***Equality +***



***higher education***

Staff statistical report 2020

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**](http://www.advance-he.ac.uk/)

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Introduction

This is the thirteenth 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 2018/19, 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 five-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.

The section in previous reports ‘New protected characteristics’ has been renamed ‘Experimental data.’ This section is named experimental data because returns are now compulsory for institutions and differ in quality from data presented in other report sections.

The characteristics included in this section remain the same.

The language used to describe gender identity has been changed to trans data. This better reflects the question wording and data collected. More details are provided on this change in the definition below.

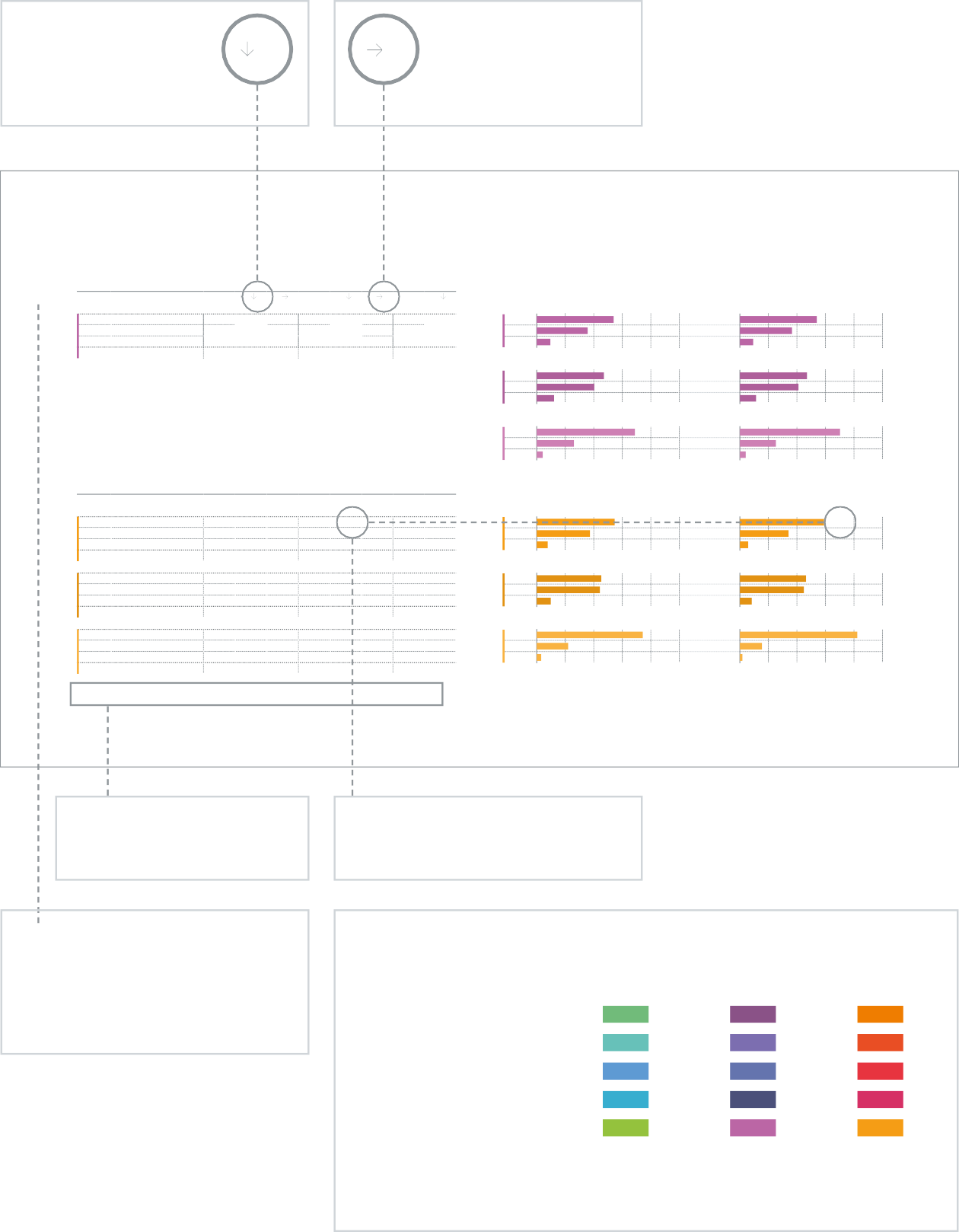
We encourage readers to use this report as a starting point for further examination of the data available in these Excel tables. A table mapping out where additional information is available can be found in the **Online data tables** section.

In addition, throughout the report, it is noted under each table when additional detail is available in the Excel tables.

We have also refreshed the look of the reports to make printing and viewing electronic copies easier and more accessible. 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.

178

3.27

≤ Nationality definition: see page 15

≤ Staff activity

Ethnicity

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

UK nationals White BAME All staff

No. *% %* No. *% %* No. *%*

All modes

Proportions of staff in each salary range

UK White BAME

20% 40% 60% 80% 100% 20% 40% 60% 80% 100%

All modes

179

definition: see page 14

≤ Mode definition: see page 15

≤ Salary range definition: see page 20

≤ Ethnicity definition: see page 11

<£30k Under £30,000 91,280 *54.1 89.7* 10,430 *54.1 10.3* 101,710 *54.1*

£30–50k £30,000–£50,000 60,990 *36.1 89.2* 7,420 *36.6 10.8* 68,410 *36.4*

>£50k Over £50,000 16,570 *9.8 92.2* 1,405 *9.3 7.8* 17,975 *9.6*

All Total 168,840 *100.0 89.8* 19,255 *100.0 10.2* 188,095 *100.0*

Full-time

<£30k

£30–50k

>£50k

Full-time

<£30k

£30–50k

>£50k

9.8

12.2

54.1

36.1

47.3 40.5

9.3

11.6

36.6

47.1

41.3

54.1

Part-time

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 54,975 *47.3 89.5* | 6,465 *47.1* | *10.5* | 61,440 *47.2* |
| £30–50k | £30,000–£50,000 | 47,085 *40.5 88.2* | 6,295 *41.3* | *11.8* | 53,380 *41.0* |
| >£50k | Over £50,000 | 14,195 *12.2 91.8* | 1,270 *11.6* | *8.2* | 15,465 *11.9* |
| All | Total | 116,250 *100.0 89.2* | 14,030 *100.0* | *10.8* | 130,285 *100.0* |

Part-time

<£30k

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 36,305 | *69.0* | *90.2* | 3,965 | *70.2* | *9.8* | 40,275 | *69.7* |
| £30–50k | £30,000–£50,000 | 13,905 | *26.4* | *92.5* | 1,125 | *25.6* | *7.5* | 15,030 | *26.0* |
| >£50k | Over £50,000 | 2,375 | *4.5* | *94.7* | 135 | *4.2* | *5.3* | 2,510 | *4.3* |
| All | Total | 52,590 | *100.0* | *91.0* | 5,225 | *100.0* | *9.0* | 57,815 | *100.0* |

£30–50k

>£50k

4.5

26.4

69.0

4.2

25.6

70.2

Non-UK nationals Non-UK nationals White BAME

All modes

£30–50k £30,000–£50,000

<£30k Under £30,000

4,375 *59.9 33.6* 13,010 *58.1*

8,635 *54.7 66.4*

7,900 *35.3*

2,000 *34.1 25.3*

5,900 *37.4 74.7*

1,495 *6.7*

*.0 17.0*

255 *6*

1,240 *7.9 83.0*

All modes

<£30k

£30–50k

>£50k

7.9

54.7

3

7.4

6.0

59.9

34

.1

All Total 15,775 *100.0 70.4* 6,630 *100.0 29.6* 22,400 *100.0*

>£50k Over £50,000

Full-time

6,700 *46.2*

*.6 27.1*

1,820 *46*

4,880 *45.4 72.9*

<£30k Under £30,000

6,505 *44.8*

*.0 26.5*

1,720 *45*

4,780 *44.5 73.5*

£30–50k £30,000–£50,000

1,310 *9.0*

*.4 17.8*

235 *8*

1,080 *10.0 82.2*

>£50k Over £50,000

All Total 10,740 *100.0 74.0* 3,770 *100.0 26.0* 14,515 *100.0*

Part-time

6,310 *80.0*

*.5 40.5*

2,555 *82*

3,750 *74.6 59.5*

<£30k Under £30,000

1,395 *17.7*

*.6 19.9*

280 *15*

1,115 *22.2 80.1*

£30–50k £30,000–£50,000

185 *2.3*

*.9 11.5*

20 *1*

160 *3.2 88.5*

>£50k Over £50,000

All Total 5,030 *100.0 63.8* 2,855 *100.0 36.2* 7,890 *100.0*

Full-time

<£30k

£30–50k

>£50k

Part-time

<£30k

£30–50k

>£50k

3.2

10.0

45.4

44.5

22.2

74.6

1.9

8.4

15

.6

46.6

45.0

82.5

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-r**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-r)

**eport-2020-data-tables**

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

Information about the data is noted here.

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

Clicking on a field will take you to the relevant information in [**About the data**](#_bookmark4).

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

cross-reference across the tables and graphs.

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.advance-he.ac.uk/knowledge-hub/**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**equality-higher-education-statistical-report-**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

## **Year-on-year comparisons**

To see complete data from 2017/18, please see Advance HE’s previous statistical report on staff in higher education: [**www.advance-he.ac.uk/**](https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019)[**knowledge-hub/equality-higher-education-**](https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019)[**statistical-report-2019**](https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019).

## **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**](http://www.hesa.ac.uk/services/heidi-plus).

## **Definitions**

A list of definitions and notes about the data precedes 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, 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 published guidance on equality monitoring and the questions used in monitoring surveys: [**www.advance-he.ac.uk/guidance/**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/monitoring-questions)[**equality-diversity-and-inclusion/using-data-**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/monitoring-questions)[**and-evidence/monitoring-questions**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/monitoring-questions)

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.advance-he.ac.uk/knowledge-hub/**](http://www.advance-he.ac.uk/knowledge-hub/equality-handbooks-governors)[**equality-handbooks-governors**](http://www.advance-he.ac.uk/knowledge-hub/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.advance-he.ac.uk/knowledge-hub/**](http://www.advance-he.ac.uk/knowledge-hub/monitoring-and-evaluating-impact)[**monitoring-and-evaluating-impact**](http://www.advance-he.ac.uk/knowledge-hub/monitoring-and-evaluating-impact)

ECU (2018) *Guidance on gathering staff equality data for colleges*. [**www.advance-he.ac.uk/knowledge-**](http://www.advance-he.ac.uk/knowledge-hub/guidance-gathering-staff-equality-data-colleges)[**hub/guidance-gathering-staff-equality-data-**](http://www.advance-he.ac.uk/knowledge-hub/guidance-gathering-staff-equality-data-colleges)[**colleges**](http://www.advance-he.ac.uk/knowledge-hub/guidance-gathering-staff-equality-data-colleges)

ECU (2018) *Research insight: the experiences of lesbian, gay and bisexual staff in UK higher education*. [**www.advance-he.ac.uk/knowledge-hub/**](http://www.advance-he.ac.uk/knowledge-hub/research-insight-experiences-lesbian-gay-and-bisexual-staff-uk-higher-education)[**research-insight-experiences-lesbian-gay-and-**](http://www.advance-he.ac.uk/knowledge-hub/research-insight-experiences-lesbian-gay-and-bisexual-staff-uk-higher-education)[**bisexual-staff-uk-higher-education**](http://www.advance-he.ac.uk/knowledge-hub/research-insight-experiences-lesbian-gay-and-bisexual-staff-uk-higher-education)

ECU (2017) *Ethics in primary research (focus groups, interviews and surveys).* [**www.advance-he.ac.uk/**](http://www.advance-he.ac.uk/knowledge-hub/ethics-primary-research-focus-groups-interviews-and-surveys)[**knowledge-hub/ethics-primary-research-**](http://www.advance-he.ac.uk/knowledge-hub/ethics-primary-research-focus-groups-interviews-and-surveys)[**focus-groups-interviews-and-surveys**](http://www.advance-he.ac.uk/knowledge-hub/ethics-primary-research-focus-groups-interviews-and-surveys)

ECU (2016) *Working with data*. [**www.advance-he.**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/working-data)[**ac.uk/guidance/equality-diversity-and-**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/working-data)[**inclusion/using-data-and-evidence/working-**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/working-data)[**data**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/working-data)

ECU (2016) *Trans staff and students in HE and colleges: improving experiences.* [**www.advance-he.ac.uk/**](http://www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences)[**knowledge-hub/trans-staff-and-students-he-**](http://www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences)[**and-colleges-improving-experiences**](http://www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences)

ECU (2015) *Understanding adjustments: supporting staff and students who are experiencing mental health difficulties*. [**www.advance-he.ac.uk/knowledge-**](http://www.advance-he.ac.uk/knowledge-hub/understanding-adjustments-supporting-staff-and-students-who-are-experiencing-mental)[**hub/understanding-adjustments-supporting-**](http://www.advance-he.ac.uk/knowledge-hub/understanding-adjustments-supporting-staff-and-students-who-are-experiencing-mental)[**staff-and-students-who-are-experiencing-**](http://www.advance-he.ac.uk/knowledge-hub/understanding-adjustments-supporting-staff-and-students-who-are-experiencing-mental)[**mental**](http://www.advance-he.ac.uk/knowledge-hub/understanding-adjustments-supporting-staff-and-students-who-are-experiencing-mental)

For guidance on using data and evidence, visit: [**www.advance-he.ac.uk/guidance/equality-**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence)[**diversity-and-inclusion/using-data-and-**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence)[**evidence**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/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 2018/19. 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:

= declared 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/ Asian British: Indian, Pakistani, Bangladeshi, and any other Asian background

= Black – Black/African/Caribbean/Black British:

African, Caribbean, and any other Black/African/ Caribbean background

= Chinese

= mixed

= other ethnic background

= White – all white ethnic groups including White British.

*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.

Where the numbers are large enough, some analyses are reported in more detailed groupings. Further breakdowns can be found in the online data tables.

There are a number of issues inherent in grouping individuals into larger categories. The data presented does not allow for a more nuanced or in-depth understanding of the participation and

outcomes of students from sub-groups within each ethnic group presented. Advance HE’s statistical reports aim to convey detailed information about the diversity characteristics of students in the most detailed form possible, while taking account considerations of available data and the format

of presentation. The ethnic groups presented as categories relate to those collected by HESA, and used in research and benchmarking across the HE sector.

***BAME***

BAME stands for Black, Asian and minority ethnic. This definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual’s ethnicity. Advance HE recognises the limitations of this acronym, particularly:

= the assumption that minority ethnic staff are a homogenous group

= the acronym’s function as a label to describe

minority ethnic groups of people, rather than identities with which people have chosen to identify

= the perception that BAME refer only to

non-white people, which does not consider white minority ethnic groups.

Where possible, this report presents data disaggregated by more detailed ethnic groups in addition to data consolidating BAME staff as a group.

## **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 can be found at:

[**www.ecu.ac.uk/guidance-resources/using-**](http://www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions)

[**data-and-evidence/monitoring-questions**](http://www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions)

[**www.ecu.ac.uk/blogs/reporting-staff-data-**](http://www.ecu.ac.uk/blogs/reporting-staff-data-sex-hesa-hmrc/)[**sex-hesa-hmrc/**](http://www.ecu.ac.uk/blogs/reporting-staff-data-sex-hesa-hmrc/)

## **Trans**

Previous reports have used the terms gender identity and gender reassignment.

The terms have different meanings. Gender identity refers to a person’s internal perception of their gender, whereas 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’.

Beginning with the 2012/13 student 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.

This information is recorded on the basis of the student’s own self-assessment.

The phrasing and options associated with this question refer to whether an individual’s gender is different from their sex assigned at birth, rather than their current gender identity, and this data is used to investigate differences between students who might identify as trans and/or non-binary and students who do not. Individuals who have reported that their gender is different from their sex assigned at birth may use a wide variety of terms to describe themselves. Trans is used as an inclusive umbrella term to describe this data.

For further information, see our trans guidance [**www.advance-he.ac.uk/knowledge-hub/**](http://www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences)[**trans-staff-and-students-he-and-colleges-**](http://www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences)[**improving-experiences**](http://www.advance-he.ac.uk/knowledge-hub/trans-staff-and-students-he-and-colleges-improving-experiences)

## **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 audiologically 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-**](http://www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions)[**data-and-evidence/monitoring-questions**](http://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, and information refused. Advance HE acknowledges that the gendering of the response options ‘gay man’ and ‘gay woman/lesbian’ might mean that respondents who do not exclusively identify with the terms man or woman were unable to answer this question as they wished. 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-**](http://www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions)[**resources/using-data-and-evidence/**](http://www.ecu.ac.uk/guidance-resources/using-data-and-evidence/monitoring-questions)[**monitoring-questions**](http://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 staff are those whose country of legal nationality is the UK, including the Channel Islands and Isle of Man.

Non-UK nationals staff 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 three 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 two 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 two roles may meet separately as the ultimate executive decision-makers).

***3/4a1: head of school/division/department/centre size one***

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 two.

***3/4a2: head of school/division/department/ centre size two***

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 two.

***3/4a3: head of school/division/department/ centre size three***

Unlikely to be on the senior management team, unless it is the first level of function head below the role of level two.

***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\_**](http://www.hesa.ac.uk/collection/c15025/combined_levels)[**levels**.](http://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 one to three. 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 a0, 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 < £19,202

= contract salary > £19,203 and < £25,482

= contract salary > £25,483 and < £34,189

= contract salary > £34,190 and < £45,892

= contract salary > £45,893 and < £61,618

= contract salary ≥ £61,619.

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:

(non-disabled median salary – disabled median salary) ÷ non-disabled median salary

(white median salary – BME median salary) ÷ white median salary

(male median salary – female median salary) ÷ 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:

sum (FPE × salary) ÷ sum (FPE)

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

(non-disabled mean salary – disabled mean salary)

÷ non-disabled mean salary

(white mean salary – BME mean salary) ÷ white mean salary

(male mean salary – female mean salary) ÷ 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

a typical 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 2018/19 the number of staff employed by HEIs grew considerably. There was a 2.4% increase in staff numbers between 2017/18 and 2018/19, and a 30.1% increase between 2003/04 and 2018/19.

Academic and professional and support staff showed similar percentage increases over the last year, and professional and support staff continued to comprise a small majority of those employed

by HEIs (50.7%).

There were large differences in salaries earned by activity, with the majority of professional and support staff earning £30,000 or less, compared with fewer than 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. Just under one in ten academics were professors, the majority of whom worked in SET. However, a considerable majority of academics who held senior management positions were from non-SET disciplines.

Leaving rates among academics were higher among non-UK staff than UK staff, and the most common leaving destination both within and outside the UK was another HEI.

* 1. **Staff by country of institution:** 82.4% of staff employed by HEIs worked in England. 11.3% worked in Scotland, 4.7% in Wales and 1.6% in Northern Ireland.
  2. **Trends:** Between 2003/04 and 2018/19, the overall number of staff employed by UK HEIs increased by 30.1% from 338,105 to 439,955. This growth has largely been among academic staff, whose number increased by 44.5% from 2003/04 levels, compared with a growth of 18.6% among professional and support staff in the same time period. However, professional and support staff still comprised a small majority of staff employed by HEIs in 2018/19 (50.7%).

**0.3-0.5 Contract mode and type:** A majority of academic and professional and support staff worked full-time (66.1% and 68.5%, respectively). The majority of staff were also on open-ended/ permanent contracts (75.7%). However, this proportion was significantly larger among professional and support staff (84.7%) than academic staff (66.5%). Among both academic staff and professional and support staff, a higher proportion of part-time staff were on fixed-term contracts (49.6% and 19.5%, respectively), than

full-time staff (25.3% and 13.3%, respectively).

* 1. **Staff nationality:** The majority of academic and professional and support staff were UK nationals (79.0%). However, this proportion was significantly greater among professional and support staff (89.1%) than academic staff (68.6%). The majority of non-UK staff were EU nationals (12.3% of all staff compared to 8.7% who were non-EU nationals).
  2. **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; 33.3%) and J (section/team leader, lecturer B, senior lecturer or senior research fellow positions; 25.7%). In contrast, professional and support staff were most commonly in contract levels M (assistant professional and administrative roles; 20.4%) and L (professional, technical and senior administrative staff, research/teaching assistant positions; 18.5%).
  3. **Occupational group:** The vast majority of academic staff (99.1%) were in professional occupations (SOC2), while professional and support staff were most commonly in administrative and secretarial occupations (SOC4; 32.0%). Mode of employment varied considerably by occupational group. For example, among academic staff,

the proportion who worked part-time varied from 18.9% of managers, directors and senior officials to 34.0% of those in professional occupations.

Among professional and support staff, 12.3%

of managers, directors and senior officials worked part-time, compared with 67.1% of those in elementary occupations.

* 1. **Research/teaching contract:** Nearly half of academic staff (45.4%) were on teaching and research contracts, and around a quarter were either on teaching-only contracts (30.6%) or

research-only contracts (23.4%). 0.6% of academic staff were on contracts which involved neither teaching nor research.

* 1. **SET:** SET academic staff were concentrated

in certain subject areas. For example, 21.2% of those working in SET were in clinical medicine, 12.0% were in biosciences and 9.2% were in nursing and allied health professions. In comparison, relatively small proportions of academic staff worked in archaeology (0.7%) or mineral, metallurgy and materials engineering (1.0%).

* 1. **Non-SET:** Non-SET academic staff also tended to be concentrated in certain subject areas. A large proportion worked in business and management studies (17.2%), art and design

(10.0%) and education (9.7%). Less than one percent each worked in area studies (0.5%), catering and hospitality management (0.6%) and classics (0.7%).

* 1. **Professors:** Overall, 9.9% of academic staff held professorial roles, of whom 60.9% worked in SET. The proportion of academics who were professors was higher among SET academics (10.8%) than non-SET academics (8.8%). This difference was seen particularly for part-time academic staff members (where 8.6% of SET and

4.6% of non-SET academics held professorial roles, compared with 11.6% of SET and 11.9% of non-SET full-time academics).

* 1. **Senior managers:** 0.6% of academic staff were in senior management roles, a majority of whom (67.2%) worked in non-SET subjects. A greater proportion of senior managers worked full-time than other academic staff (93.9% compared

with 65.9%).

* 1. **Salary range:** Around a third of academic staff earned over £50,000 (36.1%), compared with 9.2% of professional and support staff. Nearly half of full-time (47.1%) and the majority of part-time (71.3%) professional and support staff earned less than £30,000, compared with 3.1% of full-time and 14.9% of part-time academic staff.
  2. **Pay spine range:** 53.9% of academic staff earned less than £45,892. 15.9% were on the highest pay spine, earning £61,619 or more,

and just 0.2% were on the lowest pay spine, earning less than £19,202.

* 1. **Leaving status:** Overall, 17.0% of academic staff left their institution between 2017/18 and 2018/19. This rate was higher among non-UK nationals (21.2%) than UK nationals (15.2%).
  2. **Leaving destinations:** Of leavers with

a known leaving destination, over half entered UK-based employment (58.6% UK nationals and 51.5% non-UK nationals), with the most common destination being another HEI in the UK (26.8% of UK nationals and 27.5% of non-UK nationals).

Approximately a quarter of non-UK leavers moved overseas for employment (26.6%), again with the most common destination being another HEI (14.6%). In comparison, just 3.4% of UK leavers moved to employment outside of the UK. 14.8% of UK leavers retired, compared with 1.7% of non-UK leavers. Nearly a quarter of UK leavers (22.0%) and one in five non-UK leavers (19.8%) were not in regular employment.

## **Staff by country of institution**

0.1

≤ [Country of](#_bookmark14) [institution](#_bookmark14)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | England | N. Ireland | | Scotland | | Wales | |  | UK |  |
|  | No. | *%* | No. | *%* | No. | *%* | No. | *%* | No. | *%* |
| All staff | 362,475 | *82.4* | 7,090 | *1.6* | 49,515 | *11.3* | 20,875 | *4.7* | 439,955 | *100.0* |

   [definition:](#_bookmark14) [see page 15](#_bookmark14)

82.4

11.3

1.6

4.7

90%

60%

30%

**England N. Ireland Scotland Wales**

# 0.2

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

## **Profile of staff over time by activity**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Academic staff |  | Professional and support staff | | All staff |
|  | No. | *%* | No. | *%* | No. |
| 2003/04 | 150,230 | *44.4* | 187,875 | *55.6* | 338,105 |
| 2004/05 | 160,655 | *46.4* | 185,650 | *53.6* | 346,305 |
| 2005/06 | 164,875 | *46.4* | 190,535 | *53.6* | 355,410 |
| 2006/07 | 169,995 | *46.7* | 194,165 | *53.3* | 364,160 |
| 2007/08 | 174,940 | *47.0* | 197,510 | *53.0* | 372,455 |
| 2008/09 | 179,035 | *46.8* | 203,715 | *53.2* | 382,755 |
| 2009/10 | 181,590 | *46.9* | 205,835 | *53.1* | 387,425 |
| 2010/11 | 181,180 | *47.5* | 200,605 | *52.5* | 381,785 |
| 2011/12 | 181,385 | *48.0* | 196,860 | *52.0* | 378,245 |
| 2012/13 | 185,585 | *48.5* | 196,935 | *51.5* | 382,515 |
| 2013/14 | 194,245 | *49.1* | 201,535 | *50.9* | 395,780 |
| 2014/15 | 198,335 | *49.1* | 205,500 | *50.9* | 403,835 |
| 2015/16 | 201,380 | *49.1* | 208,750 | *50.9* | 410,130 |
| 2016/17 | 206,870 | *49.3* | 212,835 | *50.7* | 419,710 |
| 2017/18 | 211,980 | *49.3* | 217,580 | *50.7* | 429,560 |
| 2018/19 | 217,065 | *49.3* | 222,885 | *50.7* | 439,955 |

Numbers of staff in each activity

03/04

04/05

04/05

06/07

07/08

08/09

09/10

10/11

11/12

12/13

13/14

14/15

15/16

16/17

17/18

18/19

240,000



|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
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200,000

160,000

120,000

80,000

40,000

# 0.3

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

## **Staff by mode and activity**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Academic staff | |  | Professional and support staff | | | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| Full-time | 143,510 | *66.1* | *48.5* | 152,675 | *68.5* | *51.5* | 296,185 | *67.3* |
| Part-time | 73,555 | *33.9* | *51.2* | 70,210 | *31.5* | *48.8* | 143,765 | *32.7* |
| All modes | 217,065 | *100.0* | *49.3* | 222,885 | *100.0* | *50.7* | 439,955 | *100.0* |

60%

66.1

68.5

67.3

33.9

31.5

32.7

40%

20%

Full-time Part-time

**Academic Professional and support**

Full-time Part-time

Full-time Part-time

**All staff**

## **Staff by contract type and activity**

0.4

≤ [Contract type](#_bookmark17) [definition:](#_bookmark17)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Academic staff | |  | Professional and support staff | | | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| Open-ended/permanent | 144,315 | *66.5* | *43.3* | 188,835 | *84.7* | *56.7* | 333,150 | *75.7* |
| Fixed-term | 72,750 | *33.5* | *68.1* | 34,055 | *15.3* | *31.9* | 106,805 | *24.3* |
| All contracts | 217,065 | *100.0* | *49.3* | 222,885 | *100.0* | *50.7* | 439,955 | *100.0* |

  [see page 15](#_bookmark17)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

66.5

84.7

75.7

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | |  |  | |
|  |  |
|  |  |
|  | 15.3 |

60%

33.5

24.3

40%

20%

Open/permanent

Fixed-term

**Academic Professional and support**

Open/permanent

Fixed-term

Open/permanent

Fixed-term

**All staff**

# 0.5

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Contract type](#_bookmark17) [definition: see page 15](#_bookmark17)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

## **Staff by mode, contract type and activity**

Academic staff Professional and support staff All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

Full-time

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 107,210 *74.7 44.8* | 132,320 *86.7 55.2* | 239,525 *80.9* |
| Fixed-term  All contracts | 36,305 *25.3 64.1*    143,510 *100.0 48.5* | 20,355 *13.3 35.9*    152,675 *100.0 51.5* | 56,660 *19.1*    296,185 *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 37,110 | *50.4* | *39.6* | 56,515 | *80.5* | *60.4* | 93,625 | *65.1* |
| Fixed-term | 36,445 | *49.6* | *72.7* | 13,695 | *19.5* | *27.3* | 50,145 | *34.9* |
| All contracts | 73,555 | *100.0* | *51.2* | 70,210 | *100.0* | *48.8* | 143,765 | *100.0* |

86.7

60%

80.5

80.9

74.7

65.1

50.449.6

34.9

25.3

19.5

13.3

19.1

40%

20%

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

**Academic Professional and support**

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

**All staff**

## **Staff by activity, country of institution, and nationality**

0.6

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Academic staff | |  | Professional and support staff | | | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| UK nationals | 147,970 | *68.6* | *42.8* | 197,630 | *89.1* | *57.2* | 345,600 | *79.0* |
| Non-UK nationals | 67,650 | *31.4* | *73.7* | 24,160 | *10.9* | *26.3* | 91,805 | *21.0* |
| EU | 38,080 | *17.7* | *71.0* | 15,560 | *7.0* | *29.0* | 53,640 | *12.3* |
| Non-EU | 29,565 | *13.7* | *77.5* | 8,600 | *3.9* | *22.5* | 38,165 | *8.7* |
| All staff | 215,615 | *100.0* | *49.3* | 221,790 | *100.0* | *50.7* | 437,405 | *100.0* |

 [see page 14](#_bookmark13)

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

A breakdown of this table by country of institution is available at

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

68.6

89.1

79.0

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | |  |  | | | |
|  | | |  |
|  |  |
| 17.7 |  |  |  |
| 13.7 |  |  |  |
|  | 10.9 |  |  |
|  |  | 7.0 |  |
|  |  |  | 3.9 |

60%

31.4

21.0

12.3

8.7

40%

20%

UK national Non-UK national Non-UK: EU

Non-UK: non-EU

UK national Non-UK national Non-UK: EU

Non-UK: non-EU

**Academic**

UK national Non-UK national Non-UK: EU

Non-UK: non-EU

**Professional and support**

**All staff**

## **Staff by activity and contract level**

≤ [Staff activity](#_bookmark13)

Academic staff Professional and support All staff

[definition:](#_bookmark13)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 125 | *0.1* | *76.9* | 40 | *0.0* | *23.1* | 165 | *0.0* |
| 2 | UCEA level 2 | 450 | *0.2* | *61.0* | 290 | *0.1* | *39.0* | 740 | *0.2* |
| 3a | UCEA level 3A | 665 | *0.3* | *99.4* | 5.0 | *0.0* | *0.6* | 670 | *0.2* |
| 3b | UCEA level 3B | 35 | *0.0* | *2.6* | 1,405 | *0.6* | *97.4* | 1,440 | *0.3* |
| 3/4a1 | UCEA level 3/4A1 | 805 | *0.4* | *100.0* | 0.0 | *0.0* | *0.0* | 805 | *0.2* |
| 3/4a2 | UCEA level 3/4A2 | 745 | *0.3* | *100.0* | 0.0 | *0.0* | *0.0* | 745 | *0.2* |
| 3/4/a3 | UCEA level 3/4A3 | 1,090 | *0.5* | *99.1* | 10.0 | *0.0* | *0.9* | 1,100 | *0.3* |
| 4a | UCEA level 4A | 2,210 | *1.0* | *97.8* | 50 | *0.0* | *2.2* | 2,265 | *0.5* |
| 4b | UCEA level 4B | 55 | *0.0* | *2.7* | 2,055 | *0.9* | *97.3* | 2,110 | *0.5* |
| 5a | UCEA level 5A | 21,520 | *9.9* | *99.9* | 25 | *0.0* | *0.1* | 21,550 | *4.9* |
| 5b | UCEA level 5B | 70 | *0.0* | *3.0* | 2,240 | *1.0* | *97.0* | 2,310 | *0.5* |
| li | XpertHR level I | 30,715 | *14.2* | *81.6* | 6,905 | *3.1* | *18.4* | 37,620 | *8.6* |
| lj | XpertHR level J | 55,870 | *25.7* | *72.8* | 20,920 | *9.4* | *27.2* | 76,790 | *17.5* |
| lk | XpertHR level K | 72,290 | *33.3* | *66.7* | 36,100 | *16.2* | *33.3* | 108,385 | *24.6* |
| ll | XpertHR level L | 26,475 | *12.2* | *39.1* | 41,180 | *18.5* | *60.9* | 67,655 | *15.4* |
| lm | XpertHR level M | 3,560 | *1.6* | *7.3* | 45,530 | *20.4* | *92.7* | 49,095 | *11.2* |
| ln | XpertHR level N | 370 | *0.2* | *1.2* | 31,395 | *14.1* | *98.8* | 31,765 | *7.2* |
| lo | XpertHR level O | 10 | *0.0* | *0.1* | 16,065 | *7.2* | *99.9* | 16,075 | *3.7* |
| lp | XpertHR level P | 0.0 | *0.0* | *0.0* | 18,670 | *8.4* | *100.0* | 18,670 | *4.2* |
| All | All contract levels | 217,065 | *100.0* | *49.3* | 222,885 | *100.0* | *50.7* | 439,955 | *100.0* |

[see page 14](#_bookmark13)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

No. *% %* No. *% %* No. *%*

Proportions of staff by activity and contract level

% 25%

5

20.4

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Academic staff  5% 10 | % | 1 | 5 | % 20 | % 25 |  | % |  | Professional and support staff  5% 10% 15% | 20 |
| hoi 0.1 |  |  |  |  |  |  |  |  | 0.0 |  |
| 2 0.2 |  |  |  |  |  |  |  |  | 0.1 |  |
| 3a 0.3 |  |  |  |  |  |  |  |  | 0.0 |  |
| 3b 0.0 |  |  |  |  |  |  |  |  | 0.6 |  |
| 3/4a1 0.4 |  |  |  |  |  |  |  |  | 0.0 |  |
| 3/4a2 0.3 |  |  |  |  |  |  |  |  | 0.0 |  |
| 3/4/a3 0.5 |  |  |  |  |  |  |  |  | 0.0 |  |
| 4a 1.0 |  |  |  |  |  |  |  |  | 0.0 |  |
| 4b 0.0 |  |  |  |  |  |  |  |  | 0.9 |  |
| 5a | 9.9 |  |  |  |  |  |  |  | 0.0 |  |
| 5b 0.0 |  |  |  |  |  |  |  |  | 1.0 |  |
| li |  |  | 1 | 4.2 |  |  |  |  | 3.1 |  |
| lj |  |  |  |  |  |  | 25.7 |  | 9.4 |  |
| lk |  |  |  |  |  |  |  | 33.3 | 16.2 |  |
| ll |  | 12.2 |  |  |  |  |  |  | 18. |  |
| lm 1.6 |  |  |  |  |  |  |  |  |  |  |
| ln 0.2 |  |  |  |  |  |  |  |  | 14.1 |  |
| lo 0.0 |  |  |  |  |  |  |  |  | 7.2 |  |
|  |  |  |  |  |  |  |  |  |  |  |
| lp 0.0 |  |  |  |  |  |  |  |  | 8.4 |  |

## **Staff by activity, occupational group and mode**

[definition:](#_bookmark13)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Staff activity](#_bookmark13) | Full-time |  | Part-time |  |  | All modes |
|  | [see page 14](#_bookmark13) | No. | *%* | *%* No. | *%* | *%* | No. *%* |

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 435 | *0.3* | *81.1* | 100 | *0.1* | *18.9* | 540 | *0.2* |
| soc2 | Professional occupations | 142,005 | *99.0* | *66.0* | 73,060 | *99.3* | *34.0* | 215,065 | *99.1* |
| soc3 | Associate professional and technical | 1,065 | *0.7* | *73.1* | 395 | *0.5* | *26.9* | 1,460 | *0.7* |
| soc4–9 | Clerical and manual occupations | 0.0 | *0.0* | *..* | 5.0 | *0.0* | *..* | 5.0 | *0.0* |
| All | All academic staff | 143,510 | *100.0* | *66.1* | 73,555 | *100.0* | *33.9* | 217,065 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 10,405 | *6.8* | *87.7* | 1,455 | *2.1* | *12.3* | 11,860 | *5.3* |
| soc2 | Professional occupations | 36,485 | *23.9* | *77.5* | 10,625 | *15.1* | *22.5* | 47,110 | *21.1* |
| soc3 | Associate professional and technical | 38,500 | *25.2* | *76.5* | 11,810 | *16.8* | *23.5* | 50,310 | *22.6* |
| soc4 | Administrative and secretarial | 46,790 | *30.6* | *65.5* | 24,605 | *35.0* | *34.5* | 71,395 | *32.0* |
| soc5 | Skilled trades occupations | 5,815 | *3.8* | *86.3* | 925 | *1.3* | *13.7* | 6,745 | *3.0* |
| soc6 | Caring, leisure and other service | 3,965 | *2.6* | *55.2* | 3,220 | *4.6* | *44.8* | 7,185 | *3.2* |
| soc7 | Sales and customer service occupations | 1,470 | *1.0* | *59.1* | 1,020 | *1.5* | *40.9* | 2,490 | *1.1* |
| soc8 | Process, plant and machine operatives | 1,225 | *0.8* | *84.7* | 220 | *0.3* | *15.3* | 1,445 | *0.6* |
| soc9 | Elementary occupations | 8,015 | *5.3* | *32.9* | 16,335 | *23.3* | *67.1* | 24,355 | *10.9* |
| All | All professional and support staff | 152,675 | *100.0* | *68.5* | 70,210 | *100.0* | *31.5* | 222,885 | *100.0* |

All staff

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 296,185 | *67.3* | 143,765 | *32.7* | 439,955 |

## **Academic staff by research/teaching contract type**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13)

|  |  |  |  |
| --- | --- | --- | --- |
| All academic staff | | | |
| No. *%* | | | |
| to | Teaching only | 66,355 | *30.6* |
| ro | Research only | 50,855 | *23.4* |
| tar | Teaching and research | 98,600 | *45.4* |
| ntnr | Neither teaching nor research | 1,255 | *0.6* |
| All | All academic staff | 217,065 | *100.0* |

[see page 14](#_bookmark13) 

≤ [Academic](#_bookmark20)

[contract](#_bookmark20)

[definition:](#_bookmark20) [see page 18](#_bookmark20)

Proportions of staff who were part-time

20% 40% 60% 80% 100%

Academic staff

soc1 soc2 soc3 soc4–9

All

18.9

34.0

26.9

..

33.9

Professional and support staff

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

12.3

22.5

23.5

34.5

13.7

44.8

40.9

15.3

67.1

31.5

All staff

All

32.7

Proportions of academic staff by research/teaching contract type

10% 20% 30% 40% 50%

30.6

23.4

45.4

0.6

|  |
| --- |
| to |
| ro |
| tar |
| ntnr |



≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

## **SET academic staff by subject area**

|  |  |  |  |
| --- | --- | --- | --- |
| SET academic staff | | | |
| No. *%* | | | |
| agri | Agriculture, forestry, food science | 1,425 | *1.2* |
| anat | Anatomy, physiology | 1,720 | *1.4* |
| arch | Archaeology | 795 | *0.7* |
| arct | Architecture, built environment, planning | 4,535 | *3.7* |
| bios | Biosciences | 14,550 | *12.0* |
| chee | Chemical engineering | 1,325 | *1.1* |
| chem | Chemistry | 4,395 | *3.6* |
| ceng | Civil engineering | 2,190 | *1.8* |
| dent | Clinical dentistry | 1,535 | *1.3* |
| medi | Clinical medicine | 25,745 | *21.2* |
| eart | Earth, marine, environmental sciences | 3,755 | *3.1* |
| elec | Electrical, electronic, computer engineering | 4,710 | *3.9* |
| geng | General engineering | 4,185 | *3.5* |
| geog | Geography, environmental studies | 2,620 | *2.2* |
| itcs | IT, systems sciences, computer software eng. | 7,975 | *6.6* |
| math | Mathematics | 4,985 | *4.1* |
| mech | Mechanical, aero, production engineering | 5,230 | *4.3* |
| meng | Mineral, metallurgy, materials engineering | 1,245 | *1.0* |
| nurs | Nursing, allied health professions | 11,100 | *9.2* |
| phar | Pharmacy, pharmacology | 2,400 | *2.0* |
| phys | Physics | 5,550 | *4.6* |
| psyc | Psychology, behavioural sciences | 7,790 | *6.4* |
| vets | Veterinary science | 1,435 | *1.2* |
| SET | All SET subject areas | 121,190 | *100.0* |

Proportions of SET academic staff by subject area

5% 10% 15% 20% 25%

1.2

1.4

0.7

3.7

12.0

1.1

3.6

1.8

1.3

21.2

3.1

3.9

3.5

2.2

6.6

4.1

4.3

1.0

9.2

2.0

4.6

6.4

1.2

|  |
| --- |
| agri |
| anat |
| arch |
| arct |
| bios |
| chee |
| chem |
| ceng |
| dent |
| medi |
| eart |
| elec |
| geng |
| geog |
| itcs |
| math |
| mech |
| meng |
| nurs |
| phar |
| phys |
| psyc |
| vets |



≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

## **Non-SET academic staff by subject area**

|  |  |  |  |
| --- | --- | --- | --- |
| Non-SET academic staff | | | |
| No. *%* | | | |
| anth | Anthropology, development studies | 1,010 | *1.1* |
| area | Area studies | 430 | *0.5* |
| artd | Art, design | 9,625 | *10.0* |
| busi | Business, management studies | 16,510 | *17.2* |
| hosp | Catering, hospitality management | 600 | *0.6* |
| clas | Classics | 675 | *0.7* |
| cedu | Continuing education | 850 | *0.9* |
| econ | Economics, econometrics | 2,835 | *3.0* |
| educ | Education | 9,290 | *9.7* |
| engl | English language, literature | 5,110 | *5.3* |
| hlth | Health, community studies | 2,515 | *2.6* |
| hist | History | 3,715 | *3.9* |
| law | Law | 6,140 | *6.4* |
| mdia | Media studies | 4,900 | *5.1* |
| lang | Modern languages | 5,610 | *5.9* |
| perf | Music, dance, drama, performing arts | 8,210 | *8.6* |
| phil | Philosophy | 1,170 | *1.2* |
| poli | Politics, international studies | 3,740 | *3.9* |
| spol | Social work, social policy | 2,920 | *3.0* |
| soci | Sociology | 3,490 | *3.6* |
| spor | Sports science, leisure studies | 3,060 | *3.2* |
| theo | Theology, religious studies | 720 | *0.8* |
| acad | Total academic services | 1,260 | *1.3* |
| admi | Central administration, services | 1,155 | *1.2* |
| prem | Premises | 10 | *0.0* |
| resi | Residences, catering | 30 | *0.0* |
| faci | Staff, student facilities | 285 | *0.3* |
| NSET | All non-SET subject areas | 95,880 | *100.0* |



Proportions of Non-SET academic staff by subject area

5% 10% 15% 20% 25%

1.1

0.5

10.0

17.2

0.6

0.7

0.9

3.0

9.7

5.3

2.6

3.9

6.4

5.1

5.9

8.6

1.2

3.9

3.0

3.6

3.2

0.8

1.3

1.2

0.0

0.0

0.3

|  |
| --- |
| anth |
| area |
| artd |
| busi |
| hosp |
| clas |
| cedu |
| econ |
| educ |
| engl |
| hlth |
| hist |
| law |
| mdia |
| lang |
| perf |
| phil |
| poli |
| spol |
| soci |
| spor |
| theo |
| acad |
| admi |
| prem |
| resi |
| faci |

## **Academic staff by SET category, mode and professorial category**

[subject area](#_bookmark21) [see page 19](#_bookmark21)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [SET/non-SET](#_bookmark21) | Full-time |  | Part-time |  |  | All modes |
|  | [definition:](#_bookmark21) | No. | *%* | *%* No. | *%* | *%* | No. *%* |

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

All subject areas

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 10,340 | *11.6* | *78.9* | 2,765 | *8.6* | *21.1* | 13,105 | *10.8* |
| nonp | Non-professor | 78,655 | *88.4* | *72.8* | 29,430 | *91.4* | *27.2* | 108,085 | *89.2* |
| All | All | 88,995 | *100.0* | *73.4* | 32,195 | *100.0* | *26.6* | 121,190 | *100.0* |

SET

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 6,500 | *11.9* | *77.2* | 1,915 | *4.6* | *22.8* | 8,415 | *8.8* |
| nonp | Non-professor | 48,015 | *88.1* | *54.9* | 39,445 | *95.4* | *45.1* | 87,460 | *91.2* |
| All | All | 54,515 | *100.0* | *56.9* | 41,360 | *100.0* | *43.1* | 95,880 | *100.0* |

Non-SET

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 16,840 | *11.7* | *78.3* | 4,680 | *6.4* | *21.7* | 21,520 | *9.9* |
| nonp | Non-professor | 126,670 | *88.3* | *64.8* | 68,875 | *93.6* | *35.2* | 195,545 | *90.1* |
| All | All | 143,510 | *100.0* | *66.1* | 73,555 | *100.0* | *33.9* | 217,065 | *100.0* |

## **Academic staff by SET category, mode and senior management category**

[subject area](#_bookmark21) [see page 19](#_bookmark21)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [SET/non-SET](#_bookmark21) | Full-time |  | Part-time |  |  | All modes |
|  | [definition:](#_bookmark21) | No. | *%* | *%* No. | *%* | *%* | No. *%* |

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

All subject areas

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 1,200 | *0.8* | *93.9* | 80 | *0.1* | *6.1* | 1,280 | *0.6* |
| oth | Other academic | 142,310 | *99.2* | *65.9* | 73,480 | *99.9* | *34.1* | 215,785 | *99.4* |
| All | All | 143,510 | *100.0* | *66.1* | 73,555 | *100.0* | *33.9* | 217,065 | *100.0* |

SET

Non-SET

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 405 | *0.5* | *96.0* | 15 | *0.1* | *4.0* | 420 | *0.3* |
| oth | Other academic | 88,590 | *99.5* | *73.4* | 32,175 | *99.9* | *26.6* | 120,765 | *99.7* |
| All | All | 88,995 | *100.0* | *73.4* | 32,195 | *100.0* | *26.6* | 121,190 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 795 | *1.5* | *92.9* | 60 | *0.1* | *7.1* | 860 | *0.9* |
| oth | Other academic | 53,720 | *98.5* | *56.5* | 41,300 | *99.9* | *43.5* | 95,020 | *99.1* |
| All | All | 54,515 | *100.0* | *56.9* | 41,360 | *100.0* | *43.1* | 95,880 | *100.0* |

Proportions of staff who were part-time

10% 20% 30% 40% 50%

All subject areas

prof

nonp

All

21.1

27.2

26.6

SET

prof

nonp

All

22.8

45.1

43.1

Non-SET

prof

nonp

All

21.7

35.2

33.9

Proportions of staff who were part-time

10% 20% 30% 40% 50%

All subject areas

sm

oth

All

6.1

34.1

33.9

SET

sm

oth

All

4.0

26.6

26.6

Non-SET

sm

oth

All

7.1

43.5

43.1

## **Staff by activity, mode and salary range**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Salary range](#_bookmark24) [definition:](#_bookmark24) [see page 20](#_bookmark24)

All modes



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

Academic staff Professional and support All staff

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | | 15,410 | *7.1* | *11.2* | 122,045 | *54.8* | *88.8* | 137,460 | *31.2* |  |
| £30–50k | £30,000–£50,000 | | 123,210 | *56.8* | *60.6* | 80,270 | *36.0* | *39.4* | 203,480 | *46.3* |  |
| >£50k | | Over £50,000 | 78,445 *36.1 79.2*  217,065 *100.0 49.3* | | | 20,570 *9.2 20.8*  222,885 *100.0 50.7* | | | 99,015 *22.5*  439,955 *100.0* | | |
| All | Total | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 4,430 | *3.1* | *5.8* | 71,965 | *47.1* | *94.2* | 76,395 | *25.8* |
| £30–50k | £30,000–£50,000 | 76,995 | *53.6* | *55.0* | 63,020 | *41.3* | *45.0* | 140,010 | *47.3* |
| >£50k | Over £50,000 | 62,090 | *43.3* | *77.8* | 17,695 | *11.6* | *22.2* | 79,780 | *26.9* |
| All | Total | 143,510 | *100.0* | *48.5* | 152,675 | *100.0* | *51.5* | 296,185 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 10,985 | *14.9* | *18.0* | 50,085 | *71.3* | *82.0* | 61,065 | *42.5* |
| £30–50k | £30,000–£50,000 | 46,215 | *62.8* | *72.8* | 17,255 | *24.6* | *27.2* | 63,470 | *44.1* |
| >£50k | Over £50,000 | 16,355 | *22.2* | *85.1* | 2,875 | *4.1* | *14.9* | 19,230 | *13.4* |
| All | Total | 73,555 | *100.0* | *51.2* | 70,210 | *100.0* | *48.8* | 143,765 | *100.0* |

≤ [Academic pay](#_bookmark25) [spine range](#_bookmark25) [definition:](#_bookmark25)

[see page 20](#_bookmark25)

## **Academic staff by academic pay spine range**

|  |  |  |  |
| --- | --- | --- | --- |
| All academic staff | | | |
| No. *%* | | | |
| aps1 | Less than £19,202 | 335 | *0.2* |
| aps2 | Between £19,203 and £25,482 | 2,930 | *1.3* |
| aps3 | Between £25,483 and £34,189 | 39,115 | *18.0* |
| aps4 | Between £34,190 and £45,892 | 74,620 | *34.4* |
| aps5 | Between £45,893 and £61,618 | 65,515 | *30.2* |
| aps6 | More than £61,619 | 34,550 | *15.9* |
| All | All pay spine ranges | 217,065 | *100.0* |

Proportions of staff by activity, mode and salary range

0 0%

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Academic staff  20% 40 | % | 60 | % | 8 | % | 10 | 0% | Professional and support staff  20% 40% 60% 80% | 10 |
| All modes |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| <£30k 11.2 |  |  |  |  |  |  |  | 88.8 |  |
| £30–50k |  |  | 60.6 |  |  |  |  | 39.4 |  |
| >£50k |  |  |  |  | 79. | 2 |  | 20.8 |  |
| Full-time |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| <£30k 5.8 |  |  |  |  |  |  |  | 94. |  |
| £30–50k |  | 55 | .0 |  |  |  |  | 45.0 |  |
| >£50k |  |  |  |  | 77.8 |  |  | 22.2 |  |
| Part-time |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| <£30k 18.0 |  |  |  |  |  |  |  | 82.0 |  |
| £30–50k 72. |  |  |  |  | 8 |  |  | 27.2 |  |
| >£50k |  |  |  |  |  | 85.1 |  | 14.9 |  |

2

Proportions of academic staff by academic pay spine range

10% 20% 30% 40% 50%

0.2

1.3

18.0

34.4

30.2

15.9

|  |
| --- |
| aps1 |
| aps2 |
| aps3 |
| aps4 |
| aps5 |
| aps6 |



≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

## **UK/non-UK academic staff by leaving status**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Leavers  (proportion of all staff) | | Known destination  (proportion of leavers) | | Unknown destination  (proportion of leavers) | | All staff |
|  |  | No. | *%* | No. | *%* | No. | *%* | *No.* |
| All | All staff | 35,870 | *17.0* | 17,975 | *50.1* | 17,895 | *49.9* | 210,440 |
| uk | UK | 22,125 | *15.2* | 11,075 | *50.1* | 11,050 | *49.9* | 145,560 |
| nonuk | Non-UK | 13,745 | *21.2* | 6,900 | *50.2* | 6,845 | *49.8* | 64,880 |



* 1. **UK/non-UK academic staff leavers by known leaving destination**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

UK employment



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 2,975 | *26.8* | *61.1* | 1,895 | *27.5* | *38.9* | 4,865 | *27.1* |
| oei | Other education institution | 335 | *3.0* | *66.5* | 170 | *2.4* | *33.5* | 500 | *2.8* |
| res | Research institute | 205 | *1.8* | *47.0* | 230 | *3.3* | *53.0* | 430 | *2.4* |
| stu | Student | 565 | *5.1* | *54.0* | 480 | *7.0* | *46.0* | 1,050 | *5.8* |
| med | Medical or dental practice | 620 | *5.6* | *81.5* | 140 | *2.0* | *18.5* | 765 | *4.2* |
| pub | Public sector | 455 | *4.1* | *87.1* | 65 | *1.0* | *12.9* | 520 | *2.9* |
| priv | Private sector | 800 | *7.2* | *63.6* | 460 | *6.6* | *36.4* | 1,255 | *7.0* |
| self | Self-employed | 495 | *4.4* | *84.6* | 90 | *1.3* | *15.4* | 585 | *3.2* |
| vol | Voluntary sector | 50 | *0.4* | *65.2* | 25 | *0.4* | *34.8* | 75 | *0.4* |
| All | All UK employment | 6,490 | *58.6* | *64.6* | 3,555 | *51.5* | *35.4* | 10,050 | *55.9* |

UK nationals Non-UK nationals All leavers

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 215 | *1.9* | *17.5* | 1,005 | *14.6* | *82.5* | 1,220 | *6.8* |
| oei | Other education institution | 35 | *0.3* | *16.4* | 190 | *2.7* | *83.6* | 225 | *1.3* |
| res | Research institute | 60 | *0.6* | *15.9* | 325 | *4.7* | *84.1* | 385 | *2.1* |
| stu | Student | 5 | *0.1* | *13.8* | 45 | *0.6* | *86.2* | 50 | *0.3* |
| med | Health service | 0 | *0.0* | *..* | 5 | *0.1* | *..* | 5 | *0.0* |
| pub | Public sector | 0 | *0.1* | *23.4* | 50 | *0.7* | *76.6* | 65 | *0.4* |
| priv | Private sector | 15 | *0.3* | *16.7* | 185 | *2.7* | *83.3* | 220 | *1.2* |
| self | Self-employed | 35 | *0.0* | *11.8* | 30 | *0.4* | *88.2* | 35 | *0.2* |
| vol | Voluntary sector | 5 | *0.0* | *..* | 5 | *0.0* | *..* | 10 | *0.0* |
| All | All non-UK employment | 380 | *3.4* | *17.2* | 1,835 | *26.6* | *82.8* | 3,805 | *12.3* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 2,440 | *22.0* | *64.1* | 1,365 | *19.8* | *35.9* | 3,805 | *21.2* |
| reti | Retired | 1,640 | *14.8* | *93.2* | 120 | *1.7* | *6.8* | 1,760 | *9.8* |
| dece | Deceased | 125 | *1.1* | *82.6* | 25 | *0.4* | *17.4* | 150 | *0.8* |
| All | All no longer employed | 4,200 | *37.9* | *73.5* | 1,510 | *21.9* | *26.5* | 5,715 | *31.8* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 11,075 | *100.0* | *61.6* | 6,900 | *100.0* | *38.4* | 150 | *100.0* |

Proportions of academic staff who left their institution between 2017/18 and 2018/19

10% 20% 30% 40% 50%

17.0

15.2

21.2

|  |
| --- |
| All |
| uk |
| nonuk |

Proportions of academic staff who left their institution between 2016/17 and 2017/18 by destination

UK nationals Non-UK nationals

5%

UK employment

10%

15%

20%

25%

5% 10%

15%

20%

25%

27.5

hei oei res stu med pub priv self

vol

26.8

3.0

1.8

2.4

3.3

5.1

5.6

4.1

7.0

2.0

1.0

7.2

6.6

4.4

0.4

1.3

0.4

Non-UK employment

hei oei res stu med pub priv self

vol

1.9

14.6

0.3

0.6

0.1

0.0

0.1

0.3

0.0

0.0

2.7

4.7

0.6

0.1

0.7

2.7

0.4

0.0

No longer in employment

nreg

reti dece

22.0

19.8

14.8

1.1

1.7

0.4

# Age

## Professional and support staff had a younger age profile than academic staff. Among academics, 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 roles for younger staff and higher

proportions in part-time roles for older staff. With regard to academic staff, those in the youngest age groups tended to be on teaching-only or research-only contracts, while older staff tended to be on teaching- only or teaching and research contracts. The leaving rates for the youngest and oldest age groups 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.advance-he.ac.uk/knowledge-hub/equality-higher-education-**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

A list of the additional information included in the online tables can be found in the [**Online data tables**](#_bookmark1) section.

* 1. **Overall figures:** Across the UK, the majority of staff employed by HEIs were between the ages of 31 and 55 (65.5%). Only 16.9% were aged 30 and under. However, the proportion of staff in this age group was higher in Scotland (19.0%), England (16.8%) and Wales (14.3%) than in Northern

Ireland (11.6%).

* 1. **Employment activity:** Professional and support staff had a younger age profile than academic staff, with 19.9% aged 30 and under compared with 13.8% of academic staff. Full-time work was most prevalent among staff aged 31-35 (74.7%) and 26-30 (73.9%). 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.
  2. **Contract type:** Across all age groups, the majority of professional and support staff were on open-ended/permanent contracts, ranging from 51.0% of those aged 25 and under to 93.4% of those aged 56-60. In contrast, academic staff aged 30 and under were most commonly on fixed-term contracts (83.6% of those aged 25 and under and 70.0% of those aged 26-30).

**1.4-1.6 Occupational groups:** There were marked differences among occupational groups in relation to staff age. For example, just under a third of academic staff working as managers, directors and senior officials (SOC1) were aged 51-60 (31.8%) and over a third were aged 41-50 (35.5%). Among professional and support staff, large proportions of staff aged 30 and under worked in administrative and secretarial occupations (SOC4; 39.4%) and associate professional and technical occupations (SOC3; 25.6%). Those aged 41 to 50 constituted the

largest proportion of professional and support staff employed as managers, directors and senior officials (SOC1) (35.9%).

* 1. **Research/teaching contract:** Staff aged 35 and under tended to be concentrated more in research-only roles than older staff. For example, 60.5% of staff aged 51-55 were in teaching and research roles while 52.9% of staff aged 26-30 were in research-only roles. Staff at each extreme end of the age spectrum tended to be in teaching-only roles, namely 47.6% of staff aged 66 and over and 63.0% of staff aged 25 and under, compared with less than one in four of those aged 31-35 (24.0%).
  2. **SET subject areas:** The age profiles of academic staff varied by SET subject. Subjects with the highest proportions of staff aged 40 and under were mineral, metallurgy and materials engineering (61.5%), chemistry (60.3%), physics (59.8%) and chemical engineering (59.2%). In contrast, proportions of staff in this age group were the lowest for nursing and allied health professions (24.7%), clinical dentistry (36.7%), agriculture, forestry and food science (37.8%) and architecture, built environment and planning (38.4%).
  3. **Non-SET subject areas:** Academic staff in non-SET subject areas tended to have an older age profile than those in SET, with 36.4% of non-SET academic staff over the age of 50 compared with 26.6% of SET academic staff. Again, for non-SET subjects the age profile of staff varied considerably by subject area. Subjects with the lowest proportions of staff aged 40 and under were education (21.5%) and premises (21.5%), while more than half of those working in sports science and leisure studies (58.0%), politics and international studies (54.0%) economics and econometrics (52.7%), and philosophy (51.5%) were in this

age group.

**1.10-1.11 Professorial status:** Part-time professors were typically older than full-time professors: 56.3% of professors working part-time were over the age of 60, compared with 17.3% of those who worked full-time. The age profile of professors was similar for academic staff in SET and non-SET subject areas, with 31.8% of SET professors aged 50 and under compared with 32.3% 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 77.5% of academic senior managers over the age of 50 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: 43.8%

of part-time academic senior managers were aged 61 and over, compared with 17.7% of those who worked full-time. Again, 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. **Leavers:** The largest proportion of academic staff leaving employment at their HEI between 2016/17 and 2017/18 was among staff aged 30 and under (32.4%) for both UK nationals (30.6%) and non-UK nationals (35.0%).
  2. **Leaving destinations of UK academics:** Of UK academic leavers with a known leaving destination, approximately seven out of ten aged 50 and below entered UK employment

(73.6%), with the most common destination being another HEI (32.9%), followed by the private sector (9.8%) and the NHS/medical or dental practice (7.9%). In contrast, only 46.5% of those aged 51-60 and 17.1% of those aged 61 and over entered UK employment, with the majority of these leavers no longer in employment (50.9% and 82.5%, respectively). 61.3% 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 0.4% of those aged 61 and over to 5.1% of those aged 30 and under.

* 1. **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 (53.4%). Within every age group, leaving

rates to non-UK employment were markedly higher for non-UK leavers than UK leavers, ranging from 7.7% of those aged 61 and over to 28.9% of those aged 31-40.

## **Staff by country of institution and age group**

1.1

≤ [Country of](#_bookmark14) [institution](#_bookmark14)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | England |  | Northern Ireland | | Scotland |  | Wales |  | UK |  |
|  | No. | *%* | No. | *%* | No. | *%* | No. | *%* | No. | *%* |
| ≤25 | 21,435 | *5.9* | 220 | *3.1* | 3,920 | *7.9* | 995 | *4.8* | 26,575 | *6.0* |
| 26–30 | 39,575 | *10.9* | 600 | *8.5* | 5,495 | *11.1* | 1,995 | *9.5* | 47,660 | *10.8* |
| 31–35 | 51,600 | *14.2* | 875 | *12.4* | 6,590 | *13.3* | 2,820 | *13.5* | 61,880 | *14.1* |
| 36–40 | 52,100 | *14.4* | 1,135 | *16.0* | 6,575 | *13.3* | 3,055 | *14.6* | 62,860 | *14.3* |
| 41–45 | 45,135 | *12.5* | 970 | *13.7* | 5,750 | *11.6* | 2,760 | *13.2* | 54,620 | *12.4* |
| 46–50 | 45,165 | *12.5* | 1,020 | *14.4* | 6,065 | *12.2* | 2,850 | *13.7* | 55,105 | *12.5* |
| 51–55 | 43,930 | *12.1* | 1,045 | *14.8* | 6,105 | *12.3* | 2,645 | *12.7* | 53,725 | *12.2* |
| 56–60 | 34,640 | *9.6* | 755 | *10.6* | 5,160 | *10.4* | 2,110 | *10.1* | 42,660 | *9.7* |
| 61–65 | 19,580 | *5.4* | 365 | *5.1* | 2,810 | *5.7* | 1,150 | *5.5* | 23,905 | *5.4* |
| ≥66 | 9,320 | *2.6* | 100 | *1.4* | 1,045 | *2.1* | 495 | *2.4* | 10,960 | *2.5* |
| All | 362,475 | *100.0* | 7,090 | *100.0* | 49,515 | *100.0* | 20,875 | *100.0* | 439,955 | *100.0* |

 [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

15%

10%

5%

**England**

≤25

≥66

**N. Ireland**

≤25

≥66

**Scotland**

≤25

≥66

**Wales**

≤25

≥66

**UK**

≤25

≥66

# 1.2

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

## **Staff by activity, mode and age group**

Full-time Part-time All modes



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 14,835 | *5.0* | *55.8* | 11,740 | *8.2* | *44.2* | 26,575 | *6.0* |
| 26–30 | 35,205 | *11.9* | *73.9* | 12,455 | *8.7* | *26.1* | 47,660 | *10.8* |
| 31–35 | 46,240 | *15.6* | *74.7* | 15,640 | *10.9* | *25.3* | 61,880 | *14.1* |
| 36–40 | 44,255 | *14.9* | *70.4* | 18,605 | *12.9* | *29.6* | 62,860 | *14.3* |
| 41–45 | 37,590 | *12.7* | *68.8* | 17,025 | *11.8* | *31.2* | 54,620 | *12.4* |
| 46–50 | 38,615 | *13.0* | *70.1* | 16,490 | *11.5* | *29.9* | 55,105 | *12.5* |
| 51–55 | 37,160 | *12.5* | *69.2* | 16,565 | *11.5* | *30.8* | 53,725 | *12.2* |
| 56–60 | 27,390 | *9.2* | *64.2* | 15,270 | *10.6* | *35.8* | 42,660 | *9.7* |
| 61–65 | 12,245 | *4.1* | *51.2* | 11,660 | *8.1* | *48.8* | 23,905 | *5.4* |
| ≥66 | 2,650 | *0.9* | *24.2* | 8,315 | *5.8* | *75.8* | 10,960 | *2.5* |
| All | 296,185 | *100.0* | *67.3* | 143,765 | *100.0* | *32.7* | 439,955 | *100.0* |

Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 2,300 | *1.6* | *34.2* | 4,415 | *6.0* | *65.8* | 6,710 | *3.1* |
| 26–30 | 15,465 | *10.8* | *66.5* | 7,800 | *10.6* | *33.5* | 23,265 | *10.7* |
| 31–35 | 24,940 | *17.4* | *75.3* | 8,180 | *11.1* | *24.7* | 33,115 | *15.3* |
| 36–40 | 23,320 | *16.2* | *71.8* | 9,150 | *12.4* | *28.2* | 32,470 | *15.0* |
| 41–45 | 19,140 | *13.3* | *69.8* | 8,275 | *11.2* | *30.2* | 27,415 | *12.6* |
| 46–50 | 18,940 | *13.2* | *70.4* | 7,970 | *10.8* | *29.6* | 26,910 | *12.4* |
| 51–55 | 18,140 | *12.6* | *69.2* | 8,085 | *11.0* | *30.8* | 26,225 | *12.1* |
| 56–60 | 13,415 | *9.3* | *64.8* | 7,300 | *9.9* | *35.2* | 20,715 | *9.5* |
| 61–65 | 6,170 | *4.3* | *49.6* | 6,265 | *8.5* | *50.4* | 12,435 | *5.7* |
| ≥66 | 1,685 | *1.2* | *21.6* | 6,120 | *8.3* | *78.4* | 7,805 | *3.6* |
| All | 143,510 | *100.0* | *66.1* | 73,555 | *100.0* | *33.9* | 217,065 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 12,535 | *8.2* | *63.1* | 7,330 | *10.4* | *36.9* | 19,860 | *8.9* |
| 26–30 | 19,740 | *12.9* | *80.9* | 4,655 | *6.6* | *19.1* | 24,395 | *10.9* |
| 31–35 | 21,300 | *14.0* | *74.1* | 7,465 | *10.6* | *25.9* | 28,765 | *12.9* |
| 36–40 | 20,940 | *13.7* | *68.9* | 9,455 | *13.5* | *31.1* | 30,395 | *13.6* |
| 41–45 | 18,450 | *12.1* | *67.8* | 8,755 | *12.5* | *32.2* | 27,205 | *12.2* |
| 46–50 | 19,675 | *12.9* | *69.8* | 8,520 | *12.1* | *30.2* | 28,190 | *12.6* |
| 51–55 | 19,020 | *12.5* | *69.2* | 8,480 | *12.1* | *30.8* | 27,500 | *12.3* |
| 56–60 | 13,975 | *9.2* | *63.7* | 7,970 | *11.4* | *36.3* | 21,945 | *9.8* |
| 61–65 | 6,075 | *4.0* | *53.0* | 5,395 | *7.7* | *47.0* | 11,470 | *5.1* |
| ≥66 | 965 | *0.6* | *30.6* | 2,195 | *3.1* | *69.4* | 3,160 | *1.4* |
| All | 152,675 | *100.0* | *68.5* | 70,210 | *100.0* | *31.5* | 222,885 | *100.0* |

Proportions of staff who were part-time

20% 40% 60% 80% 100%

All staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

44.2

26.1

25.3

29.6

31.2

29.9

30.8

35.8

48.8

75.8

32.7

Academic staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

65.8

33.5

24.7

28.2

30.2

29.6

30.8

35.2

50.4

78.4

33.9

Professional and support staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

36.9

19.1

25.9

31.1

32.2

30.2

30.8

36.3

47.0

69.4

31.5

# 1.3

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Contract type](#_bookmark17) [definition:](#_bookmark17)  [see page 15](#_bookmark17)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

## **Staff by activity, contract type and age group**

Open-ended/permanent Fixed-term All contracts



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 11,220 | *3.4* | *42.2* | 15,355 | *14.4* | *57.8* | 26,575 | *6.0* |
| 26–30 | 25,755 | *7.7* | *54.0* | 21,905 | *20.5* | *46.0* | 47,660 | *10.8* |
| 31–35 | 40,890 | *12.3* | *66.1* | 20,990 | *19.7* | *33.9* | 61,880 | *14.1* |
| 36–40 | 48,750 | *14.6* | *77.6* | 14,110 | *13.2* | *22.4* | 62,860 | *14.3* |
| 41–45 | 45,615 | *13.7* | *83.5* | 9,000 | *8.4* | *16.5* | 54,620 | *12.4* |
| 46–50 | 47,805 | *14.3* | *86.8* | 7,300 | *6.8* | *13.2* | 55,105 | *12.5* |
| 51–55 | 47,360 | *14.2* | *88.2* | 6,365 | *6.0* | *11.8* | 53,725 | *12.2* |
| 56–60 | 37,705 | *11.3* | *88.4* | 4,955 | *4.6* | *11.6* | 42,660 | *9.7* |
| 61–65 | 20,335 | *6.1* | *85.1* | 3,575 | *3.3* | *14.9* | 23,905 | *5.4* |
| ≥66 | 7,715 | *2.3* | *70.4* | 3,250 | *3.0* | *29.6* | 10,960 | *2.5* |
| All | 333,150 | *100.0* | *75.7* | 106,805 | *100.0* | *24.3* | 439,955 | *100.0* |

Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 1,100 | *0.8* | *16.4* | 5,615 | *7.7* | *83.6* | 6,710 | *3.1* |
| 26–30 | 6,985 | *4.8* | *30.0* | 16,285 | *22.4* | *70.0* | 23,265 | *10.7* |
| 31–35 | 16,750 | *11.6* | *50.6* | 16,370 | *22.5* | *49.4* | 33,115 | *15.3* |
| 36–40 | 22,210 | *15.4* | *68.4* | 10,260 | *14.1* | *31.6* | 32,470 | *15.0* |
| 41–45 | 21,300 | *14.8* | *77.7* | 6,115 | *8.4* | *22.3* | 27,415 | *12.6* |
| 46–50 | 22,120 | *15.3* | *82.2* | 4,790 | *6.6* | *17.8* | 26,910 | *12.4* |
| 51–55 | 22,080 | *15.3* | *84.2* | 4,145 | *5.7* | *15.8* | 26,225 | *12.1* |
| 56–60 | 17,215 | *11.9* | *83.1* | 3,500 | *4.8* | *16.9* | 20,715 | *9.5* |
| 61–65 | 9,640 | *6.7* | *77.5* | 2,790 | *3.8* | *22.5* | 12,435 | *5.7* |
| ≥66 | 4,920 | *3.4* | *63.1* | 2,885 | *4.0* | *36.9* | 7,805 | *3.6* |
| All | 144,315 | *100.0* | *66.5* | 72,750 | *100.0* | *33.5* | 217,065 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 10,120 | *5.4* | *51.0* | 9,740 | *28.6* | *49.0* | 19,860 | *8.9* |
| 26–30 | 18,775 | *9.9* | *77.0* | 5,620 | *16.5* | *23.0* | 24,395 | *10.9* |
| 31–35 | 24,145 | *12.8* | *83.9* | 4,620 | *13.6* | *16.1* | 28,765 | *12.9* |
| 36–40 | 26,540 | *14.1* | *87.3* | 3,855 | *11.3* | *12.7* | 30,395 | *13.6* |
| 41–45 | 24,315 | *12.9* | *89.4* | 2,890 | *8.5* | *10.6* | 27,205 | *12.2* |
| 46–50 | 25,685 | *13.6* | *91.1* | 2,510 | *7.4* | *8.9* | 28,190 | *12.6* |
| 51–55 | 25,280 | *13.4* | *91.9* | 2,220 | *6.5* | *8.1* | 27,500 | *12.3* |
| 56–60 | 20,490 | *10.9* | *93.4* | 1,455 | *4.3* | *6.6* | 21,945 | *9.8* |
| 61–65 | 10,690 | *5.7* | *93.2* | 780 | *2.3* | *6.8* | 11,470 | *5.1* |
| ≥66 | 2,790 | *1.5* | *88.4* | 365 | *1.1* | *11.6* | 3,160 | *1.4* |
| All | 188,835 | *100.0* | *84.7* | 34,055 | *100.0* | *15.3* | 222,885 | *100.0* |

Proportions of staff who were on fixed-term contracts

20% 40% 60% 80% 100%

All staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

57.8

46.0

33.9

22.4

16.5

13.2

11.8

11.6

14.9

29.6

24.3

Academic staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

83.6

70.0

49.4

31.6

22.3

17.8 15.8

16.9

22.5

36.9

33.5

Professional and support staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

49.0

23.0

16.1

12.7

10.6

8.9

8.1

6.6

6.8

11.6

15.3

## **Staff by occupational group and age group**

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Age definition:](#_bookmark5)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under | | | |  | 31 to 40 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| soc1 | Managers, directors and senior officials | 430 | *0.6* | *3.5* | 2,855 | *2.3* | *23.0* |
| soc2 | Professional occupations | 35,715 | *48.1* | *13.6* | 79,850 | *64.0* | *30.5* |
| soc3 | Associate professional and technical occupations | 11,590 | *15.6* | *22.4* | 15,665 | *12.6* | *30.3* |
| soc4 | Administrative and secretarial occupations | 17,460 | *23.5* | *24.5* | 19,170 | *15.4* | *26.8* |
| soc5 | Skilled trades occupations | 1,075 | *1.4* | *16.0* | 1,360 | *1.1* | *20.2* |
| soc6 | Caring, leisure and other service occupations | 2,125 | *2.9* | *29.6* | 1,480 | *1.2* | *20.6* |
| soc7 | Sales and customer service occupations | 840 | *1.1* | *33.8* | 580 | *0.5* | *23.4* |
| soc8 | Process, plant and machine operatives | 160 | *0.2* | *11.1* | 225 | *0.2* | *15.5* |
| soc9 | Elementary occupations | 4,840 | *6.5* | *19.9* | 3,560 | *2.9* | *14.6* |
| All | All occupations | 74,235 | *100.0* | *16.9* | 124,745 | *100.0* | *28.4* |
|  |  | 41 to 50 |  |  | 51 to 60 |  |  |
| soc1 | Managers, directors and senior officials | 4,400 | *4.0* | *35.5* | 3,950 | *4.1* | *31.8* |
| soc2 | Professional occupations | 68,255 | *62.2* | *26.0* | 56,195 | *58.3* | *21.4* |
| soc3 | Associate professional and technical occupations | 12,335 | *11.2* | *23.8* | 9,775 | *10.1* | *18.9* |
| soc4 | Administrative and secretarial occupations | 16,190 | *14.8* | *22.7* | 14,320 | *14.9* | *20.1* |
| soc5 | Skilled trades occupations | 1,640 | *1.5* | *24.4* | 2,000 | *2.1* | *29.6* |
| soc6 | Caring, leisure and other service occupations | 1,315 | *1.2* | *18.3* | 1,635 | *1.7* | *22.8* |
| soc7 | Sales and customer service occupations | 435 | *0.4* | *17.4* | 465 | *0.5* | *18.8* |
| soc8 | Process, plant and machine operatives | 345 | *0.3* | *24.1* | 495 | *0.5* | *34.2* |
| soc9 | Elementary occupations | 4,805 | *4.4* | *19.7* | 7,550 | *7.8* | *31.0* |
| All | All occupations | 109,720 | *100.0* | *24.9* | 96,385 | *100.0* | *21.9* |
|  |  | 61 and over |  |  | All age groups | |  |
| soc1 | Managers, directors and senior officials | 765 | *2.2* | *6.2* | 12,400 | *2.8* |  |
| soc2 | Professional occupations | 22,155 | *63.5* | *8.5* | 262,170 | *59.6* |  |
| soc3 | Associate professional and technical occupations | 2,405 | *6.9* | *4.6* | 51,770 | *11.8* |  |
| soc4 | Administrative and secretarial occupations | 4,260 | *12.2* | *6.0* | 71,400 | *16.2* |  |
| soc5 | Skilled trades occupations | 665 | *1.9* | *9.9* | 6,745 | *1.5* |  |
| soc6 | Caring, leisure and other service occupations | 630 | *1.8* | *8.8* | 7,185 | *1.6* |  |
| soc7 | Sales and customer service occupations | 165 | *0.5* | *6.7* | 2,490 | *0.6* |  |
| soc8 | Process, plant and machine operatives | 220 | *0.6* | *15.2* | 1,445 | *0.3* |  |
| soc9 | Elementary occupations | 3,600 | *10.3* | *14.8* | 24,355 | *5.5* |  |
| All | All occupations | 34,870 | *100.0* | *7.9* | 439,955 | *100.0* |  |

[see page 11](#_bookmark5)

Proportions of staff by occupation and age

20% 30% 40% 50%

.6

22

1

.9

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under  10% |  |  | 20 | % |  |  |  | 30 | % |  | 40 | % 50 | % | 31 to 40  10 | % |
| soc1 3.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc2 13 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc3 |  |  |  |  |  |  |  | .4 |  |  |  |  |  |  |  |
| soc4 |  |  |  |  |  |  |  | 24.5 |  |  |  |  |  |  |  |
| soc5 |  |  | 6.0 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc6 |  |  |  |  |  |  |  |  | 29.6 |  |  |  |  |  |  |
| soc7 |  |  |  |  |  |  |  |  |  | 3 | 3.8 |  |  |  |  |
| soc8 11.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc9 |  |  |  | 19 |  |  |  |  |  |  |  |  |  |  |  |
| All |  |  | 16. | 9 |  |  |  |  |  |  |  |  |  |  |  |
| 41 to 50 |  |  |  |  |  |  |  |  |  |  |  |  |  | 51 to 60 |  |
| soc1 |  |  |  |  |  |  |  |  |  |  | 35.5 |  |  |  |  |
| soc2 |  |  |  |  |  |  |  | 26.0 |  |  |  |  |  |  |  |
| soc3 |  |  |  |  |  |  |  | 23.8 |  |  |  |  |  |  |  |
| soc4 |  |  |  |  |  |  |  | .7 |  |  |  |  |  |  |  |
| soc5 |  |  |  |  |  |  |  | 24.4 |  |  |  |  |  |  |  |
| soc6 |  |  | 1 | 8.3 |  |  |  |  |  |  |  |  |  |  |  |
| soc7 |  |  | 17. | 4 |  |  |  |  |  |  |  |  |  |  |  |
| soc8 |  |  |  |  |  |  |  | 24.1 |  |  |  |  |  |  |  |
| soc9 |  |  |  | 19. |  |  |  |  |  |  |  |  |  |  |  |
| All |  |  |  |  |  |  |  | 24.9 |  |  |  |  |  |  |  |
| 61 and over |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc1 6.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc2 8.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc3 4.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc4 6.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc5 9.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc6 8.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc7 6.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| soc8 |  |  | .2 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc9 |  |  | .8 |  |  |  |  |  |  |  |  |  |  |  |  |
| All 7.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

22

7

23.0

30.5

30.3

26.8

20.2

20.6

23.4

15.5

14.6

28.4

31.8

21.4

18.9

20.1

29.6

22.8

18.8

34.2

31.0

21.9

15

14

## **Academic staff by occupational group and age group**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under | | | |  | 31 to 40 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| soc1 | Managers, directors and senior officials | 5.0 | *0.0* | *1.1* | 70 | *0.1* | *12.8* |
| soc2 | Professional occupations | 29,700 | *99.1* | *13.8* | 65,140 | *99.3* | *30.3* |
| soc3 | Associate professional and technical occupations | 270 | *0.9* | *18.7* | 375 | *0.6* | *25.7* |
| soc4–9 | Clerical and manual occupations | 0.0 | *0.0* | *..* | 0.0 | *0.0* | *..* |
| All | All occupations | 29,980 | *100.0* | *13.8* | 65,585 | *100.0* | *30.2* |
|  |  | 41 to 50 |  |  | 51 to 60 |  |  |
| soc1 | Managers, directors and senior officials | 145 | *0.3* | *26.6* | 230 | *0.5* | *42.7* |
| soc2 | Professional occupations | 53,865 | *99.2* | *25.0* | 46,330 | *98.7* | *21.5* |
| soc3 | Associate professional and technical occupations | 315 | *0.6* | *21.5* | 380 | *0.8* | *26.0* |
| soc4–9 | Clerical and manual occupations | 0.0 | *0.0* | *..* | 0.0 | *0.0* | *..* |
| All | All occupations | 54,325 | *100.0* | *25.0* | 46,940 | *100.0* | *21.6* |
|  |  | 61 and over |  |  | All age groups | |  |
| soc1 | Managers, directors and senior officials | 90 | *0.4* | *16.7* | 540 | *0.2* |  |
| soc2 | Professional occupations | 20,030 | *99.0* | *9.3* | 215,065 | *99.1* |  |
| soc3 | Associate professional and technical occupations | 120 | *0.6* | *8.1* | 1,460 | *0.7* |  |
| soc4–9 | Clerical and manual occupations | 0.0 | *0.0* | *..* | 5.0 | *0.0* |  |
| All | All occupations | 20,240 | *100.0* | *9.3* | 217,065 | *100.0* |  |

[see page 14](#_bookmark13) 

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

Additional data by five-year age band is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of academic staff by occupation and age

0 % 20% 30% 40% 50%

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under  10% | | | | 2 |  |  | % | | | | | | |
| soc1 |  | 1.1 |  |  |  |  |  |  |  |  |  |  |  |
| soc2 13 | | | | 8 |  |  |  |  |  |  |  |  |  |
| soc3 | | | |  |  |  | | | | | | | |
| soc4–9 | .. |  |  |  |  |  |  |  |  |  |  |  | .. |
| All 13 | | | | .8 |  |  |  |  |  |  |  |  |  |
| 41 to 50 | | | |  |  |  |  |  |  |  |  |  | 51 to 60 |
| soc1 | | | |  |  |  |  |  | 26. | 6 |  |  |  |
| soc2 | | | |  |  |  |  | 2 | |  |  |  |  |
| soc3 | | | |  |  |  | 21. | 5 |  |  |  |  |  |
| soc4–9 | .. |  |  |  |  |  |  |  |  |  |  |  | .. |
| All | | | |  |  |  |  | 2 | |  |  |  |  |
| 61 and over | | | |  |  |  |  |  |  |  |  |  |  |
| soc1 | | | | 1 |  | 7 |  |  |  |  |  |  |  |
| soc2 |  |  | 9.3 |  |  |  |  |  |  |  |  |  |  |
| soc3 |  |  | 8.1 |  |  |  |  |  |  |  |  |  |  |
| soc4–9 | .. |  |  |  |  |  |  |  |  |  |  |  |  |
| All |  |  | 9.3 |  |  |  |  |  |  |  |  |  |  |

12.8

30.3

25.7

30.2

42.7

21.5

26.0

21.6

6.

## **Professional and support staff by occupational group and age group**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under | | | |  | 31 to 40 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| soc1 | Managers, directors and senior officials | 425 | *1.0* | *3.6* | 2,790 | *4.7* | *23.5* |
| soc2 | Professional occupations | 6,020 | *13.6* | *12.8* | 14,710 | *24.9* | *31.2* |
| soc3 | Associate professional and technical occupations | 11,315 | *25.6* | *22.5* | 15,290 | *25.8* | *30.4* |
| soc4 | Administrative and secretarial occupations | 17,455 | *39.4* | *24.5* | 19,170 | *32.4* | *26.8* |
| soc5 | Skilled trades occupations | 1,075 | *2.4* | *16.0* | 1,360 | *2.3* | *20.2* |
| soc6 | Caring, leisure and other service occupations | 2,125 | *4.8* | *29.6* | 1,480 | *2.5* | *20.6* |
| soc7 | Sales and customer service occupations | 840 | *1.9* | *33.8* | 580 | *1.0* | *23.4* |
| soc8 | Process, plant and machine operatives | 160 | *0.4* | *11.1* | 225 | *0.4* | *15.5* |
| soc9 | Elementary occupations | 4,840 | *10.9* | *19.9* | 3,560 | *6.0* | *14.6* |
| All | All occupations | 44,255 | *100.0* | *19.9* | 59,160 | *100.0* | *26.5* |
|  |  | 41 to 50 |  |  | 51 to 60 |  |  |
| soc1 | Managers, directors and senior officials | 4,255 | *7.7* | *35.9* | 3,720 | *7.5* | *31.3* |
| soc2 | Professional occupations | 14,385 | *26.0* | *30.5* | 9,865 | *20.0* | *20.9* |
| soc3 | Associate professional and technical occupations | 12,020 | *21.7* | *23.9* | 9,395 | *19.0* | *18.7* |
| soc4 | Administrative and secretarial occupations | 16,190 | *29.2* | *22.7* | 14,320 | *29.0* | *20.1* |
| soc5 | Skilled trades occupations | 1,640 | *3.0* | *24.4* | 2,000 | *4.0* | *29.6* |
| soc6 | Caring, leisure and other service occupations | 1,315 | *2.4* | *18.3* | 1,635 | *3.3* | *22.8* |
| soc7 | Sales and customer service occupations | 435 | *0.8* | *17.4* | 465 | *0.9* | *18.8* |
| soc8 | Process, plant and machine operatives | 345 | *0.6* | *24.1* | 495 | *1.0* | *34.2* |
| soc9 | Elementary occupations | 4,805 | *8.7* | *19.7* | 7,550 | *15.3* | *31.0* |
| All | All occupations | 55,395 | *100.0* | *24.9* | 49,445 | *100.0* | *22.2* |
|  |  | 61 and over |  |  | All age groups | |  |
| soc1 | Managers, directors and senior officials | 675 | *4.6* | *5.7* | 11,860 | *5.3* |  |
| soc2 | Professional occupations | 2,125 | *14.5* | *4.5* | 47,110 | *21.1* |  |
| soc3 | Associate professional and technical occupations | 2,285 | *15.6* | *4.5* | 50,310 | *22.6* |  |
| soc4 | Administrative and secretarial occupations | 4,260 | *29.1* | *6.0* | 71,395 | *32.0* |  |
| soc5 | Skilled trades occupations | 665 | *4.6* | *9.9* | 6,745 | *3.0* |  |
| soc6 | Caring, leisure and other service occupations | 630 | *4.3* | *8.8* | 7,185 | *3.2* |  |
| soc7 | Sales and customer service occupations | 165 | *1.1* | *6.7* | 2,490 | *1.1* |  |
| soc8 | Process, plant and machine operatives | 220 | *1.5* | *15.2* | 1,445 | *0.6* |  |
| soc9 | Elementary occupations | 3,600 | *24.6* | *14.8* | 24,355 | *10.9* |  |
| All | All occupations | 14,630 | *100.0* | *6.6* | 222,885 | *100.0* |  |

[see page 14](#_bookmark13) 

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

Additional data by five-year age band is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of professional and support staff by occupation and age

20% 30% 40% 50%

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under  10% |  | 20 | % |  | 30 | % |  | 40 | % 50 | % | 31 to 40  10 | % |
| soc1 3.6 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc2 12. | 8 |  |  |  |  |  |  |  |  |  |  |  |
| soc3 |  |  |  | 2 | 2.5 |  |  |  |  |  |  |  |
| soc4 |  |  |  |  | 24.5 |  |  |  |  |  |  |  |
| soc5 | 1 | 6.0 |  |  |  |  |  |  |  |  |  |  |
| soc6 |  |  |  |  |  | 29.6 |  |  |  |  |  |  |
| soc7 |  |  |  |  |  |  | 3 | 3.8 |  |  |  |  |
| soc8 11.1 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc9 |  |  | 19. | 9 |  |  |  |  |  |  |  |  |
| All |  |  | 19 | .9 |  |  |  |  |  |  |  |  |
| 41 to 50 |  |  |  |  |  |  |  |  |  |  | 51 to 60 |  |
| soc1 |  |  |  |  |  |  |  | 35.9 |  |  |  |  |
| soc2 |  |  |  |  |  | 30. | 5 |  |  |  |  |  |
| soc3 |  |  |  |  | 23.9 |  |  |  |  |  |  |  |
| soc4 |  |  |  | 2 | 2.7 |  |  |  |  |  |  |  |
| soc5 |  |  |  |  | 24.4 |  |  |  |  |  |  |  |
| soc6 |  | 1 | 8.3 |  |  |  |  |  |  |  |  |  |
| soc7 |  | 17. | 4 |  |  |  |  |  |  |  |  |  |
| soc8 |  |  |  |  | 24.1 |  |  |  |  |  |  |  |
| soc9 |  |  | 19. | 7 |  |  |  |  |  |  |  |  |
| All |  |  |  |  | 24.9 |  |  |  |  |  |  |  |
| 61 and over |  |  |  |  |  |  |  |  |  |  |  |  |
| soc1 5.7 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc2 4.5 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc3 4.5 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc4 6.0 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc5 9.9 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc6 8.8 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc7 6.7 |  |  |  |  |  |  |  |  |  |  |  |  |
| soc8 | 15 | .2 |  |  |  |  |  |  |  |  |  |  |
| soc9 | 14. | 8 |  |  |  |  |  |  |  |  |  |  |
| All 6.6 |  |  |  |  |  |  |  |  |  |  |  |  |

23.5

31.2

30.4

26.8

20.2

20.6

23.4

15.5

14.6

26.5

31.3

20.9

18.7

20.1

29.6

22.8

18.8

34.2

31.0

22.2

## **Academic staff by research/teaching contract type and age group**

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Teaching only |  |  | Research only |  |  |
|  | No. | *%* | *%* | No. | *%* | *%* |
| ≤25 | 4,230 | *6.4* | *63.0* | 2,185 | *4.3* | *32.6* |
| 26–30 | 7,830 | *11.8* | *33.7* | 12,320 | *24.2* | *52.9* |
| 31–35 | 7,940 | *12.0* | *24.0* | 14,935 | *29.4* | *45.1* |
| 36–40 | 8,065 | *12.2* | *24.8* | 8,875 | *17.4* | *27.3* |
| 41–45 | 7,365 | *11.1* | *26.9* | 4,640 | *9.1* | *16.9* |
| 46–50 | 7,670 | *11.6* | *28.5* | 3,000 | *5.9* | *11.2* |
| 51–55 | 7,955 | *12.0* | *30.3* | 2,180 | *4.3* | *8.3* |
| 56–60 | 6,920 | *10.4* | *33.4* | 1,400 | *2.8* | *6.8* |
| 61–65 | 4,670 | *7.0* | *37.6* | 765 | *1.5* | *6.2* |
| ≥66 | 3,710 | *5.6* | *47.6* | 555 | *1.1* | *7.1* |
| All | 66,355 | *100.0* | *30.6* | 50,855 | *100.0* | *23.4* |
|  | Teaching and research |  |  | Neither teaching nor research | |  |
| ≤25 | 260 | *0.3* | *3.9* | 35 | *2.9* | *0.5* |
| 26–30 | 3,035 | *3.1* | *13.1* | 80 | *6.5* | *0.3* |
| 31–35 | 10,145 | *10.3* | *30.6* | 100 | *7.8* | *0.3* |
| 36–40 | 15,420 | *15.6* | *47.5* | 115 | *9.0* | *0.3* |
| 41–45 | 15,295 | *15.5* | *55.8* | 110 | *8.9* | *0.4* |
| 46–50 | 16,075 | *16.3* | *59.7* | 160 | *12.8* | *0.6* |
| 51–55 | 15,875 | *16.1* | *60.5* | 215 | *17.0* | *0.8* |
| 56–60 | 12,150 | *12.3* | *58.7* | 245 | *19.6* | *1.2* |
| 61–65 | 6,850 | *6.9* | *55.1* | 145 | *11.5* | *1.2* |
| ≥66 | 3,485 | *3.5* | *44.7* | 50 | *4.0* | *0.6* |
| All | 98,600 | *100.0* | *45.4* | 1,255 | *100.0* | *0.6* |
| All academic contracts | | | | | | |
| ≤25 | 6,710 | *3.1* |  |  | | |
| 26–30 | 23,265 | *10.7* |  |
| 31–35 | 33,115 | *15.3* |  |
| 36–40 | 32,470 | *15.0* |  |
| 41–45 | 27,415 | *12.6* |  |
| 46–50 | 26,910 | *12.4* |  |
| 51–55 | 26,225 | *12.1* |  |
| 56–60 | 20,715 | *9.5* |  |
| 61–65 | 12,435 | *5.7* |  |
| ≥66 | 7,805 | *3.6* |  |
| All | 217,065 | *100.0* |  |

≤ [Age definition:](#_bookmark5)

[see page 11](#_bookmark5)

Proportions of academic staff by contract type and age

% 25%

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Teaching only  5% 10% 15 | % | 20 | % 25 | % | Research only  5% 10% 15% | 20 |
| ≤25 6.4 |  |  |  |  | 4.3 |  |
| 26–30 11.8 |  |  |  |  |  |  |
| 31–35 12.0 |  |  |  |  |  |  |
| 36–40 12.2 |  |  |  |  | 17.4 |  |
| 41–45 11.1 |  |  |  |  | 9.1 |  |
| 46–50 11.6 |  |  |  |  | 5.9 |  |
| 51–55 12.0 |  |  |  |  | 4.3 |  |
| 56–60 10.4 |  |  |  |  | 2.8 |  |
| 61–65 7.0 |  |  |  |  | 1.5 |  |
| ≥66 5.6 |  |  |  |  | 1.1 |  |
| Teaching and research |  |  |  |  | Neither teaching nor research |  |
| ≤25 0.3 |  |  |  |  | 2.9 |  |
| 26–30 3.1 |  |  |  |  | 6.5 |  |
| 31–35 10.3 |  |  |  |  | 7.8 |  |
| 36–40 |  | 15.6 |  |  | 9.0 |  |
| 41–45 |  | 15.5 |  |  | 8.9 |  |
| 46–50 |  | 16.3 |  |  | 12.8 |  |
| 51–55 |  | 16.1 |  |  | 17.0 |  |
| 56–60 12.3 |  |  |  |  |  |  |
| 61–65 6.9 |  |  |  |  | 11.5 |  |
| ≥66 3.5 |  |  |  |  | 4.0 |  |
| All academic contracts |  |  |  |  |  |  |
| ≤25 3.1 |  |  |  |  |  |  |
| 26–30 10.7 |  |  |  |  |  |  |
| 31–35 |  | 15.3 |  |  |  |  |
| 36–40 | 1 | 5.0 |  |  |  |  |
| 41–45 12.6 |  |  |  |  |  |  |
| 46–50 12.4 |  |  |  |  |  |  |
| 51–55 12.1 |  |  |  |  |  |  |
| 56–60 9.5 |  |  |  |  |  |  |
| 61–65 5.7 |  |  |  |  |  |  |
| ≥66 3.6 |  |  |  |  |  |  |

29.4

24.2

19.6



≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

## **SET academic staff by subject area and age group**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under | | | |  | 31 to 40 | |  | 41 to 50 | |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* | *%* |
| agri | Agriculture, forestry, food science | 145 | *0.7* | *10.0* | 395 | *1.0* | *27.7* | 390 | *1.4* | *27.4* |
| anat | Anatomy, physiology | 240 | *1.2* | *13.8* | 570 | *1.4* | *33.2* | 425 | *1.5* | *24.8* |
| arch | Archaeology | 65 | *0.3* | *8.2* | 270 | *0.7* | *34.2* | 220 | *0.8* | *27.6* |
| arct | Architecture, built environment, planning | 435 | *2.1* | *9.6* | 1,300 | *3.3* | *28.7* | 1,285 | *4.5* | *28.3* |
| bios | Biosciences | 2,720 | *13.2* | *18.7* | 4,975 | *12.5* | *34.2* | 3,335 | *11.7* | *22.9* |
| chee | Chemical engineering | 290 | *1.4* | *21.8* | 495 | *1.2* | *37.4* | 255 | *0.9* | *19.2* |
| chem | Chemistry | 1,225 | *5.9* | *27.9* | 1,425 | *3.6* | *32.4* | 840 | *3.0* | *19.2* |
| ceng | Civil engineering | 370 | *1.8* | *16.8* | 675 | *1.7* | *30.8* | 525 | *1.8* | *23.9* |
| dent | Clinical dentistry | 110 | *0.5* | *7.0* | 455 | *1.1* | *29.7* | 435 | *1.5* | *28.2* |
| medi | Clinical medicine | 4,295 | *20.8* | *16.7* | 10,010 | *25.2* | *38.9* | 5,795 | *20.4* | *22.5* |
| eart | Earth, marine, environmental sciences | 660 | *3.2* | *17.5* | 1,260 | *3.2* | *33.6* | 845 | *3.0* | *22.5* |
| elec | Electrical, electronic, computer engineering | 1,095 | *5.3* | *23.3* | 1,585 | *4.0* | *33.6* | 930 | *3.3* | *19.8* |
| geng | General engineering | 895 | *4.3* | *21.4* | 1,395 | *3.5* | *33.3* | 835 | *2.9* | *19.9* |
| geog | Geography, environmental studies | 415 | *2.0* | *15.8* | 940 | *2.4* | *35.9* | 680 | *2.4* | *26.0* |
| itcs | IT, systems sciences, computer software eng. | 1,500 | *7.3* | *18.8* | 2,425 | *6.1* | *30.4* | 1,825 | *6.4* | *22.9* |
| math | Mathematics | 985 | *4.8* | *19.7* | 1,565 | *3.9* | *31.4* | 1,035 | *3.6* | *20.8* |
| mech | Mechanical, aero, production engineering | 995 | *4.8* | *19.0* | 1,680 | *4.2* | *32.1* | 1,085 | *3.8* | *20.7* |
| meng | Mineral, metallurgy, materials engineering | 305 | *1.5* | *24.4* | 465 | *1.2* | *37.1* | 215 | *0.8* | *17.4* |
| nurs | Nursing, allied health professions | 625 | *3.0* | *5.6* | 2,115 | *5.3* | *19.1* | 3,360 | *11.8* | *30.3* |
| phar | Pharmacy, pharmacology | 335 | *1.6* | *14.0* | 790 | *2.0* | *33.0* | 615 | *2.2* | *25.6* |
| phys | Physics | 1,450 | *7.0* | *26.1* | 1,870 | *4.7* | *33.7* | 1,125 | *3.9* | *20.2* |
| psyc | Psychology, behavioural sciences | 1,350 | *6.5* | *17.3* | 2,555 | *6.4* | *32.8* | 2,035 | *7.1* | *26.1* |
| vets | Veterinary science | 175 | *0.8* | *12.1* | 545 | *1.4* | *37.9* | 390 | *1.4* | *27.2* |
| SET | All SET subject areas | 20,665 | *100.0* | *17.1* | 39,765 | *100.0* | *32.8* | 28,475 | *100.0* | *23.5* |

Proportions of SET academic staff by subject and age

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 51 to 60 |  |  | 61 and over | |  | All age groups | |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| agri | Agriculture, forestry, food science | 360 | *1.5* | *25.2* | 140 | *1.5* | *9.7* | 1,425 | *1.2* |
| anat | Anatomy, physiology | 350 | *1.5* | *20.3* | 135 | *1.5* | *7.9* | 1,720 | *1.4* |
| arch | Archaeology | 155 | *0.7* | *19.4* | 85 | *0.9* | *10.5* | 795 | *0.7* |
| arct | Architecture, built environment, planning | 975 | *4.2* | *21.5* | 535 | *6.0* | *11.8* | 4,535 | *3.7* |
| bios | Biosciences | 2,600 | *11.2* | *17.9* | 920 | *10.2* | *6.3* | 14,550 | *12.0* |
| chee | Chemical engineering | 205 | *0.9* | *15.3* | 85 | *0.9* | *6.3* | 1,325 | *1.1* |
| chem | Chemistry | 675 | *2.9* | *15.4* | 230 | *2.5* | *5.2* | 4,395 | *3.6* |
| ceng | Civil engineering | 430 | *1.8* | *19.7* | 195 | *2.2* | *8.9* | 2,190 | *1.8* |
| dent | Clinical dentistry | 400 | *1.7* | *26.2* | 135 | *1.5* | *8.9* | 1,535 | *1.3* |
| medi | Clinical medicine | 4,060 | *17.4* | *15.8* | 1,580 | *17.7* | *6.1* | 25,745 | *21.2* |
| eart | Earth, marine, environmental sciences | 710 | *3.0* | *19.0* | 280 | *3.1* | *7.4* | 3,755 | *3.1* |
| elec | Electrical, electronic, computer engineering | 770 | *3.3* | *16.3* | 330 | *3.7* | *7.1* | 4,710 | *3.9* |
| geng | General engineering | 715 | *3.1* | *17.1* | 350 | *3.9* | *8.3* | 4,185 | *3.5* |
| geog | Geography, environmental studies | 455 | *2.0* | *17.5* | 125 | *1.4* | *4.7* | 2,620 | *2.2* |
| itcs | IT, systems sciences, computer software eng. | 1,600 | *6.9* | *20.1* | 625 | *7.0* | *7.9* | 7,975 | *6.6* |
| math | Mathematics | 840 | *3.6* | *16.9* | 560 | *6.3* | *11.3* | 4,985 | *4.1* |
| mech | Mechanical, aero, production engineering | 1,005 | *4.3* | *19.2* | 465 | *5.2* | *8.9* | 5,230 | *4.3* |
| meng | Mineral, metallurgy, materials engineering | 170 | *0.7* | *13.7* | 90 | *1.0* | *7.4* | 1,245 | *1.0* |
| nurs | Nursing, allied health professions | 4,010 | *17.2* | *36.1* | 990 | *11.0* | *8.9* | 11,100 | *9.2* |
| phar | Pharmacy, pharmacology | 485 | *2.1* | *20.2* | 175 | *1.9* | *7.2* | 2,400 | *2.0* |
| phys | Physics | 775 | *3.3* | *14.0* | 335 | *3.7* | *6.0* | 5,550 | *4.6* |
| psyc | Psychology, behavioural sciences | 1,325 | *5.7* | *17.0* | 525 | *5.9* | *6.8* | 7,790 | *6.4* |
| vets | Veterinary science | 255 | *1.1* | *17.8* | 70 | *0.8* | *5.0* | 1,435 | *1.2* |
| SET | All SET subject areas | 23,325 | *100.0* | *19.2* | 8,960 | *100.0* | *7.4* | 121,190 | *100.0* |



≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

## **Non-SET academic staff by subject area and age group**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under | | | |  | 31 to 40 | |  | 41 to 50 | |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* | *%* |
| anth | Anthropology, development studies | 115 | *1.3* | *11.6* | 355 | *1.4* | *35.2* | 245 | *0.9* | *24.2* |
| area | Area studies | 40 | *0.4* | *9.7* | 150 | *0.6* | *35.0* | 125 | *0.5* | *29.4* |
| artd | Art, design | 875 | *9.4* | *9.1* | 2,345 | *9.1* | *24.3* | 2,890 | *11.2* | *30.0* |
| busi | Business, management studies | 1,275 | *13.7* | *7.7* | 4,490 | *17.4* | *27.2* | 4,455 | *17.2* | *27.0* |
| hosp | Catering, hospitality management | 45 | *0.5* | *7.8* | 155 | *0.6* | *25.7* | 180 | *0.7* | *29.9* |
| clas | Classics | 85 | *0.9* | *12.5* | 220 | *0.9* | *32.8* | 195 | *0.8* | *29.0* |
| cedu | Continuing education | 50 | *0.5* | *5.7* | 165 | *0.6* | *19.2* | 205 | *0.8* | *23.9* |
| econ | Economics, econometrics | 480 | *5.2* | *17.0* | 1,015 | *3.9* | *35.7* | 655 | *2.5* | *23.2* |
| educ | Education | 375 | *4.0* | *4.0* | 1,625 | *6.3* | *17.5* | 2,570 | *9.9* | *27.6* |
| engl | English language, literature | 540 | *5.8* | *10.6* | 1,480 | *5.7* | *28.9* | 1,345 | *5.2* | *26.4* |
| hlth | Health, community studies | 200 | *2.2* | *8.0* | 580 | *2.3* | *23.1* | 675 | *2.6* | *26.9* |
| hist | History | 475 | *5.1* | *12.9* | 1,225 | *4.7* | *33.0* | 930 | *3.6* | *25.1* |
| law | Law | 725 | *7.8* | *11.8* | 1,775 | *6.9* | *28.9* | 1,695 | *6.6* | *27.6* |
| mdia | Media studies | 400 | *4.3* | *8.1* | 1,250 | *4.8* | *25.5* | 1,430 | *5.5* | *29.2* |
| lang | Modern languages | 510 | *5.5* | *9.1* | 1,445 | *5.6* | *25.8* | 1,680 | *6.5* | *29.9* |
| perf | Music, dance, drama, performing arts | 735 | *7.9* | *8.9* | 2,100 | *8.1* | *25.6* | 2,170 | *8.4* | *26.4* |
| phil | Philosophy | 195 | *2.1* | *16.5* | 410 | *1.6* | *35.0* | 280 | *1.1* | *23.9* |
| poli | Politics, international studies | 570 | *6.1* | *15.2* | 1,455 | *5.6* | *38.8* | 895 | *3.5* | *23.9* |
| spol | Social work, social policy | 175 | *1.9* | *6.1* | 650 | *2.5* | *22.3* | 755 | *2.9* | *25.9* |
| soci | Sociology | 430 | *4.6* | *12.3* | 1,095 | *4.2* | *31.3* | 875 | *3.4* | *25.1* |
| spor | Sports science, leisure studies | 660 | *7.1* | *21.6* | 1,110 | *4.3* | *36.3* | 750 | *2.9* | *24.5* |
| theo | Theology, religious studies | 60 | *0.6* | *8.2* | 185 | *0.7* | *25.8* | 205 | *0.8* | *28.2* |
| acad | Total academic services | 125 | *1.4* | *10.0* | 300 | *1.2* | *23.7* | 340 | *1.3* | *26.9* |
| admi | Central administration, services | 140 | *1.5* | *12.1* | 175 | *0.7* | *15.0* | 220 | *0.9* | *19.2* |
| prem | Premises | 0.0 | *0.0* | *..* | 0.0 | *0.0* | *..* | 5.0 | *0.0* | *..* |
| resi | Residences, catering | 5.0 | *0.0* | *10.5* | 5.0 | *0.0* | *12.2* | 5.0 | *0.0* | *19.2* |
| faci | Staff, student facilities | 25 | *0.3* | *9.3* | 70 | *0.3* | *24.7* | 75 | *0.3* | *25.8* |
| NSET | All non-SET subject areas | 9,315 | *100.0* | *9.7* | 25,820 | *100.0* | *26.9* | 25,855 | *100.0* | *27.0* |



Proportions of Non-SET academic staff by subject and age

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 51 to 60 |  |  | 61 and over | |  | All age groups | |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| anth | Anthropology, development studies | 185 | *0.8* | *18.4* | 105 | *1.0* | *10.6* | 1,010 | *1.1* |
| area | Area studies | 70 | *0.3* | *16.1* | 40 | *0.4* | *9.8* | 430 | *0.5* |
| artd | Art, design | 2,640 | *11.2* | *27.4* | 880 | *7.8* | *9.1* | 9,625 | *10.0* |
| busi | Business, management studies | 4,120 | *17.4* | *25.0* | 2,170 | *19.2* | *13.1* | 16,510 | *17.2* |
| hosp | Catering, hospitality management | 180 | *0.8* | *29.6* | 40 | *0.4* | *6.9* | 600 | *0.6* |
| clas | Classics | 115 | *0.5* | *17.2* | 55 | *0.5* | *8.5* | 675 | *0.7* |
| cedu | Continuing education | 250 | *1.1* | *29.4* | 185 | *1.7* | *22.0* | 850 | *0.9* |
| econ | Economics, econometrics | 415 | *1.8* | *14.7* | 270 | *2.4* | *9.5* | 2,835 | *3.0* |
| educ | Education | 2,940 | *12.5* | *31.6* | 1,785 | *15.8* | *19.2* | 9,290 | *9.7* |
| engl | English language, literature | 1,175 | *5.0* | *23.0* | 570 | *5.0* | *11.1* | 5,110 | *5.3* |
| hlth | Health, community studies | 745 | *3.2* | *29.6* | 310 | *2.8* | *12.4* | 2,515 | *2.6* |
| hist | History | 735 | *3.1* | *19.7* | 350 | *3.1* | *9.4* | 3,715 | *3.9* |
| law | Law | 1,350 | *5.7* | *22.0* | 595 | *5.3* | *9.7* | 6,140 | *6.4* |
| mdia | Media studies | 1,320 | *5.6* | *26.9* | 500 | *4.4* | *10.2* | 4,900 | *5.1* |
| lang | Modern languages | 1,430 | *6.1* | *25.5* | 545 | *4.9* | *9.8* | 5,610 | *5.9* |
| perf | Music, dance, drama, performing arts | 2,000 | *8.5* | *24.3* | 1,210 | *10.7* | *14.8* | 8,210 | *8.6* |
| phil | Philosophy | 205 | *0.9* | *17.5* | 85 | *0.7* | *7.1* | 1,170 | *1.2* |
| poli | Politics, international studies | 570 | *2.4* | *15.2* | 260 | *2.3* | *6.9* | 3,740 | *3.9* |
| spol | Social work, social policy | 930 | *3.9* | *31.8* | 405 | *3.6* | *13.9* | 2,920 | *3.0* |
| soci | Sociology | 750 | *3.2* | *21.5* | 345 | *3.1* | *9.9* | 3,490 | *3.6* |
| spor | Sports science, leisure studies | 440 | *1.9* | *14.3* | 95 | *0.9* | *3.2* | 3,060 | *3.2* |
| theo | Theology, religious studies | 175 | *0.7* | *24.4* | 95 | *0.9* | *13.4* | 720 | *0.8* |
| acad | Total academic services | 355 | *1.5* | *28.1* | 145 | *1.3* | *11.3* | 1,260 | *1.3* |
| admi | Central administration, services | 435 | *1.8* | *37.7* | 185 | *1.6* | *15.9* | 1,155 | *1.2* |
| prem | Premises | 5.0 | *0.0* | *..* | 0.0 | *0.0* | *..* | 10 | *0.0* |
| resi | Residences, catering | 10 | *0.0* | *39.0* | 5.0 | *0.0* | *19.2* | 30 | *0.0* |
| faci | Staff, student facilities | 75 | *0.3* | *27.1* | 35 | *0.3* | *13.1* | 285 | *0.3* |
| NSET | All non-SET subject areas | 23,610 | *100.0* | *24.6* | 11,280 | *100.0* | *11.8* | 95,880 | *100.0* |

## **Academic staff by professorial category, mode and age group**

[category](#_bookmark22) [see page 20](#_bookmark22)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ [Professorial](#_bookmark22) | Professor |  | Non-professor |  |  | All staff |  |
| [definition:](#_bookmark22) | No. | *%* | *%* No. | *%* | *%* | No. | *%* |

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

All modes

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 20 | *0.1* | *0.1* | 29,960 | *15.3* | *99.9* | 29,980 | *13.8* |
| 31–40 | 910 | *4.2* | *1.4* | 64,680 | *33.1* | *98.6* | 65,585 | *30.2* |
| 41–50 | 5,950 | *27.6* | *11.0* | 48,375 | *24.7* | *89.0* | 54,325 | *25.0* |
| 51–60 | 9,095 | *42.3* | *19.4* | 37,845 | *19.4* | *80.6* | 46,940 | *21.6* |
| ≥61 | 5,550 | *25.8* | *27.4* | 14,690 | *7.5* | *72.6* | 20,240 | *9.3* |
| All | 21,520 | *100.0* | *9.9* | 195,545 | *100.0* | *90.1* | 217,065 | *100.0* |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 5 | *0.0* | *0.0* | 17,760 | *14.0* | *100.0* | 17,765 | *12.4* |
| 31–40 | 770 | *4.6* | *1.6* | 47,490 | *37.5* | *98.4* | 48,255 | *33.6* |
| 41–50 | 5,290 | *31.4* | *13.9* | 32,790 | *25.9* | *86.1* | 38,080 | *26.5* |
| 51–60 | 7,860 | *46.7* | *24.9* | 23,695 | *18.7* | *75.1* | 31,555 | *22.0* |
| ≥61 | 2,915 | *17.3* | *37.1* | 4,935 | *3.9* | *62.9* | 7,850 | *5.5* |
| All | 16,840 | *100.0* | *11.7* | 126,670 | *100.0* | *88.3* | 143,510 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 15 | *0.3* | *0.1* | 12,200 | *17.7* | *99.9* | 12,215 | *16.6* |
| 31–40 | 140 | *3.0* | *0.8* | 17,190 | *25.0* | *99.2* | 17,330 | *23.6* |
| 41–50 | 660 | *14.1* | *4.1* | 15,585 | *22.6* | *95.9* | 16,245 | *22.1* |
| 51–60 | 1,235 | *26.4* | *8.0* | 14,145 | *20.5* | *92.0* | 15,385 | *20.9* |
| ≥61 | 2,635 | *56.3* | *21.3* | 9,755 | *14.2* | *78.7* | 12,385 | *16.8* |
| All | 4,680 | *100.0* | *6.4* | 68,875 | *100.0* | *93.6* | 73,555 | *100.0* |

Proportions of academic staff by professorial category, mode and age

r

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Professo  10 |  | % |  | 20 | % |  | 30 |  | % 40 | % |  | 50 | % |  | Non-professor  10% |  |  | % |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 15.3 |  |  |  |
| 31–40 4.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  |  |  | 27. | 6 |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  |  | 42.3 |  |  |  |  |  |  | 19. |
| ≥61 |  |  |  |  |  | 2 | 5.8 |  |  |  |  |  |  |  | 7.5 |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 0.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 14.0 |  |  |  |
| 31–40 4.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  |  |  |  |  | 31.4 |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  |  |  | 46 | .7 |  |  |  |  | 18.7 |
| ≥61 |  |  |  | 17. | 3 |  |  |  |  |  |  |  |  |  | 3.9 |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 0.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 17. |  |  | 7 |
| 31–40 3.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  | 14 | .1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  | 26. | 4 |  |  |  |  |  |  |  |  |  | 2 |
| ≥61 |  |  |  |  |  |  |  |  |  |  |  |  |  | 56.3 | 14.2 |  |  |  |

20 30% 40% 50%

33.1

24.7

4

37.5

25.9

25.0

22.6

0.5

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

[category](#_bookmark22) [see page 20](#_bookmark22)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Professorial](#_bookmark22) | SET | Professor |  | Non-professor |  |  | All staff |  |
|  | [definition:](#_bookmark22) |  | No. | *%* | *%* No. | *%* | *%* | No. | *%* |

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

All modes

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 15 | *0.1* | *0.1* | 20,645 | *19.1* | *99.9* | 20,665 | *17.1* |
| 31–40 | 505 | *3.9* | *1.3* | 39,260 | *36.3* | *98.7* | 39,765 | *32.8* |
| 41–50 | 3,635 | *27.8* | *12.8* | 24,835 | *23.0* | *87.2* | 28,475 | *23.5* |
| 51–60 | 5,790 | *44.2* | *24.8* | 17,535 | *16.2* | *75.2* | 23,325 | *19.2* |
| ≥61 | 3,150 | *24.1* | *35.2* | 5,810 | *5.4* | *64.8* | 8,960 | *7.4* |
| All | 13,105 | *100.0* | *10.8* | 108,085 | *100.0* | *89.2* | 121,190 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 5 | *0.0* | *0.0* | 14,135 | *18.0* | *100.0* | 14,140 | *15.9* |
| 31–40 | 405 | *3.9* | *1.3* | 31,375 | *39.9* | *98.7* | 31,775 | *35.7* |
| 41–50 | 3,225 | *31.2* | *14.9* | 18,385 | *23.4* | *85.1* | 21,610 | *24.3* |
| 51–60 | 5,020 | *48.5* | *28.9* | 12,370 | *15.7* | *71.1* | 17,390 | *19.5* |
| ≥61 | 1,690 | *16.3* | *41.4* | 2,395 | *3.0* | *58.6* | 4,080 | *4.6* |
| All | 10,340 | *100.0* | *11.6* | 78,655 | *100.0* | *88.4* | 88,995 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 10 | *0.4* | *0.2* | 6,515 | *22.1* | *99.8* | 6,525 | *20.3* |
| 31–40 | 105 | *3.7* | *1.3* | 7,885 | *26.8* | *98.7* | 7,990 | *24.8* |
| 41–50 | 415 | *15.0* | *6.0* | 6,450 | *21.9* | *94.0* | 6,865 | *21.3* |
| 51–60 | 770 | *27.9* | *13.0* | 5,165 | *17.6* | *87.0* | 5,940 | *18.4* |
| ≥61 | 1,460 | *52.9* | *30.0* | 3,415 | *11.6* | *70.0* | 4,880 | *15.2* |
| All | 2,765 | *100.0* | *8.6* | 29,430 | *100.0* | *91.4* | 32,195 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.0* | *0.0* | 9,315 | *10.6* | *100.0* | 9,315 | *9.7* |
| 31–40 | 400 | *4.8* | *1.6* | 25,420 | *29.1* | *98.4* | 25,820 | *26.9* |
| 41–50 | 2,315 | *27.5* | *8.9* | 23,540 | *26.9* | *91.1* | 25,855 | *27.0* |
| 51–60 | 3,305 | *39.3* | *14.0* | 20,310 | *23.2* | *86.0* | 23,610 | *24.6* |
| ≥61 | 2,395 | *28.5* | *21.3* | 8,880 | *10.2* | *78.7* | 11,280 | *11.8* |
| All | 8,415 | *100.0* | *8.8* | 87,460 | *100.0* | *91.2* | 95,880 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.0* | *0.0* | 3,625 | *7.6* | *100.0* | 3,625 | *6.7* |
| 31–40 | 365 | *5.6* | *2.2* | 16,115 | *33.6* | *97.8* | 16,480 | *30.2* |
| 41–50 | 2,070 | *31.8* | *12.6* | 14,400 | *30.0* | *87.4* | 16,470 | *30.2* |
| 51–60 | 2,840 | *43.7* | *20.0* | 11,330 | *23.6* | *80.0* | 14,170 | *26.0* |
| ≥61 | 1,225 | *18.9* | *32.5* | 2,545 | *5.3* | *67.5* | 3,770 | *6.9* |
| All | 6,500 | *100.0* | *11.92478018* | 48,015 | *100.0* | *88.07521982* | 54,515 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.1* | *0.0* | 5,685 | *14.4* | *100.0* | 5,690 | *13.8* |
| 31–40 | 35 | *1.8* | *0.4* | 9,305 | *23.6* | *99.6* | 9,340 | *22.6* |
| 41–50 | 245 | *12.7* | *2.6* | 9,135 | *23.2* | *97.4* | 9,380 | *22.7* |
| 51–60 | 465 | *24.2* | *4.9* | 8,980 | *22.8* | *95.1* | 9,445 | *22.8* |
| ≥61 | 1,170 | *61.1* | *15.6* | 6,335 | *16.1* | *84.4* | 7,510 | *18.2* |
| All | 1,915 | *100.0* | *4.6* | 39,445 | *100.0* | *95.36837114* | 41,360 | *100.0* |

Additional data by five-year age band is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of academic staff by professorial and SET categories, mode and age

30% 40% 50%

1

36.3

0

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SET | Professor  10% |  |  | 20 | % |  | 30 |  | % 40 | % | 5 | 0 | % |  |  | Non-professor  10% 20% |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 19. |  |  |
| 31–40 | 3.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  |  |  | 2 | 7. | 8 |  |  |  |  |  |  |  |  | 23. |
| 51–60 |  |  |  |  |  |  |  |  |  |  | 44.2 |  |  |  |  | 16.2 |  |  |
| ≥61 |  |  |  |  |  | 24.1 |  |  |  |  |  |  |  |  |  | 5.4 |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 18.0 |  |  |
| 31–40 | 3.9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  |  |  |  |  | 31.2 |  |  |  |  |  |  |  |  | 23 |
| 51–60 |  |  |  |  |  |  |  |  |  |  |  | 4 | 8.5 |  |  | 15.7 |  |  |
| ≥61 | 16.3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 3.0 |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 22.1 |
| 31–40 | 3.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 | 15.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 2 | 1.9 |
| 51–60 |  |  |  |  |  |  | 2 | 7. | 9 |  |  |  |  |  |  | 17.6 |  |  |
| ≥61 |  |  |  |  |  |  |  |  |  |  |  |  |  | 52.9 |  | 11.6 |  |  |
| Non-SET | Professor |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Non-professor |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 10.6 |  |  |
| 31–40 | 4.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  |  |  | 27. | 5 |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  | 39.3 |  |  |  |  |  |  |  | 23. |
| ≥61 |  |  |  |  |  |  |  | 28 | .5 |  |  |  |  |  |  | 10.2 |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 7.6 |  |  |
| 31–40 | 5.6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  |  |  |  |  | 31.8 |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  |  | 43.7 |  |  |  |  |  |  | 23. |
| ≥61 |  |  |  |  | 18.9 |  |  |  |  |  |  |  |  |  |  | 5.3 |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 14.4 |  |  |
| 31–40 | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 23. |
| 41–50 | 12.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 23. |
| 51–60 |  |  |  |  |  | 24. | 2 |  |  |  |  |  |  |  |  |  |  | 22.8 |
| ≥61 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 61.1 | 16.1 |  |  |

39.9

.4

26.8

29.1

26.9

2

33.6

30.0

6

6

2

## **Academic staff by senior management category, mode and age group**

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

All modes

Senior manager Other academic All staff

No. *% %* No. *% %* No. *%*



Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.1* | *0.0* | 29,980 | *13.9* | *100.0* | 29,980 | *13.8* |
| 31–40 | 25 | *1.9* | *0.0* | 65,560 | *30.4* | *100.0* | 65,585 | *30.2* |
| 41–50 | 260 | *20.4* | *0.5* | 54,065 | *25.1* | *99.5* | 54,325 | *25.0* |
| 51–60 | 745 | *58.2* | *1.6* | 46,195 | *21.4* | *98.4* | 46,940 | *21.6* |
| ≥61 | 245 | *19.3* | *1.2* | 19,990 | *9.3* | *98.8* | 20,240 | *9.3* |
| All | 1,280 | *100.0* | *0.6* | 215,785 | *100.0* | *99.4* | 217,065 | *100.0* |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.1* | *0.0* | 17,765 | *12.5* | *100.0* | 17,765 | *12.4* |
| 31–40 | 25 | *2.0* | *0.1* | 48,235 | *33.9* | *99.9* | 48,255 | *33.6* |
| 41–50 | 255 | *21.1* | *0.7* | 37,825 | *26.6* | *99.3* | 38,080 | *26.5* |
| 51–60 | 710 | *59.0* | *2.2* | 30,845 | *21.7* | *97.8* | 31,555 | *22.0* |
| ≥61 | 215 | *17.7* | *2.7* | 7,640 | *5.4* | *97.3* | 7,850 | *5.5* |
| All | 1,200 | *100.0* | *0.8* | 142,310 | *100.0* | *99.2* | 143,510 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.0* | *0.0* | 12,215 | *16.6* | *100.0* | 12,215 | *16.6* |
| 31–40 | 0.0 | *0.3* | *0.0* | 17,330 | *23.6* | *100.0* | 17,330 | *23.6* |
| 41–50 | 10 | *9.7* | *0.0* | 16,235 | *22.1* | *100.0* | 16,245 | *22.1* |
| 51–60 | 35 | *46.2* | *0.2* | 15,345 | *20.9* | *99.8* | 15,385 | *20.9* |
| ≥61 | 35 | *43.8* | *0.3* | 12,350 | *16.8* | *99.7* | 12,385 | *16.8* |
| All | 80 | *100.0* | *0.1* | 73,480 | *100.0* | *99.9* | 73,555 | *100.0* |

Proportions of academic staff by senior management category, mode and age

% 30% 40% 50%

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Senior manager  10% 20 | % 30 | % 40 | % |  | 50 | % |  |  | Other academic  10% 20 |  |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 0.1 |  |  |  |  |  |  |  |  | 13.9 |  |  |  |
| 31–40 1.9 |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 | 20.4 |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  | 58.2 |  |  | 2 | 1. |
| ≥61 | 19.3 |  |  |  |  |  |  |  | 9.3 |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 0.1 |  |  |  |  |  |  |  |  | 12.5 |  |  |  |
| 31–40 2.0 |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 | 21.1 |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  | 59.0 |  |  | 2 | 1. |
| ≥61 17. | 7 |  |  |  |  |  |  |  | 5.4 |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 0 |  |  |  |  |  |  |  |  | 16. | 6 |  |  |
| 31–40 0.3 |  |  |  |  |  |  |  |  |  |  |  | 2 |
| 41–50 9.7 |  |  |  |  |  |  |  |  |  |  | 2 | 2 |
| 51–60 |  |  |  |  | 46. | 2 |  |  |  |  | 20 | .9 |
| ≥61 |  |  |  | 4 | 3.8 |  |  |  | 16. | 8 |  |  |

30.4

25.1

4

33.9

26.6

7

3.6

.1



≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

**Academic staff by senior management and SET categories, mode and age group** SET Senior manager Other academic All staff All modes

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.2* | *0.0* | 20,660 | *17.1* | *100.0* | 20,665 | *17.1* |
| 31–40 | 10 | *1.8* | *0.0* | 39,760 | *32.9* | *100.0* | 39,765 | *32.8* |
| 41–50 | 85 | *19.8* | *0.3* | 28,390 | *23.5* | *99.7* | 28,475 | *23.5* |
| 51–60 | 240 | *57.2* | *1.0* | 23,085 | *19.1* | *99.0* | 23,325 | *19.2* |
| ≥61 | 90 | *21.0* | *1.0* | 8,870 | *7.3* | *99.0* | 8,960 | *7.4* |
| All | 420 | *100.0* | *0.3* | 120,765 | *100.0* | *99.7* | 121,190 | *100.0* |

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.2* | *0.0* | 14,140 | *16.0* | *100.0* | 14,140 | *15.9* |
| 31–40 | 5.0 | *1.8* | *0.0* | 31,770 | *35.9* | *100.0* | 31,775 | *35.7* |
| 41–50 | 80 | *20.1* | *0.4* | 21,530 | *24.3* | *99.6* | 21,610 | *24.3* |
| 51–60 | 240 | *58.8* | *1.4* | 17,150 | *19.4* | *98.6* | 17,390 | *19.5* |
| ≥61 | 75 | *19.0* | *1.9* | 4,005 | *4.5* | *98.1* | 4,080 | *4.6* |
| All | 405 | *100.0* | *0.5* | 88,590 | *100.0* | *99.5* | 88,995 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *..* | *0.0* | 6,525 | *20.3* | *100.0* | 6,525 | *20.3* |
| 31–40 | 0.0 | *..* | *0.0* | 7,990 | *24.8* | *100.0* | 7,990 | *24.8* |
| 41–50 | 0.0 | *..* | *0.0* | 6,860 | *21.3* | *100.0* | 6,865 | *21.3* |
| 51–60 | 5.0 | *..* | *0.0* | 5,935 | *18.4* | *100.0* | 5,940 | *18.4* |
| ≥61 | 10 | *..* | *0.2* | 4,865 | *15.1* | *99.8* | 4,880 | *15.2* |
| All | 15 | *..* | *0.1* | 32,175 | *100.0* | *99.9* | 32,195 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.0* | *0.0* | 9,315 | *9.8* | *100.0* | 9,315 | *9.7* |
| 31–40 | 15 | *2.0* | *0.1* | 25,805 | *27.2* | *99.9* | 25,820 | *26.9* |
| 41–50 | 180 | *20.8* | *0.7* | 25,675 | *27.0* | *99.3* | 25,855 | *27.0* |
| 51–60 | 505 | *58.7* | *2.1* | 23,110 | *24.3* | *97.9* | 23,610 | *24.6* |
| ≥61 | 160 | *18.5* | *1.4* | 11,120 | *11.7* | *98.6* | 11,280 | *11.8* |
| All | 860 | *100.0* | *0.9* | 95,020 | *100.0* | *99.1* | 95,880 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.0* | *0.0* | 3,625 | *6.8* | *100.0* | 3,625 | *6.7* |
| 31–40 | 15 | *2.2* | *0.1* | 16,465 | *30.6* | *99.9* | 16,480 | *30.2* |
| 41–50 | 170 | *21.7* | *1.0* | 16,300 | *30.3* | *99.0* | 16,470 | *30.2* |
| 51–60 | 470 | *59.1* | *3.3* | 13,695 | *25.5* | *96.7* | 14,170 | *26.0* |
| ≥61 | 135 | *17.1* | *3.6* | 3,635 | *6.8* | *96.4* | 3,770 | *6.9* |
| All | 795 | *100.0* | *1.5* | 53,720 | *100.0* | *98.5* | 54,515 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 0.0 | *0.0* | *0.0* | 5,690 | *13.8* | *100.0* | 5,690 | *13.8* |
| 31–40 | 0.0 | *0.0* | *0.0* | 9,340 | *22.6* | *100.0* | 9,340 | *22.6* |
| 41–50 | 5.0 | *9.2* | *0.1* | 9,375 | *22.7* | *99.9* | 9,380 | *22.7* |
| 51–60 | 35 | *54.2* | *0.4* | 9,410 | *22.8* | *99.6* | 9,445 | *22.8* |
| ≥61 | 20 | *36.6* | *0.3* | 7,485 | *18.1* | *99.7* | 7,510 | *18.2* |
| All | 60 | *100.0* | *0.1* | 41,300 | *100.0* | *99.9* | 41,360 | *100.0* |

Additional data by five-year age band is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

35.9

24.3

9.4

20.3

24.8

21.3

4

27.2

27.0 24.3

Proportions of Academic staff by senior management and SET categories, mode and age

% 0% 30% 40% 50%

32.9

23.5

.1

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SET | Senior manager  10% 2 | 0 |  | 30 | % | 40 | % 50 | % |  |  |  | Other academic  10% 2 |  |  |  |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.2 |  |  |  |  |  |  |  |  |  |  | 17. |  | 1 |  |  |  |
| 31–40 | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  | 1 | 9.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  | 5 | 7.2 |  |  | 19 |  |  |  |
| ≥61 |  |  |  | 21.0 |  |  |  |  |  |  |  | 7.3 |  |  |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.2 |  |  |  |  |  |  |  |  |  |  | 16.0 |  |  |  |  |  |
| 31–40 | 1.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  | 2 | 0.1 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  |  | 58.8 |  |  | 1 |  |  |  |
| ≥61 |  |  | 19 | .0 |  |  |  |  |  |  |  | 4.5 |  |  |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | .. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 31–40 | .. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 | .. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 | .. |  |  |  |  |  |  |  |  |  |  | 1 |  | 8. |  |  |  |
| ≥61 | .. |  |  |  |  |  |  |  |  |  |  | 15.1 |  |  |  |  |  |
| Non-SET | Senior manager |  |  |  |  |  |  |  | .. |  |  | Other academic |  |  |  |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.0 |  |  |  |  |  |  |  |  |  |  | 9.8 |  |  |  |  |  |
| 31–40 | 2.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  | 20.8 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  |  | 58.7 |  |  |  |  |  |  |
| ≥61 | 1 |  | 8. | 5 |  |  |  |  |  |  |  | 11.7 |  |  |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.0 |  |  |  |  |  |  |  |  |  |  | 6.8 |  |  |  |  |  |
| 31–40 | 2.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  | 21.7 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  |  |  | 59.1 |  |  |  |  |  |  |
| ≥61 | 17. |  | 1 |  |  |  |  |  |  |  |  | 6.8 |  |  |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ≤30 | 0.0 |  |  |  |  |  |  |  |  |  |  | 13.8 |  |  |  |  |  |
| 31–40 | 0.0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41–50 | 9.2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 51–60 |  |  |  |  |  |  |  |  | 54. | 2 |  |  |  |  |  |  |  |
| ≥61 |  |  |  |  |  | 36. | 6 |  |  |  |  | 1 |  | 8 |  |  |  |

30.6

30.3

25.5

22.6

22.7

22.8

.1

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

Leavers

(proportion of all staff)

Known destination

(proportion of leavers)

Unknown destination

(proportion of leavers)

All staff

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

All academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 9,360 | *32.4* | 4,230 | *45.2* | 5,130 | *54.8* | 28,850 |
| 31–40 | 12,320 | *19.5* | 6,340 | *51.4* | 5,980 | *48.6* | 63,310 |
| 41–50 | 5,665 | *10.7* | 2,790 | *49.3* | 2,875 | *50.7* | 53,045 |
| 51–60 | 4,920 | *10.7* | 2,580 | *52.4* | 2,340 | *47.6* | 45,775 |
| ≥61 | 3,605 | *18.5* | 2,035 | *56.5* | 1,570 | *43.5* | 19,460 |
| All | 35,870 | *17.0* | 17,975 | *50.1* | 17,895 | *49.9* | 210,440 |

No. *%* No. *%* No. *% No.*

UK nationals

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 5,060 | *30.6* | 2,335 | *46.2* | 2,725 | *53.8* | 16,555 |
| 31–40 | 5,635 | *16.4* | 2,780 | *49.3* | 2,860 | *50.7* | 34,410 |
| 41–50 | 3,845 | *10.1* | 1,850 | *48.1* | 1,995 | *51.9* | 38,120 |
| 51–60 | 4,290 | *11.0* | 2,250 | *52.4* | 2,040 | *47.6* | 38,995 |
| ≥61 | 3,285 | *18.8* | 1,855 | *56.4* | 1,435 | *43.6* | 17,480 |
| All | 22,125 | *15.2* | 11,075 | *50.1* | 11,050 | *49.9* | 145,560 |

Non-UK nationals

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤30 | 4,300 | *35.0* | 1,895 | *44.0* | 2,405 | *56.0* | 12,295 |
| 31–40 | 6,685 | *23.1* | 3,560 | *53.3* | 3,125 | *46.7* | 28,900 |
| 41–50 | 1,815 | *12.2* | 940 | *51.6* | 880 | *48.4* | 14,930 |
| 51–60 | 625 | *9.2* | 325 | *52.1* | 300 | *47.9* | 6,780 |
| ≥61 | 320 | *16.1* | 180 | *56.9* | 135 | *43.1* | 1,980 |
| All | 13,745 | *21.2* | 6,900 | *50.2* | 6,845 | *49.8* | 64,880 |

Proportions of academic staff who left their institution between 2016/17 and 2017/18

10% 20% 30% 40% 50%

All academic staff

≤30 31–40

41–50

51–60

≥61

All

32.4

19.5

10.7

10.7

18.5

17.0

UK nationals

≤30 31–40

41–50

51–60

≥61

All

30.6

16.4

10.1

11.0

18.8

15.2

Non-UK nationals

≤30 31–40

41–50

51–60

≥61

All

35.0

23.1

12.2

9.2

16.1

21.2

## **UK academic staff leavers by known leaving destination and age group**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under |  |  | 31 to 40 |  |  | 41 to 50 |  | |
| No. | *%* | *%* | No. | *%* | *%* | No. | *%* | *%* |

[see page 15](#_bookmark15) 

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

UK employment

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 595 | *25.4* | *20.0* | 1,010 | *36.4* | *34.0* | 685 | *37.1* | *23.1* |
| oei | Other education institution | 75 | *3.1* | *22.0* | 85 | *3.0* | *24.7* | 85 | *4.7* | *25.8* |
| res | Research institute | 75 | *3.3* | *37.9* | 85 | *3.1* | *41.9* | 20 | *1.1* | *10.3* |
| stu | Student | 380 | *16.3* | *67.4* | 105 | *3.8* | *18.8* | 50 | *2.6* | *8.5* |
| med | Medical or dental practice | 130 | *5.5* | *20.6* | 325 | *11.8* | *52.6* | 95 | *5.2* | *15.4* |
| pub | Public sector | 95 | *4.2* | *21.5* | 110 | *4.0* | *24.6* | 105 | *5.6* | *22.7* |
| priv | Private sector | 270 | *11.5* | *33.7* | 265 | *9.6* | *33.4* | 145 | *7.8* | *18.2* |
| self | Self-employed | 50 | *2.2* | *10.5* | 130 | *4.7* | *26.4* | 115 | *6.2* | *23.1* |
| vol | Voluntary sector | 10 | *0.5* | *25.1* | 15 | *0.5* | *26.3* | 10 | *0.5* | *18.2* |
| All | All UK employment | 1,685 | *72.1* | *26.0* | 2,130 | *76.8* | *32.8* | 1,310 | *70.7* | *20.2* |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 60 | *2.5* | *27.2* | 60 | *2.2* | *28.6* | 55 | *2.9* | *24.9* |
| oei | Other education institution | 5 | *0.2* | *13.5* | 10 | *0.4* | *29.7* | 15 | *0.8* | *37.8* |
| res | Research institute | 35 | *1.6* | *60.7* | 15 | *0.5* | *24.6* | 5 | *0.2* | *6.6* |
| stu | Student | 5 | *0.2* | *..* | 5 | *0.1* | *..* | 0 | *0.0* | *..* |
| med | Health service | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* | *..* |
| pub | Public sector | 5 | *0.2* | *..* | 5 | *0.2* | *..* | 5 | *0.2* | *..* |
| priv | Private sector | 10 | *0.4* | *27.0* | 15 | *0.5* | *40.5* | 5 | *0.4* | *18.9* |
| self | Self-employed | 0 | *0.0* | *..* | 0 | *0.1* | *..* | 0 | *0.0* | *..* |
| vol | Voluntary sector | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.1* | *..* |
| All | All non-UK employment | 120 | *5.1* | *31.6* | 115 | *4.1* | *29.7* | 80 | *4.4* | *21.6* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 530 | *22.7* | *21.8* | 530 | *19.0* | *21.6* | 425 | *23.0* | *17.4* |
| reti | Retired | 0 | *0.0* | *0.0* | 0 | *0.0* | *0.1* | 15 | *0.8* | *0.9* |
| dece | Deceased | 0 | *0.1* | *1.6* | 5 | *0.1* | *3.3* | 20 | *1.1* | *17.1* |
| All | All no longer employed | 530 | *22.8* | *12.7* | 535 | *19.2* | *12.7* | 460 | *24.9* | *11.0* |

All destinations

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 2,335 | *100.0* | *21.1* | 2,780 | *100.0* | *25.1* | 1,850 | *100.0* | *16.7* |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 51 to 60 |  |  | 61 and over |  |  | All age groups |  |
| No. | *%* | *%* | No. | *%* | *%* | No. | *%* |

UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 540 | *24.1* | *18.2* | 140 | *7.5* | *4.7* | 2,975 | *26.8* |
| oei | Other education institution | 65 | *2.9* | *19.7* | 25 | *1.4* | *7.8* | 335 | *3.0* |
| res | Research institute | 15 | *0.7* | *7.4* | 5 | *0.3* | *2.5* | 205 | *1.8* |
| stu | Student | 20 | *0.9* | *3.5* | 10 | *0.5* | *1.8* | 565 | *5.1* |
| med | Medical or dental practice | 65 | *2.8* | *10.1* | 10 | *0.4* | *1.3* | 620 | *5.6* |
| pub | Public sector | 115 | *5.1* | *25.2* | 25 | *1.5* | *6.0* | 455 | *4.1* |
| priv | Private sector | 90 | *4.0* | *11.3* | 25 | *1.5* | *3.4* | 800 | *7.1* |
| self | Self-employed | 130 | *5.7* | *26.2* | 70 | *3.7* | *13.8* | 495 | *4.5* |
| vol | Voluntary sector | 10 | *0.4* | *16.2* | 5 | *0.4* | *14.2* | 50 | *0.5* |
| All | All UK employment | 1,050 | *46.5* | *16.1* | 320 | *17.1* | *4.9* | 6,490 | *58.6* |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 35 | *1.6* | *17.4* | 5 | *0.2* | *1.9* | 215 | *1.9* |
| oei | Other education institution | 5 | *0.3* | *18.9* | 0 | *0.0* | *0.0* | 35 | *0.3* |
| res | Research institute | 0 | *0.1* | *3.3* | 5 | *0.2* | *4.9* | 60 | *0.6* |
| stu | Student | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.1* |
| med | Health service | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| pub | Public sector | 0 | *0.1* | *..* | 0 | *0.0* | *..* | 15 | *0.1* |
| priv | Private sector | 5 | *0.2* | *13.5* | 0 | *0.0* | *0.0* | 35 | *0.3* |
| self | Self-employed | 0 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| vol | Voluntary sector | 5 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All non-UK employment | 60 | *2.6* | *15.3* | 5 | *0.4* | *1.8* | 380 | *3.4* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 585 | *25.9* | *23.9* | 370 | *20.1* | *15.3* | 2,440 | *22.0* |
| reti | Retired | 515 | *22.9* | *31.4* | 1,110 | *59.8* | *67.6* | 1,640 | *14.8* |
| dece | Deceased | 45 | *2.1* | *38.2* | 50 | *2.6* | *39.8* | 125 | *1.1* |
| All | All no longer employed | 1,145 | *50.9* | *27.3* | 1,530 | *82.5* | *36.4* | 4,200 | *37.9* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 2,250 | *100.0* | *20.3* | 1,855 | *100.0* | *16.7* | 11,075 | *100.0* |

Proportions of UK academic staff leavers by known leaving destination and age

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under |  |  | 31 to 40 |  |  | 41 to 50 |  | |
| 20% | 40% | 60% | 20% | 40% | 60% | 20% | 40% | 60% |

UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | | | | | 25.4 |  |  |  | | | | 3 | 6.4 |  |  | | | | 3 | 7.1 |
| oei | 3.1 | | | |  | |  |  | 3.0 | | |  | |  |  |  | 4.7 | |  | |  |
| res | 3.3 | | | |  | |  |  | 3.1 | | |  | |  |  | 1.1 | | |  | |  |
| stu |  | | | 1 | 6.3 | |  |  |  | 3.8 | |  | |  |  | 2.6 | | |  | |  |
| med |  | 5.5 | | |  | |  |  |  | | 11.8 |  | |  |  |  | 5.2 | |  | |  |
| pub |  | 4.2 | | |  | |  |  |  | 4.0 | |  | |  |  |  | 5.6 | |  | |  |
| priv |  | | 11.5 | |  | |  |  |  | | 9.6 |  | |  |  |  | | 7.8 |  | |  |
| self | 2.2 | | | |  | |  |  |  | 4.7 | |  | |  |  |  | 6.2 | |  | |  |
| vol | 0.5 | | | |  | |  |  | 0.5 | | |  | |  |  | 0.5 | | |  | |  |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | 2.5 |  |  |  | 2.2 |  |  |  | 2.9 |  |  |
| oei | 0.2 |  |  |  | 0.4 |  |  |  | 0.8 |  |  |
| res | 1.6 |  |  |  | 0.5 |  |  |  | 0.2 |  |  |
| stu | 0.2 |  |  |  | 0.1 |  |  |  | 0.0 |  |  |
| med | 0.0 |  |  |  | 0.0 |  |  |  | 0.0 |  |  |
| pub | 0.2 |  |  |  | 0.2 |  |  |  | 0.2 |  |  |
| priv | 0.4 |  |  |  | 0.5 |  |  |  | 0.4 |  |  |
| self | 0.0 |  |  |  | 0.1 |  |  |  | 0.0 |  |  |
| vol | 0.0 |  |  |  | 0.0 |  |  |  | 0.1 |  |  |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg |  | | 22.7 |  |  |  | 19.0 |  |  |  | | 23.0 |  |
| reti | 0.0 |  | |  |  | 0.0 |  |  |  | 0.8 |  | |  |
| dece | 0.1 |  | |  |  | 0.1 |  |  |  | 1.1 |  | |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 51 to 60 |  |  | 61 and over |  |  | All age groups |  | |
| 20% | 40% | 60% | 20% | 40% | 60% | 20% | 40% | 60% |

UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | | | 24.1 |  |  |  | 7.5 |  |  |  |  | | | | 26.8 |  |
| oei | 2.9 | |  | |  |  | 1.4 | |  |  |  | 3.0 | | |  | |  |
| res | 0.7 | |  | |  |  | 0.3 | |  |  |  | 1.8 | | |  | |  |
| stu | 0.9 | |  | |  |  | 0.5 | |  |  |  |  | 5.1 | |  | |  |
| med | 2.8 | |  | |  |  | 0.4 | |  |  |  |  | 5.6 | |  | |  |
| pub |  | 5.1 |  | |  |  | 1.5 | |  |  |  |  | 4.1 | |  | |  |
| priv |  | 4.0 |  | |  |  | 1.5 | |  |  |  |  | | 7.1 |  | |  |
| self |  | 5.7 |  | |  |  | 3.7 | |  |  |  |  | 4.5 | |  | |  |
| vol | 0.4 | |  | |  |  | 0.4 | |  |  |  | 0.5 | | |  | |  |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | 1.6 |  |  |  | 0.2 |  |  |  | 1.9 |  |  |
| oei | 0.3 |  |  |  | 0.0 |  |  |  | 0.3 |  |  |
| res | 0.1 |  |  |  | 0.2 |  |  |  | 0.6 |  |  |
| stu | 0.0 |  |  |  | 0.0 |  |  |  | 0.1 |  |  |
| med | 0.0 |  |  |  | 0.0 |  |  |  | 0.0 |  |  |
| pub | 0.1 |  |  |  | 0.0 |  |  |  | 0.1 |  |  |
| priv | 0.2 |  |  |  | 0.0 |  |  |  | 0.3 |  |  |
| self | 0.1 |  |  |  | 0.0 |  |  |  | 0.0 |  |  |
| vol | 0.1 |  |  |  | 0.0 |  |  |  | 0.0 |  |  |

No longer in employment

nreg reti

dece

25.9

22.9

20.1

22.0

59.8

14.8

2.1

2.6

1.1

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under |  |  | 31 to 40 |  |  | 41 to 50 |  | |
| No. | *%* | *%* | No. | *%* | *%* | No. | *%* | *%* |

[see page 15](#_bookmark15) 

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

UK employment

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 385 | *20.2* | *20.2* | 1,120 | *31.4* | *59.0* | 315 | *33.4* | *16.5* |
| oei | Other education institution | 40 | *2.2* | *24.4* | 90 | *2.5* | *53.0* | 30 | *3.0* | *16.7* |
| res | Research institute | 65 | *3.3* | *27.5* | 150 | *4.2* | *65.5* | 10 | *1.3* | *5.2* |
| stu | Student | 335 | *17.6* | *69.1* | 125 | *3.5* | *26.1* | 20 | *2.1* | *4.0* |
| med | Medical or dental practice | 25 | *1.3* | *17.0* | 95 | *2.6* | *66.0* | 20 | *2.2* | *14.9* |
| pub | Public sector | 20 | *1.0* | *27.2* | 30 | *0.8* | *44.6* | 10 | *1.2* | *16.3* |
| priv | Private sector | 170 | *9.0* | *37.3* | 235 | *6.6* | *51.1* | 40 | *4.4* | *9.0* |
| self | Self-employed | 15 | *0.7* | *14.4* | 35 | *1.0* | *41.1* | 25 | *2.5* | *25.6* |
| vol | Voluntary sector | 10 | *0.6* | *43.1* | 10 | *0.3* | *45.5* | 0 | *0.2* | *7.6* |
| All | All UK employment | 1,055 | *55.8* | *29.7* | 1,890 | *53.0* | *53.1* | 470 | *50.2* | *13.2* |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 225 | *11.8* | *22.3* | 550 | *15.5* | *54.8* | 165 | *17.5* | *16.3* |
| oei | Other education institution | 45 | *2.3* | *22.8* | 115 | *3.2* | *60.8* | 25 | *2.7* | *13.2* |
| res | Research institute | 90 | *4.8* | *27.8* | 205 | *5.7* | *62.9* | 25 | *2.5* | *7.1* |
| stu | Student | 35 | *1.7* | *75.3* | 10 | *0.2* | *20.1* | 0 | *0.2* | *4.6* |
| med | Health service | 0 | *0.0* | *..* | 5 | *0.1* | *..* | 0 | *0.0* | *..* |
| pub | Public sector | 10 | *0.6* | *24.5* | 30 | *0.8* | *57.1* | 10 | *1.0* | *18.4* |
| priv | Private sector | 65 | *3.4* | *35.0* | 100 | *2.8* | *54.7* | 15 | *1.6* | *8.1* |
| self | Self-employed | 10 | *0.4* | *26.7* | 15 | *0.4* | *50.0* | 5 | *0.3* | *10.0* |
| vol | Voluntary sector | 0 | *0.0* | *..* | 5 | *0.1* | *..* | 0 | *0.0* | *..* |
| All | All non-UK employment | 475 | *25.1* | *25.9* | 1,030 | *28.9* | *56.2* | 240 | *25.7* | *13.1* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 360 | *19.0* | *26.4* | 640 | *17.9* | *46.7* | 220 | *23.7* | *16.3* |
| reti | Retired | 0 | *0.0* | *0.0* | 0 | *0.0* | *0.0* | 0 | *0.0* | *0.0* |
| dece | Deceased | 0 | *0.1* | *7.7* | 5 | *0.1* | *19.2* | 5 | *0.4* | *15.4* |
| All | All no longer employed | 360 | *19.1* | *23.9* | 645 | *18.1* | *42.6* | 225 | *24.1* | *15.0* |

All destinations

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 1,895 | *100.0* | *27.4* | 3,560 | *100.0* | *51.6* | 940 | *100.0* | *13.6* |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 51 to 60 |  |  | 61 and over |  |  | All age groups |  |
| No. | *%* | *%* | No. | *%* | *%* | No. | *%* |

UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 70 | *22.0* | *3.8* | 10 | *5.0* | *0.5* | 1,895 | *27.5* |
| oei | Other education institution | 5 | *2.1* | *4.2* | 5 | *1.7* | *1.8* | 170 | *2.4* |
| res | Research institute | 5 | *1.2* | *1.7* | 0 | *0.0* | *0.0* | 230 | *3.3* |
| stu | Student | 0 | *0.6* | *0.4* | 0 | *1.1* | *0.4* | 480 | *7.0* |
| med | Medical or dental practice | 5 | *0.9* | *2.1* | 0 | *0.0* | *0.0* | 140 | *2.0* |
| pub | Public sector | 10 | *2.4* | *11.9* | 0 | *0.0* | *0.0* | 65 | *1.0* |
| priv | Private sector | 10 | *2.8* | *2.0* | 5 | *1.7* | *0.7* | 460 | *6.6* |
| self | Self-employed | 15 | *4.0* | *14.4* | 5 | *2.2* | *4.4* | 90 | *1.3* |
| vol | Voluntary sector | 0 | *0.3* | *3.8* | 0 | *0.0* | *0.0* | 25 | *0.4* |
| All | All UK employment | 120 | *36.3* | *3.3* | 20 | *11.6* | *0.6* | 3,555 | *51.5* |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 55 | *17.1* | *5.6* | 10 | *6.1* | *1.1* | 1,005 | *14.6* |
| oei | Other education institution | 5 | *1.8* | *3.2* | 0 | *0.0* | *0.0* | 190 | *2.7* |
| res | Research institute | 5 | *1.8* | *1.9* | 0 | *0.6* | *0.3* | 325 | *4.7* |
| stu | Student | 0 | *0.0* | *0.0* | 0 | *0.0* | *0.0* | 45 | *0.6* |
| med | Health service | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.1* |
| pub | Public sector | 0 | *0.0* | *0.0* | 0 | *0.0* | *0.0* | 50 | *0.7* |
| priv | Private sector | 5 | *0.9* | *1.6* | 0 | *0.6* | *0.5* | 185 | *2.7* |
| self | Self-employed | 5 | *0.9* | *10.0* | 0 | *0.6* | *3.3* | 30 | *0.4* |
| vol | Voluntary sector | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All non-UK employment | 75 | *22.6* | *4.0* | 15 | *7.7* | *0.8* | 1,835 | *26.6* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 95 | *29.4* | *7.0* | 50 | *27.1* | *3.6* | 1,365 | *19.8* |
| reti | Retired | 30 | *9.8* | *26.7* | 90 | *48.6* | *73.3* | 120 | *1.7* |
| dece | Deceased | 5 | *1.8* | *23.1* | 10 | *5.0* | *34.6* | 25 | *0.4* |
| All | All no longer employed | 135 | *41.0* | *8.9* | 145 | *80.7* | *9.7* | 1,510 | *21.9* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 325 | *100.0* | *4.7* | 180 | *100.0* | *2.6* | 6,900 | *100.0* |

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

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under |  |  | 31 to 40 |  |  | 41 to 50 |  | |
| 20% | 40% | 60% | 20% | 40% | 60% | 20% | 40% | 60% |

UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | | | 20.2 |  |  |  | | | | 31.4 |  |  |  | | | 33.4 |
| oei | 2.2 | | |  |  |  | 2.5 | | |  | |  |  | 3.0 | |  |  |
| res | 3.3 | | |  |  |  |  | 4.2 | |  | |  |  | 1.3 | |  |  |
| stu |  | |  | 17.6 |  |  | 3.5 | | |  | |  |  | 2.1 | |  |  |
| med | 1.3 | | |  |  |  | 2.6 | | |  | |  |  | 2.2 | |  |  |
| pub | 1.0 | | |  |  |  | 0.8 | | |  | |  |  | 1.2 | |  |  |
| priv |  | 9.0 | |  |  |  |  | | 6.6 |  | |  |  |  | 4.4 |  |  |
| self | 0.7 | | |  |  |  | 1.0 | | |  | |  |  | 2.5 | |  |  |
| vol | 0.6 | | |  |  |  | 0.3 | | |  | |  |  | 0.2 | |  |  |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | | 11.8 |  |  |  |  | | 15 | .5 |  |  |  | 17.5 |  |
| oei | 2.3 | | |  |  |  | 3.2 | | |  |  |  | 2.7 |  |  |
| res |  | 4.8 | |  |  |  |  | 5.7 | |  |  |  | 2.5 |  |  |
| stu | 1.7 | | |  |  |  | 0.2 | | |  |  |  | 0.2 |  |  |
| med | 0.0 | | |  |  |  | 0.1 | | |  |  |  | 0.0 |  |  |
| pub | 0.6 | | |  |  |  | 0.8 | | |  |  |  | 1.0 |  |  |
| priv | 3.4 | | |  |  |  | 2.8 | | |  |  |  | 1.6 |  |  |
| self | 0.4 | | |  |  |  | 0.4 | | |  |  |  | 0.3 |  |  |
| vol | 0.0 | | |  |  |  | 0.1 | | |  |  |  | 0.0 |  |  |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg |  | 19.0 |  |  |  | 17.9 |  |  |  | | 23.7 |  |
| reti | 0.0 |  |  |  | 0.0 |  |  |  | 0.0 |  | |  |
| dece | 0.1 |  |  |  | 0.1 |  |  |  | 0.4 |  | |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 51 to 60 |  |  | 61 and over |  |  | All age groups |  | |
| 20% | 40% | 60% | 20% | 40% | 60% | 20% | 40% | 60% |

UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | | 22.0 |  |  |  | 5.0 |  |  |  |  | | | 27.5 |  |
| oei | 2.1 | |  |  |  | 1.7 | |  |  |  | 2.4 | |  | |  |
| res | 1.2 | |  |  |  | 0.0 | |  |  |  | 3.3 | |  | |  |
| stu | 0.6 | |  |  |  | 1.1 | |  |  |  |  | 7.0 |  | |  |
| med | 0.9 | |  |  |  | 0.0 | |  |  |  | 2.0 | |  | |  |
| pub | 2.4 | |  |  |  | 0.0 | |  |  |  | 1.0 | |  | |  |
| priv | 2.8 | |  |  |  | 1.7 | |  |  |  |  | 6.6 |  | |  |
| self |  | 4.0 |  |  |  | 2.2 | |  |  |  | 1.3 | |  | |  |
| vol | 0.3 | |  |  |  | 0.0 | |  |  |  | 0.4 | |  | |  |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | 1 | 7.1 |  |  |  | 6.1 |  |  |  |  | | 14 | .6 |  |
| oei | 1.8 | |  |  |  | 0.0 | |  |  |  | 2.7 | | |  |  |
| res | 1.8 | |  |  |  | 0.6 | |  |  |  |  | 4.7 | |  |  |
| stu | 0.0 | |  |  |  | 0.0 | |  |  |  | 0.6 | | |  |  |
| med | 0.0 | |  |  |  | 0.0 | |  |  |  | 0.1 | | |  |  |
| pub | 0.0 | |  |  |  | 0.0 | |  |  |  | 0.7 | | |  |  |
| priv | 0.9 | |  |  |  | 0.6 | |  |  |  | 2.7 | | |  |  |
| self | 0.9 | |  |  |  | 0.6 | |  |  |  | 0.4 | | |  |  |
| vol | 0.0 | |  |  |  | 0.0 | |  |  |  | 0.0 | | |  |  |

No longer in employment

nreg reti

dece

29.4

27.1

19.8

9.8

48.6

1.8

5.0

1.7

0.4

# Disability

## Disability disclosure rates among staff working in HEIs have consistently increased in the last decade, with the proportion of staff declaring as disabled in 2018/19 more than double that reported in 2007/08. However, disability disclosure rates remained persistently lower among academic staff than professional and support staff and among professors compared with other academics.

A slightly higher proportion of full-time academic staff on open-ended/permanent contracts than on fixed-term contracts disclosed as disabled, while there was little difference in disclosure by contract type among full-time professional and support staff. In contrast, this was not the case for part-time staff, where larger proportions of staff disclosed as disabled on fixed-term contracts.

Fewer disabled than non-disabled staff earned more than £50,000 and there has been little change to the overall disability pay gaps reported in 2018/19. 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.advance-he.ac.uk/**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**knowledge-hub/equality-higher-education-**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

A list of the additional information included

in the online tables can be found in the [**Online**](#_bookmark1)[**data tables**](#_bookmark1) section.

* 1. **Overall figures:** Overall, 5.3% of staff working in HEIs disclosed as disabled in 2018/19. Disability disclosure rates were higher among staff working in Northern Ireland (6.8%), Wales (6.1%) and England (5.4%) than in Scotland (3.8%).
  2. **Impairment type:** Among both professional and support and academic disabled staff, the most commonly disclosed impairment types were

a long-standing illness or health condition (22.9% and 25.0%, respectively) or a specific learning difficulty (23.9% and 20.1%, respectively).

More than one in ten professional and support disabled staff (15.9%) and academic disabled staff (11.9%) had a mental health condition.

* 1. **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. 6.1% of professional and support staff and 4.3% of academic staff disclosed as disabled in 2018/19 – similar to proportions

in 2017/18 but around double the proportions in 2007/08 (2.8% and 2.2%, 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 (4.2% compared with 3.5%), while there was little difference between the disclosure rates of full-time professional and support staff by contract type (6.0% on open-ended/permanent contracts compared to 6.1% on fixed-term contracts). The reverse was the case for part-time

staff: 5.3% of academic staff on fixed-term contracts disclosed as disabled compared with 4.8% on

open-ended/permanent contracts, and 7.5% of professional and support staff on fixed-term contracts disclosed as disabled compared with 6.1% 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, and this pattern was generally more pronounced for professional and support staff compared with academic staff.

**2.10 Occupational groups:** Among academic staff, the disability disclosure rate was highest in the associate professional and technical occupational group (SOC3; 6.1%), while for professional and support staff the rate was highest among those in sales and customer service occupations (SOC7; 7.9%). In contrast, only 4.3% of academic staff in professional occupations (SOC2) and 4.6% of professional and support staff who were managers, directors and senior officials (SOC1) disclosed

as disabled.

* 1. **Research/teaching contract:** 5.3% of academic staff on teaching-only contracts disclosed as disabled, compared to 3.4% of those on research- only contracts. The disability disclosure rate among academic staff on teaching and research contracts was in between the two, at 4.2%.
  2. **–2.14 SET subject areas:** Among disabled academic staff, a slightly higher proportion worked in non-SET departments (51.4%) than SET departments (48.6%). Overall, 3.8% of academic staff working in SET disclosed as disabled. Disability disclosure rates varied considerably by subject area. For example, 7.0% of academic staff in nursing and allied health professions disclosed as disabled compared with only 2.0% of academic staff working in civil engineering.
  3. **Non-SET subject areas:** Among academics working in non-SET departments, 5.1% disclosed as disabled. Disability disclosure rates were particularly high among academic staff working in health and community studies (8.4%) and markedly lower among those working in economics and econometrics (2.0%).
  4. **Professors:** Overall, a lower proportion of professors disclosed as disabled (3.2%) than non-professorial academic staff (4.5%). Disability

disclosure rates of professors were lower among those working in SET (2.6%) than non-SET (4.0%) subject areas. Among non-professors, part-time staff had a higher disability disclosure rate than full-time staff (5.2% compared with 4.1%). Similar proportions of full-time and part-time professors disclosed as disabled (3.2%).

* 1. **Senior managers:** A lower proportion of academic senior managers overall disclosed as disabled (3.1%) compared with other academics (4.4%). Disability disclosure rates were similar for both senior managers and other academics who worked part-time and those who worked full-time and for those who worked in SET and

non-SET departments.

* 1. **Salary range:** The proportion of academics earning £50,000 or more was higher among

non-disabled staff than disabled staff (36.3% compared with 31.7%, a difference of 4.6 percentage points). Among full-time academic staff, the gap was 2.5 percentage points; it was wider among

part-time academic staff at 4.8 percentage points. Similarly, among professional and support staff, the proportion of non-disabled staff earning £50,000 or more was higher than the proportion of disabled staff, though the gap was smaller than among academic staff (2.7 percentage points).

* 1. **Pay spine range:** Similar proportions of disabled and non-disabled academic staff were on the lowest academic pay spine of less than £19,202 (0.1% and 0.2% respectively). However, there were proportionally fewer disabled than non-disabled academic staff on the highest academic pay spine of £61,619 or more (11.2% compared with 16.1%).
  2. **–2.21 Pay gaps:** The overall mean pay gap between non-disabled and disabled staff was 8.7 percentage points, and the median pay gap was

8.5 percentage points. This is similar to the pay gap in 2017/18, when the mean pay gap was 9.0 percentage points and the median pay gap 8.5 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 country and region, being greatest in England, and being greater outside London compared to within London. Notably, both median and mean disability pay gaps among academic staff were negative in Northern Ireland, while the same was true for the median disability pay gap in Scotland, 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 (14.4 percentage points). For professional and support staff, the widest median pay gap was among skilled trades occupations (5.8 percentage points).

**2.22 Academic pay gaps:** Mean and median disability pay gaps were wider among non-professors than professors, at 3.6 and

4.4 percentage points among professors, and 7.3 and 8.4 percentage points among

non-professors. However, these pay gaps varied greatly by country and region. In London, for example, the mean and median disability pay gaps among professors were 9.5 and 7.7 percentage points, respectively. In contrast,

in Northern Ireland the mean and median disability pay gaps among professors were negative,

at -2.1 and -8.8 percentage points, respectively.

* 1. **Leavers:** The proportions of academic staff who left their institution between 2017/18 and 2018/19 were similar across both disabled and non-disabled staff (17.3% and 17.0%, respectively).
  2. **Leaving destinations of UK academics:** Among UK leavers with a known leaving destination, the proportion of disabled leavers who went on to UK employment (52.0%) was lower than non-disabled leavers (59.0%). The same proportion of disabled and non-disabled leavers entered

non-UK employment (3.4%). 44.6% of UK disabled leavers were no longer in employment, compared with 37.5% of non-disabled UK leavers.

* 1. **Leaving destinations of non-UK academics:** Among non-UK leavers with a known leaving destination, 52.7% of those who disclosed as disabled entered UK employment, and 18.8% left for employment overseas. The remaining 28.6% were no longer in employment, which was a larger proportion than that recorded for non-UK

non-disabled leavers (21.8%).

## **Staff by country of institution and disability status** 2.1

≤ [Country of](#_bookmark14) [institution](#_bookmark14)



|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | England |  |  | N. Ireland |  |  | Scotland |  |  | Wales |  |  | UK |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| Non-disabled | 342,990 | *94.6* | *82.3* | 6,610 | *93.2* | *1.6* | 47,650 | *96.2* | *11.4* | 19,600 | *93.9* | *4.7* | 416,845 | *94.7* |
| Disabled | 19,485 | *5.4* | *84.3* | 480 | *6.8* | *2.1* | 1,865 | *3.8* | *8.1* | 1,275 | *6.1* | *5.5* | 23,105 | *5.3* |
| All staff | 362,475 | *100.0* | *82.4* | 7,090 | *100.0* | *1.6* | 49,515 | *100.0* | *11.3* | 20,875 | *100.0* | *4.7* | 439,955 | *100.0* |

     [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

Additional data by impairment type is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

94.6

93.2

96.2

93.9

94.7

100%

60%

5.4

6.8

3.8

6.1

5.3

30%

**England N. Ireland Scotland Wales UK**

Non-disabled

Disabled

Non-disabled

Disabled

Non-disabled

Disabled

Non-disabled

Disabled

Non-disabled

Disabled

# 2.2

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

≤ [Impairment](#_bookmark10) [type definition:](#_bookmark10) [see page 13](#_bookmark10)

## **Staff by activity and impairment type**

All staff



No.

*%*

*%*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| blin | Blind or a serious visual impairment | 475 | *2.0* | *0.1* |
| deaf | Deaf or serious hearing impairment | 1,170 | *5.1* | *0.3* |
| genl | General learning disability | 205 | *0.9* | *0.0* |
| illn | Long standing illness or health condition | 5,580 | *24.1* | *1.3* |
| ment | Mental health condition | 3,285 | *14.2* | *0.7* |
| phys | Physical impairment or mobility issues | 1,885 | *8.2* | *0.4* |
| socc | Social/communication impairment | 350 | *1.5* | *0.1* |
| spec | Specific learning difficulty | 4,995 | *21.6* | *1.1* |
| mult | Two or more disabilities, impairments or conditions | 2,045 | *8.8* | *0.5* |
| othd | Other type of disability, impairment or condition | 3,115 | *13.5* | *0.7* |
| dis | All disabled staff | 23,105 | *100.0* | *5.3* |
| nd | Non-disabled staff | 416,845 |  | *94.7* |
| All | All staff | 439,955 |  | *100.0* |

*Proportion of disabled staff*

*Proportion of*

*all staff*

Academic staff

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| blin | Blind or a serious visual impairment | 245 | *2.6* | *0.1* |
| deaf | Deaf or serious hearing impairment | 460 | *4.9* | *0.2* |
| genl | General learning disability | 75 | *0.8* | *0.0* |
| illn | Long standing illness or health condition | 2,155 | *22.9* | *1.0* |
| ment | Mental health condition | 1,120 | *11.9* | *0.5* |
| phys | Physical impairment or mobility issues | 855 | *9.1* | *0.4* |
| socc | Social/communication impairment | 140 | *1.5* | *0.1* |
| spec | Specific learning difficulty | 2,255 | *23.9* | *1.0* |
| mult | Two or more disabilities, impairments or conditions | 775 | *8.2* | *0.4* |
| othd | Other type of disability, impairment or condition | 1,360 | *14.4* | *0.6* |
| dis | All disabled staff | 9,435 | *100.0* | *4.3* |
| nd | Non-disabled staff | 207,630 |  | *95.7* |
| All | All staff | 217,065 |  | *100.0* |

Professional and support staff

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| blin | Blind or a serious visual impairment | 230 | *1.7* | *0.1* |
| deaf | Deaf or serious hearing impairment | 710 | *5.2* | *0.3* |
| genl | General learning disability | 130 | *1.0* | *0.1* |
| illn | Long standing illness or health condition | 3,420 | *25.0* | *1.5* |
| ment | Mental health condition | 2,165 | *15.9* | *1.0* |
| phys | Physical impairment or mobility issues | 1,030 | *7.5* | *0.5* |
| socc | Social/communication impairment | 210 | *1.6* | *0.1* |
| spec | Specific learning difficulty | 2,745 | *20.1* | *1.2* |
| mult | Two or more disabilities, impairments or conditions | 1,270 | *9.3* | *0.6* |
| othd | Other type of disability, impairment or condition | 1,755 | *12.9* | *0.8* |
| dis | All disabled staff | 13,670 | *100.0* | *6.1* |
| nd | Non-disabled staff | 209,215 |  | *93.9* |
| All | All staff | 222,885 |  | *100.0* |

22.9

11.9

9.1

23.9

8.2

14.4

25.0

15.9

5

20.1

9.3

12.9

Proportions of disabled staff by impairment type

10% 20% 30% 40% 50%

24.1

14.2

8.2

21.6

8.8

13.5

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| All staff | | | | | |
| blin | 2.0 |  |  |  |  |
| deaf |  | 5.1 |  |  |  |
| genl | 0.9 |  |  |  |  |
| illn | | | |  |  |
| ment | | | |  |  |
| phys | | | |  |  |
| socc | 1.5 |  |  |  |  |
| spec | | | |  |  |
| mult | | | |  |  |
| othd | | | |  |  |
| Academic staff | | | | | |
| blin | 2.6 |  |  |  |  |
| deaf |  | 4.9 |  |  |  |
| genl | 0.8 |  |  |  |  |
| illn | | | |  |  |
| ment | | | |  |  |
| phys | | | |  |  |
| socc | 1.5 |  |  |  |  |
| spec | | | |  |  |
| mult | | | |  |  |
|  | | | |  |  |
| othd | | | |  |  |
| Professional and support staff | | | |  |  |
| blin | 1.7 |  |  |  |  |
| deaf |  | 5.2 |  |  |  |
| genl | 1.0 |  |  |  |  |
| illn | | | |  |  |
| ment | | | |  |  |
| phys |  |  | 7. |  |  |
| socc | 1.6 |  |  |  |  |
| spec | | | |  |  |
| mult | | | |  |  |
| othd | | | |  |  |

# 2.3

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **Profile of staff over time by activity and disability status**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| All staff | Non-disabled |  | Disabled |  | All staff |
|  | No. | *%* | No. | *%* | No. |
| 2003/04 | 330,745 | *97.8* | 7,360 | *2.2* | 338,105 |
| 2004/05 | 338,630 | *97.8* | 7,675 | *2.2* | 346,305 |
| 2005/06 | 347,565 | *97.8* | 7,850 | *2.2* | 355,415 |
| 2006/07 | 355,530 | *97.6* | 8,630 | *2.4* | 364,160 |
| 2007/08 | 363,105 | *97.5* | 9,350 | *2.5* | 372,455 |
| 2008/09 | 369,720 | *96.6* | 13,040 | *3.4* | 382,760 |
| 2009/10 | 375,945 | *97.0* | 11,485 | *3.0* | 387,430 |
| 2010/11 | 369,705 | *96.8* | 12,085 | *3.2* | 381,790 |
| 2011/12 | 365,280 | *96.6* | 12,970 | *3.4* | 378,250 |
| 2012/13 | 367,485 | *96.1* | 15,035 | *3.9* | 382,515 |
| 2013/14 | 379,000 | *95.8* | 16,780 | *4.2* | 395,780 |
| 2014/15 | 385,760 | *95.5* | 18,075 | *4.5* | 403,835 |
| 2015/16 | 391,455 | *95.4* | 18,675 | *4.6* | 410,130 |
| 2016/17 | 388,005 | *95.1* | 19,800 | *4.9* | 407,805 |
| 2017/18 | 396,225 | *94.9* | 21,435 | *5.1* | 417,665 |
| 2018/19 | 416,845 | *94.7* | 23,105 | *5.3* | 439,955 |
| Academic staff | | | | | |
| 2003/04 | 147,460 | *98.2* | 2,770 | *1.8* | 150,230 |
| 2004/05 | 157,600 | *98.1* | 3,055 | *1.9* | 160,655 |
| 2005/06 | 161,680 | *98.1* | 3,195 | *1.9* | 164,875 |
| 2006/07 | 166,480 | *97.9* | 3,515 | *2.1* | 169,995 |
| 2007/08 | 171,165 | *97.8* | 3,780 | *2.2* | 174,945 |
| 2008/09 | 173,980 | *97.2* | 5,060 | *2.8* | 179,040 |
| 2009/10 | 177,030 | *97.5* | 4,565 | *2.5* | 181,595 |
| 2010/11 | 176,380 | *97.3* | 4,800 | *2.7* | 181,185 |
| 2011/12 | 176,140 | *97.1* | 5,250 | *2.9* | 181,385 |
| 2012/13 | 179,365 | *96.6* | 6,220 | *3.4* | 185,585 |
| 2013/14 | 187,060 | *96.3* | 7,185 | *3.7* | 194,245 |
| 2014/15 | 190,610 | *96.1* | 7,725 | *3.9* | 198,335 |
| 2015/16 | 193,555 | *96.1* | 7,825 | *3.9* | 201,380 |
| 2016/17 | 192,400 | *95.9* | 8,195 | *4.1* | 200,595 |
| 2017/18 | 196,935 | *95.7* | 8,795 | 4.3 | 205,730 |
| 2018/19 | 207,630 | *95.7* | 9,435 | 4.3 | 217,065 |
| Professional and support staff | | | | | |
| 2003/04 | 183,285 | *97.6* | 4,590 | *2.4* | 187,875 |
| 2004/05 | 181,030 | *97.5* | 4,620 | *2.5* | 185,650 |
| 2005/06 | 185,880 | *97.6* | 4,655 | *2.4* | 190,535 |
| 2006/07 | 189,050 | *97.4* | 5,115 | *2.6* | 194,165 |
| 2007/08 | 191,940 | *97.2* | 5,570 | *2.8* | 197,510 |
| 2008/09 | 195,740 | *96.1* | 7,980 | *3.9* | 203,720 |
| 2009/10 | 198,915 | *96.6* | 6,920 | *3.4* | 205,835 |
| 2010/11 | 193,320 | *96.4* | 7,280 | *3.6* | 200,605 |
| 2011/12 | 189,140 | *96.1* | 7,720 | *3.9* | 196,860 |
| 2012/13 | 188,120 | *95.5* | 8,815 | *4.5* | 196,935 |
| 2013/14 | 191,935 | *95.2* | 9,600 | *4.8* | 201,535 |
| 2014/15 | 195,150 | *95.0* | 10,350 | *5.0* | 205,500 |
| 2015/16 | 197,900 | *94.8* | 10,850 | *5.2* | 208,750 |
| 2016/17 | 195,605 | *94.4* | 11,605 | *5.6* | 207,210 |
| 2017/18 | 199,295 | *94.0* | 12,645 | *6.0* | 211,935 |
| 2018/19 | 209,215 | *93.9* | 13,670 | *6.1* | 222,885 |



Numbers of staff who disclosed as disabled

03/04

04/05

04/05

06/07

07/08

08/09

09/10

10/11

11/12

12/13

13/14

14/15

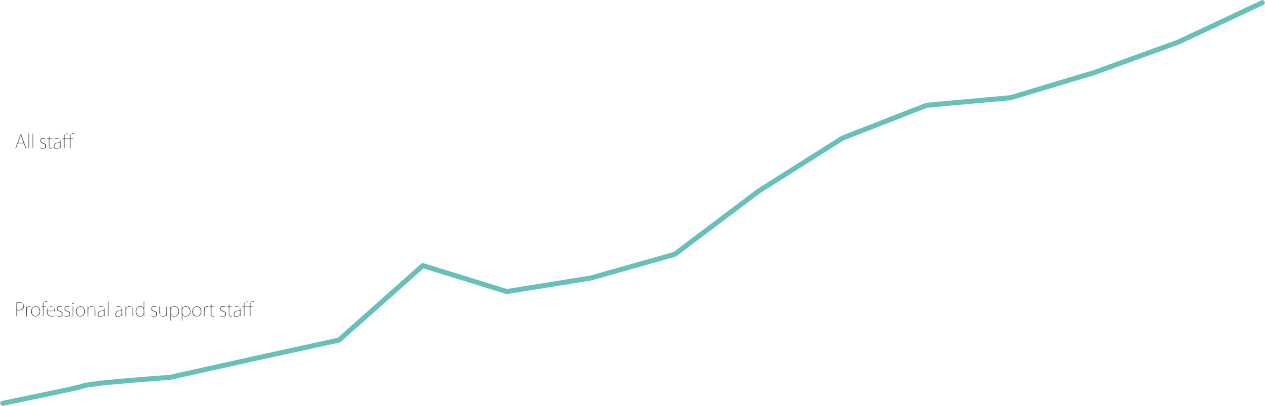
15/16

16/17

17/18

18/19

25,000



|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

20,000

15,000

10,000

5,000



# 2.4

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

60%

40%

20%

## **Staff by activity, mode and disability status**

Non-disabled Disabled All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |
| --- | --- | --- | --- |
| Full-time | 281,265 *67.5 95.0* | 14,920 *64.6 5.0* | 296,185 *67.3* |
| Part-time  All modes | 135,580 *32.5 94.3*    416,845 *100.0 94.7* | 8,185 *35.4 5.7*    23,105 *100.0 5.3* | 143,765 *32.7*    439,955 *100.0* |

Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Full-time | 137,795 | *66.4* | *96.0* | 5,715 | *60.5* | *4.0* | 143,510 | *66.1* |
| Part-time | 69,830 | *33.6* | *94.9* | 3,725 | *39.5* | *5.1* | 73,555 | *33.9* |
| All modes | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Full-time | 143,465 | *68.6* | *94.0* | 9,210 | *67.4* | *6.0* | 152,675 | *68.5* |
| Part-time | 65,750 | *31.4* | *93.6* | 4,460 | *32.6* | *6.4* | 70,210 | *31.5* |
| All modes | 209,215 | *100.0* | *93.9* | 13,670 | *100.0* | *6.1* | 222,885 | *100.0* |

**Non-disabled Disabled All staff**

67.5

66.4

68.6

67.4

67.3

68.5

64.6

66.1

60.5

39.5

35.4

32.5

33.6

32.7

33.9

31.5

32.6

31.4

All full-time All part-time Academic full-time Academic part-time

Professional and support full-time Profesional and support part-time

All full-time All part-time Academic full-time Academic part-time

Professional and support full-time Profesional and support part-time

All full-time All part-time Academic full-time Academic part-time

Professional and support full-time Profesional and support part-time

## **Staff by activity, contract type and disability status**

Non-disabled Disabled All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 315,515 *75.7 94.7* | 17,635 *76.3 5.3* | 333,150 *75.7* |
| Fixed-term  All contracts | 101,335 *24.3 94.9*    416,845 *100.0 94.7* | 5,470 *23.7 5.1*    23,105 *100.0 5.3* | 106,805 *24.3*    439,955 *100.0* |

Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 138,070 | *66.5* | *95.7* | 6,250 | *66.2* | *4.3* | 144,315 | *66.5* |
| Fixed-term | 69,560 | *33.5* | *95.6* | 3,190 | *33.8* | *4.4* | 72,750 | *33.5* |
| All contracts | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

Professional and support staff

2.5

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 177,445 | *84.8* | *94.0* | 11,390 | *83.3* | *6.0* | 188,835 | *84.7* |
| Fixed-term | 31,770 | *15.2* | *93.3* | 2,280 | *16.7* | *6.7* | 34,055 | *15.3* |
| All contracts | 209,215 | *100.0* | *93.9* | 13,670 | *100.0* | *6.1* | 222,885 | *100.0* |

84.8

83.3

75.7

76.3

75.7

66.5

66.2

66.5

33.5

33.8

33.5

24.3

23.7

24.3

15.2

16.7

15.3

84.7

60%

40%

20%

**Non-disabled Disabled All staff**

All open/permanent

All fixed-term Academic open/permanent Academic fixed-term Professional/support open/permanent Professional/support fixed-term

All open/permanent

All fixed-term Academic open/permanent Academic fixed-term Professional/support open/permanent Professional/support fixed-term

All open/permanent

All fixed-term Academic open/permanent Academic fixed-term Professional/support open/permanent Professional/support fixed-term

## 2.6 **Academic staff by mode, contract type and disability status**

Non-disabled Disabled All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| Open-ended/permanent | 102,755 | *74.6* | *95.8* | 4,455 | *78.0* | *4.2* | 107,210 | *74.7* |
| Fixed-term | 35,045 | *25.4* | *96.5* | 1,260 | *22.0* | *3.5* | 36,305 | *25.3* |
| All contracts | 137,795 | *100.0* | *96.0* | 5,715 | *100.0* | *4.0* | 143,510 | *100.0* |

Part-time

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 35,315 *50.6 95.2* | 1,795 *48.2 4.8* | 37,110 *50.4* |
| Fixed-term  All contracts | 34,515 *49.4 94.7*    69,830 *100.0 94.9* | 1,930 *51.8 5.3*    3,725 *100.0 5.1* | 36,445 *49.6*    73,555 *100.0* |

60%

40%

20%

74.6

50.6

51.8

48.2

50.4 49.6

25.4

78.0

74.7

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | |  |  | |
|  |  |
|  |  |
|  | 25.3 |
|  |

**Non-disabled Disabled All staff**

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 49.4 | |  |  | |
|  |  |
|  |  |
|  | 22.0 |
|  |

## **Professional and support staff by mode, contract type and disability status** 2.7

Non-disabled Disabled All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 124,360 | *86.7* | *94.0* | 7,960 | *86.4* | *6.0* | 132,320 | *86.7* |
| Fixed-term | 19,105 | *13.3* | *93.9* | 1,250 | *13.6* | *6.1* | 20,355 | *13.3* |
| All contracts | 143,465 | *100.0* | *94.0* | 9,210 | *100.0* | *6.0* | 152,675 | *100.0* |

Part-time

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 53,085 *80.7 93.9* | 3,430 *76.9 6.1* | 56,515 *80.5* |
| Fixed-term  All contracts | 12,665 *19.3 92.5*  65,750 *100.0 93.6* | 1,030 *23.1 7.5*  4,460 *100.0 6.4* | 13,695 *19.5*  70,210 *100.0* |

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

86.7

86.4

86.7

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | |  |  | |
|  |  |
|  |  |
|  | 13.3 |

60%

80.7

80.5

76.9

23.1

19.3

19.5

13.3

13.6

40%

20%

**Non-disabled Disabled All staff**

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

## **Staff by contract level and disability status**

≤ [Contract level](#_bookmark18)

Non-disabled Disabled All staff

[definition:](#_bookmark18)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 160 | *0.0* | *96.9* | 5 | *0.0* | *3.1* | 165 | *0.0* |
| 2 | UCEA level 2 | 725 | *0.2* | *97.7* | 15 | *0.1* | *2.3* | 740 | *0.2* |
| 3a | UCEA level 3A | 645 | *0.2* | *96.4* | 25 | *0.1* | *3.6* | 670 | *0.2* |
| 3b | UCEA level 3B | 1,395 | *0.3* | *96.6* | 50 | *0.2* | *3.4* | 1,440 | *0.3* |
| 3/4a1 | UCEA level 3/4A1 | 775 | *0.2* | *96.1* | 30 | *0.1* | *3.9* | 805 | *0.2* |
| 3/4a2 | UCEA level 3/4A2 | 720 | *0.2* | *96.5* | 25 | *0.1* | *3.5* | 745 | *0.2* |
| 3/4/a3 | UCEA level 3/4A3 | 1,065 | *0.3* | *96.6* | 40 | *0.2* | *3.4* | 1,100 | *0.3* |
| 4a | UCEA level 4A | 2,165 | *0.5* | *95.8* | 95 | *0.4* | *4.2* | 2,265 | *0.5* |
| 4b | UCEA level 4B | 2,035 | *0.5* | *96.4* | 75 | *0.3* | *3.6* | 2,110 | *0.5* |
| 5a | UCEA level 5A | 20,860 | *5.0* | *96.8* | 685 | *3.0* | *3.2* | 21,550 | *4.9* |
| 5b | UCEA level 5B | 2,195 | *0.5* | *95.2* | 110 | *0.5* | *4.8* | 2,310 | *0.5* |
| li | XpertHR level I | 36,090 | *8.7* | *95.9* | 1,530 | *6.6* | *4.1* | 37,620 | *8.6* |
| lj | XpertHR level J | 73,180 | *17.6* | *95.3* | 3,615 | *15.6* | *4.7* | 76,790 | *17.5* |
| lk | XpertHR level K | 102,955 | *24.7* | *95.0* | 5,430 | *23.5* | *5.0* | 108,385 | *24.6* |
| ll | XpertHR level L | 63,935 | *15.3* | *94.5* | 3,715 | *16.1* | *5.5* | 67,655 | *15.4* |
| lm | XpertHR level M | 45,970 | *11.0* | *93.6* | 3,120 | *13.5* | *6.4* | 49,095 | *11.2* |
| ln | XpertHR level N | 29,445 | *7.1* | *92.7* | 2,320 | *10.0* | *7.3* | 31,765 | *7.2* |
| lo | XpertHR level O | 15,040 | *3.6* | *93.6* | 1,035 | *4.5* | *6.4* | 16,075 | *3.7* |
| lp | XpertHR level P | 17,490 | *4.2* | *93.7* | 1,180 | *5.1* | *6.3* | 18,670 | *4.2* |
| All | All contract levels | 416,845 | *100.0* | *94.7* | 23,105 | *100.0* | *5.3* | 439,955 | *100.0* |

[see page 15](#_bookmark18)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

No. *% %* No. *% %* No. *%*

Proportions of staff who disclosed as disabled

10% 20% 30% 40% 50%

3.1

2.3

3.6

3.4

3.9

3.5

3.4

4.2

3.6

3.2

4.8

4.1

4.7

5.0

5.5

6.4

7.3

6.4

6.3

5.3

|  |
| --- |
| hoi |
| 2 |
| 3a |
| 3b |
| 3/4a1 |
| 3/4a2 |
| 3/4/a3 |
| 4a |
| 4b |
| 5a |
| 5b |
| li |
| lj |
| lk |
| ll |
| lm |
| ln |
| lo |
| lp |
| All |

## **Staff by activity, contract level and disability status**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

Academic staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 120 | *0.1* | *96.8* | 5 | *0.0* | *3.2* | 125 | *0.1* |
| 2 | UCEA level 2 | 440 | *0.2* | *97.6* | 10 | *0.1* | *2.4* | 450 | *0.2* |
| 3a | UCEA level 3A | 640 | *0.3* | *96.3* | 25 | *0.3* | *3.7* | 665 | *0.3* |
| 3b | UCEA level 3B | 35 | *0.0* | *97.3* | 0 | *0.0* | *2.7* | 35 | *0.0* |
| 3/4a1 | UCEA level 3/4A1 | 775 | *0.4* | *96.1* | 30 | *0.3* | *3.9* | 805 | *0.4* |
| 3/4a2 | UCEA level 3/4A2 | 720 | *0.3* | *96.5* | 25 | *0.3* | *3.5* | 745 | *0.3* |
| 3/4/a3 | UCEA level 3/4A3 | 1,055 | *0.5* | *96.6* | 35 | *0.4* | *3.4* | 1,090 | *0.5* |
| 4a | UCEA level 4A | 2,120 | *1.0* | *95.8* | 90 | *1.0* | *4.2* | 2,210 | *1.0* |
| 4b | UCEA level 4B | 55 | *0.0* | *98.2* | 0 | *0.0* | *1.8* | 55 | *0.0* |
| 5a | UCEA level 5A | 20,835 | *10.0* | *96.8* | 685 | *7.3* | *3.2* | 21,520 | *9.9* |
| 5b | UCEA level 5B | 65 | *0.0* | *97.1* | 0 | *0.0* | *2.9* | 70 | *0.0* |
| li | XpertHR level I | 29,485 | *14.2* | *96.0* | 1,230 | *13.0* | *4.0* | 30,715 | *14.2* |
| lj | XpertHR level J | 53,300 | *25.7* | *95.4* | 2,570 | *27.2* | *4.6* | 55,870 | *25.7* |
| lk | XpertHR level K | 68,940 | *33.2* | *95.4* | 3,350 | *35.5* | *4.6* | 72,290 | *33.3* |
| ll | XpertHR level L | 25,310 | *12.2* | *95.6* | 1,160 | *12.3* | *4.4* | 26,475 | *12.2* |
| lm | XpertHR level M | 3,375 | *1.6* | *94.8* | 185 | *2.0* | *5.2* | 3,560 | *1.6* |
| ln | XpertHR level N | 345 | *0.2* | *93.7* | 25 | *0.2* | *6.3* | 370 | *0.2* |
| lo | XpertHR level O | 10 | *0.0* | *..* | 5 | *0.0* | *..* | 10 | *0.0* |
| lp | XpertHR level P | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All contract levels | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

Non-disabled Disabled All staff

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 35 | *0.0* | *97.4* | 0 | *0.0* | *2.6* | 40 | *0.0* |
| 2 | UCEA level 2 | 285 | *0.1* | *97.9* | 5 | *0.0* | *2.1* | 290 | *0.1* |
| 3a | UCEA level 3A | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| 3b | UCEA level 3B | 1,355 | *0.6* | *96.6* | 50 | *0.4* | *3.4* | 1,405 | *0.6* |
| 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 | 10 | *0.0* | *90.4* | 0 | *0.0* | *9.6* | 10 | *0.0* |
| 4a | UCEA level 4A | 45 | *0.0* | *92.1* | 5 | *0.0* | *7.9* | 50 | *0.0* |
| 4b | UCEA level 4B | 1,980 | *0.9* | *96.4* | 75 | *0.5* | *3.6* | 2,055 | *0.9* |
| 5a | UCEA level 5A | 25 | *0.0* | *96.3* | 0 | *0.0* | *3.7* | 25 | *0.0* |
| 5b | UCEA level 5B | 2,130 | *1.0* | *95.1* | 110 | *0.8* | *4.9* | 2,240 | *1.0* |
| li | XpertHR level I | 6,605 | *3.2* | *95.7* | 300 | *2.2* | *4.3* | 6,905 | *3.1* |
| lj | XpertHR level J | 19,875 | *9.5* | *95.0* | 1,045 | *7.6* | *5.0* | 20,920 | *9.4* |
| lk | XpertHR level K | 34,020 | *16.3* | *94.2* | 2,080 | *15.2* | *5.8* | 36,100 | *16.2* |
| ll | XpertHR level L | 38,625 | *18.5* | *93.8* | 2,555 | *18.7* | *6.2* | 41,180 | *18.5* |
| lm | XpertHR level M | 42,595 | *20.4* | *93.5* | 2,940 | *21.5* | *6.5* | 45,530 | *20.4* |
| ln | XpertHR level N | 29,100 | *13.9* | *92.7* | 2,295 | *16.8* | *7.3* | 31,395 | *14.1* |
| lo | XpertHR level O | 15,035 | *7.2* | *93.6* | 1,030 | *7.5* | *6.4* | 16,065 | *7.2* |
| lp | XpertHR level P | 17,490 | *8.4* | *93.7* | 1,180 | *8.6* | *6.3* | 18,670 | *8.4* |
| All | All contract levels | 209,215 | *100.0* | *93.9* | 13,670 | *100.0* | *6.1* | 222,885 | *100.0* |

Proportions of staff who disclosed as disabled

10% 20% 30% 40% 50%

Academic staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi |  | | | 3.2 | |  | |  |  |  |  |  |  |  |  |
| 2 |  | | 2.4 | | |  | |  |  |  |  |  |  |  |  |
| 3a |  | | | 3.7 | |  | |  |  |  |  |  |  |  |  |
| 3b |  | | 2.7 | | |  | |  |  |  |  |  |  |  |  |
| 3/4a1 |  | | | 3. | | 9 | |  |  |  |  |  |  |  |  |
| 3/4a2 |  | | | 3.5 | |  | |  |  |  |  |  |  |  |  |
| 3/4/a3 |  | | | 3.4 | |  | |  |  |  |  |  |  |  |  |
| 4a |  | | | | 4. | 2 | |  |  |  |  |  |  |  |  |
| 4b |  | 1.8 | | | |  | |  |  |  |  |  |  |  |  |
| 5a |  | | | 3.2 | |  | |  |  |  |  |  |  |  |  |
| 5b |  | | 2.9 | | |  | |  |  |  |  |  |  |  |  |
| li |  | | | 4. | | 0 | |  |  |  |  |  |  |  |  |
| lj |  | | | |  | 4.6 | |  |  |  |  |  |  |  |  |
| lk |  | | | |  | 4.6 | |  |  |  |  |  |  |  |  |
| ll |  | | | |  | 4.4 | |  |  |  |  |  |  |  |  |
| lm |  | | | | | 5.2 | |  |  |  |  |  |  |  |  |
| ln |  | | | | | | 6.3 |  |  |  |  |  |  |  |  |
| lo | .. | | | | |  | |  |  |  |  |  |  |  |  |
| lp | .. | | | | |  | |  |  |  |  |  |  |  |  |
| All |  | | | | 4. | 3 | |  |  |  |  |  |  |  |  |

Professional and support staff

hoi

2

3a 3b

3/4a1

3/4a2

3/4/a3 4a

4b 5a 5b

li lj lk ll lm ln lo

lp

All

2.6

2.1

..

3.4

..

..

9.6

7.9

3.6

3.7

4.9

4.3

5.0

5.8

6.2

6.5

7.3

6.4

6.3

6.1

## **Staff by activity, occupational group and disability status**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

Academic staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 515 | *0.2* | *95.4* | 25 | *0.3* | *4.6* | 540 | *0.2* |
| soc2 | Professional occupations | 205,740 | *99.1* | *95.7* | 9,325 | *98.8* | *4.3* | 215,065 | *99.1* |
| soc3 | Associate professional and technical | 1,370 | *0.7* | *93.9* | 90 | *0.9* | *6.1* | 1,460 | *0.7* |
| soc4–9 | Clerical and manual occupations | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *..* |
| All | All academic staff | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

Non-disabled Disabled All staff

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 11,315 | *5.4* | *95.4* | 545 | *4.0* | *4.6* | 11,860 | *5.3* |
| soc2 | Professional occupations | 44,460 | *21.3* | *94.4* | 2,650 | *19.4* | *5.6* | 47,110 | *21.1* |
| soc3 | Associate professional and technical | 47,095 | *22.5* | *93.6* | 3,215 | *23.5* | *6.4* | 50,310 | *22.6* |
| soc4 | Administrative and secretarial | 66,585 | *31.8* | *93.3* | 4,805 | *35.2* | *6.7* | 71,395 | *32.0* |
| soc5 | Skilled trades occupations | 6,390 | *3.1* | *94.8* | 350 | *2.6* | *5.2* | 6,745 | *3.0* |
| soc6 | Caring, leisure and other service | 6,790 | *3.2* | *94.5* | 395 | *2.9* | *5.5* | 7,185 | *3.2* |
| soc7 | Sales and customer service occupations | 2,290 | *1.1* | *92.1* | 195 | *1.4* | *7.9* | 2,490 | *1.1* |
| soc8 | Process, plant and machine operatives | 1,375 | *0.7* | *95.5* | 65 | *0.5* | *4.5* | 1,445 | *0.6* |
| soc9 | Elementary occupations | 22,910 | *11.0* | *94.1* | 1,445 | *10.6* | *5.9* | 24,355 | *10.9* |
| All | All professional and support staff | 209,215 | *100.0* | *93.9* | 13,670 | *100.0* | *6.1* | 222,885 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 416,845 | *100.0* | *94.7* | 23,105 | *100.0* | *5.3* | 439,955 | *100.0* |

Additional data by impairment type is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who disclosed as disabled

10% 20% 30% 40% 50%

|  |  |  |  |
| --- | --- | --- | --- |
| Academic staff | | | |
| soc1 |  | 4.6 |  |
| soc2 |  | 4.3 |  |
| soc3 |  | 6.1 |  |
| soc4–9 | .. |  |  |
| All |  | 4.3 |  |
| Professional and support staff | | | |
| soc1 |  | 4.6 |  |
| soc2 |  | 5.6 |  |
| soc3 |  | 6.4 |  |
| soc4 |  | 6.7 |  |
| soc5 |  | 5.2 |  |
| soc6 |  | 5.5 |  |
| soc7 |  |  | 7.9 |
| soc8 |  | 4.5 |  |
| soc9 |  | 5.9 |  |
| All |  | 6.1 |  |
| All staff | | | |
| All |  | 5.3 |  |

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

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

Full-time Non-disabled Disabled All staff Academic staff

Professional and support staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 415 | *0.3* | *95.2* | 20 | *0.4* | *4.8* | 435 | *0.3* |
| soc2 | Professional occupations | 136,375 | *99.0* | *96.0* | 5,630 | *98.5* | *4.0* | 142,005 | *99.0* |
| soc3 | Associate professional and technical | 1,005 | *0.7* | *94.2* | 60 | *1.1* | *5.8* | 1,065 | *0.7* |
| soc4–9 | Clerical and manual occupations | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All academic staff | 137,795 | *100.0* | *96.0* | 5,715 | *100.0* | *4.0* | 143,510 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 9,945 | *6.9* | *95.6* | 460 | *5.0* | *4.4* | 10,405 | *6.8* |
| soc2 | Professional occupations | 34,490 | *24.0* | *94.5* | 1,995 | *21.7* | *5.5* | 36,485 | *23.9* |
| soc3 | Associate professional and technical | 36,050 | *25.1* | *93.6* | 2,450 | *26.6* | *6.4* | 38,500 | *25.2* |
| soc4 | Administrative and secretarial | 43,645 | *30.4* | *93.3* | 3,145 | *34.2* | *6.7* | 46,790 | *30.6* |
| soc5 | Skilled trades occupations | 5,510 | *3.8* | *94.7* | 310 | *3.3* | *5.3* | 5,815 | *3.8* |
| soc6 | Caring, leisure and other service | 3,740 | *2.6* | *94.3* | 225 | *2.5* | *5.7* | 3,965 | *2.6* |
| soc7 | Sales and customer service occupations | 1,360 | *0.9* | *92.5* | 110 | *1.2* | *7.5* | 1,470 | *1.0* |
| soc8 | Process, plant and machine operatives | 1,160 | *0.8* | *95.0* | 60 | *0.7* | *5.0* | 1,225 | *0.8* |
| soc9 | Elementary occupations | 7,565 | *5.3* | *94.4* | 450 | *4.9* | *5.6* | 8,015 | *5.3* |
| All | All professional and support staff | 143,465 | *100.0* | *94.0* | 9,210 | *100.0* | *6.0* | 152,675 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 281,265 | *100.0* | *95.0* | 14,920 | *100.0* | *5.0* | 296,185 | *100.0* |

Part-time Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 100 | *0.1* | *96.3* | 5 | *0.1* | *3.7* | 100 | *0.1* |
| soc2 | Professional occupations | 69,365 | *99.3* | *94.9* | 3,690 | *99.2* | *5.1* | 73,060 | *99.3* |
| soc3 | Associate professional and technical | 365 | *0.5* | *92.9* | 30 | *0.7* | *7.1* | 395 | *0.5* |
| soc4–9 | Clerical and manual occupations | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All academic staff | 69,830 | *100.0* | *94.9* | 3,725 | *100.0* | *5.1* | 73,555 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 1,370 | *2.1* | *94.1* | 85 | *1.9* | *5.9* | 1,455 | *2.1* |
| soc2 | Professional occupations | 9,970 | *15.2* | *93.9* | 650 | *14.6* | *6.1* | 10,625 | *15.1* |
| soc3 | Associate professional and technical | 11,045 | *16.8* | *93.5* | 765 | *17.1* | *6.5* | 11,810 | *16.8* |
| soc4 | Administrative and secretarial | 22,945 | *34.9* | *93.2* | 1,660 | *37.2* | *6.8* | 24,605 | *35.0* |
| soc5 | Skilled trades occupations | 880 | *1.3* | *95.2* | 45 | *1.0* | *4.8* | 925 | *1.3* |
| soc6 | Caring, leisure and other service | 3,050 | *4.6* | *94.8* | 165 | *3.7* | *5.2* | 3,220 | *4.6* |
| soc7 | Sales and customer service occupations | 930 | *1.4* | *91.5* | 85 | *1.9* | *8.5* | 1,020 | *1.5* |
| soc8 | Process, plant and machine operatives | 215 | *0.3* | *97.7* | 5 | *0.1* | *2.3* | 220 | *0.3* |
| soc9 | Elementary occupations | 15,340 | *23.3* | *93.9* | 995 | *22.3* | *6.1* | 16,335 | *23.3* |
| All | All professional and support staff | 65,750 | *100.0* | *93.6* | 4,460 | *100.0* | *6.4* | 70,210 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 135,580 | *100.0* | *94.3* | 8,185 | *100.0* | *5.7* | 143,765 | *100.0* |

Proportions of staff who disclosed as disabled

%

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | | | |  |
| Academic staff | | | | | |
| soc1 |  |  | 4.8 |  | |
| soc2 |  |  | 4.0 |  | |
| soc3 |  |  | 5.8 |  | |
| soc4–9 | .. |  |  |  | |
| All |  |  | 4.0 |  | |
| Professional and support staff | | | | | |
| soc1 |  |  | 4.4 |  | |
| soc2 |  |  | 5.5 |  | |
| soc3 |  |  | 6.4 |  | |
| soc4 |  |  | 6.7 |  | |
| soc5 |  |  | 5.3 |  | |
| soc6 |  |  | 5.7 |  | |
| soc7 |  |  | 7.5 |  | |
| soc8 |  |  | 5.0 |  | |
| soc9 |  |  | 5.6 |  | |
| All |  |  | 6.0 |  | |
| All staff | | | | | |
| All |  |  | 5.0 |  | |
| Part-time | | | | | |
| Academic staff | | | | | |
| soc1 |  |  | 3.7 |  | |
| soc2 |  |  | 5.1 |  | |
| soc3 |  |  | 7.1 |  | |
| soc4–9 | .. |  |  |  | |
| All |  |  | 5.1 |  | |
| Professional and support staff | | | | | |
| soc1 |  |  | 5.9 |  | |
| soc2 |  |  | 6.1 |  | |
| soc3 |  |  | 6.5 |  | |
| soc4 |  |  | 6.8 |  | |
| soc5 |  |  | 4.8 |  | |
| soc6 |  |  | 5.2 |  | |
| soc7 |  |  |  | 8.5 | |
| soc8 |  | 2.3 |  |  | |
| soc9 |  |  | 6.1 |  | |
| All |  |  | 6.4 |  | |
| All staff | | | | | |
| All |  |  | 5.7 |  | |

## **Academic staff by research/teaching contract type and disability status**

≤ [Academic](#_bookmark20) [contract](#_bookmark20)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Non-disabled | |  | Disabled |  |  | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| Teaching only | 62,865 | *30.3* | *94.7* | 3,495 | *37.0* | *5.3* | 66,355 | *30.6* |
| Research only | 49,120 | *23.7* | *96.6* | 1,735 | *18.4* | *3.4* | 50,855 | *23.4* |
| Teaching and research | 94,440 | *45.5* | *95.8* | 4,160 | *44.1* | *4.2* | 98,600 | *45.4* |
| Neither teaching nor research | 1,205 | *0.6* | *96.0* | 50 | *0.5* | *4.0* | 1,255 | *0.6* |
| All academic contracts | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

[definition:](#_bookmark20)  [see page 18](#_bookmark20)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

60%

40%

20%

45.5

44.1

37.0

30.3

30.6

23.7

23.4

18.4

0.6

0.5

0.6

45.4

**Non-disabled Disabled All staff**

Teaching only Research only Teaching and research

Neither teaching nor research

Teaching only Research only Teaching and research

Neither teaching nor research

Teaching only Research only Teaching and research

Neither teaching nor research

## **Academic staff by SET category and disability status** 2.13

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Non-disabled |  | Disabled |  | All staff |  |
|  | No. | *%* | No. | *%* | No. | *%* |
| SET | 116,600 | *56.2* | 4,590 | *48.6* | 121,190 | *55.8* |
| Non-SET | 91,030 | *43.8* | 4,845 | *51.4* | 95,880 | *44.2* |
| All subject areas | 207,630 | *100.0* | 9,435 | *100.0* | 217,065 | *100.0* |

   [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

60%

56.2

51.4

48.6

43.8

44.2

55.8

40%

20%

**Non-disabled Disabled All staff**

SET Non-SET

SET Non-SET

SET Non-SET

# 2.14

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **SET academic staff by subject area and disability status**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Non-disabled | | | |  | Disable | d |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| agri | Agriculture, forestry, food science | 1,380 | *1.2* | *96.8* | 45 | *1.0* | *3.2* | 1,425 | *1.2* |
| anat | Anatomy, physiology | 1,650 | *1.4* | *96.1* | 65 | *1.5* | *3.9* | 1,720 | *1.4* |
| arch | Archaeology | 760 | *0.7* | *95.7* | 35 | *0.7* | *4.3* | 795 | *0.7* |
| arct | Architecture, built environment, planning | 4,370 | *3.7* | *96.4* | 165 | *3.6* | *3.6* | 4,535 | *3.7* |
| bios | Biosciences | 14,080 | *12.1* | *96.8* | 470 | *10.2* | *3.2* | 14,550 | *12.0* |
| chee | Chemical engineering | 1,300 | *1.1* | *97.9* | 30 | *0.6* | *2.1* | 1,325 | *1.1* |
| chem | Chemistry | 4,265 | *3.7* | *97.0* | 130 | *2.9* | *3.0* | 4,395 | *3.6* |
| ceng | Civil engineering | 2,145 | *1.8* | *98.0* | 45 | *0.9* | *2.0* | 2,190 | *1.8* |
| dent | Clinical dentistry | 1,495 | *1.3* | *97.3* | 40 | *0.9* | *2.7* | 1,535 | *1.3* |
| medi | Clinical medicine | 24,915 | *21.4* | *96.8* | 830 | *18.1* | *3.2* | 25,745 | *21.2* |
| eart | Earth, marine, environmental sciences | 3,630 | *3.1* | *96.7* | 125 | *2.7* | *3.3* | 3,755 | *3.1* |
| elec | Electrical, electronic, computer engineering | 4,570 | *3.9* | *97.0* | 140 | *3.1* | *3.0* | 4,710 | *3.9* |
| geng | General engineering | 4,050 | *3.5* | *96.8* | 135 | *2.9* | *3.2* | 4,185 | *3.5* |
| geog | Geography, environmental studies | 2,495 | *2.1* | *95.2* | 125 | *2.7* | *4.8* | 2,620 | *2.2* |
| itcs | IT, systems sciences, computer software eng. | 7,600 | *6.5* | *95.3* | 375 | *8.2* | *4.7* | 7,975 | *6.6* |
| math | Mathematics | 4,840 | *4.2* | *97.1* | 145 | *3.1* | *2.9* | 4,985 | *4.1* |
| mech | Mechanical, aero, production engineering | 5,070 | *4.3* | *96.9* | 160 | *3.5* | *3.1* | 5,230 | *4.3* |
| meng | Mineral, metallurgy, materials engineering | 1,210 | *1.0* | *97.2* | 35 | *0.8* | *2.8* | 1,245 | *1.0* |
| nurs | Nursing, allied health professions | 10,320 | *8.9* | *93.0* | 780 | *17.0* | *7.0* | 11,100 | *9.2* |
| phar | Pharmacy, pharmacology | 2,315 | *2.0* | *96.5* | 85 | *1.8* | *3.5* | 2,400 | *2.0* |
| phys | Physics | 5,395 | *4.6* | *97.3* | 150 | *3.3* | *2.7* | 5,550 | *4.6* |
| psyc | Psychology, behavioural sciences | 7,360 | *6.3* | *94.5* | 430 | *9.4* | *5.5* | 7,790 | *6.4* |
| vets | Veterinary science | 1,385 | *1.2* | *96.5* | 50 | *1.1* | *3.5* | 1,435 | *1.2* |
| SET | All SET subject areas | 116,600 | *100.0* | *96.2* | 4,590 | *100.0* | *3.8* | 121,190 | *100.0* |



Additional data by impairment type is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who disclosed as disabled

10% 20% 30% 40% 50%

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| agri |  | | 3.2 | | |  | | |  |  |  |  |  |  |  |  |
| anat |  | | | 3. | | 9 | | |  |  |  |  |  |  |  |  |
| arch |  | | | | 4 | .3 | | |  |  |  |  |  |  |  |  |
| arct |  | | | 3.6 | |  | | |  |  |  |  |  |  |  |  |
| bios |  | | 3.2 | | |  | | |  |  |  |  |  |  |  |  |
| chee |  | 2.1 | | | |  | | |  |  |  |  |  |  |  |  |
| chem |  | | 3.0 | | |  | | |  |  |  |  |  |  |  |  |
| ceng |  | 2.0 | | | |  | | |  |  |  |  |  |  |  |  |
| dent |  | | 2.7 | | |  | | |  |  |  |  |  |  |  |  |
| medi |  | | 3.2 | | |  | | |  |  |  |  |  |  |  |  |
| eart |  | | 3.3 | | |  | | |  |  |  |  |  |  |  |  |
| elec |  | | 3.0 | | |  | | |  |  |  |  |  |  |  |  |
| geng |  | | 3.2 | | |  | | |  |  |  |  |  |  |  |  |
| geog |  | | | | | 4.8 | | |  |  |  |  |  |  |  |  |
| itcs |  | | | | | 4.7 | | |  |  |  |  |  |  |  |  |
| math |  | | 2.9 | | |  | | |  |  |  |  |  |  |  |  |
| mech |  | | 3.1 | | |  | | |  |  |  |  |  |  |  |  |
| meng |  | | 2.8 | | |  | | |  |  |  |  |  |  |  |  |
| nurs |  | | | | | | | 7.0 |  |  |  |  |  |  |  |  |
| phar |  | | | 3.5 | |  | | |  |  |  |  |  |  |  |  |
| phys |  | | 2.7 | | |  | | |  |  |  |  |  |  |  |  |
| psyc |  | | | | | | 5.5 | |  |  |  |  |  |  |  |  |
| vets |  | | | 3.5 | |  | | |  |  |  |  |  |  |  |  |
| SET |  | | | 3.8 | |  | | |  |  |  |  |  |  |  |  |

# 2.15

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **Non-SET academic staff by subject area and disability status**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Non-disabled | | | |  | Disable | d |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| anth | Anthropology, development studies | 980 | *1.1* | *97.0* | 30 | *0.6* | *3.0* | 1,010 | *1.1* |
| area | Area studies | 415 | *0.5* | *96.1* | 15 | *0.4* | *3.9* | 430 | *0.5* |
| artd | Art, design | 8,970 | *9.9* | *93.2* | 655 | *13.5* | *6.8* | 9,625 | *10.0* |
| busi | Business, management studies | 15,820 | *17.4* | *95.8* | 690 | *14.3* | *4.2* | 16,510 | *17.2* |
| hosp | Catering, hospitality management | 580 | *0.6* | *97.0* | 20 | *0.4* | *3.0* | 600 | *0.6* |
| clas | Classics | 650 | *0.7* | *96.1* | 25 | *0.5* | *3.9* | 675 | *0.7* |
| cedu | Continuing education | 800 | *0.9* | *94.1* | 50 | *1.0* | *5.9* | 850 | *0.9* |
| econ | Economics, econometrics | 2,780 | *3.1* | *98.0* | 55 | *1.2* | *2.0* | 2,835 | *3.0* |
| educ | Education | 8,775 | *9.6* | *94.4* | 515 | *10.6* | *5.6* | 9,290 | *9.7* |
| engl | English language, literature | 4,845 | *5.3* | *94.8* | 265 | *5.5* | *5.2* | 5,110 | *5.3* |
| hlth | Health, community studies | 2,305 | *2.5* | *91.6* | 210 | *4.4* | *8.4* | 2,515 | *2.6* |
| hist | History | 3,545 | *3.9* | *95.4* | 170 | *3.5* | *4.6* | 3,715 | *3.9* |
| law | Law | 5,795 | *6.4* | *94.4* | 345 | *7.1* | *5.6* | 6,140 | *6.4* |
| mdia | Media studies | 4,620 | *5.1* | *94.3* | 280 | *5.8* | *5.7* | 4,900 | *5.1* |
| lang | Modern languages | 5,425 | *6.0* | *96.7* | 185 | *3.8* | *3.3* | 5,610 | *5.9* |
| perf | Music, dance, drama, performing arts | 7,890 | *8.7* | *96.1* | 325 | *6.7* | *3.9* | 8,210 | *8.6* |
| phil | Philosophy | 1,095 | *1.2* | *93.6* | 75 | *1.5* | *6.4* | 1,170 | *1.2* |
| poli | Politics, international studies | 3,580 | *3.9* | *95.6* | 165 | *3.4* | *4.4* | 3,740 | *3.9* |
| spol | Social work, social policy | 2,720 | *3.0* | *93.2* | 200 | *4.1* | *6.8* | 2,920 | *3.0* |
| soci | Sociology | 3,240 | *3.6* | *92.8* | 250 | *5.2* | *7.2* | 3,490 | *3.6* |
| spor | Sports science, leisure studies | 2,930 | *3.2* | *95.7* | 130 | *2.7* | *4.3* | 3,060 | *3.2* |
| theo | Theology, religious studies | 685 | *0.8* | *94.7* | 40 | *0.8* | *5.3* | 720 | *0.8* |
| acad | Total academic services | 1,185 | *1.3* | *94.1* | 75 | *1.5* | *5.9* | 1,260 | *1.3* |
| admi | Central administration, services | 1,100 | *1.2* | *95.5* | 50 | *1.1* | *4.5* | 1,155 | *1.2* |
| prem | Premises | 10 | *0.0* | *..* | 0 | *0.0* | *..* | 10 | *0.0* |
| resi | Residences, catering | 30 | *0.0* | *96.5* | 0 | *0.0* | *3.5* | 30 | *0.0* |
| faci | Staff, student facilities | 265 | *0.3* | *92.7* | 20 | *0.4* | *7.3* | 285 | *0.3* |
| NSET | All non-SET subject areas | 91,030 | *100.0* | *94.9* | 4,845 | *100.0* | *5.1* | 95,880 | *100.0* |



Additional data by impairment type is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who disclosed as disabled

10% 20% 30% 40% 50%

3.0

3.9

6.8

4.2

3.0

3.9

5.9

2.0

5.6

5.2

8.4

4.6

5.6

5.7

3.3

3.9

6.4

4.4

6.8

7.2

4.3

5.3

5.9

4.5

..

3.5

7.3

5.1

|  |
| --- |
| anth |
| area |
| artd |
| busi |
| hosp |
| clas |
| cedu |
| econ |
| educ |
| engl |
| hlth |
| hist |
| law |
| mdia |
| lang |
| perf |
| phil |
| poli |
| spol |
| soci |
| spor |
| theo |
| acad |
| admi |
| prem |
| resi |
| faci |
| NSET |

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

[category](#_bookmark22) [see page 20](#_bookmark22)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Professorial](#_bookmark22) | All subject areas | Non-disabled |  | Disabled |  |  | All staff |
|  | [definition:](#_bookmark22) |  | No. | *%* | *%* No. | *%* | *%* | No. *%* |

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 20,835 | *10.0* | *96.8* | 685 | *7.3* | *3.2* | 21,520 | *9.9* |
| nonp | Non-professor | 186,795 | *90.0* | *95.5* | 8,750 | *92.7* | *4.5* | 195,545 | *90.1* |
| All | All | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 10,080 | *11.7* | *97.5* | 260 | *8.5* | *2.5* | 10,340 | *11.6* |
| nonp | Non-professor | 75,835 | *88.3* | *96.4* | 2,820 | *91.5* | *3.6* | 78,655 | *88.4* |
| All | All | 85,915 | *100.0* | *96.5* | 3,080 | *100.0* | *3.5* | 88,995 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 4,530 | *6.5* | *96.8* | 150 | *4.0* | *3.2* | 4,680 | *6.4* |
| nonp | Non-professor | 65,300 | *93.5* | *94.8* | 3,575 | *96.0* | *5.2* | 68,875 | *93.6* |
| All | All | 69,830 | *100.0* | *94.9* | 3,725 | *100.0* | *5.1* | 73,555 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 12,755 | *10.9* | *97.4* | 345 | *7.6* | *2.6* | 13,105 | *10.8* |
| nonp | Non-professor | 103,840 | *89.1* | *96.1* | 4,245 | *92.4* | *3.9* | 108,085 | *89.2* |
| All | All | 116,600 | *100.0* | *96.2* | 4,590 | *100.0* | *3.8* | 121,190 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 10,080 | *11.7* | *97.5* | 260 | *8.5* | *2.5* | 10,340 | *11.6* |
| nonp | Non-professor | 75,835 | *88.3* | *96.4* | 2,820 | *91.5* | *3.6* | 78,655 | *88.4* |
| All | All | 85,915 | *100.0* | *96.5* | 3,080 | *100.0* | *3.5* | 88,995 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 2,680 | *8.7* | *96.9* | 85 | *5.7* | *3.1* | 2,765 | *8.6* |
| nonp | Non-professor | 28,005 | *91.3* | *95.2* | 1,425 | *94.3* | *4.8* | 29,430 | *91.4* |
| All | All | 30,685 | *100.0* | *95.3* | 1,510 | *100.0* | *4.7* | 32,195 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 8,080 | *8.9* | *96.0* | 340 | *7.0* | *4.0* | 8,415 | *8.8* |
| nonp | Non-professor | 82,955 | *91.1* | *94.8* | 4,510 | *93.0* | *5.2* | 87,460 | *91.2* |
| All | All | 91,030 | *100.0* | *94.9* | 4,845 | *100.0* | *5.1* | 95,880 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 6,225 | *12.0* | *95.8* | 275 | *10.5* | *4.2* | 6,500 | *11.9* |
| nonp | Non-professor | 45,655 | *88.0* | *95.1* | 2,360 | *89.5* | *4.9* | 48,015 | *88.1* |
| All | All | 51,880 | *100.0* | *95.2* | 2,635 | *100.0* | *4.8* | 54,515 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,850 | *4.7* | *96.7* | 65 | *2.9* | *3.3* | 1,915 | *4.6* |
| nonp | Non-professor | 37,295 | *95.3* | *94.5* | 2,150 | *97.1* | *5.5* | 39,445 | *95.4* |
| All | All | 39,150 | *100.0* | *94.6* | 2,215 | *100.0* | *5.4* | 41,360 | *100.0* |

Additional data by impairment type is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 3.2 | |  |  |  |  |  |  |  |  |  |
| nonp |  | |  | 4.5 |  |  |  |  |  |  |  |  |
| All |  | | 4 | .3 |  |  |  |  |  |  |  |  |

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 3.2 | |  |  |  |  |  |  |  |  |  |
| nonp |  | | 4 | .1 |  |  |  |  |  |  |  |  |
| All | 4. | | | 0 |  |  |  |  |  |  |  |  |

Part-time

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 3.2 |  |  |  |  |  |  |  |  |  |
| nonp |  | | 5.2 |  |  |  |  |  |  |  |  |
| All |  | | 5.1 |  |  |  |  |  |  |  |  |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 2.6 | |  |  |  |  |  |  |  |  |  |
| nonp |  | | 3 | .9 |  |  |  |  |  |  |  |  |
| All | 3. | | | 8 |  |  |  |  |  |  |  |  |

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 2.5 | |  |  |  |  |  |  |  |  |  |
| nonp |  | | 3.6 |  |  |  |  |  |  |  |  |  |
| All | 3.5 | | |  |  |  |  |  |  |  |  |  |

Part-time

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 3.1 |  |  |  |  |  |  |  |  |  |
| nonp |  | | 4.8 |  |  |  |  |  |  |  |  |
| All | 4 | | .7 |  |  |  |  |  |  |  |  |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 4. | 0 |  |  |  |  |  |  |  |  |
| nonp |  | | 5.2 |  |  |  |  |  |  |  |  |
| All |  | | 5.1 |  |  |  |  |  |  |  |  |

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof |  | 4. | 2 |  |  |  |  |  |  |  |  |
| nonp |  | | 4.9 |  |  |  |  |  |  |  |  |
| All |  | | 4.8 |  |  |  |  |  |  |  |  |

Part-time

prof

nonp

All

3.3

5.5

5.4

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

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

All subject areas Non-disabled Disabled All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 1,240 | *0.6* | *96.9* | 40 | *0.4* | *3.1* | 1,280 | *0.6* |
| oth | Other academic | 206,390 | *99.4* | *95.6* | 9,395 | *99.6* | *4.4* | 215,785 | *99.4* |
| All | All | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 1,165 | *0.8* | *97.1* | 35 | *0.6* | *2.9* | 1,200 | *0.8* |
| oth | Other academic | 136,630 | *99.2* | *96.0* | 5,680 | *99.4* | *4.0* | 142,310 | *99.2* |
| All | All | 137,795 | *100.0* | *96.0* | 5,715 | *100.0* | *4.0* | 143,510 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 75 | *0.1* | *93.4* | 5 | *0.1* | *6.6* | 80 | *0.1* |
| oth | Other academic | 69,760 | *99.9* | *94.9* | 3,720 | *99.9* | *5.1* | 73,480 | *99.9* |
| All | All | 69,830 | *100.0* | *94.9* | 3,725 | *100.0* | *5.1* | 73,555 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 410 | *0.4* | *97.4* | 10 | *0.2* | *2.6* | 420 | *0.3* |
| oth | Other academic | 116,190 | *99.6* | *96.2* | 4,580 | *99.8* | *3.8* | 120,765 | *99.7* |
| All | All | 116,600 | *100.0* | *96.2* | 4,590 | *100.0* | *3.8* | 121,190 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 395 | *0.5* | *97.8* | 10 | *0.3* | *2.2* | 405 | *0.5* |
| oth | Other academic | 85,520 | *99.5* | *96.5* | 3,070 | *99.7* | *3.5* | 88,590 | *99.5* |
| All | All | 85,915 | *100.0* | *96.5* | 3,080 | *100.0* | *3.5* | 88,995 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 15 | *0.0* | *..* | 0 | *0.1* | *..* | 15 | *0.1* |
| oth | Other academic | 30,670 | *100.0* | *95.3* | 1,510 | *99.9* | *4.7* | 32,175 | *99.9* |
| All | All | 30,685 | *100.0* | *95.3* | 1,510 | *100.0* | *4.7* | 32,195 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 830 | *0.9* | *96.6* | 30 | *0.6* | *3.4* | 860 | *0.9* |
| oth | Other academic | 90,200 | *99.1* | *94.9* | 4,820 | *99.4* | *5.1* | 95,020 | *99.1* |
| All | All | 91,030 | *100.0* | *94.9* | 4,845 | *100.0* | *5.1* | 95,880 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 770 | *1.5* | *96.7* | 25 | *1.0* | *3.3* | 795 | *1.5* |
| oth | Other academic | 51,110 | *98.5* | *95.1* | 2,610 | *99.0* | *4.9* | 53,720 | *98.5* |
| All | All | 51,880 | *100.0* | *95.2* | 2,635 | *100.0* | *4.8* | 54,515 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 60 | *0.1* | *94.9* | 5 | *0.1* | *5.1* | 60 | *0.1* |
| oth | Other academic | 39,090 | *99.9* | *94.6* | 2,210 | *99.9* | *5.4* | 41,300 | *99.9* |
| All | All | 39,150 | *100.0* | *94.6* | 2,215 | *100.0* | *5.4* | 41,360 | *100.0* |

Additional data by impairment type is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm |  | 3.1 | |  |  |  |  |  |  |  |  |  |
| oth |  | | 4.4 |  |  |  |  |  |  |  |  |  |
| All |  | | 4.3 |  |  |  |  |  |  |  |  |  |

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm |  | 2.9 | |  |  |  |  |  |  |  |  |  |
| oth |  | | 4.0 |  |  |  |  |  |  |  |  |  |
| All | 4.0 | | |  |  |  |  |  |  |  |  |  |

Part-time

sm

6.6

All

5.1

1

5.

oth

SET

All modes

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm |  | 2.6 | |  |  |  |  |  |  |  |  |  |
| oth |  | | 3.8 |  |  |  |  |  |  |  |  |  |
| All | 3.8 | | |  |  |  |  |  |  |  |  |  |

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm |  | 2.2 | |  |  |  |  |  |  |  |  |  |
| oth |  | | 3.5 |  |  |  |  |  |  |  |  |  |
| All | 3.5 | | |  |  |  |  |  |  |  |  |  |

Part-time

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | .. | |  |  |  |  |  |  |  |  |  |
| oth |  | 4.7 |  |  |  |  |  |  |  |  |  |
| All | 4.7 | |  |  |  |  |  |  |  |  |  |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm |  | 3.4 | |  |  |  |  |  |  |  |  |  |
| oth |  | | 5.1 |  |  |  |  |  |  |  |  |  |
| All | 5.1 | | |  |  |  |  |  |  |  |  |  |

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm |  | 3.3 | |  |  |  |  |  |  |  |  |  |
| oth |  | | 4.9 |  |  |  |  |  |  |  |  |  |
| All | 4.8 | | |  |  |  |  |  |  |  |  |  |

Part-time

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm |  | 5.1 |  |  |  |  |  |  |  |  |  |
| oth |  | 5. | 4 |  |  |  |  |  |  |  |  |
| All | 5. | | 4 |  |  |  |  |  |  |  |  |

## **Staff by activity, mode, salary range and disability status**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Salary range](#_bookmark24) [definition:](#_bookmark24) [see page 20](#_bookmark24)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

Academic staff Non-disabled Disabled All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 14,690 | *7.1* | *95.3* | 720 | *7.6* | *4.7* | 15,410 | *7.1* |
| £30–50k | £30,000–£50,000 | 117,485 | *56.6* | *95.4* | 5,725 | *60.6* | *4.6* | 123,210 | *56.8* |
| >£50k | Over £50,000 | 75,450 | *36.3* | *96.2* | 2,995 | *31.7* | *3.8* | 78,445 | *36.1* |
| All | Total | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 4,205 | *3.1* | *94.9* | 225 | *3.9* | *5.1* | 4,430 | *3.1* |
| £30–50k | £30,000–£50,000 | 73,840 | *53.6* | *95.9* | 3,155 | *55.2* | *4.1* | 76,995 | *53.6* |
| >£50k | Over £50,000 | 59,750 | *43.4* | *96.2* | 2,335 | *40.9* | *3.8* | 62,090 | *43.3* |
| All | Total | 137,795 | *100.0* | *96.0* | 5,715 | *100.0* | *4.0* | 143,510 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 10,485 | *15.0* | *95.5* | 495 | *13.3* | *4.5* | 10,985 | *14.9* |
| £30–50k | £30,000–£50,000 | 43,645 | *62.5* | *94.4* | 2,570 | *69.0* | *5.6* | 46,215 | *62.8* |
| >£50k | Over £50,000 | 15,700 | *22.5* | *96.0* | 660 | *17.7* | *4.0* | 16,355 | *22.2* |
| All | Total | 69,830 | *100.0* | *94.9* | 3,725 | *100.0* | *5.1* | 73,555 | *100.0* |

Professional and support staff All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 113,885 | *54.4* | *93.3* | 8,160 | *59.7* | *6.7* | 122,045 | *54.8* |
| £30–50k | £30,000–£50,000 | 75,675 | *36.2* | *94.3* | 4,595 | *33.6* | *5.7* | 80,270 | *36.0* |
| >£50k | Over £50,000 | 19,655 | *9.4* | *95.6* | 915 | *6.7* | *4.4* | 20,570 | *9.2* |
| All | Total | 209,215 | *100.0* | *93.9* | 13,670 | *100.0* | *6.1* | 222,885 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 67,070 | *46.7* | *93.2* | 4,895 | *53.1* | *6.8* | 71,965 | *47.1* |
| £30–50k | £30,000–£50,000 | 59,485 | *41.5* | *94.4* | 3,530 | *38.4* | *5.6* | 63,020 | *41.3* |
| >£50k | Over £50,000 | 16,910 | *11.8* | *95.6* | 785 | *8.5* | *4.4* | 17,695 | *11.6* |
| All | Total | 143,465 | *100.0* | *94.0* | 9,210 | *100.0* | *6.0* | 152,675 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 46,815 | *71.2* | *93.5* | 3,265 | *73.2* | *6.5* | 50,085 | *71.3* |
| £30–50k | £30,000–£50,000 | 16,190 | *24.6* | *93.8* | 1,065 | *23.8* | *6.2* | 17,255 | *24.6* |
| >£50k | Over £50,000 | 2,745 | *4.2* | *95.4* | 130 | *2.9* | *4.6* | 2,875 | *4.1* |
| All | Total | 65,750 | *100.0* | *93.6* | 4,460 | *100.0* | *6.4* | 70,210 | *100.0* |

Additional data by impairment type is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

73.2

8

.4

Proportions of staff in each salary range

% 40% 60% 80% 100%

6

6

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Academic staff Non-disabled  20% 40% | 6 | 0 |  | % | 80 | % 10 | 0% | Disabled  20 |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |
| <£30k 7.1 |  |  |  |  |  |  |  | 7.6 |  |  |
| £30–50k |  | 5 |  | .6 |  |  |  |  |  |  |
| >£50k 36.3 |  |  |  |  |  |  |  |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |
| <£30k 3.1 |  |  |  |  |  |  |  | 3.9 |  |  |
| £30–50k |  | 53. |  |  |  |  |  |  |  |  |
| >£50k 43.4 |  |  |  |  |  |  |  |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |
| <£30k 15.0 |  |  |  |  |  |  |  | 13. | 3 |  |
| £30–50k |  |  |  | 62.5 |  |  |  |  |  |  |
| >£50k 22.5 |  |  |  |  |  |  |  |  | 17. | 7 |
| Professional and support staff |  |  |  |  |  |  |  |  |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |
| <£30k |  | 54 |  |  |  |  |  |  |  |  |
| £30–50k 36.2 |  |  |  |  |  |  |  |  |  |  |
| >£50k 9.4 |  |  |  |  |  |  |  | 6.7 |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |
| <£30k 46 | .7 |  |  |  |  |  |  |  |  |  |
| £30–50k 41.5 |  |  |  |  |  |  |  |  |  |  |
| >£50k 11.8 |  |  |  |  |  |  |  | 8.5 |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |
| <£30k |  |  |  |  | 71.2 |  |  |  |  |  |
| £30–50k 24.6 |  |  |  |  |  |  |  |  |  | 23. |
| >£50k 4.2 |  |  |  |  |  |  |  | 2.9 |  |  |

60.6

31.7

55.2

40.9

69.0

59.7

33.6

53.1

38.4



≤ [Academic pay](#_bookmark25) [spine range](#_bookmark25) [definition:](#_bookmark25)

[see page 20](#_bookmark25)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **Academic staff by academic pay spine range and disability status**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Non-disabled | | | |  | Disabled |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| aps1 | Less than £19,202 | 325 | *0.2* | *96.1* | 15 | *0.1* | *3.9* | 335 | *0.2* |
| aps2 | Between £19,203 and £25,482 | 2,765 | *1.3* | *94.3* | 170 | *1.8* | *5.7* | 2,930 | *1.3* |
| aps3 | Between £25,483 and £34,189 | 37,305 | *18.0* | *95.4* | 1,810 | *19.2* | *4.6* | 39,115 | *18.0* |
| aps4 | Between £34,190 and £45,892 | 71,215 | *34.3* | *95.4* | 3,405 | *36.1* | *4.6* | 74,620 | *34.4* |
| aps5 | Between £45,893 and £61,618 | 62,525 | *30.1* | *95.4* | 2,990 | *31.7* | *4.6* | 65,515 | *30.2* |
| aps6 | More than £61,619 | 33,500 | *16.1* | *97.0* | 1,055 | *11.2* | *3.0* | 34,550 | *15.9* |
| All | All pay spine ranges | 207,630 | *100.0* | *95.7* | 9,435 | *100.0* | *4.3* | 217,065 | *100.0* |



Proportions of staff in each academic pay spine

% 20% 30% 40% 50%

19.2

36.1

31.7

11.2

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Non-disabled  10% |  | 20 | % 30 | % | 40 | % 50 | % | Disabled  10 |  |
| aps1 0.2 |  |  |  |  |  |  |  | 0.1 |  |
| aps2 1.3 |  |  |  |  |  |  |  | 1.8 |  |
| aps3 |  | 1 | 8.0 |  |  |  |  |  |  |
| aps4 |  |  |  |  | 34.3 |  |  |  |  |
| aps5 |  |  |  | 30.1 |  |  |  |  |  |
| aps6 | 1 | 6.1 |  |  |  |  |  |  |  |



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

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

All staff

Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 37,345 | 34,189 | *8.5* | 40,877 | 36,758 | *10.1* |
| lon | London | 41,683 | 39,484 | *5.3* | 46,106 | 42,632 | *7.5* |
| ewl | England (without London) | 36,131 | 33,199 | *8.1* | 39,342 | 35,324 | *10.2* |
| nire | Northern Ireland | 36,261 | 35,211 | *2.9* | 39,746 | 38,173 | *4.0* |
| scot | Scotland | 34,189 | 33,199 | *2.9* | 38,532 | 36,724 | *4.7* |
| wal | Wales | 35,211 | 33,199 | *5.7* | 38,722 | 36,024 | *7.0* |
| uk | UK | 36,001 | 32,958 | *8.5* | 38,860 | 35,472 | *8.7* |

Median Mean

Non-disabled Disabled Gap Non-disabled Disabled Gap

£ £ *%* £ £ *%*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 44,559 | 42,036 | *5.7* | 49,486 | 46,306 | *6.4* |
| lon | London | 45,508 | 44,559 | *2.1* | 51,896 | 48,917 | *5.7* |
| ewl | England (without London) | 44,559 | 40,792 | *8.5* | 48,659 | 45,565 | *6.4* |
| nire | Northern Ireland | 47,263 | 50,132 | *-6.1* | 49,865 | 52,700 | *-5.7* |
| scot | Scotland | 43,267 | 44,559 | *-3.0* | 47,803 | 47,844 | *-0.1* |
| wal | Wales | 40,792 | 40,792 | *0.0* | 47,432 | 46,220 | *2.6* |
| uk | UK | 42,955 | 41,709 | *2.9* | 47,625 | 45,225 | *5.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 29,177 | 27,025 | *7.4* | 32,230 | 30,094 | *6.6* |
| lon | London | 35,338 | 34,394 | *2.7* | 38,615 | 37,216 | *3.6* |
| ewl | England (without London) | 27,025 | 25,482 | *5.7* | 30,650 | 28,542 | *6.9* |
| nire | Northern Ireland | 27,025 | 24,029 | *11.1* | 30,606 | 28,655 | *6.4* |
| scot | Scotland | 26,243 | 26,243 | *0.0* | 29,984 | 29,695 | *1.0* |
| wal | Wales | 26,243 | 26,243 | *0.0* | 30,100 | 29,110 | *3.3* |
| uk | UK | 26,829 | 25,298 | *5.7* | 30,240 | 28,585 | *5.5* |

Disability pay gaps

Median Mean

-30% 0% 30% -30% 0% 30%

All staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  |  |  | | | 8.5  .1 |  |  |  |  |  |  | | | 10.1  5  10.2 |  |
| lon |  | | 5.3 | 7. | | |
| ewl | 8 | | |  | | |
| nire |  |  |  |  | 2.9 | |  |  |  |  |  |  |  | 4.0 | |  |  |
| scot |  |  |  |  | 2.9 | |  |  |  |  |  |  |  | 4.7 | |  |  |
| wal |  |  |  |  | | 5.7 |  |  |  |  |  |  |  | | 7. | 0 |  |
| uk |  |  |  |  | | | 8.5 |  |  |  |  |  |  | | | 8.7 |  |

Academic staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  |  | 5.7  2.1 | 8.5 |  |  |  |  |  |  | | 6.4  5.7 |  |  |
| lon |  | |
| ewl |  |  | | 6.4 |
| nire |  | - | 6.1 |  |  |  |  |  |  | -5.7 |  | | |  |  |
| scot |  |  | -3.0 |  |  |  |  |  |  | -0.1 |  | | |  |  |
| wal |  |  |  | 0.0 |  |  |  |  |  |  |  | 2.6 | |  |  |
| uk |  |  |  | 2.9 |  |  |  |  |  |  | 5.0 | | |  |  |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  |  |  | 7.  2.7 | | 4 |  |  |  |  |  |  | 6.  3.6 | | 6  9 |  |
| lon |  |  |
| ewl |  | | 5.7 |  | | 6. |
| nire |  |  |  |  | | | 11.1 |  |  |  |  |  |  | | 6.4 |  |  |
| scot |  |  |  | 0.0 | | |  |  |  |  |  |  | 1.0 | | |  |  |
| wal |  |  |  | 0.0 | | |  |  |  |  |  |  |  | 3.3 | |  |  |
| uk |  |  |  | 5.7 | | |  |  |  |  |  |  | 5.5 | | |  |  |



≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

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

Median Mean

Non-disabled Disabled Gap Non-disabled Disabled Gap

£ £ *%* £ £ *%*

Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 68,068 | 58,263 | *14.4* | 77,259 | 65,261 | *15.5* |
| soc2 | Professional occupations | 44,559 | 42,853 | *3.8* | 49,240 | 46,634 | *5.3* |
| soc3 | Associate professional and technical | 32,236 | 30,395 | *5.7* | 34,114 | 32,414 | *5.0* |
| soc4–9 | Clerical and manual occupations | 39,614 | .. | *..* | 38,916 | .. | *..* |
| All | All academic staff | 42,955 | 41,709 | *2.9* | 47,625 | 45,225 | *5.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 53,174 | 50,132 | *5.7* | 59,953 | 55,106 | *8.1* |
| soc2 | Professional occupations | 39,609 | 39,304 | *0.8* | 41,514 | 39,575 | *4.7* |
| soc3 | Associate professional and technical | 32,236 | 31,302 | *2.9* | 33,202 | 31,979 | *3.7* |
| soc4 | Administrative and secretarial | 25,254 | 24,029 | *4.9* | 26,498 | 25,625 | *3.3* |
| soc5 | Skilled trades occupations | 24,771 | 23,334 | *5.8* | 25,565 | 25,072 | *1.9* |
| soc6 | Caring, leisure and other service | 19,730 | 19,513 | *1.1* | 21,610 | 21,586 | *0.1* |
| soc7 | Sales and customer service occupations | 21,414 | 20,836 | *2.7* | 23,368 | 22,009 | *5.8* |
| soc8 | Process, plant and machine operatives | 23,334 | 22,017 | *5.6* | 23,498 | 22,958 | *2.3* |
| soc9 | Elementary occupations | 16,965 | 16,848 | *0.7* | 18,006 | 17,773 | *1.3* |
| All | All professional and support staff | 26,829 | 25,298 | *5.7* | 30,240 | 28,585 | *5.5* |

All staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 36,001 | 32,958 | *8.5* | 38,860 | 35,472 | *8.7* |

Disability pay gaps

Median Mean

-30% 0% 30% -30% 0% 30%

Academic staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  |  |  | | | | 14.4 |  |  |  |  |  |  | | | 15.5 |  |
| soc2 |  |  |  |  | 3.8 | |  | |  |  |  |  |  |  | 5.3 |  | |  |
| soc3 |  |  |  |  | | 5.7 |  | |  |  |  |  |  |  | 5.0 |  | |  |
| soc4–9 |  |  |  | .. | | |  | |  |  |  |  |  | .. | |  | |  |
| All |  |  |  |  | 2.9 | |  | |  |  |  |  |  |  | 5.0 |  | |  |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  |  |  | | 5.7 |  |  |  |  |  |  |  | | | 8 | .1 |  |
| soc2 |  |  |  | 0.8 | | |  |  |  |  |  |  |  | 4.7 | | |  |  |
| soc3 |  |  |  |  | 2.9 | |  |  |  |  |  |  |  | 3.7 | | |  |  |
| soc4 |  |  |  |  | | 4.9 |  |  |  |  |  |  |  | 3.3 | | |  |  |
| soc5 |  |  |  |  | | 5.8 |  |  |  |  |  |  | 1.9 | | | |  |  |
| soc6 |  |  |  | 1.1 | | |  |  |  |  |  |  | 0.1 | | | |  |  |
| soc7 |  |  |  |  | 2.7 | |  |  |  |  |  |  |  | | 5.8 | |  |  |
| soc8 |  |  |  |  | | 5.6 |  |  |  |  |  |  | 2.3 | | | |  |  |
| soc9 |  |  |  | 0.7 | | |  |  |  |  |  |  | 1.3 | | | |  |  |
| All |  |  |  | 5.7 | | |  |  |  |  |  |  | 5.5 | | | |  |  |

All staff

All

8.5

8.7



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

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

Professors

Non-professors

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 79,464 | 75,759 | *4.7* | 84,953 | 81,473 | *4.1* |
| lon | London | 85,782 | 79,185 | *7.7* | 91,218 | 82,556 | *9.5* |
| ewl | England (without London) | 78,009 | 75,349 | *3.4* | 82,942 | 81,125 | *2.2* |
| nire | Northern Ireland | 81,099 | 88,247 | *-8.8* | 84,008 | 85,767 | *-2.1* |
| scot | Scotland | 77,125 | 75,799 | *1.7* | 83,229 | 81,627 | *1.9* |
| wal | Wales | 76,625 | 74,044 | *3.4* | 82,190 | 80,232 | *2.4* |
| uk | UK | 79,353 | 75,889 | *4.4* | 84,624 | 81,540 | *3.6* |

Median Mean

Non-disabled Disabled Gap Non-disabled Disabled Gap

£ £ *%* £ £ *%*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 36,261 | 33,618 | *7.3* | 38,537 | 35,476 | *7.9* |
| lon | London | 40,792 | 38,893 | *4.7* | 43,530 | 41,205 | *5.3* |
| ewl | England (without London) | 35,211 | 32,243 | *8.4* | 37,078 | 34,088 | *8.1* |
| nire | Northern Ireland | 35,211 | 34,866 | *1.0* | 37,612 | 36,104 | *4.0* |
| scot | Scotland | 33,199 | 32,236 | *2.9* | 36,218 | 34,678 | *4.3* |
| wal | Wales | 35,211 | 33,199 | *5.7* | 36,593 | 34,516 | *5.7* |
| uk | UK | 36,261 | 33,199 | *8.4* | 38,165 | 35,372 | *7.3* |

Disability pay gaps

Median Mean

-30% 0% 30% -30% 0% 30%

Professors

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  |  | |  | 4.7 | |  |  |  |  |  |  |  | 4.1 |  |  |
| lon |  |  |  | |  | | 7.7 |  |  |  |  |  |  |  | | 9.5 |  |
| ewl |  |  |  | | 3.4 | | |  |  |  |  |  |  | 2.2 | |  |  |
| nire |  |  | -8.8 |  |  | | |  |  |  |  |  | -2.1 |  | |  |  |
| scot |  |  |  | | 1.7 | | |  |  |  |  |  |  | 1.9 | |  |  |
| wal |  |  |  | | 3.4 | | |  |  |  |  |  |  |  | 2.4 |  |  |
| uk |  |  |  | | 4.4 | | |  |  |  |  |  |  |  | 3.6 |  |  |

Non-professors

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  |  |  | 7.3 |  |  |  |  |  |  |  | | 7. | 9 |  |
| lon |  |  |  |  | 4.7 |  |  |  |  |  |  |  | 5.3 | |  |  |
| ewl |  |  |  |  | 8.4 |  |  |  |  |  |  |  | | 8 | .1 |  |
| nire |  |  |  | 1.0 | |  |  |  |  |  |  |  | 4.0 | |  |  |
| scot |  |  |  | 2.9 | |  |  |  |  |  |  |  | 4.3 | |  |  |
| wal |  |  |  |  | 5.7 |  |  |  |  |  |  |  | 5.7 | |  |  |
| uk |  |  |  |  | 8.4 |  |  |  |  |  |  |  | | 7. | 3 |  |

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

Leavers

(proportion of all staff)



Known destination

(proportion of leavers)

Unknown destination

(proportion of leavers)

All staff

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

All academic staff

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| nd Non-disabled | 34,355 *17.0* | 17,220 *50.1* | 17,135 *49.9* | 201,670 |
| dis Disabled | 1,515 *17.3* | 755 *49.9* | 760 *50.1* | 8,770 |
| All All staff | 35,870 *17.0* | 17,975 *50.1* | 17,895 *49.9* | 210,440 |

No. *%* No. *%* No. *% No.*

UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| nd Non-disabled | 20,860 *15.1* | 10,430 *50.0* | 10,430 *50.0* | 138,025 |
| dis Disabled | 1,265 *16.8* | 645 *50.8* | 620 *49.2* | 7,535 |
| All All staff | 22,125 *15.2* | 11,075 *50.1* | 11,050 *49.9* | 145,560 |

Non-UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| nd Non-disabled | 13,495 *21.2* | 6,790 *50.3* | 6,710 *49.7* | 63,645 |
| dis Disabled | 250 *20.1* | 110 *45.2* | 135 *54.8* | 1,235 |
| All All staff | 13,745 *21.2* | 6,900 *50.2* | 6,845 *49.8* | 64,880 |

Proportions of academic staff who left their institution between 2017/18 and 2018/19

10% 20% 30% 40% 50%

All academic staff

nd

dis

All

17.0

17.3

17.0

UK nationals

nd

dis

All

15.1

16.8

15.2

Non-UK nationals

nd

dis

All

21.2 20.1

21.2

## **UK academic staff leavers by known leaving destination and disability status**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

UK employment



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 2,805 | *26.9* | *94.4* | 165 | *25.8* | *5.6* | 2,975 | *26.84* |
| oei | Other education institution | 320 | *3.1* | *95.5* | 15 | *2.3* | *4.5* | 335 | *3.02* |
| res | Research institute | 195 | *1.9* | *96.1* | 10 | *1.2* | *3.9* | 205 | *1.83* |
| stu | Student | 520 | *5.0* | *91.8* | 45 | *7.2* | *8.2* | 565 | *5.11* |
| med | Medical or dental practice | 610 | *5.8* | *97.9* | 15 | *2.0* | *2.1* | 620 | *5.62* |
| pub | Public sector | 440 | *4.2* | *96.7* | 15 | *2.3* | *3.3* | 455 | *4.09* |
| priv | Private sector | 760 | *7.3* | *95.1* | 40 | *6.1* | *4.9* | 800 | *7.22* |
| self | Self-employed | 465 | *4.4* | *93.9* | 30 | *4.7* | *6.1* | 495 | *4.45* |
| vol | Voluntary sector | 45 | *0.5* | *95.9* | 0 | *0.3* | *4.1* | 50 | *0.45* |
| All | All UK employment | 6,155 | *59.0* | *94.9* | 335 | *52.0* | *5.1* | 6,490 | *58.6* |

Non-disabled Disabled All leavers

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 200 | *1.9* | *94.8* | 10 | *1.7* | *5.2* | 215 | *1.9* |
| oei | Other education institution | 35 | *0.3* | *94.6* | 0 | *0.3* | *5.4* | 35 | *0.3* |
| res | Research institute | 55 | *0.5* | *91.8* | 5 | *0.8* | *8.2* | 60 | *0.6* |
| stu | Student | 5 | *0.1* | *..* | 0 | *0.2* | *..* | 5 | *0.1* |
| med | Health service | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| pub | Public sector | 15 | *0.1* | *..* | 0 | *0.0* | *..* | 15 | *0.1* |
| priv | Private sector | 35 | *0.3* | *94.6* | 0 | *0.3* | *5.4* | 35 | *0.3* |
| self | Self-employed | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| vol | Voluntary sector | 5 | *0.0* | *..* | 0 | *0.2* | *..* | 5 | *0.0* |
| All | All non-UK employment | 360 | *3.4* | *94.2* | 20 | *3.4* | *5.8* | 380 | *3.4* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 2,285 | *21.9* | *93.6* | 155 | *24.1* | *6.4* | 2,440 | *22.0* |
| reti | Retired | 1,520 | *14.6* | *92.7* | 120 | *18.5* | *7.3* | 1,640 | *14.8* |
| dece | Deceased | 110 | *1.1* | *89.4* | 15 | *2.0* | *10.6* | 125 | *1.1* |
| All | All no longer employed | 3,915 | *37.5* | *93.2* | 285 | *44.6* | *6.8* | 4,200 | *37.9* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 10,430 | *100.0* | *94.2* | 645 | *100.0* | *5.8* | 11,075 | *100.0* |

Proportions of leavers who disclosed as disabled

10% 20% 30% 40% 50%

UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | | | | | | 5.6 | | |  |  |  |  |  |  |  |  |
| oei |  | | | |  | 4.5 | | | |  |  |  |  |  |  |  |  |
| res |  | | | 3. | | 9 | | | |  |  |  |  |  |  |  |  |
| stu |  | | | | | | | | 8.2 |  |  |  |  |  |  |  |  |
| med |  | 2.1 | | | |  | | | |  |  |  |  |  |  |  |  |
| pub |  | | 3.3 | | |  | | | |  |  |  |  |  |  |  |  |
| priv |  | | | | | 4.9 | | | |  |  |  |  |  |  |  |  |
| self |  | | | | | | | 6.1 | |  |  |  |  |  |  |  |  |
| vol |  | | | 4 | | .1 | | | |  |  |  |  |  |  |  |  |
| All |  | | | | | 5.1 | | | |  |  |  |  |  |  |  |  |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei |  | 5.2 | | |  |  |  |  |  |  |  |  |
| oei |  | 5.4 | | |  |  |  |  |  |  |  |  |
| res |  | | | 8.2 |  |  |  |  |  |  |  |  |
| stu | .. |  | | |  |  |  |  |  |  |  |  |
| med | .. |  | | |  |  |  |  |  |  |  |  |
| pub | .. |  | | |  |  |  |  |  |  |  |  |
| priv |  | 5.4 | | |  |  |  |  |  |  |  |  |
| self | .. |  | | |  |  |  |  |  |  |  |  |
| vol | .. |  | | |  |  |  |  |  |  |  |  |
| All |  | | 5.8 | |  |  |  |  |  |  |  |  |

No longer in employment

nreg reti

dece

All

6.4

7.3

10.6

6.8

All destinations

All

5.8

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

UK employment



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 1,870 | *27.6* | *98.7* | 25 | *21.4* | *1.3* | 1,895 | *27.46* |
| oei | Other education institution | 165 | *2.4* | *98.8* | 0 | *1.8* | *1.2* | 170 | *2.43* |
| res | Research institute | 225 | *3.3* | *98.3* | 5 | *3.6* | *1.7* | 230 | *3.32* |
| stu | Student | 470 | *6.9* | *97.5* | 10 | *10.7* | *2.5* | 480 | *6.98* |
| med | Medical or dental practice | 140 | *2.0* | *98.6* | 0 | *1.8* | *1.4* | 140 | *2.04* |
| pub | Public sector | 65 | *1.0* | *97.0* | 0 | *1.8* | *3.0* | 65 | *0.98* |
| priv | Private sector | 450 | *6.6* | *97.8* | 10 | *8.9* | *2.2* | 460 | *6.63* |
| self | Self-employed | 85 | *1.3* | *96.7* | 5 | *2.7* | *3.3* | 90 | *1.30* |
| vol | Voluntary sector | 25 | *0.4* | *100.0* | 0 | *0.0* | *0.0* | 25 | *0.38* |
| All | All UK employment | 3,495 | *51.5* | *98.3* | 60 | *52.7* | *1.7* | 3,555 | *51.5* |

Non-disabled Disabled All leavers

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 990 | *14.6* | *98.4* | 15 | *14.3* | *1.6* | 1,005 | *14.6* |
| oei | Other education institution | 190 | *2.8* | *99.5* | 0 | *0.9* | *0.5* | 190 | *2.7* |
| res | Research institute | 320 | *4.7* | *99.4* | 0 | *1.8* | *0.6* | 325 | *4.7* |
| stu | Student | 45 | *0.6* | *100.0* | 0 | *0.0* | *0.0* | 45 | *0.6* |
| med | Health service | 5 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.1* |
| pub | Public sector | 50 | *0.7* | *100.0* | 0 | *0.0* | *0.0* | 50 | *0.7* |
| priv | Private sector | 185 | *2.7* | *99.5* | 0 | *0.9* | *0.5* | 185 | *2.7* |
| self | Self-employed | 30 | *0.4* | *96.7* | 0 | *0.9* | *3.3* | 30 | *0.4* |
| vol | Voluntary sector | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All non-UK employment | 1,810 | *26.7* | *98.9* | 20 | *18.8* | *1.1* | 1,835 | *26.6* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 1,340 | *19.8* | *98.3* | 25 | *20.5* | *1.7* | 1,365 | *19.8* |
| reti | Retired | 115 | *1.7* | *95.8* | 5 | *4.5* | *4.2* | 120 | *1.7* |
| dece | Deceased | 20 | *0.3* | *84.6* | 5 | *3.6* | *15.4* | 25 | *0.4* |
| All | All no longer employed | 1,480 | *21.8* | *97.9* | 30 | *28.6* | *2.1* | 1,510 | *21.9* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 6,790 | *100.0* | *98.4* | 110 | *100.0* | *1.6* | 6,900 | *100.0* |

Proportions of leavers who disclosed as disabled

10% 20% 30% 40% 50%

UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | 1.3 | |  |  |  |  |  |  |  |  |  |
| oei | 1.2 | |  |  |  |  |  |  |  |  |  |
| res | 1.7 | |  |  |  |  |  |  |  |  |  |
| stu | 2.5 | |  |  |  |  |  |  |  |  |  |
| med | 1.4 | |  |  |  |  |  |  |  |  |  |
| pub |  | 3.0 |  |  |  |  |  |  |  |  |  |
| priv | 2.2 | |  |  |  |  |  |  |  |  |  |
| self |  | 3.3 |  |  |  |  |  |  |  |  |  |
| vol | 0.0 | |  |  |  |  |  |  |  |  |  |
| All | 1.7 | |  |  |  |  |  |  |  |  |  |

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | 1.6 | |  |  |  |  |  |  |  |  |  |
| oei | 0.5 | |  |  |  |  |  |  |  |  |  |
| res | 0.6 | |  |  |  |  |  |  |  |  |  |
| stu | 0.0 | |  |  |  |  |  |  |  |  |  |
| med | .. | |  |  |  |  |  |  |  |  |  |
| pub | 0.0 | |  |  |  |  |  |  |  |  |  |
| priv | 0.5 | |  |  |  |  |  |  |  |  |  |
| self |  | 3.3 |  |  |  |  |  |  |  |  |  |
| vol | .. | |  |  |  |  |  |  |  |  |  |
| All | 1.1 | |  |  |  |  |  |  |  |  |  |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | 1.7 | |  |  |  |  |  |  |  |  |  |
| reti |  | 4.2 |  |  |  |  |  |  |  |  |  |
| dece |  | | 15.4 |  |  |  |  |  |  |  |  |
| All | 2.1 | |  |  |  |  |  |  |  |  |  |

All destinations

All

1.6

# Ethnicity

## Staff working in HEIs have increasingly become more ethnically diverse, with an increase in black, Asian and minority ethnic (BAME) staff most pronounced among academics.

However, inequalities persist, with lower proportions of both UK and non-UK BAME staff than white staff on open-ended/ permanent contracts, in senior management positions, and on higher salary bands.

Proportions of BAME academic staff varied greatly between subject areas, with BAME staff comprising relatively high proportions of academics working in SET compared with

non-SET. Leaving rates among BAME academics were also higher than for white academics.

In this section, non-white groups have been aggregated into a single BAME group. Where possible, additional detail by the ethnic categories used in the 2011 census in England and Wales 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 BAME staff may have.

Additional detail for select tables in this section, such as by ethnic group or ethnicity, is available at:

[**www.advance-he.ac.uk/knowledge-hub/**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**equality-higher-education-statistical-report-**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

A list of the additional information included

in the online tables can be found in the [**Online**](#_bookmark1)[**data tables**](#_bookmark1) section.

**3.1–3.2 Overall figures:** Of those UK staff with known ethnicity, 10.3% identified as BAME. However, this proportion varied by country, ranging from 2.5% in Northern Ireland to 11.6% in England. The proportion of staff who identified as BAME was considerably higher among non-UK staff at 30.7%. Again, this proportion varied by country, ranging from 12.7% in Northern Ireland to 35.1%

in Wales. Overall, ethnicity was not known for 5.7% of UK staff and 9.0% of non-UK staff.

Among both UK and non-UK staff, the largest BAME group was Asian, making up 42.8% of UK BAME staff and 35.8% of non-UK BAME staff. The smallest BAME group for UK staff was other, while for

non-UK staff it was mixed.

**3.3 Trends:** Between 2003/04 and 2018/19, the proportion of all staff who were UK white

steadily decreased (from 83.1% to 71.4%), while all other groups increased, most notably those from non-UK white backgrounds (from 8.3% to 14.1%). During this same period, the proportion of all staff who were UK BAME increased from 4.8% to 8.2%, and the proportion of non-UK BAME staff from 3.8% to 6.3%. The increase in staff who were UK BAME between 2003/4 and 2018/19 was more pronounced among professional and support staff (from 4.8% to 9.1%; 4.3 percentage points) compared with

academic staff (from 4.8% to 7.2%; 2.4 percentage points). The reverse was the case for non-UK BAME staff: between 2003/04 and 2018/19, the increase in proportions of non-UK BAME professional and support staff was smaller (from 2.4% to 3.1%; 0.7 percentage points) compared with academic staff (from 5.6% to 9.6%; 4.0 percentage points).

**3.5 Contract type:** Among both UK and non-UK academic staff, a higher proportion of BAME staff were on fixed-term contracts (31.4% and 50.8%, respectively) than white staff (27.7% and 38.0%, respectively). This was also the case for professional and support staff, though the difference in contract type between white and BAME staff was less pronounced among non-UK staff, where 26.4% of non-UK BAME staff were on fixed-term contracts compared with 23.1% of non-UK white staff.

**3.8 Contract level:** UK BAME staff were underrepresented in the highest contract levels and overrepresented in the lowest. Just 4.1% of UCEA level 2 staff were BAME (the second highest contract level), compared with 13.7% of simple task providers (the lowest contract level). This was also the case among non-UK staff, although the proportion who were BAME at each level was higher than among UK staff. Among UK staff, BAME representation at the highest contract level (heads of institutions) remained at 3.1% in 2018/19 (compared to 3.1% in 2017/18 and 0.8% in 2016/17).

**3.11 Occupational group:** Among UK academic staff, BAME staff comprised 10.5% of those in professional occupations (SOC2) compared with just 5.2% of those who worked as managers, directors and senior officials (SOC1). This gap was wider among non-UK academics, of whom BAME staff comprised 31.1% of those in SOC2 compared with 9.2% in SOC1.

Among UK professional and support staff, BAME staff comprised 15.1% of those in sales and customer service occupations (SOC7) compared with 6.6% of those who worked as managers, directors and senior officials (SOC1). Non-UK BAME staff had higher representation in SOC1 compared to UK BAME staff (15.1%), but the occupational group with the highest representation of BAME staff was SOC7, of which 48.5% were BAME.

* 1. **Research/teaching contracts:** A higher proportion of both UK and non-UK BAME staff were on research-only contracts (20.7% and 42.8%, respectively) than white staff (16.7% and 32.7%, respectively). Similar proportions of UK BAME

and white staff were on teaching and research contracts, but among non-UK academics lower proportions of BAME staff were on teaching and research contracts (45.6% of white staff compared with 35.1% of BAME staff). Similar proportions of both UK and non-UK BAME and white staff were on teaching-only contracts.

* 1. **, 3.16, 3.18 SET subject areas:** Overall, 52.5% of UK white academics and 59.6% of UK BAME academics worked in SET subjects in 2018/19.

Subject areas with the highest proportions of UK BAME staff were clinical dentistry (23.1%), chemical engineering (20.4%) and electrical, electronic and computer engineering (19.9%). In contrast, just 2.2% of those who worked in archaeology and 4.0% of those who worked in earth, marine and environmental sciences were BAME.

33.7% of non-UK BAME academics worked in SET subject areas in 2018/19. Similar variations in representation of BAME academics by subjects were observed as those among UK staff. For instance, BAME staff comprised more than half of non-UK academics working in electrical, electronic and computer engineering (55.2%), but only 11.3% of those working in archaeology.

**3.17, 3.19 Non-SET subject areas:** Overall, just 9.0% of UK academics who worked in non-SET subjects were BAME. The individual subject areas with the highest proportions of UK BAME academics were economics and econometrics (17.0%) and business and management studies (16.7%). In contrast, just 3.5% of those working in residences and catering and 3.6% of those working in classics were BAME. 26.8% of non-UK BAME academics worked in non-SET subject areas, and similar to SET, there remained clear variations by individual subjects: BAME staff comprised 43.9% of non-UK academics who worked in business and management studies, but just 5.3% of those who worked in classics.

**3.20 Professors:** Among UK academics, there was a small difference between the proportions of white and BAME staff who were professors

(11.2% and 9.7% respectively, giving a difference of 1.5 percentage points). However, there were notable differences within BAME groups:

for example, 16.7% of UK Chinese academics were professors compared with just 4.5% of UK black academics. The gap in professorial status between non-UK white and non-UK BAME academics was wider, 9.3% of white academics were professors compared with 3.6% of BAME academics.

This proportion was again particularly low among non-UK black academics (2.2%).

**3.23 Senior managers:** The proportion of UK white academics that were senior managers (0.9%) was more than double that of UK BAME academics (0.4%). A similar pattern was observed for non-UK academics, where 0.2% of non-UK white academics were senior managers compared with 0.1% non-UK BAME academics.

**3.28 Pay spine range:** A larger proportion of white academic staff were on the highest pay spine of £61,618 or more compared to BAME staff.

The difference was most pronounced among

non-UK academics, with 14.5% of white staff on this pay spine compared with 5.9% of BAME staff.

Whereas among UK academics, the gap was small

(18.0% of white staff were on this pay spine compared with 17.0% of BAME staff).

These proportions were almost identical to those from 2017/18.

**3.30–3.31 Median/mean pay gaps:** Overall, the median and mean pay gap between UK white and UK BAME staff stood at 0.0 and 2.0 percentage points, respectively. The median and mean ethnicity pay gaps were wider among non-UK staff, at 8.5 and 12.7 percentage points, respectively.

The ethnicity pay gaps were particularly pronounced between BAME and white non-UK professional and support staff (16.2 percentage point median pay gap and 12.5 percentage point mean pay gap) compared with UK professional and support staff (-0.2 percentage point median pay gap and 2.8 percentage point mean pay gap).

Notably, median and mean ethnicity pay gaps among UK staff were largest in England (3.2% and 3.3%, respectively), and especially in London (13.7% and 14.9%, respectively). In the other countries, all ethnicity pay gaps were negative, meaning that UK BAME staff were on average paid more than UK white staff. This was not the case among non-UK staff, where median and mean ethnicity pay gaps varied less across the different countries and none were negative.

* 1. **Leavers:** Among both UK and non-UK leavers, a higher proportion of BAME academics left their institution between 2017/18 and 2018/19 than white staff. 17.4% of UK BAME and 23.7% of non-UK BAME academics left in this period, compared with 14.5% of UK white and 19.1% of non-UK

white academics.

* 1. **–3.36 Leaving destinations:** Among UK academic leavers with a known leaving destination, a higher proportion of BAME leavers went into UK employment than white leavers (68.0% compared with 55.9%). This was also the case among non-UK academic leavers, though the difference was smaller (52.8% of BAME leavers compared with 49.3% of white leavers).

## **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 | 238,730 | *88.4* | 4,485 | *97.5* | 32,265 | *95.9* | 16,690 | *95.5* | 292,175 | *89.7* |
| BAME total | 31,350 *11.6* | | 115 *2.5* | | 1,390 *4.1* | | 790 *4.5* | | 33,645 *10.3* | |
| Asian | 13,585 | *5.0* | 40 | *0.9* | 500 | *1.5* | 280 | *1.6* | 14,410 | *4.4* |
| Black | 6,975 | *2.6* | 10 | *0.2* | 125 | *0.4* | 95 | *0.5* | 7,205 | *2.2* |
| Chinese | 2,920 | *1.1* | 30 | *0.6* | 220 | *0.7* | 120 | *0.7* | 3,290 | *1.0* |
| Mixed | 5,475 | *2.0* | 25 | *0.5* | 355 | *1.1* | 170 | *1.0* | 6,025 | *1.8* |
| Other | 2,395 | *0.9* | 10 | *0.2* | 190 | *0.6* | 120 | *0.7* | 2,720 | *0.8* |
| All staff | 270,080 | *100.0* | 4,600 | *100.0* | 33,655 | *100.0* | 17,480 | *100.0* | 325,820 | *100.0* |
| Unknown | 14,730 | *5.2* | 75 | *1.6* | 4,340 | *11.4* | 635 | *3.5* | 19,780 | *5.7* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| White | 47,500 | *68.5* | 2,005 | *87.3* | 6,830 | *71.7* | 1,575 | *64.9* | 57,910 | *69.3* |
| BAME total | 21,805 | *31.5* | 295 | *12.7* | 2,700 | *28.3* | 855 | *35.1* | 25,645 | *30.7* |
| Asian | 7,890 | *11.4* | 135 | *6.0* | 900 | *9.5* | 265 | *10.9* | 9,195 | *11.0* |
| Black | 3,355 | *4.8* | 25 | *1.0* | 280 | *2.9* | 85 | *3.5* | 3,740 | *4.5* |
| Chinese | 5,375 | *7.8* | 95 | *4.1* | 690 | *7.3* | 245 | *10.2* | 6,410 | *7.7* |
| Mixed | 2,370 | *3.4* | 20 | *0.8* | 280 | *2.9* | 40 | *1.7* | 2,710 | *3.2* |
| Other | 2,810 | *4.1* | 20 | *0.8* | 550 | *5.8* | 215 | *8.9* | 3,595 | *4.3* |
| All staff | 69,300 | *100.0* | 2,300 | *100.0* | 9,530 | *100.0* | 2,430 | *100.0* | 83,560 | *100.0* |
| Unknown | 6,070 | *8.1* | 70 | *3.0* | 1,885 | *16.5* | 225 | *8.4* | 8,250 | *9.0* |

Proportions of staff who were UK or non-UK BAME

3.1

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

40%

35.1

30%

31.5

30.7

28.3

11.6

12.7

10.3

4.1

4.5

2.5

20%

10%

UK BAME Non-UK BAME

UK BAME Non-UK BAME

UK BAME Non-UK BAME

UK BAME Non-UK BAME

**England**

UK BAME Non-UK BAME

**N. Ireland**

**Scotland**

**Wales UK**

# 3.2

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **BAME UK/non-UK staff by ethnic group**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | All staff |  | UK nationals |  | Non-UK nationals | |
|  |  | No. | *%* | No. | *%* | No. | *%* |
| a | Asian | 23,600 | *39.8* | 14,410 | *42.8* | 9,195 | *35.8* |
| ab | Bangladeshi | 1,760 | *3.0* | 1,355 | *4.0* | 405 | *1.6* |
| ai | Indian | 11,490 | *19.4* | 7,640 | *22.7* | 3,850 | *15.0* |
| ap | Pakistani | 3,510 | *5.9* | 2,670 | *7.9* | 840 | *3.3* |
| ao | Other | 6,840 | *11.5* | 2,740 | *8.1* | 4,100 | *16.0* |
| b | Black | 10,950 | *18.5* | 7,205 | *21.4* | 3,740 | *14.6* |
| ba | African | 6,395 | *10.8* | 3,425 | *10.2* | 2,975 | *11.6* |
| bc | Caribbean | 3,705 | *6.2* | 3,360 | *10.0* | 340 | *1.3* |
| bo | Other | 850 | *1.4* | 420 | *1.3* | 425 | *1.7* |
| c | Chinese | 9,700 | *16.4* | 3,290 | *9.8* | 6,410 | *25.0* |
| m | Mixed | 8,735 | *14.7* | 6,025 | *17.9* | 2,710 | *10.6* |
| o | Other | 6,310 | *10.6* | 2,720 | *8.1* | 3,595 | *14.0* |
| oa | Arab | 1,500 | *2.5* | 540 | *1.6* | 965 | *3.8* |
| oo | Other | 4,810 | *8.1* | 2,180 | *6.5* | 2,630 | *10.3* |
| bame | BAME total | 59,295 | *100.0* | 33,645 | *100.0* | 25,645 | *100.0* |



Proportions of ethnic groups of BAME UK/non-UK staff

% %

7.9

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All staff  10% 20 | % 30 | % 40 | % | UK nationals  10% 20 |  |  | 30 | % 40 | % |  | Non-UK nationals  10% 20% 30% | 40 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| a |  |  | 39.8 |  |  |  |  |  |  | 42.8 | 35. |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ab 3.0 |  |  |  | 4.0 |  |  |  |  |  |  | 1.6 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ai | 19.4 |  |  |  |  |  | 22.7 |  |  |  | 15.0 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ap 5.9 |  |  |  | 7.9 |  |  |  |  |  |  | 3.3 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ao 11.5 |  |  |  | 8.1 |  |  |  |  |  |  | 16.0 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| b | 18.5 |  |  |  |  |  | 21.4 |  |  |  | 14.6 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ba 10.8 |  |  |  | 10.2 |  |  |  |  |  |  | 11.6 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| bc 6.2 |  |  |  | 10.0 |  |  |  |  |  |  | 1.3 |  |
| bo 1.4 |  |  |  | 1.3 |  |  |  |  |  |  | 1.7 |  |
| c 16 | .4 |  |  | 9.8 |  |  |  |  |  |  | 25.0 |  |
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| m 14.7 |  |  |  | 1 |  |  |  |  |  |  | 10.6 |  |
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| o 10.6 |  |  |  | 8.1 |  |  |  |  |  |  | 14.0 |  |
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| oa 2.5 |  |  |  | 1.6 |  |  |  |  |  |  | 3.8 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| oo 8.1 |  |  |  | 6.5 |  |  |  |  |  |  | 10.3 |  |

8

# 3.3

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **Profile of UK/non-UK staff over time by activity and BAME/white identity**

All staff UK White UK BAME Non-UK White Non-UK BAME All staff

No. *%* No. *%* No. *%* No. *%* No.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2003/04 | 232,240 | *83.1* | 13,335 | *4.8* | 23,145 | *8.3* | 10,710 | *3.8* | 279,430 |
| 2004/05 | 244,825 | *82.5* | 14,495 | *4.9* | 25,710 | *8.7* | 11,755 | *4.0* | 296,785 |
| 2005/06 | 251,370 | *81.5* | 15,660 | *5.1* | 28,560 | *9.3* | 12,915 | *4.2* | 308,500 |
| 2006/07 | 258,090 | *80.4* | 16,670 | *5.2* | 31,985 | *10.0* | 14,175 | *4.4* | 320,920 |
| 2007/08 | 261,715 | *79.4* | 17,750 | *5.4* | 34,765 | *10.5* | 15,315 | *4.6* | 329,540 |
| 2008/09 | 269,745 | *78.9* | 19,245 | *5.6* | 36,750 | *10.7* | 16,235 | *4.7* | 341,975 |
| 2009/10 | 275,210 | *78.5* | 20,460 | *5.8* | 38,265 | *10.9* | 16,830 | *4.8* | 350,760 |
| 2010/11 | 270,885 | *77.8* | 21,090 | *6.1* | 39,300 | *11.3* | 17,100 | *4.9* | 348,375 |
| 2011/12 | 269,370 | *77.2* | 22,020 | *6.3* | 40,625 | *11.6* | 17,020 | *4.9* | 349,035 |
| 2012/13 | 271,005 | *76.5* | 23,085 | *6.5* | 42,805 | *12.1* | 17,180 | *4.9* | 354,070 |
| 2013/14 | 276,120 | *75.7* | 24,500 | *6.7* | 45,935 | *12.6* | 18,335 | *5.0* | 364,895 |
| 2014/15 | 279,675 | *74.8* | 25,925 | *6.9* | 48,865 | *13.1* | 19,315 | *5.2* | 373,780 |
| 2015/16 | 281,840 | *73.9* | 27,555 | *7.2* | 51,780 | *13.6* | 20,400 | *5.3* | 381,575 |
| 2016/17 | 285,270 | *73.0* | 29,680 | *7.6* | 54,450 | *13.9* | 21,645 | *5.5* | 391,045 |
| 2017/18 | 289,605 | *72.2* | 31,585 | *7.9* | 56,390 | *14.1* | 23,510 | *5.9* | 401,085 |
| 2018/19 | 292,175 | *71.4* | 33,645 | *8.2* | 57,910 | *14.1* | 25,645 | *6.3* | 409,380 |

Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2003/04 | 96,220 | *76.3* | 5,995 | *4.8* | 16,805 | *13.3* | 7,050 | *5.6* | 126,070 |
| 2004/05 | 105,300 | *76.4* | 6,425 | *4.7* | 18,600 | *13.5* | 7,575 | *5.5* | 137,895 |
| 2005/06 | 106,955 | *75.1* | 6,735 | *4.7* | 20,590 | *14.5* | 8,115 | *5.7* | 142,395 |
| 2006/07 | 110,075 | *73.7* | 7,195 | *4.8* | 23,125 | *15.5* | 8,905 | *6.0* | 149,300 |
| 2007/08 | 111,435 | *72.4* | 7,610 | *4.9* | 25,175 | *16.4* | 9,645 | *6.3* | 153,870 |
| 2008/09 | 113,690 | *71.9* | 8,155 | *5.2* | 26,270 | *16.6* | 10,070 | *6.4* | 158,185 |
| 2009/10 | 115,945 | *71.2* | 8,750 | *5.4* | 27,410 | *16.8* | 10,660 | *6.6* | 162,765 |
| 2010/11 | 114,800 | *70.2* | 9,155 | *5.6* | 28,610 | *17.5* | 11,075 | *6.8* | 163,645 |
| 2011/12 | 115,010 | *69.5* | 9,545 | *5.8* | 29,675 | *17.9* | 11,210 | *6.8* | 165,440 |
| 2012/13 | 116,840 | *68.8* | 10,055 | *5.9* | 31,415 | *18.5* | 11,645 | *6.9* | 169,945 |
| 2013/14 | 118,615 | *67.3* | 10,690 | *6.1* | 34,145 | *19.4* | 12,735 | *7.2* | 176,180 |
| 2014/15 | 119,340 | *66.0* | 11,240 | *6.2* | 36,380 | *20.1* | 13,870 | *7.7* | 180,835 |
| 2015/16 | 119,525 | *64.7* | 11,925 | *6.5* | 38,330 | *20.8* | 14,875 | *8.1* | 184,655 |
| 2016/17 | 120,805 | *63.8* | 12,705 | *6.7* | 40,030 | *21.1* | 15,765 | *8.3* | 189,300 |
| 2017/18 | 122,435 | *62.9* | 13,490 | *6.9* | 41,355 | *21.2* | 17,385 | *8.9* | 194,670 |
| 2018/19 | 123,335 | *62.0* | 14,390 | *7.2* | 42,140 | *21.2* | 19,020 | *9.6* | 198,880 |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2003/04 | 136,020 | *88.7* | 7,340 | *4.8* | 6,340 | *4.1* | 3,655 | *2.4* | 153,360 |
| 2004/05 | 139,525 | *87.8* | 8,070 | *5.1* | 7,115 | *4.5* | 4,180 | *2.6* | 158,885 |
| 2005/06 | 144,420 | *86.9* | 8,925 | *5.4* | 7,965 | *4.8* | 4,800 | *2.9* | 166,110 |
| 2006/07 | 148,015 | *86.2* | 9,480 | *5.5* | 8,860 | *5.2* | 5,275 | *3.1* | 171,625 |
| 2007/08 | 150,280 | *85.5* | 10,135 | *5.8* | 9,590 | *5.5* | 5,670 | *3.2* | 175,670 |
| 2008/09 | 156,060 | *84.9* | 11,090 | *6.0* | 10,475 | *5.7* | 6,165 | *3.4* | 183,790 |
| 2009/10 | 159,265 | *84.7* | 11,710 | *6.2* | 10,855 | *5.8* | 6,165 | *3.3* | 187,995 |
| 2010/11 | 156,085 | *84.5* | 11,935 | *6.5* | 10,690 | *5.8* | 6,025 | *3.3* | 184,735 |
| 2011/12 | 154,360 | *84.1* | 12,470 | *6.8* | 10,950 | *6.0* | 5,815 | *3.2* | 183,595 |
| 2012/13 | 154,165 | *83.7* | 13,030 | *7.1* | 11,390 | *6.2* | 5,535 | *3.0* | 184,125 |
| 2013/14 | 157,510 | *83.5* | 13,815 | *7.3* | 11,790 | *6.2* | 5,600 | *3.0* | 188,710 |
| 2014/15 | 160,335 | *83.1* | 14,685 | *7.6* | 12,480 | *6.5* | 5,445 | *2.8* | 192,945 |
| 2015/16 | 162,315 | *82.4* | 15,630 | *7.9* | 13,450 | *6.8* | 5,530 | *2.8* | 196,925 |
| 2016/17 | 164,465 | *81.5* | 16,980 | *8.4* | 14,420 | *7.1* | 5,880 | *2.9* | 201,745 |
| 2017/18 | 167,165 | *81.0* | 18,095 | *8.8* | 15,035 | *7.3* | 6,120 | *3.0* | 206,415 |
| 2018/19 | 168,840 | *80.2* | 19,255 | *9.1* | 15,775 | *7.5* | 6,630 | *3.1* | 210,500 |

Numbers of UK/non-UK staff who were BAME

03/04

04/05

04/05

06/07

07/08

08/09

09/10

10/11

11/12

12/13

13/14

14/15

15/16

16/17

17/18

18/19

36,000

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
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32,000



28,000

24,000

20,000

16,000

12,000

8,000

4,000

# 3.4

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **UK/non-UK staff by activity, mode and BAME/white identity**

UK nationals White BAME All staff Academic staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |
| --- | --- | --- | --- |
| Full-time | 76,860 *62.3 88.7* | 9,760 *67.8 11.3* | 86,620 *62.9* |
| Part-time  All modes | 46,475 *37.7 90.9*  123,335 *100.0 89.6* | 4,630 *32.2 9.1*  14,390 *100.0 10.4* | 51,100 *37.1*  137,720 *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Full-time | 116,250 | *68.9* | *89.2* | 14,030 | *72.9* | *10.8* | 130,285 | *69.3* |
| Part-time | 52,590 | *31.1* | *91.0* | 5,225 | *27.1* | *9.0* | 57,815 | *30.7* |
| All modes | 168,840 | *100.0* | *89.8* | 19,255 | *100.0* | *10.2* | 188,095 | *100.0* |

Non-UK nationals Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Full-time | 31,860 | *75.6* | *68.2* | 14,855 | *78.1* | *31.8* | 46,715 | *76.4* |
| Part-time | 10,280 | *24.4* | *71.2* | 4,165 | *21.9* | *28.8* | 14,440 | *23.6* |
| All modes | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Full-time | 10,740 | *68.1* | *74.0* | 3,770 | *56.9* | *26.0* | 14,515 | *64.8* |
| Part-time | 5,030 | *31.9* | *63.8* | 2,855 | *43.1* | *36.2* | 7,890 | *35.2* |
| All modes | 15,775 | *100.0* | *70.4* | 6,630 | *100.0* | *29.6* | 22,400 | *100.0* |

90%

75.6

78.1

72.9

76.4

68.9

68.1

67.8

69.3

62.3

62.9

64.8

56.9

43.1

37.7

37.1

35.2

31.1

31.9

32.2

30.7

27.1

24.4

21.9

23.6

60%

30%

**White BAME All**

UK academic full-time UK academic part-time

UK P/S full-time UK P/S part-time

Non-UK academic full-time Non-UK academic part-time Non-UK P/S full-time

Non-UK P/S part-time

UK academic full-time UK academic part-time

UK P/S full-time UK P/S part-time

Non-UK academic full-time Non-UK academic part-time Non-UK P/S full-time

Non-UK P/S part-time

UK academic full-time UK academic part-time

UK P/S full-time UK P/S part-time

Non-UK academic full-time Non-UK academic part-time Non-UK P/S full-time

Non-UK P/S part-time

## **UK/non-UK staff by activity, contract type and BAME/white identity** 3.5

UK nationals White BAME All staff Academic staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 89,120 *72.3 90.0* | 9,870 *68.6 10.0* | 98,990 *71.9* |
| Fixed-term  All contracts | 34,215 *27.7 88.3*  123,335 *100.0 89.6* | 4,520 *31.4 11.7*  14,390 *100.0 10.4* | 38,735 *28.1*  137,720 *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 146,315 | *86.7* | *90.3* | 15,795 | *82.0* | *9.7* | 162,110 | *86.2* |
| Fixed-term | 22,525 | *13.3* | *86.7* | 3,465 | *18.0* | *13.3* | 25,990 | *13.8* |
| All contracts | 168,840 | *100.0* | *89.8* | 19,255 | *100.0* | *10.2* | 188,095 | *100.0* |

Non-UK nationals Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 26,115 | *62.0* | *73.6* | 9,360 | *49.2* | *26.4* | 35,475 | *58.0* |
| Fixed-term | 16,025 | *38.0* | *62.4* | 9,660 | *50.8* | *37.6* | 25,685 | *42.0* |
| All contracts | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

Professional and support staff

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 12,125 | *76.9* | *71.3* | 4,880 | *73.6* | *28.7* | 17,005 | *75.9* |
| Fixed-term | 3,650 | *23.1* | *67.6* | 1,745 | *26.4* | *32.4* | 5,395 | *24.1* |
| All contracts | 15,775 | *100.0* | *70.4* | 6,630 | *100.0* | *29.6* | 22,400 | *100.0* |

72.3

86.7

62.0

76.9

68.6

82.0

73.6

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | | |  |  | |
|  |  |  | 28.1 |
|  |  |
| 26.4 |  | 13.8 |

49.2 50.8

71.9

86.2

58.0

42.0

75.9

90%

60%

27.7

13.3

38.0

23.1

31.4

18.0

24.1

30%

**White BAME All**

UK academic open/permanent UK academic fixed-term UK P/S open/permanent UK P/S fixed-term

Non-UK academic open/permanent Non-UK academic fixed-term Non-UK P/S open/permanent Non-UK P/S fixed-term

UK academic open/permanent UK academic fixed-term UK P/S open/permanent UK P/S fixed-term

Non-UK academic open/permanent Non-UK academic fixed-term Non-UK P/S open/permanent Non-UK P/S fixed-term

UK academic open/permanent UK academic fixed-term UK P/S open/permanent UK P/S fixed-term

Non-UK academic open/permanent Non-UK academic fixed-term Non-UK P/S open/permanent Non-UK P/S fixed-term

# 3.6

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **UK/non-UK academic staff by mode, contract type and BAME/white identity**

UK nationals White BAME All staff Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 63,140 *82.2 89.3* | 7,530 *77.1 10.7* | 70,670 *81.6* |
| Fixed-term  All contracts | 13,715 *17.8 86.0*  76,860 *100.0 88.7* | 2,235 *22.9 14.0*  9,760 *100.0 11.3* | 15,950 *18.4*  86,620 *100.0* |

Part-time

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 25,975 *55.9 91.7* | 2,340 *50.6 8.3* | 28,320 *55.4* |
| Fixed-term  All contracts | 20,495 *44.1 90.0*    46,475 *100.0 90.9* | 2,285 *49.4 10.0*    4,630 *100.0 9.1* | 22,785 *44.6*    51,100 *100.0* |

Non-UK nationals Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 21,610 | *67.8* | *72.5* | 8,180 | *55.1* | *27.5* | 29,790 | *63.8* |
| Fixed-term | 10,250 | *32.2* | *60.6* | 6,675 | *44.9* | *39.4* | 16,925 | *36.2* |
| All contracts | 31,860 | *100.0* | *68.2* | 14,855 | *100.0* | *31.8* | 46,715 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 4,505 | *43.8* | *79.2* | 1,180 | *28.3* | *20.8* | 5,685 | *39.3* |
| Fixed-term | 5,775 | *56.2* | *65.9* | 2,985 | *71.7* | *34.1* | 8,760 | *60.7* |
| All contracts | 10,280 | *100.0* | *71.2* | 4,165 | *100.0* | *28.8* | 14,440 | *100.0* |

90%

60%

82.2

67.8

77.1

71.7

81.6

63.8

60.7

55.4

55.1

56.2

55.9

30%

17.8

44.1

43.8

32.2

22.9

44.9

28.3

4

49. 50.6

18.4

44.6

39.

3

36.2

**White BAME**

UK full-time open/permanent UK full-time fixed-term

UK part-time open/permanent UK part-time fixed-term

Non-UK full-time open/permanent Non-UK full-time fixed-term

Non-UK part-time open/permanent Non-UK part-time fixed-term

**All staff**

UK full-time open/permanent UK full-time fixed-term

UK part-time open/permanent UK part-time fixed-term

Non-UK full-time open/permanent Non-UK full-time fixed-term

Non-UK part-time open/permanent Non-UK part-time fixed-term

UK full-time open/permanent UK full-time fixed-term

UK part-time open/permanent UK part-time fixed-term

Non-UK full-time open/permanent Non-UK full-time fixed-term

Non-UK part-time open/permanent Non-UK part-time fixed-term

## **UK/non-UK professional and support staff by mode, contract type and BAME/white identity** 3.7

UK nationals White BAME All staff Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

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|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 102,600 *88.3 89.7* | 11,830 *84.3 10.3* | 114,430 *87.8* |
| Fixed-term  All contracts | 13,655 *11.7 86.1*  116,250 *100.0 89.2* | 2,200 *15.7 13.9*  14,030 *100.0 10.8* | 15,855 *12.2*  130,285 *100.0* |

Part-time

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 43,715 *83.1 91.7* | 3,960 *75.8 8.3* | 47,680 *82.5* |
| Fixed-term  All contracts | 8,870 *16.9 87.5*  52,590 *100.0 91.0* | 1,265 *24.2 12.5*  5,225 *100.0 9.0* | 10,135 *17.5*  57,815 *100.0* |

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Non-UK nationals Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 8,525 | *79.4* | *75.1* | 2,830 | *75.1* | *24.9* | 11,355 | *78.2* |
| Fixed-term | 2,215 | *20.6* | *70.2* | 940 | *24.9* | *29.8* | 3,155 | *21.8* |
| All contracts | 10,740 | *100.0* | *74.0* | 3,770 | *100.0* | *26.0* | 14,515 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 3,600 | *71.5* | *63.7* | 2,050 | *71.8* | *36.3* | 5,650 | *71.6* |
| Fixed-term | 1,435 | *28.5* | *64.0* | 805 | *28.2* | *36.0* | 2,240 | *28.4* |
| All contracts | 5,030 | *100.0* | *63.8* | 2,855 | *100.0* | *36.2* | 7,890 | *100.0* |

88.3

11.7

83.1

16.9

79.4

20.6

71.5

28.5

84.3

15.7

75.8

24.2

75.1

24.9

71.8

28.2

87.8

82.5

12.2

17.5

78.2

21.8

71.6

28.4

90%

60%

30%

**White BAME**

UK full-time open/permanent UK full-time fixed-term

UK part-time open/permanent UK part-time fixed-term

Non-UK full-time open/permanent Non-UK full-time fixed-term

Non-UK part-time open/permanent Non-UK part-time fixed-term

**All staff**

UK full-time open/permanent UK full-time fixed-term

UK part-time open/permanent UK part-time fixed-term

Non-UK full-time open/permanent Non-UK full-time fixed-term

Non-UK part-time open/permanent Non-UK part-time fixed-term

UK full-time open/permanent UK full-time fixed-term

UK part-time open/permanent UK part-time fixed-term

Non-UK full-time open/permanent Non-UK full-time fixed-term

Non-UK part-time open/permanent Non-UK part-time fixed-term

## **UK/non-UK staff by contract level and BAME/white identity**

≤ [Nationality](#_bookmark15)

White BAME All staff

[definition:](#_bookmark15)

[see page 15](#_bookmark15)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 125 | *0.0* | *96.9* | 5 | *0.0* | *3.1* | 130 | *0.0* |
| 2 | UCEA level 2 | 630 | *0.2* | *95.9* | 25 | *0.1* | *4.1* | 660 | *0.2* |
| 3a | UCEA level 3A | 545 | *0.2* | *93.8* | 35 | *0.1* | *6.2* | 580 | *0.2* |
| 3b | UCEA level 3B | 1,215 | *0.4* | *96.1* | 50 | *0.1* | *3.9* | 1,265 | *0.4* |
| 3/4a1 | UCEA level 3/4A1 | 645 | *0.2* | *93.2* | 45 | *0.1* | *6.8* | 690 | *0.2* |
| 3/4a2 | UCEA level 3/4A2 | 575 | *0.2* | *94.3* | 35 | *0.1* | *5.7* | 610 | *0.2* |
| 3/4/a3 | UCEA level 3/4A3 | 850 | *0.3* | *92.6* | 70 | *0.2* | *7.4* | 915 | *0.3* |
| 4a | UCEA level 4A | 1,730 | *0.6* | *92.9* | 135 | *0.4* | *7.1* | 1,860 | *0.6* |
| 4b | UCEA level 4B | 1,780 | *0.6* | *94.1* | 110 | *0.3* | *5.9* | 1,890 | *0.6* |
| 5a | UCEA level 5A | 13,865 | *4.7* | *90.9* | 1,395 | *4.1* | *9.1* | 15,260 | *4.7* |
| 5b | UCEA level 5B | 1,880 | *0.6* | *92.4* | 155 | *0.5* | *7.6* | 2,035 | *0.6* |
| li | XpertHR level I | 24,730 | *8.5* | *90.8* | 2,500 | *7.4* | *9.2* | 27,230 | *8.4* |
| lj | XpertHR level J | 50,370 | *17.2* | *89.6* | 5,850 | *17.4* | *10.4* | 56,220 | *17.3* |
| lk | XpertHR level K | 65,595 | *22.5* | *89.8* | 7,485 | *22.2* | *10.2* | 73,080 | *22.4* |
| ll | XpertHR level L | 43,185 | *14.8* | *88.6* | 5,565 | *16.5* | *11.4* | 48,750 | *15.0* |
| lm | XpertHR level M | 36,595 | *12.5* | *89.3* | 4,395 | *13.1* | *10.7* | 40,990 | *12.6* |
| ln | XpertHR level N | 24,520 | *8.4* | *90.6* | 2,535 | *7.5* | *9.4* | 27,055 | *8.3* |
| lo | XpertHR level O | 11,420 | *3.9* | *89.3* | 1,375 | *4.1* | *10.7* | 12,795 | *3.9* |
| lp | XpertHR level P | 11,920 | *4.1* | *86.3* | 1,885 | *5.6* | *13.7* | 13,805 | *4.2* |
| All | All contract levels | 292,175 | *100.0* | *89.7* | 33,645 | *100.0* | *10.3* | 325,820 | *100.0* |

No. *% %* No. *% %* No. *%*

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 15 | *0.0* | *..* | 5 | *0.0* | *..* | 20 | *0.0* |
| 2 | UCEA level 2 | 45 | *0.1* | *91.5* | 5 | *0.0* | *8.5* | 45 | *0.1* |
| 3a | UCEA level 3A | 50 | *0.1* | *87.4* | 5 | *0.0* | *12.6* | 55 | *0.1* |
| 3b | UCEA level 3B | 70 | *0.1* | *90.8* | 5 | *0.0* | *9.2* | 75 | *0.1* |
| 3/4a1 | UCEA level 3/4A1 | 65 | *0.1* | *88.0* | 10 | *0.0* | *12.0* | 75 | *0.1* |
| 3/4a2 | UCEA level 3/4A2 | 80 | *0.1* | *85.9* | 15 | *0.1* | *14.1* | 95 | *0.1* |
| 3/4/a3 | UCEA level 3/4A3 | 130 | *0.2* | *89.7* | 15 | *0.1* | *10.3* | 145 | *0.2* |
| 4a | UCEA level 4A | 270 | *0.5* | *86.3* | 45 | *0.2* | *13.7* | 315 | *0.4* |
| 4b | UCEA level 4B | 95 | *0.2* | *91.3* | 10 | *0.0* | *8.7* | 105 | *0.1* |
| 5a | UCEA level 5A | 3,915 | *6.8* | *85.3* | 675 | *2.6* | *14.7* | 4,590 | *5.5* |
| 5b | UCEA level 5B | 150 | *0.3* | *82.0* | 35 | *0.1* | *18.0* | 185 | *0.2* |
| li | XpertHR level I | 6,535 | *11.3* | *79.6* | 1,670 | *6.5* | *20.4* | 8,205 | *9.8* |
| lj | XpertHR level J | 11,455 | *19.8* | *71.6* | 4,555 | *17.8* | *28.4* | 16,010 | *19.2* |
| lk | XpertHR level K | 17,335 | *29.9* | *64.9* | 9,360 | *36.5* | *35.1* | 26,695 | *32.0* |
| ll | XpertHR level L | 8,830 | *15.2* | *65.5* | 4,650 | *18.1* | *34.5* | 13,480 | *16.1* |
| lm | XpertHR level M | 3,795 | *6.6* | *72.3* | 1,455 | *5.7* | *27.7* | 5,250 | *6.3* |
| ln | XpertHR level N | 2,160 | *3.7* | *74.6* | 735 | *2.9* | *25.4* | 2,895 | *3.5* |
| lo | XpertHR level O | 1,185 | *2.0* | *59.2* | 815 | *3.2* | *40.8* | 2,000 | *2.4* |
| lp | XpertHR level P | 1,725 | *3.0* | *52.0* | 1,595 | *6.2* | *48.0* | 3,320 | *4.0* |
| All | All contract levels | 57,910 | *100.0* | *69.3* | 25,645 | *100.0* | *30.7* | 83,560 | *100.0* |

8.5

12.6

9.2

12.0

14.1

10.3

13.7

8.7

14.7

18.0

20.4

28.4

35.1

34.5

27.7

25.4

40.8

48.0

30.7

Proportions of staff who were BAME

10% 20% 30% 40% 50%

6.2

6.8

5.7

7.4

7.1

5.9

9.1

7.6

9.2

10.4

10.2

11.4

10.7

9.4

10.7

13.7

10.3

|  |  |  |
| --- | --- | --- |
| UK nationals |  |  |
| hoi 3.1 |  |  |
| 2 4 |  | .1 |
| 3a |  |  |
| 3b 3. |  | 9 |
| 3/4a1 |  |  |
| 3/4a2 |  |  |
| 3/4/a3 |  |  |
| 4a |  |  |
| 4b |  |  |
| 5a |  |  |
| 5b |  |  |
| li |  |  |
| lj |  |  |
| lk |  |  |
| ll |  |  |
| lm |  |  |
| ln |  |  |
| lo |  |  |
| lp |  |  |
| All |  |  |
| Non-UK nationals |  |  |
| hoi .. |  |  |
| 2 |  |  |
| 3a |  |  |
| 3b |  |  |
| 3/4a1 |  |  |
| 3/4a2 |  |  |
| 3/4/a3 |  |  |
| 4a |  |  |
| 4b |  |  |
| 5a |  |  |
| 5b |  |  |
| li |  |  |
| lj |  |  |
| lk |  |  |
| ll |  |  |
| lm |  |  |
| ln |  |  |
| lo |  |  |
| lp |  |  |
| All |  |  |

## **UK staff by activity, contract level and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Academic staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 100 | *0.1* | *98.1* | 0 | *0.0* | *1.9* | 105 | *0.1* |
| 2 | UCEA level 2 | 380 | *0.3* | *96.1* | 15 | *0.1* | *3.9* | 395 | *0.3* |
| 3a | UCEA level 3A | 540 | *0.4* | *93.9* | 35 | *0.2* | *6.1* | 575 | *0.4* |
| 3b | UCEA level 3B | 30 | *0.0* | *91.3* | 5 | *0.0* | *8.7* | 30 | *0.0* |
| 3/4a1 | UCEA level 3/4A1 | 645 | *0.5* | *93.2* | 45 | *0.3* | *6.8* | 690 | *0.5* |
| 3/4a2 | UCEA level 3/4A2 | 575 | *0.5* | *94.3* | 35 | *0.2* | *5.7* | 610 | *0.4* |
| 3/4/a3 | UCEA level 3/4A3 | 840 | *0.7* | *92.5* | 70 | *0.5* | *7.5* | 910 | *0.7* |
| 4a | UCEA level 4A | 1,690 | *1.4* | *92.7* | 135 | *0.9* | *7.3* | 1,820 | *1.3* |
| 4b | UCEA level 4B | 45 | *0.0* | *95.5* | 0 | *0.0* | *4.5* | 45 | *0.0* |
| 5a | UCEA level 5A | 13,845 | *11.2* | *90.9* | 1,390 | *9.7* | *9.1* | 15,240 | *11.1* |
| 5b | UCEA level 5B | 50 | *0.0* | *92.9* | 5 | *0.0* | *7.1* | 55 | *0.0* |
| li | XpertHR level I | 19,060 | *15.5* | *90.1* | 2,085 | *14.5* | *9.9* | 21,140 | *15.4* |
| lj | XpertHR level J | 33,860 | *27.5* | *89.1* | 4,150 | *28.9* | *10.9* | 38,010 | *27.6* |
| lk | XpertHR level K | 37,745 | *30.6* | *89.3* | 4,510 | *31.4* | *10.7* | 42,255 | *30.7* |
| ll | XpertHR level L | 12,145 | *9.8* | *88.0* | 1,655 | *11.5* | *12.0* | 13,800 | *10.0* |
| lm | XpertHR level M | 1,585 | *1.3* | *88.0* | 215 | *1.5* | *12.0* | 1,805 | *1.3* |
| ln | XpertHR level N | 190 | *0.2* | *85.2* | 35 | *0.2* | *14.8* | 225 | *0.2* |
| lo | XpertHR level O | 10 | *0.0* | *..* | 0 | *0.0* | *..* | 10 | *0.0* |
| lp | XpertHR level P | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All contract levels | 123,335 | *100.0* | *89.6* | 14,390 | *100.0* | *10.4* | 137,720 | *100.0* |

White BAME All staff

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 25 | *0.0* | *92.5* | 0 | *0.0* | *7.5* | 25 | *0.0* |
| 2 | UCEA level 2 | 250 | *0.1* | *95.5* | 10 | *0.1* | *4.5* | 265 | *0.1* |
| 3a | UCEA level 3A | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| 3b | UCEA level 3B | 1,190 | *0.7* | *96.2* | 45 | *0.2* | *3.8* | 1,235 | *0.7* |
| 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 | 10 | *0.0* | *..* | 0 | *0.0* | *..* | 10 | *0.0* |
| 4a | UCEA level 4A | 40 | *0.0* | *100.0* | 0 | *0.0* | *0.0* | 40 | *0.0* |
| 4b | UCEA level 4B | 1,735 | *1.0* | *94.1* | 110 | *0.6* | *5.9* | 1,845 | *1.0* |
| 5a | UCEA level 5A | 20 | *0.0* | *87.1* | 5 | *0.0* | *12.9* | 25 | *0.0* |
| 5b | UCEA level 5B | 1,825 | *1.1* | *92.4* | 150 | *0.8* | *7.6* | 1,980 | *1.1* |
| li | XpertHR level I | 5,670 | *3.4* | *93.2* | 415 | *2.2* | *6.8* | 6,090 | *3.2* |
| lj | XpertHR level J | 16,510 | *9.8* | *90.7* | 1,700 | *8.8* | *9.3* | 18,210 | *9.7* |
| lk | XpertHR level K | 27,850 | *16.5* | *90.4* | 2,975 | *15.4* | *9.6* | 30,825 | *16.4* |
| ll | XpertHR level L | 31,040 | *18.4* | *88.8* | 3,910 | *20.3* | *11.2* | 34,950 | *18.6* |
| lm | XpertHR level M | 35,010 | *20.7* | *89.3* | 4,180 | *21.7* | *10.7* | 39,190 | *20.8* |
| ln | XpertHR level N | 24,325 | *14.4* | *90.7* | 2,500 | *13.0* | *9.3* | 26,830 | *14.3* |
| lo | XpertHR level O | 11,410 | *6.8* | *89.3* | 1,375 | *7.1* | *10.7* | 12,785 | *6.8* |
| lp | XpertHR level P | 11,920 | *7.1* | *86.3* | 1,885 | *9.8* | *13.7* | 13,805 | *7.3* |
| All | All contract levels | 168,840 | *100.0* | *89.8* | 19,255 | *100.0* | *10.2* | 188,095 | *100.0* |

12.9

6

1.2

7

7

13.7

10

Proportions of staff who were BAME

10% 20% 30% 40% 50%

.7

9

9

.9

1 7

12.0

12.0

14.8

1

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Academic staff |  |  |  |  |
| hoi 1.9 |  |  |  |  |
| 2 3.9 |  |  |  |  |
| 3a 6.1 |  |  |  |  |
| 3b 8 |  |  |  |  |
| 3/4a1 6.8 |  |  |  |  |
| 3/4a2 5.7 |  |  |  |  |
| 3/4/a3 7.5 |  |  |  |  |
| 4a 7.3 |  |  |  |  |
| 4b 4.5 |  |  |  |  |
| 5a |  | .1 |  |  |
| 5b 7.1 |  |  |  |  |
| li |  | 9. |  |  |
| lj |  |  |  | 10 |
| lk |  |  |  | 0. |
| ll |  |  |  |  |
| lm |  |  |  |  |
| ln |  |  |  |  |
| lo .. |  |  |  |  |
| lp .. |  |  |  |  |
| All |  |  |  | 0.4 |
| Professional and support staff |  |  |  |  |
| hoi 7.5 |  |  |  |  |
| 2 4.5 |  |  |  |  |
| 3a .. |  |  |  |  |
| 3b 3.8 |  |  |  |  |
| 3/4a1 .. |  |  |  |  |
| 3/4a2 .. |  |  |  |  |
| 3/4/a3 .. |  |  |  |  |
| 4a 0.0 |  |  |  |  |
| 4b 5.9 |  |  |  |  |
| 5a |  |  |  |  |
| 5b 7.6 |  |  |  |  |
| li 6.8 |  |  |  |  |
| lj 9. |  | 3 |  |  |
| lk |  | 9. |  |  |
| ll |  |  |  | 1 |
| lm |  |  |  | 10. |
| ln 9. |  | 3 |  |  |
| lo |  |  |  | 10. |
| lp |  |  |  |  |
| All |  |  |  | .2 |

## **Non-UK staff by activity, contract level and BAME/white identity**

≤ [Nationality](#_bookmark15) White BAME All staff

[definition:](#_bookmark15)

[see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 10 | *0.0* | *..* | 5 | *0.0* | *..* | 15 | *0.0* |
| 2 | UCEA level 2 | 30 | *0.1* | *90.7* | 5 | *0.0* | *9.3* | 30 | *0.1* |
| 3a | UCEA level 3A | 50 | *0.1* | *87.4* | 5 | *0.0* | *12.6* | 55 | *0.1* |
| 3b | UCEA level 3B | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| 3/4a1 | UCEA level 3/4A1 | 65 | *0.2* | *88.0* | 10 | *0.0* | *12.0* | 75 | *0.1* |
| 3/4a2 | UCEA level 3/4A2 | 80 | *0.2* | *85.9* | 15 | *0.1* | *14.1* | 95 | *0.2* |
| 3/4/a3 | UCEA level 3/4A3 | 130 | *0.3* | *89.5* | 15 | *0.1* | *10.5* | 145 | *0.2* |
| 4a | UCEA level 4A | 270 | *0.6* | *86.5* | 40 | *0.2* | *13.5* | 310 | *0.5* |
| 4b | UCEA level 4B | 5 | *0.0* | *..* | 5 | *0.0* | *..* | 10 | *0.0* |
| 5a | UCEA level 5A | 3,915 | *9.3* | *85.3* | 675 | *3.6* | *14.7* | 4,590 | *7.5* |
| 5b | UCEA level 5B | 10 | *0.0* | *..* | 0 | *0.0* | *..* | 15 | *0.0* |
| li | XpertHR level I | 6,145 | *14.6* | *79.3* | 1,600 | *8.4* | *20.7* | 7,745 | *12.7* |
| lj | XpertHR level J | 10,135 | *24.1* | *70.9* | 4,150 | *21.8* | *29.1* | 14,285 | *23.4* |
| lk | XpertHR level K | 14,715 | *34.9* | *63.5* | 8,450 | *44.4* | *36.5* | 23,160 | *37.9* |
| ll | XpertHR level L | 5,755 | *13.7* | *61.4* | 3,625 | *19.1* | *38.6* | 9,380 | *15.3* |
| lm | XpertHR level M | 745 | *1.8* | *66.2* | 380 | *2.0* | *33.8* | 1,125 | *1.8* |
| ln | XpertHR level N | 75 | *0.2* | *66.2* | 40 | *0.2* | *33.8* | 115 | *0.2* |
| 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 | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

No. *% %* No. *% %* No. *%*

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| 2 | UCEA level 2 | 15 | *0.1* | *..* | 0 | *0.0* | *..* | 15 | *0.1* |
| 3a | UCEA level 3A | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| 3b | UCEA level 3B | 65 | *0.4* | *90.3* | 5 | *0.1* | *9.7* | 70 | *0.3* |
| 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 | 90 | *0.6* | *93.6* | 5 | *0.1* | *6.4* | 95 | *0.4* |
| 5a | UCEA level 5A | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| 5b | UCEA level 5B | 140 | *0.9* | *81.9* | 30 | *0.5* | *18.1* | 170 | *0.8* |
| li | XpertHR level I | 390 | *2.5* | *85.1* | 70 | *1.0* | *14.9* | 460 | *2.0* |
| lj | XpertHR level J | 1,320 | *8.4* | *76.6* | 400 | *6.1* | *23.4* | 1,720 | *7.7* |
| lk | XpertHR level K | 2,625 | *16.6* | *74.2* | 910 | *13.7* | *25.8* | 3,535 | *15.8* |
| ll | XpertHR level L | 3,075 | *19.5* | *75.0* | 1,025 | *15.4* | *25.0* | 4,095 | *18.3* |
| lm | XpertHR level M | 3,050 | *19.3* | *74.0* | 1,075 | *16.2* | *26.0* | 4,125 | *18.4* |
| ln | XpertHR level N | 2,085 | *13.2* | *75.0* | 695 | *10.5* | *25.0* | 2,780 | *12.4* |
| lo | XpertHR level O | 1,185 | *7.5* | *59.2* | 815 | *12.3* | *40.8* | 2,000 | *8.9* |
| lp | XpertHR level P | 1,725 | *11.0* | *52.0* | 1,595 | *24.0* | *48.0* | 3,320 | *14.8* |
| All | All contract levels | 15,775 | *100.0* | *70.4* | 6,630 | *100.0* | *29.6* | 22,400 | *100.0* |

Proportions of staff who were BAME

10% 20% 30% 40% 50%

Academic staff

hoi

2

3a 3b

3/4a1

3/4a2

3/4/a3 4a

4b 5a 5b

li lj lk ll lm ln lo

lp

All

..

9.3

12.6

..

12.0

14.1

10.5

13.5

..

14.7

..

20.7

29.1

36.5

38.6

33.8

33.8

..

..

31.1

Professional and support staff

hoi

2

3a 3b

3/4a1

3/4a2

3/4/a3 4a

4b 5a 5b

li lj lk ll lm ln lo

lp

All

..

..

..

9.7

..

..

..

..

6.4

..

18.1

14.9

23.4

25.8

25.0

26.0

25.0

40.8

48.0

29.6

## **UK/non-UK staff by activity, occupational group and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

UK nationals White BAME All staff Academic staff

Professional and support staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 425 | *0.3* | *94.8* | 25 | *0.2* | *5.2* | 450 | *0.3* |
| soc2 | Professional occupations | 121,835 | *98.8* | *89.5* | 14,270 | *99.2* | *10.5* | 136,100 | *98.8* |
| soc3 | Associate professional and technical | 1,070 | *0.9* | *91.6* | 100 | *0.7* | *8.4* | 1,170 | *0.8* |
| soc4–9 | Clerical and manual occupations | 5 | *0.0* | *100.0* | 0 | *0.0* | *0.0* | 5 | *0.0* |
| All | All academic staff | 123,335 | *100.0* | *89.6* | 14,390 | *100.0* | *10.4* | 137,720 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 9,910 | *5.9* | *93.4* | 705 | *3.6* | *6.6* | 10,610 | *5.6* |
| soc2 | Professional occupations | 35,795 | *21.2* | *90.4* | 3,815 | *19.8* | *9.6* | 39,605 | *21.1* |
| soc3 | Associate professional and technical | 38,455 | *22.8* | *89.2* | 4,650 | *24.2* | *10.8* | 43,105 | *22.9* |
| soc4 | Administrative and secretarial | 54,575 | *32.3* | *89.1* | 6,660 | *34.6* | *10.9* | 61,235 | *32.6* |
| soc5 | Skilled trades occupations | 5,380 | *3.2* | *94.3* | 325 | *1.7* | *5.7* | 5,705 | *3.0* |
| soc6 | Caring, leisure and other service | 5,430 | *3.2* | *90.7* | 555 | *2.9* | *9.3* | 5,985 | *3.2* |
| soc7 | Sales and customer service occupations | 1,775 | *1.1* | *84.9* | 315 | *1.6* | *15.1* | 2,090 | *1.1* |
| soc8 | Process, plant and machine operatives | 1,080 | *0.6* | *94.7* | 60 | *0.3* | *5.3* | 1,140 | *0.6* |
| soc9 | Elementary occupations | 16,445 | *9.7* | *88.3* | 2,175 | *11.3* | *11.7* | 18,620 | *9.9* |
| All | All professional and support staff | 168,840 | *100.0* | *89.8* | 19,255 | *100.0* | *10.2* | 188,095 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 292,175 | *100.0* | *89.7* | 33,645 | *100.0* | *10.3* | 325,820 | *100.0* |

Non-UK nationals Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 50 | *0.1* | *90.8* | 5 | *0.0* | *9.2* | 55 | *0.1* |
| soc2 | Professional occupations | 41,970 | *99.6* | *68.9* | 18,965 | *99.7* | *31.1* | 60,930 | *99.6* |
| soc3 | Associate professional and technical | 120 | *0.3* | *70.7* | 50 | *0.3* | *29.3* | 170 | *0.3* |
| soc4–9 | Clerical and manual occupations |  | | | 0 | | |  | |
| All | All academic staff | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 590 | *3.7* | *84.9* | 105 | *1.6* | *15.1* | 695 | *3.1* |
| soc2 | Professional occupations | 3,745 | *23.8* | *73.7* | 1,335 | *20.1* | *26.3* | 6,495 | *22.7* |
| soc3 | Associate professional and technical | 3,410 | *21.6* | *73.3* | 1,240 | *18.7* | *26.7* | 535 | *20.8* |
| soc4 | Administrative and secretarial | 4,920 | *31.2* | *75.7* | 1,575 | *23.8* | *24.3* | 705 | *29.0* |
| soc5 | Skilled trades occupations | 395 | *2.5* | *73.3* | 145 | *2.2* | *26.7* | 250 | *2.4* |
| soc6 | Caring, leisure and other service | 465 | *3.0* | *66.1* | 240 | *3.6* | *33.9* | 125 | *3.2* |
| soc7 | Sales and customer service occupations | 160 | *1.0* | *65.5* | 85 | *1.3* | *34.5* | 3,865 | *1.1* |
| soc8 | Process, plant and machine operatives | 95 | *0.6* | *76.0* | 30 | *0.4* | *24.0* | 22,400 | *0.6* |
| soc9 | Elementary occupations | 1,995 | *12.6* | *51.5* | 1,875 | *28.3* | *48.5* | 750 | *17.3* |
| All | All professional and support staff | 15,775 | *100.0* | *70.4* | 6,630 | *100.0* | *29.6* | 66,015 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 163,800 | *100.0* | *86.9* | 51,325 | *100.0* | *13.1* | 197,030 | *100.0* |

Additional data by ethnic group and detailed occupations is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were BAME

UK nationals Academic staff

soc1 soc2 soc3 soc4–9

All

5.2

10.5

8.4

0

10.4

10% 20% 30% 40% 50%

Professional and support staff

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

6.6

9.6

10.8

10.9

5.7

9.3

15.1

5.3

11.7

10.2

All staff

All

Non-UK nationals Academic staff

soc1 soc2 soc3 soc4–9

All

9.2

31.1

29.3

31.1

10.3

Professional and support staff

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

15.1

26.3

26.7

24.3

26.7

33.9

34.5

24.0

48.5

29.6

All staff

All

13.1

## **Full-time and part-time UK staff by activity, occupational group and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Full-time White BAME All staff Academic staff

Professional and support staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 350 | *0.5* | *96.1* | 15 | *0.1* | *3.9* | 360 | *0.4* |
| soc2 | Professional occupations | 75,720 | *98.5* | *88.7* | 9,680 | *99.2* | *11.3* | 85,400 | *98.6* |
| soc3 | Associate professional and technical | 790 | *1.0* | *92.0* | 70 | *0.7* | *8.0* | 855 | *1.0* |
| soc4–9 | Clerical and manual occupations | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All academic staff | 76,860 | *100.0* | *88.7* | 9,760 | *100.0* | *11.3* | 86,620 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 8,660 | *7.4* | *93.2* | 630 | *4.5* | *6.8* | 9,290 | *7.1* |
| soc2 | Professional occupations | 27,520 | *23.7* | *89.7* | 3,170 | *22.6* | *10.3* | 30,690 | *23.6* |
| soc3 | Associate professional and technical | 29,145 | *25.1* | *88.5* | 3,800 | *27.1* | *11.5* | 32,945 | *25.3* |
| soc4 | Administrative and secretarial | 35,405 | *30.5* | *87.7* | 4,955 | *35.3* | *12.3* | 40,360 | *31.0* |
| soc5 | Skilled trades occupations | 4,725 | *4.1* | *94.9* | 255 | *1.8* | *5.1* | 4,980 | *3.8* |
| soc6 | Caring, leisure and other service | 3,145 | *2.7* | *92.5* | 255 | *1.8* | *7.5* | 3,400 | *2.6* |
| soc7 | Sales and customer service occupations | 1,045 | *0.9* | *83.1* | 215 | *1.5* | *16.9* | 1,260 | *1.0* |
| soc8 | Process, plant and machine operatives | 905 | *0.8* | *94.6* | 50 | *0.4* | *5.4* | 955 | *0.7* |
| soc9 | Elementary occupations | 5,700 | *4.9* | *89.1* | 700 | *5.0* | *10.9* | 6,400 | *4.9* |
| All | All professional and support staff | 116,250 | *100.0* | *89.2* | 14,030 | *100.0* | *10.8* | 130,285 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 193,110 | *100.0* | *89.0* | 23,790 | *100.0* | *11.0* | 216,900 | *100.0* |

Part-time Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 80 | *0.2* | *89.5* | 10 | *0.2* | *10.5* | 90 | *0.2* |
| soc2 | Professional occupations | 46,110 | *99.2* | *90.9* | 4,590 | *99.2* | *9.1* | 50,700 | *99.2* |
| soc3 | Associate professional and technical | 280 | *0.6* | *90.5* | 30 | *0.6* | *9.5* | 310 | *0.6* |
| soc4–9 | Clerical and manual occupations | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All academic staff | 46,475 | *100.0* | *90.9* | 4,630 | *100.0* | *9.1* | 51,100 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 1,250 | *2.4* | *94.4* | 75 | *1.4* | *5.6* | 1,320 | *2.3* |
| soc2 | Professional occupations | 8,275 | *15.7* | *92.8* | 640 | *12.3* | *7.2* | 8,915 | *15.4* |
| soc3 | Associate professional and technical | 9,310 | *17.7* | *91.6* | 850 | *16.2* | *8.4* | 10,160 | *17.6* |
| soc4 | Administrative and secretarial | 19,170 | *36.5* | *91.8* | 1,705 | *32.6* | *8.2* | 20,880 | *36.1* |
| soc5 | Skilled trades occupations | 655 | *1.2* | *90.6* | 70 | *1.3* | *9.4* | 720 | *1.2* |
| soc6 | Caring, leisure and other service | 2,285 | *4.3* | *88.4* | 300 | *5.7* | *11.6* | 2,585 | *4.5* |
| soc7 | Sales and customer service occupations | 730 | *1.4* | *87.8* | 100 | *1.9* | *12.2* | 830 | *1.4* |
| soc8 | Process, plant and machine operatives | 175 | *0.3* | *95.6* | 10 | *0.2* | *4.4* | 185 | *0.3* |
| soc9 | Elementary occupations | 10,740 | *20.4* | *87.9* | 1,480 | *28.3* | *12.1* | 12,220 | *21.1* |
| All | All professional and support staff | 52,590 | *100.0* | *91.0* | 5,225 | *100.0* | *9.0* | 57,815 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 99,060 | *100.0* | *91.0* | 9,855 | *100.0* | *9.0* | 108,915 | *100.0* |

20% 30% 40% 50%

|  |  |  |
| --- | --- | --- |
| Full-time  10% |  |  |
| Academic staff |  |  |
| soc1 3.9 |  |  |
| soc2 |  | 11 |
| soc3 8.0 |  |  |
| soc4–9 .. |  |  |
| All |  | 11 |
| Professional and support staff |  |  |
| soc1 6.8 |  |  |
| soc2 1 |  | .3 |
| soc3 |  | 1 |
| soc4 |  |  |
| soc5 5.1 |  |  |
| soc6 7.5 |  |  |
| soc7 |  |  |
| soc8 5.4 |  |  |
| soc9 |  | 0. |
| All |  | 0. |
| All staff |  |  |
| All |  | 11. |
| Part-time |  |  |
| Academic staff |  |  |
| soc1 |  | .5 |
| soc2 9.1 |  |  |
| soc3 9.5 |  |  |
| soc4–9 .. |  |  |
| All 9.1 |  |  |
| Professional and support staff |  |  |
| soc1 5.6 |  |  |
| soc2 7.2 |  |  |
| soc3 8.4 |  |  |
| soc4 8.2 |  |  |
| soc5 9.4 |  |  |
| soc6 |  | 1 |
| soc7 |  |  |
| soc8 4.4 |  |  |
| soc9 |  |  |
| All 9.0 |  |  |
| All staff |  |  |
| All 9.0 |  |  |

.3

.3

0

1.5

12.3

16.9

1 9

1 8

0

10

1.6

12.2

12.1

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Full-time White BAME All staff Academic staff

Professional and support staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 40 | *0.1* | *93.4* | 5 | *0.0* | *6.6* | 45 | *0.1* |
| soc2 | Professional occupations | 31,725 | *99.6* | *68.2* | 14,805 | *99.7* | *31.8* | 46,535 | *99.6* |
| soc3 | Associate professional and technical | 90 | *0.3* | *66.6* | 45 | *0.3* | *33.4* | 135 | *0.3* |
| soc4–9 | Clerical and manual occupations | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All academic staff | 31,860 | *100.0* | *68.2* | 14,855 | *100.0* | *31.8* | 46,715 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 530 | *4.9* | *84.4* | 100 | *2.6* | *15.6* | 630 | *4.3* |
| soc2 | Professional occupations | 2,895 | *27.0* | *73.1* | 1,065 | *28.2* | *26.9* | 3,960 | *27.3* |
| soc3 | Associate professional and technical | 2,695 | *25.1* | *74.3* | 935 | *24.7* | *25.7* | 3,630 | *25.0* |
| soc4 | Administrative and secretarial | 3,220 | *30.0* | *75.5* | 1,050 | *27.8* | *24.5* | 4,270 | *29.4* |
| soc5 | Skilled trades occupations | 310 | *2.9* | *76.8* | 95 | *2.5* | *23.2* | 400 | *2.8* |
| soc6 | Caring, leisure and other service | 255 | *2.4* | *76.3* | 80 | *2.1* | *23.7* | 335 | *2.3* |
| soc7 | Sales and customer service occupations | 100 | *0.9* | *69.9* | 45 | *1.2* | *30.1* | 145 | *1.0* |
| soc8 | Process, plant and machine operatives | 85 | *0.8* | *76.3* | 25 | *0.7* | *23.7* | 110 | *0.8* |
| soc9 | Elementary occupations | 645 | *6.0* | *62.6* | 385 | *10.2* | *37.4* | 1,030 | *7.1* |
| All | All professional and support staff | 10,740 | *100.0* | *74.0* | 3,770 | *100.0* | *26.0* | 14,515 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 42,600 | *100.0* | *69.6* | 18,630 | *100.0* | *30.4* | 61,230 | *100.0* |

Part-time Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 10 | *0.1* | *..* | 0 | *0.1* | *..* | 10 | *0.1* |
| soc2 | Professional occupations | 10,240 | *99.6* | *71.1* | 4,155 | *99.8* | *28.9* | 14,395 | *99.7* |
| soc3 | Associate professional and technical | 30 | *0.3* | *86.9* | 5 | *0.1* | *13.1* | 35 | *0.2* |
| soc4–9 | Clerical and manual occupations | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All academic staff | 10,280 | *100.0* | *71.2* | 4,165 | *100.0* | *28.8* | 14,440 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 55 | *1.1* | *89.3* | 5 | *0.2* | *10.7* | 65 | *0.8* |
| soc2 | Professional occupations | 850 | *16.9* | *75.9* | 270 | *9.5* | *24.1* | 1,120 | *14.2* |
| soc3 | Associate professional and technical | 715 | *14.2* | *69.9* | 305 | *10.7* | *30.1* | 1,020 | *12.9* |
| soc4 | Administrative and secretarial | 1,695 | *33.7* | *76.2* | 530 | *18.5* | *23.8* | 2,225 | *28.2* |
| soc5 | Skilled trades occupations | 85 | *1.7* | *62.9* | 50 | *1.8* | *37.1* | 135 | *1.7* |
| soc6 | Caring, leisure and other service | 210 | *4.2* | *56.9* | 160 | *5.6* | *43.1* | 370 | *4.7* |
| soc7 | Sales and customer service occupations | 60 | *1.2* | *59.2* | 40 | *1.5* | *40.8* | 100 | *1.3* |
| soc8 | Process, plant and machine operatives | 10 | *0.2* | *..* | 5 | *0.1* | *..* | 10 | *0.1* |
| soc9 | Elementary occupations | 1,350 | *26.8* | *47.5* | 1,490 | *52.1* | *52.5* | 2,835 | *36.0* |
| All | All professional and support staff | 5,030 | *100.0* | *63.8* | 2,855 | *100.0* | *36.2* | 7,890 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 15,310 | *100.0* | *68.6* | 7,020 | *100.0* | *31.4* | 22,330 | *100.0* |

Proportions of staff who were BAME

Full-time Academic staff

soc1 soc2 soc3 soc4–9

All

6.6

31.8

33.4

..

31.8

10% 20% 30% 40% 50%

Professional and support staff

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

15.6

26.9

25.7

24.5

23.2

23.7

30.1

23.7

37.4

26.0

All staff

All

Part-time Academic staff

30.4

Professional and support staff

soc1 soc2 soc3 soc4–9

All

..

28.9

13.1

..

28.8

52.5

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

10.7

24.1

30.1

23.8

37.1

43.1

40.8

..

36.2

All staff

All

31.4

## **UK/non-UK academic staff by research/teaching contract type and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| UK nationals | White |  |  | BAME |  |  | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| Teaching only | 41,550 | *33.7* | *90.1* | 4,575 | *31.8* | *9.9* | 46,120 | *33.5* |
| Research only | 20,640 | *16.7* | *87.4* | 2,985 | *20.7* | *12.6* | 23,625 | *17.2* |
| Teaching and research | 60,225 | *48.8* | *89.9* | 6,775 | *47.1* | *10.1* | 67,005 | *48.7* |
| Neither teaching nor research | 915 | *0.7* | *94.4* | 55 | *0.4* | *5.6* | 970 | *0.7* |
| All academic contracts | 123,335 | *100.0* | *89.6* | 14,390 | *100.0* | *10.4* | 137,720 | *100.0* |
| Non-UK nationals | | | | | | | | |
| Teaching only | 9,030 | *21.4* | *85.3* | 4,155 | *21.9* | *14.7* | 13,185 | *21.6* |
| Research only | 13,785 | *32.7* | *75.6* | 8,145 | *42.8* | *24.4* | 21,930 | *35.9* |
| Teaching and research | 19,225 | *45.6* | *85.5* | 6,670 | *35.1* | *14.5* | 25,895 | *42.3* |
| Neither teaching nor research | 100 | *0.2* | *91.0* | 45 | *0.2* | *9.0* | 145 | *0.2* |
| All academic contracts | 42,140 | *100.0* | *83.2* | 19,020 | *100.0* | *16.8* | 61,155 | *100.0* |

[see page 15](#_bookmark15) 

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

60%

48.8

48.7

45.6

47.1

42.8

42.3

33.7

35.1

35.9

32.7

31.8

21.4

20.7

21.9

21.6

16.7

0.7

0.2

0.4

0.2

40%

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | | |  |  | |
|  | 33.5 | | |
|  |  |  |
|  |  |
| 0.2 | 17.2 | 0.7 |

20%

Teaching only: UK Research only: UK Teaching and research: UK

Neither teaching nor research: UK

Teaching only: non-UK Research only: non-UK Teaching and research: non-UK

Neither teaching nor research: non-UK

**White BAME**

Teaching only: UK Research only: UK Teaching and research: UK

Neither teaching nor research: UK

Teaching only: non-UK Research only: non-UK Teaching and research: non-UK

Neither teaching nor research: non-UK

Teaching only: UK Research only: UK Teaching and research: UK

Neither teaching nor research: UK

Teaching only: non-UK Research only: non-UK Teaching and research: non-UK

Neither teaching nor research: non-UK

**All staff**

## **UK academic staff by SET category and ethnic group** 3.15

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | SET |  |  | Non-SET |  |  | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| White | 64,770 | *88.3* | *52.5* | 58,560 | *91.0* | *47.5* | 123,335 | *89.6* |
| BAME total | 8,575 | *11.7* | *59.6* | 5,815 | *9.0* | *40.4* | 14,390 | *10.4* |
| Asian | 3,885 | *5.3* | *66.3* | 1,975 | *3.1* | *33.7* | 5,855 | *4.3* |
| Black | 1,005 | *1.4* | *45.5* | 1,200 | *1.9* | *54.5* | 2,205 | *1.6* |
| Chinese | 1,425 | *1.9* | *71.5* | 570 | *0.9* | *28.5* | 1,995 | *1.4* |
| Mixed | 1,255 | *1.7* | *48.6* | 1,330 | *2.1* | *51.4* | 2,585 | *1.9* |
| Other | 1,005 | *1.4* | *57.7* | 740 | *1.1* | *42.3* | 1,745 | *1.3* |
| All academic staff | 73,345 | *100.0* | *53.3* | 64,375 | *100.0* | *46.7* | 137,720 | *100.0* |

   [see page 15](#_bookmark15)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

100%

88.3

5.3

1.4 1.9 1.7 1.4

3.1 1.9 0.9 2.1 1.1

91.0

60%

30%

**SET Non-SET**

White Asian Black Chinese Mixed Other

White Asian Black Chinese Mixed Other

# 3.16

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **UK SET academic staff by subject area and BAME/white identity**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | White |  |  | BAME |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| agri | Agriculture, forestry, food science | 860 | *1.3* | *95.5* | 40 | *0.5* | *4.5* | 900 | *1.2* |
| anat | Anatomy, physiology | 1,045 | *1.6* | *89.1* | 130 | *1.5* | *10.9* | 1,170 | *1.6* |
| arch | Archaeology | 460 | *0.7* | *97.8* | 10 | *0.1* | *2.2* | 470 | *0.6* |
| arct | Architecture, built environment, planning | 2,550 | *3.9* | *88.9* | 320 | *3.7* | *11.1* | 2,870 | *3.9* |
| bios | Biosciences | 7,735 | *11.9* | *90.7* | 790 | *9.2* | *9.3* | 8,525 | *11.6* |
| chee | Chemical engineering | 400 | *0.6* | *79.6* | 105 | *1.2* | *20.4* | 505 | *0.7* |
| chem | Chemistry | 2,280 | *3.5* | *92.2* | 195 | *2.3* | *7.8* | 2,475 | *3.4* |
| ceng | Civil engineering | 915 | *1.4* | *81.1* | 215 | *2.5* | *18.9* | 1,125 | *1.5* |
| dent | Clinical dentistry | 895 | *1.4* | *76.9* | 270 | *3.1* | *23.1* | 1,165 | *1.6* |
| medi | Clinical medicine | 13,240 | *20.4* | *84.2* | 2,485 | *28.9* | *15.8* | 15,725 | *21.4* |
| eart | Earth, marine, environmental sciences | 2,290 | *3.5* | *96.0* | 95 | *1.1* | *4.0* | 2,385 | *3.3* |
| elec | Electrical, electronic, computer engineering | 1,730 | *2.7* | *80.1* | 430 | *5.0* | *19.9* | 2,155 | *2.9* |
| geng | General engineering | 1,740 | *2.7* | *85.2* | 300 | *3.5* | *14.8* | 2,040 | *2.8* |
| geog | Geography, environmental studies | 1,605 | *2.5* | *94.9* | 85 | *1.0* | *5.1* | 1,690 | *2.3* |
| itcs | IT, systems sciences, computer software eng. | 3,505 | *5.4* | *84.6* | 635 | *7.4* | *15.4* | 4,140 | *5.6* |
| math | Mathematics | 2,155 | *3.3* | *91.0* | 210 | *2.5* | *9.0* | 2,365 | *3.2* |
| mech | Mechanical, aero, production engineering | 2,350 | *3.6* | *82.6* | 495 | *5.7* | *17.4* | 2,840 | *3.9* |
| meng | Mineral, metallurgy, materials engineering | 520 | *0.8* | *87.7* | 75 | *0.9* | *12.3* | 595 | *0.8* |
| nurs | Nursing, allied health professions | 8,915 | *13.8* | *92.2* | 750 | *8.7* | *7.8* | 9,665 | *13.2* |
| phar | Pharmacy, pharmacology | 1,290 | *2.0* | *80.9* | 305 | *3.5* | *19.1* | 1,595 | *2.2* |
| phys | Physics | 2,510 | *3.9* | *92.3* | 210 | *2.4* | *7.7* | 2,720 | *3.7* |
| psyc | Psychology, behavioural sciences | 4,920 | *7.6* | *92.7* | 385 | *4.5* | *7.3* | 5,305 | *7.2* |
| vets | Veterinary science | 870 | *1.3* | *94.4* | 50 | *0.6* | *5.6* | 920 | *1.3* |
| SET | All SET subject areas | 64,770 | *100.0* | *88.3* | 8,575 | *100.0* | *11.7* | 73,345 | *100.0* |

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were BAME

10% 20% 30% 40% 50%

4.5

10.9

2.2

11.1

9.3

20.4

7.8

18.9

23.1

15.8

4.0

19.9

14.8

5.1

15.4

9.0

17.4

12.3

7.8

19.1

7.7

7.3

5.6

11.7

|  |
| --- |
| agri |
| anat |
| arch |
| arct |
| bios |
| chee |
| chem |
| ceng |
| dent |
| medi |
| eart |
| elec |
| geng |
| geog |
| itcs |
| math |
| mech |
| meng |
| nurs |
| phar |
| phys |
| psyc |
| vets |
| SET |

# 3.17

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **UK non-SET academic staff by subject area and BAME/white identity**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | White |  |  | BAME |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| anth | Anthropology, development studies | 415 | *0.7* | *85.8* | 70 | *1.2* | *14.2* | 485 | *0.8* |
| area | Area studies | 155 | *0.3* | *87.8* | 20 | *0.4* | *12.2* | 175 | *0.3* |
| artd | Art, design | 6,745 | *11.5* | *93.0* | 510 | *8.8* | *7.0* | 7,255 | *11.3* |
| busi | Business, management studies | 8,025 | *13.7* | *83.3* | 1,610 | *27.7* | *16.7* | 9,635 | *15.0* |
| hosp | Catering, hospitality management | 415 | *0.7* | *89.8* | 45 | *0.8* | *10.2* | 460 | *0.7* |
| clas | Classics | 345 | *0.6* | *96.4* | 15 | *0.2* | *3.6* | 360 | *0.6* |
| cedu | Continuing education | 550 | *0.9* | *95.3* | 25 | *0.5* | *4.7* | 575 | *0.9* |
| econ | Economics, econometrics | 755 | *1.3* | *83.0* | 155 | *2.7* | *17.0* | 910 | *1.4* |
| educ | Education | 7,250 | *12.4* | *94.1* | 455 | *7.8* | *5.9* | 7,705 | *12.0* |
| engl | English language, literature | 3,515 | *6.0* | *93.5* | 245 | *4.2* | *6.5* | 3,760 | *5.8* |
| hlth | Health, community studies | 1,945 | *3.3* | *91.2* | 185 | *3.2* | *8.8* | 2,130 | *3.3* |
| hist | History | 2,260 | *3.9* | *95.4* | 110 | *1.9* | *4.6* | 2,365 | *3.7* |
| law | Law | 3,550 | *6.1* | *88.7* | 450 | *7.8* | *11.3* | 4,005 | *6.2* |
| mdia | Media studies | 3,335 | *5.7* | *92.8* | 260 | *4.4* | *7.2* | 3,590 | *5.6* |
| lang | Modern languages | 2,130 | *3.6* | *86.6* | 330 | *5.7* | *13.4* | 2,465 | *3.8* |
| perf | Music, dance, drama, performing arts | 5,955 | *10.2* | *94.7* | 330 | *5.7* | *5.3* | 6,290 | *9.8* |
| phil | Philosophy | 575 | *1.0* | *94.5* | 35 | *0.6* | *5.5* | 610 | *0.9* |
| poli | Politics, international studies | 1,625 | *2.8* | *88.9* | 205 | *3.5* | *11.1* | 1,830 | *2.8* |
| spol | Social work, social policy | 2,090 | *3.6* | *90.2* | 230 | *3.9* | *9.8* | 2,320 | *3.6* |
| soci | Sociology | 2,040 | *3.5* | *89.2* | 245 | *4.2* | *10.8* | 2,285 | *3.5* |
| spor | Sports science, leisure studies | 2,480 | *4.2* | *96.3* | 95 | *1.6* | *3.7* | 2,575 | *4.0* |
| theo | Theology, religious studies | 395 | *0.7* | *90.7* | 40 | *0.7* | *9.3* | 435 | *0.7* |
| acad | Total academic services | 900 | *1.5* | *91.7* | 80 | *1.4* | *8.3* | 980 | *1.5* |
| admi | Central administration, services | 865 | *1.5* | *94.1* | 55 | *0.9* | *5.9* | 920 | *1.4* |
| prem | Premises | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 10 | *0.0* |
| resi | Residences, catering | 25 | *0.0* | *96.5* | 0 | *0.0* | *3.5* | 30 | *0.0* |
| faci | Staff, student facilities | 220 | *0.4* | *93.6* | 15 | *0.3* | *6.4* | 235 | *0.4* |
| NSET | All non-SET subject areas | 58,560 | *100.0* | *91.0* | 5,815 | *100.0* | *9.0* | 64,375 | *100.0* |



Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were BAME

10% 20% 30% 40% 50%

14.2

12.2

7.0

16.7

10.2

3.6

4.7

17.0

5.9

6.5

8.8

4.6

11.3

7.2

13.4

5.3

5.5

11.1

9.8

10.8

3.7

9.3

8.3

5.9

..

3.5

6.4

9.0

|  |
| --- |
| anth |
| area |
| artd |
| busi |
| hosp |
| clas |
| cedu |
| econ |
| educ |
| engl |
| hlth |
| hist |
| law |
| mdia |
| lang |
| perf |
| phil |
| poli |
| spol |
| soci |
| spor |
| theo |
| acad |
| admi |
| prem |
| resi |
| faci |
| NSET |

## **Non-UK SET academic staff by subject area and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | White |  |  | BAME |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| agri | Agriculture, forestry, food science | 180 | *0.7* | *69.5* | 80 | *0.6* | *30.5* | 260 | *0.7* |
| anat | Anatomy, physiology | 345 | *1.4* | *77.9* | 95 | *0.8* | *22.1* | 440 | *1.2* |
| arch | Archaeology | 200 | *0.8* | *88.7* | 25 | *0.2* | *11.3* | 225 | *0.6* |
| arct | Architecture, built environment, planning | 840 | *3.4* | *68.0* | 395 | *3.1* | *32.0* | 1,240 | *3.3* |
| bios | Biosciences | 3,465 | *13.9* | *71.8* | 1,365 | *10.7* | *28.2* | 4,830 | *12.8* |
| chee | Chemical engineering | 370 | *1.5* | *52.5* | 330 | *2.6* | *47.5* | 700 | *1.9* |
| chem | Chemistry | 1,000 | *4.0* | *64.9* | 540 | *4.3* | *35.1* | 1,540 | *4.1* |
| ceng | Civil engineering | 500 | *2.0* | *57.7* | 365 | *2.9* | *42.3* | 865 | *2.3* |
| dent | Clinical dentistry | 170 | *0.7* | *61.3* | 105 | *0.8* | *38.7* | 275 | *0.7* |
| medi | Clinical medicine | 5,340 | *21.4* | *70.6* | 2,220 | *17.5* | *29.4* | 7,560 | *20.0* |
| eart | Earth, marine, environmental sciences | 800 | *3.2* | *78.1* | 225 | *1.8* | *21.9* | 1,025 | *2.7* |
| elec | Electrical, electronic, computer engineering | 970 | *3.9* | *44.8* | 1,195 | *9.4* | *55.2* | 2,165 | *5.7* |
| geng | General engineering | 875 | *3.5* | *47.3* | 975 | *7.6* | *52.7* | 1,845 | *4.9* |
| geog | Geography, environmental studies | 525 | *2.1* | *72.6* | 200 | *1.6* | *27.4* | 725 | *1.9* |
| itcs | IT, systems sciences, computer software eng. | 1,840 | *7.3* | *58.5* | 1,305 | *10.2* | *41.5* | 3,140 | *8.3* |
| math | Mathematics | 1,595 | *6.4* | *75.3* | 520 | *4.1* | *24.7* | 2,115 | *5.6* |
| mech | Mechanical, aero, production engineering | 995 | *4.0* | *49.4* | 1,020 | *8.0* | *50.6* | 2,015 | *5.3* |
| meng | Mineral, metallurgy, materials engineering | 255 | *1.0* | *48.2* | 275 | *2.2* | *51.8* | 530 | *1.4* |
| nurs | Nursing, allied health professions | 730 | *2.9* | *74.6* | 250 | *1.9* | *25.4* | 980 | *2.6* |
| phar | Pharmacy, pharmacology | 390 | *1.6* | *61.5* | 245 | *1.9* | *38.5* | 635 | *1.7* |
| phys | Physics | 1,625 | *6.5* | *73.0* | 605 | *4.7* | *27.0* | 2,230 | *5.9* |
| psyc | Psychology, behavioural sciences | 1,685 | *6.7* | *84.5* | 310 | *2.4* | *15.5* | 1,995 | *5.3* |
| vets | Veterinary science | 315 | *1.3* | *79.2* | 80 | *0.6* | *20.8* | 395 | *1.0* |
| SET | All SET subject areas | 25,005 | *100.0* | *66.3* | 12,730 | *100.0* | *33.7* | 37,735 | *100.0* |

[see page 15](#_bookmark15) 

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were BAME

10% 20% 30% 40% 50%

|  |
| --- |
| agri |
| anat |
| arch |
| arct |
| bios |
| chee |
| chem |
| ceng |
| dent |
| medi |
| eart |
| elec |
| geng |
| geog |
| itcs |
| math |
| mech |
| meng |
| nurs |
| phar |
| phys |
| psyc |
| vets |
| SET |

55.2

30.5

22.1

11.3

32.0

28.2

47.5

35.1

42.3

38.7

29.4

21.9

52.7

27.4

41.5

24.7

50.6

51.8

25.4

38.5

27.0

15.5

20.8

33.7

## **Non-UK non-SET academic staff by subject area and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | White |  |  | BAME |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| anth | Anthropology, development studies | 275 | *1.6* | *69.1* | 125 | *2.0* | *30.9* | 400 | *1.8* |
| area | Area studies | 140 | *0.8* | *72.2* | 55 | *0.9* | *27.8* | 170 | *0.8* |
| artd | Art, design | 955 | *5.6* | *80.8* | 225 | *3.6* | *19.2* | 1,140 | *5.0* |
| busi | Business, management studies | 3,200 | *18.7* | *56.1* | 2,500 | *39.8* | *43.9* | 5,315 | *23.5* |
| hosp | Catering, hospitality management | 90 | *0.5* | *71.5* | 35 | *0.6* | *28.5* | 125 | *0.6* |
| clas | Classics | 235 | *1.4* | *94.7* | 15 | *0.2* | *5.3* | 235 | *1.0* |
| cedu | Continuing education | 145 | *0.8* | *81.5* | 30 | *0.5* | *18.5* | 200 | *0.9* |
| econ | Economics, econometrics | 1,125 | *6.6* | *67.8* | 535 | *8.5* | *32.2* | 1,750 | *7.7* |
| educ | Education | 775 | *4.5* | *78.3* | 215 | *3.4* | *21.7* | 905 | *4.0* |
| engl | English language, literature | 815 | *4.8* | *83.5* | 160 | *2.6* | *16.5* | 985 | *4.4* |
| hlth | Health, community studies | 205 | *1.2* | *70.3* | 85 | *1.4* | *29.7* | 285 | *1.3* |
| hist | History | 830 | *4.8* | *86.1* | 135 | *2.1* | *13.9* | 940 | *4.1* |
| law | Law | 1,225 | *7.1* | *76.2* | 380 | *6.1* | *23.8* | 1,575 | *7.0* |
| mdia | Media studies | 680 | *4.0* | *80.6* | 165 | *2.6* | *19.4* | 830 | *3.7* |
| lang | Modern languages | 1,995 | *11.6* | *77.0* | 595 | *9.5* | *23.0* | 2,595 | *11.5* |
| perf | Music, dance, drama, performing arts | 1,110 | *6.5* | *86.0* | 180 | *2.9* | *14.0* | 1,230 | *5.4* |
| phil | Philosophy | 345 | *2.0* | *87.1* | 50 | *0.8* | *12.9* | 380 | *1.7* |
| poli | Politics, international studies | 1,210 | *7.1* | *79.2* | 320 | *5.1* | *20.8* | 1,415 | *6.3* |
| spol | Social work, social policy | 350 | *2.0* | *77.5* | 100 | *1.6* | *22.5* | 455 | *2.0* |
| soci | Sociology | 680 | *4.0* | *76.7* | 205 | *3.3* | *23.3* | 805 | *3.6* |
| spor | Sports science, leisure studies | 290 | *1.7* | *84.2* | 55 | *0.9* | *15.8* | 330 | *1.5* |
| theo | Theology, religious studies | 165 | *1.0* | *80.2* | 40 | *0.7* | *19.8* | 220 | *1.0* |
| acad | Total academic services | 160 | *0.9* | *80.8* | 35 | *0.6* | *19.2* | 160 | *0.7* |
| admi | Central administration, services | 120 | *0.7* | *76.0* | 40 | *0.6* | *24.0* | 150 | *0.7* |
| 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 | 25 | *0.1* | *89.4* | 5 | *0.0* | *10.6* | 20 | *0.1* |
| NSET | All non-SET subject areas | 17,135 | *100.0* | *73.2* | 6,290 | *100.0* | *26.8* | 22,625 | *100.0* |

[see page 15](#_bookmark15) 

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were BAME

10% 20% 30% 40% 50%

anth area artd busi hosp clas cedu econ educ engl hlth hist law mdia lang perf phil poli spol soci spor theo acad admi prem resi

faci

NSET

30.9

27.8

19.2

43.9

28.5

5.3

18.5

32.2

21.7

16.5

29.7

13.9

23.8

19.4

23.0

14.0

12.9

20.8

22.5

23.3

15.8

19.8

19.2

24.0

..

..

10.6

26.8



≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **Academic staff by professorial category and ethnic group**

Professors Non-professors All academic staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 13,845 | *90.9* | *11.2* | 109,485 | *89.4* | *88.8* | 123,335 | *89.6* |
| bame | BAME total | 1,390 | *9.1* | *9.7* | 12,995 | *10.6* | *90.3* | 14,390 | *10.4* |
| a | Asian | 555 | *3.6* | *9.5* | 5,300 | *4.3* | *90.5* | 5,855 | *4.3* |
| b | Black | 100 | *0.6* | *4.5* | 2,105 | *1.7* | *95.5* | 2,205 | *1.6* |
| c | Chinese | 335 | *2.2* | *16.7* | 1,660 | *1.4* | *83.3* | 1,995 | *1.4* |
| m | Mixed | 205 | *1.3* | *7.9* | 2,385 | *1.9* | *92.1* | 2,585 | *1.9* |
| o Other | | 200 | *1.3* | *11.5* | 1,545 | *1.3* | *88.5* | 1,745 | *1.3* |
| All | All staff | 15,240 | *100.0* | *11.1* | 122,485 | *100.0* | *88.9* | 137,720 | *100.0* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 3,915 | *85.3* | *9.3* | 38,225 | *67.6* | *90.7* | 42,140 | *68.9* |
| bame | BAME total | 675 | *14.7* | *3.6* | 18,340 | *32.4* | *96.4* | 19,020 | *31.1* |
| a | Asian | 270 | *5.9* | *3.9* | 6,690 | *11.8* | *96.1* | 6,965 | *11.4* |
| b | Black | 45 | *0.9* | *2.2* | 1,875 | *3.3* | *97.8* | 1,915 | *3.1* |
| c | Chinese | 200 | *4.3* | *3.6* | 5,290 | *9.4* | *96.4* | 5,490 | *9.0* |
| m | Mixed | 50 | *1.1* | *2.6* | 1,840 | *3.3* | *97.4* | 1,890 | *3.1* |
| o Other | | 115 | *2.5* | *4.2* | 2,645 | *4.7* | *95.8* | 2,755 | *4.5* |
| All | All staff | 4,590 | *100.0* | *7.5* | 56,565 | *100.0* | *92.5* | 61,155 | *100.0* |

Proportions of academic staff who were professors

10% 20% 30% 40% 50%

UK nationals

w bame

a b c m

o

All

11.2

9.7

9.5

4.5

16.7

7.9

11.5

11.1

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | 9. | | | | | 3 |  |  |  |  |  |  |  |
| bame |  | | 3.6 |  | |  |  |  |  |  |  |  |  |
| a |  | | 3. | 9 | |  |  |  |  |  |  |  |  |
| b |  | 2.2 | |  | |  |  |  |  |  |  |  |  |
| c |  | | 3.6 |  | |  |  |  |  |  |  |  |  |
| m |  | 2.6 | |  | |  |  |  |  |  |  |  |  |
| o |  | | 4. | 2 | |  |  |  |  |  |  |  |  |
| All |  | | | | 7.5 |  |  |  |  |  |  |  |  |

## **UK academic staff by professorial and SET categories, mode and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All subject areas White BAME All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 13,845 | *11.2* | *90.9* | 1,390 | *9.7* | *9.1* | 15,240 | *11.1* |
| nonp | Non-professor | 109,485 | *88.8* | *89.4* | 12,995 | *90.3* | *10.6* | 122,485 | *88.9* |
| All | All | 123,335 | *100.0* | *89.6* | 14,390 | *100.0* | *10.4* | 137,720 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 10,590 | *13.8* | *89.7* | 1,210 | *12.4* | *10.3* | 11,805 | *13.6* |
| nonp | Non-professor | 66,265 | *86.2* | *88.6* | 8,550 | *87.6* | *11.4* | 74,815 | *86.4* |
| All | All | 76,860 | *100.0* | *88.7* | 9,760 | *100.0* | *11.3* | 86,620 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 3,255 | *7.0* | *94.8* | 180 | *3.9* | *5.2* | 3,435 | *6.7* |
| nonp | Non-professor | 43,220 | *93.0* | *90.7* | 4,450 | *96.1* | *9.3* | 47,670 | *93.3* |
| All | All | 46,475 | *100.0* | *90.9* | 4,630 | *100.0* | *9.1* | 51,100 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 8,505 | *13.1* | *90.1* | 930 | *10.9* | *9.9* | 9,435 | *12.9* |
| nonp | Non-professor | 56,265 | *86.9* | *88.0* | 7,645 | *89.1* | *12.0* | 63,910 | *87.1* |
| All | All | 64,770 | *100.0* | *88.3* | 8,575 | *100.0* | *11.7* | 73,345 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 6,580 | *14.7* | *89.0* | 815 | *13.0* | *11.0* | 7,400 | *14.5* |
| nonp | Non-professor | 38,100 | *85.3* | *87.5* | 5,450 | *87.0* | *12.5* | 43,555 | *85.5* |
| All | All | 44,685 | *100.0* | *87.7* | 6,270 | *100.0* | *12.3* | 50,950 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,925 | *9.6* | *94.3* | 115 | *5.0* | *5.7* | 2,040 | *9.1* |
| nonp | Non-professor | 18,165 | *90.4* | *89.2* | 2,190 | *95.0* | *10.8* | 20,355 | *90.9* |
| All | All | 20,090 | *100.0* | *89.7* | 2,305 | *100.0* | *10.3* | 22,395 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 5,340 | *9.1* | *92.1* | 460 | *7.9* | *7.9* | 5,800 | *9.0* |
| nonp | Non-professor | 53,220 | *90.9* | *90.9* | 5,355 | *92.1* | *9.1* | 58,575 | *91.0* |
| All | All | 58,560 | *100.0* | *91.0* | 5,815 | *100.0* | *9.0* | 64,375 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 4,010 | *12.5* | *91.0* | 395 | *11.3* | *9.0* | 4,405 | *12.4* |
| nonp | Non-professor | 28,165 | *87.5* | *90.1* | 3,095 | *88.7* | *9.9* | 31,260 | *87.6* |
| All | All | 32,175 | *100.0* | *90.2* | 3,490 | *100.0* | *9.8* | 35,670 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,330 | *5.0* | *95.5* | 65 | *2.7* | *4.5* | 1,395 | *4.9* |
| nonp | Non-professor | 25,055 | *95.0* | *91.7* | 2,260 | *97.3* | *8.3* | 27,310 | *95.1* |
| All | All | 26,385 | *100.0* | *91.9* | 2,320 | *100.0* | *8.1* | 28,705 | *100.0* |

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

5.2

9.3

9.1

9.9

12.0

11.7

11.0

12.5

12.3

5.7

10.8

10.3

7.9

9.1

9.0

9.0

9.9

9.8

4.5

8.3

8.1

Proportions of staff who were BAME

10% 20% 30% 40% 50%

9.1

10.6

10.4

10.3

11.4

11.3

|  |
| --- |
| All modes |
| prof |
| nonp |
| All |
| Full-time |
| prof |
| nonp |
| All |
| Part-time |
| prof |
| nonp |
| All |
| SET |
| All modes |
| prof |
| nonp |
| All |
| Full-time |
| prof |
| nonp |
| All |
| Part-time |
| prof |
| nonp |
| All |
| Non-SET |
| All modes |
| prof |
| nonp |
| All |
| Full-time |
| prof |
| nonp |
| All |
| Part-time |
| prof |
| nonp |
| All |

## **Non-UK academic staff by professorial and SET categories, mode and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All subject areas White BAME All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 3,915 | *9.3* | *85.3* | 675 | *3.6* | *14.7* | 4,590 | *7.5* |
| nonp | Non-professor | 38,225 | *90.7* | *67.6* | 18,340 | *96.4* | *32.4* | 56,565 | *92.5* |
| All | All | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 3,205 | *10.1* | *84.5* | 590 | *4.0* | *15.5* | 3,790 | *8.1* |
| nonp | Non-professor | 28,655 | *89.9* | *66.8* | 14,270 | *96.0* | *33.2* | 42,925 | *91.9* |
| All | All | 31,860 | *100.0* | *68.2* | 14,855 | *100.0* | *31.8* | 46,715 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 710 | *6.9* | *88.9* | 90 | *2.1* | *11.1* | 800 | *5.5* |
| nonp | Non-professor | 9,570 | *93.1* | *70.1* | 4,075 | *97.9* | *29.9* | 13,645 | *94.5* |
| All | All | 10,280 | *100.0* | *71.2* | 4,165 | *100.0* | *28.8* | 14,440 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 2,255 | *9.0* | *84.6* | 410 | *3.2* | *15.4* | 2,665 | *7.1* |
| nonp | Non-professor | 22,750 | *91.0* | *64.9* | 12,320 | *96.8* | *35.1* | 35,070 | *92.9* |
| All | All | 25,005 | *100.0* | *66.3* | 12,730 | *100.0* | *33.7* | 37,735 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,845 | *9.0* | *83.8* | 355 | *3.4* | *16.2* | 2,205 | *7.1* |
| nonp | Non-professor | 18,745 | *91.0* | *64.6* | 10,290 | *96.6* | *35.4* | 29,040 | *92.9* |
| All | All | 20,595 | *100.0* | *65.9* | 10,650 | *100.0* | *34.1* | 31,245 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 405 | *9.2* | *88.6* | 50 | *2.5* | *11.4* | 460 | *7.1* |
| nonp | Non-professor | 4,005 | *90.8* | *66.4* | 2,030 | *97.5* | *33.6* | 6,035 | *92.9* |
| All | All | 4,410 | *100.0* | *68.0* | 2,080 | *100.0* | *32.0* | 6,490 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,660 | *9.7* | *86.2* | 265 | *4.2* | *13.8* | 1,925 | *8.2* |
| nonp | Non-professor | 15,475 | *90.3* | *72.0* | 6,020 | *95.8* | *28.0* | 21,495 | *91.8* |
| All | All | 17,135 | *100.0* | *73.2* | 6,290 | *100.0* | *26.8* | 23,420 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,355 | *12.0* | *85.5* | 230 | *5.5* | *14.5* | 1,585 | *10.3* |
| nonp | Non-professor | 9,910 | *88.0* | *71.4* | 3,975 | *94.5* | *28.6* | 13,885 | *89.7* |
| All | All | 11,265 | *100.0* | *72.8* | 4,205 | *100.0* | *27.2* | 15,470 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 305 | *5.2* | *89.4* | 35 | *1.7* | *10.6* | 340 | *4.3* |
| nonp | Non-professor | 5,565 | *94.8* | *73.1* | 2,045 | *98.3* | *26.9* | 7,610 | *95.7* |
| All | All | 5,870 | *100.0* | *73.8* | 2,080 | *100.0* | *26.2* | 7,950 | *100.0* |

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were BAME

10% 20% 30% 40% 50%

All modes

prof

nonp

All

14.7

32.4

31.1

Full-time

prof

nonp

All

15.5

33.2

31.8

Part-time

prof

nonp

All

11.1

29.9

28.8

SET

All modes

prof

nonp

All

15.4

35.1

33.7

Full-time

prof

nonp

All

16.2

35.4

34.1

Part-time

prof

nonp

All

11.4

33.6

32.0

Non-SET

All modes

prof

nonp

All

13.8

28.0

26.8

Full-time

prof

nonp

All

14.5

28.6

27.2

Part-time

prof

nonp

All

10.6

26.9

26.2

## **Academic staff by senior management category and ethnic group**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

UK nationals



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 1,050 | *95.0* | *0.9* | 122,285 | *89.5* | *99.1* | 123,335 | *89.6* |
| bame | BAME total | 55 | *5.0* | *0.4* | 14,335 | *10.5* | *99.6* | 14,390 | *10.4* |
| a | Asian | 20 | *1.7* | *0.3* | 5,840 | *4.3* | *99.7* | 5,855 | *4.3* |
| b | Black | 5 | *0.6* | *0.3* | 2,200 | *1.6* | *99.7* | 2,205 | *1.6* |
| c | Chinese | 5 | *0.6* | *0.4* | 1,990 | *1.5* | *99.6* | 1,995 | *1.4* |
| m | Mixed | 10 | *0.7* | *0.3* | 2,580 | *1.9* | *99.7* | 2,585 | *1.9* |
| o Other | | 15 | *1.3* | *0.8* | 1,730 | *1.3* | *99.2* | 1,745 | *1.3* |
| All | All staff | 1,105 | *100.0* | *0.8* | 136,620 | *100.0* | *99.2* | 137,720 | *100.0* |

Senior manager Other academic All academic staff

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 95 | *87.7* | *0.2* | 42,045 | *68.9* | *99.8* | 42,140 | *68.9* |
| bame | BAME total | 15 | *12.3* | *0.1* | 19,005 | *31.1* | *99.9* | 19,020 | *31.1* |
| a | Asian | 5 | *5.7* | *0.1* | 6,955 | *11.4* | *99.9* | 6,965 | *11.4* |
| b | Black | 0 | *0.9* | *0.1* | 1,915 | *3.1* | *99.9* | 1,915 | *3.1* |
| c | Chinese | 0 | *1.9* | *0.0* | 5,490 | *9.0* | *100.0* | 5,490 | *9.0* |
| m | Mixed | 0 | *1.9* | *0.1* | 1,890 | *3.1* | *99.9* | 1,890 | *3.1* |
| o Other | | 0 | *1.9* | *0.1* | 2,755 | *4.5* | *99.9* | 2,755 | *4.5* |
| All | All staff | 105 | *100.0* | *0.2* | 61,050 | *100.0* | *99.8* | 61,155 | *100.0* |

Proportions of academic staff who were senior managers

10% 20% 30% 40% 50%

UK nationals

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | 0.9 | |  |  |  |  |  |  |  |  |  |
| bame | 0.4 | |  |  |  |  |  |  |  |  |  |
| a | 0.3 | |  |  |  |  |  |  |  |  |  |
| b | 0.3 | |  |  |  |  |  |  |  |  |  |
| c | 0.4 | |  |  |  |  |  |  |  |  |  |
| m | 0.3 | |  |  |  |  |  |  |  |  |  |
| o |  | 0.8 |  |  |  |  |  |  |  |  |  |
| All |  | 0.8 |  |  |  |  |  |  |  |  |  |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | 0.2 |  |  |  |  |  |  |  |  |  |
| bame | 0.1 |  |  |  |  |  |  |  |  |  |
| a | 0.1 |  |  |  |  |  |  |  |  |  |
| b | 0.1 |  |  |  |  |  |  |  |  |  |
| c | 0.0 |  |  |  |  |  |  |  |  |  |
| m | 0.1 |  |  |  |  |  |  |  |  |  |
| o | 0.1 |  |  |  |  |  |  |  |  |  |
| All | 0.2 |  |  |  |  |  |  |  |  |  |

## **UK academic staff by senior management and SET categories, mode and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All subject areas White BAME All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 1,050 | *0.9* | *95.0* | 55 | *0.4* | *5.0* | 1,105 | *0.8* |
| oth | Other academic | 122,285 | *99.1* | *89.5* | 14,335 | *99.6* | *10.5* | 136,620 | *99.2* |
| All | All | 123,335 | *100.0* | *89.6* | 14,390 | *100.0* | *10.4* | 137,720 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 980 | *1.3* | *95.0* | 50 | *0.5* | *5.0* | 1,030 | *1.2* |
| oth | Other academic | 75,880 | *98.7* | *88.7* | 9,710 | *99.5* | *11.3* | 85,590 | *98.8* |
| All | All | 76,860 | *100.0* | *88.7* | 9,760 | *100.0* | *11.3* | 86,620 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 70 | *0.1* | *95.5* | 5 | *0.1* | *4.5* | 75 | *0.1* |
| oth | Other academic | 46,405 | *99.9* | *90.9* | 4,625 | *99.9* | *9.1* | 51,030 | *99.9* |
| All | All | 46,475 | *100.0* | *90.9* | 4,630 | *100.0* | *9.1* | 51,100 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 335 | *0.5* | *93.1* | 25 | *0.3* | *6.9* | 360 | *0.5* |
| oth | Other academic | 64,435 | *99.5* | *88.3* | 8,550 | *99.7* | *11.7* | 72,985 | *99.5* |
| All | All | 64,770 | *100.0* | *88.3* | 8,575 | *100.0* | *11.7* | 73,345 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 320 | *0.7* | *92.8* | 25 | *0.4* | *7.2* | 345 | *0.7* |
| oth | Other academic | 44,365 | *99.3* | *87.7* | 6,245 | *99.6* | *12.3* | 50,610 | *99.3* |
| All | All | 44,685 | *100.0* | *87.7* | 6,270 | *100.0* | *12.3* | 50,950 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 15 | *0.1* | *..* | 0 | *0.0* | *..* | 15 | *0.1* |
| oth | Other academic | 20,070 | *99.9* | *89.7* | 2,305 | *100.0* | *10.3* | 22,380 | *99.9* |
| All | All | 20,090 | *100.0* | *89.7* | 2,305 | *100.0* | *10.3* | 22,395 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 715 | *1.2* | *96.0* | 30 | *0.5* | *4.0* | 745 | *1.2* |
| oth | Other academic | 57,850 | *98.8* | *90.9* | 5,785 | *99.5* | *9.1* | 63,630 | *98.8* |
| All | All | 58,560 | *100.0* | *91.0* | 5,815 | *100.0* | *9.0* | 64,375 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 660 | *2.0* | *96.1* | 25 | *0.8* | *3.9* | 685 | *1.9* |
| oth | Other academic | 31,515 | *98.0* | *90.1* | 3,465 | *99.2* | *9.9* | 34,980 | *98.1* |
| All | All | 32,175 | *100.0* | *90.2* | 3,490 | *100.0* | *9.8* | 35,670 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 55 | *0.2* | *94.1* | 5 | *0.1* | *5.9* | 55 | *0.2* |
| oth | Other academic | 26,335 | *99.8* | *91.9* | 2,320 | *99.9* | *8.1* | 28,650 | *99.8* |
| All | All | 26,385 | *100.0* | *91.9* | 2,320 | *100.0* | *8.1* | 28,705 | *100.0* |

4.5

9.1

9.1

6.9

11.7

11.7

7.2

12.3

12.3

10.3

10.3

4.0

9.1

9.0

3.9

9.9

9.8

5.9

8.1

8.1

Proportions of staff who were BAME

10% 20% 30% 40% 50%

5.0

10.5

10.4

5.0

11.3

11.3

|  |
| --- |
| All modes |
| sm |
| oth |
| All |
| Full-time |
| sm |
| oth |
| All |
| Part-time |
| sm |
| oth |
| All |
| SET |
| All modes |
| sm |
| oth |
| All |
| Full-time |
| sm |
| oth |
| All |
| Part-time |
| sm .. |
| oth |
| All |
| Non-SET |
| All modes |
| sm |
| oth |
| All |
| Full-time |
| sm |
| oth |
| All |
| Part-time |
| sm |
| oth |
| All |

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All subject areas White BAME All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 95 | *0.2* | *87.7* | 15 | *0.1* | *12.3* | 105 | *0.2* |
| oth | Other academic | 42,045 | *99.8* | *68.9* | 19,005 | *99.9* | *31.1* | 61,050 | *99.8* |
| All | All | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 90 | *0.3* | *87.3* | 15 | *0.1* | *12.7* | 100 | *0.2* |
| oth | Other academic | 31,770 | *99.7* | *68.2* | 14,845 | *99.9* | *31.8* | 46,615 | *99.8* |
| All | All | 31,860 | *100.0* | *68.2* | 14,855 | *100.0* | *31.8* | 46,715 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| oth | Other academic | 10,275 | *100.0* | *71.2* | 4,165 | *100.0* | *28.8* | 14,440 | *100.0* |
| All | All | 10,280 | *100.0* | *71.2* | 4,165 | *100.0* | *28.8* | 14,440 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 35 | *0.1* | *89.1* | 5 | *0.0* | *10.9* | 35 | *0.1* |
| oth | Other academic | 24,975 | *99.9* | *66.2* | 12,725 | *100.0* | *33.8* | 37,700 | *99.9* |
| All | All | 25,005 | *100.0* | *66.3* | 12,730 | *100.0* | *33.7* | 37,735 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 30 | *0.2* | *88.9* | 5 | *0.0* | *11.1* | 35 | *0.1* |
| oth | Other academic | 20,560 | *99.8* | *65.9* | 10,645 | *100.0* | *34.1* | 31,210 | *99.9* |
| All | All | 20,595 | *100.0* | *65.9* | 10,650 | *100.0* | *34.1* | 31,245 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| oth | Other academic | 4,410 | *100.0* | *67.9* | 2,080 | *100.0* | *32.1* | 6,490 | *100.0* |
| All | All | 4,410 | *100.0* | *68.0* | 2,080 | *100.0* | *32.0* | 6,490 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 60 | *0.3* | *86.9* | 10 | *0.1* | *13.1* | 70 | *0.3* |
| oth | Other academic | 17,075 | *99.7* | *73.1* | 6,280 | *99.9* | *26.9* | 23,355 | *99.7* |
| All | All | 17,135 | *100.0* | *73.2* | 6,290 | *100.0* | *26.8* | 23,420 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 55 | *0.5* | *86.4* | 10 | *0.2* | *13.6* | 65 | *0.4* |
| oth | Other academic | 11,210 | *99.5* | *72.8* | 4,195 | *99.8* | *27.2* | 15,405 | *99.6* |
| All | All | 11,265 | *100.0* | *72.8* | 4,205 | *100.0* | *27.2* | 15,470 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| oth | Other academic | 5,865 | *100.0* | *73.8* | 2,080 | *100.0* | *26.2* | 7,950 | *100.0* |
| All | All | 5,870 | *100.0* | *73.8* | 2,080 | *100.0* | *26.2* | 7,950 | *100.0* |

Proportions of staff who were BAME

10% 20% 30% 40% 50%

All modes

sm

oth

All

12.3

31.1

31.1

Full-time

sm

oth

All

12.7

31.8

31.8

Part-time

sm

oth

All

..

28.8

28.8

SET

All modes

sm

oth

All

10.9

33.8

33.7

Full-time

sm

oth

All

11.1

34.1

34.1

Part-time

sm

oth

All

..

32.1

32.0

Non-SET

All modes

sm

oth

All

13.1

26.9

26.8

Full-time

sm

oth

All

13.6

27.2

27.2

Part-time

sm

oth

All

..

26.2

26.2

## **UK/non-UK academic staff by mode, salary range and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Salary range](#_bookmark24) [definition:](#_bookmark24) [see page 20](#_bookmark24)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

UK nationals White BAME All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 7,100 | *5.8* | *89.0* | 880 | *5.8* | *11.0* | 7,975 | *5.8* |
| £30–50k | £30,000–£50,000 | 66,095 | *53.6* | *89.1* | 8,090 | *54.1* | *10.9* | 74,185 | *53.9* |
| >£50k | Over £50,000 | 50,140 | *40.7* | *90.2* | 5,420 | *40.1* | *9.8* | 55,560 | *40.3* |
| All | Total | 123,335 | *100.0* | *89.6* | 14,390 | *100.0* | *10.4* | 137,720 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 2,410 | *3.1* | *88.6* | 310 | *3.1* | *11.4* | 2,720 | *3.1* |
| £30–50k | £30,000–£50,000 | 36,010 | *46.8* | *87.7* | 5,070 | *47.9* | *12.3* | 41,075 | *47.4* |
| >£50k | Over £50,000 | 38,440 | *50.0* | *89.8* | 4,380 | *49.0* | *10.2* | 42,825 | *49.4* |
| All | Total | 76,860 | *100.0* | *88.7* | 9,760 | *100.0* | *11.3* | 86,620 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 4,690 | *10.1* | *89.2* | 565 | *10.5* | *10.8* | 5,260 | *10.3* |
| £30–50k | £30,000–£50,000 | 30,085 | *64.7* | *90.9* | 3,020 | *64.8* | *9.1* | 33,105 | *64.8* |
| >£50k | Over £50,000 | 11,700 | *25.2* | *91.8* | 1,040 | *24.7* | *8.2* | 12,735 | *24.9* |
| All | Total | 46,475 | *100.0* | *90.9* | 4,630 | *100.0* | *9.1* | 51,100 | *100.0* |

Non-UK nationals All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 2,990 | *7.1* | *59.3* | 2,055 | *8.9* | *40.7* | 5,045 | *8.3* |
| £30–50k | £30,000–£50,000 | 24,910 | *59.1* | *64.8* | 13,530 | *64.8* | *35.2* | 38,440 | *62.9* |
| >£50k | Over £50,000 | 14,240 | *33.8* | *80.6* | 3,430 | *26.3* | *19.4* | 17,670 | *28.9* |
| All | Total | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 870 | *2.7* | *66.8* | 430 | *2.8* | *33.2* | 1,300 | *2.8* |
| £30–50k | £30,000–£50,000 | 18,730 | *58.8* | *62.3* | 11,335 | *67.3* | *37.7* | 30,070 | *64.4* |
| >£50k | Over £50,000 | 12,255 | *38.5* | *79.9* | 3,085 | *29.9* | *20.1* | 15,345 | *32.8* |
| All | Total | 31,860 | *100.0* | *68.2* | 14,855 | *100.0* | *31.8* | 46,715 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 2,120 | *20.6* | *56.6* | 1,625 | *28.9* | *43.4* | 3,745 | *25.9* |
| £30–50k | £30,000–£50,000 | 6,180 | *60.1* | *73.8* | 2,195 | *56.8* | *26.2* | 8,370 | *58.0* |
| >£50k | Over £50,000 | 1,980 | *19.3* | *85.2* | 345 | *14.3* | *14.8* | 2,325 | *16.1* |
| All | Total | 10,280 | *100.0* | *71.2* | 4,165 | *100.0* | *28.8* | 14,440 | *100.0* |

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

20% 40% 60% 80% 100% 20% 40% 60% 80% 100%

All modes

<£30k

£30–50k

>£50k

5.8

5.8

53.6

54.1

40.7

40.1

Full-time

<£30k

£30–50k

>£50k

3.1

3.1

46.8

50.0

47.9

49.0

Part-time

<£30k

£30–50k

>£50k

10.1

10.5

64.7

64.8

25.2

24.7

Non-UK nationals All modes

<£30k

£30–50k

>£50k

7.1

8.9

59.1

64.8

33.8

26.3

Full-time

<£30k

£30–50k

>£50k

2.7

2.8

58.8

67.3

38.5

29.9

Part-time

<£30k

£30–50k

>£50k

20.6

28.9

60.1

56.8

19.3

14.3



≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Salary range](#_bookmark24) [definition:](#_bookmark24) [see page 20](#_bookmark24)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **UK/non-UK professional and support staff by mode, salary range and BAME/white identity**

UK nationals White BAME All staff All modes



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 91,280 | *54.1* | *89.7* | 10,430 | *54.1* | *10.3* | 101,710 | *54.1* |
| £30–50k | £30,000–£50,000 | 60,990 | *36.1* | *89.2* | 7,420 | *36.6* | *10.8* | 68,410 | *36.4* |
| >£50k | Over £50,000 | 16,570 | *9.8* | *92.2* | 1,405 | *9.3* | *7.8* | 17,975 | *9.6* |
| All | Total | 168,840 | *100.0* | *89.8* | 19,255 | *100.0* | *10.2* | 188,095 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 54,975 | *47.3* | *89.5* | 6,465 | *47.1* | *10.5* | 61,440 | *47.2* |
| £30–50k | £30,000–£50,000 | 47,085 | *40.5* | *88.2* | 6,295 | *41.3* | *11.8* | 53,380 | *41.0* |
| >£50k | Over £50,000 | 14,195 | *12.2* | *91.8* | 1,270 | *11.6* | *8.2* | 15,465 | *11.9* |
| All | Total | 116,250 | *100.0* | *89.2* | 14,030 | *100.0* | *10.8* | 130,285 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 36,305 | *69.0* | *90.2* | 3,965 | *70.2* | *9.8* | 40,275 | *69.7* |
| £30–50k | £30,000–£50,000 | 13,905 | *26.4* | *92.5* | 1,125 | *25.6* | *7.5* | 15,030 | *26.0* |
| >£50k | Over £50,000 | 2,375 | *4.5* | *94.7* | 135 | *4.2* | *5.3* | 2,510 | *4.3* |
| All | Total | 52,590 | *100.0* | *91.0* | 5,225 | *100.0* | *9.0* | 57,815 | *100.0* |

Non-UK nationals All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 8,635 | *54.7* | *66.4* | 4,375 | *59.9* | *33.6* | 13,010 | *58.1* |
| £30–50k | £30,000–£50,000 | 5,900 | *37.4* | *74.7* | 2,000 | *34.1* | *25.3* | 7,900 | *35.3* |
| >£50k | Over £50,000 | 1,240 | *7.9* | *83.0* | 255 | *6.0* | *17.0* | 1,495 | *6.7* |
| All | Total | 15,775 | *100.0* | *70.4* | 6,630 | *100.0* | *29.6* | 22,400 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 4,880 | *45.4* | *72.9* | 1,820 | *46.6* | *27.1* | 6,700 | *46.2* |
| £30–50k | £30,000–£50,000 | 4,780 | *44.5* | *73.5* | 1,720 | *45.0* | *26.5* | 6,505 | *44.8* |
| >£50k | Over £50,000 | 1,080 | *10.0* | *82.2* | 235 | *8.4* | *17.8* | 1,310 | *9.0* |
| All | Total | 10,740 | *100.0* | *74.0* | 3,770 | *100.0* | *26.0* | 14,515 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 3,750 | *74.6* | *59.5* | 2,555 | *82.5* | *40.5* | 6,310 | *80.0* |
| £30–50k | £30,000–£50,000 | 1,115 | *22.2* | *80.1* | 280 | *15.6* | *19.9* | 1,395 | *17.7* |
| >£50k | Over £50,000 | 160 | *3.2* | *88.5* | 20 | *1.9* | *11.5* | 185 | *2.3* |
| All | Total | 5,030 | *100.0* | *63.8* | 2,855 | *100.0* | *36.2* | 7,890 | *100.0* |

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

20% 40% 60% 80% 100% 20% 40% 60% 80% 100%

All modes

<£30k

£30–50k

>£50k

54.1

54.1

36.1

36.6

9.8

9.3

Full-time

<£30k

£30–50k

>£50k

47.3

40.5

47.1

41.3

12.2

11.6

Part-time

<£30k

£30–50k

>£50k

69.0

70.2

26.4

25.6

4.5

4.2

Non-UK nationals White BAME

All modes

<£30k

£30–50k

>£50k

54.7

59.9

37.4

34.1

7.9

6.0

Full-time

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | | |  |  |  |  |  |  |
| <£30k |  |  |  |  | 45.4 |  |  |  |  |  |  |  | 46.6 |
| £30–50k |  |  |  |  | 44.5 |  |  |  |  |  |  |  | 45.0 |
| >£50k |  | 10.0 |  |  |  |  |  |  |  | 8.4 |  |  |  |

Part-time

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k |  | | | | 74 | .6 |  |  | | | | | | 82.5 |
| £30–50k |  | 22.2 |  |  | |  |  |  | 1 | 5.6 |  |  |  | |
| >£50k | 3.2 |  |  |  | |  |  | 1.9 | |  |  |  |  | |



≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic pay](#_bookmark25) [spine range](#_bookmark25) [definition:](#_bookmark25)

[see page 20](#_bookmark25)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **UK/non-UK academic staff by academic pay spine range and BAME/white identity**

White BAME All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| aps1 | < £18,777 | 100 | *0.1* | *82.2* | 20 | *0.1* | *17.8* | 120 | *0.1* |
| aps2 | ≥ £18,778 and < £24,983 | 1,490 | *1.2* | *88.9* | 185 | *1.3* | *11.1* | 1,675 | *1.2* |
| aps3 | ≥ £24,984 and < £33,518 | 19,080 | *15.5* | *89.4* | 2,250 | *15.6* | *10.6* | 21,330 | *15.5* |
| aps4 | ≥ £33,519 and < £44,992 | 39,065 | *31.7* | *89.0* | 4,850 | *33.7* | *11.0* | 43,915 | *31.9* |
| aps5 | ≥ £44,993 and < £60,410 | 41,385 | *33.6* | *89.9* | 4,630 | *32.2* | *10.1* | 46,020 | *33.4* |
| aps6 | > £60,411 | 22,215 | *18.0* | *90.1* | 2,450 | *17.0* | *9.9* | 24,660 | *17.9* |
| All | All pay spines | 123,335 | *100.0* | *89.6* | 14,390 | *100.0* | *10.4* | 137,720 | *100.0* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| aps1 | < £18,777 | 50 | *0.1* | *39.6* | 75 | *0.4* | *60.4* | 125 | *0.2* |
| aps2 | ≥ £18,778 and < £24,983 | 425 | *1.0* | *59.5* | 290 | *1.5* | *40.5* | 710 | *1.2* |
| aps3 | ≥ £24,984 and < £33,518 | 7,805 | *18.5* | *58.9* | 5,450 | *28.7* | *41.1* | 13,255 | *21.7* |
| aps4 | ≥ £33,519 and < £44,992 | 15,995 | *38.0* | *65.8* | 8,305 | *43.7* | *34.2* | 24,300 | *39.7* |
| aps5 | ≥ £44,993 and < £60,410 | 11,750 | *27.9* | *75.7* | 3,780 | *19.9* | *24.3* | 15,530 | *25.4* |
| aps6 | > £60,411 | 6,115 | *14.5* | *84.5* | 1,120 | *5.9* | *15.5* | 7,235 | *11.8* |
| All | All pay spines | 42,140 | *100.0* | *68.9* | 19,020 | *100.0* | *31.1* | 61,155 | *100.0* |

Additional data by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff in each academic pay spine

White BAME

UK nationals

10% 20% 30%

40%

50% 10% 20% 30% 40% 50%

aps1 aps2 aps3 aps4 aps5

aps6

0.1

1.2

0.1

1.3

15.5

15.6

31.7

33.6

33.7

32.2

18.0

17.0

Non-UK nationals

aps1 aps2 aps3 aps4 aps5

aps6

0.1

1.0

0.4

1.5

18.5

28.7

38.0

43.7

27.9

19.9

14.5

5.9



≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

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

Academic staff Professional and support All staff

£ £ £

UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| w | White | 47,263 | 28,660 | 36,261 |
| bame | BAME total | 45,892 | 28,705 | 36,261 |
| a | Asian | 45,902 | 29,323 | 35,459 |
| b | Black | 43,267 | 27,830 | 33,199 |
| c | Chinese | 50,132 | 31,752 | 42,701 |
| m | Mixed | 43,267 | 27,863 | 35,211 |
| o | Other | 47,263 | 30,117 | 40,322 |
| All | All staff | 46,824 | 28,660 | 36,261 |

Non-UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| w | White | 43,267 | 28,660 | 39,609 |
| bame | BAME total | 38,460 | 24,029 | 36,261 |
| a | Asian | 38,460 | 25,482 | 36,261 |
| b | Black | 36,995 | 19,855 | 31,892 |
| c | Chinese | 38,460 | 29,515 | 37,412 |
| m | Mixed | 39,484 | 26,269 | 36,261 |
| o | Other | 38,460 | 24,771 | 36,291 |
| All | All staff | 40,792 | 27,025 | 38,460 |

Ethnicity median salaries

, , ,000 £50,000

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Academic staff  £10,000 £20 | ,000 £30 | ,0 | 00 |  | £4 | 0 | 0 | 00 £50 | 000 | Professional and support staff  £10,000 £20,000 £30,000 £40 |
| UK nationals |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| w |  |  |  |  |  |  | 47, | 263 |  | 28,660 |
| bame |  |  |  |  |  | 4 | 5, | 892 |  | 28,705 |
| a |  |  |  |  |  | 4 | 5, | 902 |  | 29,323 |
| b |  |  |  |  | 4 | 3,2 | 6 | 7 |  | 27,830 |
| c |  |  |  |  |  |  |  | 50,132 |  | 31,752 |
| m |  |  |  |  | 4 | 3,2 | 6 | 7 |  | 27,863 |
| o |  |  |  |  |  |  | 47, | 263 |  | 30,117 |
| All |  |  |  |  |  |  | 46 | ,824 |  | 28,660 |
| Non-UK nationals |  |  |  |  |  |  |  |  |  |  |
| w |  |  |  |  | 4 | 3, | 26 | 7 |  | 28,660 |
| bame |  |  | 3 | 8, | 46 | 0 |  |  |  | 24,029 |
| a |  |  | 3 | 8,4 | 60 |  |  |  |  | 25,482 |
| b |  | 3 | 6 | ,99 | 5 |  |  |  |  | 19,855 |
| c |  |  | 3 | 8, | 46 | 0 |  |  |  | 29,515 |
| m |  |  |  | 39, | 48 | 4 |  |  |  | 26,269 |
| o |  |  | 3 | 8,4 | 60 |  |  |  |  | 24,771 |
| All |  |  |  | 4 | 0,7 | 9 | 2 |  |  | 27,025 |



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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All staff

Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 37,181 | 36,009 | *3.2* | 40,308 | 38,967 | *3.3* |
| lon | London | 43,327 | 37,412 | *13.7* | 48,220 | 41,033 | *14.9* |
| ewl | England (without London) | 35,211 | 34,189 | *2.9* | 38,722 | 37,632 | *2.8* |
| nire | Northern Ireland | 34,866 | 43,267 | *-24.1* | 38,542 | 45,545 | *-18.2* |
| scot | Scotland | 34,189 | 38,460 | *-12.5* | 38,721 | 41,345 | *-6.8* |
| wal | Wales | 35,211 | 39,609 | *-12.5* | 37,837 | 42,666 | *-12.8* |
| uk | UK | 36,261 | 36,261 | *0.0* | 39,964 | 39,174 | *2.0* |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 47,263 | 45,892 | *2.9* | 50,829 | 49,726 | *2.2* |
| lon | London | 48,677 | 45,504 | *6.5* | 54,793 | 50,671 | *7.5* |
| ewl | England (without London) | 47,139 | 45,892 | *2.6* | 49,830 | 49,225 | *1.2* |
| nire | Northern Ireland | 50,132 | 50,132 | *0.0* | 52,458 | 54,731 | *-4.3* |
| scot | Scotland | 48,677 | 48,677 | *0.0* | 51,632 | 50,427 | *2.3* |
| wal | Wales | 42,036 | 48,677 | *-15.8* | 47,839 | 51,964 | *-8.6* |
| uk | UK | 47,263 | 45,892 | *2.9* | 50,756 | 49,867 | *1.8* |

Median Mean

White BAME Gap White BAME Gap

£ £ *%* £ £ *%*

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 29,335 | 28,850 | *1.7* | 32,442 | 31,313 | *3.5* |
| lon | London | 37,412 | 33,359 | *10.8* | 41,214 | 35,437 | *14.0* |
| ewl | England (without London) | 27,512 | 25,482 | *7.4* | 31,000 | 28,265 | *8.8* |
| nire | Northern Ireland | 26,243 | 22,017 | *16.1* | 30,269 | 26,931 | *11.0* |
| scot | Scotland | 27,025 | 26,243 | *2.9* | 30,772 | 29,094 | *5.5* |
| wal | Wales | 27,025 | 24,771 | *8.3* | 30,175 | 28,116 | *6.8* |
| uk | UK | 28,660 | 28,705 | *-0.2* | 32,081 | 31,185 | *2.8* |

Ethnicity pay gaps

Median Mean

-30% 0% 30% -30% 0% 30%

All staff

eng

lon ewl

nire scot wal

uk

3.2

3.3

13.7

14.9

2.9

2.8

-24.1

-18.2

-12.5

-12.5

-6.8

-12.8

0.0

2.0

Academic staff

eng

lon ewl

2.9

2.2

6.5

7.5

1.2

uk

2.9

1.8

-8.6

8

-15.

wal

2.3

0.0

scot

-4.3

0.0

nire

2.6

Professional and support staff

eng

lon ewl

nire scot wal

uk

1.7

3.5

10.8

14.0

7.4

16.1

8.8

11.0

2.9

8.3

-0.2

5.5

6.8

2.8



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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All staff

Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 39,609 | 36,261 | *8.5* | 44,284 | 38,200 | *13.7* |
| lon | London | 42,063 | 38,303 | *8.9* | 47,304 | 40,437 | *14.5* |
| ewl | England (without London) | 39,609 | 35,211 | *11.1* | 42,679 | 37,227 | *12.8* |
| nire | Northern Ireland | 39,609 | 36,261 | *8.5* | 41,699 | 38,236 | *8.3* |
| scot | Scotland | 36,261 | 35,211 | *2.9* | 39,695 | 36,660 | *7.6* |
| wal | Wales | 39,609 | 36,353 | *8.2* | 42,253 | 38,923 | *7.9* |
| uk | UK | 39,609 | 36,261 | *8.5* | 43,598 | 38,063 | *12.7* |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 43,267 | 38,460 | *11.1* | 48,741 | 42,109 | *13.6* |
| lon | London | 44,535 | 40,437 | *9.2* | 51,463 | 44,191 | *14.1* |
| ewl | England (without London) | 42,036 | 37,345 | *11.2* | 47,344 | 41,275 | *12.8* |
| nire | Northern Ireland | 47,263 | 36,261 | *23.3* | 48,868 | 39,707 | *18.7* |
| scot | Scotland | 39,609 | 36,564 | *7.7* | 45,036 | 39,908 | *11.4* |
| wal | Wales | 42,036 | 38,460 | *8.5* | 46,560 | 42,072 | *9.6* |
| uk | UK | 43,267 | 38,460 | *11.1* | 48,259 | 41,829 | *13.3* |

Median Mean

White BAME Gap White BAME Gap

£ £ *%* £ £ *%*

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 29,515 | 24,771 | *16.1* | 31,907 | 27,557 | *13.6* |
| lon | London | 34,200 | 29,622 | *13.4* | 36,694 | 32,082 | *12.6* |
| ewl | England (without London) | 26,243 | 22,017 | *16.1* | 29,105 | 25,119 | *13.7* |
| nire | Northern Ireland | 27,025 | 21,125 | *21.8* | 31,233 | 25,344 | *18.9* |
| scot | Scotland | 22,659 | 20,275 | *10.5* | 27,020 | 24,717 | *8.5* |
| wal | Wales | 24,771 | 21,414 | *13.6* | 27,548 | 25,817 | *6.3* |
| uk | UK | 28,660 | 24,029 | *16.2* | 31,146 | 27,257 | *12.5* |

18.9

9

7

Ethnicity pay gaps

30%

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Median |  |  |  |  |  |  |  |  |  |  | Mean |  |
| -30% 0%  All staff |  |  |  |  |  | 30 | % -3 | 0% |  | 0 | % |  |
| eng 8 |  | .5 |  |  |  |  |  |  |  |  | 13.7 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| lon 8 |  | .9 |  |  |  |  |  |  |  |  | 14.5 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ewl |  | 11 | .1 |  |  |  |  |  |  |  | 12.8 |  |
| nire 8 |  | .5 |  |  |  |  |  |  |  |  | 8.3 |  |
| scot 2.9 |  |  |  |  |  |  |  |  |  |  | 7.6 |  |
| wal 8. |  | 2 |  |  |  |  |  |  |  |  | 7.9 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| uk 8 |  | .5 |  |  |  |  |  |  |  |  | 12.7 |  |
| Academic staff |  |  |  |  |  |  |  |  |  |  |  |  |
| eng |  | 11 | .1 |  |  |  |  |  |  |  | 13.6 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| lon |  | .2 |  |  |  |  |  |  |  |  | 14.1 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ewl |  | 11 | .2 |  |  |  |  |  |  |  | 12.8 |  |
| nire |  |  |  |  |  | 23.3 |  |  |  |  |  |  |
| scot 7. |  |  |  |  |  |  |  |  |  |  | 11.4 |  |
| wal 8 |  | .5 |  |  |  |  |  |  |  |  | 9.6 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| uk |  | 11 | .1 |  |  |  |  |  |  |  | 13.3 |  |
| Professional and support staff |  |  |  |  |  |  |  |  |  |  |  |  |
| eng |  |  |  | 16 | .1 |  |  |  |  |  | 13.6 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| lon |  |  | 13 | .4 |  |  |  |  |  |  | 12.6 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ewl |  |  |  | 16 | .1 |  |  |  |  |  | 13.7 |  |
| nire |  |  |  |  | 2 | 1.8 |  |  |  |  |  |  |
| scot |  | 10 | .5 |  |  |  |  |  |  |  | 8.5 |  |
| wal |  |  | 13 | .6 |  |  |  |  |  |  | 6.3 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| uk |  |  |  | 16. | 2 |  |  |  |  |  | 12.5 |  |

18.7



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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Median Mean

UK nationals White BAME Gap White BAME Gap

£ £ *%* £ £ *%*

Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 68,169 | 67,713 | *0.7* | 78,324 | 69,313 | *11.5* |
| soc2 | Professional occupations | 47,263 | 45,892 | *2.9* | 50,807 | 49,934 | *1.7* |
| soc3 | Associate professional and technical | 31,302 | 31,577 | *-0.9* | 33,914 | 35,535 | *-4.8* |
| soc4–9 | Clerical and manual occupations | 45,822 | .. | *..* | 49,636 | .. | *..* |
| All | All academic staff | 47,263 | 45,892 | *2.9* | 50,756 | 49,867 | *1.8* |

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 53,174 | 50,132 | *5.7* | 59,620 | 55,552 | *6.8* |
| soc2 | Professional occupations | 39,609 | 39,505 | *0.3* | 41,681 | 40,452 | *2.9* |
| soc3 | Associate professional and technical | 32,236 | 32,236 | *0.0* | 33,258 | 33,147 | *0.3* |
| soc4 | Administrative and secretarial | 24,771 | 26,243 | *-5.9* | 26,322 | 27,642 | *-5.0* |
| soc5 | Skilled trades occupations | 24,771 | 23,736 | *4.2* | 25,672 | 25,281 | *1.5* |
| soc6 | Caring, leisure and other service | 20,150 | 19,054 | *5.4* | 21,726 | 21,021 | *3.2* |
| soc7 | Sales and customer service occupations | 21,414 | 21,424 | *0.0* | 23,391 | 23,887 | *-2.1* |
| soc8 | Process, plant and machine operatives | 22,659 | 24,090 | *-6.3* | 23,236 | 24,673 | *-6.2* |
| soc9 | Elementary occupations | 16,965 | 17,079 | *-0.7* | 17,992 | 18,429 | *-2.4* |
| All | All professional and support staff | 28,660 | 28,705 | *-0.2* | 32,081 | 31,185 | *2.8* |

All staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 36,261 | 36,261 | *0.0* | 39,964 | 39,174 | *2.0* |

Non-UK nationals Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 65,618 | 67,541 | *-2.9* | 71,811 | 64,766 | *9.8* |
| soc2 | Professional occupations | 43,267 | 38,460 | *11.1* | 48,268 | 41,844 | *13.3* |
| soc3 | Associate professional and technical | 34,198 | 34,189 | *0.0* | 35,448 | 33,917 | *4.3* |
| soc4–9 | Clerical and manual occupations | .. | .. | *..* | .. | .. | *..* |
| All | All academic staff | 43,267 | 38,460 | *11.1* | 48,259 | 41,829 | *13.3* |

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 53,174 | 50,012 | *5.9* | 60,400 | 51,934 | *14.0* |
| soc2 | Professional occupations | 39,609 | 37,345 | *5.7* | 40,350 | 37,842 | *6.2* |
| soc3 | Associate professional and technical | 31,302 | 31,054 | *0.8* | 32,742 | 31,906 | *2.6* |
| soc4 | Administrative and secretarial | 25,482 | 24,771 | *2.8* | 26,805 | 26,065 | *2.8* |
| soc5 | Skilled trades occupations | 22,017 | 20,054 | *8.9* | 23,618 | 23,641 | *-0.1* |
| soc6 | Caring, leisure and other service | 20,275 | 18,688 | *7.8* | 21,712 | 19,896 | *8.4* |
| soc7 | Sales and customer service occupations | 20,828 | 20,284 | *2.6* | 22,878 | 21,892 | *4.3* |
| soc8 | Process, plant and machine operatives | 24,062 | 23,921 | *0.6* | 23,726 | 23,910 | *-0.8* |
| soc9 | Elementary occupations | 17,079 | 16,848 | *1.4* | 17,912 | 17,775 | *0.8* |
| All | All professional and support staff | 28,660 | 24,029 | *16.2* | 31,146 | 27,257 | *12.5* |

All staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 39,609 | 36,261 | *8.5* | 43,598 | 38,063 | *12.7* |

Ethnicity pay gaps

Median Mean

UK nationals

-30% 0% 30% -30% 0% 30%

Academic staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  |  | 0.7 |  |  |  |  |  |  | |  | | 11.5 |  |
| soc2 |  |  |  | 2.9 |  |  |  |  |  |  | | 1.7 |  | |  |
| soc3 |  |  | -0.9 |  |  |  |  |  |  | -4.8 |  |  |  | |  |
| soc4–9 |  |  |  | .. |  |  |  |  |  |  | | .. |  | |  |
| All |  |  |  | 2.9 |  |  |  |  |  |  | | 1.8 |  | |  |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  |  |  | 5.7 |  |  |  |  |  |  |  |  | | 6. | 8 |  |
| soc2 |  |  |  | 0.3 | |  |  |  |  |  |  |  |  | 2.9 | |  |  |
| soc3 |  |  |  | 0.0 | |  |  |  |  |  |  |  | 0.3 | | |  |  |
| soc4 |  |  | -5.9 |  | |  |  |  |  |  | -5.0 |  |  | | |  |  |
| soc5 |  |  |  |  | 4.2 |  |  |  |  |  |  |  | 1.5 | | |  |  |
| soc6 |  |  |  |  | 5.4 |  |  |  |  |  |  |  |  | 3.2 | |  |  |
| soc7 |  |  |  | 0.0 | |  |  |  |  |  | -2.1 |  |  | | |  |  |
| soc8 |  | - | 6.3 |  | |  |  |  |  | - | 6.2 |  |  | | |  |  |
| soc9 |  |  | -0.7 |  | |  |  |  |  |  | -2.4 |  |  | | |  |  |
| All |  |  | -0.2 |  | |  |  |  |  |  |  |  | 2.8 | | |  |  |

All staff

All

Non-UK nationals Academic staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  | -2.9 |  |  |  |  |  |  |  |  | | 9.8 | |  |
| soc2 |  |  |  |  | 11.1 |  |  |  |  |  |  | | | 13.3 |  |
| soc3 |  |  |  | 0.0 |  |  |  |  |  |  |  | 4.3 |  | |  |
| soc4–9 |  |  |  | .. |  |  |  |  |  |  | .. | |  | |  |
| All |  |  |  | 11.1 | |  |  |  |  |  | 13.3 | | | |  |

0.0

2.0

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  |  |  | | 5.9 | |  |  |  |  |  |  |  | | | | | | 14.0 |  |
| soc2 |  |  |  |  | | 5.7 | |  |  |  |  |  |  |  | | | 6.2 | |  | |  |
| soc3 |  |  |  | 0.8 | | | |  |  |  |  |  |  |  | 2.6 | | | |  | |  |
| soc4 |  |  |  |  | 2.8 | | |  |  |  |  |  |  |  | 2.8 | | | |  | |  |
| soc5 |  |  |  |  | | | | 8.9 |  |  |  |  | -0.1 |  | | | | |  | |  |
| soc6 |  |  |  |  | | | 7. | 8 |  |  |  |  |  |  | | | |  | 8.4 | |  |
| soc7 |  |  |  |  | 2.6 | | |  |  |  |  |  |  |  | | 4.3 | | |  | |  |
| soc8 |  |  |  | 0.6 | | | |  |  |  |  |  | -0.8 |  | | | | |  | |  |
| soc9 |  |  |  | 1.4 | | | |  |  |  |  |  |  | 0.8 | | | | |  | |  |
| All |  |  |  | 16. | | | | | 2 |  |  |  |  | 12.5 | | | | | | |  |

All staff

All

8.5

12.7



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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

Median Mean

UK nationals White BAME Gap White BAME Gap

£ £ *%* £ £ *%*

Professors

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 79,415 | 78,797 | *0.8* | 83,761 | 83,987 | *-0.3* |
| lon | London | 85,000 | 85,201 | *-0.2* | 88,881 | 88,107 | *0.9* |
| ewl | England (without London) | 78,009 | 77,104 | *1.2* | 82,290 | 82,464 | *-0.2* |
| nire | Northern Ireland | 81,325 | 76,826 | *5.5* | 83,562 | 79,914 | *4.4* |
| scot | Scotland | 76,750 | 75,752 | *1.3* | 82,862 | 79,623 | *3.9* |
| wal | Wales | 76,625 | 72,411 | *5.5* | 82,551 | 78,234 | *5.2* |
| uk | UK | 79,068 | 78,137 | *1.2* | 83,595 | 83,337 | *0.3* |

Non-professors

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 35,807 | 35,211 | *1.7* | 38,125 | 37,162 | *2.5* |
| lon | London | 42,701 | 37,345 | *12.5* | 45,444 | 39,751 | *12.5* |
| ewl | England (without London) | 34,189 | 33,199 | *2.9* | 36,688 | 35,455 | *3.4* |
| nire | Northern Ireland | 34,189 | 39,609 | *-15.9* | 36,699 | 40,781 | *-11.1* |
| scot | Scotland | 33,199 | 36,261 | *-9.2* | 36,449 | 38,308 | *-5.1* |
| wal | Wales | 34,189 | 37,345 | *-9.2* | 35,906 | 39,198 | *-9.2* |
| uk | UK | 35,211 | 35,211 | *0.0* | 37,790 | 37,265 | *1.4* |

Non-UK nationals Professors

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 79,808 | 75,349 | *5.6* | 87,570 | 85,095 | *2.8* |
| lon | London | 86,533 | 87,683 | *-1.3* | 95,823 | 101,336 | *-5.8* |
| ewl | England (without London) | 76,710 | 72,638 | *5.3* | 83,838 | 79,182 | *5.6* |
| nire | Northern Ireland | 82,215 | 76,826 | *6.6* | 84,831 | 79,806 | *5.9* |
| scot | Scotland | 76,913 | 72,555 | *5.7* | 83,411 | 81,081 | *2.8* |
| wal | Wales | 75,349 | 71,701 | *4.8* | 80,897 | 77,596 | *4.1* |
| uk | UK | 79,556 | 74,970 | *5.8* | 86,876 | 84,198 | *3.1* |

Non-professors

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 39,609 | 36,261 | *8.5* | 41,064 | 36,961 | *10.0* |
| lon | London | 40,913 | 37,486 | *8.4* | 44,091 | 39,025 | *11.5* |
| ewl | England (without London) | 38,460 | 35,211 | *8.4* | 39,435 | 36,059 | *8.6* |
| nire | Northern Ireland | 38,460 | 35,211 | *8.4* | 39,207 | 36,768 | *6.2* |
| scot | Scotland | 35,211 | 35,211 | *0.0* | 36,907 | 35,529 | *3.7* |
| wal | Wales | 38,460 | 36,261 | *5.7* | 38,460 | 37,120 | *3.5* |
| uk | UK | 39,135 | 36,261 | *7.3* | 40,460 | 36,813 | *9.0* |

Ethnicity pay gaps

Median Mean

UK nationals

-30% 0% 30% -30% 0% 30%

Professors

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  | -0.2 | 0.8  1.2 | |  |  |  |  |  | -0.3  -0.2 | 0.9 | |  |  |
| lon |
| ewl |
| nire |  |  |  |  | 5.5 |  |  |  |  |  |  |  | 4.4 |  |  |
| scot |  |  |  | 1.3 | |  |  |  |  |  |  |  | 3.9 |  |  |
| wal |  |  |  |  | 5.5 |  |  |  |  |  |  |  | 5.2 |  |  |
| uk |  |  |  | 1.2 | |  |  |  |  |  |  | 0.3 | |  |  |

Non-professors

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  | |  | 1.7 | |  | |  |  |  |  |  | |  | 2.5 |  | |  |
| lon |  | | | 12.5 |  | | | 12.5 |
| ewl |  | 2.9 |  | |  | 3.4 |  | |
| nire | -1 | 5.9 |  | |  | |  | |  |  |  | -11.1 |  | |  | |  | |  |
| scot |  | -9.2 | |  |  | |  | |  |  |  |  | -5.1 |  |  | |  | |  |
| wal |  | -9.2 | |  |  | |  | |  |  |  | -9.2 |  | |  | |  | |  |
| uk |  |  | |  | 0.0 | |  | |  |  |  |  |  | | 1.4 | |  | |  |

Non-UK nationals Professors

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  | -1.3 | 5.6 | |  |  |  |  |  | -5.8 | 2.8 | | |  |  |
|  |
| lon |
| ewl |  | 5.3 |  | | 5.6 |
| nire |  |  |  |  | 6. | 6 |  |  |  |  |  |  | | 5.9 |  |  |
| scot |  |  |  |  | 5.7 |  |  |  |  |  |  |  | 2.8 | |  |  |
| wal |  |  |  |  | 4.8 |  |  |  |  |  |  |  | 4.1 | |  |  |
| uk |  |  |  | 5.8 | |  |  |  |  |  |  | 3.1 | | |  |  |

Non-professors

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| eng |  |  |  |  | 8.5 |  |  |  |  |  |  | 10.0 |
| lon |  |  |  |  | 8.4 |  |  |  |  |  |  | 11.5 |
| ewl |  |  |  |  | 8.4 |  |  |  |  |  |  | 8.6 |
| nire |  |  |  |  | 8.4 |  |  |  |  |  |  | 6.2 |
| scot |  |  |  | 0.0 |  |  |  |  |  |  |  | 3.7 |
| wal |  |  |  |  | 5.7 |  |  |  |  |  |  | 3.5 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| uk |  |  |  |  | 7.3 |  |  |  |  |  |  | 9.0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |

## **UK/non-UK academic staff by leaving status and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

Leavers

(proportion of all staff)



Known destination

(proportion of leavers)

Unknown destination

(proportion of leavers)

All staff

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All academic staff

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| bame BAME | 6,475 *21.0* | 3,195 *49.4* | 3,275 *50.6* | 30,880 |
| w White | 25,625 *15.6* | 12,950 *50.5* | 12,670 *49.5* | 163,795 |
| All All staff | 32,095 *16.5* | 16,150 *50.3* | 15,950 *49.7* | 194,670 |

No. *%* No. *%* No. *% No.*

UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| bame BAME | 2,345 *17.4* | 1,115 *47.5* | 1,230 *52.5* | 13,490 |
| w White | 17,715 *14.5* | 8,965 *50.6* | 8,750 *49.4* | 122,435 |
| All All staff | 20,065 *14.8* | 10,080 *50.2* | 9,980 *49.8* | 135,930 |

Non-UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| bame BAME | 4,130 *23.7* | 2,085 *50.5* | 2,045 *49.5* | 17,385 |
| w White | 7,905 *19.1* | 3,985 *50.4* | 3,920 *49.6* | 41,355 |
| All All staff | 12,035 *20.5* | 6,070 *50.4* | 5,965 *49.6* | 58,740 |

Proportions of academic staff who left their institution between 2017/18 and 2018/19

10% 20% 30% 40% 50%

All academic staff

bame

w

All

21.0

15.6

16.5

UK nationals

bame

w

All

17.4

14.5

14.8

Non-UK nationals

bame

w

All

23.7

19.1

20.5

## **UK academic staff leavers by known leaving destination and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

UK employment



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 2,280 | *25.4* | *88.3* | 300 | *27.0* | *11.7* | 2,580 | *25.6* |
| oei | Other education institution | 270 | *3.0* | *87.0* | 40 | *3.7* | *13.0* | 310 | *3.1* |
| res | Research institute | 165 | *1.8* | *86.4* | 25 | *2.3* | *13.6* | 190 | *1.9* |
| stu | Student | 390 | *4.3* | *83.4* | 75 | *6.9* | *16.6* | 465 | *4.6* |
| med | Medical or dental practice | 385 | *4.3* | *71.4* | 155 | *13.8* | *28.6* | 540 | *5.3* |
| pub | Public sector | 390 | *4.3* | *91.8* | 35 | *3.1* | *8.2* | 425 | *4.2* |
| priv | Private sector | 660 | *7.4* | *89.2* | 80 | *7.2* | *10.8* | 740 | *7.4* |
| self | Self-employed | 435 | *4.8* | *91.7* | 40 | *3.5* | *8.3* | 470 | *4.7* |
| vol | Voluntary sector | 40 | *0.4* | *90.7* | 5 | *0.4* | *9.3* | 45 | *0.4* |
| All | All UK employment | 5,015 | *55.9* | *86.9* | 760 | *68.0* | *13.1* | 5,770 | *57.2* |

White BAME All leavers

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 160 | *1.8* | *87.6* | 25 | *2.1* | *12.4* | 185 | *1.8* |
| oei | Other education institution | 30 | *0.3* | *85.3* | 5 | *0.4* | *14.7* | 35 | *0.3* |
| res | Research institute | 45 | *0.5* | *85.5* | 10 | *0.7* | *14.5* | 55 | *0.5* |
| stu | Student | 5 | *0.1* | *..* | 0 | *0.1* | *..* | 5 | *0.1* |
| med | Health service | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| pub | Public sector | 10 | *0.1* | *..* | 5 | *0.4* | *..* | 15 | *0.1* |
| priv | Private sector | 30 | *0.3* | *87.9* | 5 | *0.4* | *12.1* | 35 | *0.3* |
| self | Self-employed | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| vol | Voluntary sector | 5 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All non-UK employment | 290 | *3.2* | *86.3* | 45 | *4.1* | *13.7* | 335 | *3.3* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 2,065 | *23.0* | *89.4* | 245 | *21.9* | *10.6* | 2,310 | *22.9* |
| reti | Retired | 1,490 | *16.6* | *96.1* | 60 | *5.4* | *3.9* | 1,550 | *15.4* |
| dece | Deceased | 110 | *1.2* | *94.0* | 5 | *0.6* | *6.0* | 115 | *1.2* |
| All | All no longer employed | 3,665 | *40.9* | *92.2* | 310 | *27.9* | *7.8* | 3,975 | *39.4* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 8,965 | *100.0* | *88.9* | 1,115 | *100.0* | *11.1* | 10,080 | *100.0* |

14.7

14.5

3.7

Proportions of leavers who were BAME

10% 20% 30% 40% 50%

6

16.6

28.6

|  |  |  |
| --- | --- | --- |
| UK employment |  |  |
| hei 11.7 |  |  |
|  |  |  |
| oei 13.0 |  |  |
| res 13. |  |  |
| stu |  |  |
| med |  |  |
| pub 8.2 |  |  |
| priv 10.8 |  |  |
| self 8.3 |  |  |
| vol 9.3 |  |  |
| All 13.1 |  |  |
| Non-UK employment |  |  |
| hei 12. | 4 |  |
| oei |  |  |
| res |  |  |
| stu .. |  |  |
| med .. |  |  |
| pub .. |  |  |
| priv 12.1 |  |  |
| self .. |  |  |
| vol .. |  |  |
| All | 1 |  |
|  |  |  |
| No longer in employment |  |  |
| nreg 10.6 |  |  |
| reti 3.9 |  |  |
| dece 6.0 |  |  |
| All 7.8 |  |  |
| All destinations |  |  |
| All 11.1 |  |  |

## **Non-UK academic staff leavers by known leaving destination and BAME/white identity**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark20) [contract](#_bookmark20) [definition:](#_bookmark20) [see page 18](#_bookmark20)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

UK employment



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 1,040 | *26.1* | *63.0* | 610 | *29.3* | *37.0* | 1,650 | *27.18* |
| oei | Other education institution | 110 | *2.8* | *72.4* | 40 | *2.0* | *27.6* | 150 | *2.51* |
| res | Research institute | 135 | *3.4* | *67.3* | 65 | *3.1* | *32.7* | 200 | *3.28* |
| stu | Student | 195 | *4.9* | *55.0* | 160 | *7.7* | *45.0* | 355 | *5.87* |
| med | Medical or dental practice | 85 | *2.2* | *68.5* | 40 | *1.9* | *31.5* | 125 | *2.09* |
| pub | Public sector | 50 | *1.2* | *77.5* | 15 | *0.7* | *22.5* | 60 | *1.03* |
| priv | Private sector | 280 | *7.0* | *66.3* | 140 | *6.8* | *33.7* | 420 | *6.90* |
| self | Self-employed | 60 | *1.6* | *74.7* | 20 | *1.0* | *25.3* | 85 | *1.37* |
| vol | Voluntary sector | 10 | *0.3* | *..* | 5 | *0.3* | *..* | 20 | *0.30* |
| All | All UK employment | 1,965 | *49.3* | *64.1* | 1,100 | *52.8* | *35.9* | 3,065 | *50.5* |

White BAME All leavers

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 625 | *15.7* | *70.2* | 265 | *12.7* | *29.8* | 890 | *14.6* |
| oei | Other education institution | 110 | *2.8* | *66.5* | 55 | *2.7* | *33.5* | 165 | *2.8* |
| res | Research institute | 210 | *5.3* | *74.8* | 70 | *3.4* | *25.2* | 280 | *4.6* |
| stu | Student | 25 | *0.6* | *68.1* | 10 | *0.5* | *31.9* | 35 | *0.6* |
| med | Health service | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| pub | Public sector | 25 | *0.7* | *62.8* | 15 | *0.8* | *37.2* | 45 | *0.7* |
| priv | Private sector | 120 | *3.0* | *70.7* | 50 | *2.4* | *29.3* | 170 | *2.8* |
| self | Self-employed | 20 | *0.5* | *72.4* | 10 | *0.4* | *27.6* | 30 | *0.5* |
| vol | Voluntary sector | 5 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All non-UK employment | 1,140 | *28.6* | *70.5* | 475 | *22.9* | *29.5* | 1,620 | *26.7* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 770 | *19.3* | *61.5* | 480 | *23.1* | *38.5* | 1,250 | *20.6* |
| reti | Retired | 95 | *2.4* | *85.1* | 15 | *0.8* | *14.9* | 115 | *1.9* |
| dece | Deceased | 15 | *0.4* | *..* | 5 | *0.3* | *..* | 20 | *0.3* |
| All | All no longer employed | 880 | *22.1* | *63.5* | 505 | *24.3* | *36.5* | 1,385 | *22.8* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 3,985 | *100.0* | *65.7* | 2,085 | *100.0* | *34.3* | 6,070 | *100.0* |

Proportions of leavers who were BAME

10% 20% 30% 40% 50%

UK employment

hei oei res stu med pub priv self

vol

All

37.0

27.6

32.7

45.0

31.5

22.5

33.7

25.3

..

35.9

Non-UK employment

hei oei res stu med pub priv self

vol

All

29.8

33.5

25.2

31.9

..

37.2

29.3

27.6

..

29.5

No longer in employment

nreg reti

dece

All

38.5

14.9

..

36.5

All destinations

All

34.3

# Gender

## Despite comprising the majority of staff working in UK HEIs, 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.

In 2017/18, HESA replaced the legal sex field with the sexual identification field and presented three options, ‘male’, ‘female’ and ‘other’. For the purposes of this report, data from the sex field is referred to as ‘gender’ and staff who identified as ‘other’ are excluded from analysis.

Additional detail for select tables in this section, such as by subject area, academic starters and leavers, is available at: [**www.advance-he.ac.uk/knowledge-hub/**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**equality-higher-education-statistical-report-**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)[**2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

A list of the additional information included

in the online tables can be found in the [**Online**](#_bookmark1)[**data tables**](#_bookmark1) section.

* 1. **Overall figures:** In 2018/19, 54.6% of staff working in UK HEIs were women and 45.4% were men. Proportions of men and women were similar across the countries of the UK.
  2. **Trends:** Between 2003/04 and 2018/19,

the proportion of female staff working in UK HEIs increased modestly from 52.4% to 54.6%.

Over the same period, the proportion of male staff decreased from 47.6% to 45.4%.

The proportion of female academic staff increased from 40.0% in 2003/04 to 46.3% in 2018/19.

In contrast, the proportion of female professional and support staff has remained relatively constant from 62.2% in 2003/04 to 62.8% in 2018/19.

* 1. **Mode:** 76.4% of male staff worked full-time compared to 59.8% of female staff. Among both academic and professional and support staff, the majority of staff on part-time contracts were women (55.4% of academic staff and 79.5% of professional and support staff).
  2. **–4.6 Contract type:** Among professional and support staff, roughly the same proportions of women and men were on open-ended/permanent contracts (84.2% and 85.5%, respectively). There was slightly greater disparity among academic staff on open-ended/permanent contracts (64.7% of women and 68.0% of men).

40.8% of academic staff on full-time, open-ended contracts were women, while 59.2% were men.

Among academic staff on part-time contracts,

a higher proportion of women compared to men had an open-ended/permanent contract (52.0% and 48.5%, respectively).

81.6% of part-time professional and support staff

on open-ended/permanent contracts were women, 18.4% were men.

**4.7–4.8 Contract level:** In general, as the seniority of contract levels increased, the proportion of female staff decreased. For example, 28.7% of heads of institutions were women compared with 68.9% of assistant professional or administrative staff (XpertHR level M).

For both academic and professional and support staff, women were underrepresented in senior positions. For example, at the head of institutions contract level, 70.5% of academic staff and 74.0% of professional and support staff were men.

Among professional and support staff, women were overrepresented in junior positions, such as at XpertHR Level M where they constituted 70.2% of staff.

**4.9–4.10 Staff by activity, occupational group and gender:** 54.4% of academic managers, directors and senior officials were men compared to 45.6% women. In contrast, 54.7% 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 administrative and secretarial occupations (79.6% women) and skilled trades occupations (77.6% men).

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).

* 1. **Research/teaching contract:** While the plurality of both male and female academics held teaching and research contracts, proportionally more men held these contracts than women (49.2% of men, compared with 41.0% of women). More women had teaching-only contracts (34.7%, compared with 27.1% of men).
  2. **–4.13 SET subject areas:** A gender divide was present between SET and non-SET subjects: more male academics were employed in SET subjects (59.6%) than non-SET subjects (40.4%). In contrast, the proportions of female academic staff in SET (51.5%) and non-SET (48.5%) subject areas were more balanced.

Overall, 57.4% of SET academic staff were men. Subject areas with notably high proportions of male staff included electrical, electronic and computer engineering (84.1%) and mechanical, aero and production engineering (83.0%).

SET subject areas with notably high proportions of female academic staff were nursing and allied health professions (74.4% female staff) and psychology and behavioural sciences

(62.2% female staff).

* 1. **Non-SET subject areas:** Non-SET subjects had a roughly equal distribution of female and male academic staff (50.8% and 49.2%, respectively). However, within some subject areas a gender divide was present, such as education (68.4% women) and philosophy (69.7% men).
  2. **Professors:** 73.3% 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, or part- versus full-time. There was a higher proportion of male professors in SET subjects (77.4%) than non-SET subjects (66.9%).
  3. **Senior managers:** Men made up a majority of senior managers (66.3%). This was most evident among SET subjects where men accounted for 71.4% of senior managers compared to 63.8%

in non-SET subjects.

* 1. **–4.18 Salary and pay spine range:** This difference was also present among professional and support staff, where 7.5% of

women earned over £50,000 compared with 12.2% of men. Among those on the highest pay spine range (≥ £61,619), 69.3% were men. The proportion of female staff on the highest pay spine range was half that of male staff (10.6% of women, 20.5%

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

16.1 percentage points. The pay gap was most notable in Scotland, with a median gender pay gap of 16.2 percentage points and mean gender pay gap of 17.2 percentage points. Both the median and mean pay gaps were wider among academic staff than professional and support staff.

Among academic staff, the mean gender pay gap was greatest for managers, directors and senior officials (13.0 percentage points) and the median gender pay gap was greatest for professional occupations (11.0 percentage points). The largest gender pay gap for professional and support staff was in skilled trades occupations (22.5 percentage point median pay gap and 14.9 percentage point mean pay gap).

* 1. **Academic pay gap:** The median and mean gender pay gaps for UK professors were 6.2 and 6.6 percentage points, respectively. The gender pay gap was widest among professors in Wales (a median pay gap of 9.4 percentage points and mean pay gap of 7.7 percentage points). Across the UK, 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 11.2 percentage points).

* 1. **Academic staff by leaving status and gender:** A higher proportion of female academic staff left their position than men (17.8% and 16.4%, respectively). There was a 6.1 percentage point difference between non-UK national male leavers and UK national males, and a 5.8 percentage point difference between non-UK national female leavers and UK national females.
  2. **UK academic staff leavers by known leaving destination and gender:** Among UK academic leavers with a known destination, there was a greater proportion of women in UK

employment (60.9%) compared with men (56.6%). In contrast, the proportion of male academic leavers in non-UK employment was greater than the proportion of female academic leavers

(4.3% and 2.5%, respectively). There were more men (39.1%) no longer in regular employment than women (36.6%).

* 1. **Non-UK academic staff leavers by known leaving destination and gender:** 53.3% of non-UK female leavers remained in UK employment, compared with 50.1% of non-UK male leavers. In contrast, the majority of non-UK academic leavers in non-UK employment were

men (63.8%, compared with 36.2% women). 24.9% of non-UK female academic leavers were not in regular employment, compared with 19.5% of men.

## **Staff by country of institution and gender** 4.1

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | England |  | N. Irelan | d | Scotland |  | Wales |  | UK |  |
|  | No. | *%* | No. | *%* | No. | *%* | No. | *%* | No. | *%* |
| Female | 197,620 | *54.5* | 3,905 | *55.1* | 27,205 | *55.0* | 11,485 | *55.1* | 240,215 | *54.6* |
| Male | 164,710 | *45.5* | 3,185 | *44.9* | 22,305 | *45.0* | 9,380 | *44.9* | 199,575 | *45.4* |
| All staff | 362,330 | *100.0* | 7,090 | *100.0* | 49,510 | *100.0* | 20,865 | *100.0* | 439,790 | *100.0* |

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

Additional data for academic and professional staff by subject area is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

60%

54.5

45.5

44.9

45.0

44.9

45.4

55.1

55.0

55.1

54.6

40%

20%

**England N. Ireland Scotland Wales UK**

Female Male

Female Male

Female Male

Female Male

Female Male

# 4.2

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **Profile of staff over time by activity and gender**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| All staff | Female |  | Male |  | All staff |
|  | No. | *%* | No. | *%* | No. |
| 2003/04 | 177,045 | *52.4* | 161,060 | *47.6* | 338,105 |
| 2004/05 | 182,630 | *52.7* | 163,675 | *47.3* | 346,305 |
| 2005/06 | 188,270 | *53.0* | 167,140 | *47.0* | 355,410 |
| 2006/07 | 193,500 | *53.1* | 170,660 | *46.9* | 364,160 |
| 2007/08 | 198,185 | *53.2* | 174,265 | *46.8* | 372,455 |
| 2008/09 | 205,010 | *53.6* | 177,745 | *46.4* | 382,755 |
| 2009/10 | 208,390 | *53.8* | 179,035 | *46.2* | 387,425 |
| 2010/11 | 205,195 | *53.7* | 176,590 | *46.3* | 381,785 |
| 2011/12 | 203,420 | *53.8* | 174,825 | *46.2* | 378,245 |
| 2012/13 | 206,040 | *53.9* | 176,475 | *46.1* | 382,515 |
| 2013/14 | 212,905 | *53.8* | 182,870 | *46.2* | 395,780 |
| 2014/15 | 218,030 | *54.0* | 185,805 | *46.0* | 403,835 |
| 2015/16 | 222,000 | *54.1* | 188,130 | *45.9* | 410,130 |
| 2016/17 | 227,670 | *54.2* | 192,040 | *45.8* | 419,710 |
| 2017/18 | 233,550 | *54.4* | 195,920 | *45.6* | 429,470 |
| 2018/19 | 240,215 | *54.6* | 199,575 | *45.4* | 439,790 |
| Academic staff | | | | | |
| 2003/04 | 60,145 | *40.0* | 90,085 | *60.0* | 150,230 |
| 2004/05 | 66,220 | *41.2* | 94,435 | *58.8* | 160,655 |
| 2005/06 | 69,125 | *41.9* | 95,750 | *58.1* | 164,875 |
| 2006/07 | 71,920 | *42.3* | 98,075 | *57.7* | 169,995 |
| 2007/08 | 74,590 | *42.6* | 100,355 | *57.4* | 174,940 |
| 2008/09 | 77,745 | *43.4* | 101,290 | *56.6* | 179,035 |
| 2009/10 | 79,900 | *44.0* | 101,690 | *56.0* | 181,590 |
| 2010/11 | 80,090 | *44.2* | 101,090 | *55.8* | 181,180 |
| 2011/12 | 80,775 | *44.5* | 100,610 | *55.5* | 181,385 |
| 2012/13 | 82,670 | *44.5* | 102,915 | *55.5* | 185,585 |
| 2013/14 | 86,590 | *44.6* | 107,655 | *55.4* | 194,245 |
| 2014/15 | 89,225 | *45.0* | 109,110 | *55.0* | 198,335 |
| 2015/16 | 91,150 | *45.3* | 110,230 | *54.7* | 201,380 |
| 2016/17 | 94,475 | *45.7* | 112,395 | *54.3* | 206,870 |
| 2017/18 | 97,200 | *45.9* | 114,745 | *54.1* | 211,945 |
| 2018/19 | 100,365 | *46.3* | 116,640 | *53.7* | 217,005 |
| Professional and support staff | | | | | |
| 2003/04 | 116,900 | *62.2* | 70,975 | *37.8* | 187,875 |
| 2004/05 | 116,410 | *62.7* | 69,240 | *37.3* | 185,650 |
| 2005/06 | 119,145 | *62.5* | 71,390 | *37.5* | 190,535 |
| 2006/07 | 121,585 | *62.6* | 72,585 | *37.4* | 194,165 |
| 2007/08 | 123,600 | *62.6* | 73,915 | *37.4* | 197,510 |
| 2008/09 | 127,260 | *62.5* | 76,455 | *37.5* | 203,715 |
| 2009/10 | 128,490 | *62.4* | 77,345 | *37.6* | 205,835 |
| 2010/11 | 125,105 | *62.4* | 75,500 | *37.6* | 200,605 |
| 2011/12 | 122,645 | *62.3* | 74,215 | *37.7* | 196,860 |
| 2012/13 | 123,375 | *62.6* | 73,560 | *37.4* | 196,935 |
| 2013/14 | 126,315 | *62.7* | 75,220 | *37.3* | 201,535 |
| 2014/15 | 128,805 | *62.7* | 76,695 | *37.3* | 205,500 |
| 2015/16 | 130,855 | *62.7* | 77,895 | *37.3* | 208,750 |
| 2016/17 | 133,195 | *62.6* | 79,640 | *37.4* | 212,835 |
| 2017/18 | 136,350 | *62.7* | 81,175 | *37.3* | 217,525 |
| 2018/19 | 139,850 | *62.8* | 82,940 | *37.2* | 222,790 |

Numbers of staff who identified as male or female

03/04

04/05

05/06

06/07

07/08

08/09

09/10

10/11

11/12

12/13

13/14

14/15

15/16

16/17

17/18

18/19

Additional data by subject area is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

240,000

200,000

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| All fema | le staff |  |  |  |  |  |  |  |  |  |  |  |  |  |
| All male | staff |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Female p | rofession | al and sup | port staff |  |  |  |  |  |  |  |  |  |  |  |
| Male aca | demic sta | ff |  |  |  |  |  |  |  |  |  |  |  |  |
| Male pro | fessional | and supp | ort staff |  |  |  |  |  |  |  |  |  |  |  |
| Female | academic | staff |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

160,000

120,000

80,000

40,000

# 4.3

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **Staff by activity, mode and gender**

Female Male All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |
| --- | --- | --- | --- |
| Full-time | 143,665 *59.8 48.5* | 152,395 *76.4 51.5* | 296,060 *67.3* |
| Part-time  All modes | 96,550 *40.2 67.2*    240,215 *100.0 54.6* | 47,185 *23.6 32.8*    199,575 *100.0 45.4* | 143,730 *32.7*    439,790 *100.0* |

Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Full-time | 59,635 | *59.4* | *41.6* | 83,830 | *71.9* | *58.4* | 143,465 | *66.1* |
| Part-time | 40,730 | *40.6* | *55.4* | 32,810 | *28.1* | *44.6* | 73,540 | *33.9* |
| All modes | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Full-time | 84,030 | *60.1* | *55.1* | 68,565 | *82.7* | *44.9* | 152,595 | *68.5* |
| Part-time | 55,820 | *39.9* | *79.5* | 14,375 | *17.3* | *20.5* | 70,190 | *31.5* |
| All modes | 139,850 | *100.0* | *62.8* | 82,940 | *100.0* | *37.2* | 222,790 | *100.0* |

Additional data for academic and professional staff by subject area is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

90%

82.7

60%

76.4

71.9

67.3

66.1

68.5

59.8

59.4

60.1

39.9

32.7

33.9

31.5

23.6

17.3

28.1

40.6

40.2

30%

**Female Male All staff**

All full-time All part-time Academic full-time Academic part-time

Professional and support full-time Profesional and support part-time

All full-time All part-time Academic full-time Academic part-time

Professional and support full-time Profesional and support part-time

All full-time All part-time Academic full-time Academic part-time

Professional and support full-time Profesional and support part-time

## **Staff by activity, contract type and gender**

Female Male All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 182,720 *76.1 54.9* | 150,300 *75.3 45.1* | 333,020 *75.7* |
| Fixed-term  All contracts | 57,495 *23.9 53.8*    240,215 *100.0 54.6* | 49,275 *24.7 46.2*    199,575 *100.0 45.4* | 106,775 *24.3*    439,790 *100.0* |

Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 64,905 | *64.7* | *45.0* | 79,365 | *68.0* | *55.0* | 144,270 | *66.5* |
| Fixed-term | 35,460 | *35.3* | *48.8* | 37,275 | *32.0* | *51.2* | 72,735 | *33.5* |
| All contracts | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 117,815 | *84.2* | *62.4* | 70,935 | *85.5* | *37.6* | 188,750 | *84.7* |
| Fixed-term | 22,035 | *15.8* | *64.7* | 12,005 | *14.5* | *35.3* | 34,040 | *15.3* |
| All contracts | 139,850 | *100.0* | *62.8* | 82,940 | *100.0* | *37.2* | 222,790 | *100.0* |

Additional data for academic and professional staff by subject area is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

4.4

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Contract type](#_bookmark17) [definition:](#_bookmark17)  [see page 15](#_bookmark17)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

84.2

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 75.3 | | | |
|  |  | 68 | |
|  |  |
| 15.8 | 24.7 |

85.5

84.7

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 75.7 | | | |
|  |  | 66. | |
|  |  |
| 14.5 | 24.3 |

90%

60%

76.1

64.7

5

35.3

32

33.5

23.9

15.3

30%

**Female Male All staff**

All open/permanent

All fixed-term Academic open/permanent Academic fixed-term Professional/support open/permanent Professional/support fixed-term

All open/permanent

All fixed-term Academic open/permanent Academic fixed-term Professional/support open/permanent Professional/support fixed-term

All open/permanent

All fixed-term Academic open/permanent Academic fixed-term Professional/support open/permanent Professional/support fixed-term

# 4.5

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Contract type](#_bookmark17) [definition: see page 15](#_bookmark17)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **Academic staff by mode, contract type and gender**

Female Male All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 64,905 *64.7 45.0* | 79,365 *68.0 55.0* | 144,270 *66.5* |
| Fixed-term contract  All academic staff | 35,460 *35.3 48.8*    100,365 *100.0 46.3* | 37,275 *32.0 51.2*    116,640 *100.0 53.7* | 72,735 *33.5*    217,005 *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 43,730 | *73.3* | *40.8* | 63,440 | *75.7* | *59.2* | 107,170 | *74.7* |
| Fixed-term | 15,910 | *26.7* | *43.8* | 20,385 | *24.3* | *56.2* | 36,295 | *25.3* |
| All contracts | 59,635 | *100.0* | *41.6* | 83,830 | *100.0* | *58.4* | 143,465 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 21,175 | *52.0* | *57.1* | 15,925 | *48.5* | *42.9* | 37,100 | *50.4* |
| Fixed-term | 19,555 | *48.0* | *53.7* | 16,885 | *51.5* | *46.3* | 36,440 | *49.6* |
| All contracts | 40,730 | *100.0* | *55.4* | 32,810 | *100.0* | *44.6* | 73,540 | *100.0* |

90%

60%

64.7

73.3

52.0

48.0

68.0

75.7

51.5

48.5

66.5

74.7

50.449.6

30%

35.3

26.7

32.0

24.3

33.5

25.3

**Female Male All staff**

All staff open/permanent All staff fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

All staff open/permanent All staff fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

All staff open/permanent All staff fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

## **Professional and support staff by mode, contract type and gender**

Female Male All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |
| --- | --- | --- | --- |
| Open-ended/permanent | 117,815 *84.2 62.4* | 70,935 *85.5 37.6* | 188,750 *84.7* |
| Fixed-term contract  All academic staff | 22,035 *15.8 64.7*    139,850 *100.0 62.8* | 12,005 *14.5 35.3*    82,940 *100.0 37.2* | 34,040 *15.3*    222,790 *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 71,725 | *85.4* | *54.2* | 60,525 | *88.3* | *45.8* | 132,250 | *86.7* |
| Fixed-term | 12,305 | *14.6* | *60.5* | 8,040 | *11.7* | *39.5* | 20,345 | *13.3* |
| All contracts | 84,030 | *100.0* | *55.1* | 68,565 | *100.0* | *44.9* | 152,595 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Open-ended/permanent | 46,090 | *82.6* | *81.6* | 10,410 | *72.4* | *18.4* | 56,500 | *80.5* |
| Fixed-term | 9,730 | *17.4* | *71.1* | 3,965 | *27.6* | *28.9* | 13,695 | *19.5* |
| All contracts | 55,820 | *100.0* | *79.5* | 14,375 | *100.0* | *20.5* | 70,190 | *100.0* |

4.6

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Contract type](#_bookmark17) [definition:](#_bookmark17)  [see page 15](#_bookmark17)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

90%

60%

30%

**Female Male All staff**

84.2

85.4

82.6

85.5

88.3

84.7

86.7

80.5

72.4

27.6

15.8

14.6

17.4

19.5

14.5

15.3

11.7

13.3

All staff open/permanent All staff fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

All staff open/permanent All staff fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

All staff open/permanent All staff fixed-term

Full-time open/permanent Full-time fixed-term

Part-time open/permanent Part-time fixed-term

## **Staff by contract level and gender**

≤ [Contract level](#_bookmark18)

Female Male All staff

[definition:](#_bookmark18)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 45 | *0.0* | *28.7* | 115 | *0.1* | *71.3* | 165 | *0.0* |
| 2 | UCEA level 2 | 280 | *0.1* | *37.8* | 460 | *0.2* | *62.2* | 740 | *0.2* |
| 3a | UCEA level 3A | 215 | *0.1* | *32.3* | 455 | *0.2* | *67.7* | 670 | *0.2* |
| 3b | UCEA level 3B | 660 | *0.3* | *45.6* | 785 | *0.4* | *54.4* | 1,440 | *0.3* |
| 3/4a1 | UCEA level 3/4A1 | 285 | *0.1* | *35.4* | 520 | *0.3* | *64.6* | 805 | *0.2* |
| 3/4a2 | UCEA level 3/4A2 | 285 | *0.1* | *38.2* | 460 | *0.2* | *61.8* | 745 | *0.2* |
| 3/4/a3 | UCEA level 3/4A3 | 405 | *0.2* | *36.8* | 695 | *0.3* | *63.2* | 1,100 | *0.3* |
| 4a | UCEA level 4A | 945 | *0.4* | *41.8* | 1,315 | *0.7* | *58.2* | 2,260 | *0.5* |
| 4b | UCEA level 4B | 1,035 | *0.4* | *49.2* | 1,070 | *0.5* | *50.8* | 2,110 | *0.5* |
| 5a | UCEA level 5A | 5,765 | *2.4* | *26.7* | 15,780 | *7.9* | *73.3* | 21,545 | *4.9* |
| 5b | UCEA level 5B | 1,185 | *0.5* | *51.3* | 1,125 | *0.6* | *48.7* | 2,310 | *0.5* |
| li | XpertHR level I | 16,055 | *6.7* | *42.7* | 21,555 | *10.8* | *57.3* | 37,610 | *8.6* |
| lj | XpertHR level J | 39,005 | *16.2* | *50.8* | 37,765 | *18.9* | *49.2* | 76,770 | *17.5* |
| lk | XpertHR level K | 58,360 | *24.3* | *53.9* | 49,980 | *25.0* | *46.1* | 108,340 | *24.6* |
| ll | XpertHR level L | 39,885 | *16.6* | *59.0* | 27,740 | *13.9* | *41.0* | 67,625 | *15.4* |
| lm | XpertHR level M | 33,790 | *14.1* | *68.9* | 15,280 | *7.7* | *31.1* | 49,070 | *11.2* |
| ln | XpertHR level N | 20,815 | *8.7* | *65.6* | 10,930 | *5.5* | *34.4* | 31,750 | *7.2* |
| lo | XpertHR level O | 8,885 | *3.7* | *55.3* | 7,185 | *3.6* | *44.7* | 16,070 | *3.7* |
| lp | XpertHR level P | 12,310 | *5.1* | *66.0* | 6,355 | *3.2* | *34.0* | 18,665 | *4.2* |
| All | All contract levels | 240,215 | *100.0* | *54.6* | 199,575 | *100.0* | *45.4* | 439,790 | *100.0* |

[see page 15](#_bookmark18)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

No. *% %* No. *% %* No. *%*

Proportions of staff who were women

20% 40% 60% 80% 100%

28.7

37.8

32.3

45.6

35.4

38.2

36.8

41.8

49.2

26.7

51.3

42.7

50.8

53.9

59.0

68.9

65.6

55.3

66.0

54.6

|  |
| --- |
| hoi |
| 2 |
| 3a |
| 3b |
| 3/4a1 |
| 3/4a2 |
| 3/4/a3 |
| 4a |
| 4b |
| 5a |
| 5b |
| li |
| lj |
| lk |
| ll |
| lm |
| ln |
| lo |
| lp |
| All |

## **Staff by activity, contract level and gender**

[definition:](#_bookmark13)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Staff activity](#_bookmark13) | Female |  | Male |  |  | All staff |  |
|  | [see page 14](#_bookmark13) | No. | *%* | *%* | No. *%* | *%* | No. | *%* |

≤ [Contract level](#_bookmark18) [definition:](#_bookmark18)  [see page 15](#_bookmark18)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 35 | *0.0* | *29.5* | 90 | *0.1* | *70.5* | 125 | *0.1* |
| 2 | UCEA level 2 | 165 | *0.2* | *36.0* | 290 | *0.2* | *64.0* | 450 | *0.2* |
| 3a | UCEA level 3A | 215 | *0.2* | *32.5* | 450 | *0.4* | *67.5* | 665 | *0.3* |
| 3b | UCEA level 3B | 15 | *0.0* | *41.5* | 20 | *0.0* | *58.5* | 35 | *0.0* |
| 3/4a1 | UCEA level 3/4A1 | 285 | *0.3* | *35.4* | 520 | *0.4* | *64.6* | 805 | *0.4* |
| 3/4a2 | UCEA level 3/4A2 | 285 | *0.3* | *38.2* | 460 | *0.4* | *61.8* | 745 | *0.3* |
| 3/4/a3 | UCEA level 3/4A3 | 400 | *0.4* | *36.6* | 690 | *0.6* | *63.4* | 1,090 | *0.5* |
| 4a | UCEA level 4A | 920 | *0.9* | *41.7* | 1,290 | *1.1* | *58.3* | 2,210 | *1.0* |
| 4b | UCEA level 4B | 25 | *0.0* | *42.4* | 35 | *0.0* | *57.6* | 55 | *0.0* |
| 5a | UCEA level 5A | 5,750 | *5.7* | *26.7* | 15,770 | *13.5* | *73.3* | 21,520 | *9.9* |
| 5b | UCEA level 5B | 35 | *0.0* | *47.8* | 35 | *0.0* | *52.2* | 70 | *0.0* |
| li | XpertHR level I | 12,435 | *12.4* | *40.5* | 18,270 | *15.7* | *59.5* | 30,705 | *14.1* |
| lj | XpertHR level J | 27,615 | *27.5* | *49.4* | 28,245 | *24.2* | *50.6* | 55,860 | *25.7* |
| lk | XpertHR level K | 36,700 | *36.6* | *50.8* | 35,560 | *30.5* | *49.2* | 72,260 | *33.3* |
| ll | XpertHR level L | 13,460 | *13.4* | *50.9* | 13,010 | *11.2* | *49.1* | 26,470 | *12.2* |
| lm | XpertHR level M | 1,845 | *1.8* | *51.8* | 1,715 | *1.5* | *48.2* | 3,560 | *1.6* |
| ln | XpertHR level N | 185 | *0.2* | *50.6* | 180 | *0.2* | *49.4* | 370 | *0.2* |
| lo | XpertHR level O | 5 | *0.0* | *..* | 5 | *0.0* | *..* | 10 | *0.0* |
| lp | XpertHR level P | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All contract levels | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hoi | Head of institution | 10 | *0.0* | *26.0* | 30 | *0.0* | *74.0* | 40 | *0.0* |
| 2 | UCEA level 2 | 115 | *0.1* | *40.5* | 170 | *0.2* | *59.5* | 290 | *0.1* |
| 3a | UCEA level 3A | 0 | *0.0* | *..* | 5 | *0.0* | *..* | 5 | *0.0* |
| 3b | UCEA level 3B | 640 | *0.5* | *45.7* | 765 | *0.9* | *54.3* | 1,405 | *0.6* |
| 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 | 5 | *0.0* | *..* | 5 | *0.0* | *..* | 10 | *0.0* |
| 4a | UCEA level 4A | 25 | *0.0* | *46.7* | 25 | *0.0* | *53.3* | 50 | *0.0* |
| 4b | UCEA level 4B | 1,015 | *0.7* | *49.4* | 1,040 | *1.3* | *50.6* | 2,055 | *0.9* |
| 5a | UCEA level 5A | 15 | *0.0* | *54.8* | 10 | *0.0* | *45.2* | 25 | *0.0* |
| 5b | UCEA level 5B | 1,150 | *0.8* | *51.5* | 1,085 | *1.3* | *48.5* | 2,240 | *1.0* |
| li | XpertHR level I | 3,625 | *2.6* | *52.5* | 3,280 | *4.0* | *47.5* | 6,905 | *3.1* |
| lj | XpertHR level J | 11,390 | *8.1* | *54.5* | 9,520 | *11.5* | *45.5* | 20,910 | *9.4* |
| lk | XpertHR level K | 21,660 | *15.5* | *60.0* | 14,420 | *17.4* | *40.0* | 36,080 | *16.2* |
| ll | XpertHR level L | 26,425 | *18.9* | *64.2* | 14,735 | *17.8* | *35.8* | 41,160 | *18.5* |
| lm | XpertHR level M | 31,945 | *22.8* | *70.2* | 13,565 | *16.4* | *29.8* | 45,515 | *20.4* |
| ln | XpertHR level N | 20,630 | *14.8* | *65.7* | 10,750 | *13.0* | *34.3* | 31,380 | *14.1* |
| lo | XpertHR level O | 8,880 | *6.4* | *55.3* | 7,175 | *8.7* | *44.7* | 16,060 | *7.2* |
| lp | XpertHR level P | 12,310 | *8.8* | *66.0* | 6,355 | *7.7* | *34.0* | 18,665 | *8.4* |
| All | All contract levels | 139,850 | *100.0* | *62.8* | 82,940 | *100.0* | *37.2* | 222,790 | *100.0* |

Proportions of staff who were women

20% 40% 60% 80% 100%

Academic staff

hoi

2

3a 3b

3/4a1

3/4a2

3/4/a3 4a

4b 5a 5b

li lj lk ll lm ln lo

lp

All

29.5

36.0

32.5

41.5

35.4

38.2

36.6

41.7

42.4

26.7

47.8

40.5

49.4

50.8

50.9

51.8

50.6

..

..

46.3

Professional and support staff

hoi

2

3a 3b

3/4a1

3/4a2

3/4/a3 4a

4b 5a 5b

li lj lk ll lm ln lo

lp

All

26.0

40.5

..

45.7

..

..

..

46.7

49.4

54.8

51.5

52.5

54.5

60.0

64.2

70.2

65.7

55.3

66.0

62.8

## **Staff by activity, occupational group and gender**

[definition:](#_bookmark13)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Staff activity](#_bookmark13) | Female |  | Male |  |  | All staff |
|  | [see page 14](#_bookmark13) | No. | *%* | *%* No. | *%* | *%* | No. *%* |

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 245 | *0.2* | *45.6* | 295 | *0.3* | *54.4* | 540 | *0.2* |
| soc2 | Professional occupations | 99,465 | *99.1* | *46.3* | 115,540 | *99.1* | *53.7* | 215,000 | *99.1* |
| soc3 | Associate professional and technical | 655 | *0.7* | *44.8* | 805 | *0.7* | *55.2* | 1,460 | *0.7* |
| soc4–9 | Clerical and manual occupations | 5 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All academic staff | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 6,485 | *4.6* | *54.7* | 5,375 | *6.5* | *45.3* | 11,860 | *5.3* |
| soc2 | Professional occupations | 27,180 | *19.4* | *57.7* | 19,905 | *24.0* | *42.3* | 47,080 | *21.1* |
| soc3 | Associate professional and technical | 27,820 | *19.9* | *55.3* | 22,460 | *27.1* | *44.7* | 50,280 | *22.6* |
| soc4 | Administrative and secretarial | 56,815 | *40.6* | *79.6* | 14,545 | *17.5* | *20.4* | 71,360 | *32.0* |
| soc5 | Skilled trades occupations | 1,505 | *1.1* | *22.4* | 5,235 | *6.3* | *77.6* | 6,740 | *3.0* |
| soc6 | Caring, leisure and other service | 4,090 | *2.9* | *56.9* | 3,095 | *3.7* | *43.1* | 7,185 | *3.2* |
| soc7 | Sales and customer service occupations | 1,645 | *1.2* | *66.2* | 840 | *1.0* | *33.8* | 2,490 | *1.1* |
| soc8 | Process, plant and machine operatives | 265 | *0.2* | *18.3* | 1,180 | *1.4* | *81.7* | 1,440 | *0.6* |
| soc9 | Elementary occupations | 14,045 | *10.0* | *57.7* | 10,305 | *12.4* | *42.3* | 24,350 | *10.9* |
| All | All professional and support staff | 139,850 | *100.0* | *62.8* | 82,940 | *100.0* | *37.2* | 222,790 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 240,215 | *100.0* | *54.6* | 199,575 | *100.0* | *45.4* | 439,790 | *100.0* |

Proportions of staff who were women

20% 40% 60% 80% 100%

Academic staff

soc1 soc2 soc3 soc4–9

All

45.6

46.3

44.8

..

46.3

Professional and support staff

79.6

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

54.7

57.7 55.3

22.4

56.9

66.2

18.3

57.7

62.8

All staff

All

54.6

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

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

Full-time Female Male All staff Academic staff

Professional and support staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 195 | *0.3* | *44.4* | 245 | *0.3* | *55.6* | 435 | *0.3* |
| soc2 | Professional occupations | 59,020 | *99.0* | *41.6* | 82,940 | *98.9* | *58.4* | 141,960 | *99.0* |
| soc3 | Associate professional and technical | 425 | *0.7* | *39.8* | 640 | *0.8* | *60.2* | 1,065 | *0.7* |
| soc4–9 | Clerical and manual occupations | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 0 | *0.0* |
| All | All academic staff | 59,635 | *100.0* | *41.6* | 83,830 | *100.0* | *58.4* | 143,465 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 5,315 | *6.3* | *51.1* | 5,090 | *7.4* | *48.9* | 10,405 | *6.8* |
| soc2 | Professional occupations | 18,740 | *22.3* | *51.4* | 17,725 | *25.9* | *48.6* | 36,465 | *23.9* |
| soc3 | Associate professional and technical | 18,735 | *22.3* | *48.7* | 19,740 | *28.8* | *51.3* | 38,475 | *25.2* |
| soc4 | Administrative and secretarial | 35,215 | *41.9* | *75.3* | 11,545 | *16.8* | *24.7* | 46,765 | *30.6* |
| soc5 | Skilled trades occupations | 925 | *1.1* | *15.9* | 4,890 | *7.1* | *84.1* | 5,815 | *3.8* |
| soc6 | Caring, leisure and other service | 1,865 | *2.2* | *47.0* | 2,100 | *3.1* | *53.0* | 3,965 | *2.6* |
| soc7 | Sales and customer service occupations | 875 | *1.0* | *59.4* | 600 | *0.9* | *40.6* | 1,470 | *1.0* |
| soc8 | Process, plant and machine operatives | 180 | *0.2* | *14.9* | 1,040 | *1.5* | *85.1* | 1,220 | *0.8* |
| soc9 | Elementary occupations | 2,175 | *2.6* | *27.2* | 5,840 | *8.5* | *72.8* | 8,015 | *5.3* |
| All | All professional and support staff | 84,030 | *100.0* | *55.1* | 68,565 | *100.0* | *44.9* | 152,595 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 143,665 | *100.0* | *48.5* | 152,395 | *100.0* | *51.5* | 296,060 | *100.0* |

Part-time Academic staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 50 | *0.1* | *50.9* | 50 | *0.2* | *49.1* | 100 | *0.1* |
| soc2 | Professional occupations | 40,445 | *99.3* | *55.4* | 32,595 | *99.3* | *44.6* | 73,045 | *99.3* |
| soc3 | Associate professional and technical | 230 | *0.6* | *58.5* | 165 | *0.5* | *41.5* | 390 | *0.5* |
| soc4–9 | Clerical and manual occupations | 0 | *0.0* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All academic staff | 40,730 | *100.0* | *55.4* | 32,810 | *100.0* | *44.6* | 73,540 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 1,170 | *2.1* | *80.3* | 285 | *2.0* | *19.7* | 1,455 | *2.1* |
| soc2 | Professional occupations | 8,440 | *15.1* | *79.5* | 2,180 | *15.2* | *20.5* | 10,620 | *15.1* |
| soc3 | Associate professional and technical | 9,085 | *16.3* | *77.0* | 2,720 | *18.9* | *23.0* | 11,800 | *16.8* |
| soc4 | Administrative and secretarial | 21,595 | *38.7* | *87.8* | 3,000 | *20.9* | *12.2* | 24,595 | *35.0* |
| soc5 | Skilled trades occupations | 580 | *1.0* | *62.6* | 345 | *2.4* | *37.4* | 925 | *1.3* |
| soc6 | Caring, leisure and other service | 2,225 | *4.0* | *69.1* | 995 | *6.9* | *30.9* | 3,220 | *4.6* |
| soc7 | Sales and customer service occupations | 775 | *1.4* | *76.0* | 245 | *1.7* | *24.0* | 1,020 | *1.5* |
| soc8 | Process, plant and machine operatives | 80 | *0.1* | *37.1* | 140 | *1.0* | *62.9* | 220 | *0.3* |
| soc9 | Elementary occupations | 11,870 | *21.3* | *72.7* | 4,465 | *31.1* | *27.3* | 16,335 | *23.3* |
| All | All professional and support staff | 55,820 | *100.0* | *79.5* | 14,375 | *100.0* | *20.5* | 70,190 | *100.0* |

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 96,550 | *100.0* | *67.2* | 47,185 | *100.0* | *32.8* | 143,730 | *100.0* |

Proportions of staff who were women

Full-time Academic staff

soc1 soc2 soc3 soc4–9

All

44.4

41.6

39.8

..

41.6

20% 40% 60% 80% 100%

Professional and support staff

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

51.1

51.4

48.7

75.3

15.9

47.0

59.4

14.9

27.2

55.1

All staff

All

Part-time Academic staff

soc1 soc2 soc3 soc4–9

All

50.9

55.4

58.5

..

55.4

48.5

Professional and support staff

soc1 soc2 soc3 soc4 soc5 soc6 soc7 soc8 soc9

All

80.3

79.5

77.0

87.8

62.6

69.1

76.0

37.1

72.7

79.5

All staff

All

67.2

## **Academic staff by research/teaching contract type and gender**

≤ [Academic](#_bookmark20) [contract](#_bookmark20)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Female |  |  | Male |  |  | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| Teaching only | 34,775 | *34.7* | *52.4* | 31,560 | *27.1* | *47.6* | 66,340 | *30.6* |
| Research only | 23,890 | *23.8* | *47.0* | 26,955 | *23.1* | *53.0* | 50,845 | *23.4* |
| Teaching and research | 41,140 | *41.0* | *41.7* | 57,425 | *49.2* | *58.3* | 98,565 | *45.4* |
| Neither teaching nor research | 560 | *0.6* | *44.5* | 695 | *0.6* | *55.5* | 1,255 | *0.6* |
| All academic contracts | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

[definition:](#_bookmark20)  [see page 18](#_bookmark20)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

Additional data by subject area is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

60%

49.2

40%

45.4

41.0

34.7

30.6

27.1

23.8

23.1

23.4

0.6

0.6

0.6

20%

**Female Male All staff**

Teaching only Research only Teaching and research

Neither teaching nor research

Teaching only Research only Teaching and research

Neither teaching nor research

Teaching only Research only Teaching and research

Neither teaching nor research

## **Academic staff by SET category and gender** 4.12

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | SET |  |  | Non-SET |  |  | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| Female | 51,640 | *42.6* | *51.5* | 48,725 | *50.8* | *48.5* | 100,365 | *46.3* |
| Male | 69,515 | *57.4* | *59.6* | 47,120 | *49.2* | *40.4* | 116,640 | *53.7* |
| Total | 121,160 | *100.0* | *55.8* | 95,845 | *100.0* | *44.2* | 217,005 | *100.0* |

   [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

57.4

60%

40%

53.7

50.8

49.2

46.3

42.6

20%

**SET Non-SET All staff**

Female Male

Female Male

Female Male

# 4.13

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **SET academic staff by subject area and gender**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female |  |  | Male |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| agri | Agriculture, forestry, food science | 745 | *1.4* | *52.4* | 680 | *1.0* | *47.6* | 1,425 | *1.2* |
| anat | Anatomy, physiology | 865 | *1.7* | *50.4* | 850 | *1.2* | *49.6* | 1,720 | *1.4* |
| arch | Archaeology | 360 | *0.7* | *45.4* | 435 | *0.6* | *54.6* | 795 | *0.7* |
| arct | Architecture, built environment, planning | 1,620 | *3.1* | *35.7* | 2,910 | *4.2* | *64.3* | 4,530 | *3.7* |
| bios | Biosciences | 6,720 | *13.0* | *46.2* | 7,830 | *11.3* | *53.8* | 14,545 | *12.0* |
| chee | Chemical engineering | 365 | *0.7* | *27.6* | 960 | *1.4* | *72.4* | 1,325 | *1.1* |
| chem | Chemistry | 1,280 | *2.5* | *29.1* | 3,115 | *4.5* | *70.9* | 4,395 | *3.6* |
| ceng | Civil engineering | 515 | *1.0* | *23.5* | 1,675 | *2.4* | *76.5* | 2,190 | *1.8* |
| dent | Clinical dentistry | 740 | *1.4* | *48.2* | 795 | *1.1* | *51.8* | 1,535 | *1.3* |
| medi | Clinical medicine | 13,935 | *27.0* | *54.1* | 11,805 | *17.0* | *45.9* | 25,745 | *21.2* |
| eart | Earth, marine, environmental sciences | 1,365 | *2.6* | *36.4* | 2,385 | *3.4* | *63.6* | 3,755 | *3.1* |
| elec | Electrical, electronic, computer engineering | 750 | *1.5* | *15.9* | 3,955 | *5.7* | *84.1* | 4,710 | *3.9* |
| geng | General engineering | 980 | *1.9* | *23.4* | 3,205 | *4.6* | *76.6* | 4,185 | *3.5* |
| geog | Geography, environmental studies | 1,050 | *2.0* | *40.1* | 1,565 | *2.3* | *59.9* | 2,615 | *2.2* |
| itcs | IT, systems sciences, computer software eng. | 1,800 | *3.5* | *22.6* | 6,175 | *8.9* | *77.4* | 7,970 | *6.6* |
| math | Mathematics | 1,115 | *2.2* | *22.4* | 3,870 | *5.6* | *77.6* | 4,985 | *4.1* |
| mech | Mechanical, aero, production engineering | 890 | *1.7* | *17.0* | 4,340 | *6.2* | *83.0* | 5,230 | *4.3* |
| meng | Mineral, metallurgy, materials engineering | 330 | *0.6* | *26.5* | 915 | *1.3* | *73.5* | 1,245 | *1.0* |
| nurs | Nursing, allied health professions | 8,250 | *16.0* | *74.4* | 2,845 | *4.1* | *25.6* | 11,095 | *9.2* |
| phar | Pharmacy, pharmacology | 1,210 | *2.3* | *50.4* | 1,190 | *1.7* | *49.6* | 2,400 | *2.0* |
| phys | Physics | 1,090 | *2.1* | *19.7* | 4,455 | *6.4* | *80.3* | 5,545 | *4.6* |
| psyc | Psychology, behavioural sciences | 4,840 | *9.4* | *62.2* | 2,945 | *4.2* | *37.8* | 7,790 | *6.4* |
| vets | Veterinary science | 820 | *1.6* | *57.3* | 615 | *0.9* | *42.7* | 1,435 | *1.2* |
| SET | All SET subject areas | 51,640 | *100.0* | *42.6* | 69,515 | *100.0* | *57.4* | 121,160 | *100.0* |



Additional data by starters only is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were women

20% 40% 60% 80% 100%

52.4

50.4

45.4

35.7

46.2

27.6

29.1

23.5

48.2

54.1

36.4

15.9

23.4

40.1

22.6

22.4

17.0

26.5

74.4

50.4

19.7

62.2

57.3

42.6

|  |
| --- |
| agri |
| anat |
| arch |
| arct |
| bios |
| chee |
| chem |
| ceng |
| dent |
| medi |
| eart |
| elec |
| geng |
| geog |
| itcs |
| math |
| mech |
| meng |
| nurs |
| phar |
| phys |
| psyc |
| vets |
| SET |

# 4.14

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **Non-SET academic staff by subject area and gender**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female |  |  | Male |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| anth | Anthropology, development studies | 505 | *1.0* | *50.1* | 505 | *1.1* | *49.9* | 1,010 | *1.1* |
| area | Area studies | 205 | *0.4* | *47.2* | 230 | *0.5* | *52.8* | 430 | *0.5* |
| artd | Art, design | 5,005 | *10.3* | *52.0* | 4,615 | *9.8* | *48.0* | 9,620 | *10.0* |
| busi | Business, management studies | 7,215 | *14.8* | *43.7* | 9,295 | *19.7* | *56.3* | 16,510 | *17.2* |
| hosp | Catering, hospitality management | 325 | *0.7* | *54.5* | 275 | *0.6* | *45.5* | 600 | *0.6* |
| clas | Classics | 320 | *0.7* | *47.6* | 355 | *0.8* | *52.4* | 675 | *0.7* |
| cedu | Continuing education | 530 | *1.1* | *62.6* | 320 | *0.7* | *37.4* | 850 | *0.9* |
| econ | Economics, econometrics | 870 | *1.8* | *30.6* | 1,970 | *4.2* | *69.4* | 2,835 | *3.0* |
| educ | Education | 6,350 | *13.0* | *68.4* | 2,940 | *6.2* | *31.6* | 9,290 | *9.7* |
| engl | English language, literature | 2,930 | *6.0* | *57.3* | 2,180 | *4.6* | *42.7* | 5,110 | *5.3* |
| hlth | Health, community studies | 1,700 | *3.5* | *67.5* | 815 | *1.7* | *32.5* | 2,515 | *2.6* |
| hist | History | 1,605 | *3.3* | *43.2* | 2,110 | *4.5* | *56.8* | 3,715 | *3.9* |
| law | Law | 3,225 | *6.6* | *52.5* | 2,915 | *6.2* | *47.5* | 6,140 | *6.4* |
| mdia | Media studies | 2,145 | *4.4* | *43.8* | 2,755 | *5.8* | *56.2* | 4,900 | *5.1* |
| lang | Modern languages | 3,690 | *7.6* | *65.8* | 1,920 | *4.1* | *34.2* | 5,610 | *5.9* |
| perf | Music, dance, drama, performing arts | 3,550 | *7.3* | *43.3* | 4,660 | *9.9* | *56.7* | 8,210 | *8.6* |
| phil | Philosophy | 355 | *0.7* | *30.3* | 815 | *1.7* | *69.7* | 1,170 | *1.2* |
| poli | Politics, international studies | 1,435 | *2.9* | *38.4* | 2,305 | *4.9* | *61.6* | 3,740 | *3.9* |
| spol | Social work, social policy | 1,930 | *4.0* | *66.1* | 990 | *2.1* | *33.9* | 2,920 | *3.0* |
| soci | Sociology | 1,955 | *4.0* | *56.0* | 1,535 | *3.3* | *44.0* | 3,490 | *3.6* |
| spor | Sports science, leisure studies | 1,115 | *2.3* | *36.5* | 1,945 | *4.1* | *63.5* | 3,060 | *3.2* |
| theo | Theology, religious studies | 275 | *0.6* | *38.0* | 445 | *0.9* | *62.0* | 720 | *0.7* |
| acad | Total academic services | 725 | *1.5* | *57.5* | 535 | *1.1* | *42.5* | 1,260 | *1.3* |
| admi | Central administration, services | 550 | *1.1* | *47.6* | 605 | *1.3* | *52.4* | 1,155 | *1.2* |
| prem | Premises | 0 | *0.0* | *..* | 5 | *0.0* | *..* | 10 | *0.0* |
| resi | Residences, catering | 15 | *0.0* | *58.6* | 10 | *0.0* | *41.4* | 30 | *0.0* |
| faci | Staff, student facilities | 200 | *0.4* | *70.4* | 85 | *0.2* | *29.6* | 285 | *0.3* |
| NSET | All non-SET subject areas | 48,725 | *100.0* | *50.8* | 47,120 | *100.0* | *49.2* | 95,845 | *100.0* |



Additional data by starters only is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were women

20% 40% 60% 80% 100%

50.1

47.2

52.0

43.7

54.5

47.6

62.6

30.6

68.4

57.3

67.5

43.2

52.5

43.8

65.8

43.3

30.3

38.4

66.1

56.0

36.5

38.0

57.5

47.6

..

58.6

70.4

50.8

|  |
| --- |
| anth |
| area |
| artd |
| busi |
| hosp |
| clas |
| cedu |
| econ |
| educ |
| engl |
| hlth |
| hist |
| law |
| mdia |
| lang |
| perf |
| phil |
| poli |
| spol |
| soci |
| spor |
| theo |
| acad |
| admi |
| prem |
| resi |
| faci |
| NSET |

## **Academic staff by professorial and SET categories, mode and gender**

[category](#_bookmark22) [see page 20](#_bookmark22)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Professorial](#_bookmark22) | All subject areas | Female |  | Male |  |  | All staff |  |
|  | [definition:](#_bookmark22) |  | No. | *%* | *%* | No. *%* | *%* | No. | *%* |

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 5,750 | *5.7* | *26.7* | 15,770 | *13.5* | *73.3* | 21,520 | *9.9* |
| nonp | Non-professor | 94,620 | *94.3* | *48.4* | 100,870 | *86.5* | *51.6* | 195,485 | *90.1* |
| All | All | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 4,505 | *7.6* | *26.8* | 12,330 | *14.7* | *73.2* | 16,840 | *11.7* |
| nonp | Non-professor | 55,130 | *92.4* | *43.5* | 71,495 | *85.3* | *56.5* | 126,625 | *88.3* |
| All | All | 59,635 | *100.0* | *41.6* | 83,830 | *100.0* | *58.4* | 143,465 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,240 | *3.0* | *26.5* | 3,440 | *10.5* | *73.5* | 4,680 | *6.4* |
| nonp | Non-professor | 39,485 | *97.0* | *57.3* | 29,375 | *89.5* | *42.7* | 68,860 | *93.6* |
| All | All | 40,730 | *100.0* | *55.4* | 32,810 | *100.0* | *44.6* | 73,540 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 2,960 | *5.7* | *22.6* | 10,140 | *14.6* | *77.4* | 13,100 | *10.8* |
| nonp | Non-professor | 48,680 | *94.3* | *45.1* | 59,375 | *85.4* | *54.9* | 108,055 | *89.2* |
| All | All | 51,640 | *100.0* | *42.6* | 69,515 | *100.0* | *57.4* | 121,160 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 2,290 | *6.7* | *22.1* | 8,050 | *14.7* | *77.9* | 10,335 | *11.6* |
| nonp | Non-professor | 31,780 | *93.3* | *40.4* | 46,855 | *85.3* | *59.6* | 78,635 | *88.4* |
| All | All | 34,065 | *100.0* | *38.3* | 54,905 | *100.0* | *61.7* | 88,970 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 670 | *3.8* | *24.3* | 2,095 | *14.3* | *75.7* | 2,765 | *8.6* |
| nonp | Non-professor | 16,905 | *96.2* | *57.4* | 12,520 | *85.7* | *42.6* | 29,425 | *91.4* |
| All | All | 17,575 | *100.0* | *54.6* | 14,615 | *100.0* | *45.4* | 32,190 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 2,790 | *5.7* | *33.1* | 5,630 | *11.9* | *66.9* | 8,415 | *8.8* |
| nonp | Non-professor | 45,935 | *94.3* | *52.5* | 41,495 | *88.1* | *47.5* | 87,430 | *91.2* |
| All | All | 48,725 | *100.0* | *50.8* | 47,120 | *100.0* | *49.2* | 95,845 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 2,220 | *8.7* | *34.1* | 4,285 | *14.8* | *65.9* | 6,500 | *11.9* |
| nonp | Non-professor | 23,355 | *91.3* | *48.7* | 24,640 | *85.2* | *51.3* | 47,995 | *88.1* |
| All | All | 25,570 | *100.0* | *46.9* | 28,925 | *100.0* | *53.1* | 54,495 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 570 | *2.5* | *29.8* | 1,345 | *7.4* | *70.2* | 1,915 | *4.6* |
| nonp | Non-professor | 22,585 | *97.5* | *57.3* | 16,855 | *92.6* | *42.7* | 39,435 | *95.4* |
| All | All | 23,155 | *100.0* | *56.0* | 18,200 | *100.0* | *44.0* | 41,350 | *100.0* |

Additional data by subject area is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

prof

nonp

All

26.7

48.4

46.3

Full-time

prof

nonp

All

26.8

43.5

41.6

Part-time

prof

nonp

All

26.5

57.3

55.4

SET

All modes

prof

nonp

All

22.6

45.1

42.6

Full-time

prof

nonp

All

22.1

40.4

38.3

Part-time

prof

nonp

All

24.3

57.4

54.6

Non-SET

All modes

prof

nonp

All

33.1

52.5

50.8

Full-time

prof

nonp

All

34.1

48.7

46.9

Part-time

prof

nonp

All

29.8

57.3

56.0

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

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [SET/non-SET](#_bookmark21) [subject area](#_bookmark21) [definition:](#_bookmark21) [see page 19](#_bookmark21)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

All subject areas Female Male All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 430 | *0.4* | *33.7* | 850 | *0.7* | *66.3* | 1,280 | *0.6* |
| oth | Other academic | 99,935 | *99.6* | *46.3* | 115,790 | *99.3* | *53.7* | 215,725 | *99.4* |
| All | All | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 410 | *0.7* | *34.0* | 795 | *0.9* | *66.0* | 1,200 | *0.8* |
| oth | Other academic | 59,230 | *99.3* | *41.6* | 83,035 | *99.1* | *58.4* | 142,265 | *99.2* |
| All | All | 59,635 | *100.0* | *41.6* | 83,830 | *100.0* | *58.4* | 143,465 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 25 | *0.1* | *29.0* | 55 | *0.2* | *71.0* | 80 | *0.1* |
| oth | Other academic | 40,705 | *99.9* | *55.4* | 32,755 | *99.8* | *44.6* | 73,460 | *99.9* |
| All | All | 40,730 | *100.0* | *55.4* | 32,810 | *100.0* | *44.6* | 73,540 | *100.0* |

SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 120 | *0.2* | *28.6* | 300 | *0.4* | *71.4* | 420 | *0.3* |
| oth | Other academic | 51,520 | *99.8* | *42.7* | 69,215 | *99.6* | *57.3* | 120,735 | *99.7* |
| All | All | 51,640 | *100.0* | *42.6* | 69,515 | *100.0* | *57.4* | 121,160 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 115 | *0.3* | *29.0* | 285 | *0.5* | *71.0* | 405 | *0.5* |
| oth | Other academic | 33,950 | *99.7* | *38.3* | 54,615 | *99.5* | *61.7* | 88,565 | *99.5* |
| All | All | 34,065 | *100.0* | *38.3* | 54,905 | *100.0* | *61.7* | 88,970 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 5 | *0.0* | *18.6* | 15 | *0.1* | *81.4* | 15 | *0.1* |
| oth | Other academic | 17,570 | *100.0* | *54.6* | 14,600 | *99.9* | *45.4* | 32,170 | *99.9* |
| All | All | 17,575 | *100.0* | *54.6* | 14,615 | *100.0* | *45.4* | 32,190 | *100.0* |

Non-SET

All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 310 | *0.6* | *36.2* | 545 | *1.2* | *63.8* | 860 | *0.9* |
| oth | Other academic | 48,415 | *99.4* | *51.0* | 46,575 | *98.8* | *49.0* | 94,990 | *99.1* |
| All | All | 48,725 | *100.0* | *50.8* | 47,120 | *100.0* | *49.2* | 95,845 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 290 | *1.1* | *36.6* | 505 | *1.7* | *63.4* | 795 | *1.5* |
| oth | Other academic | 25,280 | *98.9* | *47.1* | 28,420 | *98.3* | *52.9* | 53,700 | *98.5* |
| All | All | 25,570 | *100.0* | *46.9* | 28,925 | *100.0* | *53.1* | 54,495 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 20 | *0.1* | *31.9* | 40 | *0.2* | *68.1* | 60 | *0.1* |
| oth | Other academic | 23,135 | *99.9* | *56.0* | 18,155 | *99.8* | *44.0* | 41,290 | *99.9* |
| All | All | 23,155 | *100.0* | *56.0* | 18,200 | *100.0* | *44.0* | 41,350 | *100.0* |

sm

oth

All

33.7

46.3

46.3

Full-time

sm

oth

All

34.0

41.6

41.6

Part-time

sm

oth

All

29.0

55.4

55.4

SET

All modes

sm

oth

All

28.6

42.7

42.6

Full-time

sm

oth

All

29.0

38.3

38.3

Part-time

sm

oth

All

18.6

54.6

54.6

Non-SET

All modes

sm

oth

All

36.2

51.0

50.8

Full-time

sm

oth

All

36.6

47.1

46.9

Part-time

sm

oth

All

31.9

56.0

56.0

## **Staff by activity, mode, salary range and gender**

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Mode](#_bookmark16)

[definition:](#_bookmark16) [see page 15](#_bookmark16)

≤ [Salary range](#_bookmark24) [definition:](#_bookmark24) [see page 20](#_bookmark24)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

Academic staff Female Male All staff All modes

Full-time



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 7,840 | *7.8* | *50.9* | 7,570 | *6.5* | *49.1* | 15,410 | *7.1* |
| £30–50k | £30,000–£50,000 | 62,485 | *62.3* | *50.7* | 60,690 | *52.0* | *49.3* | 123,170 | *56.8* |
| >£50k | Over £50,000 | 30,045 | *29.9* | *38.3* | 48,380 | *41.5* | *61.7* | 78,425 | *36.1* |
| All | Total | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 2,140 | *3.6* | *48.3* | 2,290 | *2.7* | *51.7* | 4,430 | *3.1* |
| £30–50k | £30,000–£50,000 | 35,250 | *59.1* | *45.8* | 41,715 | *49.8* | *54.2* | 76,965 | *53.6* |
| >£50k | Over £50,000 | 22,245 | *37.3* | *35.8* | 39,825 | *47.5* | *64.2* | 62,070 | *43.3* |
| All | Total | 59,635 | *100.0* | *41.6* | 83,830 | *100.0* | *58.4* | 143,465 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 5,695 | *14.0* | *51.9* | 5,285 | *16.1* | *48.1* | 10,980 | *14.9* |
| £30–50k | £30,000–£50,000 | 27,235 | *66.9* | *58.9* | 18,970 | *57.8* | *41.1* | 46,205 | *62.8* |
| >£50k | Over £50,000 | 7,800 | *19.1* | *47.7* | 8,555 | *26.1* | *52.3* | 16,355 | *22.2* |
| All | Total | 40,730 | *100.0* | *55.4* | 32,810 | *100.0* | *44.6* | 73,540 | *100.0* |

Professional and support staff All modes

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 80,615 | *57.6* | *66.1* | 41,380 | *49.9* | *33.9* | 121,995 | *54.8* |
| £30–50k | £30,000–£50,000 | 48,815 | *34.9* | *60.8* | 31,415 | *37.9* | *39.2* | 80,230 | *36.0* |
| >£50k | Over £50,000 | 10,420 | *7.5* | *50.7* | 10,140 | *12.2* | *49.3* | 20,560 | *9.2* |
| All | Total | 139,850 | *100.0* | *62.8* | 82,940 | *100.0* | *37.2* | 222,790 | *100.0* |

Full-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 41,430 | *49.3* | *57.6* | 30,490 | *44.5* | *42.4* | 71,920 | *47.1* |
| £30–50k | £30,000–£50,000 | 34,275 | *40.8* | *54.4* | 28,710 | *41.9* | *45.6* | 62,985 | *41.3* |
| >£50k | Over £50,000 | 8,320 | *9.9* | *47.0* | 9,365 | *13.7* | *53.0* | 17,690 | *11.6* |
| All | Total | 84,030 | *100.0* | *55.1* | 68,565 | *100.0* | *44.9* | 152,595 | *100.0* |

Part-time

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| <£30k | Under £30,000 | 39,185 | *70.2* | *78.2* | 10,890 | *75.8* | *21.8* | 50,075 | *71.3* |
| £30–50k | £30,000–£50,000 | 14,535 | *26.0* | *84.3* | 2,705 | *18.8* | *15.7* | 17,245 | *24.6* |
| >£50k | Over £50,000 | 2,100 | *3.8* | *73.0* | 775 | *5.4* | *27.0* | 2,875 | *4.1* |
| All | Total | 55,820 | *100.0* | *79.5* | 14,375 | *100.0* | *20.5* | 70,190 | *100.0* |

Proportions of staff in each salary range

40 0 0% 60% 80% 100%

9.9

5

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Academic staff Female  20% |  |  | % | 6 |  |  | % |  | 80 | % 10 | 0% | Male  20% | 4 |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <£30k 7.8 |  |  |  |  |  |  |  |  |  |  |  | 6.5 |  |
| £30–50k |  |  |  |  |  |  | 6 | 2. | 3 |  |  |  |  |
| >£50k 2 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <£30k 3.6 |  |  |  |  |  |  |  |  |  |  |  | 2.7 |  |
| £30–50k |  |  |  |  |  |  | 9.1 |  |  |  |  |  |  |
| >£50k |  |  | 37.3 |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <£30k 14.0 |  |  |  |  |  |  |  |  |  |  |  | 16.1 |  |
| £30–50k |  |  |  |  |  |  |  | 6 | 6.9 |  |  |  |  |
| >£50k 19.1 |  |  |  |  |  |  |  |  |  |  |  |  | 26.1 |
| Professional and support |  |  | aff |  |  |  |  |  |  |  |  |  |  |
| All modes |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <£30k |  |  |  |  |  |  | 7.6 |  |  |  |  |  |  |
| £30–50k |  |  | 4.9 |  |  |  |  |  |  |  |  |  |  |
| >£50k 7.5 |  |  |  |  |  |  |  |  |  |  |  | 12.2 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Full-time |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <£30k |  |  |  | 49.3 |  |  |  |  |  |  |  |  |  |
| £30–50k |  |  | 40.8 |  |  |  |  |  |  |  |  |  |  |
| >£50k 9.9 |  |  |  |  |  |  |  |  |  |  |  | 13.7 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Part-time |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <£30k |  |  |  |  |  |  |  |  | 70.2 |  |  |  |  |
| £30–50k 26.0 |  |  |  |  |  |  |  |  |  |  |  | 18. | 8 |
| >£50k 3.8 |  |  |  |  |  |  |  |  |  |  |  | 5.4 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |

52.0

41.5

49.8

47.5

57.8

st

5

3

49.9

37.9

44.5

41.9

75.8



≤ [Academic pay](#_bookmark25) [spine range](#_bookmark25) [definition:](#_bookmark25)

[see page 20](#_bookmark25)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **Academic staff by academic pay spine range and gender**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female |  |  | Male |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| aps1 | < £19,202 | 155 | *0.2* | *45.9* | 180 | *0.2* | *54.1* | 335 | *0.2* |
| aps2 | ≥ £19,203 and < £25,482 | 1,490 | *1.5* | *50.9* | 1,440 | *1.2* | *49.1* | 2,930 | *1.3* |
| aps3 | ≥ £25,483 and < £34,189 | 19,880 | *19.8* | *50.8* | 19,225 | *16.5* | *49.2* | 39,105 | *18.0* |
| aps4 | ≥ £34,190 and < £45,892 | 38,155 | *38.0* | *51.1* | 36,440 | *31.2* | *48.9* | 74,595 | *34.4* |
| aps5 | ≥ £45,893 and < £61,618 | 30,070 | *30.0* | *45.9* | 35,430 | *30.4* | *54.1* | 65,495 | *30.2* |
| aps6 | ≥ £61,619 | 10,620 | *10.6* | *30.7* | 23,925 | *20.5* | *69.3* | 34,545 | *15.9* |
| All | All pay spine ranges | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |



Proportions of staff in each academic pay spine

% 20% 30% 40% 50%

16.5

31.2

30.4

20.5

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Female  10 | % | 20 | % | 30 | % | 40 | % | 50 | % | Male  10 |
| aps1 0.2 |  |  |  |  |  |  |  |  |  | 0.2 |
| aps2 1.5 |  |  |  |  |  |  |  |  |  | 1.2 |
| aps3 |  |  |  | 19.8 |  |  |  |  |  |  |
| aps4 |  |  |  |  |  |  |  | 3 | 8.0 |  |
| aps5 |  |  |  |  |  | 30 | .0 |  |  |  |
| aps6 |  | 10.6 |  |  |  |  |  |  |  |  |

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

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

All staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 35,211 | 39,609 | *11.1* | 37,435 | 44,524 | *15.9* |
| lon | London | 39,609 | 43,327 | *8.6* | 42,860 | 49,443 | *13.3* |
| ewl | England (without London) | 33,199 | 39,609 | *16.2* | 35,910 | 43,035 | *16.6* |
| nire | Northern Ireland | 34,189 | 39,609 | *13.7* | 36,086 | 44,001 | *18.0* |
| scot | Scotland | 32,236 | 38,460 | *16.2* | 35,175 | 42,473 | *17.2* |
| wal | Wales | 34,189 | 38,460 | *11.1* | 35,514 | 42,275 | *16.0* |
| uk | UK | 34,189 | 39,609 | *13.7* | 37,065 | 44,181 | *16.1* |

Median Mean

Female Male Gap Female Male Gap

£ £ *%* £ £ *%*

Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 42,701 | 47,263 | *9.7* | 46,262 | 52,007 | *11.0* |
| lon | London | 44,015 | 46,768 | *5.9* | 48,396 | 54,800 | *11.7* |
| ewl | England (without London) | 42,036 | 47,263 | *11.1* | 45,518 | 51,075 | *10.9* |
| nire | Northern Ireland | 45,892 | 50,132 | *8.5* | 47,258 | 52,298 | *9.6* |
| scot | Scotland | 40,792 | 46,372 | *12.0* | 44,931 | 50,194 | *10.5* |
| wal | Wales | 39,609 | 44,559 | *11.1* | 44,185 | 50,217 | *12.0* |
| uk | UK | 42,036 | 47,139 | *10.8* | 46,034 | 51,728 | *11.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 27,830 | 30,395 | *8.4* | 31,002 | 33,930 | *8.6* |
| lon | London | 34,886 | 36,769 | *5.1* | 37,404 | 40,293 | *7.2* |
| ewl | England (without London) | 26,243 | 28,660 | *8.4* | 29,490 | 32,267 | *8.6* |
| nire | Northern Ireland | 24,771 | 28,660 | *13.6* | 29,121 | 32,831 | *11.3* |
| scot | Scotland | 25,482 | 27,916 | *8.7* | 28,843 | 31,942 | *9.7* |
| wal | Wales | 26,243 | 27,830 | *5.7* | 29,187 | 31,436 | *7.2* |
| uk | UK | 27,830 | 30,117 | *7.6* | 30,629 | 33,567 | *8.8* |

Gender pay gaps

%

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Median |  |  |  |  |  |  |  |  |  |  | Mean |
| -30% 0%  All staff |  |  |  |  |  | 30 | % -3 | 0% |  | 0 | % 30 |
| eng |  |  |  | 1.1 |  |  |  |  |  |  | 15.9 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| lon 8 |  | .6 |  |  |  |  |  |  |  |  | 13.3 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| ewl |  |  |  |  | 16. | 2 |  |  |  |  | 16.6 |
| nire |  |  |  | 1 | 3.7 |  |  |  |  |  | 18.0 |
| scot |  |  |  |  | 16. | 2 |  |  |  |  | 17.2 |
| wal |  |  |  | .1 |  |  |  |  |  |  | 16.0 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| uk |  |  |  | 13 | .7 |  |  |  |  |  | 16.1 |
| Academic staff |  |  |  |  |  |  |  |  |  |  |  |
| eng |  |  |  |  |  |  |  |  |  |  | 11.0 |
| lon 5.9 |  |  |  |  |  |  |  |  |  |  | 11.7 |
| ewl |  |  |  | 1.1 |  |  |  |  |  |  | 10.9 |
| nire 8 |  |  |  |  |  |  |  |  |  |  | 9.6 |
| scot |  |  |  | 12. | 0 |  |  |  |  |  | 10.5 |
| wal |  |  |  | .1 |  |  |  |  |  |  | 12.0 |
| uk |  |  |  | .8 |  |  |  |  |  |  | 11.0 |
| Professional and support staff |  |  |  |  |  |  |  |  |  |  |  |
| eng 8 |  |  |  |  |  |  |  |  |  |  | 8.6 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| lon 5.1 |  |  |  |  |  |  |  |  |  |  | 7.2 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| ewl 8 |  |  |  |  |  |  |  |  |  |  | 8.6 |
| nire |  |  |  | 1 | 3.6 |  |  |  |  |  | 11.3 |
| scot 8 |  |  |  |  |  |  |  |  |  |  | 9.7 |
| wal 5.7 |  |  |  |  |  |  |  |  |  |  | 7.2 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| uk 7. |  |  |  |  |  |  |  |  |  |  | 8.8 |

1

11

9.7

1

.5

11

10

.4

.4

.7

6



≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Occupational](#_bookmark19) [group](#_bookmark19) [definition:](#_bookmark19) [see page 18](#_bookmark19)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

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

Median Mean

Female Male Gap Female Male Gap

£ £ *%* £ £ *%*

Academic staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 65,361 | 71,554 | *8.7* | 70,931 | 81,551 | *13.0* |
| soc2 | Professional occupations | 42,063 | 47,263 | *11.0* | 46,051 | 51,777 | *11.1* |
| soc3 | Associate professional and technical | 32,236 | 31,302 | *-3.0* | 34,191 | 33,872 | *-0.9* |
| soc4–9 | Clerical and manual occupations | .. | .. | *..* | .. | .. | *..* |
| All | All academic staff | 42,036 | 47,139 | *10.8* | 46,034 | 51,728 | *11.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 | Managers, directors and senior officials | 50,133 | 56,662 | *11.5* | 56,319 | 63,846 | *11.8* |
| soc2 | Professional occupations | 39,609 | 40,792 | *2.9* | 40,130 | 43,149 | *7.0* |
| soc3 | Associate professional and technical | 32,236 | 32,236 | *0.0* | 33,147 | 33,099 | *-0.1* |
| soc4 | Administrative and secretarial | 25,095 | 24,771 | *-1.3* | 26,330 | 26,870 | *2.0* |
| soc5 | Skilled trades occupations | 19,750 | 25,482 | *22.5* | 22,485 | 26,417 | *14.9* |
| soc6 | Caring, leisure and other service | 20,275 | 19,730 | *-2.8* | 21,868 | 21,263 | *-2.8* |
| soc7 | Sales and customer service occupations | 20,836 | 22,017 | *5.4* | 22,903 | 23,960 | *4.4* |
| soc8 | Process, plant and machine operatives | 24,029 | 22,659 | *-6.0* | 24,048 | 23,343 | *-3.0* |
| soc9 | Elementary occupations | 16,766 | 17,408 | *3.7* | 17,242 | 19,013 | *9.3* |
| All | All professional and support staff | 27,830 | 30,117 | *7.6* | 30,629 | 33,567 | *8.8* |

All staff

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| All | All staff | 34,189 | 39,609 | *13.7* | 37,065 | 44,181 | *16.1* |

Gender pay gaps

Median Mean

-30% 0% 30% -30% 0% 30%

Academic staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  |  | |  | 8.7 | |  |  |  |  |  |  | | 13.0 |  |
| soc2 |  |  |  | |  | | 11.0 |  |  |  |  |  |  | 11.1 | |  |
| soc3 |  |  | -3.0 |  |  |  | |  |  |  |  | -0.9 |  |  | |  |
| soc4–9 |  |  |  | | .. |  | |  |  |  |  |  | .. |  | |  |
| All |  |  |  | |  | | 10.8 |  |  |  |  |  |  | 11.0 | |  |

Professional and support staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| soc1 |  |  |  |  | | | | 11.5 |  | |  |  |  |  |  | | | | 11.8 | |  |
| soc2 |  |  |  |  | 2.9 | |  | |  | |  |  |  |  |  | | 7. | 0 | | |  |
| soc3 |  |  |  | 0.0 | | |  | |  | |  |  |  | -0.1 |  | | |  | | |  |
| soc4 |  |  | -1.3 |  | | |  | |  | |  |  |  |  | 2.0 | | |  | | |  |
| soc5 |  |  |  |  | | | | | | 22.5 |  |  |  |  |  | | | | | 14.9 |  |
| soc6 |  |  | -2.8 |  | | |  | |  | |  |  |  | -2.8 |  | | |  | | |  |
| soc7 |  |  |  |  | | 5.4 |  | |  | |  |  |  |  |  | 4.4 | |  | | |  |
| soc8 |  | - | 6.0 |  | | |  | |  | |  |  |  | -3.0 |  | | |  | | |  |
| soc9 |  |  |  |  | 3.7 | |  | |  | |  |  |  |  |  | | | 9.3 | | |  |
| All |  |  |  | 7. | | | 6 | |  | |  |  |  |  |  | | | 8.8 | | |  |

All staff

All

13.7

16.1



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

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

≤ [Country of](#_bookmark14) [institution](#_bookmark14) [definition:](#_bookmark14) [see page 15](#_bookmark14)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

Professors

Non-professors

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 73,017 | 77,498 | *5.8* | 77,843 | 82,896 | *6.1* |
| lon | London | 80,963 | 87,799 | *7.8* | 85,242 | 93,141 | *8.5* |
| ewl | England (without London) | 74,249 | 79,115 | *6.2* | 79,182 | 84,247 | *6.0* |
| nire | Northern Ireland | 81,097 | 83,866 | *3.3* | 80,176 | 85,641 | *6.4* |
| scot | Scotland | 75,030 | 78,874 | *4.9* | 79,663 | 84,389 | *5.6* |
| wal | Wales | 71,004 | 78,394 | *9.4* | 77,116 | 83,584 | *7.7* |
| uk | UK | 75,740 | 80,753 | *6.2* | 80,690 | 86,389 | *6.6* |

Median Mean

Female Male Gap Female Male Gap

£ £ *%* £ £ *%*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| eng | England | 32,958 | 37,075 | *11.1* | 34,635 | 39,355 | *12.0* |
| lon | London | 39,484 | 42,654 | *7.4* | 41,653 | 45,546 | *8.5* |
| ewl | England (without London) | 33,199 | 37,345 | *11.1* | 34,869 | 39,543 | *11.8* |
| nire | Northern Ireland | 34,189 | 38,460 | *11.1* | 35,041 | 40,706 | *13.9* |
| scot | Scotland | 32,236 | 36,261 | *11.1* | 34,131 | 38,786 | *12.0* |
| wal | Wales | 33,199 | 37,345 | *11.1* | 34,691 | 38,770 | *10.5* |
| uk | UK | 34,189 | 38,460 | *11.1* | 36,352 | 40,933 | *11.2* |

2.0

1.8

13.9

12.0

.5

.2

Gender pay gaps

30%

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Median |  |  |  |  |  |  |  | Mean |  |
| -30% 0%  Professors |  |  | 30 | % -3 | 0% |  | 0 | % |  |
| eng 5.8 |  |  |  |  |  |  |  | 6.1 |  |
|  |  |  |  |  |  |  |  |  |  |
| lon 7. |  | 8 |  |  |  |  |  | 8 | .5 |
|  |  |  |  |  |  |  |  |  |  |
| ewl 6.2 |  |  |  |  |  |  |  | 6.0 |  |
| nire 3.3 |  |  |  |  |  |  |  | 6.4 |  |
| scot 4.9 |  |  |  |  |  |  |  | 5.6 |  |
| wal |  | 9.4 |  |  |  |  |  | 7.7 |  |
|  |  |  |  |  |  |  |  |  |  |
| uk 6.2 |  |  |  |  |  |  |  | 6.6 |  |
| Non-professors |  |  |  |  |  |  |  |  |  |
| eng |  | 11.1 |  |  |  |  |  |  | 1 |
|  |  |  |  |  |  |  |  |  |  |
| lon 7. |  | 4 |  |  |  |  |  | 8 | .5 |
|  |  |  |  |  |  |  |  |  |  |
| ewl |  | 11.1 |  |  |  |  |  |  | 1 |
| nire |  | 11.1 |  |  |  |  |  |  |  |
| scot |  | 11.1 |  |  |  |  |  |  |  |
| wal |  | 11.1 |  |  |  |  |  |  | 10 |
|  |  |  |  |  |  |  |  |  |  |
| uk |  | 11.1 |  |  |  |  |  |  | 11 |

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

Leavers

(proportion of all staff)



Known destination

(proportion of leavers)

Unknown destination

(proportion of leavers)

All staff

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

All academic staff

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| f Female | 17,140 *17.8* | 8,320 *48.5* | 8,820 *51.5* | 96,465 |
| m Male | 18,725 *16.4* | 9,650 *51.6* | 9,070 *48.4* | 113,940 |
| All All staff | 35,865 *17.0* | 17,970 *50.1* | 17,895 *49.9* | 210,405 |

No. *%* No. *%* No. *% No.*

UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| f Female | 10,730 *16.0* | 5,270 *49.1* | 5,460 *50.9* | 67,090 |
| m Male | 11,390 *14.5* | 5,800 *50.9* | 5,590 *49.1* | 78,445 |
| All All staff | 22,120 *15.2* | 11,070 *50.1* | 11,050 *49.9* | 145,535 |

Non-UK nationals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| f Female | 6,410 *21.8* | 3,050 *47.6* | 3,365 *52.4* | 29,375 |
| m Male | 7,330 *20.7* | 3,850 *52.5* | 3,480 *47.5* | 35,495 |
| All All staff | 13,745 *21.2* | 6,900 *50.2* | 6,845 *49.8* | 64,870 |

Proportions of academic staff who left their institution between 2017/18 and 2018/19

10% 20% 30% 40% 50%

All academic staff

f

m

All

17.8 16.4

17.0

UK nationals

f

m

All

16.0

14.5

15.2

Non-UK nationals

f

m

All

21.8 20.7

21.2

## **UK academic staff leavers by known leaving destination and gender**

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

UK employment



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 1,475 | *28.0* | *49.7* | 1,495 | *25.8* | *50.3* | 2,970 | *26.84* |
| oei | Other education institution | 180 | *3.4* | *53.6* | 155 | *2.7* | *46.4* | 335 | *3.02* |
| res | Research institute | 85 | *1.6* | *42.4* | 115 | *2.0* | *57.6* | 205 | *1.83* |
| stu | Student | 285 | *5.4* | *50.5* | 280 | *4.8* | *49.5* | 565 | *5.11* |
| med | Medical or dental practice | 360 | *6.8* | *57.6* | 265 | *4.5* | *42.4* | 620 | *5.61* |
| pub | Public sector | 235 | *4.5* | *52.4* | 215 | *3.7* | *47.6* | 455 | *4.09* |
| priv | Private sector | 335 | *6.3* | *41.7* | 465 | *8.0* | *58.3* | 800 | *7.22* |
| self | Self-employed | 220 | *4.2* | *44.9* | 270 | *4.7* | *55.1* | 495 | *4.45* |
| vol | Voluntary sector | 30 | *0.6* | *62.8* | 20 | *0.3* | *37.2* | 50 | *0.45* |
| All | All UK employment | 3,210 | *60.9* | *49.4* | 3,280 | *56.6* | *50.6* | 6,490 | *58.6* |

Female Male All leavers

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 65 | *1.2* | *30.0* | 150 | *2.6* | *70.0* | 215 | *1.9* |
| oei | Other education institution | 20 | *0.4* | *51.4* | 20 | *0.3* | *48.6* | 35 | *0.3* |
| res | Research institute | 25 | *0.5* | *39.3* | 35 | *0.6* | *60.7* | 60 | *0.6* |
| stu | Student | 5 | *0.1* | *..* | 5 | *0.1* | *..* | 5 | *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* | *24.3* | 30 | *0.5* | *75.7* | 35 | *0.3* |
| self | Self-employed | 5 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| vol | Voluntary sector | 5 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All non-UK employment | 130 | *2.5* | *34.5* | 250 | *4.3* | *65.5* | 380 | *3.4* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 1,260 | *23.9* | *51.6* | 1,180 | *20.3* | *48.4* | 2,440 | *22.0* |
| reti | Retired | 630 | *12.0* | *38.5* | 1,010 | *17.4* | *61.5* | 1,640 | *14.8* |
| dece | Deceased | 40 | *0.8* | *32.5* | 85 | *1.4* | *67.5* | 125 | *1.1* |
| All | All no longer employed | 1,930 | *36.6* | *45.9* | 2,270 | *39.1* | *54.1* | 4,200 | *37.9* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 5,270 | *100.0* | *47.6* | 5,800 | *100.0* | *52.4* | 11,070 | *100.0* |

Proportions of leavers who were women

20% 40% 60% 80% 100%

UK employment

hei oei res stu med pub priv self

vol

All

49.7

53.6

42.4

50.5

57.6

52.4

41.7

44.9

62.8

49.4

Non-UK employment

hei oei res stu med pub priv self

vol

All

30.0

51.4

39.3

..

..

..

24.3

..

..

34.5

No longer in employment

nreg reti

dece

All

51.6

38.5

32.5

45.9

All destinations

All

47.6

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

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Academic](#_bookmark28) [leavers](#_bookmark28) [definition:](#_bookmark28) [see page 21](#_bookmark28)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

UK employment



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 855 | *28.1* | *45.2* | 1,040 | *27.0* | *54.8* | 1,895 | *27.46* |
| oei | Other education institution | 80 | *2.6* | *47.0* | 90 | *2.3* | *53.0* | 170 | *2.43* |
| res | Research institute | 110 | *3.7* | *48.9* | 115 | *3.0* | *51.1* | 230 | *3.32* |
| stu | Student | 235 | *7.8* | *49.2* | 245 | *6.3* | *50.8* | 480 | *6.98* |
| med | Medical or dental practice | 75 | *2.4* | *52.5* | 65 | *1.7* | *47.5* | 140 | *2.04* |
| pub | Public sector | 40 | *1.3* | *60.9* | 25 | *0.7* | *39.1* | 65 | *0.98* |
| priv | Private sector | 170 | *5.6* | *37.5* | 285 | *7.4* | *62.5* | 460 | *6.63* |
| self | Self-employed | 40 | *1.3* | *45.6* | 50 | *1.3* | *54.4* | 90 | *1.30* |
| vol | Voluntary sector | 15 | *0.5* | *54.5* | 10 | *0.3* | *45.5* | 25 | *0.38* |
| All | All UK employment | 1,625 | *53.3* | *45.7* | 1,930 | *50.1* | *54.3* | 3,555 | *51.5* |

Female Male All leavers

Non-UK employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| hei | Other HEI | 340 | *11.2* | *33.8* | 665 | *17.3* | *66.2* | 1,005 | *14.6* |
| oei | Other education institution | 80 | *2.6* | *41.3* | 110 | *2.9* | *58.7* | 190 | *2.7* |
| res | Research institute | 120 | *4.0* | *37.9* | 200 | *5.2* | *62.1* | 320 | *4.7* |
| stu | Student | 30 | *0.9* | *63.5* | 15 | *0.4* | *36.5* | 45 | *0.6* |
| med | Health service | 5 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.1* |
| pub | Public sector | 20 | *0.6* | *36.7* | 30 | *0.8* | *63.3* | 50 | *0.7* |
| priv | Private sector | 60 | *2.0* | *33.6* | 120 | *3.2* | *66.4* | 185 | *2.7* |
| self | Self-employed | 10 | *0.4* | *36.7* | 20 | *0.5* | *63.3* | 30 | *0.4* |
| vol | Voluntary sector | 0 | *0.1* | *..* | 0 | *0.0* | *..* | 5 | *0.0* |
| All | All non-UK employment | 665 | *21.8* | *36.2* | 1,170 | *30.3* | *63.8* | 1,830 | *26.6* |

No longer in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| nreg | Not in regular employment | 700 | *22.9* | *51.2* | 665 | *17.3* | *48.8* | 1,365 | *19.8* |
| reti | Retired | 45 | *1.5* | *39.2* | 75 | *1.9* | *60.8* | 120 | *1.7* |
| dece | Deceased | 15 | *0.4* | *50.0* | 15 | *0.3* | *50.0* | 25 | *0.4* |
| All | All no longer employed | 760 | *24.9* | *50.2* | 750 | *19.5* | *49.8* | 1,510 | *21.9* |

All destinations

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All | All leavers | 3,050 | *100.0* | *44.2* | 3,850 | *100.0* | *55.8* | 6,900 | *100.0* |

Proportions of leavers who were women

20% 40% 60% 80% 100%

UK employment

hei oei res stu med pub priv self

vol

All

45.2

47.0

48.9

49.2

52.5

60.9

37.5

45.6

54.5

45.7

Non-UK employment

hei oei res stu med pub priv self

vol

All

33.8

41.3

37.9

63.5

..

36.7

33.6

36.7

..

36.2

No longer in employment

nreg reti

dece

All

51.2

39.2

50.0

50.2

All destinations

All

44.2

# 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 growing general interest in this area, this trend is also driven by institutional and procedural requirements, such as the 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 agreements in Scotland.

Tables to explore how people’s identities relate to their median and mean pay present information in two ways. For example, in Table 5.11, reading down the female column shows the pay discrepancy between BAME and white female staff, while reading across the BAME row shows the pay gap between BAME 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.advance-he.ac.uk/knowledge-hub/intersectional-approaches-**](http://www.advance-he.ac.uk/knowledge-hub/intersectional-approaches-equality-research-and-data)[**equality-research-and-data**](http://www.advance-he.ac.uk/knowledge-hub/intersectional-approaches-equality-research-and-data)

* 1. **Age and disability status:** Disability disclosure rates were highest among staff in the 25 and under age group (6.8%), and lowest among those aged 36-40, 41-45 and 66 and over (all 4.7%).
  2. **Age and ethnicity:** Overall, BAME staff have a younger age profile than white staff. 57.1% of BAME staff were aged 40 and under, compared with 42.7% of white staff. This is also true among both UK and non-UK staff, although non-UK staff had a younger profile in general; 47.7% of UK BAME staff were aged 40 and under

compared with 39.5% of UK white staff, and 69.5% of non-UK BAME staff were aged 40 and under compared with 58.8% of non-UK white staff.

* 1. **Age and gender:** Across both academic and professional and support staff women made up the majority of staff in all age groups aside from those aged 61-65 and 66 and over. Among academic staff, men comprised the majority within every age group. In general, the proportion of male academics increased with age, rising from 51.1%

of academics aged 25 and under to 70.4% of 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 66 and over.

* 1. **Ethnicity and disability status:**

Disability disclosure rates were lower among

non-UK nationals than UK nationals (2.4% and 6.3%, respectively). There were similar gaps in disclosure rates between UK and non-UK white staff (6.4% and 2.8%, respectively) and between UK and

non-UK BAME staff (5.3% and 1.7%, 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

(8.1% of UK and 3.5% of non-UK nationals) and lowest among Chinese staff (2.0% and 0.7%, respectively).

* 1. **Disability status and gender:**

Overall disability disclosure rates were higher among women than men (5.6% and 4.8%, respectively). However, disclosure rates by women and men varied by impairment type; more than three out of five disabled staff disclosing a mental health condition (63.7%), a physical impairment/ mobility issues (62.5%), a long standing illness or health condition (61.1%), or two or more disabilities, impairments or conditions (61.4%) were women.

In comparison, 65.1% of those disclosing a social communication impairment were men.

* 1. **Ethnicity and gender:** A higher proportion of male staff were from BAME backgrounds than female staff (15.6% compared with 13.6% of female staff). Non-UK staff were more ethnically diverse than UK national staff (30.7% of non-UK national staff were BAME, compared with 10.3% of UK national staff). This was more pronounced among non-UK men than women (34.7% of non-UK men were BAME compared with 26.9% of women).

This was not the case among UK nationals, where the proportions of staff from BAME backgrounds were similar for men and women (10.2% and 10.4% respectively).

* 1. **Academic roles by ethnicity and gender:** For both white and BAME staff, gender imbalances were more pronounced among professors than other academics. For example, 64.9% of professors were white men, and 24.7% white women.

In comparison, 41.5% of non-professorial academics were white men and 41.0% were white women.

Similarly, 8.0% of professors were BAME men, compared to just 2.5% BAME women.

BAME/white identity also differed between UK and non-UK national professors, with a greater gender disparity present between non-UK BAME nationals. 11.8% of non-UK national professors were BAME male, 3.0% were BAME female. In contrast, 6.8%

of UK national professors were BAME male, 2.3% were BAME female.

* 1. **Senior managers by ethnicity and gender:** The large majority of UK national academic senior managers were from a white background

(63.2% white male, 31.8%% white female) with

just 1.6% being BAME female and 3.4% BAME male. Among non-UK national academic senior managers, 9.5% were BAME male and 2.8%

BAME female.

* 1. **Academic roles by gender and ethnicity:** The largest proportion of BAME female professors was among Asian academics (3.3% compared with 0.7% of black academics and 1.6%, 1.7% and 1.2%

of academics from Chinese, mixed and other ethnic backgrounds, respectively). This was true for both UK and non-UK nationals.

* 1. **Senior managers by gender and ethnicity:** The lack of BAME representation among academic senior managers identified in Table 5.8 was present across each of the BAME ethnic groups for both men and women.
  2. **–5.13 Median/mean pay gaps by ethnicity, gender and disability status:** Median and mean gender pay gaps were present among both BAME staff (11.0% and 13.4%, respectively) and white staff (13.2% and 16.6%, respectively). There were also gaps between the median and mean salaries of BAME and white men (3.0% and 7.0%, respectively), which were both considerably larger than the gaps between the median and mean salaries of BAME and white women (0.6% and 3.4%, respectively).

Median and mean gender pay gaps were larger among non-disabled staff (13.3% and 16.4%, respectively) than among staff disclosing a disability (7.8% and 9.3%, respectively). Median and mean disability pay gaps were present among both female (3.3% and 5.2%, respectively) and male staff (9.1% and 12.6%, respectively), albeit considerably larger among men.

Median and mean disability pay gaps were larger among white staff (8.5% and 9.8%, respectively) than among BAME staff (5.7% and 7.4%, respectively). The gap between the median and mean salaries of BAME and white non-disabled staff (2.9% and 4.9%, respectively) was higher than the gap between the median and mean salaries of BAME and white disabled staff (0.0% and

2.3%, respectively).

# 5.1

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Non-disabled |  |  | Disabled |  |  | All staff |  |
|  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| ≤25 | 24,755 | *5.9* | *93.2* | 1,820 | *7.9* | *6.8* | 26,575 | *6.0* |
| 26–30 | 44,985 | *10.8* | *94.4* | 2,680 | *11.6* | *5.6* | 47,660 | *10.8* |
| 31–35 | 58,865 | *14.1* | *95.1* | 3,020 | *13.1* | *4.9* | 61,880 | *14.1* |
| 36–40 | 59,910 | *14.4* | *95.3* | 2,950 | *12.8* | *4.7* | 62,860 | *14.3* |
| 41–45 | 52,025 | *12.5* | *95.3* | 2,590 | *11.2* | *4.7* | 54,620 | *12.4* |
| 46–50 | 52,245 | *12.5* | *94.8* | 2,855 | *12.4* | *5.2* | 55,105 | *12.5* |
| 51–55 | 50,775 | *12.2* | *94.5* | 2,950 | *12.8* | *5.5* | 53,725 | *12.2* |
| 56–60 | 40,270 | *9.7* | *94.4* | 2,390 | *10.3* | *5.6* | 42,660 | *9.7* |
| 61–65 | 22,565 | *5.4* | *94.4* | 1,340 | *5.8* | *5.6* | 23,905 | *5.4* |
| ≥66 | 10,450 | *2.5* | *95.3* | 510 | *2.2* | *4.7* | 10,960 | *2.5* |
| All | 416,845 | *100.0* | *94.7* | 23,105 | *100.0* | *5.3* | 439,955 | *100.0* |

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **Staff by age group and disability status**



Proportions of staff who disclosed as disabled

10% 20% 30% 40% 50%

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 |  | | 6.8 |  |  |  |  |  |  |  |  |
| 26–30 |  | 5.6 | |  |  |  |  |  |  |  |  |
| 31–35 |  | 4.9 | |  |  |  |  |  |  |  |  |
| 36–40 |  | 4.7 | |  |  |  |  |  |  |  |  |
| 41–45 |  | 4.7 | |  |  |  |  |  |  |  |  |
| 46–50 |  | 5.2 | |  |  |  |  |  |  |  |  |
| 51–55 |  | 5.5 | |  |  |  |  |  |  |  |  |
| 56–60 |  | 5.6 | |  |  |  |  |  |  |  |  |
| 61–65 |  | 5.6 | |  |  |  |  |  |  |  |  |
| ≥66 |  | 4.7 | |  |  |  |  |  |  |  |  |
| All |  | 5.3 | |  |  |  |  |  |  |  |  |

# 5.2

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

## **UK/non-UK staff by age group and BAME/White identity**

White BAME All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

UK nationals

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 16,720 | *5.7* | *85.3* | 2,875 | *8.5* | *14.7* | 19,595 | *6.0* |
| 26–30 | 27,520 | *9.4* | *88.0* | 3,740 | *11.1* | *12.0* | 31,265 | *9.6* |
| 31–35 | 33,975 | *11.6* | *88.3* | 4,515 | *13.4* | *11.7* | 38,495 | *11.8* |
| 36–40 | 37,140 | *12.7* | *88.3* | 4,930 | *14.7* | *11.7* | 42,070 | *12.9* |
| 41–45 | 34,910 | *11.9* | *88.7* | 4,455 | *13.2* | *11.3* | 39,365 | *12.1* |
| 46–50 | 39,430 | *13.5* | *89.9* | 4,430 | *13.2* | *10.1* | 43,860 | *13.5* |
| 51–55 | 40,775 | *14.0* | *91.0* | 4,020 | *12.0* | *9.0* | 44,800 | *13.7* |
| 56–60 | 33,795 | *11.6* | *92.4* | 2,765 | *8.2* | *7.6* | 36,560 | *11.2* |
| 61–65 | 19,120 | *6.5* | *93.2* | 1,400 | *4.2* | *6.8* | 20,520 | *6.3* |
| ≥66 | 8,780 | *3.0* | *94.5* | 515 | *1.5* | *5.5* | 9,295 | *2.9* |
| All | 292,175 | *100.0* | *89.7* | 33,645 | *100.0* | *10.3* | 325,820 | *100.0* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 2,740 | *4.7* | *64.6* | 1,500 | *5.8* | *35.4* | 4,240 | *5.1* |
| 26–30 | 7,800 | *13.5* | *63.2* | 4,550 | *17.7* | *36.8* | 12,350 | *14.8* |
| 31–35 | 12,035 | *20.8* | *64.3* | 6,695 | *26.1* | *35.7* | 18,735 | *22.4* |
| 36–40 | 11,495 | *19.9* | *69.4* | 5,075 | *19.8* | *30.6* | 16,570 | *19.8* |
| 41–45 | 8,555 | *14.8* | *72.4* | 3,260 | *12.7* | *27.6* | 11,815 | *14.1* |
| 46–50 | 6,080 | *10.5* | *75.7* | 1,955 | *7.6* | *24.3* | 8,040 | *9.6* |
| 51–55 | 4,390 | *7.6* | *76.4* | 1,355 | *5.3* | *23.6* | 5,740 | *6.9* |
| 56–60 | 2,735 | *4.7* | *78.6* | 745 | *2.9* | *21.4* | 3,475 | *4.2* |
| 61–65 | 1,420 | *2.5* | *79.2* | 375 | *1.5* | *20.8* | 1,795 | *2.1* |
| ≥66 | 655 | *1.1* | *82.1* | 145 | *0.6* | *17.9* | 800 | *1.0* |
| All | 57,910 | *100.0* | *69.3* | 25,645 | *100.0* | *30.7* | 83,560 | *100.0* |

Proportions of staff who were BAME

10% 20% 30% 40% 50%

UK nationals

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

14.7

12.0

11.7

11.7

11.3

10.1

9.0

7.6

6.8

5.5

10.3

Non-UK nationals

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

35.4

36.8

35.7

30.6

27.6

24.3

23.6

21.4

20.8

17.9

30.7

# 5.3

≤ [Staff activity](#_bookmark13) [definition:](#_bookmark13) [see page 14](#_bookmark13)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **Staff by activity, age group and gender**

Female Male All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 15,395 | *6.4* | *58.0* | 11,165 | *5.6* | *42.0* | 26,560 | *6.0* |
| 26–30 | 26,405 | *11.0* | *55.4* | 21,230 | *10.6* | *44.6* | 47,635 | *10.8* |
| 31–35 | 34,005 | *14.2* | *55.0* | 27,840 | *13.9* | *45.0* | 61,845 | *14.1* |
| 36–40 | 34,910 | *14.5* | *55.6* | 27,930 | *14.0* | *44.4* | 62,835 | *14.3* |
| 41–45 | 30,590 | *12.7* | *56.0* | 24,020 | *12.0* | *44.0* | 54,610 | *12.4* |
| 46–50 | 30,720 | *12.8* | *55.8* | 24,360 | *12.2* | *44.2* | 55,080 | *12.5* |
| 51–55 | 29,690 | *12.4* | *55.3* | 24,025 | *12.0* | *44.7* | 53,715 | *12.2* |
| 56–60 | 22,685 | *9.4* | *53.2* | 19,965 | *10.0* | *46.8* | 42,650 | *9.7* |
| 61–65 | 11,780 | *4.9* | *49.3* | 12,120 | *6.1* | *50.7* | 23,900 | *5.4* |
| ≥66 | 4,040 | *1.7* | *36.8* | 6,925 | *3.5* | *63.2* | 10,960 | *2.5* |
| All | 240,215 | *100.0* | *54.6* | 199,575 | *100.0* | *45.4* | 439,790 | *100.0* |

Academic staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 3,280 | *3.3* | *48.9* | 3,425 | *2.9* | *51.1* | 6,710 | *3.1* |
| 26–30 | 10,860 | *10.8* | *46.7* | 12,400 | *10.6* | *53.3* | 23,260 | *10.7* |
| 31–35 | 15,900 | *15.8* | *48.0* | 17,205 | *14.7* | *52.0* | 33,100 | *15.3* |
| 36–40 | 15,730 | *15.7* | *48.4* | 16,735 | *14.3* | *51.6* | 32,465 | *15.0* |
| 41–45 | 13,400 | *13.4* | *48.9* | 14,010 | *12.0* | *51.1* | 27,410 | *12.6* |
| 46–50 | 12,785 | *12.7* | *47.5* | 14,115 | *12.1* | *52.5* | 26,900 | *12.4* |
| 51–55 | 12,175 | *12.1* | *46.4* | 14,040 | *12.0* | *53.6* | 26,220 | *12.1* |
| 56–60 | 9,035 | *9.0* | *43.6* | 11,670 | *10.0* | *56.4* | 20,705 | *9.5* |
| 61–65 | 4,890 | *4.9* | *39.3* | 7,545 | *6.5* | *60.7* | 12,430 | *5.7* |
| ≥66 | 2,310 | *2.3* | *29.6* | 5,495 | *4.7* | *70.4* | 7,805 | *3.6* |
| All | 100,365 | *100.0* | *46.3* | 116,640 | *100.0* | *53.7* | 217,005 | *100.0* |

Professional and support staff

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤25 | 12,110 | *8.7* | *61.0* | 7,740 | *9.3* | *39.0* | 19,850 | *8.9* |
| 26–30 | 15,545 | *11.1* | *63.8* | 8,830 | *10.6* | *36.2* | 24,380 | *10.9* |
| 31–35 | 18,110 | *12.9* | *63.0* | 10,635 | *12.8* | *37.0* | 28,745 | *12.9* |
| 36–40 | 19,180 | *13.7* | *63.1* | 11,195 | *13.5* | *36.9* | 30,375 | *13.6* |
| 41–45 | 17,190 | *12.3* | *63.2* | 10,010 | *12.1* | *36.8* | 27,195 | *12.2* |
| 46–50 | 17,935 | *12.8* | *63.6* | 10,245 | *12.4* | *36.4* | 28,180 | *12.6* |
| 51–55 | 17,510 | *12.5* | *63.7* | 9,985 | *12.0* | *36.3* | 27,495 | *12.3* |
| 56–60 | 13,645 | *9.8* | *62.2* | 8,295 | *10.0* | *37.8* | 21,940 | *9.8* |
| 61–65 | 6,890 | *4.9* | *60.1* | 4,580 | *5.5* | *39.9* | 11,470 | *5.1* |
| ≥66 | 1,730 | *1.2* | *54.7* | 1,430 | *1.7* | *45.3* | 3,160 | *1.4* |
| All | 139,850 | *100.0* | *62.8* | 82,940 | *100.0* | *37.2* | 222,790 | *100.0* |

Proportions of staff who were women

20% 40% 60% 80% 100%

All staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

58.0

55.4

55.0

55.6

56.0

55.8

55.3

53.2

49.3

36.8

54.6

Academic staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

48.9

46.7

48.0

48.4

48.9

47.5 46.4

43.6

39.3

29.6

46.3

Professional and support staff

≤25 26–30

31–35

36–40

41–45

46–50

51–55

56–60

61–65

≥66

All

61.0

63.8

63.0

63.1

63.2

63.6

63.7

62.2

60.1

54.7

62.8

# 5.4

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

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

Non-disabled Disabled All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 329,835 | *85.2* | *94.2* | 20,250 | *90.1* | *5.8* | 350,085 | *85.5* |
| bame | BAME total | 57,070 | *14.8* | *96.2* | 2,225 | *9.9* | *3.8* | 59,295 | *14.5* |
| a | Asian | 22,845 | *5.9* | *96.8* | 755 | *3.4* | *3.2* | 23,600 | *5.8* |
| b | Black | 10,400 | *2.7* | *95.0* | 545 | *2.4* | *5.0* | 10,950 | *2.7* |
| c | Chinese | 9,590 | *2.5* | *98.9* | 105 | *0.5* | *1.1* | 9,700 | *2.4* |
| m | Mixed | 8,150 | *2.1* | *93.3* | 585 | *2.6* | *6.7* | 8,735 | *2.1* |
| o | Other | 6,080 | *1.6* | *96.3* | 230 | *1.0* | *3.7* | 6,310 | *1.5* |
| All | All staff | 386,905 | *100.0* | *94.5* | 22,475 | *100.0* | *5.5* | 409,380 | *100.0* |

UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 273,520 | *89.6* | *93.6* | 18,655 | *91.3* | *6.4* | 292,175 | *89.7* |
| bame | BAME total | 31,860 | *10.4* | *94.7* | 1,785 | *8.7* | *5.3* | 33,645 | *10.3* |
| a | Asian | 13,785 | *4.5* | *95.7* | 620 | *3.0* | *4.3* | 14,410 | *4.4* |
| b | Black | 6,745 | *2.2* | *93.6* | 460 | *2.2* | *6.4* | 7,205 | *2.2* |
| c | Chinese | 3,225 | *1.1* | *98.0* | 65 | *0.3* | *2.0* | 3,290 | *1.0* |
| m | Mixed | 5,535 | *1.8* | *91.9* | 490 | *2.4* | *8.1* | 6,025 | *1.8* |
| o | Other | 2,570 | *0.8* | *94.5* | 150 | *0.7* | *5.5* | 2,720 | *0.8* |
| All | All staff | 305,380 | *100.0* | *93.7* | 20,440 | *100.0* | *6.3* | 325,820 | *100.0* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 56,315 | *69.1* | *97.2* | 1,595 | *78.4* | *2.8* | 57,910 | *69.3* |
| bame | BAME total | 25,205 | *30.9* | *98.3* | 440 | *21.6* | *1.7* | 25,645 | *30.7* |
| a | Asian | 9,060 | *11.1* | *98.5* | 135 | *6.6* | *1.5* | 9,195 | *11.0* |
| b | Black | 3,655 | *4.5* | *97.7* | 85 | *4.3* | *2.3* | 3,740 | *4.5* |
| c | Chinese | 6,365 | *7.8* | *99.3* | 40 | *2.1* | *0.7* | 6,410 | *7.7* |
| m | Mixed | 2,615 | *3.2* | *96.5* | 95 | *4.6* | *3.5* | 2,710 | *3.2* |
| o | Other | 3,510 | *4.3* | *97.7* | 80 | *4.0* | *2.3* | 3,595 | *4.3* |
| All | All staff | 81,525 | *100.0* | *97.6* | 2,035 | *100.0* | *2.4* | 83,560 | *100.0* |

Proportions of staff who disclosed as disabled

10% 20% 30% 40% 50%

All staff

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w |  | | | | | 5.8 | |  |  |  |  |  |  |  |  |
| bame |  | | | 3. | 8 | | |  |  |  |  |  |  |  |  |
| a |  | | 3.2 | |  | | |  |  |  |  |  |  |  |  |
| b |  | | | | 5.0 | | |  |  |  |  |  |  |  |  |
| c |  | 1.1 | | |  | | |  |  |  |  |  |  |  |  |
| m |  | | | | | | 6.7 |  |  |  |  |  |  |  |  |
| o |  | | | 3.7 |  | | |  |  |  |  |  |  |  |  |
| All |  | | | | | 5.5 | |  |  |  |  |  |  |  |  |

UK nationals

w bame

a b c m

o

All

6.4

5.3

4.3

6.4

2.0

8.1

5.5

6.3

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w |  | | 2.8 | |  |  |  |  |  |  |  |  |  |
| bame |  | 1.7 | | |  |  |  |  |  |  |  |  |  |
| a |  | 1.5 | | |  |  |  |  |  |  |  |  |  |
| b |  | | 2.3 | |  |  |  |  |  |  |  |  |  |
| c | 0.7 | | | |  |  |  |  |  |  |  |  |  |
| m |  | | | 3.5 |  |  |  |  |  |  |  |  |  |
| o |  | | 2.3 | |  |  |  |  |  |  |  |  |  |
| All | 2.4 | | | |  |  |  |  |  |  |  |  |  |

# 5.5

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

≤ [Impairment](#_bookmark10) [type definition:](#_bookmark10) [see page 13](#_bookmark10)

## **Staff by disability status, impairment type and gender**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female |  |  | Male |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| nd | Non-disabled | 226,700 | *94.4* | *54.4* | 190,025 | *95.2* | *45.6* | 416,725 | *94.8* |
| dis | Disabled | 13,515 | *5.6* | *58.6* | 9,550 | *4.8* | *41.4* | 23,065 | *5.2* |
| blin | Blind or a serious visual impairment | 220 | *1.6* | *46.9* | 250 | *2.6* | *53.1* | 475 | *2.1* |
| deaf | Deaf or serious hearing impairment | 650 | *4.8* | *55.6* | 520 | *5.4* | *44.4* | 1,170 | *5.1* |
| genl | General learning disability | 95 | *0.7* | *45.4* | 115 | *1.2* | *54.6* | 205 | *0.9* |
| illn | A long standing illness,health condition | 3,410 | *25.2* | *61.1* | 2,165 | *22.7* | *38.9* | 5,575 | *24.2* |
| ment | A mental health condition | 2,085 | *15.4* | *63.7* | 1,190 | *12.4* | *36.3* | 3,275 | *14.2* |
| phys | A physical impairment or mobility issues | 1,175 | *8.7* | *62.5* | 705 | *7.4* | *37.5* | 1,880 | *8.2* |
| socc | A social/communication impairment | 120 | *0.9* | *34.9* | 230 | *2.4* | *65.1* | 350 | *1.5* |
| spec | A specific learning difficulty | 2,580 | *19.1* | *51.8* | 2,405 | *25.2* | *48.2* | 4,990 | *21.6* |
| mult | Two or more impairments | 1,250 | *9.2* | *61.4* | 785 | *8.2* | *38.6* | 2,035 | *8.8* |
| othd | Other type of impairment | 1,925 | *14.2* | *61.9* | 1,185 | *12.4* | *38.1* | 3,110 | *13.5* |
| All | All staff | 240,215 | *100.0* | *54.6* | 199,575 | *100.0* | *45.4* | 439,790 | *100.0* |



Proportions of staff who were women

20% 40% 60% 80% 100%

54.4

58.6

46.9

55.6

45.4

61.1

63.7

62.5

34.9

51.8

61.4

61.9

54.6

|  |
| --- |
| nd |
| dis |
| blin |
| deaf |
| genl |
| illn |
| ment |
| phys |
| socc |
| spec |
| mult |
| othd |
| All |

# 5.6

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **UK/non-UK staff by ethnic group and gender**

Female Male All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 195,080 | *86.4* | *55.7* | 154,905 | *84.4* | *44.3* | 349,985 | *85.5* |
| bame | BAME total | 30,645 | *13.6* | *51.7* | 28,625 | *15.6* | *48.3* | 59,265 | *14.5* |
| a | Asian | 12,060 | *5.3* | *51.1* | 11,530 | *6.3* | *48.9* | 23,595 | *5.8* |
| b | Black | 5,875 | *2.6* | *53.7* | 5,070 | *2.8* | *46.3* | 10,945 | *2.7* |
| c | Chinese | 4,690 | *2.1* | *48.4* | 5,010 | *2.7* | *51.6* | 9,700 | *2.4* |
| m | Mixed | 5,035 | *2.2* | *57.7* | 3,690 | *2.0* | *42.3* | 8,725 | *2.1* |
| o | Other | 2,985 | *1.3* | *47.3* | 3,325 | *1.8* | *52.7* | 6,305 | *1.5* |
| All | All staff | 225,725 | *100.0* | *55.2* | 183,530 | *100.0* | *44.8* | 409,255 | *100.0* |

UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 163,625 | *89.6* | *56.0* | 128,465 | *89.8* | *44.0* | 292,090 | *89.7* |
| bame | BAME total | 19,075 | *10.4* | *56.7* | 14,550 | *10.2* | *43.3* | 33,625 | *10.3* |
| a | Asian | 8,075 | *4.4* | *56.1* | 6,330 | *4.4* | *43.9* | 14,405 | *4.4* |
| b | Black | 4,285 | *2.3* | *59.5* | 2,915 | *2.0* | *40.5* | 7,205 | *2.2* |
| c | Chinese | 1,820 | *1.0* | *55.4* | 1,470 | *1.0* | *44.6* | 3,290 | *1.0* |
| m | Mixed | 3,585 | *2.0* | *59.6* | 2,430 | *1.7* | *40.4* | 6,015 | *1.8* |
| o | Other | 1,305 | *0.7* | *48.1* | 1,410 | *1.0* | *51.9* | 2,715 | *0.8* |
| All | All staff | 182,700 | *100.0* | *56.1* | 143,015 | *100.0* | *43.9* | 325,715 | *100.0* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| w | White | 31,455 | *73.1* | *54.3* | 26,445 | *65.3* | *45.7* | 57,900 | *69.3* |
| bame | BAME total | 11,570 | *26.9* | *45.1* | 14,070 | *34.7* | *54.9* | 25,640 | *30.7* |
| a | Asian | 3,985 | *9.3* | *43.4* | 5,205 | *12.8* | *56.6* | 9,190 | *11.0* |
| b | Black | 1,585 | *3.7* | *42.4* | 2,155 | *5.3* | *57.6* | 3,740 | *4.5* |
| c | Chinese | 2,870 | *6.7* | *44.8* | 3,540 | *8.7* | *55.2* | 6,410 | *7.7* |
| m | Mixed | 1,450 | *3.4* | *53.6* | 1,255 | *3.1* | *46.4* | 2,705 | *3.2* |
| o | Other | 1,675 | *3.9* | *46.7* | 1,915 | *4.7* | *53.3* | 3,590 | *4.3* |
| All | All staff | 43,025 | *100.0* | *51.5* | 40,515 | *100.0* | *48.5* | 83,535 | *100.0* |

Proportions of staff who were women

20% 40% 60% 80% 100%

All staff

w bame

a b c m

o

All

55.7

51.7

51.1

53.7

48.4

57.7

47.3

55.2

UK nationals

w bame

a b c m

o

All

56.0

56.7

56.1

59.5

55.4

59.6

48.1

56.1

Non-UK nationals

w bame

a b c m

o

All

54.3

45.1

43.4

42.4

44.8

53.6

46.7

51.5

## 5.7 **UK/non-UK academic staff by professorial category, gender and BAME/white identity**

Professor Non-professor All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Professorial](#_bookmark22) [category](#_bookmark22) [definition:](#_bookmark22) [see page 20](#_bookmark22)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| wf | White female | 4,900 | *24.7* | *6.3* | 73,445 | *41.0* | *93.7* | 78,345 | *39.4* |
| wm | White male | 12,860 | *64.9* | *14.8* | 74,235 | *41.5* | *85.2* | 87,095 | *43.8* |
| bamef | BAME female | 490 | *2.5* | *3.4* | 13,815 | *7.7* | *96.6* | 14,305 | *7.2* |
| bamem | BAME male | 1,575 | *8.0* | *8.3* | 17,510 | *9.8* | *91.7* | 19,085 | *9.6* |
| All | All staff | 19,825 | *100.0* | *10.0* | 179,005 | *100.0* | *90.0* | 198,835 | *100.0* |

UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| wf | White female | 3,795 | *24.9* | *6.5* | 54,285 | *44.3* | *93.5* | 58,080 | *42.2* |
| wm | White male | 10,050 | *66.0* | *15.4* | 55,180 | *45.1* | *84.6* | 65,230 | *47.4* |
| bamef | BAME female | 355 | *2.3* | *15.4* | 6,370 | *5.2* | *84.6* | 6,725 | *4.9* |
| bamem | BAME male | 1,035 | *6.8* | *11.2* | 6,620 | *5.4* | *88.8* | 7,660 | *5.6* |
| All | All staff | 15,240 | *100.0* | *11.1* | 122,455 | *100.0* | *88.9* | 137,690 | *100.0* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| wf | White female | 1,105 | *24.0* | *5.4* | 19,165 | *33.9* | *94.6* | 20,265 | *33.1* |
| wm | White male | 2,810 | *61.2* | *12.9* | 19,055 | *33.7* | *87.1* | 21,865 | *35.8* |
| bamef | BAME female | 135 | *3.0* | *1.8* | 7,450 | *13.2* | *98.2* | 7,585 | *12.4* |
| bamem | BAME male | 540 | *11.8* | *4.7* | 10,885 | *19.3* | *95.3* | 11,430 | *18.7* |
| All | All staff | 4,590 | *100.0* | *7.5* | 56,555 | *100.0* | *92.5* | 61,145 | *100.0* |

Proportions of BAME and White Professors

40% 60% 80%

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Professor  20 | % |  | 40 | % | 60 | % |  | 80 | % | Non-professor  20% |  |
| All staff |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| wf |  | 24. | 7 |  |  |  |  |  |  |  |  |
| wm |  |  |  |  |  |  | 64 | .9 |  |  |  |
| bamef 2.5 |  |  |  |  |  |  |  |  |  | 7.7 |  |
| bamem 8.0 |  |  |  |  |  |  |  |  |  | 9.8 |  |
| UK nationals |  |  |  |  |  |  |  |  |  |  |  |
| wf |  | 24. | 9 |  |  |  |  |  |  |  |  |
| wm |  |  |  |  |  |  | 6 | 6.0 |  |  |  |
| bamef 2.3 |  |  |  |  |  |  |  |  |  | 5.2 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| bamem 6.8 |  |  |  |  |  |  |  |  |  | 5.4 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Non-UK nationals |  |  |  |  |  |  |  |  |  |  |  |
| wf |  | 24.0 |  |  |  |  |  |  |  |  |  |
| wm |  |  |  |  |  | 61 | .2 |  |  |  |  |
| bamef 3.0 |  |  |  |  |  |  |  |  |  | 13.2 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| bamem 11.8 |  |  |  |  |  |  |  |  |  | 19.3 |  |

41.0

41.5

44.3

45.1

33.9

33.7

# 5.8

≤ [Nationality](#_bookmark15) [definition:](#_bookmark15) [see page 15](#_bookmark15)

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **UK/non-UK academic staff by senior management category, gender and BAME/white identity**

Senior manager Other academic All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| wf | White female | 395 | *32.5* | *0.5* | 77,950 | *39.4* | *99.5* | 78,345 | *39.4* |
| wm | White male | 750 | *61.9* | *0.9* | 86,350 | *43.7* | *99.1* | 87,095 | *43.8* |
| bamef | BAME female | 20 | *1.7* | *0.1* | 14,285 | *7.2* | *99.9* | 14,305 | *7.2* |
| bamem | BAME male | 50 | *3.9* | *0.2* | 19,040 | *9.6* | *99.8* | 19,085 | *9.6* |
| All | All staff | 1,210 | *100.0* | *0.6* | 197,625 | *100.0* | *99.4* | 198,835 | *100.0* |

UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| wf | White female | 350 | *31.8* | *0.6* | 57,725 | *42.3* | *99.4* | 58,080 | *42.2* |
| wm | White male | 700 | *63.2* | *1.1* | 64,535 | *47.2* | *98.9* | 65,230 | *47.4* |
| bamef | BAME female | 15 | *1.6* | *1.1* | 6,705 | *4.9* | *98.9* | 6,725 | *4.9* |
| bamem | BAME male | 40 | *3.4* | *0.9* | 7,620 | *5.6* | *99.1* | 7,660 | *5.6* |
| All | All staff | 1,105 | *100.0* | *0.8* | 136,585 | *100.0* | *99.2* | 137,690 | *100.0* |

Non-UK nationals

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| wf | White female | 40 | *39.8* | *0.2* | 20,225 | *33.1* | *99.8* | 20,265 | *33.1* |
| wm | White male | 50 | *47.9* | *0.2* | 21,815 | *35.7* | *99.8* | 21,865 | *35.8* |
| bamef | BAME female | 5 | *2.8* | *0.0* | 7,580 | *12.4* | *100.0* | 7,585 | *12.4* |
| bamem | BAME male | 10 | *9.5* | *0.1* | 11,420 | *18.7* | *99.9* | 11,430 | *18.7* |
| All | All staff | 105 | *100.0* | *0.2* | 61,040 | *100.0* | *99.8* | 61,145 | *100.0* |

Proportions of BAME and White senior managers

% % 60% 80%

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Senior manager  20% |  | 40 | % |  | 60 |  |  |  | 80 | % | Other academic  20% |  |  | 40 |
| All staff |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| wf |  | 32.5 |  |  |  |  |  |  |  |  |  |  |  |  |
| wm |  |  |  |  |  |  |  | 61.9 |  |  |  |  |  |  |
| bamef 1.7 |  |  |  |  |  |  |  |  |  |  | 7.2 |  |  |  |
| bamem 3.9 |  |  |  |  |  |  |  |  |  |  | 9.6 |  |  |  |
| UK nationals |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| wf |  | 31.8 |  |  |  |  |  |  |  |  |  |  |  |  |
| wm |  |  |  |  |  |  |  | 63.2 |  |  |  |  |  |  |
| bamef 1.6 |  |  |  |  |  |  |  |  |  |  | 4.9 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| bamem 3.4 |  |  |  |  |  |  |  |  |  |  | 5.6 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-UK nationals |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| wf |  |  | 39.8 |  |  |  |  |  |  |  | 33.1 |  |  |  |
| wm |  |  |  |  | 47.9 |  |  |  |  |  | 35 |  |  |  |
| bamef 2.8 |  |  |  |  |  |  |  |  |  |  | 12.4 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| bamem 9.5 |  |  |  |  |  |  |  |  |  |  | 18.7 |  |  |  |

39.4

43.7

42.3

47.2

.7

## 5.9 **Academic staff by gender, professorial category and BAME/white identity**

[category](#_bookmark22) [see page 20](#_bookmark22)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Professorial](#_bookmark22) | BAME |  |  | White |  | All staff |  |
|  | [definition:](#_bookmark22) | No. | *%* | *%* | No. | *% %* | No. | *%* |

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 2,070 | *6.2* | *10.4* | 17,760 | *10.7* | *89.6* | 19,825 | *10.0* |
| nonp | Non-professor | 31,325 | *93.8* | *17.5* | 147,680 | *89.3* | *82.5* | 179,005 | *90.0* |
| All | All staff | 33,395 | *100.0* | *16.8* | 165,440 | *100.0* | *83.2* | 198,835 | *100.0* |

Female

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 490 | *3.4* | *9.1* | 4,900 | *6.3* | *90.9* | 5,390 | *5.8* |
| nonp | Non-professor | 13,815 | *96.6* | *15.8* | 73,445 | *93.7* | *84.2* | 87,265 | *94.2* |
| All | All staff | 14,305 | *100.0* | *15.4* | 78,345 | *100.0* | *84.6* | 92,650 | *100.0* |

Male

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| prof | Professor | 1,575 | *8.3* | *10.9* | 12,860 | *14.8* | *89.1* | 14,440 | *13.6* |
| nonp | Non-professor | 17,510 | *91.7* | *19.1* | 74,235 | *85.2* | *80.9* | 91,745 | *86.4* |
| All | All staff | 19,010 | *100.0* | *31.1* | 42,130 | *100.0* | *68.9* | 61,145 | *100.0* |

Additional data for UK and non-UK academic staff by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were professors

BAME White

All staff

20% 40% 60%

80%

100%

20% 40% 60%

80%

100%

prof

nonp

All

10.4

17.5 16.8

89.6

82.5

83.2

Female

prof

nonp

All

9.1

15.8

5.4

90.9

84.2

84.6

Male

prof

nonp

All

10.9

89.1

19.1

80.9

31.1

68.9

# 5.10

≤ [Senior](#_bookmark23)

[management](#_bookmark23) [category](#_bookmark23) [definition:](#_bookmark23) [see page 20](#_bookmark23)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **Academic staff by senior management category, gender and ethnic group**

BAME White All staff



No.

*%*

*%*

No.

*%*

*%*

No.

*%*

All staff

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 70 | *0.2* | *5.6* | 1,140 | *0.7* | *94.4* | 1,210 | *0.6* |
| oth | Other academic | 33,325 | *99.8* | *16.9* | 164,300 | *99.3* | *83.1* | 197,625 | *99.4* |
| All | All staff | 33,395 | *100.0* | *16.8* | 165,440 | *100.0* | *83.2* | 198,835 | *100.0* |

Female

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 20 | *0.1* | *4.9* | 395 | *0.5* | *95.1* | 415 | *0.4* |
| oth | Other academic | 14,285 | *99.9* | *15.5* | 77,950 | *99.5* | *84.5* | 92,240 | *99.6* |
| All | All staff | 14,305 | *100.0* | *15.4* | 78,345 | *100.0* | *84.6* | 92,650 | *100.0* |

Male

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| sm | Senior manager | 50 | *0.2* | *6.0* | 750 | *0.9* | *94.0* | 795 | *0.7* |
| oth | Other academic | 19,040 | *99.8* | *18.1* | 86,350 | *99.1* | *81.9* | 105,385 | *99.3* |
| All | All staff | 19,085 | *100.0* | *18.0* | 87,095 | *100.0* | *82.0* | 106,185 | *100.0* |

Additional data for UK and non-UK academic staff by ethnic group is available:

[**www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables**](http://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables)

Proportions of staff who were senior managers

BAME White

All staff

20% 40% 60%

80%

100%

20% 40% 60%

80%

100%

sm

oth

All

5.6

94.4

16.9

16.8

83.1

83.2

Female

sm

oth

All

4.9

95.1

15.5

15.4

84.5

84.6

Male

sm

oth

All

6.0

94.0

18.1

18.0

81.9

82.0

## **Median/mean salary and pay gap for staff by gender and BAME/White identity**

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

All staff

|  |  |  |
| --- | --- | --- |
| White £ | 34,394 39,609 *13.2* | 37,283 44,687 *16.6* |
| BAME £ | 34,189 38,434 *11.0* | 36,002 41,559 *13.4* |
| BAME/White pay gap *%* | *0.6 3.0 N/A* | *3.4 7.0 N/A* |

Median Mean

Female Male Gap Female Male Gap

£ £ *%* £ £ *%*



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

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

All staff

|  |  |  |
| --- | --- | --- |
| Non-disabled £ | 34,326 39,609 *13.3* | 37,173 44,448 *16.4* |
| Disabled £ | 33,199 36,009 *7.8* | 35,255 38,865 *9.3* |
| Disability pay gap *%* | *3.3 9.1 N/A* | *5.2 12.6 N/A* |

Median Mean

Female Male Gap Female Male Gap

£ £ *%* £ £ *%*



## **Median/mean salary and pay gap for staff by disability status and BAME/White identity** 5.13

All staff

£ £ *%* £ £ *%*

≤ [Median salary](#_bookmark26) [and pay gap](#_bookmark26) [definition:](#_bookmark26) [see page 20](#_bookmark26)

≤ [Mean salary](#_bookmark27) [and pay gap](#_bookmark27) [definition:](#_bookmark27) [see page 21](#_bookmark27)

|  |  |  |
| --- | --- | --- |
| White £ | 37,345 34,189 *8.5* | 40,791 36,774 *9.8* |
| BAME £ | 36,261 34,189 *5.7* | 38,792 35,912 *7.4* |
| BAME/White pay gap *%* | *2.9 0.0 N/A* | *4.9 2.3 N/A* |

|  |  |  |  |
| --- | --- | --- | --- |
| Median |  | Mean |  |
| ND | Disabled Gap | ND | Disabled Gap |

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

# Experimental data

## The Equality Act 2010 extended the number of protected characteristics to cover additional 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. Figures presented in this section are considered experimental because data is currently voluntary to return, and we therefore do not yet have a national demographic picture of the

HE staff population in relation to trans status, religion and belief, or sexual orientation.

Advance HE encourages institutions to collect and return this data where appropriate. Advance HE hopes to provide further detail on these characteristics in future reports as the number of institutions returning this data steadily increases and the data becomes more representative.

Further guidance can be found at:

[**www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/collecting-eq)[**using-data-and-evidence/collecting-equality-data**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/collecting-eq)

[**www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/introducing-new-monitoring-categories)[**using-data-and-evidence/introducing-new-monitoring-categories**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/introducing-new-monitoring-categories)

[**www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/encouraging-disclosure-equality-information)[**using-data-and-evidence/encouraging-disclosure-equality-information**](http://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/encouraging-disclosure-equality-information)

[**www.advance-he.ac.uk/knowledge-hub/developing-staff-disclosure**](http://www.advance-he.ac.uk/knowledge-hub/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 trans status, 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 trans status, religion and belief, and sexual orientation were similar to the proportions reported in 2017/18.

For instance, 78.0% of institutions returned data on religion and belief and 78.7% on sexual orientation in 2018/19, compared with 75.8% and 77.6%, respectively, in 2017/18.

The proportion of institutions returning information on trans status remained relatively lower, at 63.4% (104 out of 164) in 2018/19, a slight increase from 59.4% in 2017/18.

* 1. **Institutional returns by country:** Of the four countries, Wales had the highest proportion of institutions returning data on the additional protected characteristics, with eight in nine returning information on trans status, and all institutions returning data to HESA in 2018/19

on religion and belief and sexual orientation. Return rates were lower for the four institutions in Northern Ireland (25.0% for trans status, and 50.0% for both religion and belief, and sexual orientation). A higher proportion of English institutions also returned data on religion and belief (78.9%) and sexual orientation (78.9%) than Scottish institutions (66.7% and 72.2%). However, the opposite was true of trans status, with 72.2% of Scottish institutions returning this information to HESA compared with 61.7% of English institutions.

* 1. **Institutional return rates:** Of the institutions that returned information to HESA, more than

half had done so for 70% or more of their staff for religion and belief, and sexual orientation (68.3% and 62.8%, respectively). These rates represent substantial increases from 2017/18 return rates (58.4% and 53.1%).

However, rates were lower for trans status,

with only 46.2% of the institutions that returned information to HESA having a return rate of 70%

or more for this characteristic. This again represents an increase from the 2017/18 equivalent return rate of 40.8%.

* 1. **, 6.4 Trans status disclosure rates:** Of the staff in institutions that returned trans status data to HESA, 50.9% provided information, 5.1% refused to provide information, and for 44.0% the data field was blank. Overall, trans status was unknown for 71.9% of all staff working in HEIs.

**6.3, 6.5 Religion and belief disclosure rates:** Of the staff in institutions that returned religion and belief information to HESA, 58.6% provided information, 12.0% refused to provide information, and for 29.4% the data field was blank.

Overall, religion and belief information, including ‘information refused’, was returned to HESA for 55.6% of all staff working in HEIs.

**6.3, 6.6 Sexual orientation disclosure rates:** Of the staff in institutions that returned sexual orientation information to HESA, 55.6% provided information, 12.2% refused to provide information, and for 32.2% the data field was blank.

**6.7-6.10 Intersection between trans status and staff age, disability status, BAME/white identity and gender:** The proportion of all staff for which trans status data was unknown (blank) was comparable across BAME and white staff, and female and male staff. In contrast, the proportion of all staff for which data on trans status was unknown increased across age groups, from 67.2% for staff aged 30 and under, and 64.6% for those aged 31-40, to 73.0% for staff aged 61 and over.

There was also a small gap between the proportion of unknown data for disabled and non-disabled staff (62.9% and 69.4%, respectively).

The proportions of staff who refused to provide information on trans status showed only small differences between age groups, and across staff who were disabled or non-disabled, identifying as BAME or white, or male or female.

Rates of staff indicating that their gender identity differed from that assigned at birth showed little differences across age groups, disability status, BAME/white identity, or gender, although was slightly larger among younger staff members and disabled staff.

**6.11-6.14 Intersection between religion and belief and staff age, disability status, BAME/ white identity and gender:** While information on religion and belief was unknown (blank) for approximately half of all staff, there was a marked difference between the proportion of staff for which this data was unknown among those aged 30 and under (42.2%), aged 31-40 (35.8%) and those aged 61 and over (52.0%), and for

disabled and non-disabled staff (32.8% and 45.1%, respectively). Similar proportions of staff refused

to provide information on religion and belief across each characteristic (ranging from 7.4% among BAME staff to 10.1% of those aged 61 and over).

Roughly a third of staff aged 30 and under, and

31-40, indicated that they did not follow a religion or belief system (28.1% and 32.3% respectively) compared with roughly one in eight among staff aged 61 and over (13.5%). Just over one quarter of white staff did not follow a religion or belief system (25.7%), compared to only 16.4% of BAME staff.

**6.15-6.18 Intersection between sexual orientation and staff age, disability status, BAME/white identity and gender:**

The proportion of staff with unknown (blank) information on sexual orientation was larger for staff aged 61 and over (53.4%) than for staff aged 30 and under or 31-40 (42.9% and 36.2%). There was a similar gap between disabled and non-disabled staff, with information on sexual

orientation being unknown for a larger proportion of non-disabled staff (45.9%) than disabled staff (34.3%). In contrast, the proportions of staff for which sexual orientation data was unknown were relatively similar across BAME/white identity and gender. Across each of the characteristics, approximately one in ten staff members refused to provide information on sexual orientation.

Rates of staff indicating they were bisexual, a gay man, or a gay woman/lesbian were highest among younger staff (3.7% for those aged 30 and under and 4.0% of those aged 31-40 compared to 1.2%

of those aged 61 and over) and for those who had disclosed a disability (6.9% compared to 2.4% of non-disabled staff).

# 6.1

## **Institutional returns for trans status, religion and belief and sexual orientation information by country of institution**

[institution](#_bookmark14) [see page 15](#_bookmark14)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ≤ | [Country of](#_bookmark14) | England | N. Ireland |  | Scotland | Wales | UK |  | |
|  | [definition:](#_bookmark14) | No. | *%* No. | *%* | No. *%* | No. | *%* | No. | *%* |

≤ [Trans](#_bookmark9)

[definition:](#_bookmark9) [see page 13](#_bookmark9)

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

≤ [Sexual](#_bookmark12)

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

Trans identity

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Returned data | 82 *61.7* | 1 *25.0* | 13 *72.2* | 8 *88.9* | 104 *63.4* |
| Did not return data | 51 *38.3* | 3 *75.0* | 5 *27.8* | 1 *11.1* | 60 *36.6* |
| All institutions | 133 *100.0* | 4 *100.0* | 18 *100.0* | 9 *100.0* | 164 *100.0* |

Religion and belief

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Returned data | 105 *78.9* | 2 *50.0* | 12 *66.7* | 9 *100.0* | 128 *78.0* |
| Did not return data | 28 *21.1* | 2 *50.0* | 6 *33.3* | 0 *0.0* | 36 *22.0* |
| All institutions | 133 *100.0* | 4 *100.0* | 18 *100.0* | 9 *100.0* | 164 *100.0* |

Sexual orientation

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Returned data | 105 | *78.9* | 2 | *50.0* | 13 | *72.2* | 9 | *100.0* | 129 | *78.7* |
| Did not return data | 28 | *21.1* | 2 | *50.0* | 5 | *27.8* | 0 | *0.0* | 35 | *21.3* |
| All institutions | 133 | *100.0* | 4 | *100.0* | 18 | *100.0* | 9 | *100.0* | 164 | *100.0* |

100 100

90%

88.9

78.9 78.9

78.0 78.7

72.2

72.2

66.7

61.7

63.4

25.0

50.0 50.0

60%

30%

**England**

Trans identity Religion and belief Sexual orientation

**N. Ireland**

Trans identity Religion and belief Sexual orientation

**Scotland**

Trans identity Religion and belief Sexual orientation

**Wales**

Trans identity Religion and belief Sexual orientation

**UK**

Trans identity Religion and belief Sexual orientation

## **Institutional return rates on trans status, 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



6.2

≤ [Trans](#_bookmark9)

[definition:](#_bookmark9) [see page 13](#_bookmark9)

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Trans identity | |  | Religion and belief | |  | Sexual orientation | |  |
|  | No. | *%* | *\_ %* | No. | *%* | *\_ %* | No. | *%* | *\_ %* |
| 0% (no returns) | 62 | *37.3* | *n/a* | *40* | *24.1* | *n/a* | *37* | *22.3* | *n/a* |
| Up to 10% | 21 | *12.7* | *20.2* | *3* | *1.8* | *2.4* | *4* | *2.4* | *3.1* |
| 10–20% | 7 | *4.2* | *6.7* | *2* | *1.2* | *1.6* | *2* | *1.2* | *1.6* |
| 20–30% | 7 | *4.2* | *6.7* | *3* | *1.8* | *2.4* | *2* | *1.2* | *1.6* |
| 30–40% | 2 | *1.2* | *1.9* | *1* | *0.6* | *0.8* | *2* | *1.2* | *1.6* |
| 40–50% | 5 | *3.0* | *4.8* | *8* | *4.8* | *6.3* | *8* | *4.8* | *6.2* |
| 50–60% | 5 | *3.0* | *4.8* | *9* | *5.4* | *7.1* | *12* | *7.2* | *9.3* |
| 60–70% | 9 | *5.4* | *8.7* | *14* | *8.4* | *11.1* | *18* | *10.8* | *14.0* |
| 70–80% | 6 | *3.6* | *5.8* | *15* | *9.0* | *11.9* | *16* | *9.6* | *12.4* |
| 80–90% | 6 | *3.6* | *5.8* | *10* | *6.0* | *7.9* | *9* | *5.4* | *7.0* |
| 90%+ | 36 | *21.7* | *34.6* | *61* | *36.7* | *48.4* | *56* | *33.7* | *43.4* |
| All institutions | 166 | *100.0* | *100.0* | *166* | *100.0* | *100.0* | *166* | *100.0* | *100.0* |

≤ [Sexual](#_bookmark12)

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

60%

48.4

40%

43.4

34.6

20.2

11.111.9

14.0

12.4

6.7 6.7

8.7

9.3

4.8 4.8

5.8 5.8

6.3

7.1

7.9

6.2

7.0

1.9

2.4 1.6 2.4 0.8

3.1 1.6 1.6 1.6

20%

**Trans identity**

Up to 10%

10–20%

20–30%

30–40%

40–50%

50–50%

60–70%

70–80%

80–90%

90+%

Up to 10%

10–20%

20–30%

30–40%

40–50%

50–50%

60–70%

70–80%

80–90%

90+%

Up to 10%

10–20%

20–30%

30–40%

40–50%

50–50%

60–70%

70–80%

80–90%

90+%

**Religion and belief**

**Sexual orientation**

# 6.3

≤ [Trans](#_bookmark9)

[definition:](#_bookmark9) [see page 13](#_bookmark9)

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

≤ [Sexual](#_bookmark12)

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

## **Disclosure rates of trans status, religion and belief and sexual orientation in institutions returning data characteristics**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Trans identity |  | Religion and b | elief | Sexual orientat | ion |
|  | No. | *%* | No. | *%* | No. | *%* |
| Provided information | 123,810 | *50.9* | 202,985 | *58.6* | 197,600 | *55.6* |
| Refused to provide | 12,290 | *5.1* | 41,495 | *12.0* | 43,235 | *12.2* |
| Blank | 107,010 | *44.0* | 101,720 | *29.4* | 114,565 | *32.2* |
| Staff total | 243,115 | *100.0* | 346,195 | *100.0* | 355,395 | *100.0* |

60%

58.6

55.6

50.9

40%

44.0

32.2

29.4

20%

12.0

12.2

5.1

**Trans identity Religion and belief Sexual orientation**

Provided information Refused to provide

Blank

Provided information Refused to provide

Blank

Provided information Refused to provide

Blank

## **All staff/staff in institutions returning data by trans status**

6.4

≤ [Trans](#_bookmark9)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | All staff |  | Staff in institutions  returning data |  |
|  | No. | *%* | No. | *%* |
| Gender identity is the same as assigned at birth | 122,805 | *27.9* | 122,805 | *50.5* |
| Gender identity is different from that assigned at birth | 1,005 | *0.2* | 1,005 | *0.4* |
| Information refused | 12,290 | *2.8* | 12,290 | *5.1* |
| Blank | 303,850 | *69.1* | 107,010 | *44.0* |
| Total | 439,955 | *100.0* | 243,115 | *100.0* |

[definition:](#_bookmark9) [see page 13](#_bookmark9)

60%

50.5

40%

44.0

0.4

5.1

20%

**Response**

Same Different Information refused

Blank

# 6.5

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | All staff |  | Staff in institutions  returning data |  |
|  | No. | *%* | No. | *%* |
| No religion | 101,155 | *23.0* | 101,155 | *29.2* |
| Buddhist | 1,900 | *0.4* | 1,900 | *0.5* |
| Christian | 77,895 | *17.7* | 77,895 | *22.5* |
| Hindu | 3,715 | *0.8* | 3,715 | *1.1* |
| Jewish | 1,275 | *0.3* | 1,275 | *0.4* |
| Muslim | 6,885 | *1.6* | 6,885 | *2.0* |
| Sikh | 1,220 | *0.3* | 1,220 | *0.4* |
| Spiritual | 2,255 | *0.5* | 2,255 | *0.7* |
| Any other religion or belief | 6,685 | *1.5* | 6,685 | *1.9* |
| Information refused | 41,495 | *9.4* | 41,495 | *12.0* |
| Blank | 195,475 | *44.4* | 101,720 | *29.4* |
| Total | 439,955 | *100.0* | 346,195 | *100.0* |

60%

40%

29.2 29.4

20%

22.5

1.1 0.4 2.0 0.4 0.7 1.9

12.0

0.5

**Response**

No religion Buddhist Christian Hindu Jewish Muslim

Sikh Spiritual Any other

Information refused

Blank

## **All staff/staff in institutions returning data by sexual orientation**

6.6

≤ [Sexual](#_bookmark12)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | All staff |  | Staff in institutions  returning data |  |
|  | No. | *%* | No. | *%* |
| Bisexual | 3,860 | *0.9* | 3,860 | *1.1* |
| Gay man | 4,915 | *1.1* | 4,915 | *1.4* |
| Gay woman/lesbian | 2,630 | *0.6* | 2,630 | *0.7* |
| Heterosexual | 184,865 | *42.0* | 184,865 | *52.0* |
| Other | 1,330 | *0.3* | 1,330 | *0.4* |
| Information refused | 43,235 | *9.8* | 43,235 | *12.2* |
| Blank | 199,120 | *45.3* | 114,565 | *32.2* |
| Total | 439,955 | *100.0* | 355,395 | *100.0* |

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

60%

52.0

40%

32.2

1.1 1.4 0.7

0.4

12.2

20%

**Response**

Bisexual Gay man

Gay woman/lesbian

Heterosexual

Other Information refused

Blank

# 6.7

≤ [Trans](#_bookmark9)

[definition:](#_bookmark9) [see page 13](#_bookmark9)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

# 6.8

≤ [Trans](#_bookmark9)

[definition:](#_bookmark9) [see page 13](#_bookmark9)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **All staff by trans status and age group**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 30 and under |  |  | 31–40 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| sam | Gender identity is the same | 11,160 | *29.7* | *9.1* | 35,420 | *32.3* | *28.8* |
| dif | Gender identity is different | 145 | *0.4* | *14.6* | 375 | *0.3* | *37.1* |
| ref | Information refused | 1,000 | *2.7* | *8.2* | 2,965 | *2.7* | *24.1* |
| bla | Blank | 25,230 | *67.2* | *8.3* | 70,785 | *64.6* | *23.3* |
| All | All students | 37,535 | *100.0* | *8.5* | 109,545 | *100.0* | *24.9* |
|  |  | 41–50 |  |  | 51–60 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| sam | Gender identity is the same | 32,550 | *27.7* | *26.5* | 27,875 | *25.6* | *22.7* |
| dif | Gender identity is different | 210 | *0.2* | *20.9* | 175 | *0.2* | *17.4* |
| ref | Information refused | 3,235 | *2.8* | *26.3* | 3,045 | *2.8* | *24.8* |
| bla | Blank | 81,485 | *69.4* | *26.8* | 77,730 | *71.4* | *25.6* |
| All | All students | 117,480 | *100.0* | *26.7* | 108,830 | *100.0* | *24.7* |
|  |  | 61 and over |  |  | All staff |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| sam | Gender identity is the same | 15,805 | *23.7* | *12.9* | 122,805 | *27.9* | *100.0* |
| dif | Gender identity is different | 100 | *0.2* | *10.0* | 1,005 | *0.2* | *100.0* |
| ref | Information refused | 2,040 | *3.1* | *16.6* | 12,290 | *2.8* | *100.0* |
| bla | Blank | 48,620 | *73.0* | *16.0* | 303,850 | *69.1* | *100.0* |
| All | All students | 66,565 | *100.0* | *15.1* | 439,955 | *100.0* | *100.0* |

**All staff by trans status and disability status**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Non-disabled | | | |  | Disabled |  |  | All students |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| sam | Gender identity is the same | 114,885 | *27.6* | *93.5* | 7,920 | *34.3* | *6.5* | 122,805 | *27.9* |
| dif | Gender identity is different | 885 | *0.2* | *88.3* | 120 | *0.5* | *11.7* | 1,005 | *0.2* |
| ref | Information refused | 11,755 | *2.8* | *95.6* | 535 | *2.3* | *4.4* | 12,290 | *2.8* |
| bla | Blank | 289,320 | *69.4* | *95.2* | 14,530 | *62.9* | *4.8* | 303,850 | *69.1* |
| All | All staff | 416,845 | *100.0* | *94.7* | 23,105 | *100.0* | *5.3* | 439,955 | *100.0* |

Proportions of staff in trans status categories across age groups

0 40% 60% 80% 100%

28.8

37.1

24.1

23.3

24.9

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under  20% 40 | % 60 | % 80 | % 10 | 0% | 31–40  2 |  | % |
| sam 9.1 |  |  |  |  |  |  |  |
| dif 14.6 |  |  |  |  |  |  |  |
| ref 8.2 |  |  |  |  |  |  |  |
| bla 8.3 |  |  |  |  |  |  |  |
| All 8.5 |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  | 51–60 |  |  |
| sam 26.5 |  |  |  |  |  |  |  |
| dif 20.9 |  |  |  |  | 1 |  | 7.4 |
| ref 26.3 |  |  |  |  |  |  |  |
| bla 26.8 |  |  |  |  |  |  |  |
| All 26.7 |  |  |  |  |  |  |  |
| 61 and over |  |  |  |  |  |  |  |
| sam 12.9 |  |  |  |  |  |  |  |
| dif 10.0 |  |  |  |  |  |  |  |
| ref 16.6 |  |  |  |  |  |  |  |
| bla 16.0 |  |  |  |  |  |  |  |
| All 15.1 |  |  |  |  |  |  |  |

22.7

24.8

25.6

24.7

Proportions of staff in trans status categories who disclosed as disabled

10% 20% 30% 40% 50%

6.5

11.7

4.4

4.8

5.3

|  |
| --- |
| sam |
| dif |
| ref |
| bla |
| All |

# 6.9

≤ [Trans](#_bookmark9)

[definition:](#_bookmark9) [see page 13](#_bookmark9)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

# 6.10

≤ [Trans](#_bookmark9)

[definition:](#_bookmark9) [see page 13](#_bookmark9)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **All staff by trans status and BAME/white identity**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | White |  |  | BAME |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| sam | Gender identity is the same | 100,985 | *28.8* | *84.3* | 18,855 | *31.7* | *15.7* | 119,840 | *29.2* |
| dif | Gender identity is different | 780 | *0.2* | *82.1* | 170 | *0.3* | *17.9* | 950 | *0.2* |
| ref | Information refused | 7,850 | *2.2* | *82.2* | 1,700 | *2.9* | *17.8* | 9,550 | *2.3* |
| bla | Blank | 241,050 | *68.7* | *86.2* | 38,720 | *65.1* | *13.8* | 279,770 | *68.2* |
| All | All staff | 350,665 | *100.0* | *85.5* | 59,445 | *100.0* | *14.5* | 410,110 | *100.0* |

**All staff by trans status and gender**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female |  |  | Male |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| sam | Gender identity is the same | 68,945 | *28.7* | *56.2* | 53,840 | *27.0* | *43.8* | 122,785 | *27.9* |
| dif | Gender identity is different | 520 | *0.2* | *53.0* | 460 | *0.2* | *47.0* | 980 | *0.2* |
| ref | Information refused | 6,300 | *2.6* | *51.4* | 5,950 | *3.0* | *48.6* | 12,250 | *2.8* |
| bla | Blank | 164,450 | *68.5* | *54.1* | 139,325 | *69.8* | *45.9* | 303,775 | *69.1* |
| All | All staff | 240,215 | *100.0* | *54.6* | 199,575 | *100.0* | *45.4* | 439,790 | *100.0* |

Proportions of staff in trans status categories who were BAME

20% 40% 60% 80% 100%

15.7

17.9

17.8

13.8

14.5

|  |
| --- |
| sam |
| dif |
| ref |
| bla |
| All |

Proportions of staff in trans status categories who were female

20% 40% 60% 80% 100%

56.2

53.0

51.4

54.1

54.6

|  |
| --- |
| sam |
| dif |
| ref |
| bla |
| All |

# 6.11

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

## **All staff by religion and belief and age**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 30 and under |  |  | 31–40 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| nrel | No religion | 10,540 | *28.1* | *10.4* | 35,365 | *32.3* | *35.0* |
| budd | Buddhist | 130 | *0.3* | *6.7* | 480 | *0.4* | *25.3* |
| chri | Christian | 5,900 | *15.7* | *7.6* | 17,085 | *15.6* | *21.9* |
| hind | Hindu | 255 | *0.7* | *6.8* | 1,480 | *1.4* | *39.9* |
| jew | Jewish | 150 | *0.4* | *11.8* | 285 | *0.3* | *22.2* |
| mus | Muslim | 775 | *2.1* | *11.3* | 2,805 | *2.6* | *40.7* |
| sikh | Sikh | 135 | *0.4* | *11.2* | 380 | *0.3* | *31.1* |
| spir | Spiritual | 130 | *0.3* | *5.8* | 640 | *0.6* | *28.4* |
| oth | Any other religion or belief | 585 | *1.6* | *8.8* | 2,020 | *1.8* | *30.2* |
| ref | Information refused | 3,080 | *8.2* | *7.4* | 9,745 | *8.9* | *23.5* |
| bla | Blank | 15,850 | *42.2* | *8.1* | 39,260 | *35.8* | *20.1* |
| All | All staff | 37,535 | *100.0* | *8.5* | 109,545 | *100.0* | *24.9* |
|  |  | 41–50 |  |  | 51–60 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| nrel | No religion | 27,025 | *23.0* | *26.7* | 19,240 | *17.7* | *19.0* |
| budd | Buddhist | 635 | *0.5* | *33.4* | 440 | *0.4* | *23.3* |
| chri | Christian | 19,875 | *16.9* | *25.5* | 21,115 | *19.4* | *27.1* |
| hind | Hindu | 1,205 | *1.0* | *32.4* | 550 | *0.5* | *14.8* |
| jew | Jewish | 340 | *0.3* | *26.7* | 280 | *0.3* | *22.0* |
| mus | Muslim | 2,145 | *1.8* | *31.2* | 850 | *0.8* | *12.3* |
| sikh | Sikh | 330 | *0.3* | *27.0* | 260 | *0.2* | *21.1* |
| spir | Spiritual | 640 | *0.5* | *28.3* | 550 | *0.5* | *24.3* |
| oth | Any other religion or belief | 1,715 | *1.5* | *25.7* | 1,435 | *1.3* | *21.5* |
| ref | Information refused | 11,165 | *9.5* | *26.9* | 10,780 | *9.9* | *26.0* |
| bla | Blank | 52,405 | *44.6* | *26.8* | 53,330 | *49.0* | *27.3* |
| All | All staff | 117,480 | *100.0* | *26.7* | 108,830 | *100.0* | *24.7* |
|  |  | 61 and over |  |  | All staff |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| nrel | No religion | 8,985 | *13.5* | *8.9* | 101,155 | *23.0* | *100.0* |
| budd | Buddhist | 215 | *0.3* | *11.3* | 1,900 | *0.4* | *100.0* |
| chri | Christian | 13,915 | *20.9* | *17.9* | 77,895 | *17.7* | *100.0* |
| hind | Hindu | 225 | *0.3* | *6.1* | 3,715 | *0.8* | *100.0* |
| jew | Jewish | 220 | *0.3* | *17.3* | 1,275 | *0.3* | *100.0* |
| mus | Muslim | 310 | *0.5* | *4.5* | 6,885 | *1.6* | *100.0* |
| sikh | Sikh | 115 | *0.2* | *9.5* | 1,220 | *0.3* | *100.0* |
| spir | Spiritual | 300 | *0.4* | *13.3* | 2,255 | *0.5* | *100.0* |
| oth | Any other religion or belief | 925 | *1.4* | *13.8* | 6,685 | *1.5* | *100.0* |
| ref | Information refused | 6,725 | *10.1* | *16.2* | 41,495 | *9.4* | *100.0* |
| bla | Blank | 34,630 | *52.0* | *17.7* | 195,475 | *44.4* | *100.0* |
| All | All staff | 66,565 | *100.0* | *15.1* | 439,955 | *100.0* | *100.0* |





Proportions of staff in religion and belief categories across age groups

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under  20% | 40 | % 60 | % 80 | % 10 | 0% | 31–40 | 20 | % |
| nrel 10.4 |  |  |  |  |  |  |  |  |
| budd 6.7 |  |  |  |  |  |  |  |  |
| chri 7.6 |  |  |  |  |  |  |  | 2 |
| hind 6.8 |  |  |  |  |  |  |  |  |
| jew 11.8 |  |  |  |  |  |  |  | 2 |
| mus 11.3 |  |  |  |  |  |  |  |  |
| sikh 11.2 |  |  |  |  |  |  |  |  |
| spir 5.8 |  |  |  |  |  |  |  |  |
| oth 8.8 |  |  |  |  |  |  |  |  |
| ref 7.4 |  |  |  |  |  |  |  |  |
| bla 8.1 |  |  |  |  |  |  |  | 20 |
| All 8.5 |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  |  | 51–60 |  |  |
| nrel 26 | .7 |  |  |  |  |  |  | 19. |
| budd | 33. | 4 |  |  |  | 2 |  |  |
| chri 25. | 5 |  |  |  |  |  |  |  |
| hind | 32. | 4 |  |  |  | 14. |  | 8 |
| jew 26 | .7 |  |  |  |  |  |  | 2 |
| mus | 31.2 |  |  |  |  | 12.3 |  |  |
| sikh 27. | 0 |  |  |  |  |  |  | 21 |
| spir 2 | 8.3 |  |  |  |  |  |  |  |
| oth 25. | 7 |  |  |  |  |  |  | 2 |
| ref 26 | .9 |  |  |  |  |  |  |  |
| bla 26 | .8 |  |  |  |  |  |  |  |
| All 26 | .7 |  |  |  |  |  |  |  |
| 61 and over |  |  |  |  |  |  |  |  |
| nrel 8.9 |  |  |  |  |  |  |  |  |
| budd 11.3 |  |  |  |  |  |  |  |  |
| chri 17.9 |  |  |  |  |  |  |  |  |
| hind 6.1 |  |  |  |  |  |  |  |  |
| jew 17.3 |  |  |  |  |  |  |  |  |
| mus 4.5 |  |  |  |  |  |  |  |  |
| sikh 9.5 |  |  |  |  |  |  |  |  |
| spir 13.3 |  |  |  |  |  |  |  |  |
| oth 13.8 |  |  |  |  |  |  |  |  |
| ref 16.2 |  |  |  |  |  |  |  |  |
| bla 17.7 |  |  |  |  |  |  |  |  |
| All 15.1 |  |  |  |  |  |  |  |  |

40% 60% 80% 100%

35.0

25.3

1.9

39.9

2.2

40.7

31.1

28.4

30.2

23.5

.1

24.9

0

3.3

27.1

2.0

.1

24.3

1.5

26.0

27.3 24.7

# 6.12

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **All staff by religion and belief and disability status**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Non-disabled | | | |  | Disabled |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| nrel | No religion | 94,345 | *22.6* | *93.3* | 6,810 | *29.5* | *6.7* | 101,155 | *23.0* |
| budd | Buddhist | 1,780 | *0.4* | *93.6* | 120 | *0.5* | *6.4* | 1,900 | *0.4* |
| chri | Christian | 72,875 | *17.5* | *93.6* | 5,020 | *21.7* | *6.4* | 77,895 | *17.7* |
| hind | Hindu | 3,570 | *0.9* | *96.0* | 150 | *0.6* | *4.0* | 3,715 | *0.8* |
| jew | Jewish | 1,135 | *0.3* | *89.0* | 140 | *0.6* | *11.0* | 1,275 | *0.3* |
| mus | Muslim | 6,615 | *1.6* | *96.1* | 270 | *1.2* | *3.9* | 6,885 | *1.6* |
| sikh | Sikh | 1,170 | *0.3* | *95.8* | 50 | *0.2* | *4.2* | 1,220 | *0.3* |
| spir | Spiritual | 1,950 | *0.5* | *86.5* | 305 | *1.3* | *13.5* | 2,255 | *0.5* |
| oth | Any other religion or belief | 6,005 | *1.4* | *89.8* | 685 | *3.0* | *10.2* | 6,685 | *1.5* |
| ref | Information refused | 39,510 | *9.5* | *95.2* | 1,985 | *8.6* | *4.8* | 41,495 | *9.4* |
| bla | Blank | 187,900 | *45.1* | *96.1* | 7,575 | *32.8* | *3.9* | 195,475 | *44.4* |
| All | All staff | 416,845 | *100.0* | *94.7* | 23,105 | *100.0* | *5.3* | 439,955 | *100.0* |



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

10% 20% 30% 40% 50%

6.7

6.4

6.4

4.0

11.0

3.9

4.2

13.5

10.2

4.8

3.9

5.3

|  |
| --- |
| nrel |
| budd |
| chri |
| hind |
| jew |
| mus |
| sikh |
| spir |
| oth |
| ref |
| bla |
| All |

# 6.13

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

# 6.14

≤ [Religion and](#_bookmark11) [belief](#_bookmark11) [definition:](#_bookmark11) [see page 14](#_bookmark11)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **All staff by religion and belief and BAME/white identity**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | White |  |  | BAME |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| nrel | No religion | 90,095 | *25.7* | *90.2* | 9,735 | *16.4* | *9.8* | 99,830 | *24.3* |
| budd | Buddhist | 840 | *0.2* | *44.6* | 1,045 | *1.8* | *55.4* | 1,880 | *0.5* |
| chri | Christian | 68,870 | *19.6* | *89.2* | 8,335 | *14.0* | *10.8* | 77,200 | *18.8* |
| hind | Hindu | 45 | *0.0* | *1.3* | 3,640 | *6.1* | *98.7* | 3,685 | *0.9* |
| jew | Jewish | 1,125 | *0.3* | *89.8* | 130 | *0.2* | *10.2* | 1,255 | *0.3* |
| mus | Muslim | 620 | *0.2* | *9.2* | 6,110 | *10.3* | *90.8* | 6,730 | *1.6* |
| sikh | Sikh | 10 | *0.0* | *1.0* | 1,190 | *2.0* | *99.0* | 1,205 | *0.3* |
| spir | Spiritual | 1,775 | *0.5* | *79.7* | 450 | *0.8* | *20.3* | 2,225 | *0.5* |
| oth | Any other religion or belief | 5,535 | *1.6* | *85.1* | 965 | *1.6* | *14.9* | 6,500 | *1.6* |
| ref | Information refused | 29,565 | *8.4* | *87.1* | 4,395 | *7.4* | *12.9* | 33,960 | *8.3* |
| bla | Blank | 152,190 | *43.4* | *86.6* | 23,450 | *39.4* | *13.4* | 175,640 | *42.8* |
| All | All staff | 350,665 | *100.0* | *85.5* | 59,445 | *100.0* | *14.5* | 410,110 | *100.0* |

**All staff by religion and belief and gender**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female |  |  | Male |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| nrel | No religion | 53,540 | *22.3* | *53.0* | 47,570 | *23.8* | *47.0* | 101,115 | *23.0* |
| budd | Buddhist | 1,020 | *0.4* | *53.7* | 880 | *0.4* | *46.3* | 1,900 | *0.4* |
| chri | Christian | 49,130 | *20.5* | *63.1* | 28,755 | *14.4* | *36.9* | 77,885 | *17.7* |
| hind | Hindu | 1,910 | *0.8* | *51.4* | 1,805 | *0.9* | *48.6* | 3,715 | *0.8* |
| jew | Jewish | 725 | *0.3* | *56.8* | 550 | *0.3* | *43.2* | 1,275 | *0.3* |
| mus | Muslim | 3,090 | *1.3* | *44.9* | 3,795 | *1.9* | *55.1* | 6,885 | *1.6* |
| sikh | Sikh | 815 | *0.3* | *66.6* | 405 | *0.2* | *33.4* | 1,220 | *0.3* |
| spir | Spiritual | 1,545 | *0.6* | *68.6* | 705 | *0.4* | *31.4* | 2,250 | *0.5* |
| oth | Any other religion or belief | 3,465 | *1.4* | *51.9* | 3,210 | *1.6* | *48.1* | 6,675 | *1.5* |
| ref | Information refused | 21,670 | *9.0* | *52.3* | 19,795 | *9.9* | *47.7* | 41,460 | *9.4* |
| bla | Blank | 103,310 | *43.0* | *52.9* | 92,110 | *46.2* | *47.1* | 195,420 | *44.4* |
| All | All staff | 240,215 | *100.0* | *54.6* | 199,575 | *100.0* | *45.4* | 439,790 | *100.0* |



Proportions of staff in religion and belief categories who were BAME

9.8

|  |
| --- |
| nrel |
| budd |
| chri |
| hind |
| jew |
| mus |
| sikh |
| spir |
| oth |
| ref |
| bla |
| All |

10.8

10.2

20% 40% 60% 80% 100%

55.4

98.7

90.8

99.0

20.3

14.9

12.9

13.4

14.5

Proportions of staff in religion and belief categories who were female

20% 40% 60% 80% 100%

53.0

53.7

63.1

51.4

56.8

44.9

66.6

68.6

51.9

52.3

52.9

54.6

|  |
| --- |
| nrel |
| budd |
| chri |
| hind |
| jew |
| mus |
| sikh |
| spir |
| oth |
| ref |
| bla |
| All |

# 6.15

≤ [Sexual](#_bookmark12)

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

≤ [Age definition:](#_bookmark5) [see page 11](#_bookmark5)

## **All staff by sexual orientation and age group**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 30 and under |  |  | 31–40 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| bise | Bisexual | 765 | *2.0* | *19.9* | 1,685 | *1.5* | *43.6* |
| gaym | Gay man | 420 | *1.1* | *8.5* | 1,845 | *1.7* | *37.5* |
| gayw | Gay woman/lesbian | 220 | *0.6* | *8.3* | 845 | *0.8* | *32.1* |
| het | Heterosexual | 16,370 | *43.6* | *8.9* | 55,280 | *50.5* | *29.9* |
| oth | Other | 175 | *0.5* | *13.3* | 480 | *0.4* | *36.2* |
| ref | Information refused | 3,490 | *9.3* | *8.1* | 9,780 | *8.9* | *22.6* |
| bla | Blank | 16,095 | *42.9* | *8.1* | 39,625 | *36.2* | *19.9* |
| All | All staff | 37,535 | *100.0* | *8.5* | 109,545 | *100.0* | *24.9* |
|  |  |  | | | | | |
|  |  | 41–50 |  |  | 51–60 |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| bise | Bisexual | 785 | *0.7* | *20.3* | 425 | *0.4* | *11.0* |
| gaym | Gay man | 1,320 | *1.1* | *26.9* | 970 | *0.9* | *19.7* |
| gayw | Gay woman/lesbian | 755 | *0.6* | *28.8* | 590 | *0.5* | *22.4* |
| het | Heterosexual | 49,920 | *42.5* | *27.0* | 40,475 | *37.2* | *21.9* |
| oth | Other | 320 | *0.3* | *24.2* | 225 | *0.2* | *17.0* |
| ref | Information refused | 11,185 | *9.5* | *25.9* | 11,480 | *10.5* | *26.6* |
| bla | Blank | 53,195 | *45.3* | *26.7* | 54,660 | *50.2* | *27.5* |
| All | All staff | 117,480 | *100.0* | *26.7* | 108,830 | *100.0* | *24.7* |
|  |  |  | | | | | |
|  |  | 61 and over |  |  | All staff |  |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* |
| bise | Bisexual | 200 | *0.3* | *5.2* | 3,860 | *0.9* | *100.0* |
| gaym | Gay man | 360 | *0.5* | *7.3* | 4,915 | *1.1* | *100.0* |
| gayw | Gay woman/lesbian | 220 | *0.3* | *8.4* | 2,630 | *0.6* | *100.0* |
| het | Heterosexual | 22,820 | *34.3* | *12.3* | 184,865 | *42.0* | *100.0* |
| oth | Other | 125 | *0.2* | *9.4* | 1,330 | *0.3* | *100.0* |
| ref | Information refused | 7,300 | *11.0* | *16.9* | 43,235 | *9.8* | *100.0* |
| bla | Blank | 35,545 | *53.4* | *17.9* | 199,120 | *45.3* | *100.0* |
| All | All staff | 66,565 | *100.0* | *15.1* | 439,955 | *100.0* | *100.0* |







Proportions of staff in sexual orientation categories across age groups

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 30 and under  20% 40 | % 60 | % 80 | % 10 | 0% | 31–40  2 | 0 |  | % |
| bise 19.9 |  |  |  |  |  |  |  |  |
| gaym 8.5 |  |  |  |  |  |  |  |  |
| gayw 8.3 |  |  |  |  |  |  |  |  |
| het 8.9 |  |  |  |  |  |  |  |  |
| oth 13.3 |  |  |  |  |  |  |  |  |
| ref 8.1 |  |  |  |  |  |  |  | 2 |
| bla 8.1 |  |  |  |  |  |  |  | 19. |
| All 8.5 |  |  |  |  |  |  |  |  |
| 41–50 |  |  |  |  | 51–60 |  |  |  |
| bise 20.3 |  |  |  |  | 11.0 |  |  |  |
| gaym 26.9 |  |  |  |  |  |  |  | 9. |
| gayw 28.8 |  |  |  |  |  |  |  | 2 |
| het 27.0 |  |  |  |  |  |  |  | 2 |
| oth 24.2 |  |  |  |  | 1 |  |  | 0 |
| ref 25.9 |  |  |  |  |  |  |  |  |
| bla 26.7 |  |  |  |  |  |  |  |  |
| All 26.7 |  |  |  |  |  |  |  |  |
| 61 and over |  |  |  |  |  |  |  |  |
| bise 5.2 |  |  |  |  |  |  |  |  |
| gaym 7.3 |  |  |  |  |  |  |  |  |
| gayw 8.4 |  |  |  |  |  |  |  |  |
| het 12.3 |  |  |  |  |  |  |  |  |
| oth 9.4 |  |  |  |  |  |  |  |  |
| ref 16.9 |  |  |  |  |  |  |  |  |
| bla 17.9 |  |  |  |  |  |  |  |  |
| All 15.1 |  |  |  |  |  |  |  |  |

40% 60% 80% 100%

1 7

2.4

1.9

7.

26.6

27.5 24.7

43.6

37.5 32.1

29.9

36.2

2.6

9

24.9

# 6.16

≤ [Sexual](#_bookmark12)

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

≤ [Disability](#_bookmark6) [definition:](#_bookmark6) [see page 11](#_bookmark6)

## **All staff by sexual orientation and disability status**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Non-disabled | | | |  | Disabled |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| bise | Bisexual | 3,170 | *0.8* | *82.1* | 690 | *3.0* | *17.9* | 3,860 | *0.9* |
| gaym | Gay man | 4,335 | *1.0* | *88.2* | 580 | *2.5* | *11.8* | 4,915 | *1.1* |
| gayw | Gay woman/lesbian | 2,300 | *0.6* | *87.5* | 330 | *1.4* | *12.5* | 2,630 | *0.6* |
| het | Heterosexual | 173,770 | *41.7* | *94.0* | 11,095 | *48.0* | *6.0* | 184,865 | *42.0* |
| oth | Other | 1,080 | *0.3* | *80.9* | 255 | *1.1* | *19.1* | 1,330 | *0.3* |
| ref | Information refused | 41,010 | *9.8* | *94.9* | 2,225 | *9.6* | *5.1* | 43,235 | *9.8* |
| bla | Blank | 191,185 | *45.9* | *96.0* | 7,935 | *34.3* | *4.0* | 199,120 | *45.3* |
| All | All staff | 416,845 | *100.0* | *94.7* | 23,105 | *100.0* | *5.3* | 439,955 | *100.0* |



Proportions of staff in sexual orientation categories who disclosed as disabled

10% 20% 30% 40% 50%

17.9

11.8

12.5

6.0

19.1

5.1

4.0

5.3

|  |
| --- |
| bise |
| gaym |
| gayw |
| het |
| oth |
| ref |
| bla |
| All |

# 6.17

≤ [Sexual](#_bookmark12)

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

≤ [Ethnicity](#_bookmark7) [definition:](#_bookmark7) [see page 11](#_bookmark7)

# 6.18

≤ [Sexual](#_bookmark12)

[orientation](#_bookmark12) [definition:](#_bookmark12) [see page 14](#_bookmark12)

≤ [Gender](#_bookmark8)

[definition:](#_bookmark8) [see page 12](#_bookmark8)

## **All staff by sexual orientation and BAME/white identity**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | White |  |  | BAME |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| bise | Bisexual | 3,210 | *0.9* | *84.3* | 600 | *1.0* | *15.7* | 3,805 | *0.9* |
| gaym | Gay man | 4,405 | *1.3* | *90.4* | 465 | *0.8* | *9.6* | 4,870 | *1.2* |
| gayw | Gay woman/lesbian | 2,405 | *0.7* | *92.7* | 190 | *0.3* | *7.3* | 2,595 | *0.6* |
| het | Heterosexual | 153,425 | *43.8* | *84.2* | 28,765 | *48.4* | *15.8* | 182,190 | *44.4* |
| oth | Other | 980 | *0.3* | *75.8* | 310 | *0.5* | *24.2* | 1,290 | *0.3* |
| ref | Information refused | 30,500 | *8.7* | *86.5* | 4,770 | *8.0* | *13.5* | 35,270 | *8.6* |
| bla | Blank | 155,745 | *44.4* | *86.5* | 24,345 | *41.0* | *13.5* | 180,090 | *43.9* |
| All | All staff | 350,665 | *100.0* | *85.5* | 59,445 | *100.0* | *14.5* | 410,110 | *100.0* |

**All staff by sexual orientation and gender**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Female |  |  | Male |  |  | All staff |  |
|  |  | No. | *%* | *%* | No. | *%* | *%* | No. | *%* |
| bise | Bisexual | 2,685 | *1.1* | *69.9* | 1,155 | *0.6* | *30.1* | 3,840 | *0.9* |
| gaym | Gay man | 20 | *0.0* | *0.4* | 4,895 | *2.5* | *99.6* | 4,915 | *1.1* |
| gayw | Gay woman/lesbian | 2,595 | *1.1* | *98.8* | 30 | *0.0* | *1.2* | 2,630 | *0.6* |
| het | Heterosexual | 105,695 | *44.0* | *57.2* | 79,155 | *39.7* | *42.8* | 184,855 | *42.0* |
| oth | Other | 760 | *0.3* | *58.2* | 545 | *0.3* | *41.8* | 1,305 | *0.3* |
| ref | Information refused | 23,065 | *9.6* | *53.4* | 20,125 | *10.1* | *46.6* | 43,190 | *9.8* |
| bla | Blank | 105,395 | *43.9* | *52.9* | 93,670 | *46.9* | *47.1* | 199,065 | *45.3* |
| All | All staff | 240,215 | *100.0* | *54.6* | 199,575 | *100.0* | *45.4* | 439,790 | *100.0* |



Proportions of staff in sexual orientation categories who were BAME

20% 40% 60% 80% 100%

15.7

9.6

7.3

15.8

24.2

13.5

13.5

14.5

|  |
| --- |
| bise |
| gaym |
| gayw |
| het |
| oth |
| ref |
| bla |
| All |

Proportions of staff in sexual orientation categories who were female

20% 40% 60% 80% 100%

69.9

|  |
| --- |
| bise |
| gaym |
| gayw |
| het |
| oth |
| ref |
| bla |
| All |

0.4

53.4

52.9

57.2 58.2

98.8

54.6

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