

Annual Equality Workforce Report 2022/23

Workforce Statistics at a glance

	Year					Benchmark
	2022/23	2021/22	2020/21	2019/20	2018/19	
Total No. Contracts	1054	1108	1109	1247	1340	
% Female Employees	45.8%	44.6%	45.4%	46.0%	45.7%	54.6%
% Disabled Employees	8.1%	7.0%	6.6%	5.1%	5.1%	6.8%
% Minority Ethnic Employees	13.1%	13.4%	11.6%	10.9%	10.5%	17.5%
% Under 56 Years of Age	78.5%	80.0%	80.1%	80.0%	81.4%	81.4%
Overall Turnover	17.6%	13.9%	18.8%	16.7%	20.0%	
Starters	156	184	130	136	205	
Leavers	185	154	216	210	271	

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

The total number of contracts held at the University continues to decrease year on year with a total headcount reduction of 21.3% between 31/07/19 and 31/07/23.

There was an increase in the percentage of female employees (1.2%) in 2022/23 when compared to the previous year. This has resulted in the percentage of female employees (45.8%) being at its highest since 2019/20.

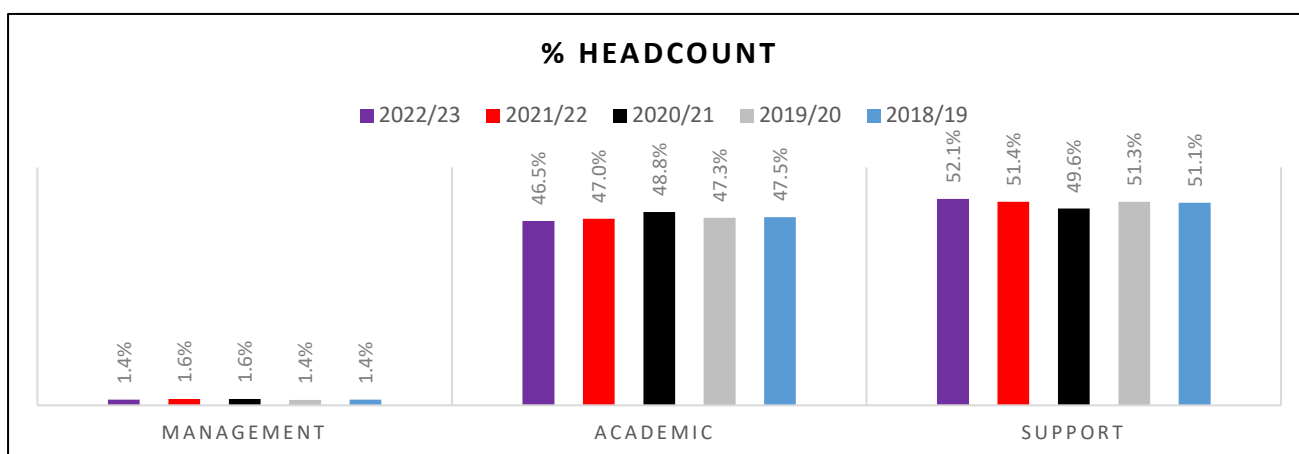
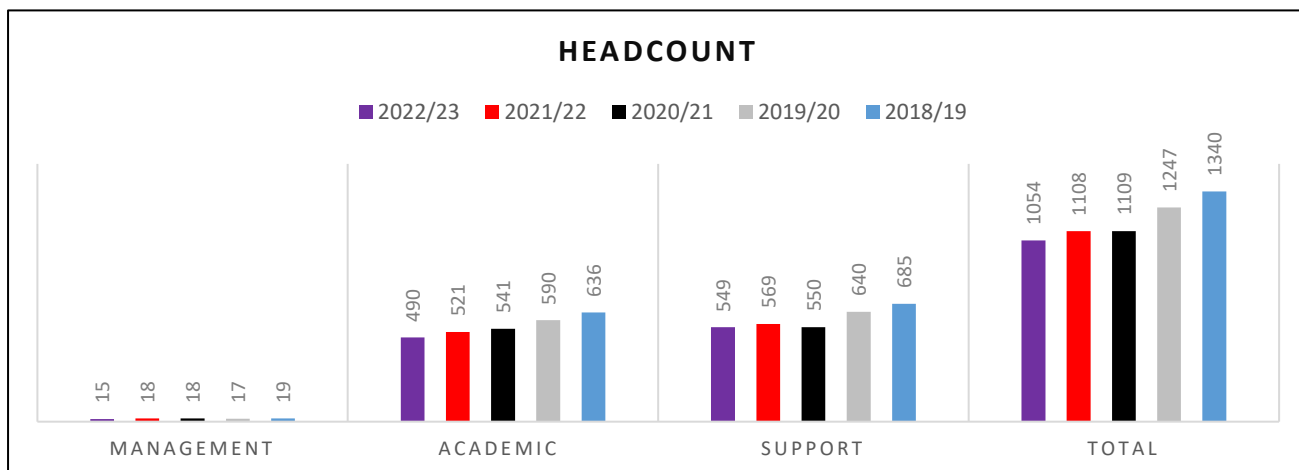
The percentage of minority ethnic employees has decreased marginally by 0.3% to 13.1% when compared to the previous year.

There was also a decrease of 1.5% of employees aged under 56 years in 2022/23.

The percentage of disabled employees has increased year on year for the past five academic years, with a further increase of 1.1% in 2022/23 when compared to the previous year.

There was a decrease in the number of new starters (15.2%) in 2022/23 when compared to the previous year, whilst the number of leavers increased by 20.1% during the same period. This, in part, has resulted in overall turnover rising to 17.6% in 2022/23 from 13.9% in 2021/22 (an increase of 3.7%). Voluntary turnover has also risen, although less significantly (0.8%) to 11.2%.

Headcount



The total University headcount continues to decrease, as it has done for the past five academic years. The downturn of 54 contracts in 2022/23 compared to the previous year signifies a 4.9% reduction and 21.3% from 2018/19.

In a change to the previous year, all staff categories (Management, Academic and Support) have seen a decrease in headcount in the last 12 months.

The percentage of academic employees decreased by 6.0% (from 521 to 490), whilst the percentage of support employees decreased by 3.5% (from 569 to 549).

Support staff continue to make up the largest percentage of Solent’s workforce at 52.1% a rise of 0.7% from the previous year. In comparison academic employees make up 46.5% of the workforce, a decrease of 0.5% from 2022/23.

Equality Profile: Employees

Number of Contracts		1054			1108	1109	
		2022/23	2022/23%	Benchmark	Diff to Benchmark	2021/22%	2020/21%
Age	16-25	31	2.9%	5.2%	-2.3%	3.0%	2.6%
	26-30	70	6.6%	10.6%	-4.0%	7.3%	6.7%
	31-35	133	12.6%	13.8%	-1.2%	12.6%	13.3%
	36-40	121	11.5%	14.5%	-3.0%	12.6%	12.6%
	41-45	173	16.4%	13.3%	3.1%	14.9%	16.0%
	46-50	150	14.2%	12.2%	2.0%	14.2%	14.4%
	51-55	149	14.1%	11.8%	2.3%	15.3%	14.4%
	56-60	113	10.7%	10.1%	0.6%	10.1%	11.0%
	61-65	76	7.2%	5.7%	1.5%	6.9%	6.5%
	66+	38	3.6%	2.7%	0.9%	3.1%	2.4%
Disability	Disabled	85	8.1%	6.8%	1.3%	7.0%	6.6%
	Not Disabled	956	90.7%	93.2%	-2.5%	92.6%	93.0%
	Unknown	13	1.2%	0.0%	1.2%	0.4%	0.5%
Ethnicity	White	901	85.5%	82.5%	3.0%	85.3%	88.4%
	Minority Ethnic	138	13.1%	17.5%	-4.4%	13.4%	11.6%
	Unknown	15	1.4%	0.0%	1.4%	1.4%	1.0%
Gender	Female	483	45.8%	54.6%	-8.8%	44.6%	45.4%
	Male	571	54.2%	45.4%	8.8%	55.4%	54.6%
Religion	Disclosed	663	62.9%	74.8%	-11.9%	59.3%	56.0%
	Undisclosed	391	37.1%	25.2%	11.9%	40.7%	44.0%
Sexual Orientation	Disclosed	647	61.4%	75.7%	-14.3%	58.2%	55.0%
	Undisclosed	407	38.6%	24.3%	14.3%	41.8%	45.0%
Nationalities	UK	920	87.3%	76.9%	10.4%	87.5%	89.4%
	Non-UK	131	12.4%	23.1%	-10.7%	12.4%	10.6%
	Unknown	3	0.3%	0.0%	0.3%	0.1%	0.1%

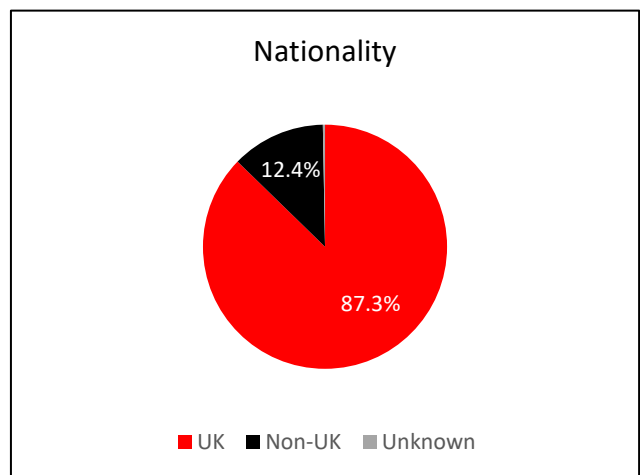
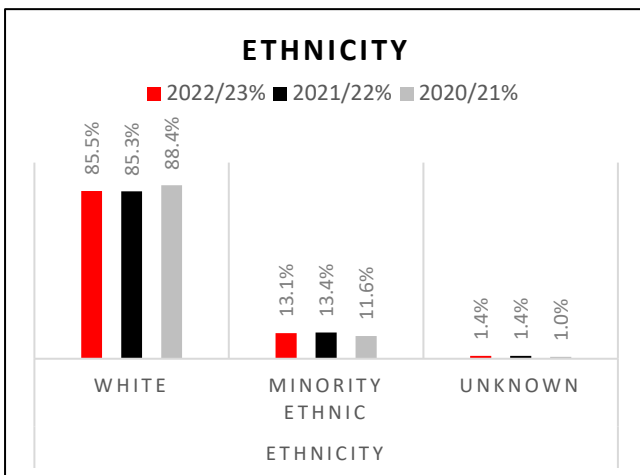
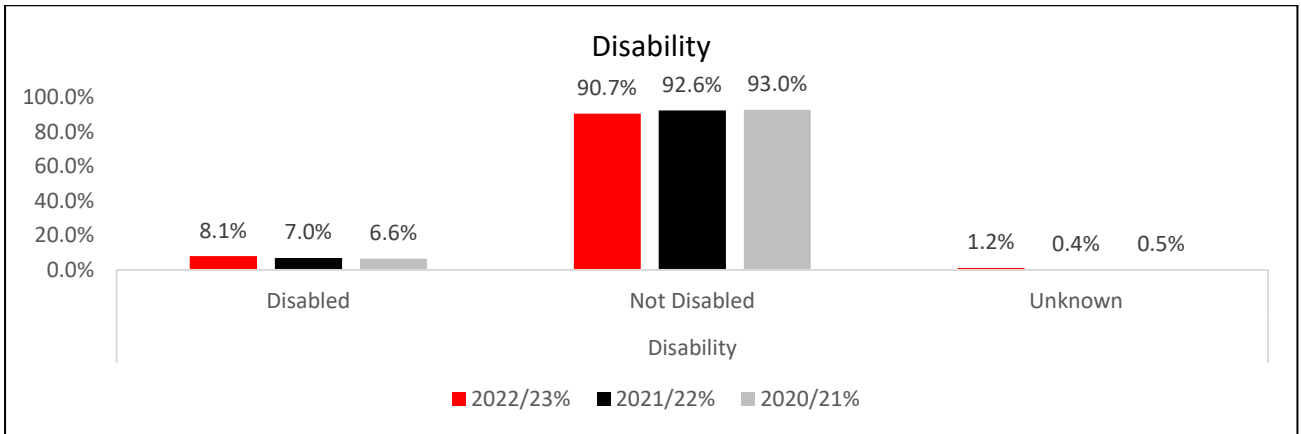
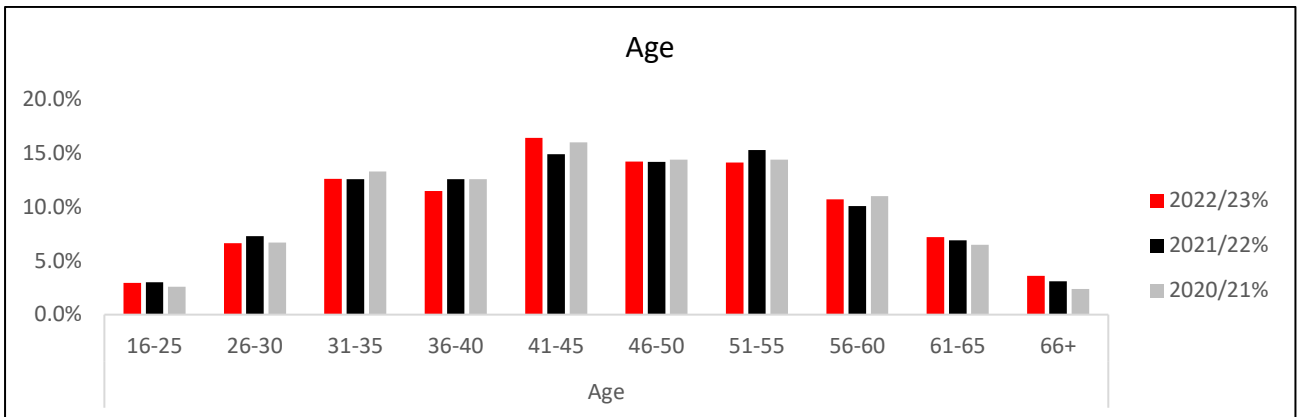
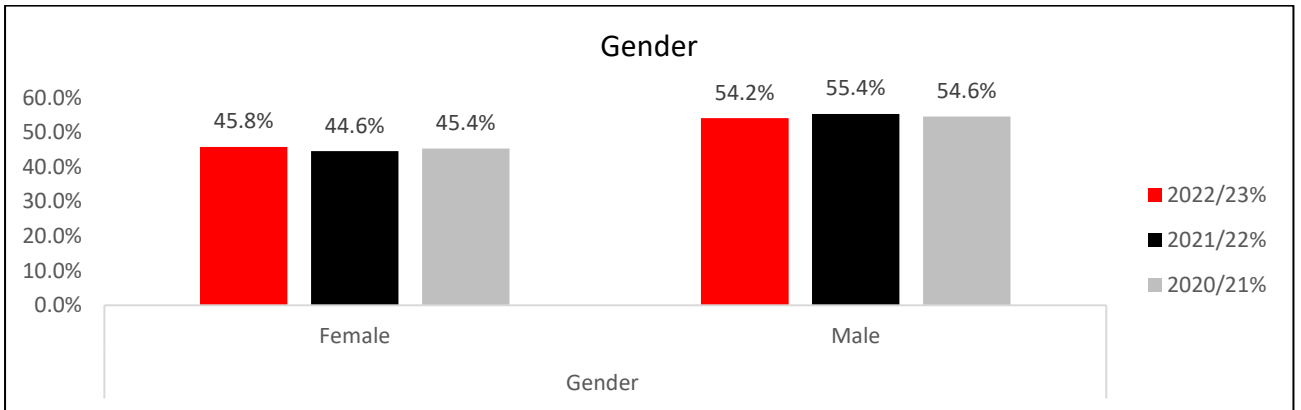
When comparing the University age profile for 2022/23 to the HE benchmark, Solent continues to be below benchmark in the 16-40 brackets and above benchmark in the 41+ categories. In a change to the previous year however, the highest difference to benchmark is those employees aged 41-45 3.1% compared to the 51-55 age group in 2021/22.

The percentage of disabled employees increased by 1.1% in 2022/23 when compared to the previous year (from 7.0% to 8.1%); this is 1.3% above the HE benchmark and an increase in the difference to benchmark buy 0.3% from 2021/22.

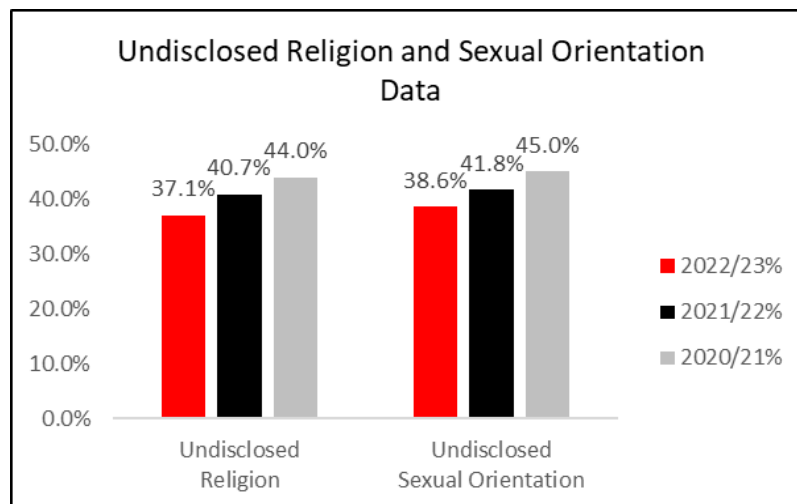
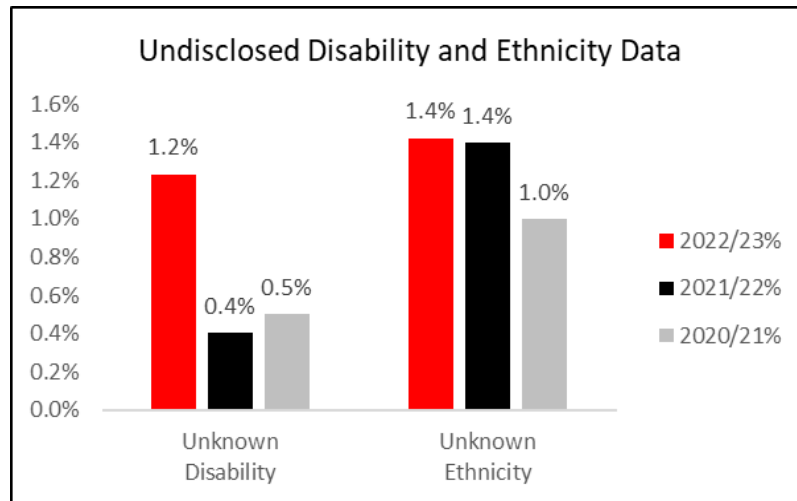
The percentage of minority ethnic employees decreased marginally by 0.3% in 2022/23 when compared to the previous year (from 13.4% to 13.1%). However, the HE benchmark has risen to 17.5% which results in a higher difference to benchmark (-4.4%) than in 2021/22.

The percentage of female employees increased by 1.2% in 2022/23 when compared to the previous year (from 44.6% to 45.8%), the highest percentage since 2019/20. However, this remains below the HE benchmark by 8.8%. This has though decreased from a 9.6% differentiation in 2021/22.

Workforce Equality Profile Over Time



Undisclosed Equality Data



The non-disclosure rate for ethnicity has remained at 1.4%, the same as the previous year. The non-disclosure rate for disability, however, has seen a significant rise to 1.2% from 0.4% in 2021/22.

Non- disclosure rates for religion and sexual orientation continue to fall. The non-disclosure rate for religion decreased by 3.6% in 2022/23 when compared to the previous year and the non-disclosure rate for sexual orientation decreased by 3.2% during the same period.

Equality Profile: Applicants

Number of Applicants		2448	2221*	2671		
		2022/23	2022/23%	Diff to Workforce	2021/22%	2020/21%
Age	16-25	415	17.0%	14.1%	16.4%	23.5%
	26-30	511	20.9%	14.3%	20.5%	16.3%
	31-35	399	16.3%	3.7%	16.2%	14.2%
	36-40	352	14.4%	2.9%	12.8%	13.1%
	41-45	286	11.7%	-4.7%	12.0%	11.2%
	46-50	203	8.3%	-5.9%	8.1%	9.2%
	51-55	134	5.5%	-8.6%	7.2%	6.1%
	56-60	88	3.6%	-7.1%	4.2%	4.3%
	61-65	41	1.7%	-5.5%	1.6%	1.6%
	66+	19	0.8%	-2.8%	1.0%	0.3%
Disability	Disabled	250	10.2%	2.1%	10.4%	8.9%
	Not Disabled	2156	88.1%	-2.6%	86.7%	88.9%
	Unknown	42	1.7%	0.5%	2.8%	2.2%
Ethnicity	White	1301	53.1%	-32.4%	58.3%	68.9%
	Minority Ethnic	1074	43.9%	30.8%	39.3%	31.1%
	Unknown	73	3.0%	1.6%	2.4%	3.2%
Gender	Female	1186	48.4%	2.6%	47.8%	48.8%
	Male	1262	51.6%	-2.6%	52.2%	51.2%
Religion	Disclosed	2296	93.8%	30.9%	94.0%	92.4%
	Undisclosed	152	6.2%	-30.9%	6.0%	7.6%
Sexual Orientation	Disclosed	2266	92.6%	31.2%	92.5%	91.1%
	Undisclosed	182	7.4%	-31.2%	7.5%	8.9%
Nationalities	UK	1322	54.0%	-33.30%	58.5%	66.7%
	Non-UK	1126	46.0%	33.60%	41.5%	33.4%
	Unknown	0	0.0%	0.00%	0.0%	0.0%

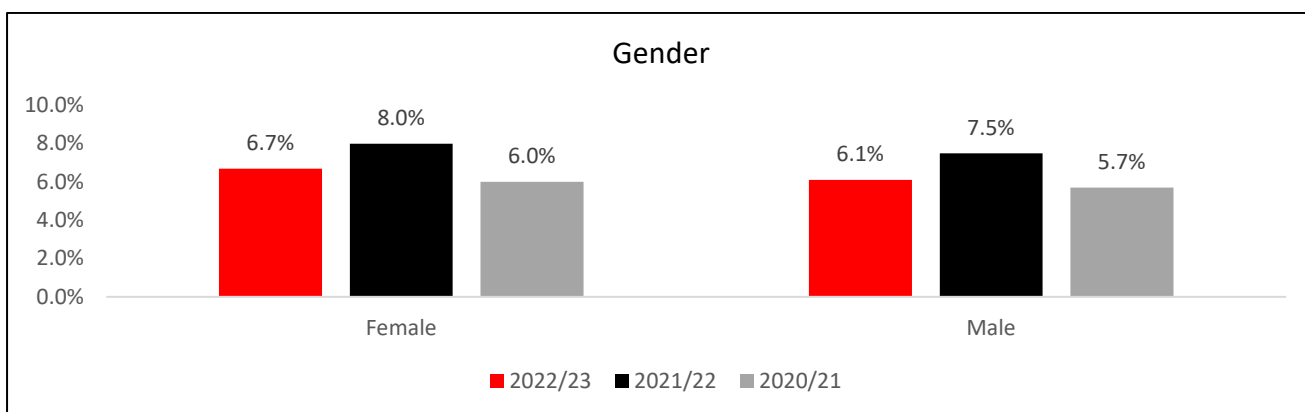
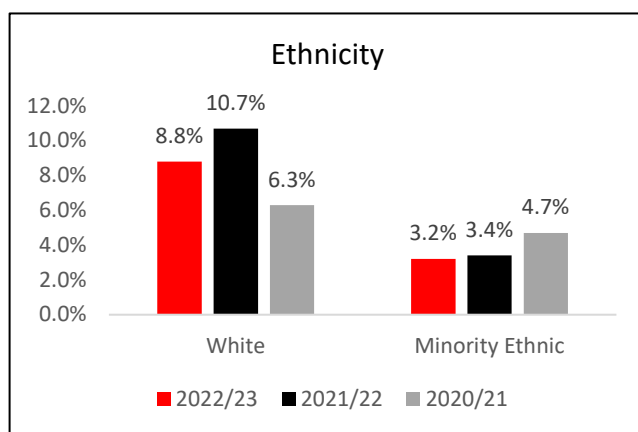
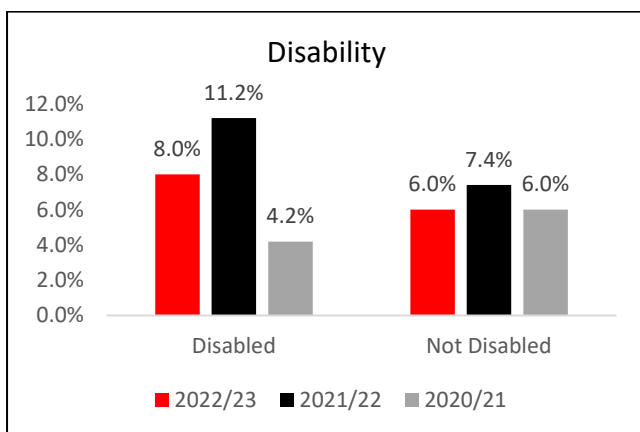
There were 2448 applications submitted for our vacancies in 2022/23.

As in 2021/22, the highest proportion of applications was in the 26-30 age bracket (20.9%) whilst the lowest was seen in the 66+ age bracket (0.8%). This data continues to highlight a contrasting picture to the current workforce whereby only 6.6% are aged 26-30 (a difference of 14.3%) and 3.6% are aged 66+ (a difference of -2.8%).

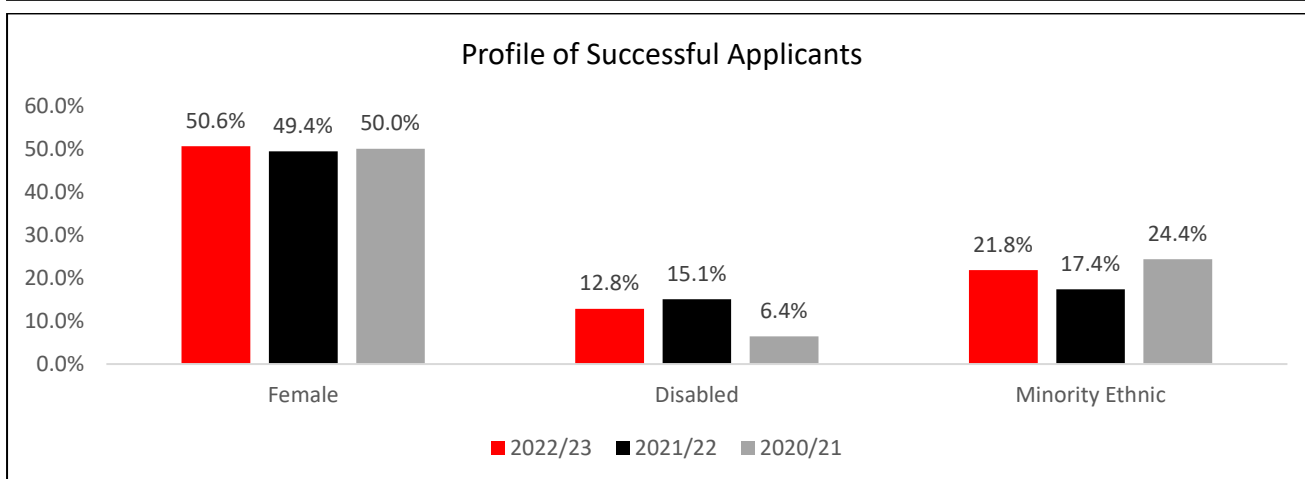
43.9% of applications were submitted by minority ethnic employees which is 30.8% higher than the percentage of minority ethnic employees (13.1%).

48.4% of applications were submitted by female employees, 2.6% higher than the percentage of female employees at Solent (45.8%).

Applicant Success Rates



These charts represent the percentage of successful applicants (applicants who were offered a position from those that applied in each protected characteristic group).



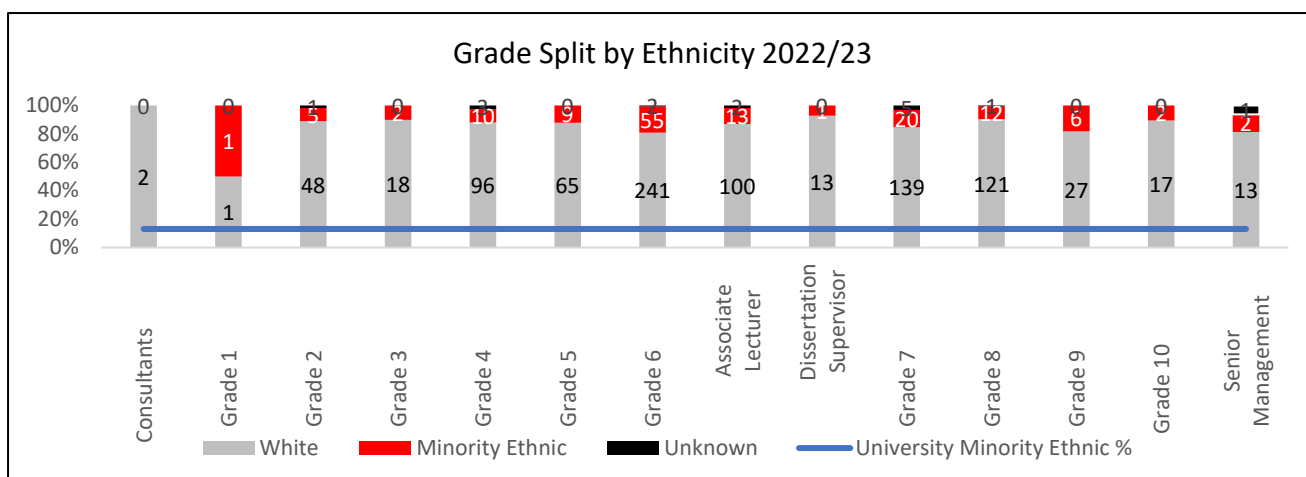
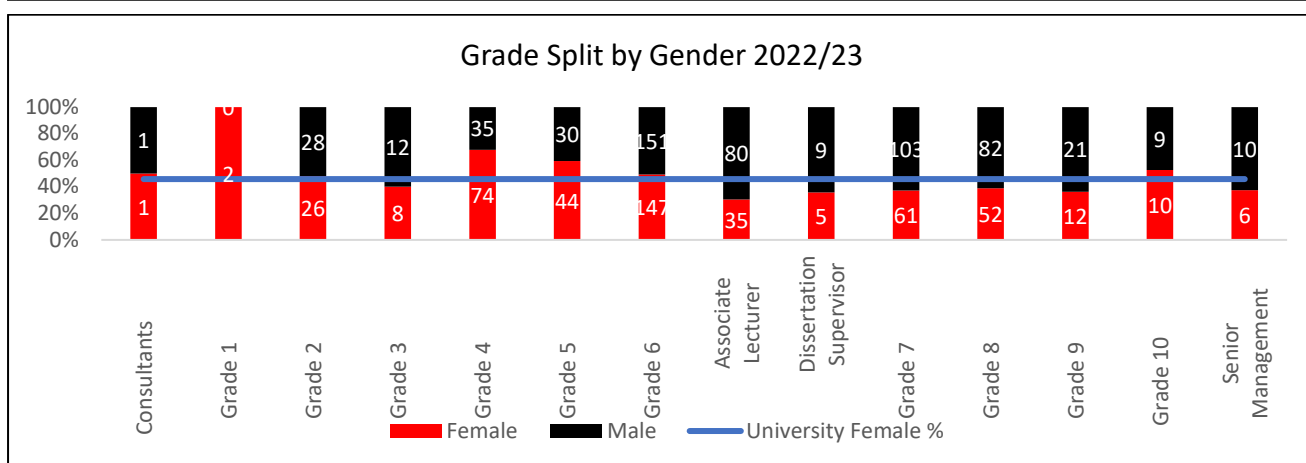
Of all applications received in 2022/23, 50.6% of successful applicants (those who were made an offer) were female, an increase of 1.2% from the previous year, 12.8% were disabled (a decrease of 2.3%) and 21.8% were minority ethnic (a rise of 4.4%).

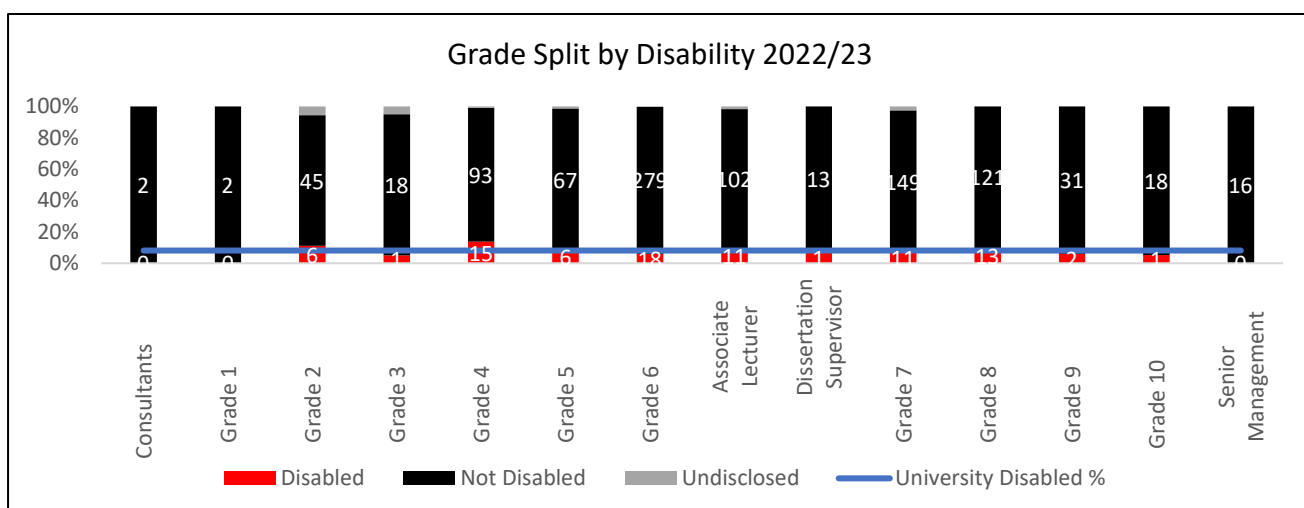
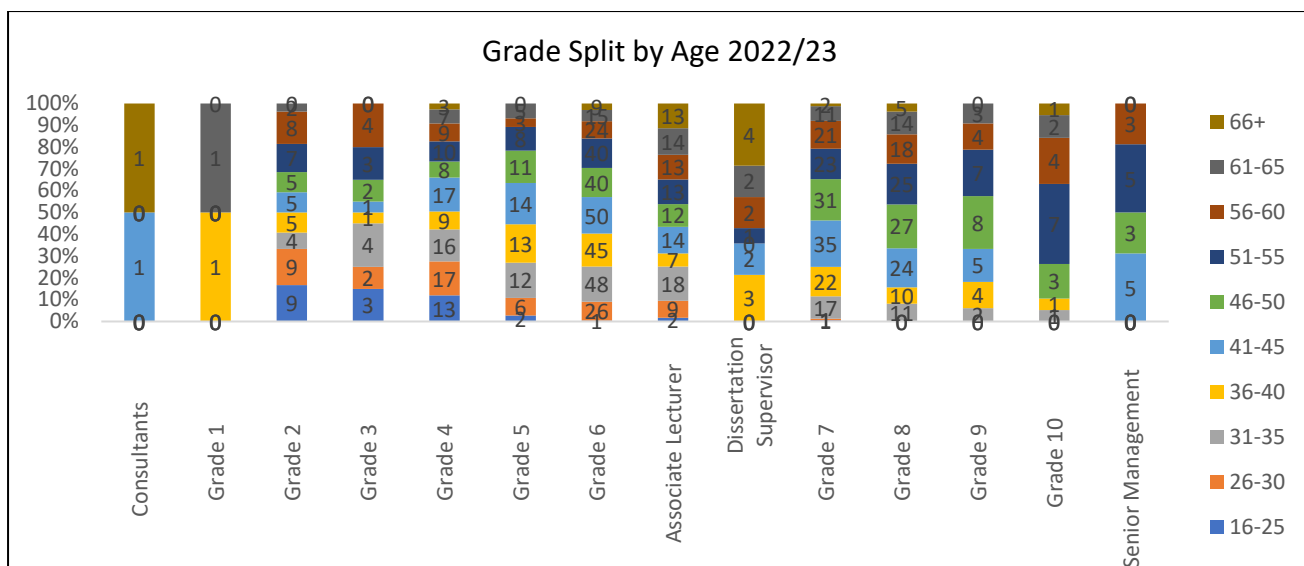
Grade

	2022/23%	2021/22%	2020/21%	2019/20%	2018/19%
Coaches	0.0%	0.7%	0.4%	1.0%	0.9%
Consultant	0.2%	0.1%	0.2%	0.2%	0.2%
Grade 1	0.1%	0.2%	0.2%	0.2%	0.4%
Grade 2	5.1%	5.1%	5.5%	5.4%	6.4%
Grade 3	1.9%	2.0%	2.0%	2.2%	2.0%
Grade 4	10.3%	9.2%	9.2%	10.3%	10.0%
Grade 5	7.0%	7.2%	7.3%	7.5%	6.7%
Grade 6	28.3%	26.6%	26.1%	25.3%	22.8%
Associate Lecturer	10.9%	12.5%	12.5%	11.9%	13.5%
Dissertation Supervisor	1.3%	1.6%	1.9%	0.0%	0.0%
Grade 7	15.6%	14.8%	14.5%	13.4%	13.4%
Grade 8	12.7%	13.0%	13.4%	15.7%	16.6%
Grade 9	3.1%	3.5%	3.3%	3.6%	3.7%
Grade 10	1.8%	1.8%	1.8%	1.9%	1.9%
Senior Management	1.5%	1.6%	1.6%	1.4%	1.4%
Total	100%	100%	100%	100%	100%

As for the last four academic years, the highest percentage of staff continues to be at Grade 6 (28.3%). There has been a continued increase of employees at this level since 2018/19 with the current percentage representing a 1.7% rise when compared to 2022/23 and 5.5% from 31 July 2019.

The percentage of Associate Lecturers in 2022/23 decreased to 10.9% from 12.5% in the previous year.

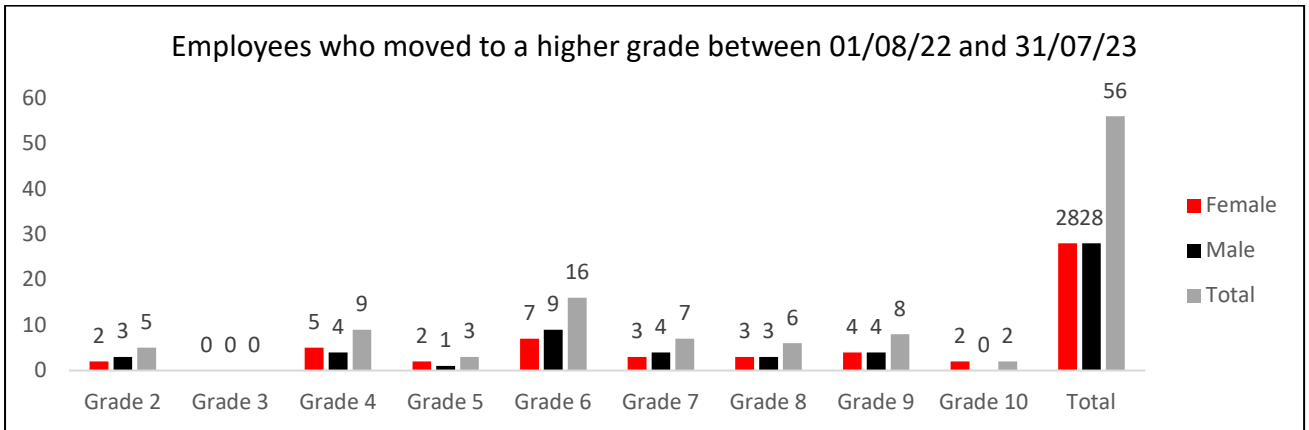




There continues to be a higher representation of females at grades 1-6 and a lower representation in grades 7-9. At grades 1-6, the female representation in all but grades 2 and 3, is above the University female percentage of 45.8%. The opposite is true at grades 7-10, where the female representation is below the University female percentage in all but grade 10. In 2022/23, there was a higher representation of females than males at grade 10.

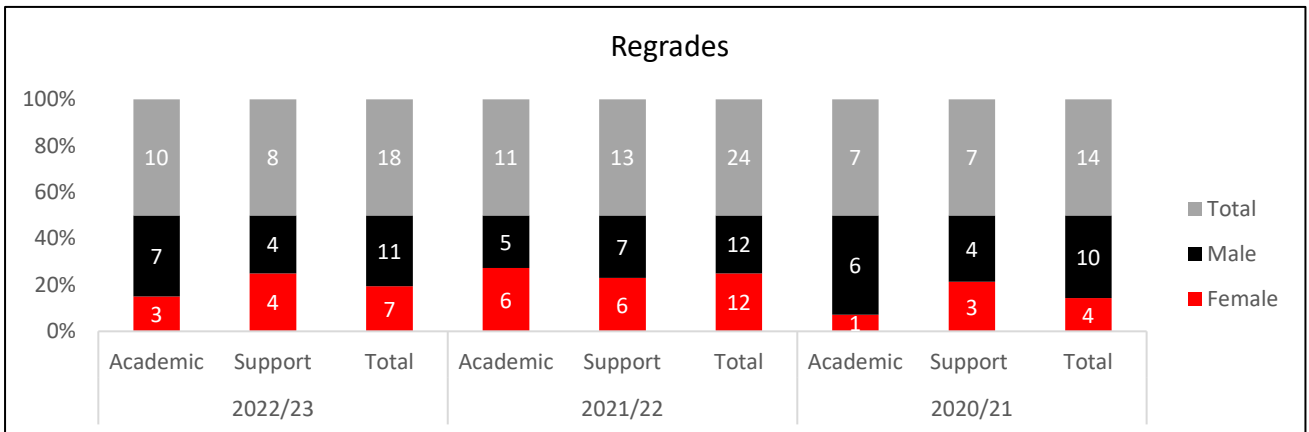
The representation of minority ethnic employees is highest at grade 6 (18.5%) which is above the University minority ethnic percentage of 13.1%. Grade 9 and senior management also have a higher representation of minority ethnic employees than the University percentage (18.2% and 13.3% respectively). All other grades, in the most part, are in line with the University percentage either falling just above or below but not significantly.

Employees with a declared disability are represented fairly evenly across grades 5-10 either falling marginally above or below the University disabled percentage of 8.1%. The highest representation of staff with a declared disability is at grade 4 (13.9%). Senior management has zero representation in this protected characteristic.



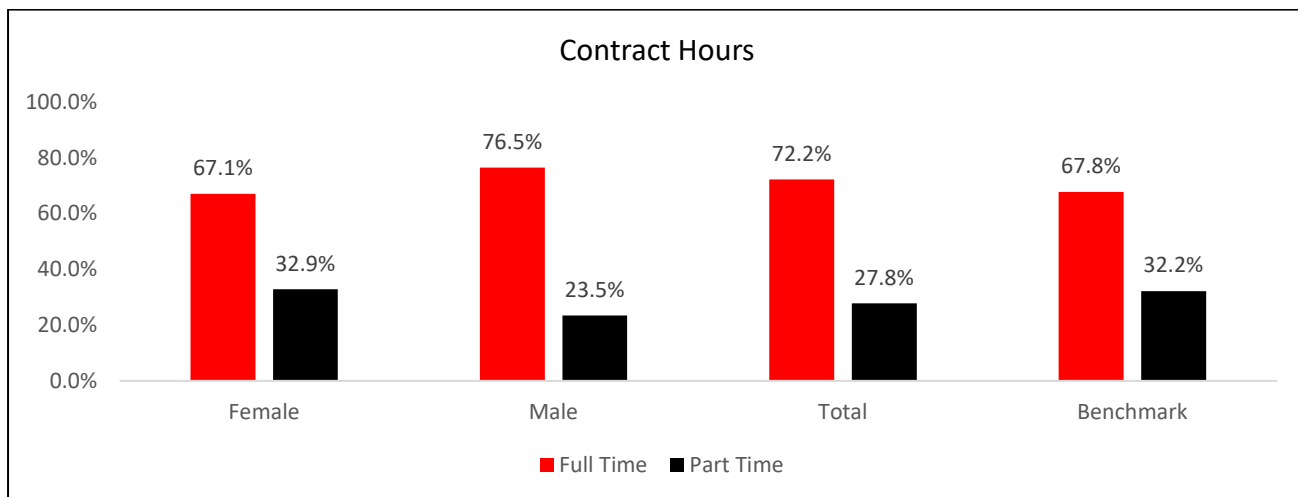
56 employees moved to a higher grade between 01/08/22 and 31/07/23. The chart above shows the original grade of each employee. The highest percentage of progressions were for employees at grade 6 (28.6%).

50% of grade progressions were for female employees in 2022/23.



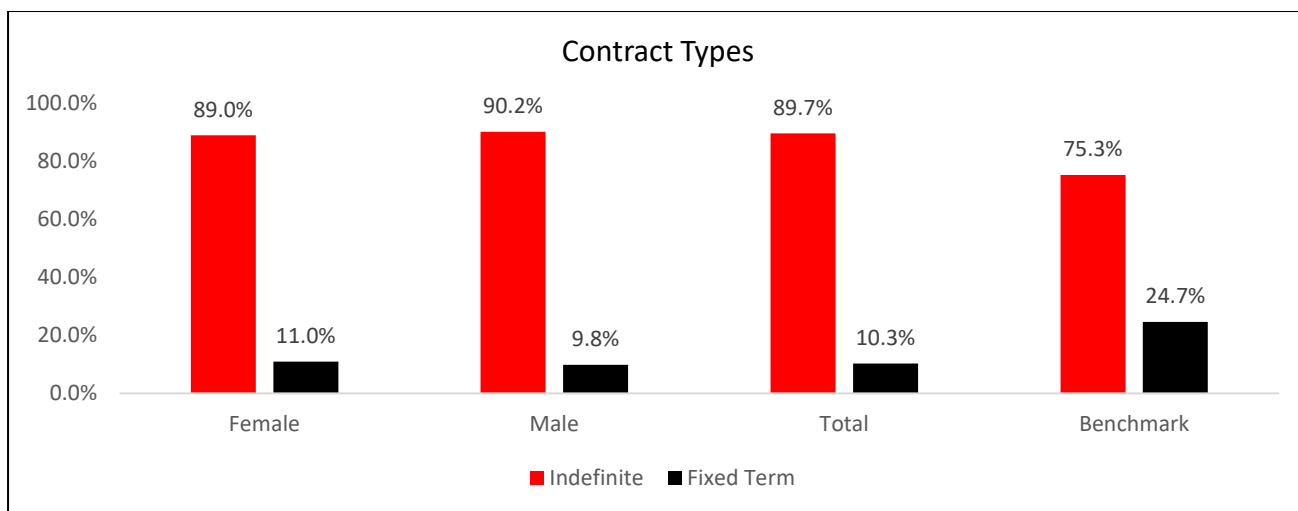
18 posts were regraded to a higher grade in 2022/23. 38.9% of the total post regrades were for female employees. 30% of academic post regrades were for female employees compared to 50% for support staff. This is in contrast to the previous year when the higher percentage of female regrades was within the academic community.

Contract Types



27.8% of all employees were employed on a part time contract in 2022/23 which is 4.4% below the HE benchmark.

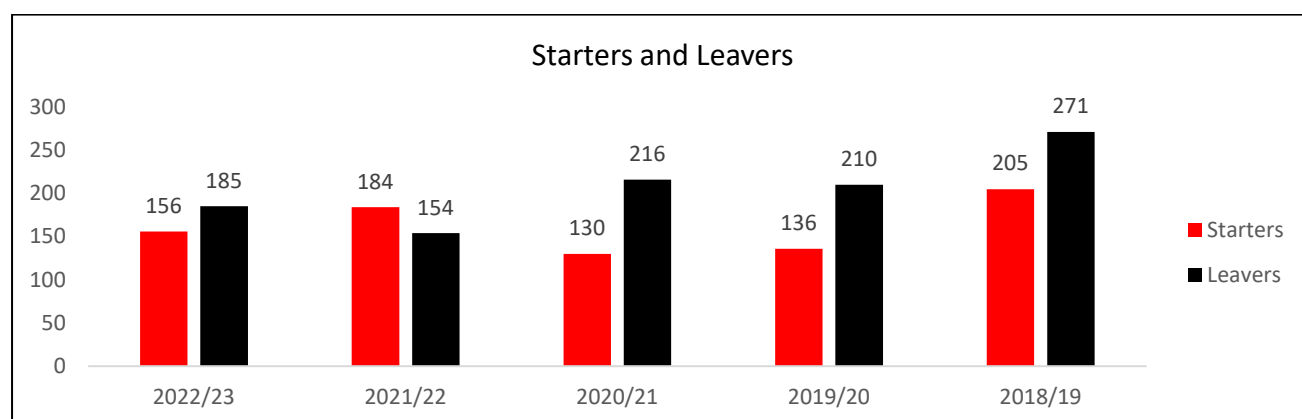
The percentage of female employees on a part time contract was 5.1% above the University total, whilst the percentage of male employees on a part time contract dropped significantly in 2022/23 (from 26.7% to 23.5%) and was 8.7% below the University total.



10.3% of all employees were on a fixed term contract in 2022/23, which is 14.4% below the HE benchmark. This is a higher difference to benchmark than in the previous year when the figure stood at 11.4%.

In a change from 2021/22, the percentage of female employees on a fixed term contract was 0.7% higher than the University total, whilst the percentage of male employees on a fixed term contract was 0.5% below the University total. This has switched from the previous year when there was a higher percentage of male employees to female staff employed on a fixed term basis.

Starters and Leavers



There were 156 starters in 2022/23, a decrease of 15.2% from the previous year. In contrast, the number of leavers increased by 20.1% (from 154 to 185) when compared to the previous year.

% of Leavers - Equality Grouping

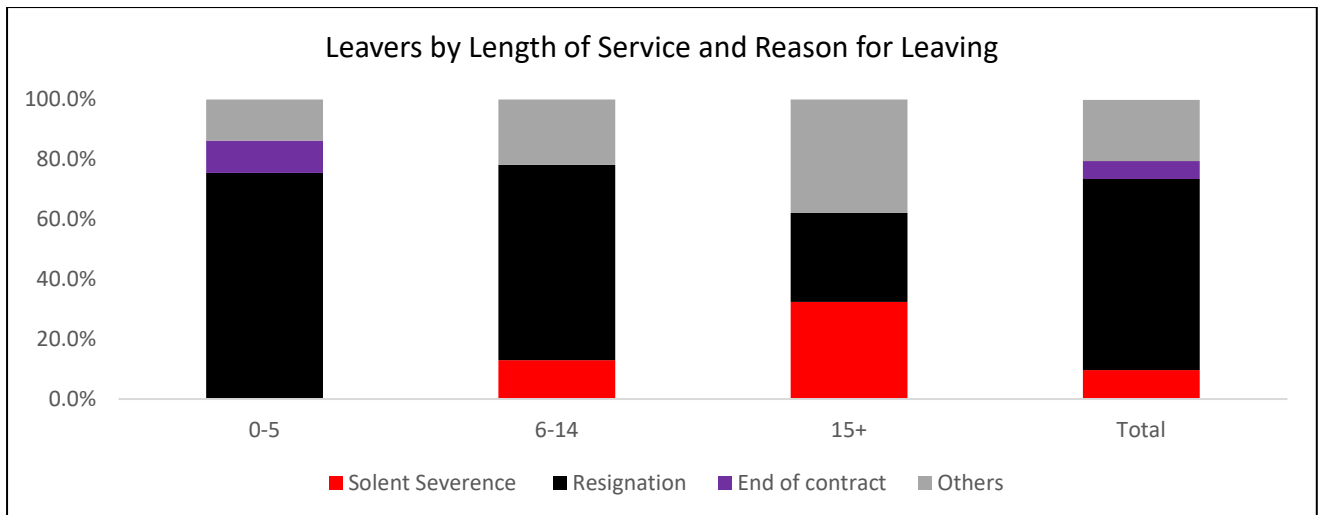
		2022/23	2021/22	2020/21
Age	16-25	2.7%	7.8%	5.1%
	26-30	13.0%	12.3%	6.9%
	31-35	11.4%	13.6%	12.9%
	36-40	12.4%	10.4%	16.1%
	41-45	10.8%	13.6%	12.9%
	46-50	10.3%	10.4%	9.7%
	51-55	16.2%	10.4%	10.6%
	56-60	9.7%	9.7%	12.0%
	61-65	5.4%	9.1%	7.4%
	66+	8.1%	2.6%	6.5%
Disability	Disabled	4.9%	5.8%	3.2%
Ethnicity	Minority Ethnic	19.5%	14.3%	12.4%
Gender	Female	47.0%	50.0%	49.3%

There were increases in the percentage of leavers in the 26-30, 36-40, 51-55 and 66+ age brackets in 2022/23 when compared to the previous year. The largest increase was seen in the 51-55 category (5.8%).

The percentage of both disabled and female leavers decreased in 2022/23. Disabled leavers fell by 0.9% whilst female leavers fell by 3%.

However, the percentage of minority ethnic leavers rose by 4.5%, a continued trend over the last three academic years.

Female and ethnic minority leavers continue to be overrepresented when compared to the University population. Whilst the female gap is closing 47% female leavers compared to 45.8% of employees, the ethnic minority gap has increased with 19.5% leavers compared to 13.1% of employees.



55.1% of leavers in 2022/23 had less than 5 years' service. 75.5% of this group left due to resignation. Of leavers within the 0-5 year bracket, 36.9% had less than 12 months service and were within a probationary period.

Turnover

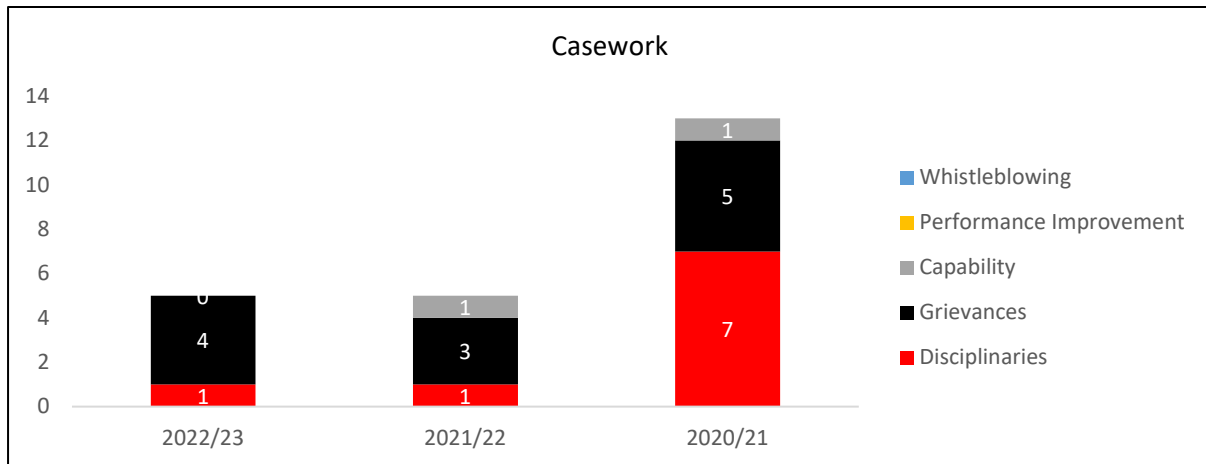
	2022/23	2021/22	2020/21	2019/20
Voluntary Turnover	11.2%	10.4%	7.2%	7.5%
Overall Turnover	17.6%	13.9%	18.8%	16.7%

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

Voluntary turnover increased by 0.8% in 2022/23 when compared to the previous year. Total turnover increased by 3.7% during the same period.

Casework

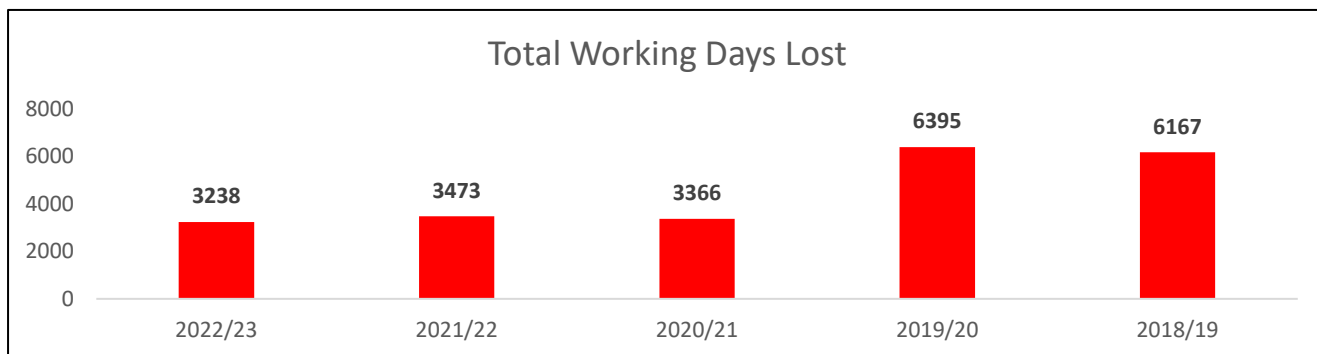
	2022/23	2021/22	2020/21
Disciplinarys	1	1	7
Grievances	4	3	5
Capability	0	1	1
Performance Improvement	0	0	0
Whistleblowing	0	0	0
Total	5	5	13
% of Employees Involved in Casework	0.5%	0.5%	1.2%



The % of employees involved in casework in 2022/23 remained at 0.5%, the same as the previous year.

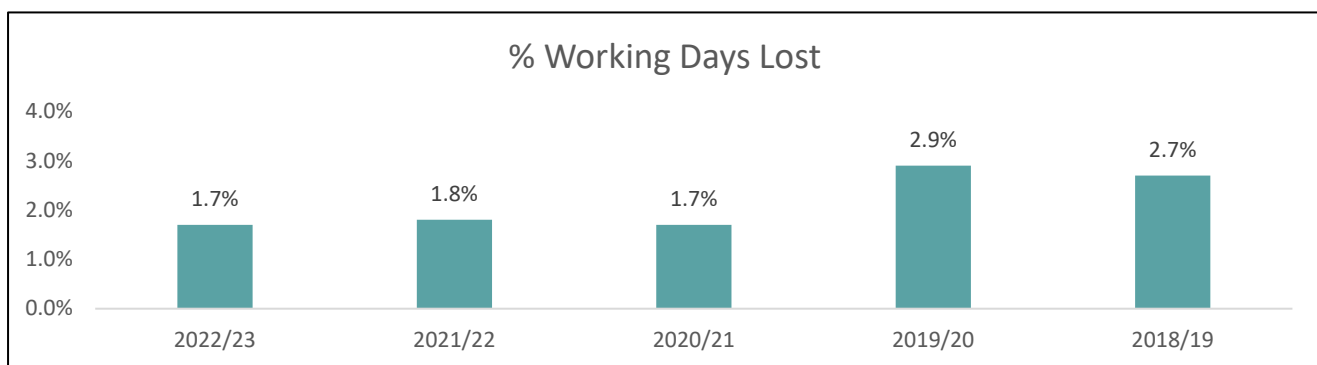
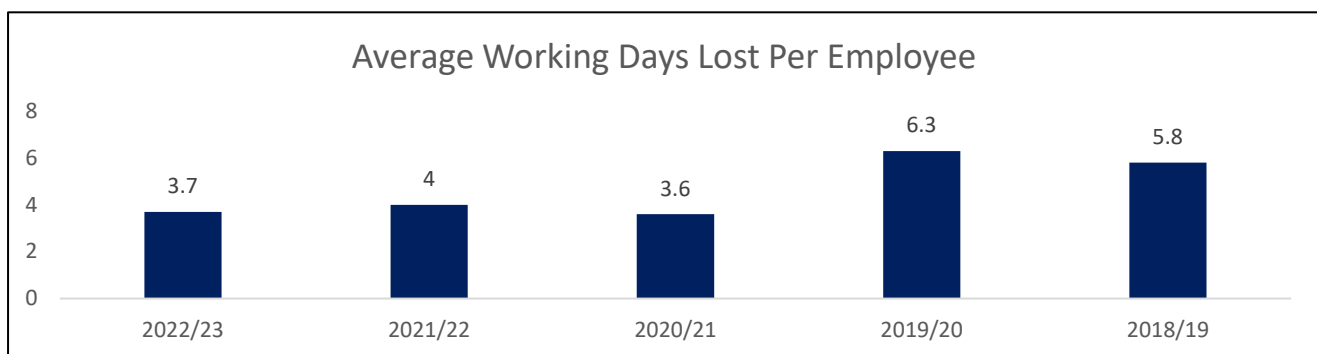
Sickness Absence

Total Working Days Lost to Sickness Absence by Year



Average Working Days Lost Per Employee

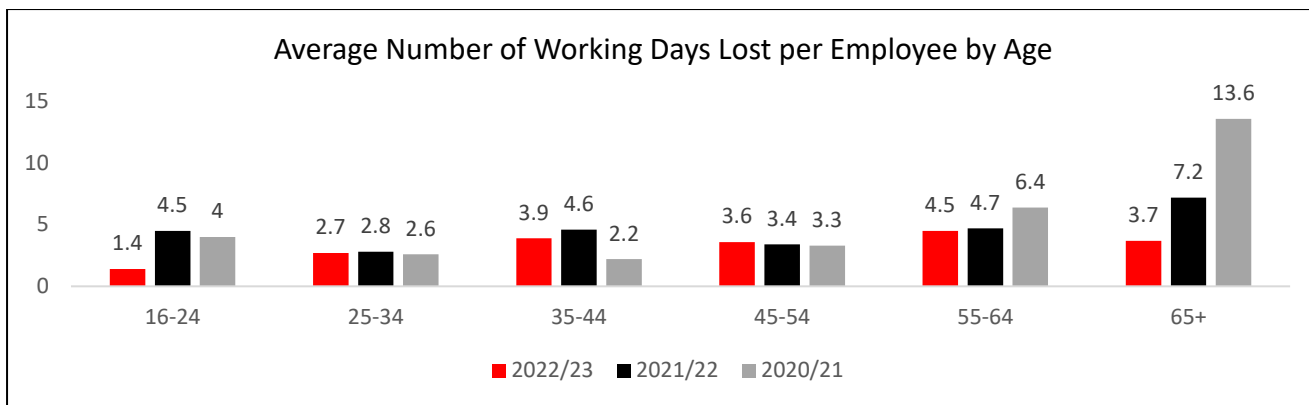
The graphs below highlight working days lost and % working days lost by average FTE headcount in each year shown.



The total number of working days lost to sickness absence in 2022/23 decreased by 6.8% (from 3473 to 3238) when compared to the previous year. The average number of working days lost per employee fell marginally to 3.7 from 4 in 2021/22. This remains below the sector average of 6.4 days.

UCEA suggest that the sector average number of days lost (6.4) is much closer to pre-covid 19 levels, observed in 2018/19, which might indicate a return to the 'normal' levels of sickness absence.

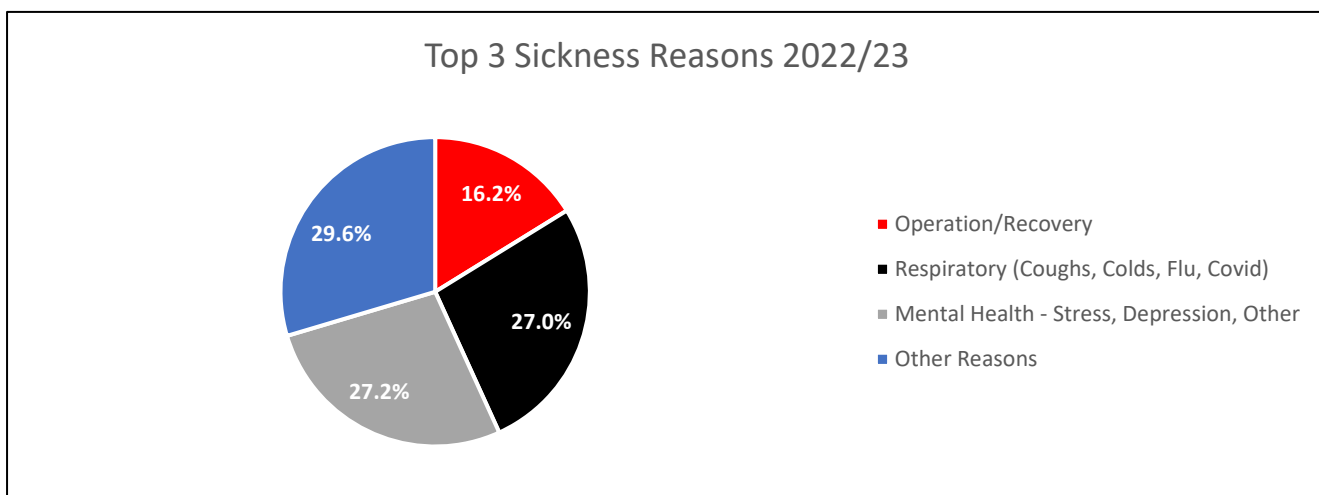
As Solent fall below the sector average, underreporting remains a concern. The group with the highest number of days lost to sickness is professional services but a question mark remains around underreporting of sickness absence particularly academic staff who only made up 34% of all sickness absence reported in 2022/23. The UCEA Sickness Absence in HE report 2022 also highlights this with 45% of respondents indicating that underreporting of sickness absence by academic staff was a moderate or significant concern. One of the reasons for the perceived levels of underreporting could be the continuation of hybrid models of working, where the staff working from home may report fewer sickness absence days than those attending campus.



The average number of working days lost per employee due to sickness decreased for all age groups in 2022/23 with the exception of the 45-54 bracket when compared to the previous year.

Top 3 Sickness Reasons

	2022/23		2021/22		2020/21		Benchmark
	WDL	% WDL	WDL	% WDL	WDL	% WDL	% WDL
Operation/Recovery	522.5	16.2%	333	9.6%	57	1.7%	5.4%
Respiratory (Coughs, Colds, Flu, Covid)	875	27.0%	393	11.3%	221	6.6%	4.2%
Mental Health - Stress, Depression, Other	880.7	27.2%	929	26.7%	1267	37.6%	32.6%
Other Reasons	959.3	29.6%	1473	42.4%	1507	44.8%	55.0%



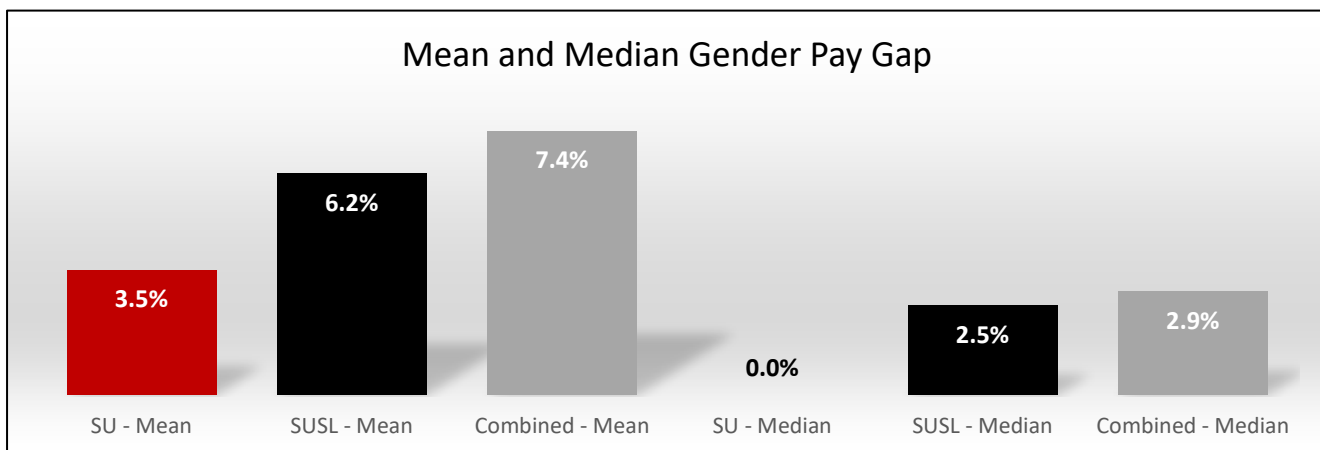
The top three reasons for sickness absence in 2022/23 were Mental Health conditions, Respiratory (Coughs, Colds, Flu) and Operation/Recovery.

The percentage of sickness absence related to mental health has increased by 0.5% when compared to the previous year and accounts for over a quarter (27.2%) of all sickness absence reported at Solent. This is in line with the sector where 26.4% of all sickness absence is accounted to mental health (UCEA Sickness Absence in Higher Education report 2022).

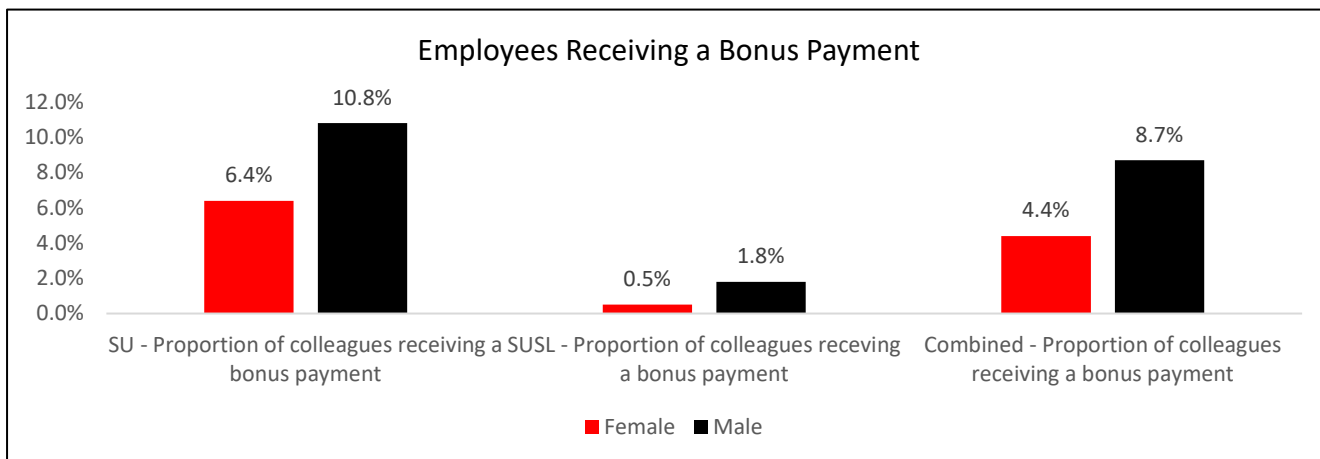
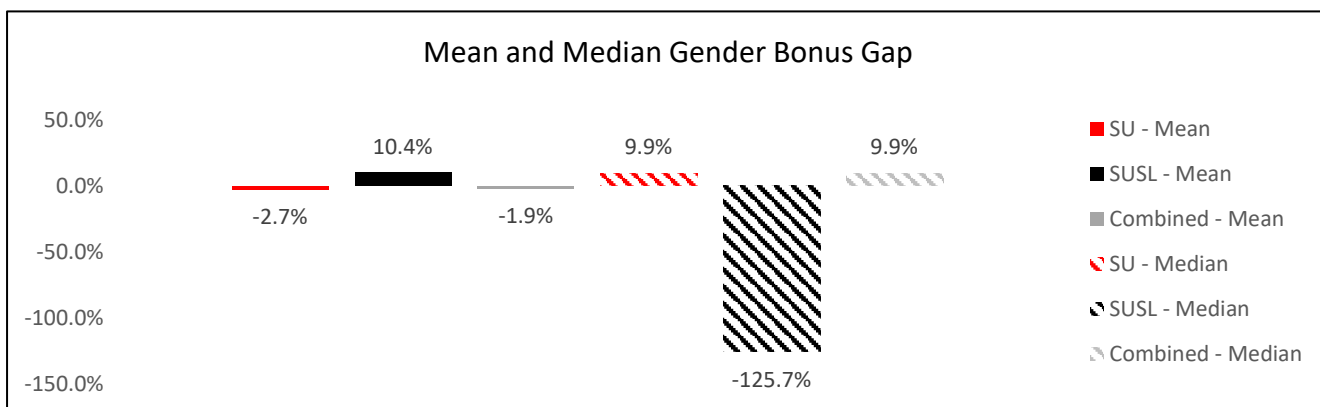
Respiratory has replaced Covid-19 as a top three sickness reason in 2022/23. This was to be expected as Covid-19 was removed as a standalone sickness absence reason in September 2022 and re-categorised under respiratory.

The top three reasons for sickness made up almost three quarters (70.4%) of all sickness absence in 2022/23.

Gender Pay Gap

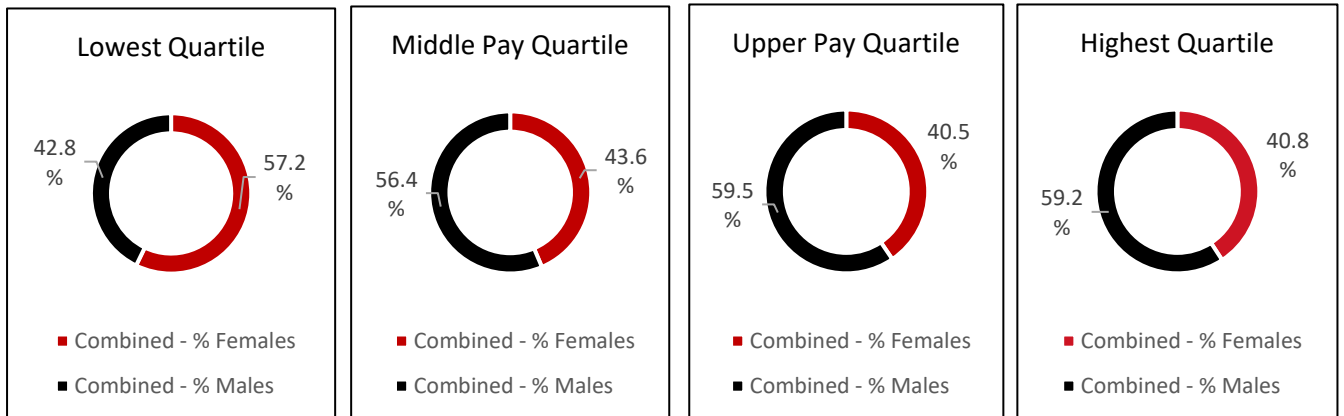
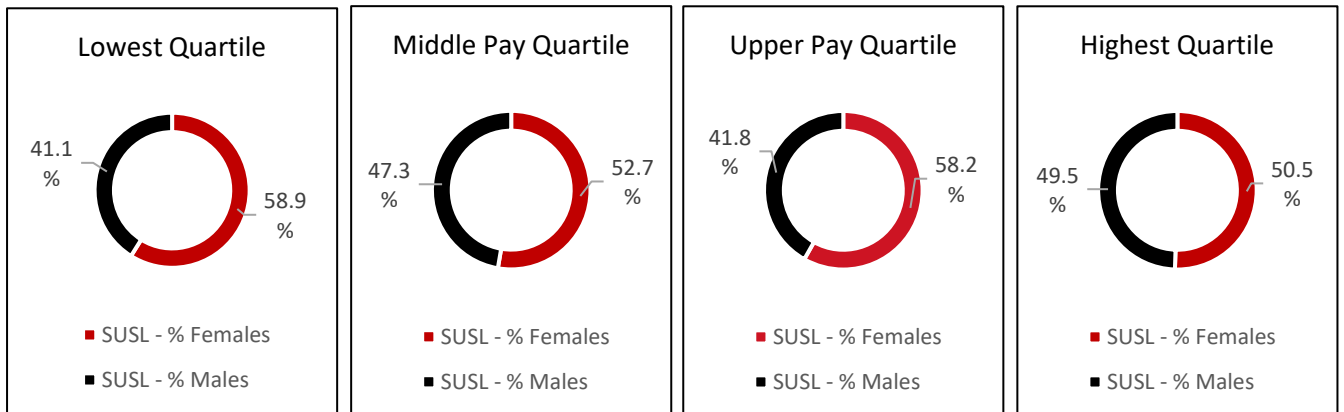
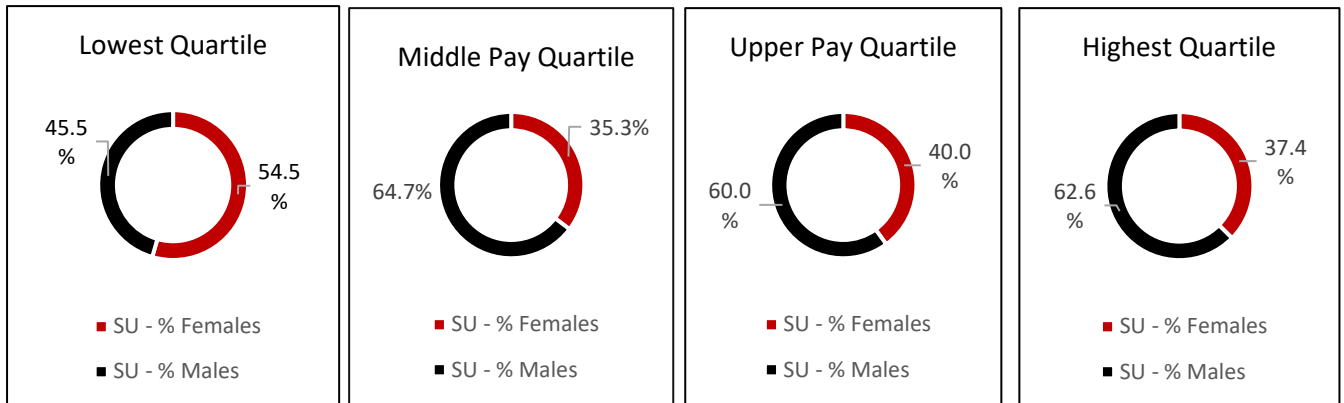


This data shows the mean and median pay gaps for Solent University (SU) only, Solent University Services Ltd (SUSL) only and both SU and SUSL combined as of 31 March 2022.



This data shows the differences in bonuses paid to female and male employees between 1 April 2021 – 31 March 2022. Across all staff 58% less females than males received a bonus.

Pay Quartiles



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

Vice-Chancellor Salary Ratios

	2022/23		2021/22		2020/21	
	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration
Ofs Method	5.9	5.6	6.1	5.5	5.9	5.6

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 end 31 July 2023. The Total Remuneration salary ratio includes additional payments, pension contributions and allowances.