Appendix B - Public Sector Equality Duty Staff Profile Data

Staff Profiles   
**University Profile (Academic and Professional Services colleagues) by Age, Disability, Ethnicity, Sex/Gender, Nationality, Religion/Belief and Sexual Orientation**

The latest trends in colleague population data, relating to; age, disability, ethnicity, gender/sex, nationality, religion/belief and sexual orientation are shown below. As of academic year 2023/24 a snapshot of student data will be taken **1st December** of each year (as opposed to 31st Januaryused for previous years comparisons) in order to align with student data snapshots, and will be provided via the HR Management Information systems. December 1st ensures the student data is at a steady point in the academic year ahead of January intakes, reconciling the staff snapshot with this date will provide more valuable comparisons between the two data sets.

As of academic year **2023/24**, the **total number of colleagues** was **7810** (*↑* from 7,432 last year), of whom, **3764** were **Academics** and **4075** were **Professional Service (PS) colleagues**. Each of the following tables below relates to specific protected characteristics, commentary has been provided relating to Academic and PS staff groups.

Summary Workforce Data 2020/21 – 2023/24

From January **2021** to December **2023** the University has seen the following key trends in its workforce profile:

**Table 1: Workforce population data from academic year 2020/21 – 2023/24**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Jan 21** | **Jan 22** | **Jan 23** | **Dec 23** | **23/24 Trend** |
| **% Known Disability** | 4.6% | 5.7% | 5.7% | 6.2% | *↑* |
| **% Female** | 53.3% | 54.5% | 55.2% | 55.6% | *↑* |
| **% International/Overseas** | 19.7% | 20.8% | 21.0% | 20.5% | ↓ |
| **% People of Colour** | 9.5% | 10.3% | 10.5% | 10.6% | *↑* |
| **% LGBO** | 3.6% | 4.4% | 4.5% | 5.2% | *↑* |

**NB:** Arrows are used to indicate if there has been an increase, decrease or levelling of representation of these groups, since the previous academic year. 

Workforce Data Annual Comparison (2022/23 – 2023/24)

From data snapshots Dec **2022** to December **2023** the University has seen the following key trends in its overall workforce profile (Academic & Professional Services combined): 

Age

**Table 2: % of All Colleagues across the University by Age Range**

|  |  |  |  |
| --- | --- | --- | --- |
| **All Staff** | **2022/23** | **2023/24** |  |
| **<20** | 1.05% | 1.51% | *↑* |
| **21-30** | 20.96% | 20.77% | ↓ |
| **31-40** | 28.22% | 28.30% | *↑* |
| **41-50** | 22.71% | 22.73% | *↑* |
| **51-60** | 19.12% | 18.80% | ↓ |
| **61-70** | 7.27% | 7.21% | ↓ |
| **71+** | 0.67% | 0.69% | *↑* |

* **Academics:** The majority of Academic colleagues are between 31-40 (31.06%) (↓) from 31.07% last year, followed by the 41-50 age bracket (24.28%). Average age of Academic Staff members is 41
* **Professional Services:** The majority of PS (Professional Services) colleagues are between 31-40 (25.72%) (*↑*) from 25.42% last year, followed by the 51-60 age bracket (21.52%).

Disability

**Table 3: % of All Colleagues across the University by Disability**

|  |  |  |  |
| --- | --- | --- | --- |
| **All Staff** | **2022/23** | **2023/24** |  |
| **Known Disability** | 5.65% | 6.21% | *↑* |
| **No Known Disability** | 83.02% | 75.99% | ↓ |
| **Unknown** | 11.33% | 17.80% | *↑* |

* **Academics:** 5.31% of Academic colleagues disclosed a Known Disability (↑) from 4.63% last year.
* **Professional Services:** 7.07% of PS colleagues indicated a Known Disability (↑) from 6.67% last year.
* **Overall (all staff combined)**: *‘Long-term health condition’* was the highest Known Disability type shared (27.84%), followed by *‘Specific learning difficulty’* (22.06%) and *‘Mental health condition’* (16.29%).

Ethnicity

**Table 4: % of All Colleagues across the University by Ethnicity grouping**

|  |  |  |  |
| --- | --- | --- | --- |
| **All Staff** | **2022/23** | **2023/24** |  |
| **PoC** | 10.48% | 10.59% | *↑* |
| **White** | 74.27% | 73.19% | ↓ |
| **PNTS/Unknown** | 15.25% | 16.22% | *↑* |

* **Academics:** 15.12% of Academic colleagues identify as a Person of Colour (PoC) (↑) from 14.23% last year.
* **Professional Services:** 6.36% of PS colleagues identify as a Person of Colour (↑) from 6.30% last year.

Nationality

**Table 5: % of All Colleagues across the University by Nationality grouping**

|  |  |  |  |
| --- | --- | --- | --- |
| **All Staff** | **2022/23** | **2023/24** |  |
| **International/Overseas** | 20.99% | 20.51% | ↓ |
| **UK** | 79.01% | 79.49% | *↑* |

* **Academics:** Most International/Overseas colleagues across the University hold Academic positions (78.46%). The Academic Roles where International/Overseas staff are most prevalent are Research Only (41.94%), Teaching & Research (38.82%) and Teaching Only (32.27%)
* **Professional Services:** International/Overseas colleagues account for only 8.64% of Professional Services Roles. Within these, International/Overseas staff are most prevalent in Clerical roles (11.87%), followed by Technical (8.21%), PMSA (6.71%) and Manual (5.46%).

Gender/Sex

**Table 6: % of All Colleagues across the University by Gender/Sex**

|  |  |  |  |
| --- | --- | --- | --- |
| **All Staff** | **2022/23** | **2023/24** |  |
| **Female** | 55.15% | 55.62% | *↑* |
| **Male** | 44.85% | 44.38% | ↓ |

* **Academics:** 45.51% of Academic colleagues identify as Female (↑) from 43.77% last year.
* **Professional Services:** 65.01% of PS colleagues identify as Female (↓) from 65.92% last year.
* **Overall:** 0.26% of colleagues (both Academic and PS combined) identify as a gender-identity which differs from the sex characteristics (male/female) they were assigned at birth. Gender-identities may include (but are not limited to); non-binary, gender-fluid, Transgender for example.

Religion/belief

**Table 7: % of All Colleagues across the University by Religion/Belief**

|  |  |  |  |
| --- | --- | --- | --- |
| **All Staff** | **2022/23** | **2023/24** |  |
| **Religion/Belief** | 31.11% | 30.96% | ↓ |
| **No Religion/Belief** | 31.46% | 32.52% | ↑ |
| **Unknown/PNTS** | 37.43% | 36.52% | ↓ |

* **Academics:** 27.68% of Academic colleagues identify as having a religion/belief. The highest proportion of known religion/beliefs amongst Academic colleagues is Christian (76.30%).
* **Professional Services:** 33.99% of PS colleagues identify as having a religion/belief. The highest proportion of knownreligion/beliefs *amongst* PS colleagues is Christian (91.91%).

Sexual Orientation

**Table 8: % of All Colleagues across the University by Sexual Orientation**

|  |  |  |  |
| --- | --- | --- | --- |
| **All Staff** | **2022/23** | **2023/24** |  |
| **LGBO** | 4.52% | 5.24% | *↑* |
| **Heterosexual** | 58.42% | 58.58% | *↑* |
| **Unknown/PNTS** | 37.06% | 36.18% | ↓ |

* **Academics:** 5.05% of Academic colleagues identify as LGBO (↑) from 4.50% last year.
* **Professional Services:** 5.40% of PS colleagues identify as LGBO (↑) from 4.62% last year.

Leadership, Academic Promotion, Recruitment, Modes of Working

Between academic years 2022/23 – 2023/24, the University has seen the following key trends in its Leadership profile, Academic Promotion, Recruitment, and Modes of working.

**NB:** Due to the large % of Unknown/PNTS data received, the followingsections will focus primarily on; Gender/Sex, Ethnicity and Disability related data trends/snapshots.

Leadership

* **Professors:** 31.84% of Professors identify as Female, (↑) from 30.65% last year.
* **Senior Leaders\*:** 43.75% of Senior Leader positions are held by women, (↓) from 44.44% in 2022.
* **University Council:** 52.38% of Council members identify as Female, (↑) from 52.17% in 2022/23, and 14.29% identify as People of Colour, (↑) from 13.04%.

The reduction in the proportion of Female Senior Leaders can be attributed to slight changes in headcount. As the cohort is small, changes have a greater effect on percentage figures.

*\*‘Senior Leaders’ are positions listed on the* [*University’s Management Structure organogram*](https://staff.liverpool.ac.uk/media/intranet/commsec/council/inductions/uol-org-structure.pdf)*, with the exception of Level 1 academic department heads. See the University’s Leadership & Governance pyramid within* [*Diversity & Equality Summary Infographic*](https://www.liverpool.ac.uk/hr/diversityandequality/reports-and-data/) *(****Appendix A****).*

Academic Promotion

During academic year 2023/24, the University’s Annual Review (Academic Promotion) round took place. Outcomes have been presented below by Gender/Sex, Ethnicity, and Disability, comparatively to the previous academic year.

**Table 9: Academic Promotion (Annual Review) Outcomes (2022/23 – 2023/24)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2022/23** | | | **2023/24** | | |  | |
|  | **Applicant Headcount** | **Proportion of Applicants (%)** | **Success Rate (%)** | **Applicant Headcount** | **Proportion of Applicants (%)** | **Success Rate (%)** | **Proportion of Apps Trend** | **Success Rate Trend** |
| **Female** | | | | | | |  | |
| Senior Lecturer | 26 | 48.15% | 96.15% | 37 | 56.06% | 89.19% | ↑ | ↓ |
| Reader | 7 | 31.82% | 100% | 10 | 29.41% | 80% | ↓ | ↓ |
| Professor | 9 | 30% | 100% | 16 | 51.61% | 75% | ↑ | ↓ |
| **POC** | | | | | | |  | |
| Senior Lecturer | 11 | 20.37% | 100% | 13 | 19.7% | 84.62% | ↓ | ↓ |
| Reader | 1 | 4.55% | 100% | 5 | 14.71% | 100% | ↑ | <-> |
| Professor | 1 | 3.33% | 100% | 2 | 6.45% | 50% | ↑ | ↓ |
| **Known Disability** | | | | | | |  | |
| Senior Lecturer | 1 | 1.85% | 100% | 7 | 10.61% | 100% | ↑ | <-> |
| Reader | 4 | 18.18% | 100% | 0 | 0% |  | ↓ |  |
| Professor | 2 | 6.67% | 100% | 3 | 9.68% | 100% | ↑ | <-> |

**Applications received vs appointments (Key findings):**

* **Gender/Sex:**
* There has been an increase in both headcount and proportion of Female staff applying for each promotion category compared to Annual Review 2022. Female’s accounted for 48.09% of all promotion applications.
* Success rate has fallen compared to previous Annual Review round for all three promotion categories.
* Although success rates have fallen, the increase in promotion applicant population has resulted in a higher number of promotions for Females. For example, 12 Females promoted to Prof in 2023 (75%) compared to 9 Females promoted to Prof in 2022 (100%).
* **Ethnicity:**
* POC applicants represented 15.27% of all staff that applied for promotion to SL, Reader or Prof in 2023/24, an increase from 12.26% the previous year.
* Headcount and proportions of POC applicants for Readerships increased significantly from the previous year.
* Success rates have dropped but the cohort is particularly small, therefore changes have a greater effect on percentage figures. For example, the success rate for POC Professorial applications has halved, but last year there was only 1 applicant and this year 2.
* **Disability:**
* 7.63% of all applications SL, Reader or Prof were made by staff with Known Disabilities in 2023/24, up from 6.60% the previous year. The largest increase was within those applying for Senior Lectureship.
* For a second successive year, all promotion candidates who have disclosed a Known Disability were successful in their application.

**Intersectionality (Gender & Ethnicity):**

* 11.11% of Women who also identify as POC applied for promotion in 2023/24, of which 85.71% were successful.
* 19.12% of Men who also identify as POC applied for promotion in 2022/23, of which 84.62% were successful.

**NB:** Due to the low % of Known Disability disclosures, intersectional analysis (above) has taken place above, by gender/sex and ethnicity only, to ensure anonymity.

Recruitment

Between academic years 2022/23 – 2023/24, the University has seen the following key trends in its workforce recruitment;

**Table 10: Overall Staff Recruitment Outcomes (applied, shortlisted, offered post)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2022/23** | | | **2023/24** | | |  |
|  | **% Applied** | **% Shortlist** | **% Post Offered** | **% Applied** | **% Shortlist** | **% Post Offered** | % Post Offered Trend |
| **Female** | 48.40% | 53.50% | 57.54% | 49.67% | 55.44% | 60.24% | ↑ |
| **POC** | 42.00% | 24.10% | 18.90% | 42.75% | 24.84% | 19.88% | ↑ |
| **Known Disability** | 7.60% | 9.70% | 7.40% | 7.62% | 9.78% | 6.91% | ↓ |

Data indicates that;

* **Female** applicants are more likely to be shortlisted and be offered the role than male applicants despite proportionally making up slightly less of the total applicant pool. 2023/24 saw slight increases in proportions of Female Applicants, Shortlisted and Post Offered.
* **POC** applicants are less likely to be shortlisted or have the role offered to them when compared to White applicants. There have been slight increases in success rates of PoC applicants being shortlisted and having the post offered to them when compared to the previous year’s data.
* Applicants with a **Known Disability** applicants are more likely to be shortlisted but slightly less likely to have the role offered compared to applicants who do not disclose a disability. The higher shortlisting rate may be related to the University’s approach to Guaranteed Interview Schemes for disabled applicants. There has been a fall in the proportion of applicants with a known disability being offered the role compared to the previous year’s figures.

Modes of Working

Figures below show the proportions of Females, POC, and employees with known disabilities split by Full Time vs Part Time and then Fixed Term vs Permanent with trend arrows comparing to 2022/23 figures.

* **Full Time**: 64.11% Female (↑), 80.41% POC (↑), 69.07% Known Disability (↑)
* **Part Time:** 35.89% Female (↓), 19.59% POC (↓), 30.93% Known Disability (↓)
* **Fixed Term:** 29.63% Female (↓), 42.81% POC (↓), 23.92% Known Disability (↓)
* **Permanent:** 70.37% Female (↑), 57.19% POC (↑), 76.08% Known Disability (↑)

Pay Gap Data 2023 – 2024

The University’s [Pay Gap Report](https://www.liverpool.ac.uk/hr/diversityandequality/pay-gaps/), provides information on the gender pay gap, in line with the statutory requirement. Headlines from the 2024 report include;

* Mean Gender Pay Gap decreased from 20.38% (2023) to 19.60% (2024).
* Median Gender Bonus Pay Gap has remained at 0%.
* Median Gender Pay Gap has decreased from 16.19% (2023) to 15.28% (2024)
* Increase in Mean gender bonus pay gap: 65.55% (2023) to 78.25% (2024)

Top of Form

Although not a legislative requirement, the University also provides; ethnicity, disability and sexual orientation pay gap information, in order to support the University’s wider Equality, Diversity and Inclusion (EDI) commitments. Please refer to the [Statutory Pay Gap Report](https://www.liverpool.ac.uk/hr/diversityandequality/pay-gaps/) webpages, for a complete analysis

Bullying & Harassment 2023/24

Between academic years 2022/23 – 2023/24, the University has seen the following key trends in relation to staff reporting incidents of bullying and harassment:

**Report & Support**

**Table 11: Report & Support cases made by staff (Overall)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2022/23** | **2023/24** | **% increase/decrease**  **since last year** |  |
| **Number of total cases** | 57 | 76 | +33% | ↑ |

Although the overall number of reports has increased since last year, this could be viewed as a positive, as the increase has followed the launch of an ongoing University-wide ‘Report & Support’ awareness campaign, which began early 2022/23.

* **Reports made by gender:**
* There has been a slight decrease in reports by male colleagues compared to last year (33.33%/19 to 22.37%/17). Females form the majority at (39.47%/30).
* Notable is the wider range of gender identities selected (gender-fluid, non-binary, and transgender man) compared to previous years, which may indicate users have more confidence in disclosing this information.
* **Reports made by ethnicity:**
* White-British colleagues made the highest number of reports (46.05%) which was lower than the previous year (54.39%), followed by ‘Prefer Not to Say’ (PNTS) (23.68%, an increase on 21.05% from the previous year).
* Reports from Black, Asian, and Minority Ethnic staff formed (9.22%) of reports.
* **Reported Behaviour** (incident types):
* **Bullying:** The highest ‘reported behaviour’ during 2023/24 was ‘bullying’ (39.47% of all staff Report & Support cases, down from 44% last year). This is an increase in the number of reports citing ‘bullying’ since last year (30 reports this year, up from 25 reports last year).
* **Discrimination:** This was the second most common incident type recorded which is a shift compared to previous years where this has been ‘Harassment’. Reports citing discrimination form 15.79%/12 reports, whereas this was less than <10 reports last year.
* **Harassment:** There has been a slight increase in the number of reports citing ‘harassment’ (11 reports this year, 10 reports last year). These equate to 14.47% of all staff Report & Support cases and is the third highest reported behaviour (17.5% last year).
* Reports citing; ‘**Victimisation**’, **‘Hate Crime’, ‘Multiple’, ‘Physical Assault’ ‘Sexual Harassment and** ‘**Other**’, when viewed individually by ‘reported behaviour’ are <10 reports each and collectively make up 29% of all staff Report & Support cases.
* **Equality Objective priority areas:** As part of the University's Equality Objectives Action Plan (2022 – 2028), specific focus has been given to addressing the number of cases citing; ‘**sexism**’, ‘**racism**’ and ‘**sexual harassment**’. Although numbers of these incidents are small (<10 in each ‘reported behaviour’ during 2023/24 and in the previous year 2022/23), we have seen a slight increase in the proportion of cases citing ‘sexism’ or ‘racism’ (an increase between 20 – 30% since last year) and a much greater increase in cases citing sexual harassment (150%). Again, is it important to note that actual numbers by headcount are small in all cases (<10).
* **Accused Party:**
* **‘**Member of staff’ was cited as the highest ‘accused party’ (77.63%) a slight increase from (77.19%) last year, whereas the increase in actual numbers is greater – 44 last year to 59 this year.
* There has also been a significant increase in the number of cases citing a line manager as the accused party in comparison to last year (39.47%/13 this year, compared with 20.39%/4 last year).

**Table 12: Report & Support reports made by staff (per location)**

The following table illustrates the changes in proportions (%) and actual headcount (where possible) of reports in each area;

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2022/23**  % | **2023/24**  % |  | **2022/23**  **Headcount** | **2023/24**  **Headcount** |  |
| Central Professional Services (CPS) | 19.3% | 18.18% | ↑ | 11 | 14 | ↑ |
| Health & Life Sciences (HLS) | 24.56% | 40.26% | ↑ | 14 | 31 | ↑ |
| Humanities & Social Sciences (HSS) | 21.05% | 23.38& | ↑ | 12 | 18 | ↑ |
| Science & Engineering (S&E) | 19.3% | 3.90% | ↓ | 11 | <10 | ↓ |
| Prefer Not To Say (PNTS) | 15.79% | 14.29% | ↑ | <10 | 11 | ↑ |

There has been an increase in reports (actual numbers) in CPS, HLS and HSS since last year, with the rise in HLS being significant at >100%. Reports from S&E have decreased significantly in contrast to previous years.

**NB:** <10 is used where actual numbers were below 10. This ensures anonymity.

Informal/Formal cases via HRBPs

**Table 13: Informal/Formal cases made by staff via HRBPs (Overall)**

|  |  |  |  |
| --- | --- | --- | --- |
| Informal/Formal cases via HRBPs | 2022/23 | 2023/24 | % increase/decrease since last year |
| Total cases | 5 | 5 | 0% |
| Formal | 3 | 5 | +67% |
| Informal | 2 | 0 | -100% |

There has been notable (50%) decrease in the number of informal/formal cases made via HR Business Partners directly (HRBPs), this may be due to the ongoing efforts of the annual Report & Support related awareness campaign.