Equality Commission
FOR NORTHERN IRELAND

ARTICLE 55 REVIEW

REPORT STRUCTURE

COMPANY NAME: QUEEN'S UNIVERSITY OF BELFAST, THE

REGISTRATION NUMBER: **1461**

REVIEW PERIOD: Feb 2019 to Feb 2022

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A. ANALYSIS OF COMPOSITION OF WORKFORCE

This section has been designed to assist you to put together the information needed to review employment patterns and trends during the review period.

The information recorded in the tables should relate to the period covered by this review

REMEMBER!

- **For a first review the review period**

In **Table 1** enter the composition of your organisation's workforce who normally worked **16 or more hours per week** during this review period.

Table 1: **Composition of the workforce who normally worked 16 or more hours per Week in the period from** | **Feb 2019** | **to** | **Feb 2022**

(*Insert start date and end date of review period*)

STAFF

Year		Protestant	Roman Catholic	Non - Determined	Total
2019	**Number**	1422	1632	1009	4063
	%	35.0 [46.6]	40.2 [53.4]	24.8	100
2020	**Number**	1446	1677	1135	4258
	%	34.0 [46.3]	39.4 [53.7]	26.7	100
2021	**Number**	1400	1648	1173	4221
	%	33.2 [45.9]	39.0 [54.1]	27.8	100
2022	**Number**	1378	1621	1195	4194
	%	32.9 [45.9]	38.7 [54.1]	28.5	100

STUDENT/CASUAL STAFF

Year		Protestant	Roman Catholic	Non - Determined	Total
2019	**Number**	3	8	7	18
	%	16.7 [27.3]	44.4 [72.7]	38.9	100
2020	**Number**	3	7	1	11
	%	27.3 [30.0]	63.6 [70.0]	9.1	100
2021	**Number**	2	4	2	8
	%	25.0 [33.3]	50.0 [66.7]	25.0	100
2022	**Number**	0	0	6	6
	%	0	0	100	100

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

In **Table 2** enter the composition of employees who normally worked less than **16 hours** (P/T) at the end of this period.

Table 2: **Composition of workforce who normally work less than 16 hours per week from Feb 2019 to Feb 2022**

STAFF

Year		Protestant	Roman Catholic	Non-Determined	Total
2019	**Number**	49	42	34	125
	%	39.2 [53.8]	33.6 [46.2]	27.2	100
2020	**Number**	55	42	43	140
	%	39.3 [56.7]	30.0 [43.3]	30.7	100
2021	**Number**	50	46	45	141
	%	35.5 [52.1]	32.6 [47.9]	31.9	100
2022	**Number**	55	47	41	143
	%	38.5 [53.9]	32.9 [46.1]	28.7	100

STUDENT/CASUAL STAFF

Year		Protestant	Roman Catholic	Non-Determined	Total
2019	**Number**	111	230	411	752
	%	14.8 [32.6]	30.6 [67.4]	54.7	100
2020	**Number**	81	144	368	593
	%	13.7 [36.0]	24.3 [64.0]	62.1	100
2021	**Number**	67	128	269	464
	%	14.4 [34.4]	27.6 [65.6]	58.0	100
2022	**Number**	288	403	1535	2226
	%	12.9 [41.7]	18.1 [58.3]	68.9	100

2022 includes QWork casual staff for first time which explains huge rise in numbers from 464 in 2021 to 2226 in 2022.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

In **Table 3** enter the composition of employees who normally worked **16 hours or more** (F/T) at the end of this period

Table 3: Composition of the workforce by Job Group (16 or more hours per week) from Feb 2019 to Feb 2022

STAFF

Job Group	Year	Protestant		Roman Catholic		Non-Determined		Total	
		No.	%	No.	%	No.	%	No.	%
SOC 1	**2019**	12	44.4 [54.5]	10	37.0 [45.5]	5	18.5	27	0.7
	2020	13	43.3 [59.1]	9	30.0 [40.9]	8	26.7	30	0.7
	2021	15	45.5 [60.0]	10	30.3 [40.0]	8	24.2	33	0.8
	2022	15	45.5 [57.7]	11	33.3 [42.3]	7	21.2	33	0.8
SOC 2	**2019**	722	29.1 [43.2]	950	38.3 [56.8]	811	32.7	2483	61.1
	2020	744	28.5 [43.6]	961	36.8 [56.4]	909	34.8	2614	61.4
	2021	729	27.9 [43.8]	936	35.8 [56.2]	947	36.3	2612	61.9
	2022	723	27.3 [43.1]	955	36.1 [56.9]	968	36.6	2646	63.1
SOC 3	**2019**	181	42.6 [51.6]	170	40.0 [48.4]	74	17.4	425	10.5
	2020	189	40.2 [49.3]	194	41.3 [50.7]	87	18.5	470	11.0
	2021	173	38.4 [47.3]	193	42.8 [52.7]	85	18.8	451	10.7
	2022	171	39.9 [49.0]	178	41.5 [51.0]	80	18.6	429	10.2
SOC 4	**2019**	356	44.7 [50.1]	355	44.5 [49.9]	86	10.8	797	19.6
	2020	354	43.8 [49.1]	367	45.4 [50.9]	87	10.8	808	19.0
	2021	343	43.1 [48.6]	363	45.6 [51.4]	90	11.3	796	18.9
	2022	335	43.8 [49.9]	337	44.1 [50.1]	92	12.0	764	18.2
SOC 5	**2019**	26	59.1 [60.5]	17	38.6 [39.5]	1	2.3	44	1.1
	2020	25	48.1 [58.1]	18	34.6 [41.9]	9	17.3	52	1.2

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Job Group	Year	Protestant		Roman Catholic		Non-Determined		Total	
		No.	%	No.	%	No.	%	No.	%
	2021	24	48.0 [58.5]	17	34.0 [41.5]	9	18.0	50	1.2
	2022	22	46.8 [59.5]	15	31.9 [40.5]	10	21.3	47	1.1
SOC 6	**2019**	29	41.4 [46.0]	34	48.6 [54.0]	7	10.0	70	1.7
	2020	30	40.0 [44.8]	37	49.3 [55.2]	8	10.7	75	1.8
	2021	28	36.8 [41.8]	39	51.3 [58.2]	9	11.8	76	1.8
	2022	23	35.4 [41.1]	33	50.8 [58.9]	9	13.8	65	1.5
SOC 7	**2019**	13	41.9 [48.1]	14	45.2 [51.9]	4	12.9	31	0.8
	2020	13	40.6 [48.1]	14	43.8 [51.9]	5	15.6	32	0.8
	2021	11	44.0 [57.9]	8	32.0 [42.1]	6	24.0	25	0.6
	2022	13	41.9 [52.0]	12	38.7 [48.0]	6	19.4	31	0.7
SOC 8	**2019**	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
SOC 9	**2019**	83	44.6 [50.3]	82	44.1 [49.7]	21	11.3	186	4.6
	2020	78	44.1 [50.3]	77	43.5 [49.7]	22	12.4	177	4.2
	2021	77	43.3 [48.4]	82	46.1 [51.6]	19	10.7	178	4.2
	2022	76	42.5 [48.7]	80	44.7 [51.3]	23	12.8	179	4.3
Total	**2019**	1422	35.0 [46.6]	1632	40.2 [53.4]	1009	24.8	4063	100
	2020	1446	34.0 [46.3]	1677	39.4 [53.7]	1135	26.7	4258	100
	2021	1400	33.2 [45.9]	1648	39.0 [54.1]	1173	27.8	4221	100
	2022	1378	32.9 [45.9]	1621	38.7 [54.1]	1195	28.5	4194	100

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

STUDENT/CASUAL STAFF

Job Group	Year	Protestant		Roman Catholic		Non-Determined		Total	
		No.	%	No.	%	No.	%	No.	%
SOC 9	2019	3	16.7 [27.3]	8	44.4 [72.7]	7	38.9	18	100
	2020	3	27.3 [30.0]	7	63.6 [70.0]	1	9.1	11	100
	2021	2	25.0 [33.3]	4	50.0 [66.7]	2	25.0	8	100
	2022	0	0	0	0	6	100	6	100

In **Table 4** enter by Job Group the composition of employees who normally worked **less than 16 hours** (P/T) per week at the end of this review period

Table 4:   Composition by Job Group of the workforce who normally worked less than 16 hours from Feb 2019 to Feb 2022

STAFF

Job Group	Year	Protestant		Roman Catholic		Non-Determined		Total	
		No.	%	No.	%	No.	%	No.	%
SOC 1	2019	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
SOC 2	2019	34	38.6 [57.6]	25	28.4 [42.4]	29	33.0	88	70.4
	2020	39	37.9 [60.9]	25	24.3 [39.1]	39	37.9	103	73.6
	2021	33	32.4 [53.2]	29	28.4 [46.8]	40	39.2	102	72.3
	2022	40	36.7 [57.1]	30	27.5 [42.9]	39	35.8	109	76.2
SOC 3	2019	4	80.0 [80.0]	1	20.0 [20.0]	0	0	5	4.0
	2020	3	75.0 [75.0]	1	25.0 [25.0]	0	0	4	2.9
	2021	4	57.1 [66.7]	2	28.6 [33.3]	1	14.3	7	5.0
	2022	2	50.0 [50.0]	2	50.0 [50.0]	0	0	4	2.8

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Job Group	Year	Protestant		Roman Catholic		Non-Determined		Total	
		No.	%	No.	%	No.	%	No.	%
SOC 4	2019	10	37.0 [43.5]	13	48.1 [56.5]	4	14.8	27	21.6
	2020	12	42.9 [48.0]	13	46.4 [52.0]	3	10.7	28	20.0
	2021	12	42.9 [48.0]	13	46.4 [52.0]	3	10.7	28	19.9
	2022	11	44.0 [44.0]	14	56.0 [56.0]	0	0	25	17.5
SOC 5	2019	1	100 [100.0]	0	0 [0.0]	0	0	1	0.8
	2020	1	100 [100.0]	0	0 [0.0]	0	0	1	0.7
	2021	1	100 [100.0]	0	0 [0.0]	0	0	1	0.7
	2022	1	100 [100.0]	0	0 [0.0]	0	0	1	0.7
SOC 6	2019	0	0 [0.0]	1	100 [100.0]	0	0	1	0.8
	2020	0	0 [0.0]	1	100 [100.0]	0	0	1	0.7
	2021	0	0 [0.0]	1	100 [100.0]	0	0	1	0.7
	2022	0	0 [0.0]	1	100 [100.0]	0	0	1	0.7
SOC 7	2019	0	0 [0.0]	2	100 [100.0]	0	0	2	1.6
	2020	0	0 [0.0]	2	100 [100.0]	0	0	2	1.4
	2021	0	0 [0.0]	1	100 [100.0]	0	0	1	0.7
	2022	0	0	0	0	1	100	1	0.7
SOC 8	2019	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
SOC 9	2019	0	0	0	0	1	100	1	0.8
	2020	0	0	0	0	1	100	1	0.7
	2021	0	0	0	0	1	100	1	0.7
	2022	1	50.0 [100.0]	0	0 [0.0]	1	50.0	2	1.4

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Job Group	Year	Protestant		Roman Catholic		Non-Determined		Total	
		No.	%	No.	%	No.	%	No.	%
Total	**2019**	49	39.2 [53.8]	42	33.6 [46.2]	34	27.2	125	100
	2020	55	39.3 [56.7]	42	30.0 [43.3]	43	30.7	140	100
	2021	50	35.5 [52.1]	46	32.6 [47.9]	45	31.9	141	100
	2022	55	38.5 [53.9]	47	32.9 [46.1]	41	28.7	143	100

STUDENT/CASUAL STAFF

Job Group	Year	Protestant		Roman Catholic		Non-Determined		Total	
SOC 9	2019	111	14.8 [32.6]	230	30.6 [67.4]	411	54.7	752	100
	2020	81	13.7 [36.0]	144	24.3 [64.0]	368	62.1	593	100
	2021	67	14.4 [34.4]	128	27.6 [65.6]	269	58.0	464	100
	2022	288	12.9 [41.7]	403	18.1 [58.3]	1535	68.9	2226	100

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

WORKFORCE

Comments on Employment Patterns and Trends generally

- Considering the **Protestant and Roman Catholic workforce only** and irrespective of the hours worked, there has been a slight **decrease** in the % of Protestants employed at the University from 46.8% (1471) in 2019 to 46.2% (1433) in 2022. A similar decrease was reported in our last Article 55 Review (2016 to 2019).

- There has been a slight **increase** in the % of Roman Catholics employed – this has risen from 53.2% (1674) in 2019 to 53.8% (1668) in 2022.

- With full-time and part-time combined the Non-Determined community (staff who do not identify as belonging to either the Protestant or the Roman Catholic community) continue to represent a growing proportion of the University's workforce, and when included with the Protestant and Roman Catholic figures the Non-Determined community accounted for 24.9% of the workforce (1043) in 2019 and 28.5% of the workforce (1236) in 2022.

A further analysis of the figures presented in Tables 1-4 is presented below.

Table 1: Composition of the workforce who normally work 16 or more hours per week

An analysis of the information presented in Table 1 (page 4) reveals the following:

Protestant

- In the staff population, there has been a **decrease** in the % of Protestants employed at the University and who normally work 16 hours or more per week. During the reporting period, the Protestant workforce **decreased** from 35.0% to 32.9%.

- When we exclude Non-Determined staff Protestant staff who normally work 16 hours or more per week have **decreased** from 46.6% in 2019 to 45.9% in 2022.

Roman Catholic

- There has also been a **decrease** in the % of Roman Catholics employed at the University who normally work 16 hours or more per week. During the reporting period, the Roman Catholic workforce **decreased** from 40.2% to 38.7% in 2022.

- When we exclude Non-Determined staff Roman Catholic staff who normally work 16 hours or more per week have **increased** from 53.4% in 2019 to 54.1% in 2022.

Non-Determined

- During the reporting period, the number of staff, who normally worked 16 or more hours per week and who are Non-Determined **increased** from 24.8% in 2019 to 28.5% in 2022. This is partly due to the number of International staff we have at the University. It is also as a result of a change to University procedure whereby we are

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

no longer perceiving the community background of staff using the residuary method[1] and an increasing number of people from Northern Ireland who do not identify as belonging to either the Protestant or Roman Catholic communities.

Students

- In terms of the student staff population at the University, Table 1 reveals that the students, employed by the University and normally working 16 hours or more, are relatively low in number: 18 students were employed on a full time basis back in 2019 including 9 placement students. This has dropped to 6 full time student staff in 2022 which included 3 placement students. This could possibly have been as a result of the Covid 19 pandemic.

(Protestant)

- Table 1 illustrates that during the reporting period there was a **decrease** in the number of Protestant students employed by the University to normally work 16 hours or more –from 3 in 2019 to 0 in 2022.

(Roman Catholic)

- During the reporting period, there was also a **decrease** in the number of Roman Catholic students employed by the University to normally work 16 hours or more – from 8 in 2019 to 0 in 2022.

(Non-Determined)

- This means that all student staff currently working 16 hours or more at the University are from neither a Protestant or Roman Catholic community background. This is partly due to the large number of International students. It is also as a result of a change to University procedure whereby we are no longer perceiving the community background of staff using the residuary method.

Table 2: Composition of the workforce who normally work less than 16 hours per week

Table 2 contains information relating to the composition of the University's workforce **who normally work less than** 16 hours per week.

The analysis of the **staff** figures presented in Table 2 illustrates:

Protestants

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[1] The residuary method of monitoring is recommended for use by the Equality Commission when a direct question regarding an individual's community background does not allow an employer to make a determination e.g. if the employee/applicant fails to or refuses to complete the equality monitoring questionnaire or does not identify themselves as either a member of the Protestant or Roman Catholic community. It uses data such as an individual's post code and which schools they attended as children.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

- During the reporting period, the % of Protestants who normally work less than 16 hours per week at the University **decreased** from 39.2% in 2019 to 38.5% in 2022.

- The actual numbers of Protestant staff **increased** from 49 to 55.

- When we exclude Non-Determined staff Protestant staff who normally work less than 16 hours per week have **increased** slightly from 53.8% in 2019 to 53.9% in 2022.

Roman Catholics

- During the reporting period, the % of Roman Catholics who normally work less than 16 hours per week at the University also **decreased** from 33.6% in 2019 to 32.9% in 2022.

- The actual number of Roman Catholic staff **increased** from 42 to 47.

- When we exclude Non-Determined staff Roman Catholic staff who normally work less than 16 hours per week have **decreased** slightly from 46.2% in 2019 to 46.1% in 2022.

Non-Determined

- During the reporting period, the % of Non-Determined staff who normally worked less than 16 hours per week **increased** from 27.2% in 2019 to 28.7% in 2022.

- An analysis of the figures illustrates that the actual numbers of Non-Determined Staff **increased** from 34 to 41**.**

Students/Casual Staff

- In terms of the student and casual staff at the University, working less than 16 hours per week, Table 2 reveals that the headcount has increased from 752 in 2019 to 2226 in 2022. This is due to a new recruitment system for casual staff around the University called QWork which was implemented in 2021 to fill a large number of part-time temporary positions around campus.

- The % of Protestant student/casual staff **decreased** from 14.8% in 2019 to 12.9% in 2019 although numbers rose from 111 to 288.

- The % of Roman Catholic student/casual staff **decreased** from 30.6% in 2019 to 18.1% in 2022, although numbers rose from 230 to 403.

- The number of Non-Determined student/casual staff significantly **increased** from 411 to 1535 over the reporting period and constitute the greatest representation (68.9% in 2022 compared to 54.7% back in 2019) of the workforce in this category. This increase reflects the more diverse student population through the focus to attract a higher % of international students to Queen's and also that many of the Northern

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Ireland student population do not consider themselves as belonging to either the Protestant or Roman Catholic community background.

- When we exclude Non-Determined student/ casual staff Protestant staff **increased** from 32.6% in 2019 to 41.7% in 2022 whilst Roman Catholic staff **decreased** from 67.4% to 58.3%. This change may be due to QWork which widens the applicant pool to all of the NI population rather than just the QUB student population where the majority of students are Roman Catholic.

Table 3: Composition of workforce by Job Group (SOC) working 16 hours or more per week

Table 3 (pages 6-8) contains information relating to the composition of the University's workforce who normally work more than 16 hours or more during the reporting period. The information is presented by each Job Group (SOC 1-9) with total figures presented at the foot of the table.

The SOC Groups are as follows:

SOC DESCRIPTIONS
1 Managers and Officials
2 Professional Occupations
3 Associate Professional & Technical Occupations
4 Administrative and Secretarial Occupations
5 Skilled trades occupations
6 Personal service occupations
7 Sales and customer service occupations
8 Process, Plant and Machine Operatives
9 Elementary Occupations

An analysis of the staff information presented in Table 3 illustrates:

Protestants

- During the reporting period, the numbers of Protestants employed in each SOC group illustrated the following patterns:

    o SOC1 44.4% [54.5%] to 45.5% [57.7%] (Protestant representation **increased** and actual number of Protestants **increased** from 12 to 15;
    o SOC2 29.1% [43.2%] to 27.3% [43.1%] (Protestant representation **decreased** but actual number of Protestants **increased** very slightly from 722 to 723);
    o SOC3 42.6% [51.6%] to 39.9% [49.0%] (Protestant representation **decreased** and actual numbers **decreased** from 181 to 171);
    o SOC4 44.7% [50.1%] to 43.8% [49.9%] (Protestant representation **decreased** and number of Protestants **decreased** from 356 to 335);
    o SOC5 59.1% [60.5%] to 46.8% [59.5%] (Protestant representation **decreased** and actual number of Protestants **decreased** slightly from 26 to 22);
    o SOC6 41.4% [46.0%] to 35.4% [41.1%] (Protestant representation **decreased** and number of Protestants **decreased** from 29 to 23);
    o SOC7 remained the same at 41.9% (the actual numbers of Protestants also **remained the same**). Excluding Non-Determined the % of Protestants rose from [48.1%] to [52.0%].

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

- o SOC9 44.6% [50.3%] to 42.5% [48.7%] (Protestant representation **decreased** and actual numbers of Protestants **decreased** from 83 to 76).

Roman Catholics

- During the reporting period, the numbers of Roman Catholics employed in each SOC Group illustrated the following patterns:

  - o SOC1 37.0% [45.5%] to 33.3% [42.3%] (Roman Catholic representation **decreased** and the number of Roman Catholics **increased** slightly from 10 to 11);
  - o SOC2 38.3% to 36.1% (Roman Catholic representation **decreased** but the actual number of Roman Catholics **increased** from 950 to 955). Excluding Non-Determined the % of Roman Catholics rose slightly from [56.8%] to [56.9%];
  - o SOC3 40.0% [48.4%] to 41.5% [51.0%] (Roman Catholic representation **increased** and the actual number of Roman Catholics **increased** from 170 to 178).
  - o SOC4 44.5% to 44.1% (Roman Catholic representation **decreased** and the actual number of Roman Catholics **decreased** from 355 to 337). Excluding Non-Determined the % of Roman Catholics rose slightly from [49.9%] to [50.1%];
  - o SOC5 38.6% to 31.9% (Roman Catholic representation **decreased** and the actual number of Roman Catholics **decreased** slightly from 17 to 15). Excluding Non-Determined the % of Roman Catholics rose slightly from [39.5%] to [40.5%];
  - o SOC6 48.6% [54.0%] to 50.8% [58.9%] (Roman Catholic representation **increased** and the number of Roman Catholics **decreased** slightly from 34 to 33);
  - o SOC7 45.2% [51.9] to 38.7% [48.0%] (Roman Catholic representation **decreased** and the number of Roman Catholics **decreased** from 14 to 12).
  - o SOC9 44.1% [49.7%] to 44.7% [51.3%] (Roman Catholic representation **increased** but the number of Roman Catholics **decreased** from 82 to 80).

- In terms of total figures, Table 3 (16 or more hours per week) illustrates that during the reporting period:

  - o The actual number of Protestants employed across the 9 Job Groups (SOCs) **decreased** from 1422 (35.0%) [46.6%] in 2019 to 1378 (32.9%) [45.9%] in 2022.
  - o The actual number of Roman Catholics employed across the 9 Job Groups (SOCs) **decreased** from 1632 (40.2%) in 2019 to 1621 (38.7%) in 2022 but when we exclude Non-Determined Roman Catholics **increased** from [53.4%] to [54.1%].
  - o The actual number of Non-Determined staff employed across the 9 Job Groups (SOCs) **increased** from 1009 (24.8%) to 1195 (28.5%). The % of Non-Determined staff has risen across all individual SOC groups.

The table below indicates the variance in the Protestant and Roman Catholic workforce from 2019 to 2022 by SOC:(16 hours or more):

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

	P (2022)			RC (2022)		
	Number	% ( )	%[ ]	Number	% ( )	% [ ]
SOC 1	+3	+1.1%	+3.2%	+1	-3.7%	-3.2%
SOC 2	+1	-1.8%	-0.1%	+5	-2.2%	+0.1%
SOC 3	-10	-2.7%	-2.6%	+8	+1.5%	+2.6%
SOC 4	-21	-0.9%	-0.2%	-18	-0.4%	+0.2%
SOC 5	-4	-12.3%	-1.0%	-2	-6.7%	+1.0%
SOC 6	-6	-6.0%	-4.9%	-1	+2.2%	+4.9%
SOC 7	No Change	No Change	+3.9%	-2	-6.5%	-3.9%
SOC 8	/	/		/	/	
SOC 9	-7	-2.1%	-1.6%	-2	+0.6 %	+1.6%
Total	**-44**	**-2.1%**	**-0.7%**	**-11**	**-1.5%**	**+0.7%**

In SOC 1 the number of staff is relatively small. Between 2019 and 2022 the total number of staff working 16 hours or more increased from 27 to 33 and the increase was reflected across all community backgrounds 3 new staff from the Protestant community, 1 from the Roman Catholic community and 2 Non-determined. The % of Protestant staff and Non-Determined staff increased whilst the % from the Roman Catholic community fell.

In SOC 2 although overall numbers of staff were up for both from both the Protestant and Roman Catholic communities the % representation from both communities was **down** as this SOC group includes our Academic and Research staff who come from all across the world. Therefore not surprisingly the numbers from the Non-Determined community rose from 811 in 2019 to 968 in 2022, a **rise** from 32.7% to 36.6% of staff in this SOC group.

In SOC 3 the overall numbers of staff rose from 425 in 2019 to 429 in 2022. An additional 8 Roman Catholic staff were recruited during the reporting period and 6 Non-Determined staff. Staff from the Protestant community fell by 10.
When we look at % representation Roman Catholic staff rose from 40.0% in 2019 to 41.5% in 2022 and Non-Determined staff represented 17.4% of the workforce in this SOC group in 2019 rising to 18.6% in 2022. The % of Protestant staff fell from 42.6% to 39.9%.

In SOC 4 there was a decrease in the number of staff overall, from 797 in 2019 to 764 in 2022. The number of staff from the Protestant community fell by 21 and the number of Roman Catholic staff fell by 18. The number of Non-determined staff increased by 6.
When we look at % representation both Roman Catholic and Protestant staff decreased and Non-Determined staff rose from 10.8% to 12.0% of staff in this SOC group.

In SOC 5 numbers overall increased slightly from 44 in 2019 to 47 in 2022. The number of Protestant staff fell from 26 to 22 and Roman Catholic staff from 17 to 15 whereas Non-Determined staff rose from 1 in 2019 to 10 in 2022 (this represented 2.3% of the workforce in SOC 5 in 2019 and is now 21.3% in 2022), albeit based on small numbers.

In SOC 6 overall numbers dropped from 70 in 2019 to 65 in 2022. The number of staff from the Protestant community fell from 29 to 23 and Roman Catholic staff from 34 to 33. Non-

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Determined staff increased from 7 to 9, a % increase from 10.0% to 13.8% of the workforce in SOC 6.

In SOC 7 overall numbers remain unchanged at 31. Protestant numbers and % representation remain unchanged. Staff and % representation from the Roman Catholic community has fallen and Non-Determined staff increased from 4 to 6, a rise of 6.5% from 12.9% to 19.4%.

In SOC 9 (excluding student/casual staff) overall numbers fell from 186 to 179. The number of both Protestant and Roman Catholic staff decreased slightly whereas the number of Non-Determined staff rose slightly from 21 to 23, a rise of 1.5% from 11.3% to 12.8% of the workforce in this SOC group.

SOC 9 student/casual staff reduced from 18 to 6 over the reporting period. All 6 are from a Non-Determined community background.

Workforce working less than 16 hours

Table 4 (pages 8-10) contains information relating to the composition of the University's workforce who normally work 16 hours or less during the reporting period. The information is presented by each Job Group (SOC 1-9) with total figures presented at the foot of the table.

An analysis of the staff information presented in (16 or less hours per week) illustrates that during the reporting period:

- The actual number of Protestants employed across the 9 Job Groups (SOCs) **increased** from 49 in 2019 to 55 in 2022. The % representation **decreased** slightly from 39.2% to 38.5% but when we exclude Non-Determined Protestants **increased** slightly from [53.8%] to [53.9%].
- The actual number of Roman Catholics employed across the 9 Job Groups (SOCs) **increased** from 42 in 2019 to 47 in 2022 but % representation **decreased** from 33.6% [46.2%] to 32.9% [46.1%].
- The actual number of Non-Determined staff employed across the 9 Job Groups (SOCs) and % representation **increased** from 34 (27.2%) to 41 (28.7%).

The Equality Commission for Northern Ireland (ECNI) has advised that other organisations also tend to have a higher % of Part-time staff who come from the Protestant community but the reason for this is unknown.

In February 2019, 97.0% of the University's staff worked 16 hours or more, this has **decreased** slightly to 96.7% in 2022, and the staff working less than 16 hours has **increased** from 3.0% (125) in 2019 to 3.3% (143) in 2022.

Composition by location

In Table 5 enter the composition at each of your main locations, of employees who normally worked 16 hours or more per week, at the beginning and the end of this review period.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Table 5 Composition by Location

Location	Year	Protestant	Roman Catholic	Non-Determined
Belfast	**Feb 2022**	1378	1621	1195
	Feb 2019	1422	1632	1009

B. REVIEW OF WORKFORCE FLOWS

In **Table 6** enter the overall numbers and percentages for **publicly advertised posts** for each of the job groups.

Year 1 is 2018/2019
Year 2 is 2019/2020
Year 3 is 2020/2021
Year 4 is 2021/2022

Table 6:   Overall Recruitment in Job Groups in the period Feb 2018 to Feb 2022

	Protestant		Roman Catholic		Non-Determined		Total	
	No.	(%) [%]	No.	(%) [%]	No.	(%) [%]	No.	%
SOC 1								
YEAR 1								
Applicants	4	44.4 [80.0]	1	11.1 [20.0]	4	44.4	9	100
Appointees	1	100.0 [100.0]	0	0.0 [0.0]	0	0.0	1	100
YEAR 2								
Applicants	34	32.7 [46.6]	39	37.5 [53.4]	31	29.8	104	100
Appointees	2	33.3 [66.7]	1	16.7 [33.3]	3	50.0	6	100
YEAR 3								
Applicants	11	33.3 [36.7]	19	57.6 [63.3]	3	9.1	33	100
Appointees	1	20.0 [33.3]	2	40.0 [66.7]	2	40.0	5	100
YEAR 4								
Applicants	10	20.0 [31.3]	22	44.0 [68.8]	18	36.0	50	100
Appointees	2	50.0 [50.0]	2	50.0 [50.0]	0	0.0	4	100
SOC 2								
YEAR 1								

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

	Protestant		Roman Catholic		Non-Determined		Total	
	No.	**(%) [%]**	**No.**	**(%) [%]**	**No.**	**(%) [%]**	**No.**	**%**
Applicants	1309	12.5 [39.2]	2028	19.3 [60.8]	7166	68.2	10503	100
Appointees	84	18.1 [38.2]	136	29.3 [61.8]	244	52.6	464	100
YEAR 2								
Applicants	1411	12.6 [39.6]	2150	19.3 [60.4]	7599	68.1	11160	100
Appointees	84	19.3 [43.3]	110	25.3 [56.7]	241	55.4	435	100
YEAR 3								
Applicants	657	11.9 [43.7]	847	15.3 [56.3]	4016	72.8	5520	100
Appointees	47	16.4 [48.5]	50	17.5 [51.5]	189	66.1	286	100
YEAR 4								
Applicants	999	12.9 [40.5]	1467	18.9 [59.5]	5308	68.3	7774	100
Appointees	85	18.7 [41.1]	122	26.8 [58.9]	248	54.5	455	100
SOC 3								
YEAR 1								
Applicants	419	21.2 [40.7]	611	30.9 [59.3]	947	47.9	1977	100
Appointees	23	27.1 [40.4]	34	40.0 [59.6]	28	32.9	85	100
YEAR 2								
Applicants	469	21.5 [41.6]	658	30.1 [58.4]	1057	48.4	2184	100
Appointees	21	28.0 [39.6]	32	42.7 [60.4]	22	29.3	75	100
YEAR 3								
Applicants	304	19.5 [38.9]	478	30.6 [61.1]	780	49.9	1562	100
Appointees	14	30.4 [48.3]	15	32.6 [51.7]	17	37.0	46	100
YEAR 4								
Applicants	216	20.7 [41.9]	300	28.8 [58.1]	525	50.4	1041	100
Appointees	29	38.2 [50.0]	29	38.2 [50.0]	18	23.7	76	100
SOC 4								
YEAR 1								

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

	Protestant		Roman Catholic		Non-Determined		Total	
	No.	**(%) [%]**	**No.**	**(%) [%]**	**No.**	**(%) [%]**	**No.**	**%**
Applicants	728	30.5 [41.8]	1013	42.5 [58.2]	643	27.0	2384	100
Appointees	43	36.1 [45.3]	52	43.7 [54.7]	24	20.2	119	100
YEAR 2								
Applicants	847	31.2 [42.9]	1129	41.6 [57.1]	735	27.1	2711	100
Appointees	46	38.7 [45.5]	55	46.2 [54.5]	18	15.1	119	100
YEAR 3								
Applicants	188	26.3 [40.6]	275	38.5 [59.4]	251	35.2	714	100
Appointees	5	14.3 [17.9]	23	65.7 [82.1]	7	20.0	35	100
YEAR 4								
Applicants	514	28.9 [42.8]	688	38.7 [57.2]	574	32.3	1776	100
Appointees	52	46.4 [54.2]	44	39.3 [45.8]	16	14.3	112	100
SOC 5								
YEAR 1								
Applicants	49	45.4 [50.0]	49	45.4 [50.0]	10	9.3	108	100
Appointees	2	40.0 [40.0]	3	60.0 [60.0]	0	0.0	5	100
YEAR 2								
Applicants	7	35.0 [46.7]	8	40.0 [53.3]	5	25.0	20	100
Appointees	2	20.0 [100.0]	0	0 [0.0]	8	80.0	10	100
YEAR 3								
Applicants	0	0	0	0	0	0	0	0
Appointees	0	0	0	0	0	0	0	0
YEAR 4								
Applicants	18	31.0 [39.1]	28	48.3 [60.9]	12	20.7	58	100
Appointees	0	0	0	0	0	0	0	0
SOC 6								
YEAR 1								

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

	Protestant		Roman Catholic		Non-Determined		Total	
	No.	**(%) [%]**	**No.**	**(%) [%]**	**No.**	**(%) [%]**	**No.**	**%**
Applicants	95	29.8 [40.1]	142	44.5 [59.9]	82	25.7	319	100
Appointees	3	27.3 [30.0]	7	63.6 [70.0]	1	9.1	11	100
YEAR 2								
Applicants	187	33.0 [44.4]	234	41.3 [55.6]	146	25.7	567	100
Appointees	4	26.7 28.6]	10	66.7 [71.4]	1	6.7	15	100
YEAR 3								
Applicants	91	26.8 [39.7]	138	40.7 [60.3]	110	32.4	339	100
Appointees	5	62.5 [71.4]	2	25.0 [28.6]	1	12.5	8	100
YEAR 4								
Applicants	51	25.9 [34.9]	95	48.2 [65.1]	51	25.9	197	100
Appointees	2	40.0 [40.0]	3	60.0 [60.0]	0	0.0	5	100
SOC 7								
YEAR 1								
Applicants	111	24.0 [31.4]	242	52.4 [68.6]	109	23.6	462	100
Appointees	9	47.4 [56.3]	7	36.8 [43.8]	3	15.8	19	100
YEAR 2								
Applicants	81	27.5 [40.1]	121	41.0 [59.9]	93	31.5	295	100
Appointees	3	33.3 [33.3]	6	66.7 [66.7]	0	0	9	100
YEAR 3								
Applicants	2	15.4 [33.3]	4	30.8 [66.7]	7	53.8	13	100
Appointees	0	0.0	0	0.0	1	100.0	1	100
YEAR 4								
Applicants	86	20.0 [32.8]	176	40.8 [67.2]	169	39.2	431	100
Appointees	3	23.1 [37.5]	5	38.5 [62.5]	5	38.5	13	100
SOC 8								
YEAR 1								

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

	Protestant		Roman Catholic		Non-Determined		Total	
	No.	(%) [%]	No.	(%) [%]	No.	(%) [%]	No.	%
Applicants	0		0		0		0	
Appointees	0		0		0		0	
YEAR 2								
Applicants	0		0		0		0	
Appointees	0		0		0		0	
YEAR 3								
Applicants	0		0		0		0	
Appointees	0		0		0		0	
YEAR 4								
Applicants	0		0		0		0	
Appointees	0		0		0		0	
SOC 9								
YEAR 1								
Applicants	106	26.6 [41.4]	150	37.6 [58.6]	143	35.8	399	100
Appointees	3	25.0 [37.5]	5	41.7 [62.5]	4	33.3	12	100
YEAR 2								
Applicants	75	34.1 [48.1]	81	36.8 [51.9]	64	29.1	220	100
Appointees	6	35.3 [50.0]	6	35.3 [50.0]	5	29.4	17	100
YEAR 3								
Applicants	44	27.5 [42.3]	60	37.5 [57.7]	56	35.0	160	100
Appointees	3	27.3 [30.0]	7	63.6 [70.0]	1	9.1	11	100
YEAR 4								
Applicants	22	29.7 [53.7]	19	25.7 [46.3]	33	44.6	74	100
Appointees	8	38.1 [53.3]	7	33.3 [46.7]	6	28.6	21	100
TOTAL ACROSS ALL SOC GROUPS								
YEAR 1								
Applicants	2821	17.5 [40.0]	4236	26.2 [60.0]	9104	56.3	16161	100
Appointees	168	23.5 [40.8]	244	34.1 59.2]	304	42.5	716	100

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

	Protestant		Roman Catholic		Non-Determined		Total	
	No.	(%) [%]	No.	(%) [%]	No.	(%) [%]	No.	%
YEAR 2								
Applicants	3111	18.0 [41.3]	4420	25.6 [58.7]	9730	56.4	17261	100
Appointees	168	24.5 [43.3]	220	32.1 [56.7]	298	43.4	686	100
YEAR 3								
Applicants	1297	15.5 [41.6]	1821	21.8 [58.4]	5223	62.6	8341	100
Appointees	75	19.1 [43.1]	99	25.3 [56.9]	218	55.6	392	100
YEAR 4								
Applicants	1916	16.8 [40.7]	2795	24.5 [59.3]	6690	58.7	11401	100
Appointees	181	26.4 [46.1]	212	30.9 [53.9]	293	42.7	686	100

STUDENT/CASUAL APPLICANTS

SOC 9								
YEAR 1								
Applicants	167	17.5 [37.4]	279	29.2 [62.6]	509	53.3	955	100
Appointees	35	11.9 [32.1]	74	25.1 [67.9]	186	63.1	295	100
YEAR 2								
Applicants	221	12.6 [33.4]	440	25.1 [66.6]	1090	62.3	1751	100
Appointees	38	12.8 [35.8]	68	23.0 [64.2]	190	64.2	296	100
YEAR 3								
Applicants	176	18.6 [37.1]	298	31.4 [62.9]	474	50.0	948	100
Appointees	42	15.6 [38.2]	68	25.3 [61.8]	159	59.1	269	100
YEAR 4								
Applicants	411	11.5	576	16.1	2585	72.4	3572	100

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

		[41.6]		[58.4]				
Appointees	279	12.9 [43.1]	369	17.1 [56.9]	1512	70.0	2160	100

SOC 5 year 2, as previously explained in FE Return for 19/20

Please note that there are a higher number of appointees to SOC 5 than applicants for SOC 5 in this period. This is indeed correct as back in 2008 Queen's outsourced the maintenance provision within one of our departments to an external provider, Graham FM. A review was undertaken in 2019 of this provision and it was agreed that the services provided to QUB would transfer back in house. This meant that a number of staff within SOC 5 whose principal purpose was to provide those services to QUB were transferred to QUB on 1 Feb 2020 in accordance with TUPE regulations and therefore appear on both the SOC5 appointee and employee numbers but not as applicants.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

PUBLICLY ADVERTISED POSTS – APPLICATIONS AND APPOINTMENTS
Comments on Patterns and Trends

Table 6 (pages 18-23), the Review of Workforce Flow presents the overall numbers and percentages **for publicly advertised posts** for each of the Job Groups (SOCs1-9) during the reporting period.

- Year 1 is 2018-2019
- Year 2 is 2019-2020
- Year 3 is 2020-2021
- Year 4 is 2021-2022

An analysis of the staff information presented in Table 6 illustrates the following:

Applications (PROTESTANTS AND ROMAN CATHOLICS ONLY)

Religion	2019	2020	2021	2022
Protestant	40.0% (2821)	41.3% (3111)	41.6% (1297)	40.7% (1916)
Roman Catholic	60.0% (4236)	58.7% (4420)	58.4% (1821)	59.3% (2795)

- Applications for publicly advertised posts from the Protestant community during the reporting period have **increased** by 0.7% representing 40.0% of applications in 2019 and 40.7% in 2022.

- Applications for publicly advertised posts from the Roman Catholic community during the reporting period have **decreased** by 0.7% from 60.0% in 2019 to 59.3% in 2022.

Appointments (PROTESTANTS AND ROMAN CATHOLICS ONLY)

Religion	2019	2020	2021	2022
Protestant	40.8% (168)	43.3% (168)	43.1% (75)	46.1% (181)
Roman Catholic	59.2% (244)	56.7% (220)	56.9% (99)	53.9% (212)

- Appointments of Protestants have **increased** by 5.3% from 2019 to 2022 with Protestants representing 40.8% of appointments in 2019 increasing to 46.1% of appointments in 2022.

- Appointments from Roman Catholics have **decreased** by 5.3% from 59.2% in 2019 to 53.9% in 2022. The Roman Catholic appointee rate is more than 5% lower than the Roman Catholic applicant rate. This may warrant further analysis.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Overall Applications and Appointments (Including Non-Determined)

Religion	2019 (%)	2020 (%)	2021 (%)	2022 (%)
Protestant Applications	17.5	18.0	15.5	16.8
Roman Catholic Applications	26.2	25.6	21.8	24.5
Non-Determined Applications	56.3	56.4	62.6	58.7
Protestant Appointments	23.5	24.5	19.1	26.4
Roman Catholic Appointments	34.1	32.1	25.3	30.9
Non-Determined Appointments	42.5	43.4	55.6	42.7

Applications (including Non-Determined)

The figures illustrate that a higher percentage of Roman Catholics than Protestants have applied for publicly advertised posts during each year of the reporting period.

Similar to our last Article 55 review the percentage of applications from Protestants for publicly advertised posts during the reporting period **decreased** from 17.5% (2019) to 16.8% (2022).

Likewise, the percentage of applications from Roman Catholics for publicly advertised posts during the reporting period **also decreased** from 26.2% (2019) to 24.5% (2022).

The percentage of applications from the Non-Determined group for publicly advertised posts during the reporting period **increased** from 56.3% (2019) to 58.7% (2022).

Appointments (including Non-Determined)

In terms of appointments, the figures illustrate that a higher percentage of appointments came from the Roman Catholic community during each year of the reporting period.

The percentage of Protestant appointments **increased** during the reporting period from 23.5% (2019) to 26.4% (2022) while the actual number of Protestant appointments **increased** from 168 (2019) to 181 (2022).

Meanwhile, the percentage of Roman Catholic appointments **decreased** from 34.1% (2019) to 30.9% (2022) while the actual number of Roman Catholic appointments **decreased** from 244 (2019) to 212 (2022).

The percentage of Non-Determined appointments **increased** slightly from 42.5% (2019) to 42.7% (2022) and the actual number of Non-Determined appointments **decreased** from 304 (2019) to 293 (2022).

For both Protestants and Roman Catholic applicants the percentage appointed from each community is higher than their comparative applicant rate.

Although the highest percentage of applicants over the reporting period were Non-Determined (58.7%) the appointee rate of Non-Determined applicants was much lower than their comparative applicant rate (42.7%).

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

The probable reason for the differences between applicant rate and appointee rate by Community Background can be attributed to staff updating their sensitive information record from Non-Determined to either Protestant or Roman Catholic on commencement of employment or through the biennial staff re-monitoring exercise undertaken by the University. However we will conduct further analysis to assess this theory.

The increase in applicants and appointees from a Non-Determined background is partly due to our wide international reach at Queen's but also due to a result of the change to University procedure since 2017 whereby we are no longer perceiving the community background of applicants/staff using the residuary method.

An analysis of the recruitment information presented in Table 6 illustrates:

Protestants

- During the reporting period, the numbers of Protestants applying for/appointed to each SOC group illustrated the following patterns:

  - SOC 1 numbers for applicants and appointee rates are very small. The Protestant applicant rate **decreased** from 44.4% [80.0%] in 2019 to 20.0% [31.3%] in 2022. Appointee numbers are low for this SOC Group but 37.5% of them (6 out of 16) over the entire reporting period came from the Protestant community. When we exclude Non-Determined however this equates to 54.5% of appointees (6 out of 11).

  - SOC 2 the Protestant applicant rate **increased** slightly from 12.5% [39.2%] in 2019 to 12.9% [40.5%] in 2022. 18.1% [38.2%] of appointments to SOC 2 in 2019 were from the Protestant Community rising to 18.7% [41.1%] in 2022.

  - SOC 3 the Protestant applicant rate **decreased** from 21.2% in 2019 to 20.7% in 2022. When we exclude Non-Determined rates increased from [40.7%] to [41.9%]. 27.1% [40.4%] of appointments to SOC 3 in 2019 were from the Protestant Community rising to 38.2% [50.0%] in 2022.

  - SOC 4 the Protestant applicant rate **decreased** from 30.5% in 2019 to 28.9% in 2022. When we exclude Non-Determined however rates increased from [41.8%] to [42.8%]. 36.1% [45.3%] of appointments to SOC 4 in 2019 were from the Protestant Community rising to 46.4% [54.2%] in 2022.

  - SOC 5 the Protestant applicant rate **decreased** from 45.4% [50.0%] in 2019 to 31.0% [39.1%] in 2022. 26.7% [57.1%] of the appointments over the entire reporting period came from the Protestant community.

  - SOC 6 the Protestant applicant rate **decreased** from 29.8% [40.1%] in 2019 to 25.9% [34.9%] in 2022. 27.3% [30.0%] of appointments to SOC 6 in 2019 were from the Protestant community rising to 40.0% [40.0%] in 2022.

    35.9% [38.9%] of appointments came from the Protestant community over the entire reporting period;

  - SOC 7 the Protestant applicant rate **decreased** from 24.0% in 2019 to 20.0% in 2022. When we exclude Non-Determined rates increased from [31.4%] to [32.8%]. 47.4% [56.3%] of appointments to SOC 7 in 2019 were from the Protestant community falling to 23.1% [37.5%] in 2022.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

35.7% [45.5%] of appointments came from the Protestant community over the entire reporting period;

- o SOC 9 (excl Student/Casual Staff) the Protestant applicant rate **increased** from 26.6% [41.4%] in 2019 to 29.7% [53.7%] in 2022. 25.0% [37.5%] of appointments to SOC 9 in 2019 were from the Protestant community rising to 38.1% [53.3%] in 2022.

  32.8% [44.4%] of appointments came from the Protestant community over the entire reporting period;

Roman Catholics

- During the reporting period, the numbers of Roman Catholics applying for/appointed to each SOC group illustrated the following patterns:

  - o SOC 1 the Roman Catholic applicant rate **increased** from 11.1% [20.0%] in 2019 to 44.0% [68.8%] in 2022. Numbers of applicants and appointees for this SOC Group are very small. 31.2% [45.5%] of appointments to this SOC group over the entire reporting period came from the Roman Catholic community.

  - o SOC 2 the Roman Catholic applicant rate **decreased** from 19.3% [60.8%] in 2019 to 18.9% [59.5%] in 2022. 29.3% [61.8%] of appointments to SOC 2 in 2019 were from the Roman Catholic community falling to 26.8% [58.9%] in 2022.

    25.5% [58.2%] of appointments came from the Roman Catholic community over the entire reporting period.

  - o SOC 3 the Roman Catholic applicant rate **decreased** from 30.9% [59.3%] in 2019 to 28.8% [58.1%] in 2022. 40.0% [59.6%] of appointments to SOC 3 in 2019 were from the Roman Catholic community falling to 38.2% [58.1%] in 2022.

    39.0% [55.8%] of appointments came from the Roman Catholic community over the entire reporting period.

  - o SOC 4 the Roman Catholic applicant rate **decreased** from 42.5% [58.2%] in 2019 to 38.7% [57.2%] in 2022. 43.7% [54.7%] of appointments to SOC 4 in 2019 were from the Roman Catholic community falling to 39.3% [45.8%] in 2022.

    45.2% [54.4%] of appointments came from the Roman Catholic community over the entire reporting period.

  - o SOC 5 the Roman Catholic applicant rate **increased** over the reporting period from 45.4% [50.0%] in 2019 to 48.3% [60.9%] in 2022.

    20% [75.0%] of the appointments over the entire reporting period came from the Roman Catholic community.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

- o SOC 6 the Roman Catholic applicant rate **increased** from 44.5% [59.9%] in 2019 to 48.2% [65.1%] in 2022. 63.6% [70.0%] of appointments to SOC 6 in 2019 were from the Roman Catholic community falling to 60.0% [60.0%] in 2022.

  56.4% [61.1%] of appointments came from the Roman Catholic community over the entire reporting period.

- o SOC 7 the Roman Catholic applicant rate **decreased** from 52.4% [68.6%] in 2019 to 40.8% [67.2%] in 2022. 36.8% [43.8%] of appointments to SOC 7 in 2019 were from the Roman Catholic community rising to 38.5% [62.5%] in 2022.

  42.9% [54.5%] of appointments came from the Roman Catholic community over the entire reporting period.

- o SOC 9 (excl Student/Casual Staff) the Roman Catholic applicant rate **decreased** from 37.6% [58.6%] in 2019 to 25.7% [46.3%] in 2022. 41.7% [62.5%] of appointments to SOC 9 in 2019 were from the Roman Catholic community falling to 33.3% [46.7%] in 2022.

  40.9% [55.6%] of appointments came from the Roman Catholic community over the entire reporting period;

Non-Determined

The percentage of applicants from the Non-Determined community has risen across all SOC groups except SOC 1 which **decreased** from 44.4% in 2019 to 36.0% in 2022.

The table below indicates the variance in the community background of applicants/appointees from 2019 to 2022. Numbers will vary due to the different amount of recruitment exercises taking place each year. Due to Covid 19 applications were down in Year 3 and Year 4 of the reporting period.

	P (2022)		RC (2022)		ND (2022)	
	Number	%	Number	%	Number	%
Applicants	**-905**	**-0.7%**	**-1441**	**-1.7%**	**-2414**	**+2.4%**
Appointees	**+13**	**+2.9%**	**-32**	**-3.2%**	**-11**	**+0.2%**

Student/Casual Staff Recruitment

2019-2022	Protestant	Roman Catholic	Non-Determined	Total

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

	Number	%	Number	%	Number	%	Number
Applicants	975	13.5%	1593	22.0%	4658	64.5%	7226
Appointees	394	13.0%	579	19.2%	2047	67.8%	3020

Combined applicants for the reporting period in the table above show that 13.5% of applications for student/casual jobs come from the Protestant Community, 22.0% from the Roman Catholic community and 64.5% from a Non-Determined community background up from 46.9% in the last Article 55 review. When we exclude Non-Determined 38.0% are from a Protestant community and 62.0% are from a Roman Catholic community.

Combined appointee figures for the reporting period in the table above show that 13.0% of appointees to student/casual jobs come from the Protestant Community, 19.2% from the Roman Catholic community and 67.8% from a Non-Determined community background. When we exclude Non-Determined 40.5% are from a Protestant community, up from 34.7% in the last Article 55 review and 59.5% are from a Roman Catholic community, down from 65.3% in the last Article 55 review.

Appointee rates align with applicant rates for each community. Student and casual staff do not have access to Itrent self service and are not part of the biennial staff recruitment exercise so they do not update their Community Background on appointment in a similar way to regular staff.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Promotions

Table 7:   Composition of Applicants and Promotees from Internal Competitions Feb 2018-Feb 2022

Job Group	Promotion Stage	Protestant		Roman Catholic		Non-Determined	
		No	%	No	%	No	%
SOC 1	**Applied**	3	20.0 [21.4]	11	73.3 [78.6]	1	6.7
	Promoted	1	50.0 [50.0]	1	50.0 [50.0]	0	0
SOC 2	IP* Applied	83	27.3 [38.2]	134	44.1 [61.8]	87	28.6
	AP* Applied	202	27.6 [43.7]	260	35.5 [56.3]	270	36.9
	Applied	**285**	**27.5 [42.0]**	**394**	**38.0 [58.0]**	**357**	**34.5**
	IP* Promotees	17	25.7 [38.6]	27	41.2 [61.4]	22	33.1
	AP* Promotees	146	27.1 [42.4]	198	37.2 [57.6]	176	35.7
	Promoted	**163**	**26.9 [42.0]**	**225**	**37.7 [58.0]**	**198**	**35.4**
SOC 3	**Applied**	26	27.1 [35.6]	47	49.0 [64.4]	23	24.0
	Promoted	7	45.5 [53.8]	6	40.3 [46.2]	2	14.2
SOC 4	**Applied**	261	42.0 [48.8]	274	44.1 [51.2]	87	14.0
	Promoted	34	39.5 [43.0]	45	52.4 [57.0]	7	8.1
SOC 5	**Applied**	3	30.0 [37.5]	5	50.0 [62.5]	2	20.0
	Promoted	1	24.9 [33.3]	2	75.1 [66.7]	0	0
SOC 6	**Applied**	0	0	0	0	0	0
	Promoted	0	0	0	0	0	100

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Job Group	Promotion Stage	Protestant		Roman Catholic		Non-Determined	
		No	%	No	%	No	%
SOC 7	Applied	1	25.0 [50.0]	1	25.0 [50.0]	2	50.0
	Promoted	0	0 [0.0]	1	50.0 [100.0]	1	50.0
SOC 8	Applied	0	0	0	0	0	0
	Promoted	0	0	0	0	0	0
SOC 9	Applied	4	33.3 [33.3]	8	66.7 [66.7]	0	0
	Promoted	1	100 [100.0]	0	0 [0.0]	0	0
Total	Applied	583	32.5 [44.1]	740	41.2 [55.9]	472	26.3
	Promoted	207	29.1 [42.1]	280	39.9 [57.9]	208	31.0

* IP = Internal Promotions from Internally advertised positions
* AP =Academic Promotions

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

INTERNAL COMPETITIONS – APPLICATIONS AND APPOINTMENTS
Comments on Patterns and Trends

Overall, comparing Protestants and Roman Catholics only, Table 7 illustrates that a lower percentage of those promoted come from the Protestant community (42.5%) compared to those promoted from the Roman Catholic community (57.5%).

Protestant and Roman Catholic Promotions Feb 2018- Feb 2022

Religion	Applicants	Promotees
P	(583) 44.1%	(207) 42.5%
RC	(740) 55.9%	(280) 57.5%

The table above shows that the applicant rate and promotion rate for each community background align. They also align with the overall workforce which as at Feb 2022 (excluding student/casual staff and those from the Non-Determined community) is 46.2% from the Protestant community and 53.8% from the Roman Catholic community.

Taking into consideration the Non-Determined community, the table below applies:

Protestant, Roman Catholic and Non-Determined promotions Feb 2018-Feb 2022

Religion	Applicants	Promotees
P	(583) 32.5%	(207) 29.8%
RC	(740) 41.2%	(280) 40.3%
ND	(472) 26.3%	(208) 29.9%

Again the table above shows that the applicant rate and promotion rate for each community background align. The overall workforce as at Feb 2022 (excluding student/casual staff) is 33.0% from the Protestant community, 38.5% from the Roman Catholic community and 28.5% Non-Determined, up from 24.9% in February 2019.

When broken down by individual year and community background overall promotions are as follows.

Year	P		RC		ND	
	Applied	Promoted	Applied	Promoted	Applied	Promoted
2018	33.3% [42.5%]	31.6% [43.5%]	45.1% [57.5%]	41.1% [56.5%]	21.5%	27.4%
2019	31.7% [42.0%)	32.4% [45.5%]	43.8% [58.0%]	38.8% [54.5%]	24.5%	28.8%
2020	28.4% [41.9%]	29.6% [44.5%]	39.3% [58.1%]	36.9% [55.5%]	32.2%	33.5%
2021	35.9% [47.5%]	27.6% [38.4%]	39.8% [52.5%]	44.3% [61.6%]	24.3%	28.1%
Total	32.5% [44.1%]	29.8% [42.5%]	41.2% [55.9%]	40.3% [57.5%]	26.3%	29.9%

This shows that in every individual year the majority of promotees came from the Roman Catholic community.

For every individual year Non-determined applicants did particularly well as a higher percentage were promoted compared to the corresponding applicant rate.

Leavers

Table 8a: Leavers   2018/19

Main Job Group	Protestant	Roman Catholic	Non-Determined	Total
SOC 1	0 (0.0) [0.0]	2 (100.0) [100.0]	0 (0.0)	2
SOC 2	71 (23.9) [46.4]	82 (27.6) [53.6]	144 (48.5)	297
SOC 3	18 (30.5) [48.6]	19 (32.2) [51.4]	22 (37.3)	59
SOC 4	27 (49.1) [52.9]	24 (43.6) [47.1]	4 (7.3)	55
SOC 5	1 (50.0) [50.0]	1 (50.0) [50.0]	0 (0.0)	2
SOC 6	14 (46.7) [48.3]	15 (50.0) [51.7]	1 (3.3)	30
SOC 7	0 (0.0) [0.0]	6 (66.7) [100.0]	3 (33.3)	9
SOC 8	0	0	0	0
SOC 9	6 (50.0) [66.7]	3 (25.0) [33.3]	3 (25.0)	12
TOTAL	**137 (29.4) [47.4]**	**152 (32.6) [52.6]**	**177 (38.0)**	**466**

STUDENT/CASUAL STAFF

	Protestant	Roman Catholic	Non-Determined	Total
SOC 9	46 (11.2) [34.3]	88 (21.5) [65.7]	276 (67.3)	410

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Table 8b: Leavers   **2019/20**

Main Job Group	Protestant	Roman Catholic	Non-Determined	Total
SOC 1	1 (37.3) [37.3]	2 (62.7) [62.7]	0 (0.0)	3
SOC 2	56 (17.7) [37.5]	91 (29.6) [62.5]	158 (52.7)	305
SOC 3	15 (31.5) [40.1]	20 (47.0) [59.9]	9 (21.5)	44
SOC 4	35 (46.7) [59.9]	21 (31.3) [40.1]	14 (22.0)	70
SOC 5	2 (100.0) [100.0]	0 (0.0) [0.0]	0 (0.0)	2
SOC 6	11 (37.9) [37.9]	18 (62.1) [62.1]	0 (0.0)	29
SOC 7	3 (30.0) [30.0]	7 (70.0) [70.0]	0 (0.0)	10
SOC 8	0	0	0	0
SOC 9	8 (35.0) [41.3]	9 (49.7) [58.7]	3 (15.4)	20
TOTAL	**131 (25.4) [41.9]**	**168 (35.2) [58.1]**	**184 (39.4)**	**483**

STUDENT/CASUAL STAFF

	Protestant	Roman Catholic	Non-Determined	Total
SOC 9	81 (15.2) [35.4]	148 (27.7) [64.6]	305 (57.1)	534

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Table 8c: Leavers | 2020/21 |

Main Job Group	Protestant	Roman Catholic	Non-Determined	Total
SOC 1	0 (0.0) [0.0]	1 (33.3) [100.0]	2 (66.7)	3
SOC 2	61 (23.5) [52.6]	55 (21.2) [47.4]	144 (55.4)	260
SOC 3	20 (42.6) [62.5]	12 (25.5) [37.5]	15 (31.9)	47
SOC 4	17 (43.6) [48.6]	18 (46.2) [51.4]	4 (10.3)	39
SOC 5	1 (50.0) [50.0]	1 (50.0) [50.0]	0 (0.0)	2
SOC 6	4 (66.7) [66.7]	2 (33.3) [33.3]	0 (0.0)	6
SOC 7	1 (20.0) [20.0]	4 (80.0) [80.0]	0 (0.0)	5
SOC 8	0	0	0	0
SOC 9	4 (40.0) [57.1]	3 (30.0) [42.9]	3 (30.0)	10
TOTAL	**108 (29.0) [52.9]**	**96 (25.8) [47.1]**	**168 (45.2)**	**372**

STUDENT/CASUAL STAFF

	Protestant	Roman Catholic	Non-Determined	Total
SOC 9	60 (15.1) [39.0]	94 (23.6) [61.0]	244 (61.3)	398

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Table 8d: Leavers   **2021/22**

Main Job Group	Protestant	Roman Catholic	Non-Determined	Total
SOC 1	1 (33.3) [100.0]	0 (0.0) [0.0]	2 (66.7)	3
SOC 2	67 (18.7) [44.1]	85 (23.7) [55.9]	207 (57.7)	359
SOC 3	24 (31.2) [43.6]	31 (40.3) [56.4]	22 (28.6)	77
SOC 4	32 (37.2) [46.4]	37 (43.0) [53.6]	17 (19.8)	86
SOC 5	2 (50.0) [50.0]	2 (50.0) [50.0]	0 (0.0)	4
SOC 6	10 (33.3) [37.0]	17 (56.7) [63.0]	3 (10.0)	30
SOC 7	1 (20.0) [50.0]	1 (20.0) [50.0]	3 (60.0)	5
SOC 8	0	0	0	0
SOC 9	5 (35.7) [41.7]	7 (50.0) [58.3]	2 (14.3)	14
TOTAL	**142 (24.6) [44.1]**	**180 (31.1) [55.9]**	**256 (44.3)**	**578**

STUDENT/CASUAL STAFF

	Protestant	Roman Catholic	Non-Determined	Total
SOC 9	67 (12.3) [36.0]	119 (21.9) [64.0]	357 (65.7)	543

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

LEAVERS
Comments on Patterns and Trends

Overall, comparing Protestants and Roman Catholics only, Tables 8a to 8e illustrate a higher number and percentage of Roman Catholic staff leaving the University each year except the year 2020-21 where numbers fell dramatically.

Similar to the last Article 55 review covering 2016-2019 SOC group 2 in particular which covers mostly Academic and Research staff has a much higher percentage difference of Roman Catholic's leaving the workforce compared to Protestants.

Further Analysis determined that across the reporting period the leave reasons by Community Background (Protestant and Roman Catholic) for SOC group 2 were split as follows.

SOC 2 Leave Reason Analysis (Feb 18 to Feb 22)

Leave Reason	Protestant	Roman Catholic
Deceased	[57.1%]	[42.9%]
Dismissed	[100.0%]	[0.0%]
End of Contract	[38.7%]	[61.3%]
End of Contract (Redundancy)	[38.1%]	[61.9%]
Redundancy	[0.0%]	[100.0%]
Resignation	[43.8%]	[56.2%]
Retirement - Early	[66.7%]	[33.3%]
Retirement – Ill Health	[66.7%]	[33.3%]
Retirement - Normal	[62.9%]	[37.1%]
Termination by Agreement	[50.0%]	[50.0%]
Visa Expiry	[100.0%]	[0.0%]

A higher percentage of Roman Catholic staff leave due to the reasons of End of Contract, Redundancy and Resignations usually to move onto higher graded posts in other organisations.

Also at 6 February 2022 there were a higher % of Roman Catholic staff in the workforce **53.8%** Roman Catholic to **46.2%** Protestant and in **SOC 2 56.4%** Roman Catholic to **43.6%** Protestant so leaver rates correspond to the fact that there are more Roman Catholic staff in the staff population.

A higher percentage of Protestant staff left due to Retirement which reflects the ageing Protestant workforce in SOC 2 at the University. As at 6 February 2022 there were a higher % of Protestant staff in SOC 2 at age 50+ **[42.7%]** compared to Roman Catholic staff **[33.2%]**.

Protestant and Roman Catholic leavers 2018-19 to 2021-22

Religion	2018-19	2019-20	2020-21	2021-22
P leavers	137 [47.4%]	131 [41.9%]	108 [52.9%]	142 [44.1%]
RC leavers	152 [52.6%]	168 [58.1%]	96 [47.1%]	180 [55.9%]

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

Taking into consideration the Non-Determined community, the following figures apply:

Protestant, Roman Catholic and Non-Determined leavers 2018-19 to 2021-22

Religion	2018-19 (%)	2019-20 (%)	2020-21 (%)	2021-22 (%)
P leavers	29.4	25.4	29.0	24.6
RC leavers	32.6	35.2	25.8	31.1
ND leavers	38.0	39.4	45.2	44.3

In 2018-19, for the first time, the highest proportion of leavers were from a Non-Determined background (38.0% of leavers) and this has continued each year since, rising to 44.3% in the year 2021-22. This is partly due to the large number of international staff at Queen's and also the change to University procedure whereby we are no longer perceiving the community background of staff using the residuary method and many staff from Northern Ireland no longer identify as belonging to one community or the other. However, the Non-Determined staff population is much lower at 28.5% so further analysis into the reasons for Non-Determined staff leaving may need to be explored further.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

D.   EQUALITY OF OPPORTUNITY

Provide details of any amendments to current equality policies and procedures.

Provide details of introduction of new policies, practices and procedures.

Provide details of any complaints of discrimination or harassment.

Provide details of any action taken following conclusion of complaint(s)

Comment: None in relation to Northern Ireland.

EMPLOYMENT POLICIES, PRACTICES & PROCEDURES

Provide details of any amendments to current employment policies, practices and procedures. Provide details of introduction of new policies, practices and procedures. Identify any areas where action for change may be necessary.

Amendments to current employment policies, practices and procedures (Feb 19 – Feb 22) and details of new policies, practices and procedures

Policies
- The University's Equality and Diversity Policy sets out its commitment to the promotion of equality of opportunity and to creating and sustaining an environment that values and celebrates the diversity of its staff and student body, in pursuance of the principle of equality of opportunity which was enshrined in the University's charter of 1908.

- In 2019, a Working Group was established to review and equality screen the institutional Equality and Diversity policy. The University liaised with Trade Union representatives, the Equality Commission for Northern Ireland and others during this process and a new institutional Equality, Diversity and Inclusion Policy was developed and published in 2020 as a result of our equality screening exercise. The policy specifically outlines our commitment to Cultural and Linguistic Diversity, staff and students with disabilities and/or long-term conditions and all bullying and harassment, particularly where it arises as a result of any protected characteristic which includes but is not limited to homophobic, bi-phobic and/or transphobic harassment and to sexual harassment.

- The University continues to develop and update guidance and information for staff on the importance of equality screening and the University's commitments as a public authority.   The University has created a dedicated area on our website where staff can access Guidance Notes and information on equality screening, Frequently Asked Questions, and information on Policies Currently Screened and Policies Under Consultation. The page also contains information and guidance from the Equality Commission for Northern Ireland, and access to Goods Relations Indicators data produced by NISRA (NI Statistics and Research Agency). Click here to access the webpage: https://www.qub.ac.uk/directorates/HumanResources/diversity-and-inclusion/.

- The University also delivered our first 'Section 75, Equality Screening and More' in February 2022. The training is available to all Queen's staff and provides an

overview of the University's obligations as a public authority in Northern Ireland and how to ensure we promote equality of opportunity at Queen's, including how the Diversity and Inclusion Unit can support staff undertaking equality screening of policies and procedures.

The training covers:
- o Northern Ireland equality legislation
- o What is our Equality Duty?
- o Equality Screening at Queen's.

- In 2016, as part of its commitment to equality and diversity, the University launched a new Trans Equality policy. In February 2023, the University published its updated trans equality policy which renews the University's commitment to providing advice, support and understanding to those individuals who are trans, gender non-conforming or questioning their gender identity.

  The newly updated Trans Equality Policy provides information to staff and students on gender and trans identity, including frequently asked questions, clearer advice on terminology and language, and updated and specific guidance to support staff to help individuals to discuss how they would like their transition to be managed, and how they can be supported at Queen's. The policy also continues to inform the provision of practical support including all gender facilities. The updated policy, FAQs along with links to resources and further support is available on the Trans Equality webpage.

- In 2022, the University published an Animals on Campus policy designed to provide clarification for those staff or students who may bring animals on campus, primarily in the form of assistance or service animals. This policy provides guidance on the University's policy on the presence of animals on its estate. It is designed to assist students, staff and visitors in identifying the services offered to support animals that are legitimately on campus, and to clearly identify in which circumstances animals can be brought to the University. There is a separate procedure for Animals in University owned and maintained by residential accommodation (Appendix 1) which applies to students and staff seeking to bring animals into University accommodation.

- In August 2022, the University published two new policies designed to offer support to staff experiencing the menopause and those undergoing fertility treatment, whilst raising awareness of the issues with line managers and other staff members.

- The Fertility Treatment Leave Policy outlines the University's commitment to supporting staff who are undergoing fertility treatment, or those supporting a partner who is undertaking fertility treatment, including the provision of up to five paid time off for colleagues undergoing fertility, and the need for a little space to, for example, attend appointments, receive treatment and facilitate recovery.

- The newly launched Menopause Policy recognises that colleagues may need additional consideration, support and adjustments during the time before, during and after the menopause and outlines the University's commitment to endeavoring to create an environment where women feel confident enough to raise issues about their symptoms and ask for reasonable adjustments at work, if necessary. The policy and accompanying Menopause Guidance are intended to provide clarity and direction to help managers understand the menopause and related issues within the workplace, how they can affect staff, and how managers can best provide support.

[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined

- The University continues to offer a suite of "Family Friendly" policies and Staff can avail of a number of family friendly policies to ensure a work-life balance including Adoptive Leave, Career Break, Dependant Leave including Bereavement Leave, Flexible Working, Parental Leave, Paternity Leave (including Adoptive Paternity Leave) and Shared Parental leave. Further details can be found on our Family Leave webpage.

- The University also continues to provide generous leave entitlements for its staff which go beyond the statutory minimum. These provisions greatly help in creating a supportive working environment where all staff, including those with caring responsibilities, are able to apply for and avail of a wide range of leave options to help them achieve greater work/life balance and flexibility. These policies can be found on the Annual, Family and Other Leave webpage.

Practices

- Since 2019, knowledge sessions on Family Friendly Policies have been built into the People Manager Essentials Programme, a mixed gender management development programme designed to support people managers to build their people management knowledge, skills and effective behaviours. These knowledge sessions provide guidance and information to Managers on "Family Friendly" policies such as Family Leave, Dependents Leave and Flexible Working.

- In addition, online manager guidance toolkits have been developed, including an online toolkit specifically relating to Family Leave. Manager guidance toolkits provide support and ensure consistency, fairness and full information on family friendly entitlements for all employees when making and responding to requests. Policy, guidance and information was communicated via Staff Round up (Internal Comms) and advertised on the Queen's webpage. This guidance toolkit can be viewed here: http://www.qub.ac.uk/directorates/HumanResources/managers/leave-toolkit/family-leave/.

- Staff are required to renew the Think Difference Act Differently Training, the university's Diversity e-Learning resource for all staff every two years. The online learning resource is designed to enhance staff's knowledge of workplace equality, diversity and inclusion and demonstrates the University's ongoing commitment to instilling and supporting a diverse and inclusive culture at Queen's, complementing other equality and diversity training opportunities available for staff developed by the Diversity and Inclusion Unit.

- In 2020, the University launched a Staff Carers Network to support those employees with caring responsibilities. The Carers Network will enable carers across QUB to come together to chat and share experiences and information. Further information on the Carers Network is available on the Carers webpage.

- In September 2020, the University launched an informal Staff Disability Network to support those employees with disabilities and/or long-term conditions. The network provides a voice for staff with disabilities and long-term conditions, and it is hoped that this network can provide an opportunity for staff with disabilities and long-term conditions to be represented and participate in university life.

- As part of the wraparound support for the newly launched Menopause Policy, guidance and Menopause Support Fund, the University continues to deliver

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Menopause Awareness sessions for all staff, and sessions specifically for line managers and supervisors. The sessions are designed to reduce stigma, prompt conversations in the workplace and inform staff on what to expect and when and how to seek help around issues relating to menopause

- In 2021, the University undertook a pilot programme of Active Bystander Training. This training aims to empower staff across the Queens community to challenge poor behaviours and bring about change through the reinforcement of messages defining the boundaries of unacceptable behaviour. To date, over 160 people have been trained to challenge poor behaviour in a safe, respectful and productive way.

- The Race Equality Charter (REC) Team in Queen's Gender Initiative (QGI) held a number of focus groups to explore the appropriate use of language and terminology on race and ethnicity (24 March 2021, 20 March 2021 and 14 April 2021). This feedback was used to co-create an agreed institutional approach on appropriate and sensitive language and terminology, which will be part of an ongoing conversation, recognising that language evolves over time.

- The University's LGBT+ Staff Network, PRISM, was officially launched on 13 November 2018. The network continues to create a space and dedicated resources to enable staff to come together and transform workplace culture and demonstrates the positive and inclusive culture that we want to support at Queen's, reflecting our continued commitment to equality, diversity and respect. For more information on PRISM visit their webpage.

- iRISE is a peer network open to all academic and professional services staff who identify as, or are characterised as, BAME and/or international; to contribute to addressing misrepresentation, inequalities and unbelonging within the academic functions at Queen's University Belfast. iRISE provides a safe and welcoming space for BAME and/or international staff in Queen's to regularly meet during working hours to discuss issues and work matters, in addition to continuing to plan engagement and social events both on and off campus.

- The University continues to work in partnership with The Rainbow Project to deliver three sessions on LGBTQ+ Awareness, and three sessions on Trans and Non-Binary awareness every year. The sessions cover: an awareness of the specific issues related to gender identity and gender dysphoria, clarity on appropriate language and terminology, an understanding of the key inequalities that still exist for LGBTQI+ people and what barriers there are for LGBTQI+ people attempting to accessing support or services, and aims to develop an understanding of practical improvements and ore confidence in supporting LGBTQI+ people.

- #QUBeWell Framework, our institutional framework for mental health, launched in February 2022, represents a new, whole. This campaign represents a significant investment and commitment by the University to enhance the mental health of both staff and students. In line with the University's commitment to supporting the mental health of our employees, the University continues to work with partners including Action Mental Health to deliver mental health awareness training, children and parent's emotional health sessions, and Mindful Manager training for line managers and supervisors in line with our #QUBeWell Framework.

- We continue to work with Employers for Disability NI to promote disability awareness at Queen's. These sessions, delivered twice a year, cover the definition of disability

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and how discrimination can occur under DDA, recruitment good practice, making reasonable adjustments, managing disability absence and supporting return to work for members of staff with a disability and/or long-term condition.

- Autism awareness sessions, held twice a year in conjunction with Employers for Disability NI, aim to outline how people on the autism spectrum are affected, their wide range of abilities, challenges, skills and strengths, in order to increase insight and enhance awareness of how best to interact with and support people on the autism spectrum in the workplace.

- We worked with external organisations to design and deliver a series of Neurodiversity training and awareness sessions for all staff including Neurodiversity Awareness Training Session, Supporting Your Neurodivergent Child, Busting Myths about Autism and ADHD and Parenting Children with ADHD.

- The University is committed to supporting an environment free from any form of harassment and continues to hold three Bullying and Harassment training sessions each year. Sessions covered include Queen's Core Values, Policies and procedures; the Legal framework and examples of harassment; Consequences of bullying/harassment in the workplace; Responsibilities of staff and managers; and Support available.

- The University continues to support a network of Anti-Harassment Advisors on Campus. These employees have been trained in collaboration with the Equality Commission for Northern Ireland to provide confidential information to staff on issues relating to bullying, harassment and discrimination. Any member of staff who is experiencing harassment can contact an Anti-Harassment Advisor to seek advice, support or to talk to them about what they are experiencing in strict confidence and help them decide what steps to take next.

- In April 2020, the University established a network of LGBT Allies on Campus. Delivered by Stonewall, an organisation which campaigns for the rights of LGBT people across the UK, interested staff were provided with an opportunity to explore what it means to be an LGBT Ally, and why it's important to have visible and active allies in the workplace. LGBT Allies across campus are supported to identify and practice practical ways to step up an ally and to commit to inclusive behaviours in the University and create a safe and supportive environment for all our LGBT staff and students.

- In 2021, the University delivered Active Bystander Training for all staff to further support an inclusive culture in which inappropriate behaviours can be identified and challenged. Active Bystander Training trains QUB employees to recognise inappropriate behaviour and empower staff to intervene, defuse and challenge inappropriate behaviour appropriately. The University considers this an important strategy for both diversity and harassment prevention training which complements and builds on our commitments in existing policies, practices and procedures and over 160 staff have attended training to date.

Procedures

- The University continues to provide a Disability Support Fund to support those staff with a disability and/or a long-term condition. The Fund provides assistance towards

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the purchase of specialised equipment, on a 50-50 basis with the employee's School/Department, to enable those staff to feel more comfortable at work.

- Following the last Article 55 review we included a welcoming statement on all posts to welcome those with a disability, and to outline our commitment to diversity and inclusion, including our staff networks for Black, Asian, Minority Ethnic and international staff, and LGBTQ people. For those vacancies in Soc Groups 1,4 and 6 we included a welcoming statement particularly welcoming applications from males from a Protestant community background.

- The triennial institutional Equal Pay Audit was conducted in 2020 assessing the remuneration of our 4180 contracted employees as at 1 August 2020, by the protected characteristics of gender, ethnicity, disability and community background. This audit also includes additional high-level analysis of market supplements and part-time working, similar to the 2017 Audit and an action plan of recommendations to address any identified equal pay gaps was developed and is available on the Diversity   and   Inclusion   webpage.

- In 2021, the University developed and published it's five year Disability Action Plan. This more detailed action plan reflects our ongoing commitment to ensuring Queen's remains a safe, welcoming and supportive environment for staff, students and visitors with disabilities and/or long-term conditions. The plan outlines our objectives and planned activities for the next five years, providing us with an ambitious set of targets which we hope believe will embed and mainstream our disability duties throughout the University's operational decisions and activities, whilst we work to achieve our strategic priorities in an increasingly challenging environment.

- In 2020, the University established a Carers Network to support those employees with caring responsibilities. The Carers Network enables carers across QUB to come together to chat and share experiences and information.

- The University launched its Carers Passport for staff in April 2022, which enables employees to document their circumstances, how they impact on their work and identify appropriate support.

- In September 2022, the University launched a pilot residential scheme aimed at developing language students' skills as part of their academic studies in September. The pilot will provide up to a maximum number of 12 places for students and aims to provide students with an environment to speak the Irish language daily and to encourage and support the use of the language in the students' personal and social lives outside of the study environment.

- In 2022, the University also re-established the Ciorcal Comhrá – the Irish conversation circle. The group meets monthly and provides the opportunity for staff and students to meet colleagues for a chat in Irish and a coffee.

Activity after the Review reporting period

Further events/developments have taken place in the University which are outside the reporting period but are known about at the time of writing the report.

- In 2023 we hope to commence our sixth year of the highly successful Inclusive Employment Scheme in Spring of 2023 following a postponement since 2019 due to the uncertainty of COVID-19. We hope to host a number of individuals with a disability or long-term condition in various schools and directorates throughout

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Queen's and provide an opportunity for those who have been unable to get work, or have had to leave work due to a disability, to develop skills and gain valuable work experience.

- The University is currently developing a Safe Leave policy, designed to support employees by providing an entitlement to paid safe leave for victims of domestic abuse.

- The University is also developing a Pregnancy Loss policy which will outline the University's commitment to supporting all employees who suffer the loss of a pregnancy, and will outline the support that is available, and advice that may be useful, should an employee need it.

- Both policies these will be presented later this year with training, education and dedicated assistance for delivery across the university.

Areas where action for change may be necessary

- The University's LGBT+ staff network, PRISM, is working closely with the University on the development of specific actions to further enhance the University's reputation as an LGBT+ employer, and support an increase in its ranking on the Stonewall UK Workplace Equality Index.

- Considering feedback received from Stonewall as part of our submission to the UK Workplace Equality Index in 2020, the definitive benchmarking tool for employers to measure their progress on lesbian, gay, bi and trans inclusion in the workplace, we have identified a number of procedures and practices which will support our LGBT inclusion at all levels.

- The university has developed a modern, engaging and interactive online Mental Health eLearning solution for University staff which will be available across a range of platforms – personal computers, mobile phones and laptops. The University will be seeking to launch this training in the coming year and continue to raise awareness of Mental Health in the University, help employees to better understand and manage their own mental and to support their colleagues and students; and better equip managers to encourage a mentally healthier workplace.

- The University continues to review its Employee Relations policies and procedures as part fo the Employee Relations (ER) policy review project to standardise the process across multiple policies and ensure consistency in the handling of all processes. All policies will be equality screened.

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Provide details of any complaints of discrimination or harassment.

Year lodged	Type of claim	Discrimination claimed	Name	Internal/ External	Date lodged	Outcome	Agrrement/ Withdrawal date	Decision dated
2017	FET*	Religious Belief/Political Opinion and Race	Claimant 1 (Case 1)	External	12 September 2017	Won	NA	18 October 2019
2018	High Court*	Harassment	Claimant 2	Student	30 January 2018	Ongoing	NA	NA
2018	IT*	Sex	Claimant 3	Internal	18 September 2018	Settled	23 May 2019	18 June 2019
2018	FET*	Religious Belief/Political Opinion and Race	Claimant 1 (Case 2)	External	01 October 2018	Ongoing	NA	NA
2018	IT*	Disability	Claimant 4 (Case 1)	Internal	10 November 2018	Settled	23 December 2019	03 January 2020
2019	IT *	Disability	Claimant 4 (Case 2)	Internal	10 February 2019	Settled	23 December 2019	03 January 2020
2019	Small Claim	Disability	Claimant 5	Internal	01 December 2018	Settled	30 April 2019	08 May 2019
2019	IT	Race	Claimant 6	Internal	13 September 2019	Settled	21 January 2020	22 January 2020
2019	Court of Appeal	Racial and Religious	Claimant 1 - appeal of 2017 case	External	11 October 2019	Won	NA	Judgement delivered 12/04/22
2019	FET	Religious Belief/Political Opinion and Race	Claimant 1 (Case 3)	Extermal	02 November 2019	Ongoing	NA	NA
2020	IT	Age, Disability and Sex	Claimant 7	Internal - non staff	17 December 2019	Ongoing	NA	NA
2020	IT	Disabilty	Claimant 8	Internal	25 November 2019	Settled	18 May 2021	29 June 2021
2020	IT	Disability, age (Age not registered by Tribunal)	Claimant 9	Internal	04 October 2020	Ongoing	NA	NA
2020	County Court	Disability	Claimant 10	Student	18 March 2020	Settled	03 November 2020	
2021	County Court	Disability	Claimant 11	Student	11 May 2021	Ongoing	NA	NA
2021	FET	Race, Religious Belief/ Political Opinion	Claimant 12	Internal	07 May 2021	Settled	03 October 2022	27/09/22
2021		Race and Age	Claimant 1 (Case 4)	External	24 June 2021	Ongoing	NA	NA
2021	FET	Religious Belief/Political Opinion	Claimant 13	Internal	09 September 2021	Withdrew	03 December 2021	07 December 2021
2021	IT	Sex/disability	Claimant 14	Internal	14 September 2021	Withdrawn	18 October 2022	19 October 2022
2021	FET	Religious Belief/Political Opinion, Age, Disability, Sex	Claimant 15 (Case 1)	Internal	14 November 2021	Withdrawn	12/09/22	16 September 2022
2022	IT	Disability	Claimant 14 (Case 2)	Internal	25 February 2022	Withdrawn	11/08/22	12th August 2022

Provide details of any action taken following conclusion of complaint(s).

The following actions were taken following the conclusion of complaints:

Throughout each complaint, the University scrutinises all documentation associated with each case to determine whether or not there is even any suggestion of discriminatory action. If any discriminatory action is found, it is taken seriously and would be dealt with through the University's disciplinary processes. No discrimination was proven in any of the cases above, despite the suggestion of the aggrieved party in the case.

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E. ASSESSMENT OF FAIR PARTICIPATION

The aim of this section is to allow you to assess if you need to take action in order to secure or maintain fair participation of Protestants and Roman Catholics in your organisation. This is the primary purpose of your review and it must be clearly addressed.

Article 55(1) of the Fair Employment and Treatment (NI) Order 1998 makes it clear that employers' reviews are "for the purposes of determining whether members of each community are enjoying, and are likely to continue to enjoy, fair participation in employment in the concern"

This section has been designed to assist you to assess the situation concerning fair participation of both Protestants and Roman Catholics in employment in your concern. **The tables are a guide and should be amended or additional ones inserted, where appropriate, to reflect the structure of your organisation. This may be necessary where you employ a significant proportion of employees who normally work less than 16 hours per week or where you have employees at a number of different locations.**

The assessment of fair participation should include for each job group:

- **an outline of what you consider to be the relevant catchment area;**

- **what you consider to be the appropriate comparator (Appendix 2 includes information on labour availability)**

- **a comparison of those employed with the appropriate comparator**

- **a comparison of applicant/appointee information with the appropriate comparator**

- **Your conclusion on whether or not further action is needed to secure or maintain fair participation.**

A further step by step guide to assist you in making an assessment of fair participation has been included in Appendix 1. This includes detailed guidance on defining catchment areas and the availability of both communities in these catchment areas.

IF YOU ARE IN ANY DOUBT ABOUT HOW TO COMPLETE THIS SECTION YOU SHOULD CONSULT THE EQUALITY COMMISSION FOR ADVICE

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Table 9a: Workforce Catchment areas and comparators - using Feb 22 information, includes FT and PT staff , excludes non-determined

Job Group	Catchment Area (e.g. N.I/District Council Area/ Travel To Work Area)	Comparator (e.g. Economically Active/Unemployed etc)		Workforce Composition %		Workforce Composition Number	
		P%	RC%	P%	RC %	P%	RC %
SOC 1	**Across NI**	46.4-51.9	48.1-53.6	**57.7**	**42.3**	15	11
SOC 2	**Across NI**	46.0-46.4	53.6-54.0	43.6	56.4	763	985
SOC 3	**Across NI**	46.4-50.3	49.7-53.6	49.0	51.0	173	180
SOC 4	**Belfast TTWA**	52.2-61.5	38.5–47.8	49.6	50.4	346	351
SOC 5	**Belfast TTWA**	52.2-66.4	33.6-47.8	60.5	39.5	23	15
SOC 6	**Belfast TTWA**	49.0-62.8	37.2-51.0	**40.4**	**59.6**	23	34
SOC 7	**Belfast TTWA**	52.2-60.5	39.5-47.8	52.0	48.0	13	12
SOC 8	**N/A**	N/A	N/A	0.0	0.0	0	0
SOC 9 staff	**Belfast City**	43.5–49.0	51.0-56.5	49.0	51.0	77	80
SOC 9 casuals	**Belfast City**	43.5–49.0	51.0-56.5	41.7	58.3	288	403

Table 9b: Recruitment Catchment areas and comparators - using Feb 22 information, includes FT and PT staff , excludes non-determined

Job Group	Catchment Area (e.g. N.I/District Council Area/ Travel To Work Area)	Comparator (e.g. Economically Active/Unemployed etc)		Applicants %		Applicants Number		Appointees	
		P%	RC%	P%	RC %	P%	RC %	P%	RC %
SOC 1	**Across NI**	46.4-51.9	48.1-53.6	**31.3**	**68.8**	10	22	50.0	50.0
SOC 2	**Across NI**	46.0-46.4	53.6-54.0	**40.5**	**59.5**	999	1467	41.1	58.9
SOC 3	**Across NI**	46.4-50.3	49.7-53.6	41.9	58.1	216	300	50.0	50.0
SOC 4	**Belfast TTWA**	52.2-61.5	38.5–47.8	42.8	57.2	514	688	54.2	45.8
SOC 5	**Belfast TTWA**	52.2-66.4	33.6-47.8	**39.1**	**60.9**	18	28	0.0	0.0
SOC 6	**Belfast TTWA**	49.0-62.8	37.2-51.0	**34.9**	**65.1**	51	95	**40.0**	**60.0**
SOC 7	**Belfast TTWA**	52.2-60.5	39.5-47.8	**32.8**	**67.2**	86	176	**37.5**	**62.5**
SOC 8	**N/A**	N/A	N/A	0.0	0.0	0.0	0.0	0.0	0.0
SOC 9 staff	**Belfast City**	43.5–49.0	51.0-56.5	53.7	46.3	22	19	**53.3**	**46.7**
SOC 9 casuals	**Belfast City**	43.5–49.0	51.0-56.5	41.7	58.3	41.6	58.4	43.1	56.9

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We have excluded Non-Determined from the tables above. Bold text indicates an under-presentation of 5% or more.

See **Appendix 2** for a breakdown of Standard Occupational Classification (SOC) Groups.

Comparator Data Methodology

- The comparator information above is taken from the **2021 Census**. NISRA usually produce specific tables for the Equality Commission for Northern ireland **Tables A to D** outlined below. These have not yet been produced so we have used the NISRA Flexible Table Builder to produce our own, see **Appendix 3**.

- We have sought advice from NISRA regarding the definition of Belfast Travel to Work Areas using the 11 Local Government Districts introduced in 2015. NISRA stated "*Currently, there are no firm plans in terms of developing the Travel to Work Area (TTWA) geography for Census 2021. It would be difficult to recreate the Belfast TTWA from Census 2011 using a selection of the current Local Government Districts (LGDs) as the geographies don't align very well. Census 2011 TTWAs were created from aggregations of Super Output Areas (SOAs); SOAs nested within the former 26 LGDs in place at the time but this nesting feature was lost when the current 11 LGDs were introduced in 2015.*"

- Therefore we have defined **Belfast Travel to Work Area** as applicants coming from the following Local Government Districts:-

  ➢ Antrim and Newtownabbey
  ➢ Ards and North Down
  ➢ Belfast
  ➢ Lisburn and Castlereagh
  ➢ Mid and East Antrim

- We analysed our most recent year of applicants during 21/22 by SOC Group and % from Belfast Travel to Work Area.

SOC	% of applicants from Belfast TTWA
1	36%
2	28%
3	57.8%
4	**82.3%**
5	**75.9%**
6	**80.2%**
7	**86.5%**
9	**93.4%**

- For SOC Groups **1 to 3** under 75% of applicants came from the Belfast Travel to Work Area so the applicant pool was deemed to be **Across NI**. We used the 75% threshold as per NISRA Guidance.

- In the year 21/22 for vacancies in SOC Group 1, 61% of applicants came from outside of Northern Ireland (up from 23% in 18/19), for SOC Group 2 which contains the Academic and Research positions at Queen's University, almost 80% of applicants came from outside of Northern Ireland (up from 66% in 18/19) and for SOC group 3 51% came from outside NI (up from 33% in 18/19).

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- For **SOC Groups 4 to 9** 75% or more of applicants came from the **Belfast Travel to Work Area**. This was broken down further to establish what % came from **Belfast only**.

SOC	% of applicants from Belfast
4	48.5%
5	43.1%
6	39.6%
7	65.7%
9	**78.9%**

- This showed us that **SOC Group 9** applicant pool catchment area is Belfast only as over 75% of applicants came from Belfast.

See Appendix 3

Table A: % of Protestant, Roman Catholics (Community Background: Religion or Religion brought up in) and those of Other Religions and No Religion for Economically Active Persons aged 16-74 years by District Council Area.

Table B: % of Protestant, Roman Catholics (Community Background: Religion or Religion brought up in) and those of Other Religions and No Religion for Unemployed Persons aged 16-74 years by District Council Area.

Table C: NI Economically Active population aged 16-74 years by Occupation and Community Background (Religion or Religion brought up in).

Table D: Northern Ireland economically active population aged 16-74 years by highest level of Academic Qualification and Community Background (Religion or Religion brought up in

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- We decided that the best comparator data would be using a combination of **Tables C** and **D**.

- As we created our own tables using the NISRA Flexible table builder we were able to break **Table C** down further than previously to look at not only **NI Wide** but also by **Belfast TTWA** and **Belfast** only.

- When using **Table D** we based this on the usual qualifications required for jobs within each SOC Group at Queen's as follows:

➤ **SOCs 1 to 3** generally require **Level 4** qualification – **Degree**
➤ **SOCs 4,5 and 7** majority of jobs (Clerical and Operational Grades 3 and 4) require **Level 2** qualification – **5 GCSEs**
➤ **SOC 6 and 9** majority of QUB jobs in this SOC (Operational Grades 1 and 2) require **No Qualifications.**

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Therefore the following Comparator data was used:-

> **SOC 1,2,3** Table C NI Wide and Table D educated to Level 4 and above
> **SOC 4,5 and 7** Table C (based on TTWA) and Table D Level 2 and above
> **SOC 6** Table C (based on TTWA) and Table D no qualifications
> **SOC 8 and 9** Table C (based on Belfast City) and Table D no qualifications

- We must also remember when using 2021 Census data that the Census took place during a period of rapid change. The labour market data reflected a situation when many more people than at the time of the 2011 Census were working from home or on furlough. The Office for National Statistics (ONS) published extra guidance to help people on furlough to answer the census questions about work. They were advised to identify themselves as "temporarily away from work" as this would ensure they were still included in the economically active population. We are unable to determine how many furloughed people followed the guidance but there was a decrease in the overall number of individuals deemed to be economically active in the 2021 Census compared to the 2011 Census.

Table 10: Assessment of fair participation

Taking account of the information collected in **Table 9** complete the following for each job group by ticking one appropriate box in each case. *"In line" has been interpreted as under 5% differential.

Job Group	Workforce in line with comparator*		Applicants in line with comparator*	
	Yes	**No**	**Yes**	**No**
SOC 1		X		x
SOC 2	x			x
SOC 3	x		x	
SOC 4	x		x	
SOC 5	x			x
SOC 6		X		x
SOC 7	x			x
SOC 8	NA	NA	NA	NA
SOC 9 Staff	x		x	
SOC 9 Student/Casual Staff	x		x	

- Table 10 above shows that the University **workforce** is not in line with the comparator data for SOC Groups **1 and 6**. However, numbers of staff are small in these SOC Groups so we must exercise caution in drawing meaningful conclusions. SOC Group 1 has 15 staff from the Protestant Community and 11 staff from the Roman Catholic community. SOC Group 6 has 23 Protestant staff compared to 34 Roman Catholic staff.

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- **Applicants** from **SOCs 1,2,5,6 and 7** are not in line with the comparator data.

- Queen's University has a diverse workforce and attracts applicants from all across the world.

- As at 6th February 2022 those staff (excluding student and casual staff) who were from a Non-Determined background made up 29.2% of our workforce and came from 87 different nationalities.

- In the year 21/22, 58.7% of applicants were from a Non-Determined Background up from 55.9% in the year 18/19. 68% of these applicants were applying from an address outside of Northern Ireland, down from 72% in the year 18/19.

- As well as having a huge international applicant/staff rate there are also increasing numbers of individuals who come from within Northern Ireland stating that they are from a Non-Determined community background. The Equality Commission for Northern Ireland confirmed that anecdotally these individuals were more likely to come from a traditional Protestant background. This would help explain why the University seems to be under-represented by Protestant applicants in so many SOC Groups above.

- The decision taken in 2017 to no longer perceive applicants is also having an impact on the number of applicants deemed to be Non-Determined. As part of the affirmative action plan the Diversity and Inclusion Unit will liaise with the P&C Recruitment project team, Information Services and Equality Scheme NI to explore alternative ways of gathering Community Background data through the online recruitment process which is currently under review.

- The impact of the decision to not residuarise does not have as large an impact on **Appointee** and **Employee** data as we direct new staff to update their monitoring record on commencing employment as well as conduct an all staff re-monitoring exercise every two years.

- Staff can update all their equality information including Community Background if it is sitting as Blank or Non-Determined. They cannot amend Community Background if they have previously told us they were Protestant or Roman Catholic in line with Fair Employment (monitoring) regulations (NI) 1999.

- The re-monitoring exercise that the University employees undertake every two years goes over and above what the University is required to do but we feel it is important to keep all the information up to date as it is vital to help us to understand and support our workforce overall. For example we can provide additional support and signposting to staff who identify that they are now a carer or have acquired a disability.

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Workforce

1. Have you concluded for any job group in your workforce that:

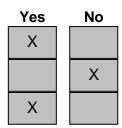|	Yes	No
Protestant representation is lower than would be expected?	X	
Roman Catholic representation is lower than would be expected?	X	
Representation of both communities is in line with what would be expected?	X	

Applicants for employment

2. Have you concluded for **applicants for any job group** that:

	Yes	No
Protestant representation is lower than would be expected?	X	
Roman Catholic representation is lower than would be expected?		X
Representation of both communities is in line with what would be expected?	X	

If you have identified any areas of under-representation, either among those employed or applicants for employment, please identify the relevant job-group(s) and the community under-represented.

Protestant workforce under-represented in SOC 6 (overall numbers of staff are small)

Roman Catholic workforce under-represented in SOC 1 (overall numbers of staff are small)

Protestant applications under-represented in SOCs 1,2,5,6 and 7.

3. Have you concluded for any job groups that:

	Yes	No
Further action is needed to secure fair participation?	X	
Further action is needed to ensure fair participation is maintained?	X	

Please comment below

The University needs to implement specific actions to increase the applications and from the Protestant community in SOCs 1,2,5,6 and 7. The Affirmative Action Plan will address any areas of under representation.

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F.   AFFIRMATIVE ACTION

In this section you should identify any affirmative action measures which you propose to take as a result of this Review. Include any goals and timetables set in relation to:

- Applicants / Appointees

- The workforce

Include any goals and timetables set in relation to applicants/appointees and the overall workforce.

We are still awaiting the release of the official NISRA data from the ECNI in relation to Census 2021. We will complete the affirmative action measures in conjunction with the Equality Commission for Northern Ireland once these statistics are available.

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[ ] square brackets indicate % when looking at Protestant and Roman Catholic only and therefore excluding Non-Determined