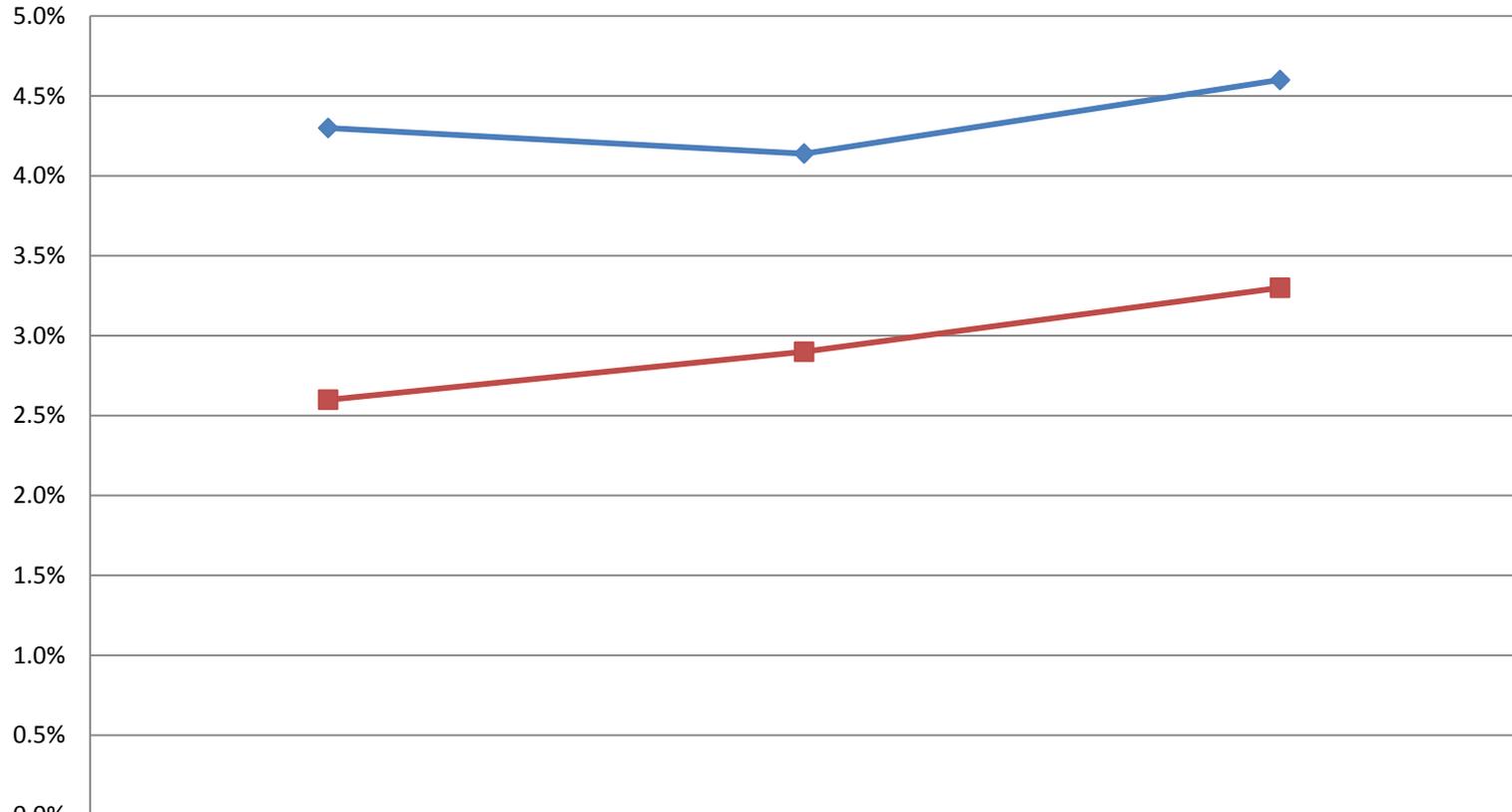


Staff Equality, Diversity & Inclusion Annual Report 2010-11

Appendices

Appendix 1: Staff Profile by Disability (1st May 2010 to 30th April 2011) – 3 year trend analysis

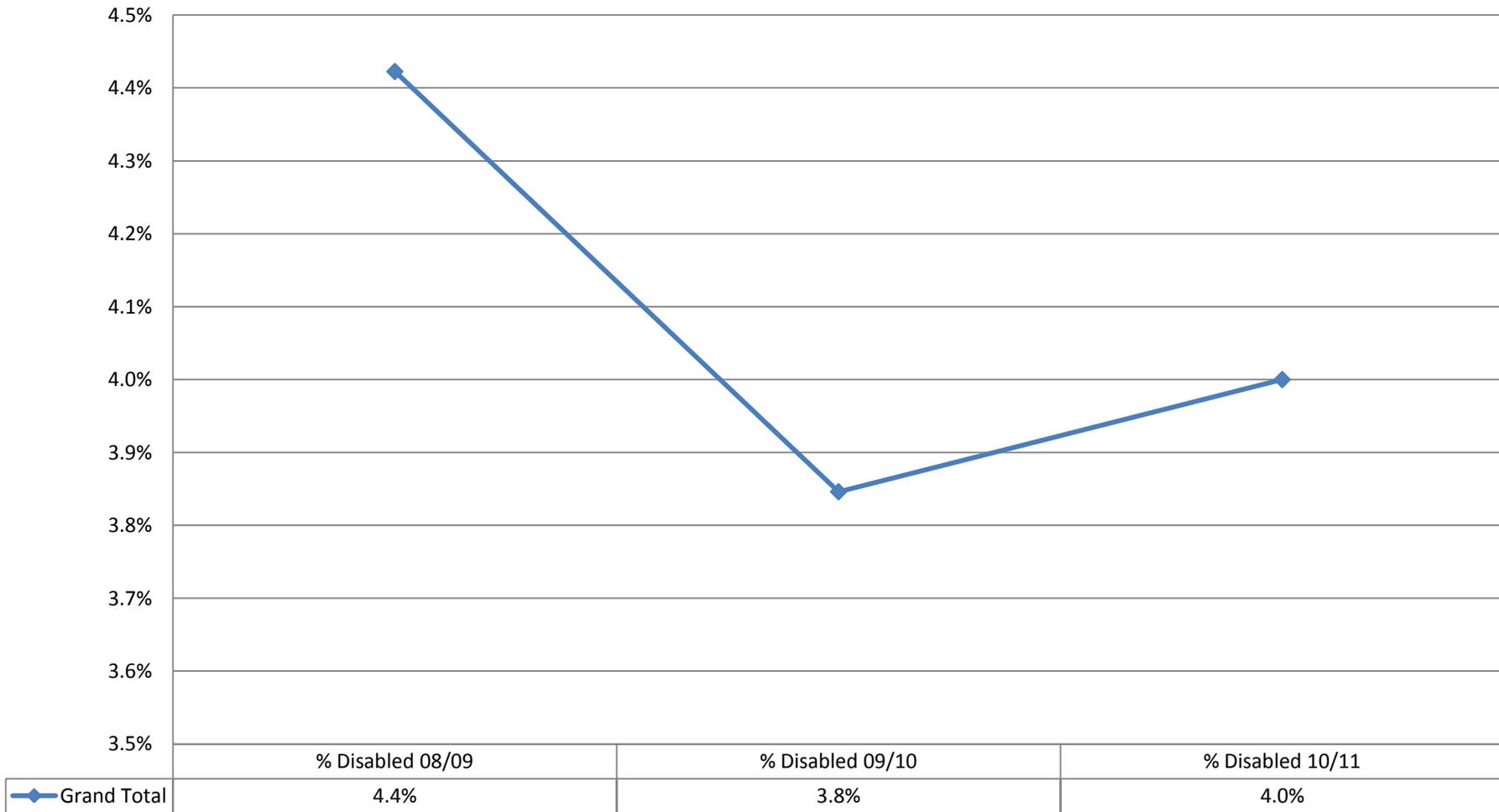
Staff Disability in comparison to HE Average



	% Disabled 08/09	% Disabled 09/10	% Disabled 10/11
—◆— University of Westminster	4.3%	4.1%	4.6%
—■— HE Average	2.6%	2.9%	3.3%

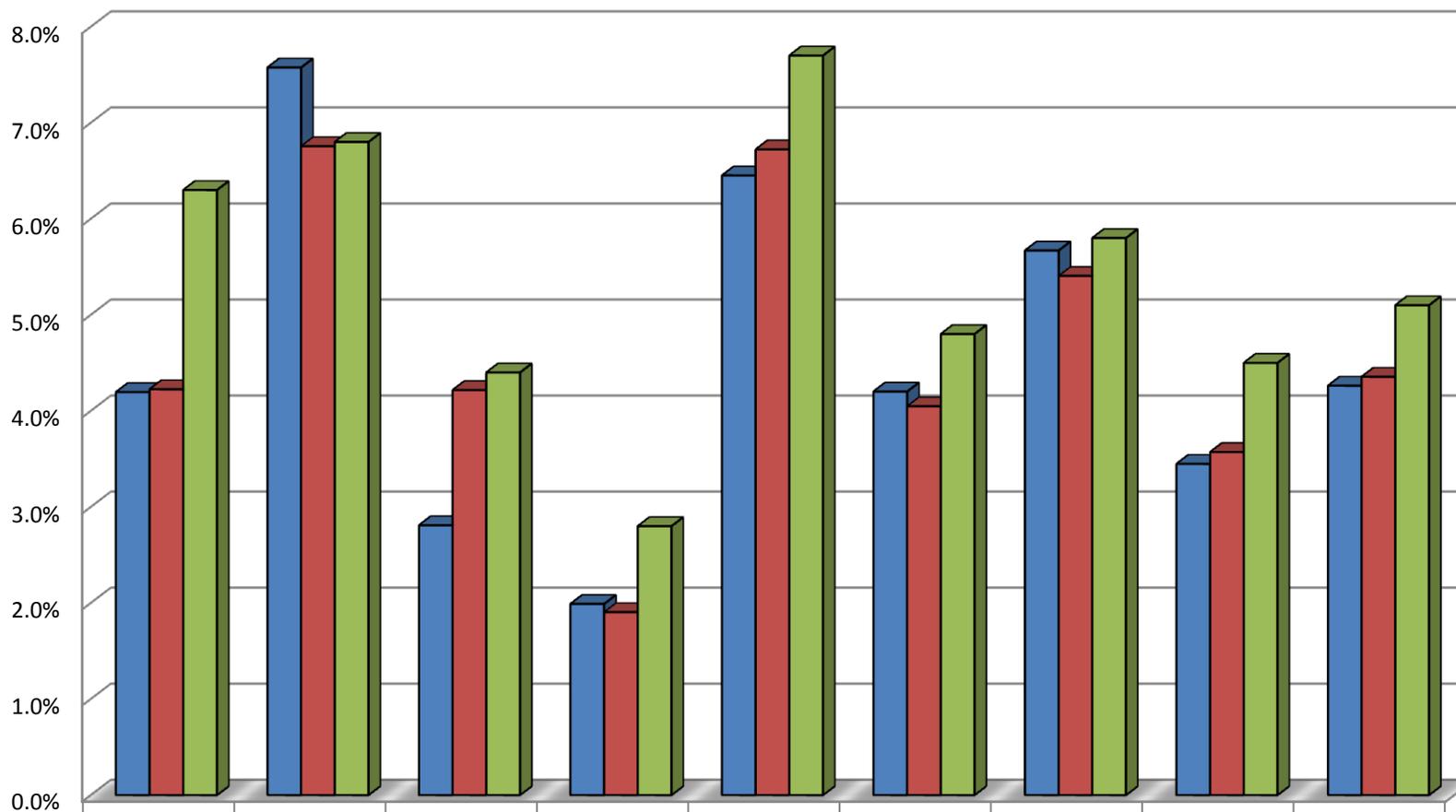
Appendix 1a: Staff Profile by Disability – Corporate Services as at 30 April 2011

Disability % - Corporate Services as at 30 April 2011



Appendix 1b: Staff Profile by Disability – Schools & Westminster Exchange as at 30 April 2011

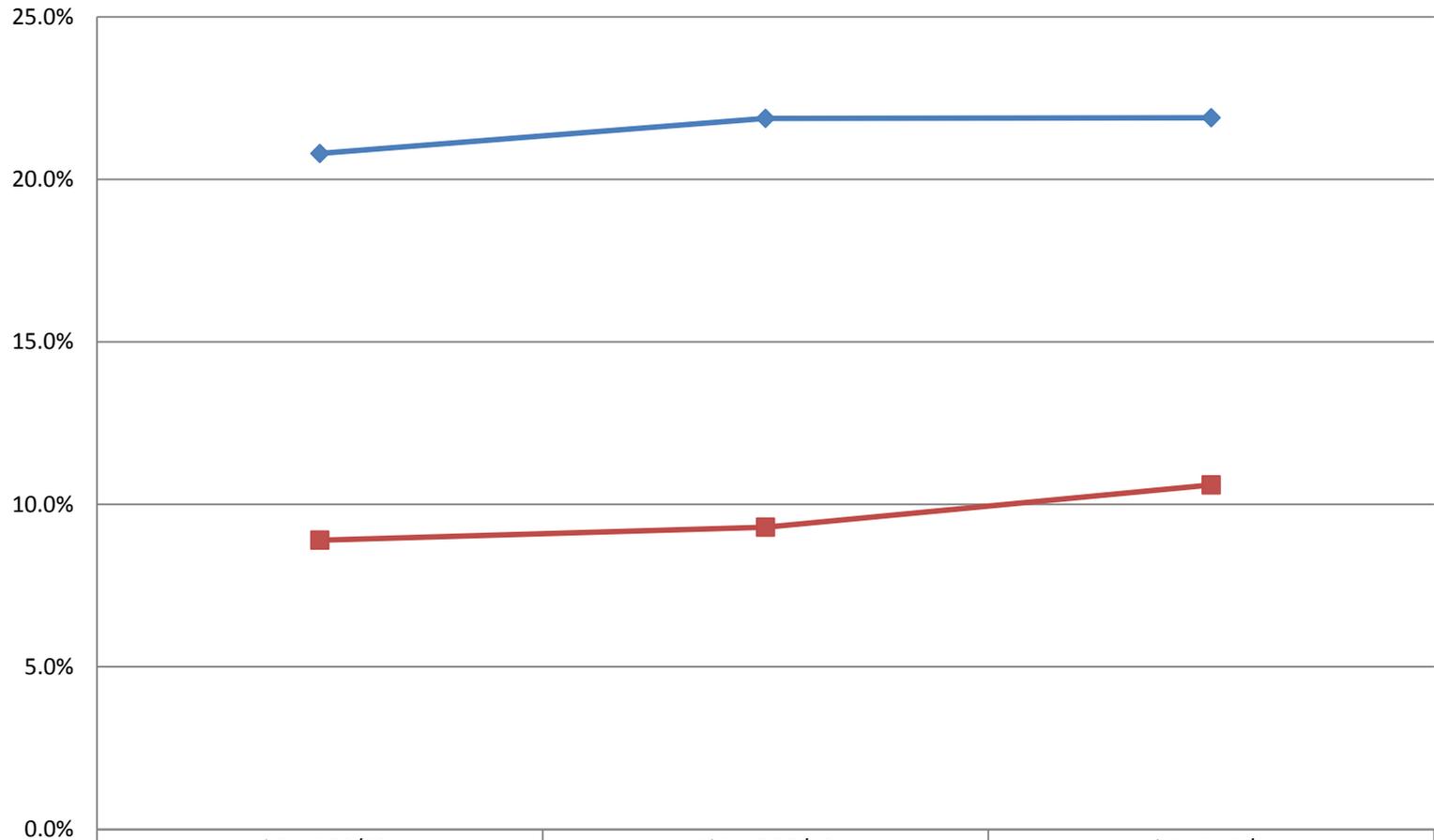
Disability % - Schools & Westminster Exchange as at 30 April 2011



	ECS	LAW	LS	MAD	SABE	SSHL	WBS	WeX	Grand Total
% Disabled 08/09	4.2%	7.6%	2.8%	2.0%	6.5%	4.2%	5.7%	3.4%	4.3%
% Disabled 09/10	4.2%	6.8%	4.2%	1.9%	6.7%	4.0%	5.4%	3.6%	4.4%
% Disabled 10/11	6.3%	6.8%	4.4%	2.8%	7.7%	4.8%	5.8%	4.5%	5.1%

Appendix 2: Staff Profile by Ethnicity (1st May 2010 to 30th April 2011) – 3 year trend analysis

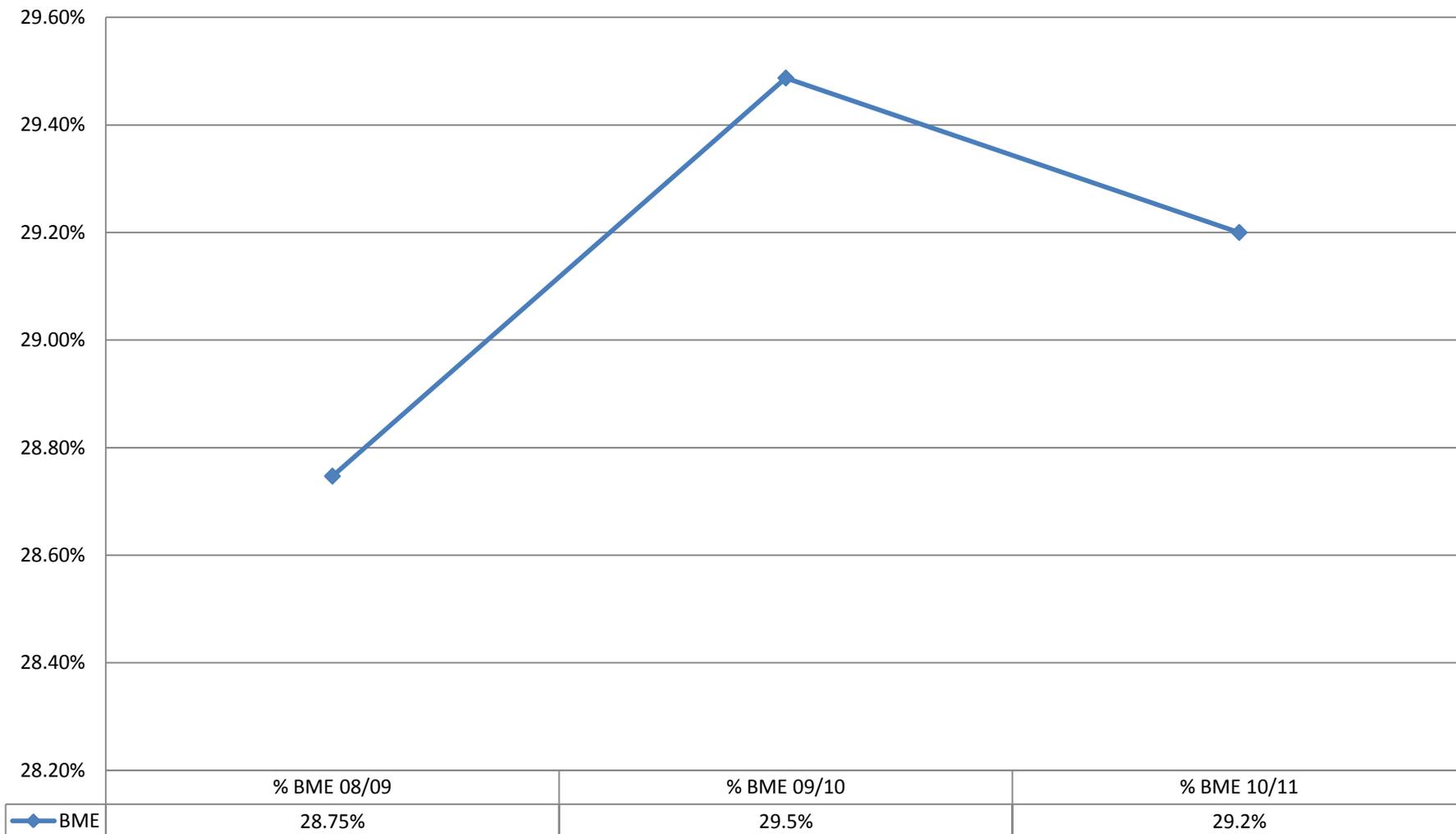
Staff Ethnicity in comparison to HE Average



	% BME 08/09	% BME 09/10	% BME 10/11
University of Westminster	20.8%	21.9%	21.9%
HE Average	8.9%	9.3%	10.6%

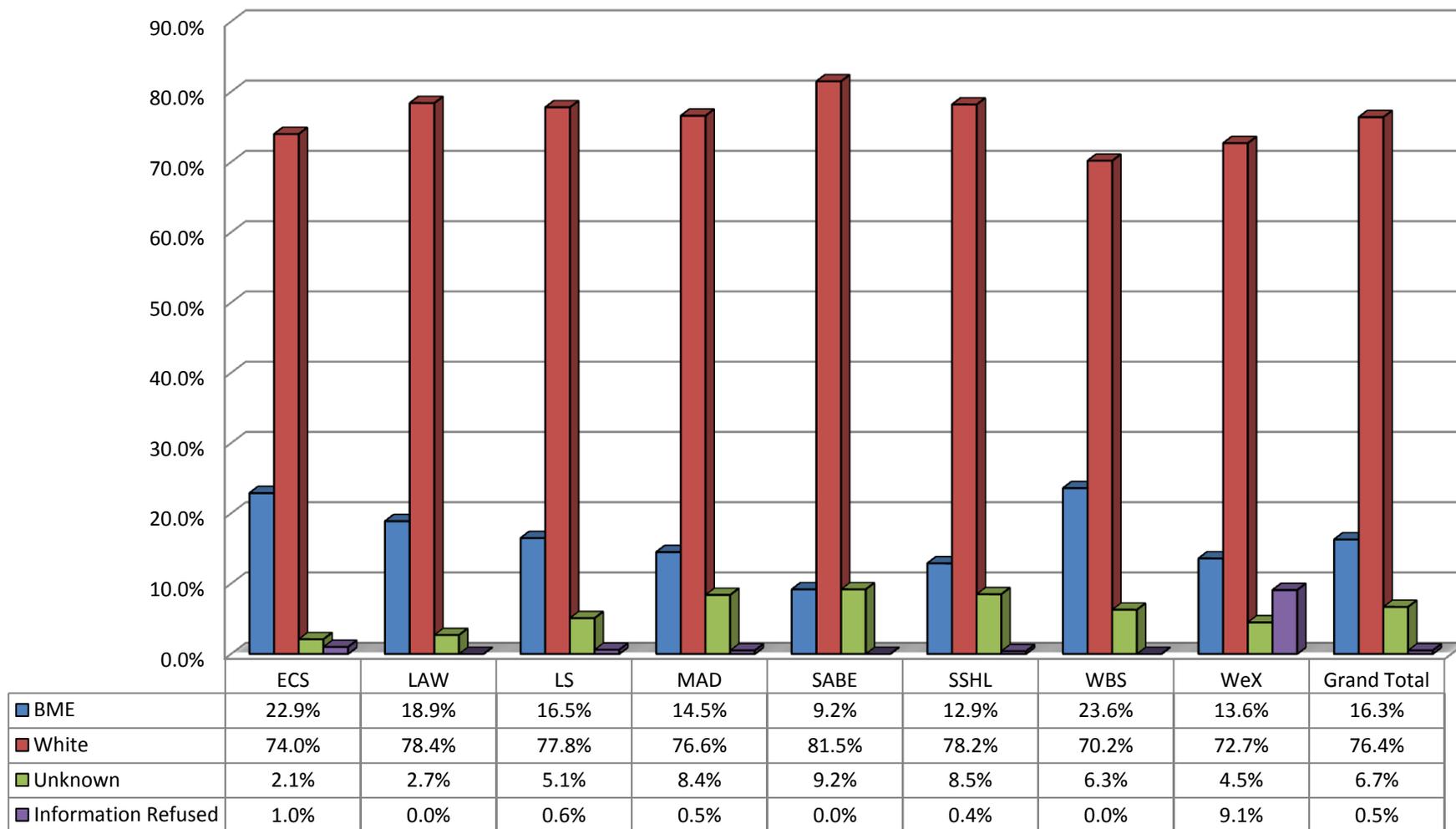
Appendix 2a: Staff Profile by Ethnicity: Corporate Services as at 30 April 2011

Ethnicity % - Corporate Services as at 30 April 2011



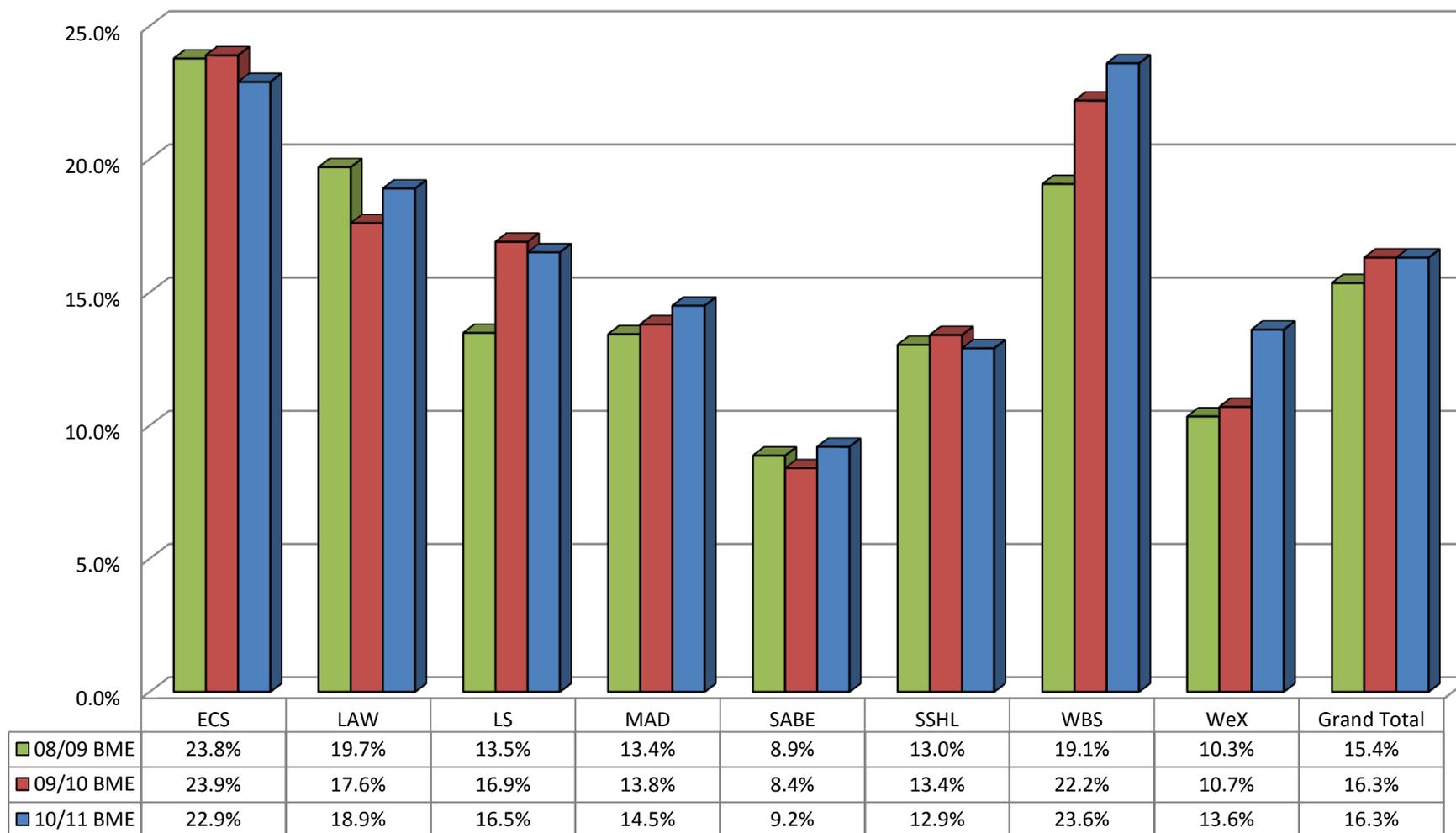
Appendix 2b: Staff Profile by Ethnicity – Schools and Westminster Exchange as at 30 April 2011

Ethnicity % - Schools & Westminster Exchange as at 30 April 2011



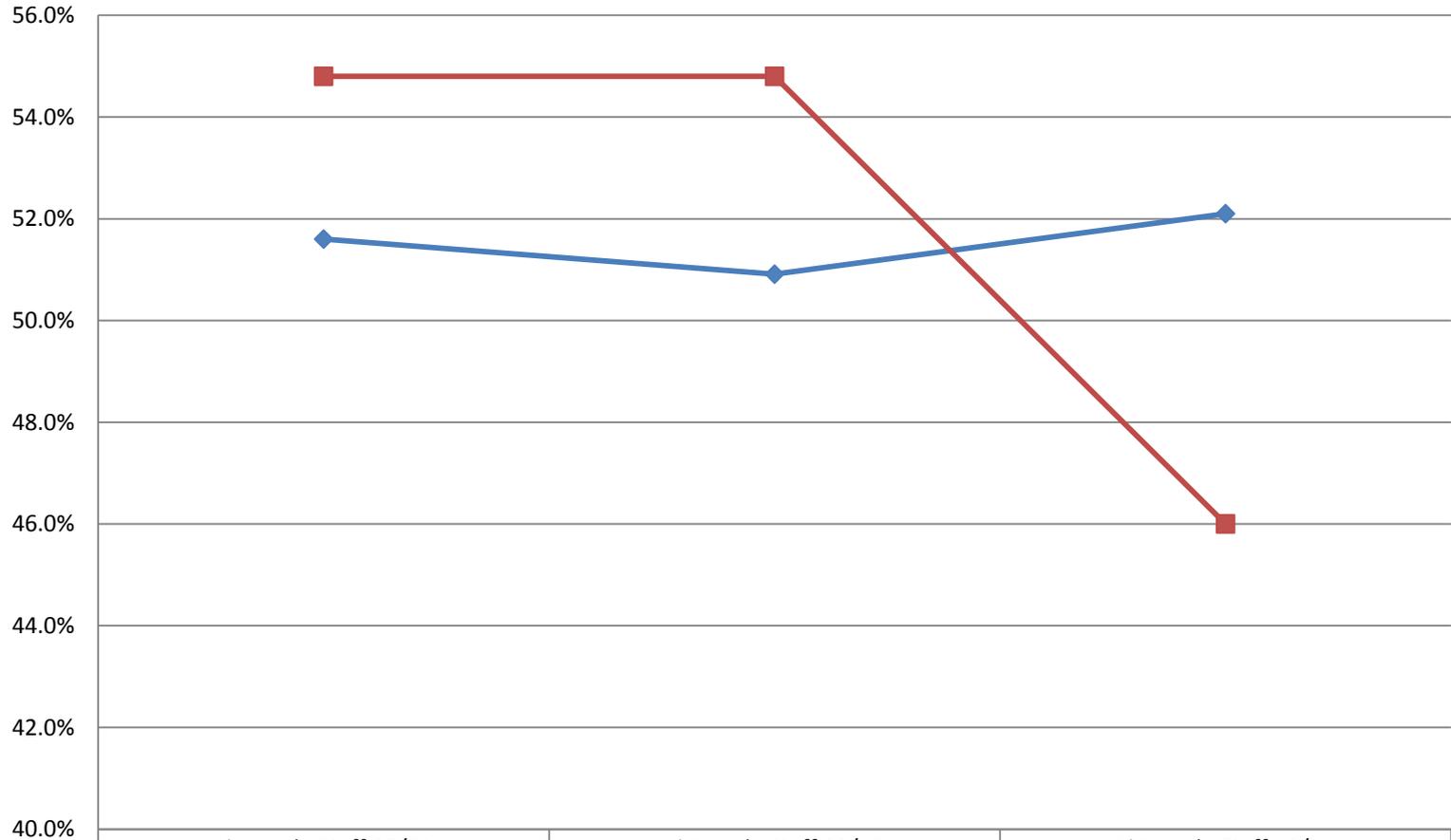
Appendix 2c Staff Profile by Ethnicity – Schools and Westminster Exchange as at 30 April 2011 – 3 year trend

Ethnicity % - Schools & Westminster Exchange - 3 year trend



Appendix 3: Staff Profile by Gender (1st May 2010 to 30th April 2011) – 3 year trend analysis

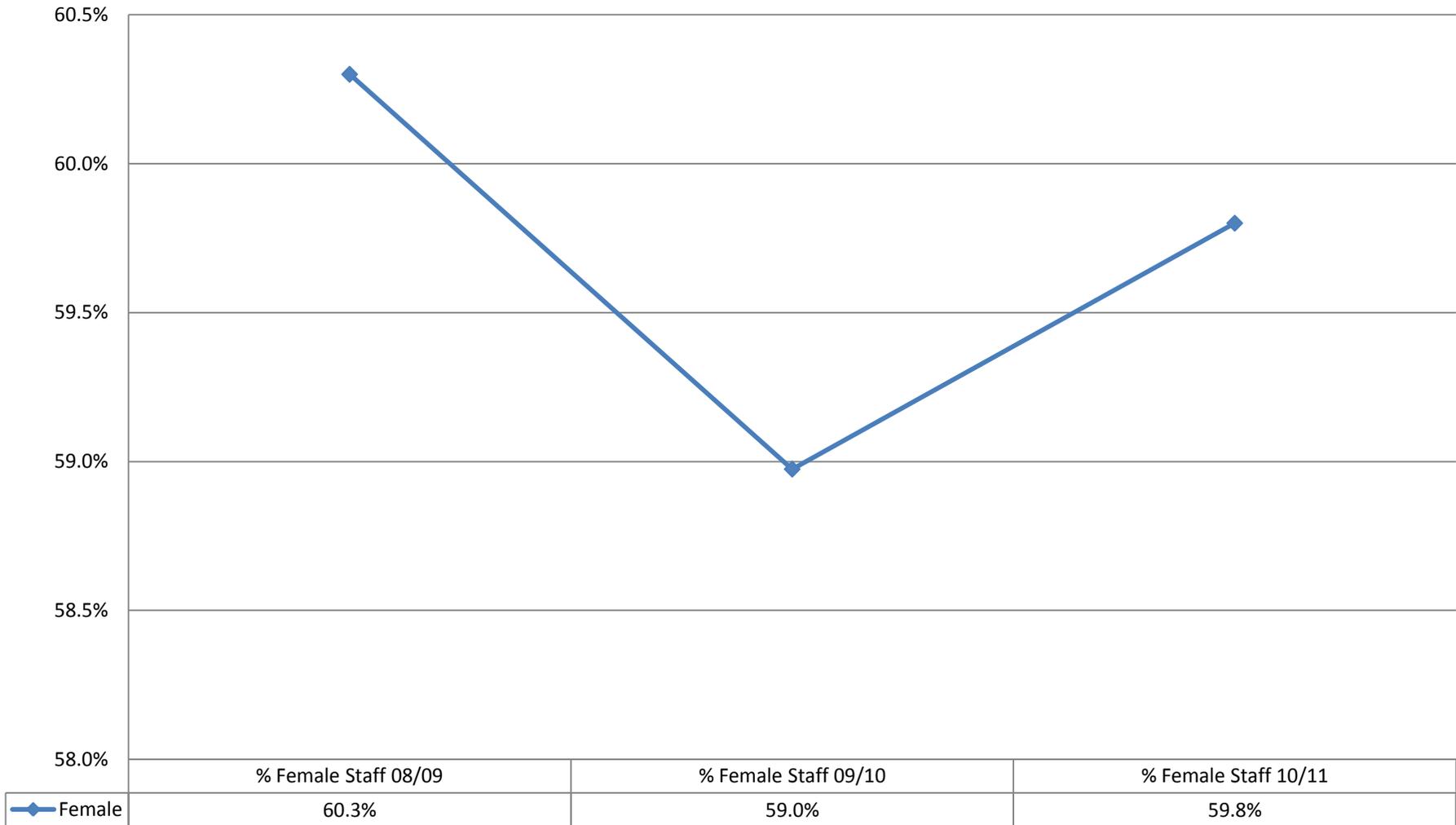
% Female Staff in comparison to HE Average



	% Female Staff 08/09	% Female Staff 09/10	% Female Staff 10/11
University of Westminster	51.6%	50.9%	52.1%
HE Average	54.8%	54.8%	46.0%

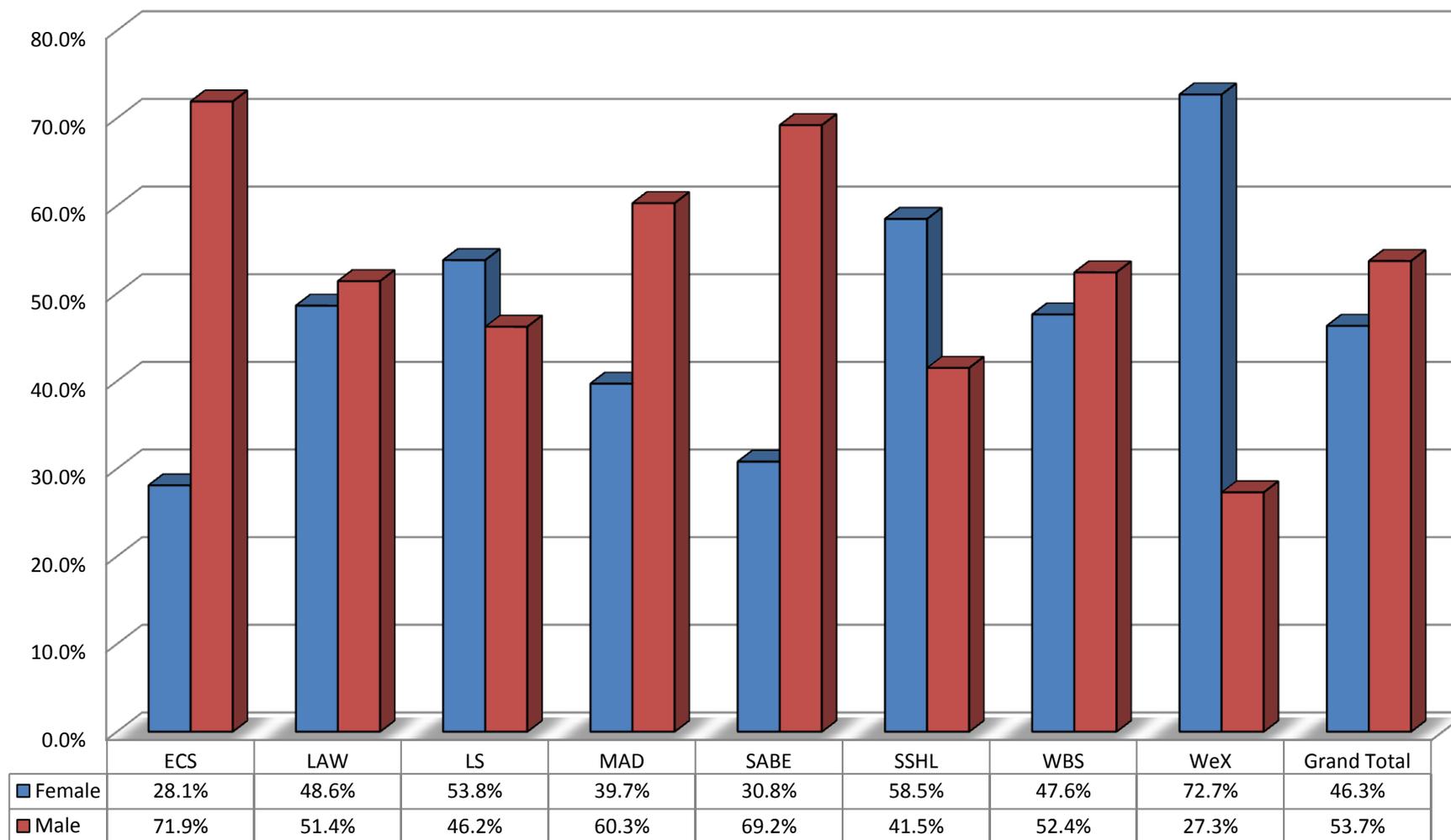
Appendix 3a: Staff Profile by Gender – Corporate Services as at 30 April 2011

Gender % - Corporate Services as at 30 April 2011



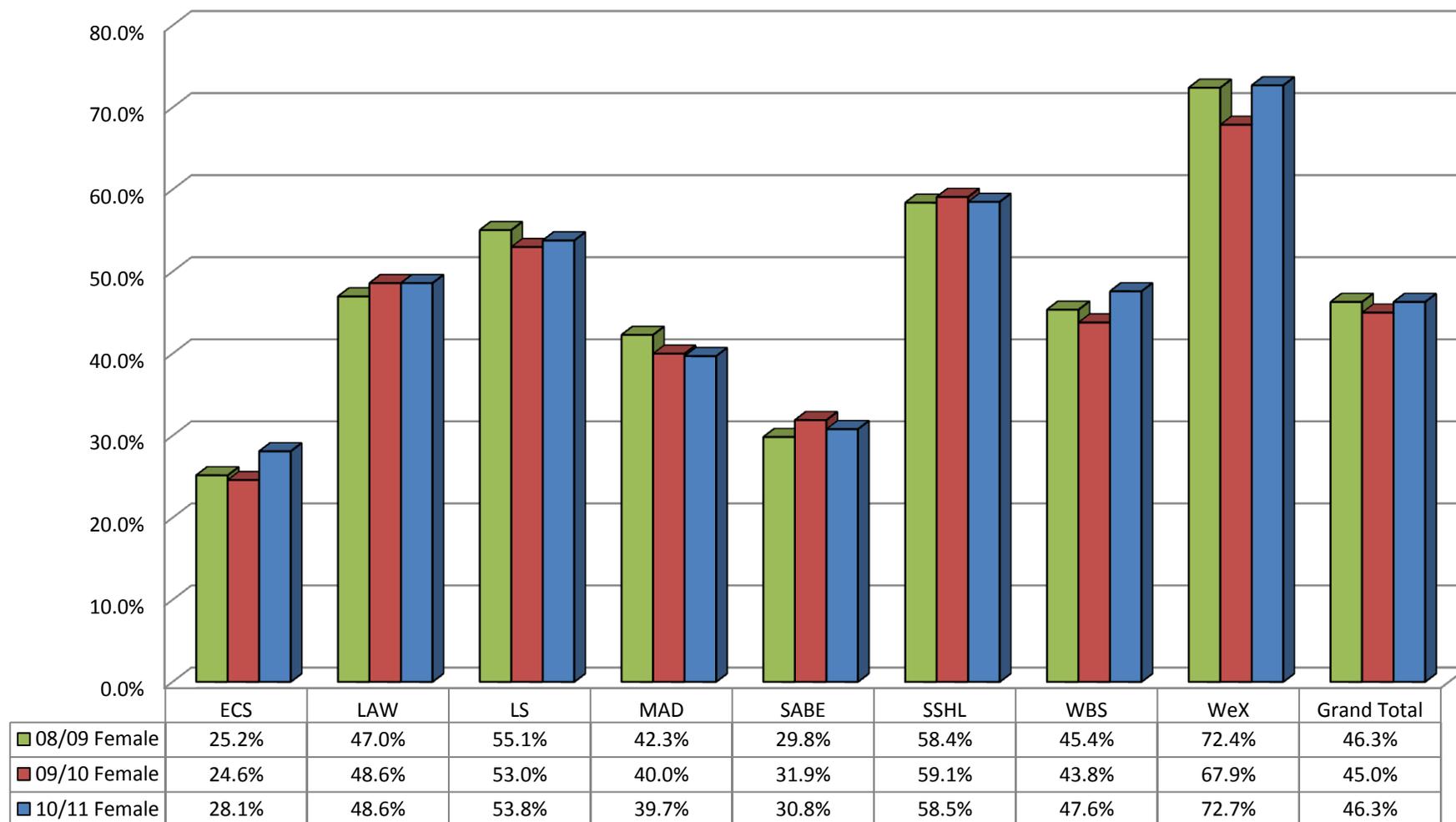
Appendix 3b: Staff Profile by Gender – Schools and Westminster Exchange as at 30 April 2011

Gender % - Schools & Westminster Exchange as at 30 April 2011



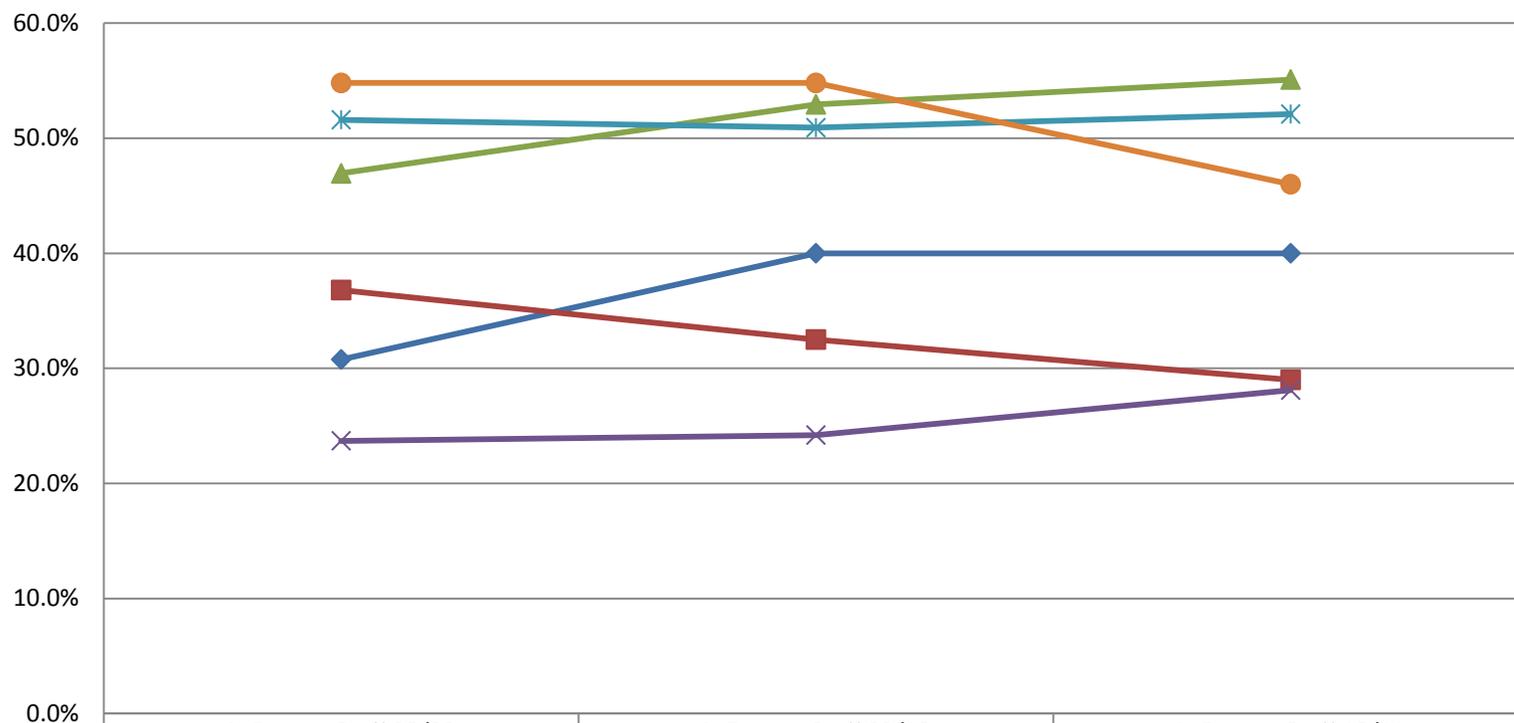
Appendix 3c: Staff Profile by Gender – Schools and Westminster Exchange as at 30 April 2011 – 3 year trend

Gender % - Schools & Westminster Exchange - 3 year comparison



Appendix 3d: Staff Profile by Gender – Senior Grades

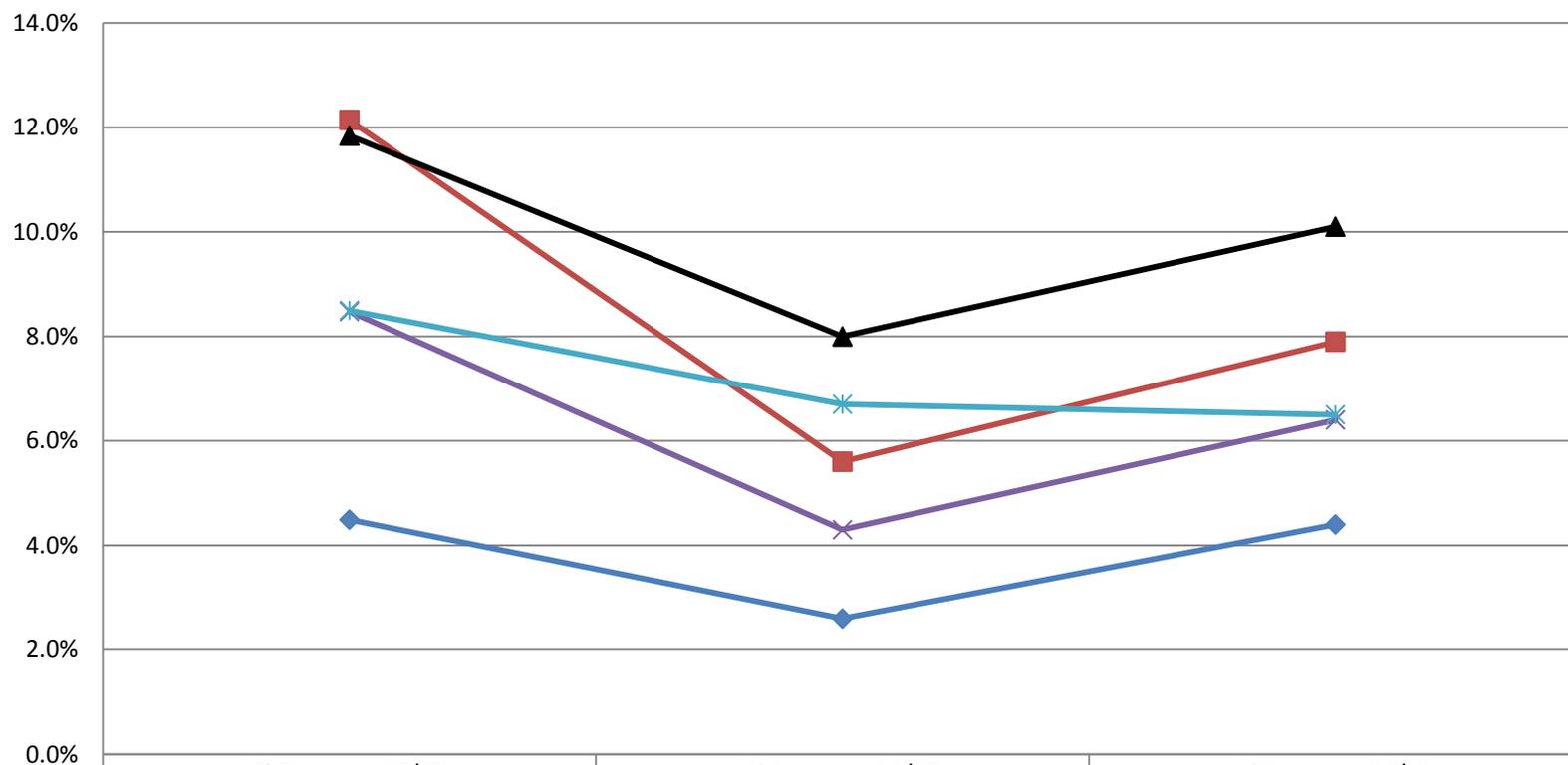
% Female staff - Senior Grades



	% Female Staff 08/09	% Female Staff 09/10	% Female Staff 10/11
◆ Deans	30.8%	40.0%	40.0%
■ Heads of Departments	36.8%	32.5%	29.0%
▲ Levels 1 - 5 (Admin Heads)	46.9%	52.9%	55.1%
✕ Professors	23.7%	24.2%	28.1%
✱ University of Westminster	51.6%	50.9%	52.1%
● HE Average	54.8%	54.8%	46.0%

Appendix 4: Staff Profile by Turnover/Employment Type (1st May 2010 to 30th April 2011) – 3 year trend analysis

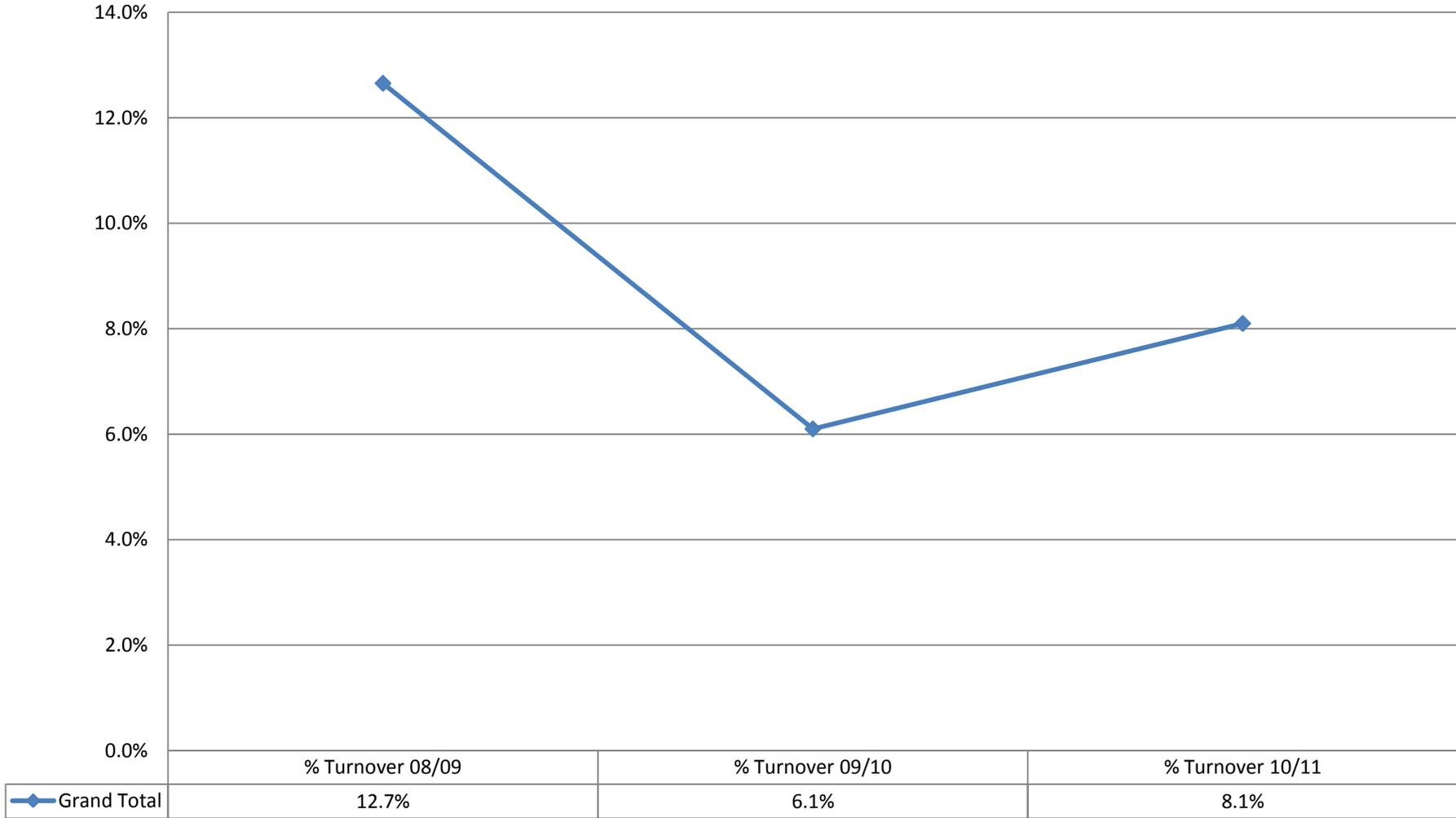
Voluntary Staff Turnover in comparison to HE Average



	% Turnover 08/09	% Turnover 09/10	% Turnover 10/11
◆ Academic	4.5%	2.6%	4.4%
■ Professional Support	12.1%	5.6%	7.9%
▲ Researchers	11.8%	8.0%	10.1%
× Grand Total	8.5%	4.3%	6.4%
* HE Average	8.5%	6.7%	6.5%

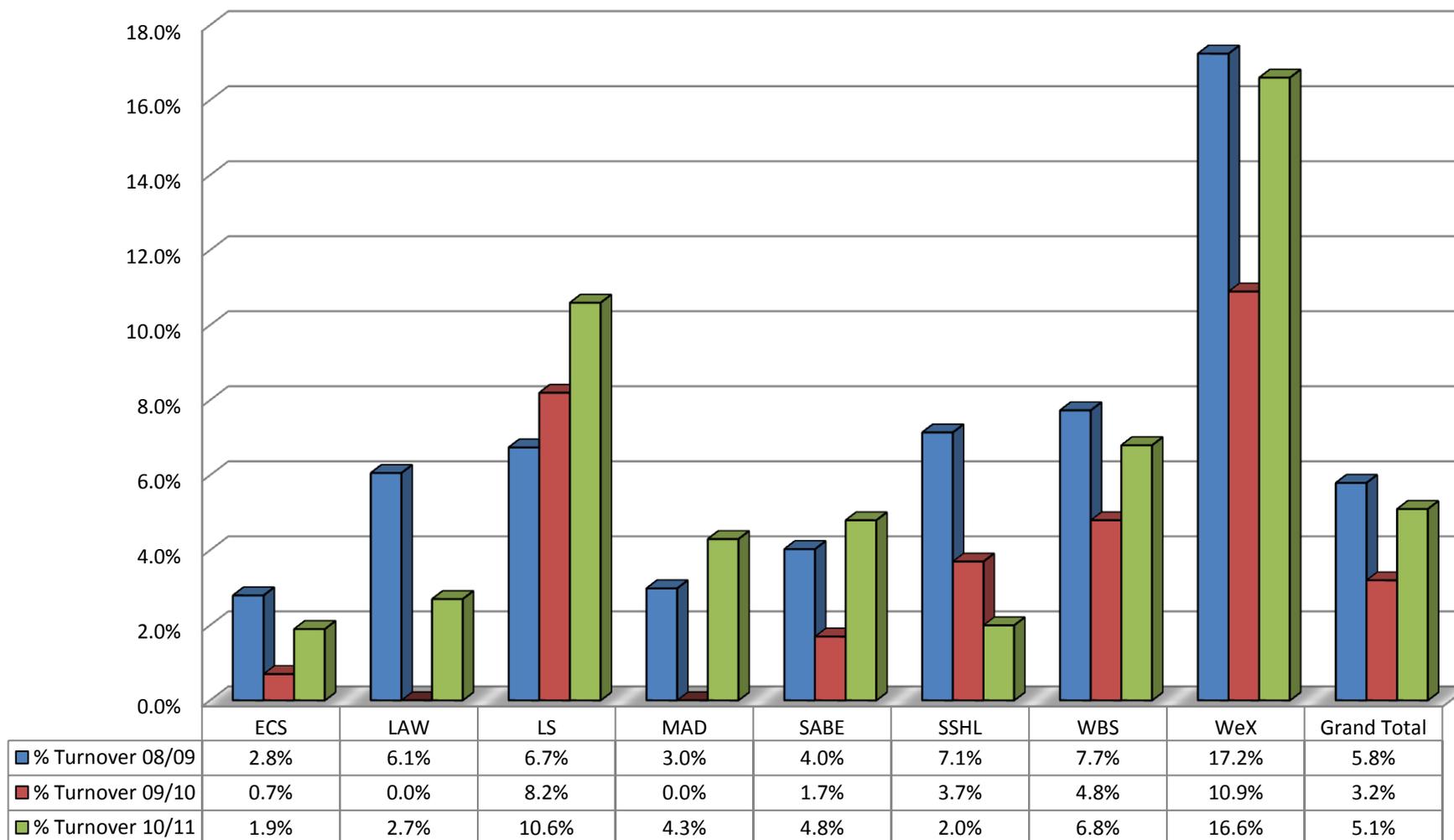
Appendix 4a: Staff Profile by Voluntary Turnover/Employment Type: Corporate Services

Voluntary Staff Turnover - Corporate Services



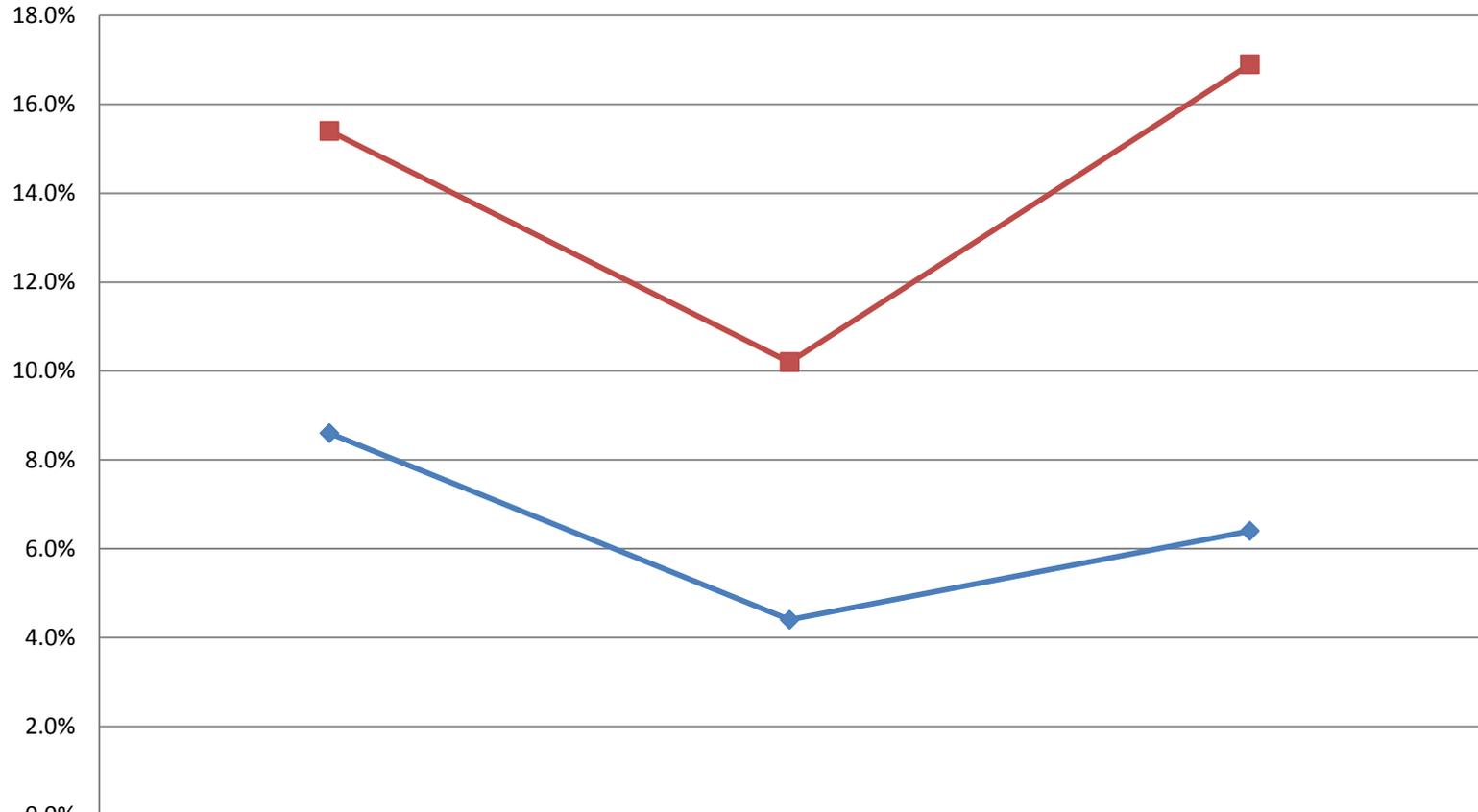
Appendix 4b: Staff Profile by Voluntary Turnover/Employment Type: Schools and Westminster Exchange

Staff Turnover - Schools & Westminster Exchange



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

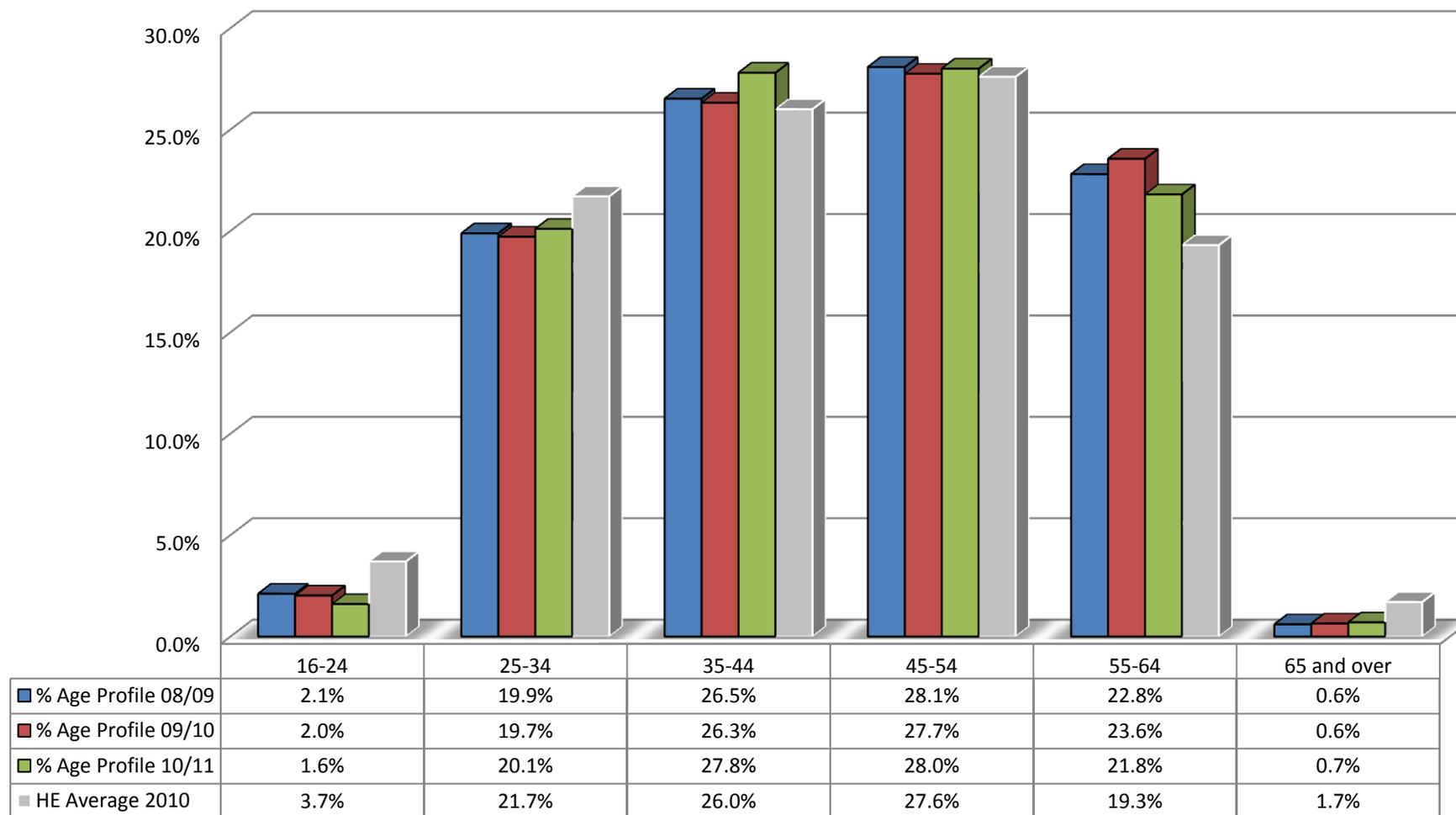
Staff Turnover - Voluntary Leavers Vs All Leavers



	% Turnover 08/09	% Turnover 09/10	% Turnover 10/11
UoW Voluntary Turnover	8.6%	4.4%	6.4%
UoW All Turnover	15.4%	10.2%	16.9%

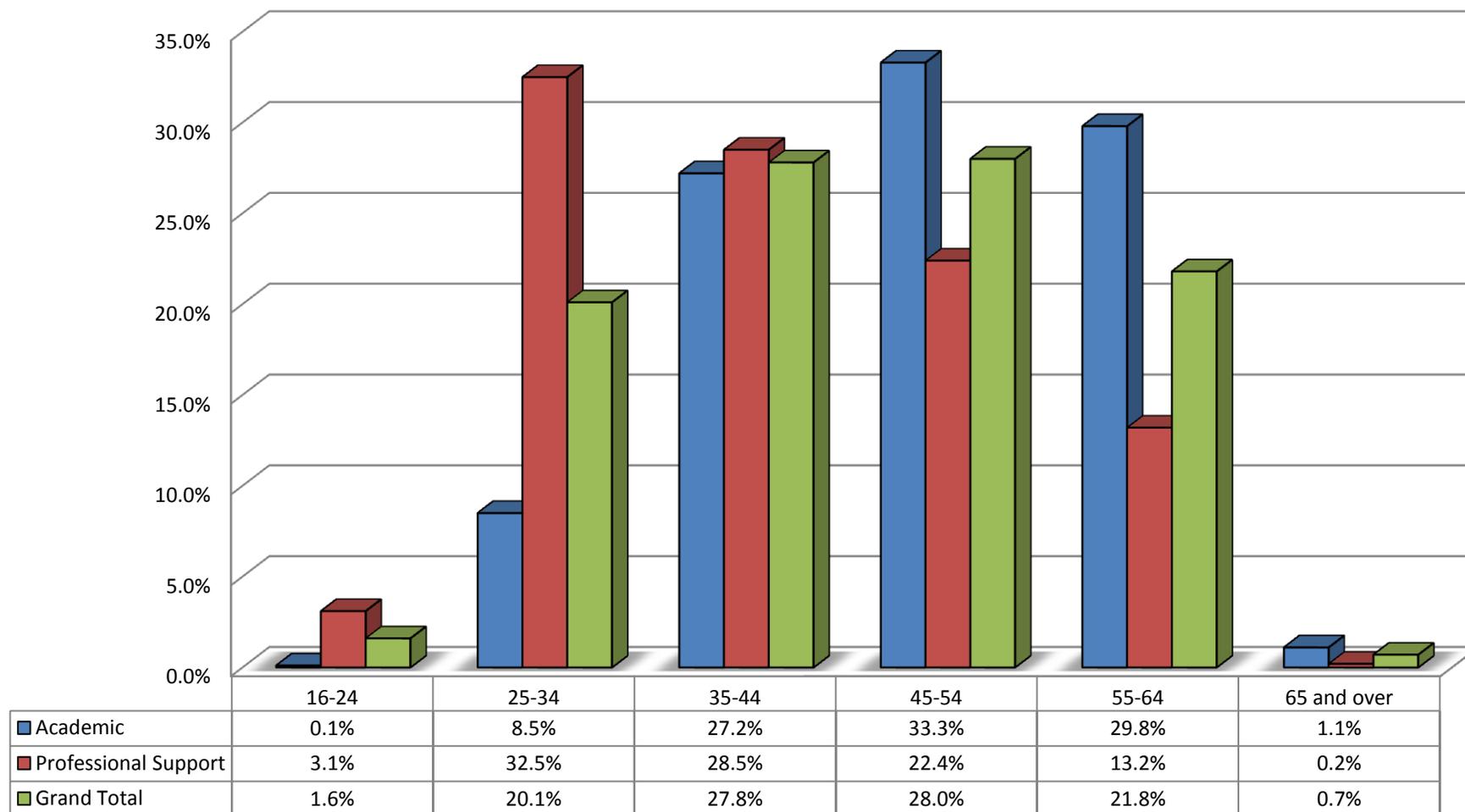
Appendix 5: Staff Profile by Age (1st May 2010 to 30th April 2011) – 3 year trend analysis

Staff Age profile in comparison to HE Average



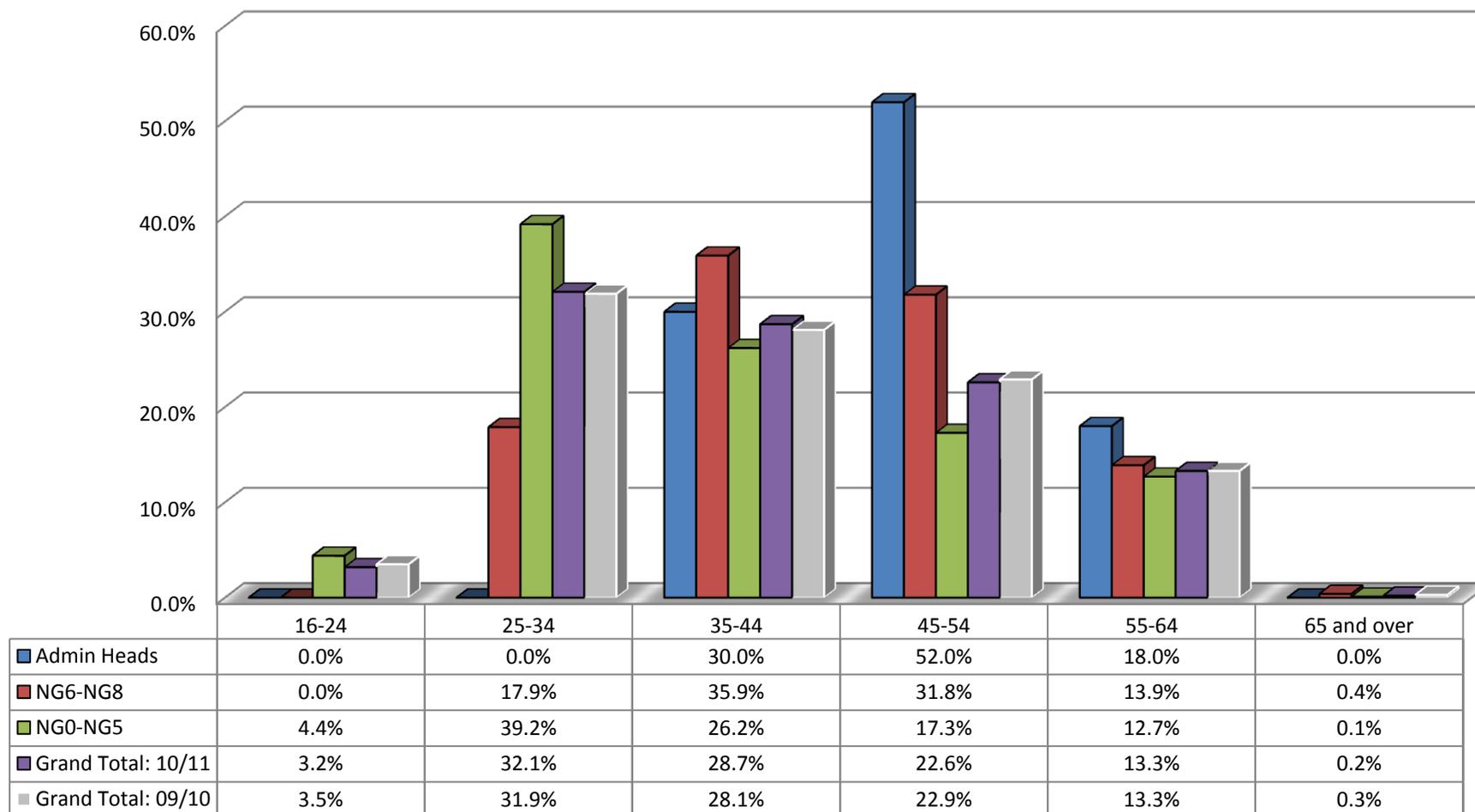
Appendix 5a: Staff Profile by Age: Staff Group as at 30 April 2011

Age Profile % - by staff group as at 30 April 2011



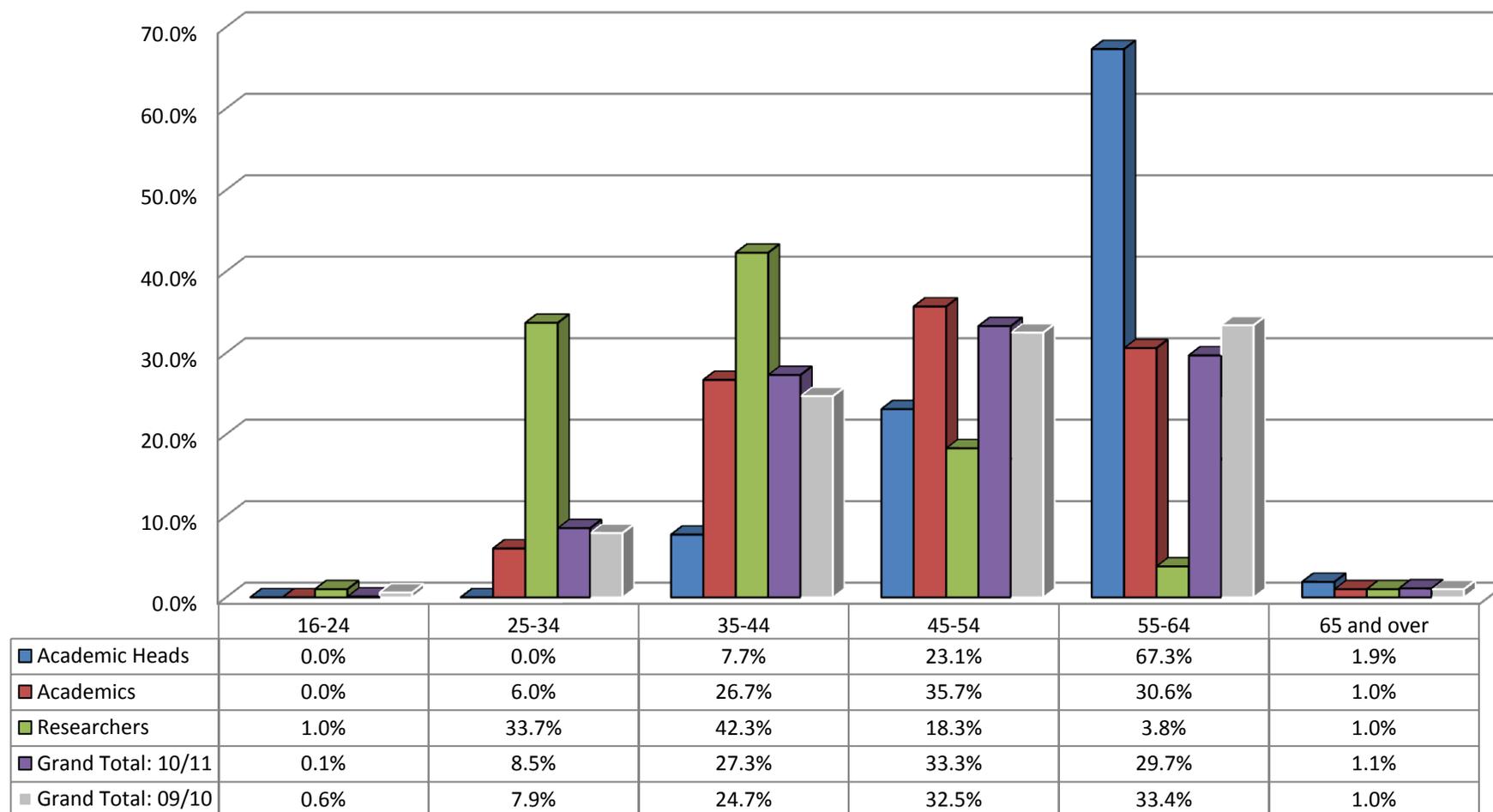
Appendix 5b: Staff Profile by Age: Professional Support grades as at 30 April 2011

Age Profile % - by Professional Support grades as at 30 April 2011



Appendix 5c: Staff Profile by Age: Academic grades as at 30 April 2011

Age Profile % by Academic grades as at 30 April 2011



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

	Academic	Professional Support	Senior Group	Total
Buddhist	0.34%	0.34%	1.05%	0.37%
Christian	6.82%	9.89%	17.89%	8.83%
Hindu	0.34%	1.24%	0.00%	0.75%
Jewish	0.56%	0.79%	1.05%	0.69%
Muslim	0.56%	1.35%	0.00%	0.90%
No Religion	6.94%	9.21%	18.95%	8.62%
Other	0.34%	0.45%	0.00%	0.37%
Prefer not to say	2.13%	2.58%	5.26%	2.50%
Sikh	0.00%	0.45%	0.00%	0.21%
Unknown	81.99%	73.71%	55.79%	76.74%

	Academic	Professional Support	Senior Group	Total
Buddhist	3	3	1	7
Christian	61	88	17	166
Hindu	3	11	0	14
Jewish	5	7	1	13
Muslim	5	12	0	17
No Religion	62	82	18	162
Other	3	4	0	7
Prefer not to say	19	23	5	47
Sikh	0	4	0	4
Unknown	733	656	53	1442
Total	894	890	95	1879

	Academic	Professional Support	Senior Group	Total
Bisexual	0.45%	0.34%	0.00%	0.37%
Gay Man	0.67%	1.24%	3.16%	1.06%
Gay Woman/Lesbian	0.11%	0.22%	0.00%	0.16%
Heterosexual/Straight	15.66%	23.03%	33.68%	20.06%
Other	0.11%	0.22%	0.00%	0.16%
Prefer not to say	2.13%	2.02%	5.26%	2.24%
Unknown	80.87%	72.92%	57.89%	75.94%

	Academic	Professional Support	Senior Group	Total
Bisexual	4	3	0	7
Gay Man	6	11	3	20
Gay Woman/Lesbian	1	2	0	3
Heterosexual/Straight	140	205	32	377
Other	1	2	0	3
Prefer not to say	19	18	5	42
Unknown	723	649	55	1427
Total	894	890	95	1879

Appendix 7: Employment Life Cycle

Diversity Guidance is included in all Sections of the new Manager's Toolkit.

