

Aston University Staff Equality and Diversity Information

31st July 2016

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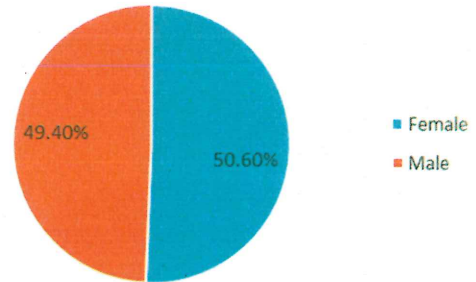
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Aston University Staff Equality and Diversity Summary

The information on the following pages is based on all core staff holding an active contract of employment on 31st July 2015.

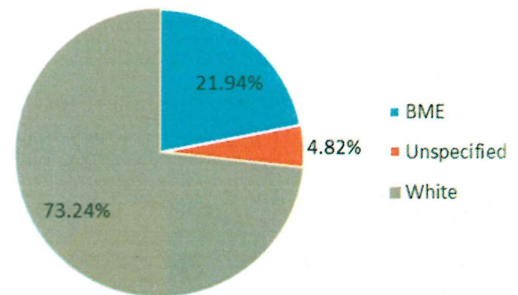
University Staff Distribution by Gender

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



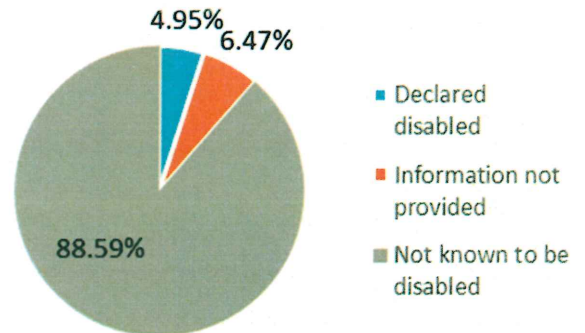
University Staff Distribution by Ethnic Group

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



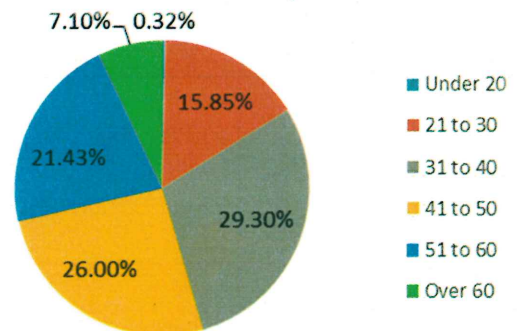
University Staff Distribution by Disability

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

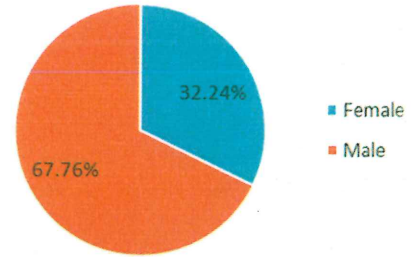
Age Range	Headcount	Percentage
Under 20	5	0.32%
21 to 30	250	15.85%
31 to 40	462	29.30%
41 to 50	410	26.00%
51 to 60	338	21.43%
Over 60	112	7.10%
Total	1577	100.00%



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

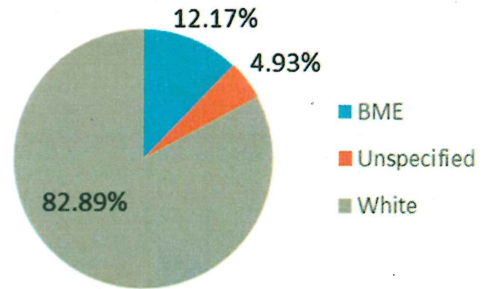
University Staff Distribution by Gender

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



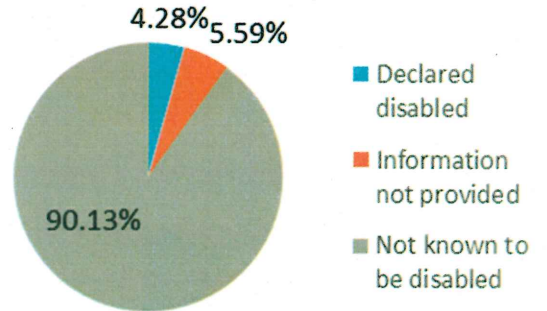
University Staff Distribution by Ethnic Group

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



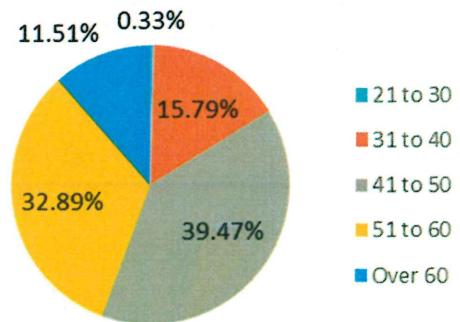
University Staff Distribution by Disability

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

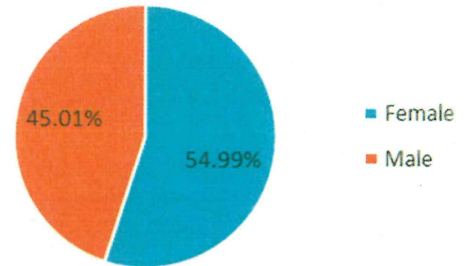
Age Range	Headcount	Percentage
21 to 30	1	0.33%
31 to 40	48	15.79%
41 to 50	120	39.47%
51 to 60	100	32.89%
Over 60	35	11.51%
Total	304	100.00%



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

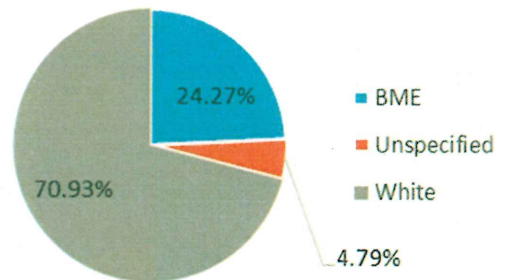
University Staff Distribution by Gender

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



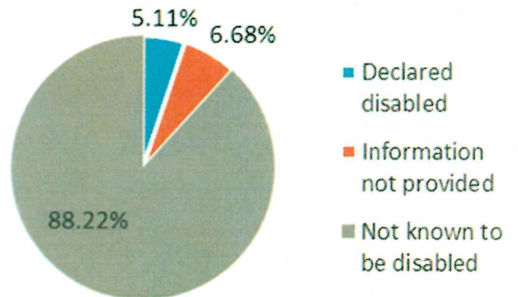
University Staff Distribution by Ethnic Group

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



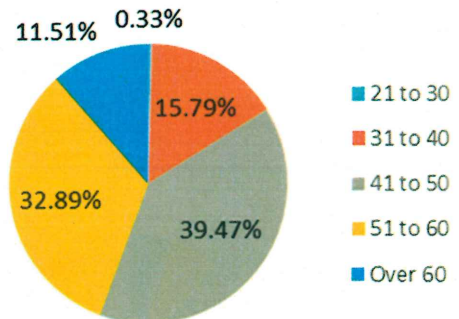
University Staff Distribution by Disability

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

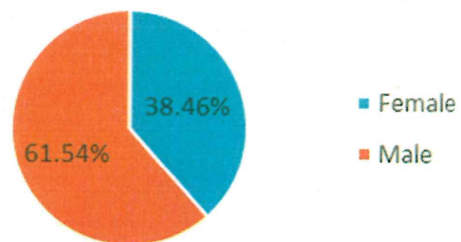
Age Range	Headcount	Percentage
Under 20	5	0.39%
21 to 30	249	19.56%
31 to 40	414	32.52%
41 to 50	290	22.78%
51 to 60	238	18.70%
Over 60	77	6.05%
Total	1273	100.00%



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

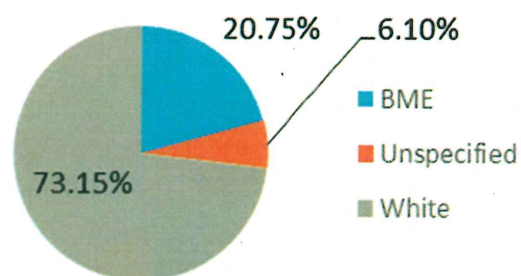
University Staff Distribution by Gender

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



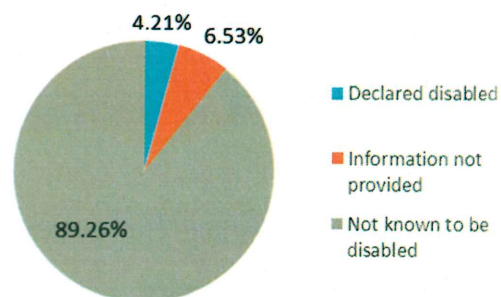
University Staff Distribution by Ethnic Group

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



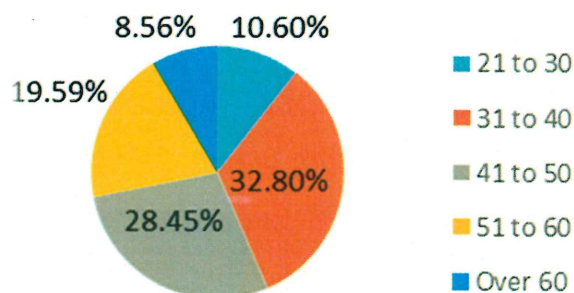
University Staff Distribution by Disability

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

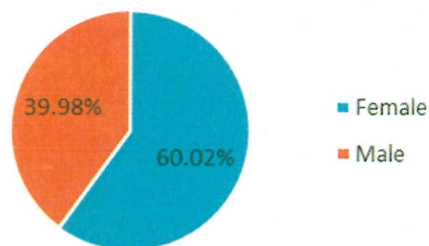
Age Range	Headcount	Percentage
21 to 30	73	10.60%
31 to 40	226	32.80%
41 to 50	196	28.45%
51 to 60	135	19.59%
Over 60	59	8.56%
Total	689	100.00%



Aston University Staff Equality and Diversity Information by Employment Function (Professional and Support)

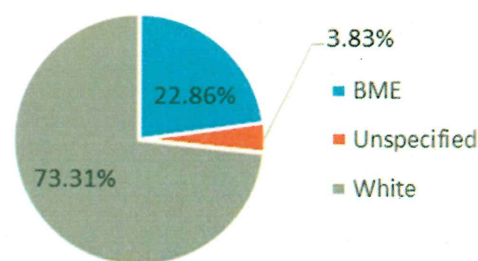
University Staff Distribution by Gender

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



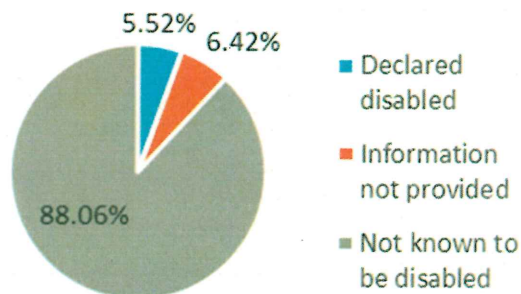
University Staff Distribution by Ethnic Group

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



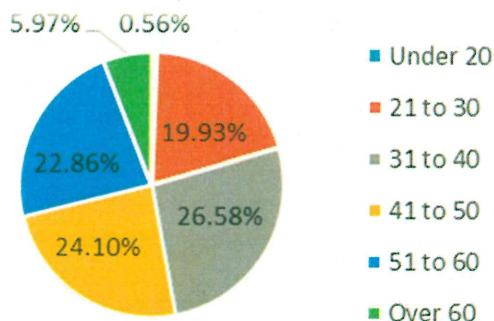
University Staff Distribution by Disability

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

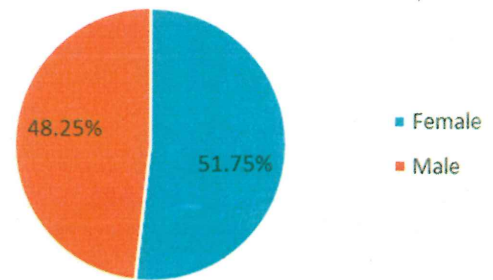
Age Range	Headcount	Percentage
Under 20	5	0.56%
21 to 30	177	19.93%
31 to 40	236	26.58%
41 to 50	214	24.10%
51 to 60	203	22.86%
Over 60	53	5.97%
Total	888	100.00%



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

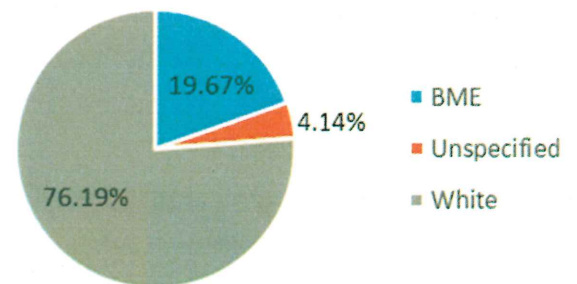
University Staff Distribution by Gender

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



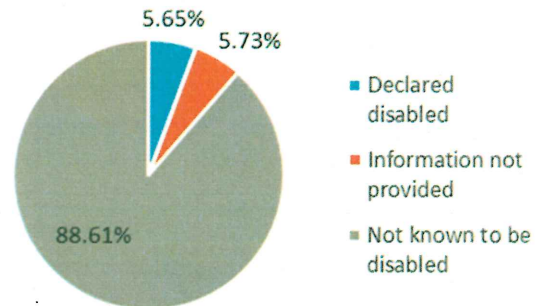
University Staff Distribution by Ethnic Group

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



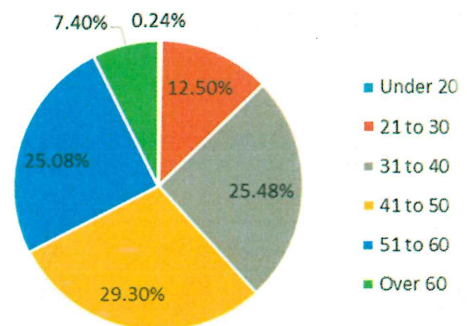
University Staff Distribution by Disability

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

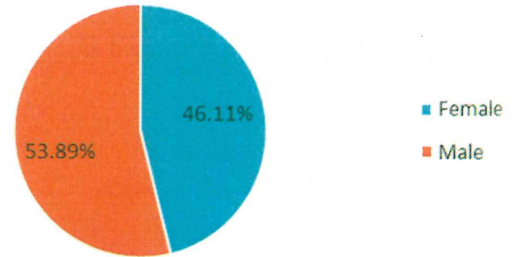
Age Range	Headcount	Percentage
Under 20	3	0.24%
21 to 30	157	12.50%
31 to 40	320	25.48%
41 to 50	368	29.30%
51 to 60	315	25.08%
Over 60	93	7.40%
Total	1256	100.00%



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

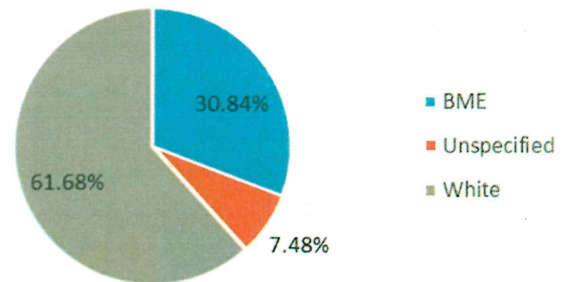
University Staff Distribution by Gender

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



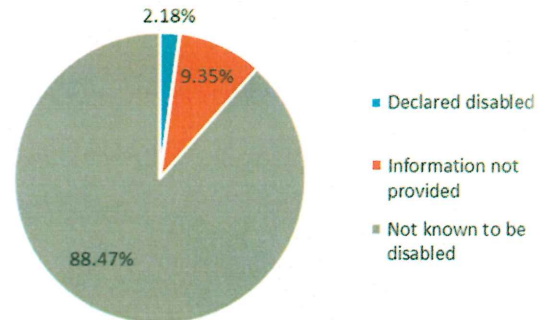
University Staff Distribution by Ethnic Group

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



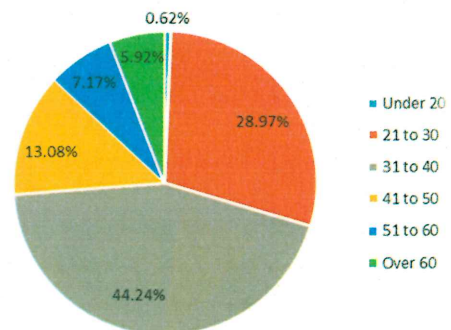
University Staff Distribution by Disability

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

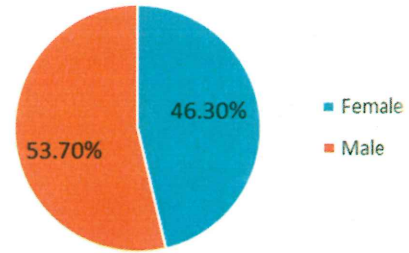
Age Range	Headcount	Percentage
Under 20	2	0.62%
21 to 30	93	28.97%
31 to 40	142	44.24%
41 to 50	42	13.08%
51 to 60	23	7.17%
Over 60	19	5.92%
Total	321	100.00%



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

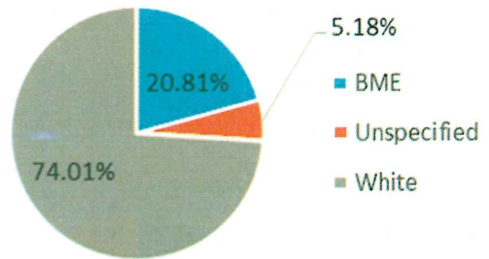
University Staff Distribution by Gender

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



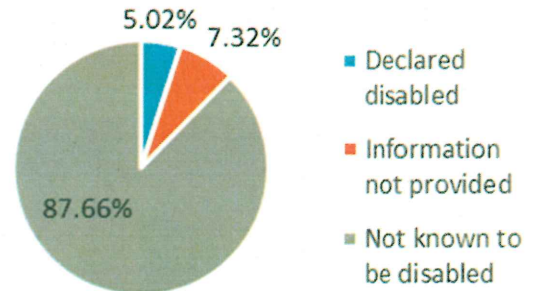
University Staff Distribution by Ethnic Group

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



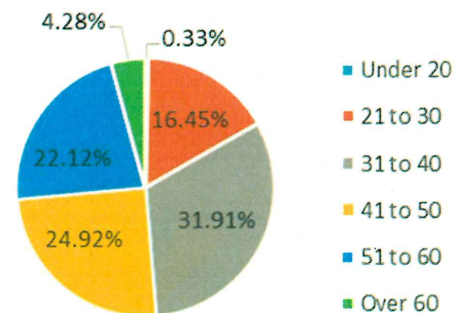
University Staff Distribution by Disability

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

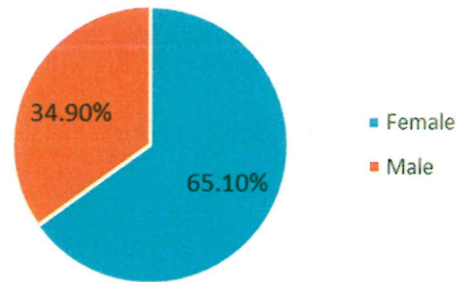
Age Range	Headcount	Percentage
Under 20	4	0.33%
21 to 30	200	16.45%
31 to 40	388	31.91%
41 to 50	303	24.92%
51 to 60	269	22.12%
Over 60	52	4.28%
Total	1216	100.00%



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

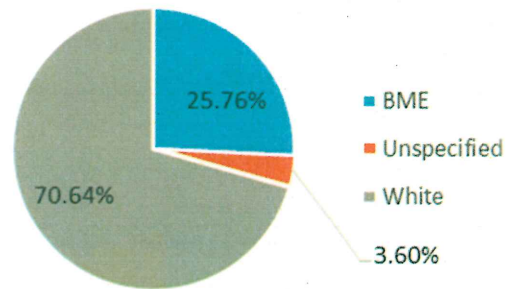
University Staff Distribution by Gender

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



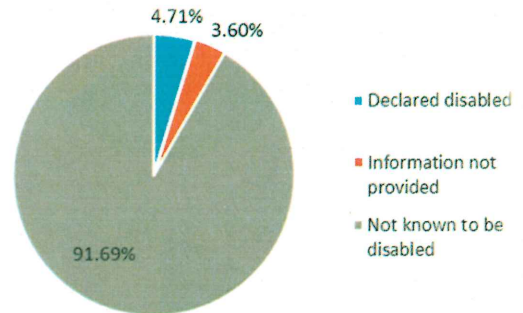
University Staff Distribution by Ethnic Group

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



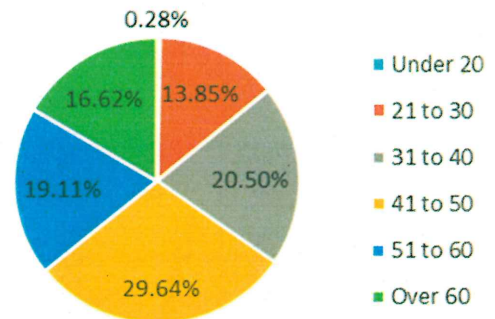
University Staff Distribution by Disability

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%



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.

Core Staff

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

Employment Function

For the purposes of this document, the term 'Academic Staff' includes all staff who are engaged primarily to teach and to research. The term 'Professional and Support Staff' includes all other professional, managerial, administrative, clerical, technical, trades and manual staff.

Contract Type

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

Mode of Employment

Staff who are contracted to work at least 36.5 hours per week for 52 weeks per year are classified as Full Time. Staff who are contracted to work less than 36.5 hours per week or for less than 52 weeks per year are classified as Part Time