

Staff by grade in Professional Support Services - Directorate of Estates by ethnicity and gender 2008/09 - 2012/13

		2008/09				2009/10				2010/11				2011/12				2012/13							
		Female		Male		Total		Female		Male		Total		Female		Male		Total		Female		Male		Total	
		Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%
Grade 1-4	White British	84	326	410	71%	85	321	406	72%	78	370	448	76%	76	342	418	76%	88	355	443	84%				
	Other White	27	27	54	9%	22	27	49	9%	20	29	49	8%	17	23	40	7%			0	0%				
	BME	32	69	101	18%	30	66	96	17%	24	64	88	15%	26	67	93	17%	23	63	86	16%				
	Not known	1	11	12	2%	1	10	11	2%		8	8	1%		1	1	0%			1	1	0%			
	Count	144	433	577		138	424	562		122	471	593		119	433	552		111	419	530					
	%	25%	75%			25%	75%			21%	79%			22%	78%			21%	79%						
Grade 5 and 6	White British	14	71	85	92%	14	76	90	93%	14	69	83	92%	18	73	91	93%	21	75	96	97%				
	Other White		3	3	3%		3	3	3%		4	4	4%	1	3	4	4%			0	0%				
	BME	3		3	3%	3		3	3%	2		2	2%	2	1	3	3%	2	1	3	3%				
	Not known		1	1	1%		1	1	1%		1	1	1%			0	0%			0	0%				
	Count	17	75	92		17	80	97		16	74	90		21	77	98		23	76	99					
	%	18%	82%			18%	82%			18%	82%			21%	79%			23%	77%						
Grade 7	White British	5	22	27	100%	5	21	26	100%	3	18	21	95%	4	14	18	95%	5	16	21	100%				
	Other White			0	0%			0	0%		1	1	5%		1	1	5%			0	0%				
	BME			0	0%			0	0%			0	0%			0	0%			0	0%				
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%				
	Count	5	22	27		5	21	26		3	19	22		4	15	19		5	16	21					
	%	19%	81%			19%	81%			14%	86%			21%	79%			24%	76%						
Grade 8 and 9	White British	3	9	12	100%	3	9	12	100%	3	11	14	100%	5	12	17	94%	6	13	19	95%				
	Other White			0	0%			0	0%			0	0%			0	0%			0	0%				
	BME			0	0%			0	0%			0	0%		1	1	6%		1	1	5%				
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%				
	Count	3	9	12		3	9	12		3	11	14		5	13	18		6	14	20					
	%	25%	75%			25%	75%			21%	79%			28%	72%			30%	70%						
Other	White British		90	90	94%		82	82	93%		2	2	100%			0				0					
	Other White		4	4	4%		4	4	5%			0	0%			0				0					
	BME		2	2	2%		2	2	2%			0	0%			0				0					
	Not known			0	0%			0	0%			0	0%			0				0					
	Count	0	96	96		0	88	88		0	2	2		0	0	0		0	0	0					
	%	0%	100%			0%	100%			0%	100%														
Total of all grades	White British	106	518	624	78%	107	509	616	78%	98	470	568	79%	103	441	544	79%	120	459	579	86%				
	Other White	27	34	61	8%	22	34	56	7%	20	34	54	7%	18	27	45	7%	0	0	0	0%				
	BME	35	71	106	13%	33	68	101	13%	26	64	90	12%	28	69	97	14%	25	65	90	13%				
	Not known	1	12	13	2%	1	11	12	2%	0	9	9	1%	0	1	1	0%	0	1	1	1	0%			
	Count	169	635	804		163	622	785		144	577	721		149	538	687		145	525	670					
	%	21%	79%			21%	79%			20%	80%			22%	78%			22%	78%						

Staff by grade in Professional Support Services - Directorate of Human Resources by ethnicity and gender in 2008/09 - 2012/13

		2008/09				2009/10				2010/11				2011/12				2012/13							
		Female		Male		Total		Female		Male		Total		Female		Male		Total		Female		Male		Total	
		Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%
Grade 1-4	White British	31	9	40	85%	28	9	37	84%	33	17	50	86%	37	14	51	91%	42	13	55	95%				
	Other White	2		2	4%	2		2	5%	1	1	2	3%	1	1	2	4%				0	0	0	0%	
	BME	5		5	11%	5		5	11%	5		5	9%	3		3	5%	3		3	5%			3	5%
	Not known			0	0%			0	0%	1		1	2%			0	0%				0	0	0	0%	
	Count	38	9	47		35	9	44		40	18	58		0	0	56		45	13	58					
	%	81%	19%			80%	20%			69%	31%							78%	22%						
Grade 5 and 6	White British	16	2	18	95%	17	2	19	86%	17	4	21	84%	15	5	20	83%	17	3	20	87%				
	Other White			0	0%		1	1	5%	1	1	2	8%	1	1	2	8%				0	0	0	0%	
	BME	1		1	5%	1		1	5%	1		1	4%	1		1	4%				2	2	2	9%	
	Not known			0	0%	1		1	5%	1		1	4%	1		1	4%	1		1	4%			1	4%
	Count	17	2	19		19	3	22		20	5	25		0	0	24		20	3	23					
	%	89%	11%			86%	14%			80%	20%							87%	13%						
Grade 7	White British	14	6	20	95%	15	7	22	100%	16	7	23	100%	15	6	21	95%	18	10	28	100%				
	Other White			0	0%			0	0%			0	0%		1	1	5%				0	0	0	0%	
	BME	1		1	5%			0	0%			0	0%			0	0%				0	0	0	0%	
	Not known			0	0%			0	0%			0	0%			0	0%				0	0	0	0%	
	Count	15	6	21		15	7	22		16	7	23		0	0	22		18	10	28					
	%	71%	29%			68%	32%			70%	30%							64%	36%						
Grade 8 and 9	White British	5	5	10	91%	5	4	9	90%	5	4	9	90%	5	4	9	90%	5	4	9	82%				
	Other White			0	0%			0	0%			0	0%			0	0%				0	0	0	0%	
	BME		1	1	9%		1	1	10%		1	1	10%		1	1	10%				2	2	2	18%	
	Not known			0	0%			0	0%			0	0%			0	0%				0	0	0	0%	
	Count	5	6	11		5	5	10		5	5	10		0	0	10		5	6	11					
	%	45%	55%			50%	50%			50%	50%							45%	55%						
Other	White British			0	0%			0	0%			0	0%			0	0%				0	0	0	0%	
	Other White			0	0%			0	0%			0	0%			0	0%				0	0	0	0%	
	BME		1	1	100%		1	1	100%		1	1	100%		1	1	100%				0	0	0	0%	
	Not known			0	0%			0	0%			0	0%			0	0%				0	0	0	0%	
	Count	0	1	1		0	1	1		0	1	1		0	0	1		0	0	1					
	%	0%	100%			0%	100%			0%	100%														
Total of all grades	White British	66	22	88	89%	65	22	87	88%	71	32	103	88%	0	0	0		82	30	112	93%				
	Other White	2	0	2	2%	2	1	3	3%	2	2	4	3%	0	0	0		0	0	0	0%				
	BME	7	2	9	9%	6	2	8	8%	6	2	8	7%	0	0	0		5	2	7	6%				
	Not known	0	0	0	0%	1	0	1	1%	2	0	2	2%	0	0	0		1	0	1	1%				
	Count	75	24	99		74	25	99		81	36	117		0	0	0		88	32	120					
	%	76%	24%			75%	25%			69%	31%							73%	27%						

Staff by grade in Professional Support Services - Directorate of IT Services by ethnicity and gender in 2008/09 - 2012/13

		2008/09				2009/10				2010/11				2011/12				2012/13								
		Female		Male		Total		Female		Male		Total		Female		Male		Total		Female		Male		Total		
		Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	
Grade 1-4	White British	12	5	17	94%	13	5	18	100%	8	1	9	100%	10	3	13	87%	10	4	14	93%					
	Other White			0	0%			0	0%			0	0%			0	0%			0	0%					
	BME	1		1	6%			0	0%			0	0%	1	1	2	13%	1		1	7%					
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%					
	Count	13	5	18		13	5	18		8	1	9		0	0	15		11	4	15						
	%	72%	28%			72%	28%			89%	11%							73%	27%							
Grade 5 and 6	White British	22	48	70	75%	20	45	65	76%	19	39	58	75%	20	56	76	78%	23	61	84	82%					
	Other White	1	7	8	9%	1	5	6	7%	2	3	5	6%	2	4	6	6%			0	0%					
	BME	7	5	12	13%	7	4	11	13%	4	6	10	13%	5	8	13	13%	8	9	17	17%					
	Not known		3	3	3%		4	4	5%	1	3	4	5%	1	1	2	2%		1	1	1	1%				
	Count	30	63	93		28	58	86		26	51	77		0	0	97		31	71	102						
	%	32%	68%			33%	67%			34%	66%							30%	70%							
Grade 7	White British	9	50	59	82%	9	46	55	81%	8	49	57	80%	9	54	63	83%	13	63	76	92%					
	Other White	1	6	7	10%	1	5	6	9%	1	5	6	8%	2	4	6	8%			0	0%					
	BME	1	4	5	7%	1	3	4	6%	2	2	4	6%	2	4	6	8%	2	4	6	7%					
	Not known		1	1	1%	1	2	3	4%	1	3	4	6%		1	1	1%		1	1	1%					
	Count	11	61	72		12	56	68		12	59	71		0	0	76		15	68	83						
	%	15%	85%			18%	82%			17%	83%							18%	82%							
Grade 8 and 9	White British	3	10	13	87%	3	10	13	93%	2	10	12	86%	2	10	12	80%	2	13	15	88%					
	Other White		1	1	7%		1	1	7%		1	1	7%		2	2	13%			0	0%					
	BME		1	1	7%			0	0%		1	1	7%		1	1	7%		1	1	6%					
	Not known			0	0%			0	0%			0	0%			0	0%			1	1	6%				
	Count	3	12	15		3	11	14		2	12	14		0	0	15		2	15	17						
	%	20%	80%			21%	79%			14%	86%							12%	88%							
Other	White British	1	2	3	100%		2	2	100%		1	1	100%		1	1	100%		1	1	100%					
	Other White			0	0%			0	0%			0	0%			0	0%			0	0%					
	BME			0	0%			0	0%			0	0%			0	0%			0	0%					
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%					
	Count	1	2	3		0	2	2		0	1	1		0	0	1		0	1	1						
	%	33%	67%			0%	100%			0%	100%							0%	100%							
Total of all grades	White British	47	115	162	81%	45	108	153	81%	37	100	137	80%	0	0	0		48	142	190	87%					
	Other White	2	14	16	8%	2	11	13	7%	3	9	12	7%	0	0	0		0	0	0	0%					
	BME	9	10	19	9%	8	7	15	8%	6	9	15	9%	0	0	0		11	14	25	11%					
	Not known	0	4	4	2%	1	6	7	4%	2	6	8	5%	0	0	0		0	3	3	1%					
	Count	58	143	201		56	132	188		48	124	172		0	0	0		59	159	218						
	%	29%	71%			30%	70%			28%	72%							27%	73%							

Staff by grade, ethnicity and gender in Professional support services - Directorate for the Student Experience 2010/11-2012/13

		2010/11				2011/12				2012/13			
		Female Count	Male Count	Total Count	%	Female Count	Male Count	Total Count	%	Female Count	Male Count	Total Count	%
Grade 1-4	White British	54	19	73	79%	196	80	276	82%	207	81	288	87%
	Other White	1	3	4	4%	17	5	22	7%			0	0%
	BME	12	2	14	15%	32	5	37	11%	35	6	41	12%
	Not known	1		1	1%	1	1	2	1%	1	2	3	1%
	Count	68	24	92		0	0	337		243	89	332	
	%	74%	26%						73%	27%			
Grade 5 and 6	White British	71	12	83	84%	84	25	109	86%	95	28	123	90%
	Other White	5	1	6	6%	6	1	7	6%			0	0%
	BME	8	1	9	9%	10	1	11	9%	10	3	13	10%
	Not known	1		1	1%			0	0%			0	0%
	Count	85	14	99		0	0	127		105	31	136	
	%	86%	14%						77%	23%			
Grade 7	White British	27	2	29	74%	33	4	37	77%	40	5	45	90%
	Other White	5		5	13%	5	1	6	13%			0	0%
	BME	3	1	4	10%	3	1	4	8%	3	1	4	8%
	Not known	1		1	3%		1	1	2%		1	1	2%
	Count	36	3	39		0	0	48		43	7	50	
	%	92%	8%						86%	14%			
Grade 8 and 9	White British	8	6	14	93%	13	10	23	96%	15	8	23	96%
	Other White	1		1	7%	1		1	4%			0	0%
	BME			0	0%			0	0%			0	0%
	Not known			0	0%			0	0%	1		1	4%
	Count	9	6	15		0	0	24		16	8	24	
	%	60%	40%						67%	33%			
Other	White British			0				0				0	
	Other White			0				0				0	
	BME			0				0				0	
	Not known			0				0				0	
	Count	0	0	0		0	0	0		0	0	0	
	%												
Total of all grades	White British	160	39	199	81%	0	0	0		357	122	479	88%
	Other White	12	4	16	7%	0	0	0		0	0	0	0%
	BME	23	4	27	11%	0	0	0		48	10	58	11%
	Not known	3	0	3	1%	0	0	0		2	3	5	1%
	Count	198	47	245		0	0	0		407	135	542	
	%	81%	19%						75%	25%			

Incorporates divisions from Employability and the Office of the Academic Registrar

Staff by grade in Professional Support Services - Directorate of Finance by ethnicity and gender in 2008/09 - 2012/13

		2008/09				2009/10				2010/11				2011/12				2012/13			
		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	
		Count	Count	Count	%	Count	Count	Count	%												
Grade 1-4	White British	19	15	34	74%	20	17	37	79%	16	15	31	72%	16	15	31	79%	21	19	40	87%
	Other White	2	1	3	7%	2	1	3	6%	2		2	5%	1	1	2	5%			0	0%
	BME	6	3	9	20%	4	3	7	15%	6	3	9	21%	4	2	6	15%	3	3	6	13%
	Not known			0	0%			0	0%		1	1	2%			0	0%			0	0%
	Count	27	19	46		26	21	47		24	19	43		21	18	39		24	22	46	
	%	59%	41%			55%	45%			56%	44%			54%	46%			52%	48%		
Grade 5 and 6	White British	16	4	20	87%	15	4	19	86%	12	5	17	81%	11	6	17	85%	11	5	16	76%
	Other White		1	1	4%		1	1	5%		1	1	5%			0	0%			0	0%
	BME	1	1	2	9%	1	1	2	9%	1	2	3	14%	1	2	3	15%	2	3	5	24%
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%
	Count	17	6	23		16	6	22		13	8	21		12	8	20		13	8	21	
	%	74%	26%			73%	27%			62%	38%			60%	40%			62%	38%		
Grade 7	White British	12	7	19	90%	11	7	18	90%	11	8	19	95%	8	5	13	100%	13	8	21	95%
	Other White			0	0%			0	0%			0	0%			0	0%			0	0%
	BME		2	2	10%		2	2	10%		1	1	5%			0	0%			0	0%
	Not known			0	0%			0	0%			0	0%			0	0%		1	1	5%
	Count	12	9	21		11	9	20		11	9	20		8	5	13		13	9	22	
	%	57%	43%			55%	45%			55%	45%			62%	38%			59%	41%		
Grade 8 and 9	White British	8	3	11	92%	6	4	10	91%	4	3	7	78%	6	3	9	90%	8	4	12	100%
	Other White	1		1	8%	1		1	9%	1		1	11%	1		1	10%			0	0%
	BME			0	0%			0	0%			0	0%			0	0%			0	0%
	Not known			0	0%			0	0%	1		1	11%			0	0%			0	0%
	Count	9	3	12		7	4	11		6	3	9		7	3	10		8	4	12	
	%	75%	25%			64%	36%			67%	33%			70%	30%			67%	33%		
Other	White British			0				0				0				0				0	
	Other White			0				0				0				0				0	
	BME			0				0				0				0				0	
	Not known			0				0				0				0				0	
	Count	0	0	0		0	0	0		0	0	0		0	0	0		0	0	0	
	%																				
Total of all grades	White British	55	29	84	82%	52	32	84	84%	43	31	74	80%	41	29	70	85%	53	36	89	88%
	Other White	3	2	5	5%	3	2	5	5%	3	1	4	4%	2	1	3	4%	0	0	0	0%
	BME	7	6	13	13%	5	6	11	11%	7	6	13	14%	5	4	9	11%	5	6	11	11%
	Not known	0	0	0	0%	0	0	0	0%	1	1	2	2%	0	0	0	0%	0	1	1	1%
	Count	65	37	102		60	40	100		54	39	93		48	34	82		58	43	101	
	%	64%	36%			60%	40%			58%	42%			59%	41%			57%	43%		

Staff in smaller departments by grade, ethnicity and gender 2011/12-2012/13

		Staff in smaller departments by grade, ethnicity and gender 2011/12-2012/13																																							
		Communications, Media & Public Relations								Compliance & Risk Office								Development & Alumni Relations Division								Directorate of Research & Business Engag								Other departments							
		2011/12				2012/13				2011/12				2012/13				2011/12				2012/13				2011/12				2012/13											
		Female	Male	Total	%	Female	Male	Total	%	Female	Male	Total	%	Female	Male	Total	%	Female	Male	Total	%	Female	Male	Total	%	Female	Male	Total	%	Female	Male	Total	%								
Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%						
Grade 1-4	White British	4		4	100%	4		4	100%	12	1	13	100%	12		12	92%	6	5	11	100%	9	5	14	100%	1	1	2	100%	2		2	100%	12	2	14	93%	10	1	11	85%
	Other White			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%				
	BME			0	0%			0	0%			0	0%	1		1	8%			0	0%			0	0%			0	0%	1		1	7%	2		2	15%				
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%				
	Count	4	0	4		4	0	4		12	1	13		13	0	13		6	5	11		9	5	14		1	1	2		2	0	2		13	2	15		12	1	13	
%	100%	0%			100%	0%			92%	8%			100%	0%			55%	45%			64%	36%			50%	50%			100%	0%			87%	13%			92%	8%			
Grade 5 and 6	White British	7	8	15	83%	8	7	15	94%	5	1	6	75%	7	2	9	100%	6	4	10	83%	7	6	13	93%	3		3	50%	7	1	8	73%	14	5	19	86%	14	6	20	100%
	Other White	1	1	2	11%			0	0%	2		2	25%			0	0%	1		1	8%			0	0%	1	1	2	17%			0	0%	1		1	5%			0	0%
	BME	1		1	6%	1		1	6%			0	0%			0	0%	1	1	2	8%	1	1	2	7%	1	1	2	33%	3	3	6	27%	2	2	4	9%			0	0%
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%				
	Count	9	9	18		9	7	16		7	1	8		7	2	9		7	5	12		7	7	14		4	2	6		7	4	11		15	7	22		14	6	20	
%	50%	50%			56%	44%			88%	13%			78%	22%			58%	42%			50%	50%			67%	33%			64%	36%			68%	32%			70%	30%			
Grade 7	White British	3	1	4	100%	3	2	5	100%	2	6	8	100%	2	7	9	100%	3	2	5	83%	5	2	7	100%	10	3	13	100%	13	7	20	95%	9	7	16	94%	6	3	9	100%
	Other White			0	0%			0	0%			0	0%			0	0%	1		1	17%			0	0%			0	0%	1		1	6%			0	0%				
	BME			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%	1		1	5%			0	0%				
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%								
	Count	3	1	4		3	2	5		2	6	8		2	7	9		4	2	6		5	2	7		10	3	13		14	7	21		10	7	17		6	3	9	
%	75%	25%			60%	40%			25%	75%			22%	78%			67%	33%			71%	29%			77%	23%			67%	33%			59%	41%			67%	33%			
Grade 8 and 9	White British	1	2	3	100%	1	3	4	100%	2	1	3	60%	2	2	4	80%	2	1	3	75%	2	2	4	50%	3	4	7	100%	7	10	17	89%	7	7	14	93%				
	Other White			0	0%			0	0%	1	1	2	20%			0	0%			0	0%		2	2	50%			0	0%	1		1	5%			0	0%				
	BME			0	0%			0	0%	1	1	2	20%	1	1	2	20%	1		1	25%			0	0%			0	0%	1		1	5%	1		1	7%				
	Not known			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%			0	0%								
	Count	1	2	3		1	3	4		2	3	5		2	3	5		3	2	5		3	1	4		2	2	4		3	4	7		9	10	19		8	7	15	
%	33%	67%			25%	75%			40%	60%			40%	60%			60%	40%			75%	25%			50%	50%			43%	57%			47%	53%			53%	47%			
Other	White British			0				0		10	1	11	79%	10	2	12	80%			0				0				0			1	1	100%	1	1	2	100%			0	
	Other White			0				0				0				0				0				0				0				0									
	BME			0				0		2	1	3	21%	2	1	3	20%			0				0				0				0									
	Not known			0				0				0				0				0				0				0				0									
	Count	0	0	0		0	0	0		12	2	14		12	3	15		0	0	0		0	0	0		0	0	0		0	1	1		0	1	1		0	0	0	
%									86%	14%			80%	20%															0%	100%			0%	100%							
Total of all grades	White British	15	11	26	90%	16	12	28	97%	31	10	41	85%	33	13	46	90%	17	13	30	88%	23	14	37	95%	16	4	20	80%	25	13	38	90%	42	25	67	91%	37	17	54	95%
	Other White	1	1	2	7%	0	0	0	0%	2	1	3	6%	0	0	0	0%	2	0	2	6%	0	0	0	0%	0	3	3	12%	0	0	0	0%	3	0	3	4%	0	0	0	0%
	BME	1	0	1	3%	1	0	1	3%	2	2	4	8%	3	2	5	10%	1	1	2	6%	1	1	2	5%	1	1	2	8%	1	3	4	10%	2	2	4	5%	3	0	3	5%
	Not known	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%	0	0	0	0%				
	Count	17	12	29		17	12	29		35	13	48		36	15	51		20	14	34		24	15	39		17	8	25		26	16	42		47	27	74		40	17	57	
%	59%	41%			59%	41%			73%	27%			71%	29%			59%	41%			62%	38%			68%	32%			62%	38%			64%	36%			70%	30%			

Benchmarking Data

Annual Population Survey

Apr 2012-Mar 2013

	United Kingdom		North West		Greater	
	Count	%	Count	%	Count	%
Population ages 16 - 64 in employment	28,472,300		3,069,300		1,176,200	
Male	15,207,400	53%	1,618,100	53%	636,600	54%
Female	13,264,900	47%	1,451,300	47%	539,600	46%
White	25,508,200	90%	2,848,600	93%	1,031,200	88%
Ethnic minority	2,951,300	10%	220,700	7%	145,000	12%
Disabled*	4,095,600	14%	437,500	14%	171,000	15%
Not disabled	24,299,100	85%	2,624,900	86%	1,001,900	85%

*Work limiting and DDA disabled

source: www.nomisweb.co.uk accessed 18 July 2013

Secondary analysis: Equality and Diversity

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Non-academic staff by ethnicity 2011/12*

	HESA		Russell group	
	Count	%	Count	%
Female	122,645	62%	46,035	61%
Male	74,215	38%	29,250	39%
UK nationality				
White	154,360	84%	57,215	82%
BME	12,470	7%	4,635	7%
Non-UK nationality	17,935	10%	7,760	11%
Total	184,765		69,610	

*Source: HEIDI (www.heidi.ac.uk) accessed August 2013

The figures for race exclude any 'Unknown' nationality and ethnicity

Unknown gender has been excluded

Non-Academic staff by Job type and gender 11/12

		HESA		Russell	
		Count	%	Count	%
Managers.	Female	8,605	53%	3,210	52%
	Male	7,640	47%	2,915	48%
Non academic professionals	Female	16,825	58%	7,025	57%
	Male	12,080	42%	5,225	43%
Laboratory, engineering, building, IT & medical technicians (including nurses)	Female	9,175	36%	5,070	40%
	Male	16,630	64%	7,600	60%
Student welfare workers, careers advisors, vocational training instructors, personnel & planning officers	Female	8,235	74%	2,135	74%
	Male	2,895	26%	755	26%
Artistic, media, public relations, marketing & sports occupations	Female	3,740	61%	1,105	64%
	Male	2,390	39%	615	36%
Library assistants, clerks & general administrative assistants	Female	42,750	79%	14,260	78%
	Male	11,700	21%	3,995	22%
Secretaries, typists, receptionists & telephonists	Female	13,120	91%	6,040	93%
	Male	1,355	9%	440	7%
Chefs, gardeners, electrical & construction trades, mechanical fitters & printers	Female	615	13%	220	12%
	Male	3,970	87%	1,685	88%
Caretakers, residential wardens, sports & leisure attendants, nursery nurses & care occupations	Female	2,635	54%	875	62%
	Male	2,280	46%	540	38%
Retail & customer service occupations	Female	930	74%	235	66%
	Male	325	26%	120	34%
Drivers, maintenance supervisors & plant operatives	Female	220	16%	65	16%
	Male	1,115	84%	330	84%
Cleaners, catering assistants, security officers, porters & maintenance workers	Female	15,790	57%	5,790	54%
	Male	11,840	43%	5,030	46%

Workforce Equality Information

The tables in this section show the equality information held on the 8,268 employees who were recorded as being employed by the council as at 11/03/2013. The equality information is also broken down by grade.

Ethnicity

- The number of employees, whose ethnic origin was recorded as **BME (1,477)**, as a percentage of the number of employees whose ethnic origin was recorded (**8,268**), was **17.86 %**.
- The number of employees, whose ethnic origin was recorded as **Non BME (6,791)**, as a percentage of the number of employees whose ethnic origin was recorded (**8,268**), was **82.14%**.
- The percentage representation of employees above Grade 10 who were recorded as BME has increased from 2.13% in March 2012 to 3.07% in March 2013.

	Number of Employees	Number of Employees for whom Ethnic Origin Data is recorded	Percentage of employees for whom Ethnic Origin Data is recorded	Number of Employees whose Ethnic Origin is recorded as BME	Number of Employees whose Ethnic Origin is recorded as BME as a percentage of the Number of Employees for whom Ethnic Origin Data is recorded	Number of Employees whose Ethnic Origin is recorded as Non BME	Number of Employees whose Ethnic Origin is recorded as Non BME as a percentage of the Number of Employees for whom Ethnic Origin Data is recorded
All Grades	8742	8268	94.58%	1477	17.86%	6791	82.14%
Grade 1 - 5 (and equiv)	4972	4717	94.87%	936	19.84%	3781	80.16%
Grade 6 - 8 (and equiv)	2950	2789	94.54%	464	16.64%	2325	83.36%
Grade 9 - 10 (and equiv)	573	534	93.19%	70	13.11%	464	86.89%
Above Grade 10	247	228	92.31%	7	3.07%	221	96.93%