Staff EDI Facts and Figures 2023-24

Yvonne Poole

yvonne.poole@manchester.ac.uk

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Overview

The following report presents a current analysis of the School of Social Sciences (SoSS) staff population for the academic year 2023/24 and EDI trends over the past 7 years. This report aids the school administration to monitor data for the purpose of progressing our Athena Swan action plan. The report covers the areas listed below in the contents and all data has been sourced from the certified Our People Our Values dataset produced by the Business Intelligence team. Data is based on snapshots taken on 31st July each year.

Content

Key Findings

Ethnicity

- 17.8% of staff are from a Black, Asian or Minority Ethnic (BAME) background. A slight reduction of -0.7% compared to last year. This seems to be due to a minor increased in staff refusing information +0.3% YoY, but more so from ethnicity being unknown with 3% of staff reporting unknown ethnicity compared to 1.9% last year (see fig 1). The proportion of white staff reduced again following the trend of the past of the past 5 years down to 76.4% (see fig 4).
- The largest represented ethnic group is Asian accounting for 46.8% of all BAME staff (see fig 2).
- The percentage of Global Majority staff in professional service is 12.7%. This is a reduced percentage compared to the previous 3 years as we continue to see a less diverse workforce compared to academic staff (see fig 5).

Sex

- 53.7% of staff are female, this proportion has remained around 54% for the past 4 years. However, when analysed in terms of their function at the University (see fig 10), there is a much larger proportion of females among Professional Services staff (73.7%) as opposed to Academic staff (47.9%).
- There is a difference in representation of females at the highest level for seniority between Academic and PS staff: 42.7% of Professors are female and 43.9% of Senior Lecturers or Readers are female (see fig 11) compared to a much higher 50% within the highest PS positions of grade 8/9 and 100% at grade 7 (see fig 12).
- Levels of females in academic senior positions have shown significant increases over the past 5 years with percentage of female Professors up +5.5% from 37.2% in 2019/20 and Senior Lecturers & Readers +6.9% compared to 37% in 2019/20 (see fig 11).

Disability

- Over the past 7 years the percentage of staff sharing their disability has more than doubled to 12.29% (see fig 18). With staff in professional service being more likely to share their disability information than academic staff (see fig 19).

Ethnicity

highlights the ethnicity breakdown of all SoSS Staff.

- The majority of staff 54.4% are of white ethnicity, with 21.9% of staff from other white backgrounds. Combined these total 76.4% of staff.
- The Global Majority (often referred to as BAME) makes up 17.8% of the overall population.
- 2.8% of the SoSS workforce has chosen not to disclose their ethnicity, with a further 3% not know totalling 5.9%.

Figure 1: SoSS Staff by Ethnicity, 2023/24
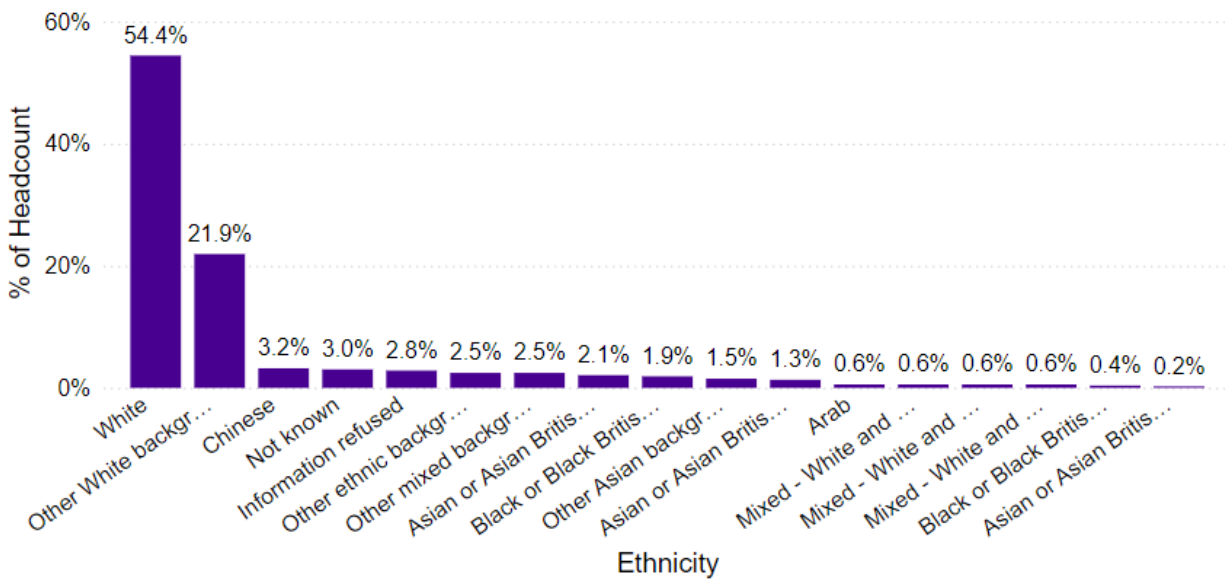
Figure 2: BAME SoSS Staff by Ethnicity Subgrouping, 2023/24
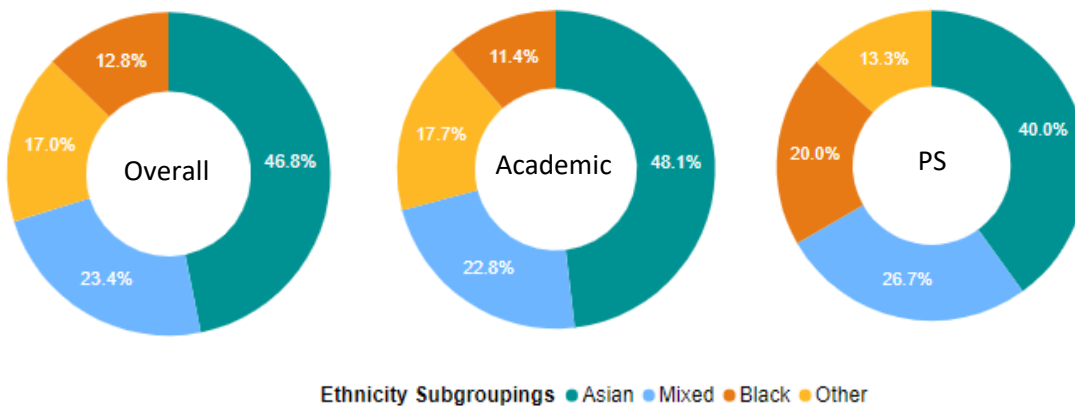
- Of all BAME staff working in SoSS, 46.8% are Asian (see fig 2).
- Only 11.4% of Academic BAME staff are Black in comparison to 20% of Professional Services BAME staff.
- The proportion of Ethnic minorities is higher among males than females (see fig 3).

Figure 3: Ethnicity by Sex, 2023/24

Male: 73.9%, 9.0%, 6.1%, 4.5%, 3.3%, 3.3%

Female: 78.5%, 7.7%, 5.6%, 3.9%, 2.8%, 1.4%

Ethnicity Subgroupings ● White ● Asian ● Information refused or not known ● Mixed ● Other ● Black

Over the past 7 years there has been a gradual diversification of the SoSS Staff, however since 2020/21 more staff have chosen to refuse their ethnicity information or have answered 'Not Known' (see fig 4)
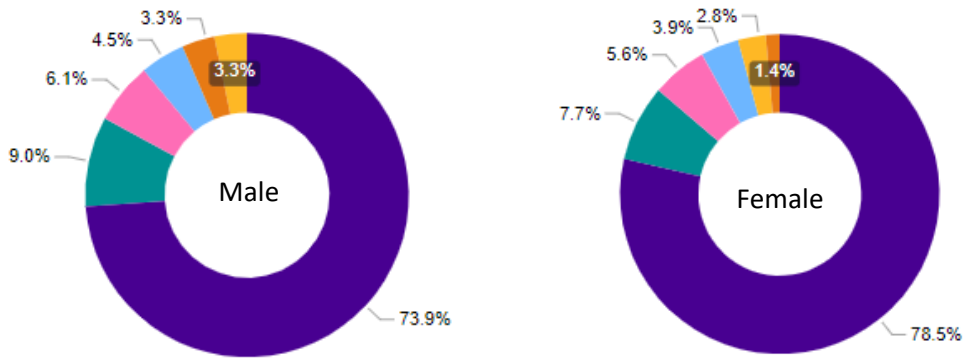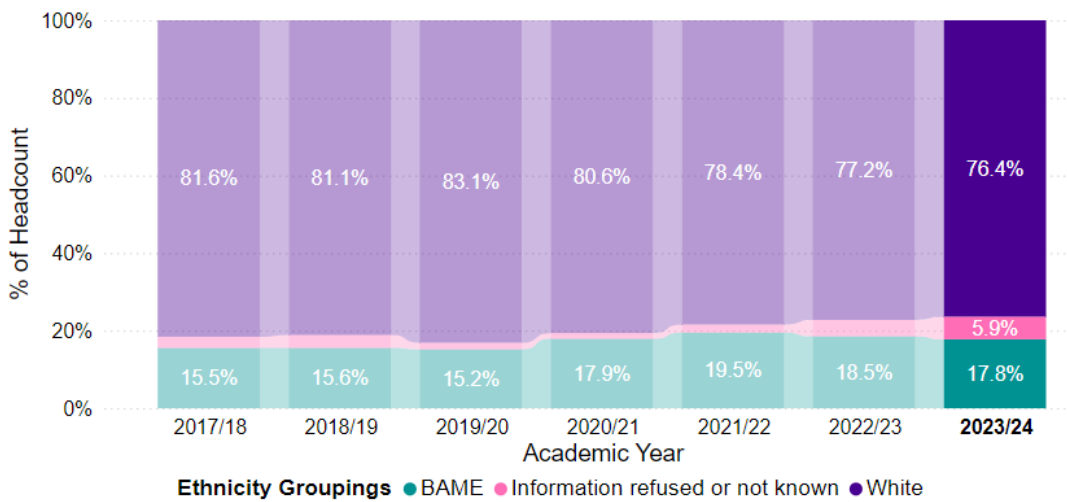
This trend is more apparent in academic staff with a higher proportion of staff coming from Global Majority backgrounds (see fig 5).

The percentage of Global Majority staff for 2023/24 was 12.7% for professional service. This is a reduced percentage compared to the previous 3 years, and we continued to see a less diverse workforce compared to academic staff (see fig 5).

Figure 4: SoSS Staff by Ethnicity Grouping Over Time

Academic Year	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
White	81.6%	81.1%	83.1%	80.6%	78.4%	77.2%	76.4%
Information refused or not known							5.9%
BAME	15.5%	15.6%	15.2%	17.9%	19.5%	18.5%	17.8%

Ethnicity Groupings ● BAME ● Information refused or not known ● White

Figure 5: SoSS Staff by Ethnicity Grouping and Function Over Time

Academic

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
White	80.9%	80.4%	81.0%	79.3%	76.8%	76.8%	74.2%
Info refused							6.6%
BAME	15.6%	15.6%	16.7%	18.8%	20.5%	19.3%	19.2%

Professional Service

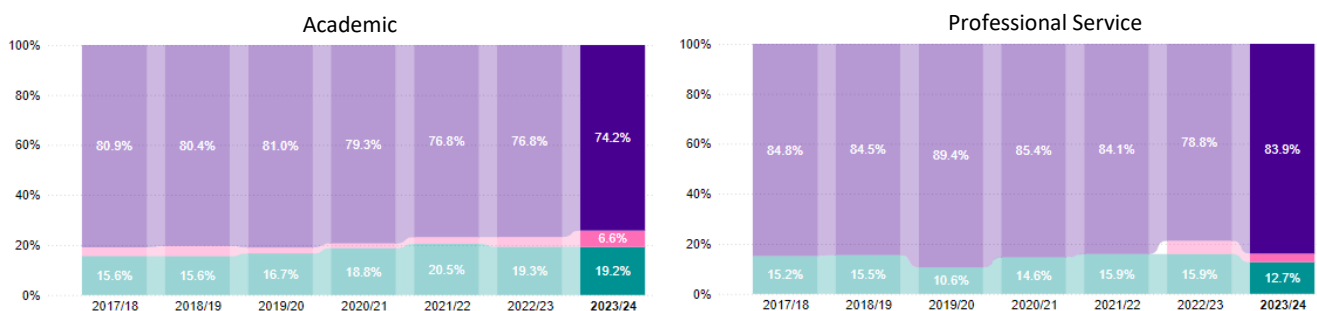|	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
White	84.8%	84.5%	89.4%	85.4%	84.1%	78.8%	83.9%
BAME	15.2%	15.5%	10.6%	14.6%	15.9%	15.9%	12.7%

Figure 6 below shows the proportion of ethnicity groups by occupancy type for academic staff.

Global Majority (BAME) representation continues to grow in the Lecturer occupation type, with 25.7% of staff now from Global Majority backgrounds.

Occupation type Professor still has a low percentage of Global Majority staff (9.4%), however there has been improved diversification since 2020/21 and the highest percentage we have seen in the last 7 academic years.

Figure 6: SoSS Academic Staff by Occupancy Type and Ethnicity Grouping Over Time

Figure 7 below shows the proportion of ethnicity groups by staff grade in professional service.

- At the higher grades 8&9 we see no Global Majority representation.
- For the academic year 2023/24 we saw an increase in the proportion of Global Majority staff at grade 7.
- At grades 5&6 and 1-4 we saw a decrease in the proportion of Global Majority staff.

Figure 7: SoSS PS Staff by Grade and Ethnicity Grouping Over Time

Figure 8 below shows the proportion of ethnicity groups by department for the academic year 2023/24.

- Economics continues to have the largest population of Global Majority Staff with 32.1%, but a slight drop compared to last year's 33.8%.
- Criminology saw a significant increase with 16.2% of staff now Global Majority compared to 11.1% last year, the highest proportion seen in the last 5 years.
- Politics also saw a significant increase with 16.9% of staff now from Global Majority backgrounds, the highest proportion seen in the last 7 years.
- Social Anthropology and Sociology saw another decrease in Global Majority Staff, with 2023/24 having the lowest proportion of Global Majority staff in 7 years.
- Departments Law, Social Statistics and Social Sciences Administration also saw decreases in Global Majority Staff YoY.
- Philosophy and Institutes/Research saw increases YoY.

Figure 8: SoSS Staff by Department and Ethnicity Grouping, 2023/24
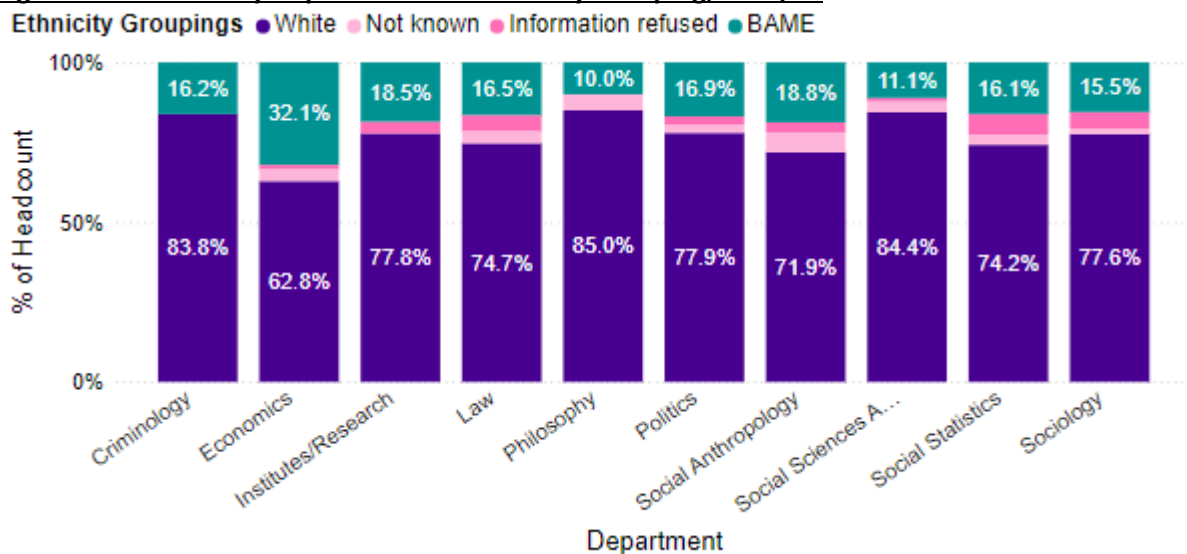
Sex

There are similar proportions of male and female staff working within SoSS (see fig 9). However, when analysed in terms of their function at the University (see fig 10), there is a much larger proportion of females among Professional Services staff (73.7%) as opposed to Academic staff (47.9%)

Figure 9: Sex of Staff Over Time
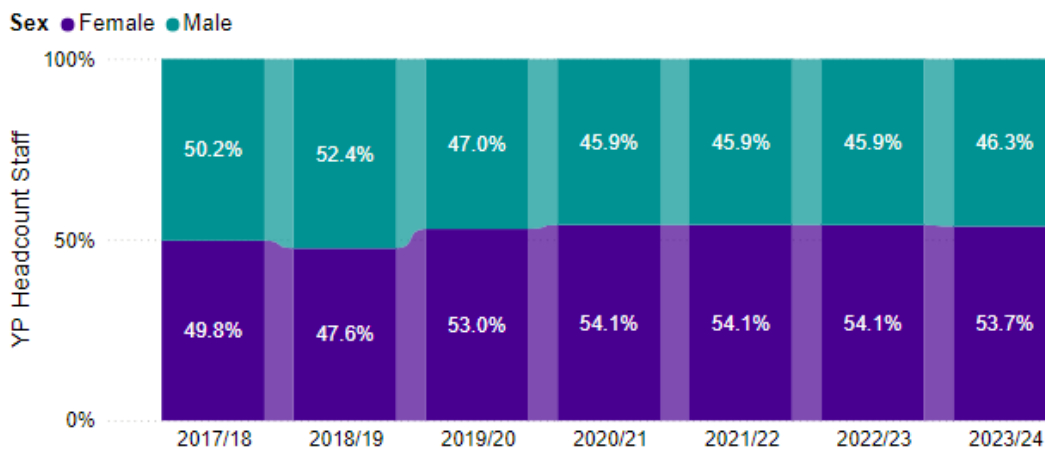
Figure 10: Staff by Sex and Function, 2023/24
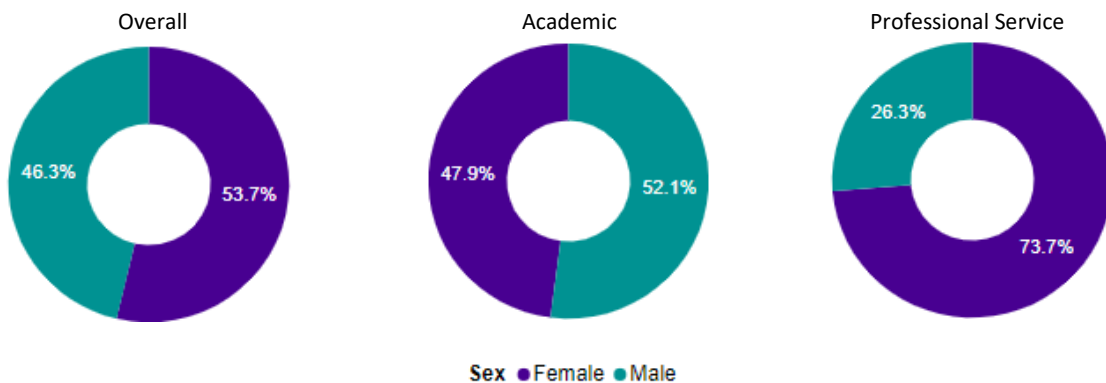
Table 1 below contains the breakdown of Sex across academic occupancy type.

- %GT represent the percentage as a proportion of the total population of Academic staff. For example, 15.8% of all Academic Staff are female Lecturers.
- % of Sex represents the breakdown of each sex across the occupancy types. For example, of female academic staff 33% are Lecturers.
- % Role represents the proportion of males and females within each occupancy type. For example, 47.8% of Lecturers are female.
- Finally, the Total %GT represents the percentage of that occupancy type. For example, 33.1% of Academic staff are Lecturers.

Table 1: SoSS Academic Staff by Occupancy Type and Sex, 2023/24

| Sex | Female | | | Male | | | Total |
Occupancy Type	%GT	% of Sex	% Role	%GT	% of Sex	% Role	%GT
Lecturer	15.8%	33.0%	47.8%	17.3%	33.2%	52.2%	**33.1%**
Professor	10.0%	20.8%	42.7%	13.4%	25.7%	57.3%	**23.4%**
Research and other Academics	10.7%	22.3%	61.1%	6.8%	13.1%	38.9%	**17.5%**
Senior Lecturer & Reader	11.4%	23.9%	43.9%	14.6%	28.0%	56.1%	**26.0%**
Total	**47.9%**	**100.0%**	**47.9%**	**52.1%**	**100.0%**	**52.1%**	**100.0%**

compared to 57.3% male (see fig 11). 23.4% of academic staff are professors, 10% females and 13.4% male.

- Senior Lecturers & Readers form 26% of the academic population, 11.4% female and 14.6% male. This is a significant increase in female proportion over the past 5 years with 43.9% of Senior Lecturers & Readers now female compared to 37% in 2019/20 (see fig 11).

Figure 11: SoSS Academic Staff by Occupancy Type and Sex Over Time

Table 2 below contains the breakdown of Sex across professional service grades.

- With a larger proportion of female staff overall its unsurprising to see more female staff in higher paying positions in professional service.
- At Grade 7 there has been a steady decline in males over the past 4 years and now there are no males at grade 7 (see fig 12).
- Over the past 5 years we have seen an increase in male staff at grades 1-4 from 10.1% in 2019/20 to 24.2% in 2023/24.

Table 2: SoSS Professional Service Staff by Grade and Sex, 2023/24

| Sex	Female			Male			Total
Grade Subcategories	%GT	% of Sex	% Role	%GT	% of Sex	% Role	%GT
Grade 1 -4	39.8%	54.0%	75.8%	12.7%	48.4%	24.2%	**52.5%**
Grade 5 & 6	28.0%	37.9%	68.8%	12.7%	48.4%	31.3%	**40.7%**
Grade 7	5.1%	6.9%	100.0%				**5.1%**
Grade 8 & 9	0.8%	1.1%	50.0%	0.8%	3.2%	50.0%	**1.7%**
Total	**73.7%**	**100.0%**	**73.7%**	**26.3%**	**100.0%**	**26.3%**	**100.0%**

Figure 12: SoSS Professional Service Staff by Grade and Sex Over Time

Figure 13 below shows the proportion of male and female staff in departments.

- In line with findings from staff function, Social Sciences Administration has the highest female percentage with 76.7%. Closely followed by Social Anthropology with 75% and Institutes/Research with 74.1%.
- Economics and Philosophy have the lowest female representation with 24.4% and 25%, respectively.

**Figure 13: SoSS Staff by Department and Sex, 2023/24**
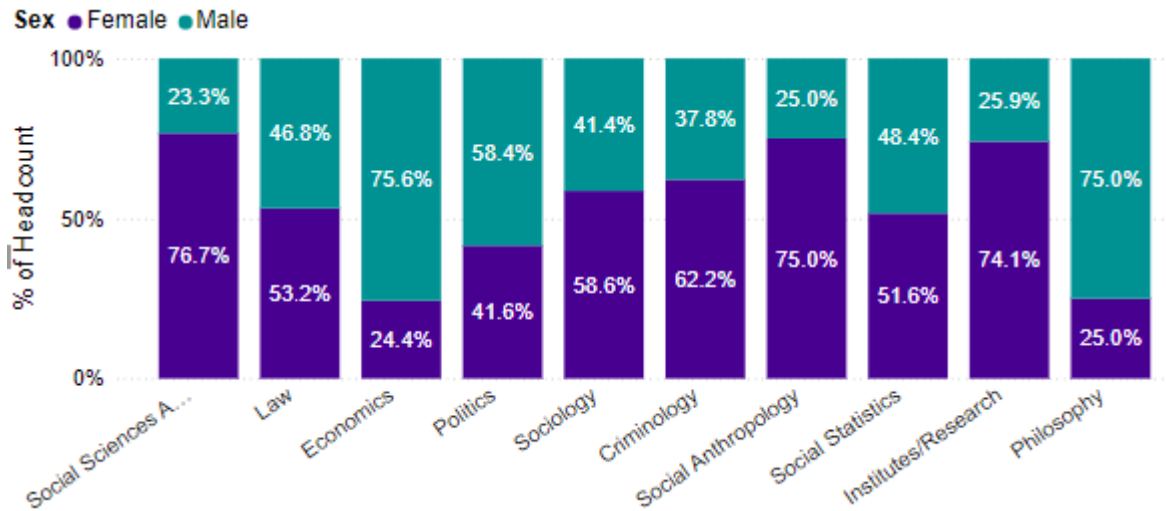
Figures 14-17 below explore the percentage of females in different academic occupancy types across the different departments.

**Figure 14: SoSS Professor Sex by Department, 2023/24**
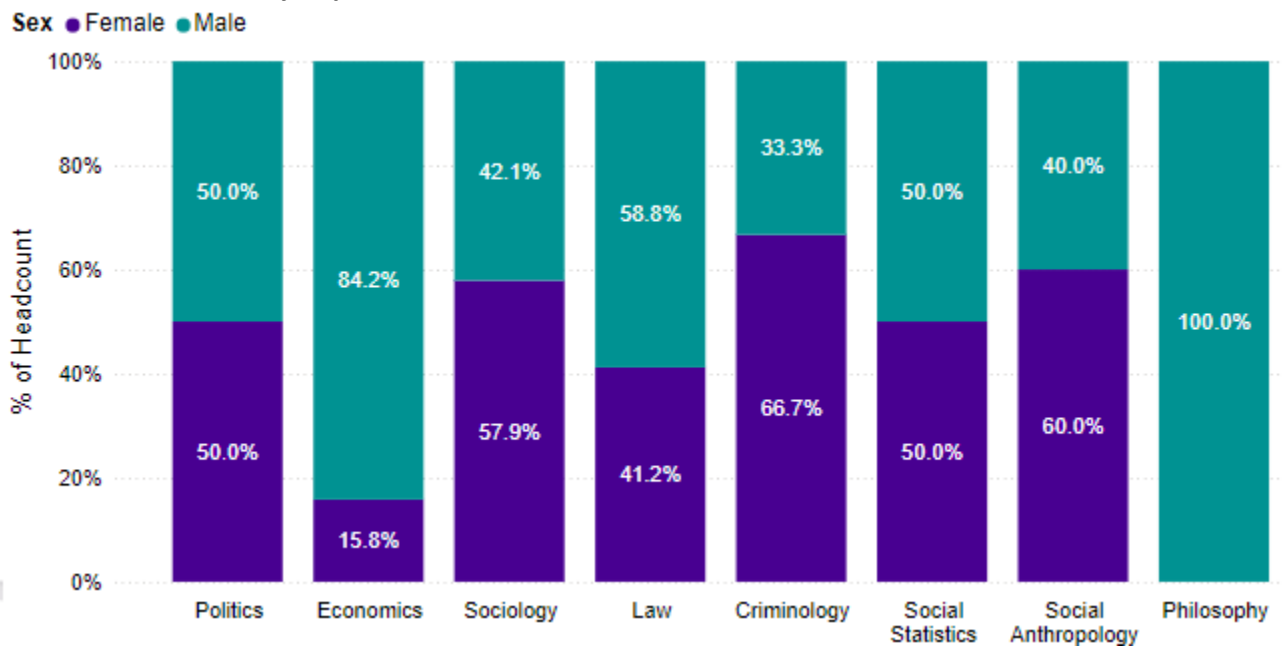
- Philosophy continues to have no female Professors since 2020/21.
- Economics only has 15.8% of Professors that are female and is the only large department with female representation under 40%.
- Criminology has flipped its split of female to male Professors over the last 5 years from 1:3 female in 2019/20 to 3:1 female 2023/24.

**Figure 15: SoSS Senior Lecturer or Reader Sex by Department, 2023/24**
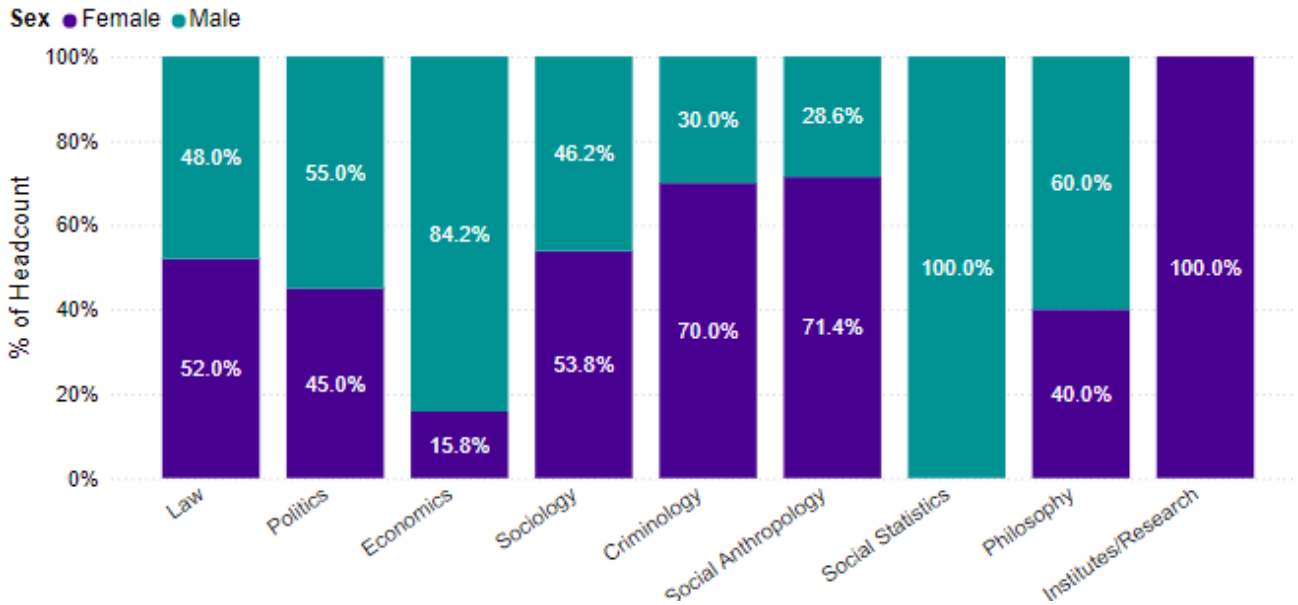
- From having no female Senior Lecturers or Readers for the past 4 years, Philosophy now has a 40% female representation for 2023/24.
- Social Anthropology continues to see a trend upwards of female Senior Lecturers or Readers from 40% in 2017/2018 to the highest point of 71.4% in 2023/24.
- Social Statistics continues to have no female Senior Lecturers or Readers over the past 7 years.

Figure 16: SoSS Lecturer Sex by Department, 2023/24
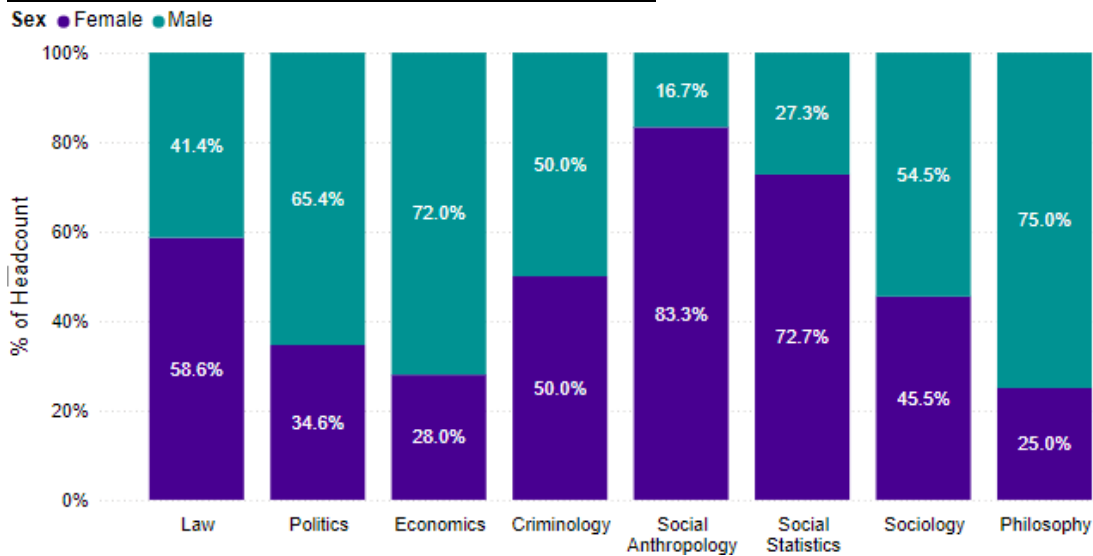
- Social Anthropology continues to have the largest proportion of female Lecturers with 83.3%.
- Criminology now has a perfect 50/50 split between male and female Lecturers.
- Politics has previously had a good balance between male and female Lectures, however for 2023/24 the percentage of female Lecturers has dropped to 34.6% from 48.3 the previous year.
- Philosophy has also seen a large drop in the percentage of female Lecturers from 44.4% to 25%.

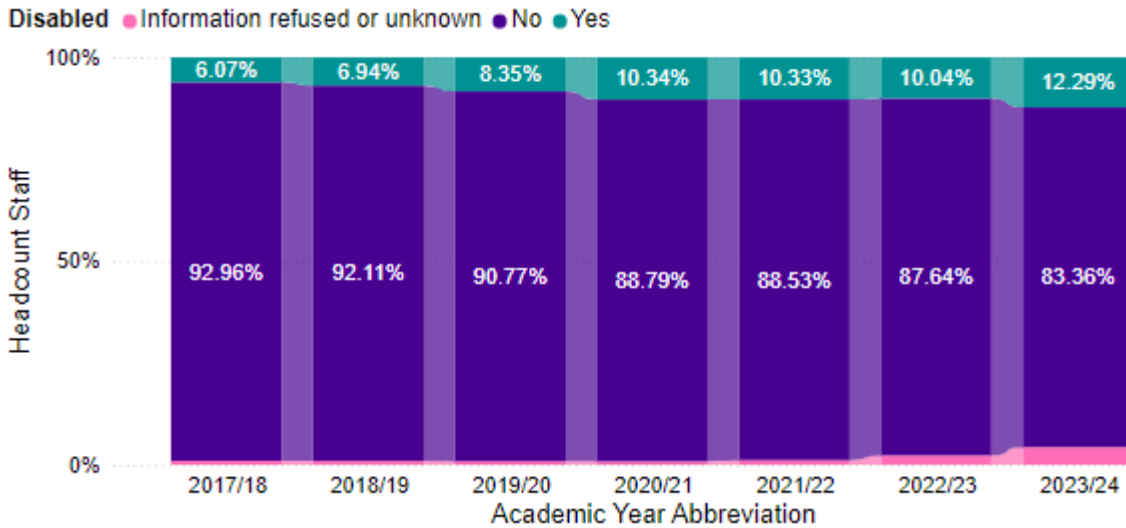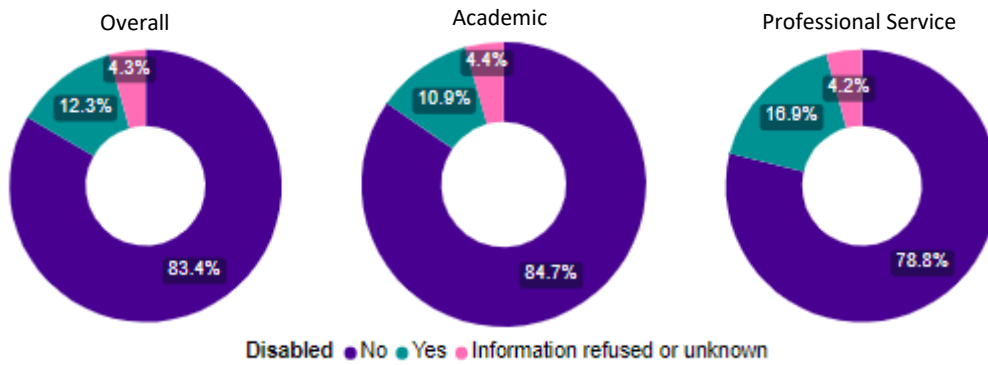**Figure 17: SoSS Research and Other Academics Sex by Department, 2023/24**
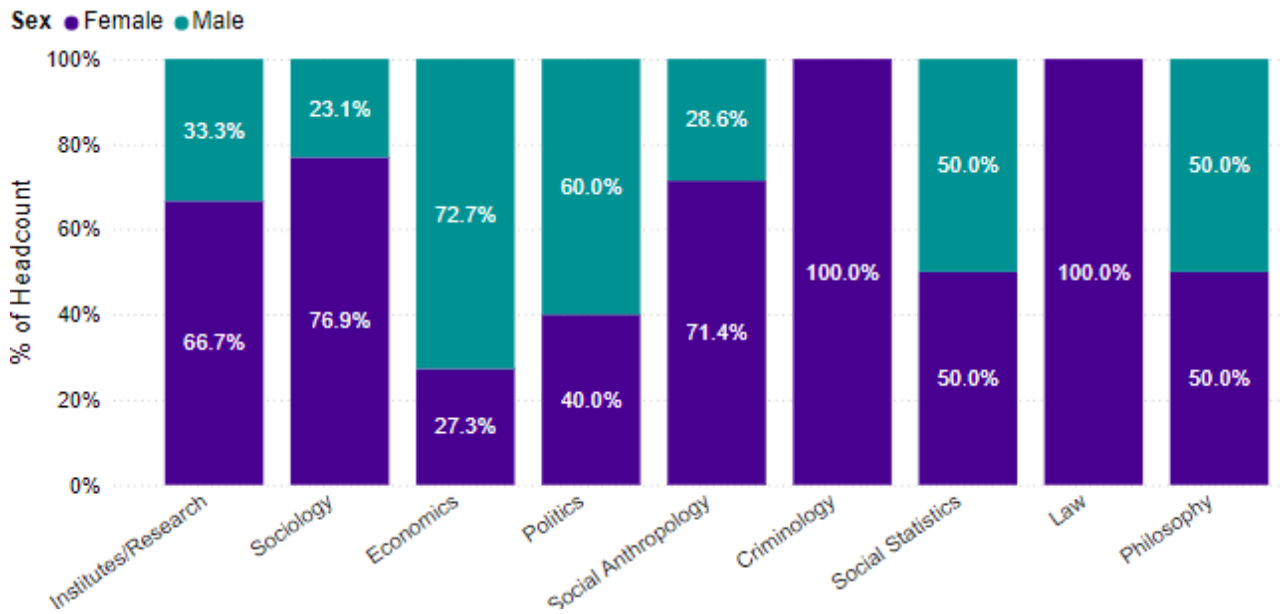
Disability

Over the past 7 years the percentage of staff sharing their disability has more than doubled to 12.29% (see fig 18). With staff in professional service being more likely to share their disability information than academic staff (see fig 19).

50.8% of staff with a disability are female and 49.2% male (see fig 20)

Figure 18: Disability of SoSS Staff Over Time

Disabled ● Information refused or unknown ● No ● Yes

Figure 19: Disability by Function,2023/24

Overall   Academic   Professional Service

Disabled ● No ● Yes ● Information refused or unknown

Figure 20: Disability by Sex, 2023/24

Yes, has a disability   No, does not have a disability   Information refused or unknown

Sex ● Male ● Female
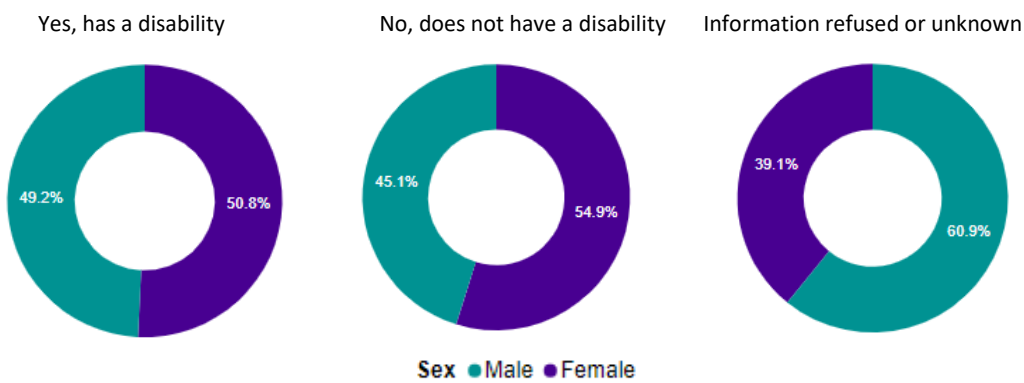
Figure 21: Disability by Ethnicity, 2023/24

Yes, has a disability   No, does not have a disability   Information refused or unknown

Ethnicity Groupings ● BAME ● Information refused or not known ● White
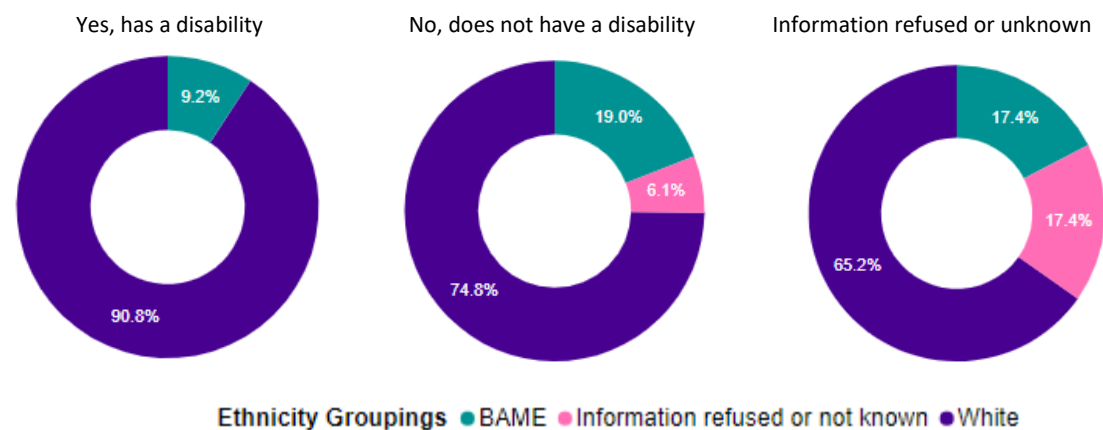
Figure 22: Disability by Department, 2023/24

Disabled ● Information refused or unknown ● No ● Yes

Department	Information refused or unknown	No	Yes
Social Sciences Adminstr…		81.1%	16.7%
Law	10.1%	81.0%	8.9%
Economics		91.0%	6.4%
Politics		80.5%	16.9%
Sociology	5.2%	81.0%	13.8%
Criminology		91.9%	8.1%
Social Anthropology		96.9%	3.1%
Social Statistics	6.5%	80.6%	12.9%
Institutes/Research	3.7%	70.4%	25.9%
Philosophy	15.0%	75.0%	10.0%

% of Headcount