

USW & PSS Annual Equality Report Staffing Statistics 2023-2024

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Introduction

This is the annual Equality, Diversity and Inclusion staffing statistics report produced by USW. The purpose of the report is to provide information about the USW and PSS workforce profiles and to highlight emerging trends.

The data is from the period 1st April 2023 to 31st March 2024. The data is gathered from information supplied by new staff on their application forms or iTrent Employee Self Service enables. The report excludes casual and non-employee data.

To ensure individuals are not identifiable, we have introduced a rounding methodology whereby

1. Any number lower than 5 are suppressed
2. Percentages based on fewer than 10 individuals are suppressed
3. Some totals have been removed as to not infer purposefully suppressed information

The analysis of employee gender uses the data specified by HMRC, so only Male and Female options are available.

To note:

- Comparisons between groupings in the report rely on comparing large and small datasets (e.g., PSS v USW, Black and Ethnic Minorities v white, Disabled v non-Disabled) therefore in places it is difficult to show proportional significance.
- Whilst there is a total H/C of 2995 there are several employees who work in more than one role this is in relation to Hourly Paid Staff, Part-Time staff and those on secondment, interim roles or acting up responsibility allowances. This equates to 9% of overall workforce.
- This period covers the third year that PSS was in operation.
- Absence costs refer to the cost based on hourly rates and do not include employer pension costs or Employers NI.

Section 1 Staff Employment – overall analysis

During this reporting period there was a total headcount of 2995 with 73% employed by USW, 18% by PSS and 9% holding roles and positions in both USW and PSS as per Table 1

To note:

- % have been rounded up to nearest decimal place in narrative
- To prevent double counting when undertaking demographic analysis data, the focus of the main body of this report will be those employees who hold 1 role in USW or PSS with a total headcount of 2727 (section 2)
- For transparency Table 2 illustrates colleagues with more than one role and or position

Table 1 USW and PSS overall staff headcount

Employer	Staff Count as per Staff identification number
PSS Ltd	544
University of South Wales	2183
Both PSS and USW	268
Overall	2995

USW and PSS staff employment more than 1 role/position

Table 2 USW and PSS overall staff

Employer	Staff	% of Total Staff
PSS	11	0.37%
USW	213	7.11%
Both PSS and USW	44	1.47%
Total	268	8.95%

The category split of staff across PSS and USW is represented in Table 3 below. As expected, most PSS staff are in the Professional and Support staff category (76%), followed by Hourly Paid as the second largest category (18%). In terms of USW there is a more even split between the largest categories of staff which include Academic (33%), Hourly Paid (28%) and Professional and Support Staff (37%).

USW and PSS staff employment 1 role/position

Table 3 USW and PSS category split of staff

Staff Group		PSS	USW	Total
Academic	HC	0	711	711
	% of Total Staff	0.00%	33%	26%
Hourly Paid	HC	96	612	708
	% of Total Staff	18%	28%	26%
Professional and Support Staff	HC	412	806	1218
	% of Total Staff	76%	37%	45%
Research	HC	36	54	90
	% of Total Staff	7%	2%	3%

Table 4 USW and PSS staff - working pattern.

Working Pattern		PSS	USW
Full Time	HC	365	1269
	% of Total Staff	67.10%	58.13%
Part Time	HC	179	914
	% of Total Staff	32.90%	41.87%
Total		544	2183

Table 4 illustrates that in both PSS and USW most colleagues are employed on a full-time basis 67% and 58% respectively. In respect of working pattern and contract type the majority of colleagues in both PSS and USW are employed on permanent contracts Table 5.

Table 5 USW and PSS staff by working pattern and contract type.

Contract Type		PSS		USW		Overall
		Full Time	Part Time	Full Time	Part Time	
Permanent	HC	269	96	1215	888	2468
	% of Total Staff	73.70%	53.63%	95.74%	97.16%	90.50%
Fixed Term	HC	96	83	49	26	254
	% of Total Staff	26.30%	46.37%	3.86%	2.84%	9.31%
Acting Up	HC	0	0	-	0	-
	% of Total Staff	0.00%	0.00%		0.00%	
Secondment Internal	HC	0	0	-	0	-
	% of Total Staff	0.00%	0.00%		0.00%	

Table 6 USW and PSS staff by working pattern, contract type and group.

Contract Type	Staff Group		PSS		USW		Overall
			Full Time	Part Time	Full Time	Part Time	
Permanent	Academic	HC	0	0	600	95	695
		% of Total Staff	0.00%	0.00%	47.28%	10.39%	25.49%
	Hourly Paid	HC	0	56	0	601	657
		% of Total Staff	0.00%	31.28%	0.00%	65.75%	24.09%
	Professional and Support Staff	HC	269	40	588	187	1084
		% of Total Staff	73.70%	22.35%	46.34%	20.46%	39.75%
	Research	HC	0	0	27	-	32
		% of Total Staff	0.00%	0.00%	2.13%		1.17%
Fixed Term	Academic	HC	0	0	12	-	16
		% of Total Staff	0.00%	0.00%	0.95%		0.59%
	Hourly Paid	HC	0	40	0	11	51
		% of Total Staff	0.00%	22.35%	0.00%	1.20%	1.87%
	Professional and	HC	72	31	19	-	129

	Support Staff	% of Total Staff	19.73%	17.32%	1.50%		4.73%
	Research	HC	24	12	18	-	58
		% of Total Staff	6.58%	6.70%	1.42%		2.13%
Acting Up	Professional and Support Staff	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
Secondment Internal	Professional and Support Staff	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	

Table 7 USW and PSS staff by working pattern, contract type and grade.

Contract Type	Staff Grade		PSS		USW		Overall
			Full Time	Part Time	Full Time	Part Time	
Permanent	A - D	HC	137	33	228	114	512
		% of Total Staff	37.53%	18.44%	17.97%	12.47%	18.78%
	E - H	HC	126	62	894	756	1838
		% of Total Staff	34.52%	34.64%	70.45%	82.71%	67.40%
	I - N	HC	-	-	93	18	118
		% of Total Staff			7.33%	1.97%	4.33%
Fixed Term	A - D	HC	55	40	-	-	105
		% of Total Staff	15.07%	22.35%			3.85%
	E - H	HC	40	42	39	20	141
		% of Total Staff	10.96%	23.46%	3.07%	2.19%	5.17%
	I - N	HC	-	-	-	-	-
		% of Total Staff					
Acting Up	E - H	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
	I - N	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
Secondment Internal	A - D	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	

Section 2 USW and PSS Equality and Diversity data of staff working in 1 role/position.

To gain a more accurate understanding of staff EDI demographics and prevent double counting, section 2 will analyse the EDI demographic data of 2,727 employees who hold one role/position.

To note:

268 employees work across both PSS and USW

Unless specified within tables, hourly paid staff have been included within the part-time category.

Age

The majority of the USW workforce fall within the age groups between 40-59, PSS has a younger workforce with the highest proportion falling within the age groups 25-39.

Table 8 USW and PSS staff by age band - working pattern.

Age Band		PSS		USW		Overall
		Full Time	Part Time	Full Time	Part Time	
16 - 19	HC	-	0	0	0	-
	% of Total Staff		0.00%	0.00%	0.00%	
20 - 24	HC	34	15	-	11	65
	% of Total Staff	9.32%	8.38%		1.20%	2.38%
25 - 29	HC	102	34	47	68	251
	% of Total Staff	27.95%	18.99%	3.70%	7.44%	9.20%
30 - 34	HC	71	19	93	110	293
	% of Total Staff	19.45%	10.61%	7.33%	12.04%	10.74%
35 - 39	HC	51	26	126	99	302
	% of Total Staff	13.97%	14.53%	9.93%	10.83%	11.07%
40 - 44	HC	40	22	219	135	416
	% of Total Staff	10.96%	12.29%	17.26%	14.77%	15.25%
45 - 49	HC	29	21	226	99	375
	% of Total Staff	7.95%	11.73%	17.81%	10.83%	13.75%

50 - 54	HC	24	17	208	118	367
	% of Total Staff	6.58%	9.50%	16.39%	12.91%	13.46%
55 - 59	HC	11	10	208	99	328
	% of Total Staff	3.01%	5.59%	16.39%	10.83%	12.03%
60 - 64	HC	-	-	97	114	220
	% of Total Staff			7.64%	12.47%	8.07%
65+	HC	0	-	40	61	109
	% of Total Staff	0.00%		3.15%	6.67%	4.00%
Total		365	179	1269	914	2727

Table 9 USW and PSS staff headcount by age across category and working pattern.

Age Band	Working Pattern	Academic	Hourly Paid		Professional and Support Staff		Research	
		USW	PSS	USW	PSS	USW	PSS	USW
16 - 19	Full Time	0	0	-	0	0	0	-
20 - 24	Full Time	-	0	0	34	-	0	0
	Part Time	0	12	11	-	0	0	0
25 - 29	Full Time	19	0	0	90	27	12	-
	Part Time	-	22	62	-	-	-	-
30 - 34	Full Time	42	0	0	67	49	-	-
	Part Time	-	10	95	-	12	-	0
35 - 39	Full Time	50	0	0	47	62	-	14
	Part Time	-	12	67	12	22	-	-
40 - 44	Full Time	96	0	0	38	115	-	-
	Part Time	-	10	93	12	36	0	-
45 - 49	Full Time	117	0	0	27	103	-	-
	Part Time	11	9	60	12	26	0	-
50 - 54	Full Time	101	0	0	24	102	0	-
	Part Time	16	-	69	-	32	0	-
55 - 59	Full Time	107	0	0	11	96	0	-

	Part Time	13	-	56	-	30	0	0
60 - 64	Full Time	52	0	0	-	42	0	-
	Part Time	31	6	56	0	25	-	-
65+	Full Time	24	0	0	0	15	0	-
	Part Time	10	-	43	-	-	-	0
Total		711	96	613	411	806	36	54
% of Total Staff		23.74%	3.21%	20.47%	13.72%	26.91%	1.20%	1.80%

Overall, across USW and PSS there are higher numbers of Academic employees in the higher age ranges, compared to Professional and Support and Research staff having higher numbers in the lower age groups. Due to the low numbers of Research staff within certain age bands and the requirements to anonymise data they have been excluded from the individual graphs for USW and PSS

Table 10 USW and PSS staff headcount by age band and sex - working pattern.

Age Band	Working Pattern	PSS		USW	
		Female	Male	Female	Male
16 - 19	Full Time	0	-	0	0
20 - 24	Full Time	25	-	-	-
	Part Time	12	-	-	-
25 - 29	Full Time	56	46	23	24
	Part Time	24	10	42	26
30 - 34	Full Time	40	31	45	48
	Part Time	14	-	67	43
35 - 39	Full Time	24	27	55	71
	Part Time	18	-	62	37
40 - 44	Full Time	25	15	110	109
	Part Time	19	-	80	55
45 - 49	Full Time	22	-	117	109
	Part Time	19	-	71	28

50 - 54	Full Time	17	-	105	103
	Part Time	15	-	71	47
55 - 59	Full Time	-	-	103	105
	Part Time	-	-	65	34
60 - 64	Full Time	-	-	45	52
	Part Time	-	-	73	41
65+	Full Time	0	0	10	30
	Part Time	-	-	22	39

Disability

Majority of Staff report no Impairment or Health Condition

- 52.42% (1,570 individuals) reported having no known impairment, health condition, or learning difference. This is significantly higher compared to any other category.

High Percentage of unreported or unavailable Information

- 27.35% (819 individuals) did not provide information about their condition. This is the second-largest group after those with no known impairment.

Mental Health Conditions are the most reported Disability

- 1.04% (31 individuals) reported having a mental health condition such as depression, schizophrenia, or anxiety. This is the most common reported condition.

Prefer Not to Say" Responses Are Relatively High

- 4.21% (126 individuals) preferred not to disclose their condition.

Key Takeaways:

- Over half of the staff (52.42%) reported no impairments, but a significant portion (27.35%) did not provide information.
- Mental health conditions and learning differences are the most commonly reported disabilities.
- A relatively high number (4.21%) chose not to disclose their condition, suggesting sensitivity around the topic.
- Physical and sensory impairments (e.g., visual, hearing, mobility issues) are reported at much lower rates.

Table 11 USW and PSS staff by disability type

Disability		PSS		USW		Total
		Full Time	Part Time	Full Time	Part Time	
An impairment, health condition or learning difference not listed above	HC	-	-	16	12	33
	% of Total Staff			1.26%	1.31%	1.21%
Blind or have a visual impairment uncorrected by glasses	HC	0	0	-	-	-
	% of Total Staff	0.00%	0.00%			
D/deaf or have a hearing impairment	HC	-	0	11	-	15
	% of Total Staff		0.00%	0.87%		0.55%
Development condition since childhood affecting motor, cognitive, social skills	HC	0	0	0	-	-
	% of Total Staff	0.00%	0.00%	0.00%		
Information not provided	HC	165	99	144	411	819
	% of Total Staff	45.21%	55.31%	11.35%	44.97%	30.03%
Learning difference such as dyslexia, dyspraxia or AD(H)D	HC	-	-	17	21	51
	% of Total Staff			1.34%	2.30%	1.87%
Long term illness, health condition, cancer, HIV, diabetes, heart disease	HC	-	-	31	-	41
	% of Total Staff			2.44%		1.50%
Mental health condition, disorder, depression, schizophrenia or anxiety	HC	15	-	12	-	31
	% of Total Staff	4.11%		0.95%		1.14%
No known impairment, health condition or learning difference	HC	158	53	965	394	1570
	% of Total Staff	43.29%	29.61%	76.04%	43.11%	57.57%
Not available	HC	-	-	-	-	21
	% of Total Staff					0.77%
Physical impairment - limits basic physical activities, walking, climbing stairs	HC	-	-	-	-	11
	% of Total Staff					0.40%
Prefer not to say	HC	-	-	61	54	126
	% of Total Staff			4.81%	5.91%	4.62%
	HC	-	-	-	-	-

Social communication conditions speech impairment, autistic spectrum condition	% of Total Staff					
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Table 12 USW and PSS staff by disability type – grade and working pattern.

Disability	Working Pattern	PSS			USW			Total	% of Total Staff
		A-D	E-H	I-N	A-D	E-H	I-N		
An impairment, health condition or learning difference not listed above	Full Time	0	-	0	-	-	-	17	0.62%
	Part Time		-	0	-	-	-	16	0.59%
Blind or have a visual impairment uncorrected by glasses	Full Time	0	0	0	0	-	0	-	0.04%
	Part Time	0	0	0	-	0	0	-	0.04%
D/deaf or have a hearing impairment	Full Time	-	0	0	0	10	-	12	0.44%
	Part Time	0	0	0	0	-	0	-	0.11%
Development condition since childhood affecting motor, cognitive, social skills	Part time	0	0	0	-	0	0	-	0.04%
Information not provided	Full Time	89	71	-	15	123	-	309	11.33%
	Part Time	36	61	-	-	406	-	510	18.70%
Learning difference such as dyslexia, dyspraxia or AD(H)D	Full Time	-	-	0	-	13	0	24	0.88%
	Part Time	-	-	0	-	17	0	27	0.99%
Long term illness, health condition, cancer, HIV, diabetes, heart disease	Full Time	0	-	0	-	21	-	32	1.17%
	Part Time	0	-	0	-	-	0	-	0.33%
Mental health condition, disorder, depression, schizophrenia or anxiety	Full Time	-	-	-	-	-	0	27	0.99%
	Part Time	-	-	0	0	-	-	-	0.15%
No known impairment, health condition or learning difference	Full Time	77	80	-	171	712	82	1123	41.18%
	Part Time	21	32	0	69	310	15	447	16.39%
Not available	Full Time	-	-	0	0	-	0	11	0.40%
	Part Time	-	-	0	0	-	-	10	0.37%
Physical impairment - limits basic physical activities, walking, climbing stairs	Full Time	-	-	0	-	-	0	-	0.29%
	Part Time	0	0	0	-	-	0	-	0.11%

Prefer not to say	Full Time	-	-	0	23	33	-	64	2.35%
	Part Time	-	-	0	34	20	0	62	2.27%
Social communication conditions speech impairment, autistic spectrum condition	Full Time	-	-	0	-	-	0	-	0.22%

Table 13 USW and PSS staff by disability - working pattern and contract type.

Contract Type	Ethnicity		PSS		USW		Overall
			Full Time	Part Time	Full Time	Part Time	
Permanent	Disabled	HC	19	-	91	50	165
		% of Total Staff	5.21%		7.17%	5.47%	6.05%
	Not Disabled	HC	117	34	924	381	1456
		% of Total Staff	32.05%	18.99%	72.81%	41.68%	53.39%
	Information not Provided	HC	125	52	140	400	717
		% of Total Staff	34.25%	29.05%	11.03%	43.76%	26.29%
	Not Available	HC	-	-	-	-	11
		% of Total Staff					0.40%
	Prefer Not to Say	HC	-	-	59	54	119
		% of Total Staff			4.65%	5.91%	4.36%
Fixed Term	Disabled	HC	11	-	-	-	26
		% of Total Staff	3.01%				0.95%
	Not Disabled	HC	41	19	37	13	110
		% of Total Staff	11.23%	10.61%	2.92%	1.42%	4.03%
	Information not Provided	HC	40	47	-	11	102
		% of Total Staff	10.96%	26.26%		1.20%	3.74%
	Not Available	HC	-	-	-	-	10
		% of Total Staff					0.37%
	Prefer Not to Say	HC	-	-	-	0	-
		% of Total Staff				0.00%	
Acting Up	Not Available	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
	Prefer Not to Say	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
Secondment	Prefer Not to Say	HC	0	0	-	0	-

Internal		% of Total Staff	0.00%	0.00%		0.00%	
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Ethnicity

Overall, USW and PSS have an 8% representation of staff from Black and Ethnic Minority backgrounds, which remains unchanged from the previous year. It is important to note that 12% of staff have not disclosed their ethnicity data.

Table 14 USW and PSS staff by Ethnicity - category and working pattern.

Ethnicity	Staff Group	PSS		USW		Total	% of Total Staff
		Full Time	Part Time	Full Time	Part Time		
White	Academic	0	0	510	93	603	22.11%
	Hourly Paid	0	47	0	304	351	12.87%
	Professional and Support Staff	298	67	580	185	1130	41.44%
	Research	16	-	28	-	59	2.16%
BEM	Academic	0	0	89	-	93	3.41%
	Hourly Paid	0	12	0	35	47	1.72%
	Professional and Support Staff	29	-	25	-	61	2.24%
	Research	-	-	13	-	23	0.84%
Information not provided	Academic	0	0	-	0	-	0.26%
	Hourly Paid	0	34	0	264	298	10.93%
	Professional and Support Staff	-	-	-	0	-	0.22%
	Research	-	-	0	0	-	0.11%
Not Stated	Research	0	0	-	0	-	0.04%
Prefer not to say	Academic	0	0	-	-	-	0.29%
	Hourly Paid	0	-	0	-	12	0.44%
	Professional and Support Staff	11	0	-	-	21	0.77%
	Research	0	-	-	0	-	0.15%

Table 15 USW and PSS staff by ethnicity - grade and working pattern.

Ethnicity	Staff Group	PSS		USW		Total	% of Total Staff
		Full Time	Part Time	Full Time	Part Time		
White	A-D	169	55	220	113	557	20.43%
	E-H	138	65	810	459	1472	53.98%
	I-N	-	-	88	18	114	4.18%
BEM	A-D	18	10	13	-	44	1.61%
	E-H	18	6	106	41	171	6.27%
	I-N	0	0	-	-	-	0.33%
Information not provided	A-D	-	-	0	-	10	0.37%
	E-H	-	31	-	263	301	11.04%
	I-N	0	-	-	0	-	0.11%
Not Stated	E-H	0	0	-	0	-	0.04%
Prefer not to say	A-D	-	-	-	-	-	0.26%
	E-H	-	-	13	13	37	1.36%
	I-N	0	0	0	-	-	0.04%

Table 16 USW and PSS staff by ethnicity and sex – working pattern.

Ethnicity	Sex		PSS		USW	
			Full Time	Part Time	Full Time	Part Time
White	Female	HC	193	108	551	390
		% of Total Staff	52.88%	60.34%	43.42%	42.67%
	Male	HC	121	13	567	200
		% of Total Staff	33.15%	7.26%	44.68%	21.88%
BEM	Female	HC	18	-	58	23
		% of Total Staff	4.93%	5.03%	4.57%	2.52%
	Male	HC	18	-	69	22
		% of Total Staff	4.93%	3.91%	5.44%	2.41%
Information not provided	Female	HC	-	23	-	140
		% of Total Staff	0.82%	12.85%	0.24%	15.32%
	Male	HC	-	15	-	124
		% of Total Staff	0.27%	8.38%	0.39%	13.57%

Not Stated	Male	HC	0	0	-	0
		% of Total Staff	0.00%	0.00%	0.08%	0.00%
Prefer not to say	Female	HC	-	-	-	-
		% of Total Staff	1.10%	0.56%	0.16%	0.55%
	Male	HC	-	-	13	10
		% of Total Staff	1.92%	1.68%	1.02%	1.09%

Table 17 USW and PSS staff by ethnicity - working pattern and contract type.

Contract Type	Ethnicity		PSS		USW		Overall
			Full Time	Part Time	Full Time	Part Time	
Permanent	White	HC	243	64	1078	573	1958
		% of Total Staff	66.58%	35.75%	84.95%	62.69%	71.80%
	BEM	HC	16	-	115	40	174
		% of Total Staff	4.38%	1.68%	9.06%	4.38%	6.38%
	Information not Provided	HC	-	27	-	260	297
		% of Total Staff		15.08%		28.45%	10.89%
	Not Stated	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%	0.08%	0.00%	
	Prefer Not to Say	HC	-	-	14	15	38
		% of Total Staff	1.92%	1.12%	1.10%	1.64%	1.39%
Fixed Term	White	HC	71	57	36	17	181
		% of Total Staff	19.45%	31.84%	2.84%	1.86%	6.64%
	BEM	HC	20	13	11	-	49
		% of Total Staff	5.48%	7.26%	0.87%		1.80%
	Information not Provided	HC	-	11	-	-	17
		% of Total Staff		6.15%			0.62%
	Prefer Not to Say	HC	-	-	-	0	-
		% of Total Staff				0.00%	
Acting Up	White	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
Secondment Internal	BEM	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	

Gender identity

Table 18 USW and PSS staff by gender identity and working pattern.

Trans		PSS		USW		Overall
		Full Time	Part Time	Full Time	Part Time	
Gender identity is the same as the gender originally assigned at birth	HC	-	-	86	60	148
	% of Total Staff			6.78%	6.56%	5.43%
Information not provided	HC	364	178	1182	853	2577
	% of Total Staff	99.73%	99.44%	93.14%	93.33%	94.50%
Prefer not to say	HC	0	0	-	-	-
	% of Total Staff	0.00%	0.00%			

Nationality

During this reporting period, a total of 70 declared nationalities were represented among staff at the University of South Wales. The majority identified as British, followed by Welsh. Notably, a significant portion of individuals did not provide nationality information.

Table 19 illustrates the top 3 declarations.

Nationality	PSS	USW
British (not Channel Islands or IOM)	197	1454
Welsh	227	305
Information not provided	35	204

Religion and/or Belief

Among university staff, 37% have declared no religious affiliation or belief. Among those who have specified a religion, Christianity is the most common, accounting for 24%. However, a significant proportion of staff, 28%—have not provided any information, while 5% have explicitly chosen not to disclose their religious beliefs.

Table 20 USW and PSS staff by religion and working pattern.

Religion		PSS		USW		Overall
		Full Time	Part Time	Full Time	Part Time	
Buddhist	HC	-	-	11	-	19
	% of Total Staff			0.87%		0.70%
Christian	HC	90	39	335	179	643
	% of Total Staff	24.66%	21.79%	26.40%	19.58%	23.58%
Hindu	HC	-	0	19	-	23
	% of Total Staff		0.00%	1.50%		0.84%
Jewish	HC	-	0	-	0	-
	% of Total Staff		0.00%		0.00%	
Muslim	HC	-	-	25	14	55
	% of Total Staff			1.97%	1.53%	2.02%
Pagan	HC	-	0	0	0	-
	% of Total Staff		0.00%	0.00%	0.00%	
Sikh	HC	-	0	-	0	-
	% of Total Staff		0.00%		0.00%	
Spiritual	HC	11	11	15	17	54
	% of Total Staff	3.01%	6.15%	1.18%	1.86%	1.98%
Any other religion or belief	HC	-	-	17	-	28
	% of Total Staff			1.34%		1.03%
No religion or belief	HC	216	66	476	244	1002
	% of Total Staff	59.18%	36.87%	37.51%	26.70%	36.74%
Information not provided	HC	11	42	300	410	763
	% of Total Staff	3.01%	23.46%	23.64%	44.86%	27.98%
Prefer not to say	HC	20	11	69	35	135
	% of Total Staff	5.48%	6.15%	5.44%	3.83%	4.95%

Total	365	179	1269	914	2727
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Sex

The overall split of employees by Sex is 51% Female and 40% Male, there has been a decrease in both female and male colleagues during by 5% and 4% respectively this reporting period potentially aligned to internal re-structuring and transformational change programs.

The male/female balance differs between staff groups as represented in the graphs below.

Table 21 USW and PSS staff by sex

Sex		PSS	USW	Total
Female	HC	359	1172	1531
	% of Total Staff DC	11.99%	39.13%	51.12%
Male	HC	185	1011	1196
	% of Total Staff DC	6.18%	33.76%	39.93%

Table 22 USW and PSS staff by sex and working pattern.

Sex		PSS		USW		Total Staff
		Full Time	Part Time	Full Time	Part Time	
Female	HC	218	141	614	558	1531
	% of Total Staff	59.73%	78.77%	48.38%	61.05%	56.14%
Male	HC	147	38	655	356	1196
	% of Total Staff	40.27%	21.23%	51.62%	38.95%	43.86%

Table 23 USW and PSS staff by sex and group

Staff Group		PSS		USW	
		Female	Male	Female	Male
Academic	HC	0	0	328	383
	% of Total Staff	0.00%	0.00%	27.99%	37.88%
Hourly Paid	HC	69	27	323	289
	% of Total Staff	19.22%	14.59%	27.56%	28.59%
Professional and Support Staff	HC	276	136	501	305
	% of Total Staff	76.88%	73.51%	42.75%	30.17%
Research	HC	14	22	20	34
	% of Total Staff	3.90%	11.89%	1.71%	3.36%

Table 24 USW and PSS staff by sex and grade

Sex	Staff Grade		PSS		USW	
			Full Time	Part Time	Full Time	Part Time
Female	A-D	HC	124	60	146	111
		% of Total Staff	34.54%	32.43%	12.46%	10.98%
	E-H	HC	90	80	425	442
		% of Total Staff	25.07%	43.24%	36.26%	43.72%
	I-N	HC	-	-	43	-
		% of Total Staff			3.67%	
Male	A-D	HC	68	13	89	-
		% of Total Staff	18.94%	7.03%	7.59%	

	E-H	HC	76	24	511	334
		% of Total Staff	21.17%	12.97%	43.60%	33.04%
	I-N	HC	-	-	55	15
		% of Total Staff			4.69%	1.48%

Table 25 USW and PSS staff by sex - working pattern and contract type.

Contract Type	Sex		PSS		USW		Overall
			Full Time	Part Time	Full Time	Part Time	
Permanent	Female	HC	167	76	589	546	1378
		% of Total Staff	45.75%	42.46%	46.41%	59.74%	50.53%
	Male	HC	102	20	626	342	1090
		% of Total Staff	27.95%	11.17%	49.33%	37.42%	39.97%
Fixed Term	Female	HC	51	65	21	12	149
		% of Total Staff	13.97%	36.31%	1.65%	1.31%	5.46%
	Male	HC	45	18	28	14	105
		% of Total Staff	12.33%	10.06%	2.21%	1.53%	3.85%
Acting Up	Female	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
	Male	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	
Secondment Internal	Female	HC	0	0	-	0	-
		% of Total Staff	0.00%	0.00%		0.00%	

Sexual Orientation

Heterosexual/Straight Majority:

- The majority of staff identify as heterosexual/straight, making up **58.31%** of the total staff.
- The proportion is higher in **PSS Full-Time (80.00%)** compared to **USW Full-Time (60.68%)** and USW Part-Time (45.62%). The percentage is lower in part-time roles.

LGBTQ+ representation:

- LGBTQ+ employees make up **5.06%** of the total workforce.
- Representation is **higher in PSS roles (11.78% Full-Time, 6.15% Part-Time)** compared to **USW roles (4.26% Full-Time, 3.28% Part-Time)**. This suggests that LGBTQ+ employees are more likely to be in PSS roles than USW roles.

Information Not Provided:

- A significant portion of staff (**31.61%**) did not provide their sexual orientation.
- This is particularly high among **USW Part-Time staff (47.70%)** and **USW Full-Time staff (29.00%)**. This suggests either a lack of willingness to disclose or potential data collection issues.

Prefer Not to Say:

- **4.73%** of employees chose "Prefer not to say."
- This is relatively consistent across different employment types. This might indicate privacy concerns or discomfort in disclosing this information.

Key insights:

- The large percentage of "Information Not Provided" and "Prefer Not to Say" (combined **36.34%**) suggests that a significant portion of staff may not feel comfortable disclosing their sexual orientation.
- LGBTQ+ representation is higher in PSS roles than in USW roles, which could indicate cultural or structural differences between the two categories.
- The part-time workforce appears less likely to disclose their sexual orientation compared to full-time employees.

Table 26 USW and PSS staff by sexual orientation declaration

Sexual Orientation		PSS		USW		Total Staff
		Full Time	Part Time	Full Time	Part Time	
Heterosexual/straight	HC	292	111	770	417	1590
	% of Total Staff	80.00%	62.01%	60.68%	45.62%	58.31%
LGBTQ+	HC	43	11	54	30	138
	% of Total Staff	11.78%	6.15%	4.26%	3.28%	5.06%
I use another term	HC	-	0	-	-	-
	% of Total Staff		0.00%			
Information not provided	HC	12	46	368	436	862
	% of Total Staff	3.29%	25.70%	29.00%	47.70%	31.61%
Prefer not to say	HC	16	11	74	28	129
	% of Total Staff	4.38%	6.15%	5.83%	3.06%	4.73%

Table 27 USW and PSS staff by LGBTQ+ self-declaration and working pattern.

LGBTQ+	PSS		USW		Overall
	Full Time	Part Time	Full Time	Part Time	
Asexual	0	-	-	-	-
Bi/Bisexual	28	-	18	10	64
Gay man	-	0	21	-	33
Gay woman/Lesbian	-	-	10	-	24
Queer	-	-	-	-	13

Section 3 Staff Recruitment

Table 28 USW and PSS overall applications in reporting period

Employer	Applications	Applicants
PSS Ltd - (USW)	2690	2209
USW	993	875
Total	3683	3034

Table 29 USW and PSS staff recruitment campaigns

	USW	PSS	Total
Campaigns	80	185	265
Campaigns with applicants	78	181	259
Campaign went to interview	74	171	245
Successful Campaign	65	153	218
Successful Campaign %	81.25%	82.70%	82.26%

Table 30 USW and PSS over applicant recruitment journey

Applicants	Employer		Overall
	PSS	USW	
Applied	2690	993	3683
Shortlisted	761	350	1111
Appointed	192	76	268
Progression Rate	28.29%	35.25%	30.17%
Appointment Rate	7.14%	7.65%	7.28%

Table 31 overall staff recruitment journey by grade

Applicant	Overall			
	A-D	E-H	I-N	InA
Applied	1470	2054	154	-
Shortlisted	363	715	29	-
Appointed	86	172	-	-
Progression Rate	24.69%	34.81%	18.83%	80.00%
Appointment Rate	5.85%	8.37%	5.84%	20.00%

InA - Information not available

Age

Table 32 overall staff recruitment journey by age band

Applicant	Overall
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	Under 25	25-34	35-44	45-54	55-64	Over 65	InA
Applied	310	1379	1083	611	269	26	-
Shortlisted	72	353	338	244	92	-	-
Appointed	24	74	81	62	23	-	-
Progression Rate	23.23%	25.60%	31.21%	39.93%	34.20%	34.62%	60.00%
Appointment Rate	7.74%	5.37%	7.48%	10.15%	8.55%	3.85%	60.00%

InA - Information not available

Table 33 USW staff recruitment journey by age band

Applicant	USW						
	Under 25	25-34	35-44	45-54	55-64	Over 65	InA
Applied	22	222	389	265	83	11	-
Shortlisted	-	61	129	116	37	-	0
Appointed	-	12	23	27	11	0	0
Progression Rate	18.18%	27.48%	33.16%	43.77%	44.58%	27.27%	0.00%
Appointment Rate	13.64%	5.41%	5.91%	10.19%	13.25%	0.00%	0.00%

InA - Information not available

Table 34 PSS staff recruitment journey by age band

Applicant	PSS						
	Under 25	25-34	35-44	45-54	55-64	Over 65	InA
Applied	288	1157	694	346	186	15	-
Shortlisted	68	292	209	128	55	-	-
Appointed	21	62	58	35	12	-	-
Progression Rate	23.61%	25.24%	30.12%	36.99%	29.57%	40.00%	75.00%
Appointment Rate	7.29%	5.36%	8.36%	10.12%	6.45%	6.67%	75.00%

InA - Information not available

Disability

Table 35 overall staff recruitment journey by disability

Applicant	Overall			
	Disabled	Non-Disabled	InP	IR
Applied	473	3060	40	110
Shortlisted	158	886	35	32
Appointed	38	199	23	-
Progression Rate	33.40%	28.95%	87.50%	29.09%
Appointment Rate	8.03%	6.50%	57.50%	7.27%

InP – Information not provided

IR – Information refused

Table 36 USW and PSS staff recruitment journey by disability

Applicant	Employer							
	PSS				USW			
	Disabled	Not Disabled	InP	IR	Disabled	Not Disabled	InP	IR
Applied	375	2201	28	86	98	859	12	24
Shortlisted	119	595	25	22	39	291	10	10
Appointed	26	144	16	-	12	55	-	-
Progression Rate	31.73%	27.03%	89.29%	25.58%	39.80%	33.88%	83.33%	41.67%
Appointment Rate	6.93%	6.54%	57.14%	6.98%	12.24%	6.40%	58.33%	8.33%

InP – Information not provided

IR – Information refused

Ethnicity

Table 37 overall staff recruitment journey by ethnicity

Applicants	Overall				
	White	BEM	InP	Not Stated	IR
Applied	2224	1369	25	18	47
Shortlisted	838	231	17	-	21
Appointed	223	36	-	0	-
Progression Rate	37.68%	16.87%	68.00%	22.22%	44.68%
Appointment Rate	10.03%	2.63%	24.00%	0.00%	6.38%

InP – Information not provided

IR – Information refused

Table 38 USW and PSS staff recruitment journey by ethnicity

Applicants	Employer									
	PSS					USW				
	White	BEM	InP	Not Stated	IR	White	BEM	InP	Not Stated	IR
Applied	1744	888	19	11	28	480	481	-	-	19
Shortlisted	622	112	13	-	13	216	119	-	-	-
Appointed	162	23	-	0	-	61	13	-	0	0
Progression Rate	35.67%	12.61%	68.42%	9.09%	46.43%	45.00%	24.74%	66.67%	42.86%	42.11%
Appointment Rate	9.29%	2.59%	21.05%	0.00%	10.71%	12.71%	2.70%	33.33%	0.00%	0.00%

InP – Information not provided

IR – Information refused

Table 39 staff recruitment journey by ethnicity, sex and grade

Grade Grouping	Applicants	White		BEM	
		Female	Male	Female	Male
A-D	Applied	604	327	246	248
	Shortlisted	198	99	29	22
	Appointed	50	21	-	-
	Progression Rate	32.78%	30.28%	11.79%	8.87%
	Appointment Rate	8.28%	6.42%	2.03%	3.23%
E-H	Applied	695	464	286	548
	Shortlisted	297	211	57	120
	Appointed	92	51	-	13
	Progression Rate	42.73%	45.47%	19.93%	21.90%
	Appointment Rate	13.24%	10.99%	3.15%	2.37%
I-N	Applied	43	65	-	34
	Shortlisted	14	-	-	-
	Appointed	-	-	-	0
	Progression Rate	32.56%	16.92%	14.29%	5.88%
	Appointment Rate	9.30%	6.15%	14.29%	0.00%

Sex

Table 40 overall staff recruitment journey by sex

Applicants	Overall		
	Female	Male	InP
Applied	1914	1722	47
Shortlisted	613	476	22
Appointed	163	101	-
Progression Rate	32.03%	27.64%	46.81%
Appointment Rate	8.52%	5.87%	8.51%

InP information not provided.

Table 41 USW and PSS staff recruitment journey by sex

Applicants	Employer					
	PSS			USW		
	Female	Male	InP	Female	Male	InP
Applied	1496	1155	39	418	567	-
Shortlisted	449	294	18	164	182	-
Appointed	118	71	-	45	30	-
Progression Rate	30.01%	25.45%	46.15%	39.23%	32.10%	50.00%
Appointment Rate	7.89%	6.15%	7.69%	10.77%	5.29%	12.50%

InP information not provided.

Sexual Orientation

Table 42 overall staff recruitment journey by sexual orientation

Applicant	Overall			
	Heterosexual	LGBTQ+	InP	IR
Applied	3064	399	26	194
Shortlisted	905	125	18	63
Appointed	220	24	-	18
Progression Rate	29.54%	31.33%	69.23%	32.47%
Appointment Rate	7.18%	6.02%	23.08%	9.28%

InP – Information not provided
IR – Information refused

Table 43 staff recruitment journey by sexual orientation

Applicant	Employer							
	PSS				USW			
	Heterosexual	LGBTQ +	InP	PS	Heterosexual	LGBTQ +	InP	PS
Applied	2217	322	19	132	847	77	-	62
Shortlisted	599	109	13	40	306	16	-	23
Appointed	158	18	-	12	62			
Progression Rate	27.02%	33.85%	68.42 %	30.30 %	36.13%	20.78%	71.43 %	37.10 %
Appointment Rate	7.13%	5.59%	21.05 %	9.09%	7.32%	7.79%	28.57 %	9.68%

InP – Information not provided
IR – Information refused

Table 44 USW and PSS staff recruitment journey by LGBTQ+ self-declaration

LGBTQ+	Applicants	PSS	USW	Overall
Asexual	Applied	35	16	51
	Shortlisted	-	0	-

	Appointed	0	0	0
	Progression Rate	22.86%	0.00%	15.69%
	Appointment Rate	0.00%	0.00%	0.00%
Bi/Bisexual	Applied	153	28	181
	Shortlisted	43	-	49
	Appointed	-	-	11
	Progression Rate	28.10%	21.43%	27.07%
	Appointment Rate	5.88%	7.14%	6.08%
Gay man	Applied	52	18	70
	Shortlisted	19	-	24
	Appointed	-	-	-
	Progression Rate	36.54%	27.78%	34.29%
	Appointment Rate	3.85%	5.56%	4.29%
Gay woman/Lesbian	Applied	39	10	49
	Shortlisted	17	-	22
	Appointed	-	-	-
	Progression Rate	43.59%	50.00%	44.90%
	Appointment Rate	10.26%	30.00%	14.29%
I use another term	Applied	19	-	24
	Shortlisted	-	0	-
	Appointed	0	0	0
	Progression Rate	47.37%	0.00%	37.50%
	Appointment Rate	0.00%	0.00%	0.00%
Queer	Applied	24	0	24
	Shortlisted	13	0	13
	Appointed	-	0	-
	Progression Rate	54.17%	0.00%	54.17%
	Appointment Rate	12.50%	0.00%	12.50%
Heterosexual	Applied	2217	847	3064
	Shortlisted	599	306	905
	Appointed	158	62	220
	Progression Rate	27.02%	36.13%	29.54%
	Appointment Rate	7.13%	7.32%	7.18%

Staff Recruitment by Job Grade

Applicants by Source (External or Internal)

Table 45 USW and PSS overall staff recruitment journey by source

Applicant Source	Applicants	Employer		Overall
		PSS	USW	
External	Applied	2596	908	3504
	Shortlisted	689	295	984
	Appointed	166	56	222
	Progression Rate	26.54%	32.49%	28.08%
	Appointment Rate	6.39%	6.17%	6.34%
Internal	Applied	94	85	179
	Shortlisted	72	55	127
	Appointed	26	20	46
	Progression Rate	76.60%	64.71%	70.95%
	Appointment Rate	27.66%	23.53%	25.70%

Table 46 overall staff recruitment by source and grade

Applicant Source	Overall			
	A-D	E-H	I-N	InP
External	1449	1910	141	-
	347	611	22	-
	79	137	-	-
	23.95%	31.99%	15.60%	100.00%
	5.45%	7.17%	3.55%	25.00%
Internal	21	144	13	-
	16	104	-	0
	-	35	-	0
	76.19%	72.22%	53.85%	0.00%
	33.33%	24.31%	30.77%	0.00%

Table 47 USW and PSS staff recruitment journey by grade and source

Applicant Source	Applicant	Employer						
		PSS			USW			
		A-D	E-H	I-N	A-D	E-H	I-N	InA
External	Applied	1449	1086	61	0	824	80	-
	Shortlisted	347	337	-	0	274	17	-
	Appointed	79	86	-	0	51	-	-
	Progression Rate	23.95%	31.03%	8.20%	0.00%	33.25%	21.25%	100.00%
	Appointment Rate	5.45%	7.92%	1.64%	0.00%	6.19%	5.00%	25.00%
Internal	Applied	19	75	0	-	69	13	-
	Shortlisted	14	58	0	-	46	-	0
	Appointed	-	20	0	-	15	-	0
	Progression Rate	73.68%	77.33%	0.00%	100.00%	66.67%	53.85%	0.00%
	Appointment Rate	31.58%	26.67%	0.00%	50.00%	21.74%	30.77%	0.00%

InA - Information not available

Age

Table 48 overall staff recruitment journey by age band and source

Applicant Source	Applicant	Overall						
		Under 25	25-34	35-44	45-54	55-64	Over 65	InA
External	Applied	310	1351	1023	543	247	25	-
	Shortlisted	72	335	291	197	77	-	-
	Appointed	24	69	64	45	16	-	-
	Progression Rate	23.23%	24.80%	28.45%	36.28%	31.17%	36.00%	60.00%
	Appointment Rate	7.74%	5.11%	6.26%	8.29%	6.48%	4.00%	60.00%
Internal	Applied	0	28	60	68	22	-	0
	Shortlisted	0	18	47	47	15	0	0
	Appointed	0	-	17	17	-	0	0
	Progression Rate	0.00%	64.29%	78.33%	69.12%	68.18%	0.00%	0.00%
	Appointment Rate	0.00%	17.86%	28.33%	25.00%	31.82%	0.00%	0.00%

InA - Information not available

Table 49 USW staff recruitment journey by age band and source

Applicant Source	Applicant	USW						
		Under 25	25-34	35-44	45-54	55-64	Over 65	InA
External	Applied	22	215	364	229	67	10	-
	Shortlisted	-	60	111	91	26	-	0
	Appointed	-	12	17	18	6	0	0
	Progression Rate	18.18%	27.91%	30.49%	39.74%	38.81%	30.00%	0.00%
	Appointment Rate	13.64%	5.58%	4.67%	7.86%	8.96%	0.00%	0.00%
Internal	Applied	0	-	25	36	16	-	0
	Shortlisted	0	-	18	25	11	0	0
	Appointed	0	0	-	-	-	0	0
	Progression Rate	0.00%	14.29%	72.00%	69.44%	68.75%	0.00%	0.00%
	Appointment Rate	0.00%	0.00%	24.00%	25.00%	31.25%	0.00%	0.00%

InA - Information not available

Table 50 PSS staff recruitment journey by age band and source

Applicant Source	Applicant	PSS						
		Under 25	25-34	35-44	45-54	55-64	Over 65	InA
External	Applied	288	1136	659	314	180	15	-
	Shortlisted	68	275	180	106	51	-	-
	Appointed	21	57	47	27	10	-	-
	Progression Rate	23.61%	24.21%	27.31%	33.76%	28.33%	40.00%	75.00%
	Appointment Rate	7.29%	5.02%	7.13%	8.60%	5.56%	6.67%	75.00%
Internal	Applied	0	21	35	32	-	0	0
	Shortlisted	0	17	29	22	-	0	0
	Appointed	0	-	11	-	-	0	0
	Progression Rate	0.00%	80.95%	82.86%	68.75%	66.67%	0.00%	0.00%
	Appointment Rate	0.00%	23.81%	31.43%	25.00%	33.33%	0.00%	0.00%

InA - Information not available

Disability

Table 51 overall staff recruitment journey by disability and source

Applicant Source	Applicant	Overall			
		Disabled	Non-Disabled	InP	IR
External	Applied	442	2923	34	105
	Shortlisted	138	787	30	29
	Appointed	32	163	20	-
	Progression Rate	31.22%	26.92%	88.24%	27.62%
	Appointment Rate	7.24%	5.58%	58.82%	6.67%
Internal	Applied	31	137	-	-
	Shortlisted	20	99	-	-
	Appointed	-	36	-	-
	Progression Rate	64.52%	72.26%	83.33%	60.00%
	Appointment Rate	19.35%	26.28%	50.00%	20.00%

InP - Information not Provided

IR - Information Refused

Table 52 USW and PSS staff recruitment by disability and source

Applicant Source	Applicant	Employer							
		PSS				USW			
		Disabled	Non Disabled	InP	IR	Disabled	Non Disabled	InP	IR
External	Applied	360	2129	25	82	82	794	-	23
	Shortlisted	108	538	23	20	30	249	-	-
	Appointed	23	123	15	-	-	40	-	-
	Progression Rate	30.00%	25.27%	92.00%	24.39%	36.59%	31.36%	77.78%	39.13%
	Appointment Rate	6.39%	5.78%	60.00%	6.10%	10.98%	5.04%	55.56%	8.70%
Internal	Applied	15	72	-	-	16	65	-	-
	Shortlisted	11	57	-	-	-	42	-	-
	Appointed	-	21	-	-	-	15	-	0
	Progression Rate	73.33%	79.17%	66.67%	50.00%	56.25%	64.62%	100.00%	100.00%
	Appointment Rate	20.00%	29.17%	33.33%	25.00%	18.75%	23.08%	66.67%	0.00%

InP - Information not Provided

IR - Information Refused

Ethnicity

Table 53 overall staff recruitment journey by ethnicity and source

Applicant Source	Applicants	Overall				
		White	BEM	InP	Not Stated	PS
External	Applied	2062	1354	24	18	46
	Shortlisted	723	221	16	-	20
	Appointed	177	36	-	0	-
	Progression Rate	35.06%	16.32%	66.67%	22.22%	43.48%
	Appointment Rate	8.58%	2.66%	25.00%	0.00%	6.52%
Internal	Applied	162	15	-	0	-
	Shortlisted	115	10	-	0	-
	Appointed	46	0	0	0	0
	Progression Rate	70.99%	66.67%	100.00%	0.00%	100.00%
	Appointment Rate	28.40%	0.00%	0.00%	0.00%	0.00%

InP - Information not Provided

PS – Prefer not to say

Table 54 PSS staff recruitment journey by ethnicity and source

Applicant Source	Applicants	PSS				
		White	BEM	InP	Not Stated	PS
External	Applied	1656	884	18	11	27
	Shortlisted	555	109	12	-	12
	Appointed	136	23	-	0	-
	Progression Rate	33.51%	12.33%	66.67%	9.09%	44.44%
	Appointment Rate	8.21%	2.60%	22.22%	0.00%	11.11%
Internal	Applied	88	-	-	0	-
	Shortlisted	67	-	-	0	-
	Appointed	26	0	0	0	0
	Progression Rate	76.14%	75.00%	100.00%	0.00%	100.00%
	Appointment Rate	29.55%	0.00%	0.00%	0.00%	0.00%

InP - Information not Provided

PS – Prefer not to say

Table 55 USW staff recruitment journey by ethnicity and source

Applicant Source	Applicants	USW				
		White	BEM	InP	Not Stated	PS
External	Applied	406	470	-	-	19
	Shortlisted	168	112	-	-	-
	Appointed	41	13	-	0	0
	Progression Rate	41.38%	23.83%	66.67%	42.86%	42.11%
	Appointment Rate	10.10%	2.77%	33.33%	0.00%	0.00%
Internal	Applied	74	11	0	0	0
	Shortlisted	48	-	0	0	0
	Appointed	20	0	0	0	0
	Progression Rate	64.86%	63.64%	0.00%	0.00%	0.00%
	Appointment Rate	27.03%	0.00%	0.00%	0.00%	0.00%

InP - Information not Provided

PS – Prefer not to say

Table 56 overall staff recruitment journey by ethnicity, sex and grade

Applicant Source	Staff Grade	Applicants	White			BEM	
			Female	Male	InP	Female	Male
External	A-D	Applied	588	324	15	246	247
		Shortlisted	187	96	-	29	21
		Appointed	45	19	0	-	-
		Progression Rate	31.80%	29.63%	26.67%	0.00%	8.50%
		Appointment Rate	7.65%	5.86%	0.00%	0.00%	3.24%
	E-H	Applied	614	415	-	281	540
		Shortlisted	239	175	0	55	113
		Appointed	70	38	0	-	13
		Progression Rate	38.93%	42.17%	0.00%	0.00%	20.93%
		Appointment Rate	11.40%	9.16%	0.00%	0.00%	2.41%
	I-N	Applied	35	61	0	-	34
		Shortlisted	-	-	0	-	-
		Appointed	-	-	0	-	0
		Progression Rate	25.71%	14.75%	0.00%	0.00%	5.88%
		Appointment Rate	2.86%	4.92%	0.00%	0.00%	0.00%
		Applied	-	0	0	0	0

Internal	Information Not available	Shortlisted	-	0	0	0	0
		Appointed	-	0	0	0	0
		Progression Rate	100.00%	0.00%	0.00%	0.00%	0.00%
		Appointment Rate	25.00%	0.00%	0.00%	0.00%	0.00%
	A-D	Applied	16	-	0	0	-
		Shortlisted	11	-	0	0	-
		Appointed	-		0	0	0
		Progression Rate	68.75%	100.00%	0.00%	0.00%	100.00%
		Appointment Rate	31.25%	66.67%	0.00%	0.00%	0.00%
	E-H	Applied	81	49	0	-	-
		Shortlisted	58	36	0	-	-
		Appointed	22	13	0	0	0
		Progression Rate	71.60%	73.47%	0.00%	0.00%	87.50%
		Appointment Rate	27.16%	26.53%	0.00%	0.00%	0.00%
	I-N	Applied	-	-	0	-	0
		Shortlisted	-	-	0	0	0
		Appointed	-	-	0	0	0
		Progression Rate	62.50%	50.00%	0.00%	0.00%	0.00%
		Appointment Rate	37.50%	25.00%	0.00%	0.00%	0.00%
	Information Not available	Applied	0	-	0	0	0
		Shortlisted	0	0	0	0	0
		Appointed	0	0	0	0	0
		Progression Rate	0.00%	0.00%	0.00%	0.00%	0.00%
		Appointment Rate	0.00%	0.00%	0.00%	0.00%	0.00%

Sex

Table 57 overall staff recruitment journey by sex and source

Applicant Source	Applicants	Overall		
		Female	Male	InP
External	Applied	1801	1656	47
	Shortlisted	535	427	22
	Appointed	133	85	-
	Progression Rate	29.71%	25.79%	46.81%
	Appointment Rate	7.38%	5.13%	8.51%
Internal	Applied	113	66	0
	Shortlisted	78	49	0
	Appointed	30	16	0
	Progression Rate	69.03%	74.24%	0.00%
	Appointment Rate	26.55%	24.24%	0.00%

Table 58 USW and PSS staff recruitment journey by sex and source

Applicant Source	Applicants	Employer					
		PSS			USW		
		Female	Male	InP	Female	Male	InP
External	Applied	1433	1124	39	368	532	-
	Shortlisted	401	270	18	134	157	-
	Appointed	100	63	-	33	22	-
	Progression Rate	27.98%	24.02%	46.15%	36.41%	29.51%	50.00%
	Appointment Rate	6.98%	5.60%	7.69%	8.97%	4.14%	12.50%
Internal	Applied	63	31	0	50	35	0
	Shortlisted	48	24	0	30	25	0
	Appointed	18	-	0	12	-	0
	Progression Rate	76.19%	77.42%	0.00%	60.00%	71.43%	0.00%
	Appointment Rate	28.57%	25.81%	0.00%	24.00%	22.86%	0.00%

Sexual Orientation

Table 59 overall staff recruitment by sexual orientation and source

Applicant Source	Overall			
	Heterosexual	LGBTQ+	InP	PS
External	2916	380	24	184
	801	109	16	58
	181	19	-	16
	27.47%	28.68%	66.67%	31.52%
	6.21%	5.00%	25.00%	8.70%
Internal	148	19	-	10
	104	16	-	-
	39	-	0	-
	70.27%	84.21%	100.00%	50.00%
	26.35%	26.32%	0.00%	20.00%

InP - Information not Provided

PS – Prefer not to say

Table 60 USW and PSS staff recruitment journey by sexual orientation and source

Applicant Source	Applicant	Employer							
		PSS				USW			
		Heterosexual	LGBTQ+	InP	PS	Heterosexual	LGBTQ+	InP	PS
External	Applied	2143	307	18	128	773	73	-	56
	Shortlisted	543	95	12	39	258	14	-	19
	Appointed	136	14	-	12	45	-	-	-
	Progression Rate	25.34%	30.94%	66.67%	30.47%	33.38%	19.18%	66.67%	33.93%
	Appointment Rate	6.35%	4.56%	22.22%	9.38%	5.82%	6.85%	33.33%	7.14%
Internal	Applied	74	15	-	-	74	-	-	-
	Shortlisted	56	14	-	-	48	-	-	-
	Appointed	22	-	0	0	17	-	0	-
	Progression Rate	75.68%	93.33%	100.00%	25.00%	64.86%	50.00%	100.00%	66.67%
	Appointment Rate	29.73%	26.67%	0.00%	0.00%	22.97%	25.00%	0.00%	33.33%

InP - Information not Provided

PS – Prefer not to say

Section 5 Staff Sickness Absences

Table 61 USW and PSS overall summary of staff sickness

Employer	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
PSS	89746	1904	412	206739.5707	2.12%	8.60%
USW	390471	15236	1355	2198271.678	3.90%	91.40%
Overall	480217	17140	1767	2405011.248	3.57%	100%

Table 62 overall staff sickness by Faculty and Service

Faculty	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
Academic Registry	28123	1447	181	183682.53	5.15%	7.64%
CELT	4151	163	37	29545.34	3.93%	1.23%
Communication Public Affairs and Policy	2340	64	-	8083.91	2.74%	0.34%
Enterprise and Engagement	8357	232	35	27042.24	2.78%	1.12%
Estates And Facilities	37704	2350	207	222095.75	6.23%	9.23%
Executive	1792	40	-	8172.20	2.23%	0.34%
FBCI	77442	2116	205	403825.23	2.73%	16.79%
FCES	72678	2157	209	358983.84	2.97%	14.93%
FLSE	108647	3773	247	593549.23	3.47%	24.68%
Finance Division	18433	357	62	52968.53	1.94%	2.20%
Future Students	25104	492	90	62967.68	1.96%	2.62%
IT Services	27497	532	121	77016.86	1.93%	3.20%
Learning Services	21446	1350	118	131266.08	6.29%	5.46%
Organisational Development	7213	207	30	27256.07	2.87%	1.13%
Planning Performance and Transformation	5873	56	11	10739.41	0.95%	0.45%
Research and Innovation Services (RISe)	8589	279	62	44269.26	3.25%	1.84%
Student Services	19028	1418	122	146396.94	7.45%	6.09%
University Secretary's Office	4502	96	13	15371.55	2.13%	0.64%

Table 63 overall staff sickness by grade

Job Grade	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
Grade A	8806	485	54	18983.56	5.51%	0.79%
Grade B	7583	873	74	57552.09	11.51%	2.39%
Grade C	49518	3156	310	284001.29	6.37%	11.81%
Grade D	64747	2401	318	268372.54	3.71%	11.16%
Grade E	78656	2844	313	369622.78	3.62%	15.37%
Grade F	115258	2805	329	435517.95	2.43%	18.11%
Grade G	105461	3499	288	674589.91	3.32%	28.05%
Grade H	21345	416	45	96341.43	1.95%	4.01%
Grade I	14587	349	22	93030.50	2.39%	3.87%
Grade J	2871	10	-	2973.13	0.35%	0.12%
Grade K	1433	174	-	53799.41	12.14%	2.24%
NON NFA	9092	128	12	50226.65	1.41%	2.09%

Table 64 USW and PSS staff sickness by grade

Employer	Job Grade	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
PSS	Grade A	671	18	-	815.65	2.68%	0.03%
	Grade B	2874	66	29	4955.36	2.30%	0.21%
	Grade C	17777	675	105	60076.36	3.80%	2.50%
	Grade D	25122	457	102	48486.26	1.82%	2.02%
	Grade E	25644	408	92	51144.48	1.59%	2.13%
	Grade F	11526	221	58	28392.96	1.92%	1.18%
	Grade G	4237	37	16	6915.43	0.87%	0.29%
	Grade I	643	22	-	5953.07	3.42%	0.25%
USW	Grade A	8135	467	47	18167.91	5.74%	0.76%
	Grade B	4709	807	45	52596.73	17.14%	2.19%
	Grade C	31741	2481	205	223924.93	7.82%	9.31%

	Grade D	39625	1944	216	219886.28	4.91%	9.14%
	Grade E	53012	2436	221	318478.30	4.60%	13.24%
	Grade F	103732	2584	271	407124.99	2.49%	16.93%
	Grade G	101224	3462	272	667674.48	3.42%	27.76%
	Grade H	20890	416	45	96341.43	1.99%	4.01%
	Grade I	13944	327	19	87077.43	2.35%	3.62%
	Grade J	2496	10	-	2973.13	0.40%	0.12%
	Grade K	1409	174	-	53799.41	12.35%	2.24%
	NON NFA	8694	128	12	50226.65	1.47%	2.09%

Table 65 staff sickness by sickness reason

Sickness Reason	Days Lost	Incidents	Cost of Days Lost (£)	% of Overall cost of days lost
Asthma and other chest/respiratory problems incl pneumonia, bronchitis, pleurisy	797	73	128773.6653	5.35%
Bereavement	371	29	38352.94471	1.59%
Cancers and tumours	1000	24	160437.7815	6.67%
Cold, cough, flu	1536	497	207230.6905	8.62%
Compassionate Leave-Bereavement – Child over 18 or Dependent	-	-	139.3590702	0.01%
Covid-19 - Sickness Absence	542	123	73805.44601	3.07%
Diabetes and other endocrine/glandular problems	52	5	9673.106649	0.40%
Eye, ear, nose, throat and dental problems	495	107	55116.33508	2.29%
Genitourinary and gynaecological disorders exclude pregnancy/related disorders	203	23	32298.30728	1.34%
Headache, migraine and neurological /Nervous system	793	139	109501.6662	4.55%
Heart, circulatory and blood disorders	275	17	39650.74139	1.65%
Injury, burns and poisoning	338	44	35630.16597	1.48%
Long Covid	290	-	42560.93435	1.77%
Mental health incl exhaustion, fatigue, nervous debility, alcohol/drug abuse	6298	199	873279.0301	36.31%
Musculoskeletal incl back/neck problems, carpal tunnel, tendonitis	1037	90	135450.054	5.63%
Operation/recovery/medical appointment	1974	92	302121.9847	12.56%
Other infectious diseases	27	-	3382.94306	0.14%

Other/unknown	-	-	55.80346355	0.00%
Pregnancy-related disorders	35	-	4664.046948	0.19%
Self-Isolation - Sickness Absence	-	-	307.9197591	0.01%
Skin disorders	105	10	18165.34277	0.76%
Stomach/digestive/gastrointestinal problems	959	275	133325.5162	5.54%
Symptoms related to menopause and perimenopause	-	-	1087.463322	0.05%

Table 66 overall staff sickness by staff group

Staff Category Group	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall Cost of days lost
Academic Staff	179158	5471	360	1055710.132	3.05%	43.90%
Buildings and Maintenance Staff	8578	465	41	50644.54289	5.42%	2.11%
Caretaking Cleaning and Catering	14164	762	79	45108.66692	5.38%	1.88%
Non-Academic Support Staff	243644	9406	1170	1117404.864	3.86%	46.46%
Research Staff	18162	280	27	43969.46551	1.54%	1.83%
Technical Staff	16511	756	90	92173.57645	4.58%	3.83%

Table 67 overall staff sickness by working pattern.

Working Pattern	Employee	Days Lost	Incidents	Cost of Days Lost (£)	% of Overall cost of days lost
Full Time	PSS	1689	337	191853.3	7.98%
	USW	12168	1009	1953696	81.23%
	Full time Overall	13857	1346	2145550	89.21%
Part Time	PSS	215	75	14886.31	0.62%
	USW	3068	346	244575.3	10.17%
	Part time Overall	3283	421	259461.6	10.79%

Table 68 staff sickness by sickness duration (long/short)

Sickness Type	Employer	Days Lost	Incidents	Cost of	% of Overall cost of days lost
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				Days Lost (£)	
Long Term	PSS	818	13	85254.82	3.54%
	USW	11021	208	1607086	66.82%
	Long Term Overall	11839	221	1692341	70.37%
Short Term	PSS	1086	399	121484.8	5.05%
	USW	4215	1147	591185.5	24.58%
	Short Term Overall	5301	1546	712670.3	29.63%

Age

Sickness Absence by Age Group

- **Highest Absence Rate:** Employees aged **65+** (**6.29%**) have the highest sickness absence rate.
- **Lowest Absence Rate:** Employees aged **20-24** (**1.15%**) have the lowest absence rate.
- **Highest Cost of Days Lost:** Employees aged **55-59** (**£478,594.04**) contribute the most to the cost of sickness absence (19.90% of total cost).

Table 72 overall staff sickness by age band

Age Band	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
16 – 19	110	0	0	0	0.00%	0.00%
20 – 24	8235	95	36	9123.367094	1.15%	0.38%
25 – 29	36358	437	140	50612.26619	1.20%	2.10%
30 – 34	45408	973	163	131985.1091	2.14%	5.49%
35 – 39	53460	2190	227	248823.0659	4.10%	10.35%
40 – 44	75512	2157	264	296327.3042	2.86%	12.32%
45 – 49	74537	3108	269	416833.7546	4.17%	17.33%
50 – 54	70829	2559	242	361786.0225	3.61%	15.04%
55 – 59	66008	2886	237	478594.0393	4.37%	19.90%
60 – 64	36469	1899	145	281409.9572	5.21%	11.70%
65+	13291	836	44	129516.3622	6.29%	5.39%

Disability

Sickness Absence by Disability

- **Highest Absence Rate:** Employees with **long-term illnesses (10.31%)** have the highest absence rate.
- **Mental Health:** Employees with **mental health conditions** have a high absence rate (**9.51%**) and contribute **2.40%** of the overall cost.
- **No Known Disability:** Employees without any impairment have an absence rate of **3.26%** but make up the largest share of costs (**66.21%**).

Table 73 overall staff sickness by disability category

Disability	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
An impairment, health condition or learning difference not listed above	6866	523	54	62485.73	7.62%	2.60%
Blind or have a visual impairment uncorrected by glasses	752	37	6	3822.05	4.92%	0.16%
D/deaf or have a hearing impairment	2970	123	8	27678.01	4.14%	1.15%
Development condition since childhood affecting motor, cognitive, social skills	156	2	2	96.29	1.28%	0.00%
Learning difference such as dyslexia, dyspraxia or AD(H)D	7508	412	44	43181.60	5.49%	1.80%
Long term illness, health condition, cancer, HIV, diabetes, heart disease	9663	996	49	152434.78	10.31%	6.34%
Mental health condition, disorder, depression, schizophrenia or anxiety	5183	493	39	57681.75	9.51%	2.40%
No known impairment, health condition or learning difference	323531	10550	1097	1592378.32	3.26%	66.21%
Not available	91797	2668	324	326552.22	2.91%	13.58%
Physical impairment - limits basic physical activities, walking, climbing stairs	2200	33	10	3290.85	1.50%	0.14%
Prefer not to say	27771	1243	124	127013.52	4.48%	5.28%
Social communication conditions speech	1820	60	10	8396.07	3.30%	0.35%

impairment, autistic spectrum condition

Ethnicity

- **White Employees:** Highest total sickness absence cost (£2,220,944.88) but an average absence rate of **3.67%**.
- **BEM (Black and Ethnic Minority) Employees:** Lower absence rate (**2.62%**)
- **"Prefer Not to Say":** Highest absence rate among reported groups (**4.52%**), indicating potential concerns regarding disclosure.

Table 74 overall staff sickness by ethnicity

Ethnicity	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
White	429715	15769	1624	2220944.883	3.67%	92.35%
BEM	38155	1000	103	134990.4822	2.62%	5.61%
Information not provided	4113	15	11	1767.92491	0.36%	0.07%
Prefer not to say	7869	356	29	47307.95787	4.52%	1.97%
Information not Available	365	0	0	0	0.00%	0.00%

Sex

- **Females:** Higher absence rate (**4.26%**) and contribute **60.77%** of overall costs.
- **Males:** Lower absence rate (**2.70%**) and contribute **39.23%** of costs.

Table 75 overall staff sickness by sex

Sex	Days Available	Days Lost	Incidents	Cost of Days Lost (£)	Absence Rate	% of Overall cost of days lost
Female	266887	11370	1172	1461576.929	4.26%	60.77%
Male	213330	5770	595	943434.3189	2.70%	39.23%

Key observations:

- **Older employees (55+)** and those with **long-term illnesses** have the highest absence rates and costs.
- **Mental health conditions** significantly impact sickness absence.
- **Female employees** have higher absence rates than males.
- **Black and Ethnic Minority employees** have lower absence rates
- **Transparent reporting** on disabilities and ethnic backgrounds is limited, which might impact understanding of sickness trends.

Section 6 Family Friendly Leave

Table USW and PSS family friendly leave breakdown

Category Grouping	Leave Reason	PSS		USW		Total
		Female	Male	Female	Male	
Academic	Adoption	0	0	1	0	1
	Carer Leave	0	0	3	3	6
	Maternity	0	0	9	0	9
	Paternity leave	0	0	0	5	5
	Shared Parental Leave	0	0	0	1	1
Professional and Support Staff	Carer Leave	11	1	26	10	48
	Maternity	4	0	20	0	24
	Paternity leave	0	3	0	2	5
	Shared Parental Leave	0	0	3	0	3
Research	Carer Leave	0	0	3	3	6
	Maternity	1	0	2	0	3
	Paternity leave	0	0	0	1	1
Total		16	4	67	25	112

Section 7 EDI Compliance Data

Table 76 Equality, Diversity and Inclusion Mandatory training completion Faculty and Service

Faculty/Service	EDI Training Completion rate %
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Research and Innovation Services (RISe)	66.67%
Finance Division	43.90%
Learning Services	37.72%
Organisational Development	37.14%
Academic Registry	34.86%
Planning Performance and Transformation	34.38%
Enterprise and Engagement	33.33%
Student Services	31.58%
CELT	27.78%
University Secretary's Office	27.27%
IT Services	26.55%
Future Students	23.08%
Faculty of Life Sciences and Education	17.26%
Executive	12.50%
Faculty of Business and Creative Industries	8.84%
Faculty of Computing, Engineering and Science	6.86%
Estates And Facilities	3.45%
Chaplaincy	0.00%
Communication Public Affairs and Policy	0.00%
FE Partnerships and Apprenticeships	0.00%

Section 9 Leavers

Table 77 USW and PSS Staff Leavers

Employer	Staff Left	% of Total Staff
PSS	102	32.28%
USW	212	67.09%
Both PSS and USW	-	
Total	316	

Table 78 USW and PSS staff leavers by category

Category Grouping		PSS	USW	Both PSS and USW	Overall
Academic Staff	HC	0	55	0	55
	% of Total Staff	0.00%	17.41%	0.00%	17.41%
Hourly Paid	HC	24	95	-	120
	% of Total Staff	7.59%	30.06%		37.97%
Professional and Support Staff	HC	62	47	0	109
	% of Total Staff	19.62%	14.87%	0.00%	34.49%
Research Staff	HC	14	-	0	22
	% of Total Staff	4.43%		0.00%	6.96%
Academic and Research Staff	HC	0	0	-	-
	% of Total Staff	0.00%	0.00%		
Hourly Paid and Professional and Support Staff	HC	-	0	0	-
	% of Total Staff		0.00%	0.00%	
Hourly Paid and Academic Staff	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	
Hourly Paid and Research	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	

Table 79 USW and PSS staff leavers by contract type

Contract type		PSS	USW	Both PSS and USW	Overall
Fixed Term	HC	60	30	0	90
	% of Total Staff	18.99%	9.49%	0.00%	28.48%
Permanent	HC	41	178	-	220
	% of Total Staff	12.97%	56.33%		69.62%
Fixed and Permanent	HC	-	-	-	-
	% of Total Staff				

Table 80 USW and PSS staff leavers by grade grouping

Grade Grouping		PSS	USW	Both PSS and USW	Overall
A-D	HC	55	21	0	76
	% of Total Staff	17.41%	6.65%	0.00%	24.05%
E-H	HC	47	182	-	230
	% of Total Staff	14.87%	57.59%		72.78%
I-N	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	
A-D and E-H	HC	0	0	-	-
	% of Total Staff	0.00%	0.00%		

Table 81 USW and PSS staff leavers by reason

Reason		PSS	USW	Both PSS and USW	Overall
End of Contract	HC	36	90	-	126
	% of Total Staff	11.39%	28.48%		39.87%
Redundancy	HC	0	-	-	-
	% of Total Staff	0.00%			
Resignation	HC	58	71	-	130
	% of Total Staff	18.35%	22.47%		41.14%
Retirement	HC	0	31	-	31
	% of Total Staff	0.00%	9.81%		9.81%
All other reasons	HC	-	17	-	26
	% of Total Staff		5.38%		8.23%

Table 82 USW and PSS staff leavers by service length

Service length		PSS	USW	Both PSS and USW	Overall
1 year or less	HC	56	28		84
	% of Total Staff	17.72%	8.86%	0.00%	26.58%

>1-2 years	HC	31	28	-	60
	% of Total Staff	9.81%	8.86%		18.99%
>2-3 years	HC	15	25	-	41
	% of Total Staff	4.75%	7.91%		12.97%
>3-4 years	HC		23		23
	% of Total Staff	0.00%	7.28%	0.00%	7.28%
>4-5 years	HC		14		14
	% of Total Staff	0.00%	4.43%	0.00%	4.43%
>5-10 years	HC		35		35
	% of Total Staff	0.00%	11.08%	0.00%	11.08%
>10-15 years	HC		19		19
	% of Total Staff	0.00%	6.01%	0.00%	6.01%
>15-19 years	HC		16		16
	% of Total Staff	0.00%	5.06%	0.00%	5.06%
>20-24 years	HC		15		15
	% of Total Staff	0.00%	4.75%	0.00%	4.75%
>25-29 years	HC		-		-
	% of Total Staff	0.00%		0.00%	
>30-34 years	HC		-		-
	% of Total Staff	0.00%		0.00%	
35+ years	HC		-		-
	% of Total Staff	0.00%		0.00%	

Age

Table 83 USW and PSS staff leavers by age band

Age Band		PSS	USW	Overall
20 - 24	HC	12	0	12
	% of Total Staff	4.15%	0.00%	4.15%
25 - 29	HC	34	15	49

	% of Total Staff	11.76%	5.19%	16.96%
30 - 34	HC	17	22	39
	% of Total Staff	5.88%	7.61%	13.49%
35 - 39	HC	13	18	31
	% of Total Staff	4.50%	6.23%	10.73%
40 - 44	HC	-	32	41
	% of Total Staff		11.07%	14.19%
45 - 49	HC	-	20	22
	% of Total Staff		6.92%	7.61%
50 - 54	HC	-	16	24
	% of Total Staff		5.54%	8.30%
55 - 59	HC	-	30	31
	% of Total Staff		10.38%	10.73%
60 - 64	HC	0	26	26
	% of Total Staff	0.00%	9.00%	9.00%
65+	HC	-	11	14
	% of Total Staff		3.81%	4.84%

Disability

Table 84 USW and PSS staff leavers by disability category

Disability		PSS	USW	PSS and USW	Overall
An impairment, health condition or learning difference not listed above	HC	-	-	0	-
	% of Total Staff			0.00%	
D/deaf or have a hearing impairment	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	
Learning difference such as dyslexia, dyspraxia or AD(H)D	HC	-	-	0	-
	% of Total Staff			0.00%	
Long term illness, health condition, cancer, HIV, diabetes, heart disease	HC		-	0	-
	% of Total Staff	0.63%	1.27%	0.00%	
Mental health condition, disorder, depression, schizophrenia or anxiety	HC	-	-	0	-
	% of Total Staff			0.00%	
Physical impairment - limits basic physical activities, walking, climbing stairs	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	
No known impairment, health condition or learning difference	HC	40	129	-	170
	% of Total Staff	12.66%	40.82%		53.80%
Prefer not to say	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	
Information not provided	HC	45	59	-	105
	% of Total Staff	14.24%	18.67%		33.23%
Not available	HC	-	-	0	-
	% of Total Staff			0.00%	

Ethnicity

Table 85 USW and PSS staff leavers by ethnicity

Ethnicity		PSS	USW	PSS and USW	Overall
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White	HC	72	160	-	233
	% of Total Staff	22.78%	50.63%		73.73%
BEM	HC	14	22	0	36
	% of Total Staff	4.43%	6.96%	0.00%	11.39%
Information not provided	HC	11	25	-	37
	% of Total Staff	3.48%	7.91%		11.71%
Prefer not to say	HC	-	-	0	10
	% of Total Staff			0.00%	3.16%

Sex

Table 86 USW and PSS staff leavers by sex

Sex		PSS	USW	PSS and USW	Overall
Female	HC	64	109	-	174
	% of Total Staff	20.25%	34.49%		55.06%
Male	HC	38	103	-	142
	% of Total Staff	12.03%	32.59%		44.94%

Sexual Orientation

Table 87 USW and PSS staff leavers by sexual orientation

Sexual Orientation		PSS	USW	PSS and USW	Overall
Bi/Bisexual	HC	12	-	0	15
	% of Total Staff	3.80%		0.00%	4.75%

Gay man	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	
Heterosexual/straight	HC	70	121	-	192
	% of Total Staff	22.15%	38.29%		60.76%
I use another term	HC	0	-	0	-
	% of Total Staff	0.00%		0.00%	
Information not provided	HC	15	72	-	88
	% of Total Staff	4.75%	22.78%		27.85%
Prefer not to say	HC	-	14	0	19
	% of Total Staff		4.43%	0.00%	6.01%