

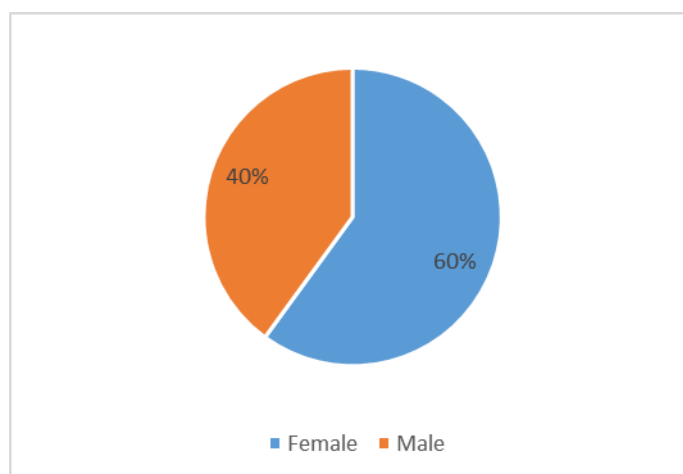
University of Northampton all staff in post at 31 March 2017 by protected characteristic

The following information provides data on all University staff as at 31 March 2017 by protected characteristics. Figures do not include those employed by UNEL. There was a total staff headcount of 1536. Data is rounded to the nearest whole percent.

Gender

Figure 1 shows the gender of all University staff. Female staff make up 60% of the staff population.

Figure 1

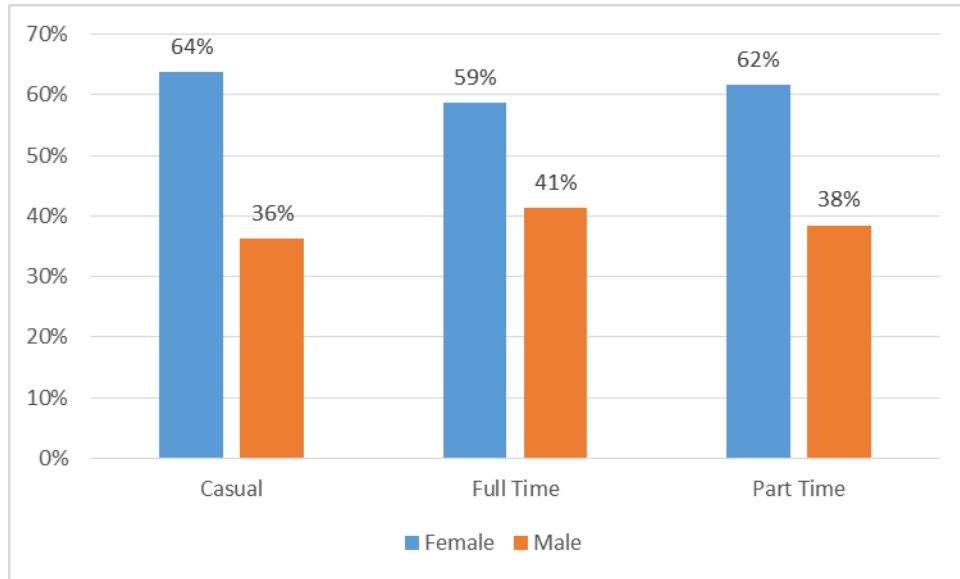


The table below shows the percentage difference over the last three years.

	2015	2016	2017	Difference
Female	63%	60%	60%	-3%
Male	37%	40%	40%	+3%

Figure 2 shows the gender of all University staff by contract type. Female staff make up 64% of casual staff, 59% of full time staff and 62% of part time staff.

Figure 2

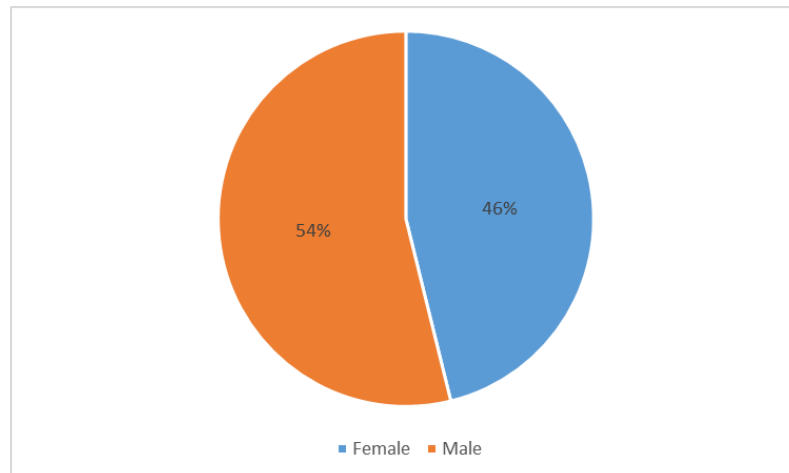


The table below shows the percentage female staff of each contract type over the last three years.

	2015	2016	2017	Difference
Casual	66%	61%	64%	-2%
Full time	59%	63%	59%	0%
Part time	68%	63%	62%	-6%

Figure 3 shows the gender of Senior staff in the University.

Figure 3

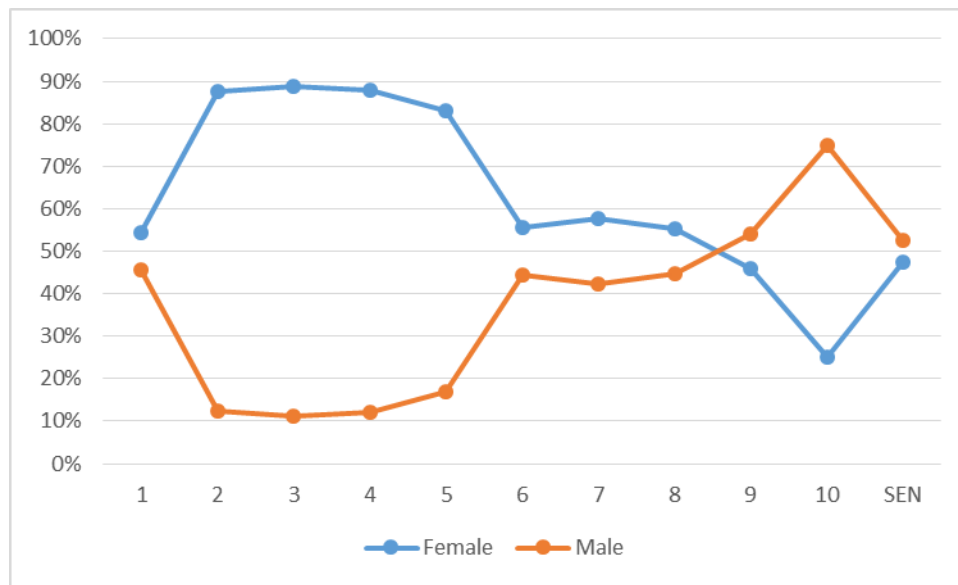


The table below shows the percentage difference over the last three years. The 4% increase in males at a Senior level represents one person.

	2015	2016	2017	Difference
Female	50%	50%	46%	-4%
Male	50%	50%	54%	+4%

Figure 4 shows the gender of all University staff in each grade.

Figure 4



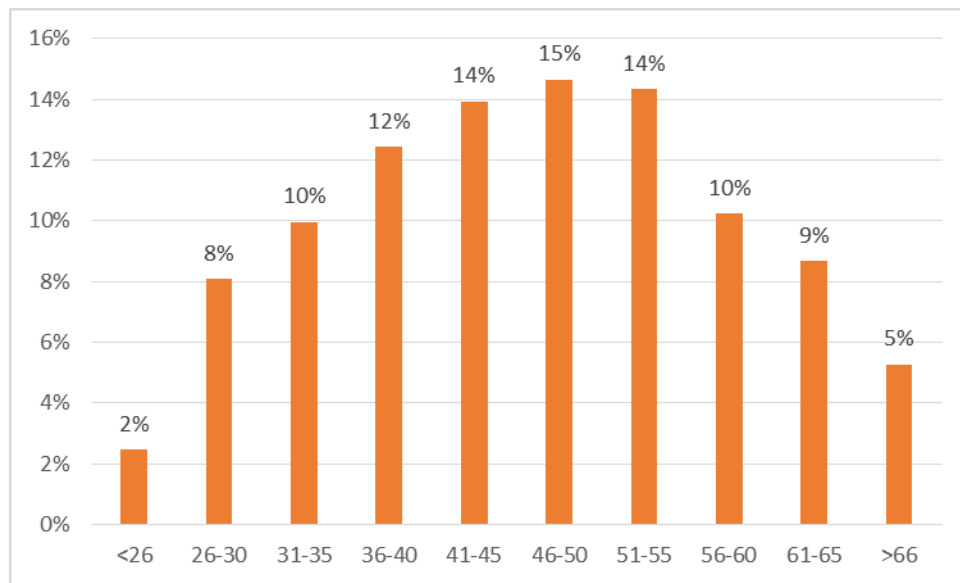
The table below shows the percentage of female staff at each grade over the last three years.

Grade	2015	2016	2017	Difference
1	62%	54%	54%	-8%
2	75%	70%	88%	+13%
3	67%	83%	89%	+22%
4	89%	88%	88%	-1%
5	81%	82%	83%	+2%
6	62%	57%	55%	-7%
7	62%	62%	58%	-4%
8	55%	53%	55%	0%
9	48%	54%	46%	-2%
10	30%	25%	25%	-5%
SEN	50%	50%	47%	-3%

Age

Figure 5 shows the Age of all University staff.

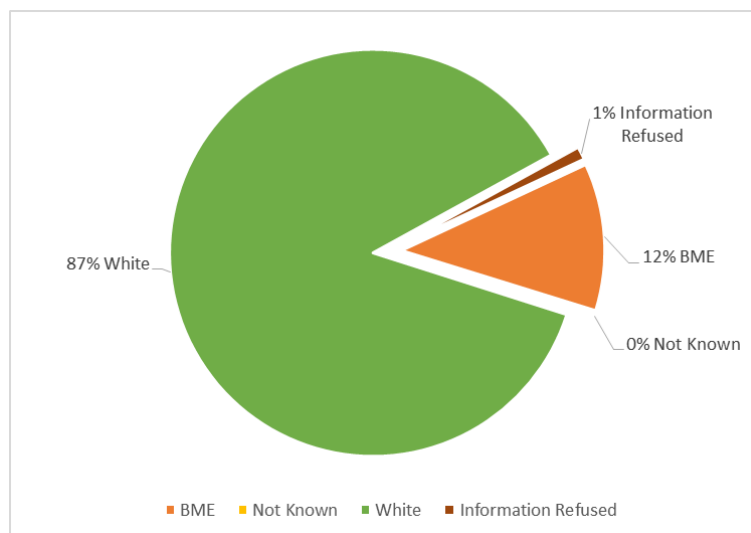
Figure 5



Ethnicity

Figure 6 shows the ethnicity of all staff at the University. BME staff make up 12% of all staff.

Figure 6

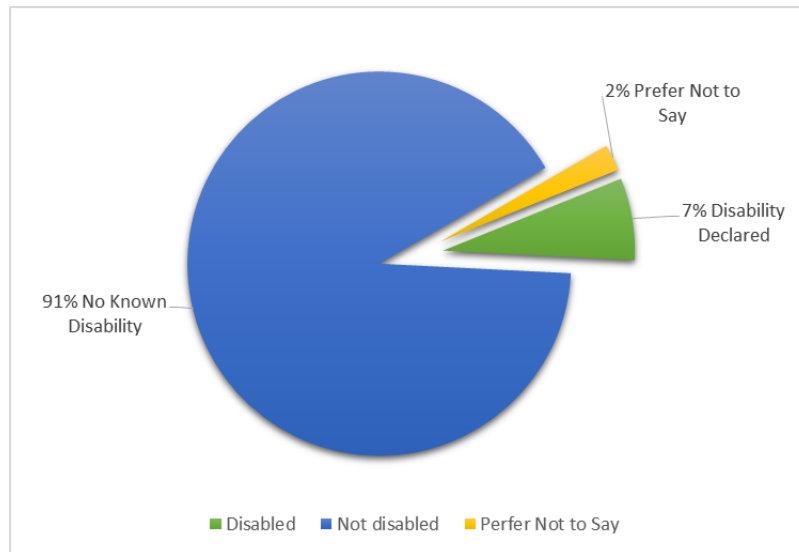


The percentage of all staff of BME origin has increased from 10% to 12% over the last three years.

Disability

Figure 7 shows the percentage of all staff that have declared a disability.

Figure 7



The percentage of staff who have declared a disability over the last three years has increased from 5% to 7%.