

Annual Staff Monitoring Report



Data notes

Data snapshots based on:

- HR records on MyERP, records which rely on self-declaration from staff; MyERP is the University's integrated Finance, HR, Payroll and Procurement system available to all staff and PGRs.
- Headcount: 7934 employees
- Data snapshot as of 28th July 2021
- All percentages within the report have been rounded to the nearest whole number, therefore some totals may appear greater than or less than 100%; any percentages less than 1% have been presented as <1%.
- N/A refers to data that are not available
- HE Sector data and guidance taken from the Advance HE Equality in Higher Education: Statistical Report 2020

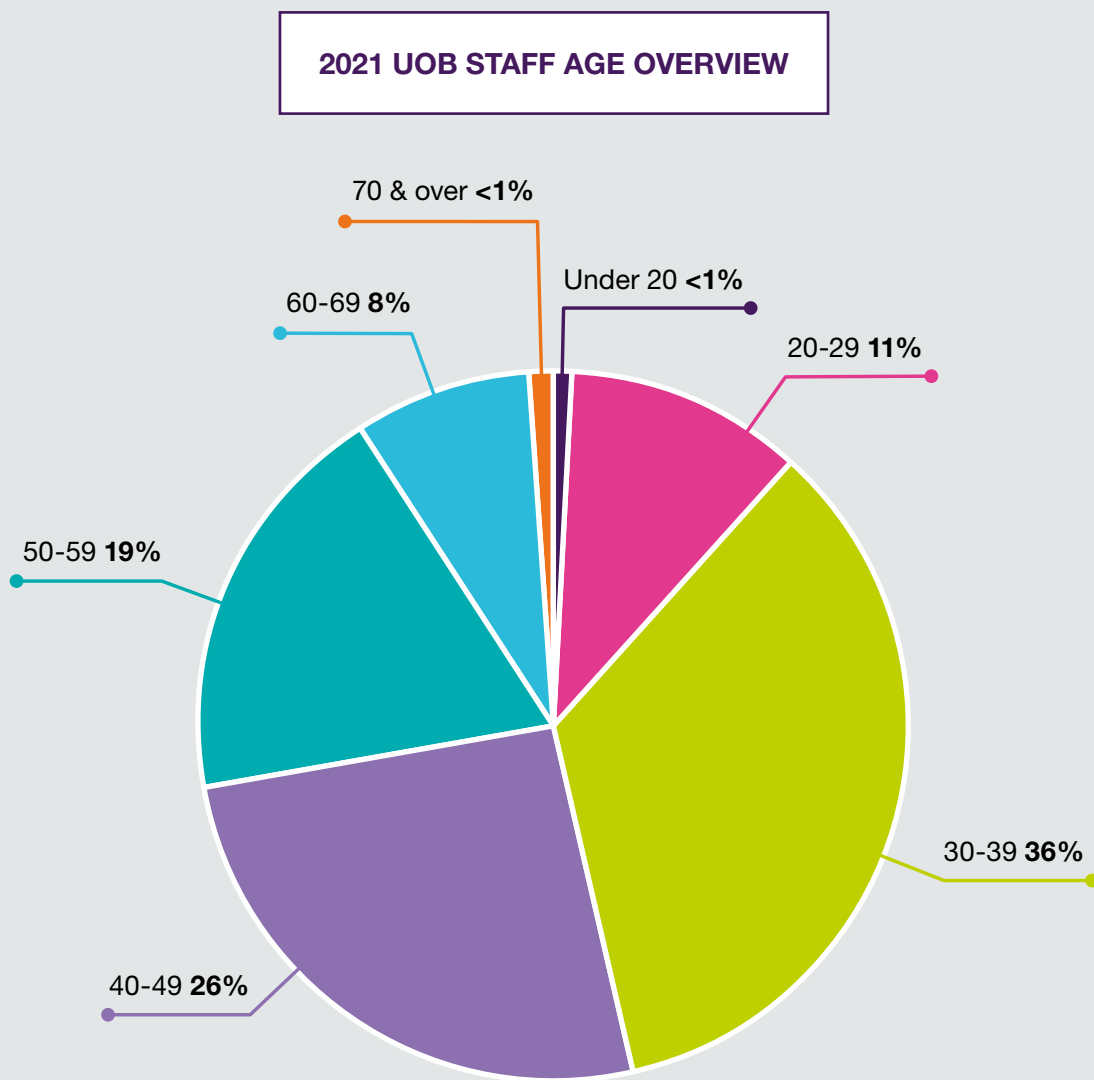
Diversity of Workforce, 2021

- The overall profile of our staff is summarised as follows:
- The majority of all staff (35%) were aged between 30-39.

- In 2021, 12% of staff disclosed as Black, Asian or Minority Ethnic (BAME): this is an increase of one percentage point since 2019.
- Disclosure under 'Gender Identity Status' has increased from 4% to 39% since 2019.
- 79% of our staff disclosed they are from the UK which compares to 80% of known staff across the HE sector.
- 7% of all staff disclosed having a disability.
- The majority of staff that have disclosed religion/belief to the University state that they have no religion (40%). Since 2019, disclosure rates have increased (6 percentage points).
- The majority of staff are female (56%) which is broadly in-line with the HE sector (55%).
- Overall disclosures under sexual orientation have increased from 64% to 71% since 2019. In the same timeframe, LGB+ staff percentages have increased from 6% to 7%.

Age

UoB Staff Age Overview (%)								
	Under 20	20-29	30-39	40-49	50-59	60-69	70 & over	Total
2019	<1%	13%	35%	25%	19%	8%	<1%	100%
2020	<1%	15%	35%	24%	18%	6%	<1%	100%
2021	<1%	11%	35%	26%	19%	8%	<1%	100%



Ethnicity

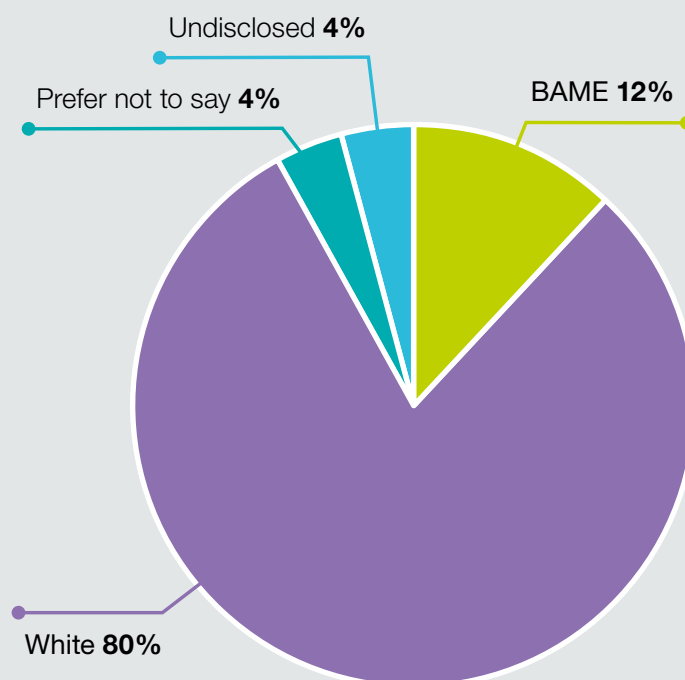
BAME stands for Black, Asian and Minority Ethnic. This definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual's ethnicity. In line with sector guidance, we recognise the limitations of this acronym and where possible, have presented data disaggregated by more detailed ethnic groups in addition to data consolidating BAME staff as a group.

UoB Staff Ethnicity Overview (%)					
	BAME	White	Prefer not to say	Undisclosed	Total
2019	11%	82%	N/A	7%	100%
2020	11%	81%	N/A	8%	100%
2021	12%	80%	4%	4%	100%

To benchmark against the sector, we have compared our rates of known ethnicities. This table represents the Black, Asian and Minority Ethnic/White split from the total number of disclosures in 2021.

	BAME	White	Total
UOB 2021	13%	87%	100%
HE Sector	14%	86%	100%

2021 UOB STAFF ETHNICITY OVERVIEW COMBINED

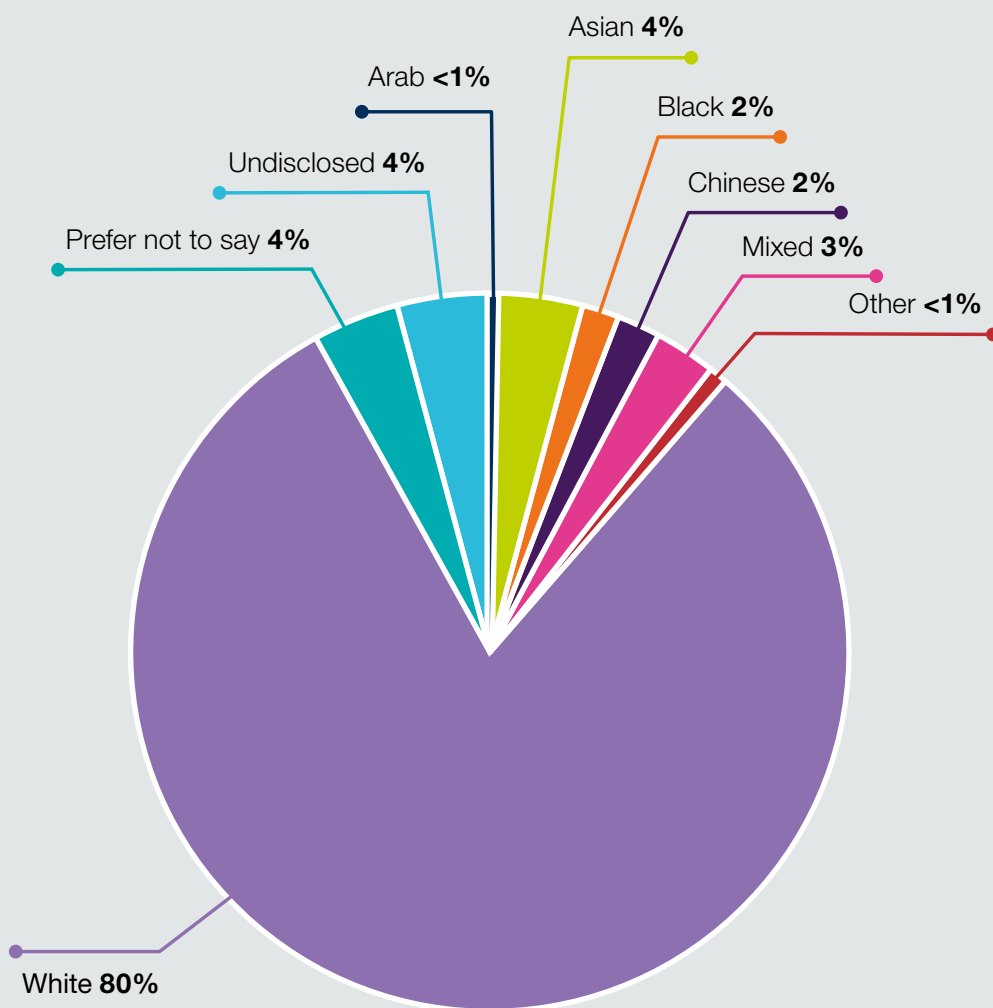


Ethnicity Disaggregated

In 2020 and 2019, Ethnicity data were split by Black, Asian and Minority Ethnic/White. In 2021, we are also disaggregating the data into further categories.

UoB Staff Ethnicity Disaggregated Overview (%)										
	Arab	Asian	Black	Chinese	Mixed	Other	White	Prefer not to say	Undisclosed	Total
2021	<1%	4%	2%	2%	3%	<1%	80%	4%	4%	100%

2021 UOB STAFF ETHNICITY OVERVIEW

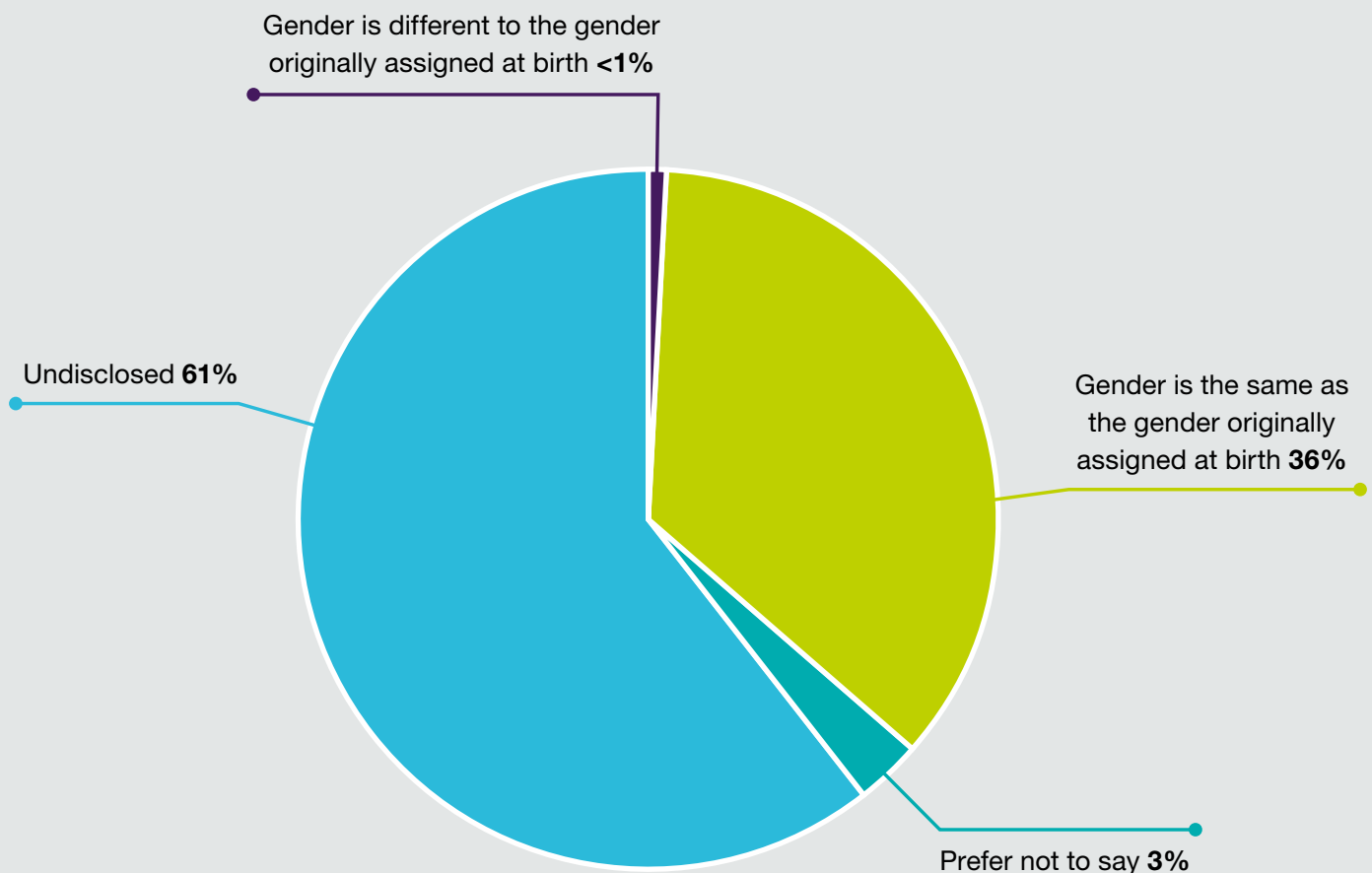


Gender Identity Status

UoB Staff Gender Identity Status Overview (%)					
	Gender is different to the gender originally assigned at birth	Gender is the same as the gender originally assigned at birth	Prefer not to say	Undisclosed	Total
2019	<1%	4%	N/A	96%	100%
2020	<1%	28%	N/A	72%	100%
2021	<1%	36%	3%	61%	100%

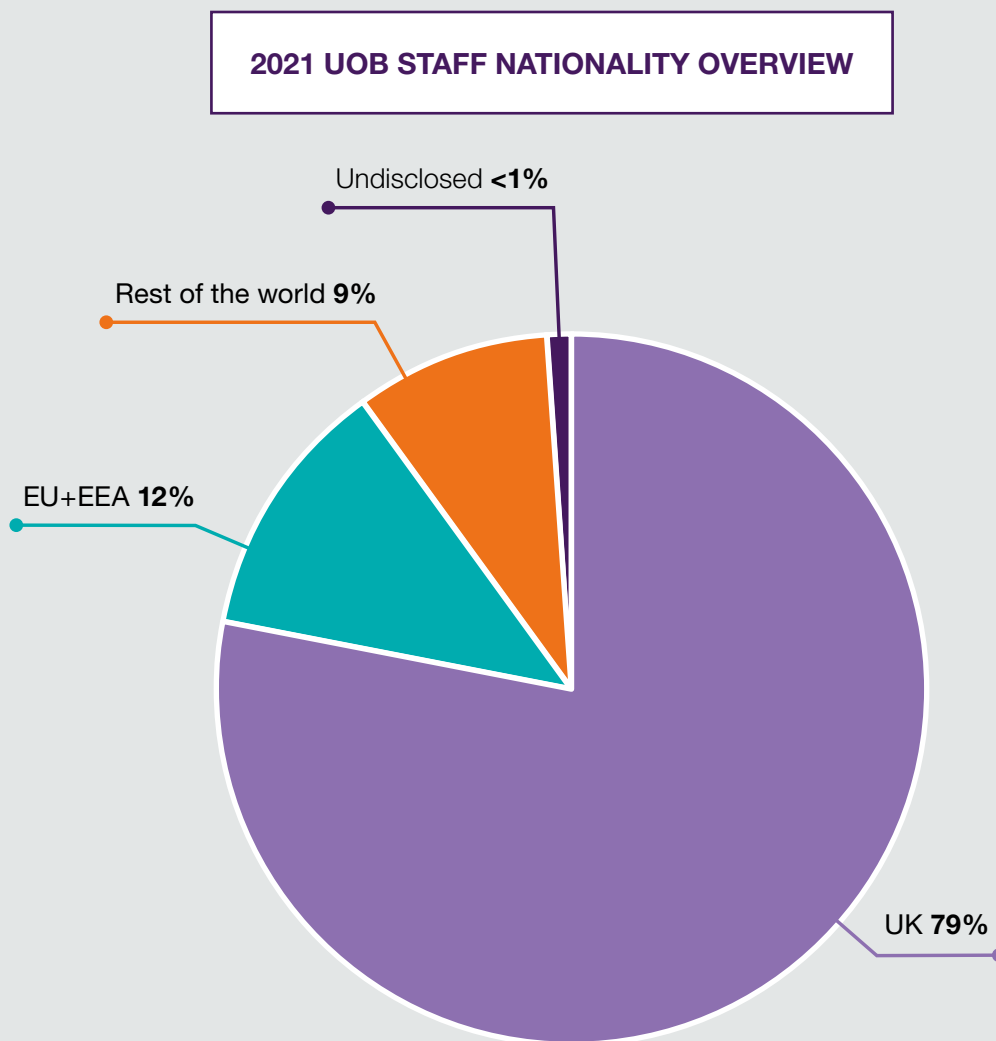
In 2020 and 2019, 'Undisclosed' and 'Prefer not to say' were combined. The combined percentage has been shown here under 'Undisclosed'. These categories have been separated out for 2021.

2021 UOB GENDER IDENTITY OVERVIEW



Nationality

UoB Staff Nationality Overview (%)					
	UK	EU+EEA	Rest of the world	Undisclosed	Total
2019	79%	12%	9%	<1%	100%
2020	79%	12%	9%	<1%	100%
2021	79%	12%	9%	<1%	100%
HE Sector	80%	N/A	N/A	N/A	N/A



Disability

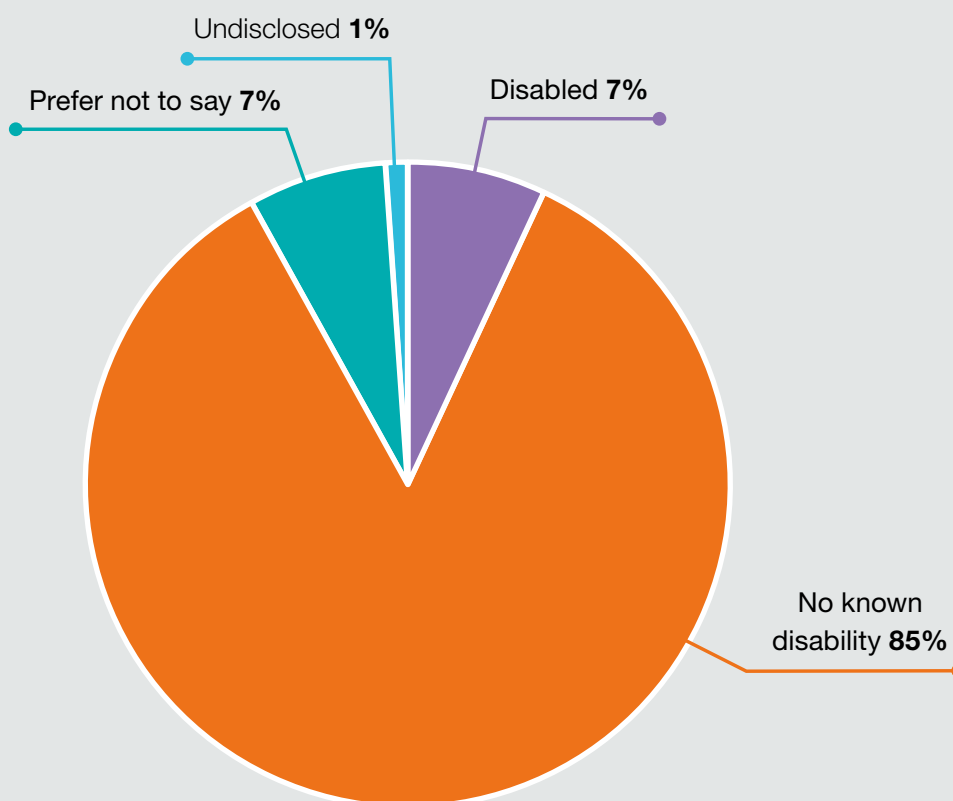
UoB Staff Disability Overview (%)					
	Disabled	No known disability	Prefer not to say	Undisclosed	Total
2019	6%	90%	4%	N/A	100%
2020	7%	86%	7%	N/A	100%
2021	7%	85%	7%	1%	100%

In 2020 and 2019, the percentage of 'Undisclosed' staff was added to the 'No known disability' percentage. In 2021 these have been separated out.

To benchmark against the sector, we have compared our rates of disability disclosures. This table represents the Disabled/No known disability split from the total number of disclosures in 2021.

	Disabled	No known disability	Total
UOB 2021	8%	92%	100%
HE Sector	5%	95%	100%

2021 UOB STAFF DISABILITY OVERVIEW

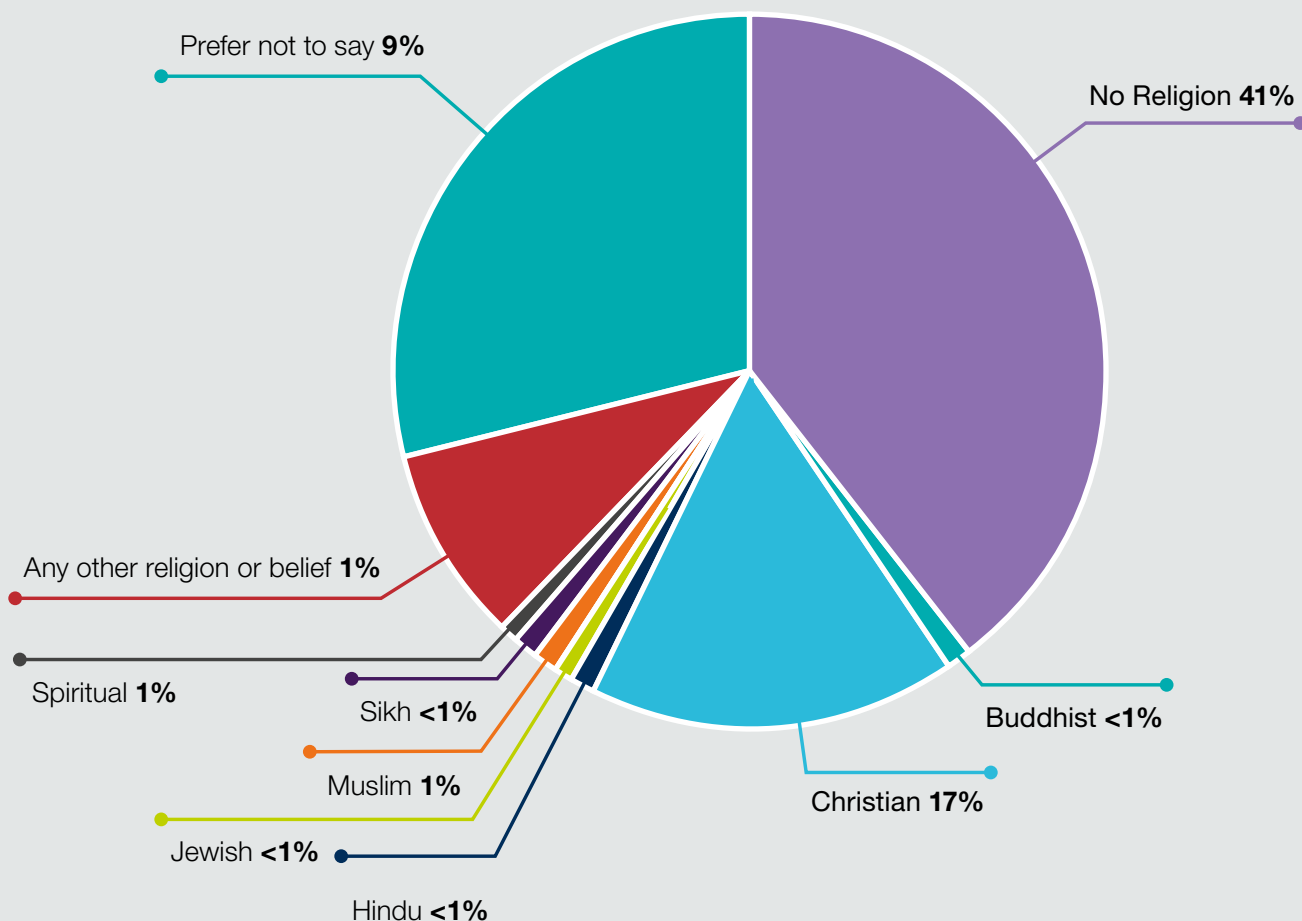


Religion and Belief

UoB Staff Religion and Belief Overview (%)												
	No religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Spiritual	Any other religion or belief	Prefer not to say	Undisclosed	Total
2019	35%	1%	16%	1%	<1%	1%	<1%	1%	1%	8%	36%	100%
2020	37%	1%	15%	1%	<1%	1%	<1%	1%	1%	N/A	42%	100%
2021	40%	<1%	17%	<1%	<1%	2%	<1%	1%	1%	9%	29%	100%

In 2020, 'Undisclosed' and 'Prefer not to say' were combined. The combined percentage has been shown here under 'Undisclosed'. These categories have been separated out for 2021, in line with reporting in 2019.

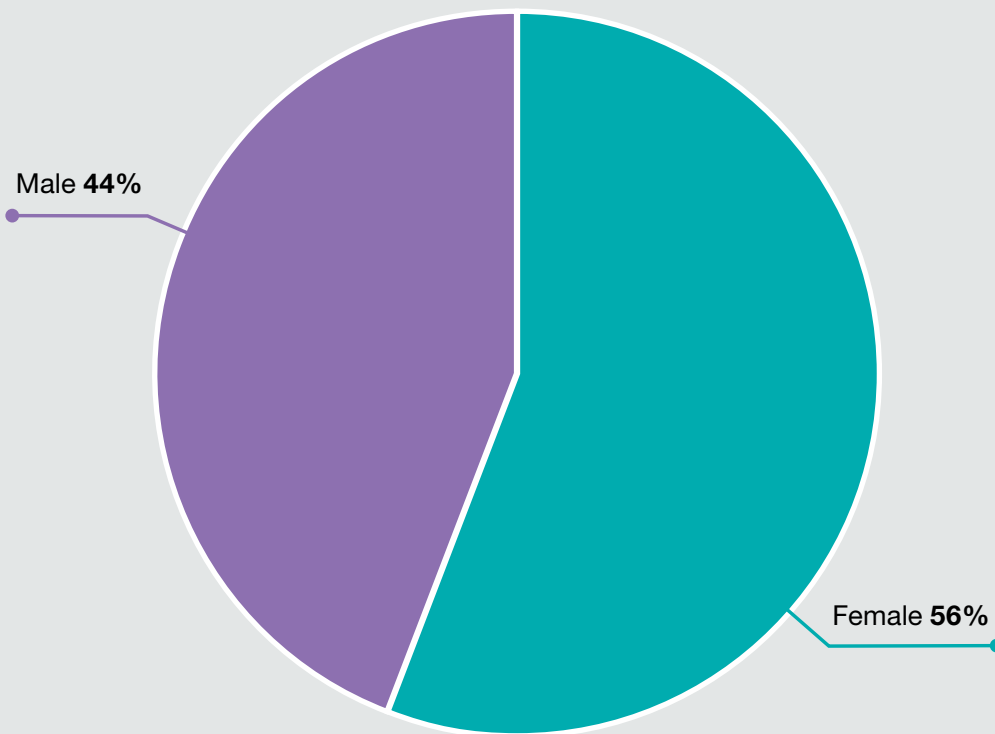
2021 UOB STAFF RELIGION AND BELIEF OVERVIEW



Sex

UoB Staff Sex Overview (%)			
	Female	Male	Total
2019	55%	45%	100%
2020	56%	44%	100%
2021	56%	44%	100%
HE Sector	55%	45%	100%

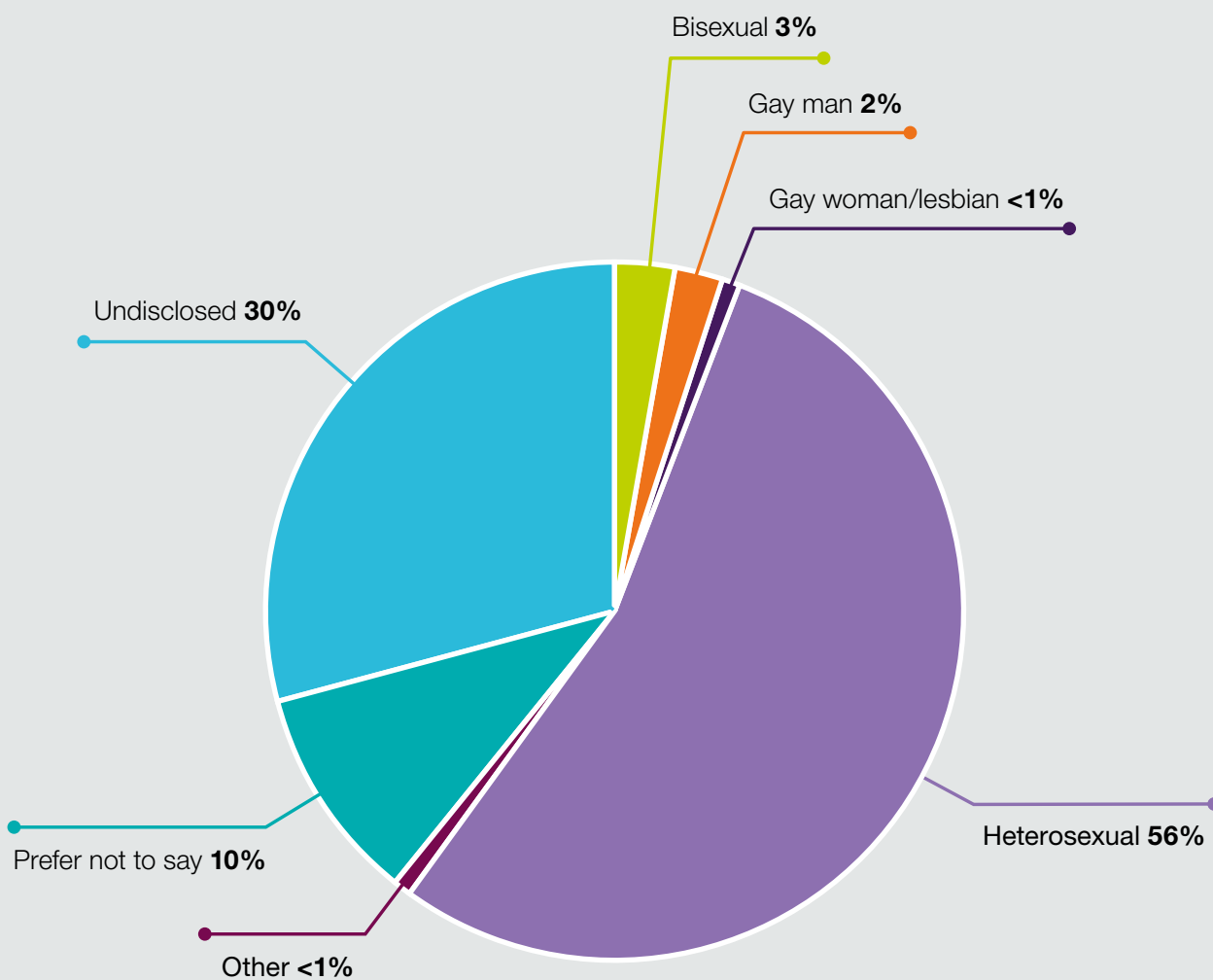
2021 UOB STAFF SEX OVERVIEW



Sexual Orientation

UoB Staff Sexual Orientation Overview (%)								
	Bisexual	Gay man	Gay woman/lesbian	Heterosexual	Other	Prefer not to say	Undisclosed	Total
2019	2%	2%	<1%	51%	<1%	9%	36%	100%
2020	2%	1%	1%	52%	1%	N/A	43%	100%
2021	3%	2%	<1%	54%	<1%	10%	29%	100%

2021 UOB STAFF SEXUAL ORIENTATION OVERVIEW



Sexual Orientation (cont)

In 2020, 'Undisclosed' and 'Prefer not to say' were combined. The combined percentage has been shown here under 'Undisclosed'. These categories have been separated out for 2021, in line with reporting in 2019.

	LGB+	Heterosexual	Prefer not to say	Undisclosed	Total
2019	6%	51%	9%	36%	100%
2020	5%	52%	N/A	43%	100%
2021	7%	54%	10%	29%	100%

2021 UOB STAFF SEXUAL ORIENTATION OVERVIEW COMBINED

