

USW & PSS Equality, Diversity and Inclusion Staffing Statistics 2024-2025

Including Equality Act 2010 publication of equality information

Contents

Introduction.....	4
Section 1 - Staff Employment.....	5
Staff Employment Overall Analysis	5
Staff Employment by Equality group	6
Staff Employment by Age	6
Staff Employment by Disability.....	9
Staff Employment by Ethnicity	12
Staff Employment by Nationality	16
Staff Employment by Religion and Belief	17
Staff Employment by Sex.....	18
Staff Employment by Sexual Orientation.....	21
Staff Employment by Trans/Transgender.....	23
Staff Employment by Contract Type.....	24
Staff Employment by Contract Mode	27
Section 2 - Staff Recruitment	28
Recruitment Campaign Summary.....	28
Recruitment Applicant Summary	29
Recruitment by Equality group	29
Black and Ethnic Minority Applicant Progression	29
Disabled Applicant Progression	31
Female Applicant Progression	32
LGBTQ+ Applicant Progression.....	33
Recruitment Intersectionality	35
Internal Applicants.....	36
Internal Applicant Summary	36
Internal Applicants by Equality Group (External v's Internal)	36
Black and Ethnic Minority Internal v External Applicants	37
Disabled Internal v External Applicants	37
Female Internal v External Applicants	38
LGBTQ+ Internal v External Applicants.....	38
Section 3 - Sickness Absence.....	39
Sickness Absence Summary.....	39
Sickness Absence by Age Group	40

Sickness Absence by Equality Group	41
Sickness Intersectionality	44
Sickness Absence by Staff Category	45
Sickness Absence by Staff Grade	46
Sickness Absence Reasons	47
Section 4 - Family Friendly Leave	50
Section 5 - EDI Compliance Data	50
Section 6 - Casework data	50
Section 7 – Report and Support	54
Section 8 - Leavers	57
Leavers by Staff Contract Type	58
Leavers by Staff Category	58
Leavers by leaving reason and Equality Group	59
Leavers by Age	59
Leavers by Disability	60
Leavers by Ethnic Origin	61
Leavers by Religion or Belief	61
Leavers by Sex	61
Leavers by Sexual Orientation	62
Leavers by Trans/Transgender	62
Leavers by Intersectionality	62
Section 9 - Employee Assistance Programme (EAP)	64
EAP usage	64
EAP usage reason	65
EAP usage by Equality Group	65
EAP usage Other	65

Introduction

This is the annual Equality, Diversity and Inclusion staffing statistics report produced by People and OD. 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 2024 to 31st March 2025. 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 is rounded to 0
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 Sex uses the data specified by HMRC, so only Male and Female options are available.

The faculties are abbreviated as follows throughout the report:

Faculty of Life Sciences and Education – FLSE

Faculty of Business and Creative Industries – FBCI

Faculty of Computing, Engineering and Science - FCES

To note:

- Comparisons between groupings in the report rely on comparing large and small datasets (e.g., PSS v USW, Black & Ethnic Minorities v White, Disabled v not Disabled) therefore in places it is difficult to show proportional significance.
- This period covers the fourth 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.
- For the purposes of the analysis individuals will only be counted once (distinct count), the exceptions being where they may need to be reported across multiple position types i.e. staff category and where they may be working in more than one Faculty/Service. In these cases there may be differences in the detail of the data and the overall totals.

Section 1 - Staff Employment

Staff Employment Overall Analysis

During the reporting period there were **2919** (down 77 from previous period) individuals working across **3183** (down 137 from the previous period) positions University wide, therefore there were **215** individuals working more than 1 position within the reporting period.

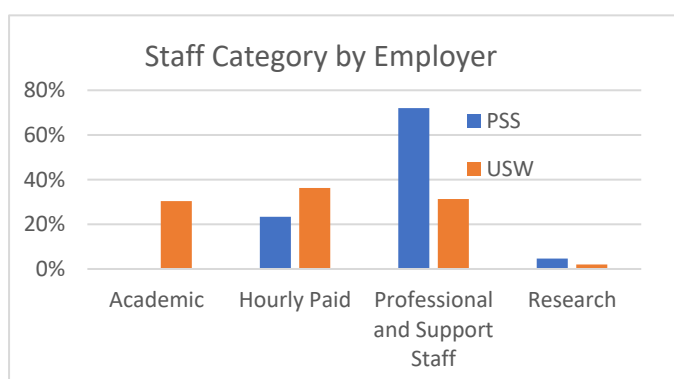
To note:

- For the purposes of this report the analysis will be based on position count and not headcount to ensure the data accurately reflects structure data (Faculty/Service) and position related data (contract type, employee category etc).
- % have been rounded up to nearest decimal place in narrative

Within the reporting period 80% of staff were employed by USW and 20% by PSS. The split between Services and Faculties for USW was 74% across Faculties and 26% across Services. For PSS the split was 36% across Faculties and 64% across Services.

The category split of staff across USW and PSS is represented below. As expected, most PSS staff are in the Professional and Support staff category (72%), followed by Hourly Paid as the second largest category (23%). In terms of USW there is a more even split between the largest categories of staff which include Academic (30%), Hourly Paid (36%) and Professional and Support Staff (39%).

Staff Category	USW	PSS	Overall Total
Academic	0%	30%	24%
Hourly Paid	23%	36%	34%
Professional and Support Staff	72%	31%	39%
Research	5%	2%	3%



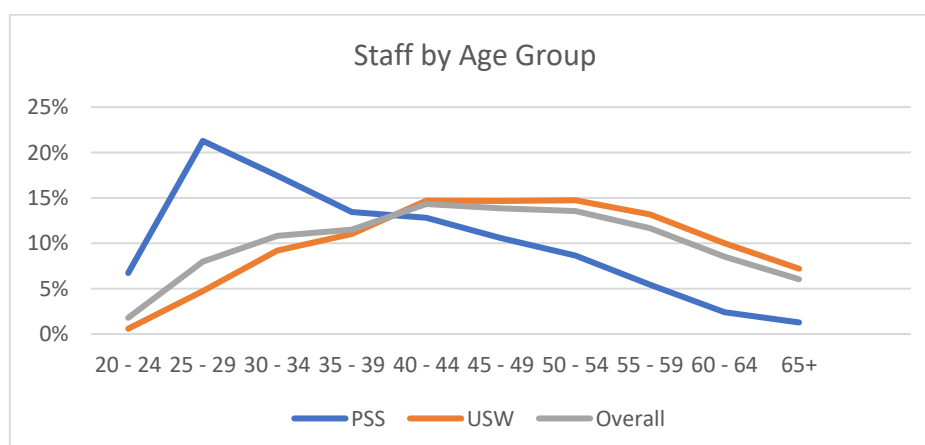
Staff Headcount by Faculty/Service

Faculty/Service	USW Headcount	PSS Headcount	Overall Headcount
Academic Registry	60	48	108
CELT	23	3	26
Chaplaincy	1	0	1
Communication Public Affairs and Policy	8	2	10
Enterprise and Engagement	23	12	35
Estates And Facilities	126	31	157
Executive	7	2	9
FBCI	695	24	719
FCES	353	73	426
FLSE	833	131	964
FE Partnerships and Apprenticeships	4	1	5
Finance Division	56	31	87
Future Students	77	47	124
IT Services	77	39	116
Learning Services	81	43	124
Organisational Development	14	26	40
Planning Performance and Transformation	7	27	34
Research and Innovation Services (RISe)	28	5	33
Student Services	68	62	130
University Secretary's Office	17	18	35
Grand Total	2558	625	3183

Staff Employment by Equality group

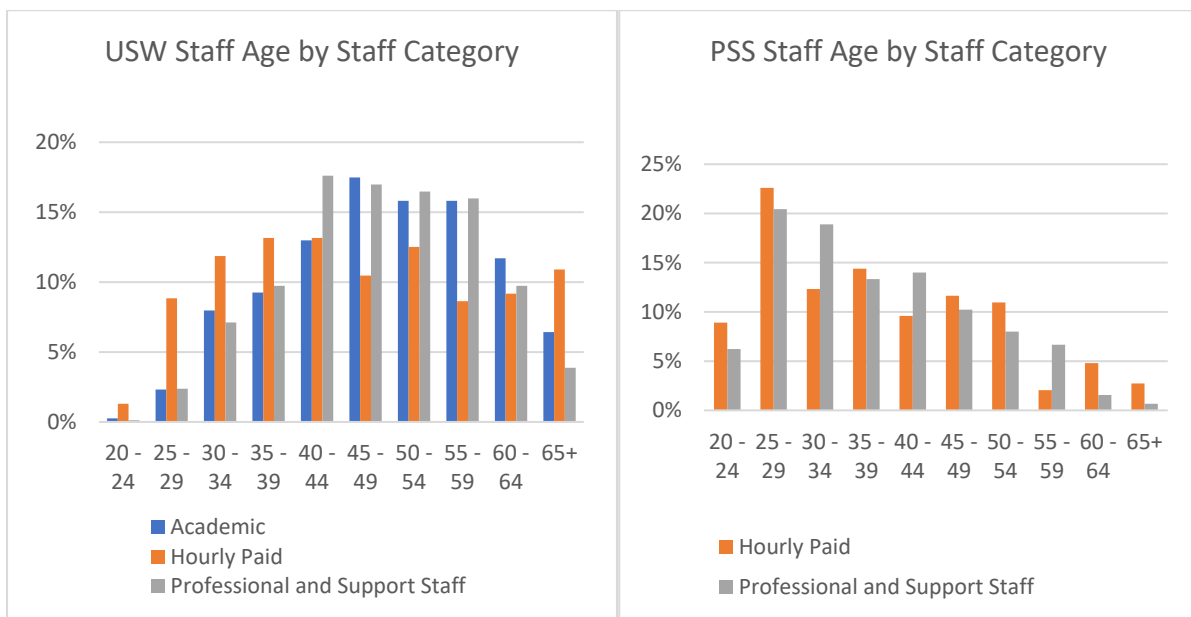
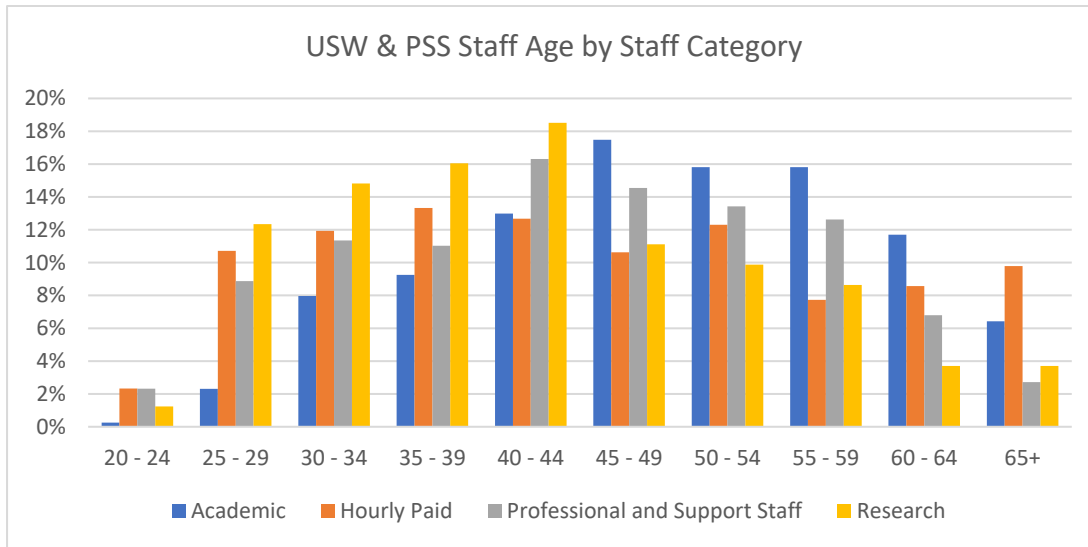
Staff Employment by Age

The majority of the USW workforce fall within the age groups between 35-59, PSS has a younger workforce with the highest proportion falling within the age groups 25-34, with almost a quarter within the age group 25-29.



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 to mid-range 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.



Overall, across USW and PSS those working in staff groups Academic, Buildings and Maintenance and Caretaking Cleaning and Catering and Technical roles generally which fall within the higher age groups. The staff category Research has a higher proportion of staff falling within the lower to mid-range age groups. Research staff within PSS have far larger proportions within the lower age groups.

Table Overall USW & PSS Staff Age by Sex

Age	Female HC	Female %	Male HC	Male %	Total HC
20 - 24	32	56.1%	25	43.9%	57
25 - 29	153	60.2%	101	39.8%	254
30 - 34	197	57.3%	147	42.7%	344
35 - 39	203	55.5%	163	44.5%	366
40 - 44	262	57.5%	194	42.5%	456
45 - 49	250	56.7%	191	43.3%	441
50 - 54	266	61.7%	165	38.3%	431
55 - 59	209	56.3%	162	43.7%	371
60 - 64	153	56.5%	118	43.5%	271
65+	77	40.1%	115	59.9%	192
Grand Total	1802	56.6%	1381	43.4%	3183

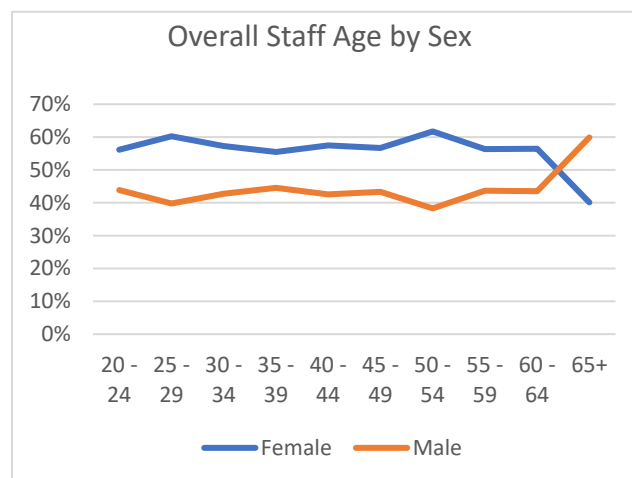


Table USW Staff Age by Sex

Age	Female HC	Female %	Male HC	Male %	Total HC
20 - 24	8	-	7	-	15
25 - 29	70	57.9%	51	42.1%	121
30 - 34	131	55.7%	104	44.3%	235
35 - 39	156	55.3%	126	44.7%	282
40 - 44	209	55.6%	167	44.4%	376
45 - 49	201	53.6%	174	46.4%	375
50 - 54	225	59.7%	152	40.3%	377
55 - 59	183	54.3%	154	45.7%	337
60 - 64	143	55.9%	113	44.1%	256
65+	71	38.6%	113	61.4%	184
Grand Total	1397	54.6%	1161	45.4%	2558

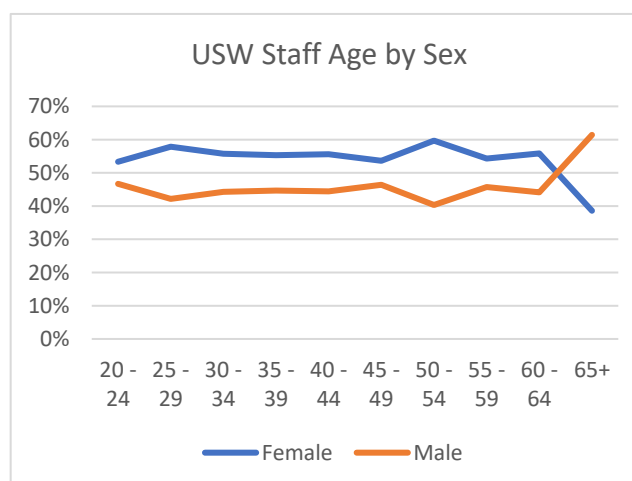
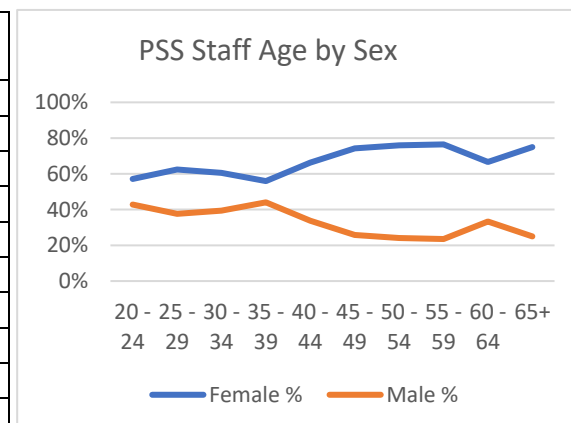


Table PSS Staff Age by Sex

Age	Female HC	Female %	Male HC	Male %	Total HC
20 - 24	24	57.1%	18	42.9%	42
25 - 29	83	62.4%	50	37.6%	133
30 - 34	66	60.6%	43	39.4%	109
35 - 39	47	56.0%	37	44.0%	84
40 - 44	53	66.3%	27	33.8%	80
45 - 49	49	74.2%	17	25.8%	66
50 - 54	41	75.9%	13	24.1%	54
55 - 59	26	76.5%	8	-	34
60 - 64	10	66.7%	5	-	15
65+	6	-	0	-	8

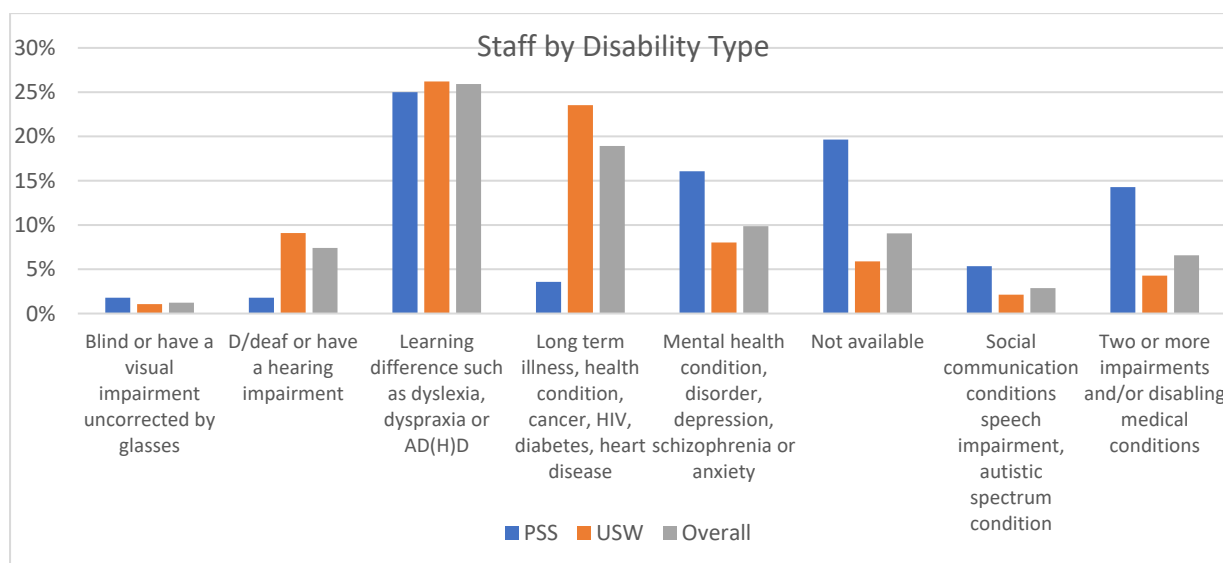


Within PSS across all age groups the number of female staff exceeds Males by quite large proportions as shown in the table and graph above.

USW on the contrary has a more proportionate balance between female and male staff across the age groups with females in most groups just tipping the balance. The only exceptions being the 65+ age group where males hold 61% of roles. Males within the age group 65+ hold more Academic (68%) and Hourly Paid roles (66%) compared to females. For female staff these proportions are far lower than the population of the USW workforce by sex and staff category of females in Academic (49%) and Hourly paid roles (54%).

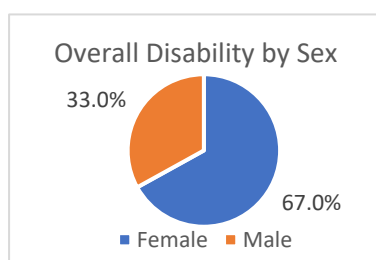
Staff Employment by Disability

The proportion of USW and PSS staff who have declared a disability is 7%, unchanged from the previous period. Information not provided for USW is 30% (increase from 27% in previous period) and for PSS 51% (decrease from 52%). Across USW and PSS 5% of individuals preferred not to provide their disability information, PSS with 2% and USW with a higher proportion at 5% which has remained the same since the last reporting period. Further detail on the breakdown by disability type is shown below.



Disability and Sex

Sex	Overall	USW	PSS
Female	67.0%	65.9%	71.1%
Male	33.0%	34.1%	28.9%



Of the Overall 7% that have declared a disability, 67% are Female (0.5% reduction from the previous period) compared to 33% Male. Similar trends can be seen across USW and PSS with PSS having a higher proportion of Disabled Females at 71.1%.

Disability and Religion

Religion or Belief	Overall	PSS	USW
No religion or belief	56.3%	65.9%	53.3%
Religion or Belief	43.8%	34.1%	46.7%

Of the Overall 7% that have declared a disability, 44% have a Religion or Belief compared to 56% with no Religion or Belief.

Table Overall Staff Disability Type

Disability Type	Overall HC	Overall %	PSS HC	PSS %	USW HC	USW %
An impairment, health condition or learning difference not listed above	37	15.2%	5	-	32	17.1%
Blind or have a visual impairment uncorrected by glasses	0	-	0	-	0	-
D/deaf or have a hearing impairment	18	7.4%	0	-	17	9.1%
Learning difference such as dyslexia, dyspraxia or AD(H)D	63	25.9%	14	25.0%	49	26.2%
Long term illness, health condition, cancer, HIV, diabetes, heart disease	46	18.9%	0	-	44	23.5%
Mental health condition, disorder, depression, schizophrenia or anxiety	24	9.9%	9	-	15	8.0%
Not available	22	9.1%	11	19.6%	11	5.9%
Physical impairment - limits basic physical activities, walking, climbing stairs	7	-	0	-	5	-
Social communication conditions speech impairment, autistic spectrum condition	7	-	0	-	0	-
Two or more impairments and/or disabling medical conditions	16	6.6%	8	-	8	-
Grand Total	243	100%	56	100%	187	100%

The most prevalent disability type overall is Learning difference such as dyslexia, dyspraxia or AD(H)D at 25.9%, a reduction from 29.6% in the previous period.

Females by Disability Type

Disability	Overall	
	Female HC	Female %
An impairment, health condition or learning difference not listed above	24.0	16.2%
D/deaf or have a hearing impairment	10.0	6.8%
Learning difference such as dyslexia, dyspraxia or AD(H)D	38.0	25.7%
Long term illness, health condition, cancer, HIV, diabetes, heart disease	31.0	20.9%
Mental health condition, disorder, depression, schizophrenia or anxiety	21.0	14.2%
No known impairment, health condition or learning difference	0.0	-
Physical impairment - limits basic physical activities, walking, climbing stairs	6.0	-
Social communication conditions speech impairment, autistic spectrum condition	0.0	-
Two or more impairments and/or disabling medical conditions	13.0	8.8%
Grand Total	148.0	100%

Overall, of the disabled females a quarter have disclosed their disability as a Learning difference such as dyslexia, dyspraxia or AD(D)D at 25.7% a reduction from 28.4% in the previous period.

Table Overall Category by Grade and Disability

Staff Category	Grade Grouping	Disabled		Information not provided		Not available		Not disabled		Prefer not to say	
		HC	%	HC	%	HC	%	HC	%	HC	%
Academic	E-H	58	8.3%	151	21.7%	6	-	457	65.8%	23	3.3%
	I-N and above	0	-	7	-	0	-	71	85.5%	0	-
Hourly Paid	A-D	6	-	33	54.1%	0	-	17	27.9%	0	-
	E-H	35	3.5%	617	62.5%	0	-	310	31.4%	23	2.3%
	I-N and above	0	-	8	-	0	0.0%	10	40.0%	0	-
Professional and Support Staff	A-D	54	9.8%	125	22.6%	0	-	309	56.0%	60	10.9%
	E-H	59	9.0%	110	16.8%	0	-	452	68.9%	31	4.7%
	I-N and above	0	-	8	-	0	0.0%	30	69.8%	0	-
Research	A-D	0	0.0%	7	-	0	0.0%	7	-	0	0.0%
	E-H	0	-	14	23.3%	0	-	42	70.0%	0	-
	I-N and above	0	0.0%	0	-	0	0.0%	6	-	0	0.0%
Grand Total		221	6.9%	1081	34.0%	22	0.7%	1711	53.8%	148	4.6%

Table USW Staff Category by Grade and Disability

Staff Category	Grade Grouping	Disabled		Information not provided		Not available		Not disabled		Prefer not to say	
		HC	%	HC	%	HC	%	HC	%	HC	%
Academic	E-H	58	8.3%	151	21.7%	6	0.9%	457	65.8%	23	3.3%
	I-N and above	0	-	7	-	0	-	71	85.5%	0	-
Hourly Paid	A-D	0	-	0	-	0	0.0%	5	-	0	0.0%
	E-H	32	3.6%	546	61.2%	0	-	291	32.6%	21	2.4%
	I-N and above	0	-	7	-	0	0.0%	10	41.7%	0	-
Professional and Support Staff	A-D	36	11.0%	19	5.8%	0	0.0%	215	66.0%	56	17.2%
	E-H	40	9.0%	22	5.0%	0	-	354	79.9%	26	5.9%
	I-N and above	0	-	0	-	0	0.0%	27	84.4%	0	-
Research	A-D	0	0.0%	0	0.0%	0	0.0%	5	-	0	0.0%
	E-H	0	-	7	-	0	-	32	78.0%	0	0.0%
	I-N and above	0	0.0%	0	0.0%	0	0.0%	6	-	0	0.0%
	Grand Total	176	6.9%	764	29.9%	11	0.4%	1473	57.6%	134	5.2%

Table PSS Staff Category by Grade and Disability

Staff Category	Grade Grouping	Disabled		Information not provided		Not available		Not disabled		Prefer not to say	
		HC	%	HC	%	HC	%	HC	%	HC	%
Hourly Paid	A-D	0	-	29	58.0%	0	-	12	24.0%	0	-
	E-H	0	-	71	74.7%	0	0.0%	19	20.0%	0	-
	I-N and above	0	0.0%	0	-	0	0.0%	0	0.0%	0	0.0%
Professional and Support Staff	A-D	18	8.0%	106	46.9%	0	-	94	41.6%	0	-
	E-H	19	8.9%	88	41.3%	0	-	98	46.0%	0	-
	I-N and above	0	-	7	-	0	0.0%	0	-	0	0.0%
Research	A-D	0	0.0%	7	-	0	0.0%	0	-	0	0.0%
	E-H	0	0.0%	7	-	0	-	10	52.6%	0	-
	I-N and above	0	0.0%	0	-	0	0.0%	0	0.0%	0	0.0%
	Grand Total	45	7.2%	317	50.7%	11	1.8%	238	38.1%	14	2.2%

Staff Employment by Ethnicity

Overall USW and PSS have 8% staff from Black and Ethnic Minorities (no change to the previous period). USW with 7.6% Black and Ethnic Minorities (slight decrease from 7.7% in the previous period). In terms of PSS their Black and Ethnic Minorities population for the reporting period was 9.3% (increased from 8.1% in the previous period).

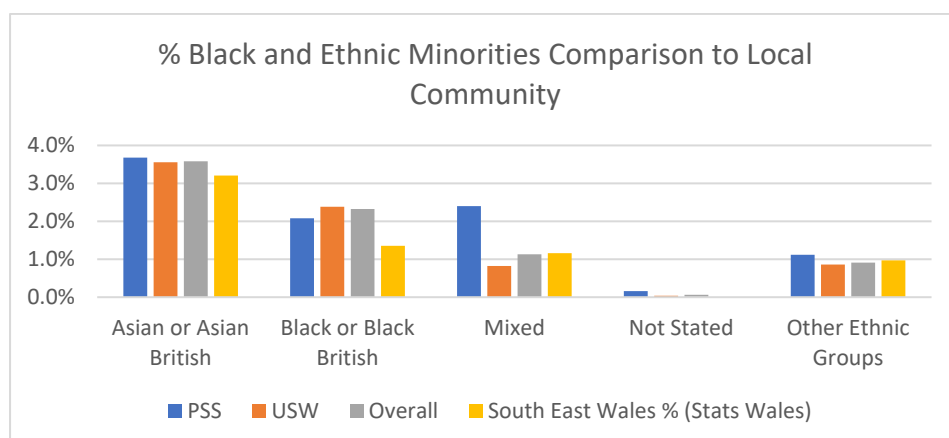
The overall USW and PSS Black and Ethnic Minorities population at 8% is greater in comparison to the South East Wales Population of 6.5% (Source: Stats Wales 2023).

The overall Black and Ethnic Minorities population is lower in comparison to the wider HE sector where in 2019, overall, 13.7% of the HE workforce came from an ethnic minority background (Source: UCEA HE Workforce Report 2019).

Both workforces are mostly white, USW with 76.2% and PSS with 78.1%.

Of the USW workforce 14.7% (increase from 12.4% in previous period) have not provided their ethnic origin, compared to 10.6% (increase from 8.8% in the previous period) of the PSS workforce. In both cases the majority of these are Hourly Paid Staff within grades E-H.

	Overall		USW		PSS	
Ethnic Grouping	HC	%	HC	%	HC	%
Black and Ethnic Minorities	253	7.9%	195	7.6%	58	9.3%
Information not provided	441	13.9%	375	14.7%	66	10.6%
Not Stated	0	-	0	-	0	-
Prefer not to say	51	1.6%	39	1.5%	12	1.9%
White	2436	76.5%	1948	76.2%	488	78.1%



South East Wales (Stats Wales 2018-2020)

Black and Ethnic Minority Ethnicity	Overall		USW		PSS	
	HC	%	HC	%	HC	%
Asian or Asian British	114	44.7%	91	46.4%	23	39.0%
Black or Black British	74	29.0%	61	31.1%	13	22.0%
Mixed	36	14.1%	21	10.7%	15	25.4%
Not Stated	0	-	0	-	0	-
Other Ethnic Groups	29	11.4%	22	11.2%	7	11.9%

Overall, within the Black and Ethnic Minorities ethnic grouping, Asian or Asian British is the highest overall minority ethnic group across USW and PSS overall making up 45% of those within the ethnic grouping.

Table Staff Ethnicity by Sex

Ethnicity by Sex	Overall				USW				PSS			
	Female HC	Female %	Male HC	Male %	Female HC	Female %	Male HC	Male %	Female HC	Female %	Male HC	Male %

Black and Ethnic Minorities	119	47.0%	134	53.0%	90	46.2%	105	53.8%	29	50.0%	29	50.0%
White	1423	58.4%	1013	41.6%	1096	56.3%	852	43.7%	327	67.0%	161	33.0%

Of the Black and Ethnic Minorities there are higher number of males at 53% (increase from 50% in the previous period) across the board, whereas Females make up higher numbers of the White population overall 58% unchanged from the previous period, USW 56% and PSS with the highest at 67% White Females.

Table Staff Ethnicity by Disability

Ethnicity by Disability	Overall				USW				PSS			
	Disabled		Not disabled		Disabled		Not disabled		Disabled		Not disabled	
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Black and Ethnic Minorities	15	9.7%	140	90.3%	10	7.9%	117	92.1%	5	-	23	82.1%
White	195	11.4%	1522	88.6%	157	10.7%	1315	89.3%	38	15.5%	207	84.5%

Of the Black and Ethnic Minority individuals with a disability the proportion is lower in comparison to White individuals with a disability.

Table Staff Ethnicity by Religion

Ethnicity by Religion or Belief	Overall				USW				PSS			
	Religion or Belief		No religion or belief		Religion or Belief		No religion or belief		Religion or Belief		No religion or belief	
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Black and Ethnic Minorities	189	81.8%	42	18.2%	146	83.4%	29	16.6%	43	76.8%	13	23.2%
White	775	41.1%	1110	58.9%	611	42.8%	815	57.2%	164	35.7%	295	64.3%

Overall, of the Black and Ethnic Minority individuals 81.8% have a Religion or Belief in comparison 41.1% of White individuals with a Religion or Belief.

Table Overall Staff Category by Ethnic Origin

Staff Category	Black and Ethnic Minorities		White		Information not provided		Not Stated		Prefer not to say	
	HC	%	HC	%	HC	%	HC	%	HC	%
Academic	95	12.2%	661	85.0%	13	1.7%	0	0.0%	9	-
Hourly Paid	80	7.5%	559	52.1%	416	38.8%	0	0.0%	18	1.7%
Professional and Support Staff	60	4.8%	1161	92.8%	9	-	0	-	20	1.6%
Research	18	22.2%	55	67.9%	0	-	0	-	0	-
Grand Total	253	7.9%	2436	76.5%	441	13.9%	0	-	51	1.6%

Table USW Staff Category by Ethnic Origin

Staff Category	Black and Ethnic Minorities		White		Information not provided		Not Stated		Prefer not to say	
	HC	%	HC	%	HC	%	HC	%	HC	%
Academic	95	12.2%	661	85.0%	13	1.7%	0	0.0%	9	-

Hourly Paid	63	6.8%	488	52.6%	360	38.8%	0	0.0%	16	1.7%
Professional and Support Staff	26	3.2%	764	95.4%	0	-	0	0.0%	10	1.2%
Research	11	21.2%	35	67.3%	0	-	0	-	0	-
Grand Total	195	7.6%	1948	76.2%	375	14.7%	0	-	39	1.5%

Table PSS Staff Category by Ethnic Origin

Staff Category	Black and Ethnic Minorities		White		Information not provided		Not Stated		Prefer not to say	
	HC	%	HC	%	HC	%	HC	%	HC	%
Hourly Paid	17	11.6%	71	48.6%	56	38.4%	0	0.0%	0	-
Professional and Support Staff	34	7.6%	397	88.2%	8	-	0	-	10	2.2%
Research	7	-	20	69.0%	0	-	0	-	0	0.0%
Grand Total	58	9.3%	488	78.1%	66	10.6%	0	-	12	1.9%

Table Overall Staff Category by Grade and Ethnic Origin

Staff Category	Grade Groupings	Black and Ethnic Minorities		White		Information not provided		Not Stated		Prefer not to say		Total
		HC	%	HC	%	HC	%	HC	%	HC	%	HC
Academic	E-H	88	12.7%	588	84.6%	11	1.6%	0	0.0%	8	-	695
	I-N and above	7	-	73	88.0%	0	-	0	0.0%	0	-	83
Hourly Paid	A-D	13	21.3%	34	55.7%	13	21.3%	0	0.0%	0	-	61
	E-H	67	6.8%	506	51.3%	397	40.2%	0	0.0%	17	1.7%	987
	I-N and above	0	0.0%	19	76.0%	6	-	0	0.0%	0	0.0%	25
	A-D	27	4.9%	517	93.7%	0	-	0	-	6	-	552
Professional and Support Staff	E-H	33	5.0%	602	91.8%	7	-	0	0.0%	14	2.1%	656
	I-N and above	0	0.0%	42	97.7%	0	-	0	0.0%	0	0.0%	43
	A-D	0	-	10	71.4%	0	0.0%	0	0.0%	0	0.0%	14
Research	E-H	12	20.0%	41	68.3%	0	-	0	-	0	-	60
	I-N and above	0	-	0	-	0	-	0	0.0%	0	0.0%	7
	Grand Total	253	7.9%	2436	76.5%	441	13.9%	0	-	51	1.6%	3183

Table USW Staff Category by Grade and Ethnic Origin

Staff Category	Grade Grouping	Black and Ethnic Minorities		White		Information not provided		Not Stated		Prefer not to say		Total
		HC	%	HC	%	HC	%	HC	%	HC	%	HC
Academic	E-H	88	12.7%	588	84.6%	11	1.6%	0	0.0%	8	-	695
	I-N and above	7	-	73	88.0%	0	-	0	0.0%	0	-	83
Hourly Paid	A-D	0	-	8	-	0	-	0	0.0%	0	0.0%	11
	E-H	61	6.8%	461	51.7%	354	39.7%	0	0.0%	16	1.8%	892
	I-N and above	0	0.0%	19	79.2%	5	-	0	0.0%	0	0.0%	24
	A-D	10	3.1%	313	96.0%	0	0.0%	0	0.0%	0	-	326
	E-H	16	3.6%	419	94.6%	0	-	0	0.0%	7	-	443

Professional and Support Staff	I-N and above	0	0.0%	32	100.0%	0	0.0%	0	0.0%	0	0.0%	32
Research	A-D	0	-	0	-	0	0.0%	0	0.0%	0	0.0%	5
	E-H	8	-	27	65.9%	0	-	0	-	0	-	41
	I-N and above	0	-	0	-	0	0.0%	0	0.0%	0	0.0%	6
Grand Total		195	7.6%	1948	76.2%	375	14.7%	0	-	39	1.5%	2558

Table PSS Staff Category by Grade and Ethnic Origin

Staff Category	Grade Grouping	Black and Ethnic Minorities		White		Information not provided		Not Stated		Prefer not to say		Total
		HC	%	HC	%	HC	%	HC	%	HC	%	HC
Hourly Paid	A-D	11	22.0%	26	52.0%	12	24.0%	0	0.0%	0	-	50
	E-H	6	-	45	47.4%	43	45.3%	0	0.0%	0	-	95
	I-N and above	0	0.0%	0	0.0%	0	-	0	0.0%	0	0.0%	0
Professional and Support Staff	A-D	17	7.5%	204	90.3%	0	-	0	-	0	-	226
	E-H	17	8.0%	183	85.9%	6	-	0	0.0%	7	-	213
	I-N and above	0	0.0%	10	90.9%	0	-	0	0.0%	0	0.0%	11
Research	A-D	0	-	6	-	0	0.0%	0	0.0%	0	0.0%	9
	E-H	0	-	14	73.7%	0	-	0	0.0%	0	0.0%	19
	I-N and above	0	0.0%	0	0.0%	0	-	0	0.0%	0	0.0%	0
Grand Total		58	9.3%	488	78.1%	66	10.6%	0	-	12	1.9%	625

Staff Employment by Nationality

The main overall Nationality for USW and PSS is British at 68.4%, marginal increase from 67.5% in the previous period. The USW workforce is 73.9% British followed by 14.3% Welsh. The PSS workforce is 45.8% British followed by 38.2% Welsh and English at 4.3%.

Across USW and PSS, the top 6 nationalities aside from British and Welsh are shown below.

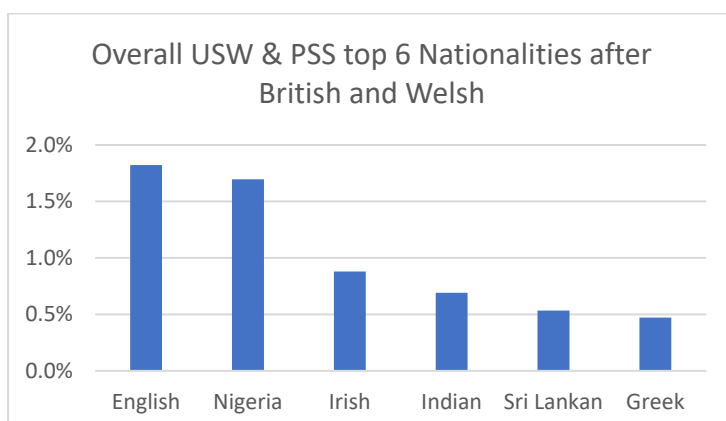


Table UK/Non UK Domicile summary

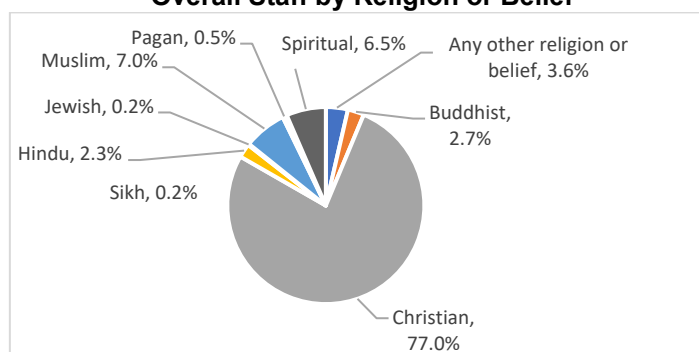
UK/Non UK Domicile data	PSS		USW		Overall	
	HC	%	HC	%	HC	%

Information not provided	8	-	0	-	10	0.3%
Non-UK	62	1.9%	265	8.3%	327	10.3%
UK	555	17.4%	2291	72.0%	2846	89.4%
Grand Total	625	19.6%	2558	80.4%	3183	100.0%

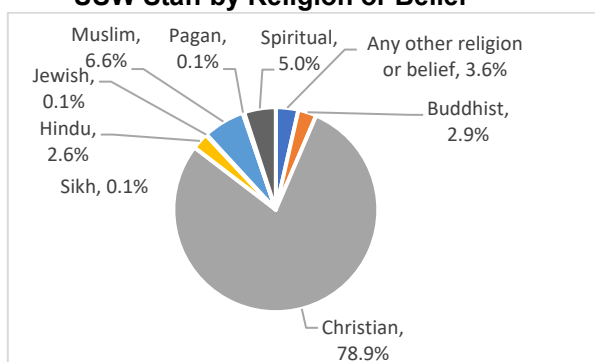
Staff Employment by Religion and Belief

Overall, 30.4% of employees have declared a religion or belief, a small reduction from 31.1% in the previous period. 29.7% of USW staff and 33.4% of PSS. The majority of PSS staff (49.4%) and a third of USW staff (33.3%) have no religion. Of those that have declared a religion, the highest percentage is attributed to Christian across both USW (78.9%) and PSS (69.9%). Of USW staff 32.3% (increase from 31.3% in the last reporting period) have not provided their information compared to PSS staff at 11.7% (decrease from 10.7% in the last reporting period). In terms of employees who preferred not to declare their Religion or Belief at USW this stands at 4.8% (the same as in the previous reporting period) compared to PSS at 5.4% (decrease from 5.7% in the previous reporting period).

Overall Staff by Religion or Belief



USW Staff by Religion or Belief



PSS Staff by Religion or Belief

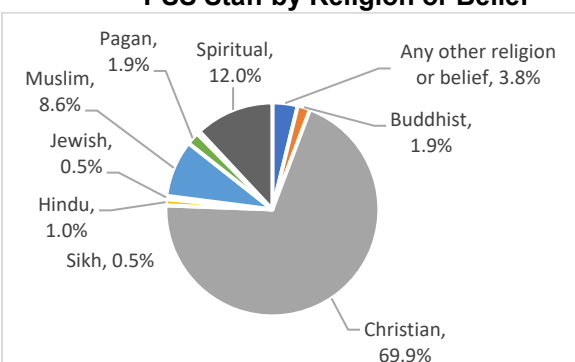


Table Staff Religion or Belief

Religion or Belief	USW		PSS		Overall	
	HC	%	HC	%	HC	%
Any other religion or belief	27	1.1%	8	-	35	1.1%
Buddhist	22	0.9%	0	-	26	0.8%
Christian	600	23.5%	146	23.4%	746	23.4%
Hindu	20	0.8%	0	-	22	0.7%

Information not provided	825	32.3%	73	11.7%	898	28.2%
Jewish	0	-	0	-	0	-
Muslim	50	2.0%	18	2.9%	68	2.1%
No religion or belief	851	33.3%	309	49.4%	1160	36.4%
Pagan	0	-	0	-	5	-
Prefer not to say	122	4.8%	34	5.4%	156	4.9%
Sikh	0	-	0	-	0	-
Spiritual	38	1.5%	25	4.0%	63	2.0%
Grand Total	2558	100.0%	625	100.0%	3183	100.0%

Staff Employment by Sex

The overall split of employees by Sex is 57% Female and 43% Male, this is consistent with the previous reporting period. There are differences in male/female split between USW and PSS, USW having overall a 55% female workforce and PSS having 65%. The male/female balance differs between staff groups as represented in the graphs below. Across the board Professional and Support Staff as well as Hourly Paid roles are more likely to be held by females whereas Academic and Research roles are more Male dominated.

Staff Category by Sex

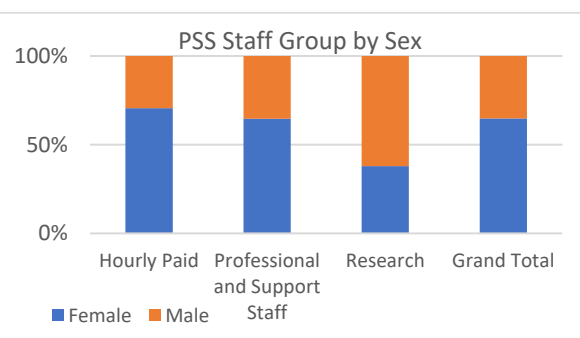
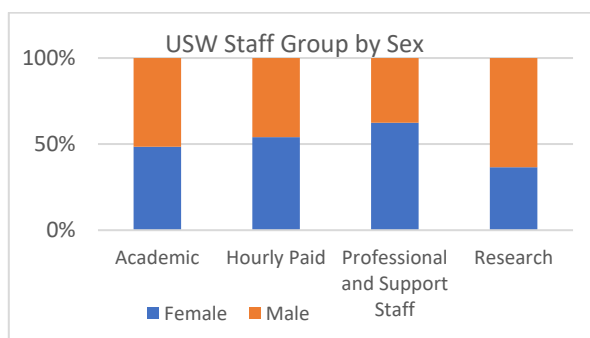
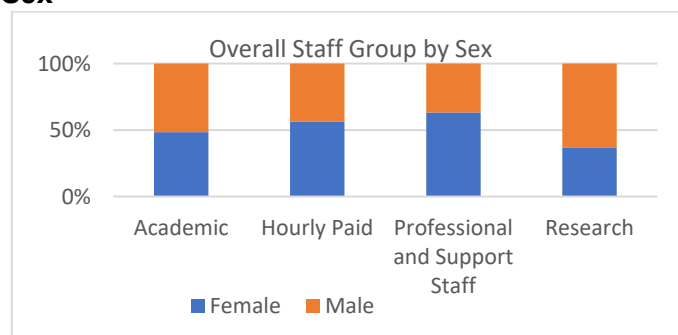


Table Overall Staff Category by Sex

Staff Category	Female		Male		Overall HC
	HC	%	HC	%	
Academic	377	48.5%	401	51.5%	778
Hourly Paid	604	56.3%	469	43.7%	1073
Professional and Support Staff	791	63.2%	460	36.8%	1251
Research	30	37.0%	51	63.0%	81
Grand Total	1802	56.6%	1381	43.4%	3183

Table USW Staff Category by Sex

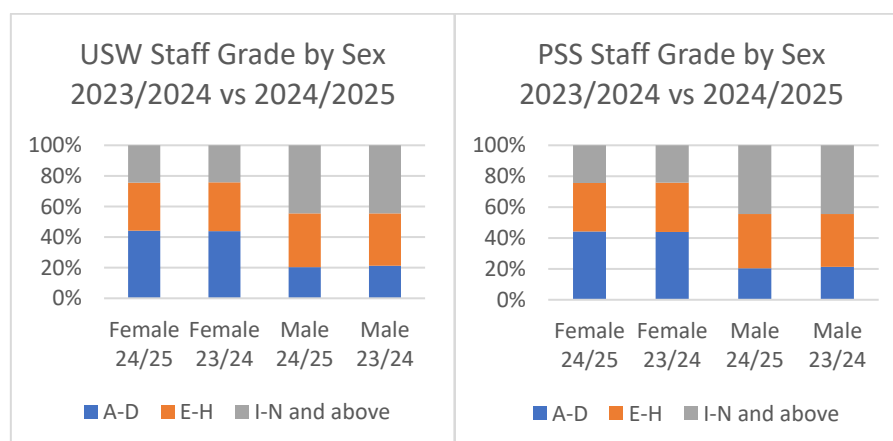
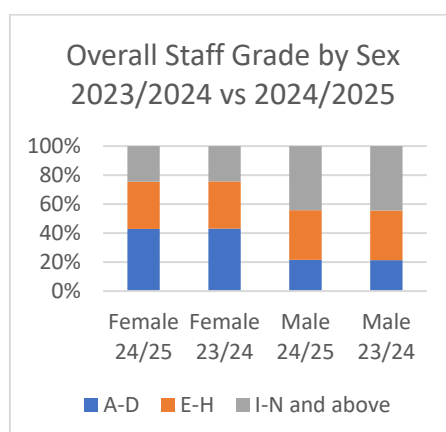
Staff Category	Female	Male	Overall
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	HC	%	HC	%	HC
Academic	377	48.5%	401	51.5%	778
Hourly Paid	501	54.0%	426	46.0%	927
Professional and Support Staff	500	62.4%	301	37.6%	801
Research	19	36.5%	33	63.5%	52
Grand Total	1397	54.6%	1161	45.4%	2558

Table PSS Staff Category by Sex

Staff Category	Female		Male		Overall
	HC	%	HC	%	HC
Hourly Paid	103	70.5%	43	29.5%	146
Professional and Support Staff	291	64.7%	159	35.3%	450
Research	11	37.9%	18	62.1%	29
Grand Total	405	64.8%	220	35.2%	625

Staff Grade by Sex



Overall Females hold more lower graded roles than males, this is also represented individually across USW and PSS as represented above. However, in the higher graded

roles (I to N and above) males hold over half of the roles at 59.5% there was a slight decrease compared to the previous period where males held 59.9% of I-N and above roles.

Table Overall Staff Category by Grade and Sex

Staff Category	Grade Groupings	Female		Male		Overall
		HC	%	HC	%	HC
Academic	E-H	349	50.2%	346	49.8%	695
	I-N and above	28	33.7%	55	66.3%	83
Hourly Paid	A-D	44	72.1%	17	27.9%	61
	E-H	551	55.8%	436	44.2%	987
	I-N and above	9	-	16	64.0%	25
Professional and Support Staff	A-D	399	72.3%	153	27.7%	552
	E-H	368	56.1%	288	43.9%	656
	I-N and above	24	55.8%	19	44.2%	43
Research	A-D	0	-	12	85.7%	14
	E-H	25	41.7%	35	58.3%	60
	I-N and above	0	-	0	-	7
Grand Total		1802	56.6%	1381	43.4%	3183

Table USW Staff Category by Grade and Sex*

Staff Category	Grade Groupings	Female		Male		Overall
		HC	%	HC	%	HC
Academic	E-H	349	50.2%	346	49.8%	695
	I-N and above	28	33.7%	55	66.3%	83
Hourly Paid	A-D	7	-	0	-	11
	E-H	485	54.4%	407	45.6%	892
	I-N and above	9	-	15	62.5%	24
Professional and Support Staff	A-D	244	74.8%	82	25.2%	326
	E-H	237	53.5%	206	46.5%	443
	I-N and above	19	59.4%	13	40.6%	32
Research	A-D	0	-	0	-	5
	E-H	15	36.6%	26	63.4%	41
	I-N and above	0	-	0	-	6
Grand Total		1397	54.6%	1161	45.4%	2558

Table PSS Staff Category by Grade and Sex

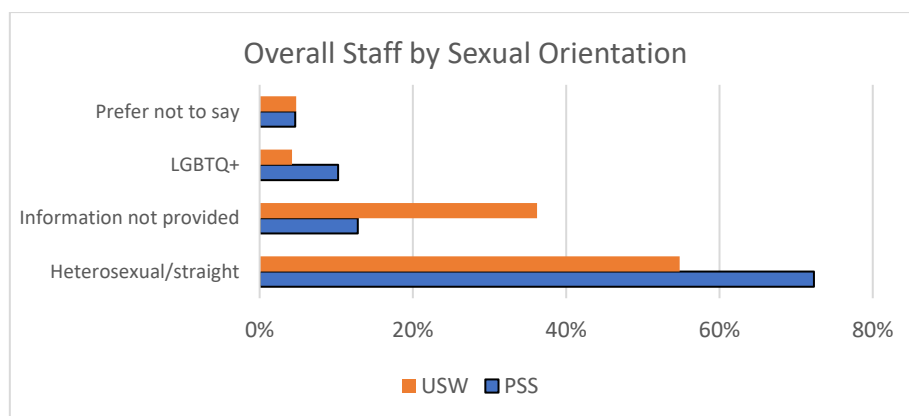
Staff Category	Grade Groupings	Female		Male		Overall
		HC	%	HC	%	HC
Hourly Paid	A-D	37	74.0%	13	26.0%	50
	E-H	66	69.5%	29	30.5%	95
	I-N and above	0	0.0%	0	-	0
Professional and Support Staff	A-D	155	68.6%	71	31.4%	226
	E-H	131	61.5%	82	38.5%	213
	I-N and above	5	-	6	-	11
Research	A-D	0	-	8	-	9
	E-H	10	52.6%	9	-	19
	I-N and above	0	0.0%	0	-	0
Grand Total		405	64.8%	220	35.2%	625

Staff Employment by Sexual Orientation

Overall, 5.4% of employees are LGBTQ+, a slight increase from 5.0% in the previous period. The PSS workforce has a higher proportion of LGBTQ+ staff than USW, with PSS at 10.2% and USW at 4.2%.

There are significant numbers of staff who have not provided the information, PSS at 12.8% (increase from 11.7% in previous period) and USW at 36.2 % (increase from 34.9% in previous period). For PSS the highest proportion of staff groups who have not provided the information are Hourly Paid. For USW staff groups Academic, Hourly Paid and Professional and Support have high proportions of not providing their sexual orientation.

4.6% of PSS employees (reduction from 5.4% in previous period) and 4.8% (reduction from 5.0% in previous period) of USW employees prefer not to disclose their sexual orientation. We have seen a slight reduction in the number of individuals who declared prefer not to say however there has been a slight increase in the number of individuals who have not provided their information.



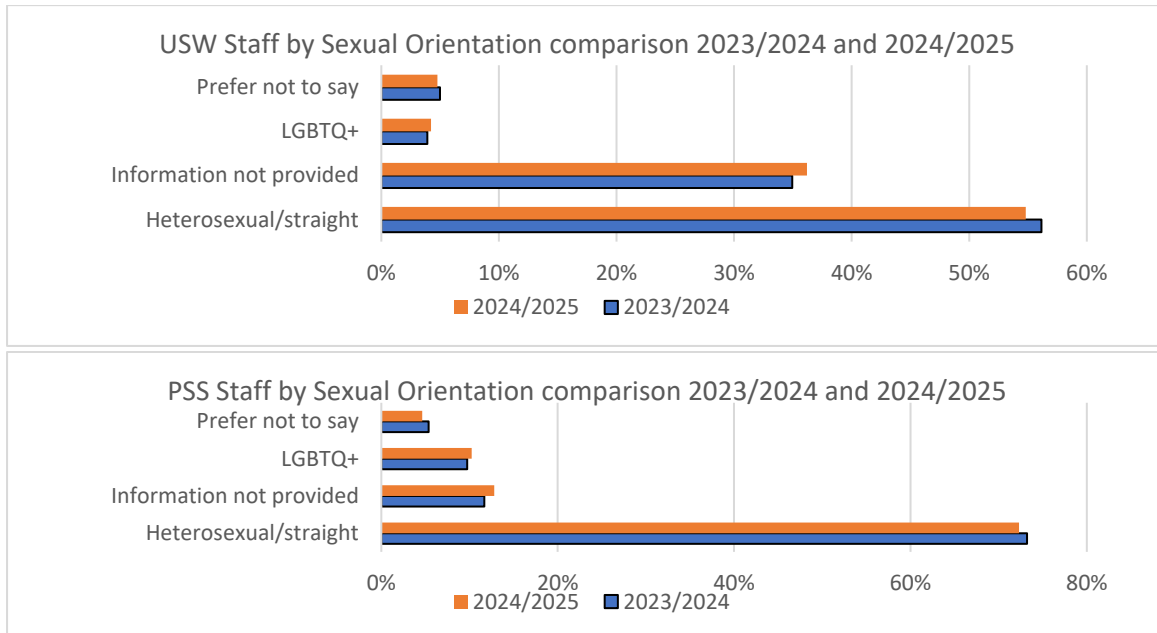


Table Overall LGBTQ+ Staff

LGBTQ+	PSS		USW		Overall	
	HC	%	HC	%	HC	%
Asexual	0	-	0	-	-	-
Bi/Bisexual	30	46.9%	35	32.4%	65	37.8%
Gay man	9	-	34	31.5%	43	25.0%
Gay woman/Lesbian	9	-	21	19.4%	30	17.4%
I use another term	5	-	7	-	12	7.0%
Queer	10	15.6%	7	-	17	9.9%
Grand Total	64	100.0%	108	100.0%	-	100.0%

Table Overall LGBTQ+ by Disability Staff

Sexual Orientation by Disability	Overall			
	Disabled		Not disabled	
	HC	%	HC	%
Heterosexual/straight	139	11.0%	1123	89.0%
LGBTQ+	30	25.4%	88	74.6%

Table USW & PSS LGBTQ+ by Disability Staff

Sexual Orientation by Disability	USW				PSS			
	Disabled		Not disabled		Disabled		Not disabled	
	HC	%	HC	%	HC	%	HC	%
Heterosexual/straight	110	10.6%	927	89.4%	29	12.9%	196	87.1%
LGBTQ+	18	22.2%	63	77.8%	12	32.4%	25	67.6%

LGBTQ+ employees proportionally are more likely to have a disability than Heterosexual/Straight employees at 25.4% compared to 11.0%. The trend is evident across USW and PSS.

Table LGBTQ+ by Ethnicity Staff

Sexual Orientation by Disability	Overall			
	Black and Ethnic Minorities		White	
	HC	%	HC	%
Heterosexual/straight	209	11.3%	1634	88.7%
LGBTQ+	11	6.4%	160	93.6%

In comparison to White individuals, Black and Ethnic Minorities make up 6.4% of the LGBTQ+ employees at USW and PSS. The data is too small to review separately by USW and PSS.

Staff Employment by Trans/Transgender

The overall declared trans/transgender population was 0.5%, a marginal increase compared to the previous reporting period where the rate was 0.4%. 0.7% of employees across USW and PSS preferred not to declare their trans status, this is slight increase compared to the previous reporting period where the rate was 0.6%. Over half of the overall workforce has not provided their information at 60.8% which is an increase from 59.9% in the previous reporting period.

Overall Staff by Trans/Transgender

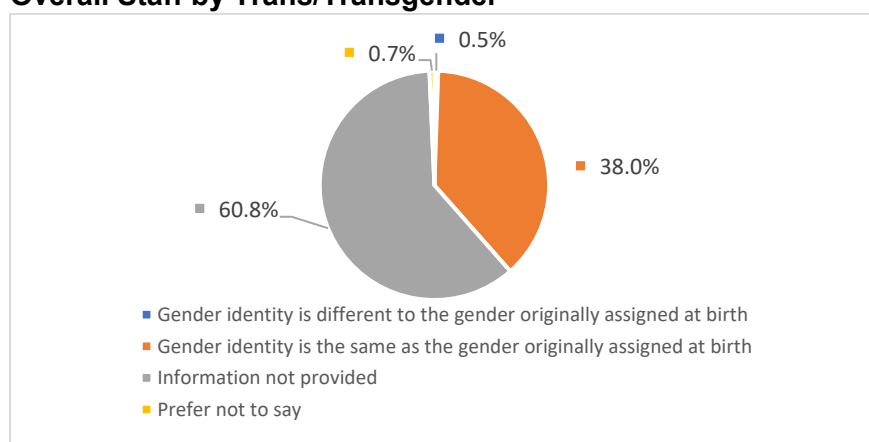


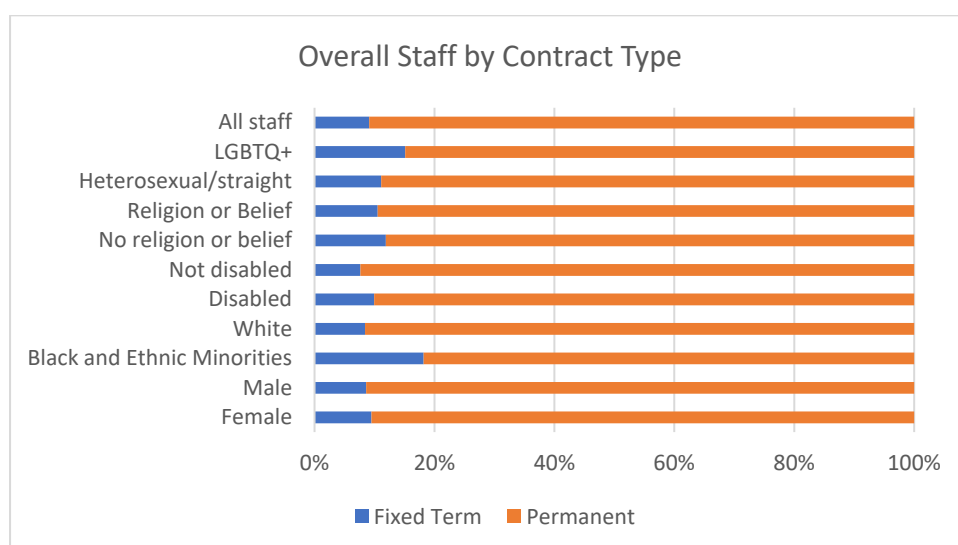
Table Staff Trans/Transgender

Trans/Transgender	PSS		USW		Overall	
	HC	%	HC	%	HC	%
Gender identity is different to the gender originally assigned at birth	-	-	-	-	17	0.5%
Gender identity is the same as the gender originally assigned at birth	442	13.9%	766	24.1%	1208	38.0%
Information not provided	166	5.2%	1770	55.6%	1936	60.8%
Prefer not to say	8	-	14	0.4%	22	0.7%

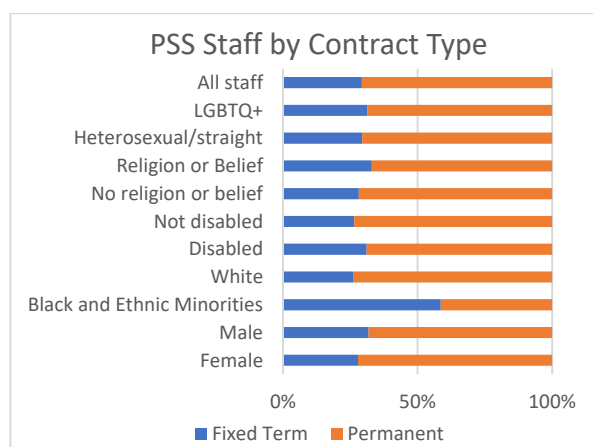
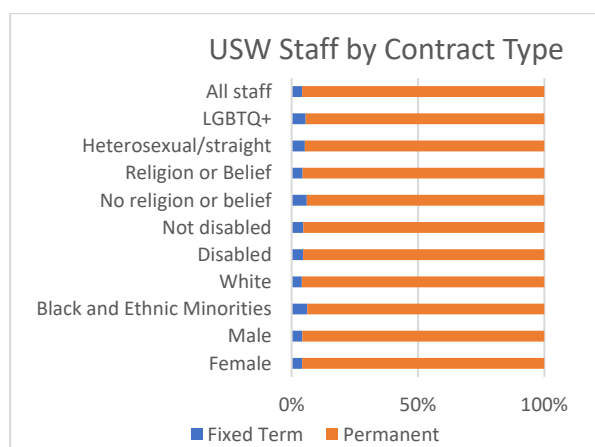
Staff Employment by Contract Type

PSS has a higher proportion of the workforce on fixed term contracts at 29.3% compared to 4.2% for the USW workforce, the lower fixed term rate for USW may be attributed in part due to individuals with over 2 years' service being issued permanent contracts. Overall Fixed Term Contracts have reduced by 0.4% when compared to the previous period.

Contract Type	PSS		USW		Overall	
	HC	%	HC	%	HC	%
Fixed Term	183	29.3%	107	4.2%	290	9.1%
Permanent	442	70.7%	2451	95.8%	2893	90.9%



Overall, there is a higher proportion of Black and Ethnic Minority (18.2%, reduced from 20.9% in the previous period) individuals on fixed term contracts compared to the ethnic group White (8.4%). Of the Black and Ethnic Minorities staff who are on a fixed term contract, 35% are in Professional and Support Staff roles, 33% are in Hourly Paid roles and 26% in Research roles. 10% (reduction from 11.3% in the previous period) of individuals who have declared a disability are on fixed term contracts compared to 8% who are not disabled. 15.1% of LGBTQ+ individuals (an increase from 13.9% in the previous period) are on Fixed Contracts compared to 11.1% of Heterosexual/Straight individuals.



In terms of PSS the main area where there is a higher proportion of fixed term contracts compared to permanent contracts is in relation to Black and Ethnic Minority group at 58.6% compared to USW at 6.2%.

As shown in the graphs below, across PSS and USW, the Research staff group has the highest proportion of fixed term contracts (59%) likely due to links to externally funded projects. The PSS workforce across each staff category have at least 24% or more on fixed term contracts, with 100% of Research staff on fixed term contracts. The reason for the high numbers as mentioned previously is likely due to employees all having less than 2 years' service and therefore have not moved to Permanent contracts like USW colleagues.

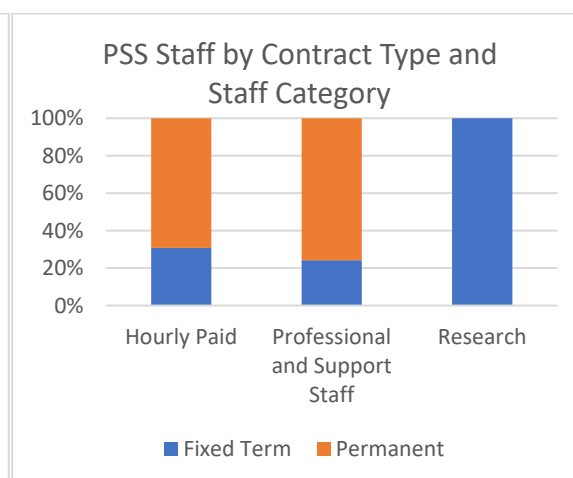
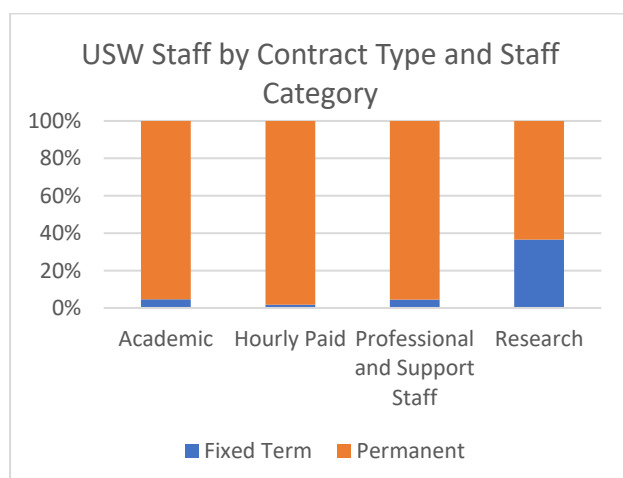
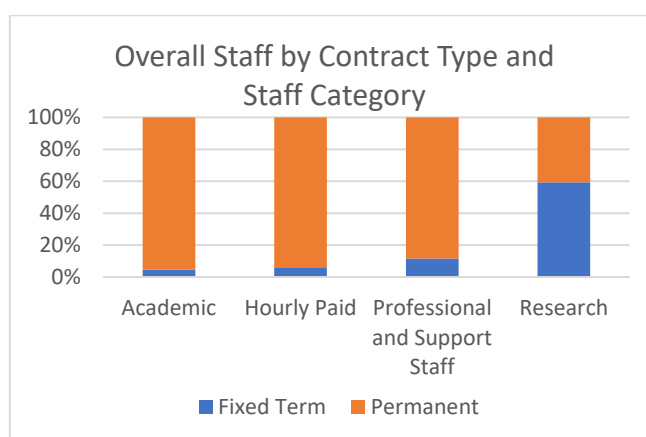


Table Staff by Contract Type and Disability

USW/PSS	Contract Type	Disabled		Information not provided		Not available		Not disabled		Prefer not to say		Total	
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Overall	Fixed Term	22	10.0%	125	11.6%	5	-	131	7.7%	7	-	290	9.1%
	Permanent	199	90.0%	956	88.4%	17	77.3%	1580	92.3%	141	95.3%	2893	90.9%
	Grand Total	221	100%	1081	100%	22	100%	1711	100%	148	100%	3183	100%
USW	Fixed Term	8	-	29	3.8%	0	-	68	4.6%	0	-	107	4.2%
	Permanent	168	95.5%	735	96.2%	10	90.9%	1405	95.4%	133	99.3%	2451	95.8%
	Grand Total	176	100%	764	100%	11	100%	1473	100%	134	100%	2558	100%
PSS	Fixed Term	14	31.1%	96	30.3%	0	-	63	26.5%	6	-	183	29.3%
	Permanent	31	68.9%	221	69.7%	7	-	175	73.5%	8	-	442	70.7%
	Grand Total	45	100%	317	100%	11	100%	238	100%	14	100%	625	100%

Table Staff by Contract Type and Ethnic Origin

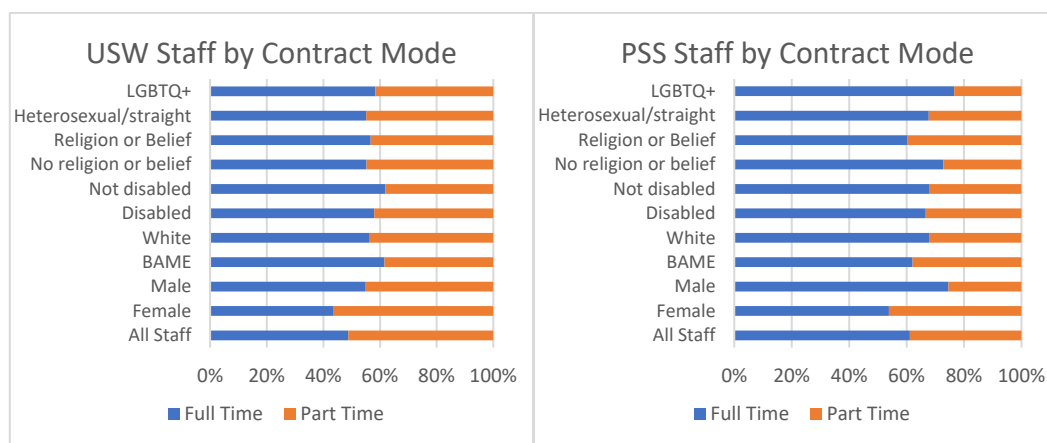
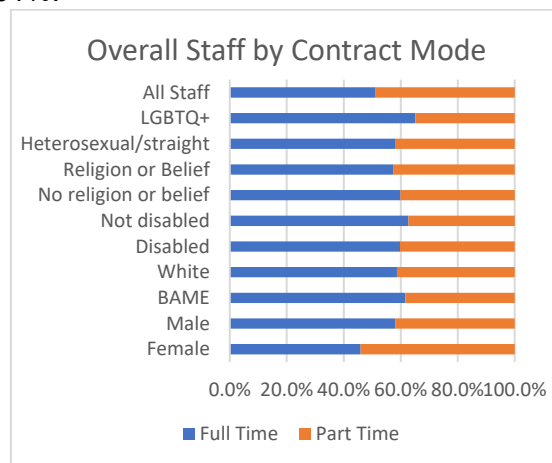
USW/PSS	Contract Type	Black and Ethnic Minorities		Information not provided		Not Stated		Prefer not to say		White		Total	
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Overall	Fixed Term	46	18.2%	30	6.8%	0	-	8	-	205	8.4%	290	9.1%
	Permanent	207	81.8%	411	93.2%	0	-	43	84.3%	2231	91.6%	2893	90.9%
	Grand Total	253	100%	441	100%	0	-	51	100%	2436	100%	3183	100%
USW	Fixed Term	12	6.2%	12	3.2%	0	0.0%	5	-	78	4.0%	107	4.2%
	Permanent	183	93.8%	363	96.8%	0	-	34	87.2%	1870	96.0%	2451	95.8%
	Grand Total	195	100%	375	100%	0	-	39	100%	1948	100%	2558	100%
PSS	Fixed Term	34	58.6%	18	27.3%	0	-	0	-	127	26.0%	183	29.3%
	Permanent	24	41.4%	48	72.7%	0	0.0%	9	-	361	74.0%	442	70.7%
	Grand Total	58	100%	66	100%	0	-	12	100%	488	100%	625	100%

Table Staff by Contract Type and Sex

USW/PSS	Contract Type	Female		Male		Overall	
		HC	%	HC	%	HC	%
Overall	Fixed Term	171	9.5%	119	8.6%	290	9.1%
	Permanent	1631	90.5%	1262	91.4%	2893	90.9%
	Total	1802	100%	1381	100%	3183	100%
USW	Fixed Term	58	4.2%	49	4.2%	107	4.2%
	Permanent	1339	95.8%	1112	95.8%	2451	95.8%
	Total	1397	100%	1161	100%	2558	100%
PSS	Fixed Term	113	27.9%	70	31.8%	183	29.3%
	Permanent	292	72.1%	150	68.2%	442	70.7%
	Total	405	100%	220	100%	625	100%

Staff Employment by Contract Mode

PSS has a lower proportion of part time staff compared to USW, with PSS having 39% compared to USW with 51%.



USW proportionally have more male full time staff compared to female, at 55% compared to 45% of females. Overall, there is also a higher proportion of Black and Ethnic minority staff in full time roles at 62% compared to part time, a possible explanation of a higher proportion of Black and Ethnic minority full time staff being due to the Black and Ethnic minority population including slightly more males (53%), who may be less likely to work part time based on the general workforce.

PSS overall has a higher proportion of full time staff at 61%, the proportion is slightly higher for Black and Ethnic minority staff at 62%.

Staff by Contract Mode and Disability

USW/PSS	Contract Mode	Disabled		Information not provided		Not available		Not disabled		Prefer not to say		Total	
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Overall	Full Time	132	59.7%	344	31.8%	14	63.6%	1073	62.7%	67	45.3%	1630	51.2%
	Part Time	89	40.3%	737	68.2%	8	-	638	37.3%	81	54.7%	1553	48.8%
USW	Full Time	102	58.0%	167	21.9%	6	-	911	61.8%	62	46.3%	1248	48.8%
	Part Time	74	42.0%	597	78.1%	5	-	562	38.2%	72	53.7%	1310	51.2%
PSS	Full Time	30	66.7%	177	55.8%	8	-	162	68.1%	5	-	382	61.1%
	Part Time	15	33.3%	140	44.2%	0	-	76	31.9%	9	-	243	38.9%

Staff by Contract Mode and Ethnic Origin

USW/PSS	Contract Mode	Black and Ethnic Minorities		White		Information not provided		Not Stated		Prefer not to say		Total	
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Overall	Full Time	156	61.7%	1429	58.7%	17	3.9%	0	-	27	52.9%	1630	51.2%
	Part Time	97	38.3%	1007	41.3%	424	96.1%	0	-	24	47.1%	1553	48.8%
USW	Full Time	120	61.5%	1098	56.4%	12	3.2%	0	-	17	43.6%	1248	48.8%
	Part Time	75	38.5%	850	43.6%	363	96.8%	0	0.0%	22	56.4%	1310	51.2%
PSS	Full Time	36	62.1%	331	67.8%	5	-	0	0.0%	10	83.3%	382	61.1%
	Part Time	22	37.9%	157	32.2%	61	92.4%	0	-	0	-	243	38.9%

Staff by Contract Mode and Sex

USW/PSS	Contract Mode	Female		Male		Total	
		HC	%	HC	%	HC	%
Overall	Full Time	828	45.9%	802	58.1%	1630	51.2%
	Part Time	974	54.1%	579	41.9%	1553	48.8%
USW	Full Time	610	43.7%	638	55.0%	1248	48.8%
	Part Time	787	56.3%	523	45.0%	1310	51.2%
PSS	Full Time	218	53.8%	164	74.5%	382	61.1%
	Part Time	187	46.2%	56	25.5%	243	38.9%

Section 2 - Staff Recruitment

Data is for all recruitment campaigns advertised in the April 24-March 25 period. This includes all internal only and externally advertised campaigns.

All tables show an overall picture as well as a PSS/USW split. ***

Recruitment Campaign Summary

	USW		PSS		Overall	
Campaigns	38		109		147	
Campaigns with applicants	36	(2 with 0 applicants)	108	(1 with 0 applicants)	144	(3 with 0 applicants)
Campaigns that went to interview	33	(3 failed to progress)	103	(5 failed to progress)	136	(8 failed to progress)
Successful Campaigns	30	(3 failed to appoint)	98	(5 failed to appoint)	128	(8 failed to appoint)
Overall Success Rate*	78.95%		89.91%		87.07%	

Success rates improved from previous period however recruitment was on a smaller scale.

Overall, there were **1834** applications (reduction from 3683 in the previous period) made by **1615** applicants (reduction from 3034 in the previous period) resulting in **162** successful appointments (reduction from 218 in the previous period). **8.8% conversion rate****.

- PSS
 - **1460** applications made by **1268** applicants resulting in **130** successful appointments. **8.9% conversion rate**.
- USW
 - **374** applications made by 352 applicants resulting in 32 successful appointments. **8.5% conversion rate**.

For the purposes of this analysis, we will count each application for each advertising campaign (**1834**).

Where equality data is either not disclosed (unanswered) or prefer not to say, the applicant has been excluded from that equality dataset, meaning each equality grouping has a slightly different total number of applicants. As the percentage disclosed is small, and for ease of analysis, this data has been removed. Equality data is mandatory for all applicants, however anyone appointed through an agency or other manual process outside of the recruitment system would not have been asked to provide this information in the recruitment process.

For reference, the number of not disclosed (unanswered) or prefer not to say equality questions is in [Appendix R1](#).

*Success Rate - % of successful campaigns

** conversion rate - % of candidates that get converted from Application to Appointed

*** Vacancies are labelled as PSS or USW based on the role. The successful applicant may not end up with that employer, depending on their current employment status.

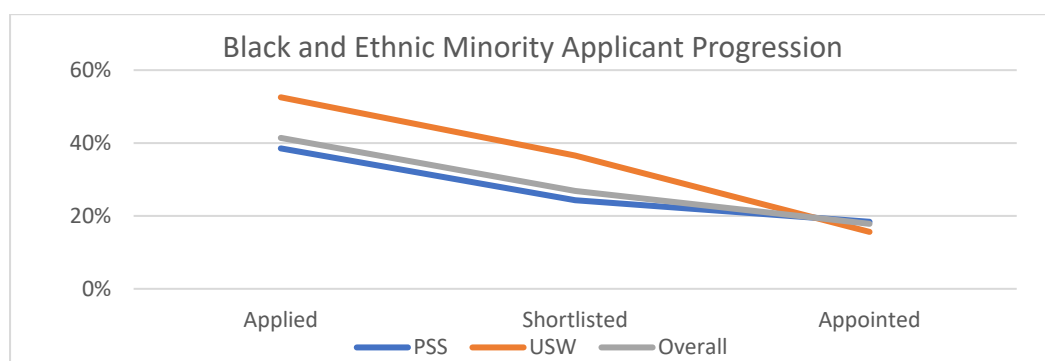
Recruitment Applicant Summary

Recruitment stage	PSS	USW	Total
Applied	1460	374	1834
Shortlisted	475	123	598
Appointed	130	32	162

Recruitment by Equality group

Black and Ethnic Minority Applicant Progression

Black & Ethnic Minorities Applicant Progression	Applied		Shortlisted		Appointed	
	No	%	No	%	No	%
Overall	754	41.4%	158	26.9%	28	17.8%
PSS	558	38.5%	113	24.3%	23	18.4%
USW	196	52.5%	45	36.6%	-	-



Black and Ethnic Minority Applicant Progression by Grade

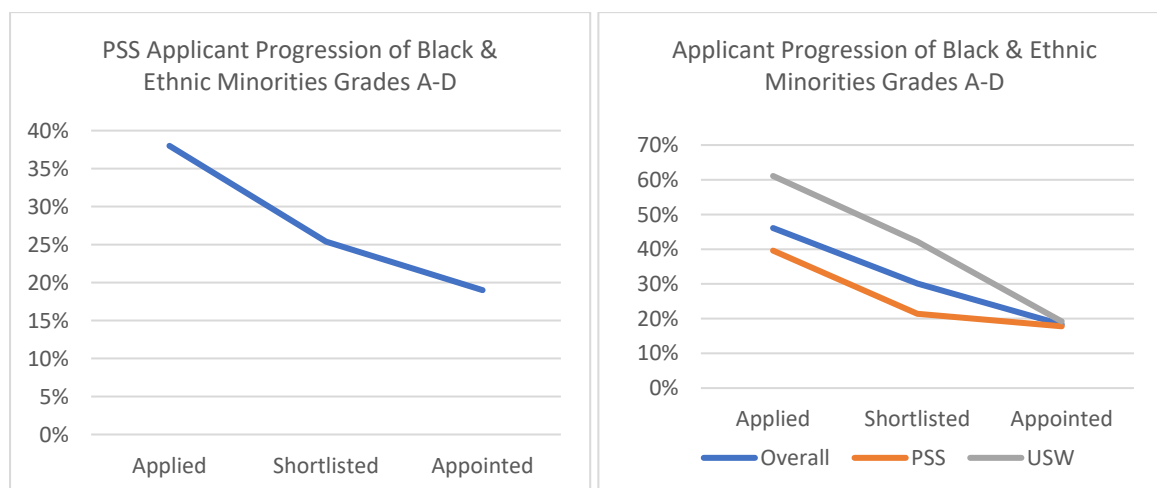
Comparison of how Black & Ethnic Minorities applicants progress when compared to white applicants within the A-D, E-H and I-N and above grade grouping.

Black & Ethnic Minorities by Grade	Applied		Shortlisted		Appointed	
	A-D		A-D		A-D	
	No	%	No	%	No	%
PSS	336	38.0%	86	25.4%	15	19.0%

Black & Ethnic Minorities by Grade	Applied		Shortlisted		Appointed	
	E-H		E-H		E-H	
	No	%	No	%	No	%
Overall	371	46.1%	65	30.1%	13	18.3%
PSS	222	39.6%	27	21.4%	8	17.8%
USW	149	61.1%	38	42.2%	5	-

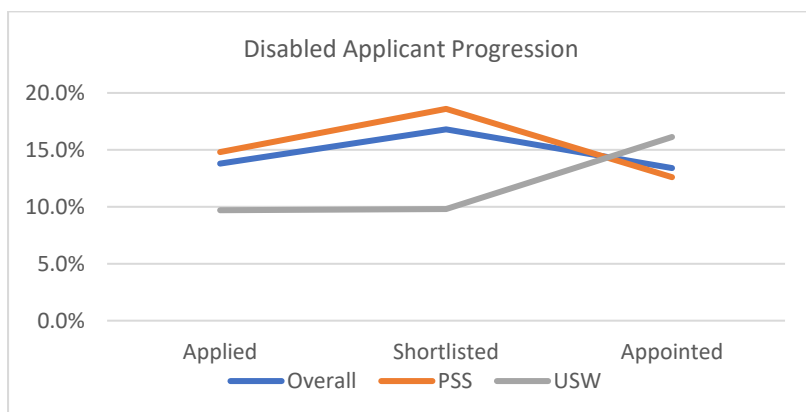
Black & Ethnic Minorities by Grade	Applied		Shortlisted		Appointed	
	I-N and above		I-N and above		I-N and above	
	No	%	No	%	No	%
USW	47	36.4%	7	-	6	-

Black & Ethnic Minorities applicants apply in greater proportions in grades E-H (46%) compared to A-D (38%) and I-N and above (36%), however, the success rate drops as they progress through the recruitment process.



Disabled Applicant Progression

Disabled	Applied		Shortlisted		Appointed	
	No	%	No	%	No	%
Overall	249	13.8%	96	16.8%	19	13.4%
PSS	213	14.8%	84	18.6%	14	12.6%
USW	36	9.7%	12	9.8%	5	-



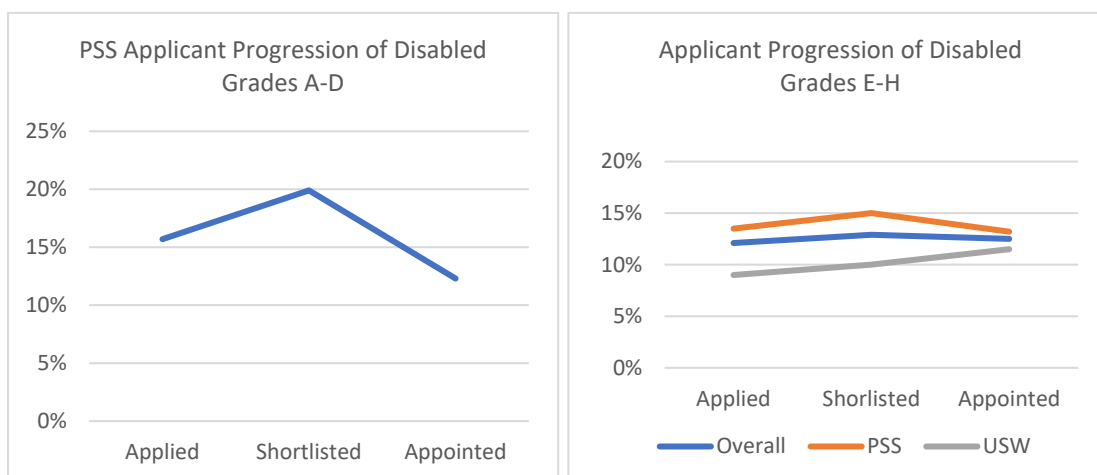
Disabled Applicant Progression by Grade

Comparison of how disabled applicants progress when compared to able bodied applicants within the A-D, E-H and I-N and above grade grouping.

Disability by Grade	Applied		Shortlisted		Appointed	
	A-D		A-D		A-D	
	No	%	No	%	No	%
PSS	138	15.7%	66	19.9%	9	-

Disability by Grade	Applied		Shortlisted		Appointed	
	E-H		E-H		E-H	
	No	%	No	%	No	%
Overall	97	12.1%	27	12.9%	8	12.5%
PSS	75	13.5%	18	15.0%	5	13.2%
USW	22	9.0%	9	10.0%	3	11.5%

Disability by Grade	Applied		Shortlisted		Appointed	
	I-N and above		I-N and above		I-N and above	
	No	%	No	%	No	%
USW	14	10.9%	0	-	0	-

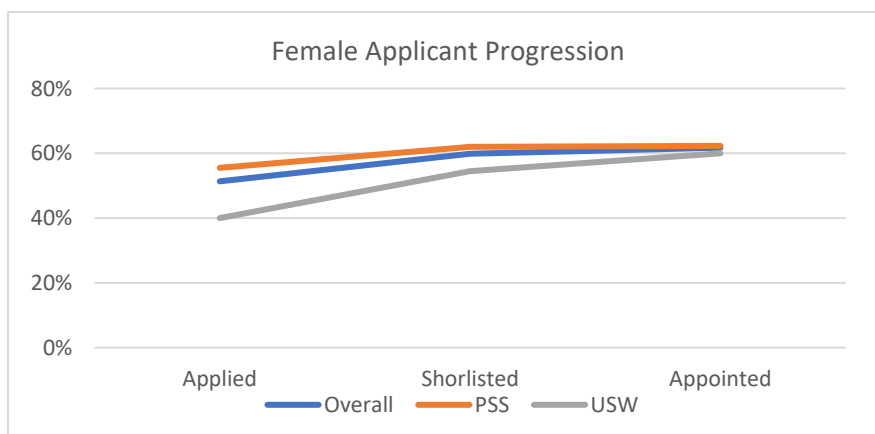


Proportionally, Disabled applicants apply more for A-D roles (16%), rather than E-H roles and I-N and above.

In general, Disabled applicants seem to do well in getting shortlisted, but this trend fails to continue across all grades and employers at appointment stage.

Female Applicant Progression

Females by Recruitment stage	Applied		Shortlisted		Appointed	
	No	%	No	%	No	%
Overall	935	51.3%	355	59.9%	100	61.7%
PSS	815	56.2%	300	63.8%	83	63.8%
USW	120	32.3%	55	44.7%	17	53.1%



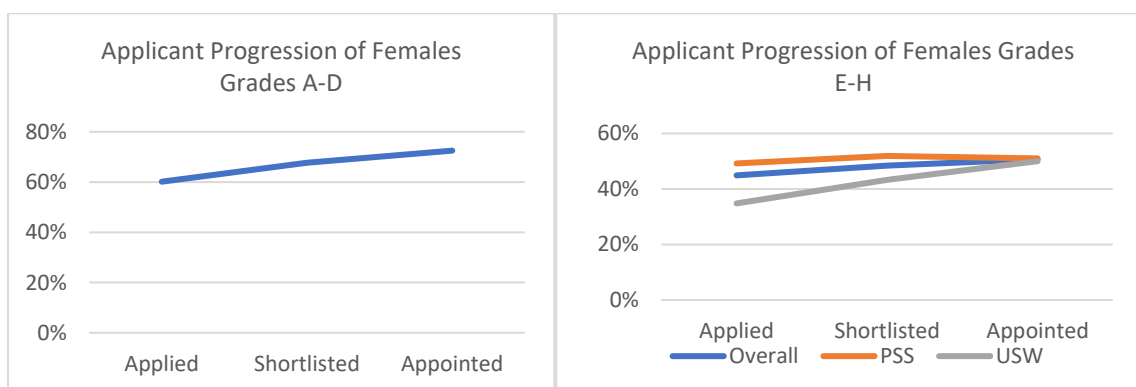
Female Applicant Progression by Grade

Comparison of how female applicants progress within the A-D, E-H and I-N and above grade grouping.

Female by Grade A-D	Applied		Shortlisted		Appointed	
	A-D		A-D		A-D	
	No	%	No	%	No	%
PSS	534	60.14%	231	67.7%	58	72.5%

Female by Grade E-H	Applied		Shortlisted		Appointed	
	E-H		E-H		E-H	
	No	%	No	%	No	%
Overall	365	44.9%	108	48.4%	38	50.7%
PSS	280	49.2%	69	51.9%	25	51.0%
USW	85	34.8%	39	43.3%	13	50.0%

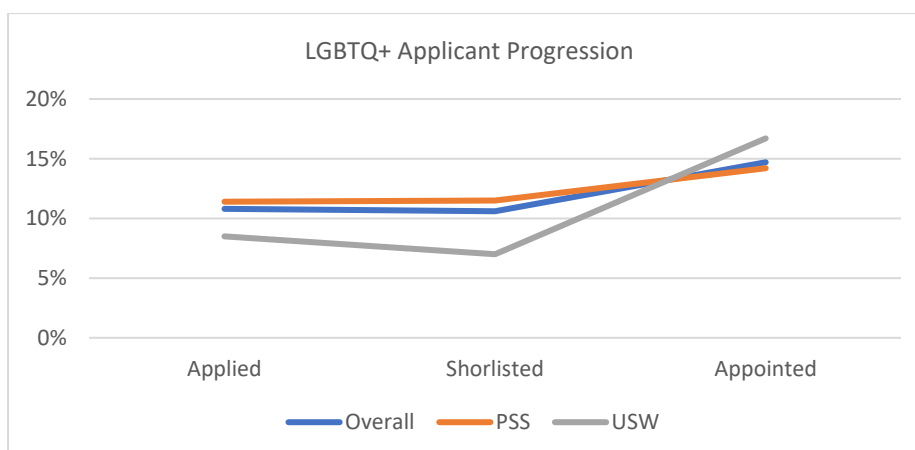
Female by Grade I-N and above	Applied		Shortlisted		Appointed	
	I-N and above		I-N and above		I-N and above	
	No	%	No	%	No	%
Overall	-	27.1%	0	0	0	0
PSS	0	-	0	0	0	0
USW	35	26.9%	16	48.5%	0	-



Female applicants in general apply in greater proportions in grades A-D.

LGBTQ+ Applicant Progression

LGBTQ+	Applied		Shortlisted		Appointed	
	No	%	No	%	No	%
Overall	181	10.8%	56	10.6%	21	14.7%
PSS	152	11.4%	48	11.5%	16	14.2%
USW	29	8.5%	8	7.0%	5	16.7%



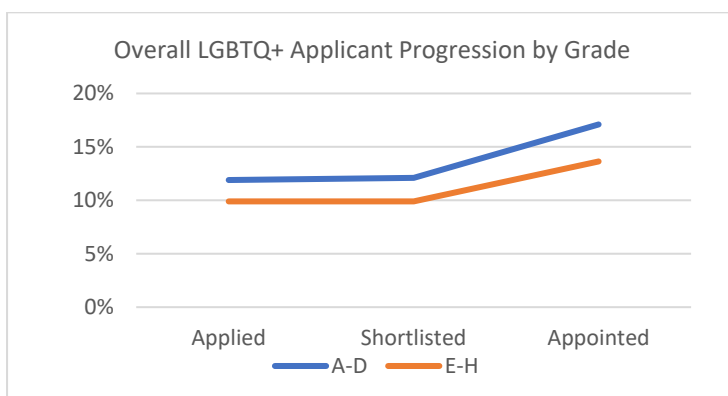
LGBTQ+ Applicant Progression by Grade

Comparison of how LGBTQ+ applicants progress when compared to heterosexual applicants within the A-D, E-H and I-N and above grade grouping.

LGBTQ+ by Grade	Applied		Shortlisted		Appointed	
	A-D		A-D		A-D	
	No	%	No	%	No	%
PSS	97	11.9%	36	12.1%	12	17.1%

LGBTQ+ by Grade	Applied		Shortlisted		Appointed	
	E-H		E-H		E-H	
	No	%	No	%	No	%
Overall	74	9.9%	20	9.9%	9	-
PSS	54	10.4%	12	10.2%	0	-
USW	20	8.8%	8	-	5	-

LGBTQ+ by Grade	Applied		Shortlisted		Appointed	
	I-N and above		I-N and above		I-N and above	
	No	%	No	%	No	%
Overall	10	8.4%	0	0	0	0
PSS	0	-	0	0%	0	0%
USW	9	-	0	0	0	0



Overall, LGBTQ+ applicants make up a slightly larger proportion of applicants in grades A-D (12%) compared to E-H (10%), but the difference is not significant. There is a positive trend in terms of the numbers LGBTQ+ applicants to the numbers appointed.

Recruitment Intersectionality

The following data on applicant intersectionality can only be provided on an Overall (USW & PSS) basis as to ensure individuals were not identifiable.

Applicant Ethnicity by Sex

	Applied		Shortlisted		Appointed	
Overall	Female	Male	Female	Male	Female	Male
Black & Ethnic Minorities	18.0%	24.2%	14.1%	13.4%	7.9%	10.6%
White	33.4%	24.3%	45.3%	27.2%	54.3%	27.2%

Applicant Ethnicity by Religion or Belief

	Applied		Shortlisted		Appointed	
Overall	No religion or belief	Religion or Belief	No religion or belief	Religion or Belief	No religion or belief	Religion or Belief
Black & Ethnic Minorities	5.0%	38.3%	5.4%	22.9%	-	14.8%
White	36.1%	20.6%	47.2%	24.4%	54.9%	25.4%

Applicant Ethnicity by Disability

	Applied		Shortlisted		Appointed	
Overall	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled
Black & Ethnic Minorities	1.6%	41.3%	2.0%	26.5%	-	16.9%
White	12.3%	44.8%	14.9%	56.6%	11.5%	69.2%

Applicant Disability by Sex

	Applied		Shortlisted		Appointed	
Overall	Female	Male	Female	Male	Female	Male
Disabled	7.4%	6.5%	9.8%	7.2%	8.9%	-
Not Disabled	43.7%	42.3%	50.3%	32.7%	53.3%	32.6%

Applicant rate of Disability by Sexual Orientation

	Applied		Shortlisted		Appointed	
Overall	Heterosexual/straight	LGBTQ+	Heterosexual/straight	LGBTQ+	Heterosexual/straight	LGBTQ+
Disabled	9.7%	3.5%	12.6%	3.4%	9.5%	-
Not Disabled	79.8%	7.0%	77.7%	6.3%	77.8%	9.5%

Applicant Disability by Age Band

	Applied		Shortlisted		Appointed	
Overall	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled
Under 25	2.2%	10.0%	2.7%	6.8%	0.0%	7.4%
25-34	5.5%	33.5%	7.2%	29.0%	7.4%	27.4%
35-44	2.5%	20.1%	3.2%	20.0%	-	25.2%
45-54	1.9%	13.4%	3.1%	15.5%	-	16.3%
55-64	1.0%	8.0%	-	10.8%	0.0%	8.1%
Over 65	1.0%	0.9%	-	-	0.0%	-

Internal Applicants

Internal Applicant Summary

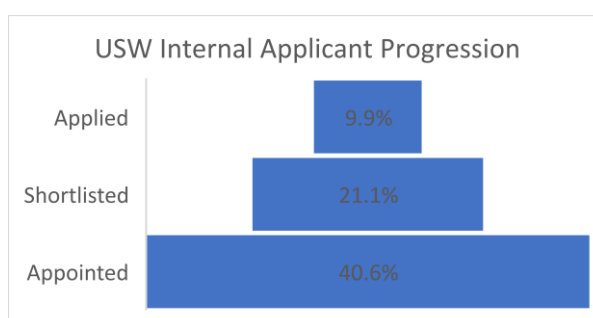
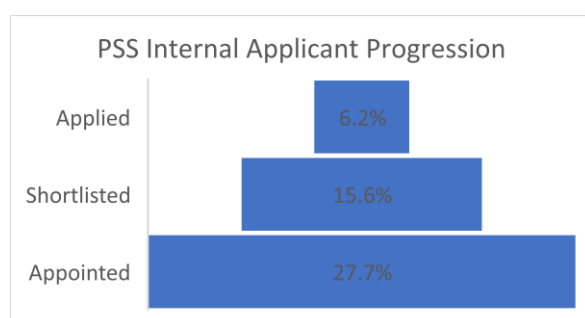
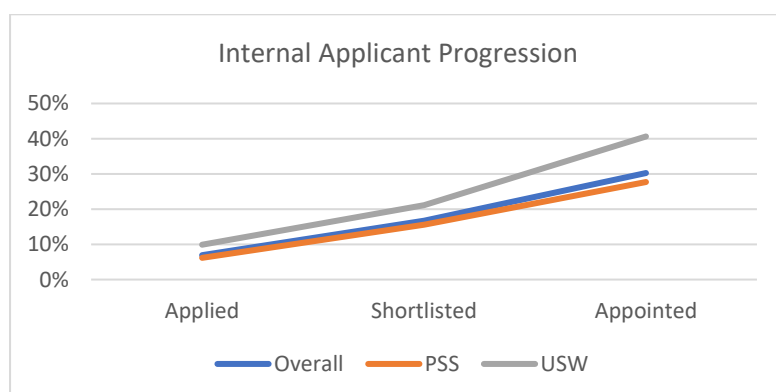
Overall, internal applicants make up 7% of all applications, an increase from 5% in the previous year. however almost a third (30%) of all successful appointments came from internal applications. The information below relates only to internal applicants who engaged with a recruitment process, we're currently unable to report on Progression of individuals outside of the internal recruitment process.

We are unable to provide internal applicant intersectionality due to the small dataset.

Internal Applicant Summary

Internal Applicant	Applied		Shortlisted		Appointed	
	No	%	No	%	No	%
Overall	127	6.9%	100	16.7%	49	30.2%
PSS	90	6.2%	74	15.6%	36	27.7%
USW	37	9.9%	26	21.1%	13	40.6%

PSS shows a lower positive bias when compared to USW, but the trend is still present that internal applicants generally are more successful compared to external applicants.



Internal Applicants by Equality Group (External v's Internal)

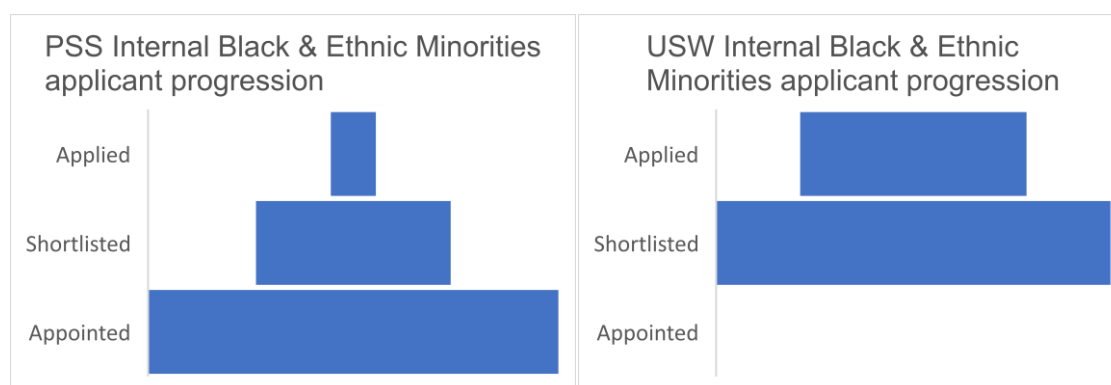
The following tables show analysis of progression comparing internal and external applicants by protected characteristics to see if within each grouping if there a bias towards internal applicants or is there a negative effect based on each characteristic.

Black and Ethnic Minority Internal v External Applicants

Comparison of how internal Black & Ethnic Minorities applicants progress when compared to external Black & Ethnic Minorities applicants.

Black & Ethnic Minorities Internal v External	Applied				Shortlisted				Appointed			
	Internal		External		Internal		External		Internal		External	
	No	%	No	%	No	%	No	%	No	%	No	%
Overall	13	1.7%	741	98.3%	9	-	149	94.3%	0	-	25	89.3%
PSS	8	-	550	98.6%	7	-	106	93.8%	0	-	20	87.0%
USW	5	-	191	97.4%	0	-	43	95.6%	0	0	5	-

Overall, of the pool of Black & Ethnic Minorities applicants, 2% are internal. There is positive progression for Black and Ethnic Minority Internal applicants in PSS.



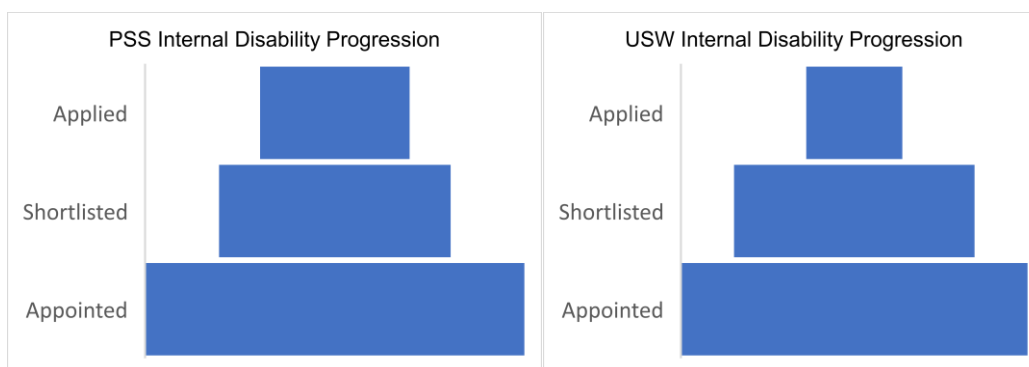
The progression rates have been suppressed to ensure anonymity of the applicants however the charts give a good visual indication of the progression position.

Disabled Internal v External Applicants

Comparison of how internal disabled applicants progress when compared to external disabled applicants.

Disabled Internal v External	Applied				Shortlisted				Appointed			
	Internal		External		Internal		External		Internal		External	
	No	%	No	%	No	%	No	%	No	%	No	%
Overall	24	9.6%	225	90.4%	16	16.7%	80	83.3%	6	-	13	68.4%
PSS	18	8.5%	195	91.5%	11	13.1%	73	86.9%	0	-	11	78.6%
USW	6	-	30	83.3%	5	-	7	-	0	-	0	-

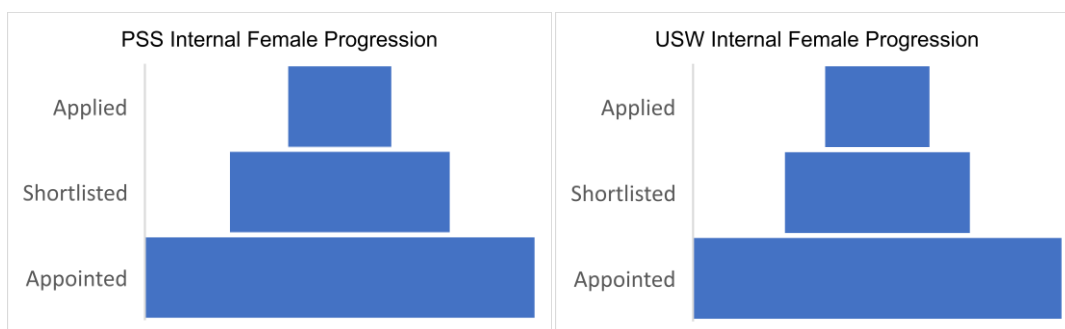
Overall, of the pool of disabled applicants, 10% are internal, however, 30% of all successful disabled appointments are internal. The progression rates have been suppressed to ensure anonymity of the applicants however the charts give a good visual indication of the progression position.



Female Internal v External Applicants

Comparison of how female internal applicants progress when compared to external female applicants.

Female Internal v External	Applied				Shortlisted				Appointed			
	Internal		External		Internal		External		Internal		External	
	No	%	No	%	No	%	No	%	No	%	No	%
Overall	81	8.7%	854	91.3%	64	18.0%	291	82.0%	33	33.0%	67	67.0%
PSS	65	8.0%	750	92.0%	51	17.0%	249	83.0%	25	30.1%	58	69.9%
USW	16	13.3%	104	86.7%	13	23.6%	42	76.4%	8	-	9	-



Overall, of the female applicants that apply, nearly one in ten are internal, however, a third of all successful female appointments are internal. This is more favourable than the overall picture for all applicants regardless of Sex.

LGBTQ+ Internal v External Applicants

Comparison of how internal LGBTQ+ applicants progress when compared to external LGBTQ+ applicants.

LGBTQ+ Internal v External	Applied				Shortlisted				Appointed			
	Internal		External		Internal		External		Internal		External	
	No	%	No	%	No	%	No	%	No	%	No	%
Overall	9	-	172	95.0%	8	-	48	85.7%	0	-	18	85.7%
PSS	7	-	145	95.4%	6	-	42	87.5%	0	-	15	93.8%
USW	0	-	27	93.1%	0	-	6	-	0	-	0	-

Due to the significant reduction in recruitment campaigns in the period and the low proportion of LGBTQ+ applicants it's not possible to draw any conclusions on the internal progression data.

Section 3 - Sickness Absence

Sickness Absence Summary

The data in this section excludes Hourly individuals.

The overall sickness absence rate for the period was 3.4% which attributes to a cost of £2,339,046.

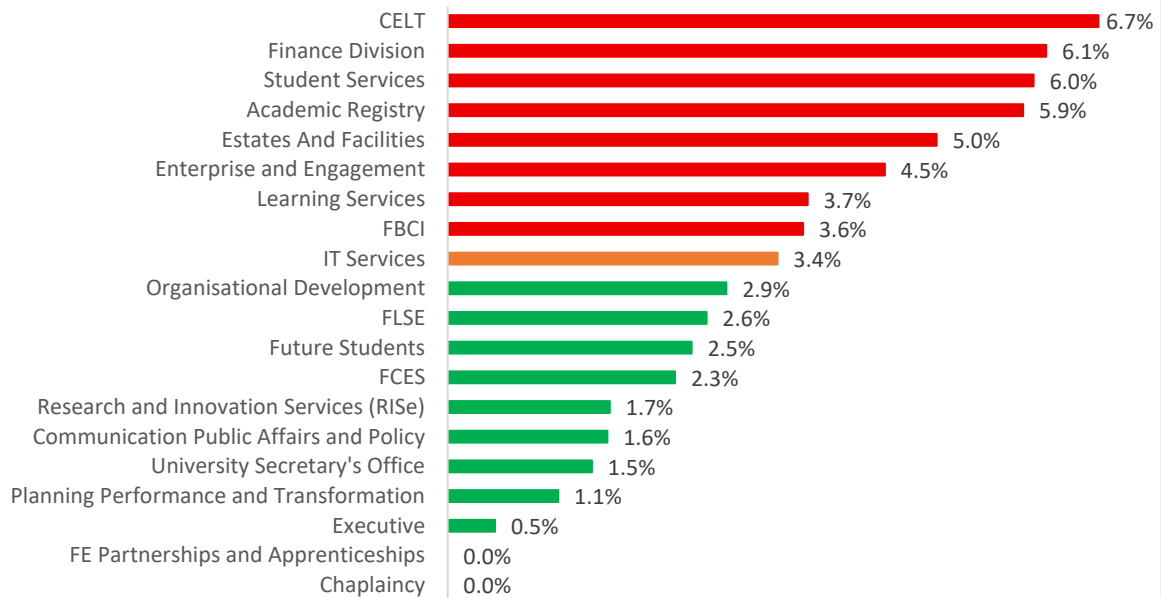
There were 15,906 days lost and 1,653 incidents, on average sickness incidents were 9.6 days in duration. USW has a higher absence rate at 3.7% compared to PSS at 2.4%. USW Sickness absences account for 88% of the Sickness Absence Costs.

Organisation	Days Lost	Incidents	Absence rate	Absence Cost	% of overall Sickness Absence cost
Overall	15906	1653	3.4%	£2,339,046	-
PSS	2326	471	2.4%	£271,248	12%
USW	13580	1182	3.7%	£2,067,798	88%

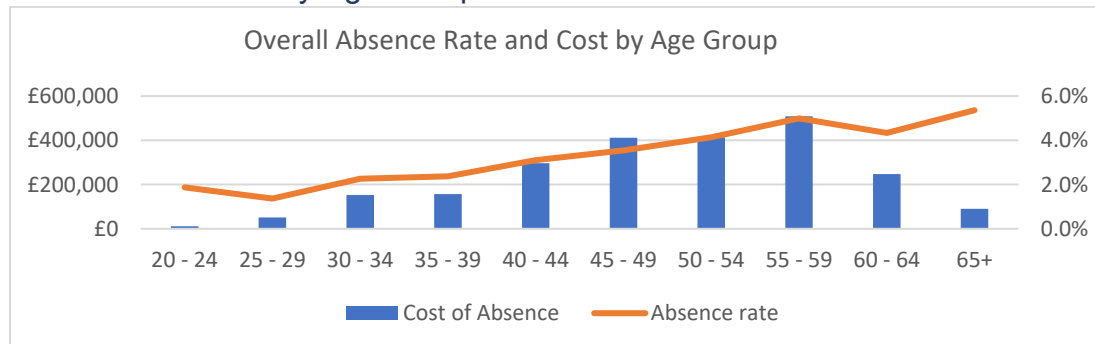
Table Overall – Sickness Absence rate by Faculty/Service

Faculty/Service	Days Lost	Incidents	Absence rate	Absence cost
FBCI	2481	160	3.6%	£427,015
FLSE	2677	260	2.6%	£435,523
FCES	1698	183	2.3%	£301,481
Faculty sub total	6856	603	2.8%	£1,164,018
CELT	402	32	6.7%	£67,350
Finance Division	1168	88	6.1%	£147,191
Student Services	1064	89	6.0%	£118,496
Academic Registry	1425	111	5.9%	£185,561
Estates And Facilities	1737	181	5.0%	£190,670
Enterprise and Engagement	324	44	4.5%	£38,731
Learning Services	761	122	3.7%	£92,968
IT Services	925	129	3.4%	£140,748
Organisational Development	234	22	2.9%	£31,588
Future Students	625	120	2.5%	£102,432
Research and Innovation Services (RISe)	127	44	1.7%	£18,425
Communication Public Affairs and Policy	41	8	1.6%	£6,146
University Secretary's Office	117	32	1.5%	£14,001
Planning Performance and Transformation	91	21	1.1%	£15,920
Executive	9	7	0.5%	£4,802
Chaplaincy	0	0	0.0%	£0
FE Partnerships and Apprenticeships	0	0	0.0%	£0
Services sub total	9050	1050	4.1%	£1,175,027
Grand Total	15906	1653	3.4%	£2,339,046

Sickness Absence rate by Faculty/Service

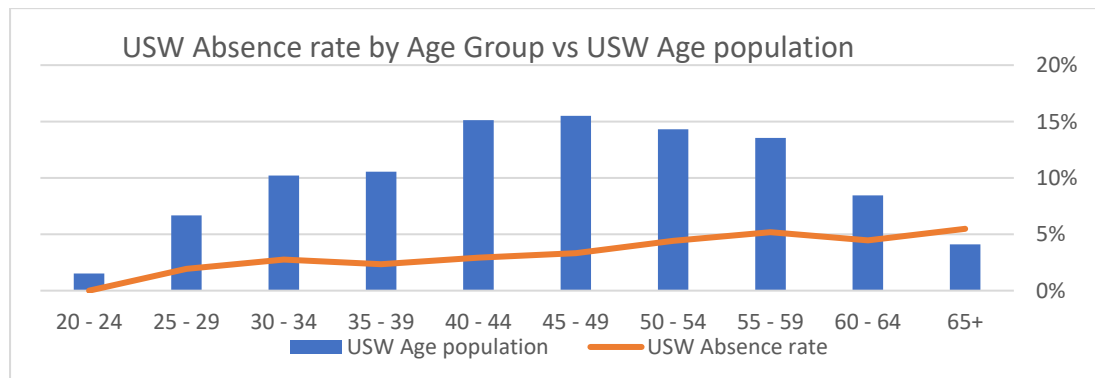


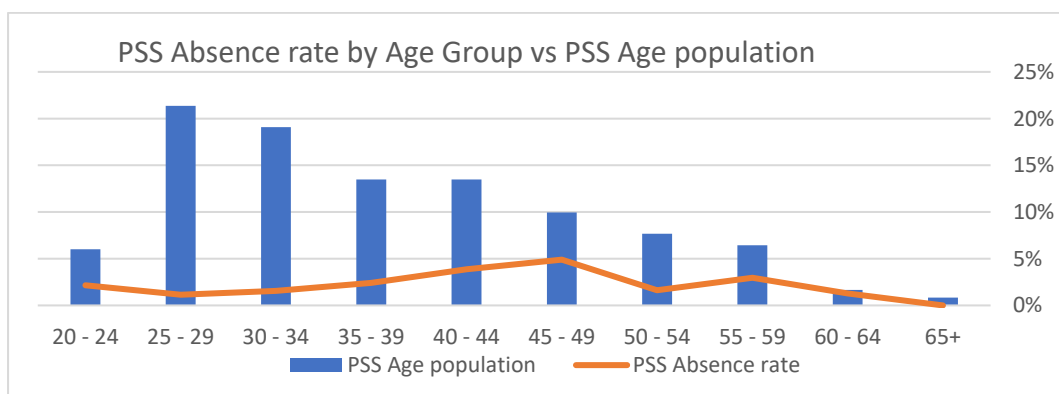
Sickness Absence by Age Group



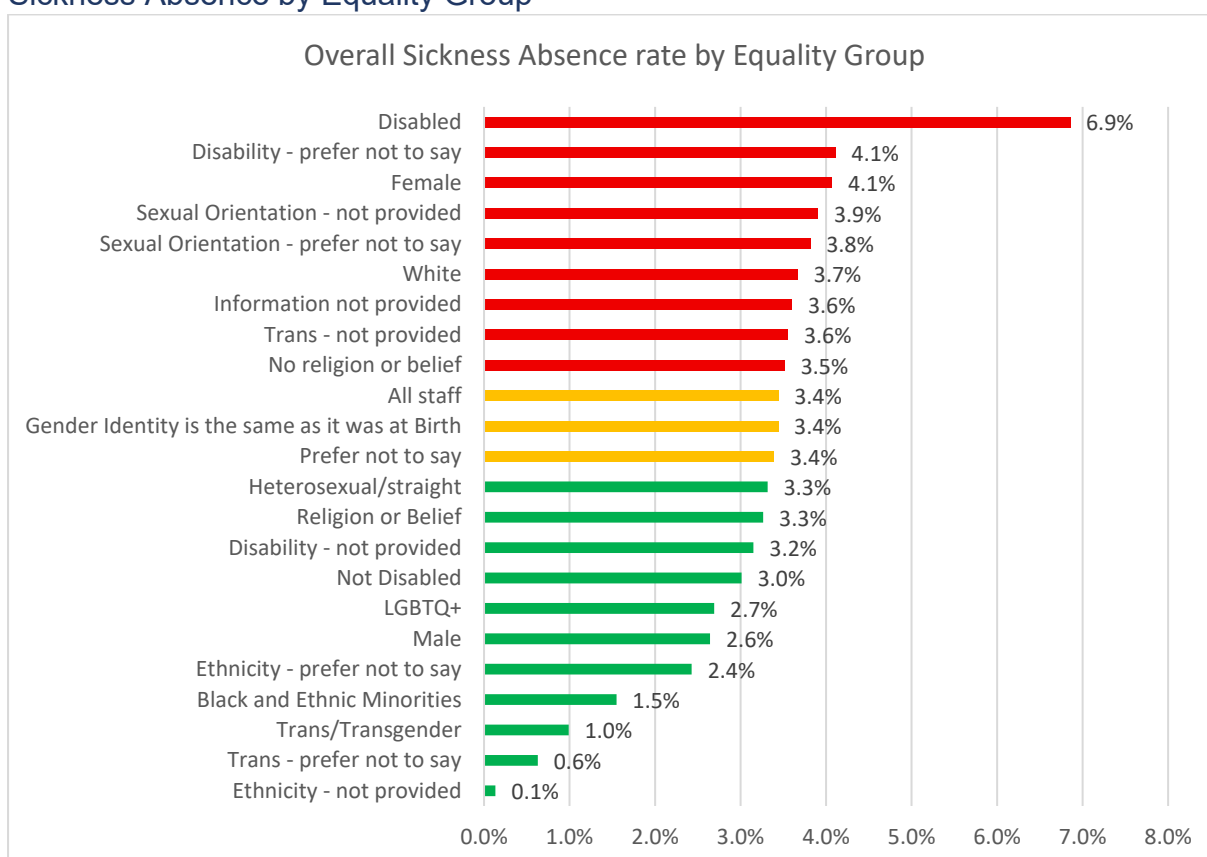
Overall, for USW and PSS Absence rates generally increase with age, with the highest absence attributed to those in the age group 65+. There is a similar trend with the cost of absence which increase with age with the highest cost attributed to age group 55-59, the absence costs for the higher age groups then start to lower.

USW Absence rate by Age Group vs USW Age population





Sickness Absence by Equality Group



The overall absence rate for disabled staff (6.9%) is the highest rate of the equality groups. In addition, the absence rate for Females is higher than males at 4.1%.

Table Overall – Sickness Absence Rate by Equality Group

	Sickness Absence rate by	Overall Absence rate
All staff	All staff	3.4%
Disability	Disabled	6.9%
	Disability - not provided	3.2%
	Not Disabled	3.0%
	Disability - prefer not to say	4.1%
Ethnicity	Black and Ethnic Minorities	1.5%
	Ethnicity - not provided	0.1%
	Ethnicity - prefer not to say	2.4%
	White	3.7%
Sex	Female	4.1%
	Male	2.6%
Sexual Orientation	Heterosexual/straight	3.3%
	Sexual Orientation - not provided	3.9%
	LGBTQ+	2.7%
	Sexual Orientation - prefer not to say	3.8%
Trans/Transgender	Trans - not provided	3.6%
	Trans/Transgender	1.0%
	Trans - prefer not to say	0.6%
	Gender Identity is the same as it was at Birth	3.4%
Religion or Belief	Information not provided	3.6%
	No religion or belief	3.5%
	Prefer not to say	3.4%
	Religion or Belief	3.3%

Due to a small sample size, we're unable to provide individual breakdown of absence rate for PSS and USW for the Trans/Transgender equality group.

Table USW – Sickness Absence Rate by Equality Group

	Sickness Absence rate by	USW Absence rate
All staff	All staff	3.7%
Disability	Disabled	8.2%
	Information not provided	3.4%
	Not Disabled	3.2%
	prefer not to say	4.2%
Ethnicity	Black and Ethnic Minorities	1.5%
	Information not provided	0.1%
	Prefer not to say	3.0%
	White	4.0%
Sex	Female	4.4%
	Male	2.9%
Sexual Orientation	Heterosexual/straight	3.6%
	Information not provided	4.0%
	LGBTQ+	3.4%
	Prefer not to say	4.3%
Religion or Belief	Information not provided	3.7%
	No religion or belief	4.1%
	Prefer not to say	3.8%
	Religion or Belief	3.3%

Table PSS – Sickness Absence Rate by Equality Group

	Sickness Absence rate by	PSS Absence rate
All staff	All staff	2.4%
Disability	Disabled	2.3%
	Information not provided	2.9%
	Not Disabled	1.8%
	prefer not to say	2.5%
Ethnicity	Black and Ethnic Minorities	1.6%
	Information not provided	0.2%
	Prefer not to say	1.2%
	White	2.5%
Sex	Female	3.0%
	Male	1.3%
Sexual Orientation	Heterosexual/straight	2.6%
	Information not provided	1.4%
	LGBTQ+	1.7%
	Prefer not to say	1.2%
Religion or Belief	Information not provided	1.1%
	No religion or belief	1.9%
	Prefer not to say	2.0%
	Religion or Belief	3.2%

Sickness Intersectionality

Aside from Disability and Sex we are unable to provide the breakdown by employer for the remainder of the following intersectionality data due to the risk of making individuals identifiable, only the Overall absence rates are provided.

Absence rate of Ethnicity by Sex

Ethnicity	Overall		USW		PSS	
	Female	Male	Female	Male	Female	Male
Black and Ethnic Minorities	2.3%	0.9%	2.6%	0.7%	1.3%	1.9%
White	4.3%	2.9%	4.6%	3.2%	3.2%	1.2%

The absence rates for White Females are highest when comparing Ethnicity and Sex. All slightly higher when comparing to the absence rates by employer.

Absence rate of Ethnicity by Religion or Belief

Ethnicity	Overall	
	No religion or belief	Religion or Belief
Black and Ethnic Minorities	3.5%	1.1%
White	3.5%	3.7%

White individuals with a Religion or Belief marginally have a higher absence rate.

Absence rate of Disability by Ethnicity

Disability vs Ethnicity	Overall	
	Black and Ethnic Minorities	White
Disabled	3.2%	7.2%
Not Disabled	1.0%	3.2%

Overall Disabled White individuals have a higher absence rate of 7.2% compared to Disabled Black & Ethnic Minority individuals at 3.2%.

Absence rate of Disability by Sex

Disability vs Sex	Overall		USW		PSS	
	Female	Male	Female	Male	Female	Male
Disabled	8.0%	4.7%	9.6%	5.8%	3.1%	1.1%
Not Disabled	3.7%	2.2%	4.0%	2.4%	2.2%	1.1%

Disabled Females have higher absence rates than Disabled Males, overall Disabled Females absence rate is 9.0% compared to Disabled Males at 4.7%.

Absence rate of Disability by Sexual Orientation

Disability vs Sexual Orientation	Overall	
	Heterosexual/straight	LGBTQ+
Disabled	5.7%	6.5%
Not Disabled	3.0%	1.3%

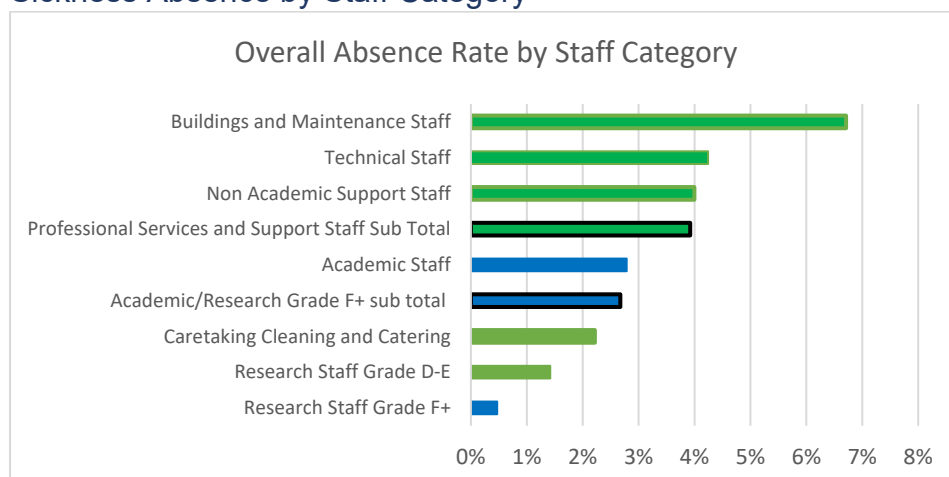
Disabled LGBTQ+ individuals have a higher absence rate of 6.5% when compared to Disabled Heterosexual/Straight individuals at 5.7%.

Absence rate of Disability by Age Band

Age Band	Overall	
	Disabled	Not Disabled
20 - 24	-	-
25 - 29	1.5%	1.4%
30 - 34	2.3%	2.2%
35 - 39	1.8%	1.9%
40 - 44	11.2%	2.3%
45 - 49	5.9%	2.8%
50 - 54	9.5%	3.5%
55 - 59	15.3%	4.3%
60 - 64	3.6%	4.6%
65+	-	3.8%

The higher age bands of those with a Disability have higher absence rates than younger non disabled individuals with the highest absence rate for disabled individuals within the age band 55-59 at 15.3%.

Sickness Absence by Staff Category



Overall, Professional Services and Support staff have a total higher sickness absence rate of 3.9% compared to Academic and Research (grade F+) at 2.7%. The three highest sickness absence rates are for the following categories: Buildings and Maintenance Staff at 6.7%, Technical staff at 4.2% followed by Non Academic Support Staff at 4.0%.

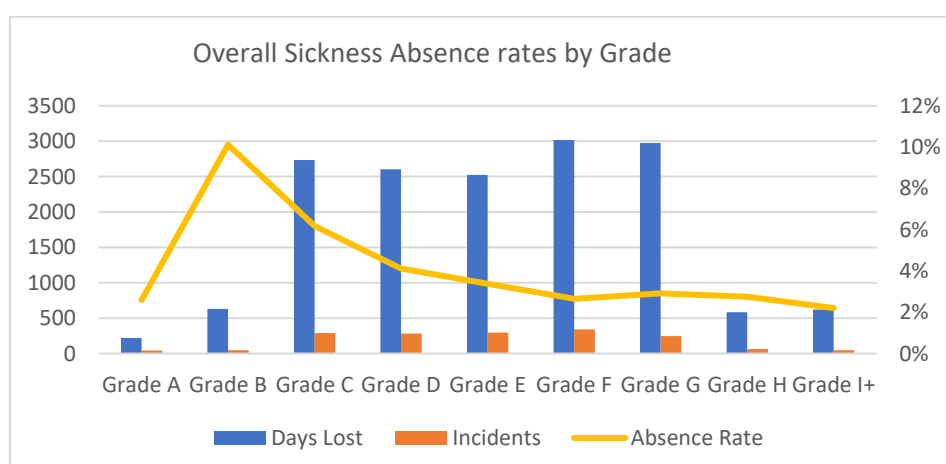
Table Overall - Absence Rate by Staff Category

Staff Category	Days Lost	Incidents	Absence Cost	Absence rate	Average days lost
Academic Staff	4716	334	£900,150	2.8%	14
Research Staff Grade F+	41	6	£7,881	0.5%	7
Academic/Research Grade F+ sub total	4757	340	£908,031	2.7%	14
Buildings and Maintenance Staff	527	39	£56,609	6.7%	14
Technical Staff	666	62	£85,590	4.2%	11
Non Academic Support Staff	9531	1140	£1,252,117	4.0%	8
Caretaking Cleaning and Catering	304	62	£19,121	2.2%	5
Research Staff Grade D-E	121	10	£17,577	1.4%	12
Professional Services and Support Staff Sub Total	1114	1313	£1,431,015	3.9%	8
Grand Total	1590	1653	£2,339,046	3.4%	10

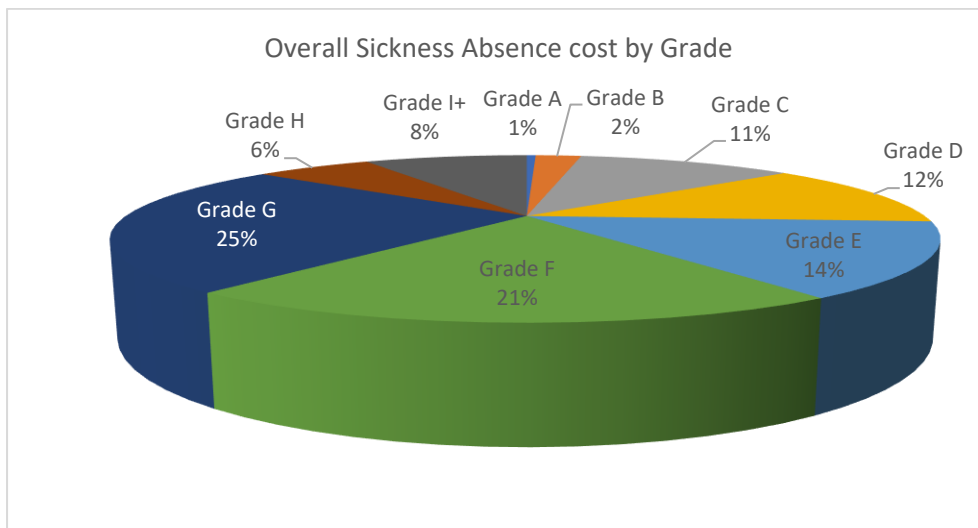
Sickness Absence by Staff Grade

Table Overall - Absence Rate by Staff Grade

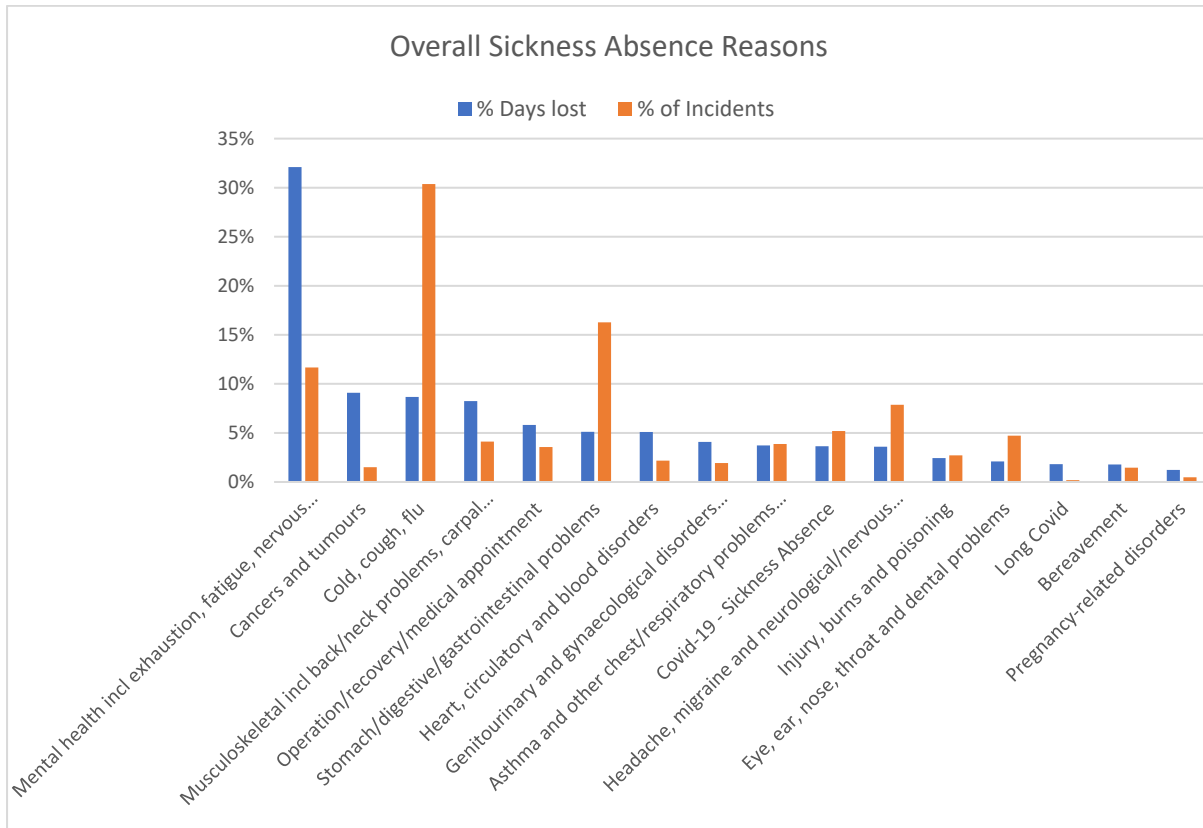
Grade	Days Lost	Incidents	Absence cost	Absence Rate
Grade A	218	43	£10,609	2.6%
Grade B	631	47	£54,213	10.1%
Grade C	2733	290	£255,152	6.2%
Grade D	2603	282	£290,136	4.1%
Grade E	2524	295	£333,716	3.4%
Grade F	3017	342	£477,455	2.7%
Grade G	2974	245	£588,041	2.9%
Grade H	584	63	£136,662	2.7%
Grade I+	622	46	£193,063	2.2%
Grand Total	15906	1653	£2,339,046	3.4%



Overall, across USW and PSS higher absences rates are generally more prevalent in lower graded roles. The highest proportion of days lost were attributed to Grades F (19.0%) and G (18.7%), Grade G accounted for 25% of all sickness absence costs. 64.7% of those absent within Grade F were Female.



Sickness Absence Reasons



Overall, the sickness absence reason mental health had the highest proportion of days lost at 32.1%, the second highest was for Cancers and tumours at 9.1%. The highest number of incidents were for the reason cold, cough, flu at 30.4% followed by stomach/digestive/gastrointestinal problems 16.3%. The chart is restricted to reasons with an absence rate of 1% or more. Mental Health absences account for nearly a third of all of sickness absence costs for the period at £740,120.

Similarly for USW the sickness absence reason Mental Health had the highest proportion of days lost at 30.7%, followed by Cancers and tumours at 10.6%. The highest number of incidents were for Cold, cough, flu at 28.9% followed by stomach/digestive/gastrointestinal problems at 15.1%.

For PSS the sickness absence reason Mental Health had the highest proportion at 40.7%, followed by Cold, cough, flu 17.4%. The highest number of incidents were for Cold, cough, flu at 34.0% followed by Stomach/gastro related absences at 19.3%. Although Mental Health accounted for the highest proportion of days lost, overall, across USW and PSS, the PSS Mental Health related absences only accounted for 5.9% of all days lost within the period whereas the days lost for USW for the same reason accounted for 26.1% of all days lost. The financial cost of Mental Health related absences for PSS was far lower at £115,538 compared to £624,582 for USW.

Table Overall- Reasons for Sickness Absence

UCEA Absence Reason	Absence Cost	Days Lost %	Incidents %
Mental health incl exhaustion, fatigue, nervous debility, alcohol/drug abuse	£740,120	32.1%	11.7%
Cancers and tumours	£231,214	9.1%	1.5%
Cold, cough, flu	£200,241	8.7%	30.4%
Musculoskeletal incl back/neck problems, carpal tunnel, tendonitis	£175,824	8.2%	4.1%
Operation/recovery/medical appointment	£139,523	5.8%	3.6%
Stomach/digestive/gastrointestinal problems	£112,244	5.1%	16.3%
Heart, circulatory and blood disorders	£139,703	5.1%	2.2%
Genitourinary and gynaecological disorders exclude pregnancy/related disorders	£115,354	4.1%	1.9%
Asthma and other chest/respiratory problems incl pneumonia, bronchitis, pleurisy	£95,687	3.7%	3.9%
Covid-19 - Sickness Absence	£78,210	3.6%	5.2%
Headache, migraine and neurological/nervous system	£65,389	3.6%	7.9%
Injury, burns and poisoning	£46,823	2.4%	2.7%
Eye, ear, nose, throat and dental problems	£46,838	2.1%	4.7%
Long Covid	£46,369	1.8%	0.2%
Bereavement	£38,228	1.8%	1.5%
Pregnancy-related disorders	£29,988	1.2%	0.5%

The chart is restricted to reasons with Days Lost of 1% or more.

USW- Reasons for Sickness Absence

UCEA Absence Reason	Absence Cost	Days Lost %	Incidents %
Mental health incl exhaustion, fatigue, nervous debility, alcohol/drug abuse	£624,582	30.6%	12.9%
Cancers and tumours	£231,113	10.6%	2.0%
Musculoskeletal incl back/neck problems, carpal tunnel, tendonitis	£157,831	8.4%	4.9%
Cold, cough, flu	£155,254	7.2%	28.9%
Operation/recovery/medical appointment	£128,413	6.1%	4.1%
Heart, circulatory and blood disorders	£138,979	5.9%	2.8%
Stomach/digestive/gastrointestinal problems	£87,926	4.6%	15.1%
Genitourinary and gynaecological disorders exclude pregnancy/related disorders	£112,135	4.6%	1.9%
Asthma and other chest/respiratory problems incl pneumonia, bronchitis, pleurisy	£86,750	3.9%	3.8%
Covid-19 - Sickness Absence	£70,459	3.8%	5.1%
Headache, migraine and neurological/nervous system	£54,893	3.5%	6.7%
Injury, burns and poisoning	£44,892	2.7%	3.3%
Long Covid	£46,369	2.1%	0.3%
Eye, ear, nose, throat and dental problems	£36,613	1.8%	4.7%
Bereavement	£33,114	1.7%	1.5%
Pregnancy-related disorders	£25,874	1.2%	0.3%

The chart is restricted to reasons with Days Lost of 1% or more.

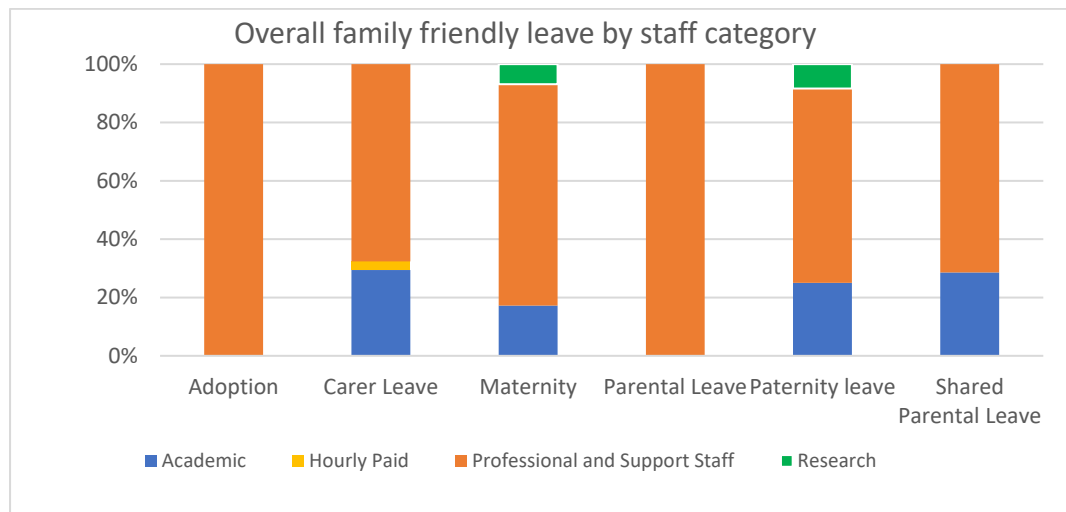
PSS- Reasons for Sickness Absence

UCEA Absence Reason	Absence Cost	Days Lost %	Incidents %
Mental health incl exhaustion, fatigue, nervous debility, alcohol/drug abuse	£115,538	40.7%	8.5%
Cold, cough, flu	£44,987	17.4%	34.0%
Stomach/digestive/gastrointestinal problems	£24,317	8.4%	19.3%
Musculoskeletal incl back/neck problems, carpal tunnel, tendonitis	£17,993	7.3%	2.1%
Headache, migraine and neurological/nervous system	£10,496	4.1%	10.8%
Eye, ear, nose, throat and dental problems	£10,226	4.0%	4.9%
Operation/recovery/medical appointment	£11,110	4.0%	2.1%
Asthma and other chest/respiratory problems incl pneumonia, bronchitis, pleurisy	£8,937	3.0%	4.0%
Covid-19 - Sickness Absence	£7,751	2.8%	5.5%
Bereavement	£5,114	2.1%	1.3%
Pregnancy-related disorders	£4,114	1.5%	0.8%
Genitourinary and gynaecological disorders exclude pregnancy/related disorders	£3,219	1.4%	1.9%
Injury, burns and poisoning	£1,931	1.0%	1.3%

The chart is restricted to reasons with Days Lost of 1% or more.

Section 4 - Family Friendly Leave

For USW there were 121 instances of family friendly leave and 32 for within the reporting period. Professional and Support Staff made up 69.6% of all leave taken, followed by academic staff at 26.1%. Females made up 71.9% of all family friendly leave taken compared with 73.9% in the previous year. The below graph includes both USW and PSS employees by family friendly leave and staff category. Of those who took leave 89.5% recorded their Ethnicity grouping as White, followed by 7.8% Black and Ethnic Minorities.



Section 5 - EDI Compliance Data

The training platform transition has prevented us from compiling the data this year.

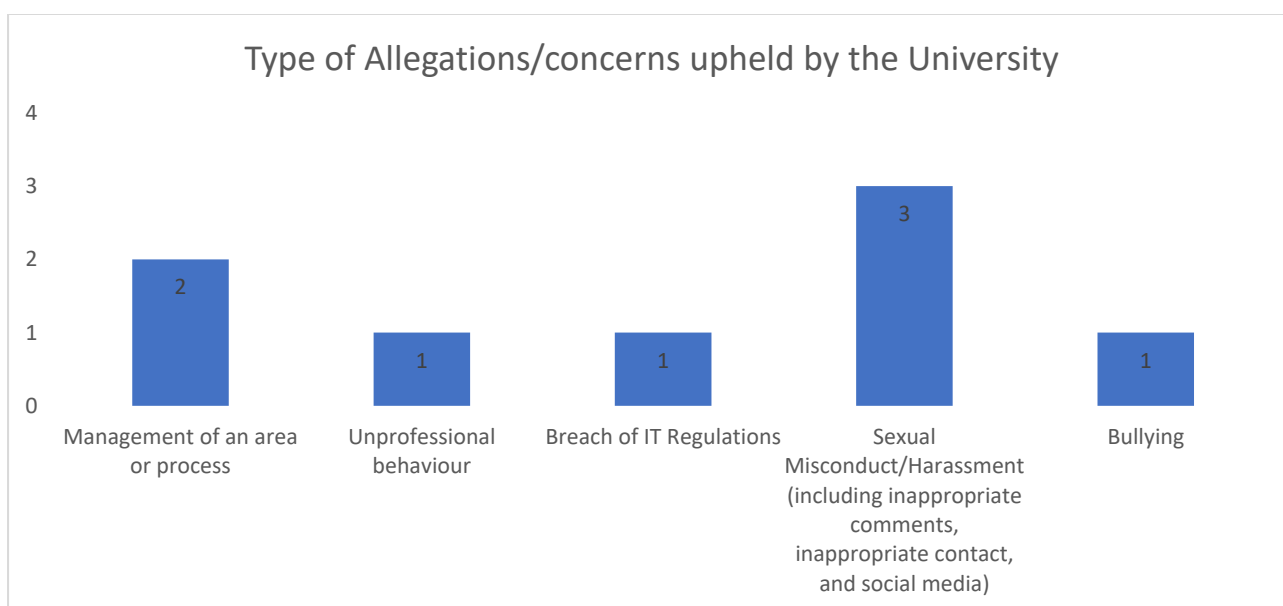
Section 6 - Casework data

The table below shows the total number of Investigations (Grievance, Dignity at Work and Disciplinary). The data includes any disciplinary investigations relating to students concerns about employees raised directly with Faculty. Data excludes any investigations undertaken by the Student Casework Team relating to formal student complaints against USW/PSS employees. The latter data will be reported to the Culture, People and Values Committee in January 2026.

All investigations recorded in the below table relate to USW and PSS employees.

	Total no. of investigations	Total no. Upheld/ case to answer	Total no. partially upheld	Total no. not upheld/ no case to answer	Total no. Informally resolved	Total no. Ongoing
Total no. of complaints raised by USW employees relating to	0	NA	NA	NA	NA	

processes, pay or workload						
Total no. of complaints raised by employees at USW against a USW colleague relating to their conduct/behaviour	16	3	0	3	4 (1 resignation during process)	5
Total no. of concerns investigated relating to a USW employees conduct/behaviour towards a student	6	1	2	2	1	
Total no. of conduct investigations related to another matter (not conduct/behaviour against another)	7	4 (1 resigned during	0	0		2
Overall total:	29	9	2	5	6	7



The Committee will note there have been three cases of sexual misconduct/harassment which have been upheld during the period 2022/23. This is higher than the number of cases in the three preceding years: 2021: 1 case, 2020: 1 case and 2019: 2 cases. All three investigations were instigated by the University on hearing feedback/comments from students.

A number of initiatives/review of policies have been underway over the last 12 months with the aim of promoting awareness of acceptable behaviour and the University intolerance of any unacceptable behaviour including sexual misconduct/harassment. With the introduction of the Report and Support System and future promotion of acceptable behaviours the

University may see an increase in concerns of this nature, as individuals are empowered to raise such concerns.

Due to the low number of cases, Equality data has been sectioned into two categories: (i) complainants and (ii) those employees investigated (whether in response to a grievance or investigated as a conduct matter).

Complainants:

During the reporting period, 8 USW employees raised grievances. 1 withdrew and therefore the report will focus on the remaining 7 complainants. 1 person raised grievances relating to the behaviour of others and their pay and therefore are recorded twice in the above table to record the different outcomes.

There were no grievances raised by PSS employees.

Concerns were also raised against three USW employees by female students. No further data is known about the students and therefore will not be referred to within this section of the report.

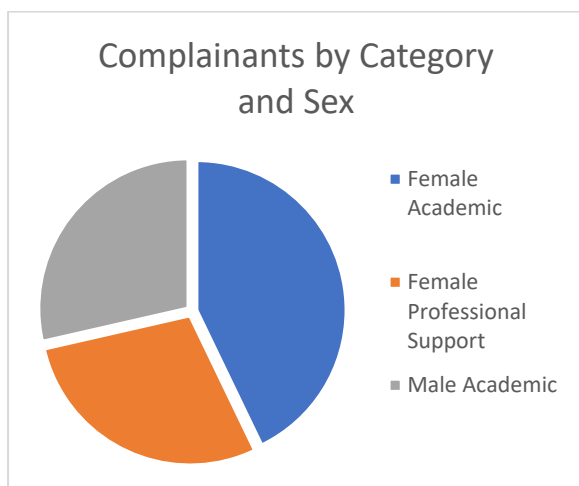
Of the 8 grievances (raised by 7 employees), two related to protected characteristics covered by the Equality Act 2010:

- One related to age discrimination which was not upheld. The individual did not appeal the outcome.
- The second grievance related to less favourable treatment based on their part-time status and therefore indirectly related to gender also. The grievance was not upheld and the employee did not appeal the outcome.

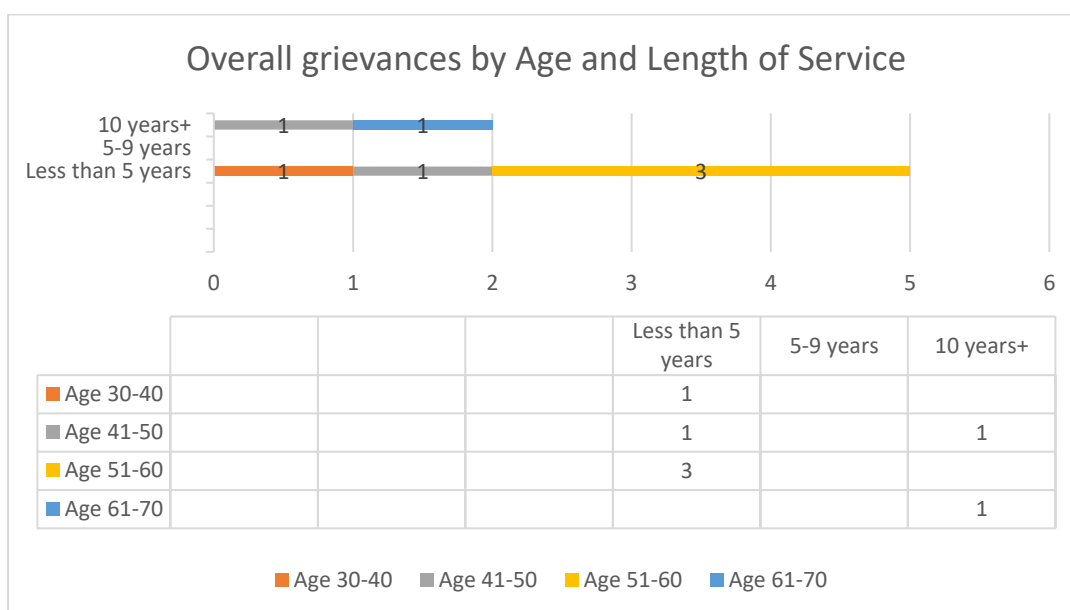
The remaining 7 grievances were not related to any protected characteristic (Equality Act 2010) or any other protected group e.g. Part-time and Fixed Term workers.

One of the 7 complainants has since left the University.

All grievances were raised by USW British (1 recorded as Welsh) employees on permanent contracts. None declared a disability. 71% (5) grievances were raised by females, 4 of which are part-time. Ethnicity of employees are recorded as White:5, Black and Ethnic Minorities:1 and 'prefer not to say':1. All but one person was on a grade higher than E with 71% of complainants employed on grade G (academic employees). 86% (6 of the 7) of complainants were employed in a Faculty.



Of note is the length of service of those raising concerns. The majority were raised by employees with less than 5 years service: 3 of which had 2 years service or less.



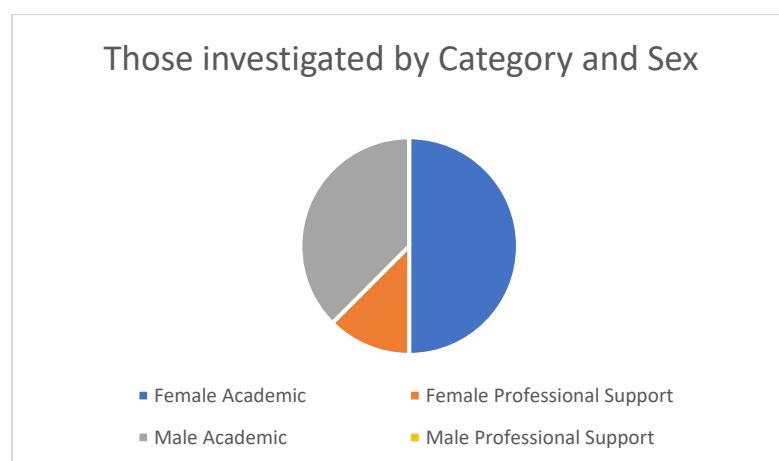
Employees investigated (whether in response to a grievance or investigated as a conduct matter).

This section will focus on the data held for those employees who have had allegations/grievances against them upheld or proven on the balance of probabilities.

During the reporting period 8 USW employees were investigated for conduct or behaviour related issues identified within the graph above. There were no investigations relating to PSS employees. 4 people had concerns raised against them by a USW colleague (1 person raised concerns against 2 people) and 3 people had concerns raised against them by students. The latter were concerns that were not raised as complaints and were instigated by the University on hearing the concerns. Therefore, the students' complaints process was not followed and the matters were investigated in

line with the University's Disciplinary Procedure. The remaining employee was investigated for a breach of regulations identified by University management.

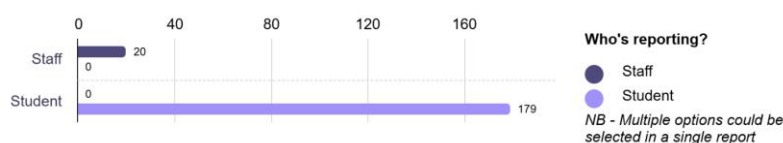
The employees were predominantly employed on permanent and full-time contracts, with the inclusion of 1 fixed term contract, 1 part-time and 1 hourly paid. 7 of the 8 employees are academic and therefore on Grade F or above. None declared a disability.



62% (5) of those investigated were females, 4 of which are full-time. Ethnicity of employees are recorded as White:5, Black and ethnic minorities:2 and one person recorded 'any other white background'. 50% were aged 40-49 and 75% had 8 years service and more.

Section 7 – Report and Support

Who's reporting?

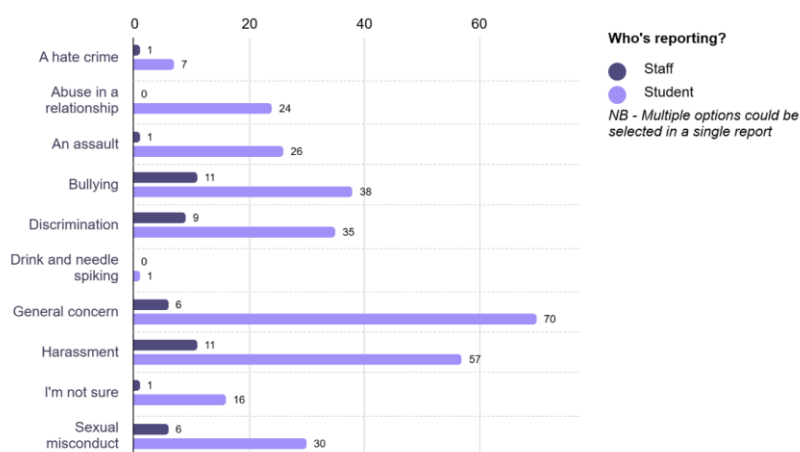


Who Is Reporting (1 April 2024 to 31 March 2025)

During the reporting period, the majority of reports were submitted by students, accounting for 179 reports. Staff submitted a smaller number of reports, totalling 20.

This distribution indicates that students are the primary users of the reporting mechanism during this period. The data reflects the volume of reports submitted and does not indicate prevalence or risk levels across groups. As multiple options could be selected within a single report, the figures should be interpreted as indicative of reporting activity rather than distinct individuals.

What are people reporting?



What People Are Reporting

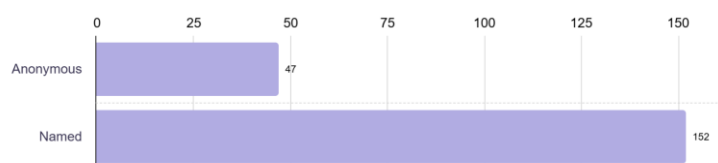
Reports cover a broad range of issues, with the most common categories being general concerns, harassment, bullying, and discrimination. These categories account for the highest volume of reports overall and are raised by both staff and students.

A significant number of reports also relate to sexual misconduct, while smaller numbers concern assault and abuse within a relationship. A proportion of individuals indicate that they are not sure how to categorise their experience, suggesting some uncertainty in how incidents are understood or described at the point of reporting.

Reports of hate crime and drink and needle spiking are comparatively low, though their presence indicates the importance of maintaining clear reporting routes for serious and sensitive incidents.

Overall, the pattern of reporting across categories is broadly consistent for staff and students, with higher volumes concentrated in areas relating to behaviour, dignity, and interpersonal conduct rather than single-incident criminal offences. As multiple options could be selected within a single report, the data reflects the complexity of experiences being reported.

How are people reporting incidents?

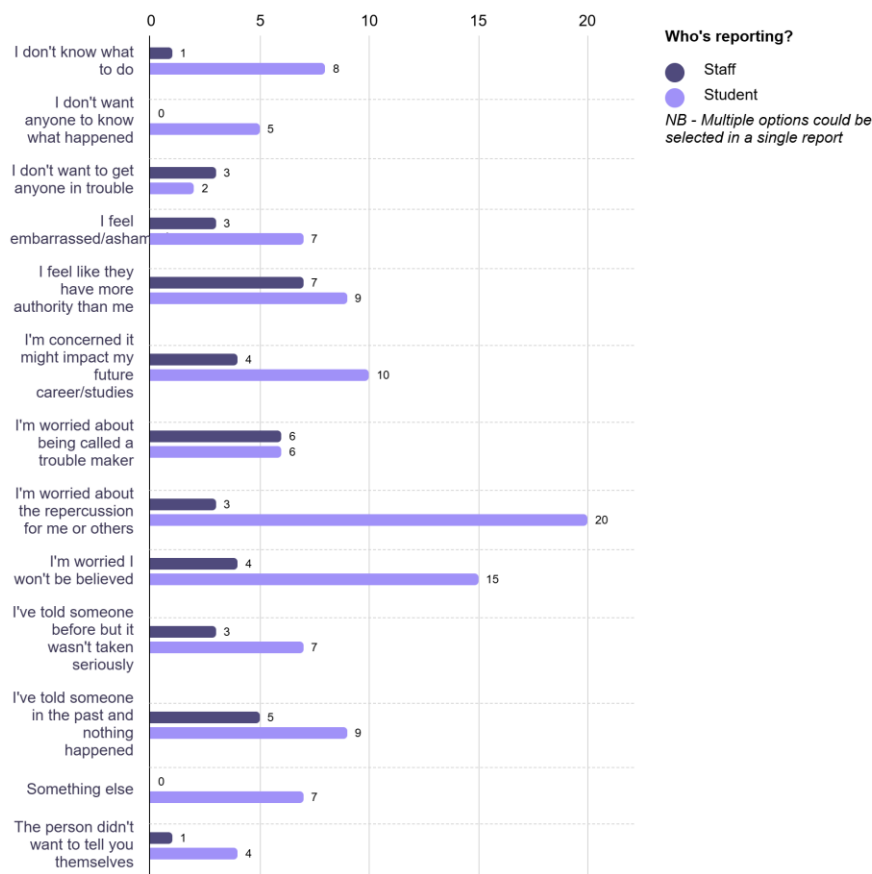


How Incidents Are Reported

The majority of incidents are reported on a named basis, with 152 reports submitted with the reporter's details. A smaller proportion of reports (47) are made anonymously.

This indicates that most individuals are willing to engage openly with reporting processes. However, the continued use of anonymous reporting demonstrates that it remains an important option for those who may have concerns about personal impact, confidentiality, or perceived risk.

Why are people reporting anonymously?



Reasons for Anonymous Reporting

The data indicates that individuals choose to report anonymously primarily due to concerns about personal impact, perceived power imbalances, and confidence in reporting outcomes. While these factors are evident for both staff and students, they are reported more frequently by students.

Students most commonly cite fear of repercussions, concerns about not being believed, and potential impacts on their studies or future career. A significant proportion also report having previously raised concerns that were not acted upon or not taken seriously, which appears to reduce confidence in formal reporting processes.

Both staff and students identify power differentials, particularly where the individual concerned is perceived to hold greater authority, and concerns about being viewed as a “troublemaker.” However, these issues are reported at lower levels among staff overall.

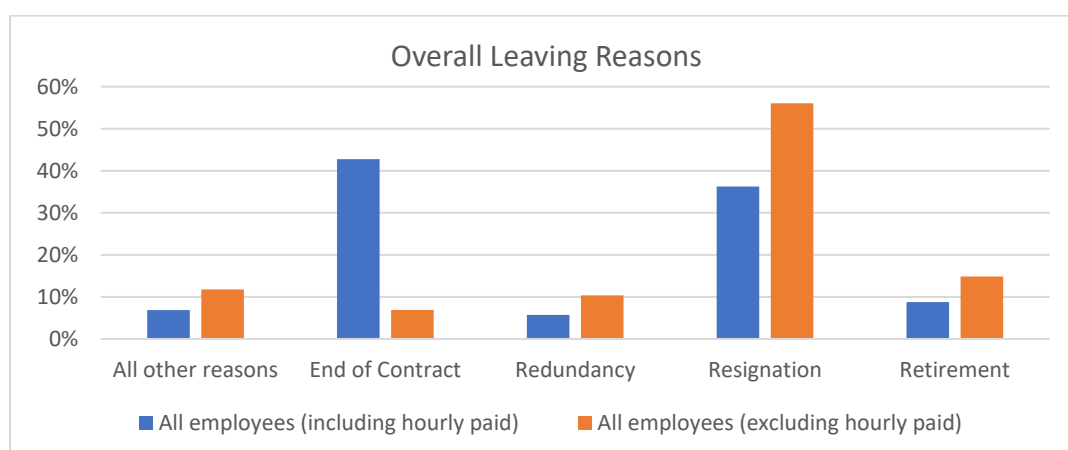
Additional factors influencing anonymous reporting include embarrassment or shame, uncertainty about reporting processes, and a desire to maintain privacy or control over personal information.

Overall, the findings suggest that anonymous reporting is used as a protective measure, particularly by students, in circumstances where perceived risk, uncertainty, or lack of trust in outcomes may otherwise act as barriers to raising concerns.

Section 8 - Leavers

Turnover information is based on headcount rather than position count not impact the turnover rate due to several individuals having more than one position in the reporting period.

Overall, 524 employees left USW and PSS within the reporting period with a turnover of 21.1% including Hourly Paid individuals. Excluding Hourly Paid individuals there were 289 leavers with a turnover of 16.1%. Excluding Hourly Paid individuals' resignation is overall the main reason for leaving at 56.1%, followed by Retirement at 14.9% and All other reasons at 11.8%.



USW has a lower turnover rate compared to PSS there were 411 leavers with a turnover rate of 19.9% (including Hourly Paid individuals). Excluding Hourly Paid individuals there were 203 leavers with a turnover of 14.2%.

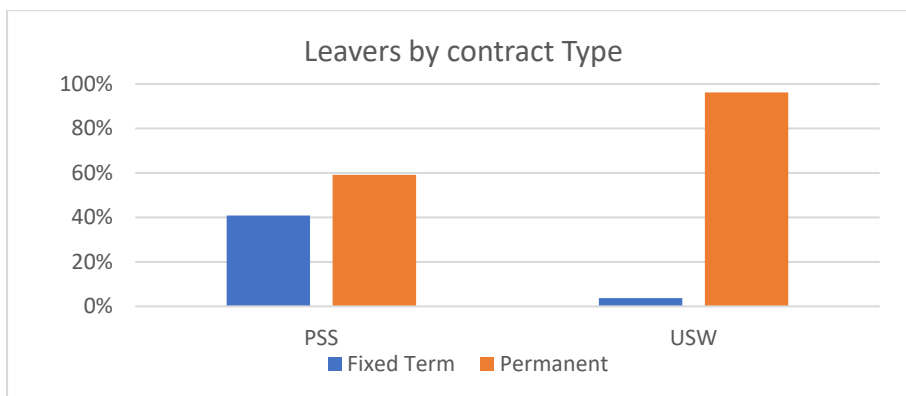
PSS in comparison had 120 leavers with a turnover of 25.9% (including Hourly Paid individuals), excluding Hourly Paid individuals there were 86 leavers with a turnover of 23.9%.

Overall, across USW and PSS 68 individuals left within the first 12 months of employment, 51.5% left due to end of contract and 48.5% due to resignation. Of those 68 leavers 38% left within the first 6 months of employment.

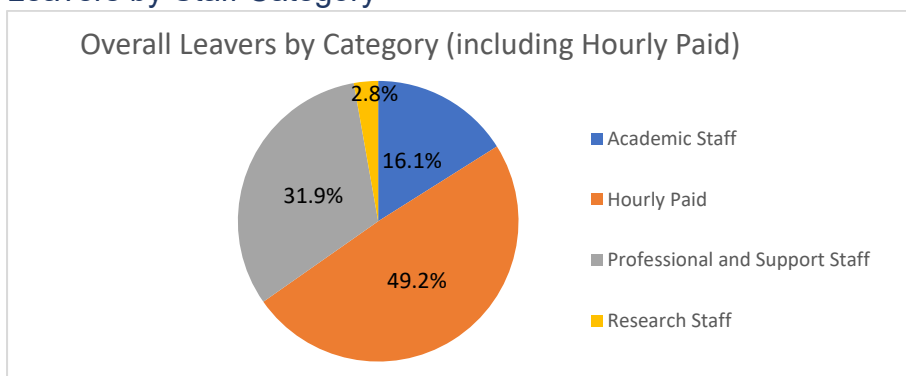
Overall, there were 190 voluntary leavers who resigned in the period, with 30.5% leaving within 1-2 years' service. The voluntary leavers by service differs considerably between USW and PSS, for USW the highest proportion of voluntary leavers left with 6-10 years' service (24.6%) whereas for PSS 62.3% of voluntary leavers left with 1-2 years' service. 95.7% of all voluntary leavers within PSS leave within the first 2 years of employment compared to 21.3% at USW.

Leavers by Staff Contract Type

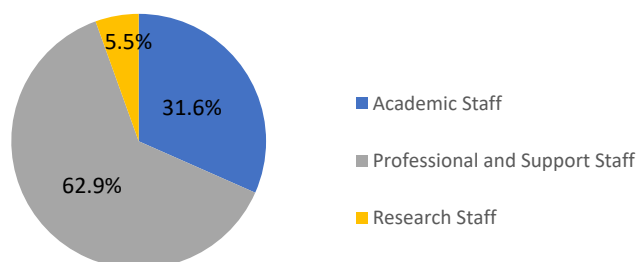
Overall, 89% of leavers were on permanent contracts and the remainder on fixed term contracts. PSS with a higher proportion on fixed term contracts and USW with higher permanent contracts.



Leavers by Staff Category



Overall Leavers by Category (excluding Hourly Paid)



Overall, the employee group with the highest number of leavers (including hourly paid) is Hourly paid at 49% followed by Professional and Support Staff at 32%. Excluding hourly paid individuals, the percentages are 63% Professional and Support Staff followed by Academic at 32%.

Leavers by leaving reason and Equality Group

Table Overall Leavers by leaving reason and equality group*

Leaving Reason	Overall	Female	Male	Black & Ethnic Minorities	White	Disabled	Not Disabled
All other reasons	11.7%	4.5%	7.2%	-	9.3%	-	10.7%
End of Contract	6.9%	-	4.1%	-	4.3%	-	-
Redundancy	10.3%	7.6%	-	-	10.0%	-	11.1%
Resignation	56.0%	30.6%	25.4%	5.4%	50.9%	7.6%	46.7%
Retirement	15.1%	10.3%	4.8%	0.0%	15.4%	-	14.7%
Grand Total	100.0%	55.7%	44.3%	10.0%	90.0%	14.2%	85.8%

*Excluding hourly paid leavers

To ensure anonymity of individuals the leaving data has not been provided individually by USW and PSS.

Leavers by Age

The following equality data by leavers includes all leavers for the reporting period including Hourly Paid leavers.

Overall Leavers by Age Group

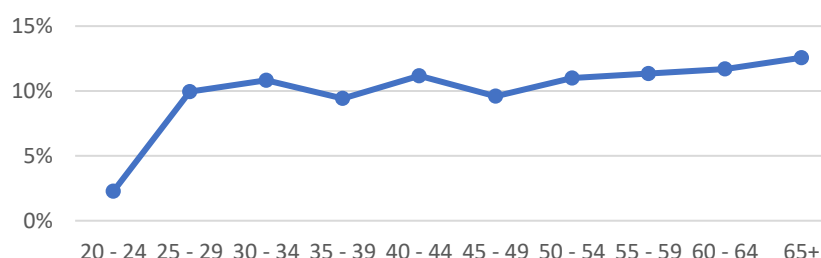
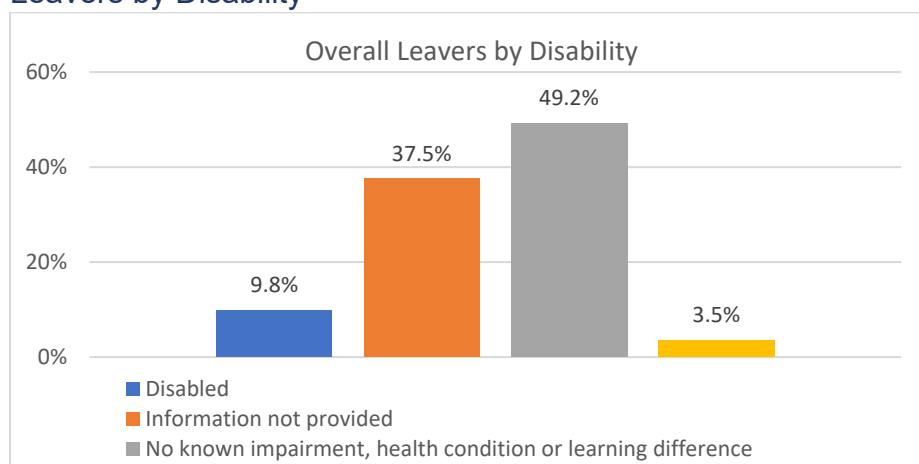


Table Leavers by Age Group

Leavers by Age Group	PSS		USW		Overall	
	HC	%	HC	%	HC	%
16 - 19	0	-	0	0.0%	0	-
20 - 24	8	-	5	-	13	2.3%
25 - 29	28	23.3%	27	6.4%	54	9.9%
30 - 34	23	19.2%	36	8.6%	57	10.8%
35 - 39	10	8.3%	40	9.7%	50	9.4%
40 - 44	14	11.7%	47	11.0%	60	11.2%
45 - 49	7	-	45	10.6%	52	9.6%
50 - 54	10	8.3%	48	11.7%	57	11.0%
55 - 59	10	8.3%	48	12.1%	58	11.3%
60 - 64	4	-	60	13.9%	64	11.7%
65+	5	-	55	14.8%	58	12.6%

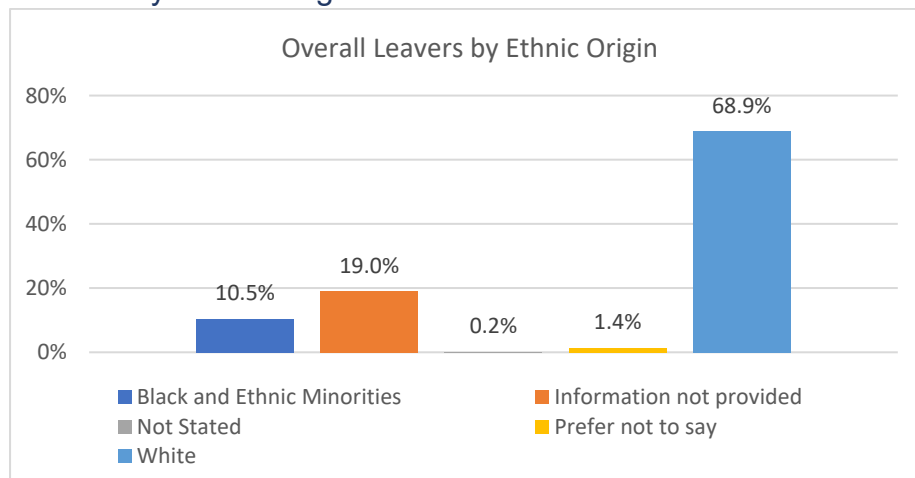
There were higher number of leavers in the lower age groups for PSS which fits with the younger age population of the workforce. USW has higher number of leavers from the mid to higher age groups.

Leavers by Disability



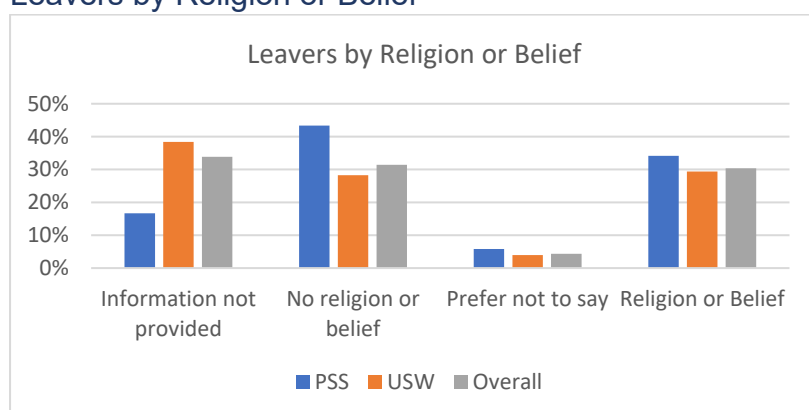
Overall, 9.8% of leavers had declared a Disability. This is slightly higher than the overall population who had declared a disability at 7%. To ensure anonymity of individuals only the overall data is provided in the above chart.

Leavers by Ethnic Origin



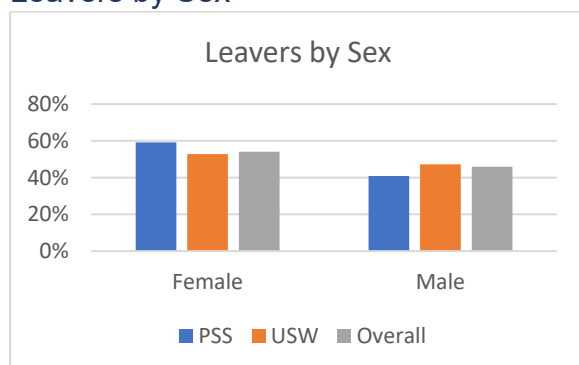
Overall, 11% of leavers were from Black and Ethnic Minorities. This was slightly higher for PSS at 15%. Overall, of the Black and Ethnic Minority leavers 45% left due to End of Contract which is higher than White leavers who left due to end of contract at 30%.

Leavers by Religion or Belief



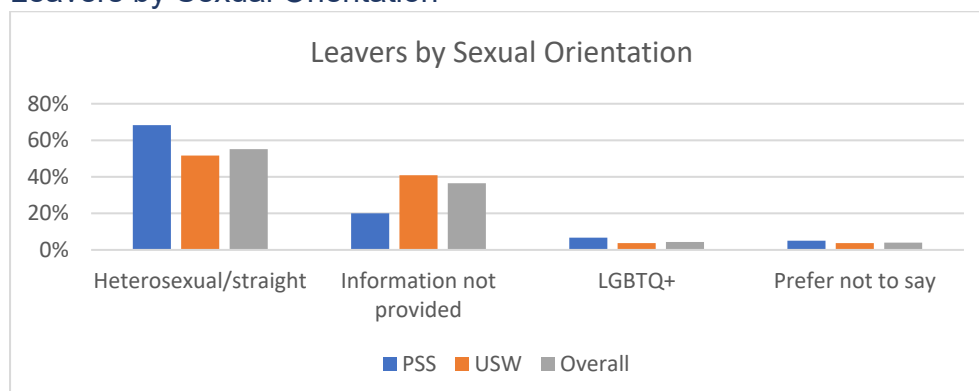
The number of leavers who have declared a Religion or Belief is consistent with the wider population.

Leavers by Sex



The sex of leavers is in proportion with the sex of the main populations of USW and PSS.

Leavers by Sexual Orientation



The proportion of LGBTQ+ leavers is lower when compared to the wider population.

Leavers by Trans/Transgender

Unable to provide analysis on this data due to the small sample size within the reporting period.

Leavers by Intersectionality

The following data on leavers intersectionality can only be provided on an Overall (USW & PSS) basis as to ensure individuals were not identifiable. This section also excludes where information was not provided and where individuals preferred not to say.

Disability and Religion

Disability	No Religion or Belief		Religion or Belief	
	HC	%	HC	%
Disabled	22	10.1%	18	8.1%
No known impairment, health condition or learning difference	91	40.9%	90	40.9%

Disabled leavers with a Religion or Belief accounted for 8.1% of leavers compared to 10.1% of Disabled leavers with No Religion or Belief, both lower when compared to the current population.

Disability and Sex

Disability	Female		Male	
	HC	%	HC	%
Disabled	31	10.7%	19	5.9%
No known impairment, health condition or learning difference	137	45.6%	115	37.9%

Female Disabled leavers account for 10.7% of leavers compared to 5.9% of Male Disabled leavers, the proportion of Female Disabled leavers is higher when compared to the current population at 7.7%.

Disability and Sexual Orientation

Disability	Heterosexual/straight		LGBTQ+	
	HC	%	HC	%
Disabled	31	14.5%	-	-
No known impairment, health condition or learning difference	166	78.4%	11	5.0%

Disabled Heterosexual/Straight individuals account for 14.5% of leavers within the period which is higher when compared to the current population of 10.1%.

Ethnicity and Disability

	Black and Ethnic Minorities		White	
Disability	HC	%	HC	%
Disabled	6	-	40	14.2%
No known impairment, health condition or learning difference	26	9.0%	217	75.0%

White Disabled individuals account for 14.2% of leavers.

Ethnicity and Sex

	Female		Male	
Ethnicity	HC	%	HC	%
Black and Ethnic Minorities	24	5.7%	32	7.5%
White	200	49.0%	156	37.8%

Male Black and Ethnic Minorities account for 7.5% of leavers, which is higher when compared to the current population at 4.9%. Of the Male Black and Ethnic Minorities leavers over half left due to end of contract.

Ethnicity and Sexual Orientation

	Heterosexual/straight		LGBTQ+	
Ethnicity	HC	%	HC	%
Black and Ethnic Minorities	46	14.7%	0	-
White	237	77.9%	22	6.8%

White LGBTQ+ individuals account for 6.8% of leavers within the period, this is lower when compared to the current White LGBTQ population at 7.9%.

Ethnicity and Religion

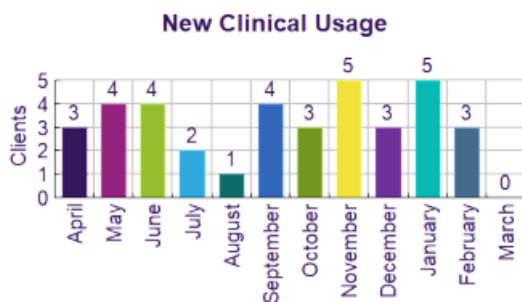
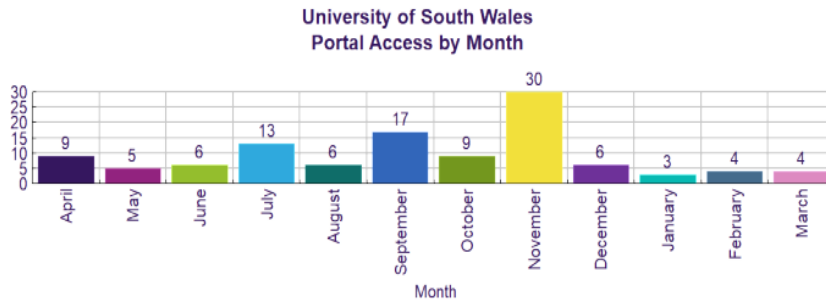
	No religion or belief		Religion or Belief	
Ethnicity	HC	%	HC	%
Black and Ethnic Minorities	4	1.4%	46	13.6%
White	161	49.6%	111	35.4%

Black and Ethnic Minority individuals with a Religion or Belief account for 13.6% of leavers within the period, which is higher when compared to the current population of employees (8.9%) within the period. Of these individuals 48% left due to end of fixed term contract.

Section 9 - Employee Assistance Programme (EAP)

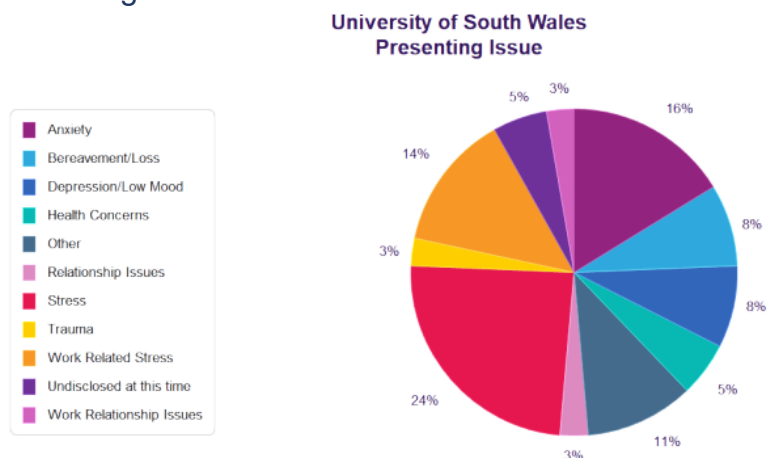
Employing organisation is not captured by Vivup therefore the information below covers all staff within USW and PSS.

EAP usage



During this reporting period 37 clients entered the Counselling service via the 24/7 helpline.

EAP usage reason



Stress was accounted for nearly a quarter (24%) of all presenting issues within the reporting period, with work related stress at 14% a reduction from 31% in previous period.

EAP usage by Equality Group

Due to the small dataset there is limited data on the EAP usage by Equality Group.

Females accounted for 68% of all EAP usage. The EAP provider Vivup stated that '*National statistics indicate that women with common mental disorders are more likely to seek some form of help than men. It is common in many organisations for men to access support services less than female employees. National research indicates that there is evidence that men are considerably more likely than women to strongly oppose the idea of counselling for anything other than serious mental health problems.*'

EAP usage Other

70% of EAP usage was from individuals in work and were not absent. 78% of usage was by Full Time individuals.