Human Resources

31 December 2012

Aston University Equality & Diversity

31 December 2012

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Source: Aston University Human Resources Department

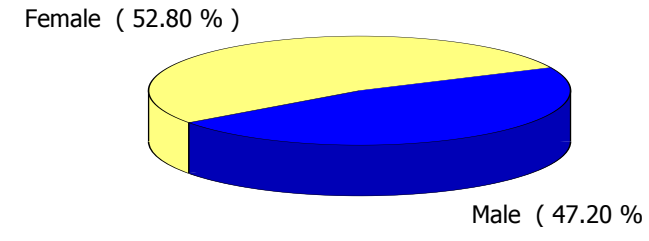
Date: 31st December 2012

Aston University Staff Equality & Diversity Summary

The information on this page is based on all core staff holding an active contract of employment on 31 December 2012

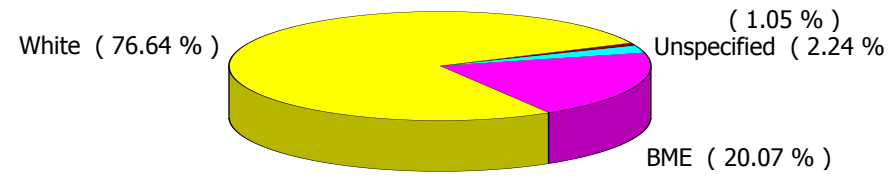
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	755	52.80 %
Male	675	47.20 %
Total:	**1,430**	**100.00 %**



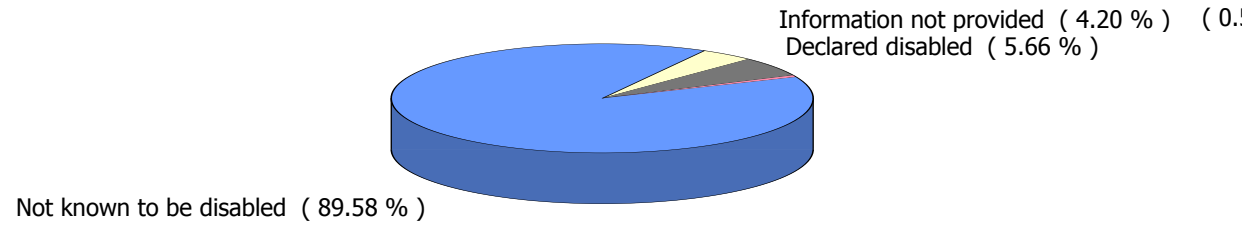
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	1,096	76.64 %
BME	287	20.07 %
Unspecified	32	2.24 %
	15	1.05 %
Total:	**1,430**	**100.00 %**



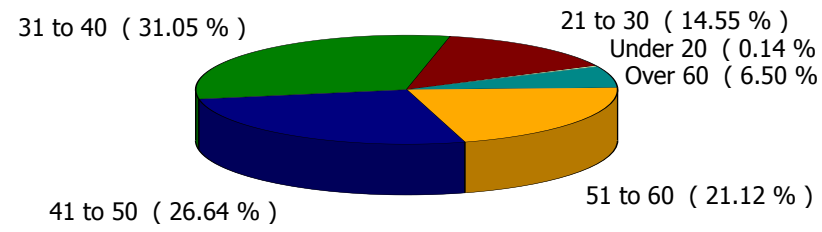
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	81	5.66 %
Information not provided	60	4.20 %
Not known to be disabled	1,281	89.58 %
	8	0.56 %
Total:	**1,430**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	2	0.14 %
21 to 30	208	14.55 %
31 to 40	444	31.05 %
41 to 50	381	26.64 %
51 to 60	302	21.12 %
Over 60	93	6.50 %
Total:	**1,430**	**100.00 %**



Source: Aston University Human Resources Department

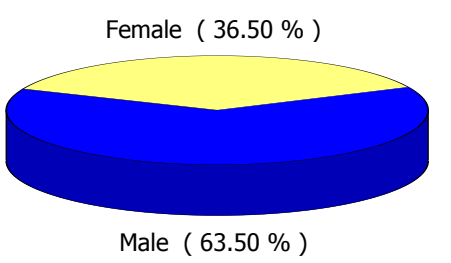
Date: 31st December 2012

Aston University Staff Equality & Diversity by Seniority (Grades 10 and Above)

The information on this page is based on all core staff graded 10 or above holding an active contract of employment on **31 December 2012**

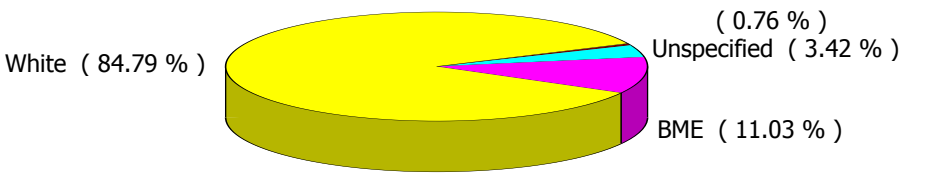
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	96	36.50 %
Male	167	63.50 %
Total:	**263**	**100.00 %**



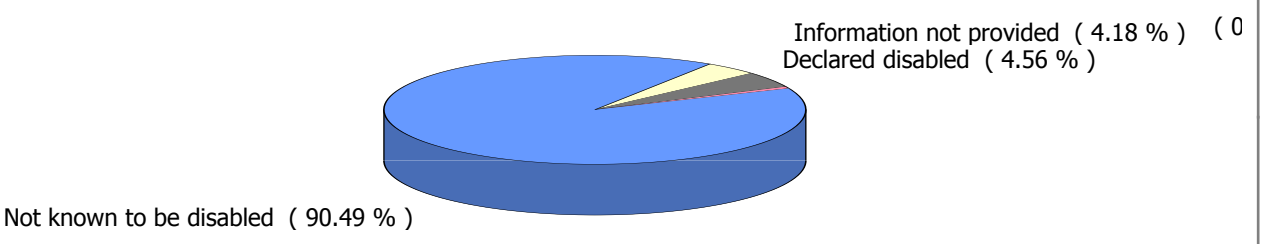
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	223	84.79 %
BME	29	11.03 %
Unspecified	9	3.42 %
	2	0.76 %
Total:	**263**	**100.00 %**



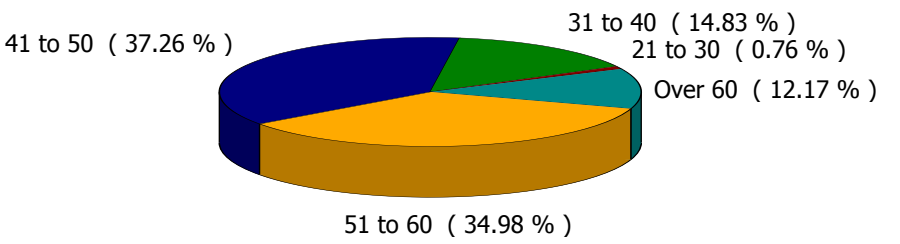
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	12	4.56 %
Information not provided	11	4.18 %
Not known to be disabled	238	90.49 %
	2	0.76 %
Total:	**263**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
21 to 30	2	0.76 %
31 to 40	39	14.83 %
41 to 50	98	37.26 %
51 to 60	92	34.98 %
Over 60	32	12.17 %
Total:	**263**	**100.00 %**



Source: Aston University Human Resources Department

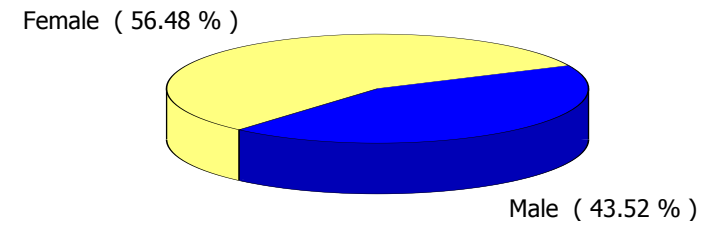
Date: 31st December 2012

Aston University Staff Equality & Diversity by Seniority (Grades 1 to 9)

The information on this page is based on all core staff graded 1 to 9 holding an active contract of employment on 31 December 2012

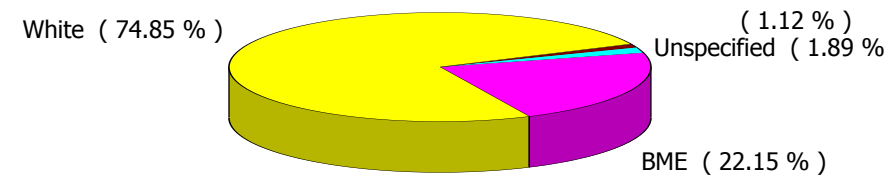
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	658	56.48 %
Male	507	43.52 %
Total:	**1,165**	**100.00 %**



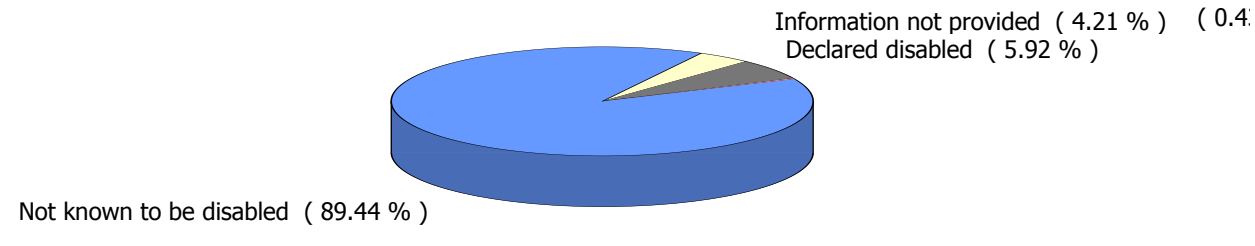
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	872	74.85 %
BME	258	22.15 %
Unspecified	22	1.89 %
	13	1.12 %
Total:	**1,165**	**100.00 %**



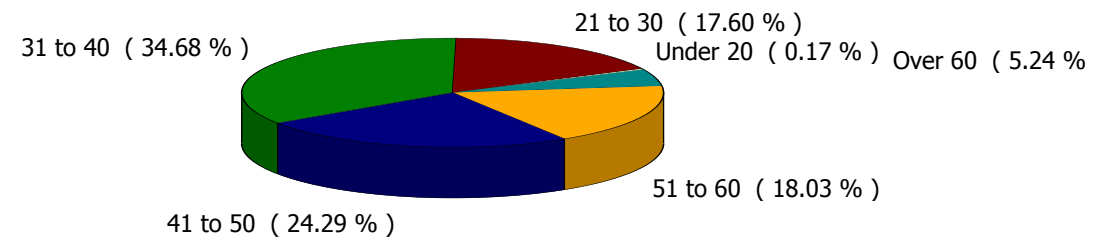
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	69	5.92 %
Information not provided	49	4.21 %
Not known to be disabled	1,042	89.44 %
	5	0.43 %
Total:	**1,165**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	2	0.17 %
21 to 30	205	17.60 %
31 to 40	404	34.68 %
41 to 50	283	24.29 %
51 to 60	210	18.03 %
Over 60	61	5.24 %
Total:	**1,165**	**100.00 %**



Source: Aston University Human Resources Department

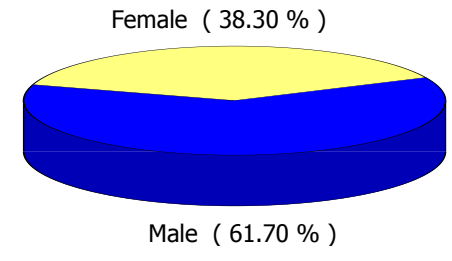
Date: 31st December 2012

Aston University Staff Equality & Diversity by Job Type (Academic)

The information on this page is based on all core ACADEMIC staff holding an active contract of employment on 31 December 2012

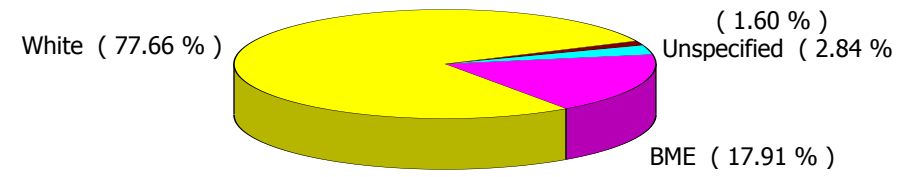
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	216	38.30 %
Male	348	61.70 %
Total:	**564**	**100.00 %**



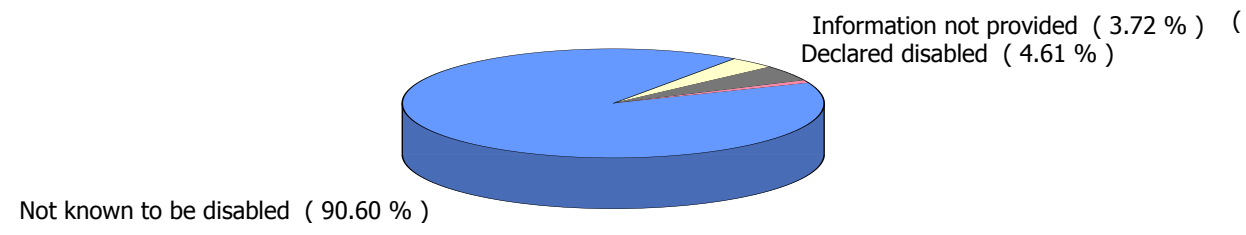
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	438	77.66 %
BME	101	17.91 %
Unspecified	16	2.84 %
	9	1.60 %
Total:	**564**	**100.00 %**



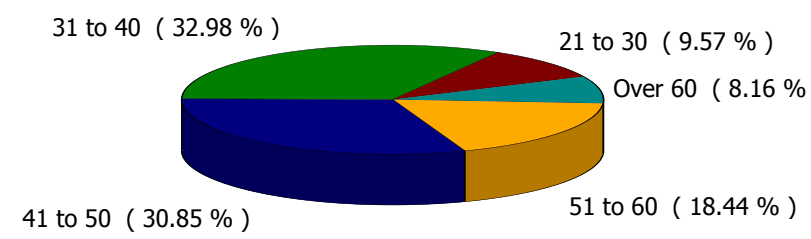
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	26	4.61 %
Information not provided	21	3.72 %
Not known to be disabled	511	90.60 %
	6	1.06 %
Total:	**564**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
21 to 30	54	9.57 %
31 to 40	186	32.98 %
41 to 50	174	30.85 %
51 to 60	104	18.44 %
Over 60	46	8.16 %
Total:	**564**	**100.00 %**



Source: Aston University Human Resources Department

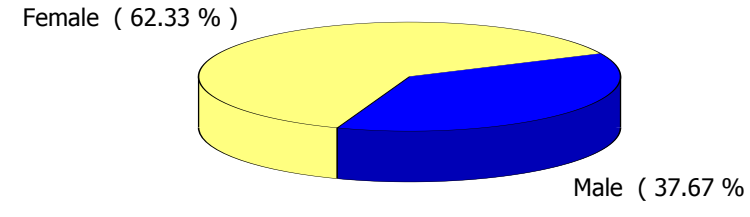
Date: 31st December 2012

Aston University Staff Equality & Diversity by Job Type (Support)

The information on this page is based on all core SUPPORT staff holding an active contract of employment on 31 December 2012

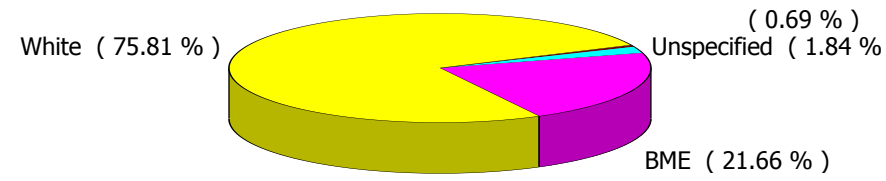
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	541	62.33 %
Male	327	37.67 %
Total:	**868**	**100.00 %**



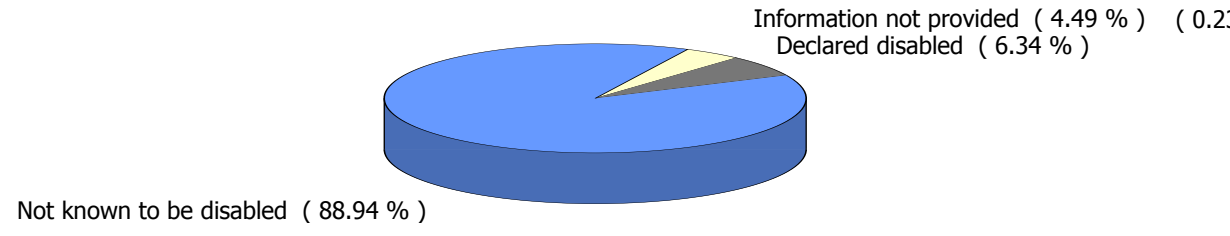
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	658	75.81 %
BME	188	21.66 %
Unspecified	16	1.84 %
	6	0.69 %
Total:	**868**	**100.00 %**



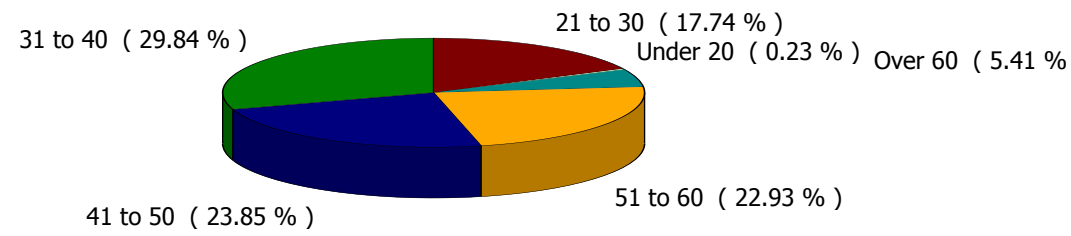
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	55	6.34 %
Information not provided	39	4.49 %
Not known to be disabled	772	88.94 %
	2	0.23 %
Total:	**868**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	2	0.23 %
21 to 30	154	17.74 %
31 to 40	259	29.84 %
41 to 50	207	23.85 %
51 to 60	199	22.93 %
Over 60	47	5.41 %
Total:	**868**	**100.00 %**



Source: Aston University Human Resources Department

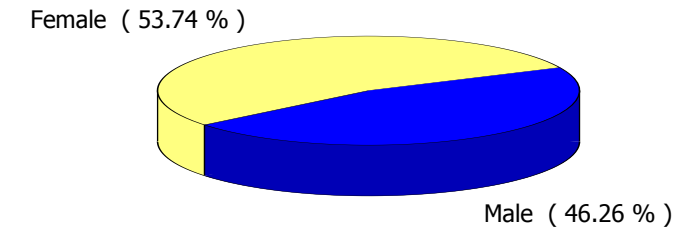
Date: 31st December 2012

Aston University Staff Equality & Diversity by Contract Type (Permanent)

The information on this page is based on all core staff holding an active PERMANENT contract of employment on 31 December 2012

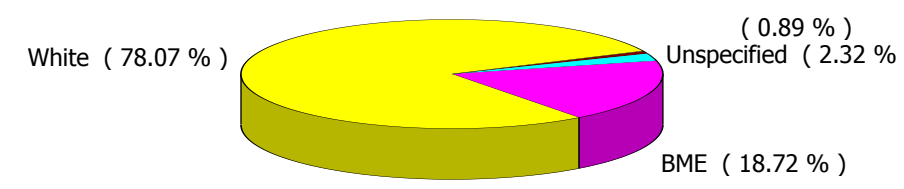
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	603	53.74 %
Male	519	46.26 %
Total:	**1,122**	**100.00 %**



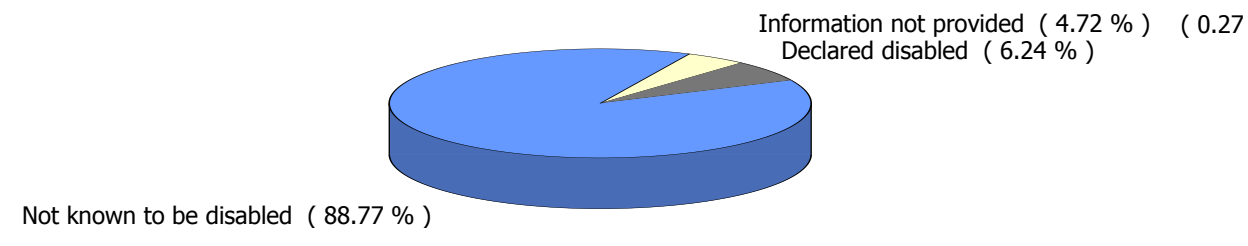
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	876	78.07 %
BME	210	18.72 %
Unspecified	26	2.32 %
	10	0.89 %
Total:	**1,122**	**100.00 %**



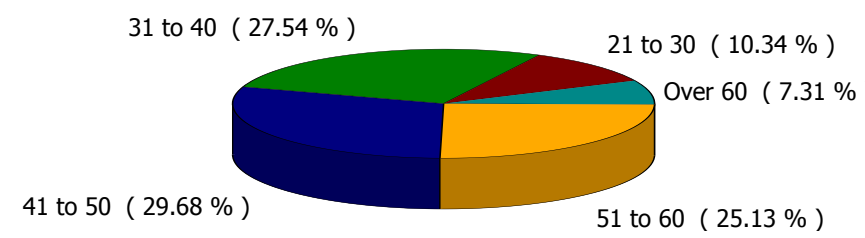
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	70	6.24 %
Information not provided	53	4.72 %
Not known to be disabled	996	88.77 %
	3	0.27 %
Total:	**1,122**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
21 to 30	116	10.34 %
31 to 40	309	27.54 %
41 to 50	333	29.68 %
51 to 60	282	25.13 %
Over 60	82	7.31 %
Total:	**1,122**	**100.00 %**



Source: Aston University Human Resources Department

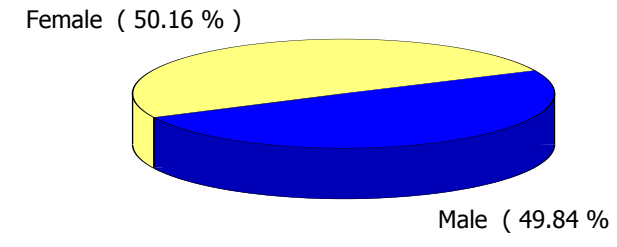
Date: 31st December 2012

Aston University Staff Equality & Diversity by Contract Type (Fixed-Term)

The information on this page is based on all core staff holding an active FIXED-TERM contract of employment on 31 December 2012

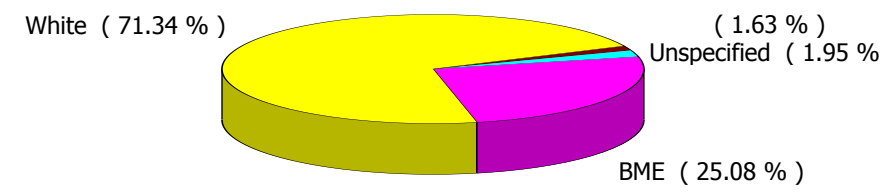
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	154	50.16 %
Male	153	49.84 %
Total:	**307**	**100.00 %**



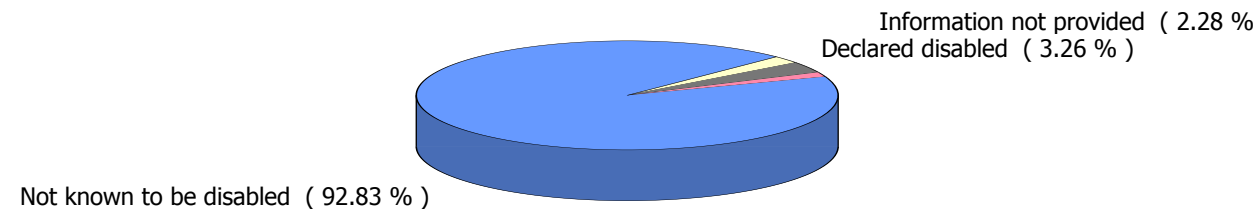
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	219	71.34 %
BME	77	25.08 %
Unspecified	6	1.95 %
	5	1.63 %
Total:	**307**	**100.00 %**



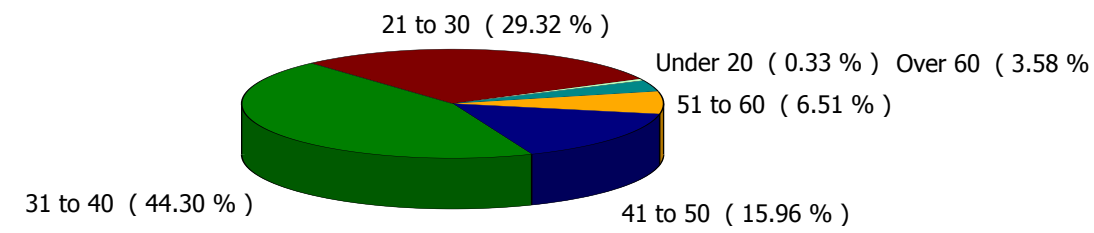
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	10	3.26 %
Information not provided	7	2.28 %
Not known to be disabled	285	92.83 %
	5	1.63 %
Total:	**307**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	1	0.33 %
21 to 30	90	29.32 %
31 to 40	136	44.30 %
41 to 50	49	15.96 %
51 to 60	20	6.51 %
Over 60	11	3.58 %
Total:	**307**	**100.00 %**



Source: Aston University Human Resources Department

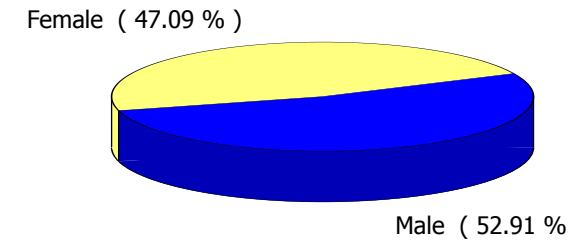
Date: 31st December 2012

Aston University Staff Equality & Diversity by Contract Basis (Full Time)

The information on this page is based on all core staff holding an active FULL TIME contract of employment on **31 December 2012**

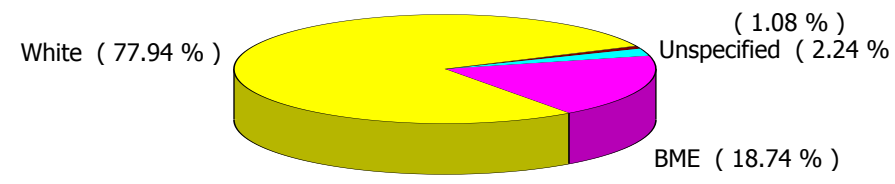
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	525	47.09 %
Male	590	52.91 %
Total:	**1,115**	**100.00 %**



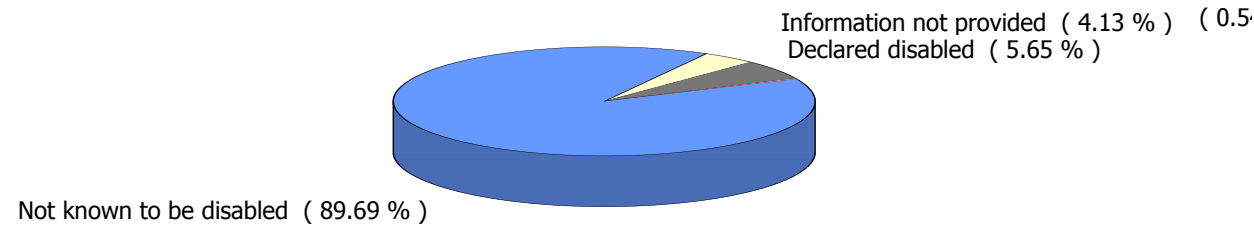
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	869	77.94 %
BME	209	18.74 %
Unspecified	25	2.24 %
	12	1.08 %
Total:	**1,115**	**100.00 %**



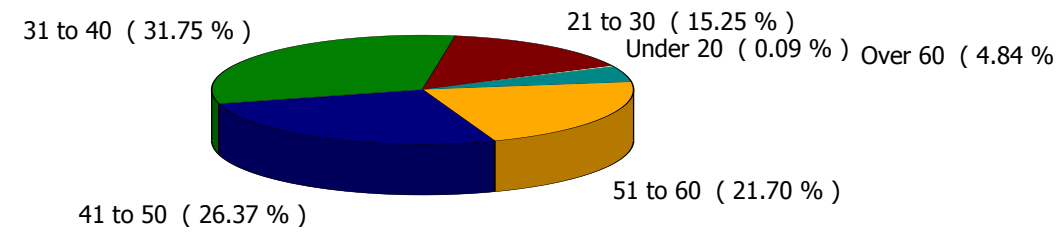
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	63	5.65 %
Information not provided	46	4.13 %
Not known to be disabled	1,000	89.69 %
	6	0.54 %
Total:	**1,115**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	1	0.09 %
21 to 30	170	15.25 %
31 to 40	354	31.75 %
41 to 50	294	26.37 %
51 to 60	242	21.70 %
Over 60	54	4.84 %
Total:	**1,115**	**100.00 %**



Source: Aston University Human Resources Department

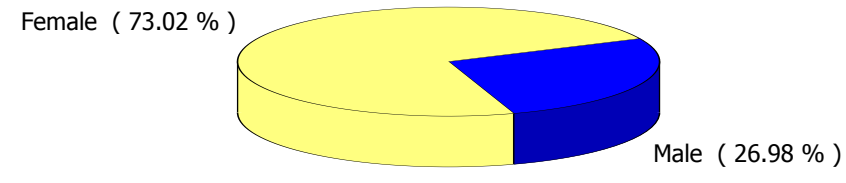
Date: 31st December 2012

Aston University Staff Equality & Diversity by Contract Basis (Part Time)

The information on this page is based on all core staff holding an active PART TIME contract of employment on 31 December 2012

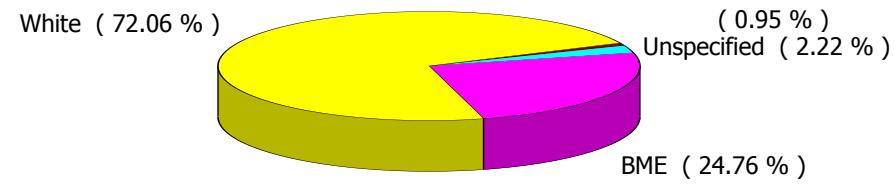
University Staff Distribution by Gender Group

Gender	Headcount	Percentage
Female	230	73.02 %
Male	85	26.98 %
Total:	**315**	**100.00 %**



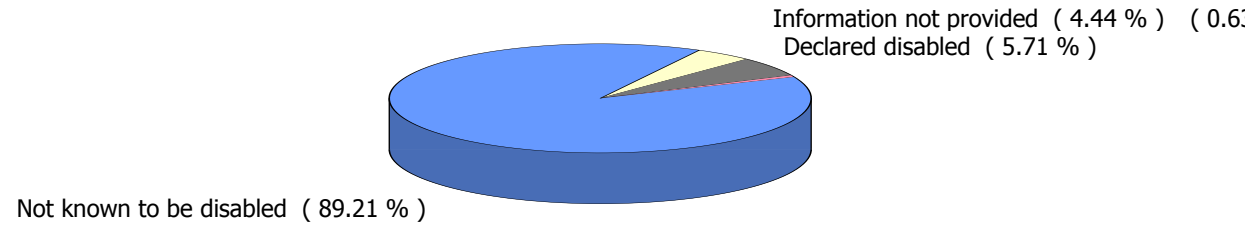
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	227	72.06 %
BME	78	24.76 %
Unspecified	7	2.22 %
	3	0.95 %
Total:	**315**	**100.00 %**



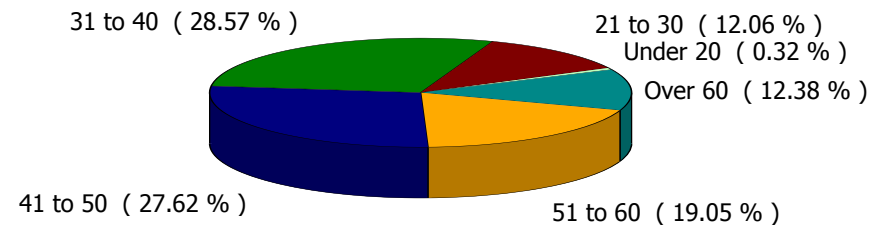
University Staff Distribution by Disability Group

Disability	Headcount	Percentage
Declared disabled	18	5.71 %
Information not provided	14	4.44 %
Not known to be disabled	281	89.21 %
	2	0.63 %
Total:	**315**	**100.00 %**



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	1	0.32 %
21 to 30	38	12.06 %
31 to 40	90	28.57 %
41 to 50	87	27.62 %
51 to 60	60	19.05 %
Over 60	39	12.38 %
Total:	**315**	**100.00 %**



Source: Aston University Human Resources Department

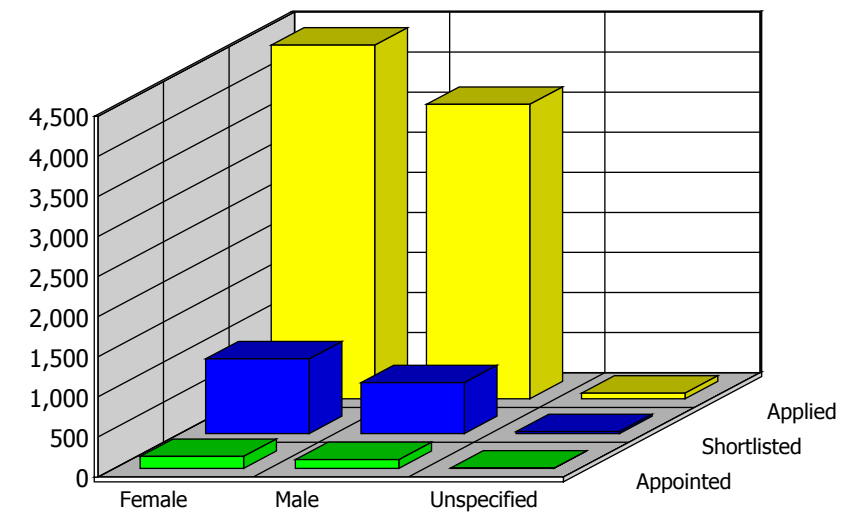
Date: 31st December 2012

Aston University Recruitment Equality & Diversity Summary

The information on this page is based on all advertised vacancies where the recruitment process was completed between 01 January 2012 to 31 December 2012

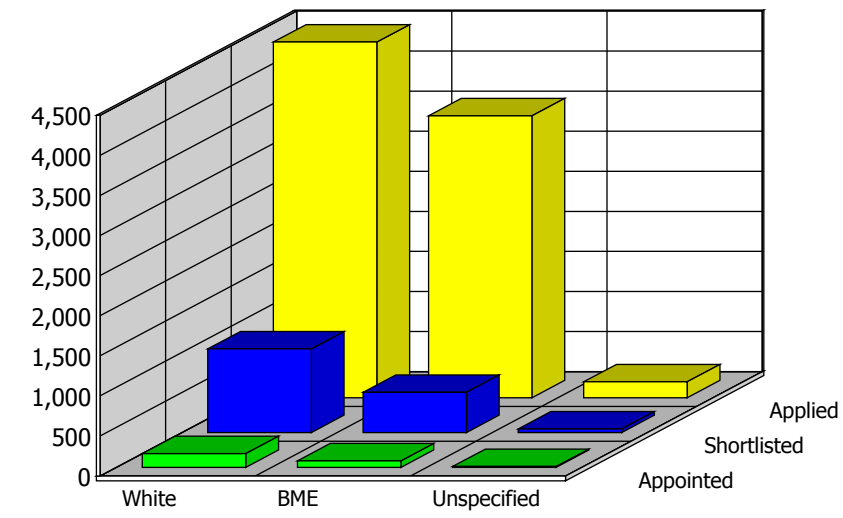
University Applicant Distribution by Gender Group and Recruitment Stage

Gender	Applied	%	Shortlisted	%	Appointed	%
Female	4,412	54.10 %	933	58.61 %	150	56.60 %
Male	3,673	45.04 %	635	39.89 %	111	41.89 %
Unspecified	70	0.86 %	24	1.51 %	4	1.51 %
Total:	**8,155**	**100.00 %**	**1592**	**100.00 %**	**265**	**100.00 %**



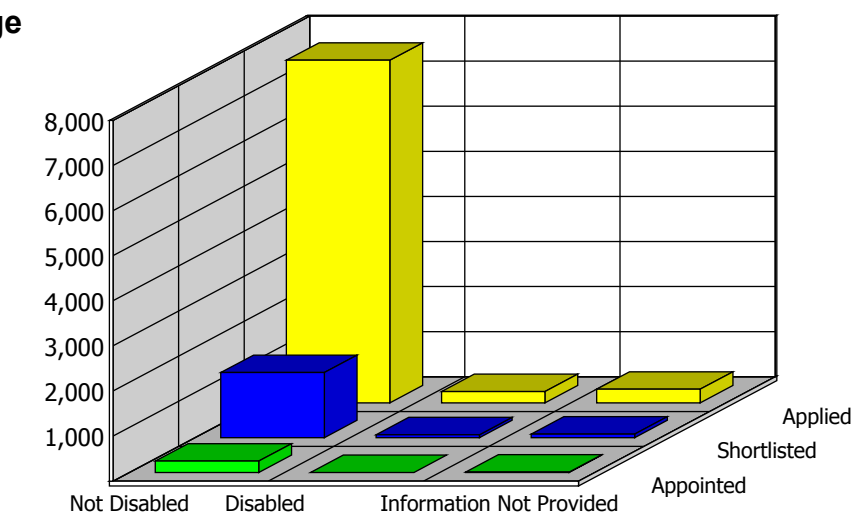
University Applicant Distribution by Ethnic Group and Recruitment Stage

Ethnic Group	Applied	%	Shortlisted	%	Appointed	%
White	4,438	54.42 %	1044	65.58 %	172	64.91 %
BME	3,518	43.14 %	502	31.53 %	82	30.94 %
Unspecified	199	2.44 %	46	2.89 %	11	4.15 %
Total:	**8,155**	**100.00 %**	**1592**	**100.00 %**	**265**	**100.00 %**



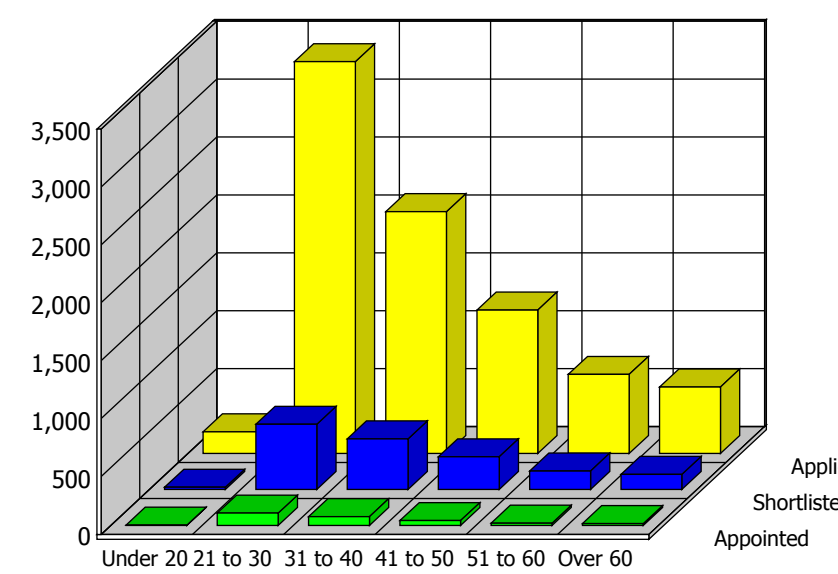
University Applicant Distribution by Disability Group and Recruitment Stage

Disability Group	Applied	%	Shortlisted	%	Appointed	%
Not Disabled	7,599	93.18 %	1446	90.83 %	254	95.85 %
Disabled	252	3.09 %	66	4.15 %	2	0.75 %
Information Not Provided	304	3.73 %	80	5.03 %	9	3.40 %
Total:	**8,155**	**100.00 %**	**1592**	**100.00 %**	**265**	**100.00 %**



University Applicant Distribution by Age Group and Recruitment Stage

Age Group	Applied	%	Shortlisted	%	Appointed	%
Under 20	187	2.29 %	20	1.26 %	3	1.13 %
21 to 30	3,383	41.48 %	563	35.36 %	107	40.38 %
31 to 40	2,089	25.62 %	437	27.45 %	77	29.06 %
41 to 50	1,239	15.19 %	282	17.71 %	42	15.85 %
51 to 60	683	8.38 %	160	10.05 %	20	7.55 %
Over 60	574	7.04 %	130	8.17 %	16	6.04 %
Total:	**8,155**	**100.00 %**	**1592**	**100.00 %**	**265**	**100.00 %**



Source: Aston University Human Resources Department

Date: 31st December 2012

Glossary of Terms

Protected Characteristics

The University actively collects and monitors information on the protected characteristics identified in the Equality Act 2010. These are Age, Gender, Ethnicity, Disability, Religion, Pregnancy and Maternity, Marital Status, Sexual Orientation and Gender Reassignment.

This report presents the University distribution of staff Age, Gender, Ethnicity and Disability against dimensions of Job Type, Contract Type and Contract Basis.

Core Staff

The University's workforce comprises regular contracted staff, casual workers, temorary agency workers and contractors. The term 'Core Staff' encompasses all regular contracted staff.

Job Type

Academic staff includes all teaching and research staff. Support staff includes all administrative, clerical, technical and managerial staff.

Contract Type

All core staff hold a contract of employment. Permenant contracts are open ended, Fixed-Term contracts have a defined duration with a fixed end date.

Contract Basis

Employees working 36.5 hours per week and for 52 weeks of the year are classified as Full Time. Staff working less than 36.5 hours per week, or less than 52 weeks per year are classified as Part Time.