



# Annual Equality Statistics 2009

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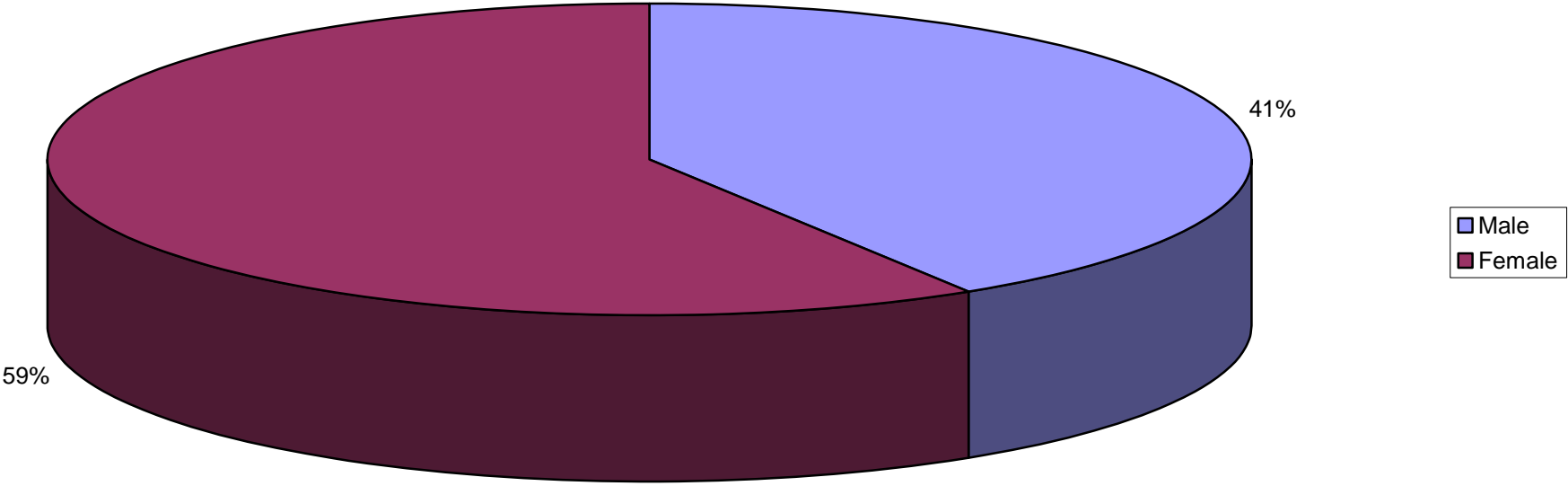
ICR GENDER PROFILE THROUGH THE YEARS

Functions	Sections	Male						Female					
		2007 (Q4)		2008 (Q4)		2009 (Q4)		2007 (Q4)		2008 (Q4)		2009 (Q4)	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
CBL	Breakthrough	32	37%	36	43%	40	45%	55	63%	48	57%	49	55%
	Cell & Molecular Biology	32	44%	30	40%	34	45%	41	56%	45	60%	41	55%
	Gene Func. & Regulation	7	70%	6	67%	5	71%	3	30%	3	33%	2	29%
	Structural Biology	24	59%	22	52%	22	55%	17	41%	20	48%	18	45%
	<b>TOTAL</b>	<b>95</b>	<b>45%</b>	<b>94</b>	<b>45%</b>	<b>101</b>	<b>48%</b>	<b>116</b>	<b>55%</b>	<b>116</b>	<b>55%</b>	<b>110</b>	<b>52%</b>
CLINICAL	Biochemistry	1	13%	1	13%	1	14%	7	88%	7	88%	6	86%
	Clin. Magnetic Resonance	12	48%	12	43%	10	34%	13	52%	16	57%	19	66%
	Clinical Trials	10	20%	11	22%	14	24%	41	80%	40	78%	45	76%
	Medicine	8	33%	13	27%	13	24%	16	67%	36	73%	41	76%
	Paediatric Oncology	5	33%	8	40%	8	40%	10	67%	12	60%	12	60%
	Physics	11	58%	17	71%	16	73%	8	42%	7	29%	6	27%
	Radiotherapy	8	29%	8	33%	7	28%	20	71%	16	67%	18	72%
	Surgery	1	0%	1	100%	1	100%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>56</b>	<b>33%</b>	<b>71</b>	<b>35%</b>	<b>70</b>	<b>32%</b>	<b>115</b>	<b>67%</b>	<b>134</b>	<b>65%</b>	<b>147</b>	<b>68%</b>	
CORPORATE SERVICES	Academic Services	8	36%	6	27%	6	24%	14	64%	16	73%	19	76%
	Biological Services Unit	7	50%	8	53%	8	50%	7	50%	7	47%	8	50%
	Chief Executive	1	33%	1	33%	1	33%	2	67%	2	67%	2	67%
	Enterprise Unit	2	33%	2	33%	3	33%	4	67%	4	67%	6	67%
	Facilities	44	66%	45	64%	44	61%	23	34%	25	36%	28	39%
	Finance	8	50%	7	44%	8	47%	8	50%	9	56%	9	53%
	Fundraising & PR	6	21%	8	31%	9	27%	22	79%	18	69%	24	73%
	Human Resources	5	26%	7	33%	6	35%	14	74%	14	67%	11	65%
	Information Technology	27	73%	28	72%	28	74%	10	27%	11	28%	10	26%
	Internal Audit	1	0%	1	100%	1	100%	0	0%	0	0%	0	0%
	Medical Photography	1	50%	1	100%	1	100%	1	50%	0	0%	0	0%
	Secretariat	2	22%	1	11%	1	11%	7	78%	8	89%	8	89%
	<b>TOTAL</b>	<b>112</b>	<b>50%</b>	<b>115</b>	<b>50%</b>	<b>116</b>	<b>48%</b>	<b>112</b>	<b>50%</b>	<b>114</b>	<b>50%</b>	<b>125</b>	<b>52%</b>
HADDOW	Cancer Genetics	17	27%	13	21%	12	19%	45	73%	49	79%	50	81%
	Cancer Therapeutics	64	47%	54	47%	61	48%	73	53%	62	53%	66	52%
	Epidemiology	8	17%	7	15%	6	13%	39	83%	40	85%	39	87%
	Haemato-Oncology	23	40%	22	42%	19	37%	34	60%	30	58%	33	63%
	Molecular Carcinogenesis	16	52%	11	48%	11	46%	15	48%	12	52%	13	54%
<b>TOTAL</b>	<b>128</b>	<b>38%</b>	<b>107</b>	<b>36%</b>	<b>109</b>	<b>35%</b>	<b>206</b>	<b>62%</b>	<b>193</b>	<b>64%</b>	<b>201</b>	<b>65%</b>	
<b>GRAND TOTAL</b>		<b>391</b>	<b>42%</b>	<b>387</b>	<b>41%</b>	<b>396</b>	<b>40%</b>	<b>549</b>	<b>58%</b>	<b>557</b>	<b>59%</b>	<b>583</b>	<b>60%</b>

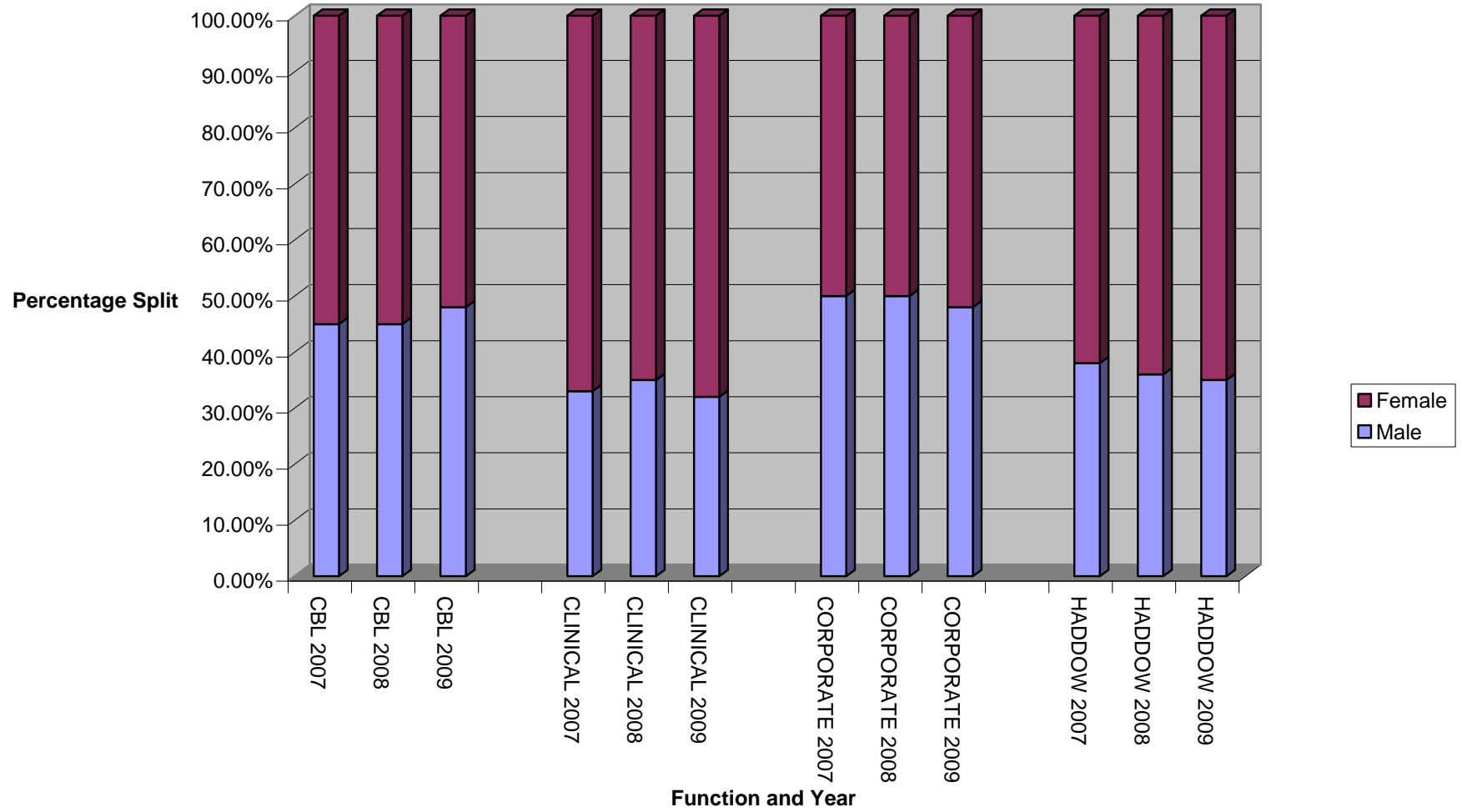
**Observation/Analysis**

- 1) The gender split has been consistent from 2006 to 2009 with around 59% of females and 41% of males employed.
- 2) The Section with the largest proportion of males continues to be Information Technology with 74% of staff being male.
- 3) The Section with the largest proportion of females in 2009 was Biochemistry with 88% of staff being female.

Gender Split - Q4 2009



**Gender Split by Functions through the years**



## 2009 Gender Split by Job Grade

### Corporate Services Grades (London and Sutton combined)

Job Grade	Female		Male		Grand Total
	No.	%	No.	%	
Administration (including IT grades)	168	70.89	69	29.11	237
Facilities	24	36.92	41	63.08	65
Principal Officers	26	63.41	15	36.59	41
Corporate Directorate	4	36.36	7	63.64	11
<b>TOTAL for Corporate Services</b>	<b>222</b>	<b>62.71</b>	<b>132</b>	<b>37.29</b>	<b>354</b>

### Observation/Analysis

1. In 2009 the Corporate Services grade with the largest proportion of females in it was Administration (including IT grades) at 70.89%.
2. The percentage of male directors has increased since 2008 from 60% to 63.64%. It is however worth noting that this is a small population.

### Scientific Grades (London and Sutton combined)

Job Grade	Female		Male		Grand Total
	No.	%	No.	%	
Technical	211	69.64	92	30.36	303
PDTFs	95	56.21	74	43.79	169
Staff Scientist	10	27.03	27	72.97	37
Clinicians	28	43.75	36	56.25	64
Career Development Faculty	3	27.27	8	72.73	11
Career Faculty	14	34.15	27	65.85	41
<b>TOTAL for Scientific</b>	<b>361</b>	<b>57.76</b>	<b>264</b>	<b>42.24</b>	<b>625</b>

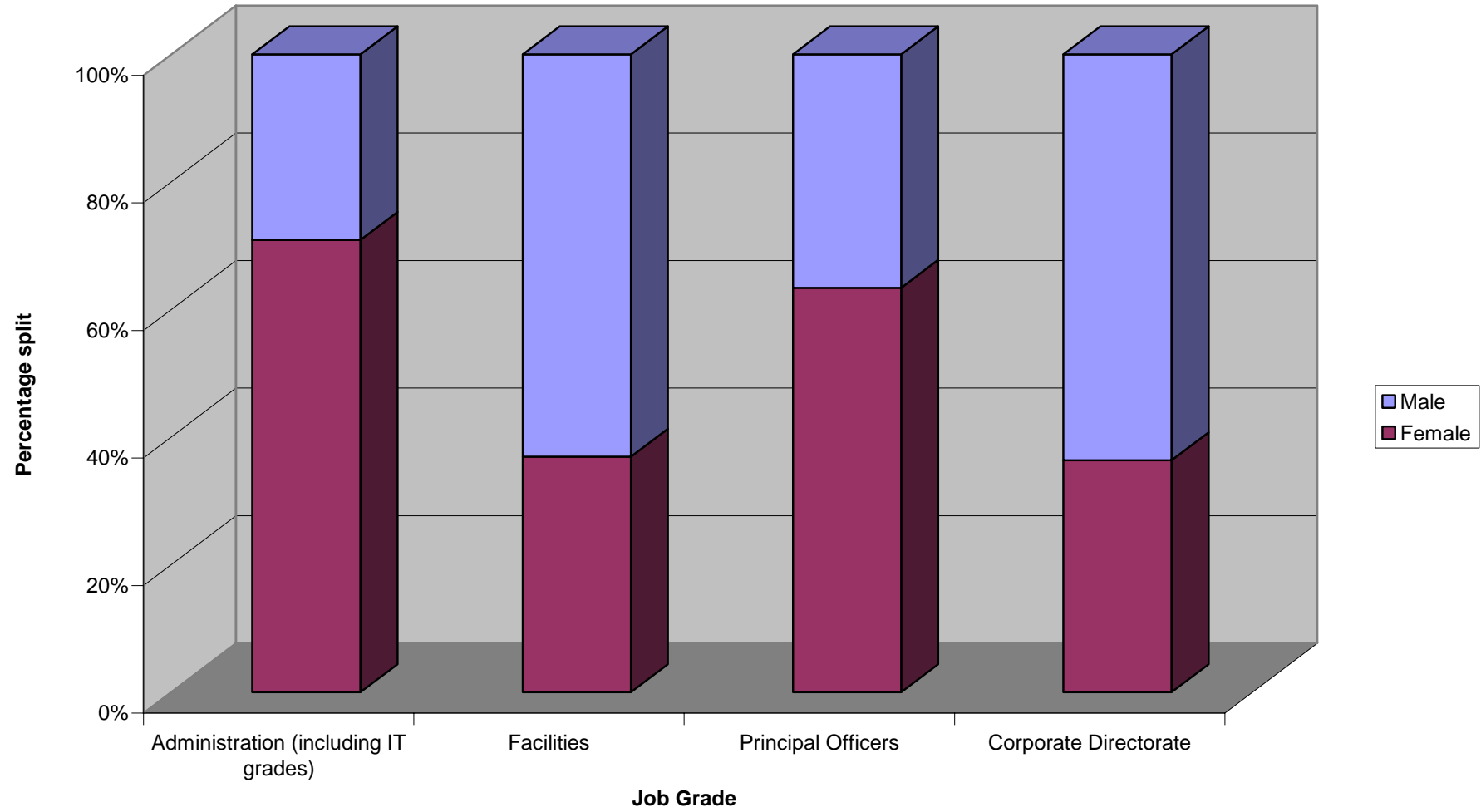
### Observation/Analysis

1. The Technical Grades (which includes Scientific Officers and BSU Staff) have the largest proportion of females at 69.64% this figure has remained consistent since these statistics began in 2007.
2. Similarly to the Corporate Services Grades the more senior a position the larger the percentage of males for example the Career Faculty grade has 65.85% male even though the total male scientific population of ICR is 42.24%.

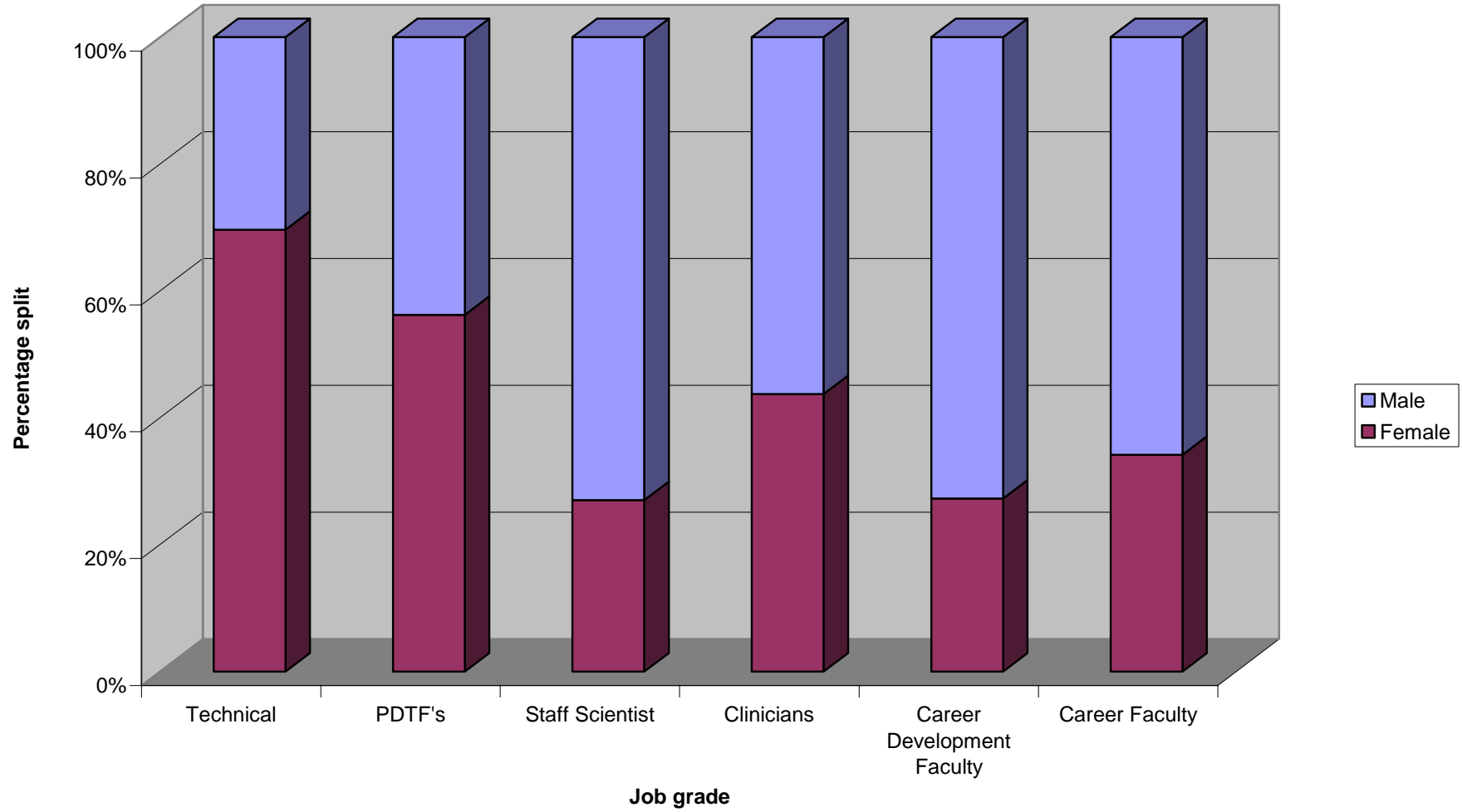
### Overall Observation

Since these comparative statistics began in 2007 there has been little variation between the male and female population at different grades and between Scientific and Corporate. This is particularly surprising when you consider that during these three years 559 staff have left and there have been 639 new joiners.

2009 Gender split within grades - Corporate Services



2009 Gender split within grades - Scientific



**Female: Male comparison of employment contract type:  
Fixed-term or Non time limited**

Job grade	Gender	Fixed term	Non time limited	Temporary	Grand Total
Administration (including IT grades)	Female	31.55%	66.67%	1.79%	168
	Male	23.19%	76.81%	0.00%	69
Career Development Faculty	Female	100.00%	0.00%	0.00%	3
	Male	100.00%	0.00%	0.00%	8
Career Faculty	Female	0.00%	100.00%	0.00%	14
	Male	11.11%	88.89%	0.00%	27
Clinicians	Female	78.57%	17.86%	3.57%	28
	Male	58.33%	41.67%	0.00%	36
Facilities	Female	4.17%	95.83%	0.00%	24
	Male	4.88%	95.12%	0.00%	41
PDTF's	Female	97.89%	2.11%	0.00%	95
	Male	94.59%	2.70%	2.70%	74
Principal Officers	Female	15.38%	80.77%	3.85%	26
	Male	6.67%	93.33%	0.00%	15
Corporate Directorate	Female	0.00%	100.00%	0.00%	4
	Male	0.00%	100.00%	0.00%	7
Staff Scientist	Female	0.00%	90.00%	10.00%	10
	Male	25.93%	74.07%	0.00%	27
Technical	Female	45.97%	51.18%	2.84%	211
	Male	41.30%	56.52%	2.17%	92
<b>Grand Totals</b>	Female	273	298	12	583
	% of all females on contract type	47.00%	51.00%	2.00%	100%
	Male	166	226	4	396
	% of all males on contract type	42.00%	57.00%	1.00%	100%
	<b>Overall</b>	<b>439</b>	<b>524</b>	<b>16</b>	<b>979</b>

**Observation/Analysis**

1. Overall a larger percentage of females than males are on fixed-term contracts as oppose to non time limited contracts (47% and 42% respectively).
2. At the more junior level (Technical, Administration and PDTF) the percentage of males on non time limited contracts is higher.
3. It is more difficult to make any comparisons at the more senior end of the scale as all Corporate Directors are on non time limited contracts and all Career Development Faculty staff are on fixed term contracts.
4. However, Career Faculty, the only senior grade that can be looked at, shows that there are more females on non time limited contracts than males (100% and 88.89% respectively).

### Disability status within Function

Function	Not disabled	Not answered	Disabled	Grand Total
<b>CBL</b>	88.15%	9.95%	1.90%	100%
<b>Clinical</b>	94.47%	4.61%	0.92%	100%
<b>Corporate Services</b>	85.48%	8.30%	6.22%	100%
<b>Haddow</b>	95.16%	2.90%	1.94%	100%
<b>Grand Total</b>	<b>91.11%</b>	<b>6.13%</b>	<b>2.76%</b>	<b>100%</b>

#### Observation/Analysis

1. 919 staff have provided information regarding their disability status. We have a further 60 members of staff for whom we do not have information.
2. The Section of CBL has the poorest return rate of information with 9.95% of all staff in this section not providing any information.
3. Overall 27 members of staff (or 2.76% of the workforce) have notified us that they are disabled.
4. The Corporate Services function has the largest percentage of disabled staff with 6.22% of all staff in this function being disabled.

### Disability by type

Function	Specific learning disability (such as dyslexia or dyspraxia)	Long-standing illness (such as epilepsy, asthma, cancer)	Mental health condition (such as depression or schizophrenia)	Physical impairment or mobility issues	Deaf or serious hearing impairment	Blind or visual impairment	Other type of disability
<b>Grand Total</b>	<b>22.22%</b>	<b>37.04%</b>	<b>7.41%</b>	<b>18.52%</b>	<b>3.70%</b>	<b>7.41%</b>	<b>3.70%</b>

#### Observation/Analysis

1. The largest proportion of staff who are disabled fall within the 'long standing illness' category. The category includes epilepsy, asthma, cancer, HIV, etc.
2. The disability type that is less represented is 'deaf or serious hearing impairment' (3.70%) followed by 'blind or visual impairment' and 'mental health' with equal 7.41%.

### Disability by job grade

Job grade	Not disabled	Not answered	Yes
Administration (including IT grades)	91.14%	6.33%	2.53%
Career Development Faculty	72.73%	27.27%	0.00%
Career Faculty	95.12%	0.00%	4.88%
Clinicians	93.75%	4.69%	1.56%
Facilities	84.62%	9.23%	6.15%
PDTF's	92.31%	7.69%	0.00%
Principal Officers	90.24%	7.32%	2.44%
Corporate Directorate	90.91%	0.00%	9.09%
Staff Scientist	91.89%	2.70%	5.41%
Technical	91.42%	5.28%	3.30%
<b>Grand Total</b>	<b>91.11%</b>	<b>6.13%</b>	<b>2.76%</b>

1. The job grade with the largest percentage of disabled staff is Corporate Directorate with 9.09% of staff having a disability. However it is worth noting that there are only 11 members of staff on this job grade.
2. Equally, although it appears that 27.27% of all staff on the Career Development Faculty grade have failed to notify us of their disability status, there are only 11 members of staff on this grade so 27.27% represents 3 people.

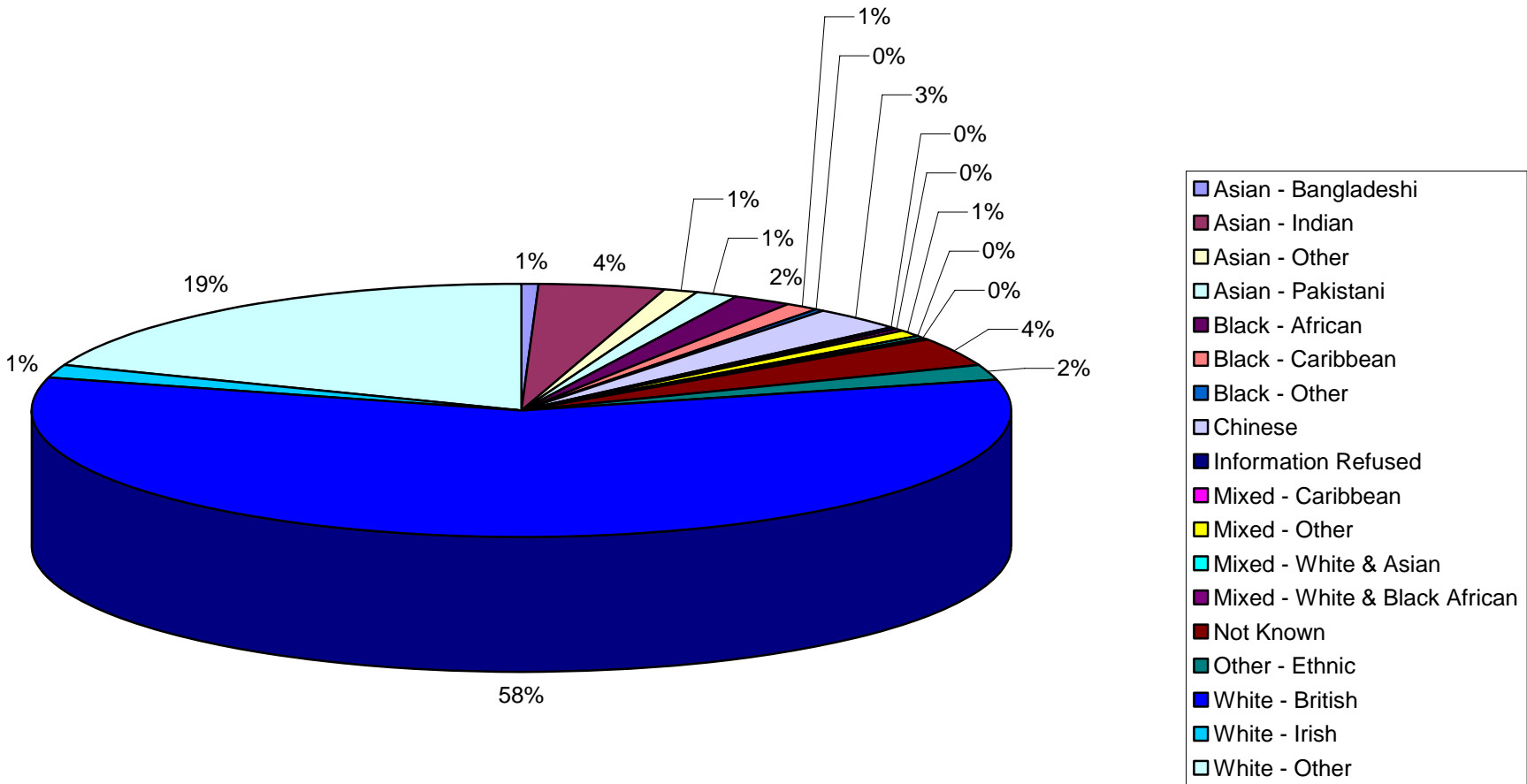
## ICR Ethnic Origin Profile – 2009

Function	Asian - Bangladeshi	Asian - Indian	Asian - Other	Asian - Pakistani	Black - African	Black - Caribbean	Black - Other	Chinese	Information Refused	Mixed - Caribbean	Mixed - Other	Mixed - White & Asian	Mixed - White & Black African	Not Known	Other - Ethnic	White - British	White - Irish	White - Other	Grand Total
CBL	0.00%	3.32%	0.95%	0.95%	0.95%	0.47%	0.00%	4.27%	0.00%	0.47%	1.42%	0.47%	0.00%	8.06%	2.84%	39.81%	1.42%	34.60%	211
Clinical	0.46%	6.91%	0.92%	2.30%	2.30%	0.46%	0.46%	2.76%	0.46%	0.00%	0.00%	0.46%	0.00%	1.84%	1.84%	61.29%	1.38%	16.13%	217
Corporate Services	0.41%	3.73%	1.24%	0.83%	4.15%	2.49%	0.00%	0.41%	0.00%	0.83%	0.41%	0.00%	0.00%	4.15%	1.66%	69.71%	2.90%	7.05%	241
Haddow	0.97%	2.90%	1.61%	1.29%	1.29%	0.32%	0.32%	4.84%	0.65%	0.32%	0.65%	0.65%	0.32%	1.61%	1.61%	59.68%	0.32%	20.65%	310
<b>Grand Total 2009</b>	<b>0.51%</b>	<b>4.09%</b>	<b>1.23%</b>	<b>1.33%</b>	<b>2.15%</b>	<b>0.92%</b>	<b>0.20%</b>	<b>3.17%</b>	<b>0.31%</b>	<b>0.41%</b>	<b>0.61%</b>	<b>0.41%</b>	<b>0.10%</b>	<b>3.68%</b>	<b>1.94%</b>	<b>58.22%</b>	<b>1.43%</b>	<b>19.31%</b>	<b>979</b>
<b>Grand Total 2008</b>	<b>0.42%</b>	<b>3.60%</b>	<b>1.80%</b>	<b>1.17%</b>	<b>2.22%</b>	<b>1.48%</b>	<b>0.21%</b>	<b>3.39%</b>	<b>0.32%</b>	<b>0.42%</b>	<b>0.53%</b>	<b>0.32%</b>	<b>0.11%</b>	<b>1.27%</b>	<b>1.91%</b>	<b>59.64%</b>	<b>1.80%</b>	<b>18.96%</b>	<b>944</b>

### Observation/Analysis

- 1) The white-British category continues to have the largest proportion of staff at 58.22%.
- 2) After White-British the second most highly represented group is White-Other at 19.31%.
- 3) As with previous years the group that is the least represented is Mixed – White & Black African at 0.10%.
- 4) Overall the ethnic origin categories have seen little variation throughout the past three years.

**Ethnic origins of ICR staff in 2009**



## 2009 Ethnic Origin Split by Job Grade

Job grade	Asian - Bangladeshi	Asian - Indian	Asian - Other	Asian - Pakistani	Black - African	Black - Caribbean	Black - Other	Chinese	Information Refused	Mixed - Caribbean	Mixed - Other	Mixed - White & Asian	Mixed - White & Black African	Not Known	Other - Ethnic	White - British	White - Irish	White - Other	Grand Total
Administration (including IT grades)	0.84%	9.28%	1.69%	1.27%	4.64%	2.11%	0.00%	1.27%	0.00%	0.84%	0.42%	0.00%	0.42%	2.95%	2.11%	61.18%	1.69%	8.86%	237
Career Development Faculty	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%	45.45%	9.09%	18.18%	11
Career Faculty	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.61%	0.00%	24.39%	41
Clinicians	1.56%	4.69%	1.56%	3.13%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	3.13%	0.00%	7.81%	0.00%	48.44%	3.13%	18.75%	64
Facilities	0.00%	0.00%	0.00%	1.54%	4.62%	1.54%	0.00%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	3.08%	1.54%	73.85%	3.08%	9.23%	65
PDTF's	0.00%	1.78%	1.78%	0.59%	2.37%	0.00%	0.00%	3.55%	0.59%	0.59%	1.18%	0.59%	0.00%	2.96%	4.14%	37.28%	1.18%	40.24%	169
Principal Officers	0.00%	0.00%	0.00%	0.00%	0.00%	2.44%	0.00%	0.00%	0.00%	2.44%	0.00%	0.00%	0.00%	4.88%	0.00%	80.49%	2.44%	7.32%	41
Corporate Directorate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	90.91%	9.09%	0.00%	11
Staff Scientist	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	5.41%	2.70%	56.76%	0.00%	29.73%	37
Technical	0.66%	3.63%	0.99%	1.98%	0.99%	0.66%	0.66%	5.28%	0.66%	0.00%	0.99%	0.33%	0.00%	1.65%	1.65%	60.40%	0.33%	18.48%	303
<b>Grand Total</b>	<b>0.51%</b>	<b>4.09%</b>	<b>1.23%</b>	<b>1.33%</b>	<b>2.15%</b>	<b>0.92%</b>	<b>0.20%</b>	<b>3.17%</b>	<b>0.31%</b>	<b>0.41%</b>	<b>0.61%</b>	<b>0.41%</b>	<b>0.10%</b>	<b>2.96%</b>	<b>1.94%</b>	<b>58.22%</b>	<b>1.43%</b>	<b>19.31%</b>	<b>979</b>

### Observation/Analysis

1. At the more senior levels of Corporate Directorate and Career Faculty, there are a greater proportion of White – British. (75.61% of Career Faculty and 90.91% of Corporate Directors).
2. The Post Doctoral Training Fellow (PDTF) grade has the most diverse workforce with 62.72% being of an ethnic origin other than White-British.
3. The second most diverse workforce is the Career Development Faculty with 54.55% being of an ethnic origin other than White-British.

## 2009 Ethnic Origin Labour Turnover

Function	Asian - Bangladeshi	Asian - Indian	Asian - Other	Asian - Pakistani	Black - African	Black - Caribbean	Black - Other	Chinese	Information Refused	Mixed - Caribbean	Mixed - Other	Mixed - White & Asian	Mixed - White & Black African	Not Known	Other - Ethnic	White - British	White - Irish	White - Other	Grand Total
CBL	100.00%	14.29%	50.00%	0.00%	0.00%	100.00%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	19.05%	0.00%	20.55%	211
Clinical	0.00%	13.33%	100.00%	0.00%	40.00%	200.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	16.54%	100.00%	22.86%	217
Corporate Services	0.00%	11.11%	33.33%	100.00%	10.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	30.00%	25.00%	18.45%	28.57%	52.94%	241
Hadow	0.00%	55.56%	60.00%	0.00%	0.00%	200.00%	0.00%	40.00%	0.00%	0.00%	50.00%	50.00%	0.00%	40.00%	40.00%	17.30%	0.00%	21.88%	310
<b>Grand Total 2009</b>	<b>20.00%</b>	<b>22.50%</b>	<b>58.33%</b>	<b>15.38%</b>	<b>14.29%</b>	<b>77.78%</b>	<b>0.00%</b>	<b>35.48%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>16.67%</b>	<b>25.00%</b>	<b>0.00%</b>	<b>16.67%</b>	<b>31.58%</b>	<b>17.72%</b>	<b>35.71%</b>	<b>24.34%</b>	<b>979</b>

The labour turnover within ethnic origin is calculated as follows:-

**Numbers of leavers within ethnic group and Function ÷ Number of staff within ethnic group and Function as at 31.12.09.**

### Observation/Analysis

1. The ethnic origin which has seen the largest turnover is Black – Caribbean, where the turnover is 77.78% (there have been 7 leavers from a population of 9).
2. The second highest turnover for an ethnic group is for Asian – Other where the turnover was 58.33% (there have been 7 leavers from a population of 12).
3. It is quite difficult to make valued comparisons between function and ethnic origin as the population within these groups is so small and therefore any labour turnover percentage is not necessarily a true reflection.

## 2009 Age Split by Job Grade

### Corporate Services Grades (London and Sutton combined)

Job grade	<20		21-30		31-40		41-50		51-60		>61	
	No	%	No	%	No	%	No	%	No	%	No	%
Administration (including IT grades)	1	0.42%	64	27.00%	72	30.38%	51	21.52%	39	16.46%	10	4.22%
Facilities	1	1.54%	15	23.08%	16	24.62%	14	21.54%	13	20.00%	6	9.23%
Principal Officers	0	0.00%	3	7.32%	8	19.51%	17	41.46%	10	24.39%	3	7.32%
Corporate Directorate	0	0.00%	0	0.00%	0	0.00%	3	27.27%	7	63.64%	1	9.09%
<b>Total for Corporate Services</b>	<b>2</b>	<b>0.56%</b>	<b>82</b>	<b>23.16%</b>	<b>96</b>	<b>27.12%</b>	<b>85</b>	<b>24.01%</b>	<b>69</b>	<b>19.49%</b>	<b>20</b>	<b>5.65%</b>

### Observation/Analysis

- 1) The Administration Grade (which includes IT) has the largest proportion of under 30 year olds at 27.42%. This figure was 19.2% last year.
- 2) The number of Principal Officers in the 41-50 category has increased from 31.43% in 2008 to 41.46% in 2009.

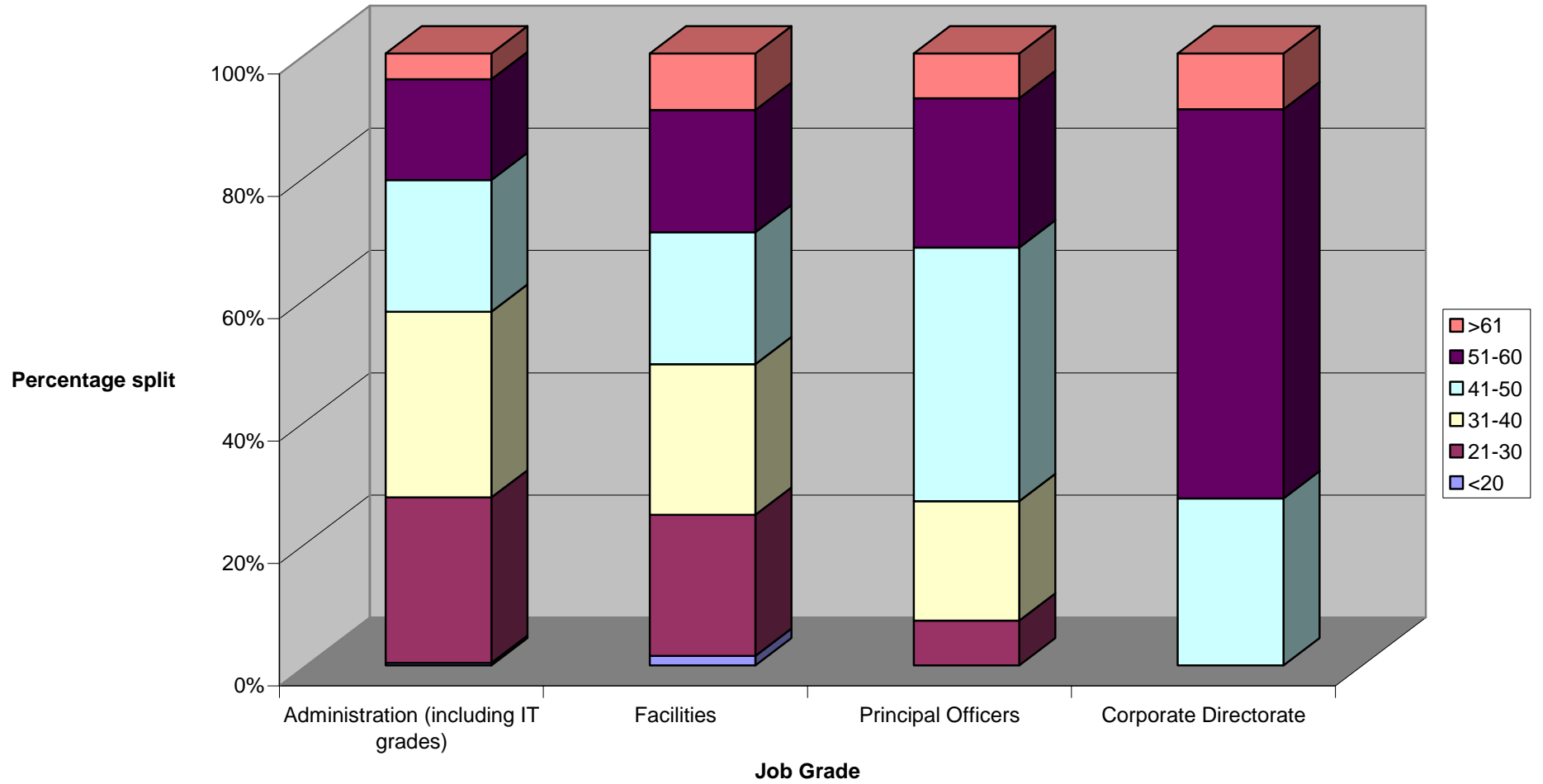
### Scientific Grades (London and Sutton combined)

Job grade	<20		21-30		31-40		41-50		51-60		>61	
	No	%	No	%	No	%	No	%	No	%	No	%
Technical	0	0.00%	89	29.37%	112	36.96%	54	17.82%	40	13.20%	8	2.64%
PDTF's	0	0.00%	77	45.56%	86	50.89%	1	0.59%	5	2.96%	0	0.00%
Staff Scientist	0	0.00%	1	2.70%	10	27.03%	18	48.65%	6	16.22%	2	5.41%
Clinicians	0	0.00%	4	6.25%	33	51.56%	13	20.31%	11	17.19%	3	4.69%
Career Development Faculty	0	0.00%	0	0.00%	10	90.91%	1	9.09%	0	0.00%	0	0.00%
Career Faculty	0	0.00%	0	0.00%	2	4.88%	17	41.46%	16	39.02%	6	14.63%
<b>Total for Scientific</b>	<b>0</b>	<b>0.00%</b>	<b>171</b>	<b>27.36%</b>	<b>253</b>	<b>40.48%</b>	<b>104</b>	<b>16.64%</b>	<b>78</b>	<b>12.48%</b>	<b>19</b>	<b>3.04%</b>

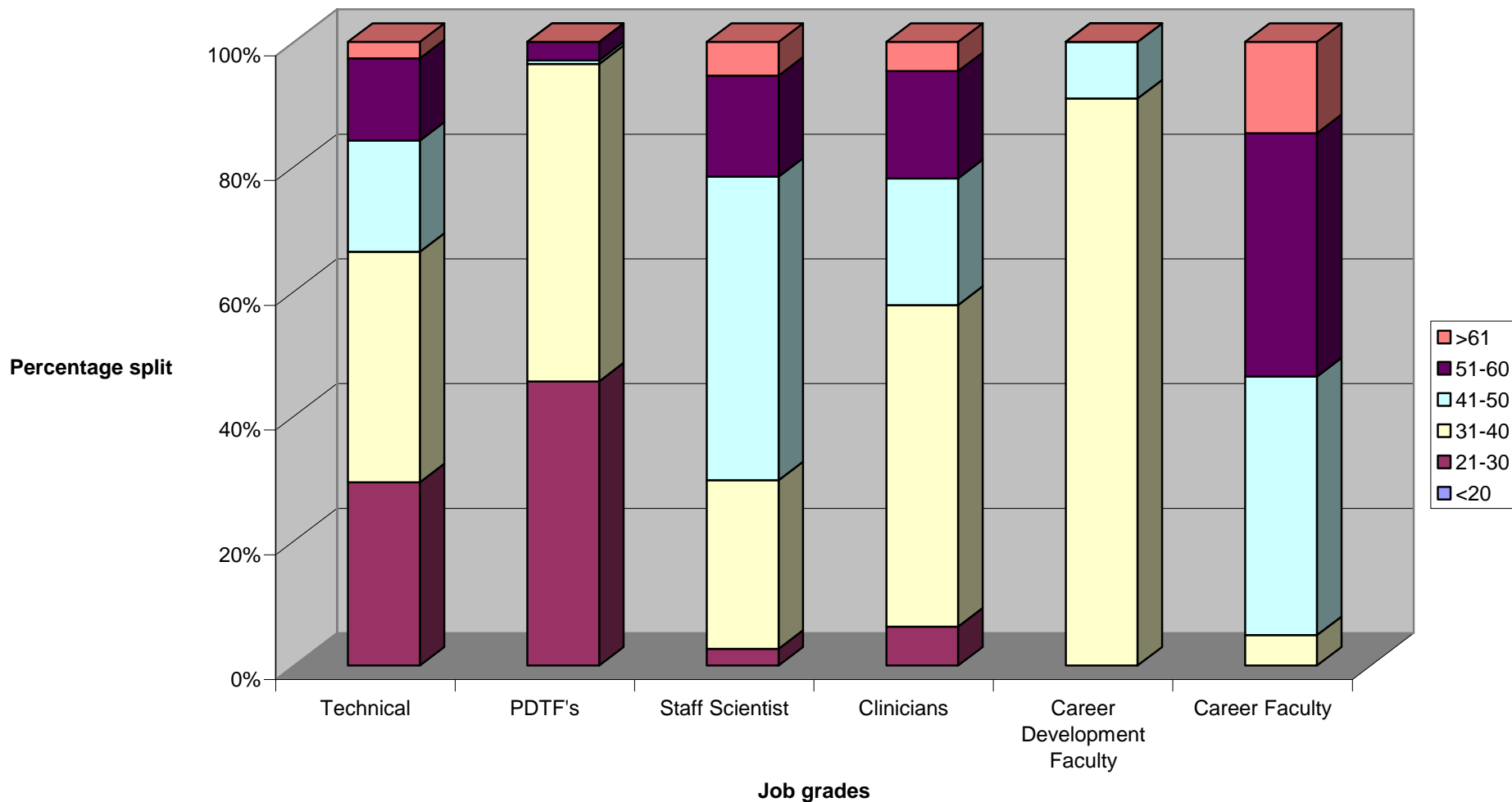
### Observation/Analysis

- 1) Unsurprisingly the PDTF grade has the largest proportion of under 40's at 96.45%.
- 2) A large majority of Staff Scientists are aged 41-50 (48.65%).
- 3) The largest proportion of staff over 61 is in Career Faculty with 14.63%.

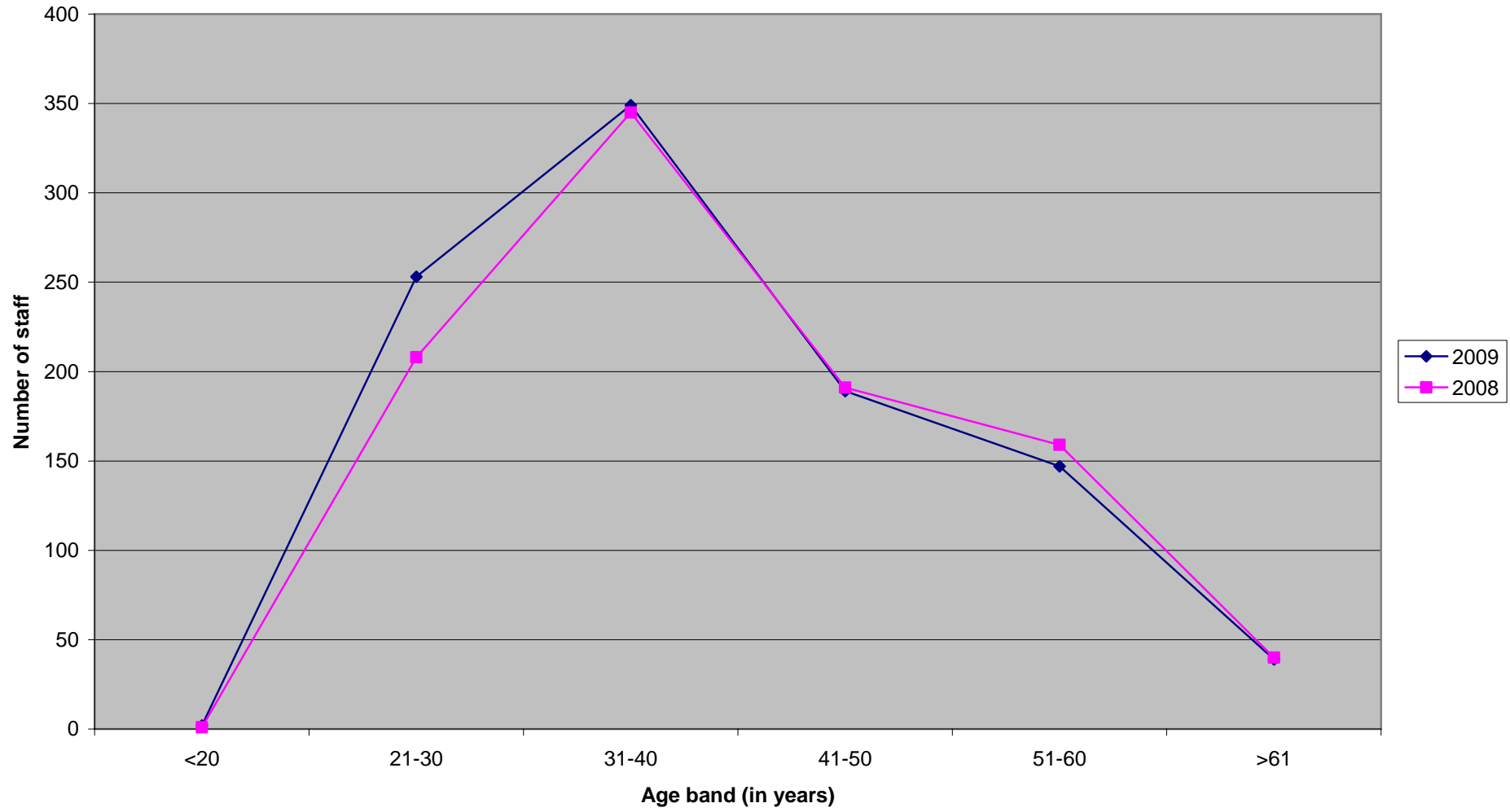
2009 Age split within grades - Corporate



2009 Age split within grades - Scientific

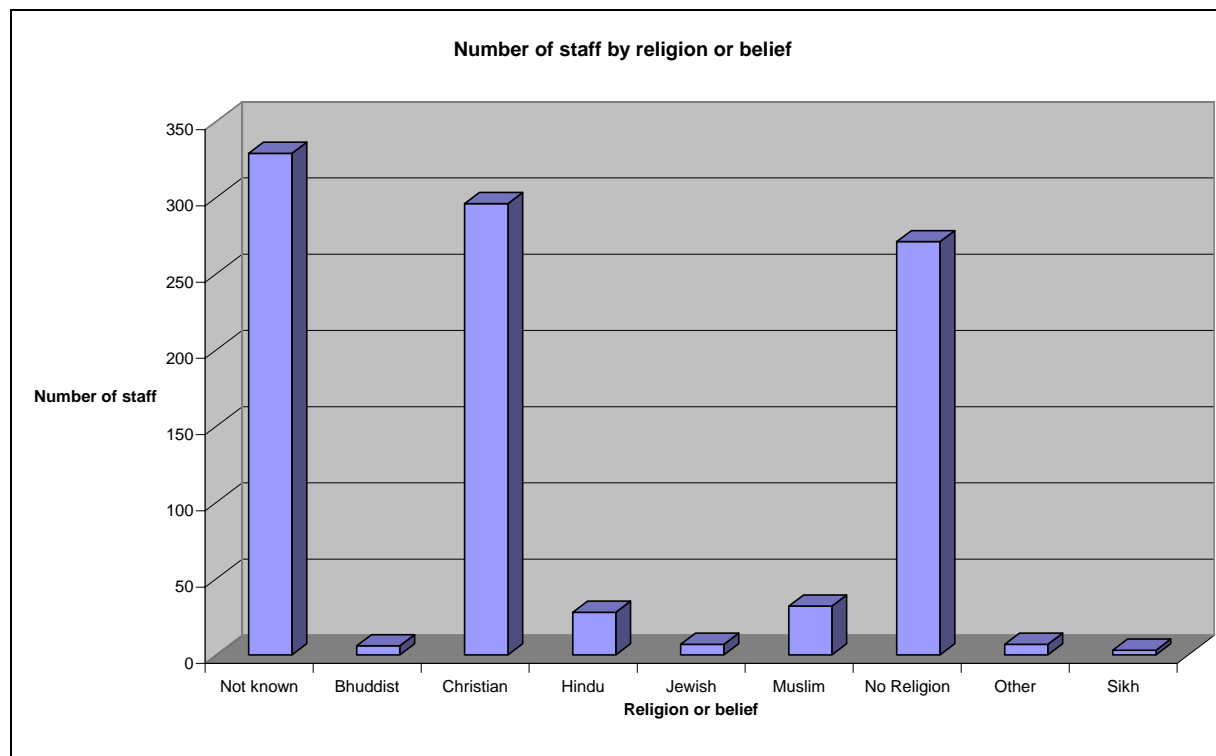


Age spread of The ICR staff in Q4 of 2009 vs 2008



## Religion or Belief at The ICR

	Not known	Bhuddist	Christian	Hindu	Jewish	Muslim	No Religion	Other	Sikh	Grand Total
Percentage of staff (q4 of 2009)	33.60%	0.61%	30.23%	2.86%	0.72%	3.27%	27.68%	0.72%	0.31%	979



### Observation/Analysis

- Unfortunately 33.6% (or 329 members of staff) have not supplied The ICR with details of their religion or belief. This could be either because they have never returned their equality opportunities form or if they have they may not have completed the section regarding religion.

