

1. Equality Monitoring Data

Monitoring and reporting on progress with the Single Equality Scheme will include reviewing and reporting on Equality Monitoring data. The first SES Annual report is planned for December 2011 and the report will include a wide variety of data which includes:

2.1 Student data by Age on Entry, Disability, Ethnicity and Gender

Applications and Enrolments:

- Of all students
- Of Home students
- Of Overseas students
- By UG and PG levels of study

Achievements and Progression:

- Good Honours (1st and 2:i) of all students, Home, Overseas and by UG and PG
- Retention of all students, Home, Overseas and by UG and PG
- Destination of all students, Home, Overseas and by UG and PG

2.2 Staff data by Age, Disability, Ethnicity, Gender, Religion and/or Belief and Sexual Orientation

Staff Recruitment (Applications and appointments) by:

- MMU Top Level
- Academic/Academic Exec/Support Staff/Support Staff Exec
- Grade

Staff in post by:

- MMU Top Level

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- Faculty/Department
- Academic/Academic Exec/Support Staff/Support Staff Exec
- Contract type – e.g. Permanent, Fixed Term etc
- Contract type - Full time and Part time
- Grade
- Job title for Academics e.g. Professor, Lecturer
- Length of Service

Career Progression:

- Promotion by MMU Top Level
- Promotion by Academic/Academic Exec/Support Staff/Support Staff Exec
- Staff training and development by MMU Top Level
- Staff training and development by Academic/Academic Exec/Support Staff/Support Staff Exec

Cross Referencing equality data:

- Staff in post at MMU Top Level by Gender and Ethnicity
- Staff in post at MMU Top Level by Gender and Disability
- Staff in post at MMU Top Level by Disability and Ethnicity
- Staff in post by Faculty by Gender and Ethnicity
- Staff in post by Faculty by Gender and Disability
- Staff in post by Faculty by Disability and Ethnicity

Multiple Strands

As reporting systems develop at MMU there may be the possibility of monitoring and reporting on multiple strands of equality monitoring data. There are situations where people could be discriminated against

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because of a particular combination of characteristics. e.g. being Female and BME being able to monitor two protected characteristics combined will help the University to embrace the new duties set out in the forthcoming Equality Act.