



Private & Confidential

Liverpool John Moores University
Equal Pay Audit 2014
(Data August 2014)

DRAFT

Introduction

Liverpool John Moores University fully supports the principles of equal pay for work of equal value. After the successful implementation of the National Pay Framework Agreement in 2006, a consistent and transparent grading structure was designed and incorporated at LJMU underpinned by Job Evaluation. At that time, the University committed to conduct equal pay audits on the equality protected characteristics on an annual basis. The initial audit was conducted shortly after the implementation of the pay structure, which confirmed that there were no pay gaps that were of concern or would need action.

This is the sixth complete Equal Pay Audit to be conducted by the University. Using the previous audit information the University can identify any pay gaps and/or trends.

The primary purposes of an equal pay review are to:

- establish whether there are pay inequities arising because of gender (sex), race, disability, sexual orientation, religion or belief, age; and/or from differing contractual arrangements
- analyse in more detail the nature of any inequalities
- analyse the factors creating inequalities and diagnose the cause or causes
- determine what action is required to deal with any unjustified inequalities revealed by the analysis and diagnosis

All audits are shared and presented to the University's locally recognised trade unions - UCU, GMB and UNISON. It is envisaged that this transparent approach regarding the completion of such reviews will enhance the quality of the review and promote commitment to its objectives and outcomes.

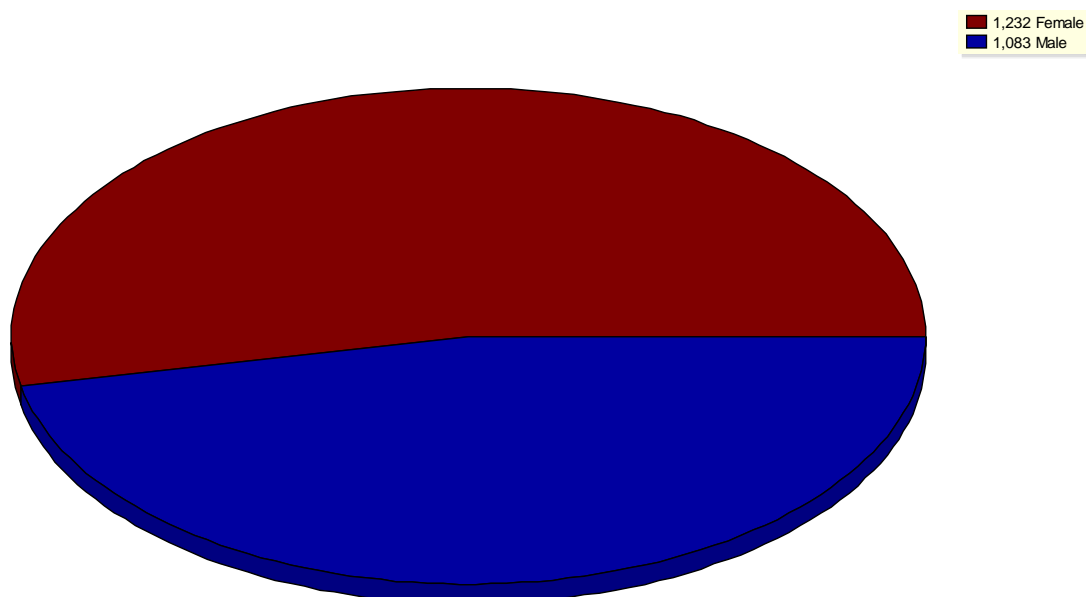
The LJMU Equal Pay Audit undertaken in 2013 focused on all staff and sought to identify any pay gaps across the majority of the main protected characteristics. The 2014 audit does the same as in previous years. Data is collated as at 1ST August 2014 however this report excludes sessional members of staff, apprentices, zero hours, and hourly paid members of staff. The report compares against national figures using the Annual Survey of Hours and Earning (ASHE), which provisional results were released by Office for National Statistics (ONS) in (November 2014).

As a guide, the Equality Human Rights Commission (EHRC) suggests that where an institution identifies a pay differential of less than 3% then no action is needed. Where there are consistent differences higher than 3% but less than 5% these areas should be monitored. Finally for pay gaps greater than 5% these should be addressed and action taken in order to close the gap.

Findings

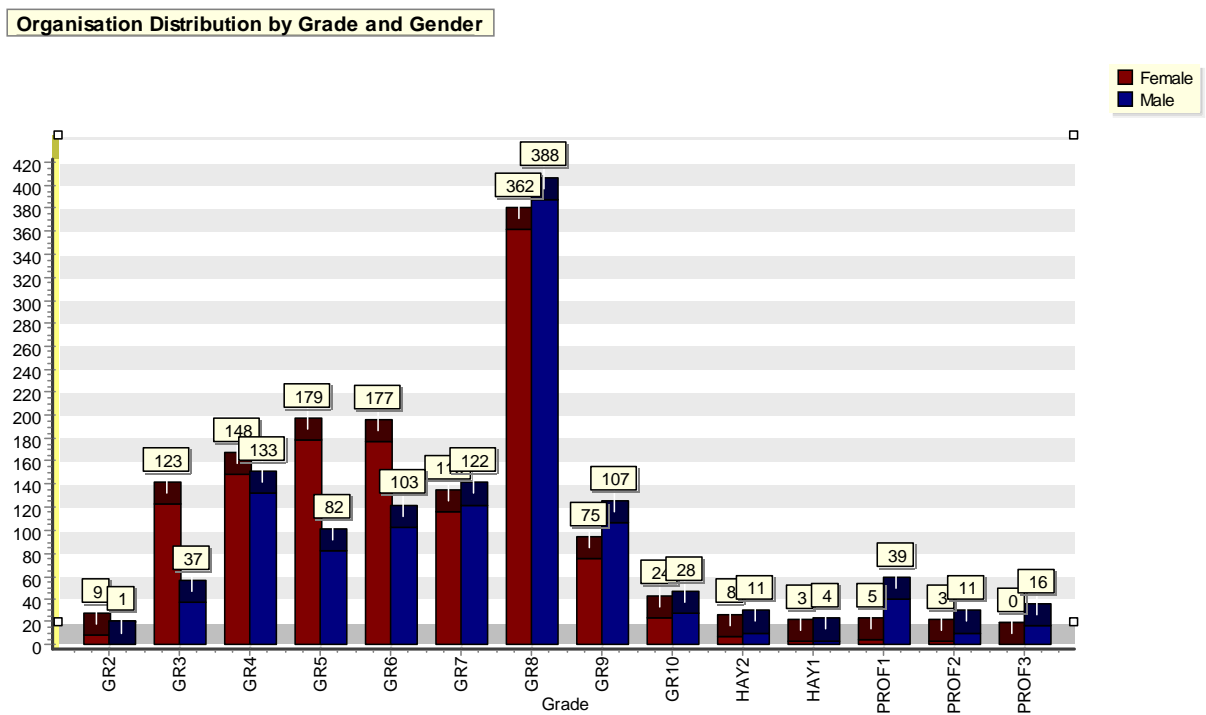
Fig: 1

Organisation Distribution by Gender



The above chart shows the distribution of staff within the University by gender (sex). The chart shows that the University continues to achieve close to a 50/50 split representation of male and female staff with 1,232 (55%) females and 1,083 (45%) males, employing slightly more female members of staff than males. According to the Office for National Statistics (ONS) Regional Labour Market Statistics (February 2015 data sets Oct-Dec 2014), of those in employment for the North West 53% were male and 47% female which has remained static. According to the Equality in Higher Education Statistical Report (2014), the split within the sector (England) is 54% female and 46% male members of staff. LJMU's gender representation is in line with that of the regional and sector figures.

Fig: 2



The above chart shows the distribution of employees by gender (sex) across the grades within the University. As with last year's report, the representation of females is greater than males across the majority of grades 2 to 7, the remaining higher grades are generally populated by more male than female members of staff.

Main Analysis Gender (Sex)

Grade	Male			Female				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR2	1	15356	8.44	9	14831.56	8.15	0.29	3.42
GR3	37	16478.59	9.05	123	17413.14	9.57	-0.51	-5.67
GR4	133	19936.68	10.95	148	19526.25	10.73	0.23	2.06
GR5	82	23897.65	13.13	179	24107.89	13.25	-0.12	-0.88
GR6	103	29240.61	16.07	177	29512.55	16.22	-0.15	-0.93
GR7	122	36469.44	20.04	116	36075.52	19.82	0.22	1.08
GR8	388	45785.65	25.16	362	45930.72	25.24	-0.08	-0.32
GR9	107	53700.76	29.51	75	53275.95	29.27	0.23	0.79
GR10	28	60505.43	33.24	24	60160.46	33.06	0.19	0.57
Tot/Avg	1001	37864.41	20.8	1213	33763.76	18.55	2.25	10.83

The above table shows the overall pay gap for Grades 2-10 for 2014

Grade	2011	2012	2013	2014
GR2				3.42
GR3	0.14	-2.82	-1.39	-5.67
GR4	0.63	0.37	0.58	2.06
GR5	-0.99	-1.44	-1.09	-0.88
GR6	1.10	0.16	-0.10	-0.93
GR7	-0.16	0.84	0.36	1.08
GR8	1.18	0.80	0.17	-0.32
GR9	0.08	1.66	0.50	0.79
GR10	0.31	1.83	0.43	0.57
Total	12.73	11.63	11.12	10.83

The above table shows figures for this year's report in comparison to the previous three years. As can be seen, the University has reduced the gap from last year by a further 0.29%. ONS Annual Survey of Hours and Earnings (ASHE) (November 2014) has shown that the national average gender pay gap calculated against all employees is 17.7%. For the public sector alone this figure is 18.1% and for the public sector North West 20.8%. Again this year, LJMU's figure is considerably below the national average, regional average and the average for public sector.

Full Time

Grade	Male-FT			Female-FT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR2	0			3	15091.33	8.29		
GR3	10	16835.7	9.25	6	16689	9.17	0.08	0.87
GR4	114	20152.68	11.07	68	19986.18	10.98	0.09	0.83
GR5	71	24060.23	13.22	115	23999.34	13.19	0.03	0.25
GR6	95	29256.66	16.08	127	29380.31	16.14	-0.07	-0.42
GR7	100	36511.91	20.06	74	35840.03	19.69	0.37	1.84
GR8	332	45746.46	25.14	276	45715.43	25.12	0.02	0.07
GR9	101	53633.08	29.47	66	53203.24	29.23	0.24	0.8
GR10	28	60505.43	33.24	23	60093.3	33.02	0.23	0.68
Tot/Avg	851	38664.55	21.24	758	37148.91	20.41	0.83	3.92

The above table shows a breakdown of full time staff only. The LJMU figure is calculated at 3.92% which is slightly up from the previous year's figure of 3.16%. The national figure ASHE (November 2014) is shown as 14.2% whilst for the public sector only it is 14.1% and for the public sector within the North West it is 17.2%. Across all the grades there are no areas requiring further action. The University's figure is less than a quarter of the national figure and considerably lower than the figure for both the public sector in general and the region. This highlights the University's commitment to supporting equality and that it operates a pay structure that is free from bias of gender (sex) or working hours. It is envisaged that year on year this figure should continue to reduce.

Part Time

Grade	Male PT			Female PT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR2	1	15356	8.44	6	14701.67	8.08	0.36	4.26
GR3	27	16346.33	8.98	117	17450.27	9.59	-0.61	-6.75
GR4	19	18640.63	10.24	80	19135.31	10.51	-0.27	-2.65
GR5	11	22848.27	12.55	63	24295.48	13.35	-0.8	-6.33
GR6	8	29050	15.96	50	29848.44	16.4	-0.44	-2.75
GR7	22	36276.41	19.93	42	36490.43	20.05	-0.12	-0.59
GR8	56	46018.04	25.28	86	46621.65	25.62	-0.33	-1.31
GR9	6	54840	30.13	9	53809.11	29.57	0.57	1.88
GR10	0			1	61705	33.9		
Tot/Avg	150	33324.94	18.31	454	28131.72	15.46	2.85	15.58

The above table shows the breakdown for part time members of staff. The pay gap figure shows a marked decrease from last year's figure of 21.99% to 15.58%. Nationally this figure is shown as 4.4%, however when comparing against the public sector this figure rises to 29.4% and for the public sector North West it is 40.9% ASHE (November 2014). Although the figure is above that of the national figure it is lower than that of the public sector and lower than the regional percentage. It is a factor that the public sector does have a significant proportion of part time contracts. (Note: comparisons are carried out based on full time equivalent salary).

Similar to previous reports, a significant proportion of part-timers are female members of staff (75%). LJMU understands and strives to ensure that staff are able to achieve a healthy balance between their home and work lives. To do this the University has a number of flexible working initiatives in operation such as: term time/semester only working, flexi time, part time working and job share. Within the last year there have been a total of 67 members of staff who have made amendments to their working hours with 79% of these being female members of staff. However having a high percentage of female staff as part time is not uncommon within the sector.

Core Academic (Grades 8/9)

Grade	Male			Female				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR8	329	45731.2	25.13	294	45828.89	25.18	-0.05	-0.21
GR9	94	53722.28	29.52	57	53106.81	29.18	0.34	1.15
	423	47507	26.10	351	47010.78	24.11	0.25	1.04

The above table shows a breakdown of academics within the core academic grades 8 and 9. It can be seen that there are no areas of concern as the pay gap for the two grades fall below the guideline percentage. This year's figure of 1.04% is a decrease from last year's pay gap of 1.48%. Looking at a national comparison ASHE (November 2014) for occupation: Higher Education Teaching Professionals (SOC code 2311), shows a pay gap of 13.4%. What is interesting to note is that within these two grades 69% of male and female members of staff have now reached the highest spinal point within the grade.

Professoriate Grades

Grade	Male			Female				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
PROF1	39	62131.64	34.14	5	61500	33.79	0.35	1.02
PROF2	11	71496	39.28	3	71127.33	39.08	0.2	0.52
PROF3	16	85512.69	46.98	0				
Tot/Avg	66	69360.5	38.11	8	65110.25	35.77	2.34	6.13

The above table shows a breakdown of findings for male and female pay across the Professoriate Grades. As in previous reports the Professoriate Grades have been grouped into three main grades, although within each there are three levels where progression is not automatic, but determined by a panel review. The grades have been shown in this format to anonymise the information and avoid potential identification of individuals. The table shows an overall pay gap of 6.13% which is slightly up from the previous year's total gap of 6.07%. Professoriate salaries are determined by the Professorial Pay Enhancement Panel. The Pay Enhancement Panel meet annually to review the pay of individual professors against an agreed set of performance criteria to ensure appropriate reward for Professorial staff. Since the last audit the University has seen an increase of 3 male Professors whilst the female numbers have remained static. Previous reports have highlighted the disproportionate levels of male to female members of staff within the Professoriate. It had been noted by members of SMT that this may be a result of recruitment trends 20 years ago of which we are seeing the result in the gender balance today.

The University recently achieved Athena SWAN Bronze Charter membership status. The Athena SWAN Awards action plan will further assist the University in addressing the issue of gender imbalance in key areas of the University particularly in STEM departments. As within the previous year's audit an analysis of the male and female pay gap within STEM areas has been included.

Recruitment Statistics

For the annual period leading up to the equal pay audit LJMU received a total of 5804 job applications. 44% of these were from females and 56% from males. It should be noted there were 99 candidates who did not enter this information on their application. This in itself can be viewed positively as it is a relatively small percentage in relation to the total number who applied.

During this period more females were successful in obtaining appointments with 9% of them going on to be employed as opposed to 5% males. The University appointed more male academic members of staff than females by a total of 8 positions. The University also appointed more male candidates to research and technical positions. However nearly double the amount of female candidates were appointed to administrative roles than males. It is also interesting to note that more female candidates were appointed to management roles than males. However this number is unlikely to affect the gender ratios for higher level roles.

The highest number of applications came from female members of staff within the age bracket of 20-29, with 65% for administrative positions. For male candidates the highest number of applications was from age bracket 30-39 with 72% for academic positions.

Equality Disclosure Promotion Drive

As within previous years we rely on the strength of data we have through disclosure of equality information from staff. Previously the HR Department has undertaken promotional exercises with the aim of encouraging staff to disclose and update their equality data. Continually we highlight how the data would be used for such purposes as Equal Pay Audits, HEFCE returns and support for any equality positive action initiatives.

Ethnicity Main Findings

Grade	White			Ethnic Minority				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR2	8	14913.5	8.19	1	14959	8.22	-0.02	-0.31
GR3	123	17204.78	9.45	7	17008.71	9.35	0.11	1.14
GR4	244	19966.71	10.97	10	19920.6	10.95	0.03	0.23
GR5	240	24046.67	13.21	8	23845.88	13.1	0.11	0.84
GR6	260	29458.19	16.19	10	28722	15.78	0.4	2.5
GR7	205	36285.13	19.94	7	34758	19.1	0.84	4.21
GR8	608	45931.84	25.24	67	45519.4	25.01	0.23	0.9
GR9	160	53509.28	29.4	10	53766.4	29.54	-0.14	-0.48
GR10	47	60276.83	33.12	2	61705	33.9	-0.78	-2.37
PROF1	25	62150.64	34.15	12	61848.67	33.98	0.17	0.49
PROF2	13	71751.23	39.42	1	67072	36.85	2.57	6.52
PROF3	12	84562.17	46.46	3	85322.33	46.88	-0.42	-0.9
Tot/Avg	1945	36400.25	20	138	42250.84	23.21	-3.21	-16.07

The above table shows a breakdown of findings across the grades based on ethnicity. Prof 2 Grade again this year shows a pay gap of 6.52% however this is due to there being only one member of staff from an ethnic minority within this grade. This member of staff received an enhancement in the last Professorial review which in turn reduced the pay gap. The table is showing a 16.07% pay gap in favour of staff from an ethnic minority; a major factor being that 69% are on the higher managerial/professional grades of the University.

It should be noted that the University has carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not returned any information or refused to provide information relating to their ethnic origin is 205 which is a slight decrease from last year's figure.

For the above grades, the University's ethnic population can be seen as 6.6% which is a slight increase from last year's figure of 6.4%. The Labour Market Statistics (ONS January 2015 data sets November 2014) showed 10.9% of those in UK employment (aged 16-64) were of BME origin. The Equality in Higher Education Statistical Report (2014) shows the BME population within the sector to be at 11%. The 2011 Census Key Statistics for local authorities (released December 2012) showed the ethnic population for the Merseyside region to be 8.2%, for Liverpool this figure rose to 15.2%. This figure is in line with previous reports which indicate the BME population for the region and locally is increasing. One of the University current Equality Objectives 2012-2016 is to increase its own percentage of BME staff in the University year on year.

Disability Main Findings

Grade	No Disability			Disability Yes				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR2	2	15157.5	8.33	0				
GR3	67	17126.63	9.41	5	17529	9.63	-0.22	-2.35
GR4	142	20009.97	10.99	23	20197	11.1	-0.1	-0.93
GR5	178	24143.31	13.27	21	24117.62	13.25	0.01	0.11
GR6	189	29432.52	16.17	12	29513.67	16.22	-0.04	-0.28
GR7	144	36431.75	20.02	15	36163.87	19.87	0.15	0.74
GR8	435	45960.96	25.25	43	46255.33	25.42	-0.16	-0.64
GR9	120	53629.4	29.47	12	54199.33	29.78	-0.31	-1.06
GR10	42	60359.17	33.16	2	58172	31.96	1.2	3.62
PROF1	30	61887.4	34	4	62429.5	34.3	-0.3	-0.88
PROF2	13	71439.31	39.25	1	71127	39.08	0.17	0.44
PROF3	13	84152.62	46.24	0				
Tot/Avg	1375	37795.34	20.77	138	36462.52	20.03	0.73	3.53

The above table shows a breakdown of findings across the grades based on Disability.

The University carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not provided or refused information relating to disabilities is 775.

Grade 10 shows pay gap of 3.62 which has reduced from last year's figure of 6.41%, this is due to the members of staff disclosing a disability receiving the annual increment which in turn reduced the pay gap. There is a high percentage of staff with no disability who have reached the top spinal point and therefore will not receive an annual increment.

For the above grades the University's population of staff disclosing disabilities is 9.1%. The Equality Higher Education Statistical Report (2014) shows the sector figure of staff with disability to be 3.8%. The Labour Market Statistics (ONS January 2015 data sets July-September 2014) showed that of the UK working population aged 16-64, 32% of those economically active were registered as having a disability, of this 88% are in employment. According to National Census (2011), the figure for Liverpool is 18% of the working age population 16-64.

Religious Belief Main Findings

Grade	No Religious Belief			Religious Belief				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR2	2	15157.5	8.33	1	14959	8.22	0.11	1.31
GR3	16	16614.31	9.13	40	17266.42	9.49	-0.36	-3.93
GR4	43	20042.67	11.01	88	19989.7	10.98	0.03	0.26
GR5	43	24226.35	13.31	105	24023.23	13.2	0.11	0.84
GR6	63	29453.95	16.18	102	29459.76	16.19	0	-0.02
GR7	51	35779.59	19.66	68	36586.34	20.1	-0.44	-2.25
GR8	144	45199.34	24.83	195	46119.37	25.34	-0.51	-2.04
GR9	40	53368.72	29.32	54	53525.98	29.41	-0.09	-0.29
GR10	15	59820.73	32.87	22	60501.82	33.24	-0.37	-1.14
PROF1	12	62042.33	34.09	15	61809.87	33.96	0.13	0.37
PROF2	5	72749.4	39.97	4	73155.25	40.2	-0.22	-0.56
PROF3	10	83801.7	46.04	1	79239	43.54	2.51	5.44
Tot/Avg	444	39115.11	21.49	695	35962.08	19.76	1.73	8.06

The above table shows a breakdown of findings across the grades based on staff declaration of Religious Belief. The table shows pay gap at Professorial Level 3. As within previous tables this gap is in relation to spinal position and representation of staff within the grade, and therefore can be justified.

As mentioned previously, the University carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not provided or refused information relating to Religious Belief is 1149, approximately half of staff which is down from last year.

For the above grades, the University's population for staff who have disclosed a religious belief is 61%. According to the Equality in Higher Education Statistical Report (2014) within the sector the figures for religious belief were 11% and those without 7%, however it should be noted that 82% returned no data or refused. The 2011 Census Key Statistics for local authorities (released December 2012) showed 81.6% of people in Merseyside reported having a religious affiliation, with figure for Liverpool also 81%.

Sexual Orientation Main Findings

Grade	Heterosexual			LGBT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR2	3	15091.33	8.29	0				
GR3	47	16955.4	9.32	0				
GR4	119	19983.3	10.98	9	20134.33	11.06	-0.08	-0.76
GR5	148	24071.64	13.23	2	22777.5	12.52	0.71	5.38
GR6	161	29528.86	16.22	4	28650.5	15.74	0.48	2.97
GR7	112	36408.15	20	5	33988.2	18.67	1.33	6.65
GR8	345	45740.63	25.13	14	44317.57	24.35	0.78	3.11
GR9	90	53551.83	29.42	12	53683.92	29.5	-0.07	-0.25
GR10	34	60354.24	33.16	2	61705	33.9	-0.74	-2.24
PROF1	26	62072.08	34.11	0				
PROF2	7	72286	39.72	0				
PROF3	10	83801.7	46.04	0				
Tot/Avg	1102	37409.05	20.55	48	39570.21	21.74	-1.19	-5.78

The above table shows a breakdown of findings across the grades based on Sexual Orientation. Pay gaps have been highlighted in Grades 5,7,8. As within previous tables, the pay gap can be justified based on the ratios within the particular grade, and the spinal positioning within them.

The University carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not provided or refused information relating to Sexual Orientation is 1138 again similar to last year approximately half.

For the above grades, the University's population for staff who have declared themselves as LGBT is 4.2 %. For the sector this figure is 0.85 LGBT and 16.2 Heterosexual, it should be noted however 82% refused to return information or left it blank Equality higher education statistical report (2014). Stonewall estimates that roughly 6% of the population of Liverpool have declared themselves as LGBT. With changes in law (equal marriage) in relation to same sex marriage and equality with heterosexual marriage, this may now see a rise in declaration from LGBT community.

Age

Grade	18-21		22-29		30-39		40-49		50-59		60+	
	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate
GR2	0		6	8.08	3	8.36	1	8.22	0		0	
GR3	10	8.7	22	8.91	9	9.32	24	9.58	57	9.63	38	9.63
GR4	4	10.19	36	10.68	62	11	67	11.07	76	11.06	36	9.86
GR5	2	11.62	30	12.17	67	13.19	84	13.32	65	13.53	13	13.61
GR6	0		23	15	84	16.04	97	16.35	56	16.43	20	16.33
GR7	0		13	18.46	58	19.74	81	20.09	52	20.14	34	20.15
GR8	0		23	22.8	185	24.33	262	25.49	223	25.69	57	25.69
GR9	0		0		17	28.38	76	29.29	73	29.65	16	29.97
GR10	0		0		4	33.42	22	32.58	23	33.57	3	33.9
PROF1	0		0		3	34.3	13	34.2	15	34.13	13	33.91
PROF2	0		0		1	36.85	5	40.42	7	39.08	1	36.85
PROF3	0		0		0		4	43.54	8	48.55	4	47.3
Tot/Avg	16	9.44	153	13.75	493	19.12	736	21.41	655	21.49	235	19.67
Nat/Avg		7.68		11.66		15.95		17.11		16.39		14.49

The above table shows the distribution of the University's workforce by age and grade. As within previous reports the highest population is aged 40-49 with a high percentage within Grade 8. The table also shows the national average hourly rate for the selected age groups ASHE (November 2014). Across all the age groups it can be seen that the University pays above that of the national average by at least 15%.

Age Group by Gender

Age Group	18-21 M	18-21 F	22-29 M	22-29 F	30-39 M	30-39 F	40-49 M	40-49 F	50-59 M	50-59 F	60+ M	60+F
AvG Hourly Rate	8.83	10.22	14.65	12.97	20.04	18.35	22.48	20.49	24.15	19.07	22.96	16.51
Pay Gap %	-15.76%		11.47%		8.46%		8.86%		21.01%		28.10%	
National Fig %	6.3%		4.95%		9.28%		22.18%		24.81%		22.57%	

The above table shows a breakdown of the average hourly rate for male and female members of staff across the selected age groups. The table also shows the percentage for the University's pay gap and that of the national average Annual Survey of Hours and Earnings (November 2014). In comparison to the national figures the University is below this across the majority of the selected age groups.

For the age grouping 18-21 the pay gap can be seen as 15.76% in favour of females within that age group. It is interesting to note that the majority of males within this grouping are within lower grade casual/support research roles within the STEM areas as opposed the females who occupy high paid administrative roles.

The pay gap for the age group of 22-29 is above that of the national figure. This particular group is populated by more female than male members of staff, with 71% of them paid below Grade 6 in the core administrative, technical and manual grades of the University with almost 50% of the males paid above this. Looking at the recruitment statistics the highest number of applications came from female members of staff within this age bracket, with 65% for administrative positions. Generally within the sector it is not uncommon for a large portion of administrative roles to be undertaken by females, however going forward the University may investigate recruitment and marketing practices to target certain age groups for high level roles. This will be investigated further with University Equality and Diversity Adviser.

The pay gap for the age group 60+ is also above that of the national percentage. This particular group achieves almost a 50-50 percent split of male and female representation. However it is interesting to note that just over half the females are based within the lower manual/administrative Grades. As opposed to 20% male representation within those grades. Over half the males within this age bracket are paid Grade 8 and above. With a significantly higher ratio within the Professoriate of 16:2.

Future Equality Disclosure Actions

Throughout the year, the department works towards increasing the number of staff disclosing protected characteristics. This involves carrying out similar exercise that have been done in the past (road shows, promotional drives, and support from the Unions regarding disclosure) and utilising a communication strategy that highlights the benefits of having rich data in this area and the initiatives it can inform. Currently the University is developing a web form which will enable staff to update their details a lot easier than the past, this particular form should be ready to use within the next couple of months. Going forward the University will look to build upon the positive results highlighted in this year's report, and continue to report on any initiatives developed as a result of it.