

University of

Manchester

School of Social science

Figures and Statistics: Staff and Students  
2022/2023

STAFF

DATA REPRESENTATIONS



This report's objective is to present a current analysis of the School of Social Sciences (SoSS) staff population figures for the current academic year, 2022–2023. These reports aid the school administration to monitor data for the purposes of progressing our **Athena Swan** action plan. The following areas will be covered visually in this report.

- SoSS staff by Ethnicity.
- Staff by ethnic Category and role category.
- SoSS Staff sex by profession (role category).
- SoSS Staff Sex (in percentage).
- Percentage of staff sex in each role category across the school.
- Staff sex by role; research, lecturer, senior lecturer, and professor, in each SoSS department.



Report Source People and Organisational Development (P&OD) School of Social Science Partner.



**Data AS-OF date: 09/03/2023.**

The report numbers may change.

## **2022/23 Breakdown of SoSS staff by Ethnicity**

Figure – 1 – showcases the SoSS staff population and their ethnicity in percentage. Percentages for all employees, including academic and professional services (PS), are included in the statistics in this graph. The percentages are listed in descending order from largest to smallest.

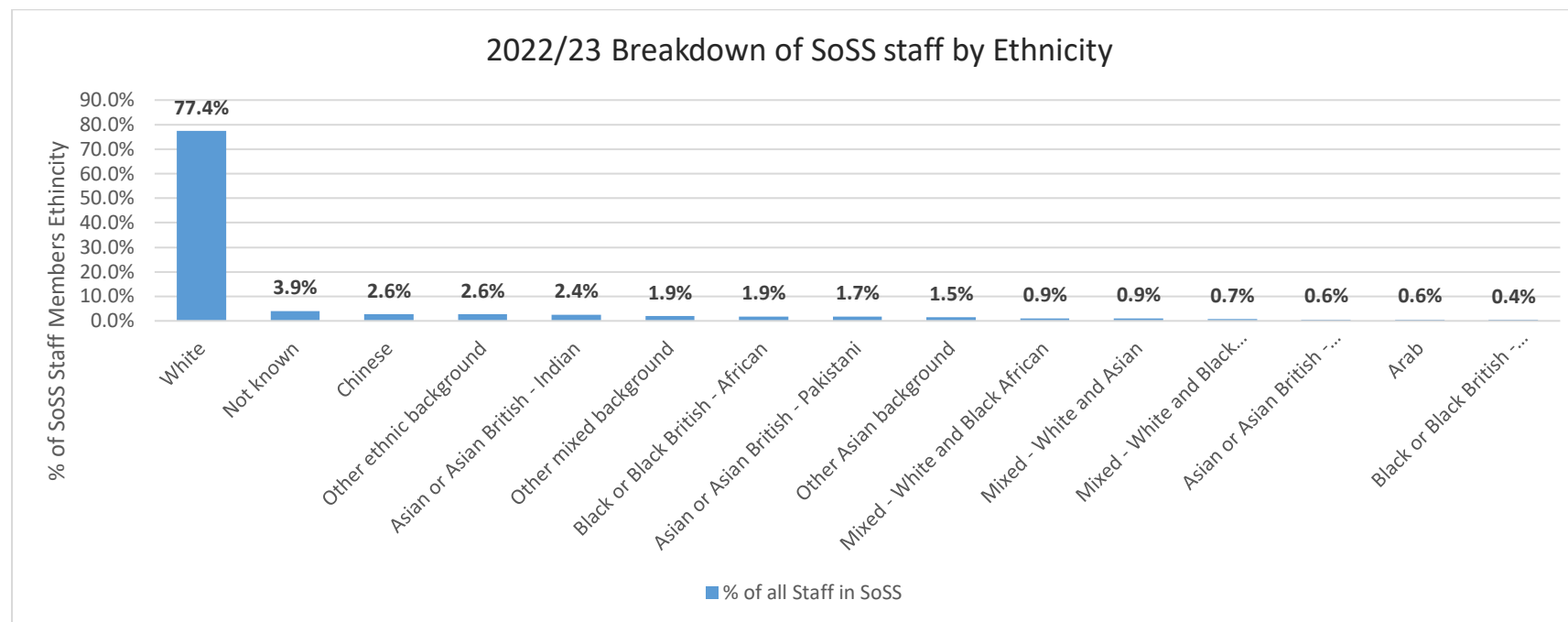


Figure 1: SoSS staff's Ethnicity in Percentage for the academic year 2022/23.

- Most university staff 77.4% are of white ethnicity.
- The Global Majority (often referred to as BAME) makes up 18.7% of the overall population.
- 3.9% of the SoSS workforce has chosen not to disclose their ethnicity.

## 2022/23 SoSS Staff by ethnic Category and role category

Figure – 2 displays the SoSS staff ethnic category, in percentage, by role category. Ethnic Categories include white and Global Majority ethnicities. Global Majority (also referred to as BAME) includes all other ethnicities presented in figure 1.

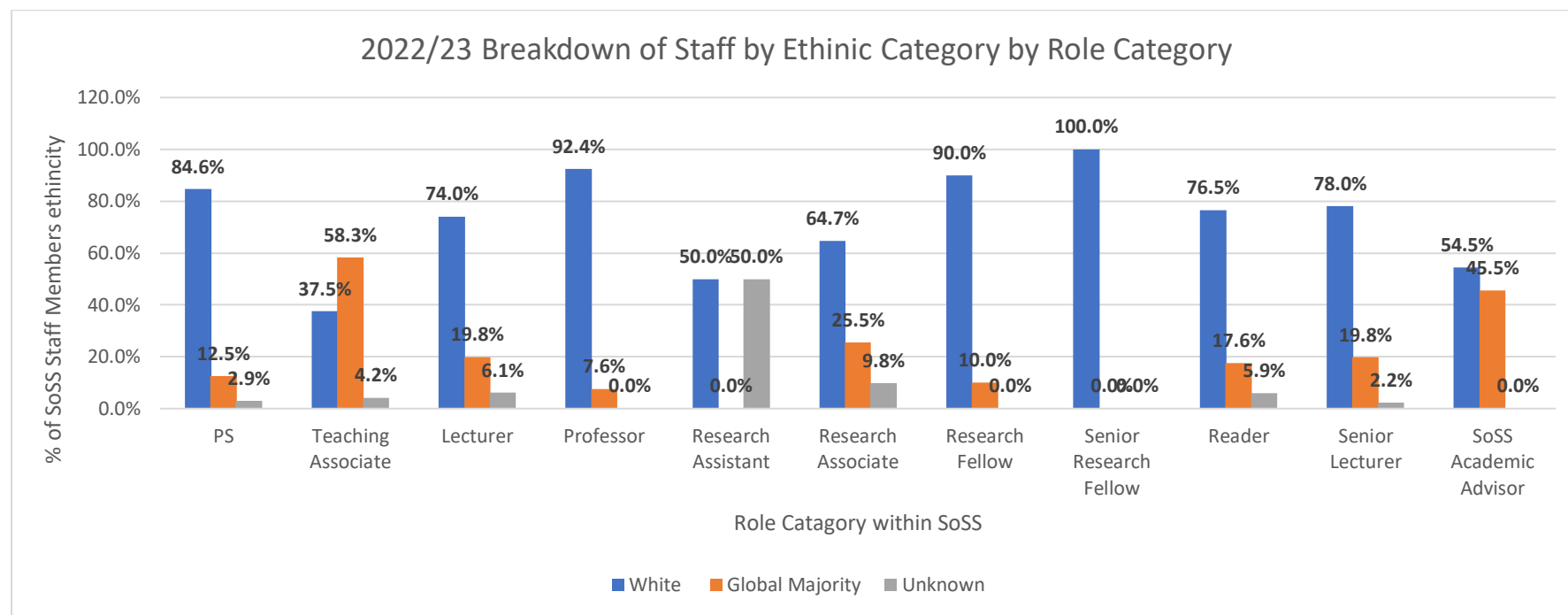


Figure 2: SoSS staff's Ethnic Category, in Percentages, by role category for the academic year 2022/23.

### Category roles with the Highest Global Majority representation within SoSS

- The role category **Teaching Associate** within The School of Social Science (SoSS) had the highest percentage of Global majority staff, with Global Majority staff making up a **58.3%**.
- **SoSS Academic Advisor** had the second highest percentage of Global majority staff within SoSS, with **45.5%**.

- Within the role category **Research Associate** Global Majority staff members make up a quarter, 25.5% of all staff members within this role category.

#### **Category roles with the lowest Global Majority representation within SoSS**

- The category roles of **Senior Research fellow** and **Research Fellow** had the lowest percentages among all other category roles within the school, with **0% and 10%** Global majority staff respectively.
- The role category of **Professor** had also a low percentage of Global Majority staff making up a **7.6%** as supposed to 92.4% of staff within this category role are of White ethnicity.
- The role category of **PS** has a total of **12.5%** Global Majority Staff as compared to **84.6%** of staff within this category role are of White ethnicity.

## 2022/23 SoSS Staff sex by profession/role category

This section will review SoSS staff's sex distribution, for various category roles and departments. Table-1 contains the following data in Percentage (%):

- SoSS Staff Sex in %s for each category role and their overall make-up of SoSS staff population, e.g., female lecturers make up a total of 13% of SoSS's entire staff population.
- The percentage of each role category within the school: This means the percentage of staff members in different types of roles within SoSS, such as lecturers, administrators, and support staff.
- The percentage of each sex within the role: This indicates the proportion of males and females within each role category in SoSS, e.g., the percentage of male and female professors.
- The total calculates the overall sex percentage: This calculates the percentage of male and female staff members in SoSS overall. It gives an idea of the gender balance within the entire school. **Female staff members** in SoSS are proportionally higher **with 54% female and 46% male**.

ROLE	% Of SoSS staff's Sex in the specific role Within the School		% Of role type within the school	Sex % Within Role	
	Female	Male		Female	Male
Lecturer	13%	11%	24%	54%	46%
Professor	7%	10%	17%	41%	59%
PS	16%	4%	19%	80%	20%
Senior Lecturer	8%	9%	17%	45%	55%
Reader	1%	2.4%	3.2%	24%	76%
Research Assistant	0.4%	0 %	0.4%	0.0	0.0
Research Associate	7%	3%	10%	69%	31%
Research Fellow	1%	1%	2%	50%	50%
Senior Research Fellow	0.2%	0.2%	0.4%	50%	50%
SoSS Academic Advisor	0.6%	1.5%	2.1%	27%	73%
Teaching Associate	2.1%	2.4%	4.5%	46%	54%
Grand Total	54%	46%	100%		

Table 1: SoSS staff's Sex by profession. For the academic year 2022/23.

The following are some data related to the composition of the School of Social Sciences (SoSS) staff by role category and gender:

- Lecturers form 24% of the overall staff population at SoSS. Of them, 13% are female and 11% are male.
- Professional Staff (PS) members represent 19% of the overall staff at SoSS. Among the PS staff, 16% are female and 4% are male.
- Professors account for 17% of the total SoSS staff. Among them, 7% are female and 10% are male.
- Senior Lecturers make up 17% of the overall staff at SoSS. Within this group, 8% are female and 9% are male.
- Research associates makes up 10% of the overall staff population at SoSS. Within this category role, 7% are female and 3% are male.
- Teaching associates are 4.5% of the overall staff population at SoSS. Among them 2.1% are female and 2.4% are male.
- Reader is 3.2% of the overall staff population at SoSS. Of the 1% are female and 2.4% are male
- SoSS Academic advisors are 2.1% of the overall staff population at the school. Within this role category, 0.6% \* are female, and 1.5% are male.
- Research fellow makes up 2% of the overall staff population at SoSS. of them 1% are female and 1% are male.



### 2022/23 Percentage of staff sex in each role category across SoSS.

The below figure-3 is continuing from table-1. This Graph depicts the proportion of males and females within each category role/position in SoSS.

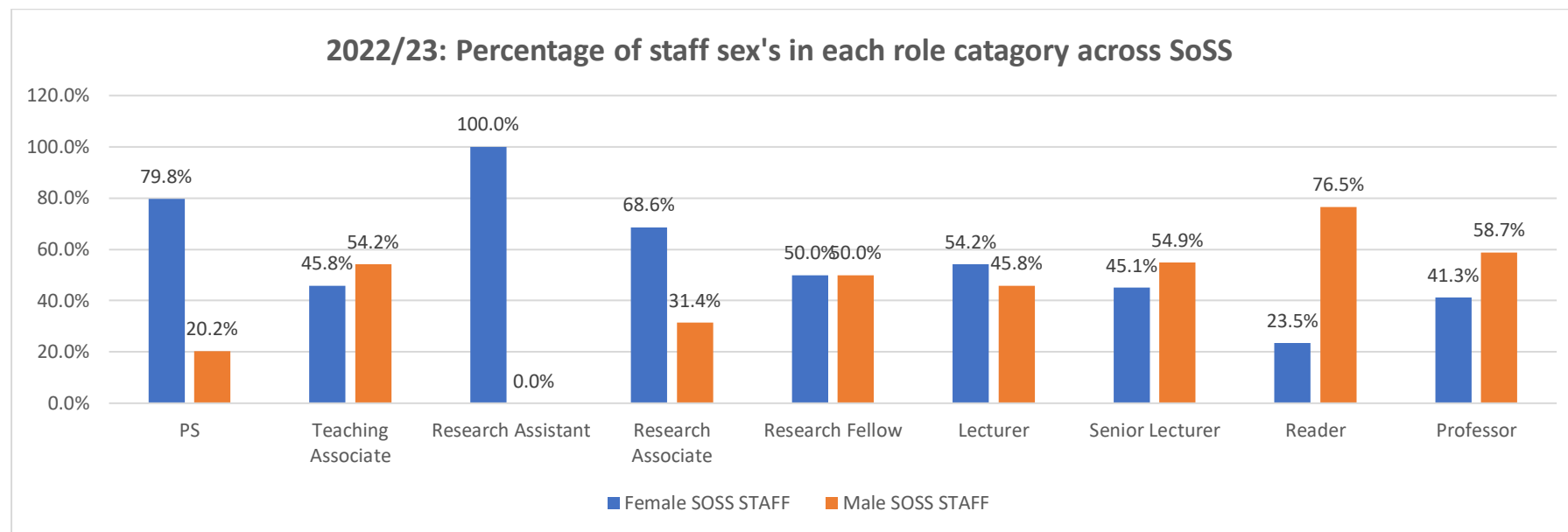


Figure 3 Percentage of staff Sex's in each role category across SoSS

### Category roles with the Highest Female representation within SoSS

- The category role with the highest percentage of female representation in the School of Social Sciences was **Research Assistant (100%)**.
- The second category role with the highest female representation was **Professional Staff at 79.8%**.
- The category role with the third highest female representation was **Research Associate (68.6%)**.

- Category role **Lecturer** had **54.2%** female staff members, making it the fourth-highest role category with female representation.

**Category roles with the lowest female representation within SoSS**

- Category role **Reader** had the lowest female representative amongst all other category roles within SoSS. Female staff members made up **23.5%** in this category role.
- The role of **Professor** had the second lowest percentage of female representation at **41.3%**.

### 2022/23: Staff sex by research category role in each SoSS department

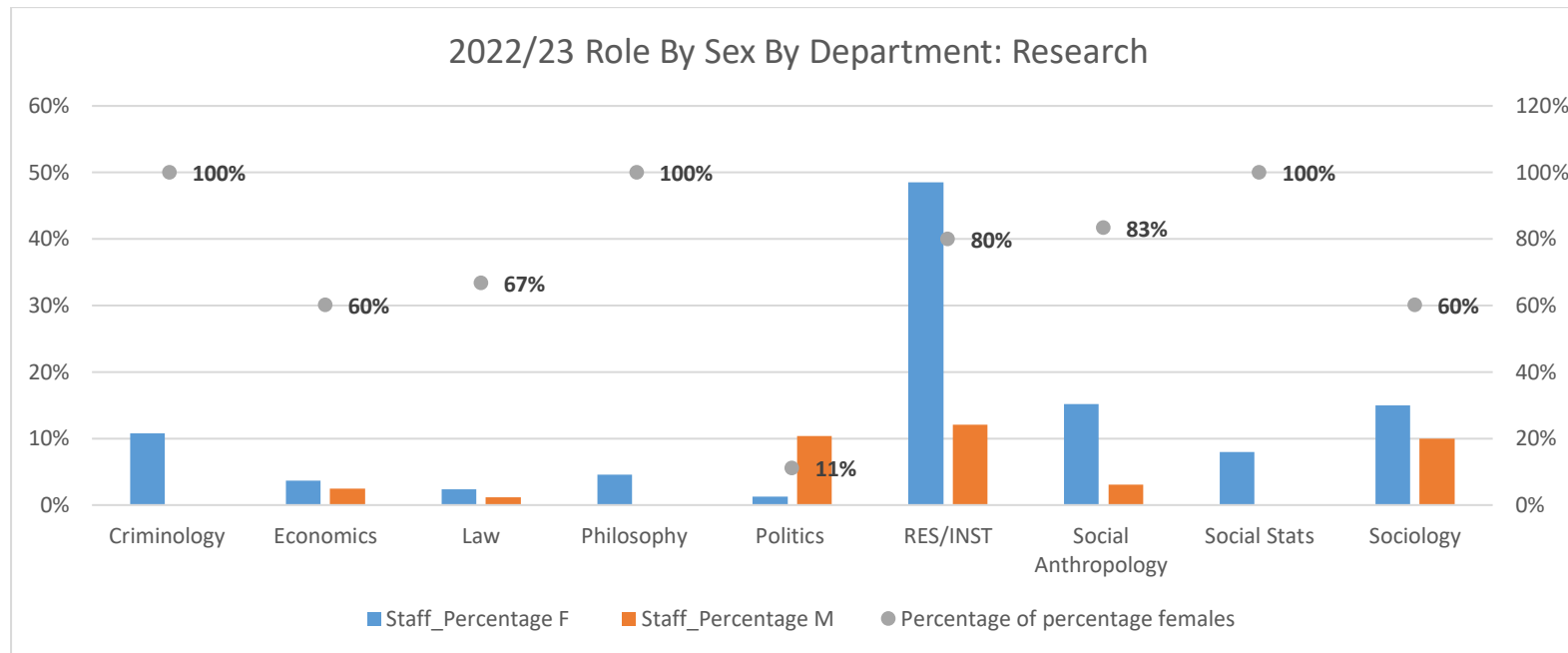


Figure 4 Staff Sex (in percentage) by the category role **research** in each SoSS Department

For this particular category of 'Research', the number of female representations is significantly higher than in another category role. All departments' female representation ranges from 60-100%, with the exception of politics, which has only 11% of females in this category.

### **2022/23: Staff sex by Lecturer category role in each SoSS department**

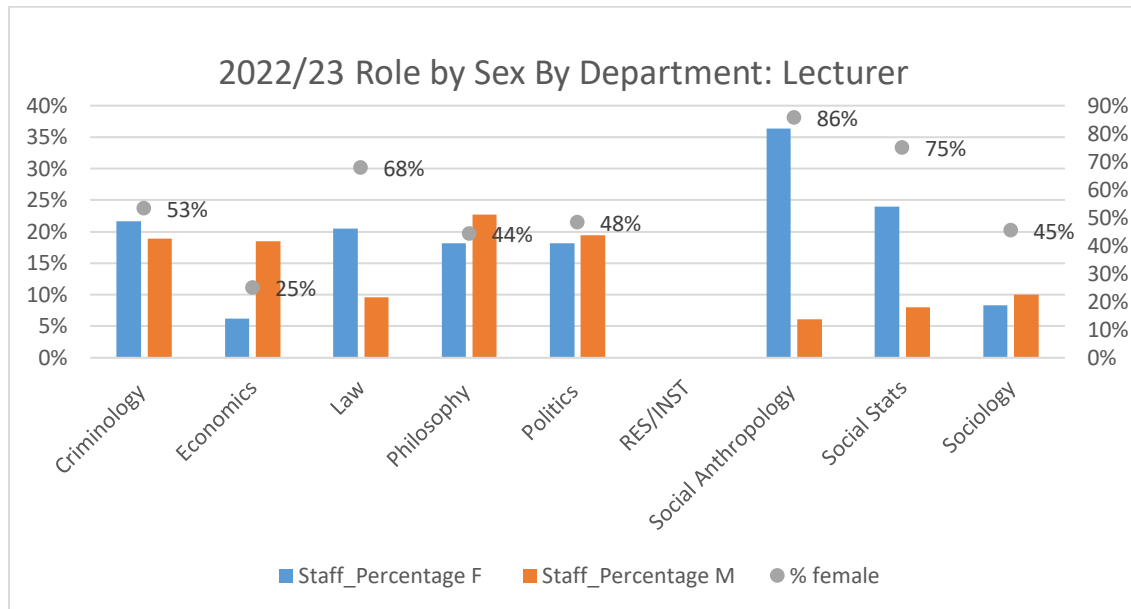


Figure 5 Staff Sex (in percentage) by the category role Lecturer in each SoSS Department

#### **The following departments have a high percentage of females in the category role of Lecturer:**

- 86% of the Social Anthropology department lecturers are female.
- 75% of the Social Statistics lecturers are female.
- The law department contains 68%, female lecturers. In addition, 53%, of criminology lecturers are females.

#### **The following departments have a small percentage of females in the category role of Lecturer:**

- 25% of lecturers in the department of Economics are female.

- 44% lecturers in the department of Philosophy are female.

### **2022/23: Staff sex by Senior Lecturer category role in each SoSS department**

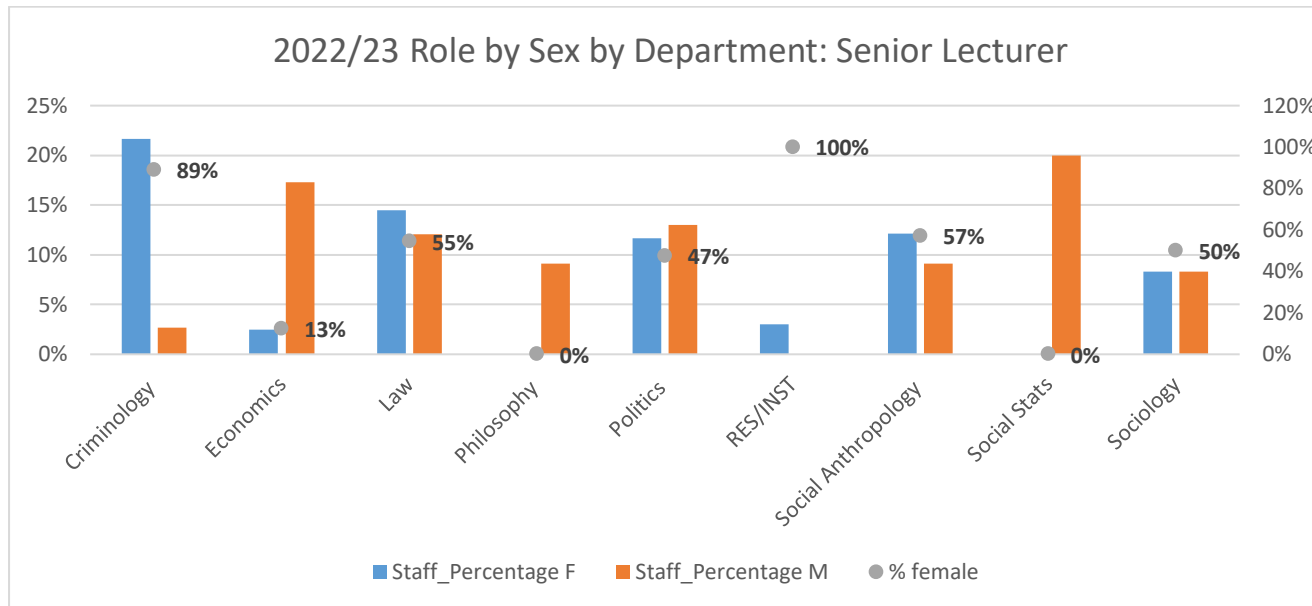


Figure 6 Staff Sex (in percentage) by the category role **Senior Lecturer** in each SoSS Department

### **The following departments have a high percentage of females in the category of Senior Lecturers:**

- The highest representation of females can be found in the 'Research Institutions' with 100% of females being senior lecturers. The department of Criminology has the second highest female representation with 89% of Senior Lecturers being female.
- In the department of Social Anthropology, 57% of senior lecturers were female. In the Law, 55% of senior lecturers were female.

- The Sociology department has an equal number of males and females in the role of Senior Lecturer.

**The following departments have a small percentage of females in the category of Senior Lecturers:**

- Philosophy, and Social Statistics had no female senior lecturers.
- In Economics, 13% of senior lecturers were female.
- There were 47% of females in the role of senior lecturer within the Politics Department.

**2022/23: Staff sex by Professor category role in each SoSS department**

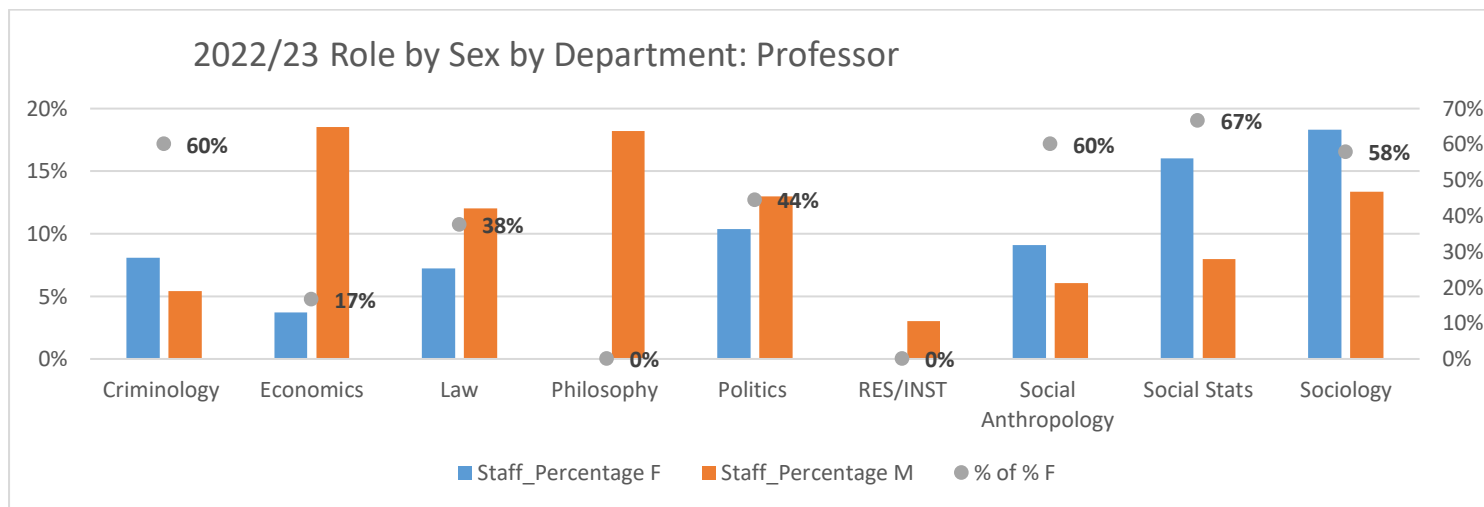


Figure 7 Staff Sex (in percentage) by the category role **Professor** in each SoSS Department

**The following departments have a high percentage of females in the category of professors:**

- The department of Social Statistics had the highest female representation for professors, with 67% being female.
- Both departments of Criminology, and Social Anthropology had a higher number of female professors (60%).
- The department of Sociology had 58% female professors.

**The following departments have a small percentage of females in the category of professors:**

- The Department of Philosophy, and the Research Institutes had no female professors.
- There were 17% female professor in the Economics department.
- In the Law department, 38% of professors are female.