



EQUALITY MONITORING

EMPLOYMENT REPORT: 2014/15

**Report prepared by Human Resources
2016**

EXECUTIVE SUMMARY

Introduction

This is a summary of the Royal Holloway 2014/15 equality monitoring report for staff. It focuses on the main equality characteristics of age, disability, ethnicity, gender, nationality and where data is available sexual orientation and religion. The report covers current status with regard to the overall staff profile and main job categories, contract type, recruitment and selection, new starters and leavers. This report do not include reports on equal pay issues as an Equal Pay Audit as a separate exercise every two years

Staff Profile

At the end of 2014/15, there were 1542 staff in post, 50.4% (777) of staff were women and 15.3% (236) were from minority ethnic backgrounds. Academic staff was the biggest staff group at 34.0% (524). 85.3% (1316) of staff were on permanent contracts, showing a significant decrease of fixed term contracts at 9.6% (148). 80.3% (1238) staff were employed on a full-time basis.

Ethnicity

The percentage of all minority ethnic staff at 15.3% (236) shows an increase from 2013/14 and minority ethnic staff of UK nationality continues its upward trend to 12.0% (135). Twice the proportion of non-UK staff, 24.2% (101) were from minority ethnic background, compared to 8.2% nationally (ECU, 2015, p. 128). Asian comprised the largest minority ethnic group in the College, 46.7% (63) of UK minority ethnic staff and 41.6% (42) of non-UK minority ethnic staff. UK Asian and staff from 'other ethnic background' were comparatively younger than other minority ethnic groups, around 70% of whom were in the age range from 31 to 50.

14.1% (74) of all academic staff and 14.0% (45) of UK academic staff were from a minority ethnic background, a steady increase in numbers and percentages over the last four years. However, minority ethnic academic staff (all nationalities) were well represented at Lecturer level at 27.8% (30), however, it reduces to 17.2% (25), 6.5% (5) and 7.3% (14) of Senior Lecturer, Reader and Professorial levels respectively. In total, 43.3% (119) of UK White academics at the college were at professorial level, only 29.7% (11) of UK nationality minority ethnic academics were at that level. Almost a third (31.1%) of all applications, a fifth (19.9%) of those shortlisted and 13.9% (75) were from minority ethnic job seekers.

Gender

The percentage of female staff in Royal Holloway in 2014/15 fell to 50.4% (777) from 51.8% (856) in 2013. The proportion of female staff are highest in the administrative and teaching support staff groups. The proportion of female academic staff increased in 2014/15, 35.7% (188), with an increase in percentage and numbers across all the academic grade level. The distribution across the three faculties shows up several differences between them. The proportion of women were higher in the Faculty of Arts & Social Sciences at 41.3% (80), followed by the Management, Economics and Law Faculty, 37.4% (46) and lowest in the Science Faculty, 28,1% (59).

There were gender balance in the applicants over the last twelve months period. Women were also more likely to be shortlisted and to be successful in the recruitment process.

Nationality

Just under three quarters of Royal Holloway staff have UK nationality and the remainder are drawn from over 60 countries across the world. Majority of these are represented by one or two people whereas Germany (12%) and Italy (11%) together accounted for 23.0% (96) of the non-UK staff. Another 25.6% (107) were split fairly evenly between Canada, China, France, Greece, India and Ireland.

A significant number of our researchers and teaching support staff are from other countries at 60.1% (83), which appeared to be an increasing trend. The College received a significant of applications from other countries. Non - UK applicants in the research staff group were most likely to be successful in their applications compared to those from UK.

Age

There were 11.7% of staff aged 30 and under, significantly below that of the national staff profile at 16.9%. The highest proportion of staff in the College were in the 31-40 age group with more than half, 50.4% (777) of all staff between 40 and 60 years. There were no academic staff below 35 years. Casual staff and Visiting Teachers were generally in the younger age groups.

Sexual Orientation

The percentage of staff who have provided data relating to their sexual orientation was 38.9% (600). The percentage of staff who have not provided their data on this issue has decreased to 56.4% with 4.7% (73) who preferred not to say. 6.0% (36) of those who provided data were gay, lesbian, bisexual or have other sexual orientation, with 94.0% being heterosexual.

Religion or Belief

Of the 39.2% (605) of staff who have provided data on religion or belief, seven religions or beliefs were represented, with a small number indicating 'other' religion or belief. The majority, 47.4% (287) declared they have no religion or belief and 15.2% (235) were Christians.

Senior Managers

All senior managers (37) were on full-time permanent contracts. 70.3% (26) of the senior managers were male. No senior managers declared a disability and a very small number were minority origin. More than half (54.1%, 20) were in the age band 51-60 with 29.7% (11) in the age band 41-50 years.

INTRODUCTION

This report of our staff profile for 2014/15 is based on staff in post at 31st August 2015. We have reported on the staff profile since 2003/04 and where relevant, have made comparison with previous years, providing useful trend information.

The report focuses on the main equality characteristics of age, disability, ethnicity, gender, nationality and where data is available sexual orientation and religion. The report covers current status with regard to the overall staff profile and main job categories, contract type, recruitment and selection, new starters and leavers.

We regularly monitor the profile of our staff to meet our legal obligations according to the Equality Act 2010 and in line with good higher education practice (HEFCE, 2004; ECU, 2013). Over and above our legal obligations, carrying out equality monitoring of our staff helps us to assess the impact of our equal opportunities policy, to identify areas for improvement, and also to recognise where we are making progress including in relation to our Equality and Diversity Scheme 2014 -17. This provides us with data to help us meet the public sector equality duty which requires higher education institutions (HEIs) in the exercise of their functions to have due regard to: eliminating discrimination, harassment, and victimisation; advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.¹

In this report, sexual orientation and religion have shown improved response figures although more needed to be done to encourage even better responses. Figures for reliable data now approach 38.9% and 39.2% respectively, with an additional 6.0% and 4.9% of those who preferred not to say responses. Given the nature of the perceived sensitivity of these categories there would always be a significant percentage who would prefer not to disclose these details.

For the past two years the equality monitoring form have included the question, 'Is your gender the same as the gender you were originally assigned at birth?'. For the 2014/15 monitoring report the response rate for this question was at 20.2% and they were all 'yes' responses, with a small number preferring not to say.

This report do not include reports on equal pay issues as an Equal Pay Audit is usually carried out by an external consultant as a separate exercise every two years. The last Royal Holloway equal pay audit was carried out and reported on in April 2015.

¹ Higher Education Statistics Agency, 11/01, May, <http://www.hesa.ac.uk/index.php/content/view/2118/> [accessed 10th December 2013]

1. STAFF PROFILE

At the end of 2014/15, there were 1542 staff in post. A summary breakdown of staff in relation to percentages of women, disabled staff and minority ethnic staff is set out in Table 1 below.

Table 1.1 Staff profile - at a glance over past two years

Category	Total Number at 31 st August 2015	% of workforce at 31st August 2015	% of workforce at 31st August 2014
Women	777	50.4%	51.6%
Disabled	29	1.9%	1.8%
Minority ethnic (UK)*	134	**11.9%	11.4%
Minority ethnic (all)*	236	***15.3%	14.4****

* known ethnicity

** excludes 25 (2.2%) of UK staff who prefer not to provide details of their ethnic origin.

*** excludes 43 (2.8%) of all staff who prefer not to provide details of their ethnic origin.

****excludes 42 (2.7%) of all staff who prefer not to provide details of their ethnic origin.

Table 1.2 Percentage of staff in different staff groups over a three year period

Staff group	2014/15	2013/14	2012/13
Academic	34.0% (524)	32.8% (504)	30.3% (500)
Admin 1 – 5	16.7% (257)	16.4% (252)	17.0% (281)
Admin 6 – 10	21.7% (334)	22.6% (347)	27.4% (452)
M & A	8.6% (133)	7.6% (117)	12.0% (198)
Research	8.9% (138)	9.6% (148)	8.7% (144)
Teaching Support* (Other)	5.8% (89)	6.6% (101)	n/a
Technical	4.3% (67)	4.5% (69)	4.7% (77)

**This group of staff was included in a 'other' category last year; these roles include Teaching Fellows, Teaching Associates, Demonstrators, Teaching Assistants and are better classified as Teaching Support Staff*

Academic staff was the biggest staff group, increasing from 30.3% (500) in 2012/13 to 34.0% (524) in 2014/15. Table 1.2 show the trends for 3 years from 2012/13.

Casuals and VTs

There were 1356 casual and visiting teacher engaged on casual or variable contracts, of which there were 893 of the former and 463 of the latter. The HR Systems team continues to review and cleanse the data hence showing a significant decrease in this group of staff.

2. CONTRACT TYPE

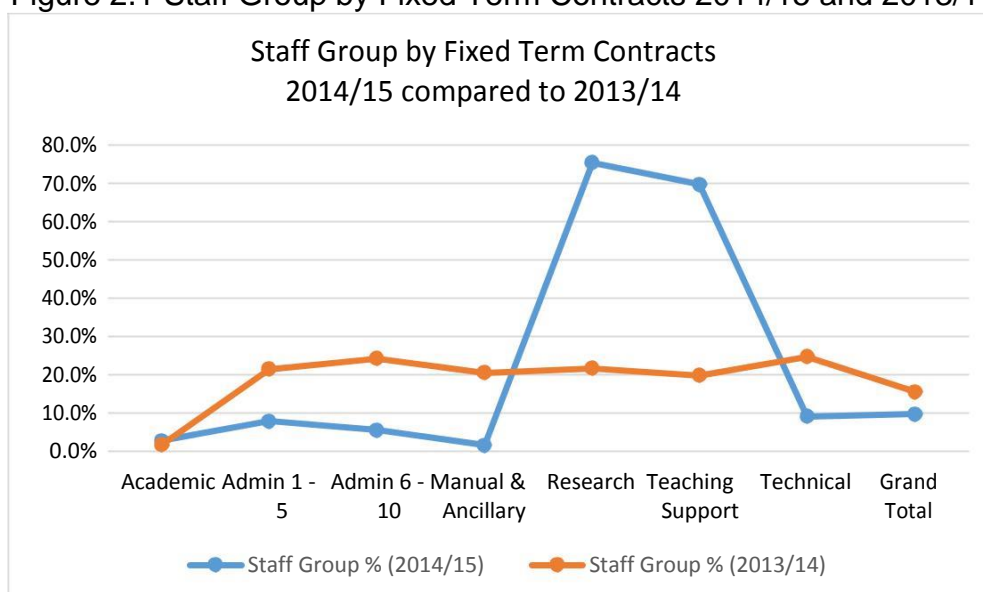
2.1 Permanent/Fixed term

Table 2.1 Percentage of staff on fixed term or permanent contracts 2014/15

Staff Group	Contracts Fixed Term		Permanent Contracts		Total
	Numbers	%	Numbers	%	
Academic	14	2.7%	510	97.3%	524
Admin 1 - 5	20	7.8%	237	92.2%	257
Admin 6 - 10	18	5.4%	316	94.6%	334
Manual & Ancillary	2	1.5%	131	98.5%	133
Research	104	75.4%	34	24.6%	138
Teaching Support	62	69.7%	27	30.3%	89
Technical	6	9.0%	61	91.0%	67
Grand Total	148	9.6%	1316	85.3%	1542

Staff on fixed term contracts have decreased significantly from 14.7 % (226) in 2013/14 to 9.6% (148) in 2014/15, the decrease being more marked with the manual & ancillary staff. See table 2.1. However, the proportion of staff on fixed term contracts in the research and teaching support staff groups were significantly higher at 75.4% and 69.7% respectively.

Figure 2.1 Staff Group by Fixed Term Contracts 2014/15 and 2013/14



From figure 2.1, it can be seen that compared to 2013/14 that there was a slight increase in academic staff on fixed term contracts, a significant increase in Research and Teaching Support staff but showing decreases the other staff groups.

Table 2.2 Shows staff on fixed term or permanent contracts by gender

Staff	Fixed Term Contracts		Permanent Contracts		Total
	Female	Male	Female	Male	
Number	109	117	570	648	1542
%	7.1%	7.6%	37.0%	42.0%	100.0%

Men on permanent contracts comprises the largest group of staff, making up 42% of all staff.

Figure 2.2 showing contract type by gender, 2014/15

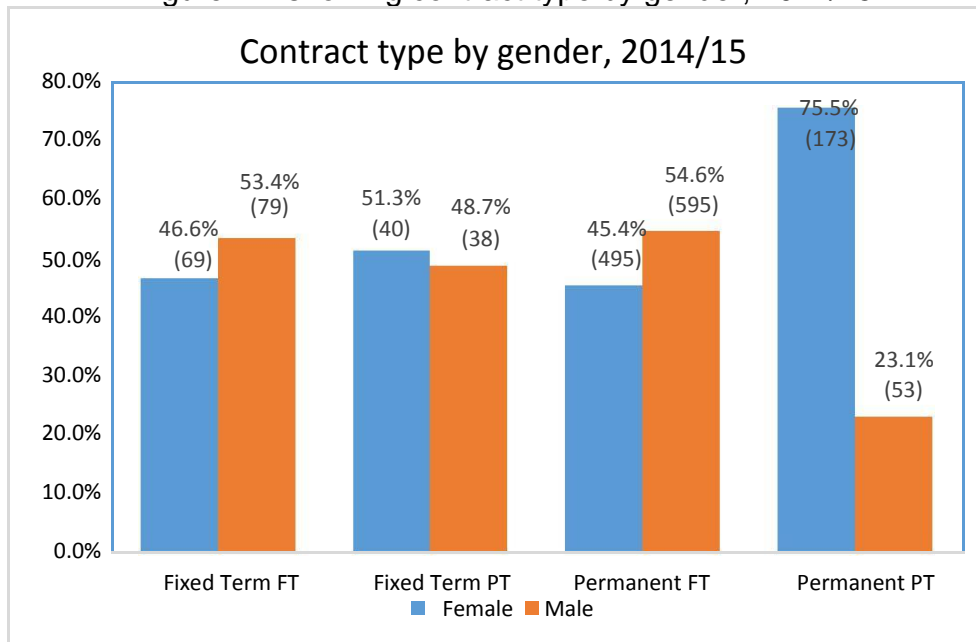


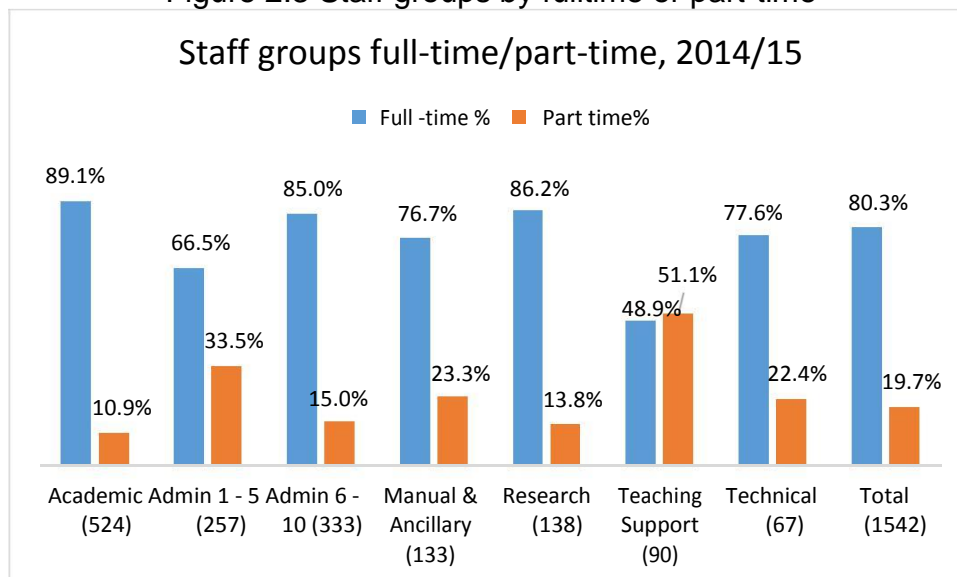
Figure 2.2 shows that there was a slightly higher proportion of women in part time roles for fixed term contract and is markedly higher on part time permanent contracts at 75.5%.

2.2 Leavers by fixed term

39.1% of leavers (86) were on fixed term contracts. 60.9% (134) of leavers were on permanent contract; a significant number were on full time permanent contracts 74.6% (100). The majority of full time permanent contract leavers are from the staff group Admin 1-5, 25.0% (25) and Admin 6-10, 42.0% (42).

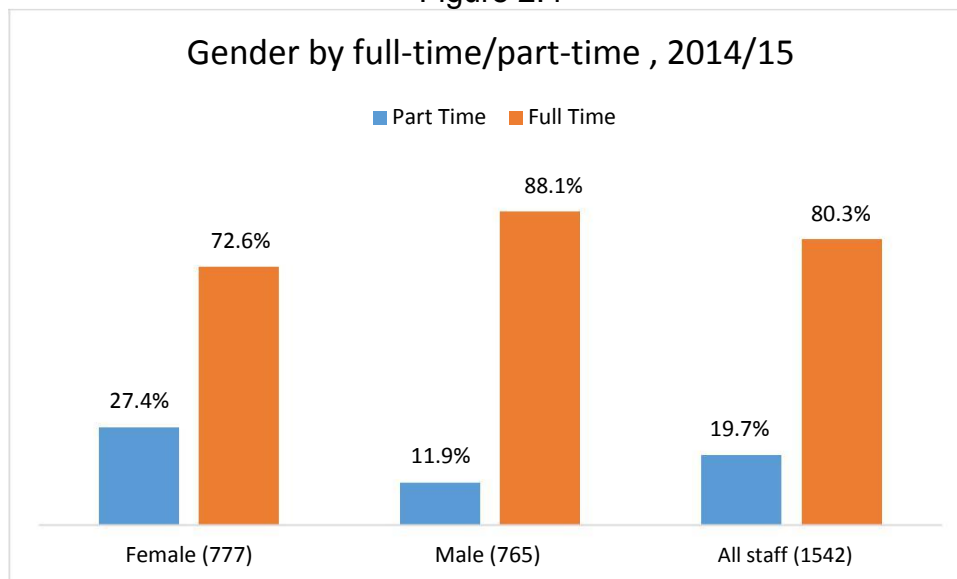
2.3 Full-time/part-time

Figure 2.3 Staff groups by fulltime or part-time



Part-time contracts have reduced from a quarter of total staff (435) in 2012/13 to just under a fifth (304) in 2014/15. Around 80% of staff in the College work full time and are common across all staff groups except for the Admin 1-5 staff group at 66.5% and Teaching Support staff at 48.9%, see figure 2.3

Figure 2.4

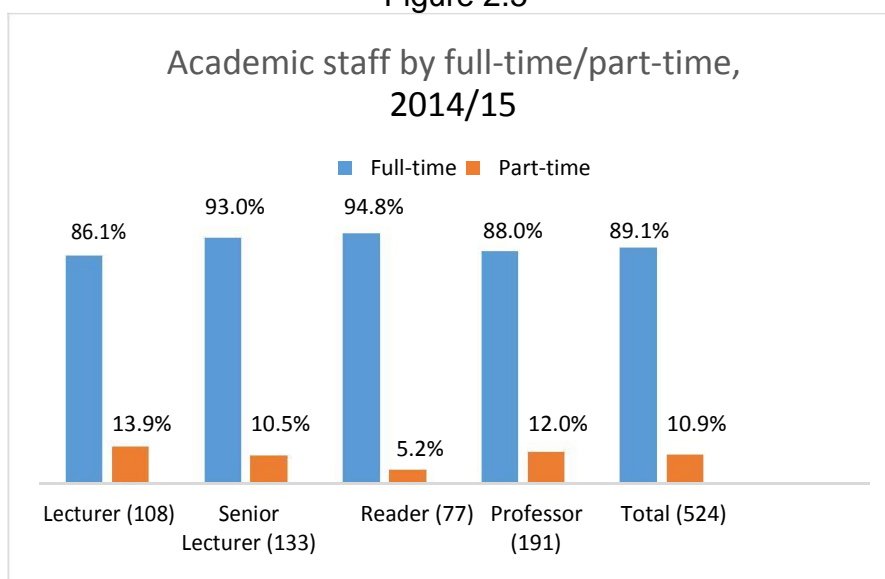


More than twice the number of women are on part-time contracts, 27.4% (213) women compared to 11.9% (91) of men. Men are 54.4% (674) of those on full-time contracts (nationally, the comparable figure is 52.8% according to the ECU 2015, p. 222).

77.5% (183) of minority ethnic staff and 80.6% (1018) of White staff are on full-time contracts in 2014/15, which have not changed from the 2013/14 data.

Full-time/part-time – academics

Figure 2.5



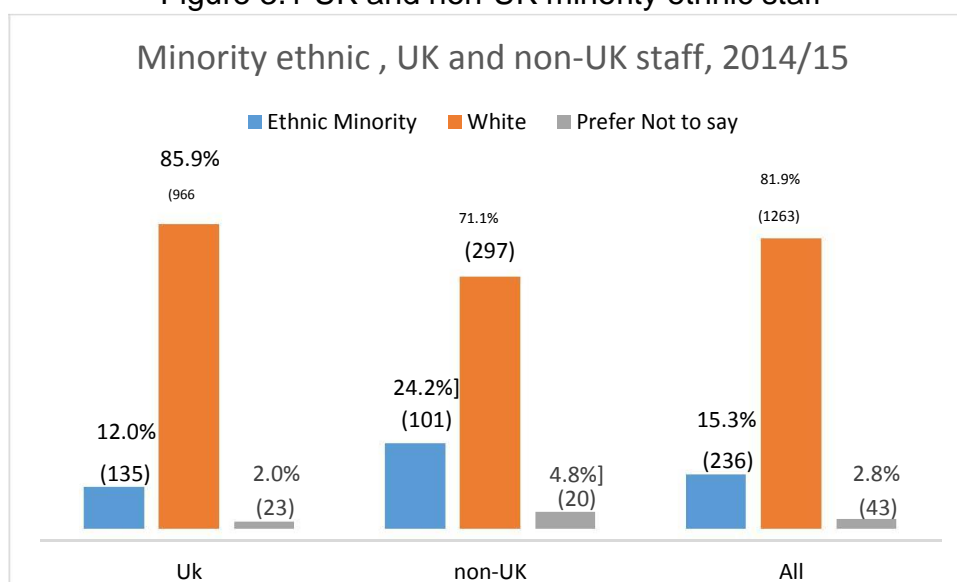
Overall, the majority of academics are on full-time contracts with only 10.9% (57) of academics on part-time contracts; the lowest proportions being at Reader level (5.2%, 4).

Leavers by contract type

Part-time staff were 19.6% (51) of leavers. Fixed term contracts were 33.1% (86) of leavers.

3. ETHNICITY

Figure 3.1 UK and non-UK minority ethnic staff



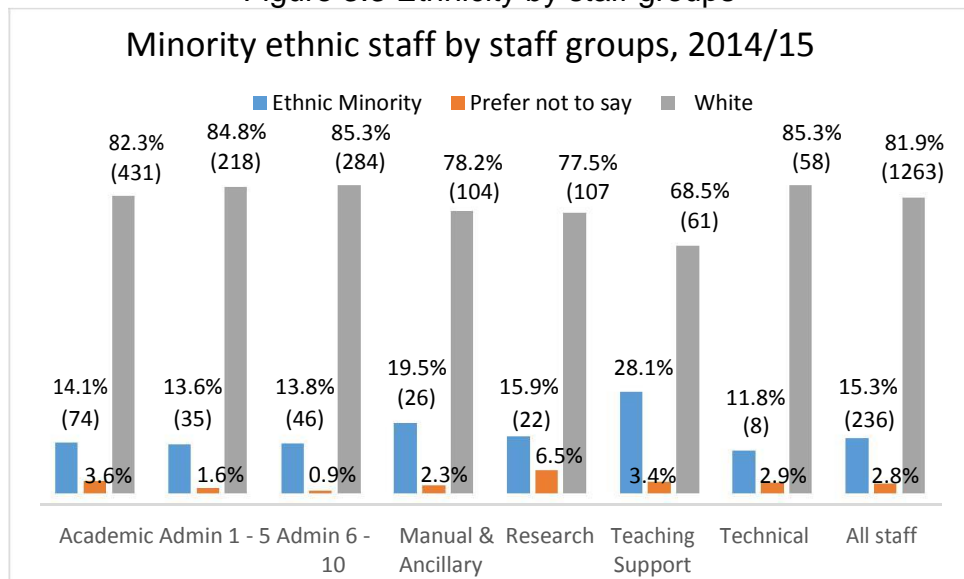
The percentage of all minority ethnic staff at 15.3% (236) shows an increase from 2013/14 and minority ethnic staff of UK nationality continues its upward trend to 12.0% (135). Twice the proportion of non-UK staff, 24.2% (101) were from minority ethnic background. As a comparison, 8.2% of UK national staff in UK higher education identified themselves as of minority ethnic background (ECU, 2015, p. 128)⁴.

Figure 3.2 Minority ethnic staff by nationality, 2014/15



Figure 3.2 shows that of all the minority ethnic staff in 2014/15 in the College, Asian was the largest at 46.7% (63) of UK minority ethnic staff and 41.6% (42) of all non-UK minority ethnic staff. Amongst the UK nationals, Black comprises the next highest proportion at 17% (23) although amongst the non-UK nationals it was Chinese representing 24.8% (28) of minority ethnic staff⁵.

Figure 3.3 Ethnicity by staff groups



³ When referring to ethnicity, we indicate if we are referring to all staff, or to those of UK nationality. All data relating to ethnicity throughout the report refers to 'known ethnicity' – i.e. 98.5% of staff – unless otherwise stipulated.

⁴ It is also reported there (p. 126) that 29.8% of non-UK nationals in English HE institutions were of minority ethnic background.

⁵ Nationally (ECU 2015, p.130), Chinese staff are also a sizeable minority ethnic group in HEIs (17% of all minority ethnic staff), second only to Asians of Indian background (20.5%).

Of all the staff groups, the teaching support group had the highest proportion of minority ethnic staff at 28.1% (25) followed by the manual & ancillary staff group, 19.5% (26) with technical staff showing the lowest proportion, 11.8% (8).

Table 3.1 Ethnicity by gender, 2014/15

Ethnicity	F	M	Grand Total
Asians	51.4%	48.6%	105
Black	56.7%	41.9%	30
Chinese	55.6%	44.4%	45
Mixed	58.1%	41.9%	31
Other	60.0%	40.0%	25
Prefer not to say	23.3%	76.7%	43
White	50.5%	49.5%	1263

Nationally (aside from the 'other' ethnic group) women comprised the majority in all ethnic groups among UK staff (ECU 2015, p. 276). At Royal Holloway, there was also more women than men amongst all the minority ethnic groups, with the highest percentage represented by Black women at 60.0% (15) compared to White staff where it was more gender neutral.

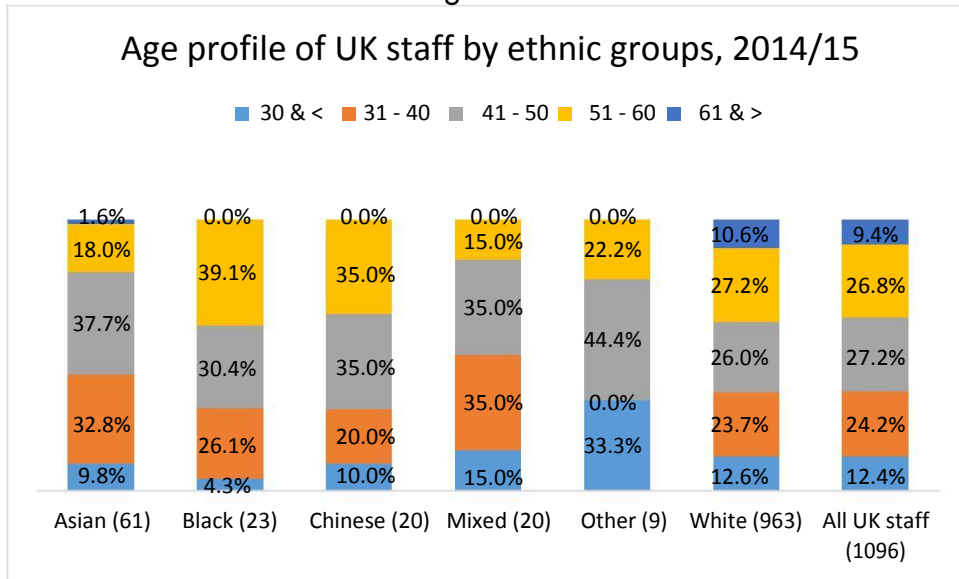
Table 3.2 Ethnicity by full-time and part-time working

	Full time		Part time	
	F	M	F	M
Asians	45.5%	54.5%	67.9%	32.1%
Black	55.0%	45.0%	50.0%	50.0%
Chinese	51.4%	48.6%	66.7%	33.3%
Mixed	52.0%	48.0%	66.7%	33.3%
Not disclosed	0.0%	100.0%	0.0%	100.0%
Other ethnic background	46.7%	53.3%	60.0%	40.0%
Prefer not to say	18.2%	81.8%	40.0%	60.0%
White	42.6%	57.4%	72.2%	27.8%

At Royal Holloway, Asian and White men outnumbered women amongst full-time staff while amongst part-time staff women in the majority of ethnic groups outnumber men.

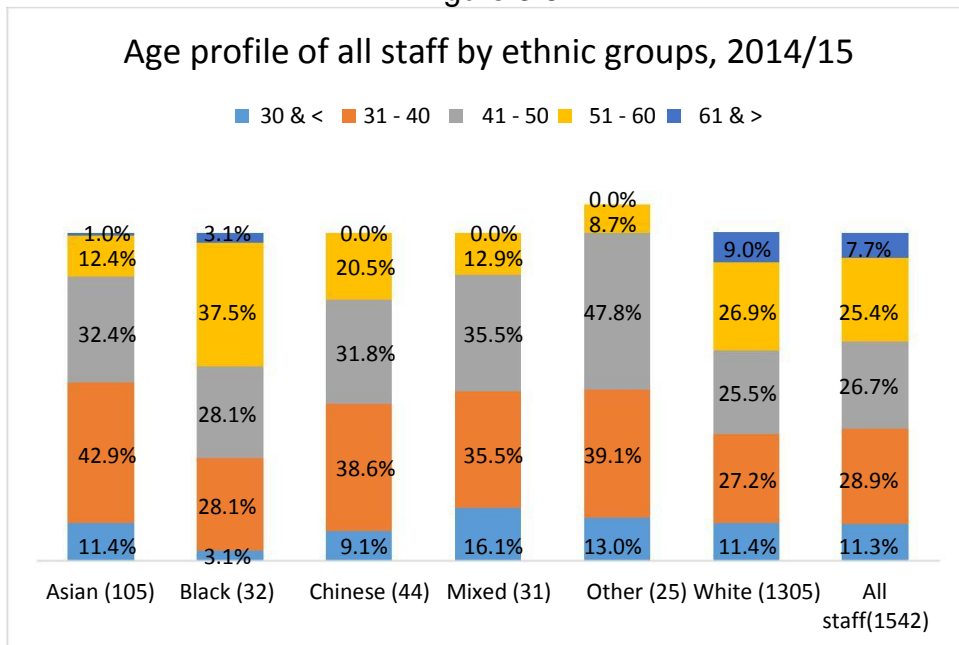
19.1% (139) of casual and 13.1% (39) of visiting teachers of UK nationality (17.4% of these combined) are minority ethnic staff, no significant change overall compared to last year. About 41.7% (58) of minority ethnic casual staff of UK nationality are of Asian background, as are about 46.2% (18) of minority ethnic visiting teachers.

Figure 3.4



From figure 3.4, it can be seen that in the College all UK staff were evenly distributed across the age bands 31-40, 41-50 and 51-60. However, Asian and staff from other ethnic background were comparatively younger than other minority ethnic groups, around 70% of whom were in the age range from 31 to 50.

Figure 3.5



If all the College staff were considered, there was also more or less even distribution across the age bands 31-40, 41-50 and 51-60, see figure 3.5. With the exception of Black staff, the highest proportion of minority ethnic staff from all categories were in

the age band 31-40. Around 88% of staff from the 'other minority ethnic' category were between 31 to 50 years old compared to 52.7% from White staff.

Table 3.3 Minority ethnic staff by job groups (all staff), 2014/15

Staff group	% Royal Holloway minority ethnic staff (all staff)				
	2014/15	2013/14	2012/13	2011/12	2010/11
Academic and research	14.5% (96)	13.5% (68)	12.6% (78)	13.3%	13.5%
Professional and Support staff (RHUL – Admin, M&A and Technical	15.9% (140)	14.9% (154)	14.0% (139)	13.4%	11.7%

Between 2010/11 to 2014/15, there is a gradual increase in the proportion of minority ethnic academic and professional & support staff in Royal Holloway, although the actual numbers fluctuates year by year, see table 3.3.

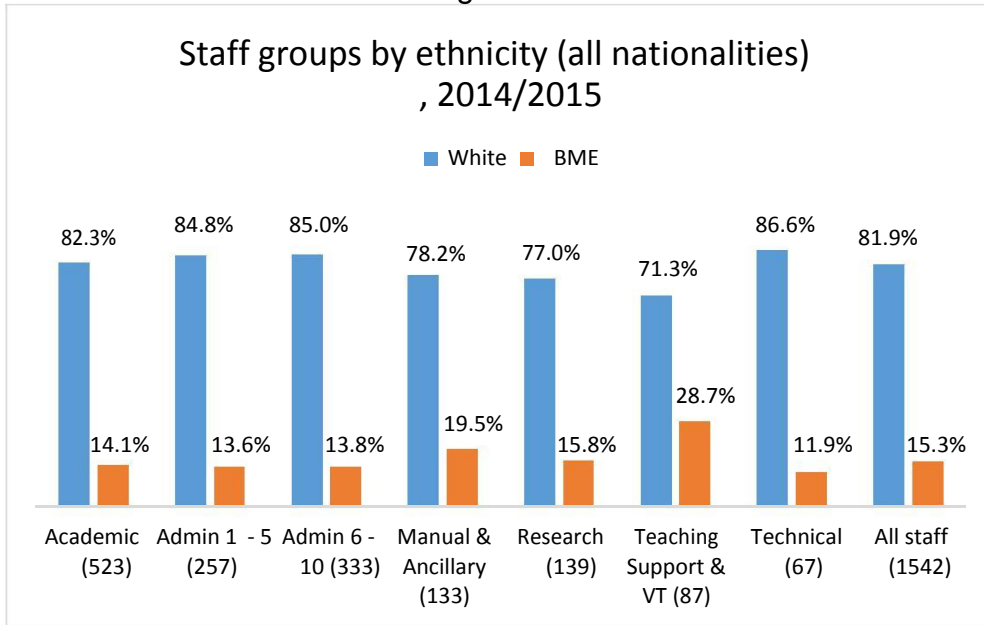
3.4 Minority ethnic staff by job groups (UK nationality), 2011/12 to 2014/15

Staff group	% Royal Holloway minority ethnic staff (UK nationality)				HESA data (HESA 2013/14 data ²), published in 2015
	2014/15	2013/14	2012/13	2011/12	2012/13
Academic and research	13.0% (49)	11.4% (35)	9.7% (35)	9.8%	8.3%
Professional and Support staff (RHUL – Admin, M&A and Technical	12.6% (94)	11.3% (91)	10.7% (88)	9.6%	8.2%

Table 3.4 indicated that for staff of UK nationality staff there is an upward trend in the proportion and numbers of minority ethnic staff in both the academic and professional & support staff groups.

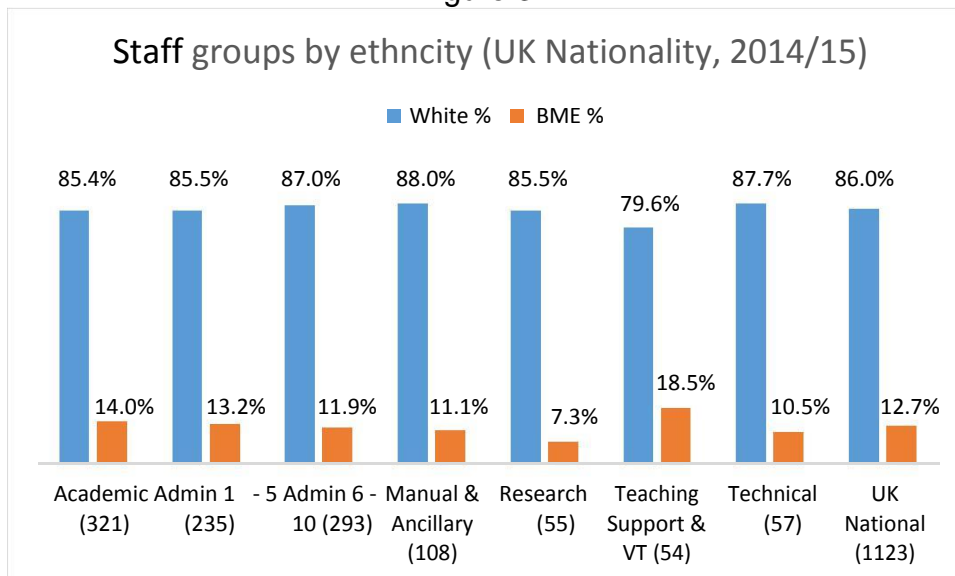
² ECU, 2015, p.150

Figure 3.6



It can be seen from figure 3.6 that the Teaching Support group has the highest proportion of minority ethnic staff (28.7%, 25) followed by the Manual & Ancillary staff group (19.5%, 26).

Figure 3.7

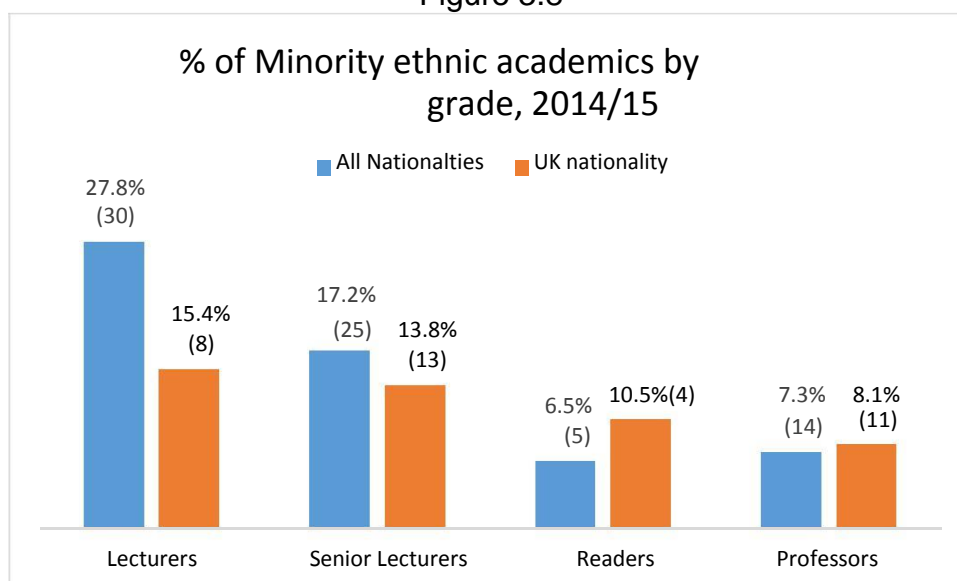


Although for UK staff, the Teaching Support staff group also has the highest proportion of minority ethnic staff, they are not as well represented in the Manual & Ancillary staff group with relatively low representation amongst Researchers.

3.1 Academic Staff

Nationally (ECU, 2015, p.150), as a percentage of the whole academic staff group, the proportion of UK BME academic staff has shown a gradual increase from 4.8% in 2003/04 to 8.3% in 2013/14. The proportion of non-UK BME staff has rose to 27.2% in the same period. At Royal Holloway, overall, 14.1% (74) of all academic staff and 14.0% (45) of academic staff of UK nationality are of minority ethnic origin, figures which continue to mark a steady increase in numbers and proportion.

Figure 3.8



Whereas minority ethnic academic staff (all nationalities) were well represented at Lecturer level at 27.8% (30), it reduces to 17.2% (25), 6.5% (5) and 7.3% (14) of Senior Lecturer, Reader and Professorial levels respectively.

Table 3 Minority ethnic staff (academic) 2014/15 compared to previous years

% minority ethnic academic staff	2014/15	2013/14	2012/13	2011/12
Lecturer	27.8% (15.4%)	26.9% (18.8%)	24.5% (14.8%)	20.0% (12.3%)
Senior lecturer	17.2% (13.8%)	14.9% (12.5%)	12.4% (12.2%)	14.1% (14.0%)
Reader	6.5% (10.5%)	9.5% (15.6%)	10.2% (13.3%)	13.1% (14.3%)
Professor	7.3% (8.1%)	6.3% (6.8%)	6.6% (6.8%)	5.3% (6.3%)

Figures in brackets are for staff with UK nationality. For actual numbers at each level (2014/15) see Figure 3.8.

Of the minority ethnic academic staff, 33.8% (22) were of Asian, 33.8% (22) Chinese and 16.9% (11) were mixed background and 15.4% (10) were of Black ethnicity.

At national level, the proportion of black academic staff who were professors was lower than for any other ethnic group, with 4.5% of UK black academic staff and 2.2% of non-UK black academic staff holding professorial status. In contrast, 14.0% of UK Chinese academic staff and 9.4% of non-UK white academic staff were professors (p. 176,177).

Of the twelve minority ethnic professors at the College 42.9% were Asian and 21.4% were Chinese.³ In total, while 43.3% (119) of White academics at the college with UK nationality were at professorial level, only 29.7% (11) of UK nationality minority ethnic academics were at that level.

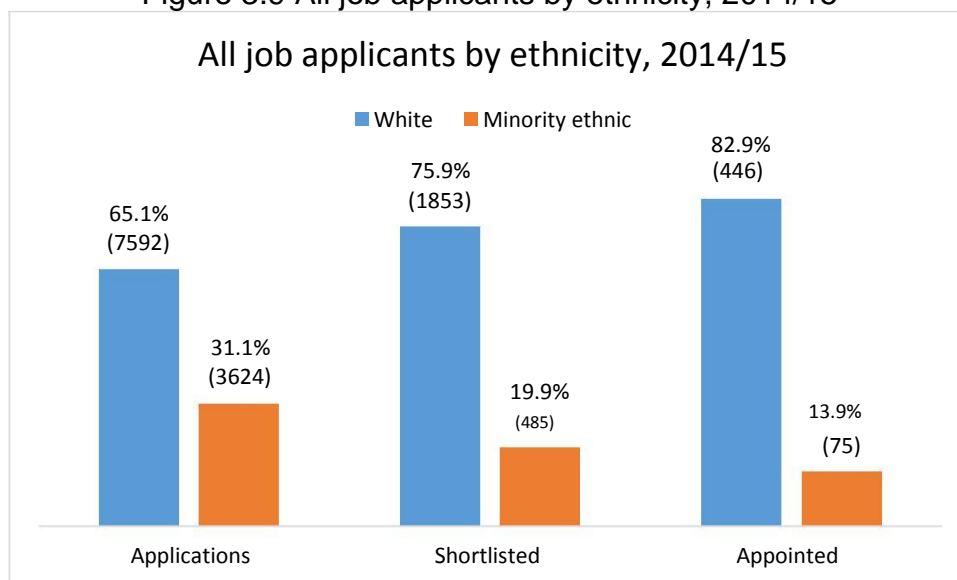
Table 4 Academic staff by ethnicity comparison in each Faculty, 2013/14

Job category	Arts and Social Science		Management, Economics & Law		Science	
	White	Minority ethnic	White	Minority ethnic	White	Minority ethnic
Lecturer	64.1%	33.3%	58.1%	38.7%	81.3%	12.5%
Senior Lecturer	82.5%	15.8%	67.6%	32.4%	87.0%	8.7%
Reader	96.6%	0.0%	50.0%	30.0%	96.9%	3.1%
Professor	91.9%	1.6%	79.2%	14.6%	88.7%	8.5%

The three Faculties maintain their different positions with regard to their minority ethnic staff with Management, Economics and Law at 26.8% (33) at the highest overall percentage, Arts and Social Science, at 12.4% (23), and Science, at 8.3% (15). The proportions of minority ethnic staff at each level differed considerably across the faculties, with a relatively low proportion at all levels in Science, a significant decline from 38.7% of Lecturers to 14.6% of Professors in the Management, Economics & Law Faculty, and a steeper decline from 33.3% of Lecturers to 1.6% of Professors in Arts and Social Science, see table 3.6.

3.2 Recruitment

Figure 3.9 All job applicants by ethnicity, 2014/15

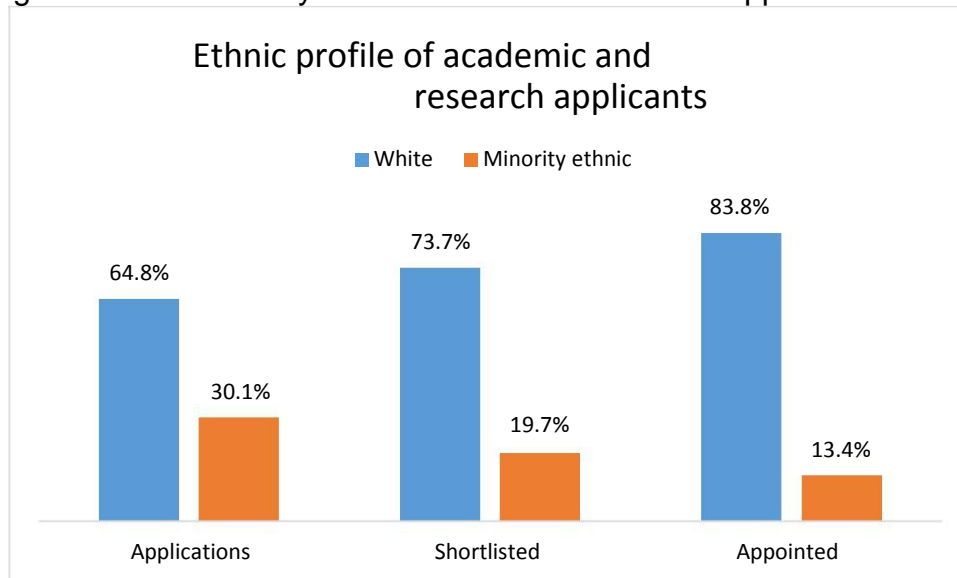


Based on 11656 applications. Ethnicity data is unknown for 440 applicants.

³ Nine of the professoriate (two third of whom have UK nationality) preferred 'not to say' their ethnicity.

Almost a third (31.1%) of applications were from minority ethnic job seekers, about a fifth (19.9%) of those shortlisted were minority ethnic and 82.9% (446) of all appointments went to White candidates.

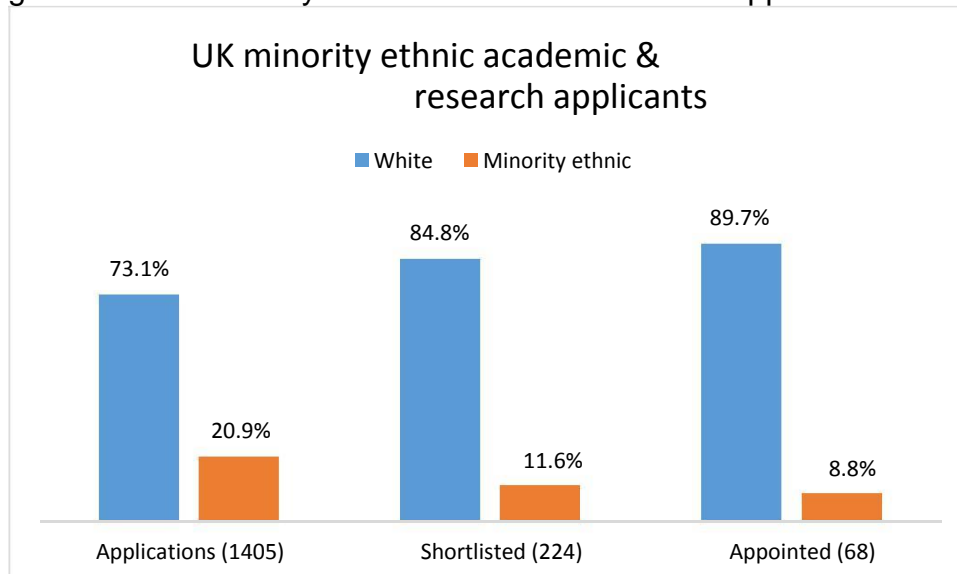
Figure 3.10 All minority ethnic academic & research applicants 2014/15



Based on 4111 applications. Ethnicity data is unknown for 212 applicants.

For academic and research posts, applications from minority ethnic were at 30.1%, with 9.7% shortlisted and 13.4% appointed.

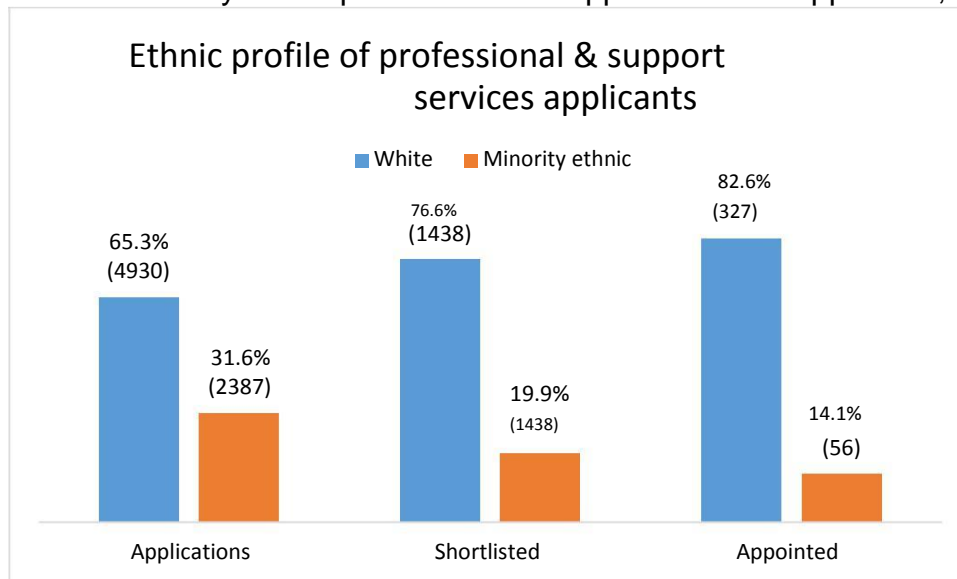
Figure 3.11 UK minority ethnic academic & research applicants 2014/15



Based on 1405 applications. Ethnicity data is unknown for 85 applicants.

The proportion of UK minority ethnic academic and research applicants successful in applying for academic and research jobs were lower compared to when all applicants were taken into account, see figures 3.10 and 3.11.

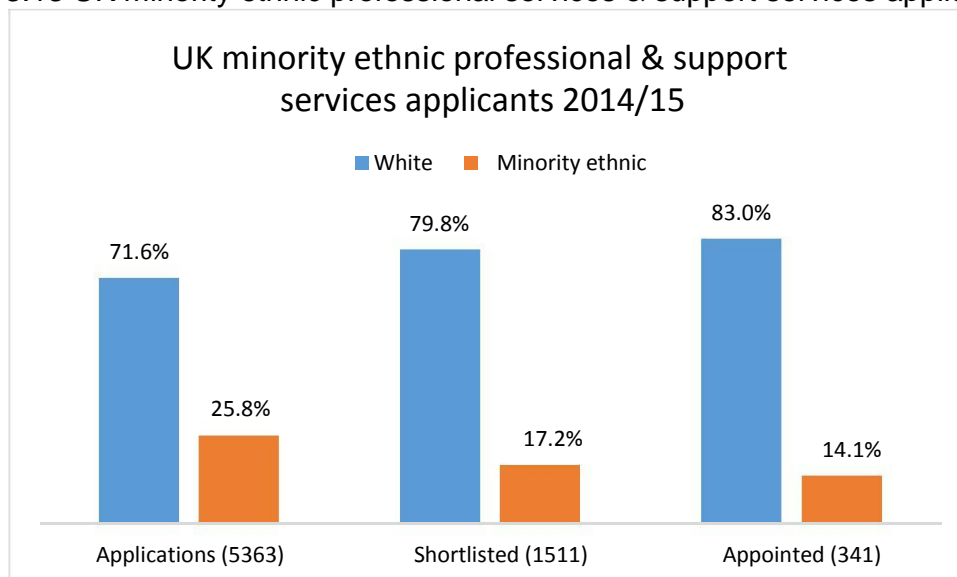
Figure 3.12 All minority ethnic professional & support services applicants, 2014/15



Based on 7545 applications. Ethnicity data is unknown for 228 applicants.

For Professional and Support Services applicants, a third were from minority ethnic applicants, decreasing to 19.9% shortlisted and only 14.1% appointed.

Figure 3.13 UK minority ethnic professional services & support services applicants

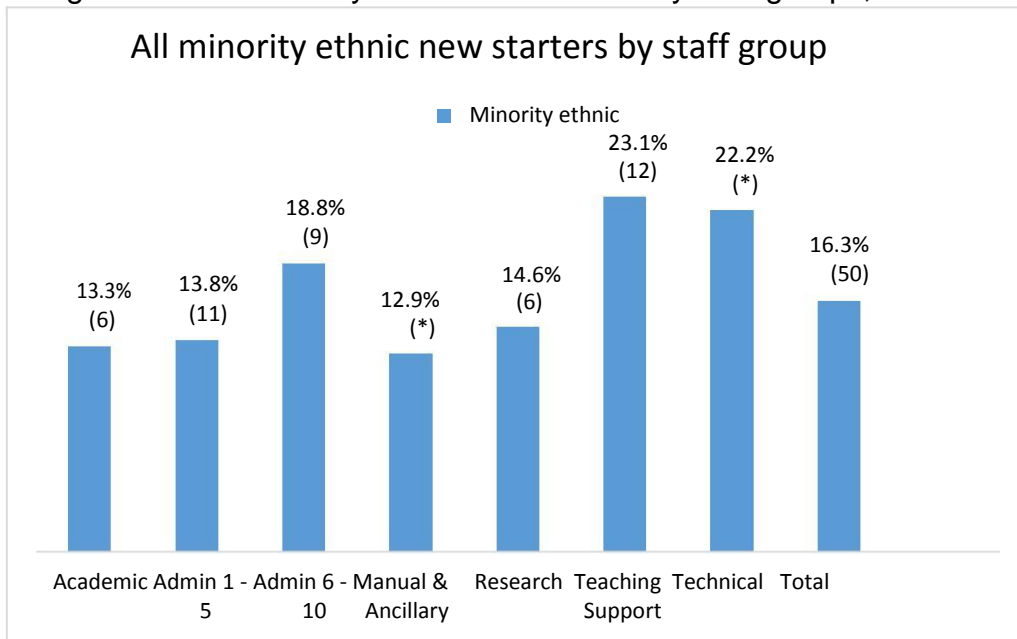


Based on 5363 applications. Ethnicity data is unknown for 144 applicants.

The proportion of successful UK minority ethnic professional and support services applicants were similar when compared to that for all applicants, see figures 3.12 and 3.13.

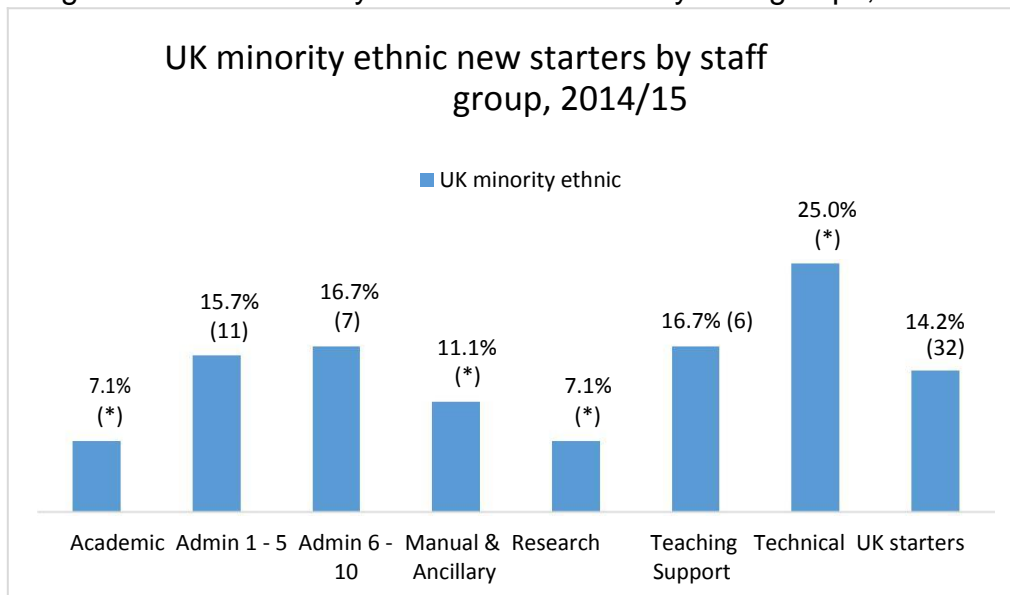
3.3 Starters

Figure 3.14 All minority ethnic new starters by staff groups, 2014/15



(*) =5 or less

Figure 3.15 UK minority ethnic new starters by staff groups, 2014/15



(*) =5 or less

Overall, 16.3% (50) of all new starters and 14.2% (32) of those of UK nationality were of minority ethnic origin – most highly represented in Technical posts (although the numbers were small) and least so in the Academic and Research posts. The highest percentage of all minority ethnic starters (40.6%, 13) were of Asian origin, with other ethnic groups fairly evenly distributed.

3.4 Leavers

Figure 3.16 All minority ethnic leavers by staff group

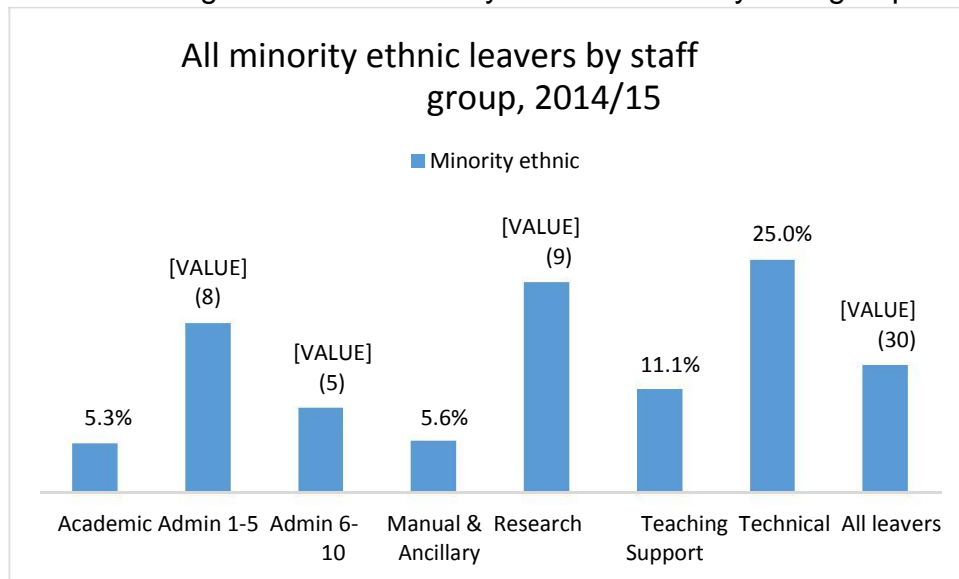
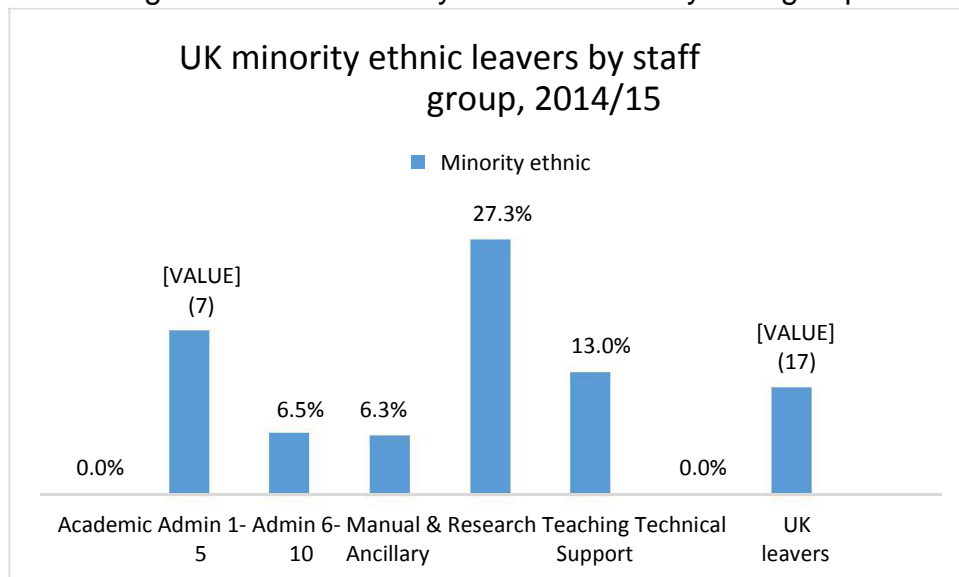


Figure 3.17 UK minority ethnic leavers by staff group



Minority ethnic staff were 13.6% (30) of all leavers and 11.4% (17) of leavers of UK minority ethnic staff background, both this proportion being higher than in 2013/14 at 12.3% (31) and 8.0% (14) respectively. The proportion of all minority ethnic leavers were also below their representation in the College at 15.3% (all minority ethnic staff)

and 12.0% (UK minority ethnic staff). Of the minority ethnic staff the highest proportion of leavers were non-UK Chinese at 16.7%.

4. GENDER

Nationally in 2013/14, 53.8% of all HEI staff in the UK were women (47.2% of full-time staff and 79.2% of part-time professional and support staff). Women comprised 44.6% of academic staff. A higher proportion of staff in professorial roles were male (77.6%) and men also comprised 52.9% of academic staff in non-professor roles and 69.7% of academic staff in senior management roles (ECU, 2015).

The percentage of female staff in RHUL in 2014/15 had fallen to 50.4% (777) from 51.8% (856) in 2013, although nationally the proportion of female staff had been at just below 54.0% for the past five years.

Table 4.1 Percentage of female staff since 2009/10, benchmarked with HESA

Category	% in 2015	% in 2014	% in 2013	% in 2012	% in 2011	% in 2010
Women staff – RHUL	50.4% (777)	51.6% (794)	51.8% (856)	52%	52.1%	50.6%
Women staff – HESA	53.8%*	53.9%*	53.8%	53.8%	53.7%	53.8%

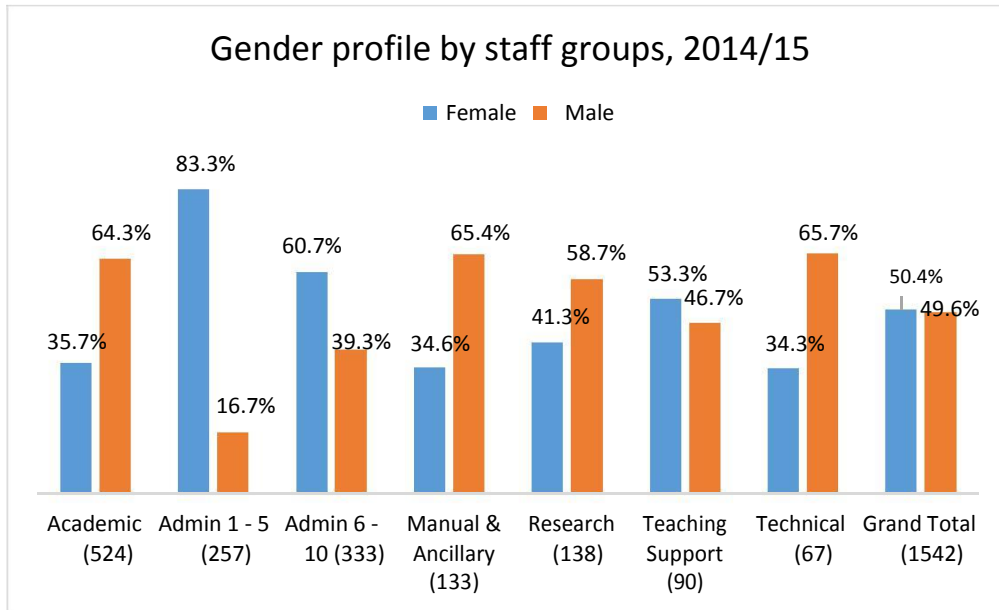
* The HESA data is from the Equality Challenge Unit's annual report *Equality in Higher Education statistical report, 2015*, which reports data for 2013/14.

Table 4.2 Percentage of female staff by staff group, benchmarked with HESA

Staff group	% Royal Holloway female staff				% HESA Statistics for female staff ⁴
	2014/15	2013/14	2012/13	2011/12	HESA 2013/14
Academic and research	36.9% (244)	39.3% (256)	34.2% (220)	36.1%	44.6%
Professional and Support staff (RHUL – Admin, M&A and Technical)	60.6% (533)	60.7% (538)	63.1% (636)	61.9%	62.7%

⁴ HESA define academic staff as those responsible for planning, directing and undertaking academic research and teaching in HEIs. This may also include vice-chancellors, principals, and clinical and healthcare professionals who undertake teaching or research activities. They define professional and support staff as those who do not have an academic employment function, such as managers, non-academic professionals, student welfare workers, cleaners, caterers and secretaries. For the RHUL data we have grouped 'Academic and Research' together and then the 'Admin, M&A and technical' staff together).

Figure 4.1 Profile by gender in each job type – 2014/15



From figure 4.1, it can be seen that the proportion of female staff were highest in the administrative and teaching support staff groups. There were proportionately more male in the academic, research, manual & ancillary and technical staff at above 60.7%.

4.1 Academic staff

Figure 4.2 Gender by grade of academic staff 2013/14

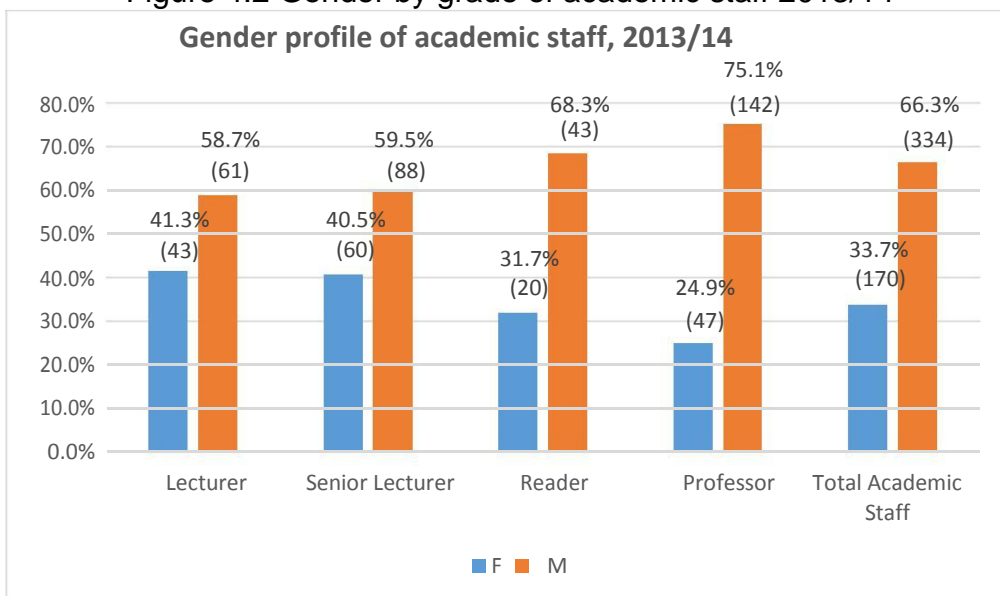
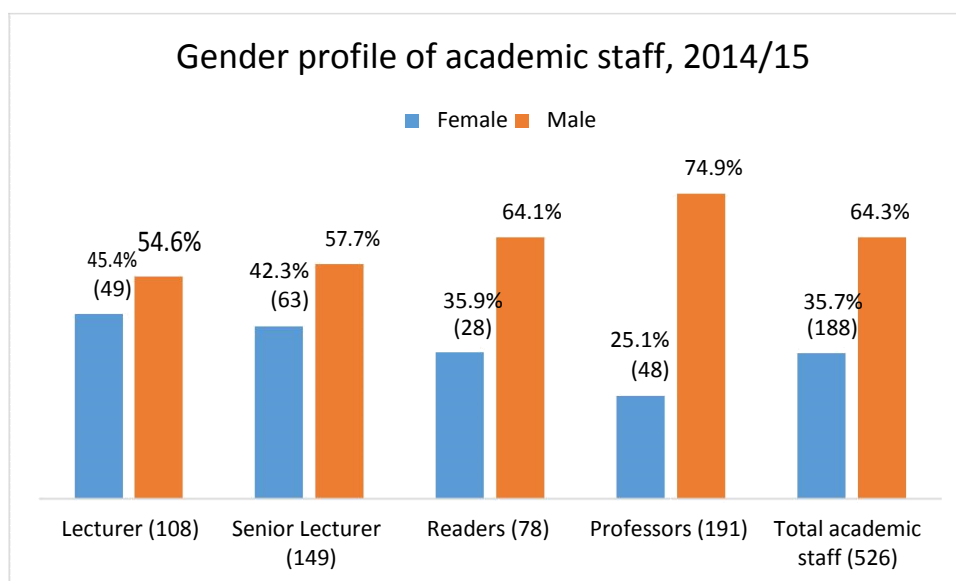


Figure 4.3 Gender by grade of academic staff



The proportion of female academic staff increased from 33.7% (170) in 2013/14 to 35.7% (188) in 2014/15. There was also an increase in percentage and numbers across all the academic grade level see figures 4.2 and 4.3.

Table 4.3 Female academic staff at different levels, over a four year period

% Female academic staff	2014/15	2013/14	2012/13	2011/12
Lecturer	45.4% (49)	41.3% (43)	40.0% (44)	45.0%
Senior lecturer	42.3% (63)	40.5% (60)	38.1% (53)	35.1%
Reader	35.9% (28)	31.7% (20)	28.3% (17)	32.3%
Professor	25.1% (48)	24.9% (47)	24.1% (46)	24.4%

Table 4.4 Gender profile of Faculties

Level	Faculty Arts & Social Sciences		Faculty of Management, Economics & Law		Faculty of Science	
	Female	Male	Female	Male	Female	Male
Lecturers	48.7% (19)	51.3% (20)	51.6% (16)	48.4% (15)	33.3% (12)	66.7% (24)
Senior Lecturers	50.9% (29)	52.6% (30)	44.1% (15)	55.9% (19)	34.5% (19)	65.5% (36)
Readers	41.4% (12)	58.6% (17)	10.0% (*)	90.0% (*)	36.8% (14)	63.2% (24)
Professors	32.3% (20)	67.7% (42)	29.2% (14)	70.8% (34)	17.3% (14)	82.7% (67)
Total	42.3% (80)	57.7% (109)	37.4% (46)	62.6% (77)	28.1% (59)	71.9% (151)

(*) low numbers

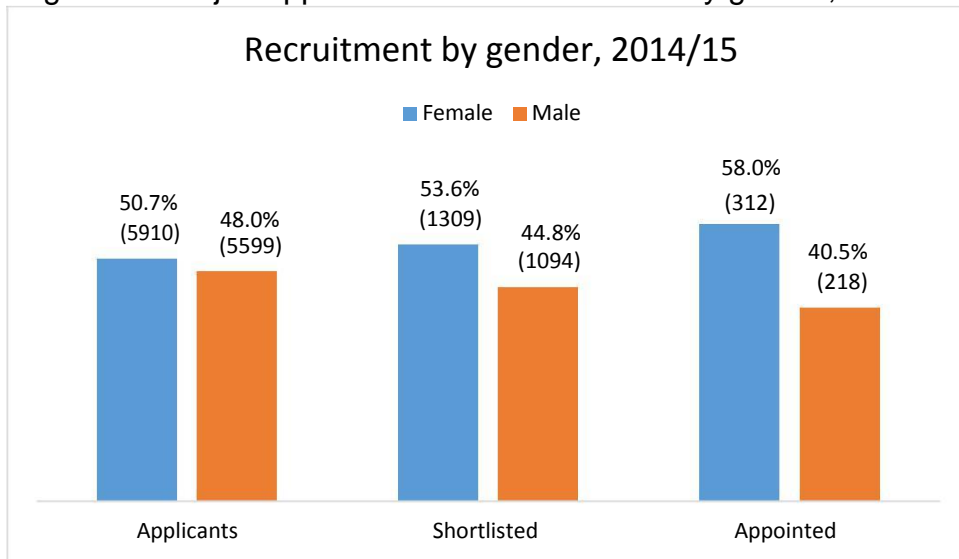
The distribution across faculties shows up several differences between them. The proportion of women were higher in the Faculty of Arts & Social Sciences at all levels, except for Lecturers when compared to the other two Faculties. The representation of women Readers was lowest in Management, Economics and Law. The Science Faculty, however, has more marked imbalances with an overall

proportion of three to one in favour of men, with only 17.3% of women at Professorial level. Nationally, 50.3% of female academic staff worked in non-SET subject areas whereas 57.9 % of male academic staff worked in SET subjects. (ECU, 2015 p 238). In comparison, there are proportionally less women in all subject areas at Royal Holloway.

When casual staff and visiting teaching staff are considered, 64.6% and 52.9% respectively are women.

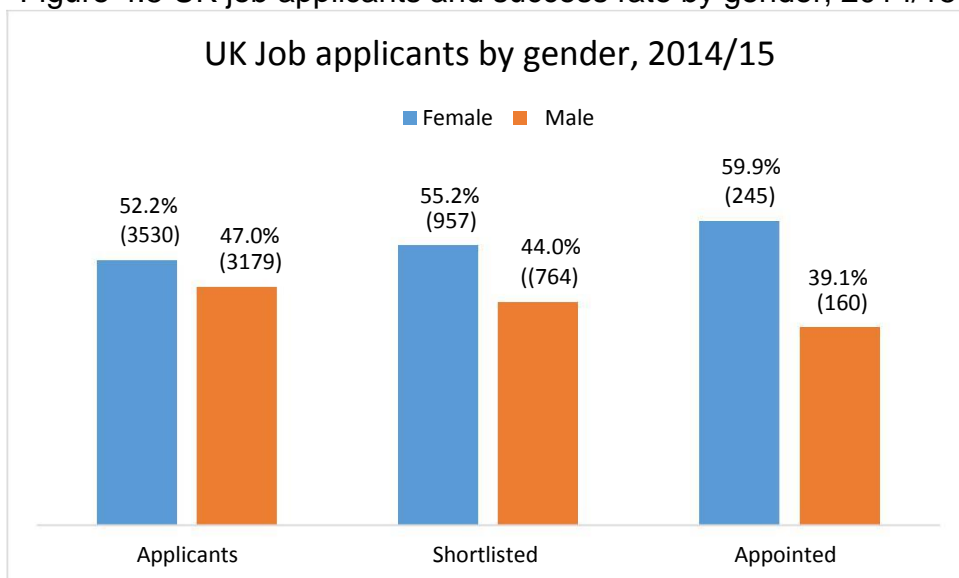
4.2 Recruitment

Figure 4.4 All job applicants and success rates by gender, 2014/15



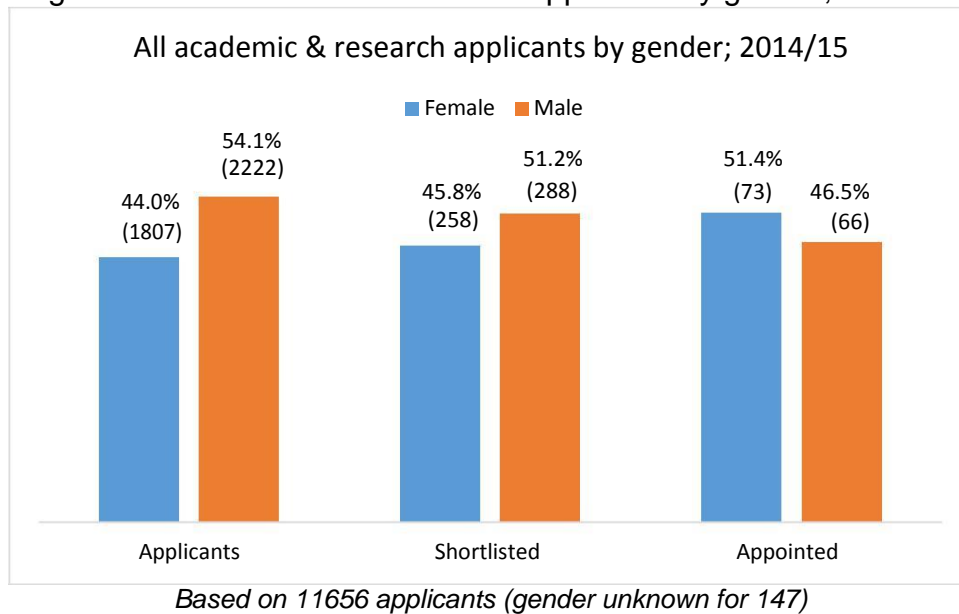
Based on 11656 applicants, gender data unknown for 147 applicants

Figure 4.5 UK job applicants and success rate by gender, 2014/15



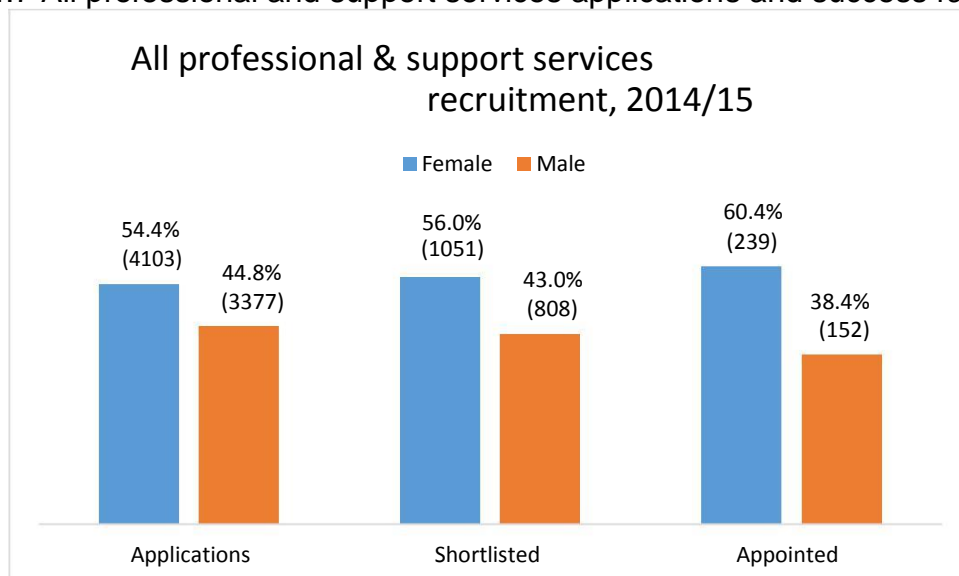
There were gender balance in the applicants over the last twelve months period. Women were also more likely to be shortlisted and to be successful in the recruitment process, figure 4.4. The situation was very similar for UK nationals undergoing the recruitment process, figure 4.5

Figure 4.6 All academic & research applicants by gender; 2014/15



In the academic and research staff groups, there were proportionately more male applicants at 54.1% and more male are shortlisted, 51.2%. However, proportionately more female were successful with 51.4% being appointed.

Figure 4.7 All professional and support services applications and success rate

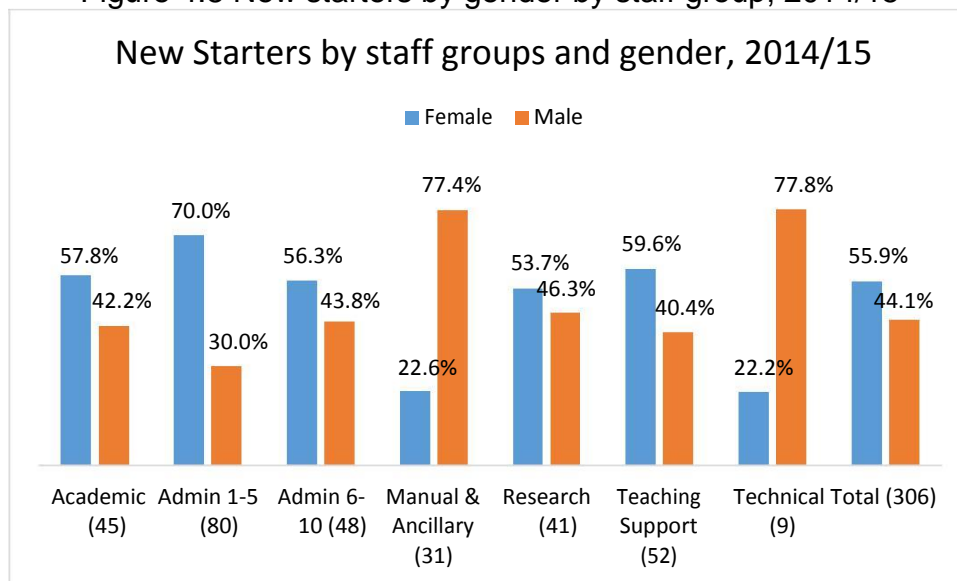


Based on 4111 applicants (gender unknown for

In the Professional Services, there were slightly higher proportion of female applicants at 54.4% (4103), with 56.0% (1051) female shortlisted and a higher proportion of female (60.4%) being appointed.

4.3 Starters

Figure 4.8 New starters by gender by staff group, 2014/15

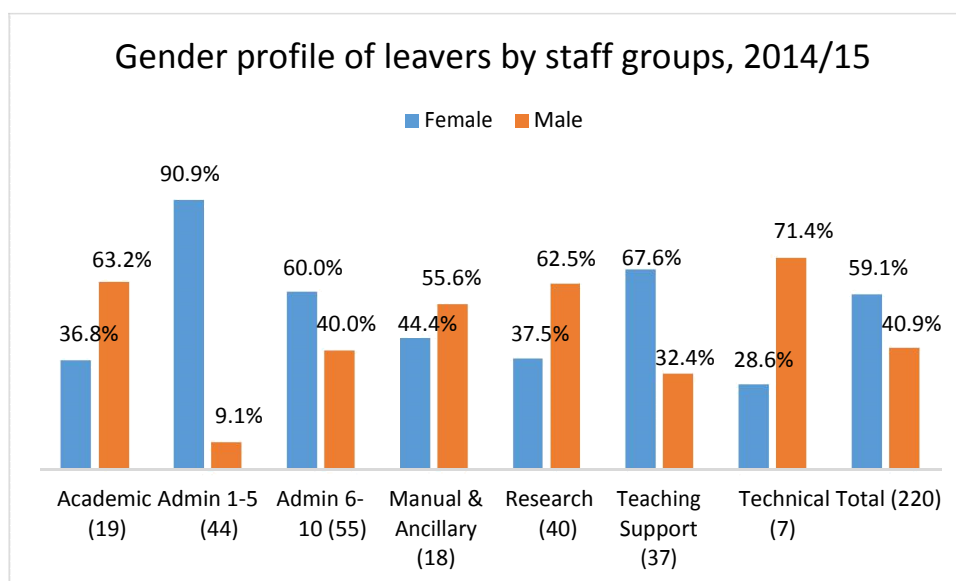


As in previous years, women formed over half of new starters (171 out of 306), including 70% (56) of Admin 1 - 5 and 56.3% (27) of Admin 6-10. Half of M&A starters and half of Technical starters (6) were women.

Female academic starters (57.8%, 26) was more than male (19) and there were more female researcher starting (53.7%, 22)

4.4 Leavers

Figure 4.9 Gender profile of leavers 2014/15



A total of 220 staff on fixed term and permanent contracts left in 2014/15, with over 18.2% more women leaving than men. There were more women academics who started (26) compared to the numbers who left (7). There were also more male academics starting (19) than leaving (12).

5. NATIONALITY

Just under three quarters of Royal Holloway staff have UK nationality and the remainder are drawn from over 60 countries across the world. Majority of these are represented by one or two people whereas Germany (12%) and Italy (11%) together accounted for 23.0% (96) of the non-UK staff. Another 25.6% (107) were split fairly evenly between Canada, China, France, Greece, India and Ireland.

Table 5.1 Staff group by UK and non-UK nationality, 2014/15

Staff Group	UK		non-UK		Total
	Numbers	%	Numbers	%	
Academic	322	61.5%	202	38.5%	524
Admin 1 - 5	235	91.4%	22	8.6%	257
Admin 6 - 10	293	88.0%	40	12.0%	333
Manual & Ancillary	108	81.2%	25	18.8%	133
Research	55	39.9%	83	60.1%	138
Teaching Support	54	60.0%	36	40.0%	90
Technical	57	85.1%	10	14.9%	67
Grand Total	1124	72.9%	418	27.1%	1542

A significant number of our researchers and teaching support staff are from other countries at 60.1% (83). When compared to the previous 5 years (see tables below), it appeared to be in line with the trend although there is a significant dip in 2013/14 data. Next are the academic and the teaching support staff groups at 38.5% and 40.0% respectively.

Table 5.2 Staff by UK or non-UK nationality, 2013/14

Nationality	Academic	Admin 1 – 5	Admin 6 - 10	M&A	Other	Research	Technical	Total
UK	61.1% (308)	77.4% (195)	76.4% (265)	78.6% (92)	78.2% (79)	83.1% (123)	69.6% (48)	72.2% (1110)
Non-UK	38.9% (196)	22.6% (57)	23.3% (81)	21.4% (25)	20.8% (21)	16.2% (24)	30.4% (21)	27.6% (425)

Table 5.3 Staff by UK or non-UK nationality, 2012/13

Nationality	Academic	Admin 1 – 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	62.8% (314)	90.0% (253)	79.4% (359)	81.2% (160)	40.6% (58)	81.8% (63)	73.2% (1207)
Non-UK	37.2% (186)	10.0% (28)	20.6% (93)	18.8% (37)	59.4% (85)	18.2% (14)	26.8% (443)

Table 5.4 Staff by UK or non-UK nationality, 2011/12

Nationality	Academic	Admin 1 – 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	65.2%	89.3%	78.4%	79.4%	46.4%	83.3%	73.9%
Non-UK	34.7%	10.7%	21.6%	20.6%	53.6%	16.7%	26.1%

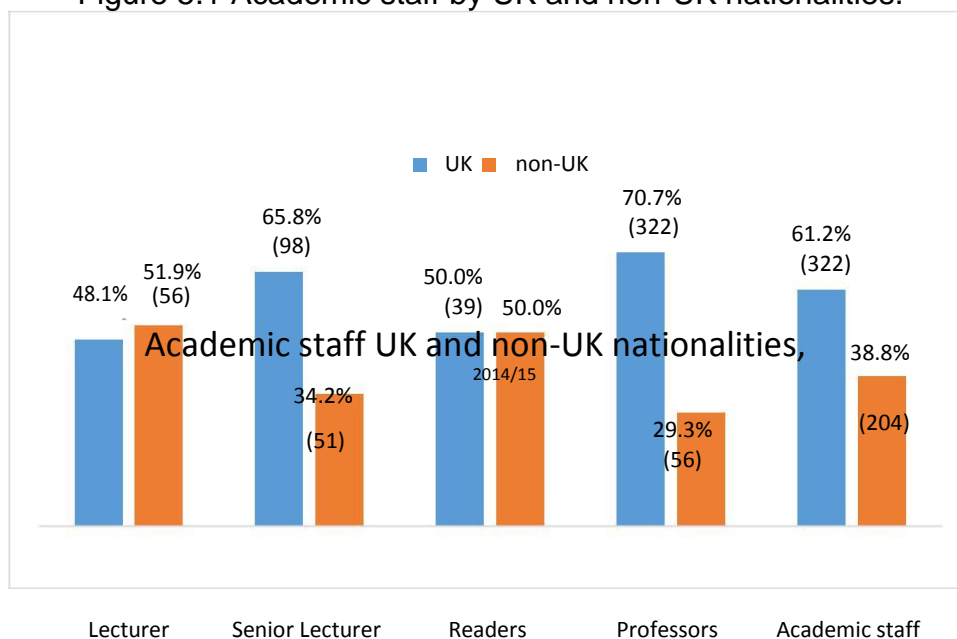
Table 5.5 Staff by UK or non-UK nationality, 2010/11

Nationality	Academic	Admin 1- 5	Admin 6 - 10	M&A	Research	Technical	Total
UK	66.1%	92.7%	83.0%	79.5%	54.5%	85.5%	76.4%
Non-UK	33.9%	7.3%	17.0%	20.5%	45.5%	14.5%	23.6%

5.1 Academic Staff

35.9% (79) of academics were from three countries - Germany (33), United States of America (26) and Italy (20). These are followed by Canada (12) and Greece (11).

Figure 5.1 Academic staff by UK and non-UK nationalities.



The proportion of UK and non-UK lecturers and readers were more or less the same. At professorial level, there were about a third more UK staff when compared to those from non-UK background, see figure 5.1

5.2 Recruitment

The College received applications from at least 127 nationalities. Outside of the UK, most applications were received from Italy, India, America, Greece, Germany and China, followed by Spain and Poland. Of the non-UK applicants, those from Germany are most successful at 6.5% (17) of all German applicants, just slightly below UK at 6.5% successful out of all British applicants. This is followed by Polish (12). Almost two thirds (65.7%) of all applicants for academic positions were from

non-UK nationalities, however, 45.1% (41) of those appointed were non-UK applicants at 4.3% (9), Spanish, 3.3% (7), Americans, 3.2% (10) and Italians 2.8 %

Table 5.6 Recruitment by job types by nationality, 2014/15

Known nationality - Academics	Applicants	Shortlisted	Accepted
UK	34.3% (1089)	42.1% (164)	54.9% (50)
non-UK	65.7% (2084)	57.9% (226)	45.1% (41)

Known nationality - Research	Applicants	Shortlist	Accept
UK	33.7% (316)	34.7% (60)	35.3% (18)
non-UK	66.3% (622)	65.3% (113)	64.7% (41)

Known nationality - Professional & Support Staff	Applicants	Shortlist	Accept
UK	71.1% (5363)	80.5% (1511)	86.1% (341)
non-UK	28.9% (2182)	19.5% (366)	13.9% (55)

From the table above it can be seen that the College received a significant of applications from other countries. Non - UK applicants in the research staff group were most likely to be successful in their applications compared to those from UK. However, for non-UK professional & support services staff group only 13.9% were successful applying for jobs in this group.

5.3 Starters

Table 5.7 New starters by nationality and by staff group 2014/15

Nationality	Academic	Admin 1-5	Admin 6-10	Manual & Ancillary	Research	Teaching Support	Total
UK	64.4% (29)	87.5% (70)	87.5% (42)	87.1% (27)	65.9% (27)	71.2% (37)	78.1% (232)
Non-UK	35.6% (16)	12.5% (80)	12.5% (6)	12.9% (<5)	34.1% (14)	28.8% (15)	21.9% (65)

NB: There were no new starters in the technical staff group.

Just under 22% of new starters were of non-UK nationality. They were most highly represented in academics (35.6%), research (34.1%) and teaching support (28.8%).

5.4 Leavers

Table 5.8 Leavers by staff group by nationality, 2014/15

Nationality	Academic	Admin 1-5	Admin 6-10	Manual & Ancillary	Research	Teaching Support	Technical	Total
UK	47.4% (9)	90.9% (40)	83.6% (46)	88.9% (16)	27.5% (11)	62.2% (23)	57.1% (<5)	67.7% (149)
non-UK	52.6% (10)	9.1% (<4)	16.4% (9)	11.1% (<5)	72.5% (29)	35.1% (13)	42.9% (<5)	31.8% (70)

Just under a third (70) of leavers were of non-UK nationality; just under three quarters of research (72.5%, 29) and over half of academic leavers (52.6%, 10).

6. DISABILITY

Nationally, 4.2% of those who declared a disability status indicated that they were disabled (ECU, 2015, p. 79). At RHUL there was 1.9% (29) disabled staff in 2014/15. The highest numbers were in the academic staff group at 2.1% (11) and admin 6-10 staff group at 1.8% (6) with numbers below 5 in all the other staff groups and none in the Technical staff. Amongst Casual and Visiting teaching staff figures are between 2.1% (20) and 2.8% (15).

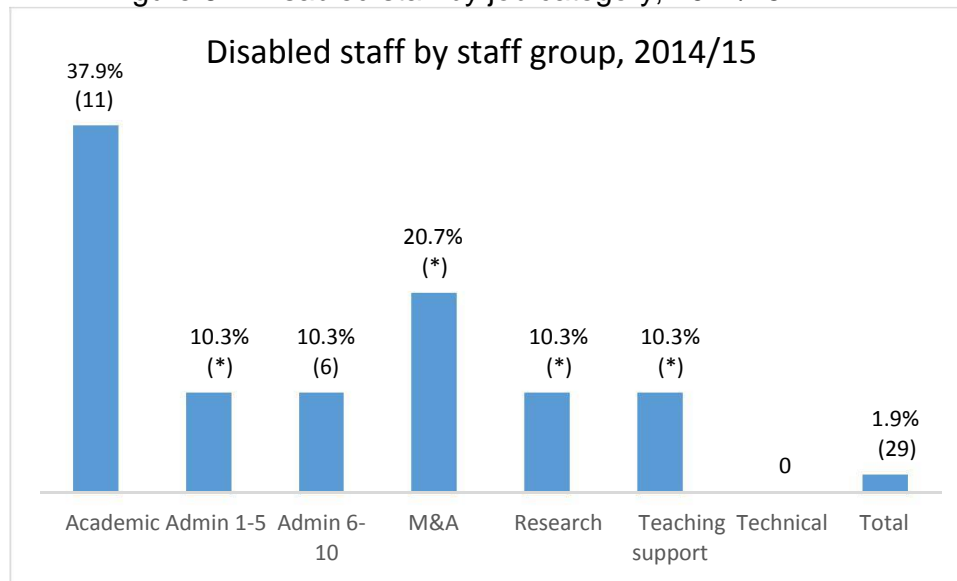
Table 6.1 Disabled staff compared to HESA statistics, 2006- 2014

Category	% in 2015	% in 2014	% in 2013	% in 2012	% in 2011	% in 2010	% in 2009	% in 2008	% in 2007
Disabled staff – RHUL	1.9% (29)	1.8% (28)	1.9% (32)	2.1%	2.2%	2.0%	2.1%	2.5%	2.4%
Disabled staff - HESA	4.2%	3.9%	3.4%	3.2%	3.1%	3.1%	3.0%	2.7%	2.6%

Table 6.2 Disabled staff by broad job groups, 2010 to 2014

Staff group	% Royal Holloway disabled staff, 2015	% Royal Holloway disabled staff, 2014	% Royal Holloway disabled staff, 2013	% Royal Holloway disabled staff, 2012	% Royal Holloway disabled staff, 2011	% HESA Statistics disabled staff (HESA 2013/14 data), published in 2015
Academic and research	2.1% (14)	2.0% (13)	1.4% (9)	2.1%	2.7%	3.7%
Professional and support	1.7% (15)	1.7% (15)	2.3% (23)	3.6%	3.5%	4.8%

Figure 6.1 Disabled staff by job category, 2014/15



* = five or fewer people

Nationally, 3.7% of academic staff declared a disability, though this is lower (2.7%) in professorial roles than the 3.8% in the non-professorial roles (ECU, 2015, p.104). At RHUL 2.1% (11) of academic staff are disabled. The numbers are fairly consistent across academic levels with small overall numbers (all fewer than 5 in each category).

6.1 Recruitment

The percentage of disabled applicants, at 2.5% (288), is slightly higher than the percentage in the existing staff. Disabled applicants were 2.7% (11) of those appointed overall, mainly into Academic and Professional & Support Services

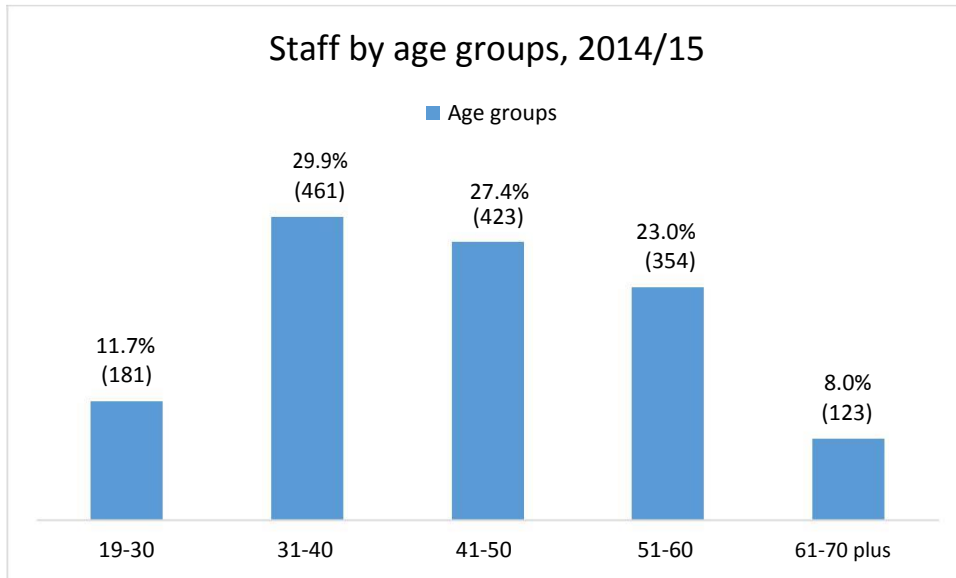
6.2 Starters

Of the new starters 3.3 % (10) starters declared that they have one or more disabilities.

7. AGE GROUPS

Overall, 16.9% of UK staff were aged 30 and under (ECU 2015, pg 44), although age profiles differed across nations. For example 17.3% of staff in England were aged 30 and under compared with 10.7% of staff in Northern Ireland.

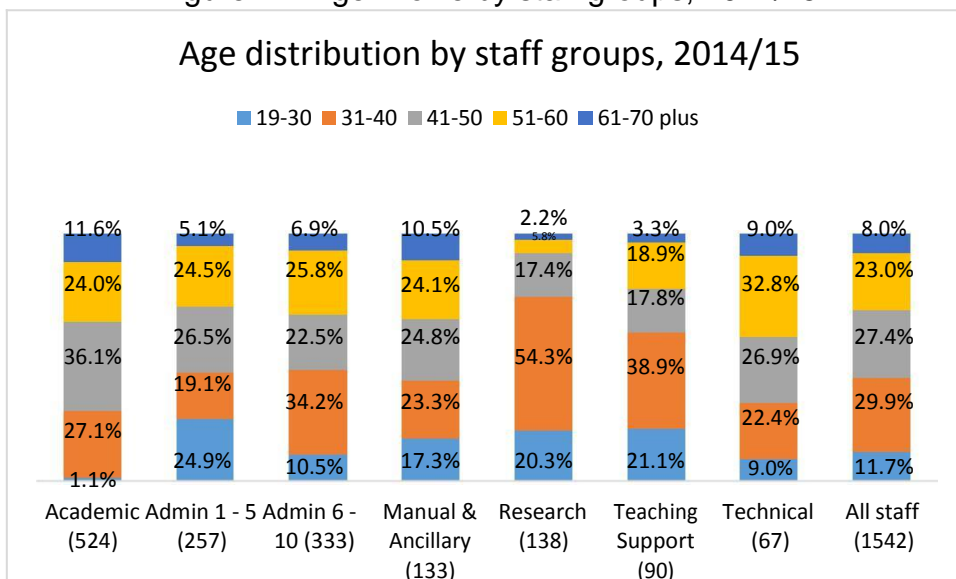
Figure 7.1 Staff by age groups, 2014/15



In the College there were 11.7% of staff aged 30 and under, significantly below that of the national staff profile. The highest proportion of staff in the College were in the 31-40 age group with more than half, 50.4% (777) of all staff between 40 and 60 years. There were no academic staff below 35 years.

Casual staff and Visiting Teachers were generally in the younger age groups. 69.6% (639) of casual staff are 30 and under while 69.5% (267) of Visiting Teachers are aged 40 and below.

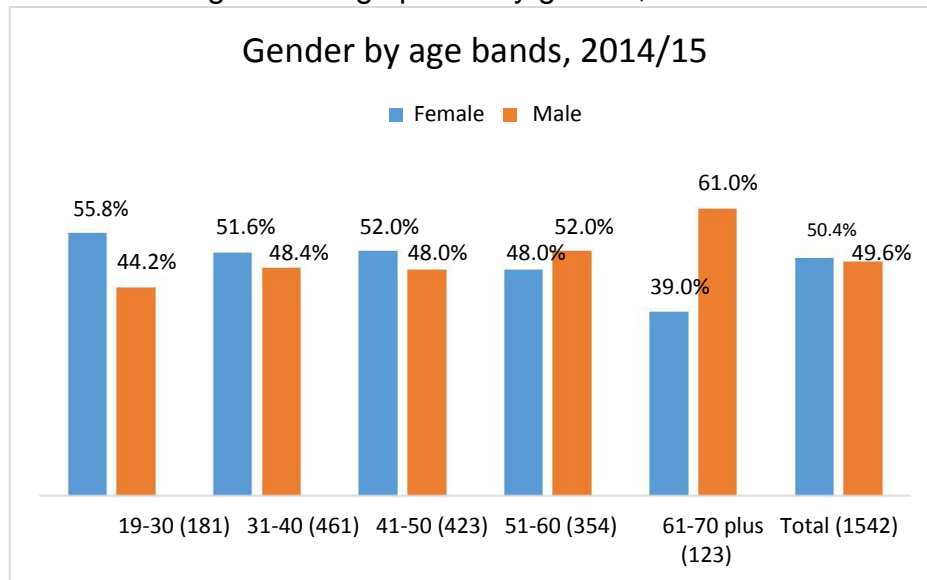
Figure 7.2 Age Profile by staff groups, 2014/15



From figure 2.6.2 it can be seen that the majority of academic staff were in the 40 years and above age range. Research staff were concentrated in the age profile 31 to 40 year band (54.3%, 75). The Teaching Support and Admin 6-10 staff groups

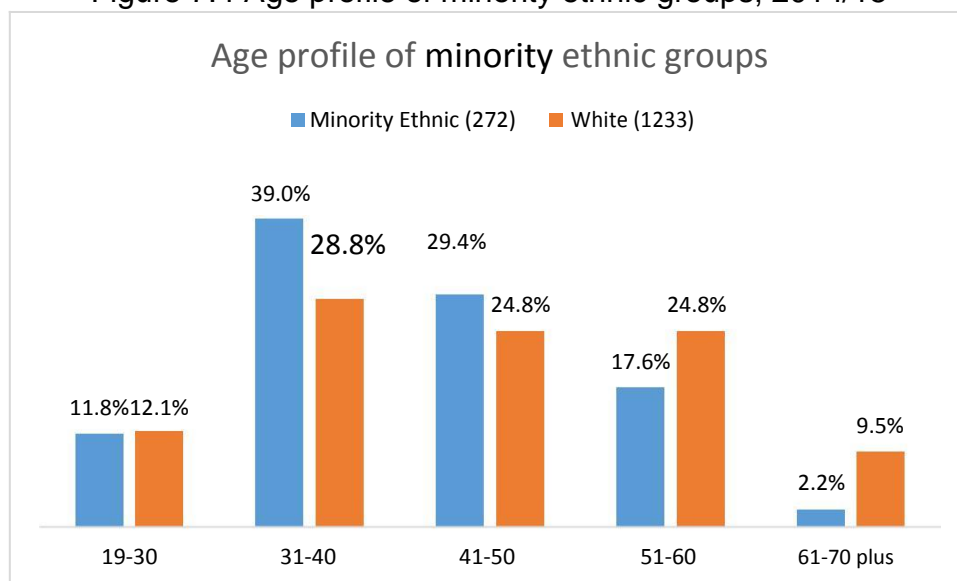
had the highest proportion of staff in the age band 31 to 40, 38.9% and 34.2% respectively. There were a fairly even spread of staff in all age bands for the Admin 1-5 and Manual & Ancillary staff groups. The highest proportion of Technical staff at 32.8% was in the 51 – 60 age band.

Figure 7.3 Age profile by gender, 2014/15



There were more female in the younger age bands from 19 to 50 years. There were more men in the age band 51-60 at 52.0% (184) and more significantly in the 61 to 70 plus age band at 61.0% (75), see figure 2.6.3.

Figure 7.4 Age profile of minority ethnic groups, 2014/15

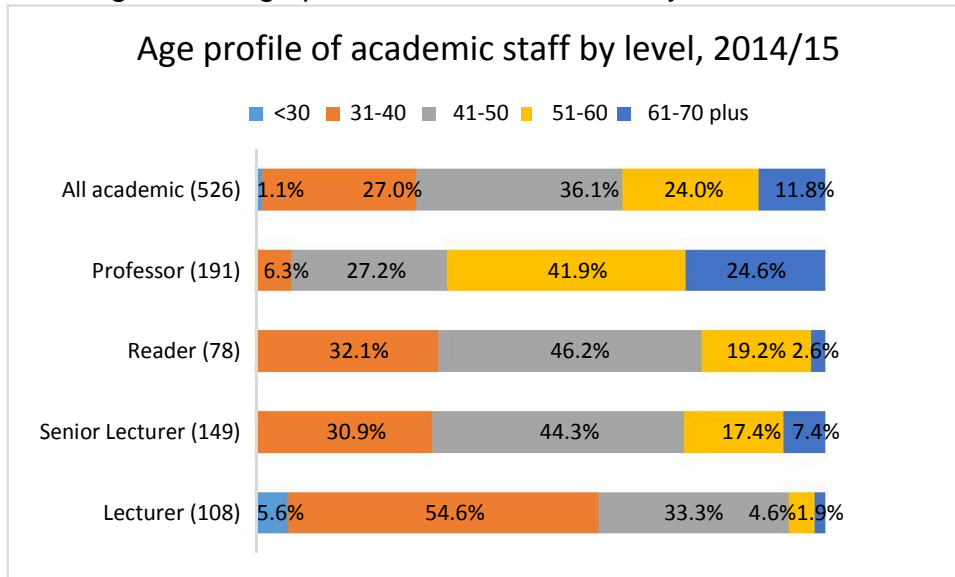


Minority ethnic staff were in the younger age bands with the highest proportion in the age band 31-40 at 39.0% and age band 41-50 at 29.4%, a difference of 9.2% and

4.6% respectively when compared to white staff. The proportion of White staff in the above 51 years were significantly higher.

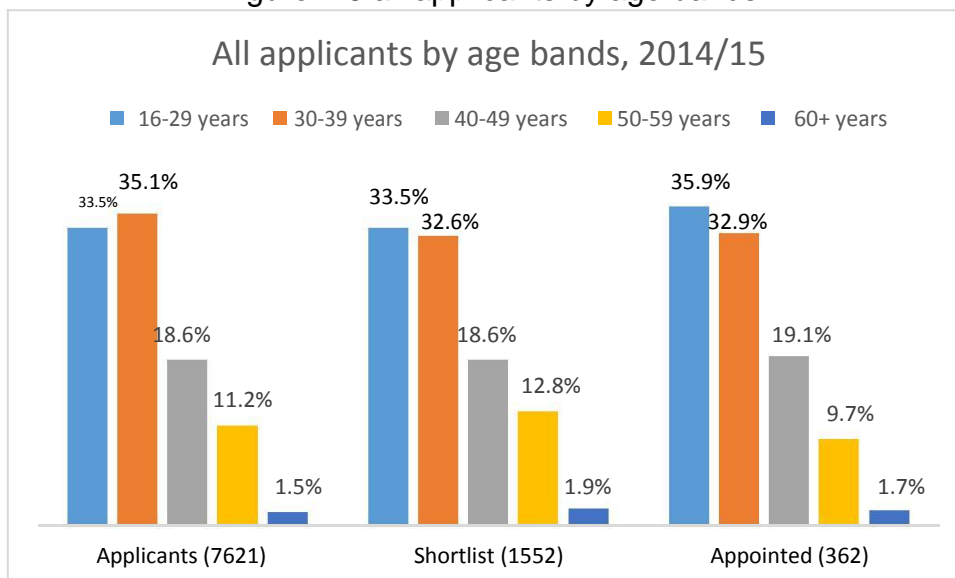
7.1 Academic Staff

Figure 7.5 Age profile of academic staff by level, 2014/15



The 87.9% (95) of the lecturers were in the 31 to 50 age range while the majority of professors 69.1% (132) were in the age range 41 to 60 years with a significant proportion at 24.6% (47) in the 61 to 70 plus range.

Figure 7.6 all applicants by age bands



The highest percentage of appointments made overall were from applicants below 30 years and in the age band 30 to 40.

Figure 7.7 Age profile of applicants by staff groups

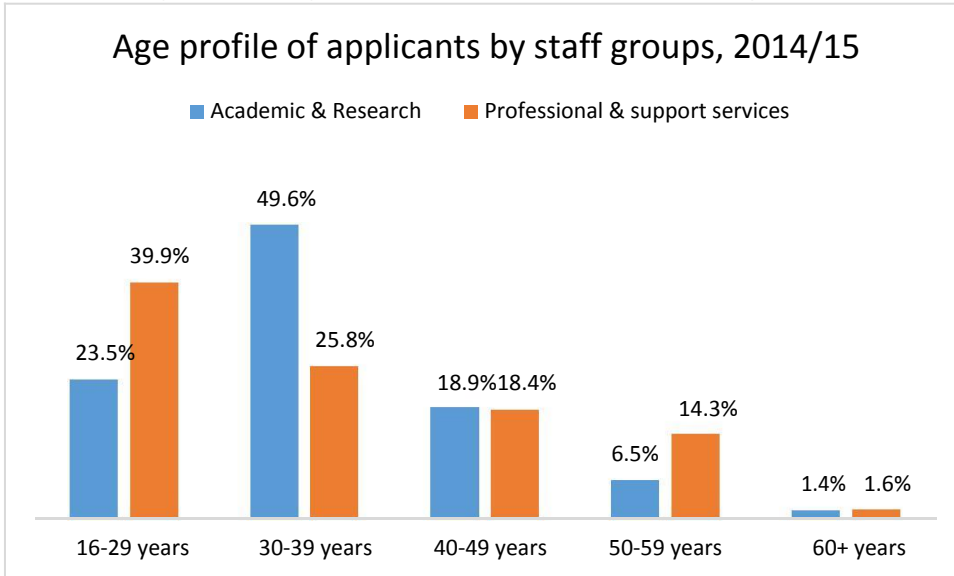


Figure 7.8 Age profile of shortlisted candidates by staff groups

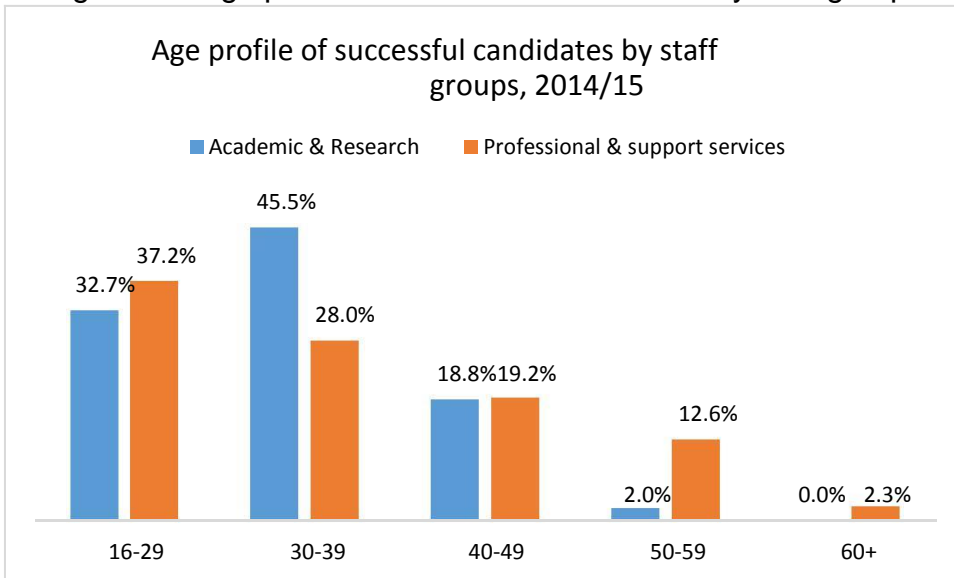
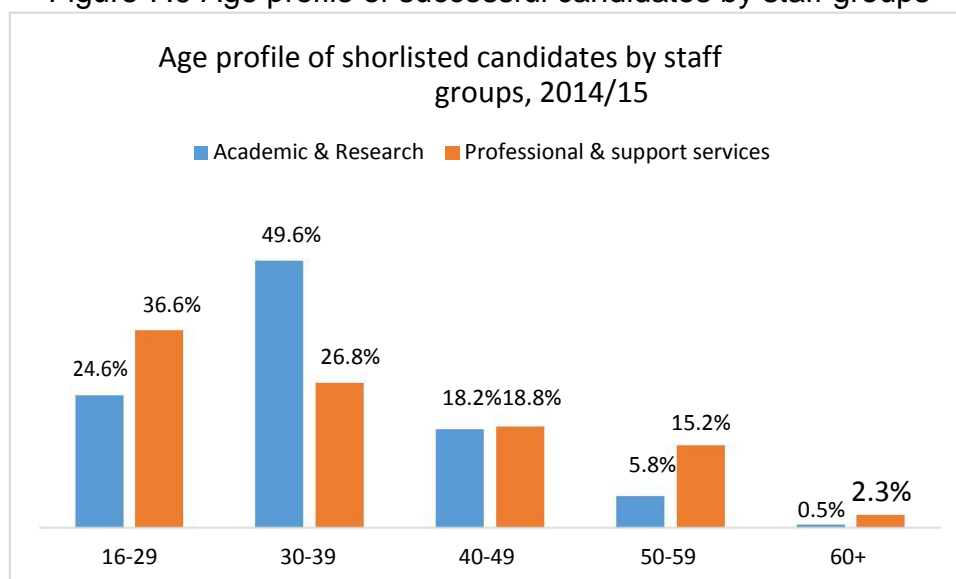


Figure 7.9 Age profile of successful candidates by staff groups



From the figures 7.7, 7.8 and 7.9 it can be seen that the highest proportion of applicants for jobs in the professional and support services were below 30 years while the proportion of those applying for academic or research jobs were in the 30 to 39 age band.

Table 7.1 Age profile of new starters by staff groups, 2014/15

	19-30 years	31-40 years	41-50 years	51-60 years	61-70 plus years
Academic	15.6% (7)	46.7% (21)	20.0% (9)	15.6% (7)	2.2% (*)
Admin 1-5	50.0% (40)	23.8% (19)	18.8% (15)	7.5% (6)	0.0%
Admin 6-10	22.9% (11)	33.3% (16)	25.0% (12)	16.7% (8)	2.1% (*)
Manual & Ancillary	32.3% (10)	22.6% (7)	12.9% (*)	22.6% (7)	9.7% (*)
Research	36.6% (15)	53.7% (22)	9.8% (*)	0.0%	0.0%
Teaching Support	25.0% (13)	42.3% (22)	19.2% (10)	11.5% (6)	1.9% (*)
Technical	11.1% (*)	33.3% (*)	55.6% (*)	0.0%	0.0%
Total	31.7% (97)	35.9% (110)	19.3% (59)	11.1% (34)	2.0% (6)

(*) = 5 or less

The highest proportion of new starters for all staff groups except for admin 1-5 and technical staff groups. For the admin 1-5, half of all new starters (50.0%) were in the

age band 19-30 years while more than half, (55.6%) were in the age band 41-50 years.

8. SEXUAL ORIENTATION

The percentage of staff who have provided data relating to their sexual orientation was 38.9% (600). The percentage of staff who have not provided their data on this issue has decreased to 56.4% with 4.7% (73) who preferred not to say. 6.0% (36) of those who provided data were gay, lesbian, bisexual or have other sexual orientation, with 94.0% being heterosexual.

9. RELIGION OR BELIEF

Of the 39.2% (605) of staff who have provided data on religion or belief, seven religions or beliefs were represented, with a small number indicating 'other' religion or belief. The majority, 47.4% (287) declared they have no religion or belief and 15.2% (235) were Christians.

10. SENIOR MANAGERS

All senior managers (37) were on full-time permanent contracts. 70.3% (26) of the senior managers were male. No senior managers declared a disability and a very small number were minority origin. More than half (54.1%, 20) were in the age band 51-60 with 29.7% (11) in the age band 41-50 years.

ANALYSIS OF MAIN ISSUES

At the end of 2014/15, there were 1542 staff in post, showing a slight increase from the same period in 2013/14. Academic staff increased from 30.3% (500) in 2013/14 to 34.0% (524) while there was an increase in the manual & ancillary staff group to 8.6% (133) following a marked decrease the previous year, 7.6% (117). The number of casual and visiting teachers also showed a decrease to 1356 in 2014/15 from 1510 in 2013/14; the decrease due mainly improved data cleansing.

Staff on fixed term contracts decreased further and was at its lowest at 9.6% (148) over a three year period, with the decrease being more marked within the Manual & Ancillary staff. In 2014/15 the proportion of staff on fixed term contracts in research and teaching support spiked significantly and were at 75.4% (104) and 69.7% (62) respectively.

The percentage of all minority ethnic staff at 15.3% (236) shows an increase from 2013/14 and the minority ethnic staff of UK nationality continues its upward trend to 12.0% (135). Twice the proportion of non-UK staff, 24.2% (101) were from minority ethnic background, compared to 8.2% of UK national staff in UK higher education. Of all the minority ethnic staff in 2014/15 in the College, Asian was the largest at 46.7% (63) of UK minority ethnic staff and 41.6% (42) of all non-UK minority ethnic staff.

Teaching support staff had the highest proportion of minority ethnic staff at 28.1% (25). At Royal Holloway there was also more women than men amongst all the minority ethnic groups, with the highest percentage represented by Black women at 60.0% (15). Asian men outnumbered Asian women amongst full-time staff while amongst part-time staff women in the majority of minority ethnic groups outnumber men.

In the College, UK Asian and staff from 'other ethnic background' were comparatively younger than other minority ethnic groups, around 70% of whom were in the age range from 31 to 50. If staff of all nationalities were considered, with the exception of Black staff, the highest proportion of minority ethnic staff were in the age band 31-40 at above 35.5%.

At Royal Holloway, overall, 14.1% (74) of all academic staff and 14.0% (45) of academic staff of UK nationality were of minority ethnic origin, a steady increase in numbers and percentages over the last four years. Whereas minority ethnic academic staff (all nationalities) were well represented at Lecturer level at 27.8% (30), it reduces to 17.2% (25), 6.5% (5) and 7.3% (14) of Senior Lecturer, Reader and Professorial levels respectively. In total, 43.3% (119) of White academics at the college with UK nationality were at professorial level, only 29.7% (11) of UK nationality minority ethnic academics were at that level.

The three Faculties maintain their different positions with regard to their minority ethnic staff with Management, Economics and Law at 26.8% (33) at the highest overall percentage, Arts and Social Science, at 12.4% (23), and Science, at 8.3% (15). The proportions of minority ethnic staff at each level differed considerably across the three faculties, with a relatively low proportion at all levels in Science, a significant decline from 38.7% of Lecturers to 14.6% of Professors in the Management, Economics & Law Faculty, and a steeper decline from 33.3% of Lecturers to 1.6% of Professors in Arts and Social Science Faculty.

Almost a third (31.1%) of all applications were from minority ethnic job seekers, about a fifth (19.9%) of those shortlisted were minority ethnic and 82.9% (446) of all appointments went to White candidates. For academic and research posts, applications from minority ethnic were at 30.1%, with 9.7% shortlisted and 13.4% appointed.

The percentage of female staff in Royal Holloway in 2014/15 fell to 50.4% (777) from 51.8% (856) in 2013, compared to just below 54.0% of female staff nationally. The proportion of female staff are highest in the administrative and teaching support staff groups with proportionately more male in the academic, research, manual & ancillary and technical staff at above 60.7%. The proportion of female academic staff increased from 33.7% (170) in 2013/14 to 35.7% (188) in 2014/15. There was also an increase in percentage and numbers across all the academic grade level. The distribution across faculties shows up several differences between them. The proportion of women were higher in the Faculty of Arts & Social Sciences at all levels, except for Lecturers when compared to the other two Faculties. The representation of women Readers was lowest in Management, Economics and Law. The Science Faculty, however, has more marked imbalances with an overall

proportion of three to one in favour of men, with only 17.3% of women at Professorial level. When casual staff and visiting teaching staff are considered, 64.6% and 52.9% respectively are women.

There were gender balance in the applicants over the last twelve months period. Women were also more likely to be shortlisted and to be successful in the recruitment process. In the academic and research staff groups, there were proportionately more male applicants at 54.1% and more male were shortlisted, 51.2%. Female academic starters (57.8%, 26) was more than male (19) and there are more female researcher starting (53.7%, 22). A total of 220 staff on fixed term and permanent contracts left in 2014/15, with over 18.2% more women leaving than men. There were more women academics who started (26) compared to the numbers who left (7). There were also more male academics starting (19) than leaving (12).

In the Professional Services, there were slightly higher proportion of female applicants at 54.4% (4103), with 56.0% (1051) female shortlisted and a higher proportion of female (60.4%) being appointed. As in previous years, women formed over half of new starters (171 out of 306), including 70% (56) of Admin 1 - 5 and 56.3% (27) of Admin 6-10. Half of M&A starters and half of Technical starters (6) were women.

Just under three quarters of Royal Holloway staff have UK nationality and the remainder are drawn from over 60 countries across the world. Majority of these are represented by one or two people whereas Germany (12%) and Italy (11%) together accounted for 23.0% (96) of the non-UK staff. Another 25.6% (107) were split fairly evenly between Canada, China, France, Greece, India and Ireland. A significant number of our researchers and teaching support staff are from other countries at 60.1% (83). When compared to the previous 5 years, it appeared to be in line with the trend although there is a significant dip in 2013/14 data. Next are the academic and the teaching support staff groups at 38.5% and 40.0% respectively. The proportion of UK and non-UK lecturers and readers were more or less the same. At professorial level, there were about a third more UK staff when compared to those from non-UK background. Just under 22% of new starters were of non-UK nationality. They were most highly represented in academics (35.6%), research (34.1%) and teaching support (28.8%).

In the College there were 11.7% of staff aged 30 and under, significantly below that of the UK profile. The highest proportion of staff in the College were in the 31-40 age group with more than half, 50.4% (777) of all staff between 40 and 60 years. There were no academic staff below 35 years of age with the majority in the 40 years and above age range. Research staff were concentrated in the age profile 31 to 40 year band (54.3%, 75). Casual staff and Visiting Teachers were generally in the younger age groups.

There were more female in the younger age bands from 19 to 50 years. There were more men in the age band 51-60 at 52.0% (184) and more significantly in the 61 to 70 plus age band at 61.0% (75),

Minority ethnic staff were in the younger age bands with the highest proportion in the age band 31-40 at 39.0% and age band 41-50 at 29.4%, a difference of 9.2% and 4.6% respectively when compared to white staff. The proportion of White staff in the above 51 years were significantly higher.

At Royal Holloway there was 1.9% (29) disabled staff in 2014/15. The highest numbers were in the academic staff group at 2.1% (11) and admin 6-10 staff group at 1.8% (6). For all the other staff groups the numbers were below five, with none in the Technical staff.

The percentage of staff who have provided data relating to their sexual orientation was 38.9% (600). 6.0% (36) of those who provided data were gay, lesbian, bisexual or have other sexual orientation, with 94.0% being heterosexual. Of the 39.2% (605) of staff who have provided data on religion or belief, seven religions or beliefs were represented, with a small number indicating 'other' religion or belief. The majority, 47.4% (287) declared they have no religion or belief and 15.2% (235) were Christians.

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