

Number	Measure	Base Data (Q4 07/08)	Actual	Variation	HESA benchmark	Comments
Employee headcounts						
1	Percentage of employees reporting a disability	4.67%	4.06% ↓	-0.6%		There has been little change in the ethnic composition of our staff.
2	Percentage of Black & Minority Ethnic (BME) employees	13%	12.6% ↓	-0.8%		
2a	Percentage of BME employees - Academic & Research	15.0%	14.7% ↓	-0.3%		
2b	Percentage of BME employees - Executive & Senior	5%	7.3% ↑	1.9%		
2c	Percentage of BME employees - General & Professional	13%	11.7% ↓	-1.4%		
2d	Percentage of BME employees - KUSCO	27%	23.6% ↓	-3.4%		
3	Percentage of men in General grades (1 to 7)	28.9% + 4% =32.9%	28.7% + 4.1% =32.8% ↓	-0.1%		
4	Percentage of women in Senior & Executive Grades	36.7% + 2.7% =39.4%	36% + 2.7% = 38.7% ↓	0.7%		
Pay						
5	Percentage difference in pay between female & male employees		-0.39%	-0.4%		
6	Percentage difference in pay between disabled & non-disabled employees		2.01%	2.0%		
7	Percentage difference in pay between BME & non-BME employees		-1.36%	-1.4%		
8	Percentage difference in pay between age 55+ and under 55 employees		1.80%	1.8%		
Recruitment						
9	Percentage difference in succesful applications between BME & non-BME applicants*			0.0%		* (successful non-BME applicants / all non-BME applicants) - (successful BME applicants / all BME applicants)