



The Open
University

Equality and Diversity Annual Report 2016

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, Diversity and Information Rights.

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Contents

General	4
About Associate Lecturer Staff	4
Age	6
Workforce Composition	6
AL Development Fund	8
Bullying & Harassment, Disciplinary and Grievance	9
Maternity/Paternity Leave	10
New starters / leavers	11
Reasonable adjustments	11
Disability	12
Workforce Composition	12
AL Development Fund	13
Bullying & Harassment, Disciplinary and Grievance	14
Maternity/Paternity Leave	15
New starters / leavers	16
Reasonable adjustments	16
Ethnicity	17
Workforce Composition	17
AL Development Fund	19
Bullying & Harassment, Disciplinary and Grievance	20
Maternity/Paternity Leave	21
New starters / leavers	22
Reasonable adjustments	23
Gender	24
Workforce Composition	24
AL Development Fund	25
Bullying & Harassment, Disciplinary and Grievance	26
Maternity/Paternity Leave	27
New starters / leavers	28
Reasonable adjustments	28

About Associate Lecturer staff

Teaching is carried out by a network of associate lecturer (AL) staff and as at 31st December 2015, the University had **4713** 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 2015 to 31 December 2015. Where data was available, the previous five years is reported.

Data is based on the AL's appointing region/nation and faculty. The appointing region/nation can be different to the one where the member of staff is actually working, as some low population programmes and modules are managed from hub locations. The alignment of modules to Student Support Teams (SSTs) also has a bearing on ALs work, in regards to locations. SST data has not been provided in this report, however the coordination of TSAs does effect AL numbers overall, and with an eventual shift of the vast majority of TSA to SSTs, it's certainly worth highlighting. This will change significantly for next year, as locations close and appointments are aligned to locations in Manchester, Nottingham and Milton Keynes, and existing offices in the Nations. Therefore, 2016 data is likely to look different.

'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. Where an AL is appointed in more than one region/nation or faculty then the AL is double counted. This means the total number of ALs by region/nation and by faculty is higher than the workforce headcount. 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 or gender.

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 the third year that maternity and paternity data has been included in this report, and therefore is only available for 2013, 2014 and 2015.

Associate Lecturer Staff

Age

Workforce Composition

Table 1: Distribution of staff by age (2011 - 2015)

Age	2011		2012		2013		2014		2015	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
21 - 25	7	0.1	3	0.0	1	0.0	3	0.1	1	0.0
26 - 30	140	2.1	90	1.5	57	1.0	53	1.0	45	1.0
31 - 35	419	6.3	346	5.7	280	5.0	234	4.5	172	3.6
36 - 40	589	8.9	470	7.7	413	7.4	394	7.5	345	7.3
41 - 45	835	12.6	756	12.5	655	11.7	560	10.7	480	10.2
46 - 50	1021	15.4	902	14.9	820	14.6	761	14.5	666	14.1
51 - 55	1061	16.0	980	16.2	922	16.5	823	15.7	778	16.5
56 - 60	1153	17.4	1086	17.9	968	17.3	884	16.9	782	16.6
61 - 65	1025	15.5	985	16.2	938	16.7	879	16.8	794	16.8
66 and over	375	5.7	448	7.4	549	9.8	643	12.3	650	13.8
Grand Total	6625		6066		5603		5234		4713	

The largest proportion of ALs are aged between 61 and 65 years of age (16.8%). This is in contrast to the previous five years, where the largest proportion of ALs were aged between 56 and 60 years of age. One of the contributory factors to this is likely due to the fact that ALs 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 2015 (%) and Chart 1: Distribution of staff by age group (2015)

Age group	%
26 and older	100.0
31 and older	99.0
36 and older	95.4
41 and older	88.1
46 and older	77.9
51 and older	63.7
56 and older	47.2
61 and older	30.6
66 and older	13.8

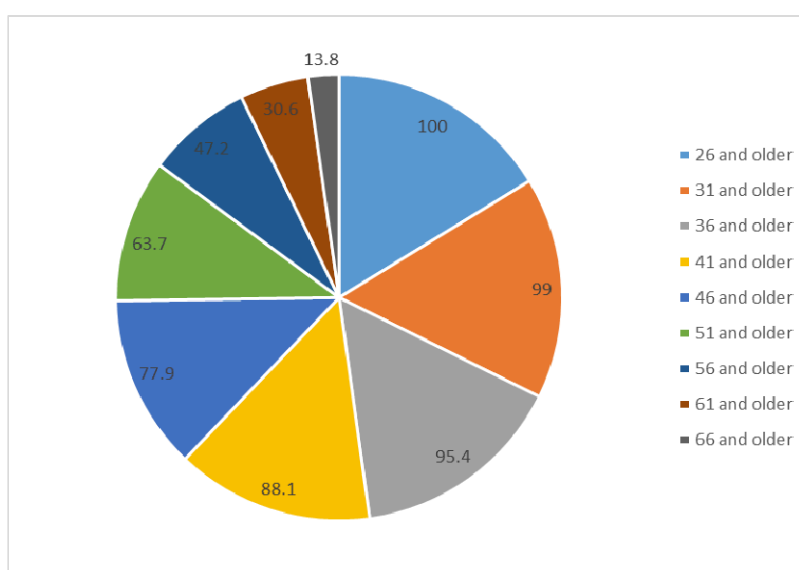
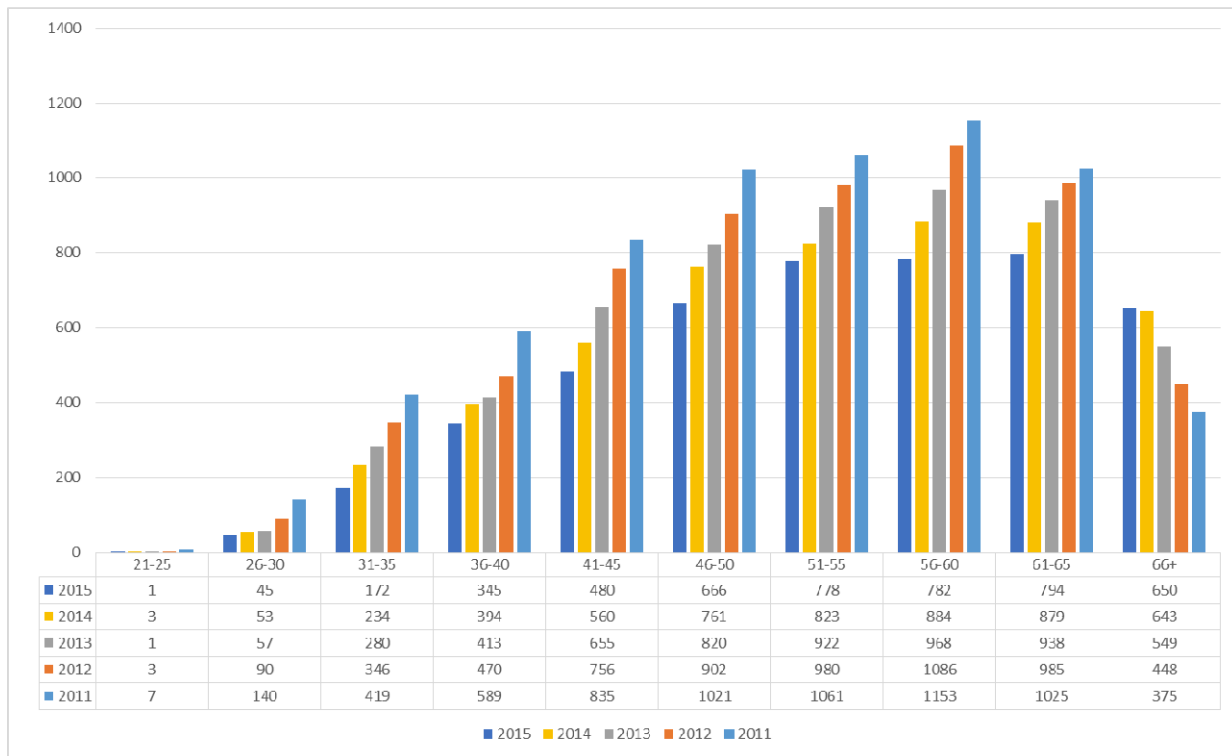


Chart 2: Composition of staff by age (2011 - 2015)



AL Development Fund

Table 3: Development fund applications and outcomes by age (2015)

Age range	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
26 - 30	0	0.0	2	2.4	2
31 - 35	1	14.3	4	4.9	5
36 - 40	1	14.3	9	11.0	10
41 - 45	0	0.0	7	8.5	7
46 - 50	2	28.6	18	22.0	20
51 - 55	1	14.3	10	12.2	11
56 - 60	1	14.3	15	14.3	16
61 - 65	1	14.3	10	14.3	11
66 and over	0	0.0	7	0.0	7
Grand Total	7	7.9%	82	92.1%	89

The success rate across the board for applications to the AL Development Fund was very high in 2015, at 92.1%.

Table 4: Development fund applications and outcomes by age (2010 – 2015)

	Total number ALs	Proportion of the workforce that applied	Proportion of successful applicants	Proportion of unsuccessful applicants
Age Group	Actual	%	%	%
under 26	32	3.2	100.0	0.0
26 – 35	2483	3.4	88.3	11.7
36 – 45	7080	4.1	87.4	12.6
46 – 55	10975	3.8	89.2	10.8
56 and over	14727	3.4	91.8	8.2
Grand Total	35297	3.7	89.7	10.3

For the past six years, staff in all age groups were equally as likely to apply to the fund, with very similar success rates too, ranging from 87.4% to 100%.

Bullying & Harassment, Disciplinary and Grievance

Table 5: Bullying & Harassment, Disciplinary and Grievance cases by age (2015)

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	1	0.0	0.0	0.0
26 – 30	0	0.0	0	0.0	0	0.0	0	0.0	45	0.0	0.0	0.0
31 – 35	0	0.0	0	0.0	0	0.0	0	0.0	172	0.0	0.0	0.0
36 - 40	0	0.0	2	16.7	0	0.0	2	0.6	345	0.0	0.6	0.0
41 - 45	0	0.0	3	25.0	5	16.1	8	1.7	480	0.0	0.6	1.0
46 - 50	0	0.0	1	8.3	2	6.5	3	0.5	666	0.0	0.2	0.3
51 - 55	0	0.0	2	16.7	5	16.1	7	0.9	778	0.0	0.3	0.6
56 - 60	0	0.0	0	0.0	4	12.9	4	0.5	782	0.0	0.0	0.5
61 - 65	0	0.0	2	16.7	4	12.9	6	0.8	794	0.0	0.3	0.5
66 and over	0	0.0	2	16.7	8	25.8	10	1.5	650	0.0	0.3	1.2
Unknown	0	0.0	0	0.0	3	9.7	3	0.0	0	0.0	-	-
Grand Total	0	-	12	100.0	31	100.0	43	0.9	4713	-	2.3	4.1

Table 6: Bullying & Harassment, Disciplinary and Grievance cases by age (2010 – 2015)

Age	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Proportion of B & H cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%	No	%	%	%
25 & under	0	0.0	0	0.0	0	0.0	0	0.0	32	0.0	0.0	0.0
26 - 35	0	0.0	6	8.0	0	0.0	6	4.3	2483	0.0	0.2	0.0
36 - 45	1	8.3	21	28.0	8	15.7	30	21.4	7080	0.0	0.3	0.1
46 - 55	2	16.7	27	36.0	15	29.4	44	31.4	10975	0.0	0.2	0.1
56 & over	9	75.0	21	28.0	28	54.9	60	42.9	14727	0.1	0.1	0.2
Total	12	100.0	75	100.0	51	100.0	140	100.0	35297	0.0	0.2	0.1

Table 7: Equality related complaints

Action	Outcome	Type	Consider self disabled	Ethnicity	Gender	Age range
Tribunal	Pending	Disability discrimination	Yes	White	Female	41-45

Maternity/Paternity Leave

Table 8: Maternity/paternity/adoption leave by age (2015)

	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	0	0	45	0.0	0.0
31 - 35	12	1	172	7.6	0.3
36 - 40	9	1	345	2.9	0.2
41 - 45	6	1	480	1.5	0.1
46 - 50	0	0	666	0.0	0.0
51-55	0	1	778	0.1	0.0
Unknown	1	0	NA	NA	0.0
Grand Total	28	4	4713	0.7	0.7

ALs were most likely to take leave in the category 31-35, where 7.6% of the workforce took maternity, paternity or adoption leave in 2015.

Table 9: Maternity/paternity leave with Returners data, by age (2015)

	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	0	0	45	0.0	0.0	-
31 - 35	12	1	172	7.6	0.3	100.0
36 - 40	9	1	345	2.9	0.2	100.0
41 - 45	6	1	480	1.5	0.1	85.7
46 - 50	0	0	666	0.0	0.0	-
51-55	0	1	778	0.1	0.0	0.0
Unknown	1	0	NA	NA	0.0	0.0
Grand Total	28	4	4713	0.7	0.7	90.6

Returners data may not be an accurate reflection of those that intend to return, as some ALs are likely to return in 2016, which is outside the scope of this report.

New starters / leavers

Table 10: New starters and leavers (2015)

Age range	New starters	Leavers
26-30	19	10
31-35	20	36
36-40	18	42
41-45	27	73
46-50	21	53
51-55	18	61
56-60	17	98
61-65	11	115
66+	8	133
Grand Total	159	621

Reasonable adjustments

Table 11: Reasonable adjustments by age (2015)

Reasonable adjustments by age range	
21-25	0
26-30	0
31-35	3
36-40	0
41-45	1
46-50	2
51-55	2
56-60	2
61-65	1
66 and over	1
Grand Total	12

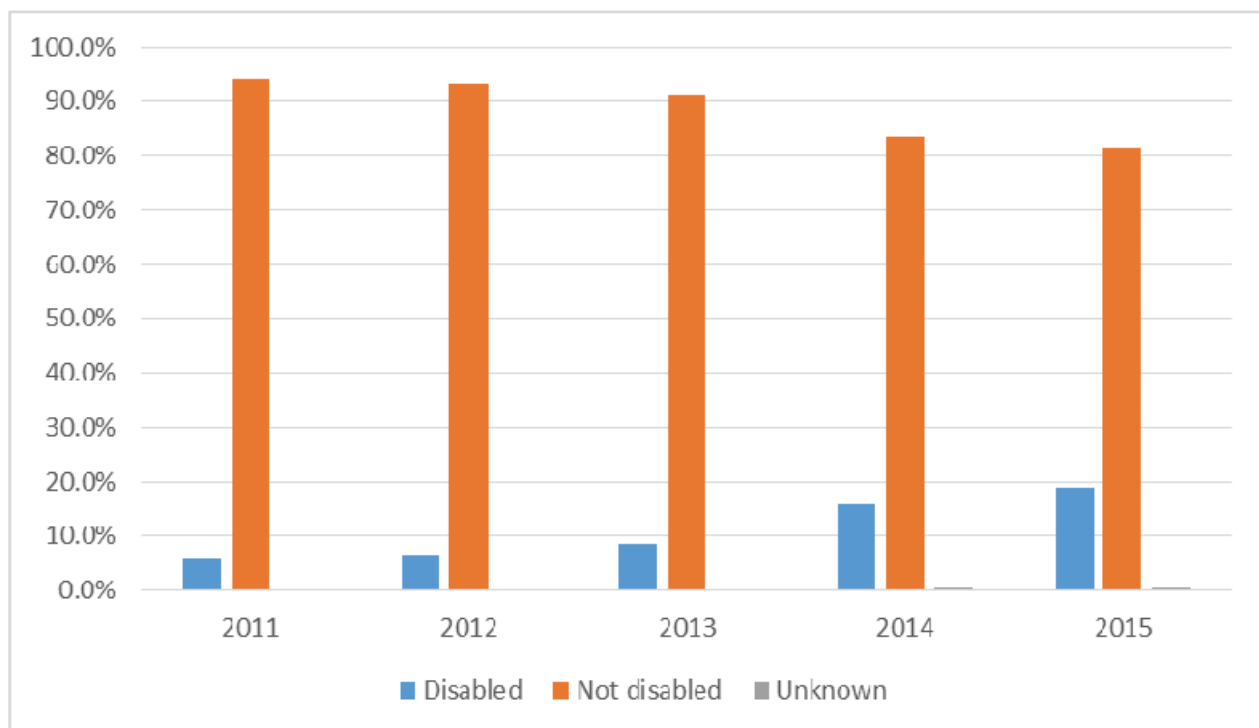
Workforce Composition

Table 12: Distribution of staff by disability (2011 - 2015)

	2011		2012		2013		2014		2015	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
Disabled	375	5.7	384	6.3	486	8.7	835	16.0	881	18.8
Not disabled	6240	94.2	5668	93.4	5108	91.2	4375	83.6	3803	81.2
Unknown	10	0.2	14	0.2	9	0.2	24	0.5	29	0.6
Total	6625		6066		5603		5234		4713	

The percentage of ALs declaring a disability in 2015 has increased significantly from the previous year, with the actual number rising to 881 from 835, even in a time of decline in AL numbers.

Chart 3: Workforce composition by disability (2011 - 2015)



AL Development Fund

Staff who declared disabilities, were still more likely to apply to the development fund than non-disabled staff in 2015, which has been the trend for the last 6 years. They also show a higher success rate, although the success rate for all categories of staff is high.

Table 13: Development fund applications and outcomes by disability (2015)

	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
Consider self disabled					
Non-disabled	6	85.7	69	84.1	75
Disabled	1	14.3	12	14.6	13
Unknown	0	0.0	1	1.2	1
Grand Total	7		82		89

Table 14: Development fund applications and outcomes by disability (2010 – 2015)

	Total Number of ALs	Proportion of the workforce that applied	Proportion of successful applicants	Proportion of unsuccessful applicants
	Actual	%	%	%
Non-disabled	32662	1.9	86.9	13.0
Disabled	3418	3.5	93.3	6.3
Known	36080	2.1	87.9	11.9
Unknown	98	3.1	66.7	25.0
Grand total	36178	2.1	87.9	11.9

A higher proportion of disabled ALs has made an application to the development fund. Disabled ALs have been marginally more successful.

Associate Lecturer Staff

Disability

Bullying & Harassment, Disciplinary and Grievance

Table 15: Bullying & Harassment, Disciplinary and Grievance cases by disability (2015)

Consider Self Disabled	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	%				
Non-disabled	0	0	8	66.7	23	74.2	31	72.1	3803	0.0	0.2	0.6
Disabled	0	0	4	33.3	6	19.4	10	23.3	881	0.0	0.5	0.7
Total known	0	0	12	100.0	29	93.5	41	95.3	4684	0.0	0.3	0.6
Unknown	0	0	0	0.0	2	6.5	2	4.7	29	0.0	0.0	6.9
Grand Total	0	0.0	12	100.0	31	100.0	43	0.9	4713	-	0.3	0.7

Table 16: Bullying & Harassment, Disciplinary and Grievance cases by disability (2010 – 2015)

Consider Self Disabled	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Proportion of B & H cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%				
Non-disabled	2	66.7	65	85.5	37	75.5	104	81.3	31781	0.0	0.2	0.1
Disabled	1	33.3	11	14.5	10	20.4	22	17.2	3418	0.0	0.3	0.3
Total known	3	100.0	76	100.0	47	95.9	126	98.4	35199	0.0	0.2	0.1
Unknown	0	0.0	0	0.0	2	4.1	2	1.6	98	0.0	0.0	2.0
Grand Total	3	100.0	76	100.0	49	100	128	100	35297	0.0	0.2	0.1

Maternity/Paternity Leave

Table 17: Maternity/paternity leave by disability (2015)

	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	26	4	3803	0.8	0.6
Disabled	1	0	881	0.1	0.0
Known Total	27	4	4684	0.7	0.7
Unknown Total	1	0	29	3.4	0.0
Grand Total	28	4	4713	0.7	0.7

The number of ALs disabled and non-disabled has decreased significantly since 2013 and 2014.

Table 18: Maternity/paternity leave with Returners data, by disability (2015)

	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	26	4	3803	0.8	0.6	96.7
Disabled	1	0	881	0.1	0.0	100.0
Known Total	27	4	4684	0.7	0.7	93.5
Unknown Total	1	0	29	3.4	0.0	0.0
Grand Total	28	4	4713	0.7	0.7	90.6

Returners data may not be an accurate reflection of those that intend to return, as some ALs are likely to return in 2016, which is outside the scope of this report.

New starters / leavers

Table 19: New starters and leavers (2015)

Consider self disabled	New starters	Leavers
No	125	486
Yes	11	130
Unknown	23	5
Grand Total	159	621

Reasonable adjustments

Table 20: Reasonable adjustments by disability (2015)

Consider self disabled	
No	4
Yes	8
Grand Total	12

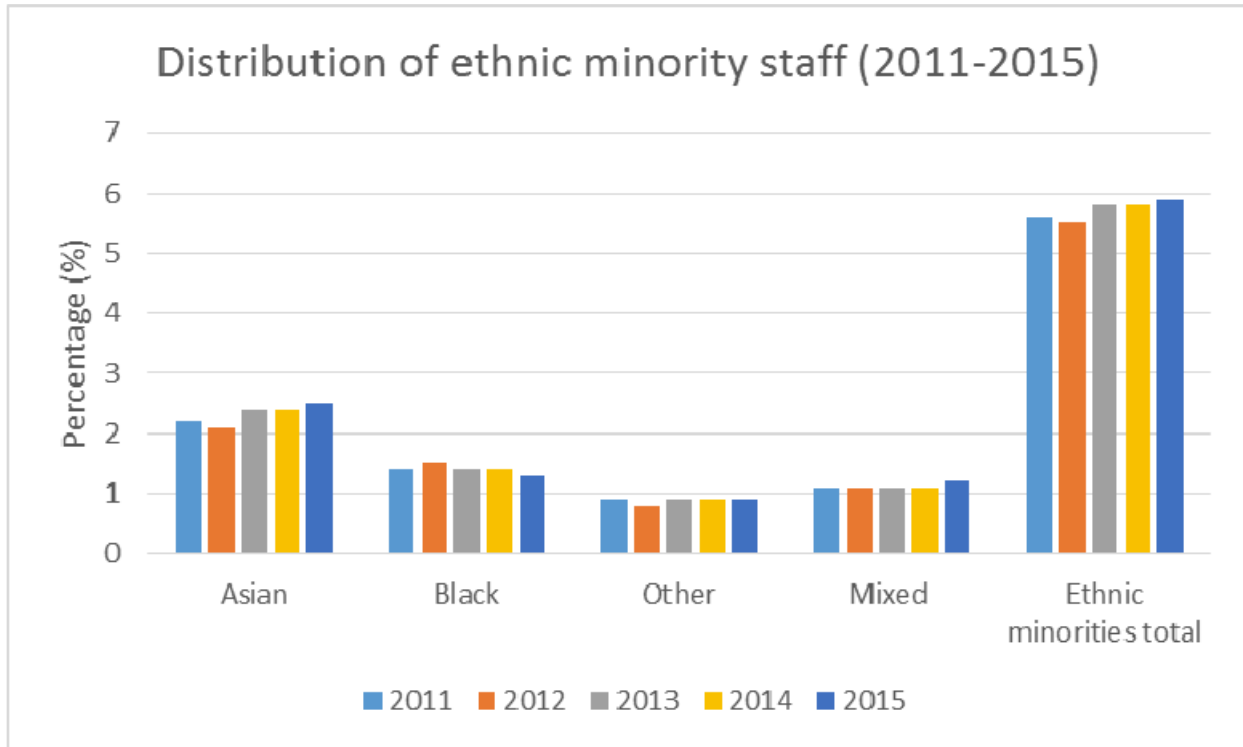
Workforce Composition

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%.

Table 21: Distribution of staff by ethnicity (2011 - 2015)

Grouped ethnicity	Detailed ethnicity	2011		2012		2013		2014		2015	
		No	%	No	%	No	%	No	%	No	%
Asian	Other Asian Background	38	0.6	31	0.5	35	0.6	32	0.6	27	0.6
	Asian or Asian British Bangladeshi	5	0.1	6	0.1	6	0.1	7	0.1	7	0.1
	Asian or Asian British - Indian	49	0.8	49	0.8	51	0.9	48	0.9	45	1.0
	Asian or Asian British - Pakistani	21	0.3	19	0.3	18	0.3	19	0.4	17	0.4
	Asian or Asian British - Chinese	29	0.5	21	0.4	24	0.4	24	0.4	19	0.4
Asian Total		142	2.2	126	2.1	134	2.4	130	2.4	115	2.5
Black	Black or Black British - African	43	0.7	40	0.7	37	0.6	33	0.6	29	0.6
	Other Black Background	12	0.2	12	0.2	10	0.2	9	0.2	8	0.2
	Black or Black British - Caribbean	37	0.6	34	0.6	31	0.5	27	0.5	23	0.5
Black Total		92	1.4	86	1.5	78	1.4	69	1.3	60	1.3
Other	Arab	-	-	-	-	4	0.1	4	0.1	3	0.1
	Gypsy or Traveller	-	-	-	-	1	0	1	0.0	1	0.0
	Other Ethnic Background	57	0.9	50	0.8	46	0.8	43	0.9	39	0.8
Other Total		57	0.9	50	0.8	51	0.9	48	1.0	43	0.9
Mixed	White & Black African	5	0.1	5	0.1	3	0.1	3	0.1	2	0.0
	White & Asian	25	0.4	22	0.4	21	0.4	18	0.4	16	0.3
	White & Black Caribbean	10	0.2	10	0.2	7	0.1	8	0.1	8	0.2
	Other Mixed	32	0.5	29	0.5	31	0.5	33	0.6	32	0.7
Mixed Total		72	1.1	66	1.1	62	1.1	62	1.2	58	1.2
White	White - British	4990	77.5	4569	77.4	4167	70.6	3854	75.6	3456	73.3
	White - Irish	244	3.8	233	3.9	206	3.5	194	3.5	177	3.5
	White - Other	600	9.3	544	9.2	470	8	448	8.7	401	8.5
	White - Scottish	166	2.6	157	2.7	165	2.8	142	3.1	146	3.1
	White - Welsh	6	0.1	4	0.1	22	0.4	26	0.5	26	0.6
	White - English	33	0.5	33	0.6	89	1.5	104	2.0	104	2.2
	White	33	0.5	33	0.6	41	0.7	32	0.6	30	0.6
White Total		6072	94.4	5573	94.4	5160	94.1	4800	94.1	4340	91.8
Known Total		6435	100.0	5901	100.0	5485	100.0	5109	100.0	4616	100.0
Unknown Total		190	2.9	165	2.7	118	2.2	125	2.4	97	2.1
Grand Total		6625	100.0	6066	100.0	5603	100.0	5234	100.0	4713	100.0

Chart 5: Distribution of ethnic minority staff by grouped ethnicity (2011 - 2015)



AL Development Fund

In 2015, there were no applicants from an ethnic minority background. However, over the last few years, those of an ethnic minority background were more likely to be successful with an application.

Table 22: Development fund applications and outcomes by ethnicity (2015)

Ethnicity	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
Asian or Asian British - Bangladeshi	0	0.0	1	1.2	1
Asian or Asian British - Indian	0	0.0	1	1.2	1
Black or Black British - African	0	0.0	1	1.2	1
Black or Black British - Caribbean	0	0.0	1	1.2	1
I prefer not to say	0	0.0	1	1.2	1
Other Ethnic Background	0	0.0	2	2.4	2
Other Mixed Background	0	0.0	1	1.2	1
Other White Background	1	14.3	15	18.3	16
White - British	5	71.4	52	63.4	57
White - English	0	0.0	1	1.2	1
White - Irish	1	14.3	4	4.9	5
White - Scottish	0	0.0	2	2.4	2
Grand Total	7	100.0%	82	100.0%	89

Table 23: Development fund applications and outcomes by ethnicity (2010 – 2015)

	Total number ALs	Proportion of the workforce that applied	Proportion of successful applicants	Proportion of unsuccessful applicants
	No	%	%	%
Ethnic minority	1725	3.8	92.3	7.7
White	28057	2.4	87.5	12.5
Known Total	29782	2.2	87.4	12.6
Unknown Total	802	2.7	86.4	13.6
Grand Total	30584	2.2	87.4	12.6

Bullying & Harassment, Disciplinary and Grievance

Table 24: Bullying & Harassment, Disciplinary and Grievance cases by ethnicity (2015)

Ethnicity	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	%				
Ethnic minority	0	0.0	3	9.7	1	3.7	4	9.3	276	0.0	0.01	0.0
White	0	0.0	9	29.0	26	83.9	35	81.4	4340	0.0	0.0	0.01
Known Total	0	0.0	12	38.7	27	87.1	39	90.7	4616	0.0	0.0	0.01
Unknown Total	0	0.0	0	0.0	4	12.9	4	9.3	97	0.0	0.0	0.04
Grand Total	0	0.0	12	100.0	31	100.0	43	100	4713	0.0	0.0	0.01

There was a notable increase in grievance numbers in 2015. However, this is mainly down to a collective grievance brought by 29 associate lecturers in 2015.

Table 25: Bullying & Harassment, Disciplinary and Grievance cases by ethnicity (2010 – 2015)

Ethnicity	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Proportion of B & H cases	Proportion of disciplinary cases	Proportion of grievance cases
	No	%	No	%	No	%	No	%				
Ethnic minority	0	0.0	11	15.5	3	5.9	14	11.2	2001	0.0	0.5	0.1
White	2	66.7	58	81.7	44	86.3	104	83.2	32397	0.0	0.2	0.1
Known Total	2	66.7	69	97.2	47	92.2	118	94.4	34398	0.0	0.2	0.1
Unknown Total	1	33.3	2	2.8	4	7.8	7	5.6	899	0.1	0.2	0.4
Total	3	100	71	100	51	100	125	100	35297	0.0	0.2	0.1

Maternity/Paternity Leave

Table 26: Maternity/paternity leave by ethnicity (2015)

	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	1	0	276	0.4	0.0
White	26	4	4340	0.7	0.6
Known Total	27	4	4616	0.7	0.7
Unknown Total	1	0	97	1.0	0.0
Grand Total	28	4	4713	0.7	0.7

Table 27: Maternity/paternity leave with Returners by ethnicity (2015)

	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	1	0	276	0.4	0.0	0.0
White	26	4	4340	0.7	0.6	96.7
Known Total	27	4	4616	0.7	0.7	93.5
Unknown Total	1	0	97	1.0	0.0	0.0
Grand Total	28	4	4713	0.7	0.7	90.6

Returners data may not be an accurate reflection of those that intend to return, as some ALs are likely to return in 2016, which is outside the scope of this report.

New starters / leavers

Table 28: New starters and leavers (2015)

Ethnicity	New starters	Leavers
Asian or Asian British - Bangladeshi	0	1
Asian or Asian British - Indian	3	8
Asian or Asian British - Pakistani	1	4
Asian or British Asian - Chinese	0	4
Black or Black British - African	2	5
Black or Black British - Caribbean	0	2
I prefer not to say	2	13
Mixed - White and Asian	0	3
Mixed - White and Black African	0	1
Other Asian Background	0	5
Other Black Background	0	1
Other Ethnic Background	1	2
Other Mixed Background	0	5
Other White Background	9	45
Unknown	21	7
White	1	6
White - British	94	468
White - English	7	10
White - Irish	8	16
White - Scottish	10	13
White - Welsh	0	2
Grand Total	159	621

Reasonable adjustments

Table 29: Reasonable adjustments by ethnicity (2015)

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	0
Mixed - White and Asian	1
Mixed - White and Black African	0
Other Asian Background	0
Other Black Background	0
Other Ethnic Background	0
Other Mixed Background	1
Other White Background	2
Unknown	0
White	0
White - British	7
White - English	0
White - Irish	1
White - Scottish	0
White - Welsh	0
Grand Total	12

Associate Lecturer Staff Gender

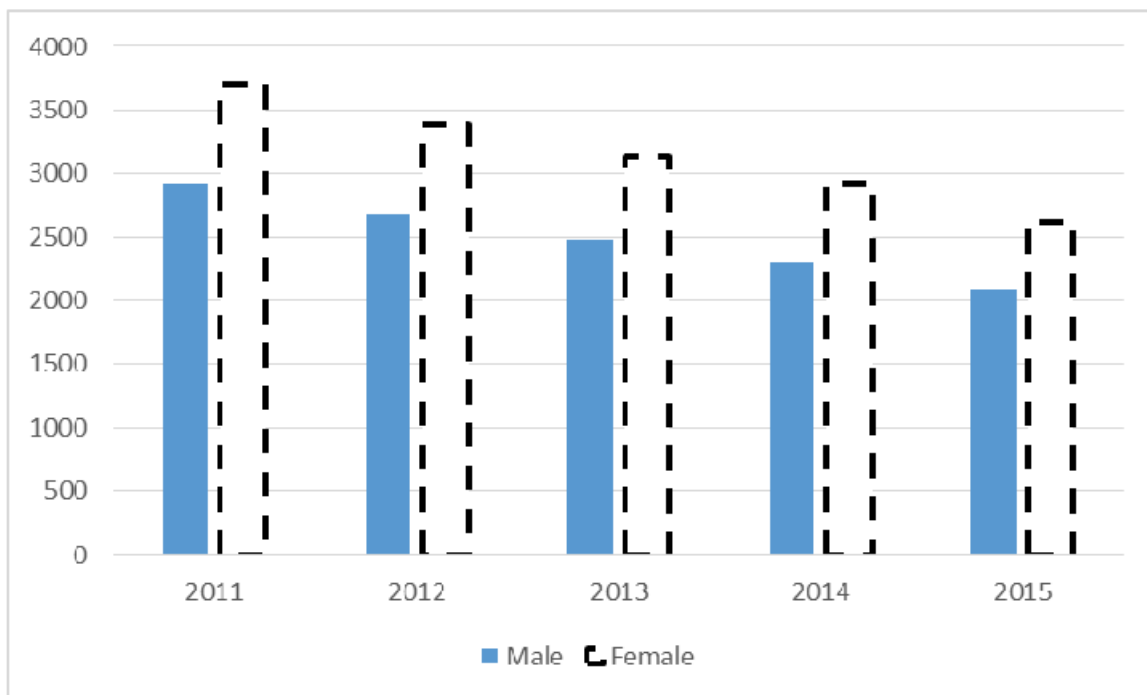
Workforce Composition

Table 30: Distribution of staff by gender (2011 - 2015)

	2011		2012		2013		2014		2015	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
Male	2926	44.2	2686	44.3	2477	44.2	2310	44.1	2090	44.3
Female	3699	55.8	3380	55.7	3126	55.8	2924	55.9	2623	55.7
Total	6625		6066		5603		5234		4713	

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.

Chart 7: Distribution of staff by gender (2011 - 2015)



AL Development Fund

A significantly greater number of women applied to the AL Development Fund in 2015, although this reflects the overall AL headcount. Women were also more likely to be successful.

Table 31: Development fund applications and outcomes by gender (2015)

Gender	Outcome				Total applicants
	Unsuccessful	%	Successful	%	
Female	4	57.1	50	61.0	54
Male	3	42.9	32	39.0	35
Total	7	100.0%	82	100.0%	89

Table 32: Development fund applications and outcomes by gender (2010 – 2015)

	Total number ALs	Proportion of the workforce that applied	Proportion of successful applicants	Proportion of unsuccessful applicants
Gender	No	%	%	%
Female	18964	2.8	88.4	11.6
Male	15596	1.5	84.9	15.1
Total	34560	2.2	87.3	12.7

A higher percentage of females have applied for funding over the last 6 years, however the success rate between male and females is very similar.

Bullying & Harassment, Disciplinary and Grievance

Table 33: Bullying & Harassment, Disciplinary and Grievance cases by gender (2015)

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	%	No	%	%	%
Female	0	0.0	5	41.7	21	67.7	26	60.5	2623	0.0	0.2	0.8
Male	0	0.0	7	58.3	10	32.3	17	39.5	2090	0.0	0.3	0.5
Total	0	0.0	12	100.0	31	100.0	43	100.0	4713	0.0	0.3	0.7

Table 34: Bullying & Harassment, Disciplinary and Grievance cases by gender (2010 – 2015)

Gender	Bullying and Harassment		Disciplinary		Grievance		Total		Total number of ALs	Prop. of bullying & harassment cases	Prop. of disciplinary cases	Prop. of grievance cases
	No	%	No	%	No	%	No	%	No	%	%	%
Female	1	33.3	28	38.4	35	66.0	64	49.6	21587	0.0	0.1	0.2
Male	2	66.7	45	61.6	18	34.0	65	50.4	17686	0.0	0.3	0.1
Total	3	100	73	100	53	100	129	100	39273	0.0	0.2	0.1

Maternity/Paternity Leave

Table 35: Maternity/paternity/adoption leave by gender (2015)

	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	28	2	2623	1.1	0.6
Male	0	2	2090	0.1	0.0
Grand Total	28	4	4713	0.7	0.7

Table 36: Maternity/paternity leave with Returners by gender (2015)

	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	28	2	2623	1.1	0.6	90.0
Male	0	2	2090	0.1	0.0	100.0
Grand Total	28	4	4713	0.7	0.7	90.6

Returners data may not be an accurate reflection of those that intend to return, as some ALs are likely to return in 2016, which is outside the scope of this report.

New starters / leavers

Table 37: New starters and leavers (2015)

Gender	New starters	Leavers
Female	94	363
Male	65	258
Grand Total	159	621

Reasonable adjustments

Table 38: Reasonable adjustments by gender (2015)

Reasonable adjustments by gender	
Female	10
Male	2
Grand Total	12