

Equality + higher education

AdvanceHE



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

Written and produced by Advance HE. Data provided by the Higher Education Statistics Agency (HESA).

Contents

Introduction	4
Additional resources	8
About the data	10
Overview	22
Age	46
Disability	84
Ethnicity	130
Gender	198
Intersectionality	242
Experimental data	268
Index	294

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.



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

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

← Nationality definition: see page 15

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

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

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

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

Online data tables

To help users access and analyse our data, all data tables presented in this report are available for download in Excel format. Where appropriate, these tables provide additional detail to those in this report. This includes further disaggregating by detailed age bands, impairment type, ethnic group, subject area, or filtering information by academic starters. A table mapping out where additional information is available in our online tables is below.

www.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/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.

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/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/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/monitoring-and-evaluating-impact**

ECU (2018) *Guidance on gathering staff equality data for colleges*. **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/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/knowledge-hub/ethics-primary-research-focus-groups-interviews-and-surveys**

ECU (2016) *Working with data*. **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/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-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-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-data-and-evidence/monitoring-questions

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/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 audilogically deaf and those who are deaf and identify as part of a social and cultural community of deaf people. To remain true to the self-assessments provided by staff, this report retains the label 'deaf or serious hearing impairment'.

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

Religion and belief

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

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

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

Sexual orientation

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

Beginning with the 2012/13 staff record, institutions have the option of returning sexual orientation data to HESA. The HESA sexual orientation field has the following possible options: bisexual, gay man, gay woman/lesbian, heterosexual, other, 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-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_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 AO, B1, B2, C1 Or C2.

Salaries

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

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

Clinical academics have been included in all salary analysis.

This report presents salary information in two ways:

Salary range

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

Academic pay spine range

- = contract salary < £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:

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

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

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

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

Mean salary and mean pay gap

The mean is equal to the sum of the values divided by the number of values. Mean salary is calculated by multiplying the contract salary by FPE and dividing by the sum of the FPE:

$$\text{sum (FPE} \times \text{salary)} \div \text{sum (FPE)}$$

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

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

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

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

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

Academic starters

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

Academic leavers

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

A staff member who retired prematurely and received a pension is regarded as a leaver and recorded as retiring, unless they are immediately re-employed in an institution's service. A member

of staff whose contract ended but who immediately started another contract, and therefore did not leave the HEI, is not included as a staff leaver. Staff on multiple contracts where one of these contracts came to an end are also not included as a staff leaver if they were still employed in institutional service under one or more other contracts. All data on staff leavers excludes 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.

0.1 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.

0.2 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).

0.6 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).

0.7 Contract level: 12.8% of academic staff were in senior contract levels (HOI-5B), compared with 2.7% of professional and support staff. Academic staff were most commonly employed in contract levels K (senior professional/technical staff, lecturer A, research fellow/researcher, senior research assistant or teaching fellow positions; 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%).

0.8 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.

0.9 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.

0.10 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%).

0.11 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%).

0.12 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).

0.13 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%).

0.14 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.

0.15 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.

0.16 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%).

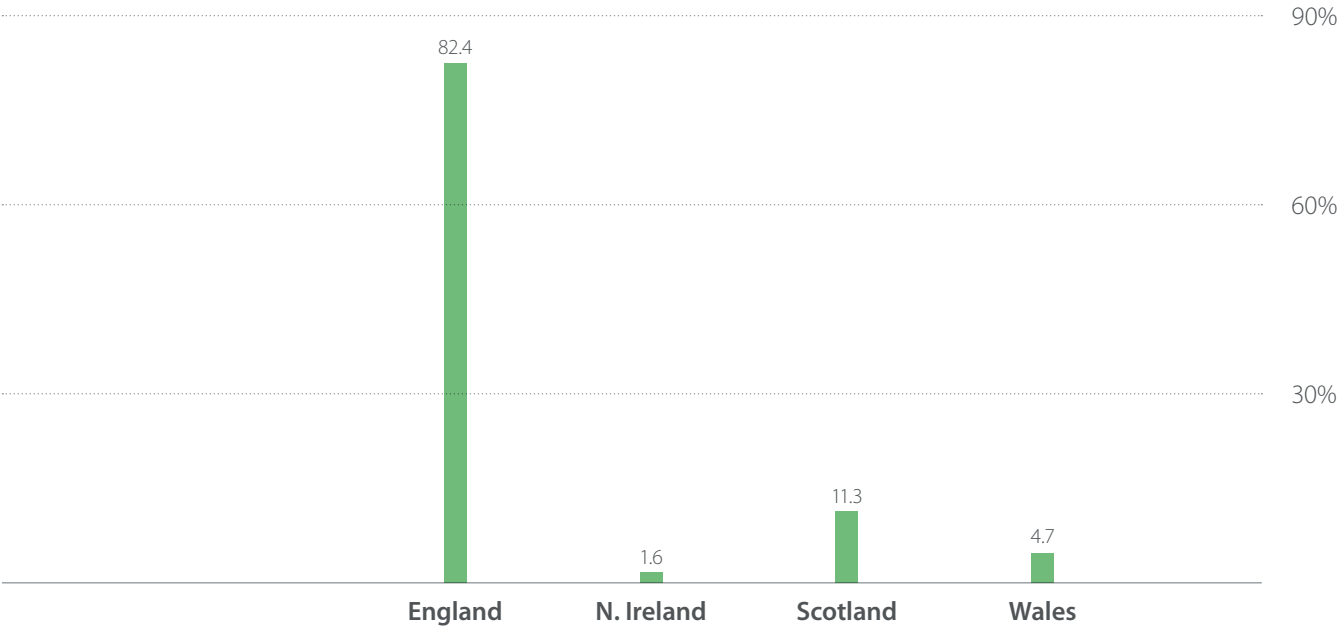
0.17 Leaving destinations: Of leavers with a known leaving destination, over half entered UK-based employment (58.6% UK nationals and 51.5% non-UK nationals), with the most common destination being another HEI in the UK (26.8% of UK nationals and 27.5% of non-UK nationals). Approximately a quarter of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

0.1

Staff by country of institution

	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

← Country of institution definition: see page 15



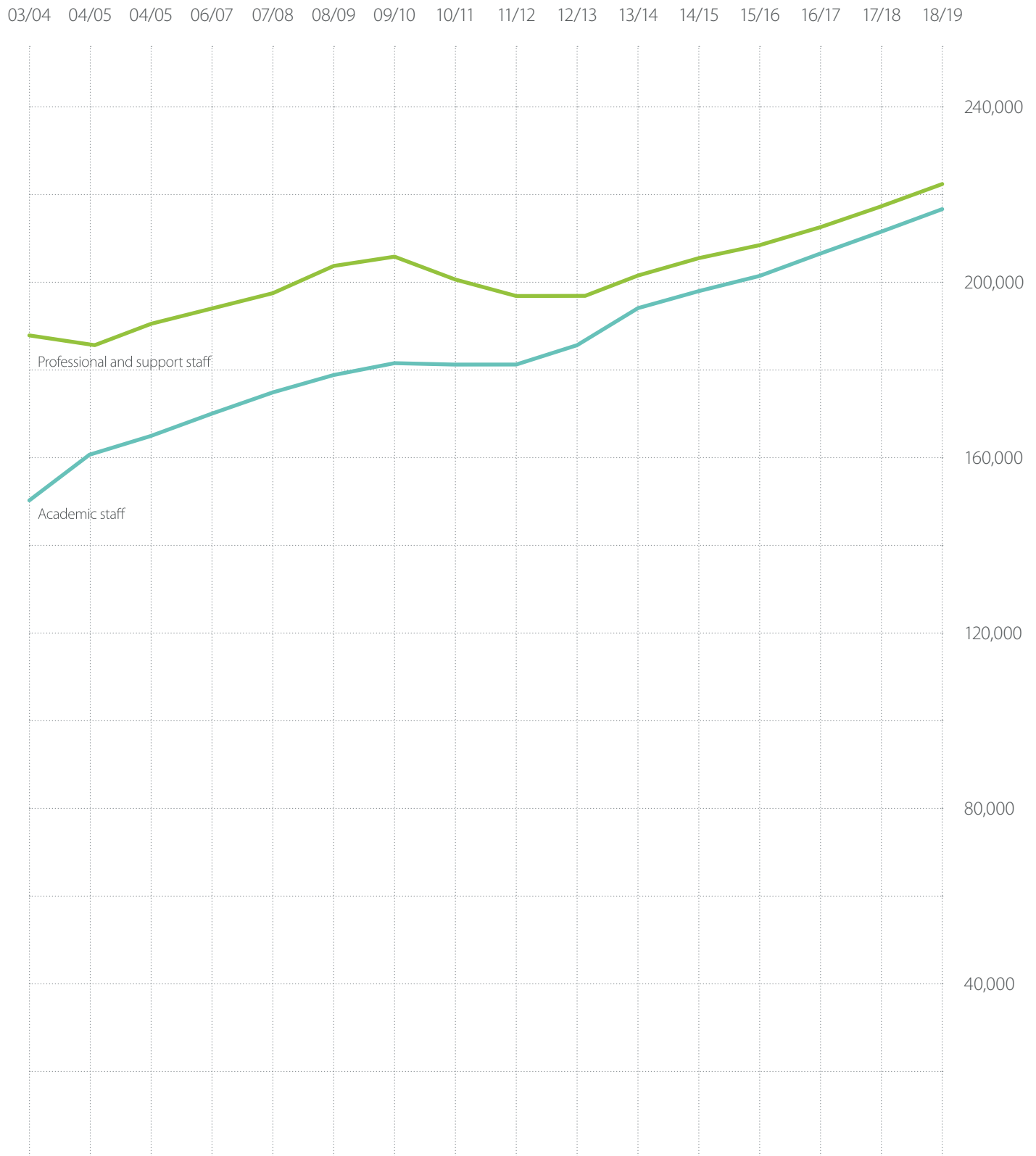
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Profile of staff over time by activity

← Staff activity
definition:
see page 14

	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

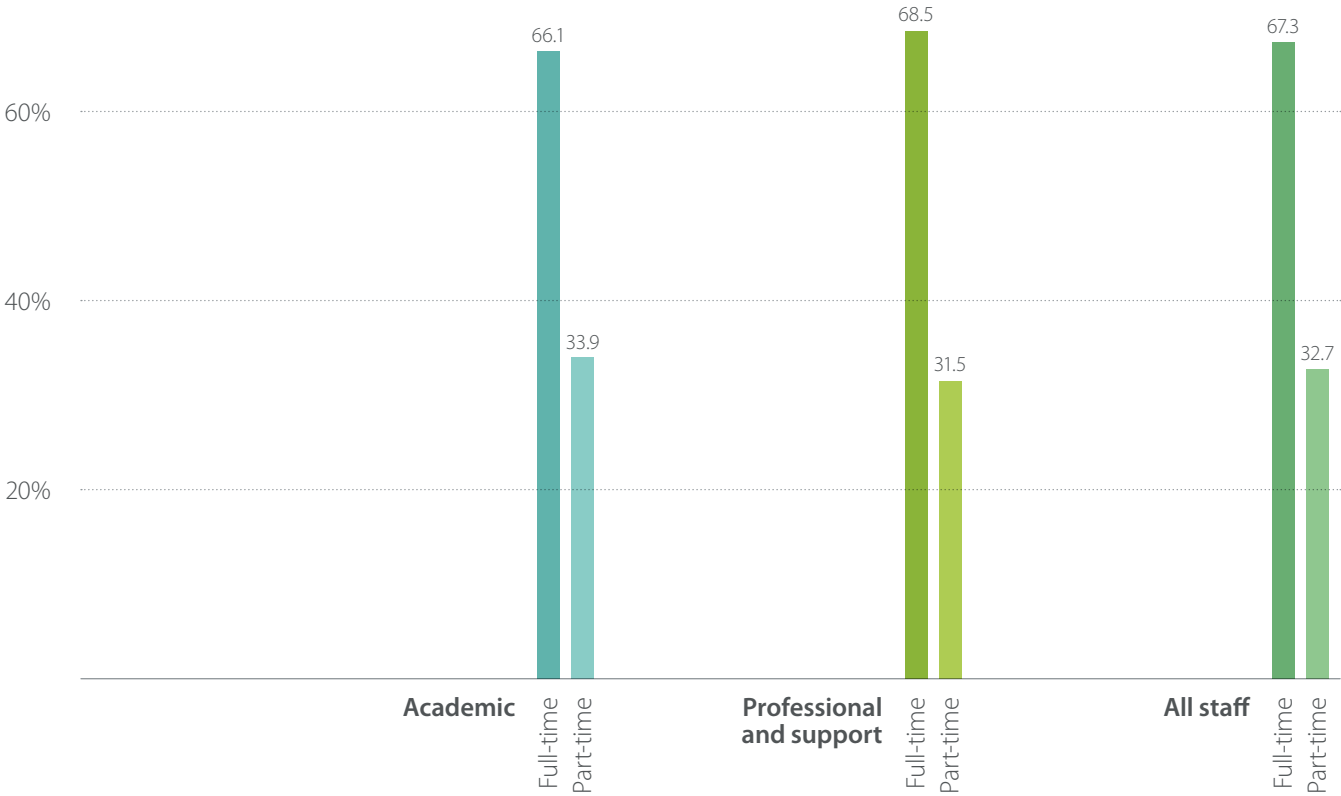


0.3 Staff by mode and activity

← Mode definition: see page 15

← Staff activity definition: see page 14

	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

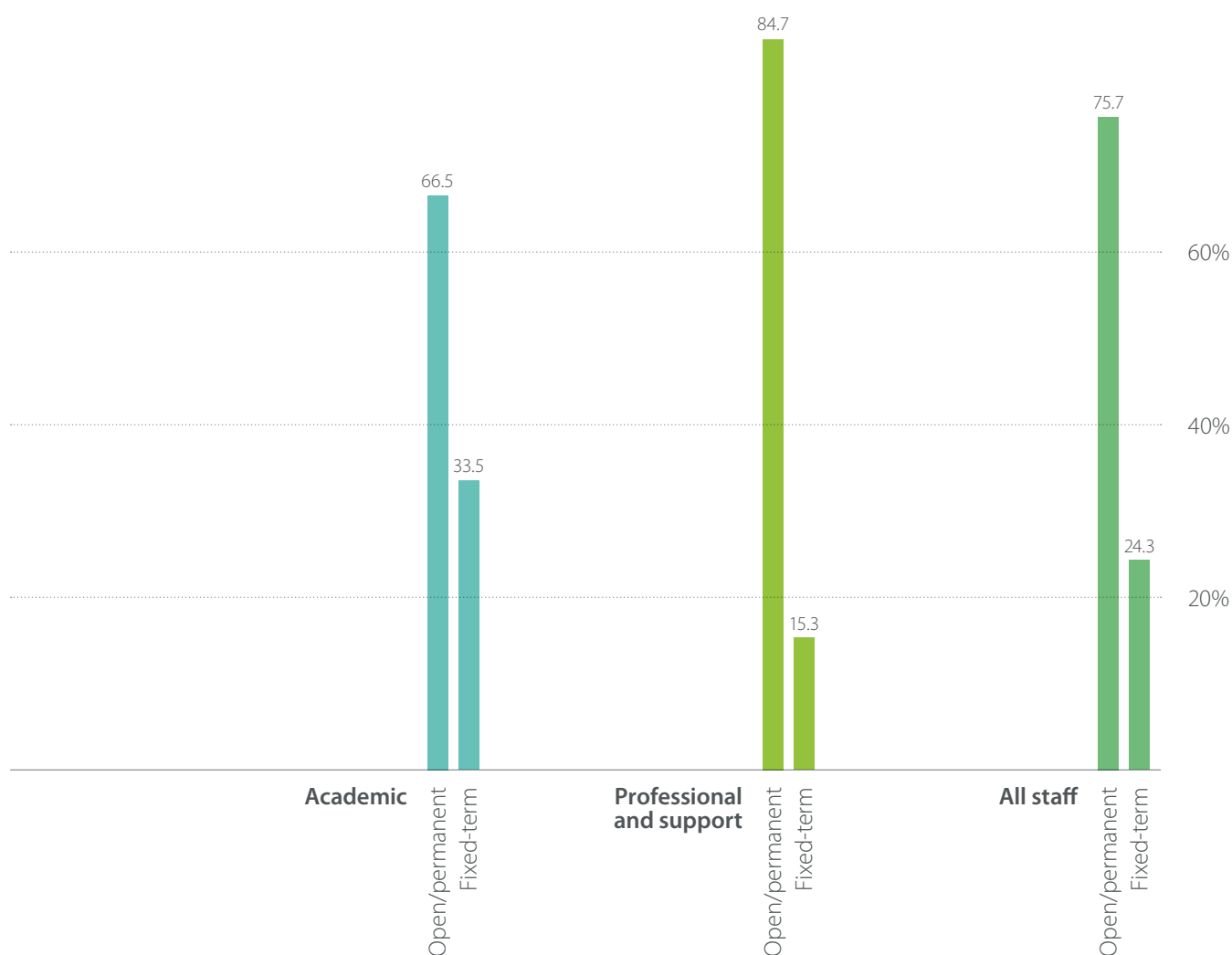


Staff by contract type and activity

	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

← Contract type definition: see page 15

← Staff activity definition: see page 14



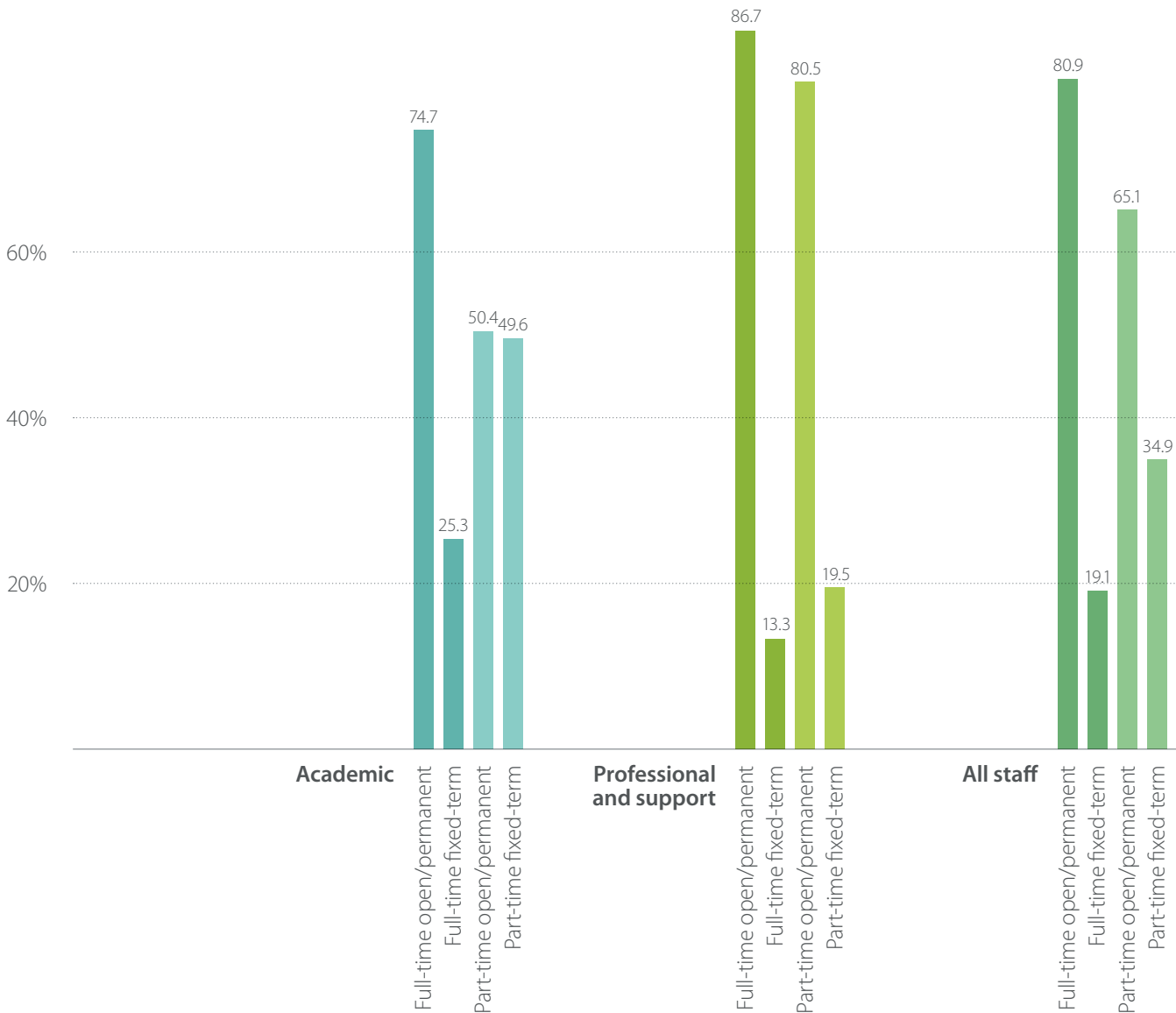
0.5 Staff by mode, contract type and activity

← Mode definition: see page 15

← Contract type definition: see page 15

← Staff activity definition: see page 14

	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	36,305	25.3	64.1	20,355	13.3	35.9	56,660	19.1
All contracts	143,510	100.0	48.5	152,675	100.0	51.5	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



Staff by activity, country of institution, and nationality

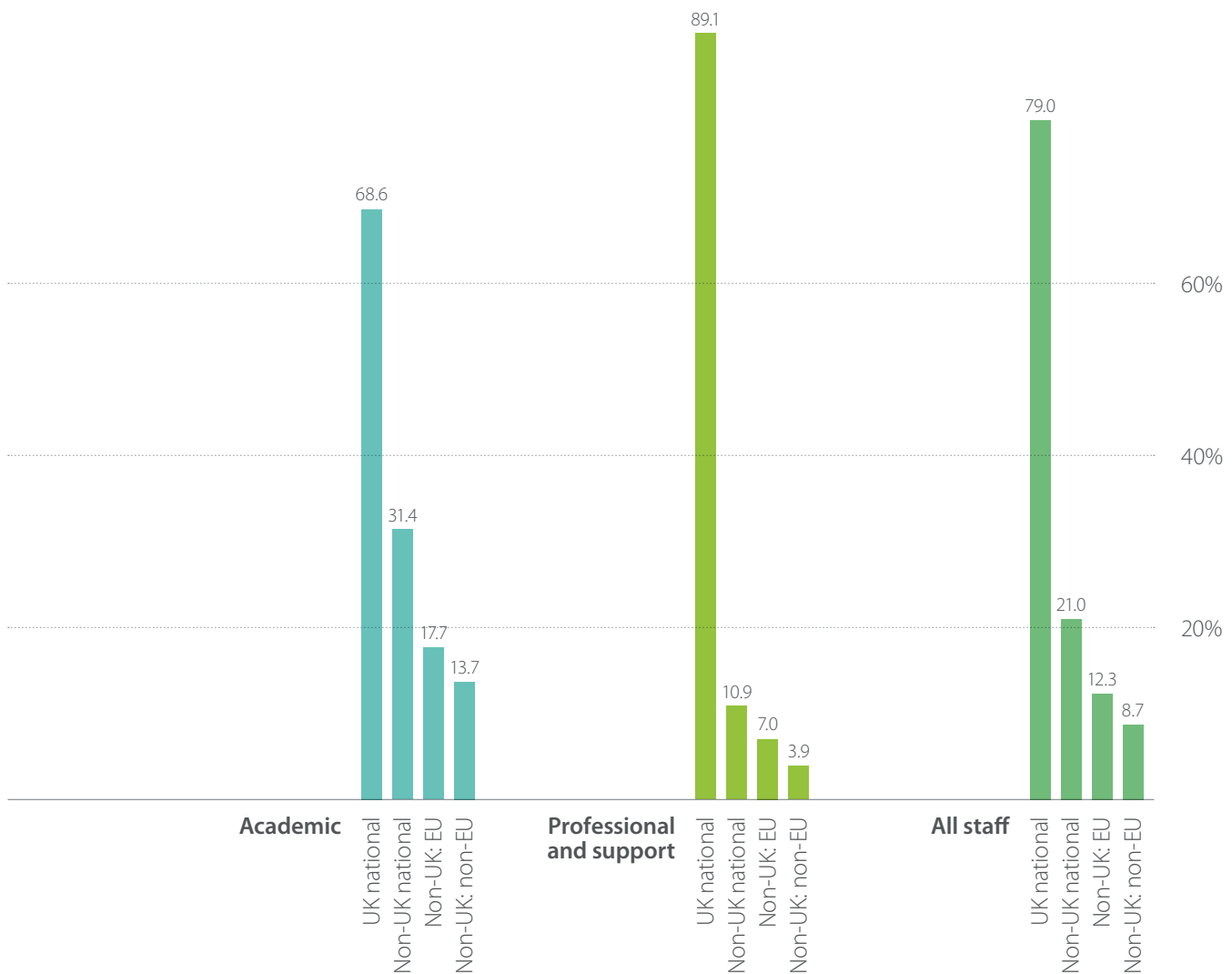
	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals	147,970	68.6	42.8	197,630	89.1	57.2	345,600	79.0
Non-UK nationals	67,650	31.4	73.7	24,160	10.9	26.3	91,805	21.0
EU	38,080	17.7	71.0	15,560	7.0	29.0	53,640	12.3
Non-EU	29,565	13.7	77.5	8,600	3.9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

← Staff activity definition: see page 14

← Nationality definition: see page 15

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



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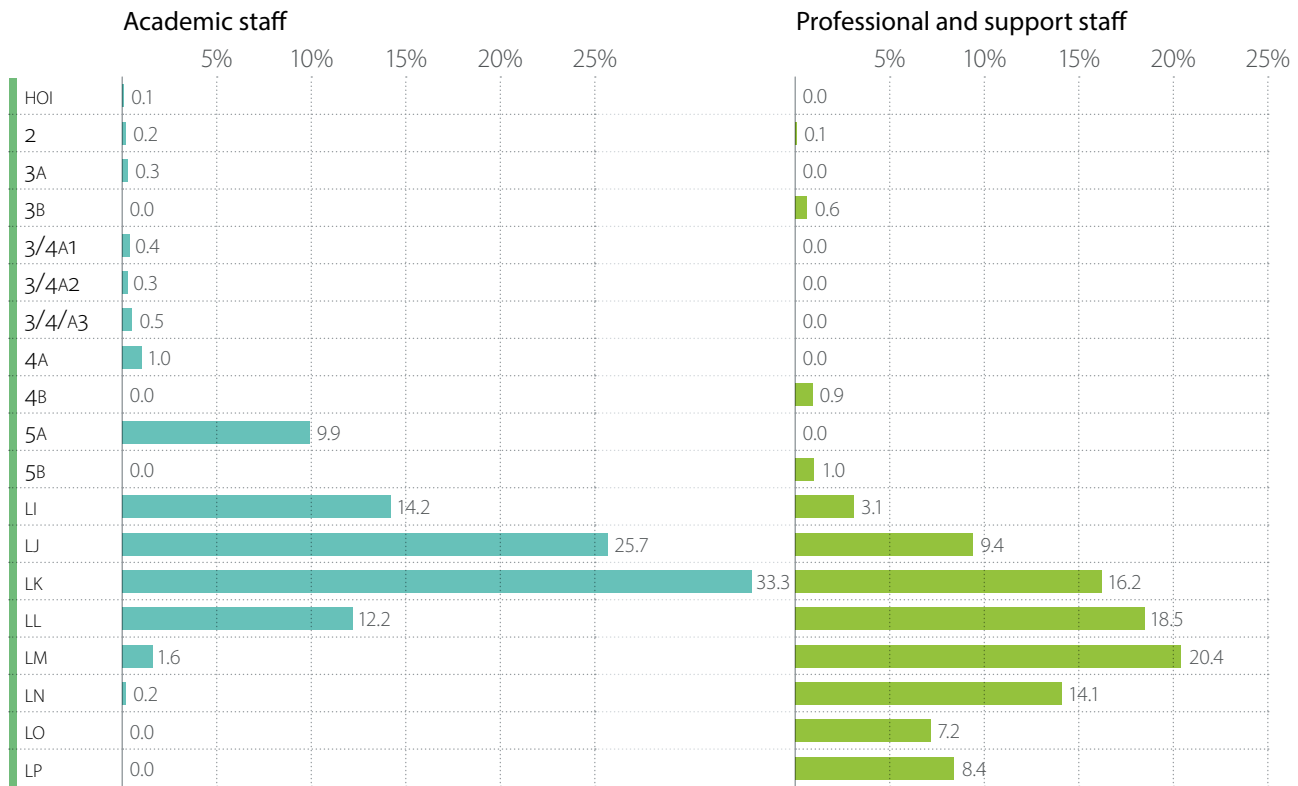
Staff by activity and contract level

← Staff activity definition: see page 14

← Contract level definition: see page 15

		Academic staff			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

Proportions of staff by activity and contract level



0.8

Staff by activity, occupational group and mode

← Staff activity definition: see page 14

← Occupational group definition: see page 18

← Mode definition: see page 15

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	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	
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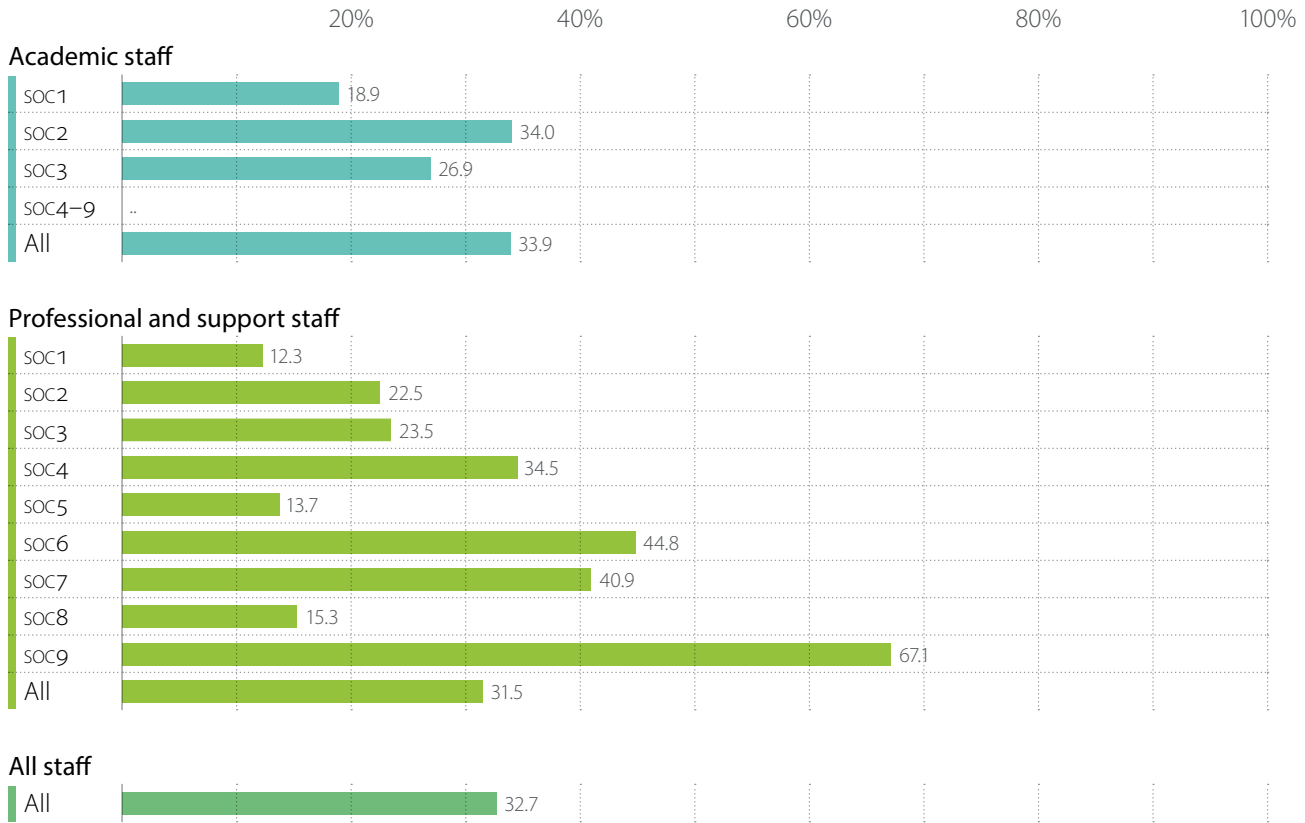
Academic staff by research/teaching contract type

← Staff activity definition: see page 14

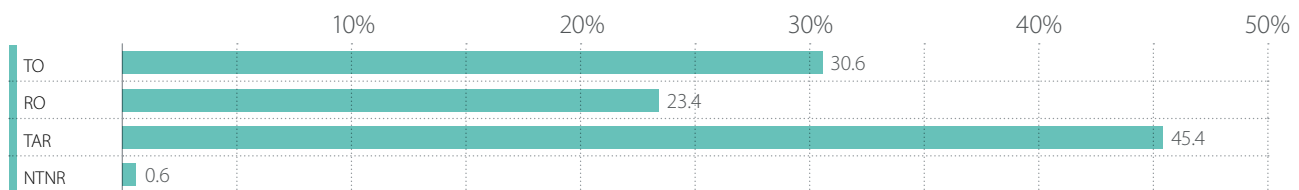
← Academic contract definition: see page 18

		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

Proportions of staff who were part-time



Proportions of academic staff by research/teaching contract type



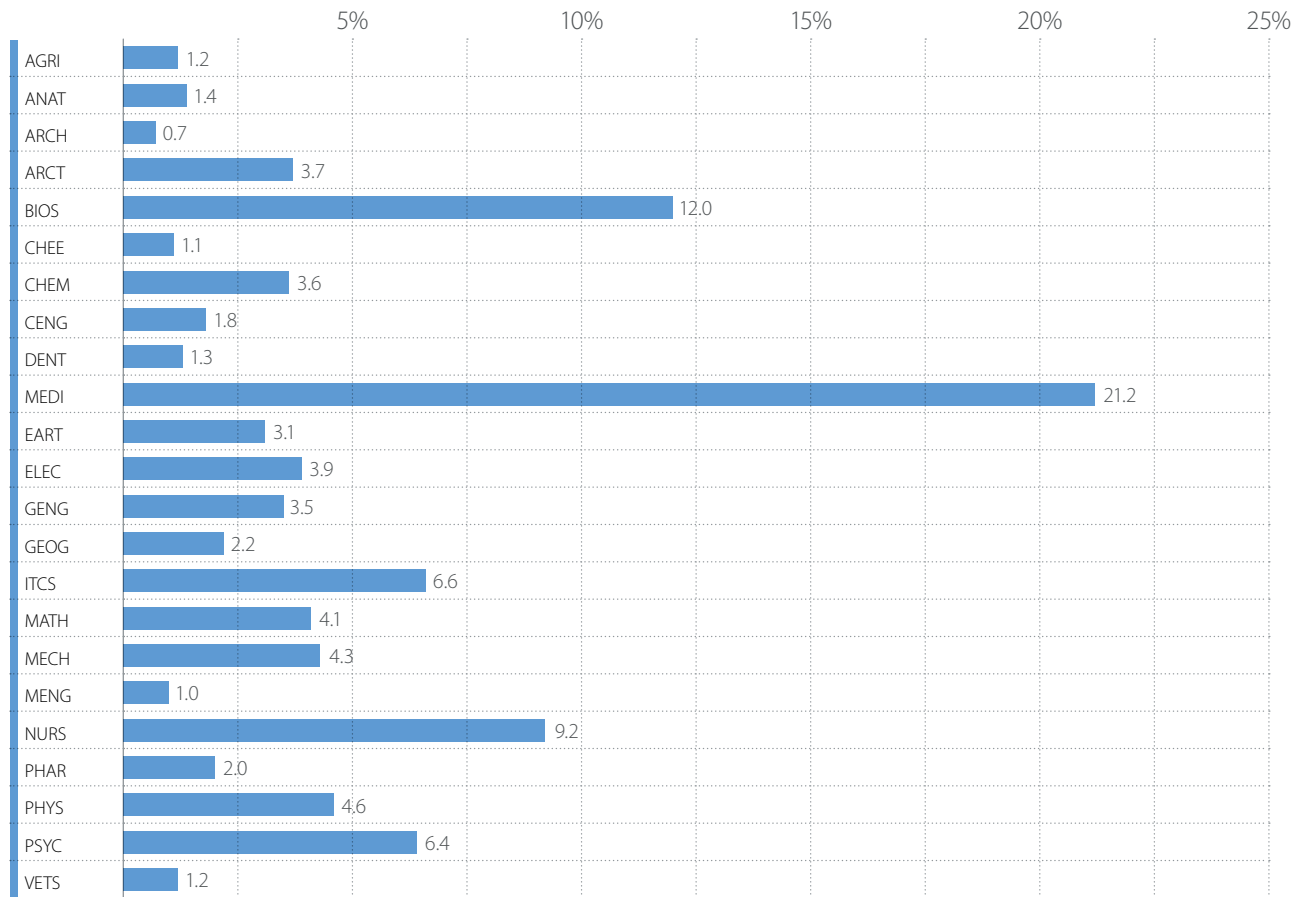
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SET academic staff by subject area

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

		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



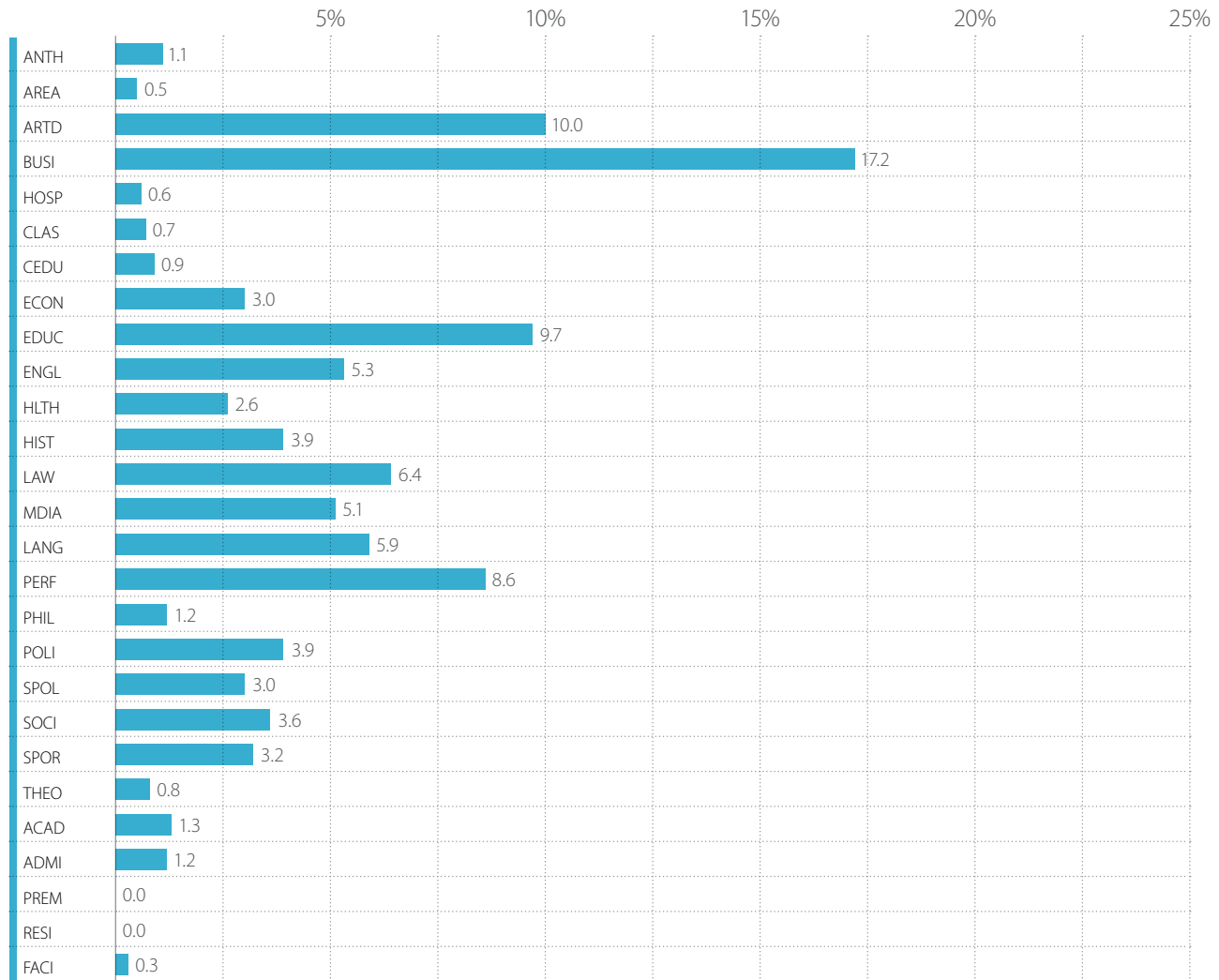
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Non-SET academic staff by subject area

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

		Non-SET academic staff	
		No.	↓ %
ANTH	Anthropology, development studies	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



0.12

Academic staff by SET category, mode and professorial category

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

← Mode
definition:
see page 15

← Professorial
category
definition:
see page 20

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
PROF	Professor	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

0.13

Academic staff by SET category, mode and senior management category

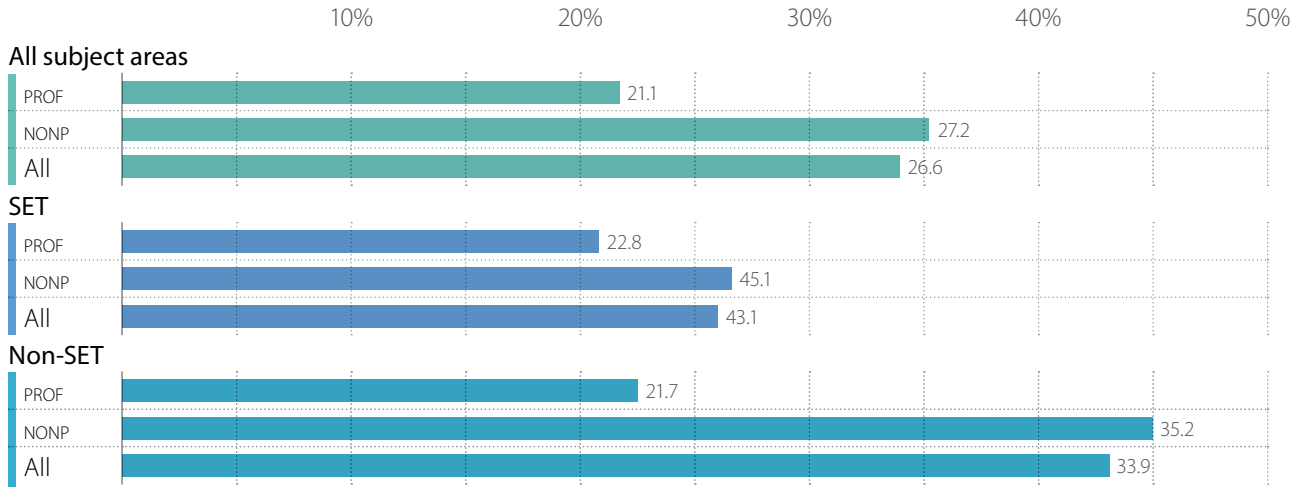
← SET/non-SET
subject area
definition:
see page 19

← Mode
definition:
see page 15

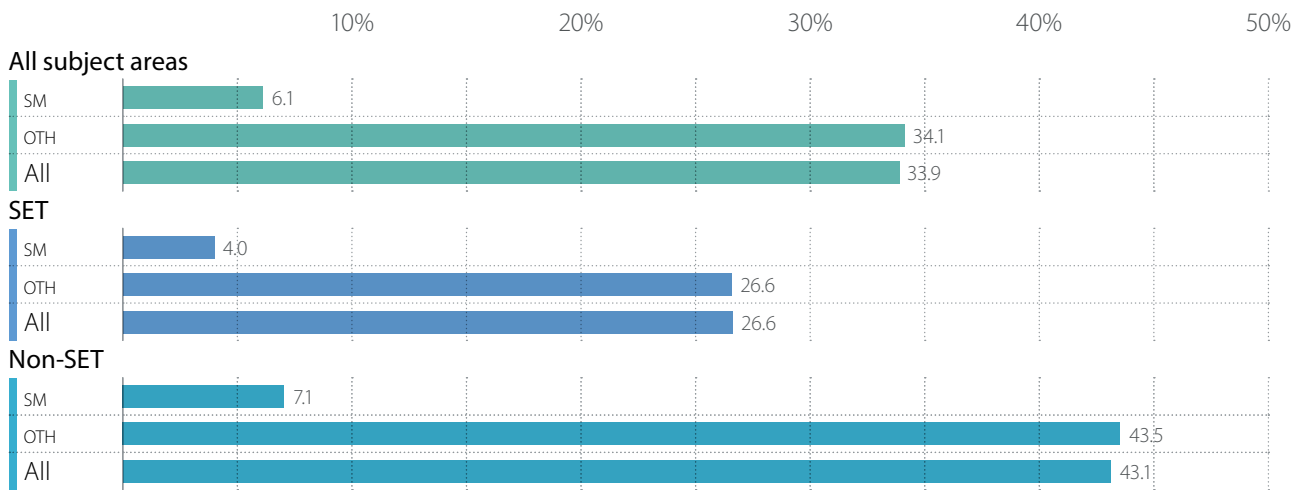
← Senior
management
category
definition:
see page 20

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
SM	Senior manager	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									
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
Non-SET									
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



Proportions of staff who were part-time



0.14

Staff by activity, mode and salary range

← Staff activity definition: see page 14

← Mode definition: see page 15

← Salary range definition: see page 20

		Academic staff			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30k	Under £30,000	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	20,570	9.2	20.8	99,015	22.5
All	Total	217,065	100.0	49.3	222,885	100.0	50.7	439,955	100.0
Full-time									
<£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

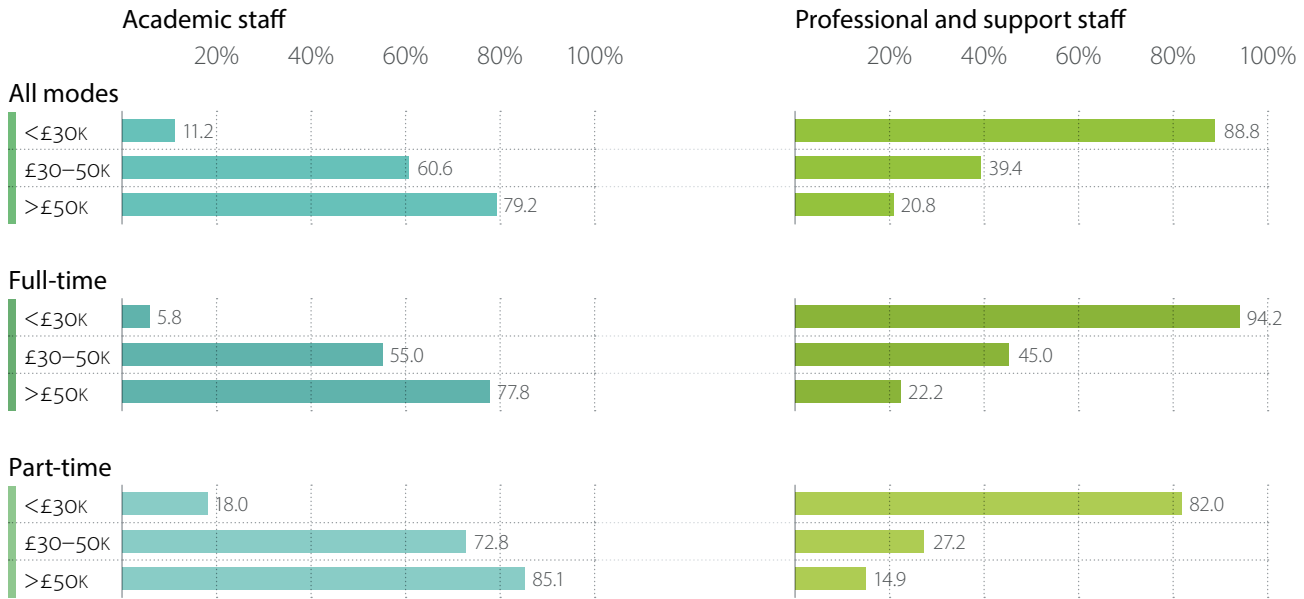
0.15

Academic staff by academic pay spine range

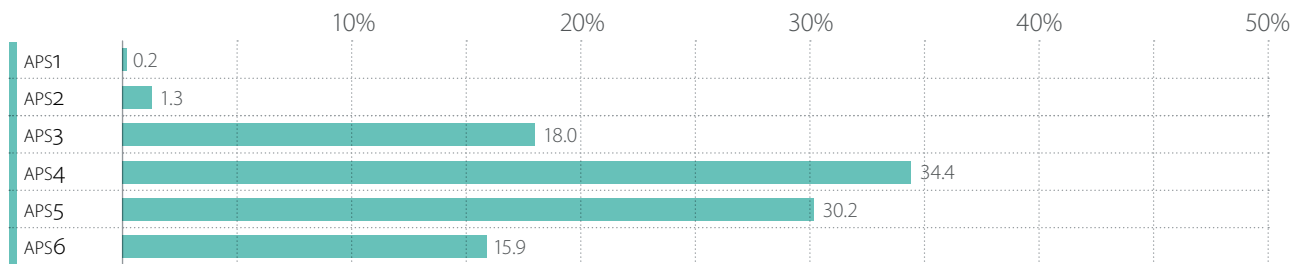
← Academic pay spine range definition: see page 20

		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



Proportions of academic staff by academic pay spine range



0.16

UK/non-UK academic staff by leaving status

← Nationality definition: see page 15

← Academic leavers definition: see page 21

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	→ %	No.	→ %	No.	→ %	No.
All	All staff	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

0.17

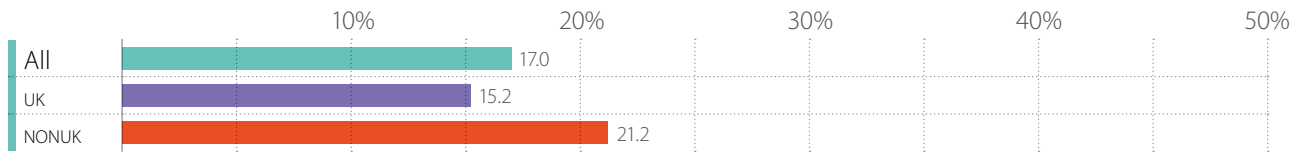
UK/non-UK academic staff leavers by known leaving destination

← Nationality definition: see page 15

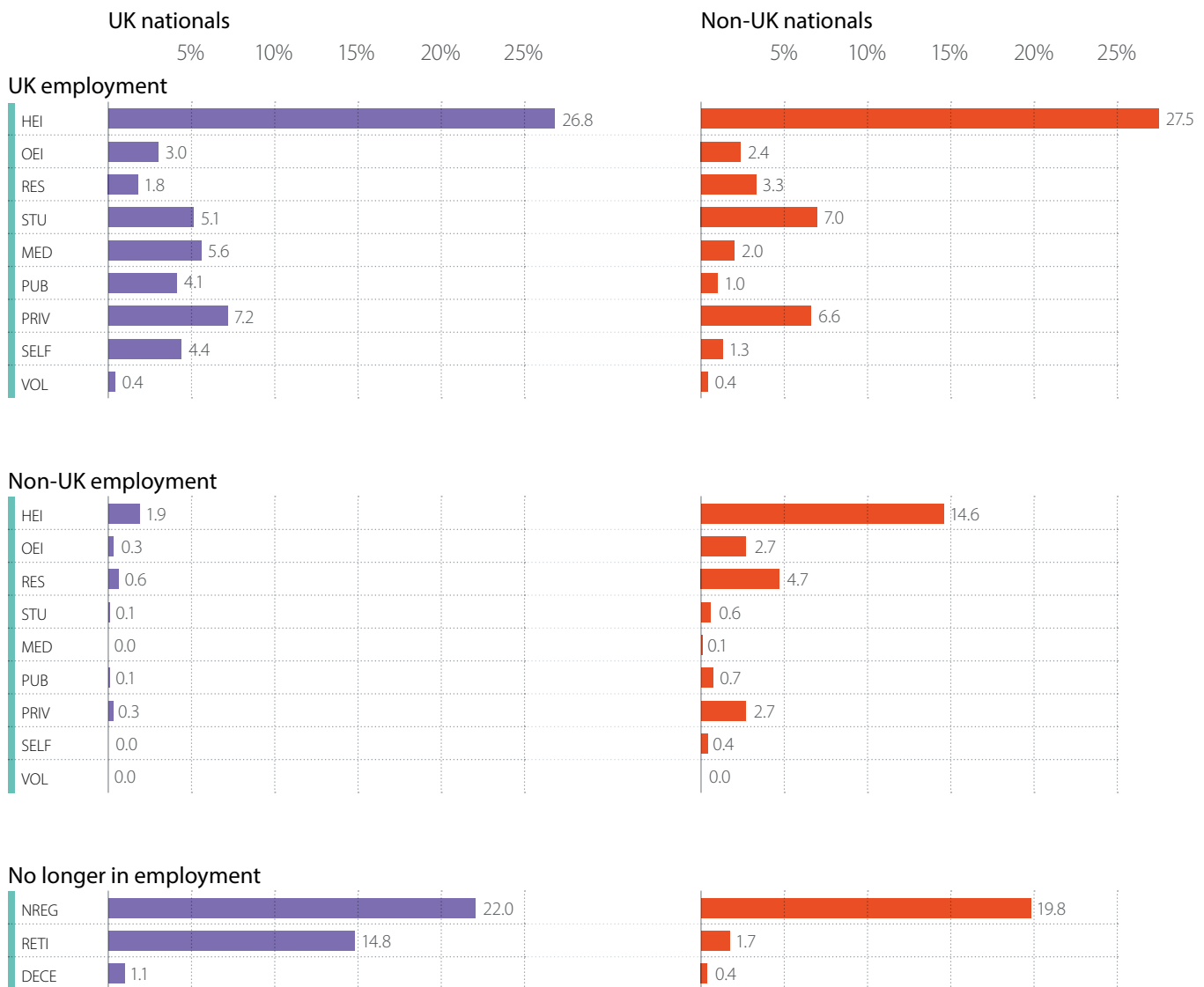
← Academic leavers definition: see page 21

		UK nationals			Non-UK nationals			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	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
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



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



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-statistical-report-2020-data-tables

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

1.1 Overall figures: Across the UK, 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%).

1.2 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.

1.3 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%).

1.7 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%).

1.8 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%).

1.9 Non-SET subject areas: Academic staff in non-SET subject areas tended to have an older age profile than those in SET, with 36.4% 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.

1.14 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%).

1.15 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.

1.16 Leaving destinations of non-UK academics:

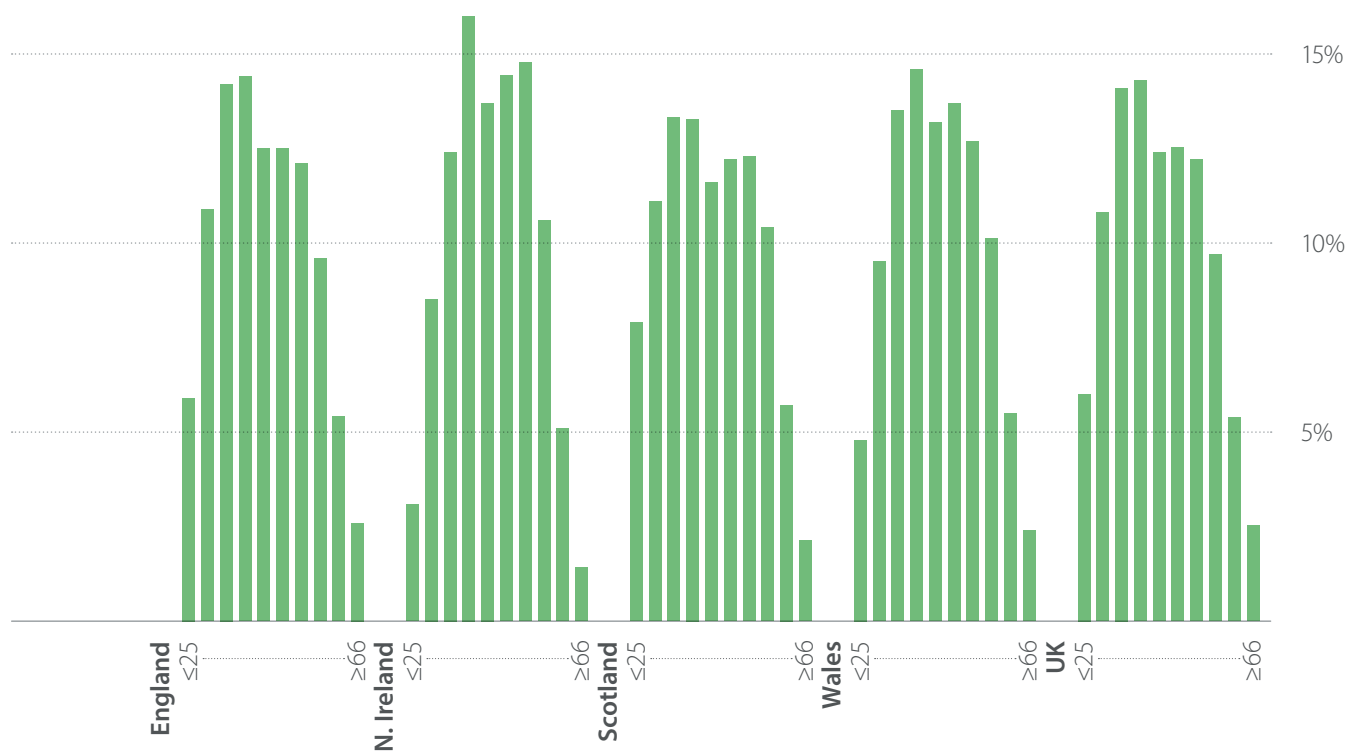
Among non-UK academic leavers with a known leaving destination, more than half of those aged 50 and under left their HEI for employment in the UK (53.4%). Within every age group, leaving rates to non-UK employment were markedly higher for non-UK leavers than UK leavers, ranging from 7.7% of those aged 61 and over to 28.9% of those aged 31-40.

Staff by country of institution and age group

	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

← Country of institution definition: see page 15

← Age definition: see page 11



1.2

Staff by activity, mode and age group

← Staff activity
definition:
see page 14

← Mode
definition:
see page 15

← Age definition:
see page 11

	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

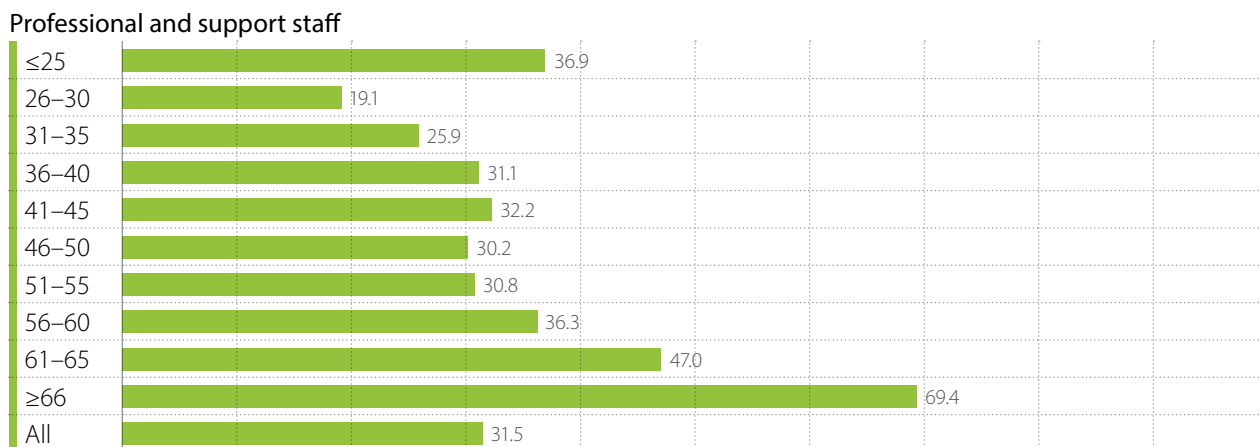
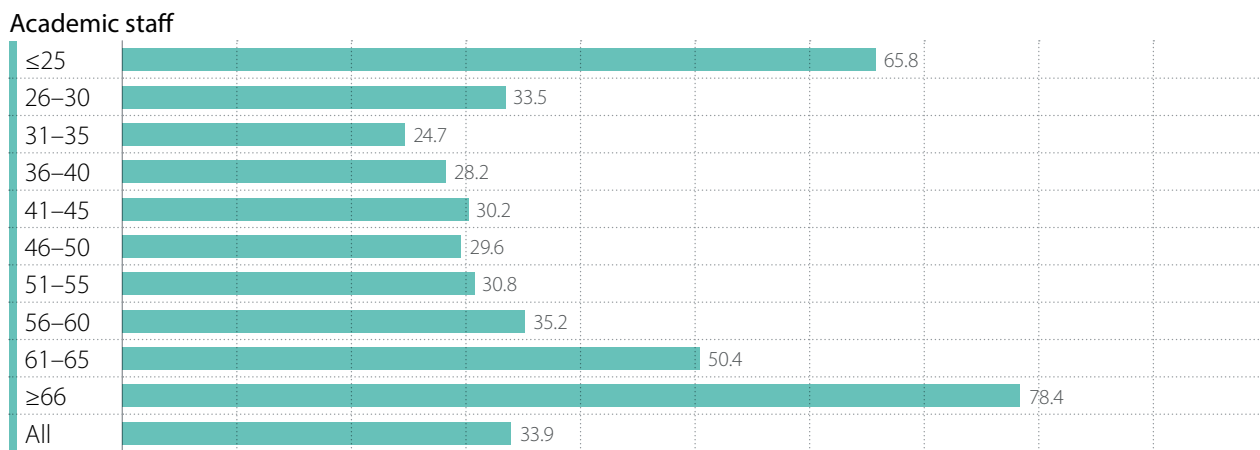
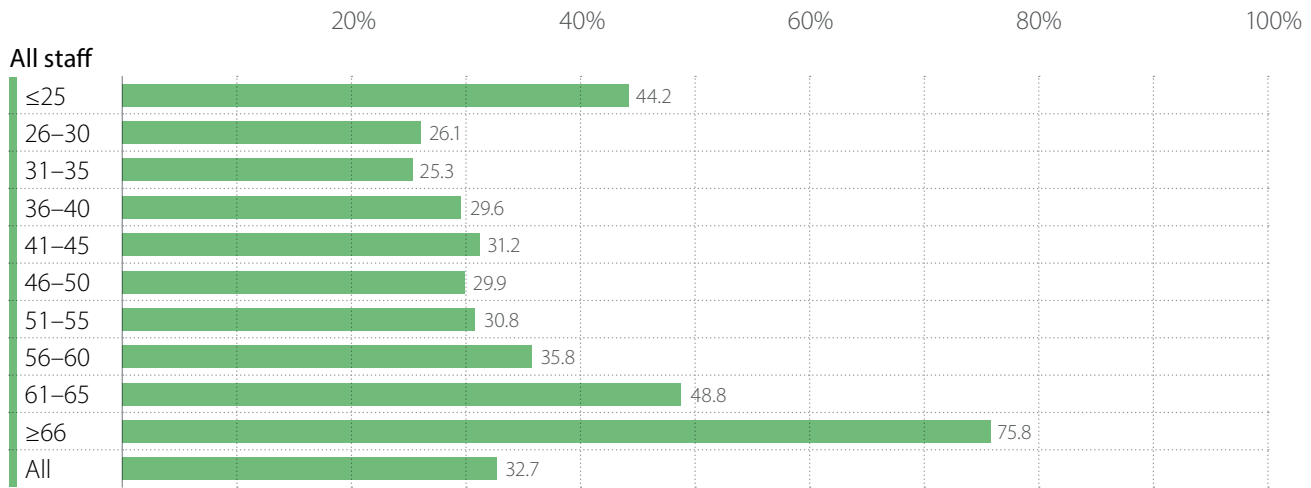
Academic staff

≤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



1.3

Staff by activity, contract type and age group

← Staff activity
definition:
see page 14

← Contract type
definition:
see page 15

← Age definition:
see page 11

	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

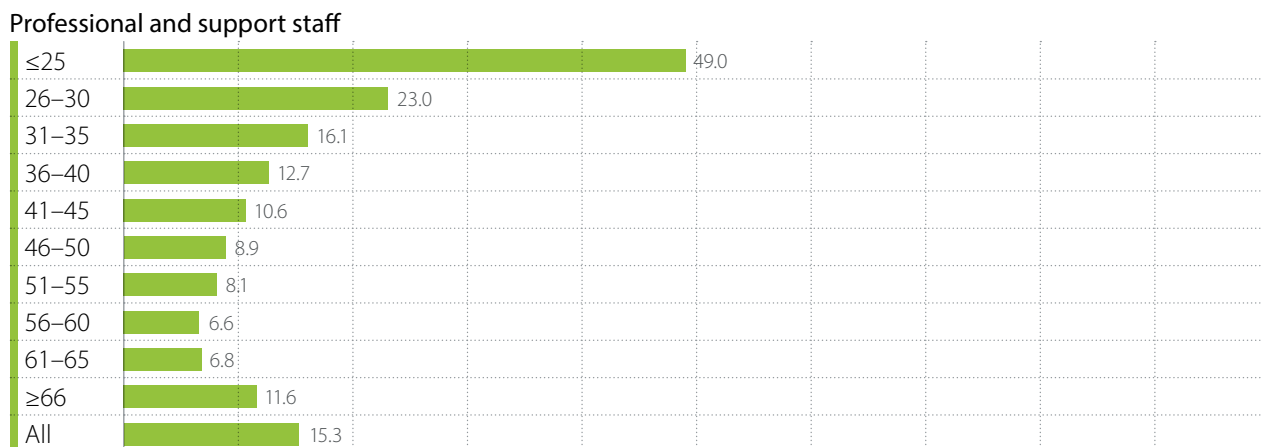
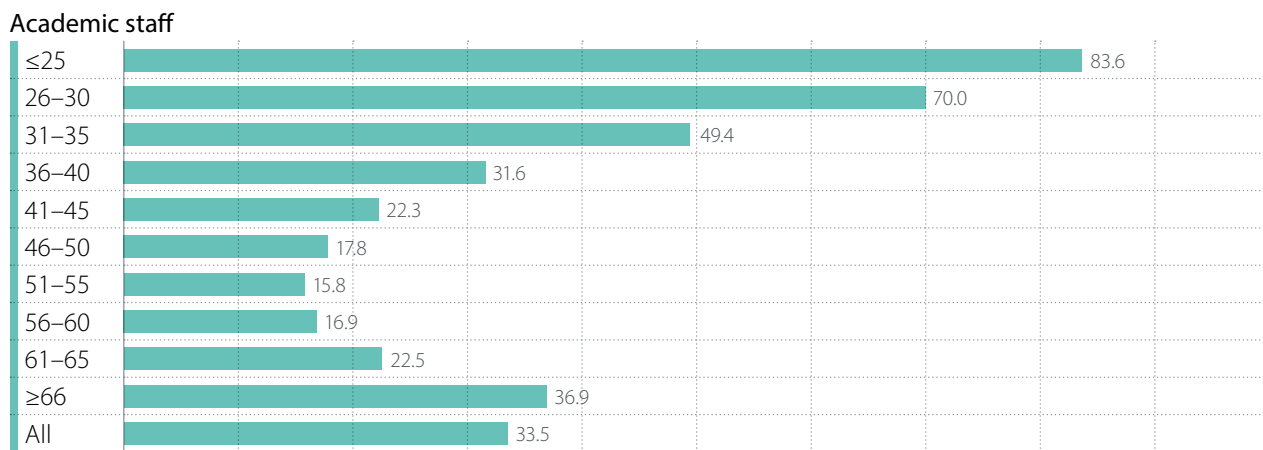
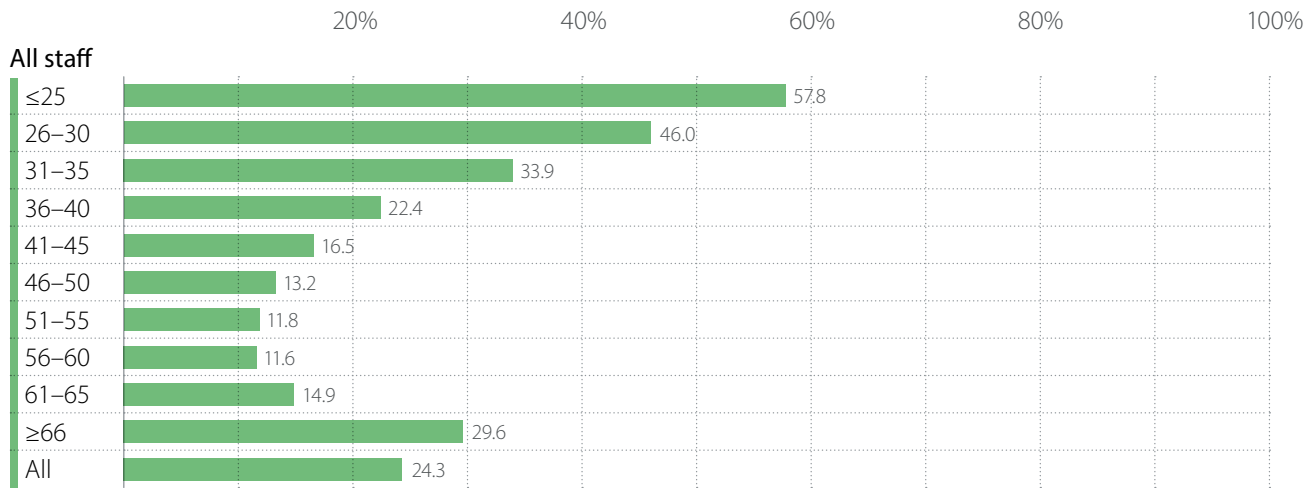
Academic staff

≤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



1.4

Staff by occupational group and age group

← Occupational group definition: see page 18

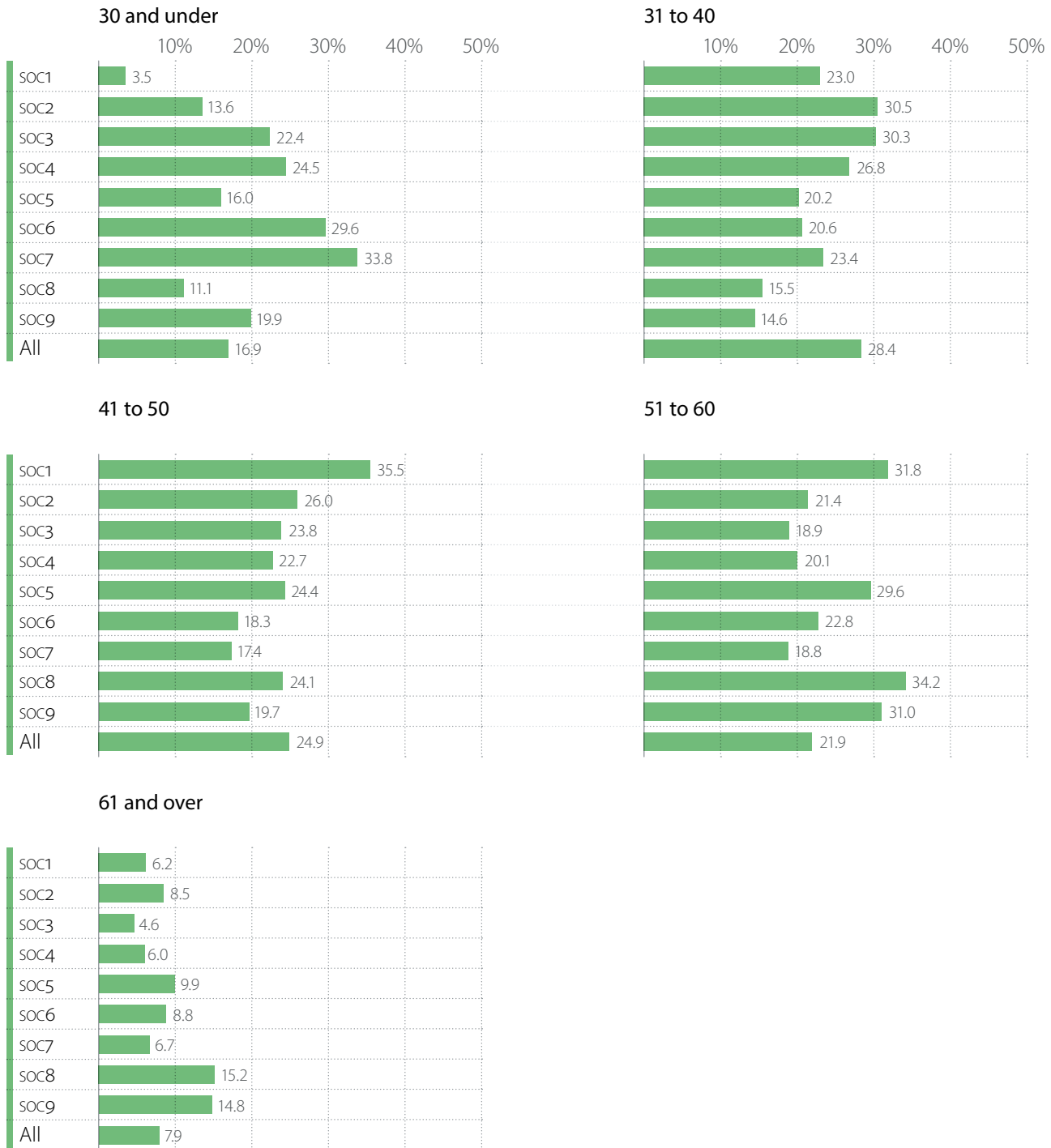
← Age definition: see page 11

		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		
		No.	↓ %	→ %	No.	↓ %	→ %
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		
		No.	↓ %	→ %	No.	↓ %	→ %
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	

Proportions of staff by occupation and age



1.5

Academic staff by occupational group and age group

← Staff activity definition: see page 14

← Occupational group definition: see page 18

← Age definition: see page 11

		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

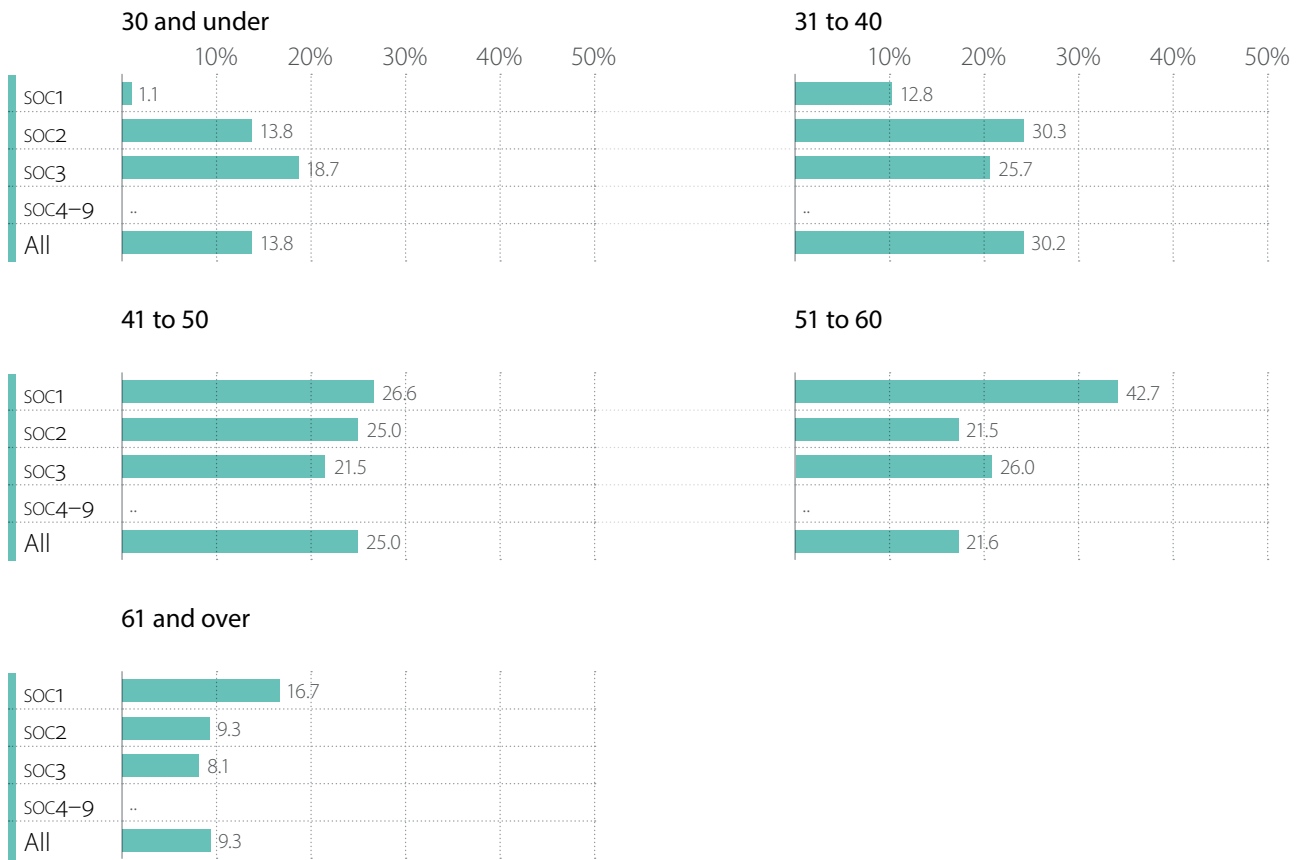
		41 to 50			51 to 60		
		No.	↓ %	→ %	No.	↓ %	→ %
soc1	Managers, directors and senior officials	145	0.3	26.6	230	0.5	42.7
soc2	Professional occupations	53,865	99.2	25.0	46,330	98.7	21.5
soc3	Associate professional and technical occupations	315	0.6	21.5	380	0.8	26.0
soc4-9	Clerical and manual occupations	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		
		No.	↓ %	→ %	No.	↓ %	→ %
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	

Additional data by five-year age band is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

Proportions of academic staff by occupation and age



1.6

Professional and support staff by occupational group and age group

← Staff activity definition: see page 14

← Occupational group definition: see page 18

← Age definition: see page 11

		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

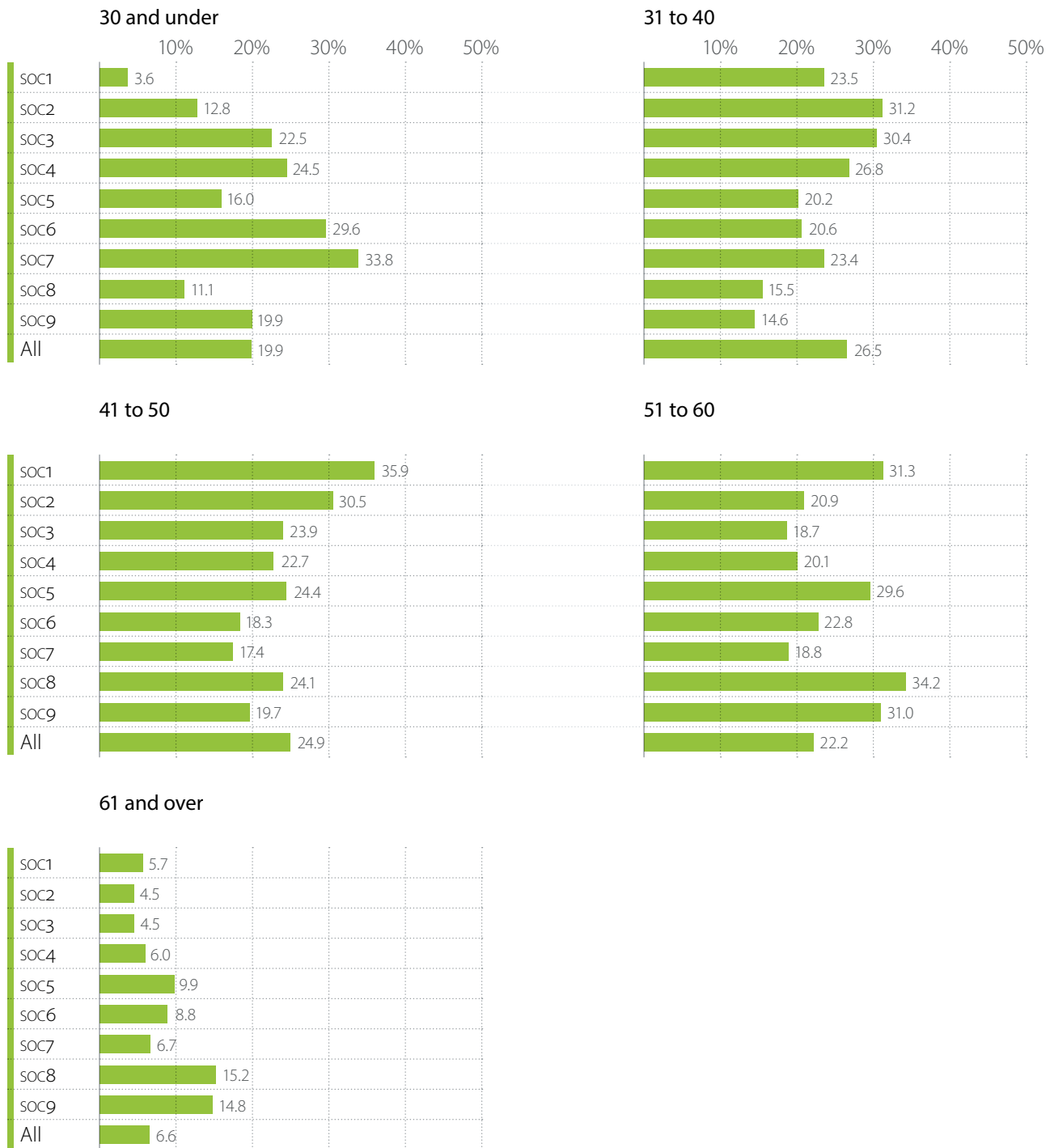
		41 to 50			51 to 60		
soc1	Managers, directors and senior officials	4,255	7.7	35.9	3,720	7.5	31.3
soc2	Professional occupations	14,385	26.0	30.5	9,865	20.0	20.9
soc3	Associate professional and technical occupations	12,020	21.7	23.9	9,395	19.0	18.7
soc4	Administrative and secretarial occupations	16,190	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	

Additional data by five-year age band is available:

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



1.7

Academic staff by research/teaching contract type and age group

← Academic contract definition: see page 18

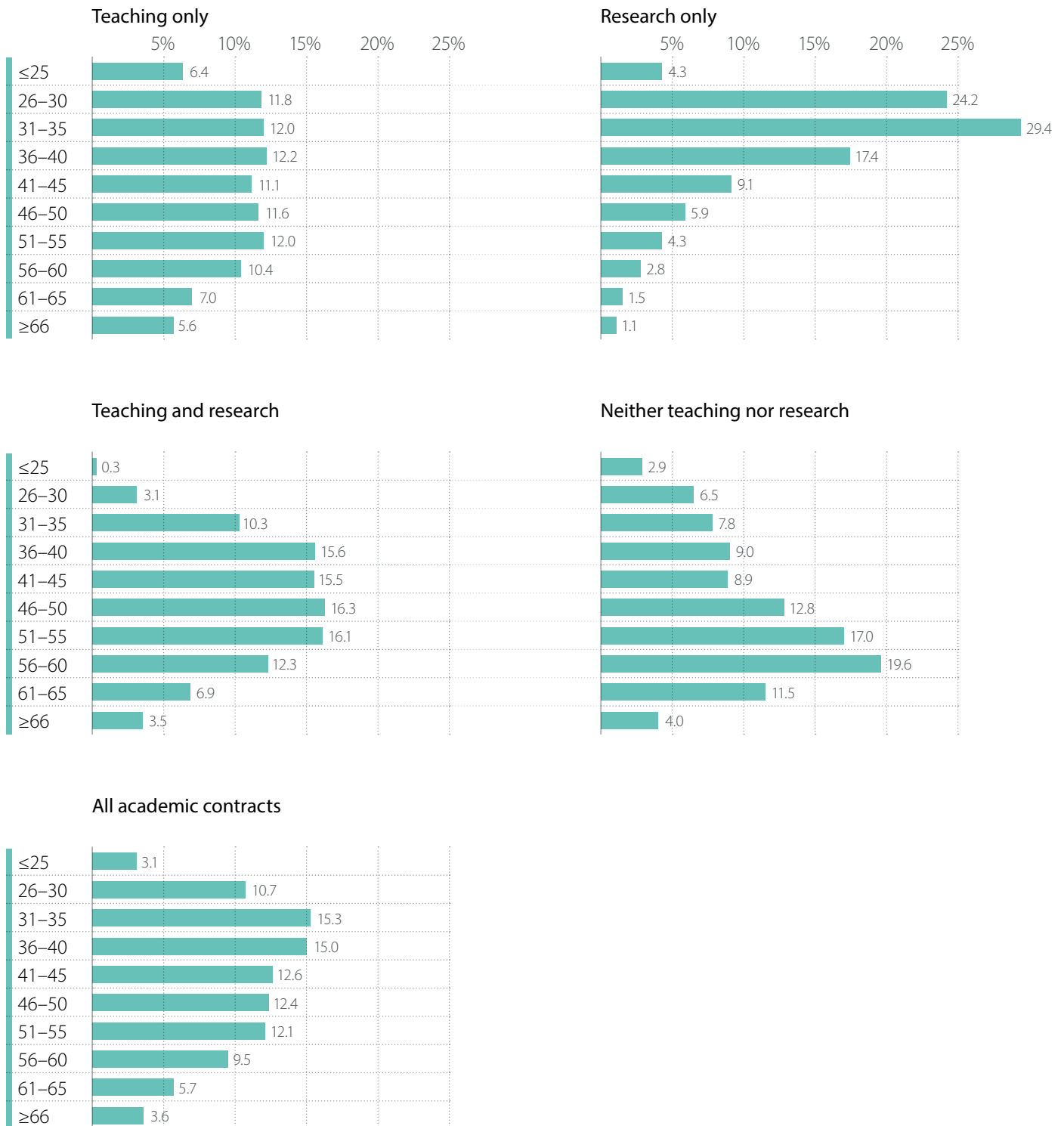
← Age definition: see page 11

	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		
	No.	↓ %	→ %	No.	↓ %	→ %
≤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		
	No.	↓ %
≤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

Proportions of academic staff by contract type and age



1.8

SET academic staff by subject area and age group

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

← Age definition:
see page 11

		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

1.9

Non-SET academic staff by subject area and age group

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

← Age definition:
see page 11

		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

1.10

Academic staff by professorial category, mode and age group

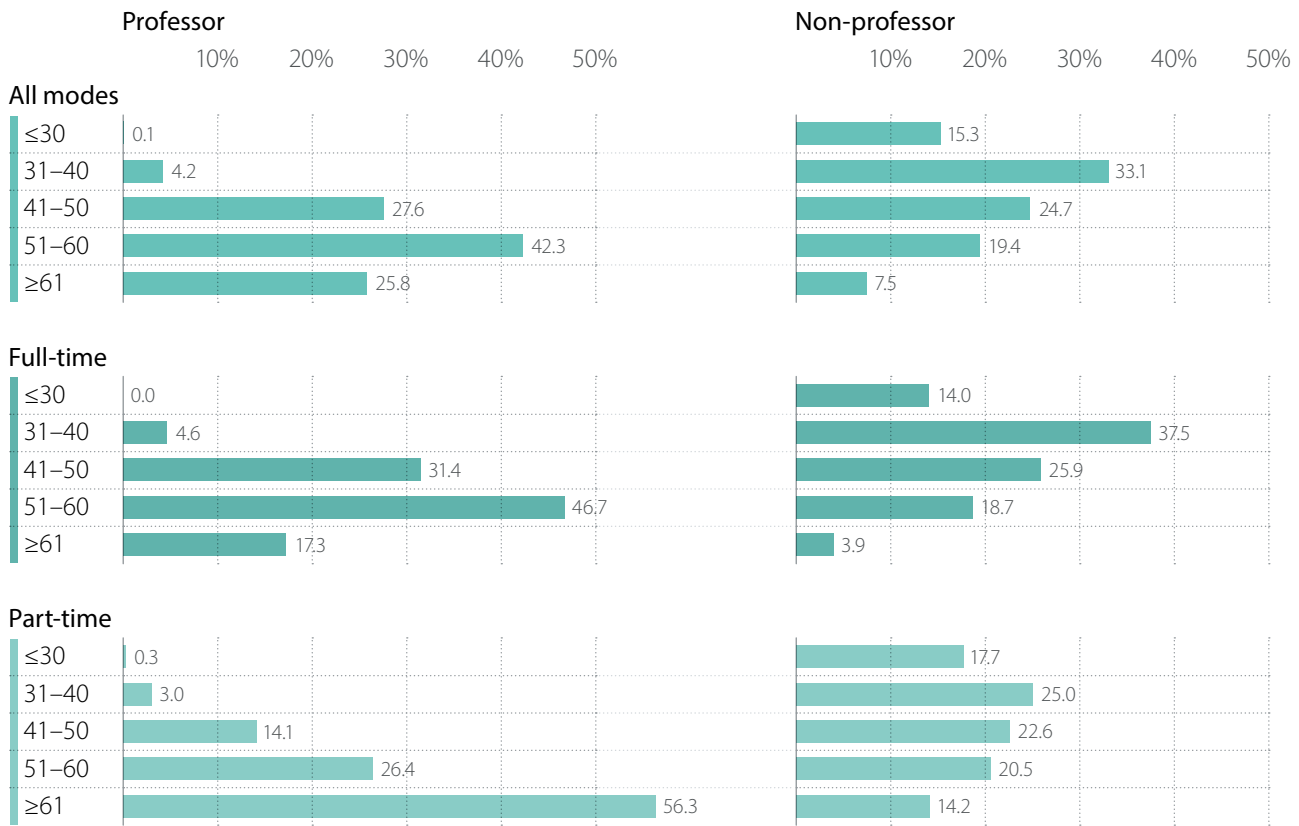
← Professorial category definition: see page 20

← Mode definition: see page 15

← Age definition: see page 11

	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤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
Full-time								
≤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



1.11

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

← Professorial category definition: see page 20

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

← Mode definition: see page 15

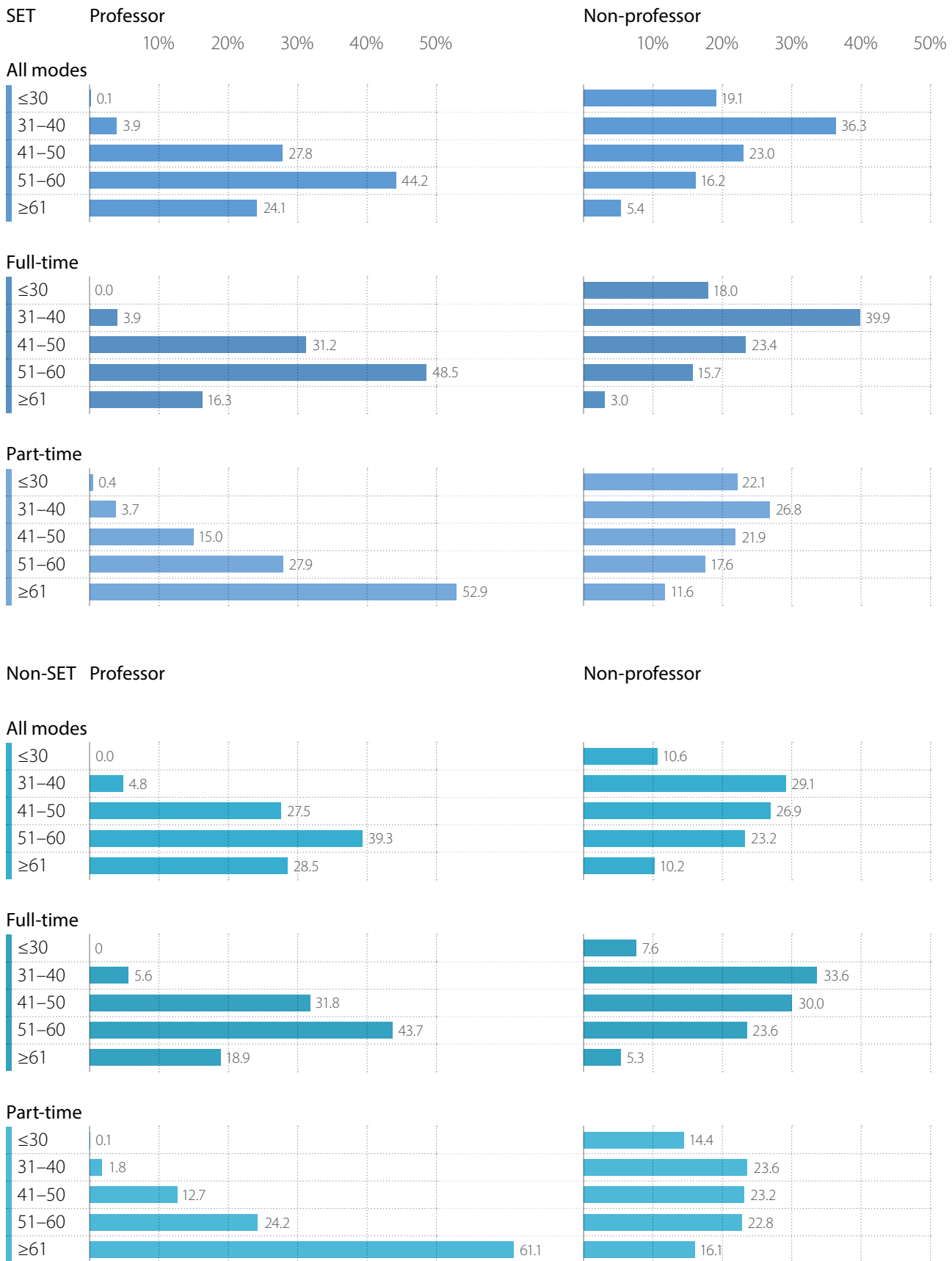
← Age definition: see page 11

SET	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

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



1.12

Academic staff by senior management category, mode and age group

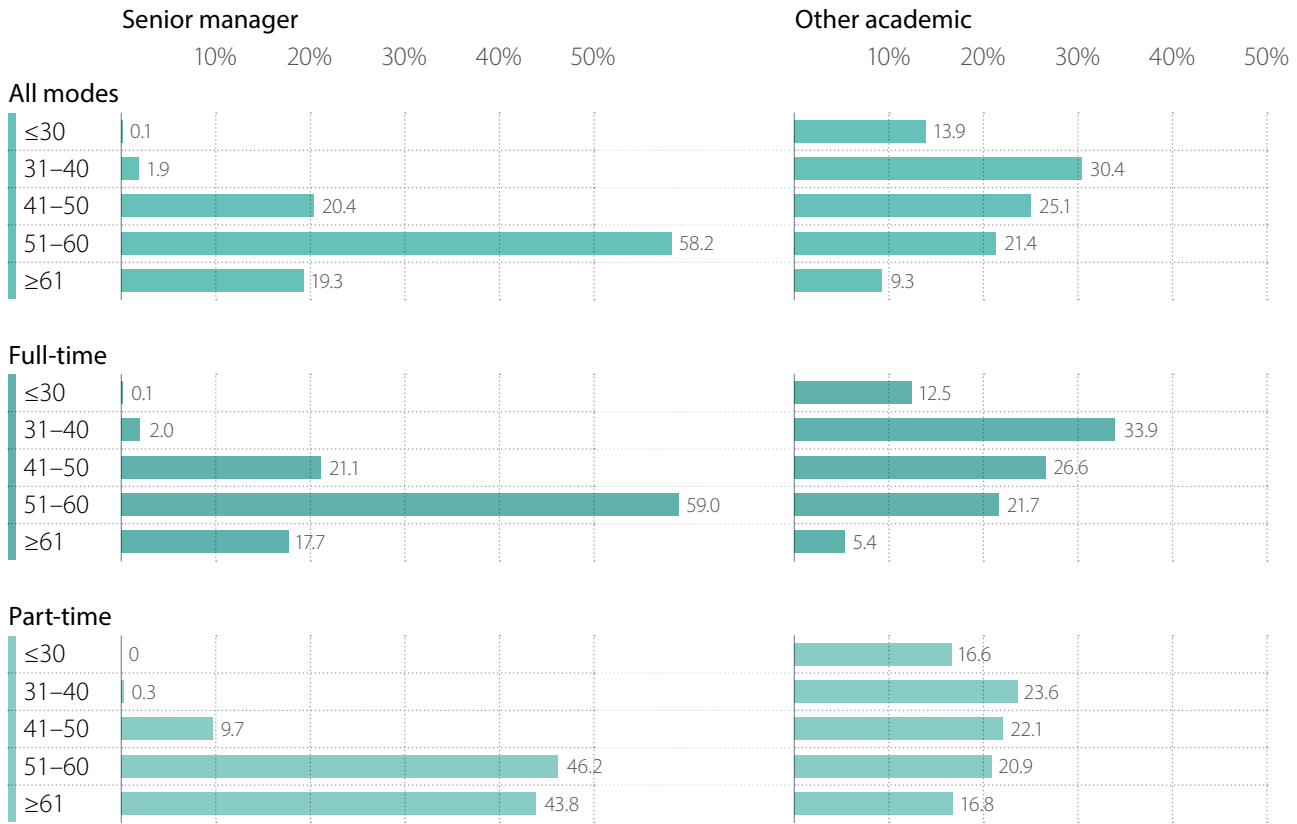
← Senior management category definition: see page 20

← Mode definition: see page 15

← Age definition: see page 11

	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤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
Full-time								
≤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



1.13

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

← Senior management category definition: see page 20

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

← Mode definition: see page 15

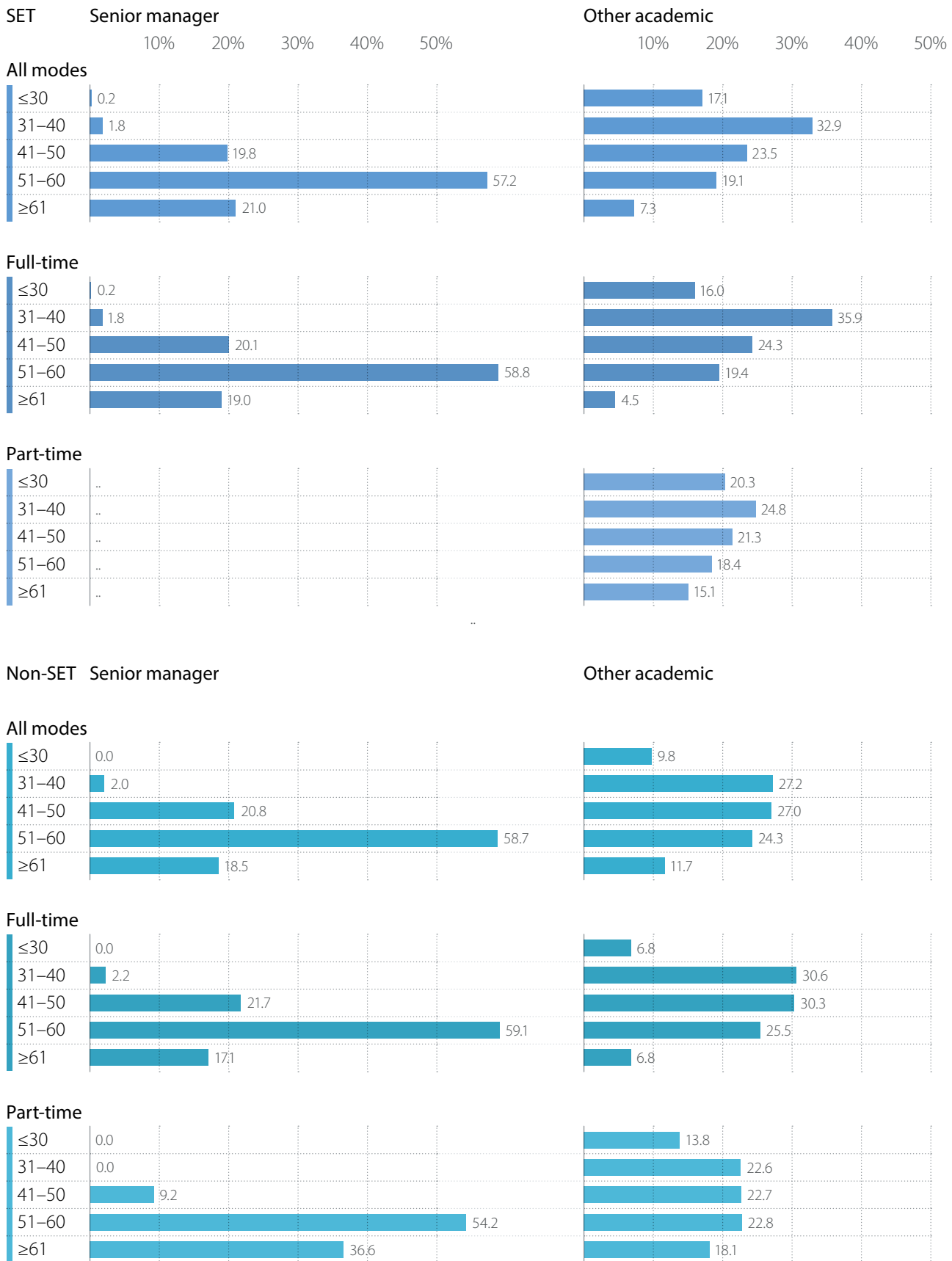
← Age definition: see page 11

SET	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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								
≤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

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



1.14

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

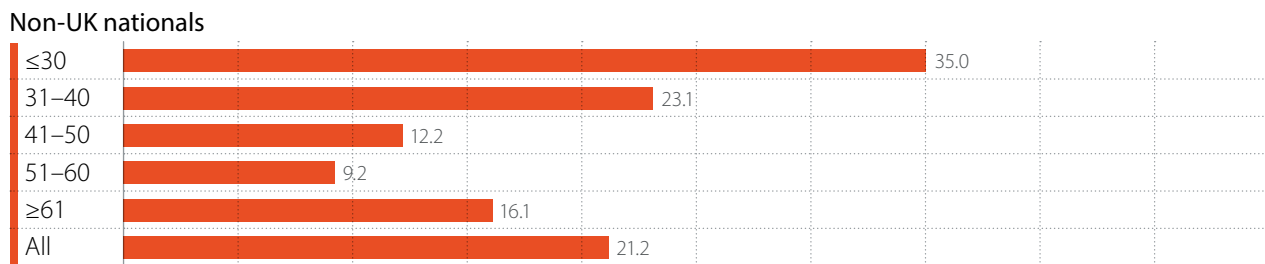
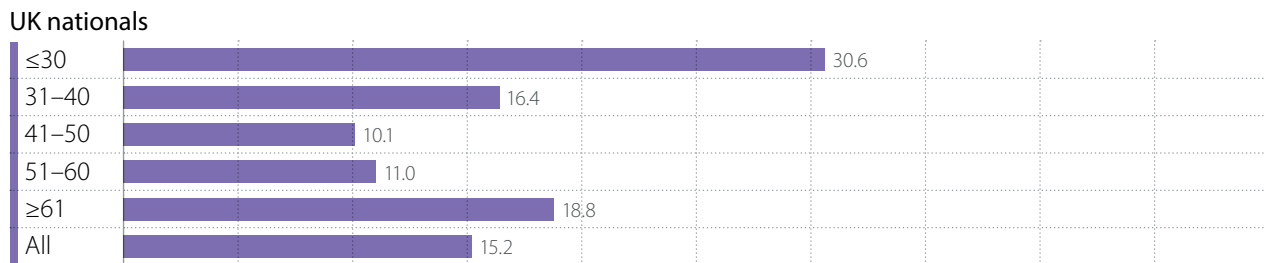
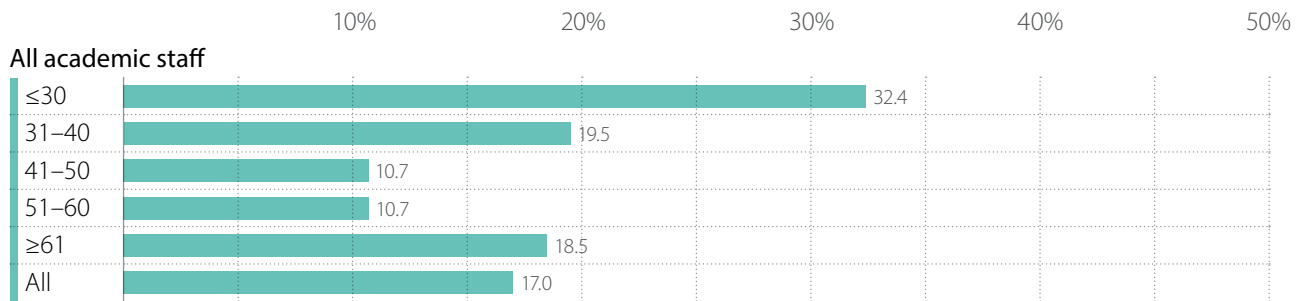
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Age definition:
see page 11

	Leavers		Known destination		Unknown destination		All staff
	(proportion of all staff)		(proportion of leavers)		(proportion of leavers)		
	No.	%	No.	%	No.	%	No.
All academic staff							
≤30	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
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



1.15

UK academic staff leavers by known leaving destination and age group

← Nationality definition: see page 15

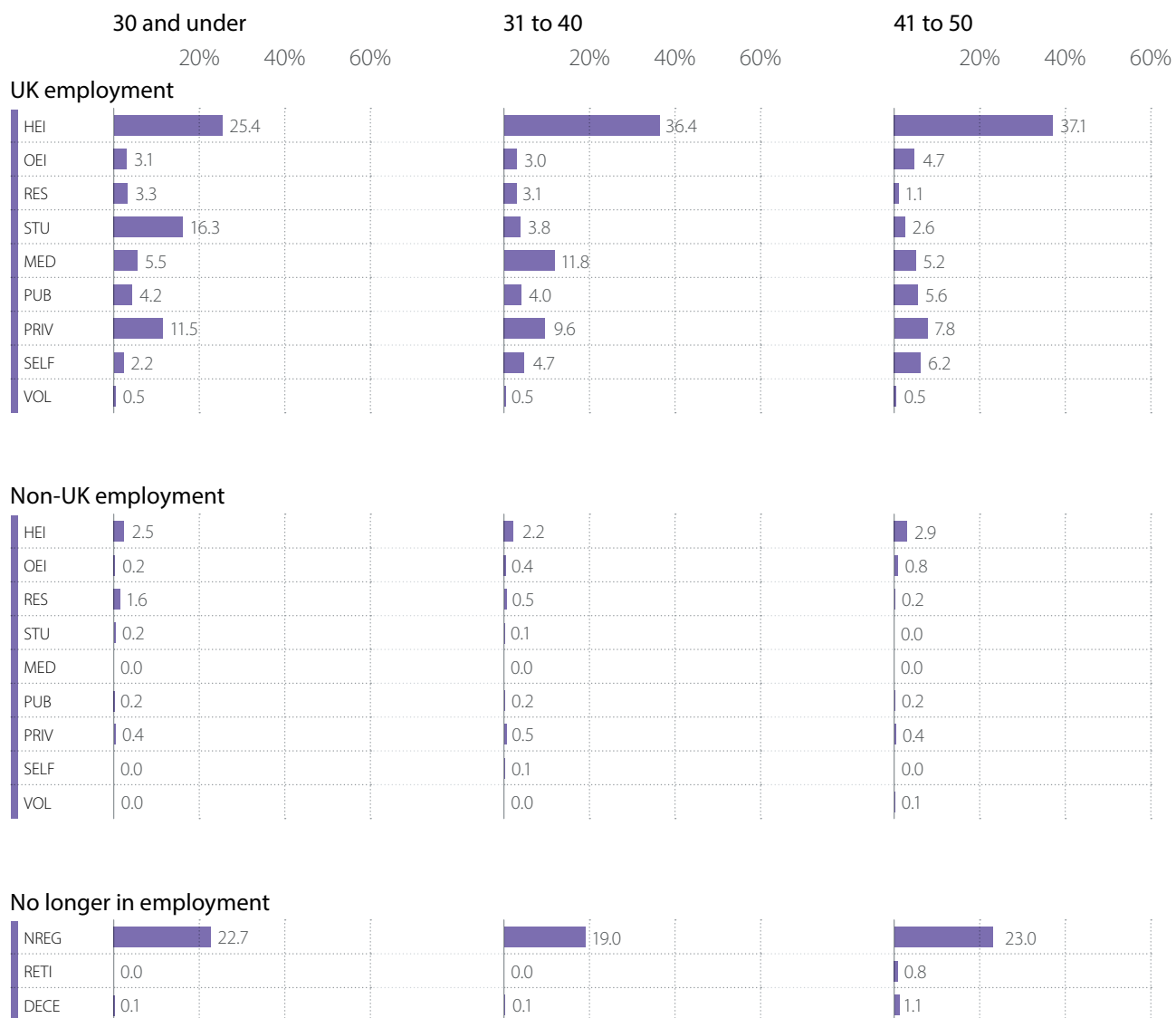
← Academic leavers definition: see page 21

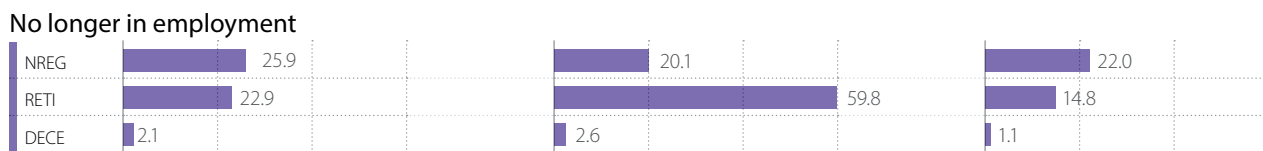
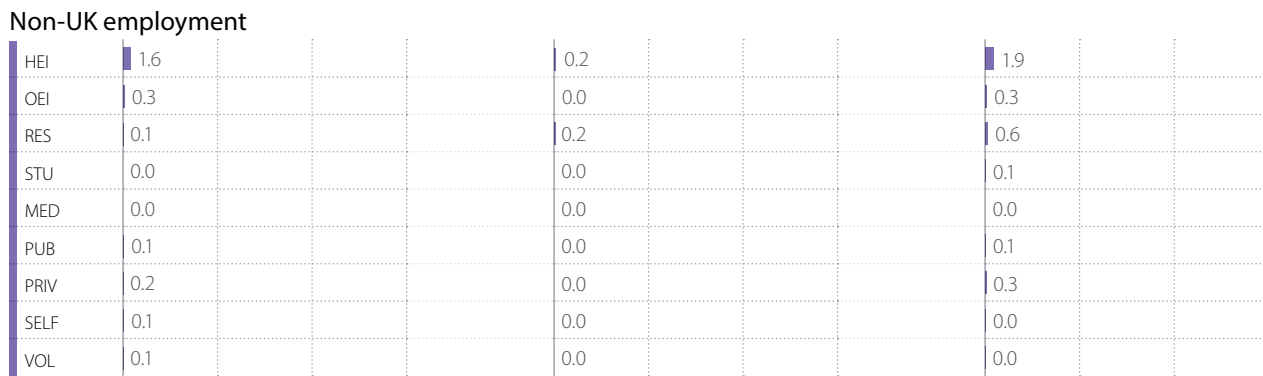
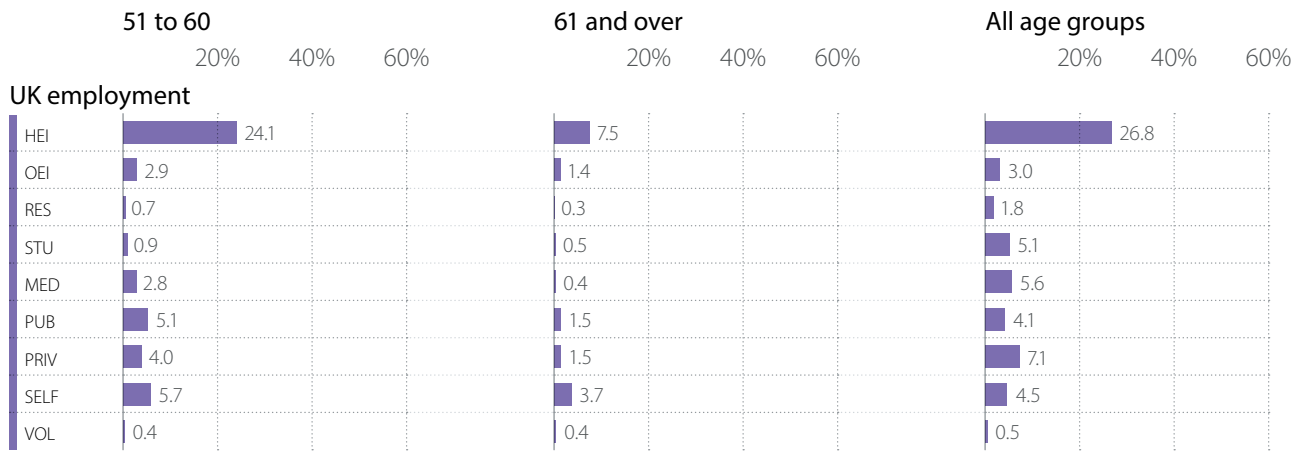
← Age definition: see page 11

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
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





1.16

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

← Nationality
definition:
see page 15

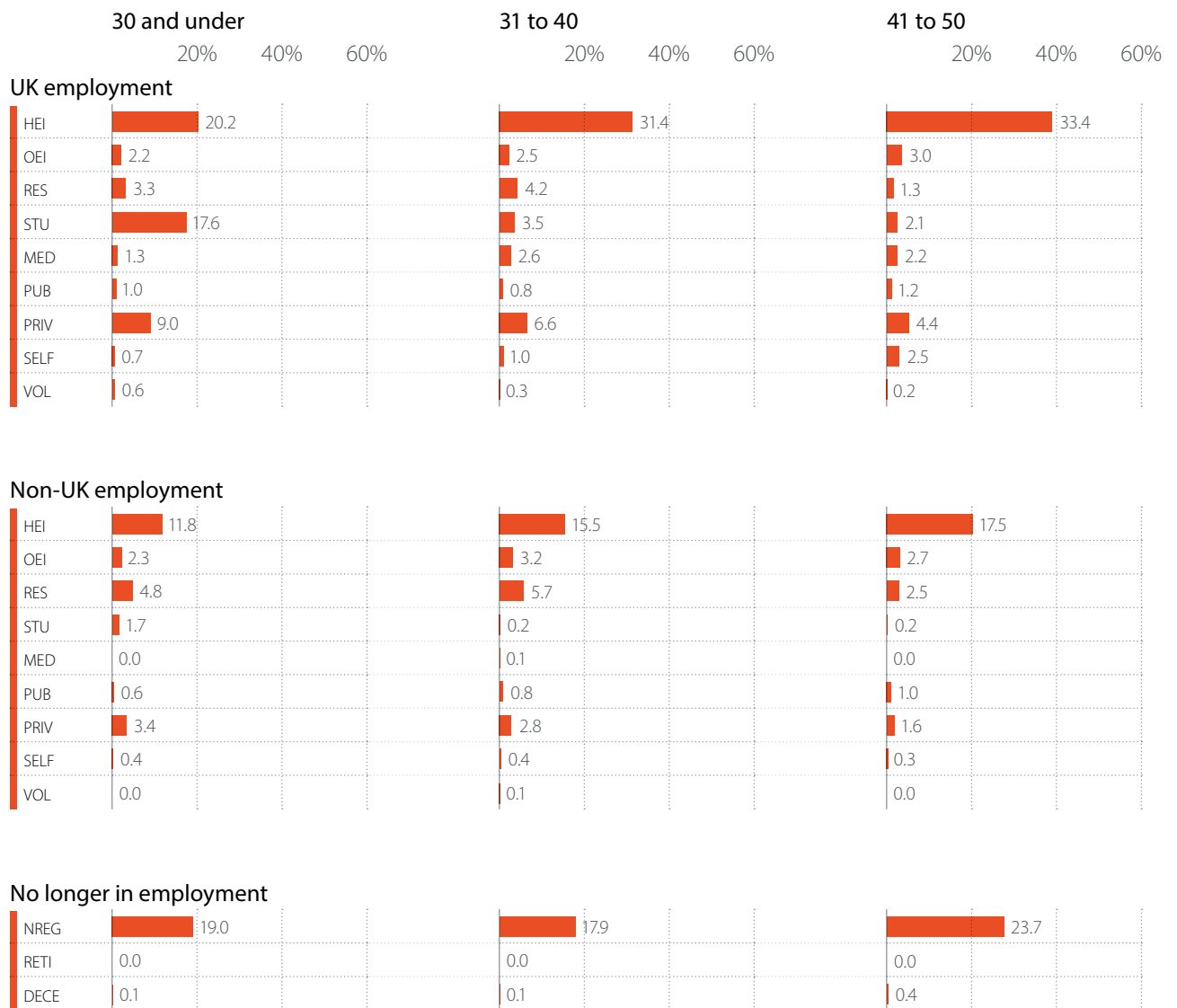
← Academic
leavers
definition:
see page 21

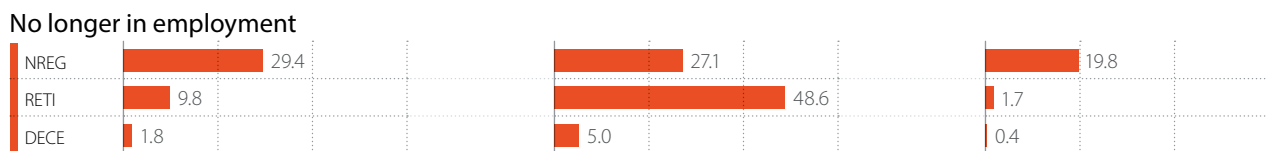
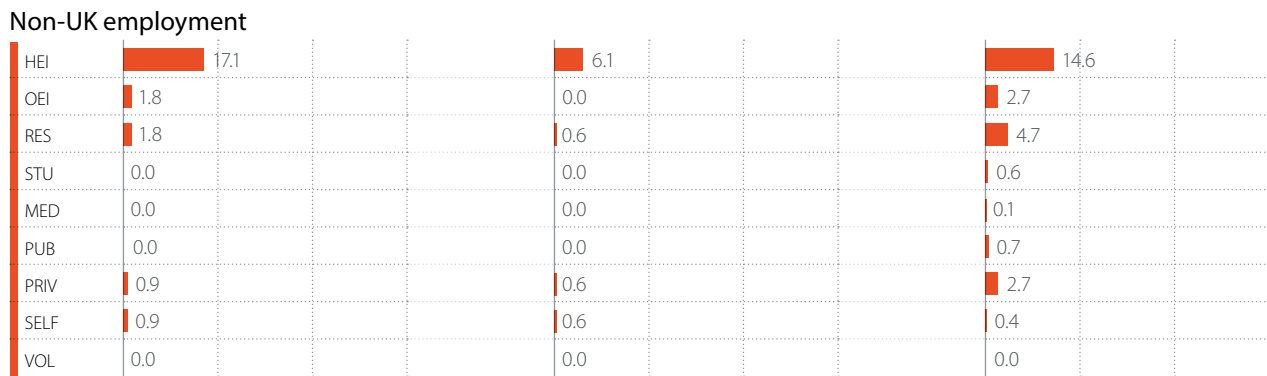
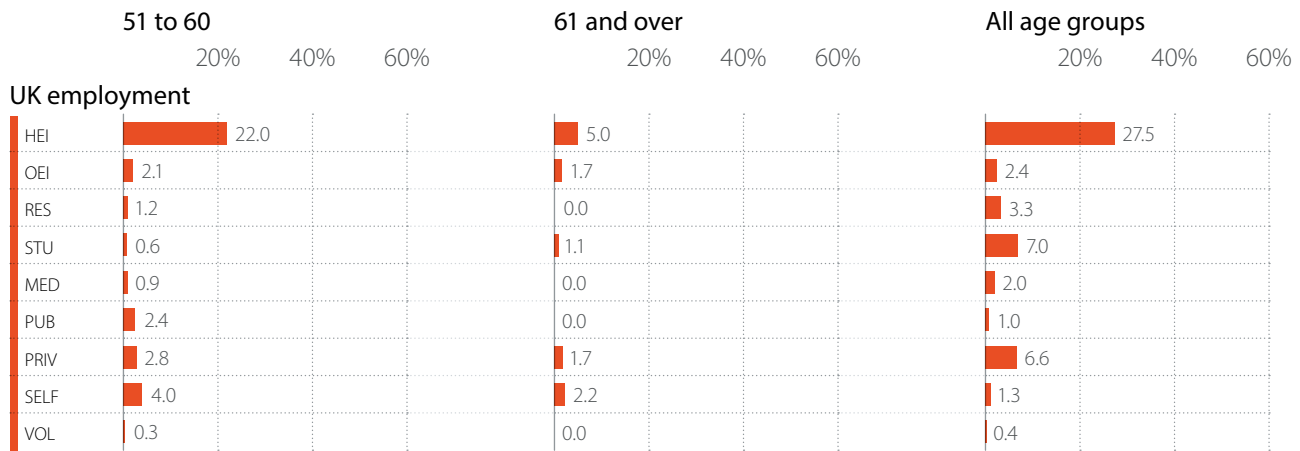
← Age definition:
see page 11

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
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





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/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** section.

2.1 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%).

2.2 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.

2.3 Trends: While the proportions of staff who disclosed as disabled have consistently been higher among professional and support staff than academic staff, disclosure rates for both groups have increased over time. 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.

2.12 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%.

2.13–2.14 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.

2.15 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%).

2.16 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%).

2.17 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.

2.18 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).

2.19 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%).

2.20–2.21 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.

2.23 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).

2.24 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.

2.25 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

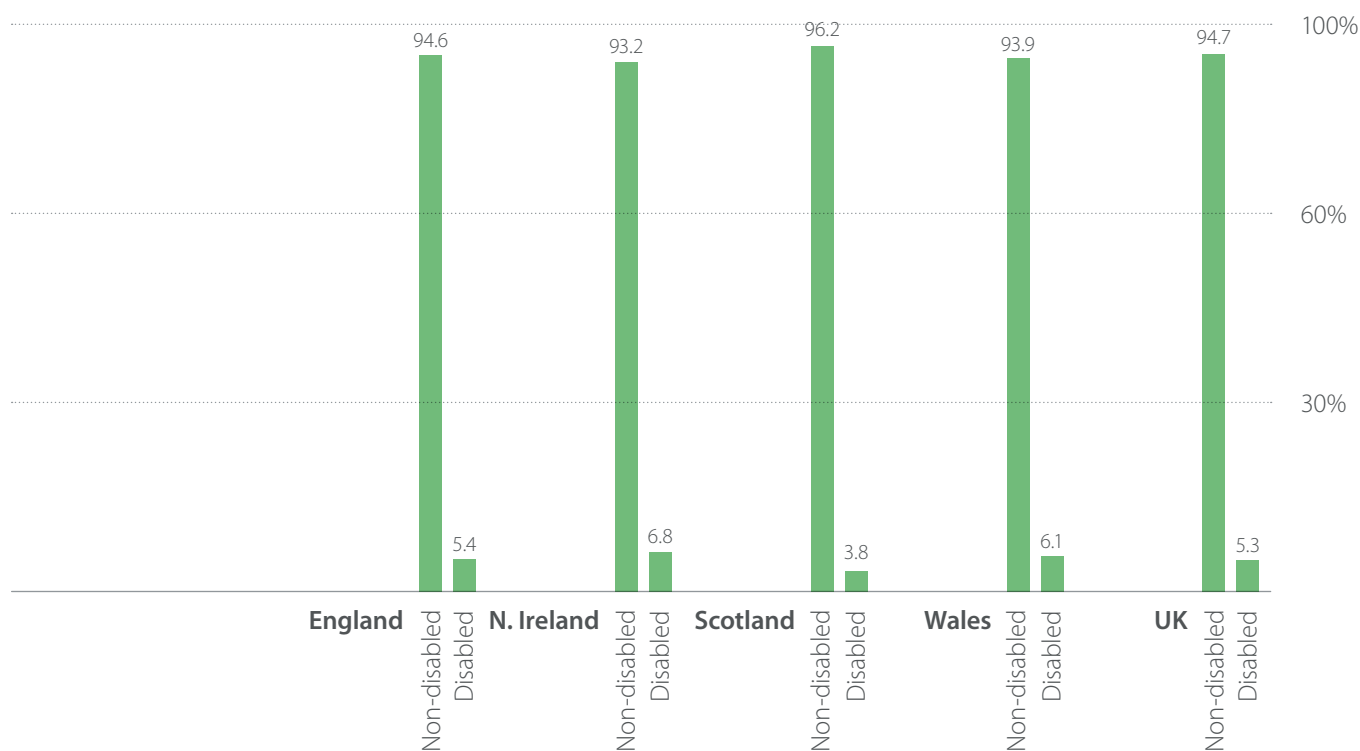
	England			N. Ireland			Scotland			Wales			UK		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
Non-disabled	342,990	94.6	82.3	6,610	93.2	1.6	47,650	96.2	11.4	19,600	93.9	4.7	416,845	94.7	
Disabled	19,485	5.4	84.3	480	6.8	2.1	1,865	3.8	8.1	1,275	6.1	5.5	23,105	5.3	
All staff	362,475	100.0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

← Country of institution definition: see page 15

← Disability definition: see page 11

Additional data by impairment type is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables



2.2

Staff by activity and impairment type

← Staff activity definition: see page 14

← Disability definition: see page 11

← Impairment type definition: see page 13

		Proportion of disabled staff		Proportion of all staff
		No.	↓ %	↓ %
All staff				
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

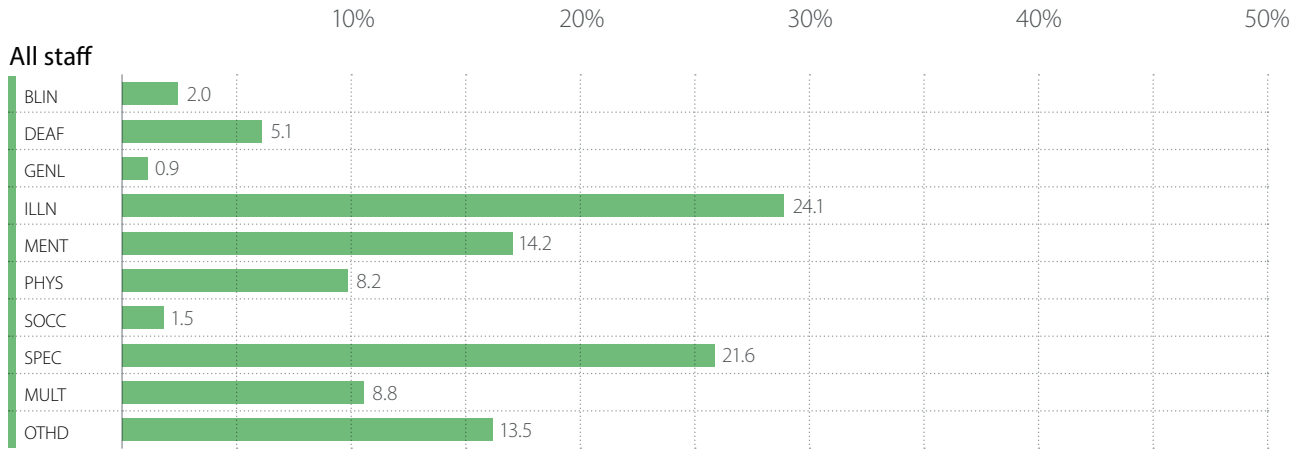
Academic staff

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

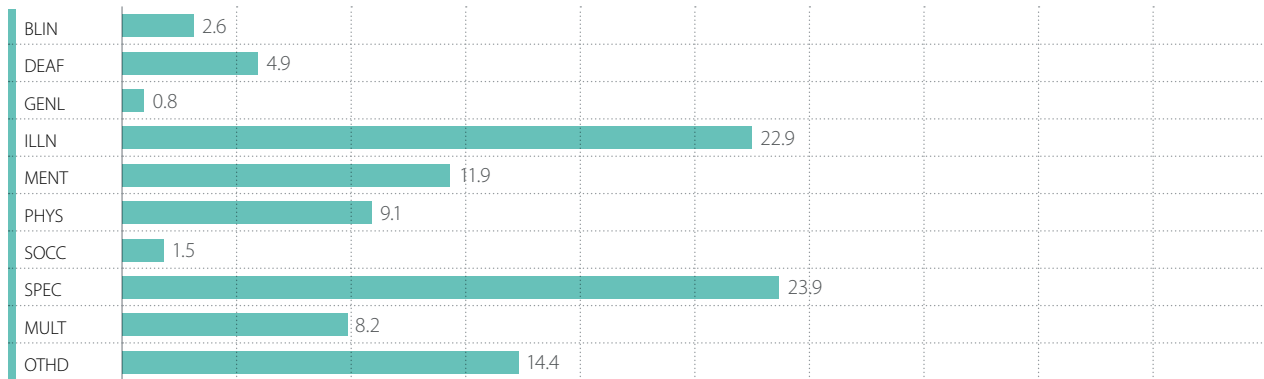
Professional and support staff

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

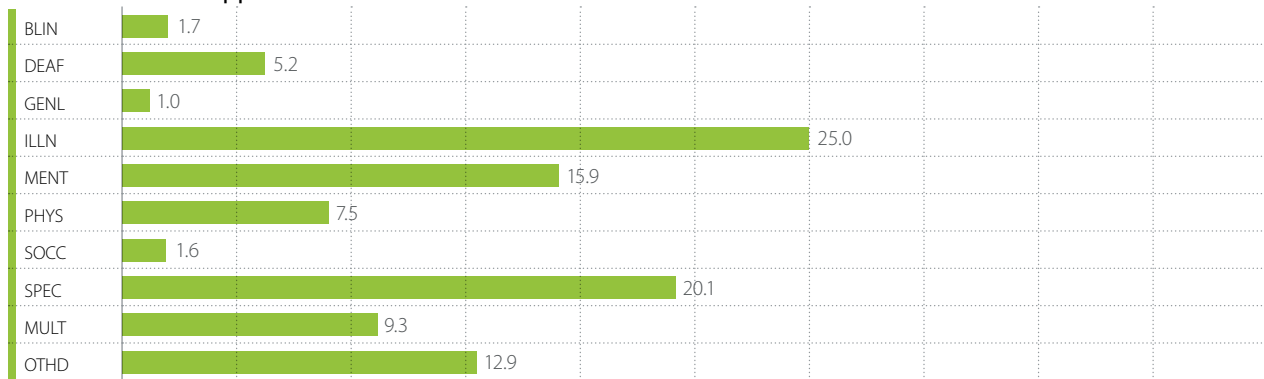
Proportions of disabled staff by impairment type



Academic staff



Professional and support staff



2.3

Profile of staff over time by activity and disability status

← Staff activity definition: see page 14

← Disability definition: see page 11

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	

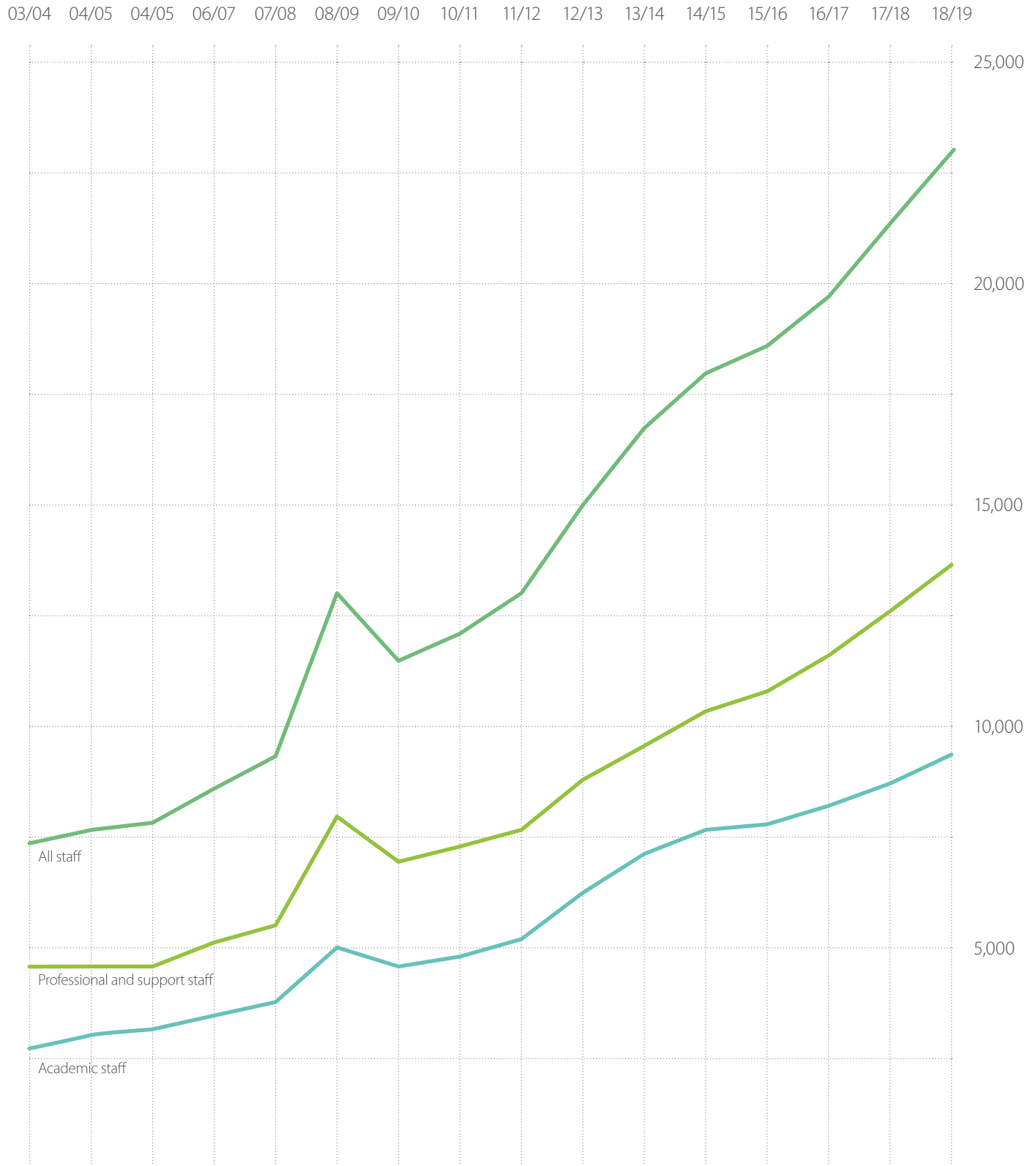
Academic staff

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



2.4

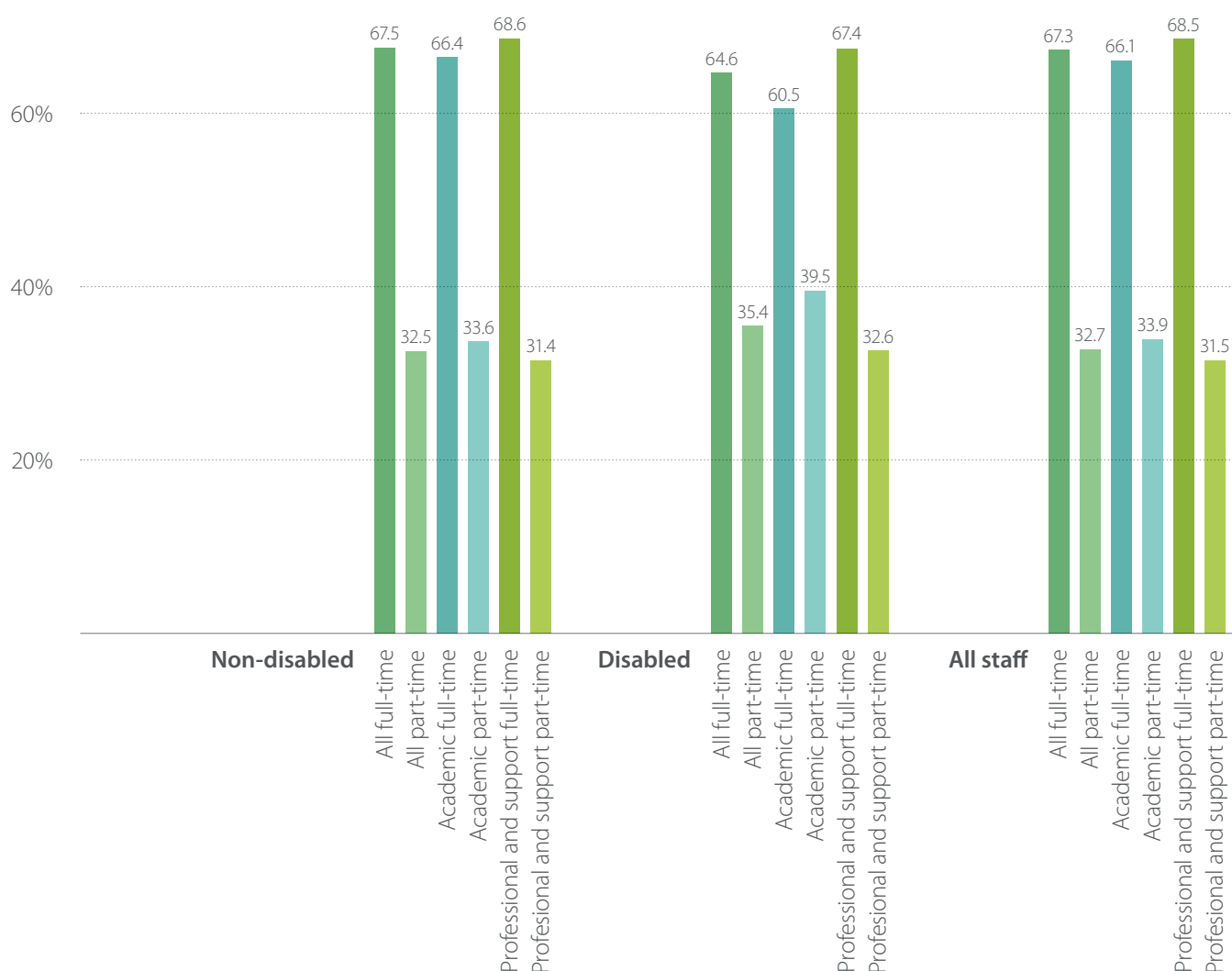
Staff by activity, mode and disability status

← Staff activity definition: see page 14

← Mode definition: see page 15

← Disability definition: see page 11

	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	135,580	32.5	94.3	8,185	35.4	5.7	143,765	32.7	
All modes	416,845	100.0	94.7	23,105	100.0	5.3	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	



2.5

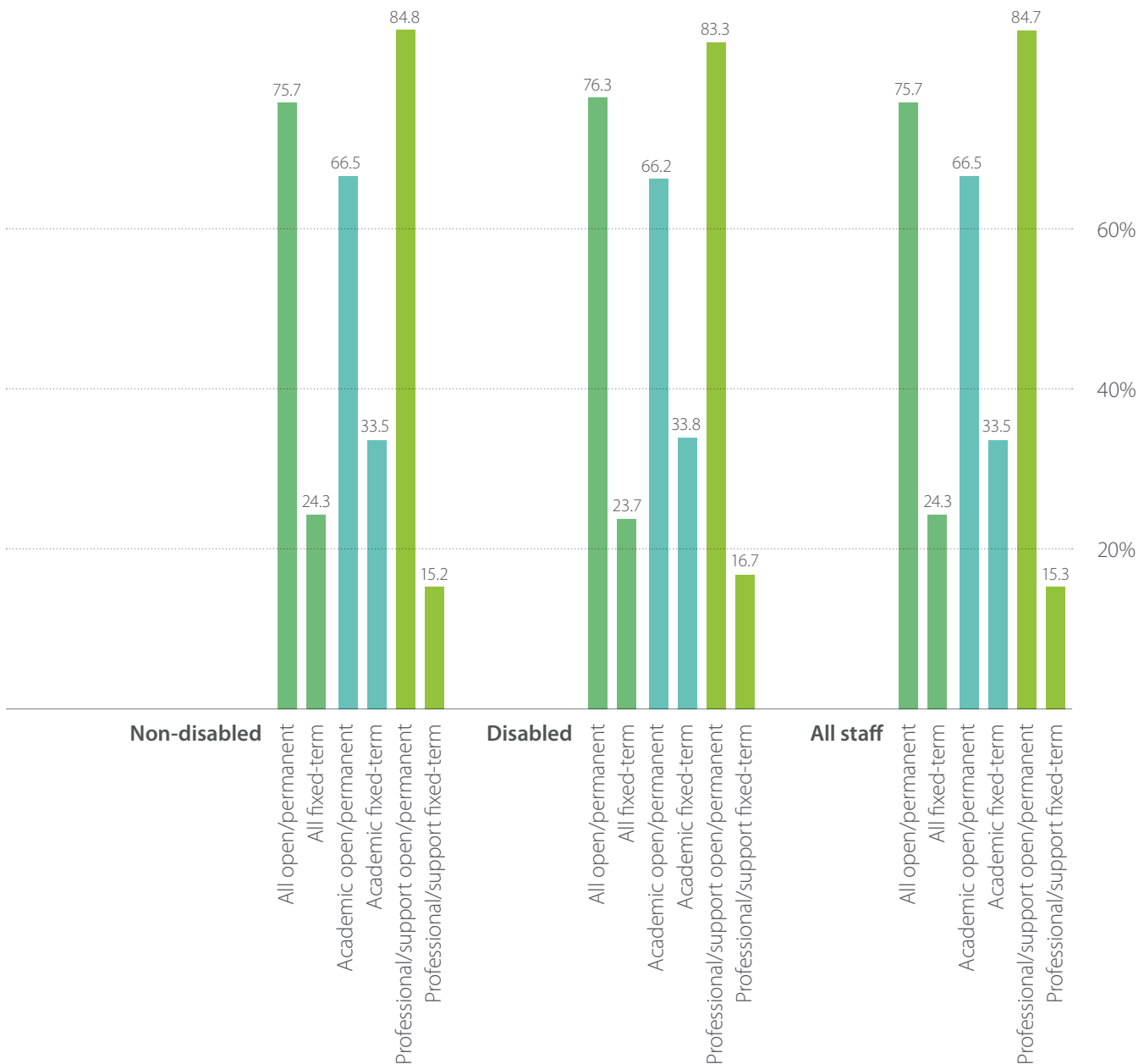
Staff by activity, contract type and disability status

	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	101,335	24.3	94.9	5,470	23.7	5.1	106,805	24.3	
All contracts	416,845	100.0	94.7	23,105	100.0	5.3	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									
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	

← Staff activity definition: see page 14

← Contract level definition: see page 15

← Disability definition: see page 11



2.6

Academic staff by mode, contract type and disability status

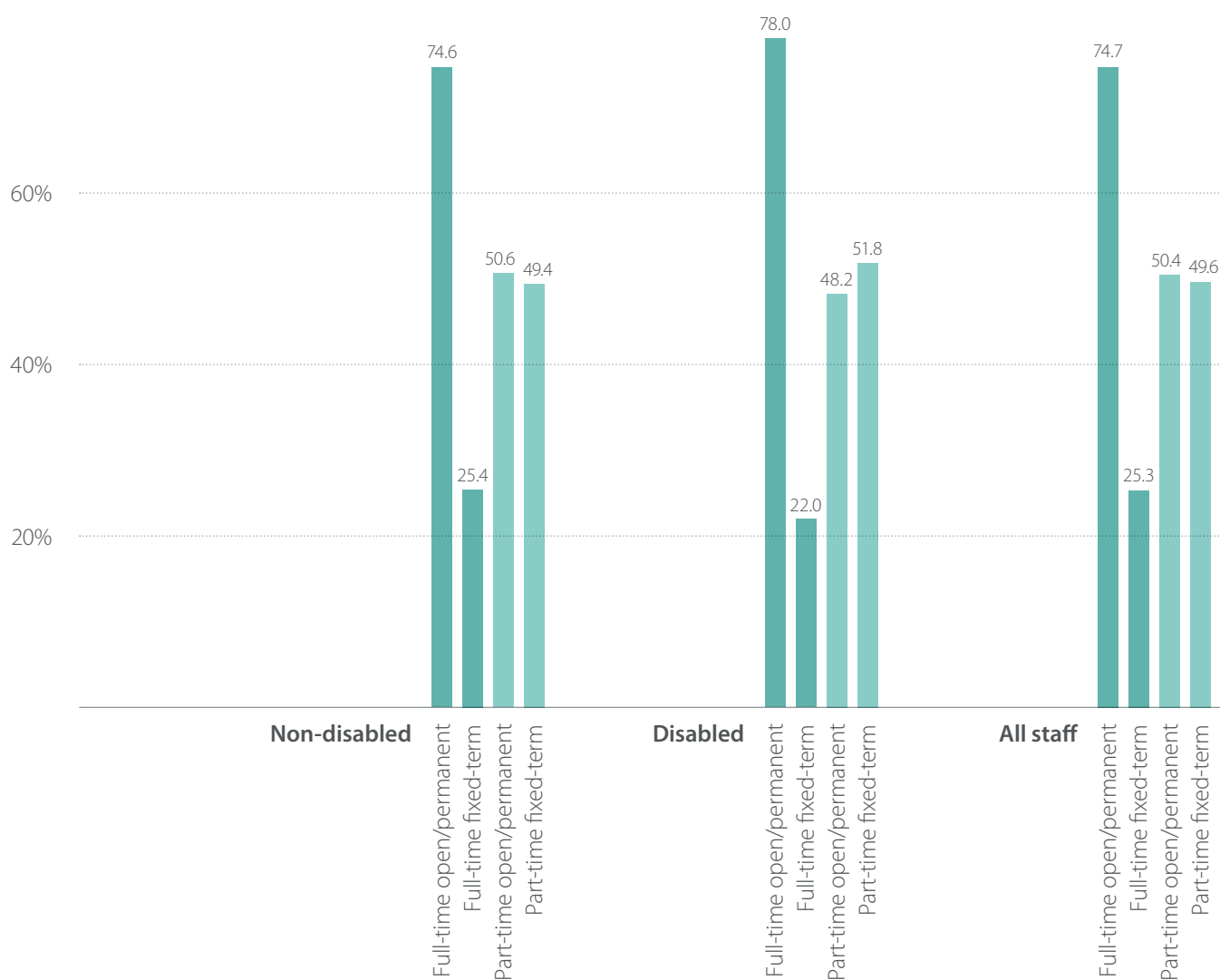
← Staff activity definition; see page 14

← Mode definition; see page 15

← Contract level definition; see page 15

← Disability definition; see page 11

	Non-disabled			Disabled			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
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	34,515	49.4	94.7	1,930	51.8	5.3	36,445	49.6	
All contracts	69,830	100.0	94.9	3,725	100.0	5.1	73,555	100.0	



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

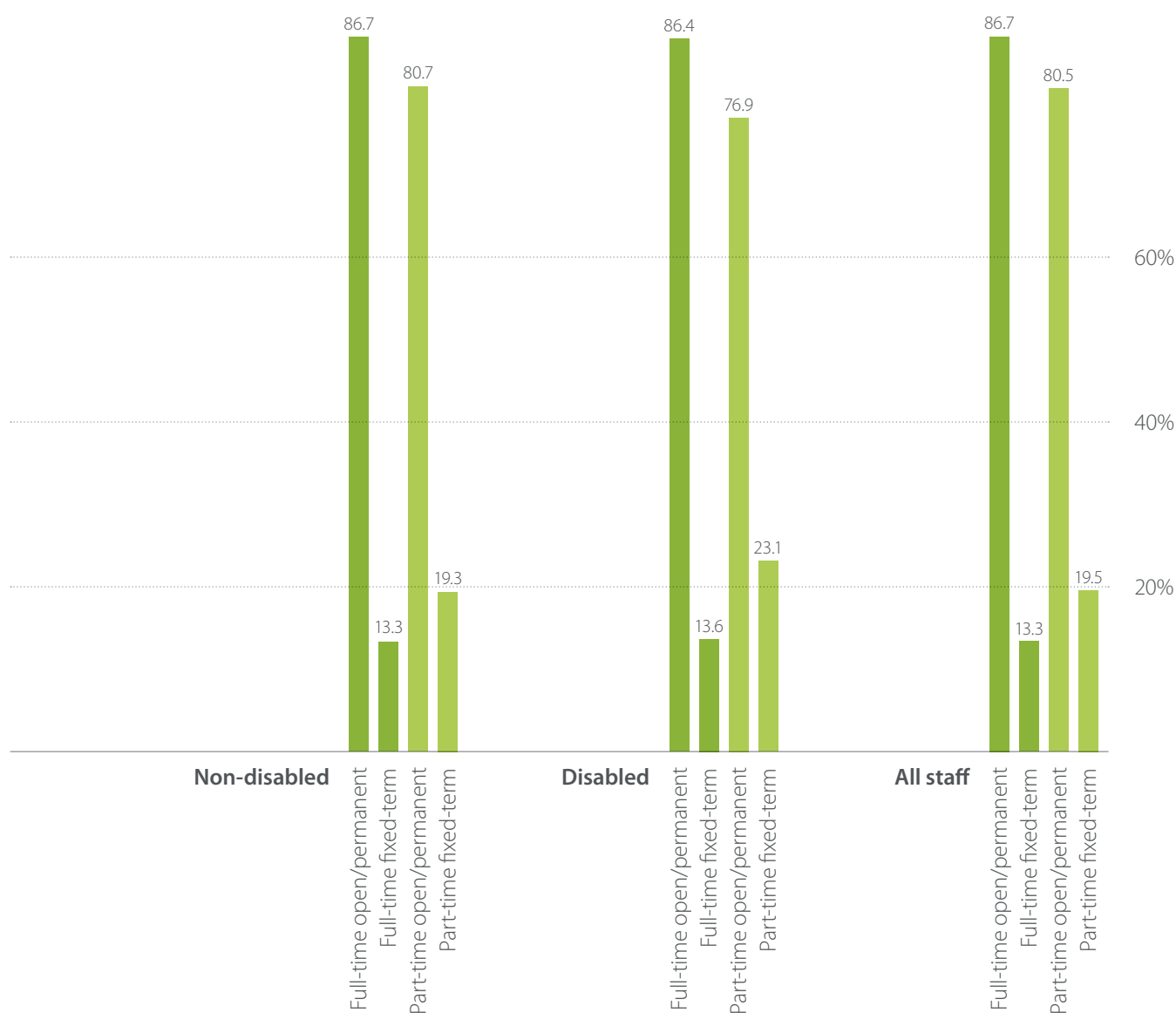
	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	124,360	86.7	94.0	7,960	86.4	6.0	132,320	86.7
Fixed-term	19,105	13.3	93.9	1,250	13.6	6.1	20,355	13.3
All contracts	143,465	100.0	94.0	9,210	100.0	6.0	152,675	100.0
Part-time								
Open-ended/permanent	53,085	80.7	93.9	3,430	76.9	6.1	56,515	80.5
Fixed-term	12,665	19.3	92.5	1,030	23.1	7.5	13,695	19.5
All contracts	65,750	100.0	93.6	4,460	100.0	6.4	70,210	100.0

← Staff activity definition: see page 14

← Mode definition: see page 15

← Contract level definition: see page 15

← Disability definition: see page 11



2.8

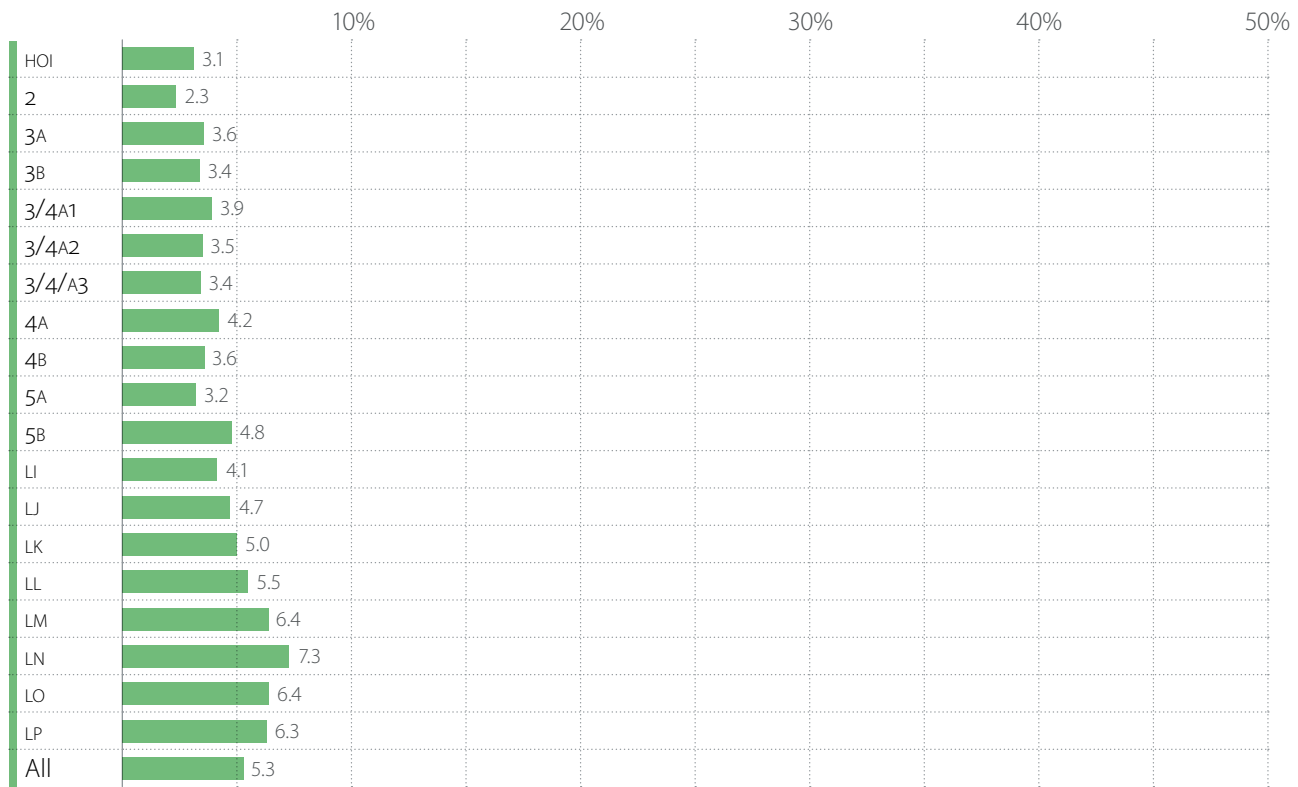
Staff by contract level and disability status

← Contract level
definition;
see page 15

← Disability
definition;
see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

Proportions of staff who disclosed as disabled



2.9

Staff by activity, contract level and disability status

← Staff activity definition: see page 14

← Contract level definition: see page 15

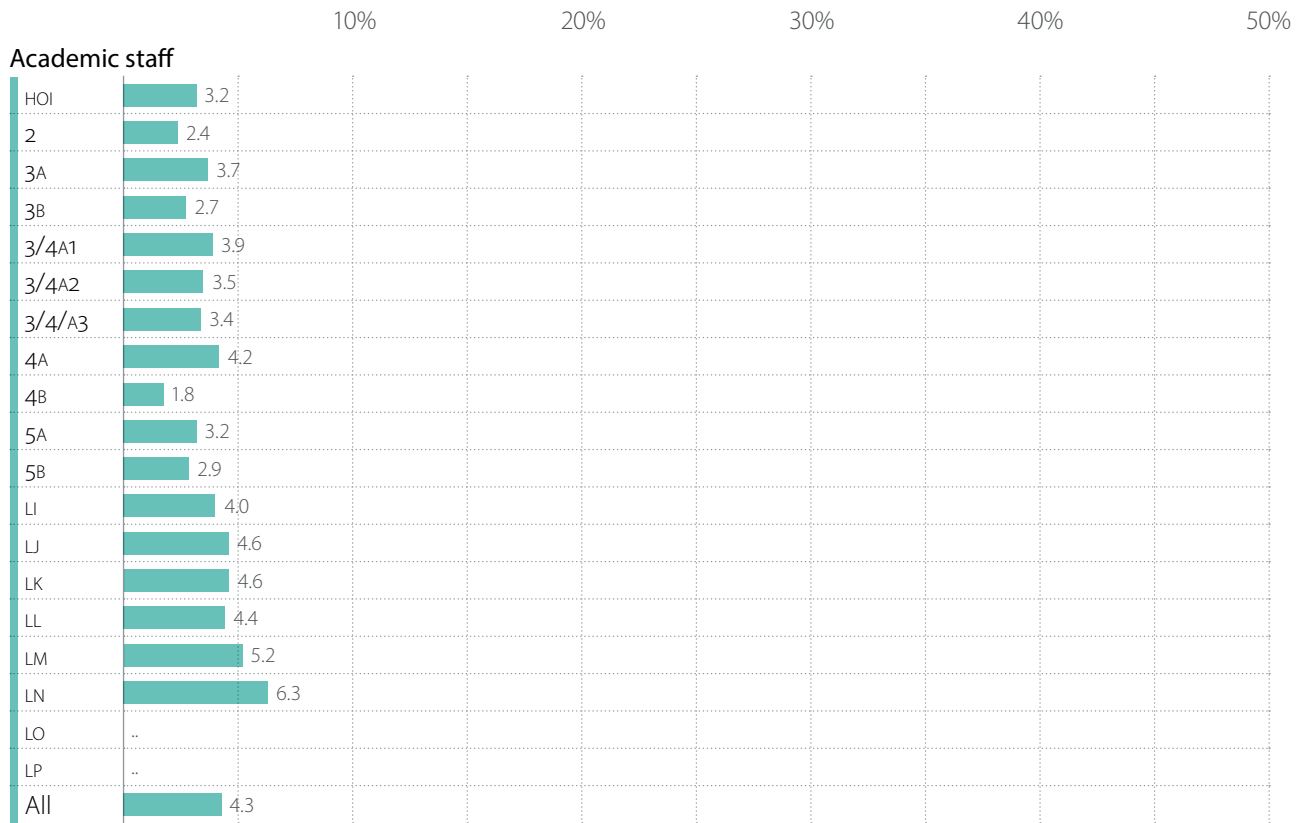
← Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	120	0.1	96.8	5	0.0	3.2	125	0.1
2	UCEA level 2	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

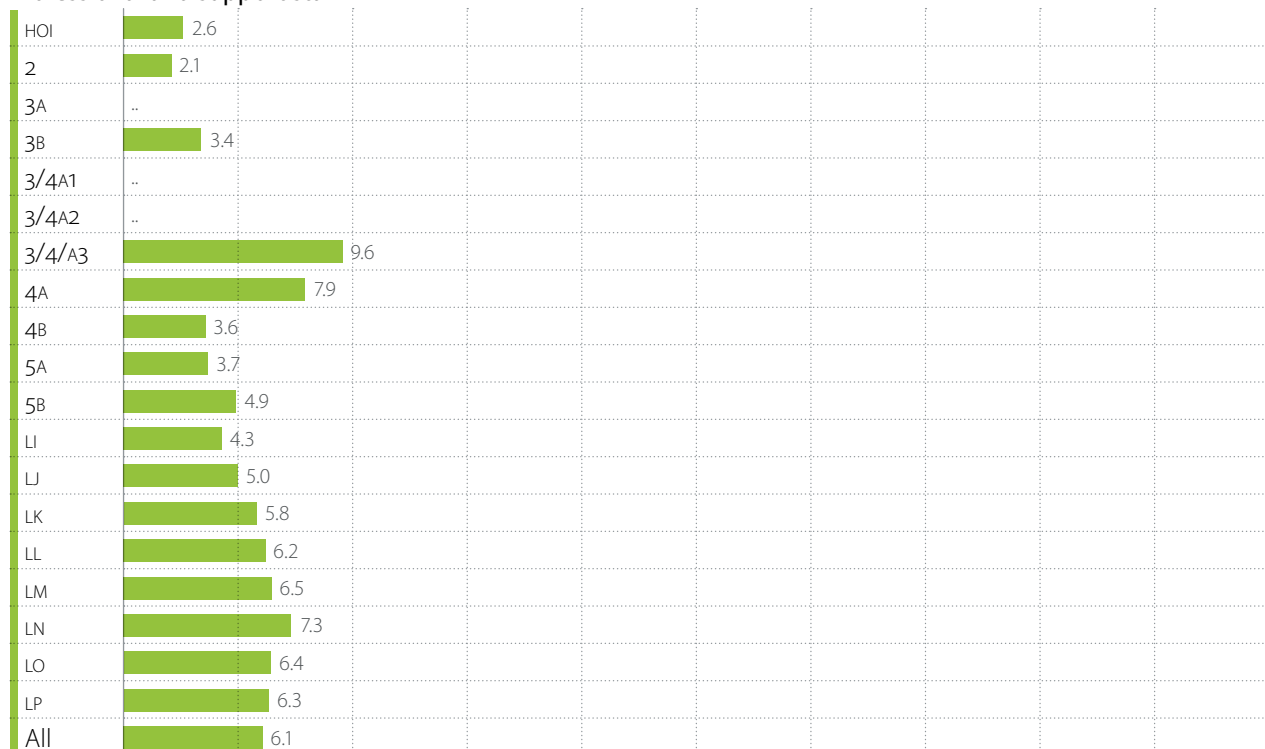
Professional and support staff

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



Professional and support staff



2.10

Staff by activity, occupational group and disability status

← Staff activity definition: see page 14

← Occupational group definition: see page 18

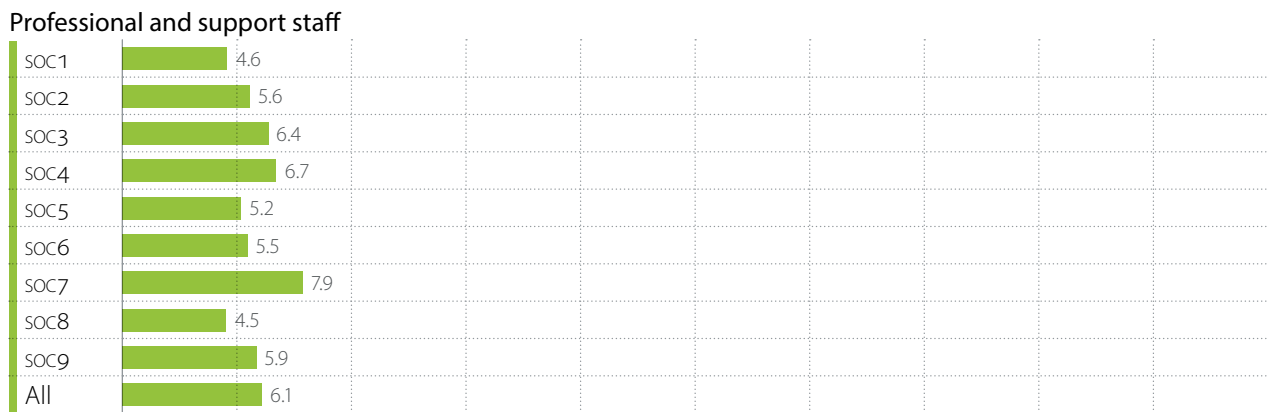
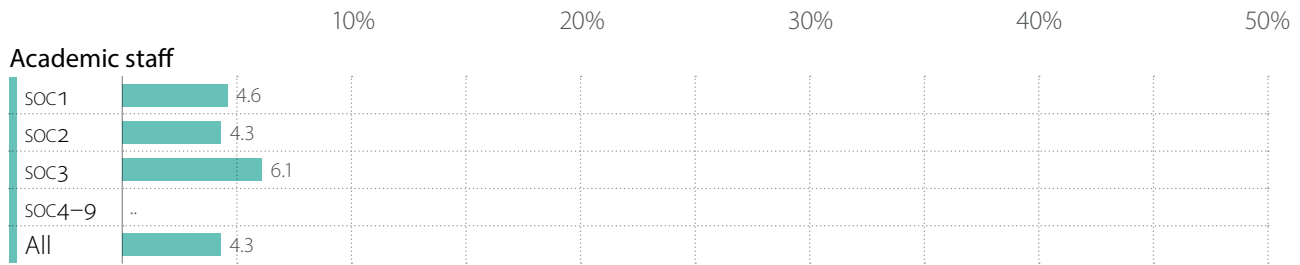
← Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
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
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

Proportions of staff who disclosed as disabled



2.11

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

← Mode definition: see page 15

← Staff activity definition: see page 14

← Occupational group definition: see page 18

← Disability definition: see page 11

Full-time		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
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
Professional and support staff									
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

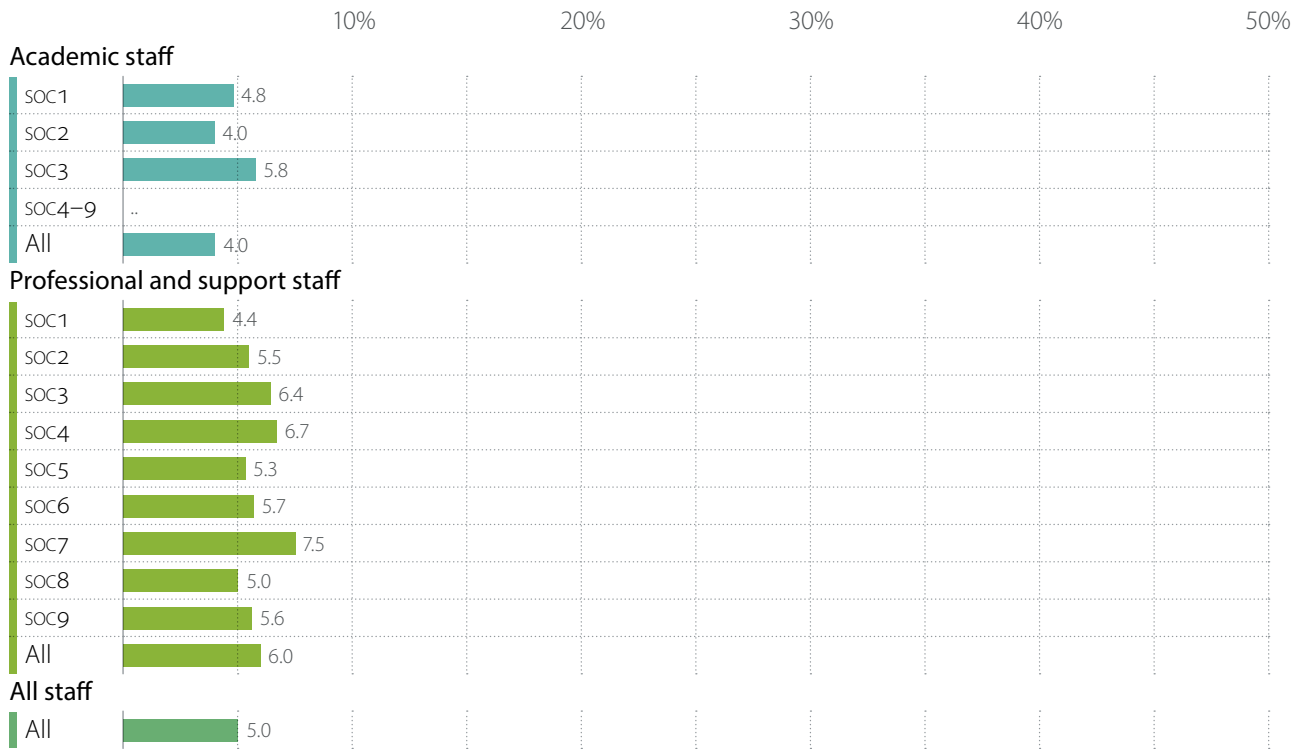
soc1	Managers, directors and senior officials	1,370	2.1	94.1	85	1.9	5.9	1,455	2.1
soc2	Professional occupations	9,970	15.2	93.9	650	14.6	6.1	10,625	15.1
soc3	Associate professional and technical	11,045	16.8	93.5	765	17.1	6.5	11,810	16.8
soc4	Administrative and secretarial	22,945	34.9	93.2	1,660	37.2	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

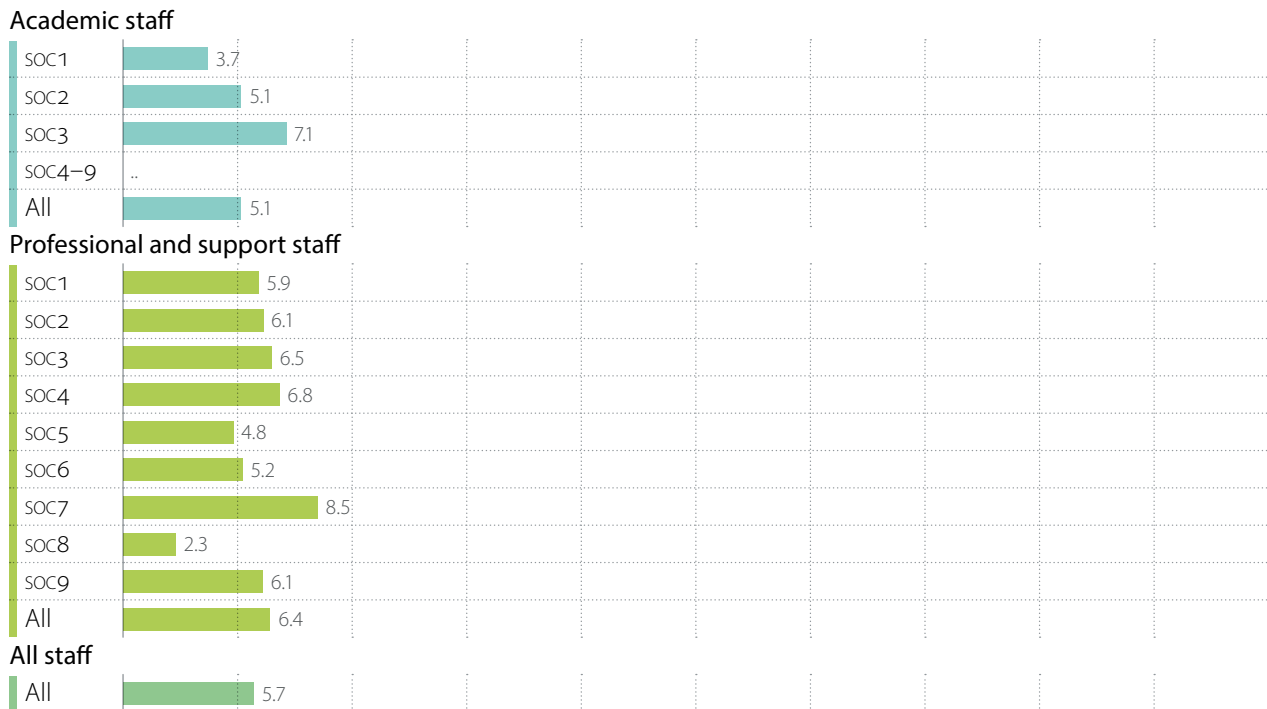
All	All staff	135,580	100.0	94.3	8,185	100.0	5.7	143,765	100.0
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Proportions of staff who disclosed as disabled

Full-time



Part-time

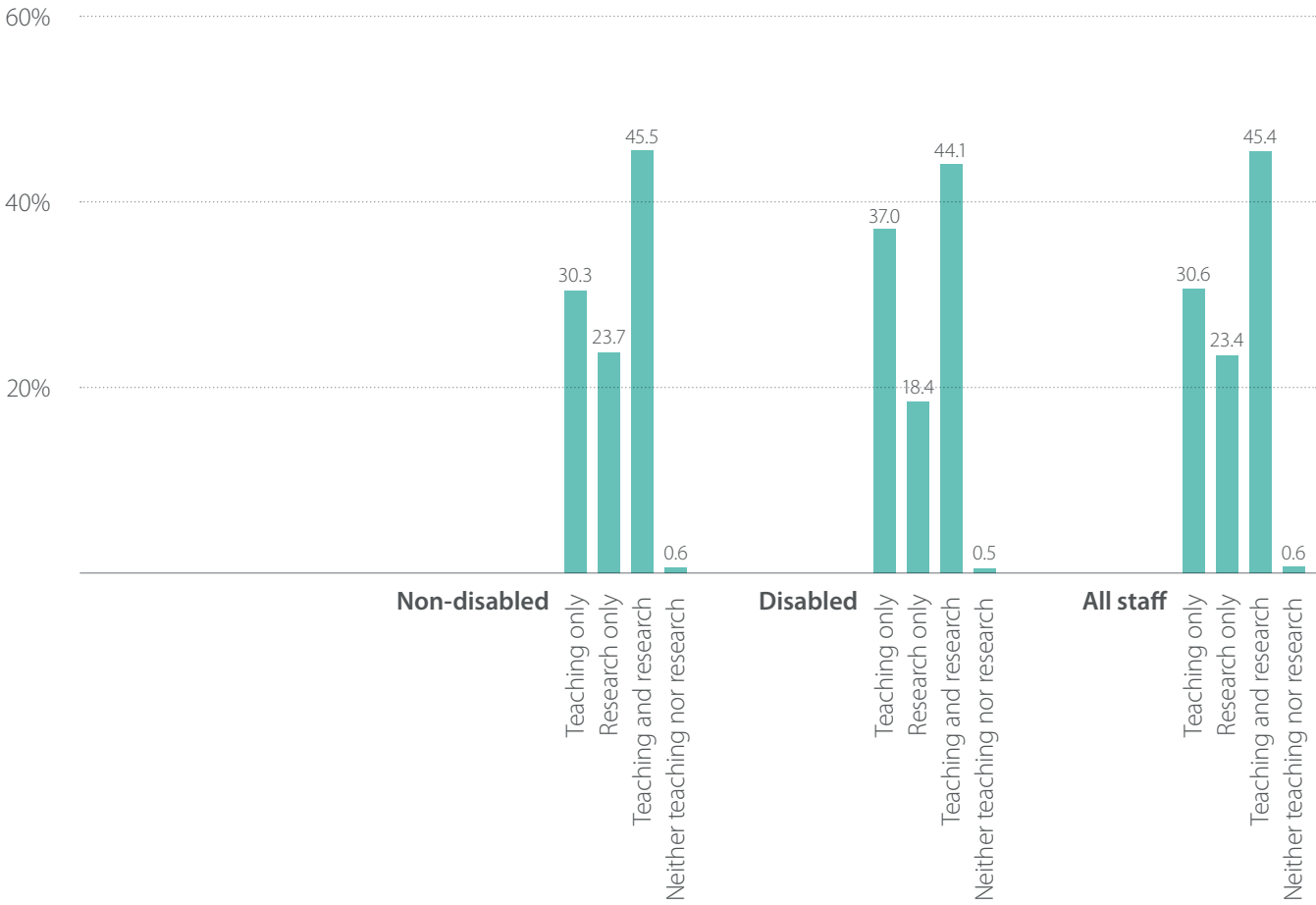


2.12 Academic staff by research/teaching contract type and disability status

← Academic contract definition; see page 18

← Disability definition; see page 11

	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



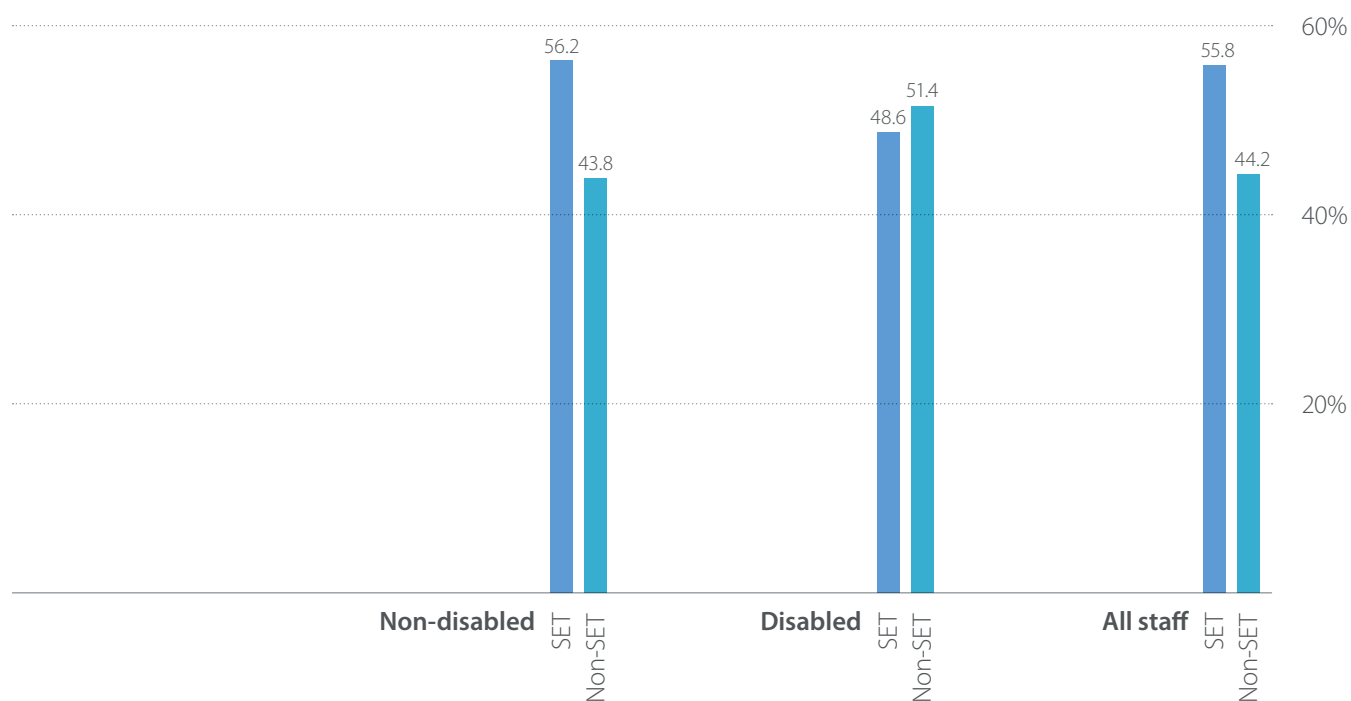
2.13

Academic staff by SET category and disability status

	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

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

← Disability
definition:
see page 11



2.14

SET academic staff by subject area and disability status

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

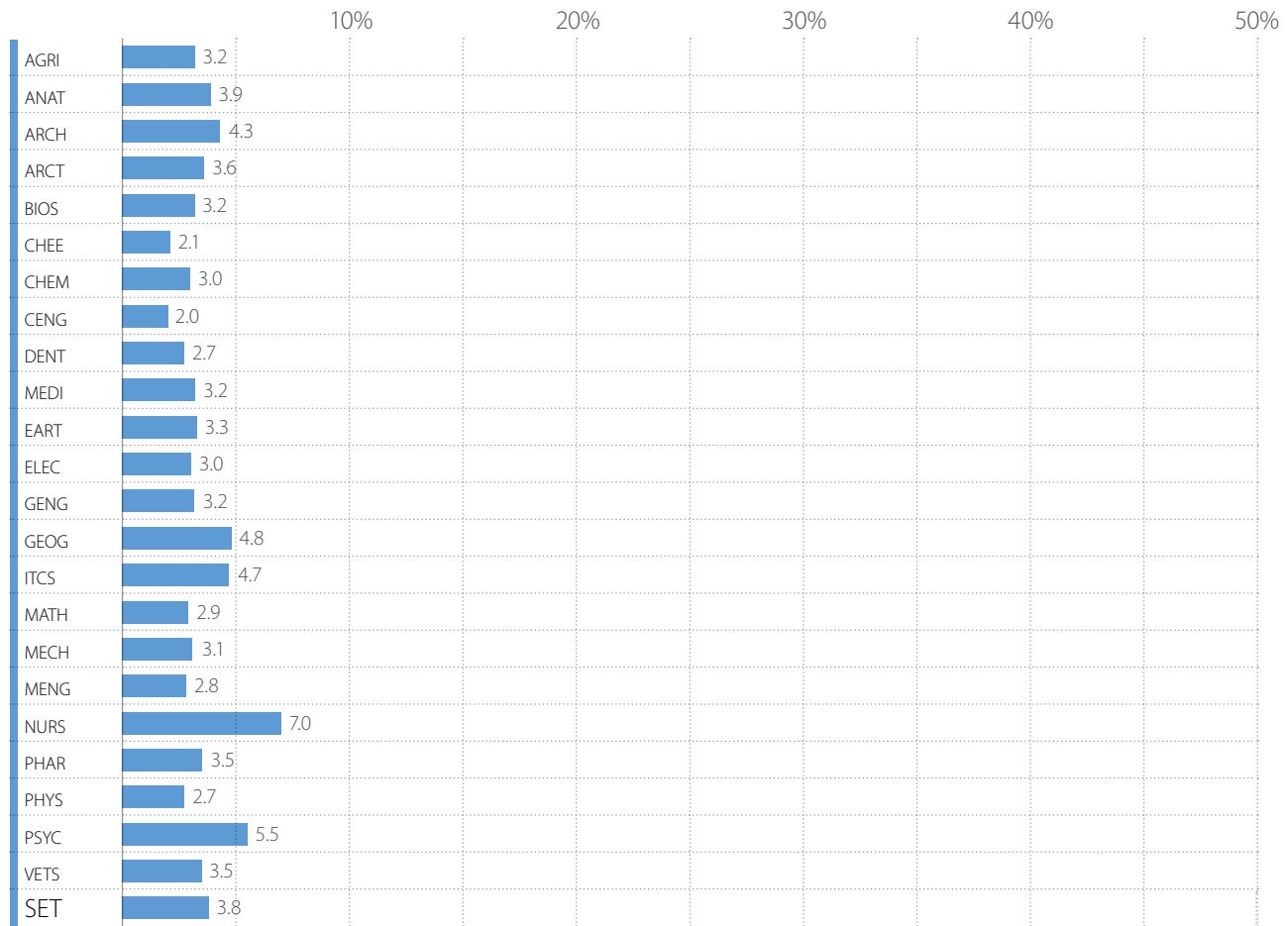
← Disability
definition:
see page 11

		Non-disabled			Disabled			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

Proportions of staff who disclosed as disabled



2.15

Non-SET academic staff by subject area and disability status

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

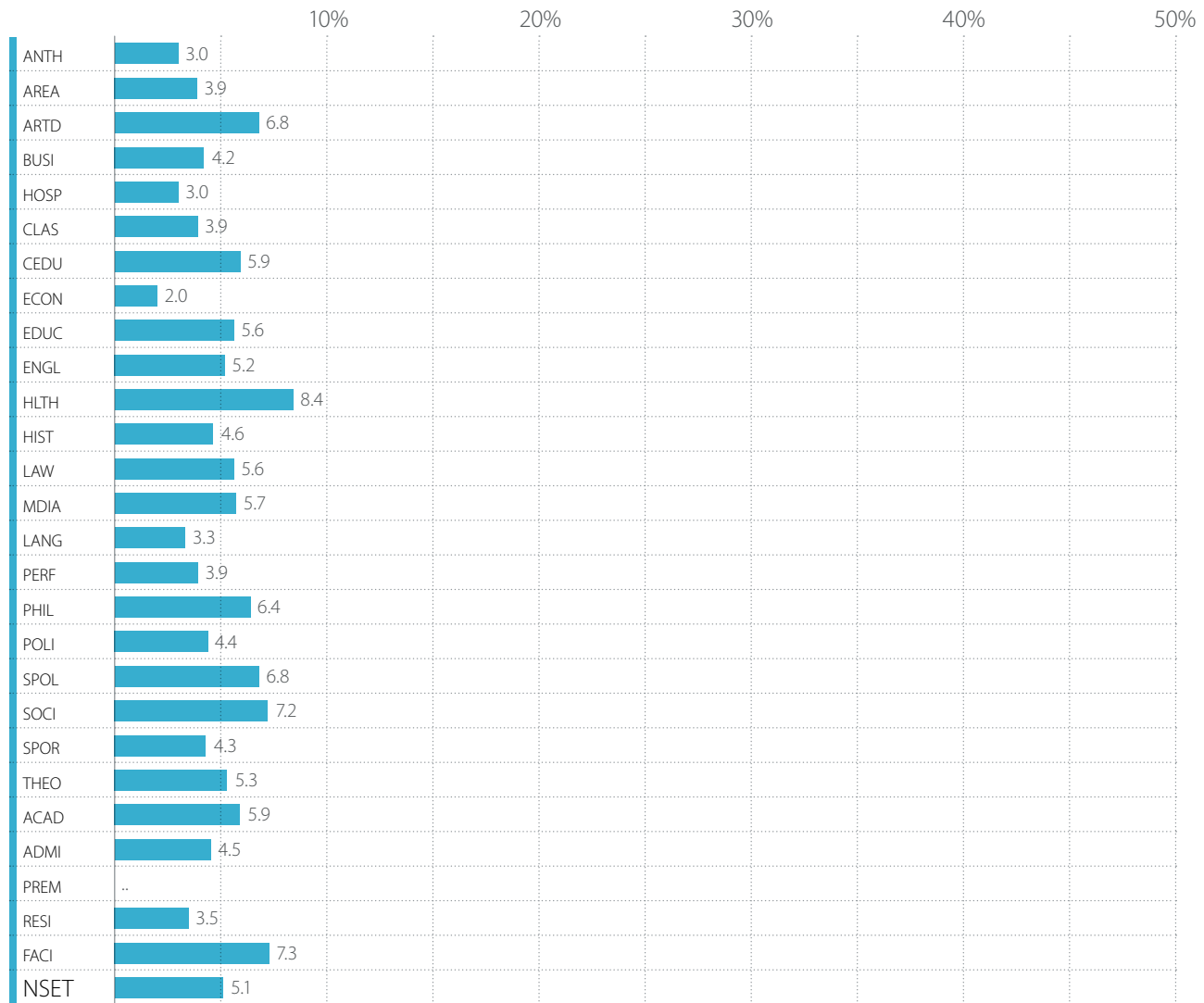
← Disability
definition:
see page 11

		Non-disabled			Disabled			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

Proportions of staff who disclosed as disabled



2.16

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

← Professorial category definition: see page 20

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

← Mode definition: see page 15

← Disability definition: see page 11

All subject areas			Non-disabled			Disabled			All staff	
			No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

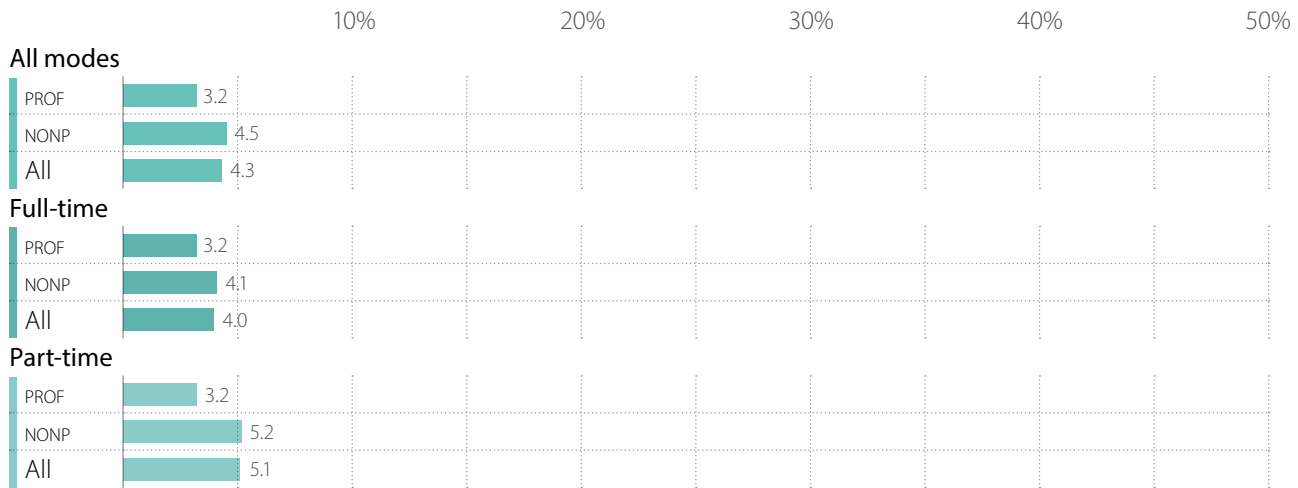
Non-SET

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

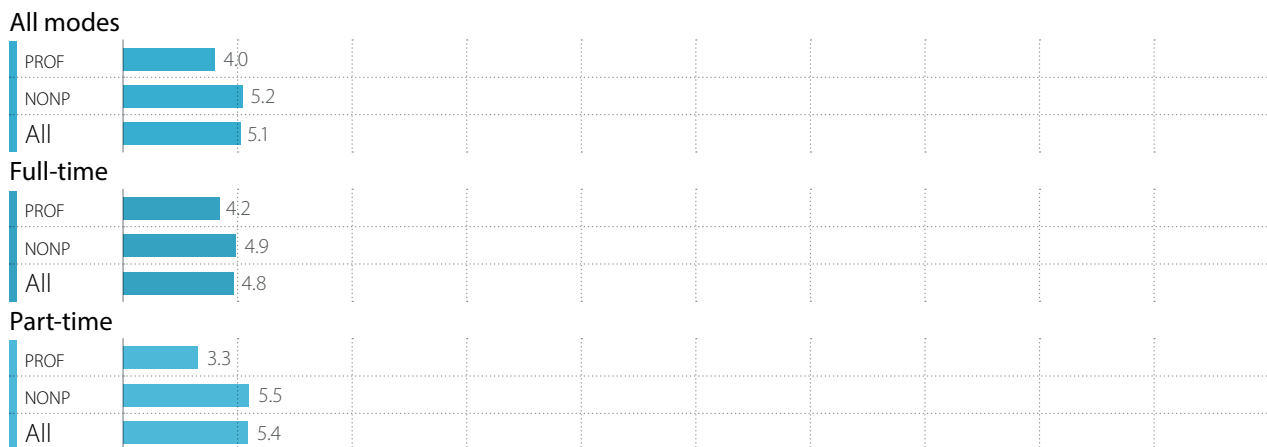
Proportions of staff who disclosed as disabled



SET



Non-SET



2.17

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

← Senior management category definition: see page 20

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

← Mode definition: see page 15

← Disability definition: see page 11

All subject areas		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
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
Full-time									
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

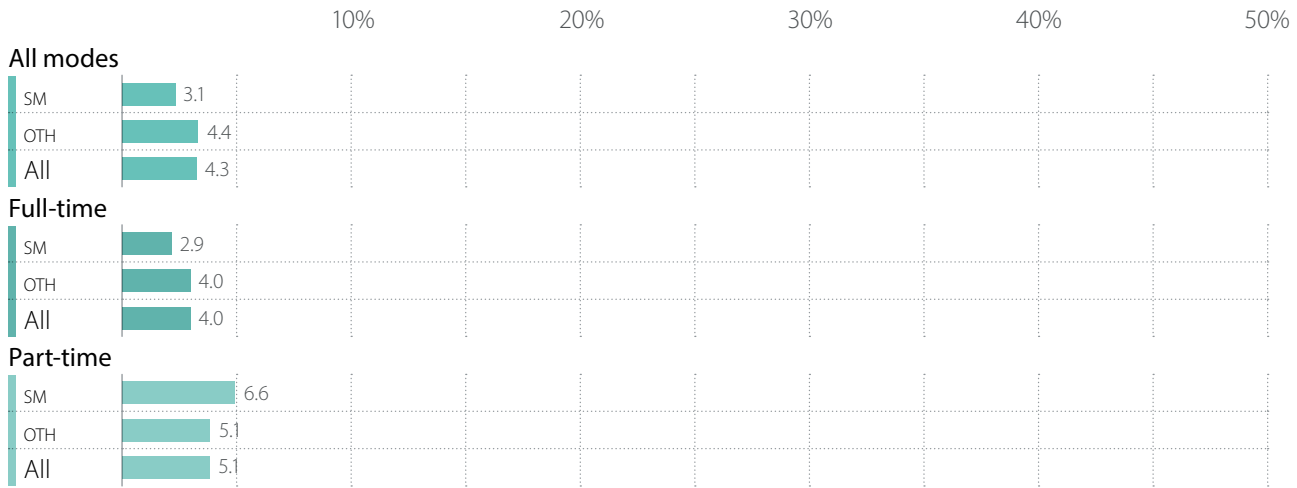
Non-SET

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

Proportions of staff who disclosed as disabled



SET



Non-SET



2.18

Staff by activity, mode, salary range and disability status

← Staff activity definition: see page 14

← Mode definition: see page 15

← Salary range definition: see page 20

← Disability definition: see page 11

Academic staff		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£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
Full-time									
<£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:

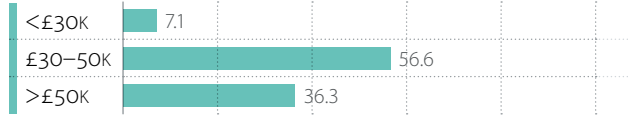
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

Proportions of staff in each salary range

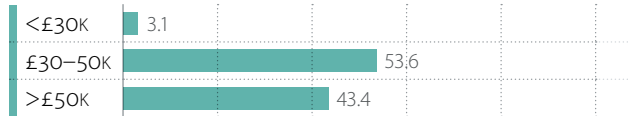
Academic staff Non-disabled

20% 40% 60% 80% 100%

All modes



Full-time

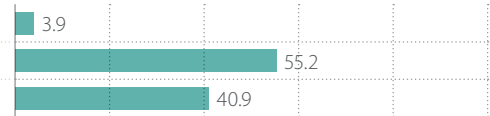


Part-time



Disabled

20% 40% 60% 80% 100%



Professional and support staff

All modes



Full-time



Part-time



2.19

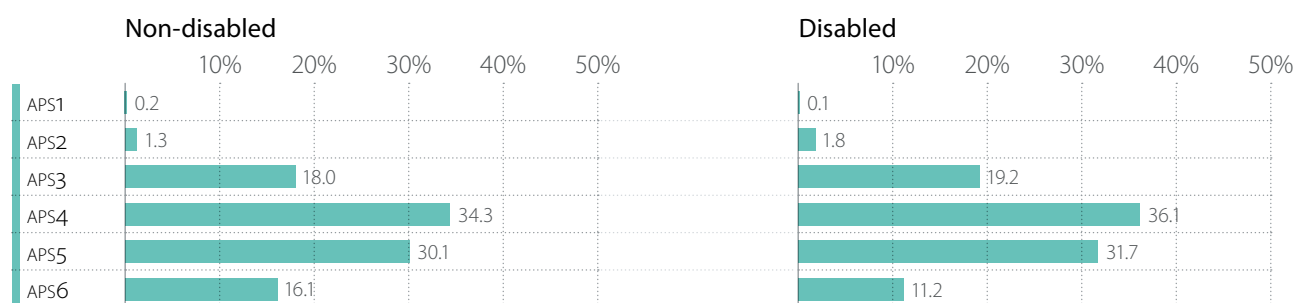
Academic staff by academic pay spine range and disability status

← Academic pay spine range definition; see page 20

← Disability definition; see page 11

		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



2.20

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

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

← Country of institution definition: see page 15

← Staff activity definition: see page 14

← Disability definition: see page 11

		Median			Mean		
		Non-disabled	Disabled	Gap	Non-disabled	Disabled	Gap
		£	£	%	£	£	%
All 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

Academic staff

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



2.21

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

← Median salary and pay gap definition: see page 20

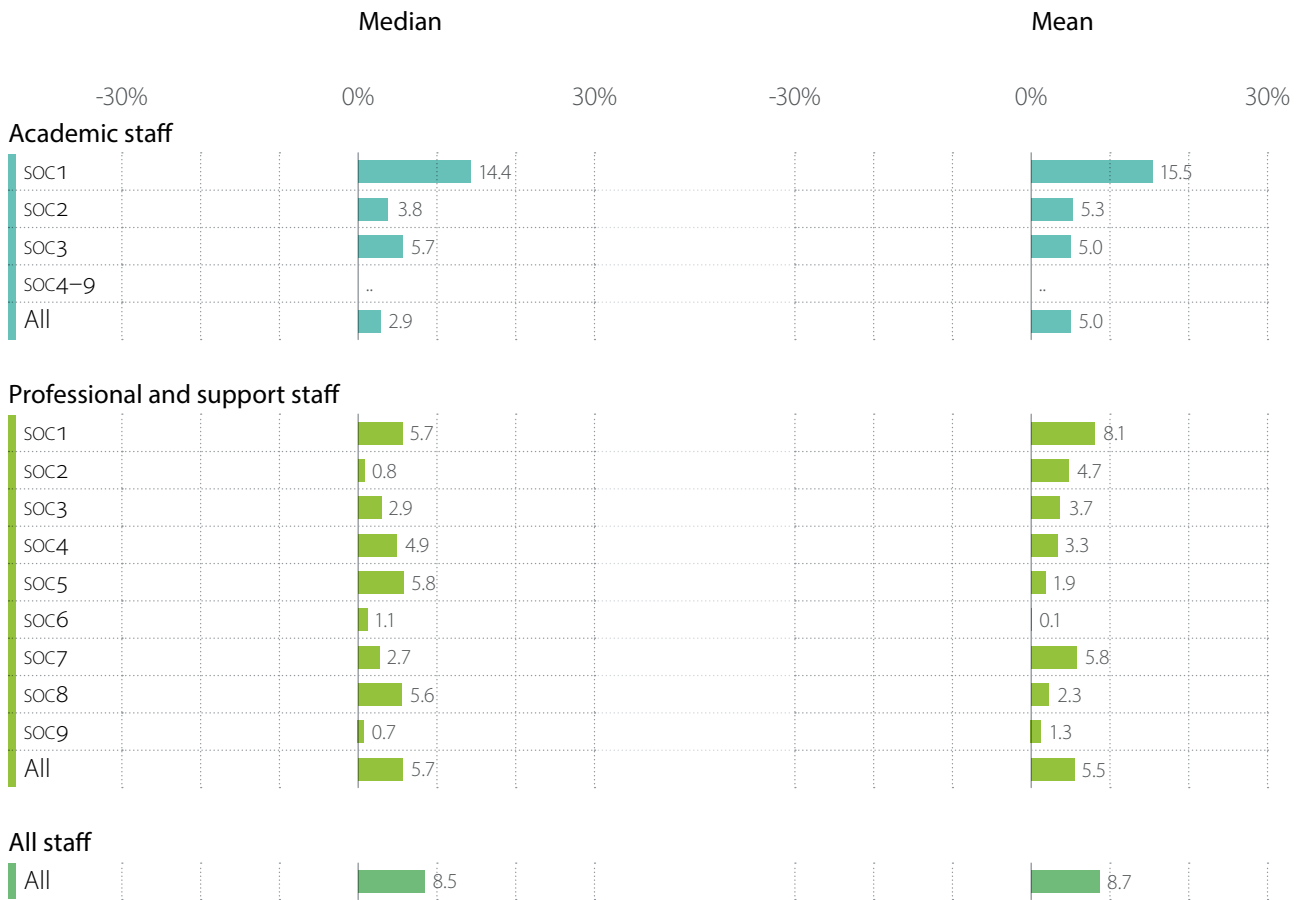
← Mean salary and pay gap definition: see page 21

← Occupational group definition: see page 18

← Disability definition: see page 11

		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



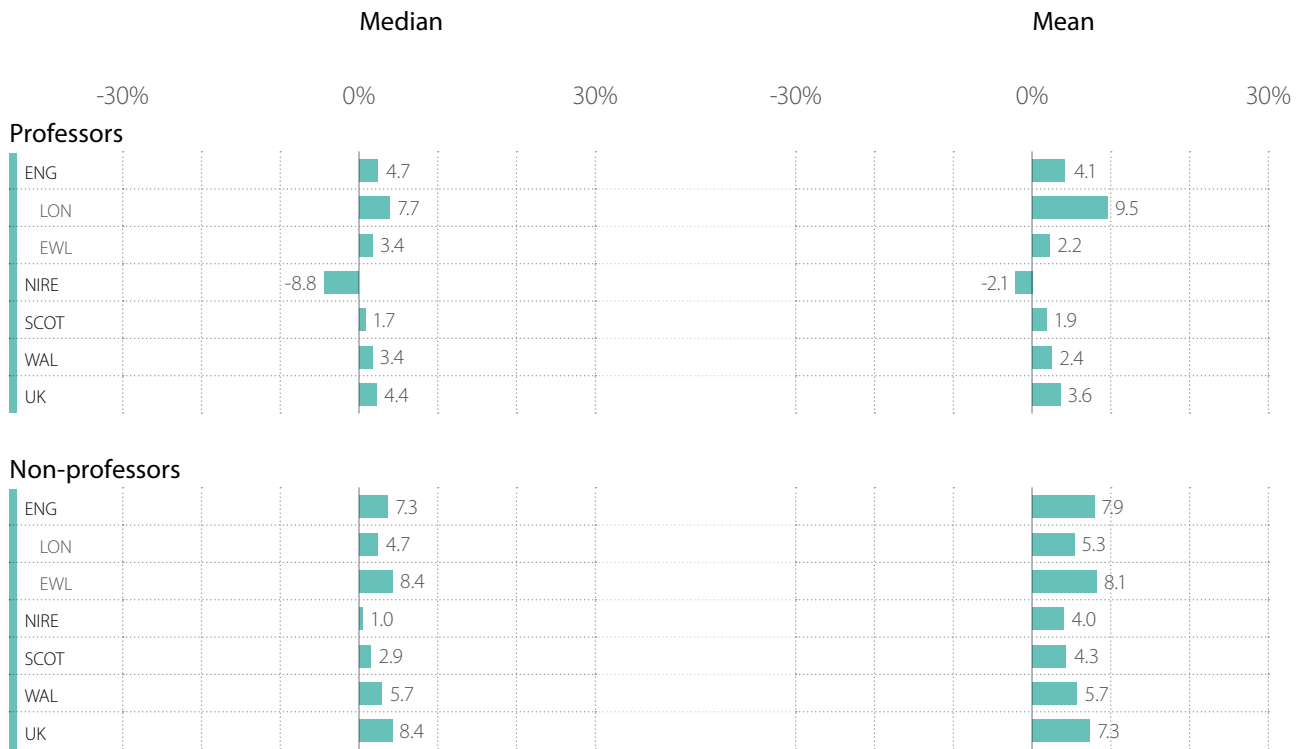
2.22

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

- ← Median salary and pay gap definition: see page 20
- ← Mean salary and pay gap definition: see page 21
- ← Professorial category definition: see page 20
- ← Country of institution definition: see page 15
- ← Disability definition: see page 11

			Median			Mean		
			Non-disabled	Disabled	Gap	Non-disabled	Disabled	Gap
			£	£	%	£	£	%
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
Non-professors								
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



2.23

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

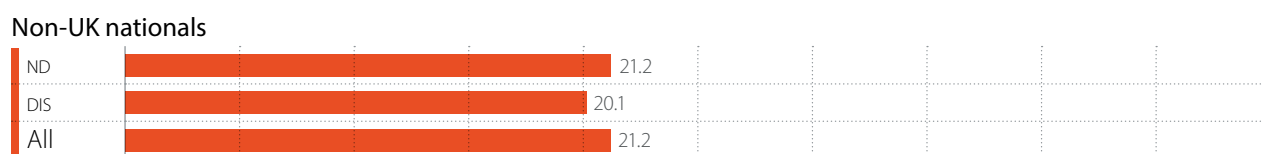
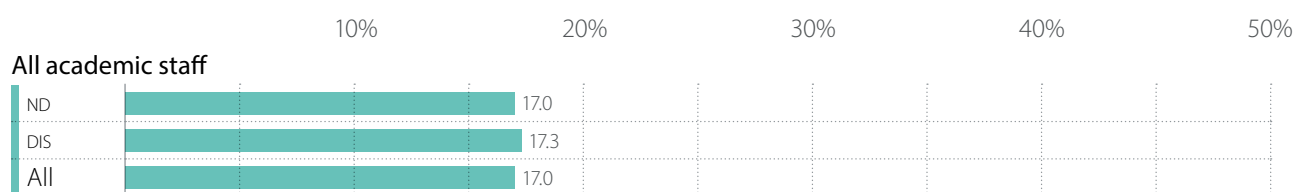
← Nationality
definition:
see page 15

← Academic
contract
definition:
see page 18

← Disability
definition:
see page 11

		Leavers		Known destination		Unknown destination		All staff
		(proportion of all staff)		(proportion of leavers)		(proportion of leavers)		
		No.	%	No.	→ %	No.	→ %	No.
All academic staff								
ND	Non-disabled	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
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



2.24

UK academic staff leavers by known leaving destination and disability status

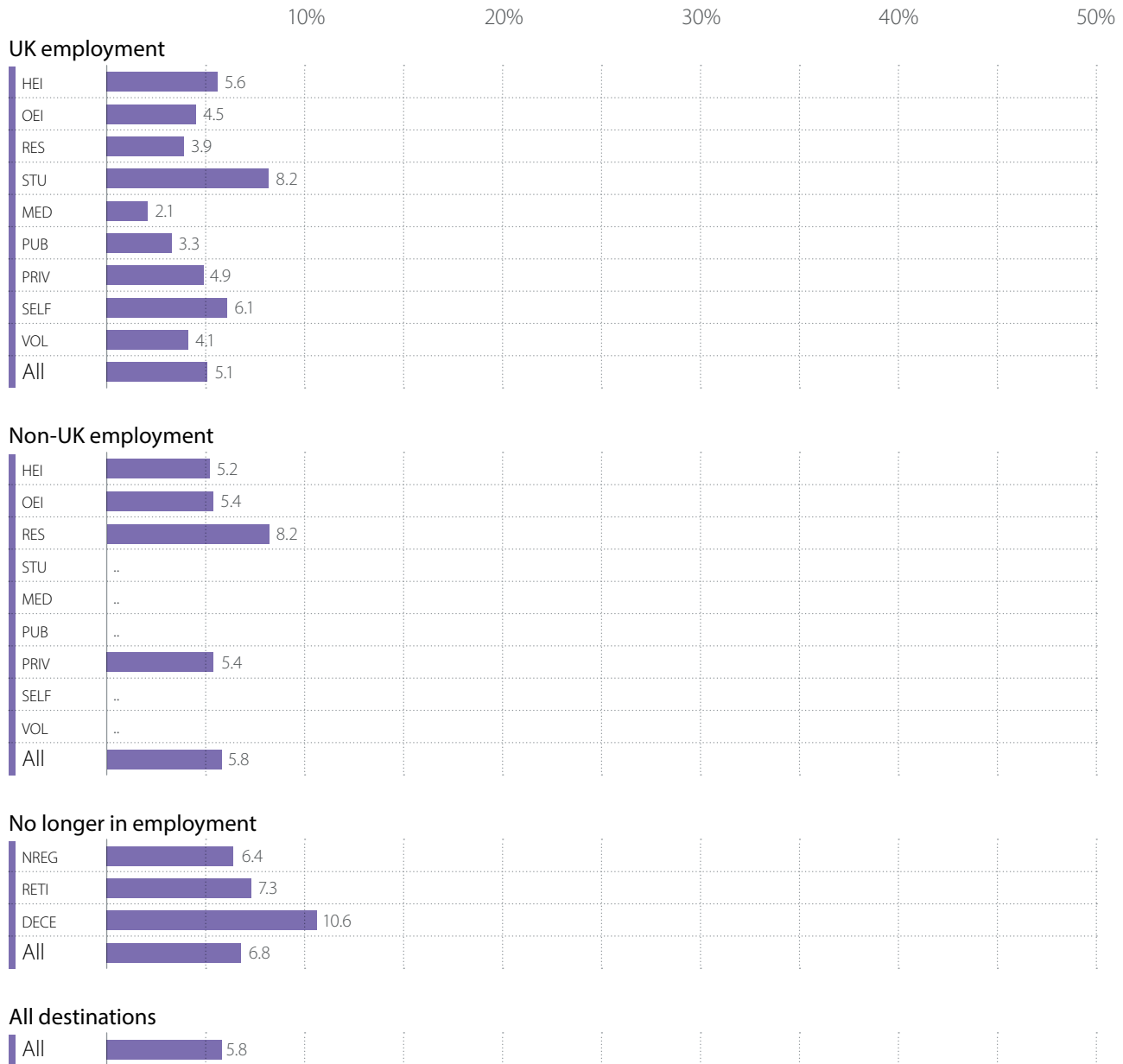
← Nationality
definition:
see page 15

← Academic
contract
definition:
see page 18

← Disability
definition:
see page 11

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
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-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



2.25

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

← Nationality
definition:
see page 15

← Academic
contract
definition:
see page 18

← Disability
definition:
see page 11

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
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-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



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/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** 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.

3.14 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.

3.15, 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.

3.34 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.

3.35–3.36 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).

3.1

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

	England		N. Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	%	No.	↓ %
UK nationals										
White	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

← Nationality definition: see page 15

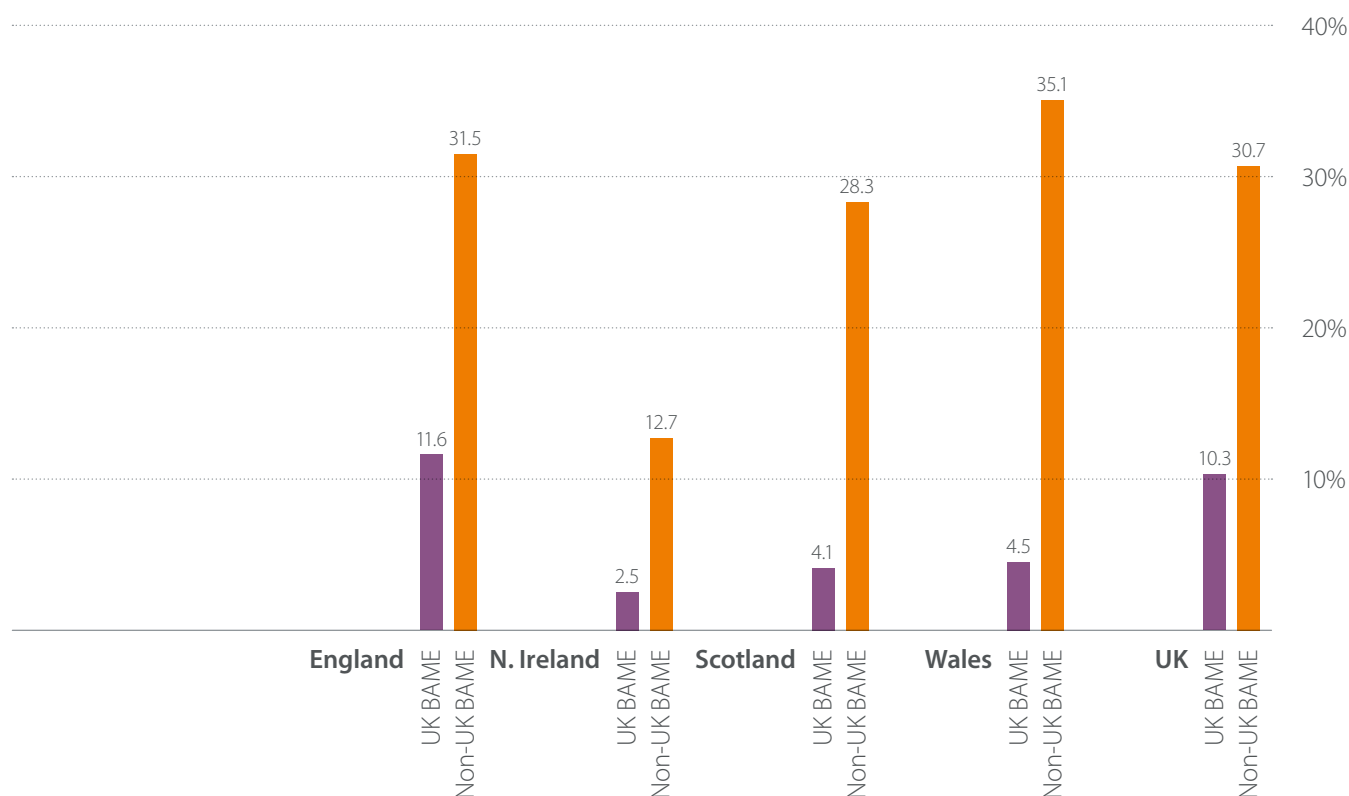
← Country of institution definition: see page 15

← Ethnicity definition: see page 11

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



3.2

BAME UK/non-UK staff by ethnic group

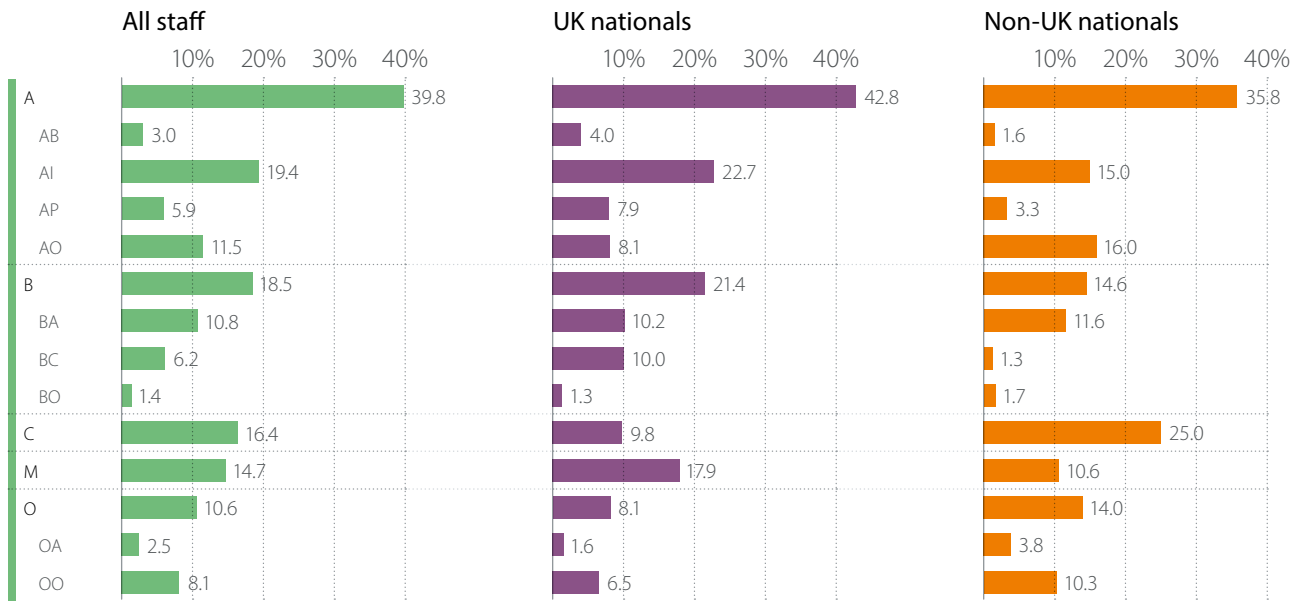
← Nationality
definition:
see page 15

← Country of
institution
definition:
see page 15

← Ethnicity
definition:
see page 11

		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



3.3

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

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 14

← Ethnicity
definition:
see page 11

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

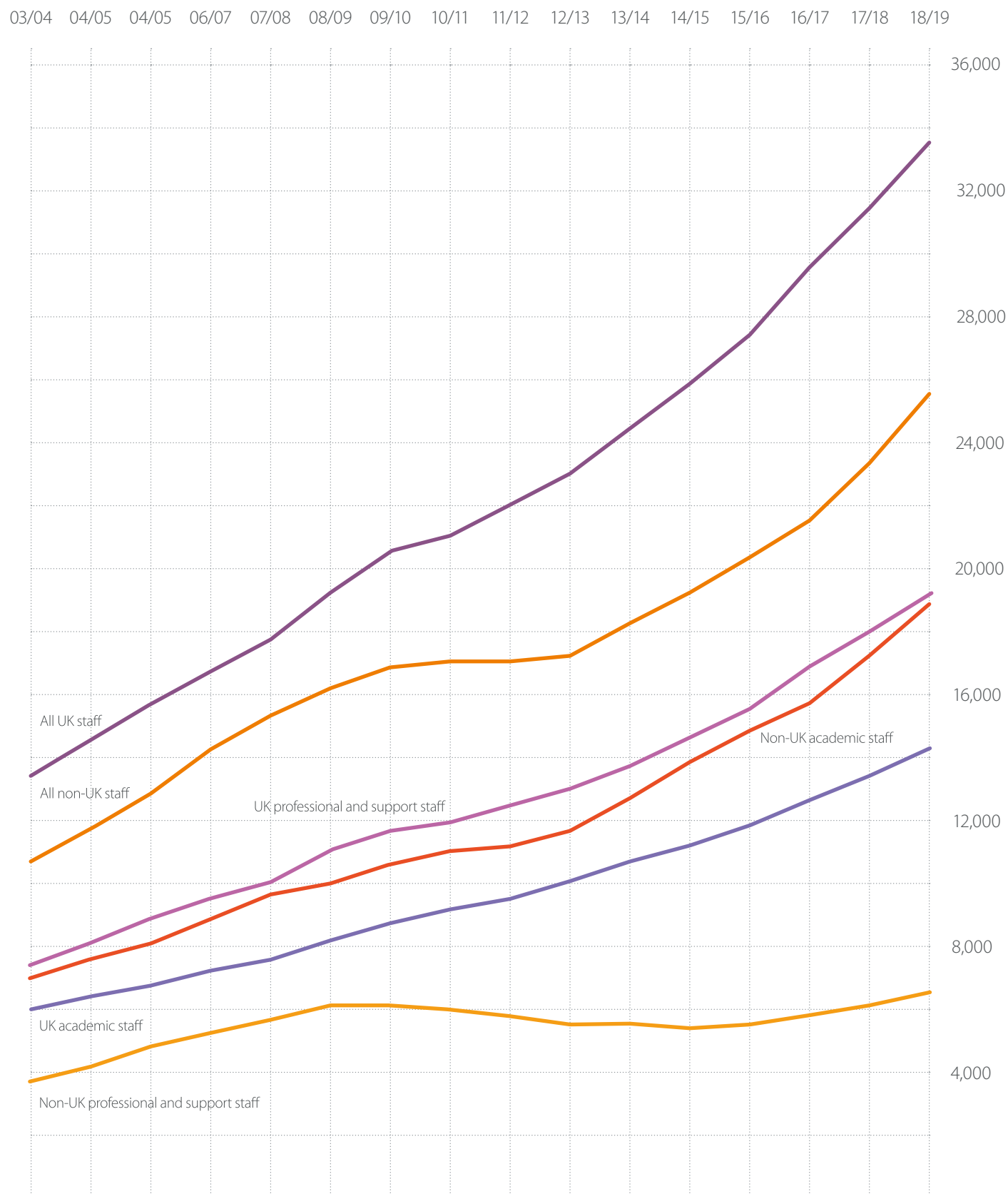
Academic staff

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



3.4

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

← Nationality definition: see page 15

← Staff activity definition: see page 14

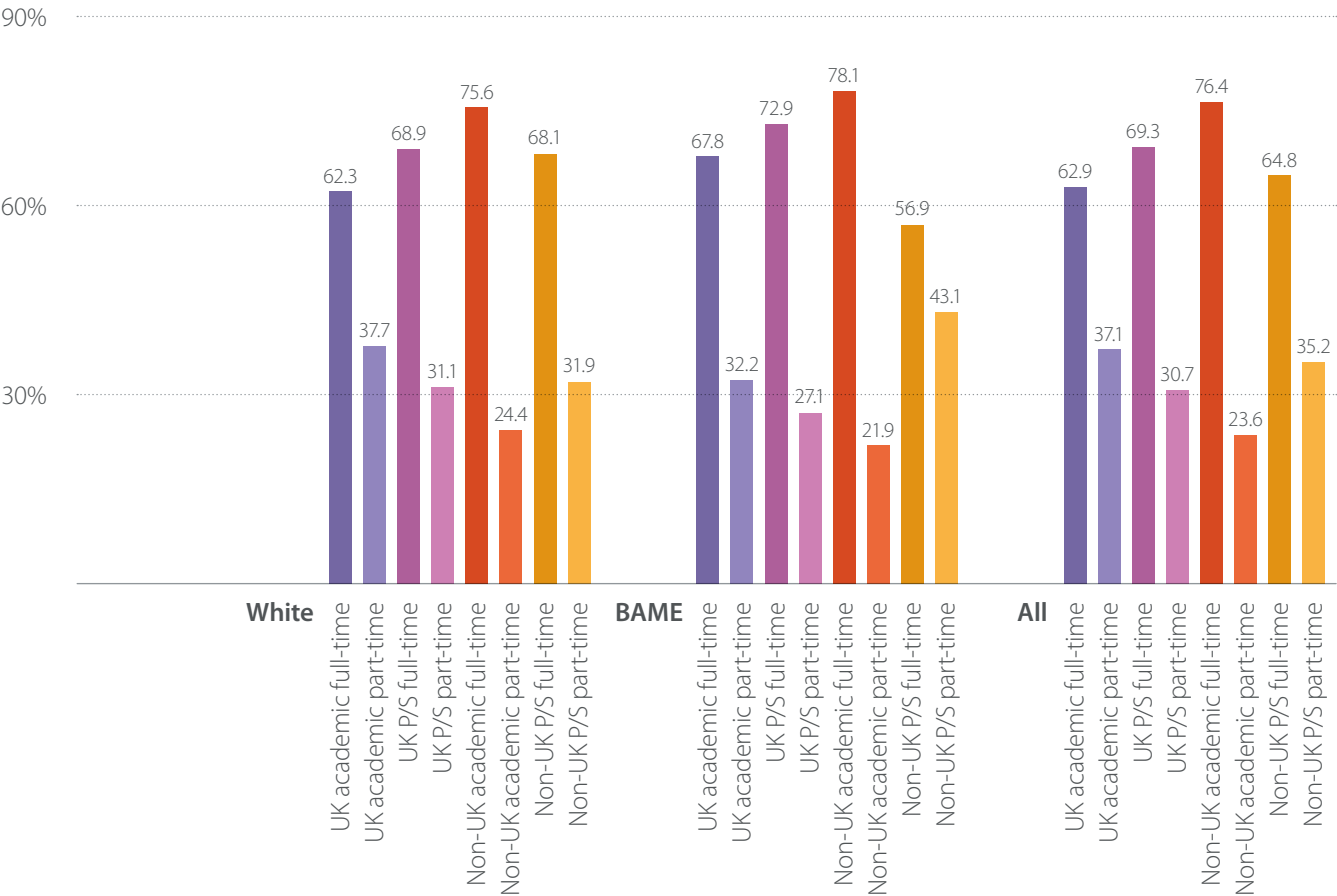
← Mode definition: see page 15

← Ethnicity definition: see page 11

UK nationals	White			BAME			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
Academic staff									
Full-time	76,860	62.3	88.7	9,760	67.8	11.3	86,620	62.9	
Part-time	46,475	37.7	90.9	4,630	32.2	9.1	51,100	37.1	
All modes	123,335	100.0	89.6	14,390	100.0	10.4	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	



3.5

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

UK nationals	White			BAME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff								
Open-ended/permanent	89,120	72.3	90.0	9,870	68.6	10.0	98,990	71.9
Fixed-term	34,215	27.7	88.3	4,520	31.4	11.7	38,735	28.1
All contracts	123,335	100.0	89.6	14,390	100.0	10.4	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

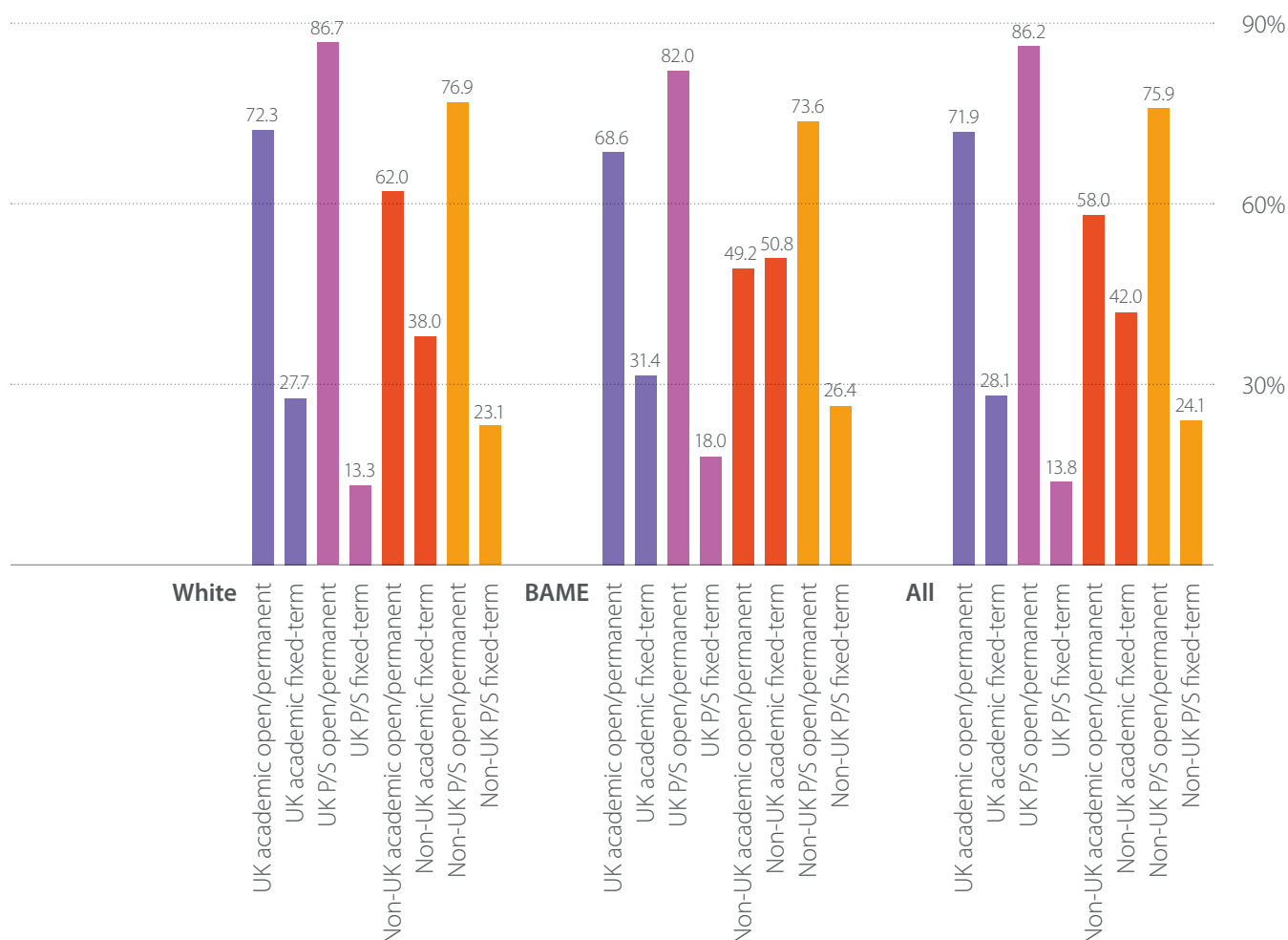
← Nationality definition: see page 15

← Staff activity definition: see page 14

← Contract level definition: see page 15

← Ethnicity definition: see page 11

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								
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



3.6

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

← Nationality definition: see page 15

← Staff activity definition: see page 14

← Mode definition: see page 15

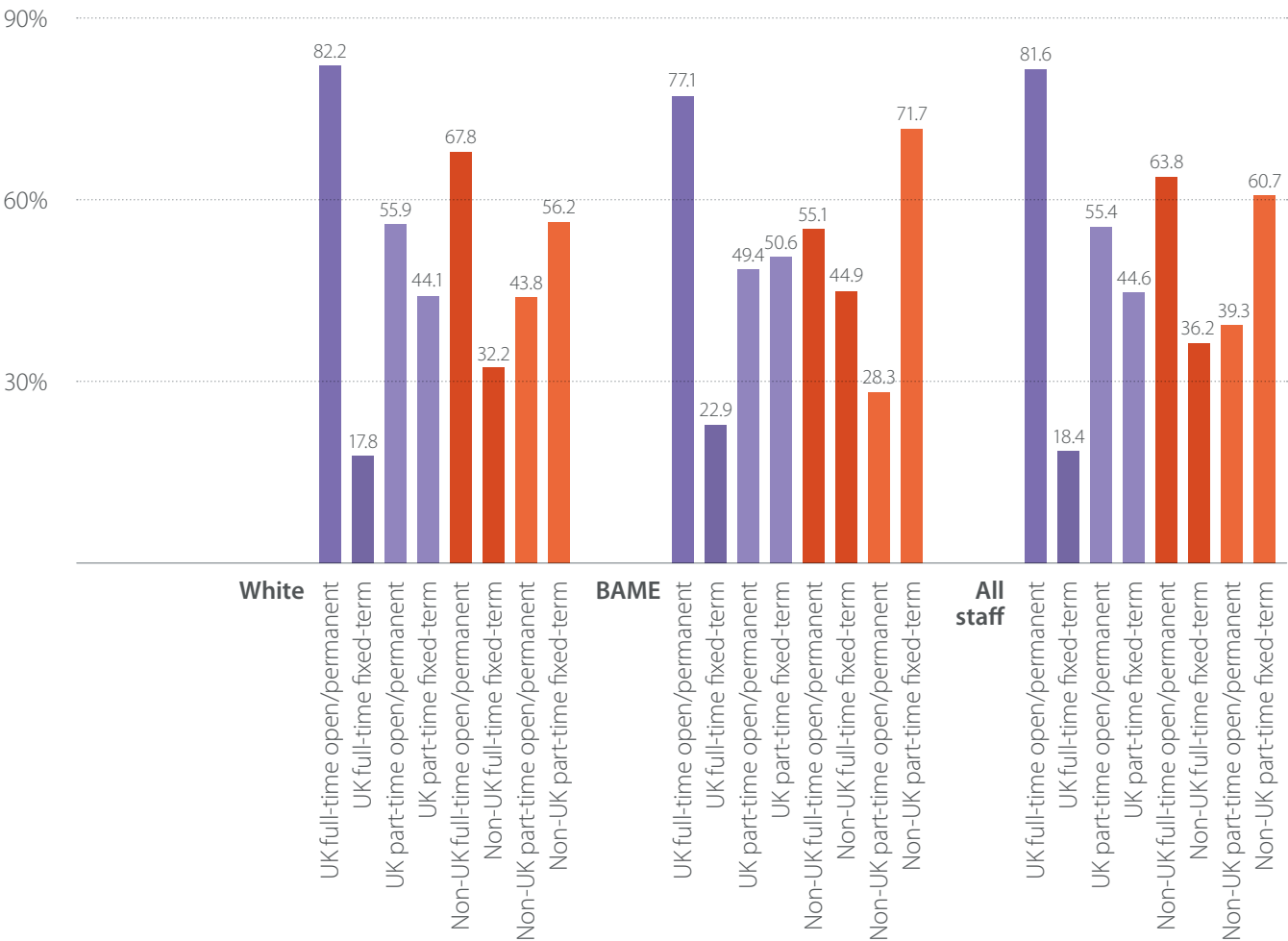
← Contract level definition: see page 15

← Ethnicity definition: see page 11

UK nationals	White			BAME			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
Full-time									
Open-ended/permanent	63,140	82.2	89.3	7,530	77.1	10.7	70,670	81.6	
Fixed-term	13,715	17.8	86.0	2,235	22.9	14.0	15,950	18.4	
All contracts	76,860	100.0	88.7	9,760	100.0	11.3	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	20,495	44.1	90.0	2,285	49.4	10.0	22,785	44.6	
All contracts	46,475	100.0	90.9	4,630	100.0	9.1	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	



3.7

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

UK nationals	White			BAME			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
Full-time									
Open-ended/permanent	102,600	88.3	89.7	11,830	84.3	10.3	114,430	87.8	
Fixed-term	13,655	11.7	86.1	2,200	15.7	13.9	15,855	12.2	
All contracts	116,250	100.0	89.2	14,030	100.0	10.8	130,285	100.0	
Part-time									
Open-ended/permanent	43,715	83.1	91.7	3,960	75.8	8.3	47,680	82.5	
Fixed-term	8,870	16.9	87.5	1,265	24.2	12.5	10,135	17.5	
All contracts	52,590	100.0	91.0	5,225	100.0	9.0	57,815	100.0	

← Nationality definition: see page 15

← Staff activity definition: see page 14

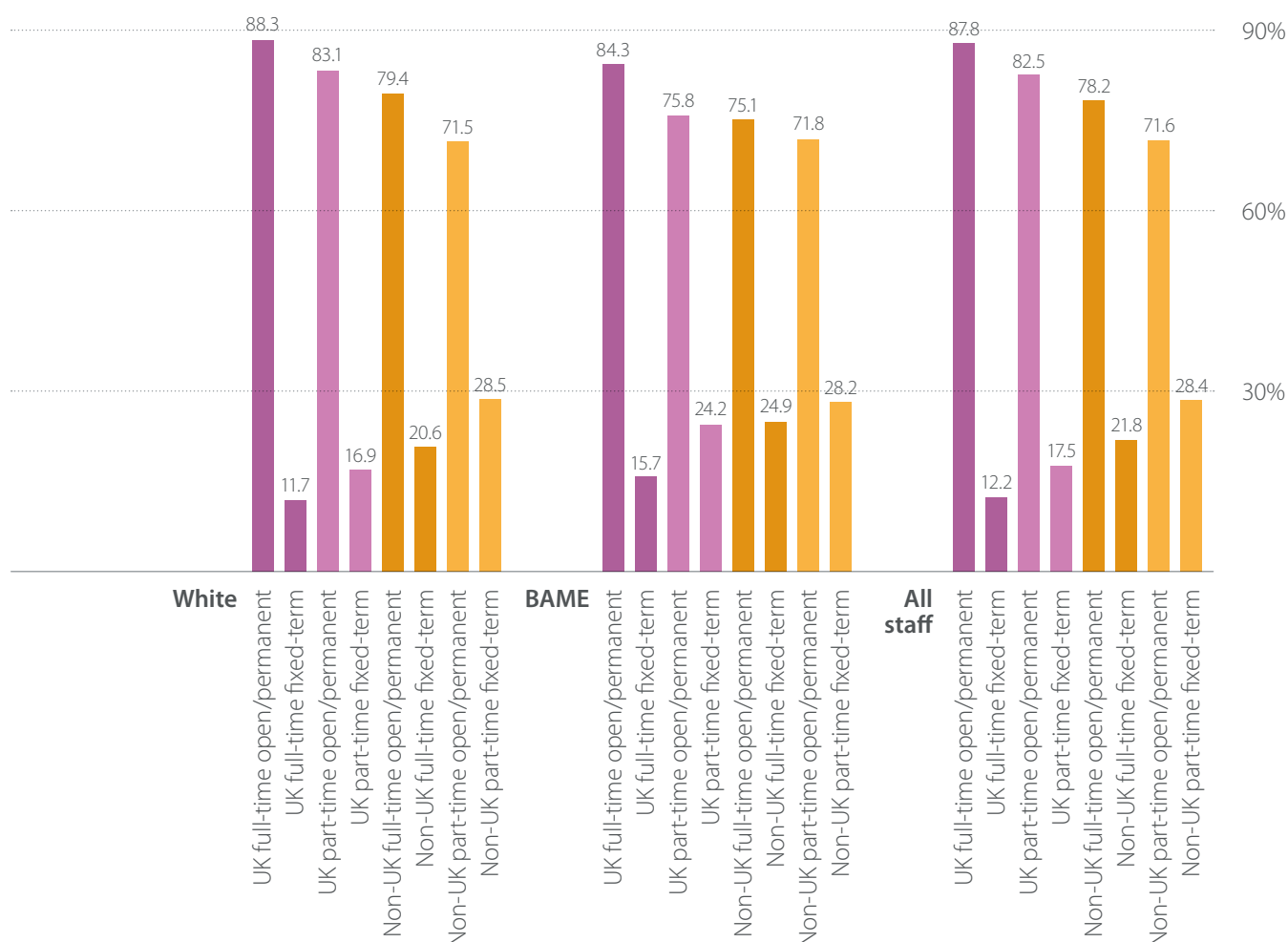
← Mode definition: see page 15

← Contract level definition: see page 15

← Ethnicity definition: see page 11

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



3.8

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

← Nationality
definition:
see page 15

← Contract level
definition:
see page 15

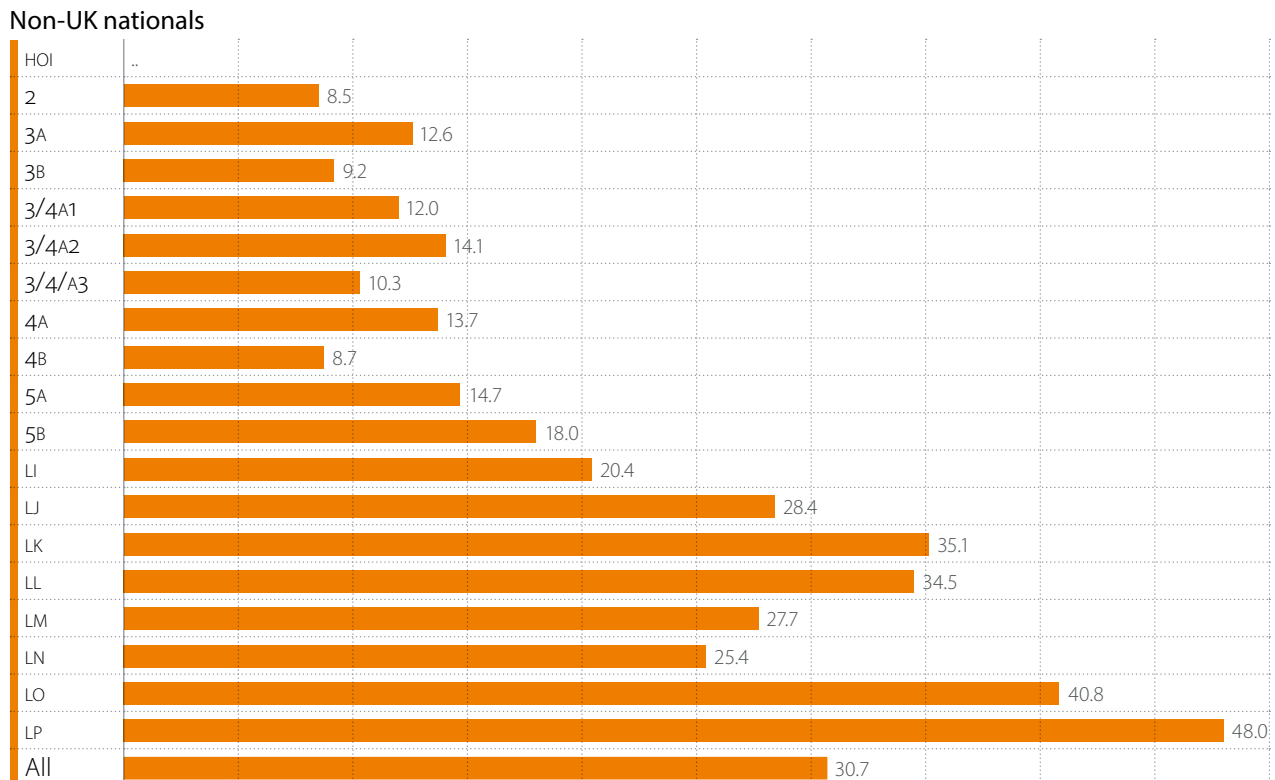
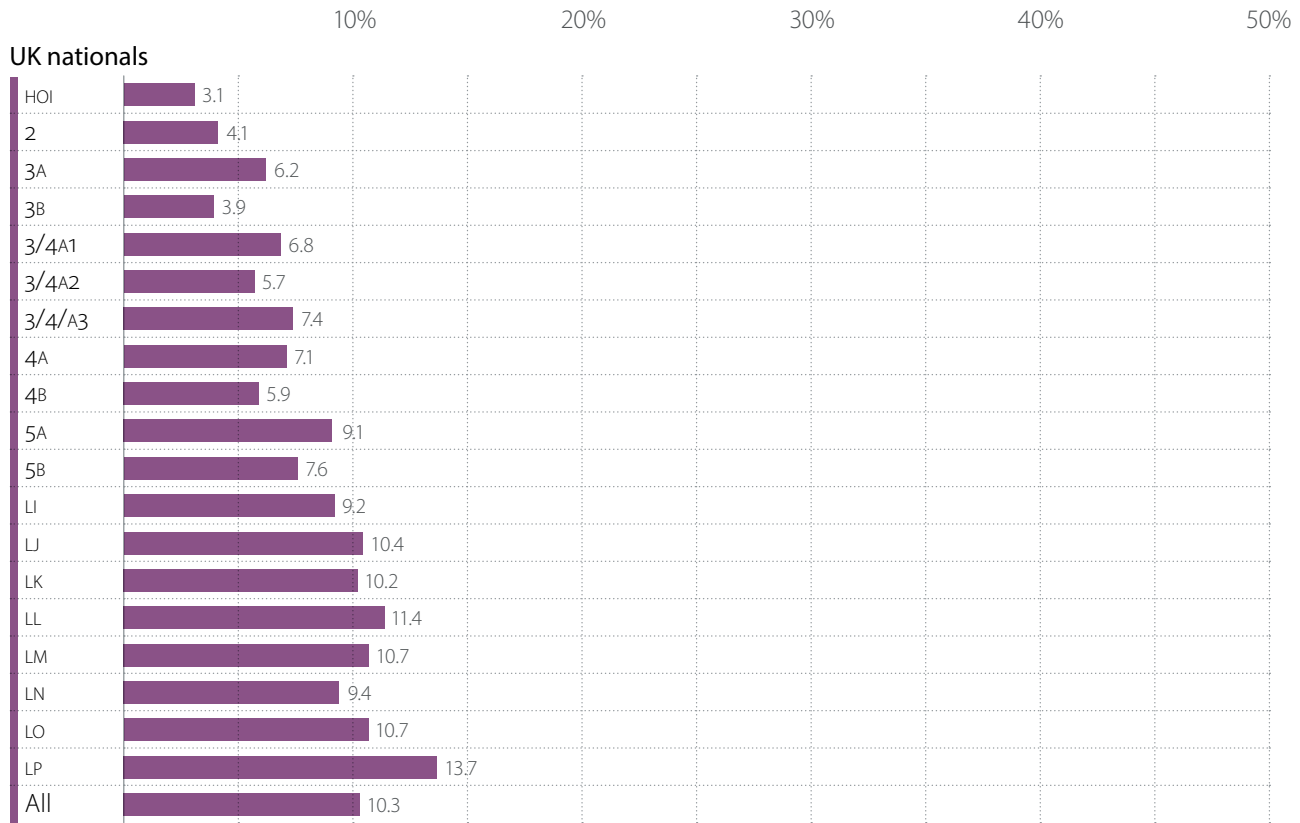
← Ethnicity
definition:
see page 11

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

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

Proportions of staff who were BAME



3.9

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

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 14

← Contract level
definition:
see page 15

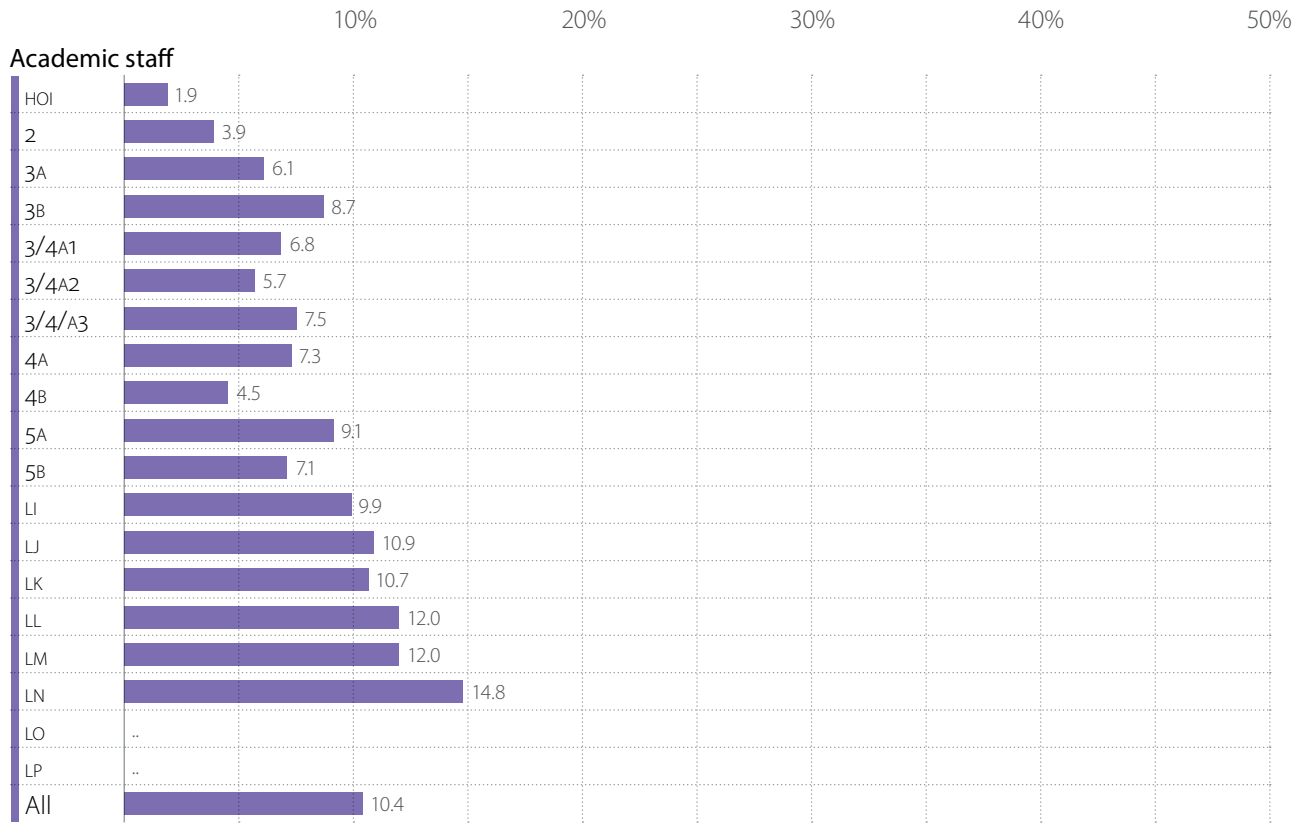
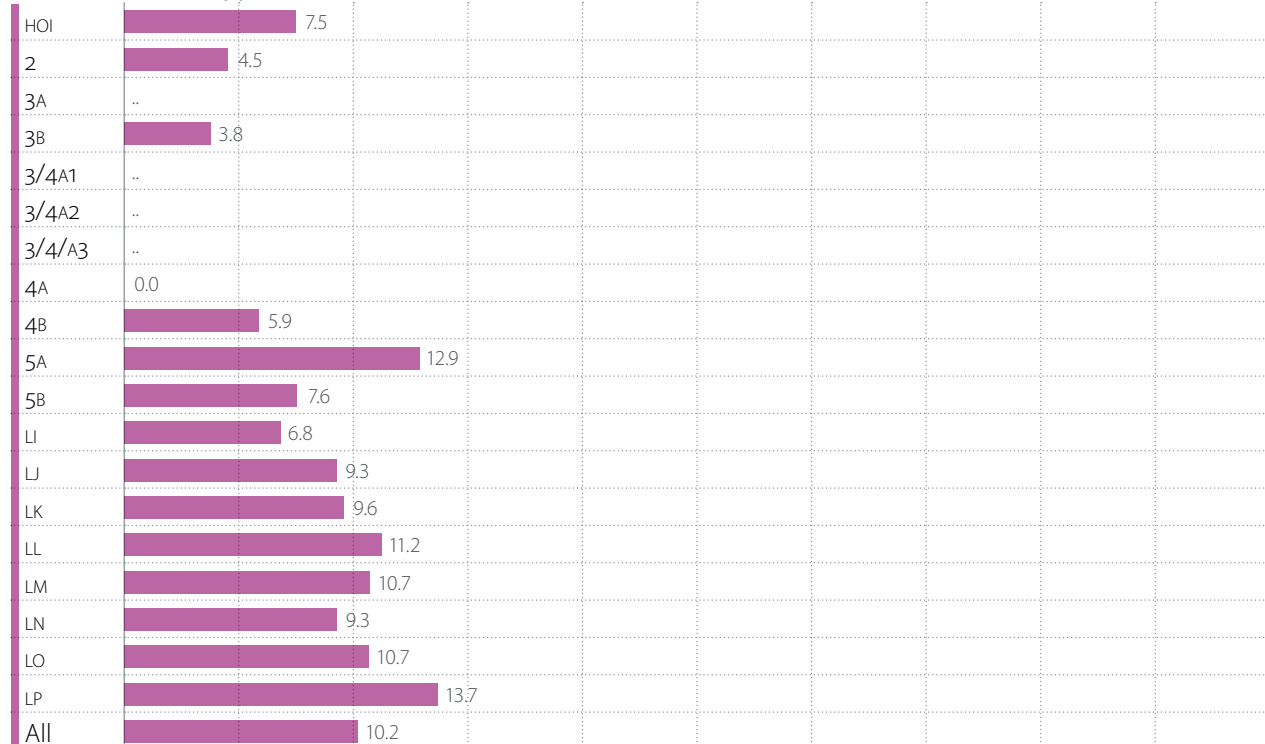
← Ethnicity
definition:
see page 11

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
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

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

Proportions of staff who were BAME

**Professional and support staff**

3.10

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

← Nationality
definition:
see page 15

← Staff activity
definition:
see page 14

← Contract level
definition:
see page 15

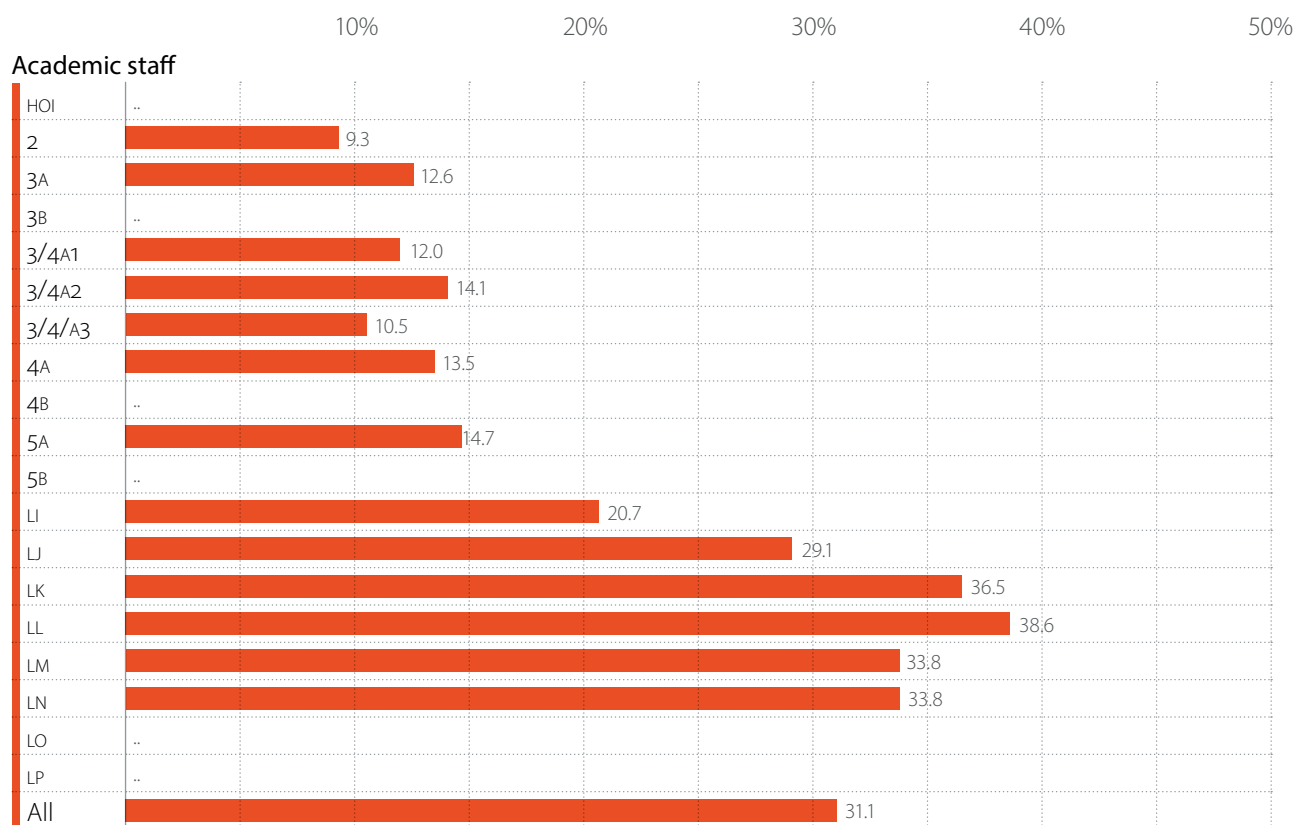
← Ethnicity
definition:
see page 11

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

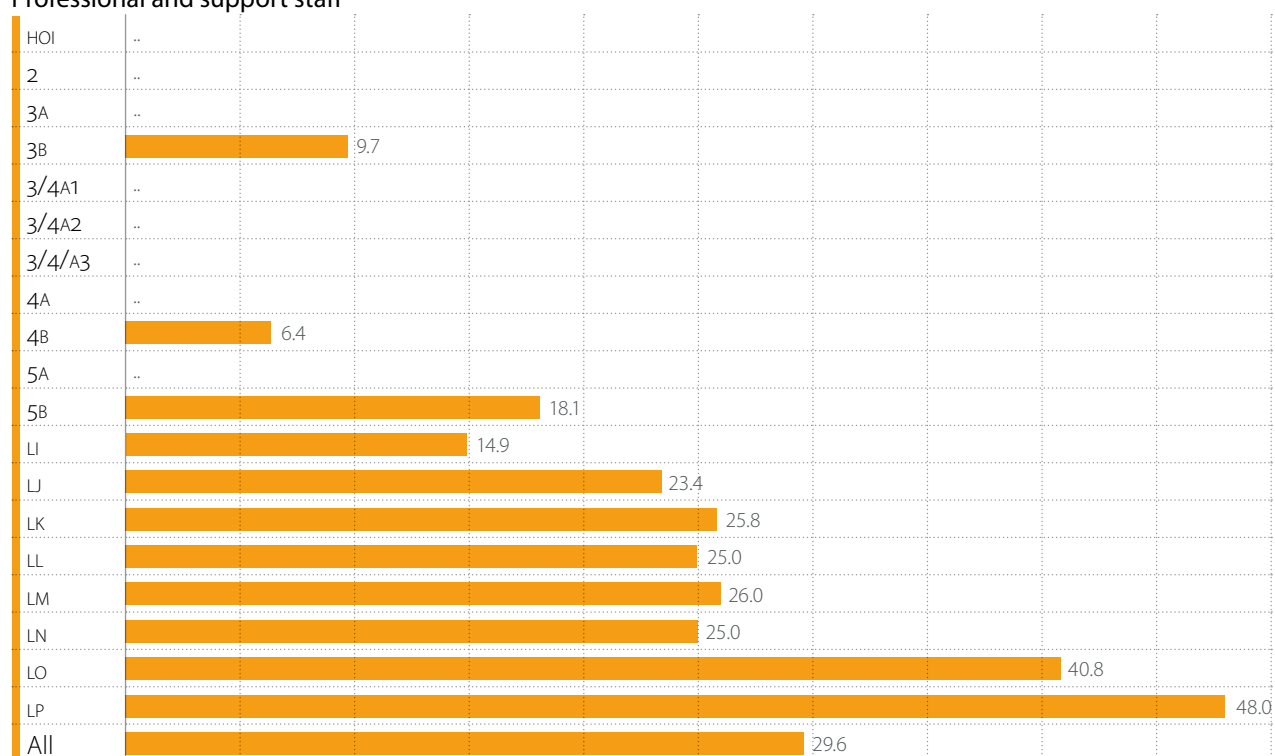
Professional and support staff

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



Professional and support staff



3.11

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

← Nationality definition: see page 15

← Staff activity definition: see page 14

← Occupational group definition: see page 18

← Ethnicity definition: see page 11

UK nationals		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
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
Professional and support staff									
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

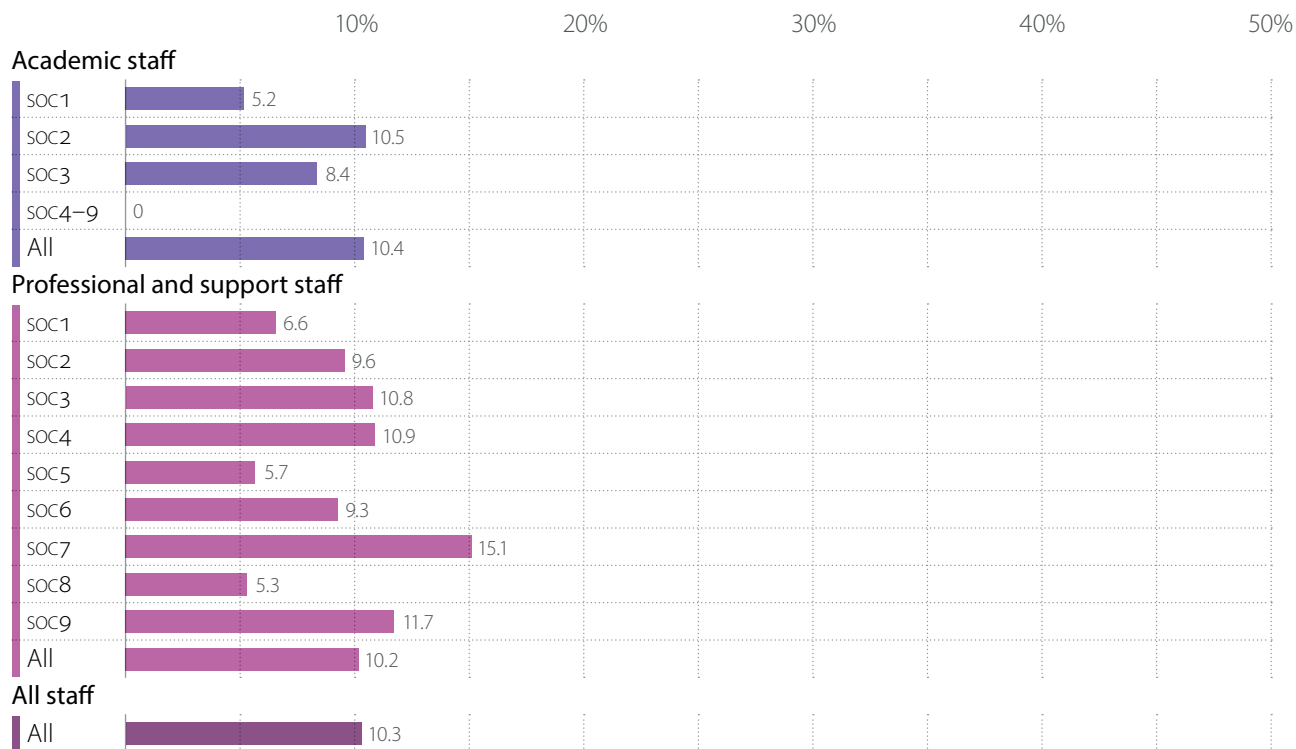
Academic staff									
soc1	Managers, directors and senior officials	50	0.1	90.8	5	0.0	9.2	55	0.1
soc2	Professional occupations	41,970	99.6	68.9	18,965	99.7	31.1	60,930	99.6
soc3	Associate professional and technical	120	0.3	70.7	50	0.3	29.3	170	0.3
soc4–9	Clerical and manual occupations				0				
All	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:

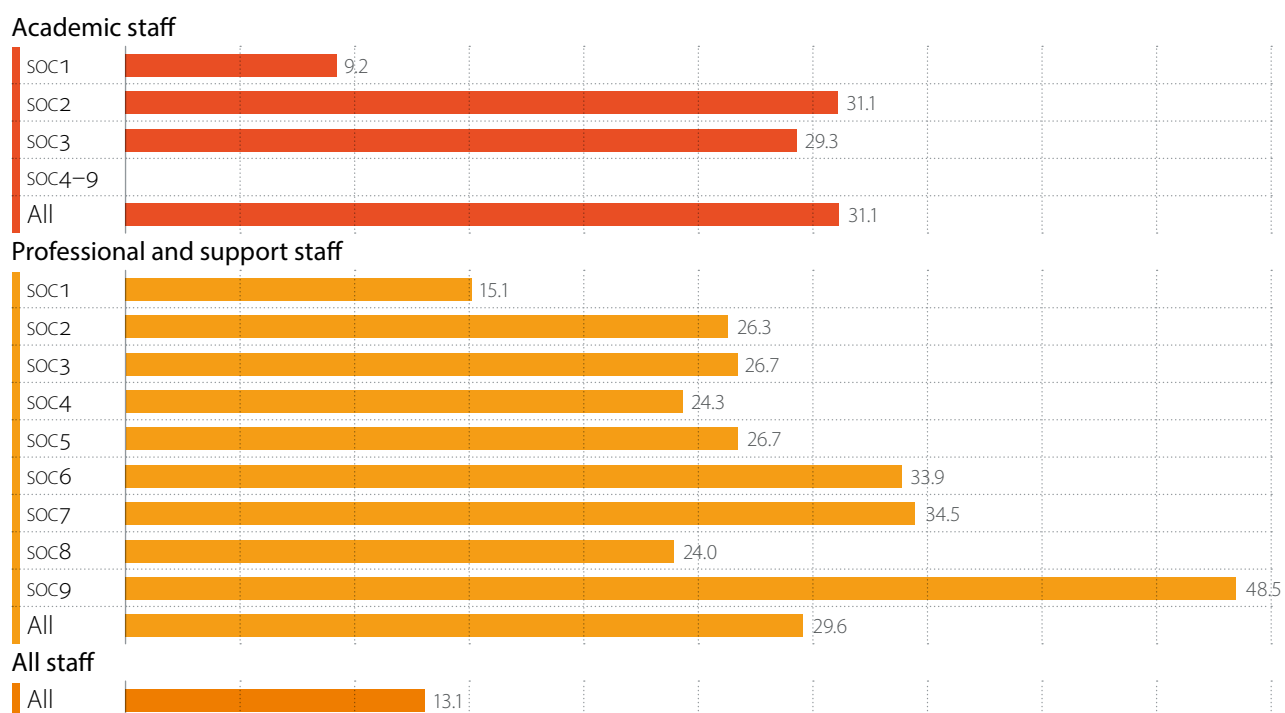
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

Proportions of staff who were BAME

UK nationals



Non-UK nationals



3.12

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

← Nationality
definition:
see page 15

← Mode
definition:
see page 15

← Staff activity
definition:
see page 14

← Occupational
group
definition:
see page 18

← Ethnicity
definition:
see page 11

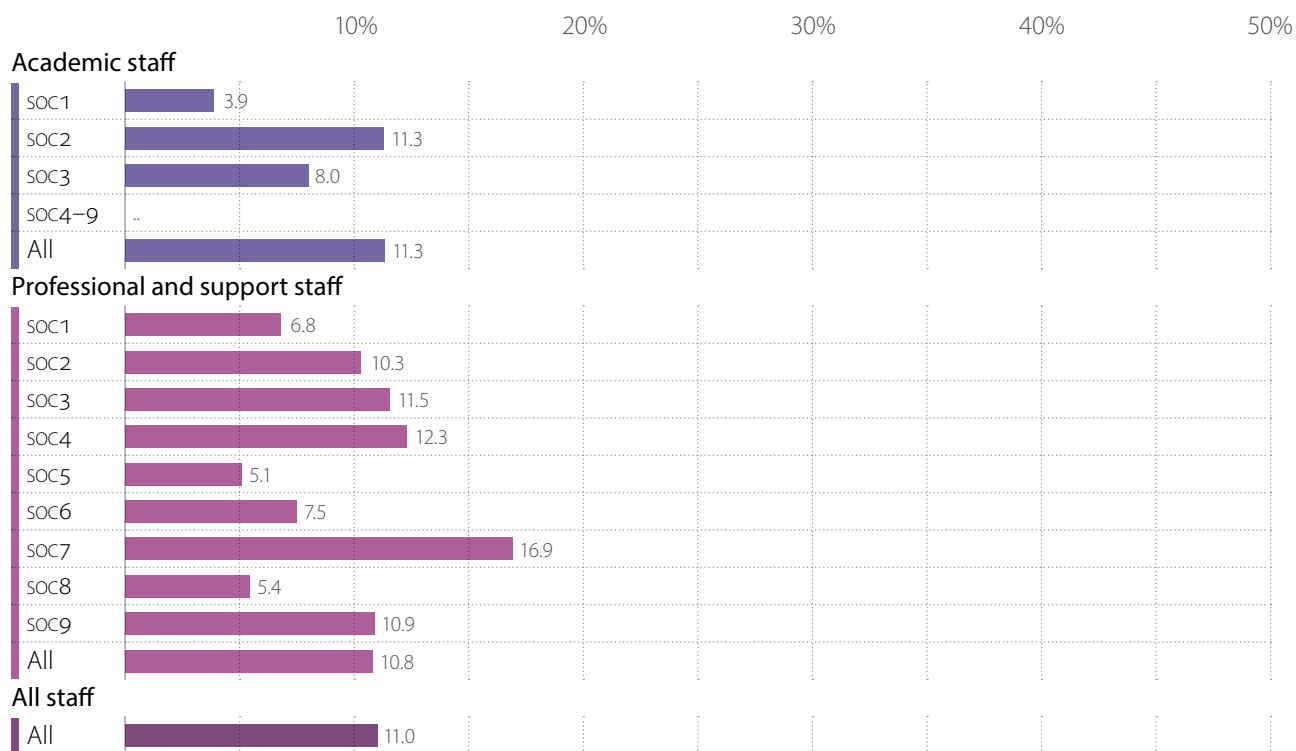
Full-time		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	350	0.5	96.1	15	0.1	3.9	360	0.4
soc2	Professional occupations	75,720	98.5	88.7	9,680	99.2	11.3	85,400	98.6
soc3	Associate professional and technical	790	1.0	92.0	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
Professional and support staff									
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

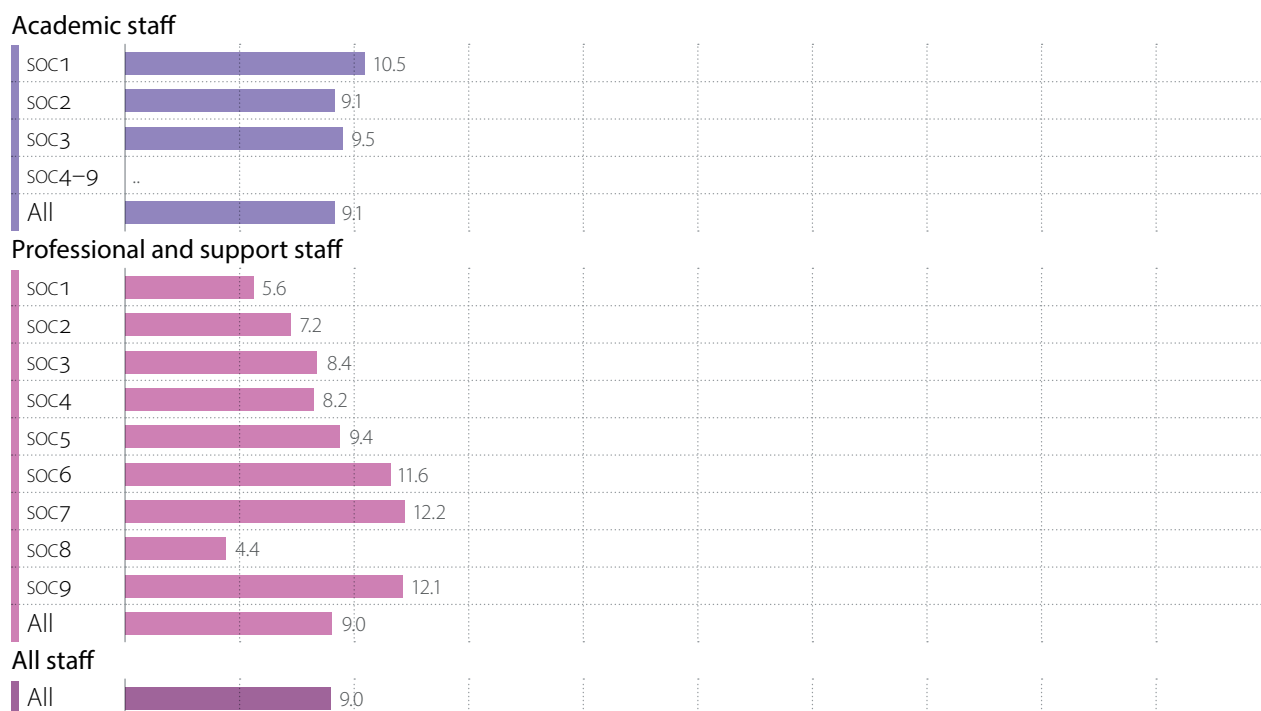
Academic staff									
soc1	Managers, directors and senior officials	80	0.2	89.5	10	0.2	10.5	90	0.2
soc2	Professional occupations	46,110	99.2	90.9	4,590	99.2	9.1	50,700	99.2
soc3	Associate professional and technical	280	0.6	90.5	30	0.6	9.5	310	0.6
soc4-9	Clerical and manual occupations	0	0.0	..	0	0.0	..	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

Proportions of staff who were BAME

Full-time



Part-time



3.13

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

← Nationality
definition:
see page 15

← Mode
definition:
see page 15

← Staff activity
definition:
see page 14

← Occupational
group
definition:
see page 18

← Ethnicity
definition:
see page 11

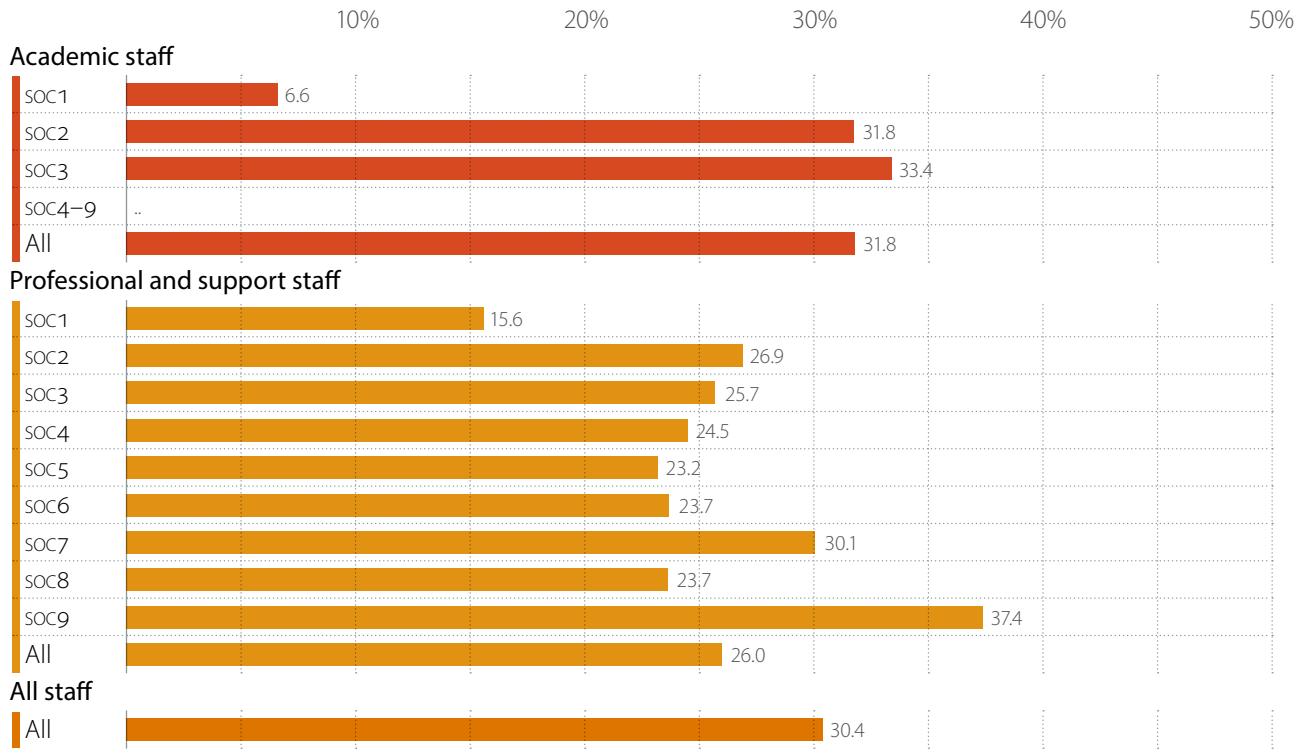
Full-time		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	40	0.1	93.4	5	0.0	6.6	45	0.1
soc2	Professional occupations	31,725	99.6	68.2	14,805	99.7	31.8	46,535	99.6
soc3	Associate professional and technical	90	0.3	66.6	45	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
Professional and support staff									
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

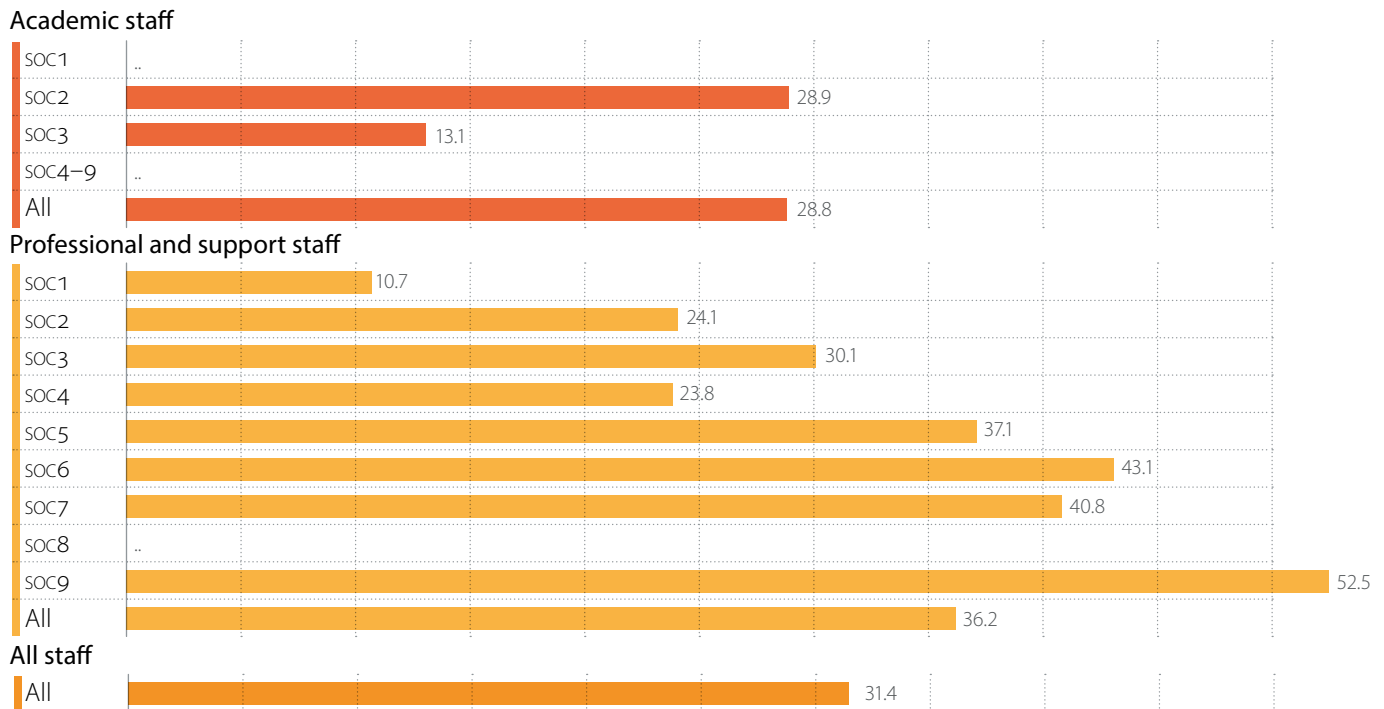
Academic staff									
soc1	Managers, directors and senior officials	10	0.1	..	0	0.1	..	10	0.1
soc2	Professional occupations	10,240	99.6	71.1	4,155	99.8	28.9	14,395	99.7
soc3	Associate professional and technical	30	0.3	86.9	5	0.1	13.1	35	0.2
soc4-9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	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



Part-time



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

← Nationality definition: see page 15

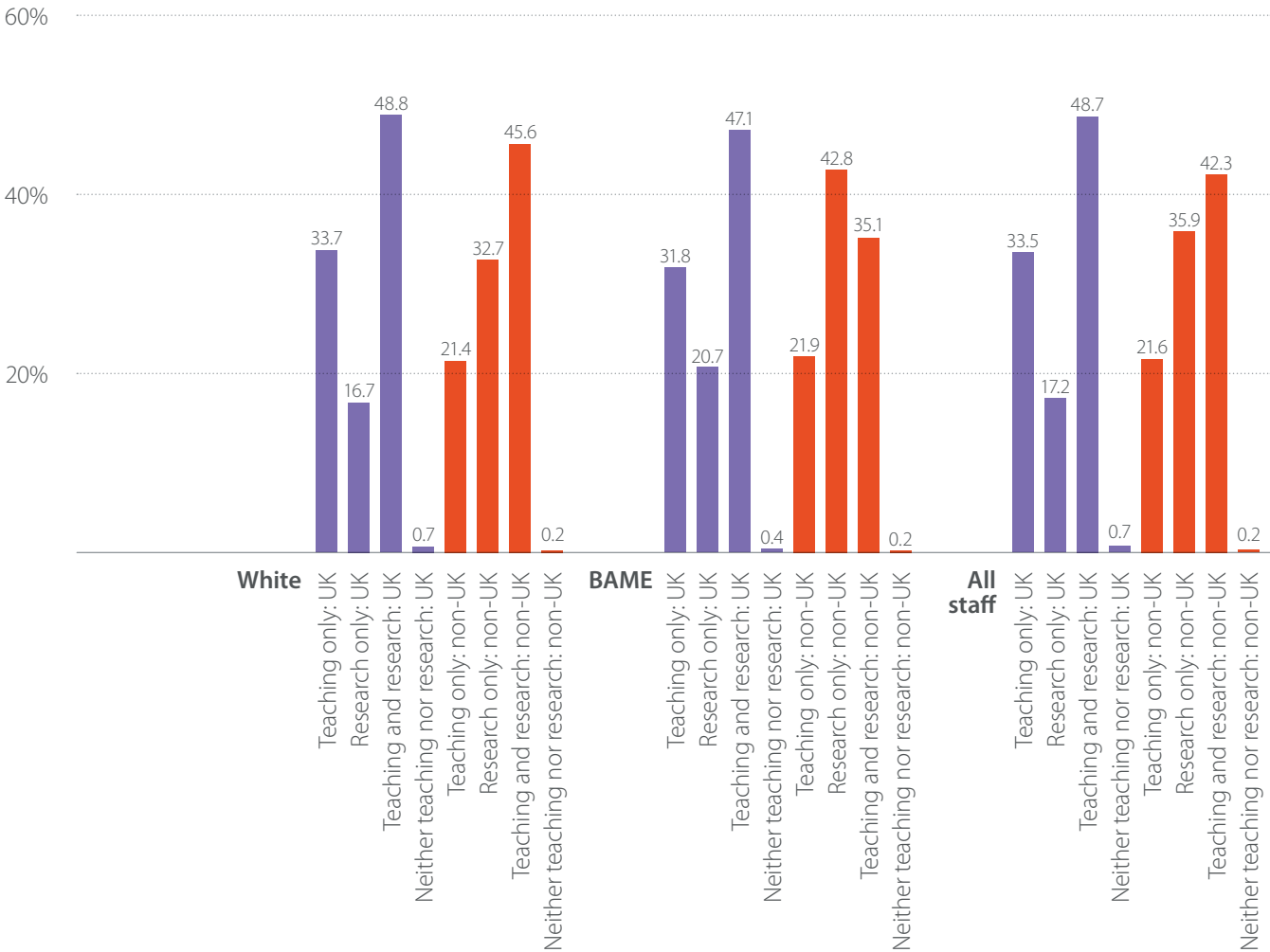
← Academic contract definition: see page 18

← Ethnicity definition: see page 11

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



3.15

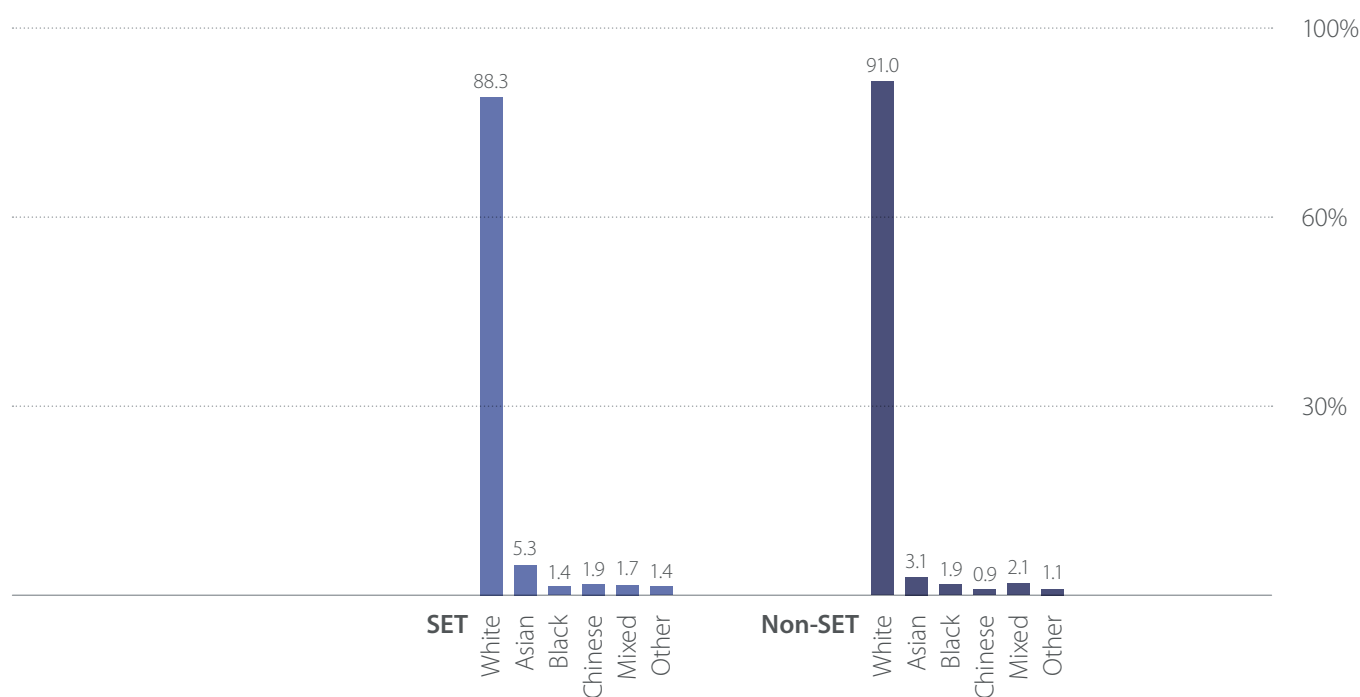
UK academic staff by SET category and ethnic group

	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

← Nationality definition: see page 15

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

← Ethnicity definition: see page 11



3.16

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

← Nationality
definition:
see page 15

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

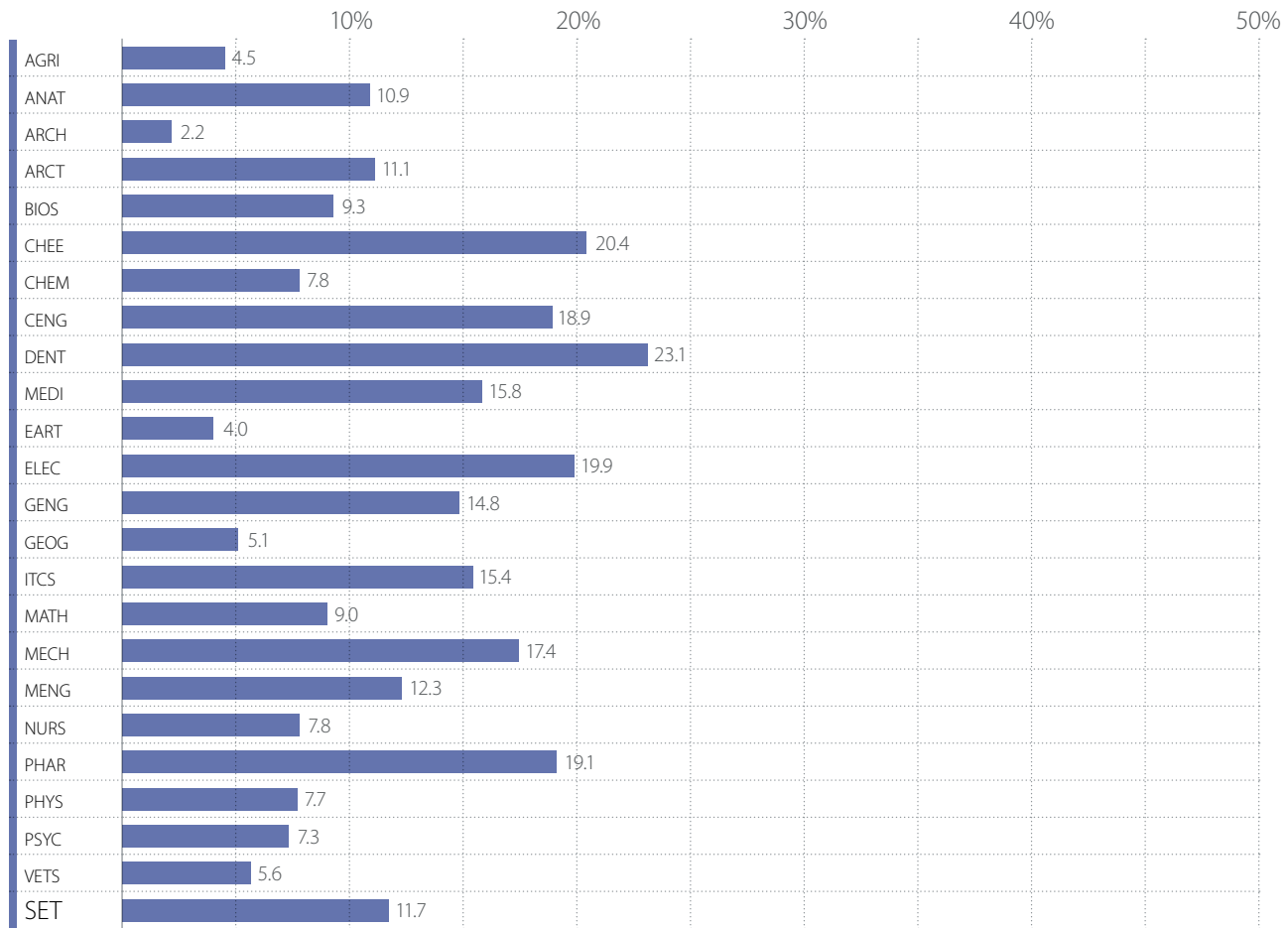
← Ethnicity
definition:
see page 11

		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

Proportions of staff who were BAME



3.17

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

← Nationality
definition:
see page 15

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

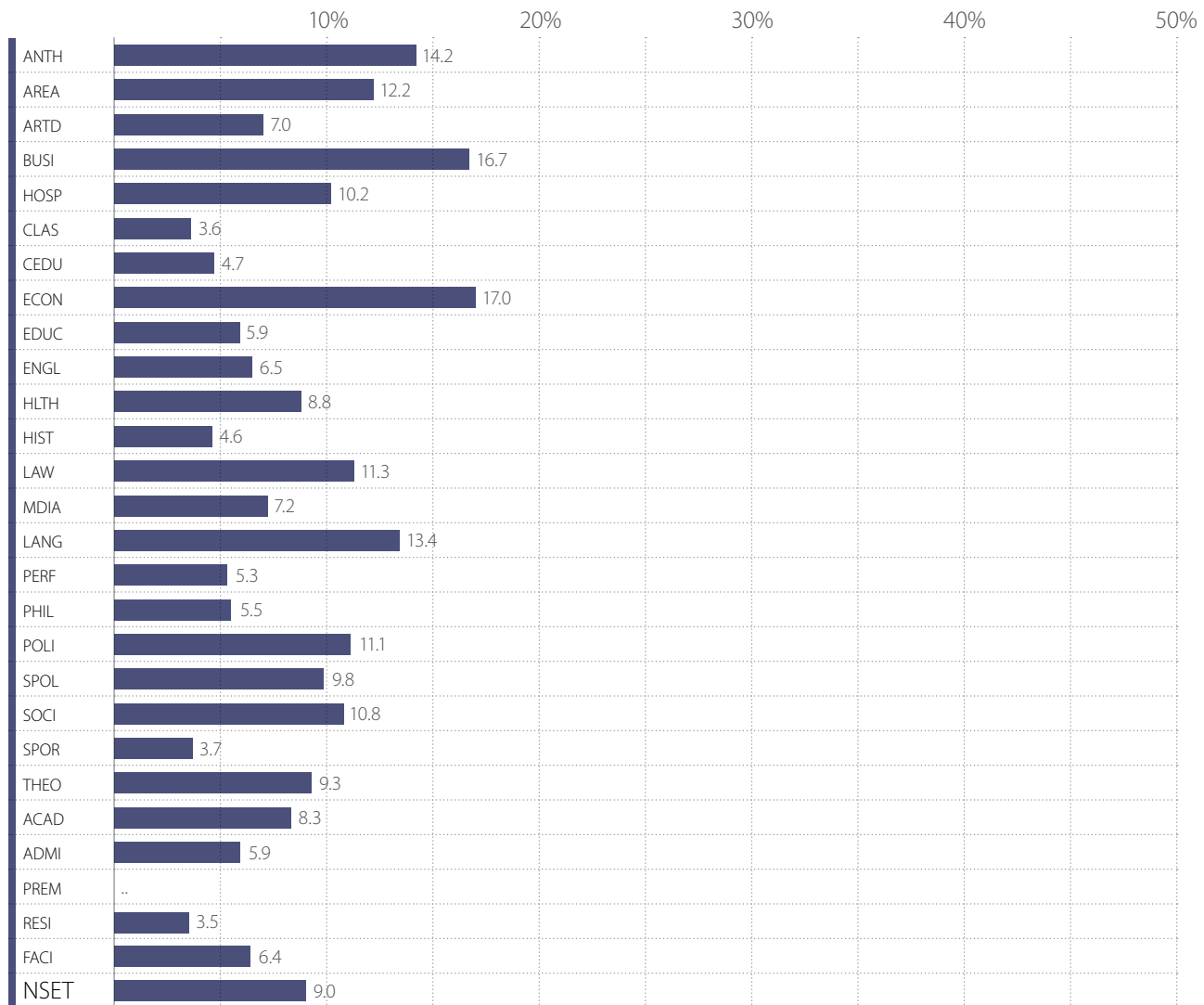
← Ethnicity
definition:
see page 11

		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

Proportions of staff who were BAME



3.18

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

← Nationality
definition:
see page 15

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

← Ethnicity
definition:
see page 11

		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

Additional data by ethnic group is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

Proportions of staff who were BAME



3.19

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

← Nationality
definition:
see page 15

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

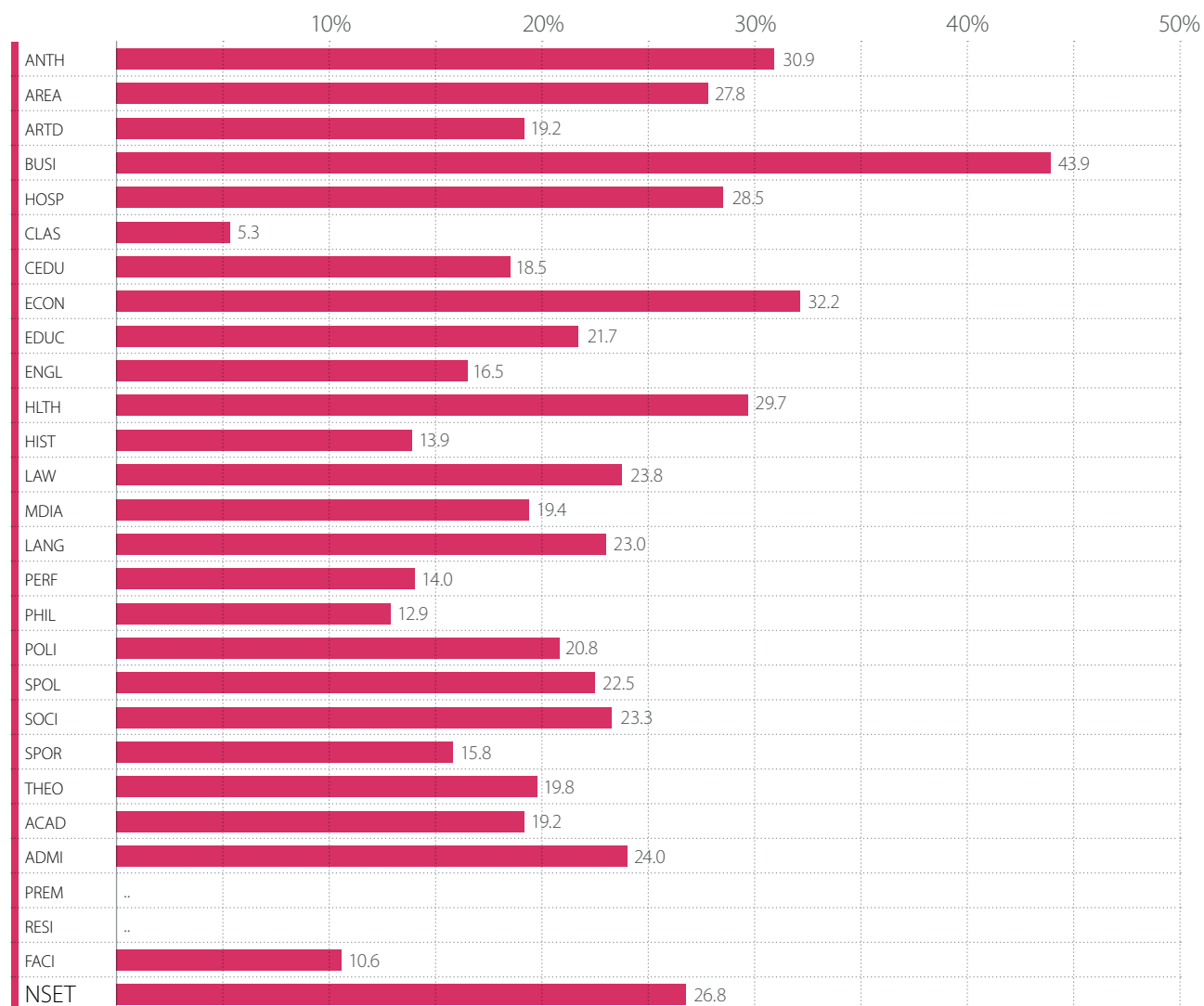
← Ethnicity
definition:
see page 11

		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

Additional data by ethnic group is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

Proportions of staff who were BAME



3.20

Academic staff by professorial category and ethnic group

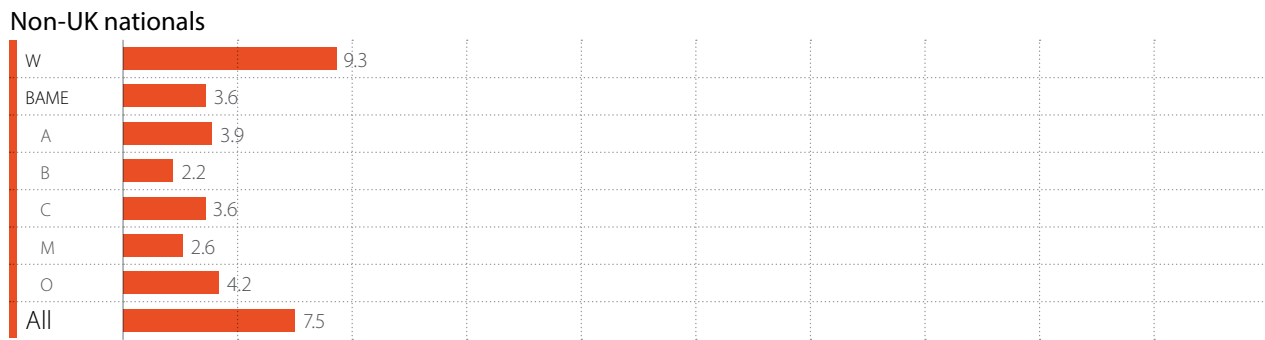
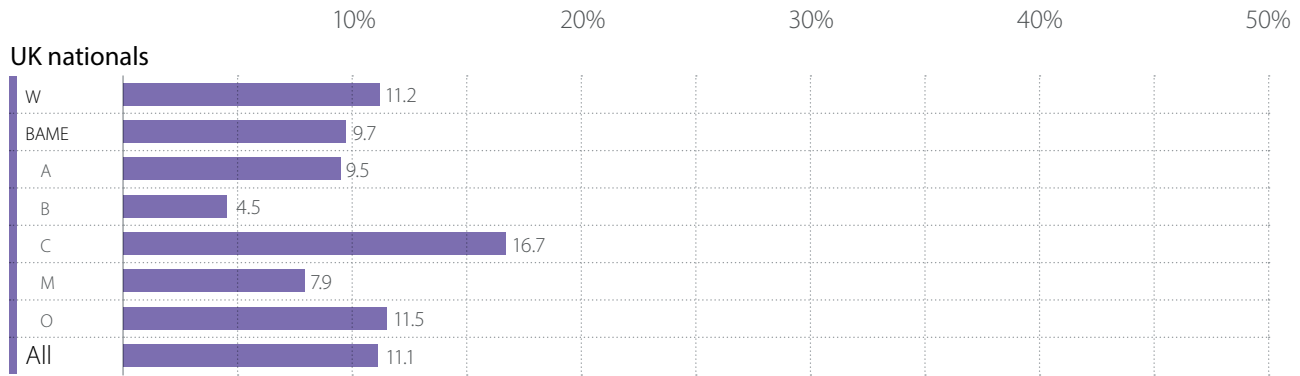
← Nationality
definition:
see page 15

← Professorial
category
definition:
see page 20

← Ethnicity
definition:
see page 11

		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



3.21

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

← Nationality definition: see page 15

← Professorial category definition: see page 20

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

← Mode definition: see page 15

← Ethnicity definition: see page 11

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
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
Full-time									
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

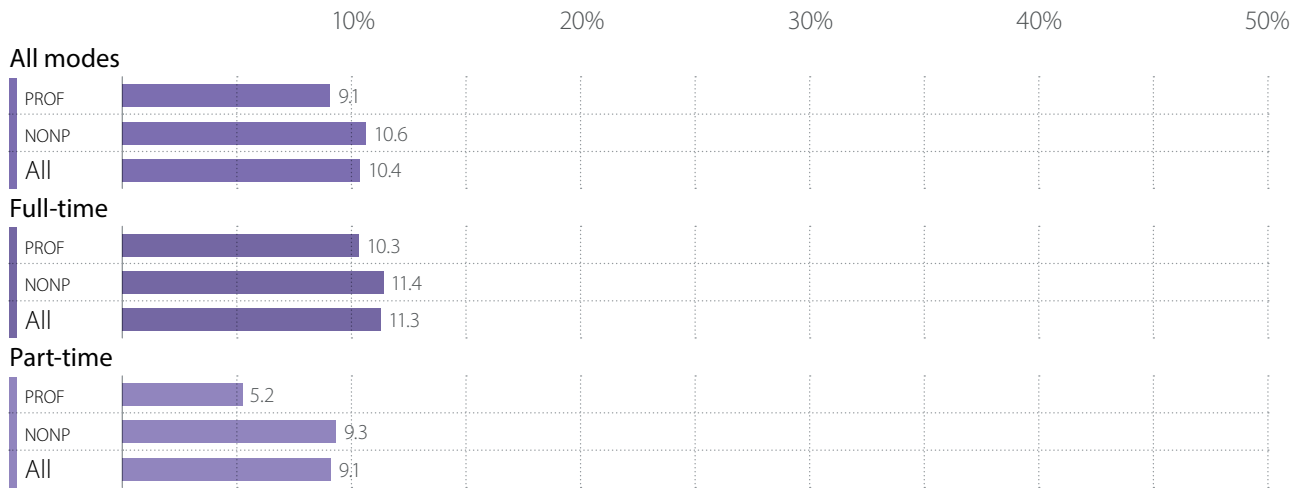
Non-SET

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

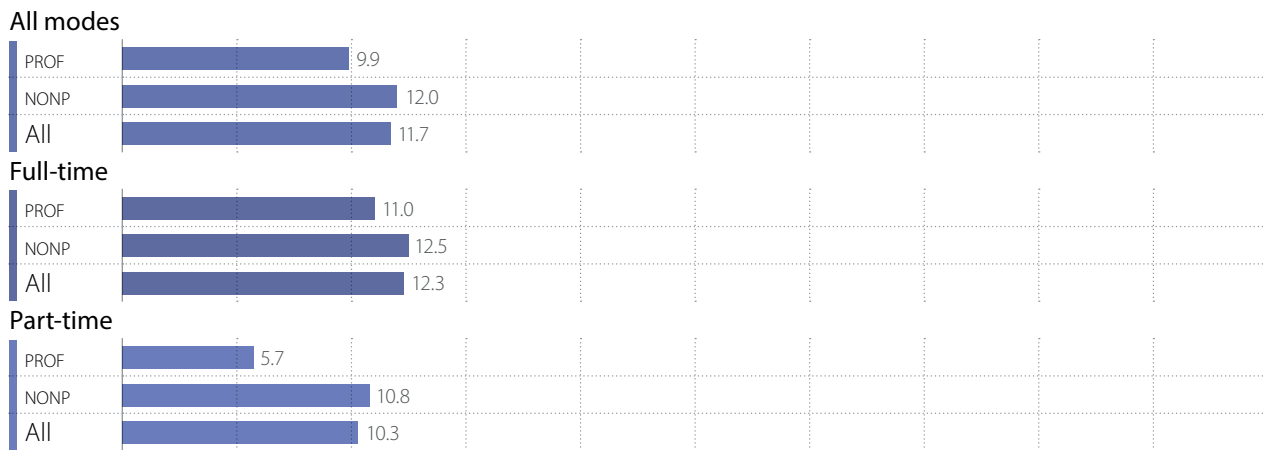
Additional data by ethnic group is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

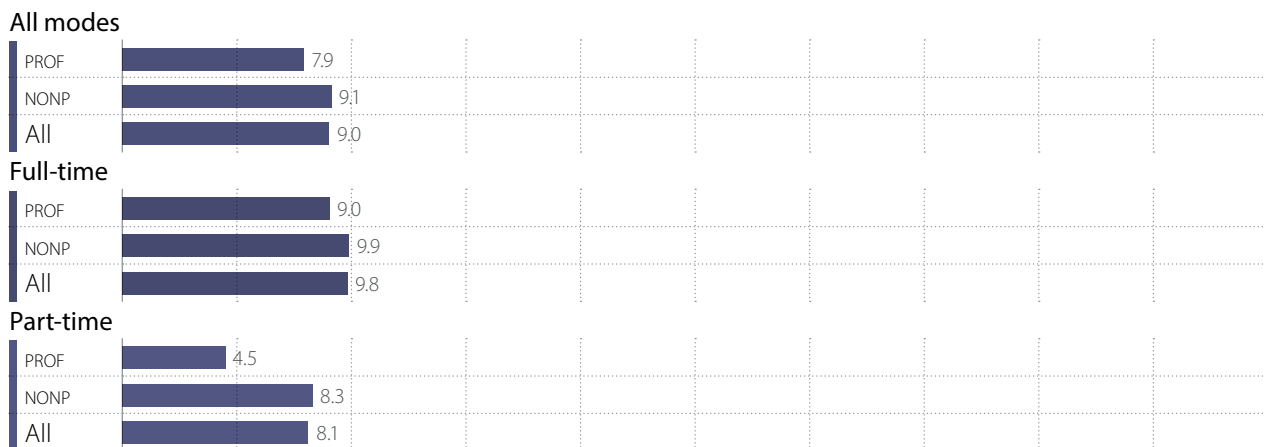
Proportions of staff who were BAME



SET



Non-SET



3.22

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

← Nationality definition: see page 15

← Professorial category definition: see page 20

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

← Mode definition: see page 15

← Ethnicity definition: see page 11

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
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
Full-time									
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

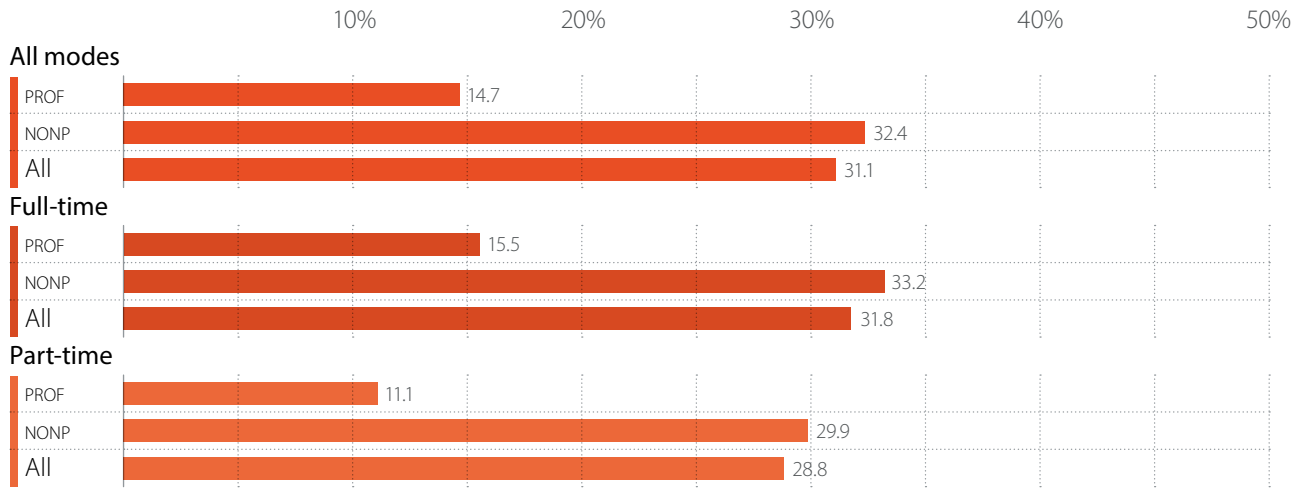
Non-SET

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

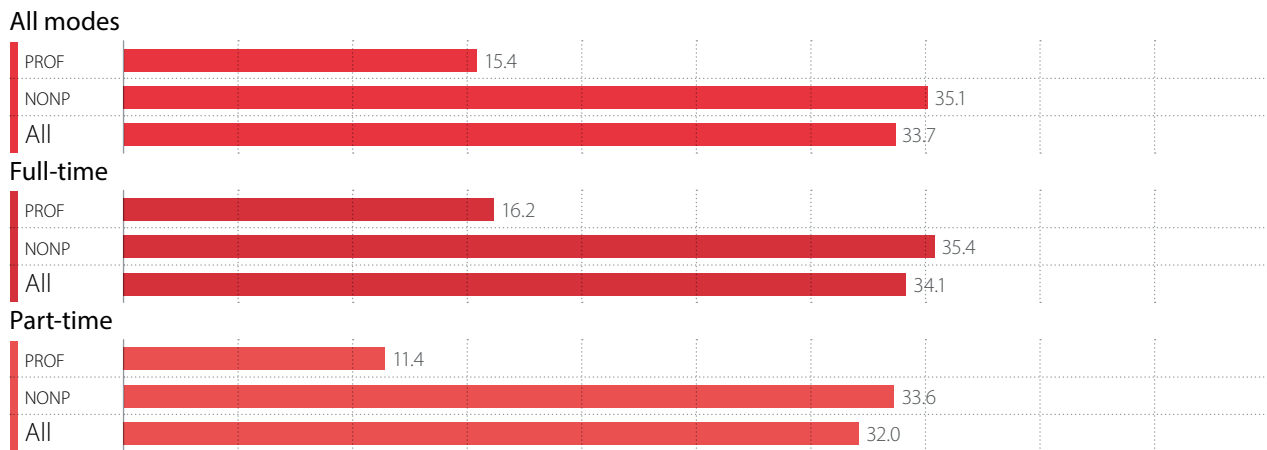
Additional data by ethnic group is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

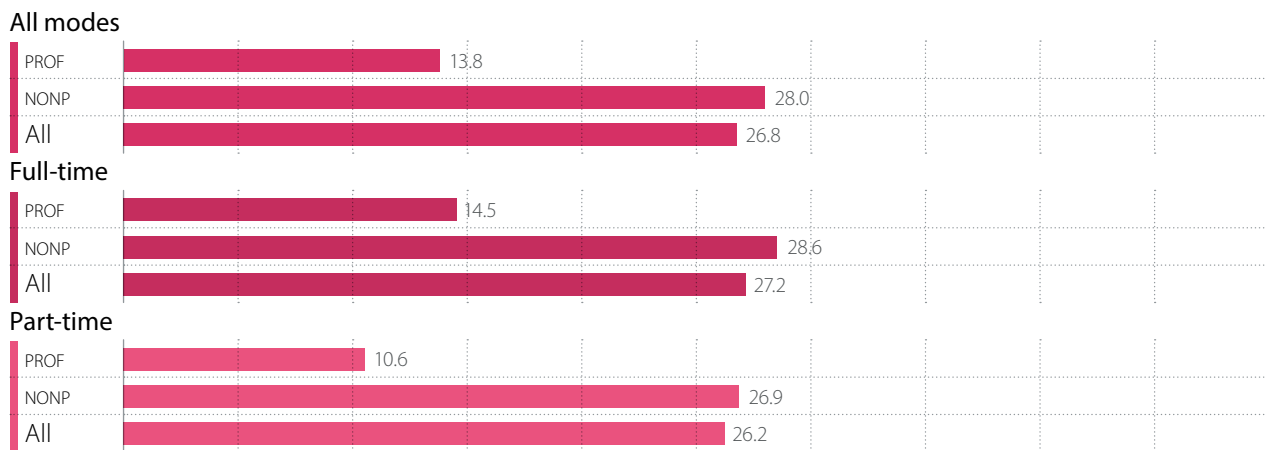
Proportions of staff who were BAME



SET



Non-SET



3.23

Academic staff by senior management category and ethnic group

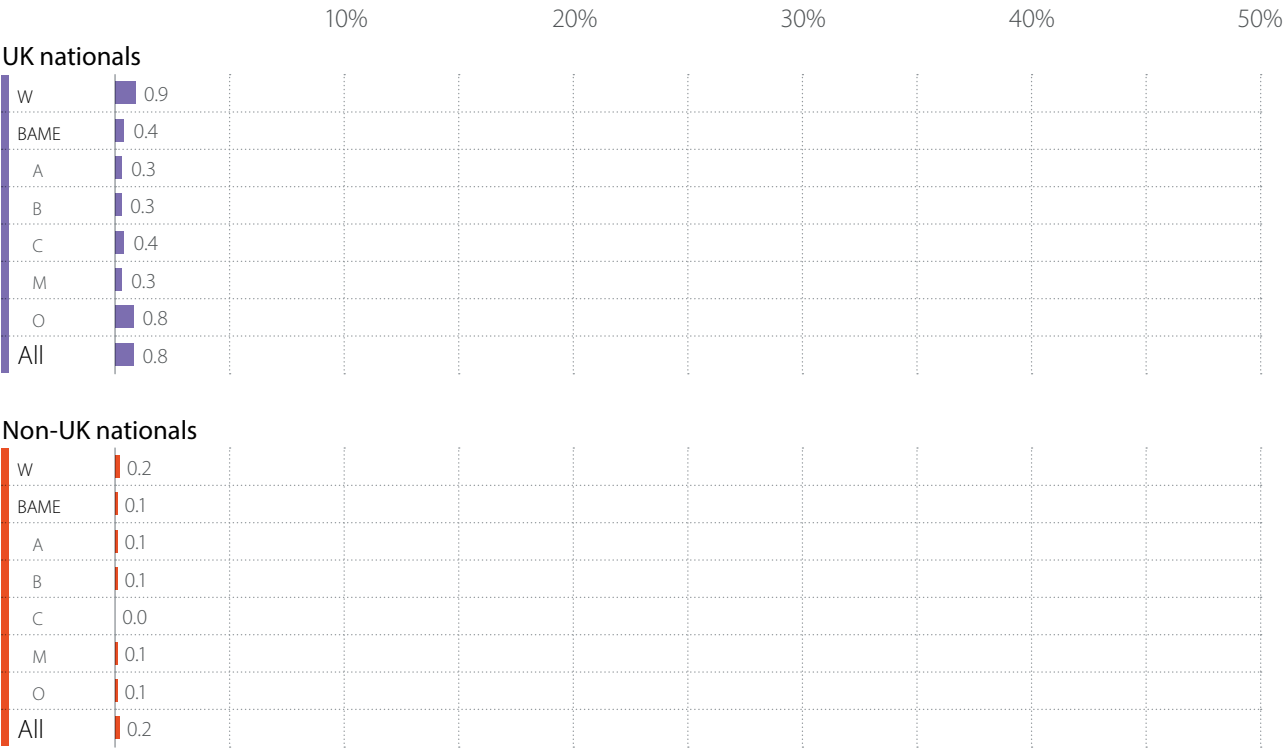
← Nationality
definition:
see page 15

← Senior
management
category
definition:
see page 20

← Ethnicity
definition:
see page 11

		Senior manager			Other academic			All academic staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
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
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



3.24

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

← Nationality
definition:
see page 15

← Senior
management
category
definition:
see page 20

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

← Mode
definition:
see page 15

← Ethnicity
definition:
see page 11

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
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
Full-time									
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

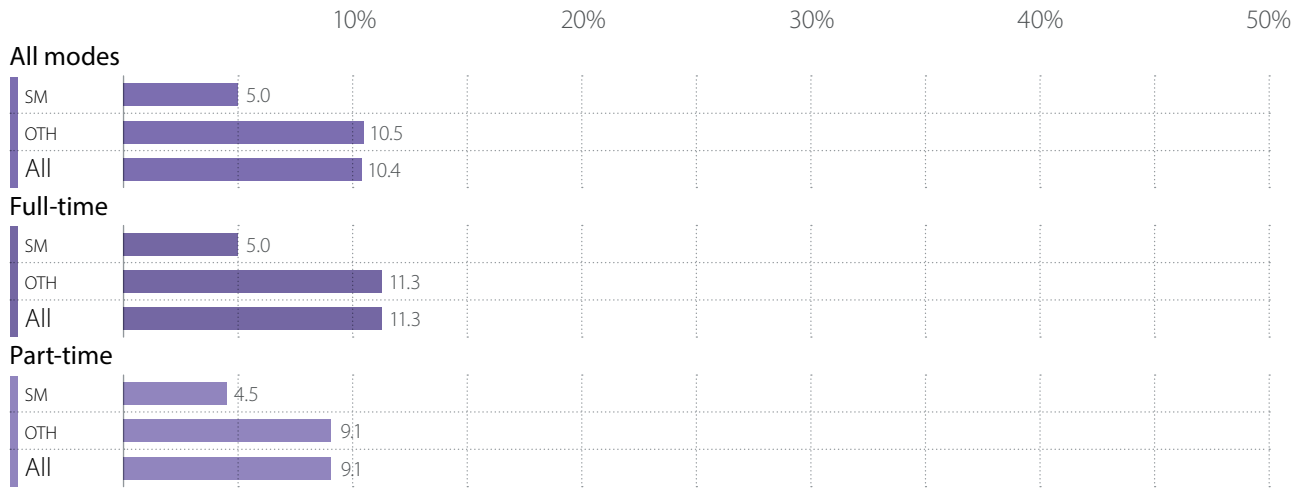
SET

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

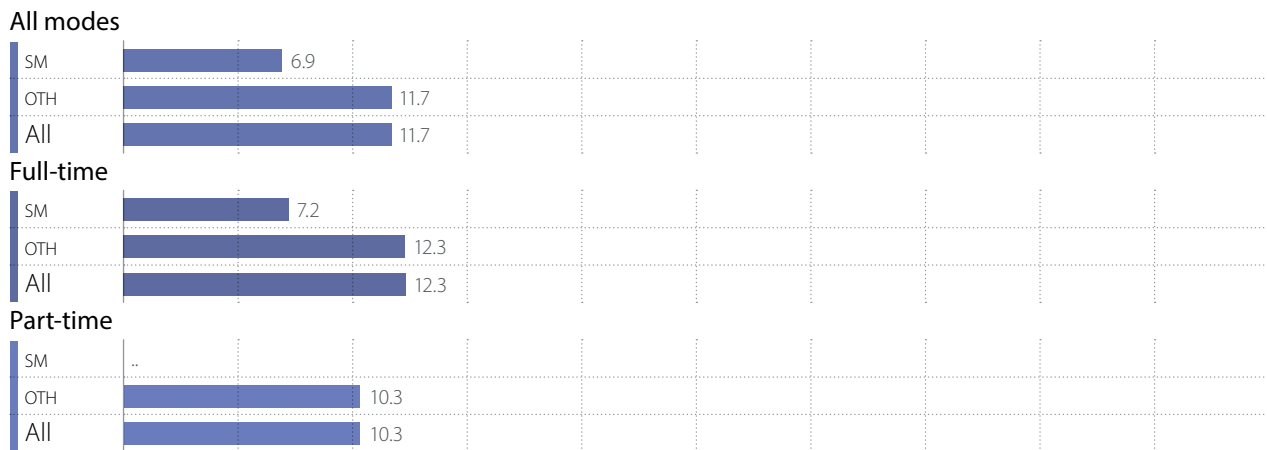
Non-SET

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

Proportions of staff who were BAME



SET



Non-SET



3.25

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

← Nationality definition: see page 15

← Senior management category definition: see page 20

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

← Mode definition: see page 15

← Ethnicity definition: see page 11

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
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
Full-time									
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

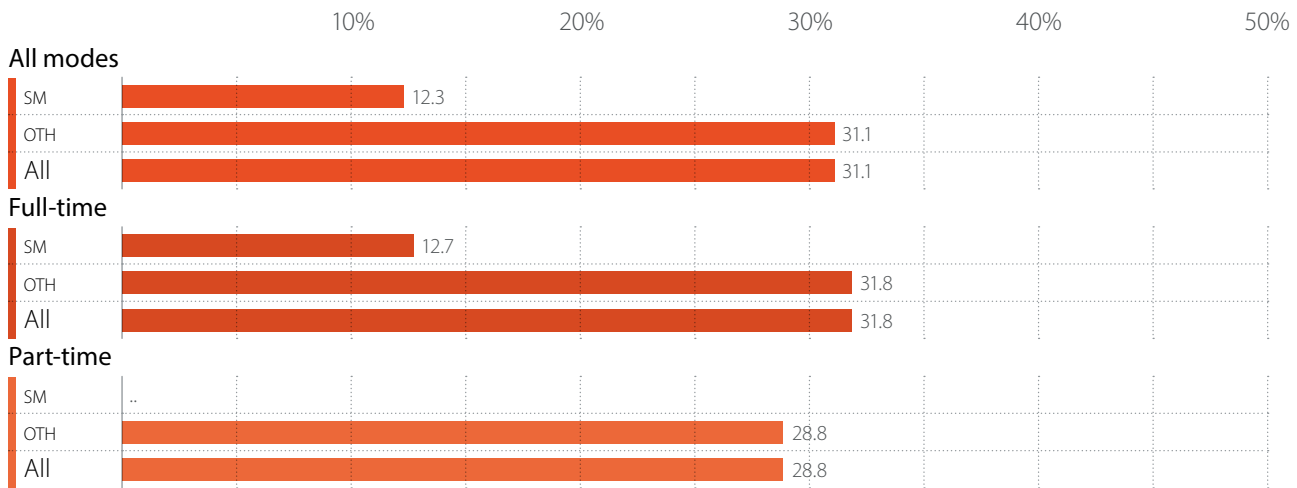
SET

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

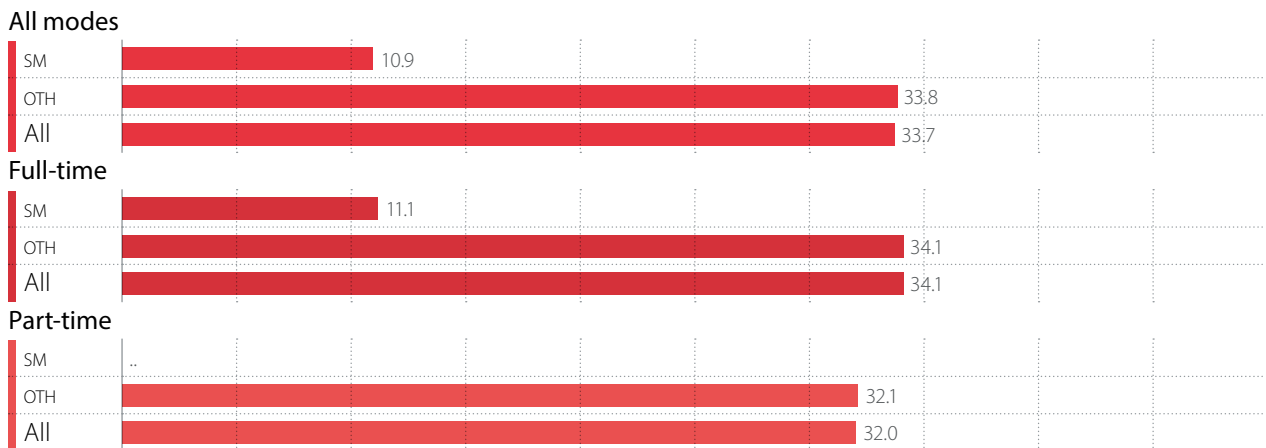
Non-SET

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

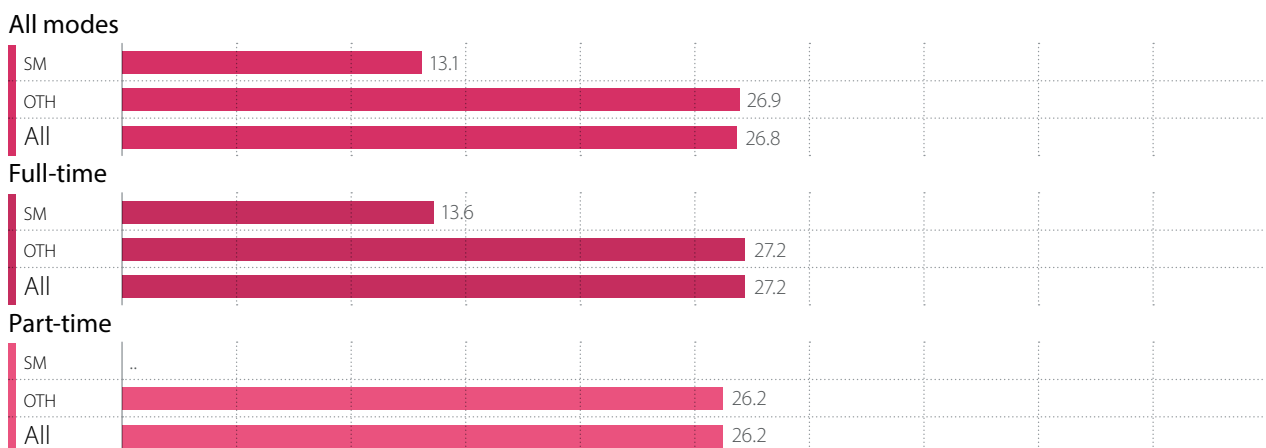
Proportions of staff who were BAME



SET



Non-SET



3.26

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

← Nationality definition: see page 15

← Staff activity definition: see page 14

← Mode definition: see page 15

← Salary range definition: see page 20

← Ethnicity definition: see page 11

UK nationals		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£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
Full-time									
<£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

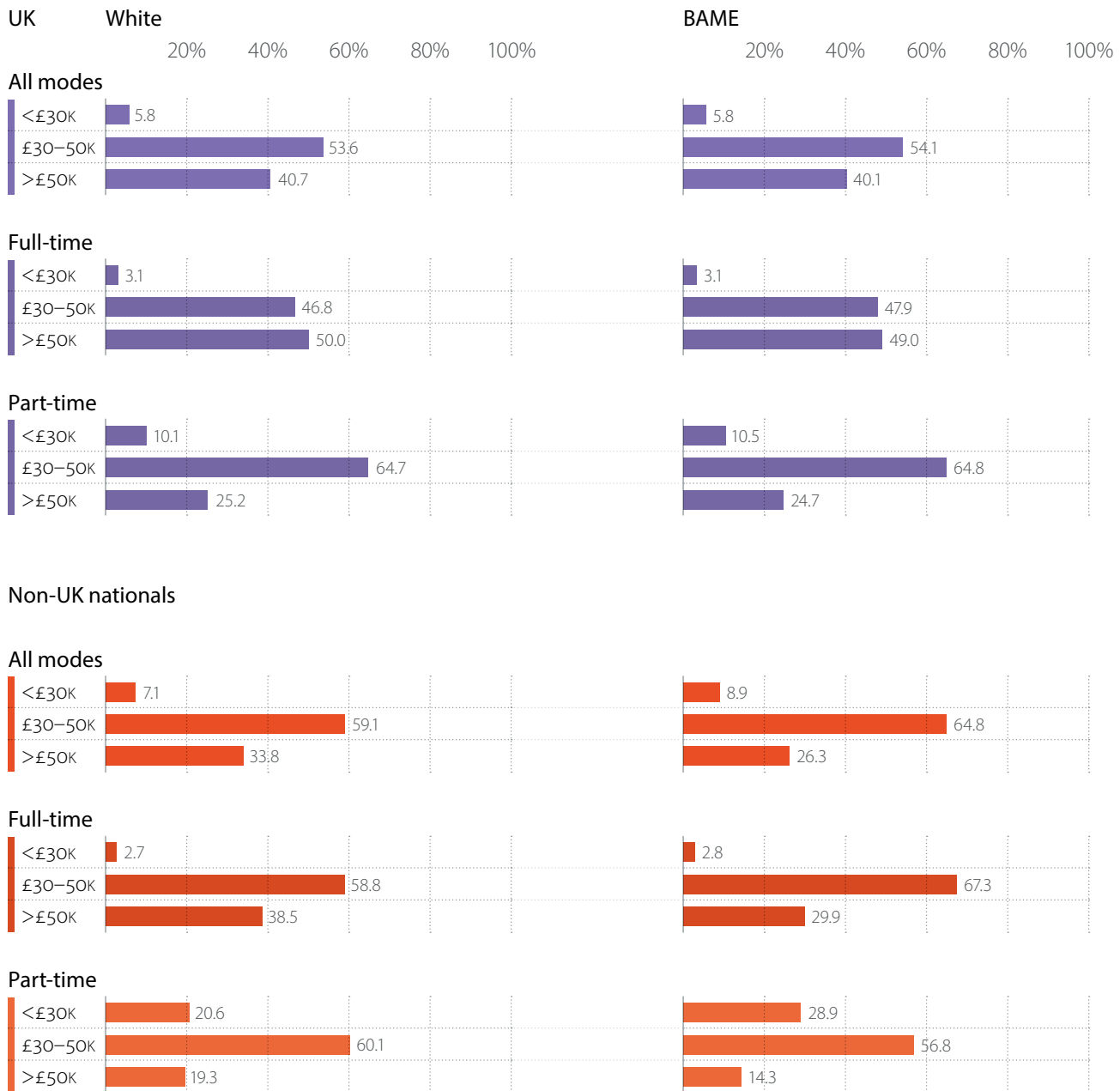
Non-UK nationals

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

Proportions of staff in each salary range



3.27

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

← Nationality definition: see page 15

← Staff activity definition: see page 14

← Mode definition: see page 15

← Salary range definition: see page 20

← Ethnicity definition: see page 11

UK nationals		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£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

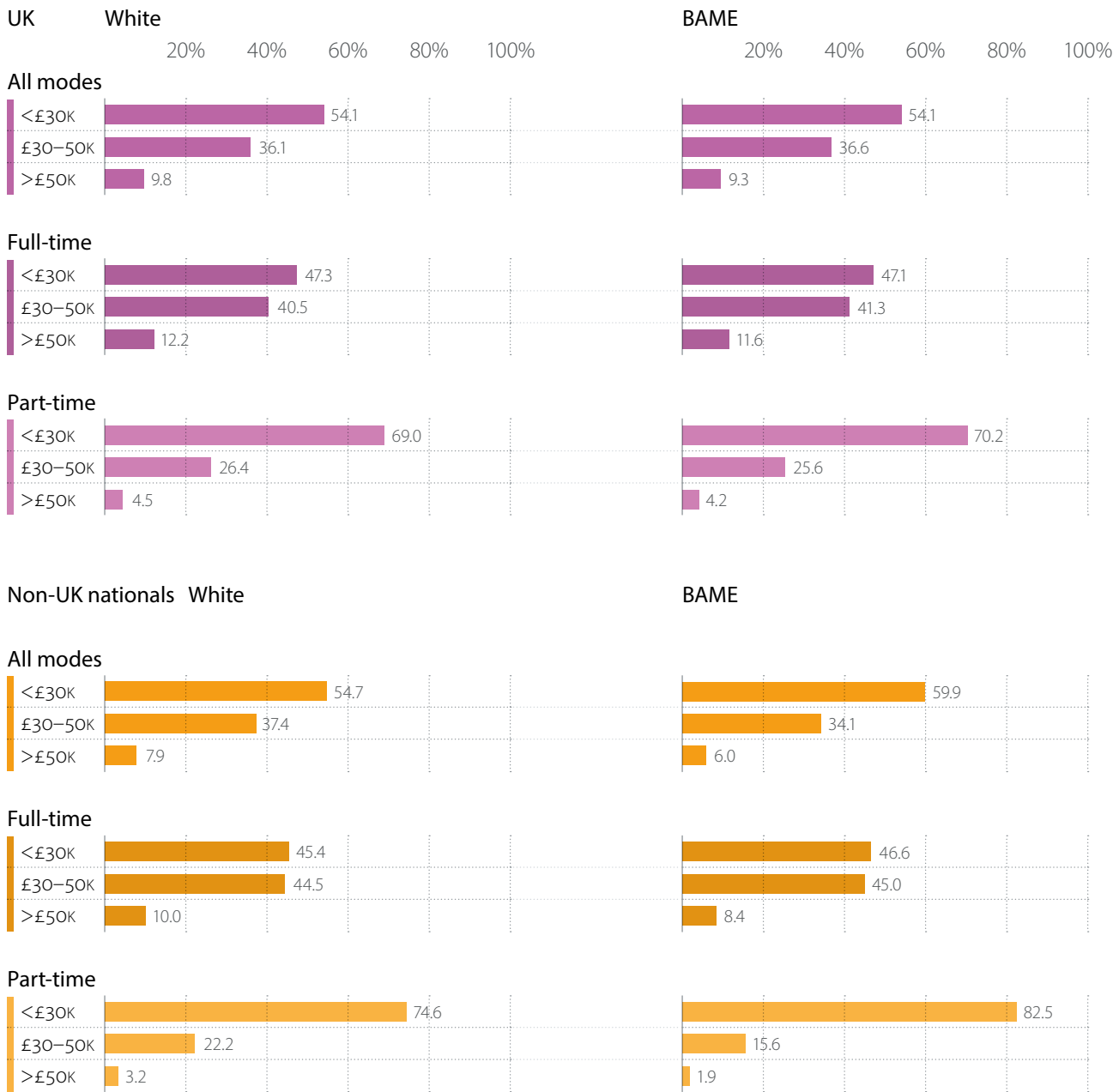
Non-UK nationals

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

Proportions of staff in each salary range



3.28

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

← Nationality
definition:
see page 15

← Academic pay
spine range
definition:
see page 20

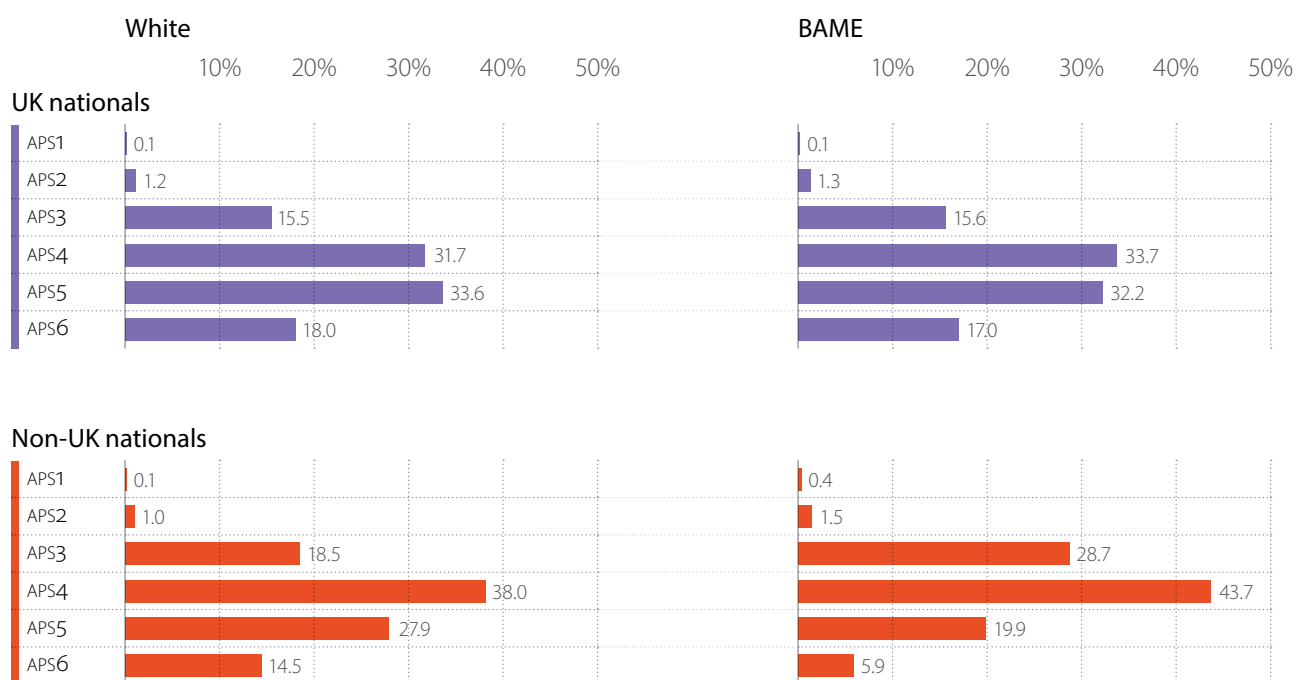
← Ethnicity
definition:
see page 11

		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

Proportions of staff in each academic pay spine



3.29

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

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Staff activity definition: see page 14

← Ethnicity definition: see page 11

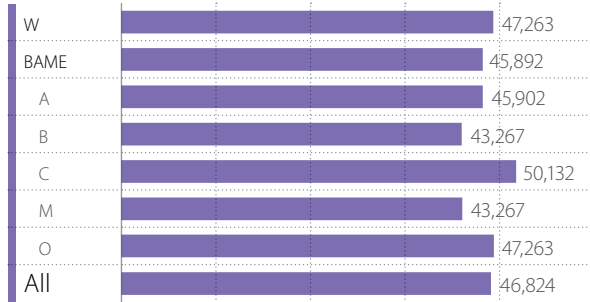
		Academic staff	Professional and support	All staff
		£	£	£
UK nationals				
W	White	47,263	28,660	36,261
BAME	BAME total	45,892	28,705	36,261
A	Asian	45,902	29,323	35,459
B	Black	43,267	27,830	33,199
C	Chinese	50,132	31,752	42,701
M	Mixed	43,267	27,863	35,211
O	Other	47,263	30,117	40,322
All	All staff	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

Academic staff

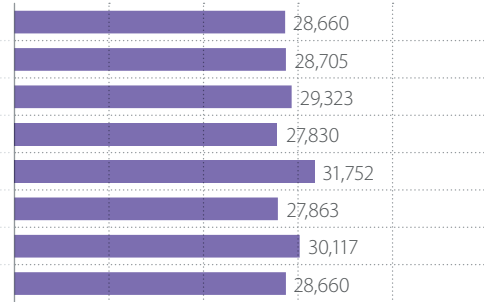
£10,000 £20,000 £30,000 £40,000 £50,000

UK nationals

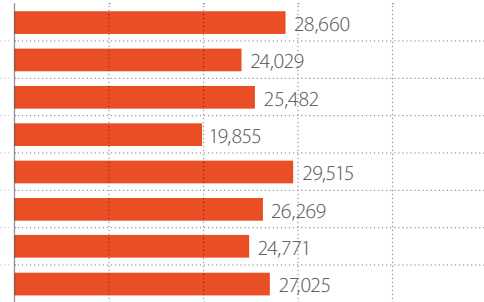
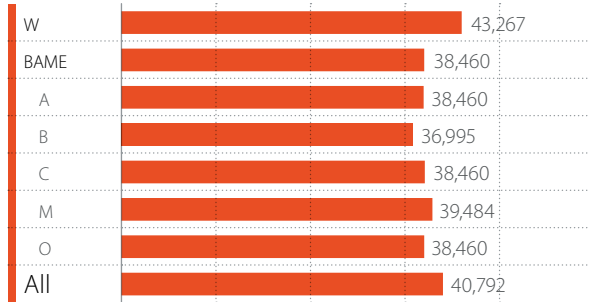


Professional and support staff

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



Non-UK nationals



3.30

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

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

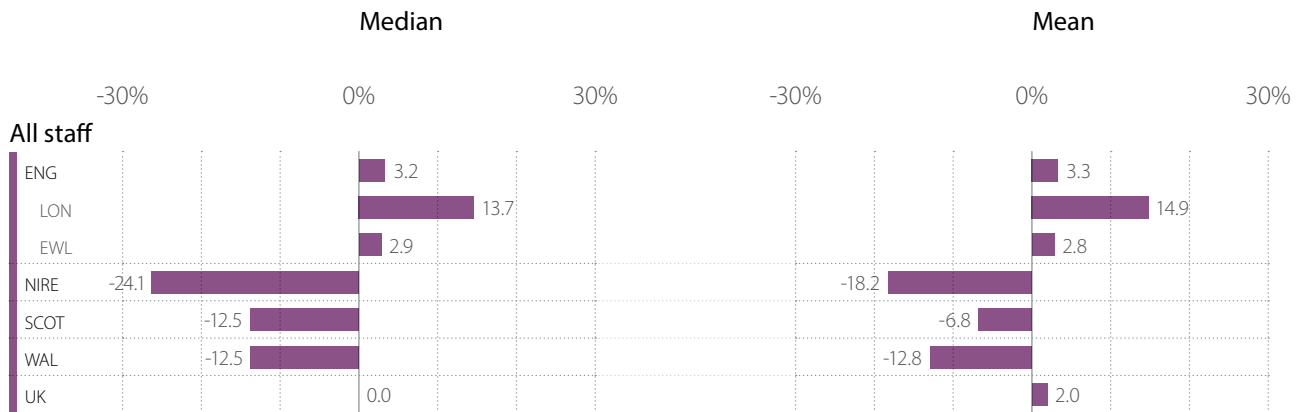
← Country of institution definition: see page 15

← Staff activity definition: see page 14

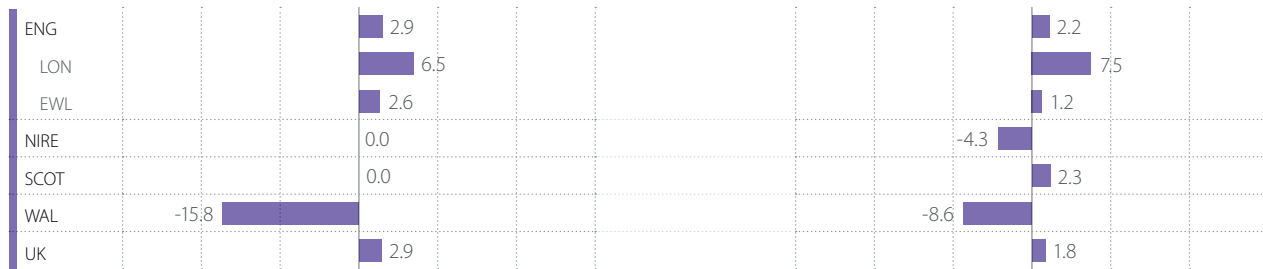
← Ethnicity definition: see page 11

			Median			Mean		
			White	BAME	Gap	White	BAME	Gap
			£	£	%	£	£	%
All 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
Academic staff								
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
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

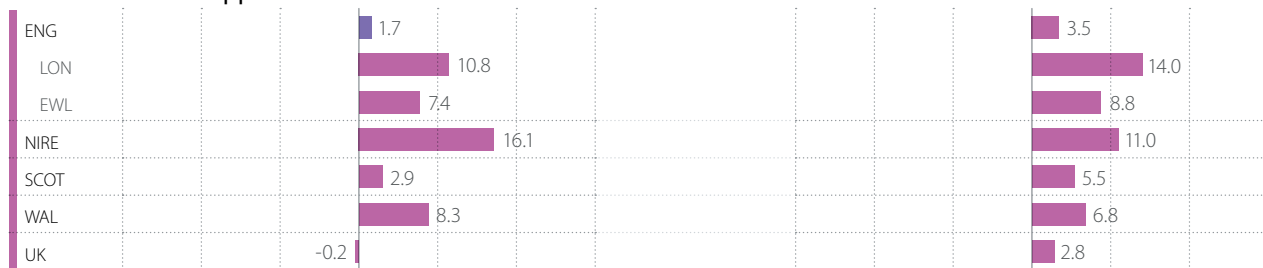
Ethnicity pay gaps



Academic staff



Professional and support staff



3.31

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

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

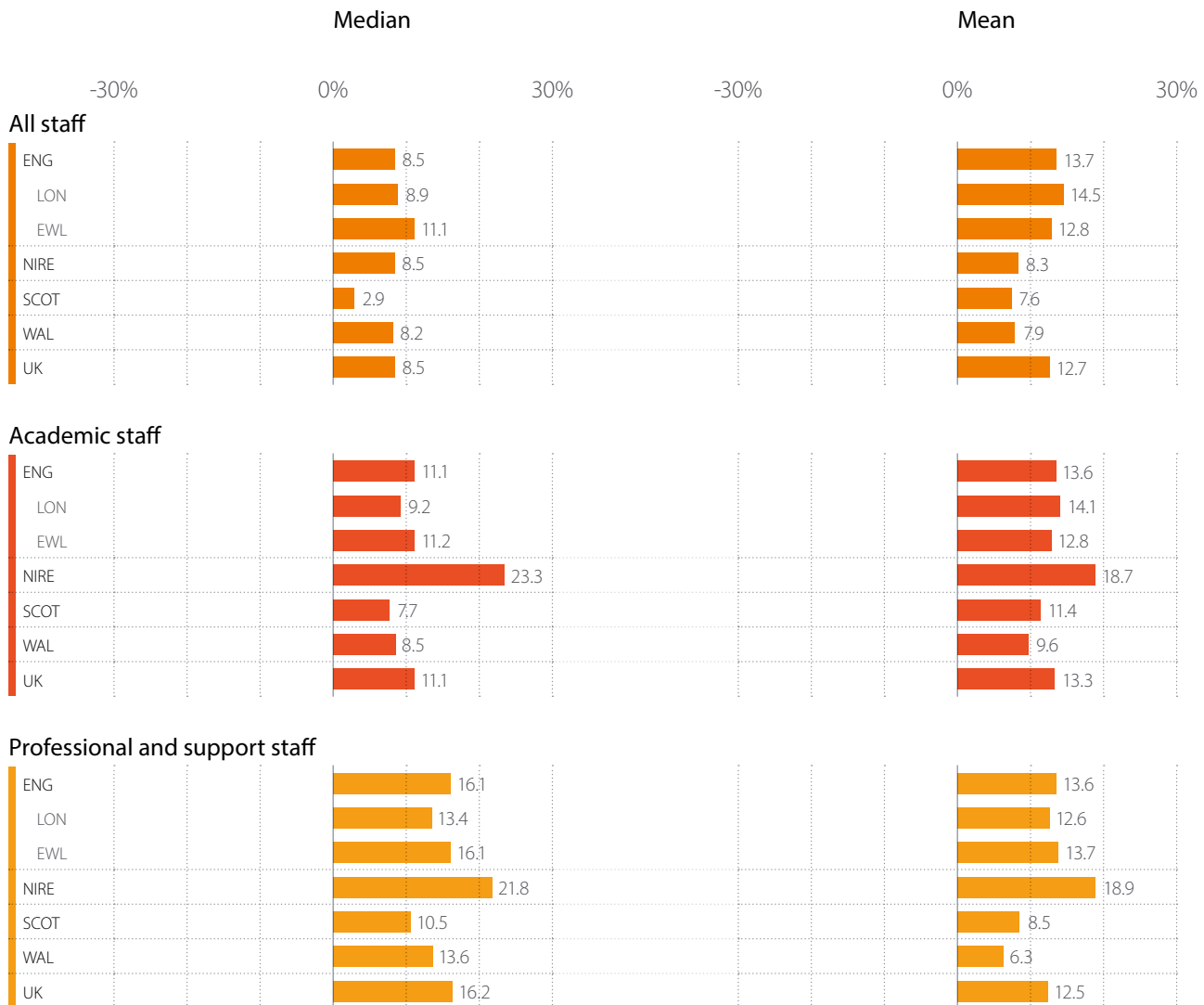
← Country of institution definition: see page 15

← Staff activity definition: see page 14

← Ethnicity definition: see page 11

			Median			Mean		
			White	BAME	Gap	White	BAME	Gap
			£	£	%	£	£	%
All 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
Academic staff								
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
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

Ethnicity pay gaps



3.32

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

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

← Occupational group definition: see page 18

← Ethnicity definition: see page 11

UK nationals		Median			Mean		
		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

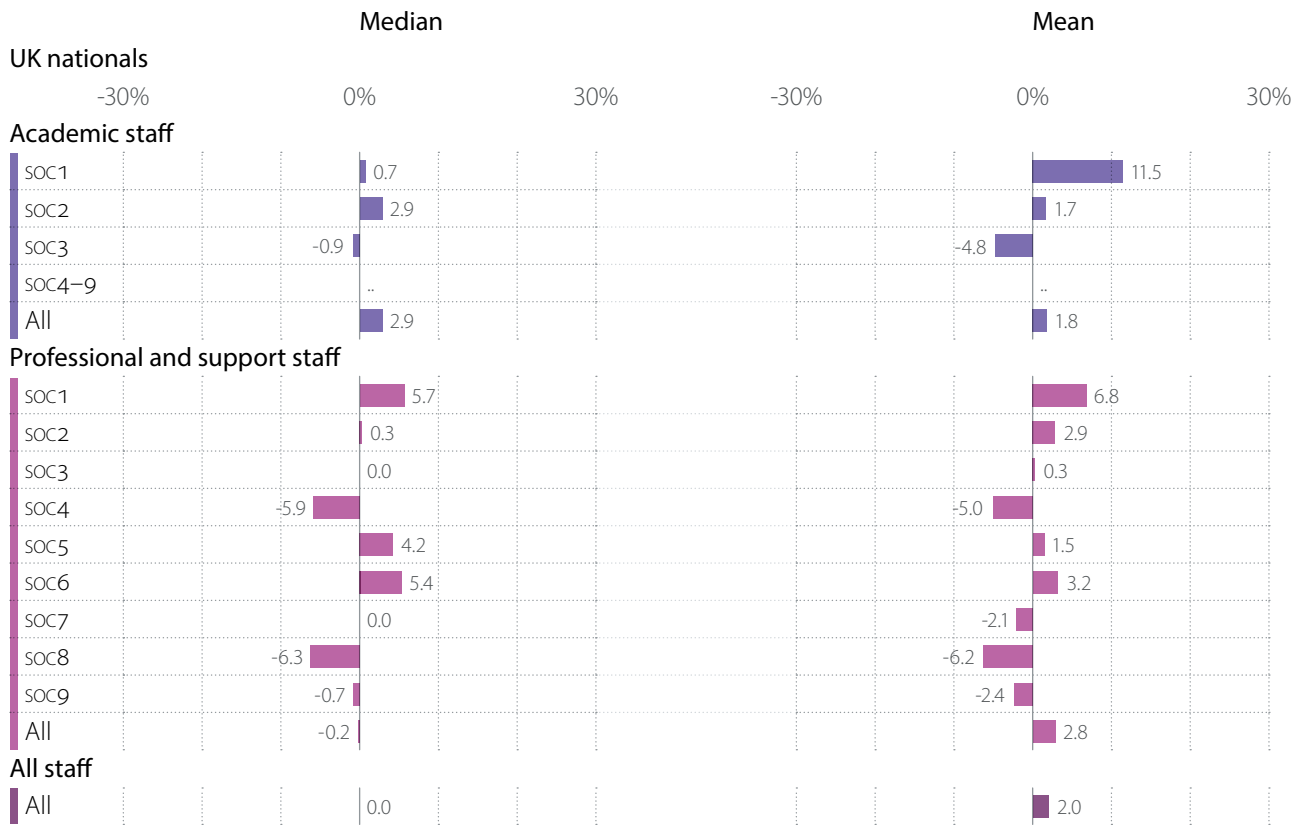
Professional and support staff

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

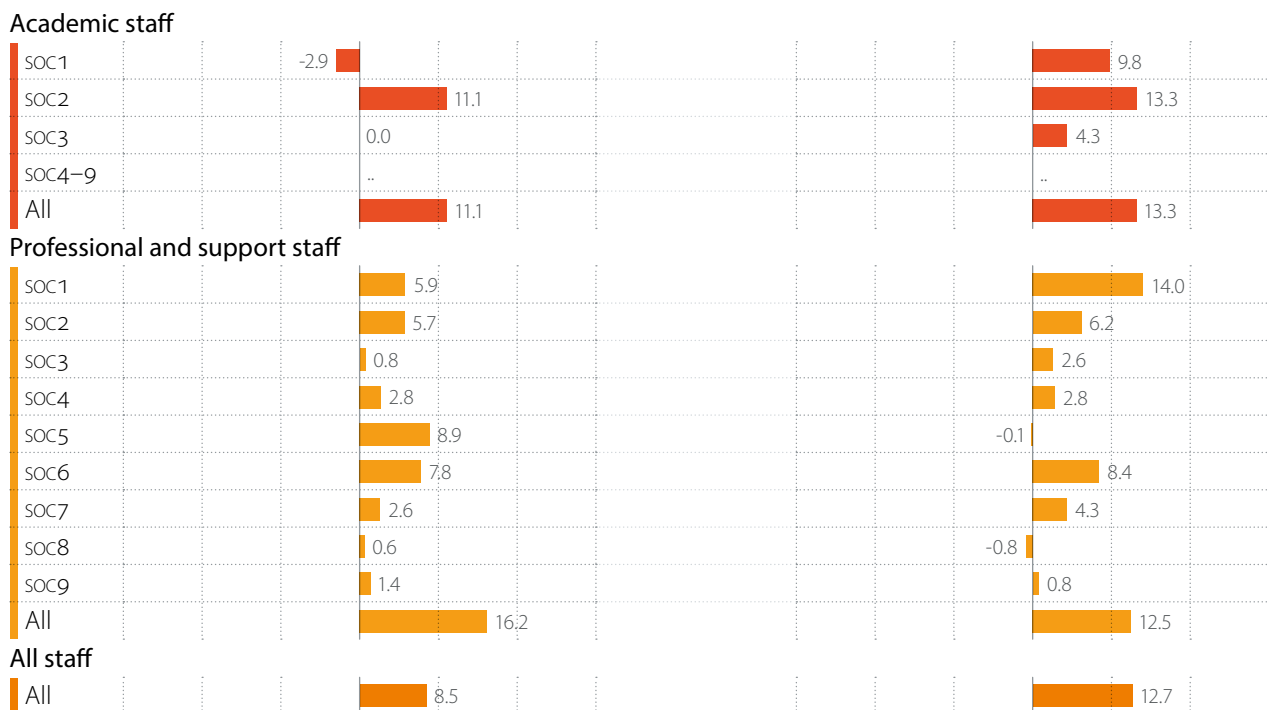
All staff

All	All staff	39,609	36,261	8.5	43,598	38,063	12.7
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Ethnicity pay gaps



Non-UK nationals



3.33

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

← Nationality definition: see page 15

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

← Professorial category definition: see page 20

← Country of institution definition: see page 15

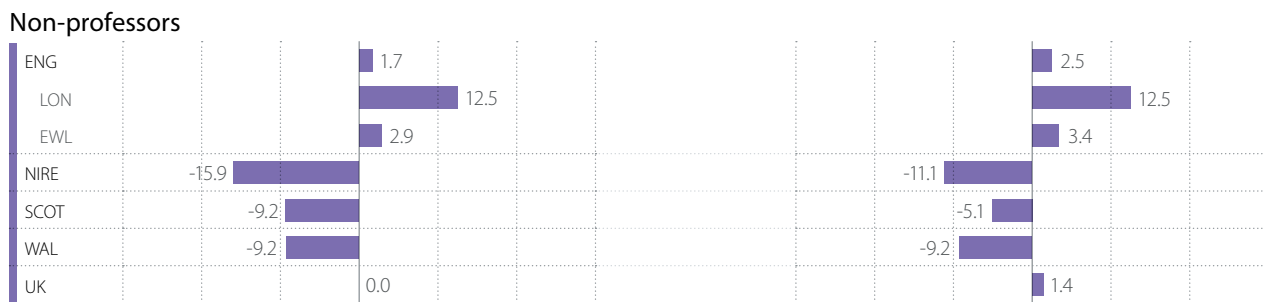
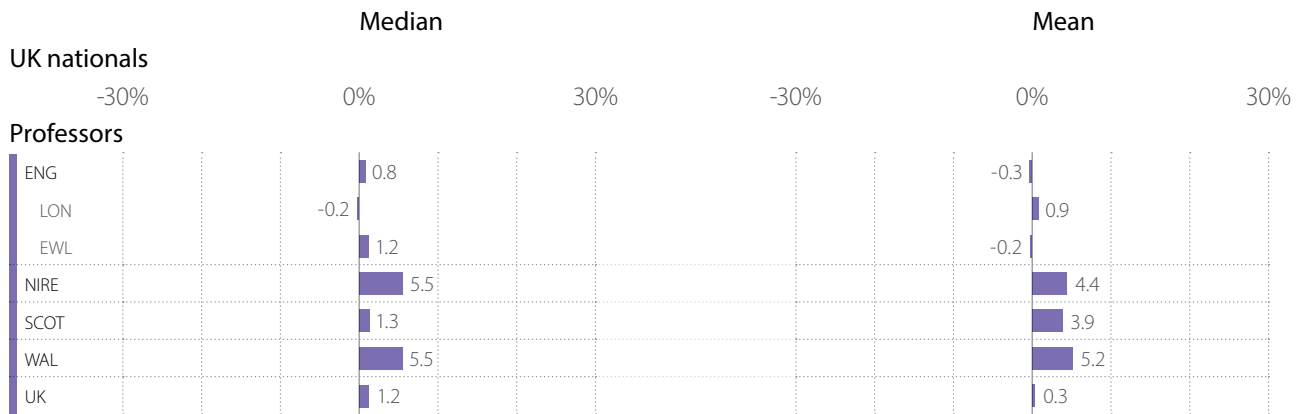
← Ethnicity definition: see page 11

UK nationals		Median			Mean		
		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

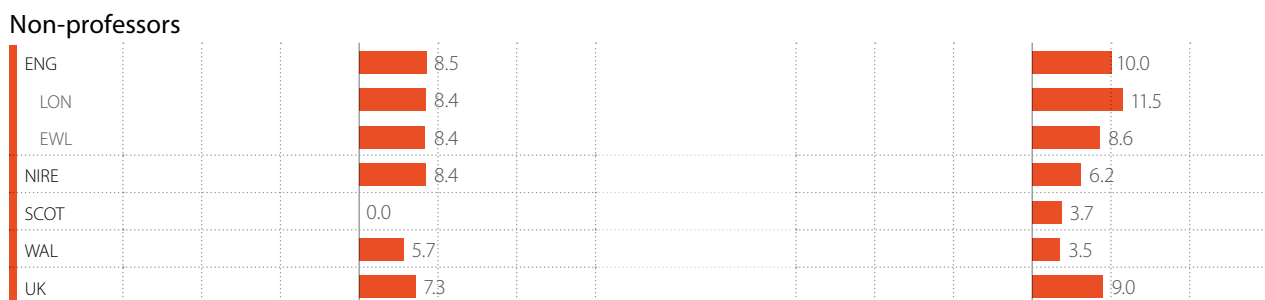
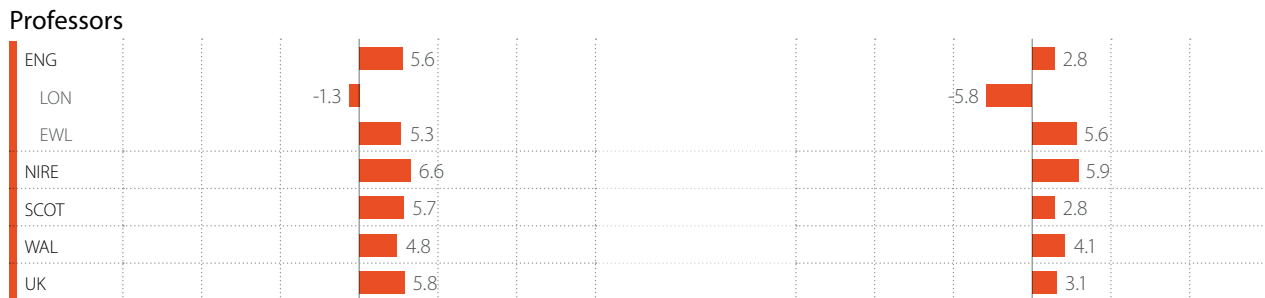
Non-UK nationals

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



Non-UK nationals



3.34

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

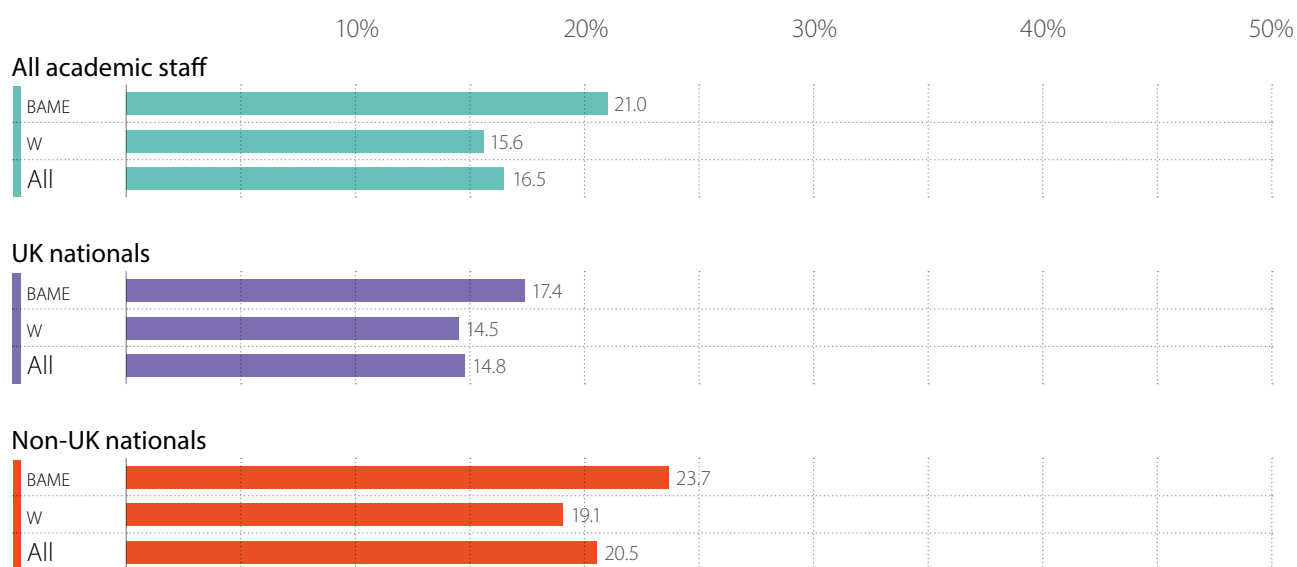
← Nationality
definition:
see page 15

← Academic
contract
definition:
see page 18

← Ethnicity
definition:
see page 11

		Leavers		Known destination		Unknown destination		All staff
		(proportion of all staff)		(proportion of leavers)		(proportion of leavers)		
		No.	%	No.	→ %	No.	→ %	No.
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
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



3.35

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

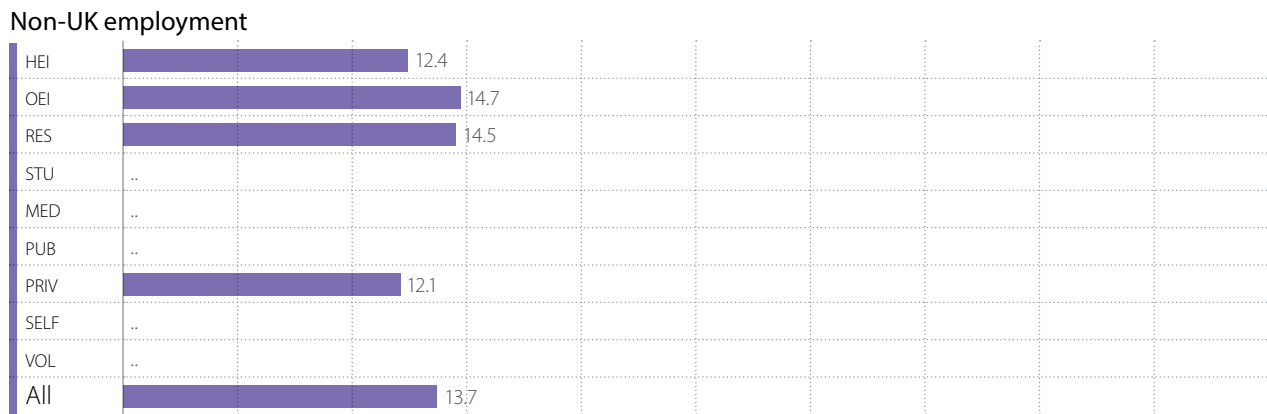
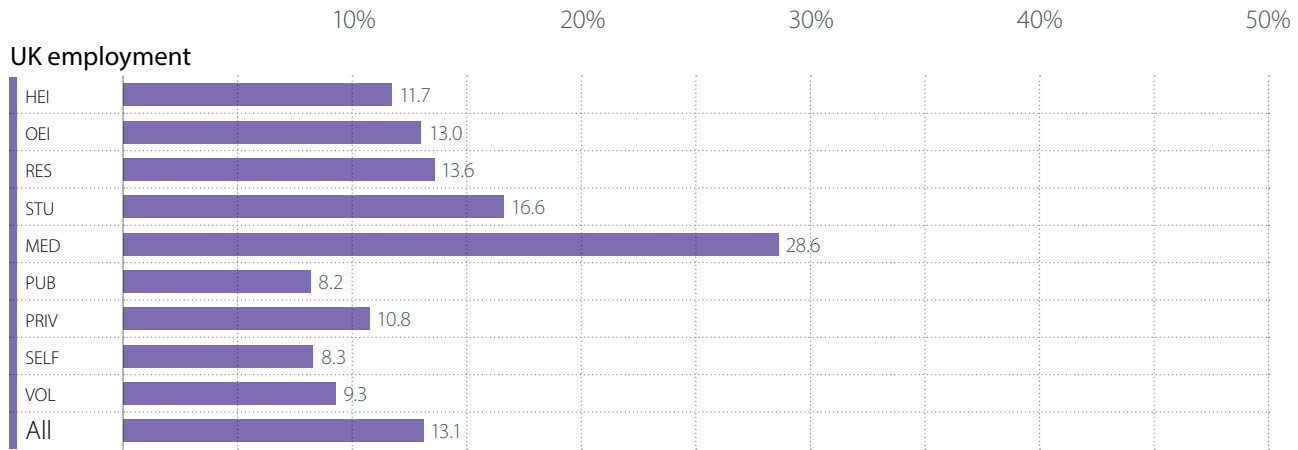
← Nationality
definition:
see page 15

← Academic
contract
definition:
see page 18

← Ethnicity
definition:
see page 11

		White			BAME			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
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
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

Proportions of leavers who were BAME



3.36

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

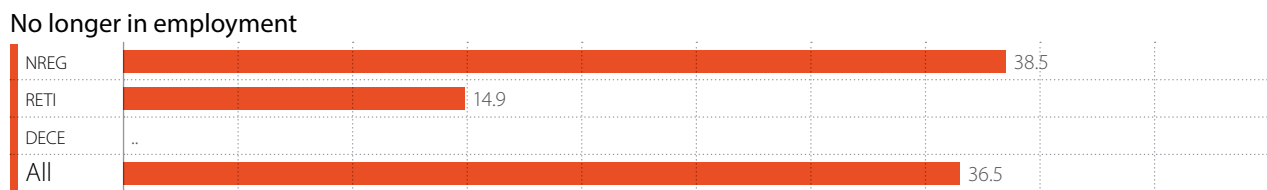
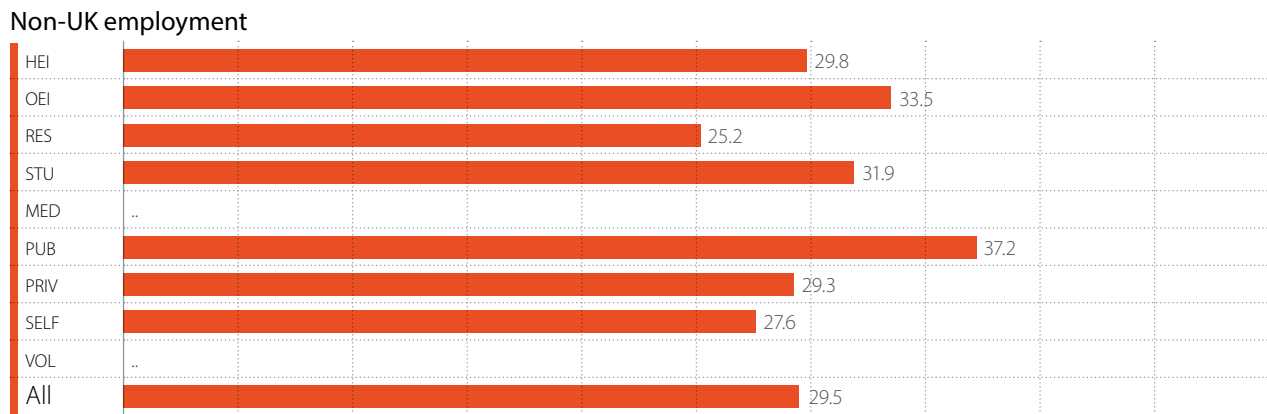
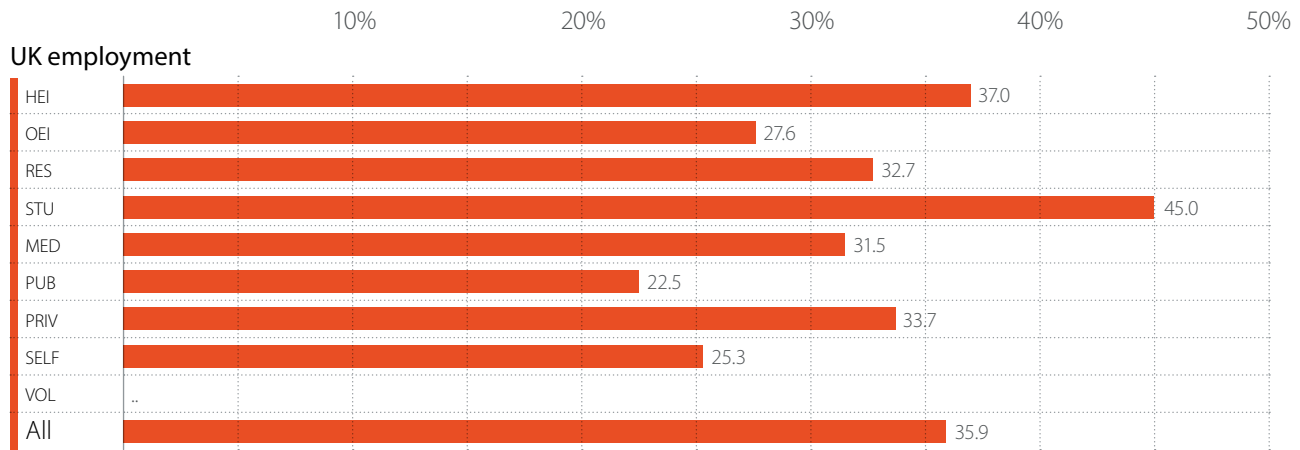
← Nationality
definition:
see page 15

← Academic
contract
definition:
see page 18

← Ethnicity
definition:
see page 11

		White			BAME			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
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
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



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/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** section.

4.1 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.

4.2 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.

4.3 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).

4.4–4.6 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).

4.11 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).

4.12–4.13 SET subject areas: A gender divide was present between SET and non-SET subjects: more male academics were employed in SET subjects (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).

4.14 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).

4.15 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%).

4.16 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.

4.17–4.18 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 ($\geq$ £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).

4.21 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).

4.22 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.

4.23 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%).

4.24 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.

4.1

Staff by country of institution and gender

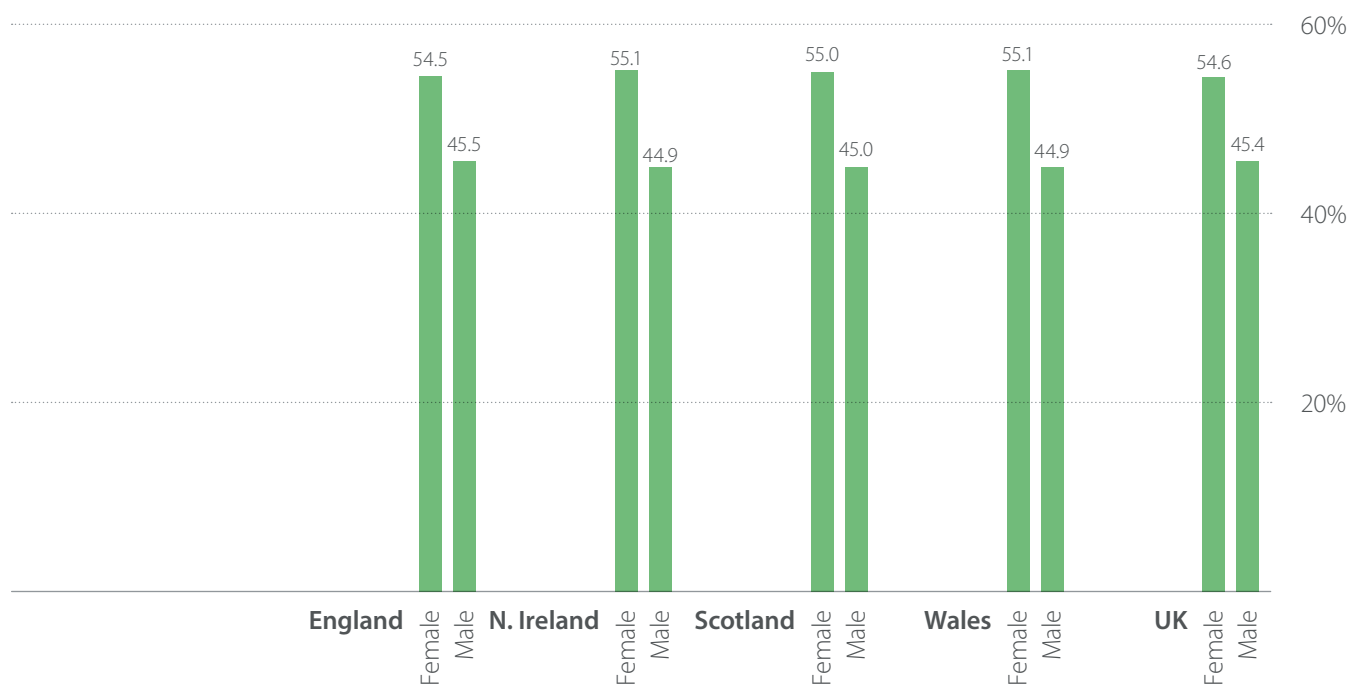
	England		N. Ireland		Scotland		Wales		UK	
	No.	%	No.	%	No.	%	No.	%	No.	%
Female	197,620	54.5	3,905	55.1	27,205	55.0	11,485	55.1	240,215	54.6
Male	164,710	45.5	3,185	44.9	22,305	45.0	9,380	44.9	199,575	45.4
All staff	362,330	100.0	7,090	100.0	49,510	100.0	20,865	100.0	439,790	100.0

← Country of institution definition: see page 15

← Gender definition: see page 12

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



4.2

Profile of staff over time by activity and gender

← Staff activity
definition:
see page 14

← Gender
definition:
see page 12

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	

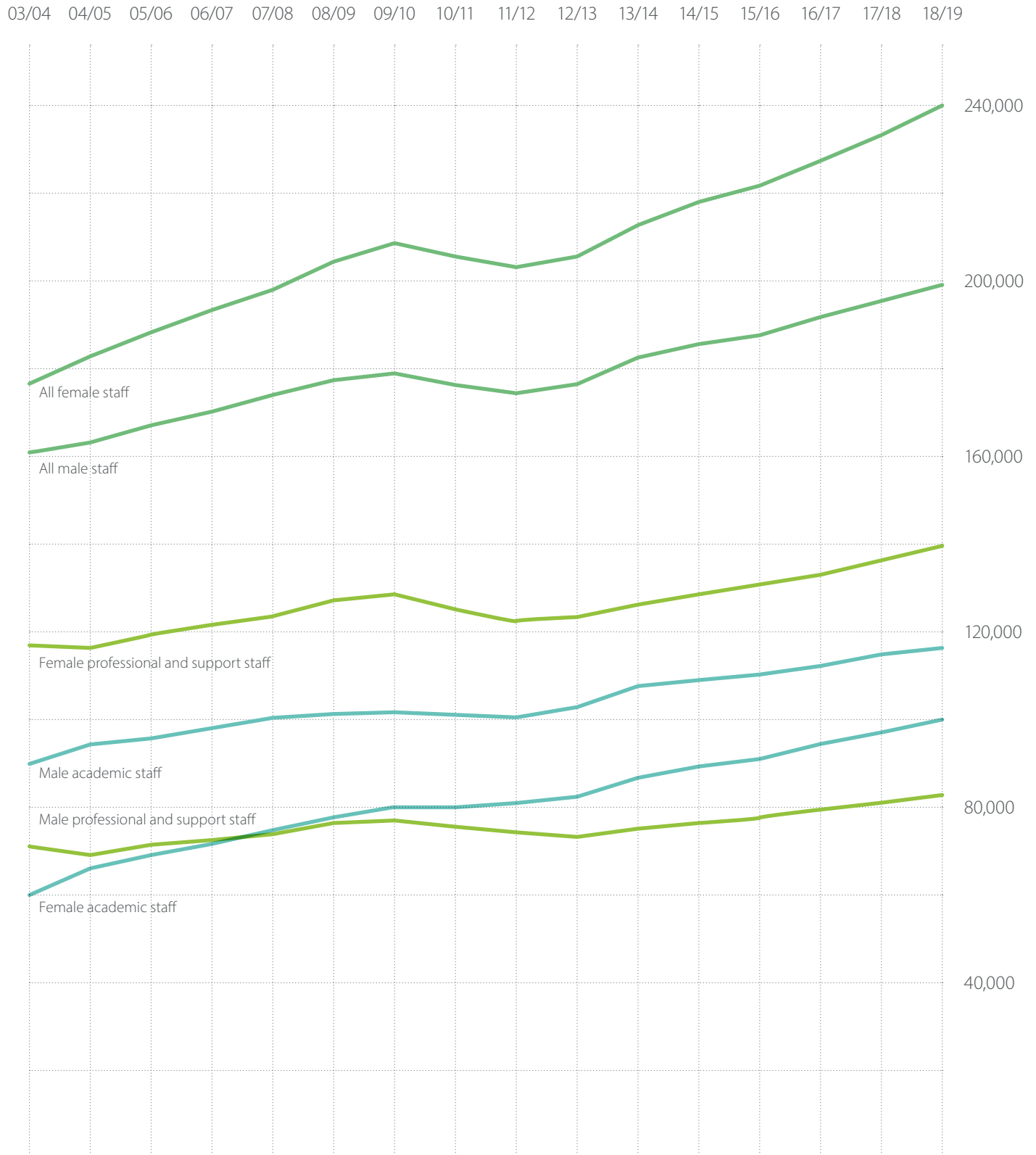
Academic staff

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



Additional data by subject area is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

4.3

Staff by activity, mode and gender

← Staff activity definition: see page 14

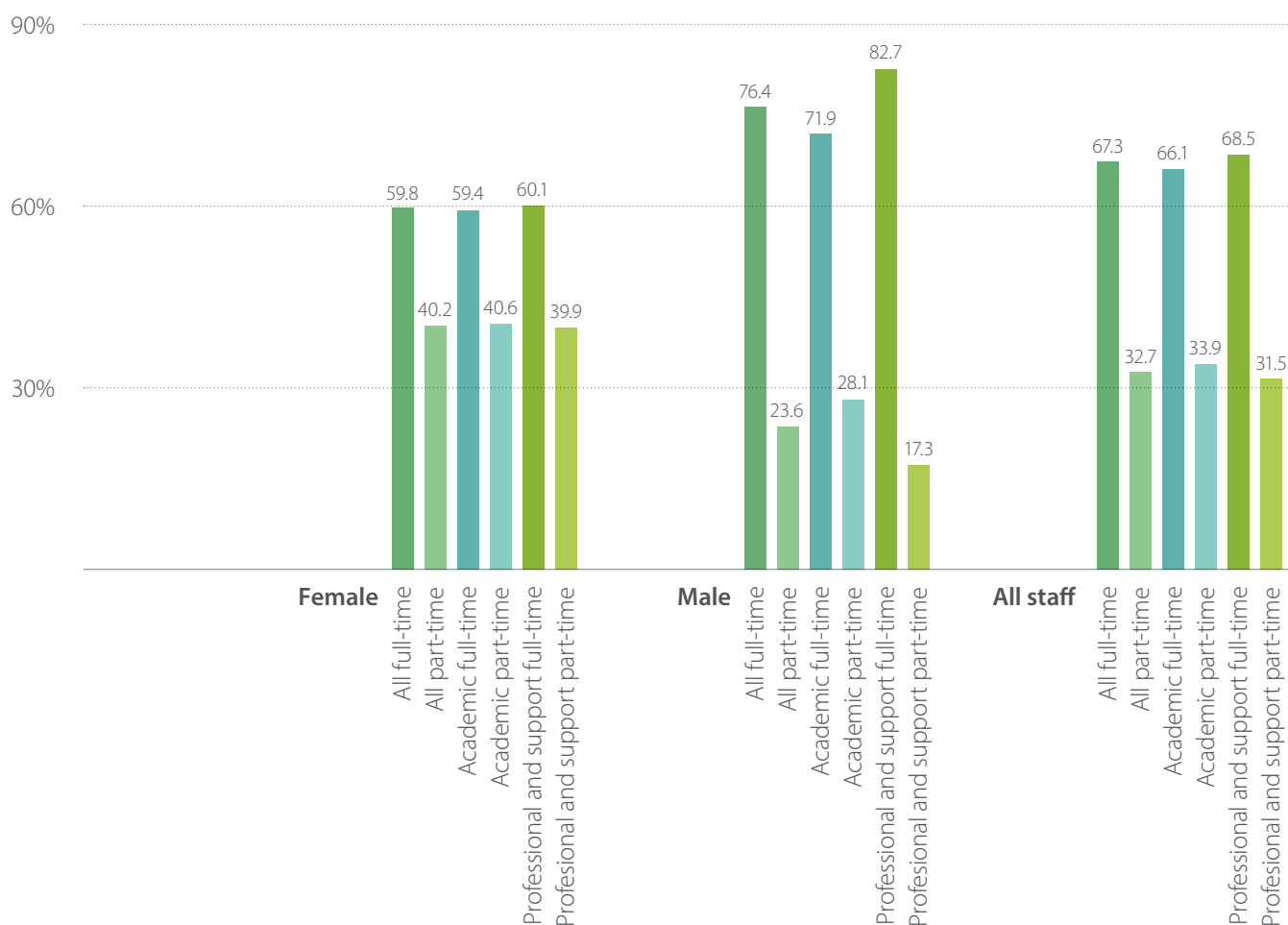
← Mode definition: see page 15

← Gender definition: see page 12

	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	96,550	40.2	67.2	47,185	23.6	32.8	143,730	32.7	
All modes	240,215	100.0	54.6	199,575	100.0	45.4	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



4.4

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	57,495	23.9	53.8	49,275	24.7	46.2	106,775	24.3
All contracts	240,215	100.0	54.6	199,575	100.0	45.4	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

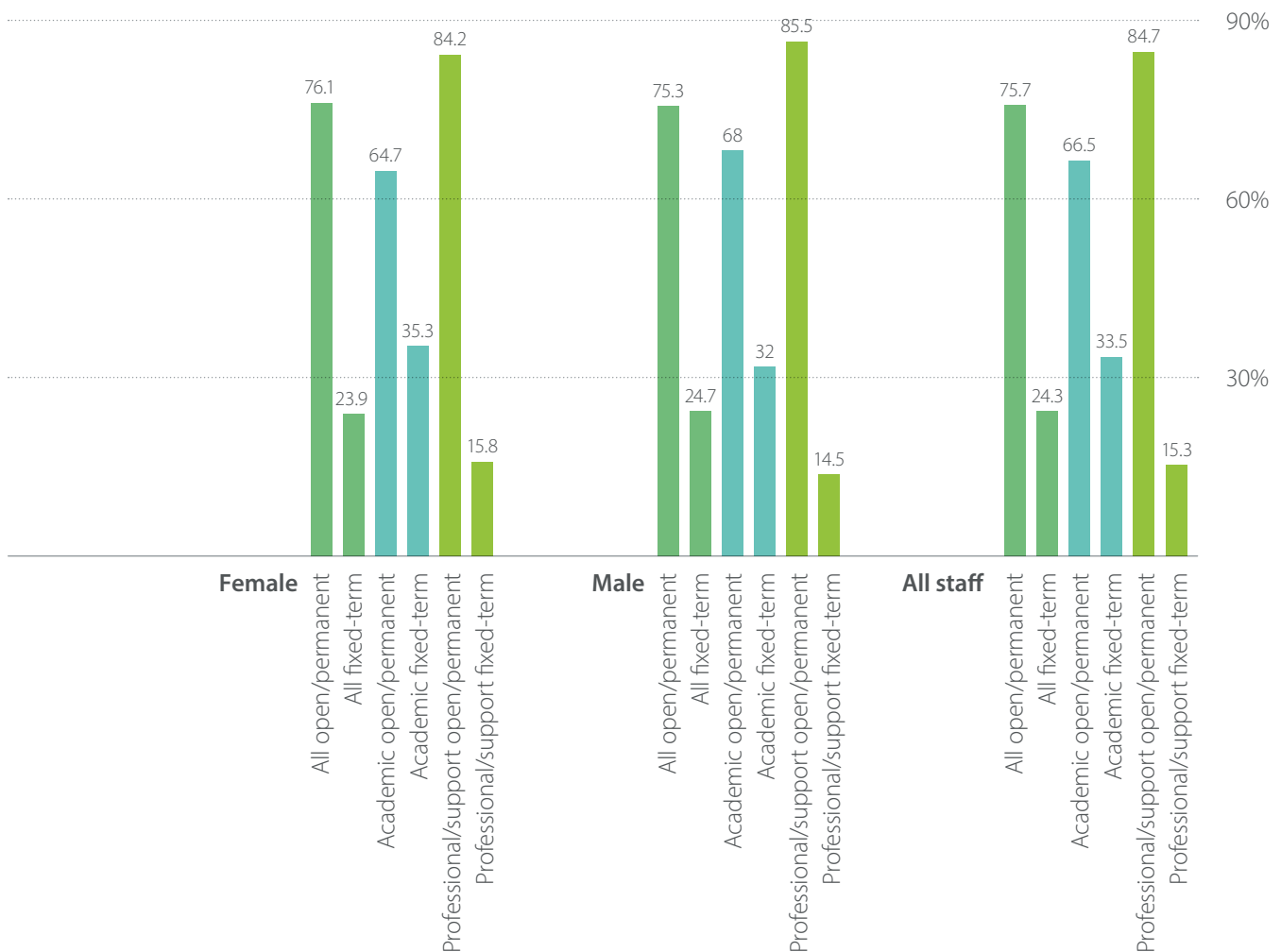
← Staff activity definition: see page 14

← Contract type definition: see page 15

← Gender definition: see page 12

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



4.5

Academic staff by mode, contract type and gender

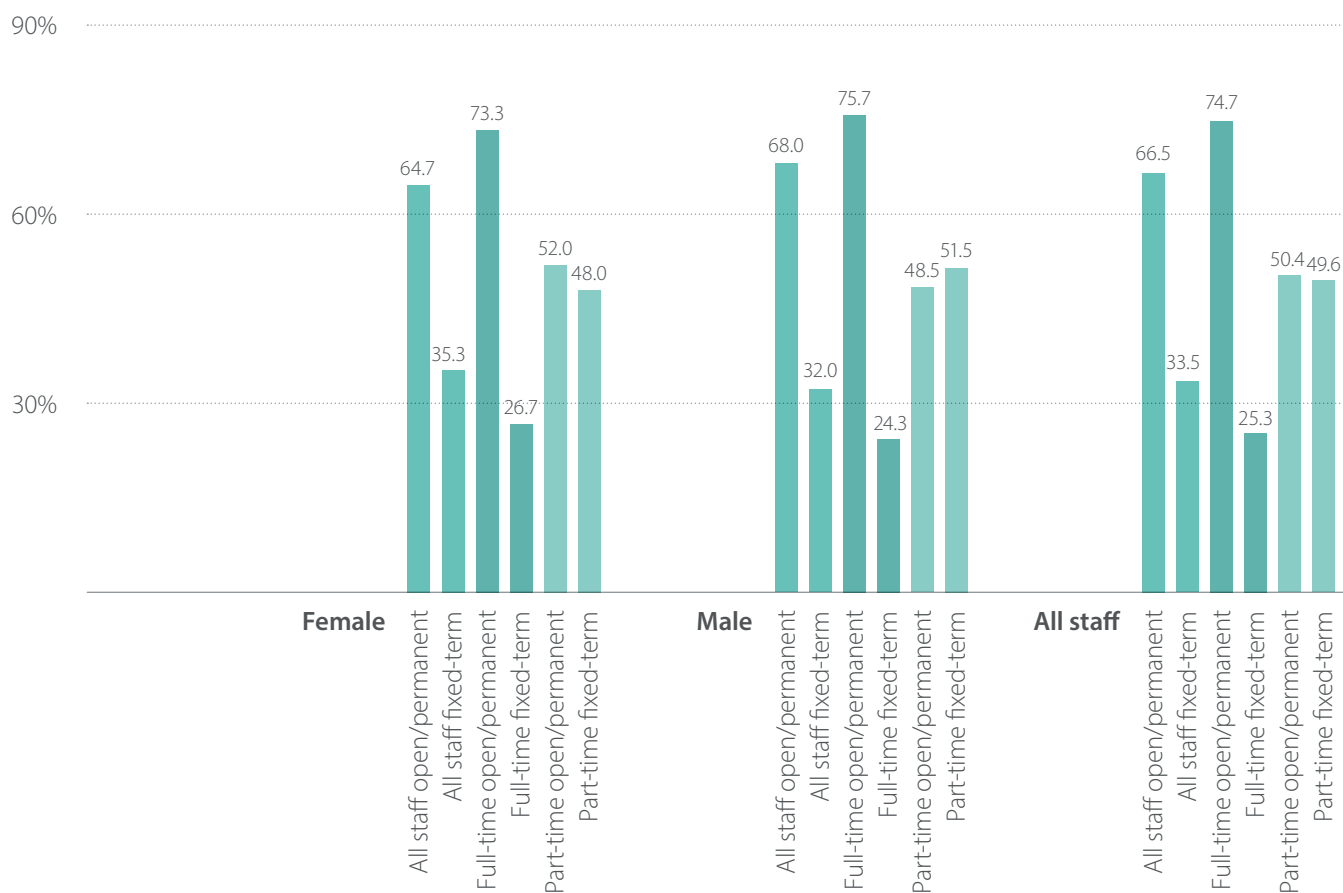
← Staff activity definition: see page 14

← Mode definition: see page 15

← Contract type definition: see page 15

← Gender definition: see page 12

	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	35,460	35.3	48.8	37,275	32.0	51.2	72,735	33.5	
All academic staff	100,365	100.0	46.3	116,640	100.0	53.7	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	



4.6

Professional and support staff by mode, contract type and gender

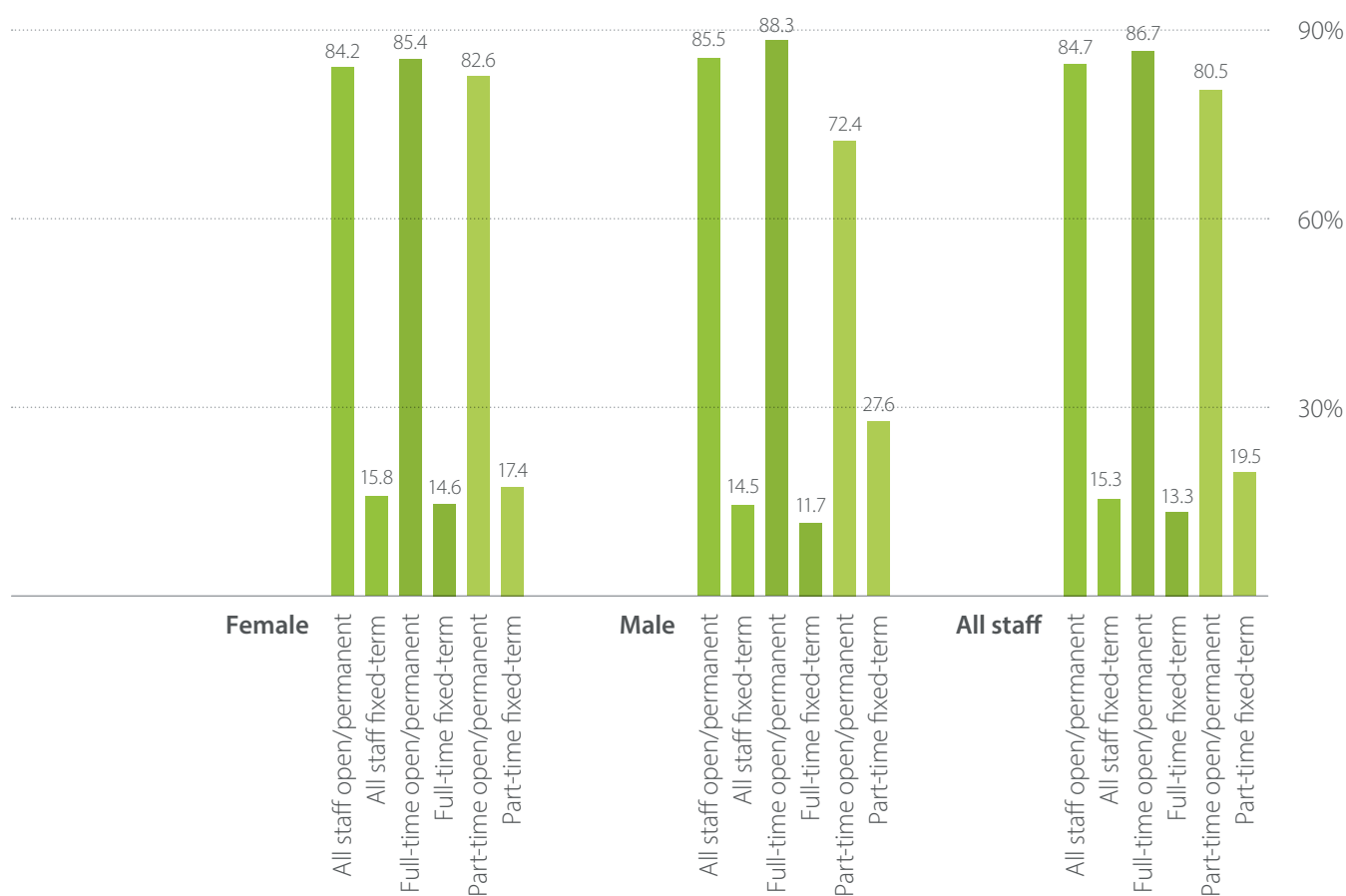
	Female			Male			All staff		
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
All staff									
Open-ended/permanent	117,815	84.2	62.4	70,935	85.5	37.6	188,750	84.7	
Fixed-term contract	22,035	15.8	64.7	12,005	14.5	35.3	34,040	15.3	
All academic staff	139,850	100.0	62.8	82,940	100.0	37.2	222,790	100.0	
Full-time									
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	

← Staff activity definition: see page 14

← Mode definition: see page 15

← Contract type definition: see page 15

← Gender definition: see page 12



4.7

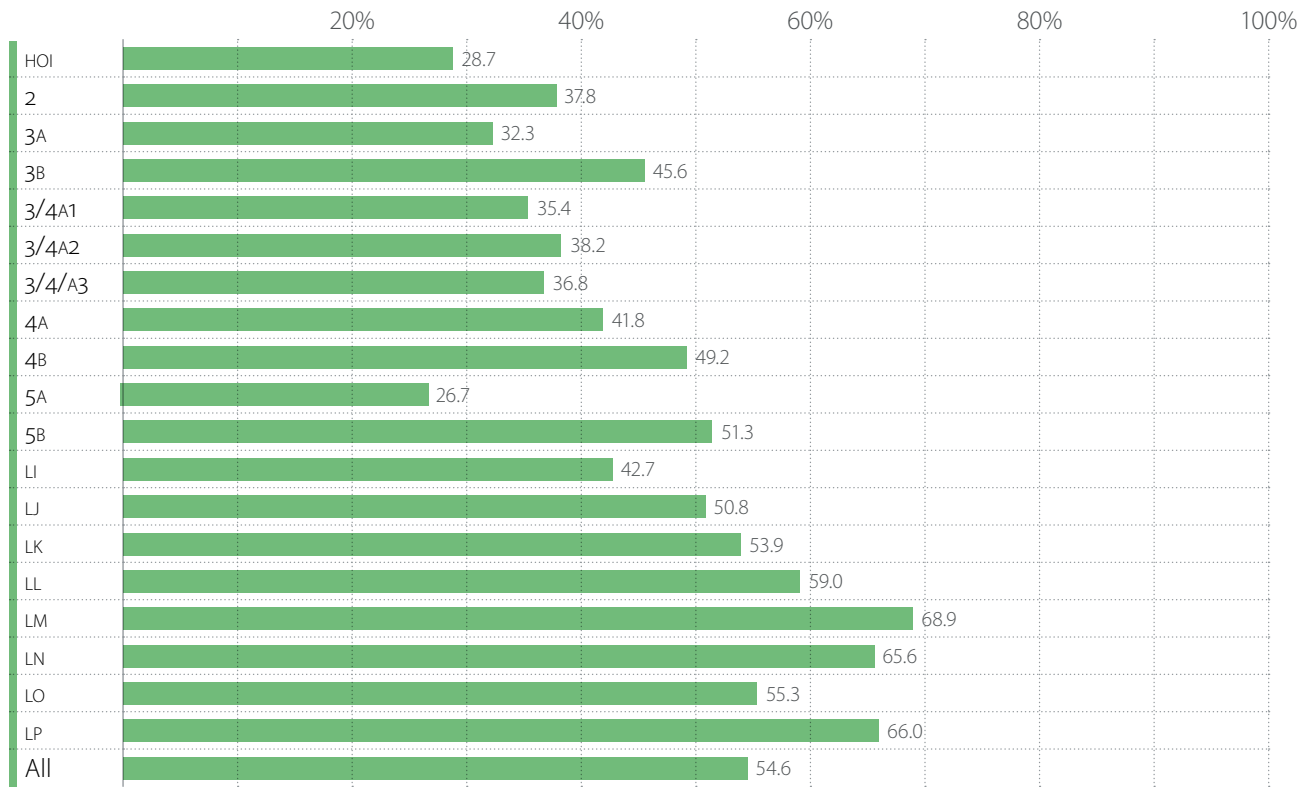
Staff by contract level and gender

← Contract level
definition:
see page 15

← Gender
definition:
see page 12

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

Proportions of staff who were women



4.8

Staff by activity, contract level and gender

← Staff activity definition: see page 14

← Contract level definition: see page 15

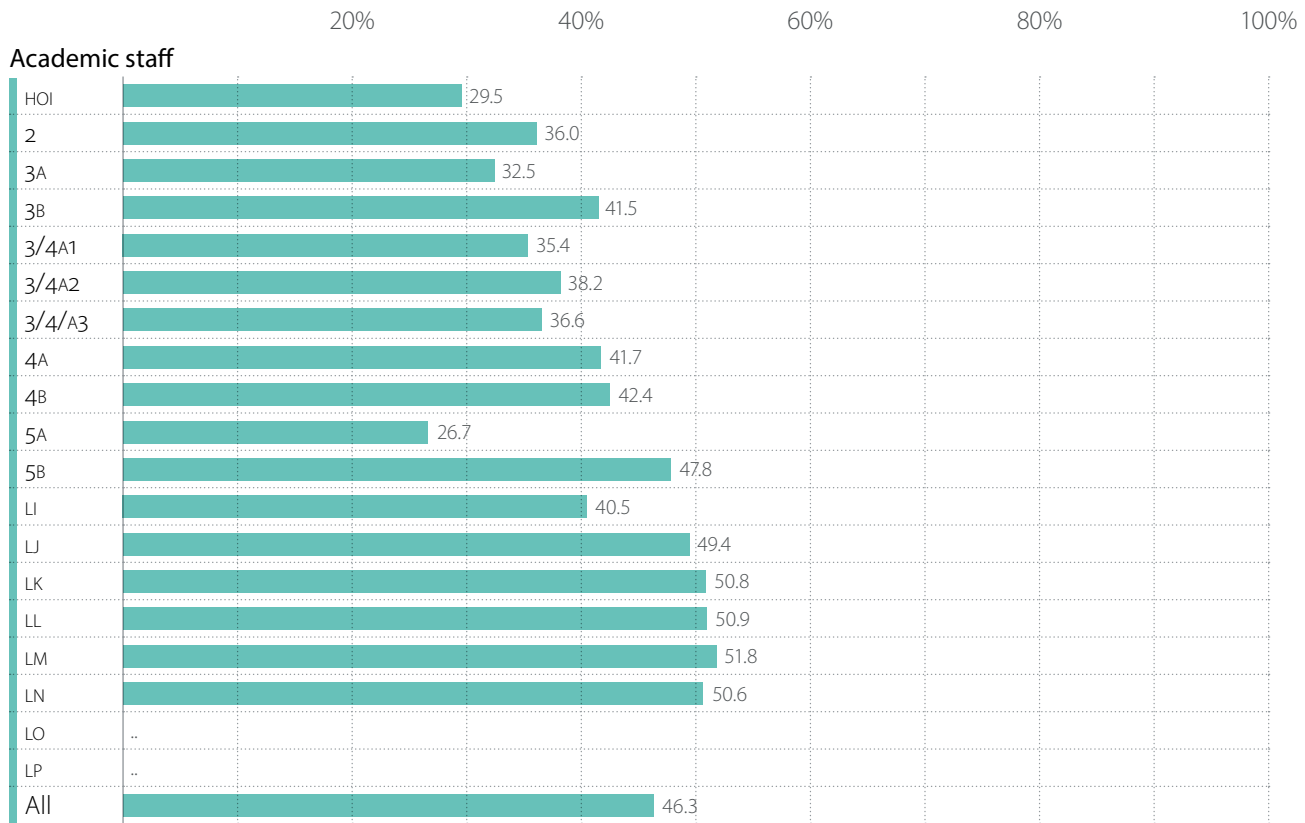
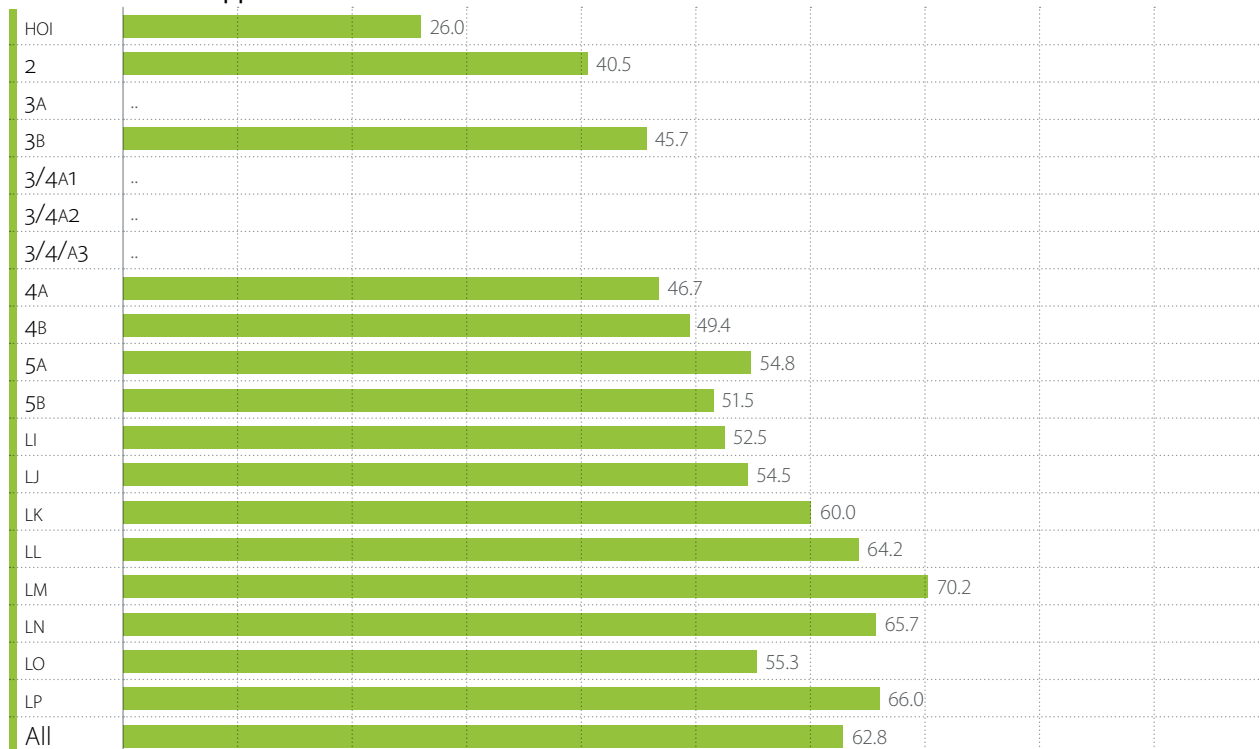
← Gender definition: see page 12

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

**Professional and support staff**

4.9

Staff by activity, occupational group and gender

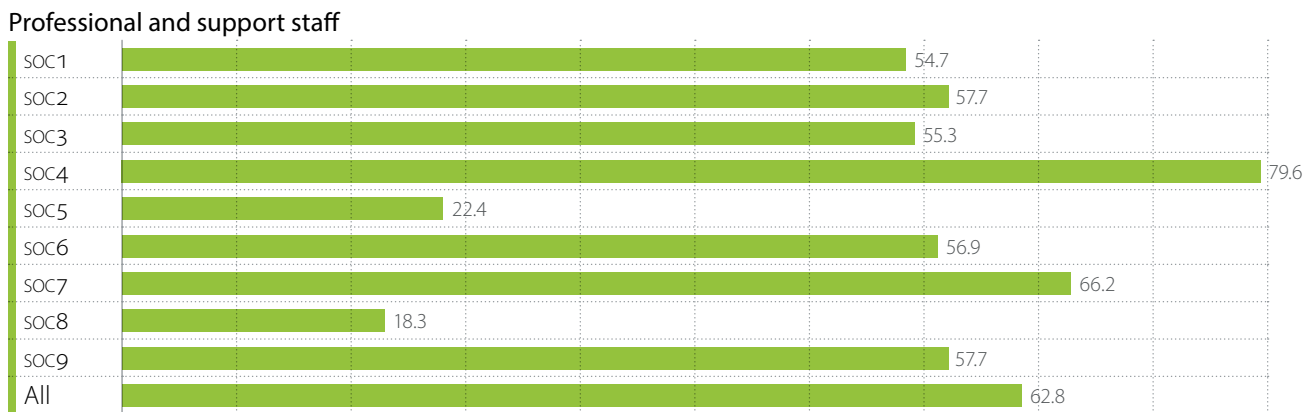
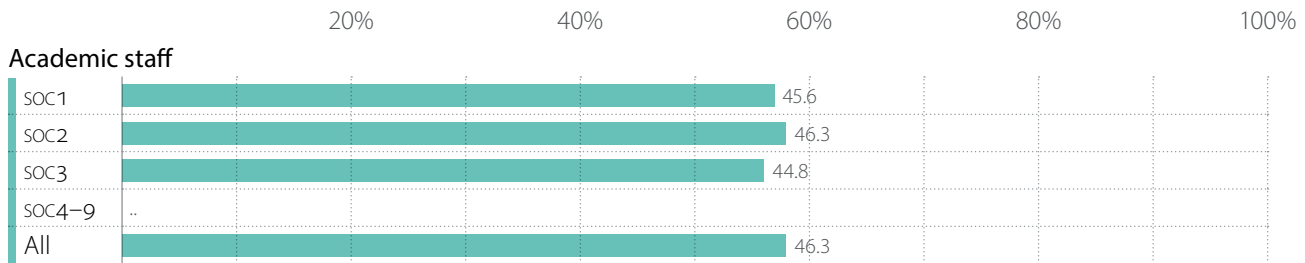
← Staff activity
definition:
see page 14

← Occupational
group
definition:
see page 18

← Gender
definition:
see page 12

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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



4.10

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

← Staff activity definition: see page 14

← Mode definition: see page 15

← Occupational group definition: see page 18

← Gender definition: see page 12

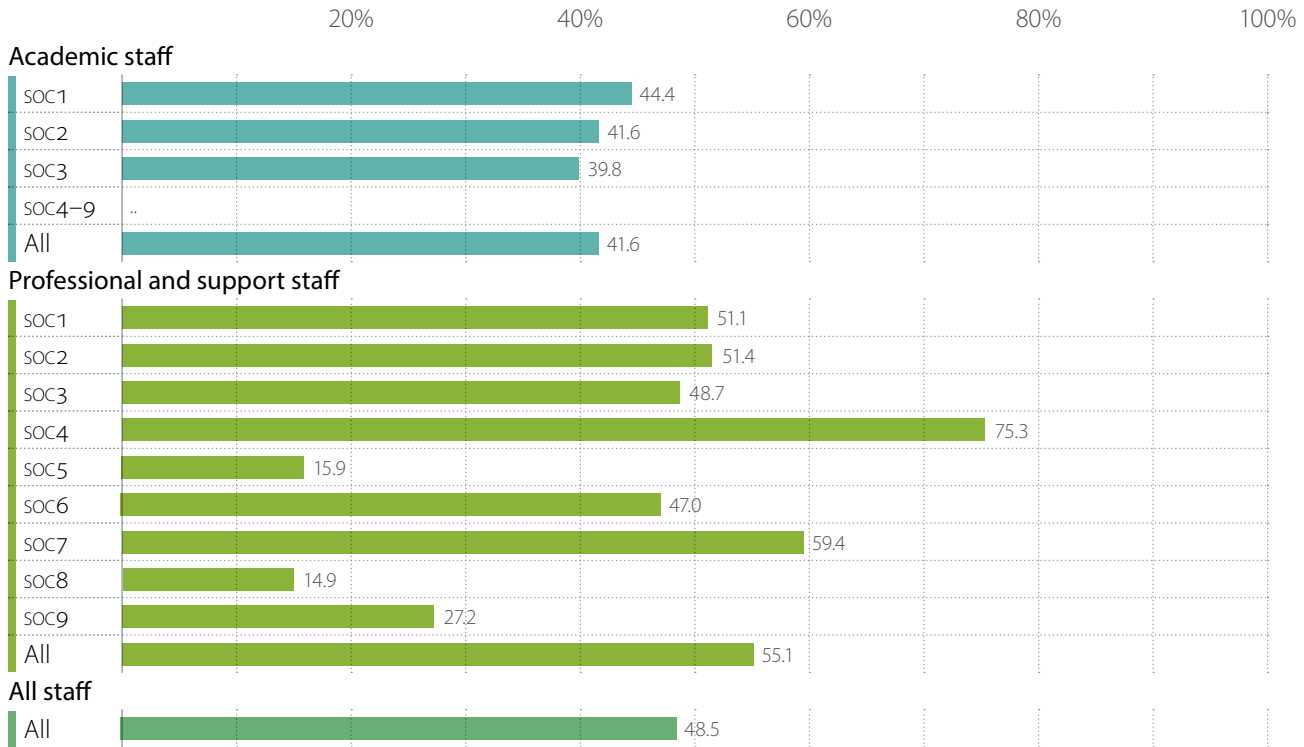
Full-time		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
soc1	Managers, directors and senior officials	195	0.3	44.4	245	0.3	55.6	435	0.3
soc2	Professional occupations	59,020	99.0	41.6	82,940	98.9	58.4	141,960	99.0
soc3	Associate professional and technical	425	0.7	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
Professional and support staff									
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

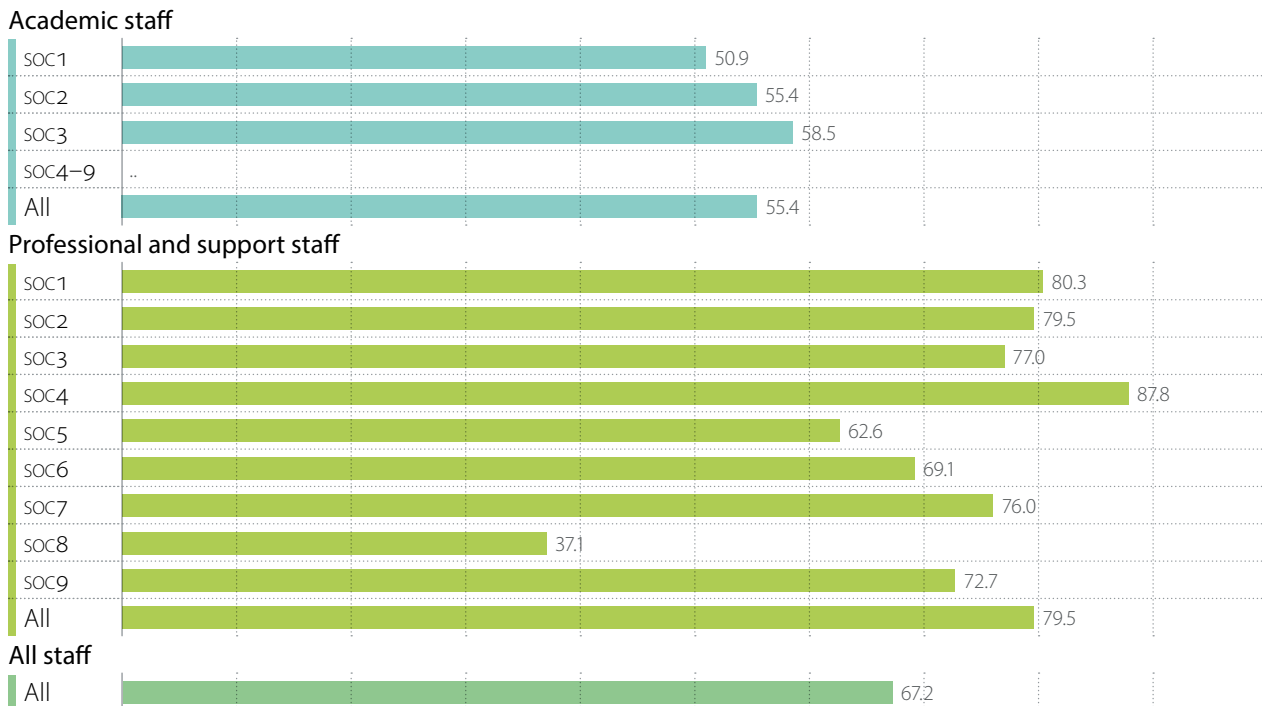
Academic staff									
soc1	Managers, directors and senior officials	50	0.1	50.9	50	0.2	49.1	100	0.1
soc2	Professional occupations	40,445	99.3	55.4	32,595	99.3	44.6	73,045	99.3
soc3	Associate professional and technical	230	0.6	58.5	165	0.5	41.5	390	0.5
soc4-9	Clerical and manual occupations	0	0.0	..	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



Part-time



4.11

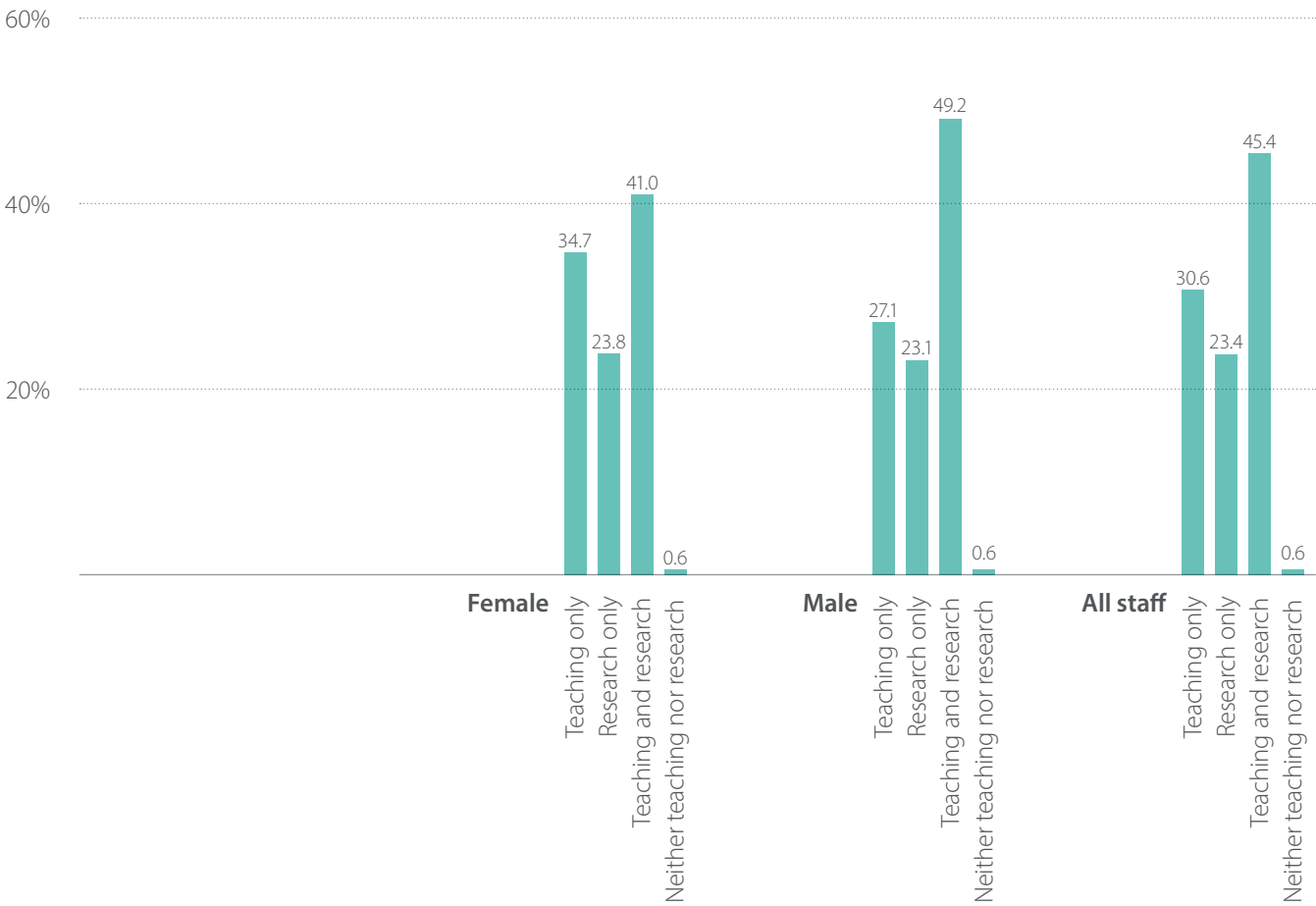
Academic staff by research/teaching contract type and gender

← Academic contract definition: see page 18

← Gender definition: see page 12

	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

Additional data by subject area is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables



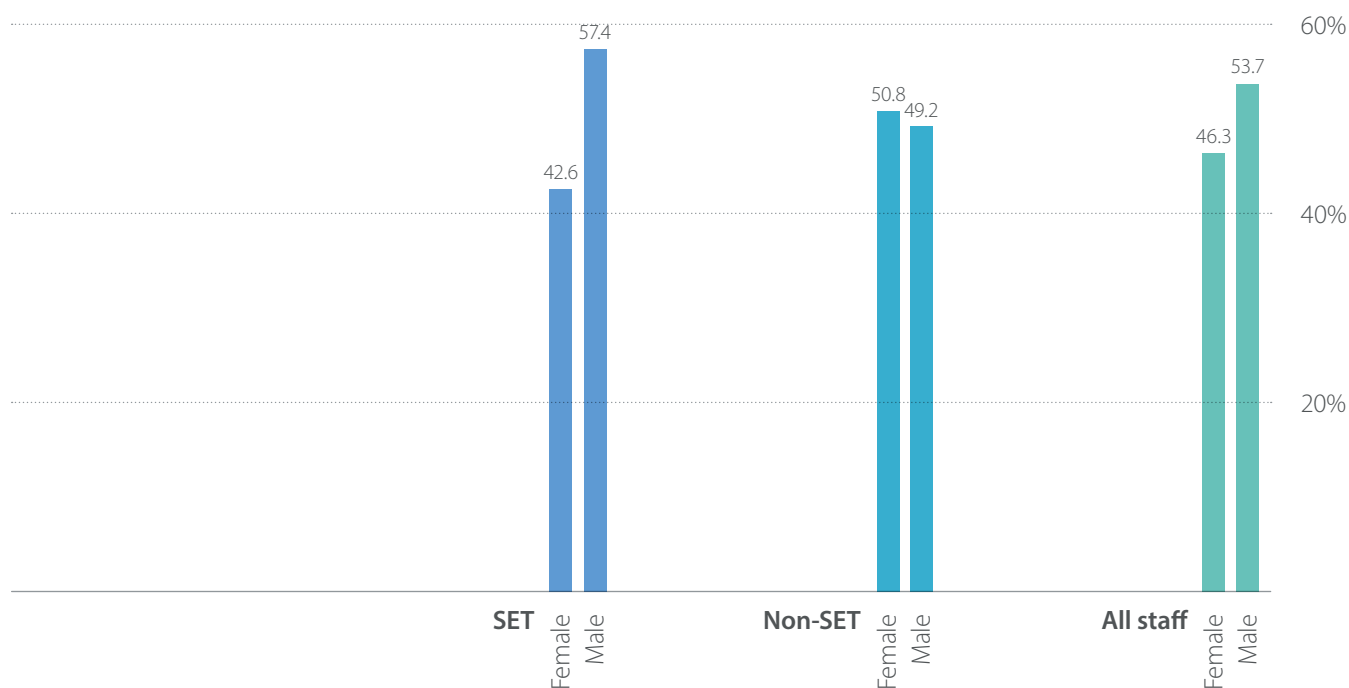
4.12

Academic staff by SET category and gender

	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

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

← Gender
definition:
see page 12



4.13

SET academic staff by subject area and gender

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

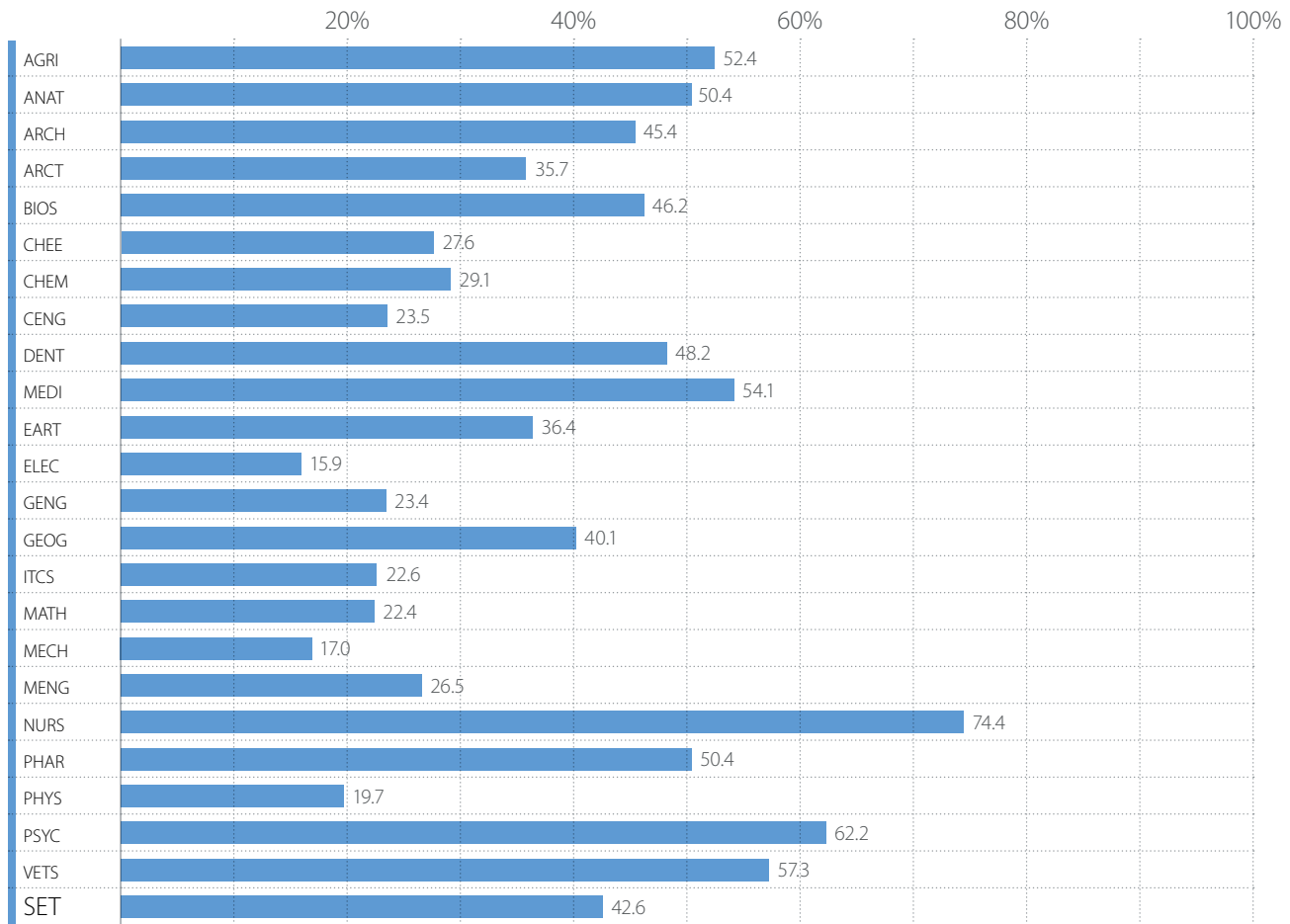
← Gender
definition:
see page 12

		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

Proportions of staff who were women



4.14

Non-SET academic staff by subject area and gender

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

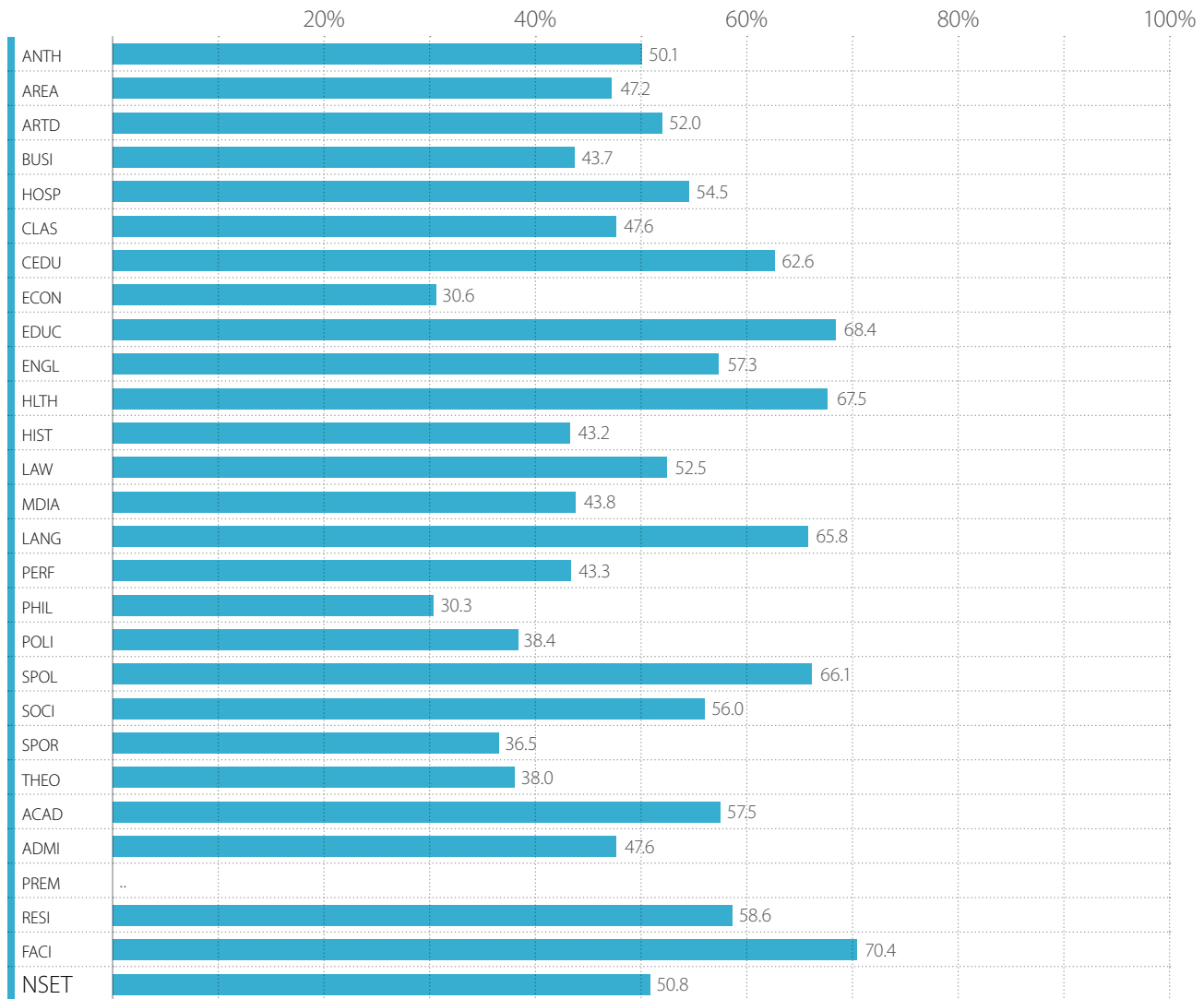
← Gender
definition:
see page 12

		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

Proportions of staff who were women



4.15

Academic staff by professorial and SET categories, mode and gender

← Professorial category definition: see page 20

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

← Mode definition: see page 15

← Gender definition: see page 12

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

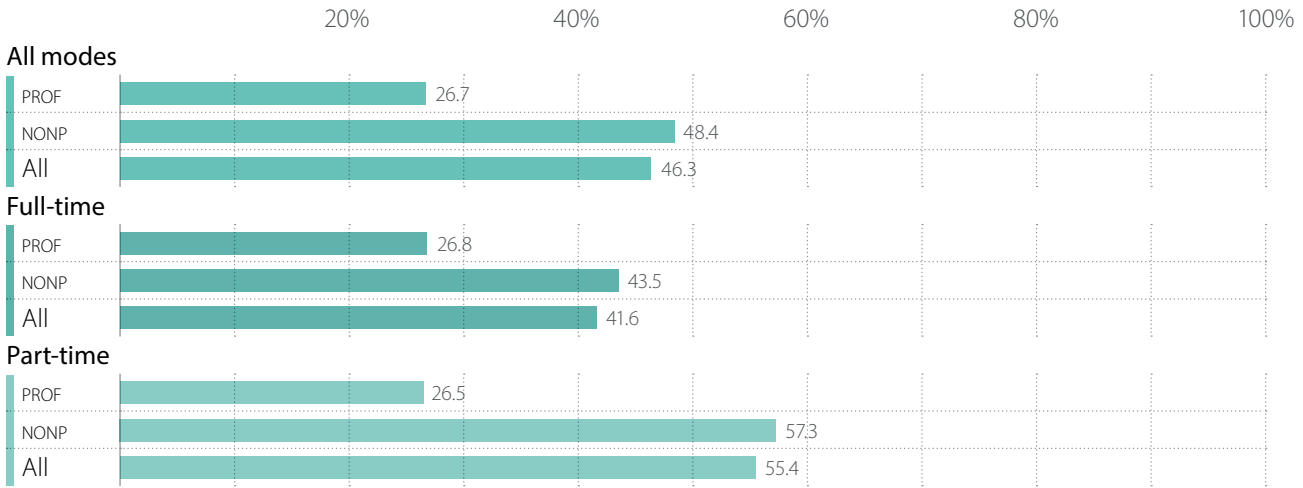
Non-SET

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

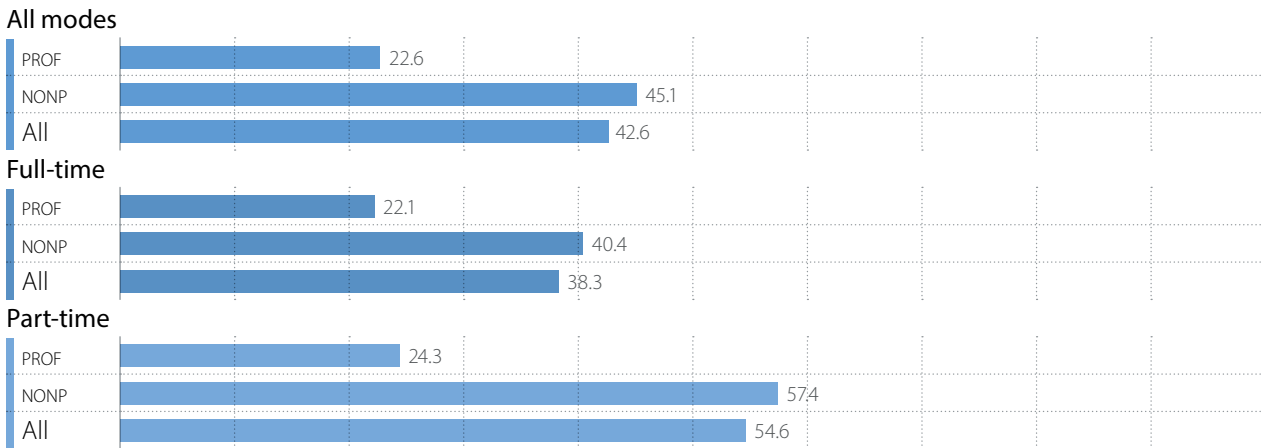
Additional data by subject area is available:

www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020-data-tables

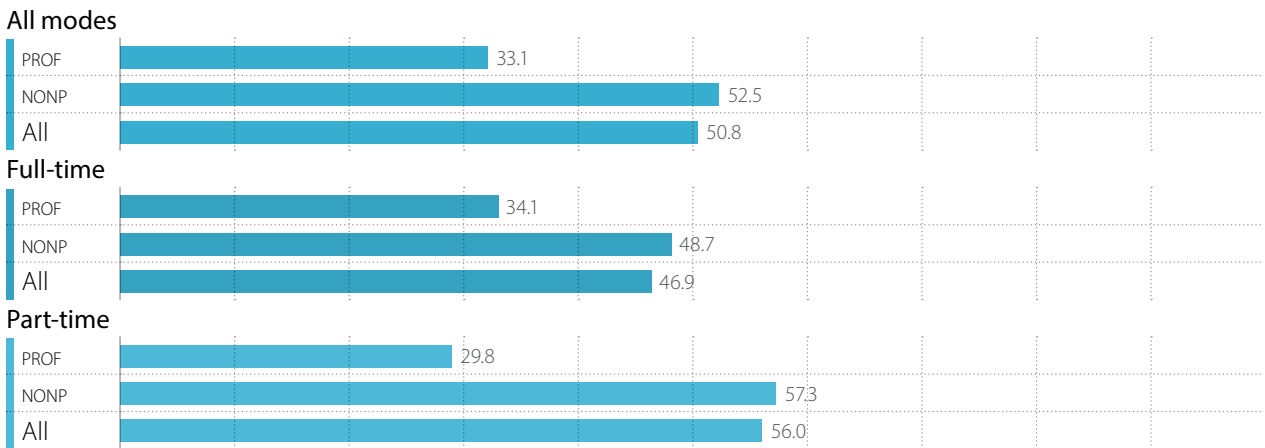
Proportions of staff who were women



SET



Non-SET



4.16

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

← Senior management category definition: see page 20

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

← Mode definition: see page 15

← Gender definition: see page 12

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
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
Full-time									
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

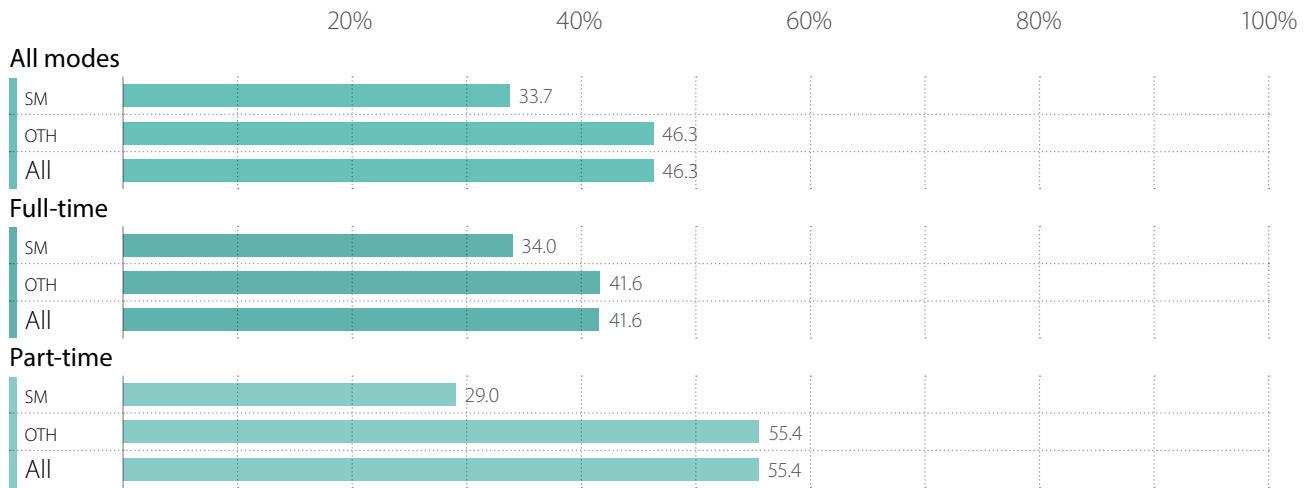
SET

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

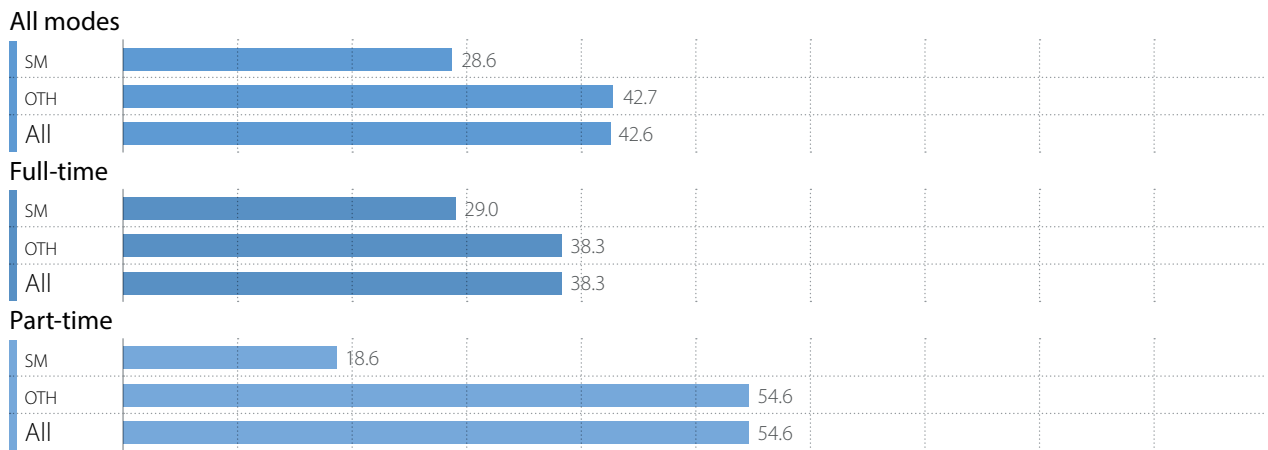
Non-SET

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

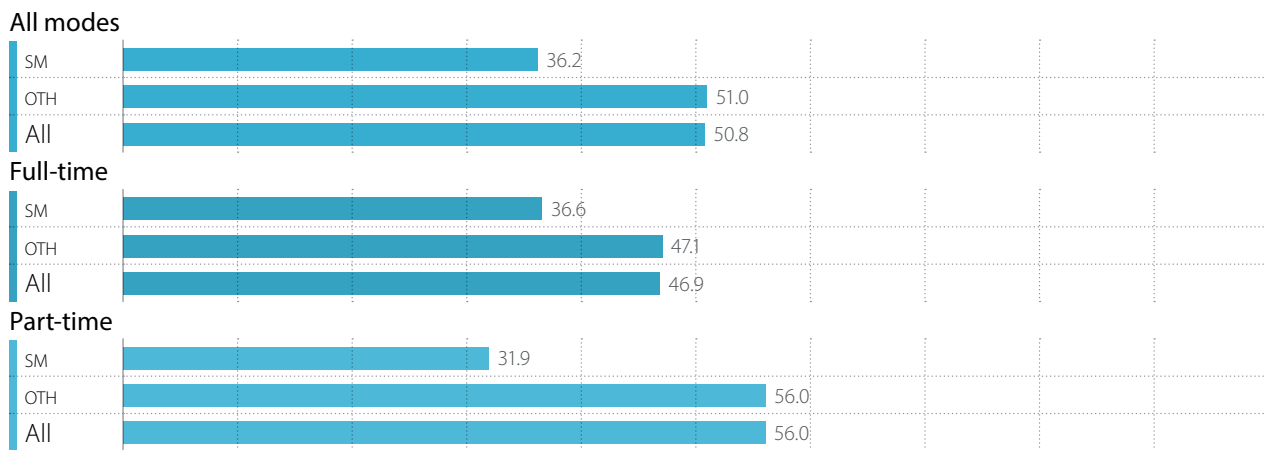
Proportions of staff who were women



SET



Non-SET



4.17

Staff by activity, mode, salary range and gender

← Staff activity
definition:
see page 14

← Mode
definition:
see page 15

← Salary range
definition:
see page 20

← Gender
definition:
see page 12

Academic staff		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£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
Full-time									
<£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

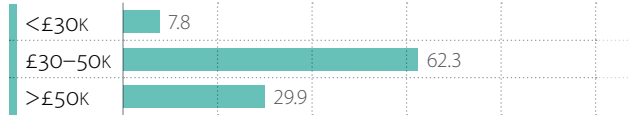
All modes									
<£30k	Under £30,000	80,615	57.6	66.1	41,380	49.9	33.9	121,995	54.8
£30–50k	£30,000–£50,000	48,815	34.9	60.8	31,415	37.9	39.2	80,230	36.0
>£50k	Over £50,000	10,420	7.5	50.7	10,140	12.2	49.3	20,560	9.2
All	Total	139,850	100.0	62.8	82,940	100.0	37.2	222,790	100.0
Full-time									
<£30k	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

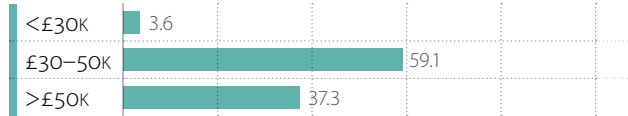
Academic staff Female

20% 40% 60% 80% 100%

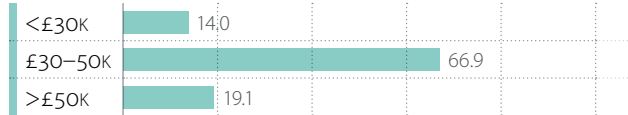
All modes



Full-time

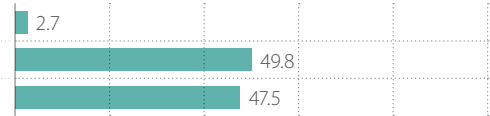
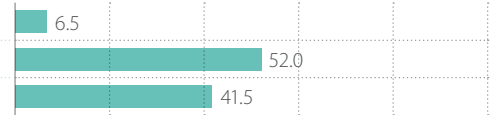


Part-time



Male

20% 40% 60% 80% 100%



Professional and support staff

All modes



Full-time



Part-time



4.18

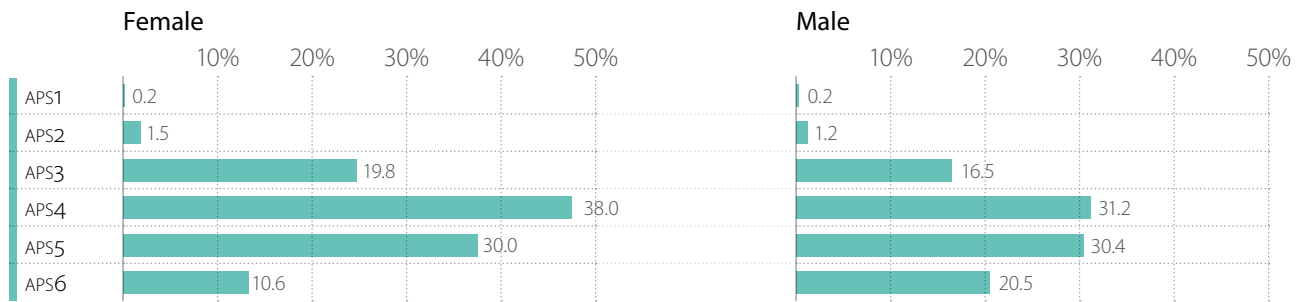
Academic staff by academic pay spine range and gender

← Academic pay spine range definition: see page 20

← Gender definition: see page 12

		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



4.19

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

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

← Country of institution definition: see page 15

← Staff activity definition: see page 14

← Gender definition: see page 12

			Median			Mean		
			Female	Male	Gap	Female	Male	Gap
			£	£	%	£	£	%
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

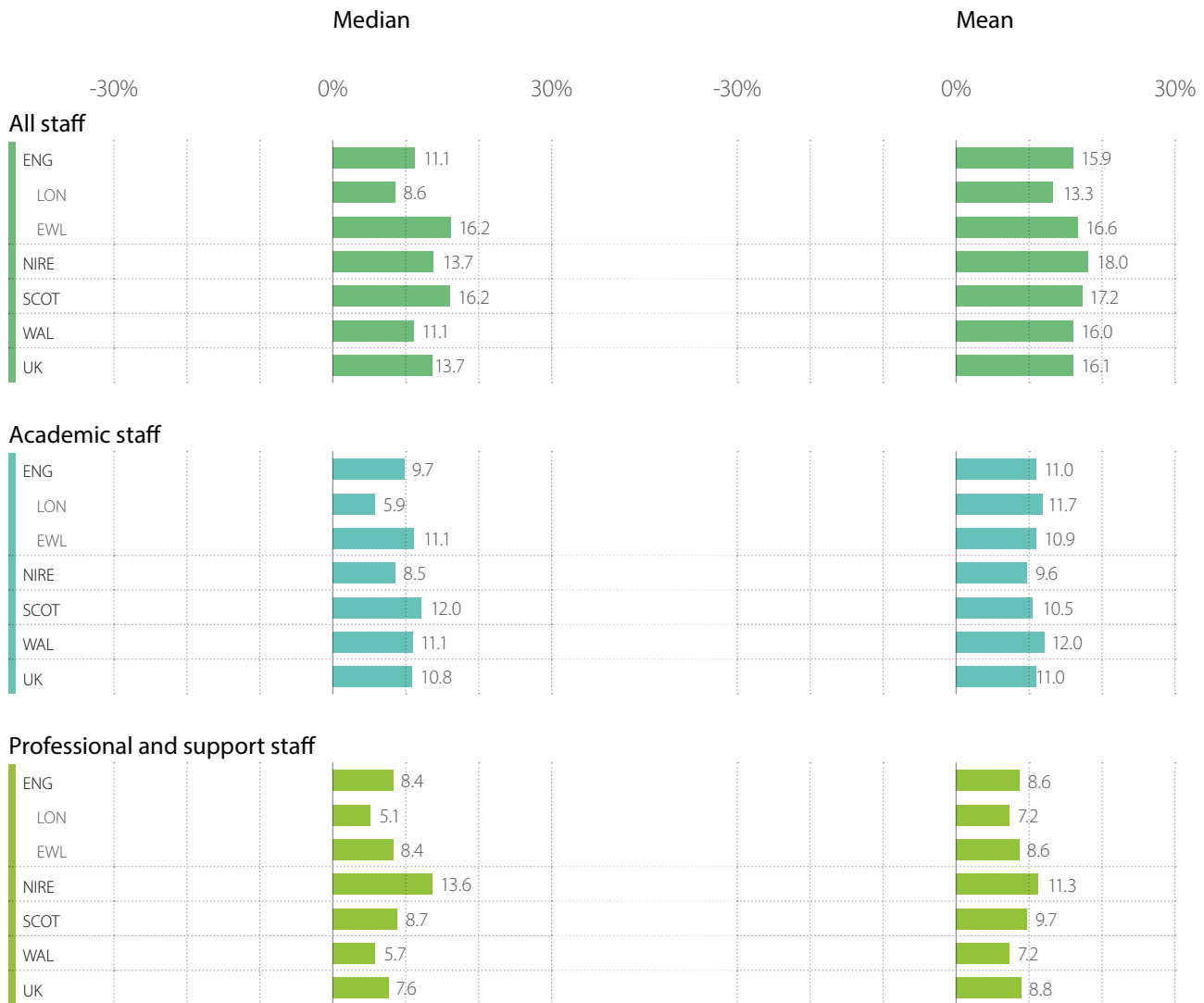
Academic staff

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



4.20

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

← Median salary and pay gap definition: see page 20

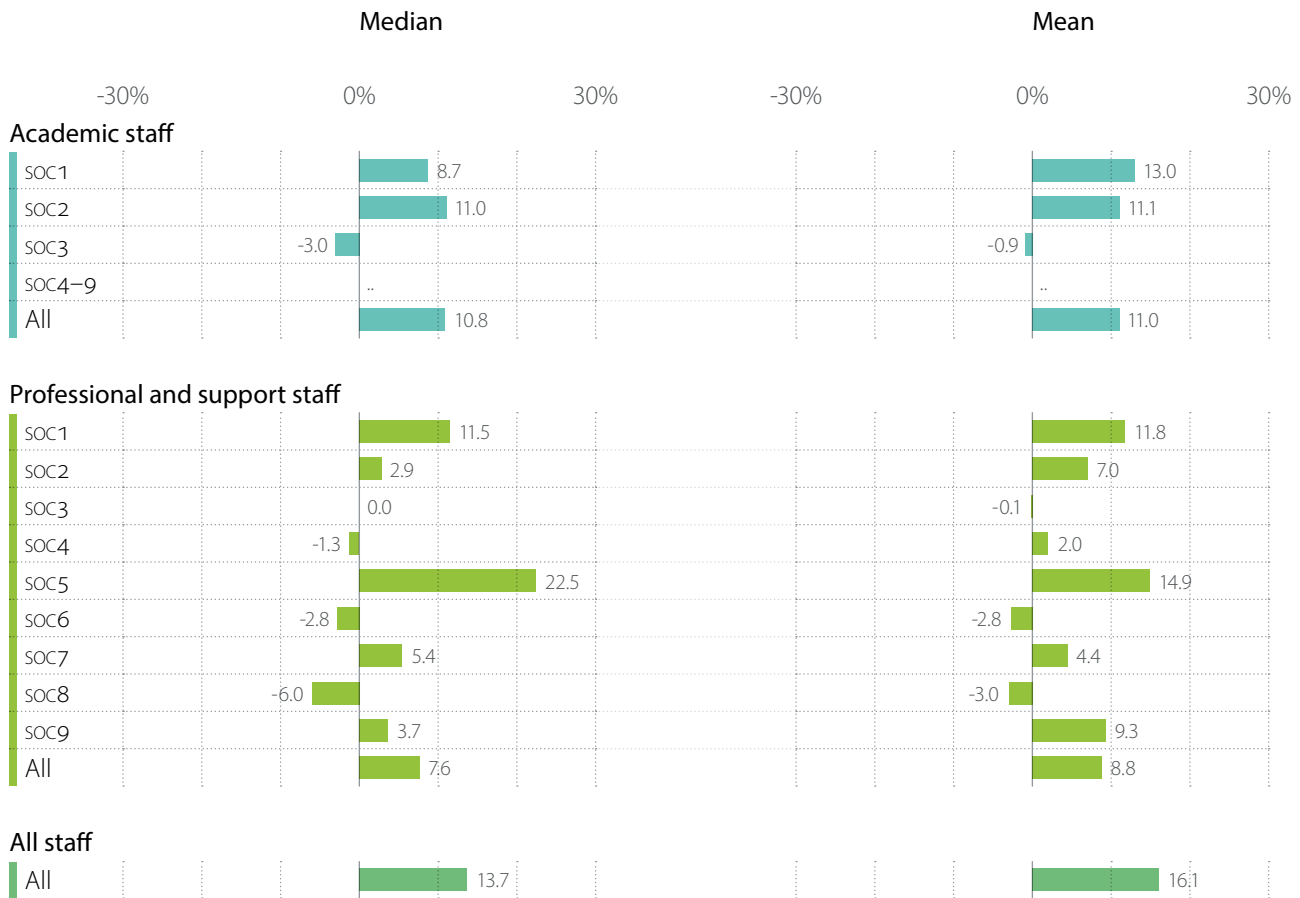
← Mean salary and pay gap definition: see page 21

← Occupational group definition: see page 18

← Gender definition: see page 12

		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



4.21

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

← Median salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

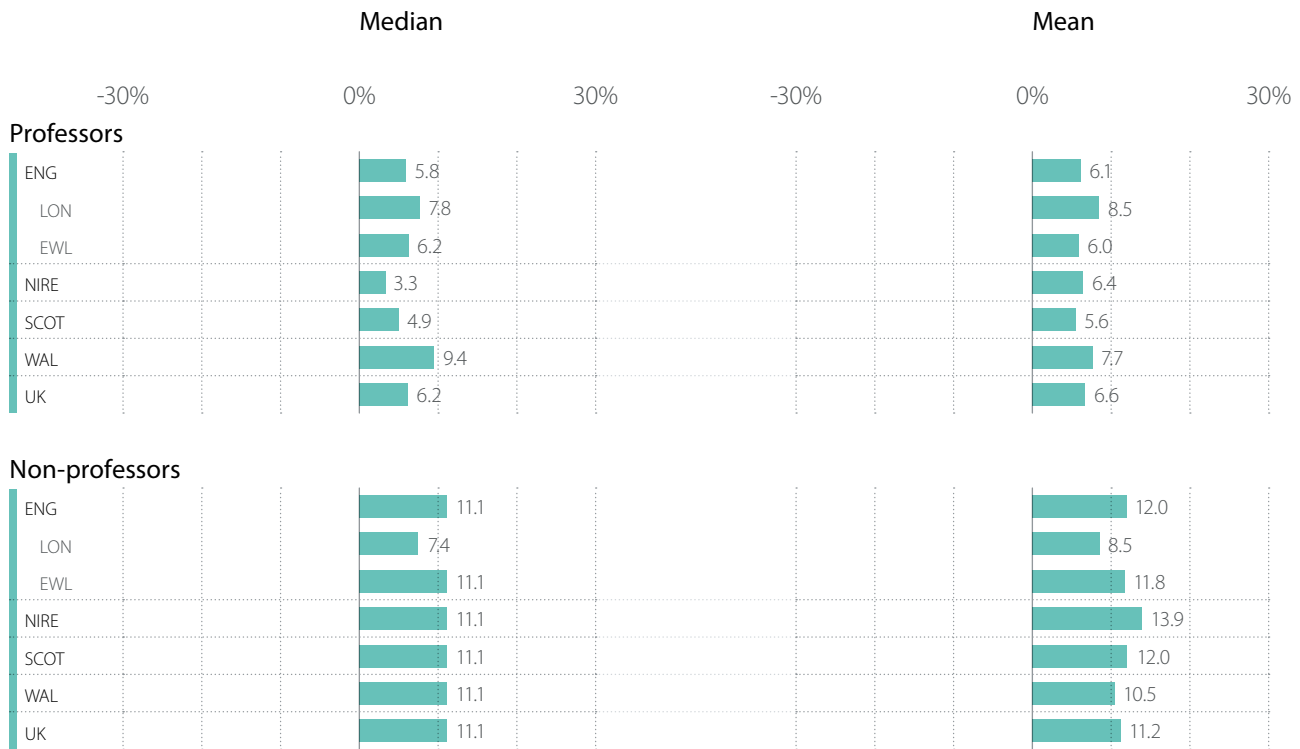
← Professorial category definition: see page 20

← Country of institution definition: see page 15

← Gender definition: see page 12

			Median			Mean		
			Female	Male	Gap	Female	Male	Gap
			£	£	%	£	£	%
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
Non-professors								
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

Gender pay gaps



4.22

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

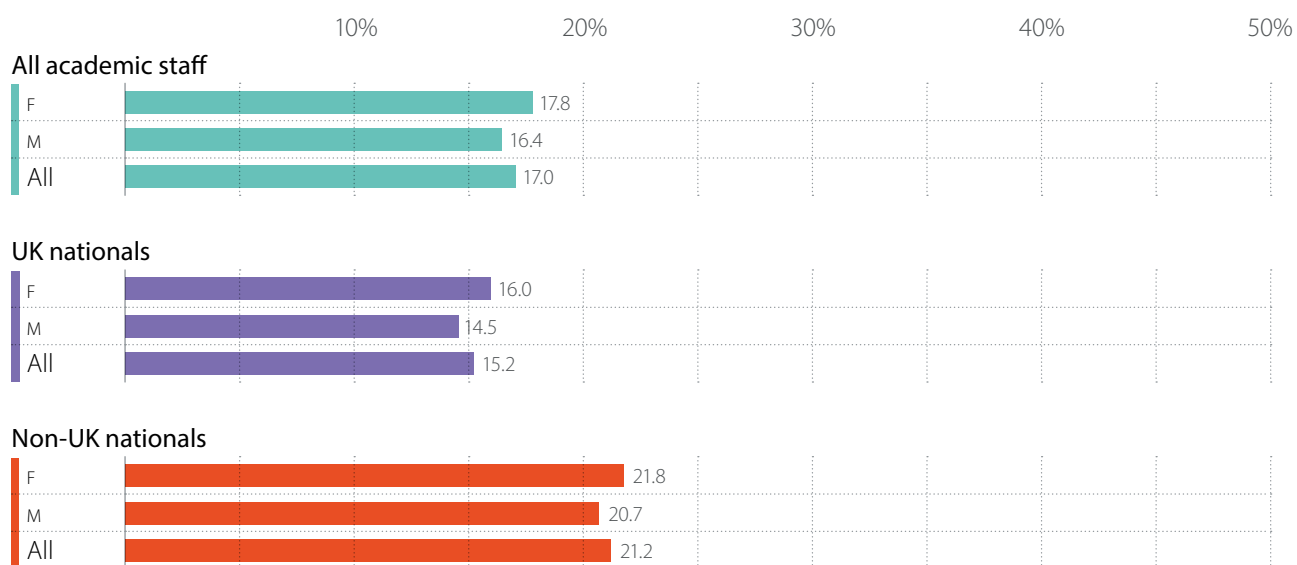
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Gender
definition:
see page 12

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	%	No.	→ %	No.	→ %	No.
All academic staff								
F	Female	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
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



4.23

UK academic staff leavers by known leaving destination and gender

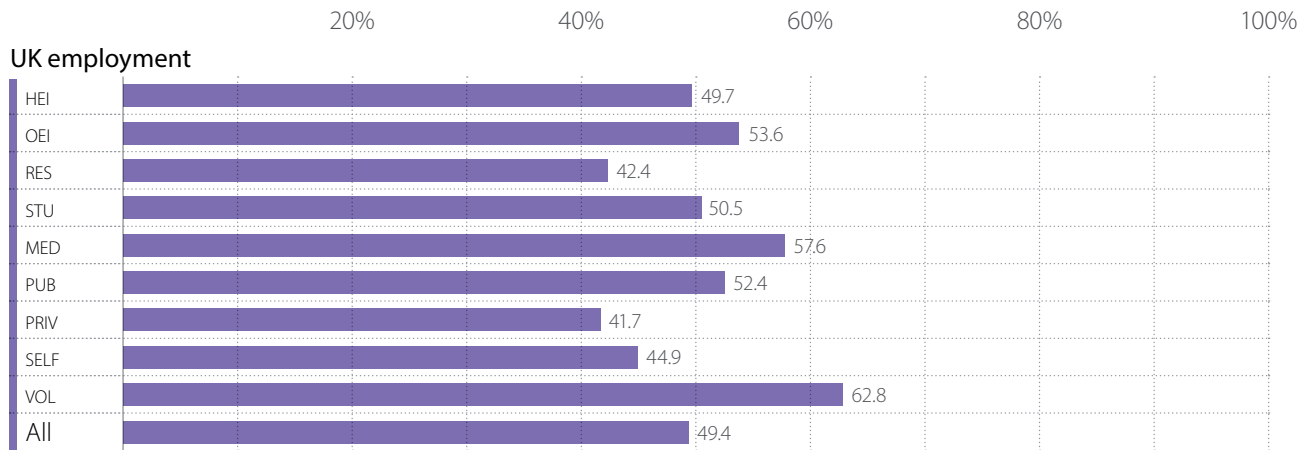
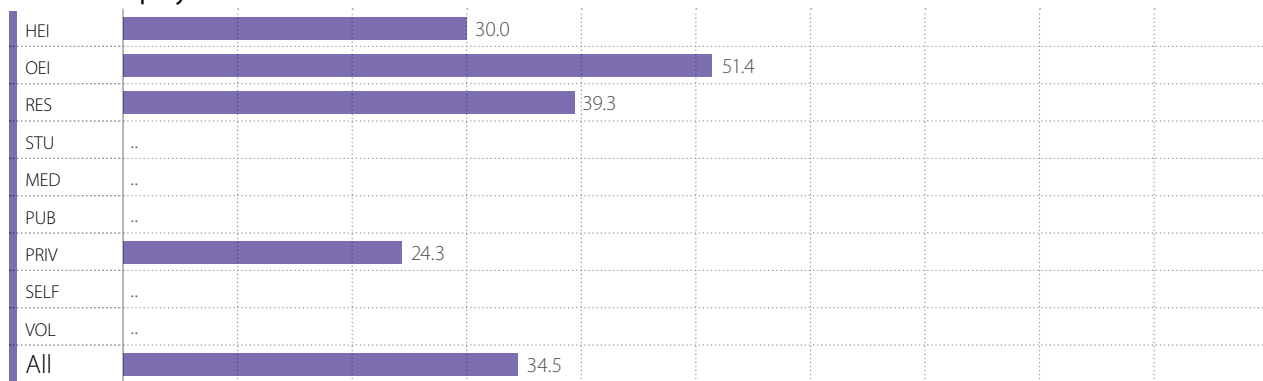
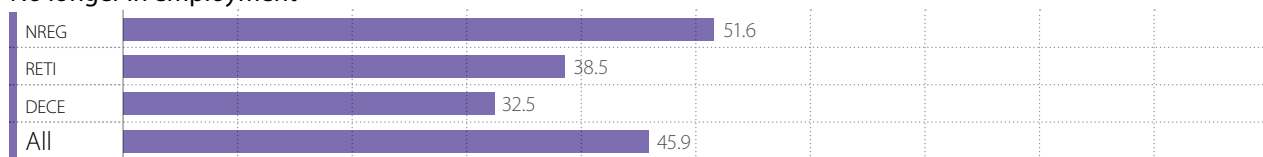
← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Gender
definition:
see page 12

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
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
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

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

4.24

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

← Nationality
definition:
see page 15

← Academic
leavers
definition:
see page 21

← Gender
definition:
see page 12

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
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
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



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-equality-research-and-data

5.1 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%).

5.2 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.

5.3 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.

5.4 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).

5.5 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.

5.6 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).

5.7 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.

5.8 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.

5.9 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.

5.10 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.

5.11–5.13 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

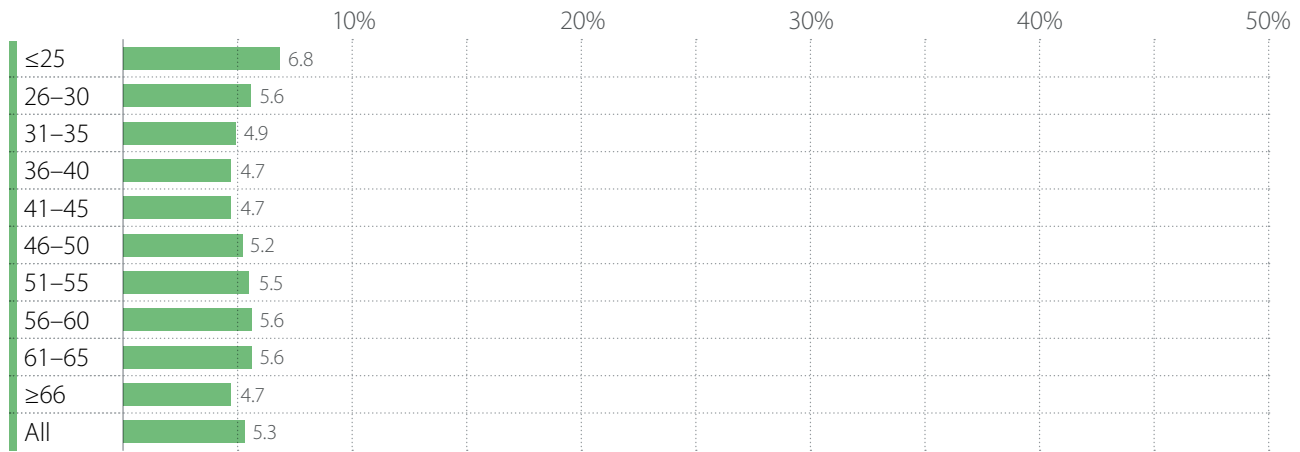
Staff by age group and disability status

← Age definition:
see page 11

← Disability
definition:
see page 11

	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

Proportions of staff who disclosed as disabled



5.2

UK/non-UK staff by age group and BAME/White identity

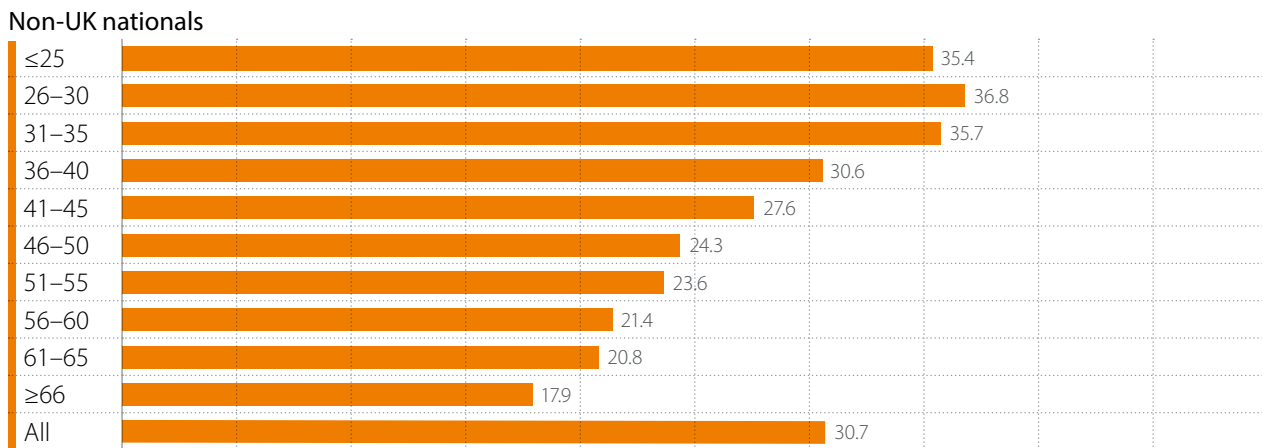
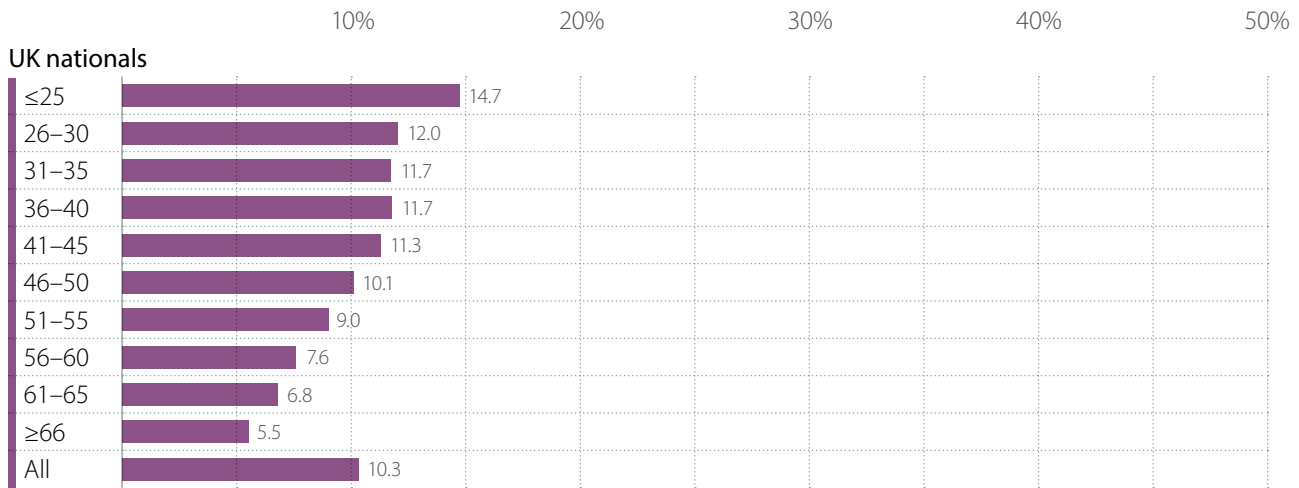
← Nationality
definition:
see page 15

← Age definition:
see page 11

← Ethnicity
definition:
see page 11

	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



5.3

Staff by activity, age group and gender

← Staff activity
definition:
see page 14

← Age definition:
see page 11

← Gender
definition:
see page 12

	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	

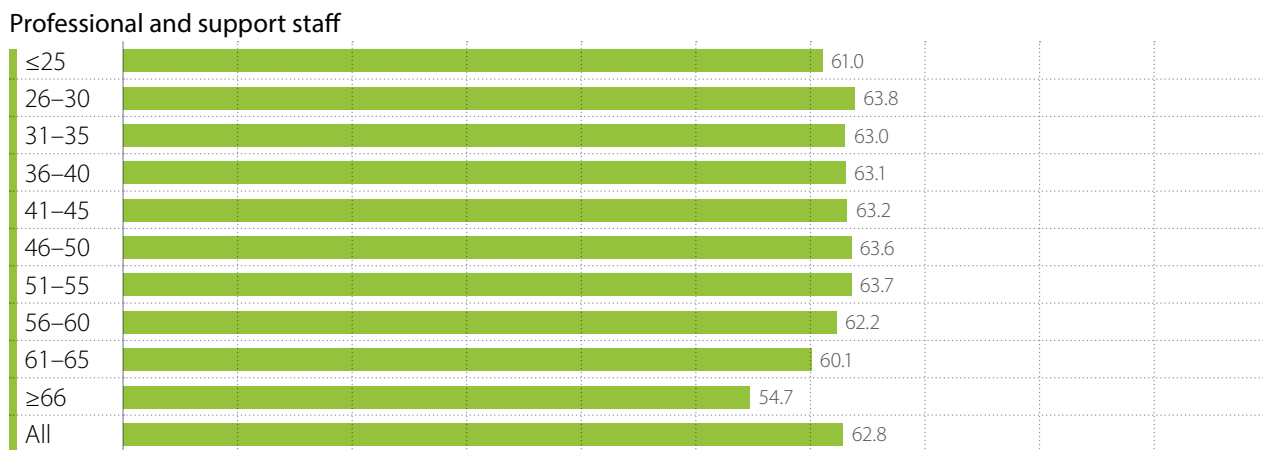
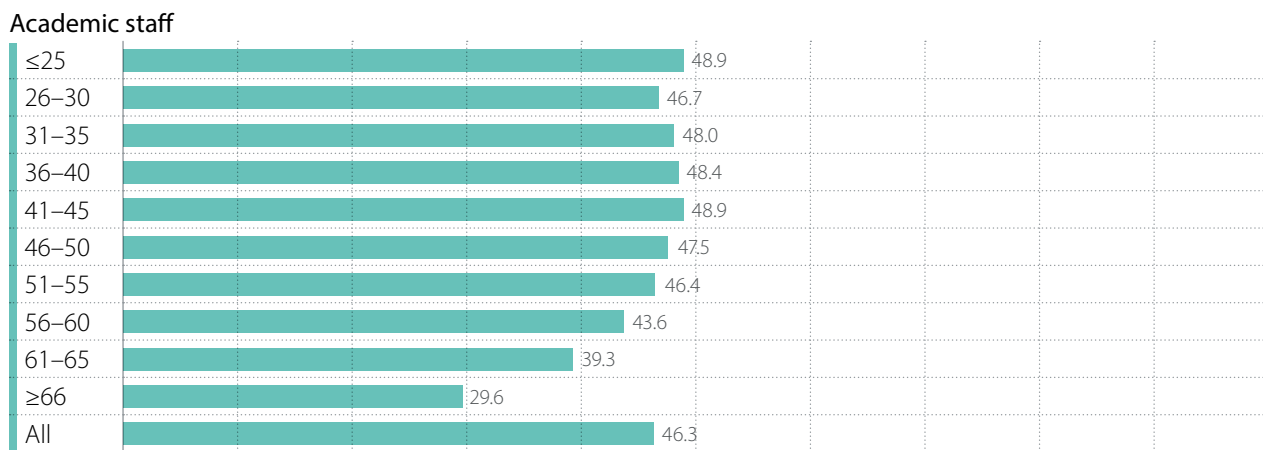
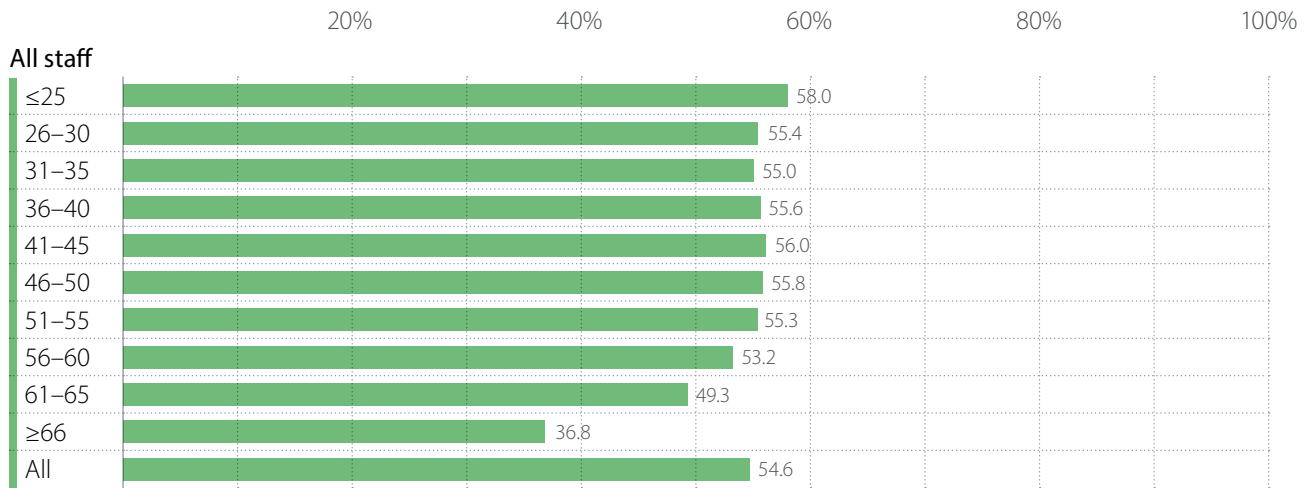
Academic staff

≤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



5.4

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

← Nationality
definition:
see page 15

← Ethnicity
definition:
see page 11

← Disability
definition:
see page 11

		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	

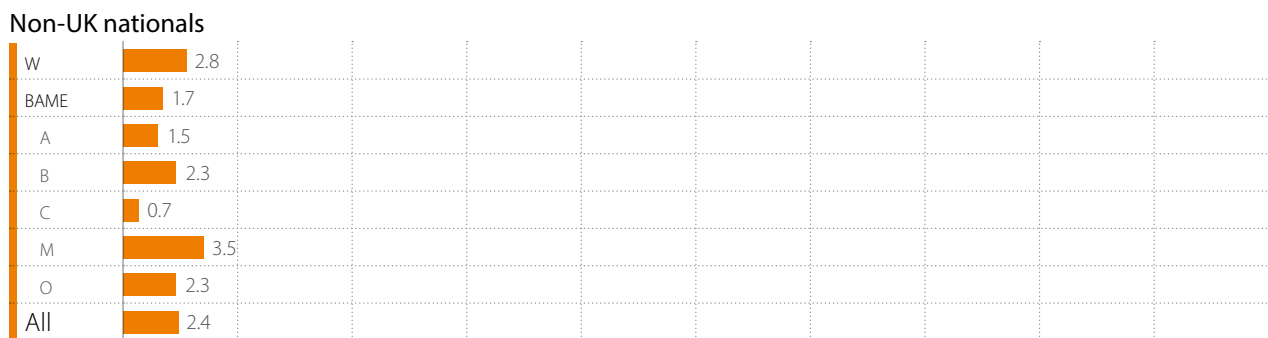
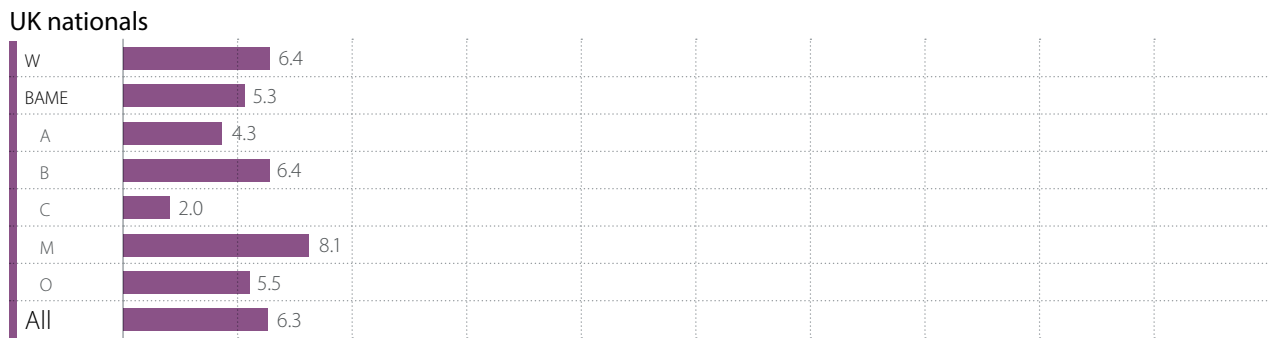
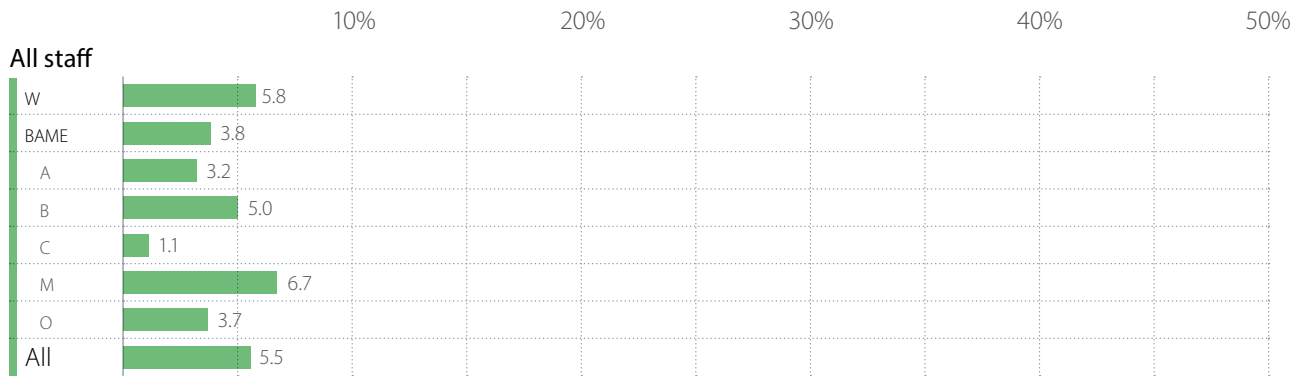
UK nationals

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



5.5

Staff by disability status, impairment type and gender

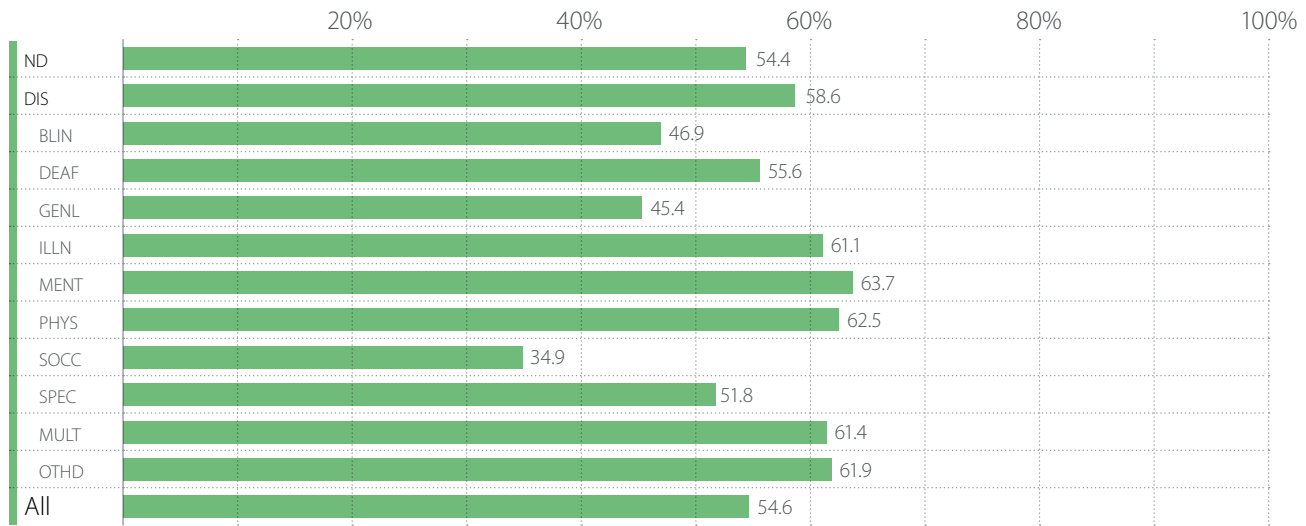
← Disability definition: see page 11

← Gender definition: see page 12

← Impairment type definition: see page 13

		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



5.6

UK/non-UK staff by ethnic group and gender

← Nationality
definition:
see page 15

← Ethnicity
definition:
see page 11

← Gender
definition:
see page 12

		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	

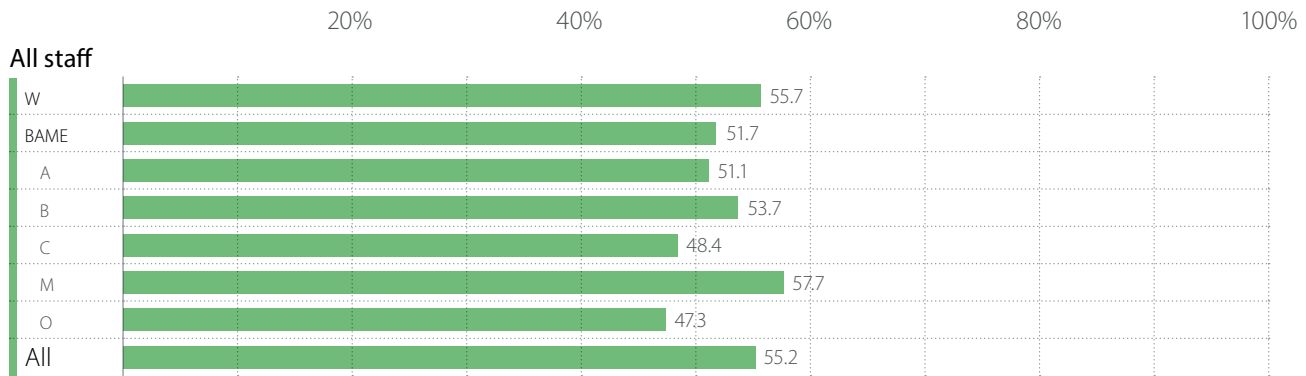
UK nationals

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	

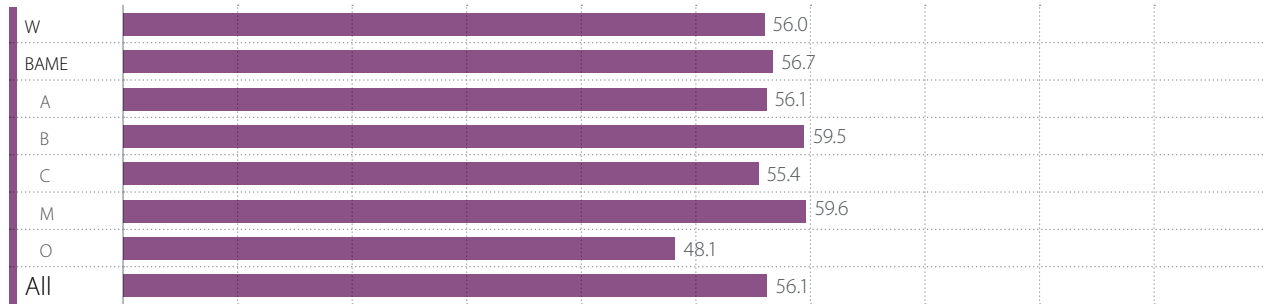
Non-UK nationals

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	

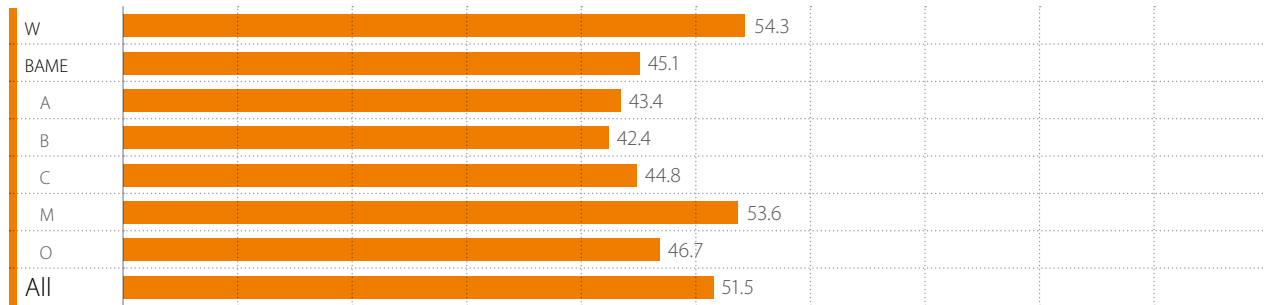
Proportions of staff who were women



UK nationals



Non-UK nationals



5.7

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

← Nationality
definition:
see page 15

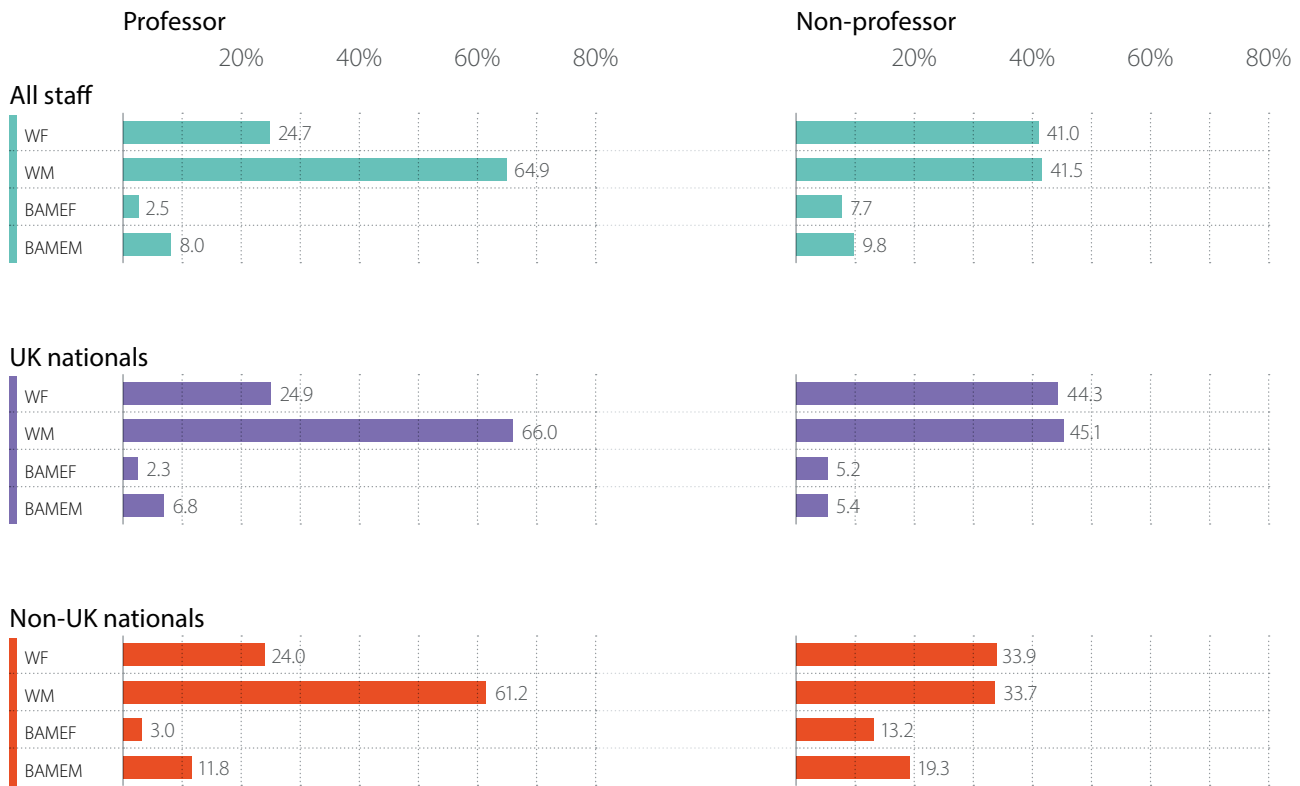
← Professorial
category
definition:
see page 20

← Ethnicity
definition:
see page 11

← Gender
definition:
see page 12

		Professor			Non-professor			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	
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



5.8

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

← Nationality
definition:
see page 15

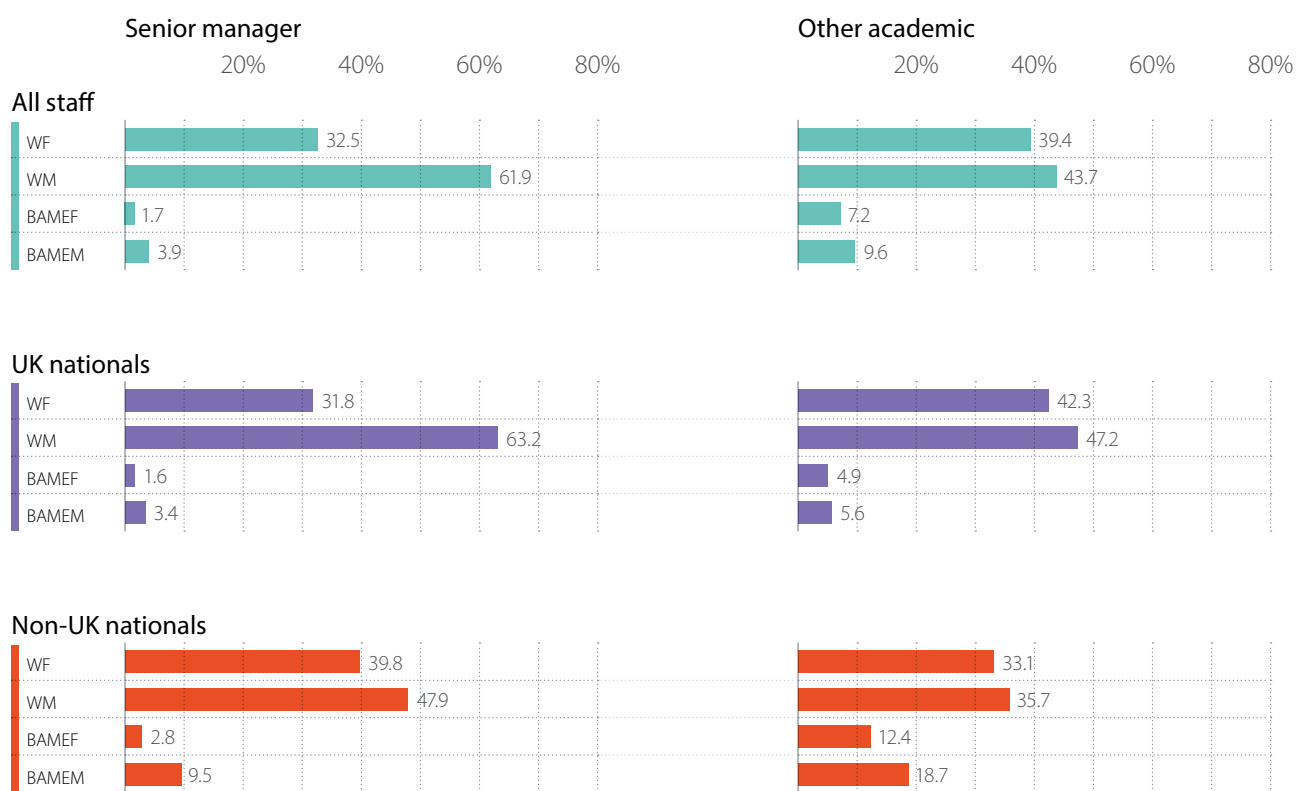
← Senior
management
category
definition:
see page 20

← Ethnicity
definition:
see page 11

← Gender
definition:
see page 12

		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



5.9

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

← Professorial category definition: see page 20

← Ethnicity definition: see page 11

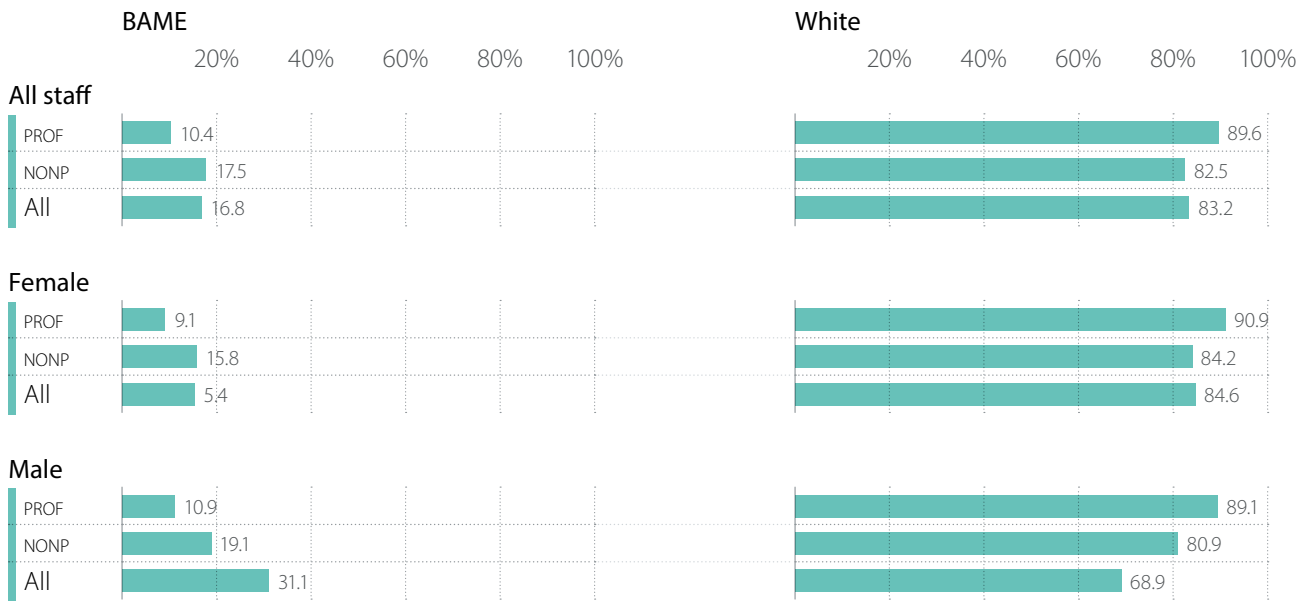
← Gender definition: see page 12

		BAME			White			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
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

Proportions of staff who were professors



5.10

Academic staff by senior management category, gender and ethnic group

← Senior management category definition; see page 20

← Ethnicity definition; see page 11

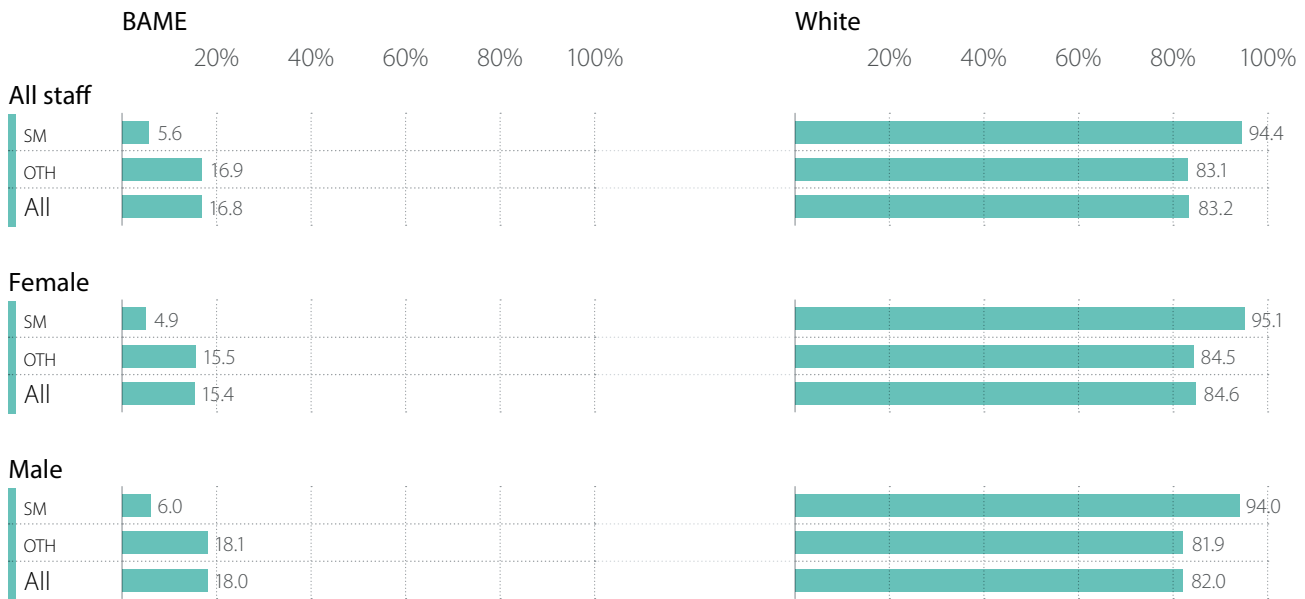
← Gender definition; see page 12

		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

Proportions of staff who were senior managers



5.11

Median/mean salary and pay gap for staff by gender and BAME/White identity

- ← Median salary and pay gap definition: see page 20
- ← Mean salary and pay gap definition: see page 21
- ← Gender definition: see page 12
- ← Ethnicity definition: see page 11

	Median			Mean			
	Female	Male	Gap	Female	Male	Gap	
	£	£	→ %	£	£	→ %	
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

5.12

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

- ← Median salary and pay gap definition: see page 20
- ← Mean salary and pay gap definition: see page 21
- ← Gender definition: see page 12
- ← Disability definition: see page 11

	Median			Mean			
	Female	Male	Gap	Female	Male	Gap	
	£	£	→ %	£	£	→ %	
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 salary and pay gap for staff by disability status and BAME/White identity

	Median ND	Disabled	Gap	Mean ND	Disabled	Gap	
	£	£	→ %	£	£	→ %	
All staff							
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 salary and pay gap definition: see page 20

← Mean salary and pay gap definition: see page 21

← Gender definition: see page 12

← Ethnicity definition: see page 11

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/using-data-and-evidence/collecting-equality-data

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/using-data-and-evidence/encouraging-disclosure-equality-information

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.

6.1 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.

6.2 Institutional return rates: Of the institutions that returned information to HESA, more than half had done so for 70% or more of their staff 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%.

6.3, 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:

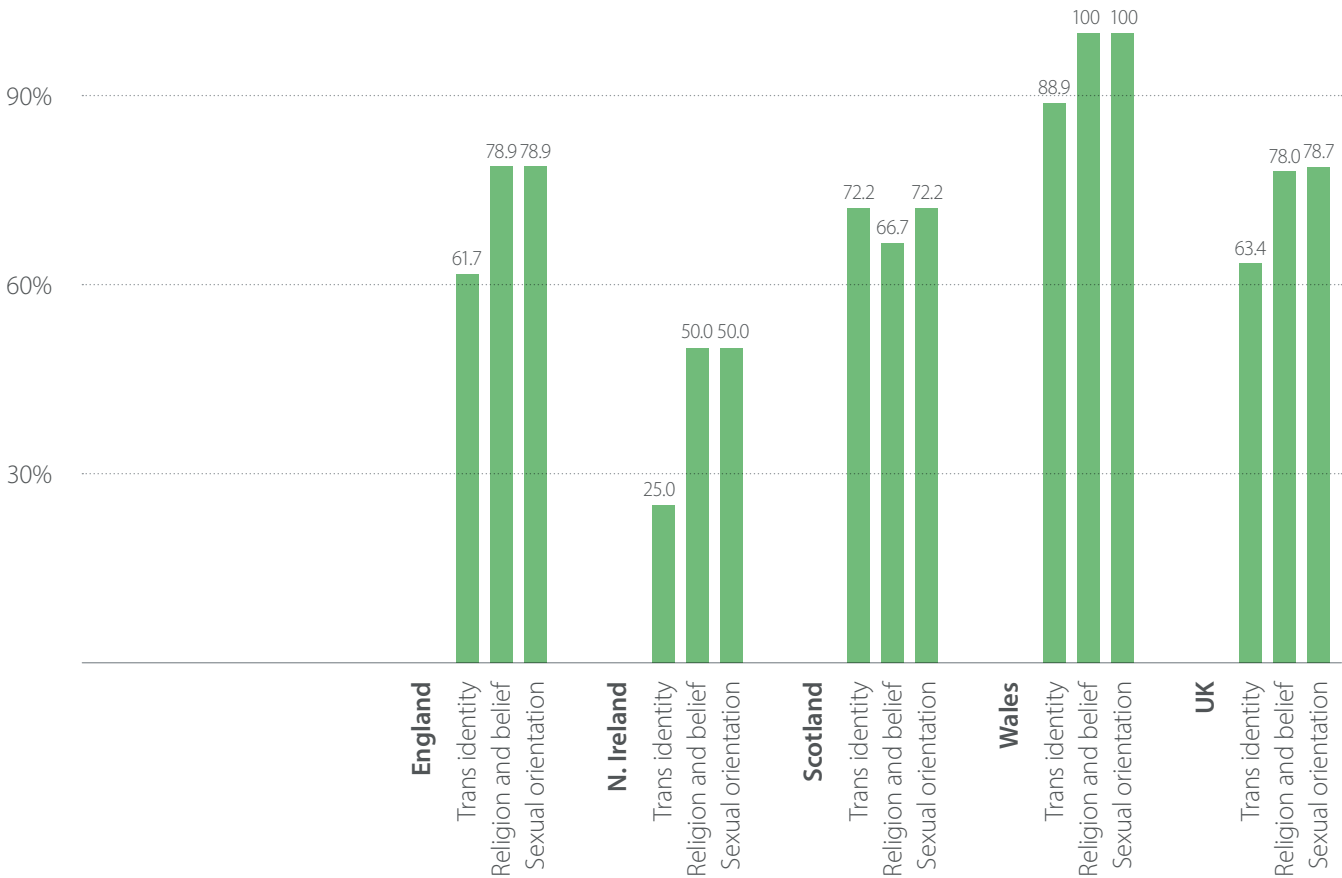
The proportion of staff with unknown (blank) information on sexual orientation was larger for staff aged 61 and over (53.4%) than for staff aged 30 and under or 31-40 (42.9% and 36.2%). There was a similar gap between disabled and non-disabled staff, with information on sexual orientation being unknown 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

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

	England		N. Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
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



6.2

Institutional return rates on trans status, religion and belief and sexual orientation

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

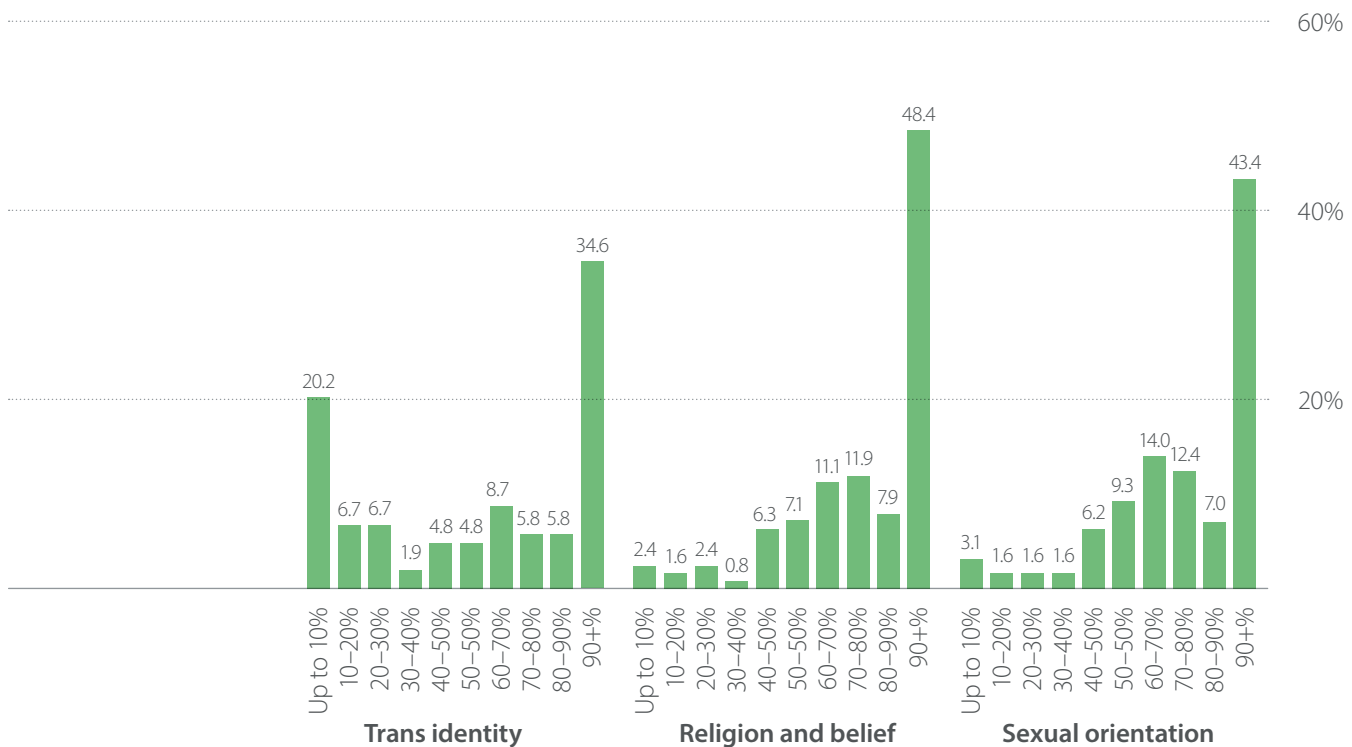
↓ % Within all HEIs that returned data to HESA, the percentage in each return rate band

← Trans definition: see page 13

← Religion and belief definition: see page 14

← Sexual orientation definition: see page 14

	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



6.3

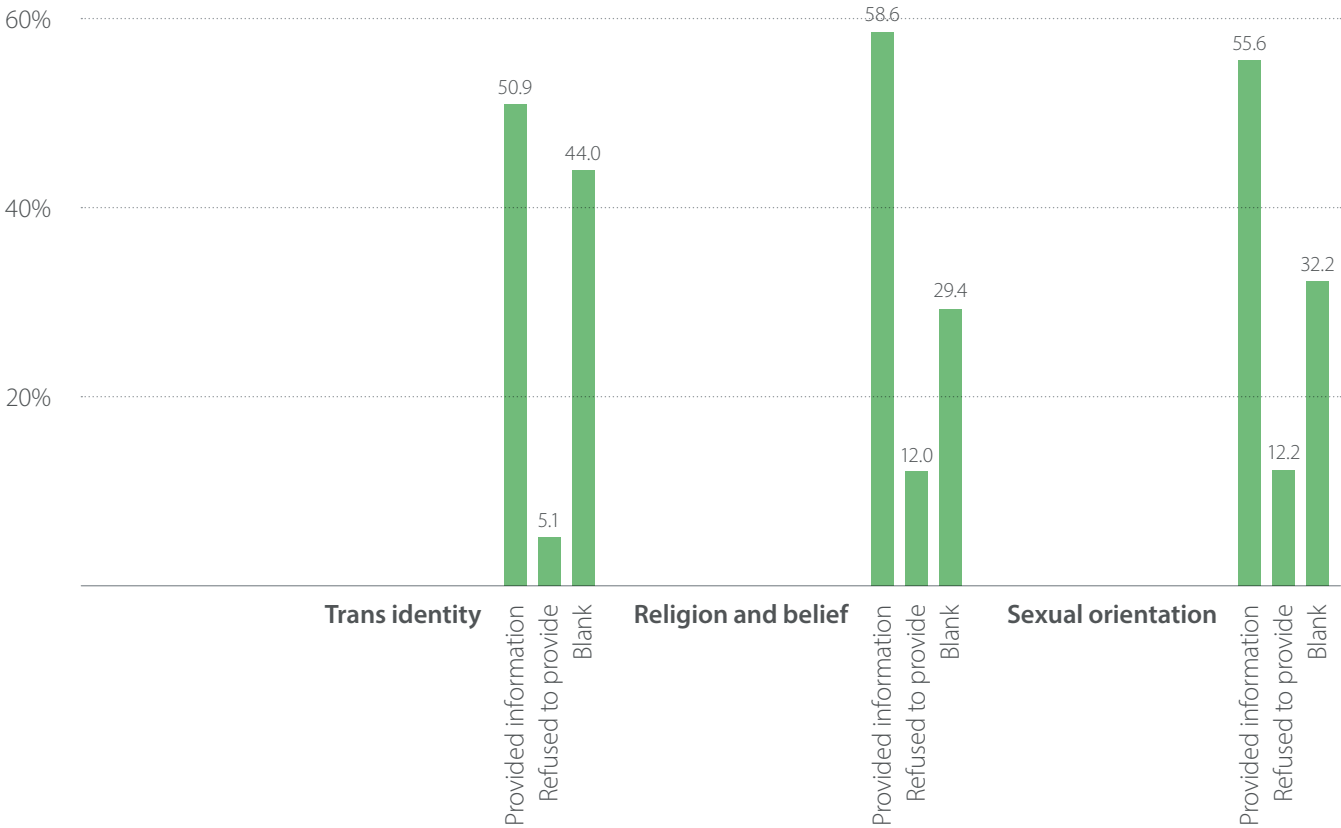
Disclosure rates of trans status, religion and belief and sexual orientation in institutions returning data characteristics

← Trans definition: see page 13

← Religion and belief definition: see page 14

← Sexual orientation definition: see page 14

	Trans identity		Religion and belief		Sexual orientation	
	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

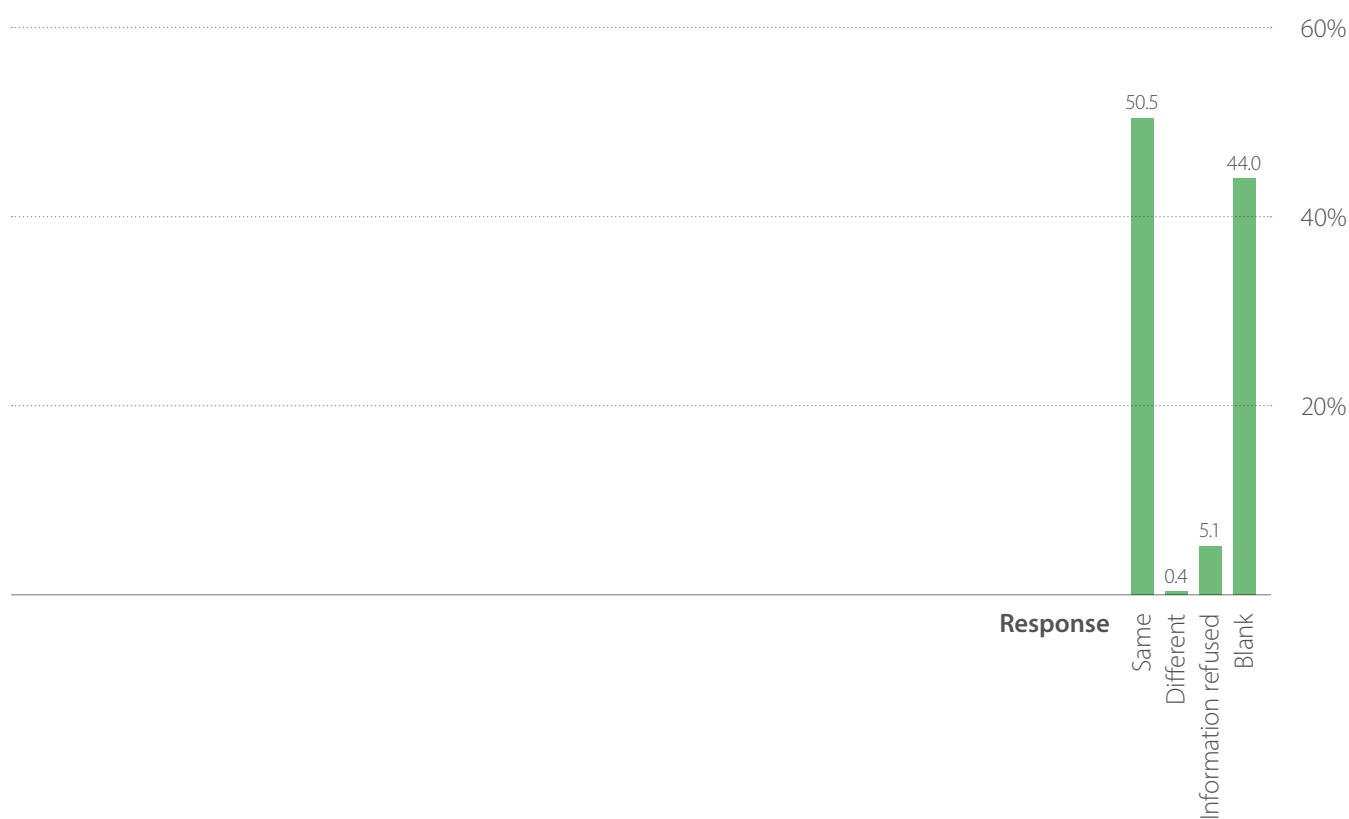


6.4

All staff/staff in institutions returning data by trans status

← Trans
definition:
see page 13

	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

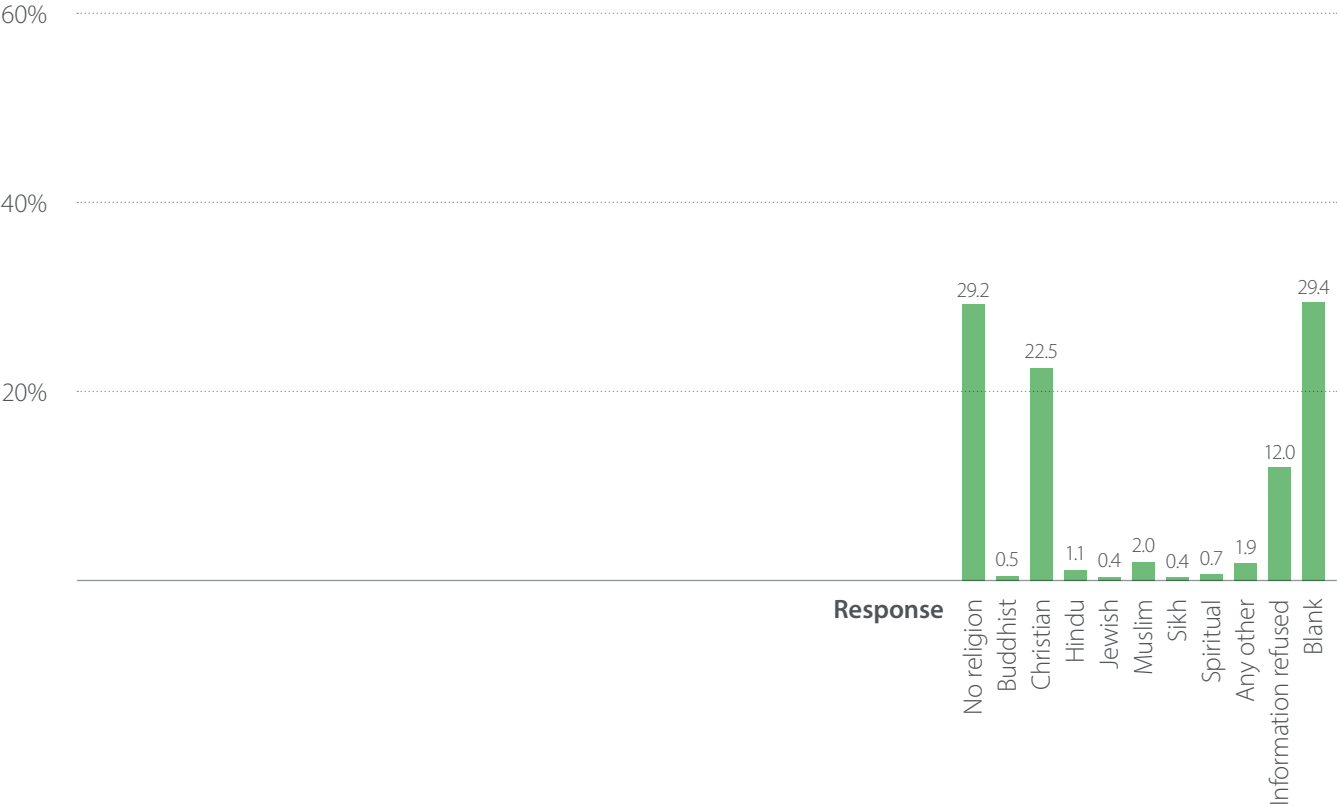


6.5

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

← Religion and belief definition: see page 14

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
No religion	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

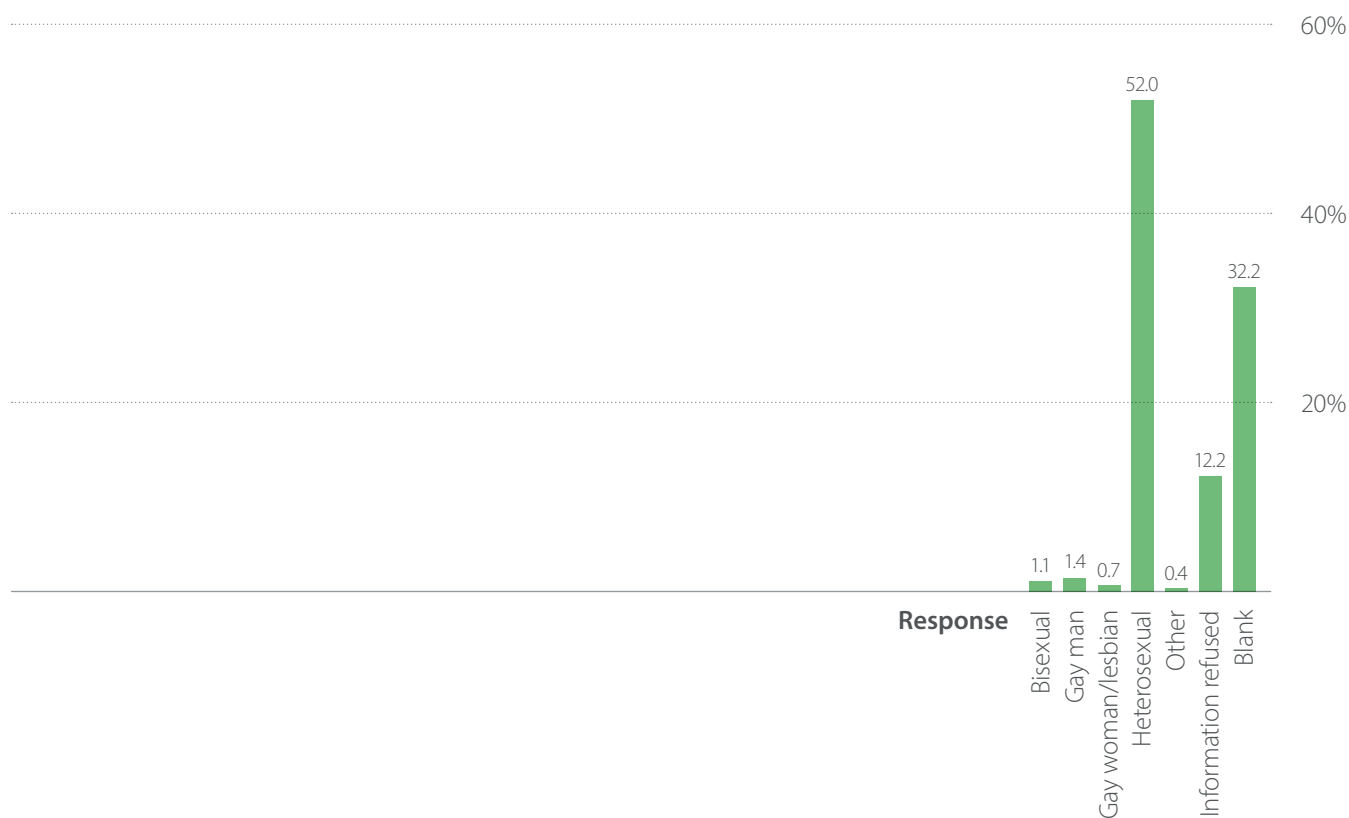


6.6

All staff/staff in institutions returning data by sexual orientation

← Sexual orientation definition: see page 14

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
Bisexual	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



6.7

All staff by trans status and age group

← Trans definition: see page 13

← Age definition: see page 11

		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

6.8

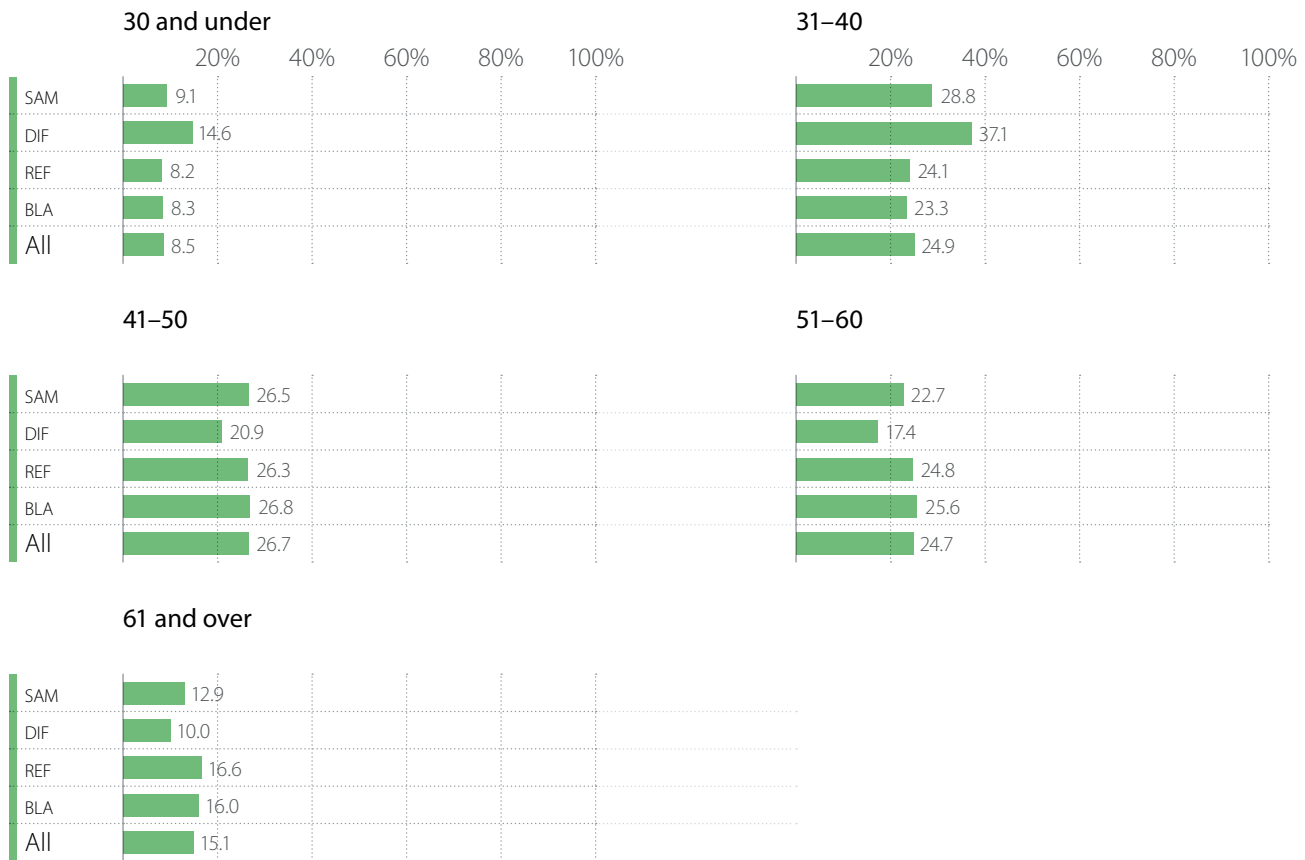
All staff by trans status and disability status

← Trans definition: see page 13

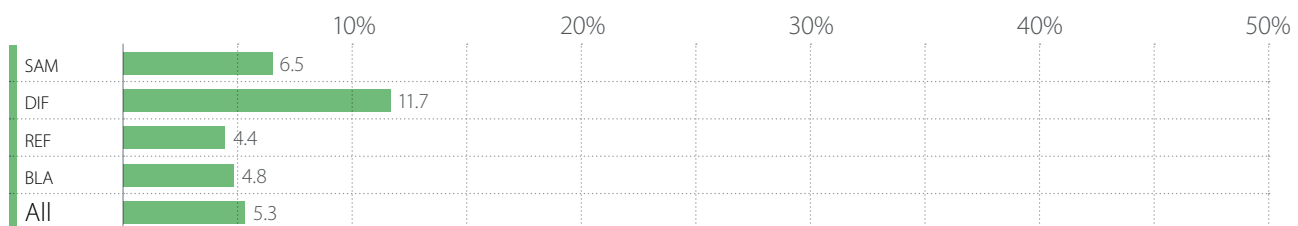
← Disability definition: see page 11

		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



Proportions of staff in trans status categories who disclosed as disabled



6.9

All staff by trans status and BAME/white identity

← Trans definition: see page 13

← Ethnicity definition: see page 11

		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

6.10

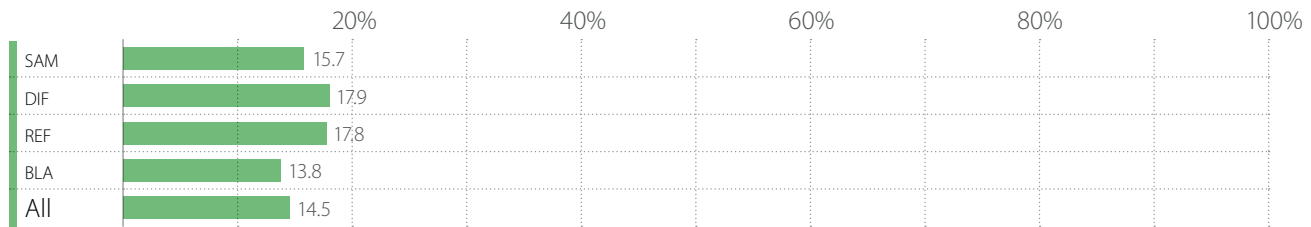
All staff by trans status and gender

← Trans definition: see page 13

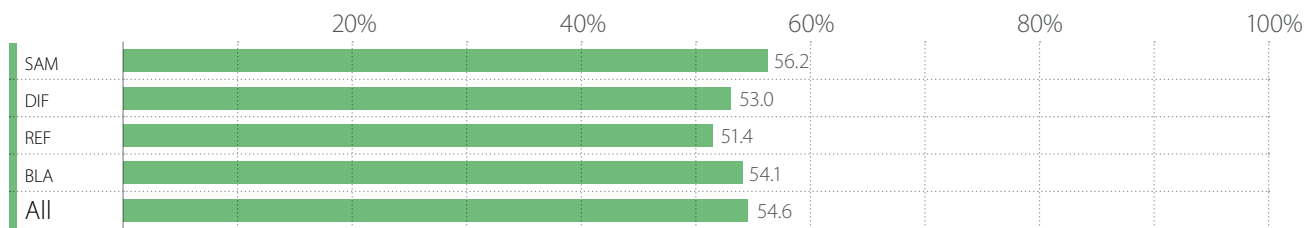
← Gender definition: see page 12

		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



Proportions of staff in trans status categories who were female



6.11

All staff by religion and belief and age

← Religion and belief definition: see page 14

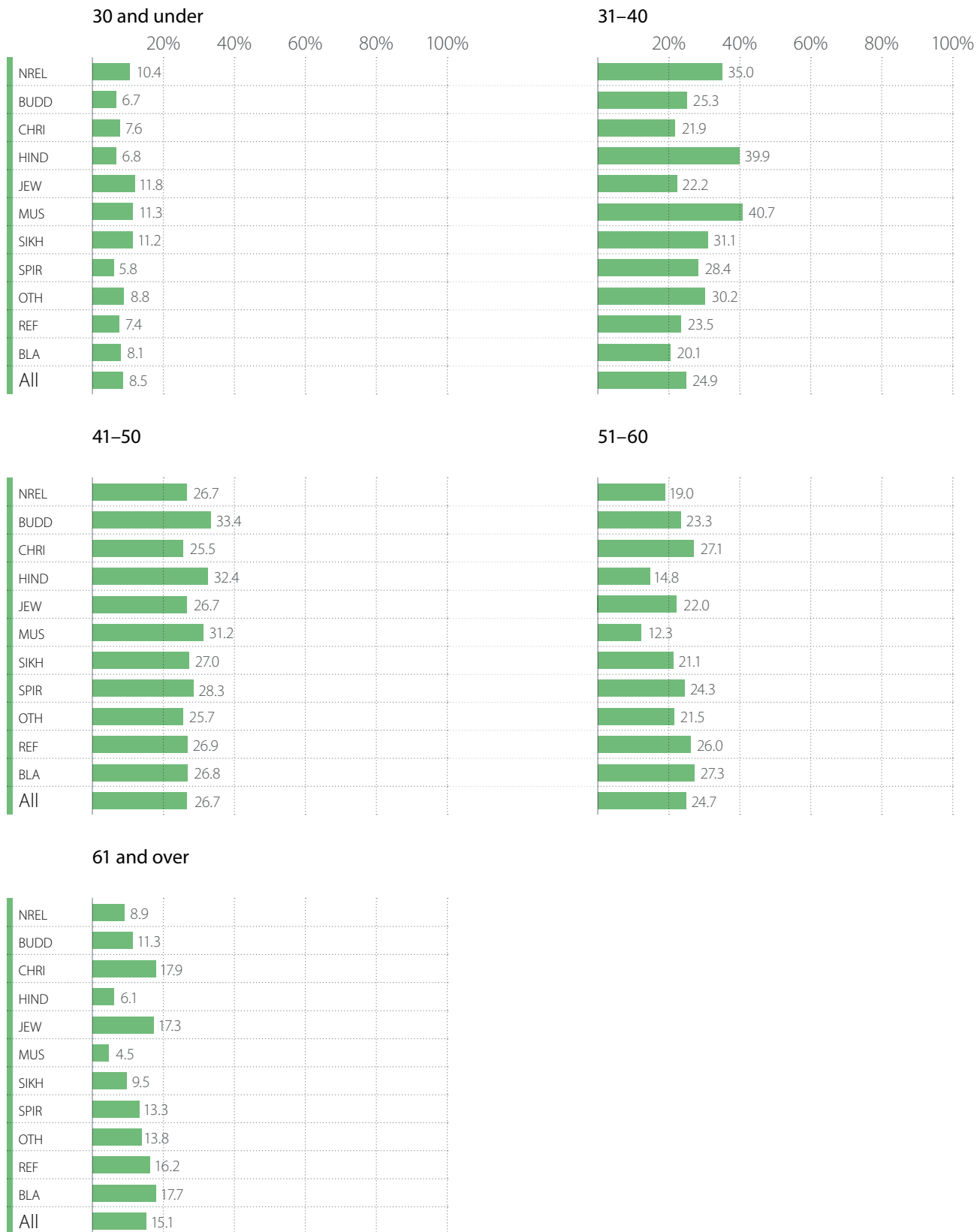
← Age definition: see page 11

		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



6.12

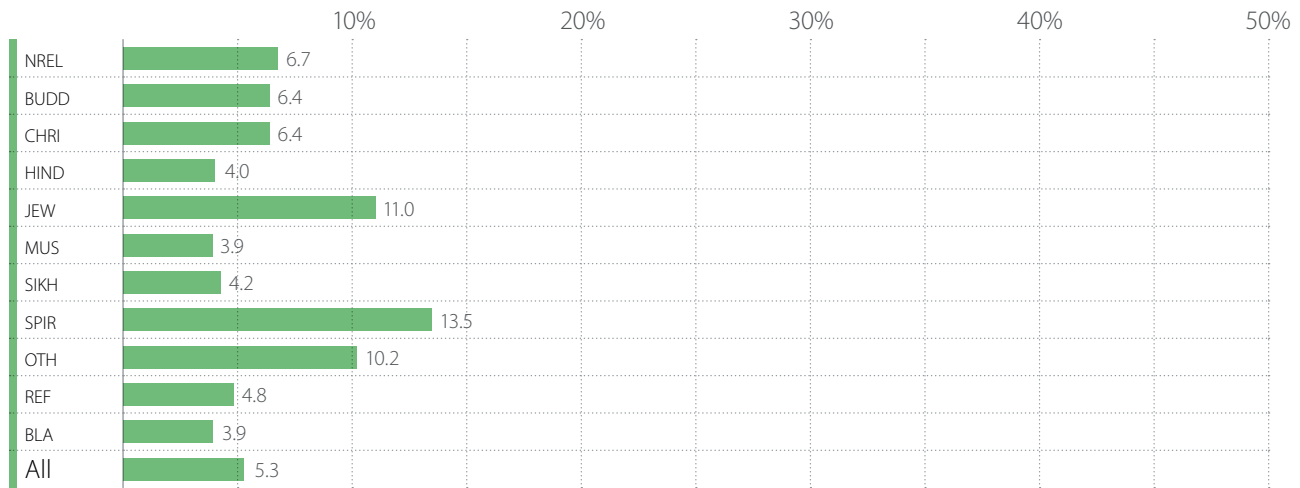
All staff by religion and belief and disability status

← Religion and belief definition; see page 14

← Disability definition; see page 11

		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



6.13

All staff by religion and belief and BAME/white identity

← Religion and belief definition: see page 14

← Ethnicity definition: see page 11

		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

6.14

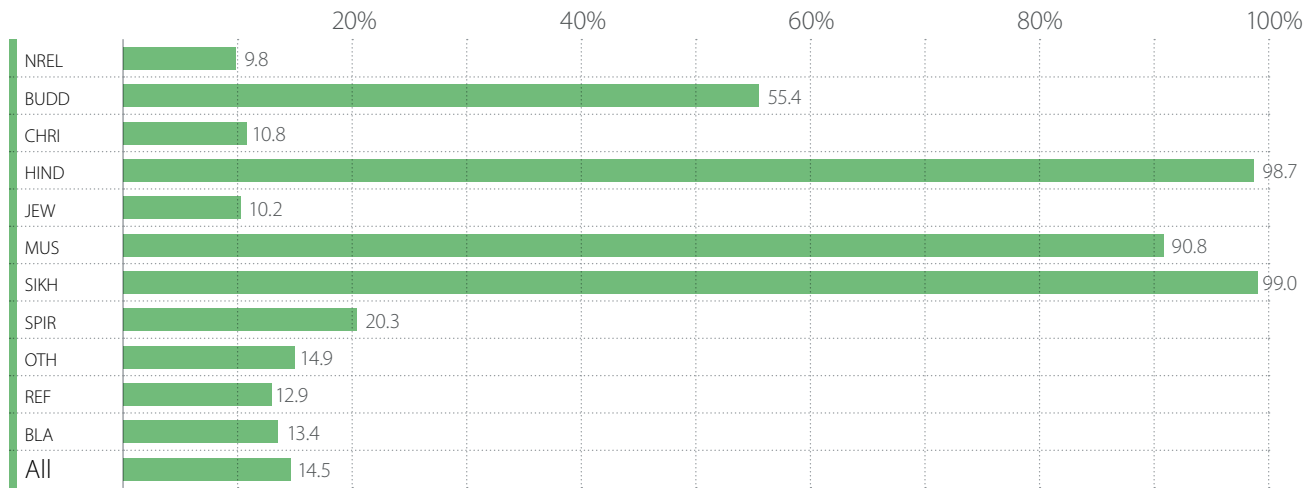
All staff by religion and belief and gender

← Religion and belief definition: see page 14

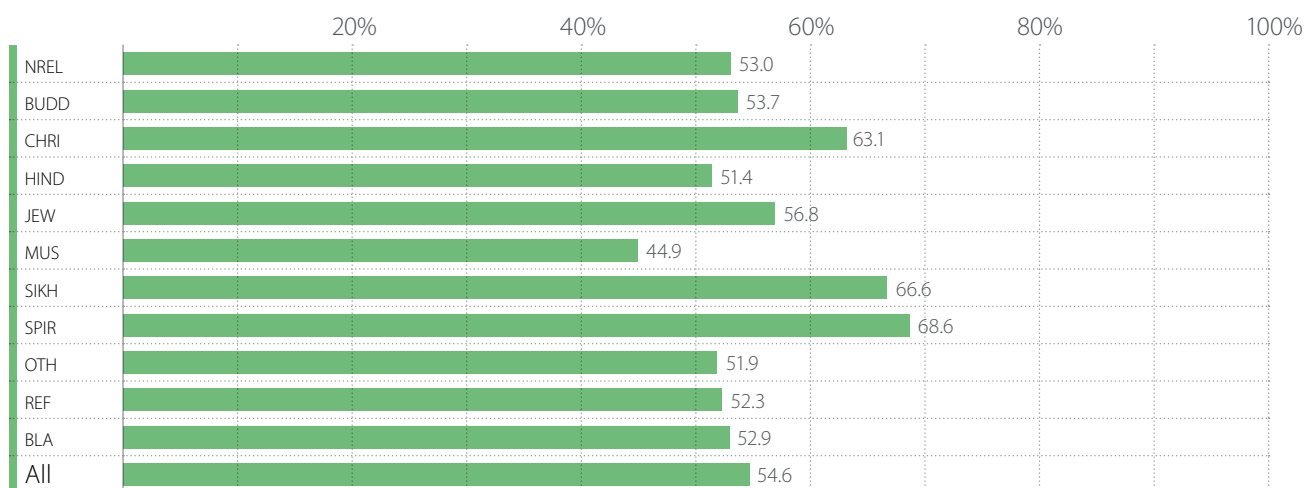
← Gender definition: see page 12

		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



Proportions of staff in religion and belief categories who were female



6.15

All staff by sexual orientation and age group

← Sexual orientation definition: see page 14

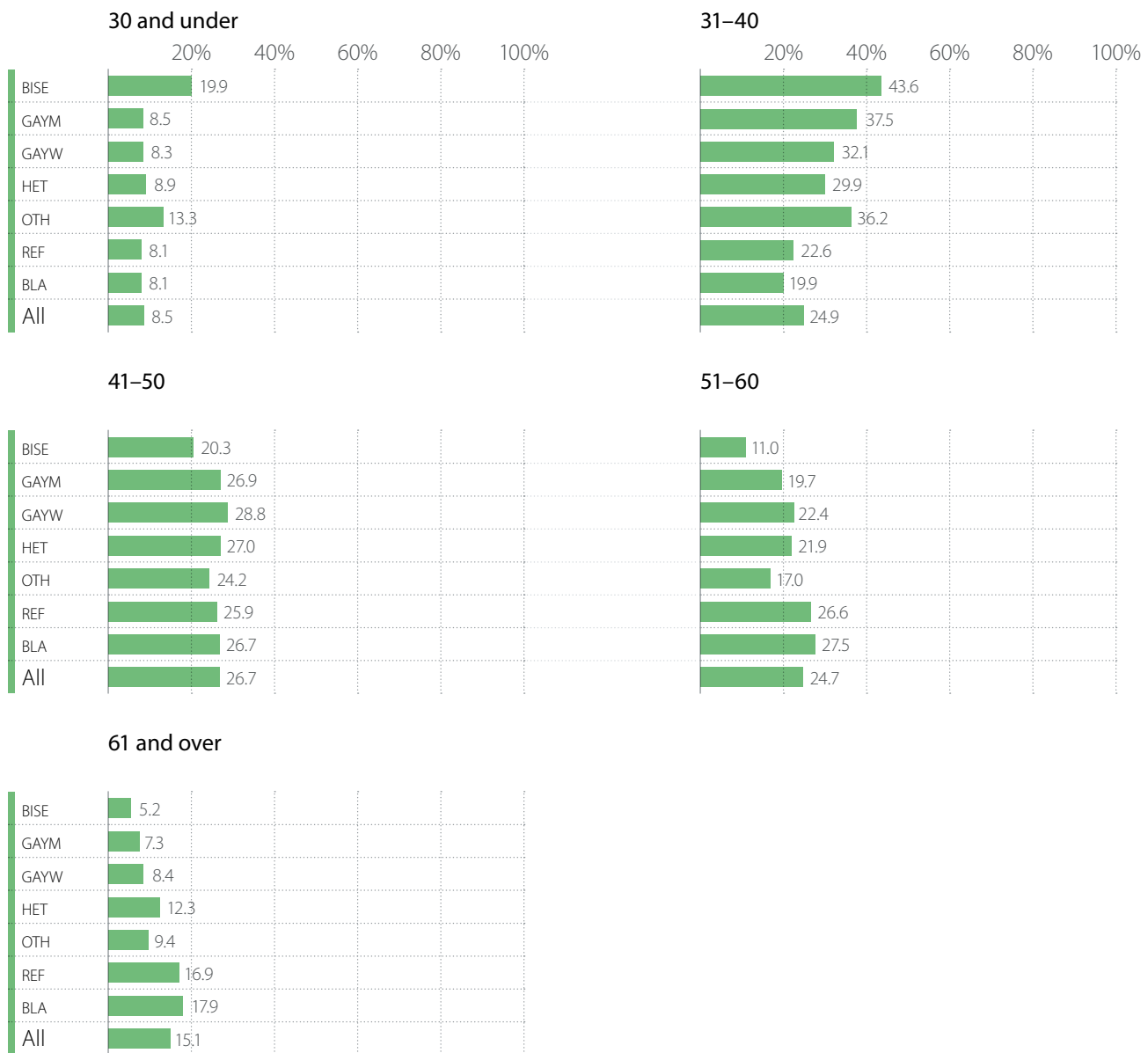
← Age definition: see page 11

		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



6.16

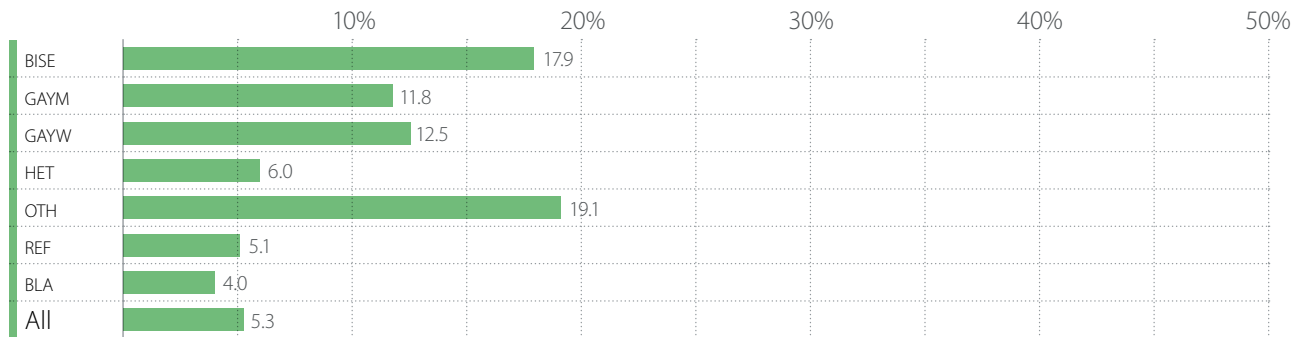
All staff by sexual orientation and disability status

← Sexual orientation definition; see page 14

← Disability definition; see page 11

		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



6.17

All staff by sexual orientation and BAME/white identity

← Sexual orientation definition: see page 14

← Ethnicity definition: see page 11

		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

6.18

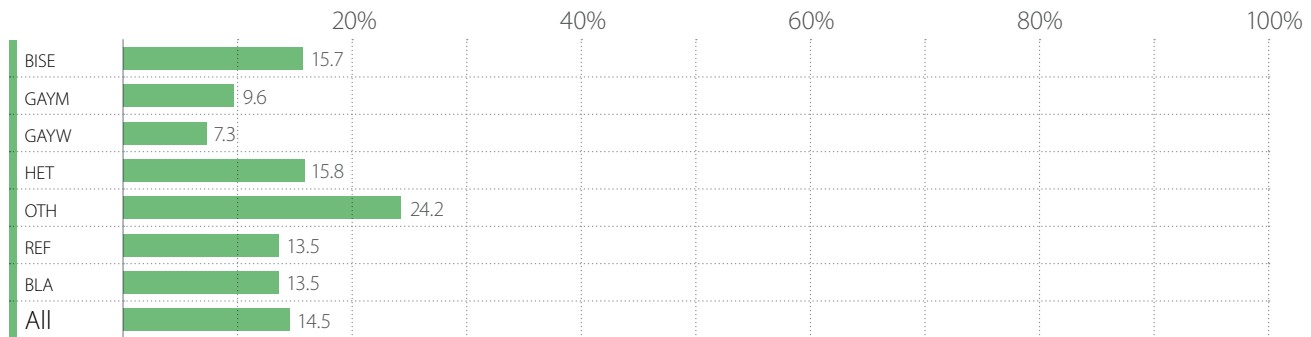
All staff by sexual orientation and gender

← Sexual orientation definition: see page 14

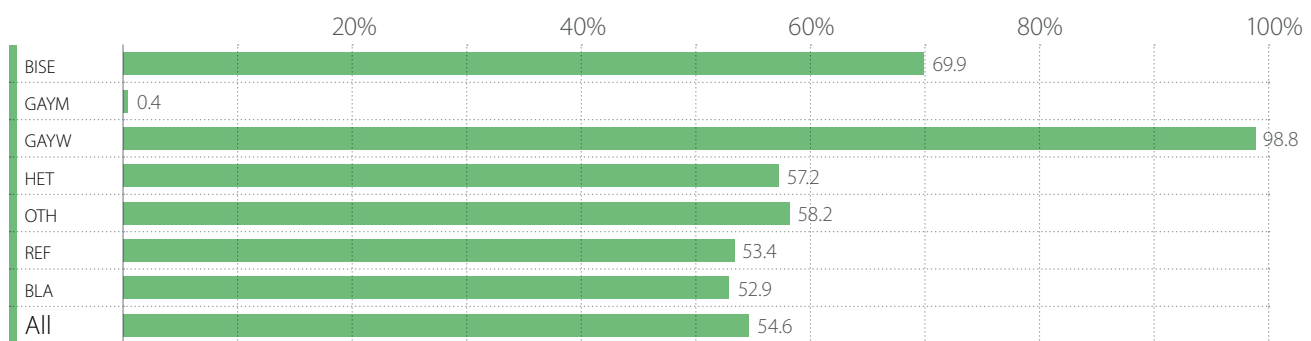
← Gender definition: see page 12

		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



Proportions of staff in sexual orientation categories who were female



Index

Overview

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

Age

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

- 64** 1.9 Non-SET academic staff by subject area and age group
- 66** 1.10 Academic staff by professorial category, mode and age group
- 68** 1.11 Academic staff by professorial and SET categories, mode and age group
- 70** 1.12 Academic staff by senior management category, mode and age group
- 72** 1.13 Academic staff by senior management and SET categories, mode and age group
- 74** 1.14 UK/non-UK academic staff by leaving status and age group
- 76** 1.15 UK academic staff leavers by known leaving destination and age group
- 80** 1.16 Non-UK academic staff leavers by known leaving destination and age group

Disability

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

- 105** 2.13 Academic staff by SET category and disability status
- 106** 2.14 SET academic staff by subject area and disability status
- 108** 2.15 Non-SET academic staff by subject area and disability status
- 110** 2.16 Academic staff by professorial and SET categories, mode and disability status
- 112** 2.17 Academic staff by senior management and SET categories, mode and disability status
- 114** 2.18 Staff by activity, mode, salary range and disability status
- 116** 2.19 Academic staff by academic pay spine range and disability status
- 118** 2.20 Median/mean salary and pay gap for staff by country of institution, activity and disability status
- 120** 2.21 Median/mean salary and pay gap for staff by occupational group and disability status
- 122** 2.22 Median/mean salary and pay gap for staff by professorial category, country of institution and disability status
- 124** 2.23 UK/non-UK academic staff by leaving status and disability status
- 126** 2.24 UK academic staff leavers by known leaving destination and disability status
- 128** 2.25 Non-UK academic staff leavers by known leaving destination and disability status
- Ethnicity**
- 133** 3.1 UK/non-UK staff by country of institution and ethnic group
- 134** 3.2 BAME UK/non-UK staff by ethnic group
- 136** 3.3 Profile of UK/non-UK staff over time by activity and BAME/white identity
- 138** 3.4 UK/non-UK staff by activity, mode and BAME/white identity
- 139** 3.5 UK/non-UK staff by activity, contract type and BAME/white identity
- 140** 3.6 UK/non-UK academic staff by mode, contract type and BAME/white identity
- 141** 3.7 UK/non-UK professional and support staff by mode, contract type and BAME/white identity
- 142** 3.8 UK/non-UK staff by contract level and BAME/white identity
- 144** 3.9 UK staff by activity, contract level and BAME/white identity
- 146** 3.10 Non-UK staff by activity, contract level and BAME/white identity
- 148** 3.11 UK/non-UK staff by activity, occupational group and BAME/white identity
- 150** 3.12 Full-time and part-time UK staff by activity, occupational group and BAME/white identity
- 152** 3.13 Full-time and part-time non-UK staff by activity, occupational group and BAME/white identity
- 154** 3.14 UK/non-UK academic staff by research/teaching contract type and BAME/white identity
- 155** 3.15 UK academic staff by SET category and ethnic group
- 156** 3.16 UK SET academic staff by subject area and BAME/white identity
- 158** 3.17 UK non-SET academic staff by subject area and BAME/white identity
- 160** 3.18 Non-UK SET academic staff by subject area and BAME/white identity
- 162** 3.19 Non-UK non-SET academic staff by subject area and BAME/white identity
- 164** 3.20 Academic staff by professorial category and ethnic group
- 166** 3.21 UK academic staff by professorial and SET categories, mode and BAME/white identity
- 168** 3.22 Non-UK academic staff by professorial and SET categories, mode and BAME/white identity
- 170** 3.23 Academic staff by senior management category and ethnic group
- 172** 3.24 UK academic staff by senior management and SET categories, mode and BAME/white identity

- 174** 3.25 Non-UK academic staff by senior management and SET categories, mode and BAME/white identity
- 176** 3.26 UK/non-UK academic staff by mode, salary range and BAME/white identity
- 178** 3.27 UK/non-UK professional and support staff by mode, salary range and BAME/white identity
- 180** 3.28 UK/non-UK academic staff by academic pay spine range and BAME/white identity
- 182** 3.29 Median salaries of UK/non-UK staff by activity and ethnic group
- 184** 3.30 Median/mean salary and pay gap for UK staff by country of institution, activity and BAME/white identity
- 186** 3.31 Median/mean salary and pay gap for non-UK staff by country of institution, activity and BAME/white identity
- 188** 3.32 Median/mean salary and pay gap for UK/non-UK staff by activity, occupational group and BAME/white identity
- 190** 3.33 Median/mean salary and pay gap for UK/non-UK staff by professorial category, country of institution and BAME/white identity
- 192** 3.34 UK/non-UK academic staff by leaving status and BAME/white identity
- 194** 3.35 UK academic staff leavers by known leaving destination and BAME/white identity
- 196** 3.36 Non-UK academic staff leavers by known leaving destination and BAME/white identity
- Gender**
- 200** 4.1 Staff by country of institution and gender
- 202** 4.2 Profile of staff over time by activity and gender
- 204** 4.3 Staff by activity, mode and gender
- 205** 4.4 Staff by activity, contract type and gender
- 206** 4.5 Academic staff by mode, contract type and gender
- 207** 4.6 Professional and support staff by mode, contract type and gender
- 208** 4.7 Staff by contract level and gender
- 210** 4.8 Staff by activity, contract level and gender
- 212** 4.9 Staff by activity, occupational group and gender
- 214** 4.10 Full-time and part-time staff by activity, occupational group and gender
- 216** 4.11 Academic staff by research/teaching contract type and gender
- 217** 4.12 Academic staff by SET category and gender
- 218** 4.13 SET academic staff by subject area and gender
- 220** 4.14 Non-SET academic staff by subject area and gender
- 222** 4.15 Academic staff by professorial and SET categories, mode and gender
- 224** 4.16 Academic staff by senior management and SET categories, mode and gender
- 226** 4.17 Staff by activity, mode, salary range and gender
- 228** 4.18 Academic staff by academic pay spine range and gender
- 230** 4.19 Median/mean salary and pay gap for staff by country of institution, activity and gender
- 232** 4.20 Median/mean salary and pay gap for staff by occupational group and gender
- 234** 4.21 Median/mean salary and pay gap for staff by professorial category, country of institution and gender
- 236** 4.22 UK/non-UK academic staff by leaving status and gender
- 238** 4.23 UK academic staff leavers by known leaving destination and gender
- 240** 4.24 Non-UK academic staff leavers by known leaving destination and gender

Intersectionality

- 246** 5.1 Staff by age group and disability status
- 248** 5.2 UK/non-UK staff by age group and BAME/white identity
- 250** 5.3 Staff by activity, age group and gender
- 252** 5.4 UK/non-UK staff by ethnic group and disability status
- 254** 5.5 Staff by disability status, impairment type and gender
- 256** 5.6 UK/non-UK staff by ethnic group and gender
- 258** 5.7 UK/non-UK academic staff by professorial category, gender and BAME/white identity
- 260** 5.8 UK/non-UK academic staff by senior management category, gender and BAME/white identity
- 262** 5.9 Academic staff by gender, professorial category and BAME/white identity
- 264** 5.10 Academic staff by senior management category, gender and ethnic group
- 266** 5.11 Median/mean salary and pay gap for staff by gender and BAME/white identity
- 266** 5.12 Median/mean salary and pay gap for staff by gender and disability status
- 267** 5.13 Median/mean salary and pay gap for staff by disability status and BAME/white identity

Experimental data

- 272** 6.1 Institutional returns for gender reassignment, religion and belief and sexual orientation information by country of institution
- 273** 6.2 Institutional return rates on gender reassignment, religion and belief and sexual orientation
- 274** 6.3 Disclosure rates of gender reassignment, religion and belief and sexual orientation in institutions returning data
- 275** 6.4 All staff/staff in institutions returning data by gender reassignment
- 276** 6.5 All staff/staff in institutions returning data by religion and belief
- 277** 6.6 All staff/staff in institutions returning data by sexual orientation
- 278** 6.7 All staff by gender reassignment and age
- 278** 6.8 All staff by gender reassignment and disability status
- 280** 6.9 All staff by gender reassignment and BAME/white identity
- 280** 6.10 All staff by gender reassignment and gender
- 282** 6.11 All staff by religion and belief and age
- 284** 6.12 All staff by religion and belief and disability status
- 286** 6.13 All staff by religion and belief and BAME/white identity
- 286** 6.14 All staff by religion and belief and gender
- 288** 6.15 All staff by sexual orientation and age
- 290** 6.16 All staff by sexual orientation and disability status
- 292** 6.17 All staff by sexual orientation and BAME/white identity
- 292** 6.18 All staff by sexual orientation and gender

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