

University of Northampton Equality Data

All employees in post at 31 July 2020

The following information provides data on all University staff as at 31 July 2020 by protected characteristics. Figures do not include those employed by UNEL. There was a total staff headcount of 1633, Data is rounded to the nearest whole percent.

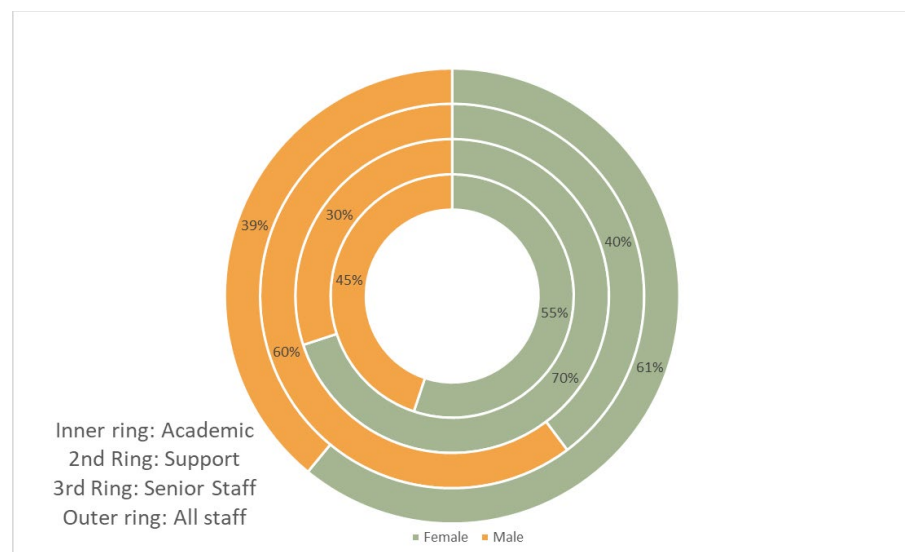
Gender

Gender / Staff Category

Table 1: Gender of staff in each job category

	All Staff		Academic		Support		Senior Staff	
Female	992	61%	525	55%	460	70%	7	40%
Male	641	39%	434	45%	197	30%	10	60%
All Staff	1633	100%	959	100%	657	100%	17	100.00%

Chart 1: Percentage of staff by gender and staff category.



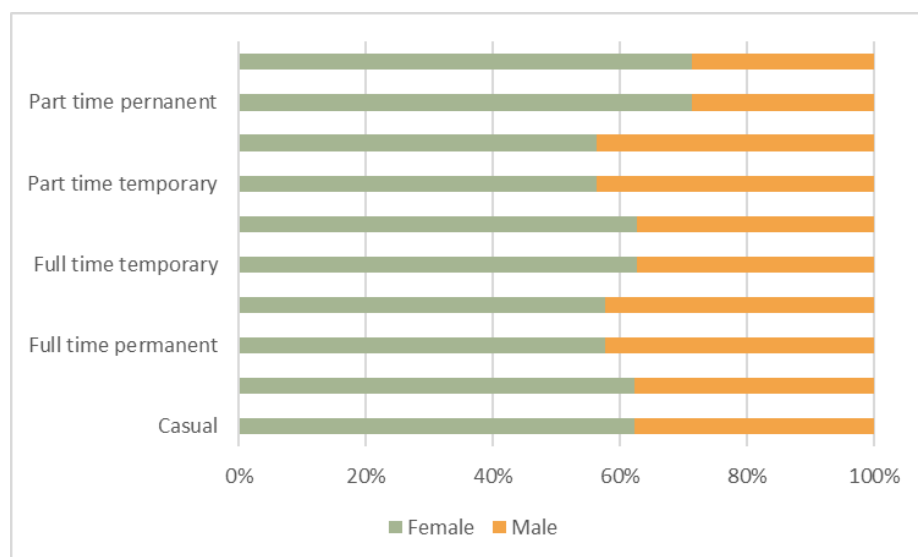
Gender/ contract type

NB. Casual staff include invigilators, external examiners visiting academics, graduate teaching assistants and sessional clinical assessors. Associate Lecturers are included in the Part time permanent and part time fixed term figures.

Table 2: Gender of staff in each job type

	Casual		Full time permanent		Full time temporary		Part time temporary		Part time permanent		All Staff	
Female	94	62%	466	58%	52	63%	154	56%	226	71%	992	61%
Male	57	38%	343	42%	31	37%	119	44%	91	29%	641	39%
All Staff	151	100%	809	100%	83	100%	273	100%	317	100%	1633	100%

Chart 2: Percentage of staff by job type

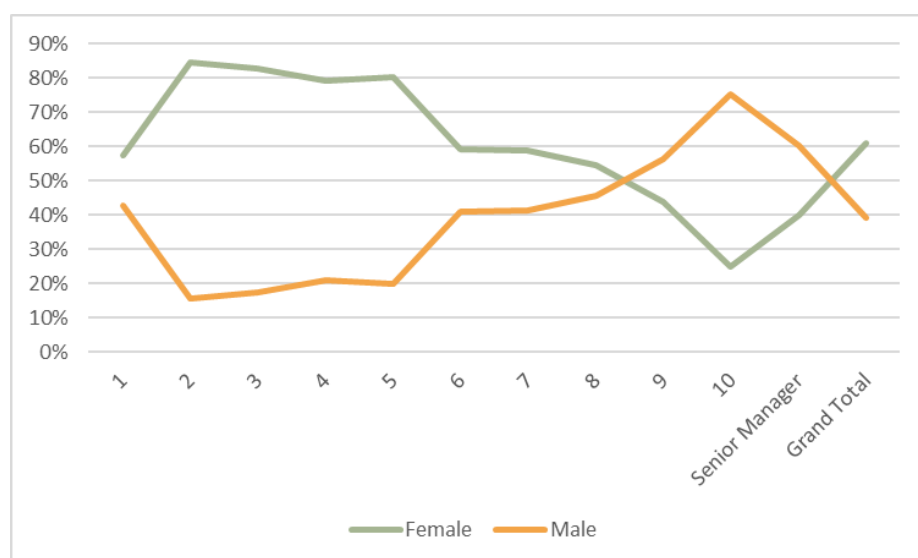


Gender/ Grade

Table 3: Gender of staff in each grade

	1		2		3		4	
Female	69	57%	6	85%	19	83%	98	79%
Male	50	43%	1	15%	4	17%	23	21%
All Staff	119	100%	7	100%	23	100%	121	100%
	5		6		7		8	
Female	111	80%	255	59%	148	59%	250	55%
Male	28	20%	169	41%	101	41%	211	45%
All Staff	139	100%	424	100%	249	100%	461	100%
	9		10		Senior Manager		All Staff	
Female	25	44%	4	25%	7	40%	992	61%
Male	30	56%	14	75%	10	60%	641	39%
All Staff	55	100%	18	100%	17	100%	1633	100%

Chart 3: Percentage of staff by gender and grade.



NB. Grade 1 staff include invigilators, external examiners and visiting academics

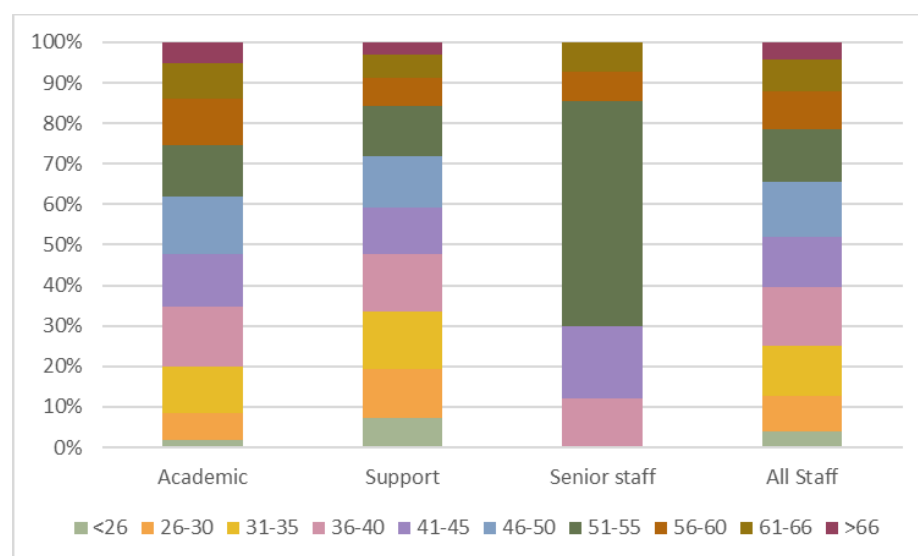
Age

Age/ Staff Category

Table 4: Age of staff in staff category

	Academic		Support		Senior staff		All Staff	
<26	13	2%	36	7%	0	0%	49	4%
26-30	53	7%	65	12%	0	0%	118	9%
31-35	96	12%	80	14%	0	0%	176	13%
36-40	127	15%	96	14%	2	12%	225	14%
41-45	115	13%	77	12%	3	18%	195	12%
46-50	143	14%	95	13%	0	0%	238	14%
51-55	130	13%	91	12%	8	56%	229	13%
56-60	123	11%	53	7%	3	7%	179	10%
61-66	100	9%	43	6%	1	7%	143	8%
>66	59	5%	21	3%	0	0%	81	4%

Chart 4: Percentage of staff by age and staff category



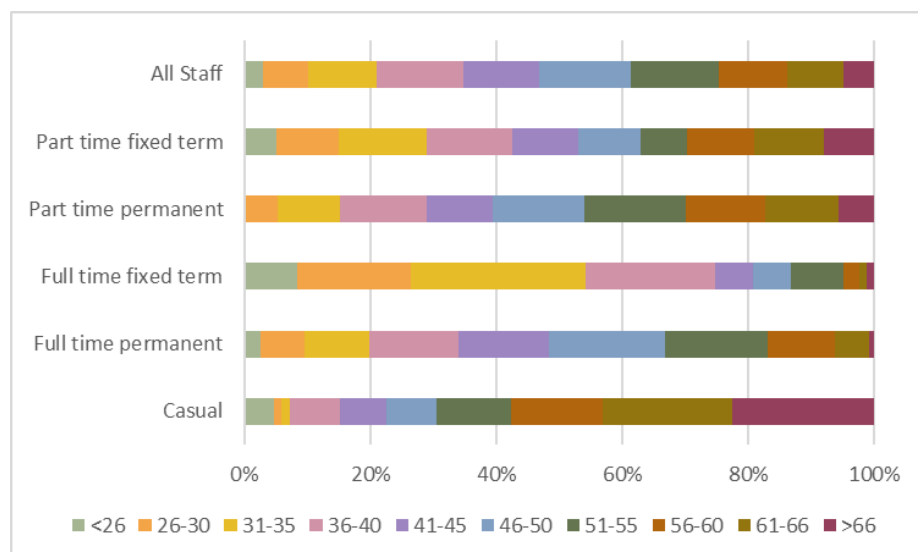
Age/ Contract type

NB. Casual staff include invigilators, external examiners visiting academics, graduate teaching assistants and sessional clinical assessors. Associate Lecturers are included in the Part time permanent and part time fixed term figures.

Table 5: Age of staff by contract type

	Casual		Full time permanent		Full time fixed term		Part time permanent		Part time fixed term		All Staff	
<26	7	5%	20	3%	7	9%	1	0%	14	5%	49	4%
26-30	2	1%	58	9%	15	18%	16	7%	27	10%	118	9%
31-35	2	1%	82	12%	23	28%	31	12%	38	14%	176	13%
36-40	12	8%	115	15%	17	20%	44	15%	37	14%	225	14%
41-45	11	8%	117	15%	5	6%	33	12%	29	11%	195	12%
46-50	12	8%	148	17%	5	6%	46	14%	27	10%	238	14%
51-55	18	13%	133	15%	7	8%	51	17%	20	7%	229	13%
56-60	22	15%	86	8%	2	2%	40	10%	29	11%	179	10%
61-66	31	20%	44	4%	1	1%	37	9%	30	10%	143	8%
>66	34	19%	6	1%	1	1%	18	3%	22	7%	81	4%
All staff	151	100%	809	100%	83	100%	317	100%	273	100%	1633	100%

Chart 5: Percentage of staff by age and contract type



Age/ grade

Table 6a: Age of staff by grade 1-4

	1		2		3		4	
<26	1	1%	1	14%	9	39%	17	14%
26-30	0	0%	1	14%	3	13%	18	15%
31-35	2	2%	0	0%	2	9%	19	16%
36-40	10	8%	1	14%	2	9%	16	13%
41-45	10	8%	0	0%	3	13%	6	5%
46-50	8	7%	1	14%	1	4%	14	12%
51-55	15	13%	1	14%	1	4%	11	9%
56-60	15	13%	2	29%	1	4%	12	10%
61-66	24	20%	0	0%	1	4%	7	6%
>66	34	29%	0	0%	0	0%	1	1%
All Staff	119	100%	7	100%	23	100%	121	100%

Table 6b: Age of staff by grade 5-8

	5		6		7		8	
<26	4	3%	15	4%	2	1%	0	0%
26-30	13	9%	46	11%	32	13%	4	1%
31-35	26	19%	45	11%	49	20%	32	7%
36-40	27	19%	50	12%	44	18%	64	14%
41-45	15	11%	42	10%	41	16%	67	15%
46-50	21	15%	53	13%	31	12%	92	20%
51-55	17	12%	52	12%	27	11%	84	18%
56-60	13	9%	51	12%	13	5%	58	13%
61-66	3	2%	47	11%	9	4%	44	10%
>66	0	0%	23	5%	1	0%	16	3%
All Staff	139	100%	424	100%	249	100%	461	100%

Ethnicity

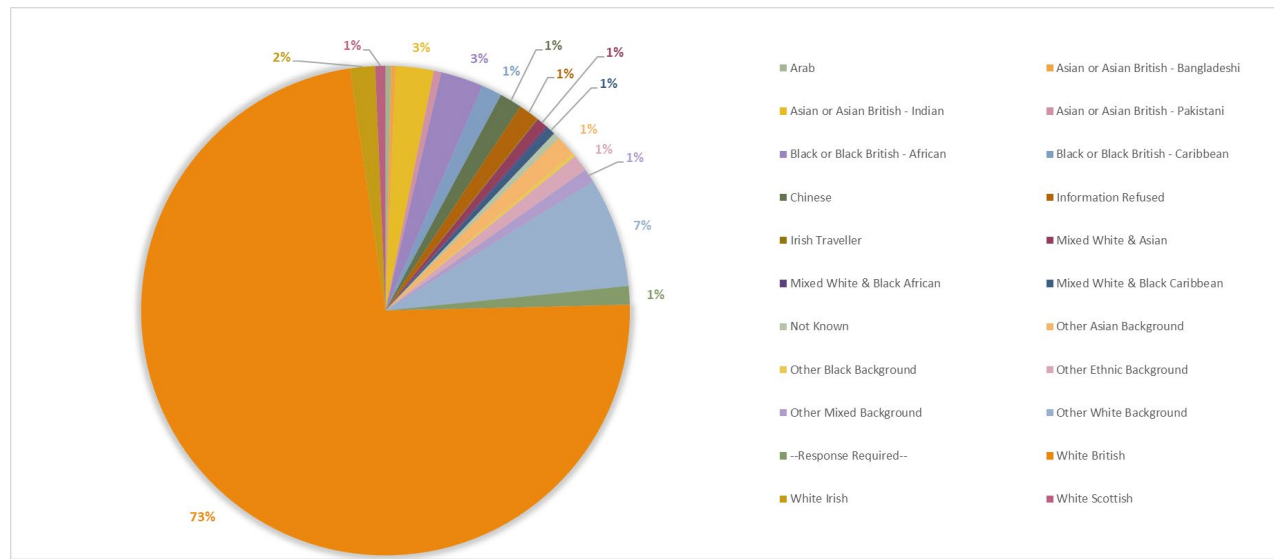
Ethnicity/ Staff Category

In this section data is presented by selected ethnicity and also by ethnic groups used in the Census 2011.

Table 7: Ethnicity of staff by staff category

	Academic		Support		Senior Manager		All Staff	
Arab	6	1%	0	0%	0	0%	6	0.4%
Asian or Asian British - Bangladeshi	2	0%	3	0%	0	0%	5	0.3%
Asian or Asian British - Indian	25	3%	16	2%	0	0%	41	2.6%
Asian or Asian British - Pakistani	6	1%	2	0%	0	0%	8	0.6%
Black or Black British - African	35	4%	11	2%	0	0%	46	3.3%
Black or Black British - Caribbean	13	2%	9	1%	0	0%	22	1.5%
Chinese	17	2%	7	1%	0	0%	24	1.6%
Information Refused	16	2%	6	1%	0	0%	22	1.3%
Irish Traveller	1	0%	0	0%	0	0%	1	0.1%
Mixed White & Asian	7	1%	5	1%	0	0%	12	0.6%
Mixed White & Black African	2	0%	0	0%	0	0%	2	0.1%
Mixed White & Black Caribbean	7	1%	2	0%	0	0%	9	0.6%
Not Known	4	0%	3	0%	0	0%	7	0.4%
Other Asian Background	17	2%	5	1%	0	0%	22	1.4%
Other Black Background	3	0%	1	0%	0	0%	4	0.3%
Other Ethnic Background	18	2%	0	0%	0	0%	18	1.2%
Other Mixed Background	10	1%	5	1%	0	0%	15	1.0%
Other White Background	86	10%	30	5%	2	15%	118	8.0%
--Response Required--	20	3%	0	0%	0	0%	20	1.6%
White British	640	64%	538	81%	15	85%	1193	70.7%
White Irish	16	2%	11	2%	0	0%	27	1.7%
White Scottish	8	1%	3	0%	0	0%	11	0.6%
All Staff	959	100%	657	100%	17	100%	1633	1

Chart 7: Percentage of all staff by ethnicity



Ethnicity/ Contract type

Table 8: Ethnicity of staff by contract type

	Casual		Full time permanent		Full time fixed term		Part time permanent		Part time fixed term		All Staff	
Arab	0	0%	6	1%	0	0%	0	0%	0	0%	6	0%
Asian or Asian British - Bangladeshi	0	0%	3	0%	1	1%	0	0%	1	0%	5	0%
Asian or Asian British - Indian	0	0%	23	3%	4	5%	6	2%	8	3%	41	3%
Asian or Asian British - Pakistani	0	0%	4	0%	1	1%	2	1%	1	0%	8	0%
Black or Black British - African	0	0%	20	2%	6	7%	2	1%	18	7%	46	3%
Black or Black British - Caribbean	1	1%	13	2%	1	1%	4	1%	3	1%	22	1%
Chinese	0	0%	14	2%	7	8%	2	1%	1	0%	24	1%
Information Refused	5	3%	9	1%	0	0%	5	2%	3	1%	22	1%
Irish Traveller	0	0%	0	0%	0	0%	1	0%	0	0%	1	0%
Mixed White & Asian	1	1%	7	1%	0	0%	3	1%	1	0%	12	1%
Mixed White & Black African	0	0%	1	0%	0	0%	0	0%	1	0%	2	0%
Mixed White & Black Caribbean	1	1%	4	0%	0	0%	3	1%	1	0%	9	1%
Not Known	3	2%	1	0%	0	0%	2	1%	1	0%	7	0%
Other Asian Background	0	0%	11	1%	5	6%	1	0%	5	2%	22	1%
Other Black Background	0	0%	1	0%	2	2%	0	0%	1	0%	4	0%
Other Ethnic Background	1	1%	6	1%	3	4%	2	1%	6	2%	18	1%
Other Mixed Background	1	1%	7	1%	0	0%	1	0%	6	2%	15	1%
Other White Background	17	11%	56	7%	11	13%	18	6%	16	6%	118	7%
--Response Required--	9	6%	0	0%	0	0%	0	0%	11	4%	20	1%
White British	105	70%	602	74%	42	51%	258	81%	186	68%	1193	73%
White Irish	6	4%	15	2%	0	0%	3	1%	3	1%	27	2%
White Scottish	1	1%	6	1%	0	0%	4	1%	0	0%	11	1%
All Staff	151	100%	809	100%	83	100%	317	100%	273	100%	1633	100%

Ethnicity/ Grade

Table 9: Ethnicity of staff by grade 1-6

	1		2		3		4		5		6	
Arab	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian or Asian British - Bangladeshi	0	0%	0	0%	1	1%	1	0%	1	4%	0	0%
Asian or Asian British - Indian	0	0%	0	0%	3	2%	13	3%	0	0%	0	0%
Asian or Asian British - Pakistani	0	0%	0	0%	1	1%	1	0%	0	0%	0	0%
Black or Black British - African	0	0%	0	0%	3	2%	12	3%	4	17%	2	2%
Black or Black British - Caribbean	0	0%	0	0%	0	0%	4	1%	3	13%	3	2%
Chinese	0	0%	0	0%	2	1%	3	1%	1	4%	1	1%
Information Refused	3	3%	0	0%	3	2%	5	1%	0	0%	0	0%
Irish Traveller	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%
Mixed White & Asian	1	1%	0	0%	2	1%	3	1%	0	0%	0	0%
Mixed White & Black African	0	0%	0	0%	0	0%		0%	0	0%	0	0%
Mixed White & Black Caribbean	0	0%	0	0%	0	0%	2	0%	0	0%	2	2%
Not Known	3	3%	0	0%	0	0%	2	0%	0	0%	0	0%
Other Asian Background	0	0%	0	0%	2	1%	4	1%	0	0%	1	1%
Other Black Background	0	0%	0	0%	0	0%	1	0%	0	0%	1	1%
Other Ethnic Background	1	1%	0	0%	0	0%	5	1%	0	0%	0	0%
Other Mixed Background	1	1%	0	0%	0	0%	6	1%	1	4%	2	2%
Other White Background	15	13%	0	0%	6	4%	25	6%	1	4%	9	7%
--Response Required--	8	7%	0	0%	0	0%	12	3%	0	0%	0	0%
White British	80	67%	7	100%	114	82%	315	74%	12	52%	100	83%
White Irish	6	5%	0	0%	2	1%	7	2%	0	0%	0	0%
White Scottish	1	1%	0	0%		0%	2	0%	0	0%	0	0%
All Staff	119	100%	7	100%	139	100%	424	100%	23	100%	121	100%

Table 10: Ethnicity of staff of grade 7-10, senior managers and all staff

	7		8		9		10		Senior Manager		All staff	
Arab	0	0%	6	1%	0	0%	0	0%	0	0%	6	0%
Asian or Asian British - Bangladeshi	1	0%	1	0%	0	0%	0	0%	0	0%	5	0%
Asian or Asian British - Indian	13	5%	12	3%	0	0%	0	0%	0	0%	41	3%
Asian or Asian British - Pakistani	3	1%	3	1%	0	0%	0	0%	0	0%	8	0%
Black or Black British - African	8	3%	16	3%	1	2%	0	0%	0	0%	46	3%
Black or Black British - Caribbean	4	2%	8	2%	0	0%	0	0%	0	0%	22	1%
Chinese	5	2%	12	3%	0	0%	0	0%	0	0%	24	1%
Information Refused	3	1%	5	1%	2	4%	1	6%	0	0%	22	1%
Irish Traveller		0%	0	0%	0	0%	0	0%	0	0%	1	0%
Mixed White & Asian	2	1%	3	1%	1	2%	0	0%	0	0%	12	1%
Mixed White & Black African	2	1%	0	0%	0	0%	0	0%	0	0%	2	0%
Mixed White & Black Caribbean	1	0%	3	1%	1	2%	0	0%	0	0%	9	1%
Not Known	0	0%	1	0%	0	0%	1	6%	0	0%	7	0%
Other Asian Background	7	3%	7	2%	1	2%	0	0%	0	0%	22	1%
Other Black Background	1	0%	1	0%	0	0%	0	0%	0	0%	4	0%
Other Ethnic Background	6	2%	6	1%	0	0%	0	0%	0	0%	18	1%
Other Mixed Background	1	0%	4	1%	0	0%	0	0%	0	0%	15	1%
Other White Background	26	10%	30	7%	4	7%	0	0%	2	12%	118	7%
--Response Required--	0	0%	0	0%	0	0%	0	0%	0	0%	20	1%
White British	160	64%	333	72%	41	75%	16	89%	15	88%	1193	73%
White Irish	4	2%	6	1%	2	4%	0	0%	0	0%	27	2%
White Scottish	2	1%	4	1%	2	4%	0	0%	0	0%	11	1%
All Staff	249	100%	461	100%	55	100%	18	100%	17	100%	1633	100%

Ethnicity grouped

Ethnicity categories have been grouped by the groups used in the Census 2011.

White

- English, Welsh, Scottish, Northern Irish or British
- Irish
- Gypsy or Irish Traveller
- Any other White background

Mixed or Multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian

- Any other Mixed or Multiple ethnic background

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

Black, African, Caribbean or Black British

- African
- Caribbean

- Any other Black, African or Caribbean background

Other ethnic group

- Arab
- Any other ethnic group

Table 11: Ethnicity groups of staff by staff category

	Academic		Support		Senior		All Staff	
Asian or Asian British	67	7%	33	5%	0	0%	100	6%
Black, African, Caribbean or Black British	51	6%	21	4%	0	0%	72	5%
Information Refused	16	2%	6	1%	0	0%	22	1%
Mixed or Multiple ethnic groups	26	3%	12	2%	0	0%	38	2%
Not Known	4	0%	3	0%	0	0%	7	0%
Other ethnic group	24	3%	0	0%	0	0%	24	2%
Response Required	20	3%	0	0%	0	0%	20	2%
White	751	77%	582	88%	17	100%	1350	81%
Grand Total	959	100%	657	100%	17	100%	1633	100%

Chart 7: Percentage of all staff by ethnicity

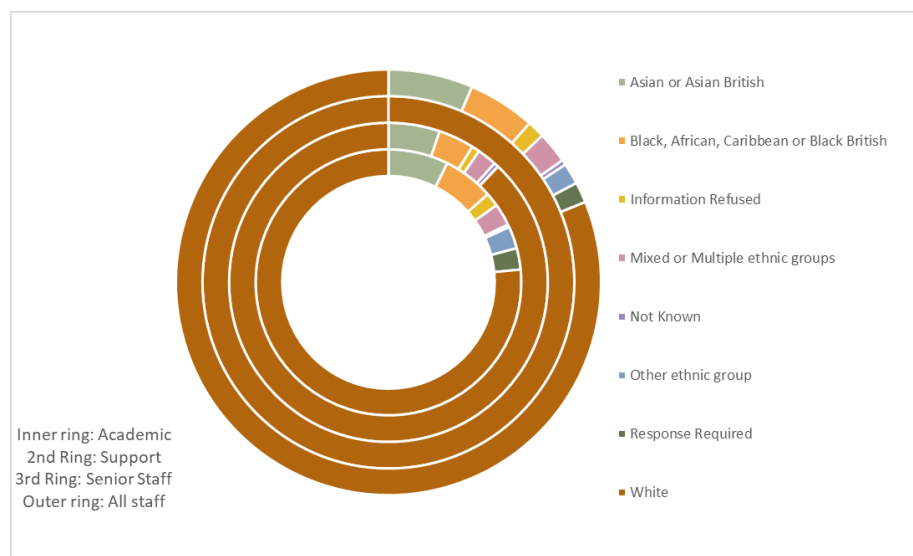


Table 12: Ethnicity groups of staff by contract type

	Casual		Full time permanent		Full time fixed term		Part time permanent		Part time fixed term		All staff	
Black/ African/ Caribbean/ British	1	1%	34	5%	9	11%	6	2%	22	8%	72	5%
Asian/ Asian British		0%	55	7%	18	22%	11	4%	16	6%	100	6%
White	129	85%	679	83%	53	64%	284	89%	205	75%	1350	81%
Mixed/ Multiple ethnic groups	3	2%	19	2%		0%	7	2%	9	3%	38	2%
Unknown/ refused	17	12%	10	1%		0%	7	2%	15	6%	49	3%
Other ethnic background	1	1%	12	2%	3	4%	2	0%	6	2%	24	2%
Grand Total	151	100%	809	100%	83	100%	317	100%	273	100%	1633	100%

Table 13: Ethnicity groups of staff by grade 1-6

	1		2		3		4		5		6	
Black/ African/ Caribbean/ British		0%		0%	7	31%	6	5%	3	2%	17	5%
Asian/ Asian British		0%		0%	2	9%	2	2%	9	7%	22	5%
White	102	85%	7	100%	13	55%	109	89%	122	87%	350	82%
Mixed/ Multiple ethnic groups	2	2%		0%	1	5%	4	4%	2	1%	11	2%
Unknown/ refused	14	13%		0%		0%		0%	3	2%	19	5%
Other Ethnic Background	1	1%		0%		0%		0%		0%	5	1%
Grand Total	119	100%	7	100%	23	100%	121	100%	139	100%	424	100%

Table 13b: Ethnicity groups of staff by grade 7-10, Senior Manager and All staff

	7		8		9		10		Senior Manager		All staff	
Black/ African/ Caribbean/ British	13	5%	25	7%	1	2%		0%		0%	72	5%
Asian/ Asian British	29	13%	35	8%	1	1%		0%		0%	100	6%
White	192	75%	373	78%	49	89%	16	99%	17	100%	1350	81%
Mixed/ Multiple ethnic groups	6	3%	10	2%	2	3%		0%		0%	38	2%
Unknown/ refused	3	1%	6	2%	2	5%	2	1%		0%	49	3%
Other Ethnic Background	6	3%	12	3%		0%		0%		0%	24	2%
Grand Total	249	100%	461	100%	55	100%	18	100%	17	100%	1633	100%

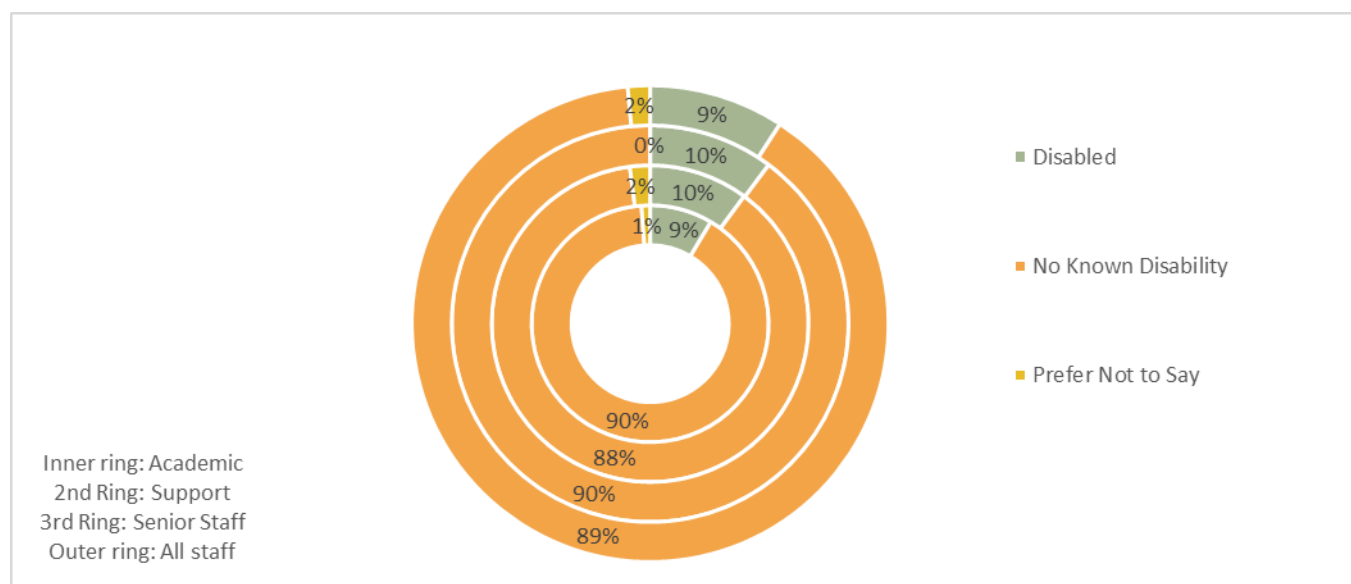
Disability

Disability/ Staff category

Table 14: Declared Disability by staff category

	Academic		Support		Senior Staff		All Staff	
Disabled	85	9%	61	10%	1	10%	147	9%
No Known Disability	862	90%	581	88%	16	90%	1459	89%
Prefer Not to Say	12	1%	15	2%	0	0%	27	2%
All Staff	959	100%	657	100%	17	100%	1633	100%

Chart 8: Percentage of all staff by declared disability



Disability/ Contract type

Table 15: Declared Disability by contract type

	Casual		Full time permanent		Full time fixed term		Part time permanent		Part time fixed term		All Staff	
Disabled	10	7%	62	8%	9	11%	33	9%	33	12%	147	9%
No Known Disability	132	88%	735	91%	73	88%	281	90%	238	87%	1459	89%
Prefer Not to Say	9	5%	12	1%	1	1%	3	1%	2	1%	27	2%
Grand Total	151	100%	809	100%	83	100%	317	100%	273	100%	1633	100%

Disability/ Grade

Table 16a: Declared Disability by grade 1-6

	1		2		3		4		5		6	
Disability	6	5%		0%	2	9%	19	16%	13	9%	43	10%
No Known Disability	105	88%	7	100%	20	87%	102	84%	122	88%	376	89%
Prefer Not to Say	8	7%		0%	1	4%		0%	4	3%	5	1%
All Staff	119	100%	7	100%	23	100%	121	100%	139	100%	424	100%

Table 16b: Declared Disability by grade 7-10, Senior Manager and All staff

	7		8		9		10		Senior Manager		All Staff	
Disability	15	6%	43	9%	5	9%		0%	1	6%	147	9%
No Known Disability	232	93%	412	89%	49	89%	18	100%	16	94%	1459	89%
Prefer Not to Say	2	1%	6	1%	1	2%		0%		0%	27	2%
All Staff	249	100%	461	100%	55	100%	18	100%	17	100%	1633	100%