



Human Resources



31 July 2015

Aston University Equality & Diversity

31st July 2015

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Source: Aston University Human Resources Department

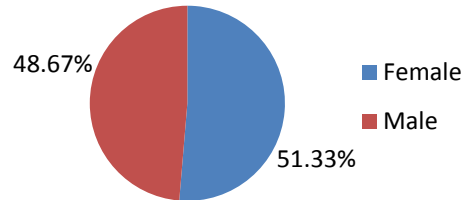
Date: 31st July 2015

Aston University Staff Equality & Diversity Summary

The information on this page is based on all core staff holding an active contract of employment on 31st July 2015

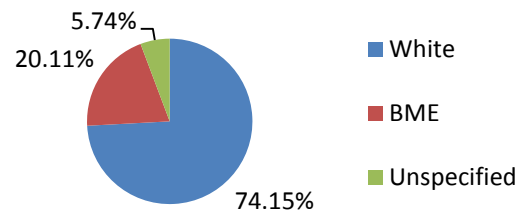
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	832	51.33%
Male	789	48.67%
Total	1621	100.00%



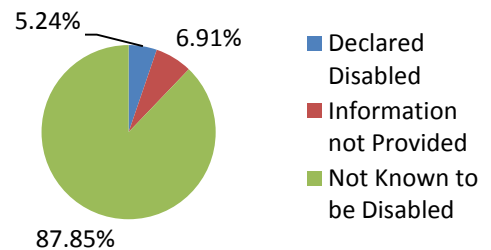
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	1202	74.15%
BME	326	20.11%
Unspecified	93	5.74%
Total	1621	100.00%



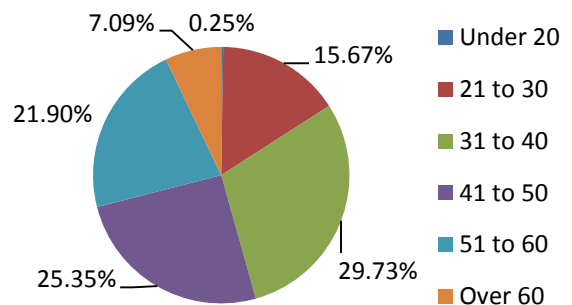
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	85	5.24%
Information not Provided	112	6.91%
Not Known to be Disabled	1424	87.85%
Total	1621	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	4	0.25%
21 to 30	254	15.67%
31 to 40	482	29.73%
41 to 50	411	25.35%
51 to 60	355	21.90%
Over 60	115	7.09%
Total	1621	100.00%

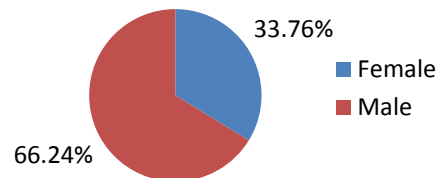


Aston University Staff Equality & Diversity by Seniority (Grades 10 and Above)

The information on this page is based on all core staff graded 10 or above holding an active contract of employment on 31st July 2015

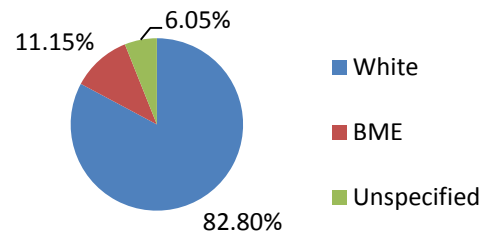
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	106	33.76%
Male	208	66.24%
Total	314	100.00%



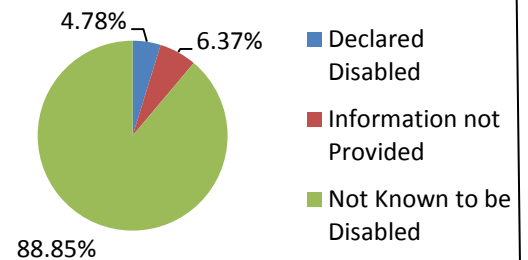
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	260	82.80%
BME	35	11.15%
Unspecified	19	6.05%
Total	314	100.00%



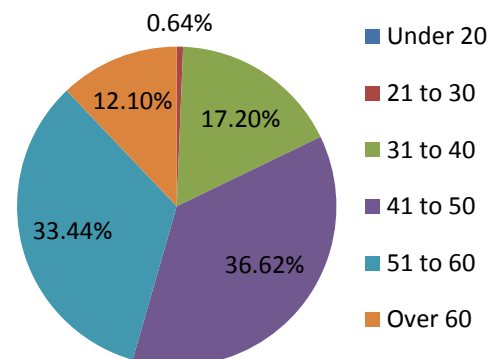
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	15	4.78%
Information not Provided	20	6.37%
Not Known to be Disabled	279	88.85%
Total	314	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	0	0.00%
21 to 30	2	0.64%
31 to 40	54	17.20%
41 to 50	115	36.62%
51 to 60	105	33.44%
Over 60	38	12.10%
Total	314	100.00%

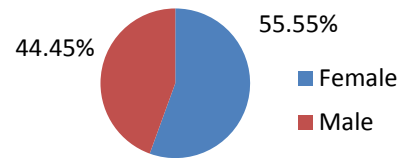


Aston University Staff Equality & Diversity by Seniority (Grades 1 to 9)

The information on this page is based on all core staff graded 1 to 9 holding an active contract of employment on 31st July 2015

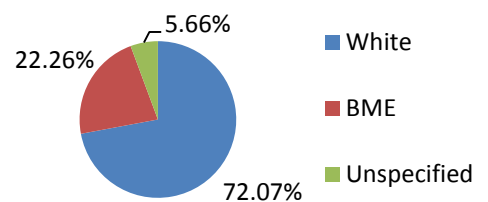
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	726	55.55%
Male	581	44.45%
Total	1307	100.00%



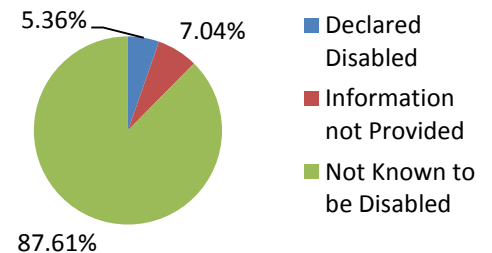
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	942	72.07%
BME	291	22.26%
Unspecified	74	5.66%
Total	1307	100.00%



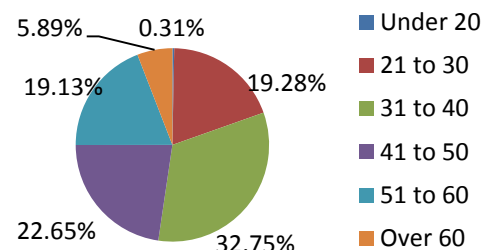
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	70	5.36%
Information not Provided	92	7.04%
Not Known to be Disabled	1145	87.61%
Total	1307	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	4	0.31%
21 to 30	252	19.28%
31 to 40	428	32.75%
41 to 50	296	22.65%
51 to 60	250	19.13%
Over 60	77	5.89%
Total	1307	100.00%

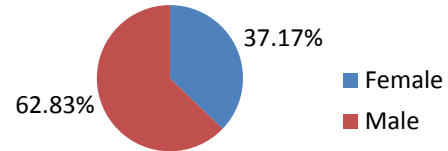


Aston University Staff Equality & Diversity by Job Type (Academic)

The information on this page is based on all core ACADEMIC staff holding an active contract of employment on 31st July 2015

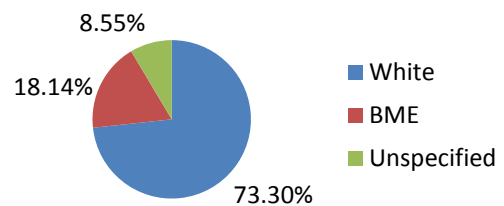
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	252	37.17%
Male	426	62.83%
Total	678	100.00%



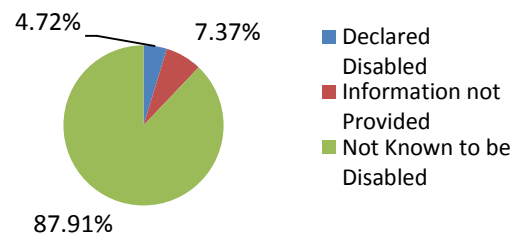
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	497	73.30%
BME	123	18.14%
Unspecified	58	8.55%
Total	678	100.00%



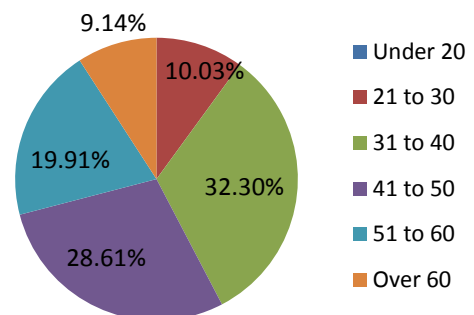
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	32	4.72%
Information not Provided	50	7.37%
Not Known to be Disabled	596	87.91%
Total	678	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	0	0.00%
21 to 30	68	10.03%
31 to 40	219	32.30%
41 to 50	194	28.61%
51 to 60	135	19.91%
Over 60	62	9.14%
Total	678	100.00%

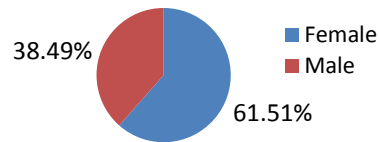


Aston University Staff Equality & Diversity by Job Type (Support)

The information on this page is based on all core SUPPORT staff holding an active contract of employment on 31st July 2015

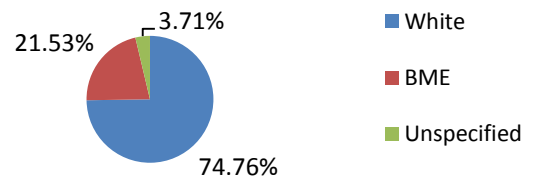
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	580	61.51%
Male	363	38.49%
Total	943	100.00%



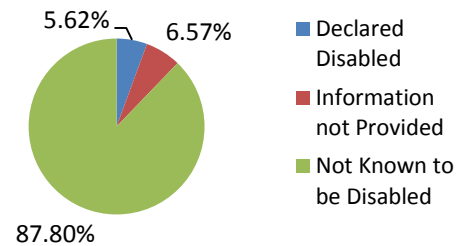
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	705	74.76%
BME	203	21.53%
Unspecified	35	3.71%
Total	943	100.00%



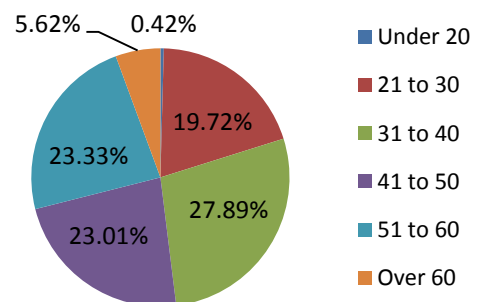
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	53	5.62%
Information not Provided	62	6.57%
Not Known to be Disabled	828	87.80%
Total	943	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	4	0.42%
21 to 30	186	19.72%
31 to 40	263	27.89%
41 to 50	217	23.01%
51 to 60	220	23.33%
Over 60	53	5.62%
Total	943	100.00%

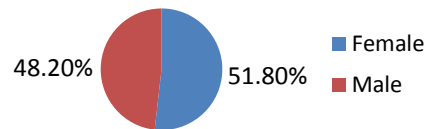


Aston University Staff Equality & Diversity by Job Contract Type (Permanent)

The information on this page is based on all core staff holding an active PERMANENT contract of employment on 31st July 2015

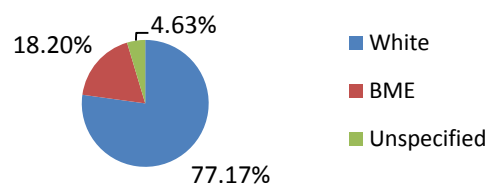
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	649	51.80%
Male	604	48.20%
Total	1253	100.00%



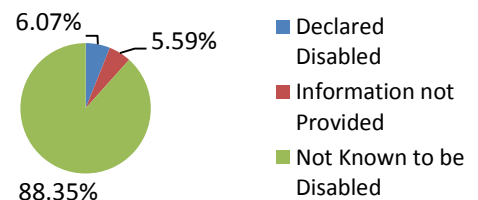
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	967	77.17%
BME	228	18.20%
Unspecified	58	4.63%
Total	1253	100.00%



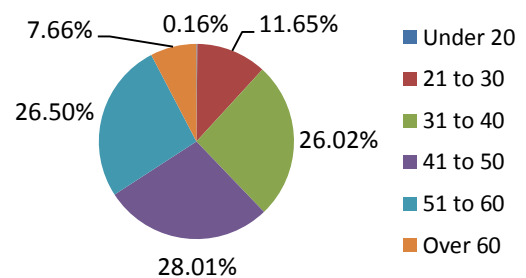
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	76	6.07%
Information not Provided	70	5.59%
Not Known to be Disabled	1107	88.35%
Total	1253	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	2	0.16%
21 to 30	146	11.65%
31 to 40	326	26.02%
41 to 50	351	28.01%
51 to 60	332	26.50%
Over 60	96	7.66%
Total	1253	100.00%

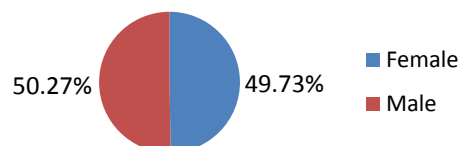


Aston University Staff Equality & Diversity by Job Contract Type (Fixed – Term)

The information on this page is based on all core staff holding an active FIXED - TERM contract of employment on 31st July 2015

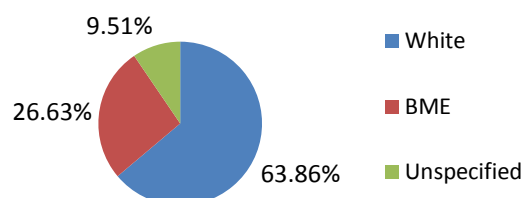
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	183	49.73%
Male	185	50.27%
Total	368	100.00%



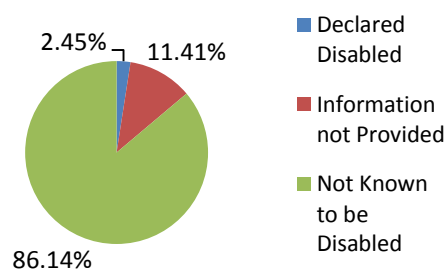
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	235	63.86%
BME	98	26.63%
Unspecified	35	9.51%
Total	368	100.00%



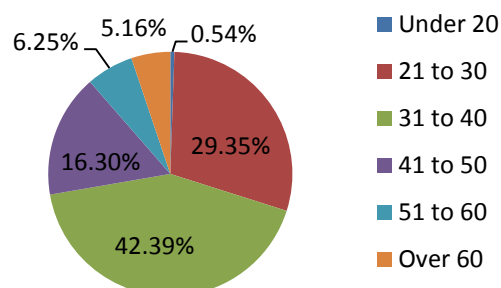
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	9	2.45%
Information not Provided	42	11.41%
Not Known to be Disabled	317	86.14%
Total	368	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	2	0.54%
21 to 30	108	29.35%
31 to 40	156	42.39%
41 to 50	60	16.30%
51 to 60	23	6.25%
Over 60	19	5.16%
Total	368	100.00%

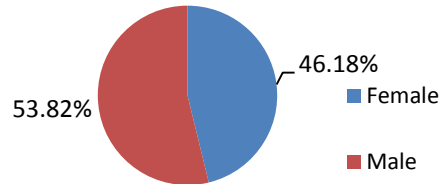


Aston University Staff Equality & Diversity by Contract Basis (Full Time)

The information on this page is based on all core staff holding an active FULL TIME contract of employment on 31st July 2015

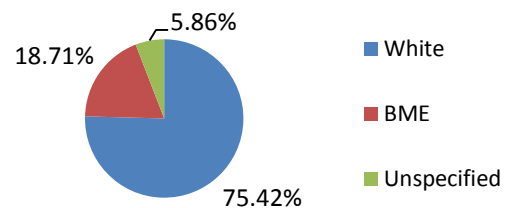
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	575	46.18%
Male	670	53.82%
Total	1245	100.00%



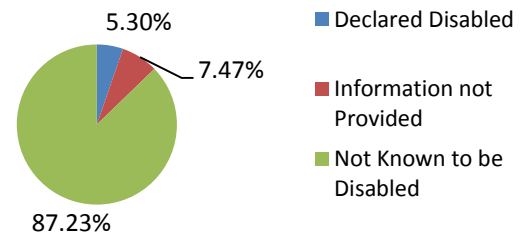
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	939	75.42%
BME	233	18.71%
Unspecified	73	5.86%
Total	1245	100.00%



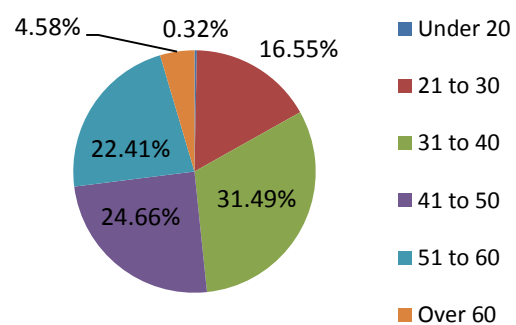
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	66	5.30%
Information not Provided	93	7.47%
Not Known to be Disabled	1086	87.23%
Total	1245	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	4	0.32%
21 to 30	206	16.55%
31 to 40	392	31.49%
41 to 50	307	24.66%
51 to 60	279	22.41%
Over 60	57	4.58%
Total	1245	100.00%

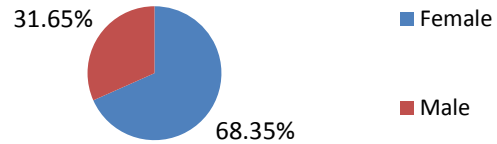


Aston University Staff Equality & Diversity by Contract Basis (Part Time)

The information on this page is based on all core staff holding an active PART TIME contract of employment on 31st July 2015

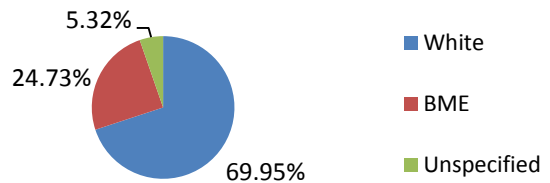
University Staff Distribution by Gender

Gender	Headcount	Percentage
Female	257	68.35%
Male	119	31.65%
Total	376	100.00%



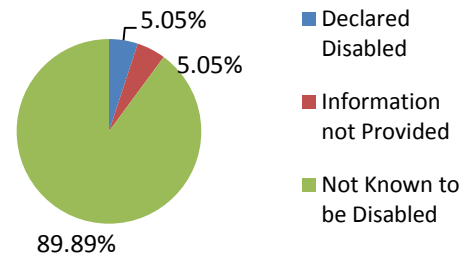
University Staff Distribution by Ethnic Group

Ethnic Group	Headcount	Percentage
White	263	69.95%
BME	93	24.73%
Unspecified	20	5.32%
Total	376	100.00%



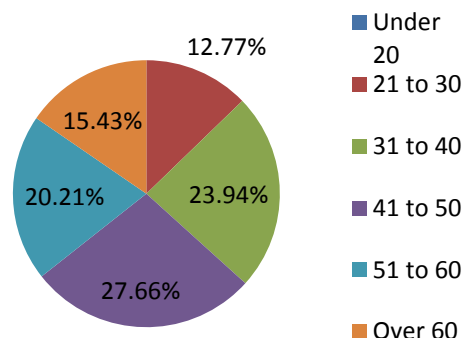
University Staff Distribution by Disability

Disability	Headcount	Percentage
Declared Disabled	19	5.05%
Information not Provided	19	5.05%
Not Known to be Disabled	338	89.89%
Total	376	100.00%



University Staff Distribution by Age Group

Age Group	Headcount	Percentage
Under 20	0	0.00%
21 to 30	48	12.77%
31 to 40	90	23.94%
41 to 50	104	27.66%
51 to 60	76	20.21%
Over 60	58	15.43%
Total	376	100.00%



Glossary of Terms

Protected Characteristics

The University actively collects and monitors information on the protected characteristics identified in the Equality Act 2010. These are Age, Gender, Ethnicity, Disability, Religion, Pregnancy and Maternity, Marital Status, Sexual Orientation and Gender Reassignment.

This report presents the University distribution of staff Age, Gender, Ethnicity and Disability against dimensions of Job Type, Contract Type and Contract Basis.

Core Staff

The University's workforce comprises regular contracted staff, casual workers, temporary agency workers and contractors. The term 'Core Staff' encompasses all regular contracted staff.

Job Type

Academic staff includes all teaching and research staff. Support staff includes all administrative, clerical, technical and managerial staff.

Contract Type

All core staff hold a contract of employment. Permanent contracts are open ended, Fixed-Term contracts have a defined duration with a fixed end date.

Contract Basis

Employees working 36.5 hours per week and for 52 weeks of the year are classified as Full Time. Staff working less than 36.5 hours per week, or less than 52 weeks per year are classified as Part Time.