

MANCHESTER
1824

The University of Manchester

The University of Manchester
**Equality
Information
Report**

March 2023

Contents

	Page
Foreword	1
Introduction	2
Our Priorities	3
Our achievements	4
Staff Equality Information	7
Age	10
Disability	13
Ethnicity	16
Gender	24
Recruitment	29
Sexual Orientation and Gender Identity	31
Religion and belief	34
International staff	36
Maternity and paternity leave	37
Grievances, disciplinary and tribunal cases	38
Student Equality Information	42
Undergraduate	44
Age	44
Disability	45
Ethnicity	46
Domicile	47
Gender	48
Religion and belief	48
Sexual Orientation, and Gender Identity	49
Postgraduate	50
Domicile	50
Ethnicity	51
Gender	53
Appendices	54



Foreword

Our aim is to create an outstandingly inclusive place to work and study, characterised by equality, how we value diversity and where all have a sense of belonging.

We are committed to equality, diversity and inclusion and have made progress in some areas such as:

Despite these achievements, we acknowledge that in many areas we have more to do, and the pace of change is not fast enough. We recognise that we can and will do more.

We will continue to embed our commitment to equality, diversity and inclusion across all our processes and this report is a great example of our continued work in this area.

Professor Nalin Thakkar
Vice-President Social Responsibility

Introduction

Welcome to this year's Equality Information report, a publication that provides the reader with Equality, Diversity and Inclusion information for the University of Manchester.

We pride ourselves in being one of Britain's largest single site universities with a diverse community of over 12,000 staff and have approximately 40,000 students.

This report provides information for both staff and students together with a summary of our activity in satisfying our Public Sector Equality Duty (PSED) and beyond. With the launch of our [Equality, Diversity and Inclusion strategy](#) in October 2022, which provides a roadmap to guide us, we have set out plans to deliver our ambition.

[Our Future](#), the University strategic plan sets our priorities. At the heart of the University's Strategic Plan, 'Our people, our values' includes priorities for advancing equality, diversity, and inclusion. It addresses issues around how we do things and considers our wellbeing, equality, diversity and inclusion and bringing our values to life.



Our Priorities

For us to achieve our ambition to become an outstandingly inclusive place to work and study, characterised by equality, we have set ourselves three key priorities as outlined in our three-year Equality, Diversity and Inclusion (EDI) strategy:

a. Inclusive environment and culture

Creating an inclusive and accessible environment where it is everyone's responsibility to ensure all members of our University community are treated with fairness, dignity and respect.

b. Diversity and equity across our community

Ensuring diversity across all areas of our University community, making us to be reflective of the community we serve and the global talent pool.

c. Inclusive practice

Creating an environment where all staff and students feel supported and are encouraged to achieve their full potential by ensuring equitable and accessible development opportunities, plus reward and recognition mechanisms that celebrate and value diversity.



Our achievements

Across our University community we have examples of where EDI has been embedded into practice. In this section, we have some of the highlights of our achievements during this reporting period.

Social Responsibility

People Power as citizens come together to advise. In November, fifty citizens came together with the Universities and Greater Manchester Combined Authority, as part of the region's [Civic University Agreement](#). The work is led by the University of Manchester.

Panellists come from all walks of life, with the only condition of membership being that they live in Greater Manchester and can spare the time to share their opinions. This means advising on what activities the five universities in Greater Manchester should undertake to create jobs, contribute to economic growth and to improve education and skills in Greater Manchester.

Professor Richard Jones, Chair of the Greater Manchester Civic University Board, said: *"It's really exciting to begin the work of our panel. The Civic University Agreement, which recently celebrated its first anniversary, committed GM's five universities to work together for the benefit of our city region, so it's important that our work over the next two years reflects the priorities of the citizens of Greater Manchester."*

The panel will work with the universities for two years, meeting key people from the organisations through a programme of events and activities. During this time, they will help shape priorities, explore how research and innovation can benefit Greater Manchester and advising on how to engage with people across the city region. The panel are being paid for their expertise, recognising the value of their lived experience.

Faculty of Biology, Medicine and Health

a. The Higher Education Anti-Racism Training (HEART) – A University wide programme for staff on how to have meaningful conversations about race and racism and address these issues at work. The HEART programme has contributed to a culture where inter-cultural dynamics and power differentials are discussed.

b. FBMH Black Student Collective – Provides an opportunity for students of African, Caribbean and multiple heritage to meet peers and colleagues from across the University, learn and network.

Faculty of Humanities

a. Lemm Sissay Law Bursary: Aimed at widening access by removing barriers to Law School Undergraduate courses. The bursary seeks to address the under representation of students of African and African Caribbean heritage in Law school.

b. Embedding of Equality, Diversity and Inclusion in Business Engagement & Knowledge Exchange with case studies including looking at the analysis of all of the start-ups they have supported with an EDI overlay.

Faculty of Science and Engineering

a. Training and Development – The Faculty continues to offer Trans Awareness training to FSE staff (and beyond). This is delivered by a trans member of the faculty and will be on the open programme in 2023, approximately 100 staff have completed the training; had 'Active Bystander' sessions offered to staff including EDI Training workshops covering race and disability.

b. Listening events – Each of the Heads of School set up EDI drop-in open sessions run by Head of School Operations and Vice Dean, for staff to connect, ask EDI related questions, or seek support and the Faculty also conducted a travel guidance project for trans and non-binary students to compliment already existing university wide activity.

c. Recruitment – The Faculty is continuing with Positive Action Recruitment Pilot to address underrepresentation.



Staff Equality Information: Key Findings

Professional Services and Cultural Institutions

a. Against the backdrop of the strategic theme Our People Our Values, our People & Organisational Development (P&OD) and our Equality, Diversity & Inclusion (EDI) Strategies were developed during this reporting period.

Both strategies have been endorsed by the Board, and the detailed 2022/23 delivery plans have been developed for the themes of the strategies: namely, service, leadership, performance, culture, wellbeing, inclusion, and equity.

b. Work on the delivery of [Imagine2030](#) by colleagues in the University Library and John Rylands, gained pace in 2021/2022 and several major new pieces of work were initiated such as defining the scope and re-writing the vision for Digital Library Manchester and engaging with a wide cross section of partners to continue to deliver a great taught student experience for Our Students.

Staff Network Groups

The University has a number of staff network groups and each group bring staff together to build contacts, share experiences, arrange events and offer support. Each of the four main network groups feed into the EDI Forum and EDI Committee - ALLOUT LGBT+ Network, BAME Staff Network, Disability Staff Network and Women at Manchester.



Age

Most employees at the University are within '36 to 45' age range. The proportion of employees within '36 to 45' age range decreased slightly in 2022 in comparison to 2021. 30.3% of all staff at the University in 2022 were within 36 to 45 bracket (see Figure 1). The data from 2022 shows that Professional Services (PS) staff and part-time staff are older than academic and full time staff (see Figure 2 and Figure 3).

Disability

7.5% of staff at the University have shared their disability status on their staff record (see Figure 7). The proportion of disabled staff working at the University has been increasing since 2018 (see Figure 11). The most prevalent disability type declared by staff, accounting for 25.9% of all disabilities, is a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy (see Figure 8).

Ethnicity

19.4% of University's staff are ethnic minorities – a 4% increase in BAME staff across the university since 2018, with a 4.5% increase in BAME academics and a 3.4% increase in BAME PS staff (see Figure 18). The largest represented ethnic group is Asian accounting for 58.9% of all BAME staff (see Figure 13). 41% of BAME staff are from overseas and 5% from EU countries. In general, there is a higher proportion of ethnic minorities at the University than in the UK overall but less than in the City of Manchester (Figure 43).

Gender

51.5% of University's staff are female – a 1.1% increase in female staff across the university since 2017, with a 1.6% increase in proportion of female academics (see Figure 30). There is a difference in representation of females at the highest level for seniority between academic and PS staff: 28.5% of Professors (see Figure 36) in comparison there is much higher proportion of females at the highest positions in PS: 51% of Grade 8/9 (see Figure 35).

Recruitment

41.3% of applications for core academic positions were sent by females and 49.8% by BAME Candidates in the period studied. 39.1% of applications for PS (both Faculty-based and central) were sent by BAME candidates but only 9.4% of BAME applications were shortlisted in comparison to 18.8% of White candidates' applications (see recruitment tables).

Promotions

In core academic promotions, females tend to be more successful than males, but are less likely to apply for a promotion. BAME candidates are less likely to be successful than White candidates in promotion applications for Professor and Reader, but are more likely to apply than White candidates (see promotion section for Gender and Ethnicity).

Leavers

Overall the percentage BAME staff among those who left the University in the past year has increased (see Figure 19) and remained stable for females (see Figure 31). On further analysis it was determined that the increase is driven by fixed term contracts ending as turnover rates for BAME PS and Academics on permanent contracts were stable between 2018 and 2022 (see Figure 24 and 25).

Sexual Orientation, Gender Identity and Religion

73.8% of employees of the University responded to question about sexual orientation and 74.8% disclosed religion. Response rates to questions about sexual orientation and religion increased between 2018 and 2022.

Internationalisation

The University of Manchester has more than 2400 members of staff who declared nationality different than 'British'. This group comes from approx. 100 different countries. China, Italy and Germany are the top 3 countries of origin of University's international staff (see international section and the Map).



Analysis of University Policies

- **Maternity and Paternity Leave:** 2.7% (297 people) employees took one of the: maternity, paternity shared parental, or statutory leave in 2022. That is an increase in comparison to 2021 when 2.4% of employees took one of these. Most common type of leave was Maternity leave.
- **Grievances, Disciplinary and Tribunal Cases:** in terms of requesting grievances and disciplinary cases, ethnic minorities and disabled employees are overrepresented in comparison to their general representation at the University while females are underrepresented.
- **Reasons for End of Open-Ended and Fixed Term Contracts:** Overall, women were slightly more likely to have their contracts extended than men. In terms of fixed term contracts, BAME staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated. In terms of fixed term contracts with under 4 years' service, disabled staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated.
- **Report and Support platform – reports about micro-aggressions or harassment:** In general, sexual assault, other/various, bullying and harassment are the most common types of aggression that are reported the most through the platform. The link to the platform, definitions as well as explanation of the reporting process can be found here: www.reportandsupport.manchester.ac.uk

Methodology

Data of current staff in this report relates to the 2021/22 year and has come from the Annual Performance Review dataset produced by People and Organisational Development (PoD) Directorate. The data is current and up to date as of 31st July 2022 and has been analysed by the Equality, Diversity, and Inclusion Directorate. Data related to Recruitment is taken from Job train/Yellowfin system and data related to Academic promotions is collected by PoD partners.

Throughout this report the data is split by Academic staff and Professional Support Services (PS) staff. Academic staff are split by Professor, Senior Lecturer, Reader and Lecturer. Research staff include Researchers, Research Fellows and Senior Research Fellows. When the term 'Academic' is used in this report it groups together both Academic and Research Staff. PS staff are in a range of roles such as administration and technical roles.

Age

Figure 1: All staff by age

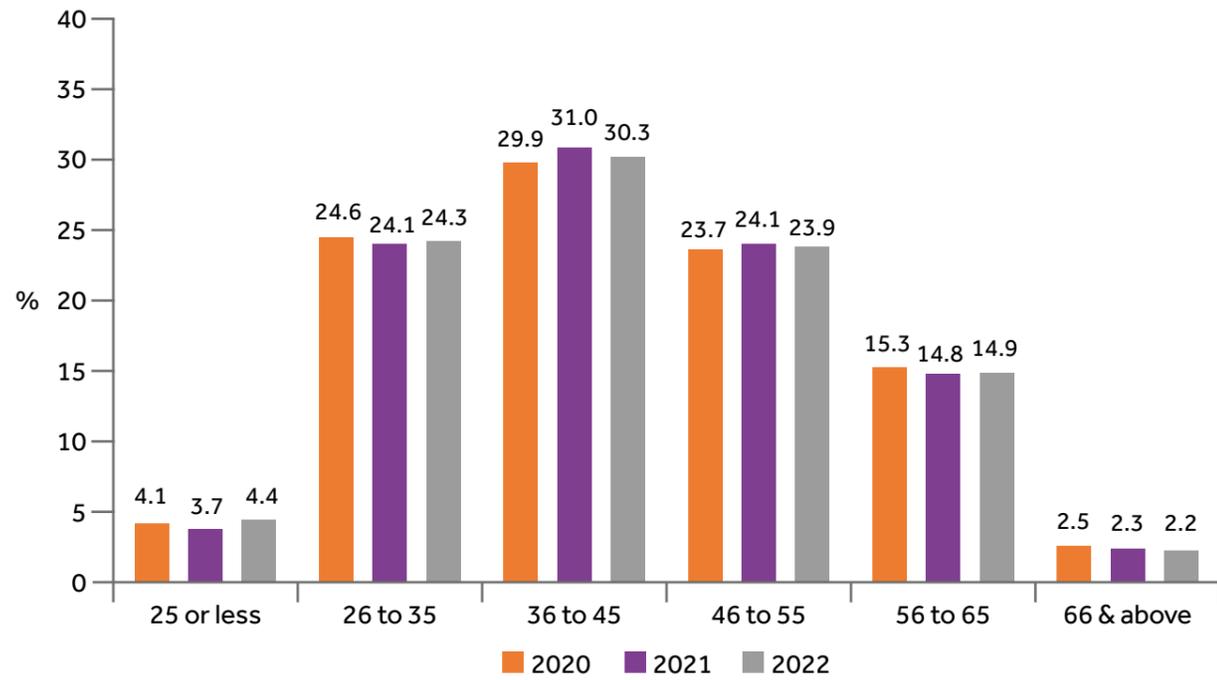
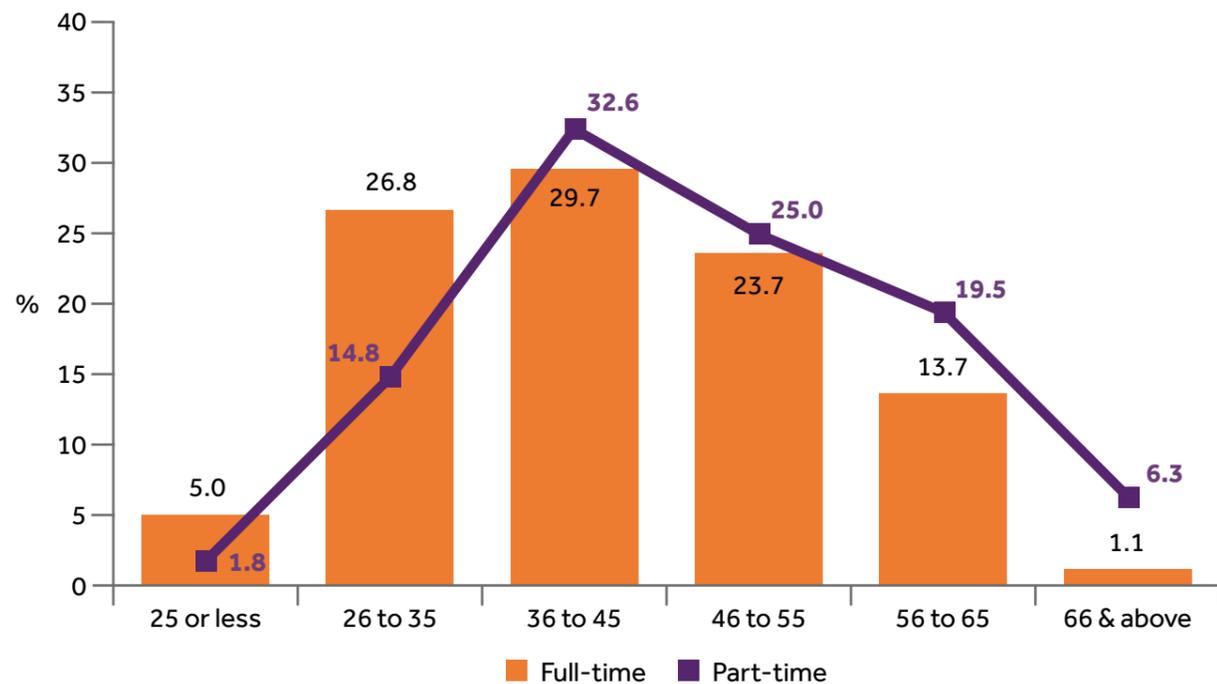


Figure 2: Full-time and part-time staff by age, 2022



The University has a wide range of ages of staff, with most staff at the University being aged from 36 to 45 (30.3%- see Figure 1). Full time staff as well as part time staff at the University tend to be aged from 36 to 45 (Figure 2). Both, most Academic and PS staff ages show most academics are aged between 36 and 45 years old (Figure 3).

Figure 3: Academics and Professional services staff by age, 2022

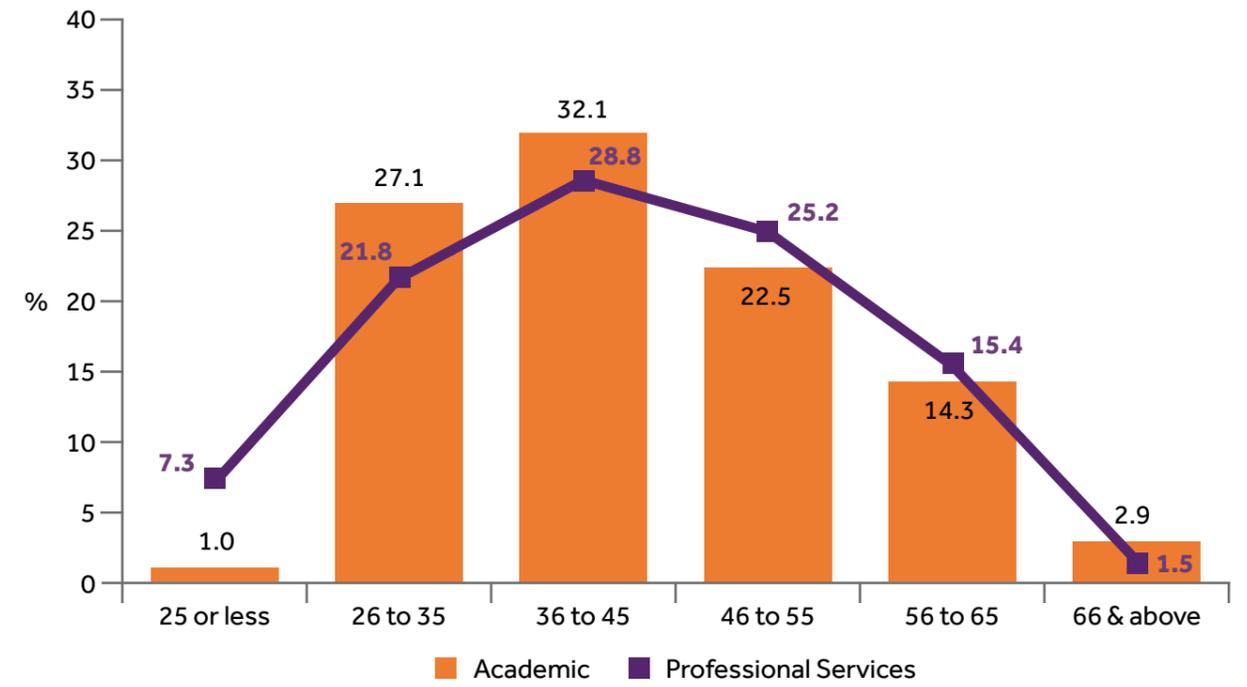
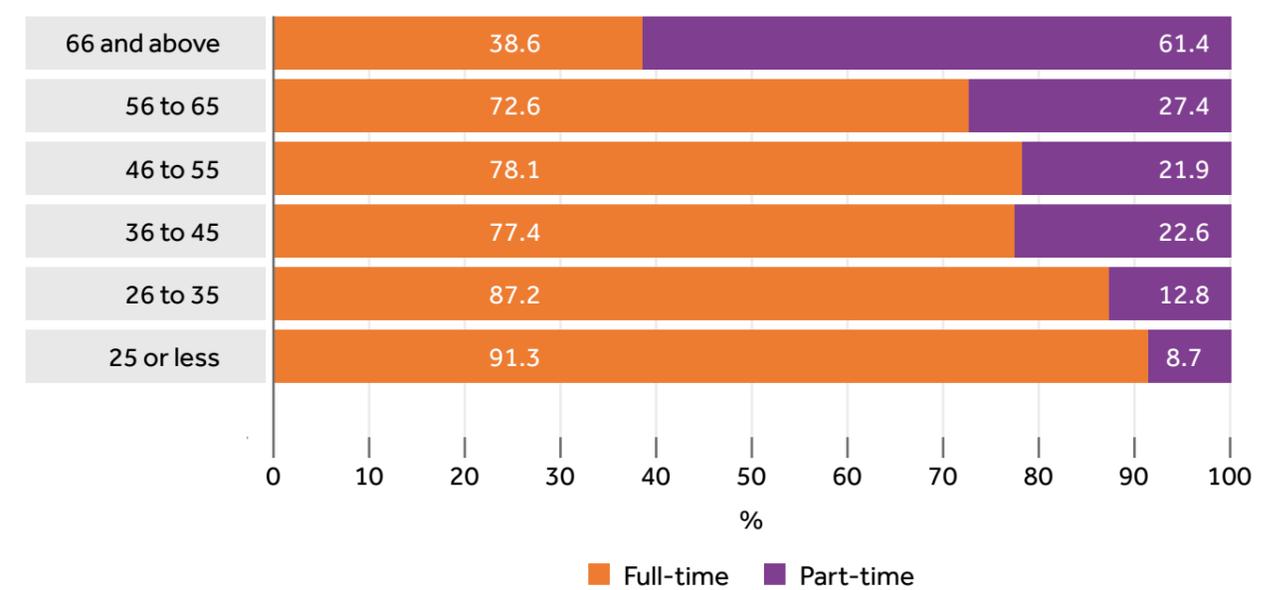


Figure 4: All staff by age, 2022



The percentage of staff working full-time at the University increases as age decreases, except for the age bracket 36-45 (Figure 4). Staff of age 25 or less are most likely to be working full time (Figure 4) – this is the case for PS staff (Figures 6) but not for Academics where it is the group 26 to 35 which is the most likely to be working full-time (Figure 5).

Figure 5: Academic staff by age, 2022

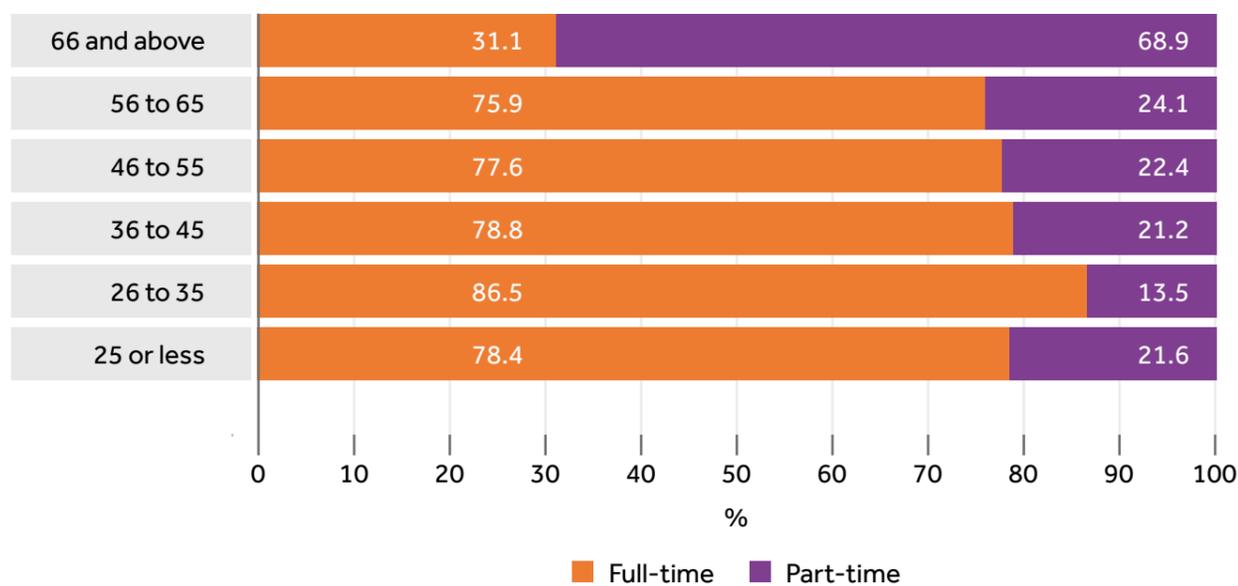
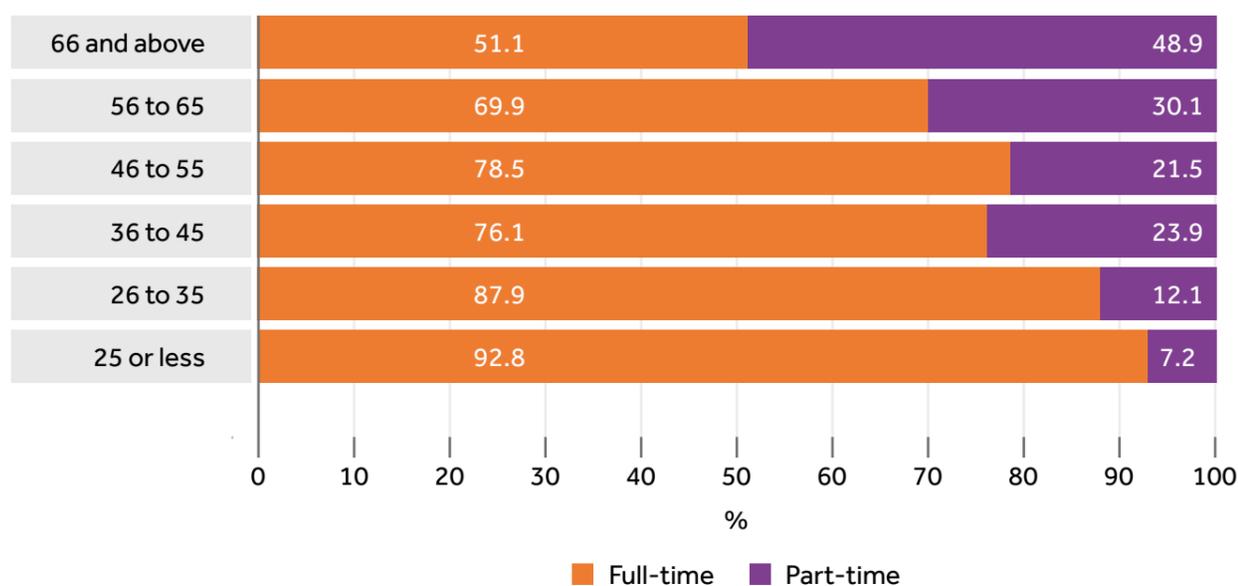
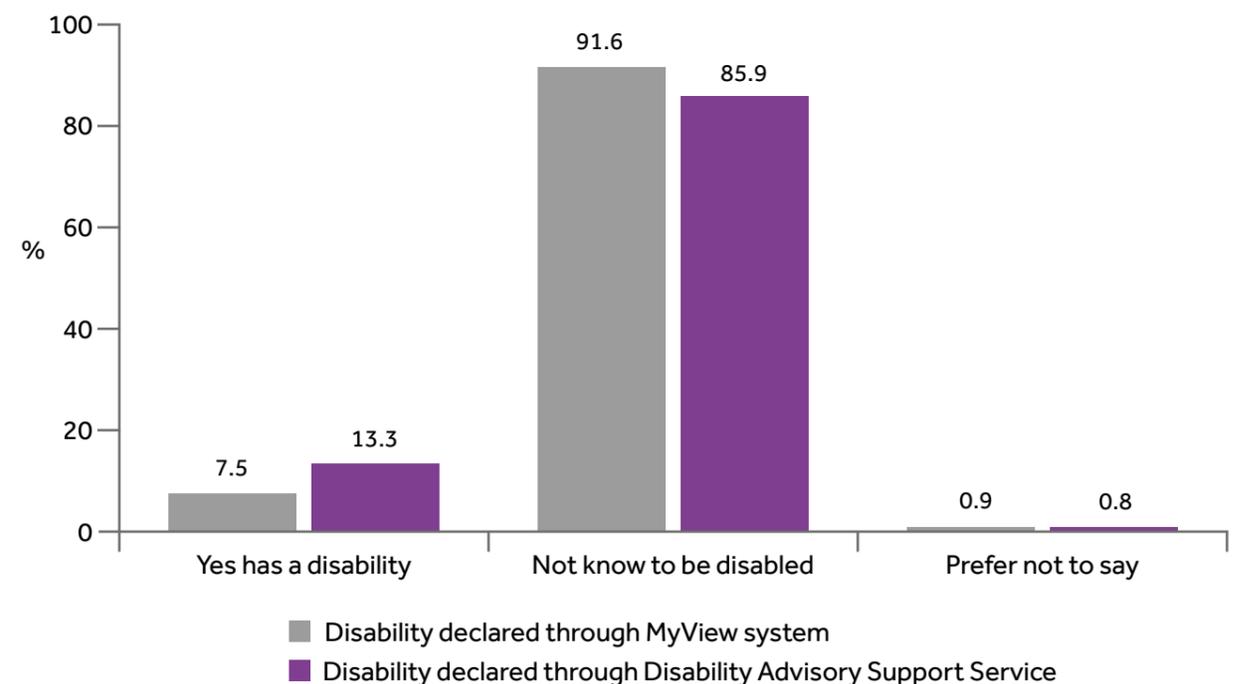


Figure 6: Professional services staff by age, 2022



Disability

Figure 7: Disability of staff, 2022



The percentage above relates to proportion of staff who shared disability information through People and Organisation Development system. However, there are some who choose not to share their disability but are registered through Disability Advisory Support Service. If we add these then proportion of disabled staff would be closer to 13%. We continue to work on improving disability disclosure at the University.

7.5% of staff at the University have shared their disability information on their staff record. The percentage of all staff disclosing a disability has more than doubled since the publication of the Equality Act, with staff in PS being more likely to share their disability information than academic staff. Holding the most complete and accurate information enables the University to effectively tackle discrimination and equalise opportunity in its community. The most prevalent disability type declared by staff is a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy. This accounts for 25.9% of all disabilities declared (Figure 8).

Figure 8: Breakdown of disabilities, 2022

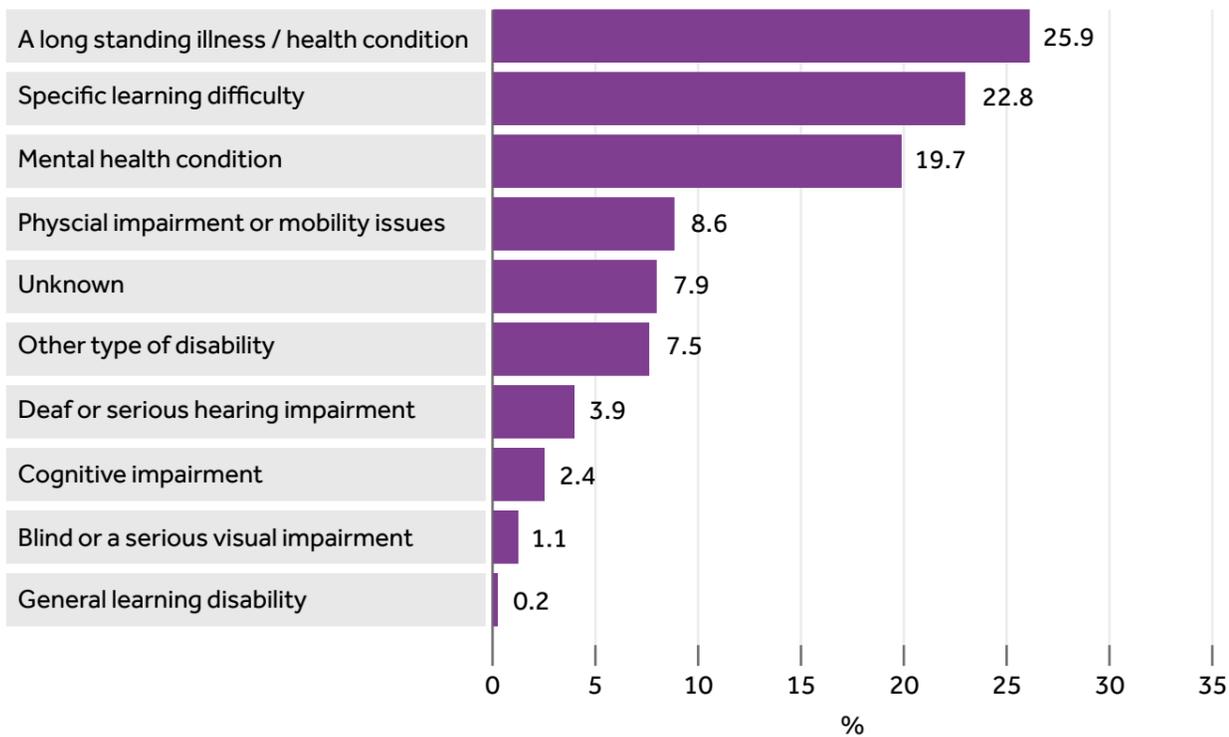


Figure 9: Disability by gender, 2022

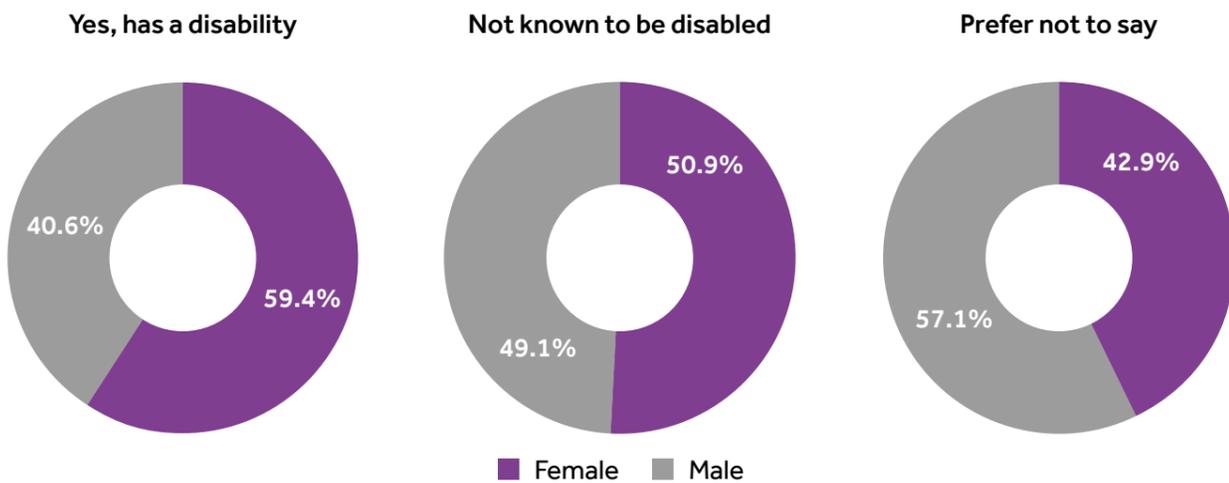
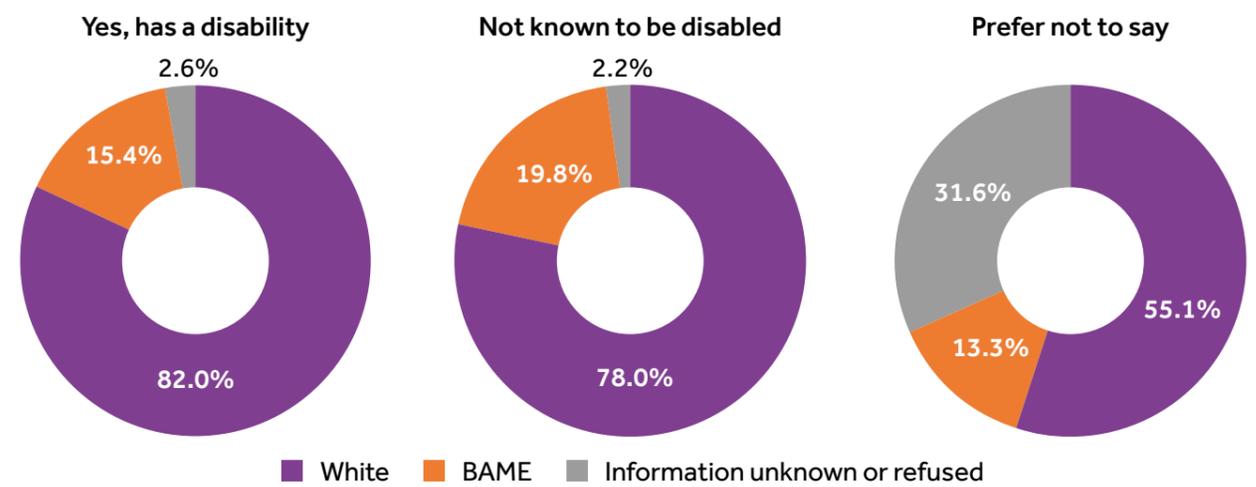
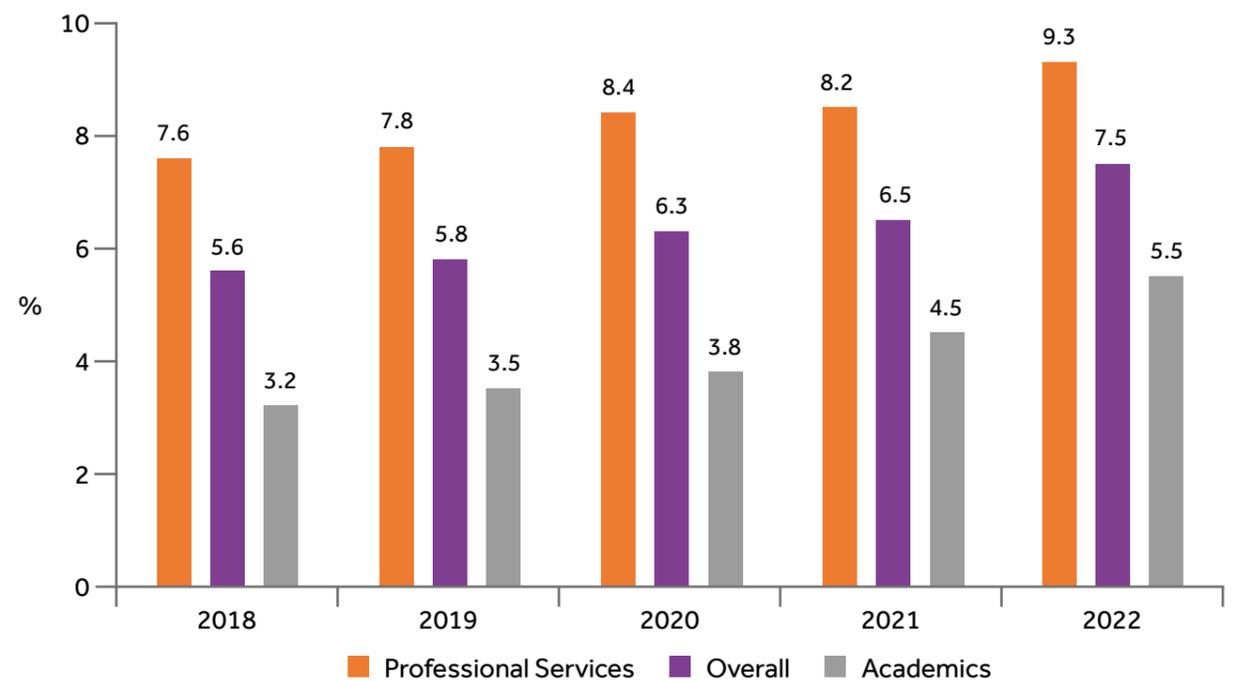


Figure 10: Disability by ethnicity, 2022



59.4% of staff with a disability are female, while the proportion of staff with no known disabilities is approximately 50%/50% (Figure 9). For the past five years the percentage of PS staff sharing disability information is consistently higher than the percentage of Academic staff (Figure 11). Between 2019 and 2022 there has been a 1.7% increase in the percentage of all staff sharing disability information.

Figure 11: Disabled staff in PS and academic roles



Ethnicity

Figure 12: All staff by ethnicity, 2022

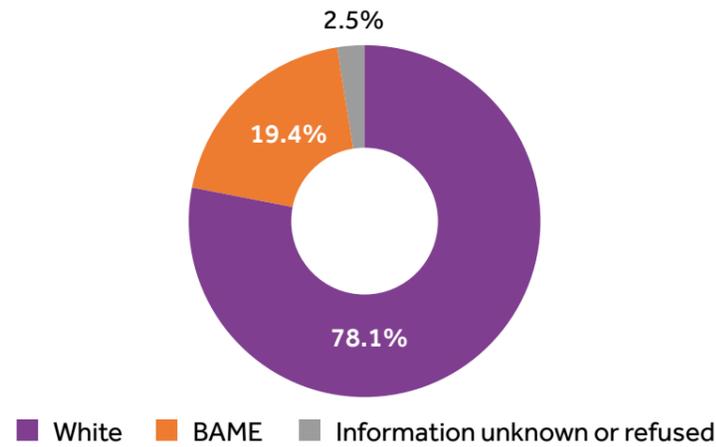
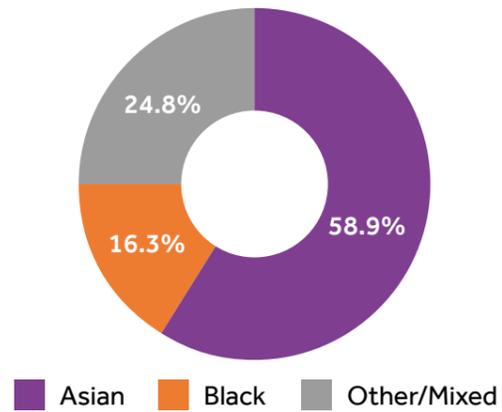


Figure 13: BAME staff by ethnicity, 2022



'Black, Asian and Minority Ethnic' (BAME) is a term referring to those of non-White descent, and encompasses a wide range of different ethnicities irrespective of a person's origin or nationality. Of all respondents, Black, Asian and Minority Ethnic staff make up 19.4% of our staff population (Figure 12).

Figure 14: BAME professional services staff by ethnicity, 2022

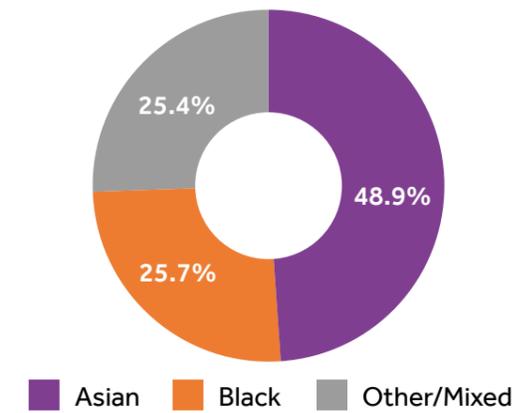
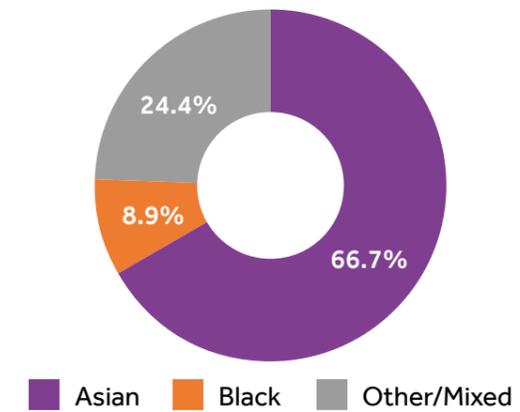


Figure 15: BAME Academic staff by ethnicity, 2022



Of all BAME staff working at the university 58.9% are Asian (Figure 13). However, when analysed in terms of their functions at University, there is a significant difference in the proportion of Asian staff in academic posts when compared with PS. 48.9% of BAME PS staff (Figure 14) are Asian in comparison to 66.7% of BAME academic staff (Figure 15). Out of Academics who identify as Asian:

- >36% declared British Nationality
- >26% declared their nationality as Chinese or Hong Kong-Chinese
- >14% declared Indian nationality

Only 8.9% of Academic staff are Black (Figure 15) in comparison to 25.7% of Professional Services (Figure 14).

The proportion of Ethnic minorities is lower among females than males (see Figure 16).

Figure 16: Ethnicity by gender, 2022

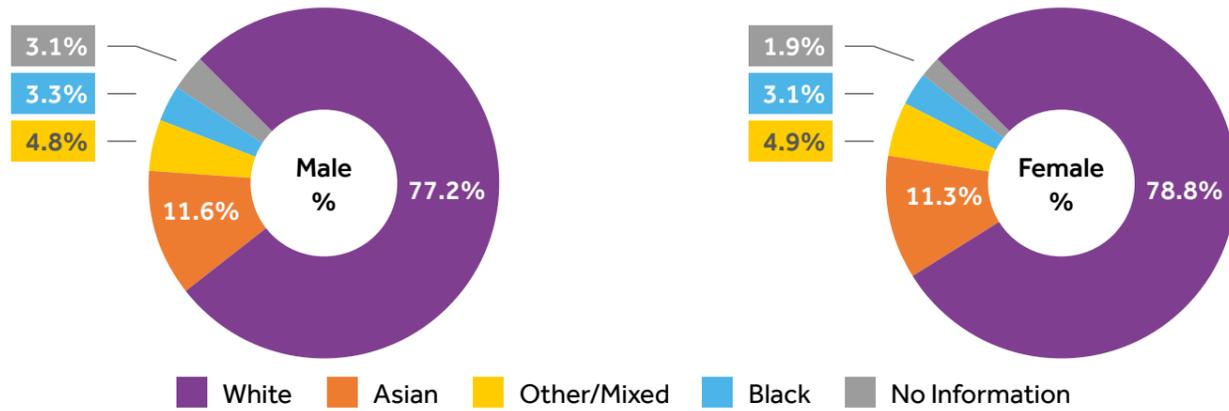


Figure 17: Proportion of BAME among new starters

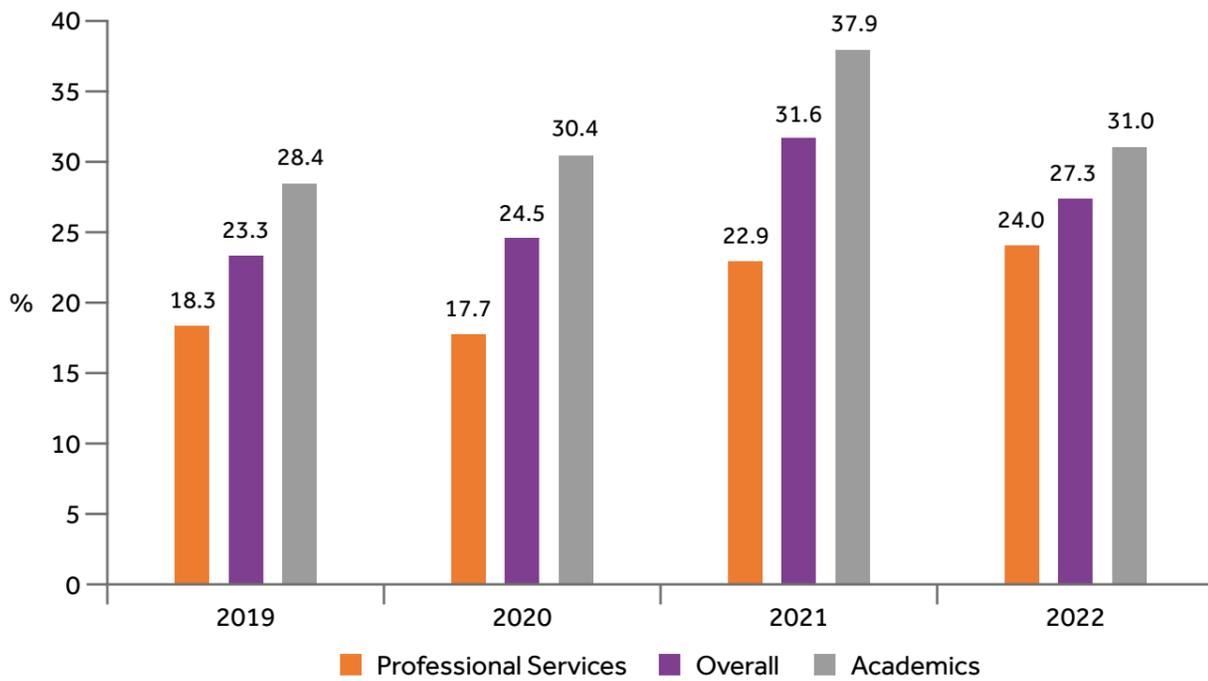


Figure 18: Proportion of BAME staff in PS and academic roles

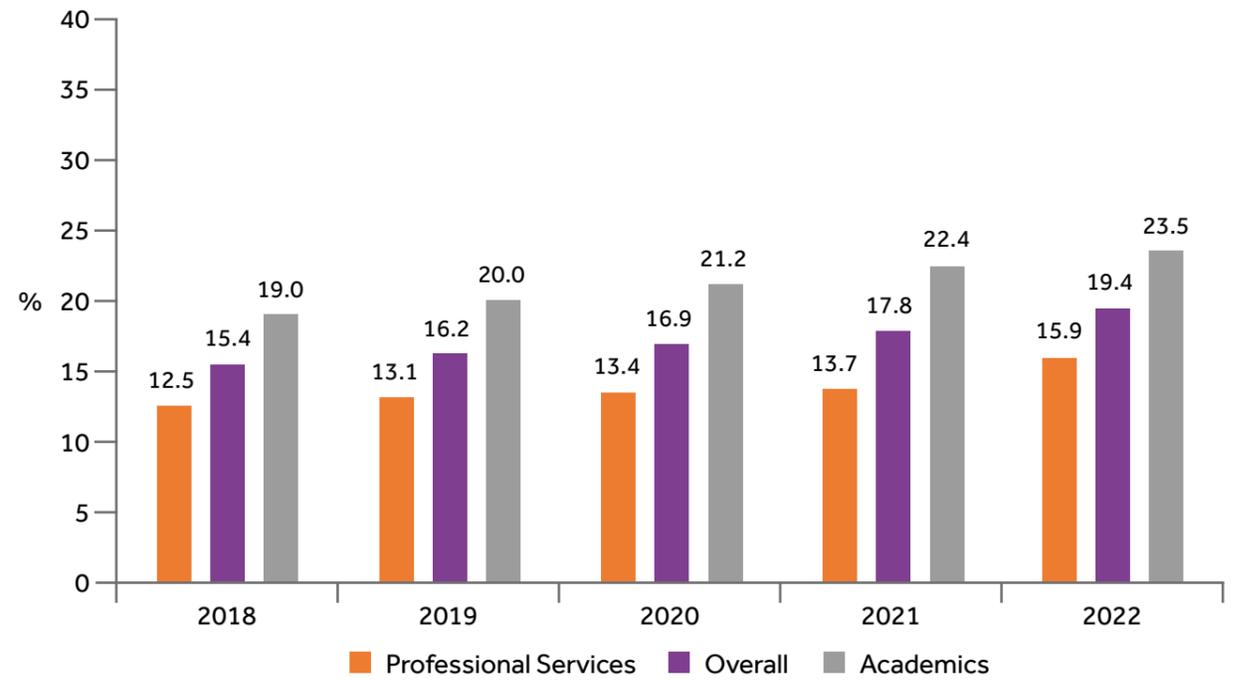
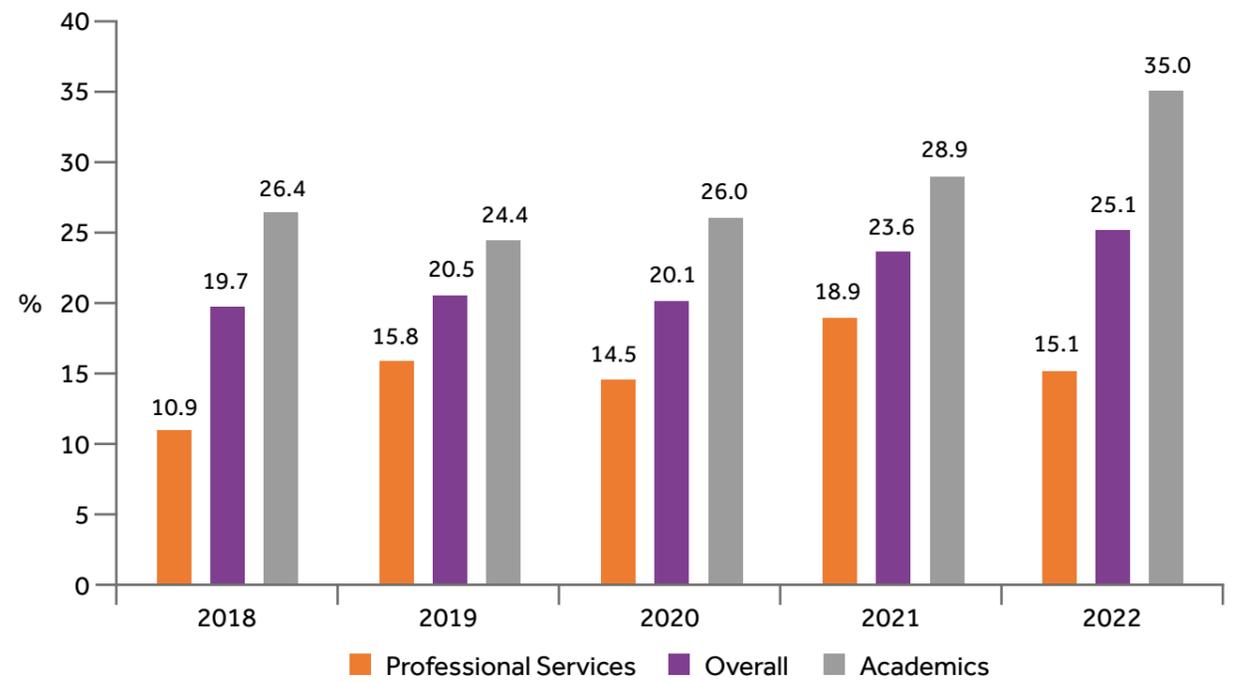


Figure 19: Proportion of BAME among leavers



New Starters: Proportion of ethnic minorities is higher among new starter Academics (31%) as opposed to Professional Services (24%) (Figure 17).

Current: The percentage of BAME staff in academic roles has been consistently higher than the percentage in PS roles over the past five years (Figure 18). Since 2018 there has been a 4% increase of BAME staff across the university with a 4.5% increase in BAME academics and a 3.4% increase in BAME PS staff.

Leavers: Proportion of ethnic minorities is higher among new starters is higher among Academics (35%) as opposed to Professional Services (15.1%) (Figure 19).

Pipeline:

BAME Academics were more likely to apply for all core Academic positions (Figures 20, 21 and 22). In the 2021/22 promotion round, BAME candidates were less likely to be successful compared to White candidates when applying for a promotion at every level, with exception of Senior Lecturer/ Senior Research Fellow. The count of individuals is small which makes interpretation difficult.

Figure 20: Promotions to chair by ethnicity 2022, (count, percentages)

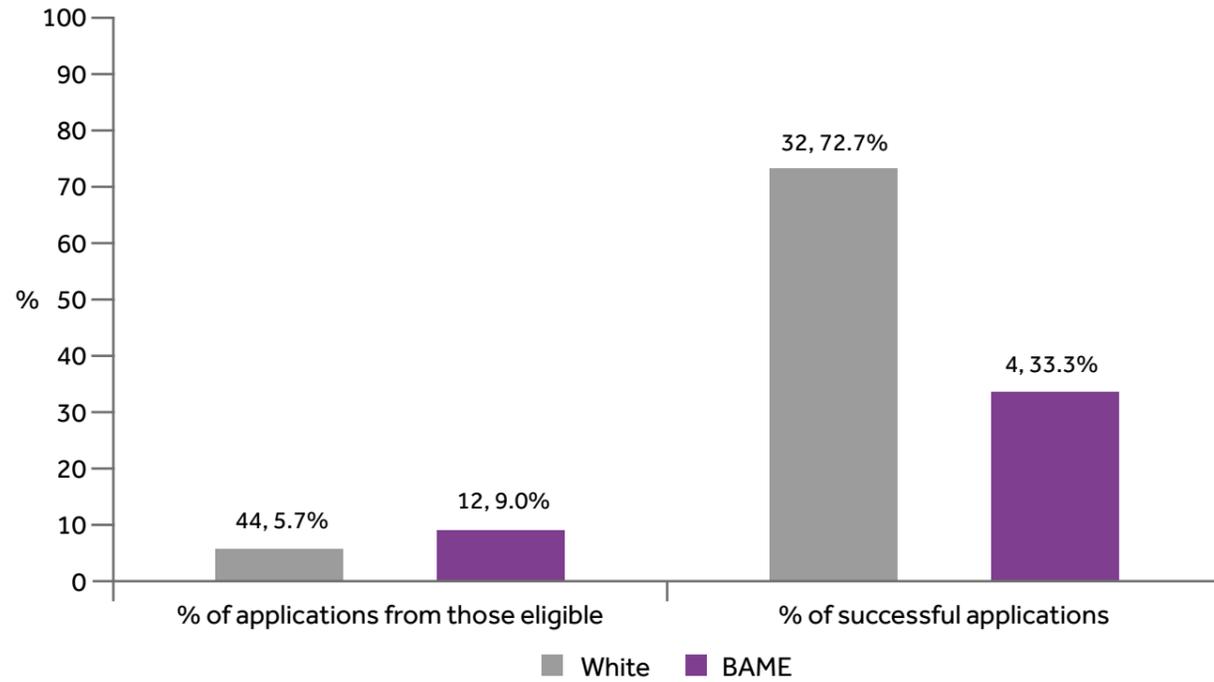


Figure 21: Promotions to reader by ethnicity, 2022 (count, percentages)

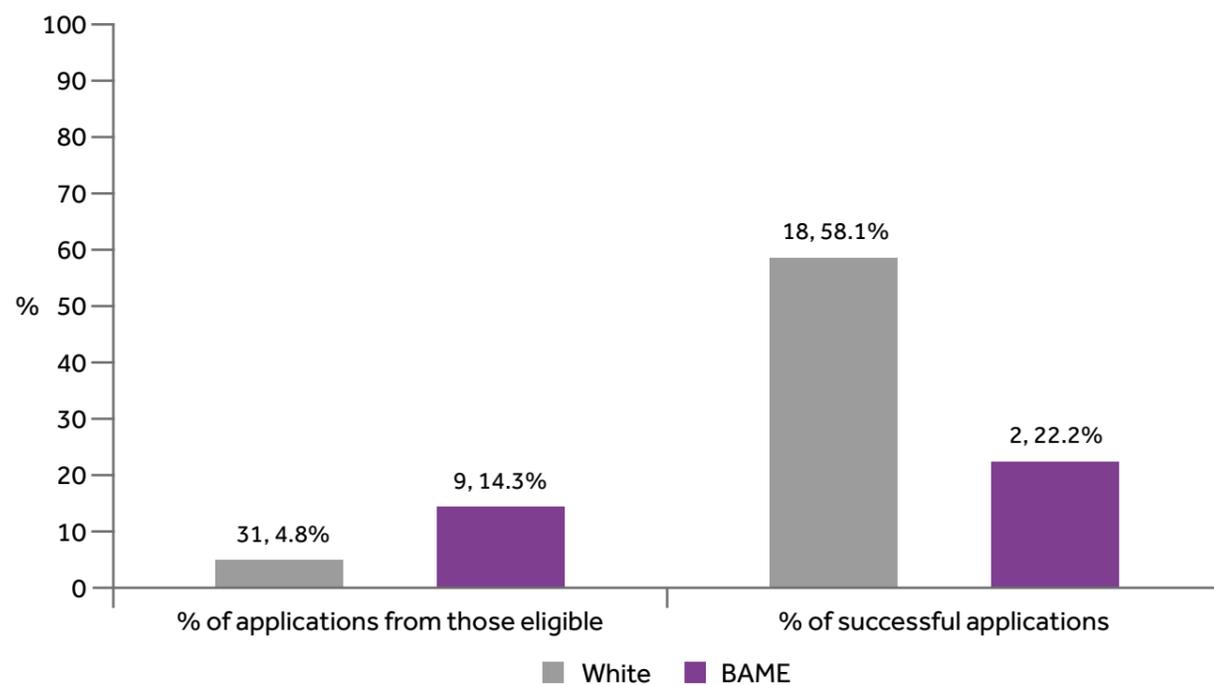


Figure 22: Promotions to senior lecturers/senior research fellows by ethnicity, 2022 (count, percentages)

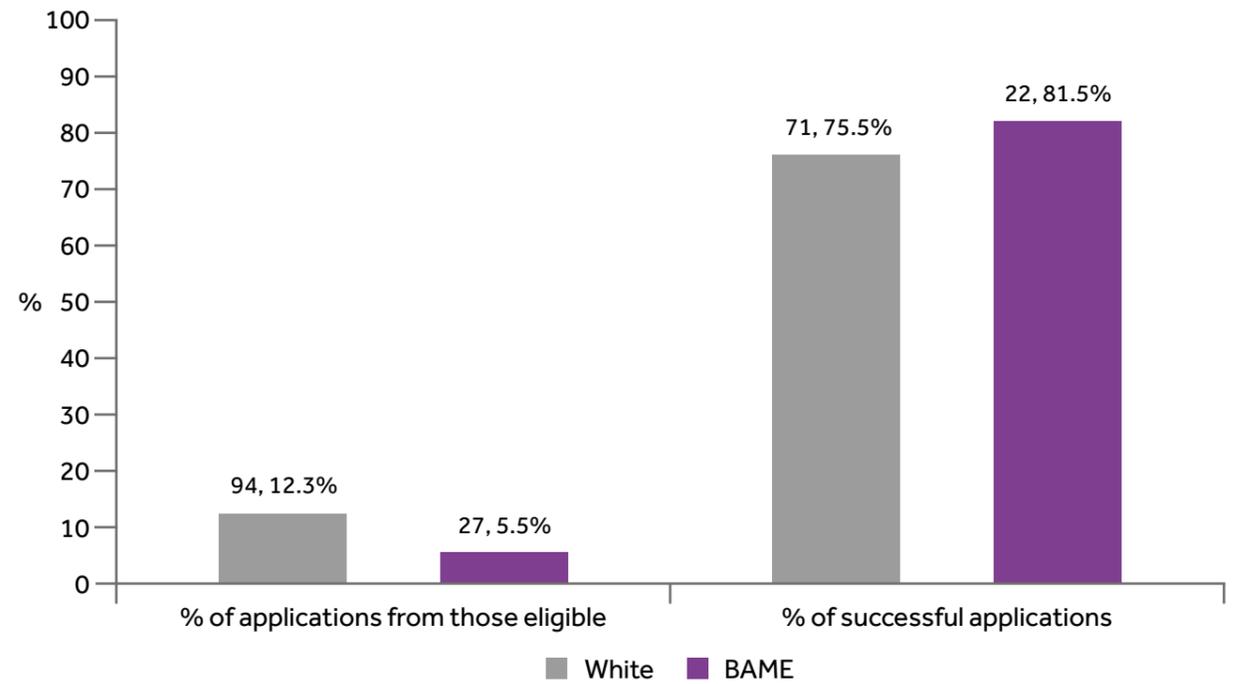


Figure 23: Proportion of BAME in professional services staff grades

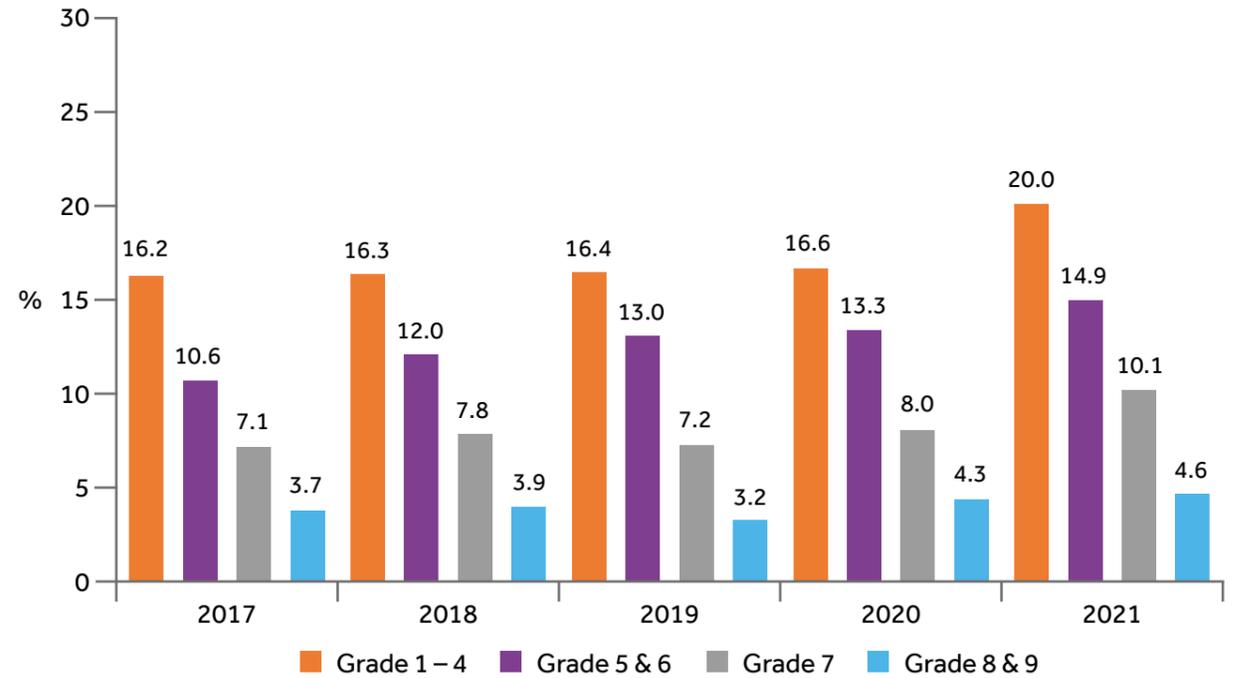


Figure 24: Proportion of BAME in academic staff levels

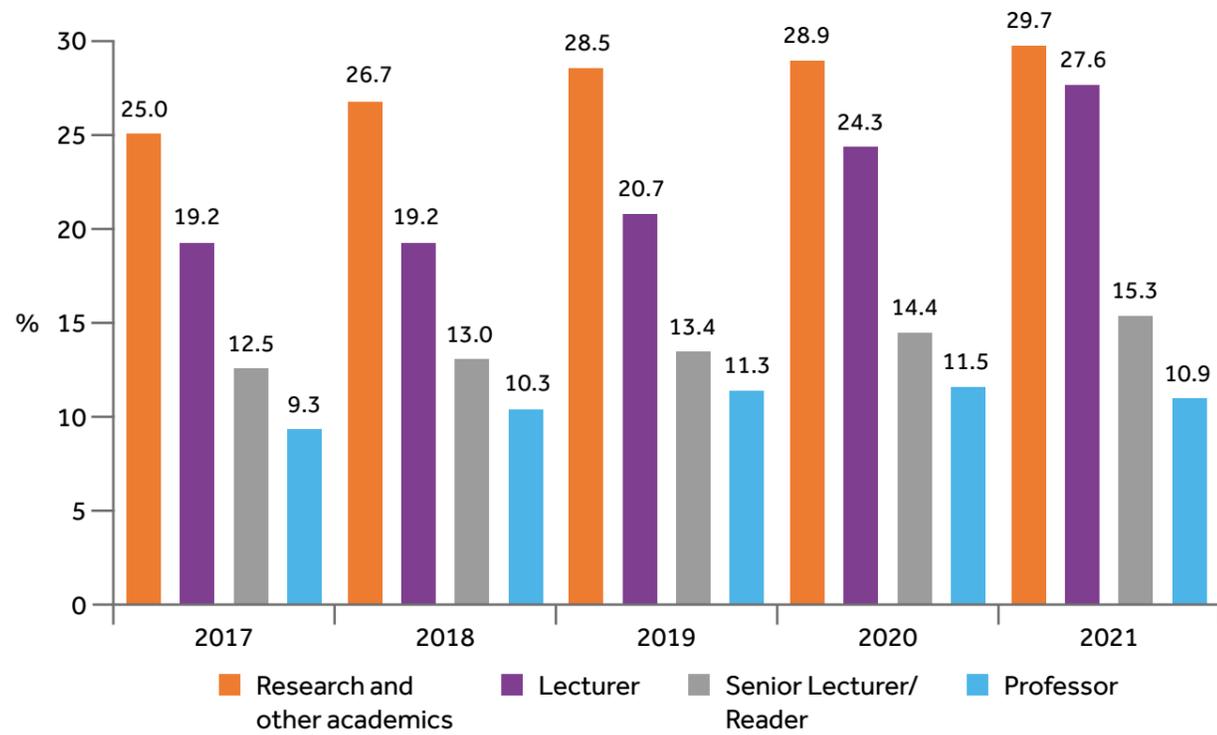
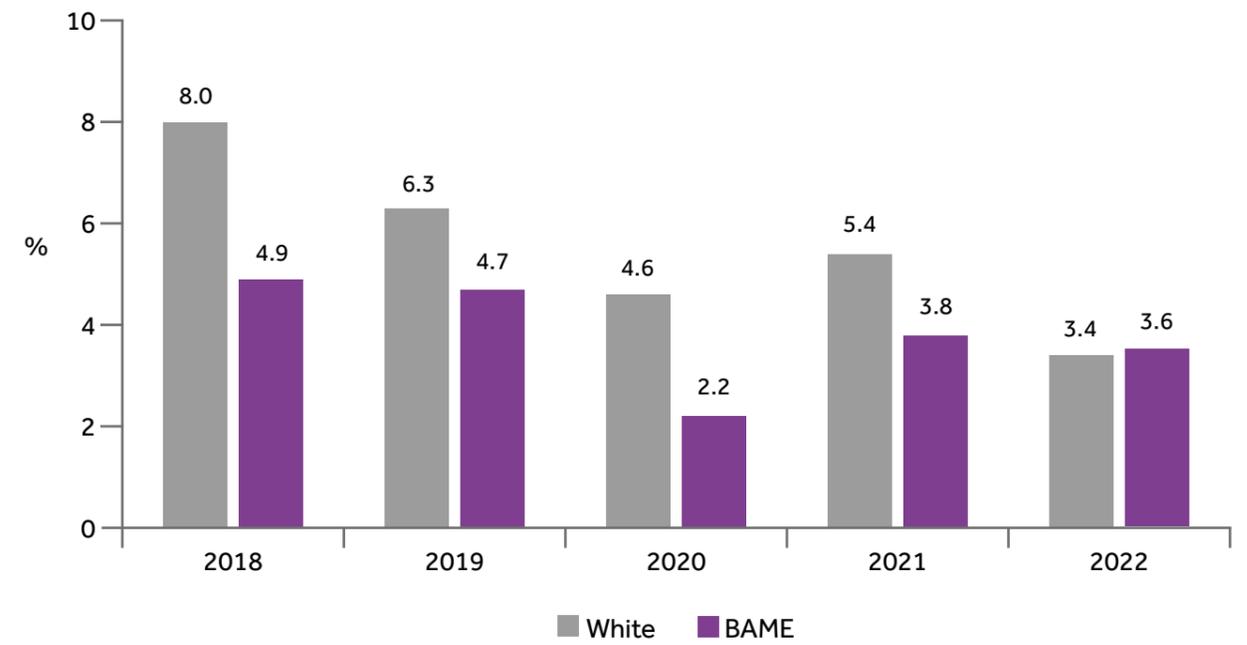
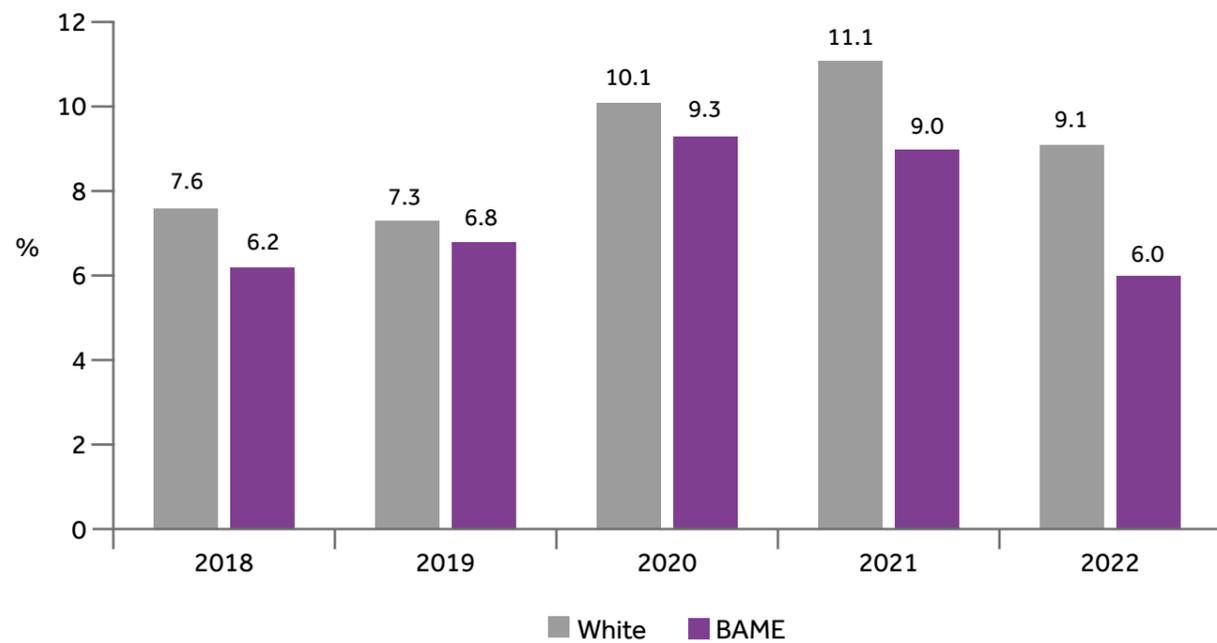


Figure 26: Turnover rates for ethnic groups of academic staff on permanent contracts per year



One of the reasons why employees leave the University is that their fixed-term contract came to an end. In order to account for that this report indicates the turnover rates i.e. employees who left/current employee number for employees on permanent contracts only (Figures 25 and 26). This analysis indicates that turnover rates have been stable over the last 5 years.

Figure 25: Turnover rates for ethnic groups of PS staff on permanent contracts per year



Gender

For the purpose of this report we will be using male and female when analysing gender. We recognise that we have more work to do around gathering gender identity data and non-binary inclusion.

Figure 27: Staff by gender, 2022

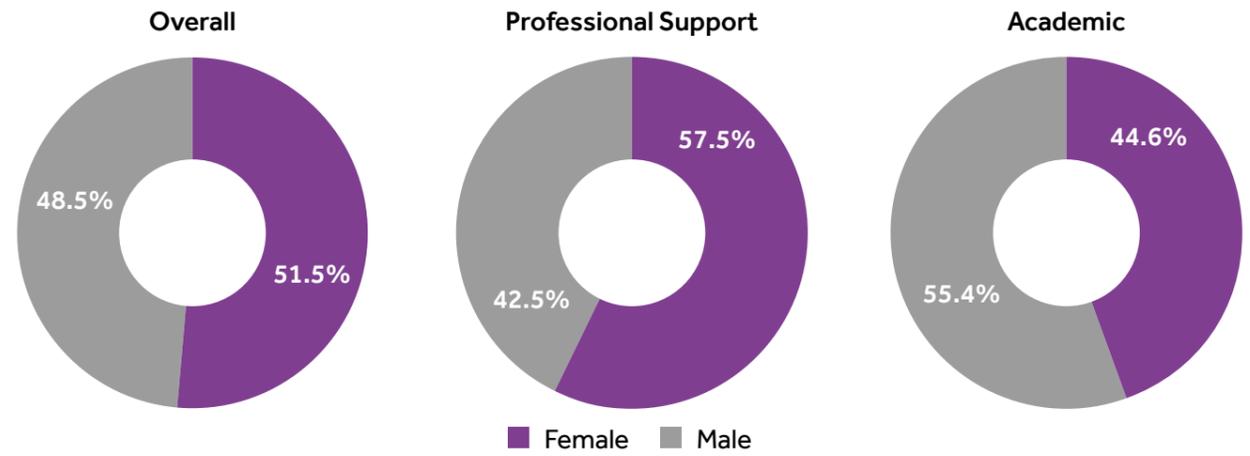
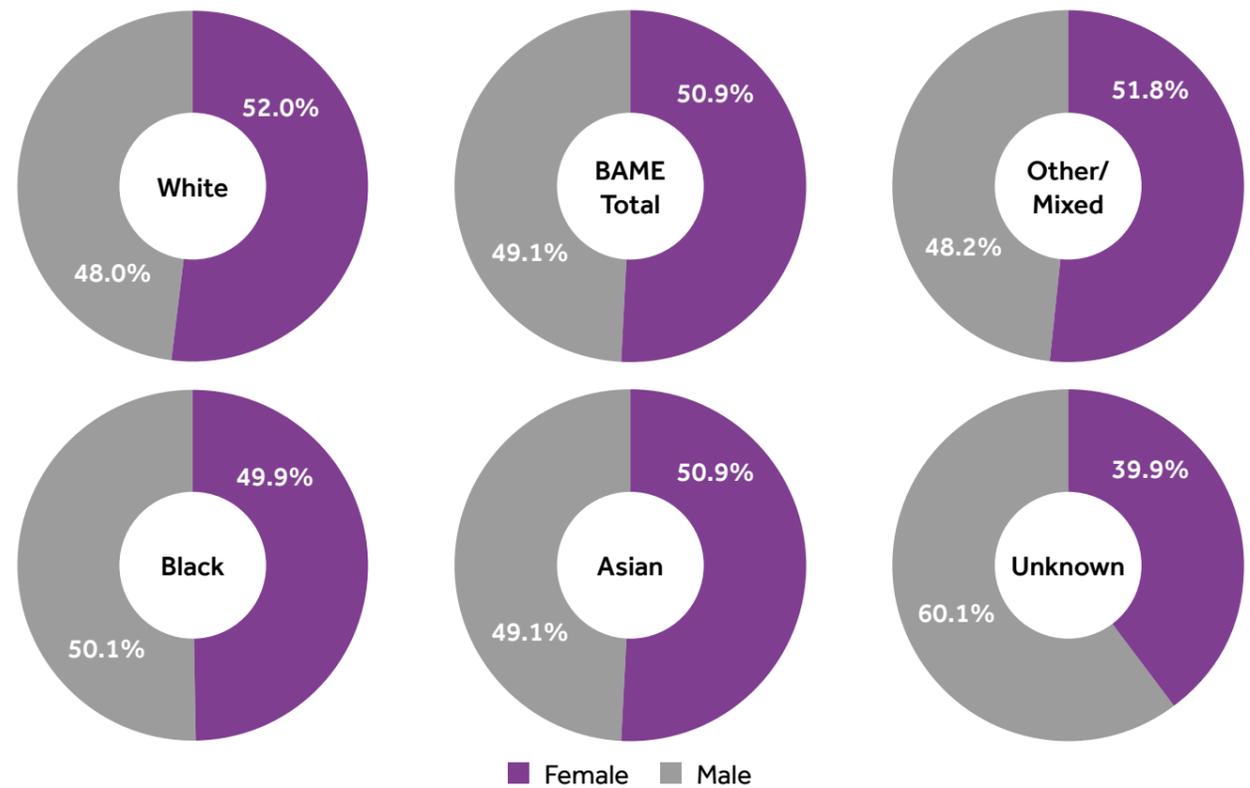


Figure 28: Gender by Ethnicity, 2022



There are similar proportions of male and female staff working at the University (Figure 27). However, when analysed in terms of their functions at University, there is a much larger proportion of females among professional services staff – 57.5% as opposed to academic staff – 44.6%.

Of all BAME staff at the University 50.9% are female compared with 52% of White staff being female (Figure 28).

Figure 29: Proportion of females among new starters

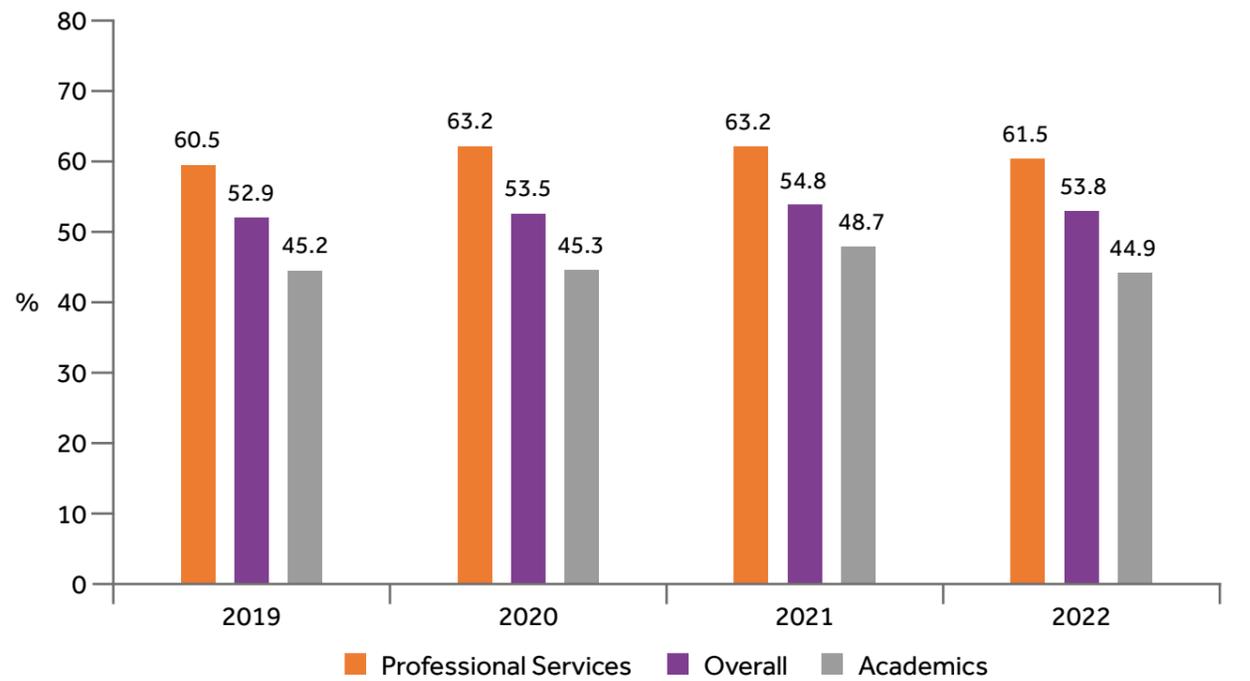


Figure 30: Proportion of females in PS and academic roles

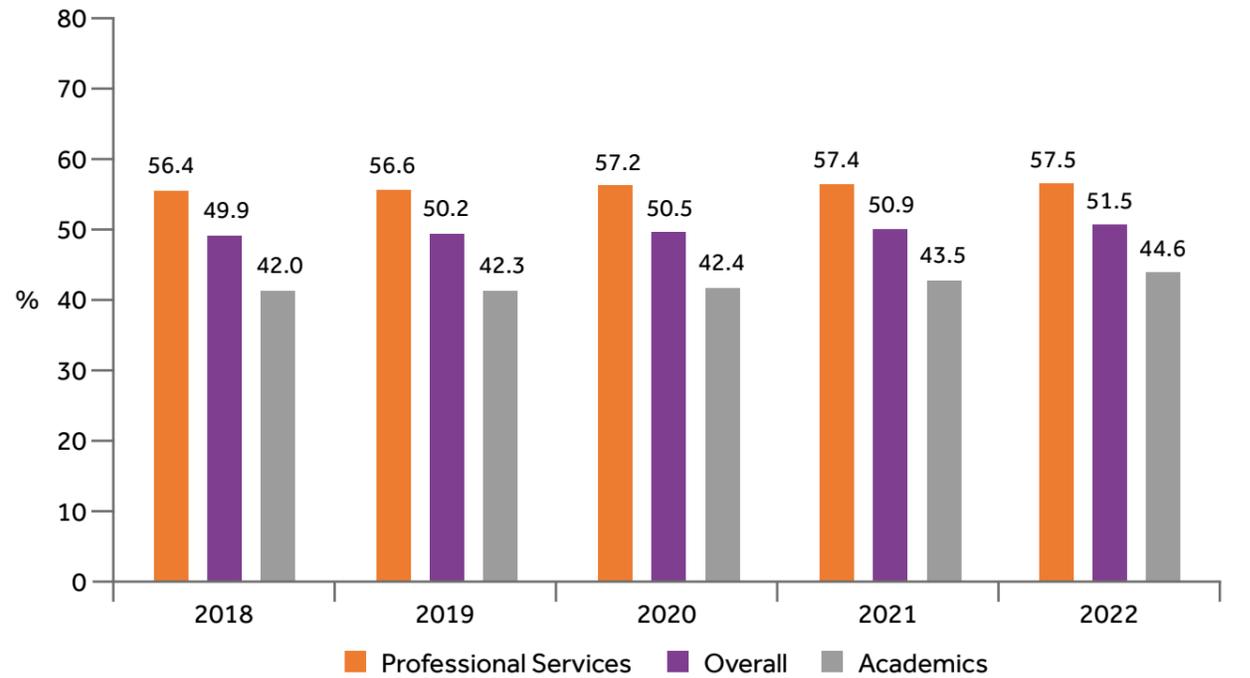
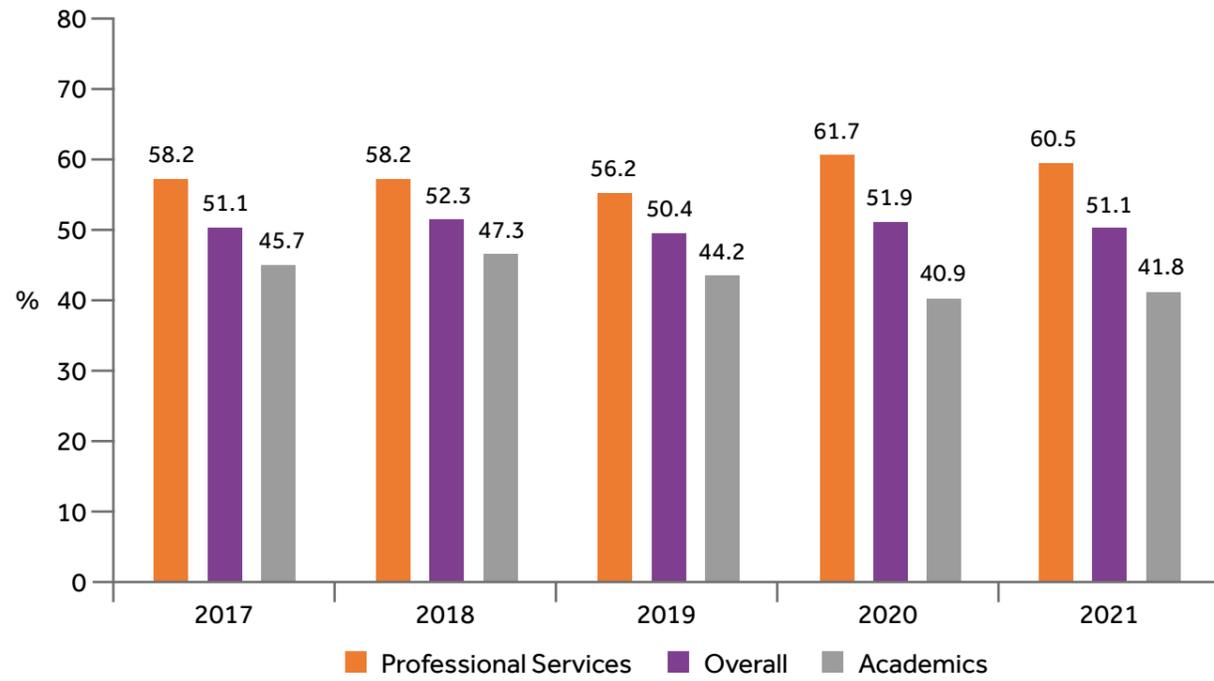


Figure 31: Proportion of females among leavers



New Starters: Proportion of females is higher among new starter Professional Services (61.5%) as opposed to Academics (44.9%) (Figure 29).

Current: The percentage of female staff in professional services roles has been consistently higher than the percentage females in academic roles over the past five years (Figure 30). Since the proportion of females at the University has been stable without large increases or decreases.

Leavers: Proportion of females is higher among leavers is higher among Professional Services (60.5%) as opposed to Academics (41.8%) (Figure 31).

Pipeline:

Female Academics were slightly less or as likely to apply for core Academic positions (Figures 32, 33 and 34) in the 2021/22 promotion round, however female candidates were more likely to be successful than male candidates when applying for a promotion.

Between 2018 and 2022 there was increase in the percentage of females PS staff across all grades, especially at Grade 7. All other grade groups seen small increases over the period discussed (Figure 35). Between 2018 and 2022 there has been an increase in female staff across all academic job levels (Figure 36).

Figure 32: Promotions to Chair by gender, 2022 (count, percentages)

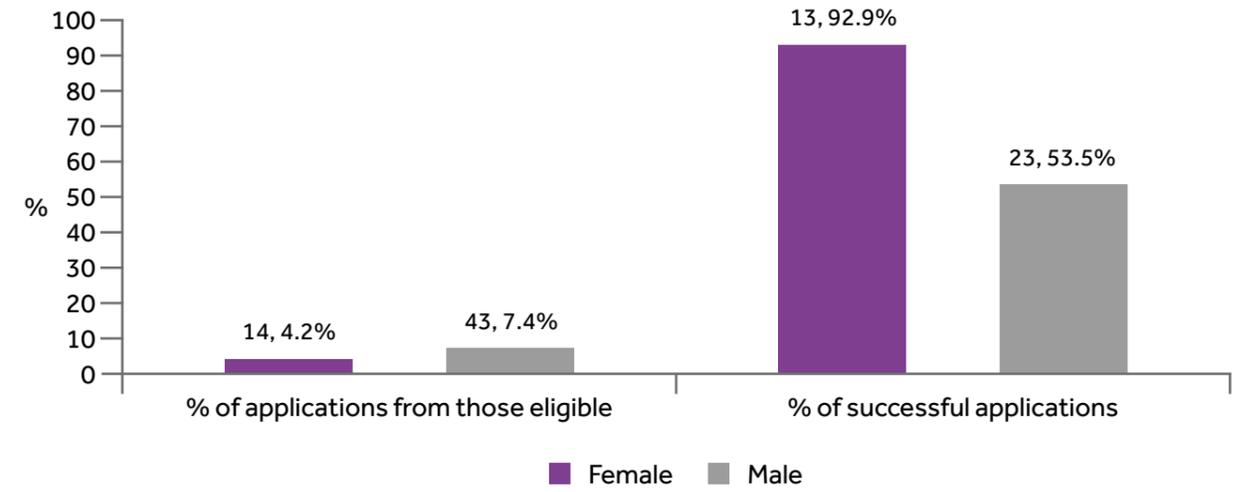


Figure 33: Promotions to Reader by gender, 2022 (count, percentages)

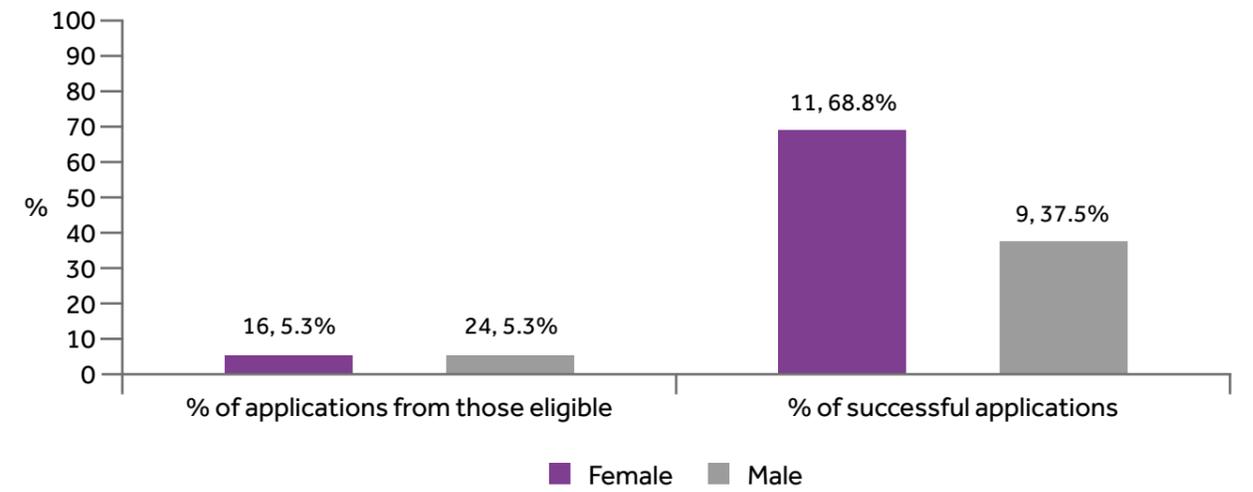


Figure 34: Promotions to senior lecturers/senior research fellows by gender, 2022 (count, percentages)

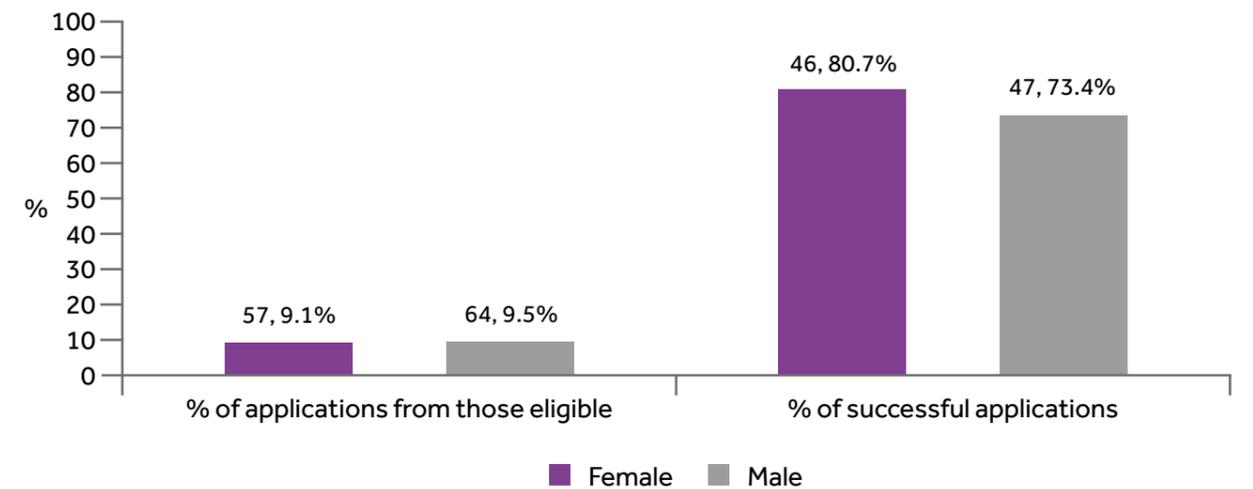


Figure 35: Proportion of females in professional services staff grades

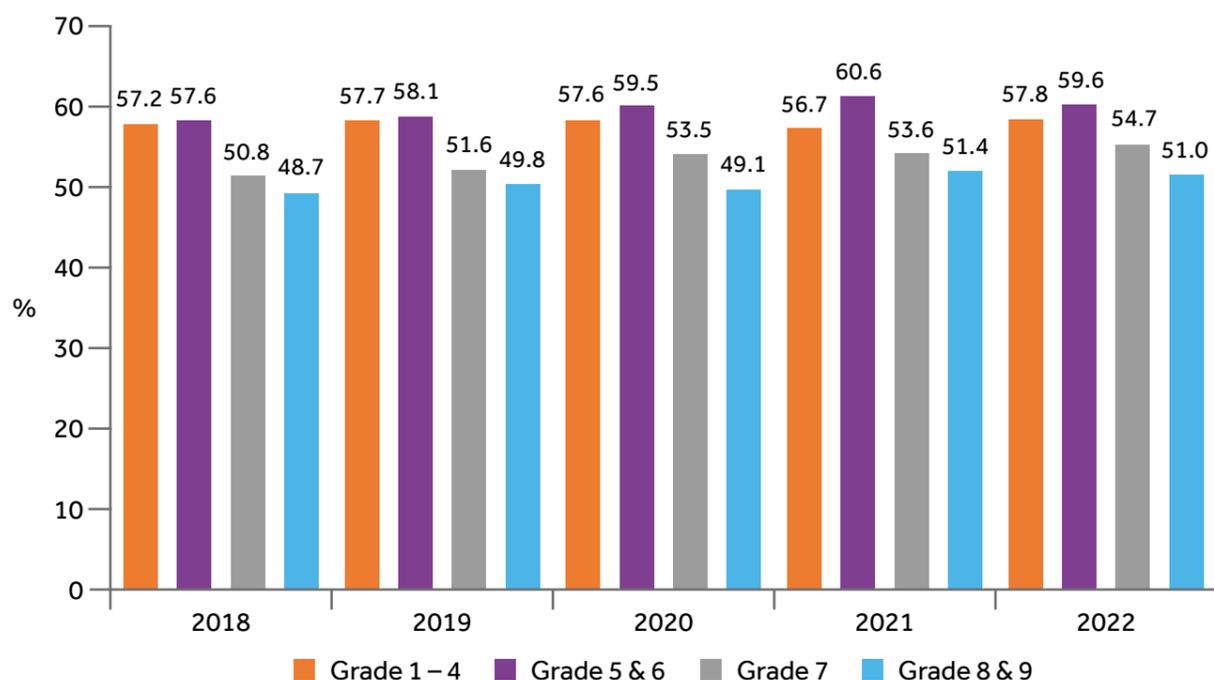
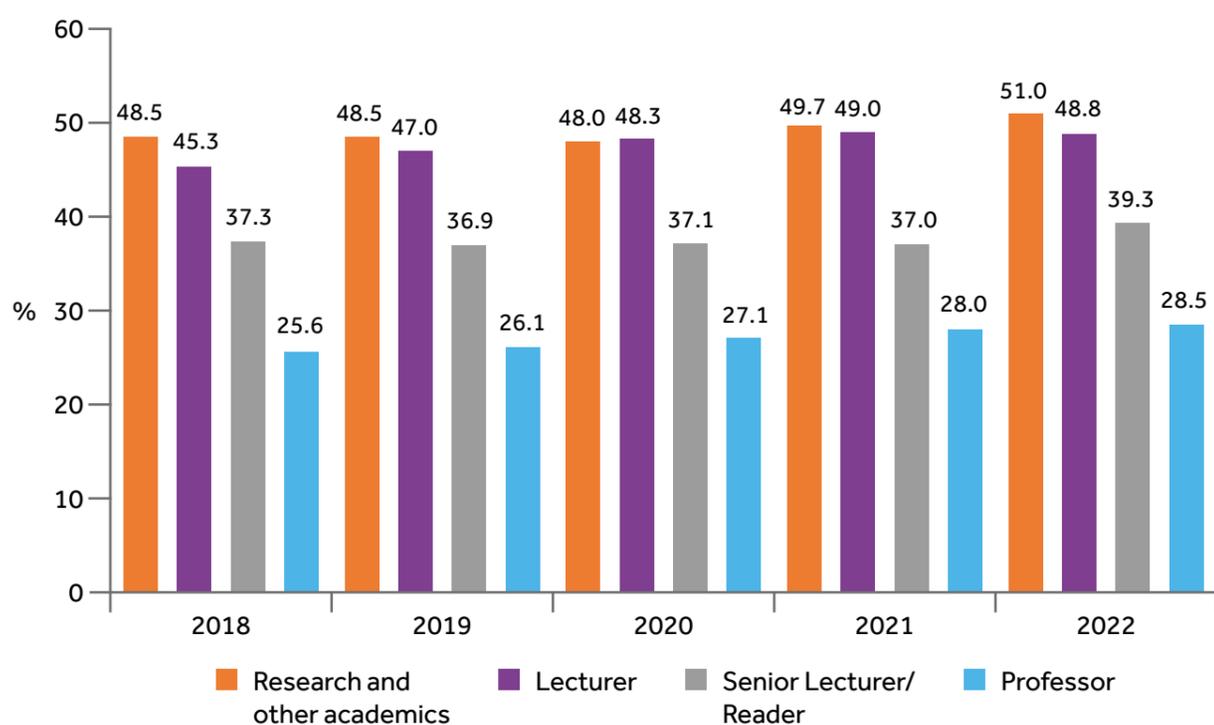


Figure 36: Proportion of females in academic staff grades



Recruitment

Table 1: Recruitment stages of core academic positions (Professorships, Senior lectureships, and lectureships) split by gender and ethnicity, 2022

1. Core Academics (Professorships, Senior Professorships and lectureships)									
Gender	All applications	%	Shortlisted	%-All	As % of applications	Shortlisted	%-All	As % of shortlisted	As % of applications
Male	4486	56.5	489	48.5	10.9	61	44.5	12.5	1.4
Female	3279	41.3	504	50.0	15.4	72	52.6	14.3	2.2
Unknown	180	2.3	16	1.6	8.9	4	2.9	25.0	2.2
Total	7945	100.0	1009	100.0	12.7	137	100.0	13.6	1.7
Ethnicity	All applications	%	Shortlisted	%-All	As % of applications	Shortlisted	%-All	As % of shortlisted	As % of applications
White	3562	44.8	623	61.7	17.5	91	66.4	14.6	2.6
BAME	3959	49.8	345	34.2	8.7	40	29.2	11.6	1.0
Unknown	424	5.3	41	4.1	9.7	6	4.4	14.6	1.4
Total	7945	100.0	1009	100.0	12.7	137	100.0	13.6	1.7

Gender: 41.3% of applications for core academic positions were sent by Women in the period studied. However, Women seem to be more successful during the shortlisting the interview stages which means that 52.6% of successful candidates are women.

Ethnicity: 49.8% of applications for core academic positions were sent by BAME candidates. In addition, BAME candidates are underrepresented among shortlisted-34.2% of shortlisted candidates were BAME as well as successful candidates-29.2% of successful candidates were BAME.

Table 2: Recruitment stages of Researchers and other academics (Senior Research Fellows, Research Fellows, Researchers, and others) split by gender and ethnicity, 2022

2. Researchers and other academics (SRF,RF and others)									
Gender	All applications	%	Shortlisted	%-All	As % of applications	Successful	%-All	As % of shortlisted	As % of applications
Male	4656	56.4	622	53.3	13.4	167	52.8	26.8	3.6
Female	3390	41.1	527	45.1	15.5	144	45.6	27.3	4.2
Unknown	204	2.5	19	1.6	9.3	5	1.6	26.3	2.5
Total	8250	100.0	1168	100.0	14.2	316	100.0	27.1	3.8
Ethnicity	All applications	%	Shortlisted	%-All	As % of applications	Successful	%-All	As % of shortlisted	As % of applications
White	2565	31.1	564	48.3	22.0	184	58.2	32.6	7.2
BAME	5194	63.0	546	46.7	10.5	116	36.7	21.2	2.2
Unknown	491	6.0	58	5.0	11.8	16	5.1	27.6	3.3
Total	8250	100.0	1168	100.0	14.2	316	100.0	27.1	3.8

Gender: 41.1% of applications for research academic positions were sent by Women in the period studied. The proportion of Women increases among shortlisted candidates to 45.1% and is 45.6% among successful candidates. It seems that Women are doing better than Men throughout the recruitment process.

Ethnicity: 63% of applications for research academic positions were sent by BAME candidates. The proportion of BAME candidates decreased to 46.7% among shortlisted and again to 36.7% among successful candidates. It seems that shortlisting provides a challenge for BAME candidates- only 10.5% of BAME applications were shortlisted in comparison to 22% of White candidates' applications.

Table 3: Recruitment stages of Professional Services split by gender and ethnicity, 2022

3. Professional Services									
Gender	All applications	%	Shortlisted	%-All	As % of applications	Successful	%-All	As % of shortlisted	As % of applications
Male	9217	40.1	1347	38.5	14.6	224	36.1	16.6	2.4
Female	13229	57.5	2020	57.7	15.3	366	59.0	18.1	2.8
Unknown	566	2.5	136	3.9	24.0	30	4.8	22.1	5.3
Total	23012	100.0	3503	100.0	15.2	620	100.0	17.7	2.7

Ethnicity	All applications	%	Shortlisted	%-All	As % of applications	Successful	%-All	As % of shortlisted	As % of applications
White	13199	57.4	2481	70.8	18.8	451	72.7	18.2	3.4
BAME	9002	39.1	843	24.1	9.4	131	21.1	15.5	1.5
Unknown	811	3.5	179	5.1	22.1	38	6.1	21.2	4.7
Total	23012	100.0	3503	100.0	15.2	620	100.0	17.7	2.7

Gender: 57.5% of applications for PS (both Faculty-based and central) positions were sent by Women in the period studied. The proportion of Women increases among shortlisted candidates to 57.7% and is 59% among successful candidates. It seems that Women are doing better than Men, especially during the shortlisting stage.

Ethnicity: Only 39.1% of applications for PS (both Faculty-based and central) were sent by BAME candidates. The proportion of BAME candidates decreases to 24.1% among shortlisted and again to 21% among successful candidates. It seems that shortlisting stage provides a challenge for BAME candidates: 9.4% of BAME candidates were shortlisted as opposed to 18.8% of White candidates.

Sexual orientation and gender identity

Figure 37: Sexual orientation: Response rates

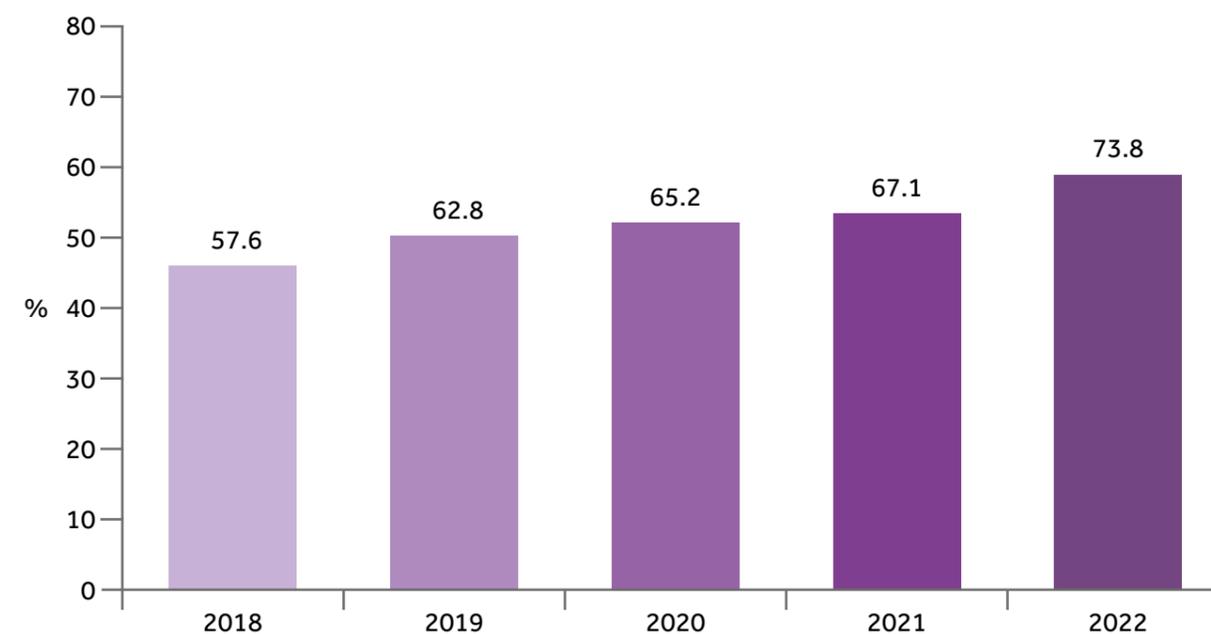


Figure 38: Sexual orientation of employees, 2022 (known data)

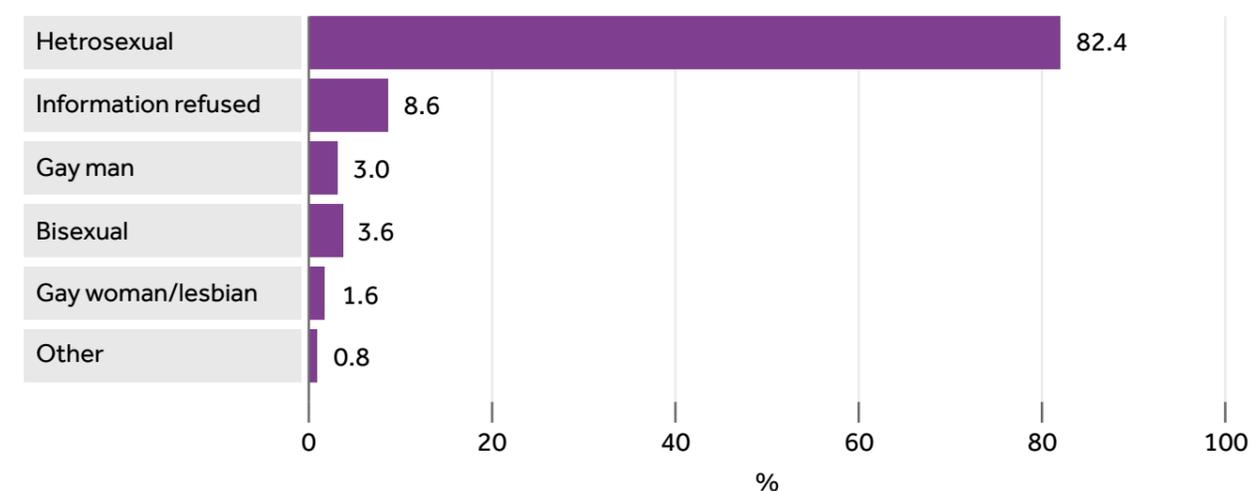
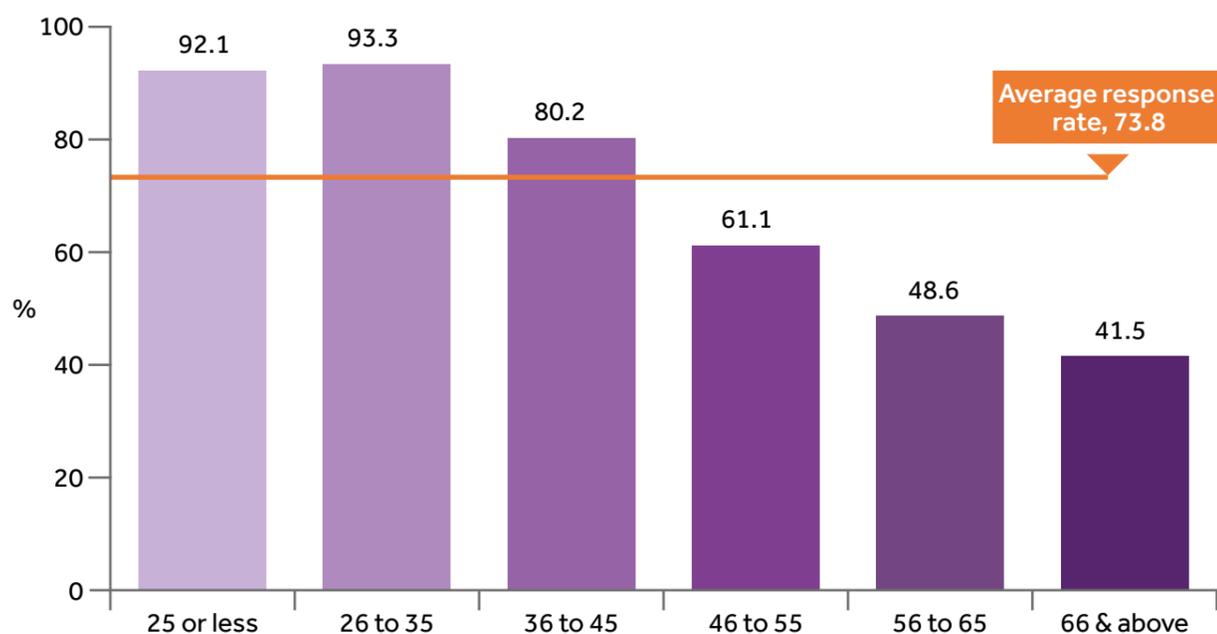


Figure 39: Response rates of staff members to question about their sexual orientation by age, 2022



The improved disclosure rates for Sexual Orientation, are in part, due to some of the activities below:

- The University maintaining a Top 100 position in the annual Stonewall Workplace Equality Index for seven consecutive years and currently sits at number 22.
- New senior sponsor for LGBT+ who has positively reinforced the importance of data collection.
- Using different opportunities such as Stonewall Workplace Equality Index questions, Allies training, Lunch and Learns to positively reinforce the importance of accurate data disclosure.
- New LGBT+ representation on EDI Committees in Faculty and Professional Service areas.
- A refreshed campaign (with dedicated web page and physical badges) for all staff to include their pronouns on their signatures as well as Zoom and Microsoft Teams screens.
- Updated LGBT+ Profiles to include a diverse range of grades, positions and intersections where people mention the importance of data disclosure.
- Further increasing the number of ALLOUT allies to over 250 who have proactively promoted the importance of data completion in MyView as part of their role.
- Continued work with all areas to improve their data quality and emphasis on this during induction and periodic reminders throughout the year.
- Ensuring members of ALLOUT (The LGBT+ Staff Network Group) have updated their own data and encourage colleagues to do so.

We aim to continue the above as well as having bespoke campaigns in Faculties and Professional Services, committing to communicate more regularly about trans and non-binary identities to improve disclosure rates for these areas and working with Stonewall WEI results to focus in on areas of improvement and where we can encourage better data disclosure.

Table 4: Gender identity: Is your gender identity the same as the gender you were originally assigned at birth? (See footnote below)¹

Is your gender identity the same as the gender you were originally assigned at birth?	2020			2021			2022		
	Academic	Professional Support	Grand Total	Academic	Professional Support	Grand Total	Academic	Professional Support	Grand Total
Yes	78.6%	79.8%	79.2%	71.3%	74.6%	73.1%	97.5%	98.0%	97.7%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.4%	0.3%
Unknown	21.4%	20.2%	20.8%	28.6%	25.4%	26.9%	2.3%	1.7%	2.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

¹ This data is pulled from our People and Organisational Development system and based on the information that people submit either as a new starter or through the self service system MyView.

Whilst we have a very high completion of this field, the low numbers from such a high volume of staff (11,139) do give a 0% return on the gender identity field.

We know however that number those who answered no to question about gender identity is higher than 0% simply because the recent staff survey indicated that numbers were less than 0.1%

Religion and belief

Figure 40: Religion: Response rates

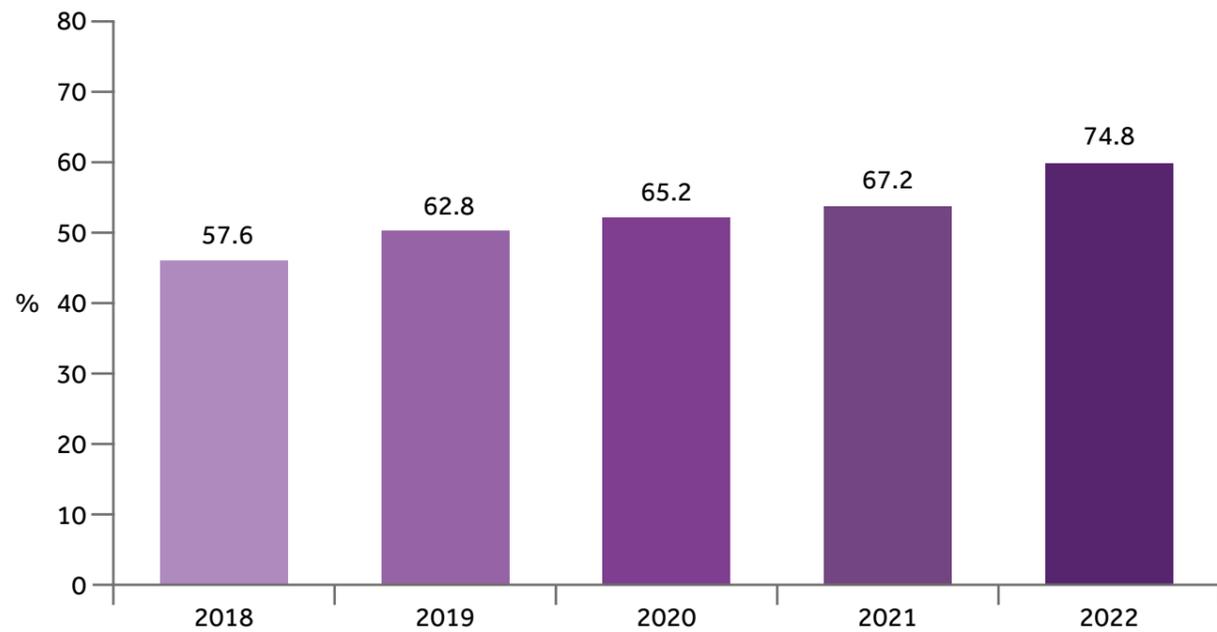


Figure 41: Religion of Employees, 2022 (known data)

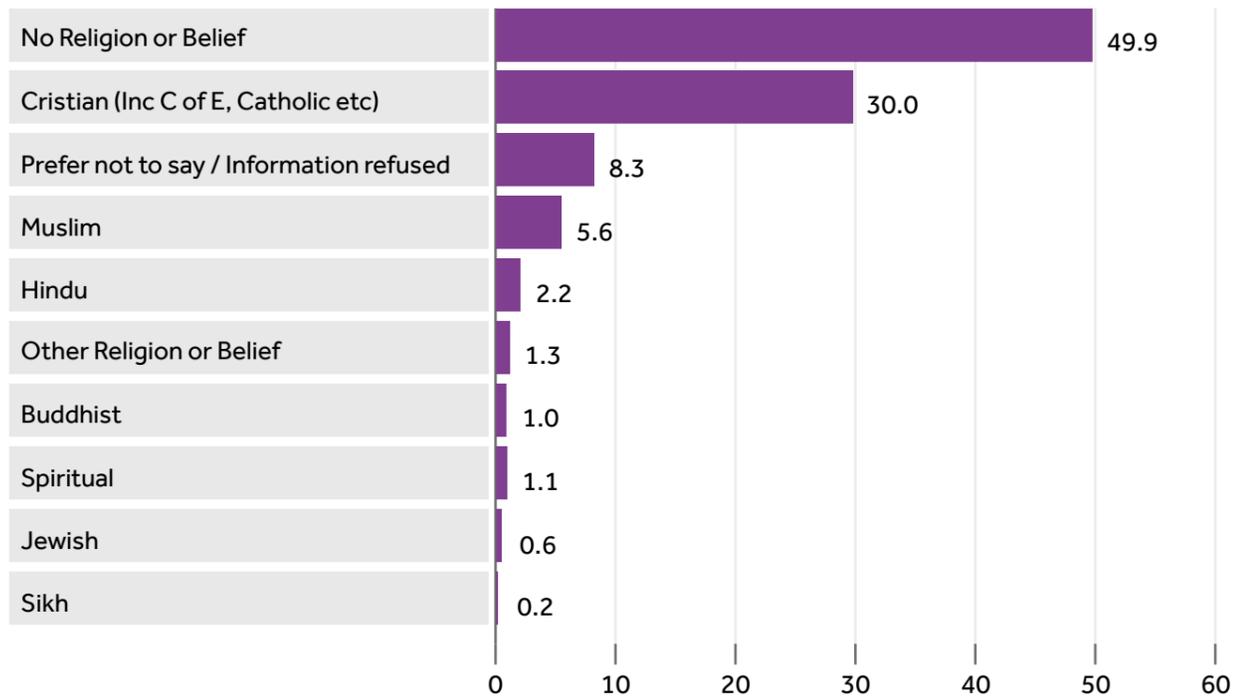
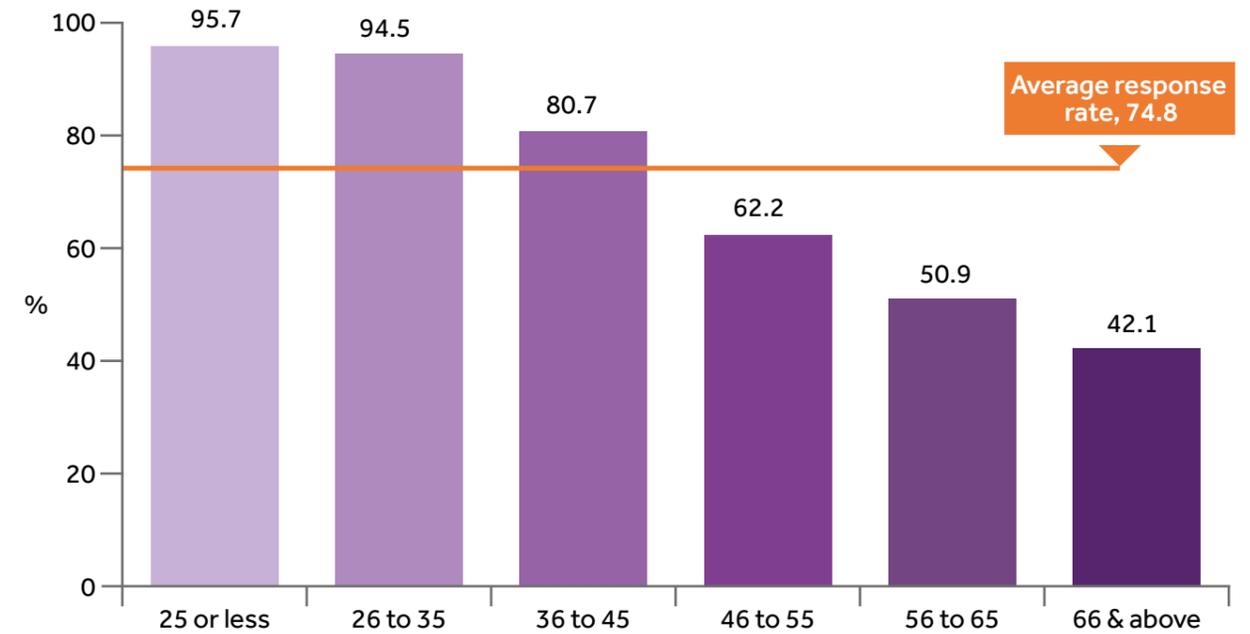


Figure 42: Response rates of staff members to question about their religion by age, 2022



74.8% of staff at the University were willing to disclose their religion (an increase from the last year by 7.6%), of these 49.9% declared themselves as non-Religious (Figures 40 and 41). Response rates are related to age: younger employees are far more likely to disclose their religion (Figure 42).

International staff

The University of Manchester has more than 2400 members of staff who declared nationality different than 'British'. This group comes from approx. 100 different countries. Table 5 below indicates 10 most common nationalities of the University of Manchester International Staff.

Table 5: International staff count and percentage- Top 10 Countries 2022

Country	Number of staff members	As a % of international staff
Chinese	271	11.1%
Italian (Includes Sardinia, Sicily)	177	7.2%
German	161	6.6%
Indian	142	5.8%
Spanish (includes Ceuta, Melilla)	134	5.5%
Irish	127	5.2%
French (includes Corsica)	107	4.4%
American	105	4.3%
Greek	100	4.1%
Polish	84	3.4%

Map: University international staff by nationality, 2022

The darker purple colour, the more non-UK staff identified that country as their nationality.

Comparison to diversity of Local Population and the UK

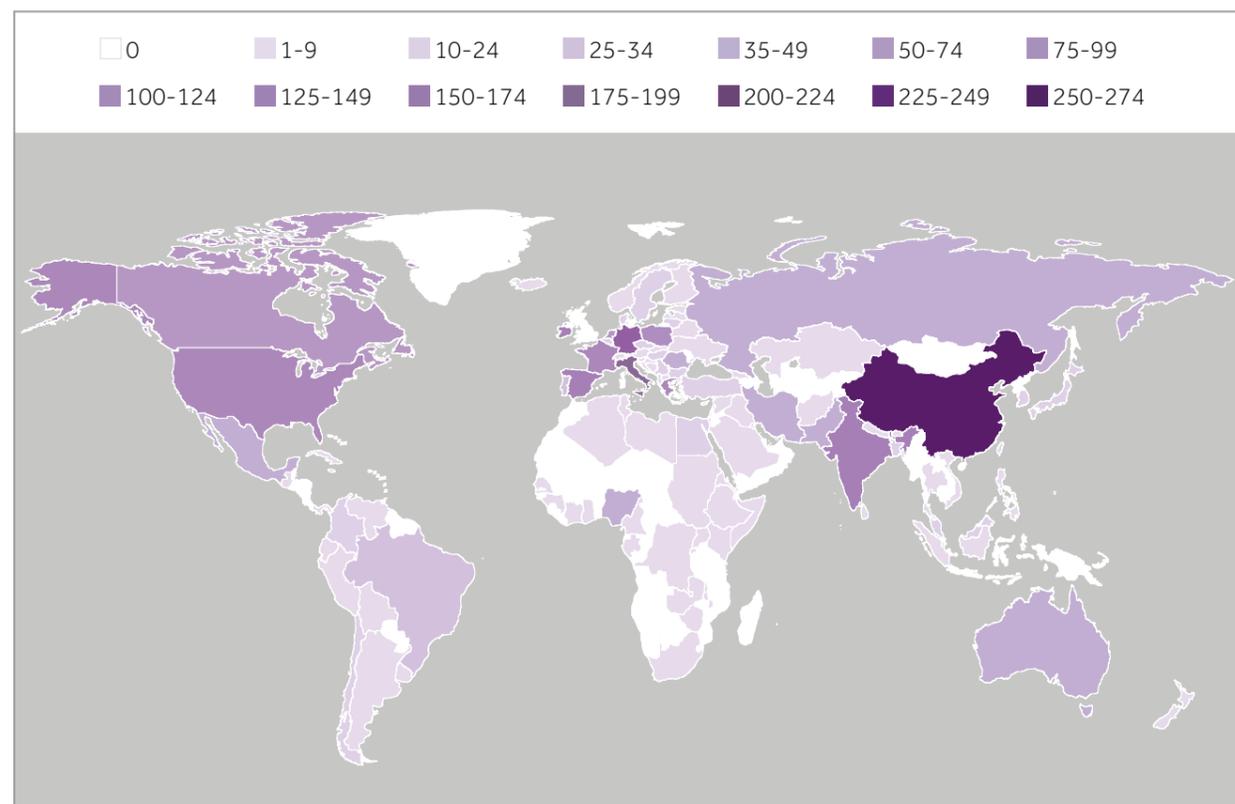
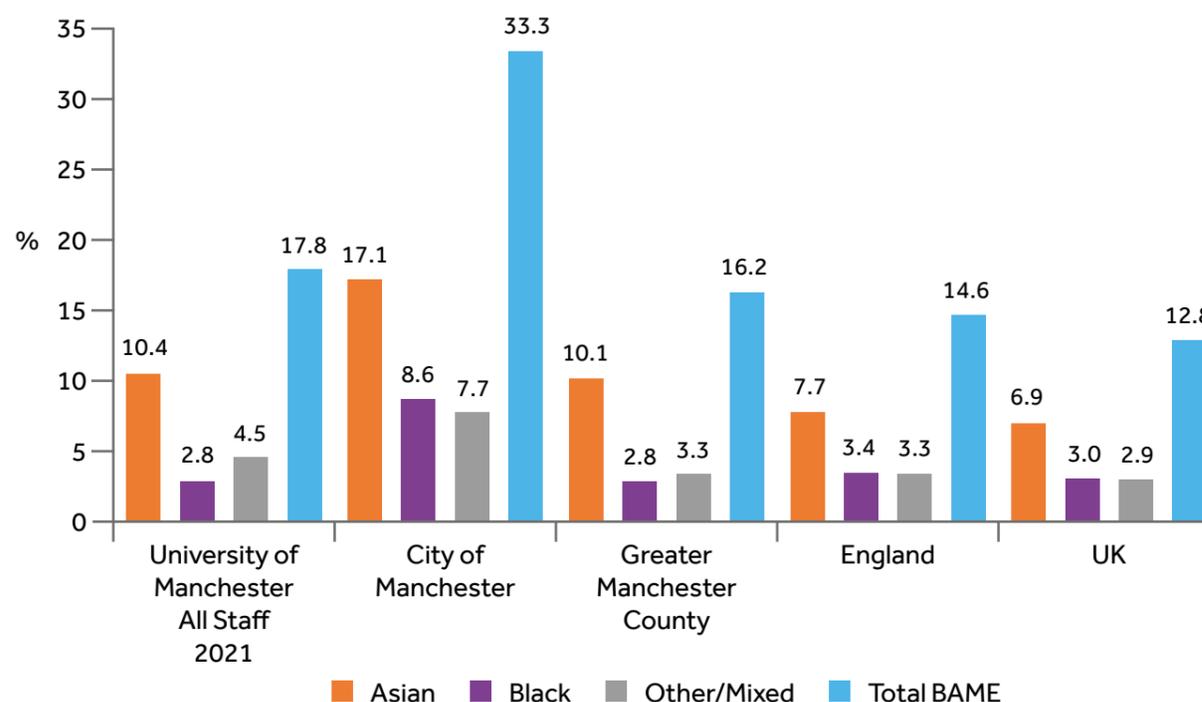


Figure 43: Proportion of ethnic minority groups within The University of Manchester's administration as well as general population at various levels (city, county, country from ONS 2011)



Additional information on policy

Maternity and paternity leave

Numbers of employees who took one of the specified leave types, 2018-2022

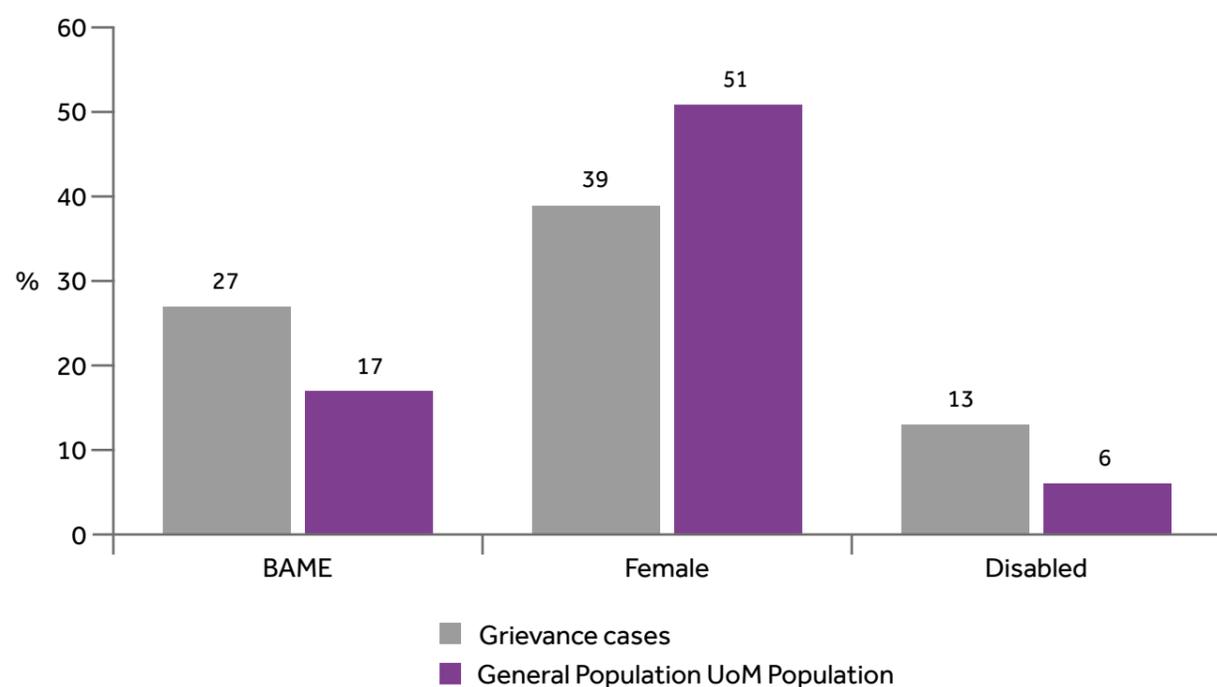
	2018	2019	2020	2021	2022
Academic Staff	183	208	191	155	151
Maternity	88	89	81	72	78
Shared Parental Leave	21	37	33	14	14
Statutory Adoption Pay	3	1	2	1	1
Statutory Paternity Pay (Adoption)			1	1	
Statutory Paternity Pay (Birth)	71	81	74	67	57
PS	180	188	181	143	149
Maternity	103	119	96	87	86
Shared Parental Leave	21	16	16	15	14
Statutory Adoption Pay	4	3	4	1	4
Statutory Paternity Pay (Adoption)	2			1	3
Statutory Paternity Pay (Birth)	50	50	65	39	40
Grand Total	363	396	372	298	297
For Comparison – Total Number of Employees at the University	12991	13257	13322	12549	11111
% of Employees who were on Maternity per year	2.8%	3.0%	2.8%	2.4%	2.7%

Grievances, disciplinary and tribunal cases

Grievances

Data collected over 2018-2022 period indicates that BAME and Disabled employees are overrepresented in Grievance cases (in term of requesting grievance case). Females tend to be underrepresented in grievance cases. These differences are statistically significant. Figure 44: Proportion of BAME, females and disabled in grievance cases v general population UoM population (2018-2022 average)

Figure 44: Proportion of BAME, females and disabled in grievance cases v general population UoM population (2018-2022 average)

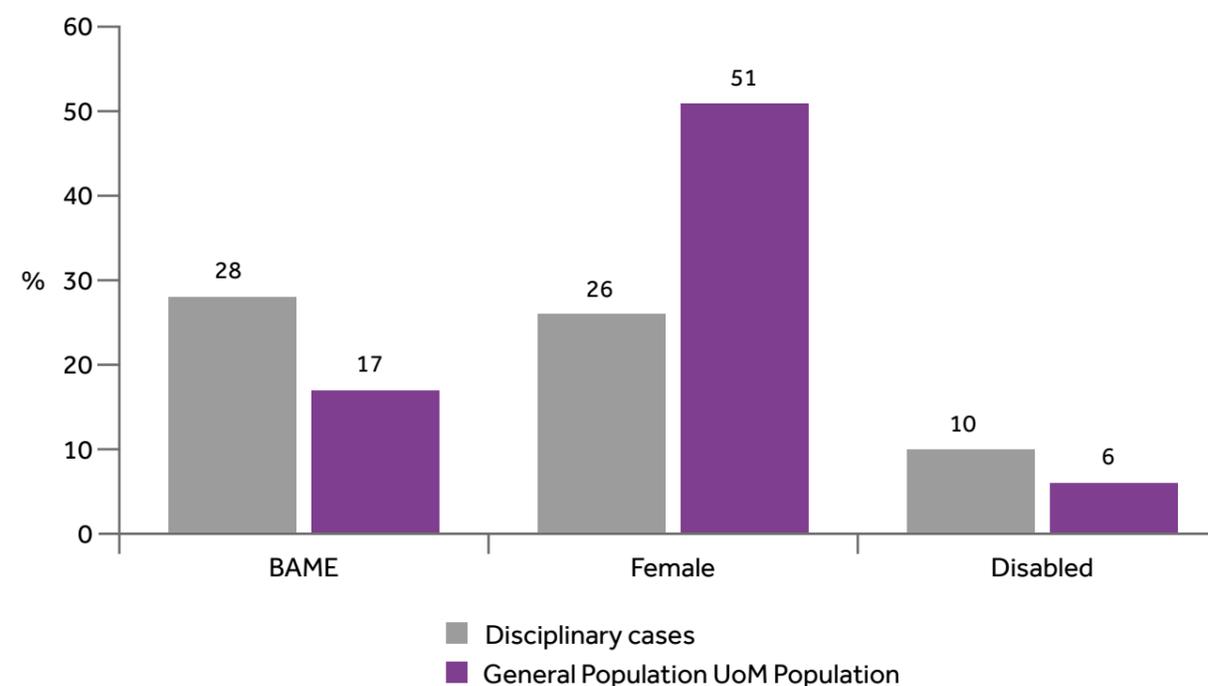


Category	Group	Grievances (%)	Staff Population (%)	Difference (%)	Statistically Significant?
Ethnicity	BAME	27	17	9	Yes
Gender	Female	39	51	-11	Yes
Disability	Disabled	13	6	6	Yes

Disciplinary

Data collected over 2018-2022 period indicates that BAME are overrepresented in disciplinary cases while males tend to be underrepresented in disciplinary cases (in term of requesting disciplinary case). These differences are statistically significant. Disabled employees are overrepresented in Disciplinary cases.

Figure 45: Proportion of BAME, females and disabled in disciplinary cases v general population UoM population (2018-2022 average)



Category	Group	Disciplinary (%)	Staff Population (%)	Difference (%)	Statistically Significant
Ethnicity	BAME	28	17	11	Yes
Gender	Female	26	51	-25	Yes
Disability	Disabled	10	6	4	Yes

Numbers of Grievance, Disciplinary and Tribunal cases by Gender, Ethnicity and Disability who took Leave, 2017/18-2021/22

2017/18	Ethnicity				Sex			Disability		
	BAME	Other White	White British	Not Known	Male	Female	Not Known	Yes	No	Not Known
Grievances	7	2	17	2	12	14	2	3	20	5
Disciplinary Cases	16	11	43	1	51	20	0	2	56	13
Tribunals	1	0	0	0	1	0	0	1	0	0
2018/19	Ethnicity				Sex			Disability		
	BAME	Other White	White British	Not Known	Male	Female	Not Known	Yes	No	Not Known
Grievances	6	2	35	3	33	12	1	7	29	10
Disciplinary Cases	22	4	45	5	57	19	0	11	37	28
Tribunals	2	0	2	0	2	2	0	1	0	3
2019/20	Ethnicity				Sex			Disability		
	BAME	Other White	White British	Not Known	Male	Female	Not Known	Yes	No	Not Known
Grievances (30)	8	2	20	0	17	13	0	2	23	5
Disciplinary Cases (56)	16	6	32	2	45	11	0	2	40	14
Tribunals (inc ACAS Early Conciliation) (14)	4	1	8	1	8	6	0	5	9	0
2020/21	Ethnicity				Sex			Disability		
	BAME	Other White	White British	Not Known	Male	Female	Not Known	Yes	No	Not Known
Grievances (19)	8	0	11	0	11	8	0	5	6	8
Disciplinary Cases (38)	12	4	22	0	30	8	0	6	21	11
Tribunals (inc ACAS Early Conciliation) (4)	0	1	2	1	3	1	0	0	1	3
2021/22	Ethnicity				Sex			Disability		
	BAME	Other White	White British	Not Known	Male	Female	Not Known	Yes	No	Not Known
Grievances (43)	15	4	20	4	25	18	0	4	20	19
Disciplinary Cases (41)	13	2	25	1	27	14	0	8	23	10
Formal capability cases (26)	3	2	21	0	13	13	0	6	18	2
Tribunals (inc ACAS Early Conciliation) (15)	5	2	4	4	8	7	0	10	0	5

GRIEVANCES

With a total of 43 cases across the University, this represents an overall increase by 24 cases from 2020/2021.

- BAME: There is a significant proportion of grievances that were from BAME employees with 35% of all cases (42% in 2020/21 and 27% in 2019/20).
- SEX: 42% of cases in 2021/22 were from female employees which is like previous years.
- DISABILITY: 9% (4 cases) were from disabled employees.

DISCIPLINARY CASES

With a total of 41 cases, this represents a small rise from 38 cases in 2020/2021

- BAME: There is a significant proportion of cases that were in relation to BAME employees with 32% of all cases (same – 32% in 2020/21 and 29% in 2019/20).
- SEX: 34% from female members of staff
- DISABILITY: 20% of cases from disabled members of staff

FORMAL DISCIPLINARY CASES

There were 26 formal capability cases

- BAME: Of these 26 cases, 3 were from BAME employees – 12%.
- SEX: In terms of gender, 13 cases were from female employees – 50%
- DISABILITY: Of these 26 cases, 6 were from employees who are declared to have a disability – 23%

EMPLOYMENT TRIBUNALS

There was an increase in tribunal cases to 15 from 4 last year

- BAME: Of these 15 tribunal applications, 5 were from BAME employees – 15%.
- SEX: In terms of gender, 7 cases were from female employees – 47%
- DISABILITY: Of these 15 tribunal applications, 10 were from employees who are declared to have a disability – 67%

Our Students

Student equality information: Key findings

In order to achieve consistency and clarity in terms of understanding of the recruitment trends, attainment, retention and graduate destinations (progression) of students, we would advise the reader to investigate Office for Students Access and participation data dashboard which includes information about students' diversity for the University of Manchester and other Higher Education institutions. The information below, provides general overview of the student population at the University of Manchester.

Undergraduate

Age: In 2022/23 5.3% of all undergraduate students were considered 'mature' (21 years old or more when starting course). The proportion of mature students have been declining for the last 5 years (see Figure 46).

Disability: 14.1% of all undergraduate students have a disability, most of them report learning difficulties and mental health conditions (see Figure 48 and Figure 49).

Ethnicity: The percentage of UK domicile BAME students at the University has increased by 2.2% in the past year to 35.1% in 2022/23 (see Figure 51).

Domicile: In 2022/23 the percentage of UK domicile students decreased by 3.1 % to 66.3%, except for the previous year, when the percentage had an increase, this year follows the trend of decreases in the proportion of UK Domicile students in previous years. There was a further decrease in the proportion of EU student in 2022/23 to 2.2% from 7.6% in 2020/21. (Figure 52).

Gender: In 2022/23 55.4% of undergraduate students were female and 44.6% were male. In the last five years there have consistently been more undergraduate female students than male students (see Figure 52).

Religion: In 2022/23, 52.2% of UK domicile students on full-time courses have no religion (see Figure 54)

Sexual Orientation: 1.3% answered 'No' to the question 'Is your Gender the same as assigned at birth?' which suggests that this was a proportion of known transgender students at the University (see Table 7).

Gender Identity: In 2022/23, 76.9% of UK domicile students on full-time courses described their sexual orientation as Heterosexual (see Figure 6).

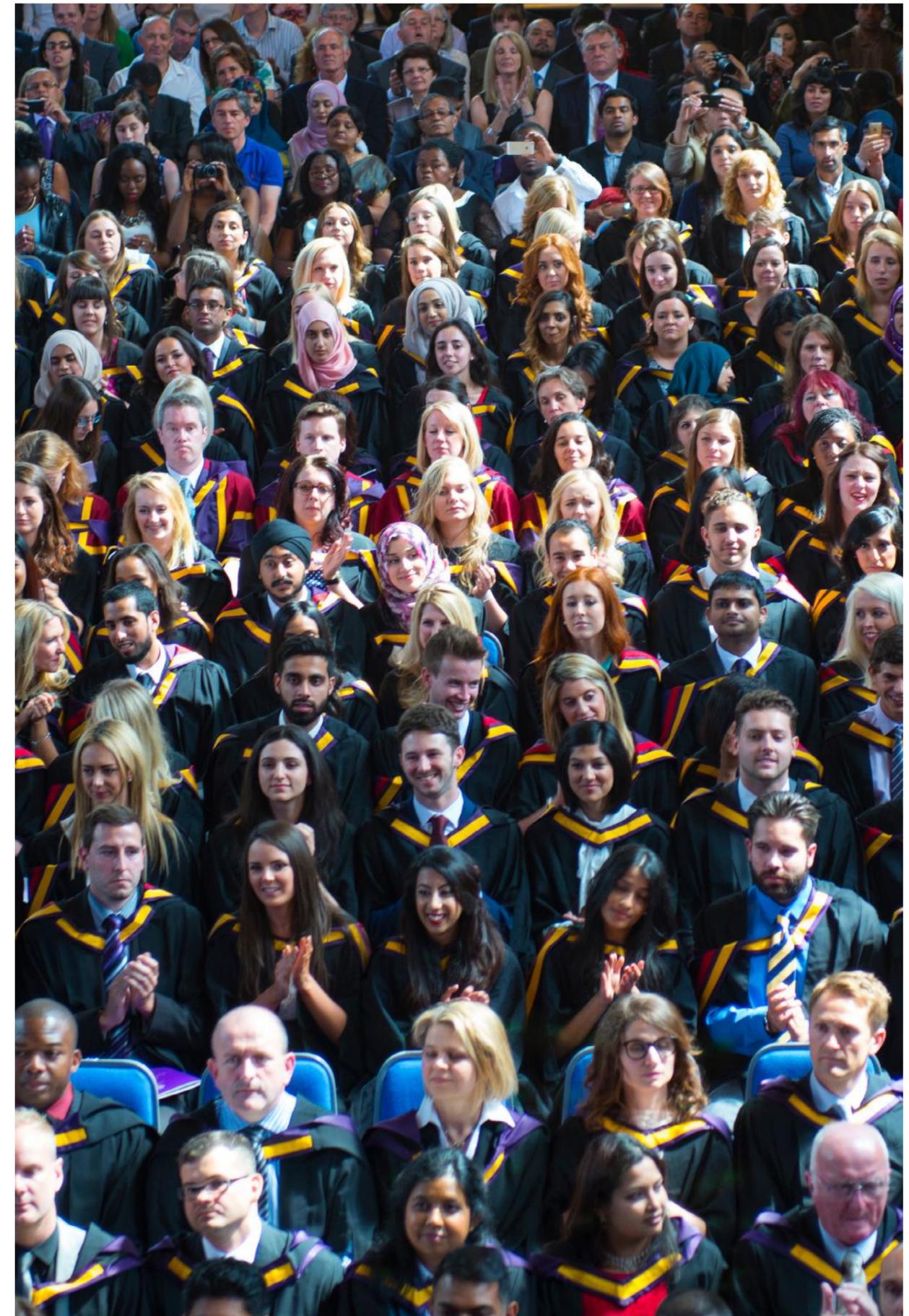
Postgraduate

Domicile: In 2022/23, 63.8 % of postgraduate students come from overseas i.e., outside of the UK/EU. The proportion of postgraduate students domiciled in the UK in 2022/23 decreased to 34.0% from 35.8% in the previous year (Figure 56).

Ethnicity: In 2022/23 74.0% of postgraduate taught students were White (Figure 59) compared with 76.2% for postgraduate research students only (Figure 60). Asian is the next largest ethnic group for postgraduate study – 13.8% of postgraduate research students and 14.4% of postgraduate taught students are Asian.

Gender: The proportion of females within postgraduate population increased in 2022/23 to 65.5%. Proportion of female students on research programs started increasing since 2019/20 and in 2022/23 is 53.6% (see Figure 61).

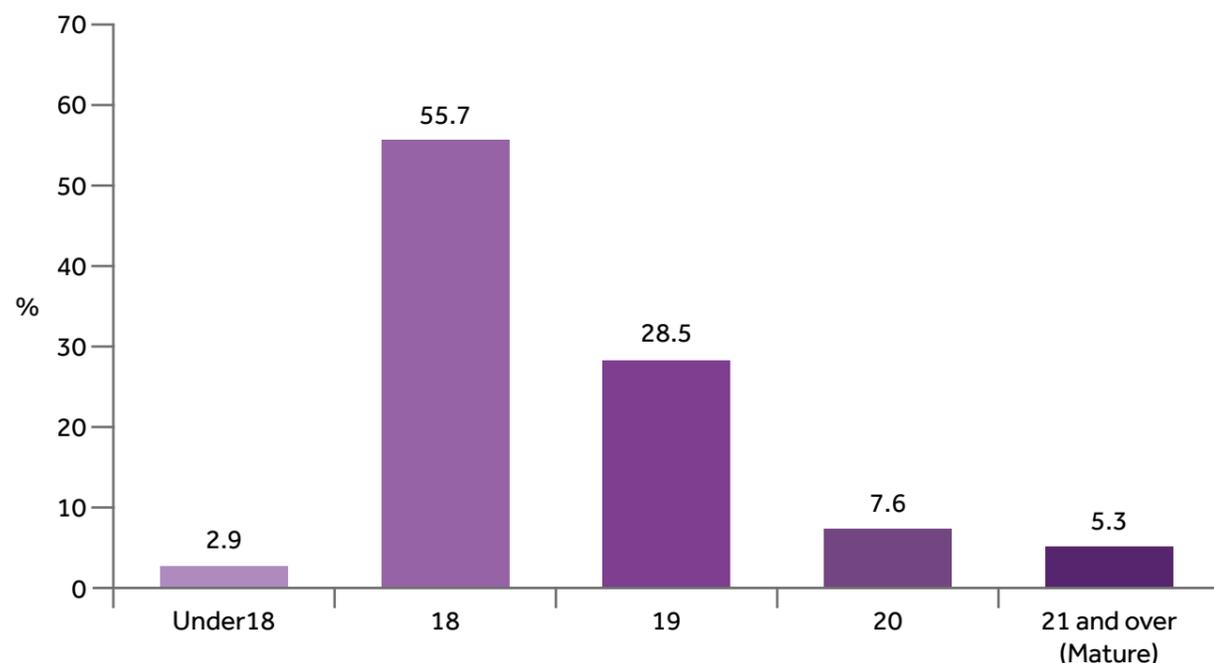
Methodology: Data of current students in this report relates to 2022/23 year and has come from the 1st of December dataset produced by the Directorate of Planning. The data is current and up to date as of 1st December 2021 and has been analysed by the Equality, Diversity, and Inclusion team.



Undergraduate

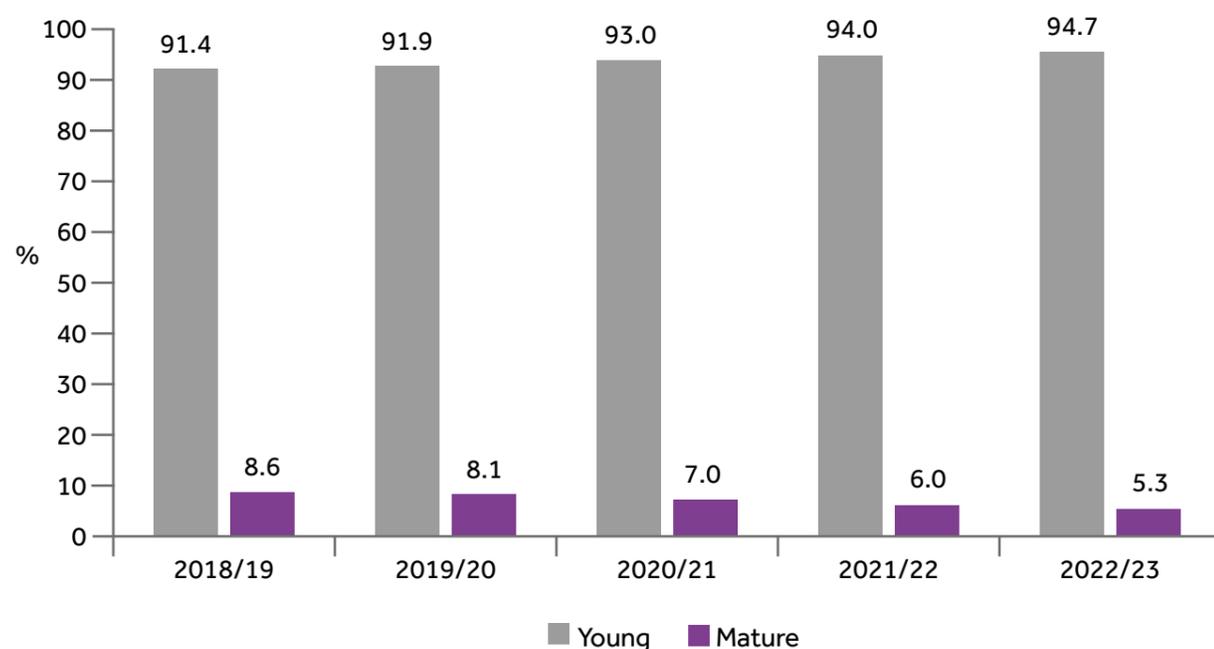
Age

Figure 46: Undergraduate students by age, 2022/23



The most common age to start an undergraduate course at the University is 18, with 55.7% of all undergraduates starting in 2022/23 of that age (Figure 46). Undergraduate students can be divided into two categories: young and mature. Young students are those aged under 21 on the start date of the term in which their course commences. Mature students are 21 or over by this date. Proportion of mature students has been declining in the last 5 years (Figure 47).

Figure 47: Undergraduate students by mature and young



Disability

Figure 48: Disabled undergraduate students, 2018 to 2022

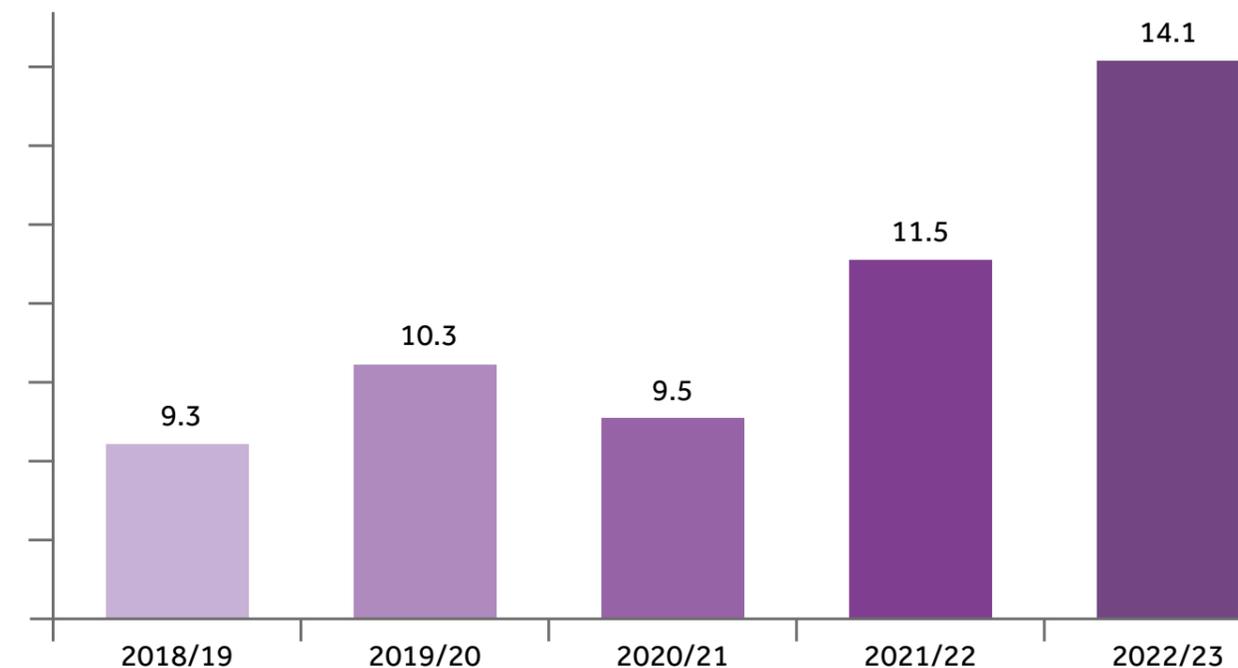
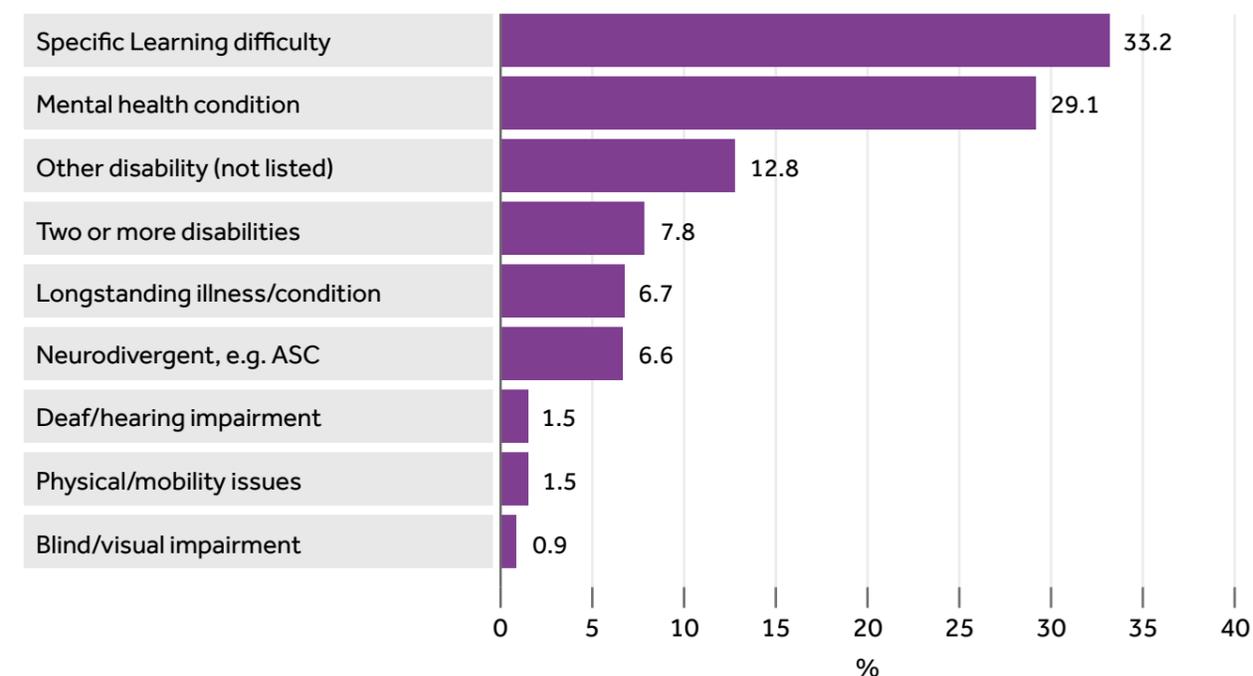


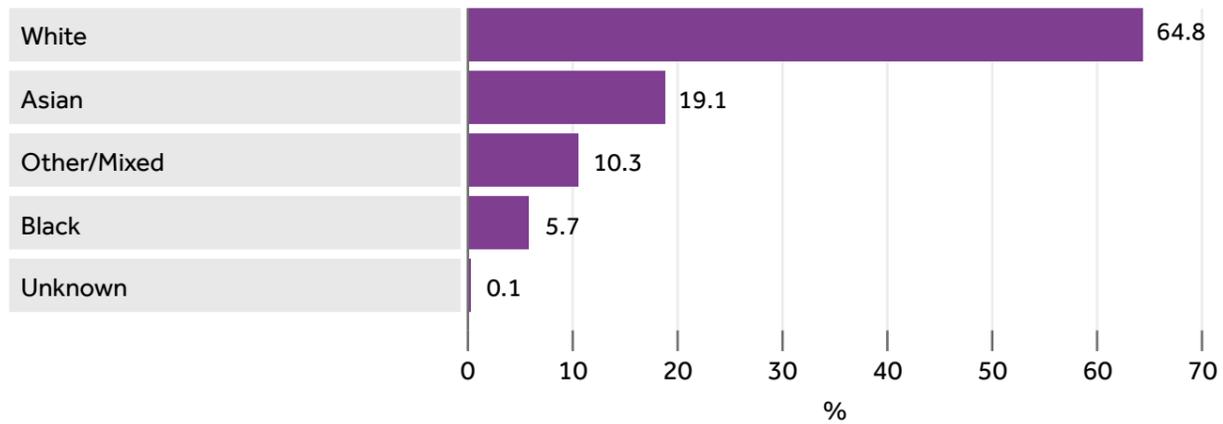
Figure 49: Disabled undergraduate students, 2022/23



14.1% of all undergraduate students have a disability (Figure 48). Most disabled students report Learning Difficulties and Mental Health Conditions (see Figure 49.) 7.7% of all postgraduates new entrants were disabled (7.1% of Postgraduate Taught and 13.4% of Postgraduate Research)

Ethnicity

Figure 50: UK domicile undergraduate students by ethnicity, 2022/23



35.1% of UK domicile undergraduate students at the University are Black, Asian and Minority Ethnic (BAME) students. This is an increase of 4.2% in the last five years, and a considerable increase of 2.2% since last year (Figure 51).

The largest represented BAME group is Asian representing 19.1% of the undergraduate student population. Only 5.7% of UK domicile students are Black making it the least represented ethnic group (Figure 50).

Figure 51: Percentage of UK domicile BAME students, 2018 to 2022



Domicile

Figure 52: Undergraduate students by domicile



In 2022/23 the percentage of UK domicile students decreased by 3.1% to 66.3% – this follows a trend of decreases in the proportion of UK Domicile students in previous years- excepting last year, when there was an increase (Figure 52). There was a decrease in the proportion of EU student in 2022/23 to 2.2% from 7.6% in 2020/21.

Table 6: Top 10 countries of Domicile of non-UK Undergraduate Students, 2022/23

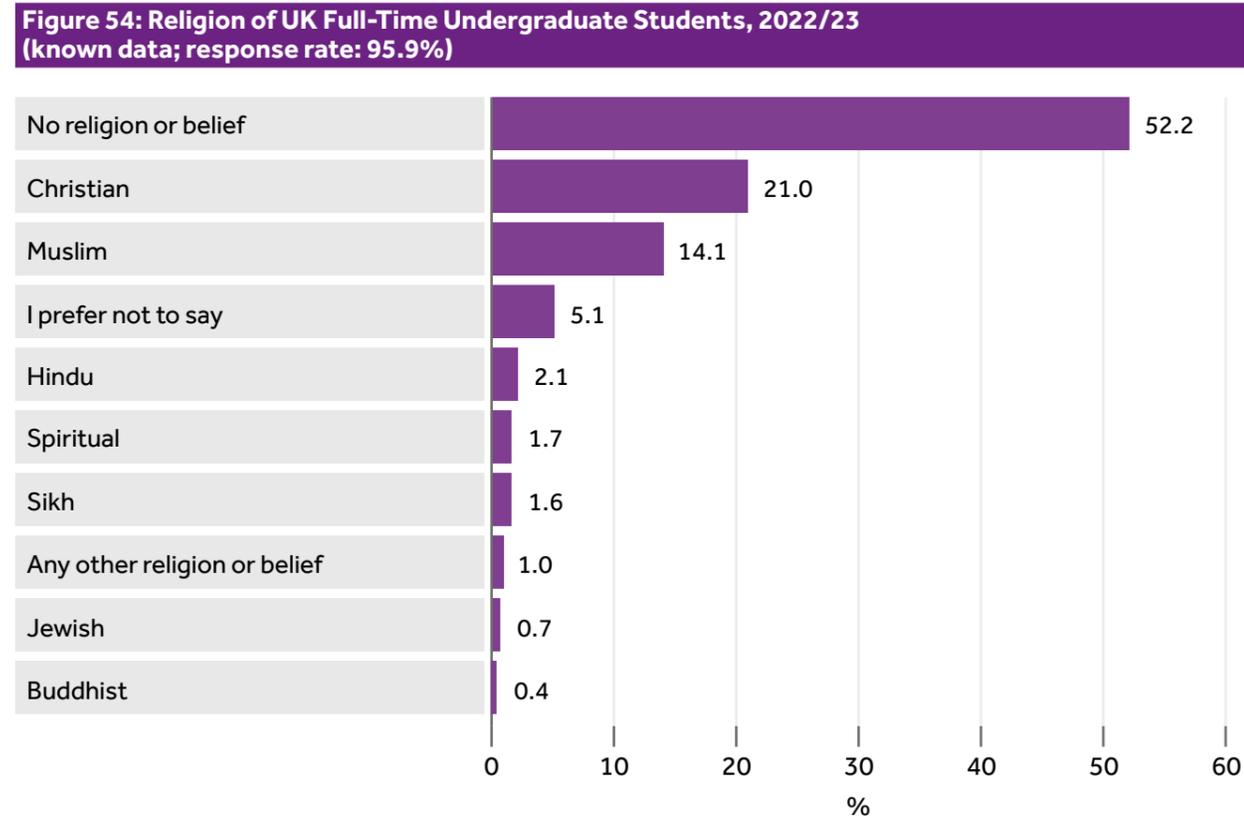
Domicile Country	%	Count
China (Includes Mainland, Hong Kong, and Macao)	52.6%	1624
Malaysia	7.9%	244
India	6.3%	196
United Arab Emirates	2.4%	73
Saudi Arabia	2.0%	63
Singapore	1.7%	53
Korea (South) [Korea, Republic of]	1.3%	41
Kuwait	1.1%	35
Indonesia	1.0%	30
Turkey	0.9%	29

Gender



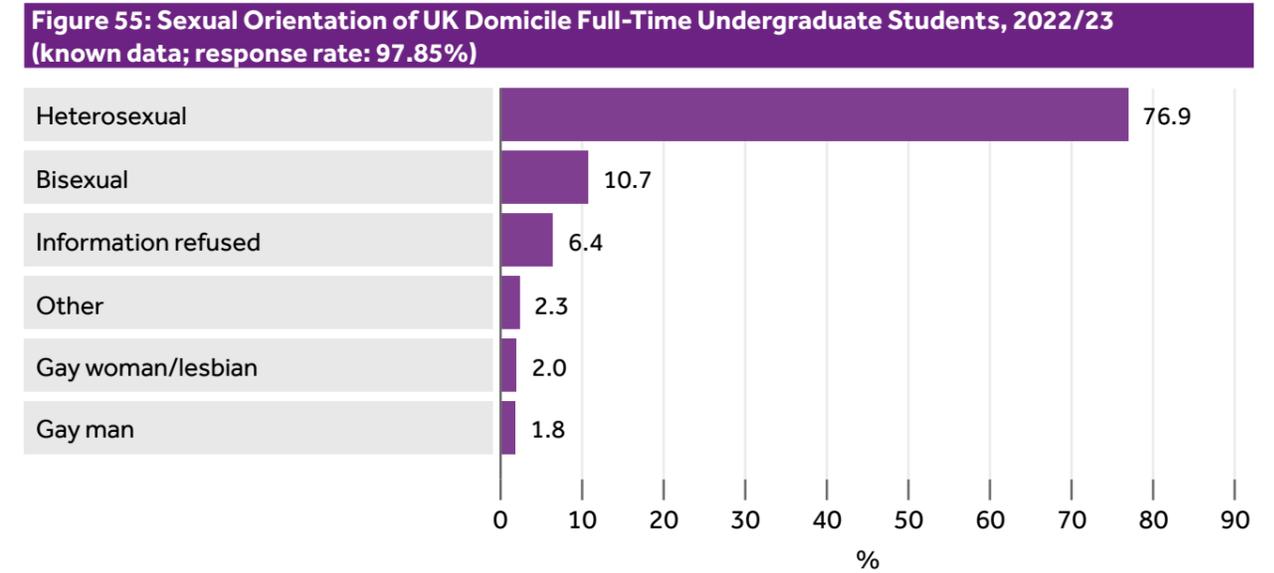
The undergraduate student population consists of 55.4% female and 44.6% male students. There has been an increase in the proportion of female students since 2017/18. In the last five years there have consistently been more undergraduate female students than male students.

Religion and belief



52.2% of UK domicile students on full-time courses have no religion and 4.1% refused to give any religious information. Christian and Muslim are the highest represented religions with 21.0% and 14.1% respectively (Figure 54).

Sexual Orientation and Gender Identity



76.9% of UK domicile students on full time courses are heterosexual. 2.15% of students refused to disclose their sexual orientation (Figure 55).

Table 7: Gender Identity of UK Domicile Full-Time Undergraduate Students, 2022/23 (known data; response rate: 99.3%)

Is your Gender the same as assigned at birth?	%
Yes	96.4%
No	1.3%
Information refused	2.3%

Postgraduate

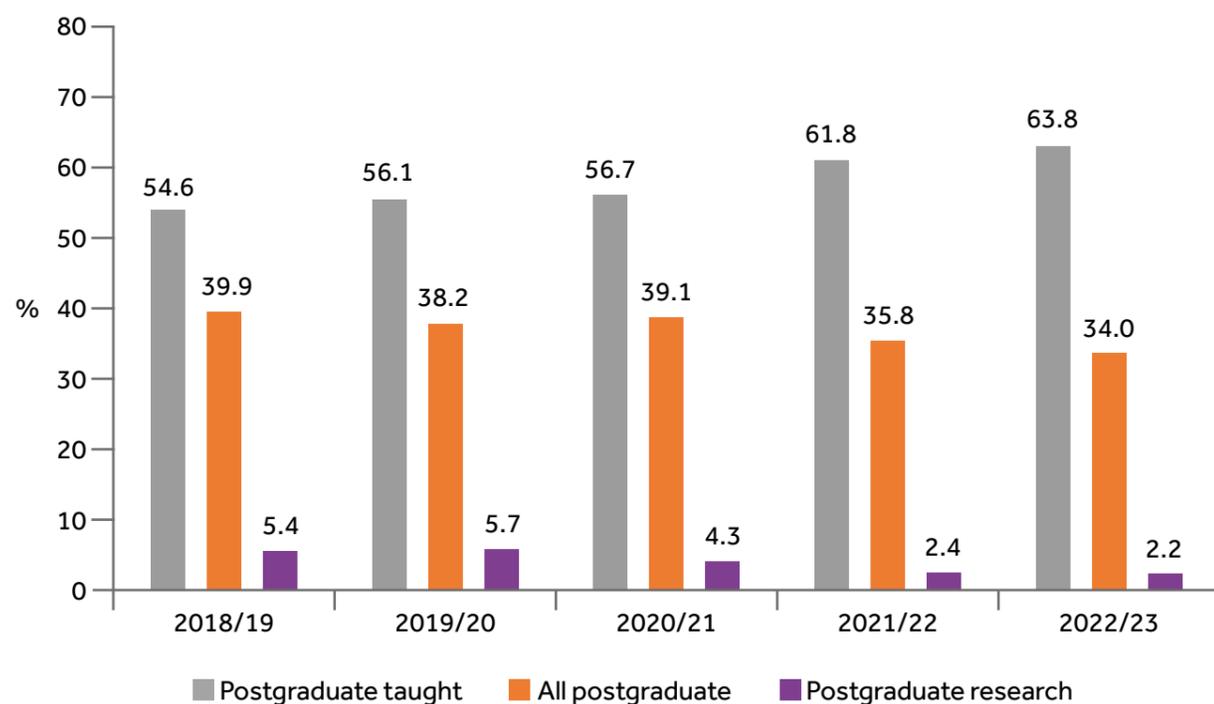
Students completing postgraduate study can be divided into those on postgraduate taught courses and those on postgraduate research courses. Postgraduate research can be further broken down into doctoral training and masters degrees. Postgraduate research masters degrees include MSc by Research, and Master of Philosophy (MPhil).

Doctoral Training results in different degree types. These can include Doctor of Philosophy (PhD), Doctor of Medicine (MD), Clinical Psychology (ClinPsyD), Education (EdD), Educational and Child Psychology (DEdChPsychol), Engineering (EngD), Counselling Psychology (DCounsPsych), Doctor of Business Administration (DBA), Doctor of Professional Studies (DProf) and Doctor of Clinical Science (DClinSci).

In 2022/23 98.0% of postgraduate research students started doctoral training and 2.0% are completing research masters.

Domicile

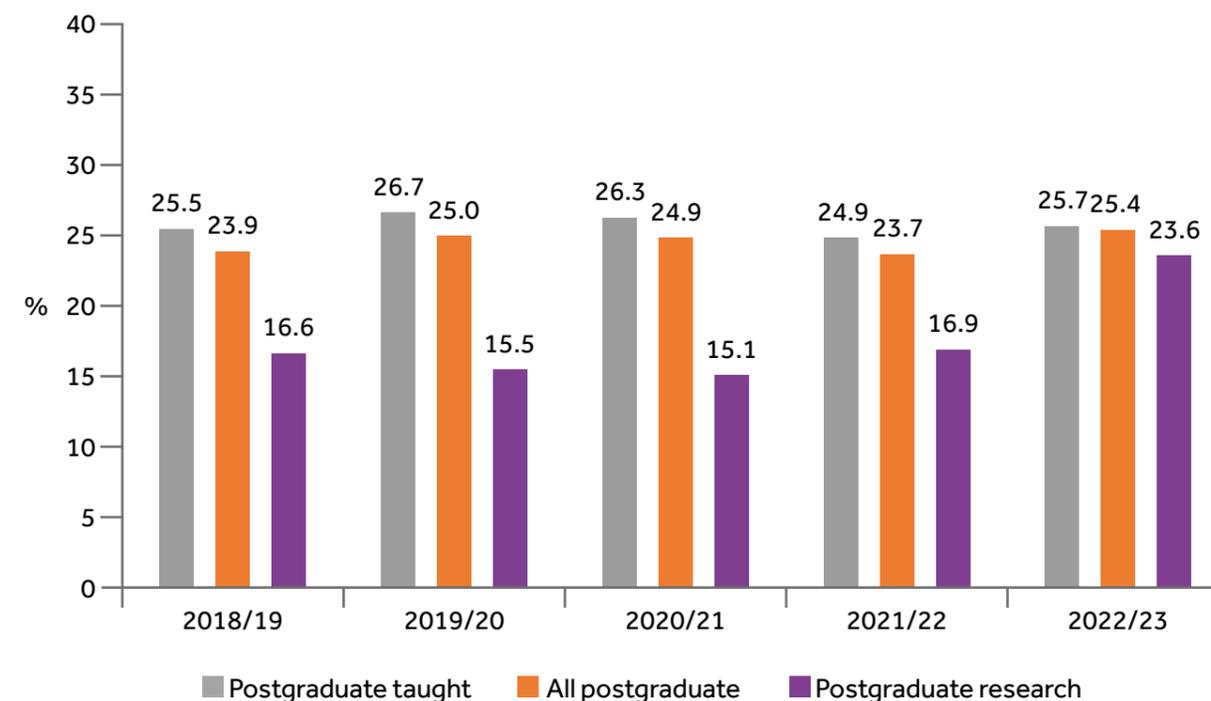
Figure 56: Postgraduate Students by Domicile



In 2022/23 63.8% of postgraduate students come from overseas i.e. outside of the UK/EU. The proportion of postgraduate students domiciled in the UK decreased to 34.0% in 2022/23 (Figure 56).

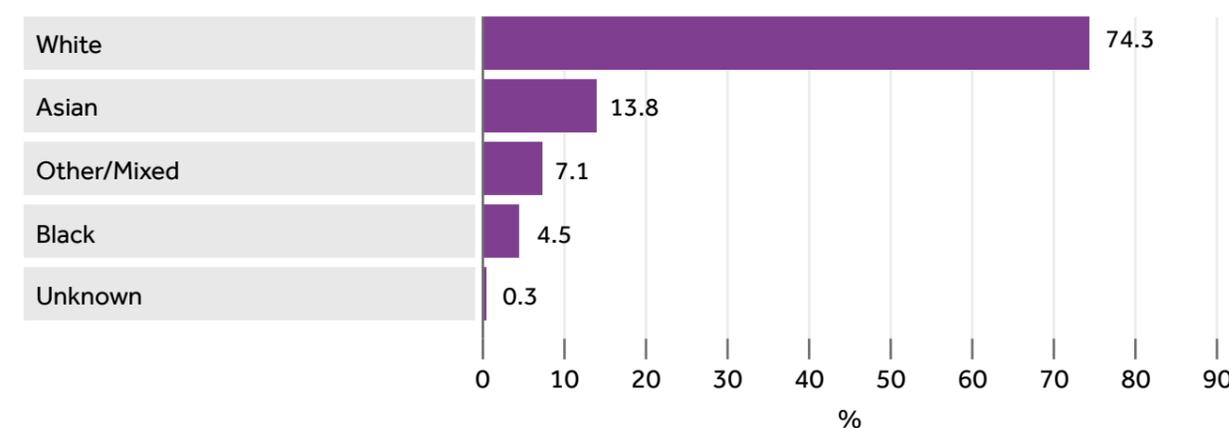
Ethnicity

Figure 57: UK Domicile Postgraduate BAME Students, 2018 to 2022



In 2022/23 the proportion of UK BAME students on postgraduate taught courses increased to 25.7%. The percentage of UK BAME students on postgraduate research courses increased to 23.6% in 2022/23 from 16.9% in the year prior (see Figure 57).

Figure 58: Postgraduate Students by Ethnicity, 2022/23



In 2022/23 74.3% of postgraduate taught students were White (Figure 58) compared with 76.2% for postgraduate research students only (Figure 15). Asian is the next largest ethnic group for postgraduate study – 10.2% of postgraduate research students and 14.4% of postgraduate taught students are Asian.

Figure 59: Postgraduate Taught by Ethnicity, 2022/23

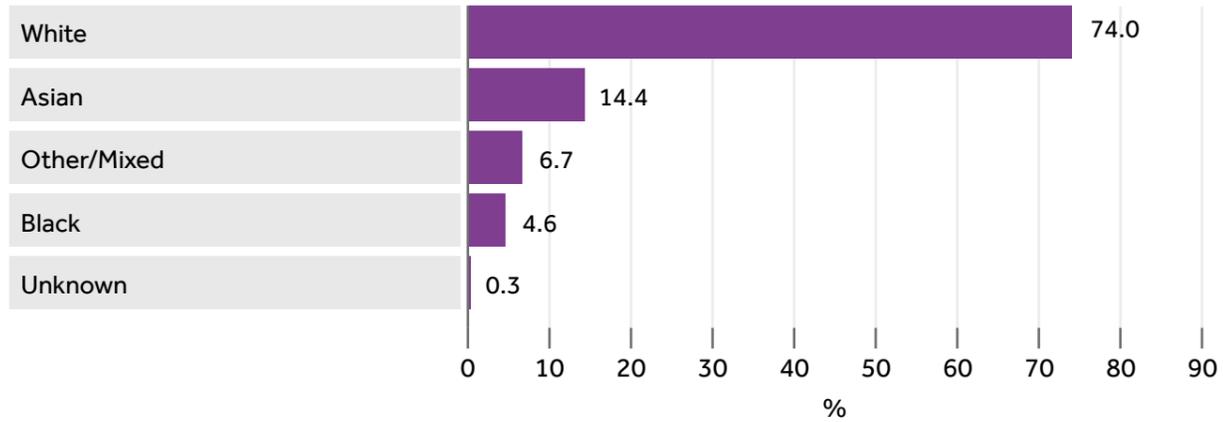
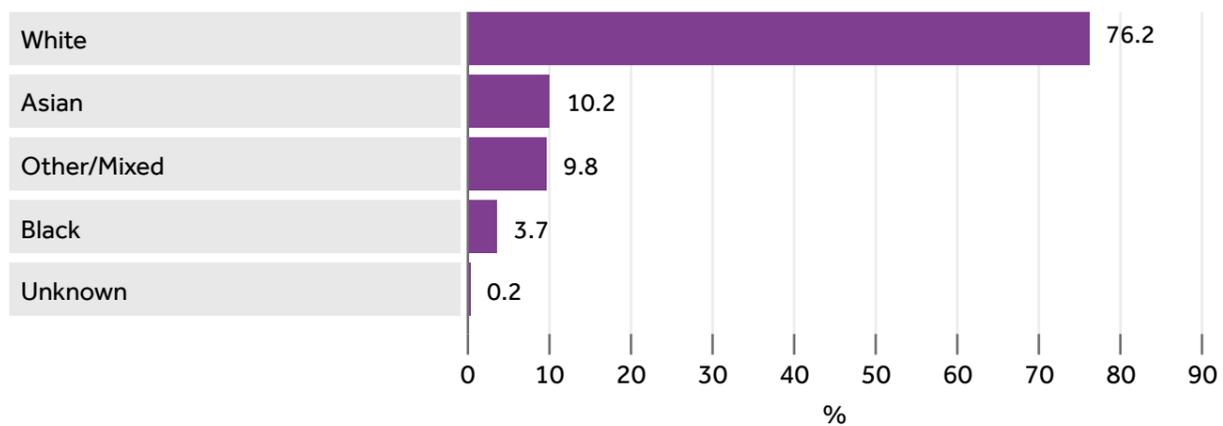
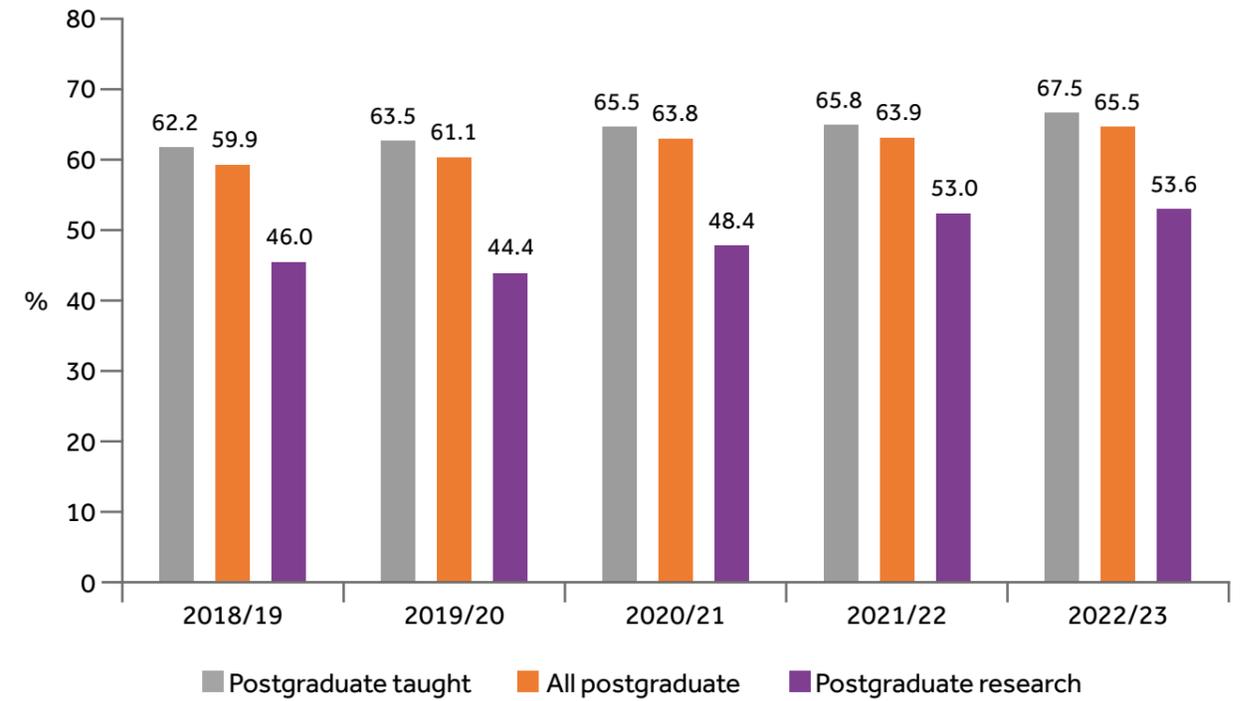


Figure 60: Postgraduate Research by Ethnicity, 2022/23



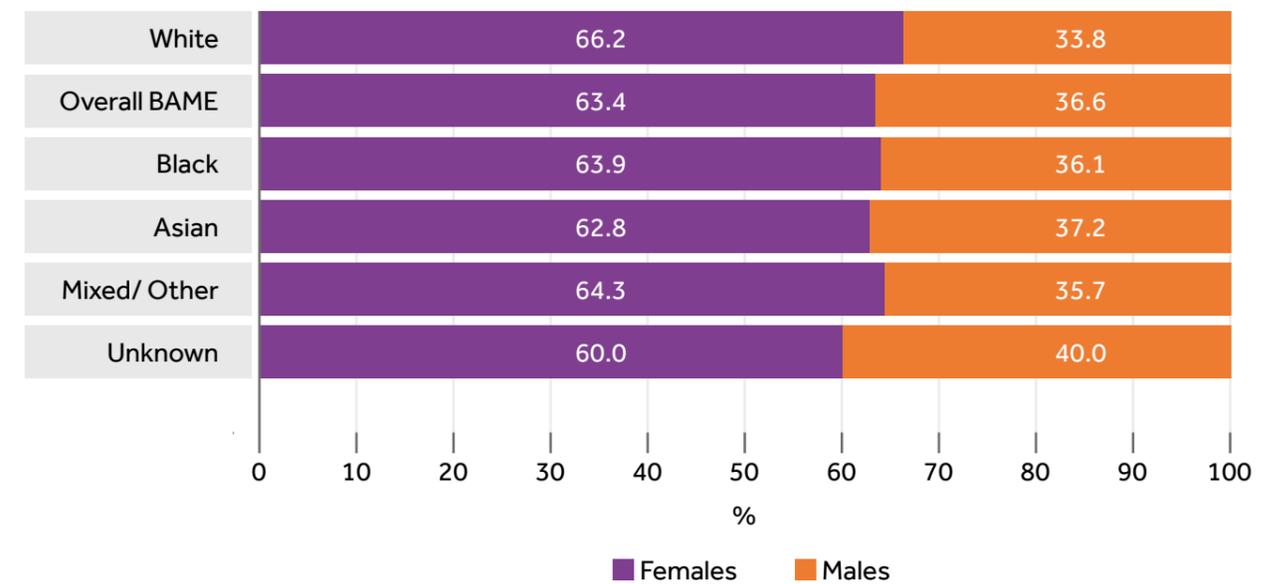
Gender

Figure 61: Female Postgraduate Students, 2018 to 2022



The proportion of females within postgraduate population increased in 2022/23 to 65.5%. Proportion of female students on research programs started increasing since 2019/20 and in 2022/23 is 53.6% (see Figure 61).

Figure 62: Postgraduate Student Gender by Ethnicity, 2022/23



In 2022/23 63.4% of BAME postgraduate students were female. 62.8% of Asian postgraduate students are female (Figure 62).

Appendices

1 August 2020 to 31 July 2021 @ 15th October 2021

Reasons for End of Open-Ended and Fixed Term Contracts

Headline Figures

	Open Ended Contract -Over 4 Years' Service		Fixed Term Contract -Over 4 Years' Service		Fixed Term Contract -Under 4 Years' Service		Grand Total	
	Count	%	Count	%	Count	%	Count	%
Count of Employee	215	8	818	29	1833	64	2866	100

4 Years' Service or more Open-Ended Contracts

Gender

Outcomes	Female		Male		Total	
	%	Count	%	Count	%	Count
3 months' notice	1%	1	2%	2	1%	3
Extended/Redeployment	89%	90	80%	91	84%	181
Resigned / Retired / Death	2%	2	7%	8	5%	10
Terminated	8%	8	11%	13	10%	21
Grand Total	100%	101	100%	114	100%	215

Gender

- 47% of the staff on open-ended contracts were women. This is comparable to (54%) last year.
- It was noted that a higher percentage of women (89% in 2021 vs 81% in 2020) were in the category of Extended/Redeployment than men (80% vs 88% in 2020).
- The outcome for staff on an open-ended contract was similar by gender. It was noted that a higher percentage of men (7%) were in the category of resigned/retired/death than women (2%).
- The number and proportion of terminated contract is quite similar to last year

Disability

Outcomes	Disabled		No Disability		Information Refused		Total	
	%	Count	%	Count	%	Count	%	Count
3 months' notice	0		1	3	0		1	3
Extended/Redeployment	90	9	84	171	50	1	84	181
Resigned / Retired / Death	0		5	10	0		5	10
Terminated	10	1	9	19	50	1	10	21
Grand Total	100	10	100	203	100	2	100	215

- Disabled staff were 5% of staff on an open-ended contract.
- 10% (1 out of 10) of disabled staff had their contract terminated.
- 90% of disabled staff (in comparison to 83% in 2019) on an open-ended contract was extended or redeployed compared to 84% of non-disabled staff (78% in 2019).

Ethnicity

Outcomes	White		BAME		Information Refused/Unknown		Total	
	%	Count	%	Count	%	Count	%	Count
3 months' notice	2	3	0		0		1	3
Extended/Redeployment	84	156	85	23	100	2	84	181
Resigned / Retired / Death	5	9	4	1	0		5	10
Terminated	10	18	11	3	0		10	21
Grand Total	100	186	100	27	100	2	100	215

- BAME staff were 13% of staff on an open-ended contract (14% in 2020 and 11% in 2019).
- 84% of White and 85% BAME staff had their contract extended/redeployed. This contrasts with 2020 figures: 84% and 71% respectively.
- BAME staff and White staff had the same percentage of staff who resigned/retired or had their contracts terminated. These were small numbers with only 4 BAME staff in these categories.

Age*

Outcomes	26 to 35		36 to 45		46 to 55		56 to 65		66 or over		Total	
	%	Count										
3 months' notice	0		2	2	0		0		6	1	1	3
Extended/Redeployment	87	13	87	79	91	51	75	27	65	11	84	181
Resigned / Retired / Death	0		2	2	4	2	8	3	18	3	5	10
Terminated	13	2	9	8	5	3	17	6	12	2	10	21
Grand Total	100	15	100	91	100	56	100	36	100	17	100	215

*There was no staff in '25 year or less' category

- 42% of staff were aged between 36 and 45 and 26% were aged 46-55. This is quite similar to 2020 numbers.
- Proportion of staff in category resign/retire is the highest in the 66-year-old or over (18%), however the number of employees in that group was small (3 out of 17).
- Staff aged 66 and above were the group least likely to have their contract extended/redeployed (65%), however the number of employees in that group was small (17 overall).
- Staff aged 56-65 were more likely than any other aged group to have their contract terminated (17%, 6 individuals).

Fixed-Term Contracts – 4 Years' Service or more

Gender

Outcomes	Female		Male		Total	
	%	Count	%	Count	%	Count
3 months' notice	1	3	1	4	1	7
Extended/Redeployment	82	370	67	247	75	617
Resigned / Retired / Death	10	47	16	57	13	104
Terminated	7	32	16	58	11	90
Grand Total	100	452	100	366	100	818

Gender

- 55% of staff from this group are women.
- The outcome for those on fixed-term contracts showed variation by gender. Women were much more likely to have their contract extended or to be redeployed (82% compared to 67%) – this is quite a bit increase in the gap in comparison to data from 2020 (77% for women and 70% for men).
- Men were more likely to have their contract terminated (16% compared to 7% of women). 1% of women and 1% of men were given three months' notice; 10% of women and 16% of men resigned or retired.

Disability

Outcomes	Disabled		No Disability		Information Refused		Total	
	%	Count	%	Count	%	Count	%	Count
3 months' notice	0		1	7	0		1	7
Extended/Redeployment	89	31	75	584	67	2	75	617
Resigned / Retired / Death	11	4	13	99	33	1	13	104
Terminated	0		12	90	0		11	90
Grand Total	100	35	100	780	100	3	100%	818

- 4% of staff from this group declared a disability.
- 89% of disabled staff had their contract extended/redeployed compared to 75% of non-disabled staff.
- A smaller proportion of staff who declared disability were in category 'Resigned / Retired / Death' or 'Terminated,' however the sample of disabled staff is relatively small (4 resigned and 0 disabled individuals in the 'terminated' category)

Ethnicity

Outcomes	White		BAME		Information Refused/Unknown		Total	
	%	Count	%	Count	%	Count	%	Count
3 months' notice	1	6	1	1	0		1	7
Extended/Redeployment	77	483	71	130	50	4	75	617
Resigned / Retired / Death	12	77	14	26	13	1	13	104
Terminated	10	62	14	25	38	3	11	90
Grand Total	100	628	100	182	100	8	100	818

- 22% of staff from this group are BAME.
- 77% of White staff had their contract extended or were redeployed compared to 71% of BAME staff.
- BAME staff were more likely to have their contract terminated or resign/retire compared to White staff.

Age

Outcomes	25 or less		26 to 35		36 to 45		46 to 55		56 to 65		66 or over		Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
3 months' notice	5	1	0		2	6	0		0		0		1	7
Extended/Redeployment	79	15	70	160	76	261	88	121	78	47	45	13	75	617
Resigned / Retired / Death	11	2	18	41	12	41	7	9	13	8	10	3	13	104
Terminated	5	1	12	28	10	36	5	7	8	5	45	13	11	90
Grand Total	100	19	100	229	100	344	100	137	100	60	100	29	100	818

- 70% of staff were aged 26-45. This is similar to 2019 and 2020 (74%).
- Staff aged 46-55 were more likely than any other group to have their contract extended/redeployed.
- Staff aged 66 and above were more likely to have their contracts terminated.

Fixed-Term Contracts – Under 4 Years' Service

Gender

Outcomes	Female		Male		Total	
	%	Count	%	Count	%	Count
Extended/Redeployment	66	637	58	506	62	1143
Resigned / Retired / Death	15	146	18	156	16	302
Terminated	18	175	24	213	21	388
Grand Total	100	958	100	875	100	1833

- Women constitute 52% of staff on a fixed-term contract with less than 4 years' service.
- Women were more likely to have their contracts extended/redeployed (66% compared to 58%).
- Men were more likely to have their contracts terminated and to resign/retire.

Disability

Outcomes	Disabled		No Disability		Information Refused		Total	
	%	Count	%	Count	%	Count	%	Count
Extended/Redeployment	59	95	63	1042	86	6	62	1143
Resigned / Retired / Death	17	27	17	275	0		16	302
Terminated	24	38	21	349	14	1	21	388
Grand Total	100	160	100	1666	100	7	100	1833

- 9% of staff from this group declared a disability.
- Disabled staff were more likely to have their contract terminated (24% compared to 21%).
- The proportion of staff in 'resign/retire' category was the same for disabled and non-disabled staff – 17%.
- Non-disabled staff were more likely to have their contract extended/redeployed (63% compared to 59%).

Ethnicity

Outcomes	White		BAME		Information Refused/ Unknown		Total	
	%	Count	%	Count	%	Count	%	Count
Extended/Redeployment	65	830	57	280	57	33	62	1143
Resigned / Retired / Death	18	225	14	67	17	10	16	302
Terminated	18	226	30	147	26	15	21	388
Grand Total	100	1281	100	494	100	58	100	1833

- 27% of staff from this group are BAME. This is similar to 2020.
- BAME staff were much more likely to have their contract terminated (30% compared to 18% for White employees – after further investigation it appeared that some of the BAME terminated contracts are employees who either have an additional contract with the University or came to a new post/contract after a break in service, therefore actual proportion of terminated contracts is closer to 27% for BAME)
- BAME are less likely to have it extended or be redeployed than White (57% compared to 65%).
- BAME staff were less likely to retire/resign compared to White staff (14% compared to 18%).

Age

Outcomes	25 or less		26 to 35		36 to 45		46 to 55		56 to 65		66 or over		Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Extended/Redeployment	49	126	60	552	72	299	74	110	65	51	42	5	62	1143
Resigned / Retired / Death	14	37	20	181	14	59	9	13	14	11	8	1	16	302
Terminated	36	93	20	188	14	59	17	25	22	17	50	6	21	388
Grand Total	100	256	100	921	100	417	100	148	100	79	100	12	100	1833

- 62% of staff had their contract extended or were redeployed. This was particularly the case for staff aged 36-55.
- Staff aged 25 or less were less likely than any other age group to have their contract extended/redeployed (49%).
- Staff aged 26 to 35 were more likely to resign/retire and staff aged 66 and above were more likely to have their contract terminated

Summary

- Overall, women had slightly better outcomes than the men.
- In terms of fixed term contracts, BAME staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated.
- In terms of fixed term contracts with under 4 years' service, disabled staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated.

Report and Support platform – reports about micro-aggressions or harassment (table is sorted from largest to lowest number by type in 2022):

Type	2017		2018		2019		2020		2021		2022	
	Count	%										
Sexual Assault		0.0		0.0		0.0	1	0.3	95	19.2	143	22.3
Other	32	24.2	76	22.4	49	23.7	75	23.2	95	19.2	121	18.9
Bullying	30	22.7	74	21.8	49	23.7	69	21.4	71	14.3	106	16.6
Harassment	26	19.7	66	19.4	38	18.4	47	14.6	53	10.7	91	14.2
Discrimination	24	18.2	44	12.9	39	18.8	73	22.6	59	11.9	54	8.4
Domestic Abuse		0.0		0.0	2	1.0	3	0.9	33	6.7	36	5.6
Hate Incident or Hate Crime		0.0		0.0		0.0		0.0	43	8.7	36	5.6
Micro-aggression		0.0		0.0		0.0		0.0	17	3.4	27	4.2
Sexual Harassment	14	10.6	38	11.2	19	9.2	28	8.7	29	5.8	26	4.1
Victimisation	3	2.3	21	6.2	7	3.4	15	4.6	1	0.2		0.0
Sexual Violence	3	2.3	21	6.2	4	1.9	12	3.7		0.0		0.0
Sexual Violence	132	100.0	340	100.0	207	100.0	323	100.0	496	100.0	640	100.0

*Sometimes definitions of reports change over time hence no Sexual Assault as a separate type of report before 2021. Data is undergoing cleaning by data analysts in the Directorate of Equality, Diversity and Inclusion throughout the year hence slight changes in comparison to last year report.

The link to the platform, definitions as well as explanation of the reporting process can be found here: <https://www.reportandsupport.manchester.ac.uk>

The University of Manchester
Oxford Road
Manchester
M13 9PL

Royal Charter Number RC000797
1800 03.23