APPENDIX 1

QMU Staff Equalities Data

2016/17 & 2017/18

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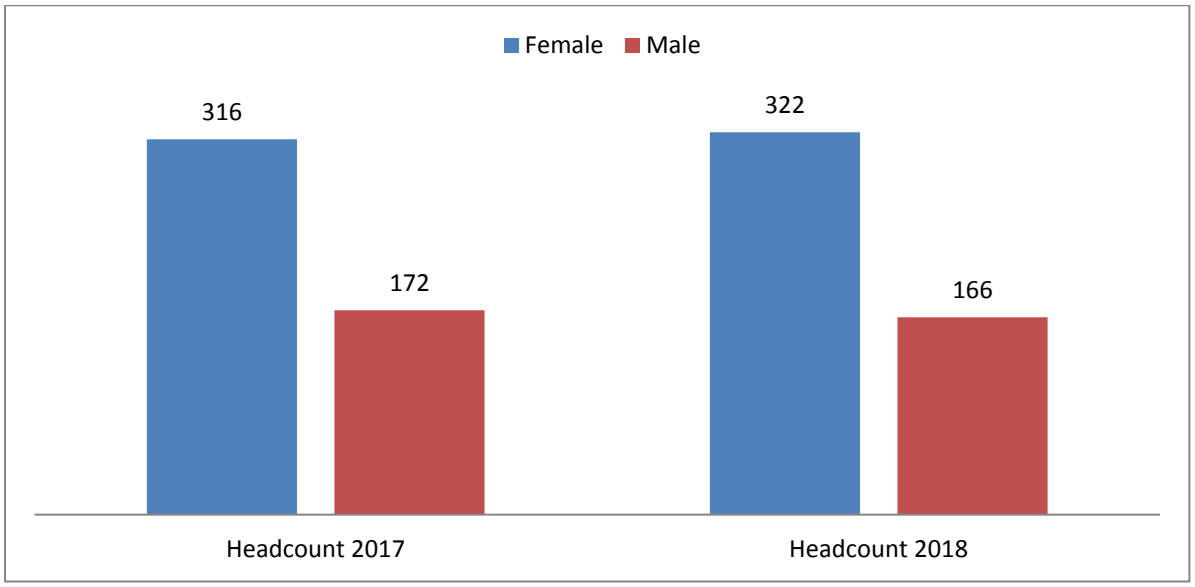
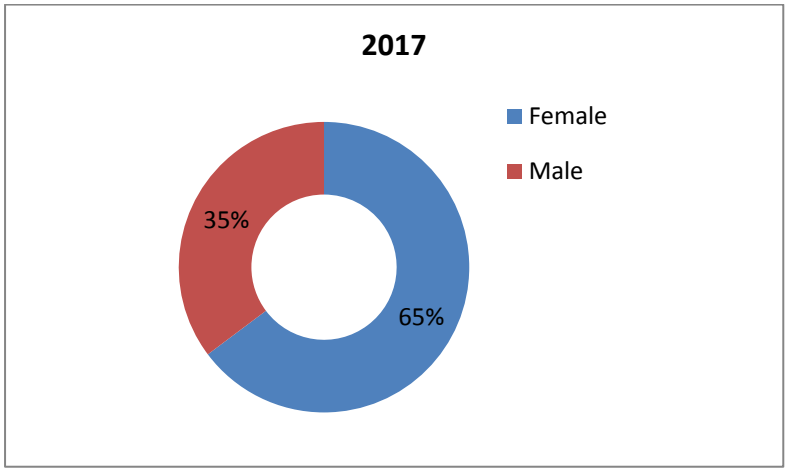
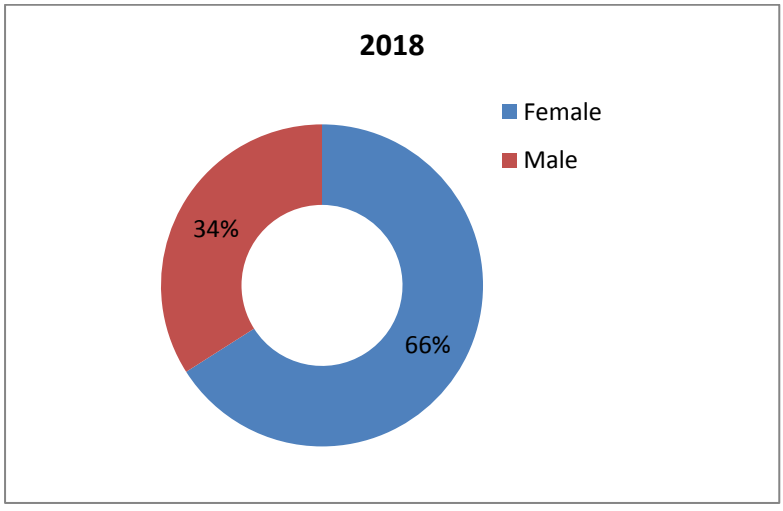
Section 1.0 Employee Headcount Equalities Data

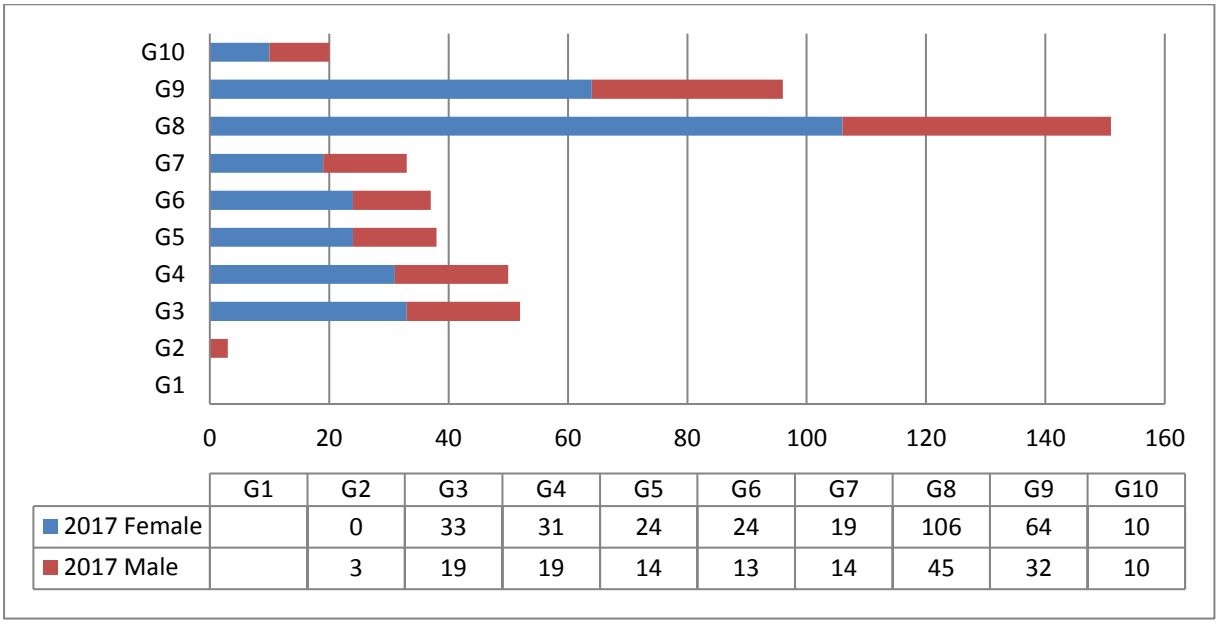
1.1 Headcount by Gender





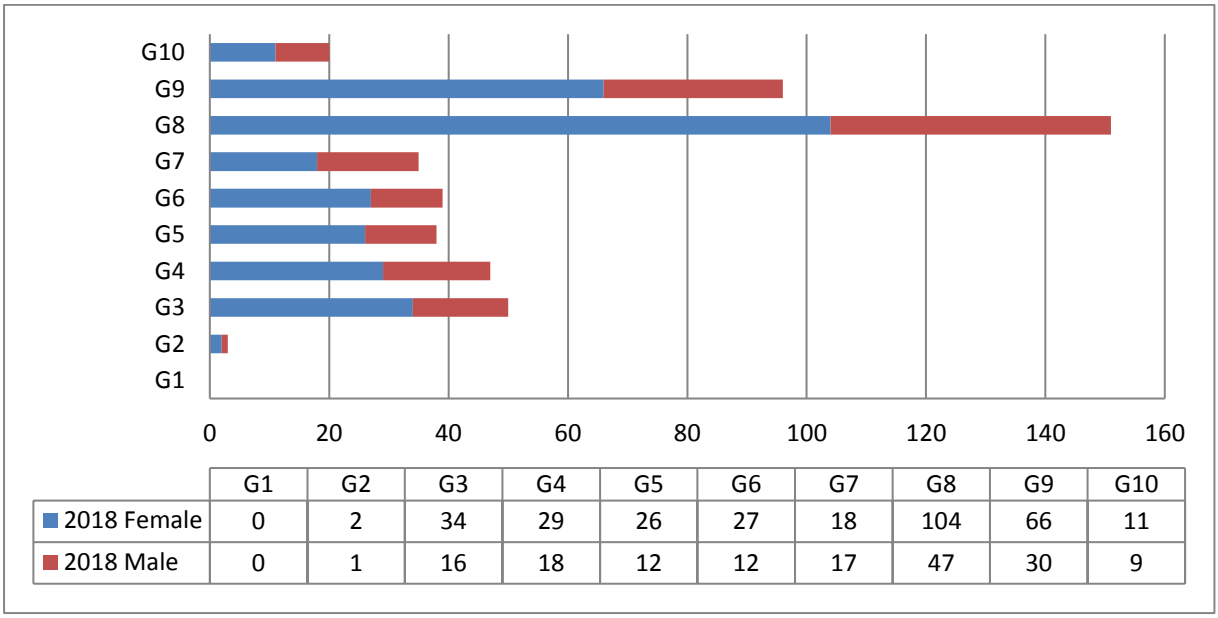


1.2 Employee Headcount by Grade & Gender 2017



	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
2017 Female		0	33	31	24	24	19	106	64	10
2017 Male		3	19	19	14	13	14	45	32	10

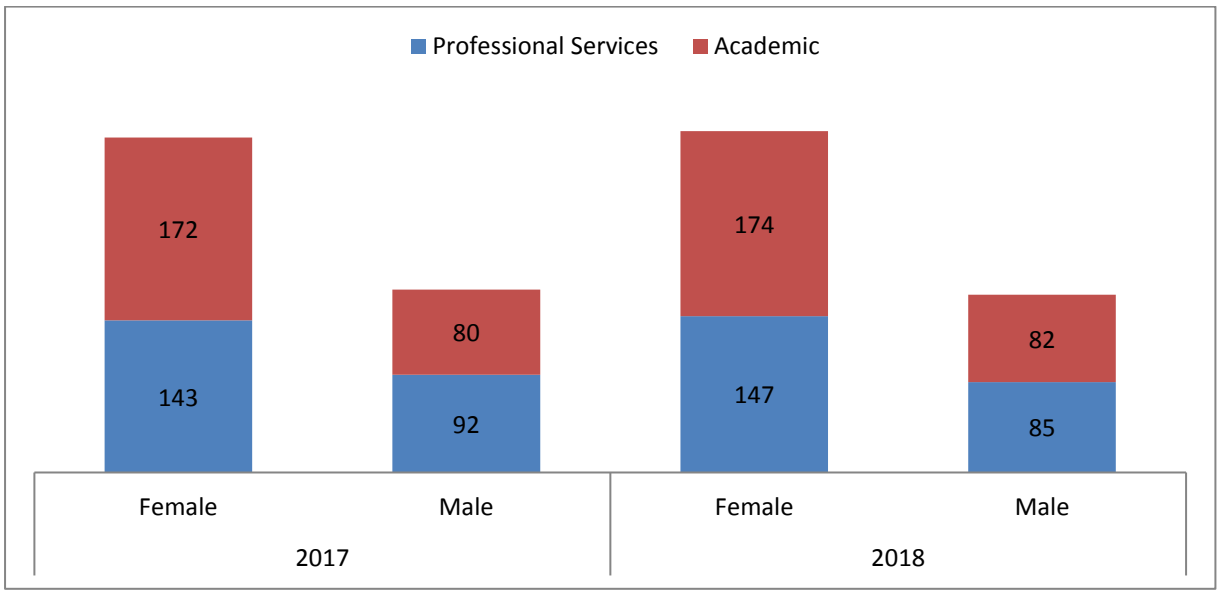
1.3 Employee Headcount by Grade & Gender 2018



	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
2018 Female	0	2	34	29	26	27	18	104	66	11
2018 Male	0	1	16	18	12	12	17	47	30	9

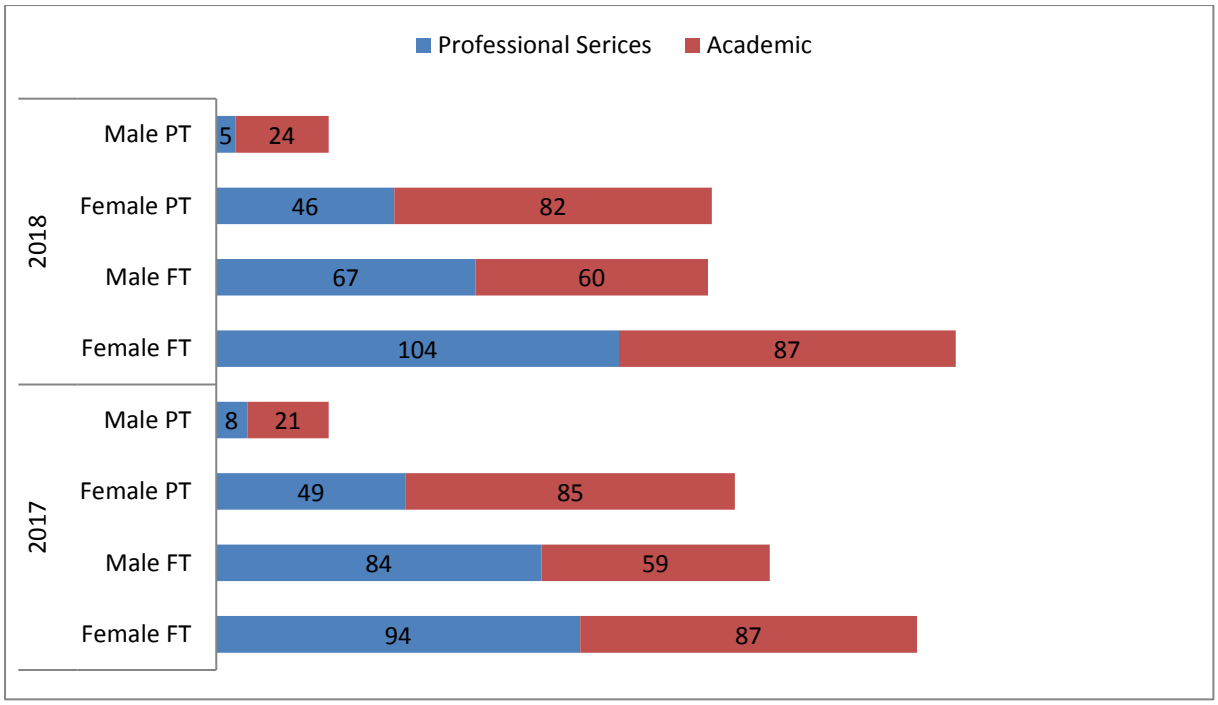
1.3 Employee Headcount by Gender & Staff Category

Staffing category is determined by whether an employee has an academic of professional services contract of employment.

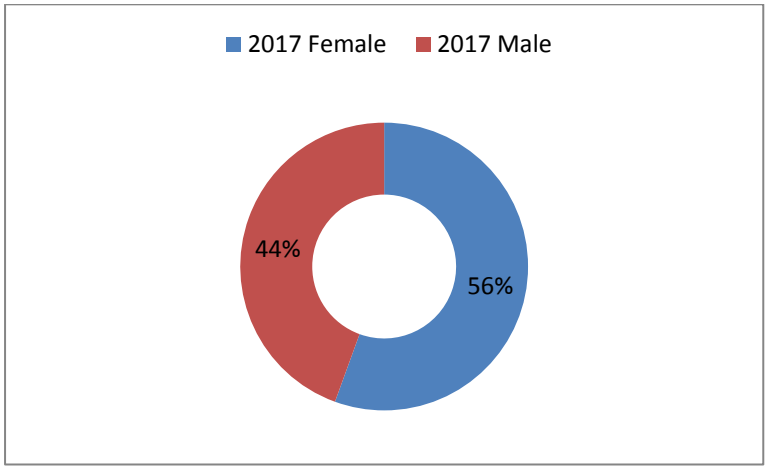


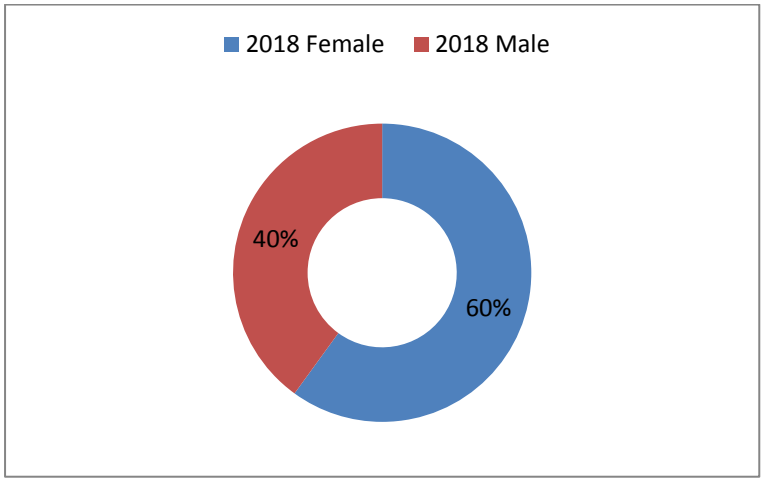
1.4 Part Time Employee Headcount by Employment Category

Part time employees are defined as those with contractual hours less than 1.0 FTE.

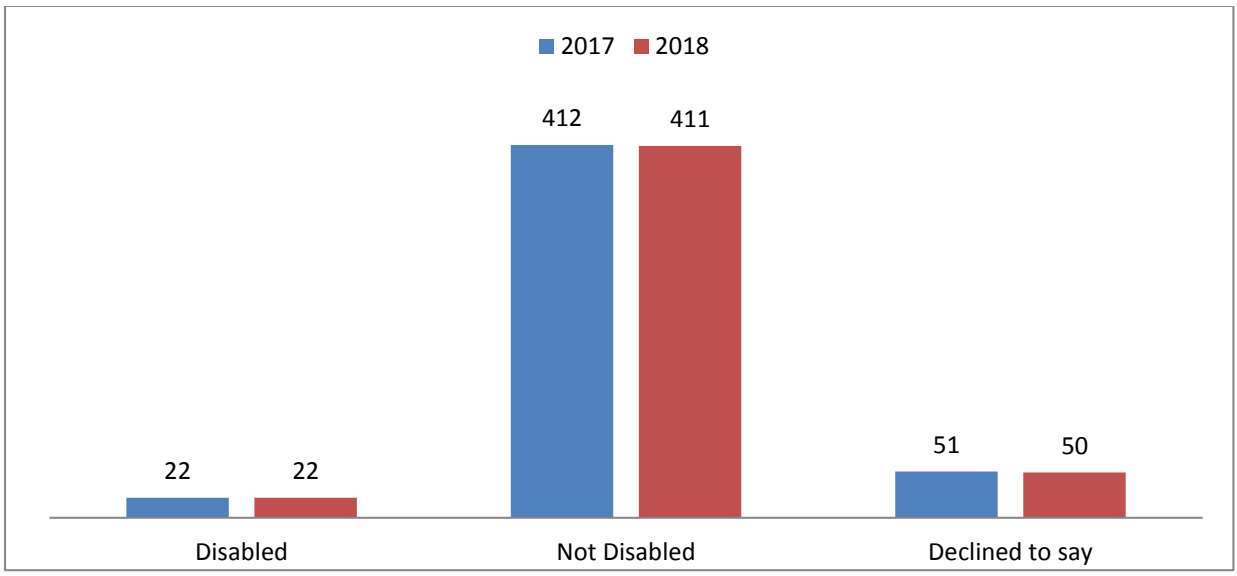


1.5 Professors by Gender (%)

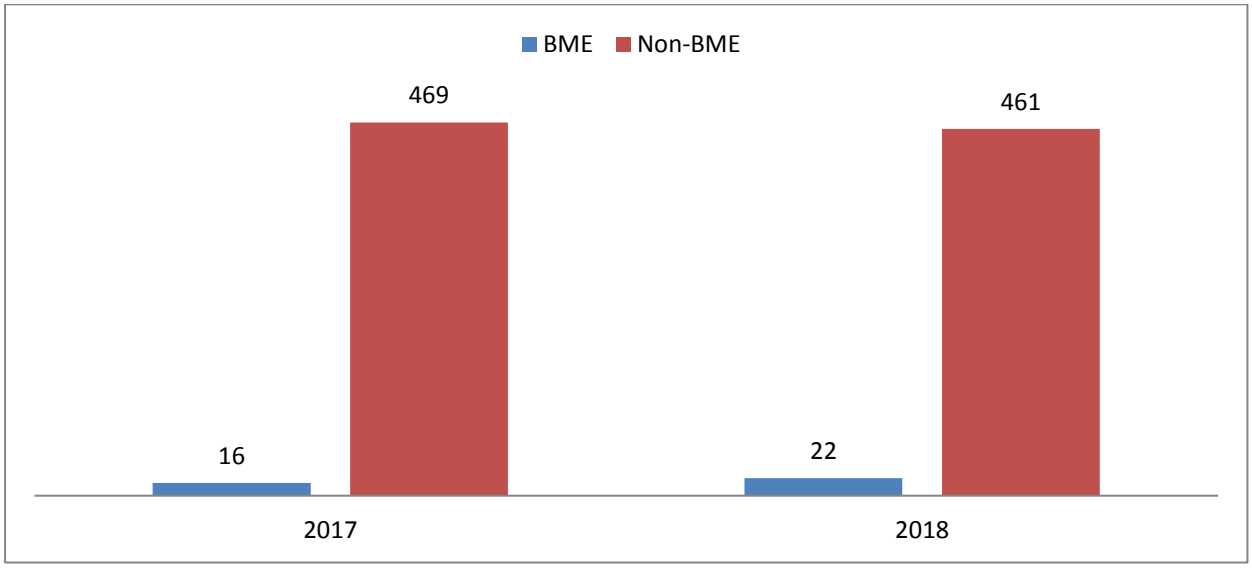




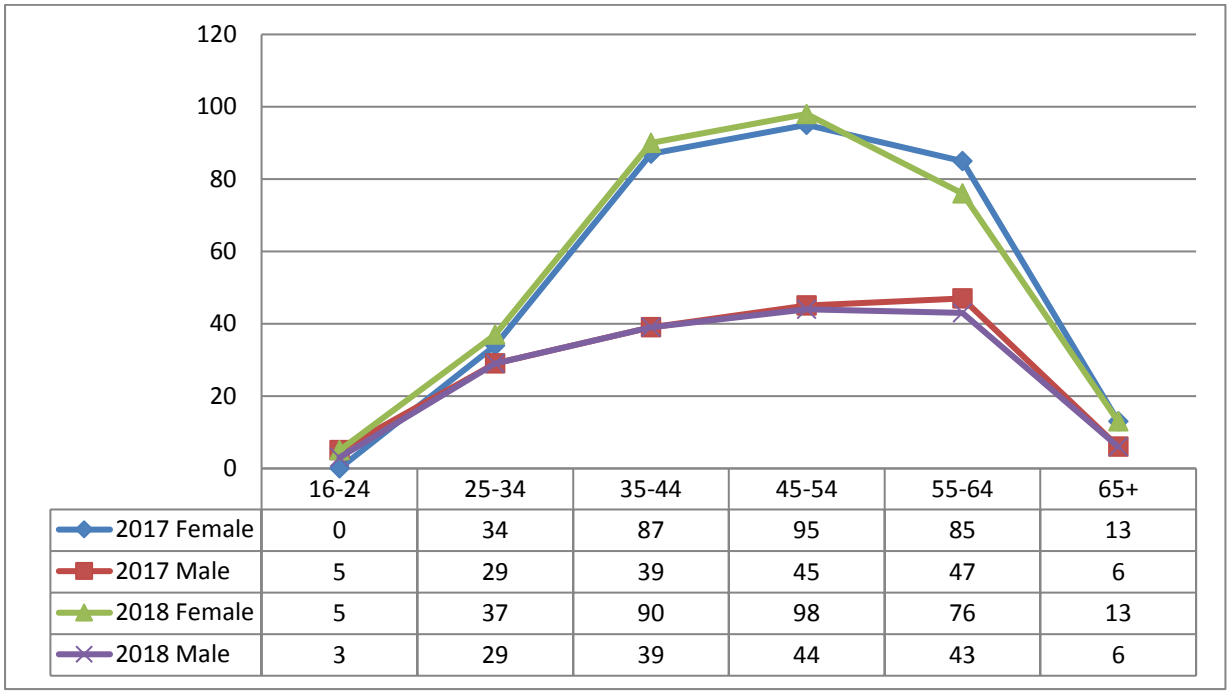
1.6 Employee Headcount by Declared Disability



1.7 BME Employee Headcount

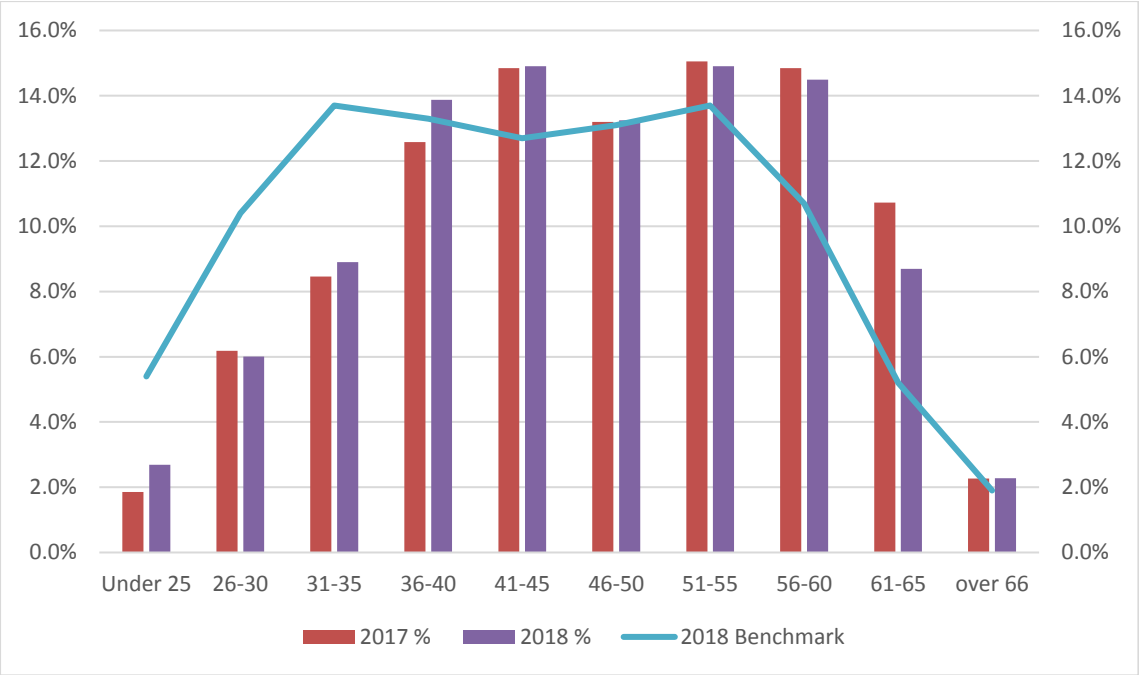


1.8 Employee Headcount by Age Group & Gender

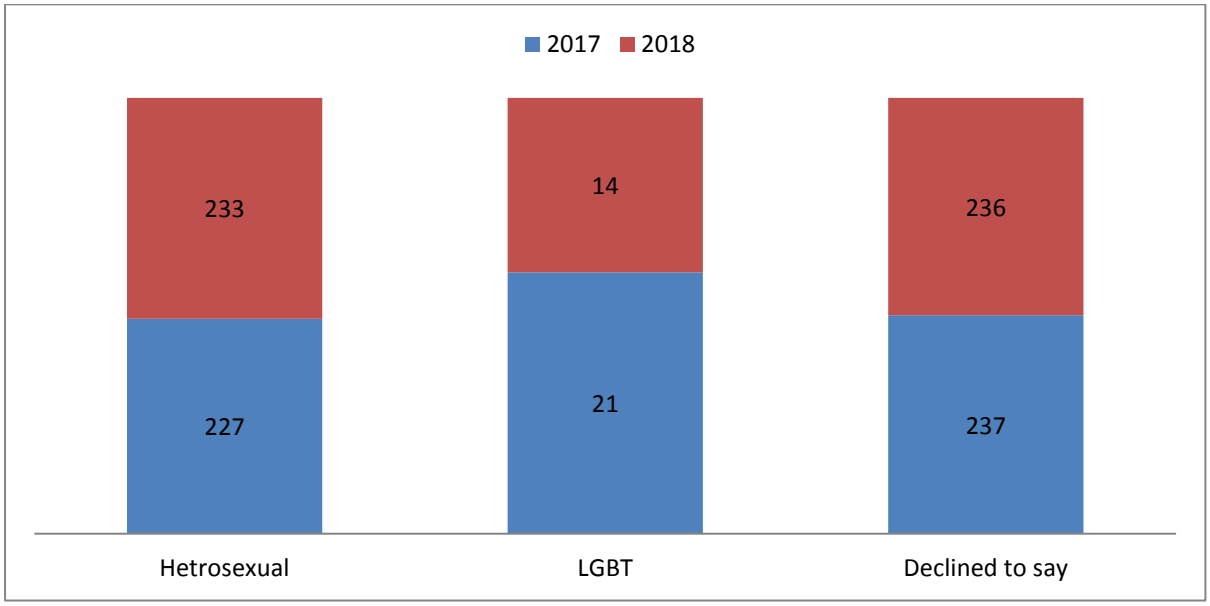


	16-24	25-34	35-44	45-54	55-64	65+
2017 Female	0	34	87	95	85	13
2017 Male	5	29	39	45	47	6
2018 Female	5	37	90	98	76	13
2018 Male	3	29	39	44	43	6

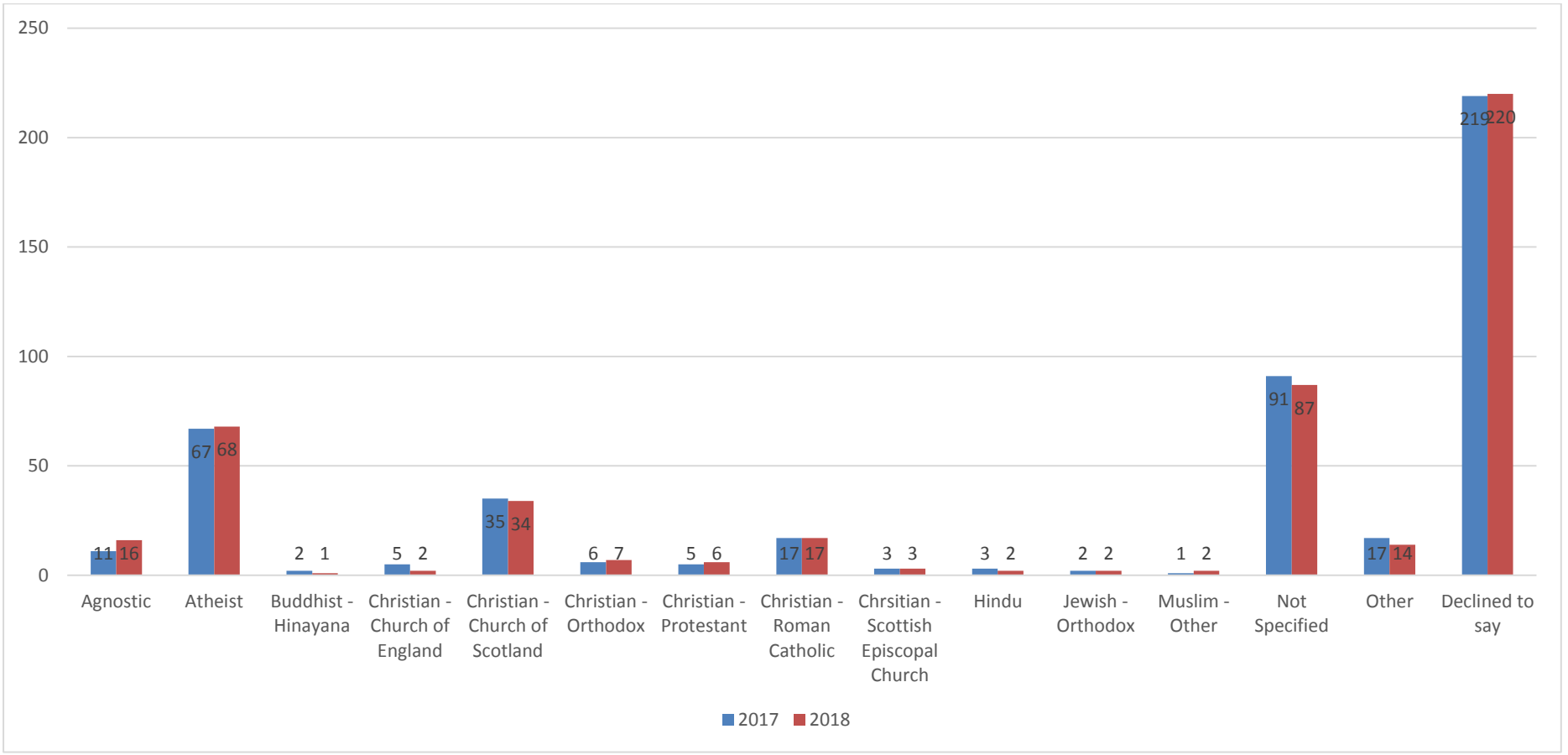
1.9 Employee Headcount by Age Group – Benchmark Ranges



1.10 Employee Headcount by Sexual Orientation

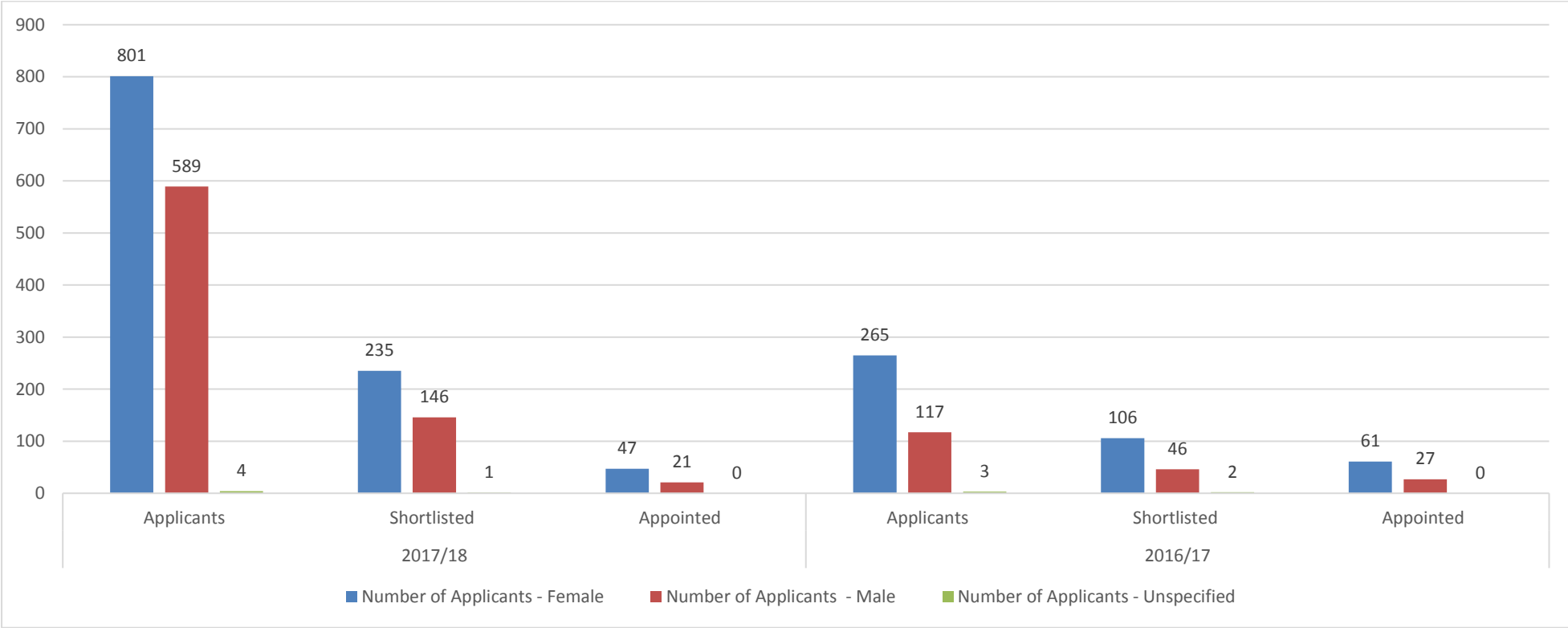


1.11 Employee Headcount by Religious Belief

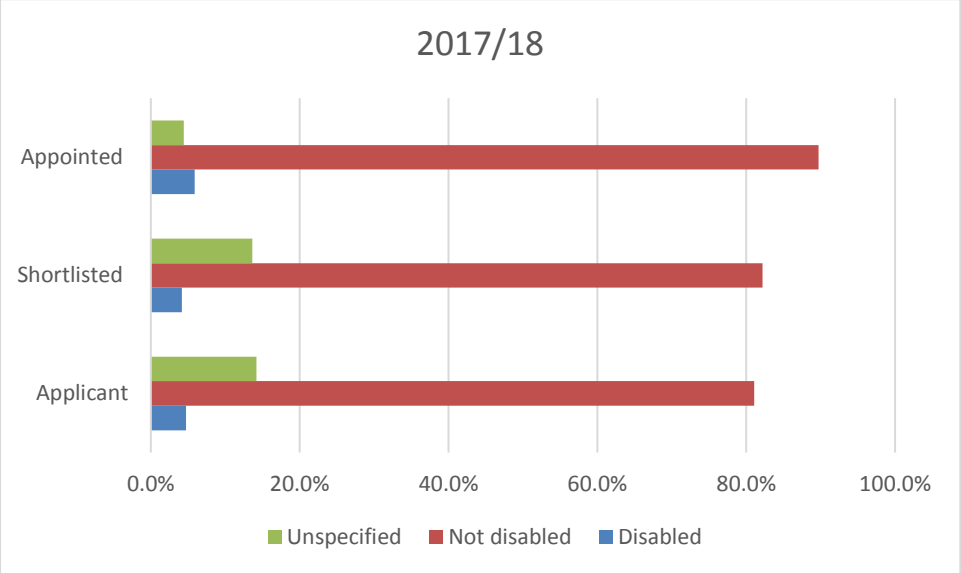


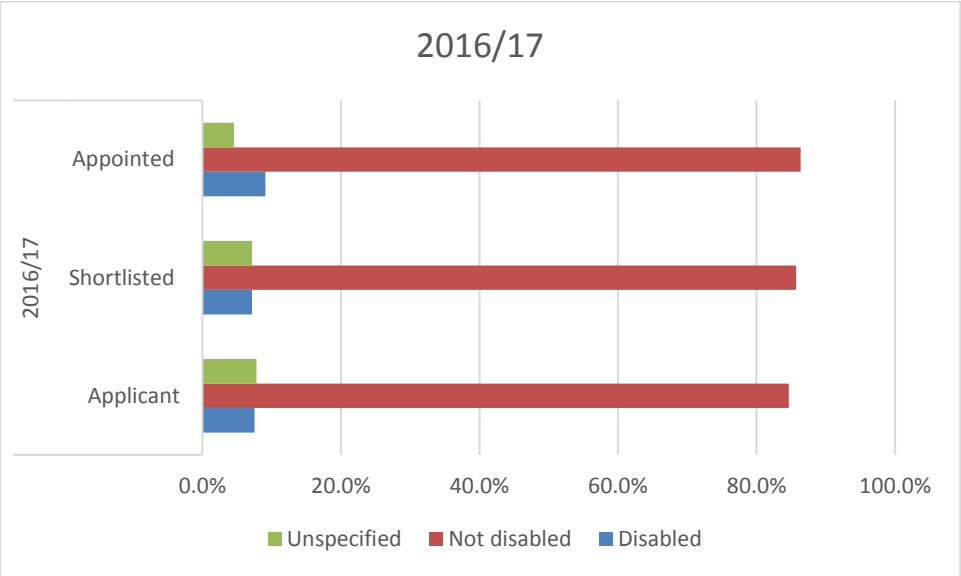
Section 2.0 Recruitment Equalities Data

2.1 Recruitment Applicants by Stage

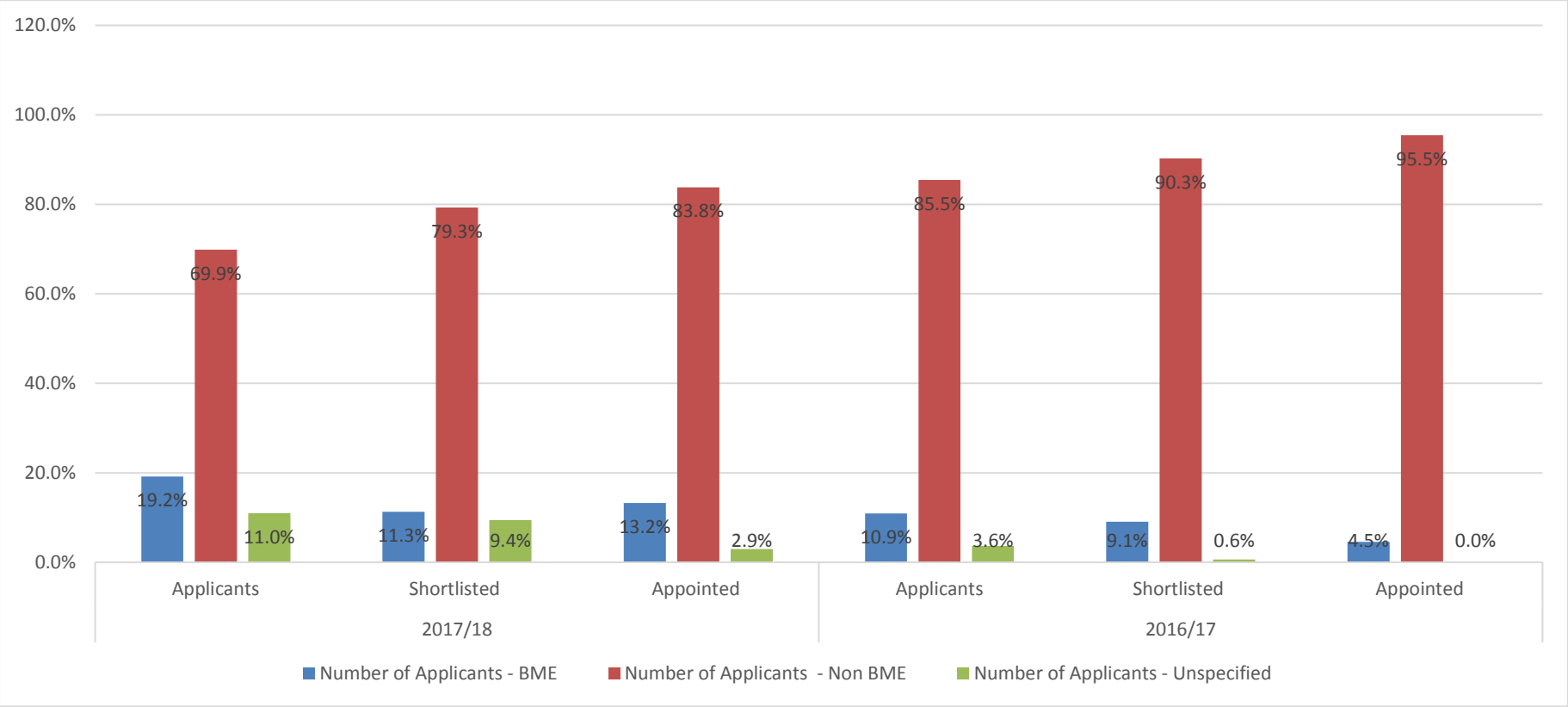


2.2 Applicants with a Declared Disability by Recruitment Stage

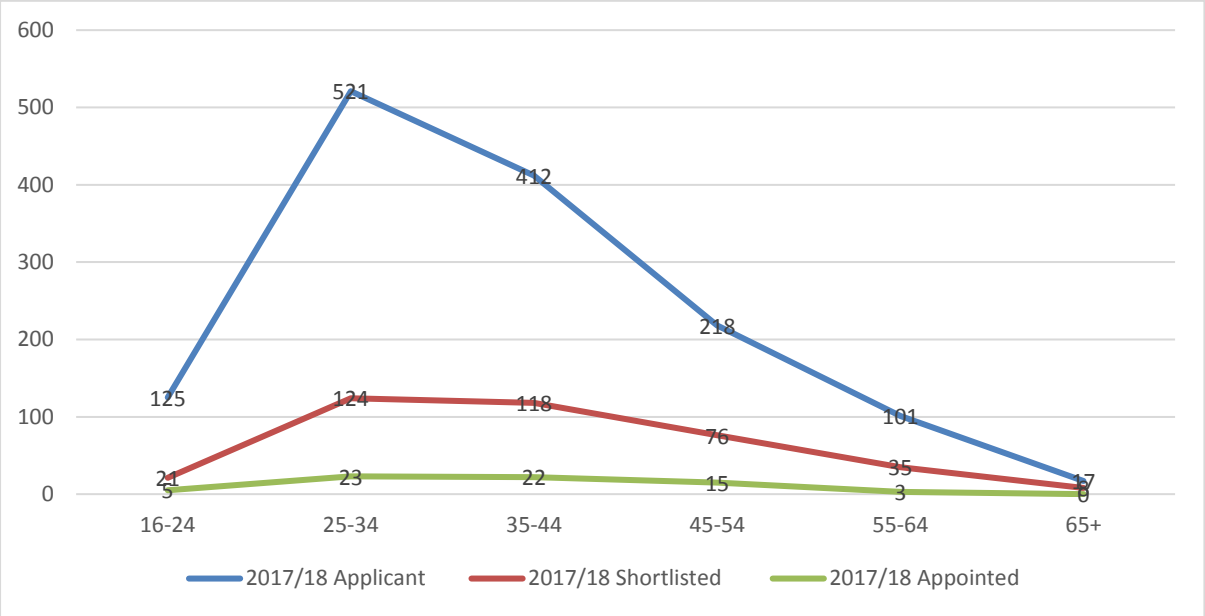


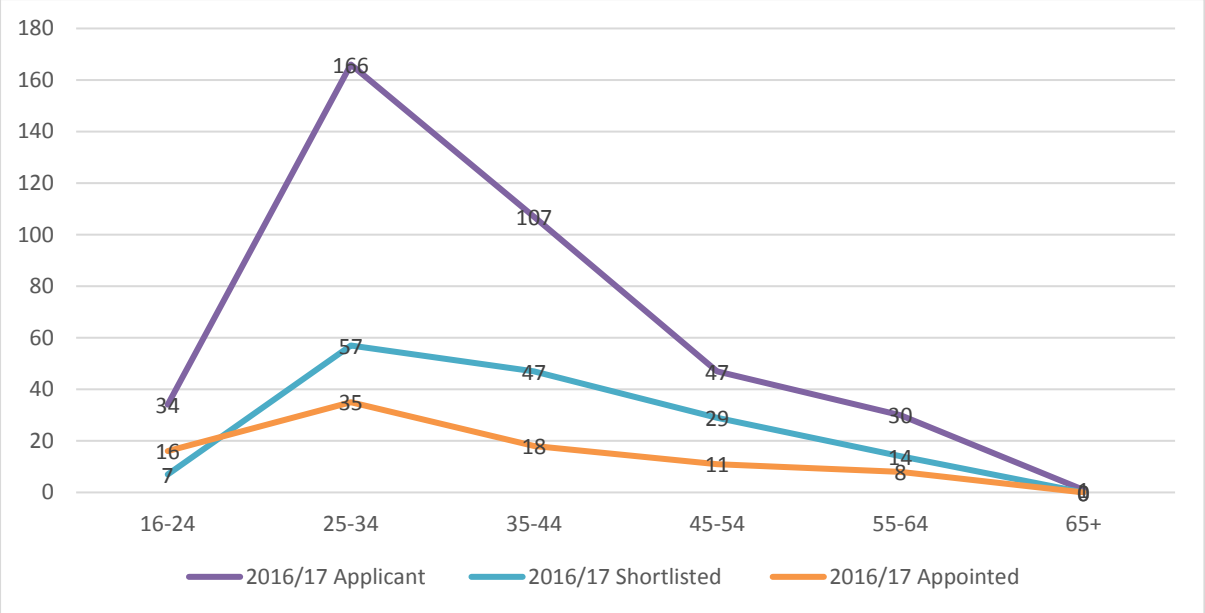


2.3 BME Applicants by Recruitment Stage

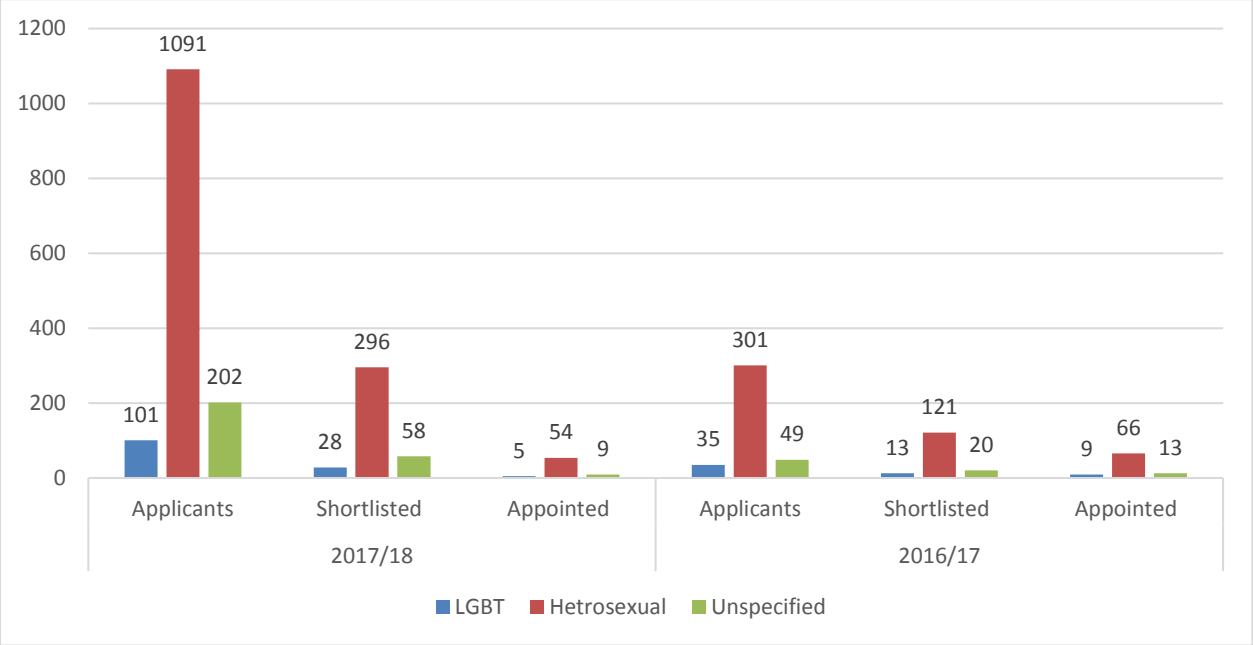


2.4 Applicants by Age Group & Recruitment Stage

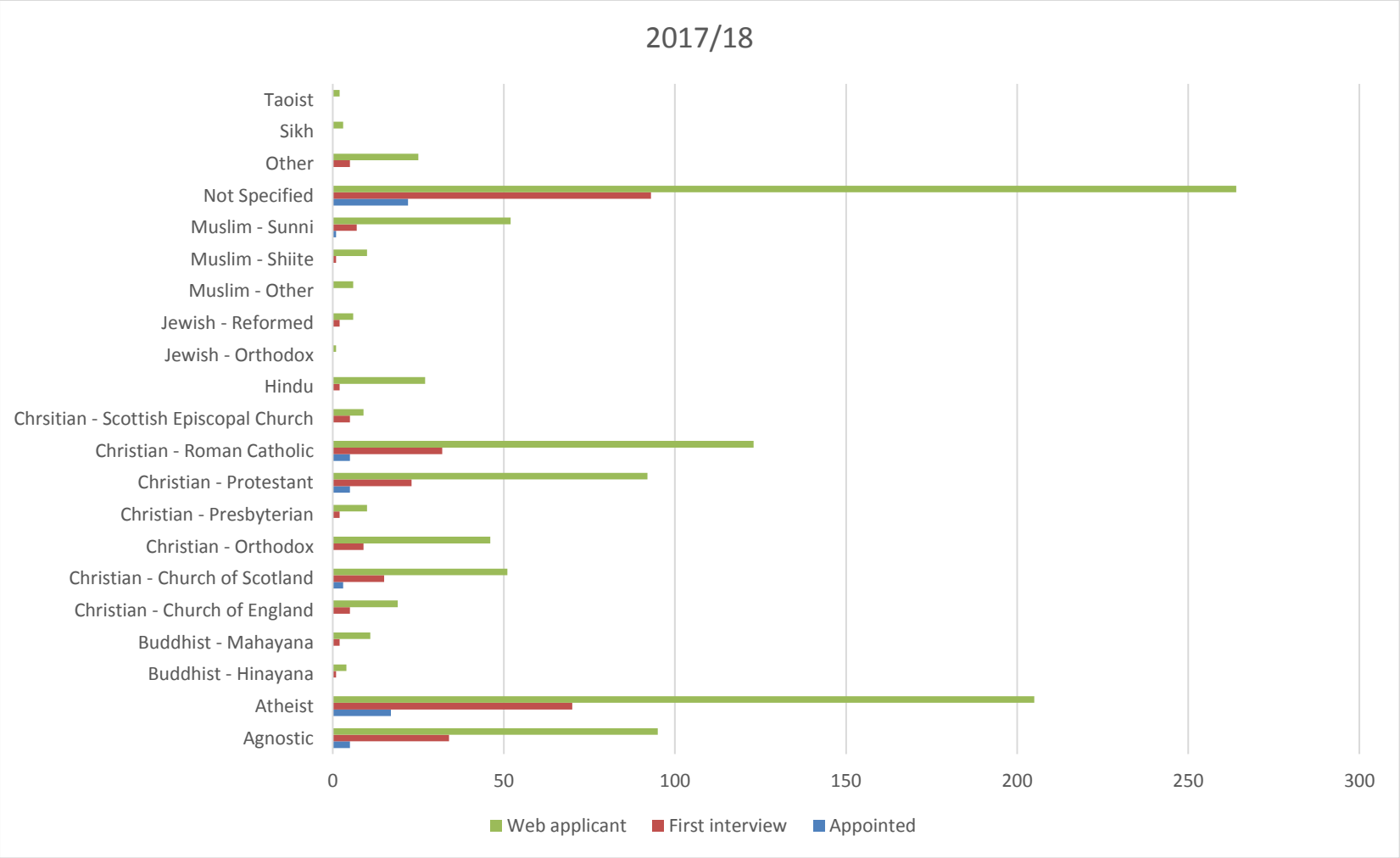


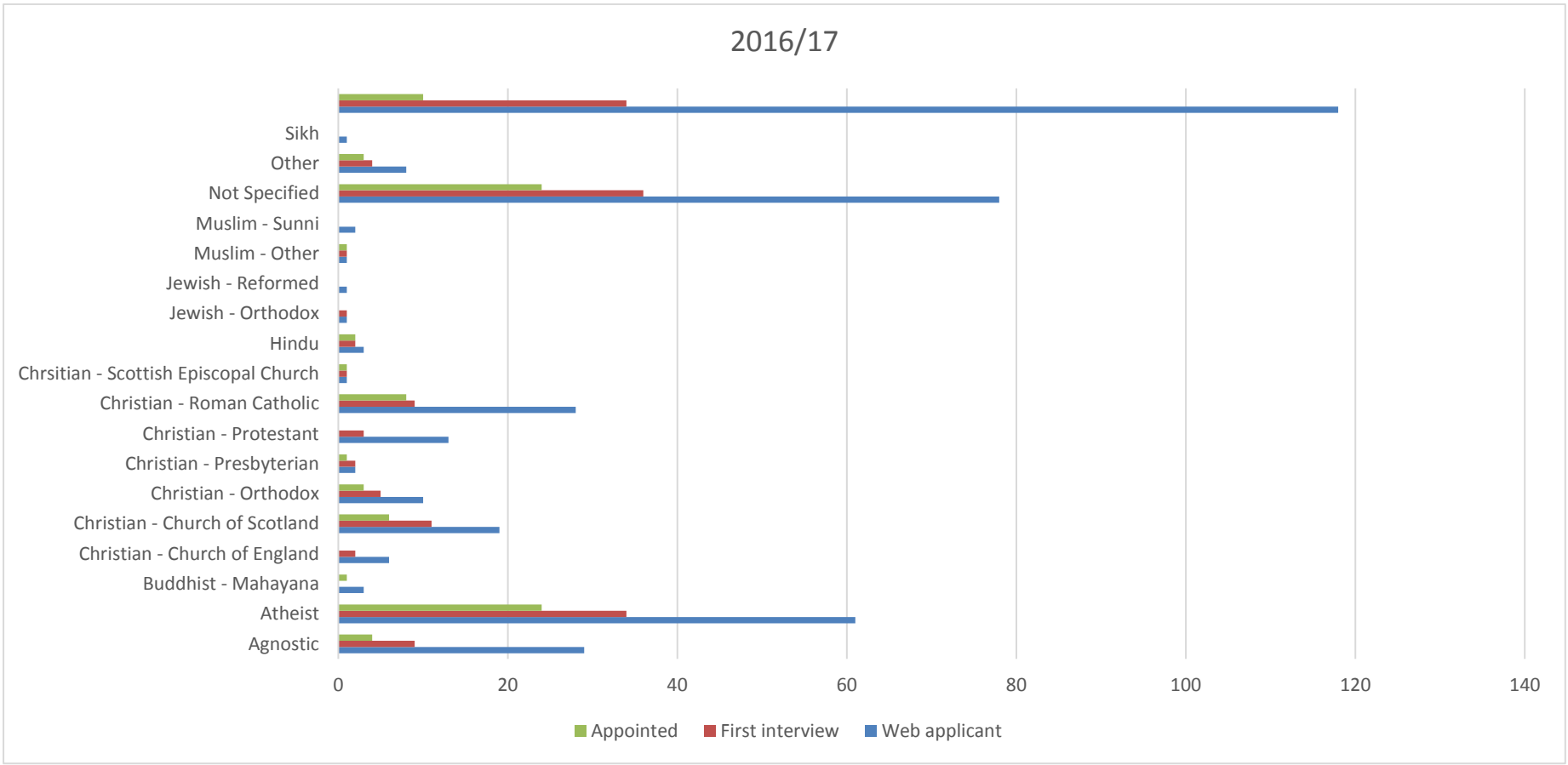


2.5 Sexual Orientation of Applicants by Recruitment Stage



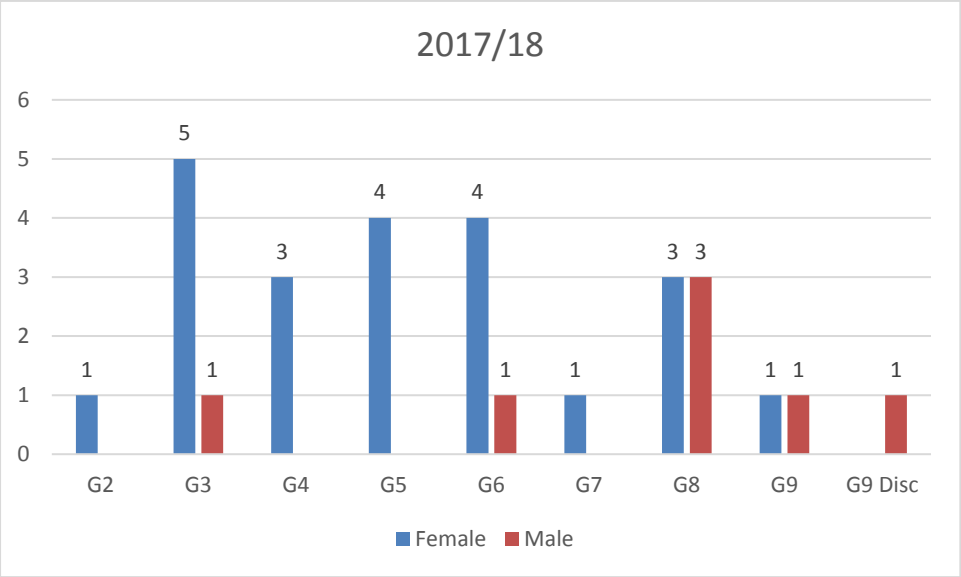
2.6 Religious Belief of Applicants by Recruitment Stage

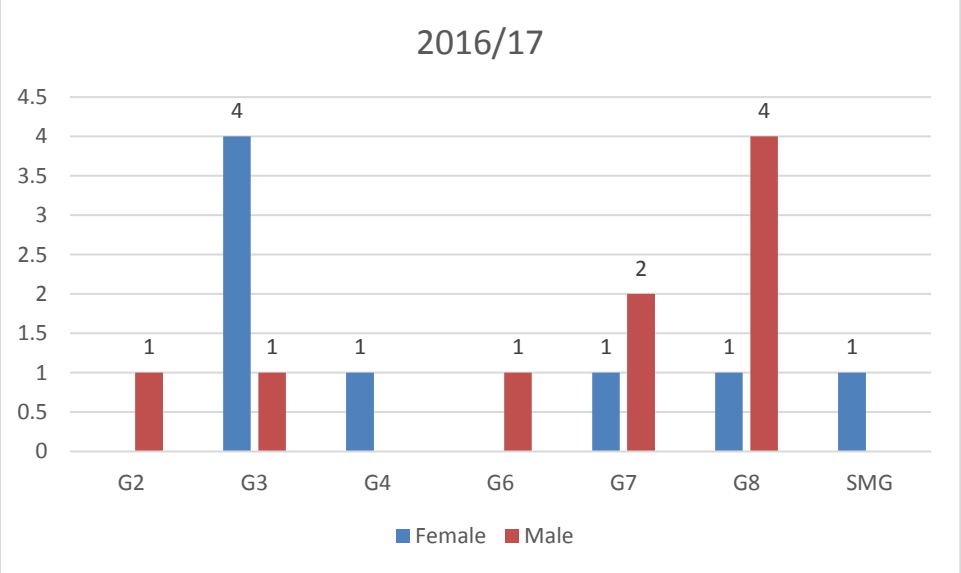



2016/17
Sikh
Other
Not Specified
Muslim - Sunni
Muslim - Other
Jewish - Reformed
Jewish - Orthodox
Hindu
Chrsitian - Scottish Episcopal Church
Christian - Roman Catholic
Christian - Protestant
Christian - Presbyterian
Christian - Orthodox
Christian - Church of Scotland
Christian - Church of England
Buddhist - Mahayana
Atheist
Agnostic
0
20
40
60
80
100
120
140
Appointed
First interview
Web applicant

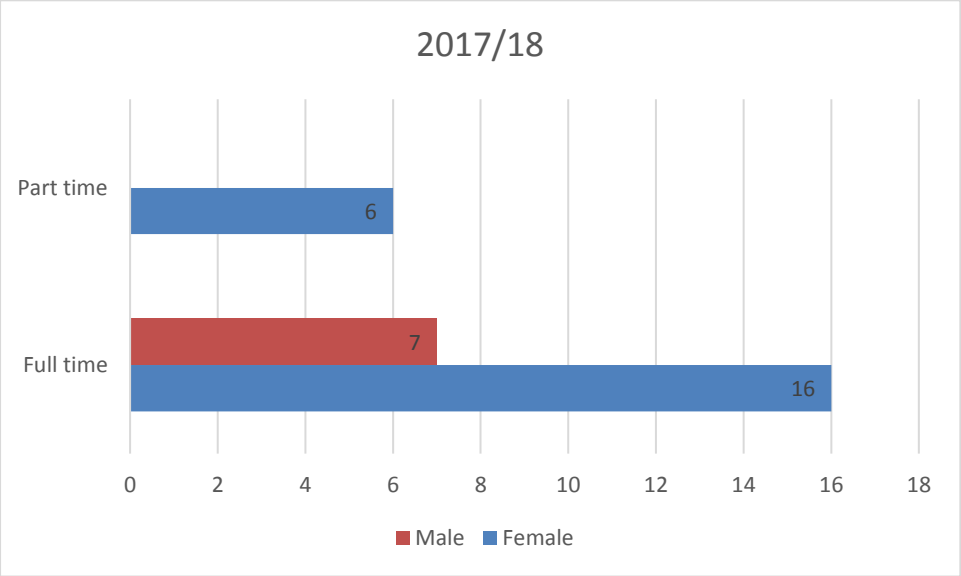
Section 3.0 New Appointment Equalities Data

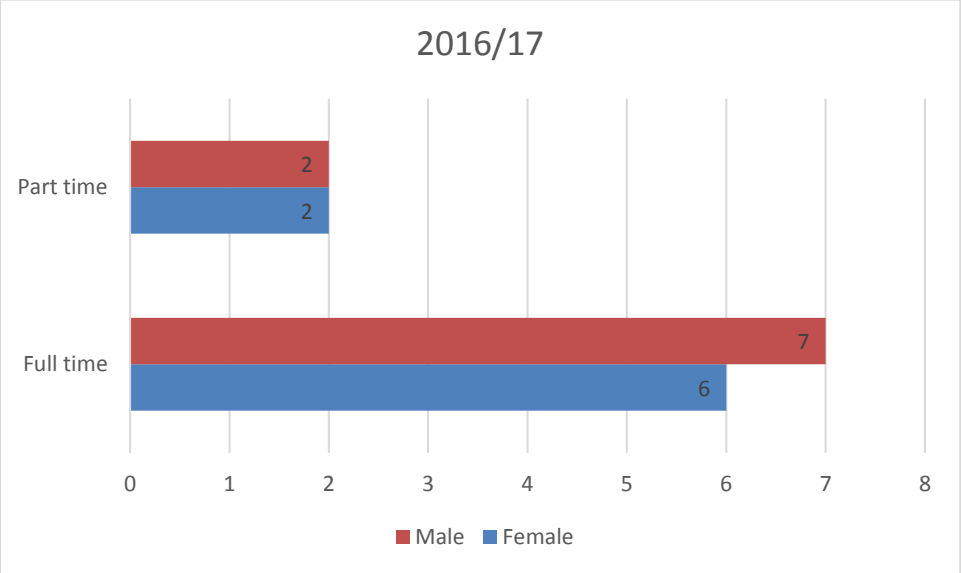
3.1 New Appointments by Gender & Grade

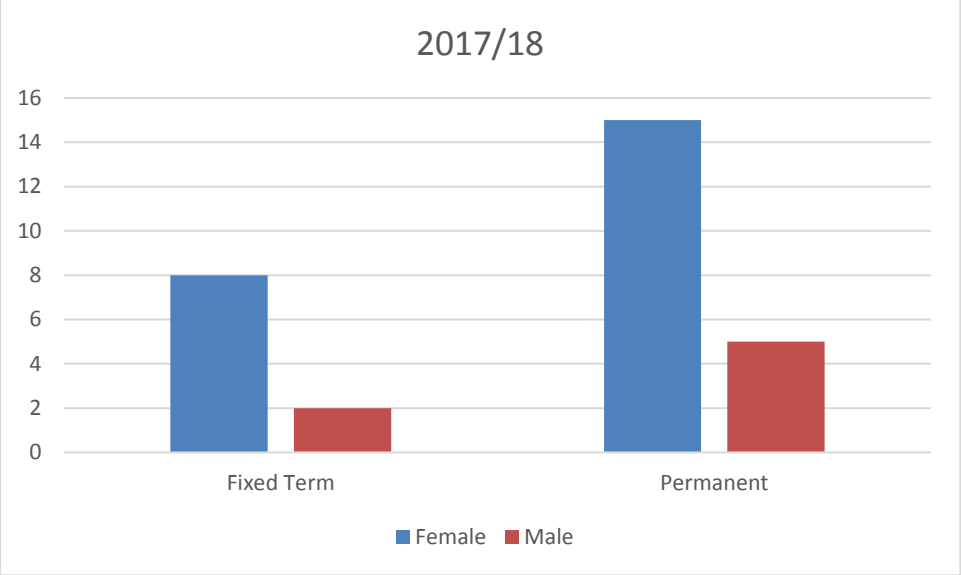


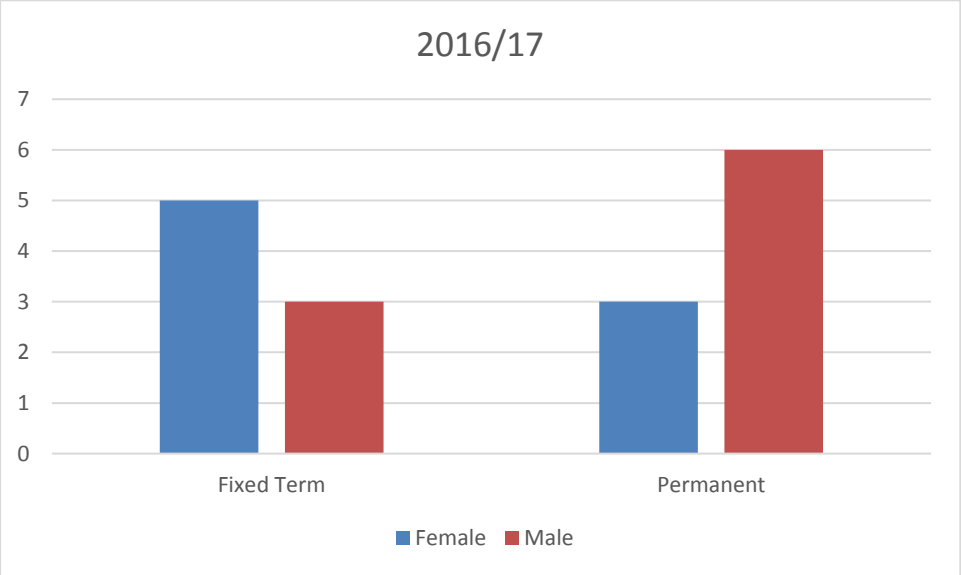


3.2 New Appointments by Contract Type

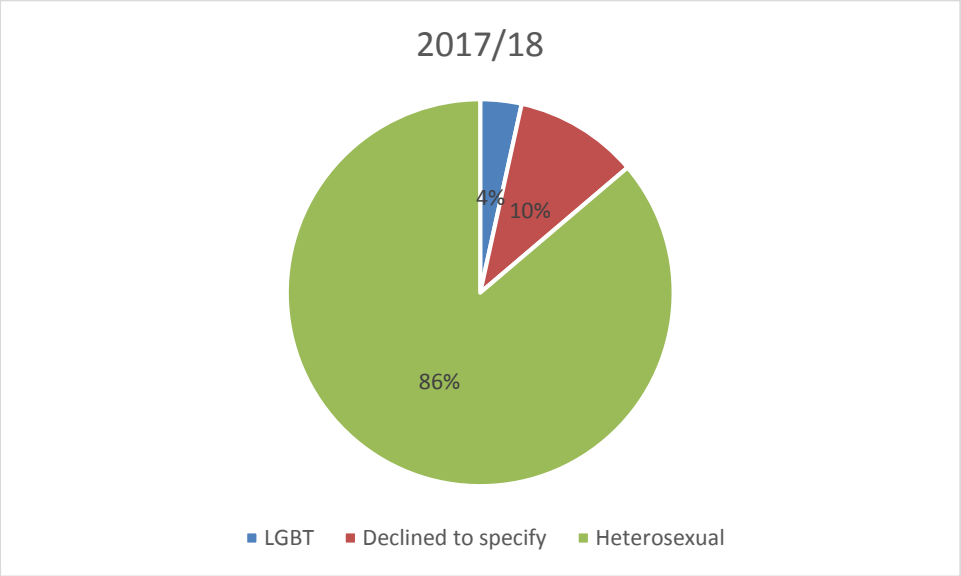


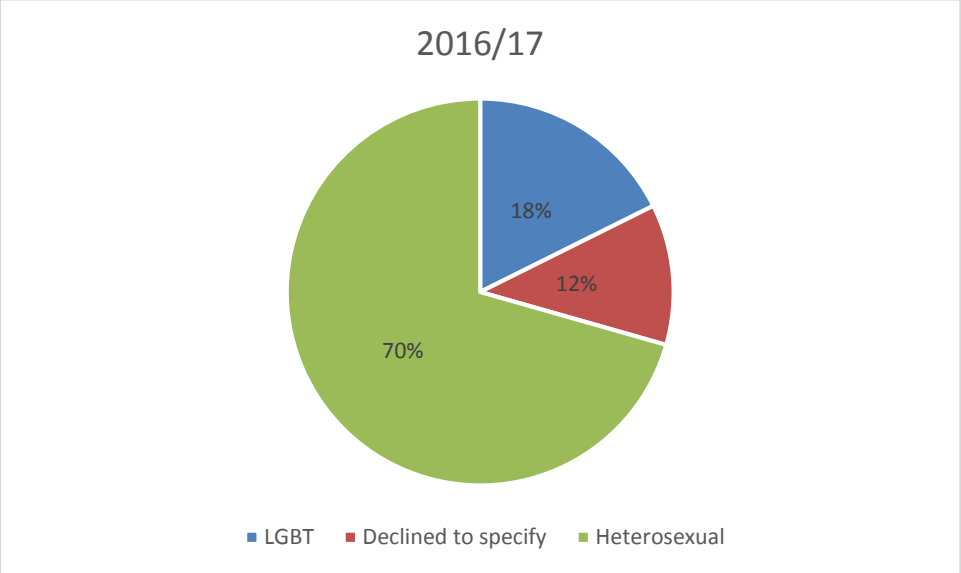



2017/18
16
14
12
10
8
6
4
2
0
Fixed Term
Permanent
Female
Male

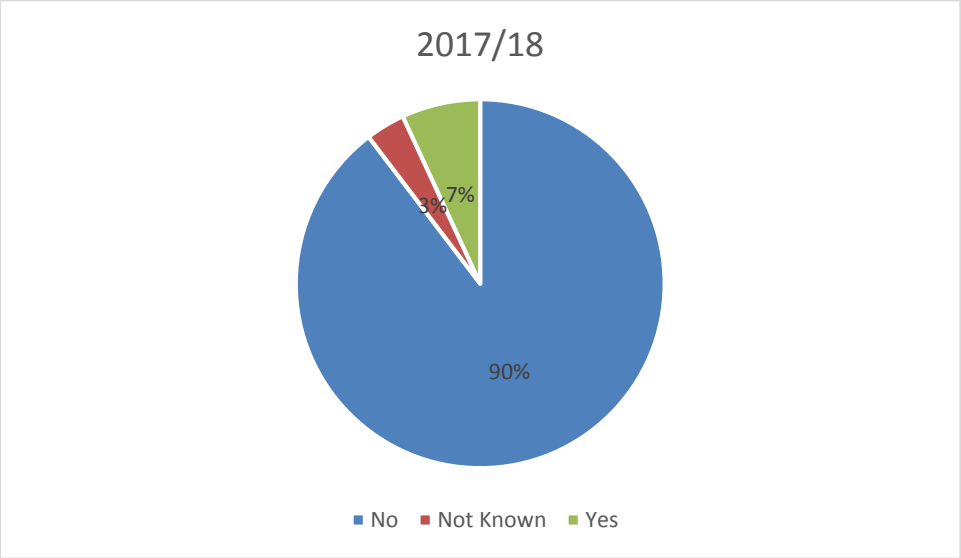

2016/17
7
6
5
4
3
2
1
0
Fixed Term
Permanent
Female
Male

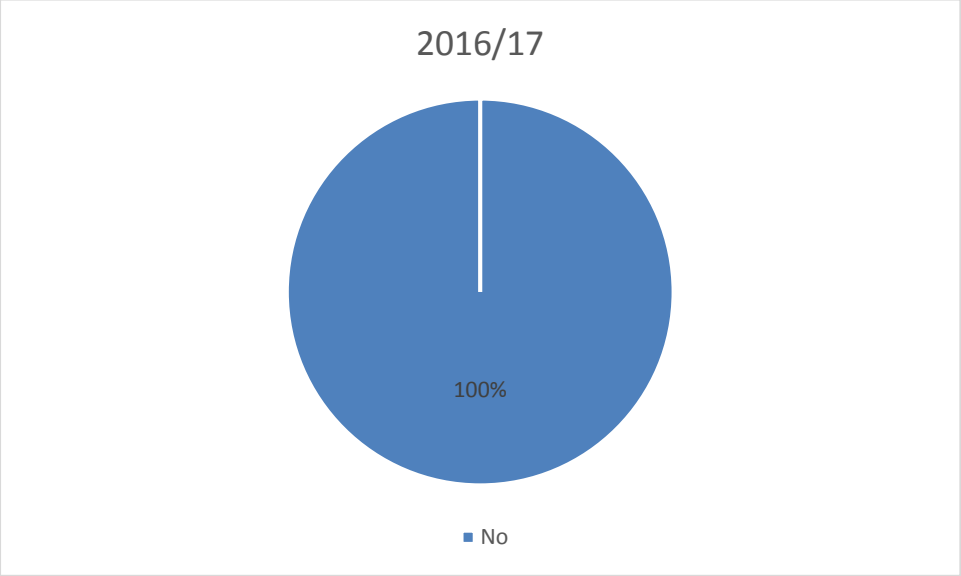
3.3 New Appointments by Sexual Orientation



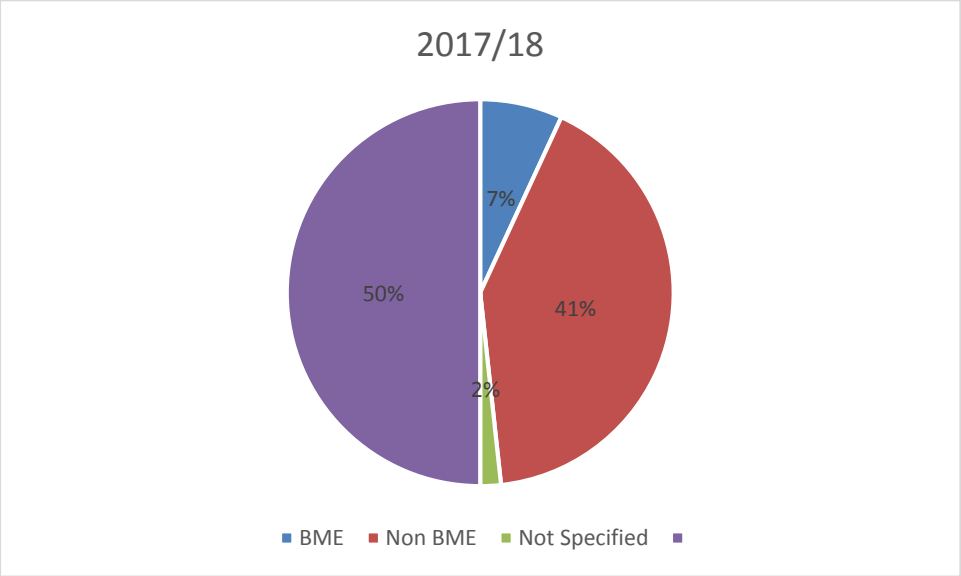


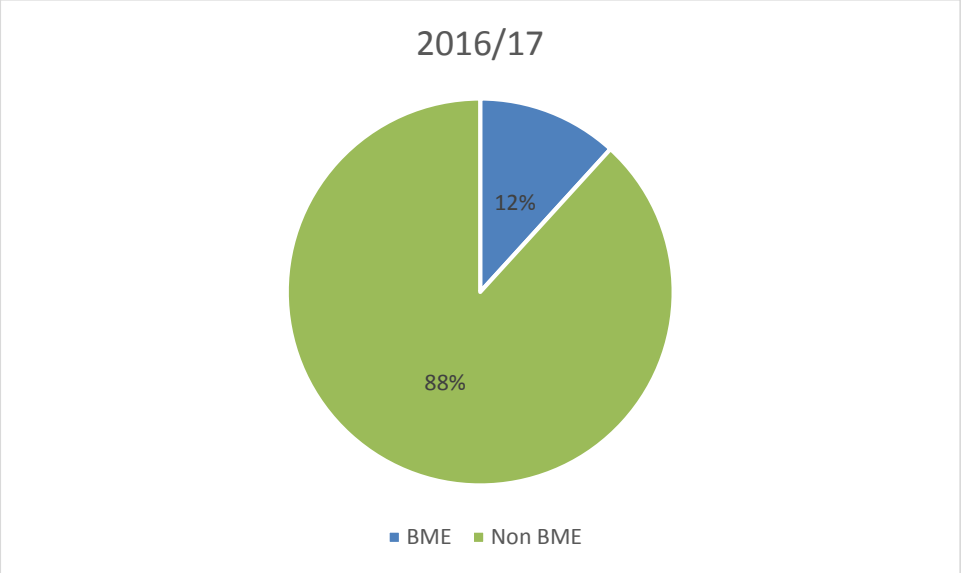
3.4 New Appointments by Declared Disability



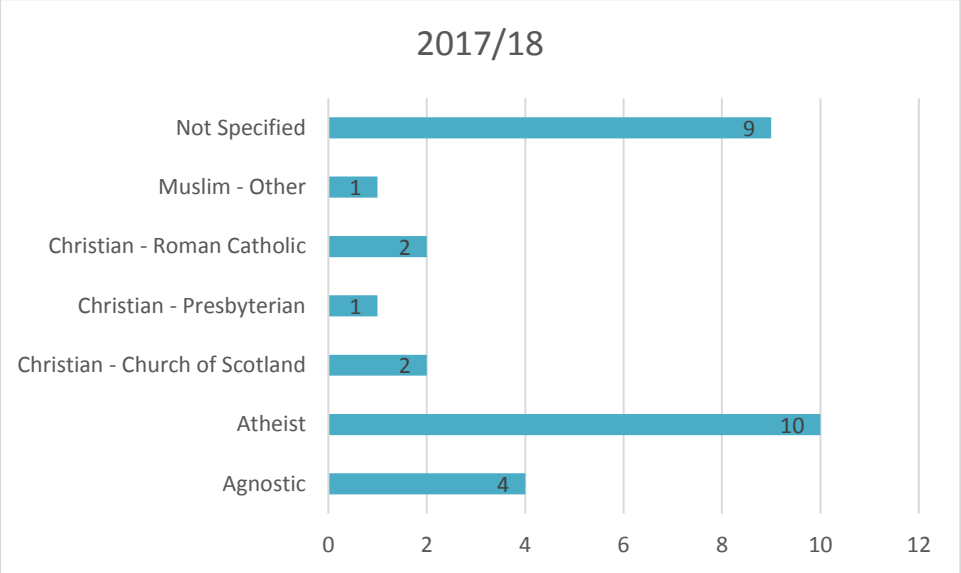


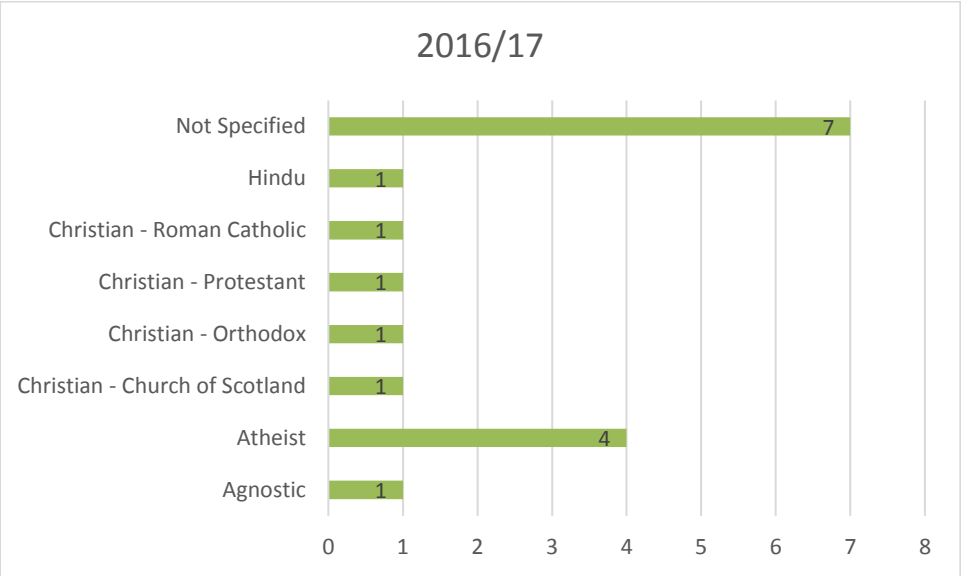
3.5 New Appointments by Ethnic Origin



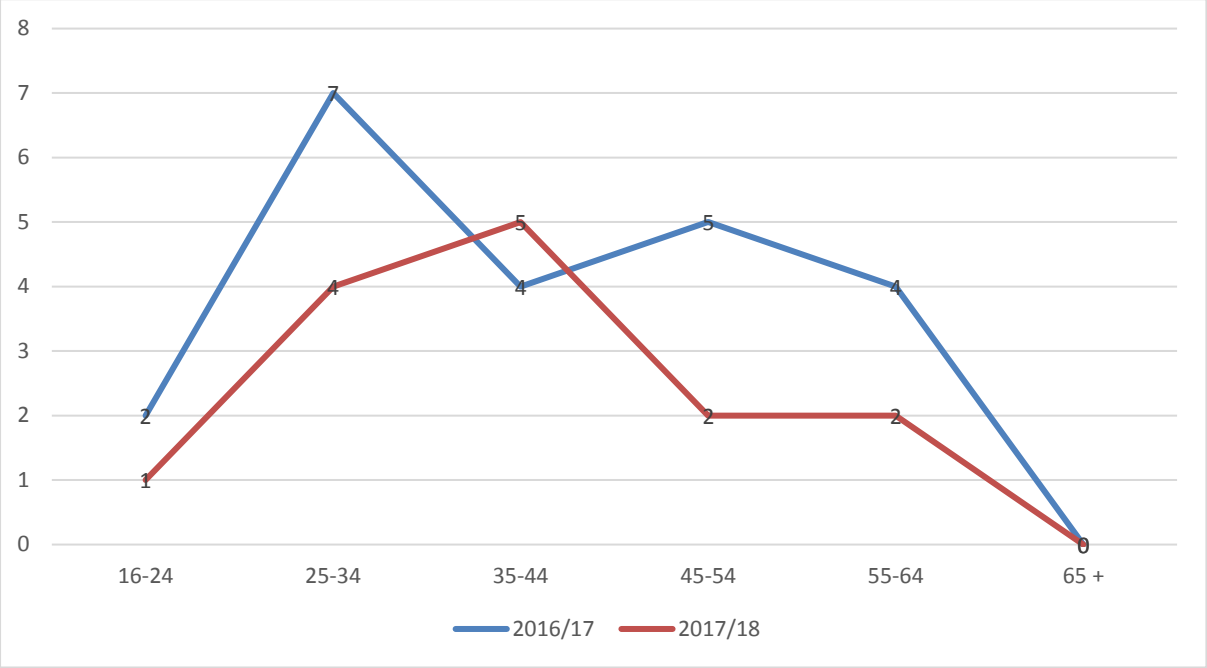


3.6 New Appointments by Religious Belief



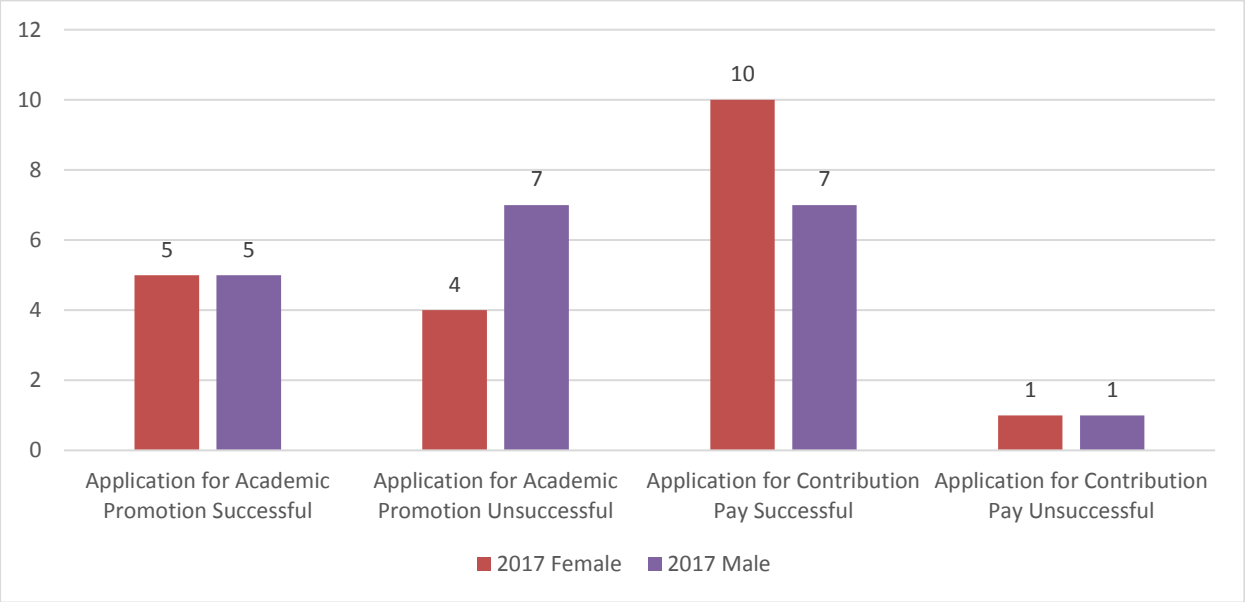


3.7 *New Appointments by Age Group*



Section 4.0 Promotions Data by Gender

4.1 Applications for Academic Promotion and Contribution Pay by Gender



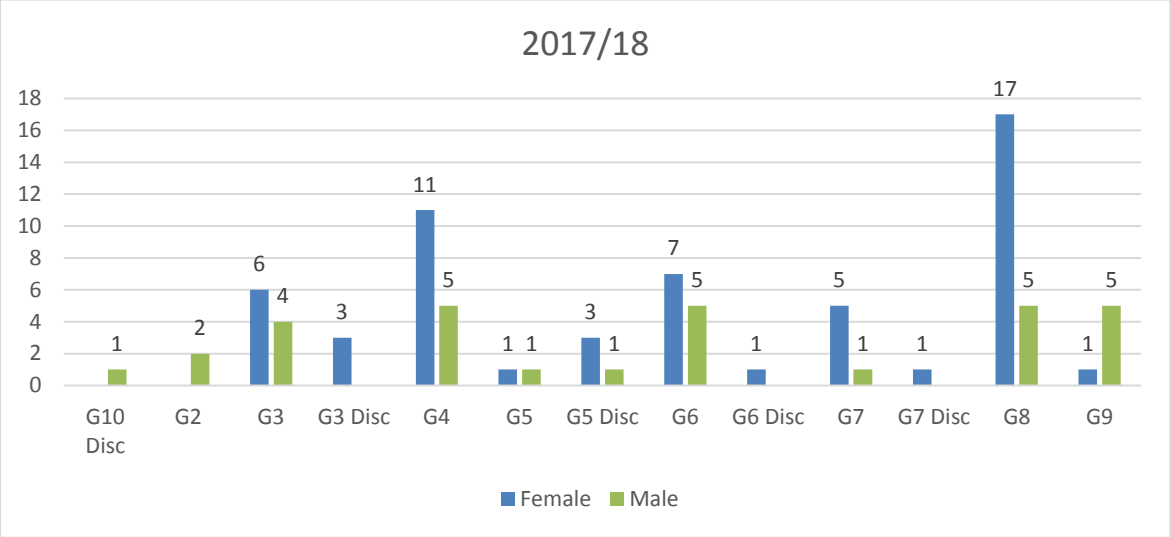
4.2 % Success Rates by Gender

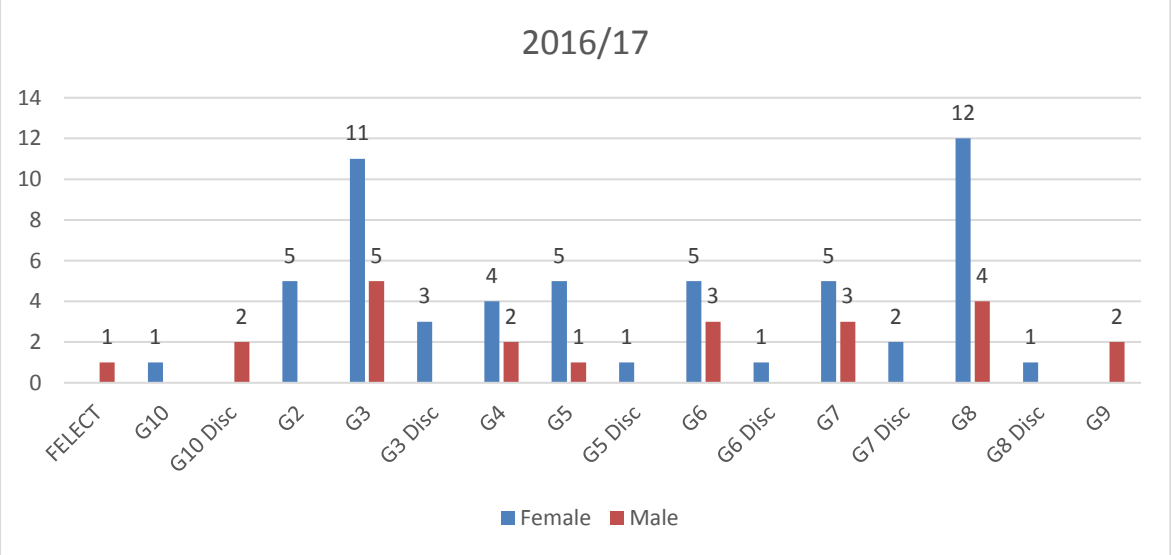
	2017	
	Female	**Male**
% Applications for Academic Promotion Successful	55.6%	41.7%
% Applications for Contribution Pay Successful	90.9%	87.5%

NOTE:
There was no promotions process held in 2018 therefore no data is presented

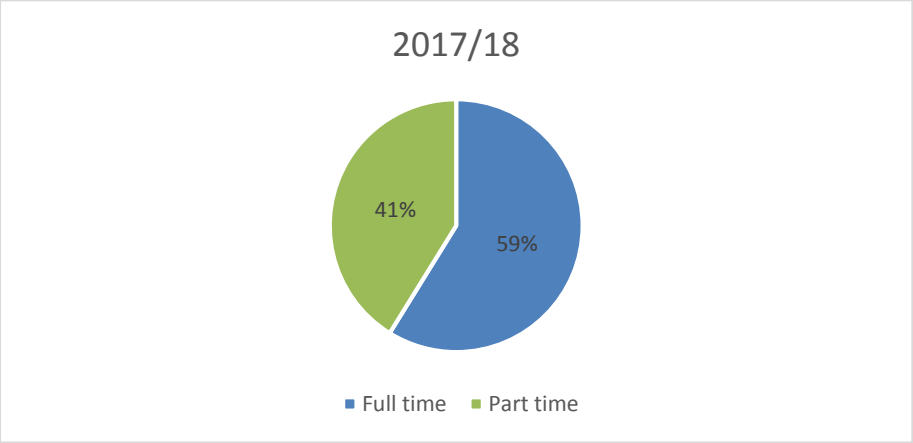
Section 5.0 Leavers Equalities Data

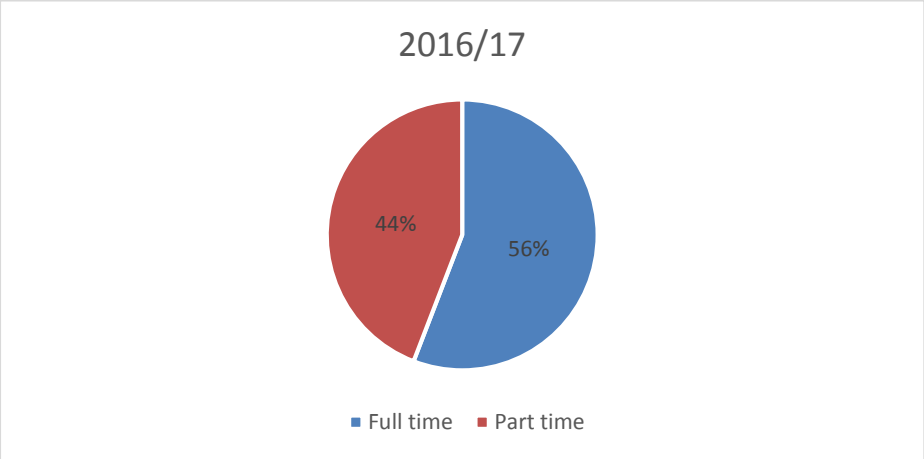
5.1 Leavers by Grade

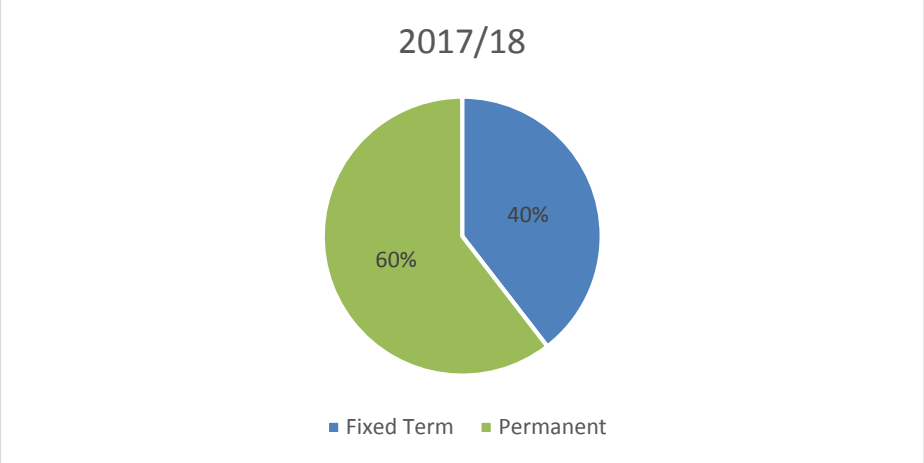


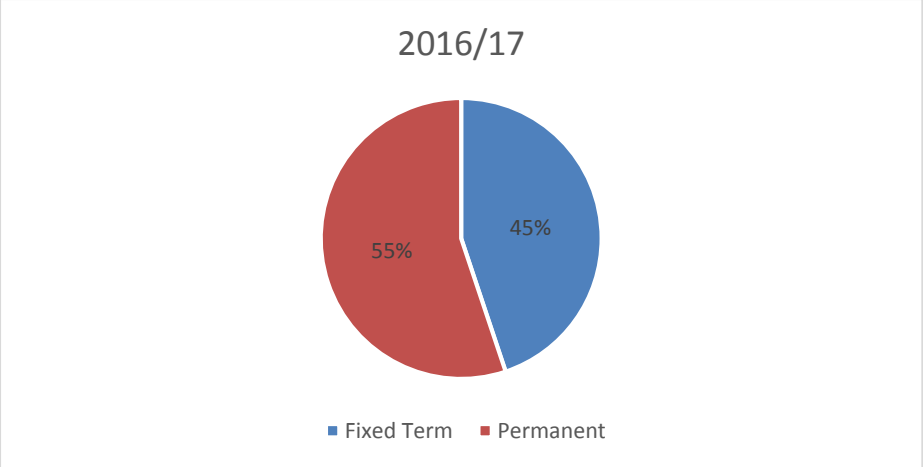


5.2 Leavers by Contract Type

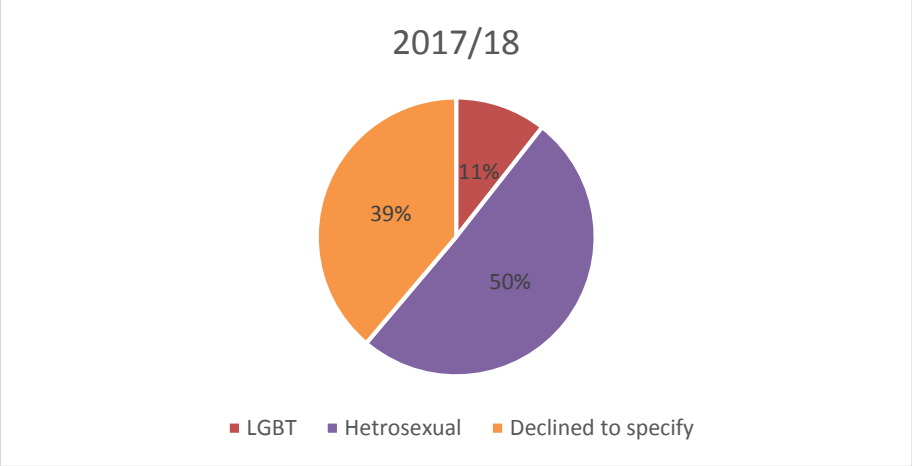


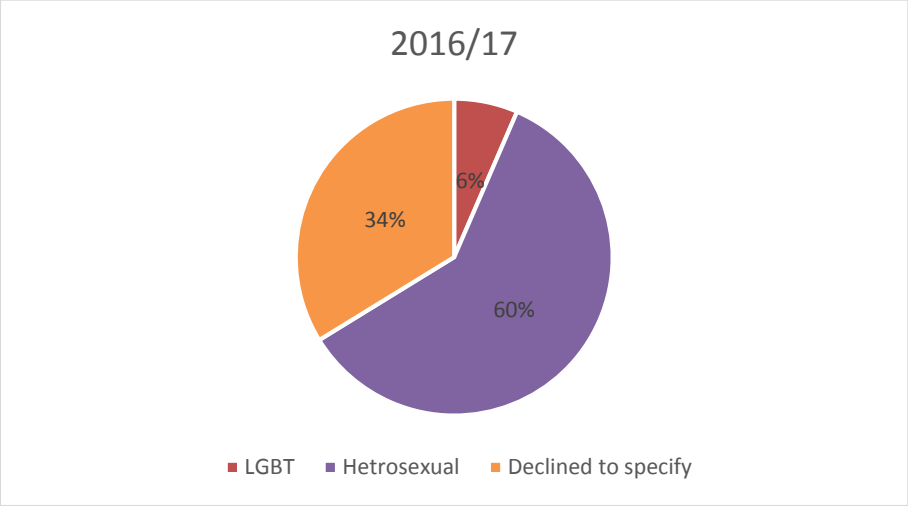




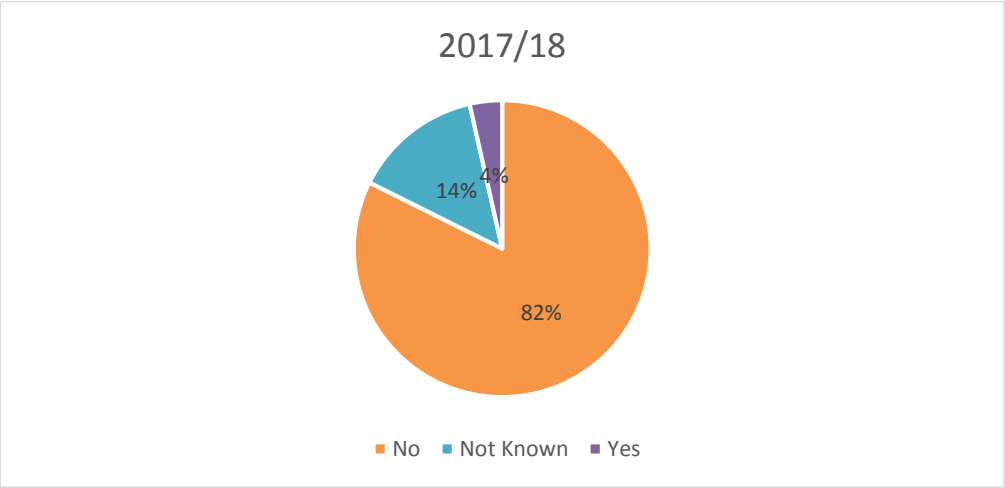


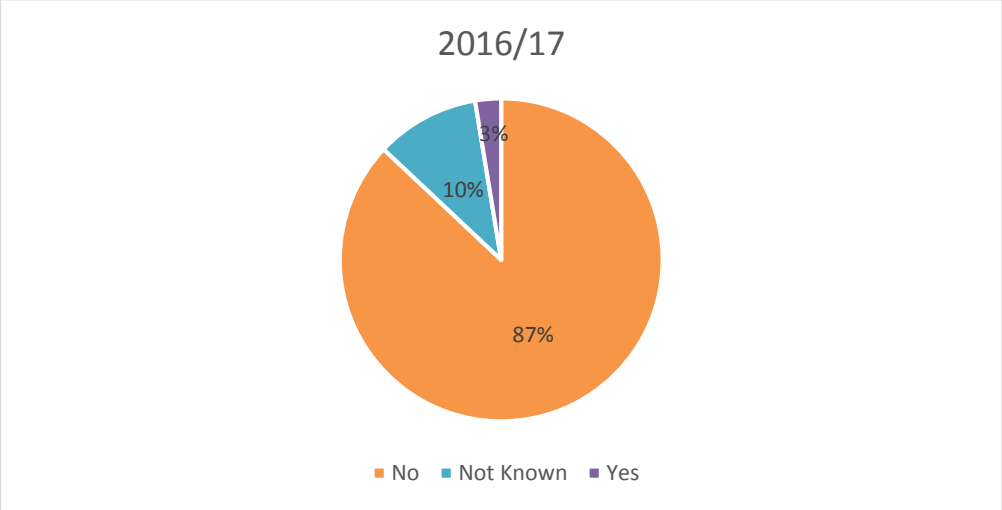
5.3 Leavers by Sexual Orientation



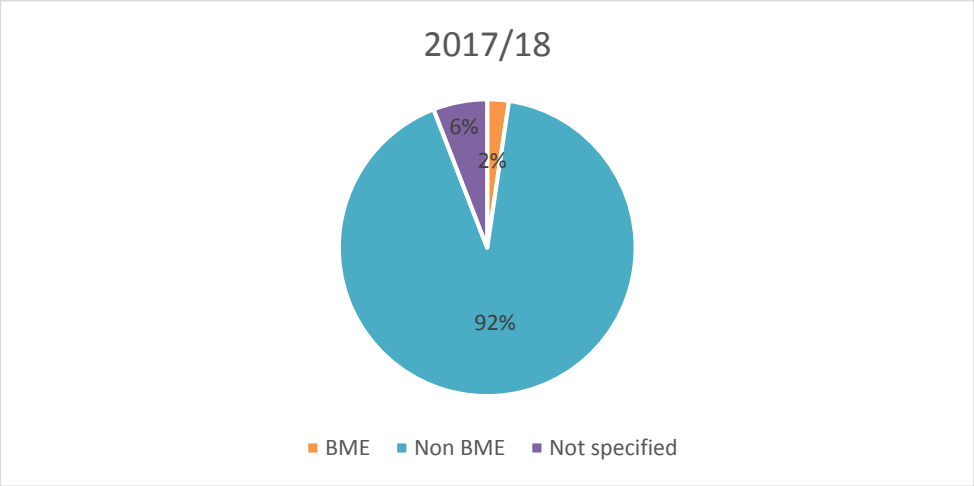


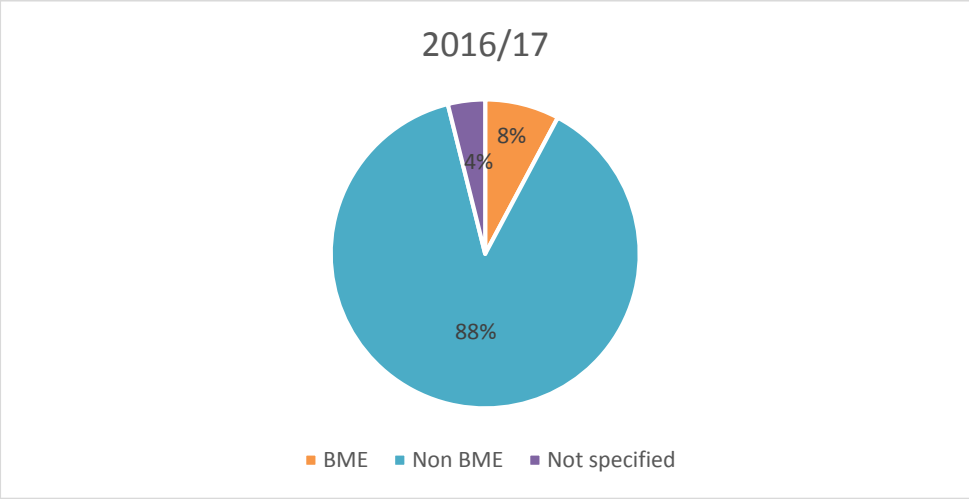
5.4 Leavers by Declared Disability



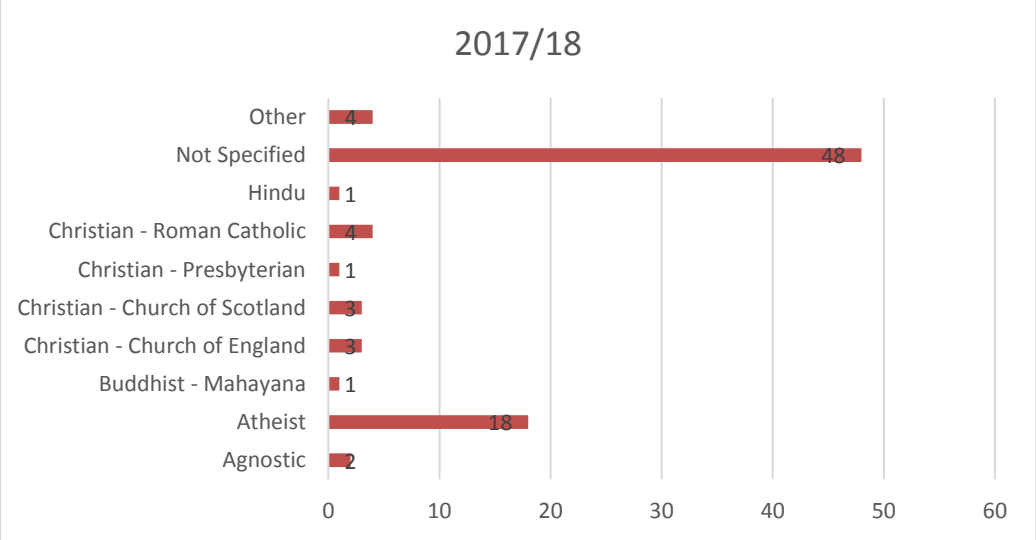


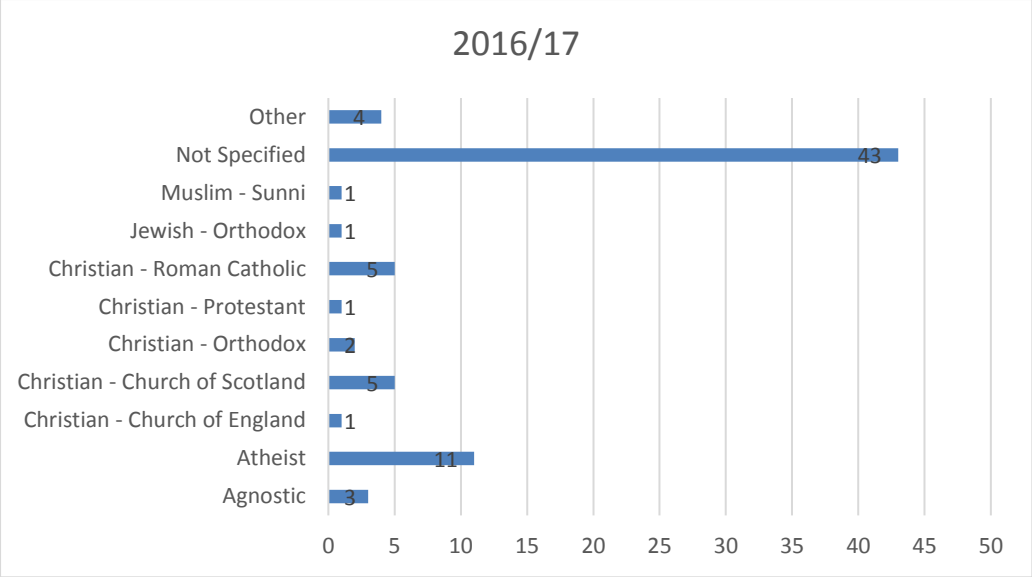
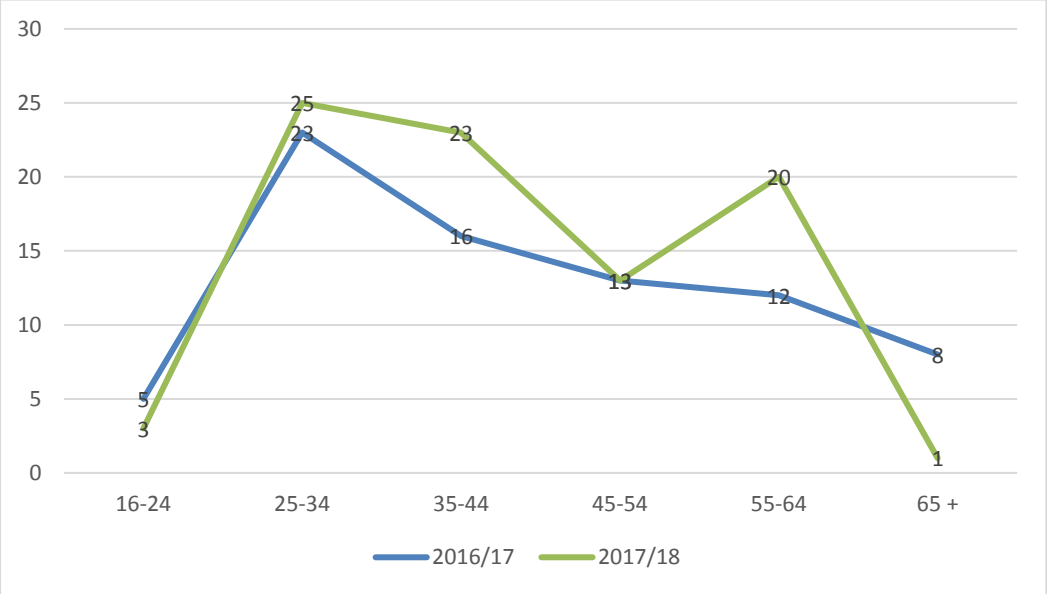
5.5 Leavers by Ethnic Origin





5.6 Leavers by Religious Belief





5.6 Leavers by Age Group