



Our Mission is Making Knowledge Work™

# OUR VALUES & MISSION

## Our values

The success and growth of the University has always been based on our commitment to our values:

- **Confronting Inequality - Celebrating Diversity™**
- Freedom of thought and expression
- Openness, transparency and an ethical approach to all activities
- Application, innovation and partnership providing a stimulating, healthy and safe environment in which to learn and work
- Achieving sustainable development



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# FOREWORD

**The academic year 2005/06 was one which began to see our corporate strategy plans come to life. Building work on our main campus was spearheaded by the development of our multi-million pound Institute of Cancer Therapeutics and the development of the Atrium (a space to come together, socialise and learn).**

Underpinning our Corporate Strategy were plans that meant our campus will change to create an environment fit for the 21st-century student, but also ensure that we are a University that takes our responsibility to the 'environment' seriously.

The city of Bradford and the region continue to move forward with their regeneration plans. The University continues to play a key part in these plans. I have the pleasure of sitting on the Thornton Road Development Project Board.

Our students continued to be satisfied with our facilities. Results of the Student Satisfaction Survey published in September 2005 showed that overall student satisfaction rose from 71% to 83%. The National Student Survey results also provided us with vital feedback; this national survey placed us joint 46th out of 128 institutions in the UK.

The University also continues to be at the forefront of the Widening Participation agenda. Performance indicators from the Higher Education Statistics Agency (HESA) confirmed our position as the No.1 University in the UK for Widening Participation. And the Times League tables for the second year running placed us as the No.1 University in the North of England for Graduate Employment.

We also launched a new Law School this year, and this was marked by an inaugural ceremony held at our prestigious School of Management. This development represents an important element of our strategy to widen the academic footprint of the courses that we offer. In addition to Law, we launched degrees in Psychology, English, Politics and Media Studies.

The popularity of our courses and study opportunities is reflected in our student intake. September 2005 saw an increase in undergraduates Home/EU enrolments of nearly 30% above the previous year. This is a startling

achievement meriting sincere thanks to those who led the recruitment and admissions process. It is through such committed work by staff coupled with our values, our sense of direction, and our mission of 'Making Knowledge Work' that we can build on our stature and confidence, and be 'ready' for the future challenges.

The year also saw the untimely and tragic death of Martin Bousfield, our Chair of Council. Martin was a remarkable man, and his presence and leadership will be missed by all. His widow, Judith, has generously provided for a student prize to be awarded through the School of Management, and the association of this with Martin's name will be a tangible reminder of the service that he gave to our University.

In 2006 I announced my retirement. My period at the University of Bradford has been extremely enjoyable, and challenging. I trust the University has moved forward and I welcome my successor Professor Mark Cleary who will take up office on June 1st 2007. I would wish to offer my heartfelt thanks to all colleagues for their support and friendship, and to wish the University and its staff all the very best for the future.



Chris Taylor  
Vice-Chancellor



## A Grand Installation - Imran Khan

# OUR CHANCELLOR

**In April 2005 the University announced its fifth Chancellor, Imran Khan.**

In December 2005, the University welcomed him to an installation ceremony that lasted for four days. On his first day Imran was special guest speaker at an event called 'Raising the Game'. He spoke to 500 excited school pupils from across Bradford about raising aspirations and achievements.



On day two, Imran laid the foundation stone for the University's new Institute of Cancer Therapeutics. Cancer is a subject that is close to Imran's heart, as he has launched his own cancer hospital (Shaukhat Khanum Memorial Cancer Hospital) in Lahore, Pakistan, in memory of his mother.

On December 7th the formal ceremony to install Imran Khan took place. He was officially installed by our Vice-Chancellor and the University's Registrar. Musical performances were provided from the Hallé Brass Quintet and renowned Asian musician Shahbaz Hussain.

The first official duty of the Chancellor was to confer an Honorary Degree to Baroness Valerie Amos. In total, Imran Khan conferred degrees to over 100 students during his installation.

While fulfilling his duties, Imran also had time to sign a partnership agreement between the University and Namal College, which Imran is developing in the Mianwali District in Pakistan, giving the college Associate College status.



At the Heart of our Community

# REGENERATING BRADFORD

**The University of Bradford, and indeed the City of Bradford, are in an exciting period of development and change. The University has embarked upon a substantial programme of investment across the estate and its academic portfolio, and the City on one of the largest urban regeneration projects in Europe.**

**Some of the key developments at the University over the last 12 months include:**

A £6.5m Institute of Cancer Therapeutics

A £7m Atrium

A state-of-the-art Conference facility called Norcroft Centre

**Re-birth of New City**

2006 was hailed as a year of success for the city of Bradford after investment opportunities in the centre rose from £1.5bn to over £2bn in the year.

International investors have recognised the opportunities in Bradford following a series of commitments from top developers, architects and property professionals establishing projects in the city during 2006.

Residential planning applications rose by 10 per cent from 2004 with plans underway to create 5,000 new homes in the city. Already 815 homes have been built in the centre with another 473 under construction.

**Some of the other key achievements over the last 12 months include:**

■ The Channel Urban Village, a £350m scheme that will bring waterside living and leisure to Bradford, has entered the planning stage.

■ Langtree Group/Carey Jones/Artisan were named as the winning team in the international designer-developer competition to take forward the Odeon site. Their 'New Victoria Place' proposal will be a high-quality mixed-use scheme and will create a stunning new landmark for the city.

■ The £90m Listerhills Urban Village, which will offer student accommodation, a hotel and offices, has received significant funding from a Middle Eastern investor, who is also looking at additional opportunities in the city

■ Significant progress has been made on the Gate Haus and Eastbrook Hall residential developments, which will revitalise the Little Germany area of the city.

■ Centenary Square has become the focal point for the city centre, with a giant plasma screen now showing a range of cultural and sporting programmes.

The University is clear that its fortunes and those of the City, district and region are inextricable linked. We welcome this link, which we expect to become deeper and broader.

With this background and within the wider context of UK Higher Education in general, the University of Bradford has positioned itself distinctively in the higher education market. It has identified a set of characteristics which mark it out from its peers, and which resonate with the opportunities which are afforded by its geographical and cultural backdrop.



Plans become a Reality

# ECOVERSITY

**In November, 2005 the University launched its 'Ecoversity' programme, which aims to offer a holistic model of a sustainable University, embedding the principles and practice of sustainable development across the entire institution and its activities.**

**It embraces all areas of University activity under four key themes:**

- Education for Sustainable Development
- Healthy Environment
- Social Wellbeing
- Thriving Economy

The Ecoversity Programme envisages Bradford being a beacon for sustainable development in High Education (HE) incorporating best practices from around the world and the UK, and developing its own contributions to best practice and its application. It is a 'theory to practice' initiative, providing opportunities for engaging in learning, teaching, research and the way people live, work and interact, and in developing activities that impact positively on the University's sustainability.

**Our Progress**

Creation of core partnerships with beacon Institutions - Harvard University Green Campus Programme, Plymouth University Centre of Excellence in Teaching and Learning for Education for Sustainable Development and the Higher Education Academy ESD programme.

Creation of a formal academic policy that has adopted the UNESCO definition for education for Sustainable Development as a core principle of the Institutional teaching and learning strategy.

Initiation of a review and analysis of Sustainable Development within all out taught programmes.

National Green Gown award for innovation in curriculum and sustainability.

Launch of the Ecoversity student ambassador project - a peer-to-peer student educational programme inspired by Harvard University.

Appointment of a full time Community Engagement Officer to link sustainability actions on campus with the local community.

New buildings (such as the Institute of Cancer Therapeutics and the Norcroft Centre ) with high environmental efficiency  
 Improvements to the efficiency of existing buildings through better energy management and the cladding of the Richmond building  
 The creation of the Atrium, a new social and cultural space in the Richmond Building  
 The approval of a new Estates master plan, reflecting radically improved buildings and environments, and plans for a Sustainable Student Village to provide a focal point for Ecoversity activity.

Preparation of a bid to the Higher Education Funding Council for England for funding for the 'Ecoversity StuDent' initiative.



Plans become a Reality

# OUR FUTURE

**In August 2004 the University launched its new Corporate Strategy for the next 5 years. This marked the beginning of an exciting journey, which aims to position the University at the heart of our city and the region. Here are some of the highlights from 2005-06 which demonstrate we are progressing well towards meeting our commitments**

**Our 21st-century Campus**

Our Estates Strategy began to take shape, and by the end of 2005 the main campus was changing. Work on our £6.5 million Institute of Cancer Therapeutics, and the £7 million Atrium began in November 2005.

**Our Growth and Reputation**

The University of Bradford had set itself challenging targets for growing student numbers by 13% by 2009. By December 2005 the University announced a 30% increase in Home/EU undergraduate enrolments in just one year (an additional 500 students).

**Our Academic Portfolio**

Our Corporate Strategy highlighted the need for the University to broaden its portfolio of courses. After a year-long exercise a new academic footprint was developed that saw the launch of degree programmes in Psychology (BPS accredited), LLB Law (Law Society Accredited), Media Studies, English and Politics. The University also began to develop and launch degree programmes in Live arts and Performance.

**Staff - Our most vital asset**

The University retained the 'Investor in People' award this year, year, indicating our commitment to people management. In addition, the University instigated a Cultural Understanding in Leadership and Management programme for senior managers, and the Chartered Institute Management Diploma for developing managers.



Plans become a Reality

# OUR FUTURE

**Enhancing the student experience**

The University has developed a Learning, Teaching and Assessment Strategy that focuses on key skills and Information and Communication Technology, similar to many universities. At Bradford the distinctiveness comes through a focus on employability and the plan to introduce both diversity and sustainable development into the curriculum.

Over the last 12 months, a major review of Engagement with Students has taken place which is leading to major change through the introduction of a one-stop shop (The Hub), a restructure of Learner Support Services and a review of transition. The next year will see a review of degree structures and the development of a Student Retention Strategy.

**Knowledge Transfer**

The University set up the Intellectual Property (IP) team which in 2005 produced the first strategy for commercialisation. A systematic audit of IP of the School of Life Sciences, Engineering, Design and Technology and Health Studies resulted in nine new patent applications. This resulted in securing over £200,000 worth of investment.



Excellence in Teaching and Learning

# OUR TEACHING & LEARNING

Teaching and Learning continues to be at the heart of what we do. Our commitment to 'Making Knowledge Work™' is not just our mission but our raison d'être. It inspires the development of our degree programmes and our overall approach to providing an education experience that has 'real' value in today's world.

### League Tables recognise excellence

The University's status in league tables was once again given a boost. For the second year running the *Times Good University Guide* (2007), published in May 2006, ranked the University as No.1 in the North of England for Graduate Employment.

The University also continues to sustain its overall institution rankings. *The Times* ranked us 47th, and *The Guardian* league table place us 39th.

In 2005 our School of Management also enjoyed league table success, as the Masters in Management was ranked 2nd best in the UK, and 5th best in Europe (*Financial Times*).

### Widening Participation

The Higher Education Statistics Agency figures released in September 2005 confirmed Bradford's success at Widening Participation in Higher Education. In Yorkshire we were ranked as No.1 for first degree entrants who were from families who do not traditionally access higher education and overall we ranked 3rd in the UK.

The University's commitment to Access and Widening Participation agenda is continuing to go from strength to strength. Projects such as the Junior University and the Compact scheme ensure that children from local schools have access to University facilities, and can participate in special workshops. These workshops are aimed at encouraging progression into Higher Education.



Advancement of Research and Knowledge

# RESEARCH AND KNOWLEDGE

**The quest for knowledge is one of the fundamental goals for the University of Bradford. Our research defines our global standing and continues to enhance our reputation. We want to contribute to the global advancement of people, knowledge and society.**

**Hope for seriously ill newborns**

Group B Streptococcus (GBS) can be fatal in seriously ill babies. Our research into this area has brought the possibility of developing a vaccine closer. Scientists at Bradford have centred on the structures of the bacterium surface - lipoproteins- which they think may be important in several processes, including attaching GBS to the baby's own cells.

The interim findings were presented at a meeting of the Society of General Microbiologists at Keele University, in 2005.

**Virtual Meeting saves on CO<sub>2</sub> emissions**

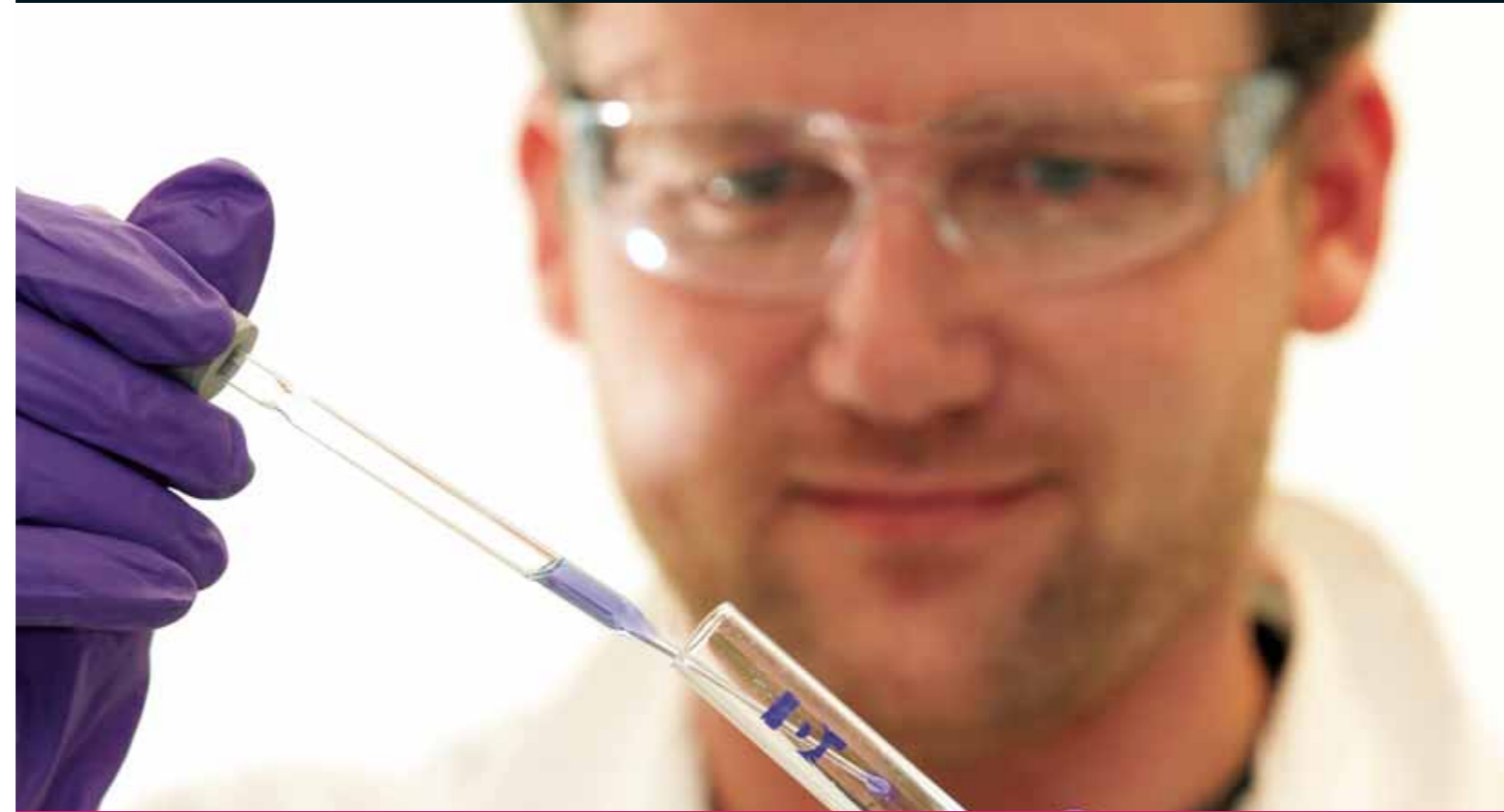
Researchers from the Department of Geography and Environmental Science found that video and web conferencing can save millions of pounds for companies, and reduce the impact on the environment.

Research carried out for BT over the last five years confirmed that, on average, BT has saved itself £432m in travel costs and

accommodation fees. The research also concluded that the 1.5million journeys BT eliminated created an average saving of approximately 32kg of CO<sub>2</sub> emissions, which means it prevented a total of 42,000 tonnes of CO<sub>2</sub> being pumped into the atmosphere.

**Nano and Micro Centres get a funding boost**

The Department for Trade and Industry (DTI) continues to recognise the work of the University's Micro and Nano Moulding Centre. The Centre received £330,000 as part of the Government package for cutting-edge micro and nano-technology projects across the UK.



Honorary Graduates 2005/06

# HONORARY GRADUATES



**Baroness Valerie Amos**  
Awarded Honorary Doctor of the University in recognition of her distinguished contributions to public life, particularly in the fields of equal opportunities and international development



**Sir David Normington**  
Awarded Honorary Doctor of Education for his contribution to employment and education policy and for his commitment to equality and diversity in the workplace



**Dr Neslyn Watson-Druée**  
Awarded Honorary Doctor of the University in recognition of her achievements in enhancing cultural competence in health and social care



**Colin Cramphorn\***  
Awarded Honorary Doctor of Laws for his contribution as Chief Constable of West Yorkshire and in the Police Service in Northern Ireland



**Agathe Wehrli**  
Awarded Honorary Doctor of Science for her work in strengthening pharmacy education in developing countries



**Sir John Lewis**  
Awarded Honorary Doctor of Education for his services as Principal of Dixons City Technology College, Bradford



**Angela Baker**  
Awarded Honorary Doctor of the University for her outstanding charity work, particularly taking into account her contributions as the founder of the Calendar Girls



**Dr Terry Melia**  
Awarded Honorary Doctor of Education for his contributions to further and higher education, in particular for his work as Chair of the Learning and Skills Development Agency, and Chief Inspector of the Further Education Funding Council



**His Excellency Ahmad Tejan Kabbah, President of Sierra Leone**  
Awarded Honorary Doctor of Laws for his contributions in improving humanitarian conditions of the people of Sierra Leone, and in particular for his work in restoring peace and working towards political and economic reconstruction of the country



**Sir Digby Jones**  
Awarded Honorary Doctor of Laws for his contributions to the world of business and in particular his role as Director-General of the CBI between 2000-06



**John Hume**  
Awarded Honorary Doctor of Letters for his contributions to the Northern Ireland peace process, culminating in the 1998 Good Friday Agreement. Mr Hume is the only person to be awarded the 3 biggest peace awards in the world, Nobel Peace Prize, Gandhi Peace Prize and the Martin Luther King Award



**RT Rev David Konstant**  
Awarded Honorary Doctor of the University in recognition of his contributions as Bishop of Leeds and for his work in education and the area of interfaith relations in the City of Bradford



**Dr Chris Gaffney and John Gater**  
Both awarded Honorary Doctors of Science for their contributions to the field of Archaeological Geophysics, particularly through the Bradford-based company GSB Prospection



**John Player OBE**  
Awarded Honorary Doctor of Education in recognition of his contributions to the education of young people in Bradford, in particular as Head Teacher of Grange Technology College



**Barry Sheerman**  
Awarded Honorary Doctor of Education for his contributions as Member of Parliament from 1983 onwards and also for his recognition as Chair of the Parliamentary Education and Skills Select Committee

\* Colin Cramphorn sadly died on 30 November 2006

Our Key Moments 2005/06

# OUR KEY MOMENTS

**Fighting Cancer**

Work on our new Institute of Cancer Therapeutics started in June 2005, and was complete by July 2006. The brand-new building was located next to our Institute of Pharmaceutical Innovation and connected by a brand-new conference facility called the Norcroft Centre.

**Ecoversity Launch**

In November 2005 the University launched the 'Ecoversity' programme at a high-profile evening in the House of Lords and then another ceremony held in Bradford's City Hall. Staff and students got the chance to show off their plans to MPs and other signatories at Westminster.

**Law School Launch**

With the appointment of Professor Chris Gale as Director of Legal Studies, the School of Management launched the University Law School.

**Most Working-class University**

The Sunday Times league tables revealed the University as having the highest percentage of students from social class C2, D and E.

**Vaccine Breakthrough**

Microbiologists from the University came a step closer to developing a vaccine for Group B Streptococcus. University scientists presented interim findings of their study to the Society of General Microbiologists at Keele University.

**Revolution in Gaming**

The School of Informatics was awarded £300,000 to carry out fundamental research into developing new techniques for computer-based modelling and animation. The research will aim to produce new algorithms which will hope to create the next generation of modelling and animation software.

**Careers are Rewarded**

Our careers service's Impact programme was named winner of the Association of Graduate Careers Advisory Services (AGCAS) excellence award for diversity. Our Impact programme is aimed at improving employment skills of our students and graduates.

**World Peace Fellows Fly in**

Twelve students set to become international diplomats came to embark on their studies at the University. The International Rotary Foundation works with 8 universities around the world, and each year the Foundation selects students to study at the partnered University.

**ACE Scholarships**

Nine enterprising students from the School of Engineering, Design & Technology were awarded £1,000 scholarships for showing enterprise and commitment prior to them coming to the University.

**School of Management 2nd in the UK**

The School of Management's Master's in Management was ranked 2nd in UK and 5th best in Europe - according to the Financial Times.

**Ancient Bones and experts gather on campus**

Health and Archaeology experts from across the globe gathered on the University campus, as we hosted a two-week course in Palaeopathology.

**Installation of our new Chancellor - Imran Khan**

The buzz around the campus was at fever pitch as Imran Khan was formally installed as the fifth Chancellor of the University of Bradford. During the visit, Imran laid the foundation stone for the Institute of Cancer Therapeutics building, hosted an event attended by 500 local schoolchildren, conferred an Honorary degree to Baroness Valerie Amos and awarded degrees to over 100 students.



Our Key Moments 2005/06

# OUR KEY MOMENTS

**Partners in Education**

The University signed a formal partnership agreement with Namal College in Pakistan. The college is being built in the parliamentary district of Pakistan from where Imran Khan is elected to office. We also strengthened our links in Singapore. MDIS (Management Development Institute of Singapore) became an Associate Institute in 2005/6.

**The New Family Unit**

Researchers from our Department of Social Sciences and Humanities were awarded a grant from the Economic and Social Research Council (ESRC) to ascertain whether 'a new family' model is emerging in today's complex society.

**Research Showcase**

The University hosted its second showcase highlighting leading research from each academic School, as well as promoting the University's extensive Research and Knowledge Transfer support.

**Bradford Female Scientists and Engineers gain recognition**

The Women into Science and Engineering Awards were held in London, and the Bradford team reached the final. The ceremony was presided over by HRH the Princess Royal.

**Gristhorpe Man arrives in Bradford**

One of the country's most prestigious archaeological finds was in the prized possession of the University's Archaeological Science Department. The Gristhorpe man is a 3,500-year-old skeleton, which will be studied by academics and students alike.

**International Office ranked No.1**

The University's International Office was ranked number 1 by international students. The International Student Barometer measures international student satisfaction under areas of Learning, Living, and Student Support. 25 Higher Education Institutions took part in the survey.

**Students raise £10K for earthquake appeal**

Two Pakistani University students were given an accolade from the Pakistani Government for their fundraising efforts. Together, they raised £10k for the Earthquake Appeal.

**Cancer Research gets an equipment boost**

The Institute of Cancer Therapeutics took delivery of equipment. The recently formed Proteomics Facility will use the equipment to research the structures and functions of proteins in blood.

**Centre for Inclusion and Diversity is launched**

A ceremony was held to officially launch the Centre, opened by Dr Walter P Enji, the Deputy Governor of the Cross River State of Nigeria. Research priorities for the Centre include workforce diversity, inequalities in health and social care, diversity and community cohesion.

**Funding boost for Micro and Nano Centre**

The University's Centre for Micro and Nano Moulding received a £330,000 funding boost from the Department of Trade and Industry.

**School of Management joins forces with ASDA**

ASDA awarded the School of Management a three-year contract to turn the supermarket's graduates into senior managers. Around 150 employees will take part in the scheme.



Our Officers and Council 2006/07

# OUR OFFICERS & COUNCIL

## Officers

**Chancellor**  
Imran Khan

**Chairman of Council**  
Mr P Jagger

**Vice-Chancellor and Principal**  
Professor C Taylor

**Deputy Vice-Chancellor**  
Professor J Lucas

**Pro-Vice-Chancellors**  
Professor P Coates  
Professor R Earnshaw  
Professor G Layer

## Deans of Schools

Professor AJ Day -  
School of Engineering, Design and Technology

Professor R Earnshaw -  
School of Informatics

Dr G Bradshaw -  
School of Health Studies

Professor D Coates -  
School of Life Sciences

Professor J Cusworth -  
School of Social and International Studies

Professor A Francis -  
School of Management

Professor G Layer -  
School of Lifelong Education and Development

**Secretary and Legal Adviser**  
M R Millin

**Director of Corporate Services and Finance**  
S Kershaw

**Director of Estates and Facilities**  
C Wilson

**Director of Academic Administration**  
A Darnbrough

**Director of Human Resources**  
J Jones

**Director of Research and Knowledge Transfer**  
I Rowe

## Council

### Ex-Officio Members

**Chancellor**  
Imran Khan

**Pro-Chancellors elected by Court**  
Mrs A Craig  
Mr A H Jerome

**Chairman of Council**  
Mr P Jagger

**Vice-Chancellor and Principal**  
Professor C Taylor

**Treasurer**  
Mr R Clark

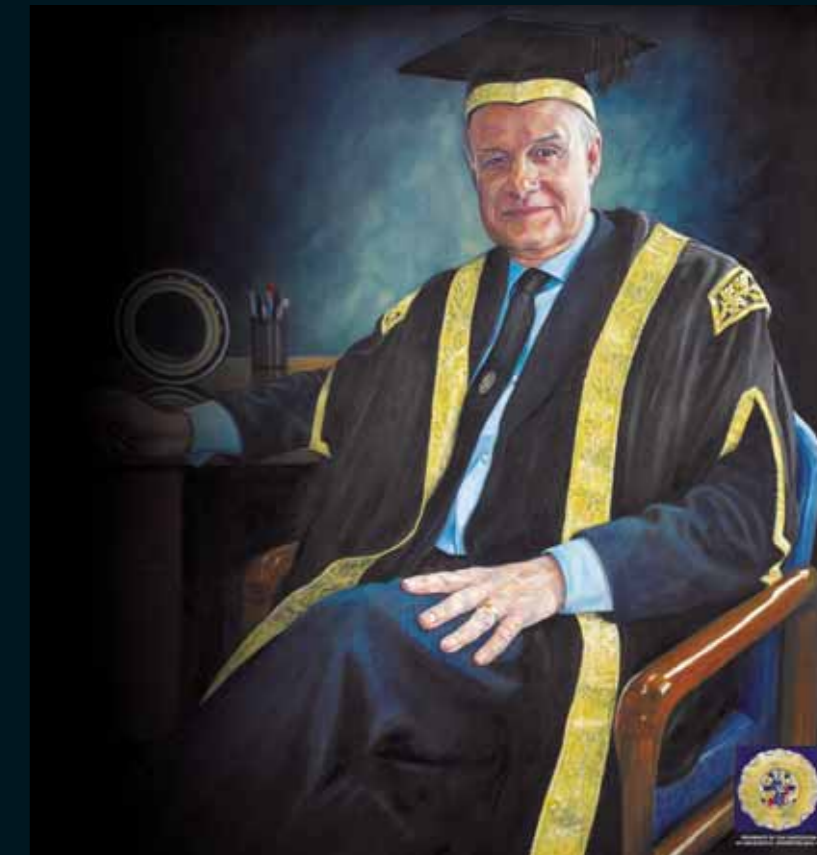
**Deputy Vice-Chancellor**  
Professor J Lucas

### Pro-Vice-Chancellors

Professor P Coates  
Professor R Earnshaw  
Professor G Layer

### Other Members

Professor AJ Day  
Professor A Francis  
Professor D Pankhurst  
Professor J Cusworth  
Professor P Rogers  
Professor A Boylston  
Councillor J Godward  
Councillor K Hussain  
Mr J M K Dhutia  
Mr J J Horton  
Ms S Shaikh  
Mrs D Chambers  
Mr R Lumsden  
Mr M Cole  
Mr I Thompson  
Ms S Ullah  
Ms C Gibbons  
Ms V Steele  
Ms R Pickard

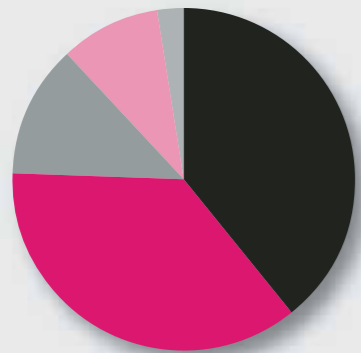


A newly commissioned portrait of Vice-Chancellor Chris Taylor by Alan Hydes

Our Financial Summary 2005-06

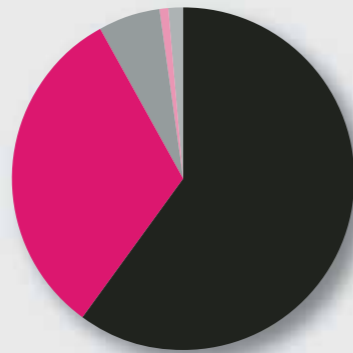
# OUR FINANCIAL SUMMARY

**Income £96,544,000**



■ Funding Council grants	39%
■ Academic Fees & Support Grants	36%
■ Other Operating Income	13%
■ Research Grants & Income	10%
■ Endowment Income and Interest Receivable	2%

**How the Income was used**



■ Staff Costs	60%
■ Other Operating Expenses	32%
■ Depreciation	6%
■ Interest Payable	0.7%
■ Operating Surplus	1.3%

**Research Grants and Contracts**

2001/2002	£7.15m
2002/2003	£8.55m
2003/2004	£9.14m
2004/2005	£8.73m
2005/2006	£9.06m



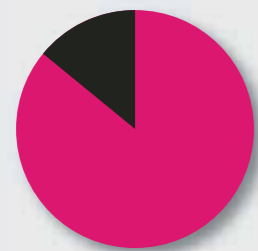
## Our Facts and Figures 2005-06

# STUDENTS & STAFF



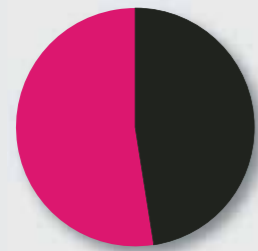
### Student facts 2005/06

#### Full-time Students



■ Undergraduate	7245	85.9 %
■ Postgraduate	1190	14.1 %
<b>Total</b>	<b>8435</b>	

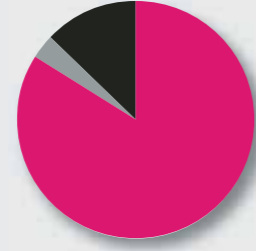
#### Part-time Students



■ Undergraduate	1025	47.7 %
■ Postgraduate	1125	52.3 %
<b>Total</b>	<b>2150</b>	

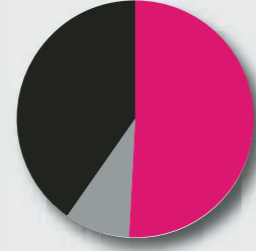
### Where our students come from

#### Undergraduates



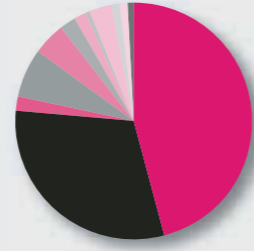
■ UK	84.1%
■ Non-UK	12.7%
■ EU	3.2%

#### Postgraduates



■ UK	50.9%
■ Non-UK	40.1%
■ EU	9%

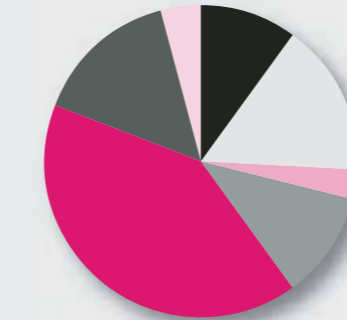
#### Ethnicity



■ White	46%
■ Pakistani	30.6%
■ Indian	6.5%
■ Black African	4.5%
■ Mixed	3.2%
■ Asian Other	2.3%
■ Not known	2.0%
■ Bangladeshi	1.7%
■ Black Caribbean	1.2%
■ Chinese	1.1%
■ Other	0.3%
■ Black or other	0.6%

### Staff facts 2005/06

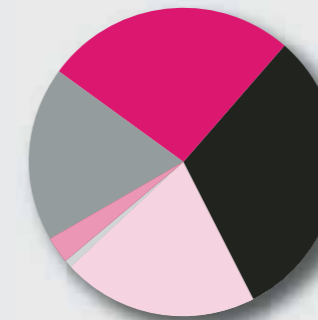
#### About our staff



#### About our staff

■ Academic-related staff	329	10%
■ Clerical and related staff	516	16%
■ Management	103	3%
■ Manual staff	365	11%
■ Part-time hourly teaching staff	1315	40%
■ Teaching and research staff	536	16%
■ Technician and craft	134	4%
<b>Total</b>	<b>3298</b>	

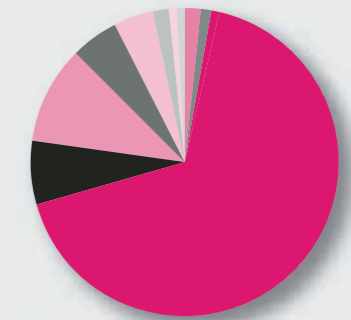
#### Age Range



#### Age Range

■ 16-24	2.8%
■ 25-34	18.4%
■ 34-44	26.4%
■ 45-54	31.1%
■ 54-64	20.5%
■ 65+	0.8%

#### Ethnicity



#### Ethnicity

■ White - British	74.4%
■ White - Other	7.4%
■ Indian	5.6%
■ Pakistani	4.6%
■ Chinese	1.8%
■ Asian Other	1.8%
■ Not known	1.6%
■ Other	1.1%
■ Black African	0.9%
■ Black Caribbean	0.8%



**Acknowledgements**

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**Simon Stock Photography** Tel: 01757 709634

**Ian Harding** Tel: 07974362976

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