

EOTAG Fifth Report

Part A – Staff Data Key points

Introduction

- There is still a very significant problem with the quality of recruitment data for staff. Therefore any findings based on the recruitment data must be treated with caution.

Academic Teaching Staff

- Women are in the minority in all teaching grades and the proportion of females lowers as the grade increases. However there has been a steady growth of females at all levels of teaching since reporting began. One cause for some concern is that our proportion of women in lecturer grade posts appears to be lower than we would expect from comparisons with other universities even after we have standardised the UK figures to our discipline structure
- There continues to be a college split in the proportions of women in teaching posts with Humanities and Social Science having the highest level of females and Science and Engineering the lowest.
- Despite an overall reduction in the numbers of staff on fixed term contracts there continues to be a gender difference with 16% of women and 9% of men on fixed term contracts.
- Women are less likely to applying to all levels of teaching posts than men but are generally more likely to be shortlisted than to apply and more likely to be offered the post than to be shortlisted.
- There are no marked differences in pay by gender within grades.

Academic Research Staff

- The proportion of women in most of the research grades has increased since 2002 with the exception of the “research fellow” grade. 50% of staff at “research assistant” level are now female.
- As with academic teaching staff women are proportionally most prevalent in Humanities and Social Science and scarcest in Science and Engineering.
- There was a dramatic decrease (50% to 22%) in the share of women applying for posts at AR2 level.
- The selection process is variable for research posts but generally women are more likely to be offered a post than to apply for it.

Academic Related Staff

- 52% of all academic related posts are occupied by men. Men make up the majority of computing posts and this has shown no change over time, while women are the majority in all other academic related groupings, with proportions tending to increase in areas where they were previously under-represented.
- Women predominate in the Grades 1 and 2 on the academic related scale. For all other grades men comprise the majority. There are no significant differences in pay by gender within grades.
- 31% of women in academic related posts work part time compared to only 6% of men.
- 82% of applicants to computing posts were male.

Technical Staff

- The proportions of female technical staff are highest in the middle grades (TGC, TGD, TGE). There is a consistent pattern of women moving up the technical grade structure over time and of more men being appointed to the lowest grades.
- 49% of female technicians are on fixed term contracts in comparison to 22% of males.
- 48% of applications to technical posts came from women. While women were less likely to be shortlisted than to apply they were more likely to be offered than to apply.

Clerical Staff

- Only 12% of clerical staff are male. Although there has been a gradual increase since the first report, this seems to have slowed in the most recent period.
- Men are proportionately less likely to be shortlisted than apply for clerical posts and still less likely to be offered the post than to be shortlisted.
- Men accounted for 23% of applicants for promotion in the clerical grades and therefore appear more likely to apply for promotion than women.

Manual Staff

- There are clear occupational segregation issues in the manual grades with women primarily in cleaning and catering areas and men concentrated in portering and security posts.
- 79% of women and 33% of men in manual grades work part time.
- The volume of missing data for recruitment to manual posts makes analysis of the process meaningless.

Ethnic Origin

- There has been an increase from 3.3% in 2002 to 4.4% in 2005 of staff reporting themselves as coming from an ethnic minority background. An increase can be seen across all staff groups.
- 27% of white staff and 52% of ethnic minority staff are on fixed term contracts. This is partially explained by the concentration of ethnic minority staff in research posts.
- The proportion of applicants from an ethnic minority background has increased since the last report.
- Ethnic minorities are less likely to be shortlisted or appointed than they are to apply although this is partly explained by applications from those requiring work permits who would not be appointed unless it was not possible to appoint an EU citizen.

Disability

- The proportion of staff identifying themselves as being disabled has decreased from 1.3% in 2002 to 0.96% in 2005.
- 38% of disabled staff work part time compared to 22% of non disabled staff.
- Those declaring themselves as disabled are generally less likely to be shortlisted and offered than they are to apply although there are exceptions in the academic related and manual staff categories.