**University of Northampton Equality Data**

**All employees in post on 31 July 2024**

# The following information provides data on all University staff as at 31 July 2024by protected characteristics. Figures do not include those employed by UNEL or non-contracted employees like external examiners or general claims. There was a total staff headcount of 1812, Data is rounded to the nearest whole percent.

**Gender**

Gender / Staff Category

**Table 1: Gender of staff in each job category**

|   | Academic  |  Professional Services  | Senior Staff | All staff |
| --- | --- | --- | --- | --- |
| Female | 56% | 610 | 71% | 498 | 50% | 10 | 62% | 1118 |
| Male | 44% | 481 | 29% | 203 | 50% | 10 | 38% | 694 |
| All Staff | 100% | 1091 | 100% | 701 | 100% | 20 | 100% | 1812 |

**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 Fixed Term** | **Full Time Permanent** | **Full Time Term Time** | **Part Time Fixed Term** | **Part Time Permanent** | **Part Time Term Time** | **All staff** |
| **Female** | 68% | 53 | 59% | 86 | 58% | 499 | 80% | 4 | 62% | 243 | 70% | 215 | 78% | 18 | 62% | 1118 |
| **Male** | 32% | 25 | 41% | 61 | 42% | 361 | 20% | 1 | 38% | 147 | 30% | 94 | 22% | 5 | 38% | 694 |
| **All staff** | 100% | 78 | 100% | 147 | 100% | 860 | 100% | 5 | 100% | 390 | 100% | 309 | 100% | 23 | 100% | 1812 |

**Chart 2: Percentage of staff by job type**

Gender/ Grade

**Table 3: Gender of staff in each grade**

|   | 1 | 2 | 3 | 4 |
| --- | --- | --- | --- | --- |
| Female | 61% | 30 | 100% | 4 | 56% | 9 | 83% | 105 |
| Male | 39% | 19 | 0% | 0 | 44% | 7 | 17% | 22 |
| All Staff |  | 49 |  | 4 |  | 16 |  | 127 |
|    | **5** | **6** | **7** | **8** |
| Female | 81% | 117 | 63% | 375 | 59% | 158 | 54% | 278 |
| Male | 19% | 27 | 37% | 221 | 41% | 112 | 46% | 234 |
| All Staff |  | 144 |  | 596 |  | 270 |  | 512 |
|   | **9** | **10** | **Senior Staff** | **All Staff** |
| Female | 45% | 26 | 38% | 6 | 50% | 10 | 62% | 1118 |
| Male | 55% | 32 | 63% | 10 | 50% | 10 | 38% | 694 |
| All Staff |  | 58 |  | 16 |  | 20 |  | 1812 |

**Chart 3: Percentage of staff by gender and grade.**

NB. Grade 1 staff includes invigilators and visiting academics

**Age**

Age/ Staff Category

Table 4: Age of staff in staff category

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | **Professional Services** | **Senior** | **All Staff** |
| < 25 | 1% | 6 | 3% | 24 | 0% |  | 2% | 30 |
| 25-34 | 14% | 148 | 20% | 138 | 0% |  | 16% | 286 |
| 35-44 | 29% | 311 | 27% | 188 | 15% | 3 | 28% | 502 |
| 45-54 | 28% | 301 | 28% | 193 | 45% | 9 | 28% | 503 |
| 55-64 | 23% | 252 | 18% | 126 | 35% | 7 | 21% | 385 |
| 65+ | 7% | 73 | 5% | 32 | 5% | 1 | 6% | 106 |

**Chart 4: Amount 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** | **FT Term Time** | **Part Time Permanent** | **Part Time Fixed Term** | **Part Time Term Time** | **All Staff** |
| < 25 | 0% |   | 1% | 7 | 8% | 12 | 0% |   | 1% | 2 | 2% | 9 | 0% |   | 2% | 30 |
| 25-34 | 14% | 11 | 15% | 127 | 29% | 42 | 80% | 4 | 11% | 33 | 17% | 67 | 9% | 2 | 16% | 286 |
| 35-44 | 6% | 5 | 27% | 231 | 37% | 55 | 0% |   | 28% | 87 | 31% | 121 | 13% | 3 | 28% | 502 |
| 45-54 | 14% | 11 | 33% | 286 | 17% | 25 | 20% | 1 | 27% | 84 | 23% | 88 | 35% | 8 | 28% | 503 |
| 55-64 | 31% | 24 | 22% | 191 | 7% | 11 | 0% |   | 25% | 78 | 19% | 73 | 35% | 8 | 21% | 385 |
| 65+ | 35% | 27 | 2% | 18 | 1% | 2 | 0% |   | 8% | 25 | 8% | 32 | 9% | 2 | 6% | 106 |
| **All staff** | **100%** | **78** | **100%** | **860** | **100%** | **147** | **100%** | **5** | **100%** | **309** | **100%** | **390** | **100%** | **23** | **100%** | **1812** |

**Chart 5: Percentage of staff by age and contract type**

Age/ grade

**Table 6a: Age of staff by grade**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **< 25** | **25-34** | **35-44** | **45-54** | **55-64** | **65+** | **All staff** |
| 1 | 4% | 2 | 4% | 2 | 4% | 2 | 8% | 4 | 29% | 14 | 51% | 25 | 49 |
| 2 | 0% |  | 25% | 1 | 25% | 1 | 0% |  | 50% | 2 | 0% |  | 4 |
| 3 | 38% | 6 | 31% | 5 | 6% | 1 | 6% | 1 | 6% | 1 | 13% | 2 | 16 |
| 4 | 6% | 8 | 31% | 40 | 22% | 28 | 26% | 33 | 12% | 15 | 2% | 3 | 127 |
| 5 | 3% | 4 | 23% | 33 | 33% | 47 | 24% | 34 | 17% | 24 | 1% | 2 | 144 |
| 6 | 1% | 7 | 17% | 99 | 28% | 168 | 27% | 159 | 20% | 120 | 7% | 43 | 596 |
| 7 | 1% | 3 | 27% | 73 | 35% | 95 | 21% | 57 | 16% | 42 | 0% |  | 270 |
| 8 | 0% |  | 6% | 32 | 27% | 140 | 34% | 173 | 28% | 141 | 5% | 26 | 512 |
| 9 | 0% |  | 2% | 1 | 22% | 13 | 48% | 28 | 28% | 16 | 0% |  | 58 |
| 10 | 0% |  | 0% |  | 25% | 4 | 31% | 5 | 19% | 3 | 25% | 4 | 16 |
| Senior | 0% |  | 0% |  | 15% | 3 | 45% | 9 | 35% | 7 | 5% | 1 | 20 |
| **All staff** | **2%** | **30** | **16%** | **286** | **28%** | **502** | **28%** | **503** | **21%** | **385** | **6%** | **106** | **1812** |

**Chart 6: Percentage of staff by age and grade**

**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 7: Ethnicity groups of staff by staff category**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | **Senior** | **Professional Services** | **All staff** |
| **Asian or Asian British** | 120 | 11% | 1 | 5% | 38 | 5% | 159 | 9% |
| **Black, African, Caribbean or Black British** | 111 | 10% |  | 0% | 25 | 4% | 136 | 8% |
| **Mixed or Multiple ethnic groups** | 37 | 3% |  | 0% | 24 | 3% | 61 | 3% |
| **Not Known** | 19 | 2% |  | 0% | 11 | 2% | 30 | 2% |
| **Other ethnic group** | 35 | 3% |  | 0% | 3 | 0% | 38 | 2% |
| **White** | 769 | 70% | 19 | 95% | 600 | 86% | 1388 | 77% |
| **All staff** | **1091** | **100%** | **20** | **100%** | **701** | **100%** | **1812** | **100%** |

**Chart 7: Percentage of all staff by ethnicity**

**Table 8: Ethnicity groups of staff by contract type**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Casual** | **Full time** | **Part Time** | **All staff** |
| **Asian or Asian British** | 1 | 1% | 103 | 10% | 55 | 8% | 159 | 9% |
| **Black, African, Caribbean or Black British** | 2 | 3% | 78 | 8% | 56 | 8% | 136 | 8% |
| **Mixed or Multiple ethnic groups** |   | 0% | 34 | 3% | 27 | 4% | 61 | 3% |
| **Not Known** | 4 | 5% | 8 | 1% | 18 | 2% | 30 | 2% |
| **Other ethnic group** |   | 0% | 25 | 2% | 13 | 2% | 38 | 2% |
| **White** | 71 | 91% | 764 | 75% | 553 | 77% | 1388 | 77% |
| **All staff** | **78** | **100%** | **1012** | **100%** | **722** | **100%** | **1812** | **100%** |

**Table 9: Ethnicity groups of staff by grade**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Asian or Asian British** | **Black, African, Caribbean or Black British** | **Mixed or Multiple ethnic groups** | **Not Known** | **Other ethnic group** | **White** | **All staff** |
| 1 |   | 0% | 1 | 2% |  | 0% | 4 | 8% |  | 0% | 44 | 90% | 49 | 100% |
| 2 |   | 0% |   | 0% |  | 0% |  | 0% |  | 0% | 4 | 100% | 4 | 100% |
| 3 | 1 | 6% | 1 | 6% | 1 | 6% |  | 0% |  | 0% | 14 | 88% | 16 | 100% |
| 4 | 7 | 5% | 5 | 4% | 5 | 4% | 1 | 1% | 1 | 1% | 107 | 84% | 127 | 100% |
| 5 | 5 | 4% | 3 | 2% | 6 | 4% | 2 | 1% |  | 0% | 125 | 87% | 144 | 100% |
| 6 | 65 | 11% | 50 | 8% | 16 | 3% | 14 | 2% | 9 | 2% | 447 | 75% | 596 | 100% |
| 7 | 28 | 10% | 29 | 10% | 9 | 3% | 2 | 1% | 9 | 3% | 195 | 72% | 270 | 100% |
| 8 | 52 | 11% | 32 | 7% | 22 | 4% | 3 | 1% | 18 | 4% | 374 | 73% | 512 | 100% |
| 9 | 4 | 8% | 3 | 6% | 1 | 2% | 2 | 3% | 1 | 2% | 47 | 81% | 58 | 100% |
| 10 |   | 0% |   | 0% | 1 | 6% | 2 | 13% |  | 0% | 12 | 75% | 16 | 100% |
| Senior |   | 0% | 1 | 7% |  | 0% |  | 0% |  | 0% | 19 | 95% | 20 | 100% |
| **All staff** | **162** | **9%** | **125** | **7%** | **61** | **3%** | **30** | **2%** | **38** | **2%** | **1388** | **77%** | **1812** | **100%** |

**Disability**

Disability/ Staff category

**Table 10: Declared Disability by staff category**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Academic** | **Prof. Services** | **Senior** | **All staff** |
| **Declared disability** | 105 | 10% | 99 | 14% | 2 | 10% | 206 | 11% |
| **No known disability** | 971 | 89% | 585 | 83% | 18 | 90% | 1574 | 87% |
| **Not known / prefer not to say** | 15 | 1% | 17 | 2% |  | 0% | 32 | 2% |
| **All staff** | **1091** | **100%** | **701** | **100%** | **20** | **100%** | **1812** | **100%** |

**Chart 8: Percentage of all staff by declared disability**

Disability/ Contract type

**Table 11: Declared Disability by contract type**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Casual** | **Full time** | **Part Time** | **All staff** |
| **Declared disability** | 5 | 6% | 122 | 12% | 79 | 11% | 206 | 11% |
| **No known disability** | 70 | 90% | 877 | 87% | 627 | 87% | 1574 | 87% |
| **Not known / prefer not to say** | 3 | 4% | 13 | 1% | 16 | 2% | 32 | 2% |
| **All staff** | **78** | **100%** | **1012** | **100%** | **722** | **100%** | **1812** | **100%** |

Disability/ Grade

**Table 12: Declared Disability by grade**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Declared disability** | **No known disability** | **Not known / prefer not to say** | **All staff** |
| **1** | 3 | 6% | 43 | 88% | 3 | 6% | 49 | 100% |
| **2** | 2 | 50% | 2 | 50% |  | 0% | 4 | 100% |
| **3** | 5 | 31% | 11 | 69% |  | 0% | 16 | 100% |
| **4** | 20 | 16% | 103 | 81% | 4 | 3% | 127 | 100% |
| **5** | 25 | 17% | 117 | 81% | 2 | 1% | 144 | 100% |
| **6** | 61 | 10% | 522 | 88% | 13 | 2% | 596 | 100% |
| **7** | 34 | 13% | 234 | 87% | 2 | 1% | 270 | 100% |
| **8** | 47 | 9% | 458 | 89% | 7 | 1% | 512 | 100% |
| **9** | 6 | 10% | 51 | 88% | 1 | 2% | 58 | 100% |
| **10** | 1 | 6% | 15 | 94% |  | 0% | 16 | 100% |
| **Senior** | 2 | 10% | 18 | 90% |  | 0% | 20 | 100% |
| **All staff** | **206** | **11%** | **1574** | **87%** | **32** | **2%** | **1812** | **100%** |