

Keele University	GEM	White
HESA	GEM	White

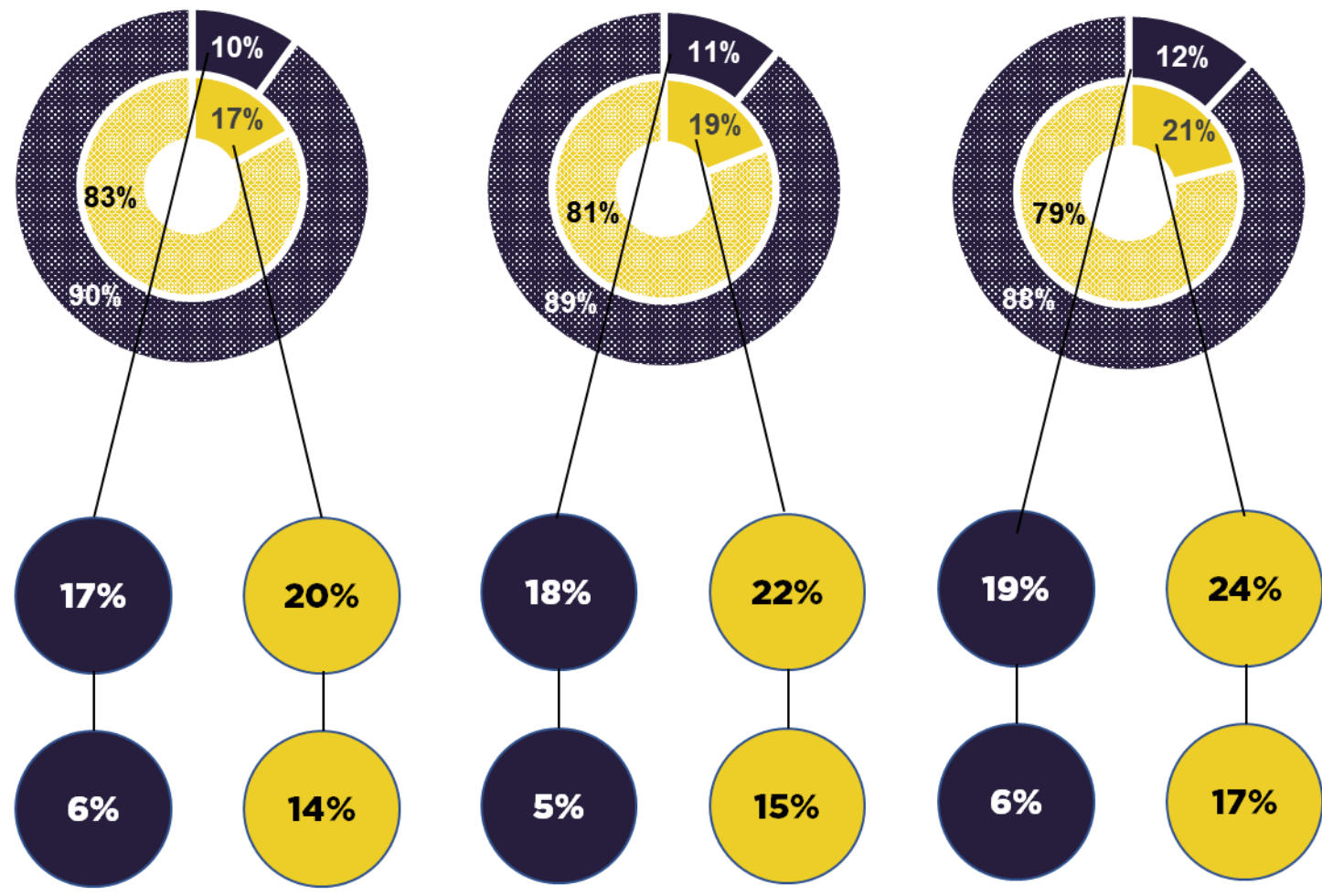
Workforce Profile by Ethnicity

Percentages shown are of those who have declared an ethnicity only.

2021/22

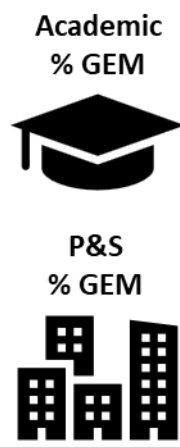
2022/23

2023/24

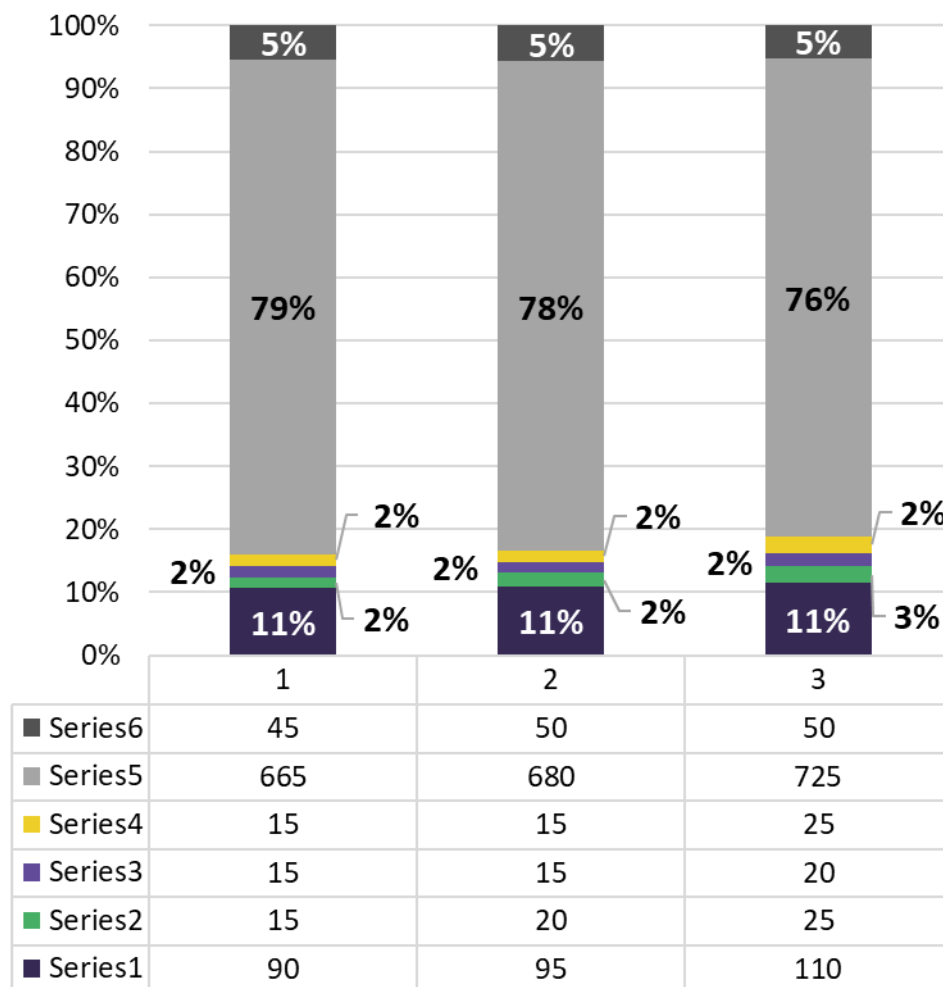


Global Ethnic Majority (GEM) were 175 academics and 75 PSS (to the nearest 5) in 2023/24.

Change in GEM representation at Keele largely results from academic staff recruitment.

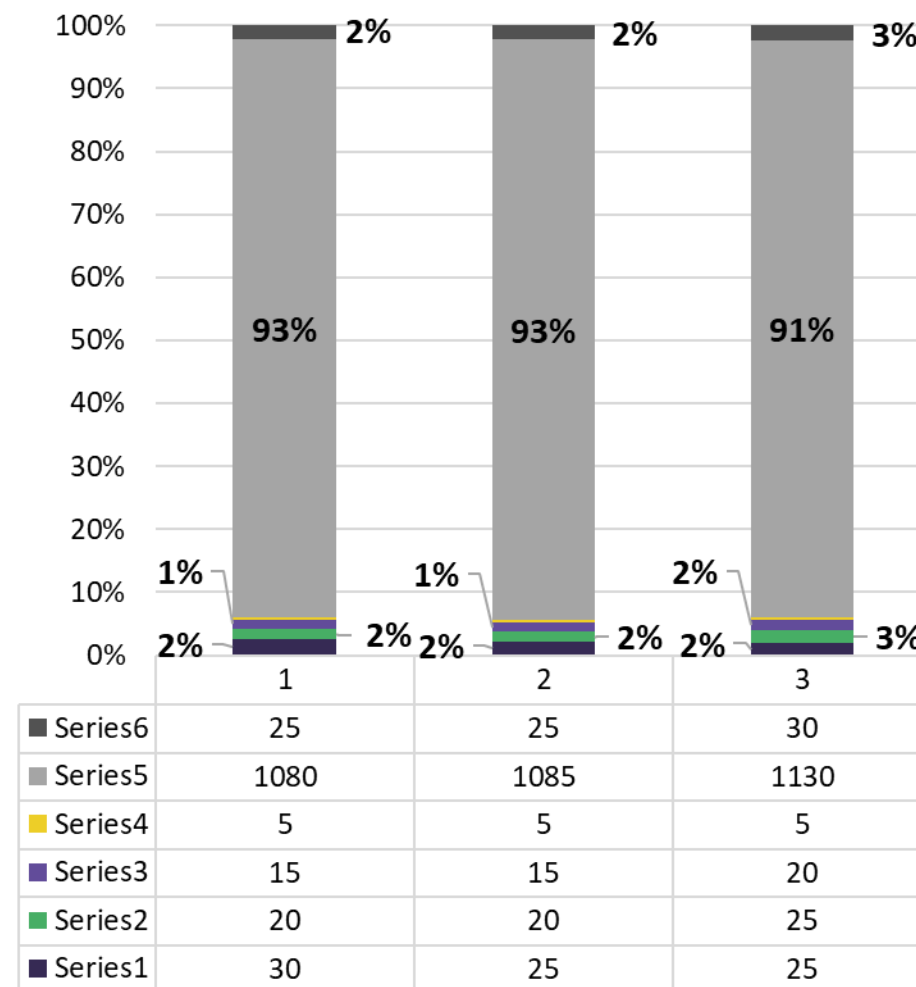


Academic Staff Ethnicity 5-way



Staff numbers throughout are to the nearest 5.

PSS Ethnicity 5-way

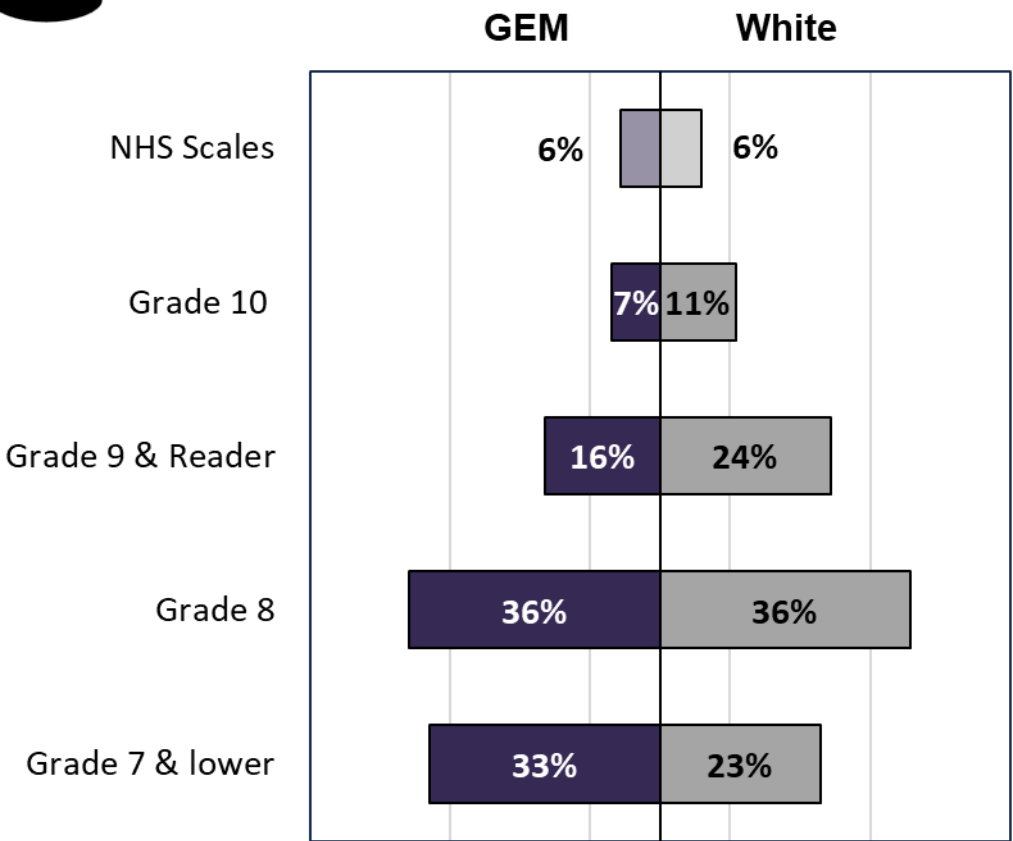


Those PSS in the "Other" category round to 0% in all years.

Staff Grade and Ethnicity



Academics by Grade / Group

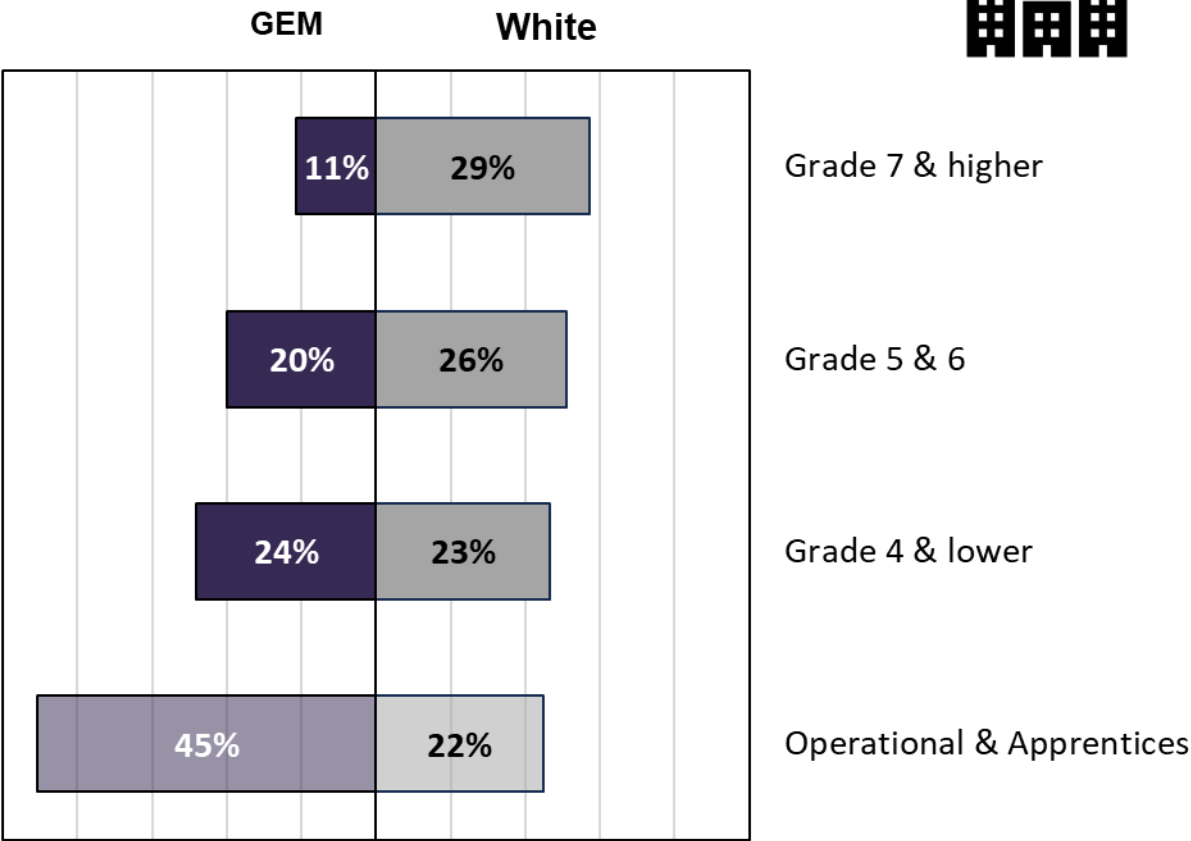


NHS scales are not on the grade system but included for comparison.

Few academic staff are below grade 7.



PSS by Grade /Group



Operational staff & apprentices are not on the grade system but included for comparison. Operational staff span a range of roles and pay rates overlapping with grades below Managerial & Specialist (Grade 7+).

Grades are grouped where there would otherwise be small GEM numbers.

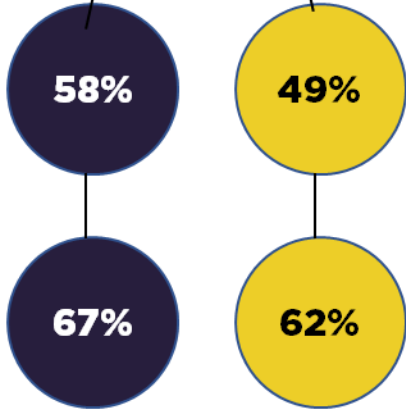
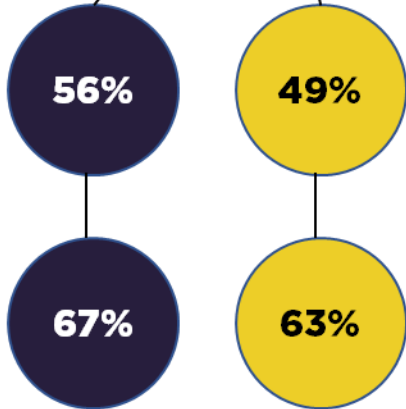
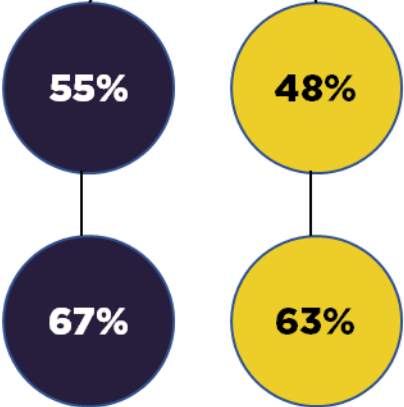
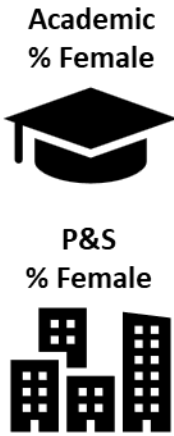
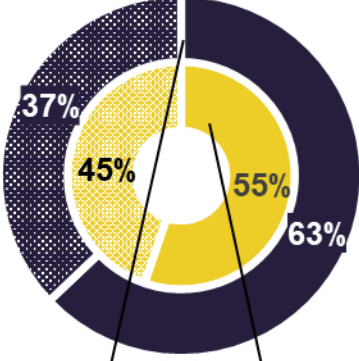
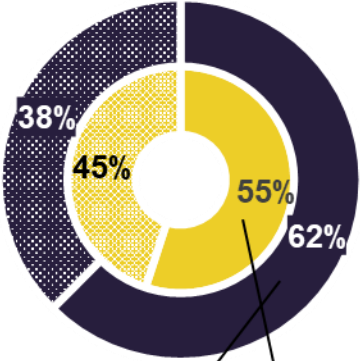
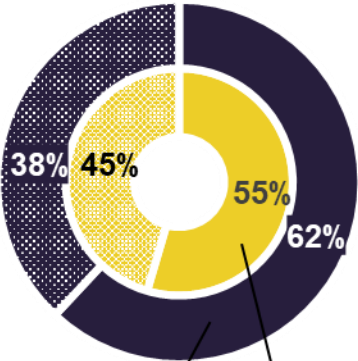
Workforce Profile by Sex

2021/22

2022/23

2023/24

Keele University	Female	Male
HESA	Female	Male

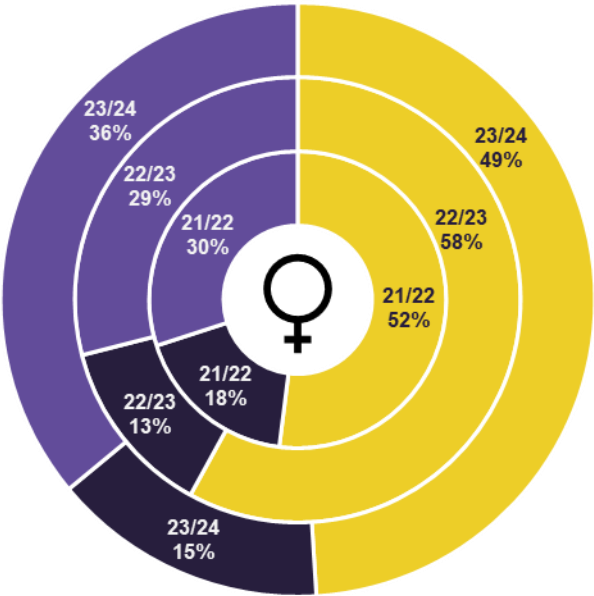


Keele Substantive Staff FPE (to nearest 5)

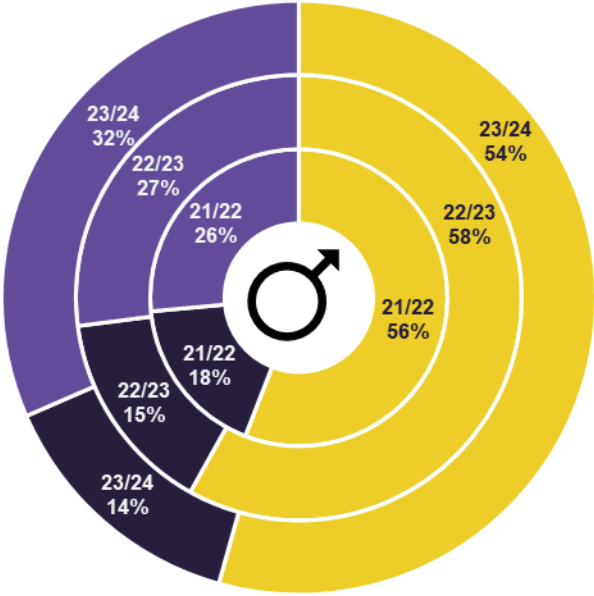
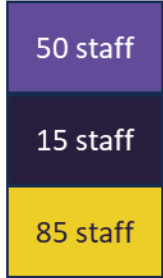
Job Type	Sex	2021-22	2022-23	2023-24
Academic	Female	460	490	550
Academic	Male	380	380	400
PSS	Female	785	790	835
PSS	Male	385	385	410

Academic Staff by Academic Function by Sex & Ethnicity

Female GEM



Male GEM

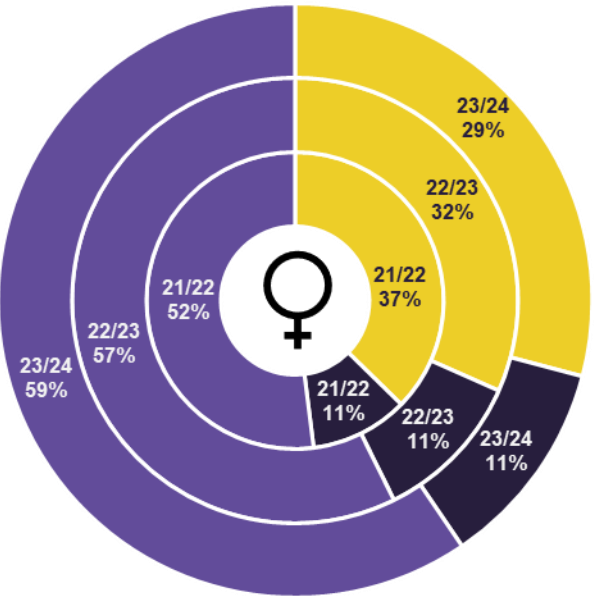
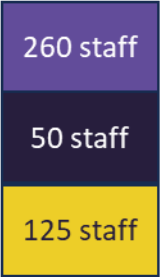


Education & Scholarship
(including some teaching fellows)

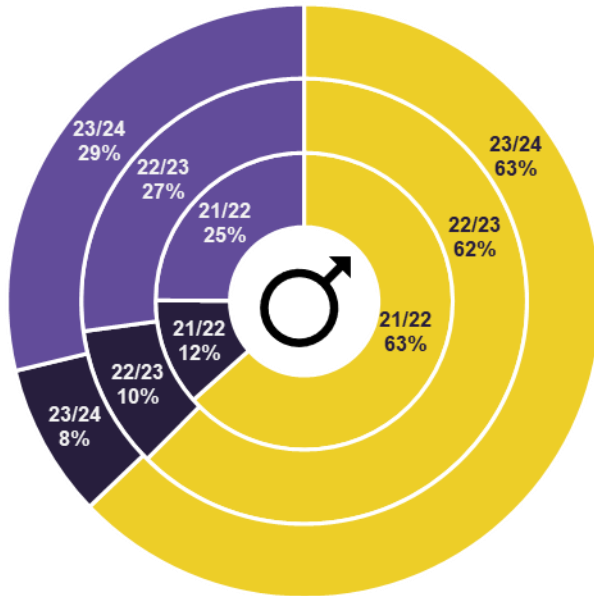
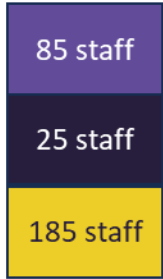
Research Only

Education & Research (E&R)

Female White



Male White

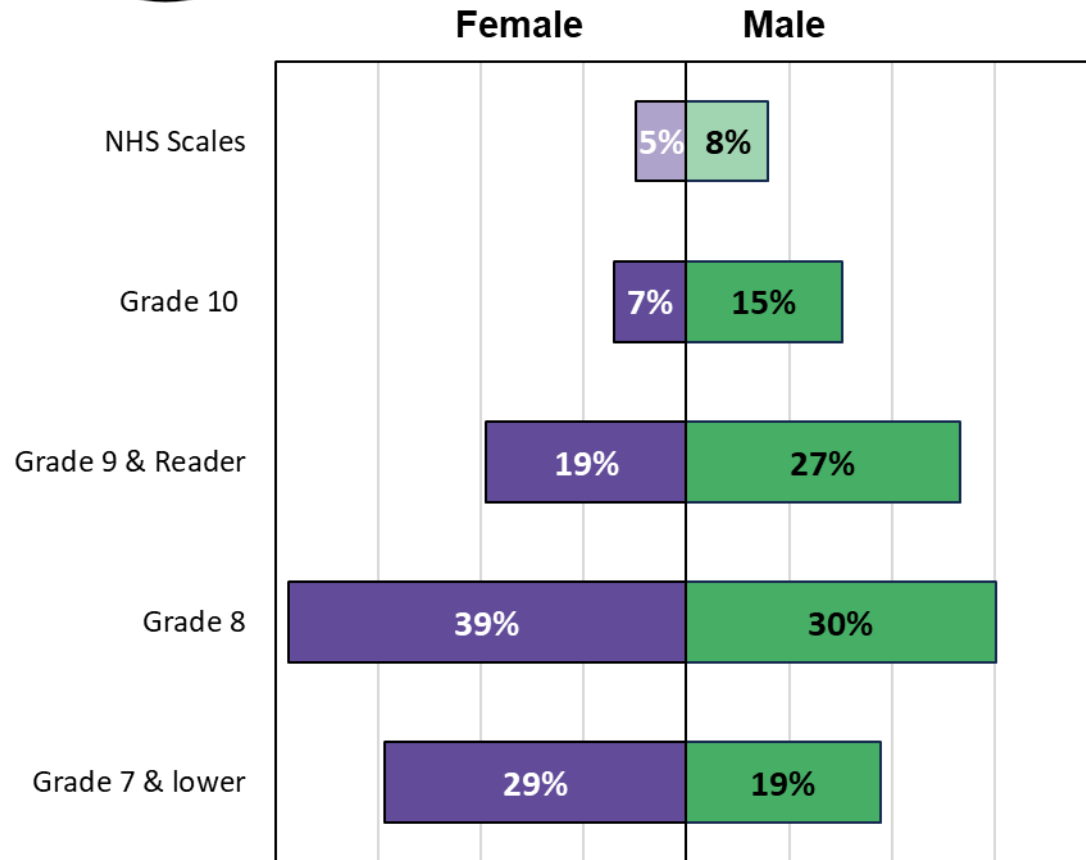


Staff numbers (FPE to nearest 5) are shown for 2023/24 only.

Staff Grade and Sex



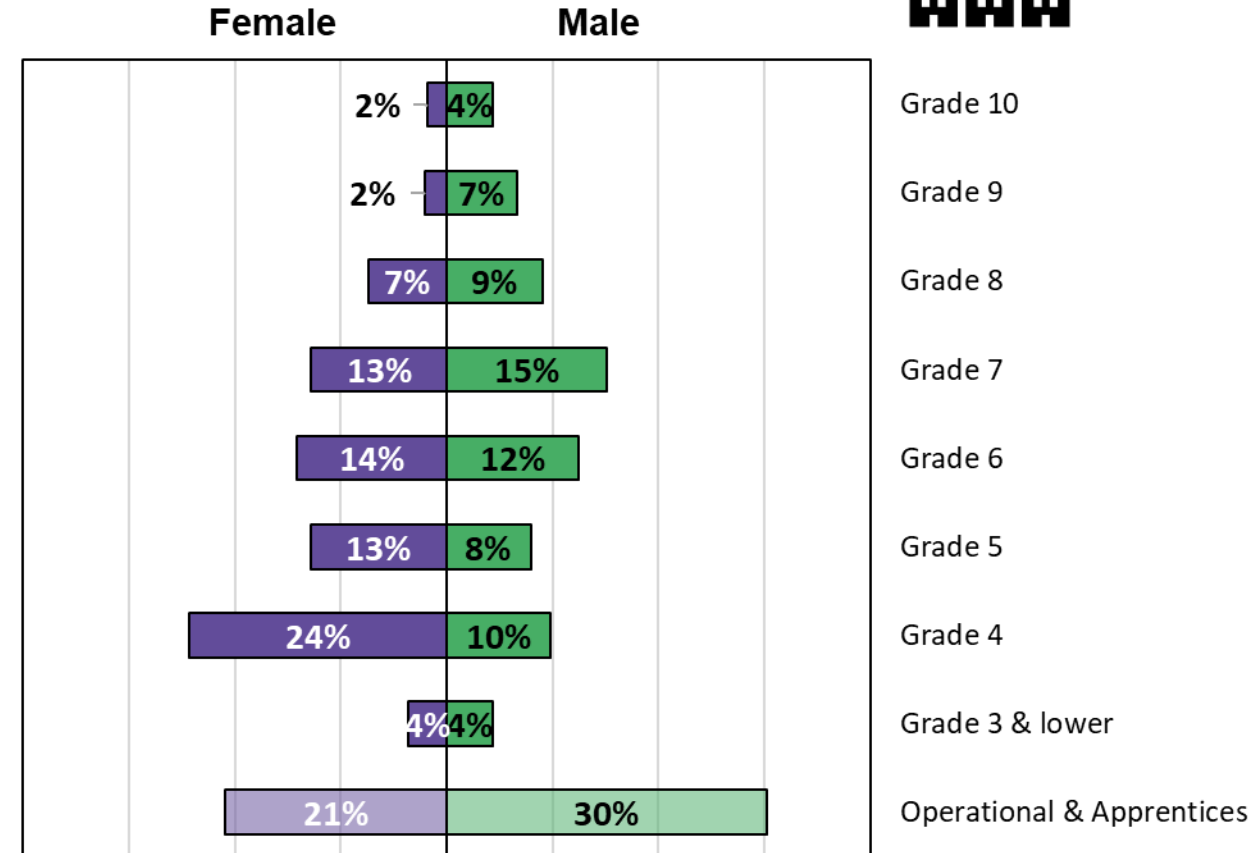
Academics by Grade / Group



NHS scales are not on the grade system but included for comparison.

Grades below grade 7 have small academic staff numbers and, so are merged with grade 7.

PSS by Grade /Group



Operational staff and apprentices are not on the grade system but included for comparison. Operational staff span a range of roles and pay rates overlapping with grades below Managerial & Specialist (Grade 7+).



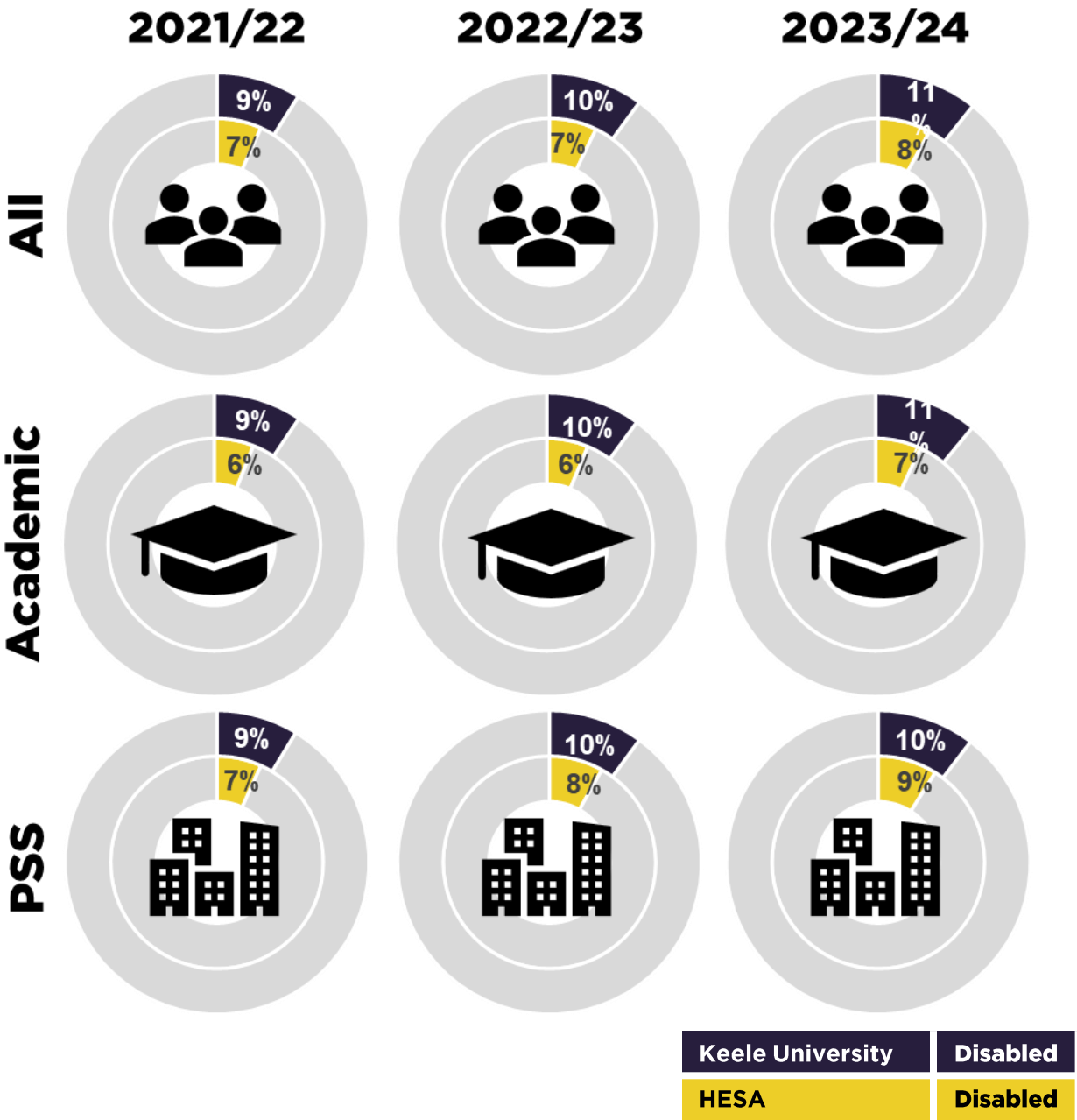
Staff Disability Profile

Keele Staff FPE (to nearest 5) by Disability Status

Job Type	Disability Status	2021-22	2022-23	2023-24
Academic	Disabled	80	90	105
Academic	Not disabled	765	785	850
PSS	Disabled	100	120	130
PSS	Not disabled	1065	1055	1105

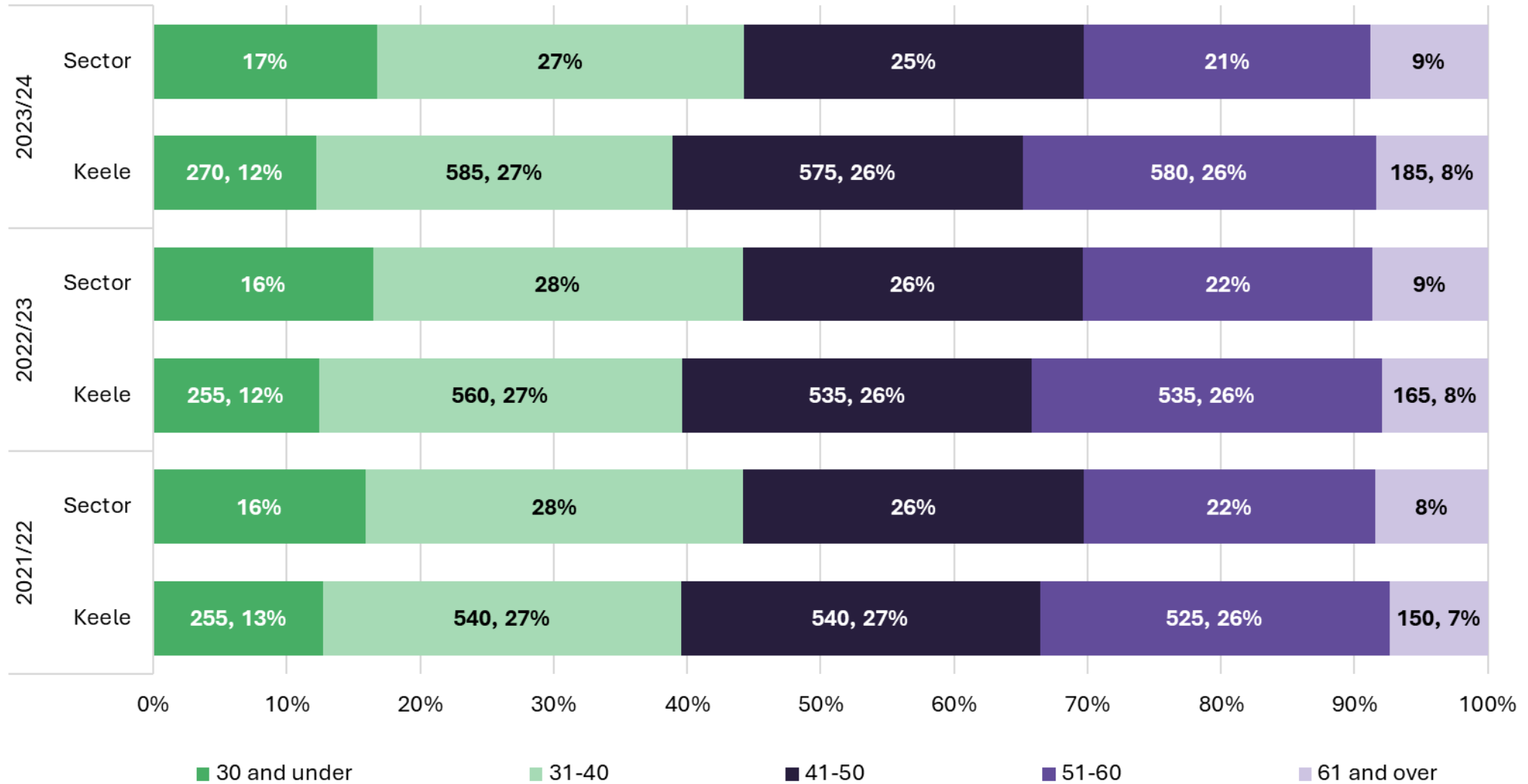
Disability Types 2023/24 – of those reporting a disability

Disability Type	% of those with disabilities
other disability	24%
long standing illness/condition	21%
learning difference	20%
mental health condition	16%
deaf or hearing impairment	6%
physical impairment or mobility issue	6%
social communication issue	5%
blindness or visual impairment	<5%
developmental condition since birth	<5%



Percentages above are those who have reported a disability

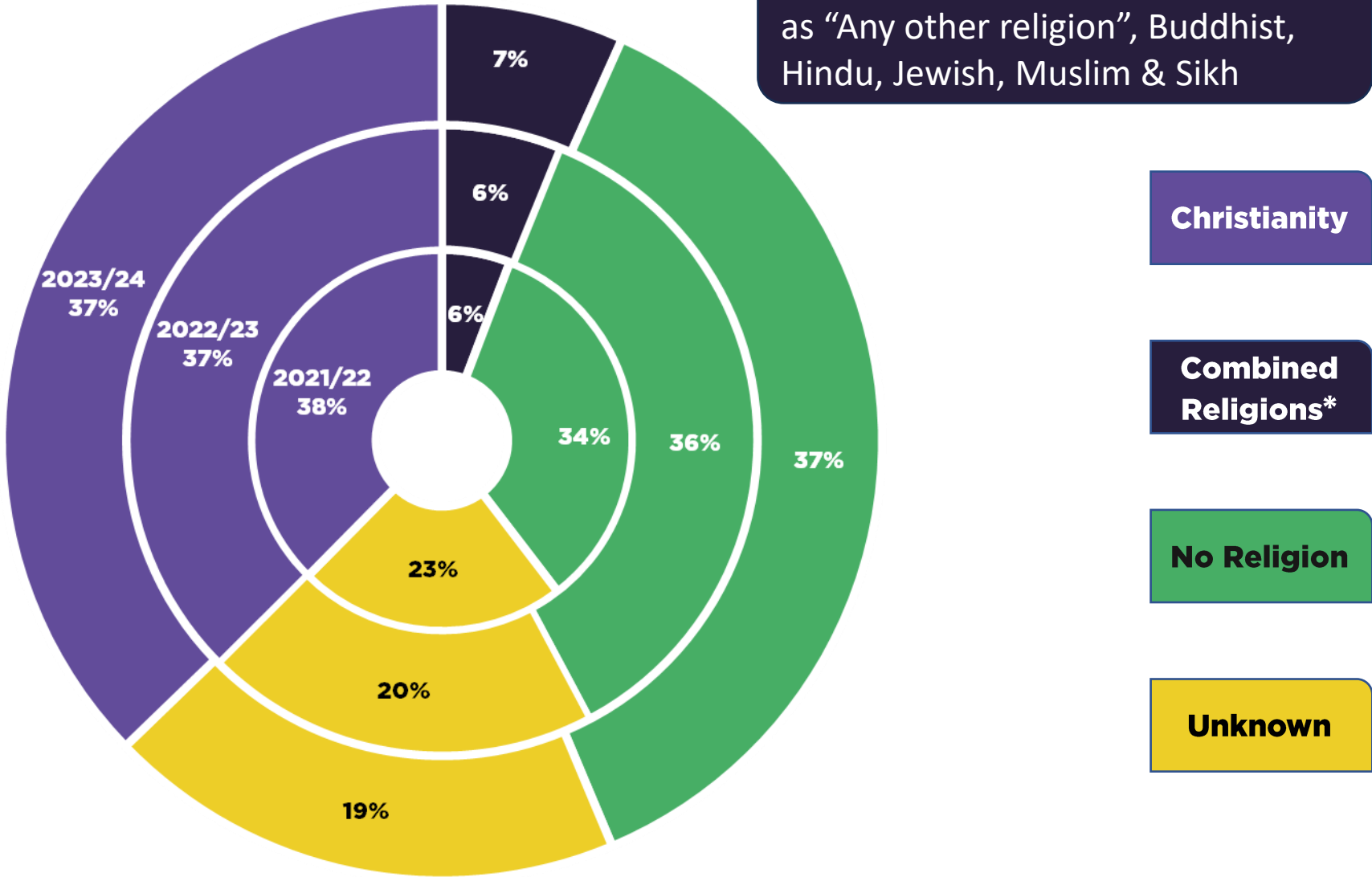
Workforce Profile – By Age Groups



Labels on graph for Keele are staff FPE (to nearest 5) and percentage of total. The sector representation by age is given for comparison.

Workforce Profile – Religion & Belief

*Combined religions are recorded as “Any other religion”, Buddhist, Hindu, Jewish, Muslim & Sikh

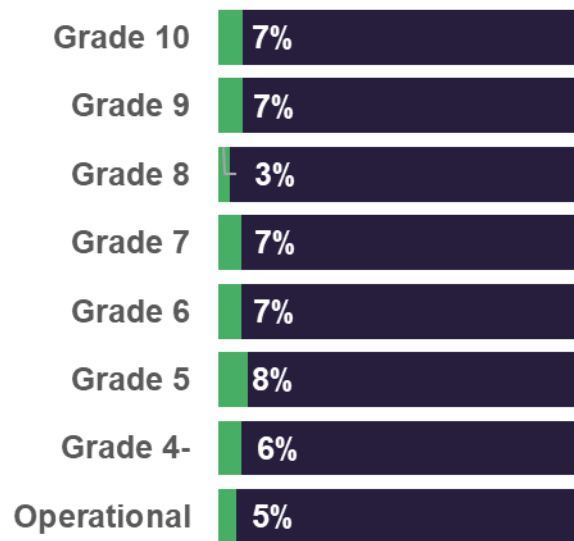


Workforce Profile – Sexual Orientation

Keele Staff FPE (to nearest 5) by LGB+ Status

Job Type	LGB+ Status	2021-22	2022-23	2023-24
Academic	LGB+	35	45	45
Academic	Heterosexual	580	610	700
Academic	Unknown	220	220	210
PSS	LGB+	40	50	55
PSS	Heterosexual	905	930	985
PSS	Unknown	220	190	190

LGB+ representation by Grade



LGB+ Categories: All Staff FPE to nearest 5

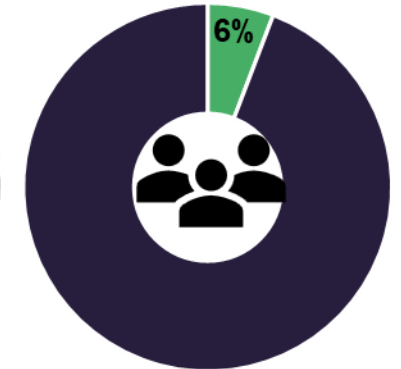
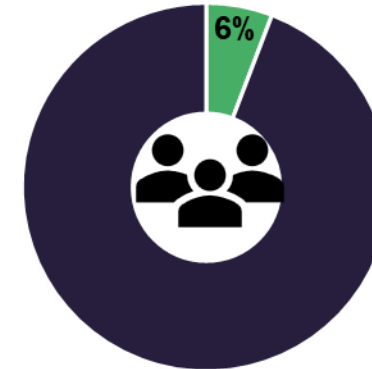
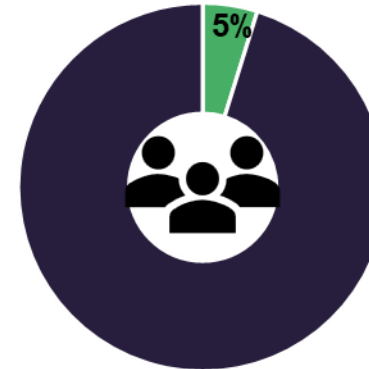
Year	Bi	Gay / Lesbian	Other
2021-22	30	40	5
2022-23	40	45	10
2023-24	45	50	10

2021/22

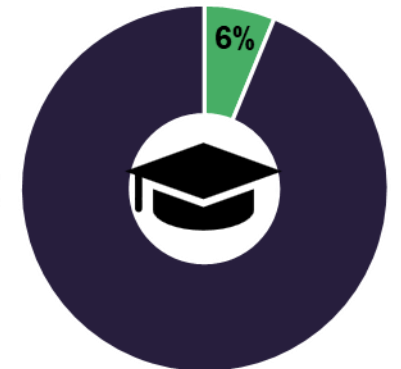
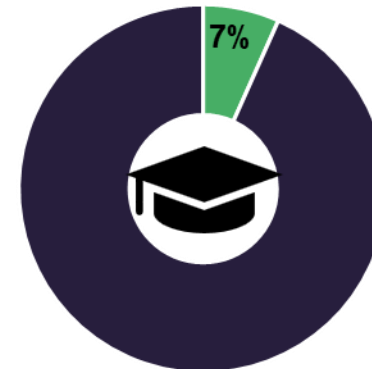
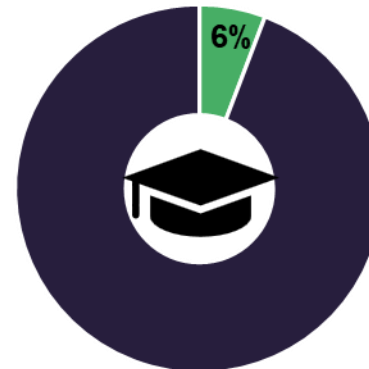
2022/23

2023/24

All



Academic

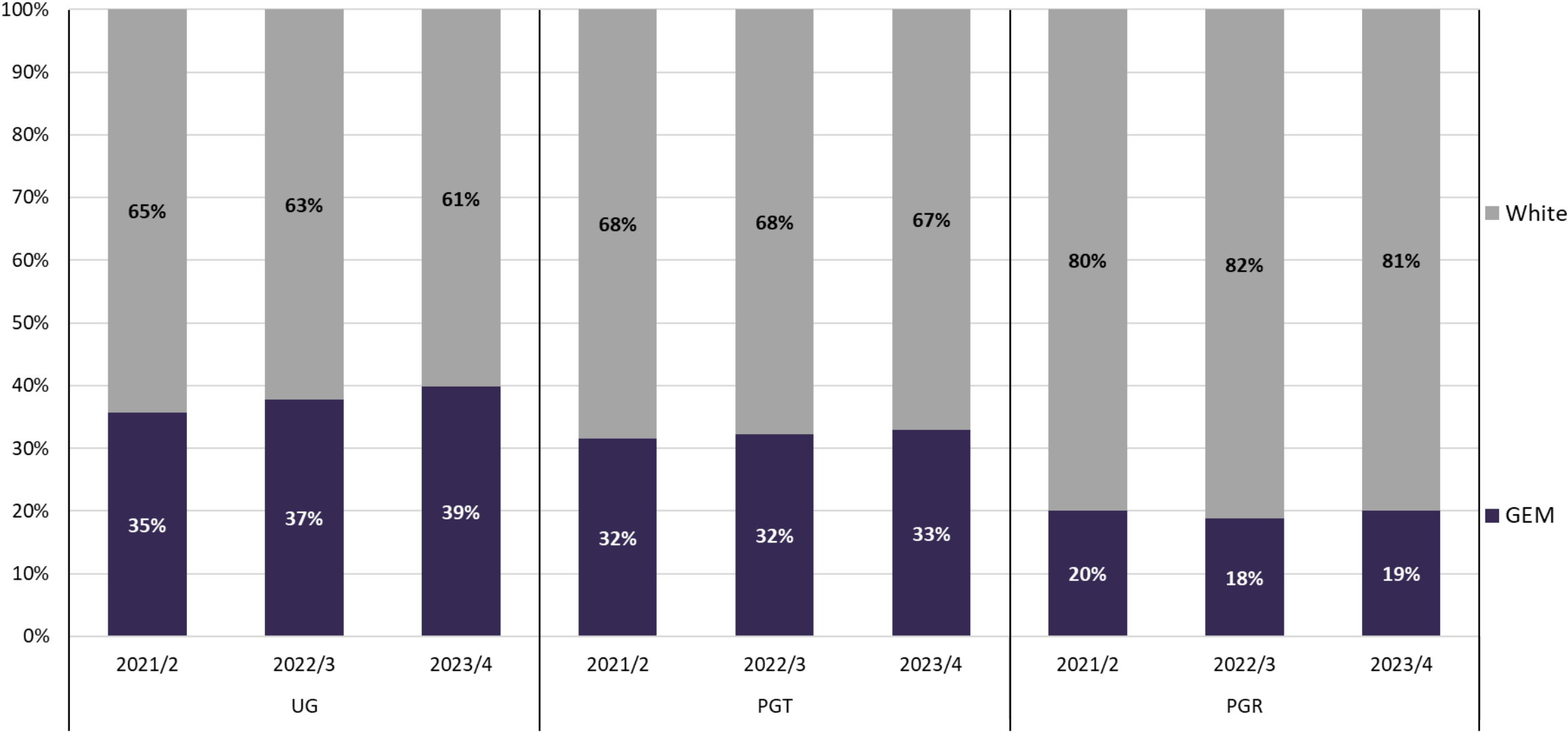


PSS



Data shown for those who have given a sexual orientation only

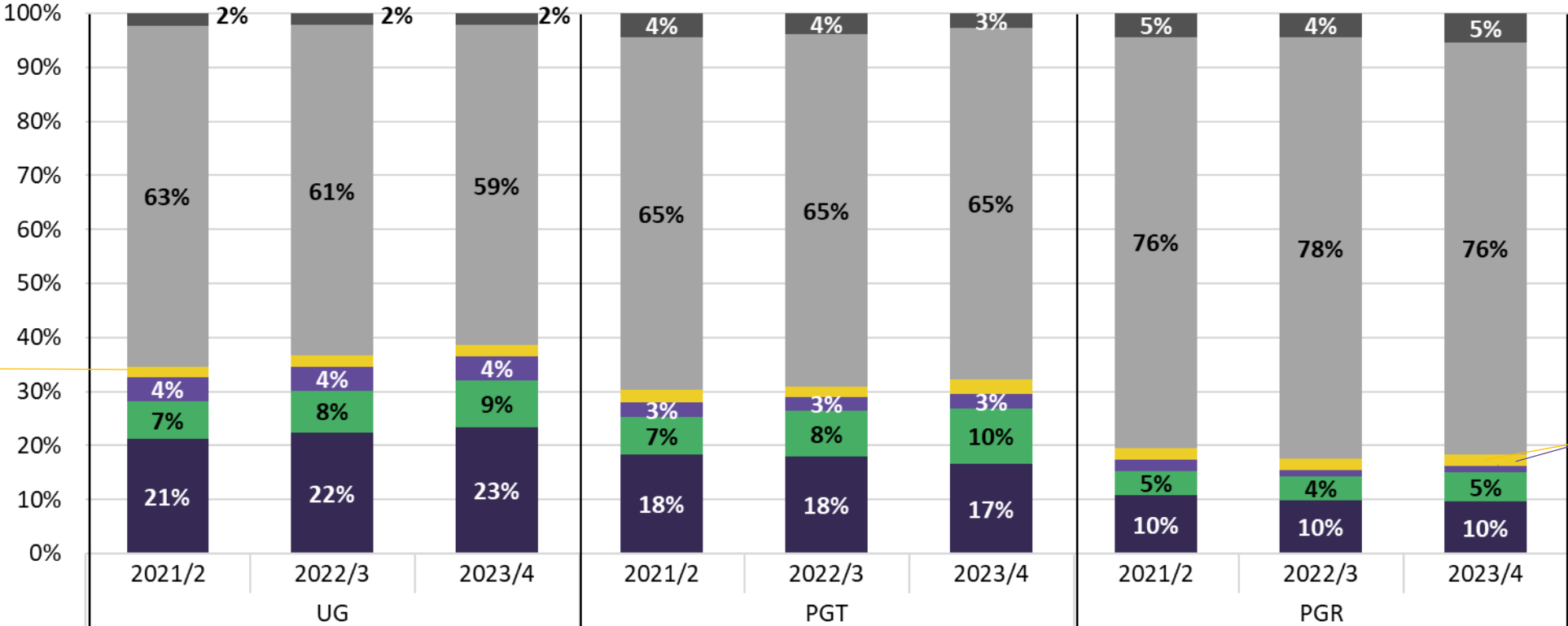
Student – Ethnicity (Home Students)



Showing percentage of those who have given an ethnicity – for detail see next page.

Student – Ethnicity 5-way (Home Students)

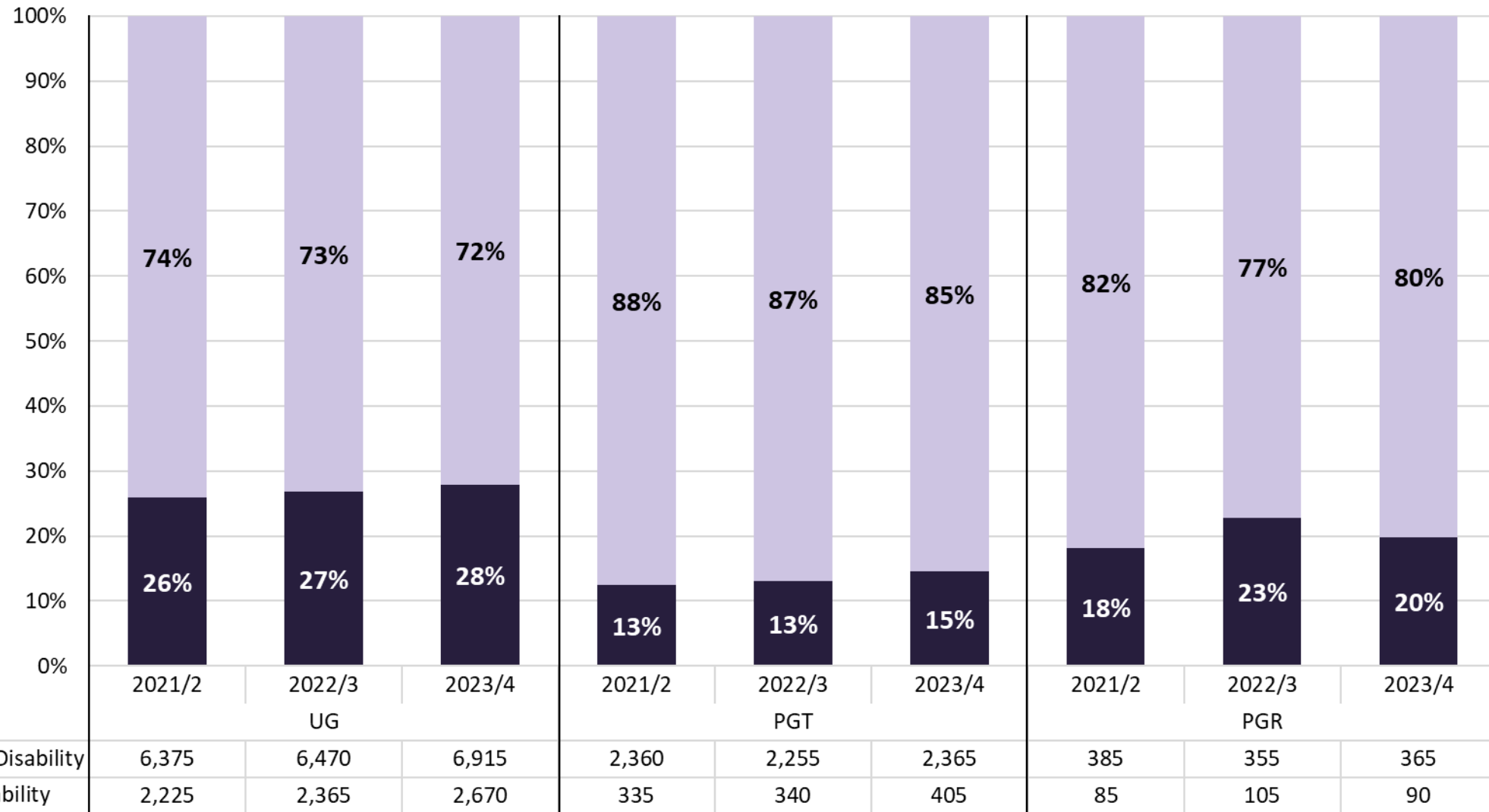
To the nearest whole percent, the “Other” group account for 2% of each year and level category; except PGT in 2023/24 when this went up to 3%.



Both “Mixed and “other” for PGT were 2% of the total population to the nearest %.

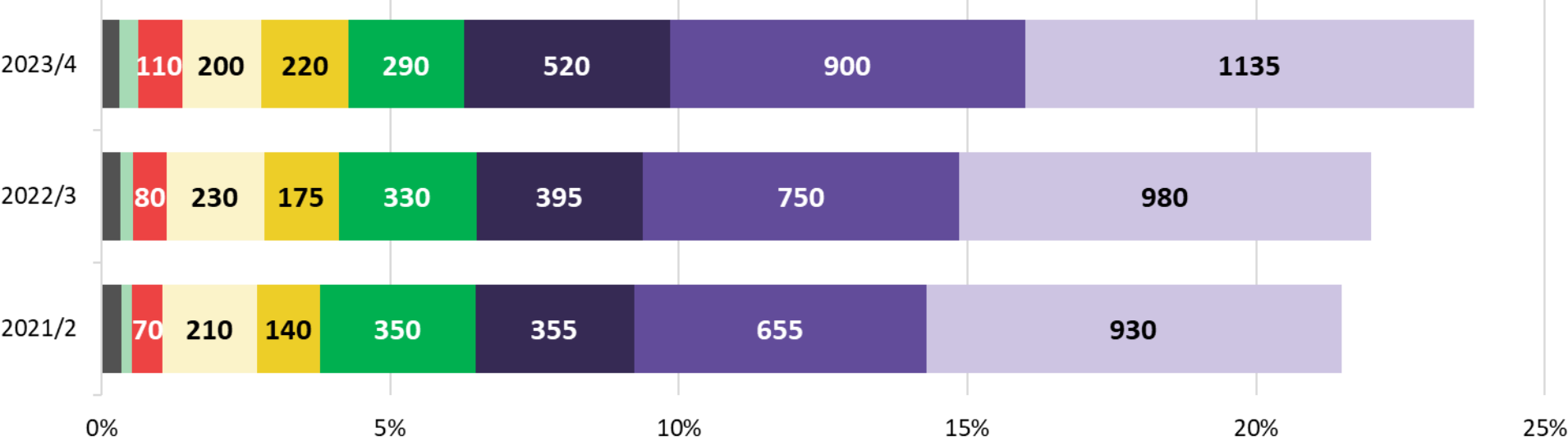
Unknown (FTE)	195	190	210	120	100	75	20	20	25
White (FTE)	5,435	5,405	5,685	1,760	1,690	1,800	350	355	355
Other (FTE)	165	175	195	60	50	75	10	10	10
Mixed (FTE)	380	390	425	75	65	75	10	5	5
Black (FTE)	605	680	840	185	220	280	20	20	25
Asian (FTE)	1,820	1,985	2,235	495	465	460	50	45	45

Student – Disability (Home Students)



Student – Disability Detail (Home Students – all levels)

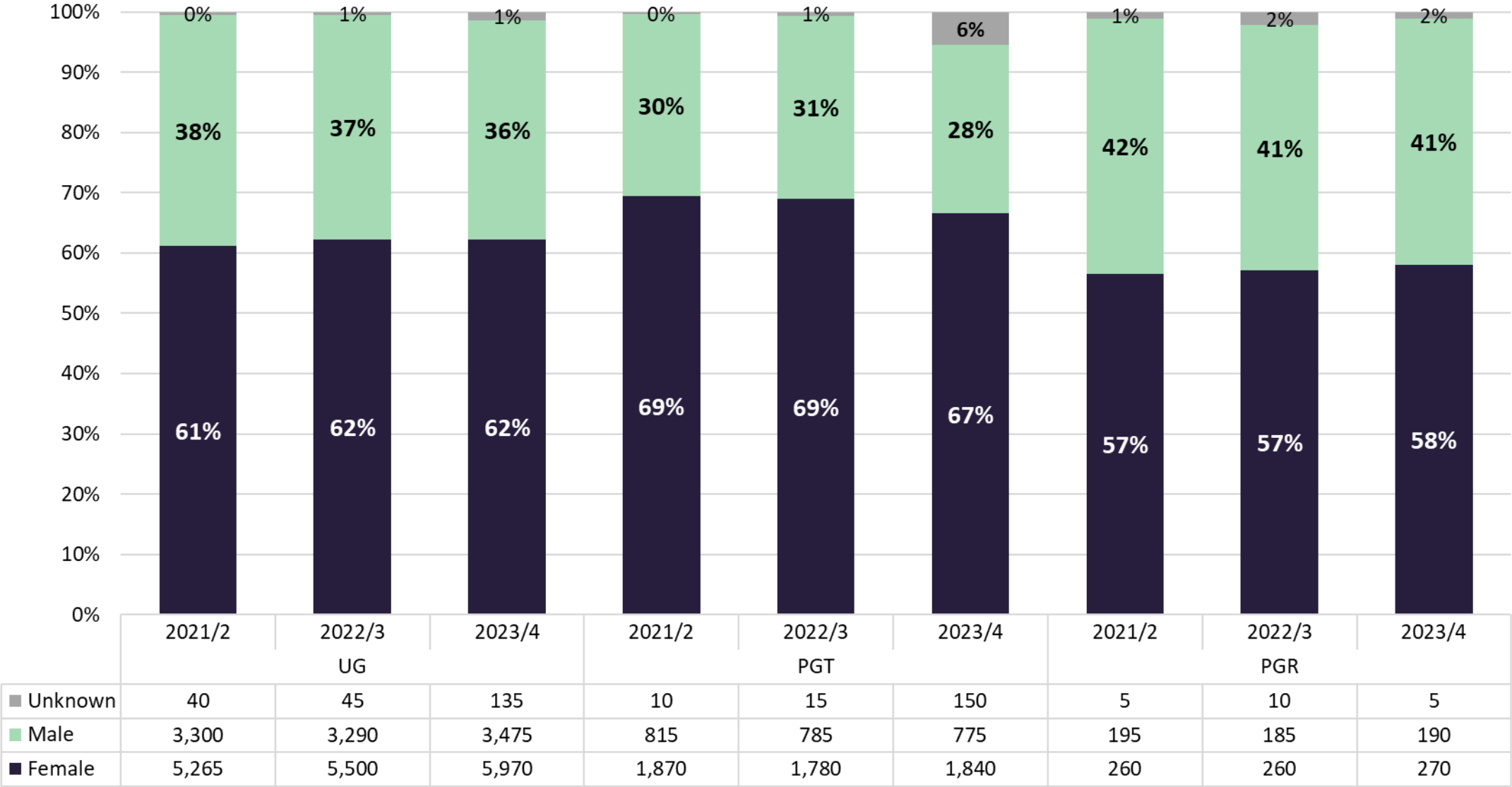
Data labels indicate student numbers (FPE) to the nearest 5. There were 45 Deaf / hearing impaired students throughout the period. Blind / visual impaired student FPE increased from 25 to 45.



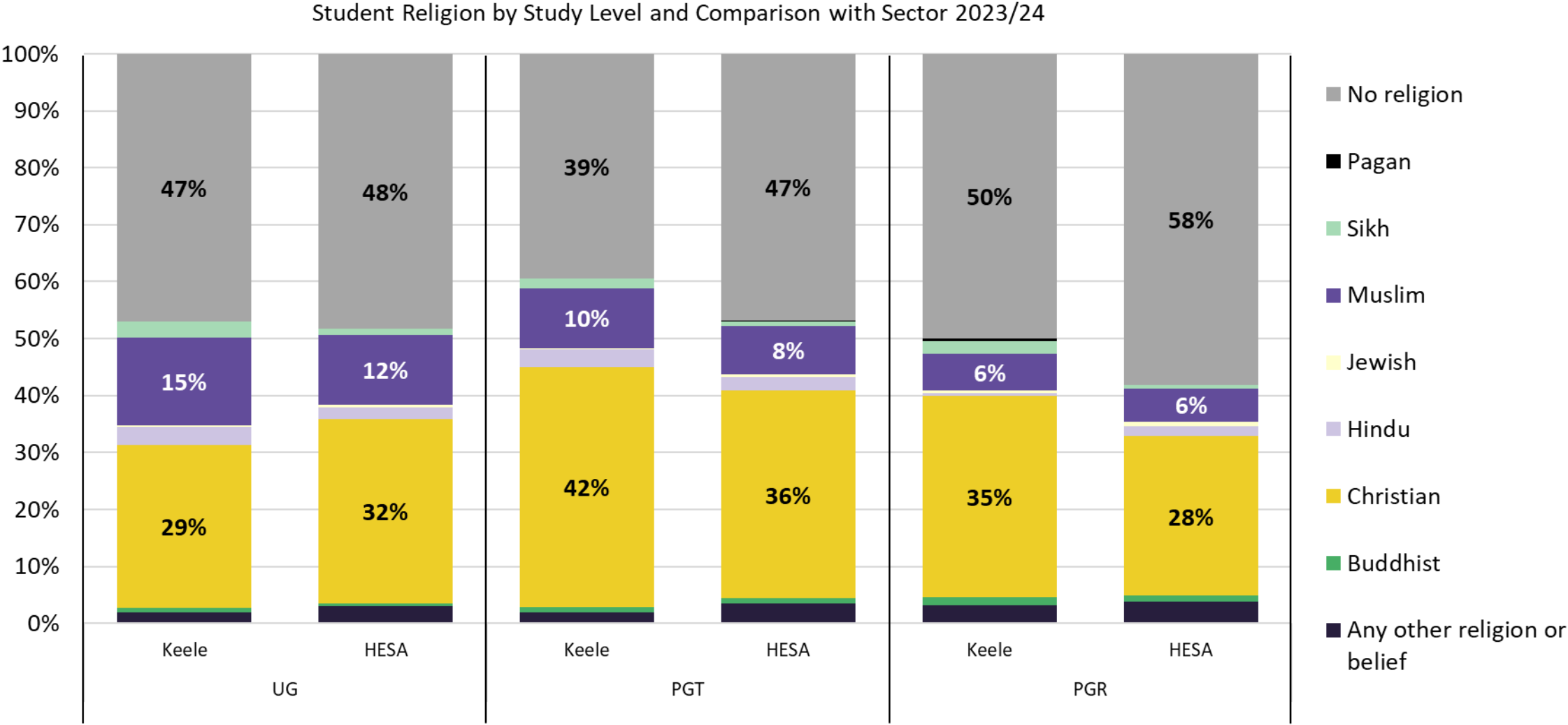
	2021/2	2022/3	2023/4
Deaf / hearing impairment	0%	0%	0%
Blind / visual impairment	0%	0%	0%
Physical impairment	1%	1%	1%
Other disability	2%	2%	1%
Social/communication	1%	1%	2%
Two or more impairments	3%	2%	2%
Long-term illness	3%	3%	4%
Mental health condition	5%	5%	6%
Specific learning difficulty	7%	7%	8%

Percentages are given to the nearest whole number and are the percentage of the total student body. When Deaf/ hearing impaired and Blind / visually impaired categories are grouped together they round to 1% of students.

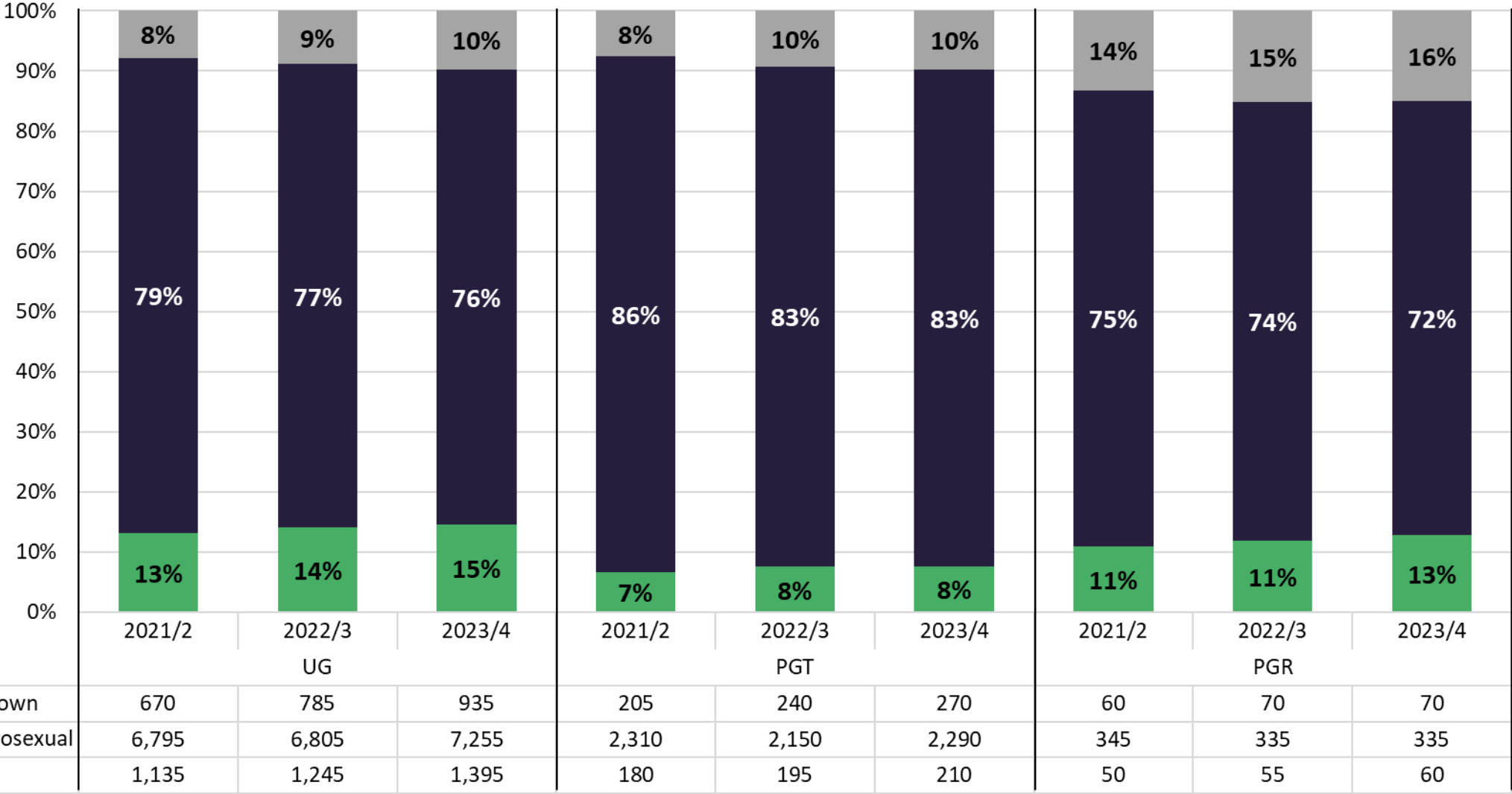
Student – Sex (Home Students)



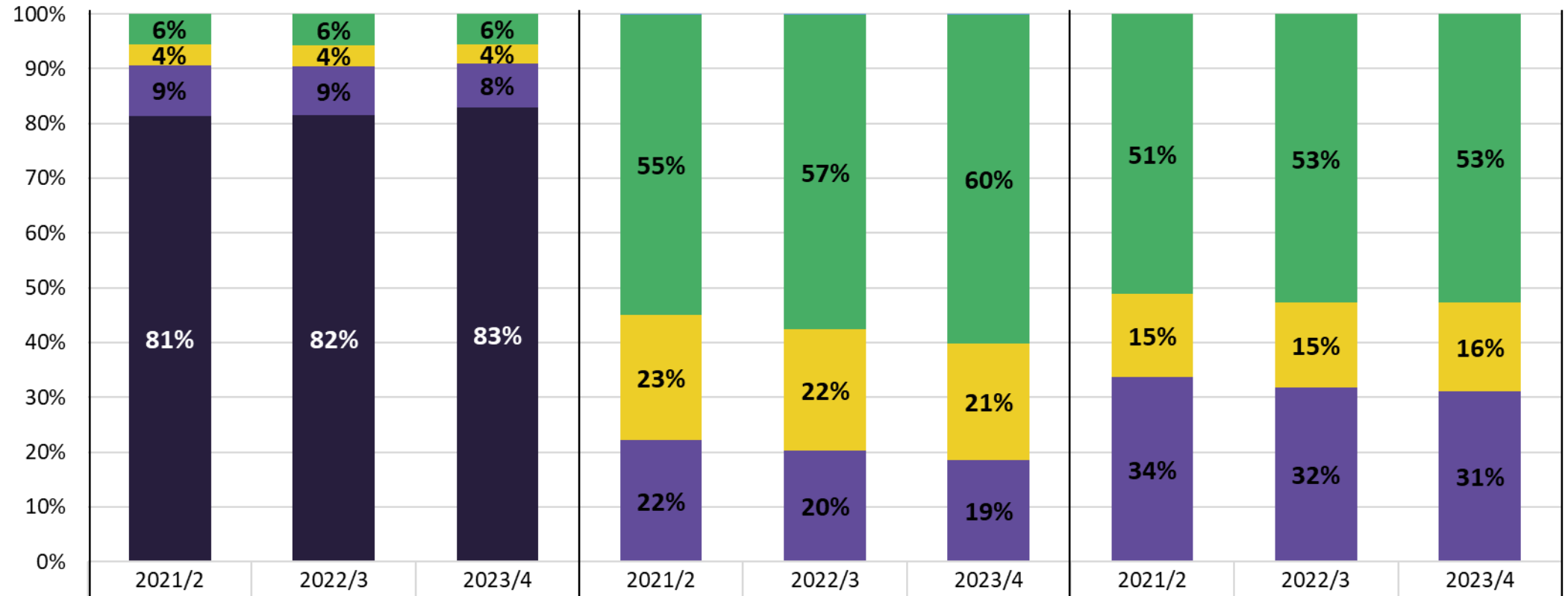
Student – Religion (Home Students)



Student – Sexual Orientation (Home Students)



Student – Age (Home Students)



Unknown	0	0	0	5	5	5	0	0	0
30+	470	500	530	1,520	1,490	1,665	220	240	245
25-29	320	350	340	640	575	590	65	70	75
21-24	785	780	765	615	525	515	145	145	145
< = 20	6,900	7,200	7,940	0	0	0	0	0	0