Royal Holloway University of London

Equality Monitoring Data

Employment Report: 2013/14

Report prepared by:
Human Resources

APRIL 2015
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Executive Summary

Introduction

This is a summary of our full equality monitoring report for staff for the period 2013/14. We regularly monitor the profile of our staff to meet our legal obligations according to the Equality Act 2010 and in line with good higher education practice (HEFCE, 2004; ECU, 2014). Over and above our legal obligations, carrying out equality monitoring of our staff helps us to assess the impact of our equal opportunities policy, to develop our equality strategy and scheme; to identify areas for improvement; and also to recognise where we are making progress. This provides us with data to help us meet the public sector equality duty which requires HEIs in the exercise of their functions to have due regard to: eliminating discrimination, harassment, and victimisation; advancing equality of opportunity; and fostering good relations.

Staff profile

At the end of 2013/14, there were 1538 staff in post, with increases in Academic and Research staff while the proportion of M&A staff continues in its downward trend from 12.0% (198) in 2012/13 to 7.6% (117). Around four out of five employees are on permanent contracts with the exception of Academic staff where the vast majority are on permanent contracts. There were 1510 casual and visiting teacher contracts engaged, showing a significant decrease which may be attributed to the cleansing of the HR information over the last year.

Gender

The percentage of female staff has dropped slightly to 51.6% (794), still below figures for national representation of 53.9%. There has been an increase in the overall proportions of female academic staff and in their proportions at various levels. The mix of approximately three men to two women at Lecturer and Senior Lecturer levels changes to approximately two to one at Reader and three to one at Professor levels. The distribution across faculties shows up several differences between them. The proportion of women are higher in the Faculty of Arts & Social Sciences at all levels when compared to the other two Faculties. The representation of women Readers was lowest in Management, Economics and Law. The Science Faculty, however, has more marked imbalances with an overall proportion of three to one in favour of men, with only 17.7% of women at Professorial level. Nationally, the majority of female academic staff work in non-Science subject areas (51.0%) whereas 57.4% of male academic staff worked in SET subject areas. (ECU, 2014 p 236).

There were balanced numbers of women and men applying for posts at RHUL, with higher proportions of women being shortlisted and successful in the recruitment process. In the academic group, despite the lower proportion female applicants at 38.8% (825) applying for academic positions, almost twice the number of appointments made were female. Overall, women again formed over half of new starters. Over 20% more women left the College than men. However, in the Academic
group, there were more than twice the number of women starters (15) than leavers while there were more men academic leaving.

**Ethnicity**

The percentage of all minority ethnic staff continues its upward trend and the ethnic staff of UK nationality increased from 10.4% in 2012/13 to 11.4% (126). Staff of Asian ethnicity are still the largest minority ethnic grouping, followed by staff of Chinese ethnicity. There is a higher percentage of women amongst the Black staff (62.1%, 18) than men (37.9%, 11), but the numbers of the other main ethnic groups staff are roughly divided equally between the genders. Overall, 13.5% (68) of all academic staff and 11.4% (35) of academic staff of UK nationality are of minority ethnic origin, figures which continue to mark a steady increase in numbers and proportion. Whereas minority ethnic academic staff (around two thirds of whom are of Asian or Chinese background) are, at twice the College strength (26.9%, 28), well represented at Lecturer level, that reduces to 6.3% (12) at Professorial level; these figures vary considerably across Faculties. Nevertheless, it should be noted that the total percentage of minority ethnic academic staff at Lecturer and Senior Lecturer levels are higher than last year. The numbers of Readers (6) and Professors (12) remain the same although there is an apparent drop in their percentages at 9.5% and 6.3% respectively. While 45% (119) of White academics at the college with UK nationality are at professorial level, only 26% (9) of minority ethnic academics with UK nationality are at that level. RHUL attracts a very large number of minority ethnic job seekers (32%, 2479, of all applicants), this reduces to 16% (55) appointed (18%, 12, appointed to Academic posts).

**Nationality**

Just under three quarters of RHUL staff have UK nationality and the remainder are drawn from over 60 countries across the globe. Majority of these are represented by one or two people whereas nationals from France, Germany and Italy accounted for 14.4% of the non-UK staff. Another 14.4% of non-UK nationals were fairly evenly represented by nationals from Greece, China, Ireland, Poland and India.

Just under 52% (217) of non-UK nationals are employed as academics or researchers. The trend of declining numbers of UK academics (to under two-thirds) and researchers (to two out of five) appears to have plateaued, although there was in a significant increase in non-UK administrative staff, grades 1-5 by 12.6% (25) in 2013/14.

**Disability**

In 2013/14 there were 1.8% (28) disabled staff, with a slight increase in disabled staff in the academic and research staff group, 2% (13) and none in Technical. The proportions are fairly consistent across the other various staff groups, around 2%, although the overall numbers are small. The percentage of disabled applicants and of those appointed are at 2%.

**Age**
Two-thirds (65.1%) of academic staff (328) are in the 31-50 age bracket and 94.2% (98) of lecturers are in that band. Less than 0.5% of academic staff are aged 30 or younger. 11.5% (58) of academics are 61 years of age or over, with that rising to 24.9% (58) of those in professorial roles. Casual and visiting staff have a younger age profile as do women, 68.3% (123) in the age band 21-30 years and minority ethnic staff (with some variations between ethnic groups).

**Sexual orientation**

The percentage of staff who have provided data relating to their sexual orientation is 31.7% (488). Just over 5.3% (26) of those who provided data are gay, lesbian, or bisexual or have an other sexual orientation, with the remainder, 94.8% being heterosexual.

**Religion or Belief**

Of the 36.7% (564) of staff who have provided data on religion or belief, or who answered but preferred not to say, eight named religions or beliefs are represented, as well as a small number who were of an ‘other’ religion or belief. The majority (73%, 413) of those who provided data were almost equally split between Christian or of no religion or belief.

**Senior management**

All senior managers (42) are on full-time permanent contracts. 71.4% (30) of senior managers are male. The proportion of women senior managers 28.6% (12) has shown a slight increase from 2012/13. A very small number of senior managers declared a disability, and a very small number are of minority ethnic origin.

**Recruitment**

Due to a change to a new recruitment system it was not possible to access data for the same period of the rest of the data. The recruitment data used for this report were for the 12 month period from April 2014 to March 2015 instead.

**Conclusions**

There is a decrease of staff in post at the end of 2013/14 with a slight increase in academic staff and a continuing trend in the decrease of M&A staff. Although there was a slight increase in female academics, there has been little change in the overall proportions of male to female academic staff and in their proportions at various levels. Overall, women applied for posts at RHUL in relatively high numbers, and were more likely to be shortlisted and successful in the recruitment process.

The percentage of all minority ethnic staff and those of UK nationality continue its upward trend. Staff of Asian ethnicity are still the largest minority ethnic grouping, and there is a higher percentage of women than men amongst the Black staff. Amongst academics, minority ethnic origin staff are more prominent at lecturer than at professor level. RHUL attracts a very large number of minority ethnic job seekers and applicants from abroad. The trend of declining numbers of UK academics (to under two-thirds) and researchers (to two out of five) appears to have plateaued, although
there was in a significant increase in non-UK administrative staff, grades 1-5 by 12.6% (25) in 2013/14.  

With regard to disability, age and there has been little change over this monitoring period. Proportions of disabled staff at RHUL lag behind national figures with the percentage of disabled applicants and shortlistees at about 2% respectively. With regard to age, RHUL follows the general national pattern of age bands and is broadly consistent with recent reports. The data collected for sexual orientation and religion/belief have both seen an increase in response rates, but it will be some time before robust conclusions can be derived from this, as yet, very partial data.

**Recommendations**

Recommendations are set out in the full report and cover:

- Inclusion in next report of equality monitoring data for College Council membership.
- Exploration of visiting teacher equality monitoring data by faculty.
- Keep under review collection of gender identity data.
- Consider campaign to improve the response rates for religion or belief, for sexual orientation and carer responsibility
- Continue monitoring grievance and disciplinary data
- Explore relatively low percentage of minority ethnic and women in senior roles.
- To explore further recruitment data

*May 2015*
1. INTRODUCTION

This report of our staff profile for 2012/13 is based on staff in post at 31st August 2014. We have reported on the staff profile since 2003/04 and where relevant, making comparisons with previous years, which gives us useful trend information.

The report focuses on the main equality characteristics of age, disability, ethnicity, gender, nationality and where data is available sexual orientation and religion. The report covers current status with regard to the overall staff profile and main job categories, contract type, recruitment and selection, new starters and leavers.

We regularly monitor the profile of our staff to meet our legal obligations according to the Equality Act 2010 and in line with good higher education practice (HEFCE, 2004; ECU, 2013). Over and above our legal obligations, carrying out equality monitoring of our staff helps us to assess the impact of our equal opportunities policy, to identify areas for improvement, and also to recognise where we are making progress including in relation to our Equality and Diversity Scheme 2014-17. This provides us with data to help us meet the public sector equality duty which requires higher education institutions (HEIs) in the exercise of their functions to have due regard to: eliminating discrimination, harassment, and victimisation; advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.¹

The two additional areas of sexual orientation and religion have shown improved response figures although more effort can be done to encourage better response. Figures for reliable data now approach 31.7% and 36.7% (though, given the nature of the perceived sensitivity of these categories, some responses are of the ‘prefer not to say’ kind), and therefore are still not yet sufficient to report on in detail.

We do not collect equality monitoring data relating to gender identity from staff. The ECU and the EHRC give advice on consulting in regards to monitoring gender identity and also, once the decision is taken to do so, advise on how to proceed (ECU, 2010, pp.27 - 29). We will continue to consider good practice in this area as it develops.

The Equality Challenge Unit reports on issues of pay as they intersect with equality considerations, but this report does not do so. The last RHUL equal pay audit was carried out as a separate exercise and was reported on in April 2015.

2. STAFF PROFILE

At the end of 2013/14, there were 1538 staff in post. A summary breakdown of staff in relation to percentages of women, disabled staff and minority ethnic staff is set out in Table 1 below.

Table 1 Staff profile - at a glance over past two years

<table>
<thead>
<tr>
<th>Category</th>
<th>Total Number at 31st August 2014</th>
<th>% of workforce at 31st August 2014</th>
<th>% of workforce at 31st August 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>794</td>
<td>51.6%</td>
<td>51.8%</td>
</tr>
<tr>
<td>Disabled</td>
<td>28</td>
<td>1.8%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Minority ethnic (UK)*</td>
<td>126</td>
<td>11.4%</td>
<td>9.7%</td>
</tr>
<tr>
<td>Minority ethnic (all)*</td>
<td>222</td>
<td>14.4***</td>
<td>13.5%</td>
</tr>
</tbody>
</table>

* known ethnicity
** excludes 17 (1.5%) of UK staff who prefer not to provide details of their ethnic origin.
*** excludes 42 (2.7%) of all staff who prefer not to provide details of their ethnic origin.

The split across the different staff groups for the past three years is set out in the table below, showing an increase in academic staff and Research staff compared to a decrease in all other staff groups. For the year 2013/14 there is a group under made up of jobs that are hard to categorise, which in past years may have been included in the administrative groups.

Table 2 Percentage of staff in different staff groups over a three year period

<table>
<thead>
<tr>
<th>Staff group</th>
<th>2013/14</th>
<th>20012/13</th>
<th>2011/12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>32.8% (504)</td>
<td>30.3% (500)</td>
<td>30.5%</td>
</tr>
<tr>
<td>Admin 1 – 5</td>
<td>16.4% (252)</td>
<td>17.0% (281)</td>
<td>15.9%</td>
</tr>
<tr>
<td>Admin 6 – 10</td>
<td>22.6% (347)</td>
<td>27.4% (452)</td>
<td>27.4%</td>
</tr>
<tr>
<td>M &amp; A</td>
<td>7.6% (117)</td>
<td>12.0% (198)</td>
<td>13.7%</td>
</tr>
<tr>
<td>Other</td>
<td>6.6% (101)</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Research</td>
<td>9.6% (148)</td>
<td>8.7% (144)</td>
<td>7.9%</td>
</tr>
<tr>
<td>Technical</td>
<td>4.5% (69)</td>
<td>4.7% (77)</td>
<td>4.5%</td>
</tr>
</tbody>
</table>

Casuals and VTs

There were 1510 casual and visiting teacher contracts engaged, of which there were 970 of the former and 540 of the latter. This appears to be a significant reduction in numbers from the total of 2493 in 2012/13. However, this reduction in numbers is probably due to the substantial amount of data cleansing carried by the HR Systems team over the last year.
2.1 CONTRACT TYPE

2.1.1 Permanent/fixed term

Over 15% (239) of staff are on fixed term contracts, a decrease from over 17% (287) in 2013/14. Academic posts have the minimum fixed term contracts, a decrease from 3.2% (16) in 2012/13. There is a marked increase in fixed term contracts in groups AD1-5 (Administrative Grades 1 to 5 by 10% (22) and M&A (Manual & Ancillary) by 19.5% (22) from 2012/13.

Permanent/fixed term - academics
At RHUL only 1.6% (8) of academics are on fixed term contracts, the highest number in the lecturer group, where they are 2.9% (3) of that group. The number of fixed term academics in 2013/14 has halved.

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Figure 1  All staff by contract type, 2013/14

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Figure 2 Academic staff by contract type, 2013/14
The gender split in these contracts reflects the staff gender profile in the College. The proportion of BME staff on fixed term contracts at 19.2% is higher when compared to the 14.4% of BME staff represented in the College.

Apart from staff of mixed ethnicity or background at 11.1%, the percentages of all other minority ethnic groups on fixed term contracts are higher than the percentage of White staff (although numbers are quite small).

**Leavers by fixed term**
41.9% of leavers (106) were on fixed term contracts. This is largely accounted for by the high number of fixed term Research and Admin 6 - 10 contracts coming to an end.
### 2.1.2 Full-time/part-time

Part-time contracts have reduced from a quarter of total staff (435) in 2012/13 to about a fifth (314) in 2013/14. Full-time staff are most common in Academic and Technical staff although there appeared to be an increase across all staff groups with a significant rise in administrative Grades 1-5 (77.8%) and M&A (76.9%) staff by 25.1% and 26.1% respectively.

![Figure 5 All staff full-time/part-time, 2013/14](image)

Women outnumber men on part-time contracts by more than 2:1; 74.2% (233) of staff on part-time contracts are women compared to 5.3% (81 men) are on part time contracts. Men are 54.2% of those on full-time contracts (nationally, the comparable figure is 52.9% according to the ECU, p. 221).
77% (171) of BME and 79.9% (1018) of White staff are on full-time contracts in 2013/14, showing an increase when compared to 71% (153) BME and 74% (1031) of White staff in 2012/13.

Full-time/part-time – academics
Overall, 10.9% (55) of academics are on part-time contracts, with the highest numbers and greatest concentration at Lecturer level (16.2%, 17) followed by Professors at 11.6% (22), then 8.8% (13) of Senior Lecturers and 4.8% (3) of Readers.

Leavers by contract type
Part-time staff were 21.7% (55) of leavers, a significant decrease of 23.3% over last year. Fixed term contracts were 41.9% (106) of all leavers.
2.2 GENDER

Nationally in 2012/13, 53.9% of all HEI staff in the UK were women (47.1% of full-time staff and 79.5% of part-time professional and support staff). Women comprised 44.5% of academic staff. A higher proportion of staff in professorial roles were male (78.3%) and men also comprised 53.0% of academic staff in non-professor roles and 72.1% of academic staff in senior management roles (ECU, 2014).

The percentage of female staff in RHUL increased from 50.6% to 52.1% in 2011 and has been at around 52% since then, although showing a slight decrease in 2013/14.

Table 3 Percentage of female staff since 2008/09, benchmarked with HESA

<table>
<thead>
<tr>
<th>Category</th>
<th>% in 2014</th>
<th>% in 2013</th>
<th>% in 2012</th>
<th>% in 2011</th>
<th>% in 2010</th>
<th>% in 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women staff – RHUL</td>
<td>51.6% (794)</td>
<td>51.8% (856)</td>
<td>52%</td>
<td>52.1%</td>
<td>50.6%</td>
<td>50.8%</td>
</tr>
<tr>
<td>Women staff – HESA</td>
<td>53.9%*</td>
<td>53.8%</td>
<td>53.8%</td>
<td>53.7%</td>
<td>53.8%</td>
<td>53.6%</td>
</tr>
</tbody>
</table>


Table 4 Percentage of female staff by staff group, benchmarked with HESA

<table>
<thead>
<tr>
<th>Staff group</th>
<th>% Royal Holloway female staff</th>
<th>% HESA Statistics for female staff²</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2013/14</strong></td>
<td><strong>2012/13</strong></td>
<td><strong>2011/12</strong></td>
</tr>
<tr>
<td>Academic and research</td>
<td>39.3% (256)</td>
<td>34.2% (220)</td>
</tr>
<tr>
<td>Professional and Support staff (RHUL – Admin, M&amp;A and Technical)</td>
<td>60.7% (538)</td>
<td>63.1% (636)</td>
</tr>
</tbody>
</table>

²HESA define academic staff as those responsible for planning, directing and undertaking academic research and teaching in HEIs. This may also include vice-chancellors, principals, and clinical and healthcare professionals who undertake teaching or research activities. They define professional and support staff as those who do not have an academic employment function, such as managers, non-academic professionals, student welfare workers, cleaners, caterers and secretaries. For the RHUL data we have grouped ‘Academic and Research’ together and then the ‘Admin, M&A and technical’ staff together.)
Figure 8 Staff profile by gender in each job type - 2013/14

All staff

- Female: 48% (744)
- Male: 52% (794)

Academic

- Female: 66.3% (334)
- Male: 33.7% (170)

Researchers

- Female: 41.9% (86)
- Male: 58.1% (86)

Administrative Grades 1-5

- Female: 40.5% (102)
- Male: 59.5% (150)

Administrative Grades 6-10

- Female: 36.9% (128)
- Male: 63.1% (219)

Technical staff

- Female: 50.7% (35)
- Male: 49.3% (34)

Manual & Ancillary

- Female: 36.8% (43)
- Male: 63.2% (74)

Other Staff

- Female: 39.6% (40)
- Male: 60.4% (61)
2.2.1 Academic staff

There has been a slight increase in the proportion of female academic staff and in their proportions at various levels compared to 2012/13. There is a mix of approximately three men to two women at Lecturer and Senior Lecturer levels and approximately two to one at Reader and three to one at Professorial level.

The distribution across faculties shows up several differences between them. The proportion of women are higher in the Faculty of Arts & Social Sciences at all levels when compared to the other two Faculties. The representation of women Readers was lowest in Management, Economics and Law. The Science Faculty, however, has more marked imbalances with an overall proportion of three to one in favour of men, with only 17.7% of women at Professorial level. Nationally, the majority of female academic staff work in non-Science subject areas (51.0%) whereas 57.4% of male academic staff worked in SET subject areas. (ECU, 2014 p 236).

When casual staff and visiting teaching staff are considered, 65.5% and 53% respectively are women.

Table 5 Female academic staff at different levels, over a four year period

<table>
<thead>
<tr>
<th>% Female academic staff</th>
<th>2013/14</th>
<th>2012/13</th>
<th>2011/12</th>
<th>2010/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer</td>
<td>41.3% (43)</td>
<td>40.0% (44)</td>
<td>45.0%</td>
<td>48.5%</td>
</tr>
<tr>
<td>Senior lecturer</td>
<td>40.5% (60)</td>
<td>38.1% (53)</td>
<td>35.1%</td>
<td>33.9%</td>
</tr>
<tr>
<td>Reader</td>
<td>31.7% (20)</td>
<td>28.3% (17)</td>
<td>32.3%</td>
<td>30.2%</td>
</tr>
<tr>
<td>Professor</td>
<td>24.9% (47)</td>
<td>24.1% (46)</td>
<td>24.4%</td>
<td>24.4%</td>
</tr>
</tbody>
</table>
Table 6 Academic staff by gender comparison in each Faculty, 2013/14

<table>
<thead>
<tr>
<th>Level</th>
<th>Faculty of Arts and Social Sciences</th>
<th>Faculty of Management, Economics and Law</th>
<th>Faculty of Science</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Lecturers</td>
<td>47.5%</td>
<td>52.5%</td>
<td>46.2%</td>
</tr>
<tr>
<td></td>
<td>(19)</td>
<td>(21)</td>
<td>(12)</td>
</tr>
<tr>
<td>Senior</td>
<td>49.1%</td>
<td>50.8%</td>
<td>34.6%</td>
</tr>
<tr>
<td>Lecturers</td>
<td>(29)</td>
<td>(30)</td>
<td>(9)</td>
</tr>
<tr>
<td>Readers</td>
<td>42.3%</td>
<td>57.6%</td>
<td>20.0%</td>
</tr>
<tr>
<td></td>
<td>(11)</td>
<td>(15)</td>
<td>(2)</td>
</tr>
<tr>
<td>Professors</td>
<td>32.3%</td>
<td>67.7%</td>
<td>26.1%</td>
</tr>
<tr>
<td></td>
<td>(31)</td>
<td>(44)</td>
<td>(12)</td>
</tr>
<tr>
<td>Total</td>
<td>42.1%</td>
<td>57.9%</td>
<td>32.4%</td>
</tr>
<tr>
<td></td>
<td>(80)</td>
<td>(110)</td>
<td>(35)</td>
</tr>
</tbody>
</table>

2.2.2 Recruitment

Figure 10 All job applicants and success rates by gender, 2014/15

Based on 7789 applicants (gender data unknown for an additional 84 applicants)

There were gender balance in the applicants over the last twelve months period. Women were also more likely to be shortlisted and to be successful in the recruitment process. In the academic group, despite female applicants being at 38.8% of all applicants, appointments were significantly higher at 60.6%. In the Professional Services, there were slightly higher proportion of female applicants at 54.0%, with similar proportions (54.5%) of female shortlisted and a significant higher proportion of female (60.5%). appointed.
2.2.3 Starters

As in previous years, women formed over half of new starters (92 out of 163), including 75% (30) of Admin 1 - 5 and 64% (55) of all Admin posts. Half of M&A starters and half of Technical starters (6) were women.

Female academic starters (15) is more than male (14) while male researchers increased slightly to 62.1% (18).

Figure 12 New starters by gender by staff group, 2013/14
2.2.4 Appraisals

There was a review of the Appraisal process and the Performance Appraisal Review introduced in 2014 completion rates for 2013/14 were 85% of all staff were appraised; 75% of all departments achieved over 90% rates.

2.2.5 Grievances and disciplinaries

Three grievance and two disciplinary cases were recorded for the formal stages of the process. Partly due to the small number, there is no indication of any concerns relating to the gender profile but this should continue to be monitored over time.

2.2.6 Leavers

A total of 253 staff left in 2013/14, with over 20% more women leaving than men. The number of women who left (7) from academic roles were about half of the number that started (15), with three more men leaving (17) than start (14).

![Figure 13 Leavers by gender, 2013/14](image)
2.3 ETHNICITY

The percentage of all minority ethnic staff at 14.4% (222) shows an increase from 2012/13 and the minority ethnic staff of UK nationality continues its upward trend to 11.4%, 126, (from 10.4% last year). As a comparison, 7.8% of UK national staff in UK higher education identified themselves as of minority ethnic background (ECU, 2014, p. 126).

All job categories are within a point of the college average, apart from Research which is 2.2% above (see Figure 19). When considering minority ethnic staff of UK nationality the proportion of minority ethnic staff has increased for all staff groups with the exception of Technical staff. There is a significant increase in Research from 5.5% (3) in 2012/13 to 15.4% (19) in 2013/14. Staff of Asian ethnicity are still the largest minority ethnic grouping, followed by staff of Chinese ethnicity.

Nationally (aside from the ‘other’ ethnic group) women comprised the majority in all ethnic groups among UK staff (ECU, p. 274). At RHUL, there is more women than men amongst all the minority ethnic groups, although it is only slightly higher in percentage with the exception of Black women at 62.1% (18) compared to men at 37.9% (11).

At RHUL, Asian and White men outnumbered women amongst full-time staff while amongst part-time staff women in the majority of ethnic groups outnumber men. 19.0% (173) of casual and 10.3% (41) of visiting teachers of UK nationality (16% of these combined) are minority ethnic staff, no change overall compared to last year. About 38.5% (57) of minority ethnic casual staff of UK nationality are of Asian background, as are about 51.2% (21) of minority ethnic visiting teachers.

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3 When referring to ethnicity, we indicate if we are referring to all staff, or to those of UK nationality. All data relating to ethnicity throughout the report refers to ‘known ethnicity’ – i.e. 98.5% of staff – unless otherwise stipulated.

4 It is also reported there (p. 126) that 29.8% of non-UK nationals in English HE institutions were of minority ethnic background.

5 Nationally (ECU 2014, p.128), Chinese staff are also a sizeable minority ethnic group in HEIs (17.1% of all minority ethnic staff), second only to Asians of Indian background (20.8%).
Figure 15 Minority ethnic staff by main ethnic groups, 2013/14

The two age bands comprising ages 31-50 account for 56.9% of staff, and 64.1% of minority ethnic staff are distributed most numerously in that age group.

Figure 16 Ethnicity by age group (all nationalities), 2013/14

* = five or fewer people; when only one figure is five or fewer a second small number is also not revealed

Figure 17 Main ethnic groups by age groups (all nationalities), 2013/14
### Table 7 Minority ethnic staff by job groups (all staff), 2013/14

<table>
<thead>
<tr>
<th>Staff group</th>
<th>2013/14</th>
<th>2012/13</th>
<th>2011/12</th>
<th>2010/11</th>
<th>2009/10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic and research</td>
<td>13.5% (68)</td>
<td>12.6% (78)</td>
<td>13.3%</td>
<td>13.5%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Professional and Support staff (RHUL – Admin, M&amp;A and Technical)</td>
<td>14.9% (154)</td>
<td>14.0% (139)</td>
<td>13.4%</td>
<td>11.7%</td>
<td>12.7%</td>
</tr>
</tbody>
</table>

### Table 8 Minority ethnic staff by job groups (UK nationality), 2008/09 to 2011/12

<table>
<thead>
<tr>
<th>Staff group</th>
<th>2013/14</th>
<th>2012/13</th>
<th>2011/12</th>
<th>2010/11</th>
<th>2012/13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic and research</td>
<td>11.4% (35)</td>
<td>9.7% (35)</td>
<td>9.8%</td>
<td>9.8%</td>
<td>7.9%</td>
</tr>
<tr>
<td>Professional and Support staff (RHUL – Admin, M&amp;A and Technical)</td>
<td>11.3% (91)</td>
<td>10.7% (88)</td>
<td>9.6%</td>
<td>8.6%</td>
<td>7.8%</td>
</tr>
</tbody>
</table>

---

6 ECU, 2014, p.148
Figure 18 Staff profile in each job type: 2013/14 (all staff)

**All staff**
- Minority ethnic: 14.4% (222)
- White: 82.8% (1274)

**Academic**
- Minority ethnic: 13.5% (68)
- White: 82.9% (418)

**Admin 1-5**
- Minority ethnic: 14.3% (36)
- White: 83.3% (210)

**Admin 6-10**
- Minority ethnic: 14.4% (50)
- White: 83.3% (289)

**Manual & Ancillary**
- Minority ethnic: 15.4% (18)
- White: 82.1% (96)

**Other**
- Minority ethnic: 13.9% (14)
- White: 84.2% (85)

**Research**
- Minority ethnic: 17.6% (26)
- White: 80.4% (119)

**Technical**
- Minority ethnic: 14.5% (10)
- White: 82.6% (57)
Figure 19 Staff profile in each job type, 2013/14 (UK nationality)

- **All UK staff**: 11.4% (126) Minority Ethnic, 87.1% (967) White
- **Academic**: 11.4% (35) Minority Ethnic, 85.7% (264) White
- **Admin 1-5**: 9.7% (19) Minority Ethnic, 89.7% (175) White
- **Admin 6-10**: 11.7% (31) Minority Ethnic, 87.5% (232) White
- **Manual & Ancillary**: 10.9% (10) Minority Ethnic, 87.0% (80) White
- **Other**: 10.1% (8) Minority Ethnic, 88.6% (70) White
- **Research**: 15.4% (19) Minority Ethnic, 83.7% (103) White
- **Technical**: 8.3% (4) Minority Ethnic, 89.6% (43) White
Table 9 Percentage minority ethnic* staff by staff group from 2005/06 to 2013/14

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic</strong></td>
<td>8.8%</td>
<td>8.6%</td>
<td>9.6%</td>
<td>10.6%</td>
<td>10.5%</td>
<td>12.4%</td>
<td>11.8%</td>
<td>12.2%</td>
<td>13.5%</td>
</tr>
<tr>
<td><strong>ALC (as from 2008/09, classified as Admin 6 – 10)</strong></td>
<td>7.9%</td>
<td>8.0%</td>
<td>9.3%</td>
<td>9.4% (Admin 6 – 10)</td>
<td>11.9% (Admin 6 – 10)</td>
<td>9.8% (Admin 6 – 10)</td>
<td>13.3%</td>
<td>13.5% (61)</td>
<td>14.4% (50)</td>
</tr>
<tr>
<td><strong>Clerical (as from 2008/09, classified as Admin 1 – 5)</strong></td>
<td>8.5%</td>
<td>9.9%</td>
<td>8.4%</td>
<td>8.3% (Admin 1 – 5)</td>
<td>12.3% (Admin 1 – 5)</td>
<td>12.0% (Admin 1 – 5)</td>
<td>12.3%</td>
<td>12.8% (36)</td>
<td>14.3% (46)</td>
</tr>
<tr>
<td><strong>Manual (as from 2008/09, classified as M&amp;A)</strong></td>
<td>18.6%</td>
<td>12.9%</td>
<td>10.7%</td>
<td>11.4%</td>
<td>14.5%</td>
<td>15%</td>
<td>15.1%</td>
<td>16.2%</td>
<td>15.4%</td>
</tr>
<tr>
<td><strong>ORS</strong></td>
<td>25.7%</td>
<td>25.4%</td>
<td>17.6%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td>9.1%</td>
<td>9.2%</td>
<td>12.1%</td>
<td>17.1%</td>
<td>17.1%</td>
<td>16.5%</td>
<td>17.6%</td>
<td>11.8%</td>
<td>17.6%</td>
</tr>
<tr>
<td><strong>Technical</strong></td>
<td>6.1%</td>
<td>9.8%</td>
<td>5.6%</td>
<td>5.7%</td>
<td>9.4%</td>
<td>8.7%</td>
<td>11.1%</td>
<td>13.0%</td>
<td>14.5%</td>
</tr>
<tr>
<td><strong>Not known/ refused</strong></td>
<td>3%</td>
<td>2.3%</td>
<td>1.6%</td>
<td>2.3%</td>
<td>2.4%</td>
<td>1.7%</td>
<td>1.9%</td>
<td>2.7%</td>
<td>2.7%</td>
</tr>
<tr>
<td><strong>Total minority ethnic</strong></td>
<td>10.7%</td>
<td>10.0%</td>
<td>9.8%</td>
<td>10.4%</td>
<td>12.2%</td>
<td>12.2%</td>
<td>13.2%</td>
<td>13.1%</td>
<td>14.4%</td>
</tr>
</tbody>
</table>

* This is all staff – all nationalities. For comparability with previous years, percentages for each job type include the numbers of ‘unknown’ ethnicity. The College does not use the same job categories as HESA for monitoring purposes and therefore the HESA data is not included.

Table 10 Staff by ethnicity by staff groups (all staff), 2013/14

<table>
<thead>
<tr>
<th>Main Ethnic Group</th>
<th>Academic</th>
<th>Admin 1 - 5</th>
<th>Admin 6 - 10</th>
<th>M&amp;A</th>
<th>Research</th>
<th>Tech</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>82.9% (418)</td>
<td>83.3% (210)</td>
<td>83.3% (289)</td>
<td>82.1% (117)</td>
<td>80.4% (119)</td>
<td>82.6% (57)</td>
<td>82.6% (57)</td>
<td>82.8% (1274)</td>
</tr>
<tr>
<td>Asian</td>
<td>3.8% (19)</td>
<td>6.7% (17)</td>
<td>7.8% (27)</td>
<td>5.1% (6)</td>
<td>8.8% (13)</td>
<td>5.8% (*)</td>
<td>5.9% (6)</td>
<td>6.0% (92)</td>
</tr>
<tr>
<td>Black</td>
<td>2.0% (10)</td>
<td>2.4% (6)</td>
<td>2.0% (7)</td>
<td>0%</td>
<td>2.0% (*)</td>
<td>1.4% (*)</td>
<td>2.0% (*)</td>
<td>1.9% (29)</td>
</tr>
<tr>
<td>Chinese</td>
<td>4.2% (21)</td>
<td>2.0% (*)</td>
<td>2.6% (9)</td>
<td>2.2% (*)</td>
<td>2.7% (*)</td>
<td>5.3% (*)</td>
<td>0%</td>
<td>3.0% (46)</td>
</tr>
<tr>
<td>Mixed</td>
<td>2.2% (11)</td>
<td>1.2% (*)</td>
<td>1.1% (*)</td>
<td>3.4% (*)</td>
<td>2.0% (*)</td>
<td>3.5% (*)</td>
<td>4.0%</td>
<td>2.0% (30)</td>
</tr>
<tr>
<td>Other</td>
<td>1.4% (7)</td>
<td>2.0% (*)</td>
<td>1.2% (*)</td>
<td>3.4% (*)</td>
<td>2.0% (*)</td>
<td>0.0% (*)</td>
<td>1.3%</td>
<td>1.6% (21)</td>
</tr>
</tbody>
</table>

* = five or fewer people; when only one figure is five or fewer a second small number is also not revealed
Table 11 Staff by ethnicity by staff groups (UK nationality), 2013/14

<table>
<thead>
<tr>
<th>Main Ethnic Group</th>
<th>Academic</th>
<th>Admin 1 - 5</th>
<th>Admin 6 - 10</th>
<th>M&amp;A</th>
<th>Research</th>
<th>Tech</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>85.7%</td>
<td>89.7%</td>
<td>87.5%</td>
<td>87.0%</td>
<td>83.7%</td>
<td>89.6%</td>
<td>88.6%</td>
<td>87.2%</td>
</tr>
<tr>
<td>(264)</td>
<td>(175)</td>
<td>(232)</td>
<td>(80)</td>
<td>(103)</td>
<td>(43)</td>
<td>(70)</td>
<td>(1109)</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>3.6% (11)</td>
<td>2.1% (*)</td>
<td>1.9% (*)</td>
<td>0%</td>
<td>1.6% (*)</td>
<td>2.1% (*)</td>
<td>2.5% (*)</td>
<td>5.0%</td>
</tr>
<tr>
<td></td>
<td>(7)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(55)</td>
</tr>
<tr>
<td>Black</td>
<td>3.6% (11)</td>
<td>1.0% (*)</td>
<td>1.1% (*)</td>
<td>2.2%</td>
<td>1.6% (*)</td>
<td>4.2% (*)</td>
<td>0%</td>
<td>2.0%</td>
</tr>
<tr>
<td></td>
<td>(6)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(20)</td>
</tr>
<tr>
<td>Chinese</td>
<td>1.3% (*)</td>
<td>1.5% (*)</td>
<td>0.6% (*)</td>
<td>0%</td>
<td>2.4% (*)</td>
<td>0.0% (0)</td>
<td>1.3% (*)</td>
<td>1.1%</td>
</tr>
<tr>
<td></td>
<td>(16)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mixed</td>
<td>1.0% (*)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(12)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>1.0% (*)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(51)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* = five or fewer people; when only one figure is five or fewer a second small number is also not revealed

2.3.1 Academic staff

Nationally (ECU, 2014, p.148), as a percentage of the whole academic staff group, the proportion of UK BME academic staff increased from 4.8% in 2003/04 to 7.9% in 2012/13. The proportion of non-UK BME staff also rose from 5.6% to 7.8% in the same period. At RHUL, overall, 13.5% (68) of all academic staff and 11.4% (35) of academic staff of UK nationality are of minority ethnic origin, figures which continue to mark a steady increase in numbers and proportion. Whereas minority ethnic academic staff (all nationalities) are, at twice the College strength (26.9%, 28), well represented at Lecturer level, that reduces to 14.9% (22), 9.5% (6) and 6.3% (12) of Senior Lecturer, Reader and Professorial levels respectively.

Of the 68 minority ethnic academic staff, around 75.0% (51) are of Asian, Chinese or mixed white and Asian background and 14.7% (10) are of Black ethnicity.

At national level, the proportion of black academic staff who were professors was lower than for any other ethnic group, with 4.0% of UK black academic staff and 2.1% of non-UK black academic staff holding professorial status. In contrast, 13.5% of UK Chinese academic staff and 8.6% of non-UK white academic staff were professors (p. 174,175).

Of the twelve minority ethnic professors at the College 50% (6) are Asian and 25% (3) Chinese. In total, while 45.1% (119) of White academics at the college with UK nationality are at professorial level, only 25.7% (9) of UK nationality minority ethnic academics are at that level.

The three Faculties maintain their different positions with regard to their minority ethnic staff with Management, Economics and Law at 25.4% (30) at the highest overall percentage, Arts and Social Science, at 11.8% (24), and Science, at 8.0% (17). The proportions of minority ethnic staff at each level differs considerably across the faculties, from Lecturer to Professor level, with a relatively low proportion at all

---

7 Ten of the professoriate (half of whom have UK nationality) preferred ‘not to say’ their ethnicity.
levels in Science from 11% to 5%, a steep decline from 40% to 14% in Management and Economics, and a more precipitous decline from 30% to a mere 1.0% in Arts and Social Science (See Table 14).

**Figure 20** Percentage of all minority ethnic academic staff by level, 2013/14

![Percentage of minority ethnic academic staff (all nationality), 2013/14](image)

**Figure 21** Percentage of UK nationality minority ethnic staff by level, 2013/14

![Percentage of UK national minority ethnic academic staff by level, 2013/14](image)

**Table 12** Minority ethnic staff (academic) 2013/14 compared to previous years

<table>
<thead>
<tr>
<th>% minority ethnic academic staff</th>
<th>2013/14</th>
<th>2012/13</th>
<th>2011/12</th>
<th>2010/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer</td>
<td>26.9% (18.8%)</td>
<td>24.5% (14.8%)</td>
<td>20.0% (12.3%)</td>
<td>18.9% (13.8%)</td>
</tr>
<tr>
<td>Senior lecturer</td>
<td>14.9% (12.5%)</td>
<td>12.4% (12.2%)</td>
<td>14.1% (14.0%)</td>
<td>14.4% (12.5%)</td>
</tr>
<tr>
<td>Reader</td>
<td>9.5% (15.6%)</td>
<td>10.2% (13.3%)</td>
<td>13.1% (14.3%)</td>
<td>15.4% (16.1%)</td>
</tr>
<tr>
<td>Professor</td>
<td>6.3% (6.8%)</td>
<td>6.6% (6.8%)</td>
<td>5.3% (6.3%)</td>
<td>5.5% (6.3%)</td>
</tr>
</tbody>
</table>

*Figures in brackets are for staff with UK nationality. For actual numbers at each level (2012/13) see Figures 21 and 22 above.*
Table 13 Academic staff by ethnicity comparison in each Faculty, 2013/14

<table>
<thead>
<tr>
<th>Job category</th>
<th>Arts and Social Science</th>
<th>Management, Economics &amp; Law</th>
<th>Science</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
<td>Minority ethnic</td>
<td>White</td>
</tr>
<tr>
<td>Lecturer</td>
<td>65%</td>
<td>30.0%</td>
<td>56.0%</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>84%</td>
<td>12%</td>
<td>58%</td>
</tr>
<tr>
<td>Reader</td>
<td>97.0%</td>
<td>0.0%</td>
<td>67%</td>
</tr>
<tr>
<td>Professor</td>
<td>93%</td>
<td>1.0%</td>
<td>82%</td>
</tr>
</tbody>
</table>

2.3.2 Recruitment

Figure 23 All job applicants by ethnicity, 2013/14

Based on 7789 applications. Ethnicity data is unknown for an additional 293 applicants.

Almost a third (31.8%) of applications are from minority ethnic job seekers, about a fifth (21.8%) of those shortlisted are minority ethnic and 80.9% (276) of all appointments go to White candidates. For academic posts, applications from minority ethnic were at 28.4%, with 17.1% shortlisted and 18.2% appointed. For Professional and Support Services applicants, a third were from minority ethnic applicants, decreasing to 22.8% shortlisted and only 14.7% appointed.
2.3.3 Starters

Overall, 25.2% (41) of all new starters and 16.7% (17) of those of UK nationality were of minority ethnic origin – most highly represented in the Admin posts and least so in the Academic and Research posts. The highest percentage of all minority ethnic starters (58.5%, 24) were of Asian origin, with other ethnic groups fairly evenly distributed.
Figure 26 Percentage of minority ethnic starters in each job category (all nationalities), 2013/14

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Percentage</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>31.0%</td>
<td>(9)</td>
<td></td>
</tr>
<tr>
<td>Admin 1-5</td>
<td>26.5%</td>
<td>(24)</td>
<td></td>
</tr>
<tr>
<td>Admin 6-10</td>
<td>16.7%</td>
<td>(6)</td>
<td>(7)</td>
</tr>
<tr>
<td>M&amp;A</td>
<td>14.3%</td>
<td>(*)</td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td>20.7%</td>
<td>(6)</td>
<td></td>
</tr>
<tr>
<td>Technical</td>
<td>25.0%</td>
<td>(*)</td>
<td></td>
</tr>
</tbody>
</table>

* = five or fewer people

Figure 27 Percentage of minority ethnic starters in each job category (UK nationality), 2012/13

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Percentage</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>37.5%</td>
<td>(*)</td>
<td></td>
</tr>
<tr>
<td>Admin 1-5</td>
<td>27.6%</td>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>Admin 6-10</td>
<td>9.7%</td>
<td>(*)</td>
<td></td>
</tr>
<tr>
<td>M&amp;A</td>
<td>0.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td>9.1%</td>
<td>(*)</td>
<td></td>
</tr>
<tr>
<td>Technical</td>
<td>33.3%</td>
<td>(*)</td>
<td></td>
</tr>
</tbody>
</table>

* = five or fewer people
2.3.4 Leavers

Minority ethnic staff were 12.3% (31) of all leavers and 8.0% (14) of leavers were minority ethnic staff of UK nationality, both this proportion being lower than their representation in the College. The highest proportion of leavers were Chinese staff at 25.8% (8) of all minority ethnic leavers.

Figure 28 Leavers by ethnicity, all staff, 2013/14

![](chart1.png)

* = five or fewer people

Figure 29 Leavers by ethnicity, UK nationality, 2013/14

![](chart2.png)
2.4 NATIONALITY

Just under three quarters of RHUL staff have UK nationality and the remainder are drawn from over 60 countries across the globe. Majority of these are represented by one or two people whereas nationals from France, Germany and Italy accounted for 14.4% of the non-UK staff. Another 14.4% of non-UK nationals were fairly evenly represented by nationals from Greece, China, Ireland, Poland and India.

Just under 52% (217) of non-UK nationals are employed as academics or researchers. The trend of declining numbers of UK academics (to under two-thirds) and researchers (to two out of five) appears to have plateaued, although there was a significant increase in non-UK administrative staff.

Table 14 Staff by UK or non-UK nationality, 2013/14

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Academic</th>
<th>Admin 1 – 5</th>
<th>Admin 6 - 10</th>
<th>M&amp;A</th>
<th>Other</th>
<th>Research</th>
<th>Technical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>61.1% (308)</td>
<td>77.4% (195)</td>
<td>76.4% (265)</td>
<td>78.6% (92)</td>
<td>78.2% (79)</td>
<td>83.1% (123)</td>
<td>69.6% (48)</td>
<td>72.2% (1110)</td>
</tr>
<tr>
<td>Non-UK</td>
<td>38.9% (196)</td>
<td>22.6% (57)</td>
<td>23.3% (81)</td>
<td>21.4% (25)</td>
<td>20.8% (21)</td>
<td>16.2% (24)</td>
<td>30.4% (21)</td>
<td>27.6% (425)</td>
</tr>
</tbody>
</table>

Table 15 Staff by UK or non-UK nationality, 2012/13

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Academic</th>
<th>Admin 1 – 5</th>
<th>Admin 6 - 10</th>
<th>M&amp;A</th>
<th>Research</th>
<th>Technical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>62.8% (314)</td>
<td>90.0% (253)</td>
<td>79.4% (359)</td>
<td>81.2% (160)</td>
<td>40.6% (58)</td>
<td>81.8% (63)</td>
<td>73.2% (1207)</td>
</tr>
<tr>
<td>Non-UK</td>
<td>37.2% (186)</td>
<td>10.0% (28)</td>
<td>20.6% (93)</td>
<td>18.8% (37)</td>
<td>59.4% (85)</td>
<td>18.2% (14)</td>
<td>26.8% (443)</td>
</tr>
</tbody>
</table>

Table 16 Staff by UK or non-UK nationality, 2011/12

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Academic</th>
<th>Admin 1 – 5</th>
<th>Admin 6 - 10</th>
<th>M&amp;A</th>
<th>Research</th>
<th>Technical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>65.2%</td>
<td>89.3%</td>
<td>78.4%</td>
<td>79.4%</td>
<td>46.4%</td>
<td>83.3%</td>
<td>73.9%</td>
</tr>
<tr>
<td>Non-UK</td>
<td>34.7%</td>
<td>10.7%</td>
<td>21.6%</td>
<td>20.6%</td>
<td>53.6%</td>
<td>16.7%</td>
<td>26.1%</td>
</tr>
</tbody>
</table>

Table 17 Staff by UK or non-UK nationality, 2010/11

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Academic</th>
<th>Admin 1 – 5</th>
<th>Admin 6 - 10</th>
<th>M&amp;A</th>
<th>Research</th>
<th>Technical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>66.1%</td>
<td>92.7%</td>
<td>83.0%</td>
<td>79.5%</td>
<td>54.5%</td>
<td>85.5%</td>
<td>76.4%</td>
</tr>
<tr>
<td>Non-UK</td>
<td>33.9%</td>
<td>7.3%</td>
<td>17.0%</td>
<td>20.5%</td>
<td>45.5%</td>
<td>14.5%</td>
<td>23.6%</td>
</tr>
</tbody>
</table>

Table 18 Staff by UK or non-UK nationality, 2009/10

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Academic</th>
<th>Admin 1 – 5</th>
<th>Admin 6 - 10</th>
<th>M&amp;A</th>
<th>Research</th>
<th>Technical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>68.2%</td>
<td>89.8%</td>
<td>82.5%</td>
<td>83.0%</td>
<td>51.9%</td>
<td>89.1%</td>
<td>76.8%</td>
</tr>
<tr>
<td>Non-UK</td>
<td>31.8%</td>
<td>10.2%</td>
<td>17.5%</td>
<td>17.0%</td>
<td>48.1%</td>
<td>10.9%</td>
<td>23.2%</td>
</tr>
</tbody>
</table>
2.4.1 Academic staff

Academic staff are drawn from 38 countries, and after the UK this is most notably from Germany and the USA (5.8%, 29, and 5.8% 29, respectively) followed by Italy (3.6% 18). The number of non-UK staff at lecturer and reader levels, are more or less staff the number of those of UK nationality. At professorial level, non-UK staff they are more than a third of UK staff while and while at senior lecturer level non-UK staff were slightly less than a third of UK staff.

Figure 30 Percentage of academic staff by nationality (UK and non-UK), 2013/14

2.4.2 Recruitment

The College received applications from people of at least 123 nationalities. Outside the UK, most applications were received from China, Italy, India and Greece, but only 3.2% (9) of Italians (and 1.9% Chinese, 0.9% of Indian and 1.4% of Greek applicants) were successful in gaining a post, i.e. below the 3.8% overall average. More successful were Polish applicants at 4.5%. Almost two thirds of applicants for the 56 academic posts appointed were of non-UK nationality but only 37.5% (21) were appointed.
Table 16 Recruitment by all job types by nationality (UK and non-UK), 2013/14

<table>
<thead>
<tr>
<th>Known nationality</th>
<th>Applied</th>
<th>Shortlisted</th>
<th>Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>58.5% (4608)</td>
<td>70.4% (1078)</td>
<td>74.9% (224)</td>
</tr>
<tr>
<td>non-UK</td>
<td>41.5% (3271)</td>
<td>29.6% (453)</td>
<td>25.1% (75)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Known nationality</th>
<th>Applied</th>
<th>Shortlisted</th>
<th>Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>35.7% (757)</td>
<td>45.8% (131)</td>
<td>62.5% (35)</td>
</tr>
<tr>
<td>non-UK</td>
<td>64.3% (1366)</td>
<td>54.2% (155)</td>
<td>37.5% (21)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Known nationality</th>
<th>Applied</th>
<th>Shortlisted</th>
<th>Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>36.1% (229)</td>
<td>37.7% (43)</td>
<td>31.4% (11)</td>
</tr>
<tr>
<td>non-UK</td>
<td>63.9% (405)</td>
<td>62.3% (71)</td>
<td>68.6% (24)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Known nationality</th>
<th>Applied</th>
<th>Shortlisted</th>
<th>Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>70.7% (3622)</td>
<td>79.9% (904)</td>
<td>85.6% (178)</td>
</tr>
<tr>
<td>non-UK</td>
<td>29.3% (1500)</td>
<td>20.1% (227)</td>
<td>14.4% (227)</td>
</tr>
</tbody>
</table>
2.4.3 Starters

Over a third (37.4%, 61) of new starters in 2013/14 were of non-UK nationality. They were most highly represented in the Research and Academic jobs where they represented 62.1% (18) and 72.4% (21) of starters respectively.

Table 20 New starters by nationality (UK and non-UK) by job type, 2013/14

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Academic</th>
<th>Admin 1-5</th>
<th>Admin 6-10</th>
<th>M&amp;A</th>
<th>Research</th>
<th>Technical</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>27.6%</td>
<td>85.3%</td>
<td>86.1%</td>
<td>85.7%</td>
<td>37.9%</td>
<td>75.0%</td>
</tr>
<tr>
<td></td>
<td>(8)</td>
<td>(29)</td>
<td>(31)</td>
<td>(6)</td>
<td>(11)</td>
<td>(*)</td>
</tr>
<tr>
<td>Non-UK</td>
<td>72.4%</td>
<td>14.7%</td>
<td>13.9%</td>
<td>14.3%</td>
<td>62.1%</td>
<td>25.0%</td>
</tr>
<tr>
<td></td>
<td>(21)</td>
<td>(*)</td>
<td>(*)</td>
<td>(*)</td>
<td>(18)</td>
<td>(*)</td>
</tr>
</tbody>
</table>

2.4.4 Leavers by nationality

Just under a third (78) were of non-UK nationality; most notably two third of Research leavers and just over half of Academic leavers.

Figure 31 Leavers by nationality, 2013/14
2.5 DISABILITY

Nationally, 3.9% of those who declared a disability status indicated that they were disabled (ECU, 2014, p. 78). At RHUL there is a decrease in the percentage (1.8%) and number (28) of disabled staff in 2014. Although there is an increase in disabled staff in the academic and research staff group, there is a decrease in Professional and support staff. The highest number was in Administrative grades 6-10 at 2.0% (7) with numbers below 5 in all the other staff groups and none in the Technical staff. Amongst Casual and Visiting teaching staff figures are between 2.1% (20) and 2.8% (15).

<table>
<thead>
<tr>
<th>Category</th>
<th>% in 2014</th>
<th>% in 2013</th>
<th>% in 2012</th>
<th>% in 2011</th>
<th>% in 2010</th>
<th>% in 2009</th>
<th>% in 2008</th>
<th>% in 2007</th>
<th>% in 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disabled staff - RHUL</td>
<td>1.8% (28)</td>
<td>1.9% (32)</td>
<td>2.1%</td>
<td>2.2%</td>
<td>2.0%</td>
<td>2.1%</td>
<td>2.5%</td>
<td>2.4%</td>
<td>2.4%</td>
</tr>
<tr>
<td>Disabled staff - HESA</td>
<td>3.9%</td>
<td>3.4%</td>
<td>3.2%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.0%</td>
<td>2.7%</td>
<td>2.6%</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

Table 22 Disabled staff by broad job groups, 2010 to 2014

<table>
<thead>
<tr>
<th>Staff group</th>
<th>% Royal Holloway disabled staff, 2014</th>
<th>% Royal Holloway disabled staff, 2013</th>
<th>% Royal Holloway disabled staff, 2012</th>
<th>% Royal Holloway disabled staff, 2011</th>
<th>% Royal Holloway disabled staff, 2010</th>
<th>% HESA Statistics disabled staff (HESA 2012/13 data), published in 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic and research</td>
<td>2.0% (13)</td>
<td>1.4% (9)</td>
<td>2.1%</td>
<td>2.7%</td>
<td>1.9%</td>
<td>3.4%</td>
</tr>
<tr>
<td>Professional and support</td>
<td>1.7% (15)</td>
<td>2.3% (23)</td>
<td>3.6%</td>
<td>3.5%</td>
<td>2.0%</td>
<td>4.5%</td>
</tr>
</tbody>
</table>

Figure 32 Disabled staff by job category, 2013/14

* = five or fewer people
2.5.1 Academic staff

Nationally, 3.4% of academic staff declared a disability, though this is lower (2.7%) in professorial roles than the 3.4% in the non-professorial roles (ECU, 2014, p.102). At RHUL 1.8% (9) of academic staff are disabled. The numbers are fairly consistent across academic levels with small overall numbers (all fewer than 5 in each category).

Figure 33 Percentage of disabled staff in academic posts, 2013/14

Note: the numbers are not put in brackets for the categories of academic staff in this Figure as they are fewer than 5 in each category.

2.5.2 Recruitment

The percentage of disabled applicants, at 2.0% (147), is slightly higher than the percentage in the existing staff. Disabled applicants were 2.0% (7) of those appointed overall, into Academic and Academic Administration staff groups.

2.5.3 Starters

3.1 % (5) starters were disabled.
2.6 AGE GROUPS

The highest proportion of staff were in the 31-40 age group with more than half (50.1\%) of all staff are between 40 and 60 years. There are no academic staff below 30 years.

Casual staff and visiting teachers are a younger group; 59\% (572) of casual staff are aged 30 or under and 90.9\% (491) of visiting teachers are aged 40 or under.

Figure 34 Staff by age groups, 2013/14

* = five or fewer people; when only one figure is five or fewer a second small number is also not revealed

Figure 35 Age distribution by job groups, 2013/14

Age distribution of staff by job groups, 2013/14
Women tend to be slightly younger than the overall College population, with 8% (123) of female staff in the 21-30 age group and 17.4% (267) in the 31-40 age group compared to 3.7% (57) and 12.3% (189) of the male staff respectively. However, there are proportionately more male staff in the other decade age bands.

**Age by ethnicity**

There is not much difference in the age profile between minority ethnic and White staff except for the age group 41-50 where it is 32.0% (71) of minority ethnic staff compared to 26.4% (336) of White staff. There are variations by ethnic groups, see figure 41.
2.6.1 Academic staff

Two-thirds (65.1%) of academic staff (328) are in the 31-50 age bracket and 94.2% (98) of lecturers are in that band. Less than 0.5% of academic staff are aged 30 or younger. 11.5% (58) of academics are 61 years of age or over, with that rising to 24.9% (58) of those in professorial roles.

2.6.2 Recruitment

The highest percentage of appointments overall were made in the 21 – 30 and the 51-60 age groups, both at 42.6% (146) of all appointments. 50% (33) of Academic
appointed were in the age range 30-39 while the highest proportion of Professional Services staff appointed were in the 16-39 age range at 47.3% (131).

Figure 40 All applicants by age groups, 2013/14

Figure 41 All applicants by age groups by staff groups, 2013/14

2.6.3 Starters

Over 75.8% (119) of starters were in the 21-40 age bracket, but this varied with staff group where, for example, 79.3% Academic starters (23) were 31-40 and over half of Admin 1-5 (23) and of M&A starters (8) were 21-30.
Table 17 New starters by age group by staff group, 2013/14

<table>
<thead>
<tr>
<th>Age group</th>
<th>Academic</th>
<th>Admin 1 - 5</th>
<th>Admin 6 - 10</th>
<th>M &amp; A</th>
<th>Other</th>
<th>Research</th>
<th>Technical</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>21-30</td>
<td>0.0%</td>
<td>67.6% (23)</td>
<td>33.3% (12)</td>
<td>53.3% (8)</td>
<td>40.0% (*)</td>
<td>27.6% (8)</td>
<td>0.0%</td>
<td>35.0% (55)</td>
</tr>
<tr>
<td>31-40</td>
<td>79.3% (*)</td>
<td>14.7% (23)</td>
<td>33.3% (12)</td>
<td>20.0% (*)</td>
<td>50.0% (*)</td>
<td>48.3% (14)</td>
<td>50.0% (*)</td>
<td>40.8% (64)</td>
</tr>
<tr>
<td>41-50</td>
<td>6.9% (*)</td>
<td>17.6% (6)</td>
<td>22.2% (8)</td>
<td>0.0%</td>
<td>10.3% (*)</td>
<td>25.0% (*)</td>
<td>14.6% (23)</td>
<td></td>
</tr>
<tr>
<td>51-60</td>
<td>10.3% (*)</td>
<td>17.6% (6)</td>
<td>8.3% (*)</td>
<td>0.0%</td>
<td>3.4% (*)</td>
<td>25.0% (*)</td>
<td>9.6% (15)</td>
<td></td>
</tr>
<tr>
<td>61-70</td>
<td>3.4% (*)</td>
<td>0.0%</td>
<td>2.8% (*)</td>
<td>0.0%</td>
<td>10.3% (*)</td>
<td>0.0%</td>
<td>3.8% (6)</td>
<td></td>
</tr>
</tbody>
</table>

(*) 5 or less

2.6.4 Leavers

The largest group of leavers were in the 21-30 age band (35.2%, 89), with an additional 30% (76) in the 31-40 age group. As reported previously, this appears to be a natural phenomenon in organisations and in itself does not raise concerns.8

Figure 42 Leavers by age groups, 2013/14

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2.7 MATERNITY
The data covers those staff who started or ended their maternity leave between 1 September 2013 and 31 August 2014.

Four (11%) of the 38 staff were from BME backgrounds with three of them Chinese. Two (5%) of the staff were in the 21-30 age group, 26 (68%) were in the 31-40 age group and 10 (26%) were in the 41-50 age group.

Five (13%) of the employees did not have any specific religion, Four (11%) declared themselves as Christians whereas the rest did not declare their religion or preferred not to disclose it. 11 employees (29%) were from non-UK countries with the largest group of four (11%) having Spanish nationality. None of the employees had a known disability.

2.8 SEXUAL ORIENTATION

The percentage of staff who have provided data relating to their sexual orientation is 31.7% (488). The percentage of staff of who have not provided their data on this issue has decreased to 68.3%, with 3.9% (71) prefer not to say. Just over 5.3% (26) of those who provided data are gay, lesbian, or bisexual or have an ‘other’ sexual orientation, with the remainder, 94.8% being heterosexual.

2.9 RELIGION OR BELIEF

Of the 36.7% (564) of staff who have provided data on religion or belief, or who answered but preferred not to say, eight named religions or beliefs are represented, as well as a small number who were of an ‘other’ religion or belief. The majority (73%, 413) of those who provided data were almost equally split between Christian or of no religion or belief.

2.9 SENIOR MANAGEMENT

All senior managers (42) are on full-time permanent contracts. 71.4% (30) of senior managers are male. The proportion of women senior managers 28.6% (12) has shown a slight increase from 2012/13. A very small number of senior managers declared a disability, and a very small number are of minority ethnic origin.

![Figure 43 Age profile of senior management, 2013/14](image)
3. ANALYSIS OF MAIN ISSUES

At the end of 2013/14, there were 1538 staff in post, a decrease from 1652 at the end of 2012/13. There is an increase in academic staff by 2% while the proportion of M&A staff continues in its downward trend from 12.0% (198) in 2012/13 to 7.6% (117). Around four out of five employees are on permanent contracts with the exception of Academic staff where the vast majority are on permanent contracts. There were 1510 casual and visiting teacher contracts engaged, showing a significant decrease which may be attributed to the cleansing of the HR information over the last year.

The percentage of female staff has dropped slightly to 51.6% (794), still below figures for national representation of 53.9%. There has been an increase in the overall proportions of female academic staff and in their proportions at various levels. The mix of approximately three men to two women at Lecturer and Senior Lecturer levels changes to approximately two to one at Reader and three to one at Professor levels. The distribution across faculties shows up several differences between them. The proportion of women are higher in the Faculty of Arts & Social Sciences at all levels when compared to the other two Faculties. The representation of women Readers was lowest in Management, Economics and Law. The Science Faculty, however, has more marked imbalances with an overall proportion of three to one in favour of men, with only 17.7% of women at Professorial level. Nationally, the majority of female academic staff work in non-Science subject areas (51.0%) whereas 57.4% of male academic staff worked in SET subject areas. (ECU, 2014 p 236).

There were balanced numbers of women and men applying for posts at RHUL, with higher proportions of women being shortlisted and successful in the recruitment process. In the academic group, despite the lower proportion female applicants at 38.8% (825) applying for academic positions, almost twice the number of appointments made were female. Overall, women again formed over half of new starters. Over 20% more women left the College than men. However, in the Academic group, there were more than twice the number of women starters (15) than leavers while there were more male academics leaving.

The percentage of all minority ethnic staff at 14.4% (222) shows an increase from 2012/13 and the minority ethnic staff of UK nationality continues its upward trend to 11.4%, 126, (from 10.4% last year). All job categories are within a point of the college average, apart from Research which is 2.2% above (see Figure 19). When considering minority ethnic staff of UK nationality the proportion of minority ethnic staff has increased for all staff groups with the exception of Technical staff. There is a significant increase in Research from 5.5% (3) in 2012/13 to 15.4% (19) in 2013/14. Staff of Asian ethnicity are still the largest minority ethnic grouping, followed by staff of Chinese ethnicity.
At RHUL, there are more women than men amongst all the minority ethnic groups, although it is only slightly higher in percentage with the exception of Black women at 62.1% (18) compared to men at 37.9% (11). Overall, 13.5% (68) of all academic staff and 11.4% (35) of academic staff of UK nationality are of minority ethnic origin, figures which continue to mark a small steady increase in numbers and proportion. Overall, 13.5% (68) of all academic staff and 11.4% (35) of academic staff of UK nationality are of minority ethnic origin, figures which continue to mark a steady increase in numbers and proportion. Whereas minority ethnic academic staff (around two thirds of whom are of Asian or Chinese background) are, at twice the College strength (26.9%, 28), well represented at Lecturer level, that reduces to 6.3% (12) at Professorial level; these figures vary considerably across Faculties. Nevertheless, it should be noted that the total percentage of minority ethnic academic staff at Lecturer and Senior Lecturer levels are higher than last year. The numbers of Readers (6) and Professors (12) remain the same although there is an apparent drop in their percentages at 9.5% and 6.3% respectively. While 45% (119) of White academics at the college with UK nationality are at professorial level, only 26% (9) of minority ethnic academics with UK nationality are at that level. RHUL attracts a very large number of minority ethnic job seekers (32%, 2479, of all applicants), this reduces to 16% (55) appointed and 18%, (12), appointed to Academic posts.

Just under three quarters of RHUL staff have UK nationality and the remainder are drawn from over 60 countries across the globe. Majority of these are represented by one or two people whereas nationals from France, Germany and Italy accounted for 14.4% of the non-UK staff. Another 14.4% of non-UK nationals were fairly evenly represented by nationals from Greece, China, Ireland, Poland and India.

Just under 52% (217) of non-UK nationals are employed as academics or researchers. The trend of declining numbers of UK academics (to under two-thirds) and researchers (to two out of five) appears to have plateaued, although there was a significant increase in non-UK administrative staff, grades 1-5 by 12.6% (25) in 2013/14.

With regard to age, RHUL follows the general national pattern of age bands and is broadly consistent with recent reports. Two-thirds (65.1%) of academic staff (328) are in the 31-50 age bracket and 94.2% (98) of lecturers are in that band. Less than 0.5% of academic staff are aged 30 or younger. 11.5% (58) of academics are 61 years of age or over, with that rising to 24.9% (58) of those in professorial roles. Casual and visiting staff have a younger age profile as do women, 68.3% (123) in the age band 21-30 years and minority ethnic staff (with some variations between ethnic groups).

The two relatively new areas for which data is collected - sexual orientation and religion/belief - have both seen an increase in response rates, but it will be some time before robust conclusions can be derived from this, as yet, very partial data.

All senior managers (42) are on full-time permanent contracts. 71.4% (30) of senior managers are male. The proportion of women senior managers 28.6% (12) has shown a slight increase from 2012/13. A very small number of senior managers declared a disability, and a very small number are of minority ethnic origin.
4. RECOMMENDATIONS

(i) To include in the next equality monitoring report the profile of College Council members.

(ii) Due to the ongoing data cleansing activity by the new HR System team, there is a significant reduction in the number of visiting teaching staff recorded. As the data does not accurately reflect the profile of visiting teaching staff it was not conducive to carry out recommendation iii) from last report, (to consider in future reporting looking at the visiting teaching staff data profile by faculty, in order to establish if a greater mix in that group would contribute towards achieving greater representation of any under-represented groups in faculties. This could be something that can be explored for the next report.

(iii) Keep under review moving towards collecting data regarding gender identity. The College will follow guidance from the Equality Challenge Unit.9

(iv) The response rate for sexual orientation and religion are improving but remains low. There is a need to launch a campaign to improve the disclosure rate.

(v) Continue to monitor the disciplinaries and grievances despite continuing low numbers recorded at the formal stages.

(vi) The low representation of minority ethnic staff at senior level should be looked into as part of the work being carried out on women at professorial level.

(vii) Due to the implementation of a new Recruitment System, it was difficult to access legacy data and we are still working with the supplier to design appropriate reports. For the next report, there will should be more comprehensive analysis of the recruitment data.

4. REFERENCES

Equality Challenge Unit (2010), Trans staff and students in higher education, revised 2010


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