

People and Development Annual Report 2021/22

Workforce Statistics at a Glance

	Year					Benchmark
	2021/22	2020/21	2019/20	2018/19	2017/18	
Total No Contracts	1108	1109	1247	1340	1450	
% Female Employees	44.6%	45.4%	46.0%	45.7%	46.3%	54.2%
% Disabled Employees	7.0%	6.6%	5.1%	5.1%	5.9%	6.0%
% BAME Employees	13.4%	11.6%	10.9%	10.5%	9.0%	16.3%
% Under 56 Years of Age	80.0%	80.1%	80.0%	81.4%	79.0%	81.6%
Voluntary Turnover	10.4%	7.2%	7.5%	8.7%	7.8%	
Starters	184	130	136	205	264	
Leavers	154	216	210	271	321	

Data is provided as at 31 July of each academic year shown. Sickness benchmark figures are provided by UCEA and equality benchmark figures are provided by AdvanceHE.

The total number of contracts held at the University has decreased year on year for the past five academic years, with a total headcount reduction of 23.4% between 31/07/18 and 31/07/22.

There was a decrease in the percentage of female employees (0.8%) in 2021/22 when compared to the previous year. This continues the downward trend with the percentage of female employees being lower in 2021/22 than in any of the previous four academic years.

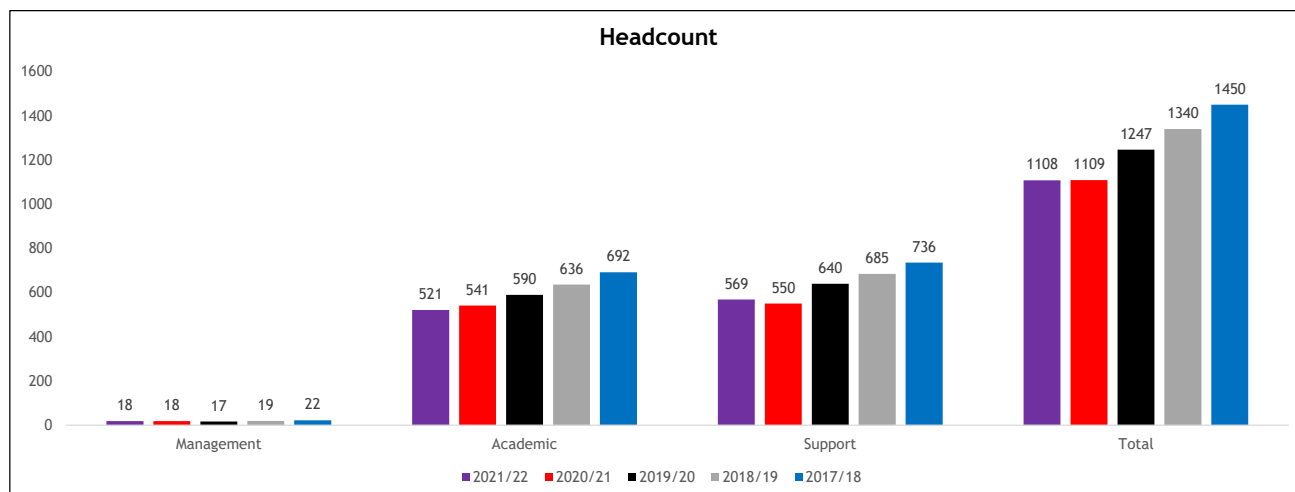
The percentage of BAME employees has increased year on year for the past five academic years, with an increase of 1.8% in 2021/22 when compared to the previous year.

There was a slight decrease in the percentage of employees aged under 56 years (0.1%) in 2021/22.

The percentage of disabled employees increased by 0.4% in 2021/22 when compared to the previous year.

There was an increase in the number of new starters (29.3%) in 2021/22 when compared to the previous year, whilst the number of leavers decreased by 28.7% during the same period.

Headcount



The total University headcount has decreased year on year for the past five academic years although the reduction of one contract in 2021/22 compared to the previous year (from 1109 to 1108) is a far less significant downturn than the periods before. Whilst the decreasing trend is evident in the headcount for academic staff, the opposite is true for support staff where the headcount has seen an increase in 2021/22 when compared to the previous year.

The percentage of academic employees decreased by 1.8% (from 48.8% to 47.0%) in 2021/22 when compared to the previous year, whilst the percentage of support employees increased by 1.8% (from 49.6% to 51.4%) during the same period.

Equality Profile: Employees

Number of Contracts		1108	1109	1247			
		2021/22	2021/22 %	Benchmark	Diff to Benchmark	2020/21 %	2019/20 %
Age	16-25	33	3.0%	5.0%	-2.0%	2.6%	3.5%
	26-30	81	7.3%	10.6%	-3.3%	6.7%	8.4%
	31-35	140	12.6%	14.1%	-1.5%	13.3%	11.7%
	36-40	140	12.6%	14.6%	-2.0%	12.6%	12.6%
	41-45	165	14.9%	12.9%	2.0%	16.0%	16.2%
	46-50	157	14.2%	12.4%	1.8%	14.4%	13.2%
	51-55	170	15.3%	12.0%	3.3%	14.4%	14.4%
	56-60	112	10.1%	10.0%	0.1%	11.0%	11.5%
	61-65	76	6.9%	5.7%	1.2%	6.5%	5.5%
	66+	34	3.1%	2.7%	0.4%	2.4%	3.0%
Disability	Disabled	78	7.0%	6.0%	1.0%	6.6%	5.1%
	Not Disabled	1026	92.6%	94.0%	-1.4%	93.0%	94.3%
	Unknown	4	0.4%	0.0%	0.4%	0.5%	0.6%
Ethnicity	White	945	85.3%	83.7%	1.6%	88.4%	89.1%
	BAME	148	13.4%	16.3%	-2.9%	11.6%	10.9%
	Unknown	15	1.4%	0.0%	1.4%	1.0%	1.1%
Gender	Female	494	44.6%	54.2%	-9.6%	45.4%	46.0%
	Male	614	55.4%	45.8%	9.6%	54.6%	54.0%
Religion	Disclosed	657	59.3%	75.1%	-15.8%	56.0%	52.3%
	Undisclosed	451	40.7%	24.9%	15.8%	44.0%	47.7%
Sexual Orientation	Disclosed	645	58.2%	76.1%	-17.9%	55.0%	50.2%
	Undisclosed	463	41.8%	23.9%	17.9%	45.0%	49.8%
Nationalities	UK	970	87.5%	77.3%	10.2%	89.4%	89.6%
	Non-UK	137	12.4%	22.7%	-10.3%	10.6%	10.4%
	Unknown	1	0.1%	0.0%	0.1%	0.1%	0.1%

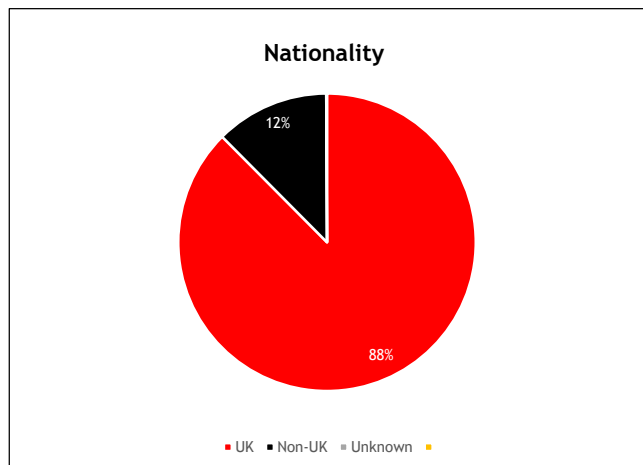
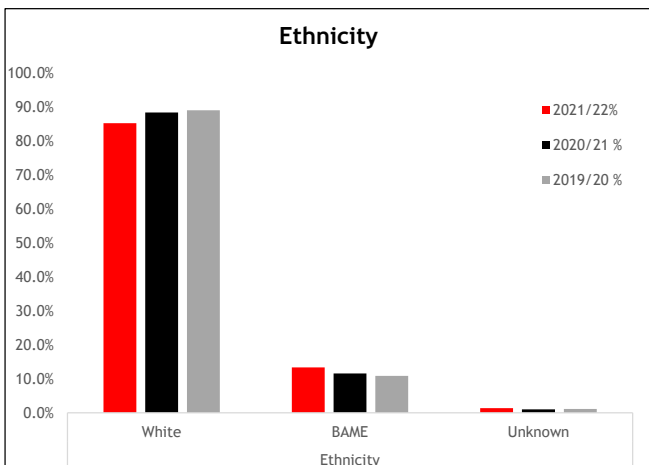
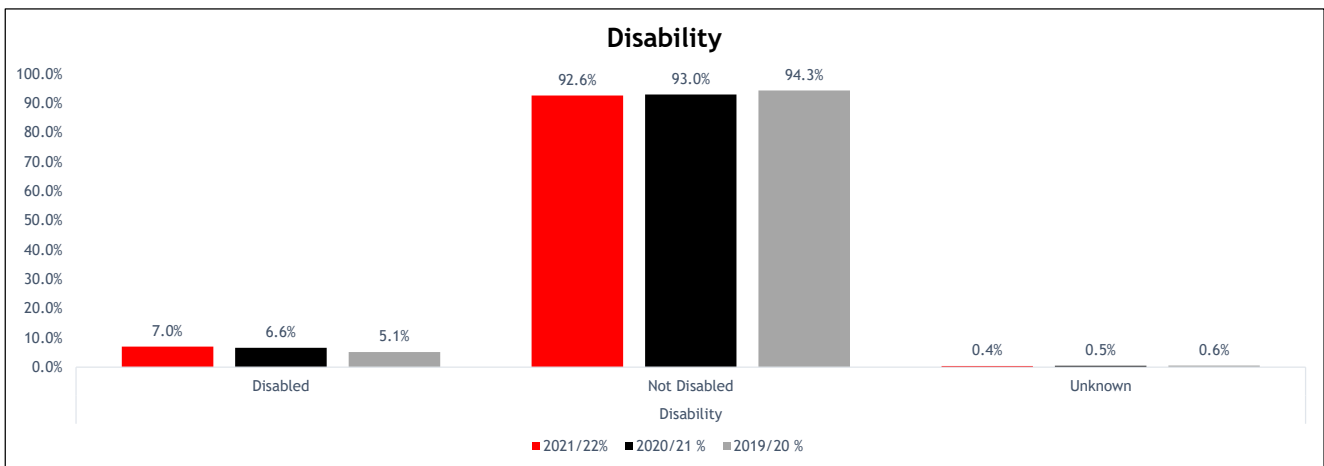
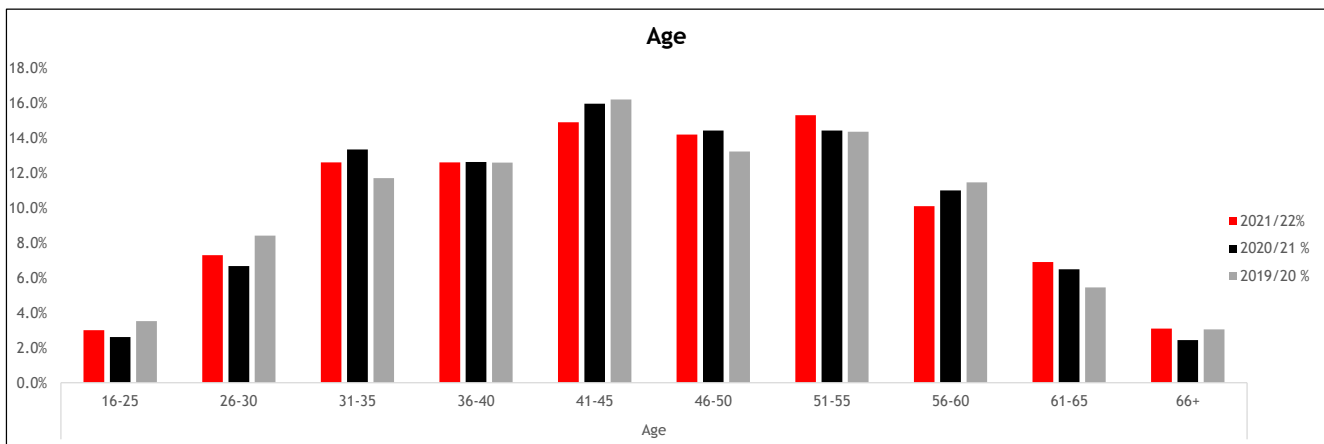
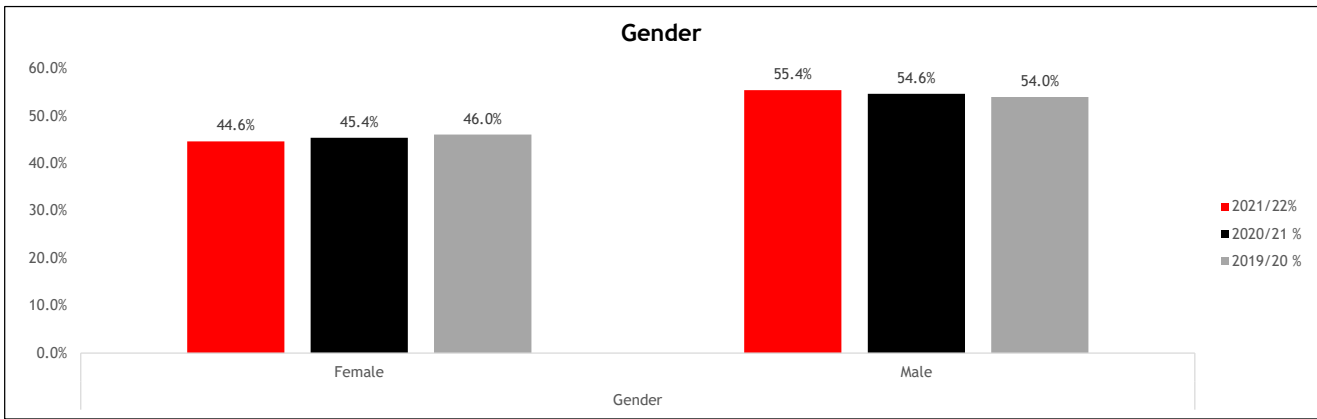
When comparing the University age profile for 2021/22 to the HE benchmark, the overall trend is that Solent are below benchmark in the 16-40 age brackets and above benchmark in the 41+ categories with the highest difference to benchmark being employees aged 51-55 (3.3%).

The percentage of disabled employees increased by 0.4% in 2021/22 when compared to the previous year (from 6.6% to 7.0%); this is 1.0% above the HE benchmark.

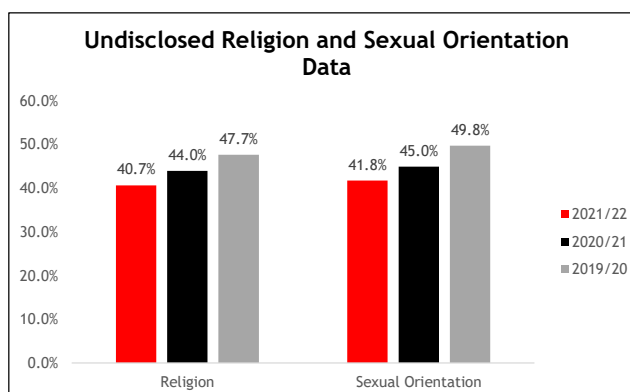
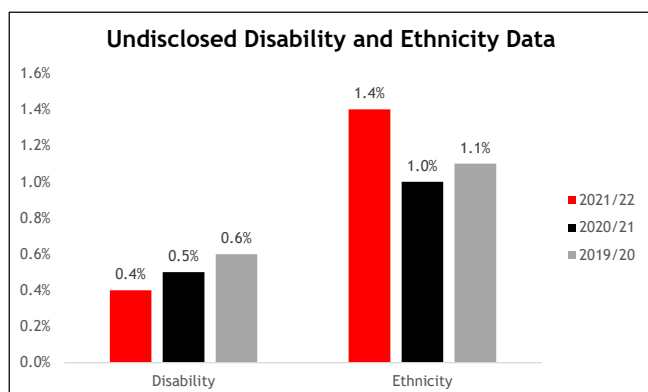
The percentage of BAME employees increased by 1.8% in 2021/22 when compared to the previous year (from 11.6% to 13.4%) however this remains below the HE benchmark by 2.9% (the same percentage difference to benchmark as in 2020/21).

The percentage of female employees decreased by 0.8% in 2021/22 when compared to the previous year (from 45.4% to 44.6%); this is 9.6% below the benchmark.

Workforce Equality Profile Over Time



Undisclosed Equality Data



The non-disclosure rate for ethnicity has increased by 0.4% in 2021/22 when compared to the previous year. The non-disclosure rate for disability has decreased by 0.1% during the same period.

Non-disclosure rates for religion and sexual orientation data continue to fall year on year. Non-disclosure rates for religion data decreased by 3.3% in 2021/22 when compared to 2020/21 and the non-disclosure rates for sexual orientation data decreased by 3.2% during the same period.

Equality Profile: Applicants

Number of Applicants		2221*	2671	2949	3584		
		2021/22	2021/22%	Diff to Workforce	2020/21 %	2019/20 %	2018/19 %
Age	16-25	364	16.4%	13.4%	23.5%	26.6%	26.3%
	26-30	455	20.5%	13.2%	16.3%	19.3%	18.6%
	31-35	360	16.2%	3.6%	14.2%	14.2%	13.1%
	36-40	285	12.8%	0.2%	13.1%	11.3%	12.6%
	41-45	268	12.0%	-2.9%	11.2%	8.5%	9.5%
	46-50	181	8.1%	-6.1%	9.2%	8.1%	7.7%
	51-55	160	7.2%	-8.1%	6.1%	6.1%	6.6%
	56-60	93	4.2%	-5.9%	4.3%	4.0%	3.8%
	61-65	36	1.6%	-5.3%	1.6%	1.6%	1.4%
66+	19	1.0%	-2.1%	0.3%	0.3%	0.3%	
Disability	Disabled	232	10.4%	3.4%	8.9%	10.1%	8.6%
	Not Disabled	1926	86.7%	-5.9%	88.9%	87.0%	88.8%
	Unknown	63	2.8%	2.4%	2.2%	2.9%	2.6%
Ethnicity	White	1295	58.3%	-27.0%	68.9%	74.8%	74.0%
	BAME	872	39.3%	25.9%	31.1%	25.2%	26.0%
	Unknown	54	2.4%	1.0%	3.2%	2.7%	2.1%
Gender	Female	1061	47.8%	3.2%	48.8%	55.0%	51.1%
	Male	1160	52.2%	-3.2%	51.2%	45.0%	48.9%
Religion	Disclosed	2088	94.0%	34.7%	92.4%	93.2%	93.6%
	Undisclosed	133	6.0%	-34.7%	7.6%	6.8%	6.4%
Sexual Orientation	Disclosed	2054	92.5%	34.3%	91.1%	92.9%	92.8%
	Undisclosed	167	7.5%	-34.3%	8.9%	7.1%	7.2%
Nationalities	UK	1299	58.5%	-29.0%	66.7%	71.2%	69.1%
	Non-UK	922	41.5%	29.1%	33.4%	28.7%	30.5%
	Unknown	0	0.0%	-0.1%	0.0%	0.0%	0.4%

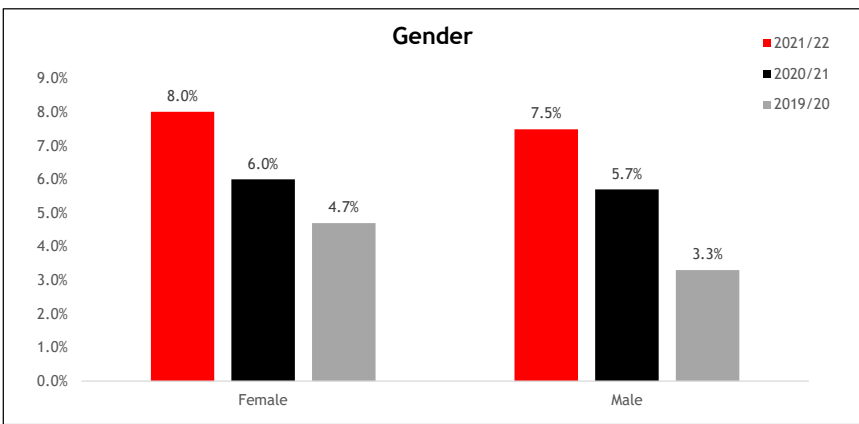
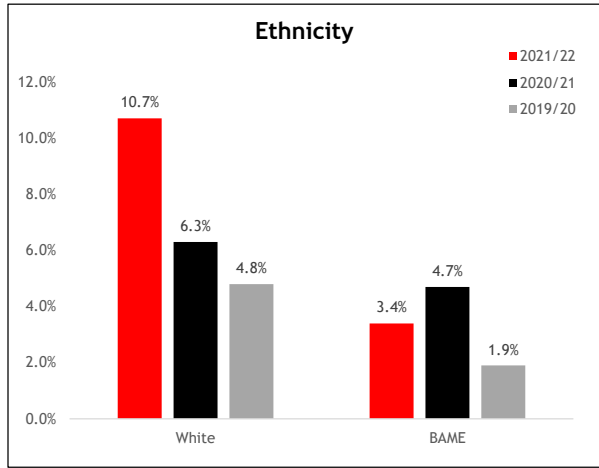
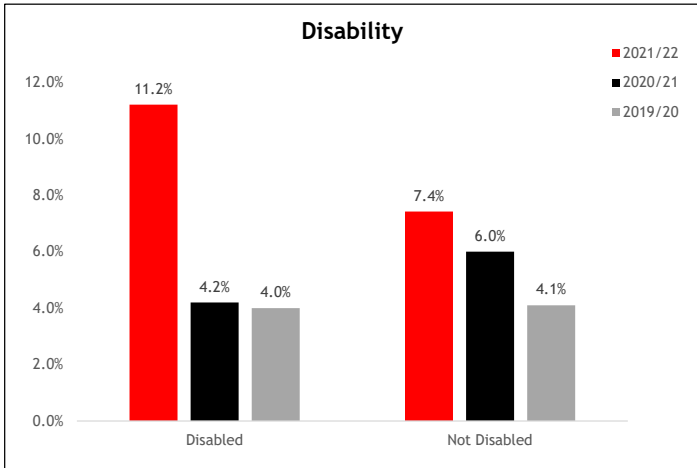
*There were 2910 applications submitted for our vacancies in 2021/22. However, due to archived equality data we have only been able to provide data for the 9 months between November 2021 and July 2022, resulting in an applications figure of 2221 from which the data in the table above has been calculated.

The highest proportion of applications was in the 26-30 age bracket (20.5%), whilst the lowest was seen in the 66+ age bracket (1%). These figures provide a contrasting picture to the current workforce whereby 7.3% are aged 26-30 (difference of 13.2%) and 3.1% are aged 66+ (difference of -2.1%).

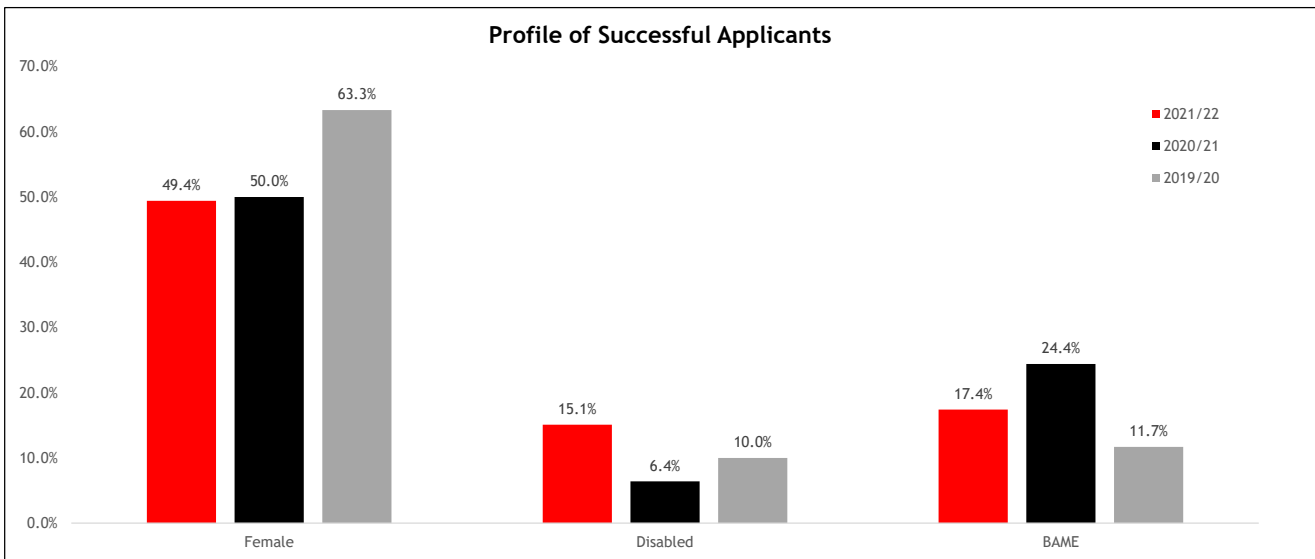
39.3% of applications were submitted by BAME applicants which is 25.9% higher than the percentage of BAME employees.

47.8% of applications were submitted by females, 3.2% higher than the percentage of female employees at the University.

Applicant Success Rates



These charts represent the percentage of successful applicants (i.e. applicants who were offered a position) from the 2221 (out of 2910) applications in 2021/22 we have equality data for with each protected characteristic.



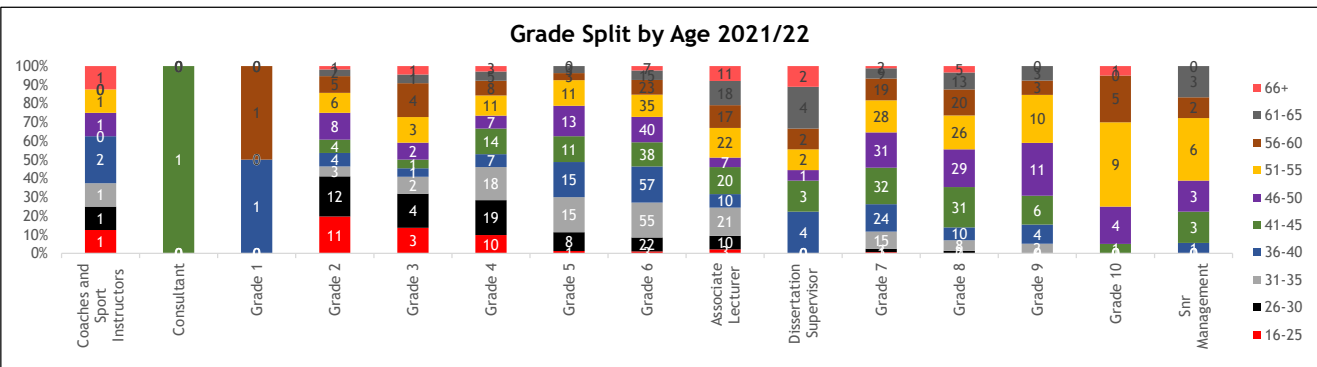
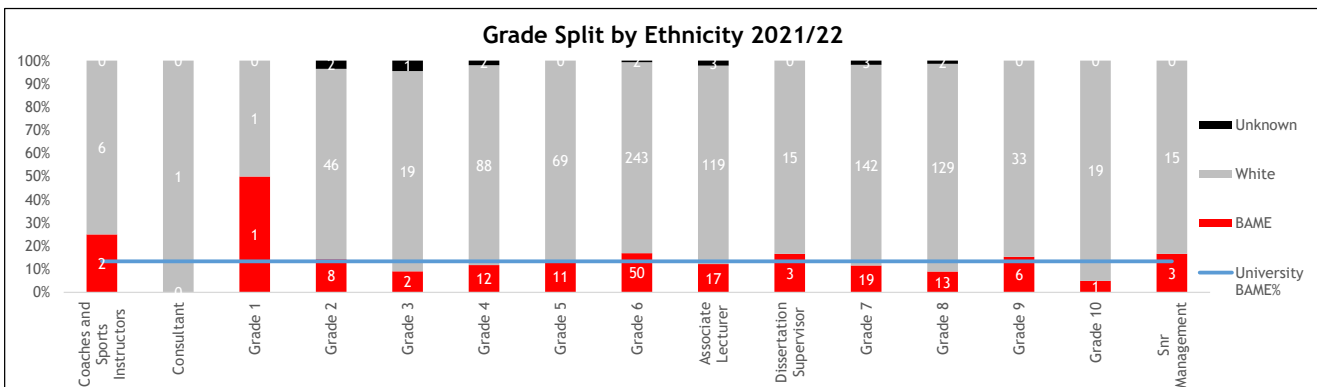
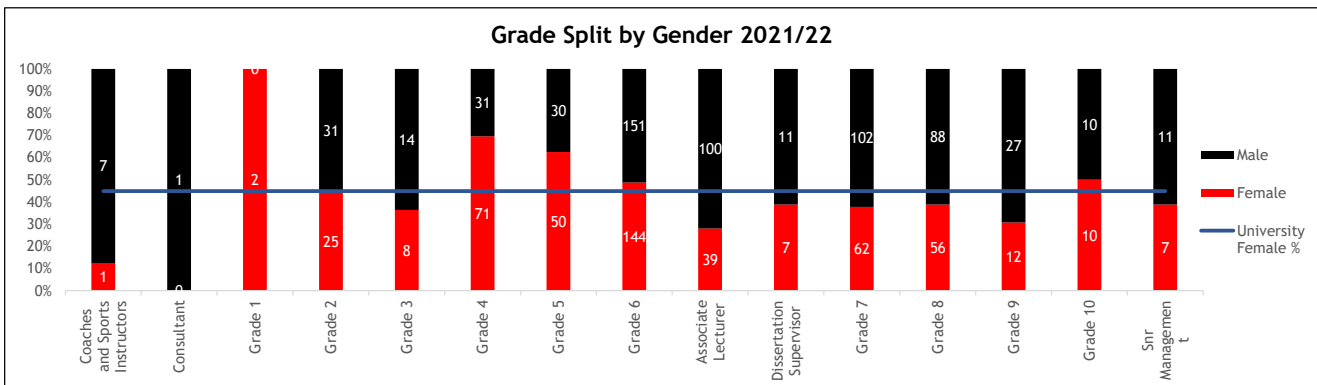
Of the 2221 applications we have equality profile data for in 2021/22, 49.4% were female, 15.1% were disabled and 17.4% were BAME.

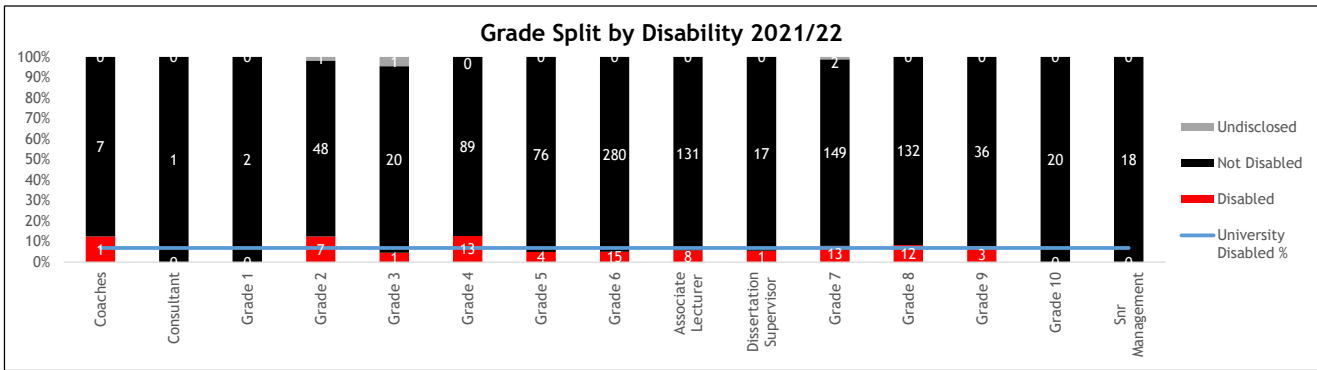
Grade

	2021/22%	2020/21%	2019/20%	2018/19%	2017/18 %
Coaches	0.7%	0.4%	1.0%	0.9%	0.6%
Consultant	0.1%	0.2%	0.2%	0.2%	0.3%
Apprentice	0.0%	0.0%	0.0%	0.0%	0.1%
Grade 1	0.2%	0.2%	0.2%	0.4%	1.5%
Grade 2	5.1%	5.5%	5.4%	6.4%	4.2%
Grade 3	2.0%	2.0%	2.2%	2.0%	1.7%
Grade 4	9.2%	9.2%	10.3%	10.0%	11.7%
Grade 5	7.2%	7.3%	7.5%	6.7%	6.6%
Grade 6	26.6%	26.1%	25.3%	22.8%	21.2%
Associate Lecturer	12.5%	12.5%	11.9%	13.5%	16.3%
Dissertation Supervisor	1.6%	1.9%	0.0%	0.0%	0.0%
Grade 7	14.8%	14.5%	13.4%	13.4%	11.0%
Grade 8	13.0%	13.4%	15.7%	16.6%	18.1%
Grade 9	3.5%	3.3%	3.6%	3.7%	3.2%
Grade 10	1.8%	1.8%	1.9%	1.9%	1.9%
Senior Management	1.6%	1.6%	1.4%	1.4%	1.5%
Total	100%	100%	100%	100%	100%

The highest percentage of staff continues to be at Grade 6 (26.6%). There has been an increase of staff at this level across the last five academic years. The percentage of employees in grades 8-10 decreased slightly in 2021/22 when compared to the previous year (1%).

The percentage of Associate Lecturers in 2021/22 was the same as that in 2020/21 (12.5%).

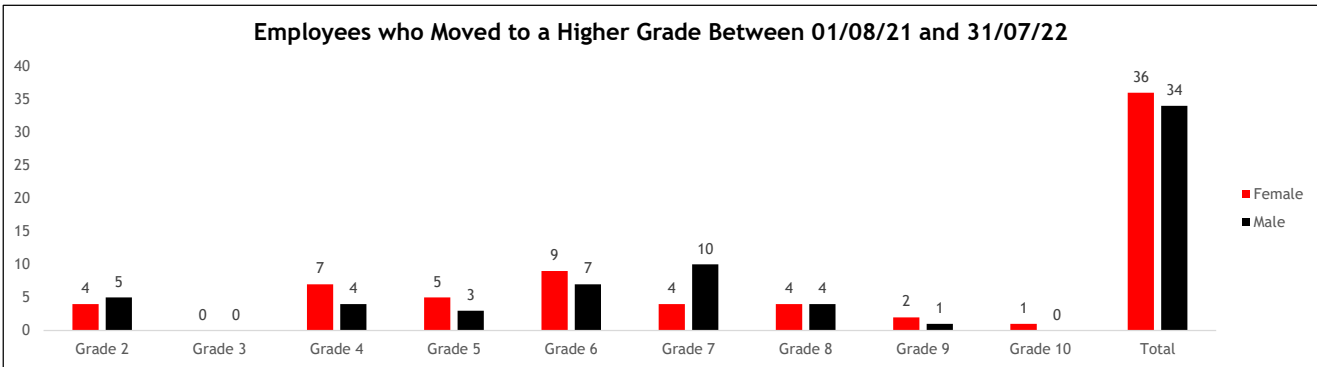




There is a higher representation of females in the lower grades (grade 1 - 6) and a lower representation in grades 7 - 9. At grades 1-6, the female representation in all but grade 3 is above the University female percentage of 44.6%. The opposite is true at grades 7-10 where the female representation is below the the University female percentage in all but grade 10. There is a higher representation of females at grade 10, a bove the University female percentage, but falls below at Senior Management.

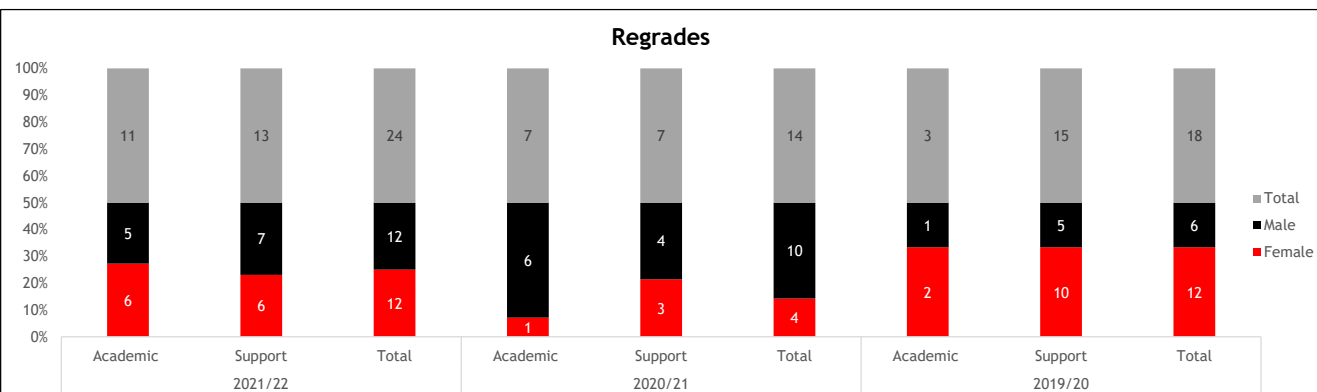
The representation of BAME employees across all grades is, in the most part, in line with the University BAME percentage (13.4%). The representation in the higher grades is mixed with the percentage of BAME employees at grade 7 being equal to the BAME University percentage, grade 8 and 10 falling below and grade 9 and senior management above but neither significantly.

Employees with a declared disability are represented evenly across grades 4-9, however the representation is zero in grades 10 and senior management.



70 employees moved to a higher grade between 01/08/21 and 31/07/22. The chart above shows the original grade of each employee. The highest percentage of progressions were for employees at grade 6 (22.9%).

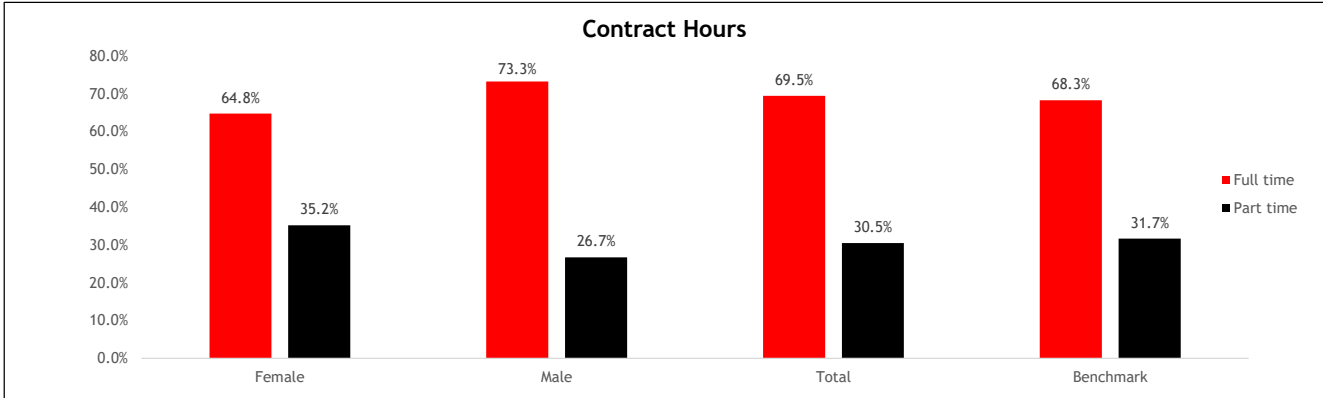
51.4% of grade progressions were for female employees in 2021/22.



24 posts were regraded to a higher grade in 2021/22. 50% of the total post regrades were for female employees. 55% of academic post regrades and 46% of support post regrades were for female employees.

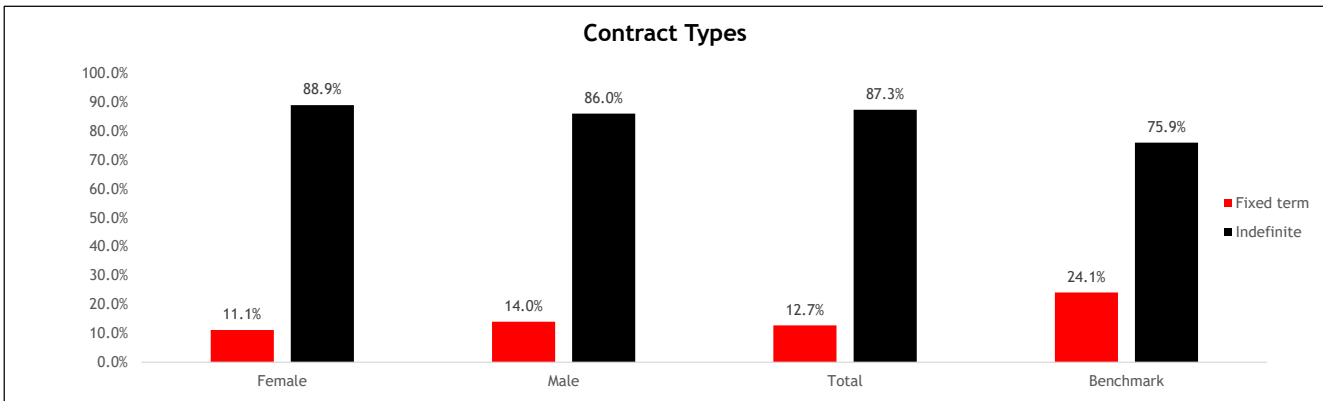
There were a higher number of support post regrades than academic post regrades in 2021/22 by 2 (13 compared to 11).

Contract Types



30.5% of all employees were employed on a part time contract in 2021/22, which is 1.2% below the HE benchmark.

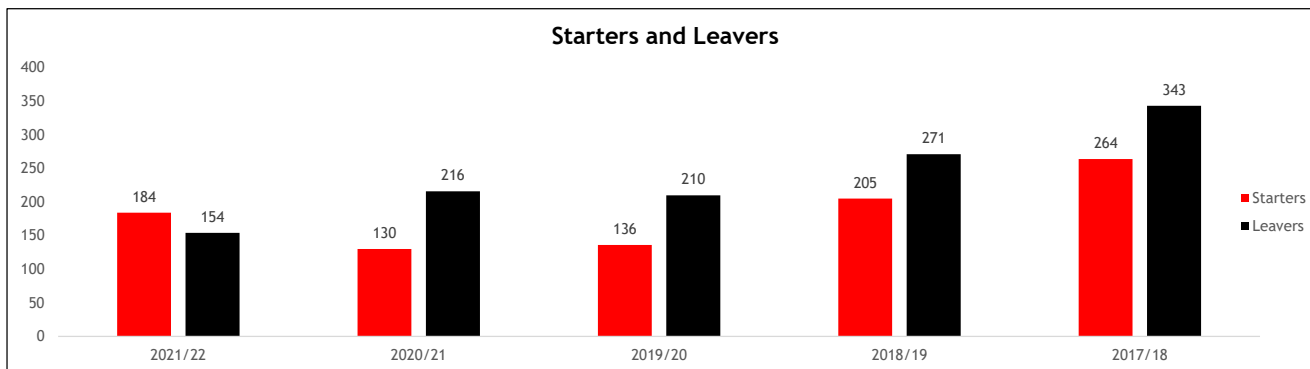
The percentage of female employees on a part time contract was 4.7% above the University total, whilst the percentage of male employees on a part time contract was 3.8% below the University total. This is a continuing trend from the previous year.



12.7% of all employees were on a fixed term contract in 2021/22, which is 11.4% below the HE benchmark.

The percentage of female employees on a fixed term contract was 1.6% below the University total, whilst the percentage of male employees on a fixed term contract was 1.3% above the University total. This is a continued trend from the previous year.

Starters and Leavers



There were 184 starters in 2021/22, an increase of 29.3% from the previous year.

The number of leavers (154) decreased by 28.7% in 2021/22 when compared to the previous year.

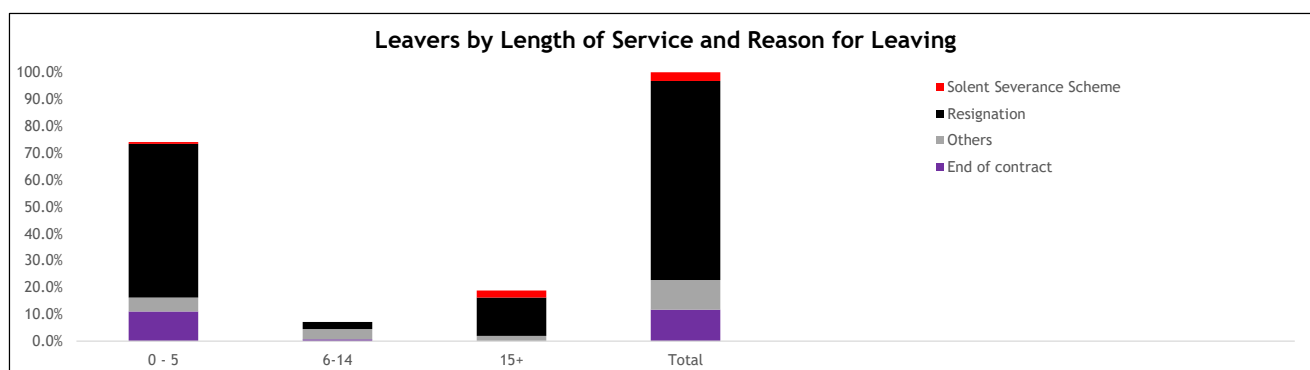
% of Leavers - Equality Grouping		2021/22	2020/21	2019/20
Age	16-25	7.8%	5.1%	12.9%
	26-30	12.3%	6.9%	11.9%
	31-35	13.6%	12.9%	7.6%
	36-40	10.4%	16.1%	8.6%
	41-45	13.6%	12.9%	10.5%
	46-50	10.4%	9.7%	6.7%
	51-55	10.4%	10.6%	12.9%
	56-60	9.7%	12.0%	11.9%
	61-65	9.1%	7.4%	8.6%
	66+	2.6%	6.5%	8.6%
Disability	Disabled	5.8%	3.2%	11.0%
Ethnicity	BAME	15.0%	12.4%	12.3%
Gender	Female	50.0%	49.3%	44.3%

There were increases in the percentage of leavers in the 16-25, 26-30, 31-35, 41-45, 46-50 age brackets in 2021/22 when compared to the previous year. The largest increase was seen in the 26-30 category (5.4%). There were decreases in the 36-40, 51-55, 56-60 and 66+ age brackets.

The percentage of disabled leavers increased by 2.6% in 2021/22 when compared to the previous year. The percentage of BAME leavers also increased by the same margin (2.6%).

The percentage of female leavers increased marginally by 0.7% when compared to the previous year.

BAME and female leavers continue to be over represented when compared to the University population; 15% of BAME leavers compared to 13.4% of employees and 50.0% female leavers compared to 44.6% of employees.



74% of leavers in 2021/22 had less than 5 years service. 57.1% of this group left due to resignation.

The top reason for leaving in 2021/22 was resignation (74%), significantly higher than the next closest reason, end of contract (11.7%).

Turnover

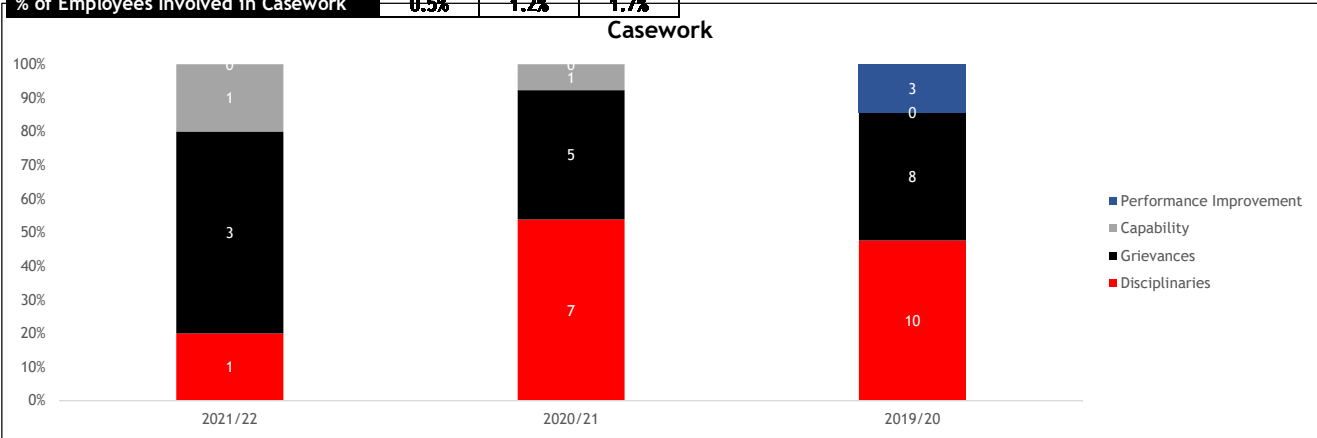
	2021/22	2020/21	2019/20	2018/19	2017/18
Voluntary Turnover	10.4%	7.2%	7.5%	8.7%	7.8%
Overall Turnover	13.9%	18.8%	16.7%	20.0%	21.8%

Voluntary turnover includes employees who have left due to resignation, non return from maternity leave and career break.

Voluntary turnover increased by 3.2% in 2021/22 when compared to the previous year. Total turnover decreased by 4.9% during the same period.

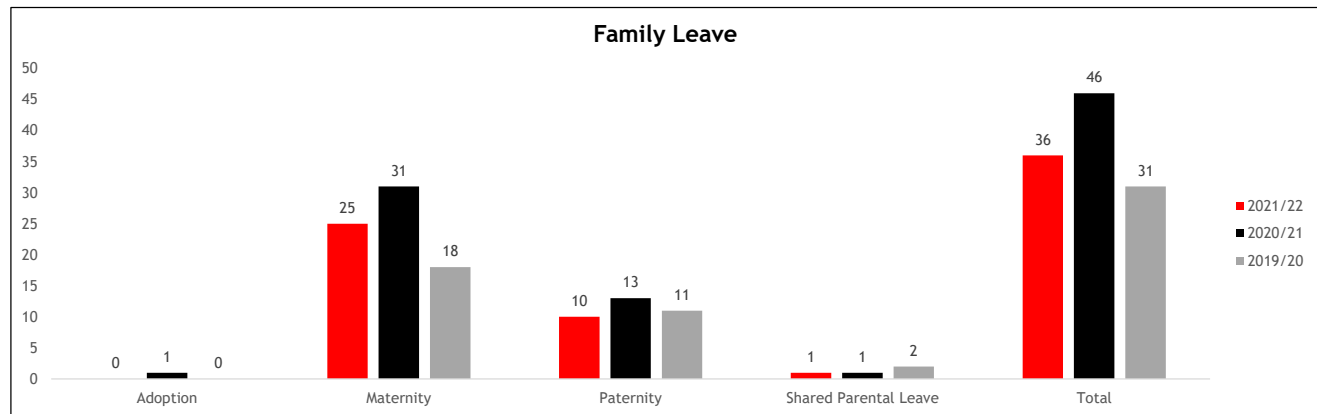
Casework

	2021/22	2020/21	2019/20
Disciplinarys	1	7	10
Grievances	3	5	8
Capability	1	1	0
Performance Improvement	0	0	3
Whistleblowing	0	0	0
Total	5	13	21
% of Employees Involved in Casework	0.5%	1.2%	1.7%



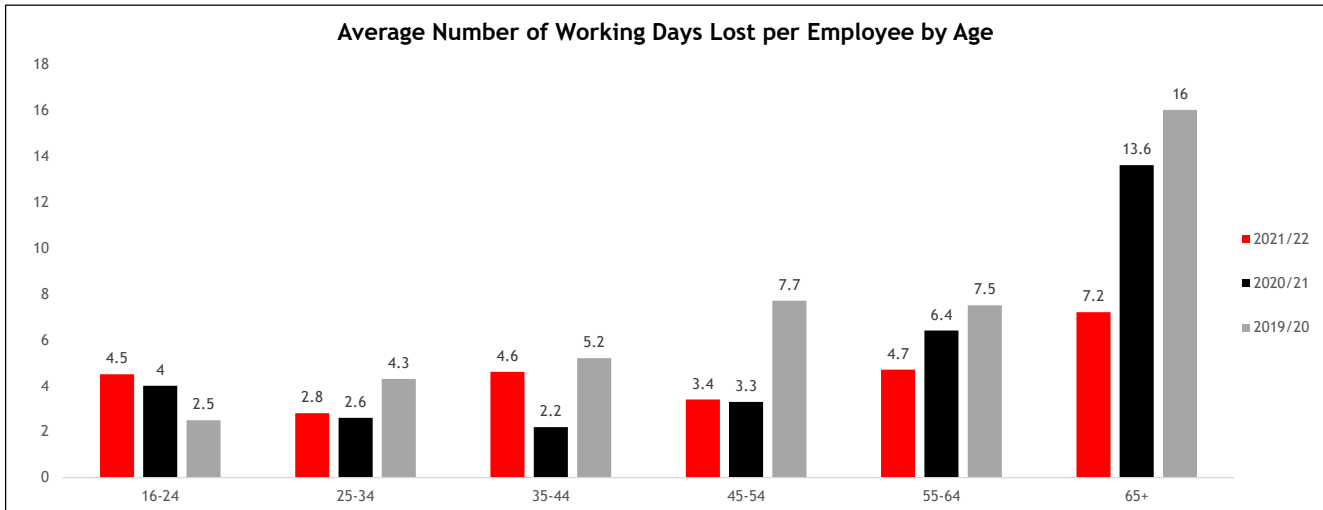
Casework decreased by 61.5% in 2021/22 when compared to the previous year.

Family Leave



There were 36 instances of family leave taken in 2021/22, a decrease of 21.7% from the previous year.

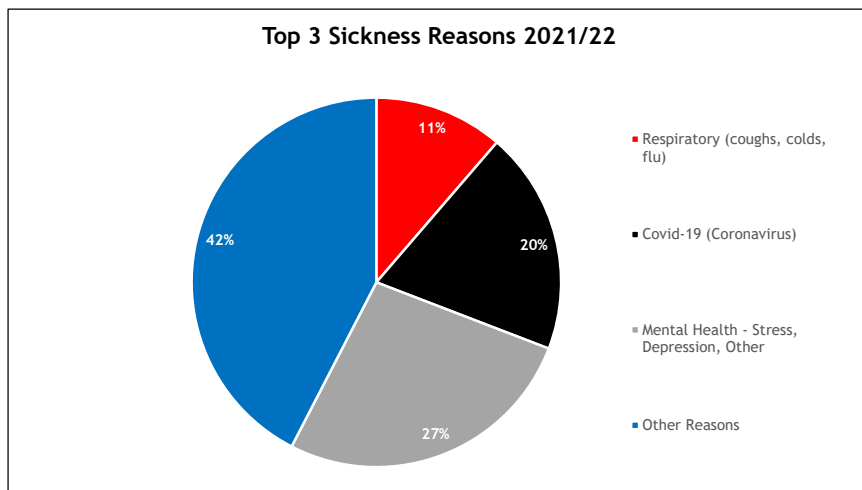
Sickness Absence



The average number of working days lost per employee due to sickness increased for the majority of age groups in 2021/22 when compared to the previous year. The 55-64 and 65+ age groups were the only ones with a decrease of 2.8 and 8.8 average days per employee respectively.

Top 3 Sickness Reasons

	2021/22		2020/21		Benchmark
	Days Lost	% Days Lost	Days Lost	% Days Lost	% Days Lost
Respiratory (coughs, colds, flu)	393	11.3%	221	6.6%	4.2%
Covid-19 (Coronavirus)	678	19.5%	372	11.0%	7.0%
Mental Health - Stress, Depression, Other	929	26.7%	1268	37.6%	32.6%
Other Reasons	1473	42.4%	1507	44.8%	56.2%



The top three reasons for sickness absence in 2021/22 were Mental Health conditions, Covid-19 (Coronavirus) and Respiratory (coughs, colds, flu). Whilst the percentage of sickness absence related to mental health decreased in 2021/22 compared to the previous year (by 10.9%), it still accounted for over a quarter (26.7%) of all sickness absence.

The top three reasons for sickness made up over half (58%) of all sickness absence in 2021/22.

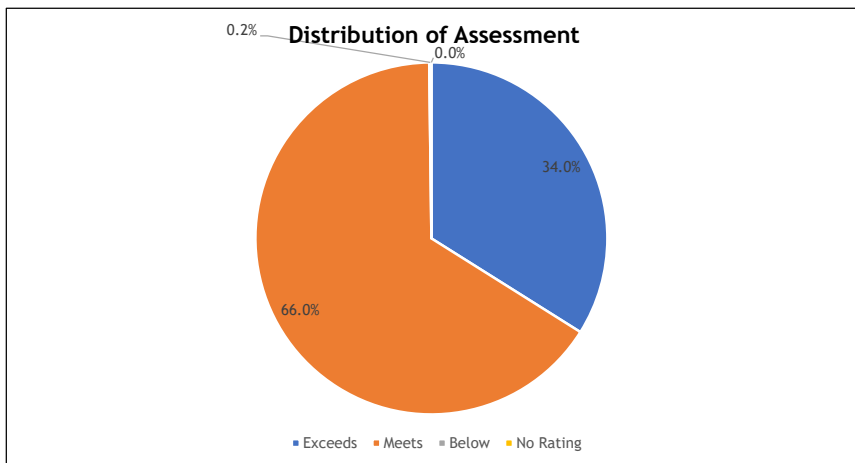
Performance and Development Review

	2021/22	2020/21	2019/20	2018/19
University Completion Rate	59%	73%	96%	96%

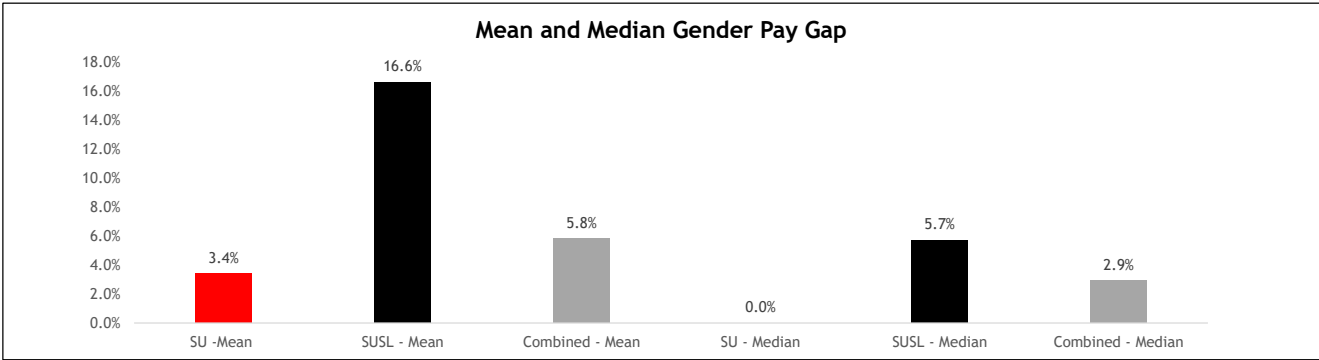
The PDR completion rate decreased by 14 percentage points (from 73% to 59%) in 2022 when compared with the previous statistics in 2020/21. The normal annual PDR cycle ran from May-July, but for 2022 PDRs this cycle was extended to May 2022-January 2023, giving additional time for more colleagues to complete their PDR discussion.

It is important to note that a further 22% (208) of PDRs have also been started for the 2022 round.

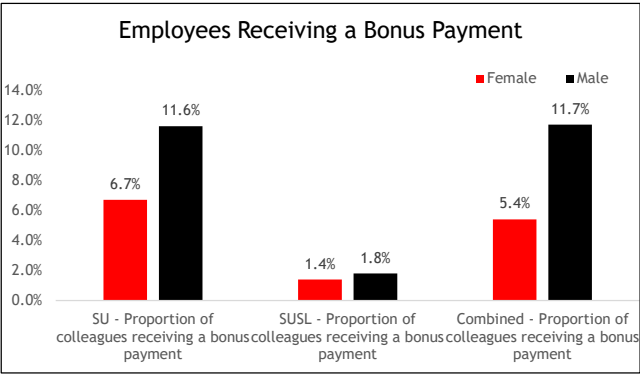
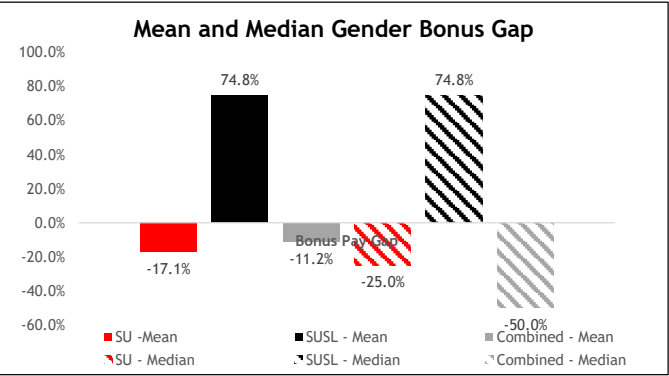
34% of employees who completed a PDR for 2022 were awarded an 'Exceeds Expectation' assessment rating.
 66% of employees who completed a PDR for 2022 were awarded a 'Meets Expectation' assessment rating.
 0.2% of employees who completed a PDR for 2022 were awarded a 'Below Expectation' assessment rating.



Gender Pay Gap

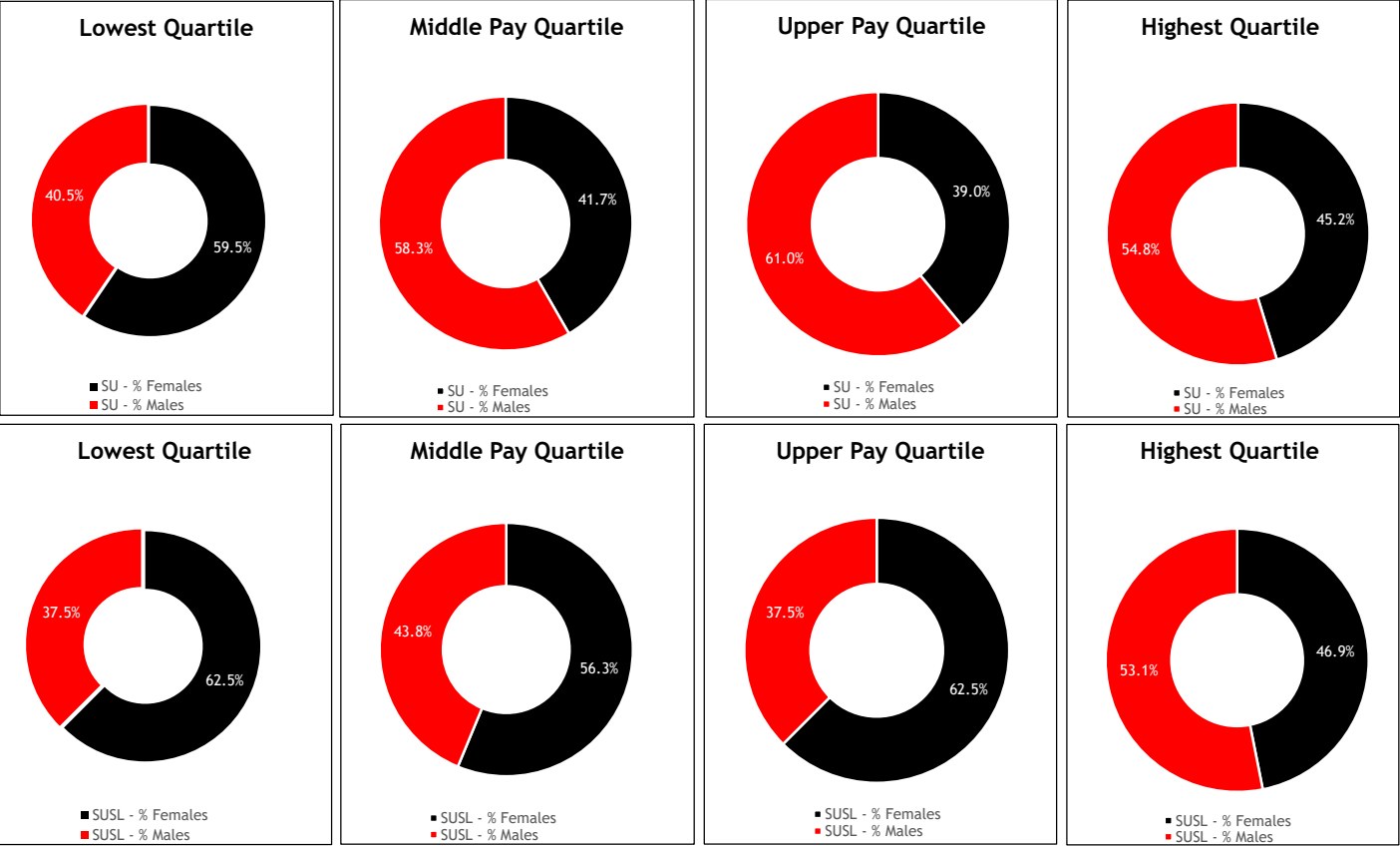


This data shows the difference between all female and male employees for Solent University (SU) only, Solent University Services Ltd (SUSL) only and both SU and SUSL combined as at 31 March 2021.



This data shows the differences in bonuses paid to female and male employees between 1 April 2020 - 31 March 2021.

Pay Quartiles



This data shows the gender distribution across four equally sized quartiles of Solent University (SU) and Solent University Services Ltd (SUSL).

Vice-Chancellor Salary Ratios

	2021/22		2020/21		2019/20		2018/19	
	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration
OfS Method	6.1	5.5	5.9	5.6	6.0	5.4	6.7	7.3

This data shows the salary ratio for the current Vice-Chancellor salary versus the median University salary as reported in the financial statement for the year ended 31 July 2022. The Total Remuneration salary ratio includes additional payments, pension contributions and allowances.