



The Open
University

Equality and Diversity Annual Report 2018

Monitoring data

Associate Lecturer Staff

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Comments or queries about this report are welcomed and should be sent for the attention of the Head of Equality and Diversity.

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About Associate Lecturer staff

Teaching is carried out by a network of associate lecturer (AL) staff and as at 2 January 2018, the University had **4151** staff in this category. Teaching is carried out through face-to-face tutorials, email, telephone, correspondence and electronic conferencing. AL staff work from home and at tutorial locations throughout the UK and the Republic of Ireland.

Notes on the data

The reporting period is from 1 January 2017 to 31 December 2017. Where data was available, the previous five years are reported.

Data has historically been based on the AL's appointing region/nation and faculty. However, the University has re-organised the way ALs are supported into four SRSCs. These are STEMA, FASS, WELS and FBL. Where nation or location of an AL is noted, this has been determined using the location of residence of the AL.

'Specialist tutors' (tutors who are teaching on the Initial Teacher Education Programme) are included in this report where appropriate, although they are not associate lecturer staff, having different terms and conditions of employment.

Appointments to associate lecturer jobs last for the lifetime of a module, subject to there being sufficient students on each subsequent presentation.

New ethnicity classifications from the Census 2011 have been used in this report. The new classifications were introduced to the AL employment application form in December 2012 and have continued to be collected since.

Percentages are rounded to one decimal place.

Workforce composition

Data for five years is included.

Data by region/nation and by faculty for the most recent year is available to staff in Excel format. Region / Nation has been determined using the ALs' home address. Faculty has been determined using the faculty of the ALs lead line manager. As many ALs work across faculties, this is the most sensible way to determine the primary faculty of an AL. This is noted on all of the tables that are available in Excel.

Progression & Pay Gap

All associate lecturer staff are appointed to the first of seven points on the salary scale for the module they have been appointed to. ALs progress to the next salary scale point on 1st October each year, provided that they were in post by 1st April of that year. As progression is automatic and there are no discretionary points awarded it is therefore not possible to discriminate against staff on grounds of age, disability, ethnicity, gender or sexual orientation.

Associate Lecturer Staff

Training & Development

AL staff are expected to undertake the equivalent of up to two days staff development per year. The data in relation to this is not recorded consistently and has therefore been excluded.

Staff are eligible to apply to a Development Fund and data is included in this report showing the proportion of staff in each group who applied and the proportions that were successful and unsuccessful. Data is available for the previous five years.

Grievance, Disciplinary, Bullying & Harassment

In line with the Monitoring Strategy set out in our equality scheme, data on grievances, disciplinary cases and bullying and harassment cases is monitored and reported every 2 years and is included in this report.

Maternity/Paternity Leave

This is only the fifth year that maternity and paternity data has been included in this report. Data was first included in 2013.

Associate Lecturer Staff

Age

Workforce Composition

Table 1: Distribution of staff by age (2013 - 2017)

Age	2013		2014		2015		2016		2017	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
21 - 25	1	0	3	0.1	1	0	3	0.1	2	0
26 - 30	57	1	53	1	45	1	56	1.3	46	1.1
31 - 35	280	5	234	4.5	172	3.6	143	3.2	120	2.9
36 - 40	413	7.4	394	7.5	345	7.3	329	7.4	301	7.3
41 - 45	655	11.7	560	10.7	480	10.2	437	9.8	378	9.1
46 - 50	820	14.6	761	14.5	666	14.1	599	13.5	568	13.7
51 - 55	922	16.5	823	15.7	778	16.5	743	16.7	692	16.7
56 - 60	968	17.3	884	16.9	782	16.6	756	17	723	17.4
61 - 65	938	16.7	879	16.8	794	16.8	727	16.3	657	15.8
66 and over	549	9.8	643	12.3	650	13.8	658	14.8	664	16.0
Grand Total	5603		5234		4713		4451		4151	

The largest proportion of ALs are aged between 56 and 60 years of age (17.4%). This has been the same for a number of years, with the exception of 2015, when the largest proportion of ALs were aged between 61 and 65 years of age. One of the contributory factors to the relatively older profile of Associate Lecturers is the fact that they are entitled to prior consideration for tutoring posts if they are in a potential redundancy situation and as a result the University retains ALs for longer. The redundancy process also places value on experience. The below table indicates the age groups of ALs cumulatively.

Table 2: Distribution of staff by age 2017 (%) and Chart 1: Distribution of staff by age group (2017)

Age range	No.	%
21-25	2	0.0
26-30	46	1.1
31-35	120	2.9
36-40	301	7.3
41-45	378	9.1
46-50	568	13.7
51-55	692	16.7
56-60	723	17.4
61-65	657	15.8
66 and over	664	16.0

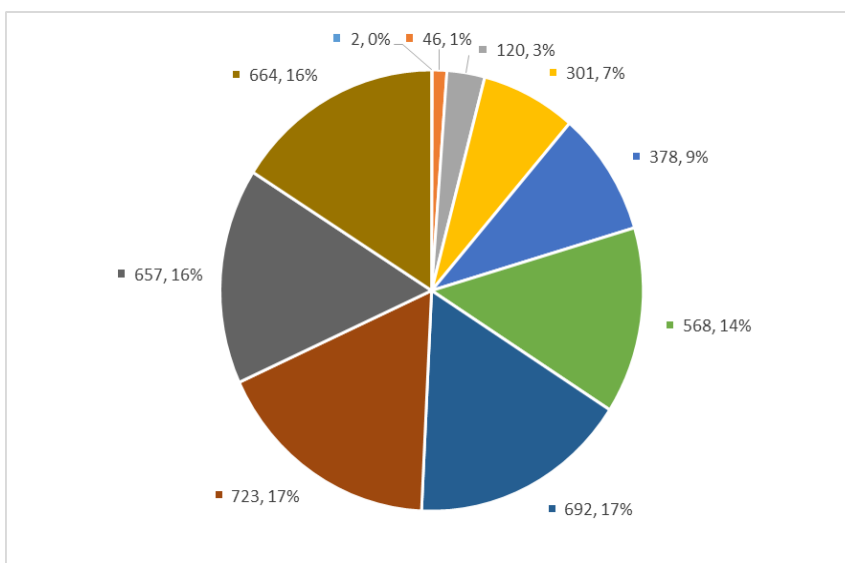
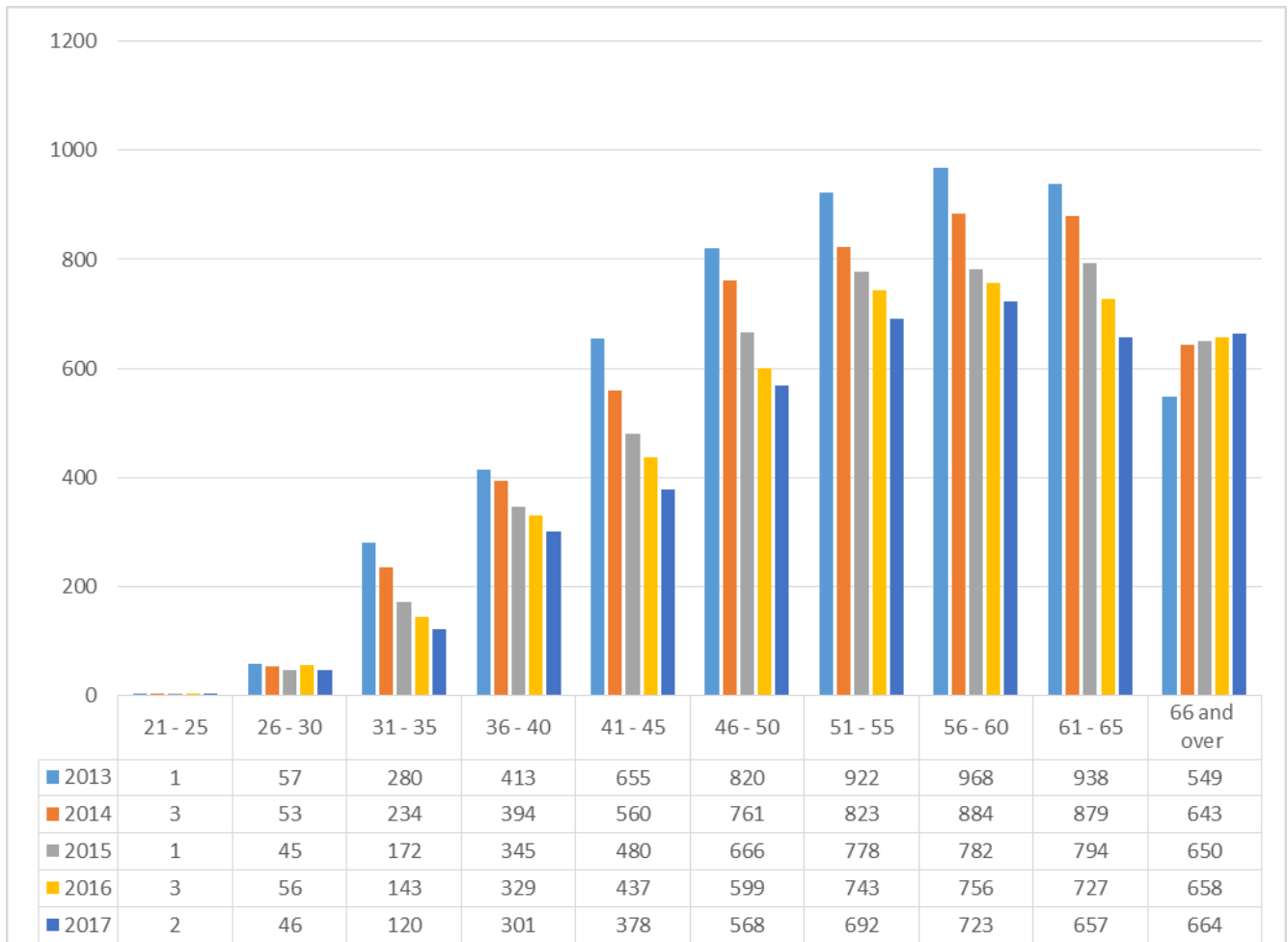


Chart 2: Composition of staff by age (2013 - 2017)



AL Development Fund

Table 3: Development fund applications and outcomes by age (2017)

Age range	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
26 - 30	0	0.0	1	1.1	1
31 - 35	0	0.0	3	3.3	3
36 - 40	0	0.0	9	10.0	9
41 - 45	0	0.0	9	10.0	9
46 - 50	1	33.3	17	18.9	18
51 - 55	2	66.6	17	18.9	19
56 - 60	0	0.0	16	17.8	16
61 - 65	0	0.0	10	11.1	10
66 and over	0	0.0	8	8.9	8
Grand Total	3		90		93

The success rate across the board for applications to the AL Development Fund was again very high in 2017, at 96.8%.

Table 4: Development fund applications by age (2011 – 2017)

Age Group	Total number ALs	Proportion of the workforce that applied
	Actual	%
under 26	37	2.7
26 – 35	2201	3.5
36 – 45	6942	4.2
46 – 55	11336	3.9
56 and over	16344	3.2
Grand Total	36860	3.6

Bullying & Harassment, Disciplinary and Grievance

Table 5: Bullying & Harassment, Disciplinary and Grievance cases by age (2017)

Age	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%	No	%	%	%
21 – 25	0	0.0	0	0.0	0	0.0	0	0.0	2	0.0	0.0	0.0
26 – 30	0	0.0	0	0.0	0	0.0	0	0.0	46	0.0	0.0	0.0
31 – 35	0	0.0	0	0.0	0	0.0	0	0.0	120	0.0	0.0	0.0
36 - 40	0	0.0	1	25.0	0	0.0	1	14.3	301	0.0	0.3	0.0
41 - 45	0	0.0	0	0.0	0	0.0	0	0.0	378	0.0	0.0	0.0
46 - 50	0	0.0	0	0.0	1	50.0	1	14.3	568	0.0	0.0	0.2
51 - 55	0	0.0	1	25.0	1	50.0	2	28.6	692	0.0	0.1	0.1
56 - 60	0	0.0	2	50.0	0	0.0	2	28.6	723	0.0	0.3	0.0
61 - 65	0	0.0	0	0.0	0	0.0	0	0.0	657	0.0	0.0	0.0
66 and over	1	100.0	0	0.0	0	0.0	1	14.3	664	0.2	0.0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0
Grand Total	1	-	4		2		7		4151	0.2	0.7	

Table 6: Bullying & Harassment, Disciplinary and Grievance cases by age (2010 – 2017)

Age	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs
	No	%	No	%	No	%	No	%	No
25 & under	0	0.0	0	0.0	0	0.0	0	0.0	37
26 - 35	0	0.0	7	8.0	0	0.0	7	0.3	2848
36 - 45	0	0.0	22	25.0	8	14.5	30	0.4	8525
46 - 55	0	0.0	32	36.4	19	34.5	51	0.4	13577
56 & over	1	100.0	27	30.7	28	50.9	56	0.3	18912
Total	1		88		55		144	0.3	43899

Maternity/Paternity Leave

Table 7: Maternity/paternity/adoption leave by age (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of age group taking leave	Percentage of workforce taking leave
Age range	Actual	Actual	Actual	%	%
21 - 25	0	0	2	0.0	0.0
26 - 30	1	0	46	2.2	0.0
31 - 35	3	0	120	2.5	0.1
36 - 40	10	0	301	3.3	0.2
41 - 45	1	0	378	0.3	0.0
46 - 50	2	0	568	0.4	0.0
51 - 55	0	0	692	0.0	0.0
56 - 60	0	0	723	0.0	0.0
61 - 65	0	0	657	0.0	0.0
66 and over	0	0	664	0.0	0.0
Unknown	0	0	0	0.0	0.0
Grand Total	17	0	4151		

ALs were most likely to take leave in the category 36-40, where 3.3% of that age group took maternity, paternity or adoption leave in 2017. This was the same as in 2016.

Table 8: Maternity/paternity leave with Returners data, by age (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of age group taking leave	Percentage of workforce taking leave	Percentage of leavers that have returned
Age range	Actual	Actual	Actual	%	%	%
21 - 25	0	0	2	0.0	0.0	0.0
26 - 30	1	0	46	2.2	0.0	0.0
31 - 35	3	0	120	2.5	0.1	33.3
36 - 40	10	0	301	3.3	0.2	30.0
41 - 45	1	0	378	0.3	0.0	0.0
46 - 50	2	0	568	0.4	0.0	0.0
51 - 55	0	0	692	0.0	0.0	0.0
56 - 60	0	0	723	0.0	0.0	0.0
61 - 65	0	0	657	0.0	0.0	0.0
66 and over	0	0	664	0.0	0.0	0.0
Unknown	0	0	0	0.0	0.0	0.0
Grand Total	17	0	4151		0.4	23.5

Returners data may not be an accurate reflection of those that intend to return, as some ALs may return in 2018, which is outside the scope of this report.

New starters / leavers

Table 9: New starters and leavers (2017)

Age range	New starters	Leavers
21-25	1	0
26-30	11	0
31-35	22	16
36-40	30	39
41-45	32	35
46-50	34	51
51-55	33	41
56-60	31	60
61-65	6	106
66+	4	110
Grand Total	204	458

Reasonable adjustments

Table 10: Reasonable adjustments by age (2017)

Reasonable adjustments by age range	
21-25	0
26-30	0
31-35	0
36-40	4
41-45	3
46-50	1
51-55	5
56-60	6
61-65	9
66+	15
Grand Total	43

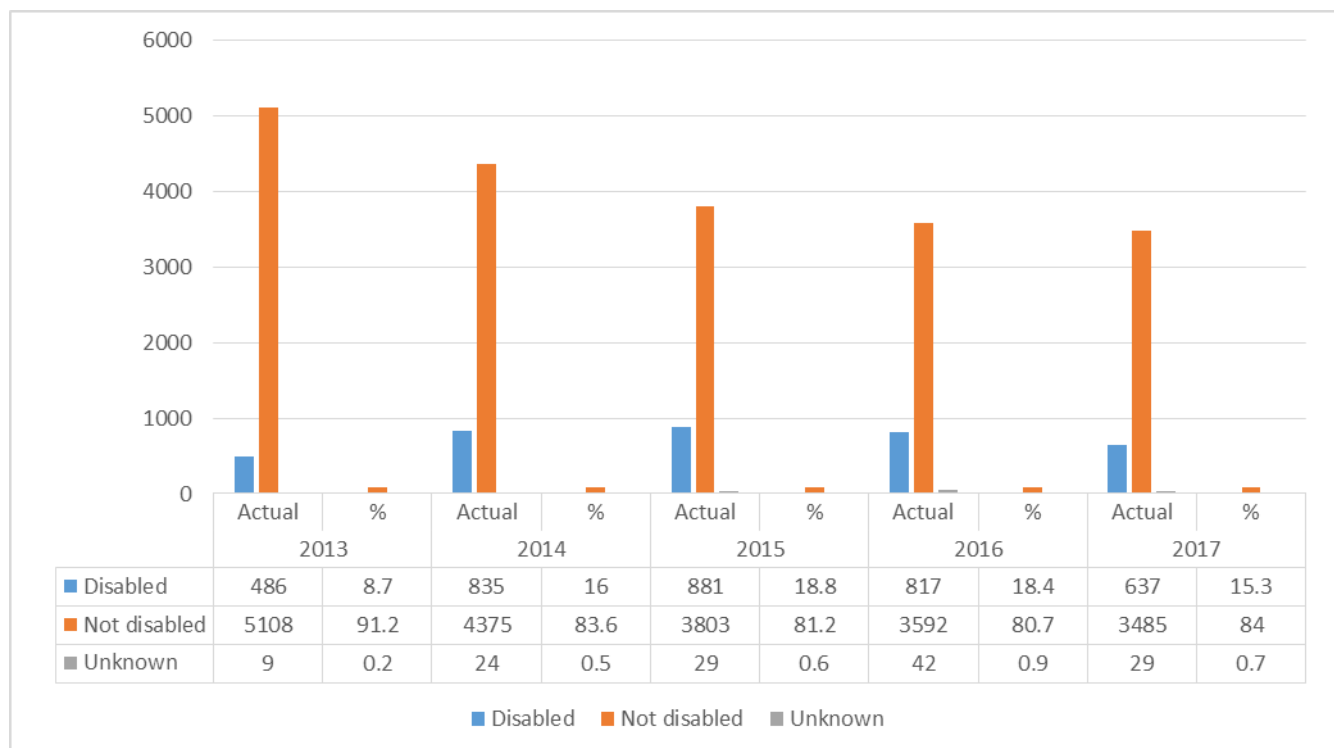
Workforce Composition

Table 11: Distribution of staff by disability (2013 - 2017)

	2013		2014		2015		2016		2017	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
Disabled	486	8.7	835	16.0	881	18.8	817	18.4	637	15.3
Not disabled	5108	91.2	4375	83.6	3803	81.2	3592	80.7	3485	84.0
Unknown	9	0.2	24	0.5	29	0.6	42	0.9	29	0.7
Total	5603		5234		4713		4451		4151	

The percentage of ALs declaring a disability in 2017 has again decreased slightly in percentage terms from the previous year, with the actual number dropping to 637 from 817.

Chart 3: Workforce composition by disability (2013 - 2017)



AL Development Fund

Staff who declared disabilities, were still more likely to apply to the development fund than non-disabled staff in 2017, which has been the trend for the last 8 years. They also show a higher success rate, although the success rate for all categories of staff is high.

Table 12: Development fund applications and outcomes by disability (2017)

	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
Consider self disabled					
Non-disabled	2	66.6	70	77.8	72
Disabled	1	33.3	20	22.2	21
Unknown	0	0.0	0	0.0	0
Grand Total	3		90		93

Table 13: Development fund applications and outcomes by disability (2010 – 2017)

	Total Number of ALs	Proportion of the workforce that applied
	Actual	%
Non-disabled	38858	1.9
Disabled	4872	3.1
Unknown	169	1.8
Grand total	43899	2.0

Associate Lecturer Staff

Disability

Bullying & Harassment, Disciplinary and Grievance

Table 14: Bullying & Harassment, Disciplinary and Grievance cases by disability (2017)

Consider Self Disabled	Bullying and Harassment		Disciplinary		Grievance		Total		Total no. of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%				
Non-disabled	0	0	3	75.0	1	50.0	4	57.1	3485	0.0	0.1	0.0
Disabled	1	100.0	1	25.0	1	50.0	3	42.9	637	0.2	0.2	0.2
Unknown	0	0	0	0.0	0	0.0	0	0.0	29	0.0	0.0	0.0
Grand Total	1		4		2		7		4151	0.2	0.3	0.2

Table 15: Bullying & Harassment, Disciplinary and Grievance cases by disability (2010 – 2017)

Consider Self Disabled	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs
	No	%	No	%	No	%	No	%	
Non-disabled	0	0.0	74	84.1	40	72.7	114	79.2	38858
Disabled	1	100.0	14	15.9	11	20.0	26	18.1	4872
Unknown	0	0.0	0	0.0	4	7.3	4	2.8	169
Grand Total	1		88		55		144		43899

Maternity/Paternity Leave

Table 16: Maternity/paternity leave by disability (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of category	Percentage of workforce taking leave
	Actual	Actual	Actual	%	%
Non-disabled	14	0	3485	0.4	0.3
Disabled	3	0	637	0.5	0.1
Unknown	0	0	29	0.0	0.0
Grand Total	17	0	4151	0.4	0.4

Table 17: Maternity/paternity leave with Returners data, by disability (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of category	Percentage of workforce taking leave	Percentage of leavers that have returned
	Actual	Actual	Actual	%	%	%
Non-disabled	14	0	3485	0.4	0.3	21.4
Disabled	3	0	637	0.5	0.1	33.3
Unknown	0	0	29	0.0	0.0	0.0
Grand Total	17	0	4151	0.4	0.4	23.5

Returners data may not be an accurate reflection of those that intend to return, as some ALs are likely to return in 2018, which is outside the scope of this report.

New starters / leavers

Table 18: New starters and leavers (2017)

Consider self disabled	New starters	Leavers
No	182	341
Yes	13	110
Unknown	9	7
Grand Total	204	458

Reasonable adjustments

Table 19: Reasonable adjustments by disability (2017)

Consider self disabled	
No	19
Yes	23
Not known	1
Grand Total	43

Workforce Composition

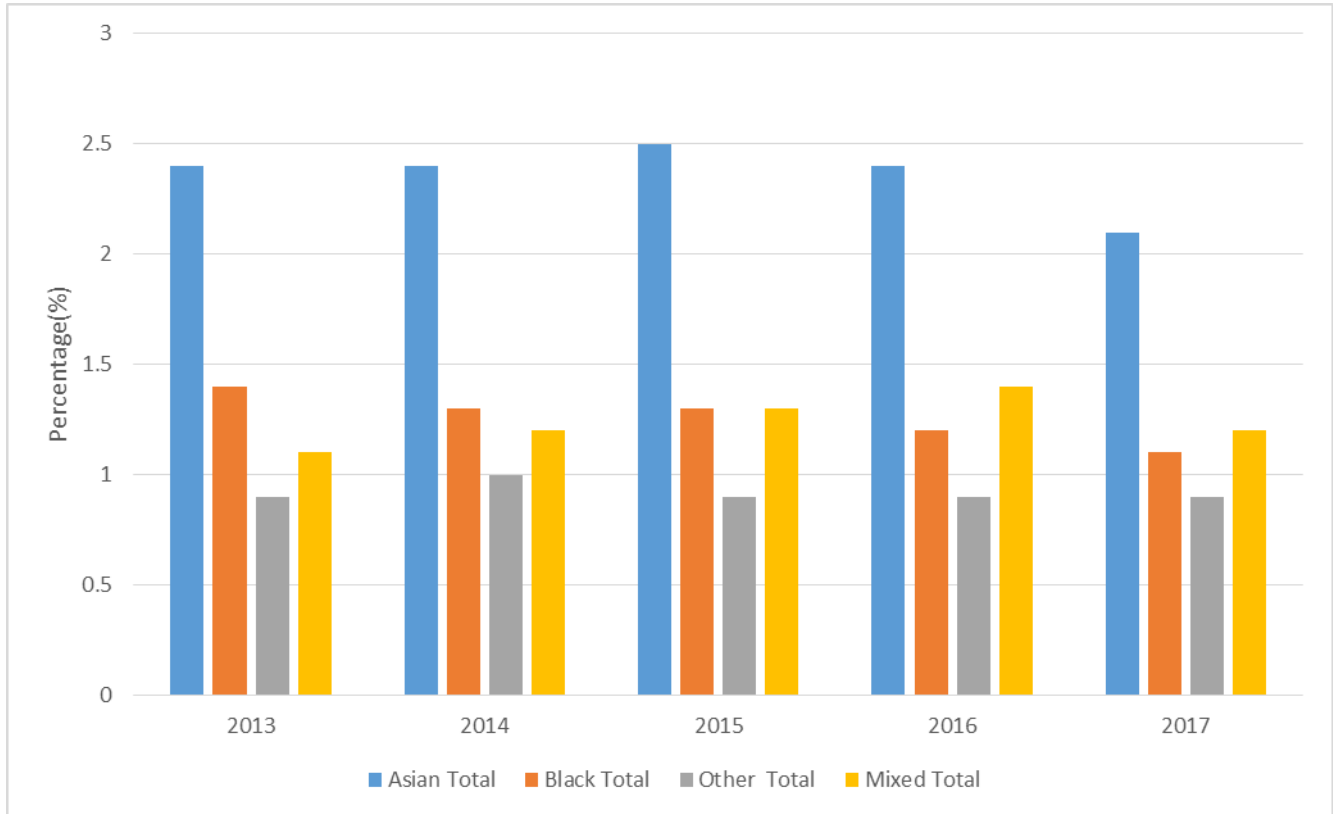
The subtotal of each ethnicity group is shown as a percentage of the known total. The percentage of ALs from an ethnic minority background has remained very constant over a number of years at around 5-6%, but decreased in 2017 to 5.3%, from 5.9% in 2016.

Table 20: Distribution of staff by ethnicity (2013 - 2017)

Grouped ethnicity	Detailed ethnicity	2013		2014		2015		2016		2017	
		No	%	No	%	No	%	No	%	No	%
Asian	Other Asian Background	35	0.6	32	0.6	27	0.6	27	0.6	26	0.6
	Asian or Asian British Bangladeshi	6	0.1	7	0.1	7	0.2	7	0.2	5	0.1
	Asian or Asian British - Indian	51	0.9	48	0.9	45	1.0	37	0.9	26	0.6
	Asian or Asian British - Pakistani	18	0.3	19	0.4	17	0.4	16	0.4	15	0.4
	Asian or Asian British - Chinese	24	0.4	24	0.4	19	0.4	18	0.4	15	0.4
Asian Total		134	2.4	130	2.4	115	2.5	105	2.4	87	2.1
Black	Black or Black British - African	37	0.6	33	0.6	29	0.6	27	0.6	23	0.6
	Other Black Background	10	0.2	9	0.2	8	0.2	7	0.2	6	0.1
	Black or Black British - Caribbean	31	0.5	27	0.5	23	0.5	19	0.4	17	0.4
Black Total		78	1.4	69	1.3	60	1.3	53	1.2	46	1.1
Other	Arab	4	0.1	4	0.1	3	0.1	4	0.1	4	0.1
	Gypsy or Traveller	1	0	1	0.0	1	0.0	1	0.0	1	0.0
	Other Ethnic Background	46	0.8	43	0.9	39	0.8	36	0.8	35	0.8
Other Total		51	0.9	48	1.0	43	0.9	41	0.9	40	0.9
Mixed	White & Black African	3	0.1	3	0.1	2	0.0	2	0.0	1	0.0
	White & Asian	21	0.4	18	0.4	16	0.3	18	0.4	18	0.4
	White & Black Caribbean	7	0.1	8	0.1	8	0.2	8	0.2	6	0.1
	Other Mixed	31	0.5	33	0.6	32	0.7	31	0.7	27	0.7
Mixed Total		62	1.1	62	1.2	58	1.3	59	1.4	52	1.2
White	White - British	4167	70.6	3854	75.6	3456	74.9	3207	73.7	2951	71.1
	White - Irish	206	3.5	194	3.5	177	3.8	177	4.1	179	4.3
	White - Other	470	8	448	8.7	401	8.7	397	9.1	376	9.1
	White - Scottish	165	2.8	142	3.1	146	3.2	143	3.3	146	3.5
	White - Welsh	22	0.4	26	0.5	26	0.6	29	0.7	30	0.7
	White - English	89	1.5	104	2.0	104	2.3	106	2.4	105	2.5
	White	41	0.7	32	0.6	30	0.6	33	0.8	32	0.8
White Total		5160	94.1	4800	94.1	4340	94.0	4092	94.1	3819	92.0
Known Total		5485		5109		4616		4350			4121
Unknown Total		118	2.2	125	2.4	97	2.1	101	2.3	30	0.8
Grand Total			5603		5234		4713		4451		4151

Associate Lecturer Staff Ethnicity

Chart 5: Distribution of ethnic minority staff by grouped ethnicity (2013 - 2017)



AL Development Fund

In 2017, there were six applicants from an ethnic minority background, whereas in 2016 there were seven.

Table 21: Development fund applications and outcomes by ethnicity (2017)

Ethnicity	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
Asian or Asian British - Indian	0	0.0	1	1.1	1
Asian or British Asian - Chinese	0	0.0	1	1.1	1
Black or Black British - African	0	0.0	1	1.1	1
I prefer not to say	0	0.0	1	1.1	1
Not known	0	0.0	1	1.1	1
Other Ethnic Background	0	0.0	3	3.3	3
Other Mixed Background	1	33.3	0	0.0	1
Other White Background	0	0.0	13	14.4	13
White	0	0.0	2	2.2	2
White - British	2	66.6	55	61.1	57
White - English	0	0.0	5	5.6	5
White - Irish	0	0.0	5	5.6	5
White - Scottish	0	0.0	2	2.2	2
Grand Total	3		90		93

Table 22: Development fund applications and outcomes by ethnicity (2010 – 2017)

	Total number ALs	Proportion of the workforce that applied
	No	%
Ethnic minority	3159	2.5
White	36489	2.2
Unknown Total	1000	2.6
Grand Total	43899	2.1

Bullying & Harassment, Disciplinary and Grievance

Table 23: Bullying & Harassment, Disciplinary and Grievance cases by ethnicity (2017)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total num. of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%				
Ethnicity	No	%	No	%	No	%	No	%	No	%	%	%
Ethnic minority	0	0.0	0	0.0	0	0.0	0	0.0	302	0.0	0.0	0.0
White	1	100.0	4	100.0	2	100.0	7	100.0	3819	0.0	0.1	0.0
Known Total	1	100.0	4	100.0	2	100.0	7	100.0	4121	0.0	0.1	0.0
Unknown Total	0	0.0	0	0.0	0	0.0	0	0.0	30	0.0	0.0	0.0
Grand Total	1		4		2		7		4151	0.0	0.1	0.0

There was again a decrease in grievance numbers in 2017 compared to 2016. However, the decrease was not as significant as that from 2015 to 2016, when a collective grievance was brought by 29 associate lecturers.

Table 24: Bullying & Harassment, Disciplinary and Grievance cases by ethnicity (2010 – 2017)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs
	No	%	No	%	No	%	No	%	
Ethnicity	No	%	No	%	No	%	No	%	No
Ethnic minority	0	0.0	13	14.7	3	5.5	16	10.9	3461
White	3	75.0	69	78.4	48	87.3	120	81.6	40308
Unknown Total	1	25.0	6	6.8	4	7.3	11	7.5	1030
Total	4		88		55		147		43899

Maternity/Paternity Leave

Table 25: Maternity/paternity leave by ethnicity (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of category	Percentage of workforce taking leave
Ethnicity	Actual	Actual	Actual	%	%
Ethnic minority	0	0	305	0.0	0.0
White	17	0	3819	0.4	0.4
Known Total	17	0	4124	0.4	0.4
Unknown Total	0	0	30	0.0	0.0
Grand Total	17	0	4151	0.4	0.4

Table 26: Maternity/paternity leave with Returners by ethnicity (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of category	Percentage of workforce taking leave	Percentage of leavers that have returned
Ethnicity	Actual	Actual	Actual	%	%	%
Ethnic minority	0	0	305	0.0	0.0	0.0
White	17	0	3819	0.4	0.4	23.5
Known Total	17	0	4124	0.4	0.4	23.5
Unknown Total	0	0	30	0.0	0.0	0.0
Grand Total	17	0	4151	0.4	0.4	23.5

New starters / leavers

Table 27: New starters and leavers (2017)

Ethnicity	New starters	Leavers
Arab	0	0
Asian or Asian British - Bangladeshi	0	0
Asian or Asian British - Indian	0	6
Asian or Asian British - Pakistani	0	1
Asian or British Asian - Chinese	0	1
Black or Black British - African	1	5
Black or Black British - Caribbean	1	1
I prefer not to say	4	8
Mixed - White and Asian	0	0
Mixed - White and Black African	0	1
Mixed - White and Black Caribbean	0	2
Other Asian Background	2	3
Other Black Background	0	0
Other Ethnic Background	2	2
Other Mixed Background	1	5
Other White Background	16	32
Unknown	8	7
White	1	4
White - British	127	329
White - English	12	14
White - Irish	13	20
White - Scottish	13	14
White - Welsh	3	3
Grand Total	204	458

Reasonable adjustments

Table 28: Reasonable adjustments by ethnicity (2017)

Reasonable adjustments by ethnicity	
Asian or Asian British - Bangladeshi	0
Asian or Asian British - Indian	0
Asian or Asian British - Pakistani	0
Asian or British Asian - Chinese	0
Black or Black British - African	0
Black or Black British - Caribbean	0
I prefer not to say	1
Mixed - White and Asian	1
Mixed - White and Black African	0
Other Asian Background	0
Other Black Background	1
Other Ethnic Background	0
Other Mixed Background	1
Other White Background	2
Not known	1
White	0
White - British	34
White - English	1
White - Irish	0
White - Scottish	1
White - Welsh	0
Grand Total	43

Associate Lecturer Staff Gender

Workforce Composition

Table 29: Distribution of staff by gender (2013 - 2017)

	2013		2014		2015		2016		2017	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
Male	2477	44.2	2310	44.1	2090	44.3	1964	44.1	1803	43.4
Female	3126	55.8	2924	55.9	2623	55.7	2487	55.9	2348	56.6
Total	5603		5234		4713		4451		4151	

The distribution of staff by gender had remained remarkably consistent for a number of years, being approximately 56% female and 44% male, even as the overall numbers decline.

Chart 7: Distribution of staff by gender (2013 - 2017)



AL Development Fund

A significantly greater number of women applied to the AL Development Fund in 2017, 2016, and 2015, although this reflects the overall AL headcount.

Table 30: Development fund applications and outcomes by gender (2017)

Gender	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
Female	3	100.0	67	74.4	70
Male	0	0.0	23	25.6	23
Total	3		90		93

Table 31: Development fund applications by gender (2010 – 2017)

	Total number ALs	Proportion of the workforce that applied
Gender	No	%
Female	23742	2.8
Male	20157	1.4
Total	43899	2.2

Bullying & Harassment, Disciplinary and Grievance

Table 32: Bullying & Harassment, Disciplinary and Grievance cases by gender (2017)

Gender	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%				
Female	1	100.0	2	50.0	1	50.0	4	57.1	2348	0.0	0.1	0.0
Male	0	0.0	2	50.0	1	50.0	3	42.9	1803	0.0	0.1	0.1
Total	1		4		2		7		4151	0.0	0.1	0.0

Table 33: Bullying & Harassment, Disciplinary and Grievance cases by gender (2010 – 2017)

Gender	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs
	No	%	No	%	No	%	No	%	
Female	2	50.0	35	39.8	36	65.5	73	49.7	23742
Male	2	50.0	53	60.2	19	34.5	74	50.3	20157
Total	4		88		55		147		43899

Maternity/Paternity Leave

Table 34: Maternity/paternity/adoption leave by gender (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of category	Percentage of workforce taking leave
	Actual	Actual	Actual	%	%
Female	17	0	2348	0.7	0.4
Male	0	0	1803	0.0	0.0
Grand Total	17	0	4151	0.4	0.4

Table 35: Maternity/paternity leave with Returners by gender (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of category	Percentage of workforce taking leave	Percentage of leavers that have returned
	Actual	Actual	Actual	%	%	%
Female	17	0	2348	0.7	0.4	23.5
Male	0	0	1803	0.0	0.0	0.0
Grand Total	17	0	4151	0.4	0.4	23.5

New starters / leavers

Table 36: New starters and leavers by gender (2017)

Gender	New starters	Leavers
Female	136	276
Male	68	182
Grand Total	204	458

Reasonable adjustments

Table 37: Reasonable adjustments by gender (2017)

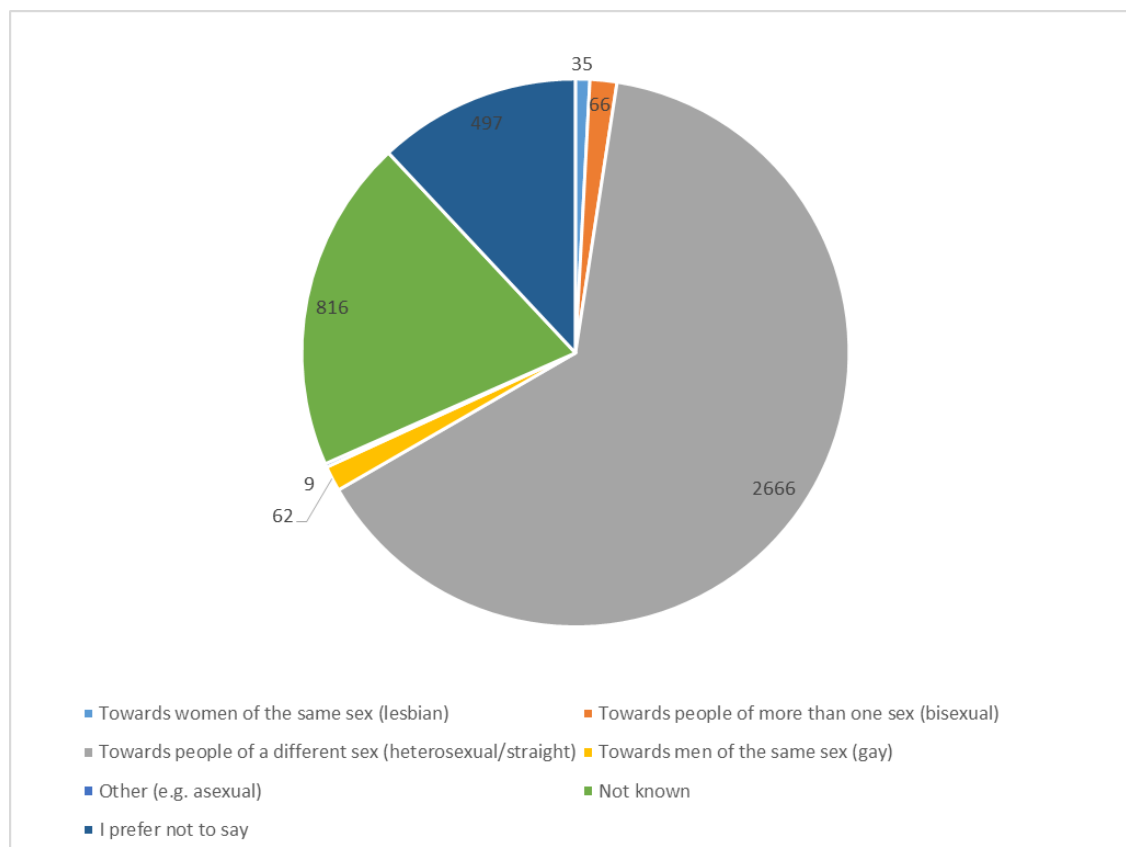
Reasonable adjustments by gender	
Female	33
Male	10
Grand Total	43

Workforce Composition

This is the second year that this report has covered sexual orientation, and so information is only available for 2016 and 2017. The largest proportion of ALs declared their sexual orientation as 'Towards people of a different sex (heterosexual/straight)'. It is important to note that ALs are not obliged to tell the University their sexual orientation, so for a large proportion of (31.7%) ALs, responses are categorised either 'Not known' or 'I prefer not to say'.

Table 38: Distribution of staff by sexual orientation 2016-2017 (%) and Chart 8: Distribution of staff by sexual orientation (2017)

Sexual Orientation	2016		2017	
	No.	%	No.	%
Towards women of the same sex (lesbian)	33	0.7	35	0.8
Towards people of more than one sex (bisexual)	57	1.3	66	1.6
Towards people of a different sex (heterosexual/straight)	2697	60.6	2666	64.2
Towards men of the same sex (gay)	58	1.3	62	1.5
Other (e.g. asexual)	13	0.3	9	0.2
Not known	1079	24.2	816	19.7
I prefer not to say	514	11.5	497	12.0



AL Development Fund

Table 39: Development fund applications and outcomes by sexual orientation (2017)

Age range	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
Towards people of a different sex (heterosexual/straight)	1	33.3	58	64.4	59
I prefer not to say	0	0.0	8	8.9	8
Not known	1	33.3	21	23.3	22
Towards men of the same sex (gay)	0	0.0	0	0.0	0
Towards people of more than one sex (bisexual)	1	33.3	0	0.0	1
Towards women of the same sex (lesbian)	0	0.0	3	3.3	3
Other (e.g. asexual)	0	0.0	0	0.0	0
Grand Total	3		90		93

Associate Lecturer Staff Sexual orientation

Bullying & Harassment, Disciplinary and Grievance

Table 40: Bullying & Harassment, Disciplinary and Grievance cases by sexual orientation (2017)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total no. of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%				
Towards people of a different sex (heterosexual /straight)	0	0.0	3	75.0	0	0.0	3	42.9	2666	0.0	0.1	0.0
Not known	1	100.0	0	0.0	1	50.0	2	28.6	816	0.1	0.0	0.1
I prefer not to say	0	0.0	1	25.0	1	50.0	2	28.6	497	0.0	0.2	0.2
Grand Total	1	-	4		2		7		4151	0.1	0.1	0.0

Associate Lecturer Staff Sexual orientation

Maternity/Paternity Leave

Table 41: Maternity/paternity/adoption leave by sexual orientation (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total number ALs	Percentage of sexual orientation taking leave	Percentage of workforce taking leave
	Actual	Actual	Actual	%	%
Towards people of a different sex (heterosexual/straight)	9	0	2666	0.3	0.2
Towards people of more than one sex (bisexual)	0	0	66	0.0	0.0
Not known	7	0	816	0.9	0.2
I prefer not to say	1	0	497	0.2	0.0
Grand Total	17	0	4151	0.4	0.4

Table 42: Maternity/paternity/adoption leave with Returners by sexual orientation (2017)

	Count of those taken maternity / paternity leave	Count of those taken adoption / shared parental leave	Total num. ALs	Percentage of sexual orientation taking leave	Percentage of workforce taking leave	Percentage of leavers that have returned
	Actual	Actual	Actual	%	%	%
Towards people of a different sex (heterosexual/straight)	9	0	2666	0.3	0.2	22.2
Towards people of more than one sex (bisexual)	0	0	66	0.0	0.0	0.0
Not known	7	0	816	0.9	0.2	28.6
I prefer not to say	1	0	497	0.2	0.0	0.0
Grand Total	17	0	4151	0.4	0.4	23.5

New starters / leavers

Table 43: New starters and leavers (2017)

Sexual orientation	New starters	Leavers
Towards people of a different sex (heterosexual/straight)	158	246
I prefer not to say	17	49
Not known	4	146
Towards men of the same sex (gay)	10	3
Towards people of more than one sex (bisexual)	2	7
Towards women of the same sex (lesbian)	4	4
Other (e.g. asexual)	0	3
Grand Total	204	458

Reasonable adjustments

Table 44: Reasonable adjustments by sexual orientation (2017)

Reasonable adjustments by sexual orientation	
Towards people of a different sex (heterosexual/straight)	25
I prefer not to say	4
Not known	12
Towards men of the same sex (gay)	0
Towards people of more than one sex (bisexual)	1
Towards women of the same sex (lesbian)	0
Other (e.g. asexual)	1
Grand Total	43