

Sex

2024/25

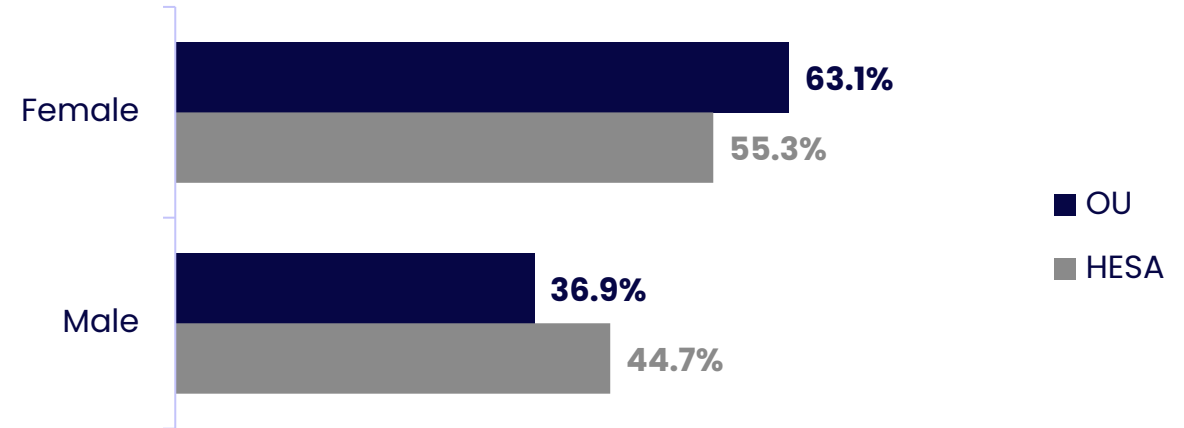
Females continue to make up the majority of the university's workforce, at 63.1% – significantly higher than the HESA Sector benchmark of 55%.

Female staff are particularly highly represented in Professional and Support roles (67.4%), compared to Academic roles (59.7%) – and as with age, Academic staff are the furthest from the HESA Benchmark.

Senior female representation continues to increase, with females making up **over half (53.9%)** of the senior level population for the last 2 years – with **more even representation** in Professional services and Academic roles (55.4% and 52.7%) than in the total population.

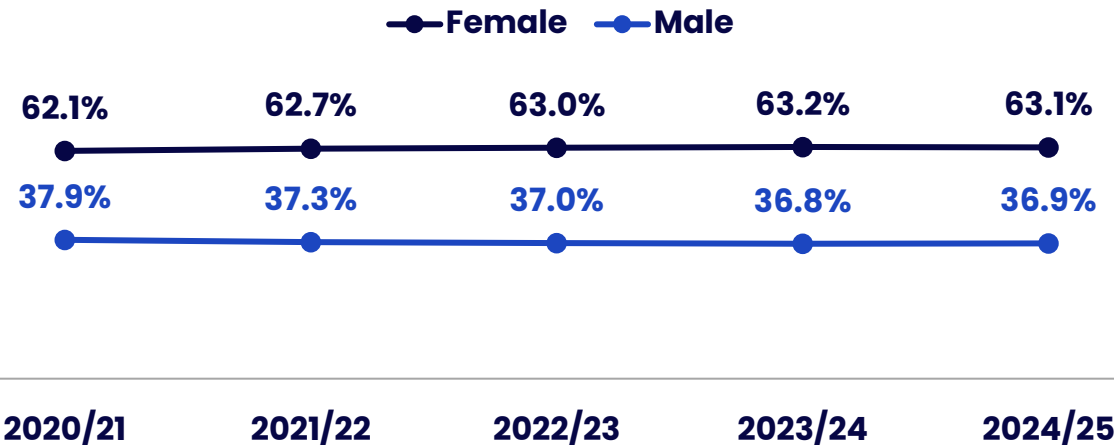
Senior Academic female representation has increased over the last 5 years, reducing the gap between senior and non-senior representation.

Proportion of the population by Sex vs HESA



HESA Sector data taken from 2026 report on 2024/25 statistics

Proportion of the population by Sex – 5 year trend



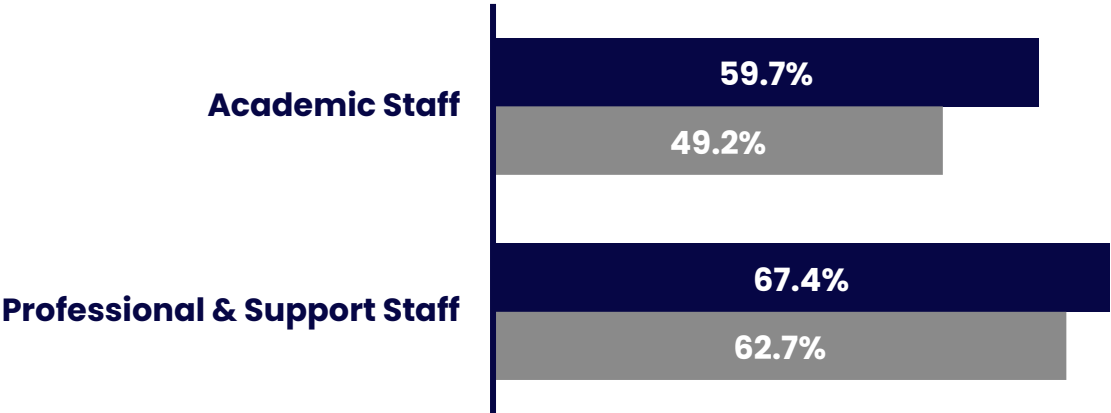
Sex by Employee Group and Subgroup

Although females make up 63% all university staff, representation is not evenly distributed between employee groups and role types.

Female staff are particularly highly represented in Professional and Support roles (67.4%), compared to Academic roles (59.7%), with the exception of Regional Academic Staff (73% female).

As with age and ethnicity, Academic Staff are the furthest from HESA benchmark of 49% at nearly 60%.

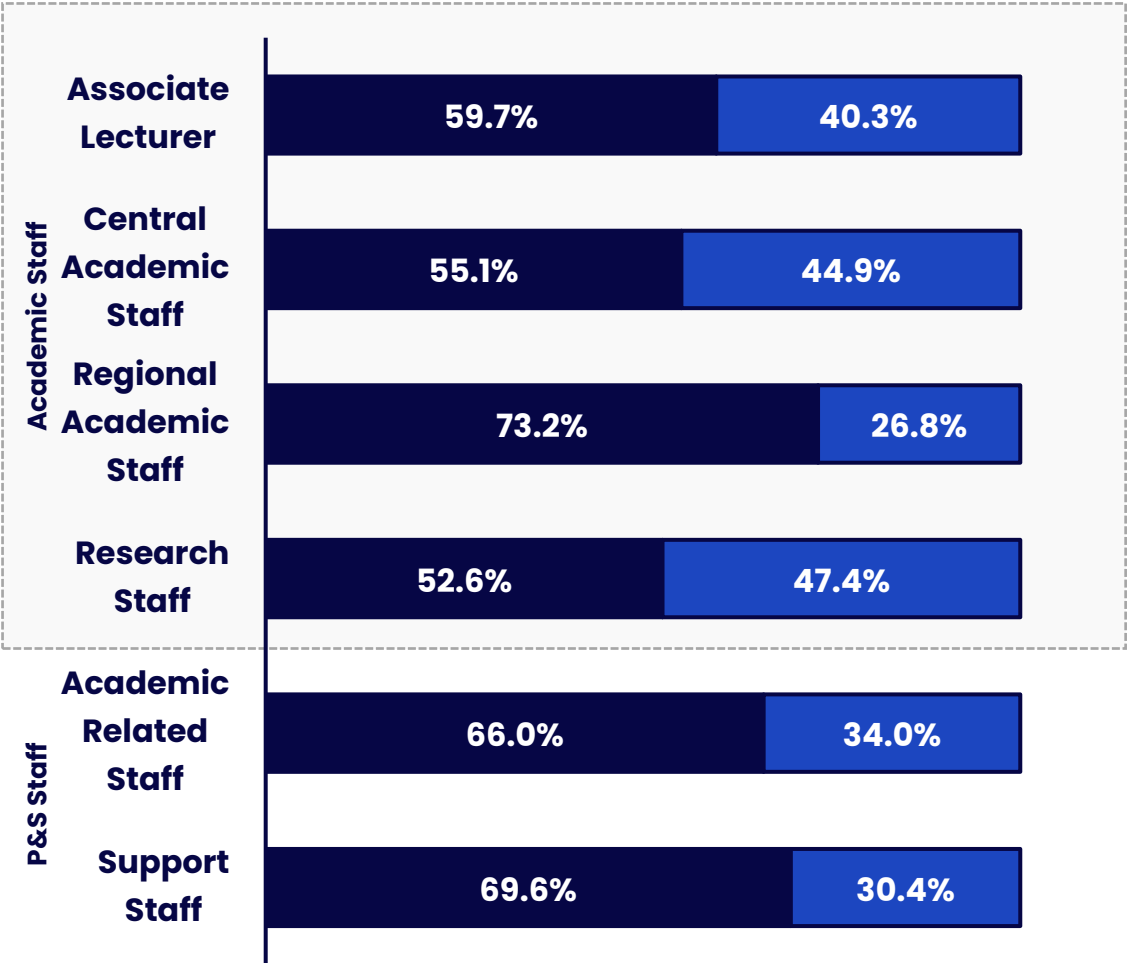
%Female by Employee group vs HESA



HESA Sector data taken from 2026 report on 2024/25 statistics

Employee Subgroup by Sex

■ Female ■ Male

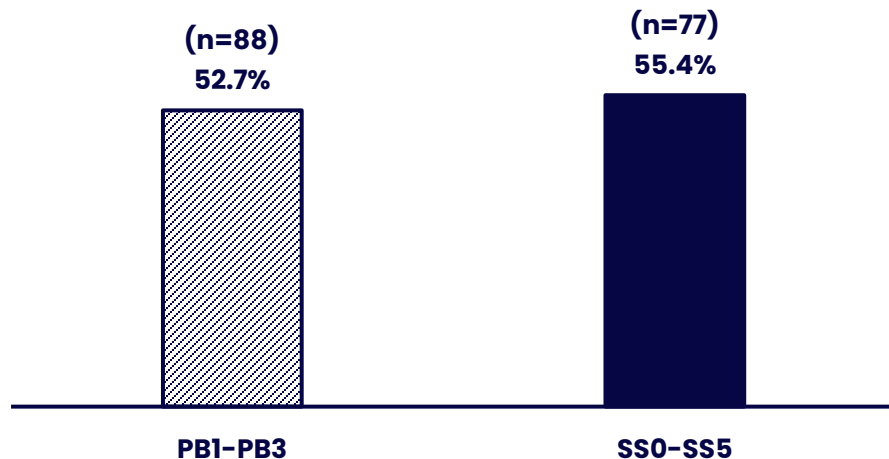


Sex – representation at senior level

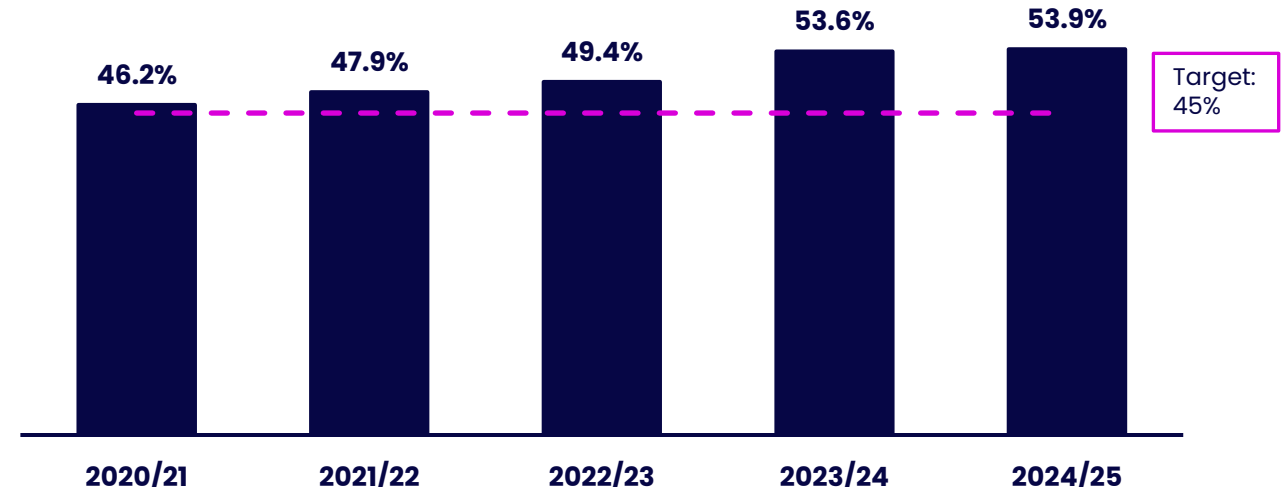
Senior female representation has exceeded the 45% target for the last 5 years, and **continues to increase**, with females making up **over half (53.9%)** of the senior level population for the last 2 years.

Although **Senior female representation remains higher in SS grades** (55.4% vs 52.7% in PB grades), our sustained **5-year overall increase is driven by PB grades** – **increasing by over a third from 39.3% to 52.7%**, narrowing the gap from 59.7% total female Academic representation. SS grades now have a wider gap at 52.7% senior %female against 67.4% total female PSS representation.

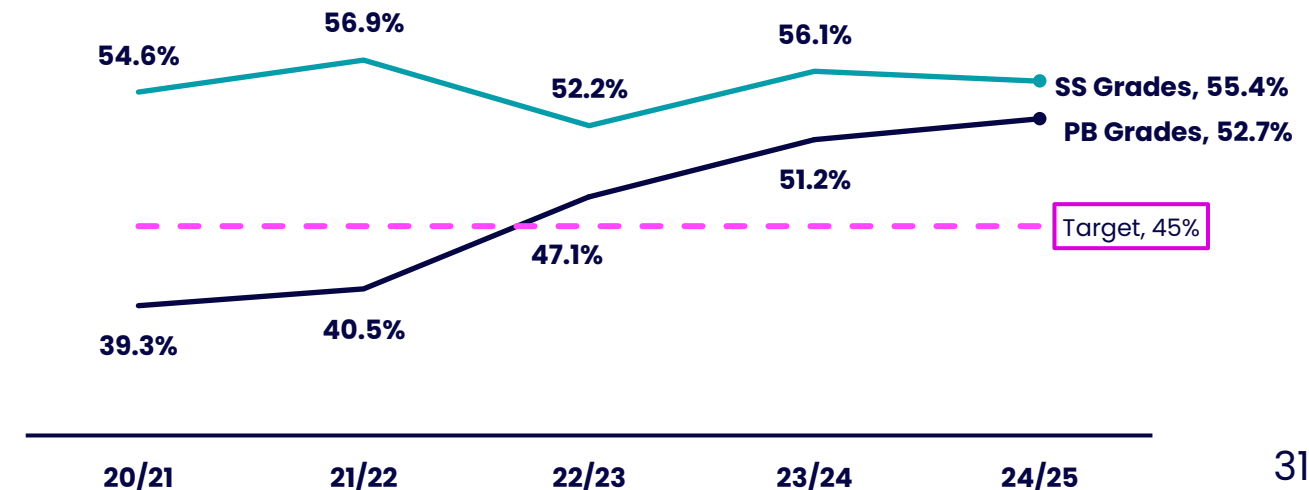
Representation of females at senior level by grade group



Representation of females at senior level 5yr trend vs 2026 target



Representation of females at senior level 5yr trend vs 2026 target

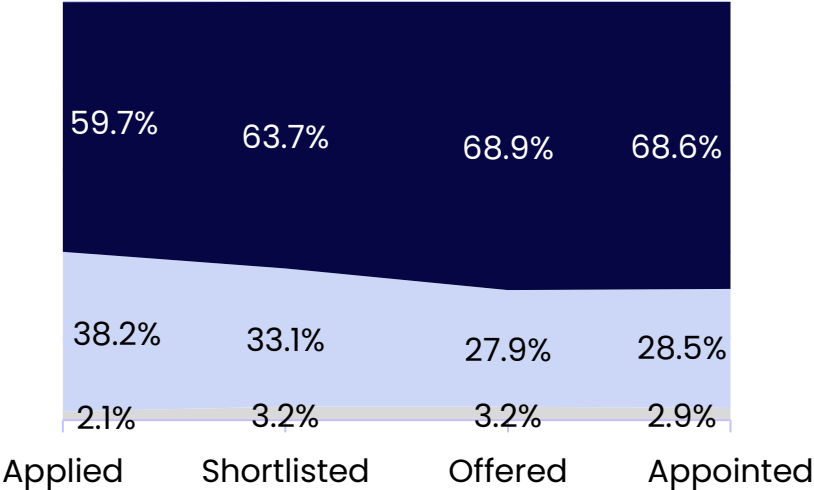


Sex – Recruitment

6 out of every 10 applications are from female candidates, which then grows throughout the recruitment pipeline, to almost 7 of every 10 successful applicants.

Male representation starts low at just 38.2% of applicants, reducing by around 5 percentage points at shortlisting and a further 5 percentage points at offer stage – with fewer than 1 in 3 candidates being appointed.

- Female
- Male
- Prefer not to say or Blank



Sex	Applied		Shortlisted		Offered		Appointed		Proportion (of) Applicants shortlisted	Proportion (of) Applicants offered	Proportion (%) of shortlisted appointed after interview
	Number	%	Number	%	Number	%	Number	%			
Female	7277	59.7%	1277	63.7%	434	68.9%	402	68.6%	17.5%	6.0%	31.5%
Male	4660	38.2%	663	33.1%	176	27.9%	167	28.5%	14.2%	3.8%	25.2%
Prefer not to say or Blank	256	2.1%	65	3.2%	20	3.2%	17	2.9%	25.3%	7.8%	26.2%
Grand Total	12,193	100.0%	2,005	100.0%	630	100.0%	586	100.0%	16.4%	5.2%	29.2%