



University of Essex

Information Document

Staff

Authors:	Information Assurance Assistant
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Information Document

People and Culture additional information

You can find the contact information for our People and Culture Section on our webpages.

Our People and Culture organisation chart is available upon request to the Freedom of Information team, email foi@essex.ac.uk.

Information on staff turnover

Criteria	2022	2021	2020	2019	2018	2017
Academic Staff Joining	69	156	145	138	139	120
Academic Staff Leaving	72	134	115	141	65	72
Non-Academic Staff Joining	107	304	228	307	319	330
Non-Academic Staff Leaving	166	344	148	198	191	166

This data is accurate as of May 2022.

Staff Ethnicity for 2021-22

1. NUMBERS OF STAFF BY ETHNICITY IN THE FOLLOWING AREAS

1.1 All staff

Ethnicity	Number
Asian or Asian British	200
Black or Black British	87
Mixed	88
Not stated	52
Other ethnic groups	225
White	2518
Blank	1235

1.1.1 Academic staff

Ethnicity	Number
Asian or Asian British	96
Black or Black British	36
Mixed	35
Not stated	19
Other ethnic groups	120
White	683
Blank	94

1.1.2 Professional services and academic related staff

Ethnicity	Number
Asian or Asian British	75
Black or Black British	31
Mixed	53
Not stated	21
Other ethnic groups	70
White	1472
Blank	508

1.1.3 Research staff

Ethnicity	Number
Asian or Asian British	13
Black or Black British	<5
Mixed	5
Not stated	<5
Other ethnic groups	15
White	73
Blank	33

1.1.4 Senior management

Ethnicity	Number
Black or Black British	<5
White	8

Ethnicity	Number
Blank	<5

1.1.5 Hourly paid staff

Ethnicity	Number
Asian or Asian British	16
Black or Black British	18
Mixed	6
Not stated	10
Other ethnic groups	20
White	290
Blank	600

1.2 Number of staff against whom formal disciplinary cases were brought.

Ethnicity	Number
White	<5
Not recorded	<5

1.3 The number of staff who received a disciplinary warning

Ethnicity	Number
White	<5

1.4 The number of staff against whom informal performance management or capability processes were initiated.

Ethnicity	Number
Asian or Asian British	<5
White	<5

1.5 The number of staff against whom formal performance management or capability processes were initiated.

Ethnicity	Number
Black or Black British	<5

Ethnicity	Number
White	5
Prefer not to say	<5
Not recorded	<5

1.6 The number of staff given a capability warning by ethnicity.

Ethnicity	Number
Black or Black British	<5
White	<5
Prefer not to say	<5

1.7 The number of staff under probation by ethnicity.

Ethnicity	Number
Asian or Asian British	32
Black or Black British	6
Mixed	15
Not stated	<5
Other ethnic groups	13
White	176
Blank	34

1.8 The number of staff who passed probation by ethnicity.

Ethnicity	Number
Asian or Asian British	28
Black or Black British	<5
Mixed	13
Not stated	<5
Other ethnic groups	12
White	150
Blank	30

1.9 The number of staff that did not pass probation.

Ethnicity	Number
Asian or Asian British	<5
Black or Black British	<5
Mixed	<5
Other ethnic groups	<5
White	26
Blank	<5

1.10 The number of staff whose employment ended (for any reason) by ethnicity.

Ethnicity	Number
Asian or Asian British	63
Black or Black British	25
Mixed	20
Not stated	18
Other ethnic groups	49
White	404
Blank	711

1.11 The number who applied for promotions by ethnicity.

Ethnicity	Number
Asian or Asian British	7
Black or Black British	<5
Mixed	0
Not stated	10
Other ethnic groups	12
White	59
Prefer not to say	<5

1.12 The number of staff who were promoted by ethnicity.

Ethnicity	Number
Asian or Asian British	<5
Black or Black British	<5
Mixed	0

Ethnicity	Number
Not stated	<5
Other ethnic groups	8
White	42
Prefer not to say	<5

1.13 The number of staff who submitted grievances by ethnicity of the complainant.

Ethnicity	Number
Black or Black British	<5
White	5
Not recorded	<5

1.14 The number of staff who were made redundant by ethnicity.

Ethnicity	Number
Asian or Asian British	0
Black or Black British	0
Mixed	0
Not stated	<5
Other ethnic groups	0
White	<5
Blank	0

1.15 The number of staff who were awarded a bonus or reward by ethnicity.

Ethnicity	Number
Asian or Asian British	9
Black or Black British	<5
Mixed	9
Not stated	<5
Other ethnic groups	11
White	341
Prefer not to say	25

Recruitment

2. The number of staff recruited at each spinal point in the past 12 months by gender:

Spinal Point	Female	Male
3	96	42
4	120	63
5	16	21
6	13	7
7	<5	<5
8	<5	<5
10	<5	0
11	40	16
12	<5	12
13	8	<5
14	<5	<5
16	49	17
17	8	0
18	7	<5
19	0	<5
21	18	25
22	30	22
23	<5	<5
24	<5	0
26	<5	0
27	51	22
28	10	5
29	7	<5
30	24	22
31	<5	<5
32	7	11
33	5	5
34	5	<5
35	<5	<5
36	<5	<5
37	17	40
38	7	5
39	8	6
40	7	5

Spinal Point	Female	Male
41	<5	<5
42	<5	6
43	21	13
44	<5	0
45	<5	<5
46	<5	<5
47	<5	<5
48	<5	<5
49	0	6
50	<5	<5
51	0	<5
52	<5	0

This information is accurate as of December 2022.