

Equality + higher education

•AdvanceHE

Staff statistical report 2018



Advance HE was formed in March 2018, following the merger of the Equality Challenge Unit, the Higher Education Academy and the Leadership Foundation for Higher Education.

Our purpose is to advance the professional practice of higher education to improve outcomes for the benefit of students, staff and society. Advance HE has been created to be “of and for the sector” and is jointly owned by GuildHE and Universities UK.

We are driven by the strategic needs of higher education. Through our passion for excellence we aim to create an inclusive culture that champions the continuous development of teaching, leadership and research. We use an evidence-based approach to identify what works, and develop practice-based solutions.

Our vision is that the world-class reputation and standing of higher education is enhanced and recognised for transforming lives, enriching society and developing the economy for the better.

www.advance-he.ac.uk

Written and produced by Advance HE.

Data provided by the Higher Education Statistics Agency (HESA).

Contents

Introduction	4
Additional resources	10
About the data	11
Overview	22
Age	46
Disability	84
Ethnicity	130
Gender	198
Intersectionality	242
New protected characteristics	266
Index	290

Introduction

This is the eleventh national staff equality data report for higher education institutions. It aims to assist the sector in better understanding the main equality challenges for staff and directing future efforts to overcome them.

This report presents a snapshot of the age, disability, ethnicity and gender of the higher education (HE) workforce in the academic year 2016/17, as well as on the interplay of these identities (for example, female black professors and male disabled senior managers). In addition, our report presents high-level findings on institutional collection and return rates of staff gender reassignment, religion and belief and sexual orientation data.

The report provides national figures which can be used:

- = to consider the diversity and inclusivity of the HE workforce as a whole
- = to consider change and progress over time
- = by individual institutions for benchmarking purposes

What's new

In 2016, Advance HE (formerly Equality Challenge Unit) undertook a review of its annual statistical reports and redeveloped them to present high-level findings, while expanding the detail and coverage in the accompanying set of Excel tables. Further detail, for example, can be found by 5-year age bands, impairment type, or ethnic group. The online data tables also include information previously published as part of our Athena SWAN benchmarking resource; much of the gender information in this report are thus further disaggregated by subject area in the online tables.

We encourage readers to use this report as a starting point for further examination of the data available in the accompanying set of Excel tables. Further detail, for example, can be found by 5-year age bands, impairment type, or ethnic group. The online data tables also include information previously published as part of our Athena SWAN benchmarking resource; much of the gender information in this report are thus further disaggregated by subject area in the online tables.

A table mapping out where additional information is available can be found in the **Online data tables** section. In addition, throughout the report, it is noted under each table when additional detail is available in the Excel tables.

Readers who wish to print this report may find it helpful to do so on A3 paper.

An illustrated guide on how to use this report can be found in the **How to use this report** section.

How to use this report

This indicates that percentages should be read **vertically**: eg. within an ethnic group, the percentage of staff in a salary range.



This indicates that percentages should be read **horizontally**: eg. within a salary range, the percentage of staff in an ethnic group.



If additional detail is available it is noted here. These are hyperlinked to the relevant Excel table online.

The tables and graphs have been designed on the same grid. This allows you to cross-reference across the tables and graphs.

← Nationality definition: see page 15

Information about the data is noted here. Clicking on a field will take you to the relevant information in **About the data**.

Graphs have also been colour-coded for easy identification of groups.

	All staff	UK nationals	Non-UK nationals
All staff			
Academic staff			
Academic staff: SET			
Academic staff: non-SET			
Professional and support staff			

Full-time and part-time modes are denoted using darker (full-time) or lighter (part-time) tones of these colours.

Online data tables

To help users access and analyse our data, all data tables presented in this report are available for download in Excel format. Where appropriate, these tables provide additional detail to those in this report. This includes further disaggregating by: detailed age bands, impairment

type, ethnic group, subject area, or filtering information by academic starters. A table mapping out where additional information is available in our online tables is below.

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Online tables with additional information

Report figure	Table title	Excel table further disaggregates by:	Excel figure
1.5	Academic staff by occupational group and age group	5-year age bands	1.5a
1.6	Professional and support staff by occupational group and age group	5-year age bands	1.6a
1.11	Academic staff by professorial and SET category, mode and age group	5-year age bands	1.11a
1.13	Academic staff by senior management and SET category, mode and age group	5-year age bands	1.13a
2.1	Staff by country of institution and disability status	Impairment type	2.1
2.10	Staff by activity, occupational group and disability status	Impairment type	2.10
2.14	SET academic staff by subject area and disability status	Impairment type	2.14
2.15	Non-SET academic staff by subject area and disability status	Impairment type	2.15
2.16	Academic staff by professorial and SET category, mode and disability status	Impairment type	2.16
2.17	Academic staff by senior management and SET category, mode and disability status	Impairment type	2.17
2.18	Staff by activity, mode, salary range and disability status	Impairment type	2.18
3.11	UK/non-UK staff by activity, occupational group and BME/white identity	Ethnic group	3.11
3.16	UK SET academic staff by subject area and BME/white identity	Detailed SOC occupations	3.11a
3.16	UK SET academic staff by subject area and BME/white identity	Ethnic group	3.16
3.17	UK non-SET academic staff by subject area and BME/white identity	Ethnic group	3.17
3.18	Non-UK SET academic staff by subject area and BME/white identity	Ethnic group	3.18
3.19	Non-UK non-SET academic staff by subject area and BME/white identity	Ethnic group	3.19

Report figure	Table title	Excel table further disaggregates by:	Excel figure
3.21	UK academic staff by professorial and SET categories, mode and BME/white identity	Ethnic group	3.21
3.22	Non-UK academic staff by professorial and SET categories, mode and BME/white identity	Ethnic group	3.22
3.26	UK/non-UK academic staff by mode, salary range and BME/white identity	Ethnic group	3.26
3.27	UK/non-UK professional and support staff by mode, salary range and BME/white identity	Ethnic group	3.27
3.28	Academic staff by academic pay spine range and BME/white identity	Ethnic group	3.28
4.1	Staff by country of institution and gender	Subject area (academic)	4.1a
		Subject area (professional and support staff)	4.1b
4.2	Profile of academic staff over time by activity and gender	Subject area	4.2a
4.3	Staff by activity, mode and gender	Subject area (academic)	4.3a
		Subject area (professional and support staff)	4.3b
4.4	Staff by activity, contract type and gender	Subject area (academic)	4.4a
		Subject area (professional and support staff)	4.4b
4.11	Academic staff by research/teaching contract type and gender	Subject area	4.11a
4.13	SET academic staff by subject area and gender	Starters only	4.13a
4.14	Non-SET academic staff by subject area and gender	Starters only	4.14a
4.15	Academic staff by professorial and SET categories, mode and gender	Subject area	4.15a

The online data tables also include information previously published as part of our Athena SWAN benchmarking resource. A table mapping the report online table figures against those in the Athena SWAN benchmarking tables is below.

Table reference for information previously published in Athena SWAN benchmarking tables

Table title	AS bench-marking figure	Excel figure
Profile of academic staff by cost centre and gender (2001/02–2015/16)	8	4.2a
Academic staff by cost centre, country of institution and gender	9a	4.1a
Professional and support staff by cost centre, country of institution and gender	9b	4.1b
Academic staff by cost centre, mode of employment and gender	10a	4.3a
Professional staff by cost centre, mode of employment and gender	10b	4.3b
Academic starters by cost centre and gender	11	4.12a, 4.13a, 4.14a
Academic leavers by cost centre and gender	16	4.22a
Academic staff by cost centre, contract type and gender	20a	4.4a
Professional and support staff by cost centre, contract type and gender	20b	4.4b
Academic staff by cost centre, academic employment function, and gender	22	4.11a
Academic staff by cost centre, professorial category, and gender	23	4.15a

Year-on-year comparisons

To see complete data from 2015/16, please see Advance HE's previous statistical report on staff in higher education. www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2017

Heidi plus

Extra higher education data can be accessed via 'Heidi plus', a web-based management information service run by the Higher Education Statistical Agency (HESA) for higher education institutions (HEIs) and approved higher education stakeholder organisations. The database provides easy access to a wide range of national quantitative data about higher education, and functionality for analysis, presentation and comparison of the data with other institutions, as well as sophisticated visualisations.

Heidi plus allows users to manipulate the data to compare their performance with that of particular groups of institutions, for example within sector groups, national or regional areas.

For further information, see www.hesa.ac.uk/services/heidi-plus.

Definitions

A list of definitions and notes about the data precede the body of this report to clarify some of the terms used and how the data has been presented.

Please note: in 2012/13, a number of fields in the HESA staff record were either modified or discontinued. As a result, data concerning academic and professional and support staff; gender; departments; professorial status; and senior management status are not comparable to data prior to 2012/13. Additional detail is provided in the **About the data** section.

Additional resources

It is important to note that the monitoring information that institutions supply to HESA is not the only source of equality information within an institution. For example, institutions will also collect information via staff surveys, involvement activities and HR records.

We have recently updated our guidance on equality monitoring and the questions used in monitoring surveys: www.ecu.ac.uk/blogs/updated-ecu-equality-monitoring-guidance

Advance HE has also put together a series of handbooks for governors of institutions in the UK to provide practical guidance on integrating equality and diversity into an institution's mission, strategy and culture. The individual handbooks are available online: www.ecu.ac.uk/publications/equality-handbooks-governors

Using the national figures within this report alongside institutional figures, qualitative data and information gathered from these other sources will give institutions a fuller picture of equality in their institution, allowing them to set evidence-based equality outcomes and objectives.

A number of publications from ECU explore the collection of additional information in further detail:

ECU (2018) *Monitoring and evaluating impact*. www.ecu.ac.uk/publications/monitoring-evaluating-impact

ECU (2018) *Guidance on gathering staff equality data for colleges*. www.ecu.ac.uk/publications/guidance-gathering-staff-equality-data-colleges

ECU (2018) *Research insight: the experiences of lesbian, gay and bisexual staff in UK higher education*. www.ecu.ac.uk/publications/research-insights-feb-2018

ECU (2017) *Ethics in primary research (focus groups, interviews and surveys)*. www.ecu.ac.uk/publications/ethics-in-primary-research-focus-groups-interviews-and-surveys

ECU (2016) *Working with data*. www.ecu.ac.uk/guidance-resources/using-data-and-evidence/working-with-data

ECU (2016) *Trans staff and students in HE and colleges: improving experiences*. www.ecu.ac.uk/publications/trans-staff-and-students-in-he-and-colleges-improving-experiences

ECU (2014) *Embedding equality in student services*. www.ecu.ac.uk/publications/embedding-equality-student-services

ECU (2014) *Supporting disabled students' transition from higher education into employment: what works*. www.ecu.ac.uk/publications/supporting-disabled-students-transitions-higher-education-employment

ECU (2014) *Understanding adjustments: supporting staff and students who are experiencing mental health difficulties*. www.ecu.ac.uk/publications/understanding-adjustments-mental-health

ECU (2010) *Advancing LGB equality: improving the experience of lesbian, gay and bisexual staff and students in higher education*. www.ecu.ac.uk/publications/advancing-lgb-equality

For guidance on using data and evidence, visit: www.ecu.ac.uk/guidance-resources/using-data-and-evidence.

About the data

The analysis in this report is based upon data drawn from the HESA staff record 2003/04 to 2016/17. Due to changes HESA implemented in 2012/13, some information is not comparable to previous reports.

This record covers all academic and professional and support staff holding one or more contracts of employment with a UK HEI. The analysis presented here is based on a small selection of the large amount of data available from HESA.

This does not include staff on consultancy contracts or atypical staff. The term 'atypical' is used to describe working arrangements that are not permanent, involve complex employment relationships and/or involve work away from the supervision of the normal work provider.

Counts of staff represent counts of **full person equivalents** (FPE). This is to allow for the fact that individuals can hold more than one contract within an institution and each contract may involve more than one activity. FPEs are calculated by dividing staff counts among their activities in proportion to the declared full-time equivalent for each activity. Staff FPE counts are calculated on the basis of contract activities that were active on 1 December of the reporting period. All counts of staff have been rounded to the nearest five in accordance with HESA policy in order to protect the confidentiality of individuals. As totals have also been rounded based on unrounded values, some may be higher or lower than the individual count numbers presented in the report.

Percentages are based on known staff data and calculated from unrounded data. Throughout the report, .. represents a percentage calculated on a population of between 0 and 22.5 inclusive. These percentages have been suppressed to protect against over-interpretation of small numbers. Averages based on seven or fewer staff members have also been suppressed for this reason.

Age

This report uses the following age categories and is calculated at 31 August in the reporting year:

- = 25 and under
- = 26 to 30
- = 31 to 35
- = 36 to 40
- = 41 to 45
- = 46 to 50
- = 51 to 55
- = 56 to 60
- = 61 to 65
- = 66 and over

In some cases these categories have been aggregated.

Disability

Disability is recorded within the HESA staff record on the basis of self-assessment using one of three possible categories:

- = disclosed disabled
- = not known to be disabled
- = information not provided

This report uses the term 'disabled staff' to refer to staff who indicated as disabled on their HESA staff record. From 2012 onwards, 'non-disabled staff' refers to staff who have indicated that they are not disabled, or whose disability status is unknown by their institution. This aligns with changes to HESA reporting standards in 2012.

Prior to 2012

'Non-disabled staff' figures did not include staff whose disability status was unknown by their institution; this group therefore constituted a smaller proportion of the staff population and, conversely, 'disabled staff' a larger proportion. As a result, the percentage of staff in the disabled category may represent a slight undercount compared with how it was reported prior to our 2012 report.

Ethnicity

Ethnicity within the HESA staff record is based upon the 2011 census classification system. For the purposes of this report, the census categories have been aggregated into six groups:

- = Asian – Asian Indian, Asian Pakistani, Asian Bangladeshi, Asian British and Asian other
- = black – black Caribbean, black African, black British and black other
- = Chinese
- = mixed
- = other ethnic background
- = white – all white ethnic groups including white British

Where the numbers are large enough, some analyses are reported in more detailed groupings.

For some analyses the non-white groups have been further aggregated into a single black and minority ethnic (BME) group.

This definition of BME is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes towards an individual's ethnicity. Advance HE recognises the limitations of this definition, particularly the assumption that minority ethnic staff are a homogenous group. Where possible, this report will present data disaggregated by more detailed ethnicity categories in addition to data consolidating BME staff as a group.

2012/13 onwards

From 2012/13 Arab was added to the coding frame for staff ethnicity. Where ethnicity is aggregated as above, Arab has been grouped into other ethnic background.

Gender

Beginning in 2012/13, in the staff record, HESA replaced the gender field with the legal sex field, of which the possible options are male and female. For the purposes of this report, data from the legal sex field is referred to as 'gender'.

Prior to 2012/13

The HESA staff record included a gender field, with the possible options of male, female or indeterminate.

HESA used the category 'indeterminate' – which is consistent with the managing information across partnerships (MIAP) common data definitions coding frame – to refer to intersex people. Intersex people are individuals born with anatomy and physiology that differs from contemporary ideals of what constitutes 'normal' male and female. It is recognised that some intersex people may find the indeterminate category used by HESA for the previous field offensive. For data return purposes, institutions were able to ask staff about their gender using the intersex terminology and return any positive responses to HESA using the MIAP coding and terminology in 2011/12.

Staff who identified as intersex were excluded in any analysis of 2002/03 to 2011/12 data. This is because any statistics drawn from these small numbers would not give accurate information about the proportion of intersex people in the sector.

Advance HE recommends when monitoring sex to include categories of 'other' and 'prefer not to say' alongside male and female. This will allow anyone who associates with terms including intersex, androgyne, intergender, ambigender, gender fluid, polygender and genderqueer to complete the question.

Further information on monitoring sex and gender is published on our website.

www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions

www.ecu.ac.uk/blogs/reporting-staff-data-sex-hesa-hmrc

Gender reassignment

Gender reassignment is the legal term used in the Equality Act to describe the protected characteristic of anyone who 'proposes to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex' (Equality Act 2010).

In previous years this report has used the term gender identity. The term gender identity is different to gender reassignment and refers to a person's internal perception of their gender. Beginning with the 2012/13 staff record, institutions have the option of returning information to HESA on whether a person's gender identity is the same as originally assigned at birth. The possible field options are yes, no, and information refused. The phrasing and options associated with this question refer to an individual's gender reassignment not gender identity. This information is recorded on the basis of the staff member's own self-assessment.

For further information on gender identity and gender reassignment, see our trans guidance **www.ecu.ac.uk/publications/trans-staff-and-students-in-he-and-colleges-improving-experiences**.

For further information on monitoring sex and gender reassignment, see **www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions**.

Impairment type

Impairment type is recorded within the HESA staff record on the basis of self-assessment using one of 12 possible categories:

- = non-disabled
- = blind or a serious visual impairment
- = deaf or serious hearing impairment
- = general learning disability
- = a long standing illness or health condition
- = a mental health condition
- = a physical impairment or mobility issues
- = a social/communication impairment
- = a specific learning difficulty
- = two or more disabilities, impairments or conditions
- = other type of disability, impairment or condition

The phrasing of this item does not use 'D/deaf' and as such does not distinguish between those who identify as audilogically deaf and those who are deaf and identify as part of a social and cultural community of deaf people. To remain true to the self-assessments provided by staff, this report retains the label 'deaf or serious hearing impairment'.

For further information on monitoring disability and impairment type, see www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions.

Religion and belief

Religion or belief refers to the full diversity of religious and belief affiliations within the UK, including non-religious and philosophical beliefs such as atheism, agnosticism and humanism.

Beginning with the 2012/13 staff record, institutions have the option of returning religion and belief data to HESA. This information is recorded on the basis of the staff member's own self-assessment.

The possible field options are: no religion; Buddhist; Christian (with further denominational options provided in Scotland and Northern Ireland); Hindu; Jewish; Muslim; Sikh; Spiritual; any other religion and belief; and prefer not to say/information refused. For the purposes of this report, all Christian denominational options have been aggregated into a single Christian category.

Sexual orientation

Sexual orientation is a person's romantic or sexual orientation towards people of the same sex, people of a different sex, or to both sexes. This relates to a person's feelings rather than their actions.

Beginning with the 2012/13 staff record, institutions have the option of returning sexual orientation data to HESA. The HESA sexual orientation field has the following possible options: bisexual, gay man, gay woman/lesbian, heterosexual, other, information refused. Advance HE has more recently recommended the inclusion of identities 'queer' and 'asexual'. This information is recorded on the basis of the staff member's own self-assessment.

For further information on monitoring sexual orientation, see www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions.

Activity

Academic staff

Academic staff are defined as staff with at least one academic contract of employment and whose contract activity can be categorised as 'Managers, directors and senior officials', 'Professional occupations' or 'Associate professional and technical occupations' (defined by the 2010 Standard Occupational Classification (SOC) major groups 1, 2 or 3). This may therefore include vice-chancellors and other senior academic managers, medical practitioners, dentists, veterinarians and other health care professionals whose contract of employment includes an academic function.

The academic employment function may be teaching, research, teaching and research or neither teaching nor research (where an academic professional has taken up a senior administrative responsibility but there is no change to the academic function in their contract of employment).

Prior to 2012/13

Academic staff were defined as those staff responsible for planning, directing and undertaking academic research and teaching within higher education institutions. This category may also include vice-chancellors, principals, and clinical and healthcare professionals who undertake teaching or research activities.

Professional and support staff

HESA now refers to these staff as 'non-academic staff', and defines them as staff who do not have an academic employment function. However, for the purposes of this report, these staff will continue to be referred to as 'professional and support staff'. This group includes managers, non-academic professionals, student welfare workers, administrators, maintenance staff, and cleaning staff.

Prior to 2012/13

Those who did not have an academic employment function, such as managers, non-academic professionals, student welfare workers, cleaners, caterers and secretaries.

Country of institution

The allocation of an institution to a geographical region relates only to the administrative centre of that institution. There may be staff employed at institutions who are working in regions other than that of the administrative centre of the institution.

Although the Open University operates throughout the UK, its administrative centre is located in England, and is counted as a wholly English institution.

Nationality

Nationality defines the country of legal nationality. Data is supplied to HESA in the form of country codes.

UK nationals are those whose country of legal nationality is the UK, including the Channel Islands and Isle of Man.

Non-UK nationals are those whose country of legal nationality is a country other than the UK.

Mode

Full-time staff are those whose contracts state that their mode of employment is full-time. This includes staff who work full-time for part of the year and term-time only staff who work full-time during the term. Part-time staff are those whose contracts state that their mode of employment is part-time.

Please note that the mode of employment is an attribute of the contract, not the person. Therefore, a person will be counted as wholly part-time even if they hold a number of part-time contracts that add up to one full-time equivalent (FTE). The FPE allocated to the full-time category will only reflect the people that hold a full-time contract. This is consistent with the treatment of other attributes of the contract.

Contract type

Permanent or open-ended contract staff

Those who were employed on a contract of employment that states the member of staff as permanent or on an open-ended contract. This includes term-time-only staff who were employed on an open-ended contract.

Fixed-term contract staff

Fixed-term contract staff are those employed for a fixed period or who have an end date on their contract of employment. This includes staff on rolling fixed-term contracts.

Contract level

Contract levels records the Universities and Colleges Employers Association (UCEA) or XpertHR defined level of the contract. Contract levels are used to define professors and senior management (see professorial status and senior management post holder). Please note that where data is split by contract levels, 'unknown' is included in the total but not separate breakdowns.

Head of institution: vice-chancellor (VC)/principal

The most senior manager within the institution (ie chief executive officer).

2: deputy/pro vice-chancellor (D/PVC), chief operating officer, registrar, university secretary

These roles are the highest level appointments reporting directly to the VC and will have primary responsibility for the organisation's performance and strategic development. They are responsible for a major part of the academic life of the university, and are differentiated from level 3 by having responsibility across the institution, or have an overseeing role over all/most of the internal professional/administrative services of the institution. They may have Dean responsibilities for a specific faculty in addition to their D/PVC responsibilities, for more than one functional area at a strategic rather than an operational level. Likely to deputise for the VC and likely to apply to a handful of positions in the institution.

3A: head/director of major academic area

These roles will be heads of major academic areas where a number of schools/departments/divisions are combined into a small number of larger groupings. These roles have significant management and resource responsibility and will be part of the university's senior management team (although level 2 roles may meet separately as the ultimate executive decision-makers). Likely to be a very small number in the institution. Likely to be deans/directors of faculty/head of academic division.

3B: director of major function/group of functions eg finance, corporate services, human resources (HR)

These roles have overall responsibility for matters across a major function or group of functions or defined activity. Will be part of the university's senior management team (although level 2 roles may meet separately as the ultimate executive decision-makers).

3/4A1: head of school/division/department/centre size 1

Head of distinct area of academic responsibility, likely to be a school or department. Unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2.

3/4A2: head of school/division/department/centre size 2

Head of distinct area of academic responsibility, likely to be a school or department and will have responsibility for all staff within the school/department. Unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2.

3/4A3: head of school/division/department/centre size 3

Head of distinct area of academic responsibility, likely to be a school or department. Unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2.

4A: head of a sub-set of academic area/directors of small centres

Will have responsibility for a subset of a division/department/school (eg subject discipline group) or research group, or cross school/department responsibility (eg director of research). May include professors who head departments/research centres.

4B: senior function head

Will have full responsibility for a complete function or activity below senior management team level but will be part of the management team for the overall function.

5A: professor

Senior academic appointments which may carry the title of professor but which do not have departmental line management responsibilities.

5B: function head

These roles have full managerial responsibility for one or more activities and input into policy formation for those activities. Responsibility for staff within the area of activity.

Level I – non-academic staff section manager, senior lecturer (pre-92), principal lecturer (post-92), reader, principal research fellow

To be responsible for the day-to-day management of a significant professional service unit, activity, department or project, with specifically identified responsibilities. Includes academic subject specialists, academic programme coordinators and/or academic staff with high level expertise/knowledge.

Level J – section/team leader (professional, technical, administrative), lecturer B (pre-92), senior lecturer (post-92), senior research fellow

Responsible for the day-to-day management of a team of staff. Specialists with experience or seniority but limited management responsibility may be found at this level. In the case of academic staff there may be no responsibility for staff or budgets but substantial responsibility for students.

Level K – senior professional/technical staff, lecturer A (pre-92), lecturer (post-92), research fellow, researcher/senior research assistant, teaching fellow

Operates at an experienced, professional level in a single area of work without supervision. Likely to be responsible for less experienced staff at level L and below and may coordinate the activities of a team. In the case of academic staff there may be no responsibility for staff or budgets but significant responsibility for students.

Level L – professional/technical/senior administrative staff, research assistant, teaching assistant

Operates as a fully competent professional within a single area of work with minimal supervision. This is a standard 'Officer' level. For academic jobs this is an assistant or instructor role. In some professional areas this would be the expected entry level.

Level M – assistant professional staff, administrative staff

Typically an entry level professional, working under instruction from others within a defined area of work. May be part-qualified in an appropriate professional discipline. May supervise/assist/guide less experienced administrative staff. Would not cover academic roles.

Level N – junior administrative staff, clerical staff, technician/craftsman, operative

Normally working under closer supervision than level M staff but experienced in specific areas of job role. Responsibility mainly for performing a range of simple, routine tasks within basic procedures and under regular supervision. May be a school leaver, trainee or modern apprentice. Would not cover academic roles.

Level O – routine task provider

Carrying out a range of simple tasks within a defined routine and where guidance is readily available/under regular supervision. Some planning and organising of own workload will typically be required (largely around the timing and sequencing of assigned tasks to make sure deadlines are met).

Level P – simple task provider

Carrying out simple and/or repetitive tasks under close supervision, typically supporting students and staff often as part of a team engaged in the same tasks. These tasks and routines are generally simple and repetitive and are closely supervised.

For further information about contract levels, see www.hesa.ac.uk/collection/c15025/combined_levels.

Occupational group

The standard occupational classification (SOC) provides a national standard for categorising occupational information – it forms the basis of occupational classification in a variety of national surveys that collect statistical information such as the *Labour force survey* and *New earnings survey*. The utilisation of SOC for classifying occupations within the HE sector therefore both allows for the heterogeneity of occupations that exist and enables comparisons to be made with other sectors of the economy and from a variety of data sources.

HESA has used the SOC2010 variant of the SOC coding frame. This version maintains the same nine major groups used in previous versions of SOC, but it is no longer possible to replicate the variant previously used by HESA for staff in the HE sector, which permitted staff to be grouped into thirteen broad occupational activities. In addition, the association of academic and non-academic activities solely with SOC major groups is no longer possible, due to the incorporation of both types of activities at the sub-major level. Consequently, staff may be pursuing an academic or non-academic activity within a given SOC major group, whereas previously certain SOC groups were held to be entirely academic or non-academic in their own right.

The publication of staff activities by SOC major group may therefore now occur with or without reference to the academic nature of that activity, whereas previously this was implicit in the titles of the activities published. Care should be taken when comparing data across years.

Please note that staff with academic contracts can have a SOC major group other than 1–3. In this report, these contracts are included in the academic total and shown separately as ‘clerical and manual occupations’ in the tables where SOC activity groups is shown alongside academic contract marker.

Academic contract

Teaching only staff

Teaching only staff are those whose contract of employment states that they are employed only to undertake teaching.

Research only staff

Research only staff are those whose contract of employment states that their primary academic employment function is research only, even though the contract may include a limited number of teaching hours.

Teaching and research staff

Teaching and research staff are those whose contract of employment states that they are employed to undertake both teaching and research.

Neither teaching nor research staff

Staff whose contracted academic employment function is neither teaching nor research, eg vice-chancellor.

Academic subject area

The coding frame for cost centre was revised for the 2012/13 staff record and therefore academic subject area data from 2012/13 onwards is not comparable with previous years.

SET/non-SET

SET stands for science, engineering and technology.

SET departments

This report uses generic classification of academic departments from the HESA staff record.

SET departments in this report are:

- = agriculture, forestry and food science
- = anatomy and physiology
- = archaeology
- = architecture, built environment and planning
- = biosciences
- = chemical engineering
- = chemistry
- = civil engineering
- = clinical dentistry

- = clinical medicine
- = earth, marine and environmental sciences
- = electrical, electronic and computer engineering
- = general engineering
- = geography and environmental studies
- = IT, systems sciences and computer software engineering
- = mathematics
- = mechanical, aero and production engineering
- = mineral, metallurgy and materials engineering
- = nursing and allied health professions
- = pharmacy and pharmacology
- = physics
- = psychology and behavioural sciences
- = veterinary science

Non-SET departments

This report uses generic classification of academic departments from the HESA staff record.

Non-SET departments in this report are:

- = anthropology and development studies
- = area studies
- = art and design
- = business and management studies
- = catering and hospitality management
- = classics
- = continuing education
- = economics and econometrics
- = education
- = English language and literature
- = health and community studies
- = history
- = law
- = media studies
- = modern languages
- = music, dance, drama and performing arts
- = philosophy
- = politics and international studies
- = social work and social policy
- = sociology
- = sports science and leisure studies
- = theology and religious studies
- = total academic services
- = central administration and services
- = premises
- = residences and catering
- = staff and student facilities

Professorial category

HESA uses data from the contract level field to derive information about staff members' professorial category. Staff holding a contract which aligns with the Universities and Colleges Employers Association (UCEA) contract level 5A (Professor) are considered to hold professorial status. This level indicates a senior academic appointment which may carry the title of professor but which does not have departmental line management responsibilities.

Senior management category

HESA uses data from the contract level field to derive information about whether a staff member is a senior manager. Senior management indicates a member of staff holding a contract at levels AO, B1, B2, C1 or C2.

Salaries

Salary is based on the contract salary for members of staff at each institution at 31 July in the reporting period, or the end date of the contract if earlier. Members of staff for whom the concept of a per annum contractual salary does not apply (eg staff paid hourly, staff with zero-hour contracts etc) have been excluded from the salary analysis.

For part-time staff, all data relating to salary has been scaled to full-time equivalent to take into account pay differences between part-time and full-time staff.

Clinical academics have been included in all salary analysis.

This report presents salary information in two ways:

Salary range

- = under £30,000
- = £30,000 to £50,000
- = over £50,000

Academic pay spine range

- = contract salary < £18,412
- = contract salary ≥ £18,412 and < £24,565
- = contract salary ≥ £24,565 and < £32,958
- = contract salary ≥ £32,958 and < £45,562
- = contract salary ≥ £45,562 and < £59,400
- = contract salary ≥ £59,400

Contract salaries reported to HESA based on the framework salary spine or framework clinical spine, plus salaries not set against a nationally negotiated pay spine range, are included in this analysis. Where HESA is provided with both a salary point (within the framework pay spine range or framework clinical spine) and an enhanced salary figure (eg London weighting), the actual enhanced salary is used.

Median salary and median pay gap

If all salaries were ordered in a list, the median salary would be the middle salary.

The median pay gap for disability, ethnicity and gender, has been calculated as:

$$\frac{(\text{non-disabled median salary} - \text{disabled median salary})}{\text{non-disabled median salary}}$$

$$\frac{(\text{white median salary} - \text{BME median salary})}{\text{white median salary}}$$

$$\frac{(\text{male median salary} - \text{female median salary})}{\text{male median salary}}$$

Salary is based on the contract salary for members of staff at each institution at 31 July in the reporting period, or the end date of the contract if earlier.

Mean salary and mean pay gap

The mean is equal to the sum of the values divided by the number of values. Mean salary is calculated by multiplying

the contract salary by FPE and dividing by the sum of the FPE: $\text{sum (FPE} \times \text{salary)} \div \text{sum (FPE)}$

The mean pay gap for disability, ethnicity and gender has been calculated as:

$$\frac{(\text{non-disabled mean salary} - \text{disabled mean salary})}{\text{non-disabled mean salary}}$$

$$\frac{(\text{white mean salary} - \text{BME mean salary})}{\text{white mean salary}}$$

$$\frac{(\text{male mean salary} - \text{female mean salary})}{\text{male mean salary}}$$

Salary is based on the contract salary for members of staff at each institution at 31 July in the reporting period, or the end date of the contract if earlier.

Academic starters

Starters are academic members of staff who commenced their contract of employment on or after 1 December in the previous reporting period and before or on 1 December in the current reporting period.

Academic leavers

Leavers are academic members of staff for whom all contracts ended on or after 1 December in the previous reporting period and before or on 1 December in the current reporting period.

A staff member who retired prematurely and received a pension is regarded as a leaver and recorded as retiring, unless they are immediately re-employed in an institution's service. A member of staff whose contract ended but who immediately started another contract, and therefore did not leave the HEI, is not included as a staff leaver. Staff on multiple contracts where one of these contracts came to an end are also not included as a staff leaver if they were still

employed in institutional service under one or more other contracts. All data on staff leavers excludes atypical staff.

HESA collects data on the destination of leavers to enable sector intelligence on cross-fertilisation between HE and other areas of employment and the migration of HE staff to and from the UK.

Destinations are presented as:

UK destination

- = another HEI in the UK
- = other education institution in the UK
- = research institution in the UK
- = student in the UK
- = NHS/general medical or dental practice in the UK
- = other public sector in the UK
- = private industry or commerce in the UK
- = self-employed in the UK
- = voluntary sector in the UK

Non-UK destination

- = HEI in an overseas country
- = other education institution in an overseas country
- = research institution overseas
- = student in an overseas country
- = health service in an overseas country
- = private industry or commerce in an overseas country
- = self-employed in an overseas country
- = voluntary sector in an overseas country

No longer in employment

- = no longer in regular employment
- = retired
- = deceased
- = not known/not applicable

Overview

Between 2003/04 and 2016/17, the number of staff working in higher education grew considerably. Notably, there has been one English institution added to the 2016/17 HESA staff records, which has increased the staff population by 471 members of staff. However, even without staff from this newly added institution, there was a 2.2 percentage increase in the overall population of HE staff. This growth can be largely attributed to an increase among academic staff; however, professional and support staff continued to comprise a small majority of those working in higher education. There were large differences in salaries earned by activity, with the majority of professional and support staff earning £30,000 or less, compared with just one in ten academics. However, while similar proportions of academic staff and professional and support staff worked full-time, a considerably larger proportion of academic staff were on fixed-term contracts.

Around half of academic staff were on teaching and research contracts, and one in ten were professors, the majority of whom worked in SET. However, a considerable majority of academics holding senior management positions were from non-SET disciplines. Leaving rates among academics were higher among non-UK staff than UK staff, and their most common leaving destination both within and outside the UK, was another HEI.

0.1 Staff by nation: 82.9% of staff working in higher education institutions did so in England. 10.6% of staff worked in Scotland, 5.0% in Wales and 1.5% in Northern Ireland.

0.2 Trends: Between 2003/04 and 2016/17, the overall number of staff in UK higher education increased by 24.1% from 338,105 to 419,710. This growth has largely been among academic staff whose number increased by 37.7% from 2003/04 levels, compared with a growth of 13.3% among professional and support staff in the same time period. However, professional and support staff still comprised a small majority of staff working in higher education in 2016/17 (50.7%).

0.3, 0.5 Contract mode: A majority of academic and professional and support staff worked full-time (66.9% and 68.4%, respectively). Among both academic staff and professional and support staff, higher proportions of part-time staff were on fixed-term contracts (50.9% and 18.7%, respectively), than full-time staff (25.3% and 12.3%, respectively).

0.4 Contract type: The majority of staff were on open-ended/permanent contracts (76.1%). However, this proportion was larger among professional and support staff (85.7%) than academic staff (66.2%).

0.6 Staff nationality by country of institution: Wales and England employed larger proportions of UK academic staff (81.1% and 69.85%, respectively) than Northern Ireland (56.8%) and Scotland (67.2%). In contrast, 18.1% of professional and support staff working at higher education institutions in Northern Ireland were EU, compared with 6.4% in England, 6.7% in Scotland, and 3.2% in Wales.

0.7 Contract level: 12.8% of academic staff were in senior contract levels (HOI–5B), compared with 2.7% of professional and support staff. Academic staff were most commonly employed in contract levels K (senior professional/technical staff, lecturer A, research fellow/researcher, senior research assistant or teaching fellow positions; 32.9%) and J (section/team leader, lecturer B, senior lecturer or senior research fellow positions; 26.5%). In contrast, professional and support staff were most commonly in contract levels M (assistant professional and administrative roles; 20.7%), L (professional, technical and senior administrative staff, research/teaching assistant positions; 17.9%) and N (junior administrative staff, clerical staff, technician/craftsmen and operatives, 14.6%).

0.8 Occupational group: The vast majority of academic staff (98.8%) were in professional occupations (SOC2), while professional and support staff were most commonly in administrative and secretarial occupations (SOC4; 31.4%). Mode of employment varied considerably by occupational group. For example, among academic staff, the proportion who worked part-time varied from 16.2% of managers, directors and senior officials to 33.2% of those in professional occupations. Among professional and support staff, 11.9% of managers, directors and senior officials worked part-time, compared with 66.4% of those in elementary occupations.

0.9 Research/teaching contract: Nearly half of academic staff (48.4%) were on teaching and research contracts, and around a quarter were either on teaching only contracts (27.1%) or research only contracts (23.7%). 0.7% of academic staff were on contracts which involved neither teaching nor research.

0.10 SET subject areas: SET academic staff were concentrated in certain subject areas. For example, 21.5% of those working in SET were in clinical medicine, 12.3% in biosciences, and 8.9% worked in nursing and allied health professions. In comparison, relatively small proportions of academic staff worked in archaeology (0.7%), agriculture, forestry and food science (1.0%), chemical engineering or mineral, metallurgy and materials engineering (both 1.1%).

0.11 Non-SET subject areas: Non-SET academic staff also tended to be concentrated in certain subject areas. A large proportion worked in business and management studies (16.5%), art and design (11.1%) and education (9.6%). Less than one percent each worked in premises (0.0%), residences and catering (0.0%), staff and student facilities (0.3%), area studies (0.4%), catering and hospitality management (0.7%), classics (0.7%) and theology and religious studies (0.8%).

0.12 Professors: Overall, 9.9% of academic staff held professorial roles, of whom 60.7% worked in SET. The proportion of academics who were professors was higher among SET academics (11.0%) than non-SET academics (8.6%).

0.13 Senior managers: 0.6% of academic staff were in senior management roles, a majority of whom (70.0%) worked in non-SET subjects. The proportion of senior managers who worked full-time (94.0%) was higher than that of other academic staff (66.7%).

0.14 Salary range: Nearly three in ten academic staff earned over £50,000 (29.6%), compared with 6.6% of professional and support staff. The majority of full-time (51.8%) and part-time (75.2%) professional and support staff earned less than £30,000, compared with 4.5% of full-time and 13.3% of part-time academic staff.

0.15 Pay spine range: 55.5% of academic staff earned less than £45,562. 16.0% were on the highest pay spine, earning £59,400 or more, and just 0.3% were on the lowest pay spine, earning less than £18,412.

0.16 Leaving status: Overall, 16.8% of academic staff left their institution between 2015/16 and 2016/17. This rate was higher among non-UK nationals (20.5%) than UK nationals (15.3%).

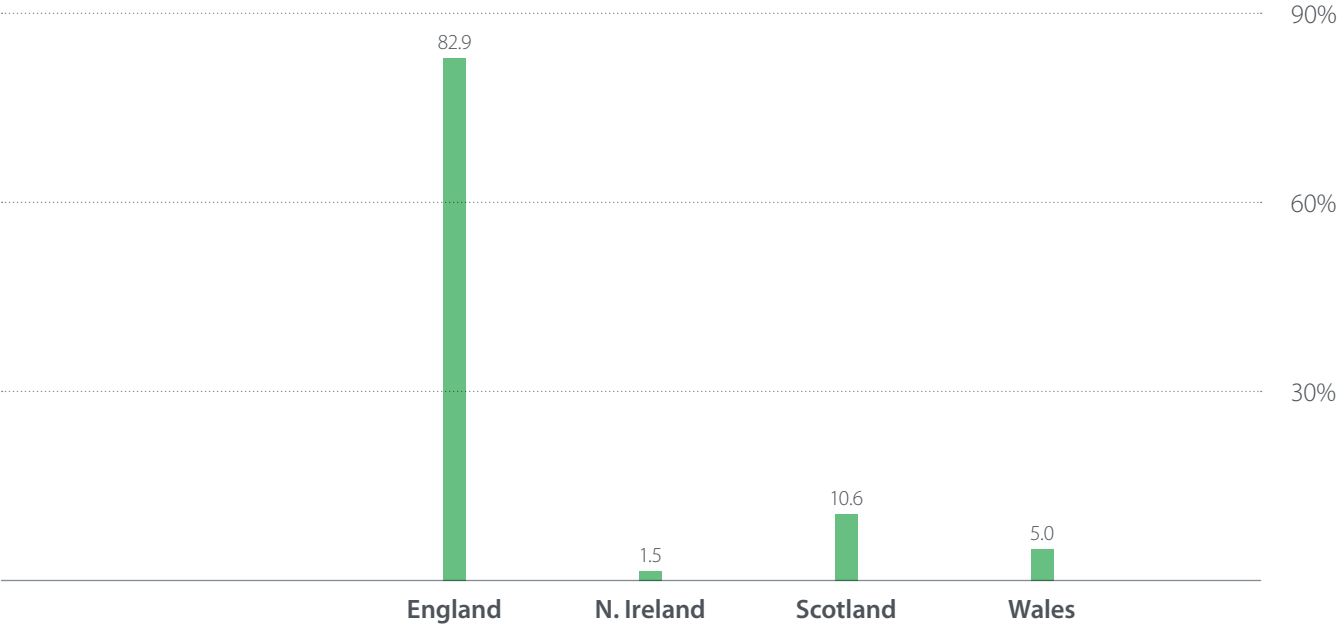
0.17 Leaving destinations: Of leavers with a known leaving destination, around half entered UK-based employment (53.4% UK nationals and 49.5% non-UK nationals), with the most common destination being another HEI in the UK (24.3% UK nationals and 24.8% non-UK nationals). Nearly a quarter of non-UK leavers moved overseas for employment (25.3%), again with the most common destination being another HEI (14.0%). In comparison, just 4.4% of UK leavers moved to employment outside of the UK. 16.5% of UK leavers retired, compared with 2.2% of non-UK leavers. Nearly a quarter of UK leavers (24.4%) and non-UK leavers (22.6%) were not in regular employment.

0.1

Staff by country of institution

	England		N. Ireland		Scotland		Wales		UK	
	No.	→ %	No.	→ %	No.	→ %	No.	→ %	No.	→ %
All staff	347860	82.9	6385	1.5	44365	10.6	21095	5.0	419710	100.0

← Country of institution definition: see page 15



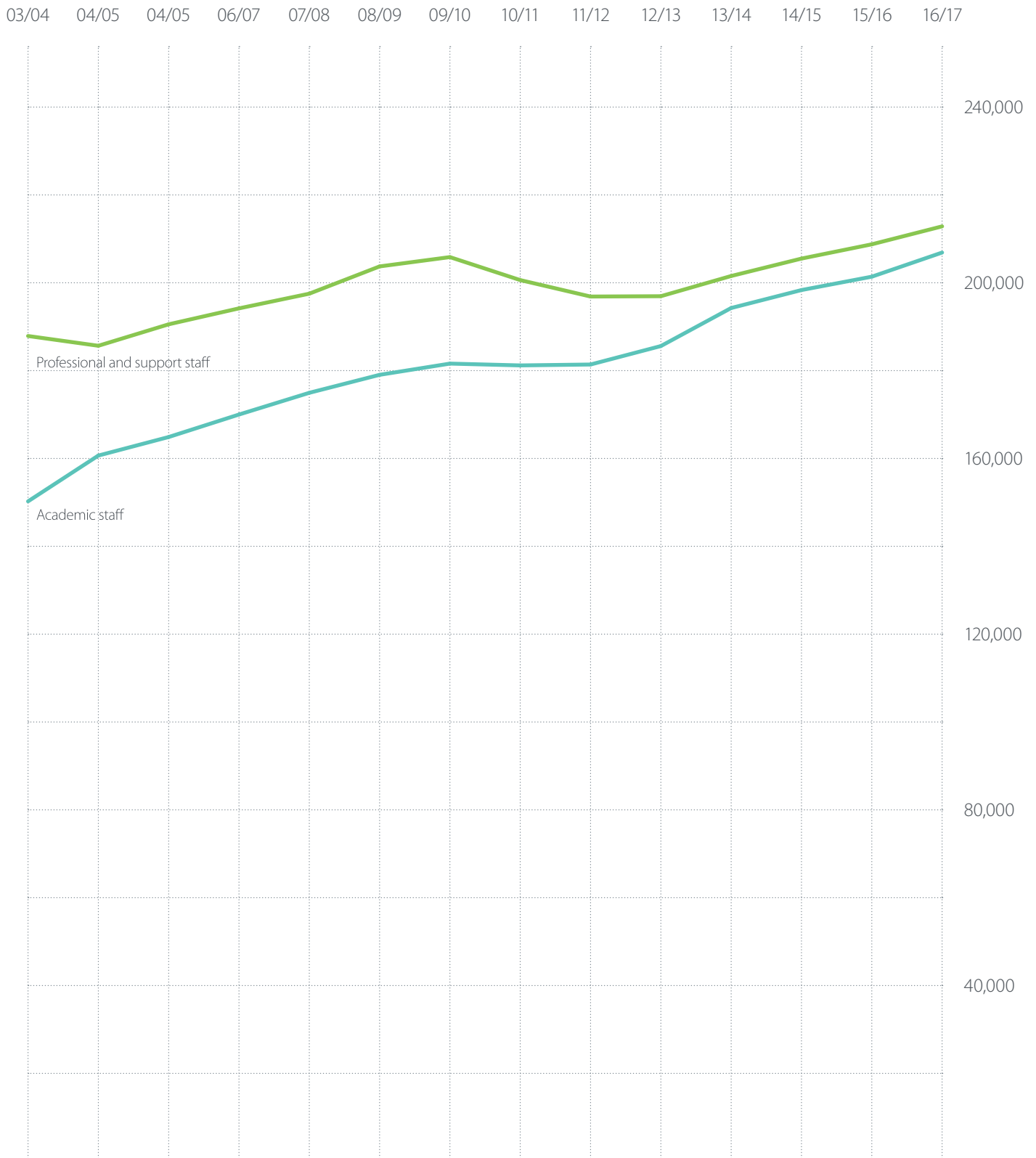
0.2

Profile of staff over time by activity

← Staff activity
definition;
see page 15

	Academic staff		Professional and support staff		All staff
	No.	%	No.	%	No.
2003/04	150230	44.4	187875	55.6	338105
2004/05	160655	46.4	185650	53.6	346305
2005/06	164875	46.4	190535	53.6	355410
2006/07	169995	46.7	194165	53.3	364160
2007/08	174940	47.0	197510	53.0	372455
2008/09	179035	46.8	203715	53.2	382755
2009/10	181590	46.9	205835	53.1	387425
2010/11	181180	47.5	200605	52.5	381785
2011/12	181385	48.0	196860	52.0	378245
2012/13	185585	48.5	196935	51.5	382515
2013/14	194245	49.1	201535	50.9	395780
2014/15	198335	49.1	205500	50.9	403835
2015/16	201380	49.1	208750	50.9	410130
2016/17	206870	49.3	212835	50.7	419710

Numbers of staff in each activity



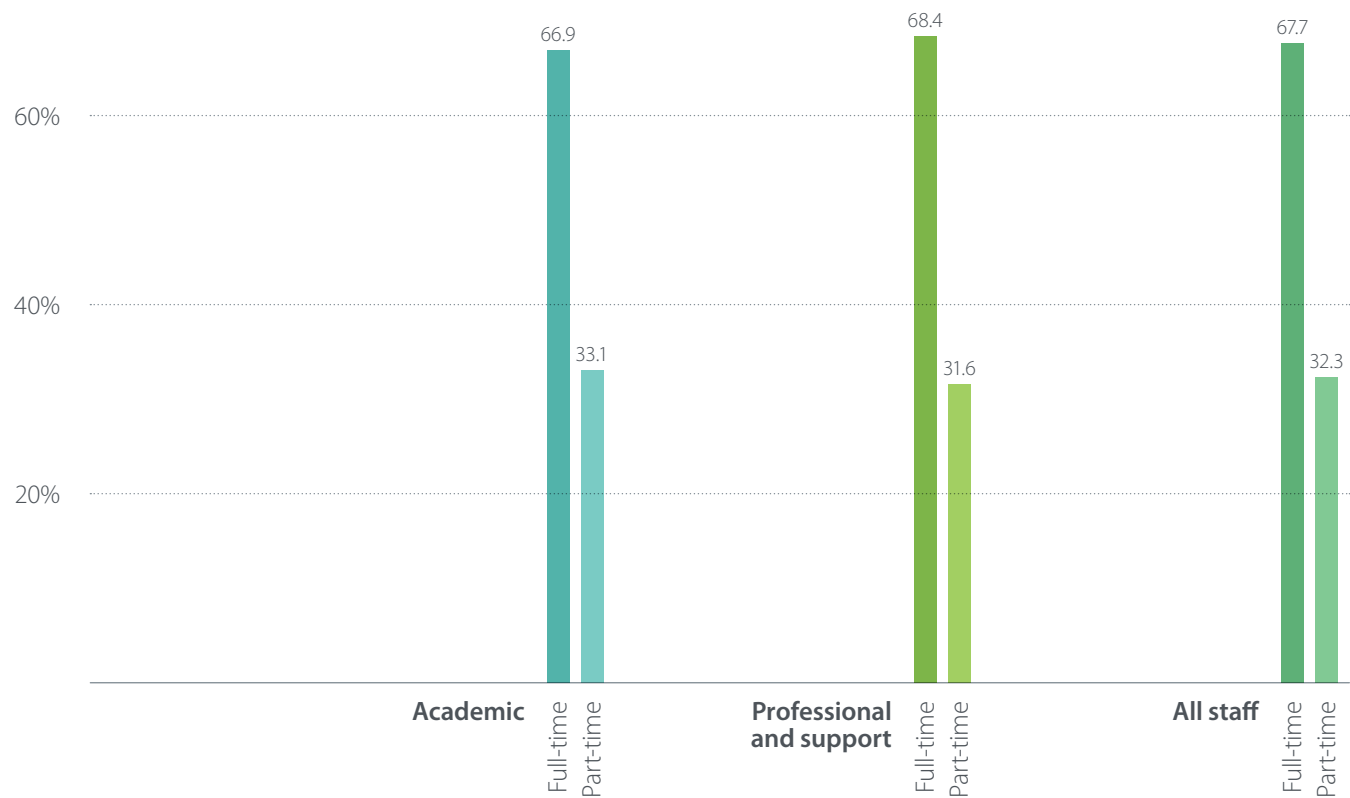
0.3

Staff by mode and activity

← Mode definition: see page 15

← Staff activity definition: see page 15

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time	138405	66.9	48.7	145650	68.4	51.3	284060	67.7
Part-time	68465	33.1	50.5	67185	31.6	49.5	135650	32.3
All modes	206870	100.0	49.3	212835	100.0	50.7	419710	100.0

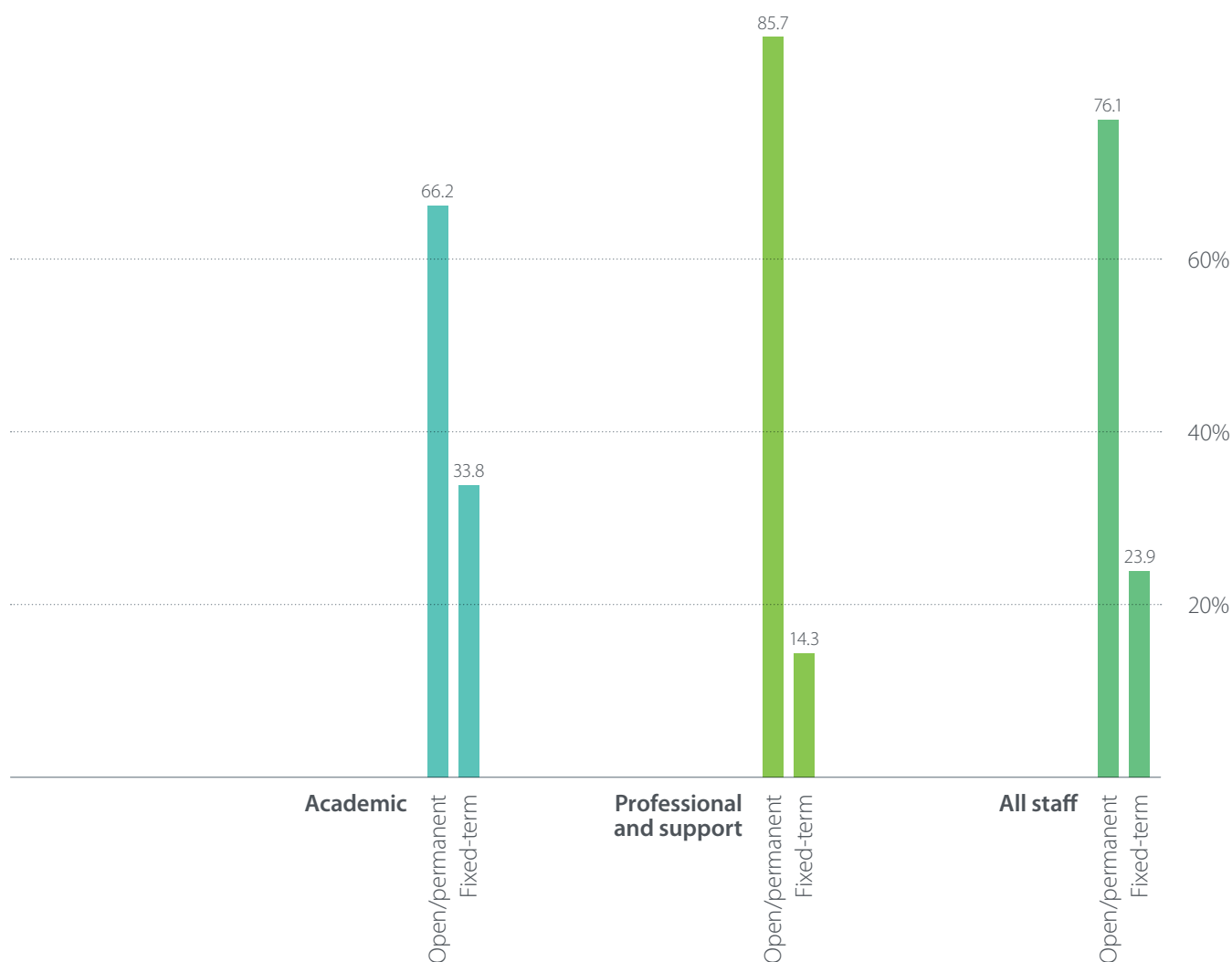


Staff by contract type and activity

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Open-ended/permanent	137025	66.2	42.9	182295	85.7	57.1	319320	76.1
Fixed-term	69850	33.8	69.6	30540	14.3	30.4	100390	23.9
All contracts	206870	100.0	49.3	212835	100.0	50.7	419710	100.0

← Contract type definition: see page 16

← Staff activity definition: see page 15



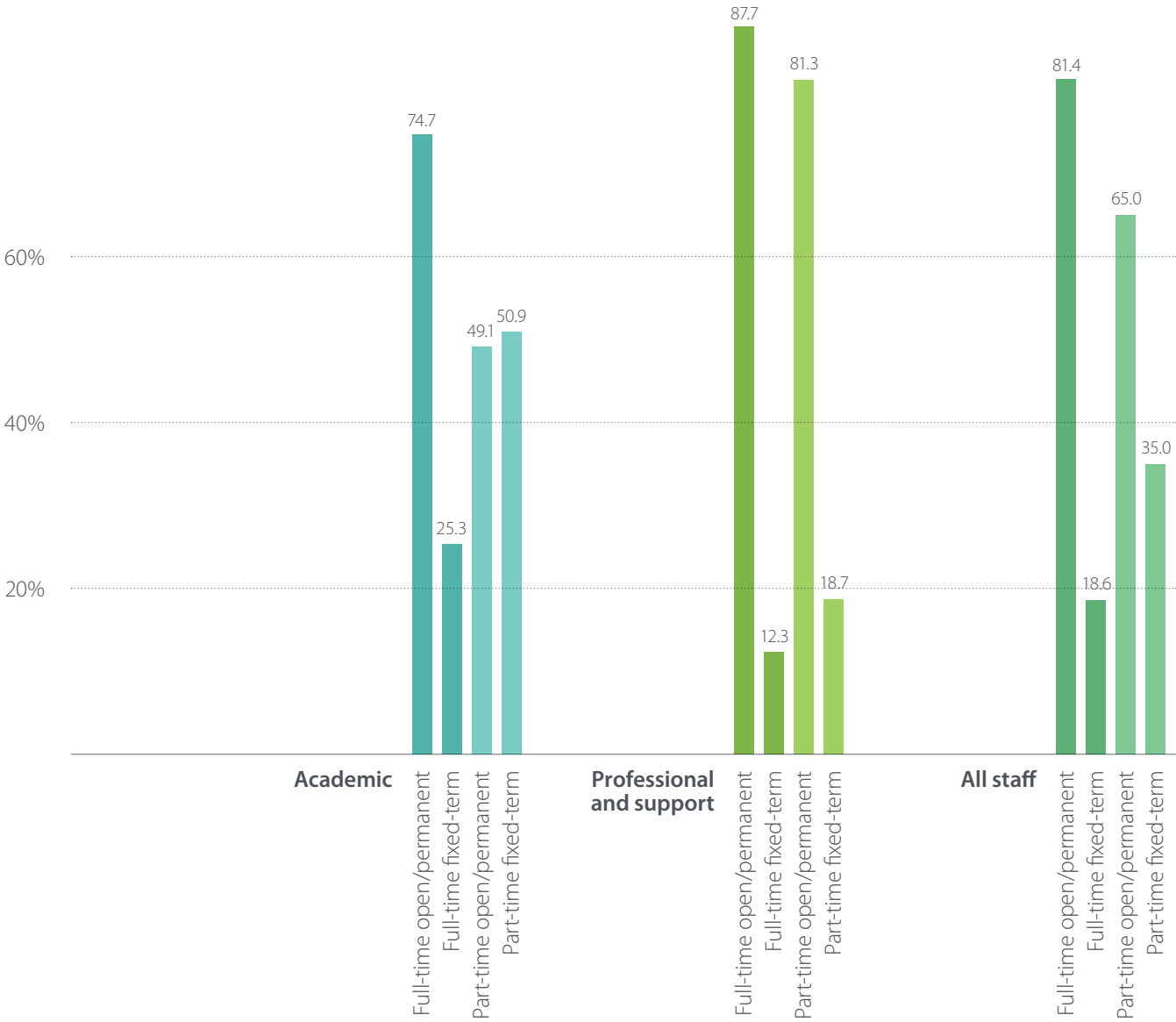
0.5 Staff by mode, contract type and activity

← Mode definition: see page 15

← Contract type definition: see page 16

← Staff activity definition: see page 15

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	103400	74.7	44.7	127685	87.7	55.3	231085	81.4
Fixed-term	35010	25.3	66.1	17965	12.3	33.9	52975	18.6
All contracts	138405	100.0	48.7	145650	100.0	51.3	284060	100.0
Part-time								
Open-ended/permanent	33625	49.1	38.1	54610	81.3	61.9	88235	65.0
Fixed-term	34840	50.9	73.5	12575	18.7	26.5	47415	35.0
All contracts	68465	100.0	50.5	67185	100.0	49.5	135650	100.0



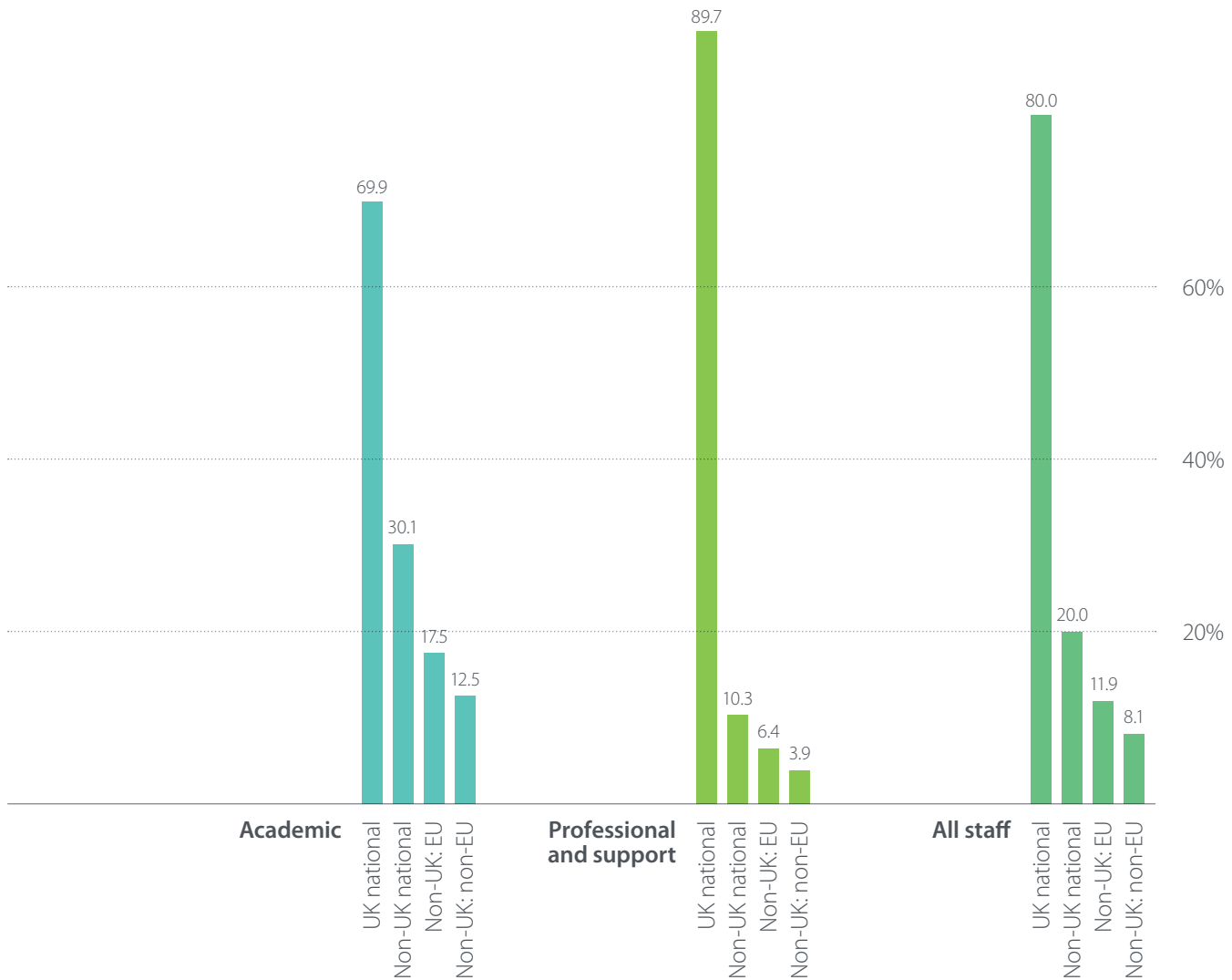
Staff by activity and nationality

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals	143335	69.9	43.1	189580	89.7	56.9	332915	80.0
Non-UK nationals	61580	30.1	73.9	21770	10.3	26.1	83345	20.0
EU	35920	17.5	72.5	13610	6.4	27.5	49530	11.9
Non-EU	25660	12.5	75.9	8160	3.9	24.1	33820	8.1
All staff	204915	100.0	49.2	211345	100.0	50.8	416260	100.0

← Staff activity definition: see page 15

← Nationality definition: see page 15

A breakdown of this table by country of institution is available at www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



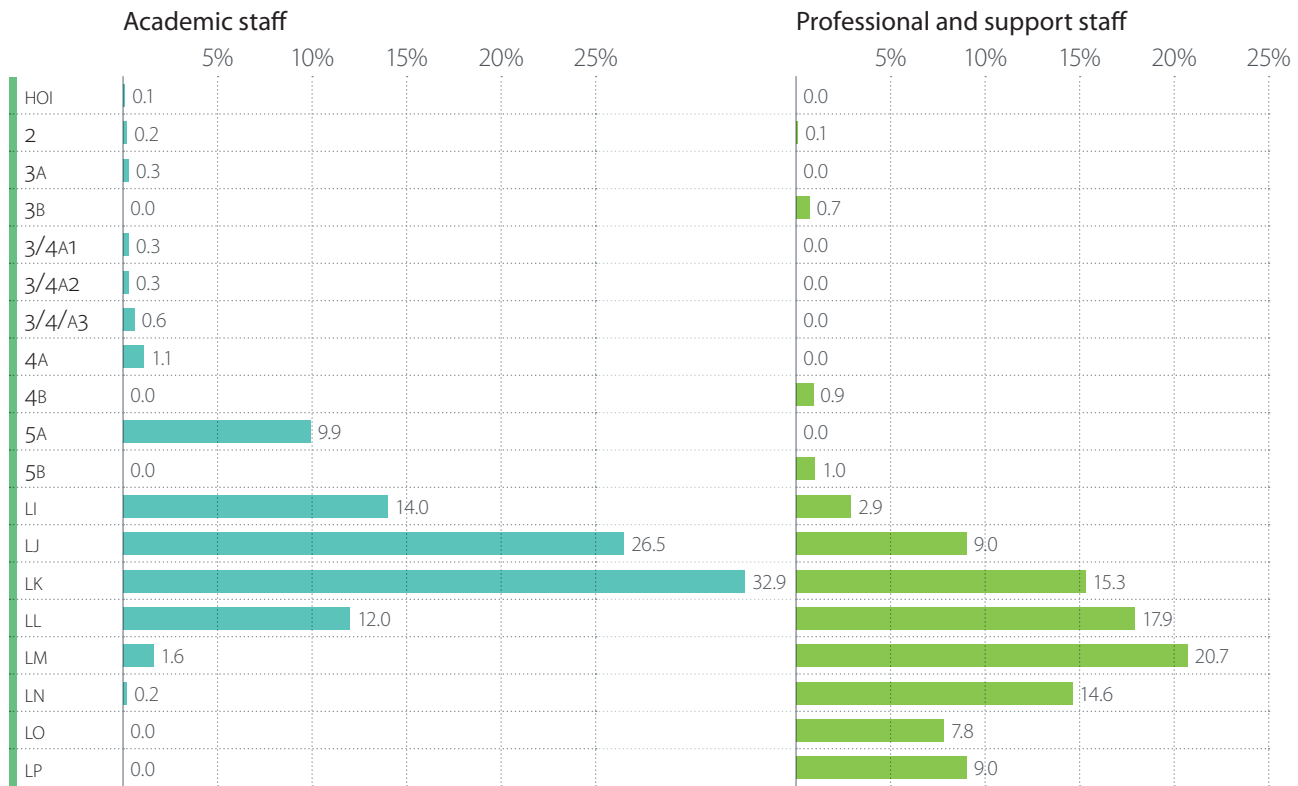
0.7

Staff by activity and contract level

← Staff activity definition; see page 15

← Contract level definition; see page 16

		Academic staff			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	125	0.1	76.8	40	0.0	23.2	165	0.0
2	UCEA level 2	410	0.2	57.7	300	0.1	42.3	710	0.2
3A	UCEA level 3A	630	0.3	99.1	5	0.0	0.9	640	0.2
3B	UCEA level 3B	45	0.0	2.9	1505	0.7	97.1	1550	0.4
3/4A1	UCEA level 3/4A1	695	0.3	99.1	5	0.0	0.9	700	0.2
3/4A2	UCEA level 3/4A2	665	0.3	97.6	15	0.0	2.4	680	0.2
3/4/A3	UCEA level 3/4A3	1250	0.6	98.9	15	0.0	1.1	1265	0.3
4A	UCEA level 4A	2185	1.1	97.2	65	0.0	2.8	2250	0.5
4B	UCEA level 4B	45	0.0	2.3	1885	0.9	97.7	1930	0.5
5A	UCEA level 5A	20550	9.9	99.9	15	0.0	0.1	20565	4.9
5B	UCEA level 5B	50	0.0	2.3	2085	1.0	97.7	2130	0.5
LI	XperthR level I	28865	14.0	82.6	6100	2.9	17.4	34965	8.3
LJ	XperthR level J	54835	26.5	74.0	19255	9.0	26.0	74085	17.7
LK	XperthR level K	67965	32.9	67.6	32515	15.3	32.4	100480	23.9
LL	XperthR level L	24785	12.0	39.4	38055	17.9	60.6	62840	15.0
LM	XperthR level M	3330	1.6	7.0	44105	20.7	93.0	47435	11.3
LN	XperthR level N	440	0.2	1.4	31135	14.6	98.6	31575	7.5
LO	XperthR level O	5	0.0	0.0	16670	7.8	100.0	16680	4.0
LP	XperthR level P	0	0.0	0.0	19065	9.0	100.0	19065	4.5
All	All contract levels	206870	100.0	49.3	212835	100.0	50.7	419710	100.0



0.8

Staff by activity, occupational group and mode

← Staff activity definition: see page 15

← Occupational group definition: see page 18

← Mode definition: see page 15

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	455	0.3	83.8	90	0.1	16.2	540	0.3
soc2	Professional occupations	136750	98.8	66.8	67905	99.2	33.2	204660	98.9
soc3	Associate professional and technical	1190	0.9	71.9	465	0.7	28.1	1660	0.8
soc4-9	Clerical and manual occupations	10	0.0	..	0	0.0	..	10	0.0
All	All academic staff	138405	100.0	66.9	68465	100.0	33.1	206870	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	9855	6.8	88.1	1335	2.0	11.9	11190	5.3
soc2	Professional occupations	33170	22.8	77.4	9670	14.4	22.6	42840	20.1
soc3	Associate professional and technical	36370	25.0	76.8	10960	16.3	23.2	47330	22.2
soc4	Administrative and secretarial	45750	31.4	66.0	23565	35.1	34.0	69315	32.6
soc5	Skilled trades occupations	5730	3.9	87.7	805	1.2	12.3	6540	3.1
soc6	Caring, leisure and other service	3930	2.7	54.6	3270	4.9	45.4	7200	3.4
soc7	Sales and customer service occupations	1270	0.9	54.1	1075	1.6	45.9	2345	1.1
soc8	Process, plant and machine operatives	1345	0.9	85.7	225	0.3	14.3	1570	0.7
soc9	Elementary occupations	8225	5.6	33.6	16280	24.2	66.4	24505	11.5
All	All professional and support staff	145650	100.0	68.4	67185	100.0	31.6	212835	100.0
All staff									
All	All staff	284060		67.7	135650		32.3	419710	

0.9

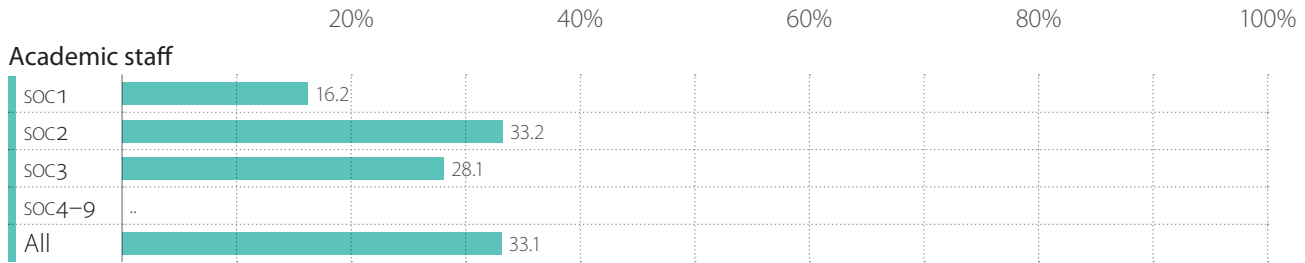
Academic staff by research/teaching contract type

← Staff activity definition: see page 15

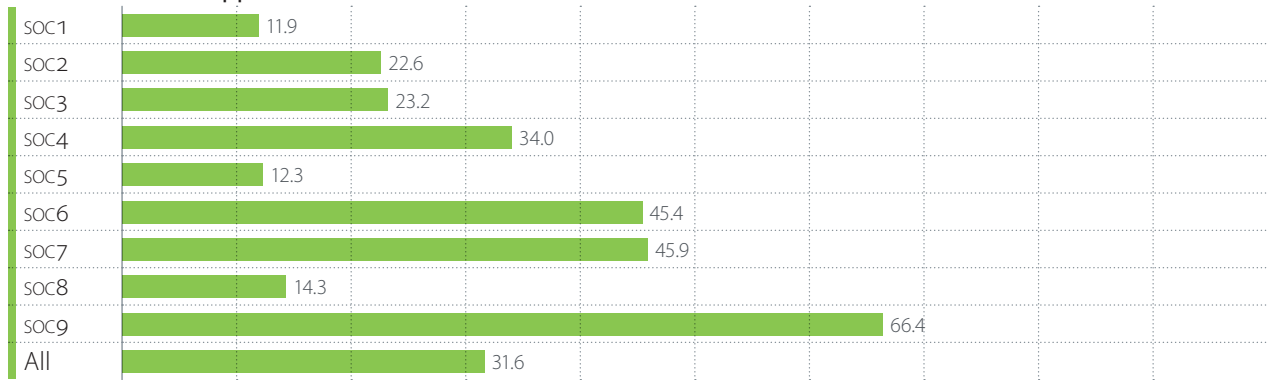
← Academic contract definition: see page 19

All academic staff		
	No.	↓ %
Teaching only	56130	27.1
Research only	49085	23.7
Teaching and research	100165	48.4
Neither teaching nor research	1490	0.7
All academic staff	206870	100.0

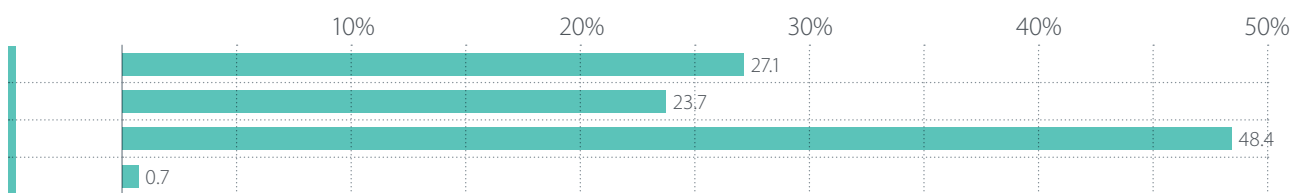
Proportions of staff who were part-time



Professional and support staff



All staff

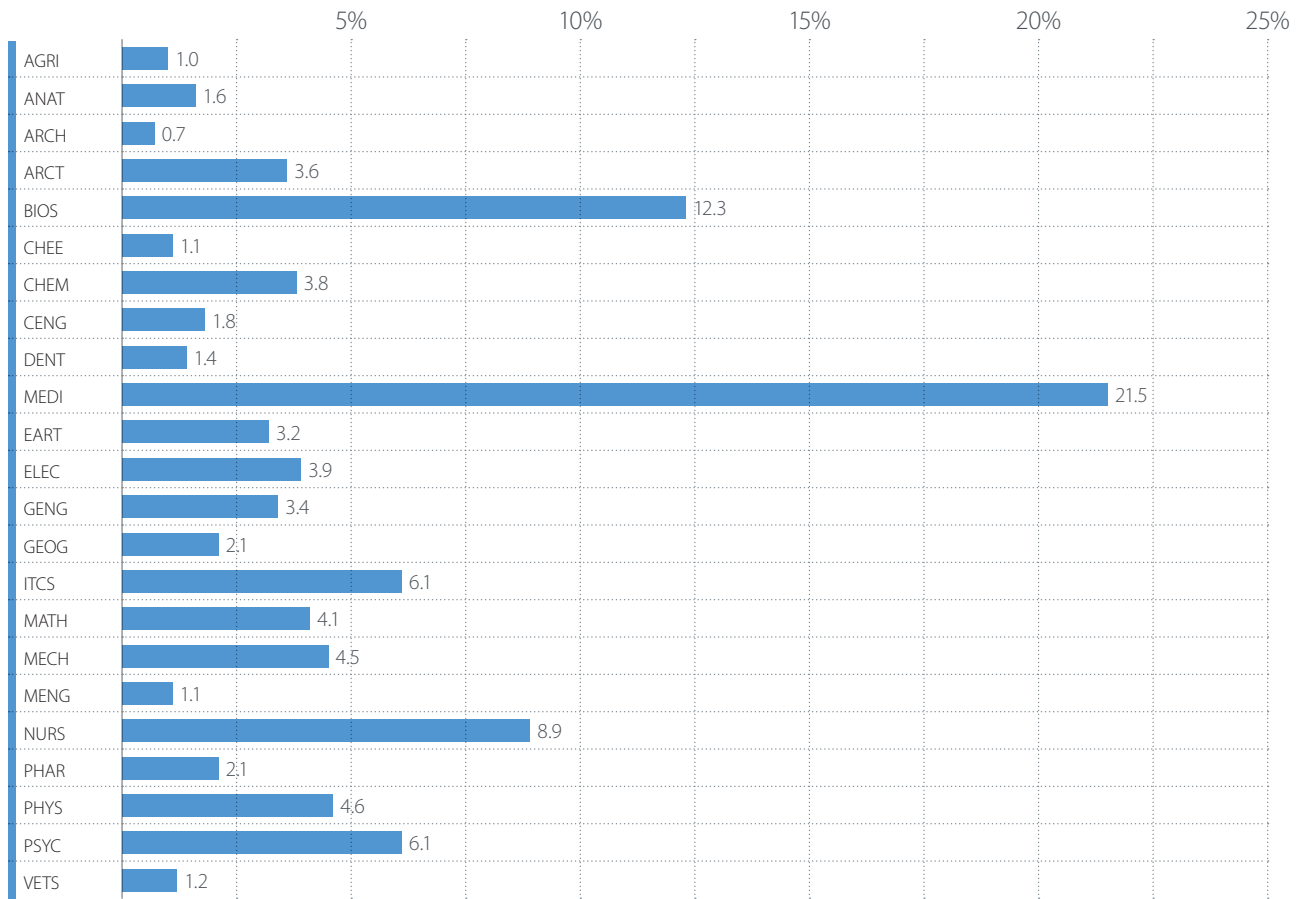


0.10

SET academic staff by subject area

← SET/non-SET
subject area
definition:
see page 19

		SET academic staff	
		No.	↓ %
AGRI	Agriculture, forestry, food science	1145	1.0
ANAT	Anatomy, physiology	1865	1.6
ARCH	Archaeology	775	0.7
ARCT	Architecture, built environment, planning	4065	3.6
BIOS	Biosciences	13965	12.3
CHEE	Chemical engineering	1225	1.1
CHEM	Chemistry	4310	3.8
CENG	Civil engineering	1985	1.8
DENT	Clinical dentistry	1535	1.4
MEDI	Clinical medicine	24305	21.5
EART	Earth, marine, environmental sciences	3675	3.2
ELEC	Electrical, electronic, computer engineering	4380	3.9
GENG	General engineering	3805	3.4
GEOG	Geography, environmental studies	2395	2.1
ITCS	IT, systems sciences, computer software eng.	6875	6.1
MATH	Mathematics	4690	4.1
MECH	Mechanical, aero, production engineering	5135	4.5
MENG	Mineral, metallurgy, materials engineering	1200	1.1
NURS	Nursing, allied health professions	10030	8.9
PHAR	Pharmacy, pharmacology	2325	2.1
PHYS	Physics	5175	4.6
PSYC	Psychology, behavioural sciences	6955	6.1
VETS	Veterinary science	1390	1.2
SET	All SET subject areas	113195	100.0

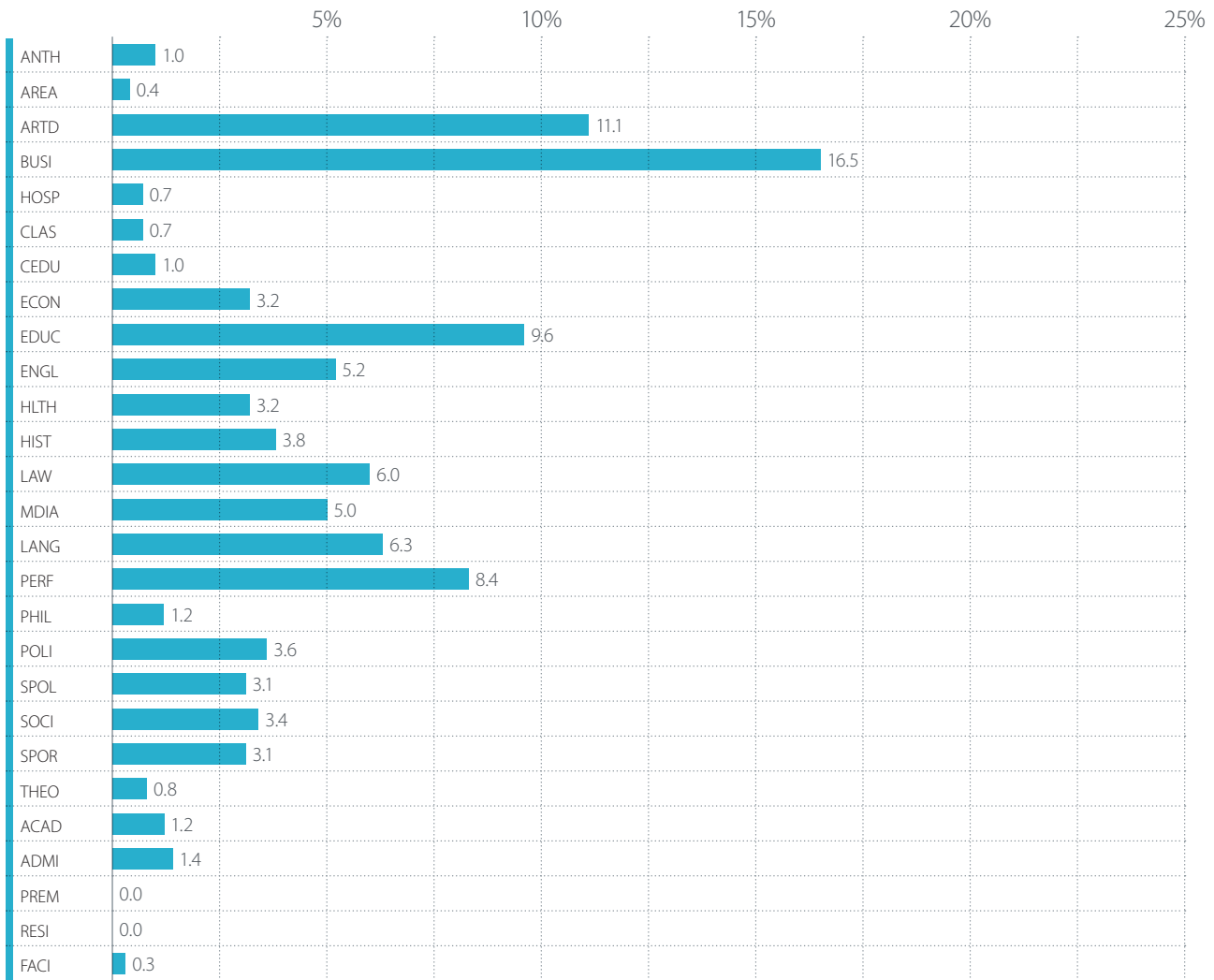


0.11

Non-SET academic staff by subject area

← SET/non-SET
subject area
definition:
see page 19

		Non-SET academic staff	
		No.	↓ %
ANTH	Anthropology, development studies	920	1.0
AREA	Area studies	375	0.4
ARTD	Art, design	10375	11.1
BUSI	Business, management studies	15455	16.5
HOSP	Catering, hospitality management	655	0.7
CLAS	Classics	650	0.7
CEDU	Continuing education	930	1.0
ECON	Economics, econometrics	2970	3.2
EDUC	Education	8990	9.6
ENGL	English language, literature	4890	5.2
HLTH	Health, community studies	2980	3.2
HIST	History	3520	3.8
LAW	Law	5660	6.0
MDIA	Media studies	4670	5.0
LANG	Modern languages	5865	6.3
PERF	Music, dance, drama, performing arts	7855	8.4
PHIL	Philosophy	1115	1.2
POLI	Politics, international studies	3385	3.6
SPOL	Social work, social policy	2895	3.1
SOCI	Sociology	3145	3.4
SPOR	Sports science, leisure studies	2875	3.1
THEO	Theology, religious studies	715	0.8
ACAD	Total academic services	1130	1.2
ADMI	Central administration, services	1275	1.4
PREM	Premises	15	0.0
RESI	Residences, catering	30	0.0
FACI	Staff, student facilities	320	0.3
NSET	All non-SET subject areas	93675	100.0



0.12

Academic staff by SET category, mode and professorial category

← SET/non-SET
subject area
definition:
see page 19

← Mode
definition:
see page 15

← Professorial
category
definition:
see page 20

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
PROF	Professor	16295	11.8	79.3	4255	6.2	20.7	20550	9.9
NONP	Non-professor	122115	88.2	65.5	64210	93.8	34.5	186320	90.1
All	All	138405	100.0	66.9	68465	100.0	33.1	206870	100.0
SET									
PROF	Professor	9945	11.7	79.8	2520	9.0	20.2	12465	11.0
NONP	Non-professor	75380	88.3	74.8	25350	91.0	25.2	100730	89.0
All	All	85325	100.0	75.4	27870	100.0	24.6	113195	100.0
Non-SET									
PROF	Professor	6350	12.0	78.5	1735	4.3	21.5	8085	8.6
NONP	Non-professor	46730	88.0	54.6	38860	95.7	45.4	85590	91.4
All	All	53080	100.0	56.7	40595	100.0	43.3	93675	100.0

0.13

Academic staff by SET category, mode and senior management category

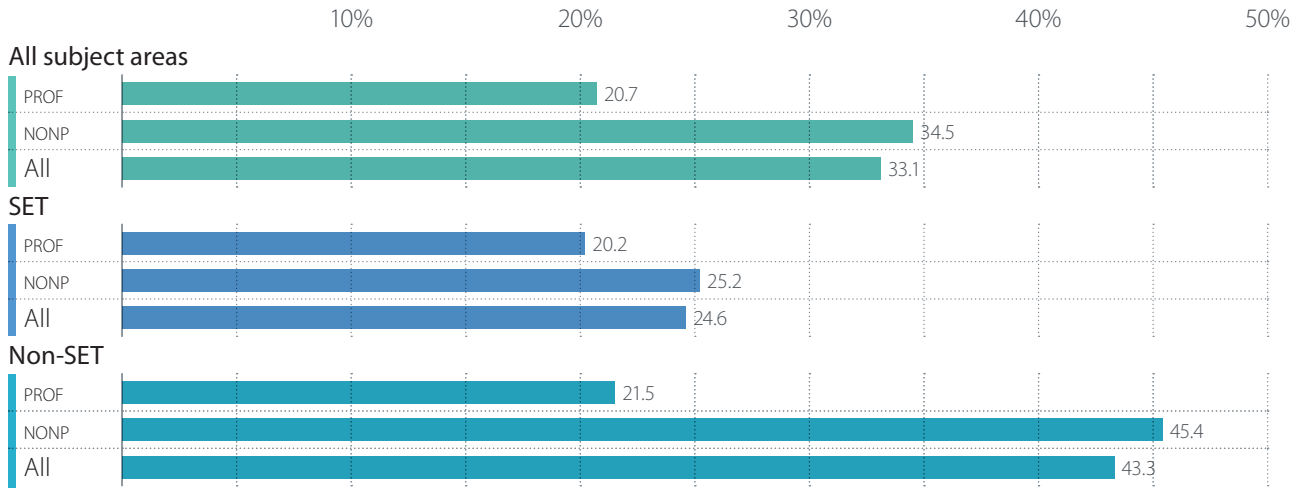
← SET/non-SET
subject area
definition:
see page 19

← Mode
definition:
see page 15

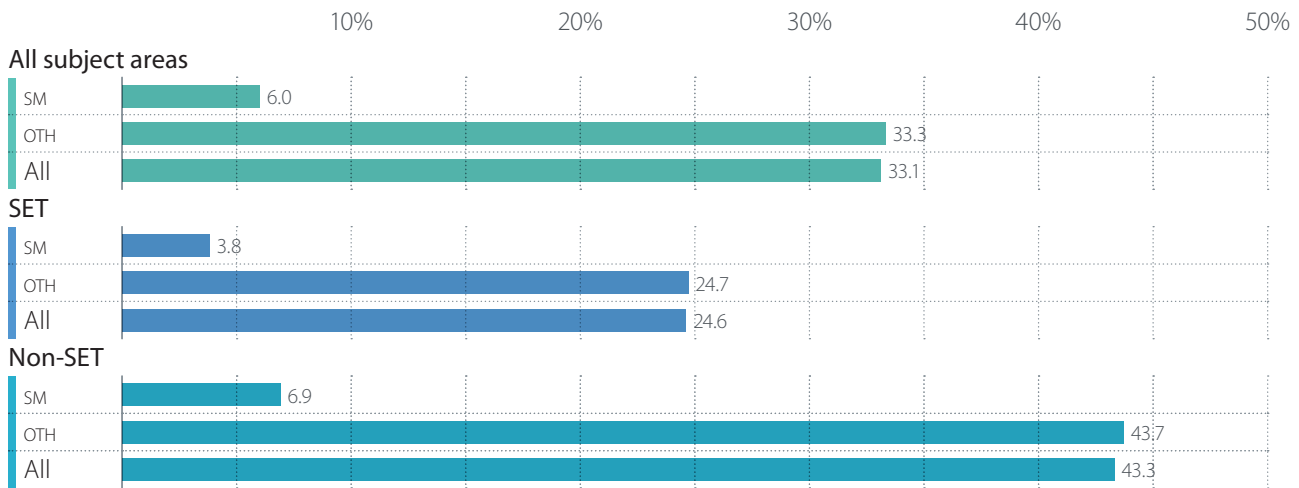
← Senior
management
category
definition:
see page 20

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
SM	Senior manager	1140	0.8	94.0	75	0.1	6.0	1210	0.6
OTH	Other academic	137270	99.2	66.7	68390	99.9	33.3	205660	99.4
All	All	138405	100.0	66.9	68465	100.0	33.1	206870	100.0
SET									
SM	Senior manager	350	0.4	96.2	15	0.0	3.8	365	0.3
OTH	Other academic	84980	99.6	75.3	27855	100.0	24.7	112835	99.7
All	All	85325	100.0	75.4	27870	100.0	24.6	113195	100.0
Non-SET									
SM	Senior manager	790	1.5	93.1	60	0.1	6.9	845	0.9
OTH	Other academic	52290	98.5	56.3	40535	99.9	43.7	92825	99.1
All	All	53080	100.0	56.7	40595	100.0	43.3	93675	100.0

Proportions of staff who were part-time



Proportions of staff who were part-time



0.14

Staff by activity, mode and salary range

← Staff activity definition: see page 15

← Mode definition: see page 15

← Salary range definition: see page 20

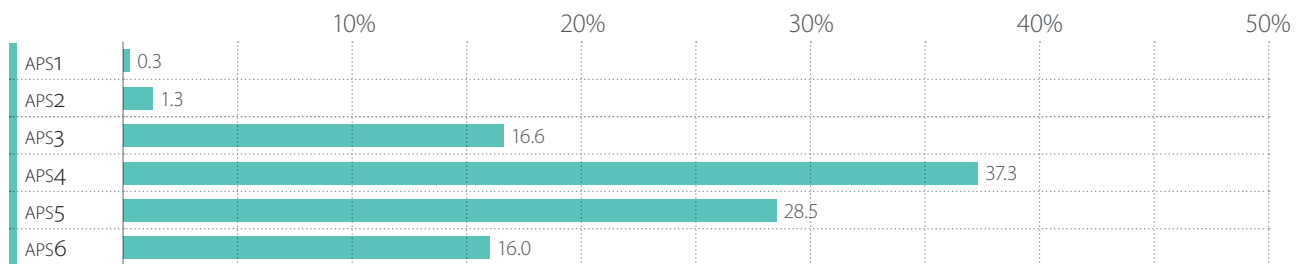
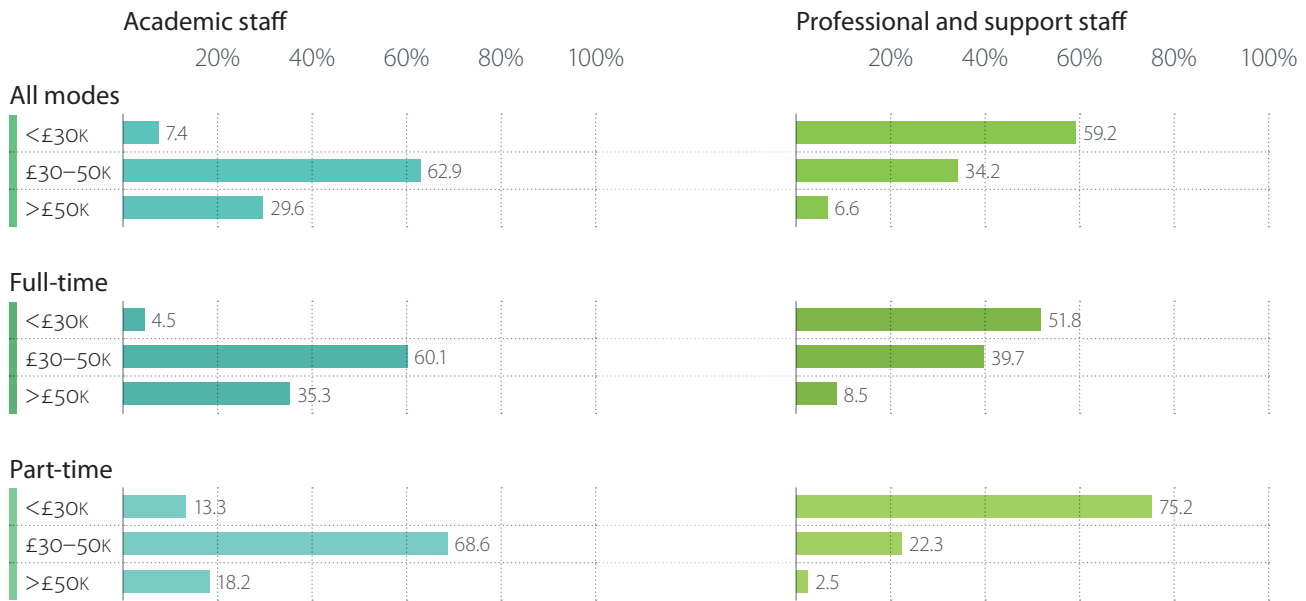
		Academic staff			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	15370	7.4	10.9	125975	59.2	89.1	141345	33.7
£30–50K	£30,000–£50,000	130190	62.9	64.2	72735	34.2	35.8	202925	48.3
>£50K	Over £50,000	61315	29.6	81.3	14125	6.6	18.7	75440	18.0
All	Total	206870	100.0	49.3	212835	100.0	50.7	419710	100.0
Full-time									
<£30K	Under £30,000	6285	4.5	7.7	75470	51.8	92.3	81750	28.8
£30–50K	£30,000–£50,000	83245	60.1	59.0	57755	39.7	41.0	141000	49.6
>£50K	Over £50,000	48880	35.3	79.7	12425	8.5	20.3	61305	21.6
All	Total	138405	100.0	48.7	145650	100.0	51.3	284060	100.0
Part-time									
<£30K	Under £30,000	9085	13.3	15.2	50510	75.2	84.8	59595	43.9
£30–50K	£30,000–£50,000	46945	68.6	75.8	14980	22.3	24.2	61925	45.7
>£50K	Over £50,000	12435	18.2	88.0	1700	2.5	12.0	14130	10.4
All	Total	68465	100.0	50.5	67185	100.0	49.5	135650	100.0

0.15

Academic staff by academic pay spine range

← Academic pay spine range definition: see page 20

		All academic staff	
		No.	↓ %
APS1	< £18,412	560	0.3
APS2	≥ £18,412 and < £24,565	2690	1.3
APS3	≥ £24,565 and < £32,958	34295	16.6
APS4	≥ £32,958 and < £45,562	77205	37.3
APS5	≥ £45,562 and < £59,400	59030	28.5
APS6	> £59,400	33090	16.0
All	All pay spine ranges	206870	100.0



0.16

UK/non-UK academic staff by leaving status

← Nationality definition: see page 15

← Academic leavers definition: see page 21

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	%	No.	%	No.	%	No.
All	All staff	33375	16.8	15945	47.8	17425	52.2	198570
UK	UK	21405	15.3	10270	48.0	11135	52.0	140265
NONUK	Non-UK	11970	20.5	5675	47.4	6295	52.6	58305

0.17

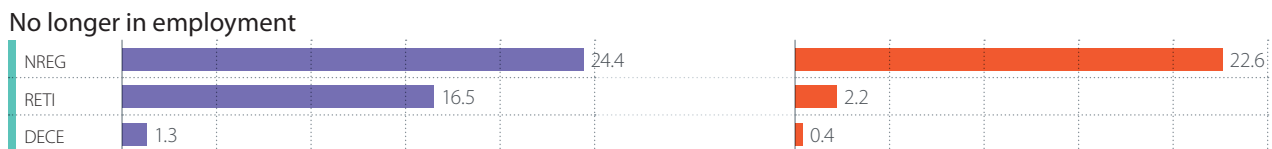
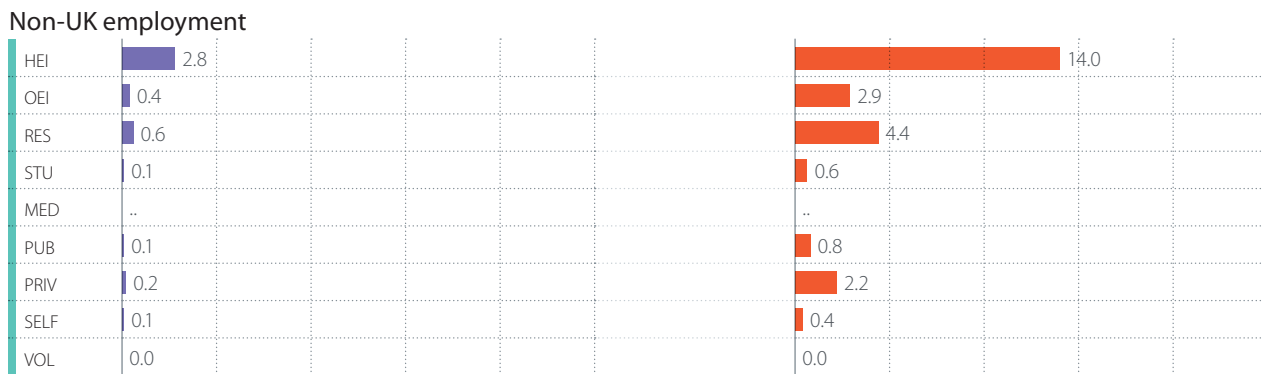
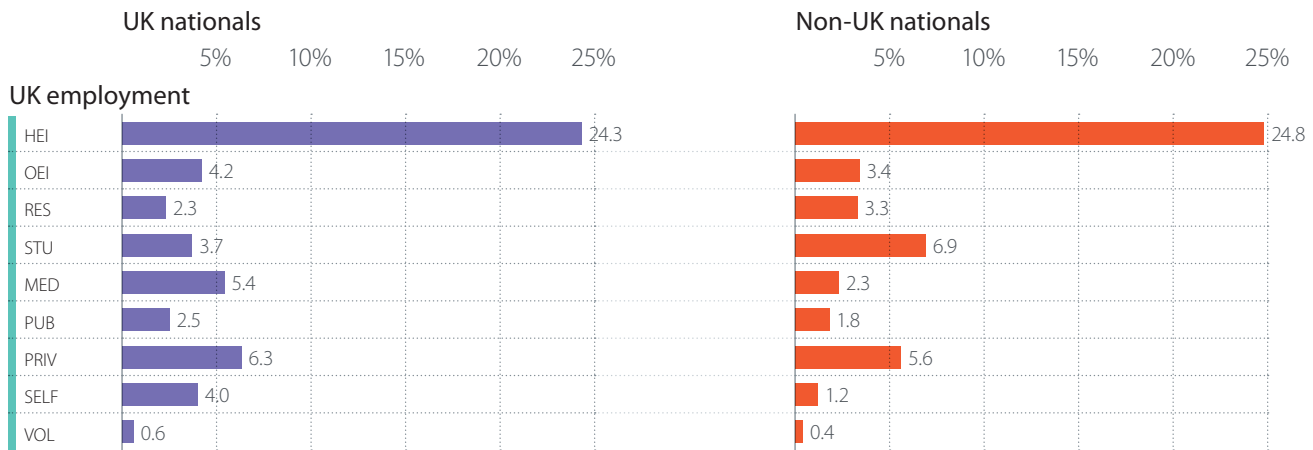
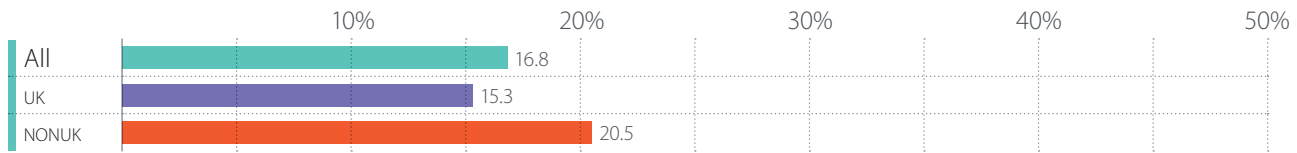
UK/non-UK academic staff leavers by known leaving destination

← Nationality definition: see page 15

← Academic leavers definition: see page 21

		UK nationals			Non-UK nationals			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2500	24.3	64.0	1405	24.8	36.0	3905	24.5
OEI	Other education institution	430	4.2	68.8	195	3.4	31.2	620	3.9
RES	Research institute	235	2.3	55.6	185	3.3	44.4	420	2.6
STU	Student	385	3.7	49.7	390	6.9	50.3	775	4.9
MED	Medical or dental practice	555	5.4	81.0	130	2.3	19.0	685	4.3
PUB	Public sector	260	2.5	72.4	100	1.8	27.6	360	2.3
PRIV	Private sector	650	6.3	67.3	315	5.6	32.7	970	6.1
SELF	Self-employed	415	4.0	86.3	65	1.2	13.7	480	3.0
VOL	Voluntary sector	60	0.6	73.4	20	0.4	26.6	80	0.5
All	All UK employment	5490	53.4	66.1	2810	49.5	33.9	8300	52.0
Non-UK employment									
HEI	Other HEI	290	2.8	26.6	795	14.0	73.4	1085	6.8
OEI	Other education institution	40	0.4	19.4	160	2.9	80.6	200	1.3
RES	Research institute	55	0.6	18.7	245	4.4	81.3	305	1.9
STU	Student	10	0.1	21.8	35	0.6	78.2	45	0.3
MED	Health service	0	..	..	0	..	..	0	0.0
PUB	Public sector	15	0.1	25.9	45	0.8	74.1	60	0.4
PRIV	Private sector	25	0.2	16.8	125	2.2	83.2	150	0.9
SELF	Self-employed	10	0.1	31.4	25	0.4	68.6	35	0.2
VOL	Voluntary sector	5	0.0	60.0	0	0.0	40.0	5	0.0
All	All non-UK employment	450	4.4	23.8	1435	25.3	76.2	1880	11.8
No longer in employment									
NREG	Not in regular employment	1285	24.4	66.1	0	22.6	33.9	0	23.8
RETI	Retired	125	16.5	93.1	0	2.2	6.9	0	11.4
DECE	Deceased	20	1.3	86.5	0	0.4	13.5	0	1.0
All	All no longer employed	4335	42.2	75.2	1430	25.2	24.8	5765	36.2
All destinations									
All	All leavers	10270	100.0	64.4	5675	100.0	35.6	15945	100.0

Proportions of academic staff who left their institution between 2015/16 and 2016/17



Age

Professional and support staff had a younger age profile than academic staff, among whom those working in SET subjects had a younger profile than those in non-SET subject areas. Staff at both extreme ends of the age spectrum tended to be on different contracts than those in the middle age groups, with higher proportions in fixed-term and part-time roles. With regards to academics, staff in the youngest and oldest age groups tended to be on teaching only contracts, and their leaving rates were markedly higher compared with those of academic staff in the middle age groups.

The age categories presented in this section are calculated from staff ages at 31 August of the reporting year.

Additional detail for select tables in this section, such as by five-year age bands, is available at www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

A list of the additional information included in the online tables can be found in the **Online data tables** section.

1.1 Overall figures: Across the UK, 16.7% of staff working in higher education were aged 30 and under. The proportion of staff in this age group was higher in England (16.9%), Scotland (15.8%) and Wales (15.7%) than Northern Ireland (10.5%).

1.2 Employment activity: Professional and support staff had a younger age profile, with 19.9% aged 30 and under compared with 13.3% of academic staff. Full-time work was most prevalent among staff aged 31–35 (74.7%) and 26–30 (74.6%). After the age of 35, rates of full-time work declined as age increased; however, with the exception of staff aged 66 and over, the majority of staff in all age groups worked full-time.

1.3 Contract type: Across all age groups, the majority of professional and support staff were on open-ended/permanent contracts, ranging from 52.0% of those aged 25 and under to 94.2% of those aged 56–60. In contrast, academic staff aged 30 and under were most commonly on fixed-term contracts.

1.4–1.6 Occupational groups: There were marked differences among occupational groups in relation to staff age. For example, over a third of academic staff working as managers, directors and senior officials (SOC1) were aged 51–60 (40.0%) and 29.9% were aged 41–50. Among professional and support staff, large proportions of staff aged 30 and under worked in administrative and secretarial occupations (SOC4; 39.7%) and associate professional and technical occupations (SOC3; 24.9%). The largest proportion of professional and support staff employed as managers, directors and senior officials (SOC1) was among those aged 41–50 (36.1%).

1.7 Research/teaching contract: Staff aged 35 and under tended to be more concentrated in research only roles than older staff. For example, 63.7% of staff aged 51–55 were in teaching and research roles compared with 55.5% of staff aged 26–30 who were in research only roles. However, staff at each extreme end of the age spectrum tended to be in teaching only roles, namely 47.9% of staff aged 66 and over and 57.5% of staff aged 25 and under, compared with less than one in four of those aged 31–45.

1.8 SET subject areas: The age profiles of academic staff varied by SET subject. Over half of academic staff working in chemistry (61.2%), mineral, metallurgy and material engineering (59.8%), physics (59.5%), chemical engineering (58.8%), clinical medicine (56.4%), electrical electronic and computer engineering (54.1%), biosciences (52.9%), veterinary science (51.4%) and geography and environmental studies (50.7%), for example, were aged 40 and under. In contrast, only 21.9% of academic staff working in nursing and allied health professions were in this age group.

1.9 Non-SET subject areas: Academic staff in non-SET subject areas tended to have an older age profile than those in SET, with 36.1% of staff aged 51 and over compared with 26.8% of SET academic staff in that age group. However, the age profile of staff varied considerably by subject area. For example, just 20.2% of staff aged 40 and under worked in education, while more than half of those working in sports science and leisure studies (57.5%), economics and econometrics (53.0%), politics and international studies (52.5%) and philosophy (50.4%) were in this age group.

1.10–1.11 Professorial category: Part-time professors were typically older than full-time professors: 55.2% of professors working part-time were aged 61 and over, compared with 16.7% of those who worked full-time. The age profile of professors was younger among academic staff in SET subject areas, with 33.7% of SET professors aged 50 and under compared with 33.0% of non-SET professors in this age group.

1.12–1.13 Senior managers: Academic senior managers had a markedly older age profile than other academic staff, with 76.1% of academic senior managers aged 51 and over compared with 30.7% of other academic staff in this age group. Academic senior managers who worked part-time tended to be older than those who worked full-time: 42.8% of part-time academic senior managers were aged 61 and over, compared with 16.3% of those who worked full-time. The age profiles of academic senior managers who worked in SET compared with those who worked in non-SET subject areas were broadly similar.

1.14 Leavers: The largest proportion of academic staff leaving employment at their HEI between 2015/16 and 2016/17 was among staff aged 30 and under (32.7%) for both UK nationals (31.5%) and non-UK nationals (34.3%) in this age group. A larger proportion of non-UK academic staff left their employment at their HEI between 2015/16 and 2016/17 than UK academic staff (20.5% compared with 15.3%). This difference was largely attributable to non-UK leavers in the 31–40 age group (22.1%) compared with 16.6% of UK leavers in this age group.

1.15 Leaving destinations of UK academics: Of UK academic leavers with a known leaving destination, about three out of five aged 50 and below entered UK employment (68.5%), with the most common destination being another HEI (30.2%), followed by the private sector (8.5%) and the NHS/medical or dental practice (7.5%). In contrast, only 39.8% of those aged 51–60 and 14.1% of those aged 61 and over entered UK employment, with the majority of these leavers no longer in employment (57.5% and 85.2%, respectively). 64.7% of academic leavers who went into non-UK employment were aged 40 and under, with the majority of these leavers entering employment at an HEI overseas. However, compared with UK employment, non-UK employment among UK leavers was very low overall, ranging from 0.7% of those aged 61 and over to 6.7% of those aged 30 and under.

1.16 Leaving destinations of non-UK academics: Among non-UK academic leavers with a known leaving destination, more than half of those aged 50 and under left their HEI for employment in the UK (51.2%). Within every age group, leaving rates to non-UK employment were markedly higher for non-UK leavers than UK leavers, ranging from 11.2% of those aged 61 and over to 28.1% of those aged 31–40.

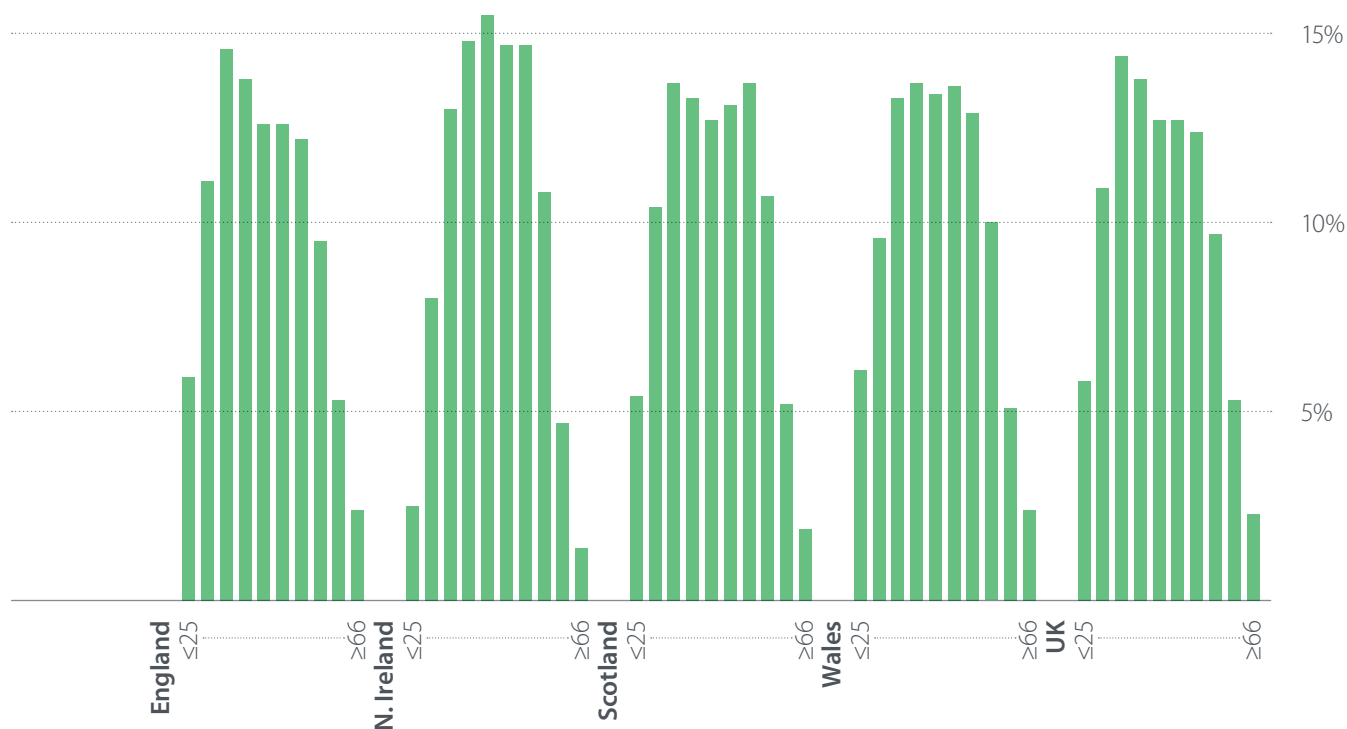
1.1

Staff by country of institution and age group

	England		Northern Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
≤25	20370	5.9	160	2.5	2405	5.4	1285	6.1	24220	5.8
26–30	38575	11.1	510	8.0	4610	10.4	2030	9.6	45720	10.9
31–35	50830	14.6	830	13.0	6080	13.7	2800	13.3	60540	14.4
36–40	48010	13.8	945	14.8	5895	13.3	2895	13.7	57750	13.8
41–45	43855	12.6	990	15.5	5640	12.7	2830	13.4	53315	12.7
46–50	43810	12.6	935	14.7	5790	13.1	2860	13.6	53400	12.7
51–55	42415	12.2	935	14.7	6065	13.7	2710	12.9	52125	12.4
56–60	33165	9.5	690	10.8	4730	10.7	2105	10.0	40690	9.7
61–65	18410	5.3	300	4.7	2320	5.2	1080	5.1	22105	5.3
≥66	8425	2.4	90	1.4	830	1.9	500	2.4	9845	2.3
All	347860	100.0	6385	100.0	44365	100.0	21095	100.0	419710	100.0

← Country of institution definition: see page 15

← Age definition: see page 12



1.2

Staff by activity, mode and age group

← Staff activity
definition:
see page 15

← Mode
definition:
see page 15

← Age definition:
see page 12

	Full-time			Part-time			All modes	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	13920	4.9	57.5	10300	7.6	42.5	24220	5.8
26–30	34095	12.0	74.6	11625	8.6	25.4	45720	10.9
31–35	45235	15.9	74.7	15305	11.3	25.3	60540	14.4
36–40	40605	14.3	70.3	17145	12.6	29.7	57750	13.8
41–45	36785	12.9	69.0	16530	12.2	31.0	53315	12.7
46–50	37200	13.1	69.7	16195	11.9	30.3	53400	12.7
51–55	36085	12.7	69.2	16045	11.8	30.8	52125	12.4
56–60	26285	9.3	64.6	14405	10.6	35.4	40690	9.7
61–65	11555	4.1	52.3	10550	7.8	47.7	22105	5.3
≥66	2300	0.8	23.3	7545	5.6	76.7	9845	2.3
All	284060	100.0	67.7	135650	100.0	32.3	419710	100.0

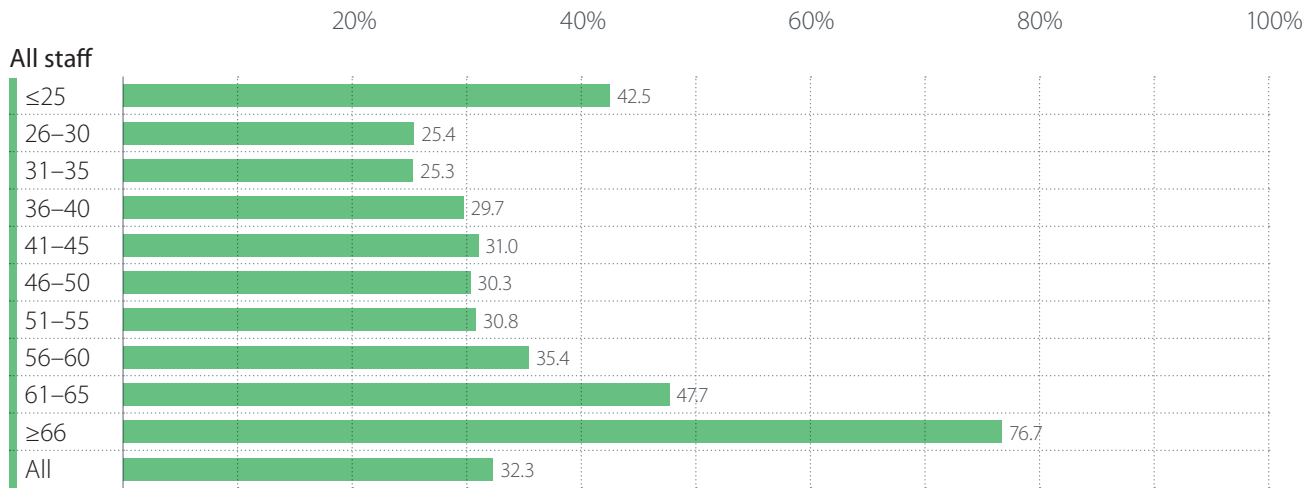
Academic staff

≤25	2010	1.5	38.4	3230	4.7	61.6	5245	2.5
26–30	15510	11.2	69.5	6820	10.0	30.5	22325	10.8
31–35	24260	17.5	75.6	7825	11.4	24.4	32085	15.5
36–40	21565	15.6	71.9	8430	12.3	28.1	29990	14.5
41–45	18635	13.5	70.0	7975	11.6	30.0	26610	12.9
46–50	18480	13.4	69.7	8040	11.7	30.3	26525	12.8
51–55	17795	12.9	69.8	7695	11.2	30.2	25490	12.3
56–60	12740	9.2	64.8	6905	10.1	35.2	19645	9.5
61–65	5945	4.3	50.1	5925	8.7	49.9	11870	5.7
≥66	1475	1.1	20.8	5615	8.2	79.2	7090	3.4
All	138405	100.0	66.9	68465	100.0	33.1	206870	100.0

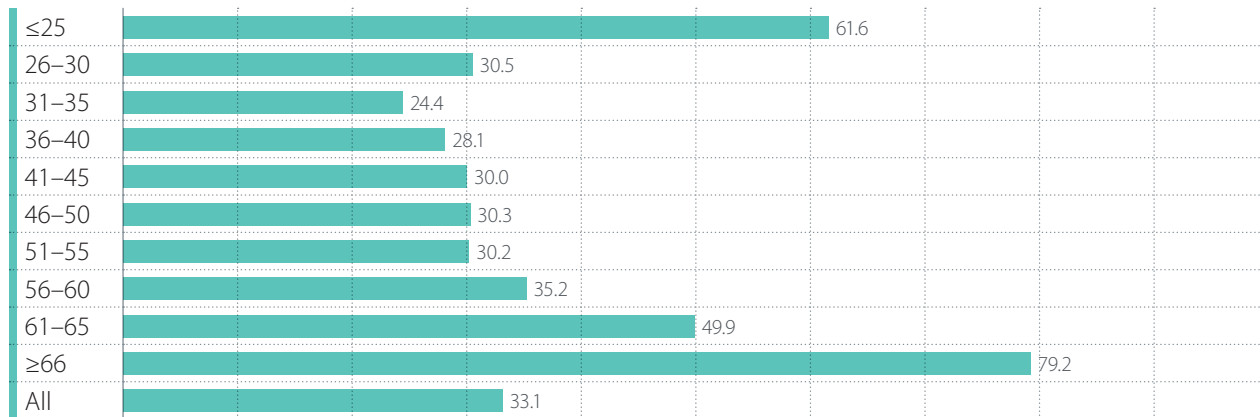
Professional and support staff

≤25	11905	8.2	62.7	7070	10.5	37.3	18975	8.9
26–30	18590	12.8	79.5	4805	7.2	20.5	23395	11.0
31–35	20975	14.4	73.7	7480	11.1	26.3	28455	13.4
36–40	19040	13.1	68.6	8720	13.0	31.4	27760	13.0
41–45	18150	12.5	68.0	8555	12.7	32.0	26705	12.5
46–50	18720	12.9	69.7	8155	12.1	30.3	26875	12.6
51–55	18290	12.6	68.7	8345	12.4	31.3	26635	12.5
56–60	13545	9.3	64.4	7500	11.2	35.6	21045	9.9
61–65	5610	3.9	54.8	4625	6.9	45.2	10235	4.8
≥66	825	0.6	29.9	1930	2.9	70.1	2755	1.3
All	145650	100.0	68.4	67185	100.0	31.6	212835	100.0

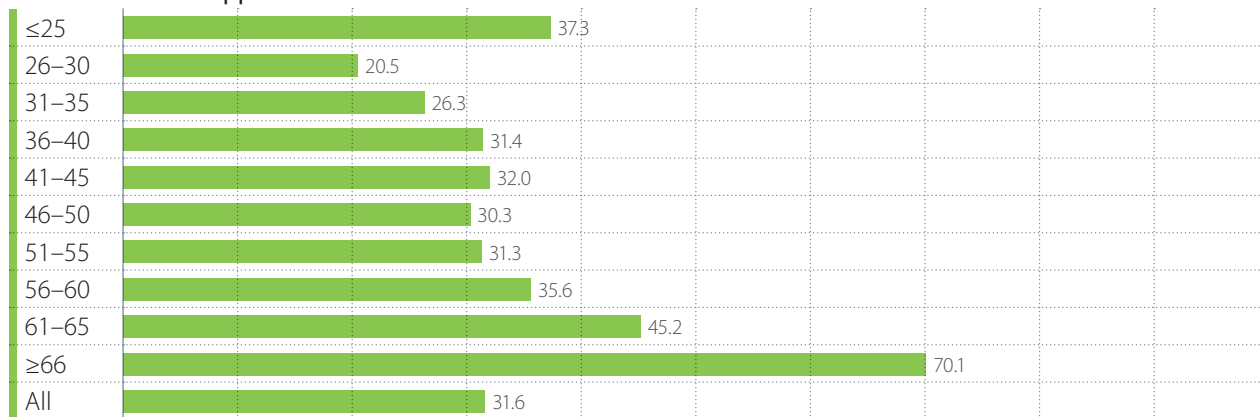
Proportions of staff who were part-time



Academic staff



Professional and support staff



1.3

Staff by activity, contract type and age group

← Staff activity
definition:
see page 15

← Contract type
definition:
see page 16

← Age definition:
see page 12

	Open-ended/permanent			Fixed-term			All contracts	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	10940	3.4	45.2	13275	13.2	54.8	24220	5.8
26–30	25105	7.9	54.9	20615	20.5	45.1	45720	10.9
31–35	40330	12.6	66.6	20210	20.1	33.4	60540	14.4
36–40	44830	14.0	77.6	12920	12.9	22.4	57750	13.8
41–45	44830	14.0	84.1	8485	8.5	15.9	53315	12.7
46–50	46200	14.5	86.5	7200	7.2	13.5	53400	12.7
51–55	46070	14.4	88.4	6060	6.0	11.6	52125	12.4
56–60	35910	11.2	88.3	4780	4.8	11.7	40690	9.7
61–65	18585	5.8	84.1	3525	3.5	15.9	22105	5.3
≥66	6520	2.0	66.3	3320	3.3	33.7	9845	2.3
All	319320	100.0	76.1	100390	100.0	23.9	419710	100.0

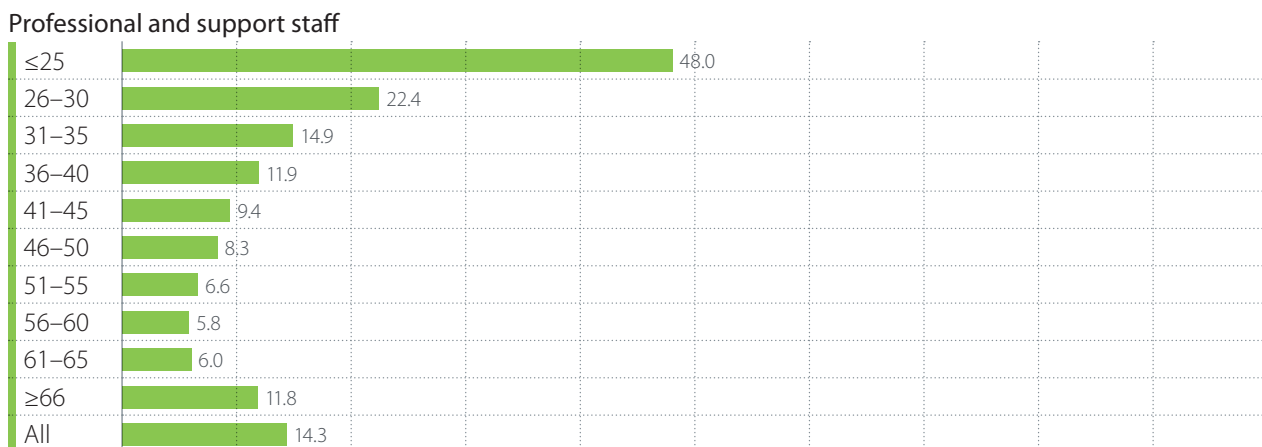
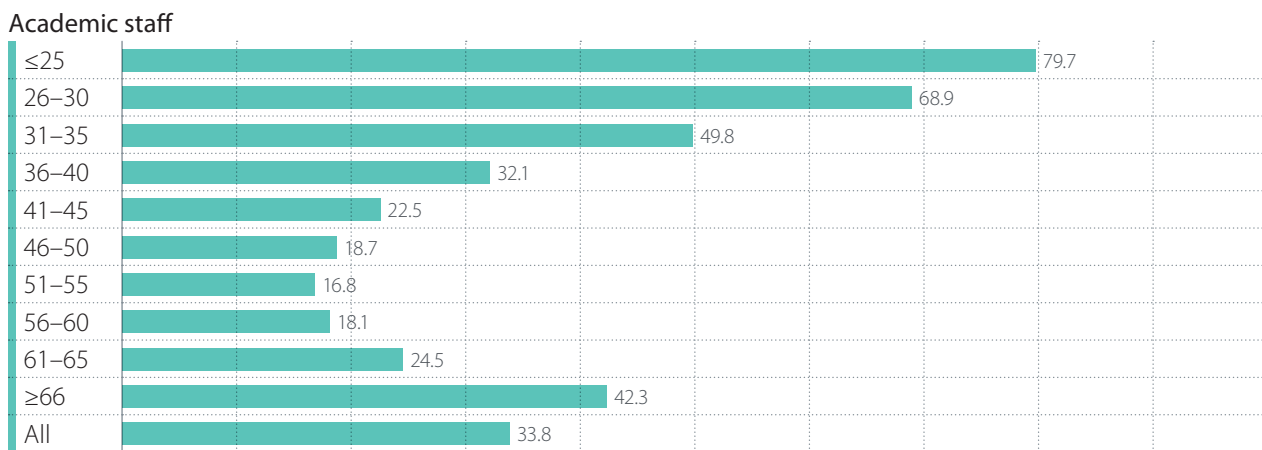
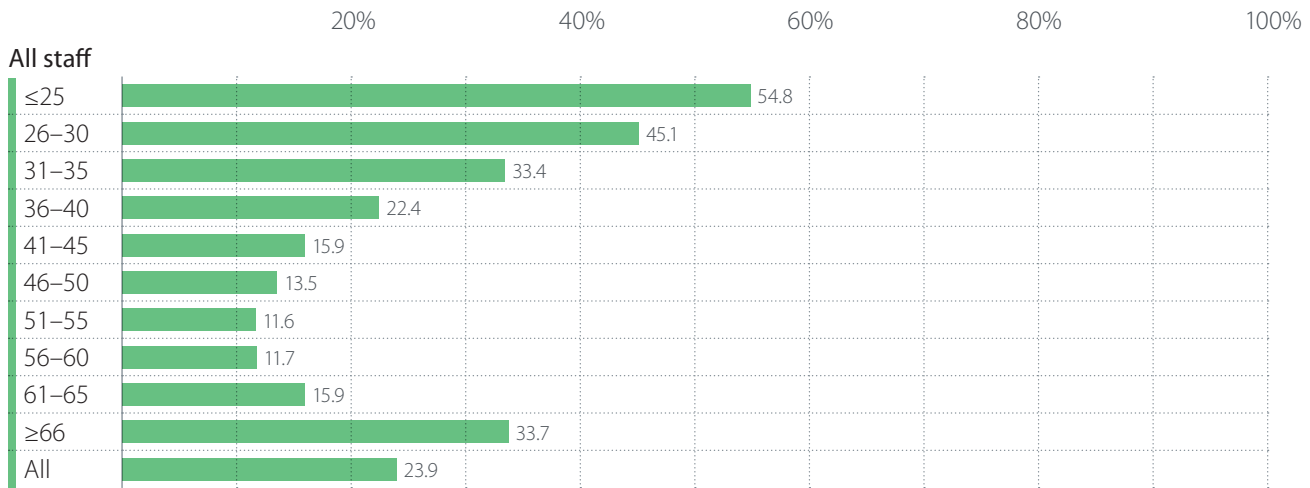
Academic staff

≤25	1065	0.8	20.3	4175	6.0	79.7	5245	2.5
26–30	6950	5.1	31.1	15380	22.0	68.9	22325	10.8
31–35	16115	11.8	50.2	15970	22.9	49.8	32085	15.5
36–40	20370	14.9	67.9	9620	13.8	32.1	29990	14.5
41–45	20625	15.1	77.5	5985	8.6	22.5	26610	12.9
46–50	21560	15.7	81.3	4965	7.1	18.7	26525	12.8
51–55	21200	15.5	83.2	4295	6.1	16.8	25490	12.3
56–60	16090	11.7	81.9	3555	5.1	18.1	19645	9.5
61–65	8960	6.5	75.5	2910	4.2	24.5	11870	5.7
≥66	4095	3.0	57.7	3000	4.3	42.3	7090	3.4
All	137025	100.0	66.2	69850	100.0	33.8	206870	100.0

Professional and support staff

≤25	9875	5.4	52.0	9100	29.8	48.0	18975	8.9
26–30	18155	10.0	77.6	5240	17.1	22.4	23395	11.0
31–35	24215	13.3	85.1	4240	13.9	14.9	28455	13.4
36–40	24460	13.4	88.1	3300	10.8	11.9	27760	13.0
41–45	24205	13.3	90.6	2505	8.2	9.4	26705	12.5
46–50	24640	13.5	91.7	2235	7.3	8.3	26875	12.6
51–55	24870	13.6	93.4	1765	5.8	6.6	26635	12.5
56–60	19820	10.9	94.2	1225	4.0	5.8	21045	9.9
61–65	9625	5.3	94.0	615	2.0	6.0	10235	4.8
≥66	2430	1.3	88.2	325	1.1	11.8	2755	1.3
All	182295	100.0	85.7	30540	100.0	14.3	212835	100.0

Proportions of staff who were on fixed-term contracts



1.4

Staff by occupational group and age group

← Occupational group definition: see page 18

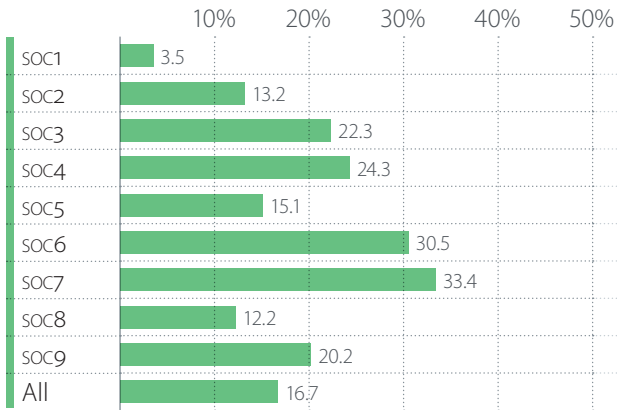
← Age definition: see page 12

		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	410	0.6	3.5	2685	2.3	22.9
soc2	Professional occupations	32720	46.8	13.2	75165	63.5	30.4
soc3	Associate professional and technical occupations	10905	15.6	22.3	14940	12.6	30.5
soc4	Administrative and secretarial occupations	16815	24.0	24.3	18585	15.7	26.8
soc5	Skilled trades occupations	990	1.4	15.1	1300	1.1	19.9
soc6	Caring, leisure and other service occupations	2195	3.1	30.5	1355	1.1	18.8
soc7	Sales and customer service occupations	780	1.1	33.4	545	0.5	23.2
soc8	Process, plant and machine operatives	190	0.3	12.2	235	0.2	15.1
soc9	Elementary occupations	4940	7.1	20.2	3480	2.9	14.2
All	All occupations	69940	100.0	16.7	118290	100.0	28.2

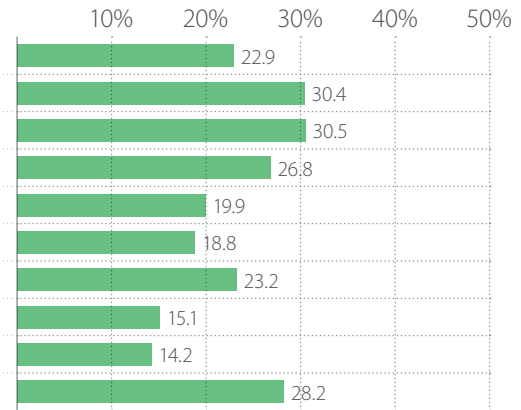
		41 to 50			51 to 60		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	4205	3.9	35.8	3755	4.0	32.0
soc2	Professional occupations	65685	61.6	26.5	53385	57.5	21.6
soc3	Associate professional and technical occupations	11600	10.9	23.7	9355	10.1	19.1
soc4	Administrative and secretarial occupations	16125	15.1	23.3	14070	15.2	20.3
soc5	Skilled trades occupations	1715	1.6	26.2	1960	2.1	29.9
soc6	Caring, leisure and other service occupations	1330	1.2	18.5	1700	1.8	23.6
soc7	Sales and customer service occupations	420	0.4	17.8	450	0.5	19.3
soc8	Process, plant and machine operatives	385	0.4	24.6	510	0.6	32.7
soc9	Elementary occupations	5255	4.9	21.4	7630	8.2	31.1
All	All occupations	106710	100.0	25.4	92815	100.0	22.1

		61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %
soc1	Managers, directors and senior officials	680	2.1	5.8	11735	2.8
soc2	Professional occupations	20550	64.3	8.3	247495	59.0
soc3	Associate professional and technical occupations	2195	6.9	4.5	48990	11.7
soc4	Administrative and secretarial occupations	3730	11.7	5.4	69320	16.5
soc5	Skilled trades occupations	580	1.8	8.9	6540	1.6
soc6	Caring, leisure and other service occupations	620	1.9	8.6	7205	1.7
soc7	Sales and customer service occupations	150	0.5	6.4	2345	0.6
soc8	Process, plant and machine operatives	240	0.8	15.5	1570	0.4
soc9	Elementary occupations	3205	10.0	13.1	24505	5.8
All	All occupations	31950	100.0	7.6	419710	100.0

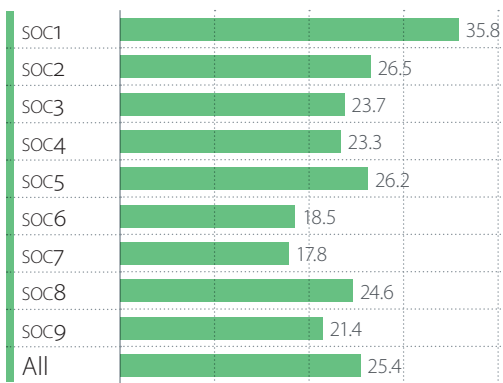
30 and under



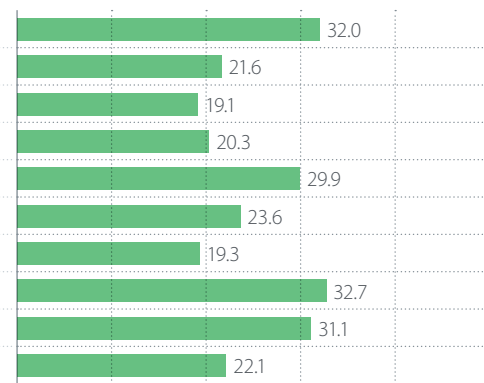
31 to 40



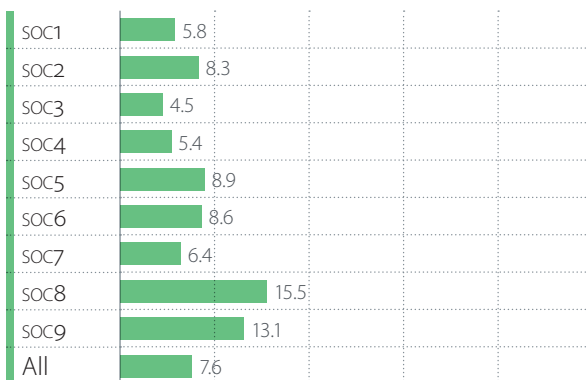
41 to 50



51 to 60



61 and over



1.5

Academic staff by occupational group and age group

← Staff activity definition: see page 15

← Occupational group definition: see page 18

← Age definition: see page 12

		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	15	0.1	3.1	60	0.1	11.1
soc2	Professional occupations	27200	98.7	13.3	61610	99.2	30.1
soc3	Associate professional and technical occupations	350	1.3	21.0	405	0.6	24.3
soc4-9	Clerical and manual occupations	0	0.0	..	5	0.0	..
All	All occupations	27570	100.0	13.3	62075	100.0	30.0

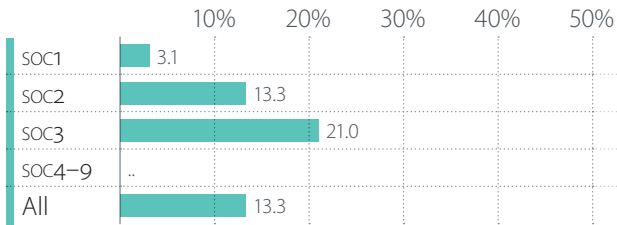
		41 to 50			51 to 60		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	160	0.3	29.9	215	0.5	40.0
soc2	Professional occupations	52600	99.0	25.7	44495	98.6	21.7
soc3	Associate professional and technical occupations	365	0.7	22.0	420	0.9	25.3
soc4-9	Clerical and manual occupations	5	0.0	..	0	0.0	..
All	All occupations	53130	100.0	25.7	45135	100.0	21.8

		61 and over			All age groups		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	85	0.5	15.9	540	0.3	
soc2	Professional occupations	18755	98.9	9.2	204660	98.9	
soc3	Associate professional and technical occupations	120	0.6	7.3	1660	0.8	
soc4-9	Clerical and manual occupations	0	0.0	..	10	0.0	
All	All occupations	18960	100.0	9.2	206870	100.0	

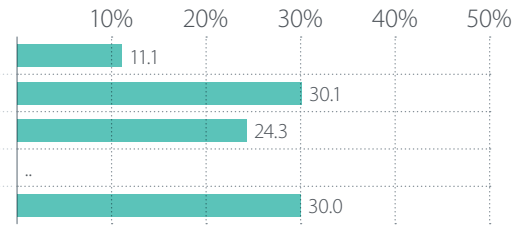
Additional data by five-year age band is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

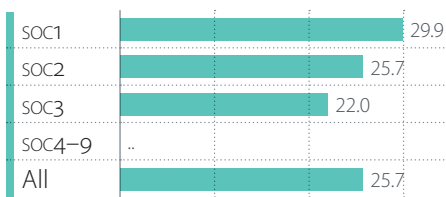
30 and under



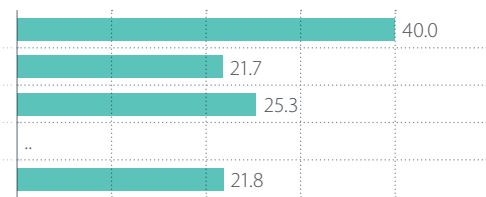
31 to 40



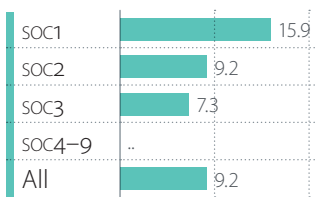
41 to 50



51 to 60



61 and over



1.6

Professional and support staff by occupational group and age group

← Staff activity definition: see page 15

← Occupational group definition: see page 18

← Age definition: see page 12

		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	395	0.9	3.5	2625	4.7	23.5
soc2	Professional occupations	5515	13.0	12.9	13555	24.1	31.6
soc3	Associate professional and technical occupations	10555	24.9	22.3	14535	25.9	30.7
soc4	Administrative and secretarial occupations	16815	39.7	24.3	18580	33.1	26.8
soc5	Skilled trades occupations	990	2.3	15.1	1300	2.3	19.9
soc6	Caring, leisure and other service occupations	2195	5.2	30.5	1355	2.4	18.8
soc7	Sales and customer service occupations	780	1.8	33.4	545	1.0	23.2
soc8	Process, plant and machine operatives	190	0.5	12.2	235	0.4	15.1
soc9	Elementary occupations	4940	11.7	20.2	3480	6.2	14.2
All	All occupations	42370	100.0	19.9	56215	100.0	26.4

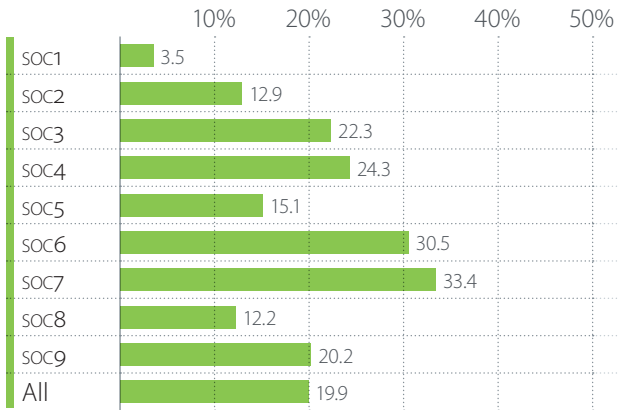
		41 to 50			51 to 60		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	4040	7.5	36.1	3540	7.4	31.6
soc2	Professional occupations	13085	24.4	30.5	8885	18.6	20.7
soc3	Associate professional and technical occupations	11235	21.0	23.7	8935	18.7	18.9
soc4	Administrative and secretarial occupations	16120	30.1	23.3	14070	29.5	20.3
soc5	Skilled trades occupations	1715	3.2	26.2	1960	4.1	29.9
soc6	Caring, leisure and other service occupations	1330	2.5	18.5	1700	3.6	23.6
soc7	Sales and customer service occupations	420	0.8	17.8	450	0.9	19.3
soc8	Process, plant and machine operatives	385	0.7	24.6	510	1.1	32.7
soc9	Elementary occupations	5255	9.8	21.4	7630	16.0	31.1
All	All occupations	53580	100.0	25.2	47680	100.0	22.4

		61 and over			All age groups		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	590	4.6	5.3	11190	5.3	
soc2	Professional occupations	1795	13.8	4.2	42840	20.1	
soc3	Associate professional and technical occupations	2075	16.0	4.4	47330	22.2	
soc4	Administrative and secretarial occupations	3730	28.7	5.4	69315	32.6	
soc5	Skilled trades occupations	580	4.5	8.9	6540	3.1	
soc6	Caring, leisure and other service occupations	620	4.8	8.6	7200	3.4	
soc7	Sales and customer service occupations	150	1.1	6.4	2345	1.1	
soc8	Process, plant and machine operatives	240	1.9	15.5	1570	0.7	
soc9	Elementary occupations	3205	24.7	13.1	24505	11.5	
All	All occupations	12990	100.0	6.1	212835	100.0	

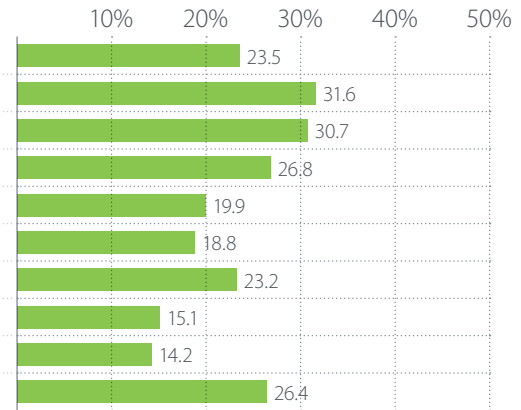
Additional data by five-year age band is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

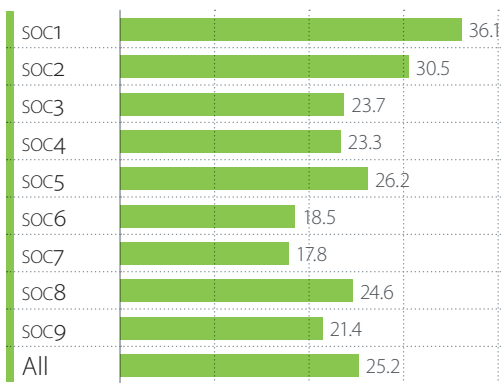
30 and under



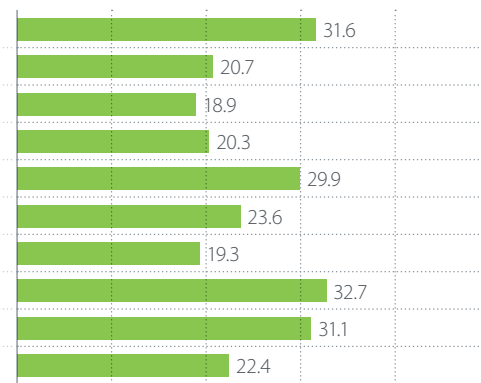
31 to 40



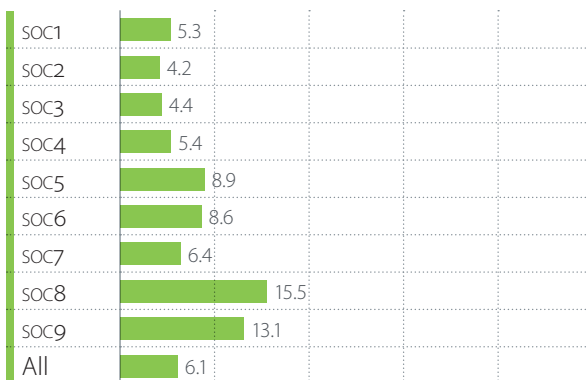
41 to 50



51 to 60



61 and over



1.7

Academic staff by research/teaching contract type and age group

← Academic contract definition: see page 19

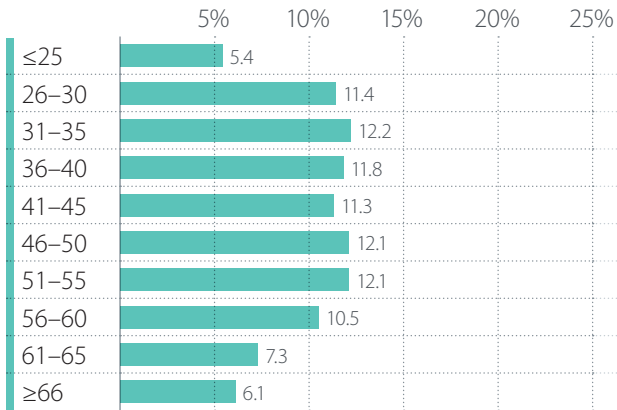
← Age definition: see page 12

	Teaching only			Research only		
	No.	↓ %	→ %	No.	↓ %	→ %
≤25	3015	5.4	57.5	1860	3.8	35.5
26–30	6385	11.4	28.6	12395	25.3	55.5
31–35	6840	12.2	21.3	14480	29.5	45.1
36–40	6605	11.8	22.0	8255	16.8	27.5
41–45	6320	11.3	23.8	4375	8.9	16.4
46–50	6810	12.1	25.7	2870	5.9	10.8
51–55	6775	12.1	26.6	2195	4.5	8.6
56–60	5895	10.5	30.0	1385	2.8	7.1
61–65	4085	7.3	34.4	745	1.5	6.3
≥66	3400	6.1	47.9	515	1.0	7.3
All	56130	100.0	27.1	49085	100.0	23.7

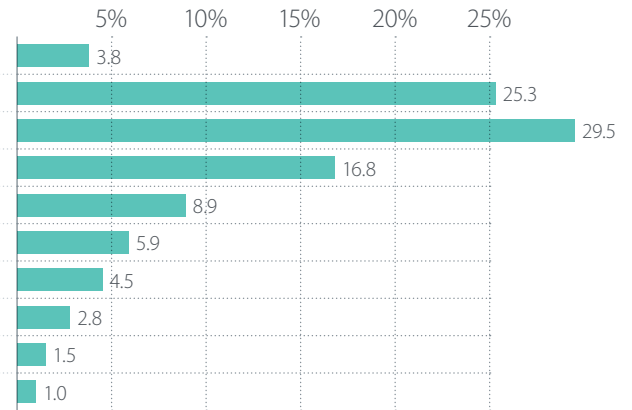
	Teaching and research			Neither teaching nor research		
	No.	↓ %	→ %	No.	↓ %	→ %
≤25	330	0.3	6.3	40	2.7	0.8
26–30	3455	3.4	15.5	95	6.2	0.4
31–35	10635	10.6	33.1	130	8.6	0.4
36–40	15000	15.0	50.0	130	8.6	0.4
41–45	15770	15.7	59.3	140	9.5	0.5
46–50	16620	16.6	62.7	220	14.9	0.8
51–55	16240	16.2	63.7	280	18.7	1.1
56–60	12105	12.1	61.6	255	17.2	1.3
61–65	6895	6.9	58.1	145	9.7	1.2
≥66	3120	3.1	44.0	60	4.0	0.8
All	100165	100.0	48.4	1490	100.0	0.7

All academic contracts		
	No.	↓ %
≤25	5245	2.5
26–30	22325	10.8
31–35	32085	15.5
36–40	29990	14.5
41–45	26610	12.9
46–50	26525	12.8
51–55	25490	12.3
56–60	19645	9.5
61–65	11870	5.7
≥66	7090	3.4
All	206870	100.0

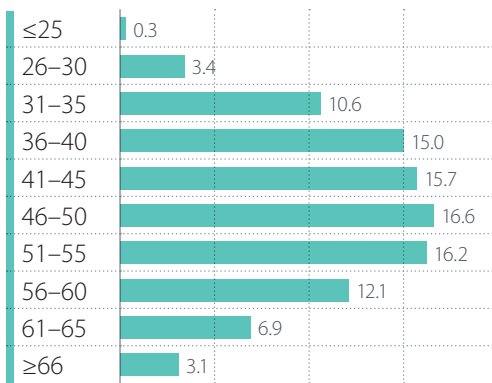
Teaching only



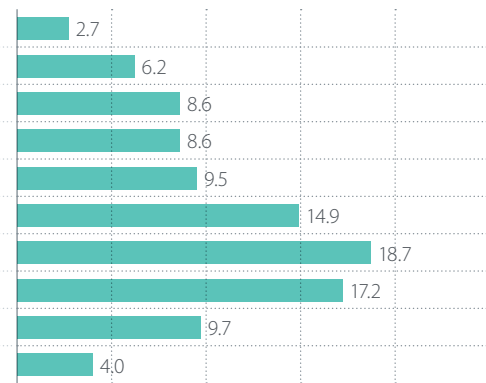
Research only



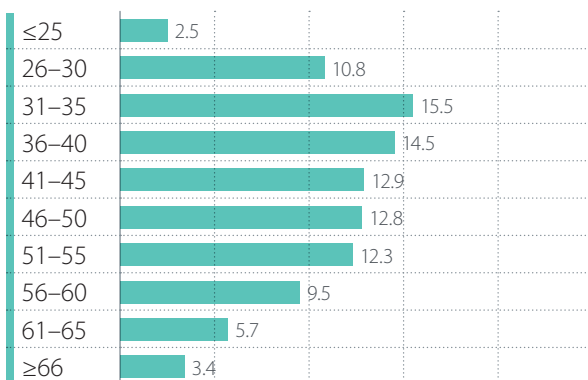
Teaching and research



Neither teaching nor research



All academic contracts



1.8

SET academic staff by subject area and age group

← SET/non-SET
subject area
definition:
see page 19

← Age definition:
see page 12

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
AGRI	Agriculture, forestry, food science	95	0.5	8.5	300	0.8	26.3	325	1.2	28.2
ANAT	Anatomy, physiology	285	1.5	15.2	635	1.7	34.1	455	1.7	24.5
ARCH	Archaeology	80	0.4	10.3	250	0.7	32.5	220	0.8	28.3
ARCT	Architecture, built environment, planning	330	1.8	8.1	1155	3.1	28.4	1165	4.3	28.6
BIOS	Biosciences	2480	13.5	17.8	4900	13.1	35.1	3225	11.9	23.1
CHEE	Chemical engineering	245	1.3	19.9	475	1.3	38.8	235	0.9	19.2
CHEM	Chemistry	1160	6.3	27.0	1475	4.0	34.2	830	3.1	19.3
CENG	Civil engineering	285	1.5	14.2	615	1.7	31.1	490	1.8	24.6
DENT	Clinical dentistry	125	0.7	8.2	435	1.2	28.5	440	1.6	28.6
MEDI	Clinical medicine	4280	23.3	17.6	9430	25.3	38.8	5430	20.0	22.3
EART	Earth, marine, environmental sciences	575	3.1	15.6	1255	3.4	34.2	880	3.2	23.9
ELEC	Electrical, electronic, computer engineering	895	4.9	20.4	1475	4.0	33.7	940	3.5	21.4
GENG	General engineering	660	3.6	17.4	1220	3.3	32.1	785	2.9	20.6
GEOG	Geography, environmental studies	370	2.0	15.5	845	2.3	35.2	650	2.4	27.2
ITCS	IT, systems sciences, computer software eng.	1035	5.7	15.1	2110	5.7	30.7	1715	6.3	25.0
MATH	Mathematics	825	4.5	17.6	1500	4.0	32.0	980	3.6	20.9
MECH	Mechanical, aero, production engineering	940	5.1	18.3	1625	4.4	31.6	1055	3.9	20.5
MENG	Mineral, metallurgy, materials engineering	260	1.4	21.8	455	1.2	38.0	210	0.8	17.4
NURS	Nursing, allied health professions	470	2.5	4.7	1725	4.6	17.2	3245	11.9	32.4
PHAR	Pharmacy, pharmacology	340	1.8	14.5	795	2.1	34.2	605	2.2	26.0
PHYS	Physics	1265	6.9	24.4	1815	4.9	35.1	1080	4.0	20.9
PSYC	Psychology, behavioural sciences	1180	6.4	17.0	2275	6.1	32.7	1855	6.8	26.7
VETS	Veterinary science	175	0.9	12.5	540	1.4	38.9	375	1.4	27.1
SET	All SET subject areas	18350	100.0	16.2	37320	100.0	33.0	27180	100.0	24.0

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	310	1.4	27.1	115	1.4	9.8	1145	1.0
ANAT	Anatomy, physiology	360	1.6	19.2	130	1.6	7.0	1865	1.6
ARCH	Archaeology	150	0.7	19.4	75	0.9	9.5	775	0.7
ARCT	Architecture, built environment, planning	915	4.1	22.6	495	6.1	12.2	4065	3.6
BIOS	Biosciences	2485	11.2	17.8	875	10.8	6.3	13965	12.3
CHEE	Chemical engineering	190	0.8	15.3	80	1.0	6.7	1225	1.1
CHEM	Chemistry	625	2.8	14.5	220	2.7	5.1	4310	3.8
CENG	Civil engineering	415	1.9	20.9	185	2.2	9.2	1985	1.8
DENT	Clinical dentistry	400	1.8	26.1	130	1.6	8.5	1535	1.4
MEDI	Clinical medicine	3880	17.5	16.0	1290	15.9	5.3	24305	21.5
EART	Earth, marine, environmental sciences	675	3.0	18.4	290	3.6	7.9	3675	3.2
ELEC	Electrical, electronic, computer engineering	765	3.4	17.5	310	3.8	7.0	4380	3.9
GENG	General engineering	745	3.4	19.6	395	4.8	10.3	3805	3.4
GEOG	Geography, environmental studies	400	1.8	16.8	125	1.6	5.3	2395	2.1
ITCS	IT, systems sciences, computer software eng.	1460	6.6	21.3	550	6.7	8.0	6875	6.1
MATH	Mathematics	820	3.7	17.5	560	6.9	12.0	4690	4.1
MECH	Mechanical, aero, production engineering	1020	4.6	19.9	495	6.1	9.7	5135	4.5
MENG	Mineral, metallurgy, materials engineering	175	0.8	14.6	100	1.2	8.2	1200	1.1
NURS	Nursing, allied health professions	3845	17.3	38.3	745	9.2	7.4	10030	8.9
PHAR	Pharmacy, pharmacology	450	2.0	19.3	140	1.7	6.0	2325	2.1
PHYS	Physics	710	3.2	13.7	305	3.7	5.9	5175	4.6
PSYC	Psychology, behavioural sciences	1180	5.3	17.0	465	5.7	6.7	6955	6.1
VETS	Veterinary science	235	1.1	16.9	65	0.8	4.6	1390	1.2
SET	All SET subject areas	22215	100.0	19.6	8130	100.0	7.2	113195	100.0

1.9

Non-SET academic staff by subject area and age group

← SET/non-SET
subject area
definition:
see page 19

← Age definition:
see page 12

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
ANTH	Anthropology, development studies	95	1.0	10.1	330	1.3	35.8	240	0.9	26.2
AREA	Area studies	35	0.4	9.0	130	0.5	34.9	115	0.5	31.0
ARTD	Art, design	1075	11.7	10.4	2625	10.6	25.3	3205	12.3	30.9
BUSI	Business, management studies	1175	12.8	7.6	4160	16.8	26.9	4260	16.4	27.6
HOSP	Catering, hospitality management	40	0.5	6.4	155	0.6	23.6	205	0.8	31.0
CLAS	Classics	85	0.9	13.0	215	0.9	32.9	180	0.7	27.9
CEDU	Continuing education	40	0.5	4.5	180	0.7	19.4	225	0.9	24.3
ECON	Economics, econometrics	540	5.8	18.1	1035	4.2	34.9	690	2.7	23.2
EDUC	Education	320	3.5	3.6	1490	6.0	16.6	2465	9.5	27.4
ENGL	English language, literature	510	5.6	10.5	1370	5.5	28.0	1370	5.3	28.0
HLTH	Health, community studies	210	2.3	7.1	685	2.8	23.0	790	3.1	26.6
HIST	History	480	5.2	13.7	1130	4.6	32.1	900	3.5	25.6
LAW	Law	650	7.1	11.5	1650	6.7	29.1	1580	6.1	27.9
MDIA	Media studies	415	4.5	8.9	1150	4.6	24.6	1390	5.4	29.7
LANG	Modern languages	560	6.1	9.5	1545	6.2	26.4	1820	7.0	31.0
PERF	Music, dance, drama, performing arts	765	8.3	9.8	1965	7.9	25.0	2185	8.4	27.8
PHIL	Philosophy	185	2.0	16.4	380	1.5	34.0	270	1.0	24.0
POLI	Politics, international studies	500	5.4	14.8	1275	5.2	37.7	850	3.3	25.1
SPOL	Social work, social policy	210	2.3	7.3	600	2.4	20.7	795	3.1	27.5
SOCI	Sociology	345	3.7	10.9	920	3.7	29.3	845	3.3	26.9
SPOR	Sports science, leisure studies	645	7.0	22.4	1010	4.1	35.1	700	2.7	24.4
THEO	Theology, religious studies	40	0.4	5.6	170	0.7	23.8	205	0.8	29.0
ACAD	Total academic services	105	1.1	9.2	275	1.1	24.3	300	1.2	26.6
ADMI	Central administration, services	160	1.7	12.6	225	0.9	17.7	270	1.0	21.0
PREM	Premises	0	0.0	..	0	0.0	..	5	0.0	..
RESI	Residences, catering	0	0.0	3.4	5	0.0	16.9	10	0.0	27.1
FACI	Staff, student facilities	25	0.3	7.4	70	0.3	22.5	80	0.3	24.7
NSET	All non-SET subject areas	9220	100.0	9.8	24755	100.0	26.4	25950	100.0	27.7

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	175	0.8	18.9	85	0.8	9.0	920	1.0
AREA	Area studies	60	0.3	16.3	35	0.3	8.9	375	0.4
ARTD	Art, design	2590	11.3	25.0	880	8.1	8.5	10375	11.1
BUSI	Business, management studies	3880	16.9	25.1	1980	18.3	12.8	15455	16.5
HOSP	Catering, hospitality management	190	0.8	28.7	70	0.6	10.4	655	0.7
CLAS	Classics	120	0.5	18.4	50	0.5	7.8	650	0.7
CEDU	Continuing education	285	1.2	30.4	200	1.8	21.4	930	1.0
ECON	Economics, econometrics	430	1.9	14.5	275	2.5	9.3	2970	3.2
EDUC	Education	2950	12.9	32.8	1760	16.3	19.6	8990	9.6
ENGL	English language, literature	1100	4.8	22.5	540	5.0	11.1	4890	5.2
HLTH	Health, community studies	940	4.1	31.5	355	3.3	11.9	2980	3.2
HIST	History	695	3.0	19.8	310	2.9	8.8	3520	3.8
LAW	Law	1220	5.3	21.5	565	5.2	10.0	5660	6.0
MDIA	Media studies	1245	5.4	26.7	470	4.3	10.1	4670	5.0
LANG	Modern languages	1375	6.0	23.4	565	5.2	9.6	5865	6.3
PERF	Music, dance, drama, performing arts	1875	8.2	23.9	1065	9.8	13.6	7855	8.4
PHIL	Philosophy	195	0.8	17.4	90	0.8	8.2	1115	1.2
POLI	Politics, international studies	490	2.1	14.4	270	2.5	7.9	3385	3.6
SPOL	Social work, social policy	895	3.9	31.0	390	3.6	13.5	2895	3.1
SOCI	Sociology	720	3.1	22.9	315	2.9	10.0	3145	3.4
SPOR	Sports science, leisure studies	410	1.8	14.2	110	1.0	3.9	2875	3.1
THEO	Theology, religious studies	190	0.8	26.6	105	1.0	15.0	715	0.8
ACAD	Total academic services	330	1.5	29.4	120	1.1	10.5	1130	1.2
ADMI	Central administration, services	445	1.9	35.0	175	1.6	13.8	1275	1.4
PREM	Premises	5	0.0	..	0	0.0	..	15	0.0
RESI	Residences, catering	10	0.0	34.4	5	0.0	18.2	30	0.0
FACI	Staff, student facilities	100	0.4	31.4	45	0.4	14.0	320	0.3
NSET	All non-SET subject areas	22920	100.0	24.5	10830	100.0	11.6	93675	100.0

1.10

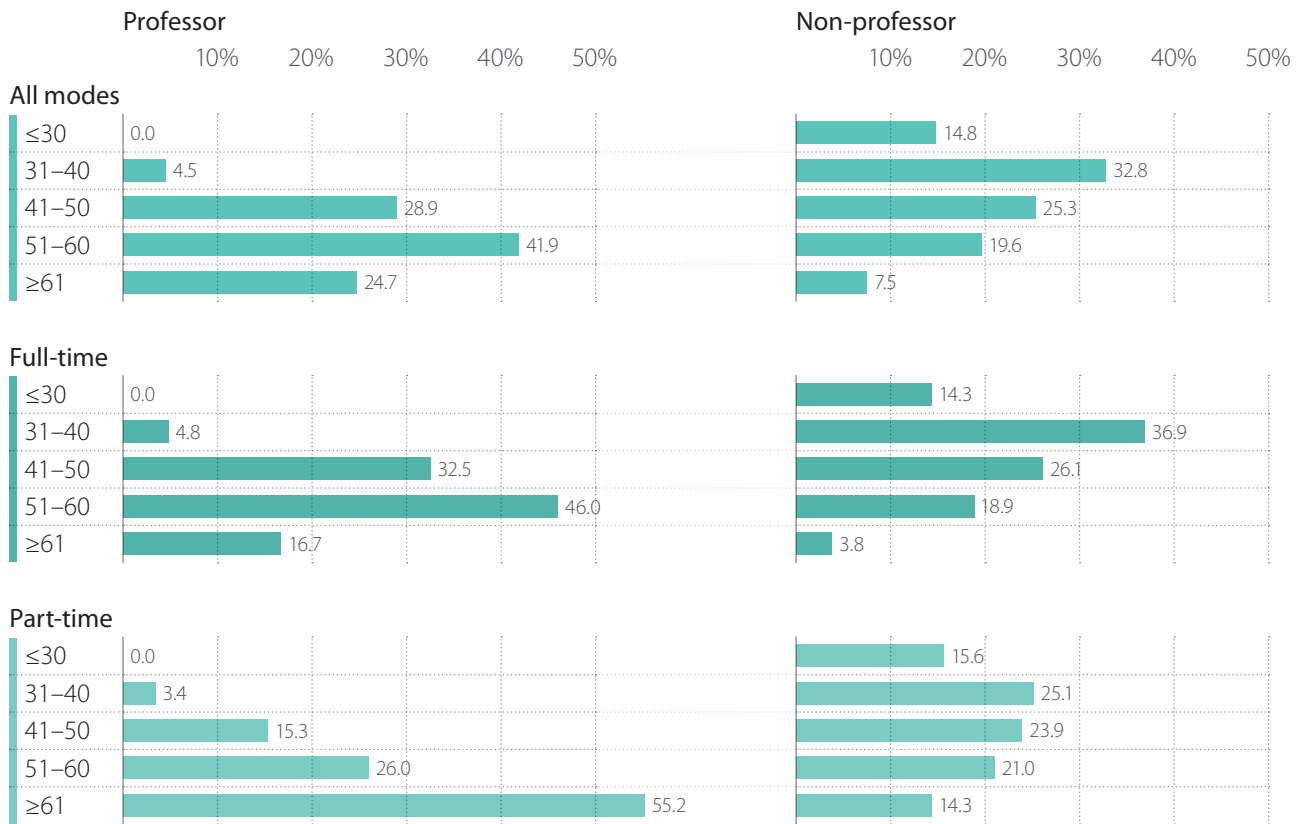
Academic staff by professorial category, mode and age group

← Professorial category definition: see page 20

← Mode definition: see page 15

← Age definition: see page 12

	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	5	0.0	0.0	27565	14.8	100.0	27570	13.3
31–40	925	4.5	1.5	61150	32.8	98.5	62075	30.0
41–50	5940	28.9	11.2	47190	25.3	88.8	53130	25.7
51–60	8600	41.9	19.1	36535	19.6	80.9	45135	21.8
≥61	5075	24.7	26.8	13885	7.5	73.2	18960	9.2
All	20550	100.0	9.9	186320	100.0	90.1	206870	100.0
Full-time								
≤30	5	0.0	0.0	17515	14.3	100.0	17520	12.7
31–40	780	4.8	1.7	45040	36.9	98.3	45820	33.1
41–50	5290	32.5	14.2	31825	26.1	85.8	37115	26.8
51–60	7495	46.0	24.6	23035	18.9	75.4	30535	22.1
≥61	2725	16.7	36.7	4690	3.8	63.3	7420	5.4
All	16295	100.0	11.8	122115	100.0	88.2	138405	100.0
Part-time								
≤30	0	0.0	0.0	10045	15.6	100.0	10050	14.7
31–40	145	3.4	0.9	16110	25.1	99.1	16255	23.7
41–50	650	15.3	4.1	15365	23.9	95.9	16015	23.4
51–60	1105	26.0	7.6	13495	21.0	92.4	14600	21.3
≥61	2350	55.2	20.4	9195	14.3	79.6	11545	16.9
All	4255	100.0	6.2	64210	100.0	93.8	68465	100.0



1.11

Academic staff by professorial and SET categories, mode and age group

← Professorial category definition: see page 20

← SET/non-SET subject area definition: see page 19

← Mode definition: see page 15

← Age definition: see page 12

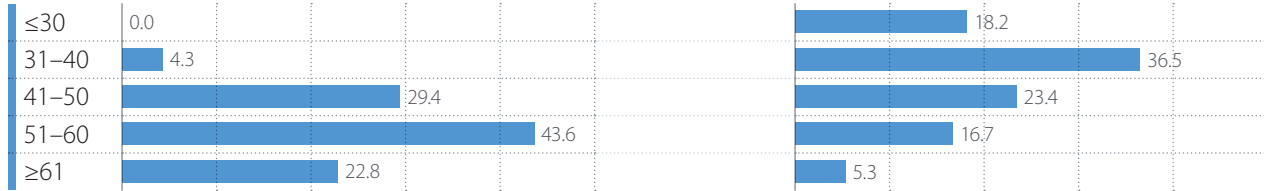
SET	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	0.0	0.0	18350	18.2	100.0	18350	16.2
31–40	535	4.3	1.4	36780	36.5	98.6	37320	33.0
41–50	3660	29.4	13.5	23525	23.4	86.5	27180	24.0
51–60	5435	43.6	24.5	16780	16.7	75.5	22215	19.6
≥61	2835	22.8	34.9	5295	5.3	65.1	8130	7.2
All	12465	100.0	11.0	100730	100.0	89.0	113195	100.0
Full-time								
≤30	0	0.0	0.0	13900	18.4	100.0	13900	16.3
31–40	435	4.4	1.4	29835	39.6	98.6	30270	35.5
41–50	3245	32.6	15.6	17530	23.3	84.4	20775	24.3
51–60	4735	47.6	28.4	11950	15.9	71.6	16685	19.6
≥61	1530	15.4	41.4	2165	2.9	58.6	3695	4.3
All	9945	100.0	11.7	75380	100.0	88.3	85325	100.0
Part-time								
≤30	0	0.0	0.0	4450	17.5	100.0	4450	16.0
31–40	100	4.0	1.4	6945	27.4	98.6	7050	25.3
41–50	415	16.4	6.5	5995	23.6	93.5	6410	23.0
51–60	695	27.7	12.6	4830	19.1	87.4	5530	19.8
≥61	1305	51.8	29.4	3130	12.3	70.6	4435	15.9
All	2520	100.0	9.0	25350	100.0	91.0	27870	100.0
Non-SET								
All modes								
≤30	5	0.1	0.1	9215	10.8	99.9	9220	9.8
31–40	390	4.8	1.6	24365	28.5	98.4	24755	26.4
41–50	2280	28.2	8.8	23665	27.7	91.2	25950	27.7
51–60	3170	39.2	13.8	19750	23.1	86.2	22920	24.5
≥61	2240	27.7	20.7	8590	10.0	79.3	10830	11.6
All	8085	100.0	8.6	85590	100.0	91.4	93675	100.0
Full-time								
≤30	5	0.0	0.1	3615	7.7	99.9	3620	6.8
31–40	345	5.5	2.2	15205	32.5	97.8	15550	29.3
41–50	2045	32.2	12.5	14295	30.6	87.5	16340	30.8
51–60	2760	43.5	19.9	11085	23.7	80.1	13845	26.1
≥61	1195	18.8	32.1	2530	5.4	67.9	3725	7.0
All	6350	100.0	12.0	46730	100.0	88.0	53080	100.0
Part-time								
≤30	0	0.1	0.0	5600	14.4	100.0	5600	13.8
31–40	45	2.5	0.5	9160	23.6	99.5	9205	22.7
41–50	235	13.7	2.5	9370	24.1	97.5	9610	23.7
51–60	410	23.6	4.5	8665	22.3	95.5	9075	22.4
≥61	1045	60.2	14.7	6060	15.6	85.3	7105	17.5
All	1735	100.0	4.3	38860	100.0	95.7	40595	100.0

Additional data by five-year age band is available:

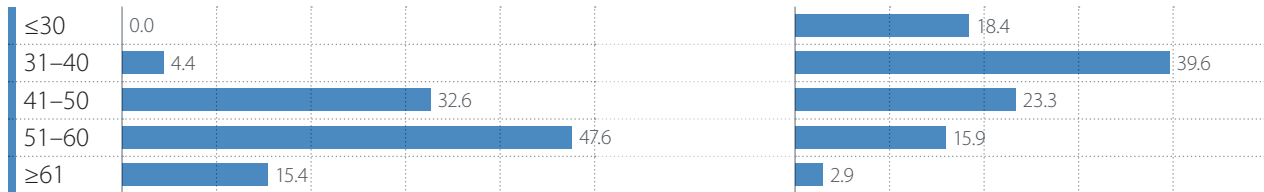
www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

SET Professor 10% 20% 30% 40% 50% Non-professor 10% 20% 30% 40% 50%

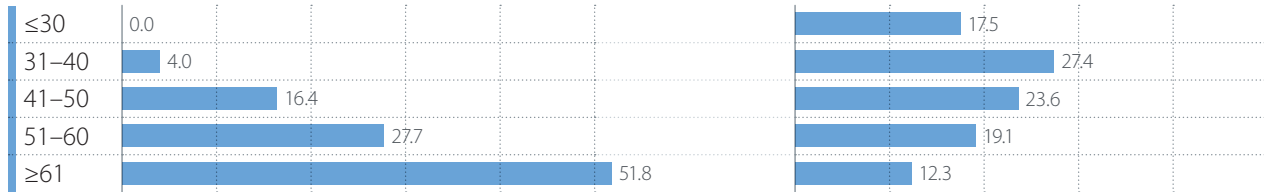
All modes



Full-time

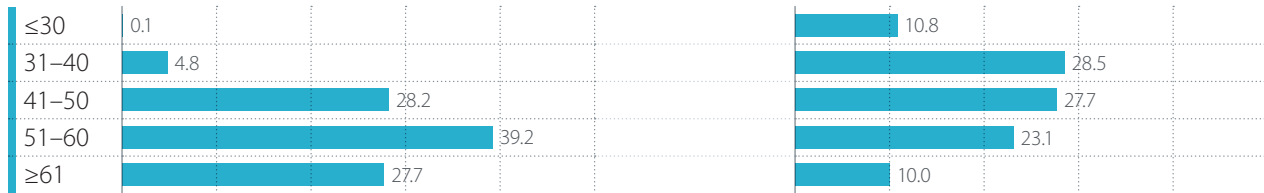


Part-time

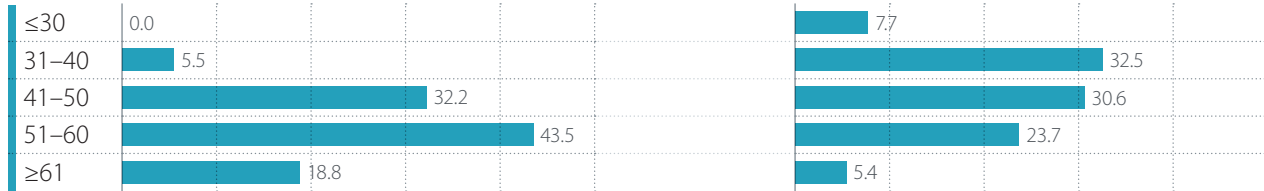


Non-SET

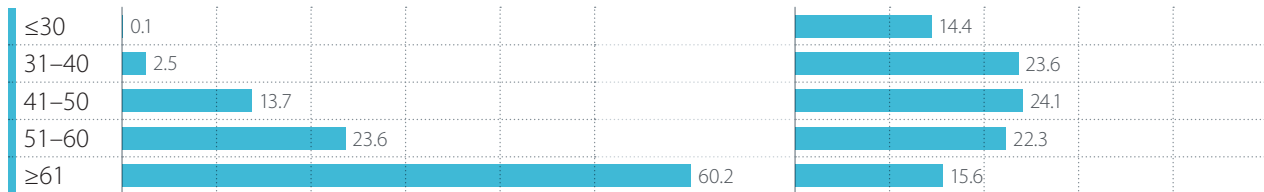
All modes



Full-time



Part-time



1.12

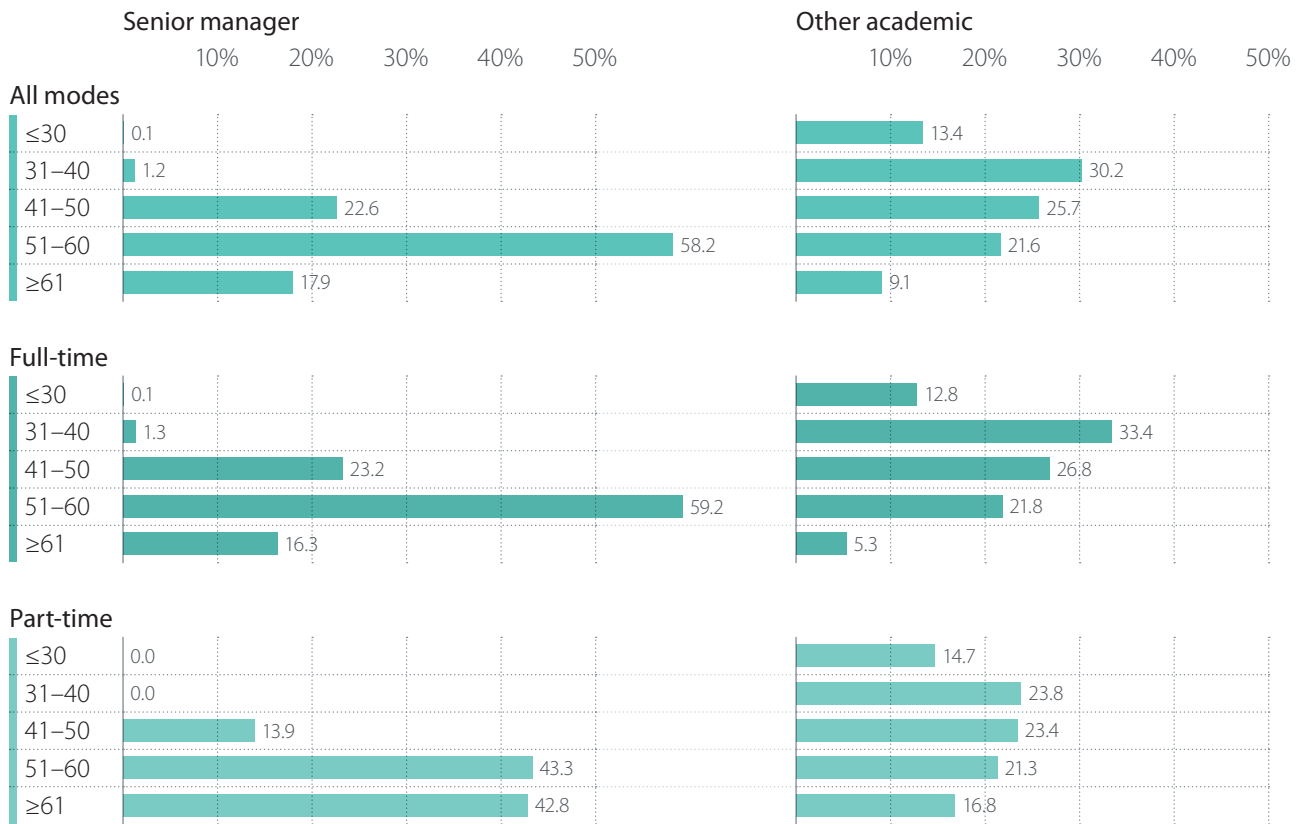
Academic staff by senior management category, mode and age group

← Senior management category definition: see page 20

← Mode definition: see page 15

← Age definition: see page 12

	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	0.1	0.0	27570	13.4	100.0	27570	13.3
31–40	15	1.2	0.0	62060	30.2	100.0	62075	30.0
41–50	275	22.6	0.5	52855	25.7	99.5	53130	25.7
51–60	705	58.2	1.6	44430	21.6	98.4	45135	21.8
≥61	215	17.9	1.1	18745	9.1	98.9	18960	9.2
All	1210	100.0	0.6	205660	100.0	99.4	206870	100.0
Full-time								
≤30	0	0.1	0.0	17520	12.8	100.0	17520	12.7
31–40	15	1.3	0.0	45805	33.4	100.0	45820	33.1
41–50	265	23.2	0.7	36850	26.8	99.3	37115	26.8
51–60	675	59.2	2.2	29860	21.8	97.8	30535	22.1
≥61	185	16.3	2.5	7235	5.3	97.5	7420	5.4
All	1140	100.0	0.8	137270	100.0	99.2	138405	100.0
Part-time								
≤30	0	0.0	0.0	10050	14.7	100.0	10050	14.7
31–40	0	0.0	0.0	16255	23.8	100.0	16255	23.7
41–50	10	13.9	0.1	16005	23.4	99.9	16015	23.4
51–60	30	43.3	0.2	14570	21.3	99.8	14600	21.3
≥61	30	42.8	0.3	11510	16.8	99.7	11545	16.9
All	75	100.0	0.1	68390	100.0	99.9	68465	100.0



1.13

Academic staff by senior management and SET categories, mode and age group

← Senior management category definition: see page 20

← SET/non-SET subject area definition: see page 19

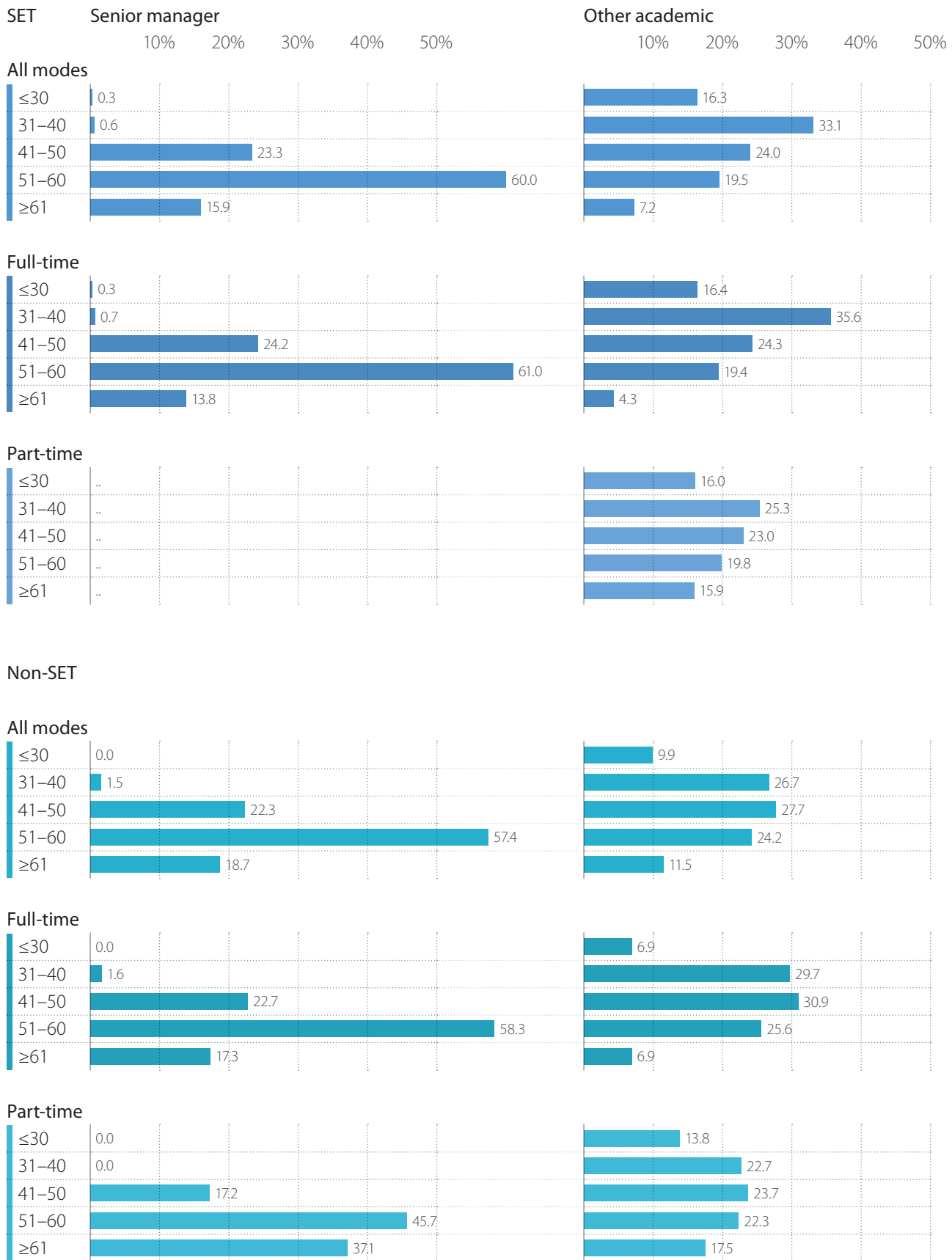
← Mode definition: see page 15

← Age definition: see page 12

SET	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	0.3	0.0	18350	16.3	100.0	18350	16.2
31–40	0	0.6	0.0	37315	33.1	100.0	37320	33.0
41–50	85	23.3	0.3	27100	24.0	99.7	27180	24.0
51–60	220	60.0	1.0	22000	19.5	99.0	22215	19.6
≥61	60	15.9	0.7	8075	7.2	99.3	8130	7.2
All	365	100.0	0.3	112835	100.0	99.7	113195	100.0
Full-time								
≤30	0	0.3	0.0	13900	16.4	100.0	13900	16.3
31–40	0	0.7	0.0	30270	35.6	100.0	30270	35.5
41–50	85	24.2	0.4	20690	24.3	99.6	20775	24.3
51–60	215	61.0	1.3	16475	19.4	98.7	16685	19.6
≥61	50	13.8	1.3	3645	4.3	98.7	3695	4.3
All	350	100.0	0.4	84980	100.0	99.6	85325	100.0
Part-time								
≤30	0	..	0.0	4450	16.0	100.0	4450	16.0
31–40	0	..	0.0	7050	25.3	100.0	7050	25.3
41–50	0	..	0.0	6410	23.0	100.0	6410	23.0
51–60	5	..	0.1	5525	19.8	99.9	5530	19.8
≥61	10	..	0.2	4425	15.9	99.8	4435	15.9
All	15	..	0.0	27855	100.0	100.0	27870	100.0
Non-SET								
All modes								
≤30	0	0.0	0.0	9220	9.9	100.0	9220	9.8
31–40	15	1.5	0.1	24745	26.7	99.9	24755	26.4
41–50	190	22.3	0.7	25760	27.7	99.3	25950	27.7
51–60	485	57.4	2.1	22435	24.2	97.9	22920	24.5
≥61	160	18.7	1.5	10670	11.5	98.5	10830	11.6
All	845	100.0	0.9	92825	100.0	99.1	93675	100.0
Full-time								
≤30	0	0.0	0.0	3620	6.9	100.0	3620	6.8
31–40	15	1.6	0.1	15540	29.7	99.9	15550	29.3
41–50	180	22.7	1.1	16160	30.9	98.9	16340	30.8
51–60	460	58.3	3.3	13385	25.6	96.7	13845	26.1
≥61	135	17.3	3.7	3585	6.9	96.3	3725	7.0
All	790	100.0	1.5	52290	100.0	98.5	53080	100.0
Part-time								
≤30	0	0.0	0.0	5600	13.8	100.0	5600	13.8
31–40	0	0.0	0.0	9205	22.7	100.0	9205	22.7
41–50	10	17.2	0.1	9600	23.7	99.9	9610	23.7
51–60	25	45.7	0.3	9045	22.3	99.7	9075	22.4
≥61	20	37.1	0.3	7085	17.5	99.7	7105	17.5
All	60	100.0	0.1	40535	100.0	99.9	40595	100.0

Additional data by five-year age band is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



1.14

UK/non-UK academic staff by leaving status and age group

← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Age definition:
see page 12

	Leavers		Known destination		Unknown destination		All staff
	(proportion of all staff)		(proportion of leavers)		(proportion of leavers)		
	No.	%	No.	%	No.	%	No.
All academic staff							
≤30	8765	32.7	3815	43.6	4945	56.4	26815
31–40	11160	19.0	5380	48.2	5780	51.8	58600
41–50	5360	10.3	2475	46.2	2885	53.8	51950
51–60	4610	10.7	2370	51.4	2240	48.6	43060
≥61	3480	19.2	1900	54.6	1580	45.4	18145
All	33375	16.8	15945	47.8	17425	52.2	198570

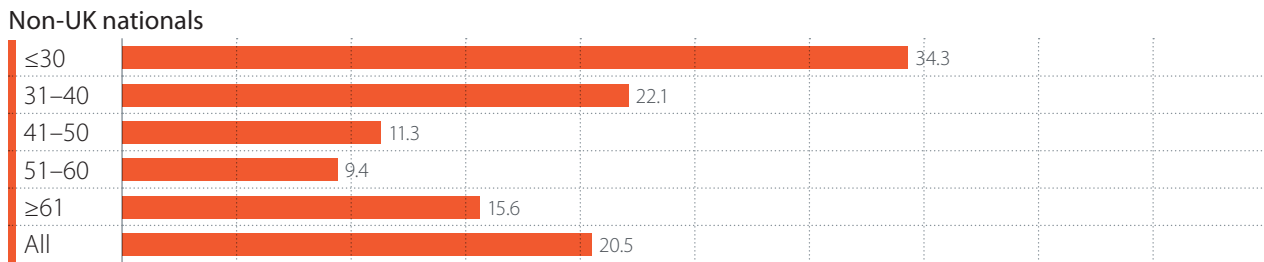
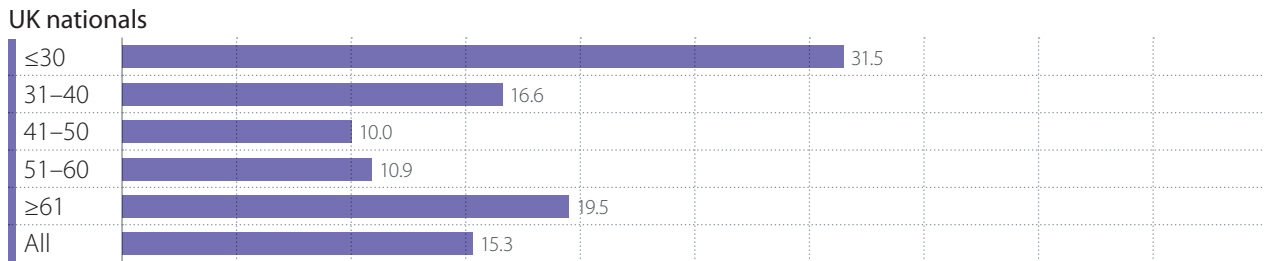
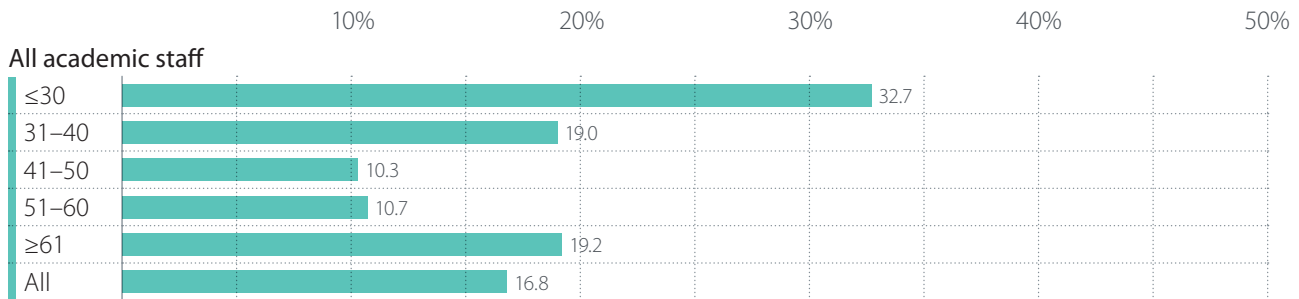
UK nationals

≤30	4910	31.5	2160	44.0	2750	56.0	15575
31–40	5345	16.6	2515	47.0	2835	53.0	32285
41–50	3875	10.0	1760	45.4	2115	54.6	38775
51–60	4060	10.9	2085	51.3	1975	48.7	37180
≥61	3215	19.5	1760	54.7	1460	45.3	16455
All	21405	15.3	10270	48.0	11135	52.0	140265

Non-UK nationals

≤30	3855	34.3	1660	43.0	2195	57.0	11240
31–40	5810	22.1	2865	49.3	2945	50.7	26315
41–50	1490	11.3	720	48.2	770	51.8	13175
51–60	550	9.4	290	52.5	260	47.5	5885
≥61	265	15.6	145	54.1	120	45.9	1690
All	11970	20.5	5675	47.4	6295	52.6	58305

Proportions of academic staff who left their institution between 2015/16 and 2016/17



1.15

UK academic staff leavers by known leaving destination and age group

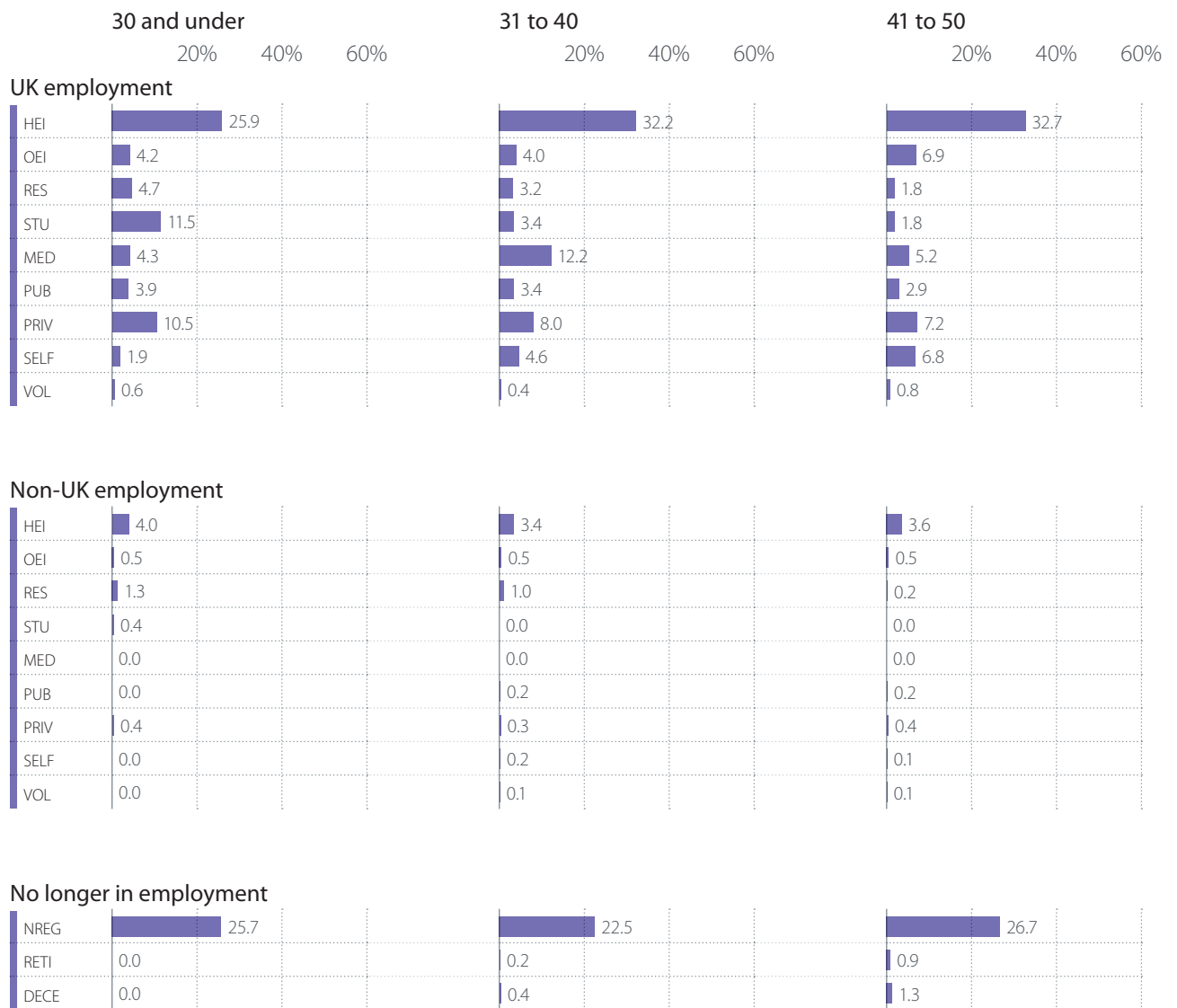
← Nationality definition: see page 15

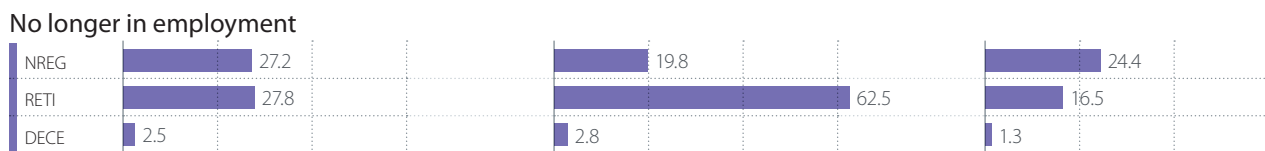
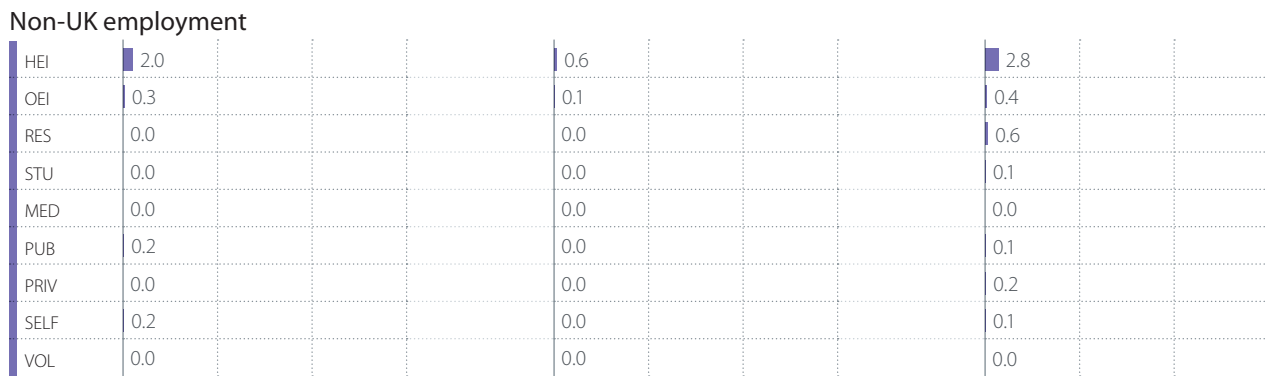
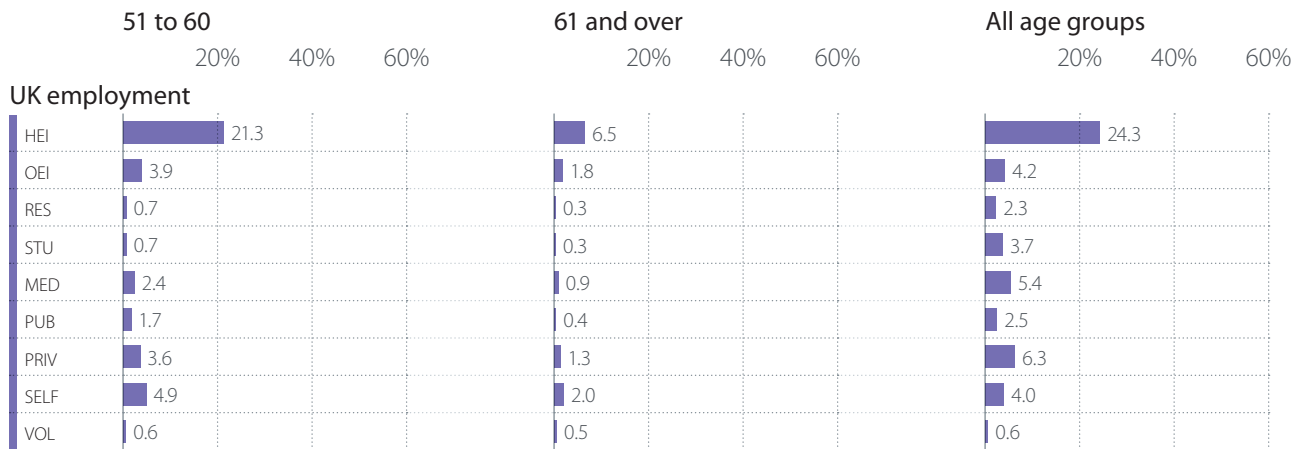
← Academic leavers definition: see page 21

← Age definition: see page 12

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
UK employment										
HEI	Other HEI	560	25.9	22.4	810	32.2	32.4	575	32.7	23.0
OEI	Other education institution	90	4.2	21.4	100	4.0	23.5	120	6.9	28.4
RES	Research institute	100	4.7	43.6	80	3.2	34.2	30	1.8	13.7
STU	Student	250	11.5	64.5	85	3.4	21.9	30	1.8	8.3
MED	Medical or dental practice	90	4.3	16.6	305	12.2	55.2	90	5.2	16.3
PUB	Public sector	85	3.9	32.1	85	3.4	32.2	50	2.9	19.3
PRIV	Private sector	225	10.5	34.8	200	8.0	30.8	125	7.2	19.5
SELF	Self-employed	40	1.9	9.8	115	4.6	28.1	120	6.8	28.9
VOL	Voluntary sector	15	0.6	24.1	10	0.4	15.5	15	0.8	24.1
All	All UK employment	1460	67.6	26.6	1790	71.2	32.6	1160	66.1	21.2
Non-UK employment										
HEI	Other HEI	85	4.0	30.2	85	3.4	29.9	65	3.6	21.9
OEI	Other education institution	10	0.5	28.2	10	0.5	30.8	10	0.5	20.5
RES	Research institute	30	1.3	49.1	25	1.0	43.9	5	0.2	7.0
STU	Student	10	0.4	..	0	0.0	..	0	0.0	..
MED	Health service	0	0.0	..	0	0.0	..	0	0.0	..
PUB	Public sector	0	0.0	..	5	0.2	..	5	0.2	..
PRIV	Private sector	10	0.4	36.0	10	0.3	32.0	5	0.4	28.0
SELF	Self-employed	0	0.0	..	5	0.2	..	0	0.1	..
VOL	Voluntary sector	0	0.0	..	0	0.1	..	0	0.1	..
All	All non-UK employment	145	6.7	32.4	145	5.8	32.4	90	5.1	19.9
No longer in employment										
NREG	Not in regular employment	555	25.7	22.2	565	22.5	22.6	470	26.7	18.7
RETI	Retired	0	0.0	0.0	5	0.2	0.2	15	0.9	0.9
DECE	Deceased	0	0.0	0.0	10	0.4	6.7	25	1.3	17.2
All	All no longer employed	555	25.7	12.8	580	23.0	13.3	505	28.8	11.7
All destinations										
All	All leavers	2160	100.0	21.0	2515	100.0	24.5	1760	100.0	17.1

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	445	21.3	17.7	115	6.5	4.6	2500	24.3
OEI	Other education institution	80	3.9	19.2	30	1.8	7.5	430	4.2
RES	Research institute	15	0.7	6.0	5	0.3	2.6	235	2.3
STU	Student	15	0.7	3.6	5	0.3	1.6	385	3.7
MED	Medical or dental practice	50	2.4	9.0	15	0.9	2.9	555	5.4
PUB	Public sector	35	1.7	13.8	5	0.4	2.6	260	2.5
PRIV	Private sector	75	3.6	11.5	20	1.3	3.4	650	6.3
SELF	Self-employed	100	4.9	24.6	35	2.0	8.7	415	4.0
VOL	Voluntary sector	10	0.6	20.7	10	0.5	15.5	60	0.6
All	All UK employment	830	39.8	15.1	250	14.1	4.5	5490	53.4
Non-UK employment									
HEI	Other HEI	40	2.0	14.6	10	0.6	3.5	290	2.8
OEI	Other education institution	5	0.3	15.4	0	0.1	5.1	40	0.4
RES	Research institute	0	0.0	0.0	0	0.0	0.0	55	0.6
STU	Student	0	0.0	..	0	0.0	..	10	0.1
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	5	0.2	..	0	0.0	..	15	0.1
PRIV	Private sector	0	0.0	4.0	0	0.0	0.0	25	0.2
SELF	Self-employed	5	0.2	..	0	0.0	..	10	0.1
VOL	Voluntary sector	0	0.0	..	0	0.0	..	5	0.0
All	All non-UK employment	55	2.7	12.7	10	0.7	2.7	450	4.4
No longer in employment									
NREG	Not in regular employment	565	27.2	22.6	350	19.8	13.9	2505	24.4
RETI	Retired	580	27.8	34.1	1100	62.5	64.7	1700	16.5
DECE	Deceased	50	2.5	38.8	50	2.8	37.3	135	1.3
All	All no longer employed	1195	57.5	27.6	1500	85.2	34.5	4335	42.2
All destinations									
All	All leavers	2085	100.0	20.3	1760	100.0	17.1	10270	100.0





1.16

Non-UK academic staff leavers by known leaving destination and age group

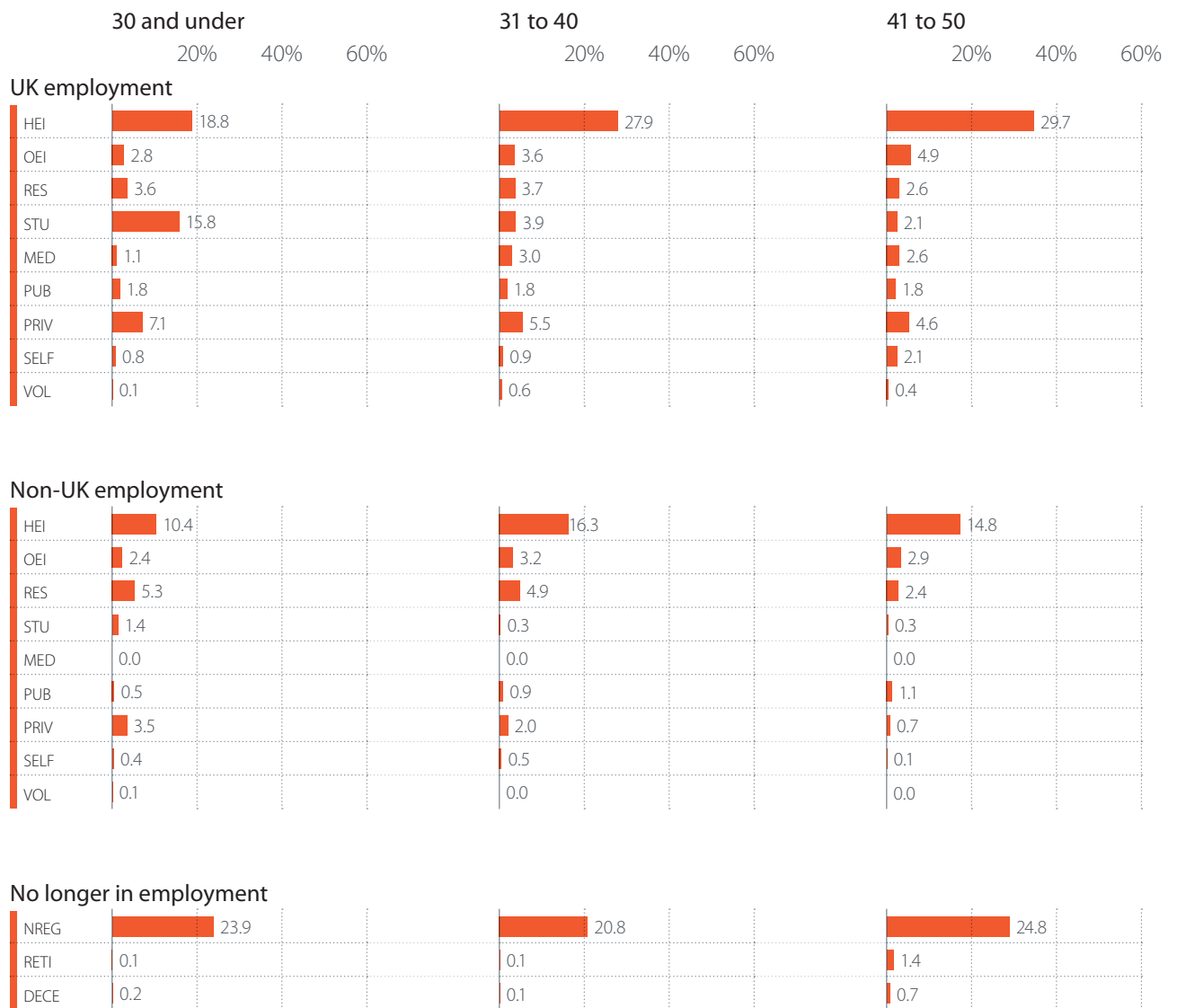
← Nationality definition: see page 15

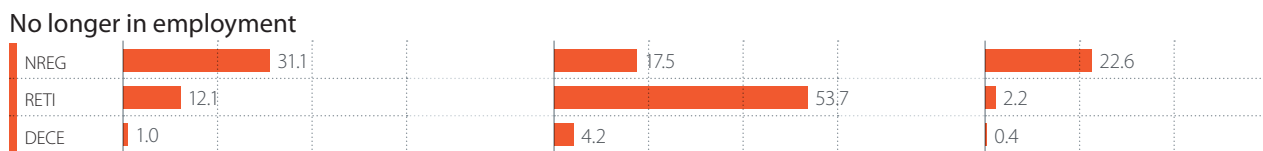
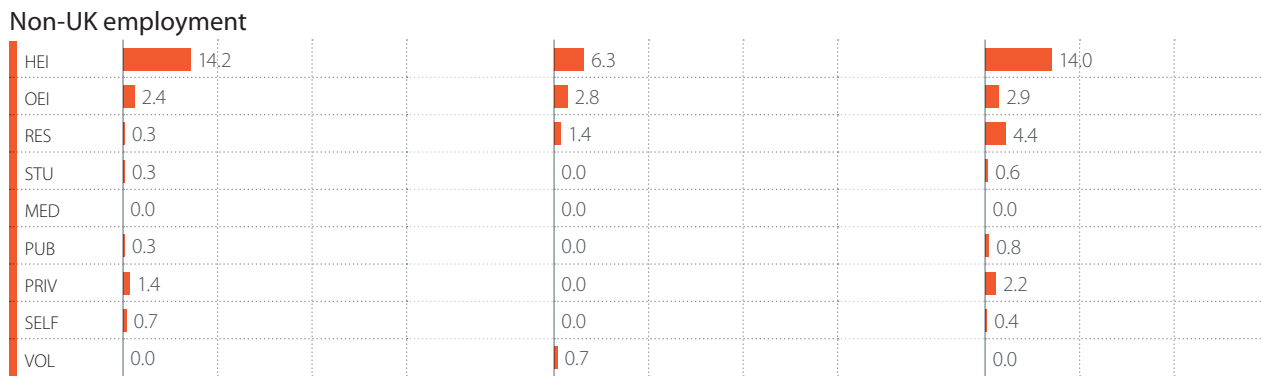
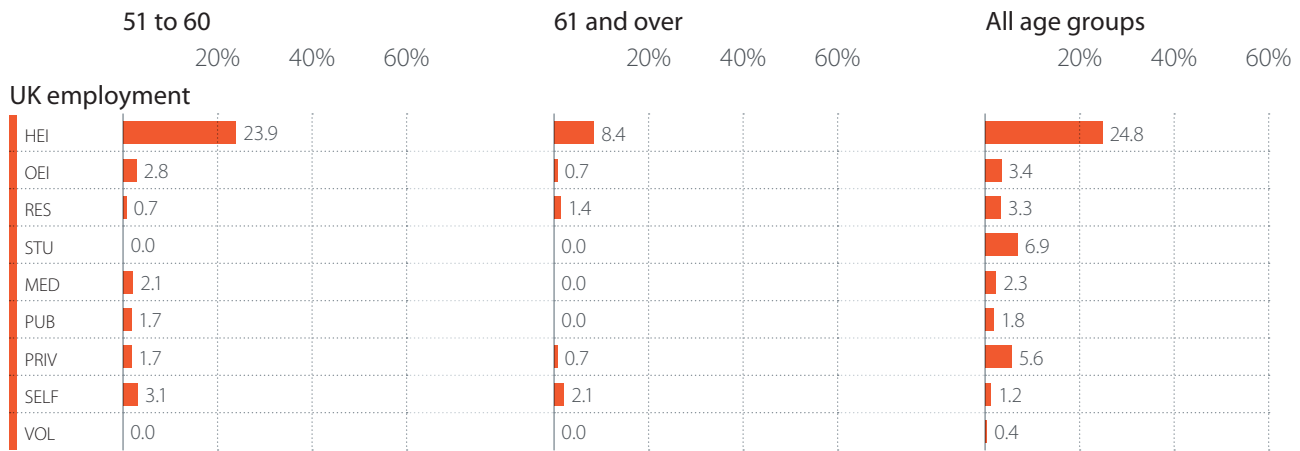
← Academic leavers definition: see page 21

← Age definition: see page 12

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
UK employment										
HEI	Other HEI	310	18.8	22.2	800	27.9	56.9	215	29.7	15.2
OEI	Other education institution	45	2.8	23.6	105	3.6	53.7	35	4.9	18.1
RES	Research institute	60	3.6	31.6	105	3.7	56.1	20	2.6	10.2
STU	Student	260	15.8	67.4	110	3.9	28.8	15	2.1	3.9
MED	Medical or dental practice	20	1.1	13.8	85	3.0	66.9	20	2.6	14.6
PUB	Public sector	30	1.8	30.0	50	1.8	52.0	15	1.8	13.0
PRIV	Private sector	120	7.1	37.5	160	5.5	50.2	35	4.6	10.4
SELF	Self-employed	15	0.8	19.7	25	0.9	39.4	15	2.1	22.7
VOL	Voluntary sector	0	0.1	..	15	0.6	..	5	0.4	..
All	All UK employment	860	51.9	30.6	1460	50.9	52.0	365	50.9	13.0
Non-UK employment										
HEI	Other HEI	170	10.4	21.6	470	16.3	58.8	105	14.8	13.3
OEI	Other education institution	40	2.4	24.1	90	3.2	56.2	20	2.9	12.9
RES	Research institute	90	5.3	35.6	140	4.9	56.4	15	2.4	6.9
STU	Student	25	1.4	66.7	10	0.3	25.0	0	0.3	5.5
MED	Health service	0	0.0	..	0	0.0	..	0	0.0	..
PUB	Public sector	10	0.5	20.9	25	0.9	58.1	10	1.1	18.6
PRIV	Private sector	60	3.5	46.8	55	2.0	46.0	5	0.7	4.0
SELF	Self-employed	5	0.4	25.0	15	0.5	62.5	0	0.1	4.2
VOL	Voluntary sector	0	0.1	..	0	0.0	..	0	0.0	..
All	All non-UK employment	395	23.9	27.7	805	28.1	56.1	160	22.3	11.1
No longer in employment										
NREG	Not in regular employment	395	23.9	30.9	595	20.8	46.3	180	24.8	13.9
RETI	Retired	0	0.1	0.8	5	0.1	2.4	10	1.4	8.0
DECE	Deceased	5	0.2	..	5	0.1	..	5	0.7	..
All	All no longer employed	400	24.1	28.0	600	21.0	42.1	195	26.9	13.5
All destinations										
All	All leavers	1660	100.0	29.2	2865	100.0	50.5	720	100.0	12.7

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	70	23.9	4.9	10	8.4	0.9	1405	24.8
OEI	Other education institution	10	2.8	4.1	0	0.7	0.5	195	3.4
RES	Research institute	0	0.7	1.1	0	1.4	1.1	185	3.3
STU	Student	0	0.0	0.0	0	0.0	0.0	390	6.9
MED	Medical or dental practice	5	2.1	4.6	0	0.0	0.0	130	2.3
PUB	Public sector	5	1.7	5.0	0	0.0	0.0	100	1.8
PRIV	Private sector	5	1.7	1.6	0	0.7	0.3	315	5.6
SELF	Self-employed	10	3.1	13.6	5	2.1	4.5	65	1.2
VOL	Voluntary sector	0	0.0	..	0	0.0	..	20	0.4
All	All UK employment	105	36.0	3.7	20	13.3	0.7	2810	49.5
Non-UK employment									
HEI	Other HEI	40	14.2	5.2	10	6.3	1.1	795	14.0
OEI	Other education institution	5	2.4	4.3	5	2.8	2.5	160	2.9
RES	Research institute	0	0.3	0.4	0	1.4	0.8	245	4.4
STU	Student	0	0.3	2.8	0	0.0	0.0	35	0.6
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	0	0.3	2.3	0	0.0	0.0	45	0.8
PRIV	Private sector	5	1.4	3.2	0	0.0	0.0	125	2.2
SELF	Self-employed	0	0.7	8.3	0	0.0	0.0	25	0.4
VOL	Voluntary sector	0	0.0	..	0	0.7	..	0	0.0
All	All non-UK employment	55	19.7	4.0	15	11.2	1.1	1435	25.3
No longer in employment									
NREG	Not in regular employment	90	31.1	7.0	25	17.5	1.9	1285	22.6
RETI	Retired	35	12.1	27.9	75	53.7	61.0	125	2.2
DECE	Deceased	5	1.0	..	5	4.2	..	20	0.4
All	All no longer employed	130	44.3	8.9	110	75.4	7.5	1430	25.2
All destinations									
All	All leavers	290	100.0	5.1	145	100.0	2.5	5675	100.0





Disability

Disability disclosure rates have consistently increased in the last decade, with the proportion of staff disclosing as disabled in 2016/17 more than double that reported in 2005/06. However, disability disclosure rates remained persistently lower among academic staff than professional and support staff and among professors compared with other academics. Similar proportions of full-time staff on open-ended/permanent contracts and on fixed-term contracts disclosed as disabled; in contrast, this was not the case for part-time staff, where larger proportions of staff disclosed as disabled on fixed-term contracts. The proportion of academic leavers no longer in employment was considerably higher among disabled staff than non-disabled staff.

In this section, the term 'disabled staff' is used to refer to those who indicated that they are disabled on their HESA staff record. 'Non-disabled staff' is used to refer to those who indicated that they are not disabled, or whose disability status is unknown. This aligns with changes made to HESA reporting standards in 2012.

Additional detail for select tables in this section, such as by impairment type, is available at www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

A list of the additional information included in the online tables can be found in the **Online data tables** section.

2.1 Overall figures: Overall, 4.7% of staff working in higher education disclosed as disabled in 2016/17. Disability disclosure rates were higher among staff working in Northern Ireland (6.3%) and Wales (5.3%) than in England (4.8%) and Scotland (3.6%).

2.2 Impairment type: Among both professional and support and academic disabled staff, a long standing illness or health condition was the most commonly disclosed impairment type (25.7% and 22.9%, respectively). 22.4% of academic and 19.6% of professional and support disabled staff disclosed a specific learning difficulty, and around one in ten a physical impairment or mobility issues (10.0% and 8.7%, respectively).

2.3 Trends: While the proportions of staff who disclosed as disabled have consistently been higher among professional and support staff than academic staff, disclosure rates for both groups have increased over time. 5.6% of professional and support staff and 4.1% of academic staff disclosed as disabled in 2016/17 – around double the proportions compared with 2006/07 (2.6% and 2.1%, respectively).

2.6–2.7 Mode and contract type: Disability disclosure rates were higher among full-time academic staff on open-ended/permanent contracts compared with fixed-term contracts (3.9% compared with 2.9% among academic staff). The reverse was the case for part-time staff: 5.5% of part-time academic staff on fixed-term contracts disclosed as disabled compared with 4.5% on open-ended/permanent contracts, and 6.4% of part-time professional and support staff on fixed-term contracts disclosed as disabled compared with 5.7% on open-ended/permanent contracts.

2.8–2.9 Contract levels: Overall, the proportion of staff who disclosed as disabled was higher among those in lower contract levels (for example, over 5% of those working as professional/technical/senior administrative staff, research assistant, teaching assistant, assistant professional staff, administrative staff, junior administrative and clerical staff, and routine and simple task providers) than at more senior levels (between 2.5% and 3.8% of those in professorial positions and higher). However, this pattern was less consistent among academic staff, with some relatively high disability disclosure rates at senior levels such as director of major function/group of functions (3B; 4.5%), as well as junior administrative staff, clerical staff, technician/craftsman, operative (N; 4.7%) and lower rates among senior function heads (4B; 2.3%).

2.10 Occupational groups: Among academic staff, disability disclosure rates were highest in the associate professional and technical occupational group (SOC3; 6.3%), while for professional and support staff it was those in sales and customer service occupations (SOC7; 7.0%). In contrast, only 4.1% of academic staff in professional occupations (SOC2) and 3.6% of professional and support staff in process, plant and machine operatives (SOC8) disclosed as disabled.

2.12 Research/teaching contract: 5.2% of academic staff on teaching only contracts disclosed as disabled, nearly double the proportion of those on research only contracts (3.0%). Disability disclosure rates among academic staff on teaching and research contracts were also relatively high at 4.0%.

2.14 SET subject areas: Overall, 3.5% of academic staff working in SET disclosed as disabled. Disability disclosure rates varied considerably by subject area. For example, 6.5% of academic staff in nursing and allied health professions disclosed as disabled compared with only 2.1% of academic staff working in chemical engineering and civil engineering.

2.13, 2.15 Non-SET subject areas: The majority of disabled academics worked in non-SET departments (53.2%). Disability disclosure rates were particularly high among academic staff working in health and community studies (8.1%) and staff and student facilities (8.1%), and markedly lower among those working in economics and econometrics (2.1%) and anthropology and development studies (2.7%).

2.16 Professors: Overall, a lower proportion of professors disclosed as disabled (3.0%) than non-professorial academic staff (4.2%). Disability disclosure rates of professors were also lower among those working in SET (2.6%) than non-SET (3.8%). Among non-professors, part-time staff had a higher disability disclosure rate than full-time staff (5.1% compared with 3.7%). Similar proportions of full-time and part-time professors disclosed as disabled (3.0% and 3.0%, respectively), regardless of whether they worked in SET or non-SET subject areas.

2.17 Senior managers: Similar proportions of academic senior managers overall disclosed as disabled (3.4%) compared with other academics (4.1%). Disability disclosure rates were higher among both senior managers and other academics who worked part-time than those who worked full-time.

2.18 Salary range: The proportion of academics earning £50,000 or more was higher among non-disabled staff than disabled staff (29.9% compared with 24.3%, a difference of 5.6 percentage points). Among full-time academic staff, the gap was just 2.6 percentage points; it was wider among part-time academic staff at 6.8 percentage points. This was also the case for professional and support staff, though the gaps and overall proportions of staff earning £50,000 or more were much smaller.

2.19 Pay spine range: 11.3% of disabled academic staff were on the highest academic pay spine of £59,400 or more, compared with 16.2% of non-disabled academic staff.

2.20–2.21 Pay gaps: The overall mean and median disability pay gaps were 8.7 and 8.5 percentage points, respectively. They widened compared with 2015/16 levels (mean; 7.7 and median; 6.5 percentage points). Both mean

and median pay gaps were wider for professional and support staff (5.5 and 5.7 percentage points, respectively) than academic staff (5.0 and 2.9 percentage points, respectively). Disability pay gaps varied considerably by nation. Notably, in Northern Ireland and Wales negative pay gaps were observed among academic staff, meaning that disabled staff earned more than non-disabled staff on average. For academic staff, the widest median disability pay gap was among managers, directors and senior officials (14.6 percentage points). Whereas for professional and support staff, the widest median pay gap was among process, plant and machine operatives (8.2 percentage points).

2.22 Academic pay gaps: The mean and median disability pay gaps were wider among non-professors (6.8 and 6.9 percentage points, respectively) than professors (4.2 and 4.5 percentage points, respectively). They varied greatly by nation and region. In London, for example, the mean and median disability pay gaps among professors stood at 11.7 and 9.5 percentage points, respectively. In contrast, the mean disability pay gap among professors was 0.9 percentage points in Scotland and the median pay gap was 0.0 percentage points in Northern Ireland.

2.23 Leavers: The proportion of academic staff who left their institution between 2015/16 and 2016/17 were similar across both disabled and non-disabled staff (17.5% and 16.7%, respectively).

2.24 Leaving destinations of UK academics:

Among UK leavers with a known leaving destination, the proportion of disabled leavers who went on to UK or non-UK employment (45.8% and 2.4%) was lower than of non-disabled leavers (53.6% and 4.5%). 51.7% of UK disabled leavers were no longer in employment, compared with 42.0% of non-disabled UK leavers.

2.25 Leaving destinations of non-UK academics:

Among non-UK leavers, 39.4% of those who disclosed as disabled entered UK employment, and another 22.3% left for employment overseas. The remaining 38.3% were no longer in employment, which was a larger proportion than that recorded for non-UK non-disabled leavers (25.3%).

2.1

Staff by country of institution and disability status

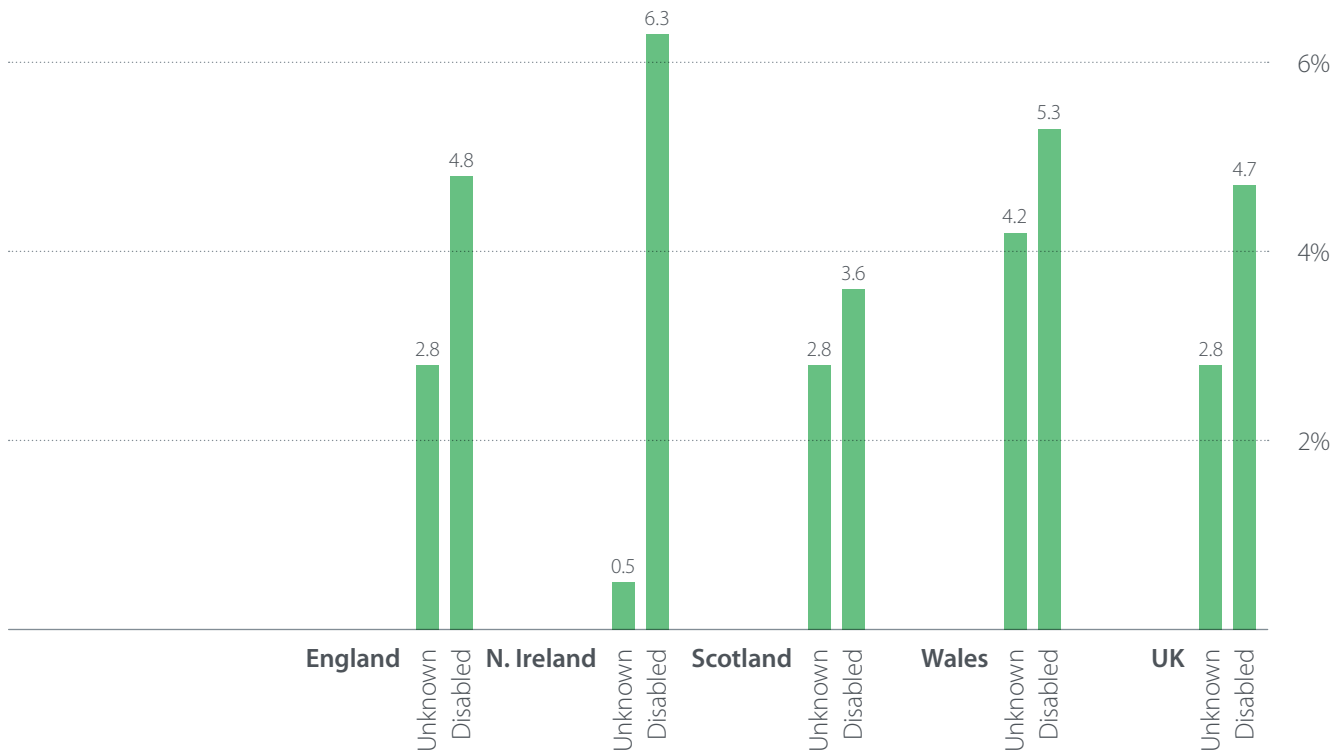
	England		N. Ireland		Scotland		Wales		UK	
	No.	%	No.	%	No.	%	No.	%	No.	%
Non-disabled	331160	95.2	5985	93.7	42775	96.4	19990	94.7	399910	95.3
No known disability	321410	92.4	5950	93.2	41550	93.7	19100	90.5	388005	92.4
Unknown/missing info	9750	2.8	35	0.5	1225	2.8	890	4.2	11900	2.8
Disabled	16700	4.8	400	6.3	1590	3.6	1110	5.3	19800	4.7
All staff	347860	100.0	6385	100.0	44365	100.0	21095	100.0	419710	100.0

← Country of institution definition: see page 15

← Disability definition: see page 12

Additional data by impairment type is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



2.2

Staff by activity and impairment type

← Staff activity definition: see page 15

← Disability definition: see page 12

← Impairment type definition: see page 14

			Proportion of disabled staff	Proportion of all staff
			No.	%
All staff				%
BLIN	Blind or a serious visual impairment	420	2.1	0.1
DEAF	Deaf or serious hearing impairment	1085	5.5	0.3
GENL	General learning disability	175	0.9	0.0
ILLN	Long standing illness or health condition	4865	24.6	1.2
MENT	Mental health condition	2340	11.8	0.6
PHYS	Physical impairment or mobility issues	1825	9.2	0.4
SOCC	Social/communication impairment	220	1.1	0.1
SPEC	Specific learning difficulty	4110	20.8	1.0
MULT	Two or more disabilities, impairments or conditions	1760	8.9	0.4
OTHD	Other type of disability, impairment or condition	2995	15.1	0.7
DIS	All disabled staff	19800	100.0	4.9
ND	Non-disabled staff	388005		95.1
All	All staff	407805		100.0

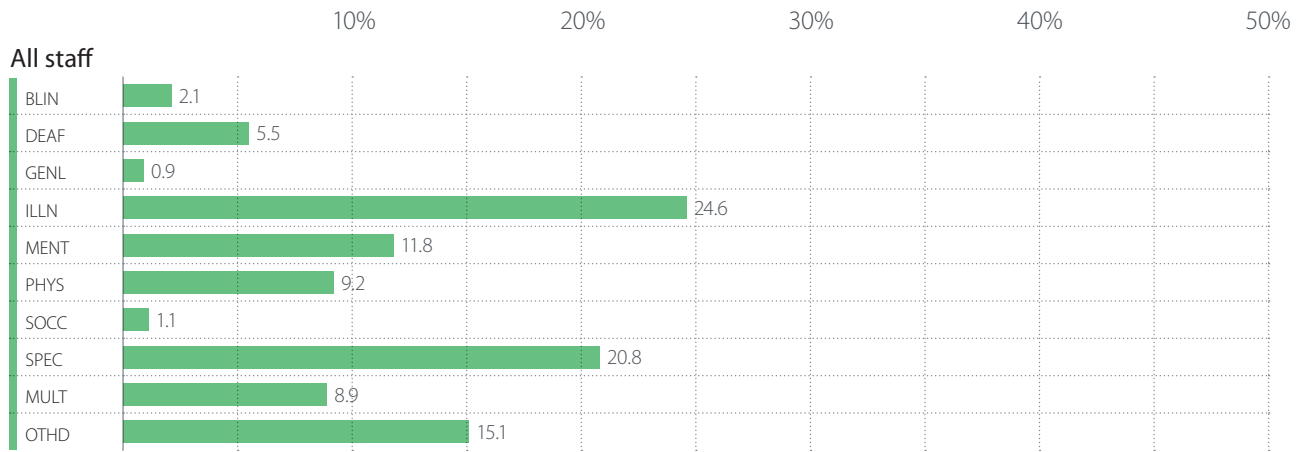
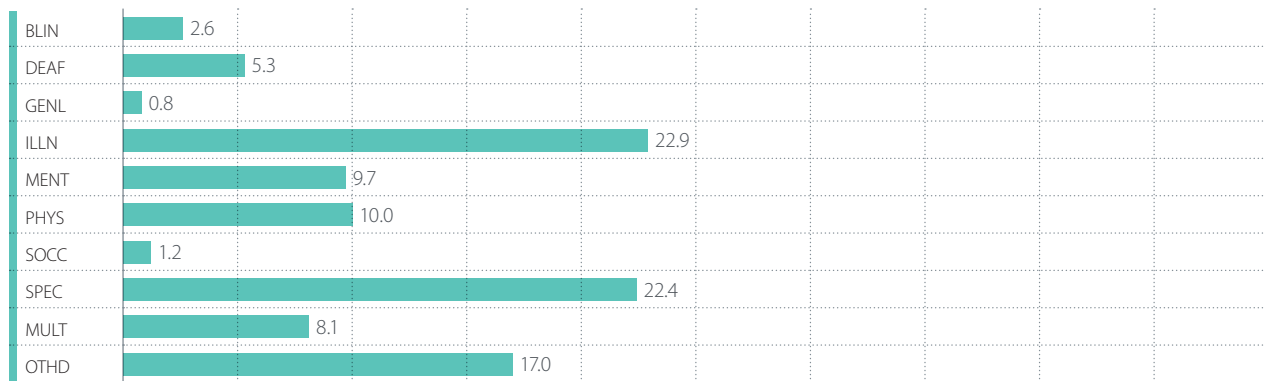
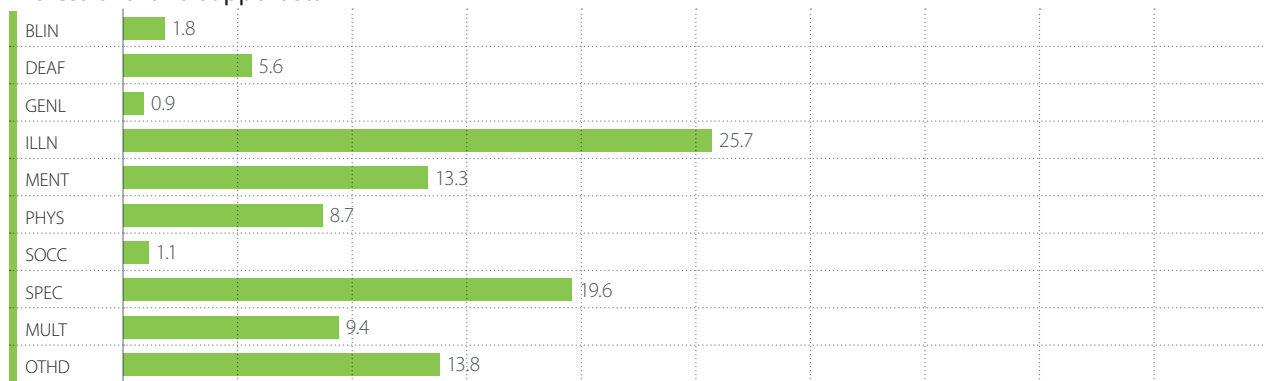
Academic staff

BLIN	Blind or a serious visual impairment	215	2.6	0.1
DEAF	Deaf or serious hearing impairment	435	5.3	0.2
GENL	General learning disability	65	0.8	0.0
ILLN	Long standing illness or health condition	1875	22.9	0.9
MENT	Mental health condition	795	9.7	0.4
PHYS	Physical impairment or mobility issues	820	10.0	0.4
SOCC	Social/communication impairment	95	1.2	0.0
SPEC	Specific learning difficulty	1835	22.4	0.9
MULT	Two or more disabilities, impairments or conditions	665	8.1	0.3
OTHD	Other type of disability, impairment or condition	1390	17.0	0.7
DIS	All disabled staff	8195	100.0	4.1
ND	Non-disabled staff	192400		95.9
All	All staff	200595		100.0

Professional and support staff

BLIN	Blind or a serious visual impairment	210	1.8	0.1
DEAF	Deaf or serious hearing impairment	650	5.6	0.3
GENL	General learning disability	105	0.9	0.1
ILLN	Long standing illness or health condition	2985	25.7	1.4
MENT	Mental health condition	1545	13.3	0.7
PHYS	Physical impairment or mobility issues	1005	8.7	0.5
SOCC	Social/communication impairment	125	1.1	0.1
SPEC	Specific learning difficulty	2280	19.6	1.1
MULT	Two or more disabilities, impairments or conditions	1095	9.4	0.5
OTHD	Other type of disability, impairment or condition	1605	13.8	0.8
DIS	All disabled staff	11605	100.0	5.6
ND	Non-disabled staff	195605		94.4
All	All staff	207210		100.0

Proportions of disabled staff by impairment type

**Academic staff****Professional and support staff**

2.3

Profile of staff over time by activity and disability status

← Staff activity definition: see page 15

← Disability definition: see page 12

All staff	Non-disabled		Disabled		All staff	
	No.	%	No.	%	No.	
2003/04	330745	97.8	7360	2.2	338105	
2004/05	338630	97.8	7675	2.2	346305	
2005/06	347565	97.8	7850	2.2	355415	
2006/07	355530	97.6	8630	2.4	364160	
2007/08	363105	97.5	9350	2.5	372455	
2008/09	369720	96.6	13040	3.4	382760	
2009/10	375945	97.0	11485	3.0	387430	
2010/11	369705	96.8	12085	3.2	381790	
2011/12	365280	96.6	12970	3.4	378250	
2012/13	367485	96.1	15035	3.9	382515	
2013/14	379000	95.8	16780	4.2	395780	
2014/15	385760	95.5	18075	4.5	403835	
2015/16	391455	95.4	18675	4.6	410130	
2016/17	388005	95.1	19800	4.9	407805	

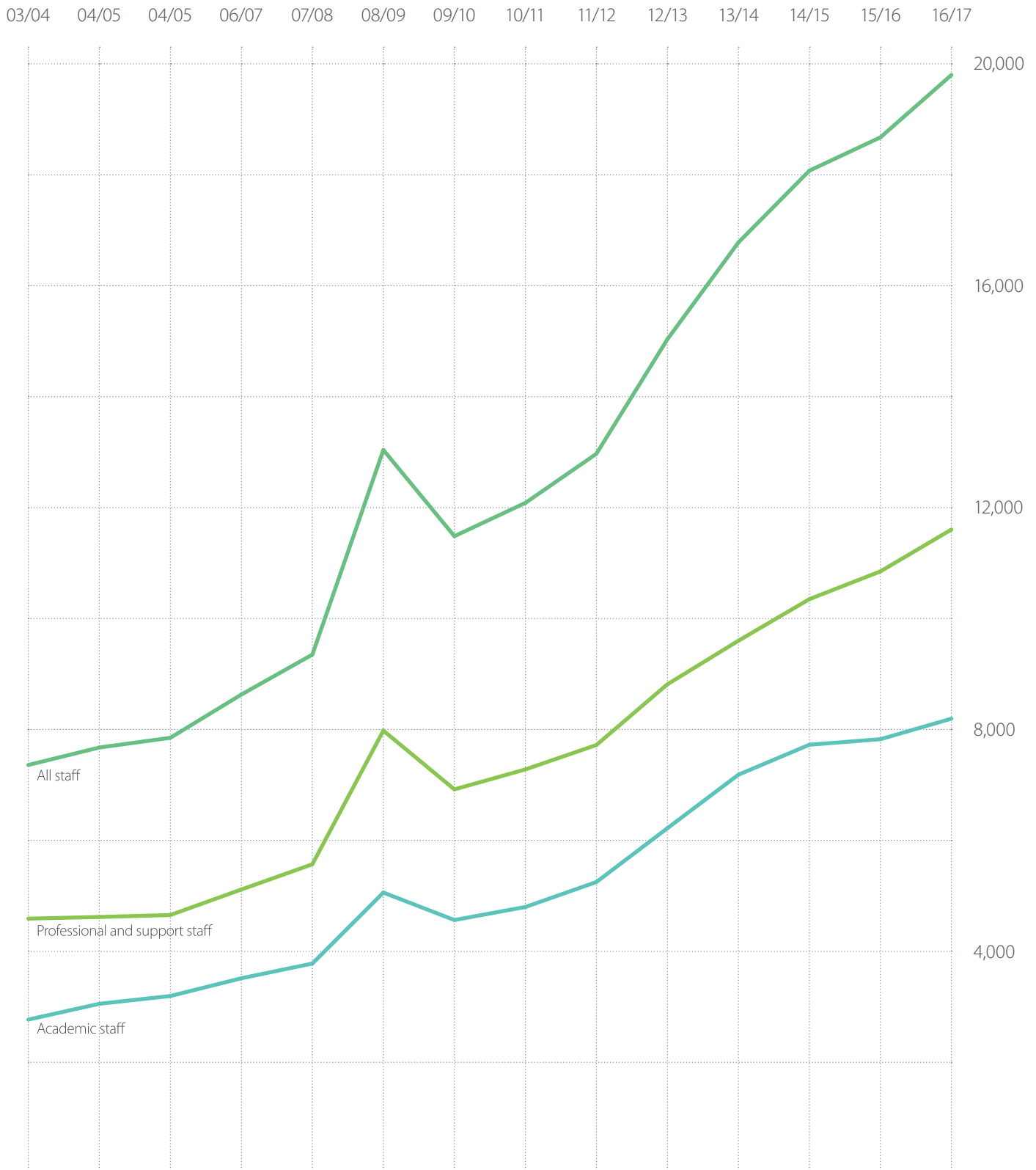
Academic staff

2003/04	147460	98.2	2770	1.8	150230	
2004/05	157600	98.1	3055	1.9	160655	
2005/06	161680	98.1	3195	1.9	164875	
2006/07	166480	97.9	3515	2.1	169995	
2007/08	171165	97.8	3780	2.2	174945	
2008/09	173980	97.2	5060	2.8	179040	
2009/10	177030	97.5	4565	2.5	181595	
2010/11	176380	97.3	4800	2.7	181185	
2011/12	176140	97.1	5250	2.9	181385	
2012/13	179365	96.6	6220	3.4	185585	
2013/14	187060	96.3	7185	3.7	194245	
2014/15	190610	96.1	7725	3.9	198335	
2015/16	193555	96.1	7825	3.9	201380	
2016/17	192400	95.9	8195	4.1	200595	

Professional and support staff

2003/04	183285	97.6	4590	2.4	187875	
2004/05	181030	97.5	4620	2.5	185650	
2005/06	185880	97.6	4655	2.4	190535	
2006/07	189050	97.4	5115	2.6	194165	
2007/08	191940	97.2	5570	2.8	197510	
2008/09	195740	96.1	7980	3.9	203720	
2009/10	198915	96.6	6920	3.4	205835	
2010/11	193320	96.4	7280	3.6	200605	
2011/12	189140	96.1	7720	3.9	196860	
2012/13	188120	95.5	8815	4.5	196935	
2013/14	191935	95.2	9600	4.8	201535	
2014/15	195150	95.0	10350	5.0	205500	
2015/16	197900	94.8	10850	5.2	208750	
2016/17	195605	94.4	11605	5.6	207210	

Numbers of staff who disclosed as disabled



2.4

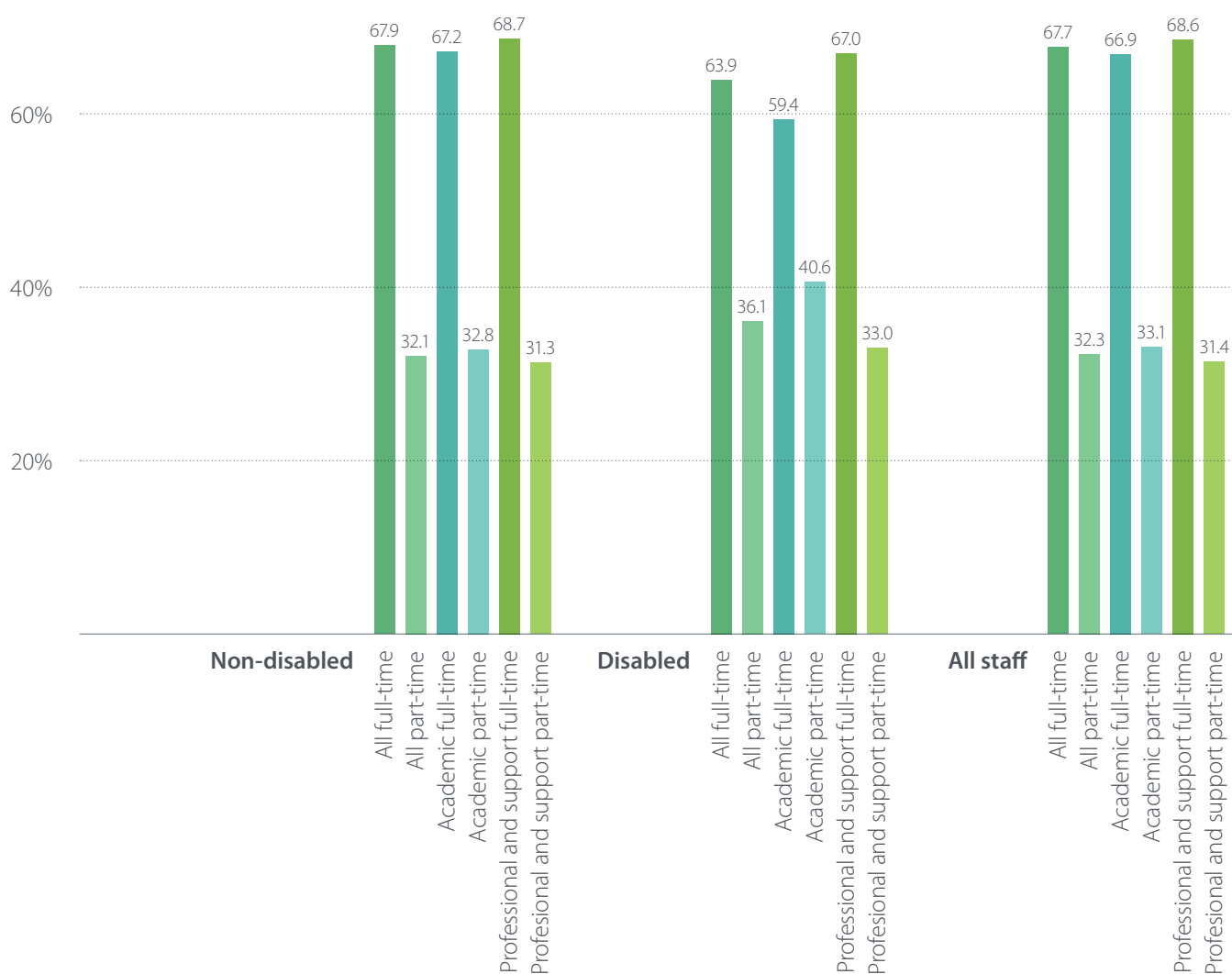
Staff by activity, mode and disability status

← Staff activity definition: see page 15

← Mode definition: see page 15

← Disability definition: see page 12

	Non-disabled			Disabled			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
All staff									
Full-time	263595	67.9	95.4	12645	63.9	4.6	276240	67.7	
Part-time	124410	32.1	94.6	7155	36.1	5.4	131565	32.3	
All modes	388005	100.0	95.1	19800	100.0	4.9	407805	100.0	
Academic staff									
Full-time	129265	67.2	96.4	4865	59.4	3.6	134135	66.9	
Part-time	63135	32.8	95.0	3330	40.6	5.0	66465	33.1	
All modes	192400	100.0	95.9	8195	100.0	4.1	200595	100.0	
Professional and support staff									
Full-time	134330	68.7	94.5	7780	67.0	5.5	142105	68.6	
Part-time	61275	31.3	94.1	3825	33.0	5.9	65105	31.4	
All modes	195605	100.0	94.4	11605	100.0	5.6	207210	100.0	



2.5

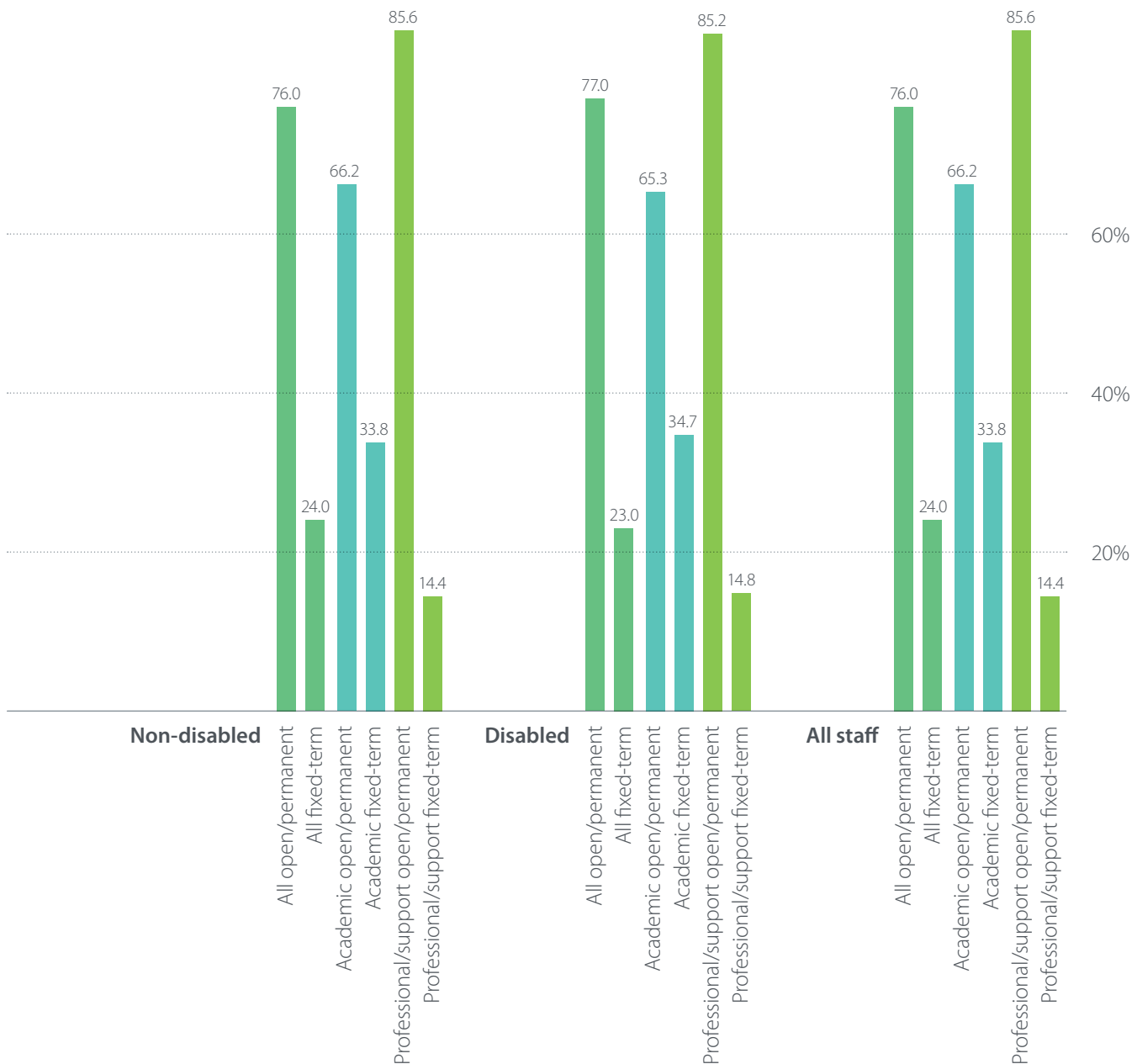
Staff by activity, contract type and disability status

	Non-disabled			Disabled			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
All staff									
Open-ended/permanent	294860	76.0	95.1	15240	77.0	4.9	310100	76.0	
Fixed-term	93145	24.0	95.3	4560	23.0	4.7	97705	24.0	
All contracts	388005	100.0	95.1	19800	100.0	4.9	407805	100.0	
Academic staff									
Open-ended/permanent	127395	66.2	96.0	5345	65.3	4.0	132745	66.2	
Fixed-term	65005	33.8	95.8	2845	34.7	4.2	67850	33.8	
All contracts	192400	100.0	95.9	8195	100.0	4.1	200595	100.0	
Professional and support staff									
Open-ended/permanent	167465	85.6	94.4	9890	85.2	5.6	177355	85.6	
Fixed-term	28140	14.4	94.3	1715	14.8	5.7	29855	14.4	
All contracts	195605	100.0	94.4	11605	100.0	5.6	207210	100.0	

← Staff activity definition: see page 15

← Contract type definition: see page 16

← Disability definition: see page 12



2.6

Academic staff by mode, contract type and disability status

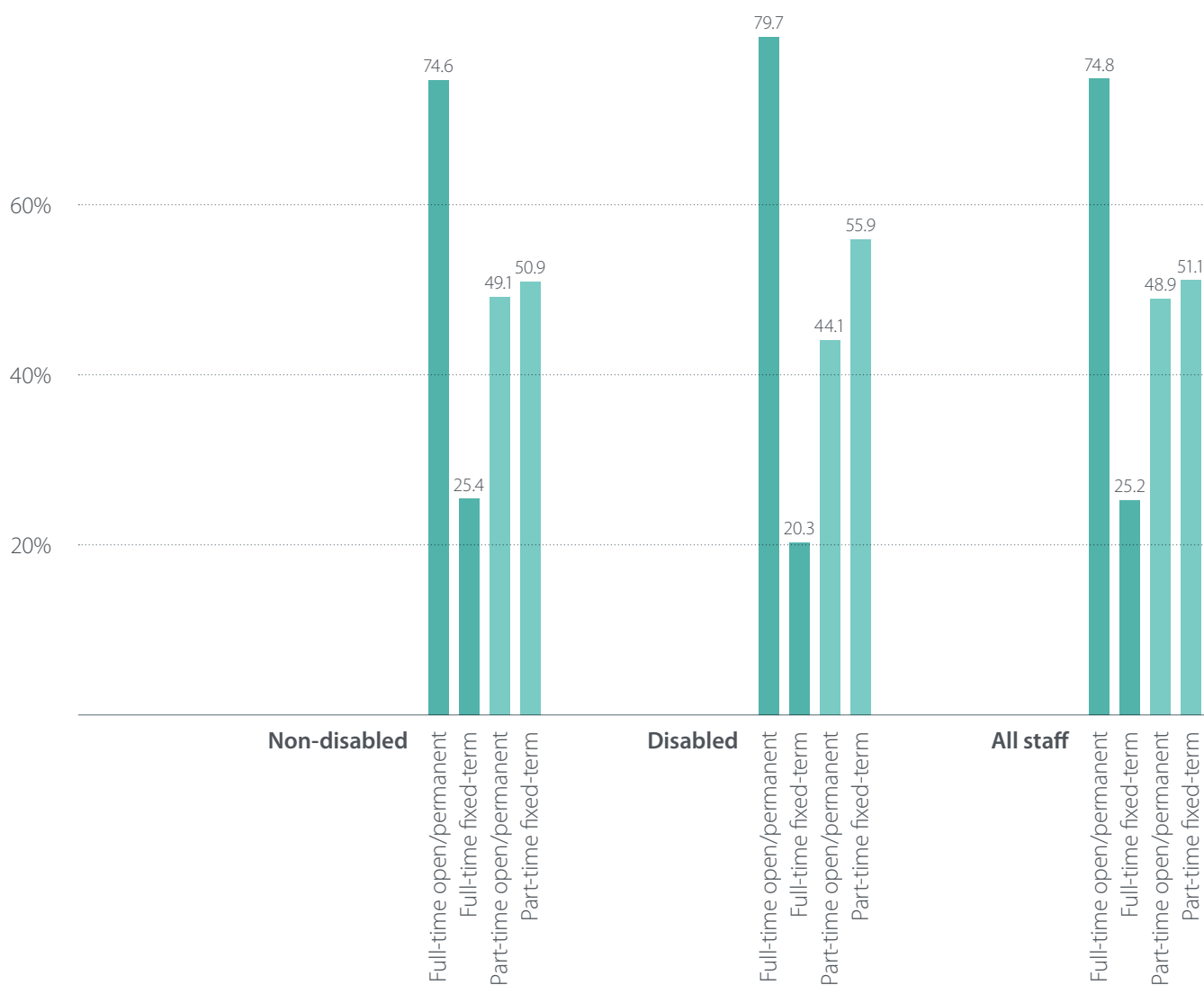
← Staff activity definition; see page 15

← Mode definition; see page 15

← Contract type definition; see page 16

← Disability definition; see page 12

	Non-disabled			Disabled			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
Full-time									
Open-ended/permanent	96395	74.6	96.1	3880	79.7	3.9	100275	74.8	
Fixed-term	32870	25.4	97.1	985	20.3	2.9	33855	25.2	
All contracts	129265	100.0	96.4	4865	100.0	3.6	134135	100.0	
Part-time									
Open-ended/permanent	31000	49.1	95.5	1465	44.1	4.5	32470	48.9	
Fixed-term	32135	50.9	94.5	1860	55.9	5.5	33995	51.1	
All contracts	63135	100.0	95.0	3330	100.0	5.0	66465	100.0	



Professional and support staff by mode, contract type and disability status

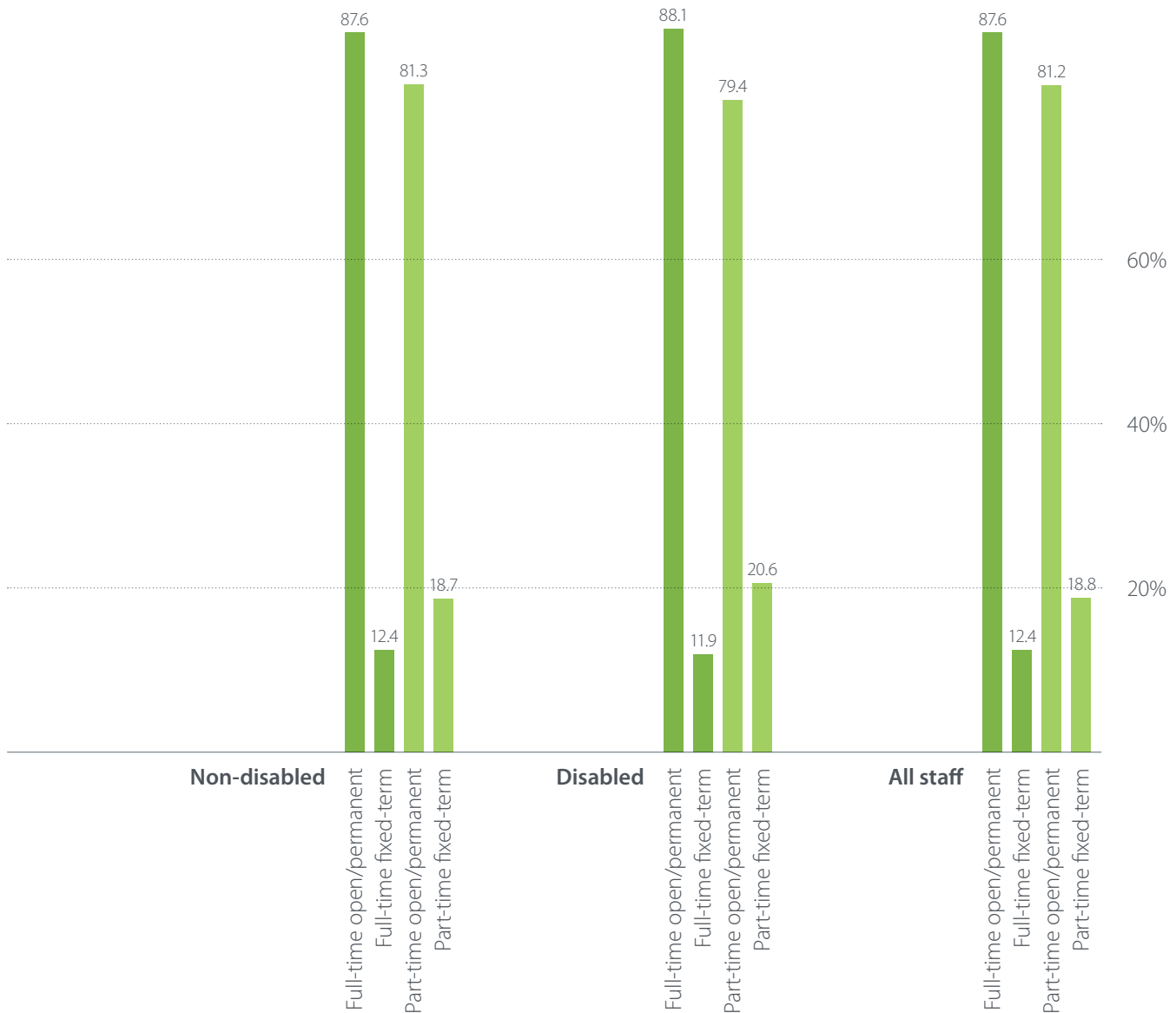
	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	117670	87.6	94.5	6855	88.1	5.5	124520	87.6
Fixed-term	16660	12.4	94.7	925	11.9	5.3	17585	12.4
All contracts	134330	100.0	94.5	7780	100.0	5.5	142105	100.0
Part-time								
Open-ended/permanent	49795	81.3	94.3	3035	79.4	5.7	52835	81.2
Fixed-term	11480	18.7	93.6	790	20.6	6.4	12270	18.8
All contracts	61275	100.0	94.1	3825	100.0	5.9	65105	100.0

← Staff activity definition: see page 15

← Mode definition: see page 15

← Contract type definition: see page 16

← Disability definition: see page 12



2.8

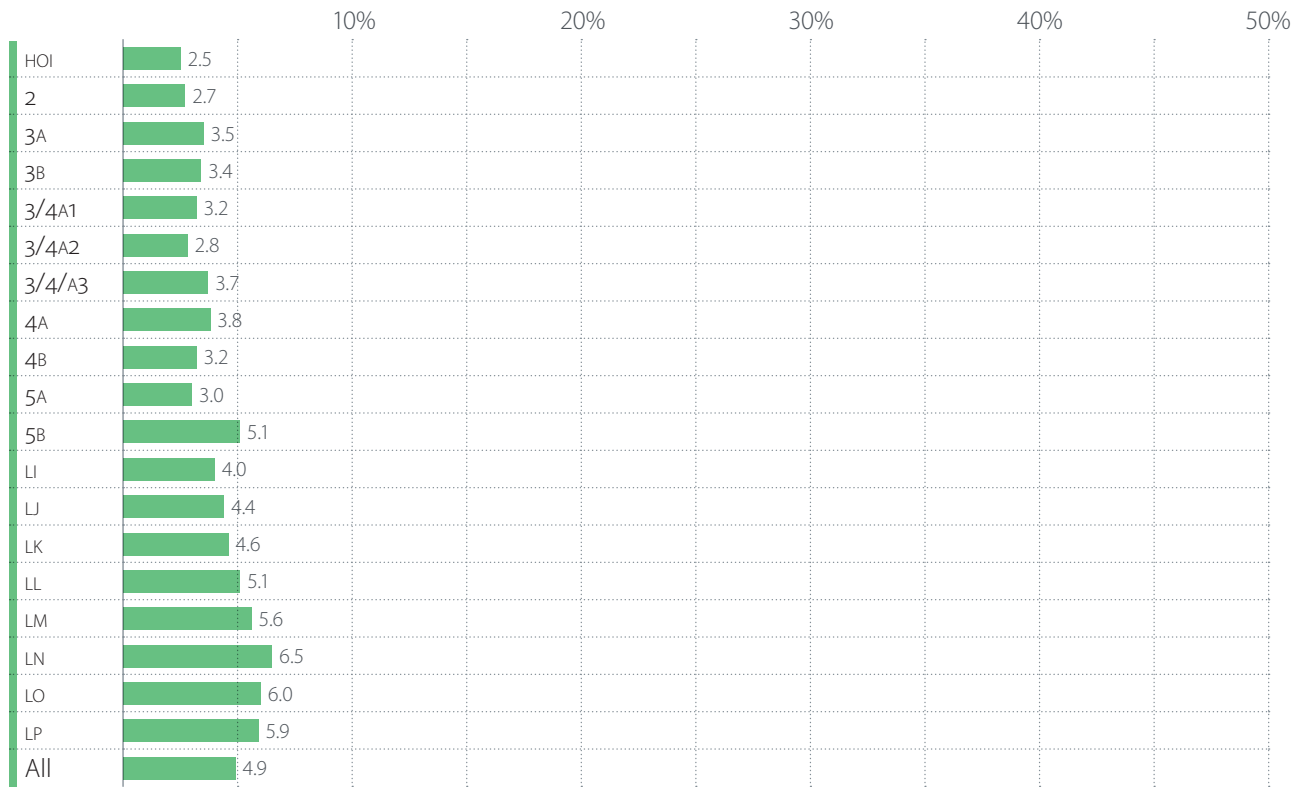
Staff by contract level and disability status

← Contract level
definition:
see page 16

← Disability
definition:
see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	155	0.0	97.5	5	0.0	2.5	160	0.0
2	UCEA level 2	675	0.2	97.3	20	0.1	2.7	690	0.2
3A	UCEA level 3A	605	0.2	96.5	20	0.1	3.5	630	0.2
3B	UCEA level 3B	1470	0.4	96.6	50	0.3	3.4	1520	0.4
3/4A1	UCEA level 3/4A1	665	0.2	96.8	20	0.1	3.2	690	0.2
3/4A2	UCEA level 3/4A2	650	0.2	97.2	20	0.1	2.8	670	0.2
3/4/A3	UCEA level 3/4A3	1195	0.3	96.3	45	0.2	3.7	1240	0.3
4A	UCEA level 4A	2100	0.5	96.2	85	0.4	3.8	2180	0.5
4B	UCEA level 4B	1830	0.5	96.8	60	0.3	3.2	1890	0.5
5A	UCEA level 5A	19310	5.0	97.0	605	3.1	3.0	19915	4.9
5B	UCEA level 5B	1985	0.5	94.9	105	0.5	5.1	2095	0.5
LI	XperTHR level I	32710	8.4	96.0	1350	6.8	4.0	34060	8.4
LJ	XperTHR level J	68865	17.7	95.6	3190	16.1	4.4	72055	17.7
LK	XperTHR level K	93205	24.0	95.4	4460	22.5	4.6	97660	23.9
LL	XperTHR level L	57900	14.9	94.9	3120	15.8	5.1	61020	15.0
LM	XperTHR level M	43625	11.2	94.4	2605	13.2	5.6	46230	11.3
LN	XperTHR level N	28750	7.4	93.5	2000	10.1	6.5	30750	7.5
LO	XperTHR level O	15120	3.9	94.0	965	4.9	6.0	16085	3.9
LP	XperTHR level P	17200	4.4	94.1	1070	5.4	5.9	18270	4.5
All	All contract levels	388005	100.0	95.1	19800	100.0	4.9	407805	100.0

Proportions of staff who disclosed as disabled



2.9

Staff by activity, contract level and disability status

← Staff activity definition: see page 15

← Contract level definition: see page 16

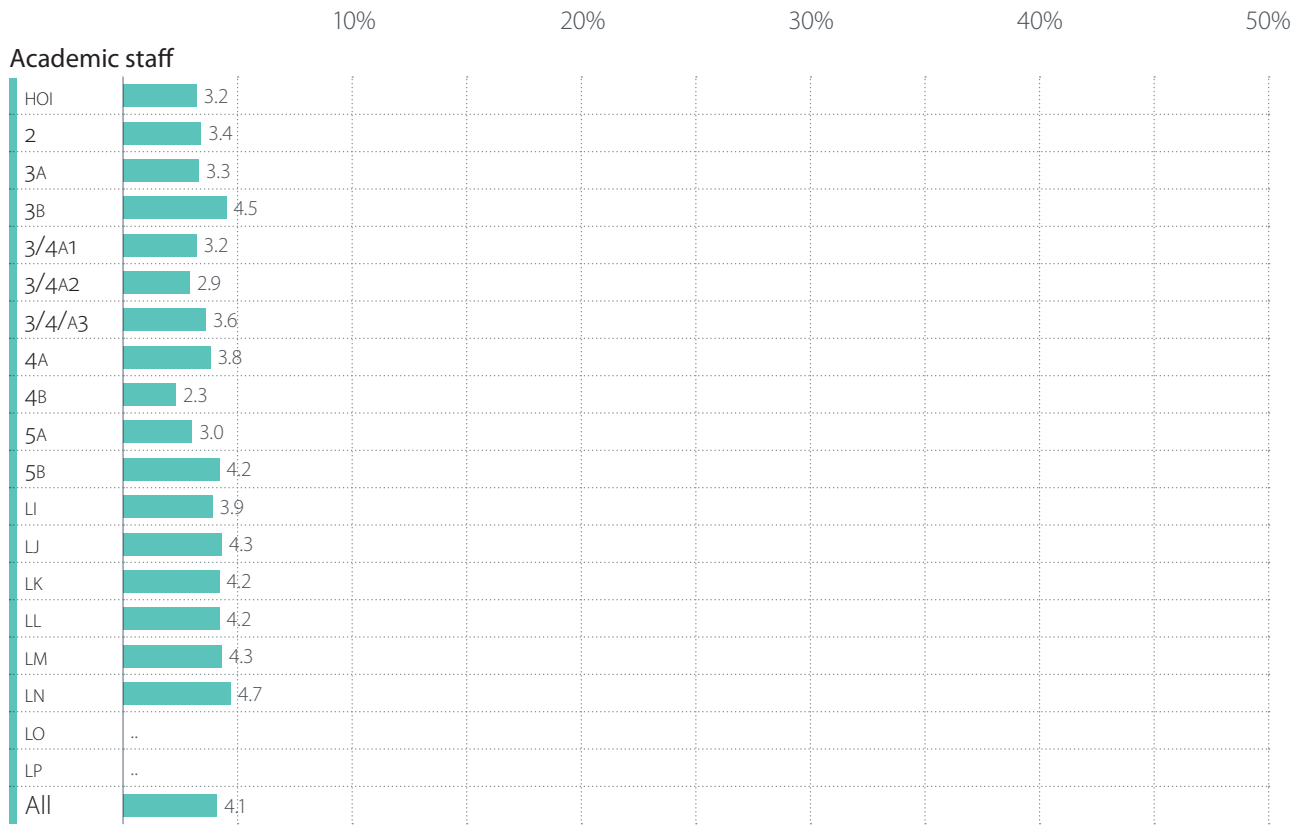
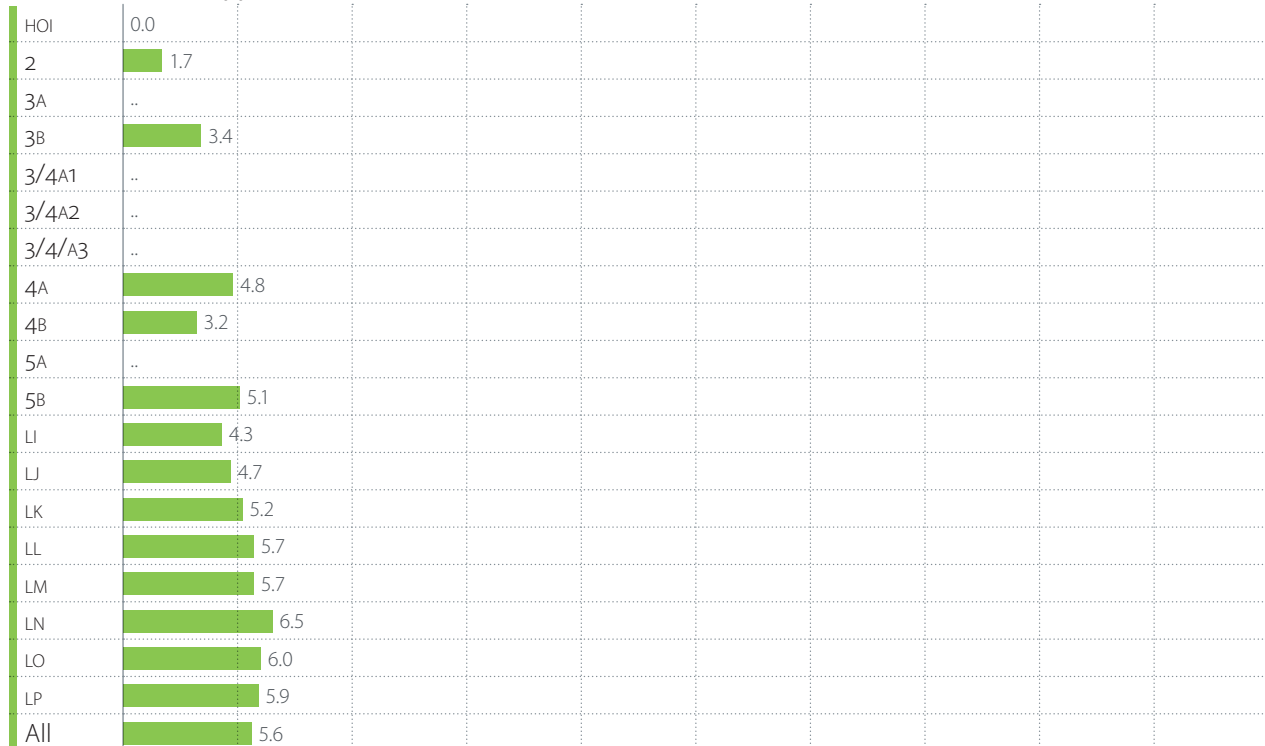
← Disability definition: see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	120	0.1	96.8	5	0.0	3.2	125	0.1
2	UCEA level 2	390	0.2	96.6	15	0.2	3.4	400	0.2
3A	UCEA level 3A	600	0.3	96.7	20	0.3	3.3	625	0.3
3B	UCEA level 3B	40	0.0	95.5	0	0.0	4.5	45	0.0
3/4A1	UCEA level 3/4A1	660	0.3	96.8	20	0.3	3.2	685	0.3
3/4A2	UCEA level 3/4A2	635	0.3	97.1	20	0.2	2.9	655	0.3
3/4/A3	UCEA level 3/4A3	1180	0.6	96.4	45	0.5	3.6	1225	0.6
4A	UCEA level 4A	2040	1.1	96.2	80	1.0	3.8	2120	1.1
4B	UCEA level 4B	40	0.0	97.7	0	0.0	2.3	45	0.0
5A	UCEA level 5A	19295	10.0	97.0	605	7.4	3.0	19900	9.9
5B	UCEA level 5B	45	0.0	95.8	0	0.0	4.2	50	0.0
LI	XpertHR level I	27005	14.0	96.1	1095	13.4	3.9	28100	14.0
LJ	XpertHR level J	50905	26.5	95.7	2310	28.2	4.3	53210	26.5
LK	XpertHR level K	63095	32.8	95.8	2800	34.2	4.2	65895	32.9
LL	XpertHR level L	22840	11.9	95.8	1010	12.3	4.2	23850	11.9
LM	XpertHR level M	3090	1.6	95.7	140	1.7	4.3	3230	1.6
LN	XpertHR level N	415	0.2	95.3	20	0.3	4.7	435	0.2
LO	XpertHR level O	5	0.0	..	0	0.0	..	5	0.0
LP	XpertHR level P	0	0.0	..	0	0.0	..	0	0.0
All	All contract levels	192400	100.0	95.9	8195	100.0	4.1	200595	100.0

Professional and support staff

HOI	Head of institution	35	0.0	100.0	0	0.0	0.0	35	0.0
2	UCEA level 2	285	0.1	98.3	5	0.0	1.7	290	0.1
3A	UCEA level 3A	5	0.0	..	0	0.0	..	5	0.0
3B	UCEA level 3B	1430	0.7	96.6	50	0.4	3.4	1480	0.7
3/4A1	UCEA level 3/4A1	5	0.0	..	0	0.0	..	5	0.0
3/4A2	UCEA level 3/4A2	15	0.0	..	0	0.0	..	15	0.0
3/4/A3	UCEA level 3/4A3	15	0.0	..	0	0.0	..	15	0.0
4A	UCEA level 4A	60	0.0	95.2	5	0.0	4.8	60	0.0
4B	UCEA level 4B	1785	0.9	96.8	60	0.5	3.2	1845	0.9
5A	UCEA level 5A	15	0.0	..	0	0.0	..	15	0.0
5B	UCEA level 5B	1940	1.0	94.9	105	0.9	5.1	2045	1.0
LI	XpertHR level I	5700	2.9	95.7	255	2.2	4.3	5960	2.9
LJ	XpertHR level J	17960	9.2	95.3	880	7.6	4.7	18840	9.1
LK	XpertHR level K	30105	15.4	94.8	1660	14.3	5.2	31765	15.3
LL	XpertHR level L	35060	17.9	94.3	2110	18.2	5.7	37170	17.9
LM	XpertHR level M	40535	20.7	94.3	2465	21.3	5.7	43000	20.8
LN	XpertHR level N	28335	14.5	93.5	1980	17.1	6.5	30310	14.6
LO	XpertHR level O	15115	7.7	94.0	965	8.3	6.0	16080	7.8
LP	XpertHR level P	17200	8.8	94.1	1070	9.2	5.9	18270	8.8
All	All contract levels	195605	100.0	94.4	11605	100.0	5.6	207210	100.0

Proportions of staff who disclosed as disabled

**Professional and support staff**

2.10

Staff by activity, occupational group and disability status

← Staff activity definition; see page 15

← Occupational group definition; see page 18

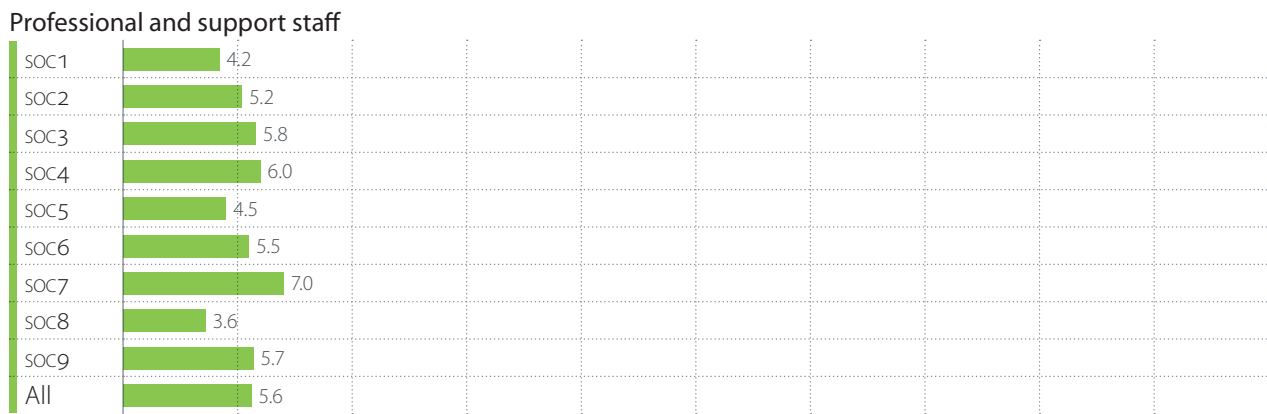
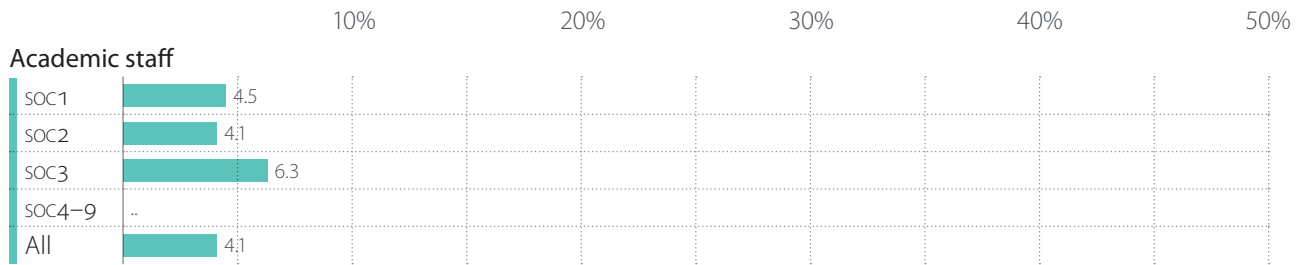
← Disability definition; see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	505	0.3	95.5	25	0.3	4.5	530	0.3
soc2	Professional occupations	190370	98.9	95.9	8070	98.5	4.1	198440	98.9
soc3	Associate professional and technical	1515	0.8	93.7	100	1.2	6.3	1615	0.8
soc4-9	Clerical and manual occupations	10	0.0	..	0	0.0	..	10	..
All	All academic staff	192400	100.0	95.9	8195	100.0	4.1	200595	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	10530	5.4	95.8	465	4.0	4.2	10995	5.3
soc2	Professional occupations	39635	20.3	94.8	2160	18.6	5.2	41800	20.2
soc3	Associate professional and technical	43525	22.3	94.2	2680	23.1	5.8	46205	22.3
soc4	Administrative and secretarial	63655	32.5	94.0	4080	35.2	6.0	67735	32.7
soc5	Skilled trades occupations	6015	3.1	95.5	285	2.5	4.5	6300	3.0
soc6	Caring, leisure and other service	6595	3.4	94.5	385	3.3	5.5	6980	3.4
soc7	Sales and customer service occupations	2145	1.1	93.0	160	1.4	7.0	2305	1.1
soc8	Process, plant and machine operatives	1430	0.7	96.4	55	0.5	3.6	1480	0.7
soc9	Elementary occupations	22080	11.3	94.3	1325	11.4	5.7	23405	11.3
All	All professional and support staff	195605	100.0	94.4	11605	100.0	5.6	207210	100.0
All staff									
All	All staff	388005	100.0	95.1	19800	100.0	4.9	407805	100.0

Additional data by impairment type is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who disclosed as disabled



2.11

Full-time and part-time staff by activity, occupational group and disability status

← Mode definition: see page 15

← Staff activity definition: see page 15

← Occupational group definition: see page 18

← Disability definition: see page 12

Full-time		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	425	0.3	95.2	20	0.4	4.8	445	0.3
soc2	Professional occupations	127735	98.8	96.4	4775	98.1	3.6	132510	98.8
soc3	Associate professional and technical	1100	0.9	94.0	70	1.4	6.0	1170	0.9
soc4-9	Clerical and manual occupations	10	0.0	..	0	0.0	..	10	..
All	All academic staff	129265	100.0	96.4	4865	100.0	3.6	134135	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	9275	6.9	95.9	400	5.2	4.1	9675	6.8
soc2	Professional occupations	30745	22.9	94.9	1655	21.3	5.1	32400	22.8
soc3	Associate professional and technical	33465	24.9	94.3	2025	26.0	5.7	35490	25.0
soc4	Administrative and secretarial	42065	31.3	94.0	2705	34.7	6.0	44765	31.5
soc5	Skilled trades occupations	5270	3.9	95.5	250	3.2	4.5	5515	3.9
soc6	Caring, leisure and other service	3620	2.7	94.9	195	2.5	5.1	3815	2.7
soc7	Sales and customer service occupations	1175	0.9	93.8	80	1.0	6.2	1250	0.9
soc8	Process, plant and machine operatives	1225	0.9	96.3	45	0.6	3.7	1275	0.9
soc9	Elementary occupations	7490	5.6	94.6	430	5.5	5.4	7920	5.6
All	All professional and support staff	134330	100.0	94.5	7780	100.0	5.5	142105	100.0
All staff									
All	All staff	263595	100.0	95.4	12645	100.0	4.6	276240	100.0

Part-time

Academic staff

soc1	Managers, directors and senior officials	85	0.1	96.9	5	0.1	3.1	85	0.1
soc2	Professional occupations	62635	99.2	95.0	3295	99.0	5.0	65930	99.2
soc3	Associate professional and technical	415	0.7	93.0	30	0.9	7.0	445	0.7
soc4-9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	..
All	All academic staff	63135	100.0	95.0	3330	100.0	5.0	66465	100.0

Professional and support staff

soc1	Managers, directors and senior officials	1255	2.0	95.0	65	1.7	5.0	1320	2.0
soc2	Professional occupations	8895	14.5	94.6	510	13.3	5.4	9400	14.4
soc3	Associate professional and technical	10060	16.4	93.9	655	17.1	6.1	10715	16.5
soc4	Administrative and secretarial	21590	35.2	94.0	1380	36.1	6.0	22970	35.3
soc5	Skilled trades occupations	745	1.2	95.2	40	1.0	4.8	785	1.2
soc6	Caring, leisure and other service	2970	4.8	93.9	195	5.1	6.1	3165	4.9
soc7	Sales and customer service occupations	970	1.6	92.1	85	2.2	7.9	1055	1.6
soc8	Process, plant and machine operatives	200	0.3	96.6	5	0.2	3.4	210	0.3
soc9	Elementary occupations	14590	23.8	94.2	895	23.4	5.8	15485	23.8
All	All professional and support staff	61275	100.0	94.1	3825	100.0	5.9	65105	100.0

All staff

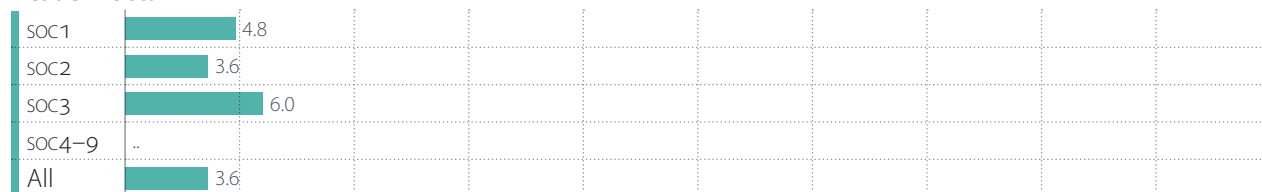
All	All staff	124410	100.0	94.6	7155	100.0	5.4	131565	100.0
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Proportions of staff who disclosed as disabled

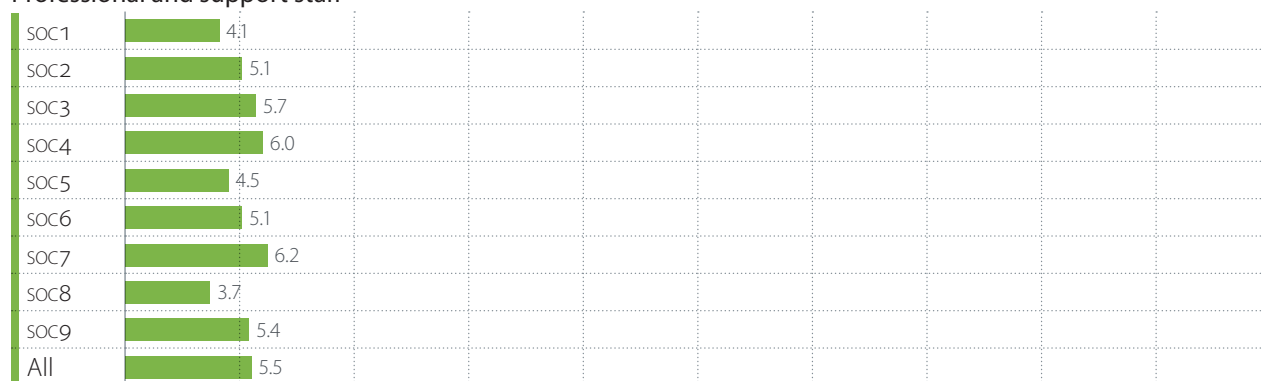
Full-time

10% 20% 30% 40% 50%

Academic staff



Professional and support staff



All staff

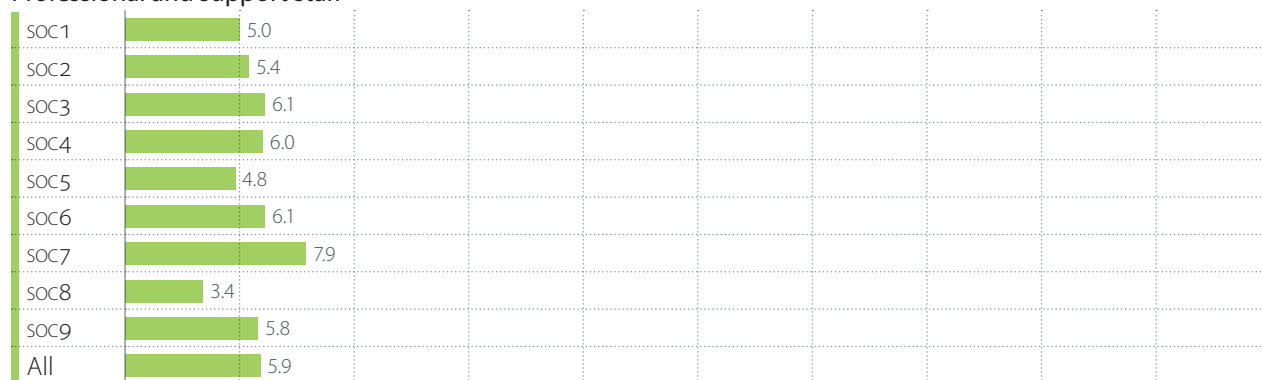


Part-time

Academic staff



Professional and support staff



All staff

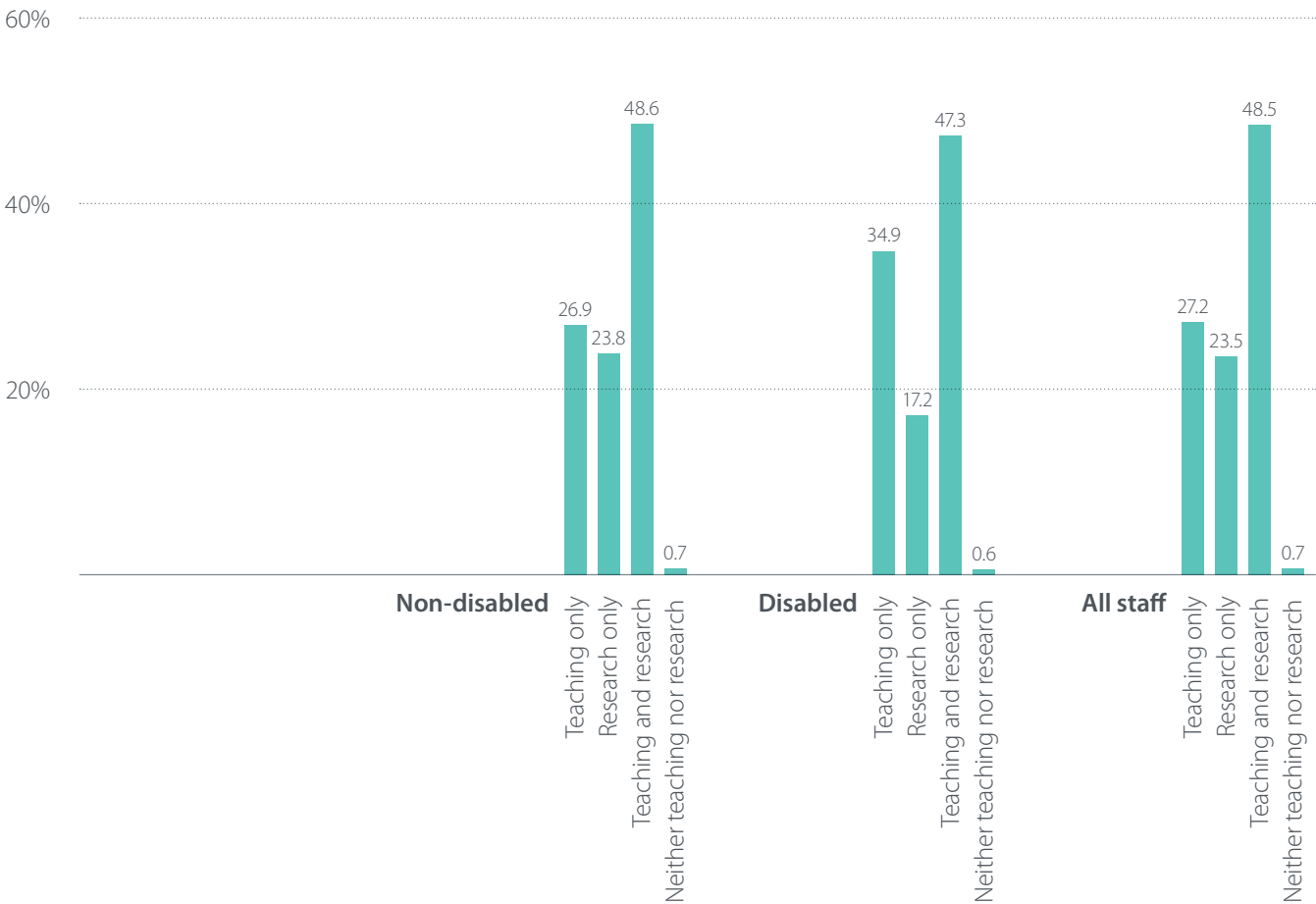


2.12 Academic staff by research/teaching contract type and disability status

← Academic contract definition; see page 19

← Disability definition; see page 12

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	51805	26.9	94.8	2855	34.9	5.2	54660	27.2
Research only	45710	23.8	97.0	1410	17.2	3.0	47120	23.5
Teaching and research	93485	48.6	96.0	3875	47.3	4.0	97360	48.5
Neither teaching nor research	1405	0.7	96.4	55	0.6	3.6	1455	0.7
All academic contracts	192400	100.0	95.9	8195	100.0	4.1	200595	100.0



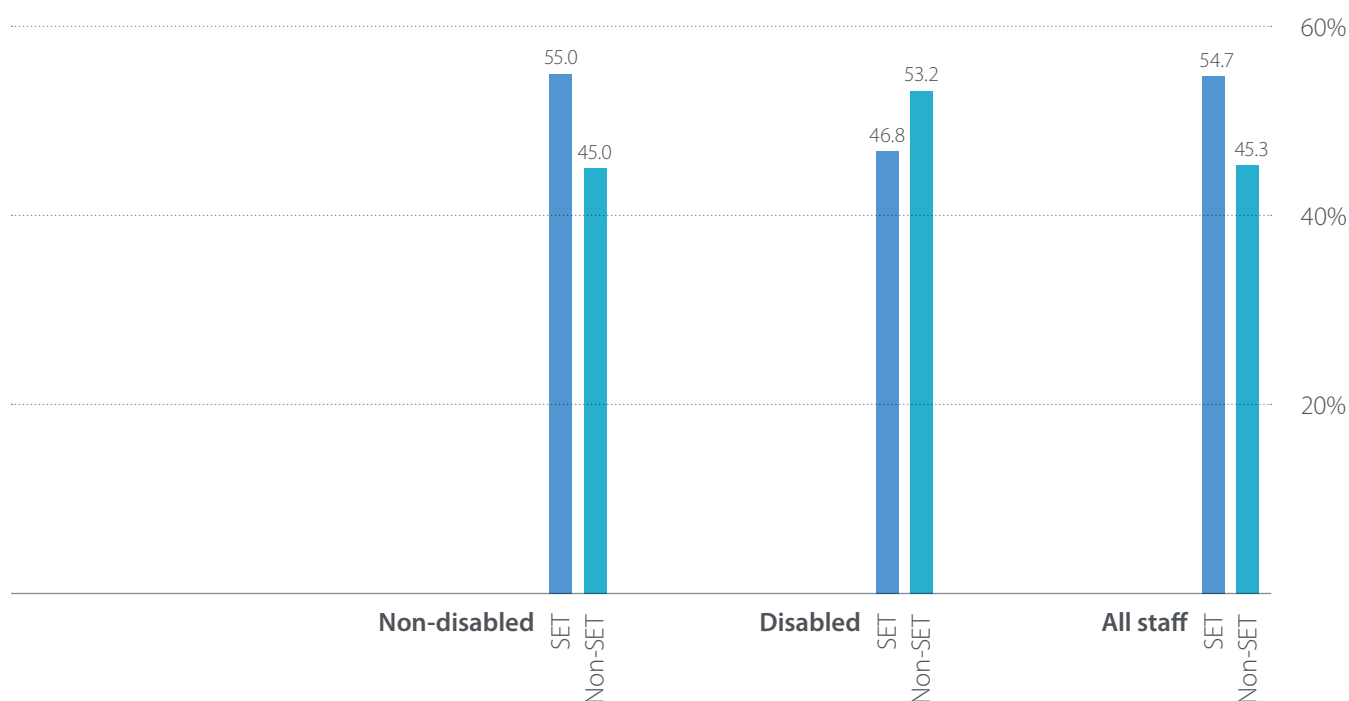
2.13

Academic staff by SET category and disability status

	Non-disabled		Disabled		All staff	
	No.	↓ %	No.	↓ %	No.	↓ %
SET	105825	55.0	3835	46.8	109660	54.7
Non-SET	86575	45.0	4360	53.2	90935	45.3
All subject areas	192400	100.0	8195	100.0	200595	100.0

← SET/non-SET
subject area
definition:
see page 19

← Disability
definition:
see page 12



2.14

SET academic staff by subject area and disability status

← SET/non-SET
subject area
definition:
see page 19

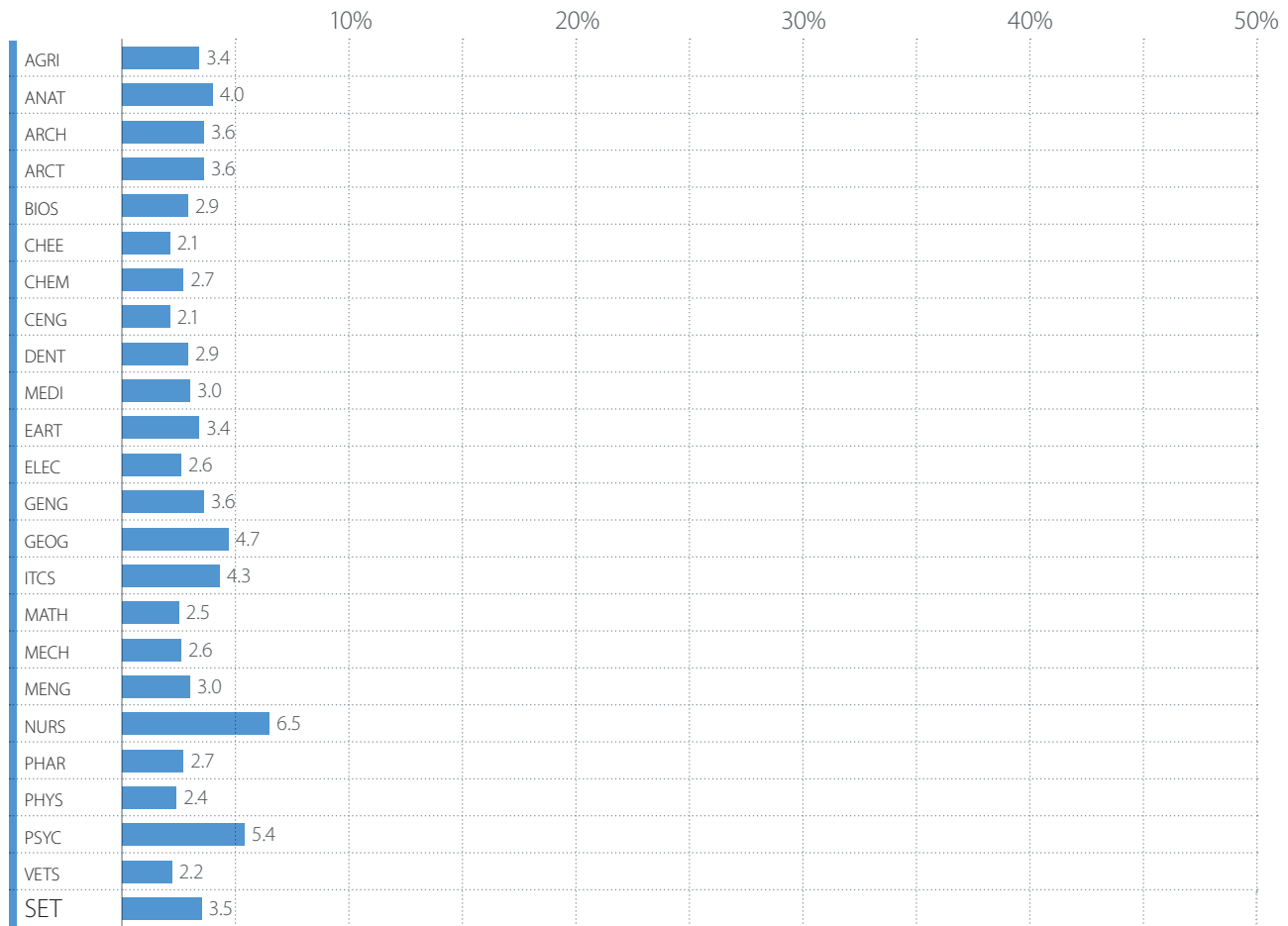
← Disability
definition:
see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	1095	1.0	96.6	40	1.0	3.4	1130	1.0
ANAT	Anatomy, physiology	1730	1.6	96.0	70	1.9	4.0	1805	1.6
ARCH	Archaeology	725	0.7	96.4	25	0.7	3.6	750	0.7
ARCT	Architecture, built environment, planning	3815	3.6	96.4	145	3.8	3.6	3960	3.6
BIOS	Biosciences	13150	12.4	97.1	390	10.2	2.9	13540	12.3
CHEE	Chemical engineering	1160	1.1	97.9	25	0.7	2.1	1185	1.1
CHEM	Chemistry	4065	3.8	97.3	110	2.9	2.7	4175	3.8
CENG	Civil engineering	1890	1.8	97.9	40	1.1	2.1	1930	1.8
DENT	Clinical dentistry	1430	1.4	97.1	40	1.1	2.9	1475	1.3
MEDI	Clinical medicine	22665	21.4	97.0	695	18.1	3.0	23355	21.3
EART	Earth, marine, environmental sciences	3400	3.2	96.6	120	3.1	3.4	3515	3.2
ELEC	Electrical, electronic, computer engineering	4145	3.9	97.4	110	2.9	2.6	4255	3.9
GENG	General engineering	3540	3.3	96.4	135	3.5	3.6	3675	3.4
GEOG	Geography, environmental studies	2215	2.1	95.3	110	2.8	4.7	2325	2.1
ITCS	IT, systems sciences, computer software eng.	6390	6.0	95.7	285	7.5	4.3	6675	6.1
MATH	Mathematics	4435	4.2	97.5	115	3.0	2.5	4550	4.1
MECH	Mechanical, aero, production engineering	4885	4.6	97.4	130	3.4	2.6	5015	4.6
MENG	Mineral, metallurgy, materials engineering	1120	1.1	97.0	35	0.9	3.0	1155	1.1
NURS	Nursing, allied health professions	9165	8.7	93.5	635	16.5	6.5	9800	8.9
PHAR	Pharmacy, pharmacology	2220	2.1	97.3	60	1.6	2.7	2285	2.1
PHYS	Physics	4850	4.6	97.6	120	3.1	2.4	4970	4.5
PSYC	Psychology, behavioural sciences	6415	6.1	94.6	365	9.5	5.4	6780	6.2
VETS	Veterinary science	1315	1.2	97.8	30	0.8	2.2	1345	1.2
SET	All SET subject areas	105825	100.0	96.5	3835	100.0	3.5	109660	100.0

Additional data by impairment type is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who disclosed as disabled



2.15

Non-SET academic staff by subject area and disability status

← SET/non-SET
subject area
definition:
see page 19

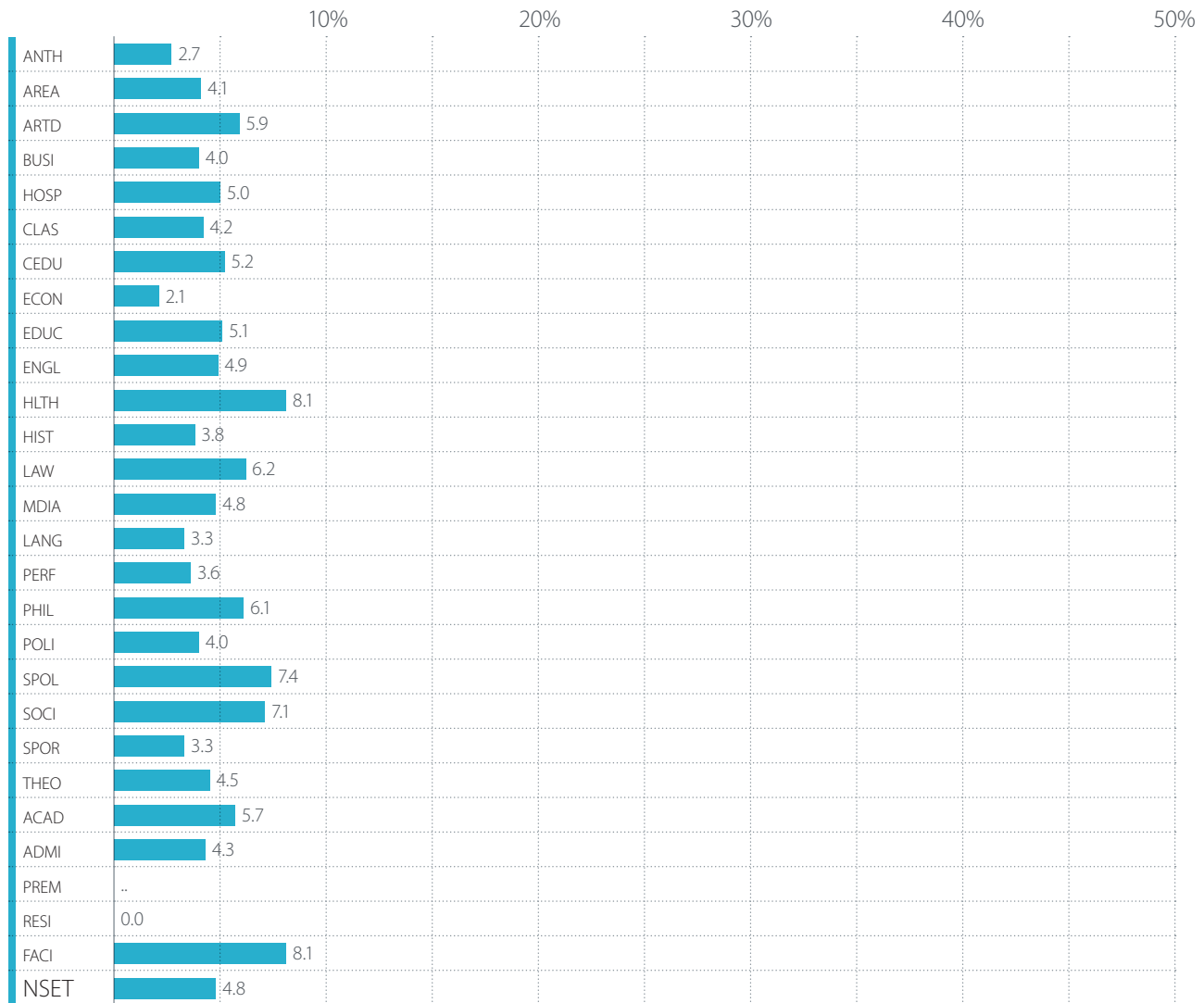
← Disability
definition:
see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	865	1.0	97.3	25	0.6	2.7	885	1.0
AREA	Area studies	350	0.4	95.9	15	0.3	4.1	365	0.4
ARTD	Art, design	9510	11.0	94.1	600	13.7	5.9	10105	11.1
BUSI	Business, management studies	14455	16.7	96.0	610	14.0	4.0	15065	16.6
HOSP	Catering, hospitality management	610	0.7	95.0	30	0.7	5.0	645	0.7
CLAS	Classics	605	0.7	95.8	25	0.6	4.2	630	0.7
CEDU	Continuing education	825	1.0	94.8	45	1.0	5.2	870	1.0
ECON	Economics, econometrics	2805	3.2	97.9	60	1.4	2.1	2865	3.1
EDUC	Education	8305	9.6	94.9	440	10.1	5.1	8750	9.6
ENGL	English language, literature	4530	5.2	95.1	235	5.4	4.9	4765	5.2
HLTH	Health, community studies	2655	3.1	91.9	235	5.4	8.1	2890	3.2
HIST	History	3255	3.8	96.2	130	2.9	3.8	3380	3.7
LAW	Law	5145	5.9	93.8	340	7.8	6.2	5485	6.0
MDIA	Media studies	4330	5.0	95.2	220	5.0	4.8	4550	5.0
LANG	Modern languages	5440	6.3	96.7	190	4.3	3.3	5630	6.2
PERF	Music, dance, drama, performing arts	7390	8.5	96.4	280	6.4	3.6	7670	8.4
PHIL	Philosophy	1000	1.2	93.9	65	1.5	6.1	1065	1.2
POLI	Politics, international studies	3150	3.6	96.0	130	3.0	4.0	3280	3.6
SPOL	Social work, social policy	2605	3.0	92.6	210	4.8	7.4	2810	3.1
SOCI	Sociology	2855	3.3	92.9	220	5.0	7.1	3075	3.4
SPOR	Sports science, leisure studies	2680	3.1	96.7	90	2.1	3.3	2770	3.0
THEO	Theology, religious studies	660	0.8	95.5	30	0.7	4.5	690	0.8
ACAD	Total academic services	1045	1.2	94.3	65	1.5	5.7	1110	1.2
ADMI	Central administration, services	1180	1.4	95.7	55	1.2	4.3	1235	1.4
PREM	Premises	15	0.0	..	0	0.0	..	15	0.0
RESI	Residences, catering	30	0.0	100.0	0	0.0	0.0	30	0.0
FACI	Staff, student facilities	285	0.3	91.9	25	0.6	8.1	310	0.3
NSET	All non-SET subject areas	86575	100.0	95.2	4360	100.0	4.8	90935	100.0

Additional data by impairment type is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who disclosed as disabled



2.16

Academic staff by professorial and SET categories, mode and disability status

← Professorial category definition: see page 20

← SET/non-SET subject area definition: see page 19

← Mode definition: see page 15

← Disability definition: see page 12

All subject areas			Non-disabled			Disabled			All staff	
			No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes										
PROF	Professor		19295	10.0	97.0	605	7.4	3.0	19900	9.9
NONP	Non-professor		173110	90.0	95.8	7590	92.6	4.2	180695	90.1
All	All		192400	100.0	95.9	8195	100.0	4.1	200595	100.0
Full-time										
PROF	Professor		15335	11.9	97.0	480	9.9	3.0	15815	11.8
NONP	Non-professor		113935	88.1	96.3	4385	90.1	3.7	118320	88.2
All	All		129265	100.0	96.4	4865	100.0	3.6	134135	100.0
Part-time										
PROF	Professor		3960	6.3	97.0	125	3.7	3.0	4085	6.1
NONP	Non-professor		59175	93.7	94.9	3205	96.3	5.1	62375	93.9
All	All		63135	100.0	95.0	3330	100.0	5.0	66465	100.0

SET

All modes										
PROF	Professor		11785	11.1	97.4	310	8.1	2.6	12090	11.0
NONP	Non-professor		94045	88.9	96.4	3525	91.9	3.6	97570	89.0
All	All		105825	100.0	96.5	3835	100.0	3.5	109660	100.0
Full-time										
PROF	Professor		9430	11.8	97.5	240	9.4	2.5	9675	11.7
NONP	Non-professor		70570	88.2	96.8	2345	90.6	3.2	72915	88.3
All	All		80005	100.0	96.9	2585	100.0	3.1	82590	100.0
Part-time										
PROF	Professor		2350	9.1	97.2	65	5.4	2.8	2420	8.9
NONP	Non-professor		23470	90.9	95.2	1180	94.6	4.8	24655	91.1
All	All		25820	100.0	95.4	1250	100.0	4.6	27070	100.0

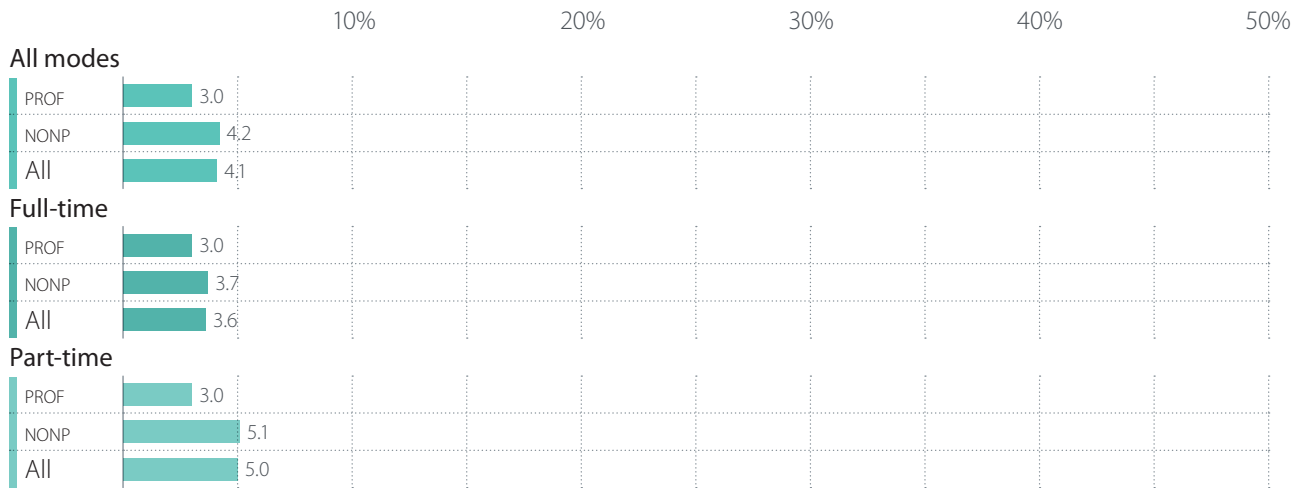
Non-SET

All modes										
PROF	Professor		7510	8.7	96.2	295	6.8	3.8	7805	8.6
NONP	Non-professor		79065	91.3	95.1	4060	93.2	4.9	83125	91.4
All	All		86575	100.0	95.2	4360	100.0	4.8	90935	100.0
Full-time										
PROF	Professor		5900	12.0	96.1	240	10.5	3.9	6140	11.9
NONP	Non-professor		43365	88.0	95.5	2040	89.5	4.5	45400	88.1
All	All		49265	100.0	95.6	2280	100.0	4.4	51545	100.0
Part-time										
PROF	Professor		1610	4.3	96.6	55	2.7	3.4	1665	4.2
NONP	Non-professor		35705	95.7	94.6	2020	97.3	5.4	37725	95.8
All	All		37315	100.0	94.7	2080	100.0	5.3	39390	100.0

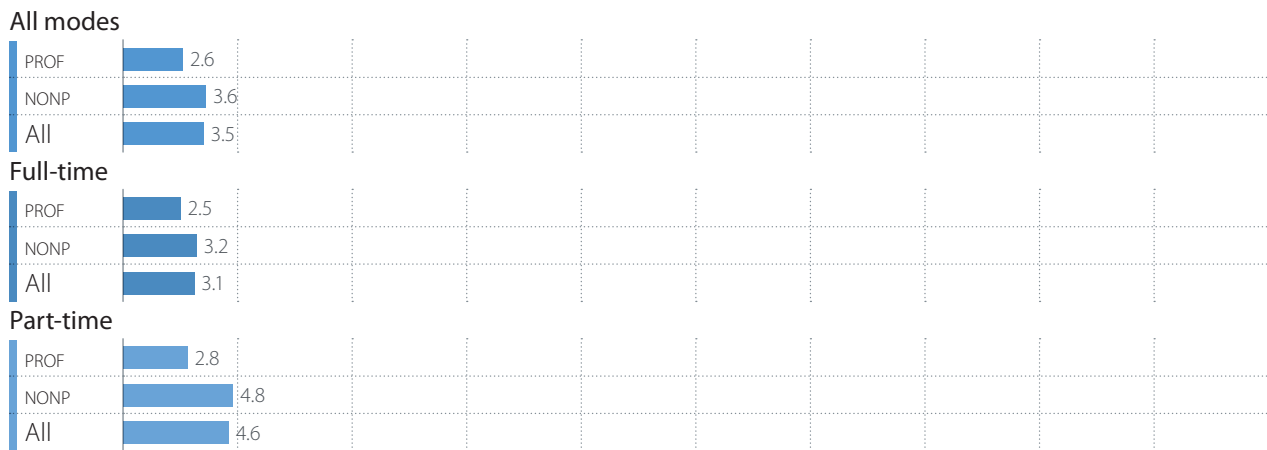
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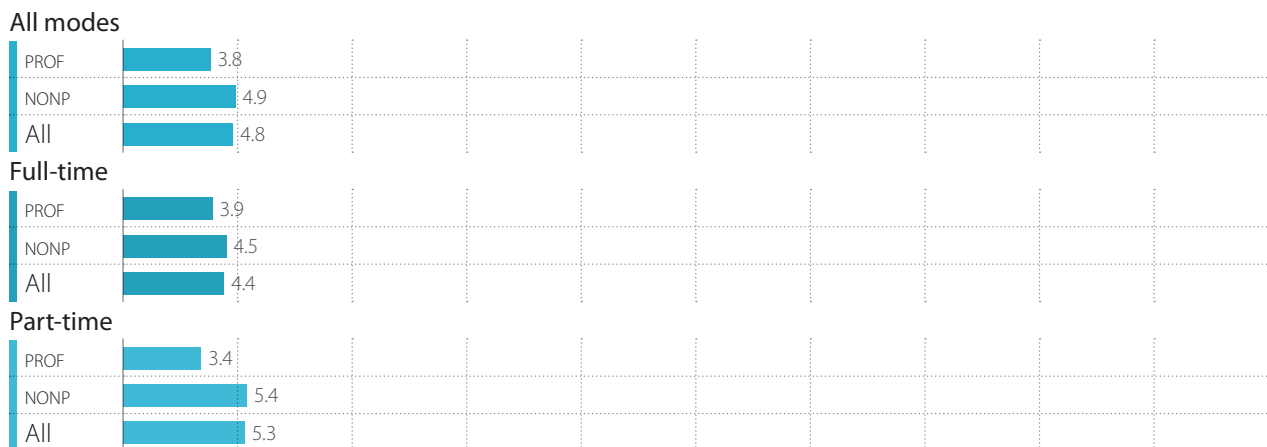
Proportions of staff who disclosed as disabled



SET



Non-SET



2.17

Academic staff by senior management and SET categories, mode and disability status

← Senior management category definition: see page 20

← SET/non-SET subject area definition: see page 19

← Mode definition: see page 15

← Disability definition: see page 12

All subject areas		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	1150	0.6	96.6	40	0.5	3.4	1190	0.6
OTH	Other academic	191250	99.4	95.9	8155	99.5	4.1	199405	99.4
All	All	192400	100.0	95.9	8195	100.0	4.1	200595	100.0
Full-time									
SM	Senior manager	1085	0.8	96.6	40	0.8	3.4	1120	0.8
OTH	Other academic	128185	99.2	96.4	4830	99.2	3.6	133010	99.2
All	All	129265	100.0	96.4	4865	100.0	3.6	134135	100.0
Part-time									
SM	Senior manager	70	0.1	96.5	5	0.1	3.5	70	0.1
OTH	Other academic	63065	99.9	95.0	3325	99.9	5.0	66390	99.9
All	All	63135	100.0	95.0	3330	100.0	5.0	66465	100.0

SET

All modes									
SM	Senior manager	350	0.3	97.8	10	0.2	2.2	360	0.3
OTH	Other academic	105475	99.7	96.5	3830	99.8	3.5	109305	99.7
All	All	105825	100.0	96.5	3835	100.0	3.5	109660	100.0
Full-time									
SM	Senior manager	340	0.4	97.7	10	0.3	2.3	345	0.4
OTH	Other academic	79665	99.6	96.9	2580	99.7	3.1	82245	99.6
All	All	80005	100.0	96.9	2585	100.0	3.1	82590	100.0
Part-time									
SM	Senior manager	15	0.1	..	0	0.0	..	15	0.0
OTH	Other academic	25810	99.9	95.4	1250	100.0	4.6	27060	100.0
All	All	25820	100.0	95.4	1250	100.0	4.6	27070	100.0

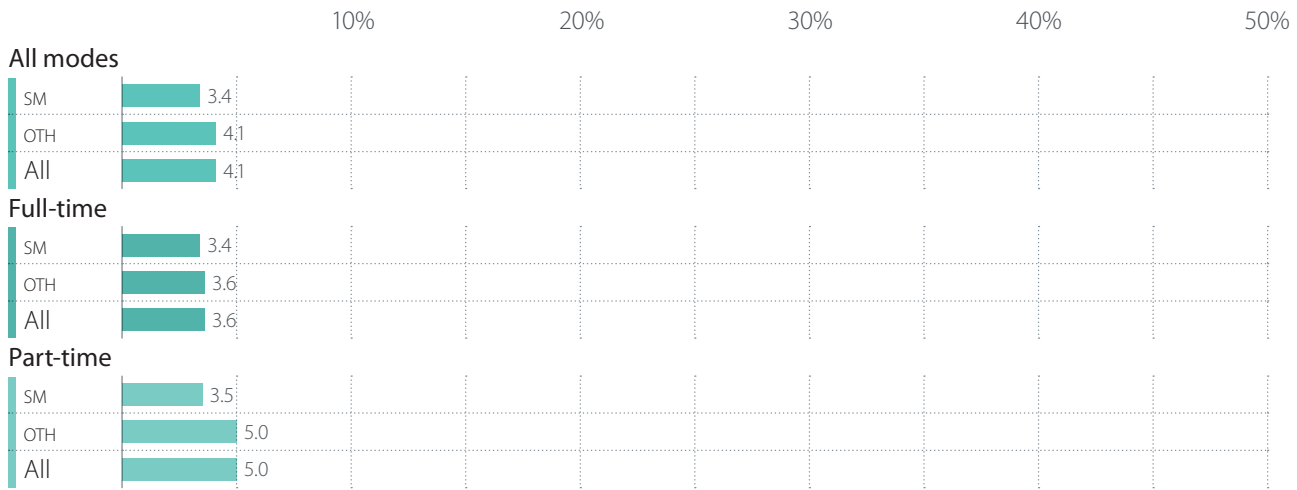
Non-SET

All modes									
SM	Senior manager	800	0.9	96.1	30	0.7	3.9	835	0.9
OTH	Other academic	85775	99.1	95.2	4325	99.3	4.8	90100	99.1
All	All	86575	100.0	95.2	4360	100.0	4.8	90935	100.0
Full-time									
SM	Senior manager	745	1.5	96.1	30	1.3	3.9	775	1.5
OTH	Other academic	48520	98.5	95.6	2250	98.7	4.4	50770	98.5
All	All	49265	100.0	95.6	2280	100.0	4.4	51545	100.0
Part-time									
SM	Senior manager	55	0.1	95.7	5	0.1	4.3	60	0.1
OTH	Other academic	37255	99.9	94.7	2075	99.9	5.3	39335	99.9
All	All	37315	100.0	94.7	2080	100.0	5.3	39390	100.0

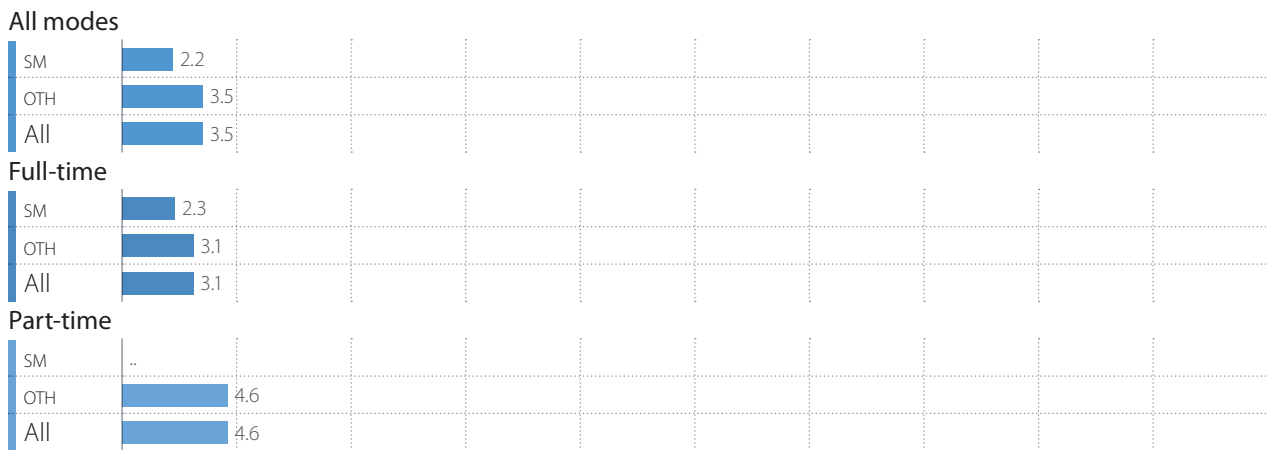
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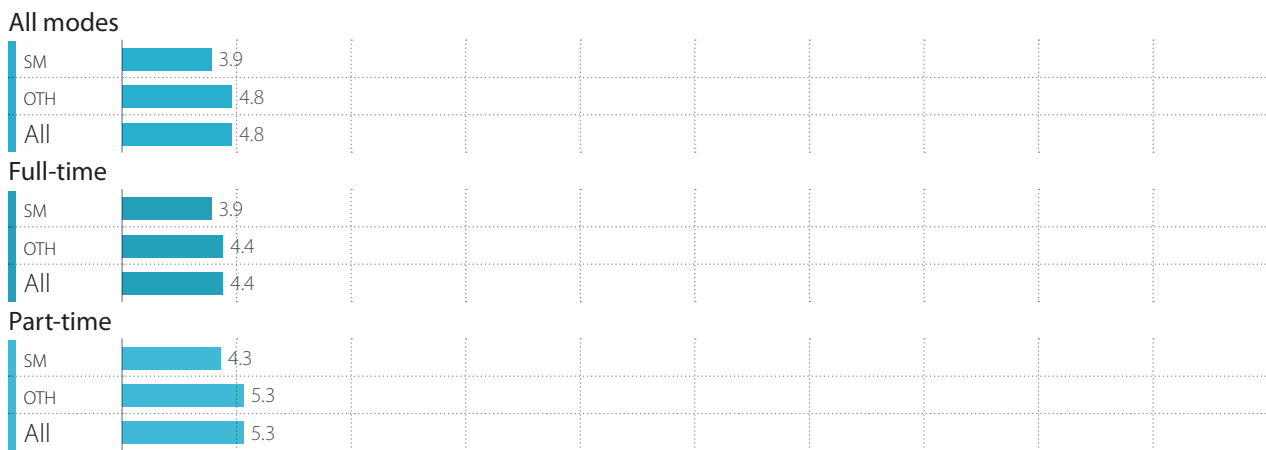
Proportions of staff who disclosed as disabled



SET



Non-SET



2.18

Staff by activity, mode, salary range and disability status

← Staff activity definition: see page 15

← Mode definition: see page 15

← Salary range definition: see page 20

← Disability definition: see page 12

Academic staff		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	14205	7.4	95.4	680	8.3	4.6	14880	7.4
£30–50K	£30,000–£50,000	120615	62.7	95.6	5525	67.4	4.4	126135	62.9
>£50K	Over £50,000	57585	29.9	96.7	1990	24.3	3.3	59580	29.7
All	Total	192400	100.0	95.9	8195	100.0	4.1	200595	100.0
Full-time									
<£30K	Under £30,000	5810	4.5	95.5	275	5.6	4.5	6085	4.5
£30–50K	£30,000–£50,000	77495	59.9	96.3	2990	61.4	3.7	80480	60.0
>£50K	Over £50,000	45965	35.6	96.6	1605	33.0	3.4	47570	35.5
All	Total	129265	100.0	96.4	4865	100.0	3.6	134135	100.0
Part-time									
<£30K	Under £30,000	8395	13.3	95.4	405	12.2	4.6	8800	13.2
£30–50K	£30,000–£50,000	43120	68.3	94.4	2535	76.2	5.6	45655	68.7
>£50K	Over £50,000	11625	18.4	96.8	385	11.6	3.2	12010	18.1
All	Total	63135	100.0	95.0	3330	100.0	5.0	66465	100.0

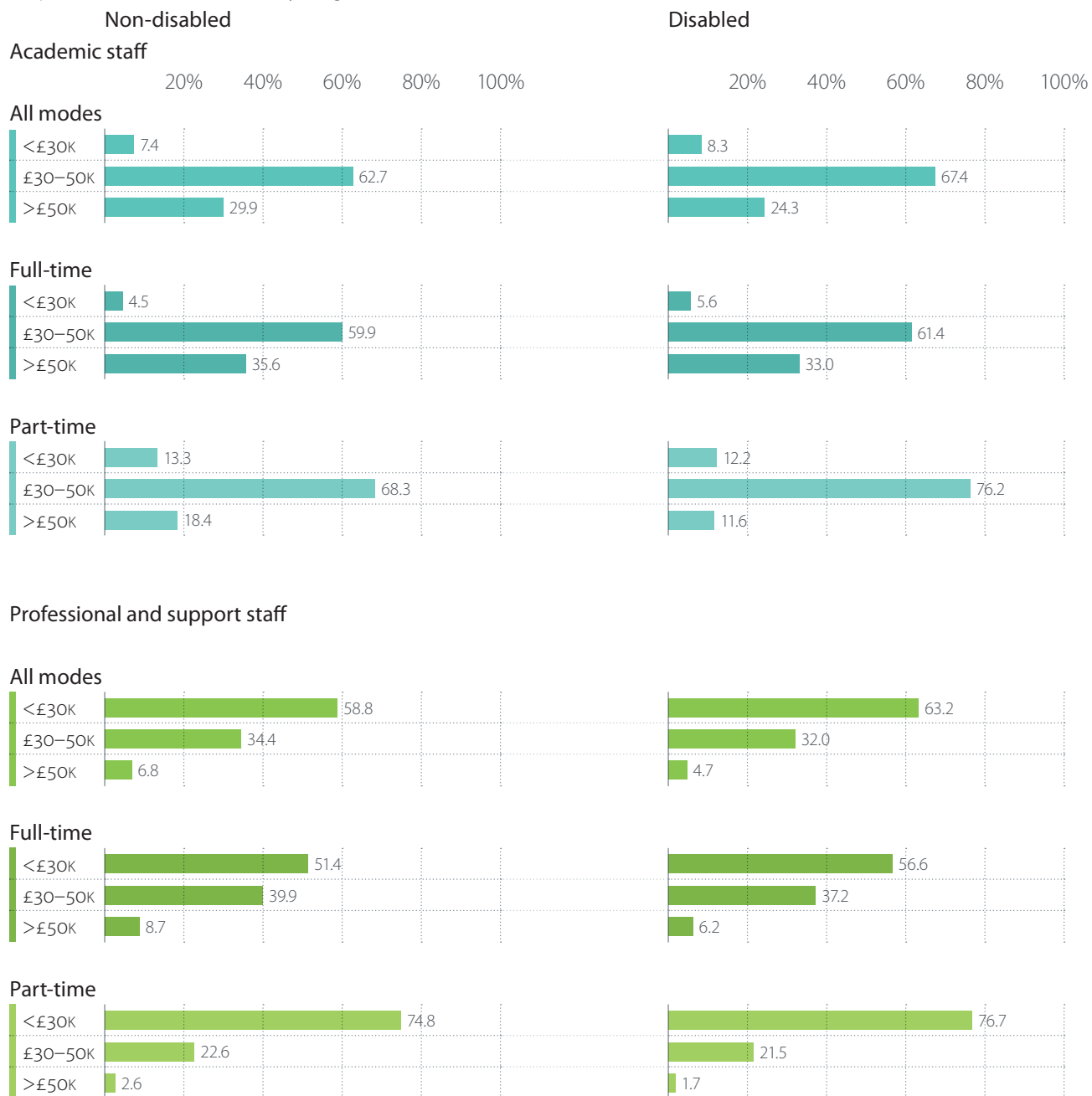
Professional and support staff

All modes									
<£30K	Under £30,000	114965	58.8	94.0	7335	63.2	6.0	122300	59.0
£30–50K	£30,000–£50,000	67380	34.4	94.8	3720	32.0	5.2	71100	34.3
>£50K	Over £50,000	13260	6.8	96.0	550	4.7	4.0	13805	6.7
All	Total	195605	100.0	94.4	11605	100.0	5.6	207210	100.0
Full-time									
<£30K	Under £30,000	69110	51.4	94.0	4400	56.6	6.0	73510	51.7
£30–50K	£30,000–£50,000	53550	39.9	94.9	2895	37.2	5.1	56450	39.7
>£50K	Over £50,000	11665	8.7	96.0	485	6.2	4.0	12150	8.5
All	Total	134330	100.0	94.5	7780	100.0	5.5	142105	100.0
Part-time									
<£30K	Under £30,000	45855	74.8	94.0	2935	76.7	6.0	48790	74.9
£30–50K	£30,000–£50,000	13830	22.6	94.4	825	21.5	5.6	14655	22.5
>£50K	Over £50,000	1590	2.6	96.0	65	1.7	4.0	1655	2.5
All	Total	61275	100.0	94.1	3825	100.0	5.9	65105	100.0

Additional data by impairment type is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff in each salary range



2.19

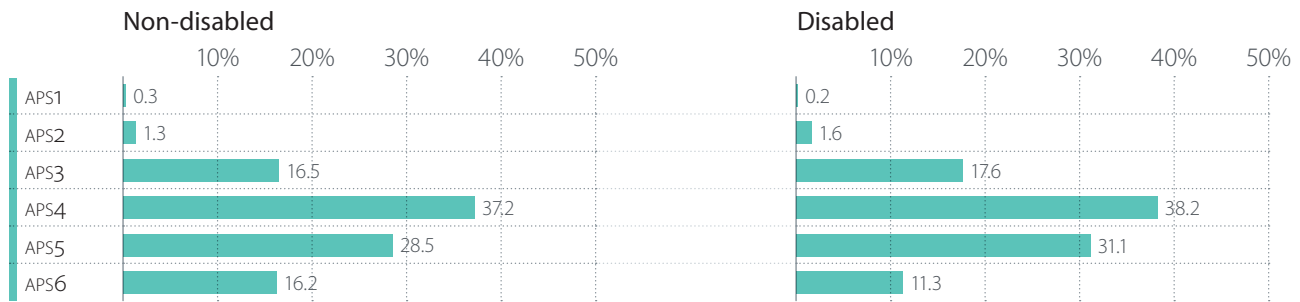
Academic staff by academic pay spine range and disability status

← Academic pay spine range definition: see page 20

← Disability definition: see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
APS1	< £18,412	525	0.3	97.0	15	0.2	3.0	540	0.3
APS2	≥ £18,412 and < £24,565	2475	1.3	95.0	130	1.6	5.0	2605	1.3
APS3	≥ £24,565 and < £32,958	31800	16.5	95.7	1440	17.6	4.3	33240	16.6
APS4	≥ £32,958 and < £45,562	71640	37.2	95.8	3135	38.2	4.2	74770	37.3
APS5	≥ £45,562 and < £59,400	54785	28.5	95.6	2545	31.1	4.4	57330	28.6
APS6	> £59,400	31185	16.2	97.1	925	11.3	2.9	32110	16.0
All	All pay spine ranges	192400	100.0	95.9	8195	100.0	4.1	200595	100.0

Proportions of staff in each academic pay spine



2.20

Median/mean salary and pay gap for staff by country of institution, activity and disability status

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

← Country of institution definition: see page 15

← Staff activity definition: see page 15

← Disability definition: see page 12

		Median			Mean			
		ND	Disabled	Gap	ND	Disabled	Gap	
			£	£	%	£	£	%
All staff								
ENG	England		36001	32958	8.5	39089	35476	9.2
LON	London		39324	37596	4.4	43906	40778	7.1
EWL	England (without London)		33943	32004	5.7	37639	34278	8.9
NIRE	Northern Ireland		34956	34956	0.0	38563	36019	6.6
SCOT	Scotland		34956	32004	8.4	37925	35544	6.3
WAL	Wales		33943	32004	5.7	37146	35099	5.5
UK	UK		36001	32958	8.5	38860	35472	8.7
Academic staff								
ENG	England		42955	40523	5.7	47618	44810	5.9
LON	London		42955	42304	1.5	49480	46863	5.3
EWL	England (without London)		42955	39992	6.9	46959	44279	5.7
NIRE	Northern Ireland		46924	48237	-2.8	48601	48784	-0.4
SCOT	Scotland		45562	45562	0.0	48229	47928	0.6
WAL	Wales		40523	44622	-10.1	46201	47090	-1.9
UK	UK		42955	41709	2.9	47625	45225	5.0
Professional and support staff								
ENG	England		27525	25490	7.4	30522	28688	6.0
LON	London		33902	32798	3.3	36628	35387	3.4
EWL	England (without London)		25298	24565	2.9	28984	27328	5.7
NIRE	Northern Ireland		25298	23879	5.6	29271	27944	4.5
SCOT	Scotland		25298	25298	0.0	29142	28475	2.3
WAL	Wales		25298	25298	0.0	28435	27506	3.3
UK	UK		26829	25298	5.7	30240	28585	5.5

Disability pay gaps



2.21

Median/mean salary and pay gap for staff by occupational group and disability status

← Median salary and pay gap definition: see page 20

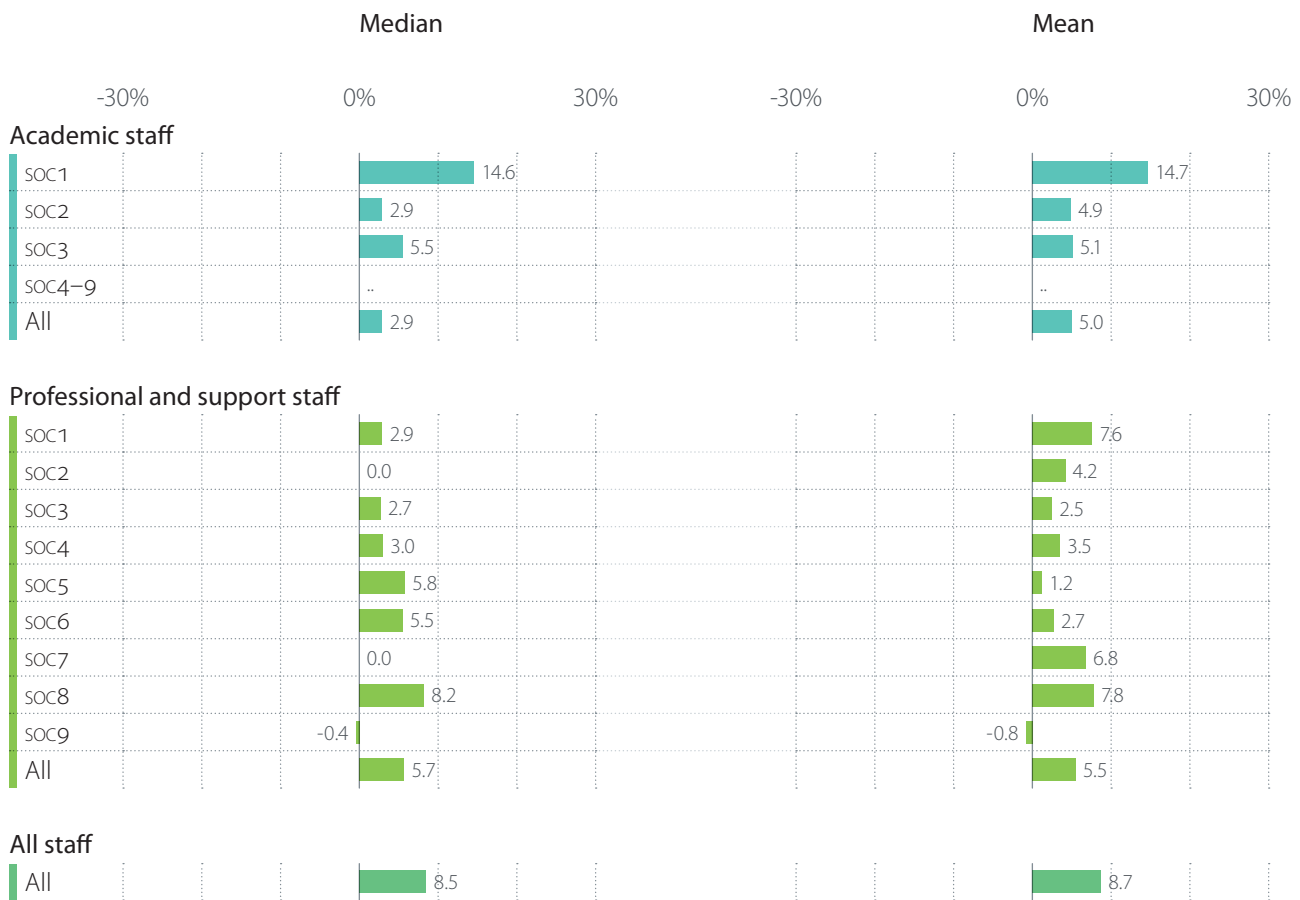
← Mean salary and pay gap definition: see page 20

← Occupational group definition: see page 18

← Disability definition: see page 12

		Median			Mean		
		ND	Disabled	Gap	ND	Disabled	Gap
		£	£	%	£	£	%
Academic staff							
soc1	Managers, directors and senior officials	65817	56178	14.6	75538	64424	14.7
soc2	Professional occupations	42955	41709	2.9	47670	45346	4.9
soc3	Associate professional and technical	31016	29301	5.5	32631	30959	5.1
soc4–9	Clerical and manual occupations	32837	..	..	33990	..	..
All	All academic staff	42955	41709	2.9	47625	45225	5.0
Professional and support staff							
soc1	Managers, directors and senior officials	51260	49772	2.9	57402	53054	7.6
soc2	Professional occupations	38183	38183	0.0	40076	38411	4.2
soc3	Associate professional and technical	31016	30175	2.7	31760	30955	2.5
soc4	Administrative and secretarial	23879	23164	3.0	25161	24273	3.5
soc5	Skilled trades occupations	23879	22494	5.8	24698	24411	1.2
soc6	Caring, leisure and other service	18940	17898	5.5	20375	19833	2.7
soc7	Sales and customer service occupations	20055	20046	0.0	22171	20653	6.8
soc8	Process, plant and machine operatives	21843	20046	8.2	22250	20507	7.8
soc9	Elementary occupations	15976	16035	-0.4	17030	17158	-0.8
All	All professional and support staff	26829	25298	5.7	30240	28585	5.5
All staff							
All	All staff	36001	32958	8.5	38860	35472	8.7

Disability pay gaps



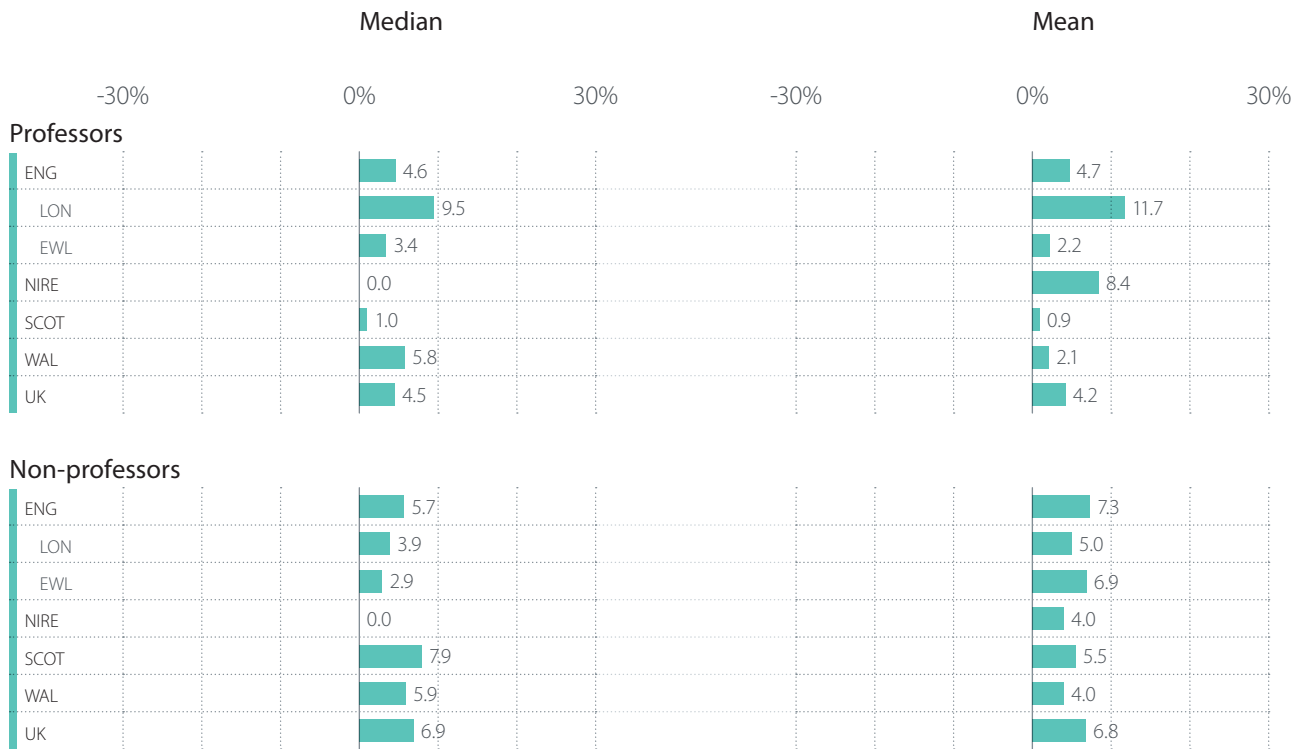
2.22

Median/mean salary and pay gap for staff by professorial category, country of institution and disability status

- ← Median salary and pay gap definition: see page 20
- ← Mean salary and pay gap definition: see page 20
- ← Professorial category definition: see page 20
- ← Country of institution definition: see page 15
- ← Disability definition: see page 12

		Median			Mean			
		ND	Disabled	Gap	ND	Disabled	Gap	
			£	£	%	£	£	%
Professors								
ENG	England	76481	72989	4.6	81794	77926	4.7	
LON	London	82437	74627	9.5	87463	77261	11.7	
EWL	England (without London)	75202	72633	3.4	79901	78128	2.2	
NIRE	Northern Ireland	78178	78178	0.0	79312	72611	8.4	
SCOT	Scotland	74054	73343	1.0	80003	79293	0.9	
WAL	Wales	79971	75343	5.8	80751	79015	2.1	
UK	UK	76432	73017	4.5	81503	78076	4.2	
Non-professors								
ENG	England	34956	32958	5.7	36876	34202	7.3	
LON	London	38540	37050	3.9	41453	39381	5.0	
EWL	England (without London)	32964	32004	2.9	35505	33043	6.9	
NIRE	Northern Ireland	34473	34462	0.0	36632	35177	4.0	
SCOT	Scotland	33943	31258	7.9	35615	33650	5.5	
WAL	Wales	32958	31016	5.9	34635	33240	4.0	
UK	UK	34956	32548	6.9	36627	34125	6.8	

Disability pay gaps



2.23

UK/non-UK academic staff by leaving status and disability status

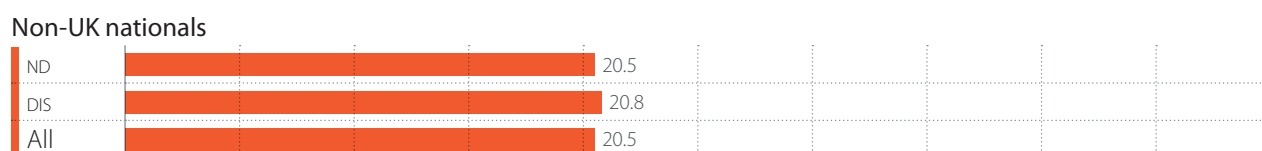
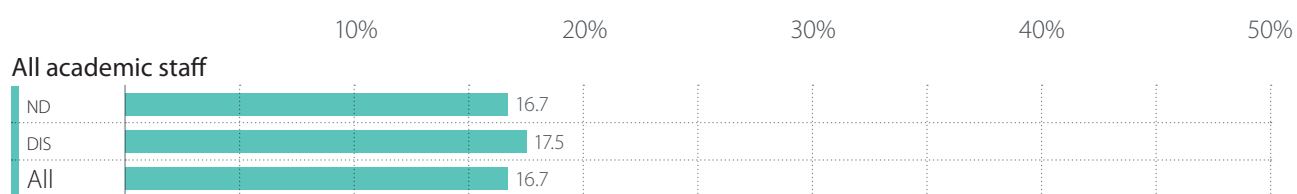
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Disability
definition:
see page 12

		Leavers		Known destination		Unknown destination		All staff
		(proportion of all staff)		(proportion of leavers)		(proportion of leavers)		
		No.	%	No.	%	No.	%	No.
All academic staff								
ND	Non-disabled	30640	16.7	14665	47.9	30640	52.1	183400
DIS	Disabled	1370	17.5	665	48.6	1370	51.4	7815
All	All staff	32010	16.7	15330	47.9	32010	52.1	191220
UK nationals								
ND	Non-disabled	19355	15.1	9275	47.9	19355	52.1	128320
DIS	Disabled	1155	17.0	570	49.5	1155	50.5	6785
All	All staff	20510	15.2	9845	48.0	20510	52.0	135105
Non-UK nationals								
ND	Non-disabled	11280	20.5	5390	47.8	11280	52.2	55080
DIS	Disabled	215	20.8	95	43.8	215	56.2	1035
All	All staff	11495	20.5	5485	47.7	11495	52.3	56115

Proportions of academic staff who left their institution between 2015/16 and 2016/17



2.24

UK academic staff leavers by known leaving destination and disability status

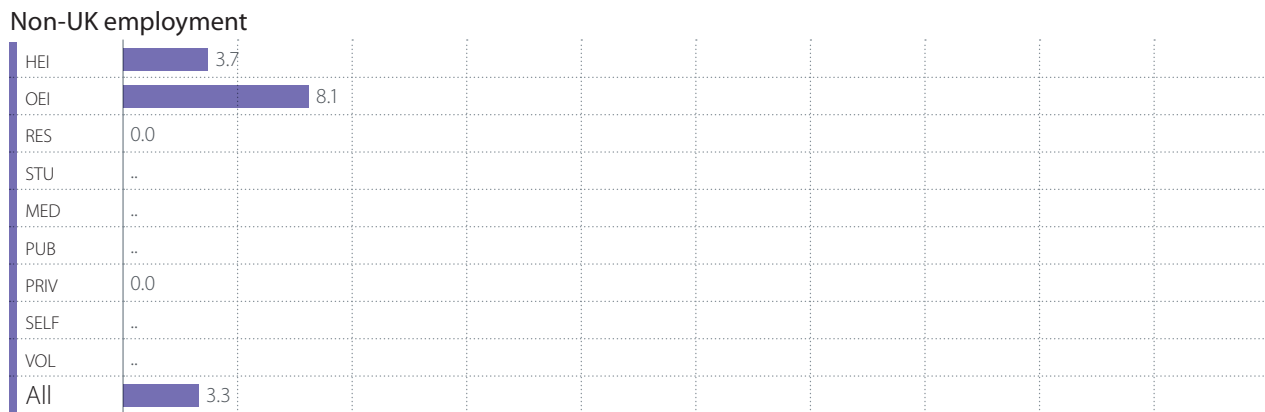
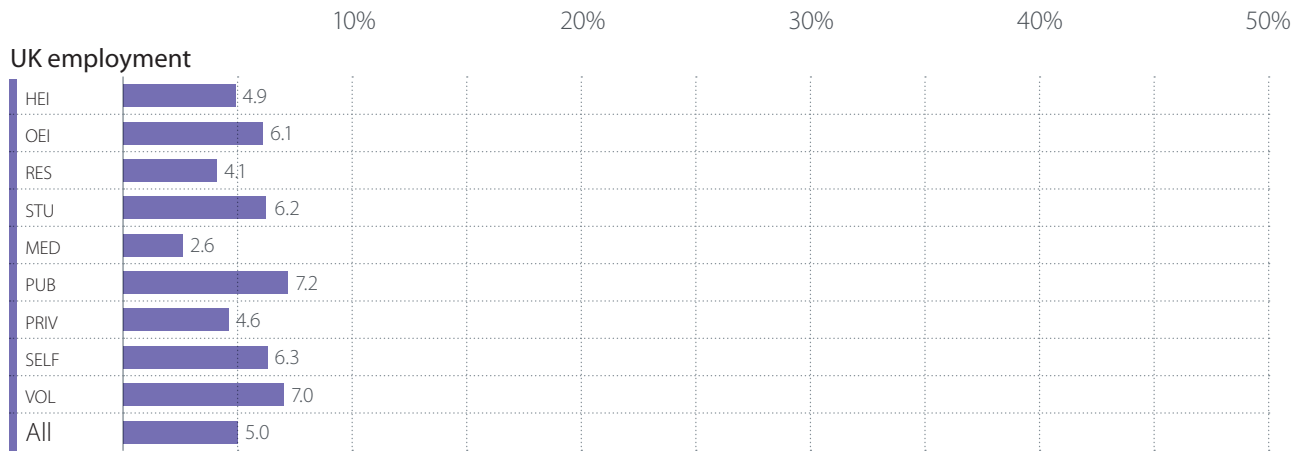
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Disability
definition:
see page 12

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2285	24.6	95.1	115	20.5	4.9	2400	24.4
OEI	Other education institution	385	4.2	93.9	25	4.4	6.1	410	4.2
RES	Research institute	215	2.3	95.9	10	1.6	4.1	220	2.3
STU	Student	350	3.8	93.8	25	4.0	6.2	370	3.8
MED	Medical or dental practice	490	5.3	97.4	15	2.3	2.6	505	5.1
PUB	Public sector	235	2.5	92.8	20	3.1	7.2	250	2.5
PRIV	Private sector	585	6.3	95.4	30	4.9	4.6	610	6.2
SELF	Self-employed	375	4.0	93.7	25	4.4	6.3	400	4.1
VOL	Voluntary sector	55	0.6	93.0	5	0.7	7.0	55	0.6
All	All UK employment	4965	53.6	95.0	260	45.8	5.0	5230	53.1
Non-UK employment									
HEI	Other HEI	260	2.8	96.3	10	1.7	3.7	270	2.8
OEI	Other education institution	35	0.4	91.9	5	0.5	8.1	35	0.4
RES	Research institute	55	0.6	100.0	0	0.0	0.0	55	0.6
STU	Student	10	0.1	..	0	0.2	..	10	0.1
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	15	0.2	..	0	0.0	..	15	0.2
PRIV	Private sector	25	0.3	100.0	0	0.0	0.0	25	0.2
SELF	Self-employed	10	0.1	..	0	0.0	..	10	0.1
VOL	Voluntary sector	5	0.0	..	0	0.0	..	5	0.0
All	All non-UK employment	415	4.5	96.7	15	2.4	3.3	425	4.3
No longer in employment									
NREG	Not in regular employment	2275	24.5	93.5	160	27.8	6.5	2435	24.7
RETI	Retired	1500	16.2	92.1	130	22.4	7.9	1625	16.5
DECE	Deceased	120	1.3	93.0	10	1.6	7.0	130	1.3
All	All no longer employed	3895	42.0	92.9	295	51.7	7.1	4190	42.6
All destinations									
All	All leavers	9275	100.0	94.2	570	100.0	5.8	9845	100.0

Proportions of leavers who disclosed as disabled



2.25

Non-UK academic staff leavers by known leaving destination and disability status

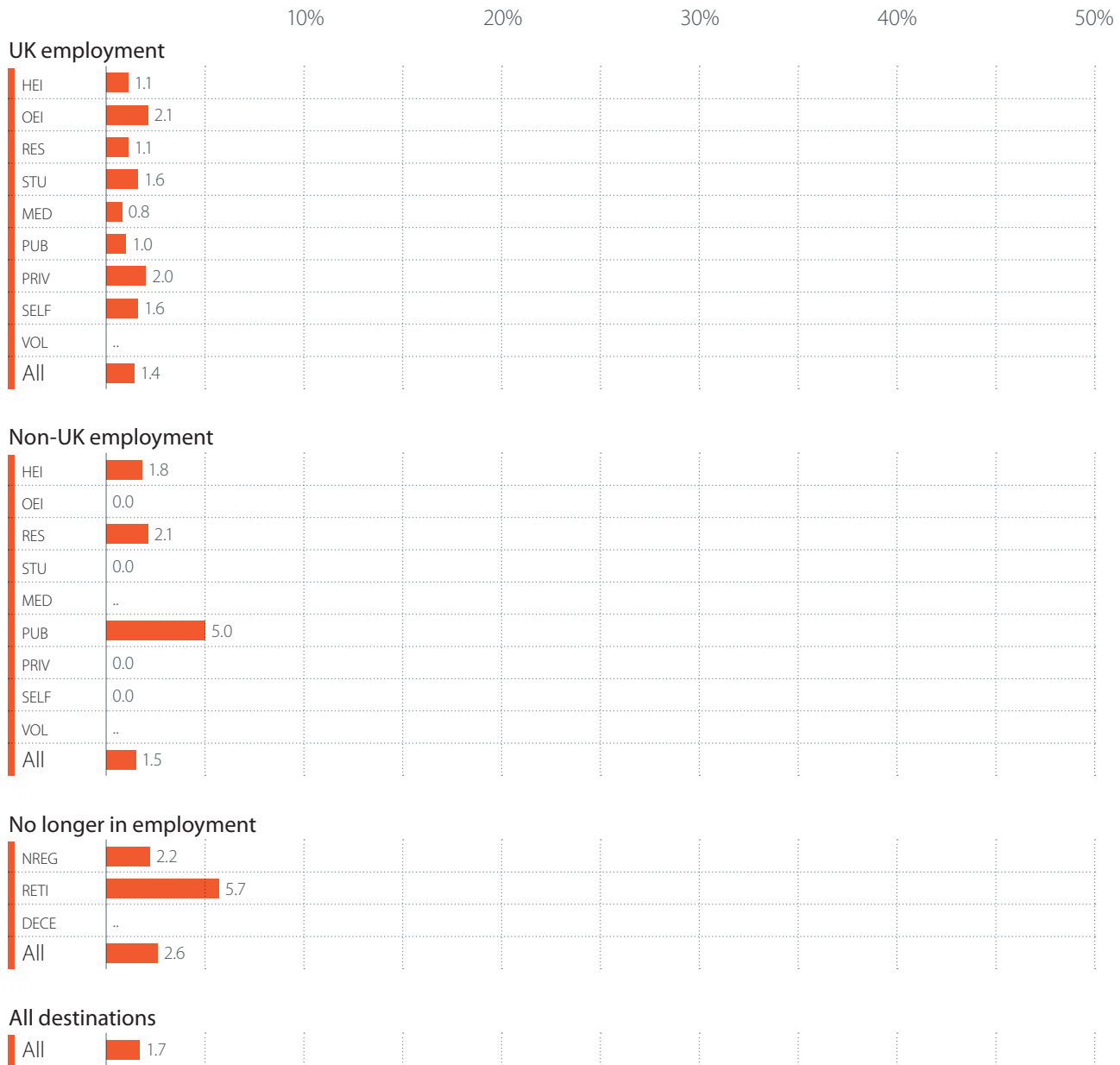
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Disability
definition:
see page 12

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	1340	24.8	98.9	15	16.0	1.1	1355	24.7
OEI	Other education institution	185	3.4	97.9	5	4.3	2.1	185	3.4
RES	Research institute	180	3.4	98.9	0	2.1	1.1	185	3.4
STU	Student	365	6.8	98.4	5	6.4	1.6	370	6.8
MED	Medical or dental practice	120	2.2	99.2	0	1.1	0.8	120	2.2
PUB	Public sector	100	1.8	99.0	0	1.1	1.0	100	1.8
PRIV	Private sector	295	5.5	98.0	5	6.4	2.0	300	5.5
SELF	Self-employed	60	1.1	98.4	0	1.1	1.6	60	1.1
VOL	Voluntary sector	20	0.4	..	0	1.1	..	20	0.4
All	All UK employment	2660	49.4	98.6	35	39.4	1.4	2700	49.2
Non-UK employment									
HEI	Other HEI	750	13.9	98.2	15	14.9	1.8	760	13.9
OEI	Other education institution	160	2.9	100.0	0	0.0	0.0	160	2.9
RES	Research institute	240	4.4	97.9	5	5.3	2.1	245	4.4
STU	Student	35	0.6	100.0	0	0.0	0.0	35	0.6
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	40	0.7	95.0	0	2.1	5.0	40	0.7
PRIV	Private sector	120	2.3	100.0	0	0.0	0.0	120	2.2
SELF	Self-employed	25	0.4	100.0	0	0.0	0.0	25	0.4
VOL	Voluntary sector	0	0.0	..	0	0.0	..	0	0.0
All	All non-UK employment	1365	25.3	98.5	20	22.3	1.5	1385	25.3
No longer in employment									
NREG	Not in regular employment	1230	22.8	97.8	30	29.8	2.2	1255	22.9
RETI	Retired	115	2.2	94.3	5	7.4	5.7	125	2.3
DECE	Deceased	20	0.4	..	0	1.1	..	20	0.4
All	All no longer employed	1365	25.3	97.4	35	38.3	2.6	1400	25.5
All destinations									
All	All leavers	5390	100.0	98.3	95	100.0	1.7	5485	100.0

Proportions of leavers who disclosed as disabled



Ethnicity

Staff working in higher education have increasingly become more ethnically diverse, with an increase in black and minority ethnic (BME) staff most pronounced among academics. However, differences persist, with lower proportions of both UK and non-UK BME staff than white staff on open-ended/permanent contracts, in senior management positions, and on higher salary bands. Proportions of BME staff varied greatly between subject areas, with BME staff comprising relatively high proportions of academics working in SET compared with non-SET. Leaving rates among BME academics were also higher than for white academics.

In this section, non-white groups have been aggregated into a single BME group. Where possible, additional detail by the ethnic categories used in the 2011 census is also presented. Data in this section has also been further disaggregated by UK and non-UK nationality. This is in recognition of the different experiences UK and non-UK white and BME staff may have.

Additional detail for select tables in this section, such as by ethnic group or ethnicity, is available at: www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

A list of the additional information included in the online tables can be found in the **Online data tables** section.

3.1 Overall figures: Of those with known ethnicity, 9.4% of UK staff identified as BME. However, this proportion varied by nation, ranging from 2.1% in Northern Ireland to 10.6% in England. The proportion of staff who identified as BME was considerably higher among non-UK staff at 28.4%. Overall, ethnicity was not known for an additional 5.4% of UK staff and 8.7% of non-UK staff.

3.3 Trends: Between 2003/04 and 2016/17, the proportion of all staff who were UK white steadily decreased (from 83.1% to 73.0%), while all other groups increased, most notably those from non-UK white backgrounds (from 8.3% to 13.9%). During this same period, the proportion of all staff who were UK BME increased from 4.8% to 7.6%, and the proportion of non-UK BME staff from 3.8 to 5.5%. The increase in staff who were UK BME was most pronounced among professional and support staff, from 4.8% in 2003/04 to 8.4% in 2016/17. In the same time period, the proportion of academic staff who were UK BME increased from 4.8% to 6.7%. The reverse was the case for non-UK BME staff: between 2003/04 and 2016/17, the increase in proportions of non-UK BME professional and support staff was smaller (from 2.4% to 2.9%; 0.5 percentage points) compared with academic staff (from 5.6% to 8.3%; 2.7 percentage points).

3.5 Contract type: Among both UK and non-UK academic staff, a higher proportion of BME staff were on fixed-term contracts (32.2% and 49.5%, respectively) than white staff (28.2% and 38.7%, respectively). This was also the case for professional and support staff, though the difference in contract type between white and BME staff was less pronounced among non-UK staff, where 25.1% of non-UK BME staff were on fixed-term contracts compared with 23.9% non-UK white staff.

3.8 Contract level: UK BME staff were underrepresented in the highest contract levels and overrepresented in the lowest. Just 0.8% of UK heads of institutions (the highest contract level) were BME, which is a considerable drop from 2015/16 when it was 1.6%, compared with 12.8% of simple task providers (the lowest contract level). This was also the case among non-UK staff, although the proportion of non-UK staff who were BME was much higher than among UK staff.

3.11 Occupational groups: Among UK academic staff, BME staff comprised 9.5% of those in professional occupations (SOC2) compared with just 5.5% who worked as managers, directors and senior officials (SOC1). This gap was wider among non-UK academics, of whom BME staff comprised 28.3% of those in SOC2 compared with 13.8% in SOC1.

3.14 Research/teaching contracts: A higher proportion of both UK and non-UK BME staff were on research only contracts (22.5% and 43.6%, respectively) than white staff (17.1% and 34.5%, respectively). In contrast, higher proportions of white staff were on teaching and research contracts than BME staff. This was particularly pronounced among non-UK academics, with 46.5% of white staff on these contracts compared with 37.3% of BME staff.

3.15, 3.16, 3.18 SET subject areas: Overall, 51.7% of UK white academics and 59.6% of UK BME academics worked in SET subjects in 2016/17. Subject areas with the highest proportions of UK BME staff were chemical engineering (20.2%), clinical dentistry (19.9%) and electrical, electronic and computer engineering (18.6%). In contrast, just 1.6% of those who worked in archaeology and 3.3% of those who worked in earth, marine and environmental sciences were BME. Similar subject variations were also observed among non-UK staff working in SET. For instance, BME staff comprised more than half of non-UK academics working in electrical, electronic and computer engineering (51.6%), but only 9.3% of those working in archaeology.

3.17, 3.19 Non-SET subject areas: Overall, just 8.1% of UK academics who worked in non-SET subjects were BME. The individual subject areas with the highest proportions of UK BME academics were economics and econometrics (16.1%) and business and management studies (14.0%). In contrast, just 2.5% of those working in classics and 3.2% of those working in sports science and leisure studies were BME. 24.5% of non-UK BME academics worked in non-SET subject areas, and similar to SET, there remained clear variations by individual subjects: BME staff comprised 39.9% of non-UK academics who worked in business and management studies, but just 8.2% of those who worked in classics.

3.20 Professors: Among UK academics, the difference in proportions between white professors (11.2%) and BME professors (9.7%) was small at 1.5 percentage points. However, there were notable differences within BME groups: for example, 15.8% of UK Chinese academics were professors compared with just 4.6% of UK black academics. The gap in professorial status between non-UK white and non-UK BME academics was wider, with 9.0% of non-UK white academics compared with 3.7% of non-UK BME academics being professors. This proportion was again particularly low among non-UK black academics (2.0%).

3.23 Senior managers: The proportion of UK white academics who were senior managers (0.8%) was double that of UK BME academics (0.4%). 0.2% of non-UK white academics compared with 0.1% of non-UK BME academics were senior managers.

3.28 Pay spine range: A larger proportion of white academic staff were on the highest pay spine of £59,400 or more than BME staff. The difference was most pronounced among non-UK academics, with 14.0% of white staff on this pay spine compared with 6.1% of BME staff, whereas among UK academics, 18.1% of white staff were on this pay spine compared with 17.0% of BME staff.

3.30–3.31 Median/mean pay gaps: Overall, the median and mean ethnicity pay gaps between UK white and UK BME staff stood at 2.0 and 2.4 percentage points, respectively. The median and mean ethnicity pay gaps were wider among non-UK staff (8.5 and 12.4 percentage points, respectively). The median and mean ethnicity pay gaps were particularly pronounced between BME and white non-UK professional and support staff (13.7 and 12.6 percentage points, respectively) compared with UK professional and support staff (-1.3 and 3.0 percentage points, respectively).

3.34 Leavers: Among both UK and non-UK leavers, a higher proportion of BME academics left their institution between 2015/16 and 2016/17 than white staff. 17.2% of UK BME and 23.2% of non-UK BME academics left in this period, compared with 14.7% of UK white and 18.8% of non-UK white academics.

3.35 Leaving destinations: Among UK academic leavers with a known leaving destination, a higher proportion of BME leavers went into UK employment than white leavers (60.8% compared with 51.4%). This was also the case among non-UK academic leavers, though the difference was smaller (51.6% of BME leavers compared with 47.0% of white leavers).

3.1

UK/non-UK staff by country of institution and ethnic group

	England		N. Ireland		Scotland		Wales		UK	
	No.	%	No.	%	No.	%	No.	%	No.	%
UK nationals										
White	232695	89.4	4245	97.9	31235	96.4	17090	95.9	285270	90.6
BME total	27700	10.6	90	2.1	1165	3.6	725	4.1	29680	9.4
Asian	11995	4.6	25	0.6	440	1.4	260	1.5	12725	4.0
Black	6190	2.4	10	0.2	100	0.3	80	0.5	6380	2.0
Chinese	2725	1.0	30	0.7	200	0.6	115	0.6	3075	1.0
Mixed	4705	1.8	15	0.4	260	0.8	150	0.8	5130	1.6
Other	2090	0.8	5	0.2	160	0.5	120	0.7	2375	0.8
All staff	260400	100.0	4335	100.0	32400	100.0	17820	100.0	314950	100.0
Unknown	14485	5.3	50	1.2	2875	8.2	550	3.0	17965	5.4

← Nationality definition: see page 15

← Country of institution definition: see page 15

← Ethnicity definition: see page 12

Non-UK nationals

White	45570	71.0	1695	88.3	5645	73.7	1540	67.2	54450	71.6
BME total	18655	29.0	225	11.7	2015	26.3	750	32.8	21645	28.4
Asian	6900	10.7	100	5.3	740	9.6	215	9.3	7955	10.5
Black	2895	4.5	15	0.7	195	2.5	65	2.9	3170	4.2
Chinese	4680	7.3	80	4.2	515	6.7	185	8.0	5460	7.2
Mixed	1850	2.9	15	0.7	185	2.4	35	1.6	2085	2.7
Other	2330	3.6	15	0.8	380	5.0	250	10.9	2975	3.9
All staff	64225	100.0	1915	100.0	7660	100.0	2290	100.0	76095	100.0
Unknown	5690	8.1	40	2.0	1345	15.0	175	7.1	7255	8.7

Proportions of staff who were UK or non-UK BME



3.2

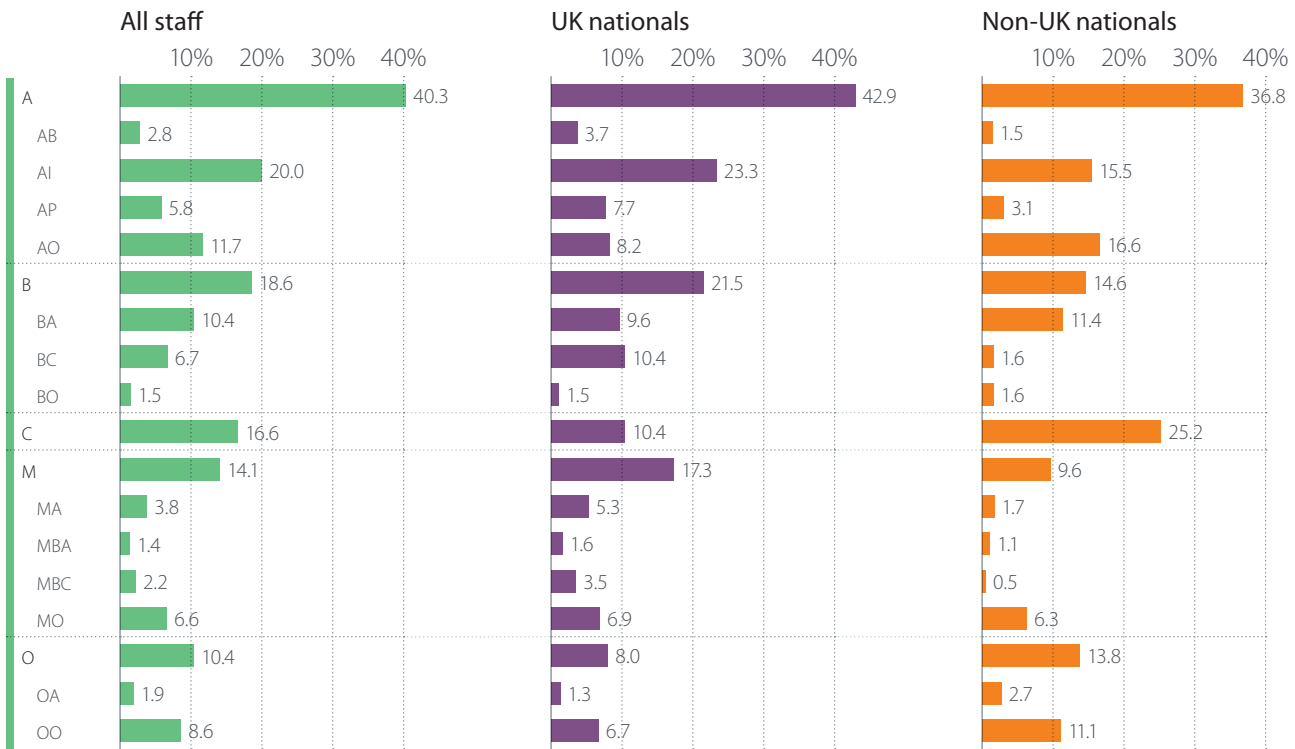
BME UK/non-UK staff by ethnic group

← Nationality
definition:
see page 15

← Country of
institution
definition:
see page 15

← Ethnicity
definition:
see page 12

		All staff		UK nationals		Non-UK nationals	
		No.	↓ %	No.	↓ %	No.	↓ %
A	Asian	20680	40.3	12725	42.9	7955	36.8
	AB Bangladeshi	1410	2.8	1085	3.7	330	1.5
	AI Indian	10265	20.0	6900	23.3	3365	15.5
	AP Pakistani	2975	5.8	2300	7.7	675	3.1
	AO Other	6025	11.7	2440	8.2	3585	16.6
B	Black	9545	18.6	6380	21.5	3170	14.6
	BA African	5325	10.4	2845	9.6	2480	11.4
	BC Caribbean	3440	6.7	3100	10.4	340	1.6
	BO Other	785	1.5	435	1.5	350	1.6
C	Chinese	8535	16.6	3075	10.4	5460	25.2
M	Mixed	7215	14.1	5130	17.3	2085	9.6
	MA Asian/white	1955	3.8	1580	5.3	375	1.7
	MBA Black African/white	715	1.4	475	1.6	240	1.1
	MBC Black Caribbean/white	1140	2.2	1035	3.5	110	0.5
	MO Other	3405	6.6	2045	6.9	1360	6.3
O	Other	5350	10.4	2375	8.0	2975	13.8
	OA Arab	960	1.9	380	1.3	580	2.7
	OO Other	4395	8.6	1995	6.7	2400	11.1
BME	BME total	51325	100.0	29680	100.0	21645	100.0



3.3

Profile of UK/non-UK staff over time by activity and BME/white identity

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 15

← Ethnicity
definition:
see page 12

All staff	UK white		UK BME		Non-UK white		Non-UK BME		All staff
	No.	%	No.	%	No.	%	No.	%	
2003/04	232240	83.1	13335	4.8	23145	8.3	10710	3.8	279430
2004/05	244825	82.5	14495	4.9	25710	8.7	11755	4.0	296785
2005/06	251370	81.5	15660	5.1	28560	9.3	12915	4.2	308500
2006/07	258090	80.4	16670	5.2	31985	10.0	14175	4.4	320920
2007/08	261715	79.4	17750	5.4	34765	10.5	15315	4.6	329540
2008/09	269745	78.9	19245	5.6	36750	10.7	16235	4.7	341975
2009/10	275210	78.5	20460	5.8	38265	10.9	16830	4.8	350760
2010/11	270885	77.8	21090	6.1	39300	11.3	17100	4.9	348375
2011/12	269370	77.2	22020	6.3	40625	11.6	17020	4.9	349035
2012/13	271005	76.5	23085	6.5	42805	12.1	17180	4.9	354070
2013/14	276120	75.7	24500	6.7	45935	12.6	18335	5.0	364895
2014/15	279675	74.8	25925	6.9	48865	13.1	19315	5.2	373780
2015/16	281840	73.9	27555	7.2	51780	13.6	20400	5.3	381575
2016/17	285270	73.0	29680	7.6	54450	13.9	21645	5.5	391045

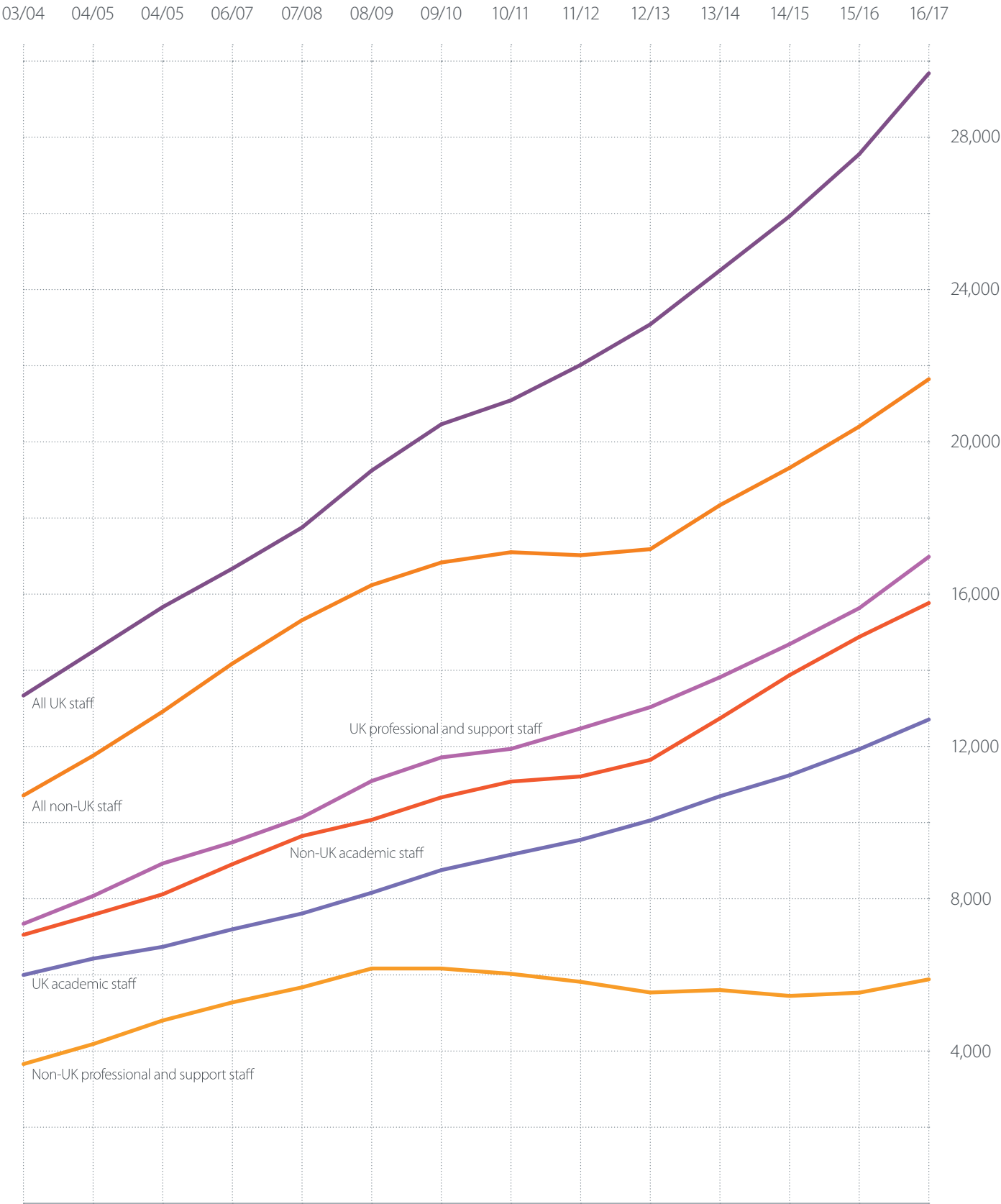
Academic staff

2003/04	96220	76.3	5995	4.8	16805	13.3	7050	5.6	126070
2004/05	105300	76.4	6425	4.7	18600	13.5	7575	5.5	137895
2005/06	106955	75.1	6735	4.7	20590	14.5	8115	5.7	142395
2006/07	110075	73.7	7195	4.8	23125	15.5	8905	6.0	149300
2007/08	111435	72.4	7610	4.9	25175	16.4	9645	6.3	153870
2008/09	113690	71.9	8155	5.2	26270	16.6	10070	6.4	158185
2009/10	115945	71.2	8750	5.4	27410	16.8	10660	6.6	162765
2010/11	114800	70.2	9155	5.6	28610	17.5	11075	6.8	163645
2011/12	115010	69.5	9545	5.8	29675	17.9	11210	6.8	165440
2012/13	116840	68.8	10055	5.9	31415	18.5	11645	6.9	169945
2013/14	118615	67.3	10690	6.1	34145	19.4	12735	7.2	176180
2014/15	119340	66.0	11240	6.2	36380	20.1	13870	7.7	180835
2015/16	119525	64.7	11925	6.5	38330	20.8	14875	8.1	184655
2016/17	120805	63.8	12705	6.7	40030	21.1	15765	8.3	189300

Professional and support staff

2003/04	136020	88.7	7340	4.8	6340	4.1	3655	2.4	153360
2004/05	139525	87.8	8070	5.1	7115	4.5	4180	2.6	158885
2005/06	144420	86.9	8925	5.4	7965	4.8	4800	2.9	166110
2006/07	148015	86.2	9480	5.5	8860	5.2	5275	3.1	171625
2007/08	150280	85.5	10135	5.8	9590	5.5	5670	3.2	175670
2008/09	156060	84.9	11090	6.0	10475	5.7	6165	3.4	183790
2009/10	159265	84.7	11710	6.2	10855	5.8	6165	3.3	187995
2010/11	156085	84.5	11935	6.5	10690	5.8	6025	3.3	184735
2011/12	154360	84.1	12470	6.8	10950	6.0	5815	3.2	183595
2012/13	154165	83.7	13030	7.1	11390	6.2	5535	3.0	184125
2013/14	157510	83.5	13815	7.3	11790	6.2	5600	3.0	188710
2014/15	160335	83.1	14685	7.6	12480	6.5	5445	2.8	192945
2015/16	162315	82.4	15630	7.9	13450	6.8	5530	2.8	196925
2016/17	164465	81.5	16980	8.4	14420	7.1	5880	2.9	201745

Numbers of UK/non-UK staff who were BME



3.4

UK/non-UK staff by activity, mode and BME/white identity

← Nationality definition: see page 15

← Staff activity definition: see page 15

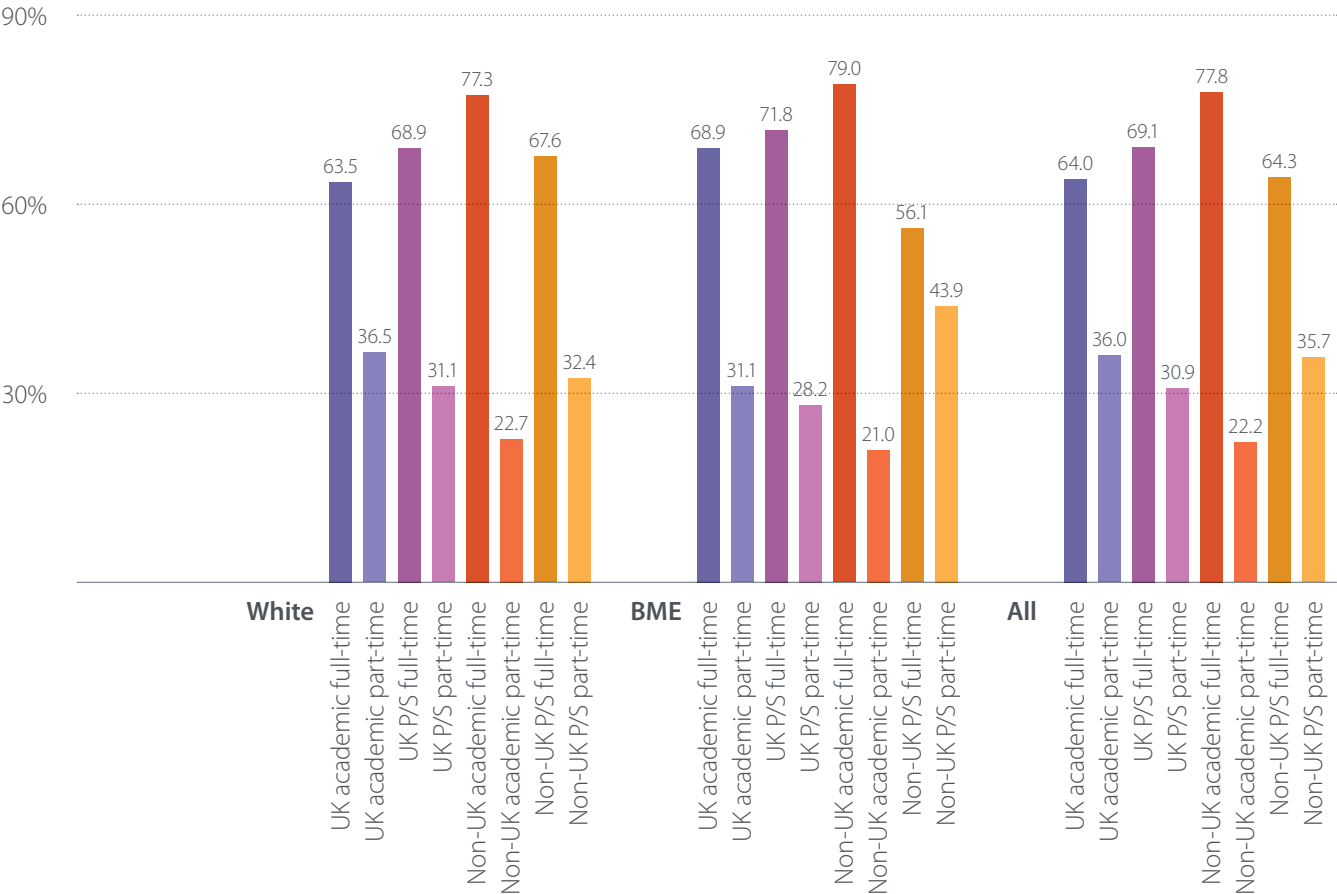
← Mode definition: see page 15

← Ethnicity definition: see page 12

UK nationals	White			BME			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
Academic staff									
Full-time	76700	63.5	89.8	8755	68.9	10.2	85455	64.0	
Part-time	44105	36.5	91.8	3950	31.1	8.2	48055	36.0	
All modes	120805	100.0	90.5	12705	100.0	9.5	133505	100.0	
Professional and support staff									
Full-time	113250	68.9	90.3	12190	71.8	9.7	125440	69.1	
Part-time	51215	31.1	91.4	4790	28.2	8.6	56005	30.9	
All modes	164465	100.0	90.6	16980	100.0	9.4	181445	100.0	

Non-UK nationals

Academic staff									
Full-time	30945	77.3	71.3	12460	79.0	28.7	43405	77.8	
Part-time	9085	22.7	73.3	3300	21.0	26.7	12385	22.2	
All modes	40030	100.0	71.7	15765	100.0	28.3	55790	100.0	
Professional and support staff									
Full-time	9750	67.6	74.7	3300	56.1	25.3	13045	64.3	
Part-time	4675	32.4	64.4	2580	43.9	35.6	7255	35.7	
All modes	14420	100.0	71.0	5880	100.0	29.0	20300	100.0	



UK/non-UK staff by activity, contract type and BME/white identity

UK nationals	White			BME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff								
Open-ended/permanent	86785	71.8	91.0	8615	67.8	9.0	95400	71.5
Fixed-term	34015	28.2	89.3	4090	32.2	10.7	38105	28.5
All contracts	120805	100.0	90.5	12705	100.0	9.5	133505	100.0
Professional and support staff								
Open-ended/permanent	143960	87.5	91.1	14045	82.7	8.9	158005	87.1
Fixed-term	20500	12.5	87.5	2935	17.3	12.5	23435	12.9
All contracts	164465	100.0	90.6	16980	100.0	9.4	181445	100.0

← Nationality definition: see page 15

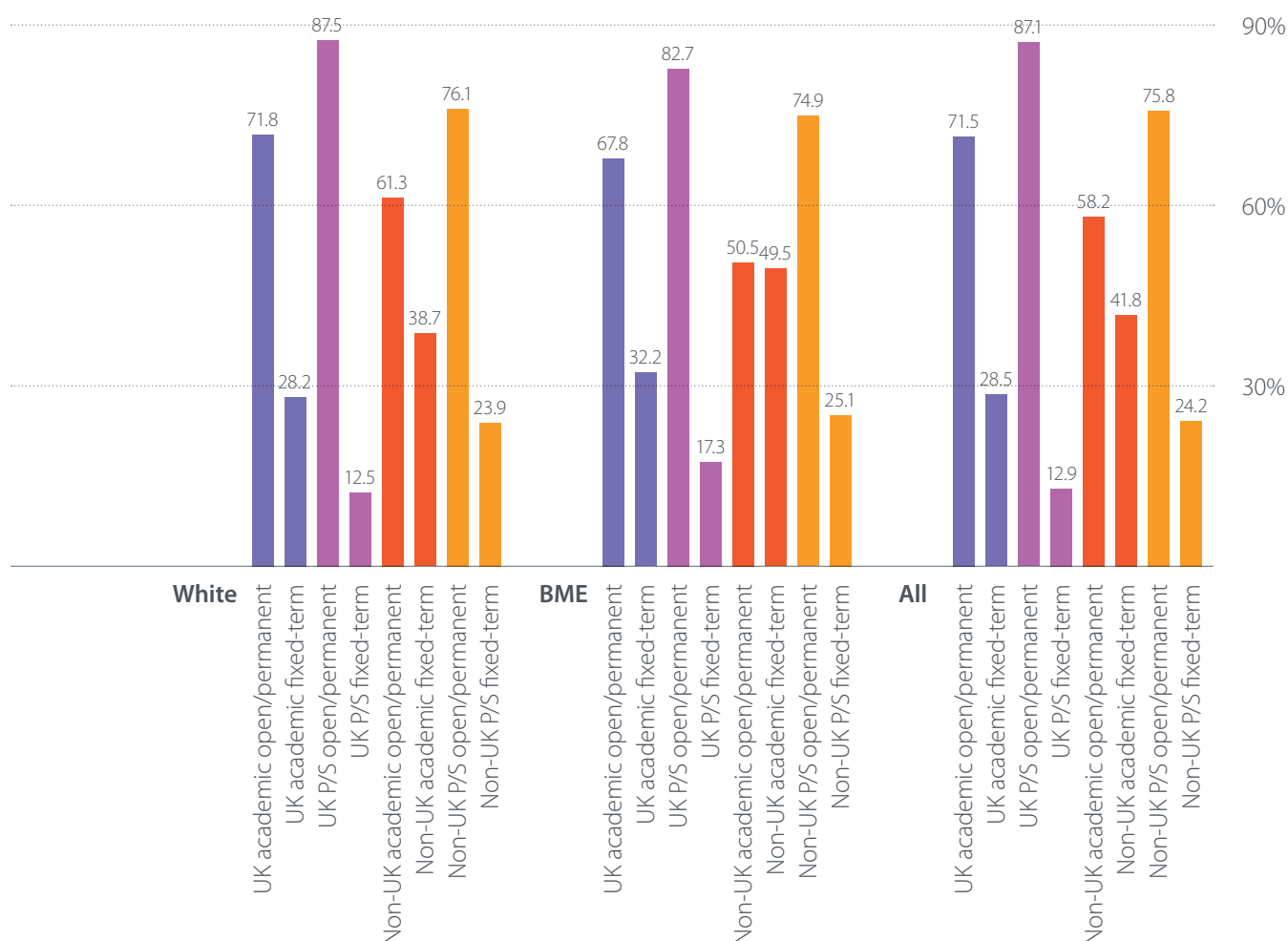
← Staff activity definition: see page 15

← Contract type definition: see page 16

← Ethnicity definition: see page 12

Non-UK nationals

Academic staff								
Open-ended/permanent	24540	61.3	75.5	7955	50.5	24.5	32495	58.2
Fixed-term	15490	38.7	66.5	7805	49.5	33.5	23295	41.8
All contracts	40030	100.0	71.7	15765	100.0	28.3	55790	100.0
Professional and support staff								
Open-ended/permanent	10980	76.1	71.4	4405	74.9	28.6	15385	75.8
Fixed-term	3445	23.9	70.0	1475	25.1	30.0	4920	24.2
All contracts	14420	100.0	71.0	5880	100.0	29.0	20300	100.0



3.6

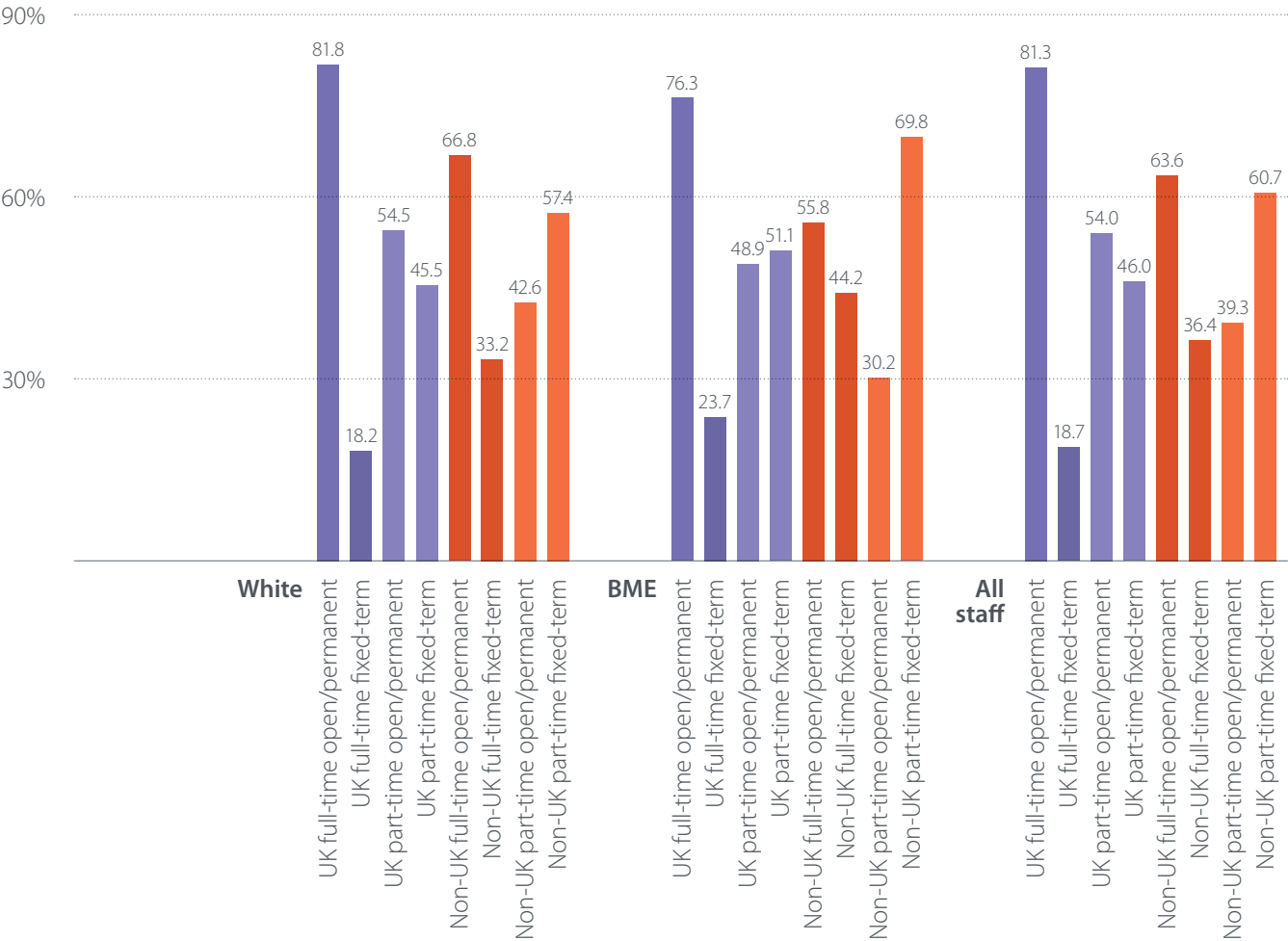
UK/non-UK academic staff by mode, contract type and BME/white identity

- ← Nationality definition: see page 15
- ← Staff activity definition: see page 15
- ← Mode definition: see page 15
- ← Contract type definition: see page 16
- ← Ethnicity definition: see page 12

UK nationals	White			BME			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
Full-time									
Open-ended/permanent	62755	81.8	90.4	6680	76.3	9.6	69435	81.3	
Fixed-term	13945	18.2	87.1	2075	23.7	12.9	16015	18.7	
All contracts	76700	100.0	89.8	8755	100.0	10.2	85455	100.0	
Part-time									
Open-ended/permanent	24030	54.5	92.6	1930	48.9	7.4	25965	54.0	
Fixed-term	20075	45.5	90.9	2015	51.1	9.1	22090	46.0	
All contracts	44105	100.0	91.8	3950	100.0	8.2	48055	100.0	

Non-UK nationals

Full-time									
Open-ended/permanent	20670	66.8	74.8	6960	55.8	25.2	27625	63.6	
Fixed-term	10275	33.2	65.1	5500	44.2	34.9	15780	36.4	
All contracts	30945	100.0	71.3	12460	100.0	28.7	43405	100.0	
Part-time									
Open-ended/permanent	3870	42.6	79.5	995	30.2	20.5	4870	39.3	
Fixed-term	5215	57.4	69.3	2305	69.8	30.7	7520	60.7	
All contracts	9085	100.0	73.3	3300	100.0	26.7	12385	100.0	



UK/non-UK professional and support staff by mode, contract type and BME/white identity

UK nationals	White			BME			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
Full-time									
Open-ended/permanent	100935	89.1	90.6	10420	85.5	9.4	111355	88.8	
Fixed-term	12315	10.9	87.4	1770	14.5	12.6	14085	11.2	
All contracts	113250	100.0	90.3	12190	100.0	9.7	125440	100.0	
Part-time									
Open-ended/permanent	43030	84.0	92.2	3625	75.7	7.8	46655	83.3	
Fixed-term	8185	16.0	87.5	1165	24.3	12.5	9350	16.7	
All contracts	51215	100.0	91.4	4790	100.0	8.6	56005	100.0	

← Nationality definition: see page 15

← Staff activity definition: see page 15

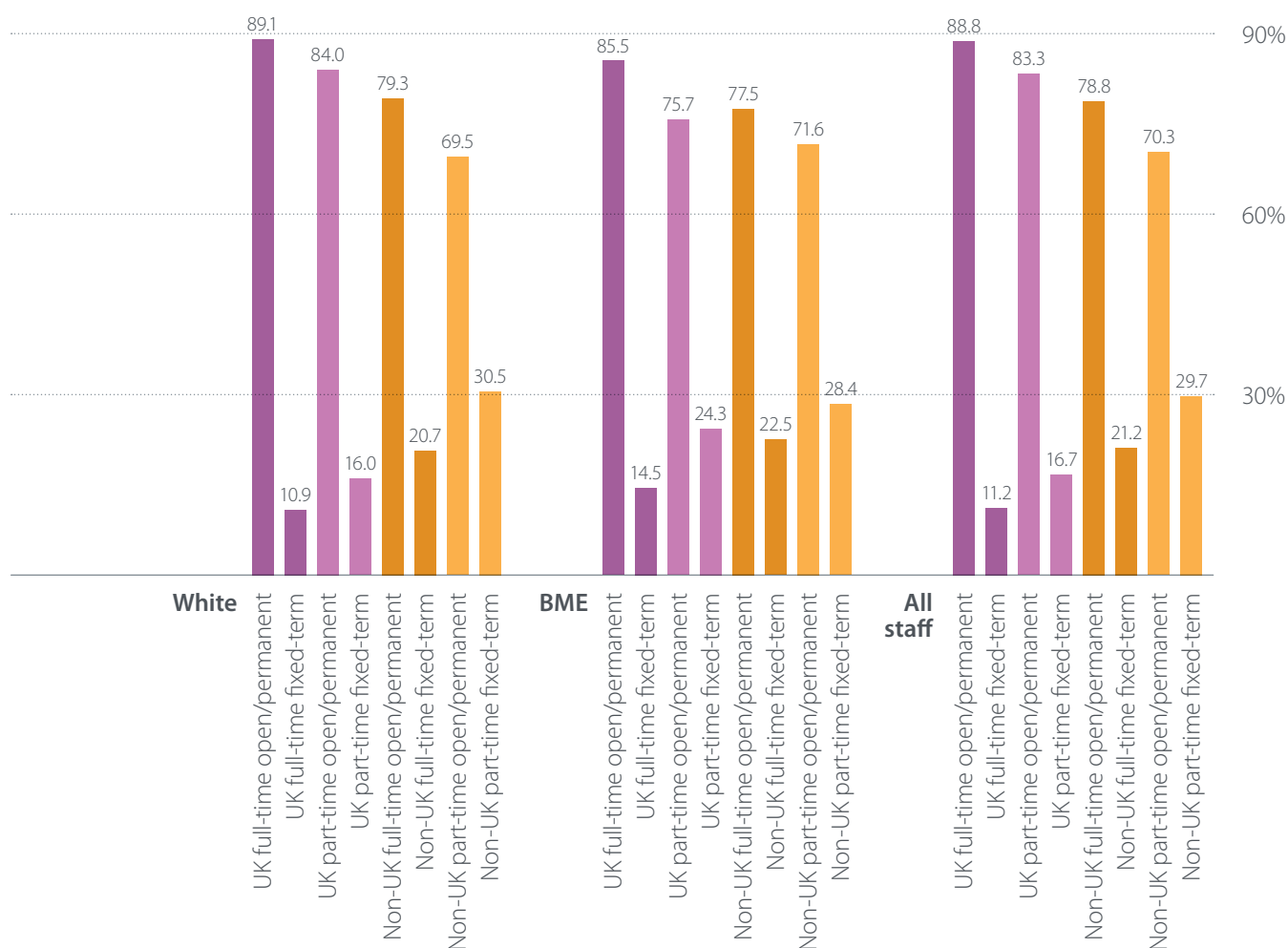
← Mode definition: see page 15

← Contract type definition: see page 16

← Ethnicity definition: see page 12

Non-UK nationals

Full-time								
Open-ended/permanent	7730	79.3	75.1	2555	77.5	24.9	10285	78.8
Fixed-term	2020	20.7	73.1	740	22.5	26.9	2760	21.2
All contracts	9750	100.0	74.7	3300	100.0	25.3	13045	100.0
Part-time								
Open-ended/permanent	3250	69.5	63.7	1850	71.6	36.3	5100	70.3
Fixed-term	1425	30.5	66.0	735	28.4	34.0	2155	29.7
All contracts	4675	100.0	64.4	2580	100.0	35.6	7255	100.0



3.8

UK/non-UK staff by contract level and BME/white identity

← Nationality
definition:
see page 15

← Contract level
definition:
see page 16

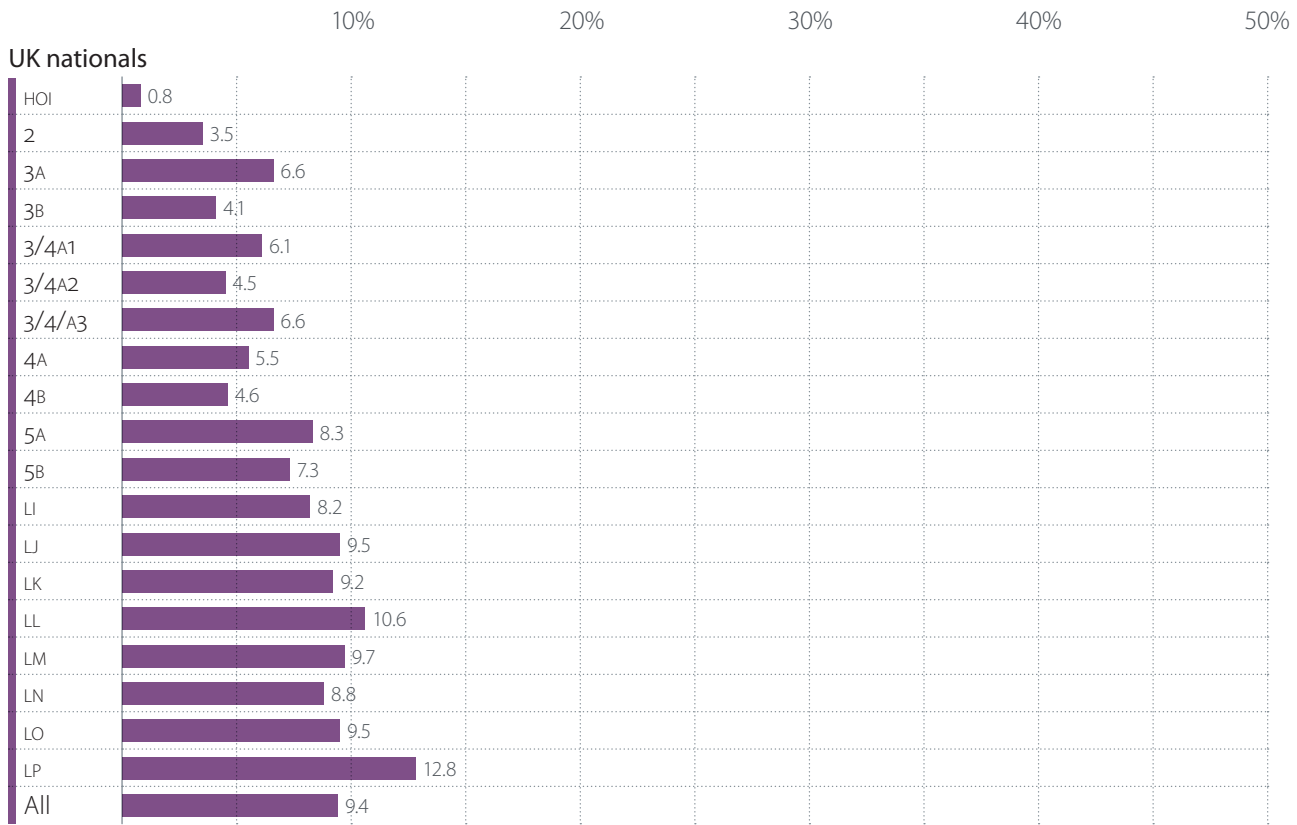
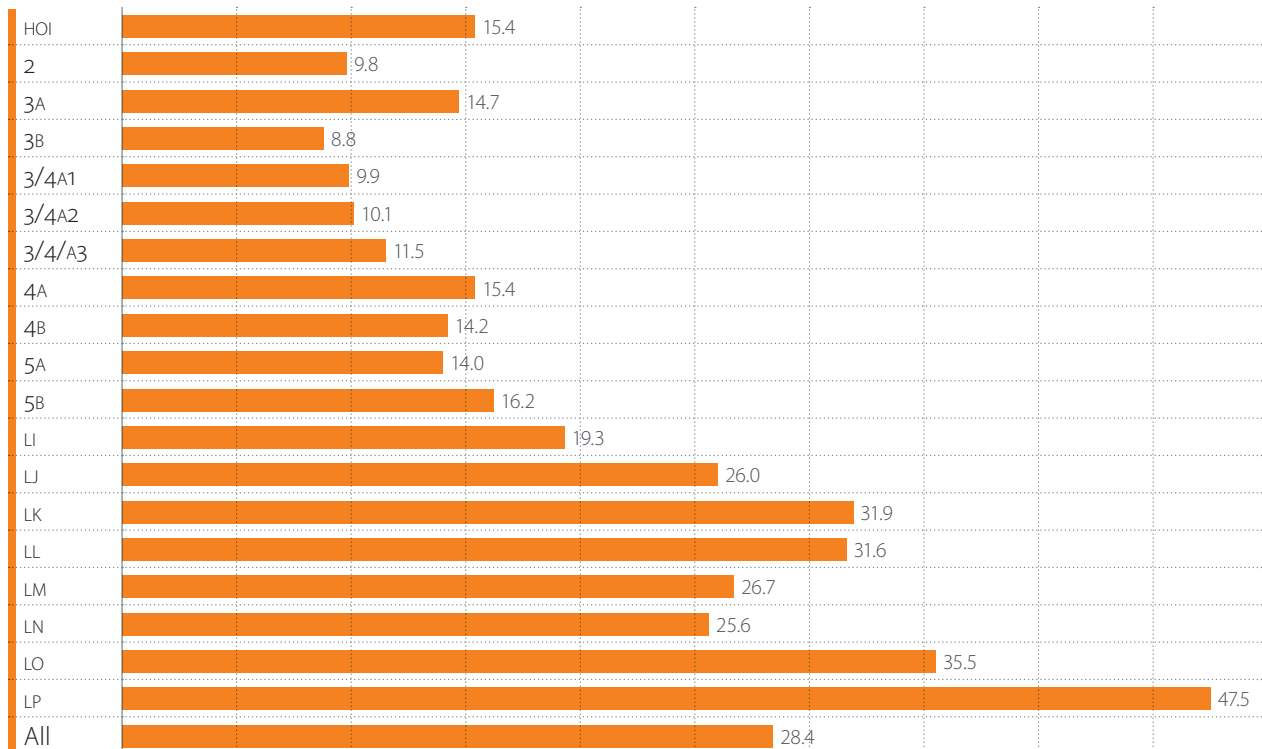
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
HOI	Head of institution	125	0.0	99.2	0	0.0	0.8	125	0.0
2	UCEA level 2	610	0.2	96.5	20	0.1	3.5	635	0.2
3A	UCEA level 3A	525	0.2	93.4	35	0.1	6.6	560	0.2
3B	UCEA level 3B	1300	0.5	95.9	55	0.2	4.1	1355	0.4
3/4A1	UCEA level 3/4A1	570	0.2	93.9	35	0.1	6.1	605	0.2
3/4A2	UCEA level 3/4A2	545	0.2	95.5	25	0.1	4.5	570	0.2
3/4/A3	UCEA level 3/4A3	990	0.3	93.4	70	0.2	6.6	1060	0.3
4A	UCEA level 4A	1775	0.6	94.5	105	0.3	5.5	1875	0.6
4B	UCEA level 4B	1670	0.6	95.4	80	0.3	4.6	1750	0.6
5A	UCEA level 5A	13550	4.8	91.7	1235	4.2	8.3	14785	4.7
5B	UCEA level 5B	1735	0.6	92.7	135	0.5	7.3	1870	0.6
LI	XpertHR level I	23780	8.3	91.8	2135	7.2	8.2	25915	8.2
LJ	XpertHR level J	49505	17.4	90.5	5180	17.5	9.5	54685	17.4
LK	XpertHR level K	62100	21.8	90.8	6305	21.2	9.2	68405	21.7
LL	XpertHR level L	40865	14.3	89.4	4855	16.4	10.6	45720	14.5
LM	XpertHR level M	35945	12.6	90.3	3875	13.0	9.7	39820	12.6
LN	XpertHR level N	24760	8.7	91.2	2395	8.1	8.8	27155	8.6
LO	XpertHR level O	12405	4.3	90.5	1295	4.4	9.5	13695	4.3
LP	XpertHR level P	12515	4.4	87.2	1840	6.2	12.8	14355	4.6
All	All contract levels	285270	100.0	90.6	29680	100.0	9.4	314950	100.0

Non-UK nationals

HOI	Head of institution	20	0.0	84.6	5	0.0	15.4	25	0.0
2	UCEA level 2	35	0.1	90.2	5	0.0	9.8	40	0.1
3A	UCEA level 3A	35	0.1	85.3	5	0.0	14.7	40	0.1
3B	UCEA level 3B	95	0.2	91.2	10	0.0	8.8	100	0.1
3/4A1	UCEA level 3/4A1	55	0.1	90.1	5	0.0	9.9	60	0.1
3/4A2	UCEA level 3/4A2	70	0.1	89.9	10	0.0	10.1	75	0.1
3/4/A3	UCEA level 3/4A3	135	0.2	88.5	20	0.1	11.5	150	0.2
4A	UCEA level 4A	240	0.4	84.6	45	0.2	15.4	285	0.4
4B	UCEA level 4B	75	0.1	85.8	10	0.1	14.2	85	0.1
5A	UCEA level 5A	3595	6.6	86.0	585	2.7	14.0	4180	5.5
5B	UCEA level 5B	140	0.3	83.8	30	0.1	16.2	170	0.2
LI	XpertHR level I	5810	10.7	80.7	1385	6.4	19.3	7200	9.5
LJ	XpertHR level J	11030	20.3	74.0	3865	17.9	26.0	14900	19.6
LK	XpertHR level K	16275	29.9	68.1	7640	35.3	31.9	23915	31.4
LL	XpertHR level L	8435	15.5	68.4	3895	18.0	31.6	12330	16.2
LM	XpertHR level M	3505	6.4	73.3	1275	5.9	26.7	4785	6.3
LN	XpertHR level N	2060	3.8	74.4	710	3.3	25.6	2770	3.6
LO	XpertHR level O	1180	2.2	64.5	650	3.0	35.5	1830	2.4
LP	XpertHR level P	1655	3.0	52.5	1495	6.9	47.5	3150	4.1
All	All contract levels	54450	100.0	71.6	21645	100.0	28.4	76095	100.0

Proportions of staff who were BME

**Non-UK nationals**

3.9

UK staff by activity, contract level and BME/white identity

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 15

← Contract level
definition:
see page 16

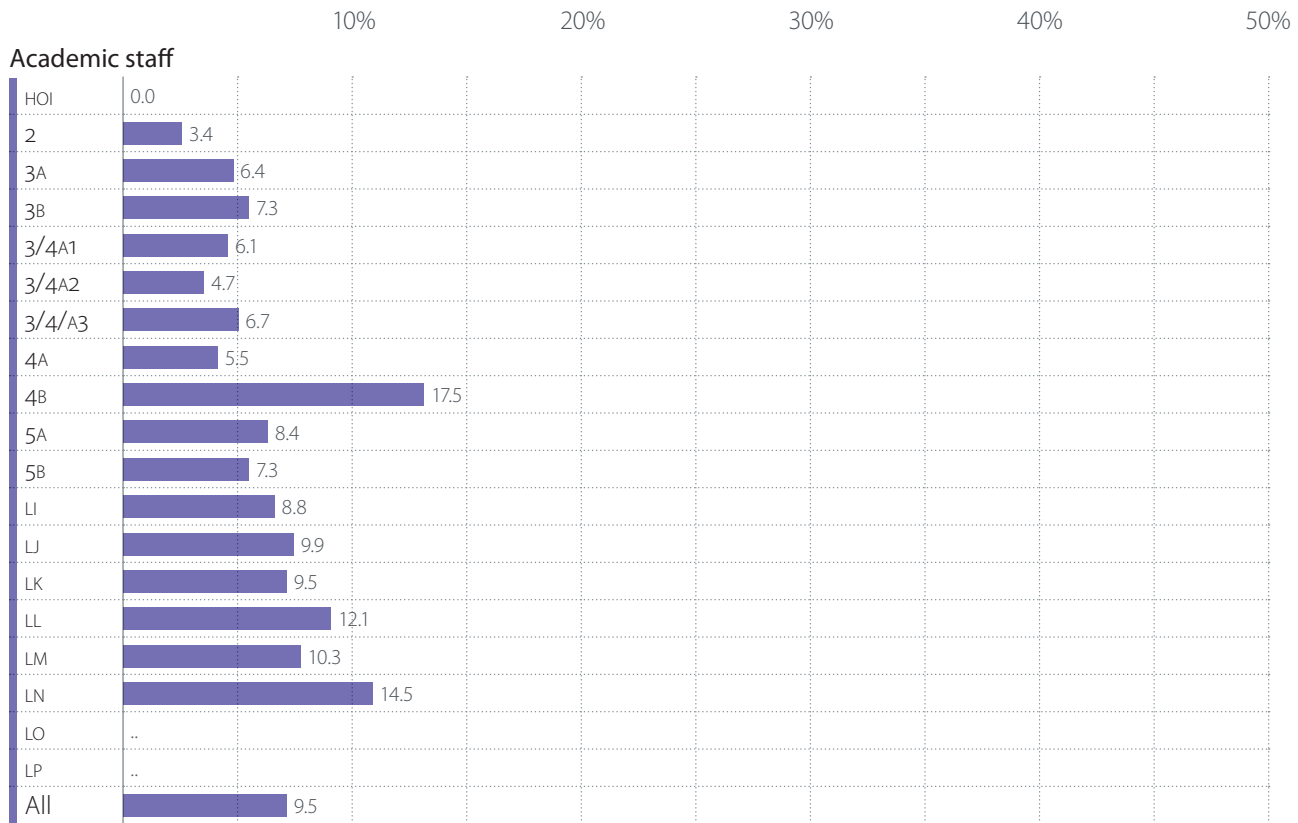
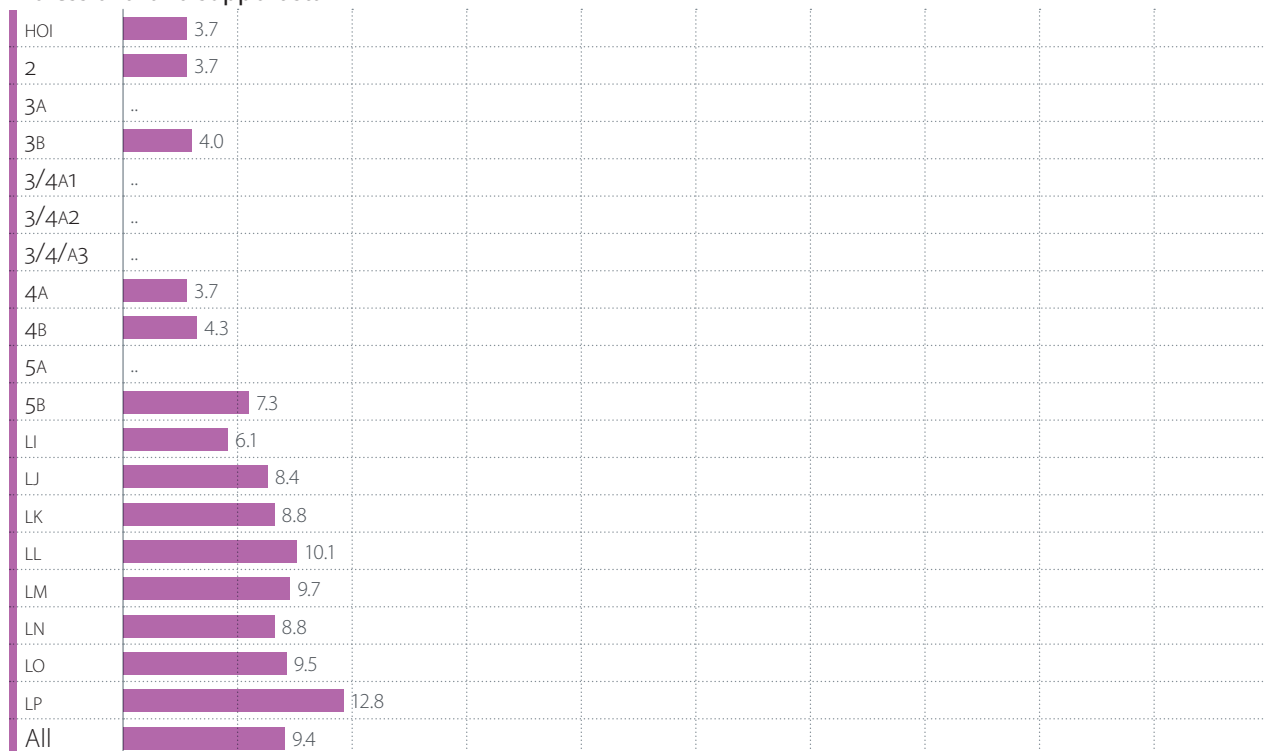
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	100	0.1	100.0	0	0.0	0.0	100	0.1
2	UCEA level 2	345	0.3	96.6	10	0.1	3.4	360	0.3
3A	UCEA level 3A	520	0.4	93.6	35	0.3	6.4	555	0.4
3B	UCEA level 3B	40	0.0	92.7	5	0.0	7.3	40	0.0
3/4A1	UCEA level 3/4A1	565	0.5	93.9	35	0.3	6.1	600	0.5
3/4A2	UCEA level 3/4A2	530	0.4	95.3	25	0.2	4.7	560	0.4
3/4/A3	UCEA level 3/4A3	980	0.8	93.3	70	0.5	6.7	1050	0.8
4A	UCEA level 4A	1720	1.4	94.5	100	0.8	5.5	1825	1.4
4B	UCEA level 4B	35	0.0	82.5	5	0.1	17.5	40	0.0
5A	UCEA level 5A	13535	11.2	91.6	1235	9.7	8.4	14770	11.1
5B	UCEA level 5B	40	0.0	92.7	5	0.0	7.3	40	0.0
LI	XpertHR level I	18650	15.4	91.2	1800	14.2	8.8	20450	15.3
LJ	XpertHR level J	34075	28.2	90.1	3760	29.6	9.9	37835	28.3
LK	XpertHR level K	36610	30.3	90.5	3850	30.3	9.5	40455	30.3
LL	XpertHR level L	11360	9.4	87.9	1555	12.3	12.1	12920	9.7
LM	XpertHR level M	1490	1.2	89.7	170	1.3	10.3	1660	1.2
LN	XpertHR level N	210	0.2	85.5	35	0.3	14.5	245	0.2
LO	XpertHR level O	5	0.0	..	0	0.0	..	5	0.0
LP	XpertHR level P	0	0.0	..	0	0.0	..	0	0.0
All	All contract levels	120805	100.0	90.5	12705	100.0	9.5	133505	100.0

Professional and support staff

HOI	Head of institution	25	0.0	96.3	0	0.0	3.7	25	0.0
2	UCEA level 2	265	0.2	96.3	10	0.1	3.7	275	0.2
3A	UCEA level 3A	5	0.0	..	0	0.0	..	5	0.0
3B	UCEA level 3B	1260	0.8	96.0	55	0.3	4.0	1315	0.7
3/4A1	UCEA level 3/4A1	5	0.0	..	0	0.0	..	5	0.0
3/4A2	UCEA level 3/4A2	15	0.0	..	0	0.0	..	15	0.0
3/4/A3	UCEA level 3/4A3	10	0.0	..	0	0.0	..	10	0.0
4A	UCEA level 4A	50	0.0	96.3	0	0.0	3.7	55	0.0
4B	UCEA level 4B	1635	1.0	95.7	75	0.4	4.3	1710	0.9
5A	UCEA level 5A	15	0.0	..	0	0.0	..	15	0.0
5B	UCEA level 5B	1695	1.0	92.7	135	0.8	7.3	1830	1.0
LI	XpertHR level I	5130	3.1	93.9	335	2.0	6.1	5465	3.0
LJ	XpertHR level J	15430	9.4	91.6	1420	8.4	8.4	16845	9.3
LK	XpertHR level K	25495	15.5	91.2	2455	14.5	8.8	27950	15.4
LL	XpertHR level L	29505	17.9	89.9	3300	19.4	10.1	32805	18.1
LM	XpertHR level M	34460	21.0	90.3	3700	21.8	9.7	38160	21.0
LN	XpertHR level N	24550	14.9	91.2	2360	13.9	8.8	26915	14.8
LO	XpertHR level O	12400	7.5	90.5	1295	7.6	9.5	13695	7.5
LP	XpertHR level P	12515	7.6	87.2	1840	10.8	12.8	14355	7.9
All	All contract levels	164465	100.0	90.6	16980	100.0	9.4	181445	100.0

Proportions of staff who were BME

**Professional and support staff**

3.10

Non-UK staff by activity, contract level and BME/white identity

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 15

← Contract level
definition:
see page 16

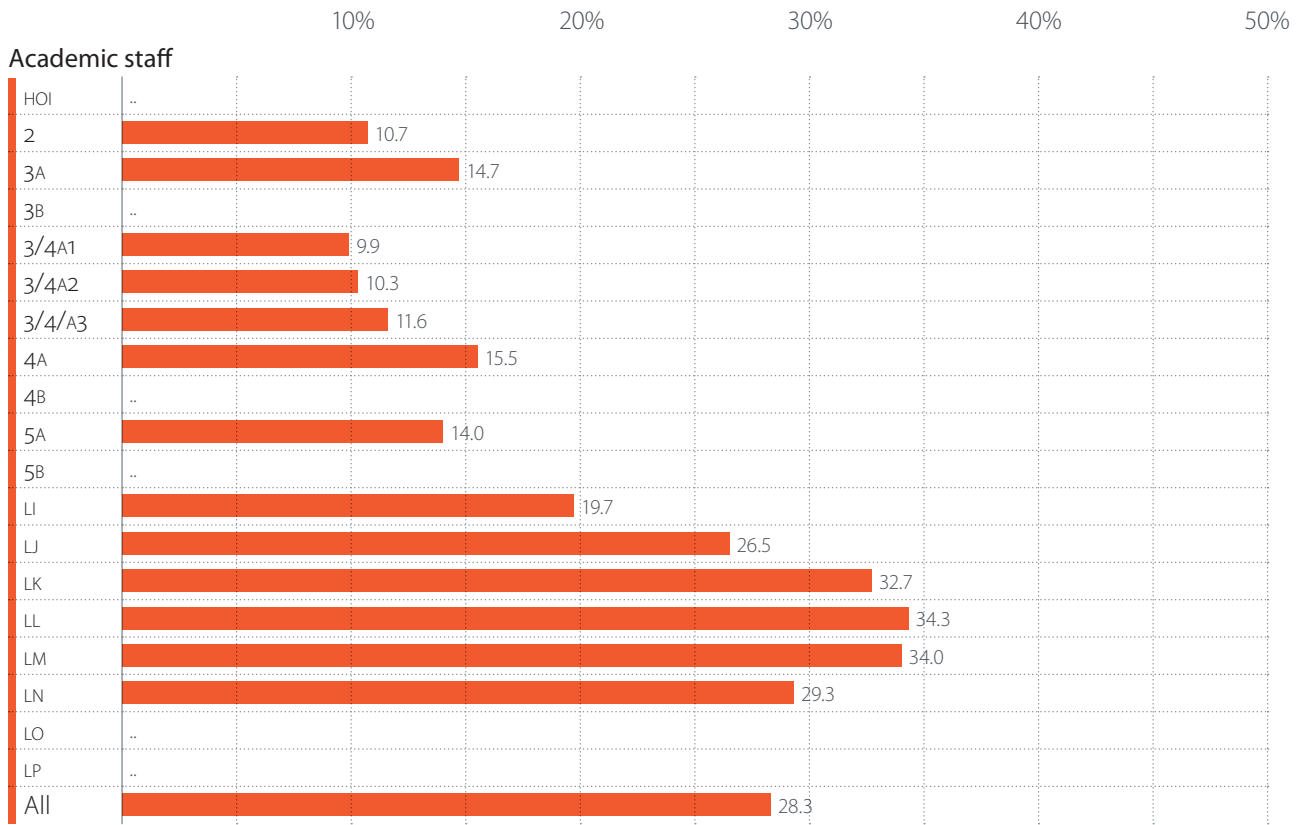
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	15	0.0	..	5	0.0	..	20	0.0
2	UCEA level 2	25	0.1	89.3	5	0.0	10.7	30	0.1
3A	UCEA level 3A	35	0.1	85.3	5	0.0	14.7	40	0.1
3B	UCEA level 3B	0	0.0	..	0	0.0	..	5	0.0
3/4A1	UCEA level 3/4A1	55	0.1	90.1	5	0.0	9.9	60	0.1
3/4A2	UCEA level 3/4A2	70	0.2	89.7	10	0.0	10.3	75	0.1
3/4/A3	UCEA level 3/4A3	135	0.3	88.4	20	0.1	11.6	150	0.3
4A	UCEA level 4A	240	0.6	84.5	45	0.3	15.5	280	0.5
4B	UCEA level 4B	5	0.0	..	0	0.0	..	5	0.0
5A	UCEA level 5A	3595	9.0	86.0	585	3.7	14.0	4180	7.5
5B	UCEA level 5B	5	0.0	..	0	0.0	..	5	0.0
LI	XpertHR level I	5485	13.7	80.3	1340	8.5	19.7	6825	12.2
LJ	XpertHR level J	9825	24.6	73.5	3545	22.5	26.5	13370	24.0
LK	XpertHR level K	14050	35.1	67.3	6830	43.3	32.7	20880	37.4
LL	XpertHR level L	5800	14.5	65.7	3030	19.2	34.3	8825	15.8
LM	XpertHR level M	585	1.5	66.0	300	1.9	34.0	890	1.6
LN	XpertHR level N	105	0.3	70.7	45	0.3	29.3	150	0.3
LO	XpertHR level O	0	0.0	..	0	0.0	..	0	0.0
LP	XpertHR level P	0	0.0	..	0	0.0	..	0	0.0
All	All contract levels	40030	100.0	71.7	15765	100.0	28.3	55790	100.0

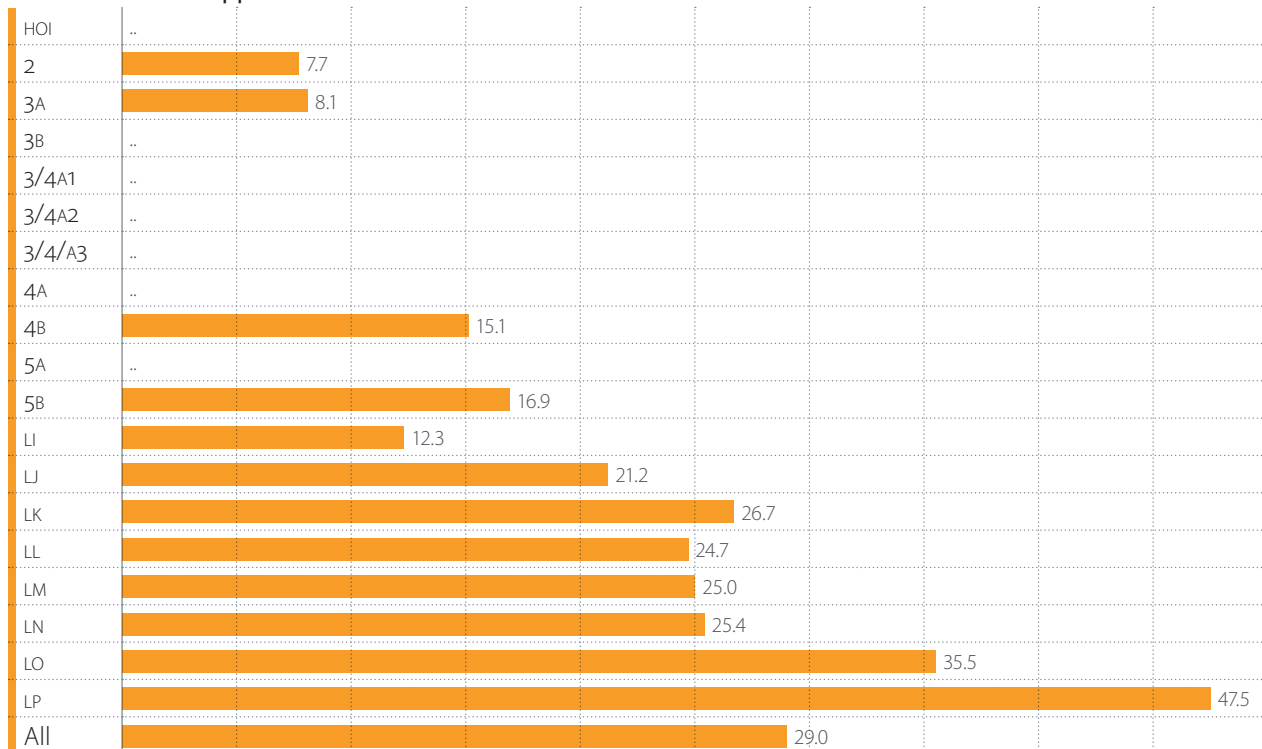
Professional and support staff

HOI	Head of institution	5	0.0	..	0	0.0	..	5	0.0
2	UCEA level 2	10	0.1	92.3	0	0.0	7.7	15	0.1
3A	UCEA level 3A	90	0.6	91.9	10	0.1	8.1	100	0.5
3B	UCEA level 3B	0	0.0	..	0	0.0	..	0	0.0
3/4A1	UCEA level 3/4A1	0	0.0	..	0	0.0	..	0	0.0
3/4A2	UCEA level 3/4A2	0	0.0	..	0	0.0	..	0	0.0
3/4/A3	UCEA level 3/4A3	0	0.0	..	0	0.0	..	0	0.0
4A	UCEA level 4A	0	0.0	..	0	0.0	..	0	0.0
4B	UCEA level 4B	70	0.5	84.9	10	0.2	15.1	80	0.4
5A	UCEA level 5A	0	0.0	..	0	0.0	..	0	0.0
5B	UCEA level 5B	135	0.9	83.1	30	0.5	16.9	165	0.8
LI	XpertHR level I	330	2.3	87.7	45	0.8	12.3	375	1.8
LJ	XpertHR level J	1205	8.4	78.8	325	5.5	21.2	1530	7.5
LK	XpertHR level K	2225	15.4	73.3	810	13.8	26.7	3040	15.0
LL	XpertHR level L	2635	18.3	75.3	865	14.7	24.7	3500	17.2
LM	XpertHR level M	2920	20.3	75.0	975	16.6	25.0	3895	19.2
LN	XpertHR level N	1955	13.6	74.6	665	11.3	25.4	2620	12.9
LO	XpertHR level O	1180	8.2	64.5	650	11.1	35.5	1830	9.0
LP	XpertHR level P	1655	11.5	52.5	1495	25.4	47.5	3150	15.5
All	All contract levels	14420	100.0	71.0	5880	100.0	29.0	20300	100.0

Proportions of staff who were BME



Professional and support staff



3.11

UK/non-UK staff by activity, occupational group and BME/white identity

← Nationality definition: see page 15

← Staff activity definition: see page 15

← Occupational group definition: see page 18

← Ethnicity definition: see page 12

UK nationals		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	450	0.4	94.5	25	0.2	5.5	475	0.4
soc2	Professional occupations	119070	98.6	90.5	12550	98.8	9.5	131625	98.6
soc3	Associate professional and technical	1275	1.1	91.0	125	1.0	9.0	1400	1.0
soc4–9	Clerical and manual occupations	10	0.0	..	0	0.0	..	10	0.0
All	All academic staff	120805	100.0	90.5	12705	100.0	9.5	133505	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	9550	5.8	94.1	600	3.5	5.9	10150	5.6
soc2	Professional occupations	32965	20.0	91.1	3215	18.9	8.9	36180	19.9
soc3	Associate professional and technical	36580	22.2	90.0	4085	24.1	10.0	40665	22.4
soc4	Administrative and secretarial	54285	33.0	90.1	5935	35.0	9.9	60225	33.2
soc5	Skilled trades occupations	5360	3.3	95.3	260	1.5	4.7	5620	3.1
soc6	Caring, leisure and other service	5655	3.4	91.7	510	3.0	8.3	6165	3.4
soc7	Sales and customer service occupations	1715	1.0	86.9	260	1.5	13.1	1975	1.1
soc8	Process, plant and machine operatives	1145	0.7	95.0	60	0.4	5.0	1205	0.7
soc9	Elementary occupations	17205	10.5	89.4	2050	12.1	10.6	19255	10.6
All	All professional and support staff	164465	100.0	90.6	16980	100.0	9.4	181445	100.0
All staff									
All	All staff	285270	100.0	90.6	29680	100.0	9.4	314950	100.0

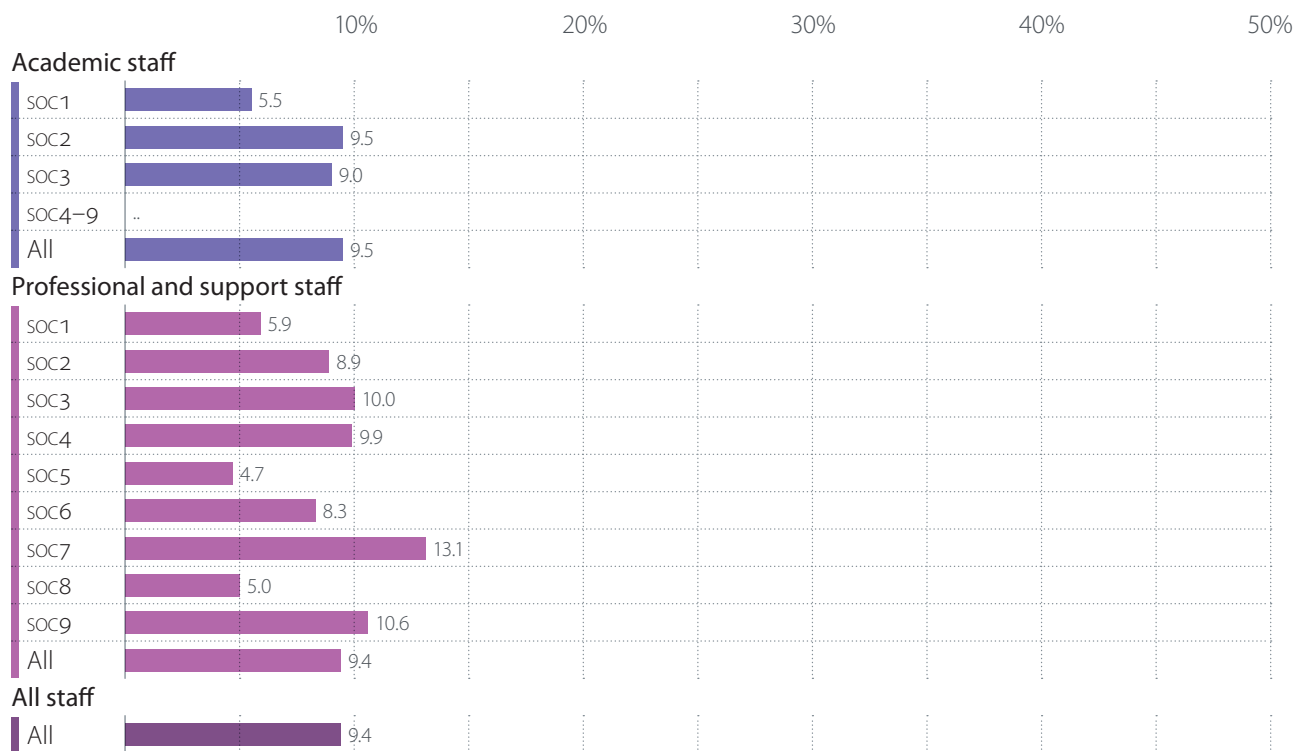
Non-UK nationals

Academic staff									
soc1	Managers, directors and senior officials	45	0.1	86.2	5	0.0	13.8	50	0.1
soc2	Professional occupations	39845	99.5	71.7	15705	99.6	28.3	55550	99.6
soc3	Associate professional and technical	135	0.3	73.0	50	0.3	27.0	185	0.3
soc4–9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	0.0
All	All academic staff	40030	100.0	71.7	15765	100.0	28.3	55790	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	515	3.6	85.8	85	1.4	14.2	600	3.0
soc2	Professional occupations	3405	23.6	74.7	1150	19.6	25.3	4560	22.5
soc3	Associate professional and technical	3125	21.7	73.5	1130	19.2	26.5	4250	20.9
soc4	Administrative and secretarial	4475	31.0	76.0	1415	24.0	24.0	5885	29.0
soc5	Skilled trades occupations	325	2.3	71.9	130	2.2	28.1	455	2.2
soc6	Caring, leisure and other service	435	3.0	69.4	190	3.3	30.6	625	3.1
soc7	Sales and customer service occupations	160	1.1	69.3	70	1.2	30.7	230	1.1
soc8	Process, plant and machine operatives	105	0.7	81.4	25	0.4	18.6	130	0.6
soc9	Elementary occupations	1880	13.0	52.7	1685	28.7	47.3	3565	17.6
All	All professional and support staff	14420	100.0	71.0	5880	100.0	29.0	20300	100.0
All staff									
All	All staff	54450	100.0	71.6	21645	100.0	28.4	76095	100.0

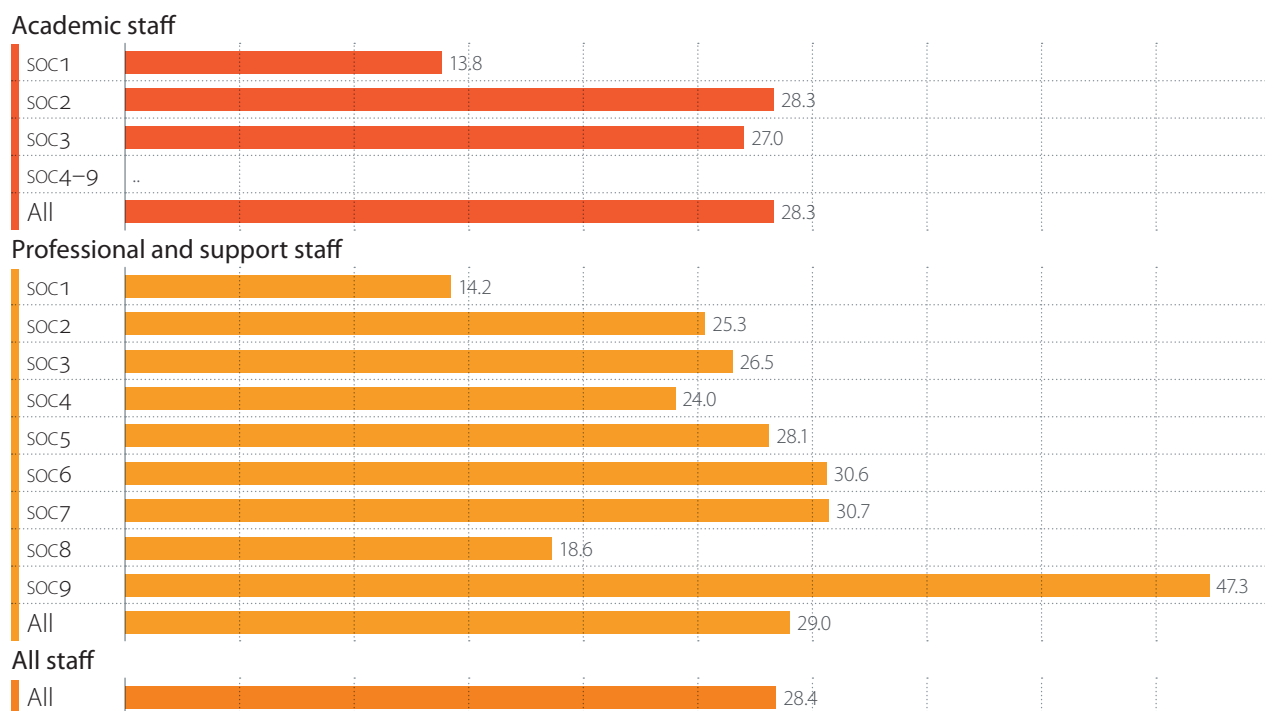
Additional data by ethnic group and detailed occupations is available:
www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were BME

UK nationals



Non-UK nationals



3.12

Full-time and part-time UK staff by activity, occupational group and BME/white identity

← Nationality
definition:
see page 15

← Mode
definition:
see page 15

← Staff activity
definition:
see page 15

← Occupational
group
definition:
see page 18

← Ethnicity
definition:
see page 12

Full-time		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	380	0.5	95.2	20	0.2	4.8	400	0.5
soc2	Professional occupations	75400	98.3	89.7	8645	98.7	10.3	84040	98.3
soc3	Associate professional and technical	915	1.2	90.8	95	1.1	9.2	1005	1.2
soc4-9	Clerical and manual occupations	5	0.0	..	0	0.0	..	5	0.0
All	All academic staff	76700	100.0	89.8	8755	100.0	10.2	85455	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	8395	7.4	94.0	540	4.4	6.0	8935	7.1
soc2	Professional occupations	25385	22.4	90.4	2705	22.2	9.6	28085	22.4
soc3	Associate professional and technical	27960	24.7	89.5	3295	27.0	10.5	31260	24.9
soc4	Administrative and secretarial	35570	31.4	89.1	4365	35.8	10.9	39935	31.8
soc5	Skilled trades occupations	4775	4.2	95.7	215	1.8	4.3	4990	4.0
soc6	Caring, leisure and other service	3210	2.8	93.6	220	1.8	6.4	3425	2.7
soc7	Sales and customer service occupations	925	0.8	85.3	160	1.3	14.7	1080	0.9
soc8	Process, plant and machine operatives	970	0.9	94.8	55	0.4	5.2	1020	0.8
soc9	Elementary occupations	6065	5.4	90.5	635	5.2	9.5	6700	5.3
All	All professional and support staff	113250	100.0	90.3	12190	100.0	9.7	125440	100.0
All staff									
All	All staff	189945	100.0	90.1	20945	100.0	9.9	210895	100.0

Part-time

Academic staff

soc1	Managers, directors and senior officials	70	0.2	90.9	5	0.2	9.1	75	0.2
soc2	Professional occupations	43675	99.0	91.8	3910	99.0	8.2	47585	99.0
soc3	Associate professional and technical	360	0.8	91.7	30	0.8	8.3	390	0.8
soc4-9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	0.0
All	All academic staff	44105	100.0	91.8	3950	100.0	8.2	48055	100.0

Professional and support staff

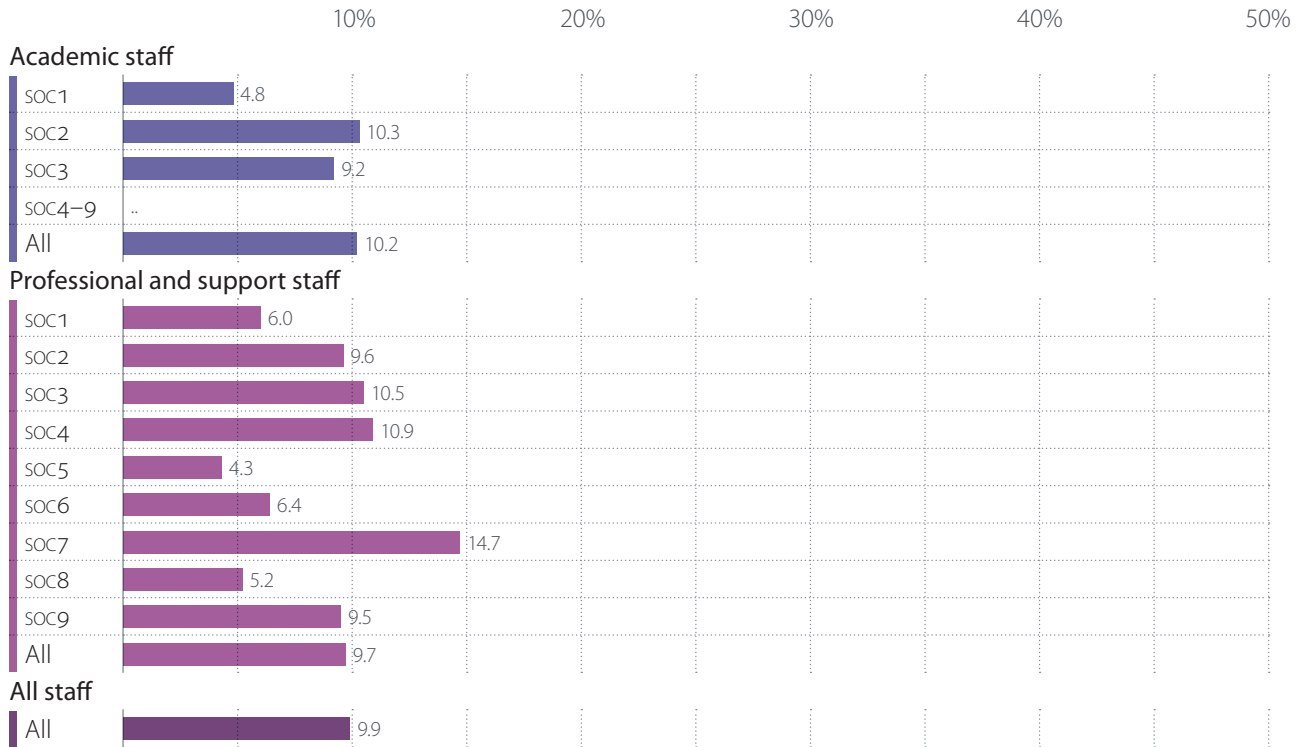
soc1	Managers, directors and senior officials	1155	2.3	95.0	60	1.3	5.0	1215	2.2
soc2	Professional occupations	7580	14.8	93.7	515	10.7	6.3	8095	14.5
soc3	Associate professional and technical	8620	16.8	91.6	785	16.4	8.4	9405	16.8
soc4	Administrative and secretarial	18720	36.5	92.3	1570	32.8	7.7	20290	36.2
soc5	Skilled trades occupations	585	1.1	92.6	45	1.0	7.4	630	1.1
soc6	Caring, leisure and other service	2450	4.8	89.3	290	6.1	10.7	2740	4.9
soc7	Sales and customer service occupations	795	1.5	88.8	100	2.1	11.2	895	1.6
soc8	Process, plant and machine operatives	180	0.3	96.0	10	0.2	4.0	185	0.3
soc9	Elementary occupations	11135	21.7	88.7	1415	29.5	11.3	12550	22.4
All	All professional and support staff	51215	100.0	91.4	4790	100.0	8.6	56005	100.0

All staff

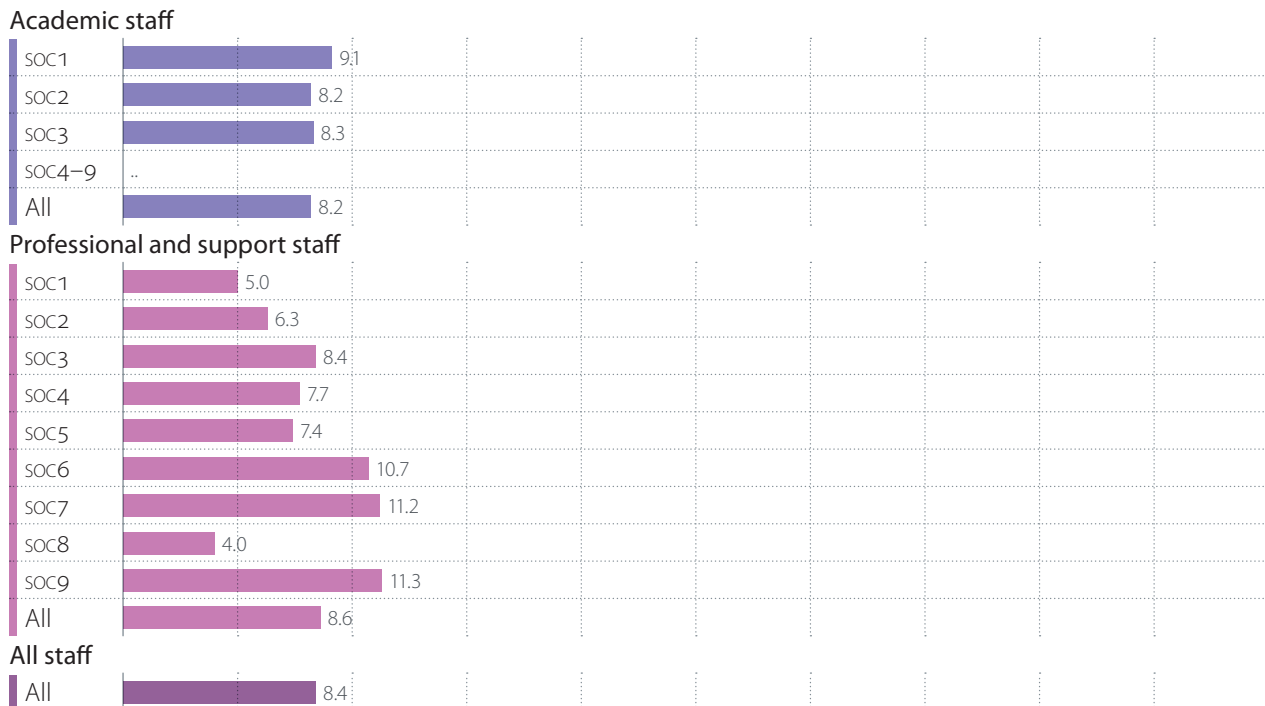
All	All staff	95320	100.0	91.6	8735	100.0	8.4	104055	100.0
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Proportions of staff who were BME

Full-time



Part-time



3.13

Full-time and part-time non-UK staff by activity, occupational group and BME/white identity

← Nationality
definition:
see page 15

← Mode
definition:
see page 15

← Staff activity
definition:
see page 15

← Occupational
group
definition:
see page 18

← Ethnicity
definition:
see page 12

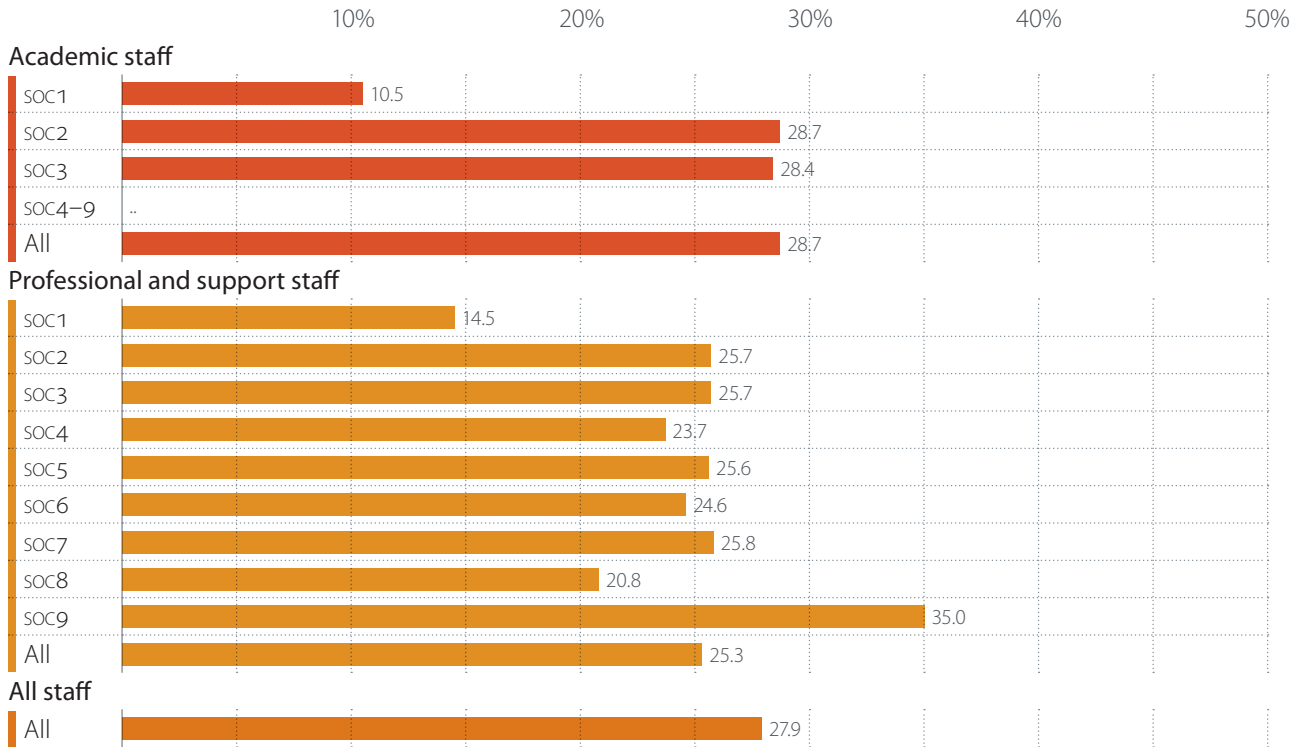
Full-time		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	40	0.1	89.5	5	0.0	10.5	45	0.1
soc2	Professional occupations	30805	99.5	71.3	12415	99.6	28.7	43220	99.6
soc3	Associate professional and technical	105	0.3	71.6	40	0.3	28.4	145	0.3
soc4-9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	0.0
All	All academic staff	30945	100.0	71.3	12460	100.0	28.7	43405	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	465	4.8	85.5	80	2.4	14.5	545	4.2
soc2	Professional occupations	2580	26.5	74.3	895	27.1	25.7	3475	26.6
soc3	Associate professional and technical	2460	25.2	74.3	850	25.8	25.7	3310	25.4
soc4	Administrative and secretarial	2935	30.1	76.3	910	27.6	23.7	3845	29.5
soc5	Skilled trades occupations	260	2.7	74.4	90	2.7	25.6	350	2.7
soc6	Caring, leisure and other service	225	2.3	75.4	75	2.2	24.6	295	2.3
soc7	Sales and customer service occupations	100	1.0	74.2	35	1.0	25.8	130	1.0
soc8	Process, plant and machine operatives	90	0.9	79.2	25	0.7	20.8	115	0.9
soc9	Elementary occupations	640	6.5	65.0	345	10.4	35.0	980	7.5
All	All professional and support staff	9750	100.0	74.7	3300	100.0	25.3	13045	100.0
All staff									
All	All staff	40695	100.0	72.1	15760	100.0	27.9	56450	100.0

Part-time

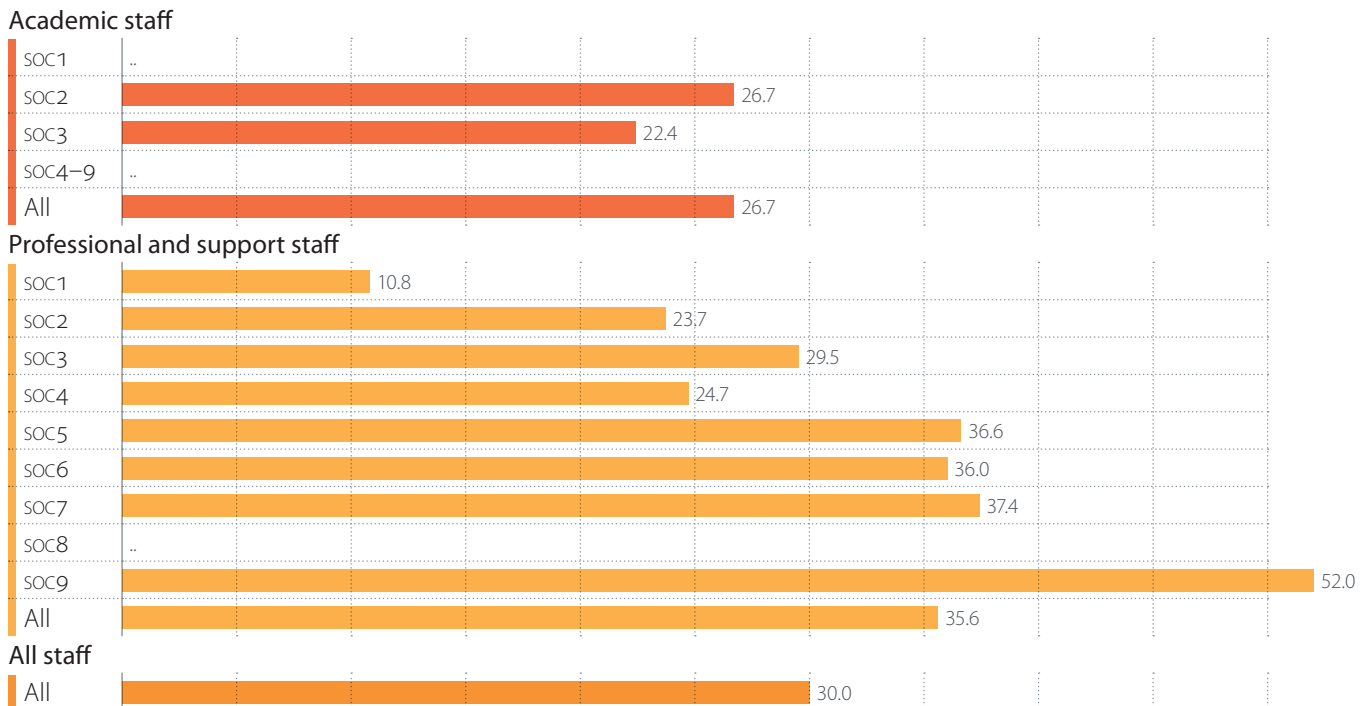
Academic staff									
soc1	Managers, directors and senior officials	5	0.1	..	5	0.1	..	10	0.1
soc2	Professional occupations	9045	99.6	73.3	3290	99.6	26.7	12335	99.6
soc3	Associate professional and technical	35	0.4	77.6	10	0.3	22.4	45	0.4
soc4-9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	0.0
All	All academic staff	9085	100.0	73.3	3300	100.0	26.7	12385	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	50	1.1	89.2	5	0.2	10.8	55	0.8
soc2	Professional occupations	825	17.7	76.3	255	10.0	23.7	1085	14.9
soc3	Associate professional and technical	665	14.2	70.5	280	10.8	29.5	940	13.0
soc4	Administrative and secretarial	1540	32.9	75.3	505	19.5	24.7	2045	28.2
soc5	Skilled trades occupations	65	1.4	63.4	40	1.5	36.6	105	1.4
soc6	Caring, leisure and other service	210	4.5	64.0	120	4.6	36.0	330	4.6
soc7	Sales and customer service occupations	60	1.3	62.6	35	1.4	37.4	100	1.4
soc8	Process, plant and machine operatives	15	0.3	..	0	0.0	..	15	0.2
soc9	Elementary occupations	1240	26.5	48.0	1340	52.0	52.0	2585	35.6
All	All professional and support staff	4675	100.0	64.4	2580	100.0	35.6	7255	100.0
All staff									
All	All staff	13755	100.0	70.0	5885	100.0	30.0	19640	100.0

Proportions of staff who were BME

Full-time



Part-time



3.14 UK/non-UK academic staff by research/teaching contract type and BME/white identity

← Nationality definition: see page 15

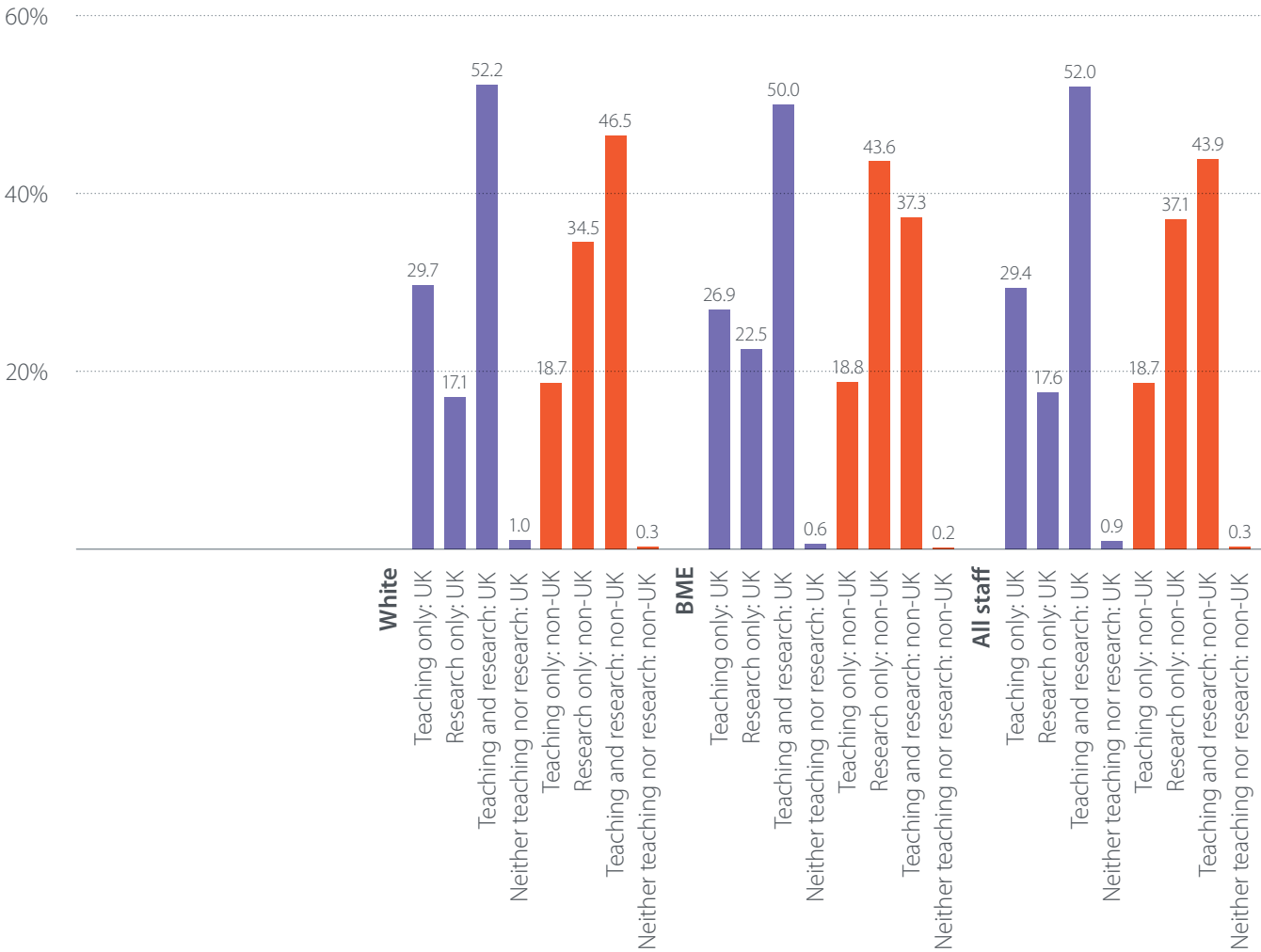
← Academic contract definition: see page 19

← Ethnicity definition: see page 12

UK nationals	White			BME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	35895	29.7	91.3	3415	26.9	8.7	39310	29.4
Research only	20660	17.1	87.8	2860	22.5	12.2	23520	17.6
Teaching and research	63080	52.2	90.9	6350	50.0	9.1	69430	52.0
Neither teaching nor research	1170	1.0	93.6	80	0.6	6.4	1250	0.9
All academic contracts	120805	100.0	90.5	12705	100.0	9.5	133505	100.0

Non-UK nationals

Teaching only	7465	18.7	87.2	2970	18.8	12.8	10435	18.7
Research only	13820	34.5	78.0	6875	43.6	22.0	20695	37.1
Teaching and research	18615	46.5	87.0	5880	37.3	13.0	24490	43.9
Neither teaching nor research	130	0.3	91.7	40	0.2	8.3	170	0.3
All academic contracts	40030	100.0	85.0	15765	100.0	15.0	55790	100.0



3.15

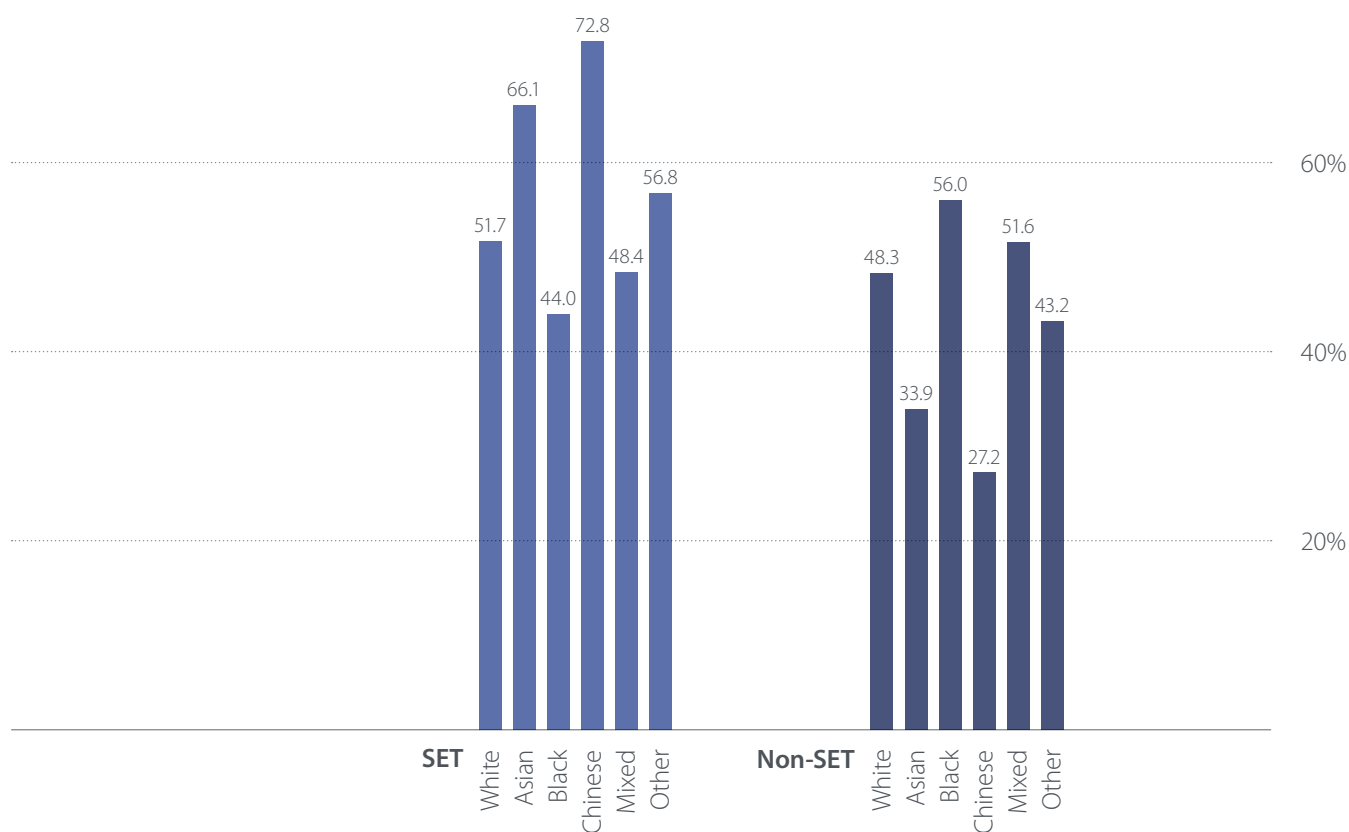
UK academic staff by SET category and ethnic group

	SET		Non-SET		All staff	
	No.	%	No.	%	No.	
White	62415	51.7	58390	48.3	120805	
BME total	7570	59.6	5135	40.4	12705	
Asian	3405	66.1	1750	33.9	5160	
Black	835	44.0	1060	56.0	1895	
Chinese	1390	72.8	520	27.2	1910	
Mixed	1065	48.4	1140	51.6	2205	
Other	875	56.8	665	43.2	1540	
All academic staff	69985	52.4	63520	47.6	133505	

← Nationality definition: see page 15

← SET/non-SET subject area definition: see page 19

← Ethnicity definition: see page 12



3.16

UK SET academic staff by subject area and BME/white identity

← Nationality
definition:
see page 15

← SET/non-SET
subject area
definition:
see page 19

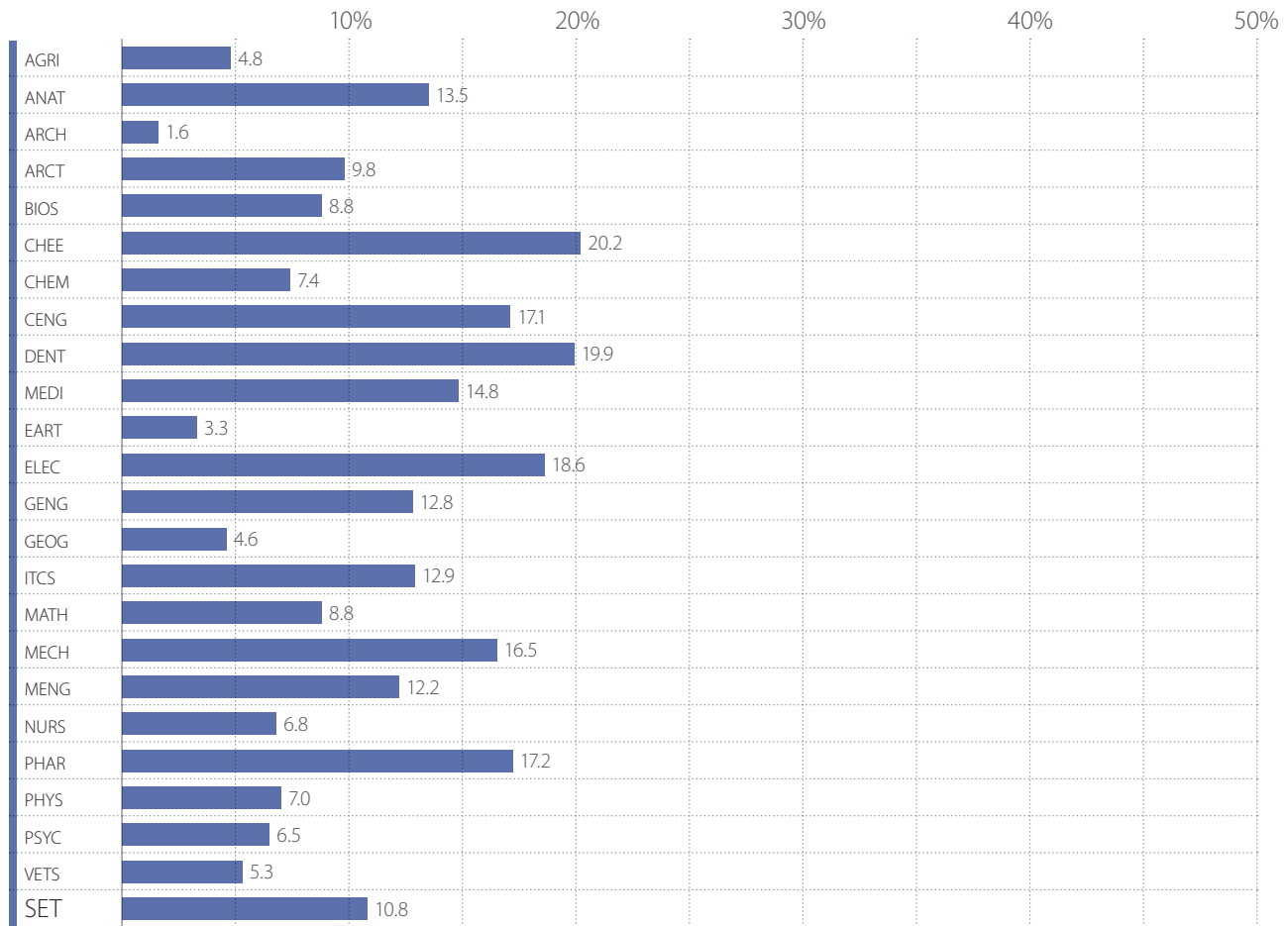
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	815	1.3	95.2	40	0.5	4.8	855	1.2
ANAT	Anatomy, physiology	1080	1.7	86.5	170	2.2	13.5	1250	1.8
ARCH	Archaeology	450	0.7	98.4	5	0.1	1.6	455	0.7
ARCT	Architecture, built environment, planning	2395	3.8	90.2	260	3.4	9.8	2655	3.8
BIOS	Biosciences	7615	12.2	91.2	730	9.7	8.8	8350	11.9
CHEE	Chemical engineering	390	0.6	79.8	100	1.3	20.2	490	0.7
CHEM	Chemistry	2180	3.5	92.6	175	2.3	7.4	2355	3.4
CENG	Civil engineering	890	1.4	82.9	185	2.4	17.1	1070	1.5
DENT	Clinical dentistry	935	1.5	80.1	230	3.1	19.9	1165	1.7
MEDI	Clinical medicine	12790	20.5	85.2	2215	29.2	14.8	15005	21.4
EART	Earth, marine, environmental sciences	2305	3.7	96.7	80	1.1	3.3	2385	3.4
ELEC	Electrical, electronic, computer engineering	1730	2.8	81.4	395	5.2	18.6	2125	3.0
GENG	General engineering	1795	2.9	87.2	265	3.5	12.8	2060	2.9
GEOG	Geography, environmental studies	1565	2.5	95.4	75	1.0	4.6	1645	2.3
ITCS	IT, systems sciences, computer software eng.	3285	5.3	87.1	490	6.5	12.9	3775	5.4
MATH	Mathematics	2125	3.4	91.2	205	2.7	8.8	2325	3.3
MECH	Mechanical, aero, production engineering	2410	3.9	83.5	475	6.3	16.5	2885	4.1
MENG	Mineral, metallurgy, materials engineering	500	0.8	87.8	70	0.9	12.2	570	0.8
NURS	Nursing, allied health professions	8120	13.0	93.2	595	7.8	6.8	8715	12.5
PHAR	Pharmacy, pharmacology	1320	2.1	82.8	275	3.6	17.2	1595	2.3
PHYS	Physics	2365	3.8	93.0	175	2.3	7.0	2545	3.6
PSYC	Psychology, behavioural sciences	4515	7.2	93.5	315	4.2	6.5	4835	6.9
VETS	Veterinary science	830	1.3	94.7	45	0.6	5.3	875	1.3
SET	All SET subject areas	62415	100.0	89.2	7570	100.0	10.8	69985	100.0

Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were BME



3.17

UK non-SET academic staff by subject area and BME/white identity

← Nationality
definition:
see page 15

← SET/non-SET
subject area
definition:
see page 19

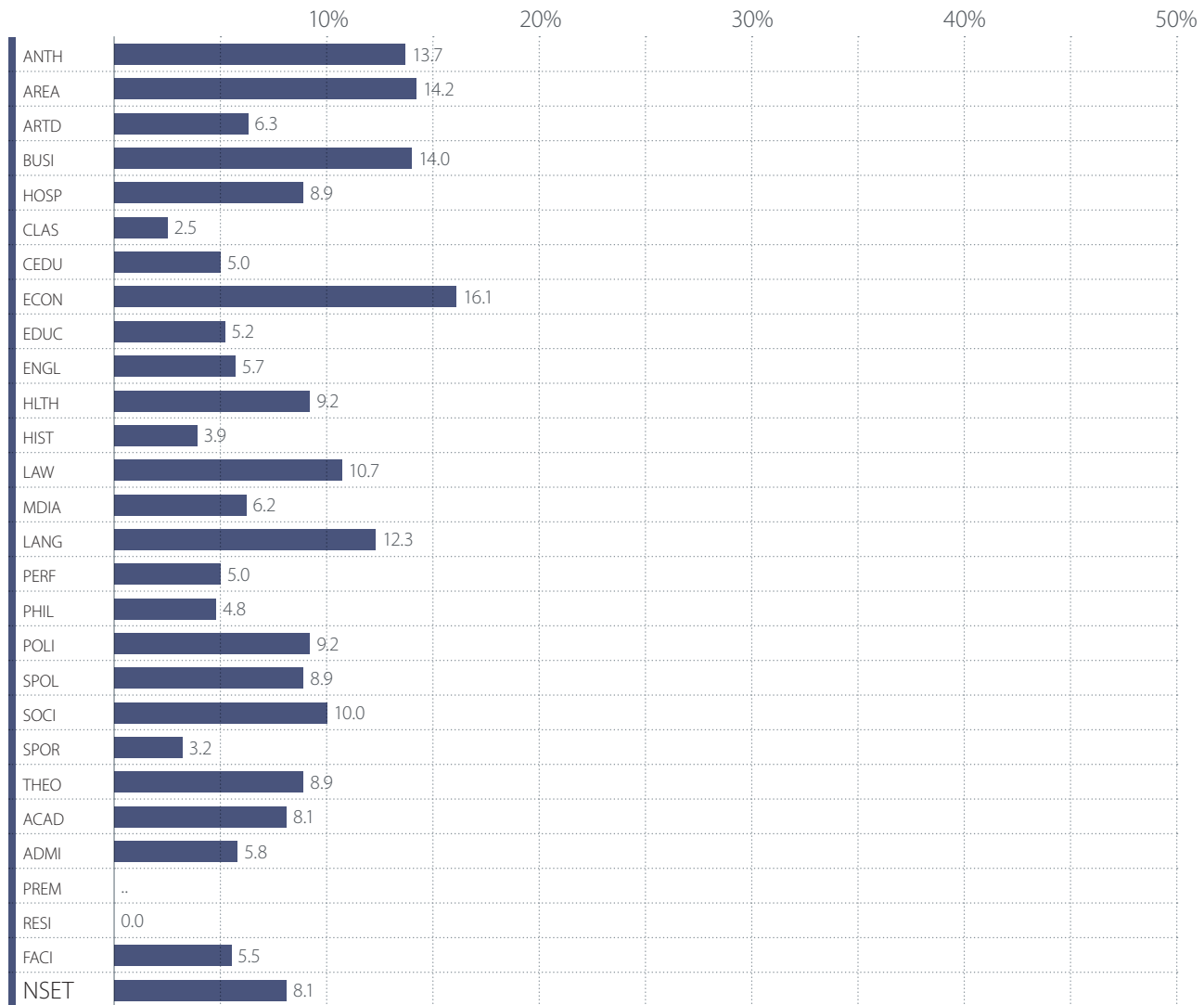
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	380	0.7	86.3	60	1.2	13.7	440	0.7
AREA	Area studies	150	0.3	85.8	25	0.5	14.2	170	0.3
ARTD	Art, design	6790	11.6	93.7	455	8.9	6.3	7250	11.4
BUSI	Business, management studies	8030	13.7	86.0	1300	25.4	14.0	9330	14.7
HOSP	Catering, hospitality management	480	0.8	91.1	45	0.9	8.9	525	0.8
CLAS	Classics	360	0.6	97.5	10	0.2	2.5	370	0.6
CEDU	Continuing education	625	1.1	95.0	35	0.6	5.0	655	1.0
ECON	Economics, econometrics	805	1.4	83.9	155	3.0	16.1	960	1.5
EDUC	Education	7165	12.3	94.8	395	7.7	5.2	7560	11.9
ENGL	English language, literature	3430	5.9	94.3	210	4.1	5.7	3635	5.7
HLTH	Health, community studies	2280	3.9	90.8	230	4.5	9.2	2510	4.0
HIST	History	2185	3.7	96.1	90	1.7	3.9	2275	3.6
LAW	Law	3355	5.7	89.3	405	7.9	10.7	3760	5.9
MDIA	Media studies	3250	5.6	93.8	215	4.2	6.2	3465	5.5
LANG	Modern languages	2295	3.9	87.7	320	6.2	12.3	2615	4.1
PERF	Music, dance, drama, performing arts	5745	9.8	95.0	305	5.9	5.0	6045	9.5
PHIL	Philosophy	575	1.0	95.2	30	0.6	4.8	605	1.0
POLI	Politics, international studies	1605	2.7	90.8	160	3.2	9.2	1765	2.8
SPOL	Social work, social policy	2090	3.6	91.1	205	4.0	8.9	2295	3.6
SOCI	Sociology	1950	3.3	90.0	220	4.2	10.0	2170	3.4
SPOR	Sports science, leisure studies	2355	4.0	96.8	80	1.5	3.2	2430	3.8
THEO	Theology, religious studies	420	0.7	91.1	40	0.8	8.9	465	0.7
ACAD	Total academic services	815	1.4	91.9	70	1.4	8.1	890	1.4
ADMI	Central administration, services	945	1.6	94.2	60	1.1	5.8	1005	1.6
PREM	Premises	15	0.0	..	0	0.0	..	15	0.0
RESI	Residences, catering	30	0.0	100.0	0	0.0	0.0	30	0.0
FACI	Staff, student facilities	270	0.5	94.5	15	0.3	5.5	285	0.4
NSET	All non-SET subject areas	58390	100.0	91.9	5135	100.0	8.1	63520	100.0

Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were BME



3.18

Non-UK SET academic staff by subject area and BME/white identity

← Nationality
definition:
see page 15

← SET/non-SET
subject area
definition:
see page 19

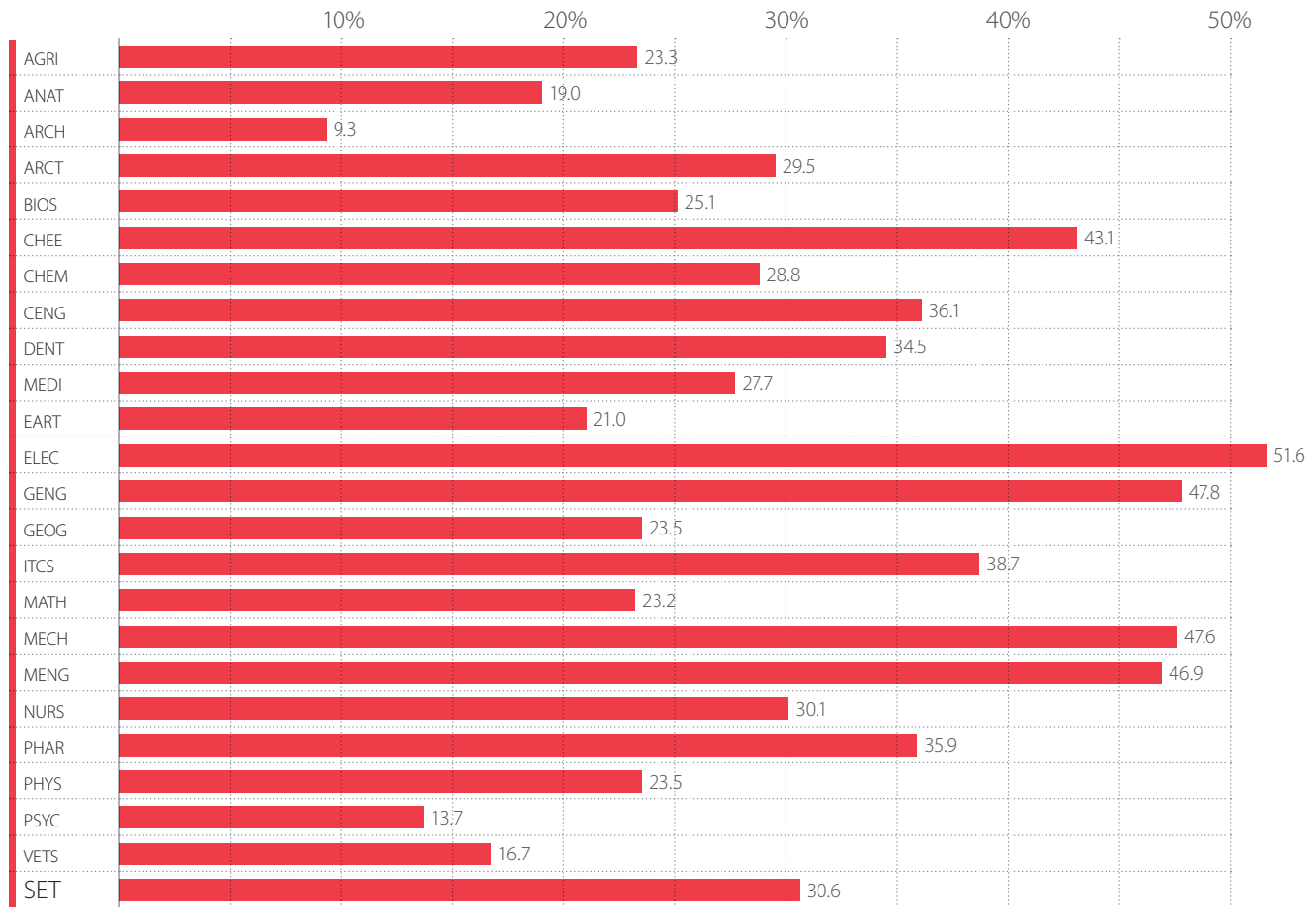
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	180	0.8	76.7	55	0.5	23.3	235	0.7
ANAT	Anatomy, physiology	405	1.7	81.0	95	0.9	19.0	500	1.5
ARCH	Archaeology	195	0.8	90.7	20	0.2	9.3	215	0.6
ARCT	Architecture, built environment, planning	710	3.0	70.5	295	2.8	29.5	1005	3.0
BIOS	Biosciences	3380	14.3	74.9	1135	10.9	25.1	4515	13.2
CHEE	Chemical engineering	350	1.5	56.9	265	2.5	43.1	610	1.8
CHEM	Chemistry	1090	4.6	71.2	440	4.2	28.8	1530	4.5
CENG	Civil engineering	470	2.0	63.9	265	2.5	36.1	735	2.2
DENT	Clinical dentistry	175	0.7	65.5	90	0.9	34.5	265	0.8
MEDI	Clinical medicine	5140	21.7	72.3	1965	18.8	27.7	7105	20.8
EART	Earth, marine, environmental sciences	790	3.3	79.0	210	2.0	21.0	1000	2.9
ELEC	Electrical, electronic, computer engineering	910	3.8	48.4	965	9.3	51.6	1875	5.5
GENG	General engineering	770	3.3	52.2	705	6.8	47.8	1475	4.3
GEOG	Geography, environmental studies	435	1.8	76.5	135	1.3	23.5	570	1.7
ITCS	IT, systems sciences, computer software eng.	1535	6.5	61.3	965	9.3	38.7	2500	7.3
MATH	Mathematics	1450	6.1	76.8	435	4.2	23.2	1885	5.5
MECH	Mechanical, aero, production engineering	985	4.2	52.4	895	8.6	47.6	1880	5.5
MENG	Mineral, metallurgy, materials engineering	270	1.1	53.1	235	2.3	46.9	505	1.5
NURS	Nursing, allied health professions	600	2.5	69.9	260	2.5	30.1	860	2.5
PHAR	Pharmacy, pharmacology	380	1.6	64.1	215	2.0	35.9	595	1.7
PHYS	Physics	1575	6.7	76.5	485	4.6	23.5	2055	6.0
PSYC	Psychology, behavioural sciences	1500	6.4	86.3	240	2.3	13.7	1740	5.1
VETS	Veterinary science	350	1.5	83.3	70	0.7	16.7	420	1.2
SET	All SET subject areas	23635	100.0	69.4	10445	100.0	30.6	34080	100.0

Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were BME



3.19

Non-UK non-SET academic staff by subject area and BME/white identity

← Nationality
definition:
see page 15

← SET/non-SET
subject area
definition:
see page 19

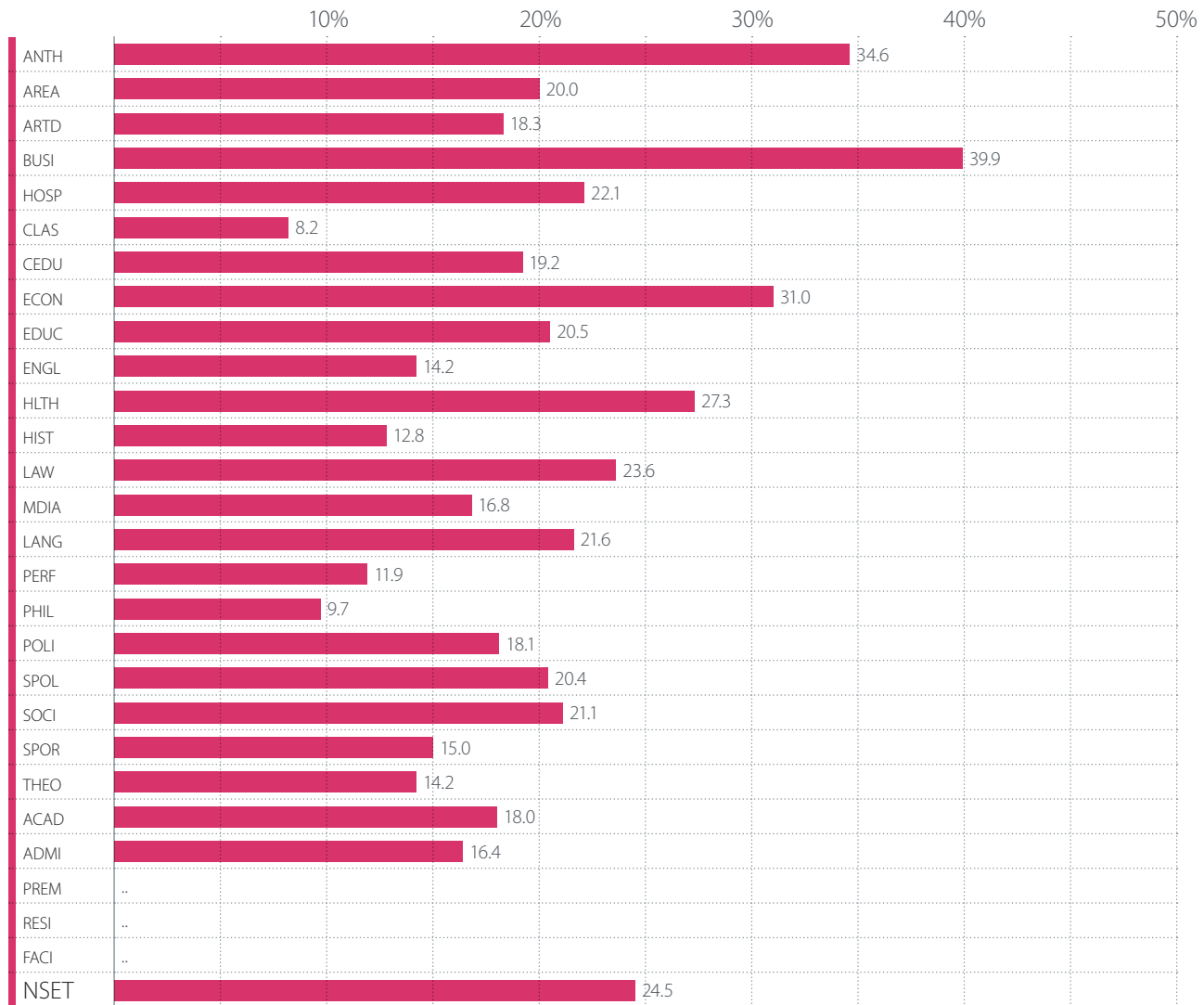
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	250	1.5	65.4	130	2.5	34.6	380	1.7
AREA	Area studies	125	0.8	80.0	30	0.6	20.0	155	0.7
ARTD	Art, design	920	5.6	81.7	205	3.9	18.3	1130	5.2
BUSI	Business, management studies	2975	18.1	60.1	1975	37.1	39.9	4950	22.8
HOSP	Catering, hospitality management	95	0.6	77.9	25	0.5	22.1	120	0.6
CLAS	Classics	205	1.2	91.8	20	0.3	8.2	220	1.0
CEDU	Continuing education	155	0.9	80.8	35	0.7	19.2	190	0.9
ECON	Economics, econometrics	1180	7.2	69.0	530	10.0	31.0	1710	7.9
EDUC	Education	680	4.1	79.5	175	3.3	20.5	855	3.9
ENGL	English language, literature	780	4.7	85.8	130	2.4	14.2	905	4.2
HLTH	Health, community studies	245	1.5	72.7	95	1.7	27.3	340	1.6
HIST	History	775	4.7	87.2	115	2.1	12.8	885	4.1
LAW	Law	1145	7.0	76.4	355	6.6	23.6	1495	6.9
MDIA	Media studies	650	4.0	83.2	130	2.5	16.8	780	3.6
LANG	Modern languages	2065	12.6	78.4	570	10.7	21.6	2635	12.1
PERF	Music, dance, drama, performing arts	1065	6.5	88.1	145	2.7	11.9	1210	5.6
PHIL	Philosophy	345	2.1	90.3	35	0.7	9.7	380	1.7
POLI	Politics, international studies	1080	6.6	81.9	240	4.5	18.1	1315	6.1
SPOL	Social work, social policy	350	2.1	79.6	90	1.7	20.4	440	2.0
SOCI	Sociology	575	3.5	78.9	155	2.9	21.1	725	3.3
SPOR	Sports science, leisure studies	280	1.7	85.0	50	0.9	15.0	325	1.5
THEO	Theology, religious studies	165	1.0	85.8	30	0.5	14.2	195	0.9
ACAD	Total academic services	135	0.8	82.0	30	0.6	18.0	165	0.8
ADMI	Central administration, services	150	0.9	83.6	30	0.6	16.4	180	0.8
PREM	Premises	0	0.0	..	0	0.0	..	0	0.0
RESI	Residences, catering	0	0.0	..	0	0.0	..	0	0.0
FACI	Staff, student facilities	15	0.1	..	5	0.1	..	20	0.1
NSET	All non-SET subject areas	16390	100.0	75.5	5320	100.0	24.5	21710	100.0

Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were BME



3.20

Academic staff by professorial category and ethnic group

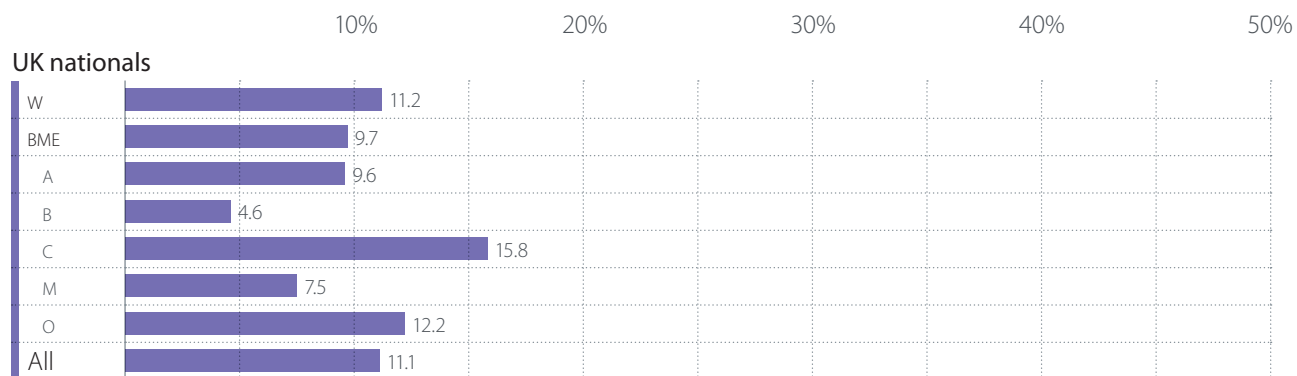
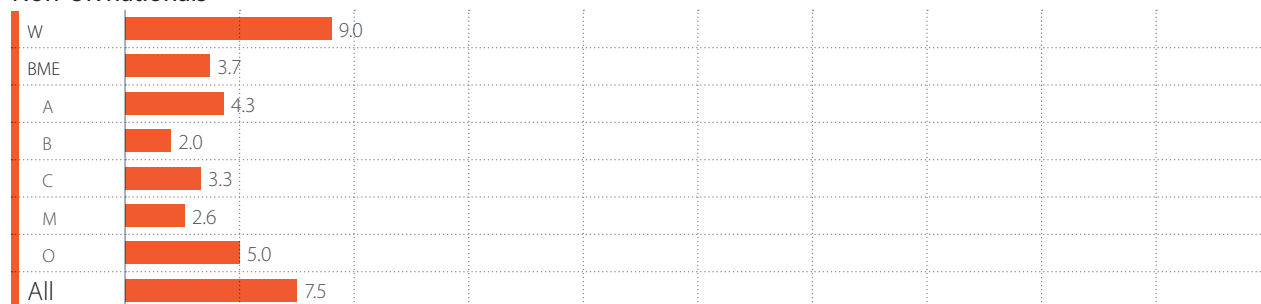
← Nationality definition: see page 15

← Professorial category definition: see page 20

← Ethnicity definition: see page 12

			Professors			Non-professors			All academic staff	
			No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals										
W	White		13535	91.6	11.2	107265	90.3	88.8	120805	90.5
BME	BME total		1235	8.4	9.7	11470	9.7	90.3	12705	9.5
A	Asian		495	3.3	9.6	4665	3.9	90.4	5160	3.9
B	Black		85	0.6	4.6	1805	1.5	95.4	1895	1.4
C	Chinese		300	2.0	15.8	1605	1.4	84.2	1910	1.4
M	Mixed		165	1.1	7.5	2040	1.7	92.5	2205	1.7
O	Other		185	1.3	12.2	1350	1.1	87.8	1540	1.2
All	All staff		14770	100.0	11.1	118735	100.0	88.9	133505	100.0
Non-UK nationals										
W	White		3595	86.0	9.0	36435	70.6	91.0	40030	71.7
BME	BME total		585	14.0	3.7	15175	29.4	96.3	15765	28.3
A	Asian		250	5.9	4.3	5590	10.8	95.7	5840	10.5
B	Black		30	0.7	2.0	1485	2.9	98.0	1520	2.7
C	Chinese		155	3.7	3.3	4480	8.7	96.7	4630	8.3
M	Mixed		40	0.9	2.6	1430	2.8	97.4	1465	2.6
O	Other		115	2.7	5.0	2190	4.2	95.0	2305	4.1
All	All staff		4180	100.0	7.5	51610	100.0	92.5	55790	100.0

Proportions of academic staff who were professors

**Non-UK nationals**

3.21

UK academic staff by professorial and SET categories, mode and BME/white identity

← Nationality
definition:
see page 15

← Professorial
category
definition:
see page 20

← SET/non-SET
subject area
definition:
see page 19

← Mode
definition:
see page 15

← Ethnicity
definition:
see page 12

All subject areas		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	13535	11.2	91.6	1235	9.7	8.4	14770	11.1
NONP	Non-professor	107265	88.8	90.3	11470	90.3	9.7	118735	88.9
All	All	120805	100.0	90.5	12705	100.0	9.5	133505	100.0
Full-time									
PROF	Professor	10535	13.7	90.8	1060	12.1	9.2	11595	13.6
NONP	Non-professor	66165	86.3	89.6	7695	87.9	10.4	73855	86.4
All	All	76700	100.0	89.8	8755	100.0	10.2	85455	100.0
Part-time									
PROF	Professor	3000	6.8	94.6	170	4.3	5.4	3175	6.6
NONP	Non-professor	41105	93.2	91.6	3775	95.7	8.4	44880	93.4
All	All	44105	100.0	91.8	3950	100.0	8.2	48055	100.0

SET

All modes									
PROF	Professor	8260	13.2	90.7	845	11.1	9.3	9105	13.0
NONP	Non-professor	54155	86.8	89.0	6725	88.9	11.0	60880	87.0
All	All	62415	100.0	89.2	7570	100.0	10.8	69985	100.0
Full-time									
PROF	Professor	6465	14.6	89.9	730	12.8	10.1	7195	14.4
NONP	Non-professor	37740	85.4	88.3	4980	87.2	11.7	42720	85.6
All	All	44205	100.0	88.6	5705	100.0	11.4	49910	100.0
Part-time									
PROF	Professor	1795	9.9	94.0	115	6.1	6.0	1910	9.5
NONP	Non-professor	16415	90.1	90.4	1750	93.9	9.6	18165	90.5
All	All	18210	100.0	90.7	1865	100.0	9.3	20075	100.0

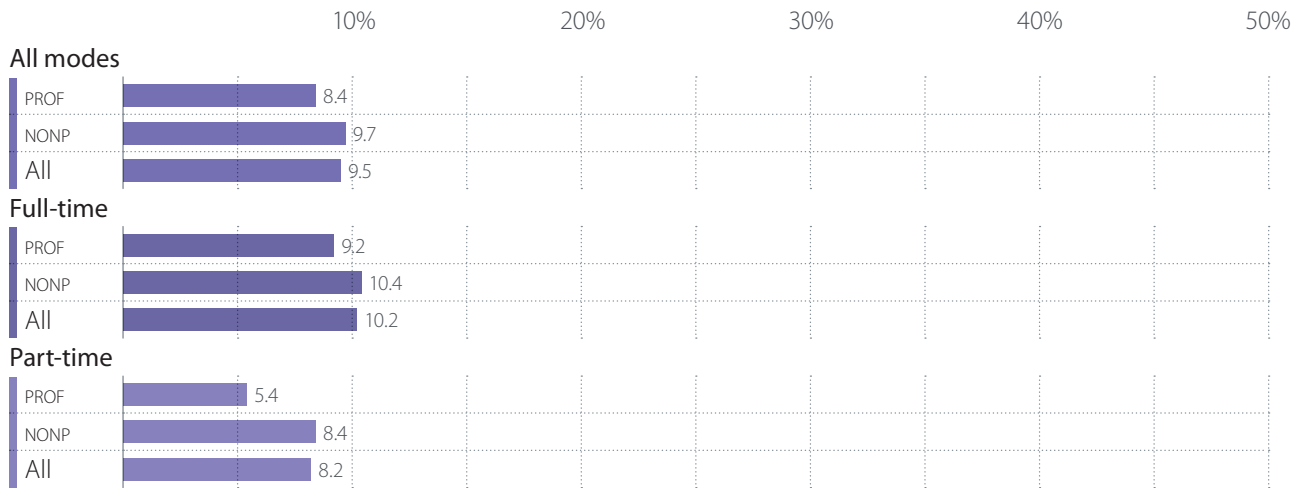
Non-SET

All modes									
PROF	Professor	5275	9.0	93.1	390	7.6	6.9	5665	8.9
NONP	Non-professor	53110	91.0	91.8	4745	92.4	8.2	57855	91.1
All	All	58390	100.0	91.9	5135	100.0	8.1	63520	100.0
Full-time									
PROF	Professor	4070	12.5	92.4	335	10.9	7.6	4405	12.4
NONP	Non-professor	28425	87.5	91.3	2715	89.1	8.7	31140	87.6
All	All	32495	100.0	91.4	3050	100.0	8.6	35540	100.0
Part-time									
PROF	Professor	1205	4.7	95.5	55	2.7	4.5	1265	4.5
NONP	Non-professor	24690	95.3	92.4	2030	97.3	7.6	26715	95.5
All	All	25895	100.0	92.5	2085	100.0	7.5	27980	100.0

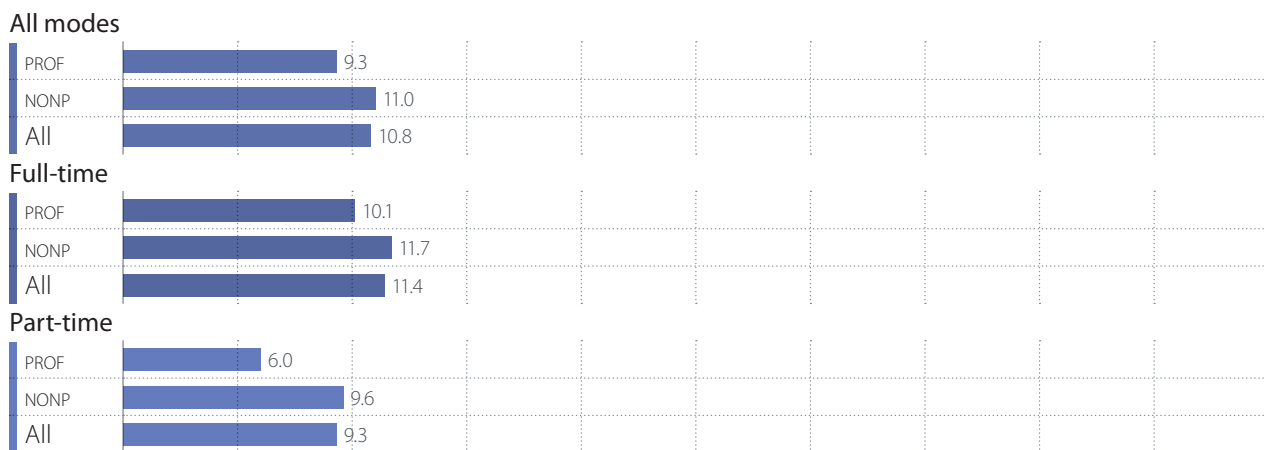
Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

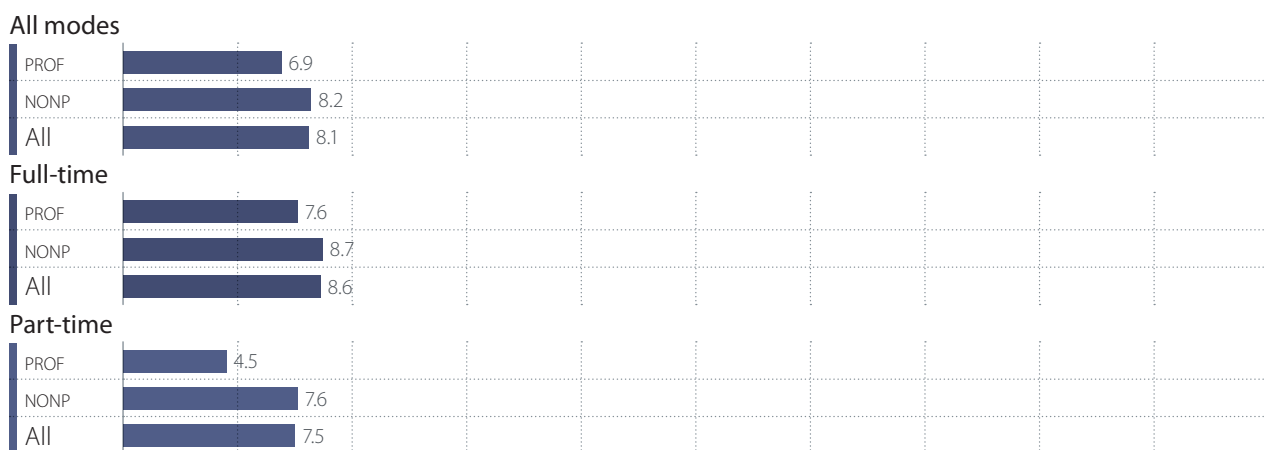
Proportions of staff who were BME



SET



Non-SET



3.22

Non-UK academic staff by professorial and SET categories, mode and BME/white identity

← Nationality definition: see page 15

← Professorial category definition: see page 20

← SET/non-SET subject area definition: see page 19

← Mode definition: see page 15

← Ethnicity definition: see page 12

All subject areas		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	3595	9.0	86.0	585	3.7	14.0	4180	7.5
NONP	Non-professor	36435	91.0	70.6	15175	96.3	29.4	51610	92.5
All	All	40030	100.0	71.7	15765	100.0	28.3	55790	100.0
Full-time									
PROF	Professor	3005	9.7	85.5	510	4.1	14.5	3515	8.1
NONP	Non-professor	27940	90.3	70.0	11950	95.9	30.0	39890	91.9
All	All	30945	100.0	71.3	12460	100.0	28.7	43405	100.0
Part-time									
PROF	Professor	590	6.5	88.4	75	2.3	11.6	665	5.4
NONP	Non-professor	8495	93.5	72.5	3225	97.7	27.5	11720	94.6
All	All	9085	100.0	73.3	3300	100.0	26.7	12385	100.0

SET

All modes									
PROF	Professor	2080	8.8	85.6	350	3.4	14.4	2430	7.1
NONP	Non-professor	21555	91.2	68.1	10090	96.6	31.9	31650	92.9
All	All	23635	100.0	69.4	10445	100.0	30.6	34080	100.0
Full-time									
PROF	Professor	1755	8.7	85.2	305	3.4	14.8	2065	7.1
NONP	Non-professor	18425	91.3	68.1	8630	96.6	31.9	27060	92.9
All	All	20185	100.0	69.3	8940	100.0	30.7	29120	100.0
Part-time									
PROF	Professor	325	9.4	87.8	45	3.0	12.2	370	7.4
NONP	Non-professor	3130	90.6	68.2	1460	97.0	31.8	4590	92.6
All	All	3455	100.0	69.6	1505	100.0	30.4	4960	100.0

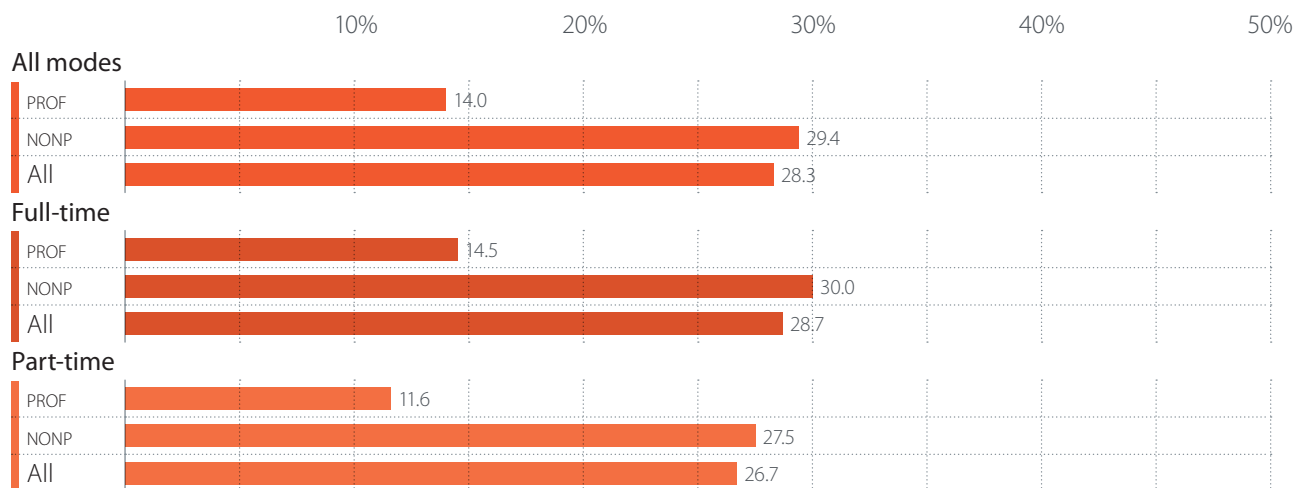
Non-SET

All modes									
PROF	Professor	1515	9.2	86.6	235	4.4	13.4	1750	8.1
NONP	Non-professor	14880	90.8	74.5	5085	95.6	25.5	19965	91.9
All	All	16390	100.0	75.5	5320	100.0	24.5	21710	100.0
Full-time									
PROF	Professor	1250	11.6	86.0	205	5.8	14.0	1450	10.2
NONP	Non-professor	9515	88.4	74.1	3320	94.2	25.9	12835	89.8
All	All	10760	100.0	75.3	3520	100.0	24.7	14285	100.0
Part-time									
PROF	Professor	265	4.7	89.2	30	1.8	10.8	295	4.0
NONP	Non-professor	5365	95.3	75.2	1765	98.2	24.8	7130	96.0
All	All	5630	100.0	75.8	1795	100.0	24.2	7425	100.0

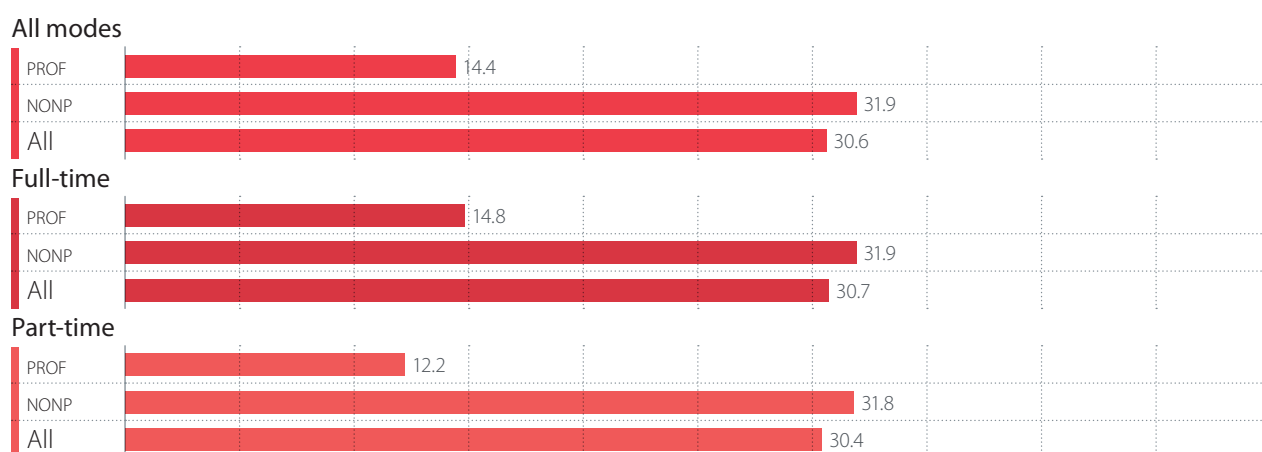
Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

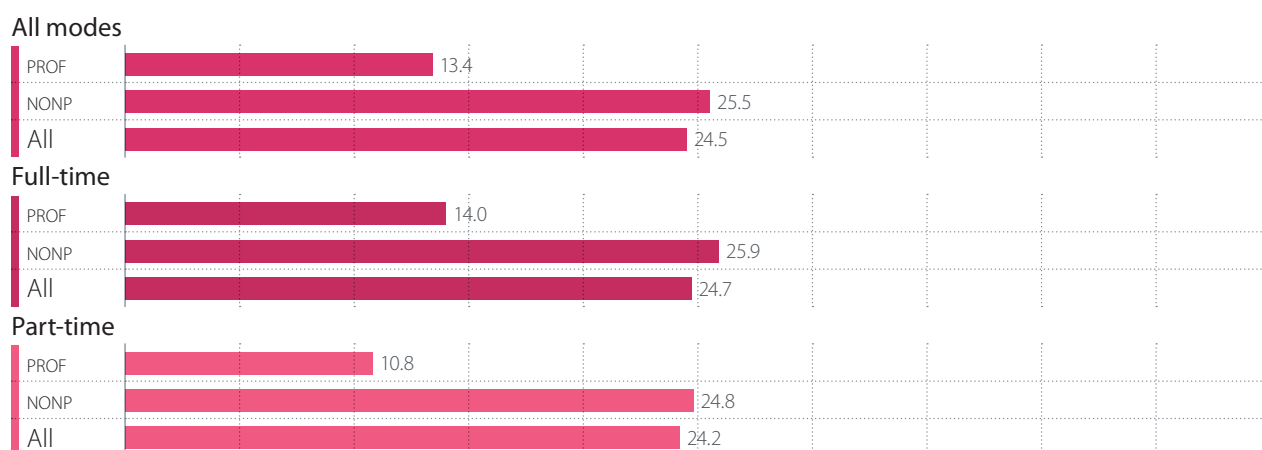
Proportions of staff who were BME



SET



Non-SET



3.23

Academic staff by senior management category and ethnic group

← Nationality
definition:
see page 15

← Senior
management
category
definition:
see page 20

← Ethnicity
definition:
see page 12

		Senior manager			Other academic			All academic staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
UK nationals										
W	White	1005	95.2	0.8	119800	90.4	99.2	120805	90.5	
BME	BME total	50	4.8	0.4	12650	9.6	99.6	12705	9.5	
A	Asian	20	1.7	0.3	5140	3.9	99.7	5160	3.9	
B	Black	5	0.4	0.2	1890	1.4	99.8	1895	1.4	
C	Chinese	5	0.5	0.3	1905	1.4	99.7	1910	1.4	
M	Mixed	10	0.9	0.4	2195	1.7	99.6	2205	1.7	
O	Other	15	1.4	1.0	1525	1.1	99.0	1540	1.2	
All	All staff	1055	100.0	0.8	132450	100.0	99.2	133505	100.0	
Non-UK nationals										
W	White	80	85.7	0.2	39950	71.7	99.8	40030	71.7	
BME	BME total	15	14.3	0.1	15750	28.3	99.9	15765	28.3	
A	Asian	5	6.6	0.1	5835	10.5	99.9	5840	10.5	
B	Black	0	1.1	0.1	1515	2.7	99.9	1520	2.7	
C	Chinese	0	1.1	0.0	4630	8.3	100.0	4630	8.3	
M	Mixed	0	2.2	0.1	1465	2.6	99.9	1465	2.6	
O	Other	5	3.3	0.1	2305	4.1	99.9	2305	4.1	
All	All staff	90	100.0	0.2	55700	100.0	99.8	55790	100.0	

Proportions of academic staff who were senior managers



3.24

UK academic staff by senior management and SET categories, mode and BME/white identity

← Nationality
definition:
see page 15

← Senior
management
category
definition:
see page 20

← SET/non-SET
subject area
definition:
see page 19

← Mode
definition:
see page 15

← Ethnicity
definition:
see page 12

All subject areas		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	1005	0.8	95.2	50	0.4	4.8	1055	0.8
OTH	Other academic	119800	99.2	90.4	12650	99.6	9.6	132450	99.2
All	All	120805	100.0	90.5	12705	100.0	9.5	133505	100.0
Full-time									
SM	Senior manager	940	1.2	95.2	45	0.5	4.8	990	1.2
OTH	Other academic	75755	98.8	89.7	8710	99.5	10.3	84465	98.8
All	All	76700	100.0	89.8	8755	100.0	10.2	85455	100.0
Part-time									
SM	Senior manager	65	0.1	94.0	5	0.1	6.0	65	0.1
OTH	Other academic	44040	99.9	91.8	3945	99.9	8.2	47985	99.9
All	All	44105	100.0	91.8	3950	100.0	8.2	48055	100.0

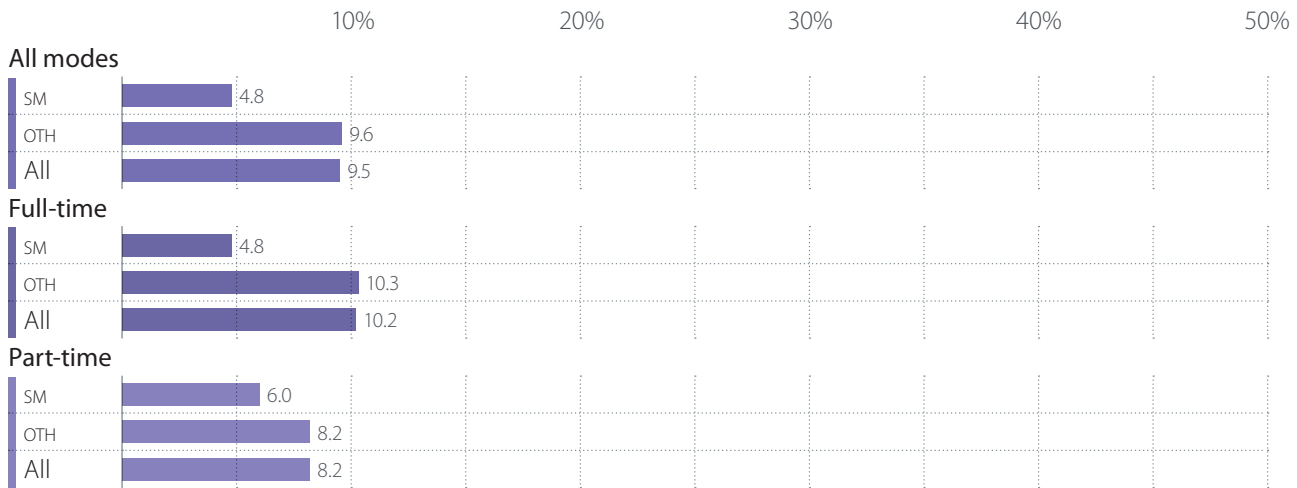
SET

All modes									
SM	Senior manager	300	0.5	93.2	20	0.3	6.8	325	0.5
OTH	Other academic	62115	99.5	89.2	7550	99.7	10.8	69660	99.5
All	All	62415	100.0	89.2	7570	100.0	10.8	69985	100.0
Full-time									
SM	Senior manager	290	0.7	92.9	20	0.4	7.1	310	0.6
OTH	Other academic	43915	99.3	88.5	5685	99.6	11.5	49600	99.4
All	All	44205	100.0	88.6	5705	100.0	11.4	49910	100.0
Part-time									
SM	Senior manager	15	0.1	..	0	0.0	..	15	0.1
OTH	Other academic	18195	99.9	90.7	1865	100.0	9.3	20060	99.9
All	All	18210	100.0	90.7	1865	100.0	9.3	20075	100.0

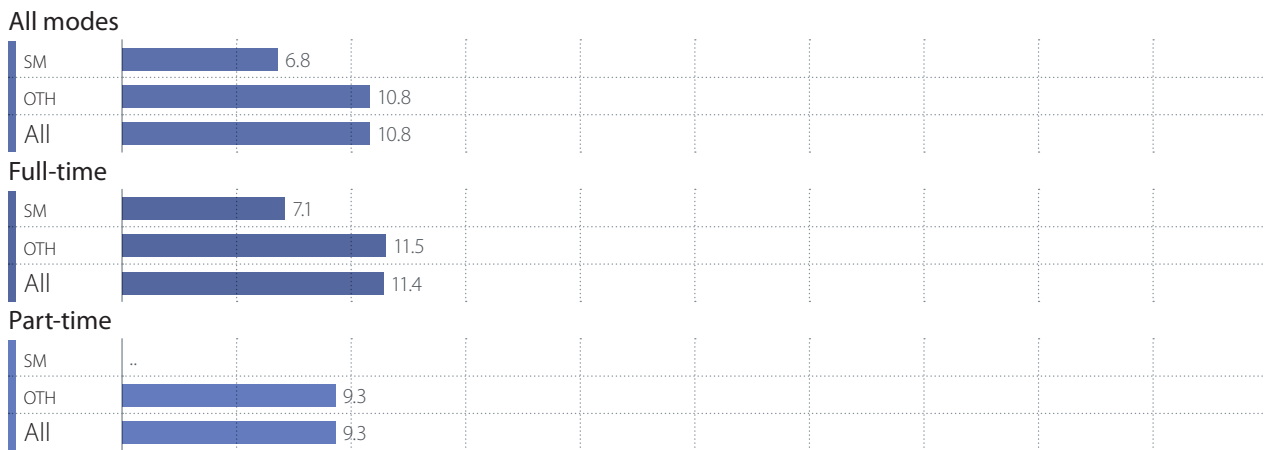
Non-SET

All modes									
SM	Senior manager	700	1.2	96.0	30	0.6	4.0	730	1.2
OTH	Other academic	57685	98.8	91.9	5105	99.4	8.1	62790	98.8
All	All	58390	100.0	91.9	5135	100.0	8.1	63520	100.0
Full-time									
SM	Senior manager	655	2.0	96.3	25	0.8	3.7	680	1.9
OTH	Other academic	31840	98.0	91.3	3025	99.2	8.7	34865	98.1
All	All	32495	100.0	91.4	3050	100.0	8.6	35540	100.0
Part-time									
SM	Senior manager	50	0.2	92.4	5	0.2	7.6	55	0.2
OTH	Other academic	25845	99.8	92.5	2080	99.8	7.5	27925	99.8
All	All	25895	100.0	92.5	2085	100.0	7.5	27980	100.0

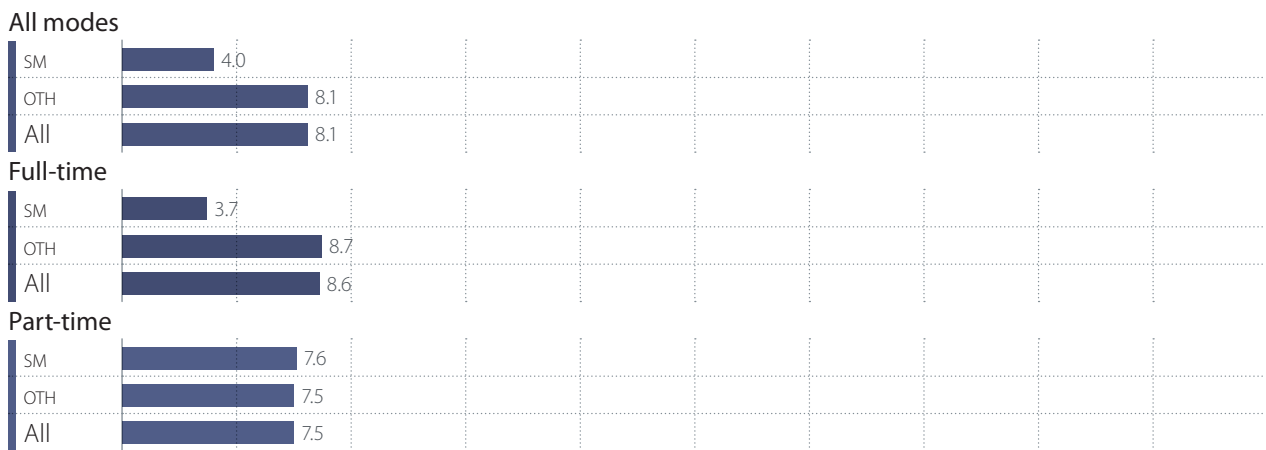
Proportions of staff who were BME



SET



Non-SET



3.25

Non-UK academic staff by senior management and SET categories, mode and BME/white identity

← Nationality definition: see page 15

← Senior management category definition: see page 20

← SET/non-SET subject area definition: see page 19

← Mode definition: see page 15

← Ethnicity definition: see page 12

All subject areas		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	80	0.2	85.7	15	0.1	14.3	90	0.2
OTH	Other academic	39950	99.8	71.7	15750	99.9	28.3	55700	99.8
All	All	40030	100.0	71.7	15765	100.0	28.3	55790	100.0
Full-time									
SM	Senior manager	75	0.2	85.2	15	0.1	14.8	90	0.2
OTH	Other academic	30870	99.8	71.3	12445	99.9	28.7	43315	99.8
All	All	30945	100.0	71.3	12460	100.0	28.7	43405	100.0
Part-time									
SM	Senior manager	5	0.0	..	0	0.0	..	5	0.0
OTH	Other academic	9080	100.0	73.3	3300	100.0	26.7	12385	100.0
All	All	9085	100.0	73.3	3300	100.0	26.7	12385	100.0

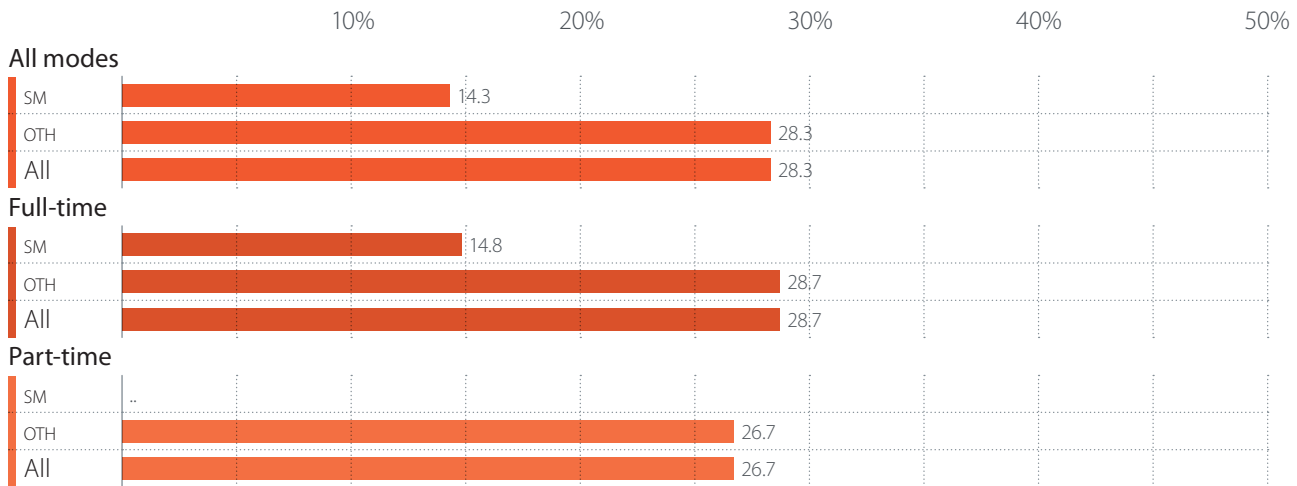
SET

All modes									
SM	Senior manager	20	0.1	87.8	5	0.0	12.2	25	0.1
OTH	Other academic	23615	99.9	69.3	10440	100.0	30.7	34055	99.9
All	All	23635	100.0	69.4	10445	100.0	30.6	34080	100.0
Full-time									
SM	Senior manager	20	0.1	87.8	5	0.0	12.2	25	0.1
OTH	Other academic	20160	99.9	69.3	8935	100.0	30.7	29095	99.9
All	All	20185	100.0	69.3	8940	100.0	30.7	29120	100.0
Part-time									
SM	Senior manager	0	0.0	..	0	0.0	..	0	0.0
OTH	Other academic	3455	100.0	69.6	1505	100.0	30.4	4960	100.0
All	All	3455	100.0	69.6	1505	100.0	30.4	4960	100.0

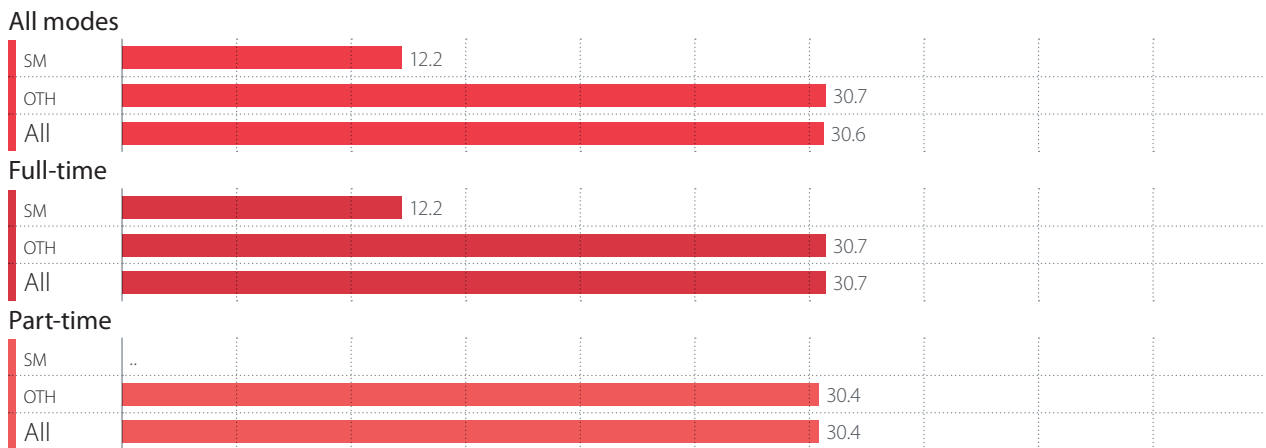
Non-SET

All modes									
SM	Senior manager	55	0.3	84.9	10	0.2	15.1	65	0.3
OTH	Other academic	16335	99.7	75.5	5310	99.8	24.5	21645	99.7
All	All	16390	100.0	75.5	5320	100.0	24.5	21710	100.0
Full-time									
SM	Senior manager	55	0.5	84.2	10	0.3	15.8	65	0.4
OTH	Other academic	10710	99.5	75.3	3510	99.7	24.7	14220	99.6
All	All	10760	100.0	75.3	3520	100.0	24.7	14285	100.0
Part-time									
SM	Senior manager	5	0.0	..	0	0.0	..	5	0.0
OTH	Other academic	5625	100.0	75.8	1795	100.0	24.2	7425	100.0
All	All	5630	100.0	75.8	1795	100.0	24.2	7425	100.0

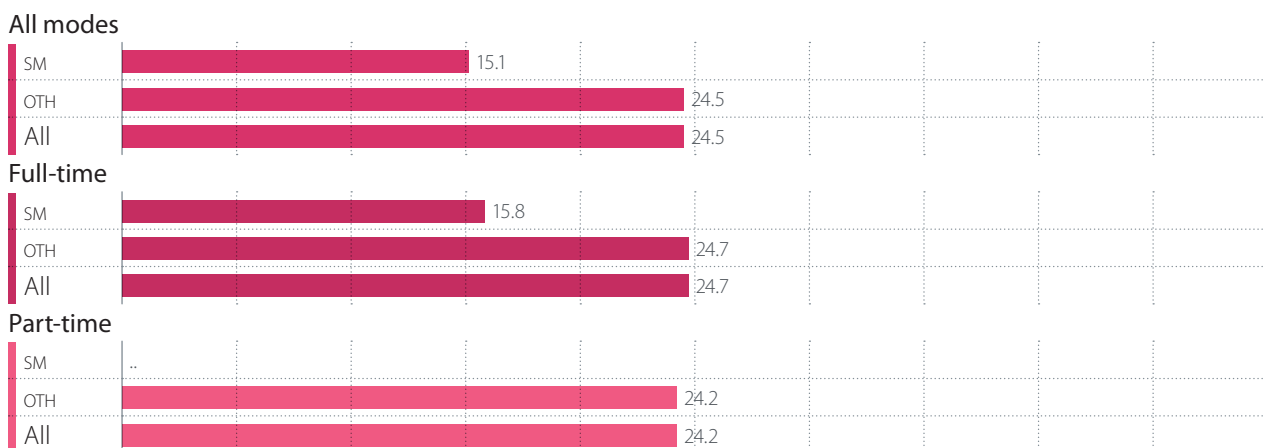
Proportions of staff who were BME



SET



Non-SET



3.26

UK/non-UK academic staff by mode, salary range and BME/white identity

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 15

← Mode
definition:
see page 15

← Salary range
definition:
see page 20

← Ethnicity
definition:
see page 12

UK nationals		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30k	Under £30,000	7605	6.3	89.7	875	6.4	10.3	8480	6.4
£30–50k	£30,000–£50,000	73090	60.5	90.3	7860	60.7	9.7	80955	60.6
>£50k	Over £50,000	40105	33.2	91.0	3965	32.9	9.0	44075	33.0
All	Total	120805	100.0	90.5	12705	100.0	9.5	133505	100.0
Full-time									
<£30k	Under £30,000	3190	4.2	88.8	400	4.2	11.2	3590	4.2
£30–50k	£30,000–£50,000	42305	55.2	89.2	5135	55.8	10.8	47440	55.5
>£50k	Over £50,000	31205	40.7	90.7	3220	40.0	9.3	34420	40.3
All	Total	76700	100.0	89.8	8755	100.0	10.2	85455	100.0
Part-time									
<£30k	Under £30,000	4415	10.0	90.3	475	10.3	9.7	4890	10.2
£30–50k	£30,000–£50,000	30785	69.8	91.9	2725	69.7	8.1	33510	69.7
>£50k	Over £50,000	8905	20.2	92.2	750	20.0	7.8	9650	20.1
All	Total	44105	100.0	91.8	3950	100.0	8.2	48055	100.0

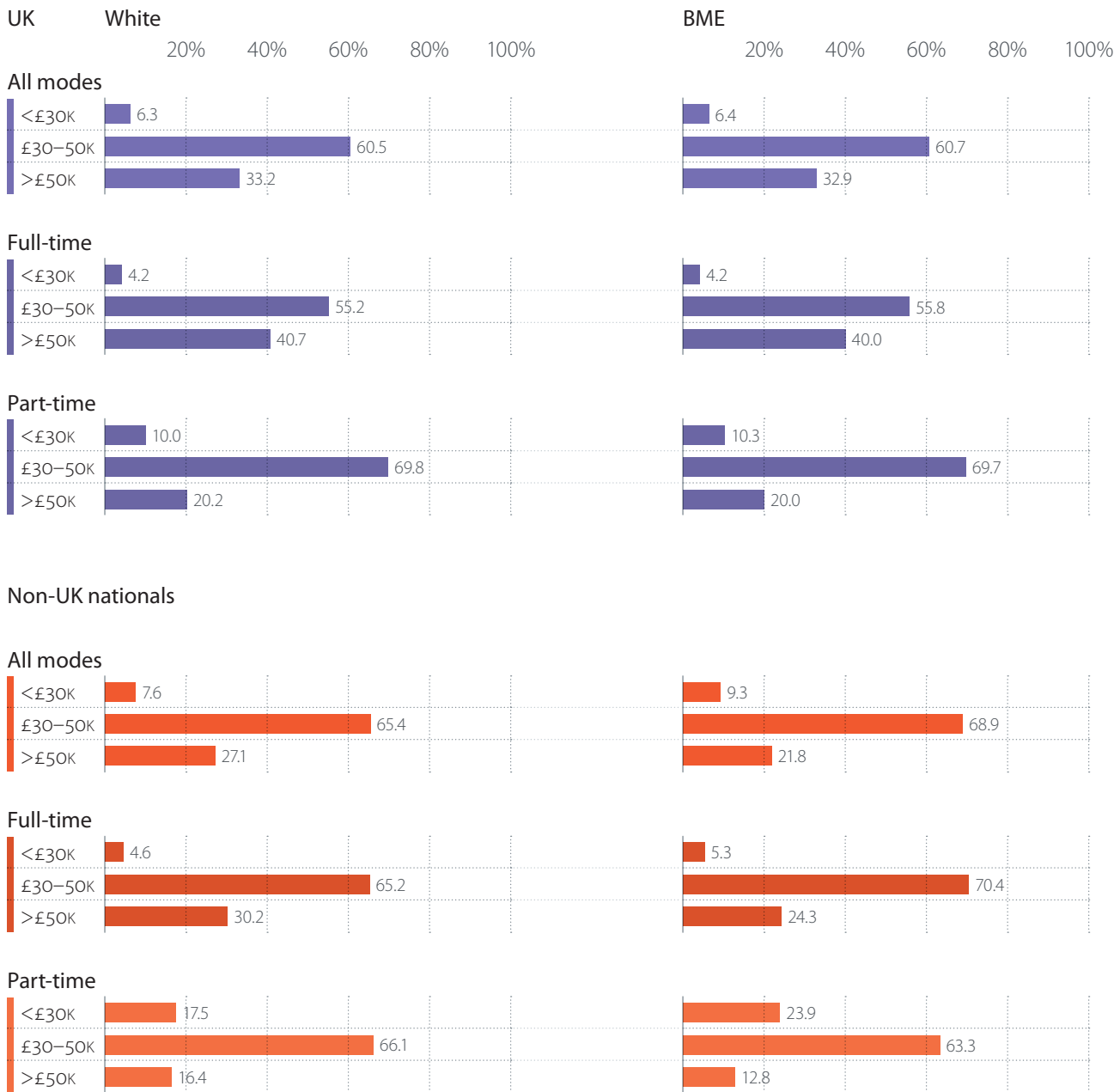
Non-UK nationals

All modes									
<£30k	Under £30,000	3020	7.6	62.2	1835	9.3	37.8	4855	8.7
£30–50k	£30,000–£50,000	26175	65.4	69.4	11555	68.9	30.6	37730	67.6
>£50k	Over £50,000	10835	27.1	82.0	2375	21.8	18.0	13205	23.7
All	Total	40030	100.0	71.7	15765	100.0	28.3	55790	100.0
Full-time									
<£30k	Under £30,000	1435	4.6	65.7	750	5.3	34.3	2185	5.0
£30–50k	£30,000–£50,000	20165	65.2	67.8	9595	70.4	32.2	29760	68.6
>£50k	Over £50,000	9345	30.2	81.5	2115	24.3	18.5	11460	26.4
All	Total	30945	100.0	71.3	12460	100.0	28.7	43405	100.0
Part-time									
<£30k	Under £30,000	1590	17.5	59.5	1085	23.9	40.5	2670	21.6
£30–50k	£30,000–£50,000	6010	66.1	75.4	1965	63.3	24.6	7970	64.4
>£50k	Over £50,000	1490	16.4	85.3	255	12.8	14.7	1745	14.1
All	Total	9085	100.0	73.3	3300	100.0	26.7	12385	100.0

Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff in each salary range



3.27

UK/non-UK professional and support staff by mode, salary range and BME/white identity

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 15

← Mode
definition:
see page 15

← Salary range
definition:
see page 20

← Ethnicity
definition:
see page 12

UK nationals		White			BME			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
All modes										
<£30K	Under £30,000	96100	58.4	90.5	10115	58.6	9.5	106215	58.5	
£30–50K	£30,000–£50,000	56745	34.5	90.4	6015	34.7	9.6	62760	34.6	
>£50K	Over £50,000	11620	7.1	93.2	845	6.7	6.8	12465	6.9	
All	Total	164465	100.0	90.6	16980	100.0	9.4	181445	100.0	
Full-time										
<£30K	Under £30,000	58600	51.7	90.3	6265	51.7	9.7	64865	51.7	
£30–50K	£30,000–£50,000	44450	39.2	89.6	5155	39.8	10.4	49605	39.5	
>£50K	Over £50,000	10200	9.0	93.0	770	8.5	7.0	10970	8.7	
All	Total	113250	100.0	90.3	12190	100.0	9.7	125440	100.0	
Part-time										
<£30K	Under £30,000	37500	73.2	90.7	3850	74.4	9.3	41350	73.8	
£30–50K	£30,000–£50,000	12295	24.0	93.4	860	23.1	6.6	13155	23.5	
>£50K	Over £50,000	1420	2.8	94.9	75	2.6	5.1	1495	2.7	
All	Total	51215	100.0	91.4	4790	100.0	8.6	56005	100.0	

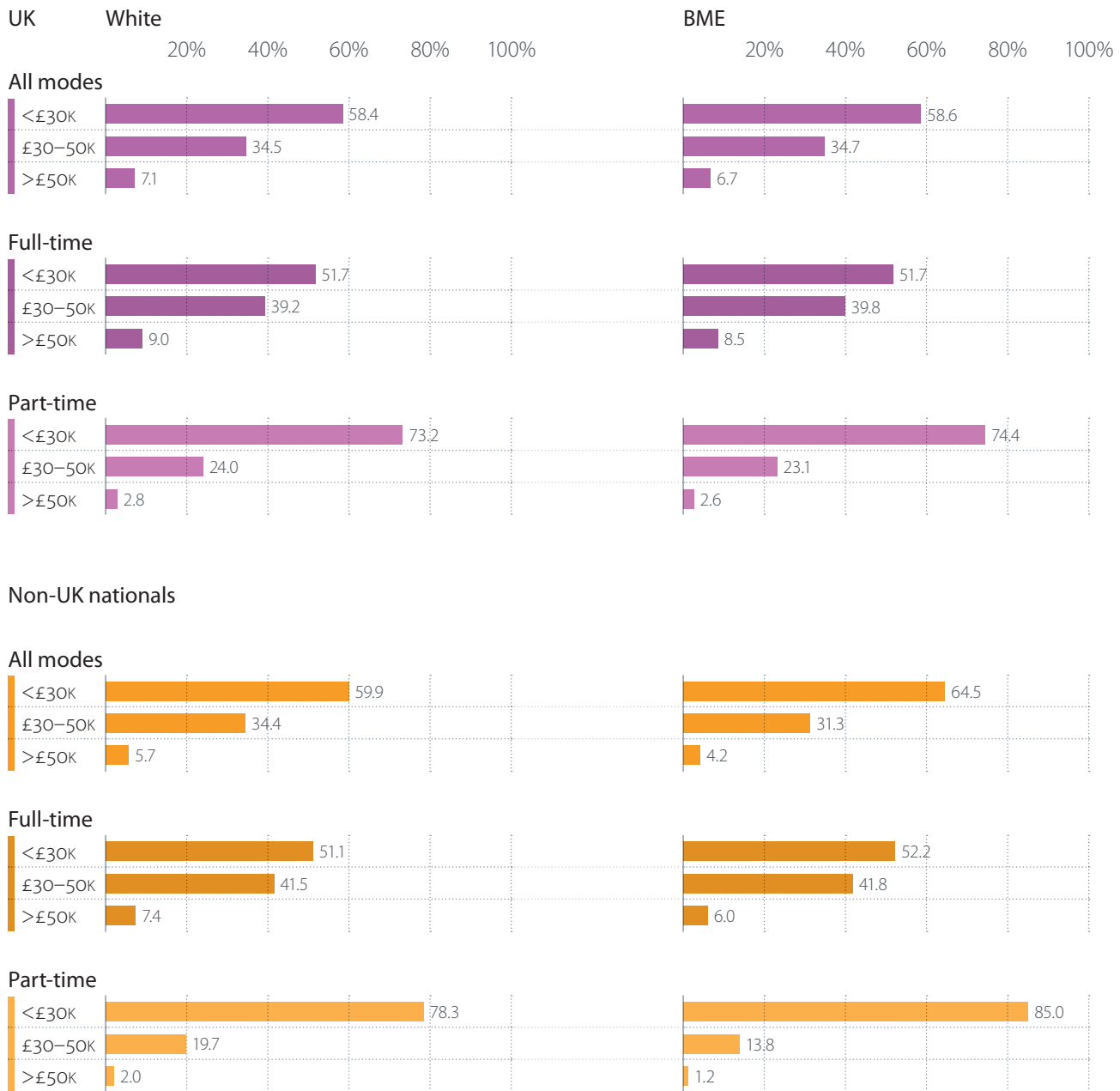
Non-UK nationals

All modes										
<£30K	Under £30,000	8645	59.9	67.7	4120	64.5	32.3	12765	62.9	
£30–50K	£30,000–£50,000	4960	34.4	75.5	1615	31.3	24.5	6575	32.4	
>£50K	Over £50,000	815	5.7	84.9	145	4.2	15.1	960	4.7	
All	Total	14420	100.0	71.0	5880	100.0	29.0	20300	100.0	
Full-time										
<£30K	Under £30,000	4985	51.1	73.8	1770	52.2	26.2	6755	51.8	
£30–50K	£30,000–£50,000	4045	41.5	74.3	1395	41.8	25.7	5440	41.7	
>£50K	Over £50,000	725	7.4	84.7	130	6.0	15.3	855	6.5	
All	Total	9750	100.0	74.7	3300	100.0	25.3	13045	100.0	
Part-time										
<£30K	Under £30,000	3660	78.3	60.9	2350	85.0	39.1	6010	82.8	
£30–50K	£30,000–£50,000	920	19.7	80.8	220	13.8	19.2	1140	15.7	
>£50K	Over £50,000	95	2.0	87.3	15	1.2	12.7	110	1.5	
All	Total	4675	100.0	64.4	2580	100.0	35.6	7255	100.0	

Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff in each salary range



3.28

UK/non-UK academic staff by academic pay spine range and BME/white identity

← Nationality
definition:
see page 15

← Academic pay
spine range
definition:
see page 20

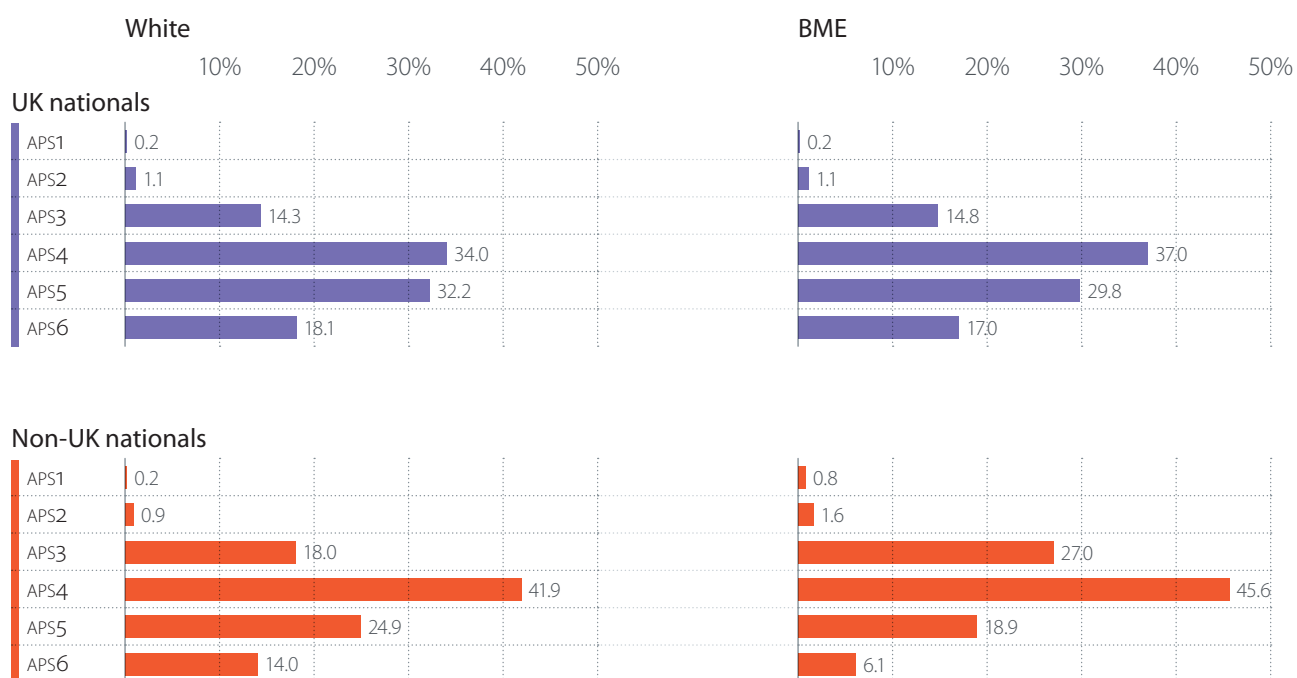
← Ethnicity
definition:
see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
APS1	< £18,412	220	0.2	89.5	25	0.2	10.5	245	0.2
APS2	≥ £18,412 and < £24,565	1360	1.1	90.3	145	1.1	9.7	1505	1.1
APS3	≥ £24,565 and < £32,958	17300	14.3	90.2	1880	14.8	9.8	19180	14.4
APS4	≥ £32,958 and < £45,562	41070	34.0	89.7	4705	37.0	10.3	45775	34.3
APS5	≥ £45,562 and < £59,400	38950	32.2	91.2	3780	29.8	8.8	42730	32.0
APS6	> £59,400	21910	18.1	91.0	2165	17.0	9.0	24075	18.0
All	All pay spines	120805	100.0	90.5	12705	100.0	9.5	133505	100.0
Non-UK nationals									
APS1	< £18,412	80	0.2	39.3	120	0.8	60.7	200	0.4
APS2	≥ £18,412 and < £24,565	355	0.9	57.8	260	1.6	42.2	610	1.1
APS3	≥ £24,565 and < £32,958	7225	18.0	62.9	4260	27.0	37.1	11485	20.6
APS4	≥ £32,958 and < £45,562	16775	41.9	70.0	7190	45.6	30.0	23965	43.0
APS5	≥ £45,562 and < £59,400	9975	24.9	77.0	2975	18.9	23.0	12945	23.2
APS6	> £59,400	5620	14.0	85.4	960	6.1	14.6	6585	11.8
All	All pay spines	40030	100.0	71.7	15765	100.0	28.3	55790	100.0

Additional data by ethnic group is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff in each academic pay spine



3.29

Median salaries of UK/non-UK staff by activity and ethnic group

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Staff activity definition: see page 15

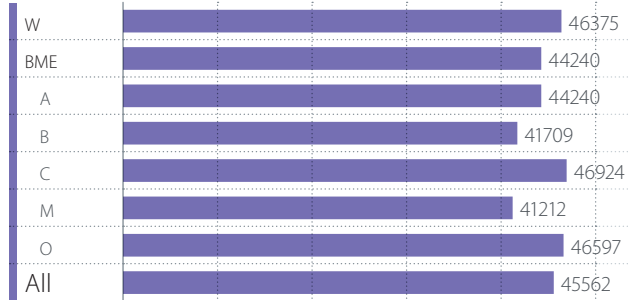
← Ethnicity definition: see page 12

		Academic staff	Professional and support	All staff
		£	£	£
UK nationals				
W	White	46375	26829	34956
BME	BME total	44240	27188	34270
A	Asian	44240	27599	33943
B	Black	41709	26052	31016
C	Chinese	46924	30175	40523
M	Mixed	41212	26499	33370
O	Other	46597	28452	39077
All	All staff	45562	26829	34956
Non-UK nationals				
W	White	41163	26829	38183
BME	BME total	37075	23164	34956
A	Asian	37075	23879	34956
B	Black	37075	18412	29799
C	Chinese	37075	28098	36070
M	Mixed	38183	25298	34956
O	Other	38183	24565	36001
All	All staff	39324	25494	37075

Academic staff

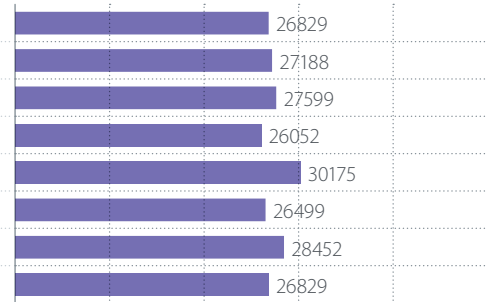
£10,000 £20,000 £30,000 £40,000 £50,000

UK nationals

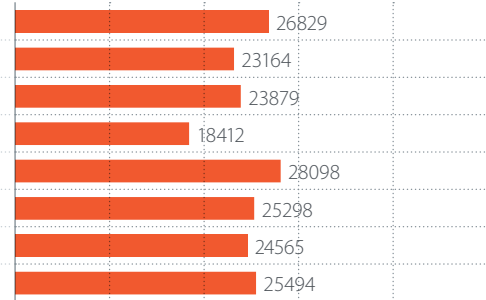
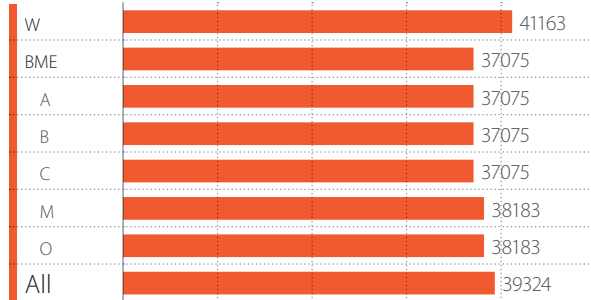


Professional and support staff

£10,000 £20,000 £30,000 £40,000 £50,000



Non-UK nationals



3.30

Median/mean salary and pay gap for UK staff by country of institution, activity and BME/white identity

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

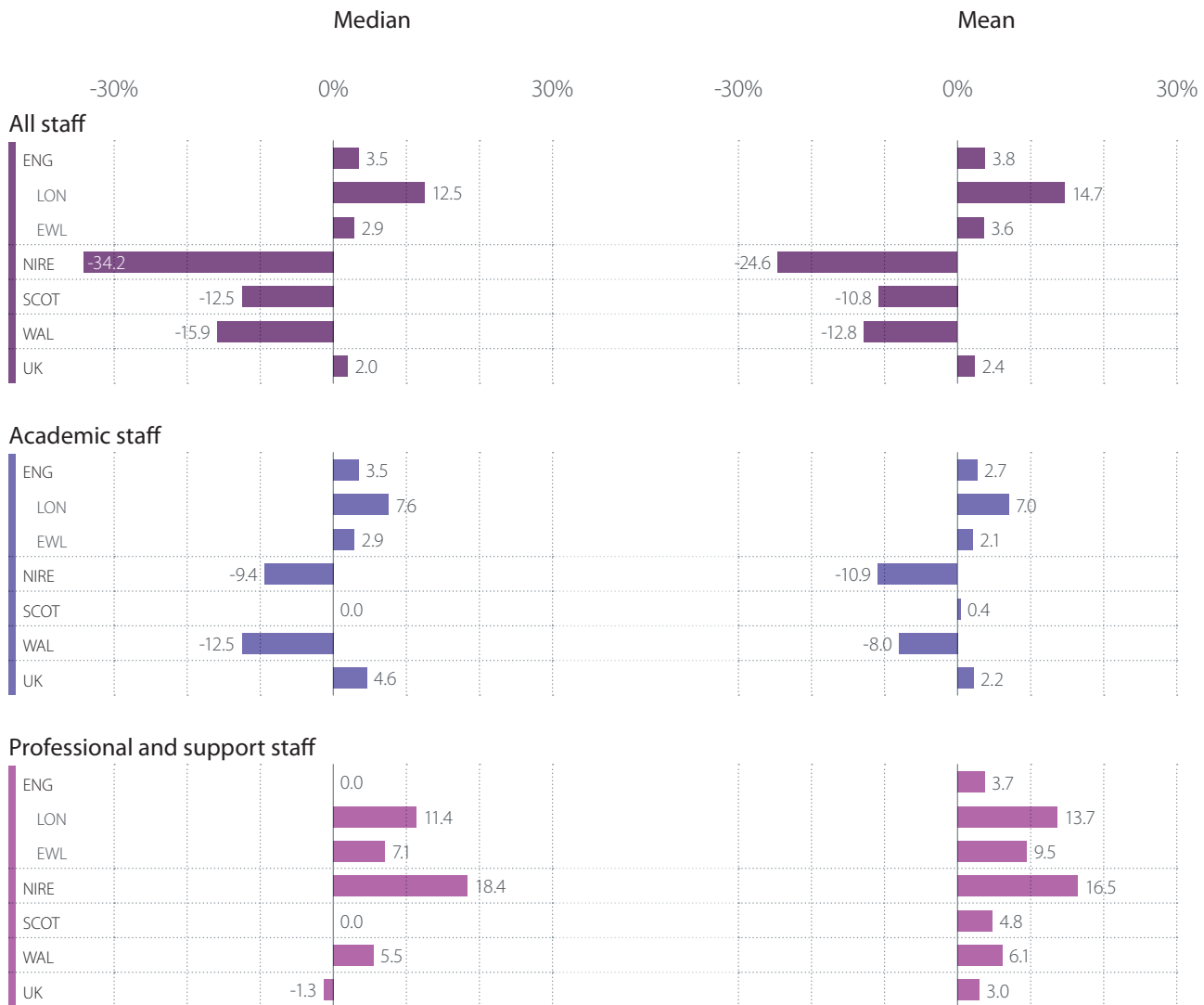
← Country of institution definition: see page 15

← Staff activity definition: see page 15

← Ethnicity definition: see page 12

			Median			Mean		
			White	BME	Gap	White	BME	Gap
			£	£	%	£	£	%
All staff								
ENG	England		35170	33943	3.5	38611	37127	3.8
LON	London		41163	36001	12.5	45886	39124	14.7
EWL	England (without London)		33943	32958	2.9	37130	35811	3.6
NIRE	Northern Ireland		33943	45562	-34.2	37187	46327	-24.6
SCOT	Scotland		33943	38183	-12.5	37463	41505	-10.8
WAL	Wales		32958	38183	-15.9	36610	41303	-12.8
UK	UK		34956	34270	2.0	38344	37429	2.4
Academic staff								
ENG	England		45562	43961	3.5	49040	47717	2.7
LON	London		46924	43350	7.6	52407	48714	7.0
EWL	England (without London)		45562	44240	2.9	48184	47183	2.1
NIRE	Northern Ireland		48237	52793	-9.4	50301	55781	-10.9
SCOT	Scotland		46924	46924	0.0	51161	50957	0.4
WAL	Wales		41709	46924	-12.5	47012	50794	-8.0
UK	UK		46375	44240	4.6	49133	48037	2.2
Professional and support staff								
ENG	England		27545	27543	0.0	30712	29588	3.7
LON	London		35614	31557	11.4	38923	33606	13.7
EWL	England (without London)		25704	23879	7.1	29333	26536	9.5
NIRE	Northern Ireland		24565	20046	18.4	29063	24269	16.5
SCOT	Scotland		25298	25298	0.0	29529	28113	4.8
WAL	Wales		25298	23901	5.5	28600	26869	6.1
UK	UK		26829	27188	-1.3	30419	29492	3.0

Ethnicity pay gaps



3.31

Median/mean salary and pay gap for non-UK staff by country of institution, activity and BME/white identity

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

← Country of institution definition: see page 15

← Staff activity definition: see page 15

← Ethnicity definition: see page 12

			Median			Mean		
			White	BME	Gap	White	BME	Gap
			£	£	£	%	£	%
All staff								
ENG	England		38183	34956	8.5	42163	36558	13.3
LON	London		39510	36570	7.4	44880	39043	13.0
EWL	England (without London)		38183	33943	11.1	40721	35457	12.9
NIRE	Northern Ireland		39324	33943	13.7	41280	37389	9.4
SCOT	Scotland		38000	36001	5.3	39862	37267	6.5
WAL	Wales		38183	35543	6.9	40428	37746	6.6
UK	UK		38183	34956	8.5	41848	36674	12.4
Academic staff								
ENG	England		41110	37075	9.8	46353	40662	12.3
LON	London		41772	38624	7.5	48798	42504	12.9
EWL	England (without London)		40523	36613	9.6	45112	39901	11.5
NIRE	Northern Ireland		44240	34956	21.0	47511	39377	17.1
SCOT	Scotland		41709	38183	8.5	45473	40897	10.1
WAL	Wales		39324	38183	2.9	44944	41443	7.8
UK	UK		41163	37075	9.9	46255	40698	12.0
Professional and support staff								
ENG	England		27629	23164	16.2	30135	26012	13.7
LON	London		32281	29452	8.8	34790	31506	9.4
EWL	England (without London)		24565	19485	20.7	27336	23119	15.4
NIRE	Northern Ireland		26052	22494	13.7	30415	25011	17.8
SCOT	Scotland		22494	21843	2.9	26506	24942	5.9
WAL	Wales		21843	21030	3.7	25653	24673	3.8
UK	UK		26829	23164	13.7	29615	25885	12.6

Ethnicity pay gaps



3.32

Median/mean salary and pay gap for UK/non-UK staff by activity, occupational group and BME/white identity

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

← Occupational group definition: see page 18

← Ethnicity definition: see page 12

UK nationals		Median			Mean		
		White	BME	Gap	White	BME	Gap
		£	£	%	£	£	%
Academic staff							
soc1	Managers, directors and senior officials	65459	58783	10.2	75979	60892	19.9
soc2	Professional occupations	46924	44240	5.7	49215	48147	2.2
soc3	Associate professional and technical	30175	32004	-6.1	32131	34385	-7.0
soc4-9	Clerical and manual occupations	32148	..	..	34037	..	..
All	All academic staff	46375	44240	4.6	49133	48037	2.2
Professional and support staff							
soc1	Managers, directors and senior officials	51260	49769	2.9	56967	53704	5.7
soc2	Professional occupations	38183	38183	0.0	40314	39046	3.1
soc3	Associate professional and technical	31016	30175	2.7	31857	31585	0.9
soc4	Administrative and secretarial	23879	25003	-4.7	25027	26082	-4.2
soc5	Skilled trades occupations	23879	23164	3.0	24766	24665	0.4
soc6	Caring, leisure and other service	18940	17806	6.0	20501	19500	4.9
soc7	Sales and customer service occupations	20624	20046	2.8	22220	22134	0.4
soc8	Process, plant and machine operatives	21843	23232	-6.4	21884	23217	-6.1
soc9	Elementary occupations	15976	15976	0.0	17091	17334	-1.4
All	All professional and support staff	26829	27188	-1.3	30419	29492	3.0
All staff							
All	All staff	34956	34270	2.0	38344	37429	2.4

Non-UK nationals**Academic staff**

soc1	Managers, directors and senior officials	65589	41628	36.5	73225	49090	33.0
soc2	Professional occupations	41163	37075	9.9	46269	40727	12.0
soc3	Associate professional and technical	32966	31533	4.3	33707	30664	9.0
soc4-9	Clerical and manual occupations	33634	..	..	28978	..	..
All	All academic staff	41163	37075	9.9	46255	40698	12.0

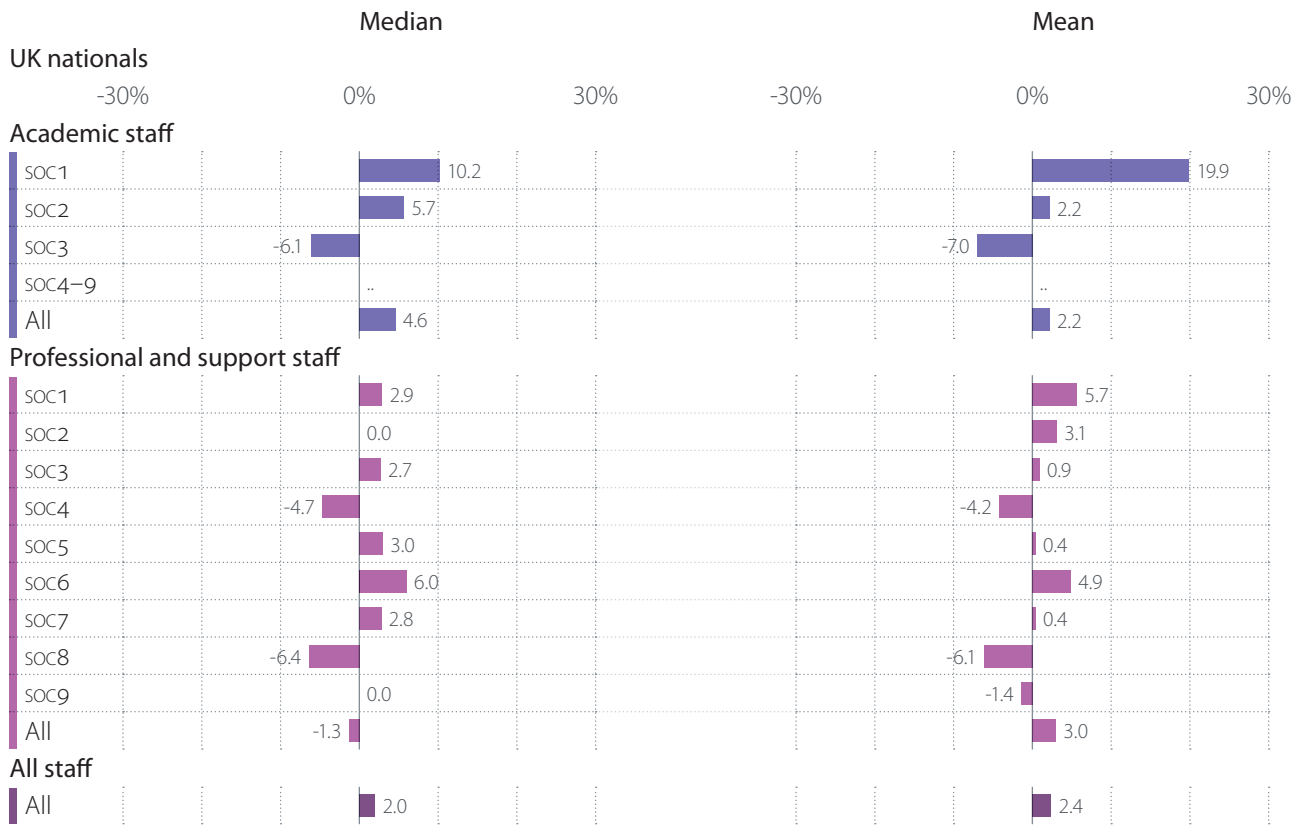
Professional and support staff

soc1	Managers, directors and senior officials	51398	49322	4.0	58691	56701	3.4
soc2	Professional occupations	37885	35112	7.3	38925	36053	7.4
soc3	Associate professional and technical	29452	29301	0.5	31169	30307	2.8
soc4	Administrative and secretarial	23879	23164	3.0	25225	24913	1.2
soc5	Skilled trades occupations	21935	19341	11.8	23771	22616	4.9
soc6	Caring, leisure and other service	18939	17806	6.0	20075	19152	4.6
soc7	Sales and customer service occupations	21010	19485	7.3	22821	20132	11.8
soc8	Process, plant and machine operatives	22494	24786	-10.2	22058	21999	0.3
soc9	Elementary occupations	15976	15670	1.9	16856	16552	1.8
All	All professional and support staff	26829	23164	13.7	29615	25885	12.6

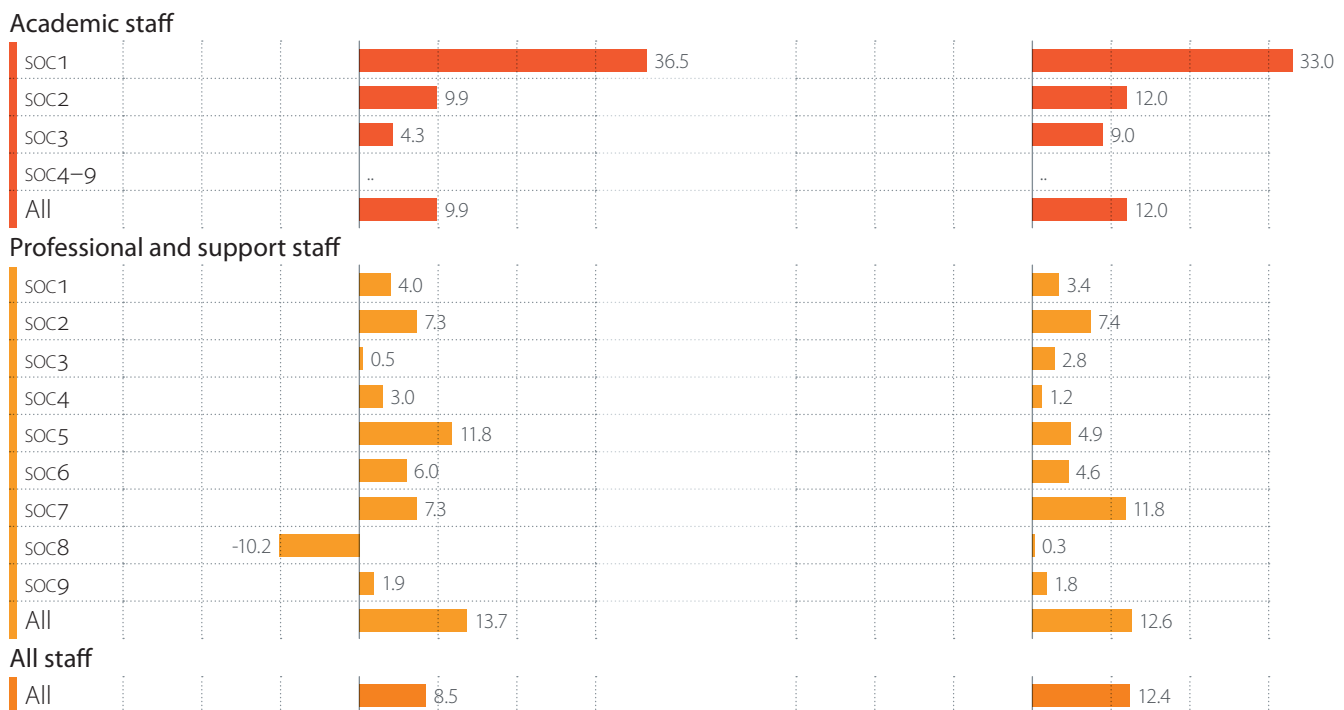
All staff

All	All staff	38183	34956	8.5	41848	36674	12.4
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Ethnicity pay gaps



Non-UK nationals



3.33

Median/mean salary and pay gap for UK/non-UK staff by professorial category, country of institution and BME/white identity

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

← Professorial category definition: see page 20

← Country of institution definition: see page 15

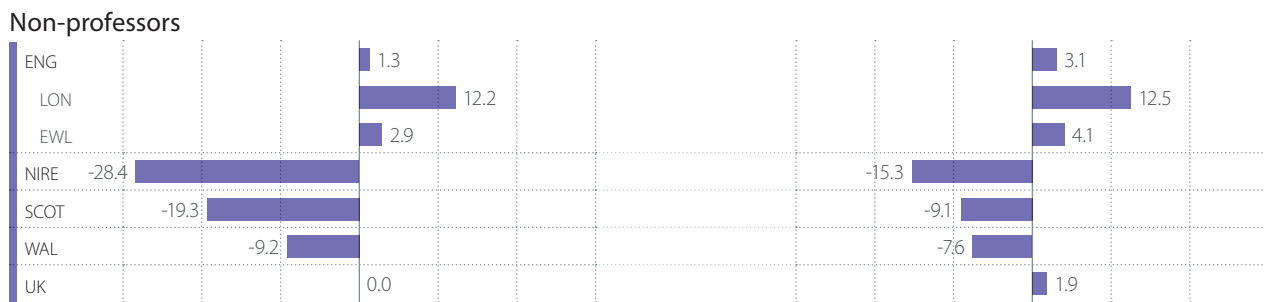
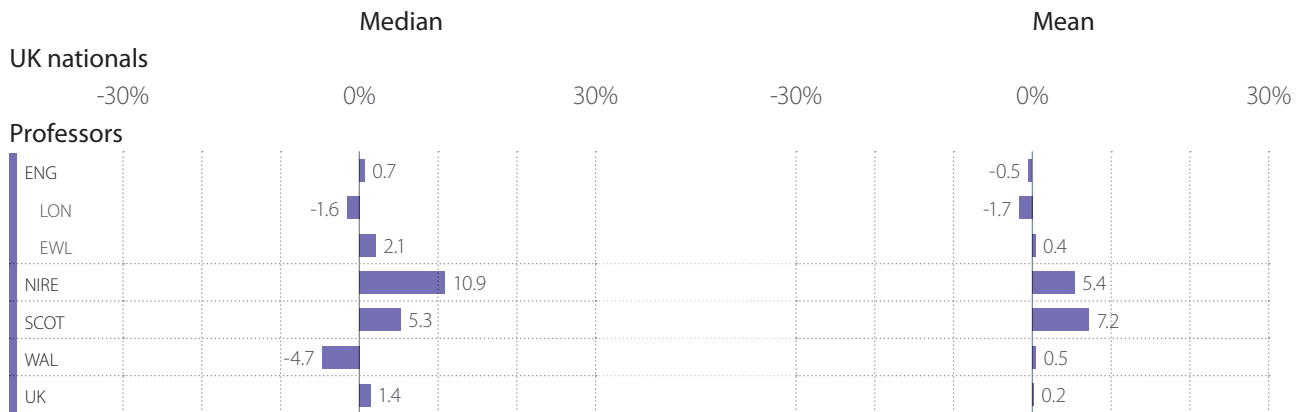
← Ethnicity definition: see page 12

UK nationals		Median			Mean		
		White	BME	Gap	White	BME	Gap
		£	£	%	£	£	%
Professors							
ENG	England	76371	75850	0.7	80619	81014	-0.5
LON	London	81689	82990	-1.6	84655	86098	-1.7
EWL	England (without London)	75202	73643	2.1	79426	79071	0.4
NIRE	Northern Ireland	78178	69647	10.9	79330	75071	5.4
SCOT	Scotland	74075	70169	5.3	79541	73782	7.2
WAL	Wales	80197	83980	-4.7	80875	80446	0.5
UK	UK	76260	75220	1.4	80498	80334	0.2
Non-professors							
ENG	England	33943	33512	1.3	36525	35403	3.1
LON	London	40585	35646	12.2	43243	37855	12.5
EWL	England (without London)	32958	32004	2.9	35186	33755	4.1
NIRE	Northern Ireland	32958	42332	-28.4	35577	41033	-15.3
SCOT	Scotland	32011	38183	-19.3	35283	38511	-9.1
WAL	Wales	32958	36001	-9.2	34297	36891	-7.6
UK	UK	33943	33943	0.0	36242	35568	1.9

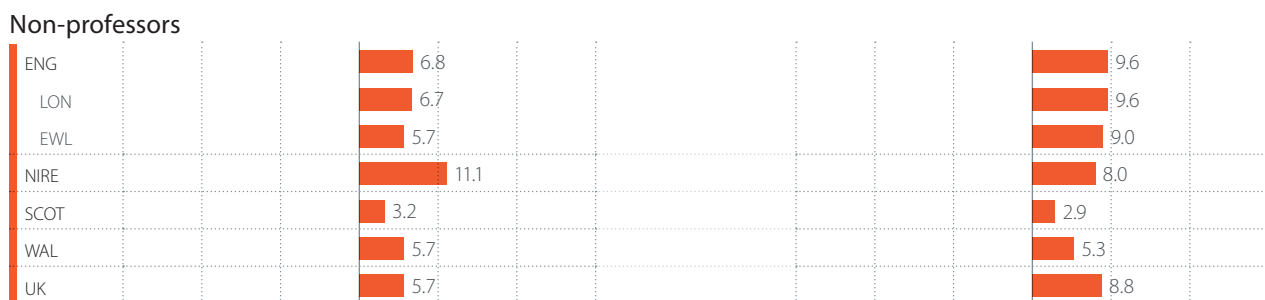
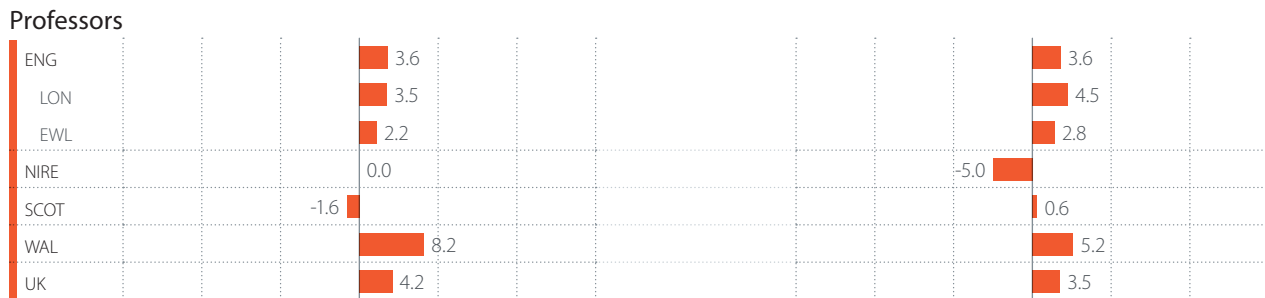
Non-UK nationals

Professors							
ENG	England	76761	73979	3.6	84532	81475	3.6
LON	London	83728	80810	3.5	94006	89813	4.5
EWL	England (without London)	73818	72221	2.2	80274	78023	2.8
NIRE	Northern Ireland	78178	78178	0.0	79118	83054	-5.0
SCOT	Scotland	74224	75399	-1.6	81806	81323	0.6
WAL	Wales	75572	69362	8.2	79589	75415	5.2
UK	UK	76493	73270	4.2	83963	81023	3.5
Non-professors							
ENG	England	37075	34536	6.8	39147	35385	9.6
LON	London	38661	36070	6.7	41776	37780	9.6
EWL	England (without London)	36001	33943	5.7	37735	34322	9.0
NIRE	Northern Ireland	38183	33943	11.1	39032	35916	8.0
SCOT	Scotland	36096	34956	3.2	36997	35914	2.9
WAL	Wales	37075	34956	5.7	37398	35402	5.3
UK	UK	37075	34956	5.7	38871	35440	8.8

Ethnicity pay gaps



Non-UK nationals



3.34

UK/non-UK academic staff by leaving status and BME/white identity

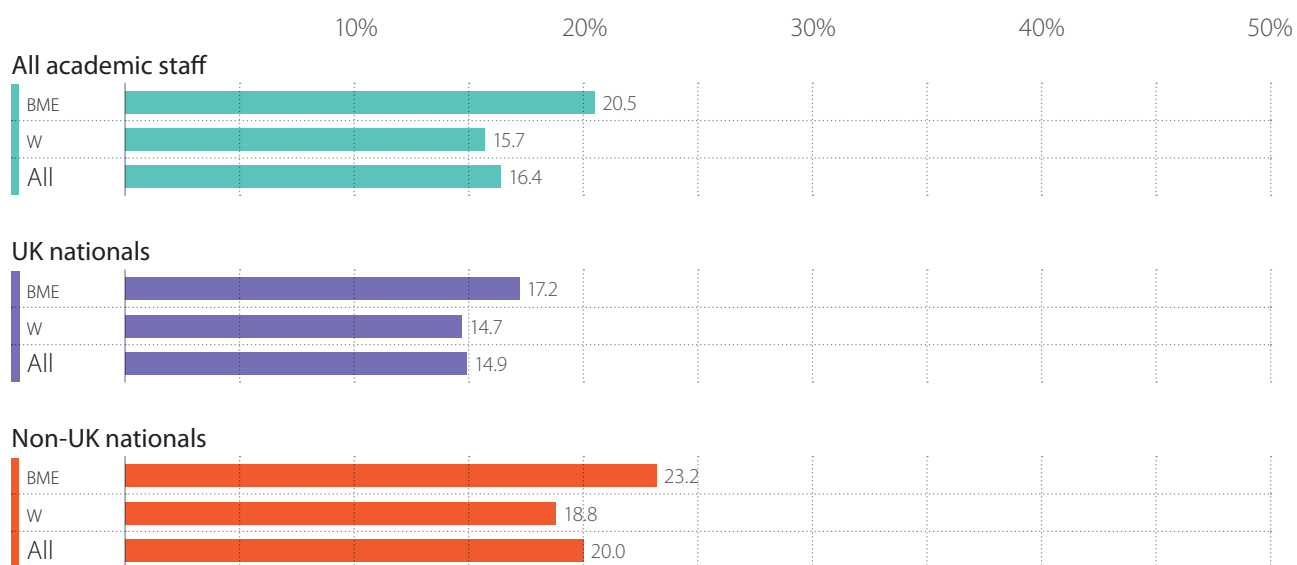
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Ethnicity
definition:
see page 12

		Leavers		Known destination		Unknown destination		All staff
		(proportion of all staff)		(proportion of leavers)		(proportion of leavers)		
		No.	%	No.	%	No.	%	No.
All academic staff								
BME	BME	5495	20.5	2440	44.4	3050	55.6	26815
w	White	24795	15.7	12175	49.1	12625	50.9	158140
All	All staff	30290	16.4	14615	48.2	15675	51.8	184955
UK nationals								
BME	BME	2045	17.2	910	44.4	1140	55.6	11935
w	White	17575	14.7	8610	49.0	8965	51.0	119790
All	All staff	19620	14.9	9520	48.5	10105	51.5	131725
Non-UK nationals								
BME	BME	3445	23.2	1535	44.5	1915	55.5	14885
w	White	7220	18.8	3565	49.3	3660	50.7	38345
All	All staff	10670	20.0	5095	47.8	5570	52.2	53230

Proportions of academic staff who left their institution between 2015/16 and 2016/17



3.35

UK academic staff leavers by known leaving destination and BME/white identity

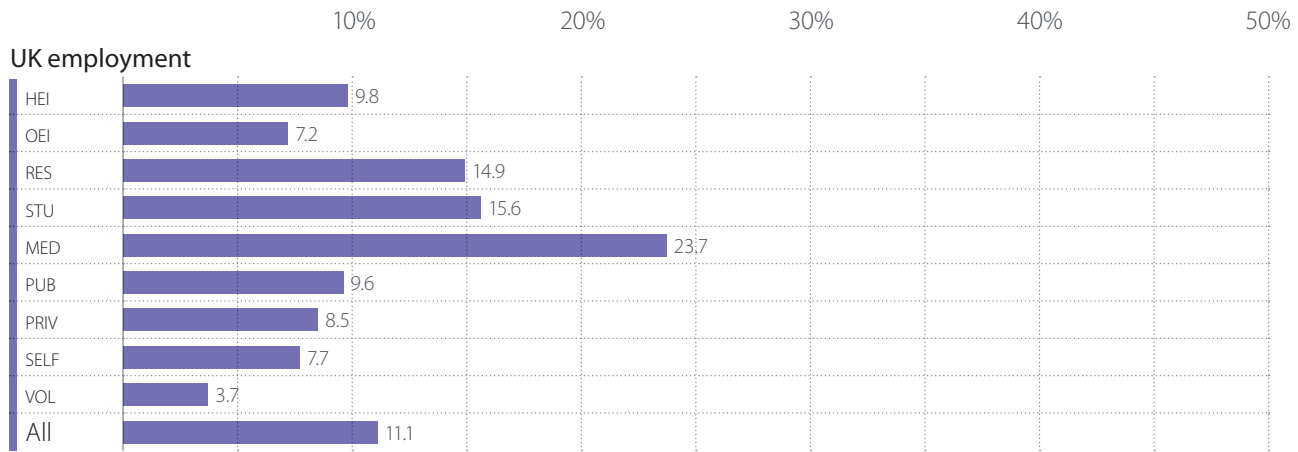
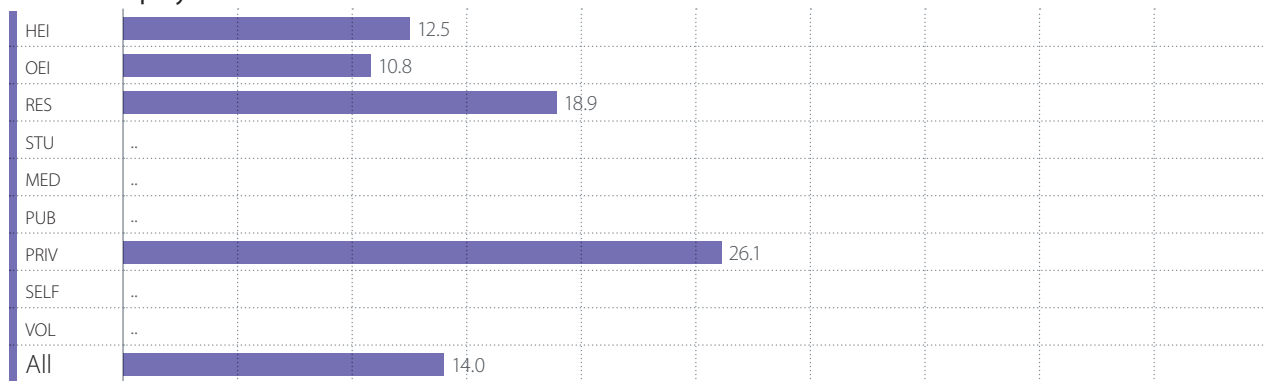
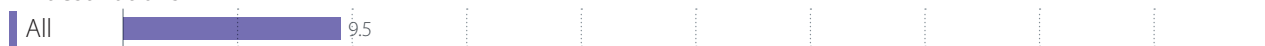
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Ethnicity
definition:
see page 12

		White			BME			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2085	24.2	90.2	225	24.9	9.8	2310	24.3
OEI	Other education institution	375	4.3	92.8	30	3.2	7.2	400	4.2
RES	Research institute	185	2.1	85.1	30	3.5	14.9	215	2.3
STU	Student	255	3.0	84.4	45	5.2	15.6	300	3.2
MED	Medical or dental practice	360	4.2	76.3	110	12.3	23.7	470	5.0
PUB	Public sector	215	2.5	90.4	25	2.5	9.6	240	2.5
PRIV	Private sector	545	6.4	91.5	50	5.6	8.5	600	6.3
SELF	Self-employed	360	4.2	92.3	30	3.3	7.7	390	4.1
VOL	Voluntary sector	50	0.6	96.3	0	0.2	3.7	55	0.6
All	All UK employment	4430	51.4	88.9	550	60.8	11.1	4980	52.3
Non-UK employment									
HEI	Other HEI	230	2.7	87.5	35	3.6	12.5	265	2.8
OEI	Other education institution	35	0.4	89.2	5	0.4	10.8	35	0.4
RES	Research institute	45	0.5	81.1	10	1.1	18.9	55	0.6
STU	Student	5	0.1	..	5	0.4	..	10	0.1
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	15	0.2	..	0	0.1	..	15	0.1
PRIV	Private sector	15	0.2	73.9	5	0.7	26.1	25	0.2
SELF	Self-employed	10	0.1	..	0	0.0	..	10	0.1
VOL	Voluntary sector	5	0.0	..	0	0.0	..	5	0.0
All	All non-UK employment	355	4.1	86.0	60	6.4	14.0	415	4.4
No longer in employment									
NREG	Not in regular employment	2150	24.9	90.5	225	24.9	9.5	2375	24.9
RETI	Retired	1555	18.0	95.9	65	7.3	4.1	1620	17.0
DECE	Deceased	125	1.4	95.4	5	0.7	4.6	130	1.4
All	All no longer employed	3825	44.4	92.8	300	32.8	7.2	4125	43.3
All destinations									
All	All leavers	8610	100.0	90.5	910	100.0	9.5	9520	100.0

Proportions of leavers who were BME

**Non-UK employment****No longer in employment****All destinations**

3.36

Non-UK academic staff leavers by known leaving destination and BME/white identity

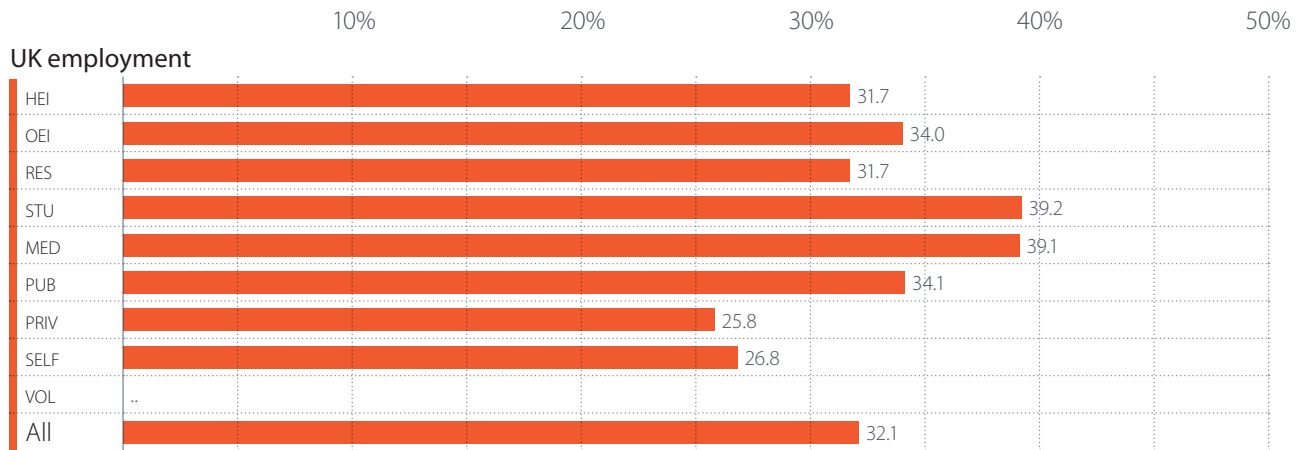
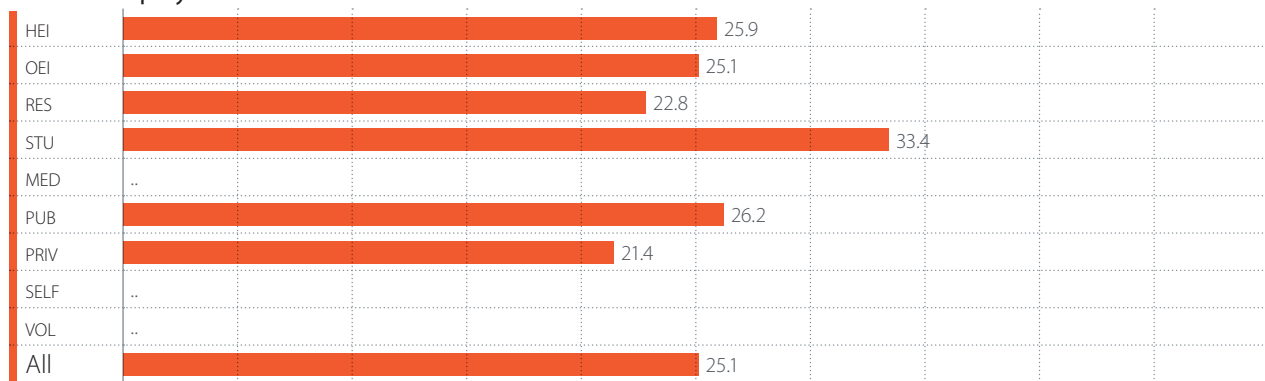
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Ethnicity
definition:
see page 12

		White			BME			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	885	24.8	68.3	410	26.7	31.7	1,295	25.4
OEI	Other education institution	115	3.3	66.0	60	3.9	34.0	175	3.5
RES	Research institute	115	3.2	68.3	55	3.5	31.7	165	3.3
STU	Student	160	4.6	60.8	105	6.8	39.2	265	5.2
MED	Medical or dental practice	70	2.0	60.9	45	2.9	39.1	115	2.3
PUB	Public sector	55	1.5	65.9	30	1.8	34.1	80	1.6
PRIV	Private sector	215	6.0	74.2	75	4.8	25.8	285	5.6
SELF	Self-employed	40	1.2	73.2	15	1.0	26.8	55	1.1
VOL	Voluntary sector	20	0.5	..	0	0.1	..	20	0.4
All	All UK employment	1,675	47.0	67.9	790	51.6	32.1	2,465	48.4
Non-UK employment									
HEI	Other HEI	530	14.9	74.1	185	12.1	25.9	720	14.1
OEI	Other education institution	115	3.2	74.9	40	2.5	25.1	150	3.0
RES	Research institute	180	5.0	77.2	55	3.5	22.8	230	4.6
STU	Student	20	0.6	66.6	10	0.7	33.4	35	0.6
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	30	0.9	73.8	10	0.7	26.2	40	0.8
PRIV	Private sector	90	2.5	78.6	25	1.6	21.4	110	2.2
SELF	Self-employed	15	0.4	..	5	0.4	..	20	0.4
VOL	Voluntary sector	0	0.0	..	0	0.0	..	0	0.0
All	All non-UK employment	980	27.5	74.9	330	21.5	25.1	1,310	25.7
No longer in employment									
NREG	Not in regular employment	790	22.1	66.7	395	25.6	33.3	1,180	23.2
RETI	Retired	105	3.0	86.8	15	1.0	13.2	120	2.4
DECE	Deceased	15	0.4	..	5	0.3	..	20	0.4
All	All no longer employed	905	25.5	68.7	415	27.0	31.3	1,320	25.9
All destinations									
All	All leavers	3,565	100.0	69.9	1,535	100.0	30.1	5,095	100.0

Proportions of leavers who were BME

**Non-UK employment****No longer in employment****All destinations**

Gender

Despite comprising the majority of staff working in UK higher education, women remained underrepresented among academic staff, staff in SET subject areas and in senior management roles. A larger proportion of women than men worked in professional and support roles, worked part-time, on fixed-term contracts, and in lower salary bands. Gender pay gaps remain highest among academic staff, though were still evident among professional and support staff. The proportion of female academic leavers was higher than the proportion of male academic leavers.

Beginning in 2012/13, the staff record replaced the gender field with the legal sex field, of which the possible options are male and female. For the purposes of this report, data from the legal sex field is referred to as 'gender.'

Additional detail for select tables in this section, such as by subject area, academic starters and leavers, is available at: **www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx**

A list of the additional information included in the online tables can be found in the **Online data tables** section.

4.1 Overall figures: In 2016/17, 54.2% of staff working in UK higher education were women and 45.8% were men.

4.2 Trends: Between 2003/04 and 2016/17, the proportion of staff in UK higher education who were women increased from 52.4% to 54.2%. The proportion of academic staff who were women has increased from 40.0% in 2003/04 to 45.7% in 2016/17. In contrast, the proportion of professional and support staff who were women has remained relatively constant from 62.2% in 2003/04 to 62.6% in 2016/17.

4.3 Mode: 77.1% of male staff worked full-time compared with 59.8% of female staff. Among both academic and professional and support staff, the majority of staff on part-time contracts were women (55.6% of academic staff and 79.6% of professional and support staff).

4.4–4.6 Contract type: Among professional and support staff, roughly the same proportions of women and men were on open-ended contracts (85.2% and 86.3%, respectively). There was slightly greater disparity among academic staff on open-ended contracts (63.9% of women and 68.2% of men). 39.7% of academic staff on full-time, open-ended contracts were women. The proportion of female academic staff on part-time, permanent contracts (50.6%) was greater than the proportion of male staff on this type of contract (47.2%). 81.9% of part-time professional and support staff on permanent contracts were women.

4.7–4.8 Contract level: As the seniority of contract levels increased, the proportion of female staff decreased. For example, 24.3% of heads of institutions were women compared with 69.0% of assistant professional or administrative staff. For both academic and professional and support staff, women were underrepresented in senior positions and overrepresented in junior positions. For example, at the head of institutions contract level, 75.4% of academic staff and 76.7% of professional and support staff were men.

4.9–4.10 Occupational group: The vast majority of academic staff worked in professional occupations. 58.5% of academic managers, directors and senior officials were men. In contrast, 54.1% of professional and support staff managers, directors and senior officials were women. Among professional and support staff, there was a clear gender divide in many occupational groups, such as skilled trades occupations (80.3% men) and administrative and secretarial occupations (80.5% women). Within each occupational group, the majority of professional and support staff on part-time contracts were women except among SOC8 staff (process, plant and machine operatives).

4.11 Research/teaching contract: While the majority of male and female academics held teaching and research contracts, more women had teaching only contracts (31.1%, compared with 23.8% of men).

4.12–4.13 SET subject areas: A gender divide was present between SET and non-SET subjects: more male academics were employed in SET subjects (58.5%) than non-SET subjects (41.5%). In contrast, the proportions of female academic staff in SET (50.2%) and non-SET (49.8%) subject areas were more balanced. Overall, 58.1% of SET academic staff were men. Subject areas with notably high proportions included electrical, electronic and computer engineering (85.3% male staff) and mechanical, aero and production engineering (82.9% male staff). Subjects with notably high proportions of female academic staff were nursing and allied health professions (74.9% female staff) and psychology and behavioural sciences (60.8% female staff).

4.14 Non-SET subject areas: Non-SET subjects had an equal distribution of male and female academic staff (49.8% and 50.2%, respectively). However, within some subject areas a gender divide was present, such as education (66.9% women) and philosophy (70.3% men).

4.15 Professors: 75.4% of professors were men. The proportion of male professors was greater than the proportion of female professors, regardless of whether they were SET or non-SET, part- or full-time. There was a higher proportion of male professors in SET subjects (79.3%) than non-SET subjects (69.4%).

4.16 Senior managers: Men made up a majority of senior managers (69.0%). This was most evident among SET subjects where men accounted for 73.1% of senior managers compared to 67.2% in non-SET subjects.

4.17–4.18 Salary and pay spine range: Among academic staff, 22.5% of women earned over £50,000 compared with 35.6% of men. This difference was also present among professional and support staff, where 5.1% of women earned over £50,000 compared with 9.2% of men. Among those on the highest academic pay spine range (\geq £59,400), 71.0% were men. The proportion of female academics on the highest pay spine range was half that of male academics (10.2% of women, 20.9% of men).

4.19–4.20 Pay gap by activity and occupational group: Overall, the median gender pay gap was 13.7 percentage points and the mean pay gap was 17.2 percentage points. The pay gap was most notable in Scotland, with a median gender pay gap of 18.8 percentage points and mean gender pay gap of 19.2 percentage points. Both the median and mean pay gaps were wider among academic staff than professional and support staff. Among academic staff, men were paid more on average than their female colleagues in every occupational group except for associate professional and technical occupation (-0.7 percentage points mean gender pay gap). The largest pay gap was between male and female professional and support staff in skilled trades occupations (18.4 percentage points median pay gap and 12.6 percentage points mean pay gap).

4.21 Academic pay gaps: The median and mean gender pay gaps for UK professors were 5.7 and 5.9 percentage points, respectively. They were widest among professors in Northern Ireland (11.0 and 7.6 percentage points, respectively). Notably, male and female professors in Wales had a median pay gap of 2.2 percentage points and mean pay gap of 4.2 percentage points. In comparison, the gender pay gap was higher among non-professors (an overall median pay gap of 11.1 percentage points and a mean pay gap of 12.2 percentage points).

4.22 Leavers: A higher proportion of female academic staff left their position than men (17.7% and 16.1%, respectively). There was a 5.6 percentage point difference between non-UK national male leavers and UK national males, and a 4.9 percentage point difference between non-UK national female leavers and UK national females.

4.23 Leaving destinations of UK leavers: Among UK academic leavers with a known destination, there was a greater proportion of women in UK employment (56.5%) compared with men (50.7%). In contrast, the proportion of male academic leavers in non-UK employment was greater than the proportion of female academic leavers (5.7% and 2.8%, respectively). There were more men (43.6%) no longer in regular employment than women (40.7%).

4.24 Leaving destinations of non-UK leavers: 51.1% of non-UK female leavers remained in UK employment, compared with 48.3% of non-UK male leavers. In contrast, the majority of non-UK academic leavers in non-UK employment were men (63.7%, compared with 36.3% women). 27.8% of non-UK female academic leavers were not in regular employment, compared with 23.3% of men.

4.1

Staff by country of institution and gender

	England		N. Ireland		Scotland		Wales		UK	
	No.	%	No.	%	No.	%	No.	%	No.	%
Female	188545	54.2	3415	53.5	24190	54.5	11525	54.6	227670	54.2
Male	159320	45.8	2970	46.5	20175	45.5	9575	45.4	192040	45.8
All staff	347860	100.0	6385	100.0	44365	100.0	21095	100.0	419710	100.0

← Country of institution definition: see page 15

← Gender definition: see page 13

Additional data for academic and professional staff by subject area is available:
www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



4.2

Profile of staff over time by activity and gender

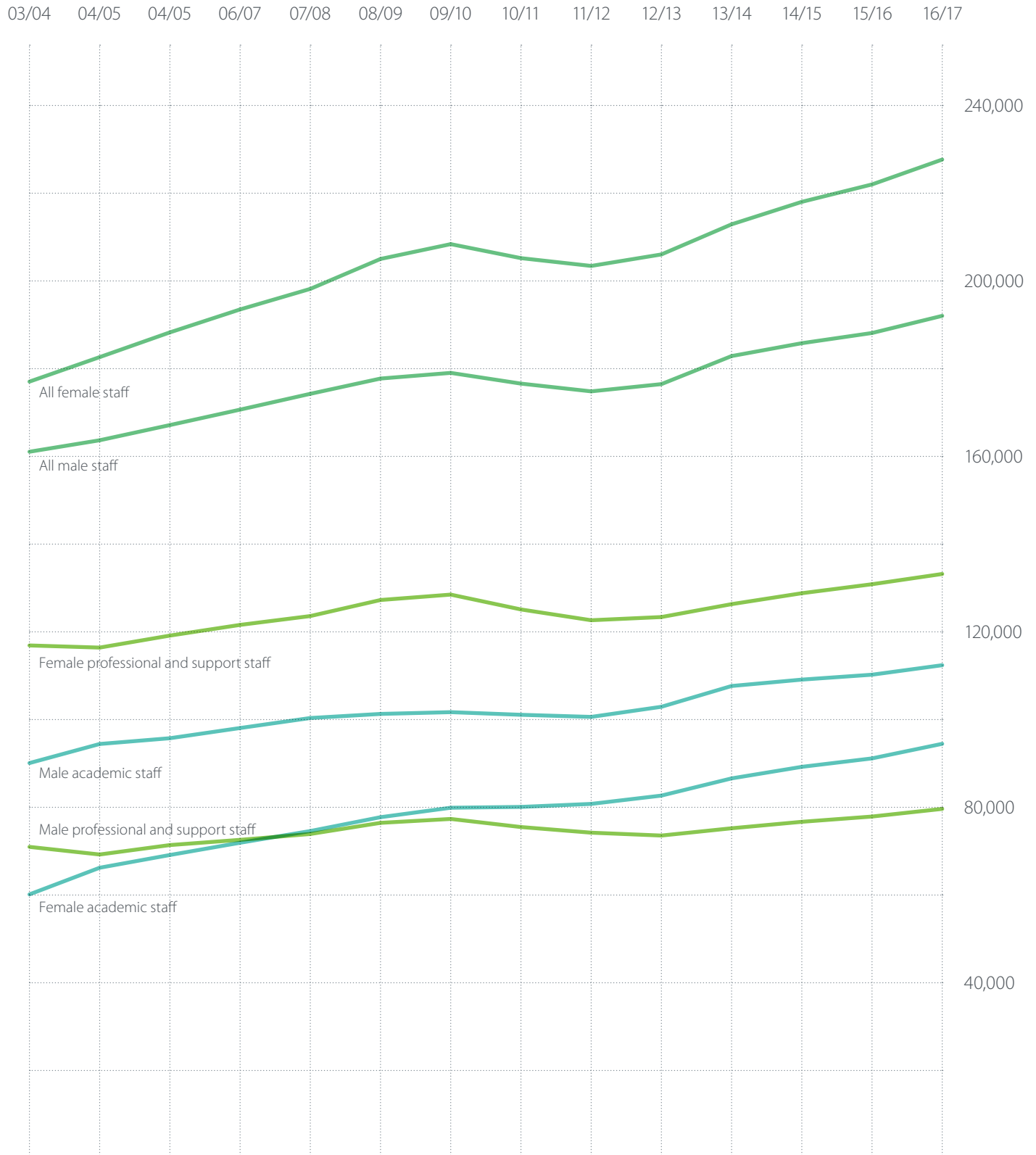
← Staff activity definition: see page 15

← Gender definition: see page 13

All staff	Female		Male		All staff	
	No.	%	No.	%	No.	
2003/04	177045	52.4	161060	47.6	338105	
2004/05	182630	52.7	163675	47.3	346305	
2005/06	188270	53.0	167140	47.0	355410	
2006/07	193500	53.1	170660	46.9	364160	
2007/08	198185	53.2	174265	46.8	372455	
2008/09	205010	53.6	177745	46.4	382755	
2009/10	208390	53.8	179035	46.2	387425	
2010/11	205195	53.7	176590	46.3	381785	
2011/12	203420	53.8	174825	46.2	378245	
2012/13	206040	53.9	176475	46.1	382515	
2013/14	212905	53.8	182870	46.2	395780	
2014/15	218030	54.0	185805	46.0	403835	
2015/16	222000	54.1	188130	45.9	410130	
2016/17	227670	54.2	192040	45.8	419710	
Academic staff						
2003/04	60145	40.0	90085	60.0	150230	
2004/05	66220	41.2	94435	58.8	160655	
2005/06	69125	41.9	95750	58.1	164875	
2006/07	71920	42.3	98075	57.7	169995	
2007/08	74590	42.6	100355	57.4	174940	
2008/09	77745	43.4	101290	56.6	179035	
2009/10	79900	44.0	101690	56.0	181590	
2010/11	80090	44.2	101090	55.8	181180	
2011/12	80775	44.5	100610	55.5	181385	
2012/13	82670	44.5	102915	55.5	185585	
2013/14	86590	44.6	107655	55.4	194245	
2014/15	89225	45.0	109110	55.0	198335	
2015/16	91150	45.3	110230	54.7	201380	
2016/17	94475	45.7	112395	54.3	206870	
Professional and support staff						
2003/04	116900	62.2	70975	37.8	187875	
2004/05	116410	62.7	69240	37.3	185650	
2005/06	119145	62.5	71390	37.5	190535	
2006/07	121585	62.6	72585	37.4	194165	
2007/08	123600	62.6	73915	37.4	197510	
2008/09	127260	62.5	76455	37.5	203715	
2009/10	128490	62.4	77345	37.6	205835	
2010/11	125105	62.4	75500	37.6	200605	
2011/12	122645	62.3	74215	37.7	196860	
2012/13	123375	62.6	73560	37.4	196935	
2013/14	126315	62.7	75220	37.3	201535	
2014/15	128805	62.7	76695	37.3	205500	
2015/16	130855	62.7	77895	37.3	208750	
2016/17	133195	62.6	79640	37.4	212835	

Additional data by subject area is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



4.3

Staff by activity, mode and gender

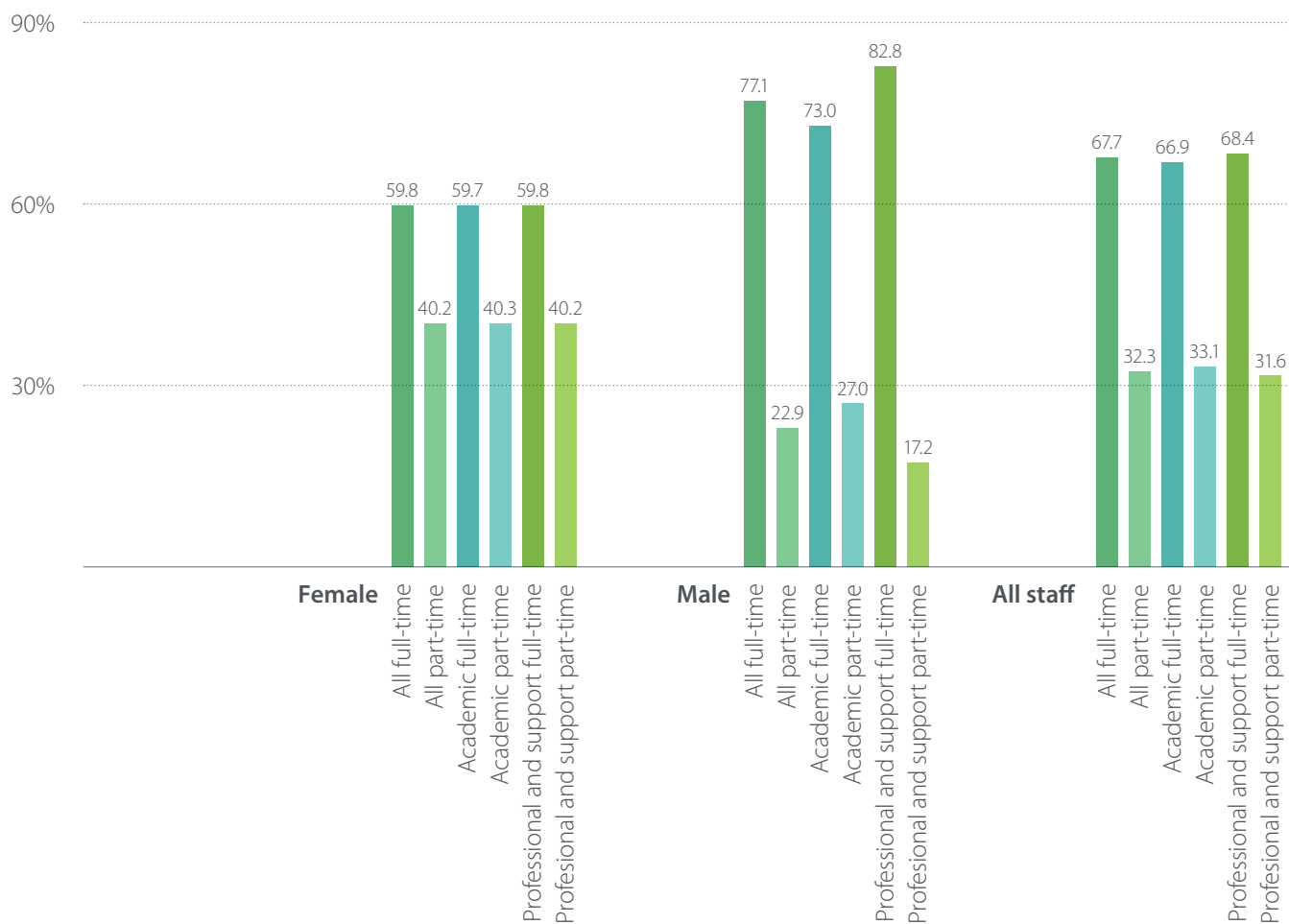
← Staff activity definition: see page 15

← Mode definition: see page 15

← Gender definition: see page 13

	Female			Male			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
All staff									
Full-time	136085	59.8	47.9	147975	77.1	52.1	284060	67.7	
Part-time	91585	40.2	67.5	44065	22.9	32.5	135650	32.3	
All modes	227670	100.0	54.2	192040	100.0	45.8	419710	100.0	
Academic staff									
Full-time	56390	59.7	40.7	82020	73.0	59.3	138405	66.9	
Part-time	38085	40.3	55.6	30380	27.0	44.4	68465	33.1	
All modes	94475	100.0	45.7	112395	100.0	54.3	206870	100.0	
Professional and support staff									
Full-time	79695	59.8	54.7	65955	82.8	45.3	145650	68.4	
Part-time	53500	40.2	79.6	13685	17.2	20.4	67185	31.6	
All modes	133195	100.0	62.6	79640	100.0	37.4	212835	100.0	

Additional data for academic and professional staff by subject area is available:
www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



4.4

Staff by activity, contract type and gender

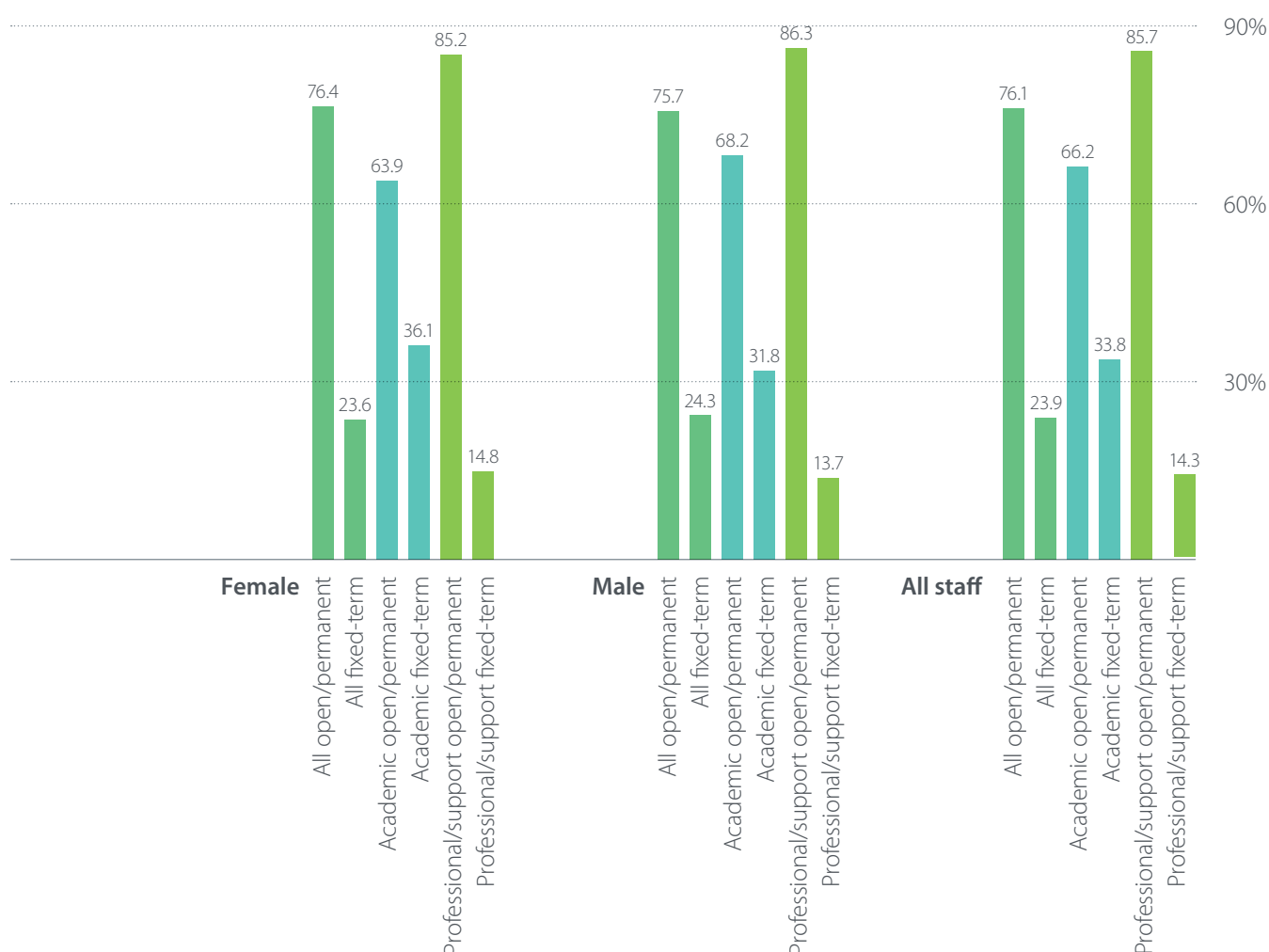
	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Open-ended/permanent	173890	76.4	54.5	145425	75.7	45.5	319320	76.1
Fixed-term	53780	23.6	53.6	46610	24.3	46.4	100390	23.9
All contracts	227670	100.0	54.2	192040	100.0	45.8	419710	100.0
Academic staff								
Open-ended/permanent	60355	63.9	44.0	76670	68.2	56.0	137025	66.2
Fixed-term	34120	36.1	48.8	35730	31.8	51.2	69850	33.8
All contracts	94475	100.0	45.7	112395	100.0	54.3	206870	100.0
Professional and support staff								
Open-ended/permanent	113535	85.2	62.3	68760	86.3	37.7	182295	85.7
Fixed-term	19660	14.8	64.4	10885	13.7	35.6	30540	14.3
All contracts	133195	100.0	62.6	79640	100.0	37.4	212835	100.0

← Staff activity definition: see page 15

← Contract type definition: see page 16

← Gender definition: see page 13

Additional data for academic and professional staff by subject area is available:
www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



4.5

Academic staff by mode, contract type and gender

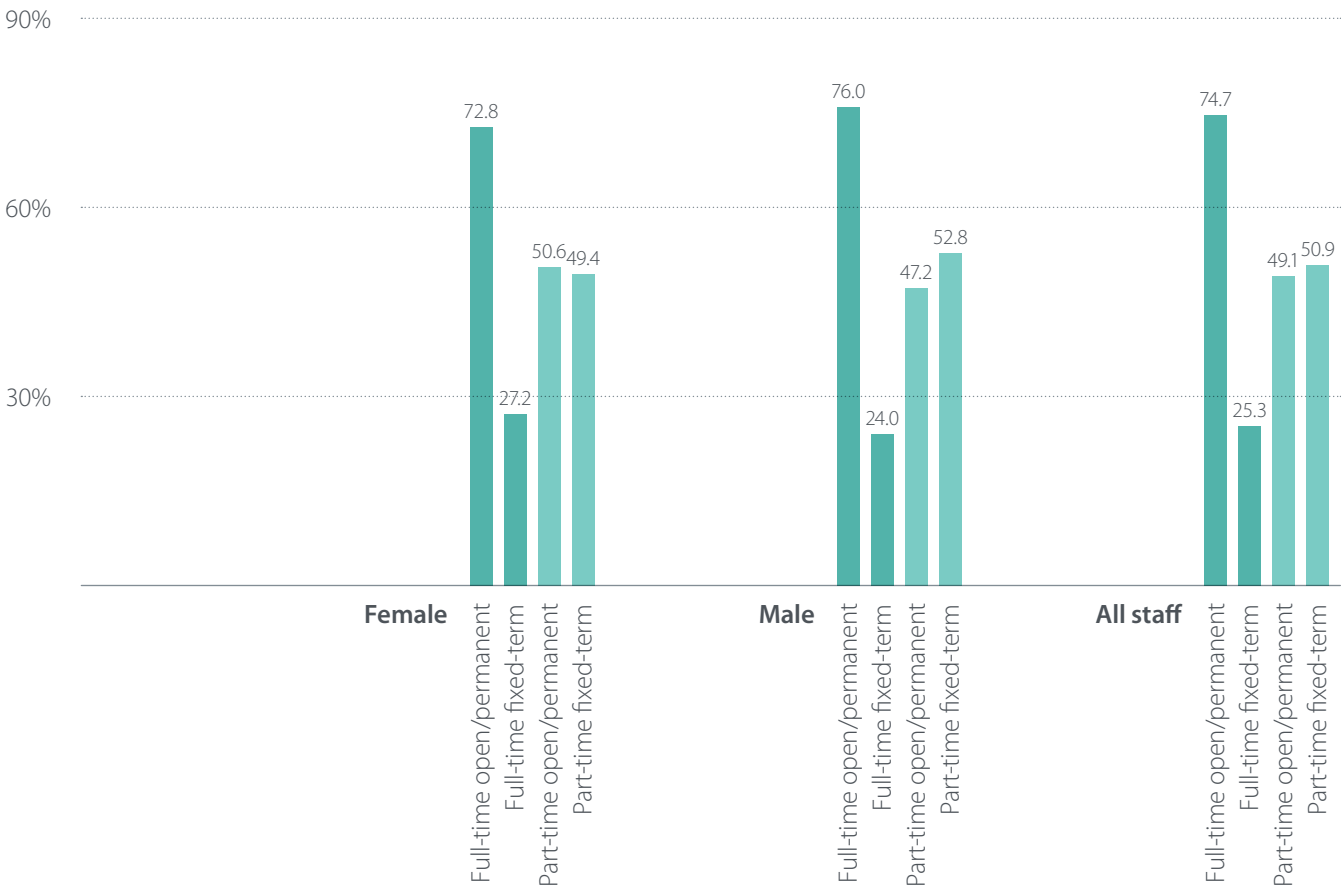
← Staff activity definition: see page 15

← Mode definition: see page 15

← Contract type definition: see page 16

← Gender definition: see page 13

	Female			Male			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
Full-time									
Open-ended/permanent	41065	72.8	39.7	62335	76.0	60.3	103400	74.7	
Fixed-term	15325	27.2	43.8	19685	24.0	56.2	35010	25.3	
All contracts	56390	100.0	40.7	82020	100.0	59.3	138405	100.0	
Part-time									
Open-ended/permanent	19290	50.6	57.4	14335	47.2	42.6	33625	49.1	
Fixed-term	18795	49.4	54.0	16045	52.8	46.0	34840	50.9	
All contracts	38085	100.0	55.6	30380	100.0	44.4	68465	100.0	



4.6

Professional and support staff by mode, contract type and gender

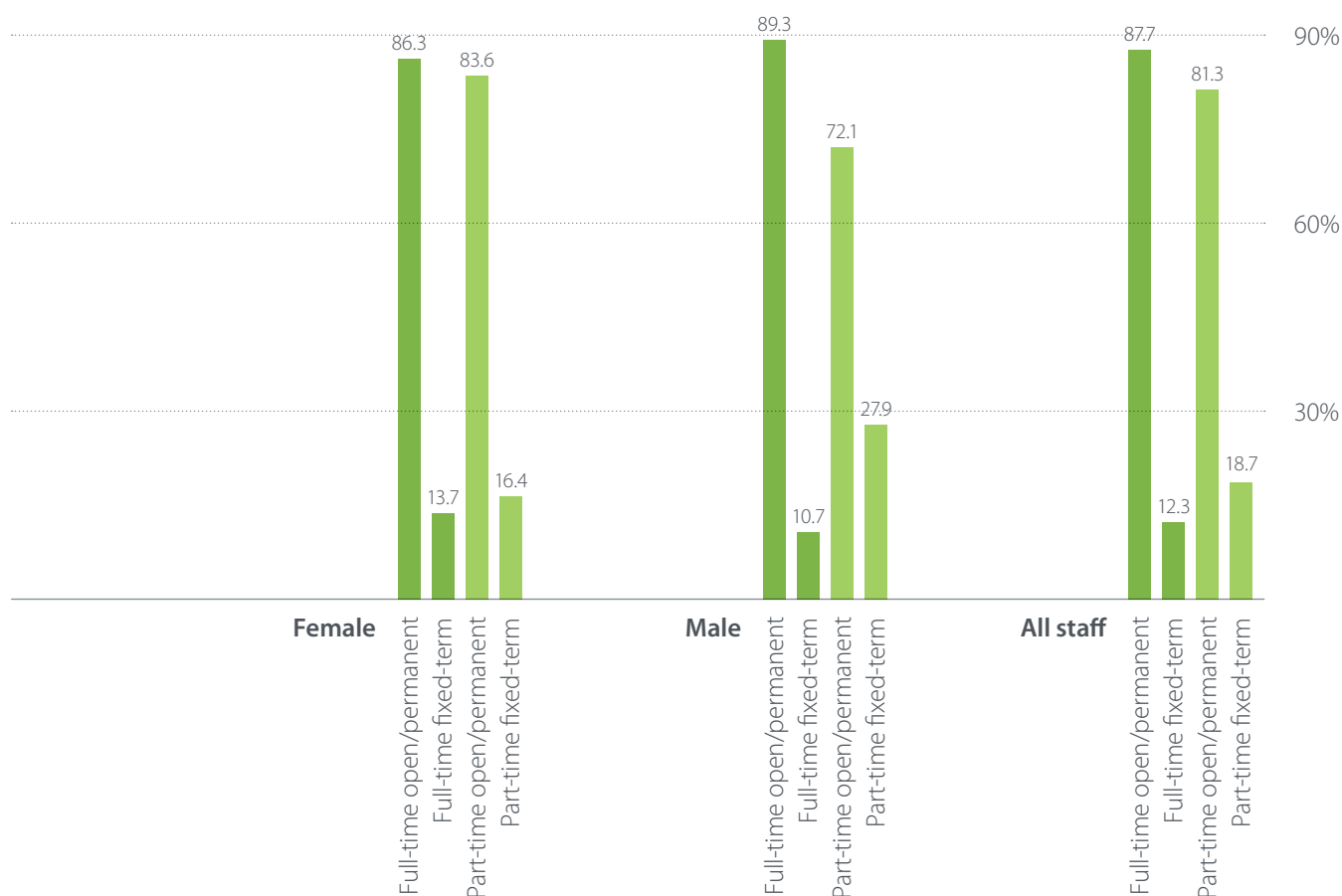
	Female			Male			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
Full-time									
Open-ended/permanent	68800	86.3	53.9	58885	89.3	46.1	127685	87.7	
Fixed-term	10895	13.7	60.7	7070	10.7	39.3	17965	12.3	
All contracts	79695	100.0	54.7	65955	100.0	45.3	145650	100.0	
Part-time									
Open-ended/permanent	44740	83.6	81.9	9875	72.1	18.1	54610	81.3	
Fixed-term	8760	16.4	69.7	3815	27.9	30.3	12575	18.7	
All contracts	53500	100.0	79.6	13685	100.0	20.4	67185	100.0	

← Staff activity definition: see page 15

← Mode definition: see page 15

← Contract type definition: see page 16

← Gender definition: see page 13



4.7

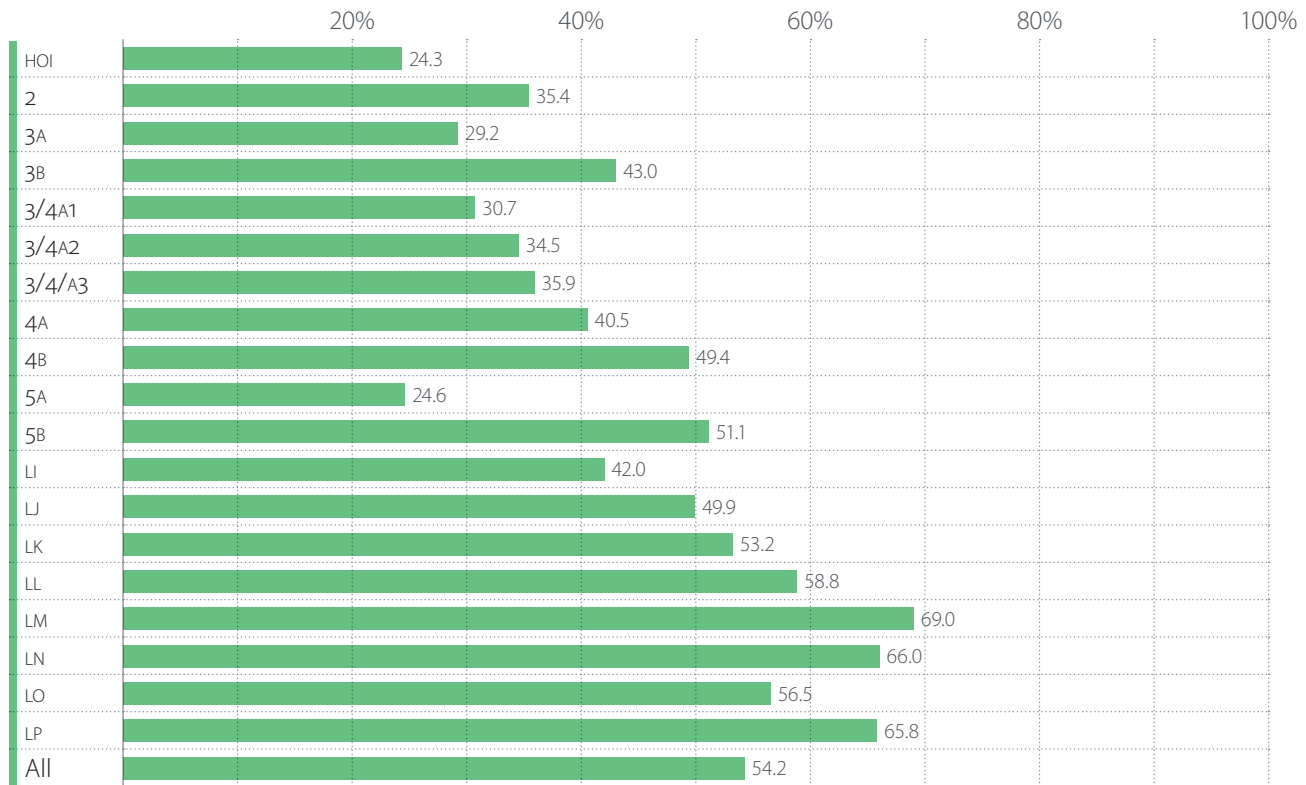
Staff by contract level and gender

← Contract level
definition:
see page 16

← Gender
definition:
see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	40	0.0	24.3	125	0.1	75.7	165	0.0
2	UCEA level 2	250	0.1	35.4	460	0.2	64.6	710	0.2
3A	UCEA level 3A	185	0.1	29.2	450	0.2	70.8	640	0.2
3B	UCEA level 3B	670	0.3	43.0	885	0.5	57.0	1550	0.4
3/4A1	UCEA level 3/4A1	215	0.1	30.7	485	0.3	69.3	700	0.2
3/4A2	UCEA level 3/4A2	235	0.1	34.5	445	0.2	65.5	680	0.2
3/4/A3	UCEA level 3/4A3	455	0.2	35.9	810	0.4	64.1	1265	0.3
4A	UCEA level 4A	910	0.4	40.5	1335	0.7	59.5	2250	0.5
4B	UCEA level 4B	955	0.4	49.4	975	0.5	50.6	1930	0.5
5A	UCEA level 5A	5060	2.2	24.6	15505	8.1	75.4	20565	4.9
5B	UCEA level 5B	1090	0.5	51.1	1045	0.5	48.9	2130	0.5
LI	XpertHR level I	14675	6.4	42.0	20290	10.6	58.0	34965	8.3
LJ	XpertHR level J	36990	16.2	49.9	37100	19.3	50.1	74085	17.7
LK	XpertHR level K	53460	23.5	53.2	47020	24.5	46.8	100480	23.9
LL	XpertHR level L	36965	16.2	58.8	25875	13.5	41.2	62840	15.0
LM	XpertHR level M	32735	14.4	69.0	14705	7.7	31.0	47435	11.3
LN	XpertHR level N	20825	9.1	66.0	10750	5.6	34.0	31575	7.5
LO	XpertHR level O	9425	4.1	56.5	7255	3.8	43.5	16680	4.0
LP	XpertHR level P	12535	5.5	65.8	6530	3.4	34.2	19065	4.5
All	All contract levels	227670	100.0	54.2	192040	100.0	45.8	419710	100.0

Proportions of staff who were women



4.8

Staff by activity, contract level and gender

← Staff activity definition: see page 15

← Contract level definition: see page 16

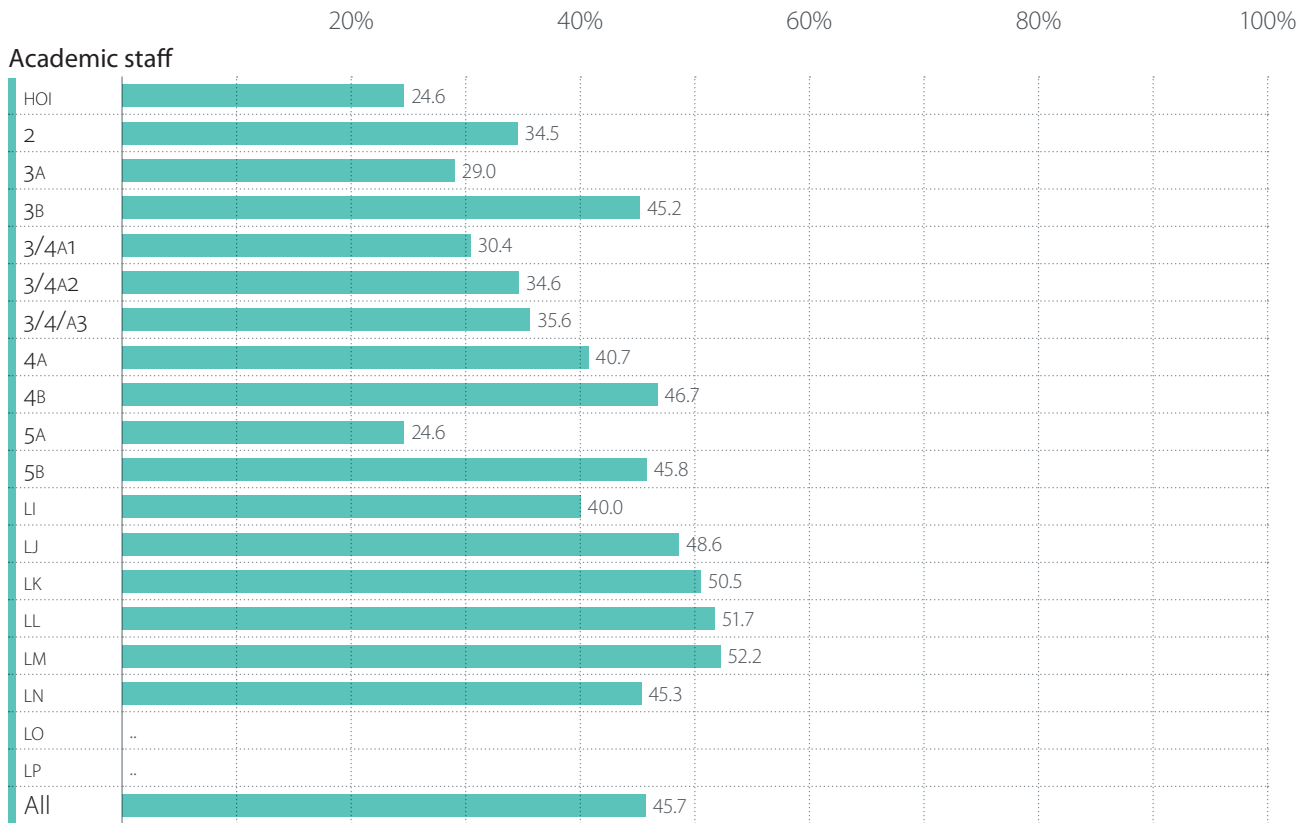
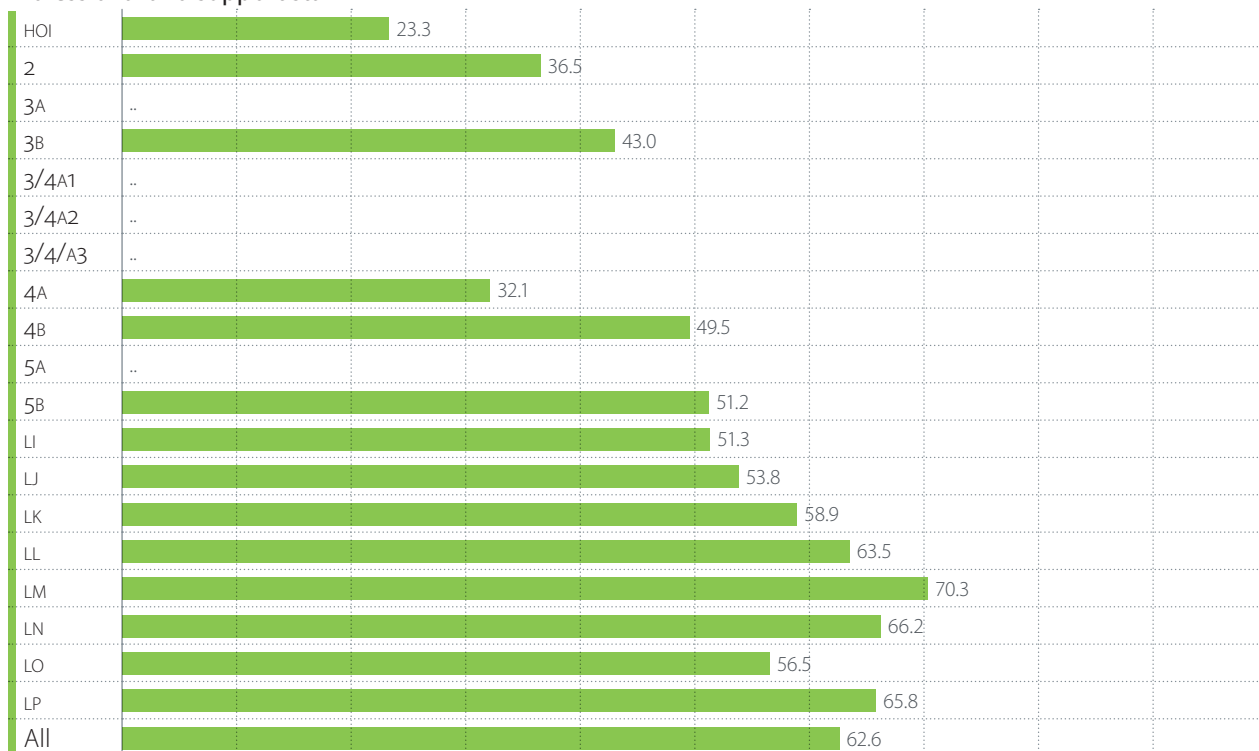
← Gender definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	30	0.0	24.6	95	0.1	75.4	125	0.1
2	UCEA level 2	140	0.1	34.5	270	0.2	65.5	410	0.2
3A	UCEA level 3A	185	0.2	29.0	450	0.4	71.0	630	0.3
3B	UCEA level 3B	20	0.0	45.2	25	0.0	54.8	45	0.0
3/4A1	UCEA level 3/4A1	210	0.2	30.4	485	0.4	69.6	695	0.3
3/4A2	UCEA level 3/4A2	230	0.2	34.6	435	0.4	65.4	665	0.3
3/4/A3	UCEA level 3/4A3	445	0.5	35.6	805	0.7	64.4	1250	0.6
4A	UCEA level 4A	890	0.9	40.7	1295	1.2	59.3	2185	1.1
4B	UCEA level 4B	20	0.0	46.7	25	0.0	53.3	45	0.0
5A	UCEA level 5A	5050	5.3	24.6	15500	13.8	75.4	20550	9.9
5B	UCEA level 5B	20	0.0	45.8	25	0.0	54.2	50	0.0
LI	XpertHR level I	11545	12.2	40.0	17320	15.4	60.0	28865	14.0
LJ	XpertHR level J	26625	28.2	48.6	28210	25.1	51.4	54835	26.5
LK	XpertHR level K	34315	36.3	50.5	33650	29.9	49.5	67965	32.9
LL	XpertHR level L	12800	13.6	51.7	11980	10.7	48.3	24785	12.0
LM	XpertHR level M	1740	1.8	52.2	1595	1.4	47.8	3330	1.6
LN	XpertHR level N	200	0.2	45.3	240	0.2	54.7	440	0.2
LO	XpertHR level O	5	0.0	..	0	0.0	..	5	0.0
LP	XpertHR level P	0	0.0	..	0	0.0	..	0	0.0
All	All contract levels	94475	100.0	45.7	112395	100.0	54.3	206870	100.0

Professional and support staff

HOI	Head of institution	10	0.0	23.3	30	0.0	76.7	40	0.0
2	UCEA level 2	110	0.1	36.5	190	0.2	63.5	300	0.1
3A	UCEA level 3A	5	0.0	..	5	0.0	..	5	0.0
3B	UCEA level 3B	650	0.5	43.0	860	1.1	57.0	1505	0.7
3/4A1	UCEA level 3/4A1	5	0.0	..	0	0.0	..	5	0.0
3/4A2	UCEA level 3/4A2	5	0.0	..	10	0.0	..	15	0.0
3/4/A3	UCEA level 3/4A3	10	0.0	..	5	0.0	..	15	0.0
4A	UCEA level 4A	20	0.0	32.1	45	0.1	67.9	65	0.0
4B	UCEA level 4B	935	0.7	49.5	955	1.2	50.5	1885	0.9
5A	UCEA level 5A	10	0.0	..	5	0.0	..	15	0.0
5B	UCEA level 5B	1065	0.8	51.2	1015	1.3	48.8	2085	1.0
LI	XpertHR level I	3130	2.3	51.3	2970	3.7	48.7	6100	2.9
LJ	XpertHR level J	10365	7.8	53.8	8890	11.2	46.2	19255	9.0
LK	XpertHR level K	19145	14.4	58.9	13370	16.8	41.1	32515	15.3
LL	XpertHR level L	24165	18.1	63.5	13895	17.4	36.5	38055	17.9
LM	XpertHR level M	30995	23.3	70.3	13110	16.5	29.7	44105	20.7
LN	XpertHR level N	20625	15.5	66.2	10510	13.2	33.8	31135	14.6
LO	XpertHR level O	9420	7.1	56.5	7255	9.1	43.5	16670	7.8
LP	XpertHR level P	12535	9.4	65.8	6530	8.2	34.2	19065	9.0
All	All contract levels	133195	100.0	62.6	79640	100.0	37.4	212835	100.0

Proportions of staff who were women

**Professional and support staff**

4.9

Staff by activity, occupational group and gender

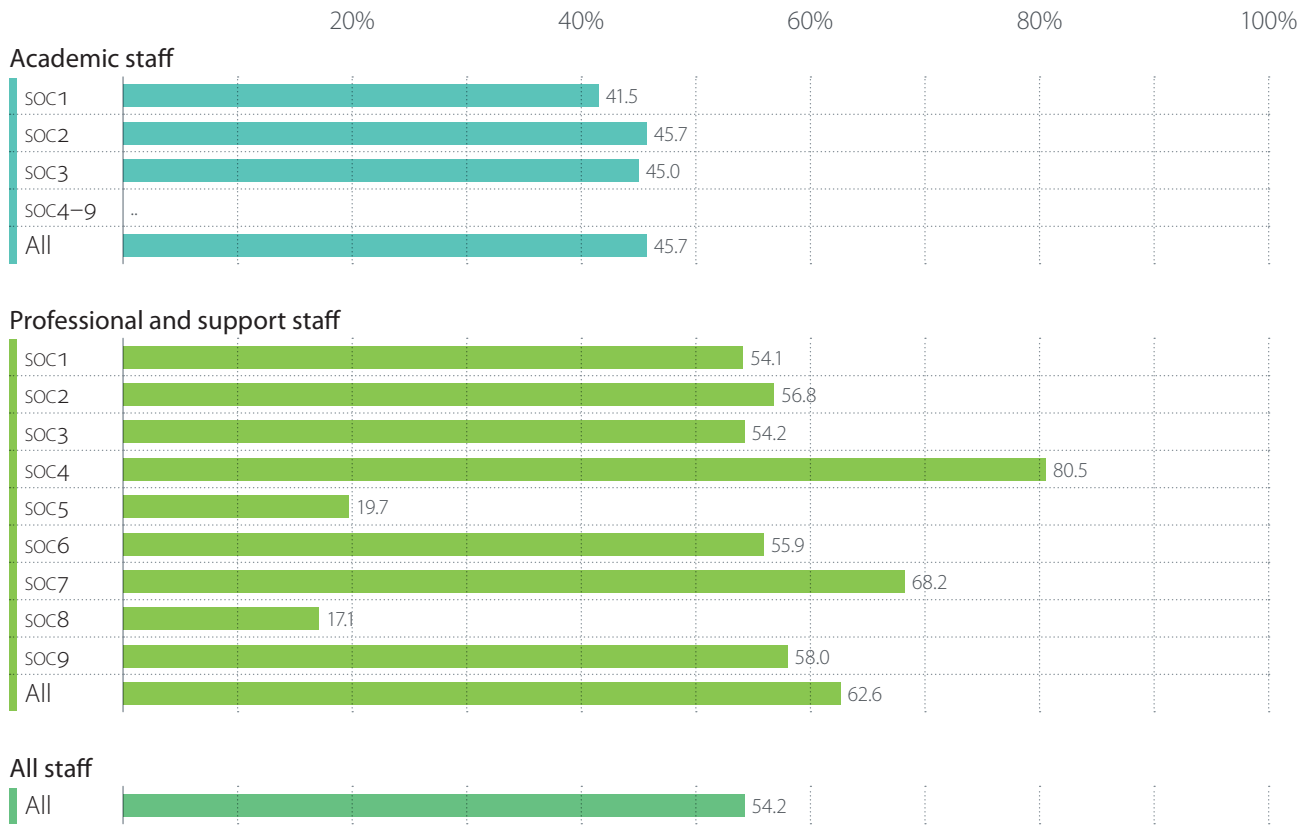
← Staff activity
definition:
see page 15

← Occupational
group
definition:
see page 18

← Gender
definition:
see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	225	0.2	41.5	315	0.3	58.5	540	0.3
soc2	Professional occupations	93495	99.0	45.7	111165	98.9	54.3	204660	98.9
soc3	Associate professional and technical	745	0.8	45.0	915	0.8	55.0	1660	0.8
soc4-9	Clerical and manual occupations	10	0.0	..	0	0.0	..	10	0.0
All	All academic staff	94475	100.0	45.7	112395	100.0	54.3	206870	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	6055	4.5	54.1	5140	6.5	45.9	11190	5.3
soc2	Professional occupations	24335	18.3	56.8	18500	23.2	43.2	42840	20.1
soc3	Associate professional and technical	25645	19.3	54.2	21685	27.2	45.8	47330	22.2
soc4	Administrative and secretarial	55770	41.9	80.5	13545	17.0	19.5	69315	32.6
soc5	Skilled trades occupations	1290	1.0	19.7	5250	6.6	80.3	6540	3.1
soc6	Caring, leisure and other service	4025	3.0	55.9	3175	4.0	44.1	7200	3.4
soc7	Sales and customer service occupations	1600	1.2	68.2	745	0.9	31.8	2345	1.1
soc8	Process, plant and machine operatives	270	0.2	17.1	1300	1.6	82.9	1570	0.7
soc9	Elementary occupations	14205	10.7	58.0	10305	12.9	42.0	24505	11.5
All	All professional and support staff	133195	100.0	62.6	79640	100.0	37.4	212835	100.0
All staff									
All	All staff	227670	100.0	54.2	192040	100.0	45.8	419710	100.0

Proportions of staff who were women



4.10

Full-time and part-time staff by activity, occupational group and gender

← Staff activity definition: see page 15

← Mode definition: see page 15

← Occupational group definition: see page 18

← Gender definition: see page 13

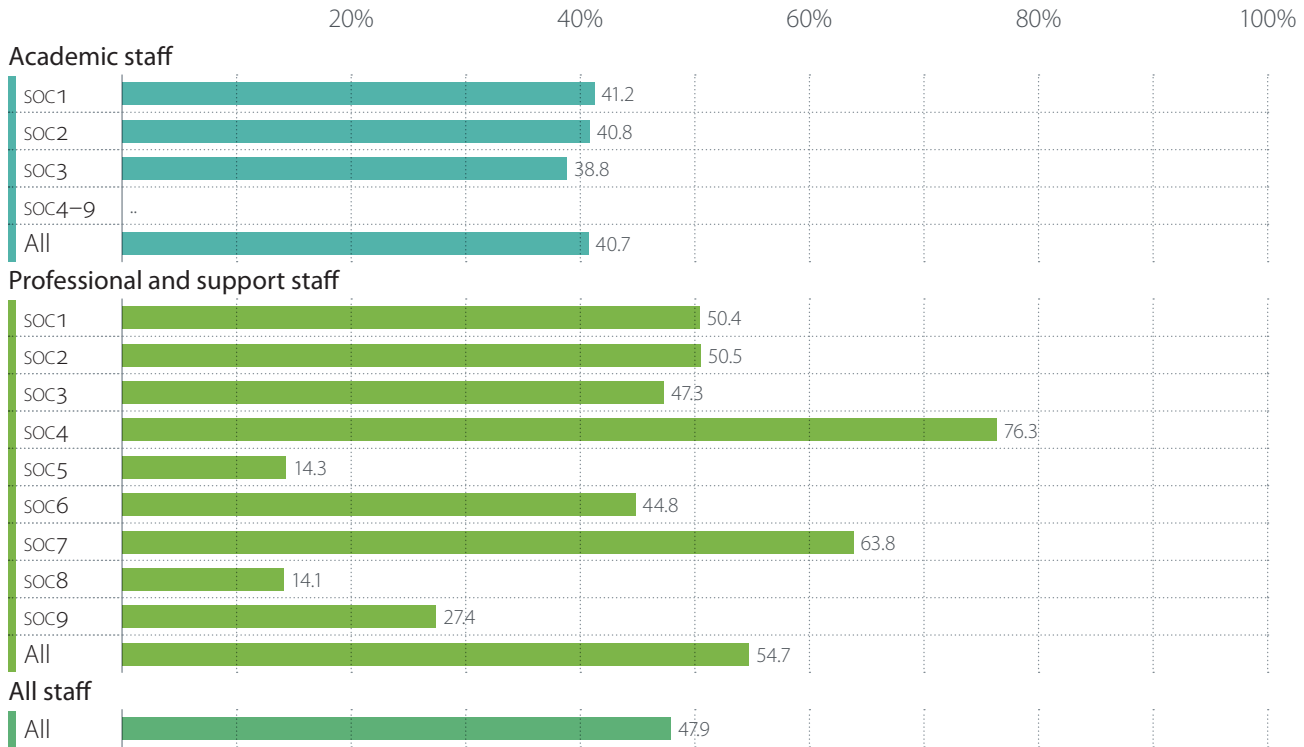
Full-time		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	185	0.3	41.2	270	0.3	58.8	455	0.3
soc2	Professional occupations	55730	98.8	40.8	81020	98.8	59.2	136750	98.8
soc3	Associate professional and technical	465	0.8	38.8	730	0.9	61.2	1190	0.9
soc4-9	Clerical and manual occupations	5	0.0	..	0	0.0	..	10	0.0
All	All academic staff	56390	100.0	40.7	82020	100.0	59.3	138405	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	4970	6.2	50.4	4885	7.4	49.6	9855	6.8
soc2	Professional occupations	16765	21.0	50.5	16400	24.9	49.5	33170	22.8
soc3	Associate professional and technical	17200	21.6	47.3	19175	29.1	52.7	36370	25.0
soc4	Administrative and secretarial	34925	43.8	76.3	10825	16.4	23.7	45750	31.4
soc5	Skilled trades occupations	820	1.0	14.3	4915	7.5	85.7	5730	3.9
soc6	Caring, leisure and other service	1760	2.2	44.8	2170	3.3	55.2	3930	2.7
soc7	Sales and customer service occupations	810	1.0	63.8	460	0.7	36.2	1270	0.9
soc8	Process, plant and machine operatives	190	0.2	14.1	1155	1.8	85.9	1345	0.9
soc9	Elementary occupations	2255	2.8	27.4	5970	9.0	72.6	8225	5.6
All	All professional and support staff	79695	100.0	54.7	65955	100.0	45.3	145650	100.0
All staff									
All	All staff	136085	100.0	47.9	147975	100.0	52.1	284060	100.0

Part-time

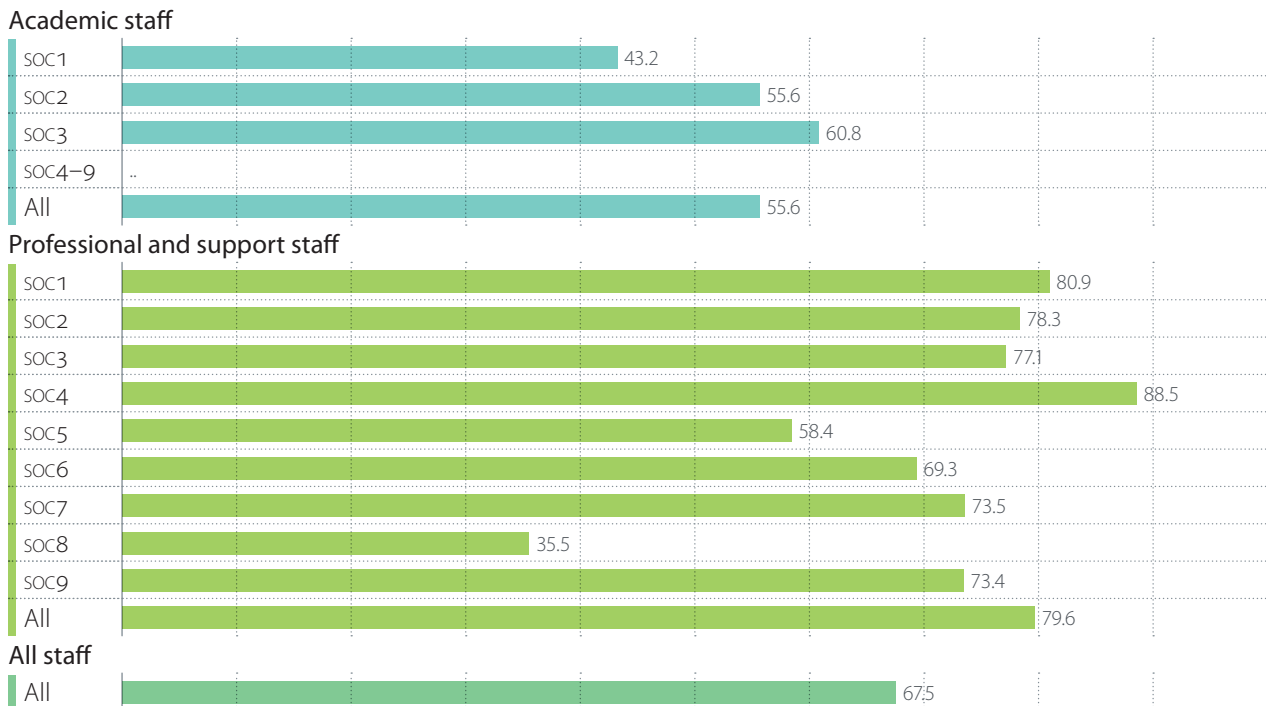
Academic staff									
soc1	Managers, directors and senior officials	40	0.1	43.2	50	0.2	56.8	90	0.1
soc2	Professional occupations	37760	99.2	55.6	30145	99.2	44.4	67905	99.2
soc3	Associate professional and technical	285	0.7	60.8	185	0.6	39.2	465	0.7
soc4-9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	0.0
All	All academic staff	38085	100.0	55.6	30380	100.0	44.4	68465	100.0
Professional and support staff									
soc1	Managers, directors and senior officials	1080	2.0	80.9	255	1.9	19.1	1335	2.0
soc2	Professional occupations	7570	14.2	78.3	2100	15.3	21.7	9670	14.4
soc3	Associate professional and technical	8445	15.8	77.1	2515	18.4	22.9	10960	16.3
soc4	Administrative and secretarial	20845	39.0	88.5	2715	19.8	11.5	23565	35.1
soc5	Skilled trades occupations	470	0.9	58.4	335	2.5	41.6	805	1.2
soc6	Caring, leisure and other service	2265	4.2	69.3	1005	7.3	30.7	3270	4.9
soc7	Sales and customer service occupations	790	1.5	73.5	285	2.1	26.5	1075	1.6
soc8	Process, plant and machine operatives	80	0.1	35.5	145	1.1	64.5	225	0.3
soc9	Elementary occupations	11945	22.3	73.4	4335	31.7	26.6	16280	24.2
All	All professional and support staff	53500	100.0	79.6	13685	100.0	20.4	67185	100.0
All staff									
All	All staff	91585	100.0	67.5	44065	100.0	32.5	135650	100.0

Proportions of staff who were women

Full-time



Part-time



4.11

Academic staff by research/teaching contract type and gender

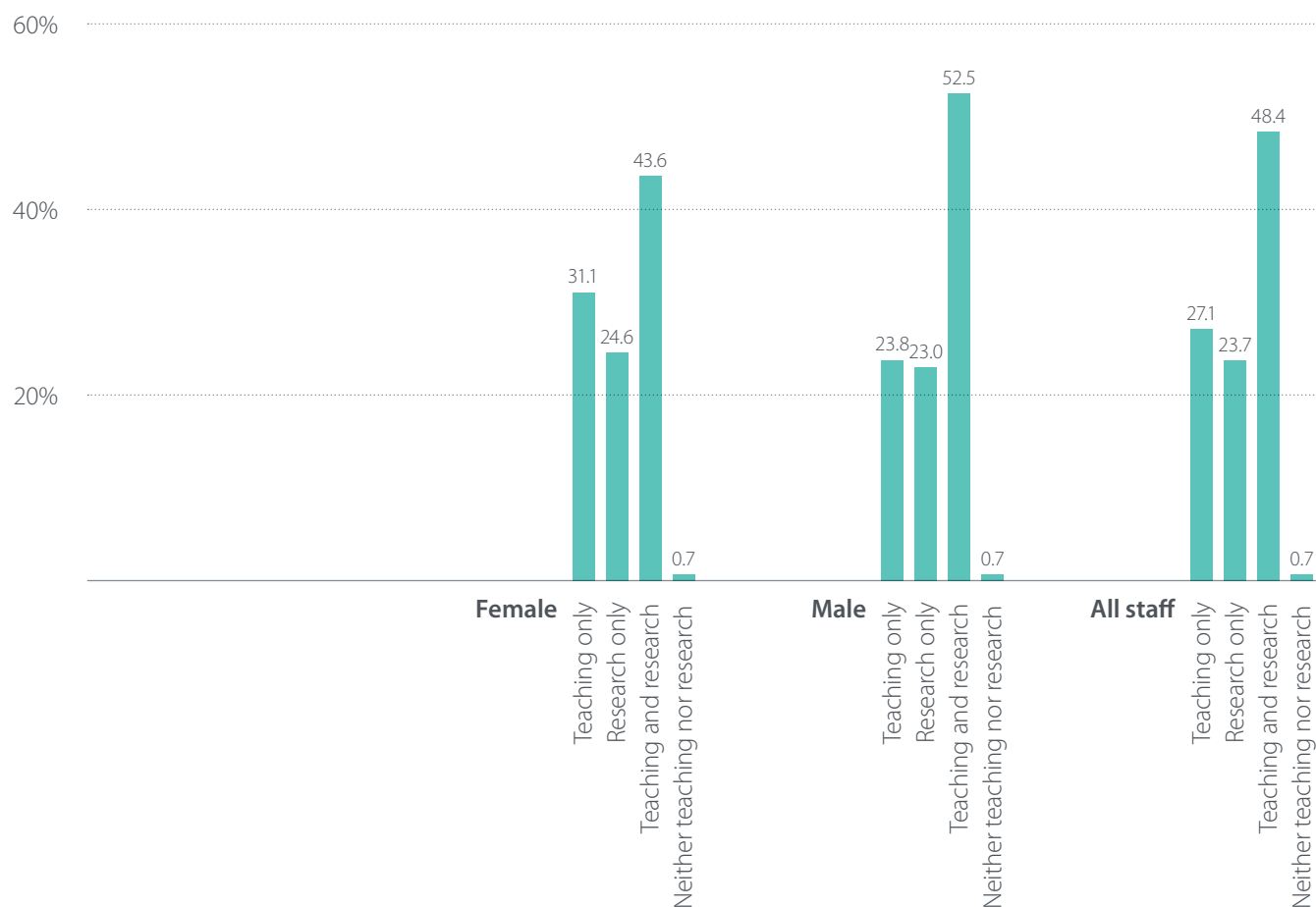
← Academic contract definition; see page 19

← Gender definition; see page 13

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	29425	31.1	52.4	26705	23.8	47.6	56130	27.1
Research only	23205	24.6	47.3	25880	23.0	52.7	49085	23.7
Teaching and research	41145	43.6	41.1	59020	52.5	58.9	100165	48.4
Neither teaching nor research	700	0.7	47.0	790	0.7	53.0	1490	0.7
All academic contracts	94475	100.0	45.7	112395	100.0	54.3	206870	100.0

Additional data by subject area is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx



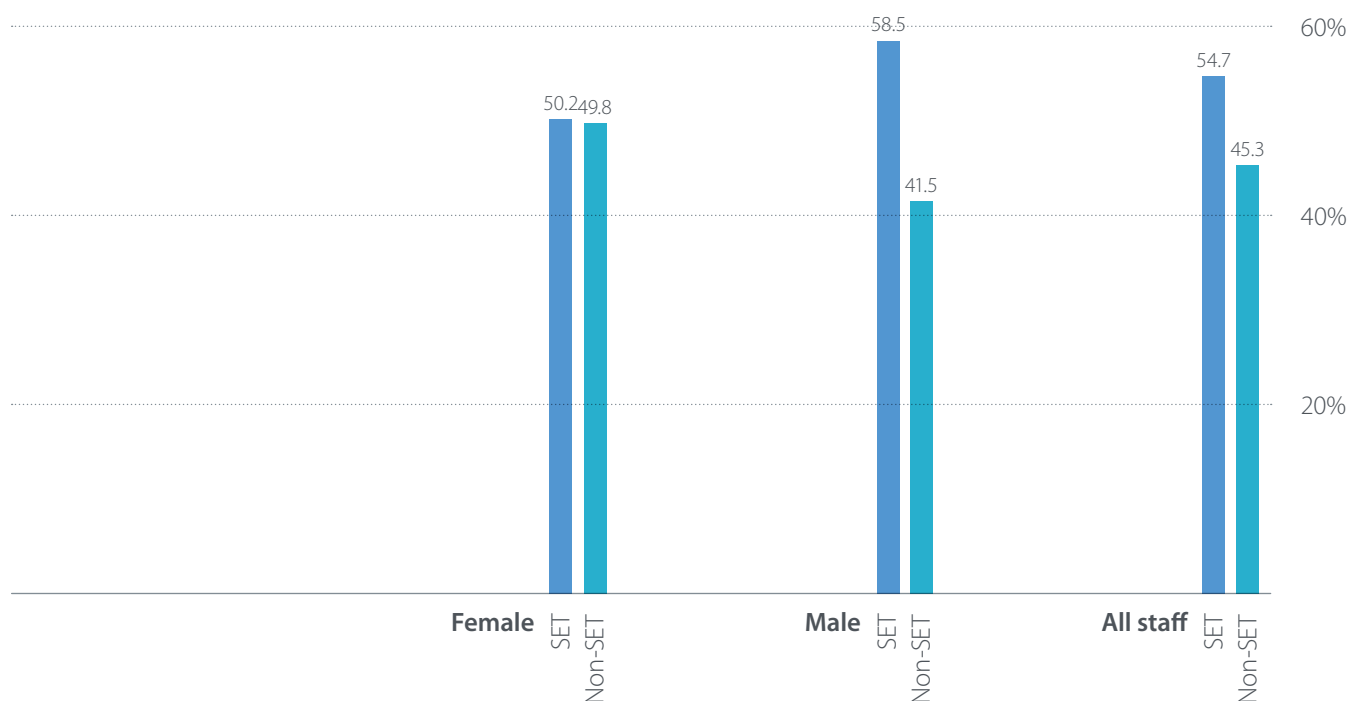
4.12

Academic staff by SET category and gender

	Female		Male		All staff	
	No.	↓ %	No.	↓ %	No.	↓ %
SET	47470	50.2	65725	58.5	113195	54.7
Non-SET	47005	49.8	46670	41.5	93675	45.3
All subject areas	94475	100.0	112395	100.0	206870	100.0

← SET/non-SET
subject area
definition:
see page 19

← Gender
definition:
see page 13



4.13

SET academic staff by subject area and gender

← SET/non-SET
subject area
definition:
see page 19

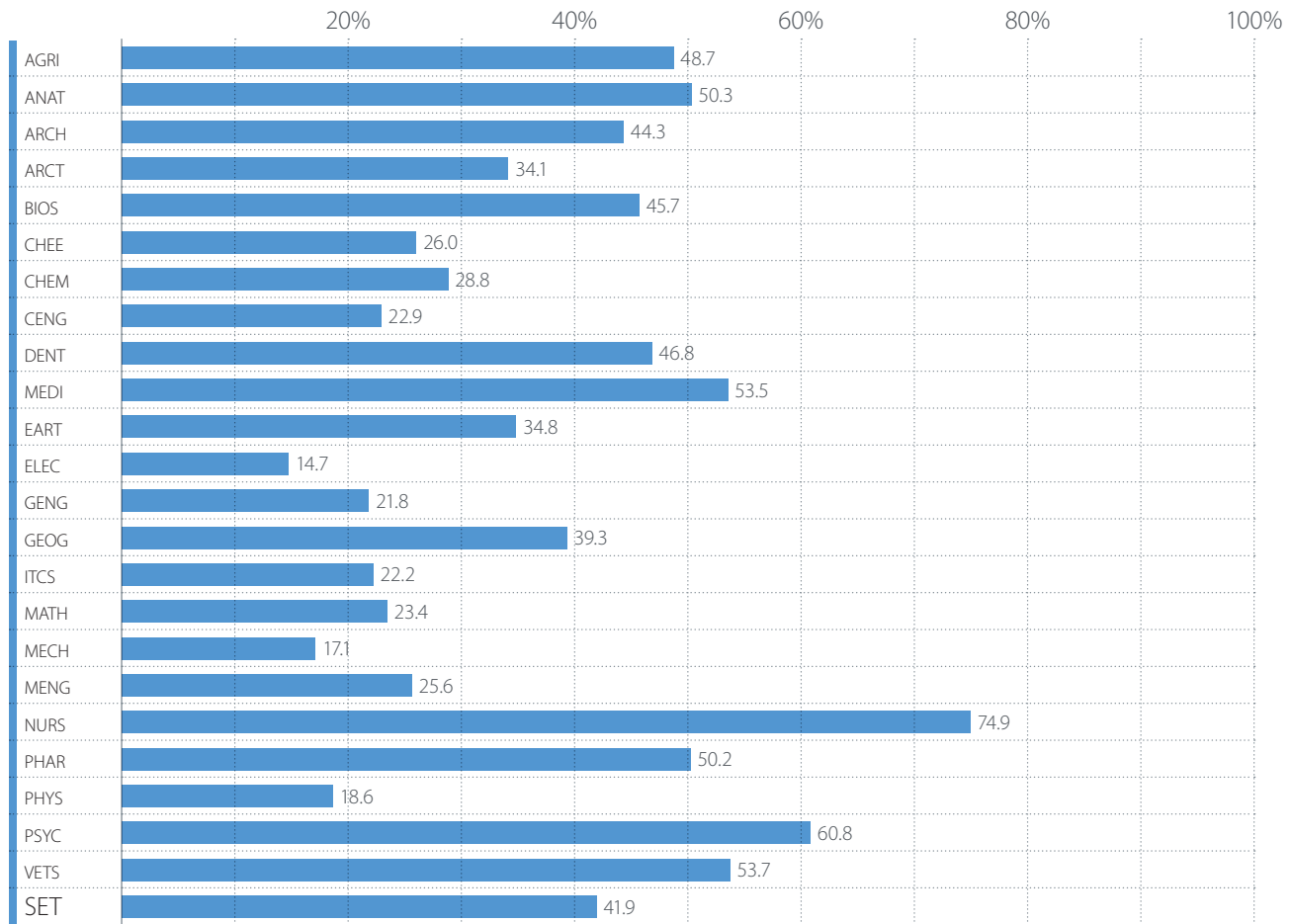
← Gender
definition:
see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	560	1.2	48.7	590	0.9	51.3	1145	1.0
ANAT	Anatomy, physiology	940	2.0	50.3	925	1.4	49.7	1865	1.6
ARCH	Archaeology	345	0.7	44.3	430	0.7	55.7	775	0.7
ARCT	Architecture, built environment, planning	1385	2.9	34.1	2675	4.1	65.9	4065	3.6
BIOS	Biosciences	6385	13.5	45.7	7580	11.5	54.3	13965	12.3
CHEE	Chemical engineering	320	0.7	26.0	905	1.4	74.0	1225	1.1
CHEM	Chemistry	1245	2.6	28.8	3065	4.7	71.2	4310	3.8
CENG	Civil engineering	455	1.0	22.9	1530	2.3	77.1	1985	1.8
DENT	Clinical dentistry	720	1.5	46.8	815	1.2	53.2	1535	1.4
MEDI	Clinical medicine	13005	27.4	53.5	11305	17.2	46.5	24305	21.5
EART	Earth, marine, environmental sciences	1280	2.7	34.8	2395	3.6	65.2	3675	3.2
ELEC	Electrical, electronic, computer engineering	640	1.4	14.7	3740	5.7	85.3	4380	3.9
GENG	General engineering	830	1.7	21.8	2975	4.5	78.2	3805	3.4
GEOG	Geography, environmental studies	940	2.0	39.3	1455	2.2	60.7	2395	2.1
ITCS	IT, systems sciences, computer software eng.	1530	3.2	22.2	5345	8.1	77.8	6875	6.1
MATH	Mathematics	1095	2.3	23.4	3590	5.5	76.6	4690	4.1
MECH	Mechanical, aero, production engineering	875	1.8	17.1	4260	6.5	82.9	5135	4.5
MENG	Mineral, metallurgy, materials engineering	305	0.6	25.6	890	1.4	74.4	1200	1.1
NURS	Nursing, allied health professions	7515	15.8	74.9	2515	3.8	25.1	10030	8.9
PHAR	Pharmacy, pharmacology	1165	2.5	50.2	1160	1.8	49.8	2325	2.1
PHYS	Physics	960	2.0	18.6	4210	6.4	81.4	5175	4.6
PSYC	Psychology, behavioural sciences	4230	8.9	60.8	2725	4.1	39.2	6955	6.1
VETS	Veterinary science	745	1.6	53.7	645	1.0	46.3	1390	1.2
SET	All SET subject areas	47470	100.0	41.9	65725	100.0	58.1	113195	100.0

Additional data by starters only is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were women



4.14

Non-SET academic staff by subject area and gender

← SET/non-SET
subject area
definition:
see page 19

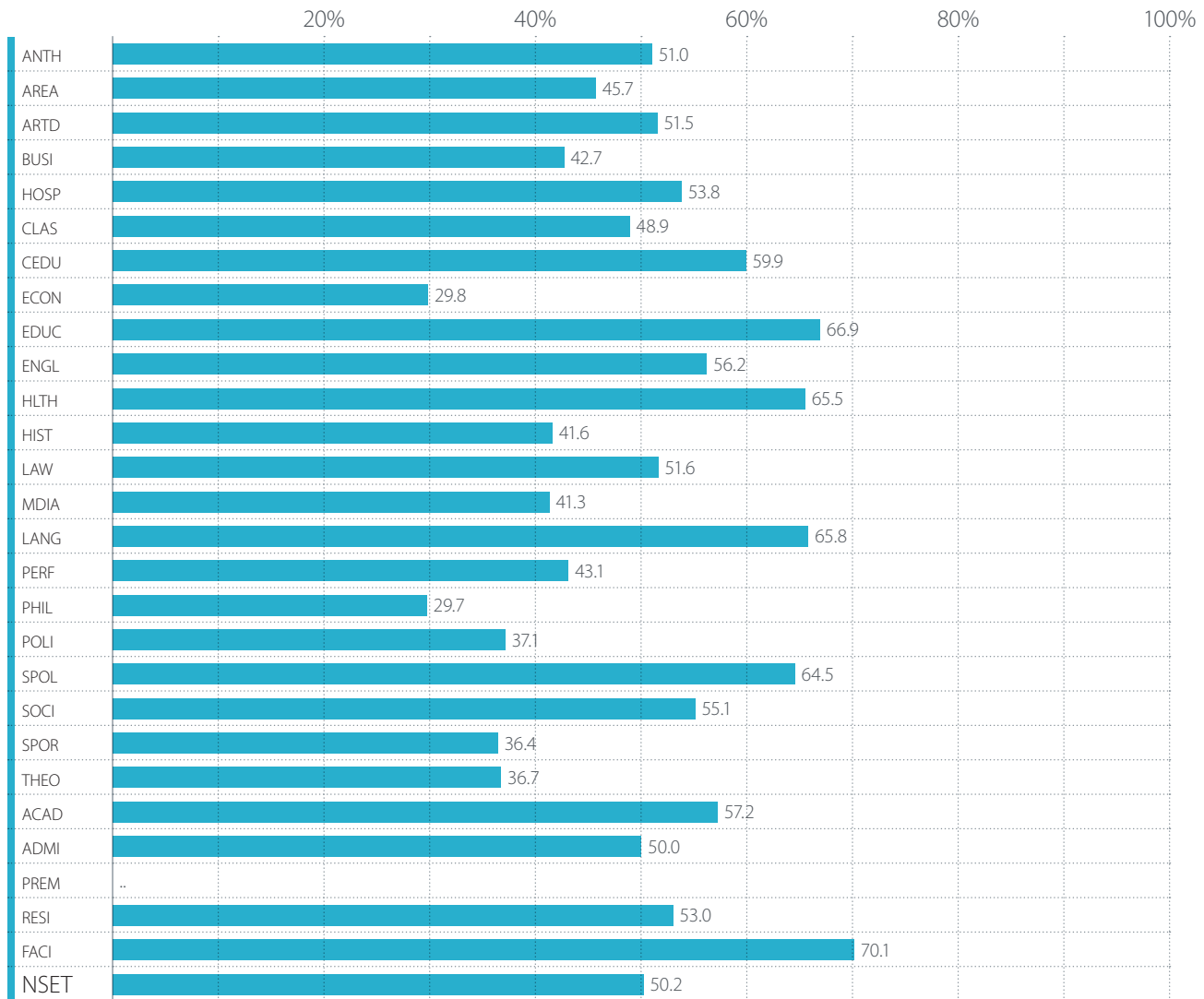
← Gender
definition:
see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	470	1.0	51.0	450	1.0	49.0	920	1.0
AREA	Area studies	170	0.4	45.7	205	0.4	54.3	375	0.4
ARTD	Art, design	5340	11.4	51.5	5035	10.8	48.5	10375	11.1
BUSI	Business, management studies	6600	14.0	42.7	8860	19.0	57.3	15455	16.5
HOSP	Catering, hospitality management	355	0.8	53.8	305	0.6	46.2	655	0.7
CLAS	Classics	320	0.7	48.9	335	0.7	51.1	650	0.7
CEDU	Continuing education	555	1.2	59.9	375	0.8	40.1	930	1.0
ECON	Economics, econometrics	885	1.9	29.8	2085	4.5	70.2	2970	3.2
EDUC	Education	6015	12.8	66.9	2975	6.4	33.1	8990	9.6
ENGL	English language, literature	2750	5.9	56.2	2140	4.6	43.8	4890	5.2
HLTH	Health, community studies	1955	4.2	65.5	1030	2.2	34.5	2980	3.2
HIST	History	1465	3.1	41.6	2055	4.4	58.4	3520	3.8
LAW	Law	2920	6.2	51.6	2740	5.9	48.4	5660	6.0
MDIA	Media studies	1930	4.1	41.3	2740	5.9	58.7	4670	5.0
LANG	Modern languages	3860	8.2	65.8	2005	4.3	34.2	5865	6.3
PERF	Music, dance, drama, performing arts	3385	7.2	43.1	4470	9.6	56.9	7855	8.4
PHIL	Philosophy	330	0.7	29.7	785	1.7	70.3	1115	1.2
POLI	Politics, international studies	1255	2.7	37.1	2130	4.6	62.9	3385	3.6
SPOL	Social work, social policy	1865	4.0	64.5	1025	2.2	35.5	2895	3.1
SOCI	Sociology	1735	3.7	55.1	1410	3.0	44.9	3145	3.4
SPOR	Sports science, leisure studies	1045	2.2	36.4	1830	3.9	63.6	2875	3.1
THEO	Theology, religious studies	260	0.6	36.7	450	1.0	63.3	715	0.8
ACAD	Total academic services	645	1.4	57.2	485	1.0	42.8	1130	1.2
ADMI	Central administration, services	640	1.4	50.0	640	1.4	50.0	1275	1.4
PREM	Premises	0	0.0	..	15	0.0	..	15	0.0
RESI	Residences, catering	15	0.0	53.0	15	0.0	47.0	30	0.0
FACI	Staff, student facilities	225	0.5	70.1	95	0.2	29.9	320	0.3
NSET	All non-SET subject areas	47005	100.0	50.2	46670	100.0	49.8	93675	100.0

Additional data by starters only is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were women



4.15

Academic staff by professorial and SET categories, mode and gender

← Professorial category definition: see page 20

← SET/non-SET subject area definition: see page 19

← Mode definition: see page 15

← Gender definition: see page 13

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	5050	5.3	24.6	15500	13.8	75.4	20550	9.9
NONP	Non-professor	89425	94.7	48.0	96900	86.2	52.0	186320	90.1
All	All	94475	100.0	45.7	112395	100.0	54.3	206870	100.0
Full-time									
PROF	Professor	4005	7.1	24.6	12290	15.0	75.4	16295	11.8
NONP	Non-professor	52385	92.9	42.9	69730	85.0	57.1	122115	88.2
All	All	56390	100.0	40.7	82020	100.0	59.3	138405	100.0
Part-time									
PROF	Professor	1045	2.7	24.6	3210	10.6	75.4	4255	6.2
NONP	Non-professor	37040	97.3	57.7	27170	89.4	42.3	64210	93.8
All	All	38085	100.0	55.6	30380	100.0	44.4	68465	100.0

SET

All modes									
PROF	Professor	2575	5.4	20.7	9890	15.0	79.3	12465	11.0
NONP	Non-professor	44895	94.6	44.6	55835	85.0	55.4	100730	89.0
All	All	47470	100.0	41.9	65725	100.0	58.1	113195	100.0
Full-time									
PROF	Professor	2005	6.3	20.2	7940	14.9	79.8	9945	11.7
NONP	Non-professor	30000	93.7	39.8	45380	85.1	60.2	75380	88.3
All	All	32005	100.0	37.5	53320	100.0	62.5	85325	100.0
Part-time									
PROF	Professor	570	3.7	22.5	1950	15.7	77.5	2520	9.0
NONP	Non-professor	14900	96.3	58.8	10450	84.3	41.2	25350	91.0
All	All	15465	100.0	55.5	12405	100.0	44.5	27870	100.0

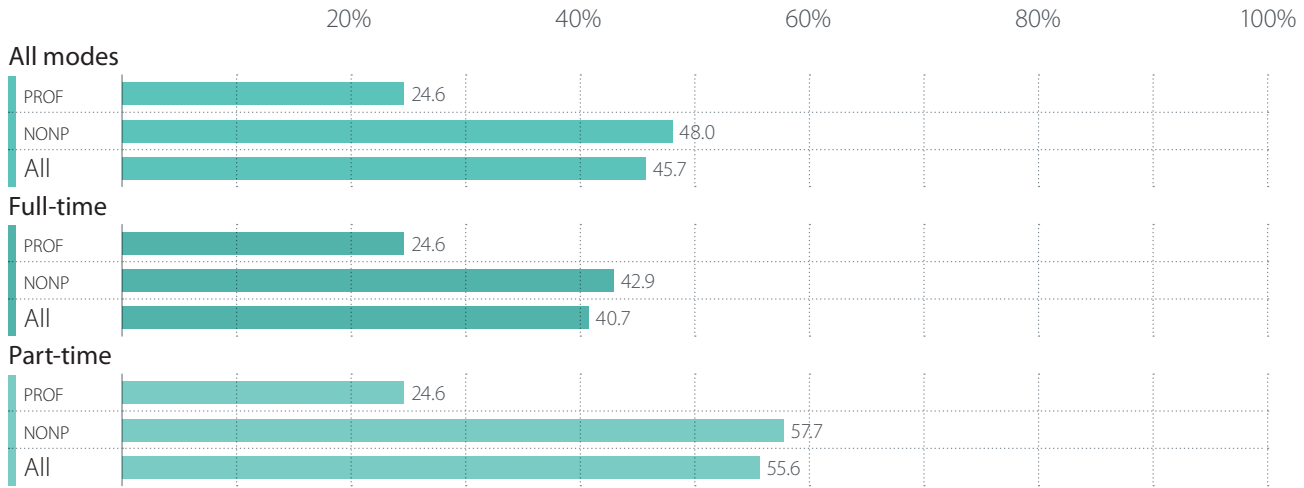
Non-SET

All modes									
PROF	Professor	2475	5.3	30.6	5605	12.0	69.4	8085	8.6
NONP	Non-professor	44525	94.7	52.0	41065	88.0	48.0	85590	91.4
All	All	47005	100.0	50.2	46670	100.0	49.8	93675	100.0
Full-time									
PROF	Professor	2000	8.2	31.5	4350	15.2	68.5	6350	12.0
NONP	Non-professor	22385	91.8	47.9	24345	84.8	52.1	46730	88.0
All	All	24385	100.0	45.9	28695	100.0	54.1	53080	100.0
Part-time									
PROF	Professor	480	2.1	27.6	1255	7.0	72.4	1735	4.3
NONP	Non-professor	22140	97.9	57.0	16720	93.0	43.0	38860	95.7
All	All	22620	100.0	55.7	17975	100.0	44.3	40595	100.0

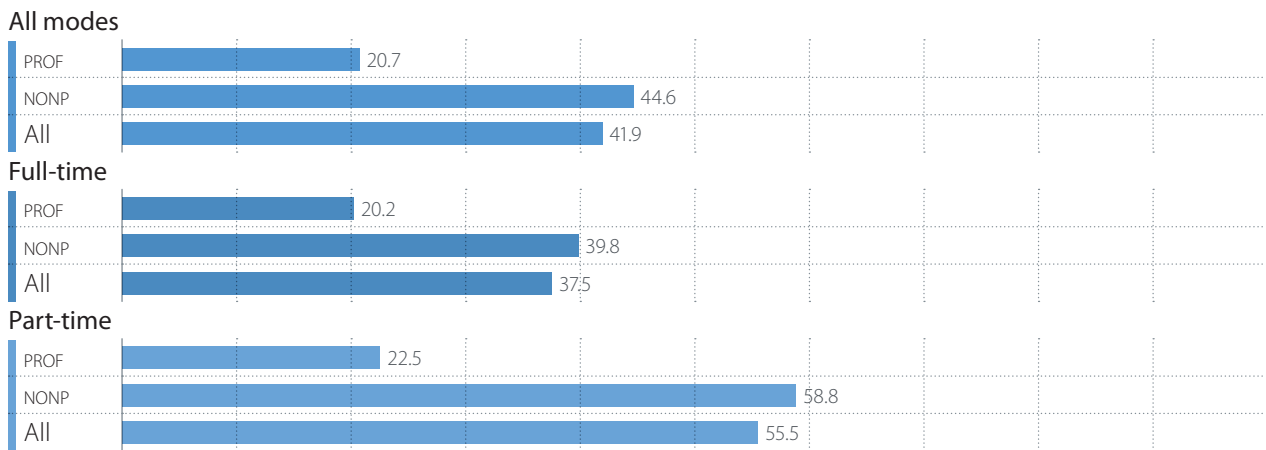
Additional data by subject area is available:

www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

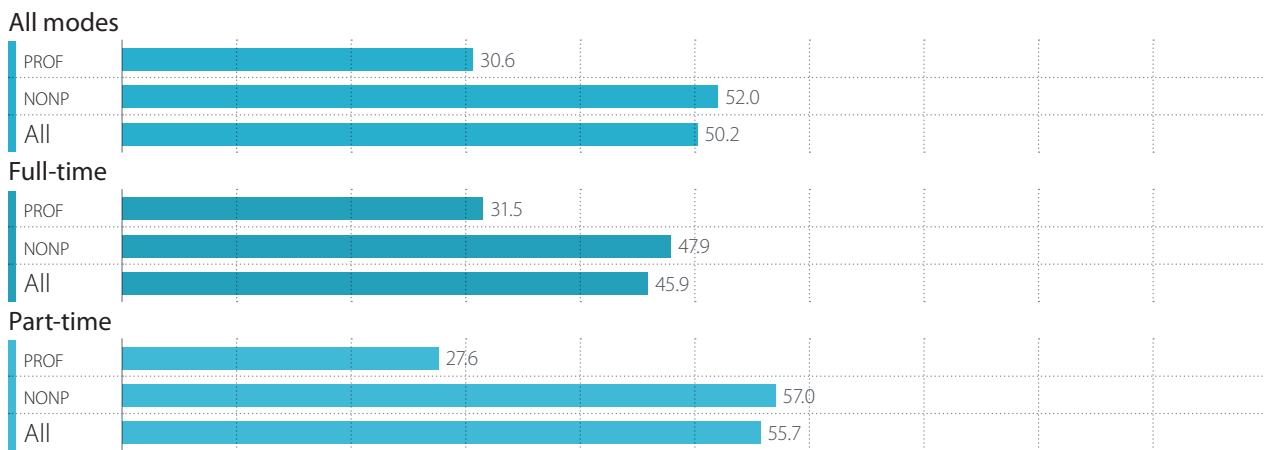
Proportions of staff who were women



SET



Non-SET



4.16

Academic staff by senior management and SET categories, mode and gender

← Senior management category definition: see page 20

← SET/non-SET subject area definition: see page 19

← Mode definition: see page 15

← Gender definition: see page 13

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	375	0.4	31.0	835	0.7	69.0	1210	0.6
OTH	Other academic	94100	99.6	45.8	111560	99.3	54.2	205660	99.4
All	All	94475	100.0	45.7	112395	100.0	54.3	206870	100.0
Full-time									
SM	Senior manager	360	0.6	31.6	780	0.9	68.4	1140	0.8
OTH	Other academic	56030	99.4	40.8	81240	99.1	59.2	137270	99.2
All	All	56390	100.0	40.7	82020	100.0	59.3	138405	100.0
Part-time									
SM	Senior manager	15	0.0	21.9	55	0.2	78.1	75	0.1
OTH	Other academic	38070	100.0	55.7	30320	99.8	44.3	68390	99.9
All	All	38085	100.0	55.6	30380	100.0	44.4	68465	100.0

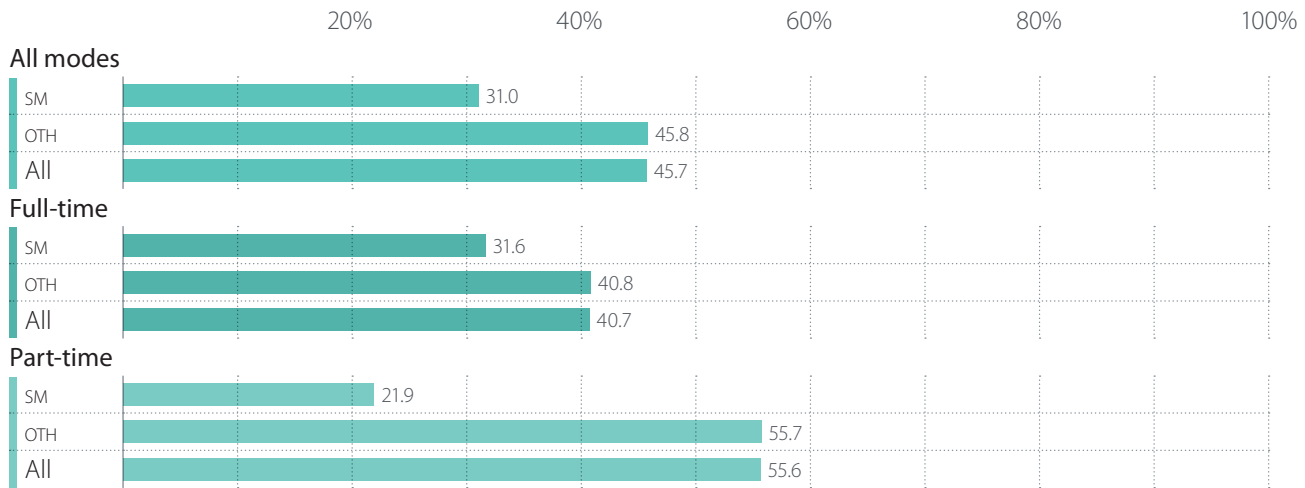
SET

All modes									
SM	Senior manager	100	0.2	26.9	265	0.4	73.1	365	0.3
OTH	Other academic	47375	99.8	42.0	65460	99.6	58.0	112835	99.7
All	All	47470	100.0	41.9	65725	100.0	58.1	113195	100.0
Full-time									
SM	Senior manager	95	0.3	27.1	255	0.5	72.9	350	0.4
OTH	Other academic	31910	99.7	37.6	53070	99.5	62.4	84980	99.6
All	All	32005	100.0	37.5	53320	100.0	62.5	85325	100.0
Part-time									
SM	Senior manager	5	0.0	..	10	0.1	..	15	0.0
OTH	Other academic	15465	100.0	55.5	12390	99.9	44.5	27855	100.0
All	All	15465	100.0	55.5	12405	100.0	44.5	27870	100.0

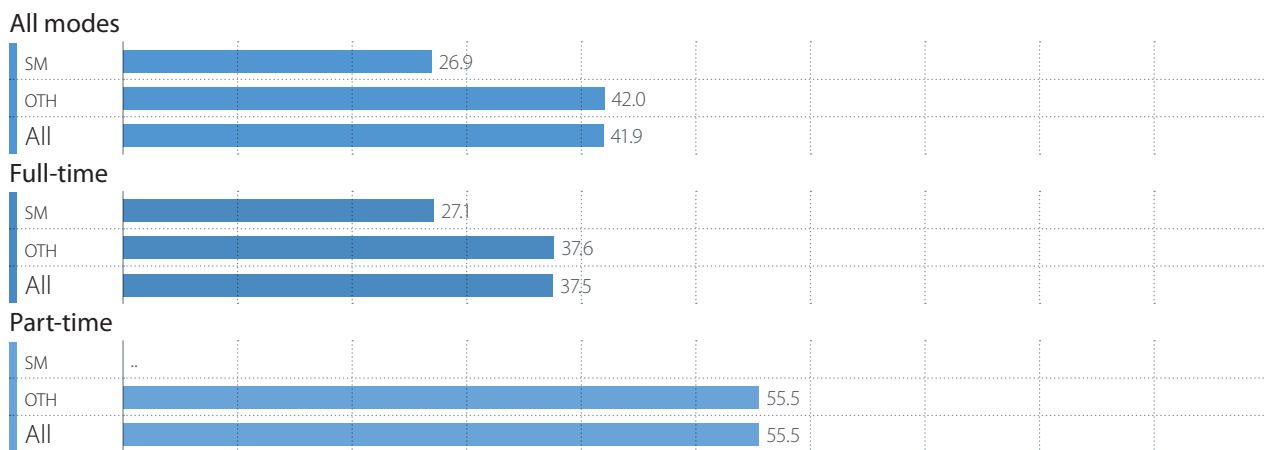
Non-SET

All modes									
SM	Senior manager	280	0.6	32.8	570	1.2	67.2	845	0.9
OTH	Other academic	46725	99.4	50.3	46100	98.8	49.7	92825	99.1
All	All	47005	100.0	50.2	46670	100.0	49.8	93675	100.0
Full-time									
SM	Senior manager	265	1.1	33.6	525	1.8	66.4	790	1.5
OTH	Other academic	24120	98.9	46.1	28170	98.2	53.9	52290	98.5
All	All	24385	100.0	45.9	28695	100.0	54.1	53080	100.0
Part-time									
SM	Senior manager	15	0.1	22.3	45	0.3	77.7	60	0.1
OTH	Other academic	22605	99.9	55.8	17930	99.7	44.2	40535	99.9
All	All	22620	100.0	55.7	17975	100.0	44.3	40595	100.0

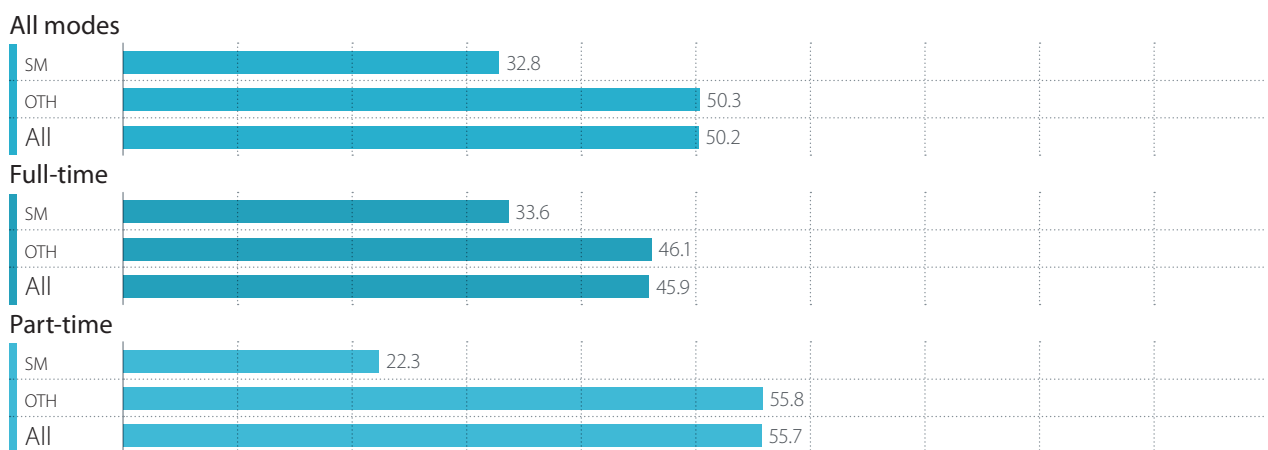
Proportions of staff who were women



SET



Non-SET



4.17

Staff by activity, mode, salary range and gender

← Staff activity definition: see page 15

← Mode definition: see page 15

← Salary range definition: see page 20

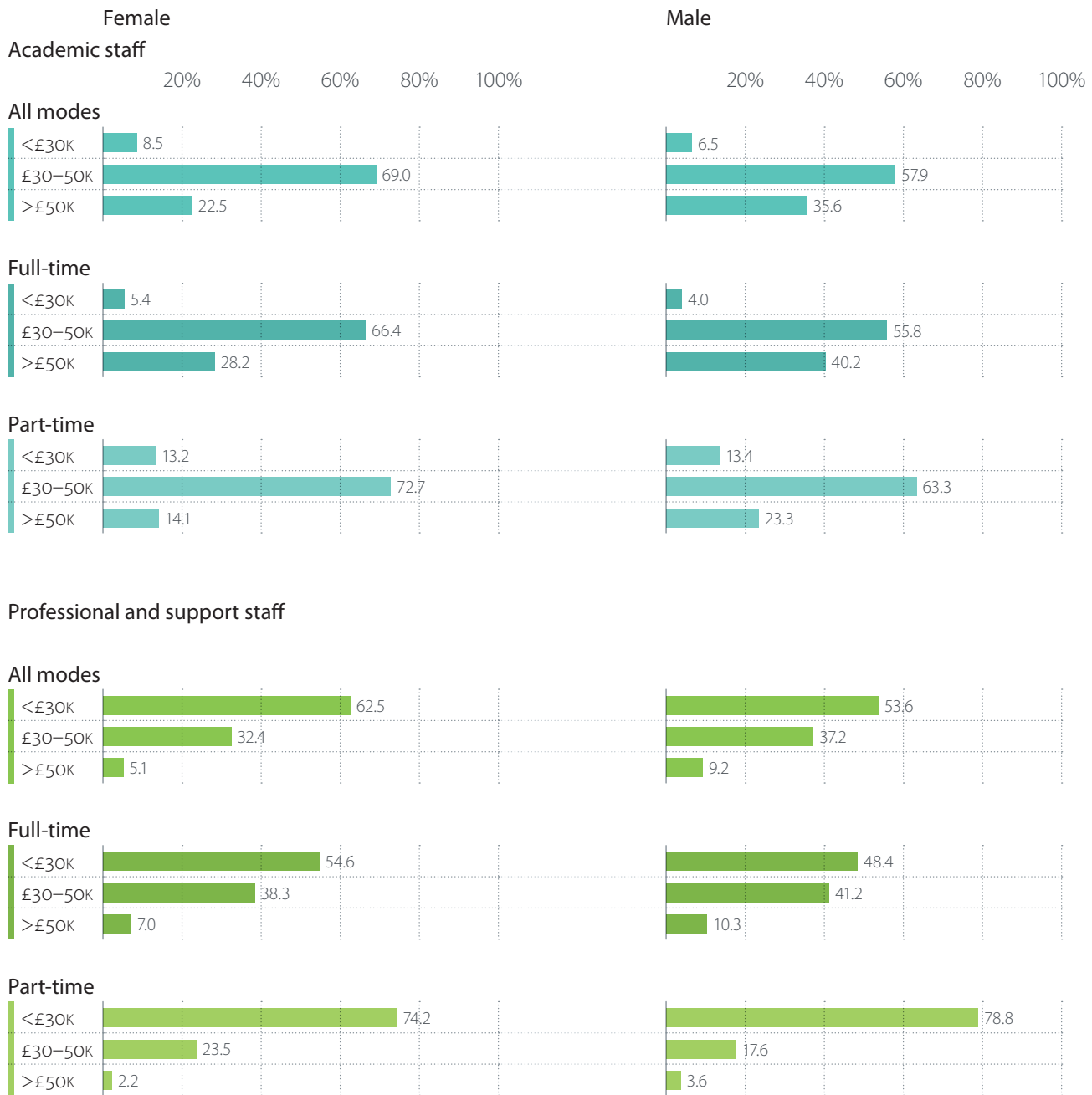
← Gender definition: see page 13

Academic staff		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	8055	8.5	52.4	7315	6.5	47.6	15370	7.4
£30–50K	£30,000–£50,000	65145	69.0	50.0	65040	57.9	50.0	130190	62.9
>£50K	Over £50,000	21270	22.5	34.7	40040	35.6	65.3	61315	29.6
All	Total	94475	100.0	45.7	112395	100.0	54.3	206870	100.0
Full-time									
<£30K	Under £30,000	3030	5.4	48.2	3255	4.0	51.8	6285	4.5
£30–50K	£30,000–£50,000	37440	66.4	45.0	45800	55.8	55.0	83245	60.1
>£50K	Over £50,000	15920	28.2	32.6	32960	40.2	67.4	48880	35.3
All	Total	56390	100.0	40.7	82020	100.0	59.3	138405	100.0
Part-time									
<£30K	Under £30,000	5025	13.2	55.3	4060	13.4	44.7	9085	13.3
£30–50K	£30,000–£50,000	27705	72.7	59.0	19240	63.3	41.0	46945	68.6
>£50K	Over £50,000	5355	14.1	43.1	7080	23.3	56.9	12435	18.2
All	Total	38085	100.0	55.6	30380	100.0	44.4	68465	100.0

Professional and support staff

All modes									
<£30K	Under £30,000	83255	62.5	66.1	42720	53.6	33.9	125975	59.2
£30–50K	£30,000–£50,000	43135	32.4	59.3	29605	37.2	40.7	72735	34.2
>£50K	Over £50,000	6805	5.1	48.2	7320	9.2	51.8	14125	6.6
All	Total	133195	100.0	62.6	79640	100.0	37.4	212835	100.0
Full-time									
<£30K	Under £30,000	43535	54.6	57.7	31935	48.4	42.3	75470	51.8
£30–50K	£30,000–£50,000	30555	38.3	52.9	27200	41.2	47.1	57755	39.7
>£50K	Over £50,000	5605	7.0	45.1	6820	10.3	54.9	12425	8.5
All	Total	79695	100.0	54.7	65955	100.0	45.3	145650	100.0
Part-time									
<£30K	Under £30,000	39720	74.2	78.6	10785	78.8	21.4	50510	75.2
£30–50K	£30,000–£50,000	12575	23.5	84.0	2405	17.6	16.0	14980	22.3
>£50K	Over £50,000	1200	2.2	70.7	495	3.6	29.3	1700	2.5
All	Total	53500	100.0	79.6	13685	100.0	20.4	67185	100.0

Proportions of staff in each salary range



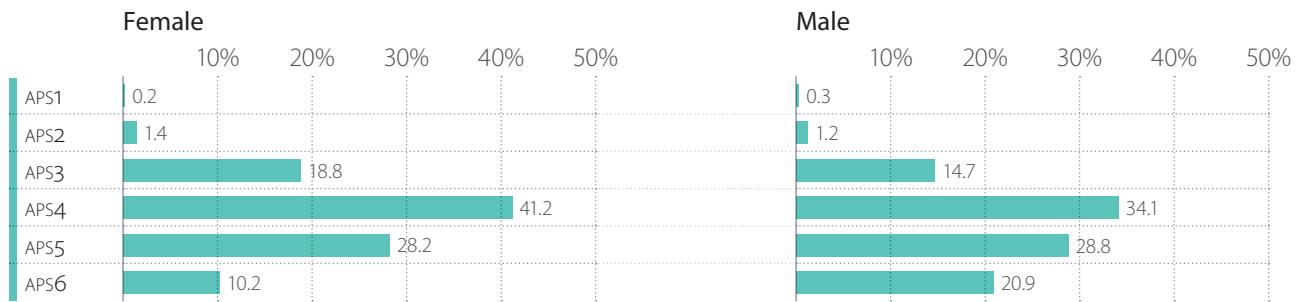
4.18 Academic staff by academic pay spine range and gender

← Academic pay spine range definition: see page 20

← Gender definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
APS1	< £18,412	235	0.2	42.0	325	0.3	58.0	560	0.3
APS2	≥ £18,412 and < £24,565	1305	1.4	48.4	1385	1.2	51.6	2690	1.3
APS3	≥ £24,565 and < £32,958	17805	18.8	51.9	16490	14.7	48.1	34295	16.6
APS4	≥ £32,958 and < £45,562	38910	41.2	50.4	38295	34.1	49.6	77205	37.3
APS5	≥ £45,562 and < £59,400	26620	28.2	45.1	32410	28.8	54.9	59030	28.5
APS6	≥ £59,400	9600	10.2	29.0	23490	20.9	71.0	33090	16.0
All	All pay spine ranges	94475	100.0	45.7	112395	100.0	54.3	206870	100.0

Proportions of staff in each academic pay spine



4.19

Median/mean salary and pay gap for staff by country of institution, activity and gender

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

← Country of institution definition: see page 15

← Staff activity definition: see page 15

← Gender definition: see page 13

			Median			Mean		
			Female	Male	Gap	Female	Male	Gap
			£	£	%	£	£	%
All staff								
ENG	England		32958	38183	13.7	35590	42825	16.9
LON	London		37645	41163	8.5	40516	47351	14.4
EWL	England (without London)		32004	38183	16.2	34176	41435	17.5
NIRE	Northern Ireland		32958	39324	16.2	34746	42651	18.5
SCOT	Scotland		31016	38183	18.8	34078	42163	19.2
WAL	Wales		32004	37075	13.7	33821	40920	17.3
UK	UK		32958	38183	13.7	35327	42658	17.2

Academic staff

ENG	England		40523	45562	11.1	44267	50183	11.8
LON	London		41163	44332	7.1	45741	52432	12.8
EWL	England (without London)		40523	45562	11.1	43736	49421	11.5
NIRE	Northern Ireland		44240	48237	8.3	45656	50889	10.3
SCOT	Scotland		41709	46924	11.1	45005	50779	11.4
WAL	Wales		38183	44240	13.7	42790	49439	13.4
UK	UK		40523	45562	11.1	44282	50218	11.8

Professional and support staff

ENG	England		26052	28452	8.4	29274	32255	9.2
LON	London		32689	35109	6.9	35284	38503	8.4
EWL	England (without London)		25270	26829	5.8	27841	30605	9.0
NIRE	Northern Ireland		23164	28452	18.6	27897	31300	10.9
SCOT	Scotland		24565	27629	11.1	27639	31267	11.6
WAL	Wales		24565	25298	2.9	27499	29541	6.9
UK	UK		26052	28452	8.4	28976	31990	9.4

Gender pay gaps



4.20

Median/mean salary and pay gap for staff by occupational group and gender

← Median salary and pay gap definition: see page 20

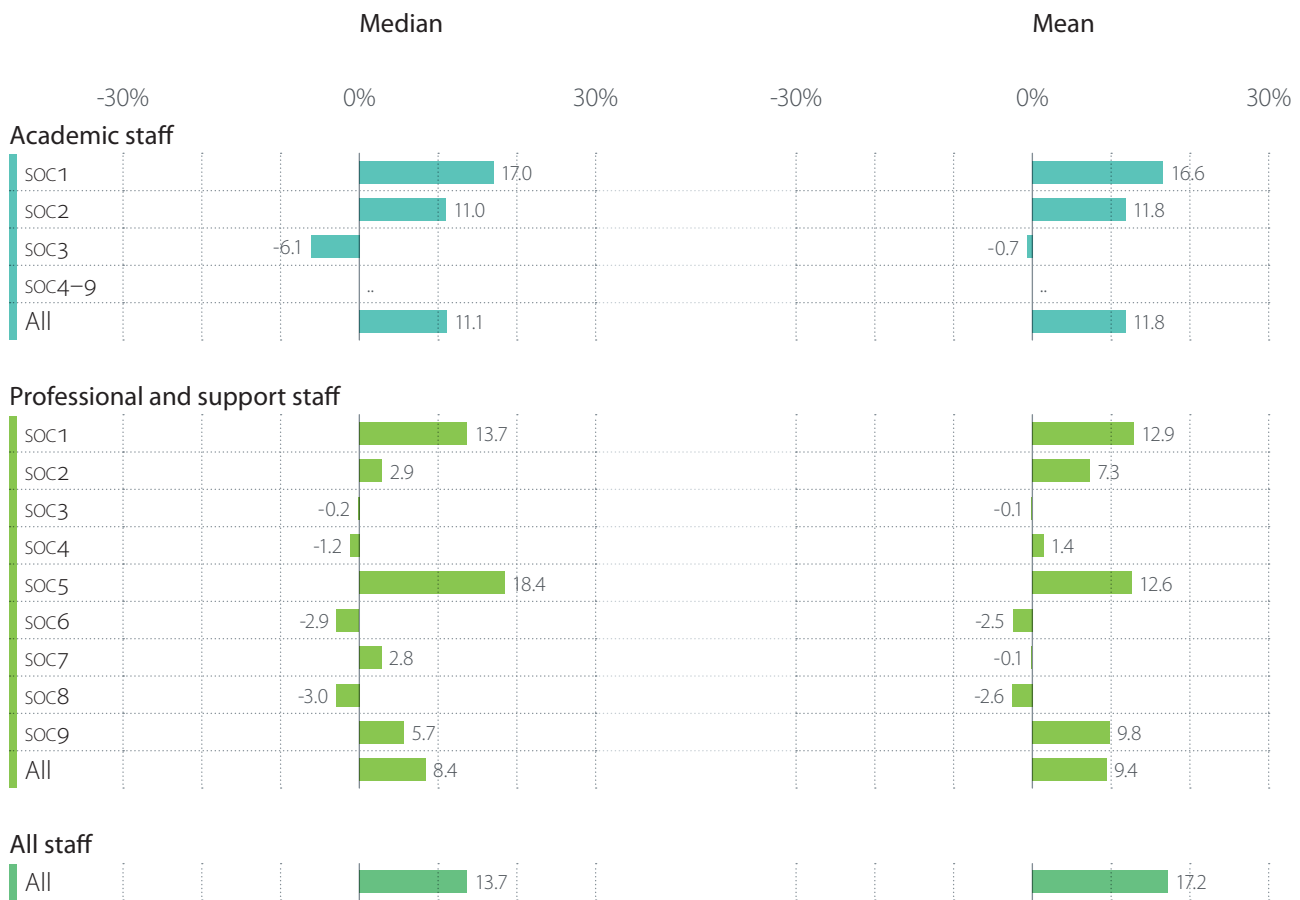
← Mean salary and pay gap definition: see page 20

← Occupational group definition: see page 18

← Gender definition: see page 13

		Median			Mean		
		Female	Male	Gap	Female	Male	Gap
		£	£	%	£	£	%
Academic staff							
soc1	Managers, directors and senior officials	59400	71574	17.0	66844	80120	16.6
soc2	Professional occupations	40551	45562	11.0	44322	50279	11.8
soc3	Associate professional and technical	32004	30175	-6.1	32579	32347	-0.7
soc4-9	Clerical and manual occupations	..	..	..	..	..	..
All	All academic staff	40523	45562	11.1	44282	50218	11.8
Professional and support staff							
soc1	Managers, directors and senior officials	48327	55998	13.7	53608	61539	12.9
soc2	Professional occupations	38183	39324	2.9	38691	41759	7.3
soc3	Associate professional and technical	30930	30866	-0.2	31714	31696	-0.1
soc4	Administrative and secretarial	23879	23601	-1.2	25031	25383	1.4
soc5	Skilled trades occupations	20046	24565	18.4	22129	25321	12.6
soc6	Caring, leisure and other service	18940	18412	-2.9	20590	20079	-2.5
soc7	Sales and customer service occupations	20046	20624	2.8	22041	22019	-0.1
soc8	Process, plant and machine operatives	22494	21843	-3.0	22638	22073	-2.6
soc9	Elementary occupations	15670	16618	5.7	16279	18054	9.8
All	All professional and support staff	26052	28452	8.4	28976	31990	9.4
All staff							
All	All staff	32958	38183	13.7	35327	42658	17.2

Gender pay gaps



4.21

Median/mean salary and pay gap for staff by professorial category, country of institution and gender

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

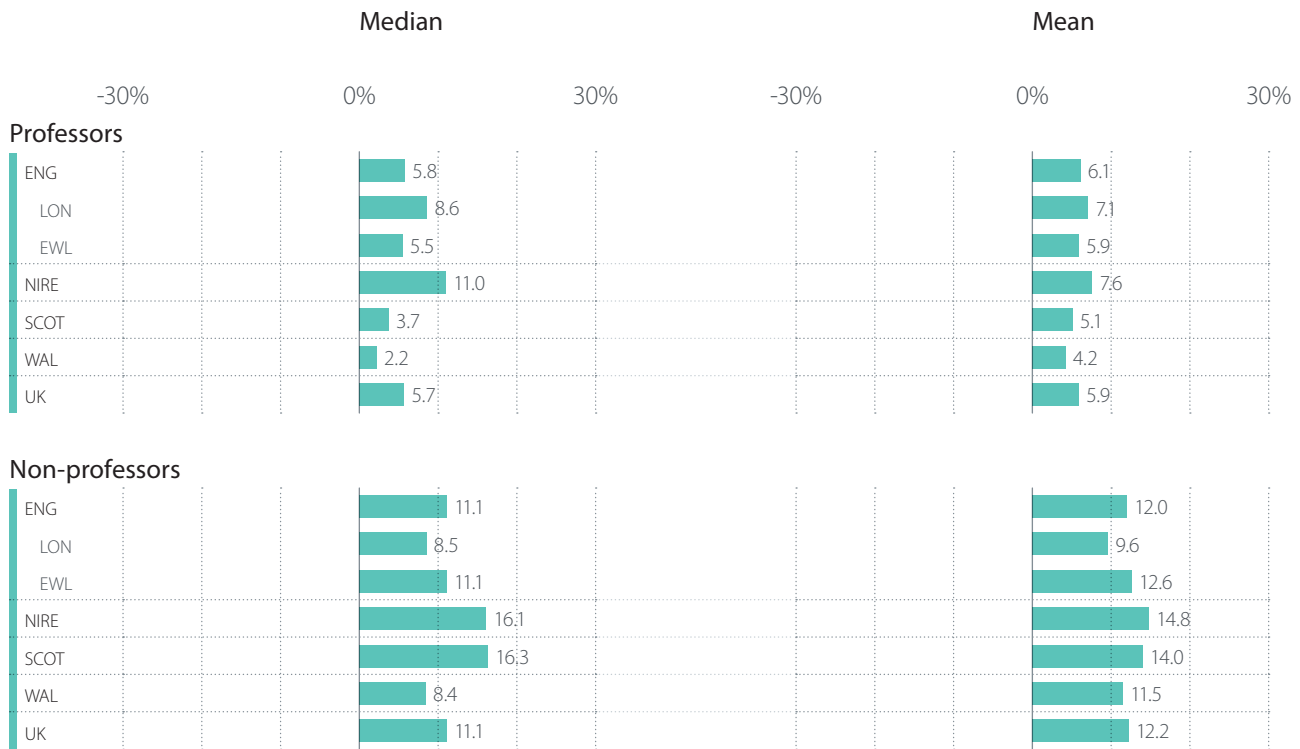
← Professorial category definition: see page 20

← Country of institution definition: see page 15

← Gender definition: see page 13

		Median			Mean		
		Female	Male	Gap	Female	Male	Gap
		£	£	%	£	£	%
Professors							
ENG	England	73017	77498	5.8	77843	82896	6.1
LON	London	76632	83830	8.6	82436	88697	7.1
EWL	England (without London)	72099	76257	5.5	76273	81017	5.9
NIRE	Northern Ireland	69569	78178	11.0	74561	80722	7.6
SCOT	Scotland	72738	75519	3.7	76961	81078	5.1
WAL	Wales	77578	79318	2.2	78098	81540	4.2
UK	UK	73017	77456	5.7	77716	82588	5.9
Non-professors							
ENG	England	32958	37075	11.1	34635	39355	12.0
LON	London	37075	40523	8.5	39431	43608	9.6
EWL	England (without London)	32004	36001	11.1	33265	38054	12.6
NIRE	Northern Ireland	32022	38183	16.1	33895	39773	14.8
SCOT	Scotland	31016	37075	16.3	33094	38470	14.0
WAL	Wales	32004	34956	8.4	32719	36981	11.5
UK	UK	32958	37075	11.1	34364	39151	12.2

Gender pay gaps



4.22

UK/non-UK academic staff by leaving status and gender

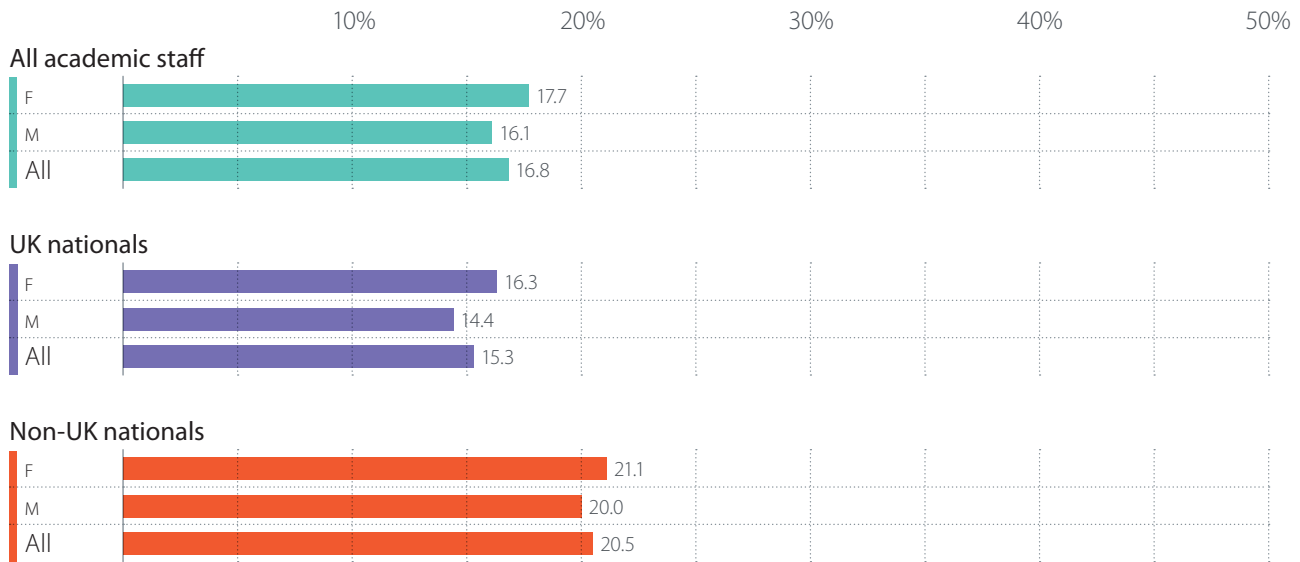
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Gender
definition:
see page 13

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	%	No.	%	No.	%	No.
All academic staff								
F	Female	15875	17.7	7315	46.1	8565	53.9	89845
M	Male	17495	16.1	8635	49.3	8865	50.7	108725
All	All staff	33375	16.8	15945	47.8	17425	52.2	198570
UK nationals								
F	Female	10370	16.3	4850	46.8	5520	53.2	63785
M	Male	11035	14.4	5420	49.1	5615	50.9	76480
All	All staff	21405	15.3	10270	48.0	11135	52.0	140265
Non-UK nationals								
F	Female	5510	21.1	2465	44.7	3045	55.3	26060
M	Male	6460	20.0	3210	49.7	3250	50.3	32245
All	All staff	11970	20.5	5675	47.4	6295	52.6	58305

Proportions of academic staff who left their institution between 2015/16 and 2016/17



4.23

UK academic staff leavers by known leaving destination and gender

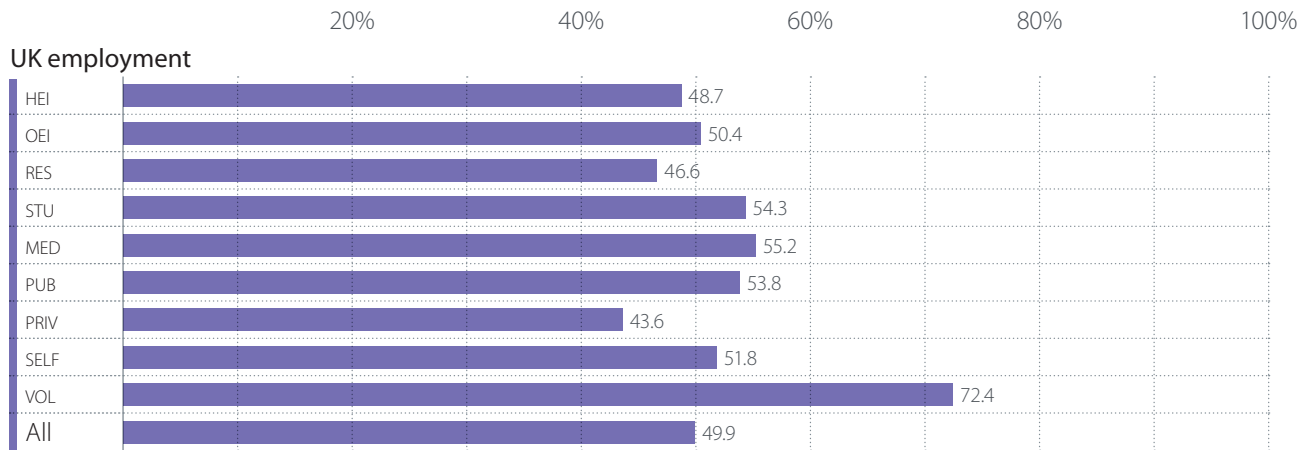
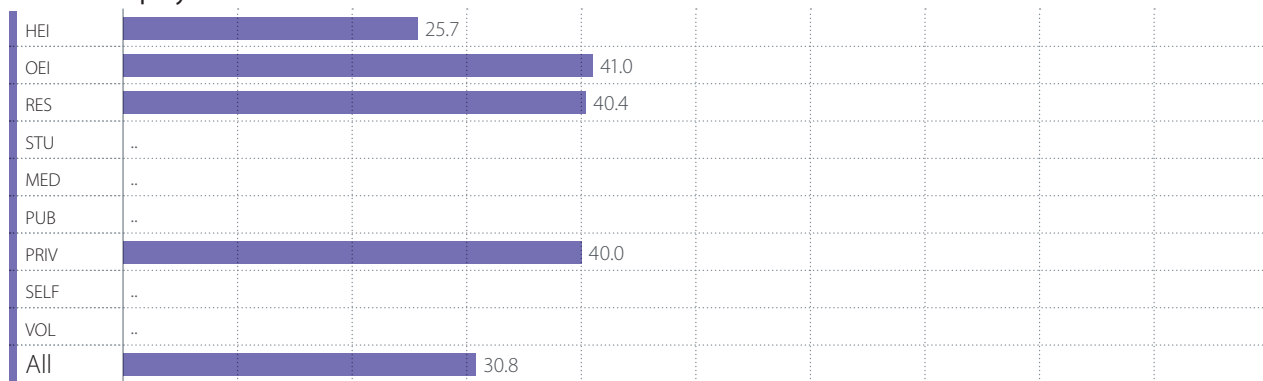
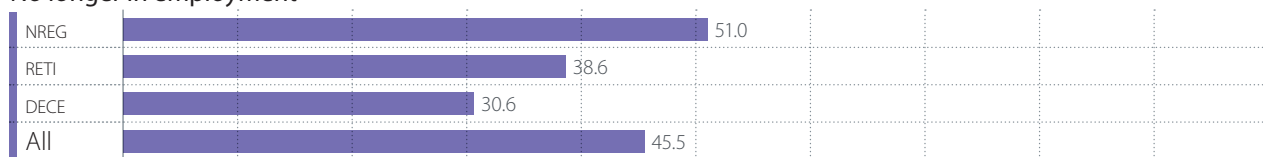
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Gender
definition:
see page 13

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	1215	25.1	48.7	1285	23.7	51.3	2500	24.3
OEI	Other education institution	215	4.4	50.4	210	3.9	49.6	430	4.2
RES	Research institute	110	2.2	46.6	125	2.3	53.4	235	2.3
STU	Student	210	4.3	54.3	175	3.2	45.7	385	3.7
MED	Medical or dental practice	305	6.3	55.2	250	4.6	44.8	555	5.4
PUB	Public sector	140	2.9	53.8	120	2.2	46.2	260	2.5
PRIV	Private sector	285	5.9	43.6	370	6.8	56.4	650	6.3
SELF	Self-employed	215	4.4	51.8	200	3.7	48.2	415	4.0
VOL	Voluntary sector	40	0.9	72.4	15	0.3	27.6	60	0.6
All	All UK employment	2740	56.5	49.9	2750	50.7	50.1	5490	53.4
Non-UK employment									
HEI	Other HEI	75	1.5	25.7	215	3.9	74.3	290	2.8
OEI	Other education institution	15	0.3	41.0	25	0.4	59.0	40	0.4
RES	Research institute	25	0.5	40.4	35	0.6	59.6	55	0.6
STU	Student	5	0.1	..	5	0.1	..	10	0.1
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	5	0.1	..	10	0.2	..	15	0.1
PRIV	Private sector	10	0.2	40.0	15	0.3	60.0	25	0.2
SELF	Self-employed	5	0.1	..	5	0.1	..	10	0.1
VOL	Voluntary sector	0	0.0	..	0	0.0	..	5	0.0
All	All non-UK employment	140	2.8	30.8	310	5.7	69.2	450	4.4
No longer in employment									
NREG	Not in regular employment	1275	26.3	51.0	1230	22.6	49.0	2505	24.4
RETI	Retired	655	13.5	38.6	1040	19.2	61.4	1700	16.5
DECE	Deceased	40	0.8	30.6	95	1.7	69.4	135	1.3
All	All no longer employed	1970	40.7	45.5	2365	43.6	54.5	4335	42.2
All destinations									
All	All leavers	4850	100.0	47.2	5420	100.0	52.8	10270	100.0

Proportions of leavers who were women

**Non-UK employment****No longer in employment****All destinations**

4.24

Non-UK academic staff leavers by known leaving destination and gender

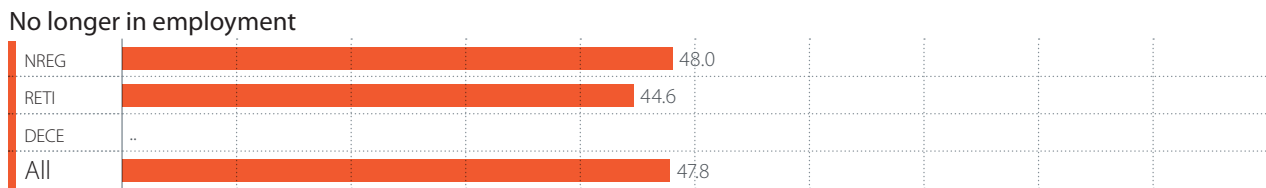
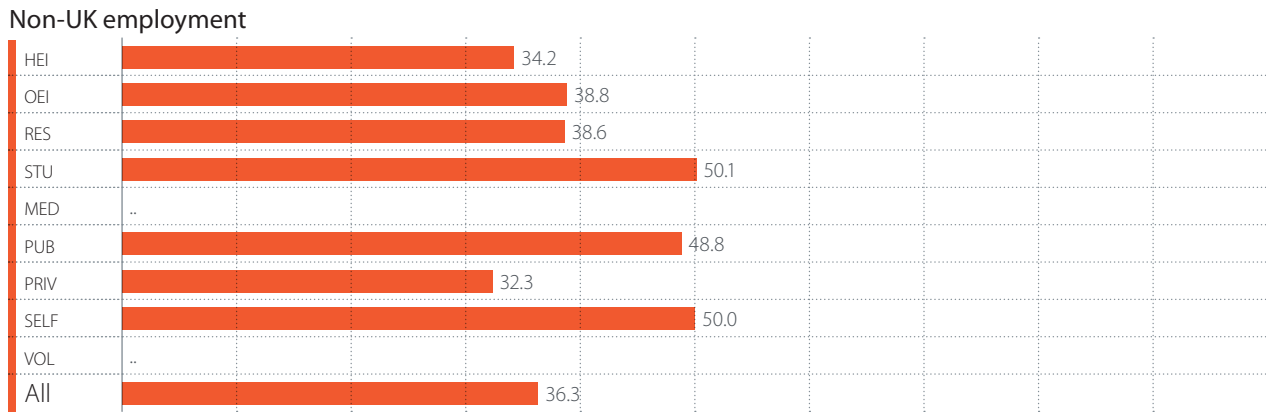
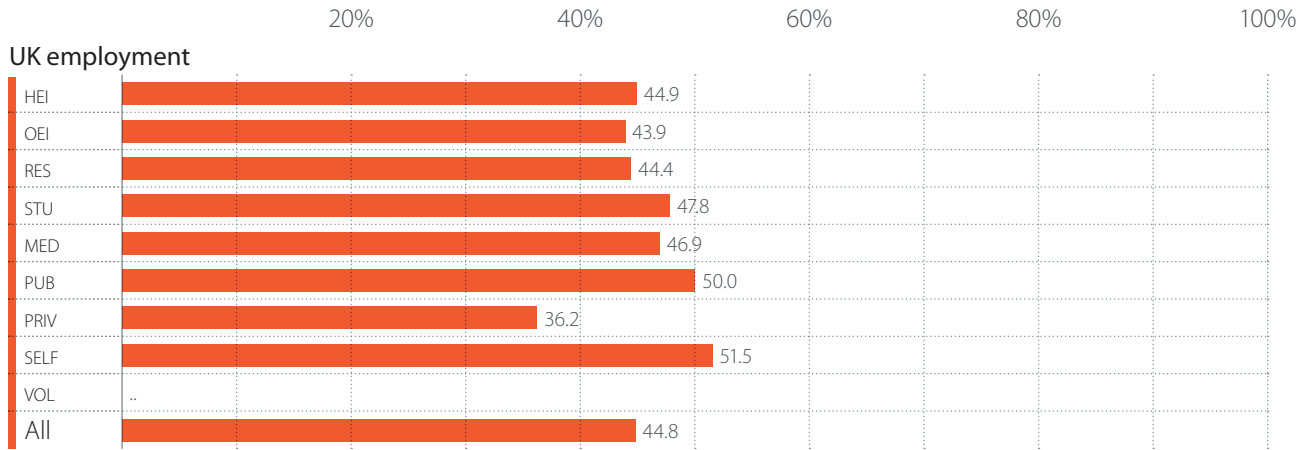
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Gender
definition:
see page 13

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	630	25.6	44.9	775	24.1	55.1	1405	24.8
OEI	Other education institution	85	3.5	43.9	110	3.4	56.1	195	3.4
RES	Research institute	85	3.4	44.4	105	3.2	55.6	185	3.3
STU	Student	185	7.6	47.8	205	6.3	52.2	390	6.9
MED	Medical or dental practice	60	2.5	46.9	70	2.1	53.1	130	2.3
PUB	Public sector	50	2.0	50.0	50	1.6	50.0	100	1.8
PRIV	Private sector	115	4.6	36.2	200	6.3	63.8	315	5.6
SELF	Self-employed	35	1.4	51.5	30	1.0	48.5	65	1.2
VOL	Voluntary sector	15	0.5	..	10	0.2	..	20	0.4
All	All UK employment	1260	51.1	44.8	1550	48.3	55.2	2810	49.5
Non-UK employment									
HEI	Other HEI	270	11.0	34.2	525	16.3	65.8	795	14.0
OEI	Other education institution	65	2.6	38.8	100	3.1	61.2	160	2.9
RES	Research institute	95	3.9	38.6	150	4.7	61.4	245	4.4
STU	Student	20	0.7	50.1	20	0.6	49.9	35	0.6
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	20	0.9	48.8	20	0.7	51.2	45	0.8
PRIV	Private sector	40	1.6	32.3	85	2.6	67.7	125	2.2
SELF	Self-employed	10	0.5	50.0	10	0.4	50.0	25	0.4
VOL	Voluntary sector	0	0.0	..	0	0.1	..	0	0.0
All	All non-UK employment	520	21.2	36.3	915	28.4	63.7	1435	25.3
No longer in employment									
NREG	Not in regular employment	615	25.0	48.0	670	20.8	52.0	1285	22.6
RETI	Retired	55	2.3	44.6	70	2.2	55.4	125	2.2
DECE	Deceased	10	0.4	..	10	0.3	..	20	0.4
All	All no longer employed	685	27.8	47.8	745	23.3	52.2	1430	25.2
All destinations									
All	All leavers	2465	100.0	43.4	3210	100.0	56.6	5675	100.0

Proportions of leavers who were women



Intersectionality

Intersectionality means recognising that people's identities and social positions are shaped by multiple factors, which create unique experiences and perspectives. A person is not, for example, a woman on one hand and disabled on the other; rather they are the combination of these at the same time, ie a disabled woman.

Intersectionality is increasingly a topic of consideration for equality and diversity practitioners. Apart from general growing interest in this area, this trend is also driven by institutional and procedural requirements, such as the new Athena SWAN charter principle on intersectionality, the inclusion of intersectionality in the Race equality charter principles and the addition of requirements on intersectionality to outcome agreement guidance in Scotland.

We have added three new intersectional tables to this year's report to take a closer look at how people's identities relate to their median and mean pay. These tables present information in two ways; for example, in table 5.11, reading down the female column shows the pay discrepancy between BME and white female staff, while reading across the BME row shows the pay gap between BME female and male staff.

Advance HE has produced a research and data briefing on *Intersectional approaches to equality research and data* that can be downloaded here (www.ecu.ac.uk/publications/intersectional-approaches-to-equality-research-and-data).

5.1 Age and disability status: Disability disclosure rates were highest among staff aged 25 and under and 56–60, and lowest among those aged 31–35.

5.2 Age and ethnicity: BME staff have a younger age profile than white staff. 48.4% of UK BME staff were aged 40 and under, compared with 38.9% of UK white staff. Non-UK staff had an even younger age profile, with 69.3% of non-UK BME staff and 61.2% of non-UK white staff aged 40 and under.

5.3 Age and gender: Men comprised the majority of academic staff within every age group, except for academics aged 25 and under where it was about equal. In general, the proportion of academics who were men increased with age, rising from 52.4% of academics aged 26–30 to 72.2% for those aged 66 and over. In contrast, women comprised the majority of professional and support staff within every age group, making up over 60% of all age groups except for those aged 61–65 and 66 and over.

5.4 Ethnicity and disability status: Disability disclosure rates were lower among non-UK nationals than UK nationals (2.3% and 5.7%, respectively). There were similar gaps in disclosure rates for UK and non-UK BME staff (4.7% and 1.5%, respectively) and for UK and non-UK white staff (5.8% and 2.5%, respectively). However, the proportion of staff disclosing as disabled varied considerably by ethnic group. For both UK and non-UK staff, disability disclosure rates were highest among mixed race staff (6.7% of UK and 3.2% of non-UK nationals) and lowest among Chinese staff (1.7% and 0.6%, respectively).

5.5 Disability status and gender: More than three out of five disabled staff disclosing a mental health condition (63.1%), a physical impairment or mobility issues (61.6%) or a long standing illness or health condition (60.1%) were women. In comparison, 67.3% of those disclosing a social or communication impairment were men.

5.6 Ethnicity and gender: A higher proportion of male staff were from BME backgrounds than female staff (14.1% compared with 12.3%). This was particularly pronounced among non-UK nationals, (32.2% compared with 24.8%).

5.7 Academic roles: For both white and BME staff, gender imbalances were more pronounced among professors than other academics. For example, 67.5% of professors were white men, and 22.9% white women. In comparison, 42.8% of non-professorial academics were white men and 41.5% were white women. Similarly, 7.5% of professors were BME men, compared to just 2.1% BME women. BME/white identity also differed between UK and non-UK professors. 6.5% of UK professors were BME men, 1.9% were BME women. In contrast, 11.1% of non-UK professors were BME men, 2.9% were BME women.

5.8 Senior managers: The large majority of UK academic senior managers were from a white background (65.5% white men, 29.7% white women) with just 1.4% being BME women and 3.5% BME men. Among non-UK national academic senior managers, 12.1% were BME men and 2.2% BME women.

5.9 Academic roles by gender and ethnicity:

The largest proportion of BME female professors was among Asian academics (3.2% compared with 0.6% of black academics and 1.8%, 1.4% and 1.5% of academics from Chinese, mixed and other ethnic backgrounds, respectively). This was true for both UK and non-UK nationals.

5.10 Senior managers by gender and ethnicity: The lack of BME female representation among academic senior managers identified in table 5.8 was present across each of the BME ethnic groups except among staff from a mixed ethnic background. This was particularly pronounced among staff identifying as black (0.6% of female academic

senior managers), Chinese (0.6%) or from an other ethnic background (0.4%). Notably however, male representation among senior management was also low for black male academics (0.4%), Chinese male academics (0.5%) and male academics from a mixed ethnic background (0.8%).

5.11–5.13 Median/mean pay gaps: Although the median and mean gender pay gaps were present among both BME (2.9% and 4.7%, respectively) and white staff (8.4% and 9.8%, respectively). There were also gaps in the median and mean salaries of BME and white men (5.7% and 9.0%, respectively), which were both considerably larger than the gaps between the median and mean salaries of BME and white women (0.0% and 3.9%, respectively).

The median and mean gender pay gaps were larger among non-disabled staff (8.4% and 9.8%, respectively) than among disabled staff (2.9% and 2.6%, respectively). The median and mean disability pay gaps were also present among both female (2.9% and 2.7%, respectively) and male staff (8.4% and 9.9%, respectively).

The median and mean disability pay gaps were larger among white staff (5.7% and 6.4%, respectively) than among BME staff (0.4% and 1.7%, respectively). While there was a gap between the median and mean salaries of BME and white non-disabled staff (2.6% and 6.2%, respectively), the picture was less clear among disabled staff. The median pay gap between BME and white disabled staff was -3.0%, meaning that the median salary of BME disabled staff is higher than white disabled staff, while the mean pay gap between these groups was 1.5% (ie white disabled staff earned a higher average salary than BME disabled staff).

5.1

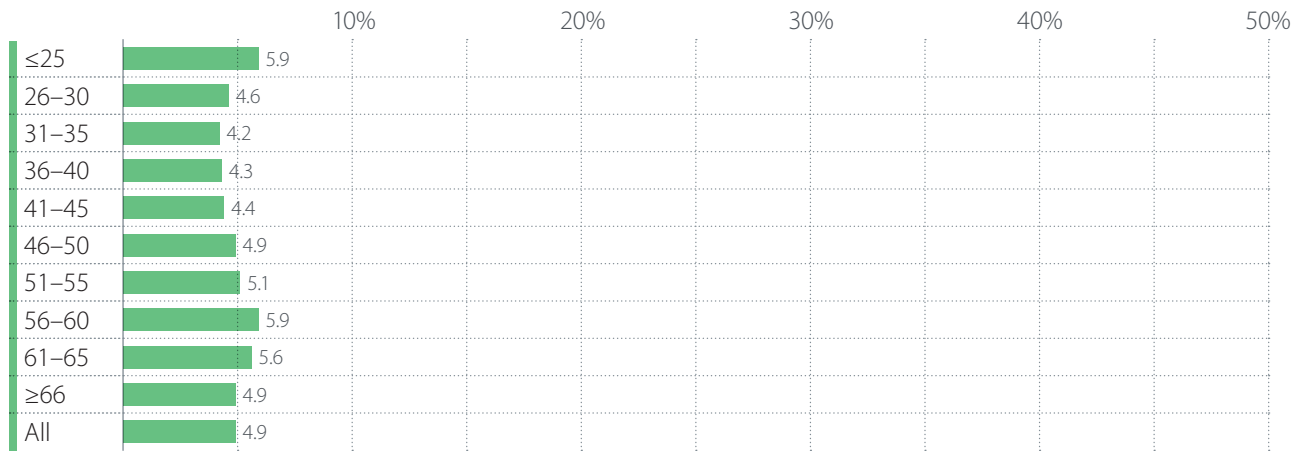
Staff by age group and disability status

← Age definition:
see page 12

← Disability
definition:
see page 12

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
≤25	22340	5.8	94.1	1405	7.1	5.9	23740	5.8
26–30	42295	10.9	95.4	2050	10.3	4.6	44345	10.9
31–35	56225	14.5	95.8	2485	12.6	4.2	58710	14.4
36–40	53660	13.8	95.7	2435	12.3	4.3	56090	13.8
41–45	49560	12.8	95.6	2270	11.5	4.4	51830	12.7
46–50	49370	12.7	95.1	2550	12.9	4.9	51920	12.7
51–55	48065	12.4	94.9	2610	13.2	5.1	50670	12.4
56–60	37215	9.6	94.1	2330	11.8	5.9	39545	9.7
61–65	20255	5.2	94.4	1205	6.1	5.6	21455	5.3
≥66	9030	2.3	95.1	465	2.4	4.9	9495	2.3
All	388005	100.0	95.1	19800	100.0	4.9	407805	100.0

Proportions of staff who disclosed as disabled



5.2

UK/non-UK staff by age group and BME/white identity

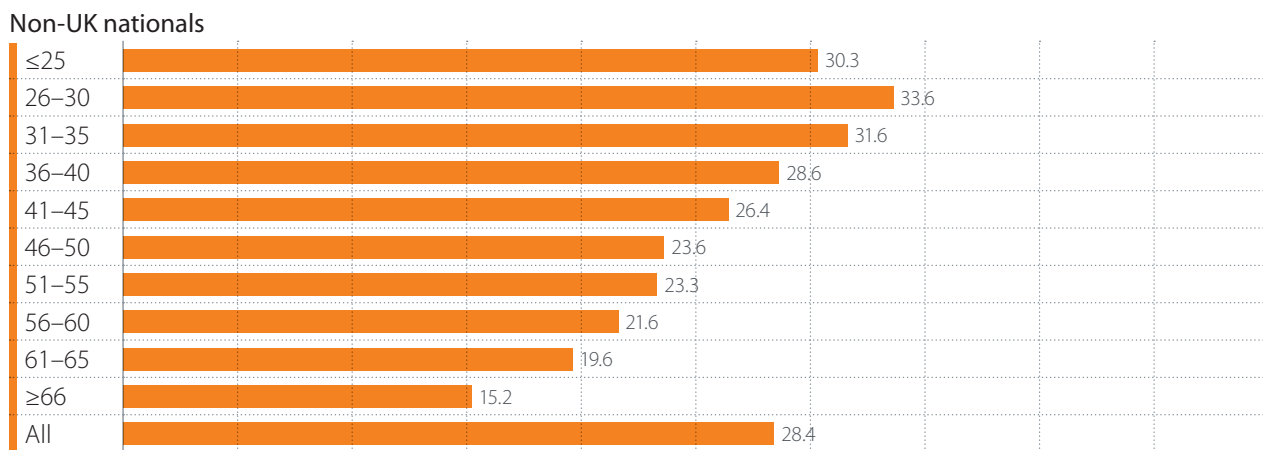
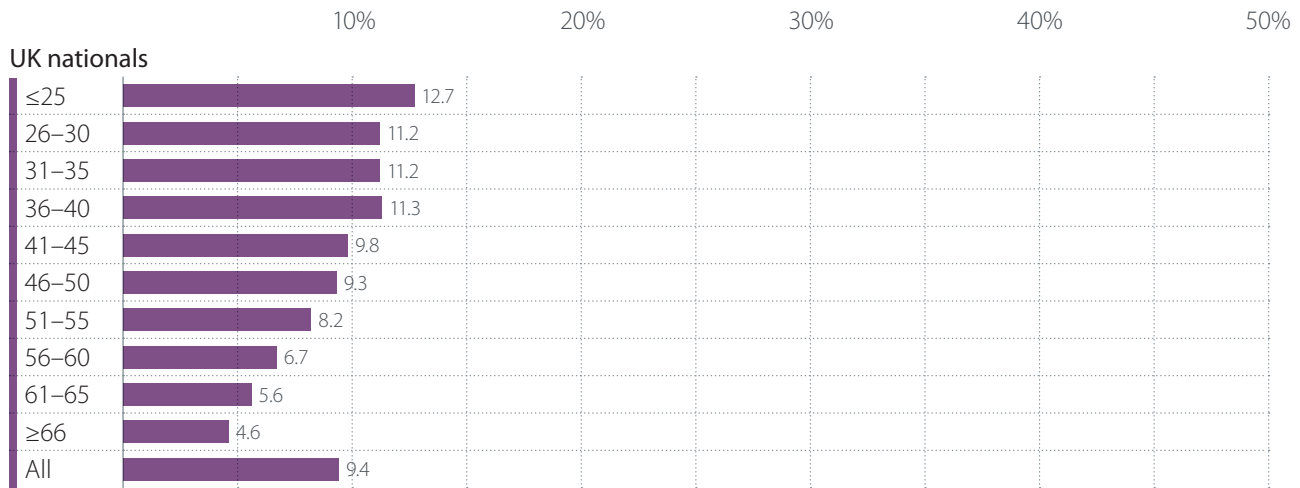
← Nationality
definition:
see page 15

← Age definition:
see page 12

← Ethnicity
definition:
see page 12

	White			BME			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
UK nationals									
≤25	16235	5.7	87.3	2370	8.0	12.7	18605	5.9	
26–30	26715	9.4	88.8	3360	11.3	11.2	30070	9.5	
31–35	33785	11.8	88.8	4270	14.4	11.2	38055	12.1	
36–40	34270	12.0	88.7	4355	14.7	11.3	38625	12.3	
41–45	35875	12.6	90.2	3895	13.1	9.8	39770	12.6	
46–50	39105	13.7	90.7	4010	13.5	9.3	43115	13.7	
51–55	40410	14.2	91.8	3615	12.2	8.2	44025	14.0	
56–60	32825	11.5	93.3	2360	8.0	6.7	35185	11.2	
61–65	18075	6.3	94.4	1065	3.6	5.6	19140	6.1	
≥66	7965	2.8	95.4	385	1.3	4.6	8355	2.7	
All	285270	100.0	90.6	29680	100.0	9.4	314950	100.0	
Non-UK nationals									
≤25	2375	4.4	69.7	1035	4.8	30.3	3410	4.5	
26–30	7765	14.3	66.4	3935	18.2	33.6	11695	15.4	
31–35	12260	22.5	68.4	5660	26.1	31.6	17915	23.5	
36–40	10895	20.0	71.4	4370	20.2	28.6	15265	20.1	
41–45	7525	13.8	73.6	2695	12.5	26.4	10225	13.4	
46–50	5495	10.1	76.4	1695	7.8	23.6	7190	9.5	
51–55	3905	7.2	76.7	1185	5.5	23.3	5090	6.7	
56–60	2425	4.5	78.4	670	3.1	21.6	3095	4.1	
61–65	1240	2.3	80.4	305	1.4	19.6	1545	2.0	
≥66	560	1.0	84.8	100	0.5	15.2	660	0.9	
All	54450	100.0	71.6	21645	100.0	28.4	76095	100.0	

Proportions of staff who were BME



5.3

Staff by activity, age group and gender

← Staff activity
definition:
see page 15

← Age definition:
see page 12

← Gender
definition:
see page 13

	Female			Male			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
All staff									
≤25	14110	6.2	58.3	10105	5.3	41.7	24220	5.8	
26–30	25285	11.1	55.3	20435	10.6	44.7	45720	10.9	
31–35	33380	14.7	55.1	27160	14.1	44.9	60540	14.4	
36–40	31715	13.9	54.9	26035	13.6	45.1	57750	13.8	
41–45	29675	13.0	55.7	23640	12.3	44.3	53315	12.7	
46–50	29565	13.0	55.4	23830	12.4	44.6	53400	12.7	
51–55	28580	12.6	54.8	23545	12.3	45.2	52125	12.4	
56–60	21560	9.5	53.0	19130	10.0	47.0	40690	9.7	
61–65	10305	4.5	46.6	11805	6.1	53.4	22105	5.3	
≥66	3495	1.5	35.5	6350	3.3	64.5	9845	2.3	
All	227670	100.0	54.2	192040	100.0	45.8	419710	100.0	

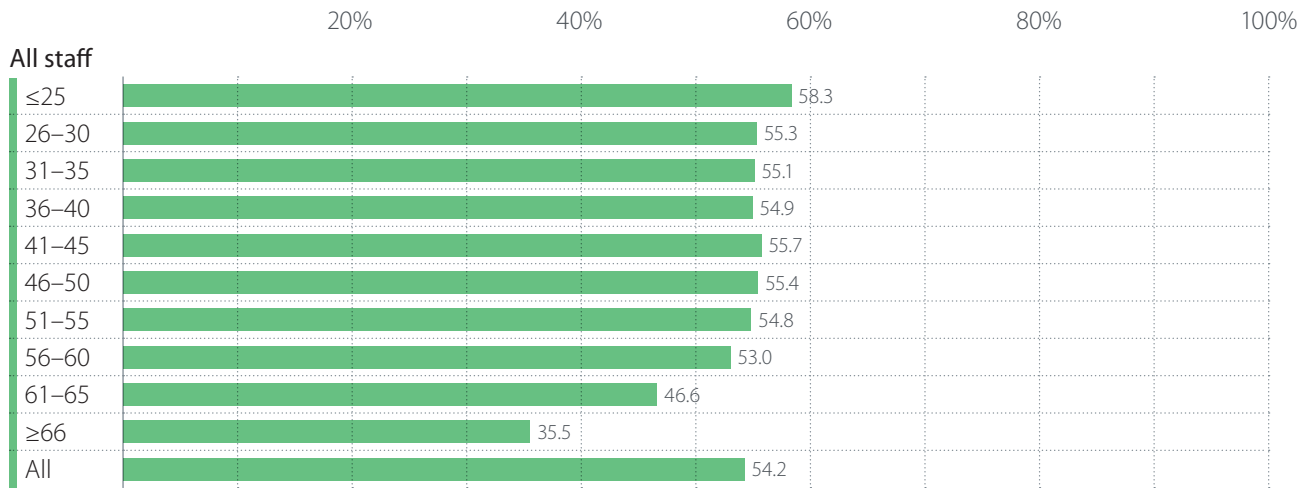
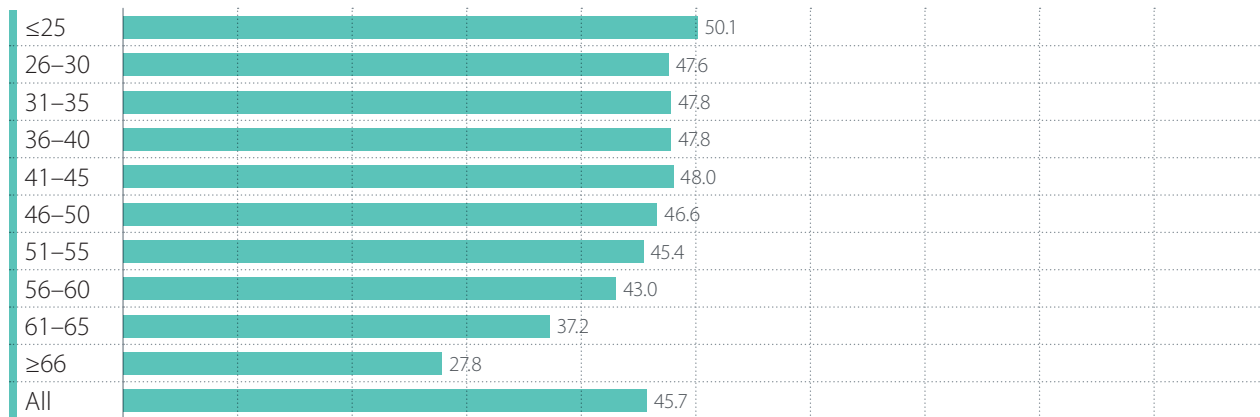
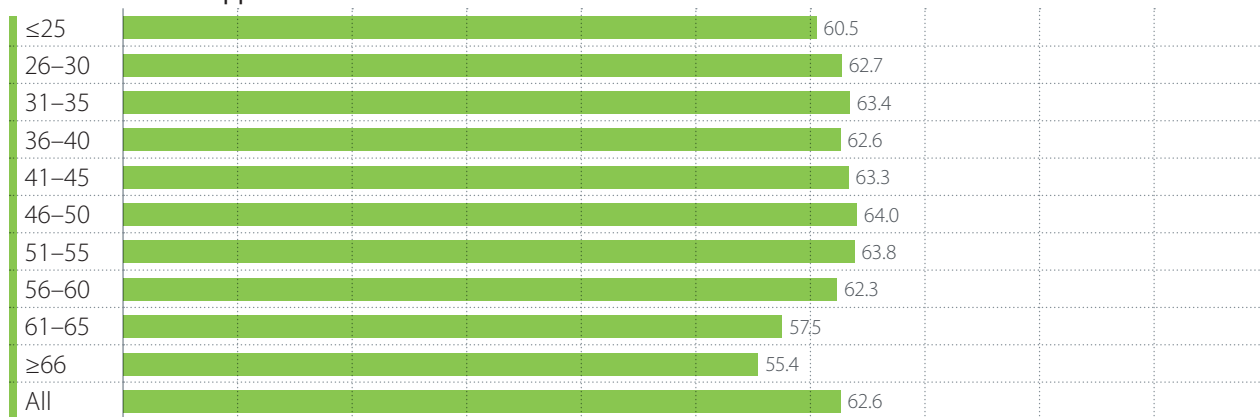
Academic staff

≤25	2630	2.8	50.1	2615	2.3	49.9	5245	2.5
26–30	10620	11.2	47.6	11705	10.4	52.4	22325	10.8
31–35	15325	16.2	47.8	16755	14.9	52.2	32085	15.5
36–40	14340	15.2	47.8	15650	13.9	52.2	29990	14.5
41–45	12780	13.5	48.0	13825	12.3	52.0	26610	12.9
46–50	12360	13.1	46.6	14165	12.6	53.4	26525	12.8
51–55	11585	12.3	45.4	13910	12.4	54.6	25490	12.3
56–60	8445	8.9	43.0	11195	10.0	57.0	19645	9.5
61–65	4420	4.7	37.2	7450	6.6	62.8	11870	5.7
≥66	1970	2.1	27.8	5120	4.6	72.2	7090	3.4
All	94475	100.0	45.7	112395	100.0	54.3	206870	100.0

Professional and support staff

≤25	11485	8.6	60.5	7490	9.4	39.5	18975	8.9
26–30	14660	11.0	62.7	8730	11.0	37.3	23395	11.0
31–35	18055	13.6	63.4	10400	13.1	36.6	28455	13.4
36–40	17375	13.0	62.6	10385	13.0	37.4	27760	13.0
41–45	16895	12.7	63.3	9810	12.3	36.7	26705	12.5
46–50	17205	12.9	64.0	9670	12.1	36.0	26875	12.6
51–55	16995	12.8	63.8	9640	12.1	36.2	26635	12.5
56–60	13110	9.8	62.3	7935	10.0	37.7	21045	9.9
61–65	5885	4.4	57.5	4350	5.5	42.5	10235	4.8
≥66	1525	1.1	55.4	1230	1.5	44.6	2755	1.3
All	133195	100.0	62.6	79640	100.0	37.4	212835	100.0

Proportions of staff who were women

**Academic staff****Professional and support staff**

5.4

UK/non-UK staff by ethnic group and disability status

← Nationality
definition:
see page 15

← Ethnicity
definition:
see page 12

← Disability
definition:
see page 12

		Non-disabled			Disabled			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
All staff										
W	White	315775	86.6	94.7	17585	91.2	5.3	333360	86.9	
BME	BME total	48655	13.4	96.6	1705	8.8	3.4	50360	13.1	
A	Asian	19705	5.4	97.1	595	3.1	2.9	20295	5.3	
B	Black	8895	2.4	95.2	445	2.3	4.8	9340	2.4	
C	Chinese	8320	2.3	99.0	80	0.4	1.0	8405	2.2	
M	Mixed	6670	1.8	94.3	405	2.1	5.7	7075	1.8	
O	Other	5065	1.4	96.6	180	0.9	3.4	5245	1.4	
All	All staff	364430	100.0	95.0	19285	100.0	5.0	383720	100.0	

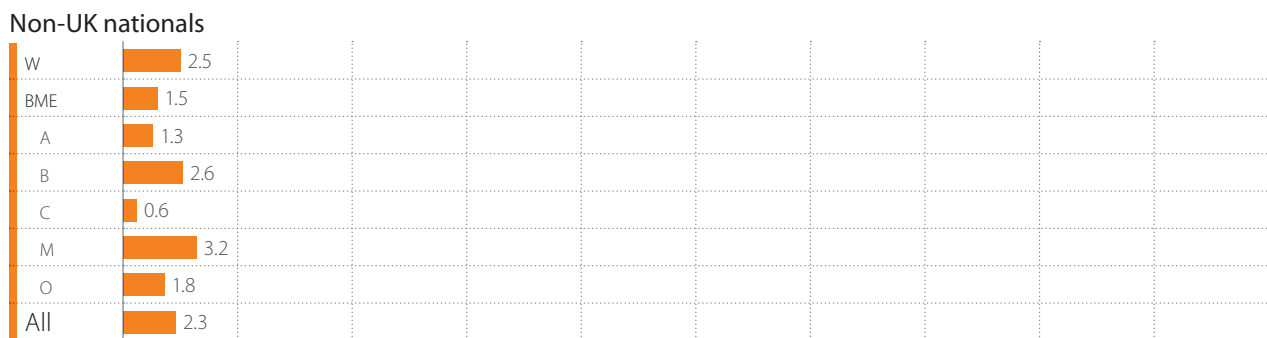
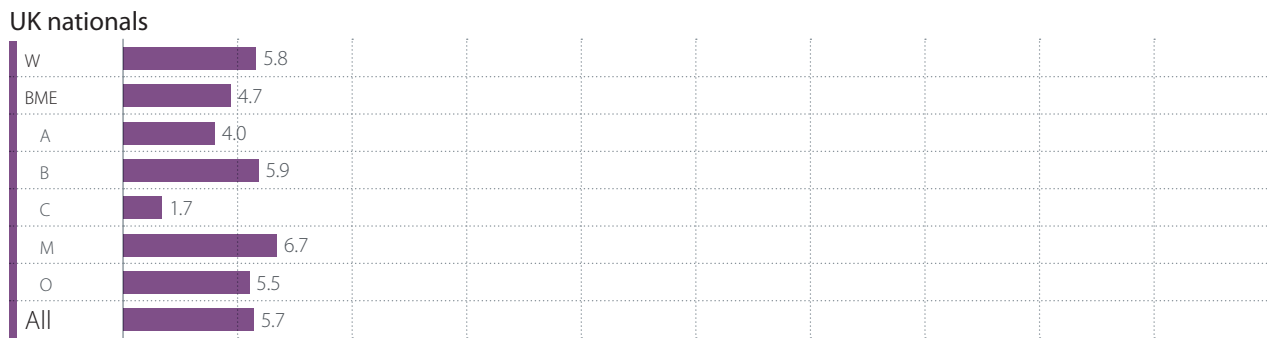
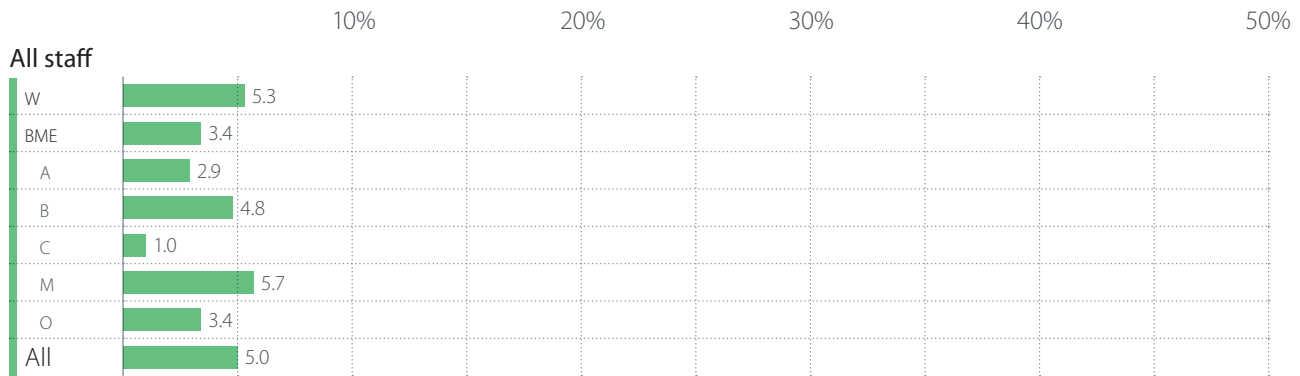
UK nationals

W	White	263645	90.5	94.2	16220	92.2	5.8	279865	90.6
BME	BME total	27740	9.5	95.3	1375	7.8	4.7	29110	9.4
A	Asian	11995	4.1	96.0	495	2.8	4.0	12490	4.0
B	Black	5880	2.0	94.1	365	2.1	5.9	6245	2.0
C	Chinese	2975	1.0	98.3	50	0.3	1.7	3025	1.0
M	Mixed	4690	1.6	93.3	335	1.9	6.7	5025	1.6
O	Other	2200	0.8	94.5	125	0.7	5.5	2325	0.8
All	All staff	291385	100.0	94.3	17595	100.0	5.7	308980	100.0

Non-UK nationals

W	White	52130	71.4	97.5	1365	80.6	2.5	53495	71.6
BME	BME total	20920	28.6	98.5	330	19.4	1.5	21245	28.4
A	Asian	7710	10.6	98.7	100	5.8	1.3	7805	10.4
B	Black	3015	4.1	97.4	80	4.7	2.6	3095	4.1
C	Chinese	5345	7.3	99.4	30	1.9	0.6	5380	7.2
M	Mixed	1980	2.7	96.8	65	3.9	3.2	2045	2.7
O	Other	2865	3.9	98.2	50	3.1	1.8	2920	3.9
All	All staff	73045	100.0	97.7	1695	100.0	2.3	74740	100.0

Proportions of staff who disclosed as disabled



5.5

Staff by disability status, impairment type and gender

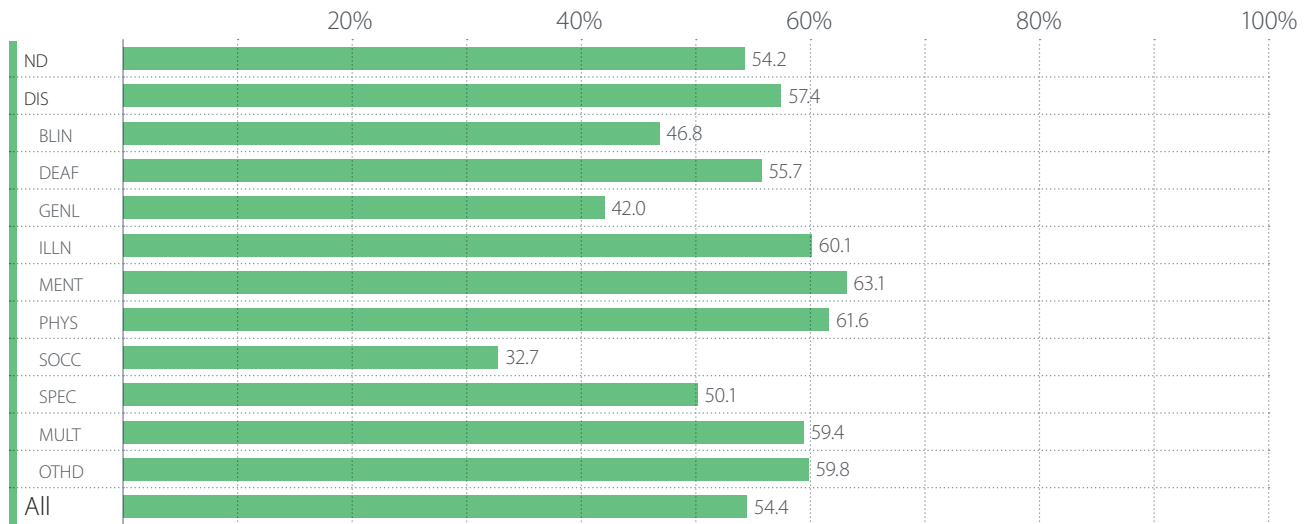
← Disability definition: see page 12

← Gender definition: see page 13

← Impairment type definition: see page 14

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ND	Non-disabled	210350	94.9	54.2	177655	95.5	45.8	388005	95.1
DIS	Disabled	11365	5.1	57.4	8435	4.5	42.6	19800	4.9
BLIN	Blind or a serious visual impairment	195	1.7	46.8	225	2.7	53.2	420	2.1
DEAF	Deaf or serious hearing impairment	605	5.3	55.7	480	5.7	44.3	1085	5.5
GENL	General learning disability	75	0.6	42.0	100	1.2	58.0	175	0.9
ILLN	A long standing illness,health condition	2920	25.7	60.1	1945	23.0	39.9	4865	24.6
MENT	A mental health condition	1480	13.0	63.1	865	10.2	36.9	2340	11.8
PHYS	A physical impairment or mobility issues	1125	9.9	61.6	700	8.3	38.4	1825	9.2
SOCC	A social/communication impairment	70	0.6	32.7	150	1.8	67.3	220	1.1
SPEC	A specific learning difficulty	2060	18.1	50.1	2055	24.3	49.9	4110	20.8
MULT	Two or more impairments	1045	9.2	59.4	715	8.5	40.6	1760	8.9
OTHD	Other type of impairment	1790	15.8	59.8	1205	14.3	40.2	2995	15.1
All	All staff	221715	100.0	54.4	186090	100.0	45.6	407805	100.0

Proportions of staff who were women



5.6

UK/non-UK staff by ethnic group and gender

← Nationality
definition:
see page 15

← Ethnicity
definition:
see page 12

← Gender
definition:
see page 13

		Female			Male			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
All staff										
W	White	187875	87.7	55.3	151845	85.9	44.7	339720	86.9	
BME	BME total	26325	12.3	51.3	25000	14.1	48.7	51325	13.1	
A	Asian	10510	4.9	50.8	10170	5.8	49.2	20680	5.3	
B	Black	5115	2.4	53.6	4430	2.5	46.4	9545	2.4	
C	Chinese	4105	1.9	48.1	4430	2.5	51.9	8535	2.2	
M	Mixed	4150	1.9	57.5	3065	1.7	42.5	7215	1.8	
O	Other	2445	1.1	45.7	2905	1.6	54.3	5350	1.4	
All	All staff	214195	100.0	54.8	176845	100.0	45.2	391045	100.0	

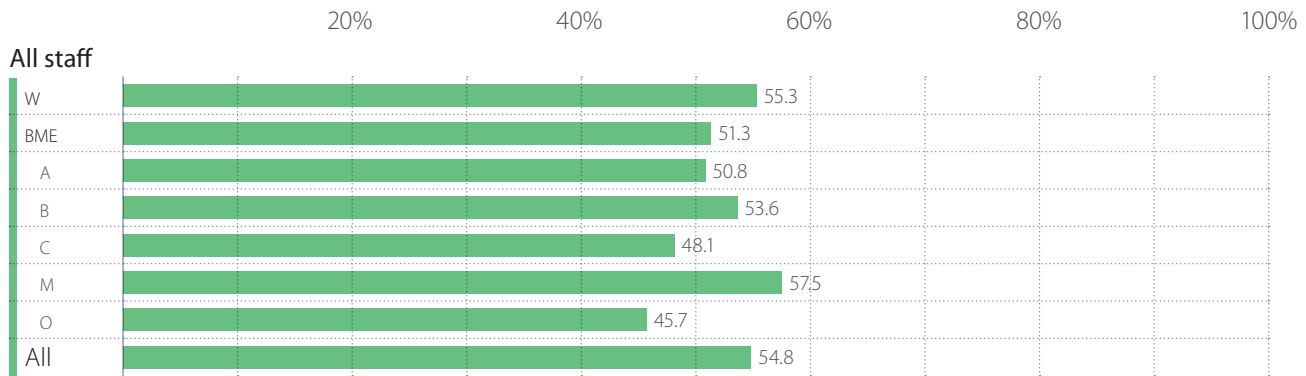
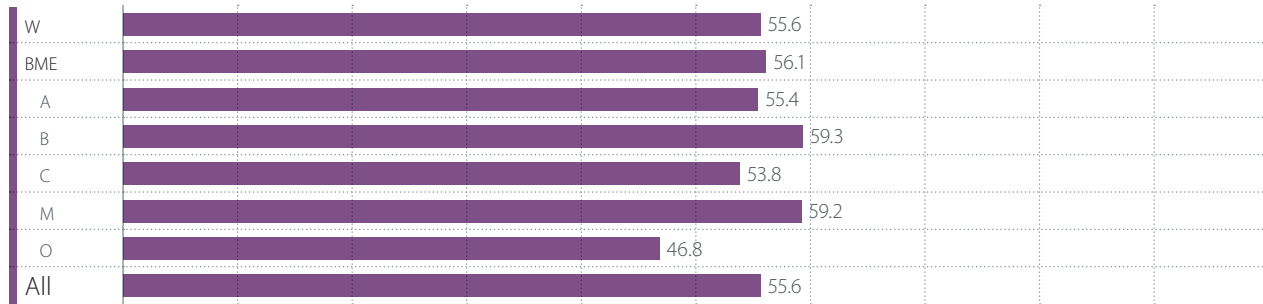
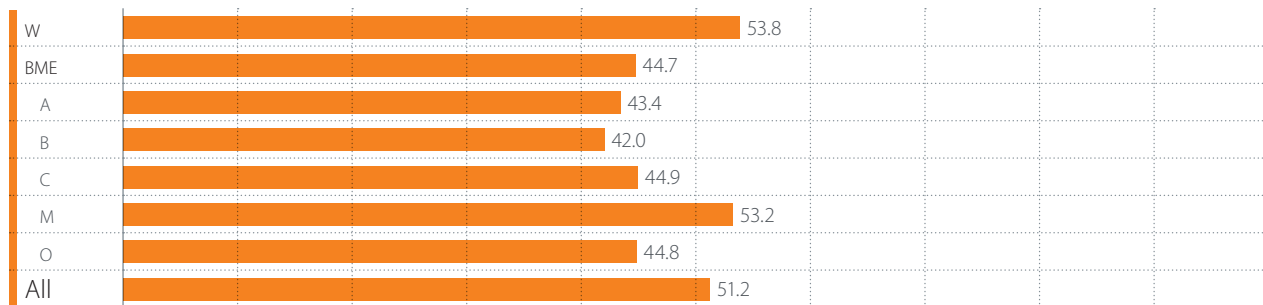
UK nationals

W	White	158565	90.5	55.6	126705	90.7	44.4	285270	90.6	
BME	BME total	16645	9.5	56.1	13040	9.3	43.9	29680	9.4	
A	Asian	7055	4.0	55.4	5670	4.1	44.6	12725	4.0	
B	Black	3785	2.2	59.3	2595	1.9	40.7	6380	2.0	
C	Chinese	1655	0.9	53.8	1420	1.0	46.2	3075	1.0	
M	Mixed	3040	1.7	59.2	2090	1.5	40.8	5130	1.6	
O	Other	1110	0.6	46.8	1265	0.9	53.2	2375	0.8	
All	All staff	175205	100.0	55.6	139745	100.0	44.4	314950	100.0	

Non-UK nationals

W	White	29310	75.2	53.8	25140	67.8	46.2	54450	71.6	
BME	BME total	9680	24.8	44.7	11965	32.2	55.3	21645	28.4	
A	Asian	3455	8.9	43.4	4500	12.1	56.6	7955	10.5	
B	Black	1330	3.4	42.0	1835	4.9	58.0	3170	4.2	
C	Chinese	2450	6.3	44.9	3010	8.1	55.1	5460	7.2	
M	Mixed	1110	2.8	53.2	975	2.6	46.8	2085	2.7	
O	Other	1335	3.4	44.8	1645	4.4	55.2	2975	3.9	
All	All staff	38990	100.0	51.2	37105	100.0	48.8	76095	100.0	

Proportions of staff who were women

**UK nationals****Non-UK nationals**

5.7

UK/non-UK academic staff by professorial category, gender and BME/white identity

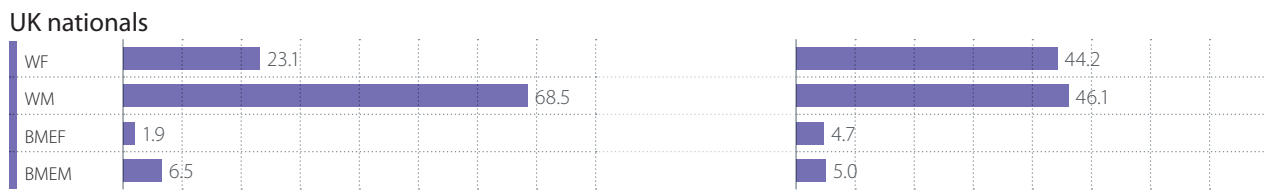
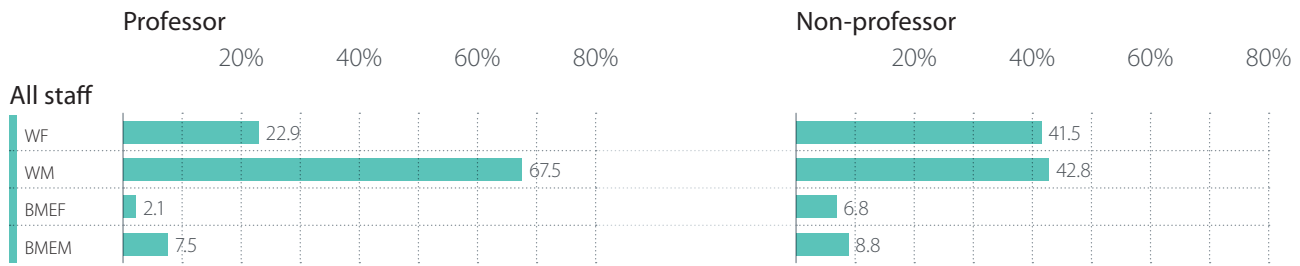
← Nationality definition: see page 15

← Professorial category definition: see page 20

← Ethnicity definition: see page 12

← Gender definition: see page 13

		Professor			Non-professor			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
WF	White female	4340	22.9	5.8	70705	41.5	94.2	75050	39.6
WM	White male	12790	67.5	14.9	72995	42.8	85.1	85785	45.3
BMEF	BME female	400	2.1	3.3	11645	6.8	96.7	12045	6.4
BMEM	BME male	1420	7.5	8.6	15000	8.8	91.4	16420	8.7
All	All staff	18950	100.0	10.0	170350	100.0	90.0	189300	100.0
UK nationals									
WF	White female	3420	23.1	6.1	52485	44.2	93.9	55900	41.9
WM	White male	10120	68.5	15.6	54785	46.1	84.4	64900	48.6
BMEF	BME female	275	1.9	15.6	5540	4.7	84.4	5820	4.4
BMEM	BME male	955	6.5	11.2	5925	5.0	88.8	6885	5.2
All	All staff	14770	100.0	11.1	118735	100.0	88.9	133505	100.0
Non-UK nationals									
WF	White female	925	22.1	4.8	18225	35.3	95.2	19145	34.3
WM	White male	2670	63.9	12.8	18210	35.3	87.2	20880	37.4
BMEF	BME female	125	2.9	2.0	6105	11.8	98.0	6225	11.2
BMEM	BME male	465	11.1	4.9	9075	17.6	95.1	9535	17.1
All	All staff	4180	100.0	7.5	51610	100.0	92.5	55790	100.0



5.8

UK/non-UK academic staff by senior management category, gender and BME/white identity

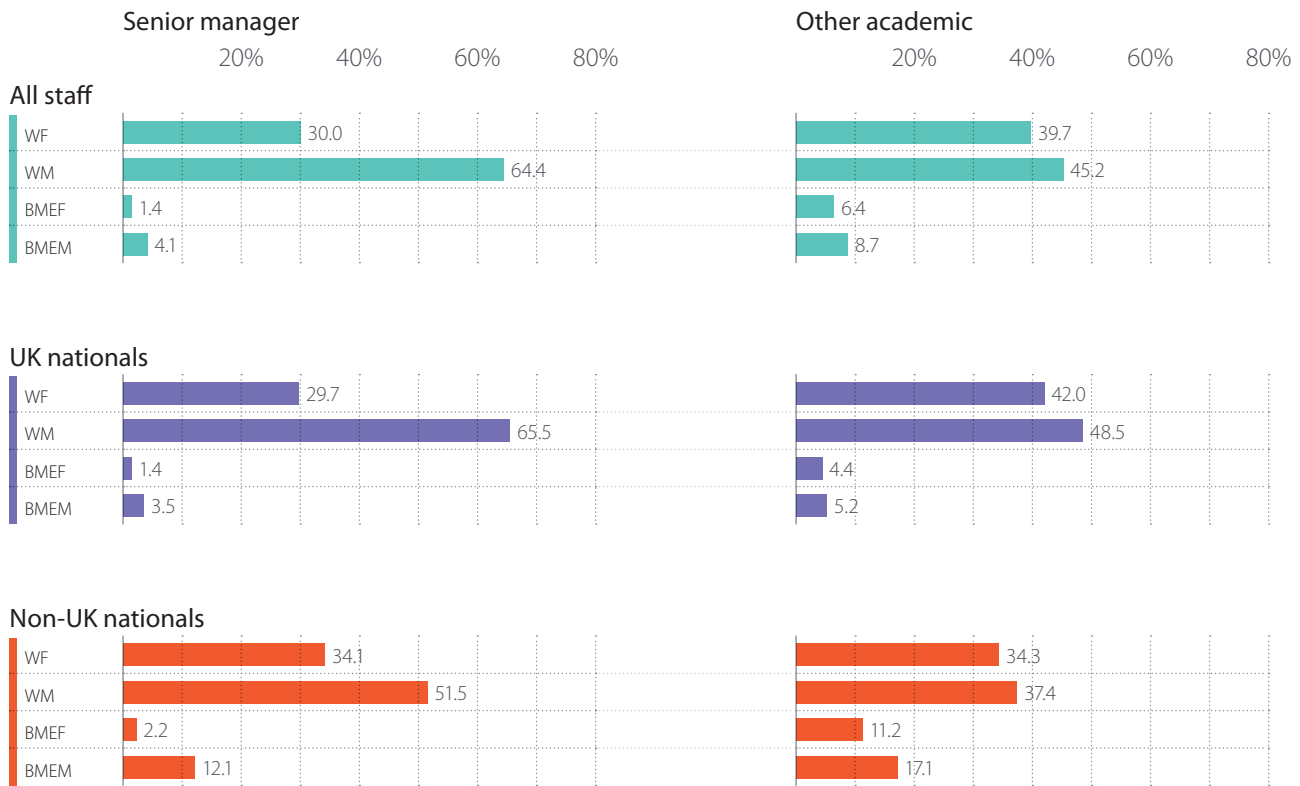
← Nationality
definition:
see page 15

← Senior
management
category
definition:
see page 20

← Ethnicity
definition:
see page 12

← Gender
definition:
see page 13

		Senior manager			Other academic			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
All staff										
WF	White female	345	30.0	0.5	74705	39.7	99.5	75050	39.6	
WM	White male	735	64.4	0.9	85045	45.2	99.1	85785	45.3	
BMEF	BME female	15	1.4	0.1	12030	6.4	99.9	12045	6.4	
BMEM	BME male	50	4.1	0.3	16370	8.7	99.7	16420	8.7	
All	All staff	1145	100.0	0.6	188150	100.0	99.4	189300	100.0	
UK nationals										
WF	White female	315	29.7	0.6	55590	42.0	99.4	55900	41.9	
WM	White male	690	65.5	1.1	64210	48.5	98.9	64900	48.6	
BMEF	BME female	15	1.4	1.1	5805	4.4	98.9	5820	4.4	
BMEM	BME male	35	3.5	0.8	6845	5.2	99.2	6885	5.2	
All	All staff	1055	100.0	0.8	132450	100.0	99.2	133505	100.0	
Non-UK nationals										
WF	White female	30	34.1	0.2	19115	34.3	99.8	19145	34.3	
WM	White male	45	51.5	0.2	20835	37.4	99.8	20880	37.4	
BMEF	BME female	0	2.2	0.0	6225	11.2	100.0	6225	11.2	
BMEM	BME male	10	12.1	0.1	9525	17.1	99.9	9535	17.1	
All	All staff	90	100.0	0.2	55700	100.0	99.8	55790	100.0	



5.9

Academic staff by professorial category, gender and BME/white identity

← Professorial category definition: see page 20

← Ethnicity definition: see page 12

← Gender definition: see page 13

		Professor			Non-professor			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
W	White	17130	90.4	10.7	143700	84.4	89.3	160830	85.0
BME	BME total	1820	9.6	6.4	26645	15.6	93.6	28465	15.0
A	Asian	740	3.9	6.7	10255	6.0	93.3	11000	5.8
B	Black	120	0.6	3.5	3295	1.9	96.5	3410	1.8
C	Chinese	455	2.4	7.0	6085	3.6	93.0	6540	3.5
M	Mixed	205	1.1	5.5	3470	2.0	94.5	3670	1.9
O	Other	300	1.6	7.8	3540	2.1	92.2	3845	2.0
All	All staff	18950	100.0	10.0	170350	100.0	90.0	189300	100.0

Female

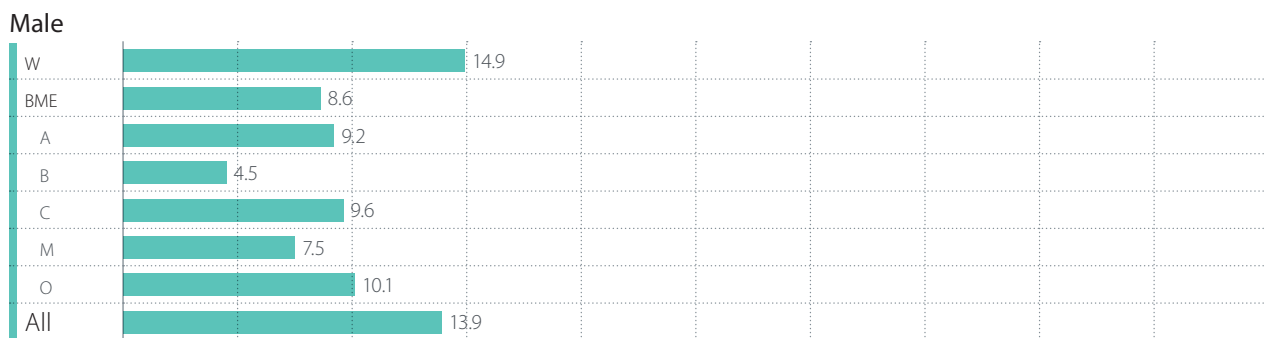
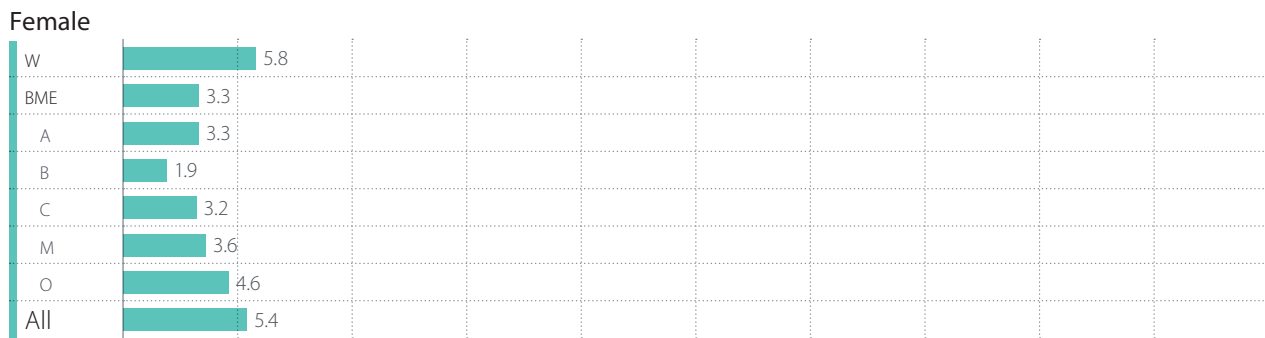
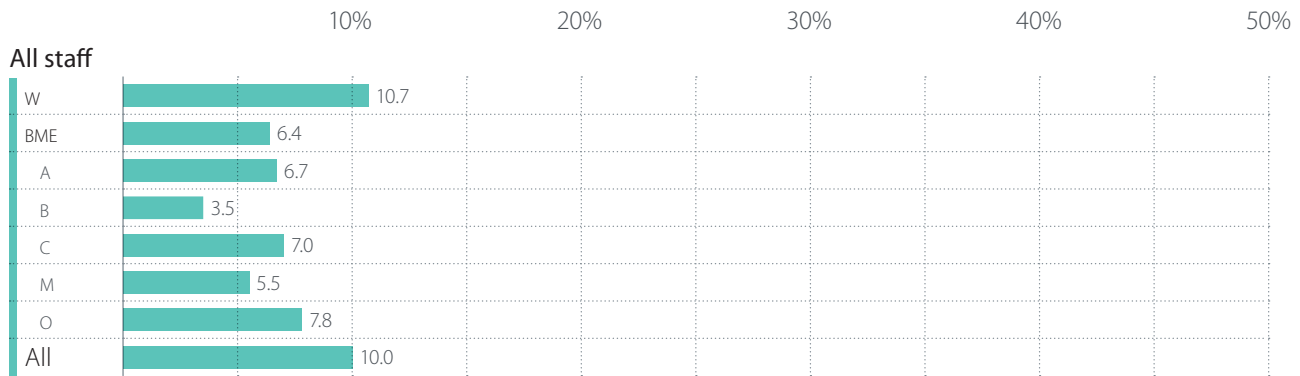
W	White	4340	91.6	5.8	70705	85.9	94.2	75050	86.2
BME	BME total	400	8.4	3.3	11645	14.1	96.7	12045	13.8
A	Asian	150	3.2	3.3	4390	5.3	96.7	4540	5.2
B	Black	25	0.6	1.9	1365	1.7	98.1	1395	1.6
C	Chinese	85	1.8	3.2	2620	3.2	96.8	2705	3.1
M	Mixed	65	1.4	3.6	1780	2.2	96.4	1845	2.1
O	Other	70	1.5	4.6	1490	1.8	95.4	1560	1.8
All	All staff	4740	100.0	5.4	82355	100.0	94.6	87095	100.0

Male

W	White	12790	90.0	14.9	72995	83.0	85.1	85785	83.9
BME	BME total	1420	10.0	8.6	15000	17.0	91.4	16420	16.1
A	Asian	590	4.2	9.2	5865	6.7	90.8	6460	6.3
B	Black	90	0.6	4.5	1925	2.2	95.5	2020	2.0
C	Chinese	370	2.6	9.6	3465	3.9	90.4	3835	3.8
M	Mixed	135	1.0	7.5	1690	1.9	92.5	1825	1.8
O	Other	230	1.6	10.1	2050	2.3	89.9	2280	2.2
All	All staff	14210	100.0	13.9	87995	100.0	86.1	102205	100.0

Additional data for UK and non-UK academic staff by ethnic group is available:
www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were professors



5.10

Academic staff by senior management category, gender and BME/white identity

← Senior management category definition: see page 20

← Ethnicity definition: see page 12

← Gender definition: see page 13

		Senior manager			Other academic			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
All staff										
W	White	1080	94.4	0.7	159750	84.9	99.3	160830	85.0	
BME	BME total	65	5.6	0.2	28400	15.1	99.8	28465	15.0	
A	Asian	25	2.1	0.2	10975	5.8	99.8	11000	5.8	
B	Black	5	0.4	0.1	3405	1.8	99.9	3410	1.8	
C	Chinese	5	0.5	0.1	6535	3.5	99.9	6540	3.5	
M	Mixed	10	1.0	0.3	3660	1.9	99.7	3670	1.9	
O	Other	20	1.6	0.5	3825	2.0	99.5	3845	2.0	
All	All staff	1145	100.0	0.6	188150	100.0	99.4	189300	100.0	

Female

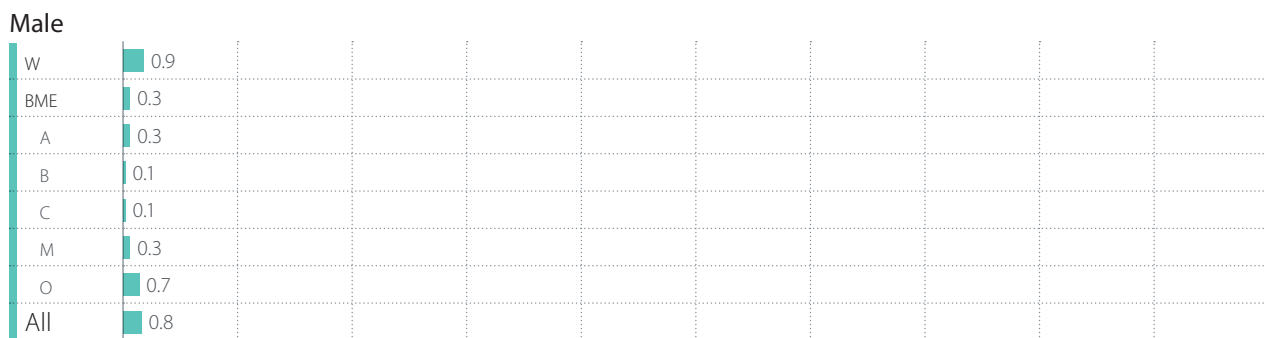
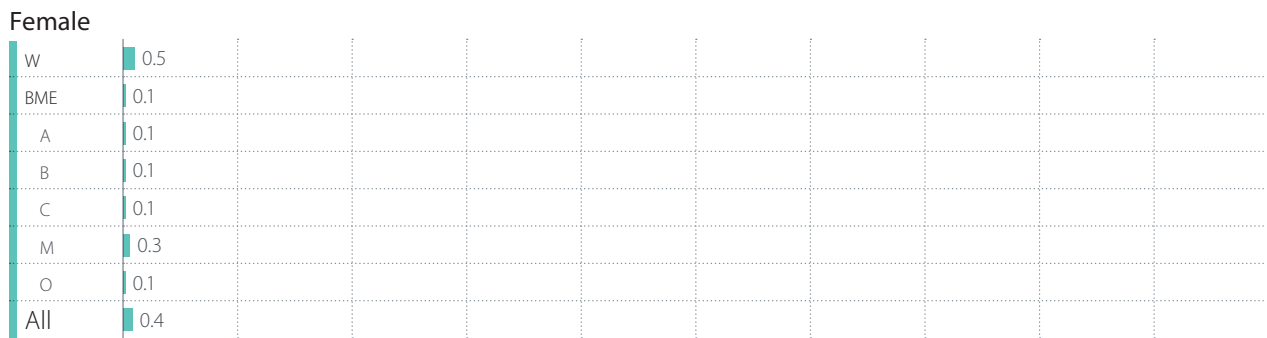
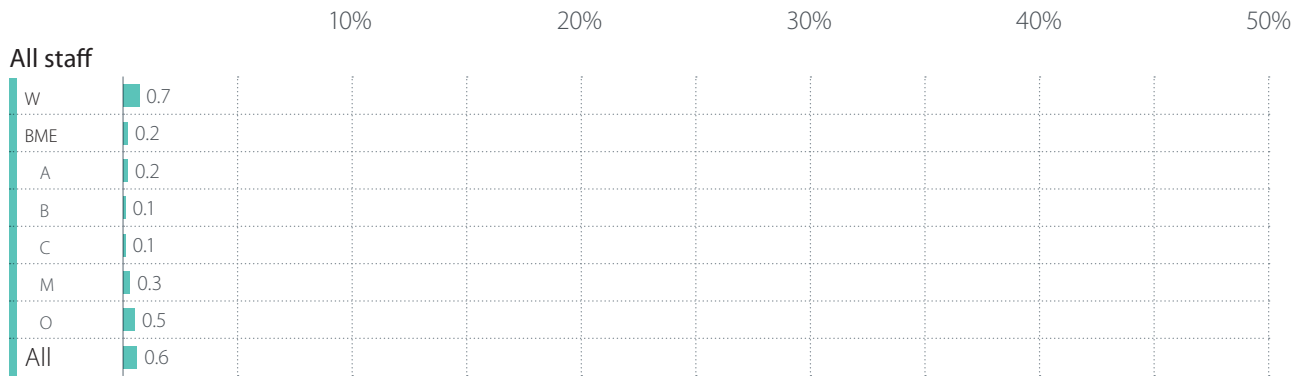
W	White	345	95.4	0.5	74705	86.1	99.5	75050	86.2	
BME	BME total	15	4.6	0.1	12030	13.9	99.9	12045	13.8	
A	Asian	5	1.7	0.1	4535	5.2	99.9	4540	5.2	
B	Black	0	0.6	0.1	1390	1.6	99.9	1395	1.6	
C	Chinese	0	0.6	0.1	2705	3.1	99.9	2705	3.1	
M	Mixed	5	1.4	0.3	1840	2.1	99.7	1845	2.1	
O	Other	0	0.4	0.1	1560	1.8	99.9	1560	1.8	
All	All staff	360	100.0	0.4	86735	100.0	99.6	87095	100.0	

Male

W	White	735	93.9	0.9	85045	83.9	99.1	85785	83.9	
BME	BME total	50	6.1	0.3	16370	16.1	99.7	16420	16.1	
A	Asian	20	2.3	0.3	6440	6.3	99.7	6460	6.3	
B	Black	5	0.4	0.1	2015	2.0	99.9	2020	2.0	
C	Chinese	5	0.5	0.1	3830	3.8	99.9	3835	3.8	
M	Mixed	5	0.8	0.3	1820	1.8	99.7	1825	1.8	
O	Other	15	2.1	0.7	2265	2.2	99.3	2280	2.2	
All	All staff	785	100.0	0.8	101420	100.0	99.2	102205	100.0	

Additional data for UK and non-UK professional and support staff by ethnic group is available:
www.ecu.ac.uk/wp-content/uploads/2018/09/ECU_staff18.xlsx

Proportions of staff who were senior managers



5.11

Median/mean salary and pay gap for staff by gender and BME/white identity

- ← Median salary and pay gap definition: see page 20
- ← Mean salary and pay gap definition: see page 20
- ← Gender definition: see page 13
- ← Ethnicity definition: see page 12

	Median			Mean			
	Female	Male	Gap	Female	Male	Gap	
	£	£	→ %	£	£	→ %	
All staff							
White	£	26052	28452	8.4	29181	32359	9.8
BME	£	26052	26829	2.9	28043	29430	4.7
BME/white pay gap	↓ %	0.0	5.7	N/A	3.9	9.0	N/A

5.12

Median/mean salary and pay gap for staff by gender and disability status

- ← Median salary and pay gap definition: see page 20
- ← Mean salary and pay gap definition: see page 20
- ← Gender definition: see page 13
- ← Disability definition: see page 12

	Median			Mean			
	Female	Male	Gap	Female	Male	Gap	
	£	£	→ %	£	£	→ %	
All staff							
Non-disabled	£	26052	28452	8.4	29079	32236	9.8
Disabled	£	25298	26052	2.9	28289	29043	2.6
Disability pay gap	↓ %	2.9	8.4	N/A	2.7	9.9	N/A

5.13

Median/mean salary and pay gap for staff by disability status and BME/white identity

	Median ND	Disabled	Gap	Mean ND	Disabled	Gap	
	£	£	→ %	£	£	→ %	
All staff							
White	£	26829	25298	5.7	30511	28555	6.4
BME	£	26144	26052	0.4	28623	28124	1.7
BME/white pay gap	↓ %	2.6	-3.0	N/A	6.2	1.5	N/A

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 20

← Gender definition: see page 13

← Ethnicity definition: see page 12

New protected characteristics

The Equality Act 2010 extended the number of protected characteristics to cover new areas including gender reassignment, religion and belief (or none), and sexual orientation. Changes to the HESA staff record for 2012/13 allowed institutions to return this information on an optional basis. This section presents high level findings on collection and monitoring rates. Because data is currently voluntary to return, we do not yet have a national demographic picture of the HE staff population in relation to gender reassignment, religion and belief, or sexual orientation.

Advance HE encourages institutions to collect and return these data where appropriate. We have added a series of new tables to this section taking an intersectional approach to provide an overview of gender reassignment, religion and belief, and sexual orientation intersect with students' age, disability status, ethnicity and gender.

Advance HE hopes to provide further detail on these characteristics in future reports as the number of institutions returning these data steadily increases and become more representative.

Further guidance can be found at:

www.ecu.ac.uk/guidance-resources/using-data-and-evidence/collecting-data

www.ecu.ac.uk/guidance-resources/using-data-and-evidence/introducing-new-categories

www.ecu.ac.uk/guidance-resources/using-data-and-evidence/encouraging-disclosure-equality-info

www.ecu.ac.uk/publications/developing-staff-disclosure

About this data

Data on a staff record is said to be returned if the institution provided any information to HESA about gender reassignment, religion and belief, or sexual orientation. This includes where a staff member selected 'prefer not to say' or refused to provide information about the characteristic in question. Where a staff record was returned to HESA without data, this section reports it as blank. It is not possible to determine from the data presented whether the blank staff records were due to the question being unanswered or unasked.

6.1 Overall figures: Overall, the number of institutions returning information on gender reassignment, religion and belief, and sexual orientation were similar to the proportions reported in 2015/16. For instance, 75.6% of institutions returned data on religion and belief and 77.4% on sexual orientation in 2016/17, compared with 71.2% and 73.0%, respectively, in 2015/16. The proportion of institutions returning information on gender reassignment remained relatively lower, at 64.0% (105 out of 164) in 2016/17, compared with 60.7% in 2015/16.

6.1 Institutional returns by nation: Of the four nations, Wales had the highest proportion of institutions returning data on the additional protected characteristics, with eight in nine returning information to HESA in 2016/17. In contrast, only half of Northern Irish institutions did the same. A higher proportion of English institutions also returned data on religion and belief (75.9%) and sexual orientation (78.2%) than Scottish institutions (72.2% and 72.2%, respectively). However, the opposite was true of gender reassignment, with 77.8% of Scottish institutions compared with 60.9% of English institutions.

6.2 Institutional return rates: Of the institutions that returned information to HESA, more than half had done so for 70% or more of their staff (54.3% institutions had a return rate of 70% or more for gender reassignment, 54.0%

for religion and belief, and 51.2% for sexual orientation). This represents a slight increase from 2015/16 return rates for gender reassignment (52.9%) and religion and belief (52.1%), and a slight decrease for sexual orientation (52.1%).

6.3, 6.4 Gender reassignment disclosure rates: Of the staff in institutions that returned gender reassignment information to HESA, 51.1% provided information, 7.5% refused to provide information, and for 41.4% the data field was blank. Overall, gender reassignment information was unknown for 66.5% of all staff working in higher education. While large, this proportion has dropped by 2.5 percentage points from 2015/16 levels (69.0%).

6.3, 6.5 Religion and belief disclosure rates: Of the staff in institutions that returned religion and belief information to HESA, 50.5% provided information, 12.4% refused to provide information, and for 37.1% the data field was blank. Overall, religion and belief information, including 'information refused', was returned to HESA for 49.7% of all staff working in higher education – an increase of 5.8 percentage points from 2015/16 (43.9%).

6.3, 6.6 Sexual orientation disclosure rates: Of the staff in institutions that returned sexual orientation information to HESA, 49.2% provided information, 12.3% refused to provide information, and for 38.5% the data field was blank. However, the proportion of all staff for whom sexual orientation data was known increased by 4.2 percentage points from 45.3% in 2015/16 to 49.5% in 2016/17.

6.7–6.10 Intersection between gender reassignment and staff age, disability status, BME/white identity and gender: The proportion of all staff for which gender reassignment data was unknown (blank) or refused was comparable across BME and white staff, and female and male staff. The proportion of all staff for whom data on gender reassignment was unknown increased across age groups, from 62.4% of staff aged 30 and under to 70.5% for staff aged 61 and over. There was also a small gap between

the proportion of unknown data for disabled and non-disabled staff (60.9% and 66.8%, respectively). The proportions of staff who refused to provide information on gender reassignment also increased across age groups (from 3.8% among staff aged 30 and under to 5.2% among staff aged 61 and over). The majority of staff indicating that their gender identity differed from that assigned at birth were non-disabled (92.6%) and white (83.7%).

6.11–6.14 Intersection between religion and belief and staff age, disability status, BME/white identity and gender: Information on religion and belief was unknown for 40.5% of staff aged 30 and under, but 57.8% of staff aged 61 and over. There were also differences for disabled and non-disabled staff (37.8% and 51.0%, respectively). Similar proportions of staff refused to provide information on religion and belief across each characteristic (ranging from 7.8% among BME staff to 10.2% among male staff). 30.0% of those aged 30 and under indicated that they had no religion compared with 11.0% of staff aged 61 and over. Only 8.8% of staff who indicated that they did not follow a religion or belief system were BME.

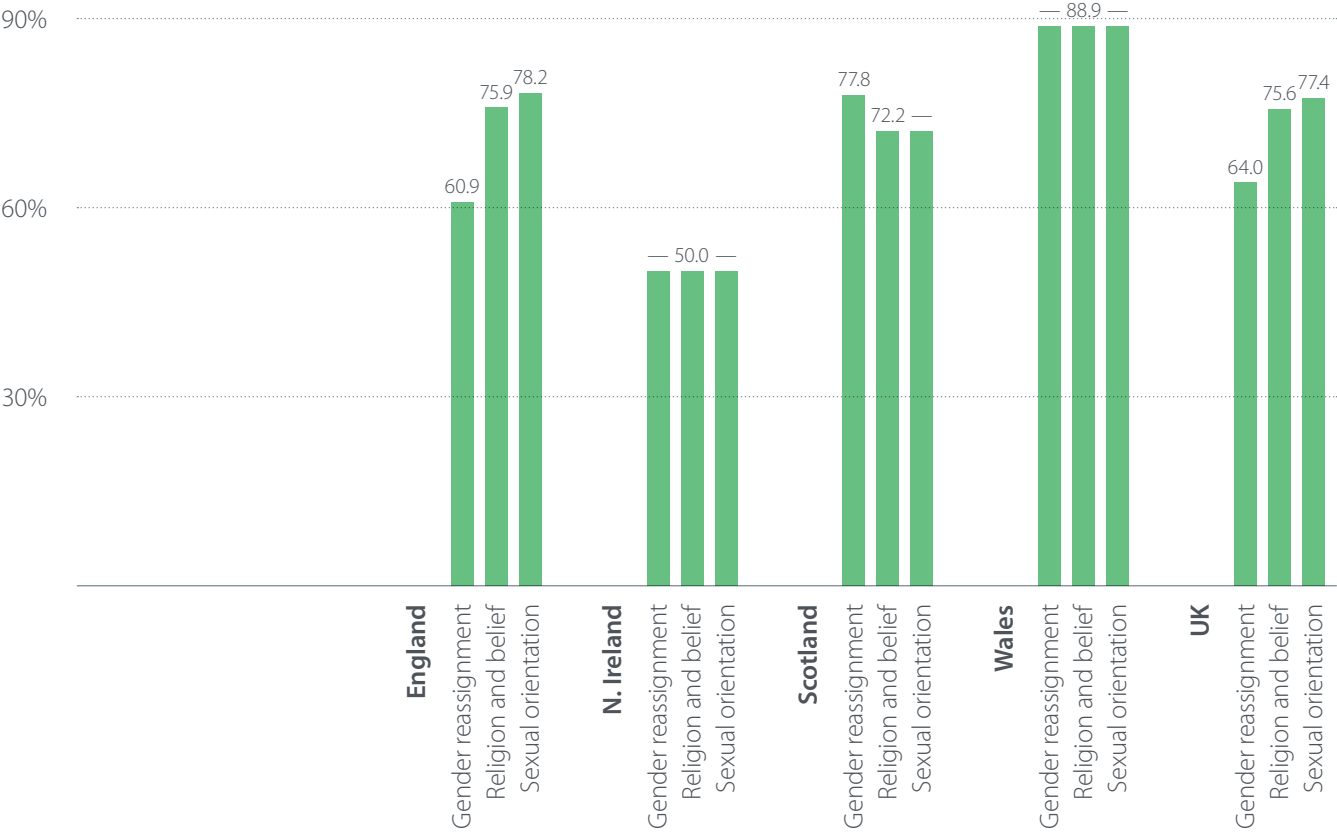
6.15–6.18 Intersection between sexual orientation and staff age, disability status, BME/white identity and gender: The proportion of staff with unknown information on sexual orientation was larger for staff aged 61 and over (58.8%) than for staff aged 30 and under (40.3%). Information on sexual orientation was unknown for a larger proportion of non-disabled staff (51.1%) than disabled staff (38.4%). In contrast, the proportions of staff for whom sexual orientation data were unknown were similar across BME/white identity and gender. Across each of the characteristics, approximately one in ten staff members refused to provide information on sexual orientation. The majority of staff indicating that they were bisexual, a gay man, or a gay woman/lesbian were non-disabled (87.3%) and white (90.3%).

6.1

Institutional returns for gender reassignment, religion and belief and sexual orientation information by country of institution

- ← Country of institution definition: see page 15
- ← Gender reassignment definition: see page 13
- ← Religion and belief definition: see page 14
- ← Sexual orientation definition: see page 14

	England		N. Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
Gender reassignment										
Returned data	81	60.9	2	50.0	14	77.8	8	88.9	105	64.0
Did not return data	52	39.1	2	50.0	4	22.2	1	11.1	59	36.0
All institutions	133	100.0	4	100.0	18	100.0	9	100.0	164	100.0
Religion and belief										
Returned data	101	75.9	2	50.0	13	72.2	8	88.9	124	75.6
Did not return data	32	24.1	2	50.0	5	27.8	1	11.1	40	24.4
All institutions	133	100.0	4	100.0	18	100.0	9	100.0	164	100.0
Sexual orientation										
Returned data	104	78.2	2	50.0	13	72.2	8	88.9	127	77.4
Did not return data	29	21.8	2	50.0	5	27.8	1	11.1	37	22.6
All institutions	133	100.0	4	100.0	18	100.0	9	100.0	164	100.0



6.2

Institutional return rates on gender reassignment, religion and belief and sexual orientation

↓% Within all HEIs, the percentage in each return rate band

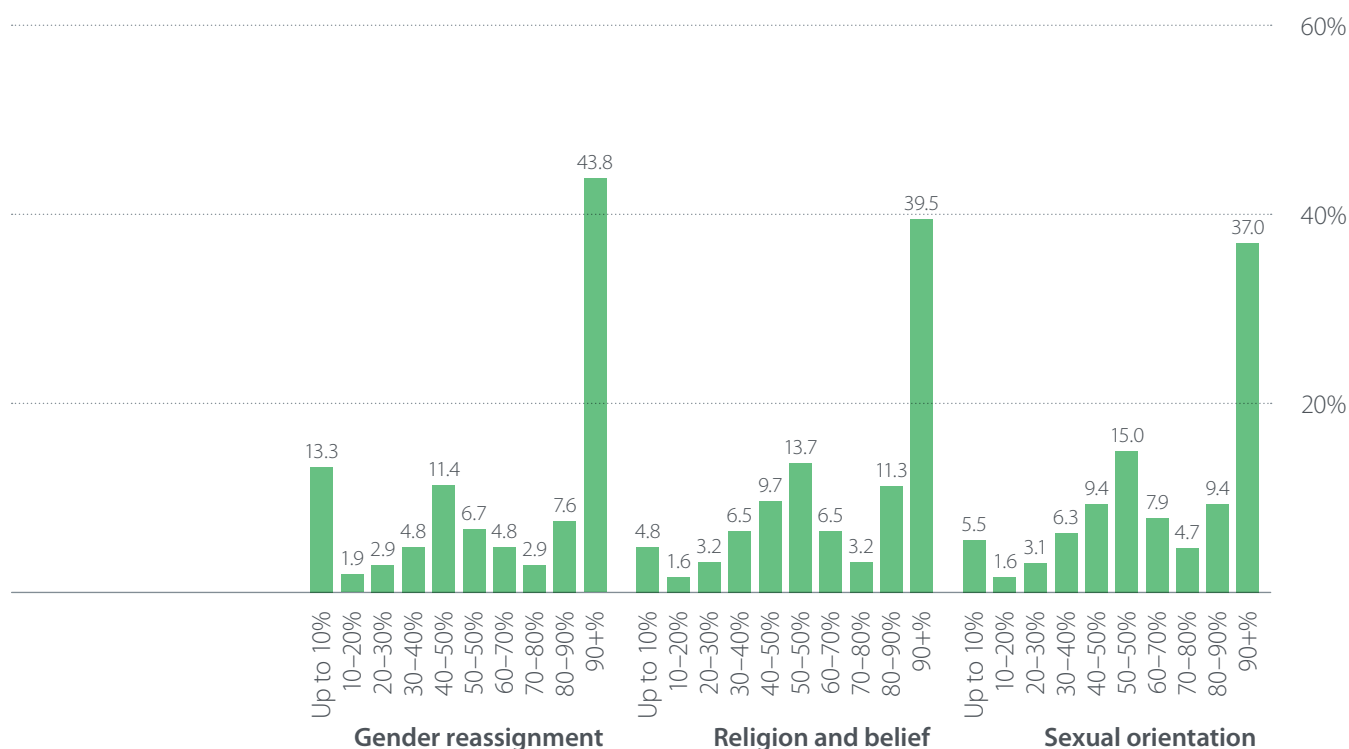
↓% Within all HEIs that returned data to HESA, the percentage in each return rate band

← Gender reassignment definition: see page 13

← Religion and belief definition: see page 14

← Sexual orientation definition: see page 14

	Gender reassignment			Religion and belief			Sexual orientation		
	No.	↓%	↓%	No.	↓%	↓%	No.	↓%	↓%
0% (no returns)	59	36.0	n/a	40	24.4	n/a	37	22.6	n/a
Up to 10%	14	8.5	13.3	6	3.7	4.8	7	4.3	5.5
10–20%	2	1.2	1.9	2	1.2	1.6	2	1.2	1.6
20–30%	3	1.8	2.9	4	2.4	3.2	4	2.4	3.1
30–40%	5	3.0	4.8	8	4.9	6.5	8	4.9	6.3
40–50%	12	7.3	11.4	12	7.3	9.7	12	7.3	9.4
50–60%	7	4.3	6.7	17	10.4	13.7	19	11.6	15.0
60–70%	5	3.0	4.8	8	4.9	6.5	10	6.1	7.9
70–80%	3	1.8	2.9	4	2.4	3.2	6	3.7	4.7
80–90%	8	4.9	7.6	14	8.5	11.3	12	7.3	9.4
90%+	46	28.0	43.8	49	29.9	39.5	47	28.7	37.0
All institutions	164	100.0	100.0	164	100.0	100.0	164	100.0	100.0



6.3

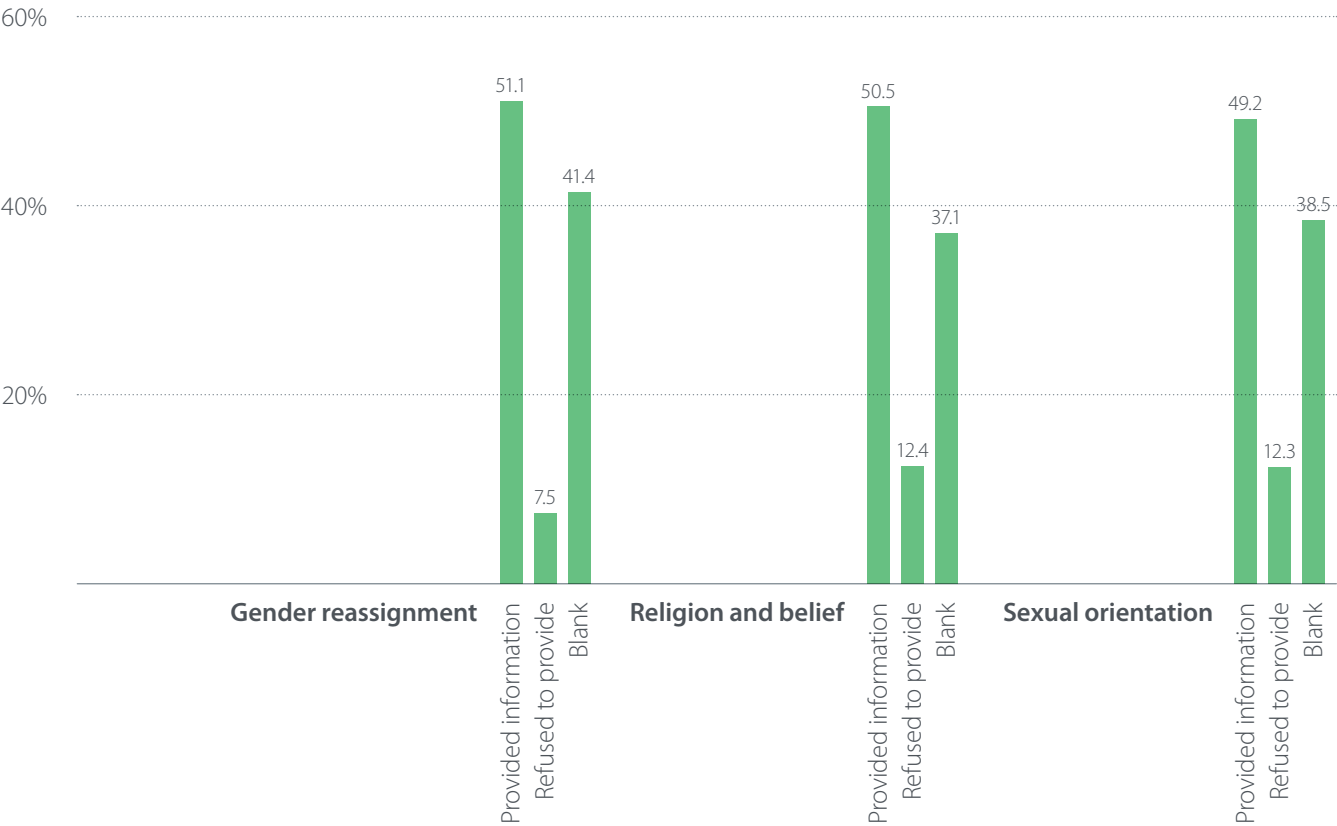
Disclosure rates of gender reassignment, religion and belief and sexual orientation in institutions returning data

← Gender reassignment definition: see page 13

← Religion and belief definition: see page 14

← Sexual orientation definition: see page 14

	Gender reassignment		Religion and belief		Sexual orientation	
	No.	↓ %	No.	↓ %	No.	↓ %
Provided information	122470	51.1	167270	50.5	166180	49.2
Refused to provide	17965	7.5	41150	12.4	41515	12.3
Blank	99200	41.4	122930	37.1	130240	38.5
Staff total	239635	100.0	331350	100.0	337935	100.0

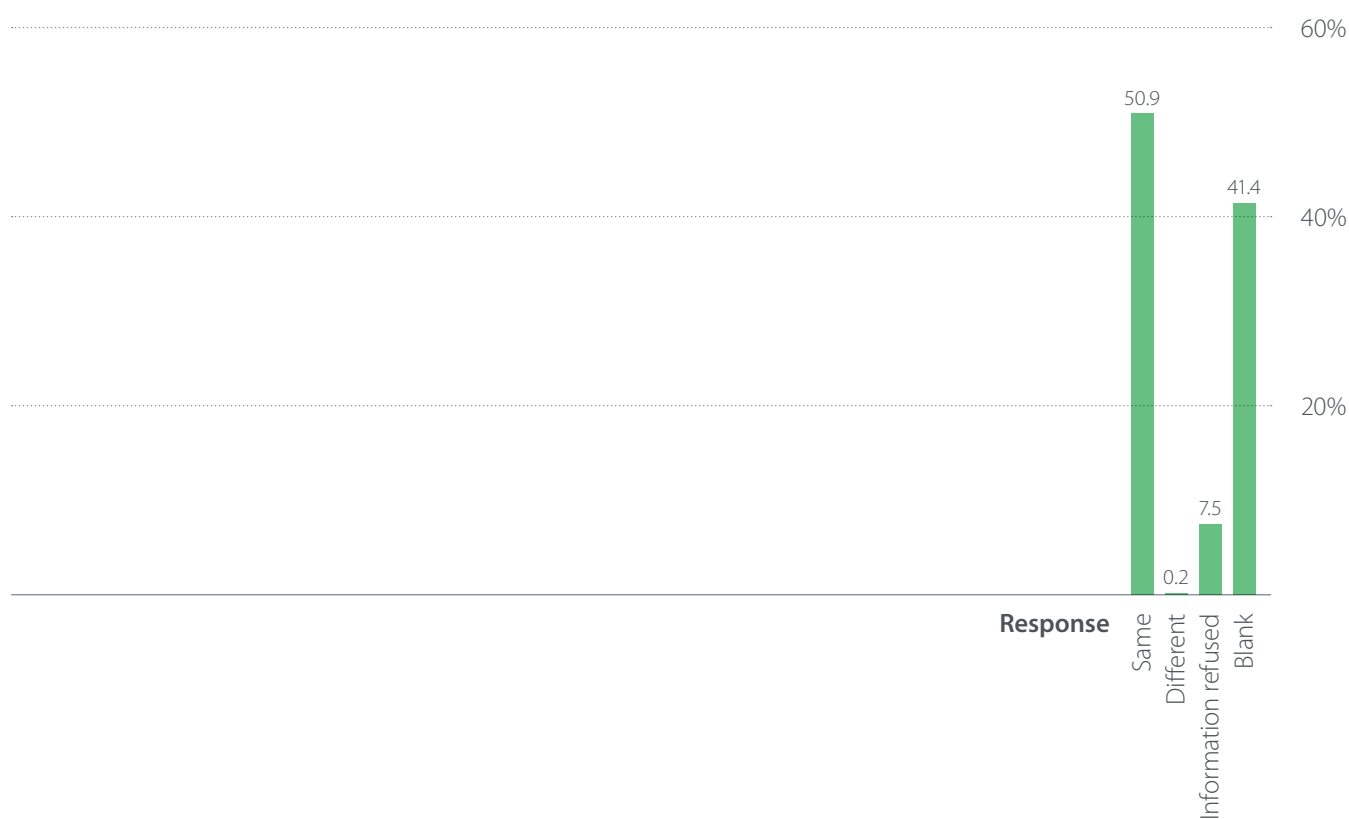


6.4

All staff/staff in institutions returning data by gender reassignment

← Gender reassignment definition: see page 13

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
Gender identity is the same as assigned at birth	121995	29.1	121995	50.9
Gender identity is different from that assigned at birth	470	0.1	470	0.2
Information refused	17965	4.3	17965	7.5
Blank	279275	66.5	99200	41.4
Total	419710	100.0	239635	100.0



6.5

All staff/staff in institutions returning data by religion and belief

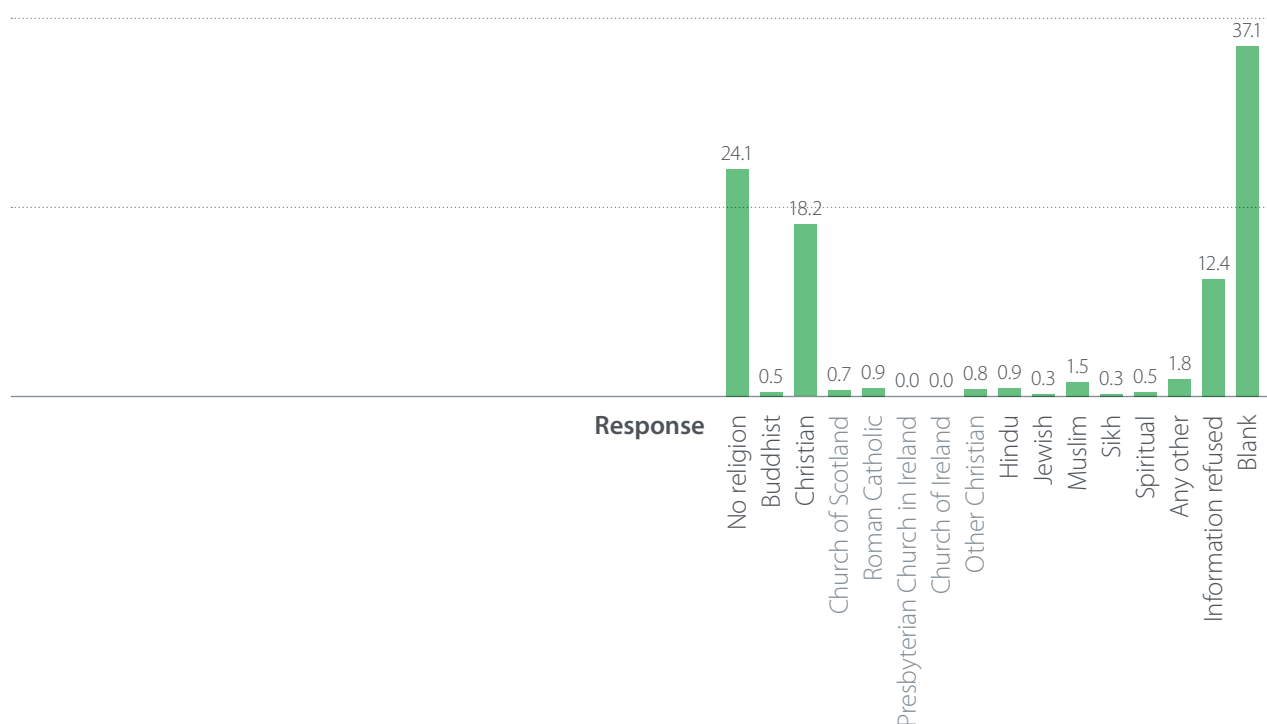
← Religion and belief definition: see page 14

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
No religion	79875	19.0	79875	24.1
Buddhist	1570	0.4	1570	0.5
Christian	60220	14.3	60220	18.2
Christian – Church of Scotland	2290	0.5	2290	0.7
Christian – Roman Catholic	2880	0.7	2880	0.9
Christian – Presbyterian Church in Ireland	25	0.0	25	0.0
Christian – Church of Ireland	20	0.0	20	0.0
Christian – Other denomination	2675	0.6	2675	0.8
Hindu	2925	0.7	2925	0.9
Jewish	1110	0.3	1110	0.3
Muslim	4955	1.2	4955	1.5
Sikh	985	0.2	985	0.3
Spiritual	1640	0.4	1640	0.5
Any other religion or belief	6105	1.5	6105	1.8
Information refused	41150	9.8	41150	12.4
Blank	211290	50.3	122930	37.1
Total	419710	100.0	331350	100.0

60%

40%

20%

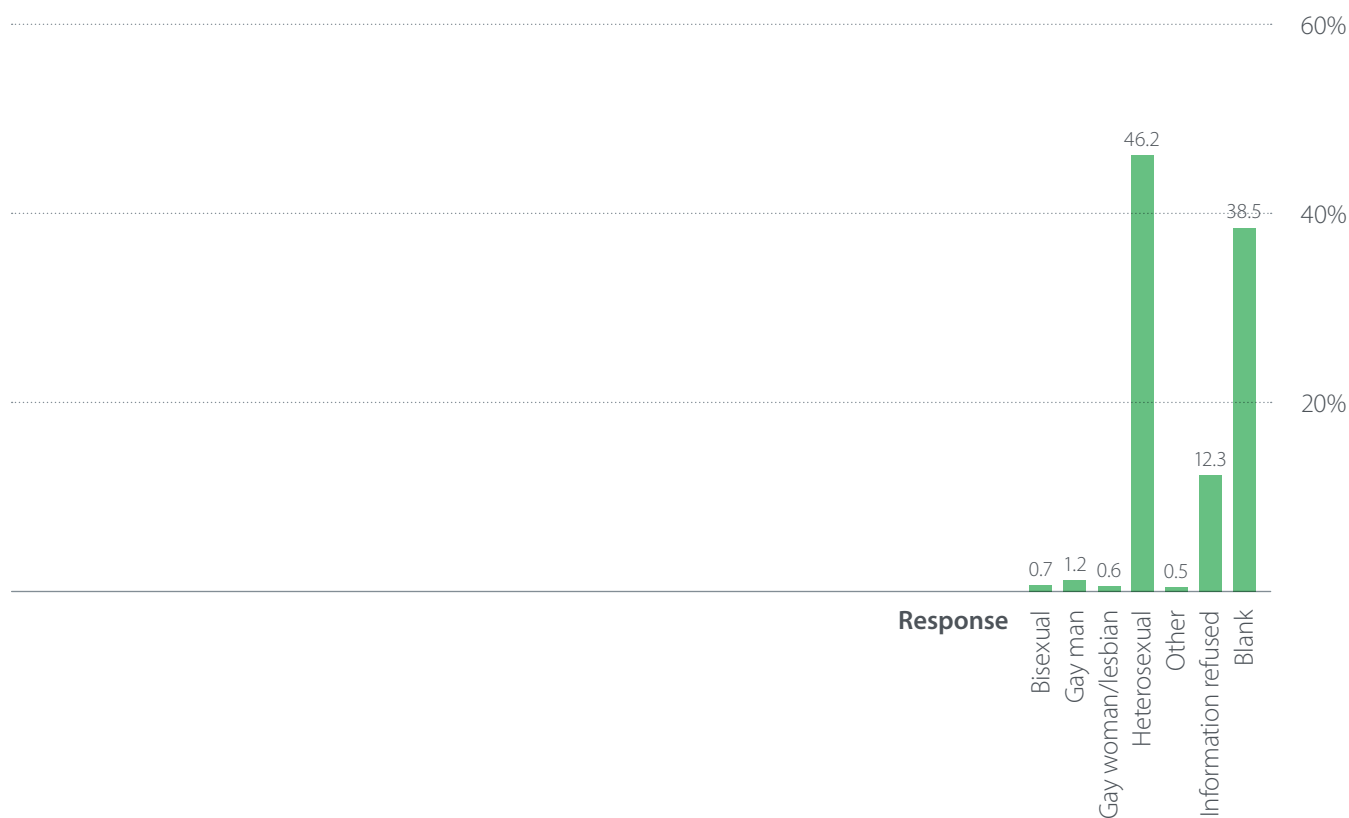


6.6

All staff/staff in institutions returning data by sexual orientation

← Sexual orientation definition: see page 14

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
Bisexual	2465	0.6	2465	0.7
Gay man	3905	0.9	3905	1.2
Gay woman/lesbian	2160	0.5	2160	0.6
Heterosexual	156115	37.2	156115	46.2
Other	1535	0.4	1535	0.5
Information refused	41515	9.9	41515	12.3
Blank	212015	50.5	130240	38.5
Total	419710	100.0	337935	100.0



6.7

All staff by gender reassignment and age

← Gender reassignment definition: see page 13

← Age definition: see page 12

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	23560	33.7	19.3	35420	29.9	29.0
DIF	Gender identity is different	125	0.2	26.5	155	0.1	32.8
REF	Information refused	2625	3.8	14.6	4825	4.1	26.8
BLA	Blank	43630	62.4	15.6	77895	65.8	27.9
All	All students	69940	100.0	16.7	118290	100.0	28.2

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	30060	28.2	24.6	25210	27.2	20.7
DIF	Gender identity is different	110	0.1	23.7	60	0.1	12.5
REF	Information refused	4750	4.5	26.5	4110	4.4	22.9
BLA	Blank	71790	67.3	25.7	63435	68.3	22.7
All	All students	106710	100.0	25.4	92815	100.0	22.1

		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	7745	24.2	6.4	121995	29.1	100.0
DIF	Gender identity is different	20	0.1	4.4	470	0.1	100.0
REF	Information refused	1655	5.2	9.2	17965	4.3	100.0
BLA	Blank	22530	70.5	8.1	279275	66.5	100.0
All	All students	31950	100.0	7.6	419710	100.0	100.0

6.8

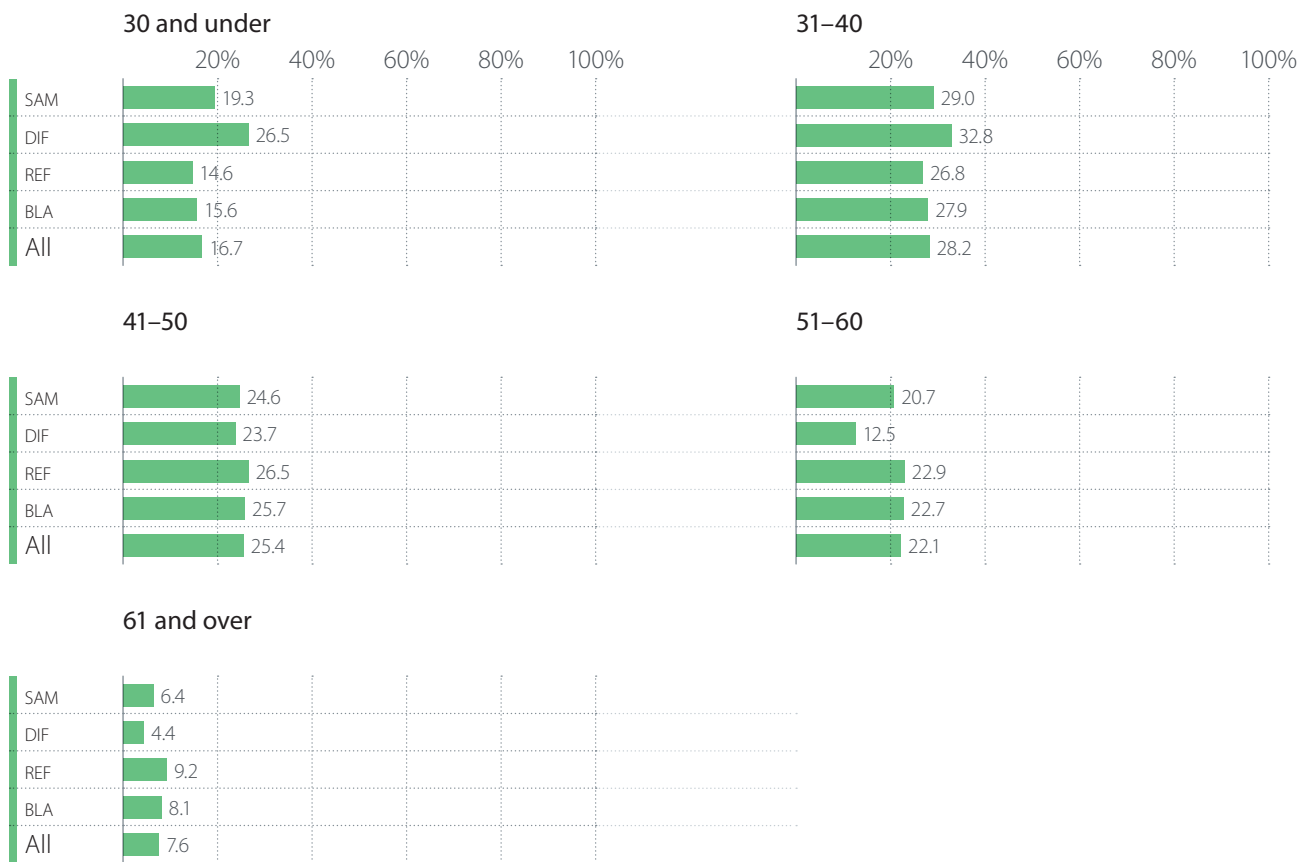
All staff by gender reassignment and disability status

← Gender reassignment definition: see page 13

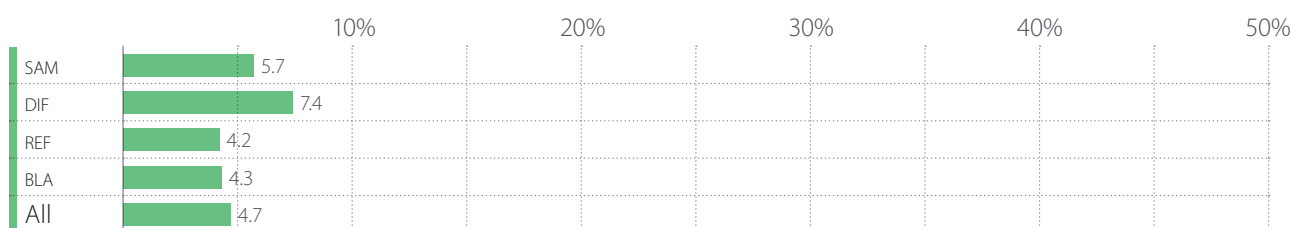
← Disability definition: see page 12

		Non-disabled			Disabled			All students	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	115045	28.8	94.3	6955	35.1	5.7	121995	29.1
DIF	Gender identity is different	435	0.1	92.6	35	0.2	7.4	470	0.1
REF	Information refused	17210	4.3	95.8	755	3.8	4.2	17965	4.3
BLA	Blank	267220	66.8	95.7	12060	60.9	4.3	279275	66.5
All	All students	399910	100.0	95.3	19800	100.0	4.7	419710	100.0

Proportions of staff in gender reassignment categories across age groups



Proportions of staff in gender reassignment categories who disclosed as disabled



6.9

All staff by gender reassignment and BME/white identity

← Gender reassignment definition: see page 13

← Ethnicity definition: see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	103085	30.3	86.7	15875	30.8	13.3	118960	30.3
DIF	Gender identity is different	390	0.1	83.7	75	0.1	16.3	465	0.1
REF	Information refused	14220	4.2	87.4	2040	4.0	12.6	16260	4.1
BLA	Blank	223075	65.5	86.9	33530	65.1	13.1	256605	65.4
All	All staff	340765	100.0	86.9	51525	100.0	13.1	392290	100.0

6.10

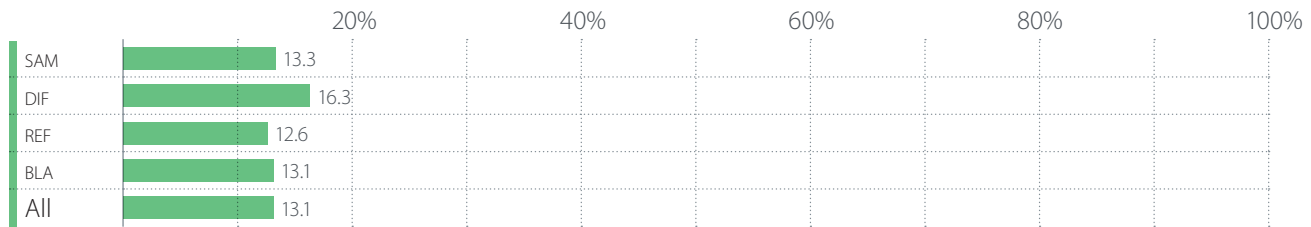
All staff by gender reassignment and gender

← Gender reassignment definition: see page 13

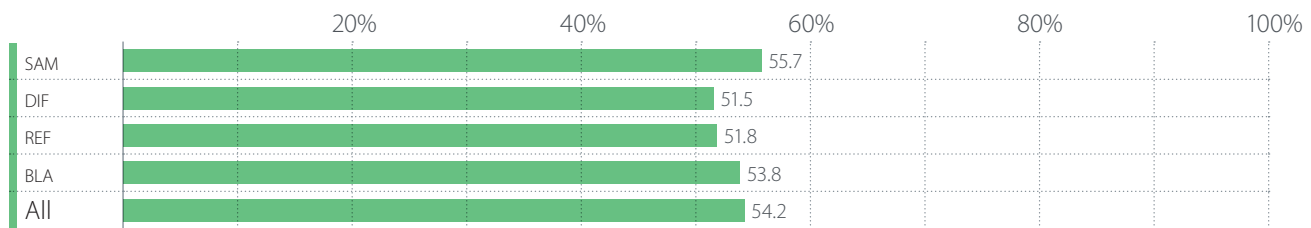
← Gender definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	67955	29.8	55.7	54040	28.1	44.3	121995	29.1
DIF	Gender identity is different	245	0.1	51.5	230	0.1	48.5	470	0.1
REF	Information refused	9310	4.1	51.8	8655	4.5	48.2	17965	4.3
BLA	Blank	150165	66.0	53.8	129110	67.2	46.2	279275	66.5
All	All staff	227670	100.0	54.2	192040	100	45.8	419710	100.0

Proportions of staff in gender reassignment categories who were BME



Proportions of staff in gender reassignment categories who were female



6.11

All staff by religion and belief and age

← Religion and belief definition: see page 14

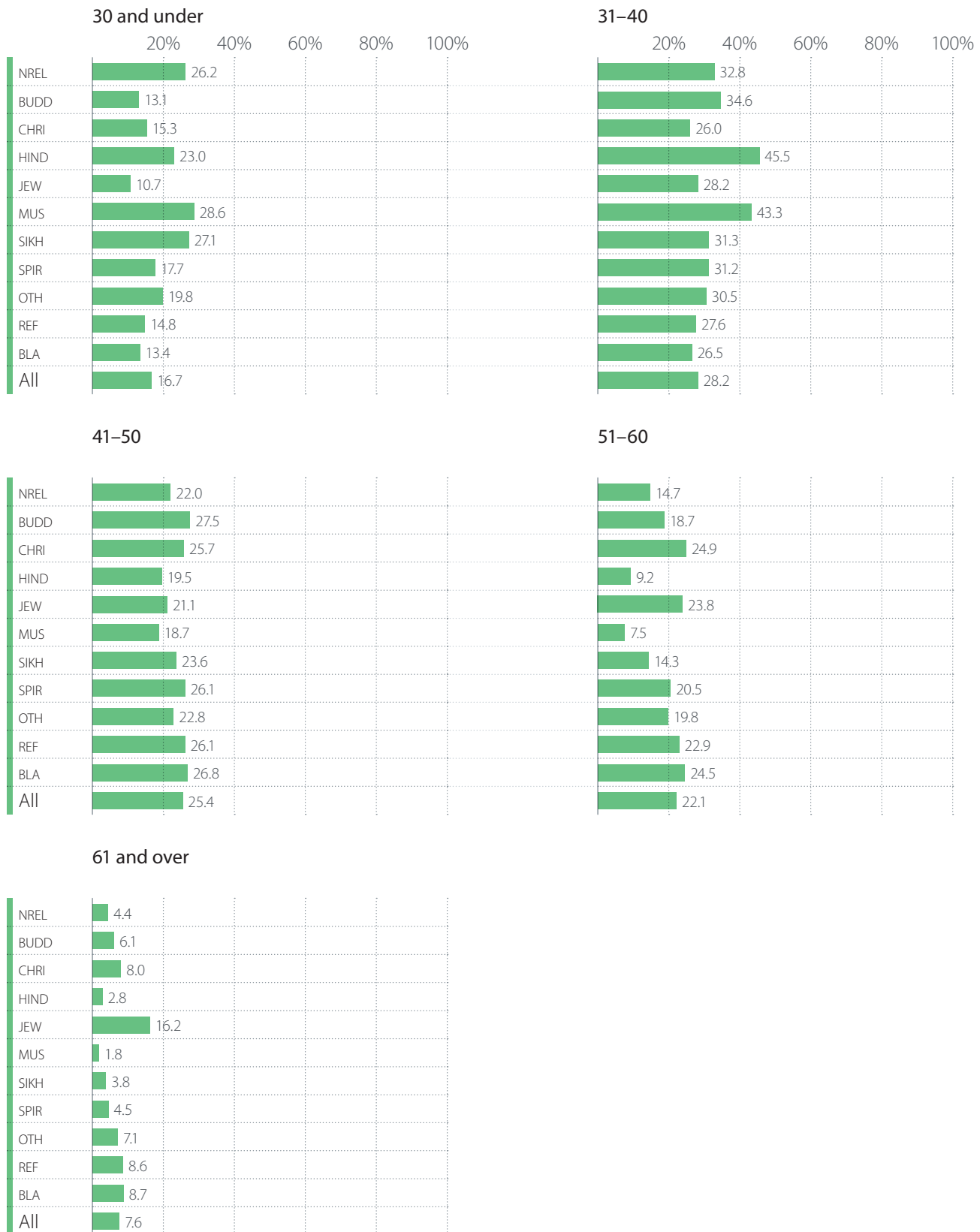
← Age definition: see page 12

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	20950	30.0	26.2	26180	22.1	32.8
BUDD	Buddhist	205	0.3	13.1	545	0.5	34.6
CHRI	Christian	10410	14.9	15.3	17705	15.0	26.0
HIND	Hindu	670	1.0	23.0	1330	1.1	45.5
JEW	Jewish	120	0.2	10.7	310	0.3	28.2
MUS	Muslim	1420	2.0	28.6	2150	1.8	43.3
SIKH	Sikh	265	0.4	27.1	310	0.3	31.3
SPIR	Spiritual	290	0.4	17.7	510	0.4	31.2
OTH	Any other religion or belief	1210	1.7	19.8	1865	1.6	30.5
REF	Information refused	6100	8.7	14.8	11365	9.6	27.6
BLA	Blank	28295	40.5	13.4	56020	47.4	26.5
All	All staff	69940	100.0	16.7	118290	100.0	28.2

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	17540	16.4	22.0	11705	12.6	14.7
BUDD	Buddhist	430	0.4	27.5	295	0.3	18.7
CHRI	Christian	17530	16.4	25.7	16985	18.3	24.9
HIND	Hindu	570	0.5	19.5	270	0.3	9.2
JEW	Jewish	235	0.2	21.1	265	0.3	23.8
MUS	Muslim	930	0.9	18.7	370	0.4	7.5
SIKH	Sikh	230	0.2	23.6	140	0.2	14.3
SPIR	Spiritual	425	0.4	26.1	335	0.4	20.5
OTH	Any other religion or belief	1390	1.3	22.8	1210	1.3	19.8
REF	Information refused	10740	10.1	26.1	9415	10.1	22.9
BLA	Blank	56680	53.1	26.8	51830	55.8	24.5
All	All staff	106710	100.0	25.4	92815	100.0	22.1

		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	3500	11.0	4.4	79875	19.0	100.0
BUDD	Buddhist	95	0.3	6.1	1570	0.4	100.0
CHRI	Christian	5475	17.1	8.0	68105	16.2	100.0
HIND	Hindu	85	0.3	2.8	2925	0.7	100.0
JEW	Jewish	180	0.6	16.2	1110	0.3	100.0
MUS	Muslim	90	0.3	1.8	4955	1.2	100.0
SIKH	Sikh	35	0.1	3.8	985	0.2	100.0
SPIR	Spiritual	75	0.2	4.5	1640	0.4	100.0
OTH	Any other religion or belief	430	1.3	7.1	6105	1.5	100.0
REF	Information refused	3530	11.1	8.6	41150	9.8	100.0
BLA	Blank	18455	57.8	8.7	211290	50.3	100.0
All	All staff	31950	100.0	7.6	419710	100.0	100.0

Proportions of staff in religion and belief categories across age groups



6.12

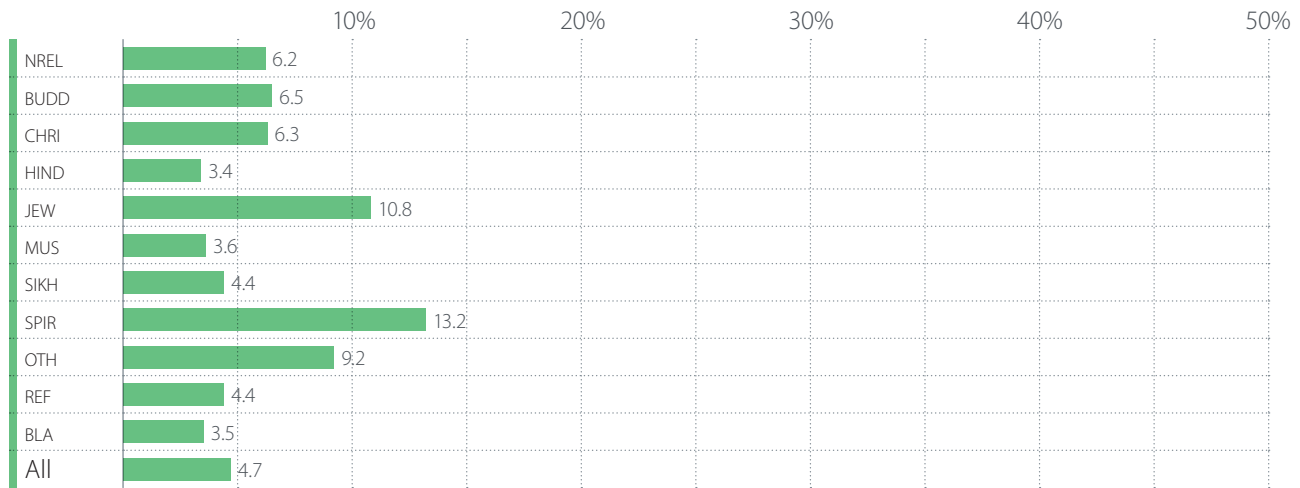
All staff by religion and belief and disability status

← Religion and belief definition: see page 14

← Disability definition: see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	74950	18.7	93.8	4920	24.9	6.2	79875	19.0
BUDD	Buddhist	1470	0.4	93.5	100	0.5	6.5	1570	0.4
CHRI	Christian	63845	16.0	93.7	4260	21.5	6.3	68105	16.2
HIND	Hindu	2825	0.7	96.6	100	0.5	3.4	2925	0.7
JEW	Jewish	990	0.2	89.2	120	0.6	10.8	1110	0.3
MUS	Muslim	4775	1.2	96.4	180	0.9	3.6	4955	1.2
SIKH	Sikh	940	0.2	95.6	45	0.2	4.4	985	0.2
SPIR	Spiritual	1425	0.4	86.8	215	1.1	13.2	1640	0.4
OTH	Any other religion or belief	5545	1.4	90.8	560	2.8	9.2	6105	1.5
REF	Information refused	39340	9.8	95.6	1805	9.1	4.4	41150	9.8
BLA	Blank	203795	51.0	96.5	7490	37.8	3.5	211290	50.3
All	All staff	399910	100.0	95.3	19800	100.0	4.7	419710	100.0

Proportions of staff in religion and belief categories who disclosed as disabled



6.13

All staff by religion and belief and BME/white identity

← Religion and belief definition: see page 14

← Ethnicity definition: see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	71825	21.1	91.2	6955	13.5	8.8	78780	20.1
BUDD	Buddhist	735	0.2	47.6	810	1.6	52.4	1545	0.4
CHRI	Christian	61290	18.0	90.8	6205	12.0	9.2	67500	17.2
HIND	Hindu	45	0.0	1.5	2865	5.6	98.5	2905	0.7
JEW	Jewish	990	0.3	91.2	95	0.2	8.8	1085	0.3
MUS	Muslim	495	0.1	10.2	4345	8.4	89.8	4840	1.2
SIKH	Sikh	10	0.0	0.9	965	1.9	99.1	975	0.2
SPIR	Spiritual	1340	0.4	82.7	280	0.5	17.3	1620	0.4
OTH	Any other religion or belief	5175	1.5	87.2	765	1.5	12.8	5940	1.5
REF	Information refused	30205	8.9	88.2	4030	7.8	11.8	34235	8.7
BLA	Blank	168655	49.5	87.4	24210	47.0	12.6	192865	49.2
All	All staff	340765	100.0	86.9	51525	100.0	13.1	392290	100.0

6.14

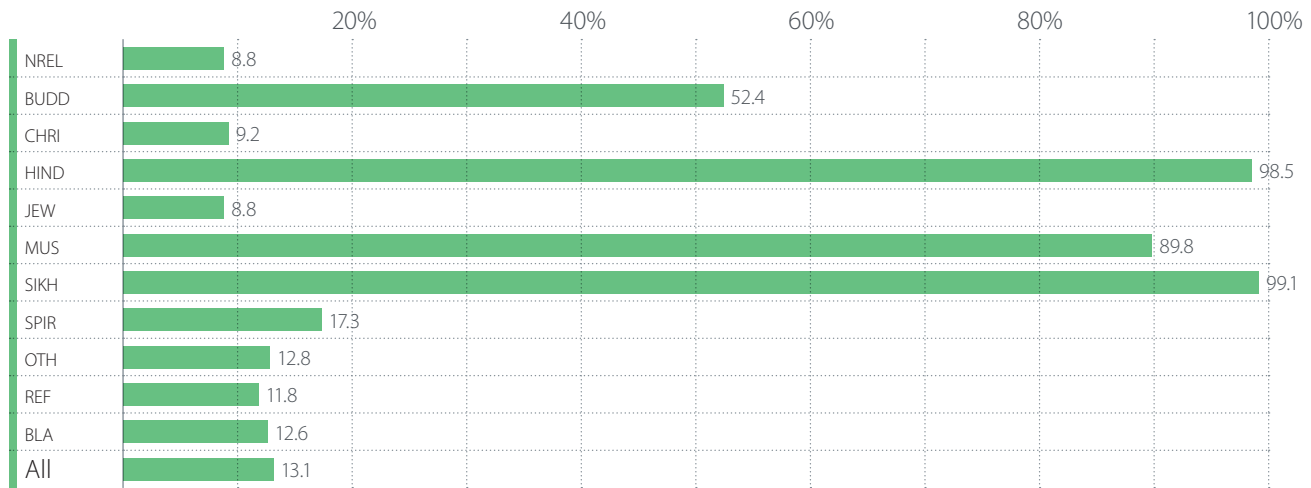
All staff by religion and belief and gender

← Religion and belief definition: see page 14

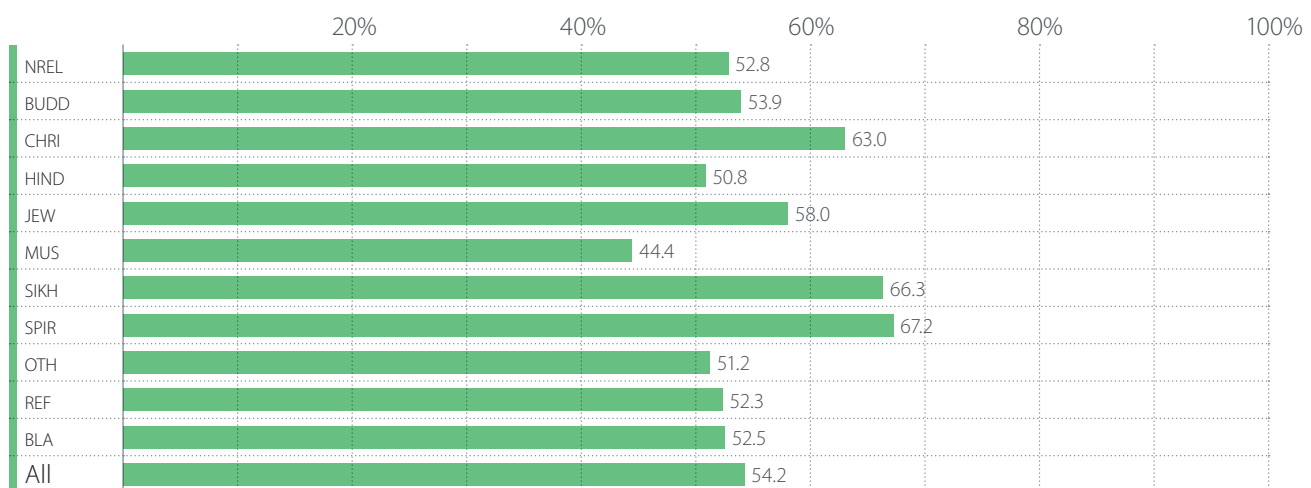
← Gender definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	42185	18.5	52.8	37685	19.6	47.2	79875	19.0
BUDD	Buddhist	845	0.4	53.9	725	0.4	46.1	1570	0.4
CHRI	Christian	42935	18.9	63.0	25170	13.1	37.0	68105	16.2
HIND	Hindu	1485	0.7	50.8	1440	0.7	49.2	2925	0.7
JEW	Jewish	645	0.3	58.0	465	0.2	42.0	1110	0.3
MUS	Muslim	2200	1.0	44.4	2755	1.4	55.6	4955	1.2
SIKH	Sikh	655	0.3	66.3	330	0.2	33.7	985	0.2
SPIR	Spiritual	1100	0.5	67.2	540	0.3	32.8	1640	0.4
OTH	Any other religion or belief	3125	1.4	51.2	2980	1.6	48.8	6105	1.5
REF	Information refused	21525	9.5	52.3	19625	10.2	47.7	41150	9.8
BLA	Blank	110965	48.7	52.5	100320	52.2	47.5	211290	50.3
All	All staff	227670	100.0	54.2	192040	100.0	45.8	419710	100.0

Proportions of staff in religion and belief categories who were BME



Proportions of staff in religion and belief categories who were female



6.15

All staff by sexual orientation and age

← Sexual orientation definition: see page 14

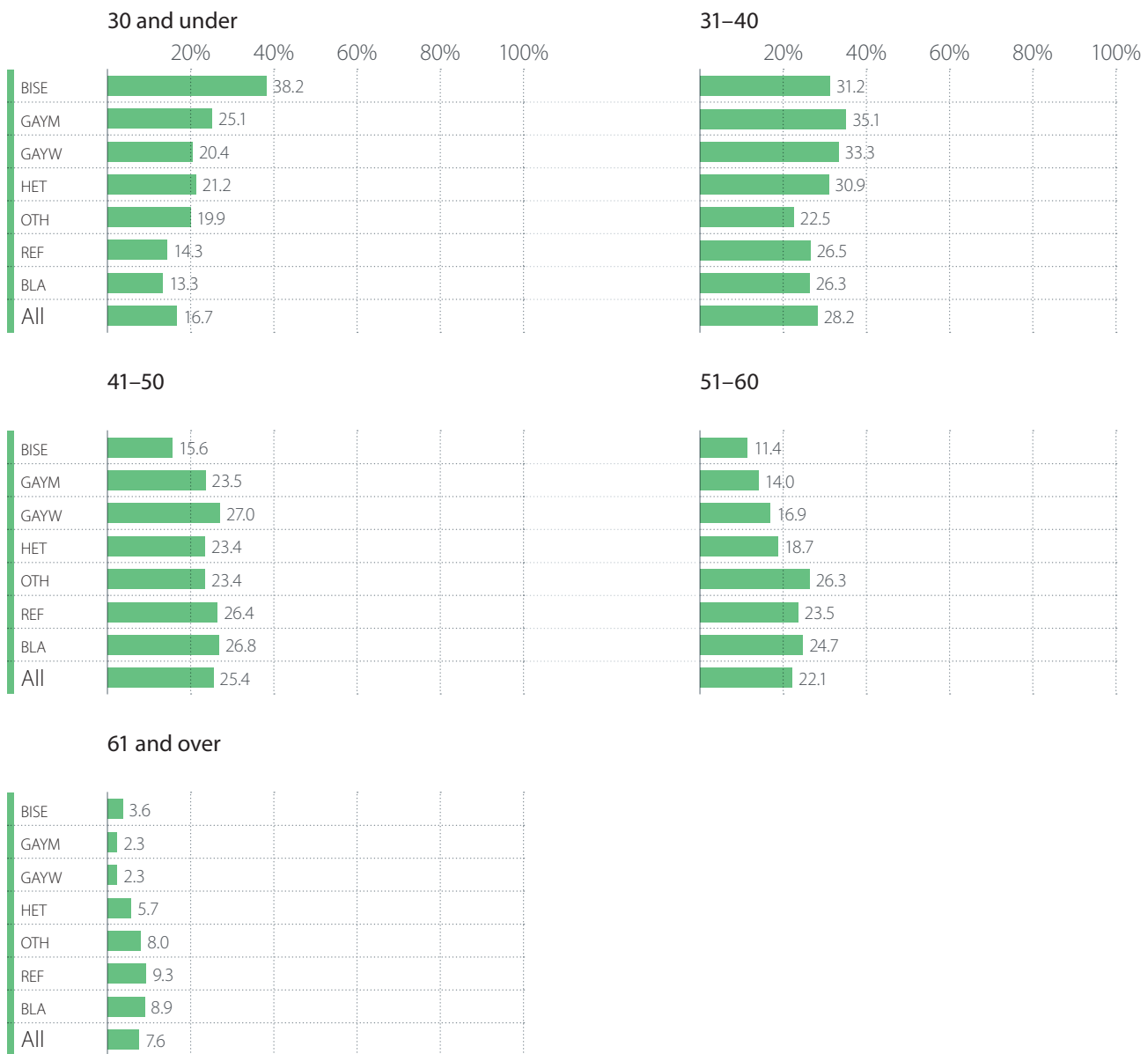
← Age definition: see page 12

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	940	1.3	38.2	770	0.7	31.2
GAYM	Gay man	980	1.4	25.1	1370	1.2	35.1
GAYW	Gay woman/lesbian	440	0.6	20.4	720	0.6	33.3
HET	Heterosexual	33150	47.4	21.2	48245	40.8	30.9
OTH	Other	305	0.4	19.9	345	0.3	22.5
REF	Information refused	5950	8.5	14.3	10980	9.3	26.5
BLA	Blank	28170	40.3	13.3	55860	47.2	26.3
All	All staff	69940	100.0	16.7	118290	100.0	28.2

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	385	0.4	15.6	280	0.3	11.4
GAYM	Gay man	920	0.9	23.5	545	0.6	14.0
GAYW	Gay woman/lesbian	585	0.5	27.0	365	0.4	16.9
HET	Heterosexual	36570	34.3	23.4	29195	31.5	18.7
OTH	Other	360	0.3	23.4	405	0.4	26.3
REF	Information refused	10970	10.3	26.4	9740	10.5	23.5
BLA	Blank	56925	53.3	26.8	52285	56.3	24.7
All	All staff	106710	100.0	25.4	92815	100.0	22.1

		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	90	0.3	3.6	2465	0.6	100.0
GAYM	Gay man	90	0.3	2.3	3905	0.9	100.0
GAYW	Gay woman/lesbian	50	0.2	2.3	2160	0.5	100.0
HET	Heterosexual	8955	28.0	5.7	156115	37.2	100.0
OTH	Other	120	0.4	8.0	1535	0.4	100.0
REF	Information refused	3870	12.1	9.3	41515	9.9	100.0
BLA	Blank	18780	58.8	8.9	212015	50.5	100.0
All	All staff	31950	100.0	7.6	419710	100.0	100.0

Proportions of staff in sexual orientation categories across age groups



6.16

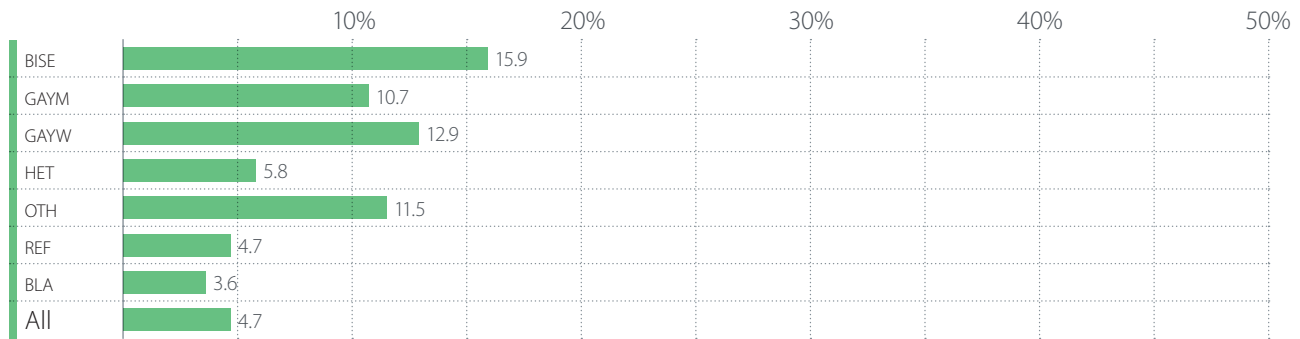
All staff by sexual orientation and disability status

← Sexual orientation definition: see page 14

← Disability definition: see page 12

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	2075	0.5	84.1	390	2.0	15.9	2465	0.6
GAYM	Gay man	3490	0.9	89.3	415	2.1	10.7	3905	0.9
GAYW	Gay woman/lesbian	1880	0.5	87.1	280	1.4	12.9	2160	0.5
HET	Heterosexual	147120	36.8	94.2	8995	45.4	5.8	156115	37.2
OTH	Other	1355	0.3	88.5	175	0.9	11.5	1535	0.4
REF	Information refused	39570	9.9	95.3	1945	9.8	4.7	41515	9.9
BLA	Blank	204420	51.1	96.4	7595	38.4	3.6	212015	50.5
All	All staff	399910	100.0	95.3	19800	100.0	4.7	419710	100.0

Proportions of staff in sexual orientation categories who disclosed as disabled



6.17

All staff by sexual orientation and BME/white identity

← Sexual orientation definition: see page 14

← Ethnicity definition: see page 12

		White			BME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	2035	0.6	83.4	405	0.8	16.6	2440	0.6
GAYM	Gay man	3570	1.0	92.7	285	0.5	7.3	3855	1.0
GAYW	Gay woman/lesbian	2010	0.6	94.0	130	0.3	6.0	2140	0.5
HET	Heterosexual	133075	39.1	86.1	21415	41.6	13.9	154490	39.4
OTH	Other	1270	0.4	84.8	230	0.4	15.2	1500	0.4
REF	Information refused	30255	8.9	87.7	4240	8.2	12.3	34495	8.8
BLA	Blank	168545	49.5	87.2	24825	48.2	12.8	193370	49.3
All	All staff	340765	100.0	86.9	51525	100.0	13.1	392290	100.0

6.18

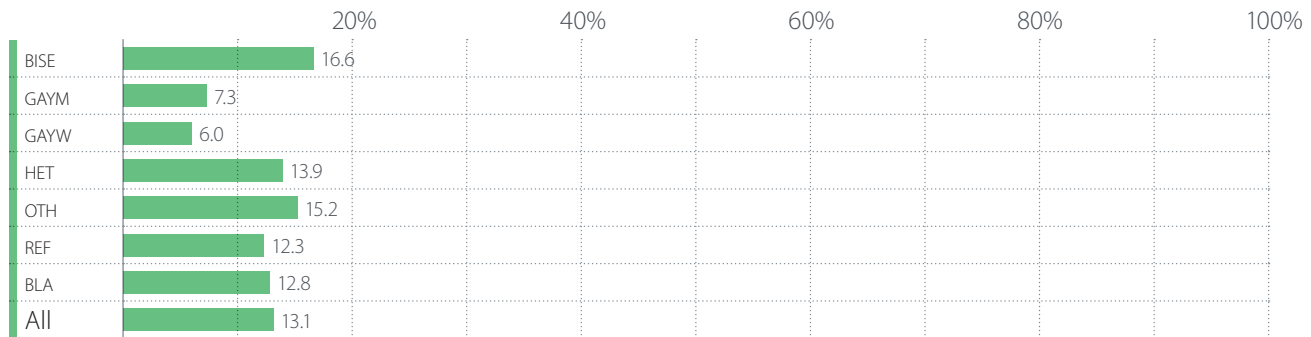
All staff by sexual orientation and gender

← Sexual orientation definition: see page 14

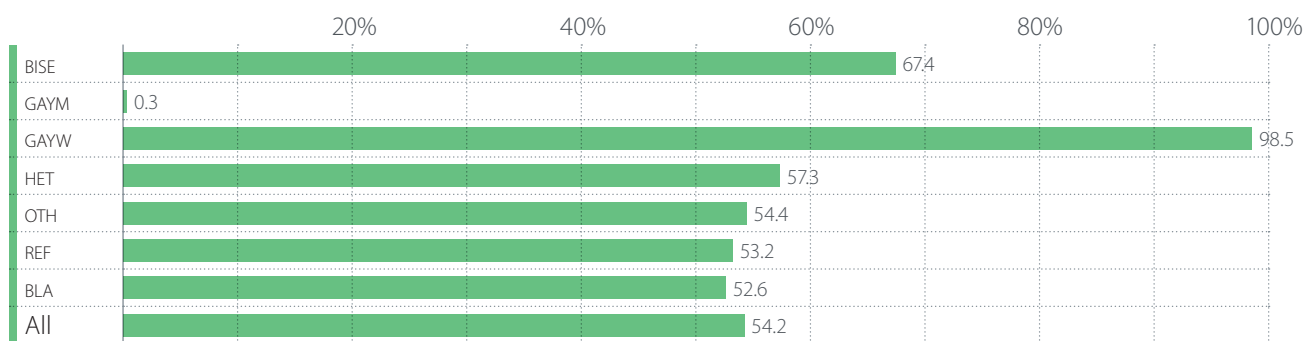
← Gender definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	1660	0.7	67.4	805	0.4	32.6	2465	0.6
GAYM	Gay man	10	0.0	0.3	3890	2.0	99.7	3905	0.9
GAYW	Gay woman/lesbian	2130	0.9	98.5	30	0.0	1.5	2160	0.5
HET	Heterosexual	89410	39.3	57.3	66705	34.7	42.7	156115	37.2
OTH	Other	835	0.4	54.4	700	0.4	45.6	1535	0.4
REF	Information refused	22085	9.7	53.2	19425	10.1	46.8	41515	9.9
BLA	Blank	111540	49.0	52.6	100480	52.3	47.4	212015	50.5
All	All staff	227670	100.0	54.2	192040	100.0	45.8	419710	100.0

Proportions of staff in sexual orientation categories who were BME



Proportions of staff in sexual orientation categories who were female



Index

Overview

- 25** 0.1 Staff by country of institution
- 26** 0.2 Profile of staff over time by activity
- 28** 0.3 Staff by mode and activity
- 29** 0.4 Staff by contract type and activity
- 30** 0.5 Staff by mode, contract type and activity
- 31** 0.6 Staff by activity and nationality
- 32** 0.7 Staff by activity and contract level
- 34** 0.8 Staff by activity, occupational group and mode
- 34** 0.9 Academic staff by research/teaching contract type
- 36** 0.10 SET academic staff by subject area
- 38** 0.11 Non-SET academic staff by subject area
- 40** 0.12 Academic staff by SET category, mode and professorial category
- 40** 0.13 Academic staff by SET category, mode and senior management category
- 42** 0.14 Staff by activity, mode and salary range
- 42** 0.15 Academic staff by academic pay spine range
- 44** 0.16 UK/non-UK academic staff by leaving status
- 44** 0.17 UK/non-UK academic staff leavers by known leaving destination

Age

- 49** 1.1 Staff by country of institution and age group
- 50** 1.2 Staff by activity, mode and age group
- 52** 1.3 Staff by activity, contract type and age group
- 54** 1.4 Staff by occupational group and age group
- 56** 1.5 Academic staff by occupational group and age group
- 58** 1.6 Professional and support staff by occupational group and age group
- 60** 1.7 Academic staff by research/teaching contract type and age group
- 62** 1.8 SET academic staff by subject area and age group
- 64** 1.9 Non-SET academic staff by subject area and age group

- 66** 1.10 Academic staff by professorial category, mode and age group
- 68** 1.11 Academic staff by professorial and SET categories, mode and age group
- 70** 1.12 Academic staff by senior management category, mode and age group
- 72** 1.13 Academic staff by senior management and SET categories, mode and age group
- 74** 1.14 UK/non-UK academic staff by leaving status and age group
- 76** 1.15 UK academic staff leavers by known leaving destination and age group
- 80** 1.16 Non-UK academic staff leavers by known leaving destination and age group

Disability

- 87** 2.1 Staff by country of institution and disability status
- 88** 2.2 Staff by activity and impairment type
- 90** 2.3 Profile of staff over time by activity and disability status
- 92** 2.4 Staff by activity, mode and disability status
- 93** 2.5 Staff by activity, contract type and disability status
- 94** 2.6 Academic staff by mode, contract type and disability status
- 95** 2.7 Professional and support staff by mode, contract type and disability status
- 96** 2.8 Staff by contract level and disability status
- 98** 2.9 Staff by activity, contract level and disability status
- 100** 2.10 Staff by activity, occupational group and disability status
- 102** 2.11 Full-time and part-time staff by activity, occupational group and disability status
- 104** 2.12 Academic staff by research/teaching contract type and disability status

- 105** 2.13 Academic staff by SET category and disability status
- 106** 2.14 SET academic staff by subject area and disability status
- 108** 2.15 Non-SET academic staff by subject area and disability status
- 110** 2.16 Academic staff by professorial and SET categories, mode and disability status
- 112** 2.17 Academic staff by senior management and SET categories, mode and disability status
- 114** 2.18 Staff by activity, mode, salary range and disability status
- 116** 2.19 Academic staff by academic pay spine range and disability status
- 118** 2.20 Median/mean salary and pay gap for staff by country of institution, activity and disability status
- 120** 2.21 Median/mean salary and pay gap for staff by occupational group and disability status
- 122** 2.22 Median/mean salary and pay gap for staff by professorial category, country of institution and disability status
- 124** 2.23 UK/non-UK academic staff by leaving status and disability status
- 126** 2.24 UK academic staff leavers by known leaving destination and disability status
- 128** 2.25 Non-UK academic staff leavers by known leaving destination and disability status
- 140** 3.6 UK/non-UK academic staff by mode, contract type and BME/white identity
- 141** 3.7 UK/non-UK professional and support staff by mode, contract type and BME/white identity
- 142** 3.8 UK/non-UK staff by contract level and BME/white identity
- 144** 3.9 UK staff by activity, contract level and BME/white identity
- 146** 3.10 Non-UK staff by activity, contract level and BME/white identity
- 148** 3.11 UK/non-UK staff by activity, occupational group and BME/white identity
- 150** 3.12 Full-time and part-time UK staff by activity, occupational group and BME/white identity
- 152** 3.13 Full-time and part-time non-UK staff by activity, occupational group and BME/white identity
- 154** 3.14 UK/non-UK academic staff by research/teaching contract type and BME/white identity
- 155** 3.15 UK academic staff by SET category and ethnic group
- 156** 3.16 UK SET academic staff by subject area and BME/white identity
- 158** 3.17 UK non-SET academic staff by subject area and BME/white identity
- 160** 3.18 Non-UK SET academic staff by subject area and BME/white identity
- 162** 3.19 Non-UK non-SET academic staff by subject area and BME/white identity
- 164** 3.20 Academic staff by professorial category and ethnic group
- 166** 3.21 UK academic staff by professorial and SET categories, mode and BME/white identity
- 168** 3.22 Non-UK academic staff by professorial and SET categories, mode and BME/white identity
- 170** 3.23 Academic staff by senior management category and ethnic group
- 172** 3.24 UK academic staff by senior management and SET categories, mode and BME/white identity

Ethnicity

- 133** 3.1 UK/non-UK staff by country of institution and ethnic group
- 134** 3.2 BME UK/non-UK staff by ethnic group
- 136** 3.3 Profile of UK/non-UK staff over time by activity and BME/white identity
- 138** 3.4 UK/non-UK staff by activity, mode and BME/white identity
- 139** 3.5 UK/non-UK staff by activity, contract type and BME/white identity

- 174** 3.25 Non-UK academic staff by senior management and SET categories, mode and BME/white identity
- 176** 3.26 UK/non-UK academic staff by mode, salary range and BME/white identity
- 178** 3.27 UK/non-UK professional and support staff by mode, salary range and BME/white identity
- 180** 3.28 UK/non-UK academic staff by academic pay spine range and BME/white identity
- 182** 3.29 Median salaries of UK/non-UK staff by activity and ethnic group
- 184** 3.30 Median/mean salary and pay gap for UK staff by country of institution, activity and BME/white identity
- 186** 3.31 Median/mean salary and pay gap for non-UK staff by country of institution, activity and BME/white identity
- 188** 3.32 Median/mean salary and pay gap for UK/non-UK staff by activity, occupational group and BME/white identity
- 190** 3.33 Median/mean salary and pay gap for UK/non-UK staff by professorial category, country of institution and BME/white identity
- 192** 3.34 UK/non-UK academic staff by leaving status and BME/white identity
- 194** 3.35 UK academic staff leavers by known leaving destination and BME/white identity
- 196** 3.36 Non-UK academic staff leavers by known leaving destination and BME/white identity

Gender

- 201** 4.1 Staff by country of institution and gender
- 202** 4.2 Profile of staff over time by activity and gender
- 204** 4.3 Staff by activity, mode and gender
- 205** 4.4 Staff by activity, contract type and gender
- 206** 4.5 Academic staff by mode, contract type and gender
- 207** 4.6 Professional and support staff by mode, contract type and gender
- 208** 4.7 Staff by contract level and gender
- 210** 4.8 Staff by activity, contract level and gender
- 212** 4.9 Staff by activity, occupational group and gender
- 214** 4.10 Full-time and part-time staff by activity, occupational group and gender
- 216** 4.11 Academic staff by research/teaching contract type and gender
- 217** 4.12 Academic staff by SET category and gender
- 218** 4.13 SET academic staff by subject area and gender
- 220** 4.14 Non-SET academic staff by subject area and gender
- 222** 4.15 Academic staff by professorial and SET categories, mode and gender
- 224** 4.16 Academic staff by senior management and SET categories, mode and gender
- 226** 4.17 Staff by activity, mode, salary range and gender
- 228** 4.18 Academic staff by academic pay spine range and gender
- 230** 4.19 Median/mean salary and pay gap for staff by country of institution, activity and gender
- 232** 4.20 Median/mean salary and pay gap for staff by occupational group and gender
- 234** 4.21 Median/mean salary and pay gap for staff by professorial category, country of institution and gender
- 236** 4.22 UK/non-UK academic staff by leaving status and gender
- 238** 4.23 UK academic staff leavers by known leaving destination and gender
- 240** 4.24 Non-UK academic staff leavers by known leaving destination and gender

Intersectionality

- 244** 5.1 Staff by age group and disability status
- 246** 5.2 UK/non-UK staff by age group and BME/white identity
- 248** 5.3 Staff by activity, age group and gender
- 250** 5.4 UK/non-UK staff by ethnic group and disability status
- 252** 5.5 Staff by disability status, impairment type and gender
- 254** 5.6 UK/non-UK staff by ethnic group and gender
- 256** 5.7 UK/non-UK academic staff by professorial category, gender and BME/white identity
- 258** 5.8 UK/non-UK academic staff by senior management category, gender and BME/white identity
- 260** 5.9 Academic staff by professorial category, gender and BME/white identity
- 262** 5.10 Academic staff by senior management category, gender and BME/white identity
- 264** 5.11 Median/mean salary and pay gap for staff by gender and BME/white identity
- 264** 5.12 Median/mean salary and pay gap for staff by gender and disability status
- 265** 5.13 Median/mean salary and pay gap for staff by disability status and BME/white identity

New protected characteristics

- 268** 6.1 Institutional returns for gender reassignment, religion and belief and sexual orientation information by country of institution
- 269** 6.2 Institutional return rates on gender reassignment, religion and belief and sexual orientation
- 270** 6.3 Disclosure rates of gender reassignment, religion and belief and sexual orientation in institutions returning data
- 271** 6.4 All staff/staff in institutions returning data by gender reassignment
- 272** 6.5 All staff/staff in institutions returning data by religion and belief
- 273** 6.6 All staff/staff in institutions returning data by sexual orientation
- 274** 6.7 All staff by gender reassignment and age
- 274** 6.8 All staff by gender reassignment and disability status
- 276** 6.9 All staff by gender reassignment and BME/white identity
- 276** 6.10 All staff by gender reassignment and gender
- 278** 6.11 All staff by religion and belief and age
- 280** 6.12 All staff by religion and belief and disability status
- 282** 6.13 All staff by religion and belief and BME/white identity
- 282** 6.14 All staff by religion and belief and gender
- 284** 6.15 All staff by sexual orientation and age
- 286** 6.16 All staff by sexual orientation and disability status
- 288** 6.17 All staff by sexual orientation and BME/white identity
- 288** 6.18 All staff by sexual orientation and gender

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