

Annual Equality Workforce Report 2023/24

Key Headlines

| | Year | | | | | UK Benchmark |
|--|---------|---------|---------|---------|---------|--------------|
| | 2023/24 | 2022/23 | 2021/22 | 2020/21 | 2019/20 | |
| Total No. Contracts | 1031 | 1054 | 1108 | 1109 | 1247 | |
| Starters | 151 | 156 | 184 | 130 | 136 | |
| Leavers | 187 | 185 | 154 | 216 | 210 | |
| Overall Turnover | 18.1% | 17.6% | 13.9% | 18.8% | 16.7% | |
| % Female Employees | 45.8% | 45.8% | 44.6% | 45.4% | 46.0% | 55.0% |
| % Minority Ethnic Employees | 15.7% | 13.1% | 13.4% | 11.6% | 10.9% | 19.1% |
| % Disabled Employees | 8.2% | 8.1% | 7.0% | 6.6% | 5.1% | 7.2% |
| % Age (Under 56 Years of Age) | 76.4% | 78.5% | 80.0% | 80.1% | 80.0% | 81.4% |
| % Religion disclosure | 69.0% | 62.9% | 59.3% | 56.0% | 52.3% | |
| % Sexual Orientation disclosure | 68.2% | 61.4% | 58.2% | 55.0% | 50.2% | |

Data is provided on 31 July of each academic year shown. Equality benchmark figures are provided by Advance HE – Equality in Higher Education Staff Statistical Report 2024.

This section describes the makeup of our staff population. Key findings are:

Contracts – The total number of contracts held at Southampton Solent University (SSU) decreased by 2.2% in 2023/24 when compared to the previous year (from 1054 to 1031). SSU has seen a total headcount reduction of 17.3% between 31/07/20 and 31/07/24.

Starters/Leavers – Between 1 Aug 2023 and 31 July 2024, there were 151 new starters at SSU. This was a marginal decrease of 3.2% (from 156 to 151) when compared to the previous year. In the same period 187 employees left the institution presenting a marginal rise of 1.1% (185 to 187) from 2022/23.

Turnover – Overall turnover rose to 18.1% in 2023/24 from 17.6% in the previous year. However, voluntary turnover (which includes employees who have left due to resignation, non- return from maternity leave and career break) decreased from 11.2% to 10.8% highlighting that the rise in overall turnover can be in the main attributed to involuntary reasons.

Sex – Female employees make up 45.8% of the total workforce population at 31 July 2024, the same value as at the previous year.

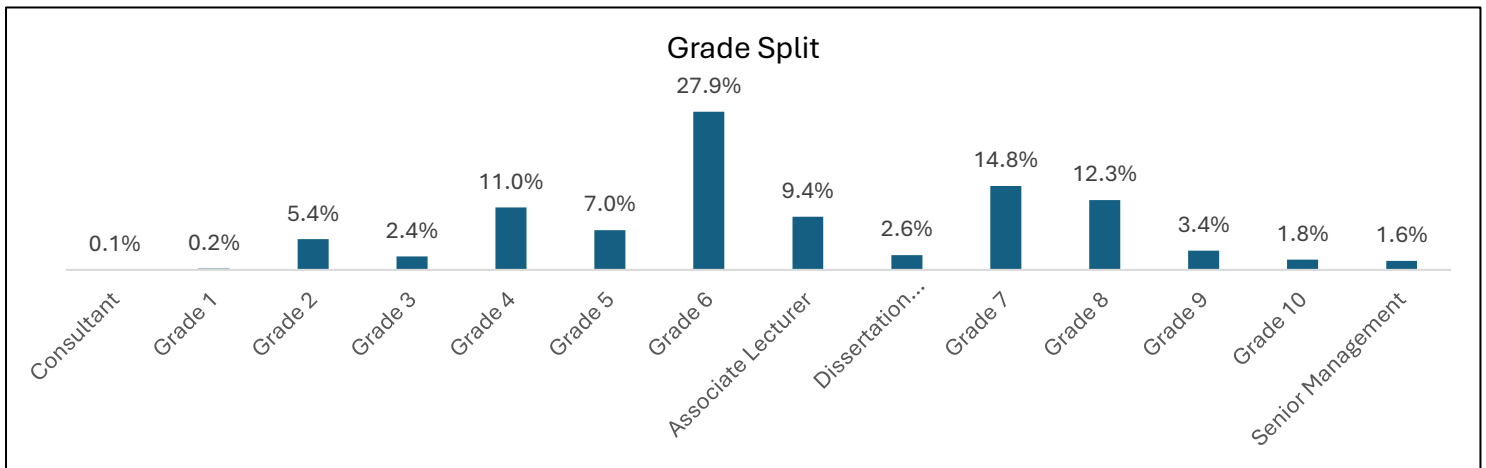
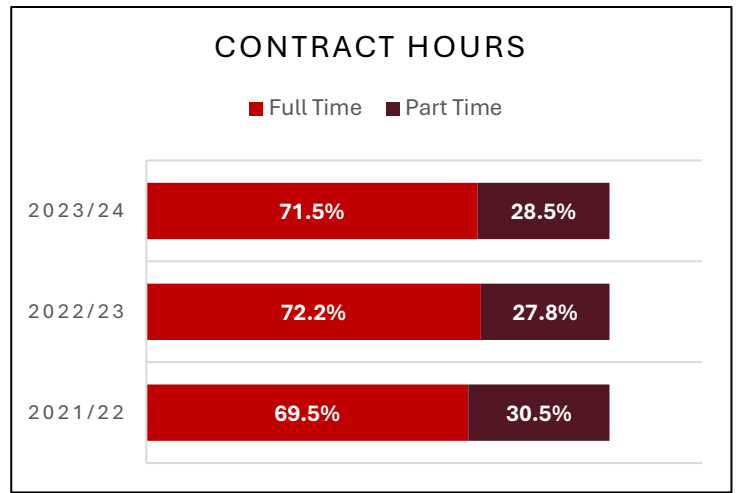
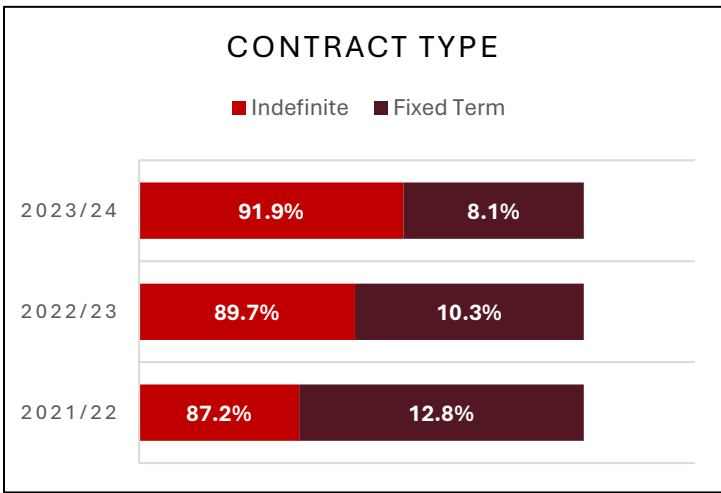
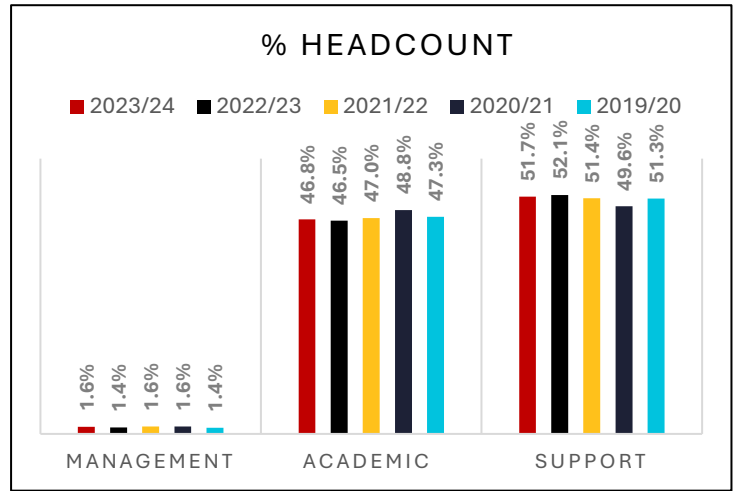
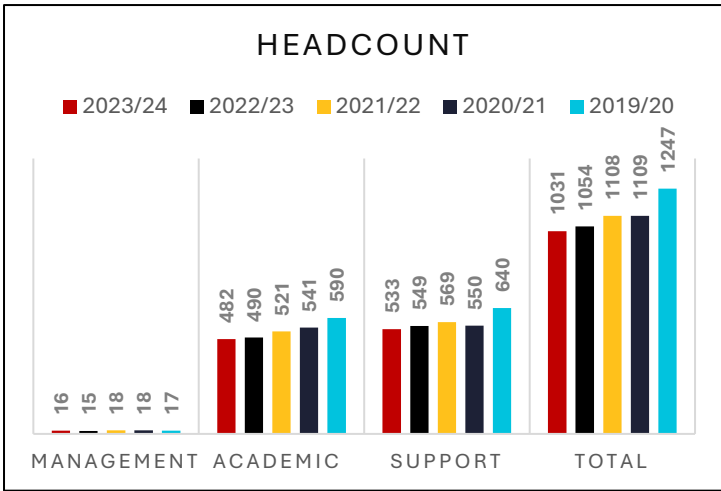
Race – The percentage of Minority Ethnic employees has increased by 2.6% to 15.7% when compared to the previous year.

Disability – The percentage of disabled employees increased marginally to 8.2% from 8.1% in 2022/23, remaining steady but a less significant rise than that of the four previous years.

Age – The percentage of employees under 56 Years of Age continues to decrease with 76.4% of employees in 2023/24 falling within this category down from 78.5% in the previous year.

Religion – 69% of employees at SSU provided a religion disclosure in 2023/24 up from 62.9% in 2022/23.

Sexual Orientation – 68.2% of employees at SSU provided a Sexual Orientation disclosure in 2023/24 up from 61.4% in 2022/23.

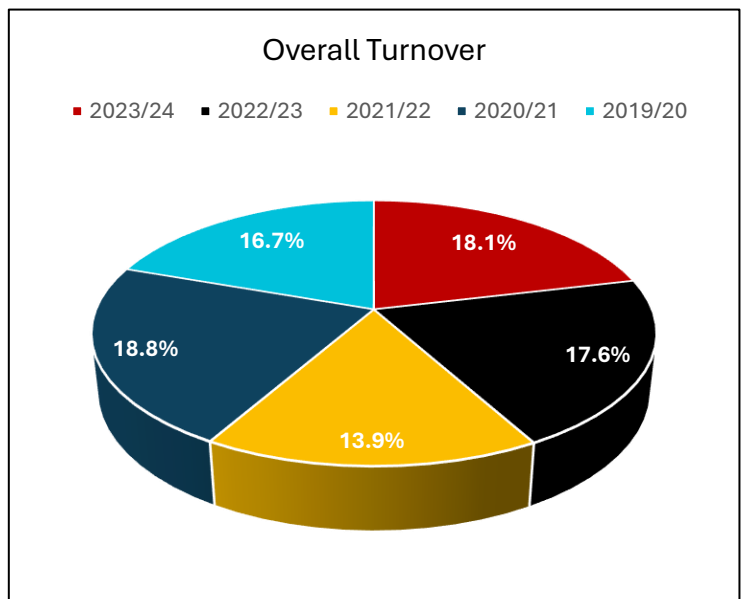
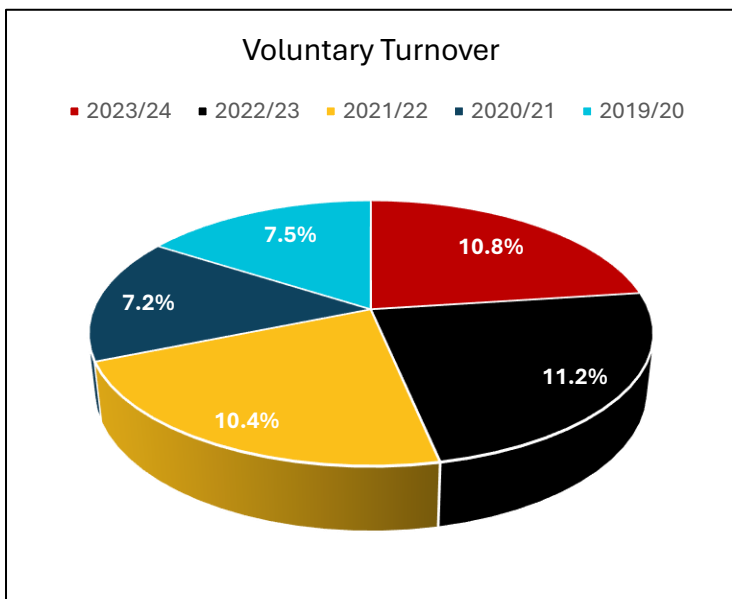
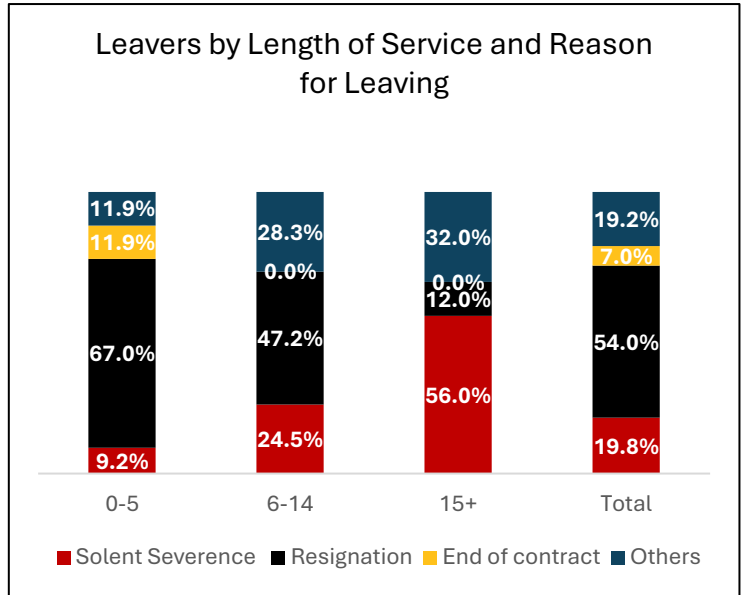


The University headcount continues to decrease, as it has done for the past five academic years. The downturn of 23 contracts in 2023/24 compared to the previous year signifies a 2.2% reduction and 17.3% from 2019/20.

The number of academic employees decreased by 1.6% (from 490 to 482), whilst the number of support employees decreased by 2.9% (from 549 to 533).

Support staff continue to make up the largest percentage of SSU's workforce at 51.7%.

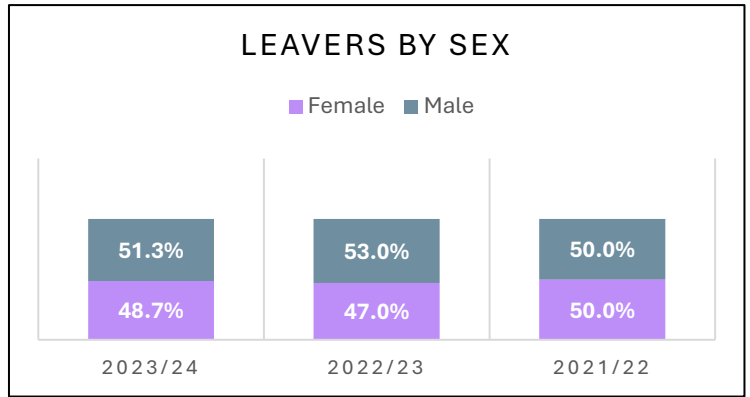
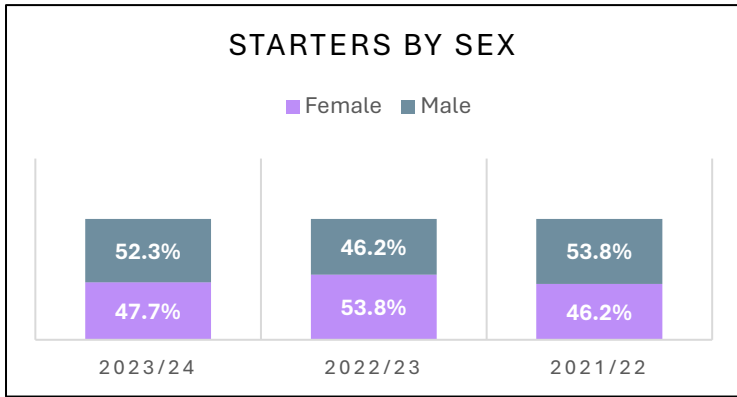
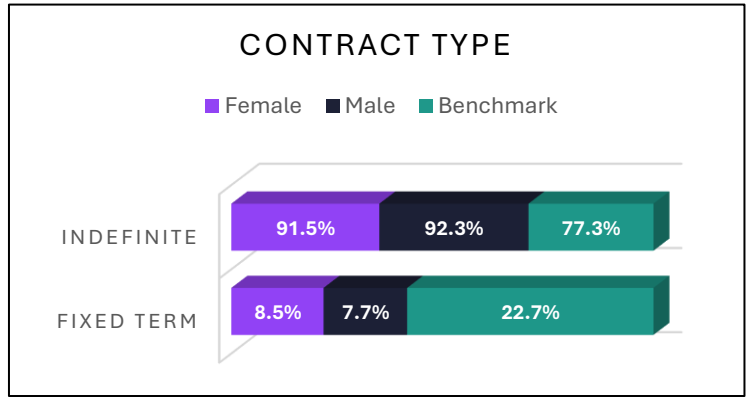
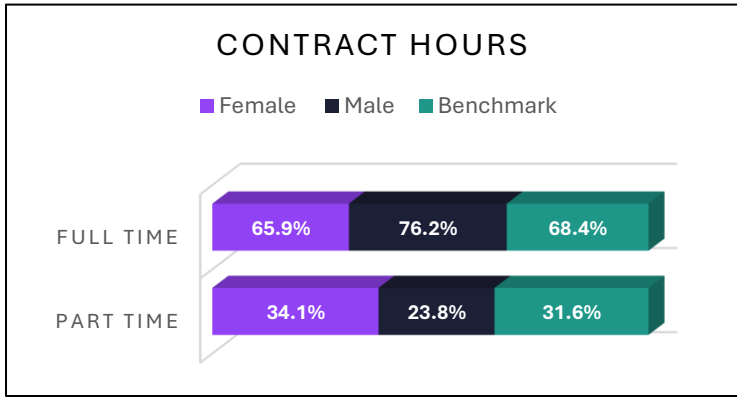
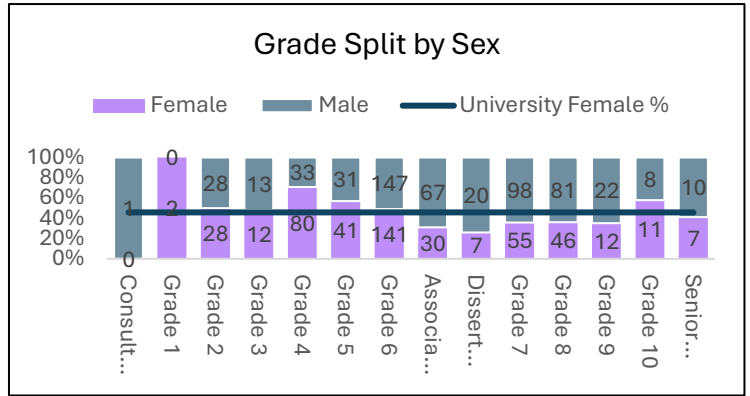
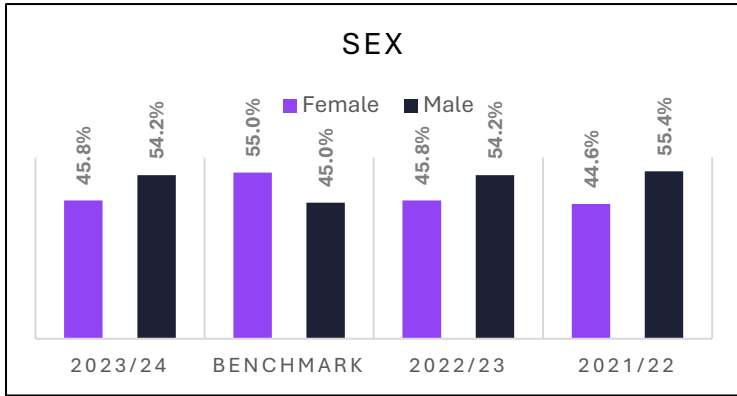
The highest percentage of staff continues to be at Grade 6 (27.9%).



There were 151 new starters in 2023/24, a small decrease of 3.2% (from 156 to 151) from the previous year. In contrast, the number of leavers increased by 1.1% (from 185 to 187) when compared to the previous year.

58.3% of leavers in 2023/24 had less than 5 years' service an increase of 3.2% from the previous year (55.1%). 67% of this group left due to resignation. Of leavers within the 0-5 year bracket, over a quarter (28.4%) had less than 12 months service and were within a probationary period.

Overall turnover rose to 18.1% in 2023/24 from 17.6% in the previous year. Voluntary turnover (which includes employees who have left due to resignation, non- return from maternity leave and career break) decreased from 11.2% to 10.8% during the same period.



Workforce Profile (Sex)

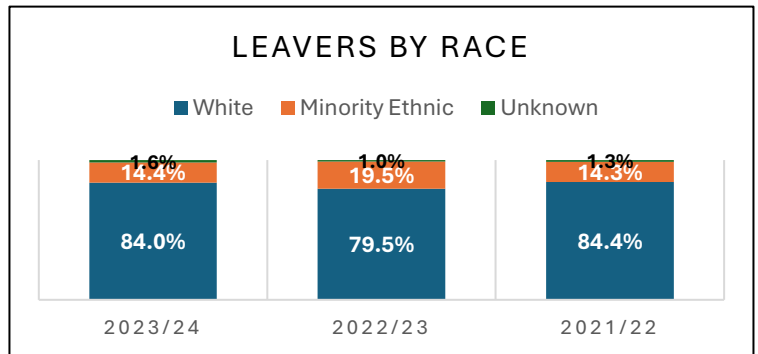
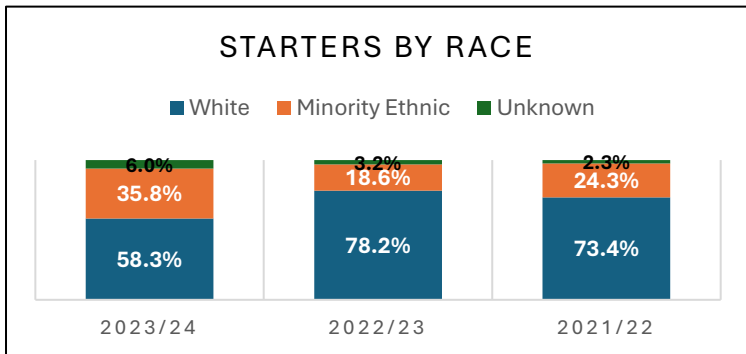
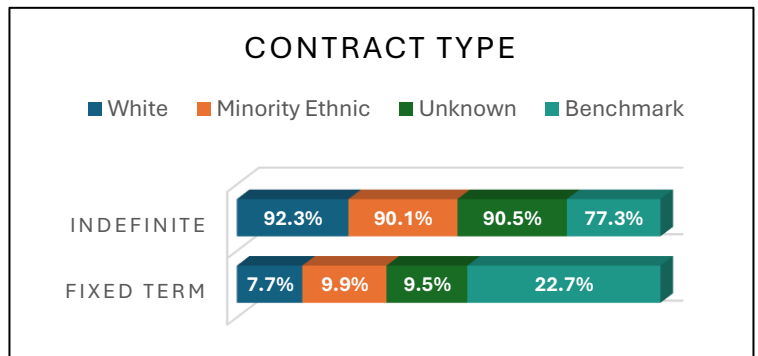
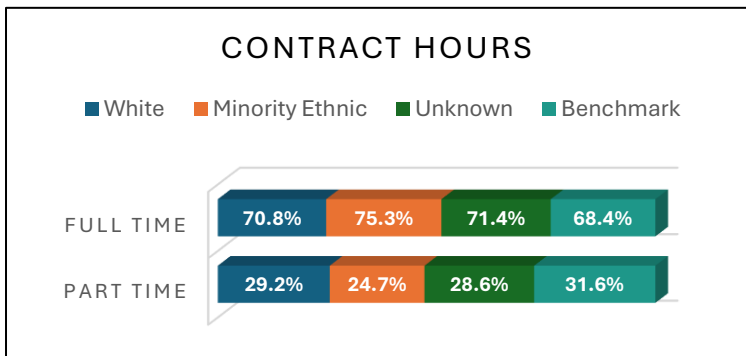
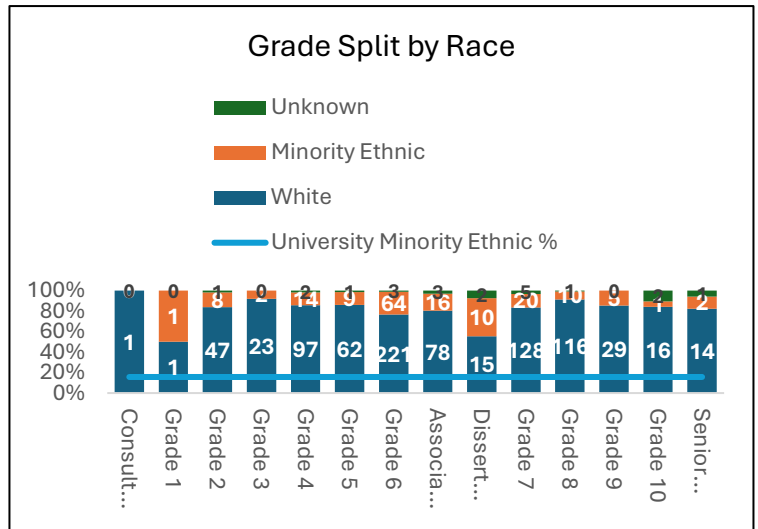
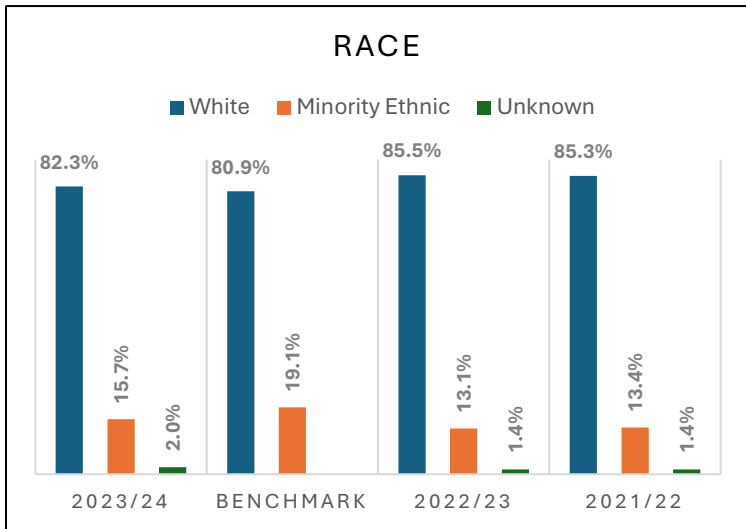
The percentage of female employees remained at 45.8% in 2023/24, the same as at the previous year and 9.2% below the HE benchmark (55%).

There continues to be a higher representation of females at grades 1-6 and a lower representation at grades 7-9. The female representation at Grades 1-6 is equal to or 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. As in the previous year, there continues to be a higher representation of females to males at this grade.

28.5% of all employees were employed on a part time contract in 2023/24 which is 3.1% below the HE benchmark. In contrast, the percentage of female employees on a part time contract was 34.1%, 5.6% above the University total and 2.5% above benchmark respectively.

8.1% of all employees were on a fixed term contract in 2023/24 which is 14.6% below the HE benchmark. The percentage of female employees on a fixed term contract is marginally higher than the University total by 0.4% (8.5%).

The percentage of female starters decreased by 6.1% in 2023/24 when compared to the previous year (from 53.8% to 47.7%). The percentage of female leavers increased by 1.7% (from 47.0% to 48.7%) during the same period which is higher than the University female population (45.8%).



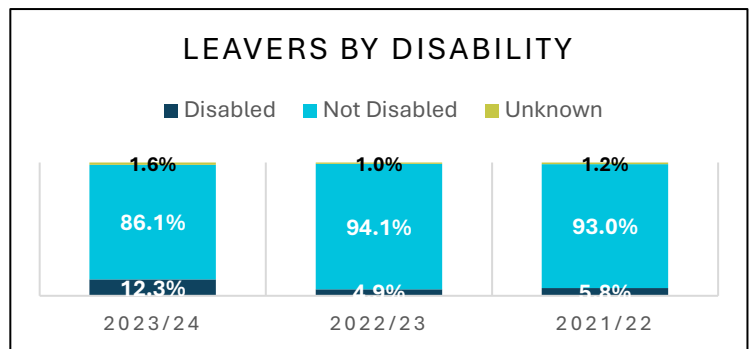
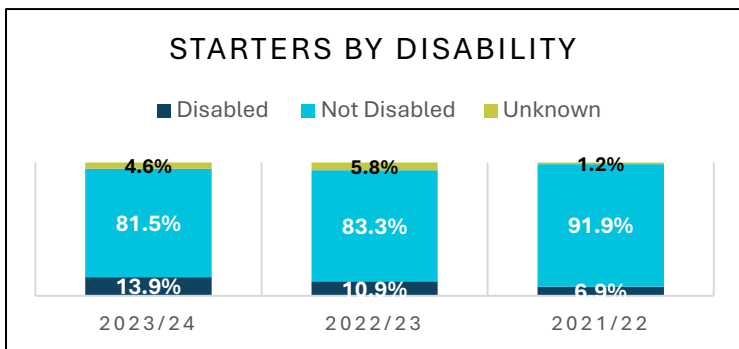
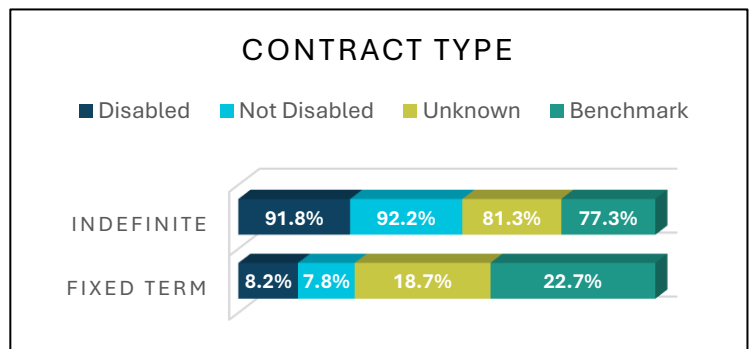
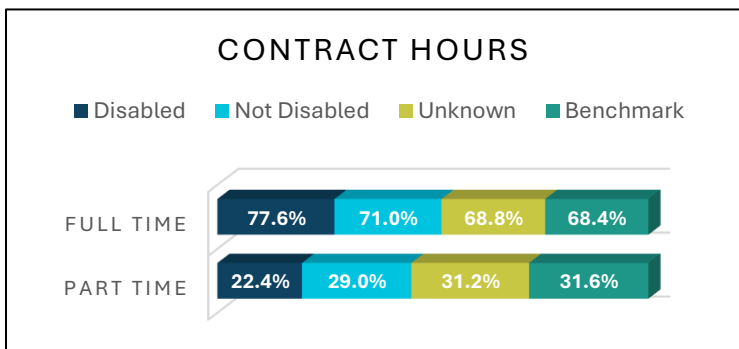
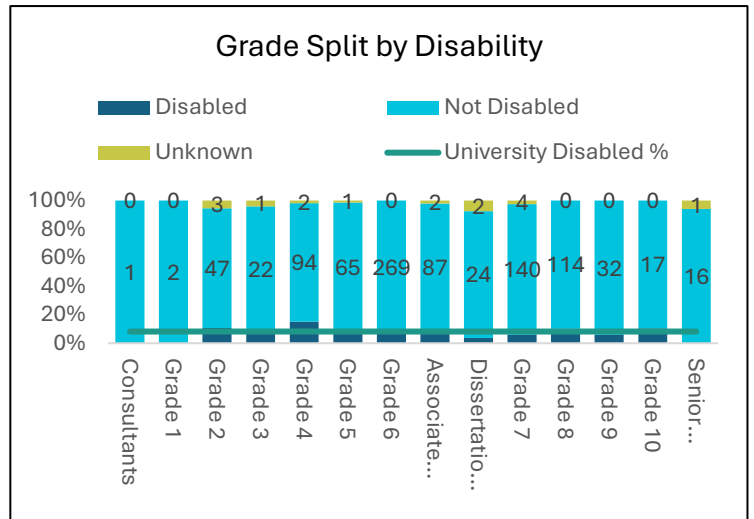
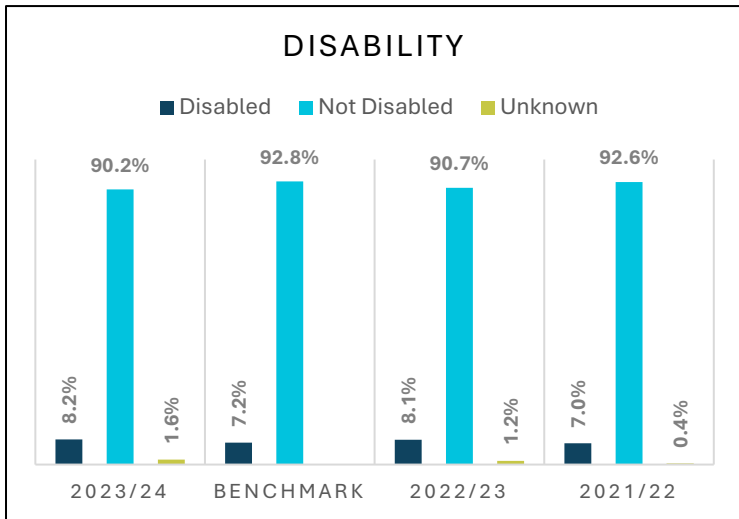
Race

The percentage of minority ethnic employees at SSU continues to rise and increased by a further 2.6% (to 15.7% from 13.1%) when compared to the previous year. However, the HE benchmark also continues to rise (19.1%) which we remain below by 3.4%. There has been an improvement in the difference to benchmark compared to the previous year (from 4.4.% difference in 2022/23 to 3.4% difference in 2023/24.)

The percentage of minority ethnic starters increased substantially by 17.2% in 2023/24 (from 18.6% to 35.8%) when compared to the previous year. Combined with minority ethnic leavers decreasing by 5.1% (to 14.4% from 19.5%) in the same period has resulted in a positive trajectory of SSU’s minority ethnic population.

The representation of minority ethnic employees is above the University minority ethnic percentage of 15.7% at Grades 1, Grade 6, Dissertation Supervisors, Associate Lecturers and Grade 9. All other grades, in the most part, are in line with the University percentage either falling just above or below but not significantly.

9.9% of minority ethnic employees are on a fixed term contract which although is 12.8% below the HE benchmark, presents a difference of 2.2% compared to white counterparts (7.7%).

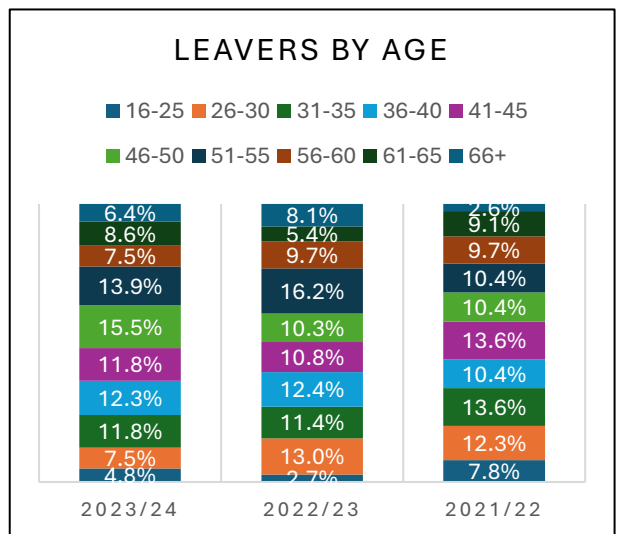
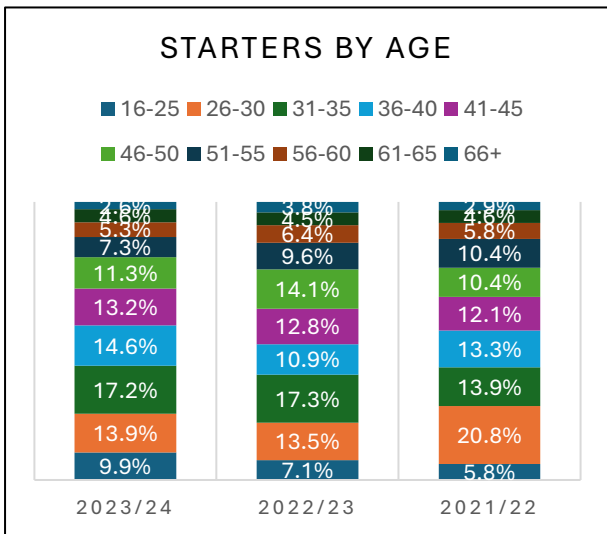
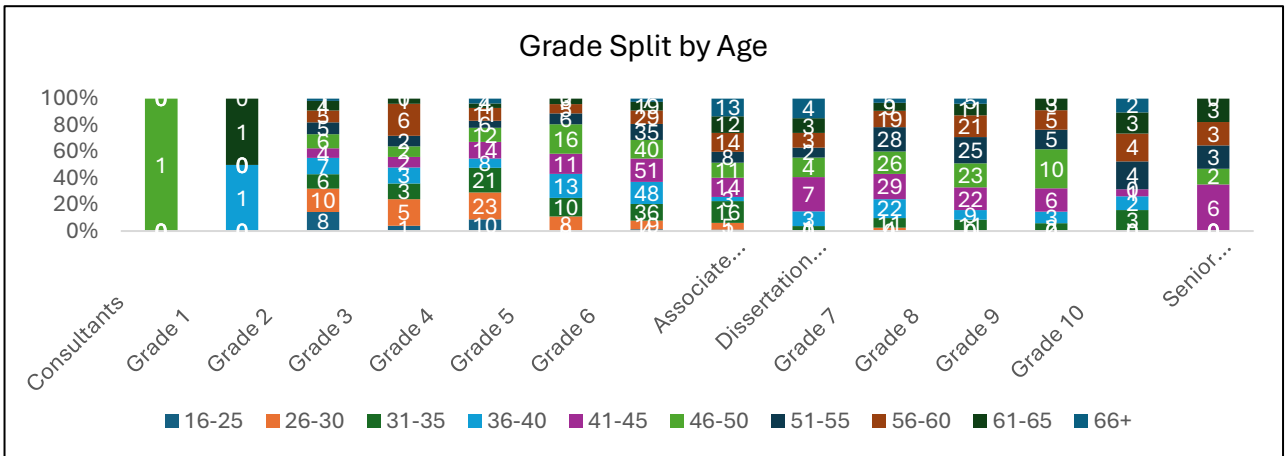
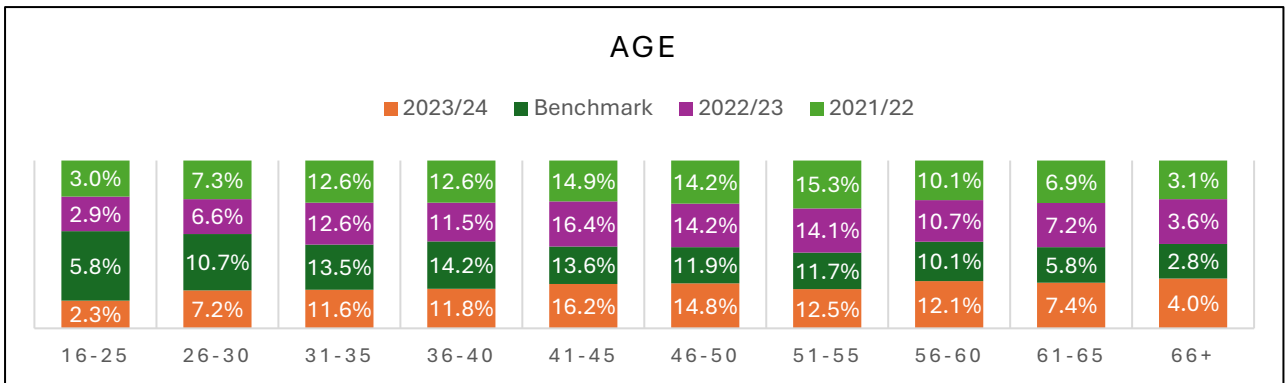


Disability

The percentage of disabled employees increased marginally by 0.1% in 2023/24 when compared to the previous year (from 8.1% to 8.2%); this is 1.0% above the HE benchmark but a decrease in the difference to benchmark by 0.3% from 2022/23.

There was a 3% rise in disabled new starters in 2023/24 compared to 2022/23 (13.9% from 10.9%). However, there were significantly more disabled leavers this academic year to last (12.3% from 4.9%) resulting in the disabled workforce profile remaining static.

Employees with a declared disability are represented fairly evenly across grades either falling just above or below the University disabled percentage of 8.2%. The highest representation of staff with a declared disability is at grade 4 (15%). Grade 1, consultants and Senior Management have zero representation in this protected characteristic.



Age

When comparing the University age profile for 2023/24 to the HE benchmark, SSU continues to be below benchmark in the 16-40 brackets and above benchmark in the 41+ categories.

There was an increase in new starters in the lower age brackets (16-25 and 26-30) in 2023/24 when compared to the previous year. A significant reduction of leavers in the 26-30 bracket in particular (from 13% to 7.5%) has improved the percentage workforce profile of this age group from 2022/23. However, there is overrepresentation of the lowest age brackets at lower grades.

The largest percentage rise for starters at 3.7% was seen in the 36-40 bracket (from 10.9% to 14.6%). The largest percentage rise for leavers at 5.2% was seen in the 46-50 bracket (from 10.3% to 15.5%).

| | | 2023/24 | 2023/24% | Benchmark | Diff to Benchmark | 2022/23 | 2021/22 |
|--------------------|-------------|---------|----------|-----------|-------------------|---------|---------|
| Religion | Disclosed | 711 | 69.0% | 77.2% | -8.2% | 62.9% | 59.3% |
| | Undisclosed | 320 | 31.0% | 22.8% | 8.2% | 37.1% | 40.7% |
| Sexual Orientation | Disclosed | 703 | 68.2% | 77.6% | -9.4% | 61.4% | 58.2% |
| | Undisclosed | 328 | 31.8% | 22.4% | 9.4% | 38.6% | 41.8% |

Other Protected Characteristics

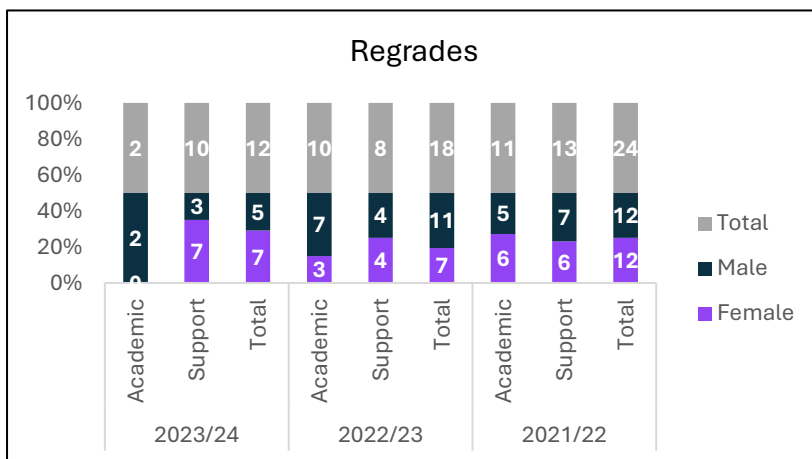
Non-disclosure rates for religion and sexual orientation continue to fall and move closer to benchmarks.

The non-disclosure rate for religion decreased by 6.1% in 2023/24 when compared to the previous year and the non-disclosure rate for sexual orientation decreased by 6.8% during the same period.

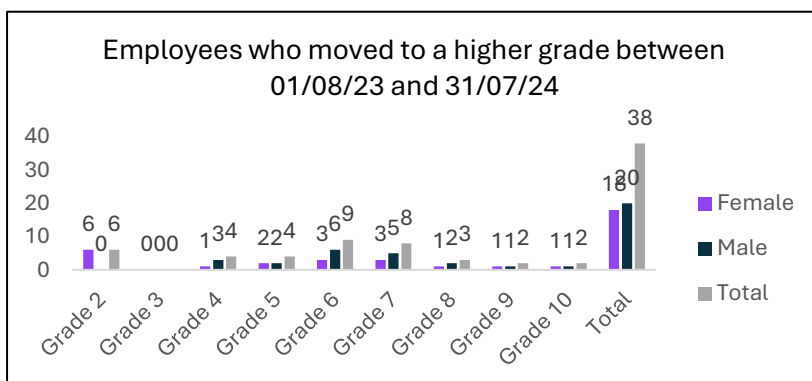
Gender Reassignment – In 2023/24 we have started to collect data on Gender Reassignment at applicant stage and are working on building this into the workforce profile.

Marriage or Civil Partnership – This data will start to be reported from 2024/25.

Pregnancy and Maternity – Data pertaining to employees on maternity is not included as the number does not meet our threshold for inclusion.



12 posts were regraded to a higher grade in 2023/24. 58.3% of the total post regrades were for female employees. 0% of academic post regrades were for female employees compared to 70% for support staff. This continues the trend from 2022/23 whereby the higher percentage of female regrades were within the support staff community.



38 employees moved to a higher grade between 01/08/23 and 31/07/24. The chart shows the original grade of each employee. 47.4% of grade progressions were for female employees in 2023/24.

Applications and Appointments

| | | | |
|-----------------------------|------|------|-------|
| Number of applicants | 3001 | 2448 | 2221* |
|-----------------------------|------|------|-------|

| | | 2023/24 | | Diff to | 2022/23 | |
|---------------------|-----------------|---------|-------|-----------|---------|----------|
| | | 2023/24 | % | Workforce | % | 2021/22% |
| Sex | Female | 1445 | 48.2% | 2.4% | 48.4% | 47.8% |
| | Male | 1556 | 51.8% | -2.4% | 51.6% | 52.2% |
| Race | White | 1386 | 46.2% | -36.1% | 53.1% | 58.3% |
| | Minority Ethnic | 1538 | 51.2% | 35.5% | 43.9% | 39.3% |
| | Unknown | 77 | 2.6% | 0.6% | 3.0% | 2.4% |
| Disability | Disabled | 333 | 11.1% | 2.9% | 10.2% | 10.4% |
| | Not Disabled | 2573 | 85.7% | -4.5% | 88.1% | 86.7% |
| | Unknown | 95 | 3.2% | 1.6% | 1.7% | 2.8% |
| Age | 16-25 | 462 | 15.4% | 13.1% | 17.0% | 16.4% |
| | 26-30 | 567 | 18.9% | 11.7% | 20.9% | 20.5% |
| | 31-35 | 491 | 16.4% | 4.8% | 16.3% | 16.2% |
| | 36-40 | 415 | 13.8% | 2.0% | 14.4% | 12.8% |
| | 41-45 | 390 | 13.0% | -3.2% | 11.7% | 12.0% |
| | 46-50 | 255 | 8.5% | -6.3% | 8.3% | 8.1% |
| | 51-55 | 182 | 6.1% | -6.4% | 5.5% | 7.2% |
| | 56-60 | 136 | 4.5% | -7.6% | 3.6% | 4.2% |
| | 61-65 | 72 | 2.4% | -5.0% | 1.7% | 1.6% |
| 66+ | 31 | 1.0% | -3.0% | 0.8% | 1.0% | |
| Religion | Disclosed | 2820 | 94.0% | 25.0% | 93.8% | 94.0% |
| | Undisclosed | 181 | 6.0% | -25.0% | 6.2% | 6.0% |
| Sexual Orientation | Disclosed | 2745 | 91.5% | 23.3% | 92.6% | 92.5% |
| | Undisclosed | 256 | 8.5% | -23.3% | 7.4% | 7.5% |
| Gender Reassignment | Disclosed | 3001 | 100% | N/A | N/A | N/A |
| | Undisclosed | 0 | 0 | N/A | N/A | N/A |

There were 3001 applications submitted for our vacancies in 2023/24.

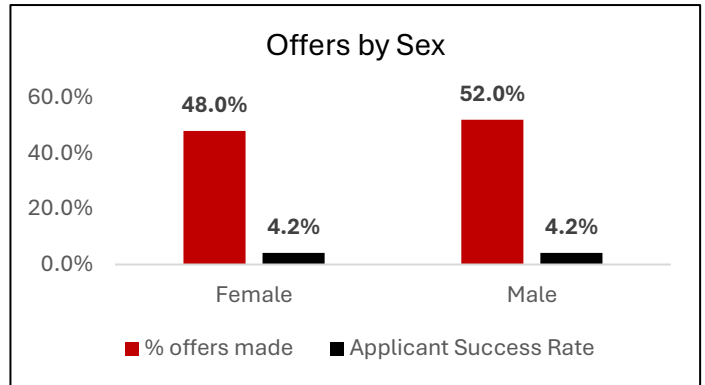
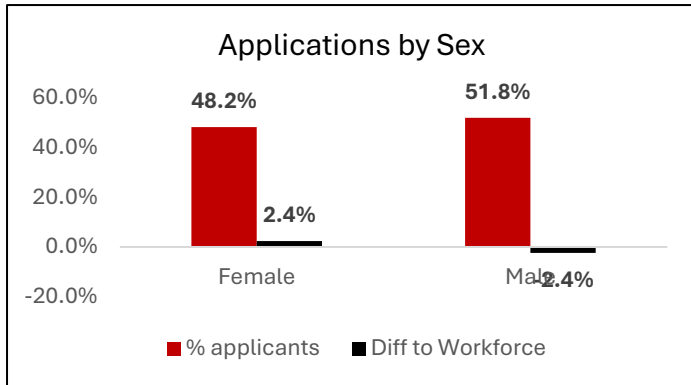
48.2% of applications were submitted by female candidates, 2.4% higher than the female workforce population at SSU (45.8%).

Over half (51.2%) of applications in 2023/24 were submitted by minority ethnic candidates which is 35.5% higher than the ethnic minority workforce population (15.7%).

11.9% of applications were submitted by disabled candidates.

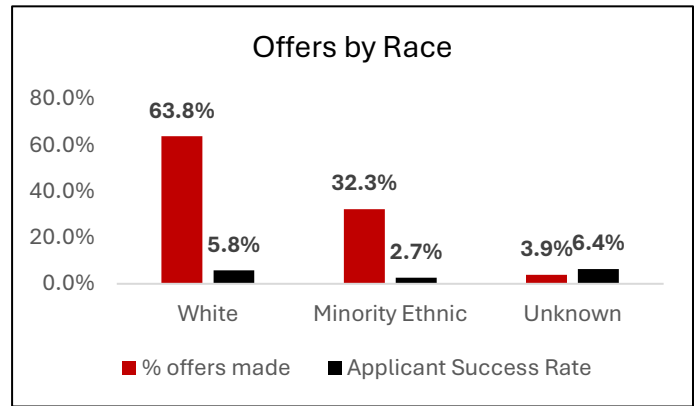
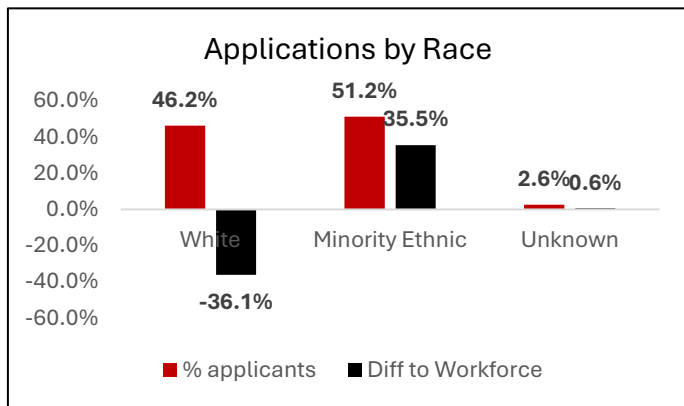
As for the last two years, the highest proportion of applications was in the 26-30 age bracket (18.9%) whilst the lowest was seen in the 66+ age bracket (1.0%). This data continues to highlight a contrasting picture to the current workforce whereby only 7.2% are aged 26-30 (a difference of 11.7%) and 4.0% are 66+ (a difference of -3.0%).

Religion and Sexual Orientation disclosure continues to increase and we have started to collect applicant data on Gender Reassignment.



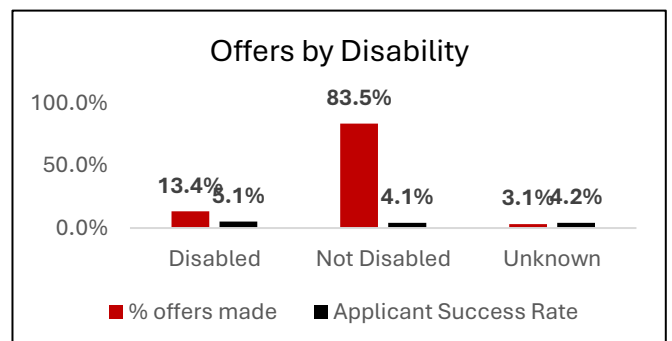
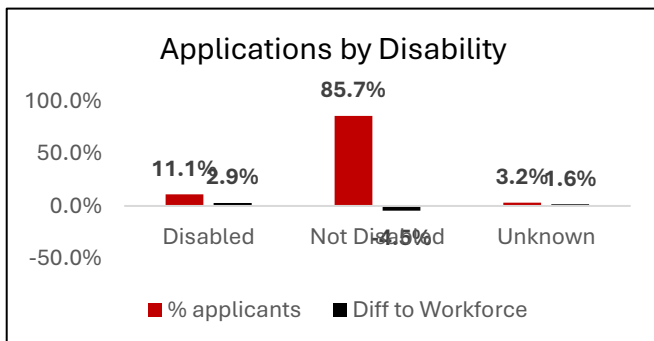
These charts represent the percentage of applications by sex, the percentage of offers made and the applicant success rate.

48.0% of successful applicants (those who were made an offer) were female, a decrease of 2.6% from the previous year and the applicant success rate (applicants who were offered a position from those that applied in the protected characteristic group) dropped to 4.2% from 6.7% in 2022/23.



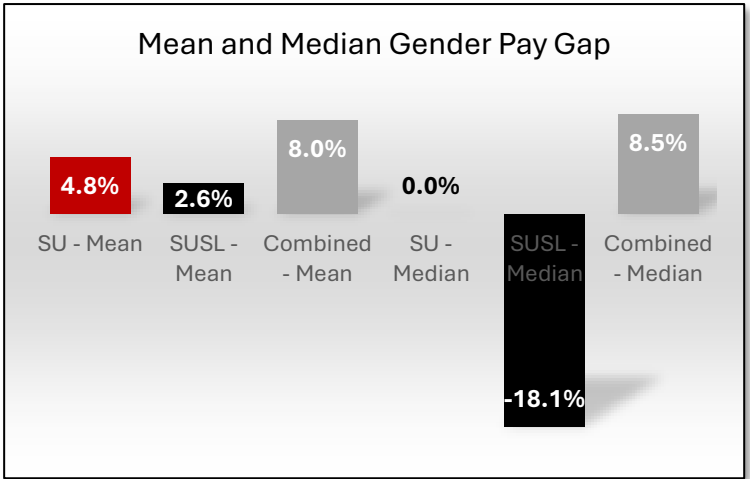
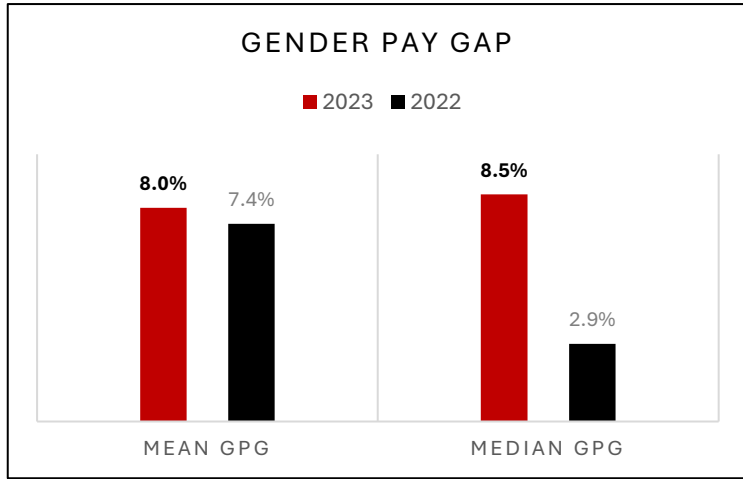
These charts represent the percentage of applications by race, the percentage of offers made and the applicant success rate.

32.2% of successful applicants (those who were made an offer) were minority ethnic, a rise of 10.5% from the previous year. However, the applicant success rate fell from 3.2% to 2.7%.



These charts represent the percentage of applications by disability, the percentage of offers made and the applicant success rate.

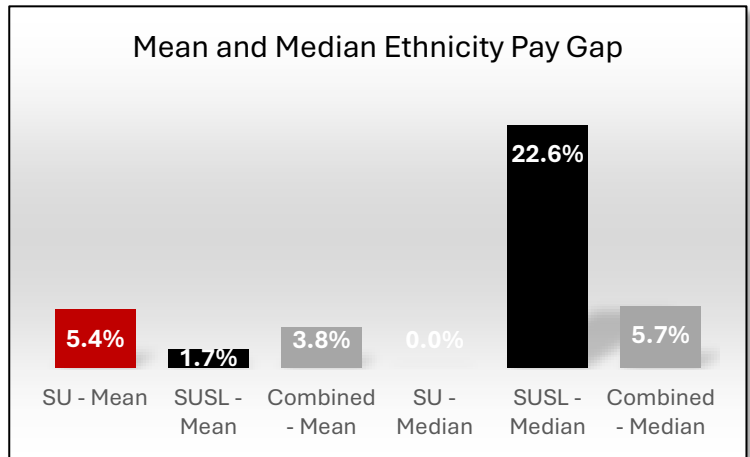
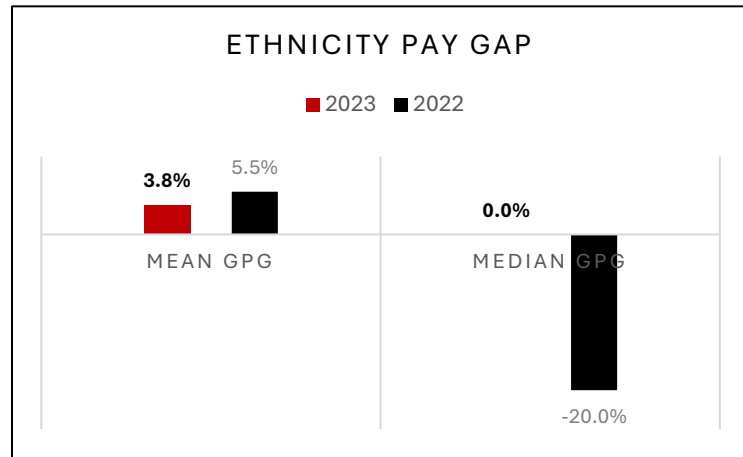
13.4% of all offers made were to disabled candidates, an increase of 0.6% on the previous year (12.8%). As with Ethnicity however, the applicant success rate fell from 8.0% to 5.1%.



This data shows the mean and median gender pay gap for Southampton Solent University.

<https://www.solent.ac.uk/about/our-policies-and-legal-information/our-policies/equality-diversity-policy>

This data shows the mean and median gender pay gaps for Southampton Solent University (SSU) only, Solent University Services Ltd (SUSL) only and both SSU and SUSL combined as of 31 March 2023.



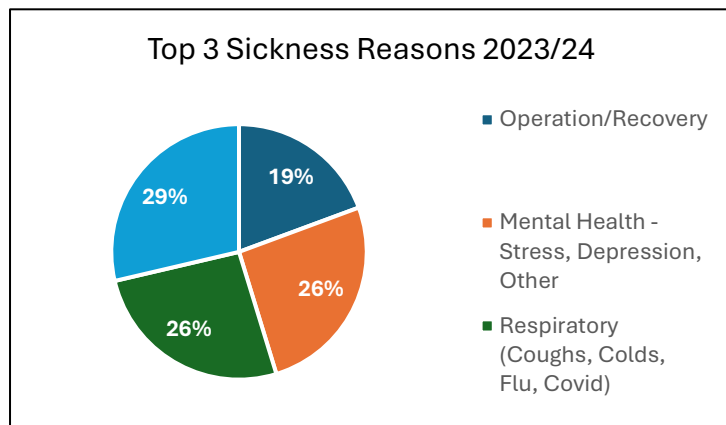
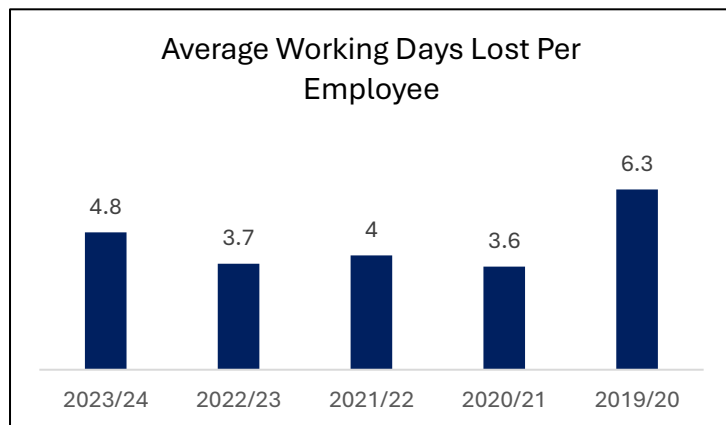
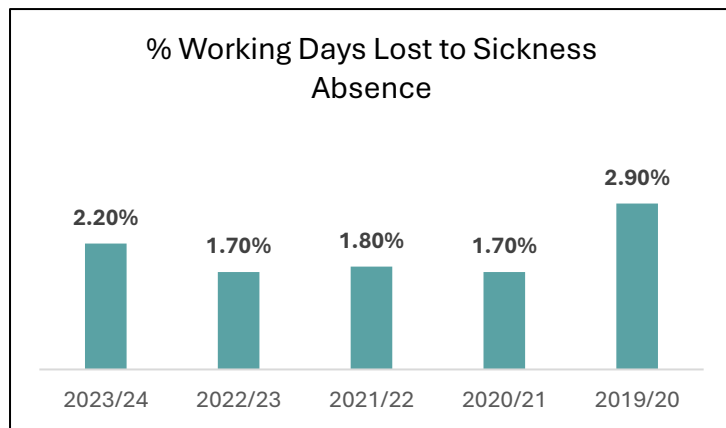
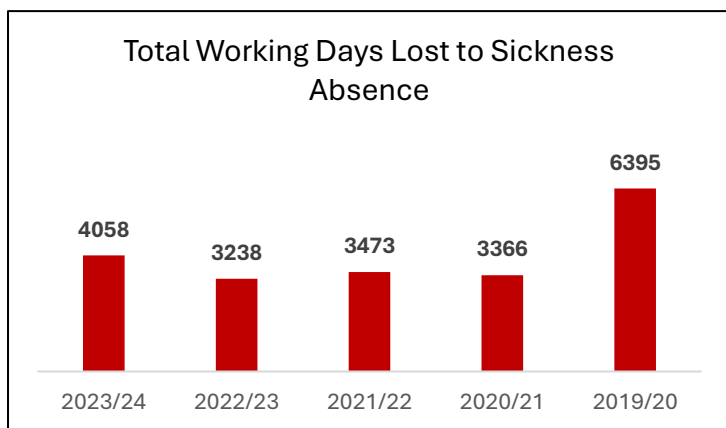
This data shows the mean and median ethnicity pay gap for Southampton Solent University.

This data shows the mean and median ethnicity pay gaps for Southampton Solent University (SSU) only, Solent University Services Ltd (SUSL) only and both SSU and SUSL combined as of 31 March 2023.

Vice Chancellor Ratios

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 2024. The Total Remuneration salary ratio includes additional payments, pension contributions and allowances.

| OfS Method | 2023/24 | | 2022/23 | | 2021/22 | |
|------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|
| | Basic Pay | Total Remuneration | Basic Pay | Total Remuneration | Basic Pay | Total Remuneration |
| | 5.27 | 5.49 | 5.87 | 5.58 | 6.1 | 5.5 |



The total number of working days lost to sickness absence in 2023/24 increased by 25.3% (from 3238 to 4058) when compared to the previous year. The average number of working days lost per employee also rose to 4.8 from 3.7 in 2022/23. SSU’s average period of absence and % working days lost continue to fall below the sector averages; 5.9 and 2.7% respectively (UCEA Sickness Absence in HE report 2023). However, underreporting remains a concern particularly amongst the academic community.

UCEA suggest that the sector average number of days lost (5.9) is reminiscent of pre-Covid-19 levels. Pre and post-Covid-19 average sickness absence days straddle a pandemic average of 4.4 days from 2020-21. This suggests a return to “normal” levels of sickness absence.

The top three reasons for sickness absence in 2023/24 were Respiratory (Coughs, Colds, Flu, Covid), Mental Health conditions and Operation/Recovery.

The most significant change in 2023/24 was the rise of respiratory to the top reason for sickness absence at SSU (26.1%) for the first time in three years. This was an expected trajectory following new ways of working implemented since the Covid-19 pandemic, primarily a return to hybrid working (60/40 office/WFH split).

Mental Health (Stress, Depression, Other) continues to account for a significant percentage of sickness absence making up 25.9% of all sickness reported but is below the UCEA benchmark of 27.4%.

The top three reasons for sickness made up almost three quarters (71.4%) of all sickness absence in 2023/24.