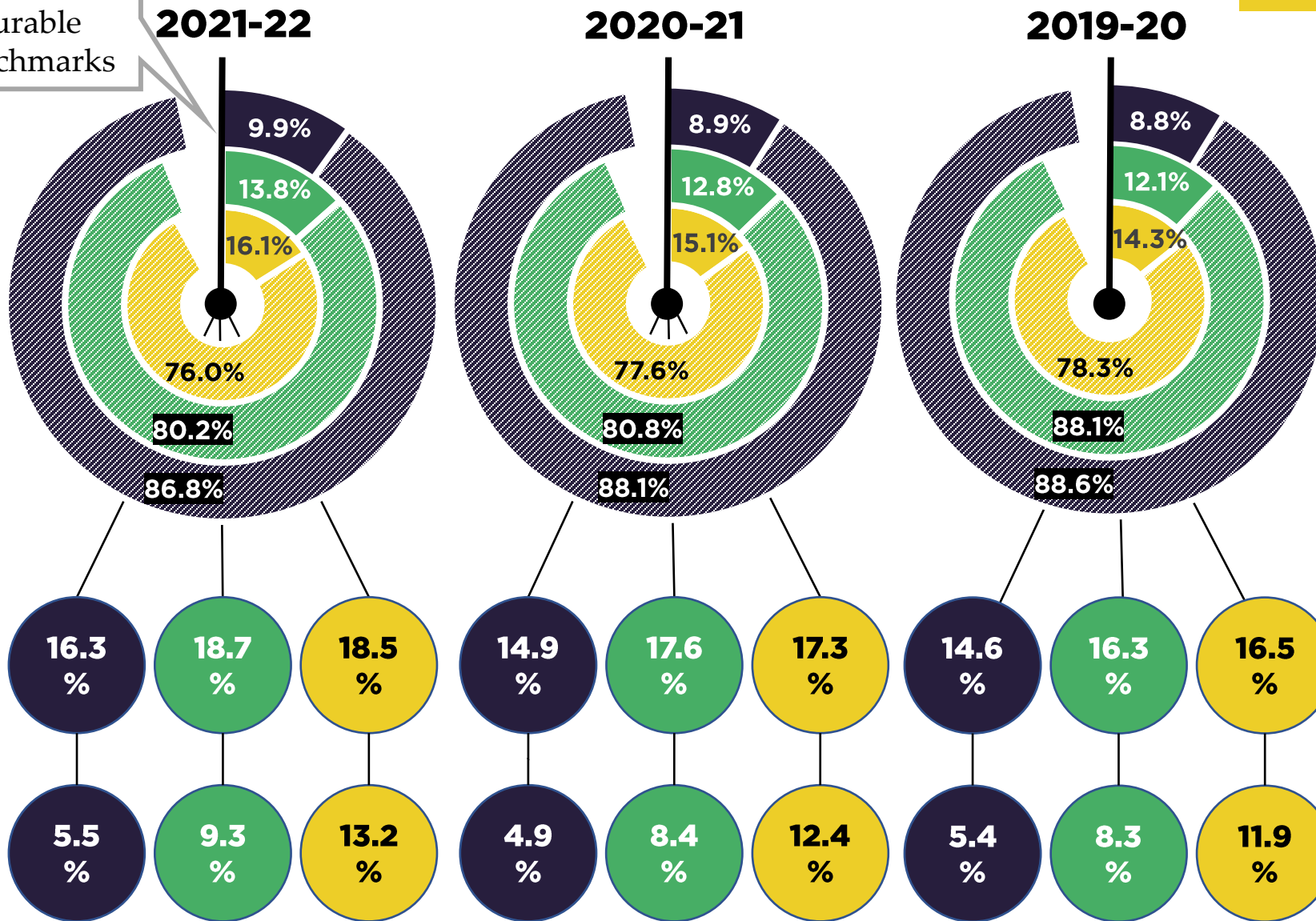


Workforce Profile – Ethnicity

Keele University	BAME	non-BAME
Benchmark Group	BAME	non-BAME
HESA	BAME	non-BAME

Unknown & refused values remain stable and favourable against benchmarks



Black, Asian and minority ethnic (BAME) staff representation has increased to 9.9% of the workforce, but remain behind benchmarks

We have **exceeded** our 2022 BAME Academic representation target of 13.2% and are **progressing** to our 2025 target of 17.3%

We have **exceeded** our 2022 & 2025 BAME Professional Services representation targets of 3.5% and 4.5% are **progressing** to our 2028 target of 5.9%



We have **exceeded** all our 2022 BAME senior staff representation targets and are progressing towards our 2025 targets



Senior Representation by ethnicity	2022 Target	21/22	20/21	19/20	Variance against target
Professorial	8.4%	10.2%	10.4%	9.4%	+1.8%✓
Senior Lecturer	5.6%	9.6%	8.0%	8.5%	+4%✓
Professional Services (G8+)	1.8%	2.5%	2.4%	2.5%	+0.7%✓

Analysis by grade shows that while overall BAME representation is increasing, including at higher grades, the BAME group remain concentrated in lower grades.

BAME Academic Grade Distribution:

The group are now more evenly spread across grade 6/7 and 8, with increased representation in grade 9.

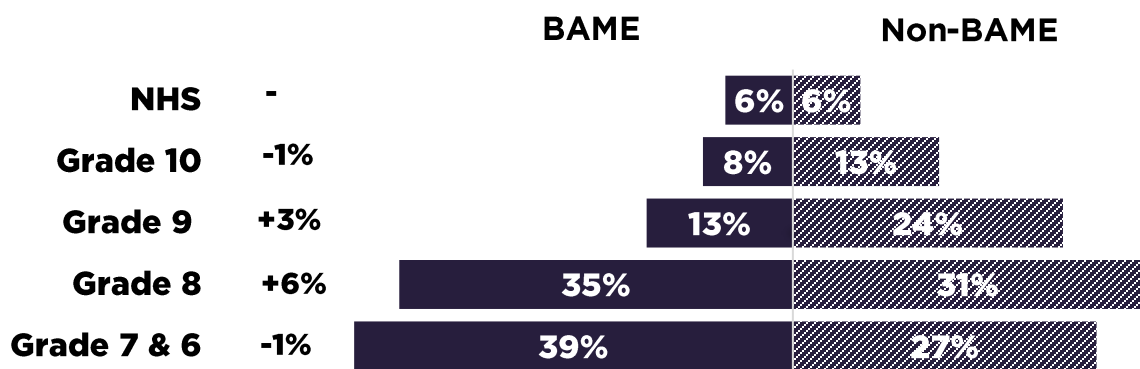
BAME P&S Grade Distribution:

There is a significant increase in representation at Grade 4, but a reduction at grade 7

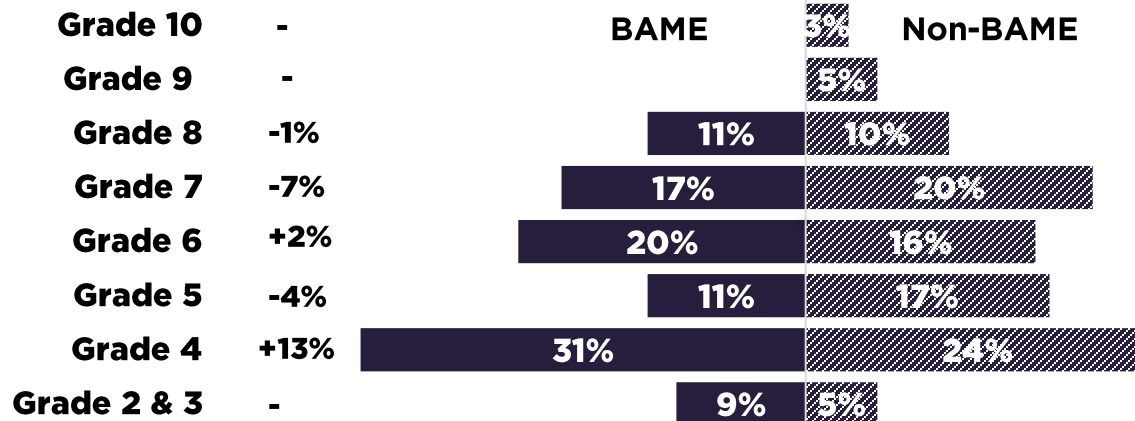
We aim for more even representation across grades, comparable to the non-BAME group.



Academic Staff - Grade & Ethnicity at December 2021 (% BAME/Non-BAME by grade)*



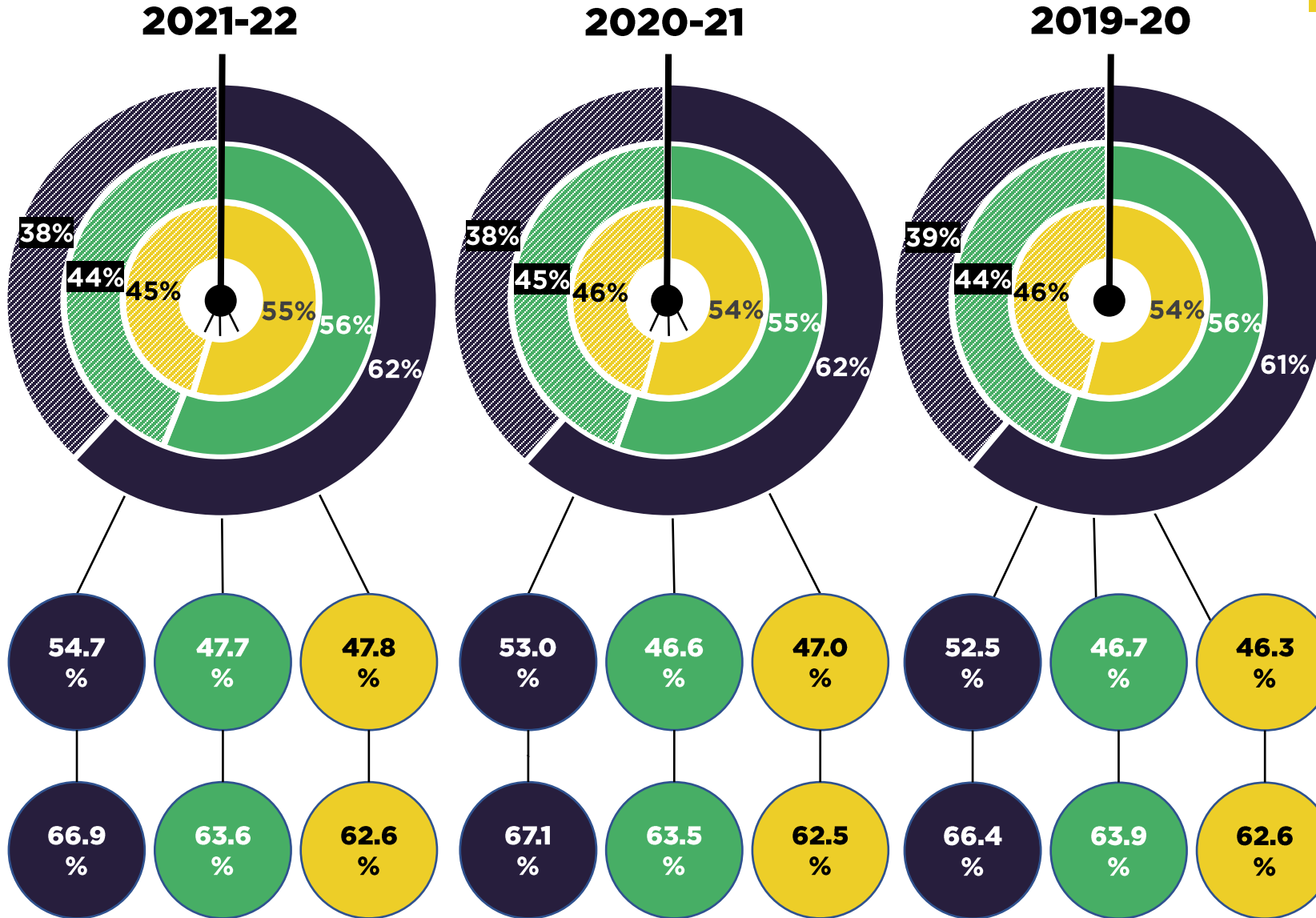
P&S Staff - Grade & Ethnicity at December 2021 (% BAME/Non-BAME by grade)*



*Staff by ethnicity as a percentage of total representation by grade on the census date of 1/12/21, with variance from 20/21 data included for the BAME group. BAME group plotted in solid blue, non-BAME group plotted in blue stripe. Staff on the readership scale are plotted with grade 9 staff. Percentages are rounded

Workforce Profile - Sex

Keele University	Female	Male
Benchmark Group	Female	Male
HESA	Female	Male



Keele has notably **higher** female representation compared to both the sector and benchmark group

Female representation in the Academic job family remains **higher** and shows a slightly **increasing** trend

Female representation in the P&S job family remains **higher** than benchmarks, though has seen a marginal decrease this year (-0.2%)

Academic % Female

P&S % Female

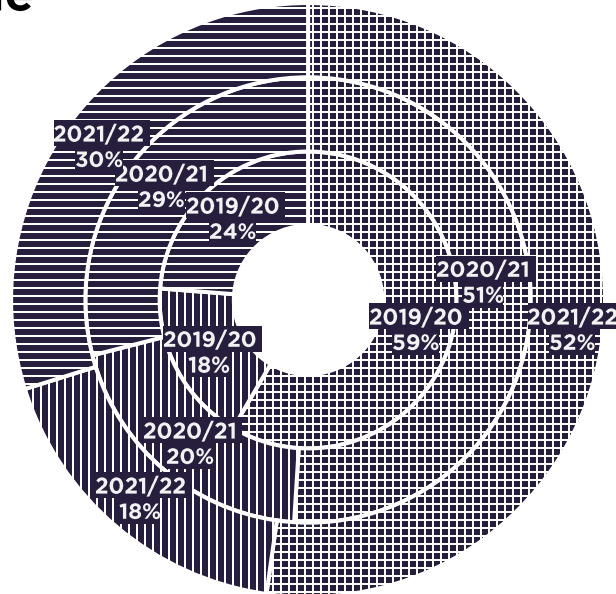
Academic Staff – Academic Function by Sex and Ethnicity

Education & Scholarship (E&S)

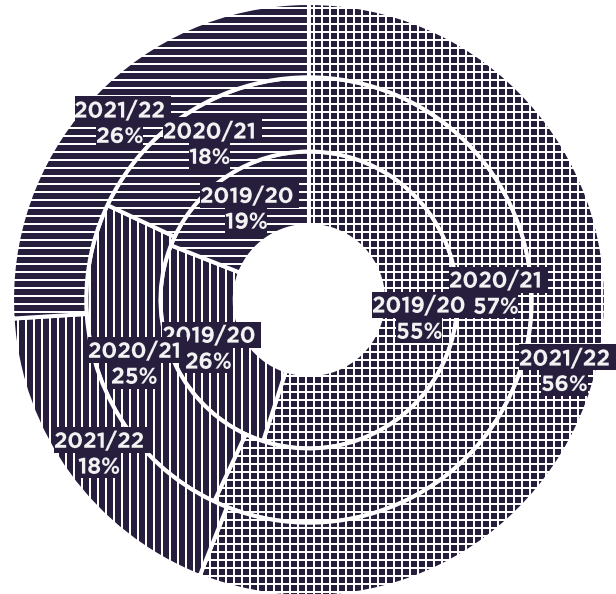
Research Only (R)

Education and Research (E&R)

Female BAME

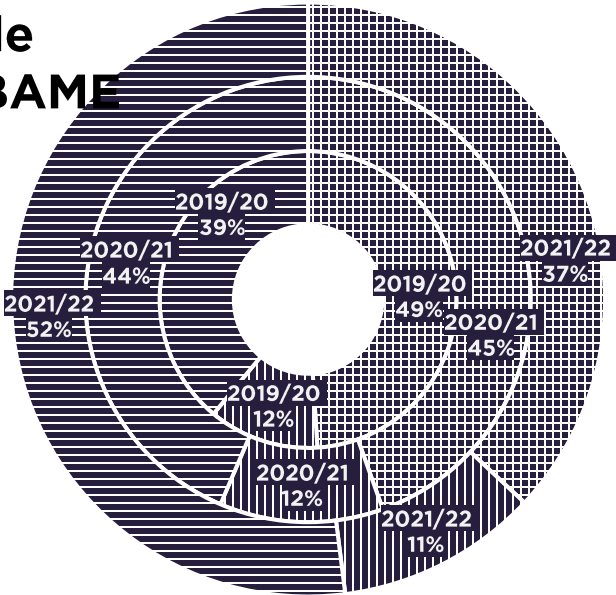


Male BAME

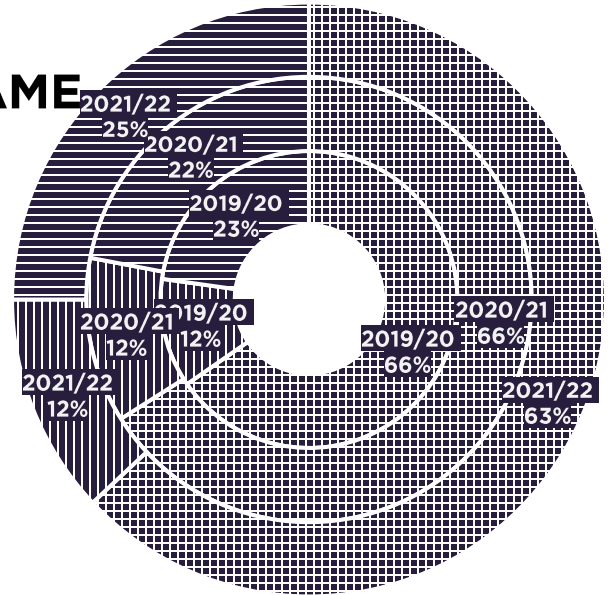


Non-BAME women have the lowest representation in E&R roles at 37% and their representation has **decreased** by 12% since 2019/20. BAME women have lower representation in E&R roles compared to men. Continued focus is required on **supporting women in research careers.**

Female Non-BAME



Male Non-BAME



The E&S pathway was introduced to **support teaching focused careers**, where women have higher representation. Success in promotion in this pathway will continue to be monitored.

Male distribution has been more stable across academic functions.

We have **not achieved** our 2021 female senior staff representation targets. We do not have P&S targets. Senior female representation is at a similar level to the academic group and has **decreased** relative to last year.

Senior Representation by sex	2021 Target	21/22	20/21	19/20	Variance against target
Professorial	35%	33.7%	31.7%	33.1%	-1.3%
Senior Lecturer	50%	47.8%	45.7%	45.0%	-2.2%
P&S Grade 10	n/a	33.3%	34.8%	33.3%	-
P&S Grade 9	n/a	43.8%	47.6%	48.8%	-
P&S Grade 6+	n/a	48.0%	48.4%	45.8%	-

Analysis by grade shows that continued **focus** on senior female representation is required.

Female Academic Grade Distribution:

There is very little movement in the distribution of women across the academic grades and women remain over-represented in lower grades.

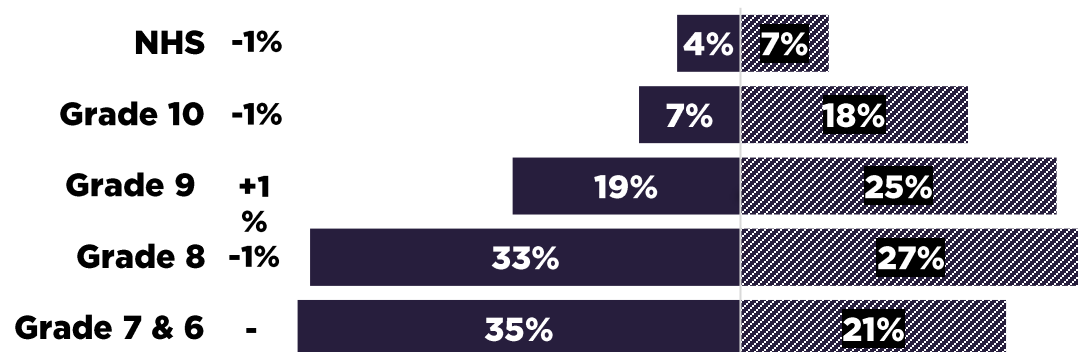
Female P&S Grade Distribution:

Women are over-represented in lower grades and it is disappointing that the proportion of women at grade 4 has further increased in this reporting period.

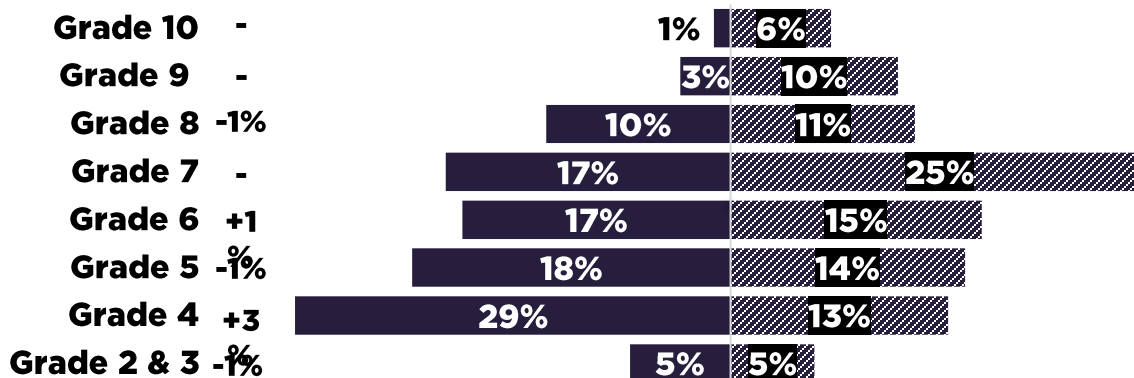
Changes in grade seniority will have an impact on our Gender Pay Gap and this is a **priority area of focus**.



Academic Staff – Grade & Sex at December 2021
(% Female/Male by grade)*



P&S Staff – Grade & Sex at December 2021
(% Female/Male by grade)*



*Staff by sex as a percentage of total representation by grade on the census date of 1/12/21, with variance from 20/21 data included for the female group. Female group plotted in solid blue, male group plotted in blue stripe. Staff on the readership scale are plotted with grade 9 staff. Percentages are rounded

Workforce Profile - Disability

Staff disability declaration has **steadily increased** over time and has been **consistently higher** than the sector, particularly in the **Academic** group. While data suggests better disability inclusion than the sector, Keele has **lower** representation than national employment data suggests.

Changes to HESA data collection in 2023 will provide more options for staff to declare information on disability type. We hope this will further help inform priorities for action.

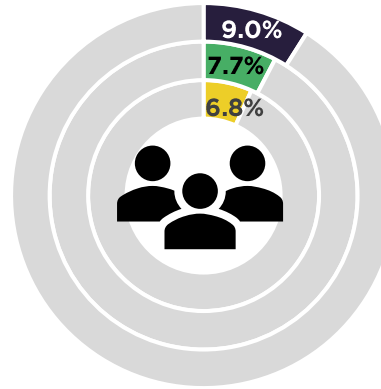
Keele University	Disabled
Benchmark Group	Disabled
HESA	Disabled

Keele University staff disability types

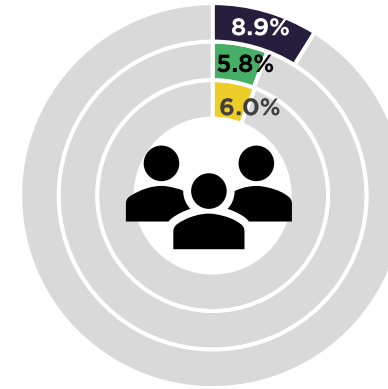
other disability	22%
specific learning disability	21%
long standing illness/condition	19%
mental health condition	18%
two or more disabilities	7%
physical impairment or mobility issue	5%
deaf or hearing impairment	4%
social communication issue	3%
blindness or visual impairment	2%

All

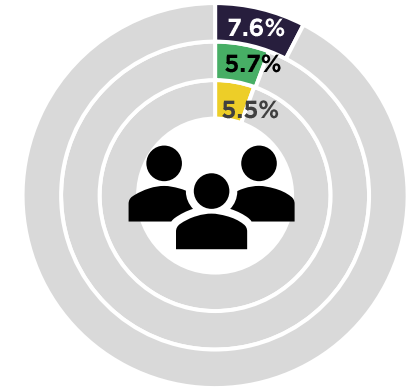
2021-22



2020-21

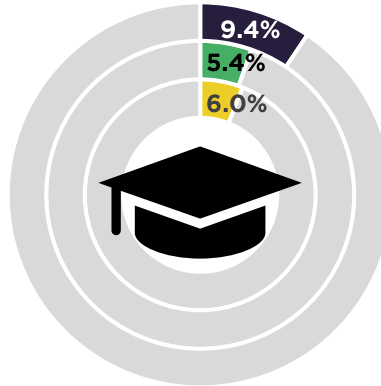


2019-20

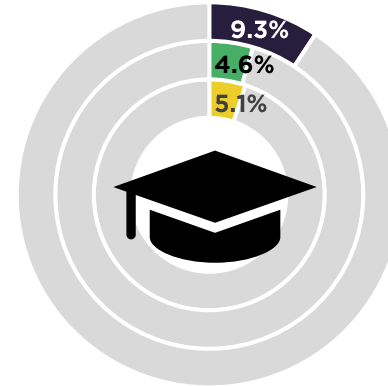


Academic

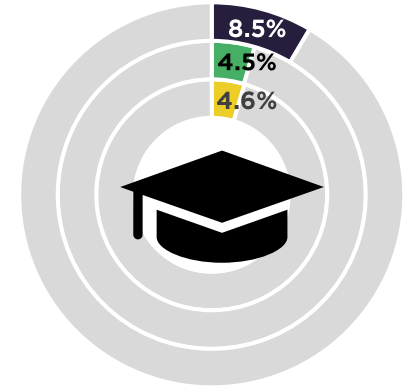
2021-22



2020-21

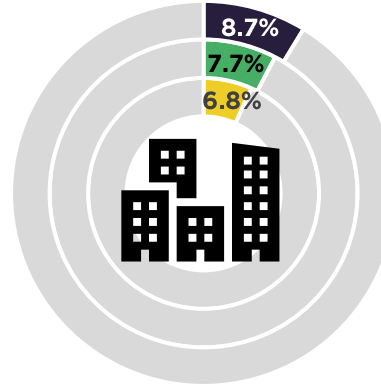


2019-20

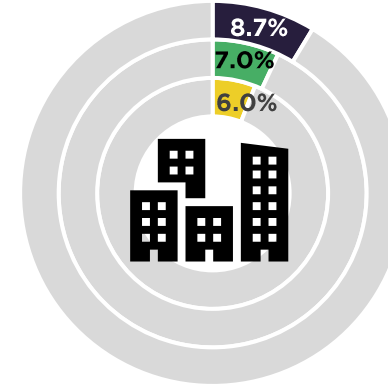


P & S

2021-22



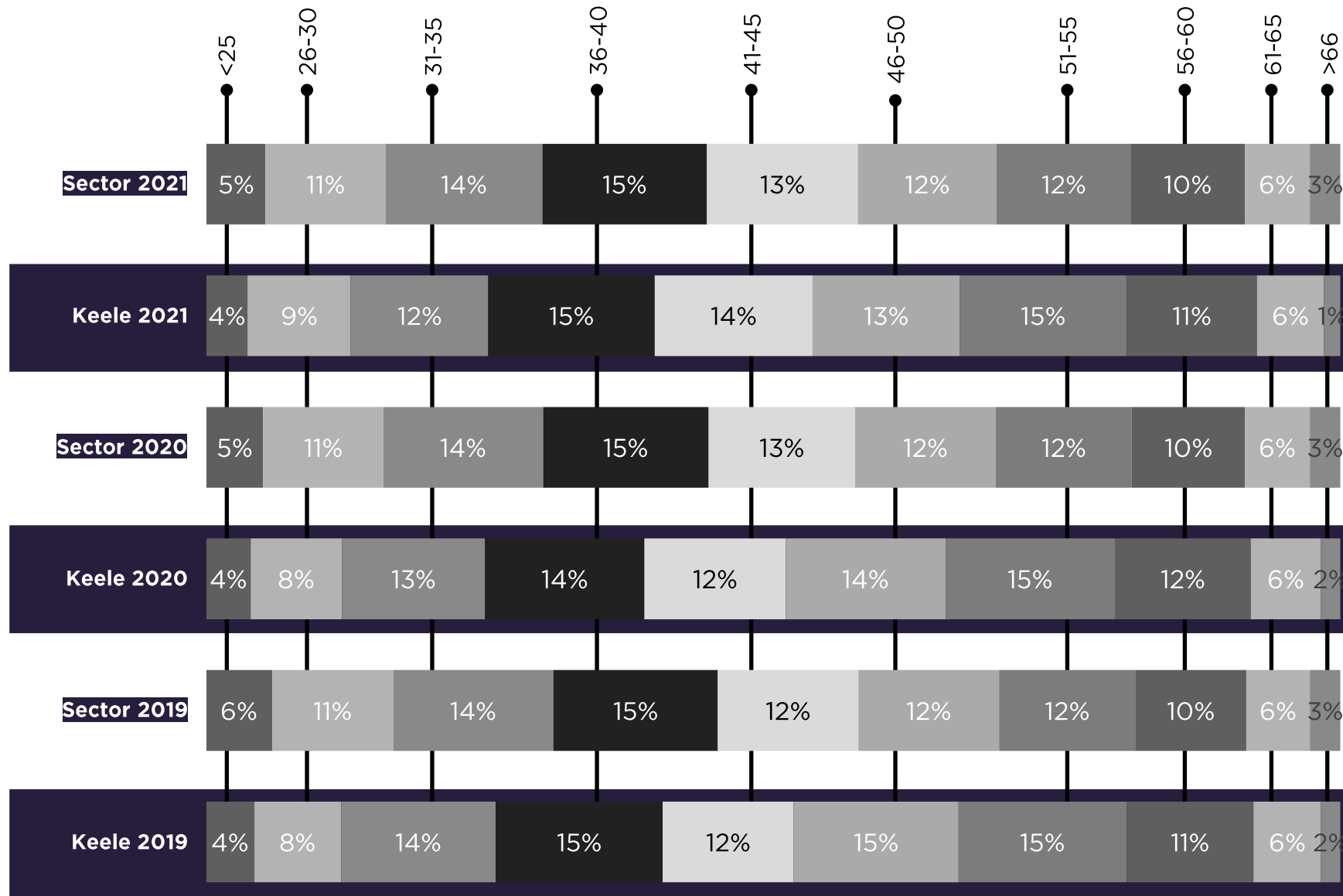
2020-21



2019-20

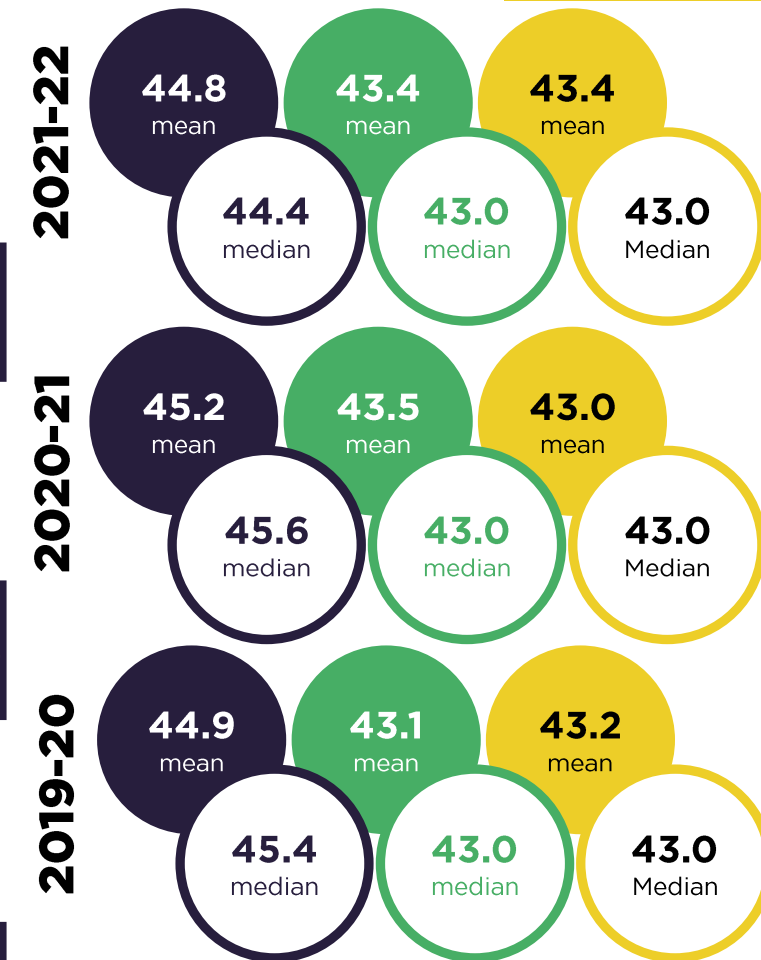
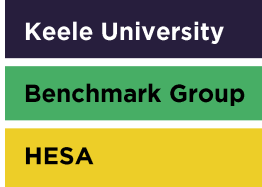


Workforce Profile – By Age Groups



Keele age groups compared to UK HEI Sector (data from HESA's HeidiPlus database), Age categories match HESA data set and are calculated for 31 August. Across the last 3 years, Keele has had more staff in the age ranges 46 – 65 than the sector average and fewer staff under 30.

Average Workforce Age (at 31 August)



The average age of Keele's workforce is **slightly higher** than the sector for both mean and median measures.

Age Profile By Job Family

Academic 2021/22

Academic 2020/21

Academic 2019/20

Managerial and Specialist 2021/22

Managerial and Specialist 2020/21

Managerial and Specialist 2019/20

Administrative 2021/22

Administrative 2020/21

Administrative 2019/20

Technical 2021/22

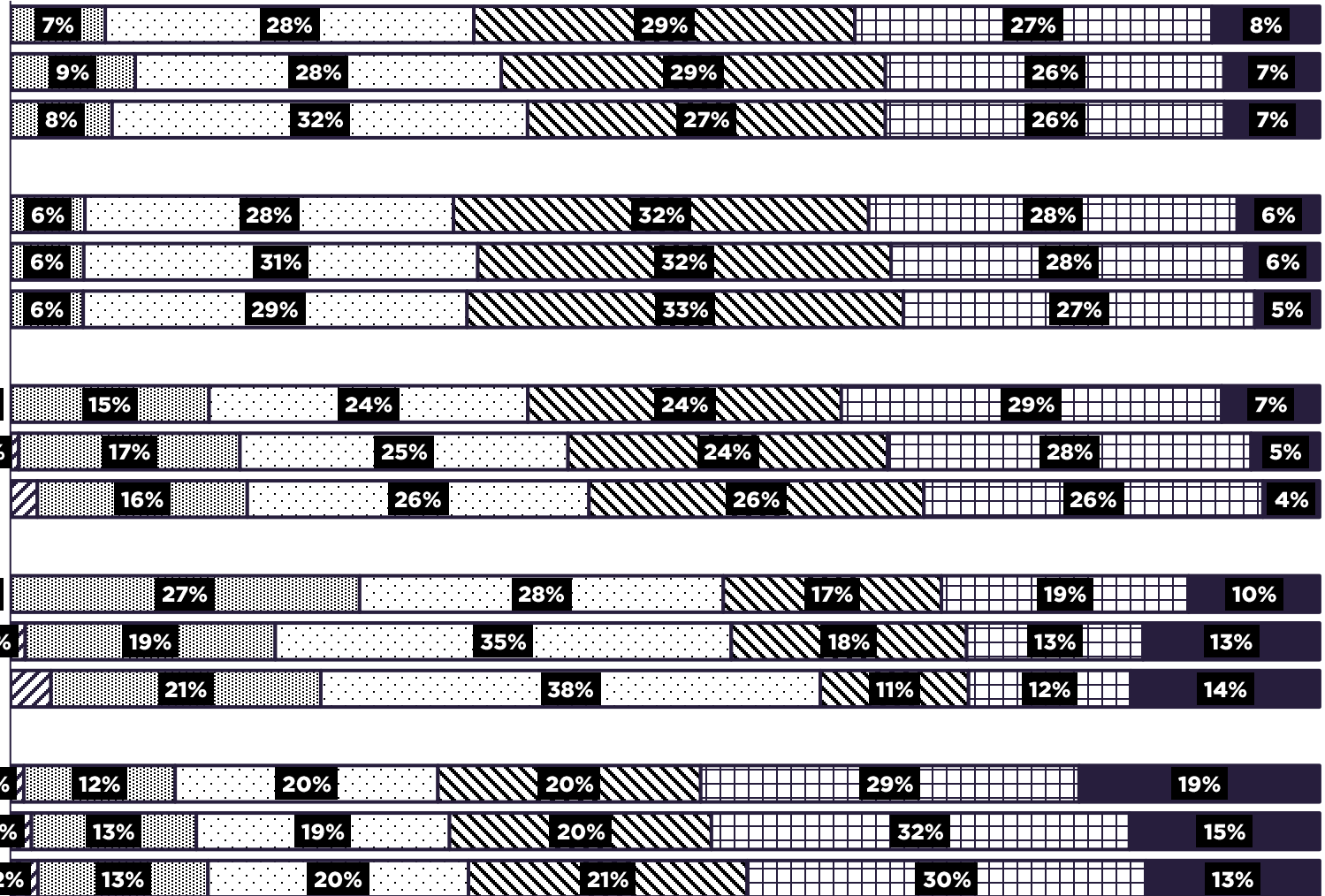
Technical 2020/21

Technical 2019/20

Operational 2021/22

Operational 2020/21

Operational 2019/20



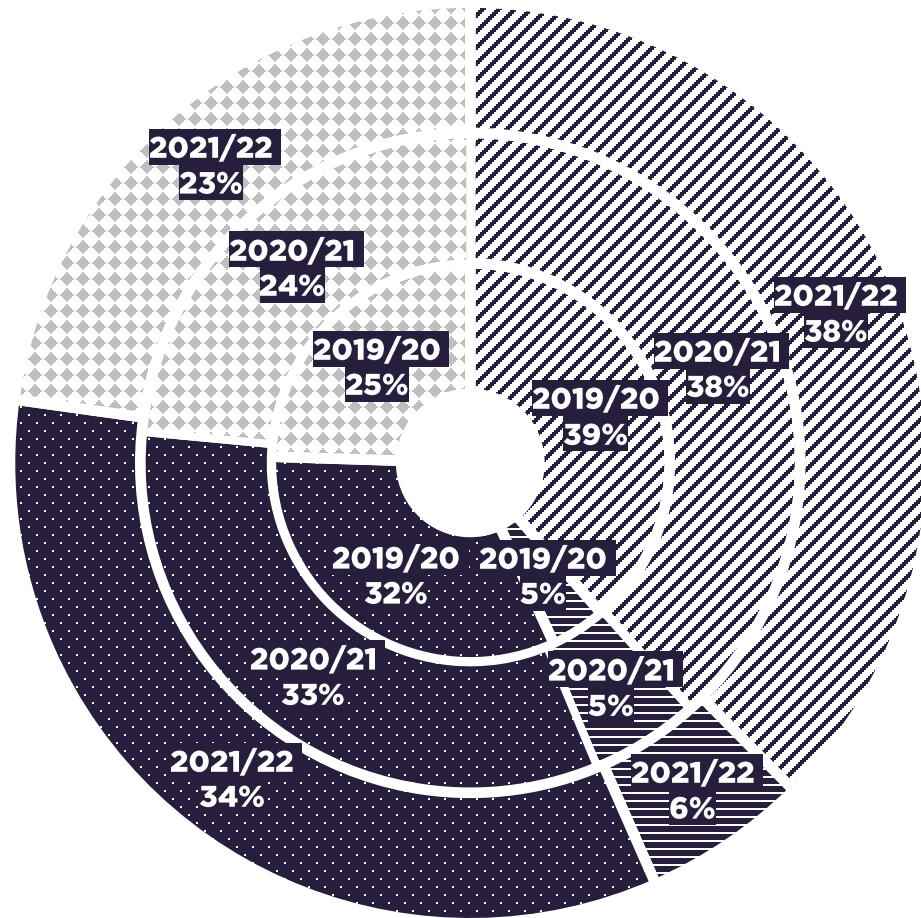
Technical and Operational roles have a **higher proportions** of staff over 60 and there has been a notable increase of 4% within this age band in the Operational group in this period.

The Operational group is the only job family to have staff **under 21**

Academic and Managerial and Specialist groups show little variation in the age profile over the last 3 years. Roles within these families require significant levels of knowledge and experience, which develop over time and therefore have **smaller proportions** of staff under 30.



Workforce Profile – Religion & Belief



Religious diversity remains **low** with 5.8% of the Keele Staff body reporting a religion other than Christianity. This is a **small increase** of 0.5% from last year.

There has been an **increase** of 0.6% of staff reporting a **Muslim** religion in this period. This increase aligns to a period with the provision of new training and celebratory events around Ramadan.

* Combined Religions	21/22 data	YoY Variance
Buddhist	0.8%	+0.1
Hindu	0.9%	+0.1
Jewish	-	-
Muslim	2.3%	+0.6
Sikh	-	-
Spiritual	0.8%	-
Any other religion	0.6%	-0.3

Data withheld where there are less than 5 people in a group

We **do not hold** religion/belief data for 22.8% of the staff body. 5.8% of staff have actively **refused** to provide this data, and 17% of staff have **blank** records (a decrease of 0.8% from last year).



Workforce Profile – Sexual Orientation

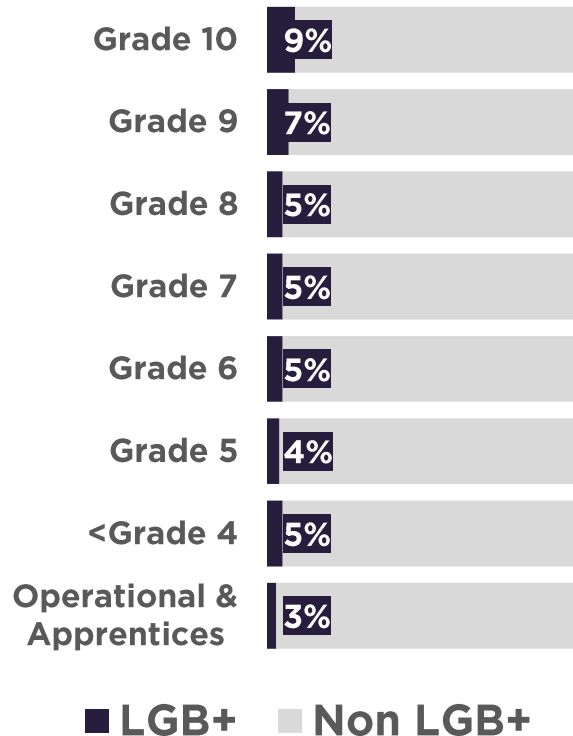
We report a 0.6% **increase** in the proportion of staff declaring an LGB+ orientation. But at 3.7% of staff, this is **lower** than might be expected from national estimates (6-9%)

There is no indication of disadvantage in grade seniority for LGB+ staff in combined academic and P&S data but numbers remain **small** by grade.

The academic group have higher LGB+ representation, but also have a larger proportion (9.1%) refusing to provide this data (5.9% for P&S)

77.6% of staff have **positively provided** data on sexual orientation, with 7.2% choosing to withhold. Disclosure rates **exceed** published sector data: 55.6% providing data and 12.2% withholding.

LGB+ representation by Grade



All

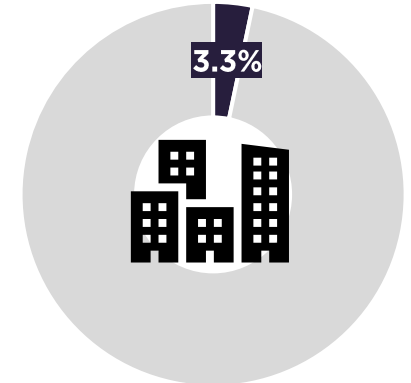
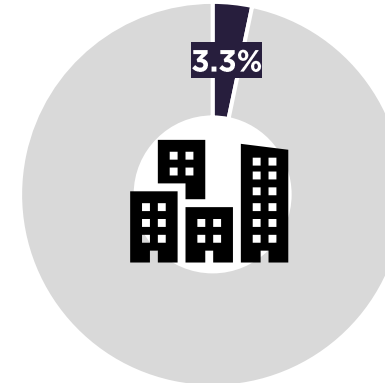
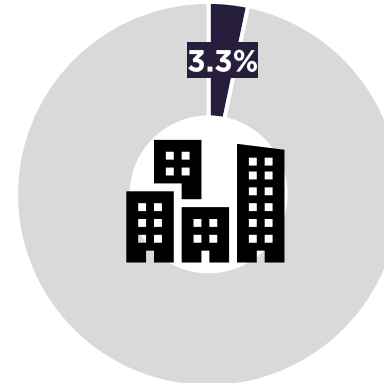
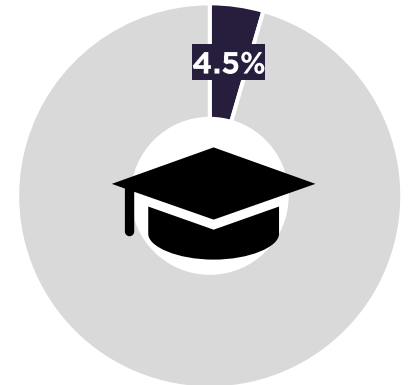
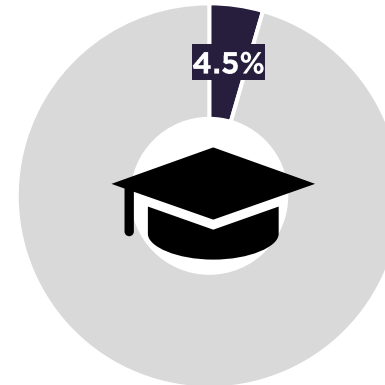
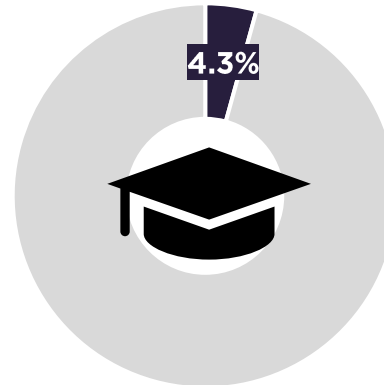
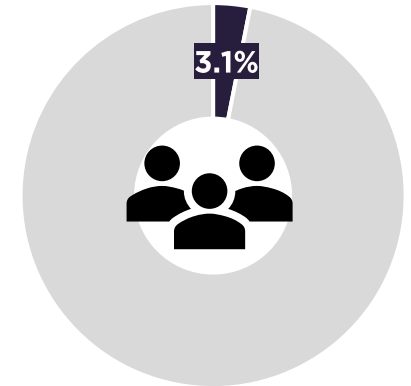
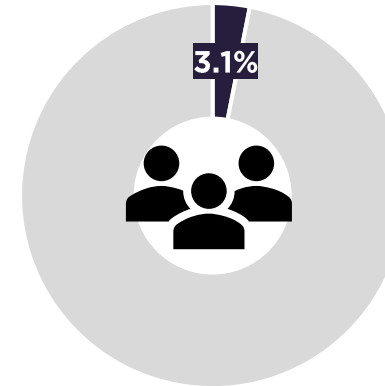
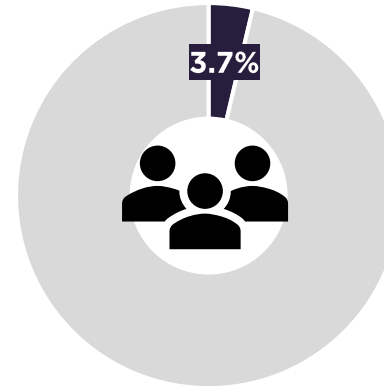
Academic

P & S

2021-22

2020-21

2019-20



Notes for Recruitment Infographics

- Recruitment infographics are provided by; ethnicity, sex, disability and sexual orientation.
- The infographics show the proportions of candidates from the group at the application, shortlist and appointment stage for the last 3 years.
- Similar proportions of candidates from the group at each recruitment stage would indicate fairness in the process
- A funnel, ▼ indicates that representation falls as candidates move through the recruitment stages and therefore the group is proportionally underrepresented at shortlisting and appointment stages. This is an indication of barriers within the recruitment process.
- An inverted funnel, ▲ indicates that representation increases through recruitment stages and the group is proportionally overrepresented at shortlisting and appointment stages.

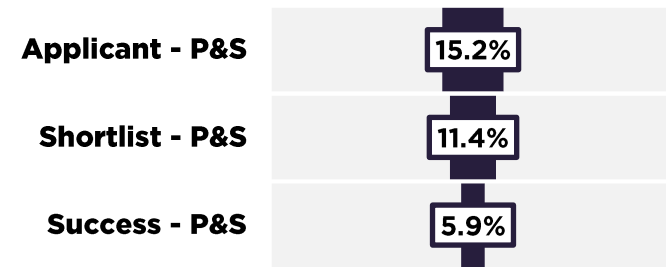
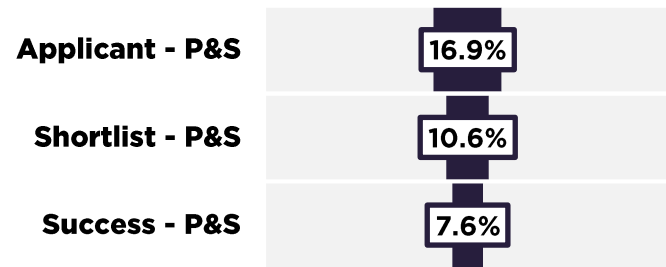
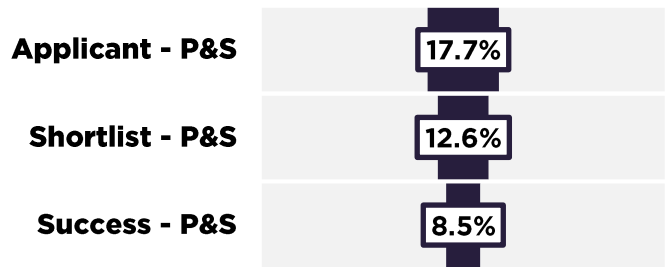
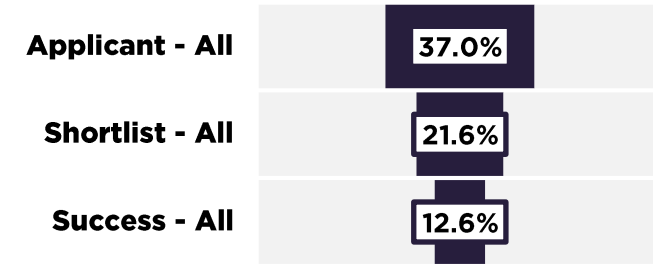
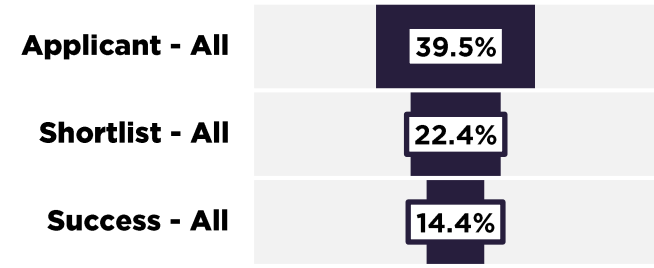
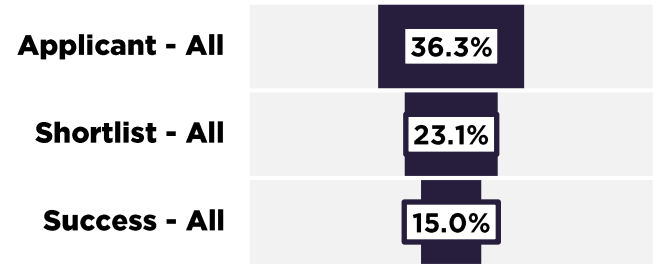
BAME representation **falls** from application to shortlist and appointment stages for all staff groups over the last 3 years. There has been **some improvement** in shortlist (+5.2%) and success (+4.4%) rates for academic candidates since 19/20 however, representation at the appointment stage remains half that at application. P&S data shows small year on year improvements at success stage.

Recruitment – % of BAME Candidates by Recruitment Stage

2021-22

2020-21

2019-20



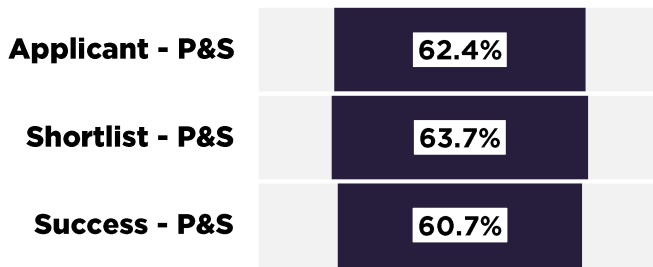
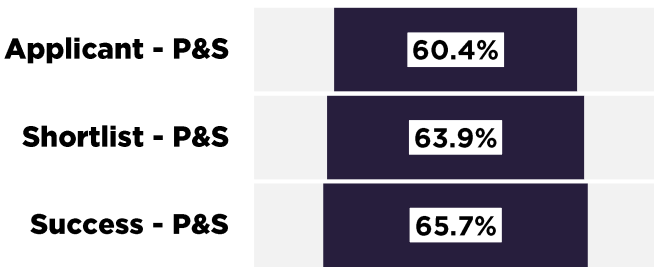
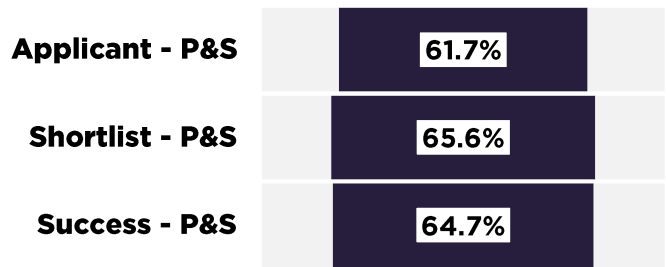
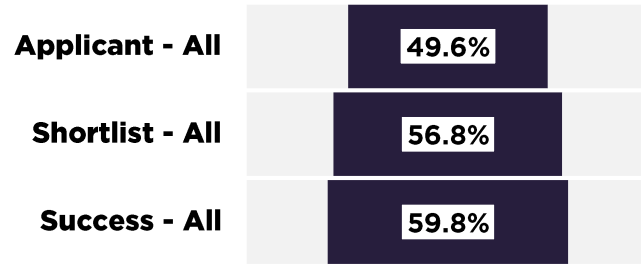
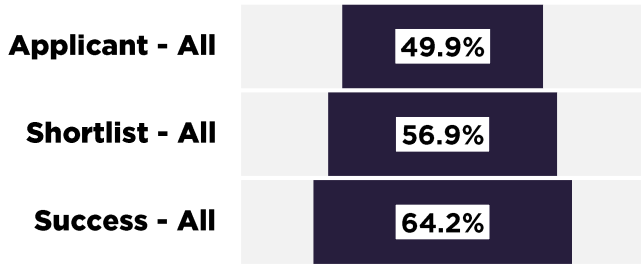
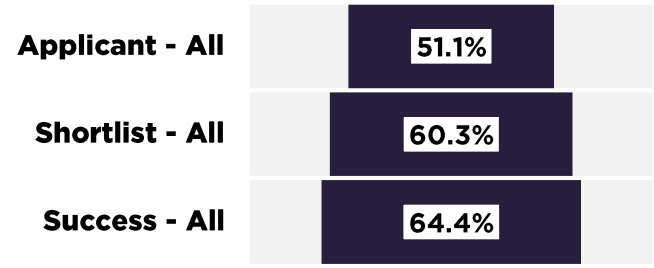
Recruitment - % of Female Candidates by Recruitment Stage

Female representation is **broadly similar** across the recruitment stages for P&S roles, with a variance of less than 5%. In academic roles, women are consistently **overrepresented** at shortlist and appointment stages, with a 22.9% variance between application and appointment stages in the 21/22 reporting period.

2021-22

2020-21

2019-20



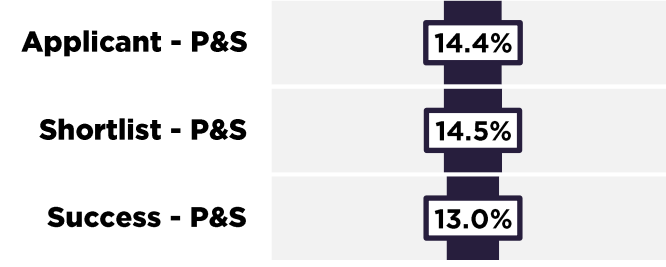
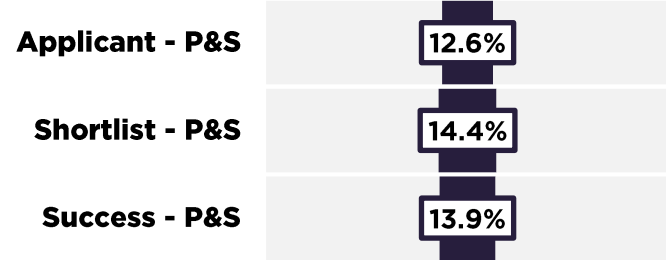
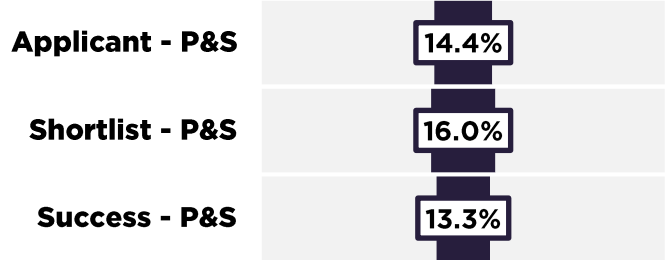
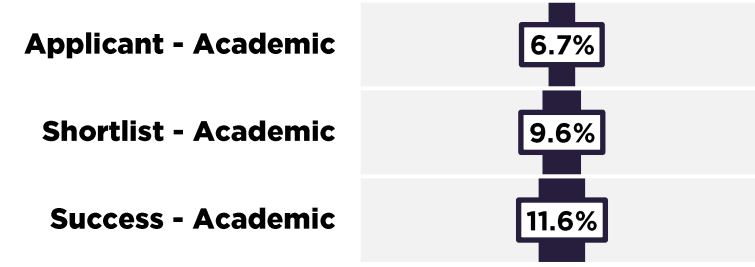
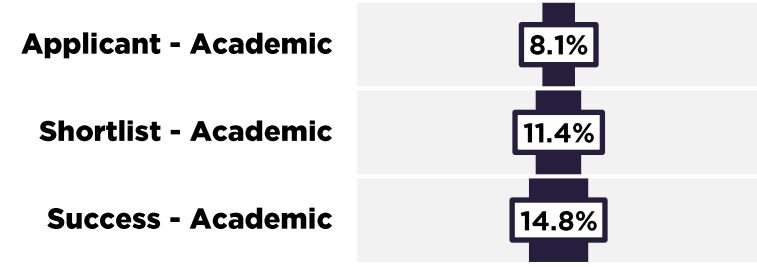
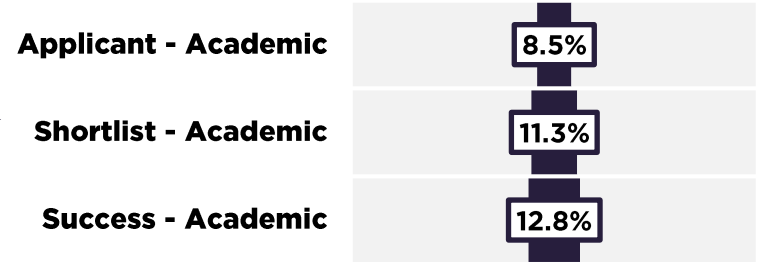
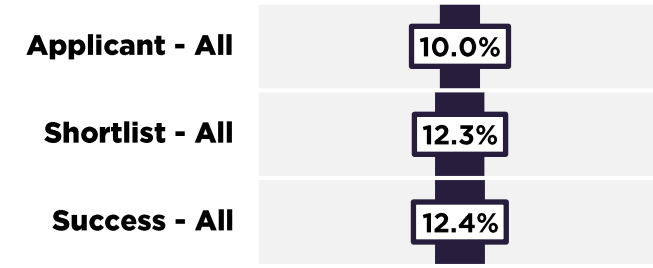
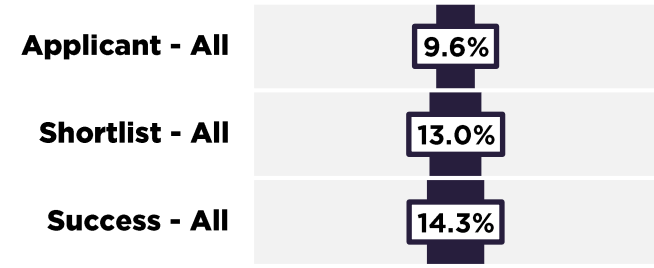
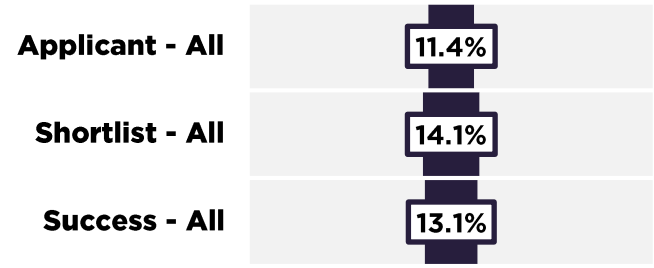
Recruitment - % of Disabled Candidates by Recruitment Stage

Disabled candidate representation is **broadly similar** across the recruitment stages for all roles and all years, with a variance of less than 5%. In academic roles, success **increases** as candidates move through the recruitment stages, there is **less variation** within P&S roles. This is expected in line with our commitment to the Disability Confident scheme.

2022-21

2020-21

2019-20



Recruitment - % of LGB+ Candidates by Recruitment Stage

LGB+ candidate representation is **in line** across the recruitment stages for all roles, with a variance of <1.5% across 3 years. 19/20 academic appointment data showed a dip, but more recent data do not indicate any ongoing discrepancy.

2022-21

2020-21

2019-20



Applicant - All

8.6%

Shortlist - All

8.4%

Success - All

8.9%

Applicant - All

8.7%

Shortlist - All

7.5%

Success - All

8.6%

Applicant - All

6.7%

Shortlist - All

5.8%

Success - All

5.2%



Applicant - Academic

8.1%

Shortlist - Academic

7.8%

Success - Academic

8.9%

Applicant - Academic

9.0%

Shortlist - Academic

7.9%

Success - Academic

8.8%

Applicant - Academic

7.7%

Shortlist - Academic

7.5%

Success - Academic

3.7%



Applicant - P&S

9.0%

Shortlist - P&S

8.8%

Success - P&S

8.9%

Applicant - P&S

8.1%

Shortlist - P&S

7.1%

Success - P&S

8.4%

Applicant - P&S

5.4%

Shortlist - P&S

4.3%

Success - P&S

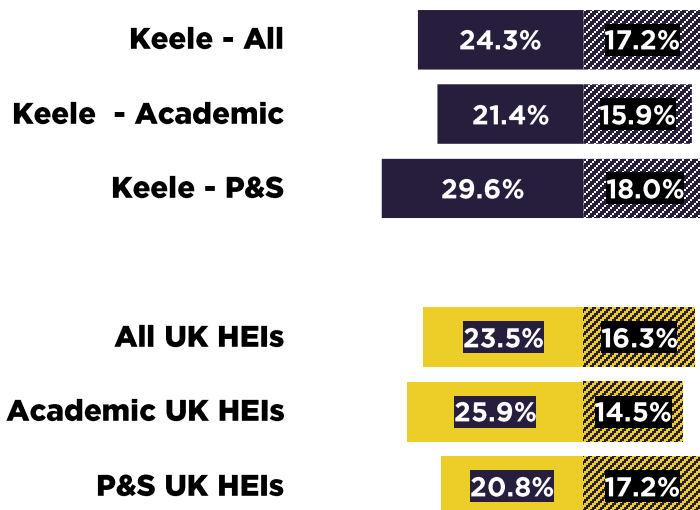
6.1%

Turnover - Ethnicity

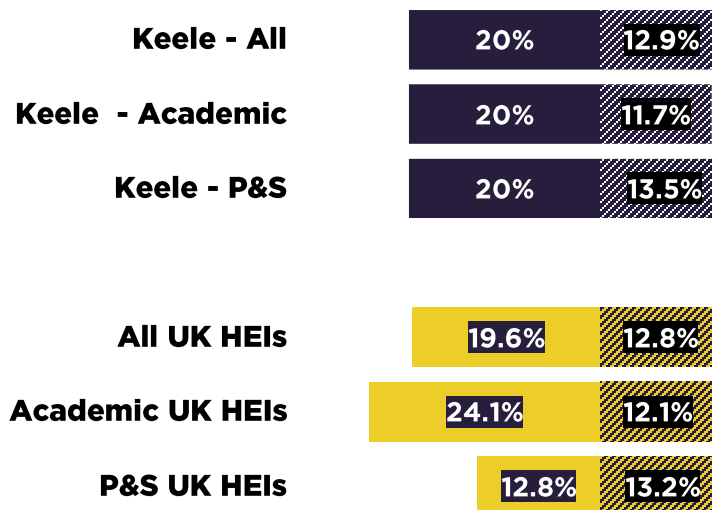
Institution turnover is at **18.0%** in 21/22, (+4.3% from 20/21). Turnover in 19/20 was notably low, attributable to VS schemes in the previous period and the initial impact of the pandemic

Keele University	BAME	Non-BAME
HESA	BAME	Non-BAME

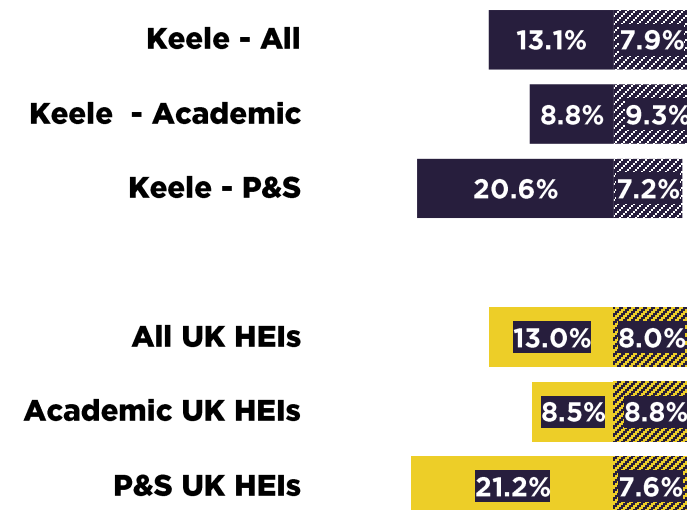
2021-22



2020-21



2019-20

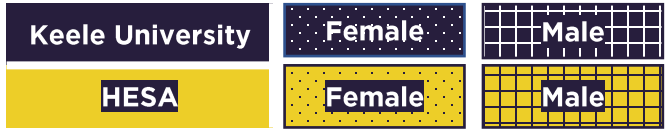


Turnover of BAME staff is consistently **higher** than non-BAME staff at Keele and across the sector. Keele data is **broadly in line** with sector data, with the exception of the P&S group. We report higher turnover rates than the sector for P&S roles, this should be considered in the context of lower BAME representation these roles at Keele.

Increasing BAME **representation** (particularly in the P&S group) and exploring **reasons for leaving** are key deliverables within our Race Equality Action Plan in order to understand and take action to reduce the higher turnover rates reported in the BAME staff grouping.

Turnover - Sex

Analysis of turnover by Sex over the last 3 year period does not identify any clear trend.

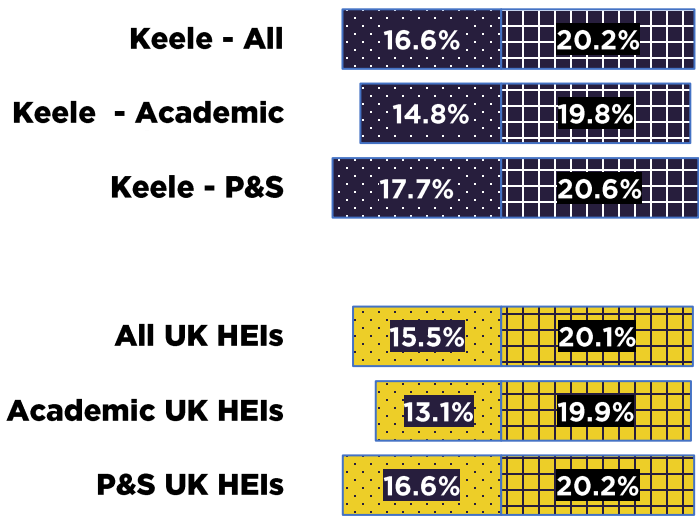


Keele data is **broadly in line** with sector data in 21/22. Men have higher turnover rates at Keele and across the sector

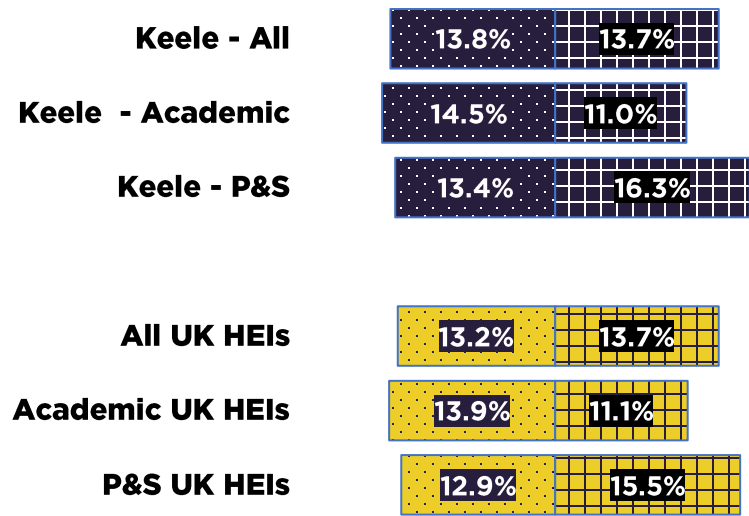
In 20/21 turnover by sex at the Institutional level is in line, but at Keele and across the sector academic women have higher turnover than academic men and P&S men have higher turnover than P&S women

19/20 saw lower turnover rates due to the pandemic. In this period academic men were more mobile than academic women but P&S women had a higher turnover than P&S men.

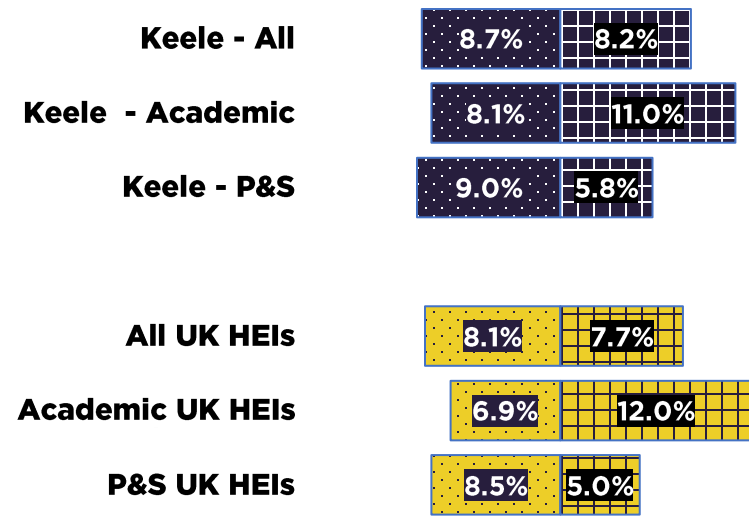
2021-22



2020-21



2019-20



Turnover - Disability

Turnover for disabled staff has generally been **slightly higher** than non-disabled staff over the 3 year period. As a Disability Confident Employer we are committed to providing support to disabled staff to enable them to stay in the workplace.



2021-22

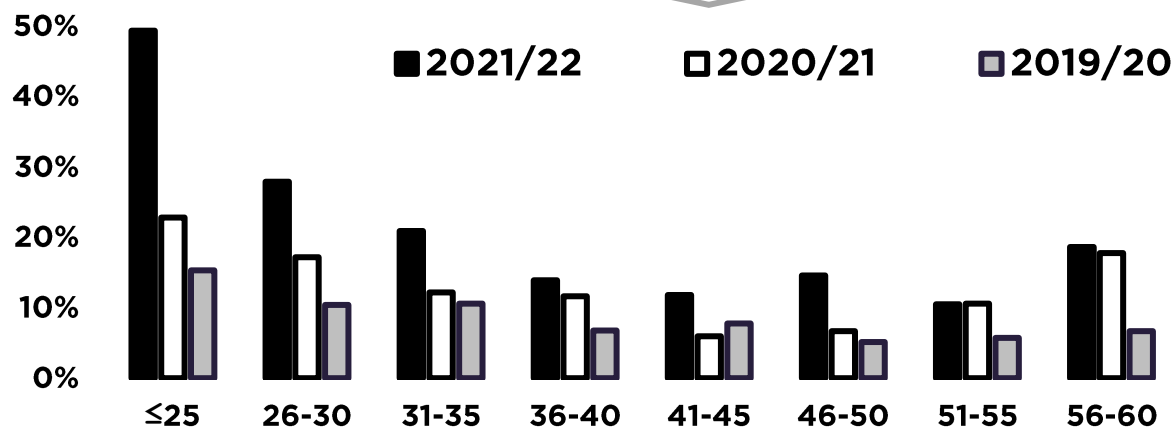
2020-21

2019-20



Turnover - Age

Turnover is higher in the older age groups, who are more likely to retire. Younger age groups have higher turnover due to increased mobility and greater likelihood of being on fixed-term contracts.



Turnover - Sexual Orientation

Data aggregated over a 3 year period due to low numbers

Data indicates that staff with LGB+ orientation are more likely to leave Keele, but numbers are low and coupled with low declaration rates.

3 Years Aggregated

