Equality Information Mapping Exercise: Staff

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
Members of decision making bodies:													
Presidents Senior Leadership Team			X							NAP[iii]	Athena Swan Charter	The University's Athena Swan bronze application 2011	• Explore potential to extend reporting to include all decision making bodies and all protected characteristics • Identify appropriate reporting channels • Identify potential benchmarks
Board of Governors													
General Assembly													
Senate Membership													
School Boards													
Recruitment and Selection:													
All staff		X	X			X				HESA Annual Population Survey	University's Equality and Diversity Forum	Equality and Diversity Forum Annual Report: Staff Recruitment 2011	• Improve disclosure rates disability, religion or belief, sexual orientation, Trans • Explore potential to extend reporting to include age, pregnancy and maternity, religion or belief, sexual
Academic staff by job type • number of applicants to positions • number of shortlisted		X	X			X				HESA	University's Annual Performance Review	Equality Information 2013 - Staff new starters Faculty of Humanities Core Academic Staff Recruitment 12/10/11 - 31/7/12 Faculty of Humanities Research Staff Recruitment 12/10/11 -	

Equality Information Mapping Exercise: Staff

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
applicants • number of applicants invited to interview • number of successful applicants												31/7/12 Faculty of Medical and Human Sciences Core Academic Staff Recruitment 12/10/11 - 31/7/12 Faculty of Medical and Human Sciences Research Staff Recruitment 12/10/11 - 31/7/12 Faculty of Engineering and Physical Sciences Core Academic Staff Recruitment 12/10/11 - 31/7/12 Faculty of Engineering and Physical Sciences Research Staff Recruitment 12/10/11 - 31/7/12 Faculty of Faculty of Life Sciences Core Academic Staff Recruitment 12/10/11 - 31/7/12 Faculty of Faculty of Life Sciences Research Staff	orientation, Trans and nationality • Explore the potential to extend reporting at School and Directorate level. • Improve benchmarks for PSS staff

The University of Manchester

Equality Information Mapping Exercise: Staff													

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
												[Recruitment 12/10/11 - 31/7/12](#)	
Professional Support staff by grade (reported as above)		X	X			X				Annual Population Survey	University's Annual Performance Review	[Faculty-Based PSS Staff 2008/09 to 2011/12](#) [Non-Faculty based PSS staff 2008/09 to 2011/12](#)	
Disability Two Ticks Guaranteed Interview Scheme		X								NAP	NAP	NAP	• Identify data collection and reporting mechanisms.
Current Staff:													
All staff		X	X			X				HESA Annual Population Survey	University's Equality and Diversity Forum	[Equality and Diversity Forum Annual Report: Staff 2012](#)	• Improve disclosure rates disability, religion or belief, sexual orientation, Trans
Academic staff by grade		X	X			X				HESA	University's Annual Performance Review	[Equality Information 2013 - Current staff](#) [Academic Staff - Faculty of Humanities 2008/09 to 2011/12](#) [Academic Staff- Faculty of Medical and Human Sciences](#)	• Explore potential to extend reporting to include age, pregnancy and maternity, religion or belief, sexual

Equality Information Mapping Exercise: Staff

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
												2008/09 to 2011/12 Academic Staff- Faculty of Engineering and Physical Sciences 2008/09 to 2011/12 Academic Staff - Faculty of Life Sciences 2008/09 to 2011/12	orientation, Trans and nationality • Improve benchmarks for PSS staff
Professional Support staff by grade	X	X			X	X				Annual Population Survey	University's Annual Performance Review	Equality Information 2013 - Current staff Faculty-Based PSS Staff 2008/09 to 2011/12 Non-Faculty based PSS staff 2008/09 to 2011/12	
Academic staff by faculty & contract type										NAP	NAP	NAP	• Identify data collection and reporting mechanisms.
Academic staff by grade & contract type										NAP	NAP	NAP	• Identify data collection and reporting mechanisms.
Professional Support staff by										NAP	NAP	NAP	• Identify data collection and

Equality Information Mapping Exercise: Staff

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
area & contract type													reporting mechanisms.
Professional Support staff by grade & contract type										NAP	NAP	NAP	• Identify data collection and reporting mechanisms.
Academic Promotions:													
Academic staff by faculty and grade			X			X				HESA	University's Annual Performance Review	**Academic Staff Promotions 2012:** Faculty of Humanities **Academic Staff Promotions 2012:** Faculty of Medical and Human Sciences **Academic Staff Promotions 2012:** Faculty of Engineering and Physical Sciences **Academic Staff Promotions 2012:** Faculty of Life Sciences	• Explore potential to extend reporting to include age, pregnancy and maternity, religion or belief, sexual orientation, Trans and nationality
Academic staff by school and grade										NAP	NAP	NAP	• Identify data collection and reporting mechanisms

Equality Information Mapping Exercise: Staff

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
Pay Information:													
Equal Pay Audit										NAP	NAP	NAP	NAP
Redeployment:													
Academic Staff										NAP	NAP	NAP	
Professional Support Staff										NAP	NAP	NAP	
Workplace Environment and Practices:													
Harassment Discrimination and Bullying										NAP	Equality and Diversity Forum	Dignity at Work and Study Policy Review 2011	• A full review of the Dignity at Work and Study Policy is due to take place in 2013
Grievance													
Disciplinary													
Maternity Leave										NAP	NAP	NAP	• Identify data collection and reporting mechanisms
Return to work rates following maternity leave													
Extended paternity leave													
Return to work rates following extended (more than 2 weeks) paternity leave													

The University of Manchester

MANCHESTER
1824

Equality Information Mapping Exercise: Staff

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
Adoption Leave													
Return to work rates following adoption leave													
Flexible Working:													
Flexible Working Survey EPS/MHS/LS			X								Athena Swan Charter	The University's Athena Swan bronze application 2011 Flexible Working Survey Heads of School/Academic and Research Staff Line Managers & Academic and Research Staff	• Explore how to monitor and report flexible working requests
Research Excellence Framework:													
Engagement and Consultation:													
Staff Engagement Survey	X	X	X			X				NAP		University of Manchester Staff Survey 2010 – summary	• The University's Staff Survey is due to take place in 2013 and reporting has been extended to

Equality Information Mapping Exercise: Staff

Information[i]	Protected Characteristics[ii]									Benchmark	Reporting to:	Reporting when: (link to report)	Status/Potential Action:
	A	D	G	P	M	R	RB	SO	N				
	Current Reporting												
													include all protected characteristics.
Equality Objectives												[Developing the University's Equality Objectives Consultation 2012](#) [Developing the University's Equality Objectives Consultation 2012 – Representation of staff in senior posts](#) [Developing the University's Equality Objectives Consultation 2012 – Degree attainment](#) [Developing the University's Equality Objectives Consultation 2012 – Fostering good relations](#)	
Focus Groups													
Leavers													
All staff leavers	X	X	X			X						[Equality Information 2013 - Staff leavers](#)	

The University of Manchester

Equality Information Mapping Exercise: Staff													
Information[i]	**Protected Characteristics**[ii]									**Benchmark**	**Reporting to:**	**Reporting when:** (link to report)	**Status/Potential Action:**
	A	**D**	**G**	**P**	**M**	**R**	**RB**	**SO**	**N**				
	Current Reporting												

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[i] Public sector equality duty: specific duties for England briefing on implications for HEIs, revised September 2011 Equality Challenge Unit

[ii] Protected Characteristics - Age, Disability, Gender, Pregnancy, Maternity, Race, Religion or Belief, Sexual Orientation, Nationality

[iii] NAP = Not at Present