

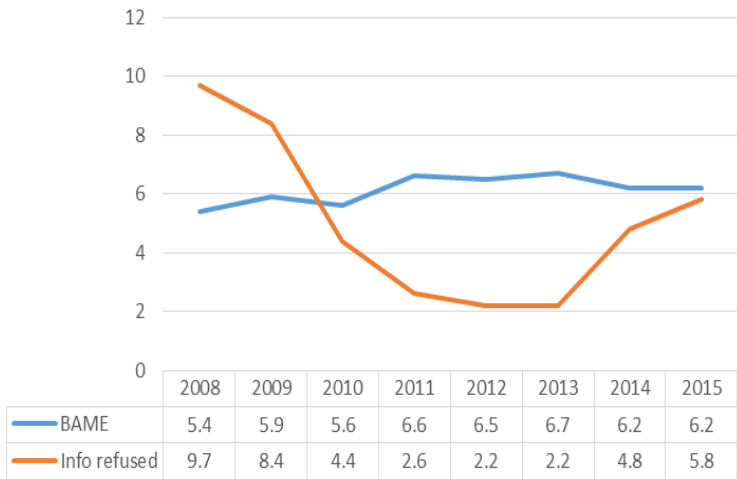
SUMMARY TABLES

STAFF POPULATION BY PROTECTED CHARACTERISTIC

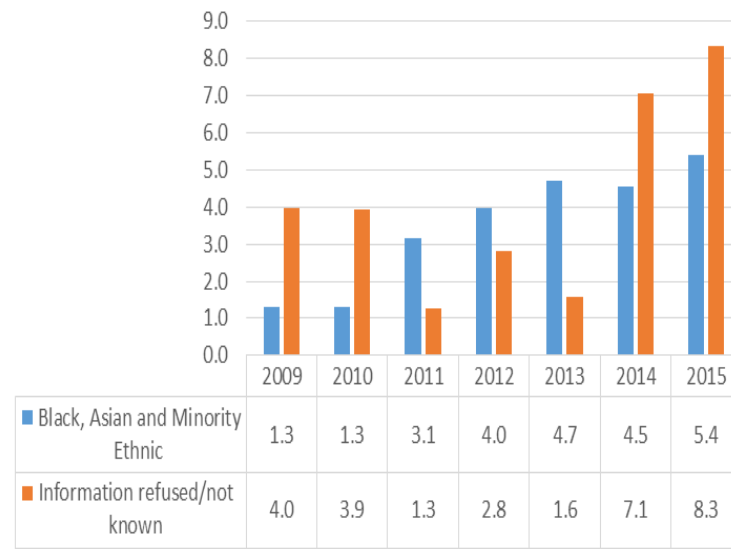
FROM 2008 TO 2015

ETHNICITY								
%	2008	2009	2010	2011	2012	2013	2014	2015
BAME*	5.4	5.9	5.6	6.6	6.5	6.7	6.2	6.2
Info refused	9.7	8.4	4.4	2.6	2.2	2.2	4.8	5.8
White	84.9	85.7	90.0	90.7	91.3	91.1	89.0	88.0
	100	100	100	99.9	100	100	100	100
Headcount	2008	2009	2010	2011	2012	2013	2014	2015
BAME*	171	205	180	241	221	241	229	225
Info refused	306	293	143	95	76	78	176	210
White	2685	2972	2908	3295	3114	3302	3288	3208
	3162	3470	3231	3631	3411	3621	3693	3643
*BAME = Black, Asian and Minority Ethnicities								

% Black, Asian and Minority Ethnic staff and Information refused
Total UEA - 2008 - 2015

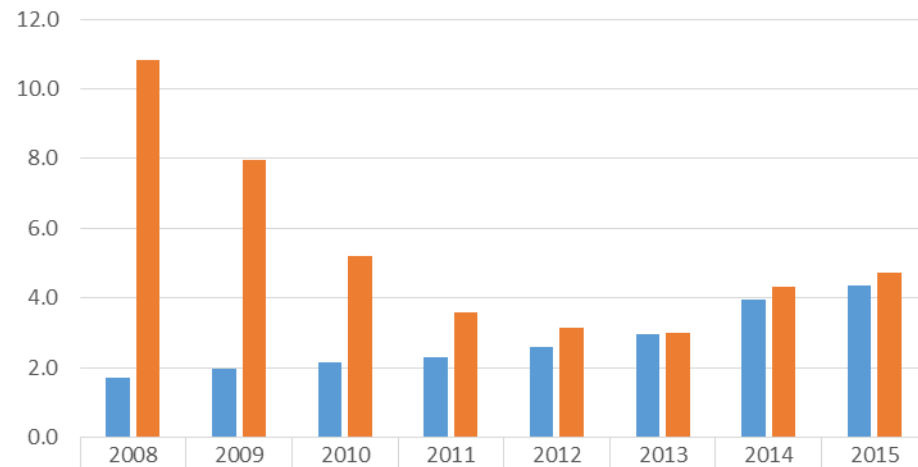


Professors, Black, Asian & Minority Ethnic/Info. Refused



DISABILITY									
	2008	2009	2010	2011	2012	2013	2014	2015	
Disability declared	1.7	2.0	2.1	2.3	2.6	3.0	4.0	4.4	
Information Refused	10.8	7.9	5.2	3.6	3.1	3.0	4.3	4.7	
No Disability	87.5	90.1	92.7	94.1	94.3	94.1	91.7	90.9	
Academic roles**	2008	2009	2010	2011	2012	2013	2014	2015	
ATR	2.2	2.6	2.3	2.9	3.0	3.0	3.7	4.0	
ATS	3.5	1.7	2.2	1.7	1.6	2.2	3.4	3.3	
RA	0.9	1.2	1.6	1.8	4.0	2.5	3.5	3.8	
AT	1.2	2.0	2.5	2.6	2.5	3.5	4.7	5.4	
** Percentage of staff in academic groups (ATR, ATS, Research Associates and Associate Tutors) declaring a disability									
Physically active roles	2008	2009	2010	2011	2012	2013	2014	2015	
General grade staff	0.5	0.8	1.0	1.4	1.1	1.6	1.4	2.4	
Maintenance staff	2.3	4.9	4.9	0.0	2.3	2.4	2.4	2.4	
Office based roles	2008	2009	2010	2011	2012	2013	2014	2015	
ALC	2.6	2.9	2.9	2.9	2.5	2.6	3.4	4.2	
SC	2.0	1.9	2.3	2.7	3.2	4.1	5.9	6.5	
TC	1.4	1.4	1.4	1.3	2.8	4.5	5.5	5.4	
(Administrative, Library, Secretarial & Clerical, Technical Staff)									
No staff have declared a disability in the following groups: Sportspark, Nursery and Dental Assistants									

UEA - All staff 2008 - 2015
 % Disability declared and Information refused

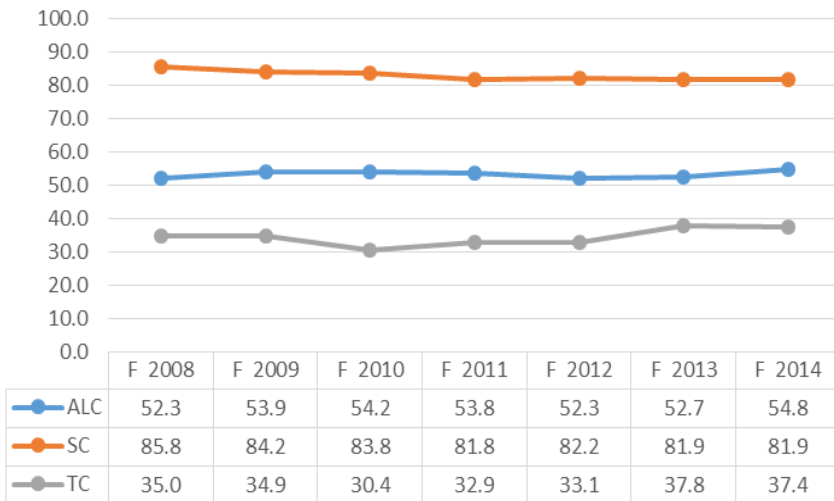


■ Disability declared	1.7	2.0	2.1	2.3	2.6	3.0	4.0	4.4
■ Information Refused	10.8	7.9	5.2	3.6	3.1	3.0	4.3	4.7

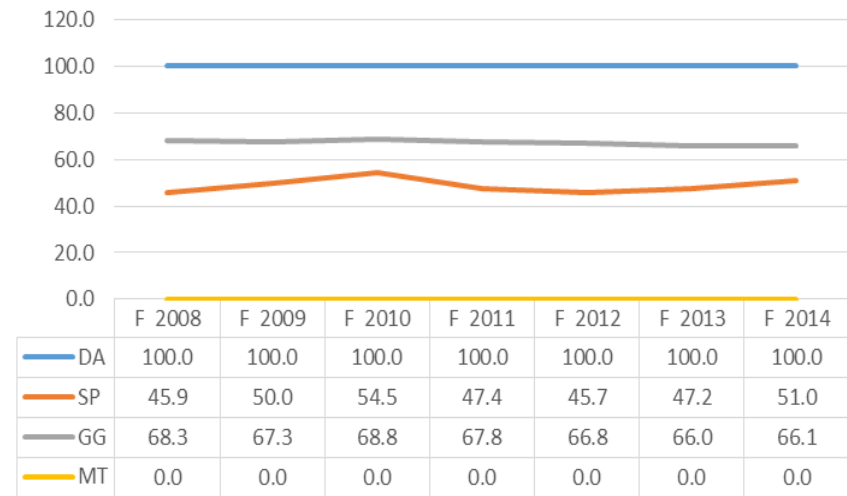
	UEA	EQUALITY PROFILE OF ALL STAFF						
	ALL FACULTIES							
GENDER								
	2007/8	2008/9	2009/0	2010/1	2011/2	2012/13	2013/14	2014/15
F	1765	1917	1872	2056	1914	2036	2091	2064
M	1397	1553	1359	1575	1497	1585	1602	1579
Total	3162	3470	3231	3631	3411	3621	3693	3643
%								
F	55.8	55.2	57.9	56.6	56.1	56.2	56.6	56.7
M	44.2	44.8	42.1	43.4	43.9	43.8	43.4	43.3

PERCENTAGE WOMEN IN SENIOR ROLES							
		2010	2011	2012	2013	2014	2015
Senior Management							
Director		37.5	50.0	54.5	50.0	46.2	46.2
Senior Manager		30.8	0.0	0.0	16.7	33.3	25.0
Manager		54.5	50.0	51.4	54.1	50.0	48.9
All		46.3	44.9	48.1	49.1	48.2	46.9
PERCENTAGE WOMEN PROFESSORS							
	2009	2010	2011	2012	2013	2014	2015
FMH	34.8	39.1	32.1	25.7	25.0	28.6	30.2
HUM	29.7	31.4	27.3	27.8	26.8	31.1	32.6
SCI	7.1	8.6	15.3	14.3	16.1	16.9	19.1
SSF	20.0	19.4	29.4	32.4	29.5	31.1	29.8
VCO-ET	0.0	0.0	0.0	0.0	40.0	40.0	40.0
TOTAL UEA	19.2	20.4	23.3	22.6	24.0	26.5	27.0

Percentage Women in Central Unit Roles
2009 - 2014



% women in Out of Office Roles
2009 - 2014



ALC: Administrative, Library & Computer Staff

SC: Secretarial & Clerical Staff

TC: Technical Staff

DA: Dental Assistants

SP: Sportspark Staff

GG: General Grade (Cleaning Staff, Porters, Grounds Staff)

MT: Maintenance Staff

**% female Professors by UEA and Faculty
2009 to 2015**

