

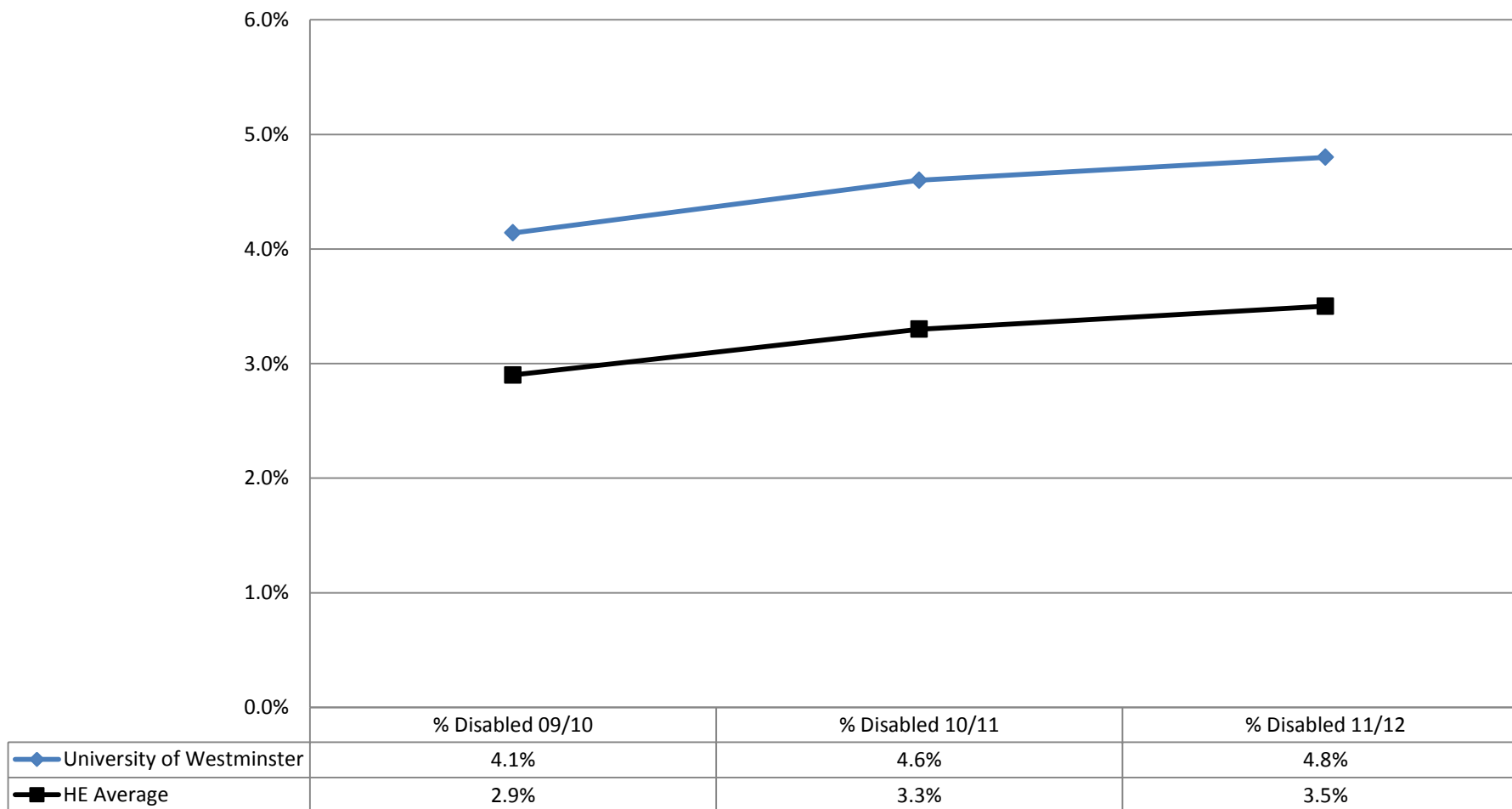
Staff Equality, Diversity & Inclusion

**Annual Report
2011-12**

Appendices 1-6

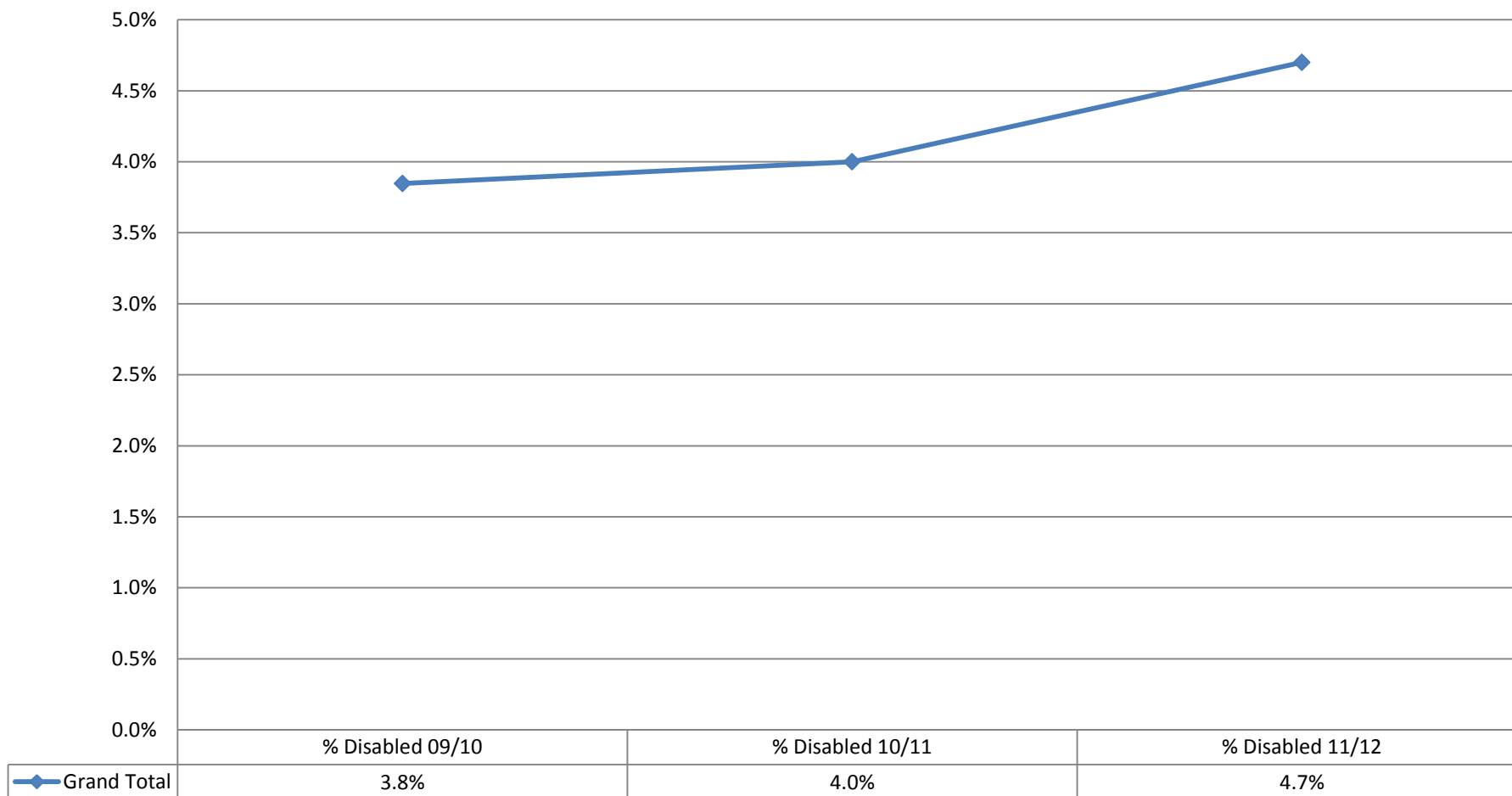
Appendix 1: Staff Profile by Disability (as disclosed) – 3 year trend

Staff Disability in comparison to HE Average



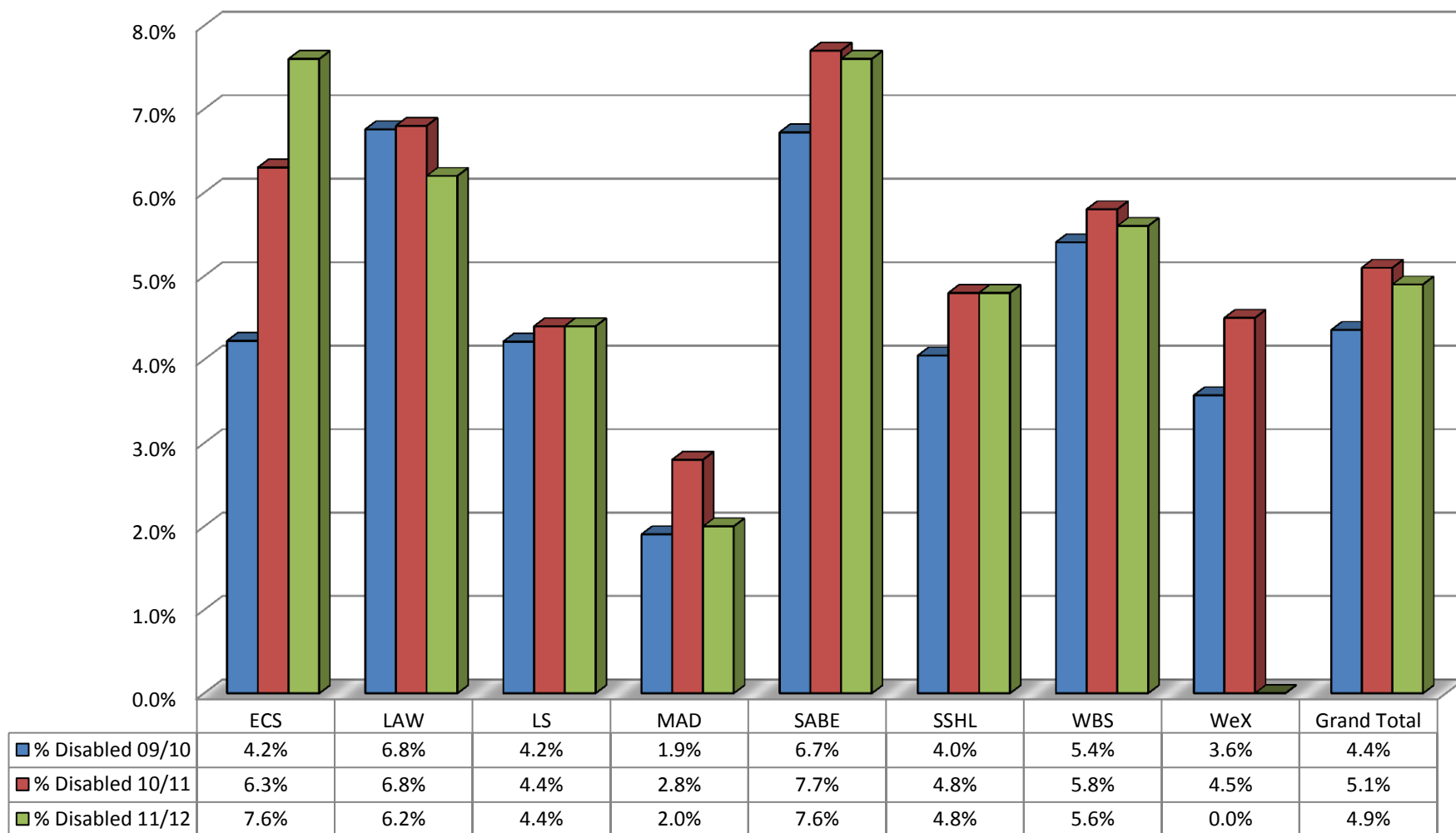
Appendix 1a: Staff Profile by Disability – Corporate Services as at 30 June 2012

Disability % - Corporate Services as at 30 June 2012



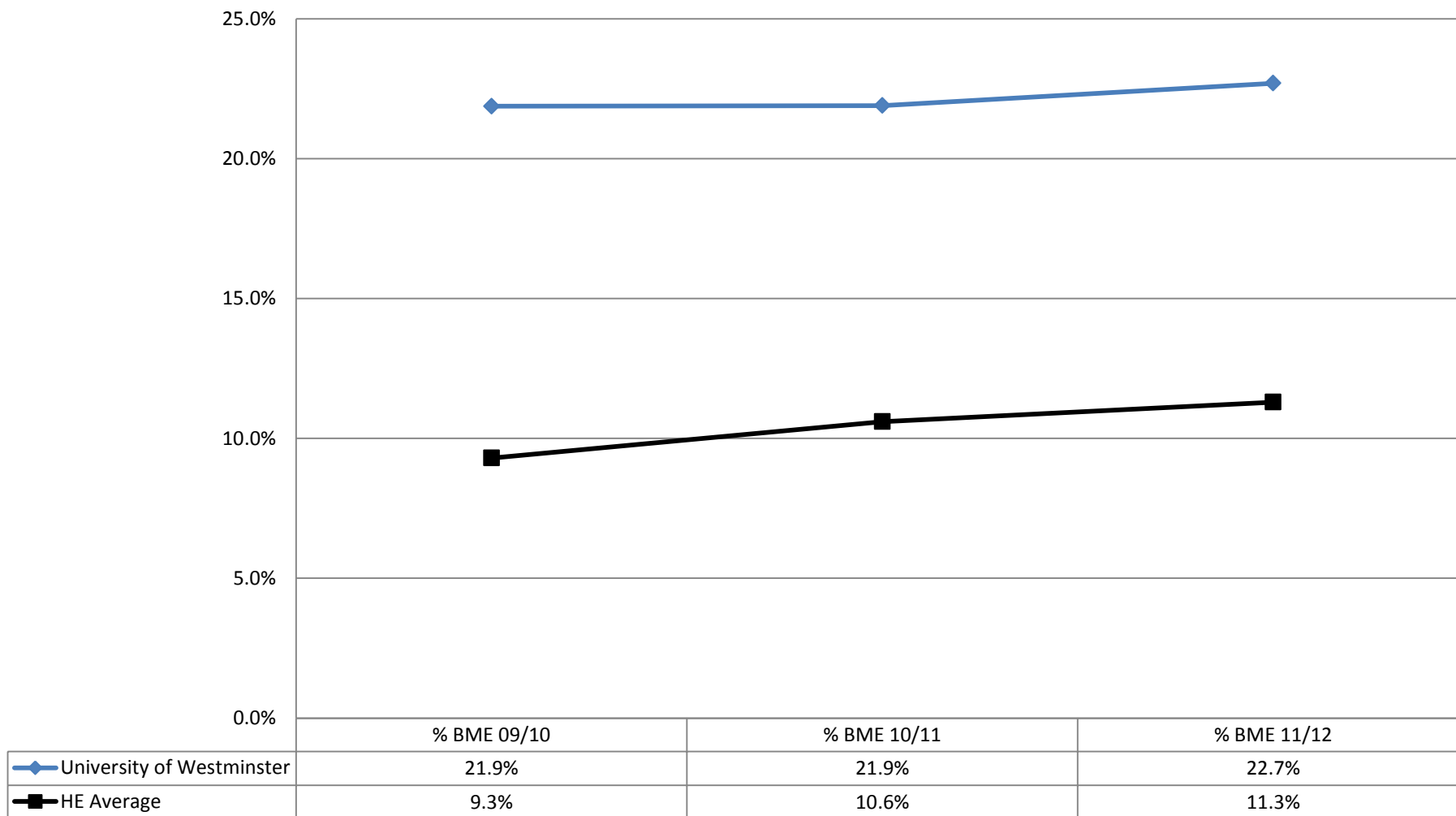
Appendix 1b: Staff Profile by Disability – Schools & Westminster Exchange as at 30 June 2012

Disability % - Schools & Westminster Exchange as at 30 June 2012



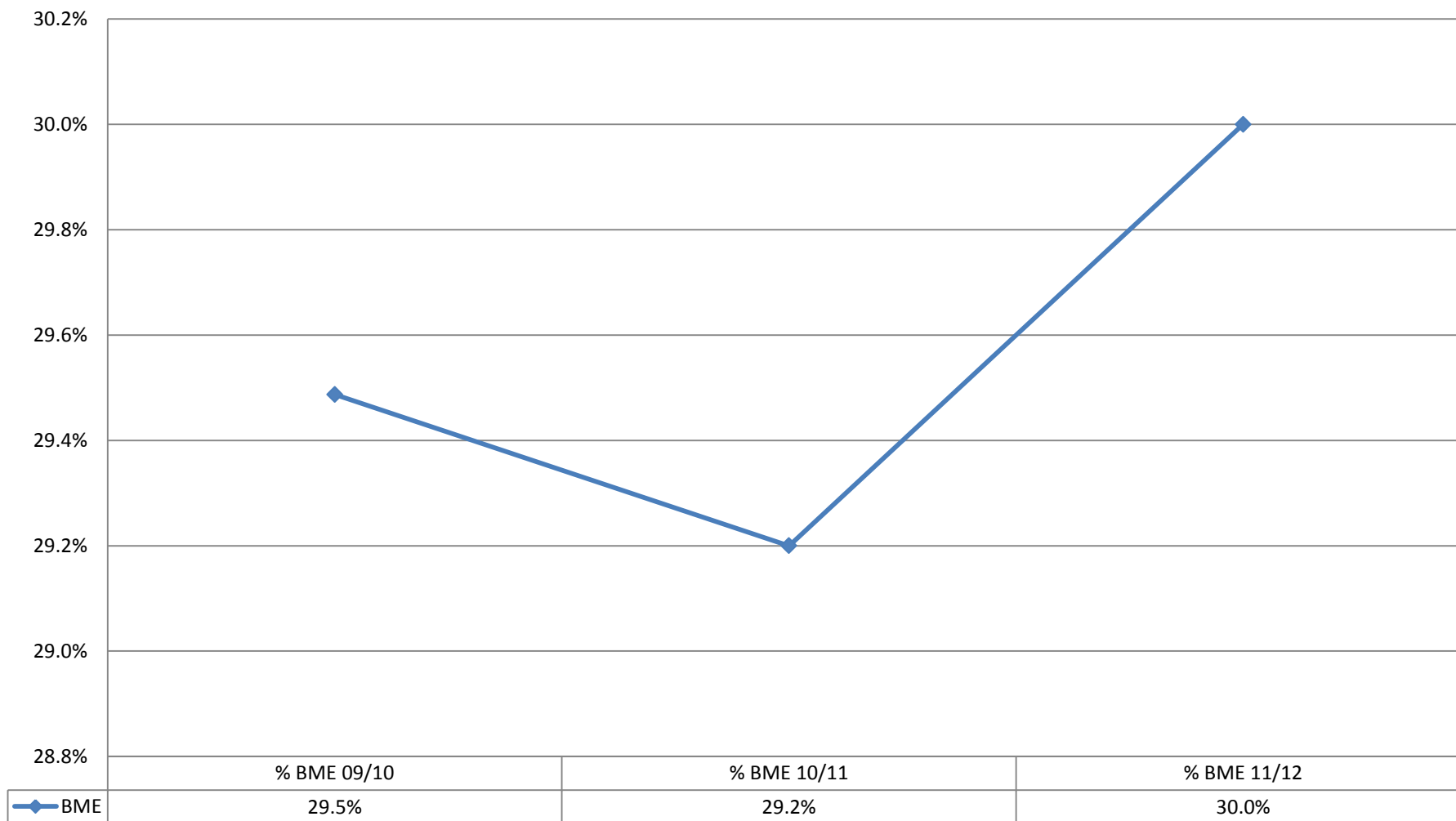
Appendix 2: Staff Profile by Ethnicity – 3 year trend analysis

Staff Ethnicity in comparison to HE Average



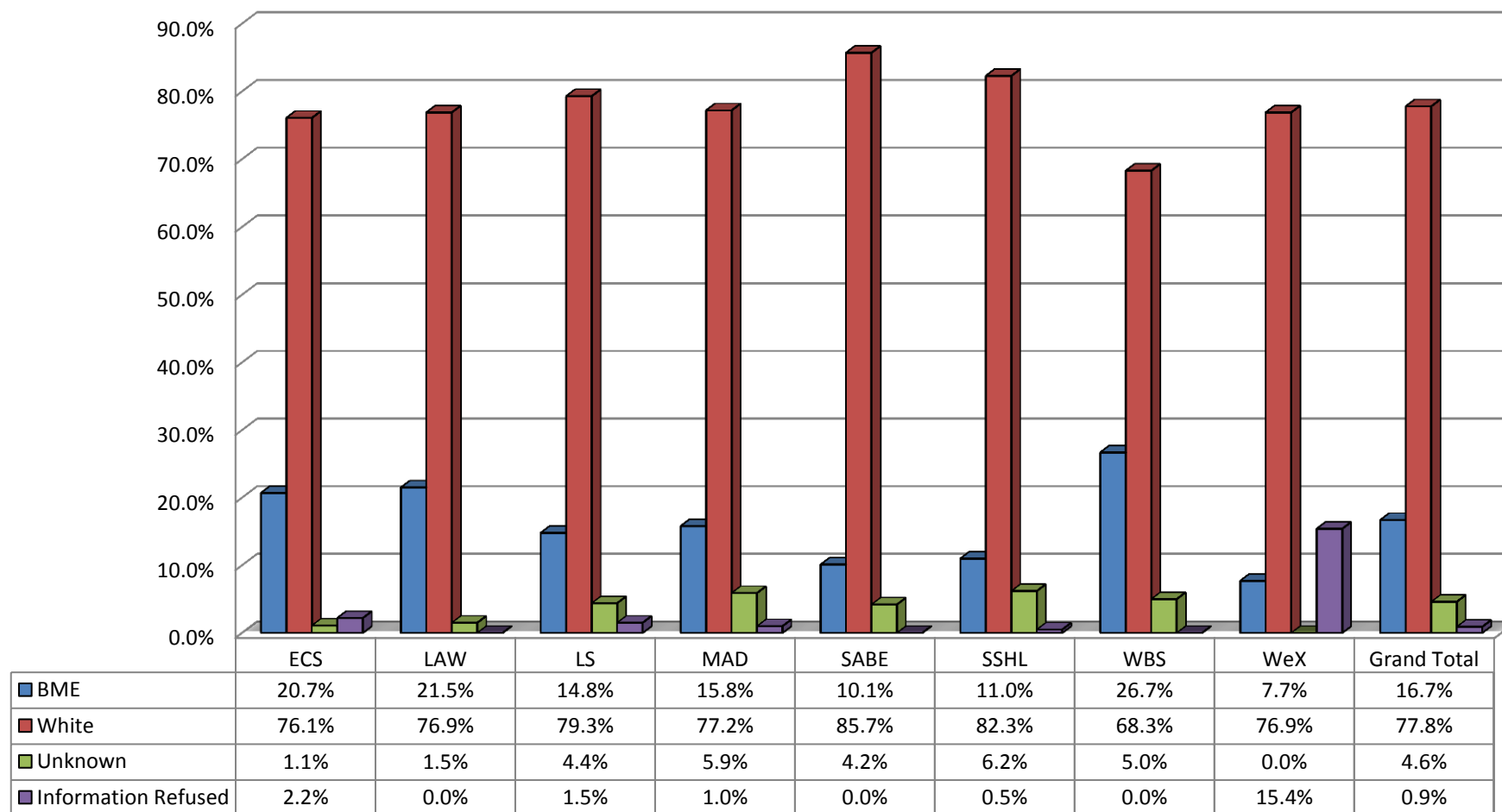
Appendix 2a: Staff Profile by Ethnicity: Corporate Services as at 30 June 2012

Ethnicity % - Corporate Services as at 30 June 2012



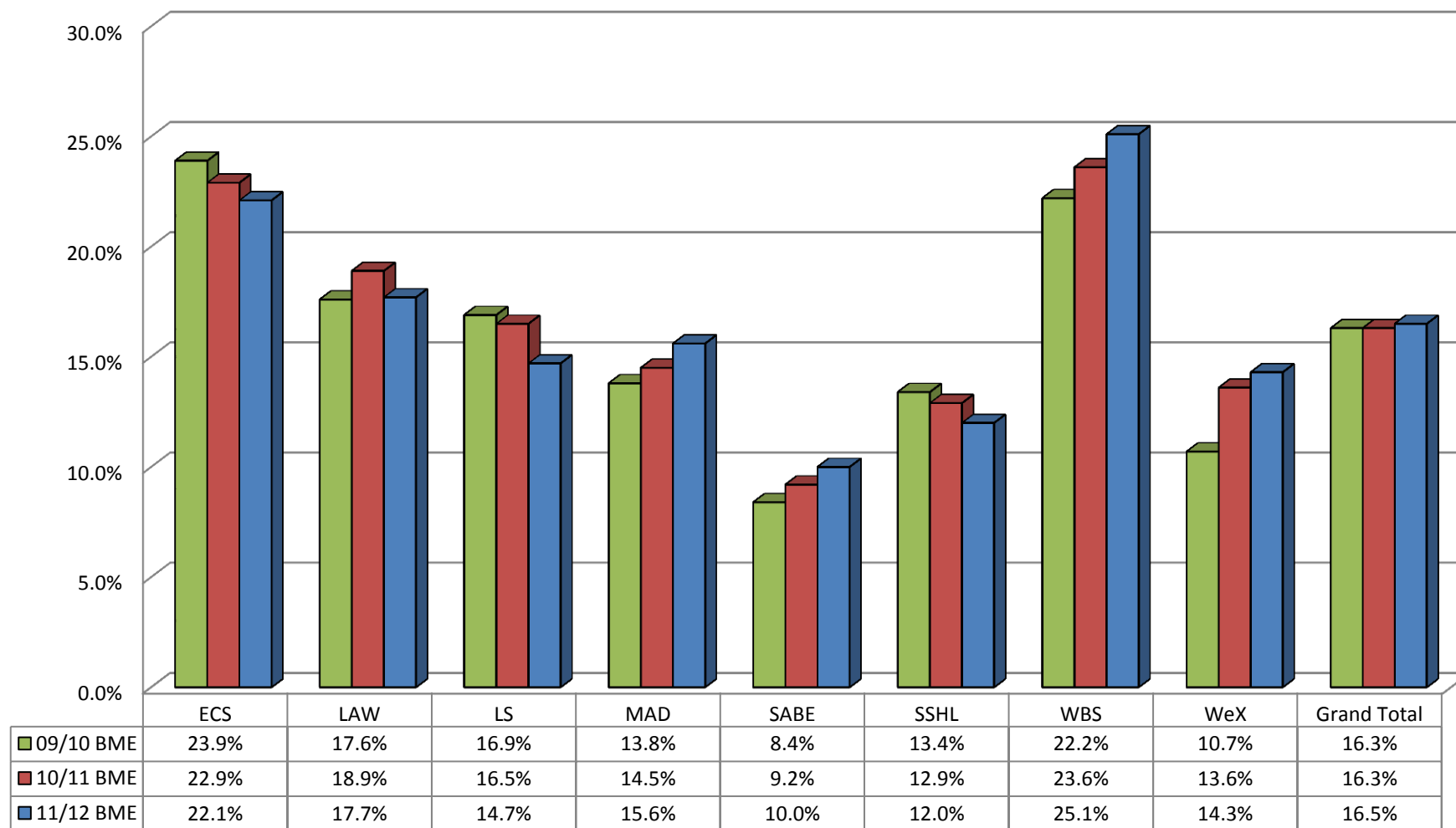
Appendix 2b: Staff Profile by Ethnicity – Schools and Westminster Exchange as at 30 June 2012

Ethnicity % - Schools & Westminster Exchange as at 30 June 2012



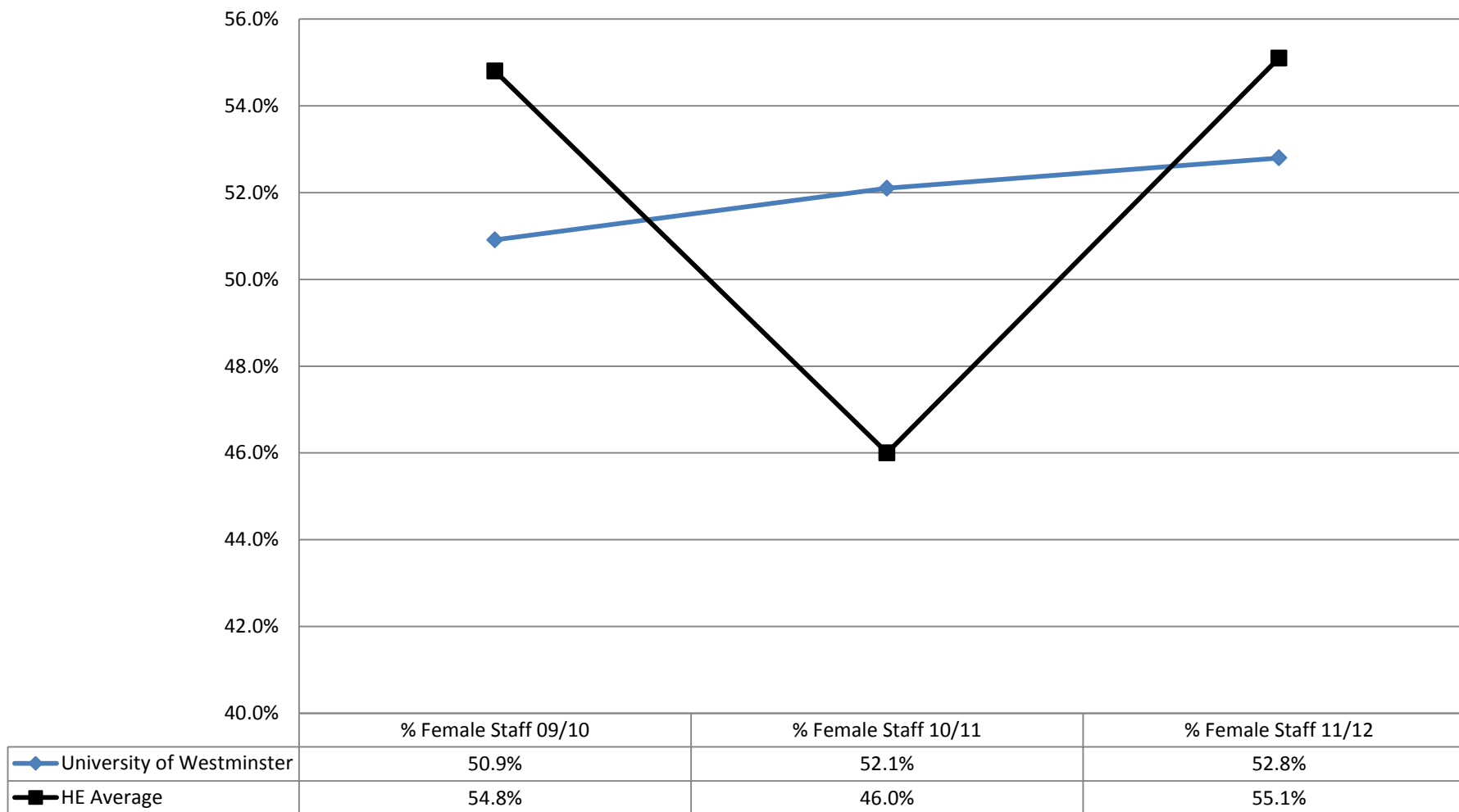
Appendix 2c Staff Profile by Ethnicity – Schools and Westminster Exchange as at 31 March 2012 – 3 year trend

Ethnicity % - Schools & Westminster Exchange - 3 year trend



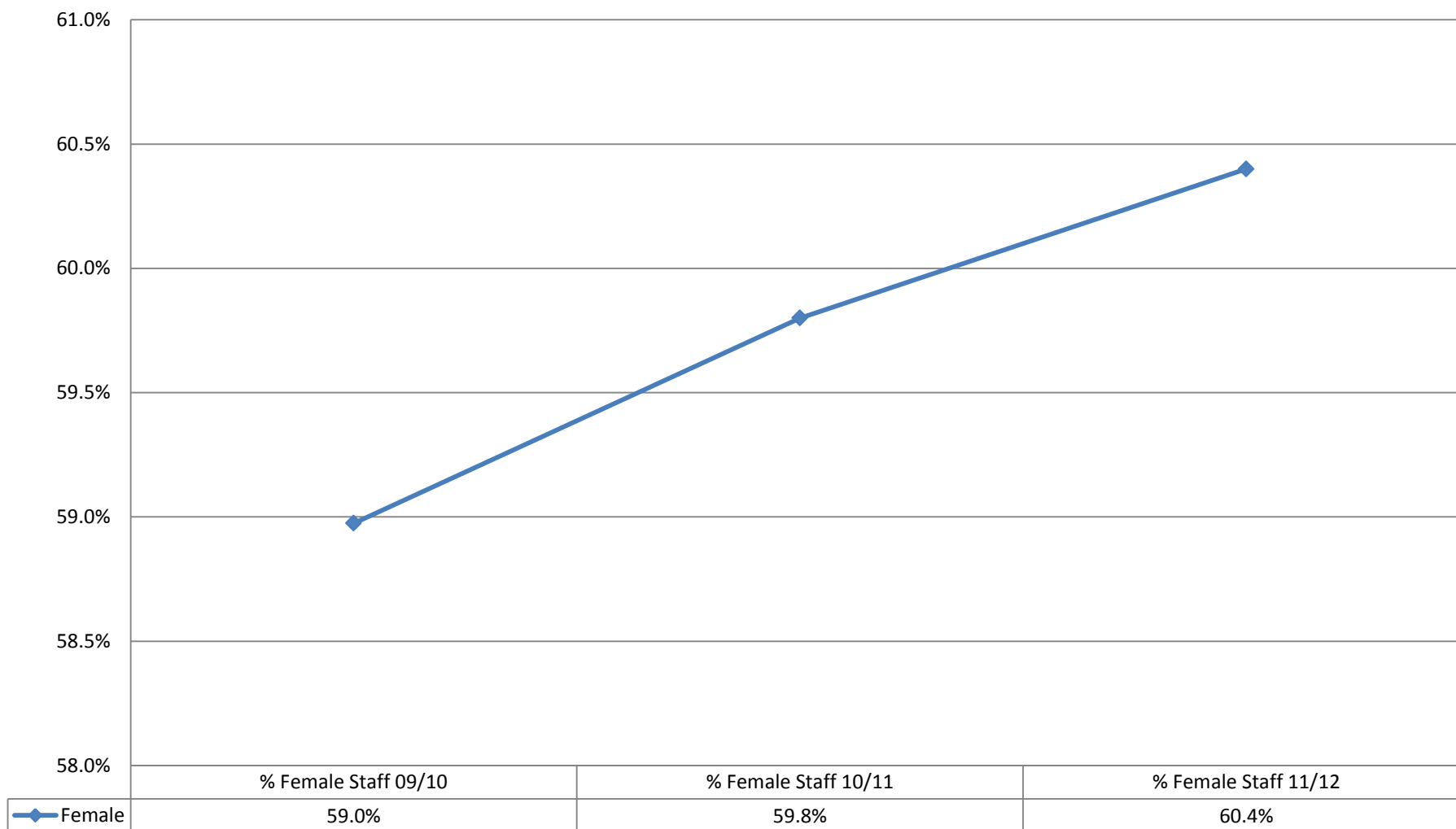
Appendix 3: Staff Profile by Gender – 3 year trend analysis

% Female Staff in comparison to HE Average



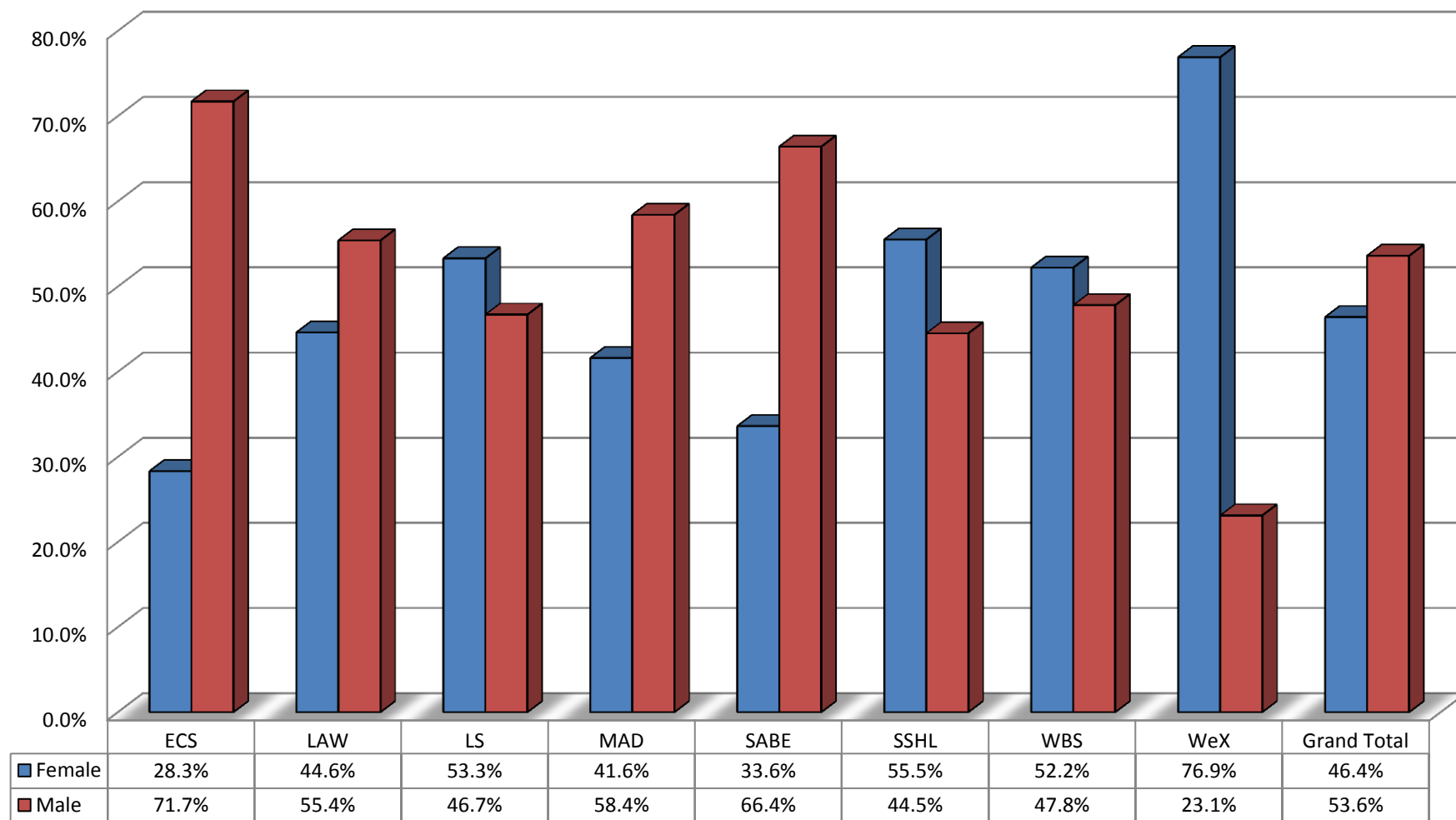
Appendix 3a: Staff Profile by Gender – Corporate Services as at 30 June 2012

Gender % - Corporate Services as at 30 June 2012



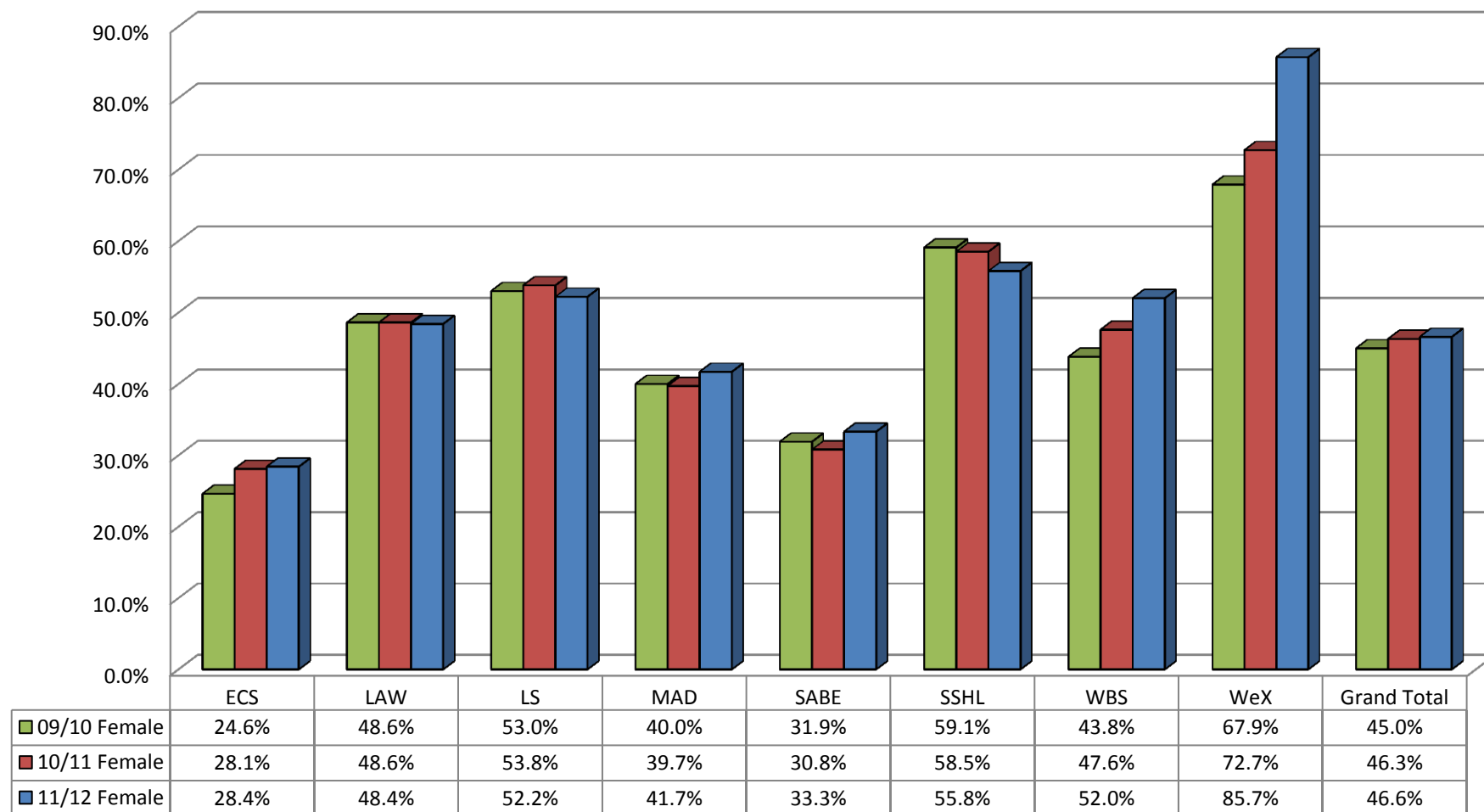
Appendix 3b: Staff Profile by Gender – Schools and Westminster Exchange as at 30 June 2012

Gender % - Schools & Westminster Exchange as at 30 June 2012



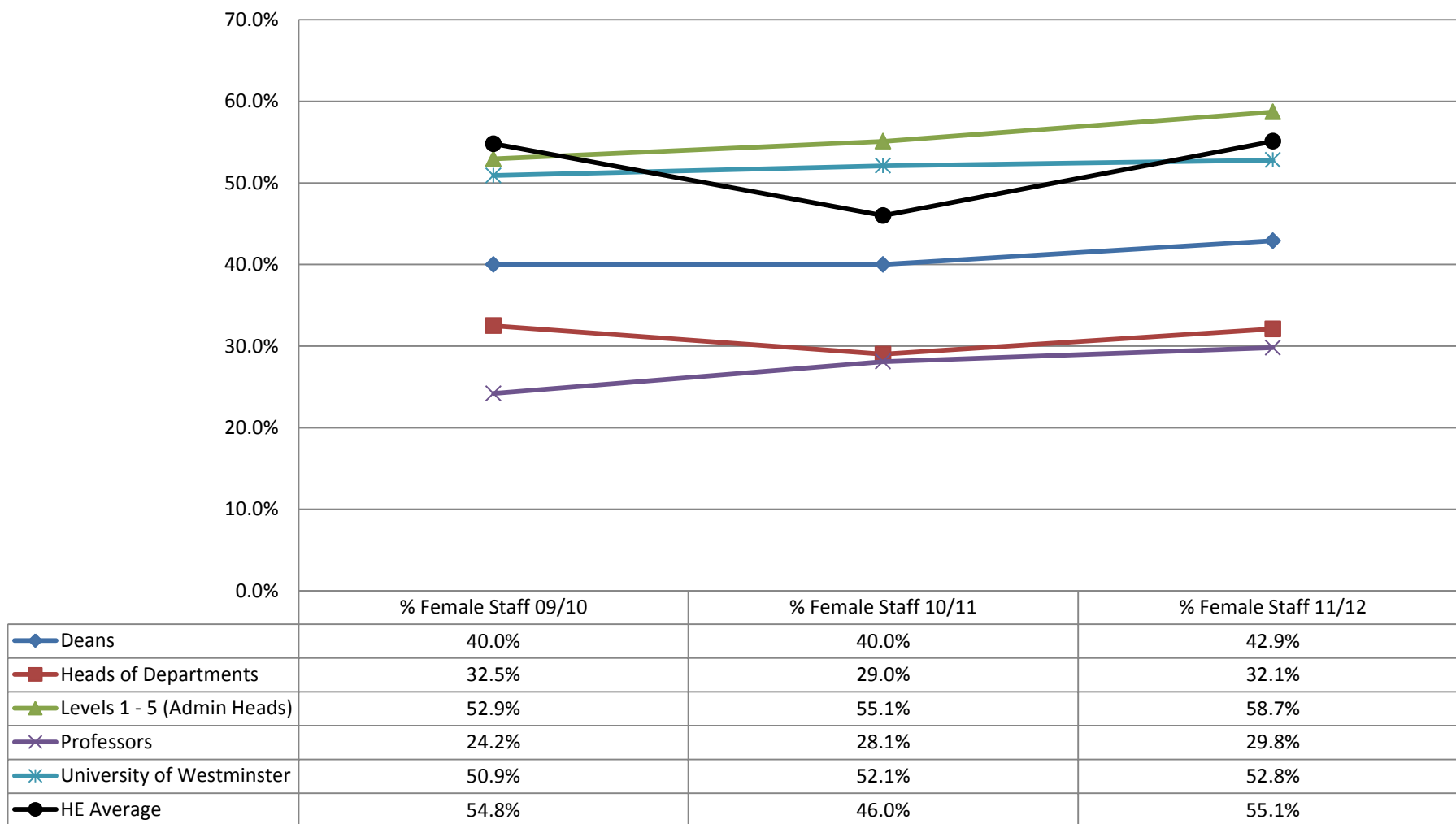
Appendix 3c: Staff Profile by Gender – Schools and Westminster Exchange as at 31 March 2012 – 3 year trend

Gender % - Schools & Westminster Exchange - 3 year comparison



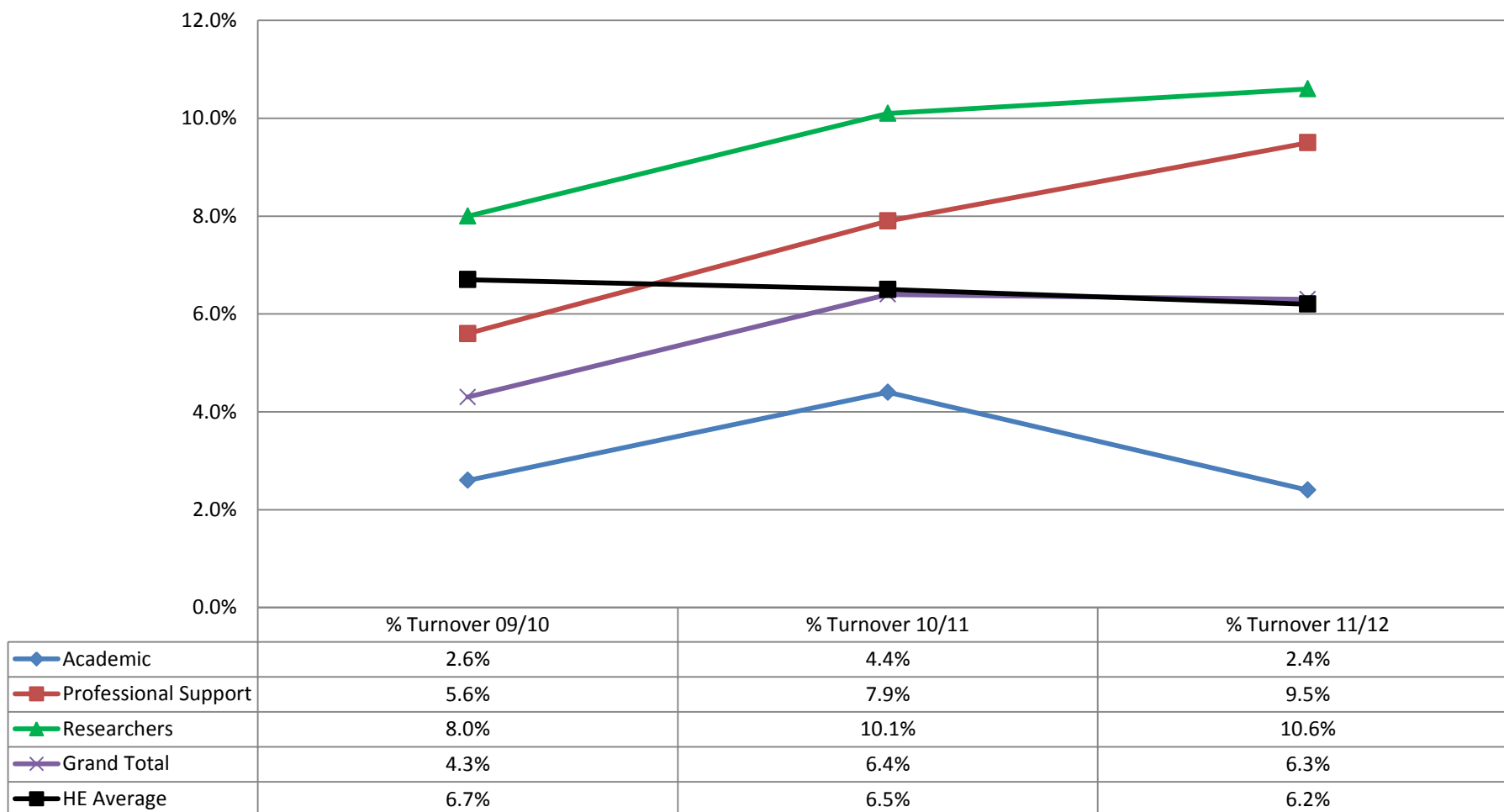
Appendix 3d: Staff Profile by Gender – Senior Grades

% Female staff - Senior Grades



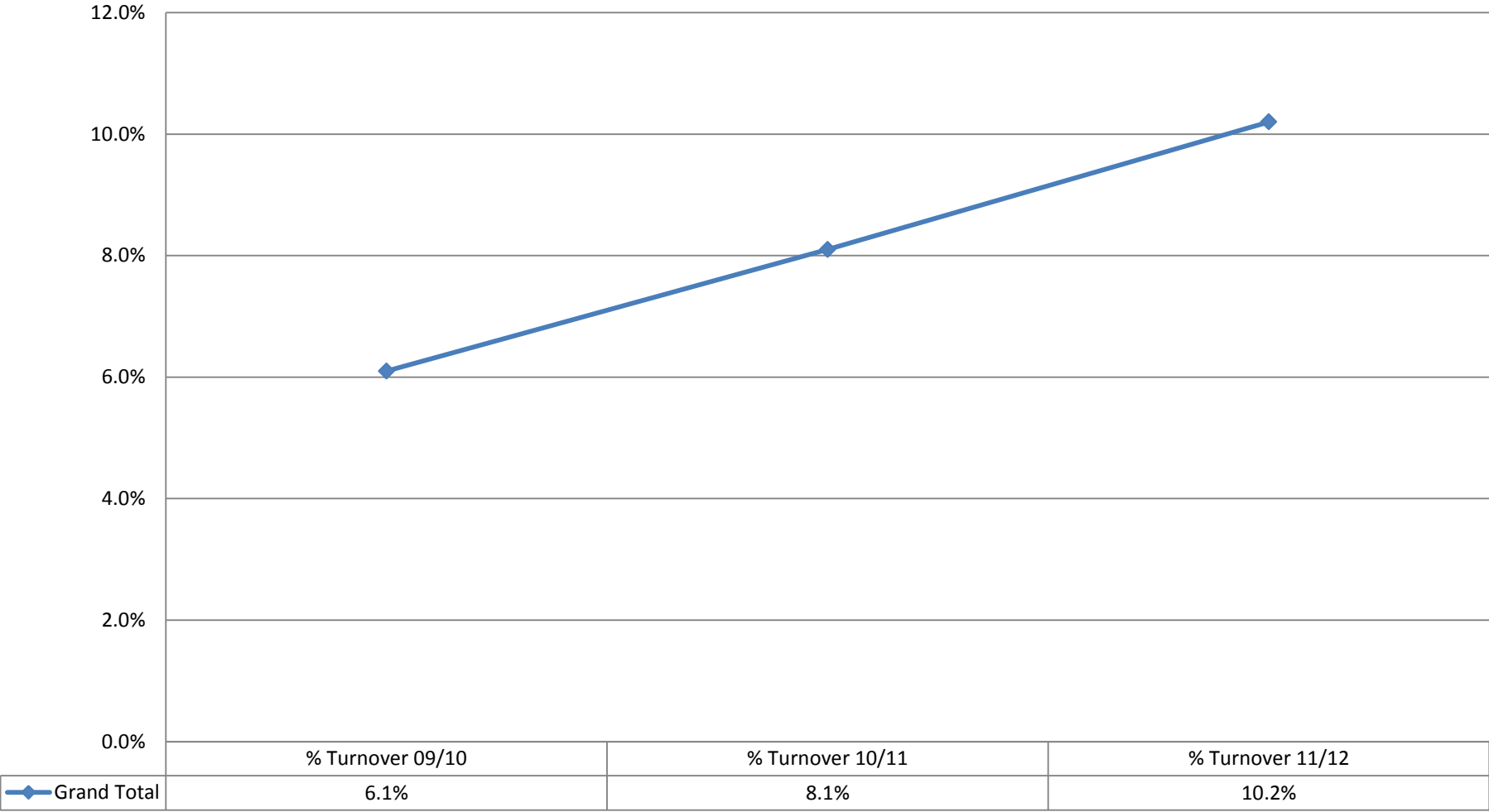
Appendix 4: Staff Profile by Turnover/Employment Type – 3 year trend analysis

Voluntary Staff Turnover in comparison to HE Average



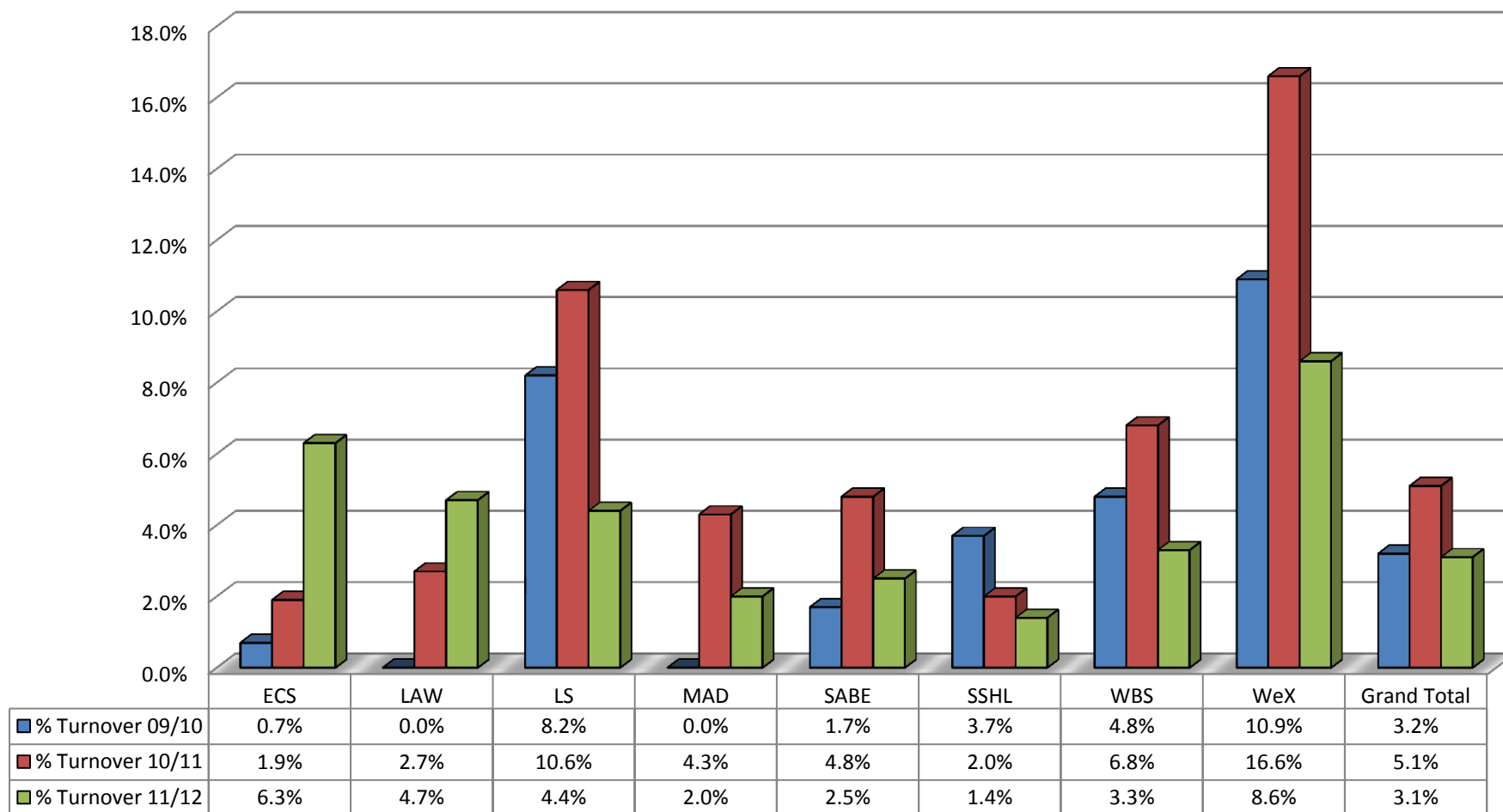
Appendix 4a: Staff Profile by Voluntary Turnover/Employment Type: Corporate Services

Voluntary Staff Turnover - Corporate Services



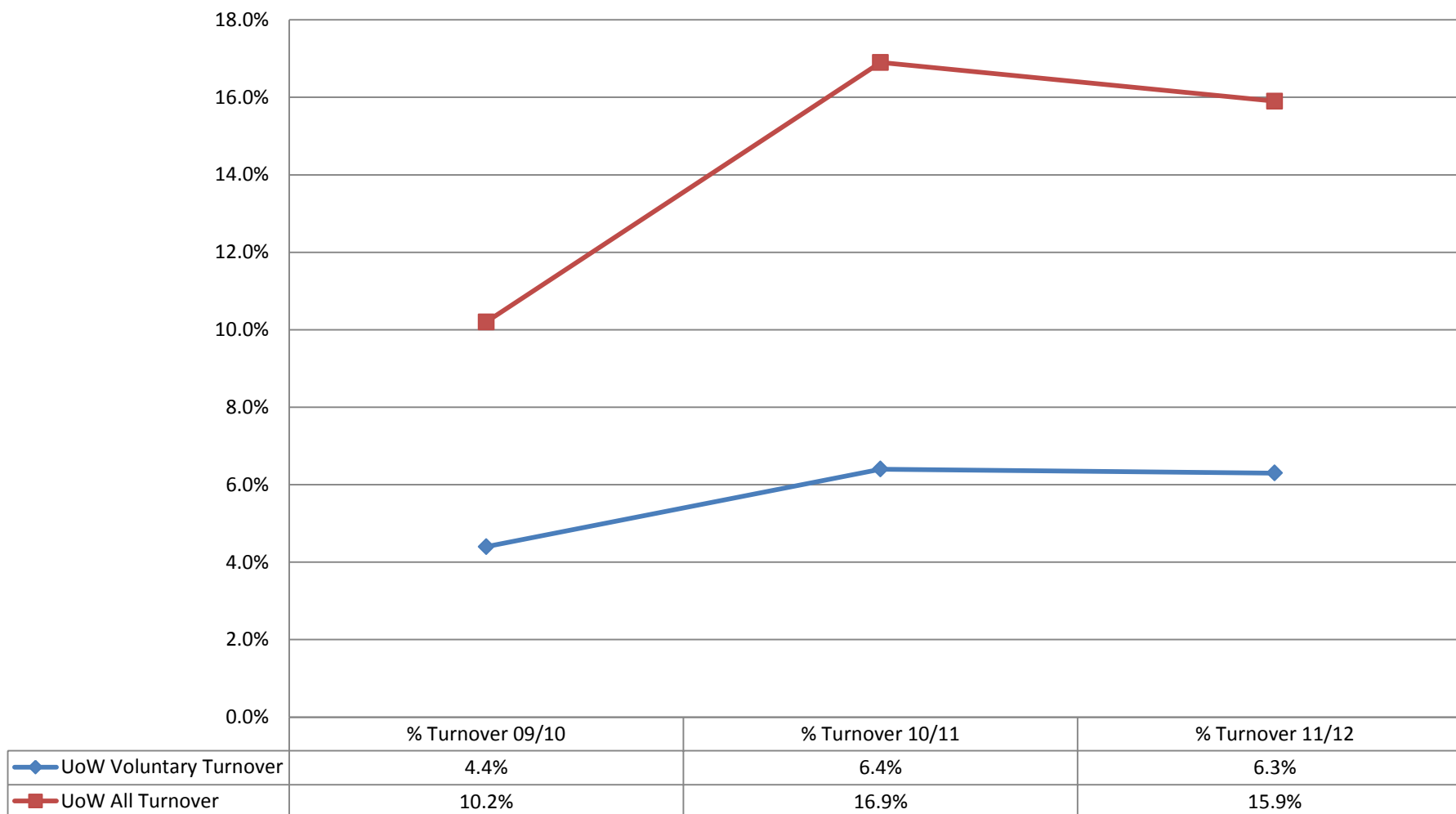
Appendix 4b: Staff Profile by Voluntary Turnover/Employment Type: Schools and Westminster Exchange

Staff Turnover - Schools & Westminster Exchange



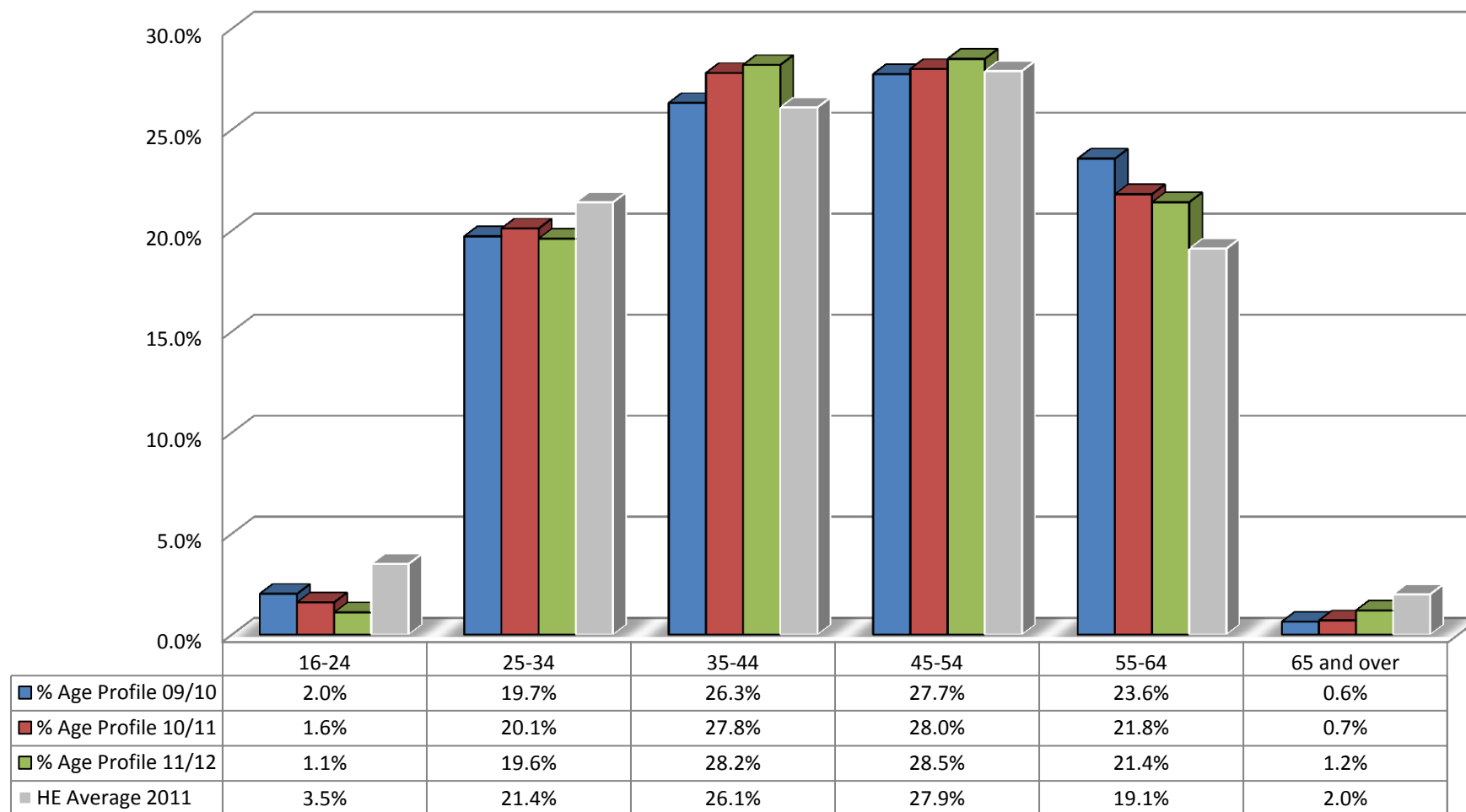
Appendix 4c: Staff Profile by Voluntary Turnover vs All Turnover

Staff Turnover - Voluntary Leavers Vs All Leavers



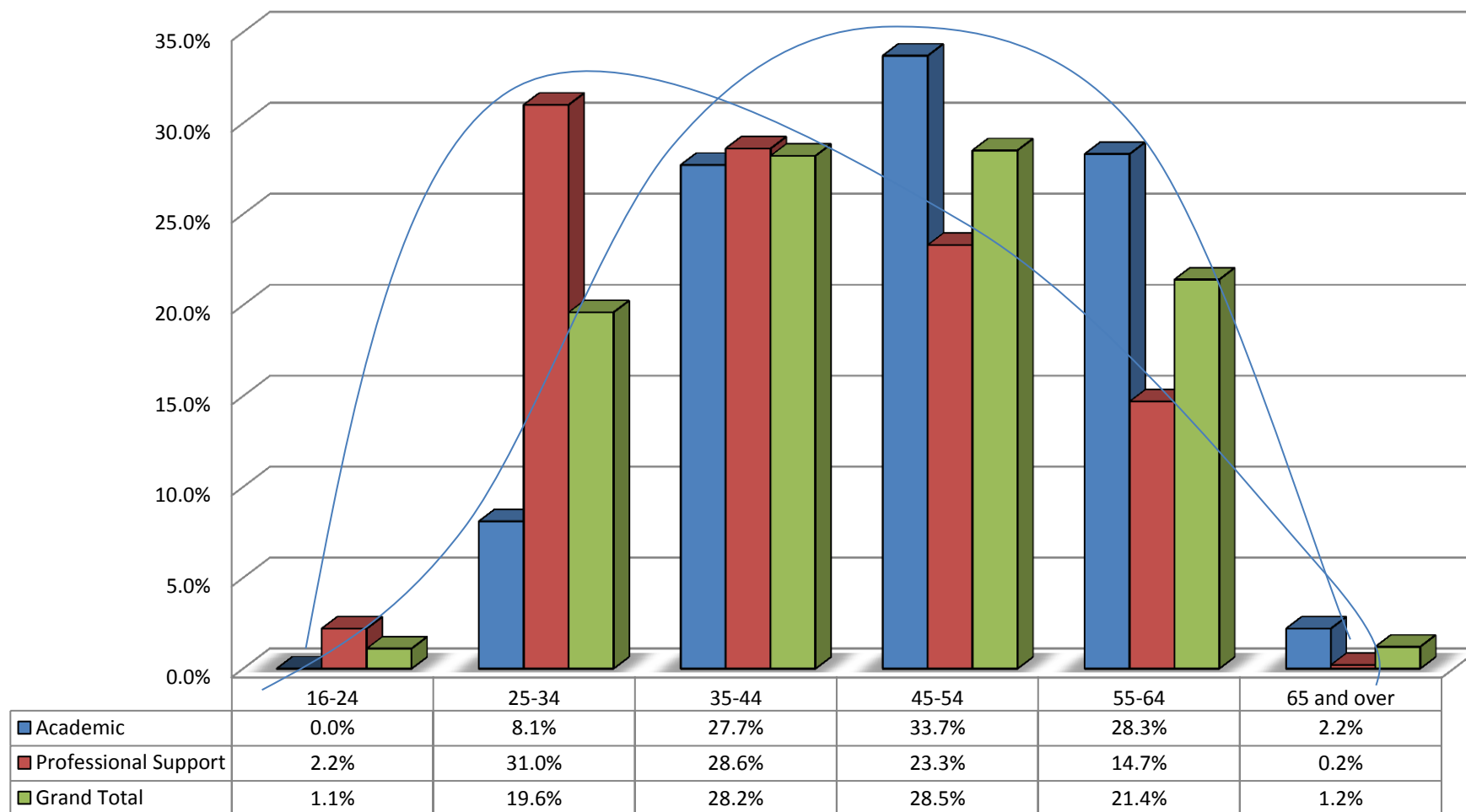
Appendix 5: Staff Profile by Age – 3 year trend analysis

Staff Age profile in comparison to HE Average



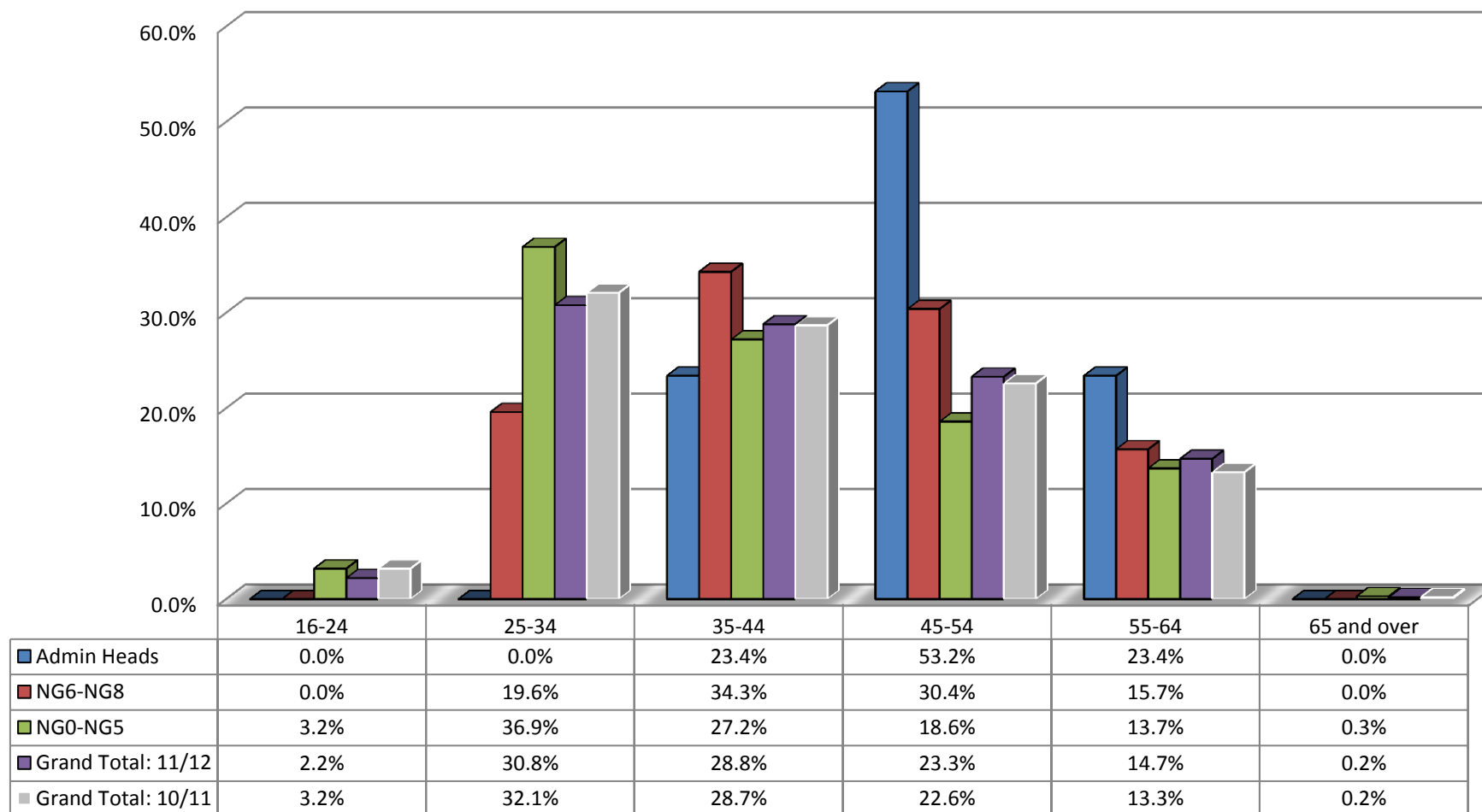
Appendix 5a: Staff Profile by Age: Staff Group as at 30 June 2012

Age Profile % - by staff group as at 30 June 2012



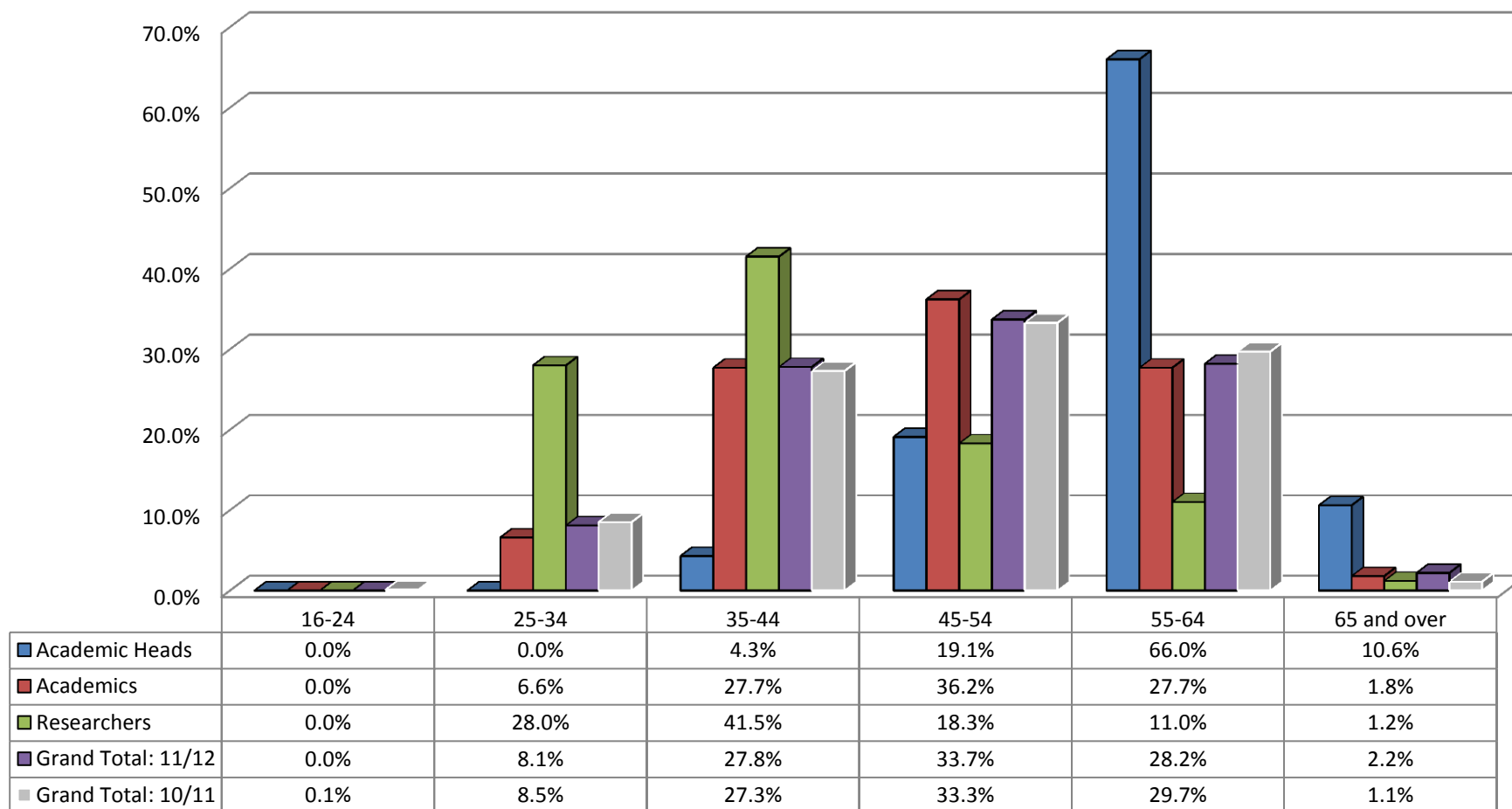
Appendix 5b: Staff Profile by Age: Professional Support grades as at 30 June 2012

Age Profile % - by Professional Support grades as at 30 June 2012



Appendix 5c: Staff Profile by Age: Academic grades as at 30 June 2012

Age Profile % by Academic grades as at 30 June 2012



Appendix 6: Staff Profile by Religion and Belief and Sexual Orientation

% of Staff

	Academic	Professional Support	Total
Bisexual	0.3%	0.4%	0.4%
Gay Man	0.9%	2.4%	1.6%
Gay Woman/Lesbian	0.2%	0.6%	0.4%
Heterosexual/Straight	20.3%	32.1%	26.2%
Other	0.1%	0.3%	0.2%
Prefer not to say	3.5%	3.3%	3.4%
Unknown	74.7%	60.8%	67.7%

	Academic	Professional Support	Total
Buddhist	0.3%	0.4%	0.4%
Christian	9.3%	15.9%	12.6%
Hindu	0.4%	1.6%	1.0%
Jewish	0.7%	0.9%	0.8%
Muslim	1.0%	1.8%	1.4%
No Religion	9.6%	13.3%	11.4%
Other	0.3%	0.2%	0.3%
Prefer not to say	2.9%	4.5%	3.7%
Sikh	0.0%	0.4%	0.2%
Unknown	75.5%	60.9%	68.2%

Headcount

	Academic	Professional Support	Total
Bisexual	3	4	7
Gay Man	8	22	30
Gay Woman/Lesbian	2	6	8
Heterosexual/Straight	186	297	483
Other	1	3	4
Prefer not to say	32	31	63
Unknown	686	563	1249
Total	918	926	1844

	Academic	Professional Support	Total
Buddhist	3	4	7
Christian	85	147	232
Hindu	4	15	19
Jewish	6	8	14
Muslim	9	17	26
No Religion	88	123	211
Other	3	2	5
Prefer not to say	27	42	69
Sikh	0	4	4
Unknown	693	564	1257
Total	918	926	1844