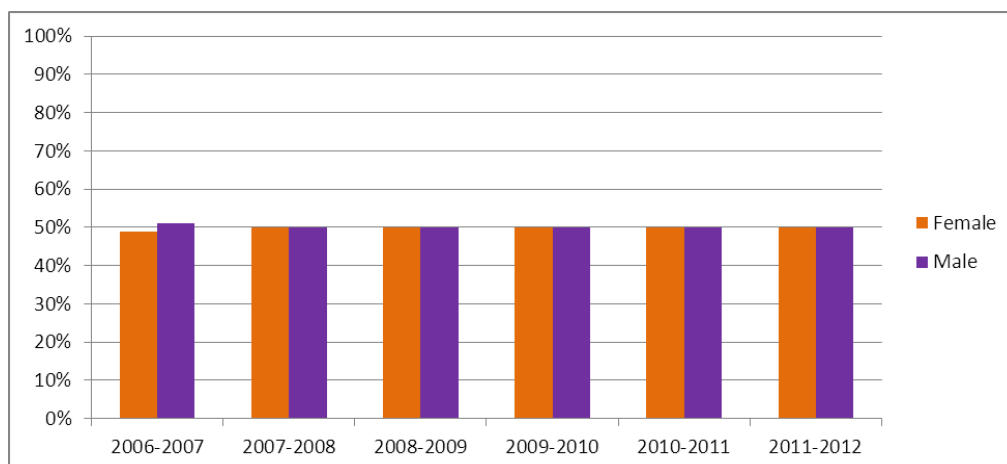


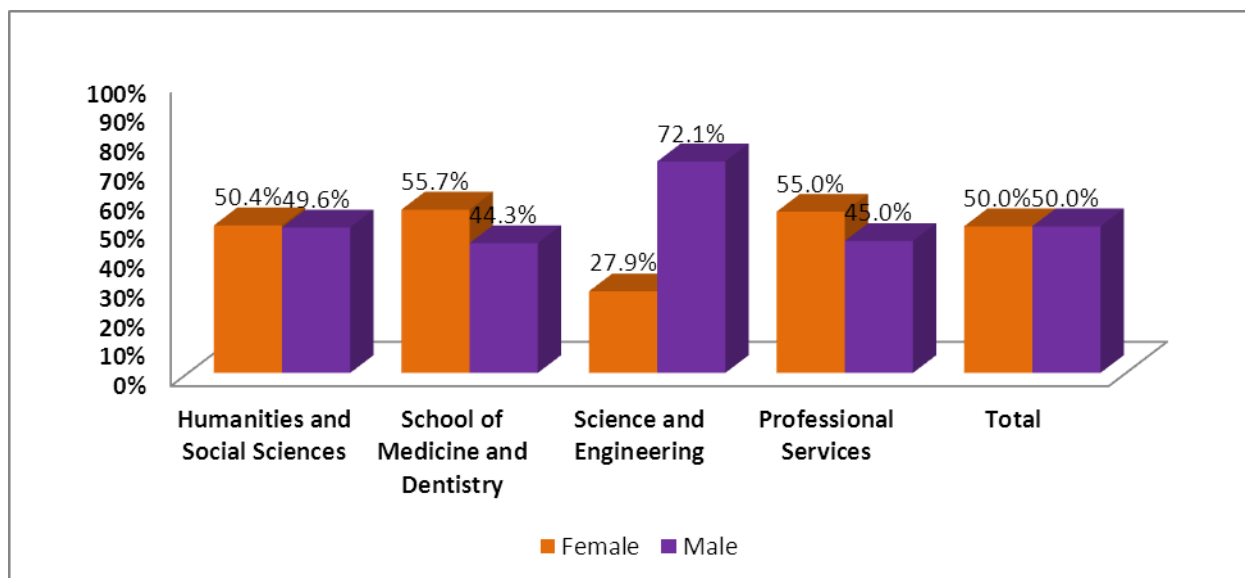
## Gender



Since 2007, men and women have been equally represented across the College.

## Gender by Faculty

Faculty	Female	Male	Total
Humanities and Social Sciences	287 50.4%	283 49.7%	570 100%
School of Medicine and Dentistry	755 55.7%	600 44.3%	1355 100%
Science and Engineering	166 27.9%	430 72.2%	596 100%
Professional Services	577 55%	472 45%	1049 100%
Total	1785 50%	1785 50%	3570 100%



Women are under-represented within the Faculty of Science and Engineering (S&E) with only 27.9% female staff. Comparison between the years 2010-2012 shows that the number of women within S&E has slightly increased although women are still under-represented in

this Faculty. They are slightly over-represented in the School of Medicine and Dentistry (SMD) and in Professional Services.

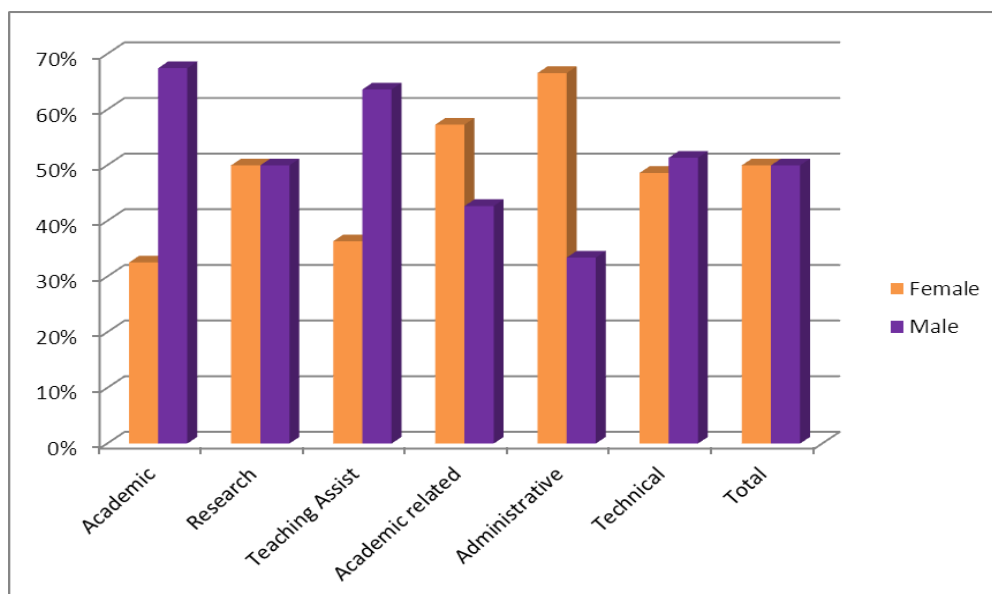
### Gender by Employment Category

Employment category	Female		Male		Total	
Academic	341	33%	707	67%	1048	100%
Research	310	50%	310	50%	620	100%
Teaching Assistant	12	36%	21	64%	33	100%
Academic related	513	57%	382	43%	895	100%
Administrative	502	67%	252	33%	754	100%
Technical	107	49%	113	51%	220	100%
Total	1785	50%	1785	50%	3570	100%

Note: Academic includes clinical staff

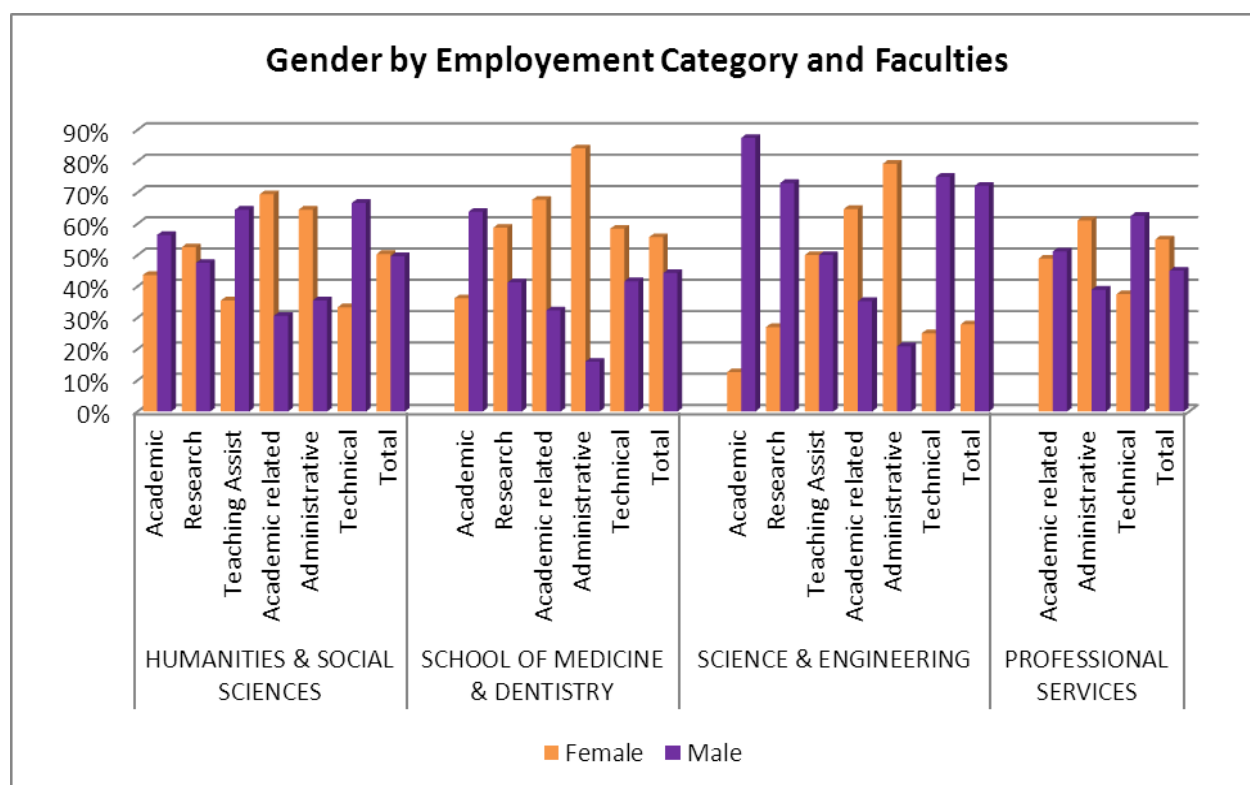
Academic Related includes all professional staff above grade 4

Administrative includes all professional staff grade 1-3



Across Queen Mary, female staff are more represented in Academic related and Administrative roles. They are under-represented in Academic roles (33%).

## Gender by Employment Category and Faculties



Note: Academic includes clinical staff  
 Academic Related includes all professional staff above grade 4  
 Administrative includes all professional staff grade 1-3

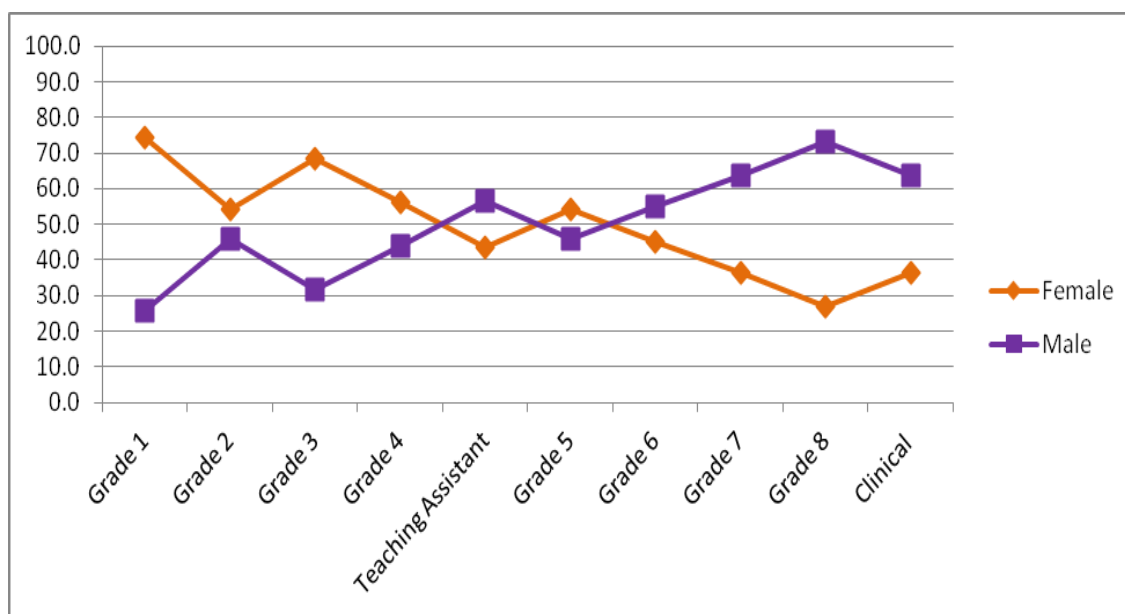
In Humanities and Social Sciences (HSS), male staff are over-represented in Academic and Teaching Assistant roles. Women are slightly over-represented overall and in Research roles, they form the major part of academic-related and administrative staff.

In SMD, female staff are over-represented in all employment categories apart from Academics (including clinicians staff).

In S&E, Women are underrepresented in Academic (around 10%), Research and Technical staff but they are over-represented in Academic-related and Administratives roles.

In Professional services, women form most of the Administrative staff and almost half the Academic-related staff.

### Gender and Grade

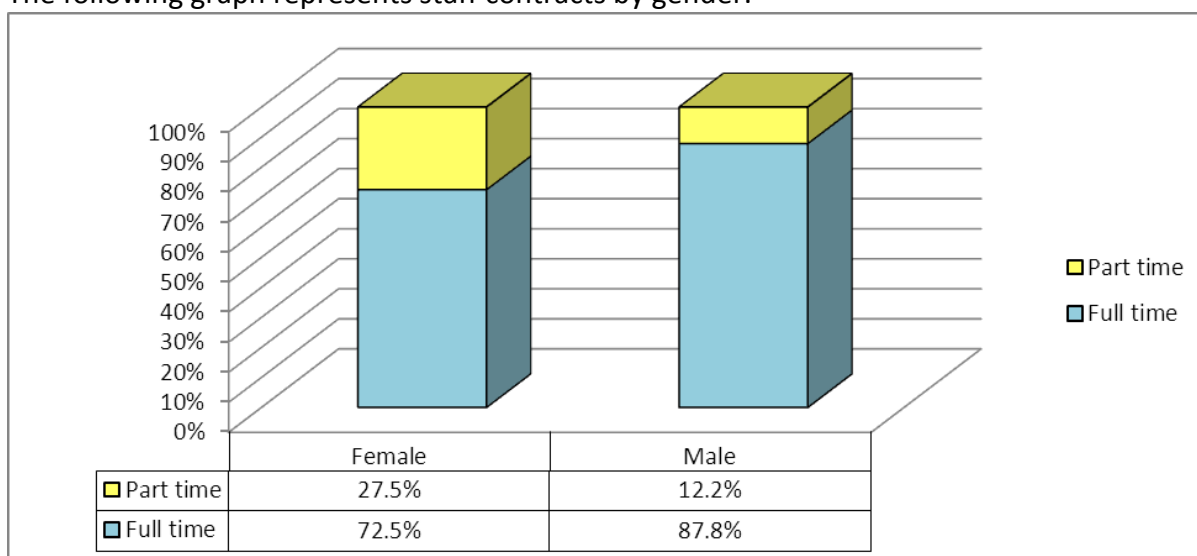


Note: Teaching assistant are likely to be paid around grade 4/5 salaries  
 Clinicians are likely to be paid at Grade 8 equivalent.

Women are under-represented in grades 6-8 and clinical grade. Female staff made up 45% of grade 6 roles and 27% grade 8 roles. The highest proportion of women is grade 1 at 74%. The proportion of men within each grade increases as the grades progress. This is consistent with previous year findings.

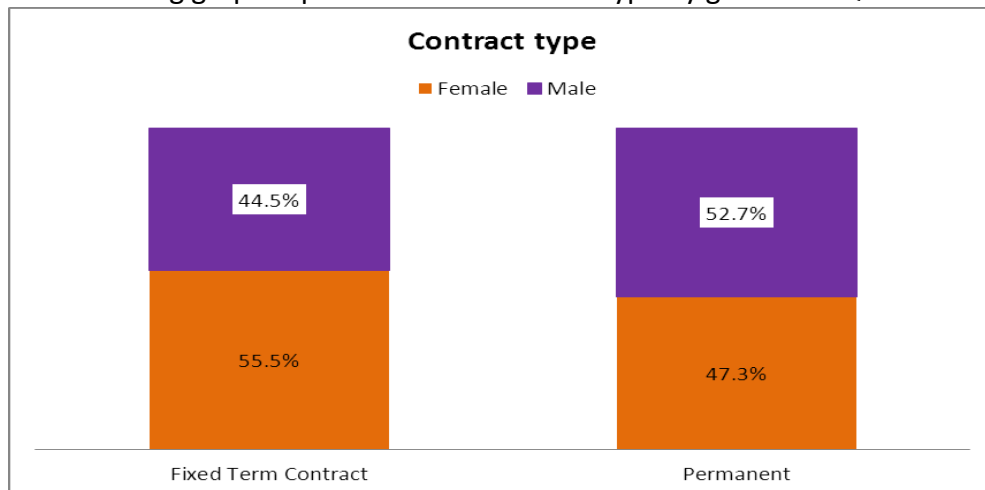
### Staff contract type by gender

The following graph represents staff contracts by gender:



More women work part-time than men; 27.51% compared to 12.16% for male staff.

The following graph represents staff contract type by gender at QM:

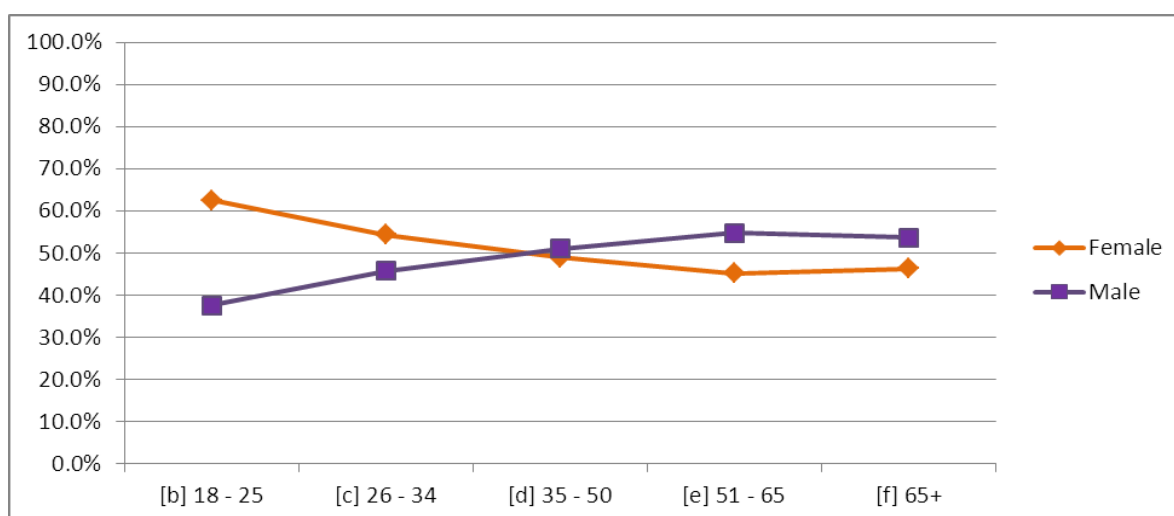


Women are more likely to be on fixed-term contracts than men; 55.5% compared to 44.5%.

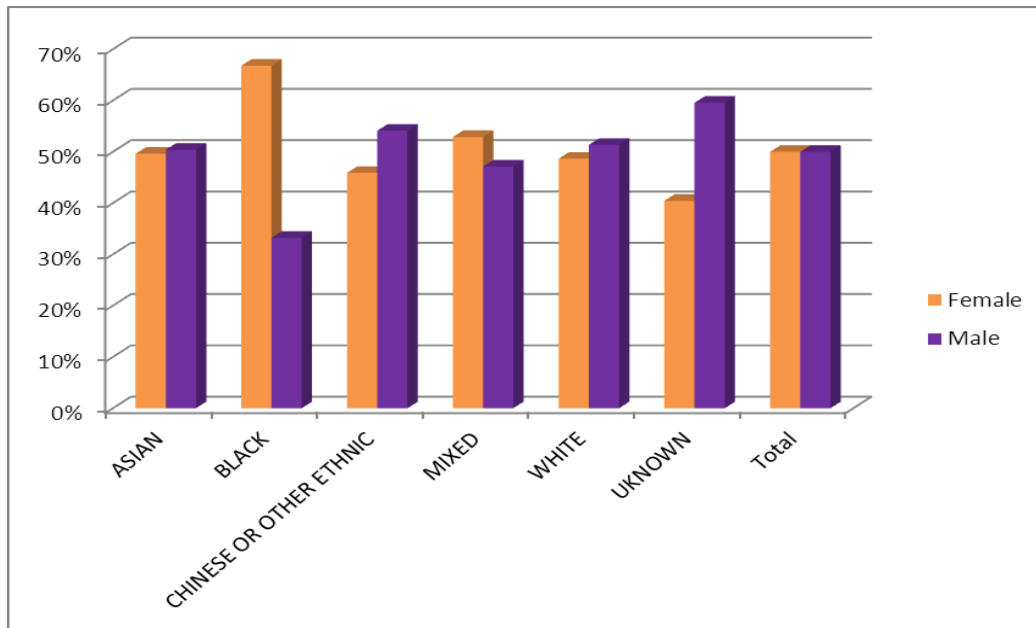
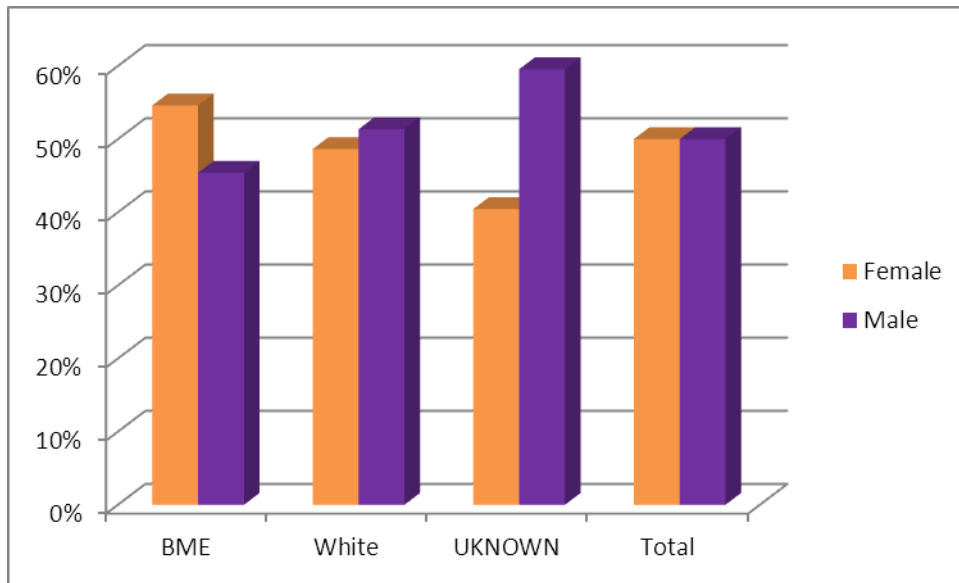
### Gender distribution by Age group

Queen Mary employs staff of all working age groups. The table and graph illustrate how age affects the proportion of men and women employed at Queen Mary. There is a higher proportion of women aged 18-34.

Age Profile	Female		Male		Total	
18 - 25	85	62.5%	53	37.5%	138	100%
26 - 34	538	54.3%	453	45.7%	991	100%
35 - 50	760	48.9%	793	51.1%	1553	100%
51 - 65	383	45.2%	464	54.8%	847	100%
65+	19	46.3%	22	53.7%	41	100%
<b>Total</b>	<b>1785</b>	<b>50%</b>	<b>1785</b>	<b>50%</b>	<b>3570</b>	<b>100%</b>



### Gender by Ethnicity category

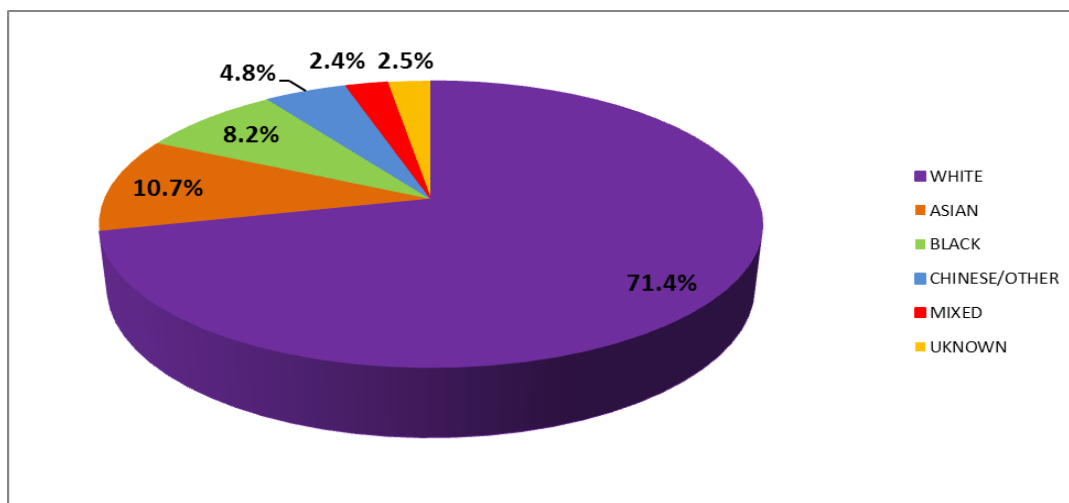


BME staff are slightly more likely to be female (55%), this is particularly true among Black staff (67% of female).

## Ethnicity

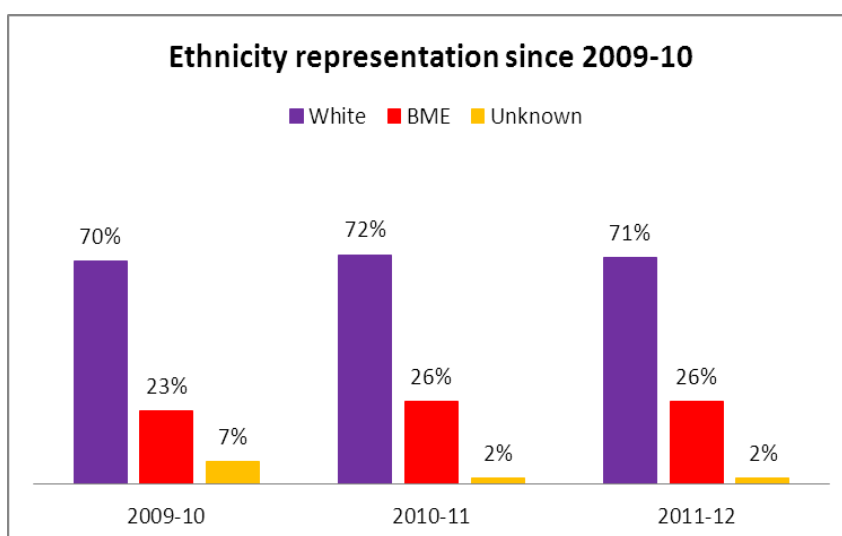
The College has a high ethnicity disclosure rate amongst its staff with 97.5% disclosing in 2011, 23.7% of the staff are from Black and Minorities Ethnic (BME) background. Asian staff represent the largest ethnic group other than White<sup>1</sup>.

### Staff representation by Ethnicity - QM



Ethnicity	2009-10		2010-11		2011-12	
White	2172	70%	2464	72%	2535	71%
BME	714	23%	890	26%	928	26%
Unknown	217	7%	68	2%	71	2%
<b>Total</b>	<b>3103</b>	<b>100%</b>	<b>3422</b>	<b>100%</b>	<b>3570</b>	<b>100%</b>

### Comparison of staff ethnicity disclosure from 2009-2012



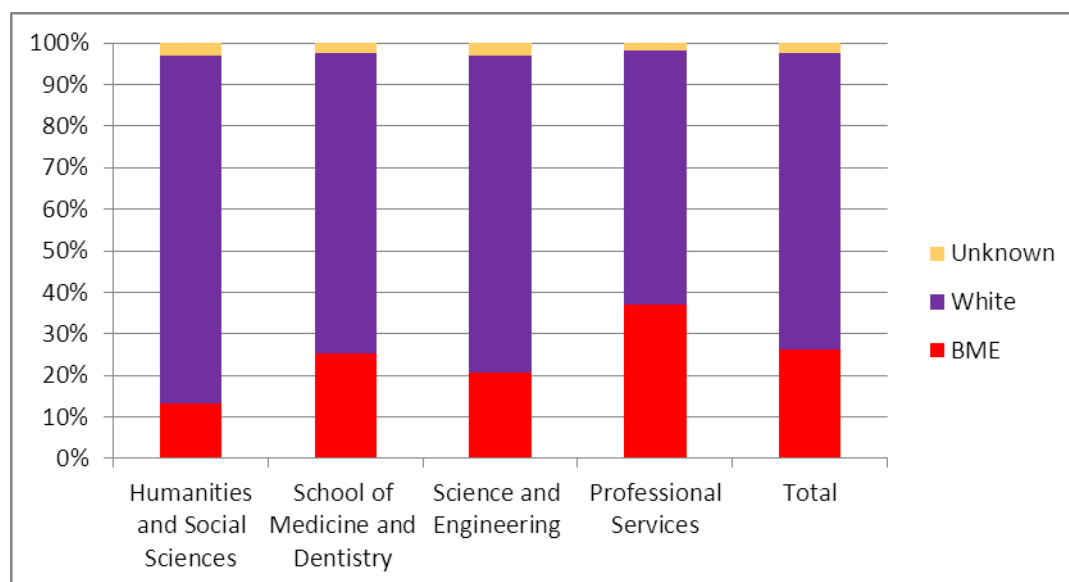
<sup>1</sup> **Asian** includes Bangladeshi, Indian, Pakistani and Other Asian background

**Black** includes African, Caribbean and Other Black background

**Mixed** includes White and Asian, White and Black African, White and Black Caribbean and Other Mixed Background

### Staff representation by Ethnicity – Faculty level

Faculty	BME	White	Unknown
Humanities and Social Sciences	13.3%	83.7%	3.0%
School of Medicine and Dentistry	25.3%	72.1%	2.6%
Science and Engineering	20.6%	76.2%	3.2%
Professional Services	37.2%	61.1%	1.7%
<b>Total</b>	<b>26.1%</b>	<b>71.4%</b>	<b>2.5%</b>



Professional Services has the highest representation of BME staff (37.2%).

### Staff Role and Ethnicity – QM

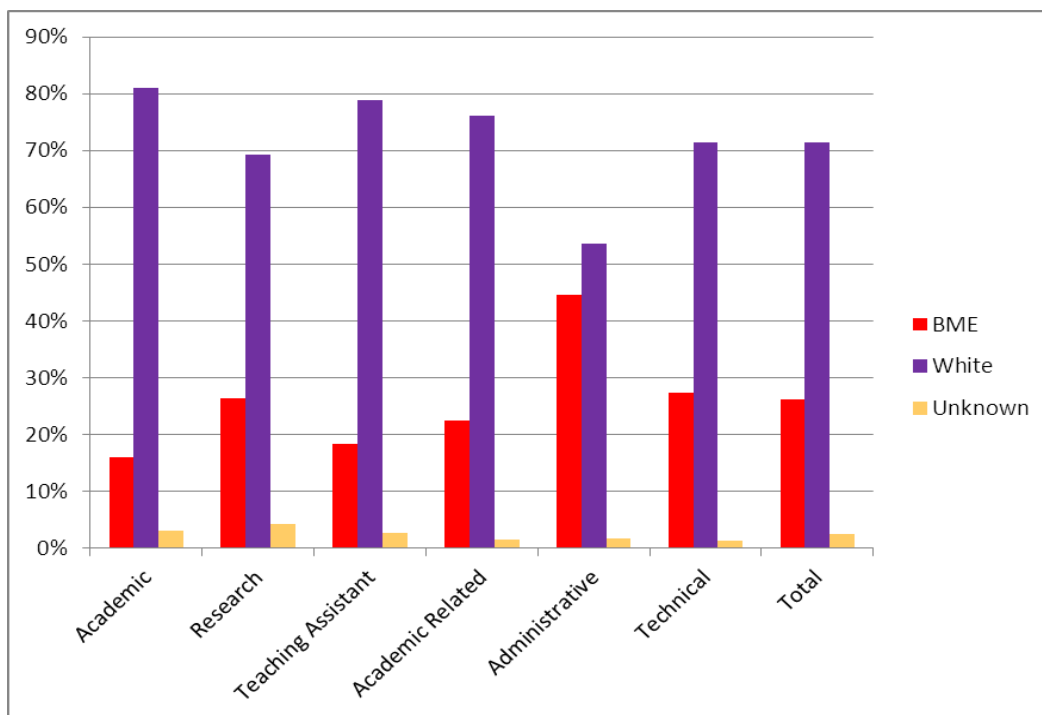
Employment Category	BME		White		Unknown		Total	
Academic	167	16%	851	81%	32	3%	1050	100%
Research	164	26%	430	69%	26	4%	620	100%
Teaching Assistant	7	18%	30	79%	1	3%	38	100%
Academic Related	200	22%	679	76%	14	2%	893	100%
Administrative	334	45%	402	54%	13	2%	749	100%
Technical	60	27%	157	71%	3	1%	220	100%
<b>Total</b>	<b>932</b>	<b>26%</b>	<b>2549</b>	<b>71%</b>	<b>89</b>	<b>2%</b>	<b>3570</b>	<b>100%</b>

Note: Academic includes clinical staff

Academic Related includes all professional staff above grade 4

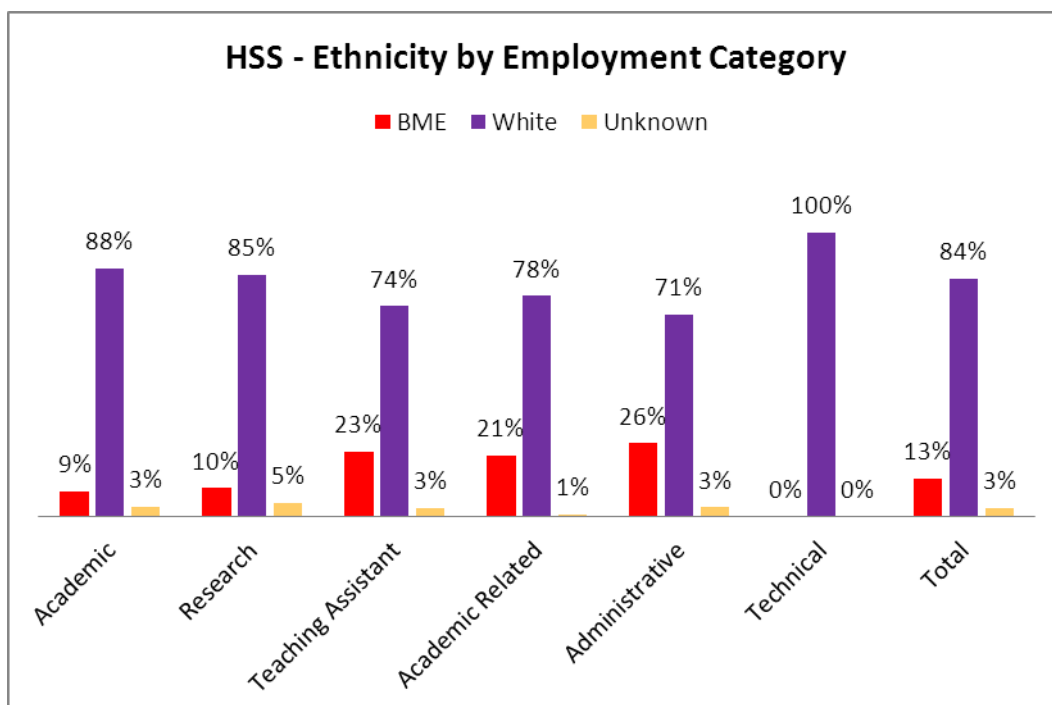
Administrative includes all professional staff grade 1-3





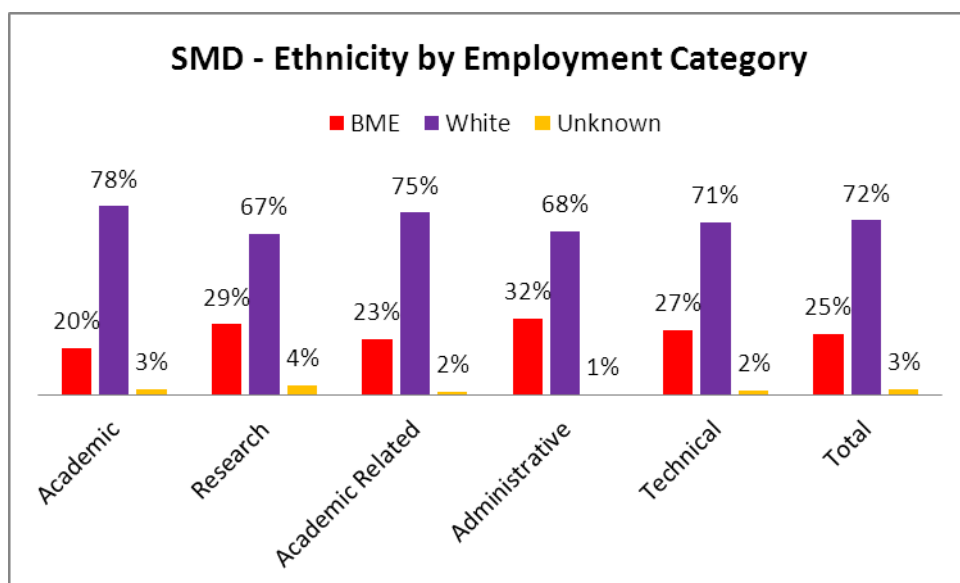
Overall at QM, BME staff are distributed across all roles, however the highest proportion are in administrative and operational roles (grade 1-3) and only 16% are working as Academics (including Clinicians).

### Staff Role and Ethnicity – HSS



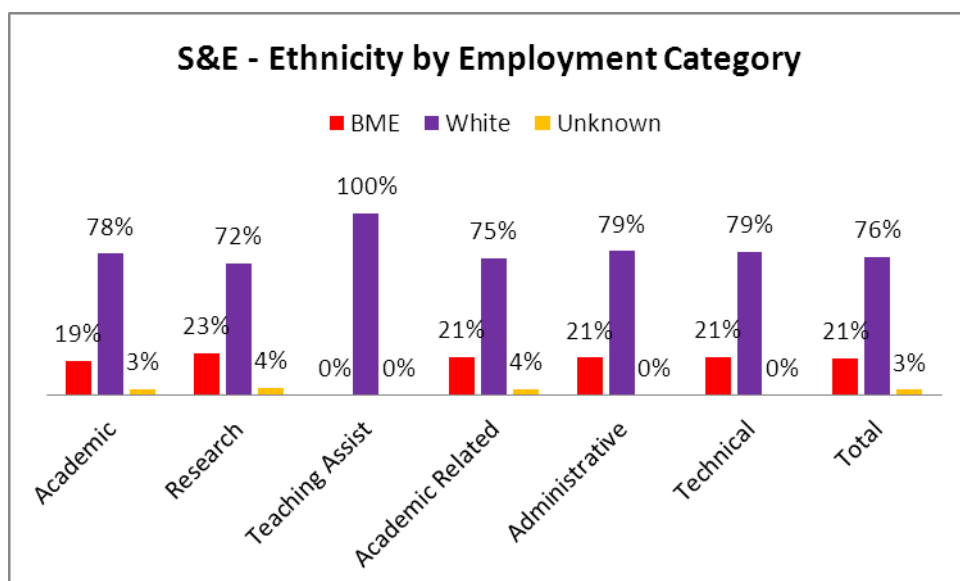
Within Humanities and Social Sciences only 9% of BME staff are Academics and 10% are Research staff, but 26% of Administrative staff are from BME background.

### Staff Role and Ethnicity – SMD



Within School of Medicine and Dentistry 29% of BME staff work in Research roles and 20% in Academic.

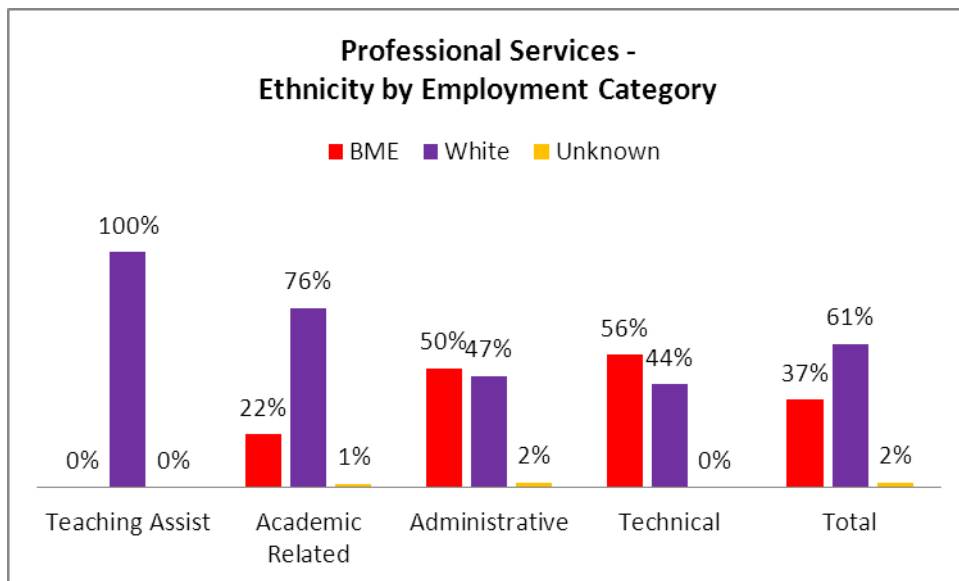
### Staff Role and Ethnicity – S&E



Note: the number of Teaching Assistant is too small to be significant.

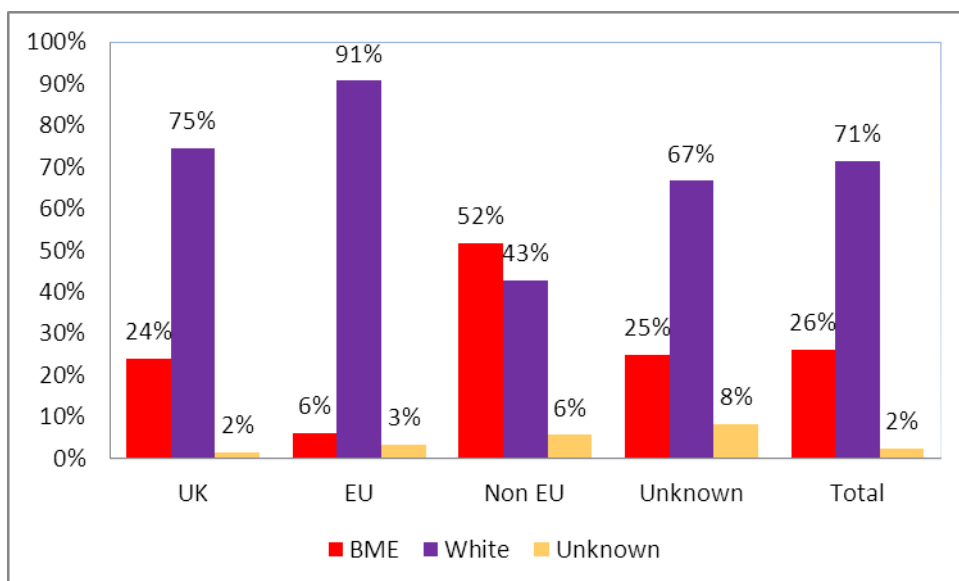
Within Science and Engineering 19% of BME staff are academics and 23% are in Research roles, which is broadly in line with their representation in the Faculty overall.

### Staff Role and Ethnicity – Professional Services



Within Professional Services BME staff are concentrated in Administrative (including operational) roles (grade 1-3).

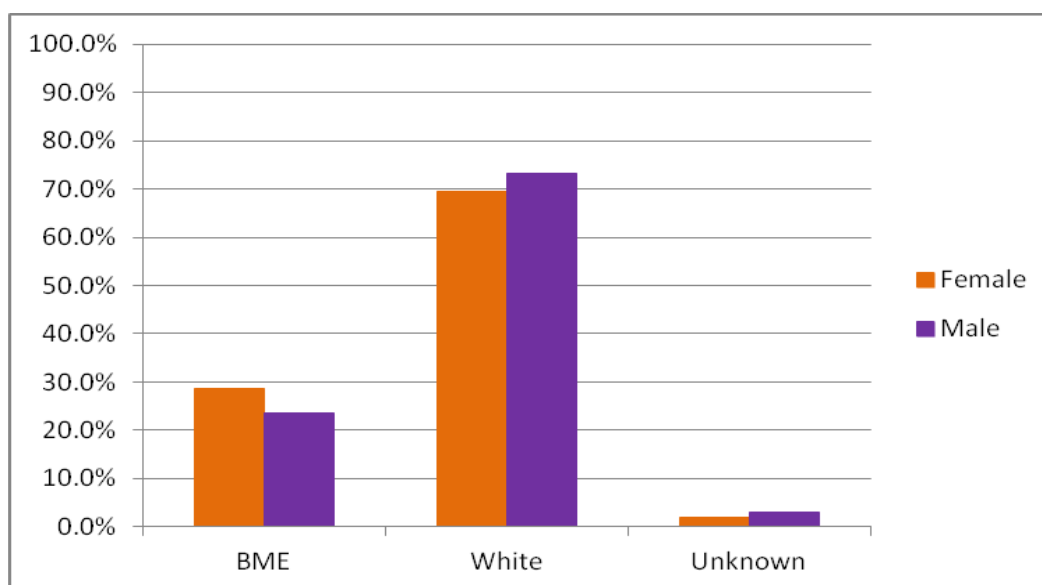
### Ethnicity and Nationality



Across QM 68% of all staff are from the UK, 14% are from the EU and 17% are non-EU. 24% of UK staff are BME, 52% of them are non-EU nationals.

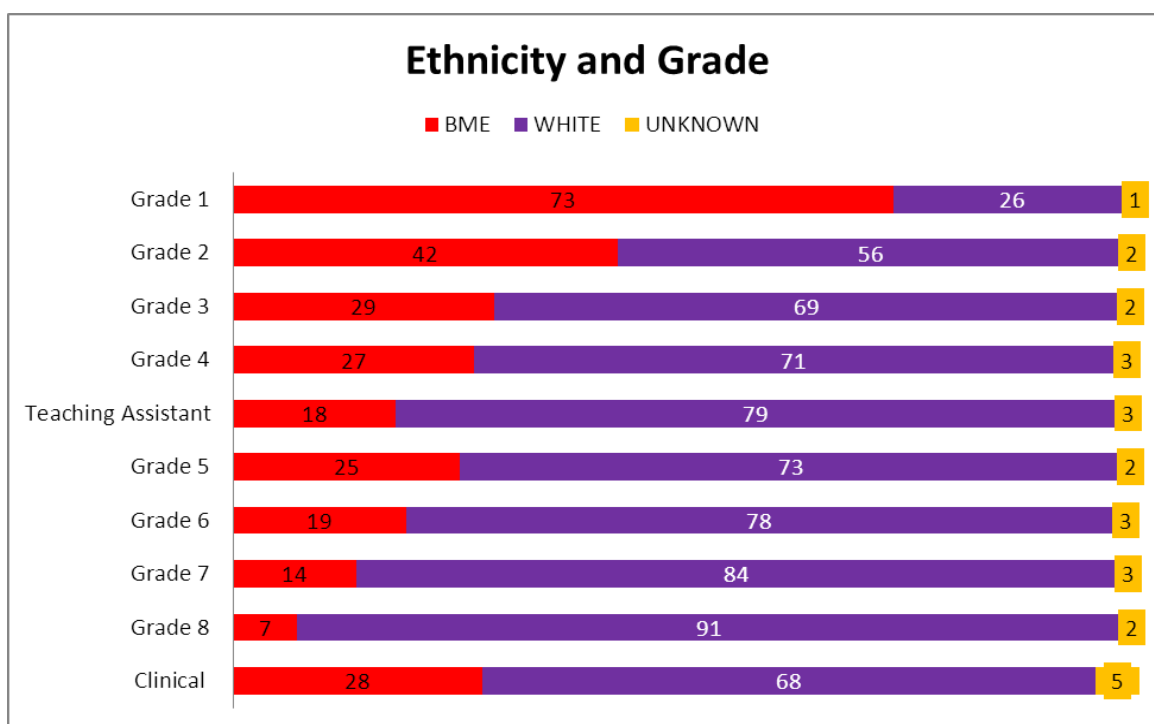
### Ethnicity and Gender

Ethnicity	Female		Male		Total	
<b>BME</b>	509	28.5%	423	23.7%	932	26.1%
<b>White</b>	1240	69.5%	1309	73.3%	2549	71.4%
<b>Unknown</b>	36	2.0%	53	3.0%	89	2.5%
<b>Total</b>	1785	100%	1785	100%	3570	100%



28.5% of female staff are from BME background, 23.7% are male.

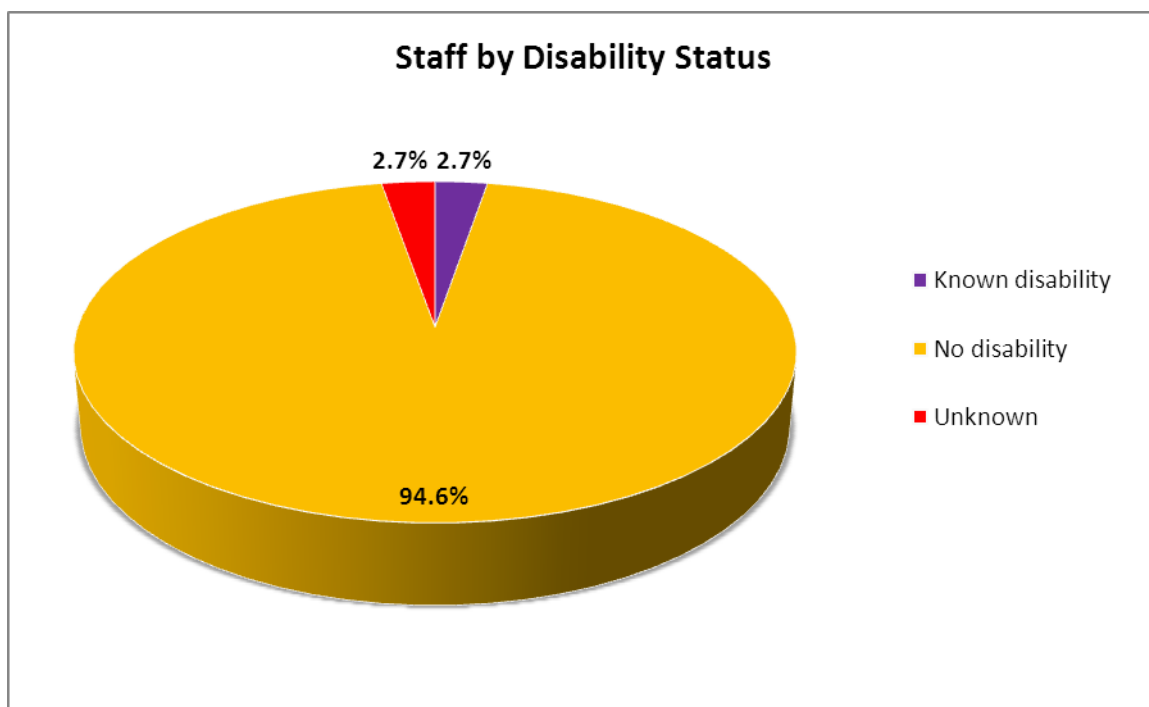
### Ethnicity and Grade



Majority of BME staff work in grades 1 post (73%). They are under-represented in senior grade within the College (14% at grade 7 and 7% at grade 8).

## Disability

### Staff disability disclosure in 2011-2012



Disability Status	Total	Percentage
<b>Known Disability</b>	96	2.7%
<b>No Disability</b>	3376	94.6%
<b>Not Known</b>	98	2.7%
<b>Total</b>	3570	100.0%

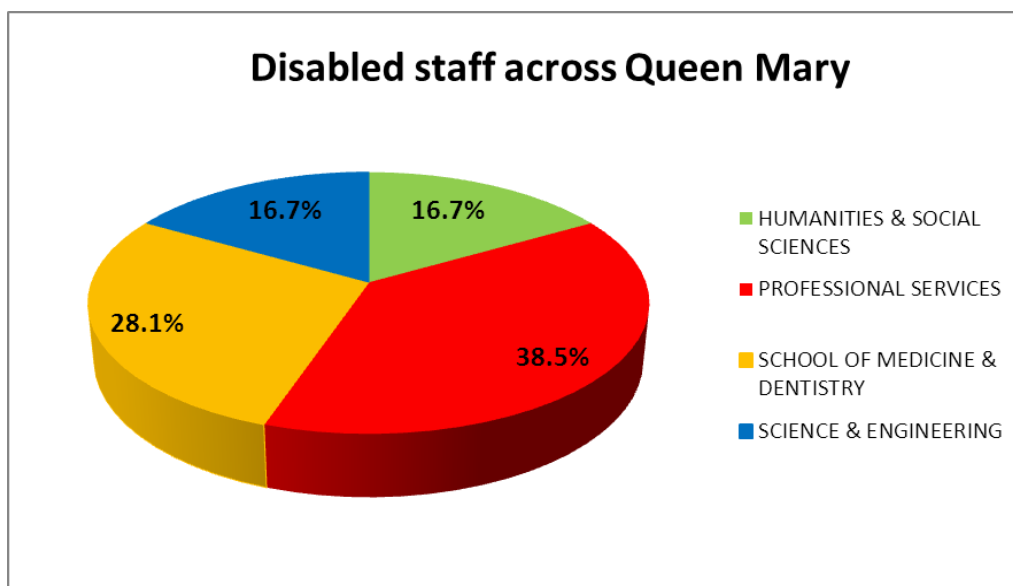
### Comparison with previous years:

Disability Status	2009-2010	2010-2011	2011-2012
<b>Known Disability</b>	2.2%	2.5%	2.7%
<b>No disability</b>	97.8%	95.3%	94.6%
<b>Unknown</b>	n/a <sup>1</sup>	2.3%	2.7%

The proportion of staff who have declared having a disability has increased from 2.2% to 2.7%. This could be due to recruitment of disabled staff and an increase in confidence of disabled staff to disclose their disability (please see recruitment report for more information).

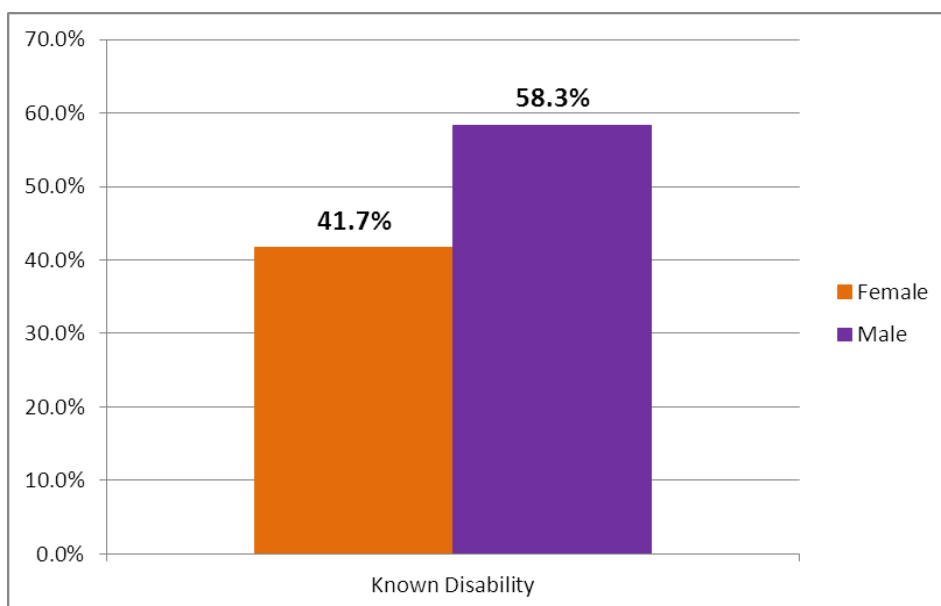
<sup>1</sup> In 2009-10 Unknown and no disability were calculated together, therefore comparisons are not available.

### Disabled staff across Queen Mary



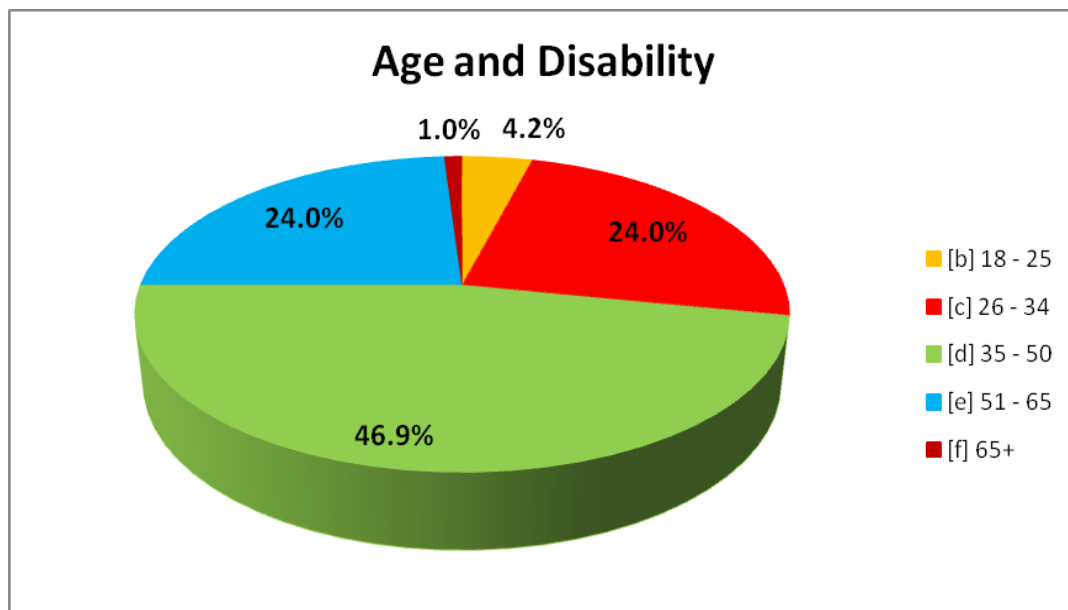
Of those who disclosed a disability, 38.5% work in Professional Services followed by 28.1% in the School of Medicine and Dentistry.

### Gender and Disability



A higher proportion of disabled staff are male than female.

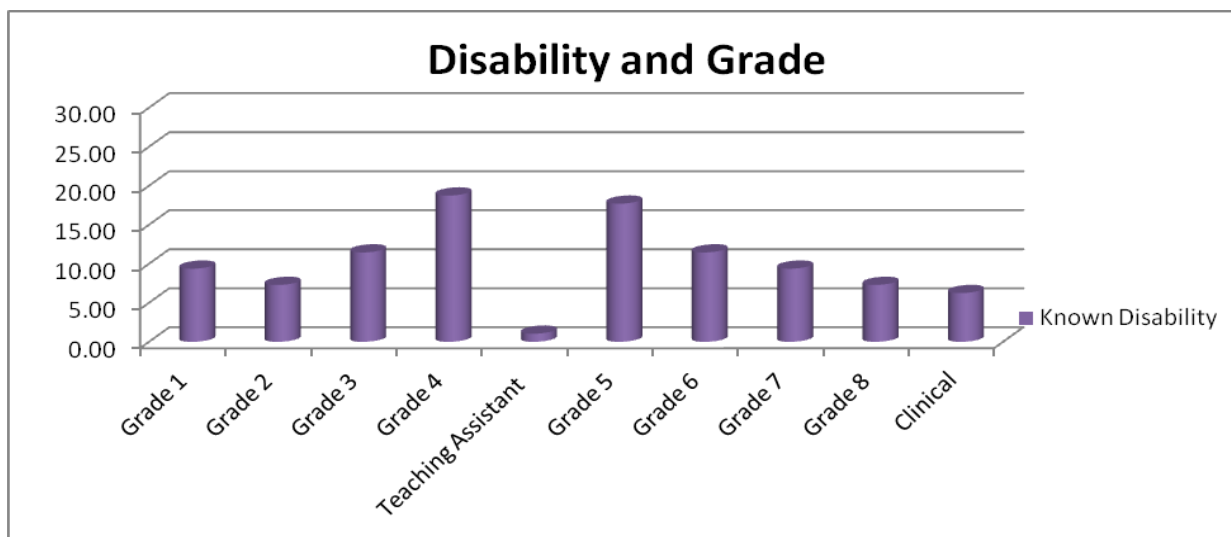
### Age and Disability



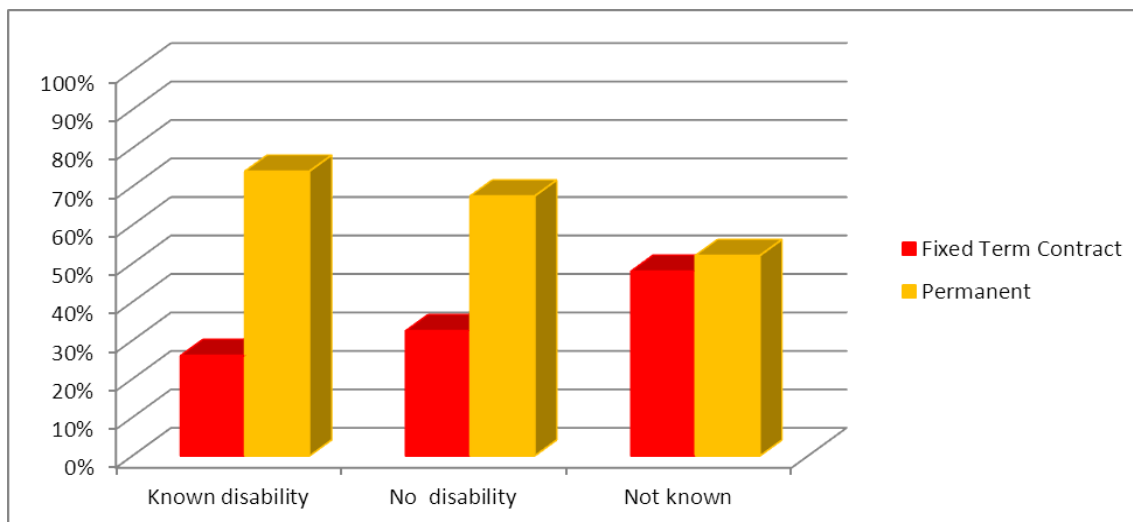
Age profile of declared disabled staff indicates highest proportion of disabled staff are aged 35-50.

### Disability and Grade

There is no relationship of staff declaring their disability and their grade. A slightly higher proportion of disabled staff are employed in grade 4 and 5. The small proportion of Disabled Teaching Assistant could be due to the fact they often are temporary and short-term staff, and maybe less likely to disclose equal opportunities data.

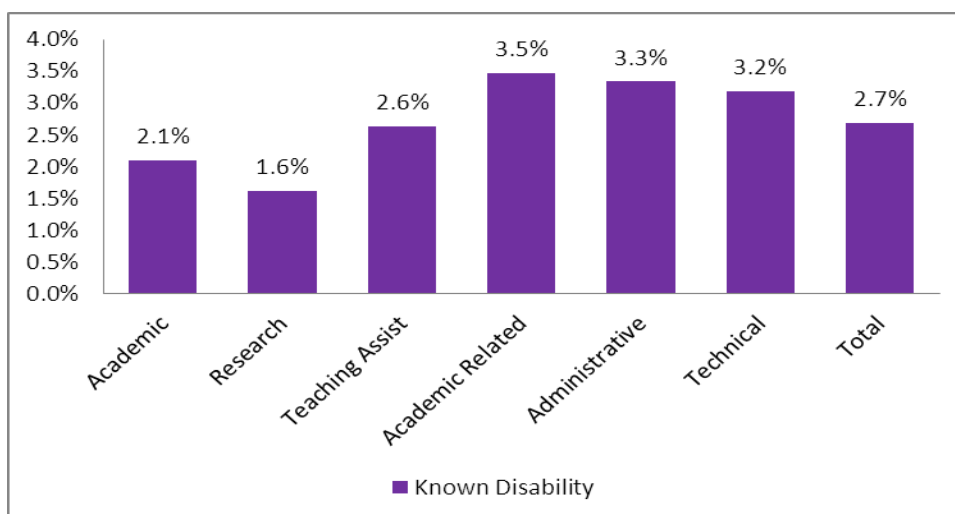


### Contract type for staff on permanent or fixed term contracts



Disabled staff are likely to be on permanent contracts; 26% of them are on fixed-term contracts.

### Disability and Employment category



Note: Academic includes clinical staff  
 Academic Related includes all professional staff above grade 4  
 Administrative includes all professional staff grade 1-3

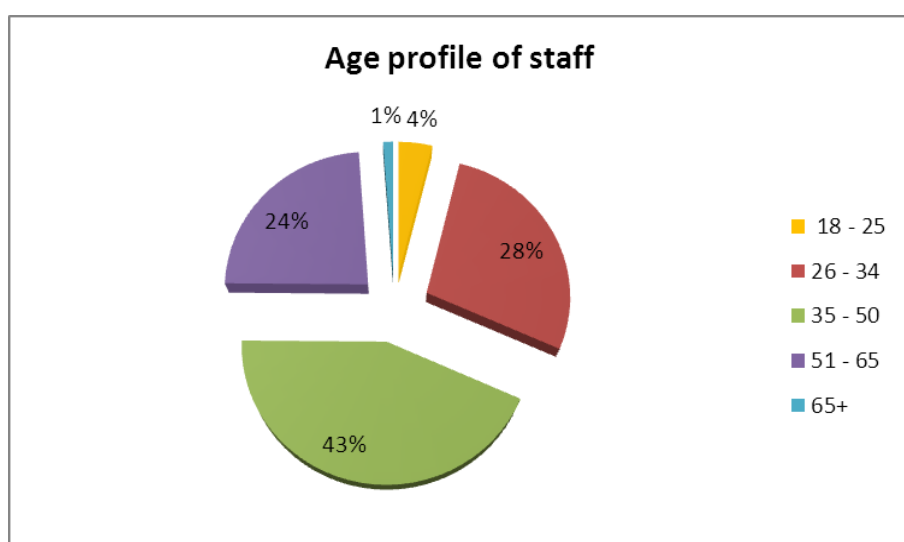
Disabled staff are most represented in non-academic/non-research roles.



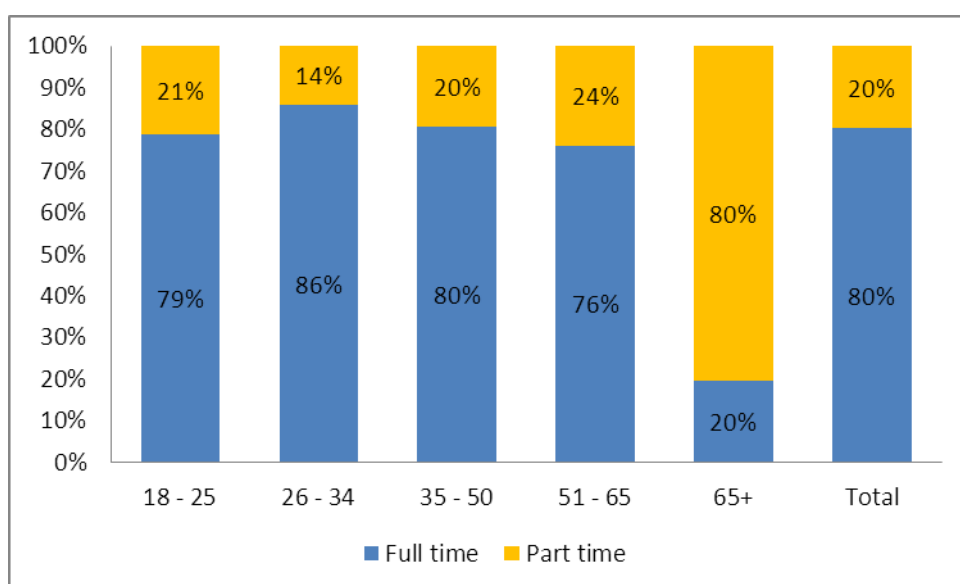
## Age

The highest proportion of staff at Queen Mary are aged between 35-50 years (43.5%); 3.9% of the workforce are aged 25 and under.

Age Profile	%	Total
18 - 25	3.9%	138
26 - 34	27.8%	991
35 - 50	43.5%	1553
51 - 65	23.7%	847
65+	1.2%	41
<b>Total</b>	<b>100%</b>	<b>3570</b>

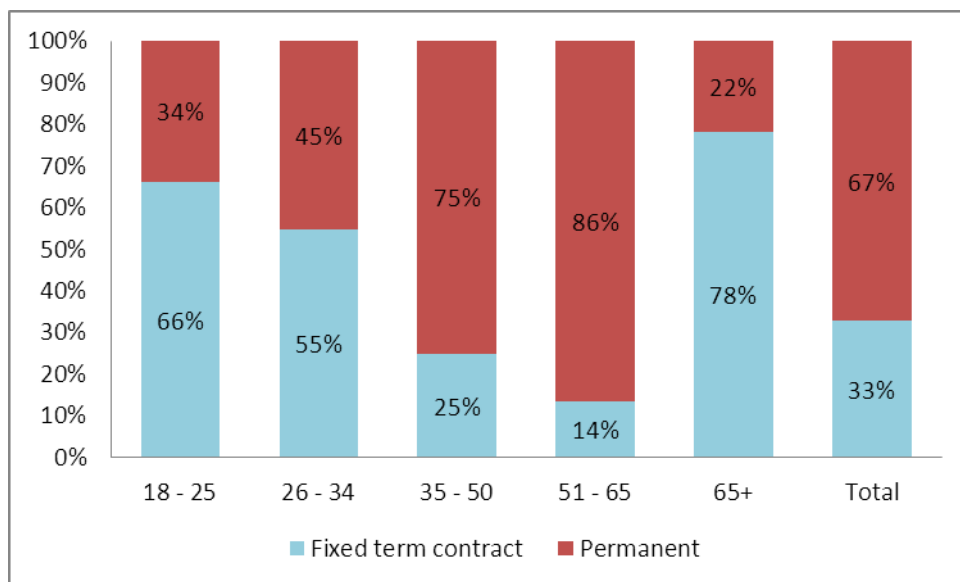


## Working pattern for all staff ages



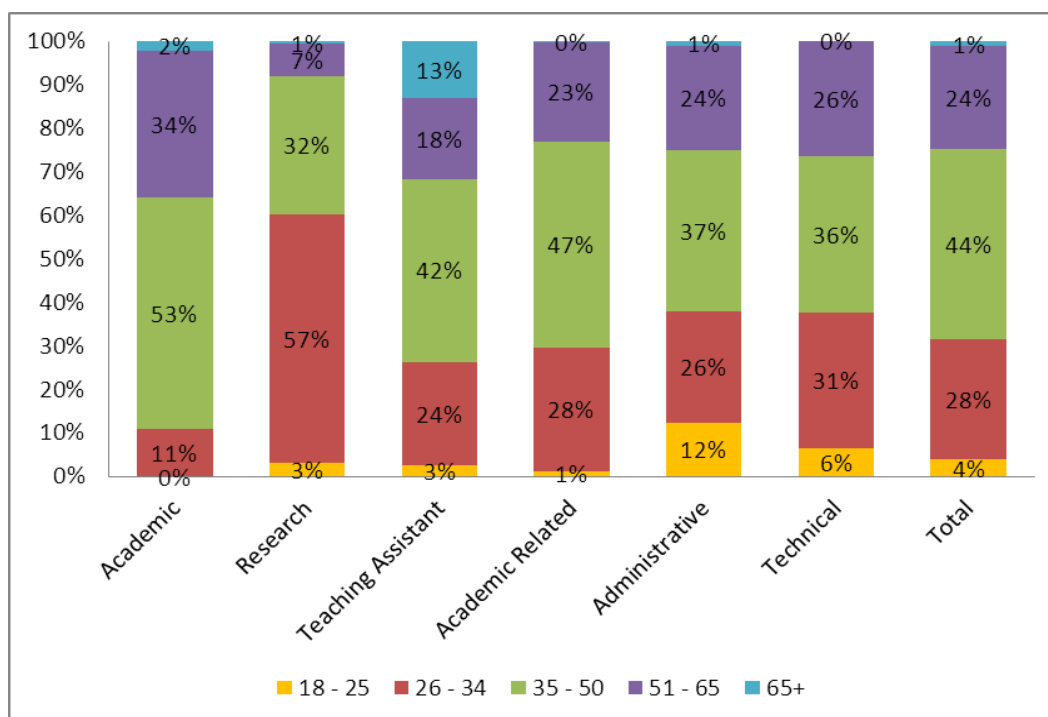
20% of QM staff work part-time, this fairly well balanced across age group, apart from staff over 65 who work part-time in the majority.

### Contract type and age profile



Staff aged 65+ works are likely to be on fixed term contracts, this may be due to staff coming back on buy-back contracts after retiring. Staff aged 18-25 and 26-34 are more likely to be on fixed term contract.

### Age distribution according to Employment Category

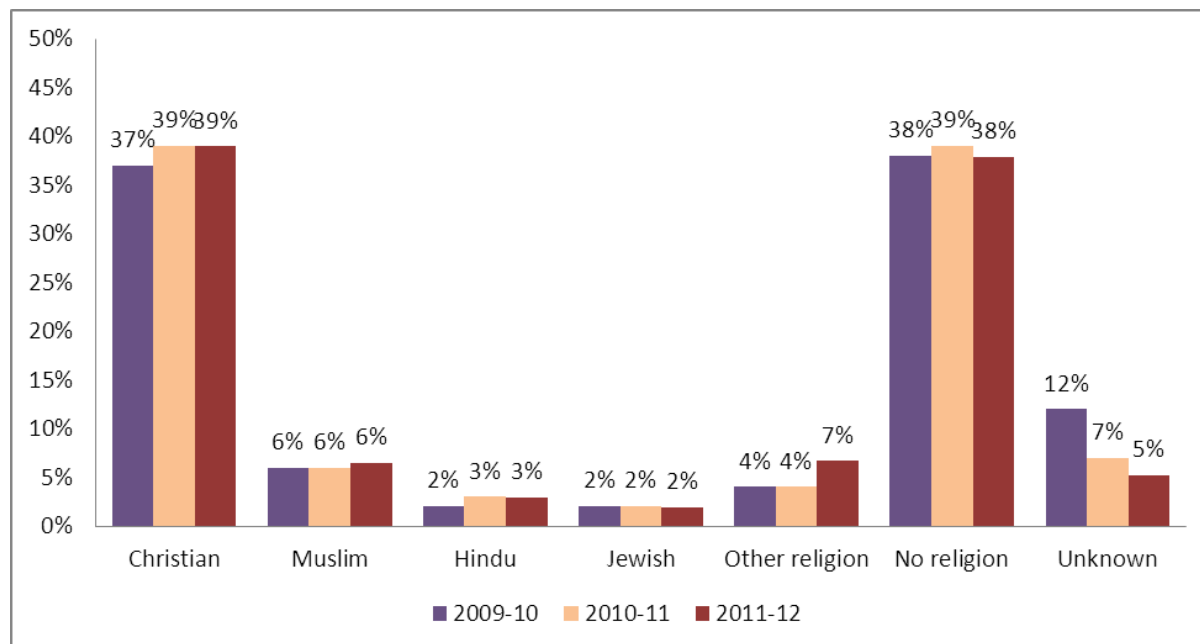


Research staff are more likely to be aged 26-34, 53% of academic staff are aged 35-50.

## Religion

Queen Mary promotes the positive role of religion at the university by having an Inter-faith forum. The College provides multi-faith rooms for students and staff to use for all religions, there is also a Chaplaincy that is open to all faith.

### Religion and belief from 2009 to 2012 at Queen Mary



Religion and Belief	2009-10		2010-11		2011-12	
<b>Christian</b>	1148	37%	1335	39%	1391	39%
<b>Muslim</b>	186	6%	205	6%	230	6%
<b>Hindu</b>	62	2%	103	3%	105	3%
<b>Jewish</b>	62	2%	68	2%	68	2%
<b>Other religion</b>	124	4%	137	4%	150	7%
<b>No religion</b>	1179	38%	1335	39%	1352	38%
<b>Unknown</b>	372	12%	240	7%	274	5%
<b>Total</b>	3103	100%	3422	100%	3570	100%

Note: Unknown and information refused are combined together for this table.  
 'Other religion' includes Buddhist, Sikh and Other religions.

39% of Staff have declared to be Christian, 38% of staff declared they follow no religion. The second largest religious group for staff at Queen Mary are Muslim with 6.4%.

## Sexual orientation

Queen Mary started to monitor sexual orientation data through online recruitment tools and encouraging staff to update their personal data in July 2012. **The declaration rate is small** (less than 200 staff) but it is increasing. **The current rate cannot be interpreted.**

Sexual orientation of staff	Total
Bisexual	0.08%
Gay Men	0.22%
Gay Women/Lesbian	0.08%
Heterosexual	0.62%
Other	0.08%
Prefer not to say	0.03%
Unknown	98.88%
<b>Total</b>	<b>100%</b>

## Stonewall Workplace Equality Index

For the past 2 years, QM has entered the Stonewall Workplace Equality Index that ranks organisation according to their achievement in equality for Lesbian, Gay, and Bisexual people. QM Out, our Lesbian, Gay, Bisexual and Transgender staff network group was formed in February 2011.

QM results in Stonewall Index

2013		2012	
Position	Score	Position	Score
202/374	106/200	226/363	84/200