

Loughborough University Staff Diversity Data – 2020/21

The data below is a summary of employees with substantive positions at the University. The data sets are as at the 1st August each year. All staff on zero hour contracts are excluded from these figures. Protected characteristics covered in this report are:

- age
- disability
- race
- religion or belief
- gender
- sexual orientation

This is a factual report which provides data on our staff population and will be published on our website. It will also be shared with the Equality, Diversity and Inclusion Sub-Committee so a more thorough analysis of the data can be carried out and actions identified.

Headcount

Figure 1.0 This graph shows the Summary of population by headcount and FTE over the last 5 years:

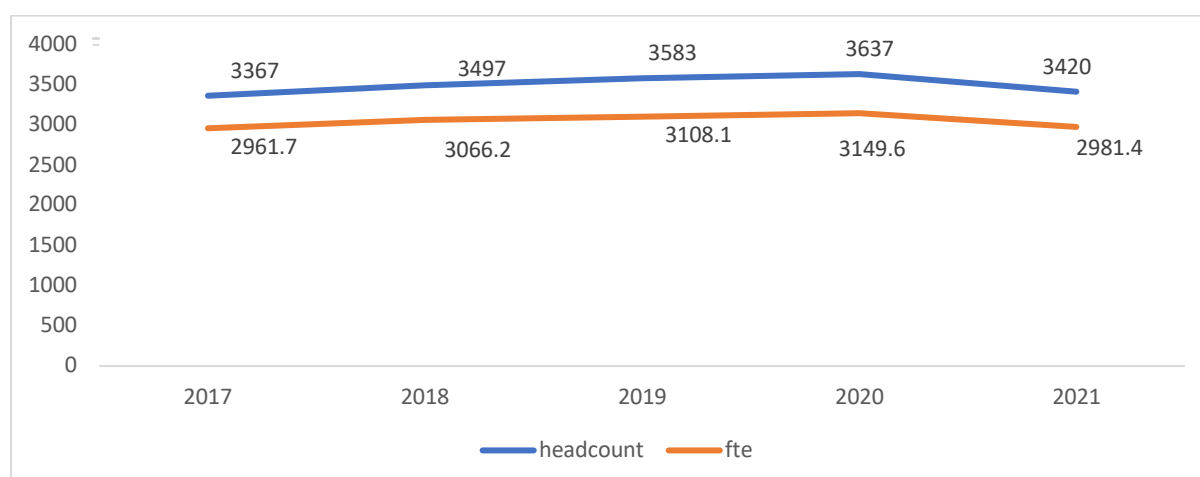


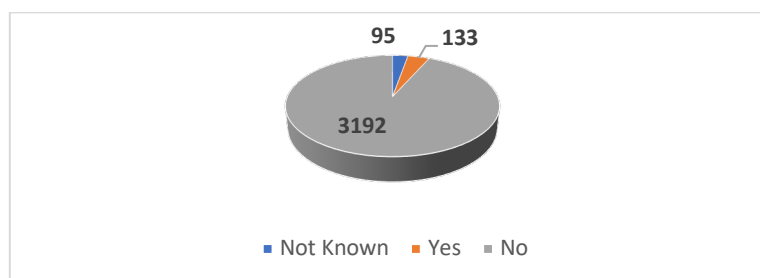
Table 1.1 represents the headcount of staff on the basis of protected characteristic (disclosed data) for the last 5 years:

Protected Characteristics	2017	2018	2019	2020	2021	5 year trend line
Self-cert disabled	2.90%	2.90%	4.20%	3.70%	3.90%	
Female	51.20%	50.80%	51.80%	51.70%	51.60%	
BAME	13.90%	14.10%	14.70%	15.60%	16.35%	
LGBT+	2.10%	2.70%	3.20%	3.10%	3.60%	

Disability

3.90% of University staff have disclosed a disability which is a small increase on the previous year of 0.2%. The largest proportion of disabled staff are employed in Professional Services within Grades 6, 7 & 8. Disability disclosure rates are highest among staff in the 35 to 49 age range. We do not currently collect data on disability type.

Figure 1.2 – Percentage of staff Self-Certified with a disability



Gender

We are required to collect data by gender and the results are provided below. Staff also have the option to declare if they are transgender or non-binary, for example and four members of staff have done so.

Figure 1.3 Gender Summary by Headcount / Academic / Professional Services

Headcount	Female	Female % of total	Male	Male % of total	total
Academic	477	36.2%	840	63.8%	1317
Support	1357	62.0%	833	38.0%	2190
Grand Total	1834	52.3%	1673	47.7%	3507

*Academic Staff include R&T, Research only and Teaching Only

Age

The age range of our staff profile has remained broadly the same over the last 5 years, with 35-49 being the most represented age group.

Figure 1.4 % Headcount by Age

Year	<= 34	<= 34 %	35 to 49	35 to 49 %	50 to 64	50 to 64 %	>= 65	>= 65 %	Total
2017	849	25.2%	1322	39.3%	1119	33.2%	77	2.3%	3367
2018	911	26.1%	1377	39.4%	1122	32.0%	87	2.5%	3497
2019	906	25.3%	1429	39.9%	1147	32.0%	101	2.8%	3583
2020	872	24.0%	1460	40.1%	1194	32.8%	111	3.1%	3637
2021	798	23.3%	1431	41.8%	1094	32.0%	97	2.8%	3420

Religion

Data capture on this category is improving with 3.5% more staff providing data on their religion than last year. Note that this is not a mandatory field.

Figure 1.5 Headcount by Religious Classification

Religion	Headcount	% of Population
Agnostic	206	6.0%
Any other religion or belief	52	1.5%
Atheist	266	7.8%
Buddhist	21	0.6%
Christian	1053	30.8%
Confucian	3	0.1%
Hindu	94	2.7%
Jewish	6	0.2%
Muslim	72	2.1%
No religion or belief	839	24.5%
Pagan	4	0.1%
Prefer not to say	198	5.8%
Sikh	19	0.6%
Not Known	587	17.2%
Grand Total	3420	100%

Ethnicity

16.3% of University staff identify as Black Asian or Minority Ethnic. (BAME). This is an increase of 0.8% on the previous year. 1.3% of staff choose not to declare their ethnicity, this is a reduction of 0.2% from the previous year (1.5% in 01/08/2020).

Figure 1.6 BAME breakdown by Grade (BAME Population and University Population)

Grade Level	% of total BAME Grade population	Grade Level	% of total University Grade population
1	9.4%	1	1.6%
2	1.4%	2	0.2%
3	5.7%	3	1.0%
4	7.0%	4	1.2%
5	10.1%	5	1.7%
6	25.4%	6	4.3%
7	22.3%	7	3.7%
8	12.0%	8	2.0%
9	6.4%	9	1.1%
Apprentice	0.2%	Apprentice	0.0%
Grand Total	100%	Grand Total	16.8%

* Please note that the percentage of the population of BAME staff shown across the University is slightly higher as employees can hold more than 1 position.

Sexual Orientation

74.7% have disclosed their sexual orientation which is an increase of 2.7% from last year. 3.6% of staff have identified as LGBT.

Figure 1.7 - LGBT+ Breakdown by Grade (LGBT Population and University Population)

Grade Level	% of total LGBT Grade population	Grade Level	% of total University Grade population
1	9.8%	1	0.4%
2	4.9%	2	0.2%
3	6.5%	3	0.2%
4	6.5%	4	0.2%
5	14.6%	5	0.5%
6	20.3%	6	0.7%
7	22.8%	7	0.8%
8	12.2%	8	0.4%
9	2.4%	9	0.1%
Grand Total	100%	Grand Total	3.6%

Figure 1.8 - LGBT+ by FTE over 5 Years

There has been a steady increase in the % of disclosing staff of the last 5 years

Year	% LGBT FTE
2017	2.4%
2018	2.6%
2019	2.9%
2020	3.0%
2021	3.6%

Leavers

Figure 1.9 – Leavers by Gender

Year	F leavers	F% of total	M Leavers	M% of total
2017	280	51.4%	265	48.6%
2018	280	49.2%	289	50.8%
2019	270	45.5%	323	54.5%
2020	292	48.9%	305	51.1%
2021	352	51.6%	330	48.4%

Figure 2.0 – Leavers by Disability

Year	Self-cert with a disability	% Self-cert with a disability	Not Declared with a Disability	% Not Declared with a Disability
2017	16	2.9%	505	92.7%
2018	17	3.0%	517	90.9%
2019	16	2.7%	557	93.9%
2020	32	5.4%	539	90.3%
2021	23	3.4%	659	96.6%

Figure 2.1 – Leavers by Ethnicity

This shows that the proportion BAME staff have left the institution in the last year is higher than the overall BAME staff population (which is 16.3%). This will be shared with the Race Equality Working Group and will be investigated further.

Year	BAME	% BAME	White	% White
2017	101	18.50%	436	80.00%
2018	114	20.00%	434	76.30%
2019	123	20.70%	457	77.10%
2020	128	21.40%	454	76.00%
2021	147	21.60%	527	77.30%

Figure 2.2 – Leavers by Age Range

There is a significant increase in the number and percentage of leavers in the “50 to 64” and 65+ age range and this can be attributed to the severance scheme during late 2020/early 2021.

Age Range	<= 34 leavers	<= 34 % of total	35 to 49 leavers	35 to 49 % of total	50 to 64 leavers	50 to 64 % of total	>= 65 leavers	>= 65 % of total
2017	257	47.2%	133	24.4%	118	21.7%	37	6.8%
2018	263	46.2%	161	28.3%	116	20.4%	29	5.1%
2019	293	49.4%	132	22.3%	131	22.1%	37	6.2%
2020	302	50.6%	160	26.8%	96	16.1%	39	6.5%
2021	287	42.1%	132	19.4%	204	29.9%	59	8.7%

Promotion

The table below details the total number of promotions to Chair, Reader and Senior Lecturer over the last 5 years. The total number of promotions in in 2021 have risen significantly (25.4% increase) compared to last year. There is an increase in the % of female promotions from 2020 to 2021.

Figure 2.4 Summary of staff promotions by ED characteristics

	BAME	Female	Male	Self Certified - Disability	Total Promotions
2017	13.3%	31%	69%	2%	45
2018	17.3%	33%	67%	4%	52
2019	24.3%	35%	65%		37
2020	22.0%	36%	64%	2%	59
2021	24.3%	42%	58%	3%	74

Disciplinary and Grievance

The numbers for both Disciplinary and Grievance cases are detailed below:

Disciplinary – percentage by Gender/Ethnic Group and Disability

Disciplinary	Female	Male	BAME	Self Certified with a Disability
2017	15.4%	84.6%	46.2%	7.7%
2018	30.0%	70.0%	10.0%	10.0%
2019	35.7%	64.3%	7.1%	
2020	36.4%	63.6%	18.2%	
2021	31.6%	68.4%	5.3%	

Grievance – percentage by Gender/Ethnic Group and Disability

Grievance	Female	Male	BAME	Self Certified with a Disability
2017	75.0%	25.0%	25.0%	
2018	40.0%	60.0%	20.0%	20.0%
2019	50.0%	50.0%		
2020	10.0%	90.0%	20.0%	
2021	37.5%	62.5%	12.5%	12.5%

The number of Grievance cases over the last 5 years is relatively low with the highest number of 10 cases in 2020.

The number of Disciplinary cases has had the highest increase in 2021 (11 cases in 2020 to 19 cases in 2021).