

Training and Development 2011/12

The tables below analyse the profile of College staff who have undertaken courses provided by the Learning Institute (this include all course provided by Human Resources, Health and Safety, etc.) It provides a variety of courses for staff. In the 2011/12 academic year, 3570 staff learning opportunities were captured by our monitoring mechanisms¹. Members of staff can attend more than one course during the year and are counted each time they do so.

1. Summary

- The proportion of female staff who have attended training and development courses is higher than their representation in QM population.
- Overall, the proportion of staff from different ethnicity who attended training courses is broadly in line with their representation in the QM workforce, apart from Black staff who were less likely to attend.
- Staff aged 18-25 were more likely to attend training courses and staff over 51 were less likely.
- The proportion of disabled who attended courses is in line with their representation. The findings are similar for staff of different and no religion and for staff of different nationalities.

2. Overall Data

Gender

Gender	Total attendees 2009/10	Total attendees 2010/11	Total attendees 2011/12	QM workforce 2011/12
Female	1464 (54%)	1083 (56%)	1480 (55%)	1785 (50%)
Male	1233 (46%)	855 (44%)	1217 (45%)	1785 (50%)
Total	2697 (100%)	1938 (100%)	2697 (100%)	3570 (100%)

Ethnicity

Ethnicity	Total attendees 2009/10	Total attendees 2010/11	Total attendees 2011/12	QM workforce 2011/12
White	1446 (54%)	1367 (71%)	1983 (74%)	2549 (71%)
Asian	317 (12%)	226 (12%)	289 (11%)	383 (11%)
Chinese & other ethnic	157 (6%)	139 (7%)	113 (4%)	170 (5%)
Black	76 (3%)	82 (4%)	113 (4%)	292 (8%)
Mixed Race	70 (3%)	95 (5%)	99 (4%)	87 (2%)
Unknown ²	631 (23%)	29 (1%)	100 (4%)	89 (2%)
Total	2697 (100%)	1938 (100%)	2697 (100%)	3570 (100%)

¹ The Learning Institute also run courses for persons who are Queen Mary students or not employees. They are not included in this report.

² Unknown means that the information was not disclosed or is not known

Age

Age Group	Total attendees 2009/10	Total attendees 2010/11	Total attendees 2011/12	QM workforce 2011/12
18 - 25	278 (10%)	85 (4%)	113 (4%)	138 (4%)
26 - 34	1267 (47%)	801 (41%)	1140 (42%)	991 (28%)
35 - 50	901 (33%)	809 (42%)	1123 (42%)	1553 (44%)
51 - 65	228 (8%)	239 (12%)	314 (12%)	847 (24%)
66 and over	20 (1%)	4 (0%)	7 (0%)	41 (1%)
Unknown	13 (0%)	(0%)	0 (0%)	0 (0%)
Total	2697 (100%)	1938 (100%)	2697 (100%)	3570 (100%)

Disability

Disability	Total attendees 2009/10	Total attendees 2010/11	Total attendees 2011/12	QM workforce 2011/12
Known Disability	51 (1.9%)	61 (3.1%)	72 (2.7%)	96 (2.7)
No Known Disability	2646 (98.1%) ³	1825 (94.2%)	2547 (94.4%)	3376 (94.6%)
Unknown		52 (2.7%)	78 (2.9%)	98 (2.8%)
Total	2697 (100%)	1938 (100)	2697 (100%)	3570 (100%)

Religion and Belief

Religion and Belief	Total attendees 2009/10	Total attendees 2010/11	Total attendees 2011/12	QM workforce 2011/12
Christian	685 (25%)	695 (36%)	901 (33%)	1391 (39%)
Muslim	165 (6%)	99 (5%)	147 (5%)	230 (6%)
Hindu	85 (3%)	61 (3%)	100 (4%)	105 (3%)
Other Religion	139 (5%)	131 (7%)	214 (8%)	218 (9%)
No Religion	836 (31%)	852 (44%)	1112 (41%)	1352 (38%)
Unknown	787 (29%)	100 (5%)	223 (8%)	274 (5%)
Total	2697 (100%)	1938 (100%)	2697 (100%)	3570 (100%)

Nationality

Nationality	Total attendees 2009/10	Total attendees 2010/11	Total attendees 2011/12	QM workforce 2011/12
UK	1186 (44%)	1336 (69%)	1628 (60%)	2437 (68%)
EU (excl. UK)	349 (13%)	290 (15%)	475 (18%)	514 (14%)
Non EU	427 (16%)	251 (13%)	590 (22%)	607 (17%)
Unknown	735 (27%)	61 (3%)	4 (0%)	12 (0%)
Total	2697 (100%)	1938 (100)	2697 (100%)	3570 (100%)

³ For the Academic year 2009/10, "No known disability" includes staff who have declared not having a disability and staff that we don't hold information about.

3. Data by Grade⁴

Gender

Gender	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	8 or Off Scale	Clinical Grades	Teaching Assist	Total
M	0%	32 36%	57 29%	184 32%	285 44%	241 62%	143 58%	102 70%	82 38%	91 48%	1217 45%
F	100%	58 64%	141 71%	391 68%	357 56%	147 38%	102 42%	43 30%	133 62%	100 52%	1480 55%
Total	100%	90 100%	198 100%	575 100%	642 100%	388 100%	245 100%	145 100%	215 100%	191 100%	2697 100%

Ethnicity

Ethnicity	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	8 or Off Scale	Clinical Grades	Teaching Assist	Total
White	0%	43 48%	144 73%	383 67%	507 79%	303 78%	194 79%	135 93%	126 59%	148 77%	1983 74%
Asian	0%	25 28%	24 12%	72 13%	50 8%	33 9%	>10 4%	>10 3%	45 21%	26 14%	289 11%
Black	0%	18 20%	24 12%	32 6%	19 3%	>10 2%	>10 0%	>10 0%	>10 3%	>10 4%	113 4%
Chinese & other	100%	>10 1%	>10 1%	47 8%	27 4%	>10 2%	>10 3%	>10 2%	12 6%	>10 0%	113 4%
Mixed	0%	>10 1%	>10 2%	22 4%	34 5%	>10 1%	12 5%	>10 1%	20 9%	>10 0%	99 4%
Unknown	0%	>10 2%	>10 1%	19 3%	>10 1%	33 9%	23 9%	>10 1%	>10 3%	10 5%	100 4%
Total	100%	90 100%	198 100%	575 100%	642 100%	388 100%	245 100%	145 100%	215 100%	191 100%	2697 100%

Disability

Disability	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	8 or Off Scale	Clinical Grades	Teaching Assist	Grand Total	Grand Total
Yes, Disability	0%	>10 7.8%	>10 4.0%	13 2.3%	>10 1.1%	10 2.6%	>10 2.9%	>10 2.1%	>10 0.0%	17 8.9%	72	2.7%
No Known Disability	100%	80 88.9%	187 94.4%	558 97.0%	621 96.7%	362 93.3%	218 89.0%	136 93.8%	208 96.7%	169 88.5%	2547	94.4%
Unknown	0%	>10 3.3%	>10 1.5%	>10 0.7%	14 2.2%	16 4.1%	20 8.2%	>10 4.1%	>10 3.3%	>10 2.6%	78	2.9%
Total	100%	90 100%	198 100%	575 100%	642 100%	388 100%	245 100%	145 100%	215 100%	191 100%	2697	100%

⁴ Raw data has been removed where numbers were too small and could lead to individuals being identifiable

Age

Age	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	8 or Off Scale	Clinical Grades	Teaching Assist	Total
18 - 25	0%	29 32%	15 8%	21 4%	>10 0%	0 0%	0 0%	0 0%	0 0%	45 24%	113 4%
26 - 34	100%	29 32%	86 43%	373 65%	262 41%	133 34%	32 13%	23 16%	79 37%	115 60%	1140 42%
35 - 50	0%	14 16%	62 31%	149 26%	324 50%	203 52%	163 67%	76 52%	107 50%	25 13%	1123 42%
51 - 65	0%	18 20%	34 17%	32 6%	53 8%	52 13%	49 20%	44 30%	29 13%	3 2%	314 12%
66+	0%	0 0%	1 1%	0 0%	>10 0%	0 0%	1 0%	2 1%	0 0%	3 2%	7 0%
Total	100%	90 100%	198 100%	575 100%	642 100%	388 100%	245 100%	145 100%	215 100%	191 100%	2697 100%

Nationality

Nationality	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	8 or Off Scale	Clinical Grades	Teaching Assist	Total
UK	0%	67 74%	117 59%	345 60%	386 60%	227 59%	171 70%	84 58%	130 60%	101 53%	1628 60%
EU	0%	11 12%	40 20%	91 16%	109 17%	84 22%	28 11%	37 26%	38 18%	37 19%	475 18%
Non EU	100%	12 13%	41 21%	138 24%	146 23%	76 20%	46 19%	23 16%	47 22%	53 28%	590 22%
Not Known	0%	0 0%	0 0%	1 0%	1 0%	1 0%	0 0%	1 1%	0 0%	0 0%	4 0%
Total	100%	90 100%	198 100%	575 100%	642 100%	388 100%	245 100%	145 100%	215 100%	191 100%	2697 100%

Religion and Belief

Religion	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	8 or Off Scale	Clinical Grades	Teaching Assist	Total
Christian	0%	30 33%	76 38%	167 29%	192 30%	141 36%	71 29%	53 37%	99 46%	72 38%	901 33%
Muslim	0%	18 20%	23 12%	30 5%	11 2%	34 9%	11 4%	>10 2%	13 6%	>10 2%	147 5%
Hindu	0%	>10 1%	>10 3%	34 6%	23 4%	>10 2%	>10 1%	>10 1%	21 10%	>10 3%	100 4%
Other	0%	>10 3%	20 10%	30 5%	73 11%	16 4%	27 11%	>10 4%	33 15%	>10 3%	214 8%
No Religion	100%	29 32%	59 30%	285 50%	289 45%	149 38%	101 41%	68 47%	30 14%	94 49%	1112 41%
Unknown	0%	>10 10%	15 8%	29 5%	54 8%	42 11%	33 13%	13 9%	19 9%	>10 5%	223 8%
Grand Total	100%	90 100%	198 100%	575 100%	642 100%	388 100%	245 100%	145 100%	215 100%	191 100%	2697 100%

4. Data by Faculties and roles

Gender

Faculty	Staff Type	Male	Female
HUMANITIES & SOCIAL SCIENCES	Academic	44%	56%
	Administrative	40%	60%
	Clerical & Related Admin	35%	65%
	Research	57%	43%
	Teaching Assist	47%	53%
	Technical	100%	0%
SCHOOL OF MEDICINE & DENTISTRY	Academic	58%	42%
	Administrative	32%	68%
	Clerical & Related Admin	13%	88%
	Clinical	45%	55%
	Research	33%	67%
	Teaching Assist	0%	100%
	Technical	40%	60%
SCIENCE & ENGINEERING	Academic	85%	15%
	Administrative	40%	60%
	Clerical & Related Admin	23%	77%
	Research	59%	41%
	Teaching Assist	68%	32%
	Technical	40%	60%
PROFESSIONAL SERVICES	Academic	0%	100%
	Administrative	48%	52%
	Clerical & Related Admin	26%	74%
	Operational	87%	13%
	Research	18%	82%
	Teaching Assist	25%	75%
	Technical	20%	80%
Total		45%	55%

Ethnicity

Faculty	Staff Type	WHITE	ASIAN	BLACK	CHINESE & OTHER	MIXED	UNKNOWN	
HUMANITIES & SOCIAL SCIENCES	Academic	87%	3%	0%	6%	4%	0%	100%
	Administrative	79%	10%	3%	1%	0%	7%	100%
	Clerical & Related Admin	88%	12%	0%	0%	0%	0%	100%
	Research	78%	4%	0%	7%	4%	7%	100%
	Teaching Assist	81%	9%	4%	0%	6%	0%	100%
	Technical	100%	0%	0%	0%	0%	0%	100%
SCHOOL OF MEDICINE & DENTISTRY	Academic	87%	8%	0%	0%	0%	4%	100%
	Administrative	72%	15%	6%	3%	3%	0%	100%
	Clerical & Related Admin	60%	18%	7%	4%	0%	11%	100%
	Clinical	43%	19%	8%	21%	0%	9%	100%
	Research	69%	17%	1%	2%	5%	6%	100%
	Teaching Assist	100%	0%	0%	0%	0%	0%	100%
SCIENCE & ENGINEERING	Academic	70%	5%	0%	6%	12%	7%	100%
	Administrative	65%	10%	8%	14%	3%	1%	100%
	Clerical & Related Admin	50%	27%	18%	0%	0%	5%	100%
	Research	63%	12%	2%	0%	2%	21%	100%
	Teaching Assist	37%	63%	0%	0%	0%	0%	100%
	Technical	60%	0%	0%	0%	0%	40%	100%
PROFESSIONAL SERVICES	Academic	100%	0%	0%	0%	0%	0%	100%
	Administrative	79%	7%	6%	3%	4%	0%	100%
	Clerical & Related Admin	75%	4%	17%	2%	2%	0%	100%
	Operational	73%	7%	20%	0%	0%	0%	100%
	Research	51%	16%	33%	0%	0%	0%	100%
	Teaching Assist	100%	0%	0%	0%	0%	0%	100%
Technical		20%	0%	80%	0%	0%	0%	100%
Total		74%	11%	4%	4%	4%	4%	100%

Disability

Faculty	Staff Type	Yes, Disability	No Known Disability	Unknown
HUMANITIES & SOCIAL SCIENCES	Academic	2%	95%	3%
	Administrative	3%	96%	1%
	Clerical & Related Admin	0%	100%	0%
	Research	0%	100%	0%
	Teaching Assist	10%	87%	3%
	Technical	100%	0%	0%
SCHOOL OF MEDICINE & DENTISTRY	Academic	0%	97%	3%
	Administrative	0%	100%	0%
	Clerical & Related Admin	3%	96%	1%
	Clinical	0%	100%	0%
	Research	0%	98%	2%
	Teaching Assist	0%	100%	0%
SCIENCE & ENGINEERING	Academic	0%	94%	6%
	Administrative	8%	93%	0%
	Clerical & Related Admin	0%	100%	0%
	Research	3%	92%	5%
	Teaching Assist	5%	95%	0%
	Technical	0%	100%	0%
PROFESSIONAL SERVICES	Academic	0%	100%	0%
	Administrative	4%	89%	7%
	Clerical & Related Admin	8%	91%	2%
	Operational	0%	100%	0%
	Research	14%	80%	6%
	Teaching Assist	0%	100%	0%
Technical		0%	100%	0%
Total		3%	94%	3%

Religion and Belief

Faculty	Staff Type	Christian	Hindu	Muslim	Other	No Religion	Unknown
HUMANITIES & SOCIAL SCIENCES	Academic	28%	1%	1%	12%	46%	12%
	Administrative	28%	2%	4%	6%	50%	9%
	Clerical & Related Admin	35%	0%	6%	6%	53%	0%
	Research	17%	2%	0%	2%	74%	4%
	Teaching Assist	39%	0%	1%	3%	52%	5%
	Technical	100%	0%	0%	0%	0%	0%
SCHOOL OF MEDICINE & DENTISTRY	Academic	48%	0%	13%	3%	33%	3%
	Administrative	19%	12%	2%	3%	59%	5%
	Clerical & Related Admin	14%	1%	17%	22%	38%	8%
	Clinical	39%	6%	13%	21%	21%	0%
	Research	37%	7%	3%	13%	30%	10%
	Teaching Assist	75%	0%	0%	0%	25%	0%
	Technical	47%	10%	9%	5%	26%	3%
SCIENCE & ENGINEERING	Academic	25%	0%	8%	7%	49%	11%
	Administrative	39%	10%	0%	13%	38%	1%
	Clerical & Related Admin	45%	18%	27%	0%	0%	9%
	Research	37%	1%	12%	3%	37%	10%
	Teaching Assist	16%	32%	16%	0%	37%	0%
	Technical	40%	0%	0%	0%	60%	0%
PROFESSIONAL SERVICES	Academic	0%	0%	0%	0%	100%	0%
	Administrative	37%	2%	7%	4%	41%	9%
	Clerical & Related Admin	42%	0%	4%	4%	42%	9%
	Operational	60%	0%	7%	7%	13%	13%
	Research	45%	2%	6%	6%	27%	14%
	Teaching Assist	50%	0%	0%	25%	25%	0%
	Technical	80%	0%	0%	0%	20%	0%
Total		33%	4%	5%	8%	41%	8%

Age

Faculty	Staff Type	[b] 18 - 25	[c] 26 - 34	[d] 35 - 50	[e] 51 - 65	[f] 66+
HUMANITIES & SOCIAL SCIENCES	Academic	0%	25%	62%	12%	1%
	Administrative	3%	32%	50%	16%	0%
	Clerical & Related Admin	24%	59%	12%	6%	0%
	Research	17%	59%	13%	11%	0%
	Teaching Assist	21%	62%	14%	1%	1%
	Technical	0%	0%	100%	0%	0%
	PROFESSIONAL SERVICES	Academic	0%	0%	0%	100%
Administrative		1%	33%	47%	19%	0%
Clerical & Related Admin		6%	42%	38%	15%	0%
Operational		0%	0%	53%	40%	7%
Research		27%	33%	25%	14%	0%
Teaching Assist		0%	50%	50%	0%	0%
Technical		0%	0%	60%	40%	0%
SCHOOL OF MEDICINE & DENTISTRY	Academic	0%	29%	55%	15%	0%
	Administrative	0%	53%	38%	9%	0%
	Clerical & Related Admin	7%	51%	18%	24%	0%
	Clinical	0%	23%	52%	25%	0%
	Research	4%	56%	34%	6%	0%
	Teaching Assist	0%	100%	0%	0%	0%
	Technical	5%	35%	45%	15%	0%
SCIENCE & ENGINEERING	Academic	0%	48%	47%	5%	0%
	Administrative	0%	40%	53%	8%	0%
	Clerical & Related Admin	5%	55%	41%	0%	0%
	Research	1%	51%	34%	14%	0%
	Teaching Assist	53%	37%	0%	5%	5%
	Technical	0%	40%	20%	40%	0%
Total		4%	42%	42%	12%	0%

Nationality

Faculty	Staff Type	UK	EU	Non EU	Unknown
HUMANITIES & SOCIAL SCIENCES	Academic	63%	23%	14%	0%
	Administrative	81%	12%	8%	0%
	Clerical & Related Admin	94%	0%	6%	0%
	Research	61%	33%	7%	0%
	Teaching Assist	55%	22%	23%	0%
	Technical	100%	0%	0%	0%
PROFESSIONAL SERVICES	Academic	100%	0%	0%	0%
	Administrative	89%	5%	6%	0%
	Clerical & Related Admin	70%	13%	17%	0%
	Operational	87%	13%	0%	0%
	Research	75%	2%	24%	0%
	Teaching Assist	75%	25%	0%	0%
SCHOOL OF MEDICINE & DENTISTRY	Academic	61%	24%	14%	0%
	Administrative	75%	10%	15%	0%
	Clerical & Related Admin	50%	29%	21%	0%
	Clinical	47%	16%	38%	0%
	Research	62%	22%	17%	0%
	Teaching Assist	25%	0%	75%	0%
SCIENCE & ENGINEERING	Academic	46%	27%	27%	0%
	Administrative	79%	20%	1%	0%
	Clerical & Related Admin	82%	0%	18%	0%
	Research	36%	23%	41%	0%
	Teaching Assist	68%	0%	32%	0%
	Technical	80%	20%	0%	0%
Total		66%	18%	16%	0%