

University of Northampton Equality Data

All employees in post at 31 July 2021

The following information provides data on all University staff as at 31 July 2021 by protected characteristics. Figures do not include those employed by UNEL or external examiners. There was a total staff headcount of 1597, Data is rounded to the nearest whole percent.

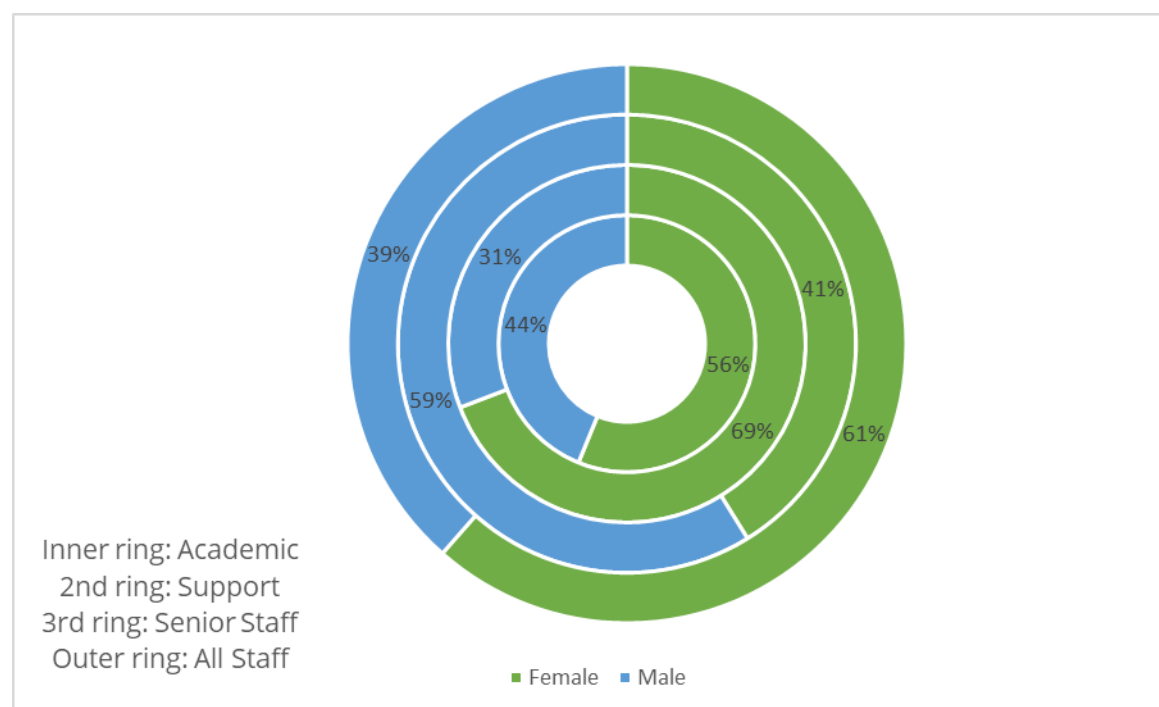
Gender

Gender / Staff Category

Table 1: Gender of staff in each job category

	Academic		Support		Senior Staff		All staff	
Female	56%	510	69%	465	41%	7	61%	982
Male	44%	398	31%	207	59%	10	39%	615
All Staff	100%	908	100%	672	100%	17	100%	1597

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



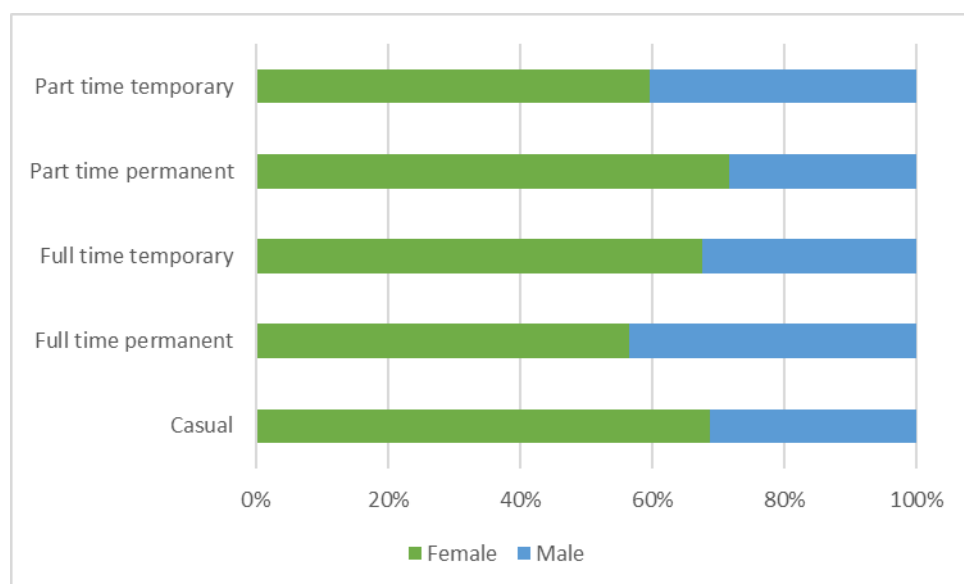
Gender/ contract type

NB. Casual staff include invigilators, 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	69%	77	57%	464	68%	52	72%	234	60%	155	61%	982
Male	31%	35	43%	357	32%	25	28%	93	40%	105	39%	615
All Staff	100%	112	100%	821	100%	77	100%	327	100%	260	100%	1597

Chart 2: Percentage of staff by job type

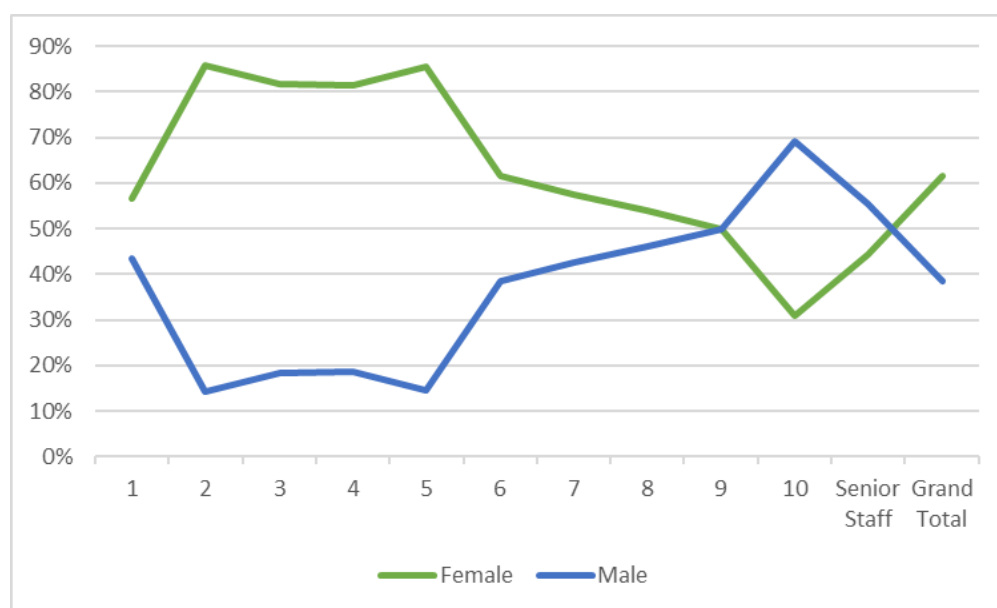


Gender/ Grade

Table 3: Gender of staff in each grade

	1		2		3		4	
Female	56.60%	30	85.71%	6	81.82%	9	81.40%	105
Male	43.40%	23	14.29%	1	18.18%	2	18.60%	24
All Staff	100.00%	53	100.00%	7	100.00%	11	100.00%	129
	5		6		7		8	
Female	85.61%	113	61.52%	275	57.36%	152	54.03%	255
Male	14.39%	19	38.48%	172	42.64%	113	45.97%	217
All Staff	100.00%	132	100.00%	447	100.00%	265	100.00%	472
	9		10		Senior Staff		All Staff	
Female	50.00%	25	30.77%	4	44.44%	8	61.49%	982
Male	50.00%	25	69.23%	9	55.56%	10	38.51%	615
All Staff	100.00%	50	100.00%	13	100.00%	18	100.00%	1597

Chart 3: Percentage of staff by gender and grade.



NB. Grade 1 staff include invigilators and visiting academics

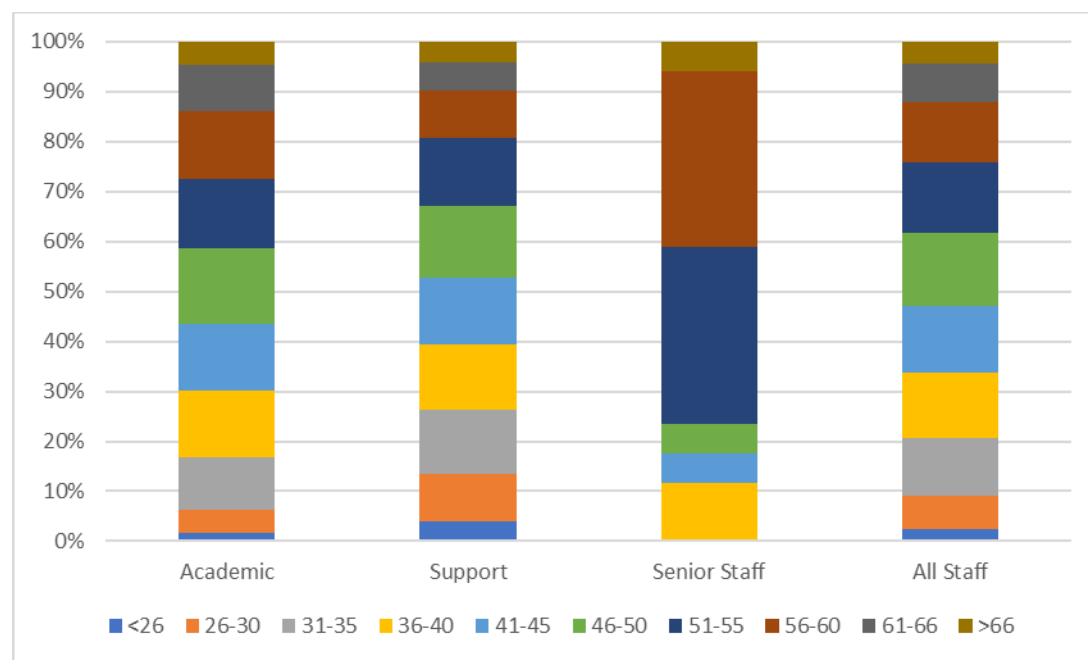
Age

Age/ Staff Category

Table 4: Age of staff in staff category

	Academic		Support		Senior staff		All Staff	
<26	2%	14	4%	26	0%		3%	40
26-30	5%	42	10%	65	0%		7%	107
31-35	11%	97	13%	86	0%		11%	183
36-40	13%	120	13%	87	12%	2	13%	209
41-45	13%	121	14%	91	6%	1	13%	213
46-50	15%	139	14%	95	6%	1	15%	235
51-55	14%	124	14%	92	35%	6	14%	222
56-60	14%	124	10%	64	35%	6	12%	194
61-66	9%	84	6%	38	0%		8%	122
>66	5%	43	4%	28	6%	1	5%	72

Chart 4: Percentage of staff by age and staff category



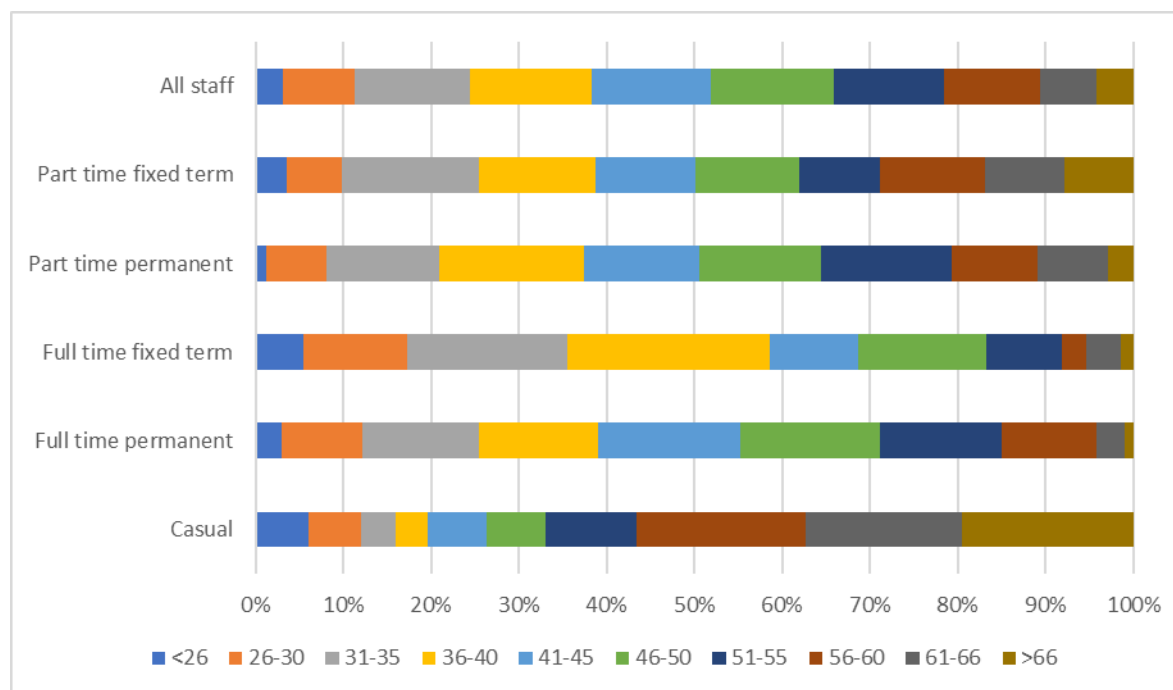
Age/ Contract type

NB. Casual staff include invigilators, visiting academics, graduate teaching assistants and sessional clinical assessors. Hourly paid 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	6	6.02%	18	2.94%	4	5.41%	3	1.25%	9	3.61%	40	3.15%
26-30	6	5.93%	59	9.17%	9	11.91%	17	6.89%	16	6.26%	107	8.08%
31-35	4	4.05%	91	13.36%	14	18.22%	34	12.79%	40	15.63%	183	13.26%
36-40	4	3.64%	103	13.52%	18	23.13%	50	16.43%	34	13.24%	209	13.80%
41-45	7	6.73%	129	16.20%	8	9.96%	40	13.24%	29	11.42%	213	13.60%
46-50	7	6.67%	141	16.03%	11	14.64%	46	13.81%	30	11.76%	235	13.96%
51-55	11	10.43%	129	13.87%	7	8.66%	51	14.93%	24	9.30%	222	12.59%
56-60	21	19.20%	102	10.75%	2	2.68%	38	9.71%	31	11.99%	194	10.99%
61-66	20	17.86%	40	3.22%	3	4.07%	34	8.16%	25	8.99%	122	6.48%
>66	26	19.47%	9	0.93%	1	1.33%	14	2.79%	22	7.80%	72	4.11%
All staff	112	100.00%	821	100.00%	77	100.00%	327	100.00%	260	100.00%	1597	100.00%

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	2	4.76%	1	15.22%	2	21.13%	16	14.54%
26-30		0.00%	1	15.45%	1	10.30%	17	14.91%
31-35	1	2.30%		0.00%		0.00%	18	14.87%
36-40	2	4.01%		0.00%	2	15.51%	16	12.57%
41-45	2	4.00%	1	12.06%	2	16.33%	14	11.37%
46-50		0.00%	1	14.58%	1	9.48%	16	11.69%
51-55	4	8.00%	1	15.45%	1	7.74%	10	7.53%
56-60	8	15.86%	1	12.64%		0.00%	14	8.33%
61-66	10	19.78%	1	14.59%	2	19.50%	6	2.89%
>66	24	41.28%		0.00%		0.00%	2	1.32%
All Staff	53	100.00%	7	100.00%	11	100.00 %	129	100.00 %

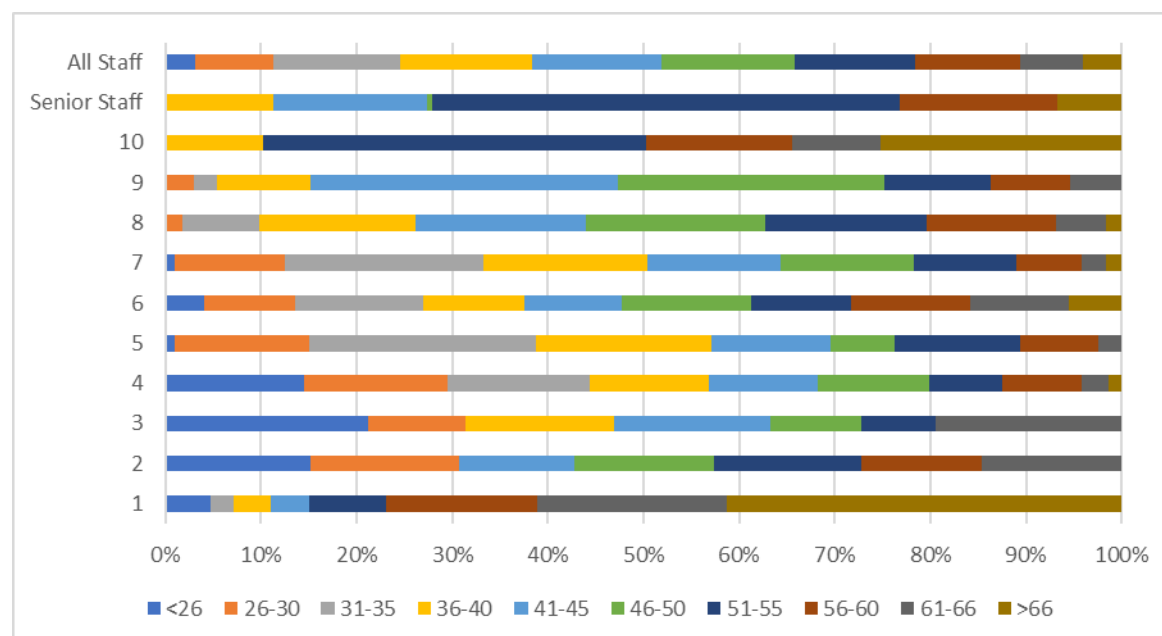
Table 6b: Age of staff by grade 5-8

	5		6		7		8	
<26	1	0.92%	16	4.10%	2	0.91%		0.00%
26-30	15	14.09%	39	9.52%	27	11.54%	6	1.72%
31-35	27	23.79%	56	13.33%	50	20.82%	30	8.09%
36-40	25	18.35%	48	10.56%	44	17.13%	65	16.31 %
41-45	17	12.38%	45	10.25%	38	13.96%	77	17.91 %
46-50	10	6.68%	63	13.55%	40	13.94%	89	18.64 %
51-55	21	13.19%	52	10.44%	32	10.74%	83	16.95 %
56-60	13	8.13%	56	12.44%	19	6.75%	71	13.53 %
61-66	3	2.46%	46	10.24%	9	2.54%	40	5.20%
>66		0.00%	26	5.57%	4	1.66%	11	1.65%
All Staff	139	100%	424	100%	249	100%	461	100%

Table 6c: Age of staff by grade 9-10, Senior Managers and All staff total

	9		10		Senior Staff		All Staff	
<26		0.00%		0.00%		0.00%	40	3.15%
26-30	1	2.97%		0.00%		0.00%	107	8.08%
31-35	1	2.36%		0.00%		0.00%	183	13.26%
36-40	4	9.86%	1	10.23%	2	11.30%	209	13.80%
41-45	15	32.13%		0.00%	2	16.12%	213	13.60%
46-50	14	27.83%		0.00%	1	0.50%	235	13.96%
51-55	7	11.10%	5	40.04%	6	48.94%	222	12.59%
56-60	5	8.39%	1	15.27%	6	16.36%	194	10.99%
61-66	3	5.36%	2	9.20%		0.00%	122	6.48%
>66		0.00%	4	25.26%	1	6.79%	72	4.11%
All Staff	50	100.00%	13	100.00%	18	100.00%	1597	100.00%

Chart 6: Percentage of staff by age and grade



Ethnicity

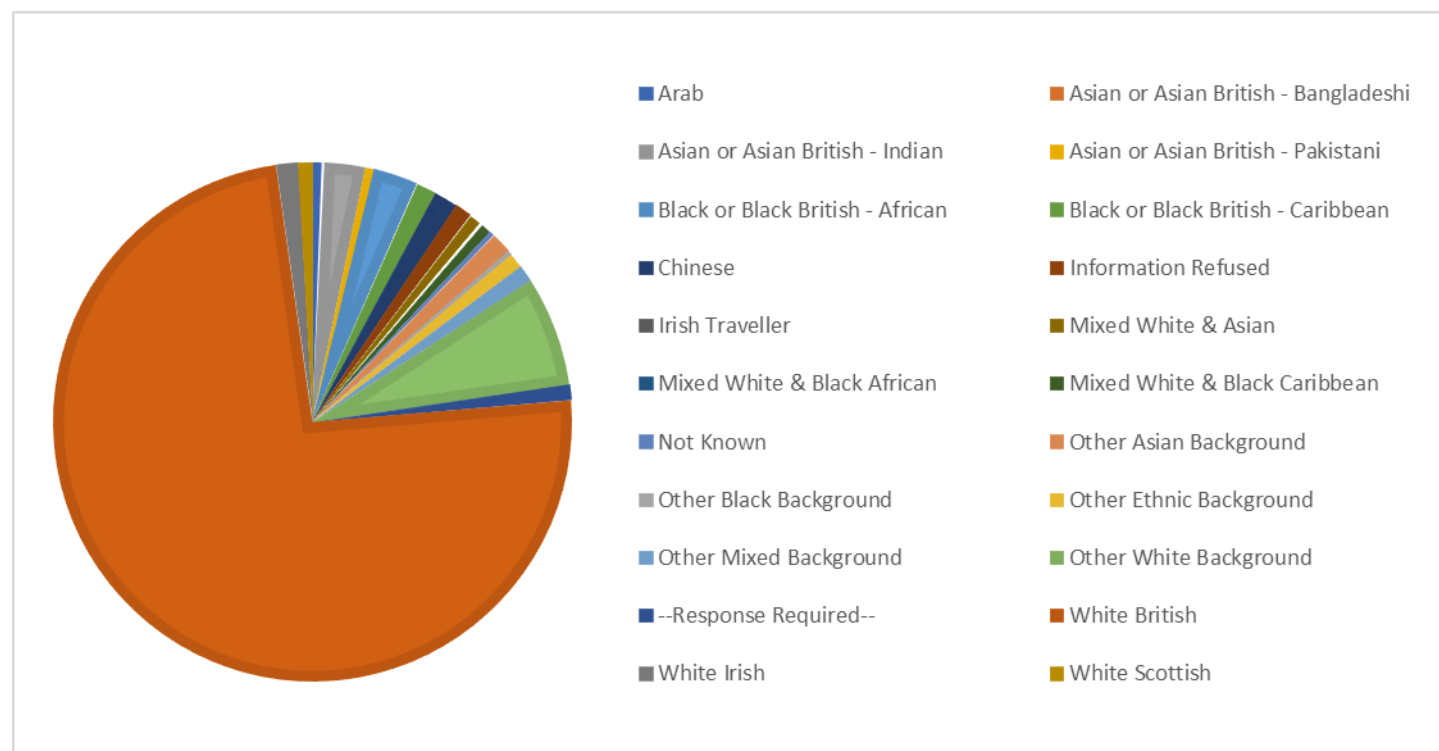
Ethnicity/ Staff Category

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	8	0.88%		0.00%		0.00%	8	0.50%
Asian or Asian British - Bangladeshi	2	0.22%	2	0.30%		0.00%	4	0.25%
Asian or Asian British - Indian	21	2.31%	19	2.83%		0.00%	40	2.50%
Asian or Asian British - Pakistani	7	0.77%	2	0.30%		0.00%	9	0.56%
Black or Black British - African	40	4.41%	4	0.60%		0.00%	44	2.76%
Black or Black British - Caribbean	12	1.32%	8	1.19%		0.00%	20	1.25%
Chinese	18	1.98%	6	0.89%		0.00%	24	1.50%
Information Refused	11	1.21%	6	0.89%		0.00%	17	1.06%
Irish Traveller	1	0.11%		0.00%		0.00%	1	0.06%
Mixed White & Asian	6	0.66%	5	0.74%		0.00%	11	0.69%
Mixed White & Black African	2	0.22%	1	0.15%		0.00%	3	0.19%
Mixed White & Black Caribbean	8	0.88%	2	0.30%		0.00%	10	0.63%
Not Known	3	0.33%	2	0.30%		0.00%	5	0.31%
Other Asian Background	15	1.65%	6	0.89%		0.00%	21	1.31%
Other Black Background	3	0.33%	2	0.30%		0.00%	5	0.31%
Other Ethnic Background	15	1.65%		0.00%		0.00%	15	0.94%
Other Mixed Background	9	0.99%	8	1.19%		0.00%	17	1.06%
Other White Background	77	8.48%	31	4.61%	1	5.88%	109	6.83%
--Response Required--	14	1.54%	1	0.15%		0.00%	15	0.94%
White British	614	67.62%	553	82.29%	16	94.12%	1183	74.08%
White Irish	12	1.32%	10	1.49%		0.00%	22	1.38%
White Scottish	10	1.10%	4	0.60%		0.00%	14	0.88%
All Staff	908	100.00%	672	100.00%	17	100.00%	1597	100.00%

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		0.00%	6	0.73%	1	1.30%	1	0.31%		0.00%	8	0.50%
Asian or Asian British - Bangladeshi		0.00%	4	0.49%		0.00%		0.00%		0.00%	4	0.25%
Asian or Asian British - Indian		0.00%	23	2.80%	9	11.69 %	6	1.83%	2	0.77%	40	2.50%
Asian or Asian British - Pakistani		0.00%	5	0.61%		0.00%	2	0.61%	2	0.77%	9	0.56%
Black or Black British - African	1	0.89%	21	2.56%	7	9.09%	3	0.92%	12	4.62%	44	2.76%
Black or Black British - Caribbean	1	0.89%	11	1.34%	3	3.90%	2	0.61%	3	1.15%	20	1.25%
Chinese		0.00%	18	2.19%	4	5.19%	2	0.61%		0.00%	24	1.50%
Information Refused	2	1.79%	10	1.22%		0.00%	4	1.22%	1	0.38%	17	1.06%
Irish Traveller		0.00%		0.00%		0.00%	1	0.31%		0.00%	1	0.06%
Mixed White & Asian		0.00%	6	0.73%		0.00%	4	1.22%	1	0.38%	11	0.69%
Mixed White & Black African		0.00%	1	0.12%	2	2.60%		0.00%		0.00%	3	0.19%
Mixed White & Black Caribbean	1	0.89%	4	0.49%		0.00%	3	0.92%	2	0.77%	10	0.63%
Not Known	2	1.79%	1	0.12%		0.00%	1	0.31%	1	0.38%	5	0.31%
Other Asian Background		0.00%	14	1.71%	1	1.30%		0.00%	6	2.31%	21	1.31%
Other Black Background		0.00%	1	0.12%	3	3.90%		0.00%	1	0.38%	5	0.31%
Other Ethnic Background		0.00%	7	0.85%		0.00%	3	0.92%	5	1.92%	15	0.94%
Other Mixed Background		0.00%	7	0.85%		0.00%	5	1.53%	5	1.92%	17	1.06%
Other White Background	7	6.25%	55	6.70%	10	12.99 %	19	5.81%	18	6.92%	109	6.83%
--Response Required--	2	1.79%	1	0.12%		0.00%		0.00%	12	4.62%	15	0.94%
White British	94	83.93 %	604	73.57 %	37	48.05 %	262	80.12 %	186	71.54 %	1183	74.08 %
White Irish	2	1.79%	14	1.71%		0.00%	3	0.92%	3	1.15%	22	1.38%
White Scottish		0.00%	8	0.97%		0.00%	6	1.83%		0.00%	14	0.88%
All Staff	112	100.00 %	821	100.00 %	77	100.00 %	327	100.00 %	260	100.00 %	1597	100.00 %

Ethnicity/ Grade

Table 9: Ethnicity of staff by grade 1-6

		1	2	3	4	5	6
Arab		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian or Asian British - Bangladeshi		0.00%	0.00%	0.00%	0.00%	1	0.76%
Asian or Asian British - Indian		0.00%	0.00%	0.00%	2	1.55%	4
Asian or Asian British - Pakistani		0.00%	0.00%	0.00%	0.00%	1	0.76%
Black or Black British - African		0.00%	0.00%	0.00%	2	1.55%	1
Black or Black British - Caribbean		0.00%	0.00%	2	18.18%	2	1.55%
Chinese		0.00%	0.00%	0.00%	1	0.78%	2
Information Refused	1	1.89%	0.00%	0.00%	0.00%	2	1.52%
Irish Traveller		0.00%	0.00%	0.00%	0.00%	0.00%	1
Mixed White & Asian		0.00%	0.00%	0.00%	0.00%	1	0.76%
Mixed White & Black African		0.00%	0.00%	0.00%	1	0.78%	0.00%
Mixed White & Black Caribbean		0.00%	0.00%	0.00%	2	1.55%	0.00%
Not Known	2	3.77%	0.00%	0.00%	0.00%	0.00%	2
Other Asian Background		0.00%	0.00%	0.00%	0.00%	1	0.76%
Other Black Background		0.00%	0.00%	0.00%	2	1.55%	0.00%
Other Ethnic Background		0.00%	0.00%	0.00%	0.00%	0.00%	4
Other Mixed Background		0.00%	0.00%	0.00%	4	3.10%	0.00%
Other White Background	3	5.66%	0.00%	0.00%	7	5.43%	10
--Response Required--		0.00%	0.00%	0.00%	0.00%	0.00%	14
White British	45	84.91%	7	100.00 %	9	81.82%	105
White Irish	2	3.77%	0.00%	0.00%	1	0.78%	1
White Scottish		0.00%	0.00%	0.00%	0.00%	0.00%	2
All Staff	53	100.00 %	7	100.00 %	11	100.00 %	129

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

	7		8		9		10		Senior Staff		All staff	
Arab	1	0.38%	7	1.48%		0.00%		0.00%		0.00%	8	0.50%
Asian or Asian British - Bangladeshi	1	0.38%	1	0.21%		0.00%		0.00%		0.00%	4	0.25%
Asian or Asian British - Indian	13	4.91%	12	2.54%	1	2.00%		0.00%		0.00%	40	2.50%
Asian or Asian British - Pakistani	3	1.13%	3	0.64%		0.00%		0.00%		0.00%	9	0.56%
Black or Black British - African	13	4.91%	15	3.18%	1	2.00%		0.00%		0.00%	44	2.76%
Black or Black British - Caribbean	5	1.89%	7	1.48%		0.00%		0.00%		0.00%	20	1.25%
Chinese	5	1.89%	13	2.75%		0.00%		0.00%		0.00%	24	1.50%
Information Refused	3	1.13%	6	1.27%	1	2.00%	1	7.69%		0.00%	17	1.06%
Irish Traveller		0.00%		0.00%		0.00%		0.00%		0.00%	1	0.06%
Mixed White & Asian	2	0.75%	4	0.85%	1	2.00%		0.00%		0.00%	11	0.69%
Mixed White & Black African	2	0.75%		0.00%		0.00%		0.00%		0.00%	3	0.19%
Mixed White & Black Caribbean	1	0.38%	3	0.64%	1	2.00%		0.00%		0.00%	10	0.63%
Not Known		0.00%	1	0.21%		0.00%		0.00%		0.00%	5	0.31%
Other Asian Background	4	1.51%	8	1.69%	1	2.00%		0.00%		0.00%	21	1.31%
Other Black Background	1	0.38%	1	0.21%		0.00%		0.00%		0.00%	5	0.31%
Other Ethnic Background	3	1.13%	8	1.69%		0.00%		0.00%		0.00%	15	0.94%
Other Mixed Background	2	0.75%	5	1.06%		0.00%		0.00%		0.00%	17	1.06%
Other White Background	19	7.17%	35	7.42%	4	8.00%		0.00%	1	5.56%	109	6.83%
--Response Required--		0.00%	1	0.21%		0.00%		0.00%		0.00%	15	0.94%
White British	179	67.55%	329	69.70%	37	74.00%	12	92.31%	17	94.44%	1183	74.08%
White Irish	3	1.13%	7	1.48%	2	4.00%		0.00%		0.00%	22	1.38%
White Scottish	5	1.89%	6	1.27%	1	2.00%		0.00%		0.00%	14	0.88%
All Staff	265	100.00 %	472	100.00 %	50	100.00 %	13	100.00 %	18	100.00 %	1597	100.00 %

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	63	7.14%	35	5.38%		0.00%	98	6.36%
Black, African, Caribbean or Black British	55	6.91%	14	2.22%		0.00%	69	4.94%
Information Refused	11	1.13%	6	0.79%		0.00%	17	0.98%
Mixed or Multiple ethnic groups	25	2.72%	16	2.62%		0.00%	41	2.66%
Not Known	3	0.33%	2	0.32%		0.00%	5	0.32%
Other ethnic group	23	2.68%		0.00%		0.00%	23	1.56%
Response Required	14	1.90%	1	0.19%		0.00%	15	1.19%
White	714	77.19%	598	88.49%	17	100.00%	1329	81.99%
Grand Total	908	100.00%	672	100.00%	17	100.00%	1597	100.00%

Chart 7: Percentage of all staff by ethnicity

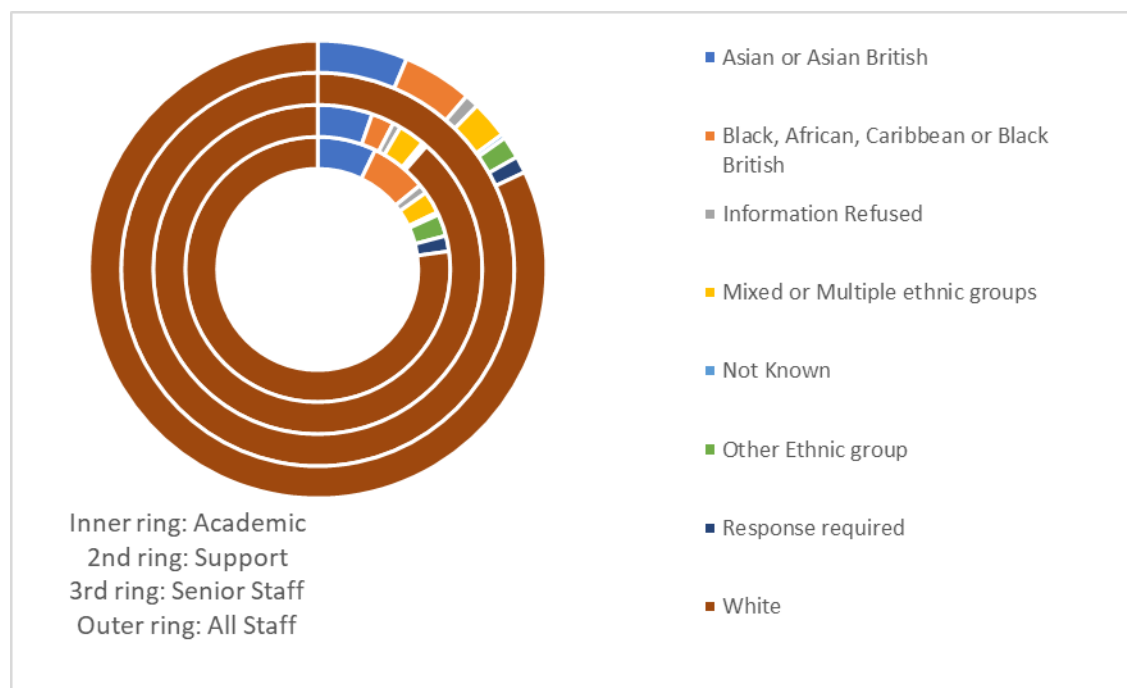


Table 12: Ethnicity groups of staff by contract type

	Casual		Full time permanent		Full time fixed term		Part time permanent		Part time fixed term		All staff	
Asian or Asian British		0.00%	64	8.14%	14	17.89 %	10	3.43%	10	3.90%	98	6.36%
Black, African, Caribbean or Black British	2	1.93%	33	4.62%	13	17.00 %	5	1.74%	16	6.31%	69	4.94%
Information Refused	2	1.79%	10	1.32%		0.00%	4	0.71%	1	0.39%	17	0.98%
Mixed or Multiple ethnic groups	1	0.91%	18	2.15%	2	2.71%	12	4.14%	8	3.16%	41	2.66%
Not Known	2	1.70%	1	0.13%		0.00%	1	0.34%	1	0.31%	5	0.32%
Other Ethnic group		0.00%	13	1.81%	1	1.32%	4	1.25%	5	1.93%	23	1.56%
Response required	2	2.02%	1	0.17%		0.00%		0.00%	12	4.80%	15	1.19%
White	103	91.64 %	681	81.65 %	47	61.07 %	291	88.39 %	207	79.18 %	1329	81.99 %
Grand Total	112	100.00 %	821	100.00 %	77	100.00 %	327	100.00 %	260	100.00 %	1597	100.00 %

Table 13: Ethnicity groups of staff by grade 1-4

	1		2		3		4	
Black/ African/ Caribbean/ British		0%		0%	7	31%	6	5%
Asian or Asian British		0.00%		0.00%		0.00%	3	2.79%
Black, African, Caribbean or Black British		0.00%		0.00%	2	17.54%	6	5.47%
Information Refused	1	1.96%		0.00%		0.00%		0.00%
Mixed or Multiple ethnic groups		0.00%		0.00%		0.00%	7	6.33%
Not Known	2	3.99%		0.00%		0.00%		0.00%
Other Ethnic group		0.00%		0.00%		0.00%		0.00%
Response required		0.00%		0.00%		0.00%		0.00%
White	50	94.05%	7	100.00%	9	82.46%	113	85.42%
Grand Total	53	100.00%	7	100.00%	11	100.00%	129	100.00%

Table 13b: Ethnicity groups of staff by grade 5-8, Senior Manager and All staff

	5		6		7		8	
Asian or Asian British	3	2%	17	5%	26	11.07%	37	8.30%
Black, African, Caribbean or Black British	9	7.55%	21	4.18%	19	7.54%	23	6.08%
Information Refused	1	0.56%	17	4.22%	3	0.67%	6	1.58%
Mixed or Multiple ethnic groups	2	1.33%	3	0.63%	7	2.88%	12	2.67%
Not Known	1	0.47%	12	2.55%		0.00%	1	0.24%
Other Ethnic group		0.00%	2	0.41%	4	1.69%	15	3.60%
Response required		0.00%	4	1.00%		0.00%	1	0.30%
White		0.00%	14	3.60%	206	76.14%	377	77.22%
Grand Total	119	90.09%	374	83.41%	265	100.00%	472	100.00%
	132	100.00%	447	100.00%				

Table 13c: Ethnicity groups of staff by grade 9-10, Senior Manager and All staff

	9		10		Senior Manager		All staff	
Asian or Asian British	2	2.97%		0.00%		0.00%	98	6.36%
Black, African, Caribbean or Black British	1	1.97%		0.00%		0.00%	69	4.94%
Information Refused	1	2.92%	1	0.97%		0.00%	17	0.98%
Mixed or Multiple ethnic groups	2	3.00%		0.00%		0.00%	41	2.66%
Not Known		0.00%		0.00%		0.00%	5	0.32%
Other Ethnic group		0.00%		0.00%		0.00%	23	1.56%
Response required		0.00%		0.00%		0.00%	15	1.19%
White	44	89.14%	12	99.03%	18	100.00%	1329	81.99%
Grand Total	50	100.00%	13	100.00%	18	100.00%	1597	100.00%

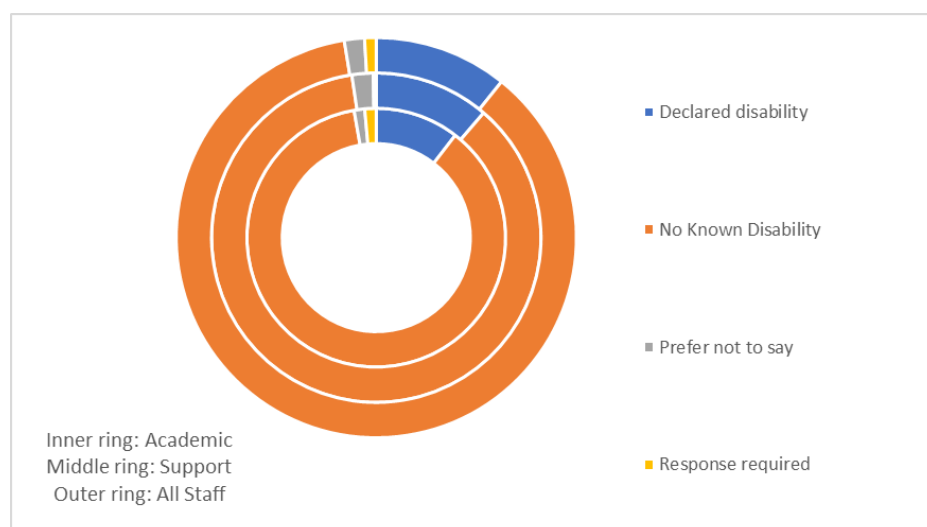
Disability

Disability/ Staff category

Table 14: Declared Disability by staff category

	Academic		Support		All Staff	
Declared disability	95	10.46%	76	11.31%	172	10.77%
No Known Disability	788	86.78%	580	86.31%	1384	86.66%
Prefer not to say	12	1.32%	14	2.08%	26	1.63%
Response required	13	1.43%	2	0.30%	15	0.94%
Grand Total	908	100.00%	672	100.00%	1597	100.00%

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	
Declared disability	8	7.14%	75	9.14%	7	9.09%	43	13.15 %	39	15.00 %	172	10.77 %
No Known Disability	92	82.14 %	732	89.16 %	69	89.61 %	280	85.63 %	211	81.15 %	1384	86.66 %
Prefer not to say	6	5.36%	13	1.58%		0.00%	4	1.22%	3	1.15%	26	1.63%
Response required	6	5.36%	1	0.12%	1	1.30%		0.00%	7	2.69%	15	0.94%
Grand Total	112	100.0 0%	821	100.0 0%	77	100.0 0%	327	100.0 0%	260	100.0 0%	1597	100.0 0%

Disability/ Grade

Table 16a: Declared Disability by grade 1-4

	1		2		3		4	
Declared disability	4	7.55%		0.00%		0.00%	20	15.50%
No Known Disability	44	83.02%	7	100.00%	10	90.91%	109	84.50%
Prefer not to say	4	7.55%		0.00%	1	9.09%		0.00%
Response required	1	1.89%		0.00%		0.00%		0.00%
Grand Total	53	100.00%	7	100.00%	11	100.00%	129	100.00%

Table 16b: Declared Disability by grade 5-8

	5		6		7		8	
Declared disability	18	13.64%	54	12.08%	49	10.38%		
No Known Disability	110	83.33%	374	83.67%	415	87.92%		
Prefer not to say	4	3.03%	7	1.57%	7	1.48%		
Response required		0.00%	12	2.68%	1	0.21%		
Grand Total	132	100.00%	447	100.00%	472	100.00%		

Table 16c: Declared Disability by grade 9-10 and all staff

	9		10		All Staff	
Declared disability	4	8.00%		0.00%	172	10.77%
No Known Disability	45	90.00%	13	100.00%	1384	86.66%
Prefer not to say	1	2.00%		0.00%	26	1.63%
Response required		0.00%		0.00%	15	0.94%
Grand Total	50	100.00%	13	100.00%	1597	100.00%