Newcastle
University

EQUALITY, DIVERSITY AND INCLUSION

Public Sector Equality Duty Equality Objectives

Annual reporting of equality and diversity information

Gender Pay Gap Report summary

Annual Report 2023

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INTRODUCTION

We now have an EDI Advisor who is responsible for developing and analysing our EDI data recognising the strategic importance of data in developing our actions.

The past year has seen global and national events that will have impacted on our students and colleagues. As a University of Sanctuary, we continue to work to ensure a welcoming environment; our dedicated Student and Wellbeing Advisor for those from a refugee and asylum background is key to this. We will continue to work closely with colleagues and students at our two overseas campuses in Malaysia and Singapore.

We recognise that there are areas requiring more work to ensure lasting change in EDI and these will be among our priorities for next year. We continue to have the strong support of our Executive Board.

I hope you find this report a valuable and helpful resource. My thanks to the many individuals from across the University including the EDI team, our EDI Networks, Inclusive Newcastle, Student Health and Wellbeing and our student leaders not only for the work they have contributed to this report, but also in supporting Newcastle University's commitment to develop an inclusive global University community.

I am pleased to introduce Newcastle University's 2022-23 Equality, Diversity and Inclusion Annual Report. In this year's report, we provide an update on our progress against our Public Sector Equality Duty Equality Objectives and our equality, diversity and inclusion (EDI) priorities for the year ahead. We also provide a summary with key findings of our equality and diversity data.

We have made progress in a number of areas including through refinements to our leadership programmes, our policy reviews, and in our approaches to recruitment and progression. We have established a Race Equality Charter Implementation and Action Group to oversee the delivery of our race equality actions. We are taking a different approach to tackling the Gender Pay Gap to more fully understand the issues driving the pay gap.

Professor Judith Rankin
Dean of Equality,
Diversity and Inclusion

KEY AREAS OF PROGRESS 2022-2023

Newcastle University is committed to developing a fully inclusive global University community in which colleagues and students from all sectors of society can thrive equally. Colleagues across the University have invested significant efforts and resources into making our culture more inclusive.

This section does not cover all we have done in relation to Equality, Diversity and Inclusion (EDI*), but instead sets out some of the highlights from our activity over the past academic year (AY). It is structured around our seven Public Sector Equality Duty (PSED) **Equality Objectives (EO1-7) 2020-2024** to demonstrate the progress we have made against these strategic objectives, which align with and support our **Institutional EDI Strategy**.

*See appendix 2 for full list of abbreviations.

EO1. Further develop an inclusive culture and one which does not tolerate hate crime, discrimination, victimisation or harassment

In 2022/23 we continued our work to create a respectful, inclusive campus environment where everyone can feel empowered to challenge and report bullying and harassment, discrimination, hate crime, and sexual violence.

The Dignity and Respect policy and procedure has been reviewed and renamed Bullying and Harassment. This is to ensure colleagues are clear on our zero-tolerance commitment and how allegations will be managed.

Further enhancements were made to our systems for reporting hate crime, discrimination, harassment, and victimisation, ensuring this is more closely aligned to existing internal reporting and support mechanisms.

Our Leading Through Values Programme aims to develop a values-based culture and has been delivered to over 300 leaders across the organisation. In addition, new training programmes for colleagues were developed to foster an inclusive culture, e.g., Language Matters and Conscious Inclusion at Work.

As part of our Research Culture work, we have created an action plan to challenge inappropriate behaviours. We also launched an **EDI Toolkit for Researchers** designed to help embed EDI in all aspects of research.

A Personal Relationships at Work policy was introduced, changes include a ban on personal relationships between colleagues and students where there is direct supervision.

As part of our Faith and Spirituality work, new chaplains have been introduced to represent Hindu, Sikh and Buddhist communities and cultures. Faith and food roadshow events were hosted to create a sense of communal belonging.

A newly devised Spiritual wellbeing toolkit has been developed, due for implementation across student health and wellbeing services in 2024. Newcastle University Students' Union (NUSU) further provides a Trans Fund for trans, non-binary, and students questioning their gender identity.

EO2. Increase representation of underrepresented protected characteristic groups among professional service and academic colleagues

In December 2022, the new recruitment webpage was launched with key consideration made around representation and inclusion. Further enhancements were made to the **EDI section on the recruitment landing page** to provide more detail to prospective candidates on our commitments to EDI. An Employer Brand campaign was also launched, using refreshed imagery and videos that are representative of our diverse community of colleagues.

We have provided additional financial support towards immigration costs to colleagues joining the University from overseas. There is now an interest free loan service for colleagues who need to pay for aspects of visa costs that are not currently covered by the visa reimbursement policy.

The loan scheme is proving especially beneficial for colleagues who are commencing employment on their Graduate Visas, allowing them to access the loan ahead of submitting further visa applications.

Recruitment Leads continued their partnership work with local charities and community groups to support widening our reach and attracting a more diverse range of candidates. This includes several recruitment open days where guaranteed interviews were given for attendees. Recruitment Leads have been working closely with hiring managers to design and deliver several assessment centres, different screening methodologies to move away from standard competency-based interviews throughout our business partnering.

EO3. Improve the progression of academic and professional service colleagues from protected characteristic groups into senior positions where underrepresentation has been identified

We redesigned our award-winning Inclusive Futures Leadership Development Programme to be more intersectional. This means that colleagues from all protected characteristics, who are often under-represented in leadership roles, are now offered the opportunity to attend an enhanced internal leadership programme.

In addition, colleagues can attend a range of external positive action programmes that support their leadership development. The first cohort under the redesigned programme will start in September 2023.

Further enhancements have been made to our academic promotions process, which includes encouraging colleagues to set up and use academic advisory panels. These panels can provide pre-application support for academic colleagues.

To date, our ongoing work to improve our promotions process has resulted in a 2%-point increase in the proportion of female Professors, from 32% in 2021/22 to 34% in 2022/23.

Building on our 2022/23 priority of improving pay inequality at the University and agreeing mechanisms to reduce the pay gap year on year, we have done further analysis on the GPG.

We have developed a separate GPG action plan, linking into the overall equality objectives. The plan is designed as a continuous and iterative process, to constantly assess and refine the content to ensure it stays true to the issues which are driving the pay gap and maintaining strategic alignment. It is envisaged this plan will be a living document with an ethos of continuous improvement.

EO4. Improve graduate outcomes for students with a protected characteristic

We have continued to focus on improving equity for students from underrepresented groups in Higher Education to enhance access and ensure success and progression from University. We have identified a range of activity to help meet our aims and targets which are set out in our **Access and Participation Plan (APP) 2020/21-2024/25**. The APP Working Group is currently considering progress against the delivery of actions and targets and has begun to explore the data evidence base for our APP renewal due in 2024.

We were awarded the Race Equality Charter (REC) Bronze Award in 2022 and have been working towards delivering on the action plan, which sets out key objectives including: increasing representation among student cohorts, creating safe spaces, and developing effective communications and reporting mechanisms.

We launched our Black Engineering Network following in-depth research led by Black and Global Majority engineering students.

This peer network aims to increase the sense of belonging for students from underrepresented groups or with protected characteristics.

We have further designed funding opportunities for Academic Societies to help mitigate the compounding challenges of financial constraints which some of these students may face. By tackling these challenges in the first semester we aim to make the transition to the academic environment easier.

We are part of the Pro North East (ProNE) project team, a collaboration among the five North East Universities and aims to widen access and participation for minoritised ethnic home UK students in postgraduate research. NUSU further launched the BAME* Community Fund, to support Black, Asian, and ethnic minority students attend conferences or events important for their career development, as well as to support societies to put on events that benefit Black, Asian and ethnic minority student groups and celebrate different cultures, heritages, and ethnicities.

EO5. Become a family-friendly organisation

Following the work from our 'For Families' project, we continue our work to become a family-friendly organisation. In 2022/23, our ongoing work to develop a suite of family policies was awarded the **2023 UHR excellence award** for Cultural Change and Organisational Development.

We undertook a comprehensive review in 2022-23 of the Returners Support Programme, which was launched in 2018 to provide funded support to colleagues returning from extended parental leave. A report with recommendations has been produced following the consultations and a range of enhancements to the policy will be introduced in 2023/24.

People Services have updated the website around flexible working, including new vodcasts in which colleagues from across the University share their experience with the Flexible Working policy and their perspective on the programme. Also, the Shared Parental Leave page has been updated including a vodcast in which the Shared Parental Policy is explained. The aims of these vodcasts are to better inform colleagues of their options and to encourage uptake.

EO6. Ensure all new and reviewed policies take into consideration EDI

Engagement and consultation activities with University stakeholders on the revised Equality Analysis process was continued in 2022/23. In line with this, the new Equality Analysis Template was launched in September 2022, accompanied by new guidance, resources, training, and management briefings.

A new Equality Analysis screening tool was made available, which draws on colleagues' knowledge and readily available information to support decision-making about whether an Equality Analysis is required or not. In addition, we continued growing the bank of completed Equality Analyses for colleagues to be used as example, and to be used as case studies for Equality Analysis training purposes. NUSU has in addition developed and launched their own Equality Analysis tool, based on the University's Equality Analysis, but adapted for their purposes.

We continue to undertake Equality Analysis on all new and revised University policies, and relevant strategies and processes. Recent examples include: the Grievance policy, Bullying and harassment policy, and Head and Arm Covering Policy for Students in the Clinical Environment.

EO7. Improve our EDI evidence base by enhancing systems and processes relating to EDI data capture, analysis, and reporting.

The University is committed to identifying and understanding any barriers that hinder the advancement and development of any colleague or student and our evidence base is key to enabling this. In line with this, we aspire to continually improve our data to further advance our understanding and ability to develop evidence-based activity and decision-making.

In 2022/23, work was undertaken to develop a Strategic Insights Portal, containing a core suite of dashboards including diversity data within the workforce planning dashboard and student education journey dashboards. These data dashboards will allow for identification and a better understanding of further actions needed to enhance inclusion for all colleagues and students.

A new functionality was launched to allow both colleagues and students to select multiple disabilities in our systems, and to allow us to report on this going forward. In addition, protected student characteristic data (i.e., religious belief, sexual orientation, gender affirmation) are now available in the Business Warehouse.

Faculties

As part of the University EDI Team, our three faculties have dedicated EDI Directors and Advisors and develop and deliver Faculty-wide and school or unit-level EDI activity for their students and colleagues, as well as supporting and enabling University-wide EDI initiatives. Examples include:

Monthly EDI newsletters, a series of pop-up events, stands, talks, social media campaigns, and the Faculty of Medical Sciences (FMS) also set up an EDI little library for students and colleagues.

All three faculties continued their gender equality work through the Athena Swan Charter submission process and action plans. Faculties have gathered new insights on EDI challenges by conducting Athena Swan culture surveys, focus groups, and workshops.

The Faculty of Science, Agriculture and Engineering (SAgE) carried out further data analysis using student's diversity data, which provided a better understanding of disability and particularly neurodiversity in STEM.

The Faculty of Humanities and Social Sciences (HaSS) has run a disclosure campaign at Faculty level and conducted a research project entitled "Being Disabled and Doing Research". The aim of the project was to gain insight into the experience of disabled, chronically ill and neurodivergent colleagues and postgraduate researchers (PGRs). Foundational work to plan next steps has been undertaken within SAgE in response to the research culture survey. In addition, following their surveys and additional focus groups, FMS has agreed their priority areas as part of their Equality Project, which feeds into both their Faculty priority documents and their 5-year Athena Swan action plan for 2024-29.

EDI networks

EDI Networks for colleagues and PGRs are essential to our work and contribute to the success of our University. The EDI Networks include: NU Race Equality Network (NU-REN), NU Women, NU Parents, NU Carers, Disability Interest Group (DIG), Rainbow@Ncl and NU TechNet.

In 2022/23, our Networks worked on strengthening their Steering Groups and developing resources to increase and enhance member engagement. Most Networks have adopted a co-chair model and have been re-establishing their steering group with focus on roles and responsibilities. NU-REN, NU Parents and NU TechNET have sent out a membership survey which helped to set their priorities.

The Networks continued to work with colleagues across the University to offer consultation on policies, procedures, and Charter work. NU-REN collaborated, for example, with the EDI team on the Race Equality Charter application. The DIG has also worked with the recruitment team on getting the Disability Confident status to be added to all job descriptions.

The Networks ran several events throughout 2022/23 and used a range of communication to promote their work and visibility, as well as increase membership.

Highlights include: a mentoring and sponsorship event hosted by NU-REN, aiming to support their members in their careers.

NU Women continued posting regular blogs and inviting guest speakers for their annual lectures.

NU Parents created a virtual community to bring colleagues together and facilitate research opportunities.

NU Carers ran a publicity campaign to promote the Carer's Passport during Carer's week. Rainbow@Ncl collaborated with LGBTQ+ staff networks from neighbouring universities (Durham, Sunderland, Teesside, and Northumbria) to organise the region's first LGBTQ+ Conference.

NU TechNet participated in the **Herschel programme** and secured for Newcastle University an allocation of 12 places which were all filled.

PRIORITIES FOR 2023/24

We will begin the process of revising our institutional EDI Strategic Plan in the year ahead. This will include a review of our Equality Objectives 2020-2024 and setting new objectives for 2024-2028.

We are launching our Strategic Insights Portal in 2023, containing dashboards including student and workforce diversity data. The dashboards will enable us to identify and monitor potential areas of risk and opportunity. We will be piloting a new approach to our colleague surveys, moving away from one large bi-annual survey to a series of bite-sized themed pulse surveys.

In recruitment and promotion, the focus is on reviewing our recruitment policy, guidance and training for managers. We will utilise our apprenticeship programmes to encourage applications from underrepresented groups. We plan to look at aspects of pay and related policies and procedures, such as starting salaries, the use of market related pay and attraction and retention strategies.

We will take a more in-depth analysis of our GPG data to look at differences at an occupational group level, alongside further updating guidance and support mechanisms for those applying for promotion. We are also aiming to create a foundation for a more sustainable and inclusive leadership pipeline through our talent and succession work.

We will progress the work in our REC action plan, make the final preparations for our next institutional Athena Swan application, and prepare a submission for Disability Confident level 2. Faculties will continue to support their Schools and Faculty level Athena Swan applications. Through working with our Rainbow@Ncl Network, we will also take a deeper dive into enhancing LGBTQ+ inclusion.

Networks are planning to organise more activities with the focus on increasing their visibility, bringing members together, providing peer-support and creating a greater sense of community.

From our student perspective, a review of the Access and Participation Plan (APP) will take place ahead of our next University APP submission. The work will be undertaken alongside student representatives. This is to ensure a collaborative approach to the design of interventions intended to remove barriers for students from underrepresented groups and those with protected characteristics. NUSU further hopes to encourage more Clubs and Societies to develop inclusive practice and policies, through their EDI Accreditation scheme and available funding.

DATA STATEMENT

- **The workforce diversity data is taken, using a snapshot of all regular employees based in the UK on 31st July 2023 (which covers the period 1st August 2022 to 31st July 2023). This date was chosen to align with annual HESA returns.**

- For our GPG Report, we report on the period 1st April 2022 to 31st March 2023, with our pay gap figures calculated using a snapshot of all eligible employees on 31st March 2023. This is the statutory reporting period set by the UK Government.

- **For individuals who have two contracts of employment, we have only kept the primary role (i.e., for most colleagues their first regular contract, unless the second regular contract becomes highest in fte). Prior to 2023 both roles have been included, counting individuals twice in the EDI annual headcount reports.**

- Where possible, the total workforce (N), sample size of the workforce (n) and proportions (%) are included in the data tables.

- **Protected characteristic proportions (%) are calculated including those who did share their information (including answer category 'prefer not to say') and those for whom we have not received any information.**

- Our colleagues can be broadly split into two major occupational groupings: Academic colleagues and Professional Services (PS) colleagues.

- **Our grading structure starts at grade A for PS colleagues and grade E for academic colleagues and progresses to I for both. We have some colleagues who are on grades outside our grading structure. Where possible, we have mapped these individuals to our grading structure based on equivalent pay and position to facilitate analysis.**

- We report on data pertaining to colleagues' sex (female/male) rather than their gender (e.g., man/woman/non-binary) as this is what the University currently collects from colleagues. Therefore, we use the language of female/male colleagues to describe our sex data in this report. We recognise sex does not equate with gender and that gender is not binary, and we aspire to enhance our data collection and reporting on gender data in the future.

- **We report on mid-level combined ethnic categories where numbers allow. Additionally, and where numbers are too small for more granular analysis, we aggregate all colleagues who identified as being from an ethnicity other than white into the grouping 'minoritised ethnic backgrounds.' It should be noted that we do not currently have a category for white minority/other white backgrounds in our system, so colleagues who identify as being from a minoritised white background may have identified as 'other ethnicity', which has been included in the grouping**

'minoritised ethnic backgrounds' or may have identified as white and be included in the white grouping. We recognise the limitations of an assumption that minority ethnic colleagues are a homogenous group, but our approach, as we nuance with time, will allow us to identify patterns of marginalisation relating to ethnicity. In our pay gap report, we combine all colleagues who have identified as being from minoritised ethnic backgrounds and compare with those who have identified as white. In future years, we aspire to use more granular ethnicity categories to analyse and report on our pay gaps.

- We are conscious of the limitations of our data regarding disability, for which we believe disclosure is low and therefore does not represent all our colleagues with a disability.

- **From 2022 onwards we can distinguish between "Prefer not to say" and "No response provided" for ethnicity and disability. In previous years these two categories were combined. For all other protected characteristics (except age and sex for which we have complete datasets), analysis prior to 2022 was already performed separately for colleagues who decided not to provide a response, rather than aggregating them into another category or removing them from the data.**

Total headcount 2022/23

6,395

2,863 ACADEMICS

3,532 PROFESSIONAL SERVICES

17.7%

17.7% of colleagues are nationalities other than 'British', (This group comes from 93 different countries outside the UK).
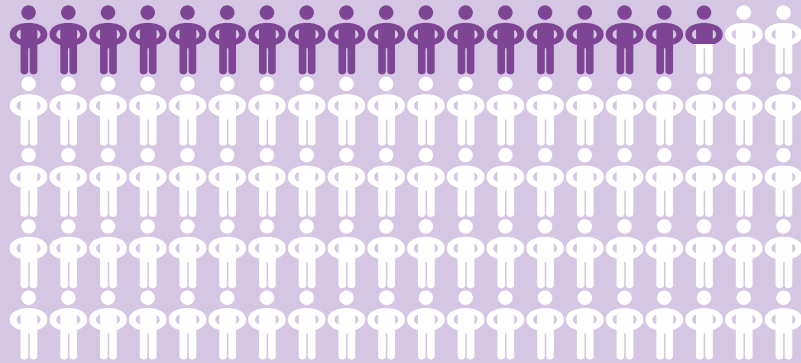
China, India and Germany are the top-3 countries of origin of our international colleagues.

Average age*

43.8

YEARS OLD

30.9% of colleagues are 50+ years old.

1.0%-point increase since 2019

PS job families

- Administration **66.3%**
- Maintenance **1.6%**
- Operational **16.0%**
- Technical/ Specialist **16.1%**

Academic contracts

- R&I **35.7%**
- T&R **49.6%**
- T&S **14.7%**

Marital status

24.9% of colleagues are married or in civil partnership.
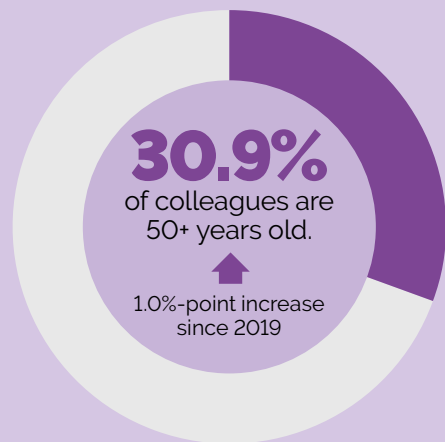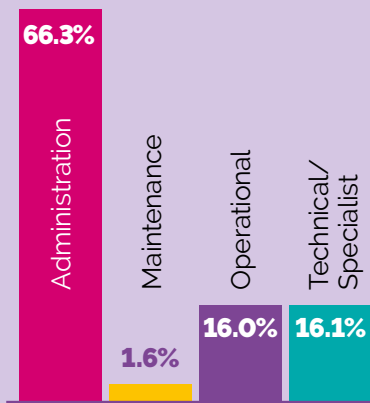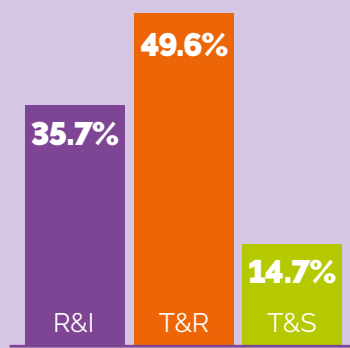
Maternity/ Pregnancy leave

176

colleagues went on maternity/ pregnancy leave, with an average duration of 38.1 weeks for academics and 41.4 weeks for PS colleagues.

Gender different from sex registered at birth

0.2%

47.1% of our colleagues shared their gender affirmation, a 6.6%-point increase in data sharing rate compared to 2022.
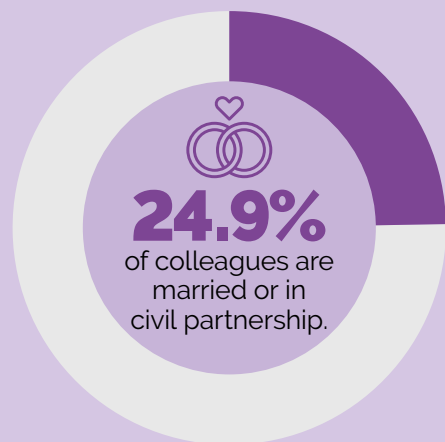
Sex

3,551 FEMALE

2,844 MALE
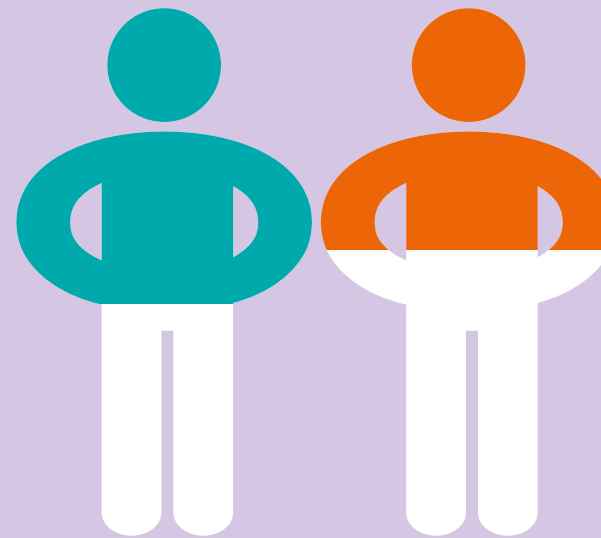
55.5%   **44.5%**

Overall, the University has seen a 1.5%-point increase in female colleagues since 2019.

For Academics, 47.6% is female (a 4.1%-point increase since 2019) and for PS 61.9% is female (a 1%-point decrease since 2019).

Religion

Christian, Any other religion or belief, and Hindu are the top-3 religion or beliefs.

48.1% of colleagues shared their religion, a 6% point increase in data sharing rate compared to 2022.

- **20.5%** religion.
- **22.4%** no religion.
- **5.1%** prefer not to say.
- **51.9%** no response.
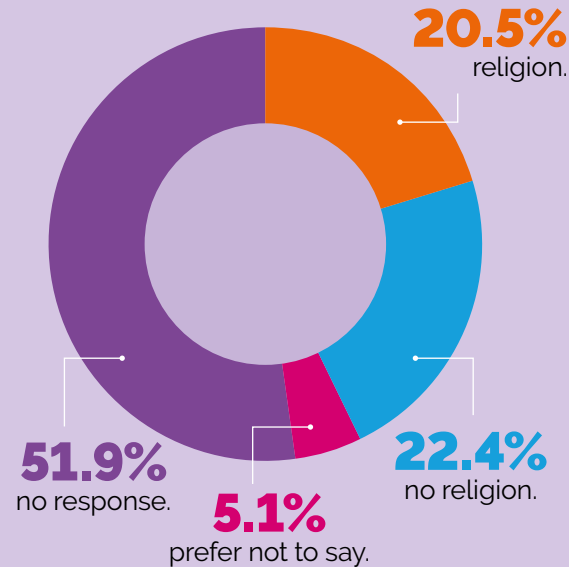
Disability status

Overall 4.4% of our colleagues have shared their disability status on their staff record. The most prevalent listed disability type declared by staff is long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease or epilepsy (accounting for 17% of all disabilities).

- **0.7%** no response.
- **4.4%** declared a disability.
- **3.4%** prefer not to say.
- **91.5%** no disability.
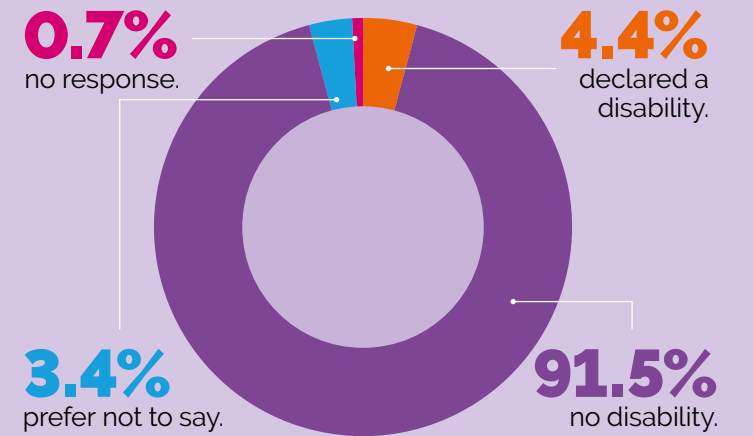
Ethnicity
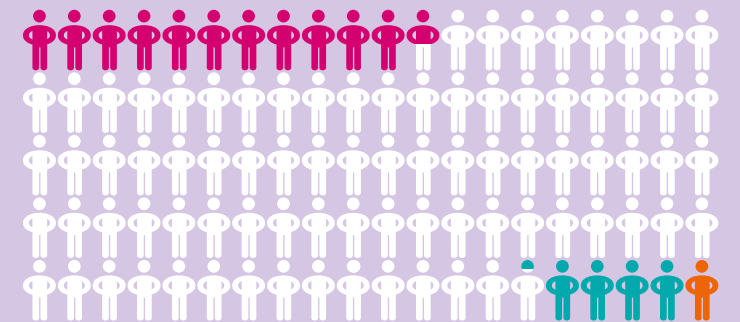
- **11.6%** Minoritised Ethnic
- **83.2%** White
- **4.2%** Prefer not to say
- **1.0%** No response

For academics, 18.4% of colleagues were from minoritised ethnic background, an increase of 4.2%-point since 2019. 6.1% of PS colleagues were from minoritised ethnic background, a 1.9%-point increase since 2019.

Sexual orientation

Heterosexual	**38.5%**
LGB+	**4.5%**
Prefer not to say	**5.1%**
No response	**51.9%**
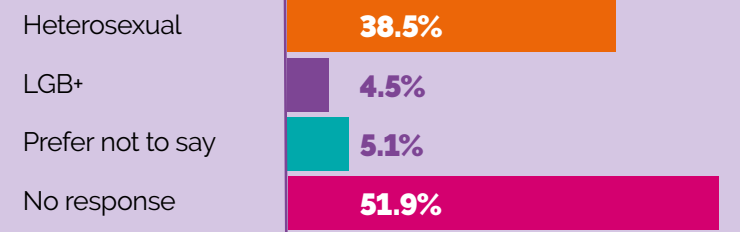
GENDER PAY GAP REPORT SUMMARY

The analysis for our Gender, Ethnicity and Disability pay gap and bonus pay gap analysis has been conducted following guidance published by the UK government on the gov.uk website.

Comparison table 2022 – 2023

	2022	2023			2022	2023	
GENDER PAY GAP (%)				**GENDER BONUS GAP (%)**			
Median	14.20	12.40	⬇	Median	-122.20	0.00	⬇
Mean	18.30	15.10	⬇	Mean	51.50	63.20	⬆
ETHNICITY PAY GAP (%)				**ETHNICITY BONUS GAP (%)**			
Median	-4.50	-2.90	⬇	Median	-13.30	0.00	⬇
Mean	-2.80	0.30	⬇	Mean	-68.60	-84.00	⬆
DISABILITY PAY GAP (%)				**DISABILITY BONUS GAP (%)**			
Median	8.30	8.30	➡	Median	0.00	-305.00	⬆
Mean	12.90	9.80	⬇	Mean	70.40	74.60	⬆

Gender

Headline figures comparing basic hourly pay of all colleagues inclusive of cash payments and allowances.

This year has seen a 3.2%-point decrease in our mean gender pay gap.

The median pay gap continues to decrease, reducing by a further 1.8%-point.

Median
14.2%
2022

Mean
18.3%
2022

12.4%
2023

15.1%
2023
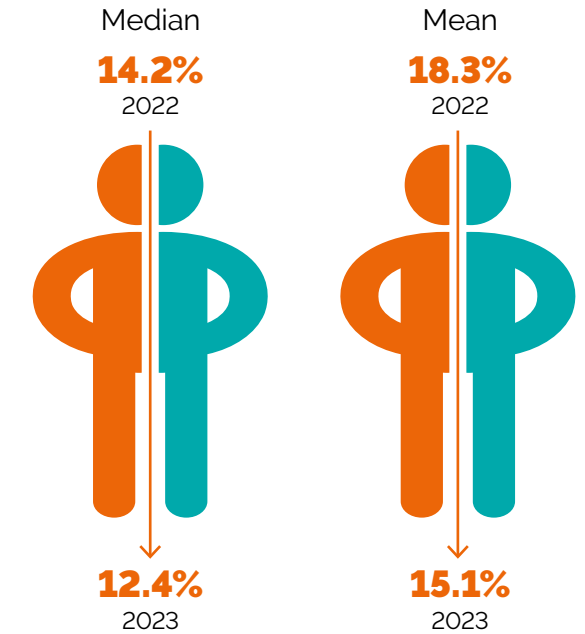
Pay Quartiles

Our overall gender distribution is 56% female and 44% male (unchanged from 2022).

The upper middle quartile is the only quartile to closely resemble this overall distribution, with just a 1%-point variation.

The largest differential from the overall picture is seen in the upper quartile, with a 14%-point variation.

There has been movement in all four quartiles from 2022 to 2023, the largest change being a 2%-point change in the upper middle quartile.

The female population has increased in the top half of the organisation (upper quartile and upper middle) while the male population has increased in the bottom half of the organisation (lower middle and lower quartile).

This population shift will be a major factor in the median and mean pay gaps reducing from 2022 to 2023.

Upper Quartile	58%	42%
Upper Middle	43%	57%
Lower Middle	39%	61%
Lower Quartile	35%	65%

■ % of Males in Quartile   ■ % of Females in Quartile
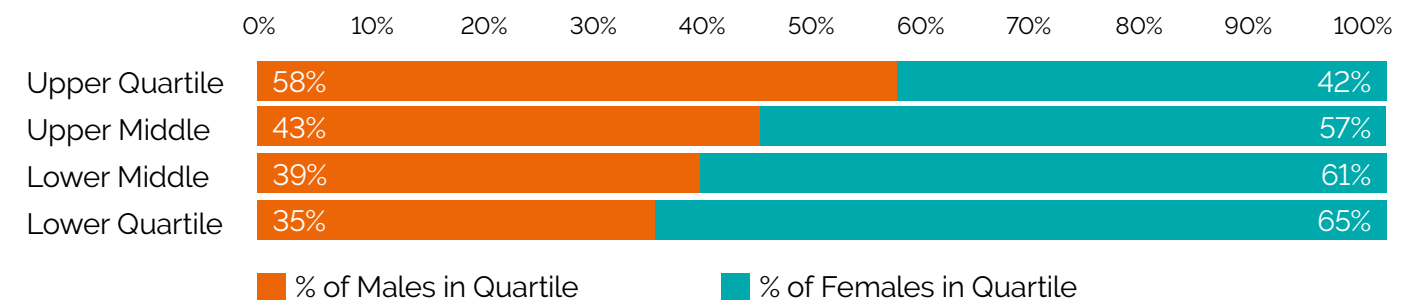
Gender Bonus Gap

Clinical excellence payments are not a University determined payment. When including clinical excellence payments, the median bonus gap has gone from 122.2% in favour of females in 2022 to no gap. The mean has increased from 51.5% in favour of males in 2022 to 63.2% (an increase of 11.7%-point). The median value for both males and females is £100, resulting in a median of 0.0%. The mean figure is driven by more males receiving large bonus payments through clinical excellence awards.

When excluding clinical excellence payments, the median bonus gap is unchanged at 0.0%. The mean bonus gap is 2.5% in favour of males (from 38.7% in favour of females in 2022). With 40 males and 9 females taken out of the calculations, as they received clinical excellence payments, the mean shifts heavily from 63.2% in favour of males to 2.5%.

The proportion of males receiving a bonus when including clinical excellence payments is 15%, this falls to 13% when excluding clinical excellence payments, a drop of 2%-point. In contrast the proportion of females receiving a bonus is 11% when including and 10% when excluding, a drop of 1%-point.

Clinical excellence included.

Median Gender Bonus Gap

0%

-50%   **0.0%** No gap.   +50%

+/- 100%

Mean Gender Bonus Gap

0%

-50%   **63.2%** In favour of men.   +50%

+/- 100%

Clinical excellence excluded.

Median Gender Bonus Gap

0%

-50%   **0.0%** No gap.   +50%

+/- 100%

Mean Gender Bonus Gap

0%

-50%   **2.5%** In favour of men.   +50%

+/- 100%

■ Male   ■ Female
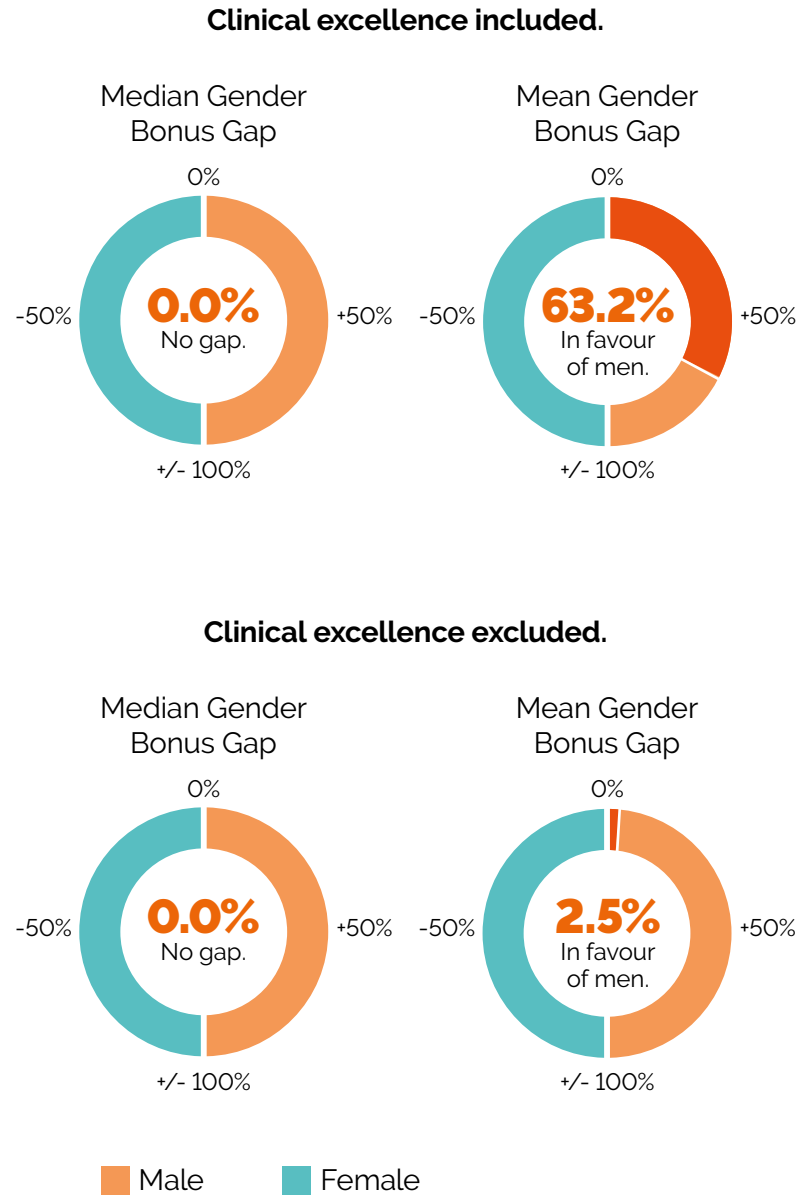
Ethnicity

When including clinical excellence payments, the median pay gap is 2.9% in favour of minoritised ethnic colleagues, and the mean pay gap is 0.3% in favour of white colleagues.

When excluding the clinical excellence payments, the median remains unchanged however the mean slightly decreases to 0.1%.

Clinical excellence included.

Median Ethnicity Pay Gap

0%

-50%   **2.9%** in favour of minoritised ethnic.   +50%

+/- 100%

Mean Ethnicity Pay Gap

0%

-50%   **0.3%** In favour of White.   +50%

+/- 100%

Clinical excellence excluded.

Mean Ethnicity Pay Gap

0%

-50%   **0.1%** In favour of White.   +50%

+/- 100%

■ White   ■ Minoritised ethnic

Pay Quartiles

Our overall ethnicity distribution, excluding not declared, is 88% white and 12% minoritised ethnic. No quartile mirrors this distribution. The largest differential continues to be seen in the lower quartile which has a distribution of 94% white colleagues and 6% minoritised ethnic (an increase of 1%-point since 2022).

The median pay gap has decreased since 2022 from 4.5% in favour of minoritised ethnic colleagues to 2.9%. The mean gap has decreased from 2.8% in favour of minoritised ethnic colleagues to 0.3%, but in favour of white colleagues. The mean and median moving in favour of white colleagues highlights a shift in population distribution; with increases in minoritised ethnic colleagues across all bar the upper quartile, which has seen a decrease of 1%-point.

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Upper Quartile	90%										10%
Upper Middle	86%										14%
Lower Middle	83%										17%
Lower Quartile	94%										6%

■ % of White in Quartile   ■ % of minoritised ethnic in Quartile
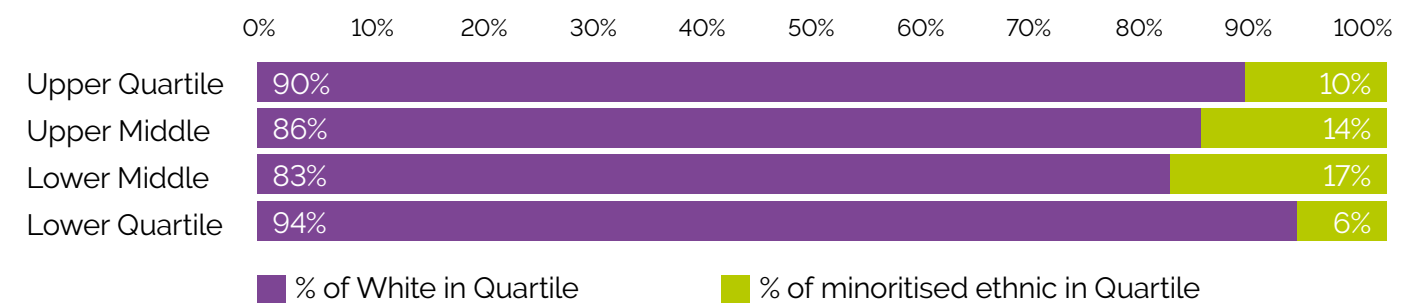
Ethnicity Bonus Gap

When including clinical excellence payments, the median bonus gap is 0.0% (down from 13.3% in favour of minoritised ethnic colleagues). The mean bonus gap is in favour of minoritised ethnic colleagues at 84.0% (up from 68.6% in 2022). Although we have a population split (excluding not declared), of 12% minoritised ethnic and 88% white the ratio of colleagues receiving bonus is 5:95. The mean value gap is due to the low representation of minoritised ethnic colleagues in the lower quartile.

When excluding clinical excellence payments, the median bonus gap remains unchanged. The mean bonus gap is 18.6% in favour of minoritised ethnic colleagues, a 65.4% swing from the figure including clinical excellence payments. The large difference between the mean bonus gap, when excluding clinical excellence payments, occurs due to the fact the top 25% of bonus payments are made to white colleagues.

Clinical excellence included.

Median Ethnicity Bonus Gap

-50%   0%   +50%

0.0%
No gap.

+/- 100%

Mean Ethnicity Bonus Gap

-50%   0%   +50%

84.0%
in favour of minoritised ethnic.

+/- 100%

Clinical excellence excluded.

Median Ethnicity Bonus Gap

-50%   0%   +50%

0.0%
No gap.

+/- 100%

Mean Ethnicity Bonus Gap

-50%   0%   +50%

18.6%
in favour of minoritised ethnic.

+/- 100%

■ White   ■ Minoritised ethnic

Disability

When including clinical excellence payments, the median pay gap is 8.3% and the mean pay gap is 9.8% in favour of non-disabled colleagues.

When excluding the clinical excellence payments, the median remains unchanged however the mean slightly reduces to 9.2%.

Clinical excellence included.

Median Disability Pay Gap

-50%   0%   +50%

8.3%
In favour of Non-Disabled.

+/- 100%

Mean Disability Pay Gap

-50%   0%   +50%

9.8%
In favour of Non-Disabled.

+/- 100%

Clinical excellence excluded.

Mean Disability Pay Gap

-50%   0%   +50%

9.2%
In favour of Non-Disabled.

+/- 100%

■ Non-Disabled   ■ Disabled
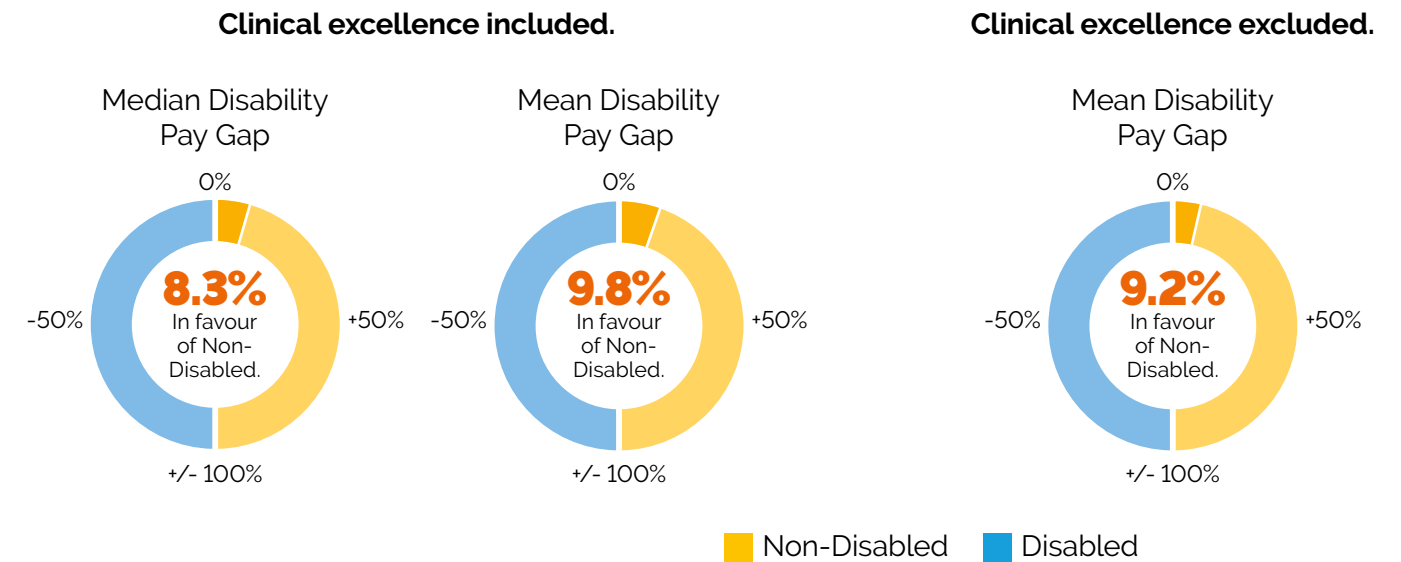
Pay Quartiles

Our overall disability distribution, excluding not declared, is 96% nondisabled and 4% disabled. The upper middle and upper quartile mirror this distribution. The lower quartile has an increased disabled population compared to the overall distribution at 6%, with the lower middle quartile having a disabled population at 5%.

The largest pay gap by quartile is seen in the upper quartile in favour of non-disabled colleagues, at 9.5% (down from 14.1% in 2022). The remaining quartiles report low mean and median pay gaps of less than 5%, with the lower half of the organisation reporting gaps in favour of disabled colleagues.

Non-disabled colleagues are equally represented across the organisation; however, disabled colleagues are not. The lower quartile holds 32% of the total disabled population, this falls off to 21% at the upper quartile.

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Upper Quartile	96%										4%
Upper Middle	96%										4%
Lower Middle	95%										5%
Lower Quartile	94%										6%

■ % of Non-Disabled in Quartile   ■ % of Disabled in Quartile
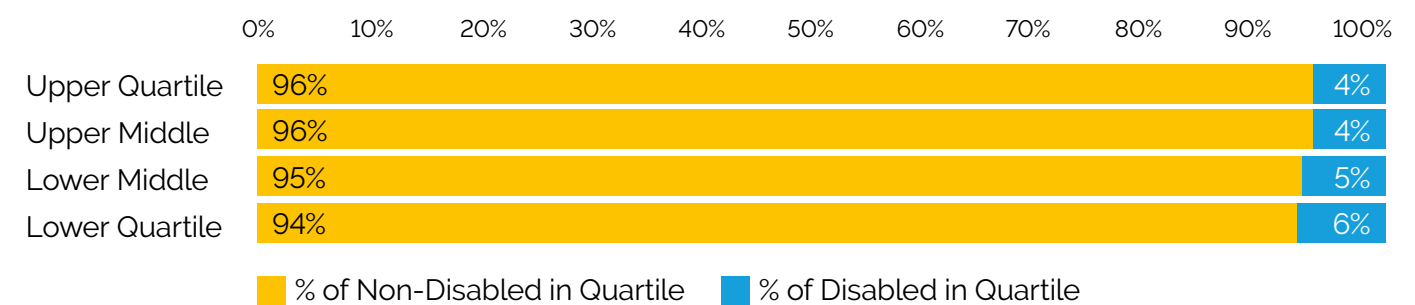
Disability Bonus Gap

When including clinical excellence payments, the median bonus gap is 305.0% in favour of disabled colleagues. The median bonus value for disabled colleagues is £405 and non-disabled colleagues is £100. The mean bonus gap is 74.6% in favour of nondisabled colleagues (up from 70.4%).

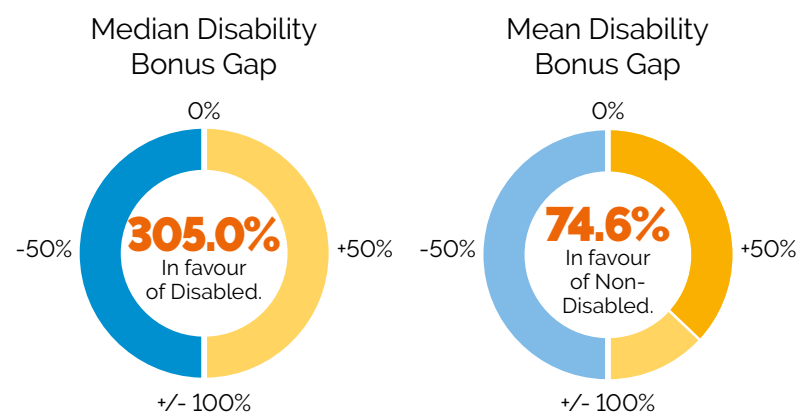When excluding clinical excellence payments, the median bonus gap remains unchanged. This is due to the nature of the measure, and with only non-disabled colleagues receiving clinical excellence payments, no change is seen.

The mean bonus gap is now 11.9% in favour of disabled colleagues, this is due to 39 clinical excellence payments to nondisabled colleagues being removed.

The proportion of disabled colleagues receiving bonus remains unchanged from 13% in both scenarios (same as 2022). The proportion of non-disabled colleagues drops from 14% to 13% with the removal of clinical excellence payments (13% to 12% in 2022), further explaining why the gap moves in favour of disabled colleagues.

Clinical excellence included.

Median Disability Bonus Gap

0%

-50%　　**305.0%** In favour of Disabled.　　+50%

+/- 100%

Mean Disability Bonus Gap

0%

-50%　　**74.6%** In favour of Non-Disabled.　　+50%

+/- 100%

Clinical excellence excluded.

Mean Disability Bonus Gap

0%

-50%　　**11.9%** In favour of Disabled.　　+50%

+/- 100%

■ Non-Disabled　■ Disabled

Appendix 1: Workforce diversity tables

Key

Academic: All colleagues with an academic contract

Academic contract types:
  T&R: Teaching and Research
  T&S: Teaching and Scholarship
  R&I: Research and Innovation

Age: Colleagues' age calculated at snapshot date (31st July 2023)

Civil partnership: Collected from 2023 onwards

Clinical: Clinical academics

Data sharing rate: The proportion of colleagues for whom we have a recorded response to this question in their staff record, including those who chose prefer not to say.

Disability:
• **Disabled:** These tables use the term 'disabled' to refer to colleagues who recorded an impairment, health condition or learning difference on their staff record.
• **No known disability:** No known disability refers to colleagues who had recorded as having no known impairment, health condition or learning difference on their staff record. We do not aggregate colleagues who preferred not to provide this information into this category.

Ethnicity:
• **Minoritised ethnic:** All colleagues who identified as being from an ethnicity other than white. It should be noted that we do not currently have a category for white minority/other white backgrounds in our system, so colleagues who identify as being from a minoritised white background may have identified as 'other ethnicity', which has been included in the grouping 'minoritised ethnic backgrounds', or may have identified as white and be included in the white grouping. We recognise the limitations of aggregating in this way but do so to identify patterns of marginalisation based on an individual's ethnic background. In future, we aim to analyse by combined ethnic groups.
• **South & Southeast Asian/South & Southeast Asian British:** Asian or Asian British - Indian, Pakistani and Bangladeshi
• **East Asian/East Asian British:** Chinese and other East Asian background

• **Black/African/Caribbean/Black British:** Black or Black British - African/Caribbean; other Black background
• **Mixed/multiple ethnic groups:** Mixed White and Asian; Mixed White and Black African; Mixed White and Black Caribbean; Other mixed background
• **Any ethnic group not considered above:** Arab/ Other ethnic background
• **White:** White

FMS: Faculty of Medical Sciences

Grading structure: Our grading structure starts at grade A for PS colleagues and grade E for academic colleagues and progresses to IB for both. We have some colleagues who are on grades outside our grading structure. Where possible, we have mapped these individuals to our grading structure based on equivalent pay and position to facilitate analysis.

HaSS: Faculty of Humanities and Social Sciences

…: We supress percentages based on 5 or less individuals to protect against over-interpretation of small numbers and colleagues' anonymity.

LGB+: Colleagues who identified as Lesbian, Gay, Bisexual or another sexuality except heterosexual

Nationalities:
*UK:** colleagues whose country of legal nationality is the UK, including the Channel Islands and Isle of Man.

*Non-UK:** colleagues whose country of legal nationality is a country other than the UK.

Prefer not to say: A recorded response in staff records, where colleagues actively reported to rather not share their information.

No response provided: Colleagues for whom we have no recorded response to this question in their staff record.

% ➔ : % based on row total

% ↓: % based on column total

PS: Professional Services colleagues

SAgE: Faculty of Science, Agriculture and Engineering

Age

All colleagues by age group over time, 2023 (N=6395)

	<=25		26-35		36-45		46-55		56-65		>=66	
	n	%	n	%	n	%	n	%	n	%	n	%
2019		4.1%		24.9%		28.1%		25.1%		15.8%		2.0%
2020		4.5%		25.0%		27.8%		24.1%		16.4%		2.2%
2021		3.5%		24.2%		28.6%		24.3%		16.8%		2.5%
2022	231	3.6%	1563	24.4%	1880	29.3%	1529	23.8%	1058	16.5%	154	2.4%
2023	256	4.0%	1538	24.1%	1858	29.1%	1514	23.7%	1079	16.9%	151	2.4%

All colleagues by age group and occupation, 2023 (Academics, n=2863; PS n=3532)

	<=25		26-35		36-45		46-55		56-65		>=66	
	n	%	n	%	n	%	n	%	n	%	n	%
Academic	34	1.2%	719	25.1%	924	32.3%	650	22.7%	441	15.4%	95	3.3%
PS	221	6.3%	819	23.2%	934	26.4%	864	24.5%	638	18.1%	56	1.6%

Colleagues on academic contracts only by age group, 2023 (n=2865)

	<=25		26-35		36-45		46-55		56-65		>=66	
	n	%	n	%	n	%	n	%	n	%	n	%
T&R	...	...	138	9.7%	473	33.3%	447	31.4%	301	21.2%	62	4.4%
T&S			72	17.1%	150	35.7%	104	24.8%	83	19.8%	11	2.6%
R&I	33	3.2%	509	49.8%	300	29.3%	103	10.1%	56	5.5%	22	2.2%

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

PS colleagues only by age group and job family, 2023 (n=3532)

	<=25		26-35		36-45		46-55		56-65		>=66	
	n	%	n	%	n	%	n	%	n	%	n	%
Administrative	135	5.8%	575	24.5%	703	30.0%	588	25.1%	327	14.0%	15	0.6%
Maintenance	9	15.5%	9	15.5%	4	6.9%	12	20.7%	20	34.5%	4	6.9%
Operational	28	5.0%	64	11.3%	95	16.8%	129	22.9%	216	38.3%	32	5.7%
Technical/Specialist	49	8.6%	171	30.2%	132	23.3%	135	23.8%	75	13.2%	5	0.9%

All colleagues by age and mode of employment, 2023 (Full-time n=4969; Part-time n=1426)

	<=25		26-35		36-45		46-55		56-65		>=66	
	n	%	n	%	n	%	n	%	n	%	n	%
Full-time	223	4.5%	1312	26.4%	1447	29.1%	1188	23.9%	734	14.8%	65	1.3%
Part-time	32	2.2%	226	15.8%	411	28.8%	326	22.9%	345	24.2%	86	6.0%

Average age of all colleagues by occupation and grade, 2023 (N=6395)

	Academic (n=2863)		PS (n=3532)		All colleagues	
	n	Average age (yrs)	n	Average age (yrs)	n	Average age (yrs)
GRADE A			331	51.3	331	51.3
GRADE B			163	45.6	163	45.6
GRADE C			454	43.0	454	43.0
GRADE D			624	40.3	624	40.3
GRADE E	13	32.2	634	41.1	647	41.0
GRADE F	964	35.9	803	42.3	1767	38.8
GRADE G	674	44.0	380	46.1	1054	44.8
GRADE H	499	48.2	91	48.4	590	48.2
GRADE I	713	53.0	52	51.3	765	52.9
All colleagues	**2863**	**44.2**	**3532**	**43.5**	**6395**	**43.8**

All colleagues by age and sex, 2023 (Female n=3551; Male n=2844)

	<=25		26-35		36-45		46-55		56-65		>=66	
	n	%	n	%	n	%	n	%	n	%	n	%
Female	157	4.4%	895	25.2%	1071	30.2%	835	23.5%	542	15.3%	51	1.4%
Male	98	3.4%	643	22.6%	787	27.7%	679	23.9%	537	18.9%	100	3.5%

Average age of all colleagues by occupation and sex, 2023 (N=6395)

	Academic		PS		All colleagues	
	n	Average age (yrs)	n	Average age (yrs)	n	Average age (yrs)
Female	1364	42.5	2187	43.3	3551	43.0
Male	1499	45.8	1345	43.8	2844	44.9
All colleagues	**2863**	**44.2**	**3532**	**43.5**	**6395**	**43.8**

Disability

All colleagues by disability status over time, 2023 (N=6395)

	2019	2020	2021	2022		2023	
	%	%	%	n	%	n	%
Disabled	3.6%	3.8%	4.0%	263	4.1%	283	4.4%
No known disability	93.9%	93.4%	92.6%	5919	92.3%	5850	91.5%
Prefer not to say	2.5%	2.7%	3.4%	227	3.5%	220	3.4%
No response provided				6	0.1%	42	0.7%
All colleagues				**6415**	**100%**	**6395**	**100%**
Data sharing rate				6409	99.9%	6353	99.3%

Breakdown of disability, 2023 (n=283)

	n	%
Blind or have a visual impairment uncorrected by glasses	…	…
D/deaf or have a hearing impairment	14	4.9%
Learning difference such as dyslexia, dyspraxia or AD(H)D	25	8.8%
Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease or epilepsy	48	17.0%
Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety	45	15.9%
Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying)	18	6.4%
Social/communication conditions such as a speech and language impairment or an autistic spectrum condition	13	4.6%
An impairment, health condition or learning difference not listed	117	41.3%
All colleagues who reported a disability on their staff records	**283**	**100%**

All colleagues by disability status and occupation, 2023 (Academics, n=2863; PS n=3532)

	Academic		PS	
	n	%	n	%
Disabled	113	3.9%	170	4.8%
No known disability	2621	91.5%	3229	91.4%
Prefer not to say	108	3.8%	112	3.2%
No response provided	21	0.7%	21	0.6%
All colleagues	**2863**	**100%**	**3532**	**100%**

Colleagues on academic contracts only by disability status, 2023 (n=2865)

	T&R		T&S		R&I	
	n	%	n	%	n	%
Disabled	57	4.0%	24	5.7%	32	3.1%
No known disability	1325	93.2%	385	91.7%	913	89.2%
Prefer not to say	38	2.7%	11	2.6%	59	5.8%
No response provided	…	…			19	1.9%

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

PS colleagues only by disability status and job family, 2023 (n=3532)

	Administrative		Maintenance		Operational		Technical/ Specialist	
	n	%	n	%	n	%	n	%
Disabled	127	5.4%	…	…	23	4.1%	18	3.2%
No known disability	2127	90.8%	56	96.6%	516	91.5%	530	93.5%
Prefer not to say	71	3.0%			22	3.9%	19	3.4%
No response provided	18	0.8%			…	…	…	…

All colleagues within the Faculties (academic and PS) by disability status, 2023 (n=4281)

	Academic		PS	
	n	%	n	%
HaSS	**937**		**314**	
Disabled	58	6.2%	22	7.0%
No known disability	839	89.5%	283	90.1%
Prefer not to say	38	4.1%	8	2.5%
No response provided	…	…	…	…
FMS	**1182**		**683**	
Disabled	35	3.0%	28	4.1%
No known disability	1093	92.5%	628	91.9%
Prefer not to say	43	3.6%	22	3.2%
No response provided	11	0.9%	…	…
SAgE	**737**		**428**	
Disabled	20	2.7%	18	4.2%
No known disability	683	92.7%	396	92.5%
Prefer not to say	26	3.5%	13	3.0%
No response provided	8	1.1%	…	…

Colleagues on academic contracts only by ethnicity, 2023 (Clinical n=231; Non-clinical n=2632)

	Full-time		Part-time	
	n	%	n	%
Disabled	210	4.2%	73	5.1%
No known disability	4556	91.7%	1294	90.7%
Prefer not to say	175	3.5%	45	3.2%
No response provided	28	0.6%	14	1.0%

Academic colleagues only by disability status and grade, 2023 (n=2863)

	Grade E		Grade F		Grade G		Grade H		Grade I	
	n	%	n	%	n	%	n	%	n	%
Disabled			36	3.7%	29	4.3%	27	5.4%	21	2.9%
No known disability	11	84.6%	854	88.6%	620	92.0%	453	90.8%	683	95.8%
Prefer not to say	…	…	55	5.7%	24	3.6%	19	3.8%	8	1.1%
No response provided			19	2.0%	…	…	…		…	…

PS colleagues only by disability status and grade, 2023 (n=3532)

	Grade A		Grade B		Grade C		Grade D		Grade E	
	n	%	n	%	n	%	n	%	n	%
Disabled	14	4.2%	10	6.1%	25	5.5%	31	5.0%	28	4.4%
No known disability	298	90.0%	144	88.3%	401	88.3%	571	91.5%	587	92.6%
Prefer not to say	17	5.1%	6	3.7%	21	4.6%	19	3.0%	17	2.7%
No response provided	…	…	…	…	7	1.5%	…	…	…	…

	Grade F		Grade G		Grade H		Grade I	
	n	%	n	%	n	%	n	%
Disabled	46	5.7%	11	2.9%	…	…	…	…
No known disability	732	91.2%	362	95.3%	83	91.2%	51	98.1%
Prefer not to say	22	2.7%	6	1.6%	…	…	…	…
No response provided	…	…	…	…	…	…		

Ethnicity or Ethnic Group

All colleagues by ethnicity over time, 2023 (N=6395)

	2019	2020	2021	2022		2023	
	%	%	%	n	%	n	%
White	**88.3%**	**87.9%**	**86.7%**	**5454**	**85.0%**	**5319**	**83.2%**
Minoritised ethnic	**8.8%**	**8.9%**	**9.3%**	**671**	**10.5%**	**742**	**11.6%**
South & Southeast Asian/South & Southeast Asian British	2.1%	2.2%	2.0%	157	2.4%	174	2.7%
East Asian/East Asian British	3.5%	3.6%	3.6%	241	3.8%	273	4.3%
Black/African/Caribbean/Black British	0.8%	0.8%	0.9%	63	1.0%	75	1.2%
Mixed/multiple ethnic groups	1.1%	1.2%	1.3%	96	1.5%	100	1.6%
Any ethnic group not considered above	1.3%	1.2%	1.5%	114	1.8%	120	1.9%
Prefer not to say	**3.0%**	**3.2%**	**4.0%**	**243**	**3.8%**	**270**	**4.2%**
No response provided				**47**	**0.7%**	**64**	**1.0%**
All colleagues				**6415**	**100%**	**6395**	**100%**
Data sharing rate				6368	99.3%	6331	99.0%

All colleagues by ethnicity and occupation, 2023 (Academics, n=2863; PS n=3532)

	Academic		PS	
	n	%	n	%
White	**2130**	**74.4%**	**3189**	**90.3%**
Minoritised ethnic	**528**	**18.4%**	**214**	**6.1%**
South & Southeast Asian/South & Southeast Asian British	124	4.3%	50	1.4%
East Asian/East Asian British	204	7.1%	69	2.0%
Black/African/Caribbean/Black British	50	1.7%	25	0.7%
Mixed/multiple ethnic groups	60	2.1%	40	1.1%
Any ethnic group not considered above	90	3.1%	30	0.8%
Prefer not to say	**166**	**5.8%**	**104**	**2.9%**
No response provided	**39**	**1.4%**	**25**	**0.7%**

Colleagues on academic contracts only by ethnicity, 2023 (Clinical n=231; Non-clinical n=2632)

	Clinical						Non-clinical					
	T&R		T&S		R&I		T&R		T&S		R&I	
	n	%	n	%	n	%	n	%	n	%	n	%
White	94	78.3%	51	89.5%	37	68.5%	1027	78.9%	288	79.3%	636	65.6%
Minoritised ethnic	16	13.3%	6	10.5%	12	22.2%	202	15.5%	54	14.9%	237	24.5%
Prefer not to say	10	8.3%			…	…	66	5.1%	20	5.5%	67	6.9%
No response provided			…	…	…	…	7	0.5%	…	…	29	3.0%

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

PS colleagues only by ethnicity and job family, 2023 (n=3532)

	Administrative		Maintenance		Operational		Technical/Specialist	
	n	%	n	%	n	%	n	%
White	2130	90.9%	53	91.4%	529	93.8%	477	84.1%
Minoritised ethnic	132	5.6%	…	…	22	3.9%	58	10.2%
Prefer not to say	61	2.6%	…	…	10	1.8%	30	5.3%
No response provided	20	0.9%			…	…	…	…

All colleagues within the Faculties (academic and PS) by ethnicity, 2023 (n=4281)

	Academic		PS	
	n	%	n	%
HaSS	**937**		**314**	
White	724	77.3%	287	91.4%
Minoritised ethnic	150	16.0%	20	6.4%
Prefer not to say	57	6.1%	6	1.9%
No response provided	6	0.6%	…	…
FMS	**1182**		**683**	
White	912	77.2%	601	88.0%
Minoritised ethnic	192	16.2%	62	9.1%
Prefer not to say	60	5.1%	17	2.5%
No response provided	18	1.5%	…	…
SAgE	**737**		**428**	
White	490	66.5%	383	89.5%
Minoritised ethnic	184	25.0%	24	5.6%
Prefer not to say	48	6.5%	18	4.2%
No response provided	15	2.0%	…	…

All colleagues by ethnicity and mode of employment, 2023 (Full-time n=4969; Part-time n=1426)

	Full-time		Part-time	
	n	%	n	%
White	4050	81.5%	1269	89.0%
Minoritised ethnic	652	13.1%	90	6.3%
Prefer not to say	218	4.4%	52	3.6%
No response provided	49	1.0%	15	1.1%

Academic colleagues only by ethnicity and grade, 2023 (n=2863)

	Grade E		Grade F		Grade G		Grade H		Grade I	
	n	%	n	%	n	%	n	%	n	%
White	7	53.8%	593	61.5%	520	77.2%	405	81.2%	605	84.9%
Minoritised ethnic	…	…	277	28.7%	109	16.2%	64	12.8%	75	10.5%
Prefer not to say	…	…	66	6.8%	39	5.8%	28	5.6%	30	4.2%
No response provided			28	2.9%	6	0.9%	…	…	…	…

PS colleagues only by ethnicity and grade, 2023 (n=3532)

	Grade A		Grade B		Grade C		Grade D		Grade E		Grade F	
	n	%	n	%	n	%	n	%	n	%	n	n
White	311	94.0%	144	88.3%	403	88.8%	563	90.2%	572	90.2%	713	88.8%
Minoritised ethnic	11	3.3%	9	5.5%	32	7.0%	37	5.9%	44	6.9%	58	7.2%
Prefer not to say	7	2.1%	8	4.9%	15	3.3%	15	2.4%	16	2.5%	29	3.6%
No response provided	…	…	…	…	…	…	9	1.4%	…	…	…	…

	Grade G		Grade H		Grade I	
	n	%	n	%	n	%
White	345	90.8%	88	96.7%	50	96.2%
Minoritised ethnic	22	5.8%	…	…	…	…
Prefer not to say	12	3.2%	…	…	…	…
No response provided	…	…	…	…	…	…

Intersectional: Disability, Ethnicity, and Sex

All colleagues by disability and sex, 2023 (Female n=3551; Male n=2844)

	Female			Male		
	n	%→	%↓	n	%→	%↓
Disabled	194	68.6%	5.5%	89	31.4%	3.1%
No known disability	3203	54.8%	90.2%	2647	45.2%	93.1%
Prefer not to say	132	60.0%	3.7%	88	40.0%	3.1%
No response provided	22	52.4%	0.6%	20	47.6%	0.7%

All colleagues by disability and ethnicity, 2023 (N=6395)

	White			Minoritised ethnic background			Prefer not to say			No response provided		
	n	%→	%↓	n	%→	%↓	n	%→	%↓	n	%→	%↓
Disabled	255	90.1%	4.8%	19	6.7%	2.6%	7	2.5%	2.6%	…	…	…
No known disability	4968	84.9%	93.4%	715	12.2%	96.4%	151	2.6%	55.9%	16	0.3%	25.0%
Prefer not to say	84	38.2%	1.6%	8	3.6%	1.1%	110	50.0%	40.7%	18	8.2%	28.1%
No response provided	12	28.6%	0.2%	…	…	…	…	…	…	28	66.7%	43.8%

All colleagues by ethnicity and sex, 2023 (Female n=3551; Male n=2844)

	Female			Male		
	n	%→	%↓	n	%→	%↓
White	3001	56.4%	84.5%	2318	43.6%	81.5%
Minoritised ethnic	384	51.8%	10.8%	358	48.2%	12.6%
Prefer not to say	133	49.3%	3.7%	137	50.7%	4.8%
No response provided	33	51.6%	0.9%	31	48.4%	1.1%

Gender Affirmation

All colleagues by gender affirmation over time, 2023 (N=6395)

	2019	2020	2021	2022		2023	
	%	%	%	n	%	n	%
Gender same as sex registered at birth	27.1%	28.8%	32.3%	2436	38.0%	2848	44.5%
Gender not same as sex registered at birth	...	...	0.1%	10	0.2%	12	0.2%
Prefer not to say	1.1%	1.2%	1.7%	154	2.4%	155	2.4%
No response provided	71.8%	69.9%	65.9%	3815	59.5%	3380	52.9%
All colleagues				**6415**	**100%**	**6395**	**100%**
Data sharing rate	28.2%	30.1%	34.1%	2600	40.5%	3015	47.1%

All colleagues by gender affirmation and occupation, 2023 (Academics, n=2863; PS n=3532)

	Academic		PS	
	n	%	n	%
Gender same as sex registered at birth	1136	39.7%	1712	48.5%
Gender not same as sex registered at birth	7	0.2%	...	...
Prefer not to say	86	3.0%	69	2.0%
No response provided	1634	57.1%	1746	49.4%

Colleagues on academic contracts only by gender affirmation, 2023 (n=2865)

	T&R		T&S		R&I	
	n	%	n	%	n	%
Gender same as sex registered at birth	457	32.1%	152	36.2%	530	51.8%
Gender not same as sex registered at birth	...	...	...	...	...	...
Prefer not to say	31	2.2%	6	1.4%	49	4.8%
No response provided	931	65.5%	261	62.1%	441	43.1%

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

PS colleagues only by gender affirmation and job family, 2023 (n=3532)

	Administrative		Maintenance		Operational		Technical/ Specialist	
	n	%	n	%	n	%	n	%
Gender same as sex registered at birth	1208	51.6%	14	24.1%	231	41.0%	259	45.7%
Gender not same as sex registered at birth	...	...	...	...	...	...	...	...
Prefer not to say	51	2.2%	...	...	7	1.2%	10	1.8%
No response provided	1080	46.1%	43	74.1%	326	57.8%	297	52.4%

All colleagues within the Faculties (academic and PS) by gender affirmation, 2023 (n=4281)

	HaSS		FMS		SAgE	
	n	%	n	%	n	%
Gender same as sex registered at birth	498	39.8%	898	48.2%	473	40.6%
Gender not same as sex registered at birth	...	...	...	...	...	...
Prefer not to say	31	2.5%	46	2.5%	30	2.6%
No response provided	718	57.4%	919	49.3%	658	56.5%

All colleagues within the Faculties (academic and PS) by gender affirmation, 2023 (n=4281)

	Full-Time		Part-Time	
	n	%	n	%
Gender same as sex registered at birth	2227	44.8%	621	43.5%
Gender not same as sex registered at birth	10	0.2%	...	...
Prefer not to say	121	2.4%	34	2.4%
No response provided	2611	52.5%	769	53.9%

Marital Status

All colleagues by marital status, 2023 (N=6395)

	n	%
Married or in Civil Partnership	1594	24.9%
Single	1465	22.9%
Widow	...	...
Prefer not to say	7	0.1%
No response provided	3328	52.0%
All colleagues	**6395**	**100%**
Data sharing rate	3067	48.0%

Nationality

International colleagues (n and %) - Top-10 nationalities only

Top-10	Nationality	n	as a % of international colleagues
1	Chinese	109	9.6%
2	Indian	92	8.1%
3	German	87	7.7%
4	American	65	5.7%
5	Irish	63	5.6%
6	Italian	60	5.3%
7	Spanish	47	4.2%
8	Greek	44	3.9%
9	Polish	42	3.7%
10	French	39	3.4%

Note. In total there are 1132 international colleagues, coming from 93 different countries outside of the UK.

All colleagues by UK/non-UK and occupation, 2023 (Academics, n=2863; PS n=3532)

	Academic		PS		All colleagues	
	n	%	n	%	n	%
Non-UK	886	30.9%	246	7.0%	1132	17.7%
UK	1977	69.1%	3286	93.0%	5263	82.3%

Pregnancy & Maternity

Parental leave taken during snapshot period of 1st August 2022 - 31st July 2023 (number of colleagues and number of occasions leave has been taken)

	Academic		PS		All colleagues	
	n	#occassions	n	#occassions	n	#occassions
Adoption leave	…	…	…	…	…	…
Maternity/Pregnancy leave	69	69	107	107	176	176
Paternity leave	45	45	28	28	73	73
Shared parental leave (paid or unpaid)	…	7	…	6	10	13
Unpaid parental leave			8	12	8	12
Short term carers leave (paid)	…	6	12	14	17	20

Note. Some colleagues have taken the same type of parental leave on more than one occasion (e.g., twice unpaid parental leave).

Religion and Belief

All colleagues by religion and belief over time, 2023 (N=6395)

	2019	2020	2021	2022		2023	
	%	%	%	n	%	n	%
Religion and belief	**12.8%**	**13.3%**	**15.1%**	**1147**	**17.9%**	**1314**	**20.5%**
Buddhist	0.2%	0.2%	0.2%	23	0.4%	22	0.3%
Christian	11.5%	11.3%	12.3%	859	13.4%	948	14.8%
Hindu	0.3%	0.3%	0.4%	37	0.6%	50	0.8%
Jewish	…	…	…	…	…	…	…
Muslim	0.4%	0.5%	0.4%	27	0.4%	26	0.4%
Sikh	…	…	…	…	…	…	…
Any other	0.5%	0.9%	1.8%	194	3.0%	260	4.1%
No religion	**14.0%**	**15.5%**	**17.1%**	**1246**	**19.4%**	**1432**	**22.4%**
Prefer not to say	**2.0%**	**2.4%**	**3.3%**	**306**	**4.8%**	**329**	**5.1%**
No response provided	**71.2%**	**68.8%**	**64.5%**	**3716**	**57.9%**	**3320**	**51.9%**
All colleagues	**100.0%**	**100.0%**	**100.0%**	**6415**	**100.0%**	**6395**	**100.0%**
Data sharing rate	28.8%	31.2%	35.5%	2699	42.1%	3075	48.1%

Note. Following HESA guidance, from 2023 'Spritual' is no longer included in a separate group category. For comparison purposes in this trend table, spiritual data have been merged into "any other" religion or beliefs

All colleagues by religion and belief and occupation, 2023 (Academics, n=2863; PS n=3532)

	Academic		PS	
	n	%	n	%
Religion and belief	513	17.9%	801	22.7%
No religion	594	20.7%	838	23.7%
Prefer not to say	154	5.4%	175	5.0%
No response provided	1602	56.0%	1718	48.6%

Colleagues on academic contracts only by religion and belief, 2023 (n=2865)

	T&R		T&S		R&I	
	n	%	n	%	n	%
Religion and belief	189	13.3%	68	16.2%	258	25.2%
No religion	257	18.1%	81	19.3%	256	25.0%
Prefer not to say	63	4.4%	11	2.6%	81	7.9%
No response provided	913	64.2%	260	61.9%	428	41.8%

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers

PS colleagues only by religion and belief and job family, 2023 (n=3532)

	Administrative		Maintenance		Operational		Technical/ Specialist	
	n	%	n	%	n	%	n	%
Religion and belief	532	22.7%	8	13.8%	136	24.1%	125	22.0%
No religion	621	26.5%	...	...	96	17.0%	118	20.8%
Prefer not to say	124	5.3%	...	...	12	2.1%	36	6.3%
No response provided	1066	45.5%	44	75.9%	320	56.7%	288	50.8%

All colleagues within the Faculties (academic and PS) by religion and belief, 2023 (n=4281)

	Academic		PS	
	n	%	n	%
HaSS	**937**		**314**	
Religion and belief	127	13.6%	68	21.7%
No religion	195	20.8%	98	31.2%
Prefer not to say	51	5.4%	10	3.2%
No response provided	564	60.2%	138	43.9%
FMS	**1182**		**683**	
Religion and belief	251	21.2%	178	26.1%
No religion	266	22.5%	174	25.5%
Prefer not to say	65	5.5%	33	4.8%
No response provided	600	50.8%	298	43.6%
SAgE	**737**		**428**	
Religion and belief	134	18.2%	76	17.8%
No religion	133	18.0%	101	23.6%
Prefer not to say	38	5.2%	23	5.4%
No response provided	432	58.6%	228	53.3%

All colleagues by religion and belief and mode of employment, 2023 (Full-time n=4969; Part-time n=1426)

	Full-Time		Part-Time	
	n	%	n	%
Religion and belief	985	19.8%	329	23.1%
No religion	1156	23.3%	276	19.4%
Prefer not to say	269	5.4%	60	4.2%
No response provided	2559	51.5%	761	53.4%

Sex

All colleagues by sex over time, 2023 (N=6395)

	2019	2020	2021	2022		2023	
	%	%	%	n	%	n	%
Female	54.1%	54.8%	55.2%	3579	55.8%	3551	55.5%
Male	45.9%	45.2%	44.8%	2836	44.2%	2844	44.5%

All colleagues by sex and occupation, 2023 (Academics, n=2863; PS n=3532)

		2019	2020	2021	2022		2023	
		%	%	%	n	%	n	%
Academic	Female	43.6%	44.9%	45.7%	1359	47.0%	1364	47.6%
	Male	56.4%	55.1%	54.3%	1531	53.0%	1499	52.4%
PS	Female	62.9%	63.0%	63.1%	2220	63.0%	2187	61.9%
	Male	37.1%	37.0%	36.9%	1305	37.0%	1345	38.1%

Colleagues on academic contracts only by sex, 2023 (n=2865)

	T&R		T&S		R&I	
	n	%	n	%	n	%
Female	552	38.8%	249	59.3%	565	55.2%
Male	870	61.2%	171	40.7%	458	44.8%

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

PS colleagues only by sex and job family, 2023 (n=3532)

	Administrative		Maintenance		Operational		Technical/ Specialist	
	n	%	n	%	n	%	n	%
Female	1733	74.0%	...	...	248	44.0%	204	36.0%
Male	610	26.0%	56	96.6%	316	56.0%	363	64.0%

All colleagues within the Faculties (academic and PS) by sex, 2023 (n=4281)

	Academic		PS	
	n	%	n	%
HaSS	**937**		**314**	
Female	497	53.0%	250	79.6%
Male	440	47.0%	64	20.4%
FMS	**1182**		**683**	
Female	658	55.7%	506	74.1%
Male	524	44.3%	177	25.9%
SAgE	**737**		**428**	
Female	204	27.7%	228	53.3%
Male	533	72.3%	200	46.7%

All colleagues by sex and mode of employment, 2023 (Full-time n=4969; Part-time n=1426)

	Full-Time		Part-Time	
	n	%	n	%
Female	2508	50.5%	1043	73.1%
Male	2461	49.5%	383	26.9%

Academic colleagues only by sex and grade, 2023 (n=2863)

	Grade E		Grade F		Grade G		Grade H		Grade I	
	n	%	n	%	n	%	n	%	n	%
Female	7	53.8%	545	56.5%	356	52.8%	195	39.1%	261	36.6%
Male	6	46.2%	419	43.5%	318	47.2%	304	60.9%	452	63.4%

PS colleagues only by sex and grade, 2023 (n=3532)

	Grade A		Grade B		Grade C		Grade D		Grade E	
	n	%	n	%	n	%	n	%	n	%
Female	179	54.1%	60	36.8%	317	69.8%	439	70.4%	404	63.7%
Male	152	45.9%	103	63.2%	137	30.2%	185	29.6%	230	36.3%

	Grade F		Grade G		Grade H		Grade I	
	n	%	n	%	n	%	n	%
Female	494	61.5%	214	56.3%	53	58.2%	27	51.9%
Male	309	38.5%	166	43.7%	38	41.8%	25	48.1%

Sexual Orientation

All colleagues by sexual orientation over time, 2023 (N=6395)

	2019	2020	2021	2022		2023	
	%	%	%	n	%	n	%
Heterosexual	**24.7%**	**26.0%**	**29.3%**	**2155**	**33.6%**	**2463**	**38.5%**
LGB+	**1.8%**	**2.2%**	**2.5%**	**226**	**3.5%**	**289**	**4.5%**
Bisexual	0.6%	0.8%	1.0%	98	1.5%	133	2.1%
Gay or lesbian	1.1%	1.2%	1.3%	112	1.7%	135	2.1%
Another sexuality	0.1%	0.2%	0.2%	16	0.2%	21	0.3%
Prefer not to say	**2.2%**	**2.7%**	**3.5%**	**311**	**4.8%**	**327**	**5.1%**
No response provided	**71.3%**	**69.1%**	**64.7%**	**3723**	**58.0%**	**3316**	**51.9%**
All colleagues	**100%**	**100%**	**100%**	**6415**	**100%**	**6395**	**100%**
Data sharing rate	28.7%	30.9%	35.3%	2692	42.0%	3079	48.1%

Note. Following HESA guidance, from 2023 there is one category 'Gay or lesbian'. Therefore, data for the categories Gay men and Gay women/lesbian that were separate prior to 2023 are merged into 'Gay or lesbian'.

All colleagues by sexual orientation and occupation, 2023 (Academics, n=2863; PS n=3532)

	Academic		PS	
	n	%	n	%
Heterosexual	975	34.1%	1488	42.1%
LGB+	130	4.5%	159	4.5%
Prefer not to say	159	5.6%	168	4.8%
No response provided	1599	55.9%	1717	48.6%

Colleagues on academic contracts only by sexual orientation, 2023 (n=2865)

	T&R		T&S		R&I	
	n	%	n	%	n	%
Heterosexual	391	27.5%	132	31.4%	454	44.4%
LGB+	51	3.6%	13	3.1%	66	6.5%
Prefer not to say	68	4.8%	10	2.4%	82	8.0%
No response provided	912	64.1%	265	63.1%	421	41.2%

Note. There are 9 senior administrative colleagues who are on T&R contract and therefore have been included in these numbers.

PS colleagues only by sexual orientation and job family, 2023 (n=3532)

	Administrative		Maintenance		Operational		Technical/ Specialist	
	n	%	n	%	n	%	n	%
Heterosexual	1042	44.5%	11	19.0%	222	39.4%	213	37.6%
LGB+	120	5.1%	…	…	12	2.1%	26	4.6%
Prefer not to say	111	4.7%	…	…	16	2.8%	39	6.9%
No response provided	1070	45.7%	44	75.9%	314	55.7%	289	51.0%

All colleagues within the Faculties (academic and PS) by sexual orientation, 2023 (n=4281)

	Academic		PS	
	n	%	n	%
HaSS	**937**		**314**	
Heterosexual	264	28.2%	134	42.7%
LGB+	51	5.4%	29	9.2%
Prefer not to say	60	6.4%	11	3.5%
No response provided	562	60.0%	140	44.6%
FMS	**1182**		**683**	
Heterosexual	459	38.8%	315	46.1%
LGB+	60	5.1%	37	5.4%
Prefer not to say	61	5.2%	33	4.8%
No response provided	602	50.9%	298	43.6%
SAgE	**737**		**428**	
Heterosexual	251	34.1%	161	37.6%
LGB+	19	2.6%	13	3.0%
Prefer not to say	38	5.2%	25	5.8%
No response provided	429	58.2%	229	53.5%

All colleagues by sexual orientation and mode of employment, 2023 (Full-time n=4969; Part-time n=1426)

	Full-Time		Part-Time	
	n	%	n	%
Heterosexual	1904	38.3%	559	39.2%
LGB+	245	4.9%	44	3.1%
Prefer not to say	264	5.3%	63	4.4%
No response provided	2556	51.4%	760	53.3%

Appendix 2: List of abbreviations

APP	Access and Participation Plan
AY	Academic year
DIG	Disability Interest Group
EDI	Equality, Diversity and Inclusion
FMS	Faculty of Medical Sciences
GPG	Gender pay gap
HaSS	Faculty of Humanities and Social Sciences
HE	Higher Education
LGB+	People who identify as lesbian, gay, bisexual or other sexualities except heterosexual
LGBTQ+	People who identify as lesbian, gay, bisexual, transgender, queer (or questioning), and other sexual identities
NU-REN	NU Race Equality Network
NUSU	Newcastle University Students' Union
PGRs	Postgraduate researchers
PS	Professional service colleagues
PSED	Public Sector Equality Duty
REC	Race Equality Charter
R&I	Academic colleagues on Research and Innovation contracts
SAgE	Faculty of Science, Agriculture and Engineering
T&R	Academic colleagues on Teaching and Research contracts
T&S	Academic colleagues on Teaching and Scholarship contracts