Equality and Diversity Annual Report 2017

Monitoring data

Associate Lecturer Staff

Contents

About Associate Lecturer staff

Teaching is carried out by a network of associate lecturer (AL) staff and as at 13 January 2017, the University had **4451** 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 2016 to 31 December 2016. 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 STEM, 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.

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.

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 fourth year that maternity and paternity data has been included in this report. Data was first included in 2013.

Associate Lecturer Staff

Workforce Composition

Table 1: Distribution of staff by age (2012 - 2016)

Age	2012		2013		2014		2015		2016	
	Actual	**%**	**Actual**	**%**	**Actual**	**%**	**Actual**	**%**	**Actual**	**%**
21 - 25	3	0.0	1	0.0	3	0.1	1	0.0	3	0.1
26 - 30	90	1.5	57	1.0	53	1.0	45	1.0	56	1.3
31 - 35	346	5.7	280	5.0	234	4.5	172	3.6	143	3.2
36 - 40	470	7.7	413	7.4	394	7.5	345	7.3	329	7.4
41 - 45	756	12.5	655	11.7	560	10.7	480	10.2	437	9.8
46 - 50	902	14.9	820	14.6	761	14.5	666	14.1	599	13.5
51 - 55	980	16.2	922	16.5	823	15.7	778	16.5	743	16.7
56 - 60	1086	17.9	968	17.3	884	16.9	782	16.6	756	17.0
61 - 65	985	16.2	938	16.7	879	16.8	794	16.8	727	16.3
66 and over	448	7.4	549	9.8	643	12.3	650	13.8	658	14.8
Grand Total	**6066**		**5603**		**5234**		**4713**		**4451**	

The largest proportion of ALs are aged between 56 and 60 years of age (17%). This is in contrast to the previous year, when the largest proportion of ALs were aged between 61and 65 years of age. However, in the five years previous to this, the largest proportion of ALs were aged between 56 and 60 years of age, as with this year. 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 2016 (%) and Chart 1: Distribution of staff by age group (2016)

Age range	No.	%
21-25	3	0.1%
26-30	56	1.3%
31-35	143	3.2%
36-40	329	7.4%
41-45	437	9.8%
46-50	599	13.5%
51-55	743	16.7%
56-60	756	17.0%
61-65	727	16.3%
66 and over	658	14.8%
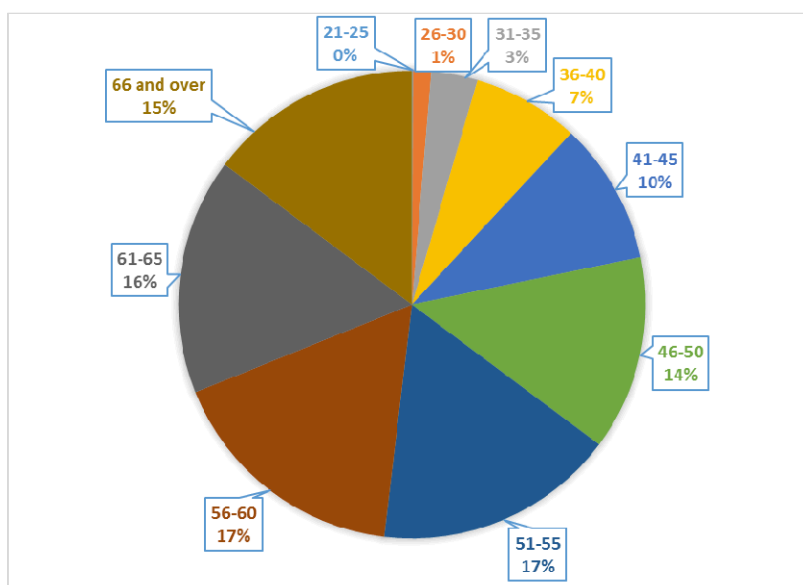
Chart 2: Composition of staff by age (2012 - 2016)

	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 65	66 and over
2012	3	90	346	470	756	902	980	1086	985	448
2013	1	57	280	413	655	820	922	968	938	549
2014	3	53	234	394	560	761	823	884	879	643
2015	1	45	172	345	480	666	778	782	794	650
2016	3	56	143	329	437	599	743	756	727	658
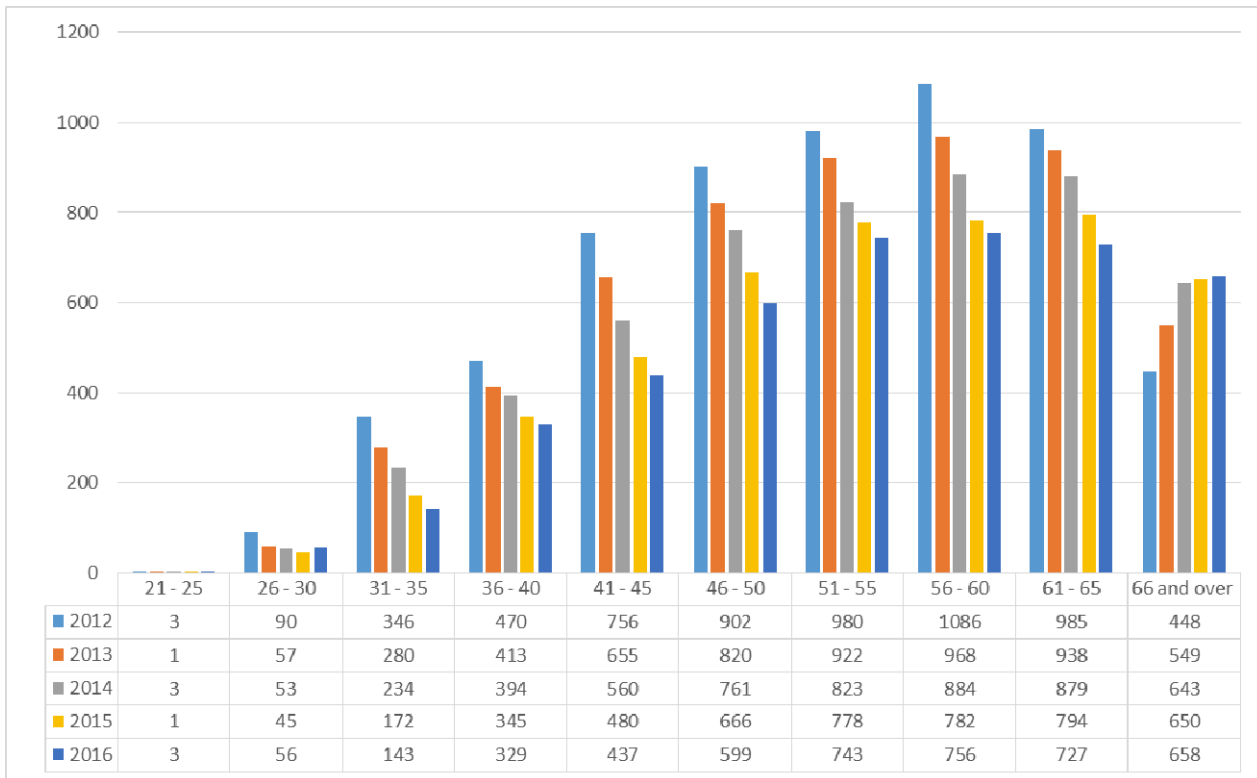
AL Development Fund

Table 3: Development fund applications and outcomes by age (2016)

Age range	Outcome				
	Unsuccessful	%	Successful	%	Total applicants
26 - 30	0	0.0	1	1.6	1
31 - 35	0	0.0	1	1.6	1
36 - 40	0	0.0	4	6.3	4
41 - 45	0	0.0	12	18.7	12
46 - 50	1	25.0	9	14.1	10
51 - 55	1	25.0	12	18.7	13
56 - 60	1	25.0	12	18.7	13
61 - 65	0	0.0	7	10.9	7
66 and over	1	25.0	6	9.4	7
Grand Total	**4**		**64**		**68**

The success rate across the board for applications to the AL Development Fund was again very high in 2016, at 94.1%.

Table 4: Development fund applications by age (2011 – 2016)

Age Group	Total number ALs	Proportion of the workforce that applied
	Actual	%
under 26	35	2.9
26 – 35	2035	3.6
36 – 45	6263	4.4
46 – 55	10076	4.0
56 and over	14300	3.4
Grand Total	32709	3.8

Bullying & Harassment, Disciplinary and Grievance

Table 5: Bullying & Harassment, Disciplinary and Grievance cases by age (2016)

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	3	0.0	0.0	0.0
26 – 30	0	0.0	0	0.0	0	0.0	0	0.0	56	0.0	0.0	0.0
31 – 35	0	0.0	1	11.1	0	0.0	1	9.1	143	0.0	0.7	0.0
36 - 40	0	0.0	0	0.0	0	0.0	0	0.0	329	0.0	0.0	0.0
41 - 45	0	0.0	0	0.0	0	0.0	0	0.0	437	0.0	0.0	0.0
46 - 50	0	0.0	0	0.0	1	50.0	1	9.1	599	0.0	0.0	0.0
51 - 55	0	0.0	4	44.4	1	50.0	5	45.5	743	0.0	0.5	0.1
56 - 60	0	0.0	2	22.2	0	0.0	2	18.2	756	0.0	0.3	0.0
61 - 65	0	0.0	0	0.0	0	0.0	0	0.0	727	0.0	0.0	0.0
66 and over	0	0.0	2	22.2	0	0.0	2	18.2	658	0.0	0.3	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0
Grand Total	0	-	9		2		11		4451	-	1.8	0.1

Table 6: Bullying & Harassment, Disciplinary and Grievance cases by age (2010 – 2016)

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	35
26 - 35	0	0.0	7	8.3	0	0.0	7	5.0	2682
36 - 45	1	33.3	21	25.0	8	15.1	30	21.4	7846
46 - 55	2	66.7	31	36.9	17	32.1	50	35.7	12317
56 & over	0	0.0	25	29.8	28	52.8	53	37.9	16868
Total	3		84		53		140		39748

Maternity/Paternity Leave

Table 7: Maternity/paternity/adoption leave by age (2016)

	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	%	%
26 - 30	1	0	56	1.8	0.0
31 - 35	5	0	143	3.5	0.1
36 - 40	14	0	329	4.3	0.3
41 - 45	3	1	437	0.9	0.1
46 - 50	0	0	599	0.0	0.0
51 - 55	0	0	743	0.0	0.0
56 - 60	0	0	756	0.0	0.0
61 - 65	1	0	727	0.1	0.0
66 and over	0	0	658	0.0	0.0
Unknown	0	0	0	0.0	0.0
Grand Total	24	1	4451	0.6	0.6

ALs were most likely to take leave in the category 36-40, where 4.3% of the workforce took maternity, paternity or adoption leave in 2016.

Table 8: Maternity/paternity leave with Returners data, by age (2016)

	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	%	%	%
26 - 30	1	0	56	1.8	0.0	-
31 - 35	5	0	143	3.5	0.1	80.0
36 - 40	14	0	329	4.3	0.3	85.7
41 - 45	3	1	437	0.9	0.1	100.0
46 - 50	0	0	599	0.0	0.0	-
51 - 55	0	0	743	0.0	0.0	-
56 - 60	0	0	756	0.0	0.0	-
61 - 65	1	0	727	0.1	0.0	100.0
66 and over	0	0	658	0.0	0.0	-
Unknown	0	0	0	0.0	0.0	-
Grand Total	24	1	4451	0.6	0.6	88.0

Returners data may not be an accurate reflection of those that intend to return, as some ALs may return in 2017, which is outside the scope of this report.

New starters / leavers

Table 9: New starters and leavers (2016)

Age range	New starters	Leavers
21-25	2	0
26-30	28	4
31-35	23	21
36-40	21	38
41-45	25	37
46-50	24	64
51-55	36	79
56-60	23	72
61-65	12	90
66+	7	136
Grand Total	201	541

Reasonable adjustments

Table 10: Reasonable adjustments by age (2016)

Reasonable adjustments by age range	
21-25	0
26-30	0
31-35	0
36-40	1
41-45	1
46-50	3
51-55	4
56-60	4
61-65	2
66+	2
Grand Total	17

Workforce Composition

Table 11: Distribution of staff by disability (2012 - 2016)

	2012		2013		2014		2015		2016	
	Actual	**%**	**Actual**	**%**	**Actual**	**%**	**Actual**	**%**	**Actual**	**%**
Disabled	384	6.3	486	8.7	835	16.0	881	18.8	817	18.4
Not disabled	5668	93.4	5108	91.2	4375	83.6	3803	81.2	3592	80.7
Unknown	14	0.2	9	0.2	24	0.5	29	0.6	42	0.9
Total	**6066**		**5603**		**5234**		**4713**		**4451**	

The percentage of ALs declaring a disability in 2016 has decreased slightly from the previous year, with the actual number dropping to 817 from 881.

Chart 3: Workforce composition by disability (2012 - 2016)

	2012	2013	2014	2015	2016
■ Disabled	6.3	8.7	16	18.8	18.4
■ Not disabled	93.4	91.2	83.6	81.2	80.7
■ Unknown	0.2	0.2	0.5	0.6	0.9

■ Disabled ■ Not disabled ■ Unknown
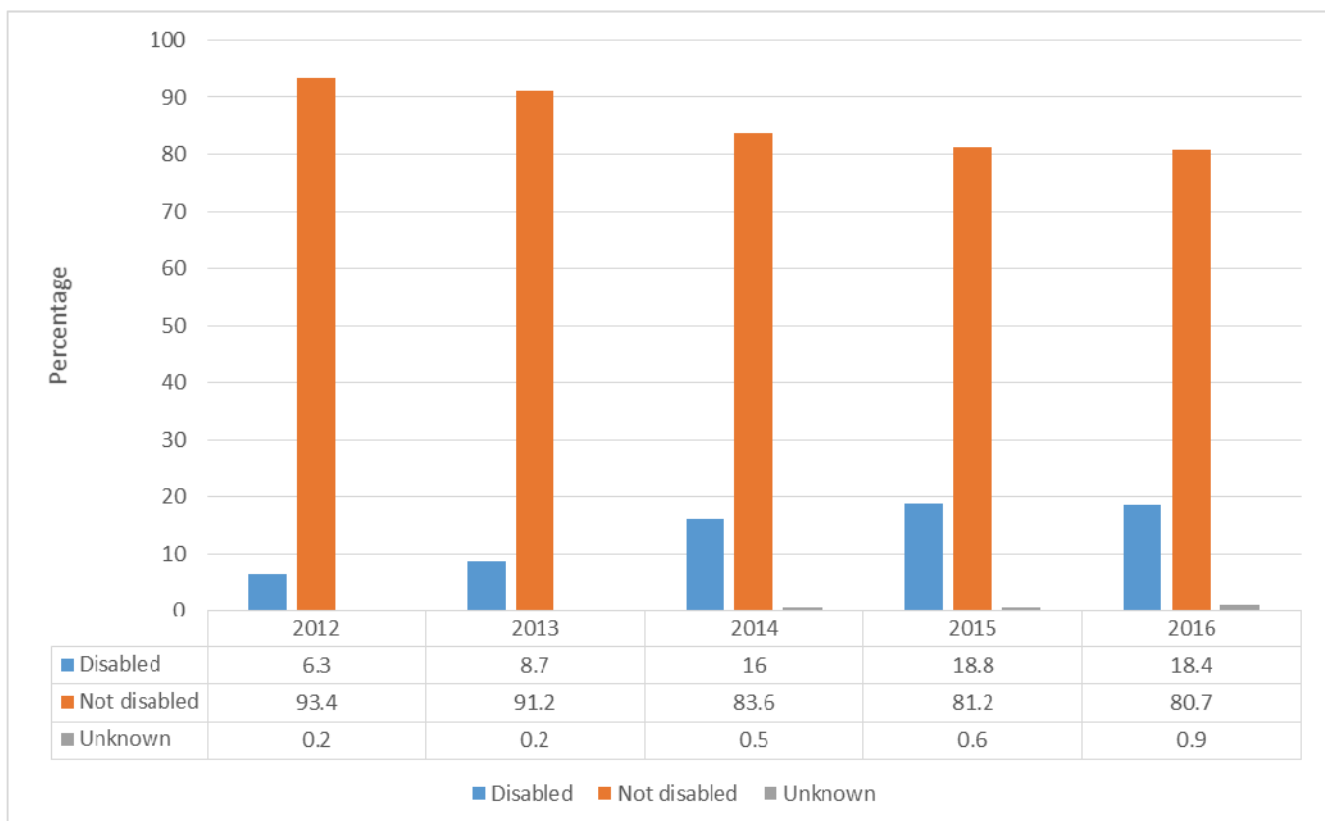
AL Development Fund

Staff who declared disabilities, were still more likely to apply to the development fund than non-disabled staff in 2016, which has been the trend for the last 7 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 (2016)

	Outcome				
Consider self disabled	**Unsuccessful**	**%**	**Successful**	**%**	**Total applicants**
Non-disabled	4	100.0	53	82.8	57
Disabled	0	0.0	11	17.2	11
Unknown	0	0.0	0	0.0	0
Grand Total	**4**		**64**		**68**

Table 13: Development fund applications and outcomes by disability (2010 – 2016)

	Total Number of ALs	Proportion of the workforce that applied
	Actual	**%**
Non-disabled	35373	1.9
Disabled	4235	3.1
Unknown	140	2.1
Grand total	39748	2.0

Associate Lecturer Staff

Bullying & Harassment, Disciplinary and Grievance

Table 14: Bullying & Harassment, Disciplinary and Grievance cases by disability (2016)

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	%	No	%	%	%
Non-disabled	0	0	7	77.8	2	100.0	9	81.8	3592	0.0	0.2	0.1
Disabled	0	0	2	22.2	0	0.0	2	18.2	817	0.0	0.2	0.0
Unknown	0	0	0	0.0	0	0.0	0	0.0	42	0.0	0.0	0.0
Grand Total	0	0.0	9		2		11		4451	-	0.2	0.0

Table 15: Bullying & Harassment, Disciplinary and Grievance cases by disability (2010 – 2016)

Consider Self Disabled	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs
	No	%	No	%	No	%	No	%	No
Non-disabled	2	66.7	71	85.4	39	73.6	112	80.0	35373
Disabled	1	33.3	13	15.5	10	18.9	24	17.1	4235
Unknown	0	0.0	0	0.0	4	7.5	4	2.9	140
Grand Total	3		84		53		140		39748

Maternity/Paternity Leave

Table 16: Maternity/paternity leave by disability (2016)

	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	18	1	3592	0.5	0.4
Disabled	6	0	817	0.7	0.1
Unknown	0	0	42	0.0	0.0
Grand Total	24	1	4451	0.6	0.5

Table 17: Maternity/paternity leave with Returners data, by disability (2016)

	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	18	1	3592	0.5	0.4	84.2
Disabled	6	0	817	0.7	0.1	100.0
Unknown	0	0	42	0.0	0.0	0.0
Grand Total	24	1	4451	0.6	0.5	88.0

Returners data may not be an accurate reflection of those that intend to return, as some ALs are likely to return in 2017, which is outside the scope of this report.

New starters / leavers

Table 18: New starters and leavers (2016)

Consider self disabled	New starters	Leavers
No	164	446
Yes	16	88
Unknown	21	7
Grand Total	201	541

Reasonable adjustments

Table 19: Reasonable adjustments by disability (2016)

| Consider self disabled	
No	9
Yes	8
Grand Total	17

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 3-4%, but increased in 2015 to between 5-6%, which was maintained in 2016.

Table 20: Distribution of staff by ethnicity (2012 - 2016)

		2012		2013		2014		2015		2016	
Grouped ethnicity	**Detailed ethnicity**	No	%	No	%	No	%	No	%	No	%
Asian	Other Asian Background	31	0.5	35	0.6	32	0.6	27	0.6	27	0.6
	Asian or Asian British Bangladeshi	6	0.1	6	0.1	7	0.1	7	0.2	7	0.2
	Asian or Asian British - Indian	49	0.8	51	0.9	48	0.9	45	1.0	37	0.9
	Asian or Asian British - Pakistani	19	0.3	18	0.3	19	0.4	17	0.4	16	0.4
	Asian or Asian British - Chinese	21	0.4	24	0.4	24	0.4	19	0.4	18	0.4
Asian Total		**126**	**2.1**	**134**	**2.4**	**130**	**2.4**	**115**	**2.5**	**105**	**2.4**
Black	Black or Black British - African	40	0.7	37	0.6	33	0.6	29	0.6	27	0.6
	Other Black Background	12	0.2	10	0.2	9	0.2	8	0.2	7	0.2
	Black or Black British - Caribbean	34	0.6	31	0.5	27	0.5	23	0.5	19	0.4
Black Total		**86**	**1.5**	**78**	**1.4**	**69**	**1.3**	**60**	**1.3**	**53**	**1.2**
Other	Arab	-	-	4	0.1	4	0.1	3	0.1	4	0.1
	Gypsy or Traveller	-	-	1	0	1	0.0	1	0.0	1	0.0
	Other Ethnic Background	50	0.8	46	0.8	43	0.9	39	0.8	36	0.8
Other Total		**50**	**0.8**	**51**	**0.9**	**48**	**1.0**	**43**	**0.9**	**41**	**0.9**
Mixed	White & Black African	5	0.1	3	0.1	3	0.1	2	0.0	2	0.0
	White & Asian	22	0.4	21	0.4	18	0.4	16	0.3	18	0.4
	White & Black Caribbean	10	0.2	7	0.1	8	0.1	8	0.2	8	0.2
	Other Mixed	29	0.5	31	0.5	33	0.6	32	0.7	31	0.7
Mixed Total		**66**	**1.1**	**62**	**1.1**	**62**	**1.2**	**58**	**1.3**	**59**	**1.4**
White	White - British	4569	77.4	4167	70.6	3854	75.6	3456	74.9	3207	73.7
	White - Irish	233	3.9	206	3.5	194	3.5	177	3.8	177	4.1
	White - Other	544	9.2	470	8	448	8.7	401	8.7	397	9.1
	White - Scottish	157	2.7	165	2.8	142	3.1	146	3.2	143	3.3
	White - Welsh	4	0.1	22	0.4	26	0.5	26	0.6	29	0.7
	White - English	33	0.6	89	1.5	104	2.0	104	2.3	106	2.4
	White	33	0.6	41	0.7	32	0.6	30	0.6	33	0.8
White Total		**5573**	**94.4**	**5160**	**94.1**	**4800**	**94.1**	**4340**	**94.0**	**4092**	**94.1**
Known Total		**5901**		**5485**		**5109**		**4616**		**4350**	
	Unknown Total	165	2.7	118	2.2	125	2.4	97	2.1	**101**	**2.3**
	Grand Total	6066		5603		5234		4713		4451	

Chart 5: Distribution of ethnic minority staff by grouped ethnicity (2012 - 2016)
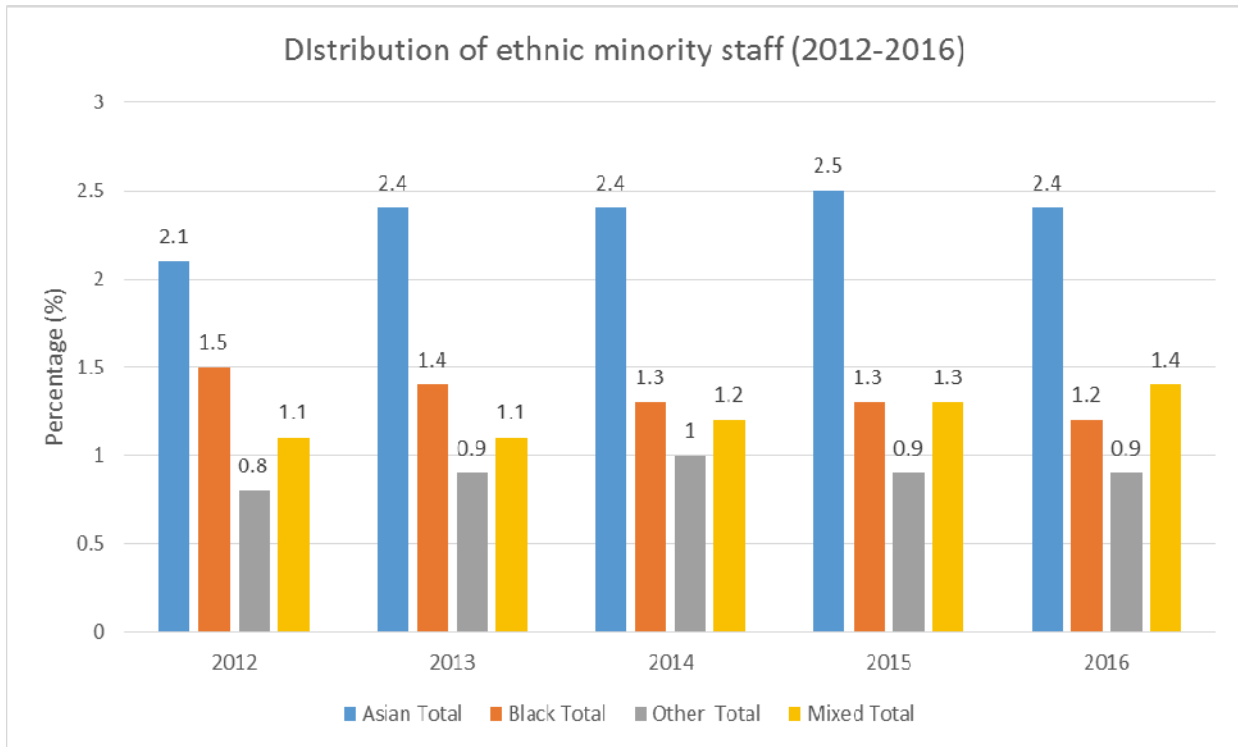
AL Development Fund

In 2016, there were seven applicants from an ethnic minority background, whereas in 2015 there were none.

Table 21: Development fund applications and outcomes by ethnicity (2016)

	Outcome				
Ethnicity	**Unsuccessful**	**%**	**Successful**	**%**	**Total applicants**
Asian or Asian British - Bangladeshi	0	0.0	1	1.6	1
Asian or Asian British - Indian	0	0.0	2	3.1	2
Black or Black British - Caribbean	1	25.0	0	0.0	1
I prefer not to say	0	0.0	2	3.1	2
Other Asian Background	0	0.0	1	1.6	1
Other Ethnic Background	0	0.0	2	3.1	2
Other White Background	1	25.0	9	14.1	10
White - British	2	50.0	39	60.9	41
White - Irish	0	0.0	4	6.3	4
White - Scottish	0	0.0	4	6.3	4
Grand Total	**4**		**64**		**68**

Table 22: Development fund applications and outcomes by ethnicity (2010 – 2016)

	Total number ALs	**Proportion of the workforce that applied**
	No	**%**
Ethnic minority	3159	2.3
White	36489	2.0
Unknown Total	1000	2.4
Grand Total	39748	2.1

Bullying & Harassment, Disciplinary and Grievance

Table 23: Bullying & Harassment, Disciplinary and Grievance cases by ethnicity (2016)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
Ethnicity	No	%	No	%	No	%	No	%	No	%	%	%
Ethnic minority	0	0.0	2	22.2	0	0.0	2	18.2	258	0.0	0.8	0.0
White	0	0.0	7	77.8	2	100.0	9	81.8	4092	0.0	0.2	0.0
Known Total	0	0.0	9	100.0	2	100.0	11	100.0	4350	0.0	0.2	0.0
Unknown Total	0	0.0	0	0.0	0	0.0	0	0.0	101	0.0	0.0	0.0
Grand Total	0		9		2		11		4451			

There was a notable decrease in grievance numbers in 2016 compared to 2015. However, this is mainly as a result of a collective grievance brought by 29 associate lecturers in 2015.

Table 24: Bullying & Harassment, Disciplinary and Grievance cases by ethnicity (2010 – 2016)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs
Ethnicity	No	%	No	%	No	%	No	%	No
Ethnic minority	0	0.0	13	15.5	3	5.7	16	11.4	3159
White	2	66.7	65	77.4	46	86.8	113	80.7	36489
Unknown Total	1	33.3	6	7.1	4	7.5	11	7.9	1000
Total	3		84		53		140		39748

Maternity/Paternity Leave

Table 25: Maternity/paternity leave by ethnicity (2016)

	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	1	258	0.0	0.0
White	23	0	4092	0.6	0.5
Known Total	23	1	4350	0.6	0.6
Unknown Total	1	0	101	1.0	0.0
Grand Total	24	1	4451	0.6	0.6

Table 26: Maternity/paternity leave with Returners by ethnicity (2016)

	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	1	258	0.0	0.0	100.0
White	23	0	4092	0.6	0.5	87.0
Known Total	23	1	4350	0.6	0.6	87.5
Unknown Total	1	0	101	1.0	0.0	100.0
Grand Total	24	1	4451	0.6	0.6	88.0

New starters / leavers

Table 27: New starters and leavers (2016)

Ethnicity	New starters	Leavers
Arab	0	1
Asian or Asian British - Bangladeshi	1	1
Asian or Asian British - Indian	1	9
Asian or Asian British - Pakistani	2	2
Asian or British Asian - Chinese	0	3
Black or Black British - African	2	1
Black or Black British - Caribbean	1	6
I prefer not to say	2	7
Mixed - White and Asian	2	1
Mixed - White and Black African	0	0
Other Asian Background	2	3
Other Black Background	0	1
Other Ethnic Background	1	3
Other Mixed Background	0	2
Other White Background	22	38
Unknown	19	3
White	3	3
White - British	117	407
White - English	9	13
White - Irish	9	24
White - Scottish	7	12
White - Welsh	1	1
Grand Total	201	541

Reasonable adjustments

Table 28: Reasonable adjustments by ethnicity (2016)

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	2
Mixed - White and Asian	0
Mixed - White and Black African	0
Other Asian Background	0
Other Black Background	0
Other Ethnic Background	0
Other Mixed Background	3
Other White Background	0
Unknown	0
White	0
White - British	10
White - English	0
White - Irish	2
White - Scottish	0
White - Welsh	0
Grand Total	17

Workforce Composition

Table 29: Distribution of staff by gender (2012 - 2016)

	2012		2013		2014		2015		2016	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
Male	2686	44.3	2477	44.2	2310	44.1	2090	44.3	1964	44.1
Female	3380	55.7	3126	55.8	2924	55.9	2623	55.7	2487	55.9
Total	6066		5603		5234		4713		4451	

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 (2012 - 2016)
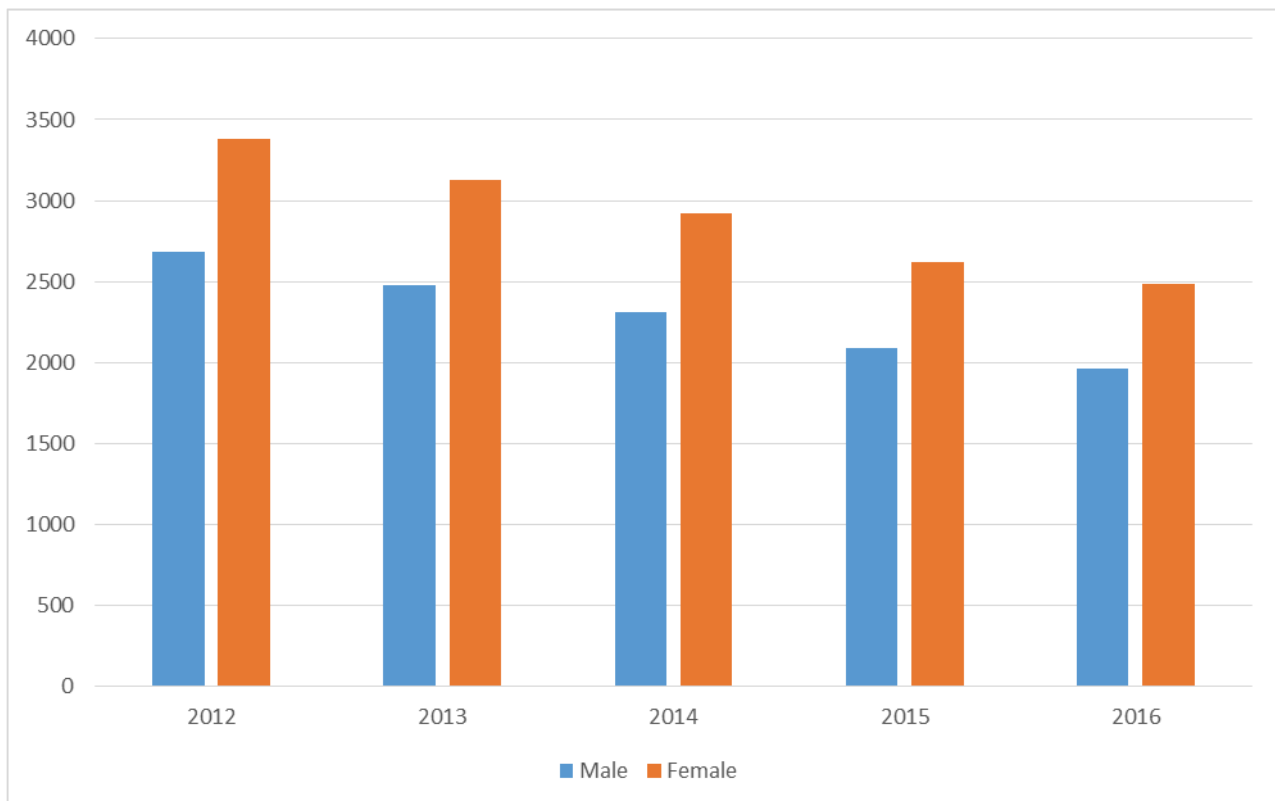
AL Development Fund

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

Table 30: Development fund applications and outcomes by gender (2016)

	Outcome				
Gender	Unsuccessful	%	Successful	%	Total applicants
Female	4	100.0	41	64.1	45
Male	0	0.0	23	35.9	23
Total	4		64		68

Table 31: Development fund applications by gender (2010 – 2016)

	Total number ALs	Proportion of the workforce that applied
Gender	No	%
Female	21394	2.7
Male	18354	1.4
Total	39748	2.1

Bullying & Harassment, Disciplinary and Grievance

Table 32: Bullying & Harassment, Disciplinary and Grievance cases by gender (2016)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
Gender	No	%	No	%	No	%	No	%	No	%	%	%
Female	0	0.0	4	44.4	1	50.0	5	45.5	2487	0.0	0.2	0.0
Male	0	0.0	5	55.6	1	50.0	6	54.5	1964	0.0	0.3	0.0
Total	0	0.0	9	100.0	2	100.0	11	100.0	4451	0.0	0.2	0.0

Table 33: Bullying & Harassment, Disciplinary and Grievance cases by gender (2010 – 2016)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs
Gender	No	%	No	%	No	%	No	%	No
Female	1	33.3	33	39.3	35	66.0	69	49.3	21394
Male	2	66.7	51	60.7	18	34.0	71	50.7	18354
Total	3		84		53		140		39748

Maternity/Paternity Leave

Table 34: Maternity/paternity/adoption leave by gender (2016)

	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	21	0	2487	0.8	0.5
Male	3	1	1964	0.2	0.1
Grand Total	24	1	4451	0.6	0.6

Table 35: Maternity/paternity leave with Returners by gender (2016)

	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	21	0	2487	0.8	0.5	85.7
Male	3	1	1964	0.2	0.1	100.0
Grand Total	24	1	4451	0.6	0.6	88.0

New starters / leavers

Table 36: New starters and leavers by gender (2016)

Gender	New starters	Leavers
Female	132	304
Male	69	237
Grand Total	201	541

Reasonable adjustments

Table 37: Reasonable adjustments by gender (2016)

Reasonable adjustments by gender	
Female	10
Male	7
Grand Total	17

Workforce Composition

This is the first year that this report has covered sexual orientation, and so information for previous years is not available as a comparison. 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 (35.7%) ALs, responses are categorised either 'Not known' or 'I prefer not to say'.

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

Sexual orientation	No.	%
Towards people of a different sex (heterosexual / straight)	2697	60.6
I prefer not to say	514	11.5
Not known	1079	24.2
Towards men of the same sex (gay)	58	1.3
Towards people of more than one sex (bisexual)	57	1.3
Towards women of the same sex (lesbian)	33	0.7
Other (e.g. asexual)	13	0.3
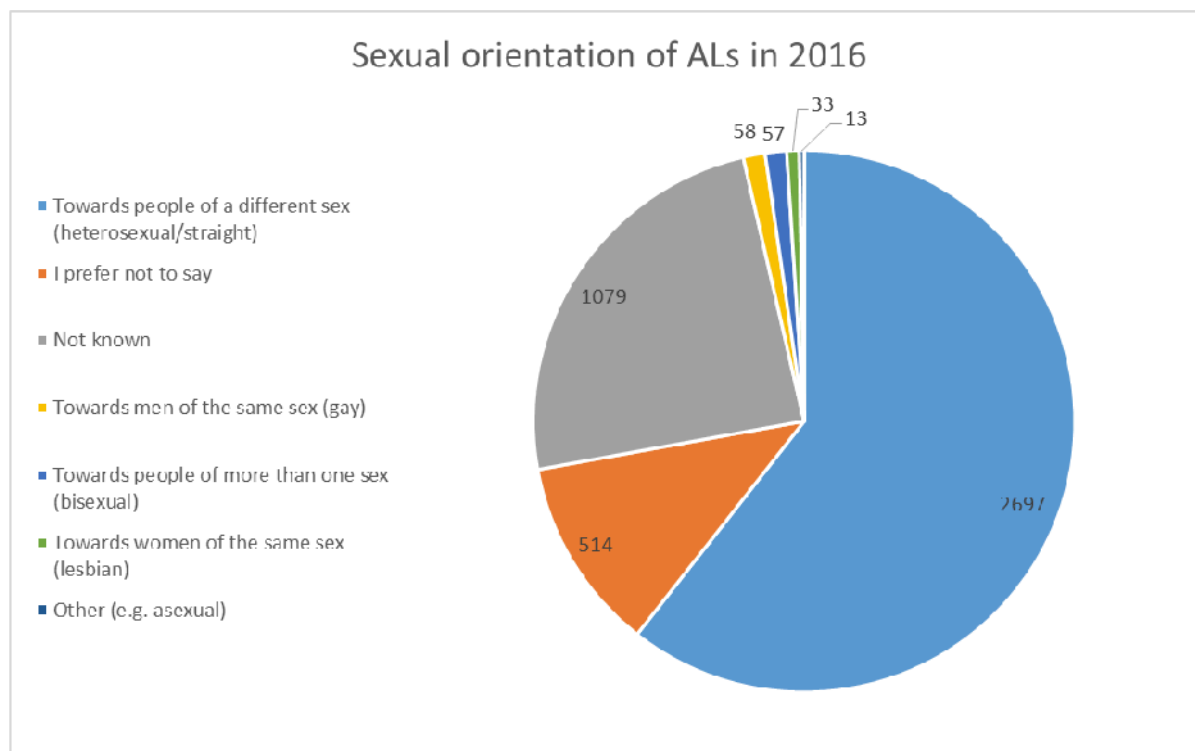
AL Development Fund

Table 39: Development fund applications and outcomes by sexual orientation (2016)

	Outcome				
Age range	Unsuccessful	%	Successful	%	Total applicants
Towards people of a different sex (heterosexual/straight)	2	50.0	44	68.8	46
I prefer not to say	0	0.0	8	12.5	8
Not known	2	50.0	11	17.2	13
Towards men of the same sex (gay)	0	0.0	1	1.6	1
Towards people of more than one sex (bisexual)	0	0.0	0	0.0	0
Towards women of the same sex (lesbian)	0	0.0	0	0.0	0
Other (e.g. asexual)	0	0.0	0	0.0	0
Grand Total	**4**		**64**		**68**

Bullying & Harassment, Disciplinary and Grievance

Table 40: Bullying & Harassment, Disciplinary and Grievance cases by sexual orientation (2016)

	Bullying and Harassment		Disciplinary		Grievance		Total		Total no. of ALs	Proportion of bullying and harassment cases	Proportion of disciplinary cases	Proportion of grievance cases
Sexual orientation	**No**	**%**	**No**	**%**	**No**	**%**	**No**	**%**	**No**	**%**	**%**	**%**
Towards people of a different sex (heterosexual /straight)	0	0.0	6	66.7	0	0.0	6	54.5	2697	0.0	0.2	0.0
Not known	0	0.0	1	11.1	1	50.0	2	18.2	1079	0.0	0.1	0.1
I prefer not to say	0	0.0	2	22.2	1	50.0	3	27.3	514	0.0	0.4	0.2
Grand Total	0	-	9		2		11		4451	-	0.2	0.0

Maternity/Paternity Leave

Table 41: Maternity/paternity/adoption leave by sexual orientation (2016)

	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)	17	0	2697	0.6	0.4
Towards people of more than one sex (bisexual)	1	0	57	1.8	0.0
Not known	3	1	1079	0.4	0.1
I prefer not to say	3	0	514	0.6	0.1
Grand Total	24	1	4451	0.6	0.6

New starters / leavers

Table 42: New starters and leavers (2016)

Sexual orientation	New starters	Leavers
Towards people of a different sex (heterosexual/straight)	152	265
I prefer not to say	15	38
Not known	25	221
Towards men of the same sex (gay)	3	4
Towards people of more than one sex (bisexual)	2	8
Towards women of the same sex (lesbian)	3	4
Other (e.g. asexual)	1	1
Grand Total	201	541

Reasonable adjustments

Table 43: Reasonable adjustments by sexual orientation (2016)

Reasonable adjustments by sexual orientation	
Towards people of a different sex (heterosexual/straight)	7
I prefer not to say	6
Not known	3
Towards men of the same sex (gay)	0
Towards people of more than one sex (bisexual)	0
Towards women of the same sex (lesbian)	1
Other (e.g. asexual)	0
Grand Total	17