



**Staff Equality, Diversity & Inclusion
Annual Report – January 2017**

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1. Executive Summary

Over the past twelve months:

- The University has prioritised gender as the key equality issue requiring attention. To this end, all the Schools individually, and the University in its entirety, are currently working towards achieving Athena SWAN awards
- In November 2016, the School of Engineering and Applied Science submitted an application for a further silver Athena SWAN award for its work in promoting gender equality in the engineering disciplines.
- An in-depth gender pay gap analysis has been undertaken. It shows that our apparent gender pay gap is due to the profile of our senior staff - we have fewer senior women than men and fewer minority staff in senior roles which gives rise to the apparent pay gap, when data are reviewed at an aggregated level. However, when analysed grade by grade, very few other issues emerge.
- Mandatory Unconscious Bias training has been successfully rolled out across the University with over 80% of staff having completed the training. The learning is now embedded in all of our management development programmes.
- The University Executive has taken on the role of Diversity Steering Group to improve leadership and the focus on diversity and inclusion issues.
- A range of equality reports have been developed so that the impact of our action plans and initiatives can be assessed and understood in detail. Data are now available at a University and School/Department level to enable us to monitor and track progress on a regular basis.

2. Compliance with the Equality Act 2010

2.1 Aston's duties under the Equality Act 2010

Bringing together over 116 separate pieces of legislation, the Equality Act 2010 provides the legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act uses the term 'protected characteristic' to describe a group that is likely to be disadvantaged in some way. The relevant protected characteristics are age; disability; gender reassignment; marriage and civil partnerships; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. Under the Equality Act, the University has the following duties:

- Eliminating discrimination
- Advancing equality of opportunity
- Fostering good relations
- Publishing one or more equality objectives, and information to demonstrate compliance with the equality duty

2.2 Eliminating discrimination, advancing equality and promoting understanding

Aston University has a longstanding commitment to equality and undertakes a wide range of activities to promote better outcomes and meet the needs of different groups of staff. We seek to mainstream and embed consideration of equality into our activities and decision-making through a range of means, including:

- Working with the Executive, Equality Champions, the Gender Equality Project Management Group and the Equality and Diversity Forum to create a focus for staff equality issues
- Using equality data to:

- report to the Council and the University Executive;
- support Equality Champions to raise awareness and developing local equality objectives and plans
- identify how different equality groups are performing in order to identify potential issues and develop appropriate interventions
- Promoting inclusivity and extending equality training to all staff and managers
- Undertaking impact assessments for key policies to ensure that any disadvantage likely to be experienced by key groups is given due consideration

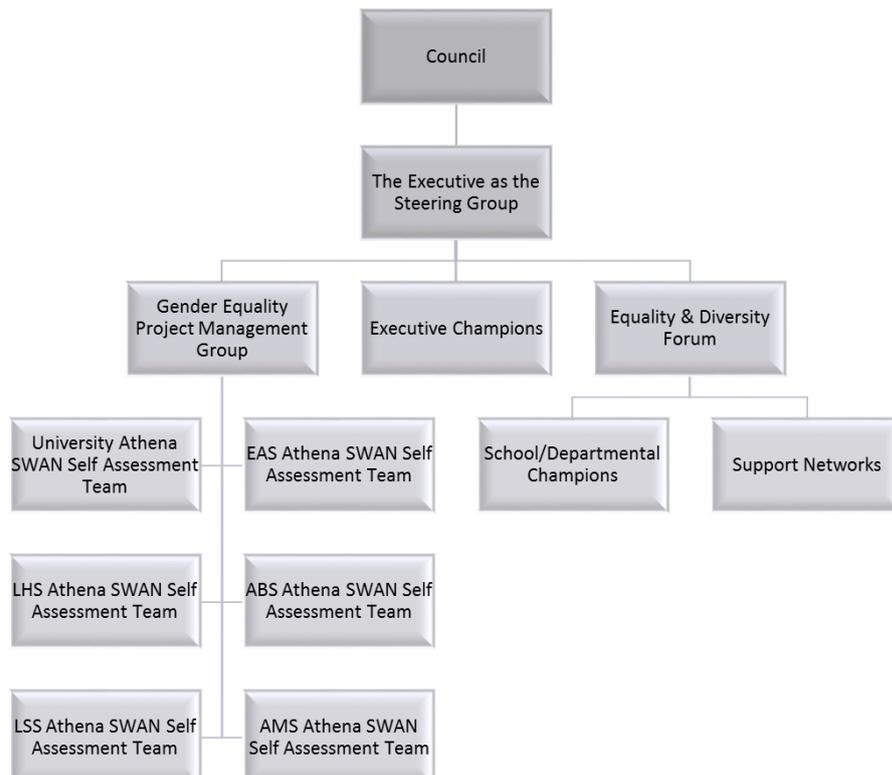
2.3 Publication of information

This report, coupled with the Student Equalities reports, provide the information required by the Act to meet the general and specific duties relating to information on age, disability, gender and ethnicity. While we are collecting data from staff on the other protected characteristics, we do not yet hold sufficient information to make statistical analysis meaningful. The report also provides information on activities during 2016/17, and charts our successes, challenges and progress towards our diversity goals.

3. Governance

In overseeing the University’s development and assisting Aston to achieve its objectives, the Council has specific responsibility for monitoring the delivery and effectiveness of the institutional strategic plan (*Aston 2020 Strategy*), which sets out the institutional mission and vision, academic aims and objectives, and identifies the financial, physical and staffing strategies necessary to achieve them.

The diagram below shows how the various elements of the University’s equality, diversity and inclusion activities come together through the Executive Committee to inform the Council.



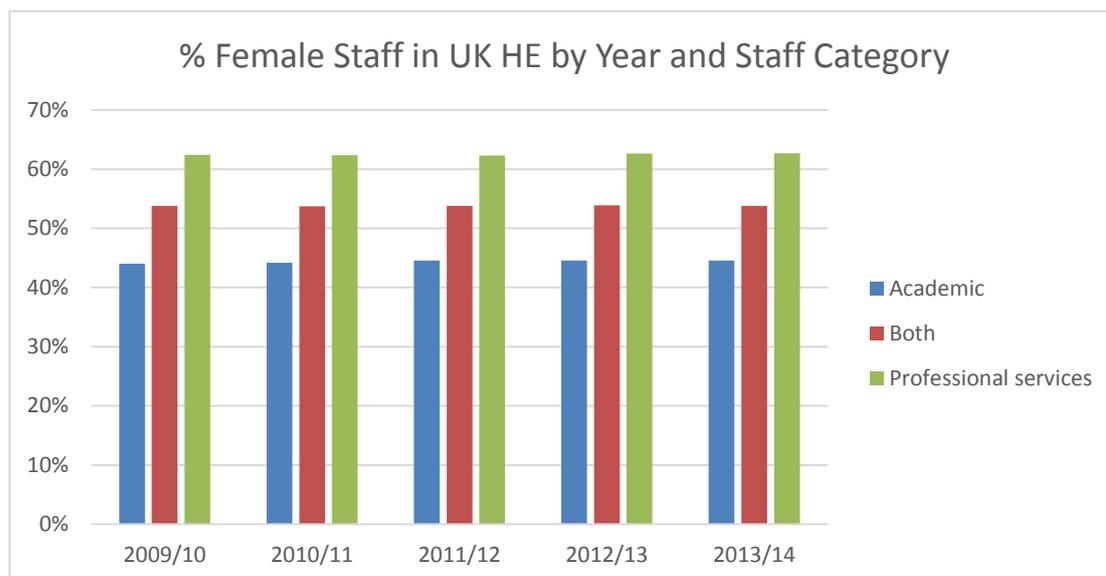
4. Staff Equality Profile

4.1 Gender

At Aston, although lower than the 2014 national benchmark of 45%¹ the overall female population of academic and research staff (illustrated in the following graphs as 'academic') has risen gradually over the past few years to 38%. The lower figure at Aston is due to Aston's subject mix which tends to favour the male dominated science and engineering disciplines over arts and humanities subjects which tend to employ more women.

There is widespread recognition that women are underrepresented amongst academic staff in the sector. The difference is even more marked in science, technology, engineering, medicine and mathematics (STEMM), subjects with a growing awareness that women are not progressing in STEMM careers. The 'leaky pipeline' and 'glass ceiling' have both been the focus of research (O'Brien & Hapgood, 2012²; Barnard *et al.*, 2010³).

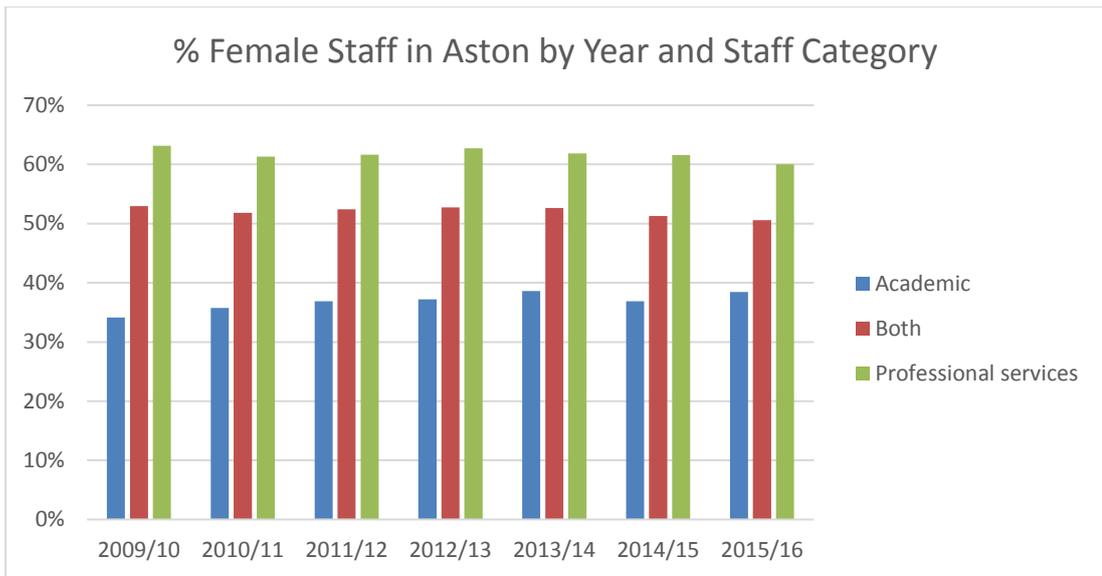
The University is committed to advancing the careers of women in STEMM and is heavily engaged with the Athena SWAN Charter run by the Equality Challenge Unit as it is proving to be an effective catalyst for encouraging and embedding the changes needed to address the issues faced across the HE sector.



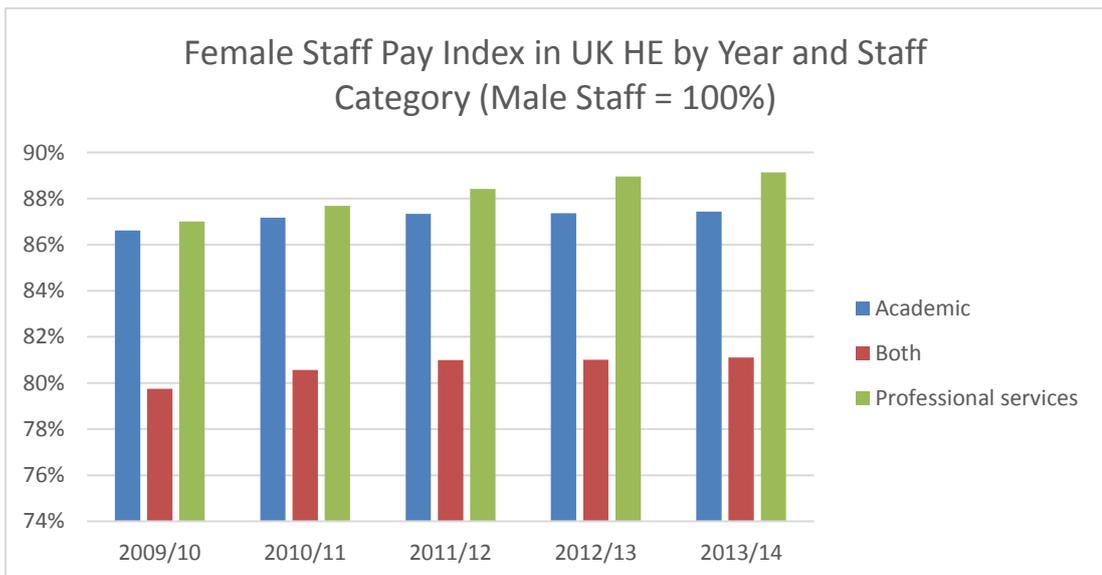
¹ Equality in Higher Education Statistical Reports, Equality Challenge Unit 2001, 2012, 2013, 2014, 2015

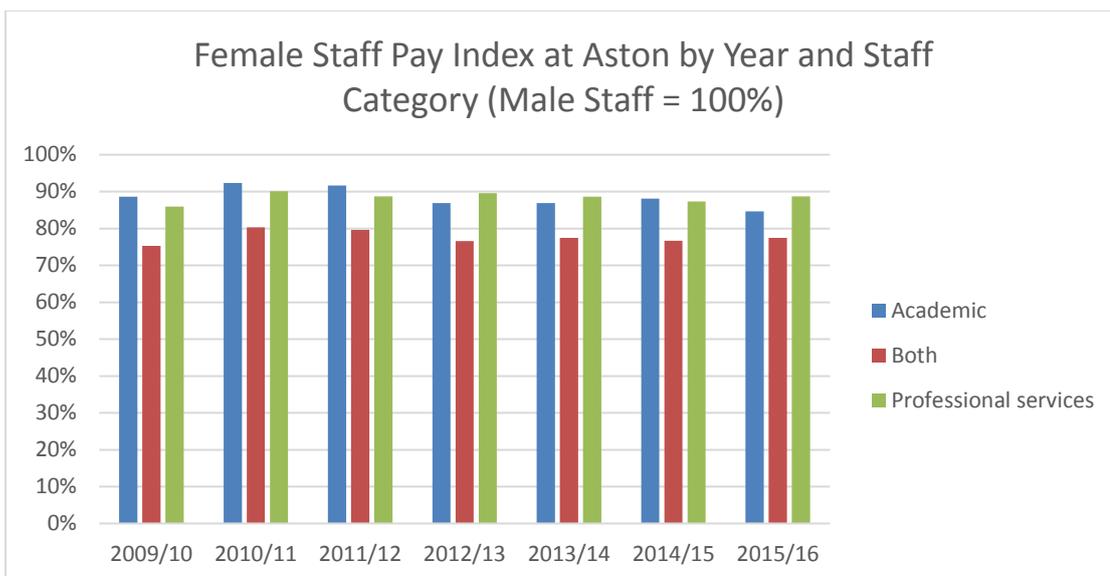
² Barnard, S., Powell, A., Bagilhole, B. & Dainty, A. (2010) Researching UK women professionals in SET: a critical review of current approaches. *International Journal of Gender, Science & Technology* 2: 361–380.

³ O'Brien, K.R. & Hapgood, K.P. (2012) The academic jungle: ecosystem modelling reveal why women are driven out of research. *Oikos* 121: 999–1004.



A pay gap analysis is undertaken annually in the university to measure any difference in earnings of males and females in the workforce. Across the HE sector, the mean female pay index for all staff combined has remained a fairly constant 81% (this equates to a mean gender pay gap of 19% in favour of men). For the University, the overall pay gap has been a fairly steady 23% in favour of men for the last four years. See Appendix 10 for data.





The pay gaps are much lower when the academic and professional services staff are considered separately. This is because the pay distributions for the two populations are different and because professional services staff tend to be paid less than academics.

Across the sector the academic pay gap remains a constant 13% while the pay gap for professional services staff is around 11%. For the academic professions combined at Aston the mean gender pay gap was 11% in 2010 increasing to 15% in 2016 whilst for professional services staff the gap was 14% in 2010 reducing to 11% by 2016. It is not surprising to find a higher mean gender pay gap amongst academic professions at Aston compared with the rest of the sector due to the academic subject mix offered, and the reducing trend in the pay gap for professional staff is comparable with that of the sector.

Aston's overall gender pay gap relates directly to the profile of senior staff in the University. Over the past few years women have formed just over 50% of the workforce, but they currently comprise just 32% of all staff at Grades 10 (Senior Lecturer level) and above and only 17% of all professorial level staff amongst both academic and professional service staff, a figure which has fallen from its peak of 25% in 2013. Until the gender profile of senior staff has improved significantly, Aston will continue to demonstrate a high mean gender pay gap.

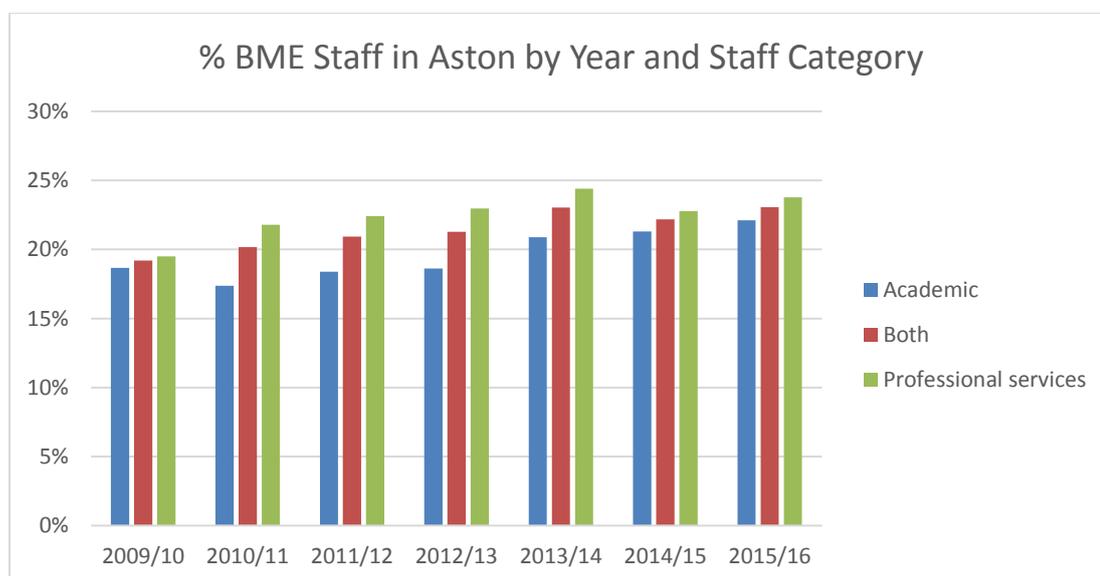
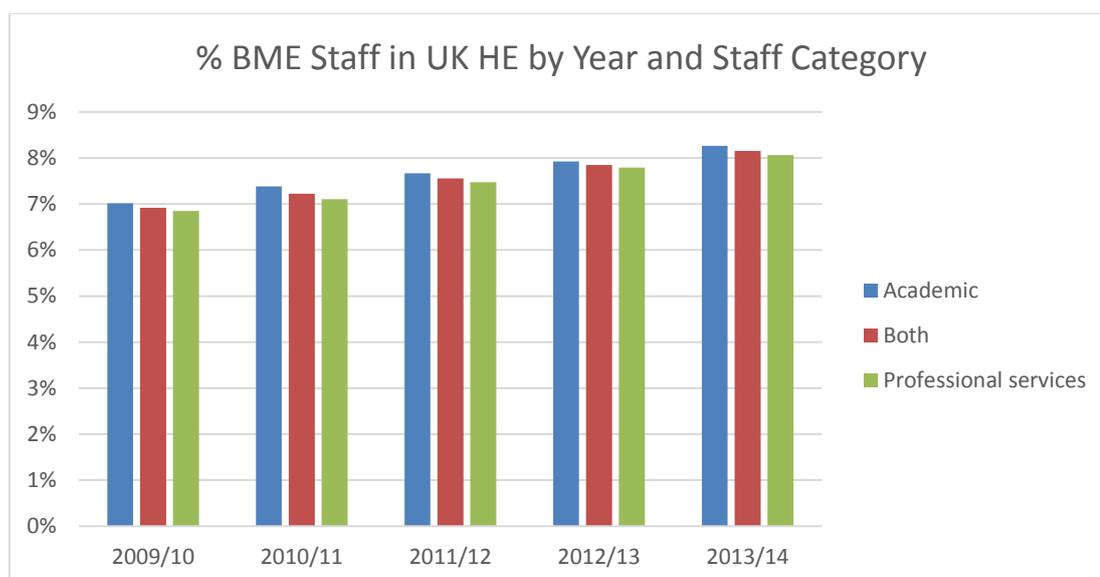


When broken down by individual staff groups, the gender pay gap is widest amongst academic (lecturing) staff (16%) and professional and managerial staff (14%), which is again a function of seniority. There is no significant pay gap amongst technical or clerical staff.

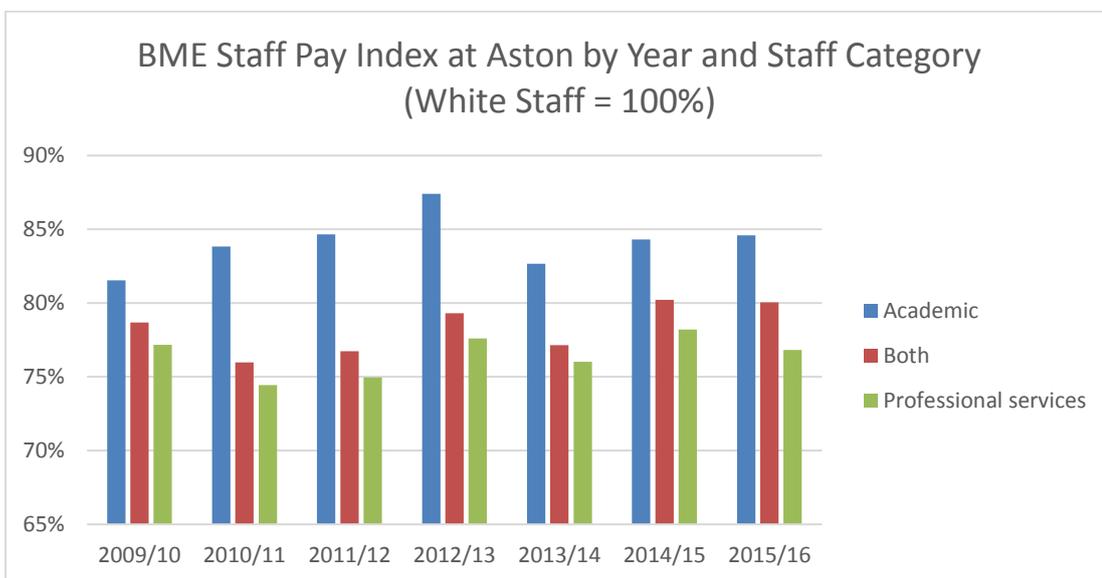
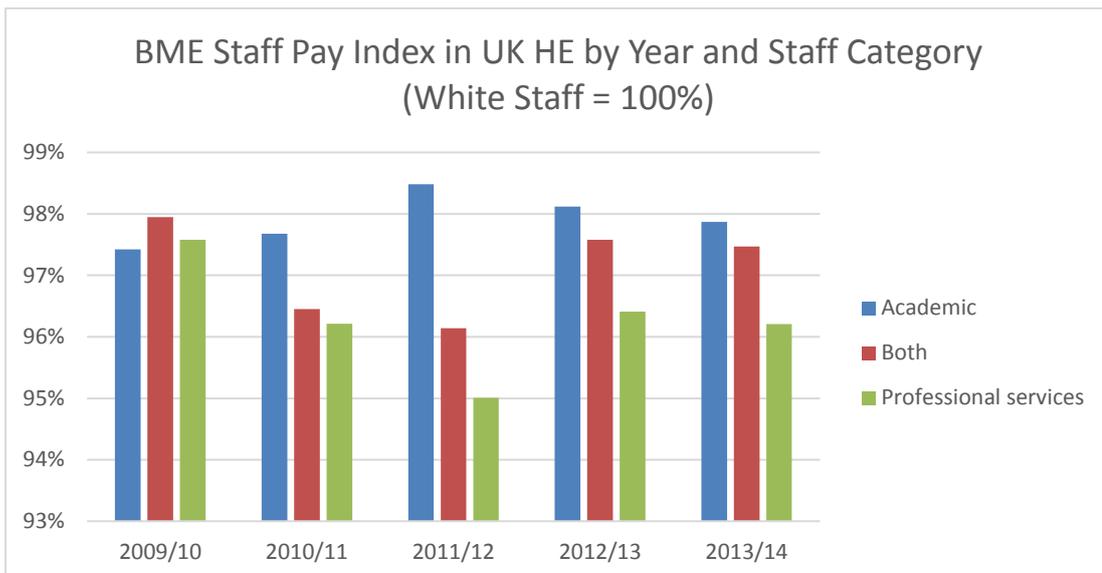
From April 2017 all large organisations in the UK, including most HEIs, will be required to collate and publish overall median and mean gender pay gaps based on hourly earnings along with related information on bonuses and the numbers of women and men by pay quartile. However, because the regulations defining these calculations have not yet been published, the figures in this document have been generated in line with previous reports.

4.2 Ethnicity

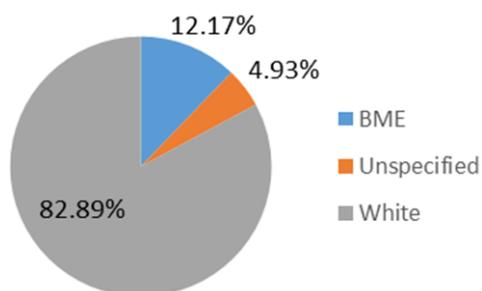
The ethnic mix of staff at Aston is quite different from the national picture with a much higher (and increasing) proportion (23%) of Black, Asian and Chinese staff than other HEIs (8%). Our Asian and Chinese staff are largely contract researchers and academic staff. Black staff tend to be in the lower grades and White staff predominate in senior grades.



The pay gap analysis undertaken shows that while there is no significant ethnicity pay gap at national level, at Aston there is an overall pay gap of 20% in favour of white staff. See Appendix 11 for Data. When analysed separately, the pay gap amongst academic staff is currently 15% and for support staff it is 23%.



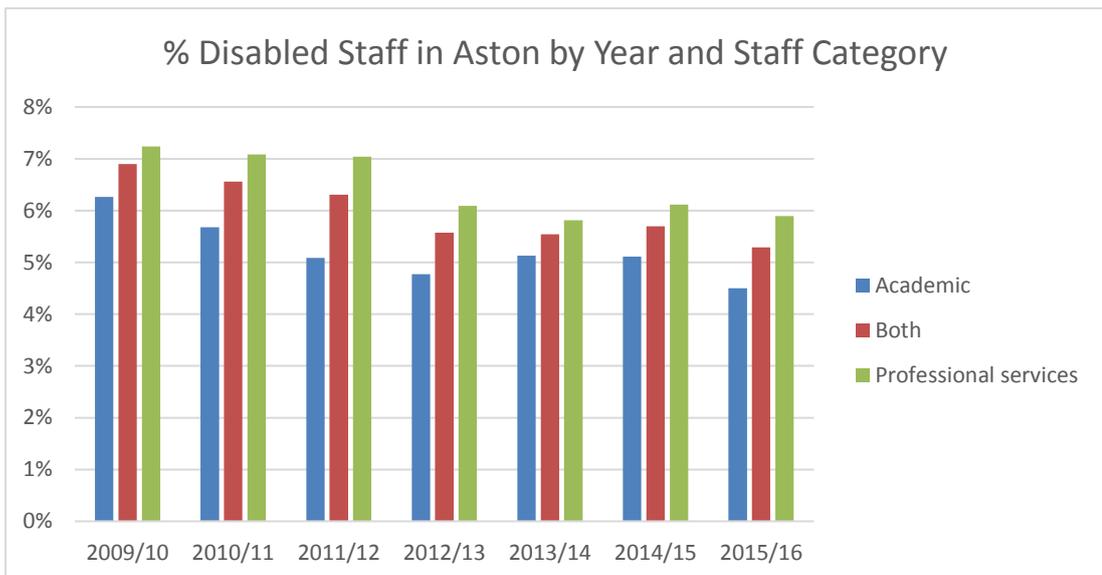
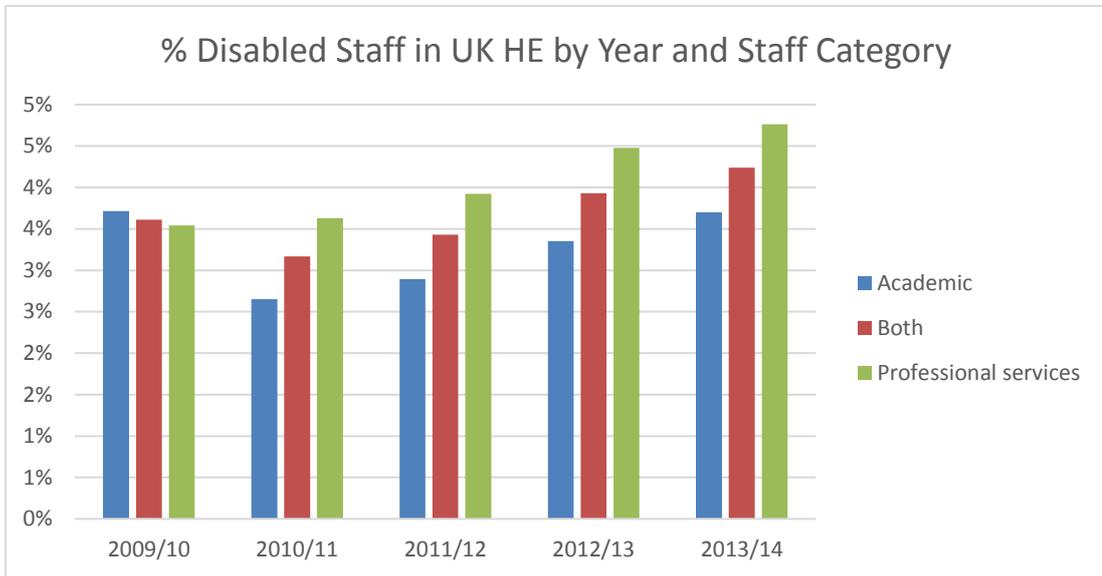
As with gender, this is a feature of Aston's seniority profile where 12% of BME staff are at Grade 10 and above and only 9% are in the professorial grades.



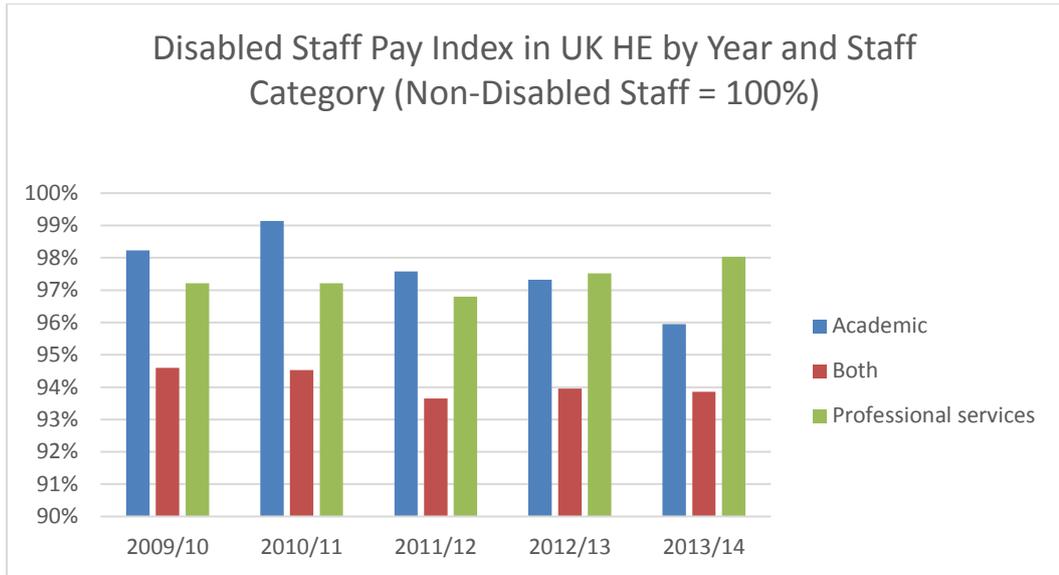
Aston Staff at Grade 10 and above on 31/7/2016

4.3 Disability

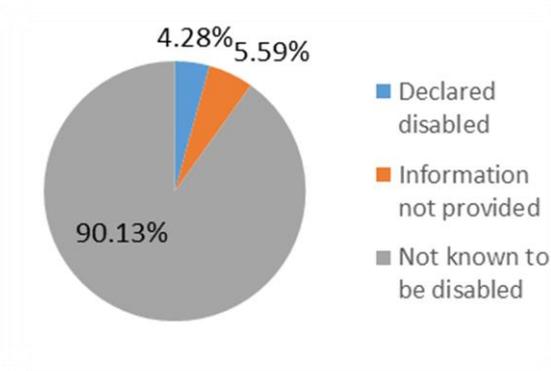
At 5%, the proportion of Aston staff declaring a disability is slightly higher than the national figure of 4% but is decreasing slightly. Slightly fewer academic staff report themselves as having a disability than Professional Services Staff.



There is no evidence of a significant disability pay gap (this is normally taken to be 5% or more in equality statistics) either in the HE sector as a whole or at Aston. See Appendix 12 for data.



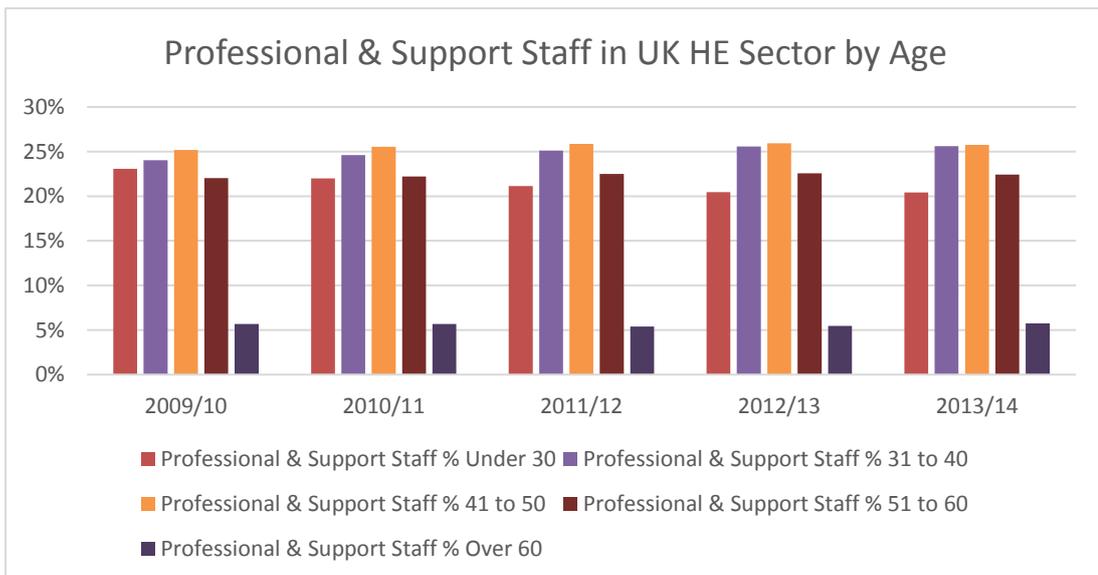
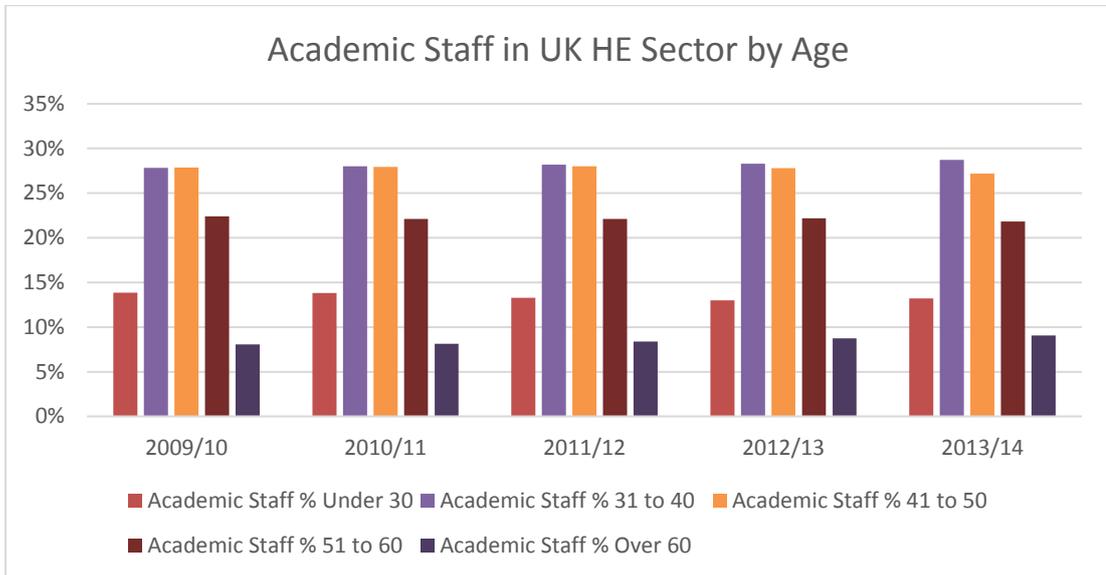
The proportion of staff with a disability in grade 10 and above at Aston is similar to the overall staff population.



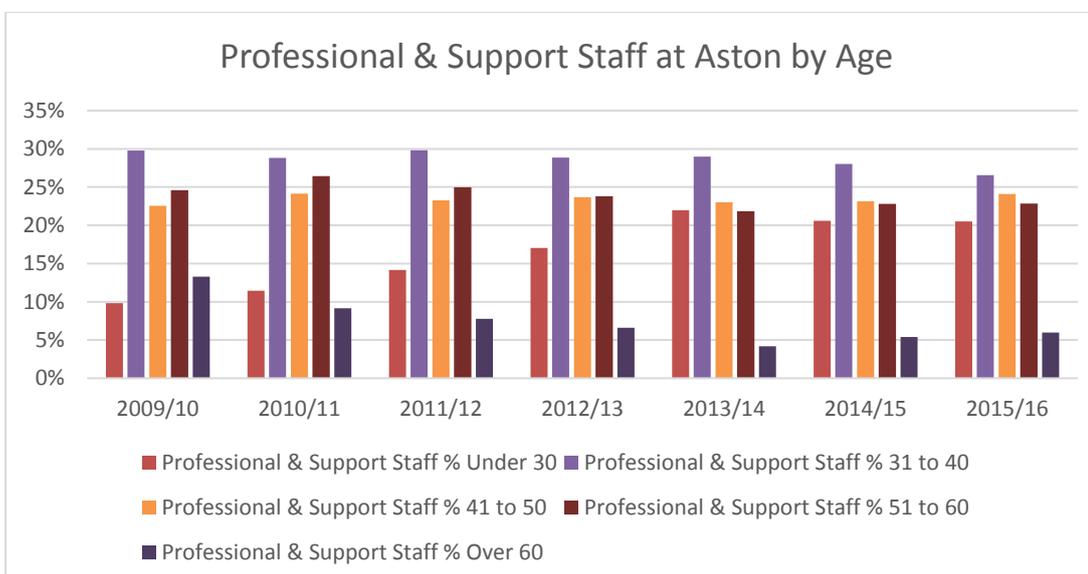
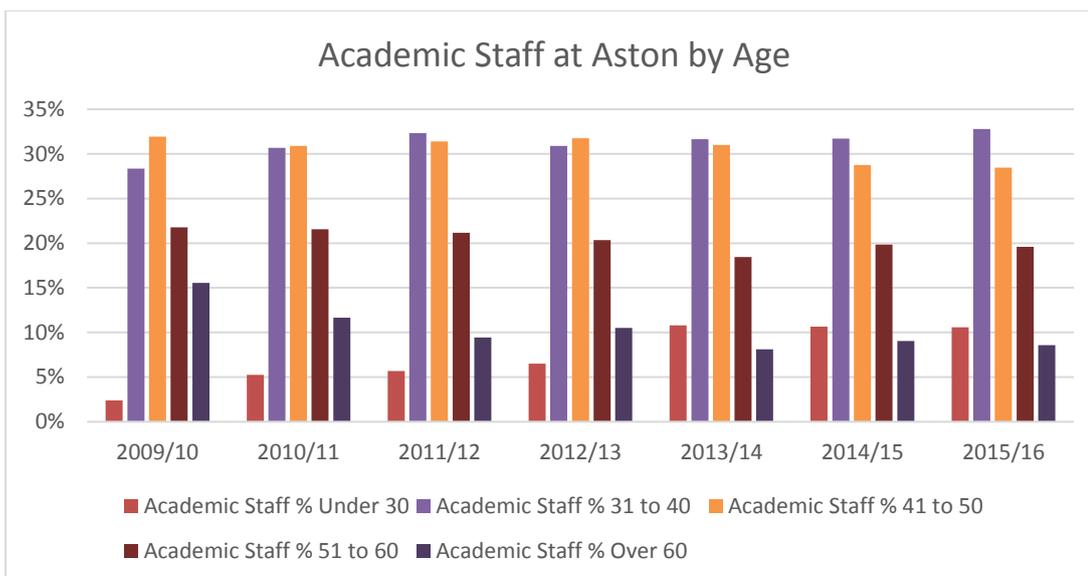
Aston Staff at Grade 10 and above on 31/7/2016

4.4 Age

The age distribution of staff in the HE sector appears stable with very little change in the proportions of staff year on year. However, the age distribution differs depending on the staff group. Academic staff tend to be older than Professional and Support Staff.



The age profiles of both Academic staff and Professional & Support Staff at Aston are becoming increasingly similar to the national profile as the distribution of staff becomes younger.



See Appendix 13 for Data.

5. Equality & diversity activities and initiatives

5.1 ECU Athena SWAN awards

Originally introduced to advance the representation of women in science, technology, engineering, medicine and mathematics, in 2015, the Equality Challenge Unit extended the charter to cover gender equality in arts, humanities, social sciences, business and law disciplines and also to cover professional and support staff. Aston was one of the first universities to sign up to the new, amended Athena SWAN Charter and

During 2016, nearly all of Aston's equality resources were directed towards gender as research undertaken on behalf of ECU has concluded that Institutions holding Athena SWAN awards are more likely to be effective and inclusive in combatting gender bias than those that do not.

Under the leadership of Alan Charters and Professor Alison Hodge, every area of the University is currently engaged in the data analysis, planning and monitoring activities needed to support applications for awards at bronze and silver levels under the Athena SWAN charter.

For further information about Athena SWAN and the University's applications, see <http://www.aston.ac.uk/about/athena-swan/>.

In November 2016, the School of Engineering and Applied Science who were granted a silver award in April 2014 resubmitted for a further award and the University and the School of Life and Health Sciences which both hold bronze awards are now working towards achieving silver.

Languages and Social Sciences and Aston Business School who have just become eligible to apply for awards under the expanded Charter are working towards submitting for bronze awards.

5.2 Disability Confident

Aston University has held the 'Two Ticks - Positive About Disabled People' accreditation from Job Centre Plus since 2007. In 2016, the scheme was replaced by The Disability Confident scheme which aims to help employers make the most of the opportunities provided by employing disabled people. Aston is currently reviewing the requirements of the new scheme and continues to apply the principles of the Two Ticks Scheme, and in particular, the guaranteed interview scheme while it carries out its review.

5.3 Unconscious bias

Following the growing body of evidence that our **unconscious** people preferences (**biases**) play a significant part in the way we engage with people and the decisions we make about them, a short eLearning course has been developed to help staff recognise and eliminate such biases. The course, which was rolled out to staff during the latter half of 2016, is now mandatory for all current staff and forms part of the induction programme for all new staff. Over 80% of University staff have already completed it.

5.4 Workforce intelligence

Monitoring equality and diversity helps us examine how our policies and processes are working in relation to staff and students and to identify areas where these appear to be impacting disproportionately on certain groups. It is necessary to meet legislative requirements, provide the basis for showing 'due regard' and can lead to the development of better and more informed, inclusive decision making. Effective monitoring also helps minimise possible legal, financial and reputational harm. The purpose of collecting this information is to look for differences between groups, identify trends over periods of time, to investigate the reasons for these differences and to put suitable actions in place.

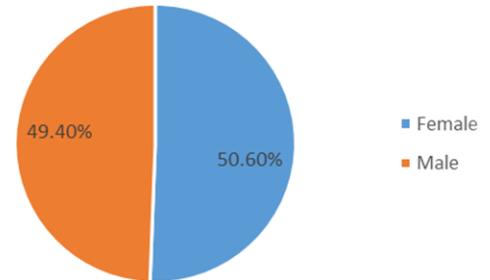
The University has been steadily improving its equality data and information systems to a point where senior managers are now receiving regular detailed statistical information on their staff to support impact assessments and key management processes such as recruitment, pay reviews, promotions and PRP.

Appendix 1 - Aston University Staff Equality and Diversity Summary

The information on the following pages is based on all core staff holding an active contract of employment on 31st July 2016.

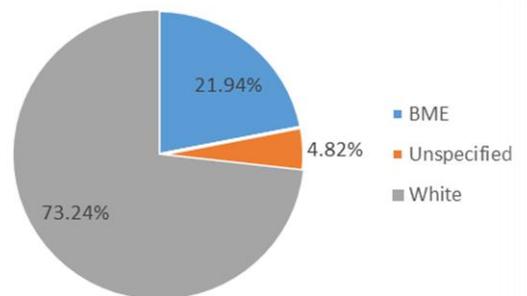
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 798 | 50.60% |
| Male | 779 | 49.40% |
| Total | 1577 | 100.00% |



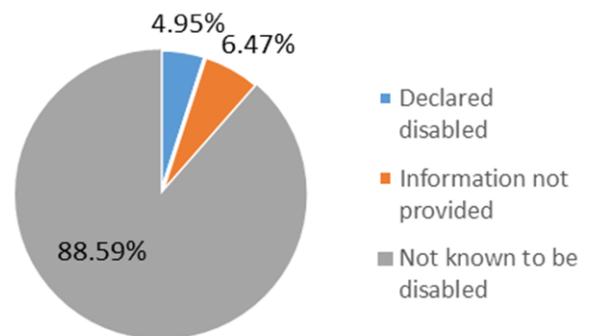
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 346 | 21.94% |
| Unspecified | 76 | 4.82% |
| White | 1155 | 73.24% |
| Total | 1577 | 100.00% |



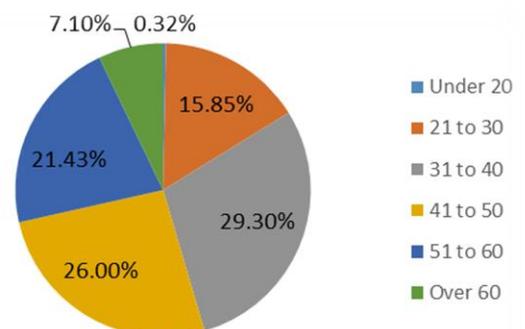
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 78 | 4.95% |
| Information not provided | 102 | 6.47% |
| Not known to be disabled | 1397 | 88.59% |
| Total | 1577 | 100.00% |



University Staff Distribution by Age

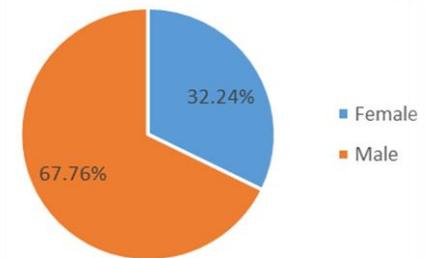
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| Under 20 | 5 | 0.32% |
| 21 to 30 | 250 | 15.85% |
| 31 to 40 | 462 | 29.30% |
| 41 to 50 | 410 | 26.00% |
| 51 to 60 | 338 | 21.43% |
| Over 60 | 112 | 7.10% |
| Total | 1577 | 100.00% |



Appendix 2 - Aston University Staff Equality and Diversity Information by Seniority (Grades 10 and Above)

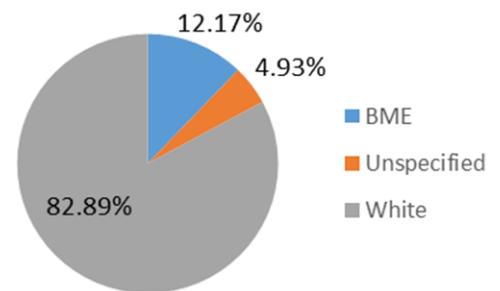
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 98 | 32.24% |
| Male | 206 | 67.76% |
| Total | 304 | 100.00% |



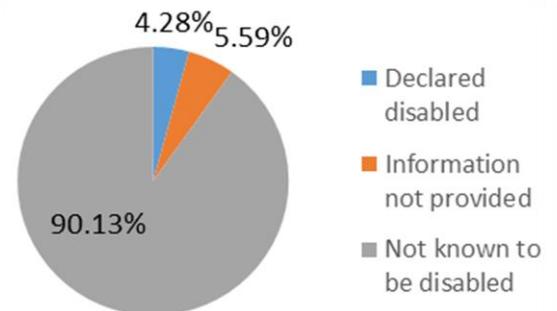
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 37 | 12.17% |
| Unspecified | 15 | 4.93% |
| White | 252 | 82.89% |
| Total | 304 | 100.00% |



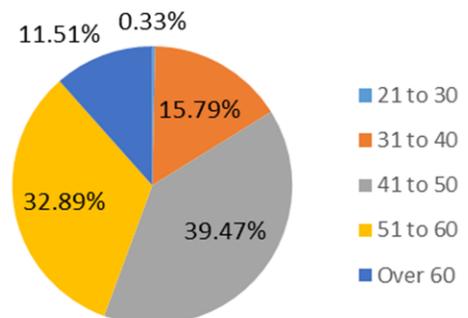
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 13 | 4.28% |
| Information not provided | 17 | 5.59% |
| Not known to be disabled | 274 | 90.13% |
| Total | 304 | 100.00% |



University Staff Distribution by Age

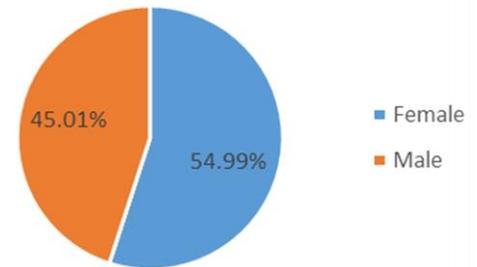
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| 21 to 30 | 1 | 0.33% |
| 31 to 40 | 48 | 15.79% |
| 41 to 50 | 120 | 39.47% |
| 51 to 60 | 100 | 32.89% |
| Over 60 | 35 | 11.51% |
| Total | 304 | 100.00% |



Appendix 3 - Aston University Staff Equality and Diversity Information by Seniority (Grades 1 to 9)

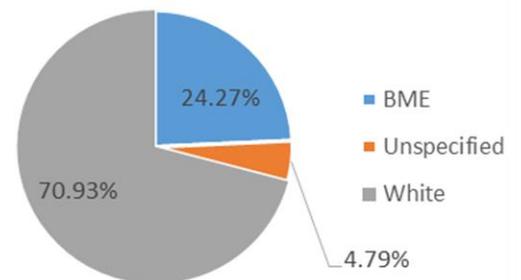
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 700 | 54.99% |
| Male | 573 | 45.01% |
| Total | 1273 | 100.00% |



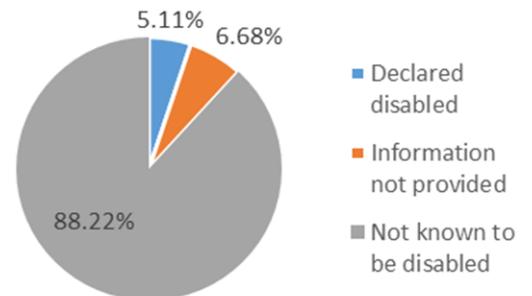
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 309 | 24.27% |
| Unspecified | 61 | 4.79% |
| White | 903 | 70.93% |
| Total | 1273 | 100.00% |



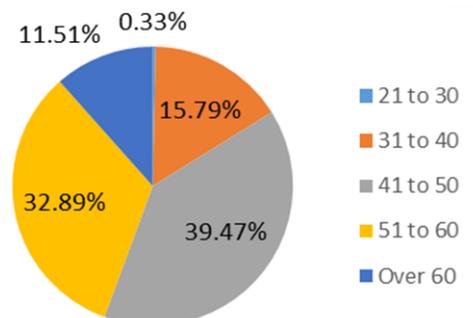
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 65 | 5.11% |
| Information not provided | 85 | 6.68% |
| Not known to be disabled | 1123 | 88.22% |
| Total | 1273 | 100.00% |



University Staff Distribution by Age

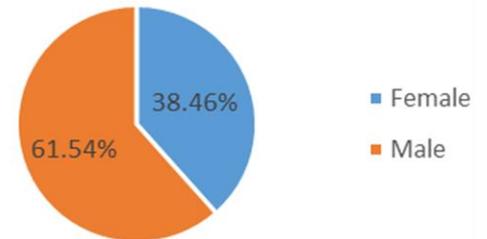
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| Under 20 | 5 | 0.39% |
| 21 to 30 | 249 | 19.56% |
| 31 to 40 | 414 | 32.52% |
| 41 to 50 | 290 | 22.78% |
| 51 to 60 | 238 | 18.70% |
| Over 60 | 77 | 6.05% |
| Total | 1273 | 100.00% |



Appendix 4 - Aston University Staff Equality and Diversity Information by Employment Function (Academic)

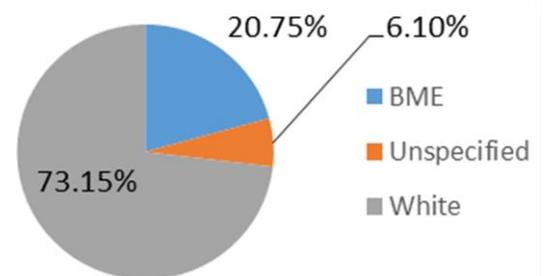
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 265 | 38.46% |
| Male | 424 | 61.54% |
| Total | 689 | 100.00% |



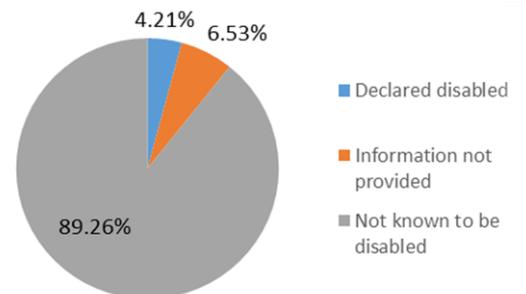
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 143 | 20.75% |
| Unspecified | 42 | 6.10% |
| White | 504 | 73.15% |
| Total | 689 | 100.00% |



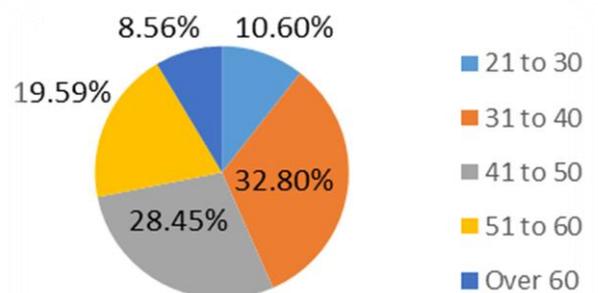
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 29 | 4.21% |
| Information not provided | 45 | 6.53% |
| Not known to be disabled | 615 | 89.26% |
| Total | 689 | 100.00% |



University Staff Distribution by Age

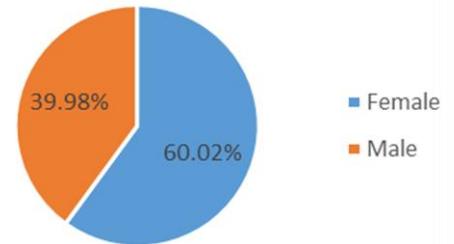
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| 21 to 30 | 73 | 10.60% |
| 31 to 40 | 226 | 32.80% |
| 41 to 50 | 196 | 28.45% |
| 51 to 60 | 135 | 19.59% |
| Over 60 | 59 | 8.56% |
| Total | 689 | 100.00% |



Appendix 5 - Aston University Staff Equality and Diversity Information by Employment Function (Professional Services)

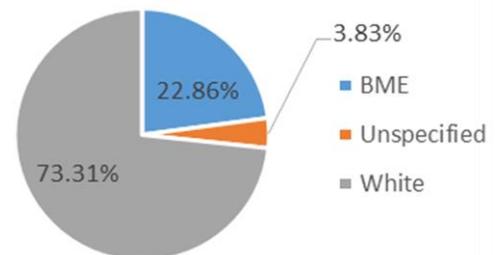
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 650 | 51.75% |
| Male | 606 | 48.25% |
| Total | 1256 | 100.00% |



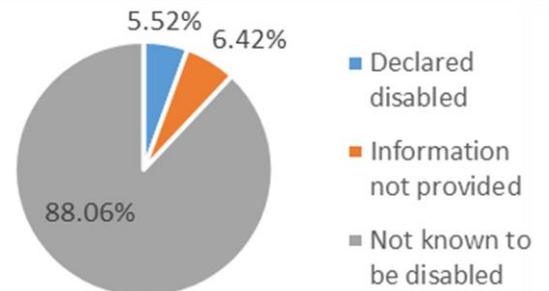
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 203 | 22.86% |
| Unspecified | 34 | 3.83% |
| White | 651 | 73.31% |
| Total | 888 | 100.00% |



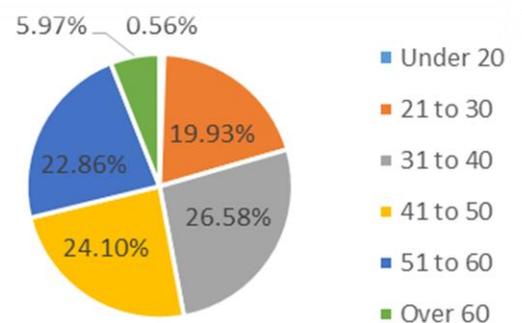
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 49 | 5.52% |
| Information not provided | 57 | 6.42% |
| Not known to be disabled | 782 | 88.06% |
| Total | 888 | 100.00% |



University Staff Distribution by Age

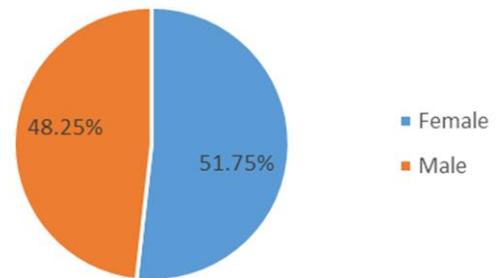
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| Under 20 | 5 | 0.56% |
| 21 to 30 | 177 | 19.93% |
| 31 to 40 | 236 | 26.58% |
| 41 to 50 | 214 | 24.10% |
| 51 to 60 | 203 | 22.86% |
| Over 60 | 53 | 5.97% |
| Total | 888 | 100.00% |



Appendix 6 - Aston University Staff Equality and Diversity Information by Contract Type (Permanent)

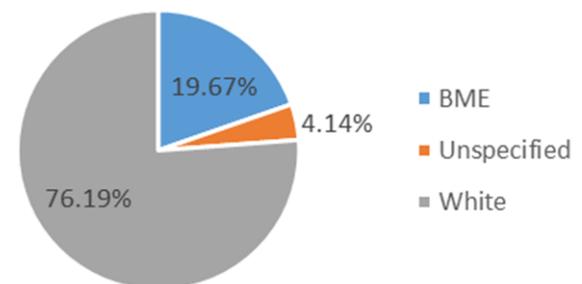
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 650 | 51.75% |
| Male | 606 | 48.25% |
| Total | 1256 | 100.00% |



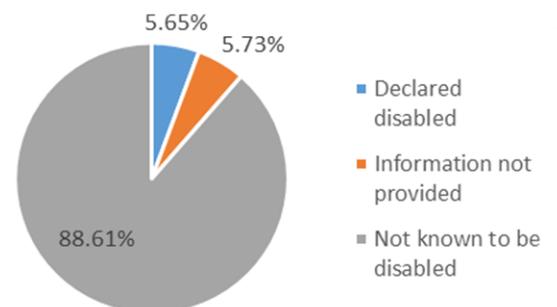
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 247 | 19.67% |
| Unspecified | 52 | 4.14% |
| White | 957 | 76.19% |
| Total | 1256 | 100.00% |



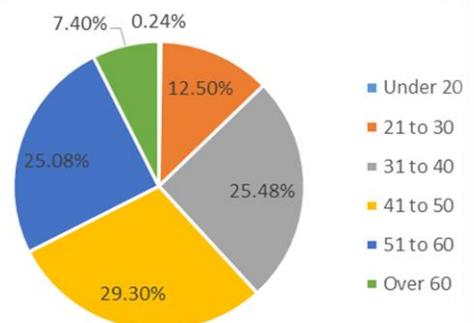
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 71 | 5.65% |
| Information not provided | 72 | 5.73% |
| Not known to be disabled | 1113 | 88.61% |
| Total | 1256 | 100.00% |



University Staff Distribution by Age

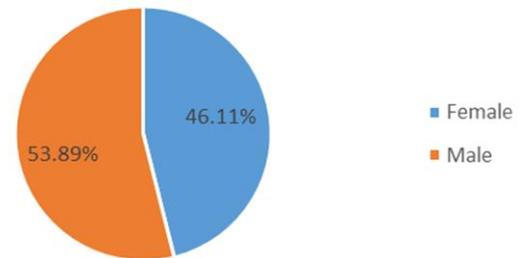
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| Under 20 | 3 | 0.24% |
| 21 to 30 | 157 | 12.50% |
| 31 to 40 | 320 | 25.48% |
| 41 to 50 | 368 | 29.30% |
| 51 to 60 | 315 | 25.08% |
| Over 60 | 93 | 7.40% |
| Total | 1256 | 100.00% |



Appendix 7 - Aston University Staff Equality and Diversity Information by Contract Type (Fixed Term)

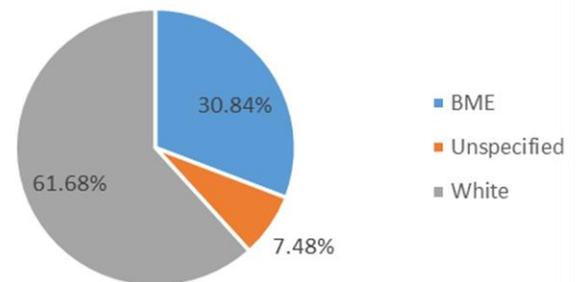
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 148 | 46.11% |
| Male | 173 | 53.89% |
| Total | 321 | 100.00% |



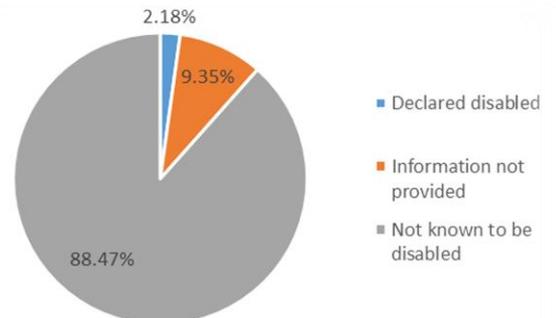
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 99 | 30.84% |
| Unspecified | 24 | 7.48% |
| White | 198 | 61.68% |
| Total | 321 | 100.00% |



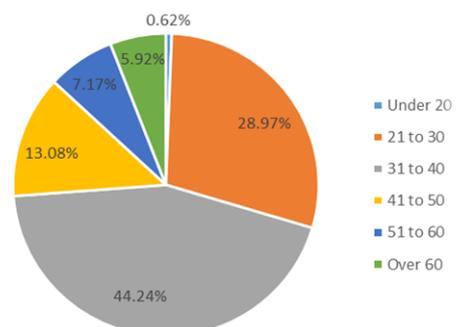
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 7 | 2.18% |
| Information not provided | 30 | 9.35% |
| Not known to be disabled | 284 | 88.47% |
| Total | 321 | 100.00% |



University Staff Distribution by Age

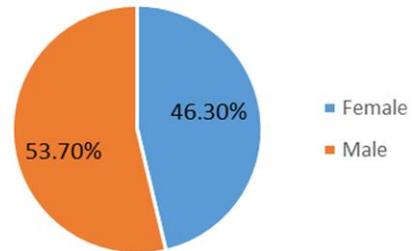
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| Under 20 | 2 | 0.62% |
| 21 to 30 | 93 | 28.97% |
| 31 to 40 | 142 | 44.24% |
| 41 to 50 | 42 | 13.08% |
| 51 to 60 | 23 | 7.17% |
| Over 60 | 19 | 5.92% |
| Total | 321 | 100.00% |



Appendix 8 - Aston University Staff Equality and Diversity Information by Mode of Employment (Full Time)

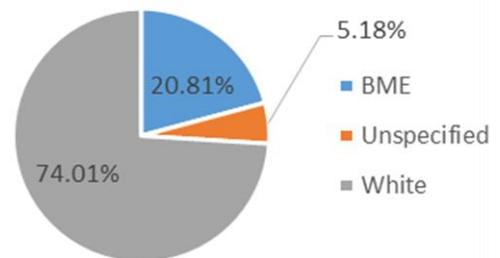
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 563 | 46.30% |
| Male | 653 | 53.70% |
| Total | 1216 | 100.00% |



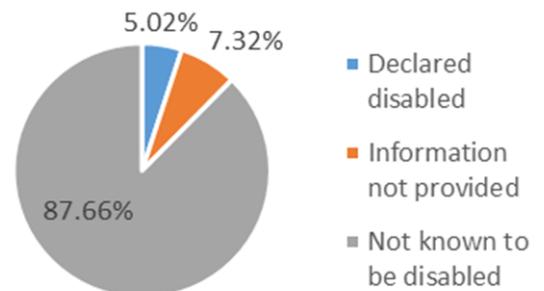
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 253 | 20.81% |
| Unspecified | 63 | 5.18% |
| White | 900 | 74.01% |
| Total | 1216 | 100.00% |



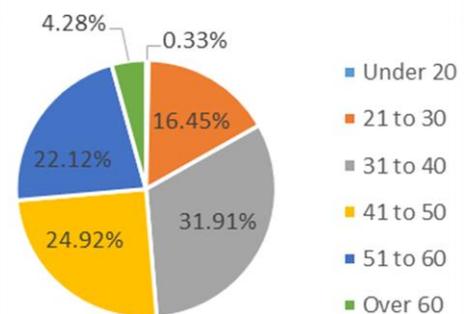
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 61 | 5.02% |
| Information not provided | 89 | 7.32% |
| Not known to be disabled | 1066 | 87.66% |
| Total | 1216 | 100.00% |



University Staff Distribution by Age

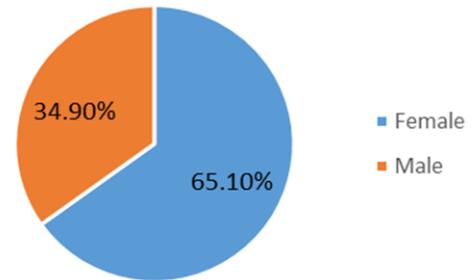
| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| Under 20 | 4 | 0.33% |
| 21 to 30 | 200 | 16.45% |
| 31 to 40 | 388 | 31.91% |
| 41 to 50 | 303 | 24.92% |
| 51 to 60 | 269 | 22.12% |
| Over 60 | 52 | 4.28% |
| Total | 1216 | 100.00% |



Appendix 9 - Aston University Staff Equality and Diversity Information by Mode of Employment (Part Time)

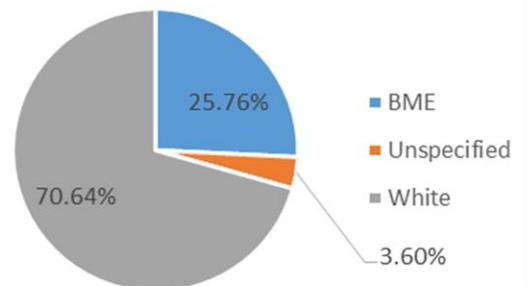
University Staff Distribution by Gender

| Gender | Headcount | Percentage |
|--------|-----------|------------|
| Female | 235 | 65.10% |
| Male | 126 | 34.90% |
| Total | 361 | 100.00% |



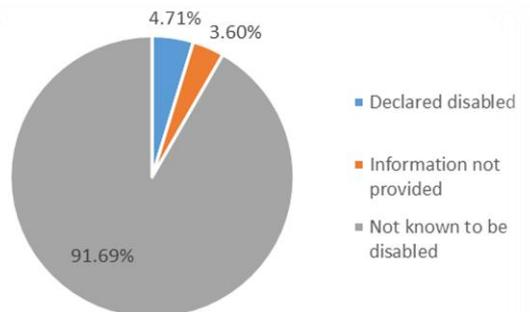
University Staff Distribution by Ethnic Group

| Ethnic Group | Headcount | Percentage |
|--------------|-----------|------------|
| BME | 93 | 25.76% |
| Unspecified | 13 | 3.60% |
| White | 255 | 70.64% |
| Total | 361 | 100.00% |



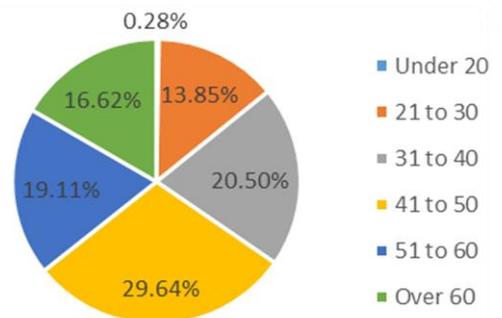
University Staff Distribution by Disability

| Disability | Headcount | Percentage |
|--------------------------|-----------|------------|
| Declared disabled | 17 | 4.71% |
| Information not provided | 13 | 3.60% |
| Not known to be disabled | 331 | 91.69% |
| Total | 361 | 100.00% |



University Staff Distribution by Age

| Age Range | Headcount | Percentage |
|-----------|-----------|------------|
| Under 20 | 1 | 0.28% |
| 21 to 30 | 50 | 13.85% |
| 31 to 40 | 74 | 20.50% |
| 41 to 50 | 107 | 29.64% |
| 51 to 60 | 69 | 19.11% |
| Over 60 | 60 | 16.62% |
| Total | 361 | 100.00% |



Appendix 10 – Gender Pay Gap

National Mean Salaries in HE by Staff Category – Source: HESA

| Year | Staff category | Mean Female salary | Mean Male salary | Females | Males | Gender Pay Index % | % Females |
|----------------|-----------------------|--------------------|------------------|---------------|---------------|--------------------|------------|
| 2009/10 | Academic | 40248 | 46469 | 79900 | 101690 | 87% | 44% |
| 2009/10 | Professional services | 25652 | 29482 | 128490 | 77345 | 87% | 62% |
| 2009/10 | Both | 31116 | 39021 | 208390 | 179035 | 80% | 54% |
| 2010/11 | Academic | 40483 | 46444 | 80090 | 101090 | 87% | 44% |
| 2010/11 | Professional services | 25905 | 29545 | 125105 | 75500 | 88% | 62% |
| 2010/11 | Both | 31595 | 39218 | 205195 | 176590 | 81% | 54% |
| 2011/12 | Academic | 41194 | 47167 | 80775 | 100610 | 87% | 45% |
| 2011/12 | Professional services | 26294 | 29738 | 122645 | 74215 | 88% | 62% |
| 2011/12 | Both | 32209 | 39767 | 203420 | 174825 | 81% | 54% |
| 2012/13 | Academic | 41789 | 47830 | 82670 | 102915 | 87% | 45% |
| 2012/13 | Professional services | 26593 | 29895 | 123375 | 73560 | 89% | 63% |
| 2012/13 | Both | 32690 | 40354 | 206045 | 176475 | 81% | 54% |
| 2013/14 | Academic | 42456 | 48559 | 86590 | 107650 | 87% | 45% |
| 2013/14 | Professional services | 27004 | 30293 | 126315 | 75220 | 89% | 63% |
| 2013/14 | Both | 33288 | 41046 | 212905 | 182870 | 81% | 54% |

Aston Mean Salaries by Staff Category – Source: CORE/Trent

| Year | Staff category | Mean Female salary | Mean Male salary | Females | Males | Gender Pay Index % | % Females |
|----------------|-----------------------|--------------------|------------------|------------|------------|--------------------|------------|
| 2009/10 | Academic | 45178 | 50968 | 171 | 330 | 89% | 34% |
| 2009/10 | Professional services | 26328 | 30636 | 586 | 342 | 86% | 63% |
| 2009/10 | Both | 30567 | 40621 | 757 | 672 | 75% | 53% |
| 2010/11 | Academic | 45707 | 49489 | 184 | 331 | 92% | 36% |
| 2010/11 | Professional services | 27129 | 30113 | 537 | 339 | 90% | 61% |
| 2010/11 | Both | 31871 | 39685 | 721 | 670 | 80% | 52% |
| 2011/12 | Academic | 46198 | 50428 | 195 | 334 | 92% | 37% |
| 2011/12 | Professional services | 27183 | 30633 | 548 | 341 | 89% | 62% |
| 2011/12 | Both | 32174 | 40403 | 743 | 675 | 80% | 52% |
| 2012/13 | Academic | 48133 | 55401 | 212 | 358 | 87% | 37% |
| 2012/13 | Professional services | 27923 | 31184 | 558 | 332 | 90% | 63% |
| 2012/13 | Both | 33472 | 43705 | 770 | 690 | 77% | 53% |
| 2013/14 | Academic | 47734 | 54965 | 243 | 386 | 87% | 39% |
| 2013/14 | Professional services | 28113 | 31710 | 589 | 363 | 89% | 62% |
| 2013/14 | Both | 33844 | 43695 | 832 | 749 | 77% | 53% |
| 2014/15 | Academic | 48405 | 54943 | 249 | 426 | 88% | 37% |
| 2014/15 | Professional services | 28883 | 33082 | 580 | 362 | 87% | 62% |
| 2014/15 | Both | 34747 | 45342 | 829 | 788 | 77% | 51% |
| 2015/16 | Academic | 46653 | 55144 | 265 | 424 | 85% | 38% |
| 2015/16 | Professional services | 28680 | 32335 | 533 | 355 | 89% | 60% |
| 2015/16 | Both | 34648 | 44750 | 798 | 779 | 77% | 51% |

Appendix 11 – Ethnicity Pay Gap

National Mean Salaries in HE by Staff Category – Source: HESA

| Year | Staff category | Mean BME salary | Mean White salary | BME Staff | White Staff | Ethnicity pay Index % | % BME Staff |
|----------------|-----------------------|-----------------|-------------------|--------------|---------------|-----------------------|-------------|
| 2009/10 | Academic | 44276 | 45446 | 8750 | 115945 | 97% | 7% |
| 2009/10 | Professional services | 26874 | 27541 | 11710 | 159265 | 98% | 7% |
| 2009/10 | Both | 34240 | 34957 | 20460 | 275210 | 98% | 7% |
| 2010/11 | Academic | 44105 | 45153 | 9155 | 114800 | 98% | 7% |
| 2010/11 | Professional services | 26835 | 27891 | 11935 | 156085 | 96% | 7% |
| 2010/11 | Both | 34117 | 35373 | 21090 | 270885 | 96% | 7% |
| 2011/12 | Academic | 44959 | 45651 | 9550 | 115010 | 98% | 8% |
| 2011/12 | Professional services | 26807 | 28215 | 12470 | 154360 | 95% | 7% |
| 2011/12 | Both | 34456 | 35840 | 22020 | 269370 | 96% | 8% |
| 2012/13 | Academic | 45581 | 46455 | 10055 | 116840 | 98% | 8% |
| 2012/13 | Professional services | 27246 | 28260 | 13030 | 154165 | 96% | 8% |
| 2012/13 | Both | 35230 | 36104 | 23085 | 271005 | 98% | 8% |
| 2013/14 | Academic | 46227 | 47233 | 10685 | 118610 | 98% | 8% |
| 2013/14 | Professional services | 27554 | 28640 | 13815 | 157510 | 96% | 8% |
| 2013/14 | Both | 35700 | 36627 | 24500 | 276120 | 97% | 8% |

Aston Mean Salaries by Staff Category – Source: CORE/Trent

| Year | Staff category | Mean BME salary | Mean White salary | BME Staff | White Staff | Ethnicity pay Index % | % BME Staff |
|----------------|-----------------------|-----------------|-------------------|------------|-------------|-----------------------|-------------|
| 2009/10 | Academic | 41247 | 50577 | 90 | 392 | 82% | 19% |
| 2009/10 | Professional services | 22535 | 29199 | 176 | 727 | 77% | 19% |
| 2009/10 | Both | 28867 | 36688 | 266 | 1119 | 79% | 19% |
| 2010/11 | Academic | 41350 | 49324 | 86 | 409 | 84% | 17% |
| 2010/11 | Professional services | 22266 | 29906 | 186 | 668 | 74% | 22% |
| 2010/11 | Both | 28323 | 37281 | 272 | 1077 | 76% | 20% |
| 2011/12 | Academic | 42533 | 50243 | 94 | 417 | 85% | 18% |
| 2011/12 | Professional services | 22618 | 30171 | 195 | 675 | 75% | 22% |
| 2011/12 | Both | 29030 | 37830 | 289 | 1092 | 77% | 21% |
| 2012/13 | Academic | 46664 | 53392 | 102 | 446 | 87% | 19% |
| 2012/13 | Professional services | 23901 | 30800 | 200 | 671 | 78% | 23% |
| 2012/13 | Both | 31565 | 39794 | 302 | 1117 | 79% | 21% |
| 2013/14 | Academic | 44347 | 53642 | 123 | 466 | 83% | 21% |
| 2013/14 | Professional services | 23769 | 31264 | 225 | 697 | 76% | 24% |
| 2013/14 | Both | 31042 | 40231 | 348 | 1163 | 77% | 23% |
| 2014/15 | Academic | 45581 | 54063 | 137 | 506 | 84% | 21% |
| 2014/15 | Professional services | 25076 | 32059 | 209 | 708 | 78% | 23% |
| 2014/15 | Both | 33195 | 41380 | 346 | 1214 | 80% | 22% |
| 2015/16 | Academic | 45046 | 53251 | 143 | 504 | 85% | 22% |
| 2015/16 | Professional services | 24564 | 31975 | 203 | 651 | 77% | 24% |
| 2015/16 | Both | 33029 | 41259 | 346 | 1155 | 80% | 23% |

Appendix 12 – Disability Pay Gap

National Mean Salaries in HE by Staff Category – Source: HESA

| Year | Staff category | Mean Disabled Salary | Mean Non-Disabled Salary | Disabled Staff | Non-Disabled Staff | Disability pay Index % | % Disabled Staff |
|----------------|-----------------------|----------------------|--------------------------|----------------|--------------------|------------------------|------------------|
| 2009/10 | Academic | 43084 | 43861 | 4295 | 111265 | 98% | 4% |
| 2009/10 | Professional services | 26409 | 27167 | 6555 | 178530 | 97% | 4% |
| 2009/10 | Both | 33003 | 34886 | 10850 | 289795 | 95% | 4% |
| 2010/11 | Academic | 43441 | 43819 | 4800 | 176335 | 99% | 3% |
| 2010/11 | Professional services | 26542 | 27303 | 7285 | 193305 | 97% | 4% |
| 2010/11 | Both | 33257 | 35182 | 12085 | 369640 | 95% | 3% |
| 2011/12 | Academic | 43460 | 44538 | 5250 | 176075 | 98% | 3% |
| 2011/12 | Professional services | 26744 | 27627 | 7720 | 189125 | 97% | 4% |
| 2011/12 | Both | 33508 | 35781 | 12970 | 365200 | 94% | 3% |
| 2012/13 | Academic | 43971 | 45179 | 6220 | 179365 | 97% | 3% |
| 2012/13 | Professional services | 27166 | 27858 | 8815 | 188120 | 98% | 4% |
| 2012/13 | Both | 34118 | 36312 | 15035 | 367485 | 94% | 4% |
| 2013/14 | Academic | 44047 | 45907 | 7185 | 187060 | 96% | 4% |
| 2013/14 | Professional services | 27702 | 28258 | 9595 | 191935 | 98% | 5% |
| 2013/14 | Both | 34698 | 36969 | 16780 | 378995 | 94% | 4% |

Aston Mean Salaries by Staff Category – Source: CORE/Trent

| Year | Staff category | Mean Disabled Salary | Mean Non-Disabled Salary | Disabled Staff | Non-Disabled Staff | Disability pay Index % | % Disabled Staff |
|----------------|-----------------------|----------------------|--------------------------|----------------|--------------------|------------------------|------------------|
| 2009/10 | Academic | 53720 | 48748 | 30 | 449 | 110% | 6% |
| 2009/10 | Professional services | 27913 | 28146 | 64 | 820 | 99% | 7% |
| 2009/10 | Both | 35945 | 35425 | 94 | 1269 | 101% | 7% |
| 2010/11 | Academic | 46179 | 48210 | 28 | 465 | 96% | 6% |
| 2010/11 | Professional services | 27855 | 28539 | 59 | 774 | 98% | 7% |
| 2010/11 | Both | 33752 | 35918 | 87 | 1239 | 94% | 7% |
| 2011/12 | Academic | 50023 | 48787 | 26 | 485 | 103% | 5% |
| 2011/12 | Professional services | 28603 | 28658 | 60 | 792 | 100% | 7% |
| 2011/12 | Both | 35079 | 36290 | 86 | 1277 | 97% | 6% |
| 2012/13 | Academic | 51912 | 52673 | 26 | 519 | 99% | 5% |
| 2012/13 | Professional services | 28073 | 29436 | 52 | 802 | 95% | 6% |
| 2012/13 | Both | 35993 | 38541 | 78 | 1321 | 93% | 6% |
| 2013/14 | Academic | 51004 | 52289 | 30 | 555 | 98% | 5% |
| 2013/14 | Professional services | 28288 | 29499 | 52 | 842 | 96% | 6% |
| 2013/14 | Both | 36599 | 38553 | 82 | 1397 | 95% | 6% |
| 2014/15 | Academic | 53773 | 52901 | 32 | 594 | 102% | 5% |
| 2014/15 | Professional services | 29860 | 30465 | 54 | 829 | 98% | 6% |
| 2014/15 | Both | 38758 | 39831 | 86 | 1423 | 97% | 6% |
| 2015/16 | Academic | 53427 | 54068 | 29 | 615 | 99% | 5% |
| 2015/16 | Professional services | 30700 | 30737 | 49 | 782 | 100% | 6% |
| 2015/16 | Both | 39149 | 39564 | 78 | 1397 | 99% | 5% |

Appendix 13 – Age Profile

Age Profile in HE by Staff Category – Source: HESA

Academic Staff

| Year | Under 30 | % Under 30 | 31 to 40 | % 31 to 40 | 41 to 50 | % 41 to 50 | 51 to 60 | % 51 to 60 | Over 60 | % Over 60 | Total |
|---------|----------|------------|----------|------------|----------|------------|----------|------------|---------|-----------|--------|
| 2009/10 | 25115 | 14% | 50450 | 28% | 50490 | 28% | 40565 | 22% | 14625 | 8% | 181245 |
| 2010/11 | 25000 | 14% | 50670 | 28% | 50570 | 28% | 40025 | 22% | 14705 | 8% | 180970 |
| 2011/12 | 24055 | 13% | 51075 | 28% | 50785 | 28% | 40105 | 22% | 15210 | 8% | 181230 |
| 2012/13 | 24120 | 13% | 52525 | 28% | 51565 | 28% | 41145 | 22% | 16230 | 9% | 185585 |
| 2013/14 | 25665 | 13% | 55780 | 29% | 52825 | 27% | 42400 | 22% | 17575 | 9% | 194245 |

Professional Services Staff

| Year | Under 30 | % Under 30 | 31 to 40 | % 31 to 40 | 41 to 50 | % 41 to 50 | 51 to 60 | % 51 to 60 | Over 60 | % Over 60 | Total |
|---------|----------|------------|----------|------------|----------|------------|----------|------------|---------|-----------|--------|
| 2009/10 | 47500 | 23% | 49460 | 24% | 51830 | 25% | 45345 | 22% | 11665 | 6% | 205800 |
| 2010/11 | 44105 | 22% | 49340 | 25% | 51210 | 26% | 44560 | 22% | 11365 | 6% | 200580 |
| 2011/12 | 41580 | 21% | 49435 | 25% | 50915 | 26% | 44270 | 22% | 10640 | 5% | 196840 |
| 2012/13 | 40260 | 20% | 50335 | 26% | 51100 | 26% | 44450 | 23% | 10785 | 5% | 196930 |
| 2013/14 | 41185 | 20% | 51625 | 26% | 51920 | 26% | 45230 | 22% | 11575 | 6% | 201535 |

Age Profile in Aston by Staff Category – Source: CORE/Trent

Academic Staff

| Year | Under 30 | % Under 30 | 31 to 40 | % 31 to 40 | 41 to 50 | % 41 to 50 | 51 to 60 | % 51 to 60 | Over 60 | % Over 60 | Total |
|---------|----------|------------|----------|------------|----------|------------|----------|------------|---------|-----------|-------|
| 2009/10 | 12 | 2% | 142 | 28% | 160 | 32% | 109 | 22% | 78 | 16% | 501 |
| 2010/11 | 27 | 5% | 158 | 31% | 159 | 31% | 111 | 22% | 60 | 12% | 515 |
| 2011/12 | 30 | 6% | 171 | 32% | 166 | 31% | 112 | 21% | 50 | 9% | 529 |
| 2012/13 | 37 | 6% | 176 | 31% | 181 | 32% | 116 | 20% | 60 | 11% | 570 |
| 2013/14 | 68 | 11% | 199 | 32% | 195 | 31% | 116 | 18% | 51 | 8% | 629 |
| 2014/15 | 72 | 11% | 214 | 32% | 194 | 29% | 134 | 20% | 61 | 9% | 675 |
| 2015/16 | 73 | 11% | 226 | 33% | 196 | 28% | 135 | 20% | 59 | 9% | 689 |

Professional Services Staff

| Year | Under 30 | % Under 30 | 31 to 40 | % 31 to 40 | 41 to 50 | % 41 to 50 | 51 to 60 | % 51 to 60 | Over 60 | % Over 60 | Total |
|-------------|-----------------|-------------------|-----------------|-------------------|-----------------|-------------------|-----------------|-------------------|----------------|------------------|--------------|
| 2009/10 | 91 | 10% | 276 | 30% | 209 | 23% | 228 | 25% | 123 | 13% | 927 |
| 2010/11 | 100 | 11% | 252 | 29% | 211 | 24% | 231 | 26% | 80 | 9% | 874 |
| 2011/12 | 126 | 14% | 265 | 30% | 207 | 23% | 222 | 25% | 69 | 8% | 889 |
| 2012/13 | 152 | 17% | 257 | 29% | 211 | 24% | 212 | 24% | 59 | 7% | 891 |
| 2013/14 | 209 | 22% | 276 | 29% | 219 | 23% | 208 | 22% | 40 | 4% | 952 |
| 2014/15 | 194 | 21% | 264 | 28% | 218 | 23% | 215 | 23% | 51 | 5% | 942 |
| 2015/16 | 182 | 20% | 236 | 27% | 214 | 24% | 203 | 23% | 53 | 6% | 888 |