

## Equal Opportunities Monitoring Statistics 06-07

### 1. Annual statutory monitoring statistics

This report gives details of the 2006-2007 equal opportunities monitoring statistics. The completion of these statistics is a statutory requirement for a public institution.

The full statistics will be available online at <http://www.rhul.ac.uk/college-profile/equal-ops.html>.

### 2. Recruitment

There were 3,616 separate recorded applicants during the 12 month period, with 894 candidates short listed and 208 appointments.

#### 2.1 Ethnicity

64.41% of total applicants were declared as White, British/Irish, other;

Over 87% of total appointees were declared as White, British/Irish, other.

#### Academic:

802 Applied, 144 short listed, 37 appointed

Ethnicity	Academic		
	Applicants%	Shortlisted%	Appointed%
White British, Irish/other	75.68	83.33	83.78
Black African, Caribbean/other	1.99	0.69	0
Indian	2.7	1.38	2.7
Pakistani	0.2	0	0
Chinese	2.86	3.47	5.4
Bangladeshi	0.37	0.69	0
Asian other	2.49	0.69	2.7
Mixed	3.1	2.08	2.7
Unknown	10.47	7.64	2.7

#### Research:

383 Applied, 63 short listed, 21 appointed

Ethnicity	Research		
	Applicants%	Shortlisted%	Appointed%
White British, Irish/other	52.2	76.2	95.2
Black African, Caribbean/other	6.2	4.7	0
Indian	12.27	1.58	0
Pakistani	2.3	0	0
Chinese	8.35	6.3	0
Bangladeshi	0.26	0	0
Asian other	4.96	3.17	0
Mixed	1.82	1.58	4.8
Unknown	13.05	6.3	0

**ALC:**

583 applied, 155 short listed, 28 appointed

Ethnicity	ALC		
	Applicants%	Shortlisted%	Appointed%
White British, Irish/other	61.7	76.12	82.1
Black African, Caribbean/other	6.0	6.45	0
Indian	9.4	5.2	7.1
Pakistani	3.1	0	0
Chinese	2.4	1.9	7.1
Bangladeshi	0.3	0.64	0
Asian other	2.0	3.8	0
Mixed	1.0	0.64	0
Unknown	13.9	5.2	3.6

**ORS:**

189 applied, 47 short listed, 13 appointed

Ethnicity	ORS		
	Applicants%	Shortlisted%	Appointed%
White British, Irish/other	68.7	82.9	84.6
Black African, Caribbean/other	2.6	0	0
Indian	6.9	2.1	0
Pakistani	2.1	0	0
Chinese	3.2	2.1	7.7
Bangladeshi	0.5	0	0
Asian other	6.3	10.6	7.7
Mixed	1.6	2.1	0
Unknown	7.9	4.2	0

**Manual:**

200 applied, 102 short listed, 21 appointed

Ethnicity	Manual		
	Applicants%	Shortlisted%	Appointed%
White British, Irish/other	47.5	63.7	95.2
Black African, Caribbean/other	5.5	3.9	0
Indian	3	4.9	4.8
Pakistani	1.5	0	0
Chinese	0	0	0
Bangladeshi	0	0	0
Asian other	3	0	0
Mixed	1	0	0
Unknown	38.5	27.45	0

**Technical:**

155 applied, 49 short listed, 8 appointed

Ethnicity	Technical		
	Applicants%	Shortlisted%	Appointed%
White British, Irish/other	56.8	73.45	75
Black African, Caribbean/other	1.9	0	0

Indian	9.6	4.1	12.5
Pakistani	6.4	4.1	0
Chinese	2.5	4.1	0
Bangladeshi	1.9	4.1	0
Asian other	6.45	8.2	12.5
Mixed	0.6	2	0
Unknown	13.5	0	0

**CRA:**

1304 applied, 334 short listed, 80 appointed

Ethnicity	CRA		
	Applicants%	Shortlisted%	Appointed%
White British, Irish/other	66.02	83.5	87.5
Black African, Caribbean/other	3.75	2.7	2.5
Indian	4.5	2.4	2.5
Pakistani	3.8	1.2	1.25
Chinese	4.9	1.5	1.25
Bangladeshi	0.9	1.5	1.25
Asian other	2.5	1.5	2.5
Mixed	0.9	0.6	1.25
Unknown	12.5	5.1	0

**2.2 Disability**

84 known disabled applications, 23 short listed, 5 appointed

**Academic:**

20 applied, 4 short listed, 2 appointed

Disability	Academic		
	Applicants%	Shortlisted%	Appointed%
Yes	2.5	2.7	5.4
No	83	90.2	91.9
Unknown	14.5	6.9	2.7

**Research:**

6 applied, 1 short listed, 0 appointed

Disability	Research		
	Applicants%	Shortlisted%	Appointed%
Yes	1.5	1.6	0
No	69.5	88.8	100
Unknown	28.9	9.5	0

**ALC:**

15 applied, 4 short listed, 1 appointed

Disability	ALC		
	Applicants%	Shortlisted%	Appointed%
Yes	2.5	2.6	3.5
No	76.15	87.1	96.5
Unknown	21.2	10.3	0

**ORS:**

6 applied, 1 short listed, 0 appointed

Disability	ORS		
	Applicants%	Shortlisted%	Appointed%

Yes	3.2	2.1	0
No	79.4	87.2	100
Unknown	17.5	10.6	0

**Manual:**

0 applied, 0 short listed, 0 appointed

Disability	Manual		
	Applicants%	Shortlisted%	Appointed%
Yes	0	0	0
No	49.5	64.7	95.2
Unknown	50.5	35.3	4.8

**Technical:**

3 applied, 1 short listed, 0 appointed

Disability	Technical		
	Applicants%	Shortlisted%	Appointed%
Yes	1.9	2.0	0
No	71.6	94	100
Unknown	26.5	4.0	0

**CRA:**

33 applied, 12 short listed, 2 appointed

Disability	CRA		
	Applicants%	Shortlisted%	Appointed%
Yes	0.1	3.6	2.5
No	76.6	87.1	97.5
Unknown	20.8	9.3	0

**Total**

Disability	Total		
	Applicants%	Shortlisted%	Appointed%
Yes	2.25	2.4	2.1
No	76.0	86	97.1
Unknown	21.7	11.5	0.8

**2.3 Gender**

1684 applications were from men, 389 of whom were short listed & 84 appointed. 1829 applications were from females, 499 of whom were short listed & 124 appointed.

**Academic**

Gender	Academic		
	Applicants %	Shortlisted %	Appointed %
Male	53.9	57.6	67.6
Female	43.4	39.6	32.4
Unknown	2.6	2.8	0

**Research**

Gender	Research		
	Applicants %	Shortlisted %	Appointed %
Male	48.6	41.3	33.3
Female	44.1	57.1	66.7
Unknown	7.3	1.6	0

## ALC

Gender	ALC		
	Applicants %	Shortlisted %	Appointed %
Male	53.2	43.8	39.3
Female	43.2	56.2	60.7
Unknown	3.6	0	0

## ORS

Gender	ORS		
	Applicants %	Shortlisted %	Appointed %
Male	44.4	29.8	23.1
Female	53.5	70.2	76.9
Unknown	2.1	0	0

## Manual

Gender	Manual		
	Applicants %	Shortlisted %	Appointed %
Male	86	85.3	80.9
Female	13.5	13.7	19.1
Unknown	0.5	1.0	0

## Technical

Gender	Technical		
	Applicants %	Shortlisted %	Appointed %
Male	69.7	75.5	75
Female	22.6	24.5	25
Unknown	7.7	0	0

## CRA

Gender	CRA		
	Applicants %	Shortlisted %	Appointed %
Male	29.9	22.2	18.75
Female	68.7	77.8	81.25
Unknown	1.2	0	0

## Total

Gender			
	Applicants %	Shortlisted %	Appointed %
Male	50.5	43.5	40.4
Female	46.5	55.8	59.6
Unknown	3	0.6	0

## 2.4 Age

### Academic & research

Age	%Academic			%Research		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
16-20	0	0	0	0	0	0
21-30	16.9	12.5	18.9	43	52.3	76.2
31-40	41.6	48.6	35.1	32	33.3	23.8
41-50	25.6	25.6	32.4	8.6	7.9	0
51-60	10.5	9.7	10.8	3.6	4.7	0
61-70	0.9	1.4	2.7	0	0	0

70+	4.4	2	0	12.5	1.6	0
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### ALC & ORS

Age	%ALC			%ORS		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
16-20	0.1	0	0	0	0	0
21-30	28.6	31.6	53.6	25.4	23.4	30.7
31-40	29.3	24.5	10.7	33.3	31.9	38.5
41-50	20.4	23.8	25	18.5	21.3	15.4
51-60	10.9	14.8	7.2	14.8	21.3	15.4
61-70	1.2	0.6	3.6	0.5	0	0
70+	9.2	4.5	0	7.4	2.1	0

### Manual & Technical

Age	%Manual			%Technical		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
16-20	12.5	19.6	28.5	1.9	2	12.5
21-30	20	11.7	19	46.5	42.8	12.5
31-40	16	15.7	23	23.8	34.7	62.5
41-50	14	15.7	19	12.9	16.3	12.5
51-60	12.5	17.6	9.5	5.2	2	0
61-70	2.5	0.9	0	0.6	0	0
70+	22.5	15.7	0	9	2	0

### Clerical & Total

Age	%Clerical			%TOTAL		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
16-20	1.7	0.9	0	1.4	2.7	3.4
21-30	44.2	41.3	38.75	33.3	31.5	37.5
31-40	18.5	20.6	28.75	27.7	27.5	28.4
41-50	16.9	20.6	21.25	18.3	20.3	20.7
51-60	10.1	13.6	10	9.8	12.4	8.6
61-70	1.2	1.5	1.25	1.0	1.3	1.4
70+	7.4	2.4	0	8.5	4.1	0

### 2.5 Carer Status

413 applications had declared carer status, 114 were short listed & 22 were appointed.

### Academic & research

Carer	%Academic			%Research		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
Yes	14.9	15.3	18.9	8.8	6.3	0
No	44.2	40.9	32.4	47.25	52.4	47.7
Unknown	40.8	43.75	48.6	43.8	41.3	52.4

### ALC & ORS

Carer	%ALC			%ORS		
	Applicants	Shortlisted	Appointed	Applicants	Shortlisted	Appointed
Yes	9.7	11.7	3.6	14.3	4.3	0
No	42.4	41.3	32	50.8	48.9	53.8
Unknown	47.8	47	64	34.9	46.8	46.2

### Manual & Technical

Carer	% Manual			% Technical		
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	<b>Applicants</b>	<b>Shortlisted</b>	<b>Appointed</b>	<b>Applicants</b>	<b>Shortlisted</b>	<b>Appointed</b>
Yes	7	9.8	5	9	12.3	0
No	30	39	47.5	41.9	53	75
Unknown	63	50.9	47.5	49	34.7	25

### Clerical & Total

<b>Carer</b>	<b>% Clerical</b>			<b>%Total</b>		
	<b>Applicants</b>	<b>Shortlisted</b>	<b>Appointed</b>	<b>Applicants</b>	<b>Shortlisted</b>	<b>Appointed</b>
Yes	11.3	15.6	16.25	11.5	12.8	10.6
No	43.5	42.2	36.25	43.4	43.2	39.9
Unknown	45.2	42.2	47.5	45.1	44	49.5

### 3. Staff in Post as at 31<sup>st</sup> August 2007

1421 staff of which 465 academic, 202 ALC, 299 clerical, 163 M & A, 82 ORS, 139 Research, & 71 Technical.

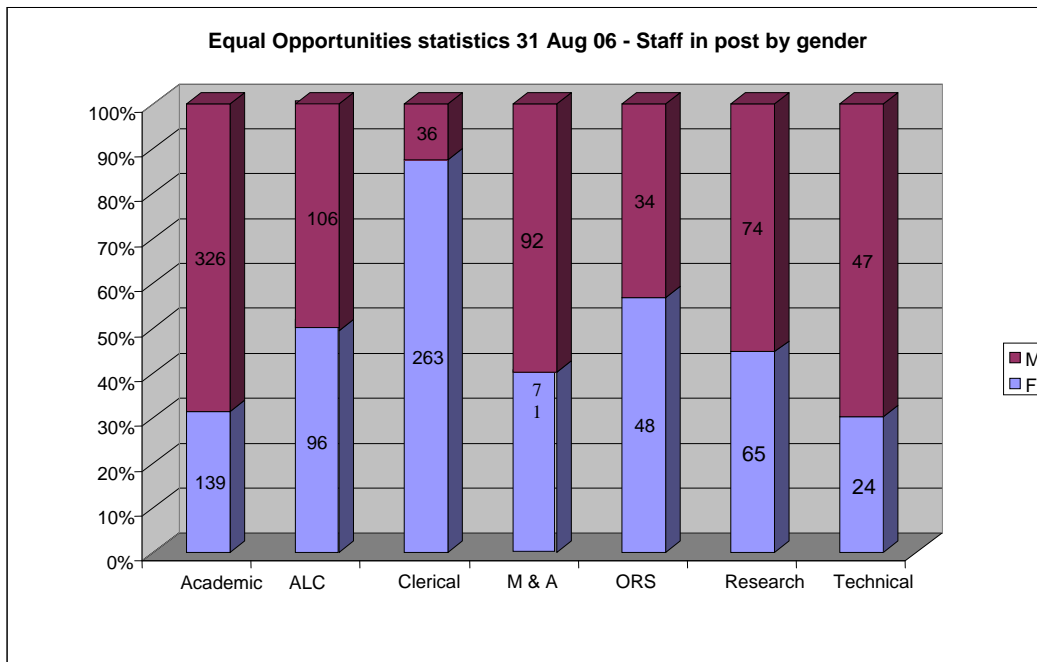
#### 3.1 Ethnicity

1243 staff white, 16 staff black African/Caribbean, 32 Indian, 7 Pakistani, 34 Chinese, 1 Bangladeshi, 26 of other Asian background, 29 mixed race, 33 not known.

<b>Ethnicity</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
	<b>Academic</b>	<b>ALC</b>	<b>Clerical</b>	<b>M &amp; A</b>
White British, Irish/other	87.9	90	89.9	84
Black African, Caribbean/other	1.3	0.5	1.3	3
Indian	1.9	3.5	2	2.5
Pakistani	0.4	0.5	0	1.2
Chinese	2.1	2.5	1.3	0
Bangladeshi	0	0	0.3	0
Asian other	0.8	0.5	1.7	2.5
Mixed	2.1	0.5	2	3.7
Unknown	3.2	1.9	1.3	3
	<b>ORS</b>	<b>Research</b>	<b>Technical</b>	<b>TOTAL STAFF</b>
White British, Irish/other	73.2	88.5	98.7	87.5
Black African, Caribbean/other	0	0	0	1
Indian	3.6	0.7	2.8	2
Pakistani	0	0	2.8	0.5
Chinese	8.5	5	1.4	2
Bangladeshi	0	0	0	0.7
Asian other	8.5	2	2.8	1.8
Mixed	4.8	1.5	0	2
Unknown	1	2.2	1.4	2.3

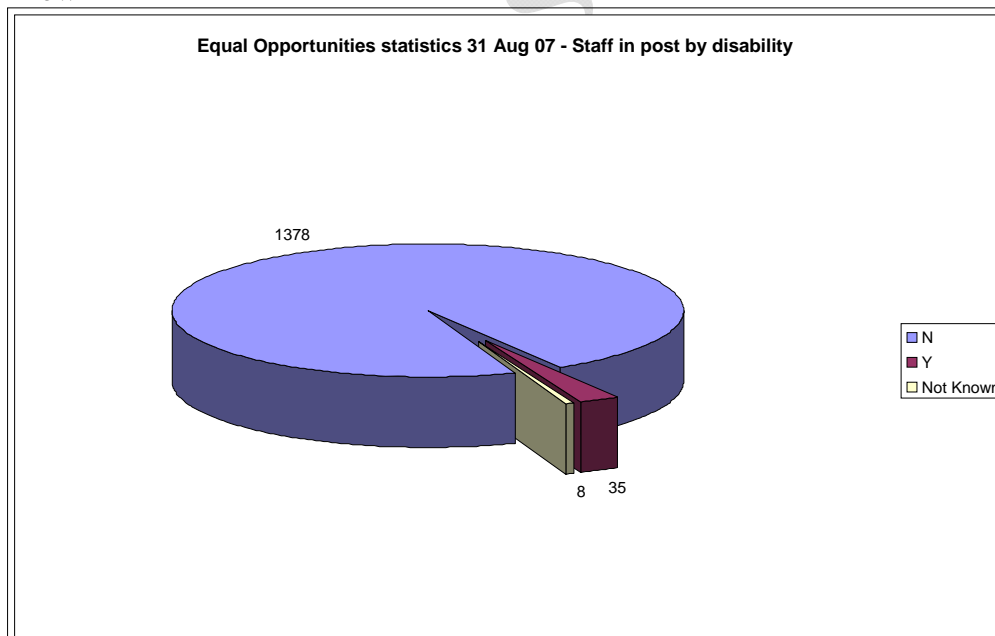
### 3.2 Gender

706 female staff (49.7%), 715 male staff (50.3%)



### 3.3 Disability

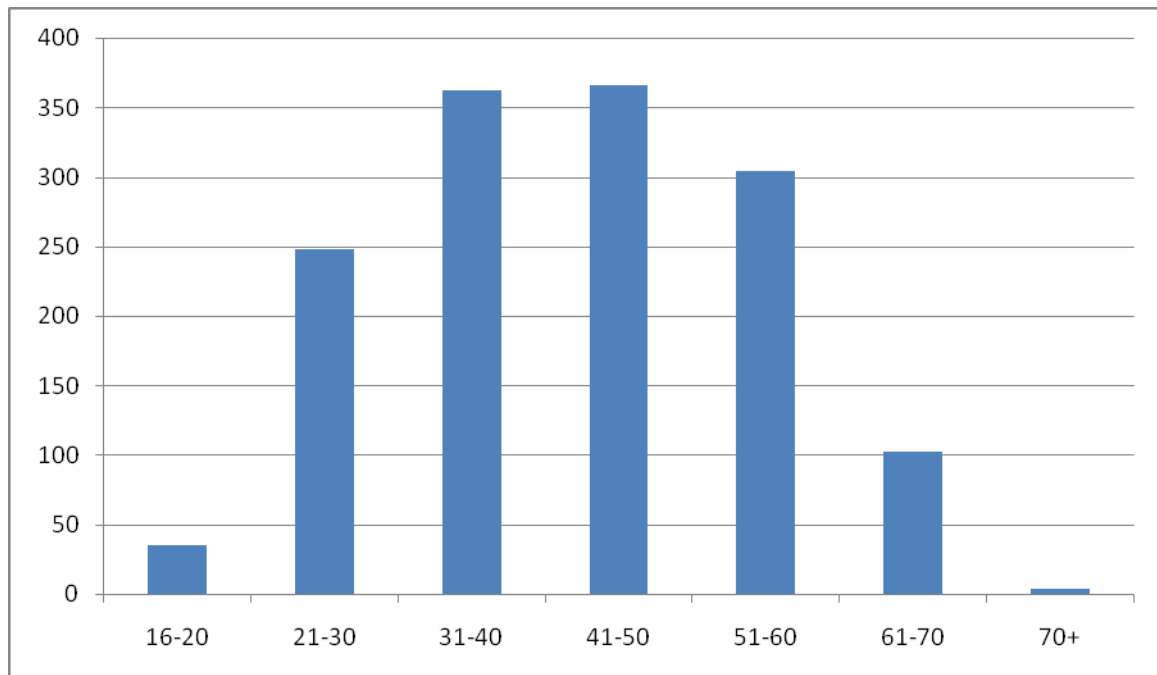
1378 staff (96.9%) not declared disabled, 35 staff (2.4%) declared disabled & 8 (0.5%) not known





### 3.4 Age

35 staff (2.6 %) aged 16-20, 248 (17.4%) 21-30, 362 (25.5%) 31-40, 366 (25.7%) 41-50, 304 (21.4%) 51-60, 102 (7.2%) 61-70, 4 (0.3 %) 70+



## 4. Starters

### 4.1 Gender

Gender	Academic	ALC	Clerical	M&A	ORS	Research	Technical	Total	% of Total
F	14	24	68	31	18	38	6	199	56.8
M	44	13	17	25	14	27	11	151	43.2
Total	58	37	85	56	32	65	17	350	

#### 4.2 Disability

Disability	Academic	ALC	Clerical	M & A	ORS	Research	Technical	Total	% of Total
N	55	36	82	55	30	64	17	339	97
Y	2	1	2	1	2	1		9	2.5
Not Known	1		1					2	0.5
Total	58	37	85	56	32	65	17	350	

#### 4.3 Age

Age Group	Academic	ALC	Clerical	M & A	ORS	Research	Technical	Total	% of Total
16 - 20				26			1	27	7.7
21 - 30	11	17	37	17	16	35	5	138	39.4
31 - 40	29	4	21	4	11	21	6	96	27.4
41 - 50	12	14	13	5	3	5	3	55	15.7
51 - 60	5	2	11	4	2	4	2	30	8.6
61 - 70	1		3					4	1.1
Total	58	37	85	56	32	65	17	350	100

#### 4.4 Ethnicity

Code	Ethnicity	Academic	ALC	Clerical	M & A	ORS	Research	Technical	Total	% of Total
11	White - British	24	26	61	46	11	20	11	199	56.8%
12	White - Irish	1	3	2	1				7	2.0%
19	Other White background	27	1	9	4	13	33	3	90	25.7%
21	Black or Black British - Caribbean		1				1		2	0.5%
22	Black or Black British - African			4	1				5	1.4%
29	Other Black background			1		1			2	0.5%
31	Asian or Asian British - Indian		2	2	1	1		1	7	2.0%
32	Asian or Asian British - Pakistani	1						1	2	0.5%
34	Chinese	3	2	1	1	1	4		12	3.4%
39	Other Asian background	1		1	1	2	4	1	10	2.8%
41	Mixed - White and Black Caribbean						1		1	0.2%
43	Mixed - White and Asian		1			1			2	0.5%
49	Other Mixed background	1		3	1	1			6	1.7%
80	Other Ethnic background						1		1	0.2%
90/98	Not Known/Information Refused		1			1	1		3	0.8%
	Total	58	37	85	56	32	65	17	350	

## 5. Leavers

### 5.1 Gender

Gender	Academic	ALC	Clerical	M & A	ORS	Research	Technical	Total	% of Total
F	8	19	59	17	10	28	3	144	58.7
M	8	9	13	29	10	25	7	101	41.3
Total	16	28	72	46	20	53	10	245	

### 5.2 Disability

Disability	Academic	ALC	Clerical	M & A	ORS	Research	Technical	Total	% of Total
N	16	26	69	45	19	52	10	237	96.7
Y		2	3		1	1		7	2.8
Unknown				1				1	0.5
Total	16	28	72	46	20	53	10	245	

### 5.3 Age

Age Group	Academic	ALC	Clerical	M & A	ORS	Research	Technical	Total	% of Total
16 - 20			5			1	6	2.5	
21 - 30	1	6	35	28	10	21	1	102	41.6
31 - 40	6	13	13	3	4	20	4	63	25.7
41 - 50	7	6	12	3	2	10	1	41	16.7
51 - 60		3	9	3	3	2	2	22	8.9
61 - 70	2		3	3	1		1	10	4
70+				1				1	0.4
Total	16	28	72	46	20	53	10	245	

## 5.4

### Ethnicity

Code	Ethnicity	Academic	ALC	Clerical	M & A	ORS	Research	Technical	Total	% of Total
11	White - British	8	17	57	33	9	21	7	152	62
12	White - Irish		1				1	1	3	1.2
19	Other White background	7	6	5	3	9	17		47	19.2
21	Black or Black British - Caribbean						1		1	0.4
22	Black or Black British - African				1				1	0.4
29	Other Black background				1				1	0.4
31	Asian or Asian British - Indian	1	2	1	1			1	6	2.5
32	Asian or Asian British - Pakistani			2					2	0.8
34	Chinese		1	3	5		3		12	4.9
39	Other Asian background				1		4		5	2
41	Mixed - White and Black Caribbean				1				1	0.4
43	Mixed - White and Asian		1	1	1	1			4	1.6
49	Other Mixed background			1			1		2	0.8
80	Other Ethnic background						1		1	0.4
90/98	Not Known/Information Refused				1		4	1	7	2.8
	Total	16	28	72	46	20	53	10	245	

## **General Facts on the Data Set**

### **Race**

12.5% of staff are non-white at RHUL, this is a decrease on last year of 1.2%;

87.5% of staff are White British, Irish/other.

In the monitoring year over 87% of total appointees were declared as White, British, other an increase of 7%. The recruitment figures for Research, Manual & CRA staff may account for this.

### **Disability**

The College attracted a 2.25% of declared disabled applicants. Declared disability in RHUL stands at 2.4%; the national average of declared disability amongst those of working age is 8.2%.

7 disabled staff left in the reporting year.

### **Gender**

The male /female split is 50.3%/49.7%

70.1% of Academics are male.

87.9% clerical staffs are female.

66.2% of technical staff is male.

## **Notes**

### **1 - Monitoring year**

1. The monitoring year runs from 1<sup>st</sup> September 2006 to 31<sup>st</sup> August 2007.

### **2 - Statistics**

2. The statistics on the staff side collated this year were as follows:

Staff in post - complete

- Staff in post on 31 Aug 2006 by staff group, ethnicity, disability, gender and age

Leavers - complete

- All leavers throughout the monitoring year by staff group, ethnicity, disability, gender and age

Joiners - complete

- All actual joiners throughout the monitoring year by staff group, ethnicity, disability, gender and age

Recruitment – complete

- All original applicants, those short-listed for positions and those who received job offers by post, staff group, ethnicity, disability, gender, age, carer status and via which media source they applied.

### **Promotions and awards**

This data is not yet complete.

### **Grievances and disciplinarys**

This data is not yet complete

### **Training Data**

This data is not yet complete

RHUL EO Statistics 06-07