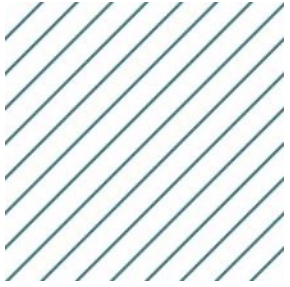


Staff Equalities Report

2020-21



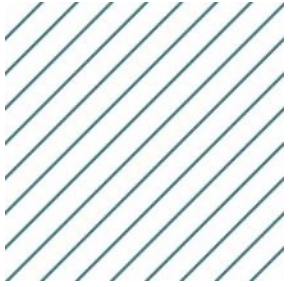
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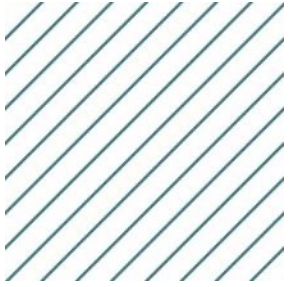


Introduction

The University of Winchester is a values-led institution committed to equality, diversity and inclusion. We believe that diversity enriches our community, learning experience and global outlook and value the views and opinions of everyone. It is our stated strategic aim to celebrate and increase the diversity of our staff and students. We have made a commitment to monitor and support staff in underrepresented groups to ensure that opportunities are inclusive.

We are proud Stonewall Champions and Disability Confident employers. We have also pledged to uphold the principles of the Race Equality Charter and are looking to continuously improve practices to ensure and increase inclusion for all protected characteristics.





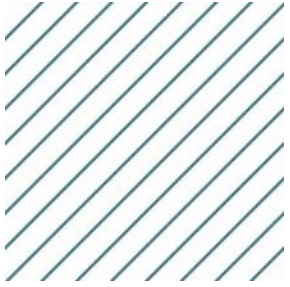
Executive Summary

This report relates to a full year of data for the period between 1 August 2020 to 31 July 2021. For snapshot data the census date is 31 July 2021. The data refers to full time and fractional (part time) Academic and Professional Services staff.

While the total number of staff employed by the University in 2020/21 fell from 955 in the previous year to 926 in this cycle, the changes to the statistical data overall compared to last year remain negligible. However, there are instances where this negligible change is nonetheless significant because these are areas where we would like to see significant change.

While we have finally broken into the 5% representation for BAME staff this is still despite a significant increase in applications for positions across the services. Of the 330 applications for academic posts, we appointed only 10 BAME staff representing a 3% success rate, while the success rate of their white counterparts was at 9.6% indicating a significantly greater chance of success. 167 BAME applicants applied for positions in professional services but only 6 staff from this demographic were appointed. This indicates a need for a greater and more focused approach towards achieving our target and this will be addressed in the Action Plan that follows.





What have we achieved?

Disclosure Rates We made a commitment to increase disclosure rates through communication of intention to staff and have seen some overall progress here this year with non-disclosures at their lowest rates since 2017 in most categories.

BAME Recruitment We committed to provide unconscious bias e-learning training to all staff, progress work towards diversifying and decolonising the curriculum, work with REAG colleagues to create initiatives to increase our attractiveness to BAME applicants, and put ourselves in a position to enter the Race Equality Charter in 2022. We have done these things and signed up to the Race Equality Charter, our entry date will likely be 2023 as we awaited an appointment of a Data Officer to facilitate this and other race related initiatives.

Gender Pay Gap We committed to create a Gender Equality and Pay Gap strategy (Action Plan) and monitoring process in agreement with UCU and UNISON and we did this.





Action Plan for 2022/23

BAME Recruitment - In 2022/23 we will:

Further implement the provisions of the University's Race Equality Action Plan.

Work with the newly appointed Head of Data & Insight to give data driven local insights into where issues lie and address these, with an emphasis on understanding the disparity between application, interview and appointment data.

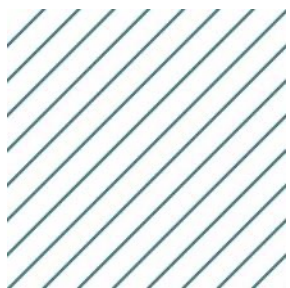
Review our readiness to work towards submitting to the Race Equality Chartermark and create a plan that puts us in a position for success.

Gender Equality and Pay Gap - In 2022/23 we will:

Further implement the provisions of the University's Gender Equality and Pay Gap Action Plan.

Create focus groups with stakeholders to gain insights into the issues they identify as barriers to progression and create actions based on these insights.



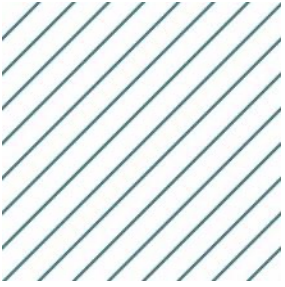


Disclosure Rates

The amount of individuals who are choosing to not disclose is has only increased in the disability category however by just 0.1%. Other than that, there has been a decrease which shows more people are disclosing their protected characteristics to the university. Sexual Orientation and Religion and Belief have both dropped below 25% which is significant progress when just two years ago, they were at a third.

NB: all percentages have been rounded to 1 decimal place

	2021	2020	2019	2018	2017
Disability	5.3%	5.2%	7.8%	5.9%	5.3%
Ethnicity	4.0%	4.4%	4.6%	5.0%	4.1%
Sexual Orientation	23.0%	25.4%	29.2%	30.6%	33.2%
Religion and Belief	24.7%	27.1%	30.6%	30.9%	35.5%



Age

As in previous years, there is another marginal change in the spread of staff across the age bands. Across all but one department, there is no more than a 2% variation in the age bands.

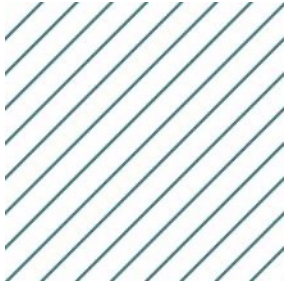
The only significant change of note is the difference of 11.1% to 30% in Research in the 35-44 age category, however this huge variation is due to the limited number of people in the department and the numbers are in fact from 1 person to 3 people.

NB: all percentages have been rounded to 1 decimal place

Age Band	University	
16-24	24	2.6%
25-34	147	15.9%
35-44	253	27.3%
45-54	257	27.8%
55-64	210	22.7%
65 over	35	3.8%
Total	926	100.0%

Age Band	Academic		Age Band	Professional Services	
16-24	0	0.0%	16-24	24	4.6%
25-34	40	10.7%	25-34	103	19.8%
35-44	108	28.8%	35-44	136	26.2%
45-54	126	33.6%	45-54	122	23.5%
55-64	85	22.7%	55-64	117	22.5%
65 over	16	4.3%	65 over	18	3.5%
Total	375	100.0%	Total	520	100.0%

Age Band	Management	
16-24	0	0.0%
25-34	0	0.0%
35-44	3	17.6%
45-54	7	41.2%
55-64	7	41.2%
65 over	0	0.0%
Total	17	100.0%



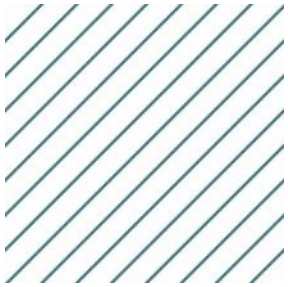
Applicants by Age

The overall number of applications reduced from the previous year by 440 (previous year not shown).

For another year, the highest number of applicants remains to be the 25-34 age band with 30.9% overall.

NB: all percentages have been rounded to 1 decimal place

Age Band	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
16 - 24	1	0.1%	329	29.4%	330	18.1%
25 - 34	195	27.6%	368	32.9%	563	30.9%
35 - 44	274	38.8%	146	13.1%	420	23.0%
45 - 54	133	18.8%	157	14.0%	290	15.9%
55 - 64	49	6.9%	70	6.3%	119	6.5%
65 over	3	0.4%	7	0.6%	10	0.5%
Unknown	51	7.2%	41	3.7%	92	5.0%
Total	706	100.0%	1118	100.0%	1824	100.0%



Appointees by Age

The top table shows the spread of successful appointments that accepted the appointment.

The table below shows the spread of all those who were offered a post including those who rejected the offer or it was withdrawn.

The spread of successful appointments were more even across the age bands with the age band 35-44 marginally highest.

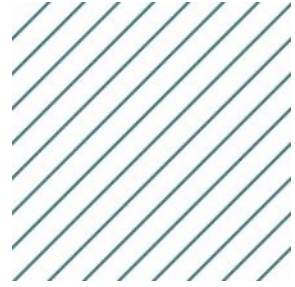
NB: all percentages have been rounded to 1 decimal place

Appointments who accepted

Age Band	Academic		Professional Services		Total	
16 - 24	0	0.0%	25	28.1%	25	18.5%
25 - 34	11	23.9%	21	23.6%	32	23.7%
35 - 44	18	39.1%	16	18.0%	34	25.2%
45 - 54	10	21.7%	20	22.5%	30	22.2%
55 - 64	6	13.0%	5	5.6%	11	8.1%
65 over	1	2.2%	1	1.1%	2	1.5%
Unknown	0	0.0%	1	1.1%	1	0.7%
Total	46	100.0%	89	100.0%	135	100.0%

Appointments including declined & rejected

Age Band	Academic		Prof. Services		Total	
16 - 24	0	0.0%	32	29.4%	32	19.3%
25 - 34	13	22.8%	24	22.0%	37	22.3%
35 - 44	23	40.4%	21	19.3%	44	26.5%
45 - 54	12	21.1%	24	22.0%	36	21.7%
55 - 64	7	12.3%	5	4.6%	12	7.2%
65 over	1	1.8%	1	0.9%	2	1.2%
Unknown	1	1.8%	2	1.8%	3	1.8%
Total	57	100.0%	109	100.0%	166	100.0%

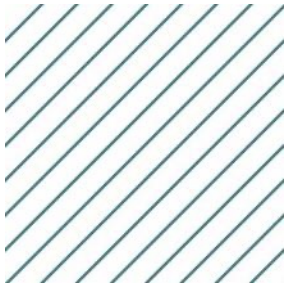


Ethnicity

Ethnicity	2021		2020		2019		2018		2017	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Arab	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian or Asian British - Bangladeshi	1	0.1%	1	0.1%	1	0.1%	7	0.7%	5	0.5%
Asian or Asian British - Indian	6	0.6%	8	0.8%	6	0.6%	0	0.0%	0	0.0%
Asian or Asian British - Pakistani	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%
Black or Black British - African	2	0.2%	2	0.2%	3	0.3%	2	0.2%	2	0.2%
Black or Black British - Caribbean	4	0.4%	3	0.3%	3	0.3%	3	0.3%	3	0.3%
Chinese	8	0.9%	9	0.9%	8	0.8%	8	0.8%	8	0.8%
Gypsy or Traveller	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Mixed - White & Asian	4	0.4%	3	0.3%	5	0.5%	5	0.5%	5	0.5%
Mixed - White & Black African	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.2%
Mixed - White & Black Caribbean	4	0.4%	3	0.3%	3	0.3%	3	0.3%	3	0.3%
Other Asian background	6	0.6%	5	0.5%	3	0.3%	3	0.3%	4	0.4%
Other Black background	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%
Other Ethnic background	3	0.3%	3	0.3%	2	0.2%	2	0.2%	1	0.1%
Other Mixed background	6	0.6%	6	0.6%	7	0.7%	8	0.8%	6	0.6%
Other White background	50	5.4%	46	4.8%	44	4.5%	40	4.1%	43	4.6%
Unknown	37	4.0%	42	4.4%	47	4.8%	48	5.0%	39	4.1%
White	782	84.4%	808	84.6%	837	85.0%	827	85.5%	815	86.3%
White - Irish	8	0.9%	12	1.3%	12	1.2%	8	0.8%	7	0.7%
Total	926	100.0%	955	100.0%	985	100.0%	967	100.0%	944	100.0%

NB: all percentages have been rounded to 1 decimal place





Ethnicity (2)

The number of staff that declared themselves BAME has increased again marginally, however now has moved to the 5% band for the first time.

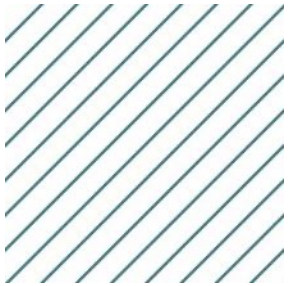
Those who are unknown have decreased again for another year.

Ethnicity	2021		2020		2019		2018		2017	
	BAME	49	5.3%	47	4.9%	45	4.6%	44	4.6%	40
White	840	90.7%	866	90.7%	893	90.7%	875	90.5%	865	91.6%
Unknown	37	4.0%	42	4.4%	47	4.8%	48	5.0%	39	4.1%
Total	926	100.0%	955	100.0%	985	100.0%	967	100.0%	944	100.0%

Ethnicity	2021		2020		2019		2018		2017	
	All Non-White (incl. GRT)	49	5.3%	47	4.9%	45	4.6%	44	4.6%	40
White Other	58	6.3%	58	6.1%	56	5.7%	48	5.0%	50	5.3%
White British	782	84.4%	808	84.6%	893	90.7%	827	85.5%	815	86.3%
Unknown	37	4.0%	42	4.4%	47	4.8%	48	5.0%	39	4.1%
Total	926	100.0%	955	100.0%	985	100.0%	967	100.0%	944	100.0%

Ethnicity	Academic		Prof. Services		Research		Management		Senior	
	BAME	25	6.7%	23	4.4%	0	0.0%	1	5.9%	0
White	326	86.9%	487	93.7%	9	90.0%	15	88.2%	4	100.0%
Unknown	24	6.4%	10	1.9%	1	10.0%	1	5.9%	0	0.0%
Total	375	100.0%	520	100.0%	10	100.0%	17	100.0%	4	100.0%

NB: all percentages have been rounded to 1 decimal place



Applicants by Ethnicity

These tables show that in total, 27.2% of applicants declared themselves as BAME which is a huge increase on last year of 10.2%.

It is clear that over the past year, we have been attracting a more diverse pool of applicants across both services. In particular, the amount of academic applicants is almost equally split between White and BAME which is again, a huge difference to the previous year.

Also to note, the amount of those whose ethnicity is unknown has decreased.

NB: all percentages have been rounded to 1 decimal place

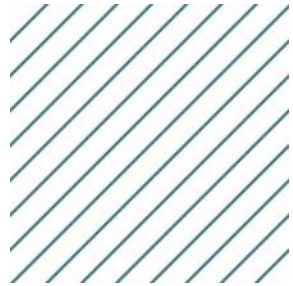
2019-2020

Ethnicity	Academic		Professional Services		Total	
	Count	%	Count	%	Count	%
BAME	195	30.2%	191	11.8%	386	17.0%
Unknown	37	5.7%	88	5.4%	125	5.5%
White	414	64.1%	1339	82.8%	1753	77.4%
Total	646	28.5%	1618	71.5%	2264	100.0%

2020-2021

Ethnicity	Academic		Professional Services		Total	
	Count	%	Count	%	Count	%
BAME	330	46.7%	167	14.9%	497	27.2%
Unknown	32	4.5%	46	4.1%	78	4.3%
White	344	48.7%	905	80.9%	1249	68.5%
Total	706	38.7%	1118	61.3%	1824	100.0%

Applicants & Interviewees by Ethnicity



The top table shows how far through the application process candidates by their ethnicity. The bottom table shows how far through the process candidates got out of the 460 who were offered an interview.

85.3% of BAME candidates did not make it past shortlisting with only 3.2% of BAME applicants securing a role. This is low in comparison to white candidates where 9% of applicants secured a role.

These are very similar to the previous year however there is a 0.4% increase in those who accepted an offer.

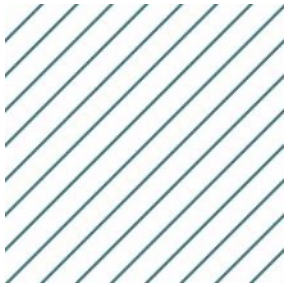
Recruitment Stage	BAME		Unknown		White		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Shortlisting (Regret)	424	85.3%	58	74.4%	882	70.6%	1364	74.8%
Interview (No show)	1	0.2%	0	0.0%	3	0.2%	4	0.2%
Interview (Regret)	50	10.1%	10	12.8%	225	18.0%	285	15.6%
Interview (Unable)	1	0.2%	0	0.0%	4	0.3%	5	0.3%
Offer (Accepted)	16	3.2%	6	7.7%	113	9.0%	135	7.4%
Offer (Rejected)	4	0.8%	4	5.1%	22	1.8%	30	1.6%
Offer (Withdrawn)	1	0.2%	0	0.0%	0	0.0%	1	0.1%
Total	497	27.2%	78	4.3%	1249	68.5%	1824	100.0%

Stage (past shortlisting)	BAME		Unknown		White		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Interview (No show)	1	0.2%	0	0.0%	3	0.7%	4	0.9%
Interview (Regret)	50	10.9%	10	2.2%	225	48.9%	285	62.0%
Interview (Unable)	1	0.2%	0	0.0%	4	0.9%	5	1.1%
Offer (Accepted)	16	3.5%	6	1.3%	113	24.6%	135	29.3%
Offer (Rejected)	4	0.9%	4	0.9%	22	4.8%	30	6.5%
Offer (Withdrawn)	1	0.2%	0	0.0%	0	0.0%	1	0.2%
Total	73	15.9%	20	4.3%	367	79.8%	460	100.0%

NB: all percentages have been rounded to 1 decimal place



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Appointees by Ethnicity

The top table shows the spread of successful appointments whom accepted the appointment. The table below shows the spread of all those who were offered a post including those who rejected the offer or it was withdrawn.

It is clear from both tables that there is a significant difference in percentages between applications and appointees. With 27.2% BAME applicants, only 11.9% end up working for the University. The largest difference is academic appointments with 330 applicants and 46.7% BAME compared to 11 appointees and 19.3% offered a job.

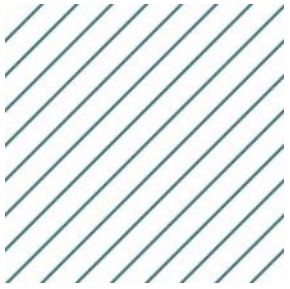
NB: all percentages have been rounded to 1 decimal place

Appointments who accepted

Ethnicity	Academic		Prof. Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
BAME	10	21.7%	6	6.7%	16	11.9%
Unknown	3	6.5%	3	3.4%	6	4.4%
White	33	71.7%	80	89.9%	113	83.7%
Total	46	100.0%	89	100.0%	135	100.0%

Appointments including declined & rejected

Ethnicity	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
BAME	11	19.3%	10	9.2%	21	12.7%
Unknown	6	10.5%	4	3.7%	10	6.0%
White	40	70.2%	95	87.2%	135	81.3%
Total	57	100.0%	109	100.0%	166	100.0%



Disability

It should be noted that not all staff with a disability choose to declare it however, in total, 83 members of staff declared a disability.

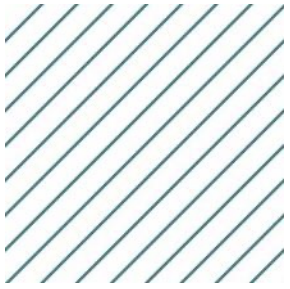
In comparison to last year (table not shown) there was 1.4% increase in those who declared a disability and a 0.5% increase in those who were unknown.

Of those who declared a disability, it appears there continues to be a fairly even distribution between academic and professional services.

NB: all percentages have been rounded to 1 decimal place

^a Declared Disability	2021		2020		2019		2018		2017	
Yes	83	9.0%	73	7.6%	78	7.9%	71	7.3%	65	6.9%
No	790	85.3%	832	87.1%	845	85.8%	839	86.8%	829	87.8%
Unknown	53	5.7%	50	5.2%	62	6.3%	57	5.9%	50	5.3%
Total	926	100.0%	955	100.0%	985	100.0%	967	100.0%	944	100.0%

^a Declared Disability	2021		2020		2019		2018		2017	
Academic	39	47.0%	40	54.8%	43	55.1%	35	49.3%	29	44.6%
Professional Services	44	53.0%	33	45.2%	32	41.0%	33	46.5%	33	50.8%
Research	0	0.0%	0	0.0%	3	3.8%	2	2.8%	2	3.1%
Management	0	0.0%	0	0.0%	0	0.0%	1	1.4%	1	1.5%
Senior Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	83	100.0%	73	100.0%	78	100.0%	71	100.0%	65	100.0%

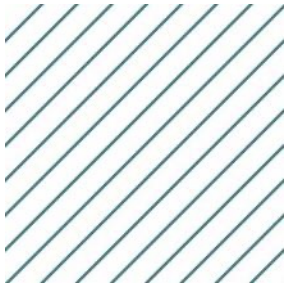


Disability (2)

The most common category of disability, using the HESA definitions, remain as 'Specific learning difficulty (Dyslexia, Dyspraxia or AD(H)D)'. The next most common remains 'Long standing illness or health conditions (cancer, HIV, diabetes etc)'. 'Mental health condition (depression, schizophrenia or anxiety) has increased to 18.1%, almost 6% more than the previous year.

NB: all percentages have been rounded to 1 decimal place

Declared Disability Nature (HESA)	2021		2020		2019		2018		2017	
Blind or a serious visual impairment uncorrected by glasses	3	3.6%	3	4.1%	3	3.8%	2	2.8%	3	4.6%
Deaf or serious hearing impairment	2	2.4%	1	1.4%	1	1.3%	1	1.4%	2	3.1%
Long standing illness or health condition (cancer, HIV, diabetes etc)	17	20.5%	17	23.3%	17	21.8%	17	23.9%	14	21.5%
Mental health condition (depression, schizophrenia or anxiety)	15	18.1%	9	12.3%	12	15.4%	13	18.3%	11	16.9%
Physical impairment & / or mobility issues (difficulty using arms / legs)	3	3.6%	5	6.8%	8	10.3%	7	9.9%	7	10.8%
Specific learning difficulty (Dyslexia, Dyspraxia or AD(H)D)	28	33.7%	23	31.5%	24	30.8%	18	25.4%	14	21.5%
Two or more impairments & / or disabling medical conditions	10	12.0%	9	12.3%	7	9.0%	7	9.9%	8	12.3%
Disability, impairment or medical condition that is not listed above	5	6.0%	5	6.8%	6	7.7%	6	8.5%	4	6.2%
Unknown	0	0.0%	1	1.4%	0	0.0%	0	0.0%	2	3.1%
Total	83	100.0%	73	100.0%	78	100.0%	71	100.0%	65	100.0%



Applicants by Disability

The percentage of applicants that declared a disability has increased by 2% in comparison to the previous year and there's been a slight reduction in those who are unknown.

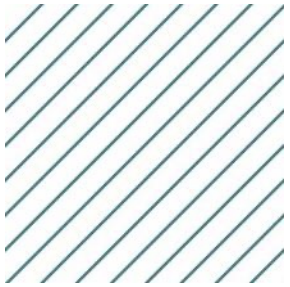
NB: all percentages have been rounded to 1 decimal place

2019-2020

Declared Disability	Academic		Professional Services		Total	
No	573	88.7%	1431	88.4%	2004	88.5%
Unknown	28	4.3%	56	3.5%	84	3.7%
Yes	45	7%	131	3.5%	176	7.8%
Total	646	100.0%	1618	100.0%	2264	100.0%

2020-2021

Declared Disability	Academic		Professional Services		Total	
No	636	90.1%	950	85.0%	1586	87.0%
Unknown	23	3.3%	37	3.3%	60	3.3%
Yes	47	6.7%	131	11.7%	178	9.8%
Total	706	100.0%	1118	100.0%	1824	100.0%



Appointees by Disability

The top table shows the spread of successful appointments that accepted the appointment. The table below shows the spread of all those who were offered a post including those who rejected the offer or it was withdrawn.

Of those who were offered a role, 10.8% declared a disability and 3 applicants ended up not commencing their employment.

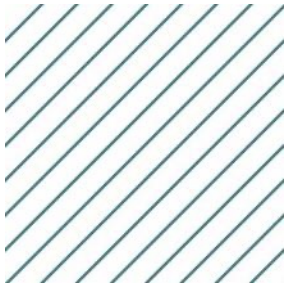
NB: all percentages have been rounded to 1 decimal place

Appointments who accepted

Declared Disability	Academic		Professional Services		Total	
No	42	91.3%	71	79.8%	113	83.7%
Unknown	2	4.3%	5	5.6%	7	5.2%
Yes	2	4.3%	13	14.6%	15	11.1%
Total	46	100.0%	89	100.0%	135	100.0%

Appointments including declined & rejected

Declared Disability	Academic		Professional Services		Total	
No	49	86.0%	90	82.6%	139	83.7%
Unknown	4	7.0%	5	4.6%	9	5.4%
Yes	4	7.0%	14	12.8%	18	10.8%
Total	57	100.0%	109	100.0%	166	100.0%



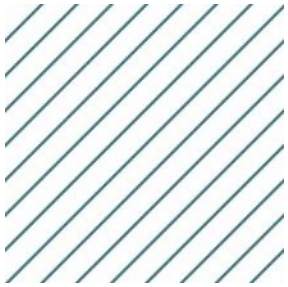
Sexual Orientation

The number of staff that identified as heterosexual has increased marginally as has the percentage of staff that identify as LGBT or in another way. The amount of people whose sexual orientation is unknown has decreased by over 2%.

Sexual Orientation	2021		2020		2019		2018		2017	
Heterosexual	659	71.2%	664	69.5%	656	66.6%	627	64.8%	584	61.9%
LGBT	47	5.1%	42	4.4%	36	3.7%	38	3.9%	41	4.3%
Defined in another way	7	0.8%	6	0.6%	8	0.8%	6	0.6%	6	0.6%
Unknown	213	23.0%	243	25.4%	285	28.9%	296	30.6%	313	33.2%
Total	926	100.0%	955	100.0%	985	100.0%	967	100.0%	944	100.0%

Sexual Orientation	University	
Heterosexual	659	71.2%
Gay	16	1.7%
Lesbian	8	0.9%
Bisexual	23	2.5%
Other	7	0.8%
Prefer not to say	77	8.3%
Unknown	136	14.7%
Total	926	100.0%

NB: all percentages have been rounded to 1 decimal place



Applicants by Sexual Orientation

The percentage of applicants who declared that they identify as heterosexual has decreased by 0.9% from the previous year. There is also an increase of 2.2% of those declaring themselves as bisexual and 0.8% increase identifying another way, which is double the previous year.

There been a reduction in number of those identifying as gay or lesbian and those who do not declare..

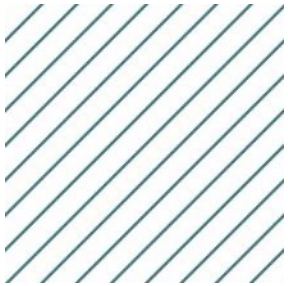
NB: all percentages have been rounded to 1 decimal place

2019-2020

Sexual Orientation	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Bisexual	26	4.0%	81	5%	107	4.7%
Defined in another way	6	0.9%	12	0.7%	18	0.8%
Gay	13	2%	48	3%	61	2.7%
Lesbian	5	0.8%	28	1.7%	33	1.5%
Heterosexual	508	78.6%	1315	81.3%	1823	80.5%
Unknown	88	13.6%	134	8.3%	222	9.8%
Total	646	100.0%	1618	100.0%	2264	100.0%

2020-2021

Sexual Orientation	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Bisexual	28	4.0%	97	8.7%	125	6.9%
Defined in another way	6	0.8%	23	2.1%	29	1.6%
Gay	13	1.8%	18	1.6%	31	1.7%
Lesbian	5	0.7%	14	1.3%	19	1.0%
Heterosexual	582	82.4%	869	77.7%	1451	79.6%
Unknown	72	10.2%	97	8.7%	169	9.3%
Total	706	100.0%	1118	100.0%	1824	100.0%



Appointees by Sexual Orientation

The top table shows the spread of successful appointments that accepted the appointment. The table below shows the spread of all those who were offered a post including those who rejected the offer or where it was withdrawn.

The percentage of those who were offered a post who were heterosexual is comparable to heterosexual applicants.

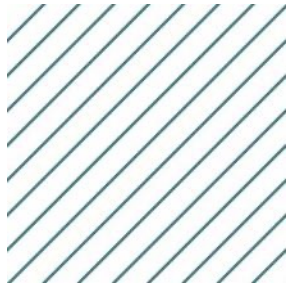
NB: all percentages have been rounded to 1 decimal place

Appointments who accepted

Sexual Orientation	Academic		Professional Services		Total	
Bisexual	3	6.5%	4	4.5%	7	5.2%
Defined in another way	0	0.0%	1	1.1%	1	0.7%
Gay	0	0.0%	1	1.1%	1	0.7%
Lesbian	1	2.2%		0.0%	1	0.7%
Heterosexual	36	78.3%	75	84.3%	111	82.2%
Unknown	6	13.0%	8	9.0%	14	10.4%
Total	46	100.0%	89	100.0%	135	100.0%

Appointments including declined & rejected

Sexual Orientation	Academic		Professional Services		Total	
Bisexual	3	5.3%	5	4.6%	8	4.8%
Defined in another way	0	0.0%	1	0.9%	1	0.6%
Gay	0	0.0%	2	1.8%	2	1.2%
Lesbian	1	1.8%	1	0.9%	2	1.2%
Heterosexual	45	78.9%	89	81.7%	134	80.7%
Unknown	8	14.0%	11	10.1%	19	11.4%
Total	57	100.0%	109	100.0%	166	100.0%

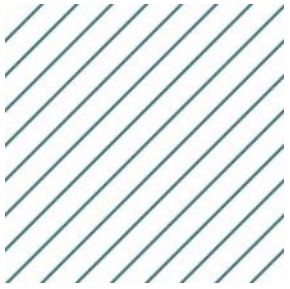


Religion & Belief

While there has been a decrease in the number of staff members whose religious beliefs are unknown or unstated, the largest declared religion continues to be Christianity. This is closely followed by the no religion or belief category which is 33.2% of the workforce.

Religion or Belief	2021		2020		2019		2018		2017	
Buddhist	11	1.2%	12	1.3%	11	1.1%	10	1.0%	8	0.8%
Christian	331	35.7%	329	34.5%	325	33.0%	309	32.0%	296	31.4%
Hindu	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Jewish	2	0.2%	3	0.3%	3	0.3%	3	0.3%	2	0.2%
Muslim	7	0.8%	5	0.5%	5	0.5%	3	0.3%	2	0.2%
Sikh	1	0.1%	2	0.2%	1	0.1%	1	0.1%	0	0.0%
Spiritual	18	1.9%	18	1.9%	18	1.8%	19	2.0%	21	2.2%
Other	20	2.2%	21	2.2%	24	2.4%	19	2.0%	19	2.0%
No Religion or Belief	307	33.2%	306	32.0%	298	30.3%	286	29.6%	261	27.6%
Unknown	135	14.6%	160	16.8%	300	30.5%	317	32.8%	335	35.5%
Prefer not to say	94	10.2%	98	10.3%	-	-	-	-	-	-
Total	926	100.0%	955	100.0%	985	100.0%	967	100.0%	944	100.0%

NB: all percentages have been rounded to 1 decimal place



Applicants by Religion & Belief

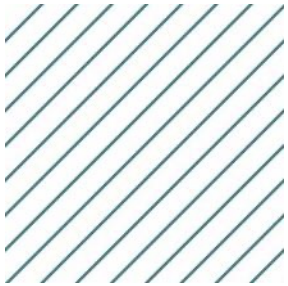
The amount of applicants who have no religion continue to be the largest group at 39.9% closely followed by Christianity at 33.4%.

Buddhist, Christian, Hindu, Muslim, Spiritual all increased from the previous year (table not shown) with a slight reduction in the other areas including unknown.

The biggest differentials from the previous year were within those declaring as Muslim, increasing by 3.1%, No religion decreasing by 4.3% and Spirituality increasing by 1.5%.

NB: all percentages have been rounded to 1 decimal place

Religion or Belief	Academic		Professional Services		Total	
Buddhist	10	1.4%	10	0.9%	20	1.1%
Christian	271	38.4%	339	30.3%	610	33.4%
Hindu	22	3.1%	17	1.5%	39	2.1%
Jewish	5	0.7%	5	0.4%	10	0.5%
Muslim	99	14.0%	28	2.5%	127	7.0%
No Religion	186	26.3%	542	48.5%	728	39.9%
Other	8	1.1%	23	2.1%	31	1.7%
Sikh	3	0.4%	3	0.3%	6	0.3%
Spiritual	26	3.7%	51	4.6%	77	4.2%
Unknown	76	10.8%	100	8.9%	176	9.6%
Total	706	100.0%	1118	100.0%	1824	100.0%



Appointees by Religion & Belief

The top table shows the spread of successful appointments that accepted the appointment. The table below shows the spread of all those who were offered a post including those who rejected the offer or where it was withdrawn.

No candidate who declared as Buddhist was successful in being appointed which was the only religion/belief to do so.

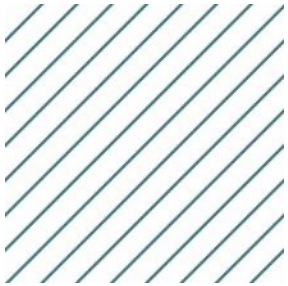
NB: all percentages have been rounded to 1 decimal place

Appointments who accepted

Religion or Belief	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Buddhist	0	0.0%	0	0.0%	0	0.0%
Christian	20	43.5%	30	33.7%	50	37.0%
Hindu	1	2.2%	0	0.0%	1	0.7%
Muslim	1	2.2%	1	1.1%	2	1.5%
No Religion	11	23.9%	44	49.4%	55	40.7%
Other	1	2.2%	1	1.1%	2	1.5%
Sikh	1	2.2%	0	0.0%	1	0.7%
Spiritual	3	6.5%	3	3.4%	6	4.4%
Unknown	8	17.4%	10	11.2%	18	13.3%
Total	46	100.0%	89	100.0%	135	100.0%

Appointments including declined & rejected

Religion or Belief	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Buddhist	0	0.0%	0	0.0%	0	0.0%
Christian	25	43.9%	37	33.9%	62	37.3%
Hindu	1	1.8%	0	0.0%	1	0.6%
Muslim	1	1.8%	2	1.8%	3	1.8%
No Religion	13	22.8%	50	45.9%	63	38.0%
Other	2	3.5%	1	0.9%	3	1.8%
Sikh	1	1.8%	1	0.9%	2	1.2%
Spiritual	4	7.0%	5	4.6%	9	5.4%
Unknown	10	17.5%	13	11.9%	23	13.9%
Total	57	100.0%	109	100.0%	166	100.0%



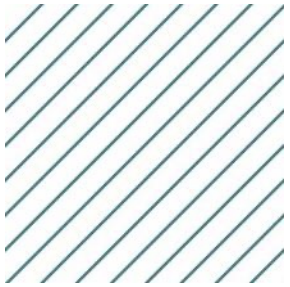
Gender

There is a very marginal change in the data in relation to gender, and those who identify as female continue to represent almost 60% of staff compared to 40.1% male. ELT have the largest imbalance, with 75% male, however numbers are very small and so disparities show as large in terms of percentages. Professional services has the greatest gender imbalance with 63.7% female.

NB: all percentages have been rounded to 1 decimal place

Gender	2021		2020		2019		2018		2017	
Female	554	59.8%	577	60.4%	578	58.7%	576	59.6%	573	60.7%
Male	371	40.1%	377	39.5%	405	41.1%	389	40.2%	369	39.1%
Non-Binary	1	0.1%	1	0.1%	2	0.2%	2	0.2%	2	0.2%
Total	926	100.0%	955	100.0%	985	100.0%	967	100.0%	944	100.0%

	Female		Male		Non-binary		Total	
Academic	208	55.5%	166	44.3%	1	0.3%	375	40.5%
Professional Services	331	63.7%	189	36.3%	0	0.0%	520	56.2%
Research	6	60.0%	4	40.0%	0	0.0%	10	1.1%
Management	8	47.1%	9	52.9%	0	0.0%	17	1.8%
ELT	1	25.0%	3	75.0%	0	0.0%	4	0.4%
Total	554	59.8%	371	40.1%	1	0.1%	926	100.0%



Applicants by Gender

There is a minimal difference overall compared to last year and most applicants overall identify as female.

Across professional services, there is a 2.3% increase in females compared to the previous year, and a decrease of 4.2% in academics.

While overall there is a 0.1% increase in those whose genders are undeclared, professional services had 0%.

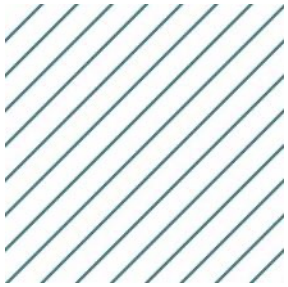
NB: all percentages have been rounded to 1 decimal place

2019-2020

Gender	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Female	297	46.0%	1024	63.3%	1321	58.3%
Male	346	53.6%	591	36.5%	937	41.4%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Unknown	3	0.5%	3	0.2%	6	0.3%
Total	646	100.0%	1618	100.0%	2264	100.0%

2020-2021

Gender	Academic		Professional Services		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Female	295	41.8%	733	65.6%	1028	56.4%
Male	403	57.1%	385	34.4%	788	43.2%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Unknown	8	1.1%	0	0.0%	8	0.4%
Total	706	100.0%	1118	100.0%	1824	100.0%



Appointees by Gender

The top table shows the spread of successful appointments that accepted the appointment. The table below shows the spread of all those who were offered a post including those who rejected the offer or where it was withdrawn.

There were significantly more female appointments than male or unknown. While it was a fairly even split between male and female applicants, with 56.4% female, this is not reflected with appointees where 63% of those who were offered a job, were female.

NB: all percentages have been rounded to 1 decimal place

Appointments who accepted

Gender	Academic		Professional Services		Total	
Female	31	67.4%	54	60.7%	85	63.0%
Male	15	32.6%	35	39.3%	50	37.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	46	100.0%	89	100.0%	135	100.0%

Appointments including declined & rejected

Gender	Academic		Professional Services		Total	
Female	38	66.7%	67	61.5%	105	63.3%
Male	18	31.6%	42	38.5%	60	36.1%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Unknown	1	1.8%	0	0.0%	1	0.6%
Total	57	100.0%	109	100.0%	166	100.0%

Pay Grades by Age

Grade	16-24		25-34		35-44		45-54		55-64		65 over		Total	
G02	9	34.6%	14	9.3%	15	5.7%	15	5.7%	39	17.3%	4	11.1%	96	9.9%
G03	4	15.4%	6	4.0%	15	5.7%	9	3.4%	7	3.1%	2	5.6%	43	4.4%
G04	5	19.2%	22	14.7%	19	7.2%	20	7.6%	18	8.0%	2	5.6%	86	8.9%
G05	6	23.1%	29	19.3%	31	11.7%	24	9.1%	19	8.4%	3	8.3%	112	11.6%
G06	2	7.7%	30	20.0%	44	16.6%	26	9.8%	24	10.6%	5	13.9%	131	13.5%
G07	0	0.0%	30	20.0%	50	18.9%	37	14.0%	12	5.3%	3	8.3%	132	13.7%
G08	0	0.0%	19	12.7%	64	24.2%	90	34.1%	68	30.1%	9	25.0%	250	25.9%
G09	0	0.0%	0	0.0%	16	6.0%	19	7.2%	19	8.4%	1	2.8%	55	5.7%
G10	0	0.0%	0	0.0%	1	0.4%	12	4.5%	10	4.4%	4	11.1%	27	2.8%
Management	0	0.0%	0	0.0%	3	1.1%	7	2.7%	7	3.1%	1	2.8%	18	1.9%
NHS	0	0.0%	0	0.0%	4	1.5%	4	1.5%	2	0.9%	0	0.0%	10	1.0%
Spot	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	2	5.6%	3	0.3%
Total	26	2.7%	150	15.5%	265	27.4%	264	27.3%	226	23.4%	36	3.7%	967	100.0%

NB: all percentages have been rounded to 1 decimal place



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Pay Grades by Ethnicity

Grade	BAME		White		Unknown		Total	
G02	8	15.4%	87	9.9%	1	2.7%	96	9.9%
G03	0	0.0%	42	4.8%	1	2.7%	43	4.4%
G04	5	9.6%	79	9.0%	2	5.4%	86	8.9%
G05	3	5.8%	109	12.4%	0	0.0%	112	11.6%
G06	6	11.5%	120	13.7%	5	13.5%	131	13.5%
G07	11	21.2%	115	13.1%	6	16.2%	132	13.7%
G08	16	30.8%	224	25.5%	10	27.0%	250	25.9%
G09	2	3.8%	52	5.9%	1	2.7%	55	5.7%
G10	0	0.0%	25	2.8%	2	5.4%	27	2.8%
Management	1	1.9%	16	1.8%	1	2.7%	18	1.9%
NHS	0	0.0%	2	0.2%	8	21.6%	10	1.0%
ELT	0	0.0%	4	0.5%	0	0.0%	3	0.4%
Spot	0	0.0%	3	0.3%	0	0.0%	3	0.3%
Total	52	5.4%	878	90.8%	37	3.8%	967	100.0%

NB: all percentages have been rounded to 1 decimal place



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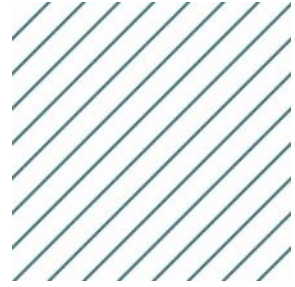
Pay Grades by Disability

Grade	Yes		No		Unknown		Total	
G02	8	9.3%	84	10.1%	4	7.5%	96	9.9%
G03	9	10.5%	32	3.9%	2	3.8%	43	4.4%
G04	7	8.1%	76	9.2%	3	5.7%	86	8.9%
G05	14	16.3%	97	11.7%	1	1.9%	112	11.6%
G06	6	7.0%	118	14.3%	7	13.2%	131	13.5%
G07	13	15.1%	114	13.8%	5	9.4%	132	13.7%
G08	24	27.9%	213	25.7%	13	24.5%	250	25.9%
G09	3	3.5%	47	5.7%	5	9.4%	55	5.7%
G10	2	2.3%	22	2.7%	3	5.7%	27	2.8%
Mgnt	0	0.0%	17	2.1%	1	1.9%	18	1.9%
NHS	0	0.0%	2	0.2%	8	15.1%	10	1.0%
ELT	0	0.0%	4	0.5%	0	0.0%	4	0.4%
Spot	0	0.0%	2	0.2%	1	1.9%	3	0.3%
Total	86	8.9%	828	85.6%	53	5.5%	967	100.0%

NB: all percentages have been rounded to 1 decimal place



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Pay Grades by Gender

Grade	Female		Male		Non-Binary		Total	
G02	62	10.7%	34	8.9%	0	0.0%	96	9.9%
G03	26	4.5%	17	4.4%	0	0.0%	43	4.4%
G04	64	11.0%	22	5.7%	0	0.0%	86	8.9%
G05	66	11.3%	46	12.0%	0	0.0%	112	11.6%
G06	87	14.9%	44	11.5%	0	0.0%	131	13.5%
G07	79	13.6%	53	13.8%	0	0.0%	132	13.7%
G08	147	25.3%	103	26.8%	0	0.0%	250	25.9%
G09	22	3.8%	32	8.3%	1	100.0%	55	5.7%
G10	13	2.2%	14	3.6%	0	0.0%	27	2.8%
Management	8	1.4%	10	2.6%	0	0.0%	18	1.9%
NHS	7	1.2%	3	0.8%	0	0.0%	10	1.0%
ELT	1	0.2%	3	0.8%	0	0.0%	4	0.4%
Spot	0	0.0%	3	0.8%	0	0.0%	3	0.3%
Total	582	100.0%	384	100.0%	1	100.0%	967	100.0%

NB: all percentages have been rounded to 1 decimal place



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