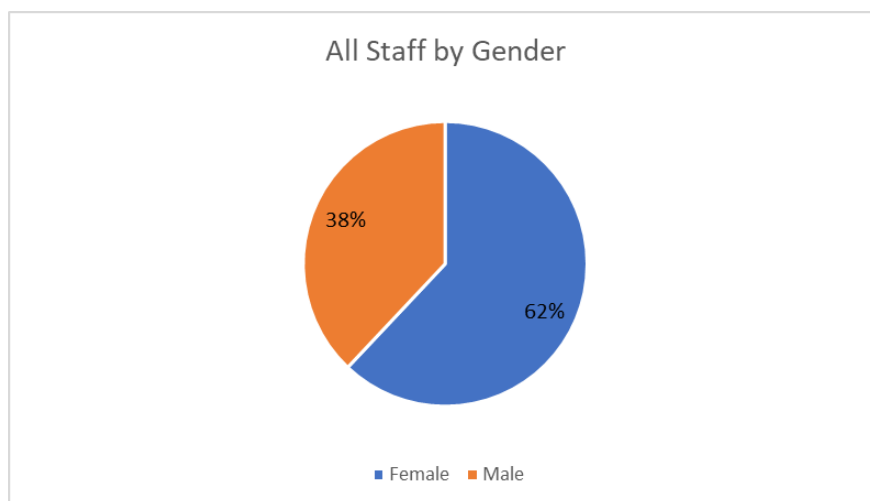# University of Northampton all staff in post at 31 March 2018 by protected characteristic

The following information provides data on all University staff as at 31 March 2018 by protected characteristics. Figures do not include those employed by UNEL. There was a total staff headcount of 1358. Data is rounded to the nearest whole percent.

Gender

Figure 1 shows the gender of all University staff. Female staff make up 62% of the staff population.
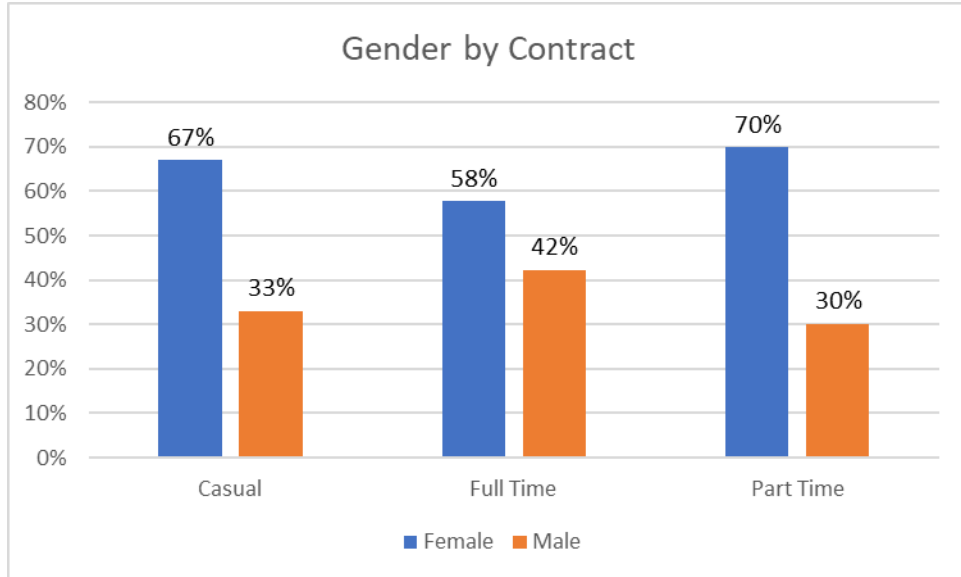
Figure 1

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

	2016	2017	2018	Difference
Female	60%	60%	62%	+2%
Male	40%	40%	38%	-2%

Figure 2 shows the gender of all University staff by contract type. Female staff make up 67% of casual staff, 89% of full time staff and 70% of part time staff.
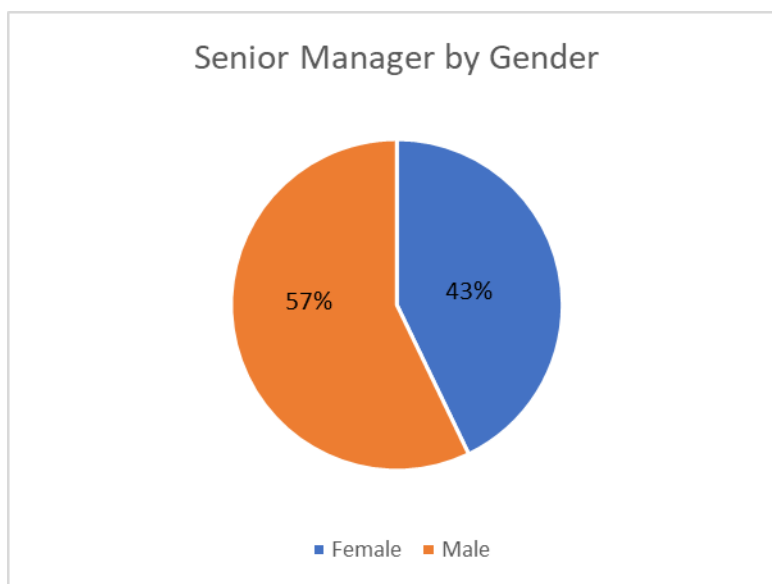
Figure 2

Gender by Contract

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

	2016	2017	2018	Difference
Casual	61%	64%	67%	+3%
Full time	63%	59%	58%	-1%
Part time	63%	62%	70%	+8%

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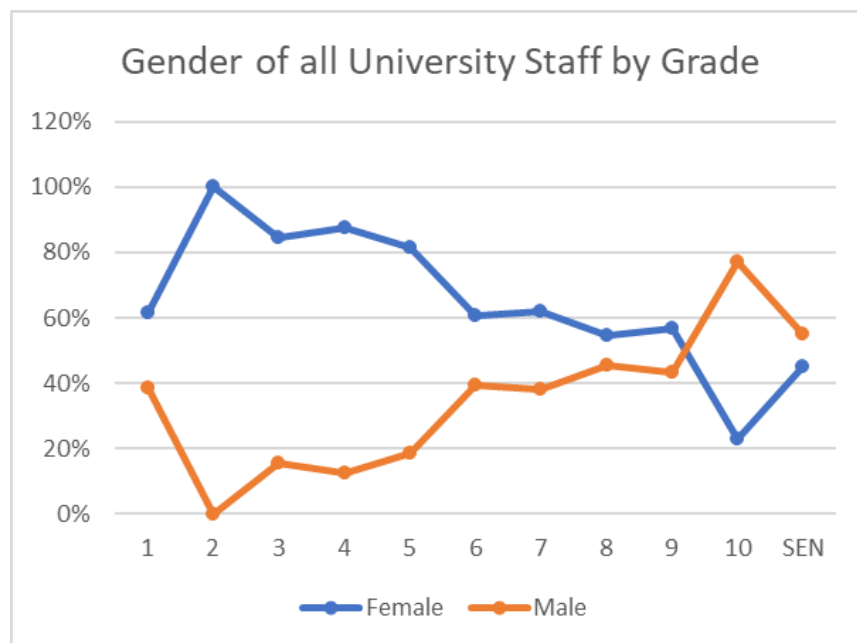
Figure 3

Senior Manager by Gender

The table below shows the percentage difference over the last three years. The 3% increase in males at a Senior level represents one person.

	2016	2017	2018	Difference
Female	50%	46%	43%	-3%
Male	50%	54%	57%	+3%

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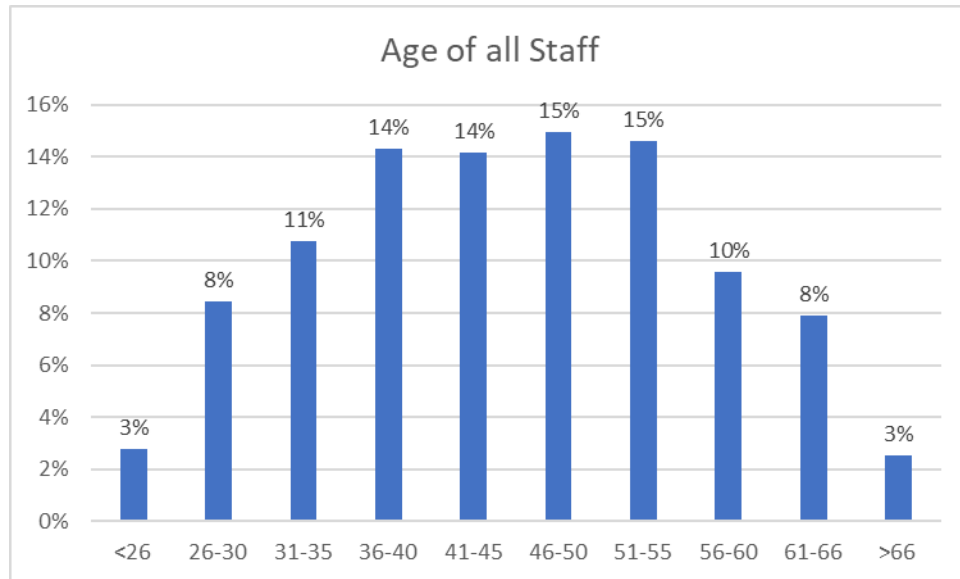
Figure 4

The table below shows the percentage of female staff at each grade over the last three years. Grade 2 reflects a group of five staff. There is a notable increase of females between grade 6 – 9.

Grade	2016	2017	2018	Difference
1	54%	54%	62%	+8%
2	70%	88%	100%	+12%
3	83%	89%	85%	-4%
4	88%	88%	87%	-1%
5	82%	83%	81%	-2%
6	57%	55%	61%	+6%
7	62%	58%	62%	+4%
8	53%	55%	55%	0%
9	54%	46%	57%	+11%
10	25%	25%	23%	-2%
SEN	50%	47%	45%	-2%

Age

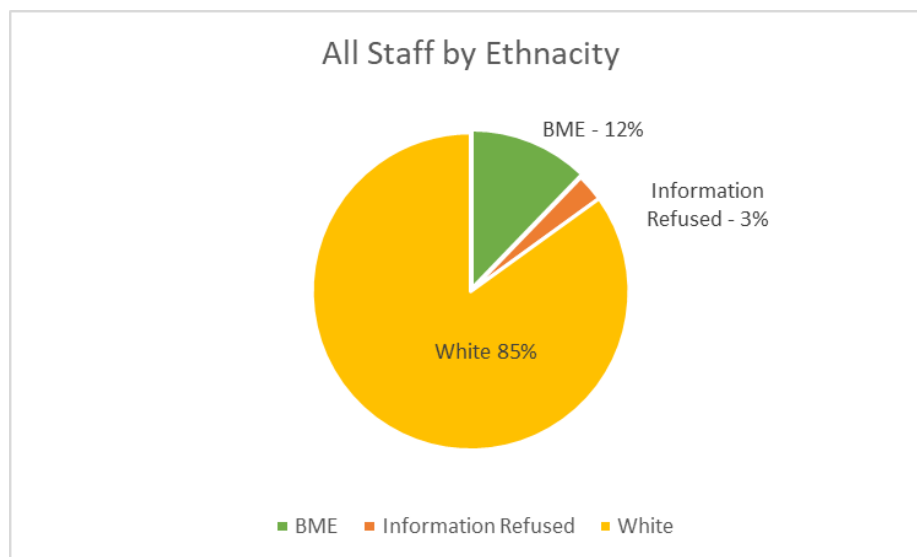Figure 5 shows the Age of all University staff.

Figure 5

Ethnicity

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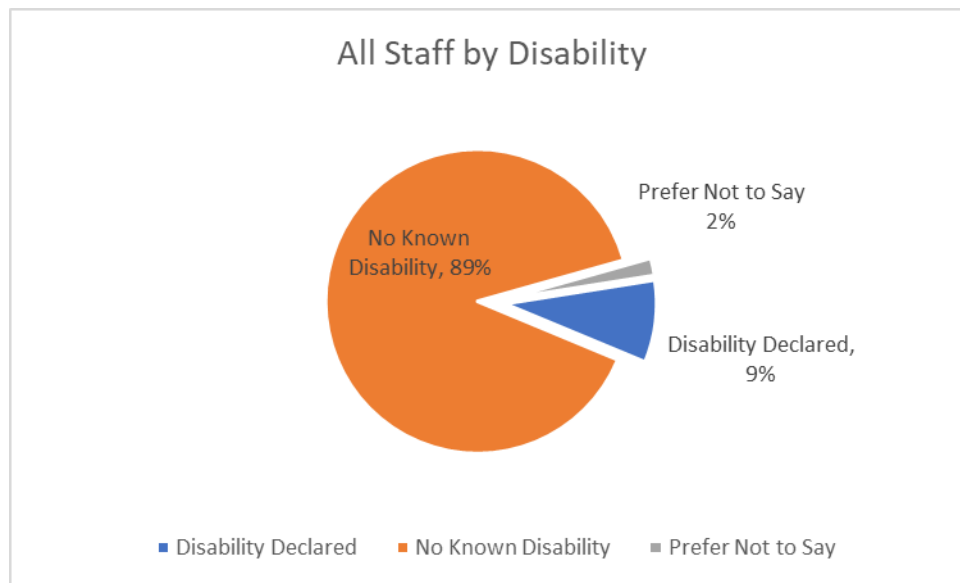
Figure 6

The percentage of all staff of BME origin has increased from 11% in 2016 to 12% in 2018.

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 9%.