rate of 67%. This is in line with previous years e.g., in 21/22 there was a 65% success rate.

#### Proportion of Applications Successful



Of the 98 applications received 46% (45) were from women and 54% (53) were from men. There was approximate parity in the proportion of eligible men (13%) and women (14%) applying for promotion. Women were more likely to have successful outcomes than men with a large difference (84% vs 53%).

### Promotions success gap by ethnicity



22/23 was the first year where there was minimal ethnicity gap in successful outcomes. 67% of academics who identified their ethnicity as white and 65% of academics who identified as being from a minority ethnic background were successful. As a note of caution, as many different ethnicities are grouped together in the minority ethnic group, the data may mask disparities between specific ethnic groups.

	2018/19		2019/20		2020/2021		2021/22		2022/23	
	Applications	Success	Applications	Success	Applications	Success	Applications	Success	Applications	Success
<b>Disability</b>	3.4% (3/88)	-	1.9 (2/104)	-	2.2% (3/135)	100%	2.30% (3/130)	67% (2/3)	3.00% (3/98)	100%
<b>Other Sexual Orientation</b>	9% (8/88)	-	3.9% (4/104)	-	2.20% (3/135)	100%	3.80% (5/130)	60% (3/5)	3.00% (3/98)	100% (3/3)

The numbers are small but in 22/23, 100% applicants who either disclosed themselves as having a disability or reported their sexual orientation as other than heterosexual had successful promotion outcomes.

### Professional Services Promotions

Reason	Number
Promotion/Progression	68
Regrade	31
Seconded	6
<b>Grand Total</b>	<b>105</b>

There were 105 promotions for Professional Services colleagues in the year 22/23. These are defined as promotion/progression where a colleague moves to a role of a higher grade, regrade where a post is regraded or where a colleague is on a secondment or acting up into a higher-level post for a defined period.

Sex	Promoted	Success Rate	Eligible	% Promoted	% Successful 21/22
Female	58	55.80%	778	7.50%	64%
Male	46	44.20%	477	9.60%	36%
<b>Total</b>	<b>104</b>	<b>-</b>	<b>1255</b>	<b>-</b>	<b>-</b>

56% of Professional Services promotions in 22/23 were Females and 44% were Male. This is a decrease of 8% for Females and a subsequent increase of 8% for Males from 21/22. Males have a slightly higher promotion rate based on eligible numbers at 10% compared to Females at 8%.

Ethnicity	Promoted	Success Rate	Eligible	% Promoted	% successful 21/22
Minority Ethnic	30	28.80%	440	6.80%	49%
White	74	71.20%	778	9.50%	50%
<b>Total</b>	<b>104</b>	<b>-</b>	<b>1218</b>	<b>-</b>	<b>-</b>

71% of Professional Services promotions were colleagues identifying as White, with 29% identifying within Minority Ethnic groups. This compares with 50% for White colleagues and 49% for Ethnic Minority colleagues in 21/22, therefore showing a 20% fall in the number of colleagues promoted from Minority Ethnic in the previous year.

Based on the number of colleagues eligible to apply for promotion in 22/23, 10% of eligible White colleagues and 7% of eligible Minority Ethnic colleagues were promoted.

Disability	Promoted	Success Rate	Eligible	% Promoted	% successful 21/22
Disabled	4	3.80%	70	5.70%	7%
Non-disabled	90	86.50%	1035	8.70%	93%
Unknown	10	9.60%	146	6.80%	-
<b>Total</b>	<b>104</b>	<b>-</b>	<b>1251</b>	<b>-</b>	<b>-</b>

4 colleagues who had declared a disability were promoted in 22/23. This was 4% of those successful for promotion. 87% of those promoted were non-disabled and 10% were unknown. This compares to 7% of those who were promoted in 21/22 who had declared a disability.

Based on eligible colleagues, 6% of colleagues declaring a disability were promoted in 22/23 alongside 9% of those who had not declared a disability.

## Glossary

**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 at BUL). For an organisation it is the sum of these individual FTEs for all its employees. FTE is a measure of the total workload, expressed as a headcount.

**Not Known/Unknown:** where colleagues have left the value blank

**Prefer not to say:** Where colleagues have chosen the option where they prefer not to disclose

**Job Roles:** are defined in terms of Job Family and academic function as follows:

**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

**'Ed' in educational reader etc... Means Educational:** Educational Academics are salaried colleagues (not hourly paid) who have a teaching only role and are not expected to conduct research

**Professional Practice academic:** Academics who are considered expert but may have acquired their expertise in non-academic fields e.g., law, police service, medicine, journalism.

**Job Function:** are combination of Job roles into two broad categories:

**Academic:** All colleagues with a teaching or research function. This includes

**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

**Contract Type:** Whether colleagues are casual, fixed term or permanent. Possible values:

Casual

Fixed Term Contract

Permanent

Term Time Fixed Term

Term Time Permanent

**Hourly paid:** Colleagues on fixed term contracts with fixed hours who complete timesheets and are paid on an hourly basis

**Voluntary turnover:** This covers all leave reasons where it is the colleague members choice to end their employment at Brunel, for example, resignation, change of career path, or pursuing research interests.

**Involuntary turnover:** This covers all leave reasons where it is not the colleague members choice to end their employment at Brunel, for example, end of Fixed term contract, capability, redundancy, settlement agreements of various types, or retirement due to illness and death.





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