



Department
Of
Human
Resources.

Summary Staff Statistics

1st August 2007 – 31st July 2008

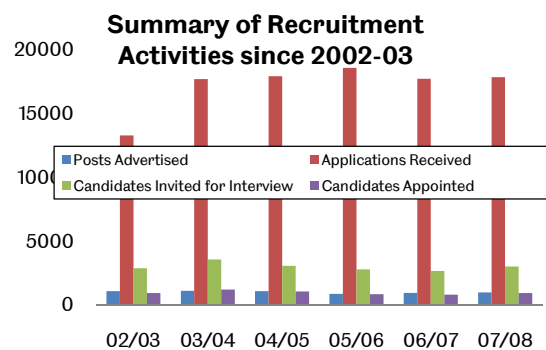
The data set out in this Summary relates to current University staff, those who have left the University and all those making an application to join the University during the reporting period. The data has been evaluated according to a number of factors including age, disability, ethnicity, gender and working commitment, with all percentages based on total disclosed information. Comparisons are made and key trends identified where helpful.

The data in this reports shows that 53% (3,047) of University staff are women, while women represent 28% (349) of the academic staff. 3.6% (174) of staff have a declared disability. The proportion of University staff of minority ethnic origin is 7.1% (338), increased from 6% in 2001 – 02, but slightly lower than the peak of 8% in 2006-07.

1.1 STAFF RECRUITMENT AND SELECTION

- 946 posts were advertised this year, a 4% increase from the previous year.
- 17,806 applications were received, marginally more than the previous year, with the average number of applicants per post being 19, the same number as the previous year.
- 17% of all applicants were invited for interviews, compared to 15% in the previous 2 years.
- 5% of all applicants and 30% of candidates invited for interview were appointed to posts. This mirrors the conversion rate of interviews to appointments of the previous year.
- The number of candidates appointed to posts was 904 – a 16% increase on the previous year.
- Women applicants had a higher success rate than men in being invited for interview (18% compared to 15%) and the women interviewed were marginally more likely to be appointed (success rate of 30% compared to 29%).

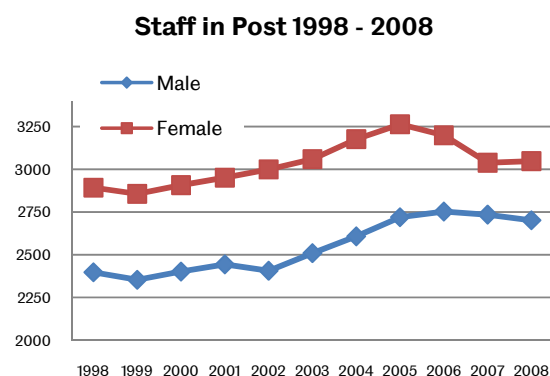
	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
Posts Advertised	1058	1089	1065	847	908	946
Applications Received	13254	17665	17885	18540	17681	17806
Candidates Invited for Interview	2849	3530	3036	2759	2628	2985
Candidates Appointed	905	1186	1025	814	782	904



1.2 CURRENT STAFF

- In total there are 5,749 staff at the University, down from 5,773 in 2006-07.
- 53% (3,020) of staff are women; the same proportion as the previous year.
- 28% (349) of academic staff are women.
- The age profile of the organisation has remained stable over the past 6 years.
- 26% (1,477) of all staff work on a part-time basis, of which 83% (1,231) are female; this proportion has remained stable over the past 6 years.
- 3.6% (174) of current staff have a declared disability.
- The proportion of staff of minority ethnic origin (MEO) is currently 7.1% (338), slightly lower than in 2006-07, but increased from 6% in 2001-02, (MEO proportion of working age population for Sheffield is 5% and for England and Wales is 6% - 2001 Census).
- Staff turnover returned to a stable level of 15% during 2007-08, having seen a rise to 19% in the previous year.

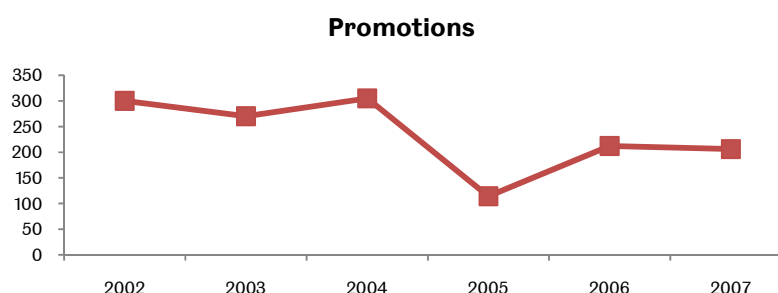
	Male	Female	Total
1998	2398	2892	5290
1999	2354	2856	5210
2000	2402	2907	5309
2001	2444	2951	5395
2002	2407	2999	5406
2003	2510	3059	5569
2004	2608	3176	5784
2005	2720	3263	5983
2006	2753	3198	5951
2007	2735	3038	5773
2008	2729	3020	5749



1.3 STAFF PROMOTIONS

- The 2007 figures contained in this report represent promotions for staff on the University of Sheffield Grading Scheme on Grades 1 to 9, (including promotion to Senior Lecturer, Senior University Teacher, Senior Research Fellow), conferment of the title of Reader and promotion to Personal Chair/Professorial Equivalent.
- The figures relate to promotions which are effective from 1 January 2008 and are based on the eligible staffing pool, as at 1 September 2007, from which the promotions are drawn.
- The Academic Promotions Committee, the Readerships & Personal Chairs Committee and the Promotions Panels of the HRM Committee, acting under delegated authority, agreed the promotions.
- 79% of all promotion cases were successful.
- 50% (103) of those promoted were women.
- Staff of minority ethnic origin represented 5% (10) of those promoted during the year.
- The proportion of those promoted with a declared disability was 2.5% (5)

Year	Promotions
2002	300
2003	270
2004	305
2005	114
2006	212
2007	206



1.4 STAFF DEVELOPMENT

- Staff Development Programme: 765 members of staff attended 74 courses throughout the academic year. Thorough evaluation of all courses 8 weeks after they had taken place, showed that 89% of course participants had implemented a change to their behaviour or working practices as a result of their attendance.
- Induction: A light-touch review of induction was completed and a set of 12 recommendations were approved by HRM Committee. These included the introduction of welcome packs for all new staff, changes to the online induction and online diversity packages and the re-design of the web pages.
- Alignment with Faculty Structure: Working closely with Faculty PVCs and DFOs on a number of Faculty-wide initiatives linked to their operational and strategic objectives, as well as on-going work with individual departments as required.
- Staff Development Network: A network for staff across the University whose primary role is staff development was launched in 2008.
- A review of the Heads of Department Development programme resulted in improvements for both Headstart (for new Heads of Department) and Headway (for existing Heads of Department).

1.5 STATISTICS AT A GLANCE

	02/03	03/04	04/05	05/06	06/07	07/08
Posts Advertised	1,058	1,089	1,065	847	908	946
Applications Received	16,254	17,665	17,885	18,540	17,681	17,806
Invited for Interview	2,849	3,530	3,036	2,759	2,628	2,985
Candidates Appointed	905	1,186	1,025	814	782	904
Total No of Staff	5,569	5,784	5,983	5,951	5,773	5,749
Total staff - % Women	55%	55%	55%	54%	53%	53%
% Current Staff Working Part-time	26%	27%	26%	26%	26%	26%
% Current Staff aged under 50 years	73%	73%	73%	73%	73%	73%
% Current Staff with a Declared Disability	5%	5%	4%	4%	4%	4%
% Current Staff of Minority Ethnic Origin	6%	7%	7%	8%	8%	7%
Staff Turnover	15%	15%	15%	15%	19%	15%
Promotions - % of Current Staff Promoted	5.5%	4.8%	5.3%	1.9%	3.6%	3.6%