

**Request Ref: 2822**

FOI Request dated **24/02/2023** as follows –

*Executive Team*

- *Total number of members:*
- *Number of BAME members:*
- *Number of Black or Black mixed heritage members:*

*Professional services staff*

- *Total number of professional services staff below Spine Point 30:*
- *Number of BAME professional services staff below Spine Point 30:*
- *Number of Black or Black mixed heritage professional services staff below Spine Point 30:*
  
- *Total number of professional services staff on Spine Point 30 and above:*
- *Number of BAME professional services staff on Spine Point 30 and above:*
- *Number of Black or Black mixed heritage professional services staff on Spine Point 30 and above:*
  
- *Total number of professional services staff not on the Spine Point Scale (individual contract):*
- *Number of BAME professional services staff not on the Spine Point Scale (individual contract):*
- *Number of Black or Black mixed heritage professional services staff not on the Spine Point Scale (individual contract):*

*General*

- *What was your mean ethnicity pay gap (%) in the 21/22 Academic year?*
- *Is there a university led initiative for decolonisation the curriculum? Yes/No*
- *Is there a specific university anti-racist strategy? Yes/No*

**Response**

**The figures are correct as at 01/03/2022. Please note, the figures for BAME and Black/Black mixed below, only include those individuals that have declared their ethnicity. Employees have the option to have ‘prefer not to say’ logged on their records with regards to their ethnic origin. Thus, any such BAME employees that choose ‘prefer not to say’ will not be included in the figures below.**

- 1) Total number of professional services staff **below** Spine Point 30: 759
- 2) Number of BAME professional services staff **below** Spine Point 30: 29
- 3) Number of Black or Black mixed heritage professional services staff **below** Spine Point 30: 13
- 4) Total number of professional services staff **on** Spine Point 30 and **above**: 455

- 5) Number of BAME professional services staff **on** Spine Point 30 and **above**: 14
- 6) Number of Black or Black mixed heritage professional services staff **on** Spine Point 30 and **above**: 4
- 7) Total number of professional services staff **not** on the Spine Point Scale (individual contract): 5
- 8) Number of BAME professional services staff **not** on the Spine Point Scale (individual contract): 0
- 9) Number of Black or Black mixed heritage professional services staff **not** on the Spine Point Scale (individual contract): 0
- 10) What was your mean ethnicity pay gap (%) in the 21/22 Academic year? - We do not have a mean ethnicity pay gap available for the 21/22 academic year. The figure provided below has been calculated using the data used to provide the figures above (i.e. on 01/03/2023).

This figure has been calculated using those employees that have declared being 'white' and those that have declared being 'BAME'. As mentioned above, this figure is impacted by employees who have chosen 'prefer not to say'.

Average ethnicity pay gap using those employees who have declared being BAME is 4.85%.

11) Is there a university led initiative for decolonisation the curriculum? Yes

12) Is there a specific university anti-racist strategy? We do not have a specific anti-racist strategy. However, the university has a Bullying and Harassment Policy that covers all of the protected characteristics, including ethnicity:

Hate Crimes: The University accepts the following definition of hate crime and intolerance, put forward by Universities UK and the Equality Challenge Unit:

'Crimes or behaviour motivated by prejudice, hatred or intolerance that intentionally demean individuals and groups defined by their ethnicity, race, religion and belief, sexuality, gender, conscience, disability, age or lawful working practices and which give rise to an environment in which people will experience, or could reasonably, fear harassment, intimidation or violence.'

The University is also committed to Social Justice and Inclusion, through our Social Justice and Inclusion Strategy.

This involves celebrating our differences and standing united against intolerance, ignorance, and discrimination in all its forms. We will also actively seek to be a diverse staff and student community, which reflects our local and international communities.

To find further details of our pledges and how we will deliver upon these, please see our Social Justice and Inclusion Strategy in full, which we have provided for your information.

Further to this, we are looking at pursuing the Race Equality Charter alongside our Athena Swan commitment, which considers the intersectionality of gender and ethnicity.