



Full Time / Part Time Split of Staff				FTE	% of FTE	FTE	% of FTE	FTE	% of FTE
<b>Academic staff</b>									
Full Time				90.42	64.18	88.95	58.62	88.44	
Part Time				50.46	35.82	62.79	41.38	60.43	
				<b>140.88</b>	<b>100.00</b>	<b>151.74</b>	<b>100</b>	<b>148.87</b>	
<b>Support staff</b>									
Full Time				82.51	84.15	80.88	83.28	83.64	
Part Time				15.54	15.85	16.24	16.72	13.726	
				<b>98.05</b>	<b>100.00</b>	<b>97.12</b>	<b>100</b>	<b>97.37</b>	
<b>Disability of Staff</b>				Headcount		Headcount		Headcount	
<b>Academic staff</b>				<b>600</b>	<b>FTE</b>	<b>513</b>	<b>FTE</b>	<b>500</b>	<b>FTE</b>
					% of FTE		% of FTE		% of FTE
01 - No known Disability				137.28	97.44	148.14	97.63	137.35	92.26
02 - Dyslexia				2	1.42	2	1.32	2	1.34
03 - Blind/are partially sighted				0	0.00	0	0	0	0
04 - Deaf/have a hearing impairment				0	0.00	0	0	0.22	0.15
05 - Wheelchair user/have mobility difficulties				1.6	1.14	1.6	1.05	1.6	1.075
06 - Personal care support				0	0.00	0	0	0	0
07 - Mental health difficulties				0	0.00	0	0	1	0.67
08 - An unseen disability not listed above, eg diabetes, epilepsy, asthma				0	0.00	0	0	2	1.34
09 - Multiple disabilities				0	0.00	0	0	0	0
10 - A disability not listed above				0	0.00	0	0	4.7	3.16
99 - Information refused/unknown				0	0.00	0	0	0	0
<b>Totals</b>				<b>140.88</b>	<b>100.00</b>	<b>151.74</b>	<b>100</b>	<b>148.87</b>	<b>100.00</b>
<b>Support staff</b>				Headcount		Headcount		Headcount	
				<b>152</b>	<b>FTE</b>	<b>150</b>	<b>FTE</b>	<b>148</b>	<b>FTE</b>
					% of FTE		% of FTE		% of FTE
01 - No known Disability				96.05	98.00	95.19	98.01	93.39	95.91
02 - Dyslexia				0	0.00	0	0	0.11	0.113
03 - Blind/are partially sighted				0	0.00	0	0	0	0
04 - Deaf/have a hearing impairment				0	0.00	0	0	0	0
05 - Wheelchair user/have mobility difficulties				1	1.00	0.93	0.96	0.93	0.955
06 - Personal care support				0	0.00	0	0	0	0
07 - Mental health difficulties				0	0.00	0	0	0	0
08 - An unseen disability not listed above, eg diabetes, epilepsy, asthma				1	1.00	1	1.03	1	1.027
09 - Multiple disabilities				0	0.00	0	0	0	0
10 - A disability not listed above				0	0.00	0	0	1.94	1.992
99 - Information refused/unknown				0	0.00	0	0	0	0
<b>Totals</b>				<b>98.05</b>	<b>100.00</b>	<b>97.12</b>	<b>100.00</b>	<b>97.37</b>	<b>100.00</b>
<b>OBSERVATIONS</b>									
<b>Ethnicity of Staff</b>									
Academic	White	Little variance in figure for all 3 sessions due to low turnover of permanent staff							
	Ethnic minority	Figures in 07-08 are more accurate reflection of ethnic minority staff due in part to equal opportunities monitoring exercise and improved ability to record due to implementation of HR system							
Support	White	Percentage rose in 07-08 due to number of ethnic minority staff leaving to return home at end of study in UK and fewer staff employed							
	Ethnic minority	Percentage fell from 8% in 07-08 to 5.5% in 07-08 due to reason above							
<b>Gender split</b>									
Academic		Male/Female split is almost static for all 3 sessions							
Support		Male/Female split is almost static for all 3 sessions							

<b>Age</b>																			
Academic			The highest % of staff in 07-08 (50.6%) is within the 30-49 age group with the next largest group being 50-59 with 37%																
Support			The highest % of staff in 07-08 (48%) is within the 30-49 age group with the next largest group being 50-59 with almost 23%.																
<b>Disability</b>																			
Academic			The equal opportunities monitoring and recording exercise undertaken in 07-08 led to a higher disclosure rate of staff with disabilities which will enable the proper support mechanisms to be put in place as and when required																
Support			The equal opportunities monitoring and recording exercise undertaken in 07-08 led to a higher disclosure rate of staff with disabilities which will enable the proper support mechanisms to be put in place as and when required																