Equality + higher education

Advance HE

Staff statistical report 2019

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).

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Introduction

This is the twelfth national staff equality data report for higher education institutions (HEIs). 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 2017/18, as well as the interplay of these identities (eg female Black professors or 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, as well as how this data intersects with other identity characteristics.

The report provides national figures which can be used:

- to consider the diversity of the HE workforce as a whole
- to consider change and progress over time, using previous reports as comparators
- by individual institutions for benchmarking purposes

What's new

In 2016, Advance HE (formerly the 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. For example, further detail 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 and much of the gender information in this report is thus further disaggregated by subject area in the online tables.

We encourage readers to use this report as a starting point for further examination of the data available in these Excel tables. There is a table mapping out where additional information is available 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.

There is an illustrated guide to using this report in the 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.

176 Ethnicity 177

3.27

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

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Mode definition: see page 13
← Salary range definition: see page 18
← Ethnicity definition: see page 9

UK nationals		White			BAME			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	95,815	57.3	90.2	10,380	57.3	9.8	106,195	57.3
£30–50K	£30,000–£50,000	57,885	34.6	89.7	6,640	35.0	10.3	64,525	34.8
>£50K	Over £50,000	13,465	8.1	92.6	1,075	7.7	7.4	14,540	7.8
All	Total	167,165	100.0	90.2	18,095	100.0	9.8	185,260	100.0
Full-time									
<£30K	Under £30,000	58,315	50.7	90.0	6,490	50.5	10.0	64,805	50.6
£30–50K	£30,000–£50,000	45,040	39.1	88.9	5,640	39.9	11.1	50,685	39.5
>£50K	Over £50,000	11,715	10.2	92.3	975	9.7	7.7	12,690	9.9
All	Total	115,070	100.0	89.8	13,110	100.0	10.2	128,180	100.0
Part-time									
<£30K	Under £30,000	37,500	72.0	90.6	3,890	73.0	9.4	41,390	72.5
£30–50K	£30,000–£50,000	12,840	24.7	92.8	995	23.9	7.2	13,840	24.2
>£50K	Over £50,000	1,750	3.4	94.6	100	3.1	5.4	1,850	3.2
All	Total	52,095	100.0	91.3	4,985	100.0	8.7	57,080	100.0

Non-UK nationals									
All modes									
<£30K	Under £30,000	8,755	58.2	67.6	4,195	62.8	32.4	12,950	61.2
£30–50K	£30,000–£50,000	5,295	35.2	75.3	1,740	32.2	24.7	7,035	33.3
>£50K	Over £50,000	985	6.6	83.9	190	5.0	16.1	1,175	5.6
All	Total	15,035	100.0	71.1	6,120	100.0	28.9	21,155	100.0
Full-time									
<£30K	Under £30,000	5,055	49.5	73.4	1,825	50.7	26.6	6,880	50.2
£30–50K	£30,000–£50,000	4,290	42.0	74.2	1,490	42.3	25.8	5,780	42.2
>£50K	Over £50,000	860	8.4	83.4	170	7.0	16.6	1,030	7.5
All	Total	10,205	100.0	74.5	3,485	100.0	25.5	13,690	100.0
Part-time									
<£30K	Under £30,000	3,700	76.6	61.0	2,365	83.5	39.0	6,065	81.3
£30–50K	£30,000–£50,000	1,005	20.8	80.1	250	14.9	19.9	1,255	16.8
>£50K	Over £50,000	125	2.6	87.0	20	1.6	13.0	145	1.9
All	Total	4,830	100.0	64.7	2,635	100.0	35.3	7,465	100.0

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff in each salary range

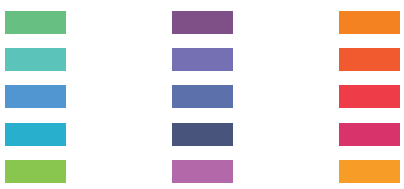
If additional detail is available it is noted here. These are hyperlinked to the relevant Excel table online.

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 12

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.



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 disaggregation by: detailed age bands, impairment type, ethnic group, subject area, or filtering information by academic starters. Additional information is available in our online tables: **www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables**

Year-on-year comparisons

To see complete data from 2016/17, please see Advance HE's previous statistical report on staff in HE: **www.ecu.ac.uk/publications/equality-higher-education-statistical-report-2018/**.
Other previous reports can be found at **www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/statistics-reports**.

Heidi plus

Additional HE data can be accessed via 'Heidi plus', a web-based management information service run by the Higher Education Statistical Agency (HESA) for HEIs and approved HE stakeholder organisations. The database provides easy access to a wide range of national quantitative data about HE, 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 mission 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. Additional detail is provided in the About the data section.

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

Additional 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 continue to update our guidance on equality monitoring and the questions used in monitoring surveys: **www.ecu.ac.uk/blogs/updated-ecu-equality-monitoring-guidance/**

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

Using the national figures within this report alongside institutional figures and qualitative data will give institutions a fuller picture of equality and diversity 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:

Advance HE (2018) *Analysing qualitative data.* **www.ecu.ac.uk/publications/analysing-qualitative-data/**

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

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

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

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

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

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

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

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

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

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

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

About the data

The analysis in this report is based upon data drawn from the HESA staff record 2003/04 to 2017/18. 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 report 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. Further information about how FPE is calculated can be found at: **www.hesa.ac.uk/collection/c15025/fte_vs_fpe**.

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 are 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 in England and Wales. For the purposes of this report, the census categories have been aggregated into six groups:

= Asian – Asian or Asian British; Bangladeshi, Asian or Asian British; Indian, Asian or Asian British; Pakistani, and other Asian background
= Black – Black or Black British: African, Black or Black British; Caribbean, and other Black background
= Chinese
= mixed
= other ethnic background, including Arab
= White – all White ethnic groups including White British

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

For some analyses the non-White groups have been further aggregated into a single Black, Asian and minority ethnic (BAME) group.

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

2012/13 onwards

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

Gender

Beginning in 2017/18, the HESA staff record started to collect data in the sexual identification field using the possible options of male, female and other. Between 2012/13 and 2016/17 this data was collected using the legal sex field, of which the possible options were male and female. For the purposes of this report, data from the sex identification field is referred to as 'gender'. Due to small numbers, staff members who have indicated their sex as 'other' have been excluded from any gender analysis in this report.

Prior to 2012/13
The HESA staff record included a gender field, with the possible options of male, female or indeterminate. HESA used the category 'indeterminate' – which is consistent with the managing information across partnerships (MIAP) common data definitions coding frame – to refer to intersex people. Intersex people are individuals born with anatomy and physiology that differs from contemporary ideals of what constitutes 'normal' male and female. It is recognised that some intersex people may find the indeterminate category used by HESA for the previous field offensive. For data return purposes, institutions were able to ask staff about their gender using the intersex terminology and return any positive responses to HESA using the MIAP coding and terminology in 2011/12.

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

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

Further information on monitoring sex and gender is published on our website.
www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/monitoring-questions
www.ecu.ac.uk/blogs/reporting-staff-data-sex-hesa-hmrc/.

Gender reassignment

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

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

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

For further information on monitoring sex and gender reassignment, see **www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/monitoring-questions.**

Impairment type

Impairment type is recorded within the HESA staff record on the basis of self-assessment using one of 11 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/autistic spectrum disorder
= a specific learning difficulty
= two or more disabilities, impairments or conditions
= other type of disability, impairment or condition

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

For further information on monitoring disability and impairment type, see **www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/monitoring-questions**

Religion and belief

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

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

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

Sexual orientation

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

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

For further information on monitoring sexual orientation, see **www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/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 HEIs. 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 2012/2013 these staff were referred to by HESA as 'professional and support staff'.

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

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

Head of institution: vice-chancellor (VC)/principal
The most senior manager within the institution (ie chief executive officer).

2: deputy/pro vice-chancellor (D/PVC), chief operating officer, registrar, university secretary
These roles are the highest level appointments reporting directly to the VC and will have primary responsibility for the organisation's performance and strategic development. They are responsible for a major part of the academic life of the university, and are differentiated from level 3 by having responsibility across the institution, or having 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, or may have responsibility for more than one functional area at a strategic rather than an operational level. Staff members in these roles are likely to deputise for the VC, and this level is 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 staff with level 2 roles may meet separately as the ultimate executive decision-makers). There are likely to be a very small number of roles at this level in the institution, and these are likely to be deans/directors of faculty/heads 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. Staff members with these roles will be part of the university's senior management team (although staff with level 2 roles may meet separately as the ultimate executive decision-makers).

3/4A1: head of school/division/department/centre size 1
This level comprises of heads of a distinct area of academic responsibility, likely to be a school or department, and staff members at this level will have responsibility for all staff within the school/department (department size over 100 staff). Staff members at this level are unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2.

3/4A2: head of school/division/department/centre size 2
This level contains heads of a distinct area of academic responsibility, likely to be a school or department, and staff members at this level will have responsibility for all staff within the school/department (department size 51-100 staff). Staff at this level are unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2.

3/4A3: head of school/division/department/centre size 3
This level comprises heads of a distinct area of academic responsibility, likely to be a school or department, and staff members at this level will have responsibility for all staff within the school/department (department size under 50 staff). Staff members at this level are unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2.

4A: head of a sub-set of academic area/directors of small centres
Staff members at this level will have responsibility for a subset of a division/department/school (eg a subject discipline group) or a research group, or cross school/department responsibility (eg director of research). This level may include professors who head departments/research centres.

4B: senior function head
Staff at this level will have full responsibility for a complete function or activity below the senior management team level, but will be part of the management team for the overall function.

5A: professor
These are 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. Staff at this level have responsibility for other 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
Staff members at this level are responsible for the day-to-day management of a significant professional service unit, activity, department or project, with specifically identified responsibilities. This level 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
Staff members at this level are 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
At this level staff operate at an experienced, professional level in a single area of work without supervision. They are 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
Staff at this level operate as fully competent professionals 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
This is typically an entry level professional, working under instruction from others within a defined area of work. Staff members at this level may be part-qualified in an appropriate professional discipline, and may supervise/ assist/guide less experienced administrative staff. This level would not cover academic roles.

Level N – junior administrative staff, clerical staff, technician/craftsman, operative
Staff at this level are normally working under closer supervision than level M staff, but staff are still experienced in the specific areas of the job role. Staff members mainly have responsibility for performing a range of simple, routine tasks with basic procedures and under regular supervision. Individuals at this level may be a school leaver, trainee or modern apprentice. This level would not cover academic roles.

Level O – routine task provider
At this level staff carry out a range of simple tasks within a defined routine, and guidance is readily available or work is performed under regular supervision. Some planning and organising of individuals' own workload will typically be required at this level (largely around the timing and sequencing of assigned tasks to make sure deadlines are met).

Level P – simple task provider
Staff at this level carry 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 use of SOC for classifying occupations within the HE sector therefore 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 the SOC, but it is no longer possible to replicate the variant previously used by HESA for staff in the HE sector, which permitted staff to be grouped into thirteen broad occupational activities. In addition, the association of academic and non-academic activities solely with SOC major groups is no longer possible due to the incorporation of both types of activities at the sub-major level. Consequently, staff may be pursuing an academic or non-academic activity within a given SOC major group, whereas previously certain SOC groups were held to be entirely academic or non-academic in their own right.

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

Please note that staff with academic contracts can have a SOC major group other than 1–3. In this report, these contracts are included in the academic total and shown separately as 'clerical and manual occupations' in the tables where SOC activity groups are 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 the levels of head of institution, 2A, 2B, 3A OR 3B.

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) have been excluded from salary analysis.

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

Clinical academics have been included in all salary analysis.

This report presents salary information in two ways:

Salary range

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

Academic pay spine range

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

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

Median salary and median pay gap

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

The median pay gaps for disability, ethnicity and gender have been calculated as:

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

(White median salary – BAME median salary) ÷ White median salary

(male median salary – female median salary) ÷ male median salary

Mean salary and mean pay gap

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

The mean pay gaps for disability, ethnicity and gender have been calculated as:

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

(White mean salary – BAME mean salary) ÷ White mean salary

(male mean salary – female mean salary) ÷ male mean salary

Academic starters

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

Academic leavers

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

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

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

Destinations are presented as:

UK destination

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

Non-UK destination

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

No longer in employment

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

Overview

Between 2003/04 and 2017/18 the number of staff employed by HEIs grew considerably. Notably, there has been one English institution added to the 2017/18 HESA staff records, which has increased the staff population by 147 members of staff. However, even without staff from this newly added institution there was a 2.3 percentage increase in the overall population of HE staff in 2017/18 compared with 2016/17.

Academic and professional and support staff showed similar percentage increases over the last year (2.5 and 2.2 percentage increases respectively), and professional and support staff continued to comprise a small majority of those employed by HEIs.

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 that 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: 82.3% of staff employed by HEIs worked in England. 11.3% worked in Scotland, 4.9% in Wales and 1.6% in Northern Ireland.

0.2 Trends: Between 2003/04 and 2017/18, the overall number of staff employed by UK HEIs increased by 27.0% from 338,105 to 429,560. This growth has largely been among academic staff, whose number increased by 41.1% from 2003/04 levels, compared with a growth of 15.8% 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 2017/18 (50.7%).

0.3–0.5 Contract mode and type: A majority of academic and professional and support staff worked full-time (66.4% and 68.5%, respectively). The majority of staff were also on open-ended/permanent contracts (76.1%). However, this proportion was significantly larger among professional and support staff (85.4%) 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 (50.4% and 18.7%, respectively), than full-time staff (24.9% and 12.7%, respectively).

0.6 Staff nationality: The majority of academic and professional and support staff were UK nationals (79.5%). However, this proportion was significantly greater among professional and support staff (89.5%) than academic staff (69.2%). The majority of non-UK staff were EU nationals (12.1% of all staff compared to 8.4% who were non-EU nationals).

0.7 Contract level: 12.8% of academic staff were in senior contract levels (HOI-5B), compared with 2.8% 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; 33.2%) and J (section/team leader, lecturer B, senior lecturer or senior research fellow positions; 25.9%). In contrast, professional and support staff were most commonly in contract levels M (assistant professional and administrative roles; 20.7%) and L (professional, technical and senior administrative staff, research/teaching assistant positions; 18.2%).

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; 32.5%). Mode of employment varied considerably by occupational group. For example, among academic staff, the proportion who worked part-time varied from 18.3% of managers, directors and senior officials to 33.7% of those in professional occupations. Among professional and support staff, 12.2% of managers, directors and senior officials worked part-time, compared with 66.9% of those in elementary occupations.

0.9 Research/teaching contract: Nearly half of academic staff (47.2%) were on teaching and research contracts, and around a quarter were either on teaching-only contracts (28.8%) 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, 12.3% were in biosciences, and 9.0% were in nursing and allied health professions. In comparison, relatively small proportions of academic staff worked in archaeology (0.7%), agriculture, forestry and food science (1.0%) or mineral, metallurgy & 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 (17.0%), art and design (10.3%) and education (9.7%). Less than one percent each worked in area studies (0.4%), catering and hospitality management (0.7%), classics (0.7%) and theology and religious studies (0.8%).

0.12 Professors: Overall, 9.9% of academic staff held professorial roles, of whom 60.9% worked in SET. The proportion of academics who were professors was higher among SET academics (10.8%) than non-SET academics (8.7%). This difference was seen particularly for part-time academic staff members (where 8.7% of SET and 4.5% of non-SET academics held professorial roles, compared with 11.6% of SET and 11.8% of non-SET full-time academics).

0.13 Senior managers: 0.6% of academic staff were in senior management roles, a majority of whom (68.5%) worked in non-SET subjects. A greater proportion of senior managers worked full-time than other academic staff (94.4% compared with 66.2%).

0.14 Salary range: More than three in ten academic staff earned over £50,000 (31.5%), compared with 7.6% of professional and support staff. The majority of full-time (50.7%) and part-time (73.8%) professional and support staff earned less than £30,000, compared with 4.0% of full-time and 16.1% of part-time academic staff.

0.15 Pay spine range: 53.9% of academic staff earned less than £44,992. 15.9% were on the highest pay spine, earning £60,411 or more, and just 0.2% were on the lowest pay spine, earning less than £18,777.

0.16 Leaving status: Overall, 17.7% of academic staff left their institution between 2016/17 and 2017/18. This rate was higher among non-UK nationals (21.8%) than UK nationals (16.0%).

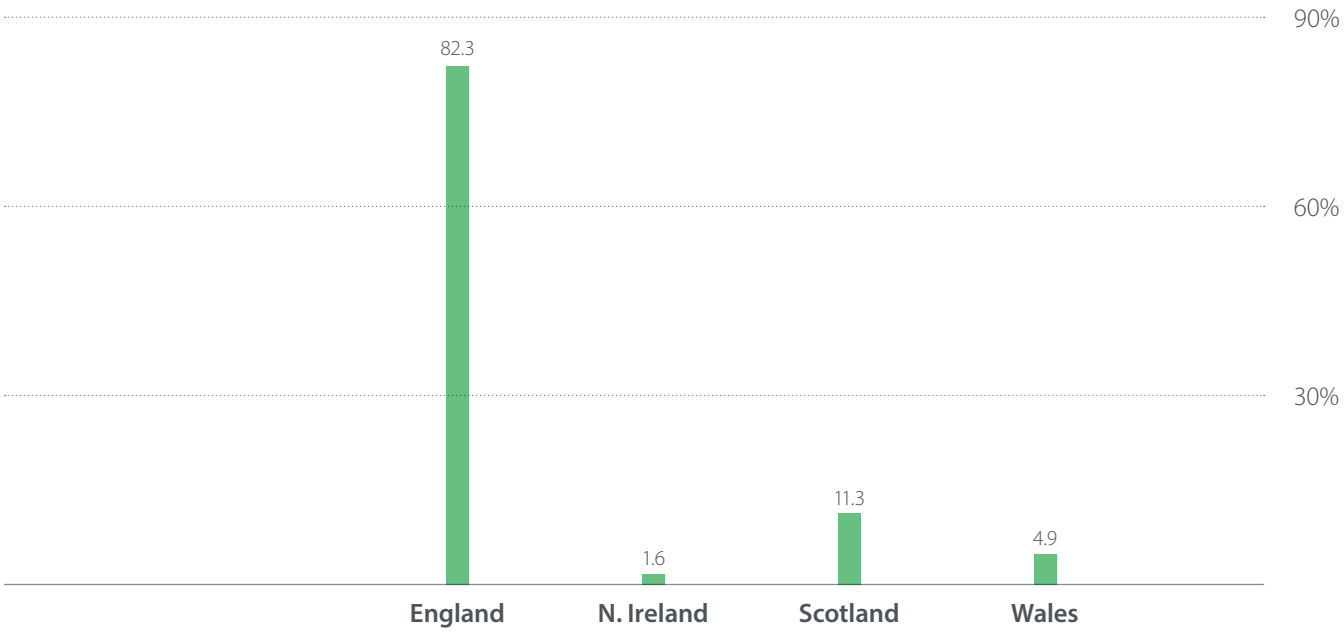
0.17 Leaving destinations: Of leavers with a known leaving destination, around half entered UK-based employment (57.2% UK nationals and 51.1% non-UK nationals), with the most common destination being another HEI in the UK (28.5% of UK nationals and 26.7% of non-UK nationals). Approximately a quarter of non-UK leavers moved overseas for employment (25.3%), again with the most common destination being another HEI (13.7%). In comparison, just 3.8% of UK leavers moved to employment outside of the UK. 14.9% of UK leavers retired, compared with 1.8% of non-UK leavers. Nearly a quarter of UK leavers (23.1%) and non-UK leavers (21.3%) were not in regular employment.

0.1

Staff by country of institution

≤ Country of institution definition: see page 12

	England		N. Ireland		Scotland		Wales		UK	
	No.	→ %	No.	→ %	No.	→ %	No.	→ %	No.	→ %
All staff	353,695	*82.3*	6,665	*1.6*	48,330	*11.3*	20,870	*4.9*	429,560	*100.0*

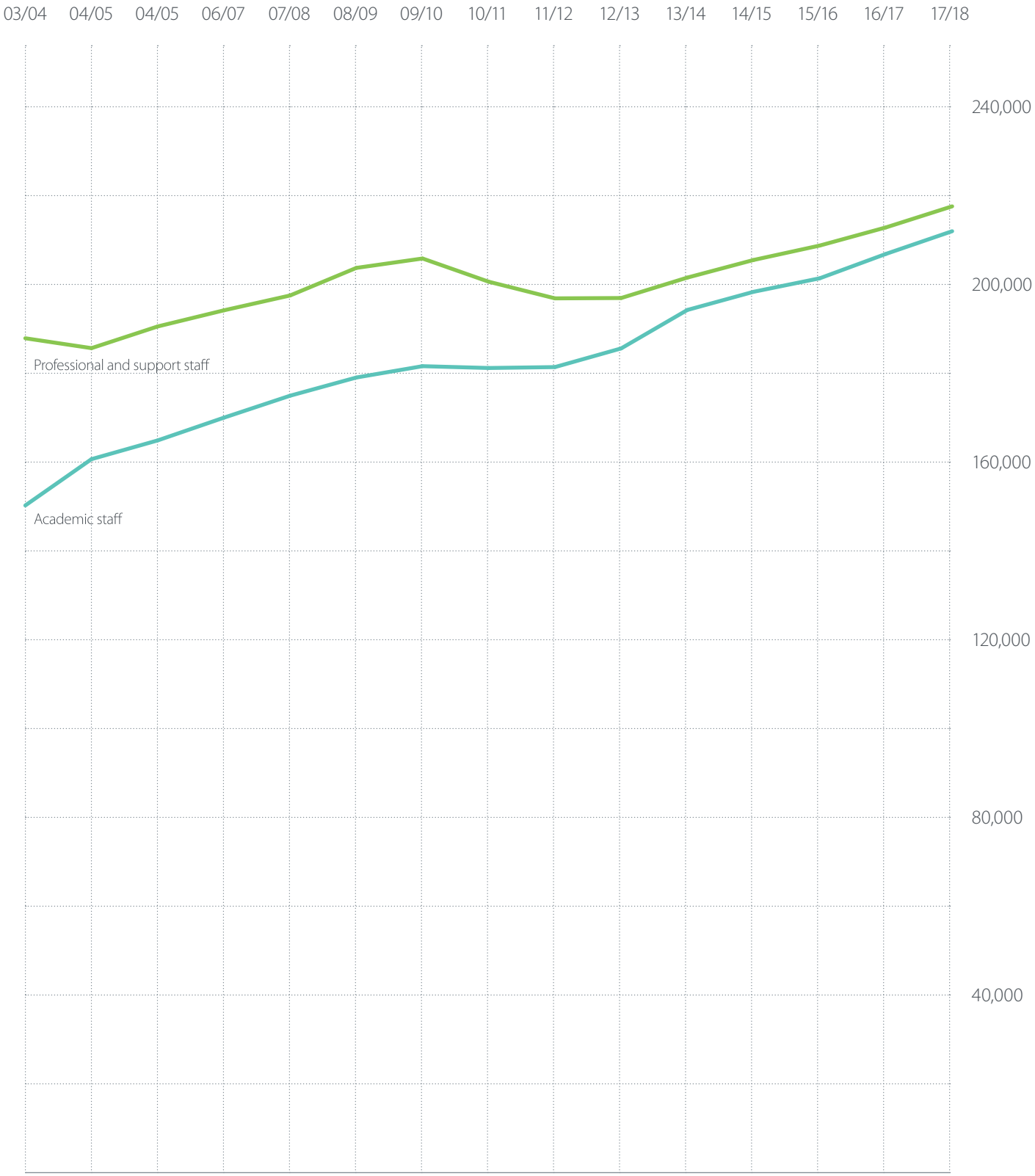


0.2 Profile of staff over time by activity

≤ Staff activity definition: see page 12

	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

Numbers of staff in each activity

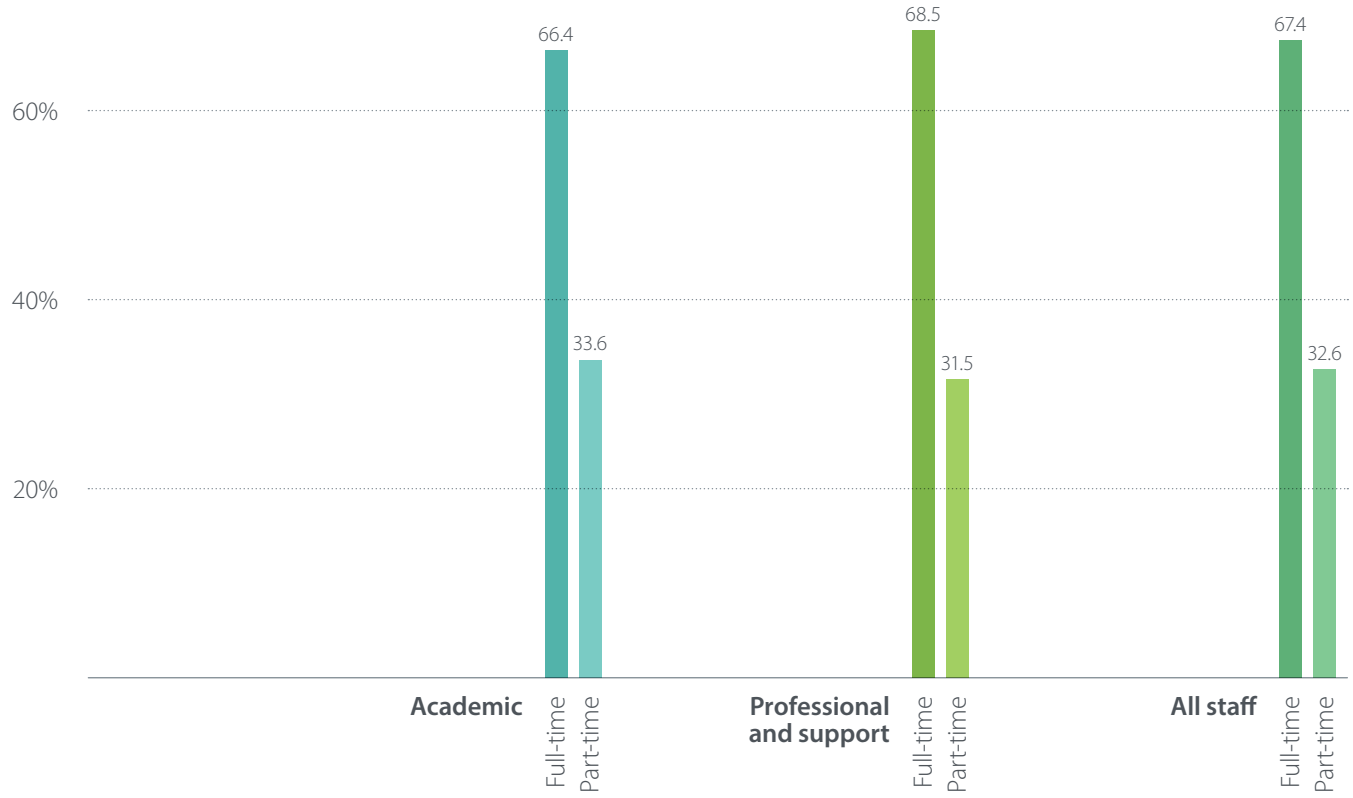


0.3 Staff by mode and activity

≤ Mode definition: see page 13

≤ Staff activity definition: see page 12

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time	140,725	*66.4*	*48.6*	149,005	*68.5*	*51.4*	289,730	*67.4*
Part-time	71,250	*33.6*	*51.0*	68,580	*31.5*	*49.0*	139,830	*32.6*
All modes	211,980	*100.0*	*49.3*	217,580	*100.0*	*50.7*	429,560	*100.0*



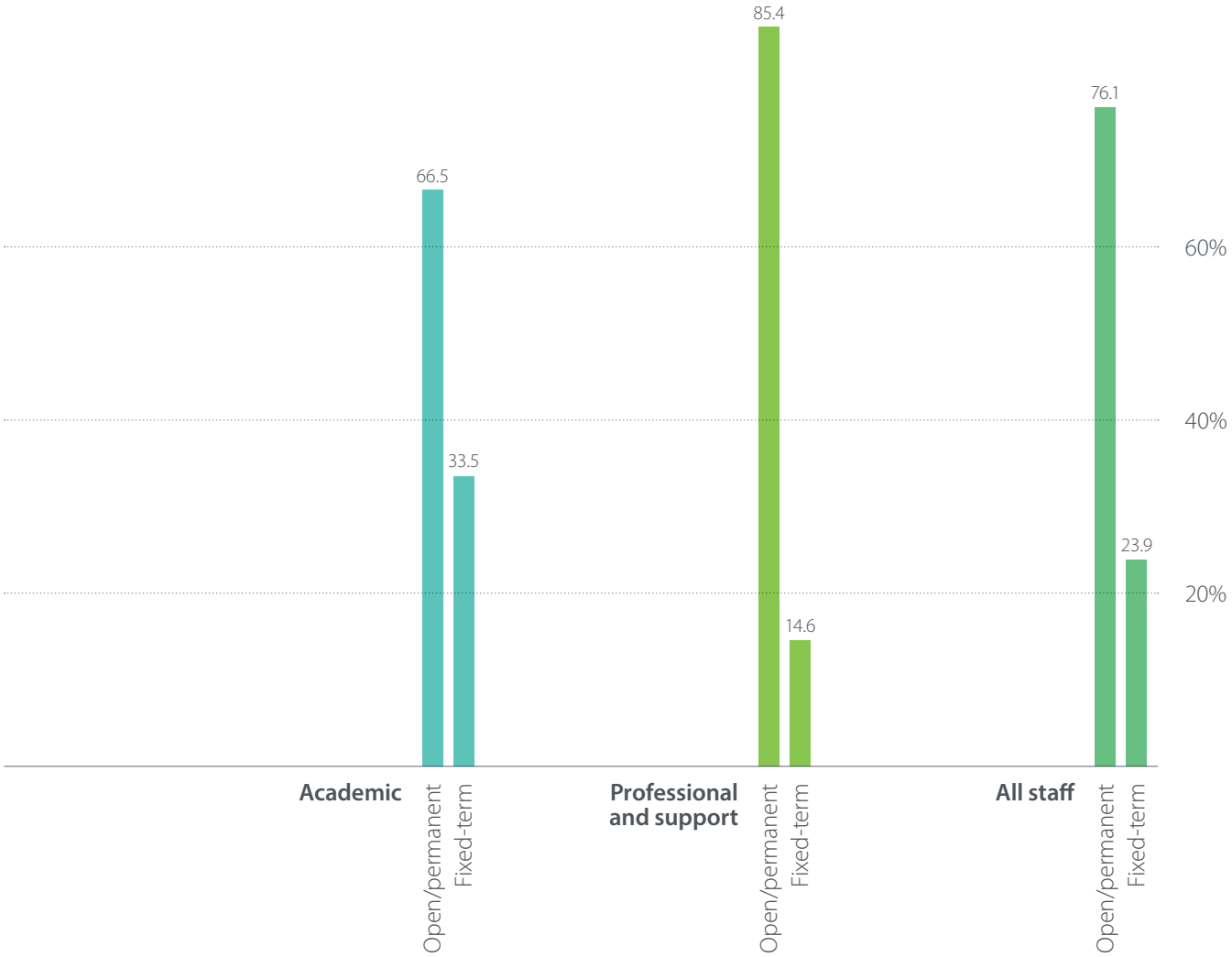
0.4

Staff by contract type and activity

≤ Contract type definition: see page 13

≤ Staff activity definition: see page 12

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Open-ended/permanent	141,035	*66.5*	*43.2*	185,775	*85.4*	*56.8*	326,810	*76.1*
Fixed-term	70,945	*33.5*	*69.0*	31,805	*14.6*	*31.0*	102,750	*23.9*
All contracts	211,980	*100.0*	*49.3*	217,580	*100.0*	*50.7*	429,560	*100.0*



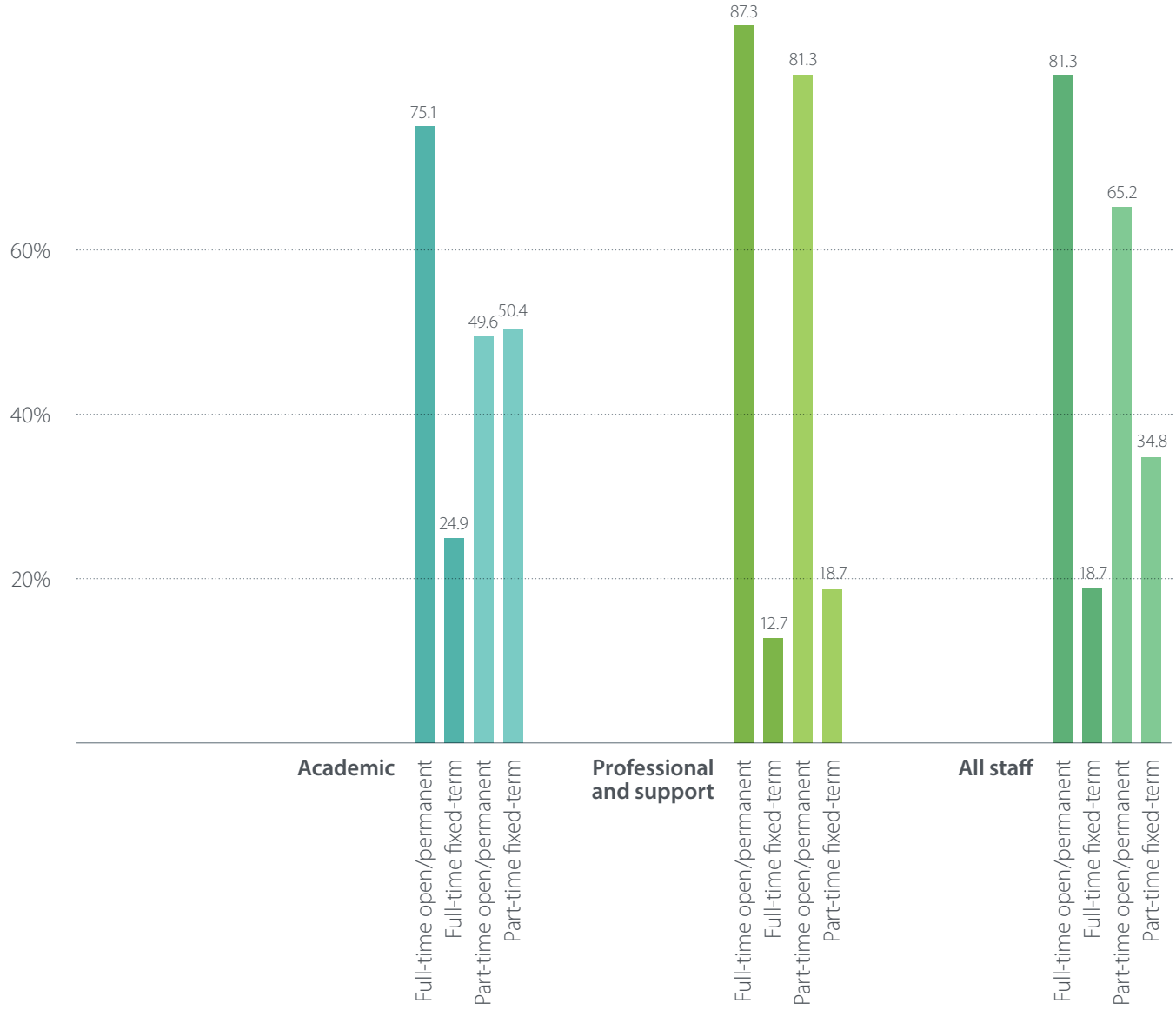
0.5 Staff by mode, contract type and activity

≤ Mode definition: see page 13

≤ Contract type definition: see page 13

≤ Staff activity definition: see page 12

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	105,685	*75.1*	*44.8*	130,010	*87.3*	*55.2*	235,695	*81.3*
Fixed-term	35,045	*24.9*	*64.9*	18,990	*12.7*	*35.1*	54,035	*18.7*
All contracts	140,725	*100.0*	*48.6*	149,005	*100.0*	*51.4*	289,730	*100.0*
Part-time								
Open-ended/permanent	35,350	*49.6*	*38.8*	55,765	*81.3*	*61.2*	91,115	*65.2*
Fixed-term	35,900	*50.4*	*73.7*	12,815	*18.7*	*26.3*	48,715	*34.8*
All contracts	71,250	*100.0*	*51.0*	68,580	*100.0*	*49.0*	139,830	*100.0*



0.6

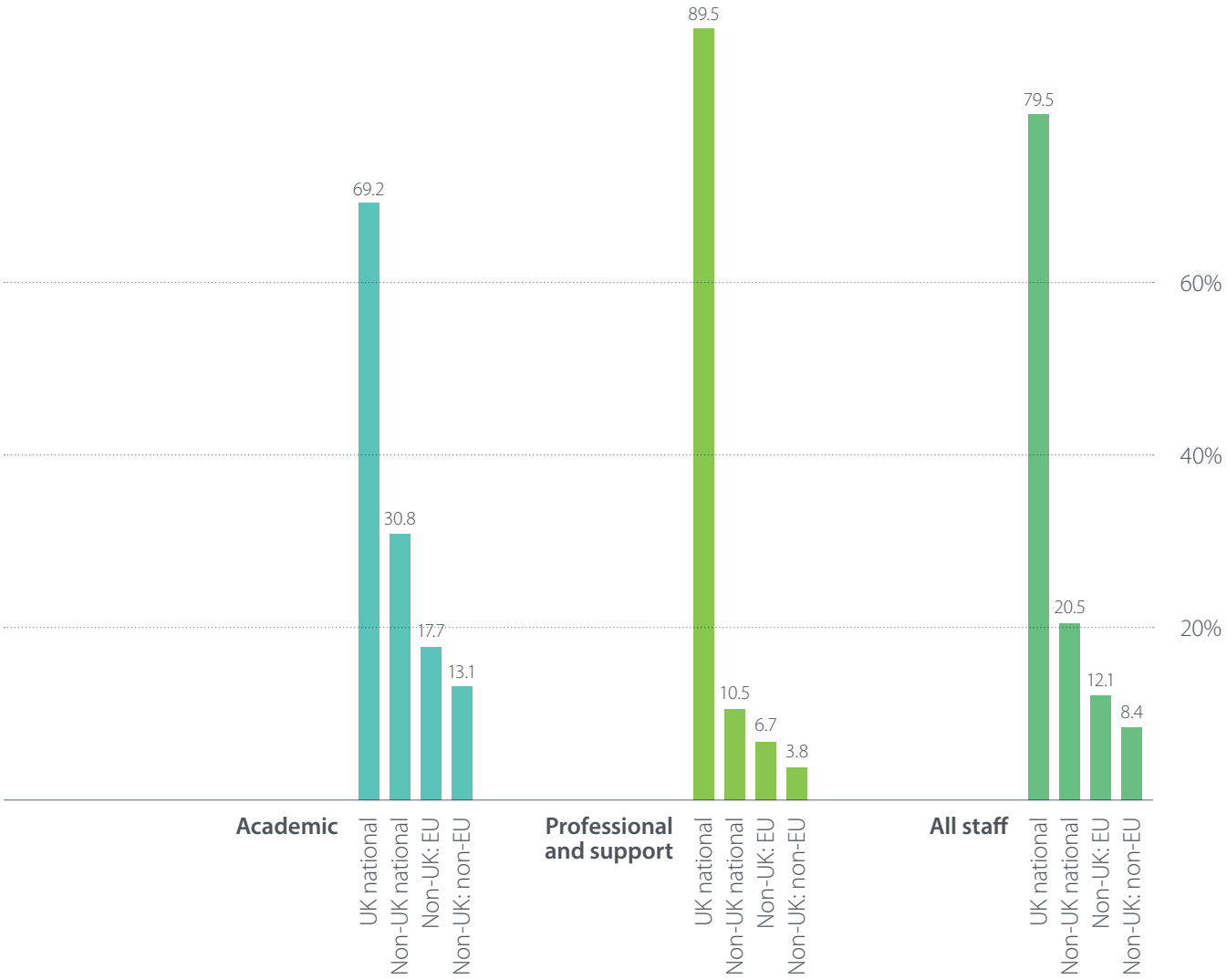
Staff by activity and nationality

≤ Staff activity definition: see page 12

≤ Nationality definition: see page 12

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals	145,560	*69.2*	*42.9*	193,820	*89.5*	*57.1*	339,380	*79.5*
Non-UK nationals	64,880	*30.8*	*74.1*	22,735	*10.5*	*25.9*	87,615	*20.5*
EU	37,255	*17.7*	*72.0*	14,515	*6.7*	*28.0*	51,770	*12.1*
Non-EU	27,625	*13.1*	*77.1*	8,220	*3.8*	*22.9*	35,845	*8.4*
All staff	210,440	*100.0*	*49.3*	216,555	*100.0*	*50.7*	426,995	*100.0*

A breakdown of this table by country of institution is available at
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables



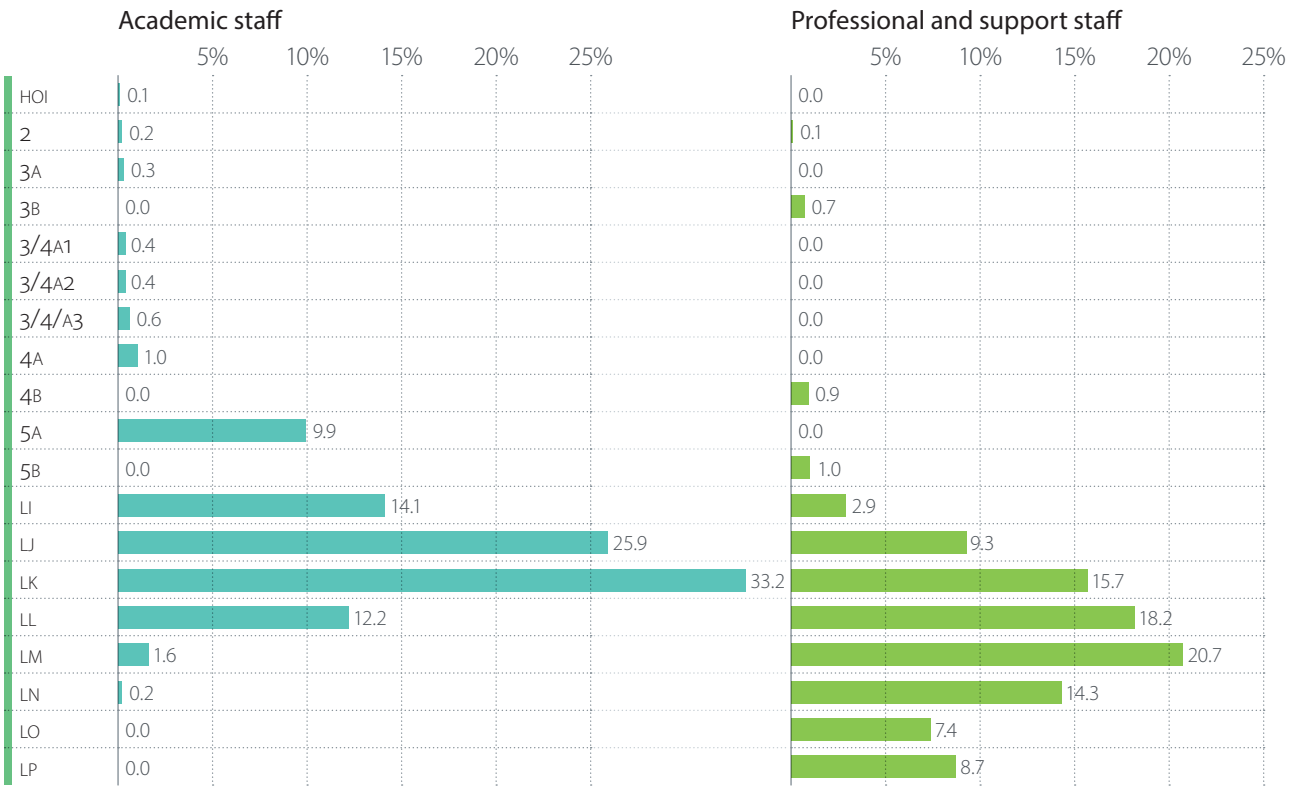
0.7 Staff by activity and contract level

≤ Staff activity definition: see page 12

≤ Contract level definition: see page 13

		Academic staff			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	125	*0.1*	*77.2*	35	*0.0*	*22.8*	160	*0.0*
2	UCEA level 2	435	*0.2*	*59.0*	305	*0.1*	*41.0*	740	*0.2*
3A	UCEA level 3A	635	*0.3*	*99.4*	5	*0.0*	*0.6*	640	*0.1*
3B	UCEA level 3B	45	*0.0*	*2.9*	1,470	*0.7*	*97.1*	1,515	*0.4*
3/4A1	UCEA level 3/4A1	760	*0.4*	*99.6*	5	*0.0*	*0.4*	765	*0.2*
3/4A2	UCEA level 3/4A2	745	*0.4*	*99.9*	0	*0.0*	*0.1*	745	*0.2*
3/4/A3	UCEA level 3/4A3	1,205	*0.6*	*99.5*	5	*0.0*	*0.5*	1,210	*0.3*
4A	UCEA level 4A	2,210	*1.0*	*97.5*	55	*0.0*	*2.5*	2,270	*0.5*
4B	UCEA level 4B	15	*0.0*	*0.7*	1,960	*0.9*	*99.3*	1,975	*0.5*
5A	UCEA level 5A	20,940	*9.9*	*99.9*	20	*0.0*	*0.1*	20,955	*4.9*
5B	UCEA level 5B	55	*0.0*	*2.5*	2,200	*1.0*	*97.5*	2,255	*0.5*
LI	XpertHR level I	29,820	*14.1*	*82.3*	6,400	*2.9*	*17.7*	36,220	*8.4*
LJ	XpertHR level J	54,950	*25.9*	*73.1*	20,190	*9.3*	*26.9*	75,140	*17.5*
LK	XpertHR level K	70,420	*33.2*	*67.4*	34,100	*15.7*	*32.6*	104,525	*24.3*
LL	XpertHR level L	25,790	*12.2*	*39.4*	39,690	*18.2*	*60.6*	65,480	*15.2*
LM	XpertHR level M	3,410	*1.6*	*7.0*	45,000	*20.7*	*93.0*	48,415	*11.3*
LN	XpertHR level N	405	*0.2*	*1.3*	31,095	*14.3*	*98.7*	31,500	*7.3*
LO	XpertHR level O	10	*0.0*	*0.1*	16,040	*7.4*	*99.9*	16,050	*3.7*
LP	XpertHR level P	0	*0.0*	*0.0*	19,000	*8.7*	*100.0*	19,000	*4.4*
All	All contract levels	211,980	*100.0*	*49.3*	217,580	*100.0*	*50.7*	429,560	*100.0*

Proportions of staff by activity and contract level



0.8 Staff by activity, occupational group and mode

≤ Staff activity definition: see page 12

≤ Occupational group definition: see page 16

≤ Mode definition: see page 13

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	410	*0.3*	*81.7*	90	*0.1*	*18.3*	500	*0.2*
SOC2	Professional occupations	139,230	*98.9*	*66.3*	70,765	*99.3*	*33.7*	209,995	*99.1*
SOC3	Associate professional and technical	1,080	*0.8*	*73.3*	395	*0.6*	*26.7*	1,475	*0.7*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	140,725	*100.0*	*66.4*	71,250	*100.0*	*33.6*	211,980	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	10,255	*6.9*	*87.8*	1,420	*2.1*	*12.2*	11,680	*5.4*
SOC2	Professional occupations	34,800	*23.4*	*77.4*	10,175	*14.8*	*22.6*	44,975	*20.7*
SOC3	Associate professional and technical	37,255	*25.0*	*76.6*	11,370	*16.6*	*23.4*	48,625	*22.3*
SOC4	Administrative and secretarial	46,380	*31.1*	*65.7*	24,250	*35.4*	*34.3*	70,630	*32.5*
SOC5	Skilled trades occupations	5,805	*3.9*	*86.5*	910	*1.3*	*13.5*	6,715	*3.1*
SOC6	Caring, leisure and other service	3,885	*2.6*	*55.5*	3,115	*4.5*	*44.5*	7,000	*3.2*
SOC7	Sales and customer service occupations	1,390	*0.9*	*57.0*	1,045	*1.5*	*43.0*	2,435	*1.1*
SOC8	Process, plant and machine operatives	1,275	*0.9*	*85.3*	220	*0.3*	*14.7*	1,495	*0.7*
SOC9	Elementary occupations	7,955	*5.3*	*33.1*	16,070	*23.4*	*66.9*	24,030	*11.0*
All	All professional and support staff	149,005	*100.0*	*68.5*	68,580	*100.0*	*31.5*	217,580	*100.0*
All staff									
All	All staff	289,730		*67.4*	139,830		*32.6*	429,560	

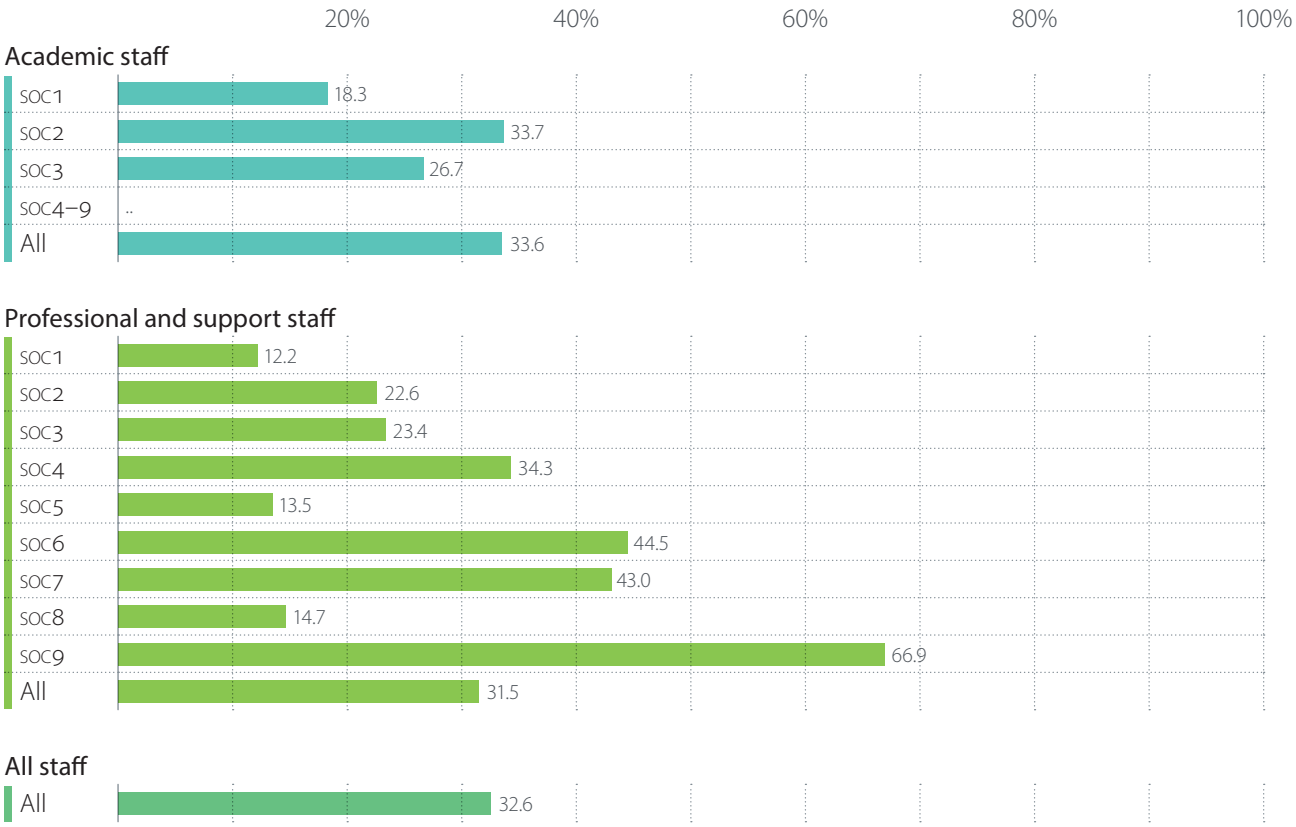
0.9 Academic staff by research/teaching contract type

≤ Staff activity definition: see page 12

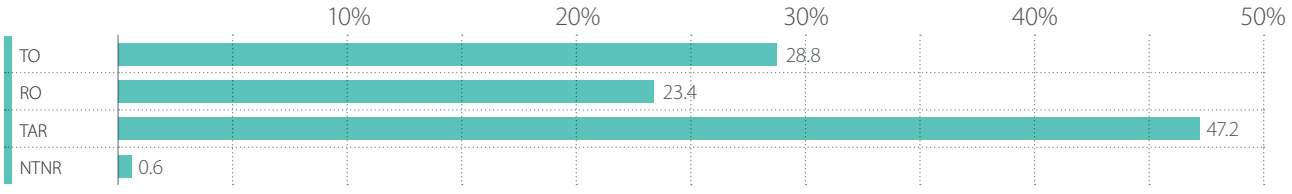
≤ Academic contract definition: see page 16

		All academic staff	
		No.	↓ %
TO	Teaching only	61,050	*28.8*
RO	Research only	49,515	*23.4*
TAR	Teaching and research	100,120	*47.2*
NTNR	Neither teaching nor research	1,290	*0.6*
All	All academic staff	211,980	*100.0*

Proportions of staff who were part-time



Proportions of academic staff by research/teaching contract type

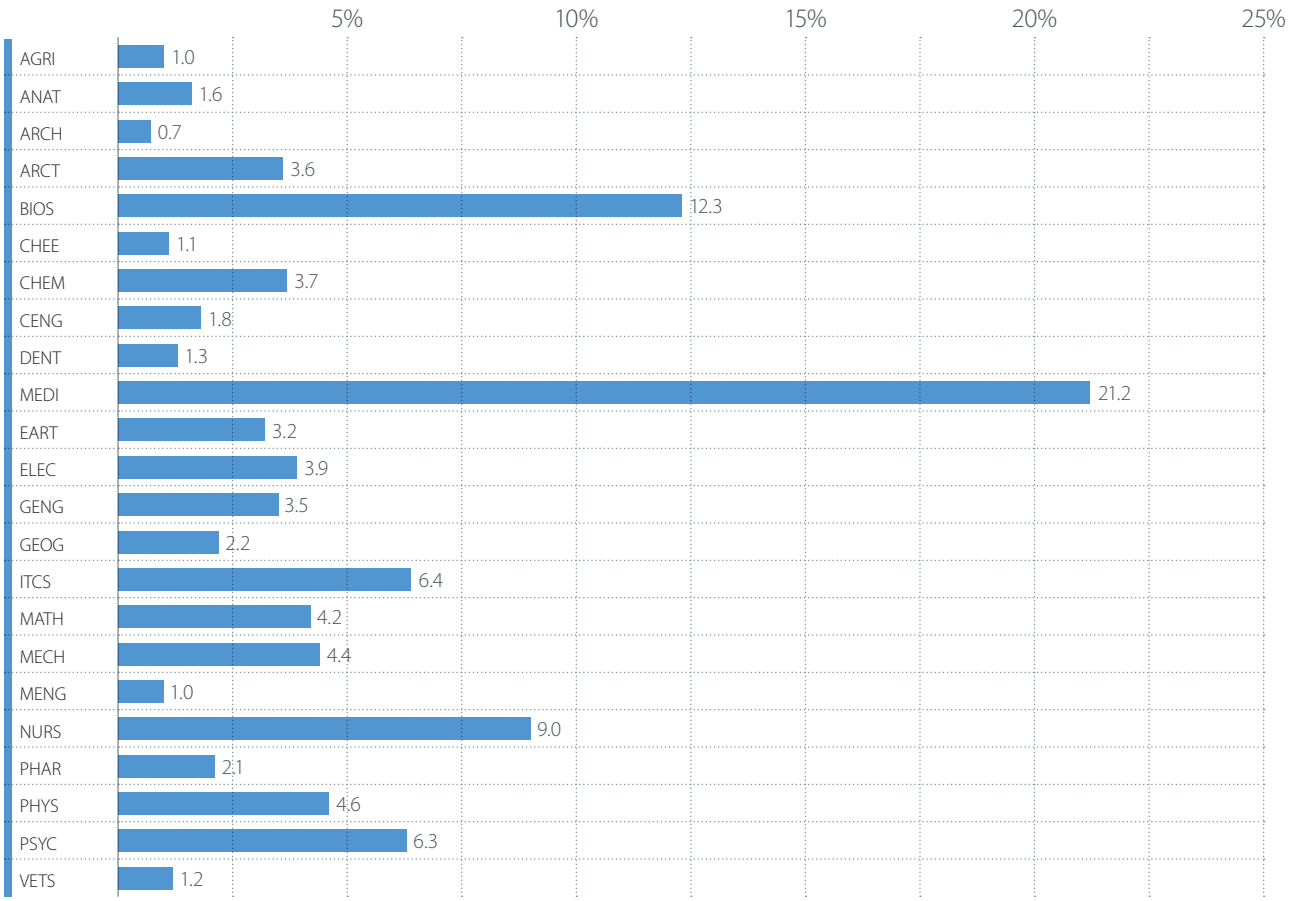


0.10 SET academic staff by subject area

≤ SET/non-SET subject area definition: see page 17

		SET academic staff	
		No.	↓ %
AGRI	Agriculture, forestry, food science	1,175	*1.0*
ANAT	Anatomy, physiology	1,835	*1.6*
ARCH	Archaeology	795	*0.7*
ARCT	Architecture, built environment, planning	4,235	*3.6*
BIOS	Biosciences	14,405	*12.3*
CHEE	Chemical engineering	1,255	*1.1*
CHEM	Chemistry	4,370	*3.7*
CENG	Civil engineering	2,080	*1.8*
DENT	Clinical dentistry	1,565	*1.3*
MEDI	Clinical medicine	24,880	*21.2*
EART	Earth, marine, environmental sciences	3,765	*3.2*
ELEC	Electrical, electronic, computer engineering	4,560	*3.9*
GENG	General engineering	4,115	*3.5*
GEOG	Geography, environmental studies	2,555	*2.2*
ITCS	IT, systems sciences, computer software eng.	7,500	*6.4*
MATH	Mathematics	4,880	*4.2*
MECH	Mechanical, aero, production engineering	5,215	*4.4*
MENG	Mineral, metallurgy, materials engineering	1,215	*1.0*
NURS	Nursing, allied health professions	10,535	*9.0*
PHAR	Pharmacy, pharmacology	2,455	*2.1*
PHYS	Physics	5,385	*4.6*
PSYC	Psychology, behavioural sciences	7,375	*6.3*
VETS	Veterinary science	1,415	*1.2*
SET	All SET subject areas	117,565	*100.0*

Proportions of SET academic staff by subject area

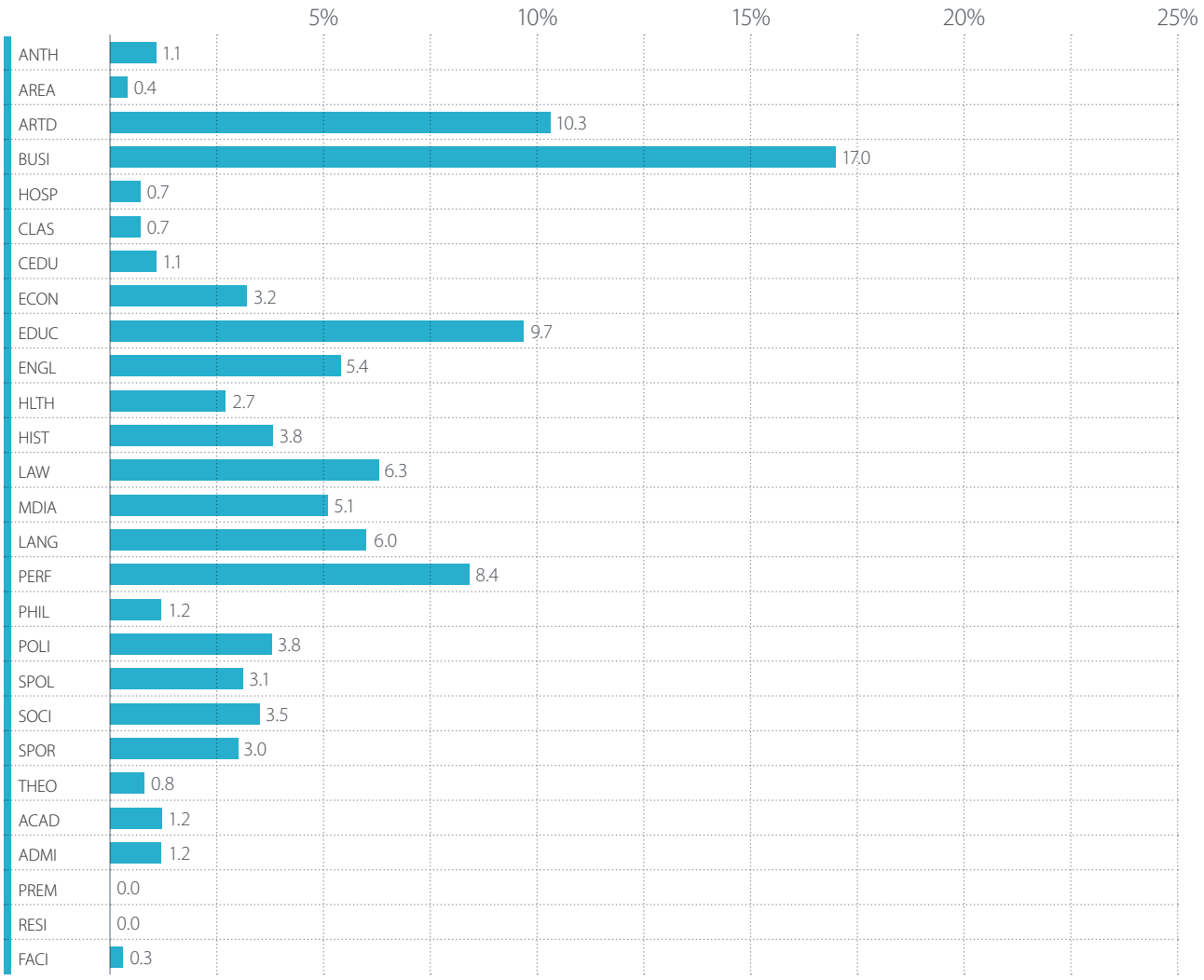


0.11 Non-SET academic staff by subject area

≤ SET/non-SET subject area definition: see page 17

		Non-SET academic staff	
		No.	↓ %
ANTH	Anthropology, development studies	1,000	*1.1*
AREA	Area studies	415	*0.4*
ARTD	Art, design	9,725	*10.3*
BUSI	Business, management studies	16,045	*17.0*
HOSP	Catering, hospitality management	640	*0.7*
CLAS	Classics	655	*0.7*
CEDU	Continuing education	1,005	*1.1*
ECON	Economics, econometrics	2,980	*3.2*
EDUC	Education	9,120	*9.7*
ENGL	English language, literature	5,050	*5.4*
HLTH	Health, community studies	2,585	*2.7*
HIST	History	3,600	*3.8*
LAW	Law	5,960	*6.3*
MDIA	Media studies	4,845	*5.1*
LANG	Modern languages	5,655	*6.0*
PERF	Music, dance, drama, performing arts	7,960	*8.4*
PHIL	Philosophy	1,135	*1.2*
POLI	Politics, international studies	3,565	*3.8*
SPOL	Social work, social policy	2,915	*3.1*
SOCI	Sociology	3,275	*3.5*
SPOR	Sports science, leisure studies	2,875	*3.0*
THEO	Theology, religious studies	775	*0.8*
ACAD	Total academic services	1,145	*1.2*
ADMI	Central administration, services	1,160	*1.2*
PREM	Premises	10	*0.0*
RESI	Residences, catering	30	*0.0*
FACI	Staff, student facilities	300	*0.3*
NSET	All non-SET subject areas	94,415	*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 17

≤ Mode definition: see page 13

≤ Professorial category definition: see page 18

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
PROF	Professor	16,440	*11.7*	*78.5*	4,500	*6.3*	*21.5*	20,940	*9.9*
NONP	Non-professor	124,285	*88.3*	*65.1*	66,755	*93.7*	*34.9*	191,040	*90.1*
All	All	140,725	*100.0*	*66.4*	71,250	*100.0*	*33.6*	211,980	*100.0*
SET									
PROF	Professor	10,090	*11.6*	*79.2*	2,655	*8.7*	*20.8*	12,745	*10.8*
NONP	Non-professor	76,905	*88.4*	*73.4*	27,920	*91.3*	*26.6*	104,820	*89.2*
All	All	86,990	*100.0*	*74.0*	30,575	*100.0*	*26.0*	117,565	*100.0*
Non-SET									
PROF	Professor	6,355	*11.8*	*77.5*	1,845	*4.5*	*22.5*	8,195	*8.7*
NONP	Non-professor	47,380	*88.2*	*55.0*	38,835	*95.5*	*45.0*	86,215	*91.3*
All	All	53,735	*100.0*	*56.9*	40,680	*100.0*	*43.1*	94,415	*100.0*

0.13 Academic staff by SET category, mode and senior management category

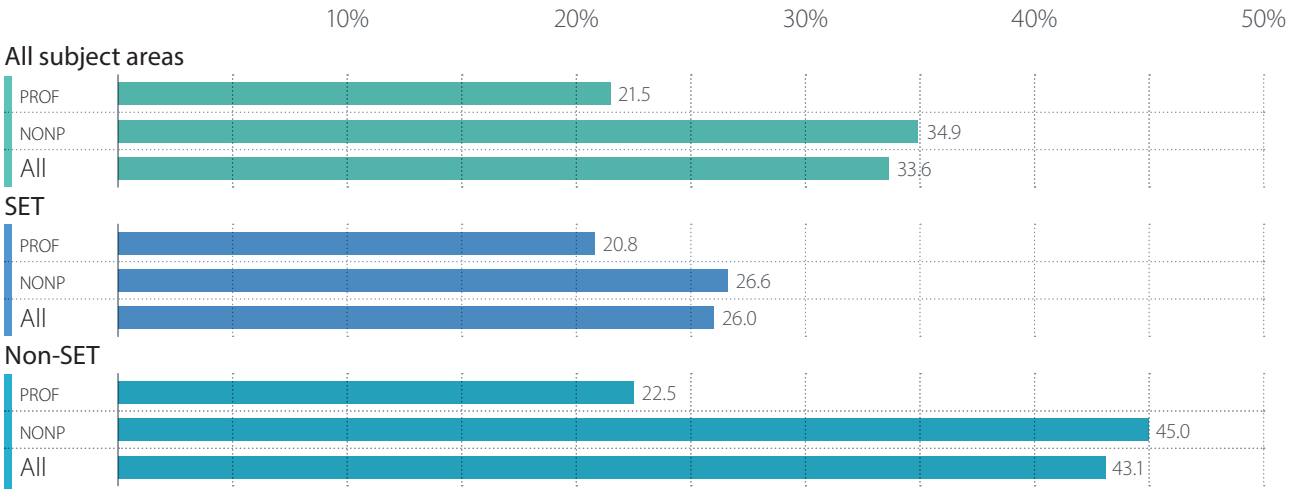
≤ SET/non-SET subject area definition: see page 17

≤ Mode definition: see page 13

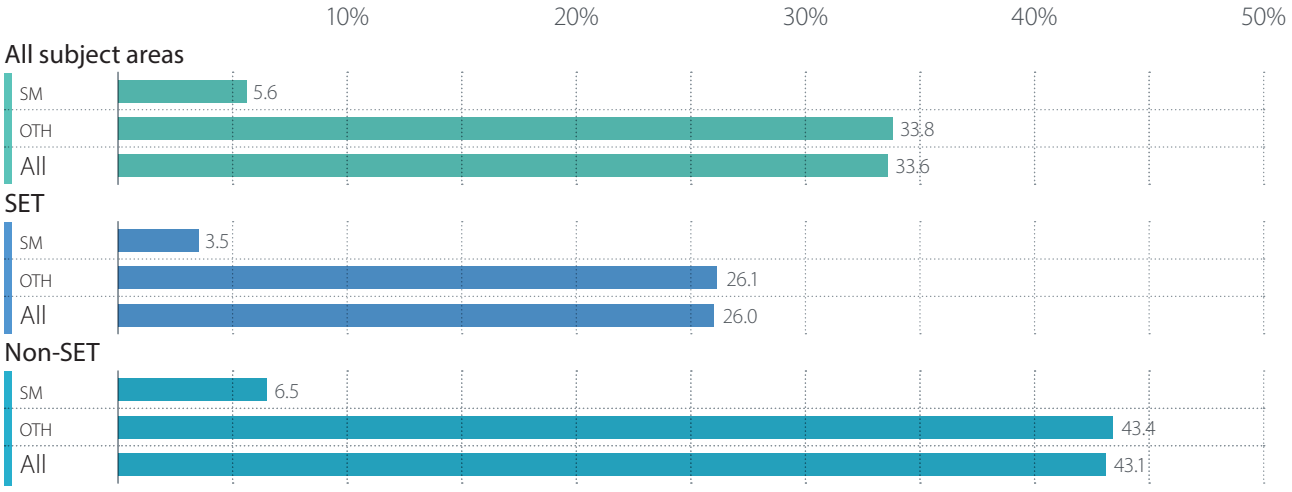
≤ Senior management category definition: see page 18

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
SM	Senior manager	1,170	*0.8*	*94.4*	70	*0.1*	*5.6*	1,240	*0.6*
OTH	Other academic	139,555	*99.2*	*66.2*	71,185	*99.9*	*33.8*	210,740	*99.4*
All	All	140,725	*100.0*	*66.4*	71,250	*100.0*	*33.6*	211,980	*100.0*
SET									
SM	Senior manager	375	*0.4*	*96.5*	15	*0.0*	*3.5*	390	*0.3*
OTH	Other academic	86,615	*99.6*	*73.9*	30,560	*100.0*	*26.1*	117,175	*99.7*
All	All	86,990	*100.0*	*74.0*	30,575	*100.0*	*26.0*	117,565	*100.0*
Non-SET									
SM	Senior manager	795	*1.5*	*93.5*	55	*0.1*	*6.5*	850	*0.9*
OTH	Other academic	52,940	*98.5*	*56.6*	40,625	*99.9*	*43.4*	93,565	*99.1*
All	All	53,735	*100.0*	*56.9*	40,680	*100.0*	*43.1*	94,415	*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 12
≤ Mode definition: see page 13
≤ Salary range definition: see page 18

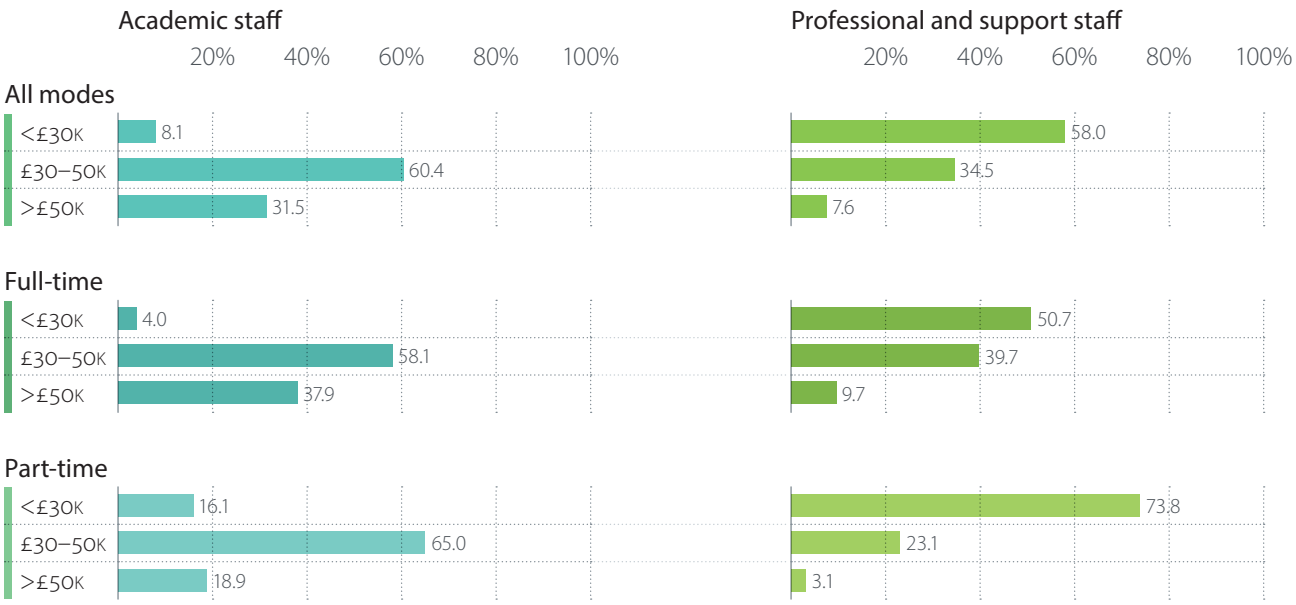
		Academic staff			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	17,130	*8.1*	*12.0*	126,115	*58.0*	*88.0*	143,240	*33.3*
£30–50K	£30,000–£50,000	128,115	*60.4*	*63.1*	74,960	*34.5*	*36.9*	203,070	*47.3*
>£50K	Over £50,000	66,735	*31.5*	*80.2*	16,510	*7.6*	*19.8*	83,250	*19.4*
All	Total	211,980	*100.0*	*49.3*	217,580	*100.0*	*50.7*	429,560	*100.0*
Full-time									
<£30K	Under £30,000	5,650	*4.0*	*7.0*	75,475	*50.7*	*93.0*	81,125	*28.0*
£30–50K	£30,000–£50,000	81,795	*58.1*	*58.0*	59,130	*39.7*	*42.0*	140,930	*48.6*
>£50K	Over £50,000	53,280	*37.9*	*78.7*	14,395	*9.7*	*21.3*	67,675	*23.4*
All	Total	140,725	*100.0*	*48.6*	149,005	*100.0*	*51.4*	289,730	*100.0*
Part-time									
<£30K	Under £30,000	11,475	*16.1*	*18.5*	50,640	*73.8*	*81.5*	62,115	*44.4*
£30–50K	£30,000–£50,000	46,315	*65.0*	*74.5*	15,825	*23.1*	*25.5*	62,145	*44.4*
>£50K	Over £50,000	13,460	*18.9*	*86.4*	2,115	*3.1*	*13.6*	15,570	*11.1*
All	Total	71,250	*100.0*	*51.0*	68,580	*100.0*	*49.0*	139,830	*100.0*

0.15 Academic staff by academic pay spine range

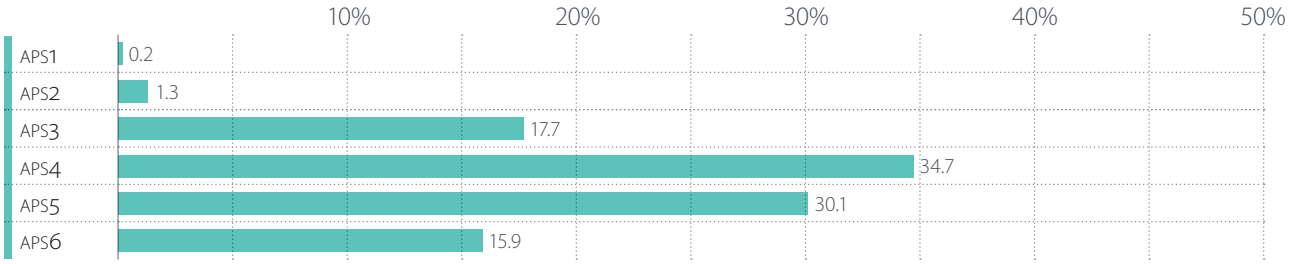
≤ Academic pay spine range definition: see page 18

		All academic staff	
		No.	↓ %
APS1	< £18,412	415	*0.2*
APS2	≥ £18,412 and < £24,565	2,815	*1.3*
APS3	≥ £24,565 and < £32,958	37,575	*17.7*
APS4	≥ £32,958 and < £45,562	73,470	*34.7*
APS5	≥ £45,562 and < £59,400	63,905	*30.1*
APS6	> £59,400	33,795	*15.9*
All	All pay spine ranges	211,980	*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 12

≤ Academic leavers definition: see page 19

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	→ %	No.	→ %	No.	→ %	No.
All	All staff	36,365	*17.7*	17,585	*48.4*	18,780	*51.6*	204,915
UK	UK	22,940	*16.0*	11,085	*48.3*	11,850	*51.7*	143,335
NONUK	Non-UK	13,425	*21.8*	6,500	*48.4*	6,925	*51.6*	61,580

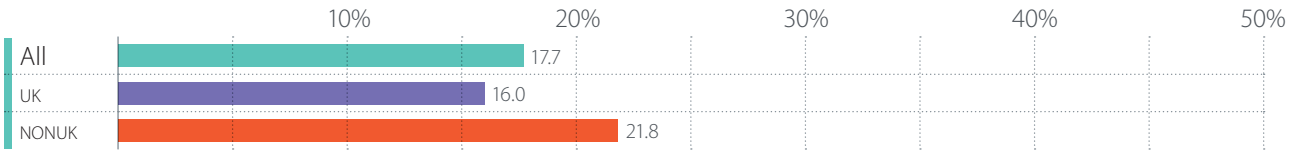
0.17 UK/non-UK academic staff leavers by known leaving destination

≤ Nationality definition: see page 12

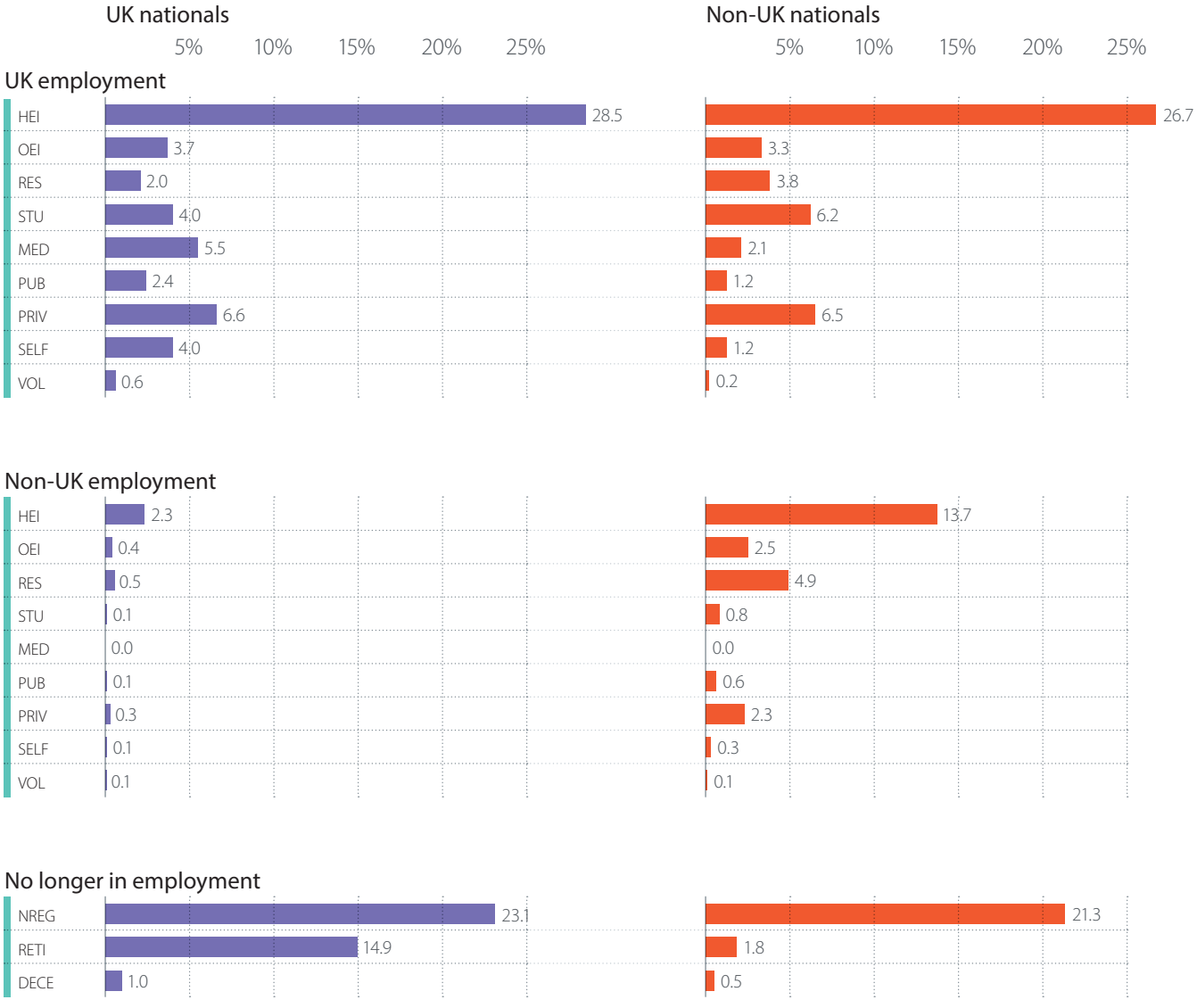
≤ Academic leavers definition: see page 19

		UK nationals			Non-UK nationals			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	3,160	*28.5*	*64.6*	1,730	*26.7*	*35.4*	4,890	*27.8*
OEI	Other education institution	405	*3.7*	*65.3*	215	*3.3*	*34.7*	625	*3.5*
RES	Research institute	220	*2.0*	*47.1*	250	*3.8*	*52.9*	470	*2.7*
STU	Student	440	*4.0*	*52.3*	400	*6.2*	*47.7*	840	*4.8*
MED	Medical or dental practice	605	*5.5*	*81.9*	135	*2.1*	*18.1*	740	*4.2*
PUB	Public sector	270	*2.4*	*77.5*	80	*1.2*	*22.5*	345	*2.0*
PRIV	Private sector	730	*6.6*	*63.5*	420	*6.5*	*36.5*	1,150	*6.5*
SELF	Self-employed	450	*4.0*	*85.0*	80	*1.2*	*15.0*	525	*3.0*
VOL	Voluntary sector	60	*0.6*	*81.4*	15	*0.2*	*18.6*	75	*0.4*
All	All UK employment	6,340	*57.2*	*65.6*	3,325	*51.1*	*34.4*	9,660	*54.9*
Non-UK employment									
HEI	Other HEI	250	*2.3*	*21.9*	890	*13.7*	*78.1*	1,140	*6.5*
OEI	Other education institution	50	*0.4*	*23.1*	160	*2.5*	*76.9*	210	*1.2*
RES	Research institute	50	*0.5*	*13.9*	315	*4.9*	*86.1*	365	*2.1*
STU	Student	10	*0.1*	*15.6*	55	*0.8*	*84.4*	65	*0.4*
MED	Health service	5	*0.0*	..	0	*0.0*	..	5	*0.0*
PUB	Public sector	10	*0.1*	*20.8*	40	*0.6*	*79.2*	55	*0.3*
PRIV	Private sector	30	*0.3*	*17.3*	150	*2.3*	*82.7*	180	*1.0*
SELF	Self-employed	10	*0.1*	*30.5*	20	*0.3*	*69.5*	30	*0.2*
VOL	Voluntary sector	5	*0.1*	..	10	*0.1*	..	15	*0.1*
All	All non-UK employment	420	*3.8*	*20.4*	1,640	*25.3*	*79.6*	2,060	*11.7*
No longer in employment									
NREG	Not in regular employment	2,565	*23.1*	*64.9*	1,385	*21.3*	*35.1*	3,950	*22.5*
RETI	Retired	1,645	*14.9*	*93.4*	115	*1.8*	*6.6*	1,765	*10.0*
DECE	Deceased	115	*1.0*	*78.2*	30	*0.5*	*21.8*	145	*0.8*
All	All no longer employed	4,330	*39.0*	*73.8*	1,535	*23.6*	*26.2*	5,860	*33.3*
All destinations									
All	All leavers	11,085	*100.0*	*63.0*	6,500	*100.0*	*37.0*	17,585	*100.0*

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



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 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 regards 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/statistical-report-2019-data-tables**

1.1 Overall figures: Across the UK, the majority of staff employed by HEIs were between the ages of 31 and 55 (65.8%). Only 16.8% were aged 30 and under. However, the proportion of staff in this age group was higher in Scotland (18.1%), England (16.8%) and Wales (14.6%) than in Northern Ireland (11.1%).

1.2 Employment activity: Professional and support staff had a younger age profile than academic staff, with 19.8% aged 30 and under compared with 13.7% of academic staff. Full-time work was most prevalent among staff aged 31-35 (74.3%) and 26-30 (73.8%). After the age of 35, rates of full-time work declined as age increased. However, with the exception of staff aged 66 and over, the majority of staff in all age groups worked full-time.

1.3 Contract type: Across all age groups, the majority of professional and support staff were on open-ended/ permanent contracts, ranging from 52.5% of those aged 25 and under to 93.7% of those aged 56-60. In contrast, academic staff aged 30 and under were most commonly on fixed-term contracts (83.1% of those aged 25 and under and 69.6% 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, over a third of academic staff working as managers, directors and senior officials (SOC1) were aged 51-60 (40.4%) compared with 27.2% of those aged 41-50. Among professional and support staff, large proportions of staff aged 30 and under worked in administrative and secretarial occupations (SOC4; 40.3%) and associate professional and technical occupations (SOC3; 25.0%). Those aged 41 to 50 constituted the largest proportion of professional and support staff employed as managers, directors and senior officials (SOC1) (36.0%).

1.7 Research/teaching contract: Staff aged 35 and under tended to be more concentrated in research-only roles than older staff. For example, 62.7% of staff aged 51-55 were in teaching and research roles while 53.3% of staff aged 26-30 were in research-only roles. Staff at each end of the age spectrum tended to be in teaching-only roles, namely 47.1% 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 31-45 (23.6%). For those aged 25 and under this is an increase of 5.5 percentage points from the proportion of staff on teaching-only contracts in 2016/17 (57.5%).

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 chemistry (61.6%), mineral, metallurgy and materials engineering (60.3%), physics (59.7%) and chemical engineering (58.7%). In contrast, proportions of staff in this age group were the lowest for nursing and allied health professions (23.2%), agriculture, forestry and food science (36.8%), architecture, built environment and planning (37.2%) and clinical dentistry (37.8%).

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 36.2% of non-SET academic staff over the age of 50 compared with 26.8% 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 (20.4%) and social work and social policy (28.6%), while more than half of those working in sports science and leisure studies (57.9%), economics and econometrics (54.0%) and politics and international studies (54.2%) were in this age group.

1.10–1.11 Professorial status: Part-time professors were typically older than full-time professors: 55.4% of professors working part-time were over the age of 61, compared with 16.9% of those who worked full-time. The age profile of professors was similar for academic staff in SET and non-SET subject areas, with 32.5% of SET professors aged 50 and under compared with 32.9% 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: 45.7% of part-time academic senior managers were aged 61 and over, compared with 17.5% 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 (33.0%) for both UK nationals (31.2%) and non-UK nationals (35.5%).

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 (72.3%), with the most common destination being another HEI (35.5%), followed by the private sector (8.6%) and the NHS/medical or dental practice (7.6%). In contrast, only 44.5% of those aged 51-60 and 15.1% of those aged 61 and over entered UK employment, with the majority of these leavers no longer in employment (52.9% and 84.1%, respectively). Leavers aged 51-60 years were more likely to be in UK employment and less likely to no longer be in employment in 2017/18 compared with 2016/17 (2017/18 percentages were 44.5% and 52.9%, respectively; 2016/17 percentages were 39.8% and 57.5%, respectively). 63.1% 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 0.8% of those aged 61 and over to 6.2% 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 (53.0%). Within every age group, leaving rates to non-UK employment were markedly higher for non-UK leavers than UK leavers, ranging from 8.6% of those aged 61 and over to 27.5% of those aged 31-40.

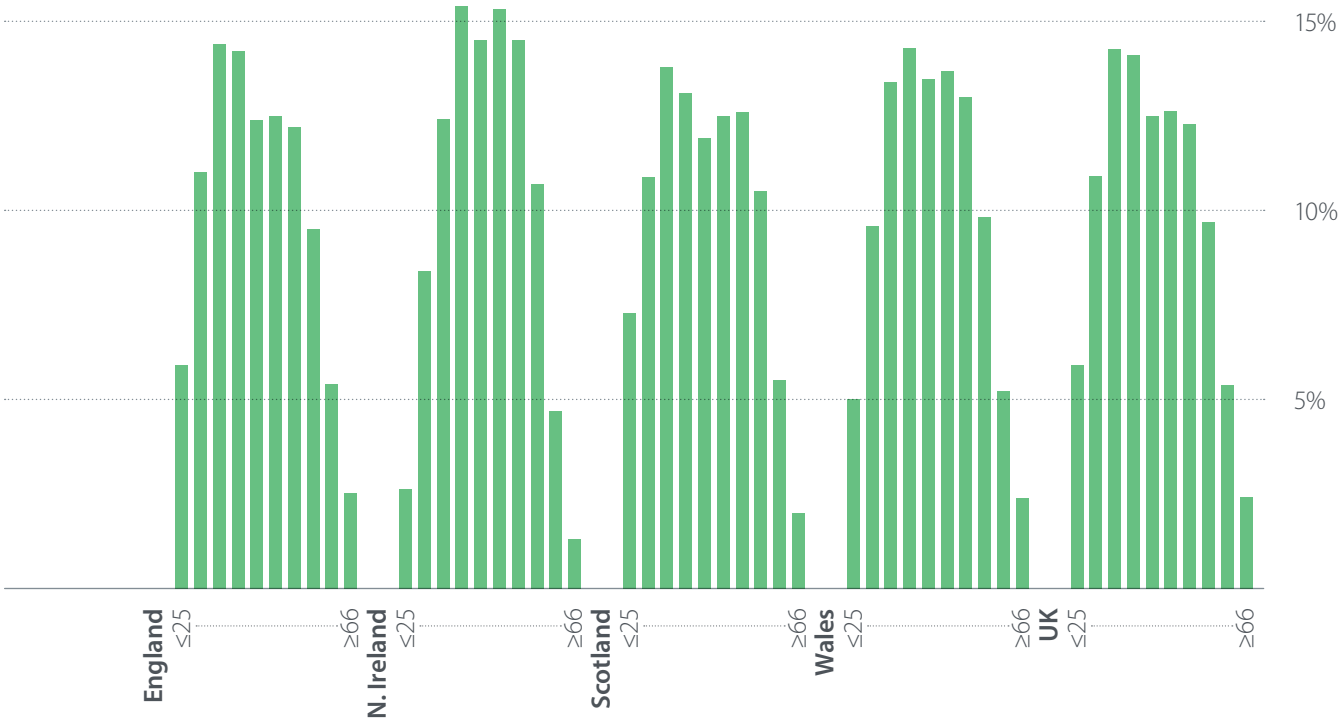
1.1

Staff by country of institution and age group

≤ Country of institution definition: see page 12

≤ Age definition: see page 9

	England		Northern Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
≤25	20,740	*5.9*	175	*2.6*	3,520	*7.3*	1,050	*5.0*	25,480	*5.9*
26–30	38,830	*11.0*	565	*8.4*	5,245	*10.9*	2,000	*9.6*	46,640	*10.9*
31–35	50,915	*14.4*	830	*12.4*	6,675	*13.8*	2,805	*13.4*	61,220	*14.3*
36–40	50,210	*14.2*	1,025	*15.4*	6,340	*13.1*	2,975	*14.3*	60,550	*14.1*
41–45	43,995	*12.4*	970	*14.5*	5,740	*11.9*	2,815	*13.5*	53,520	*12.5*
46–50	44,300	*12.5*	1,020	*15.3*	6,065	*12.5*	2,865	*13.7*	54,245	*12.6*
51–55	43,185	*12.2*	965	*14.5*	6,080	*12.6*	2,720	*13.0*	52,955	*12.3*
56–60	33,725	*9.5*	715	*10.7*	5,050	*10.5*	2,055	*9.8*	41,545	*9.7*
61–65	18,970	*5.4*	315	*4.7*	2,635	*5.5*	1,090	*5.2*	23,010	*5.4*
≥66	8,825	*2.5*	85	*1.3*	985	*2.0*	500	*2.4*	10,395	*2.4*
All	353,695	*100.0*	6,665	*100.0*	48,330	*100.0*	20,870	*100.0*	429,560	*100.0*

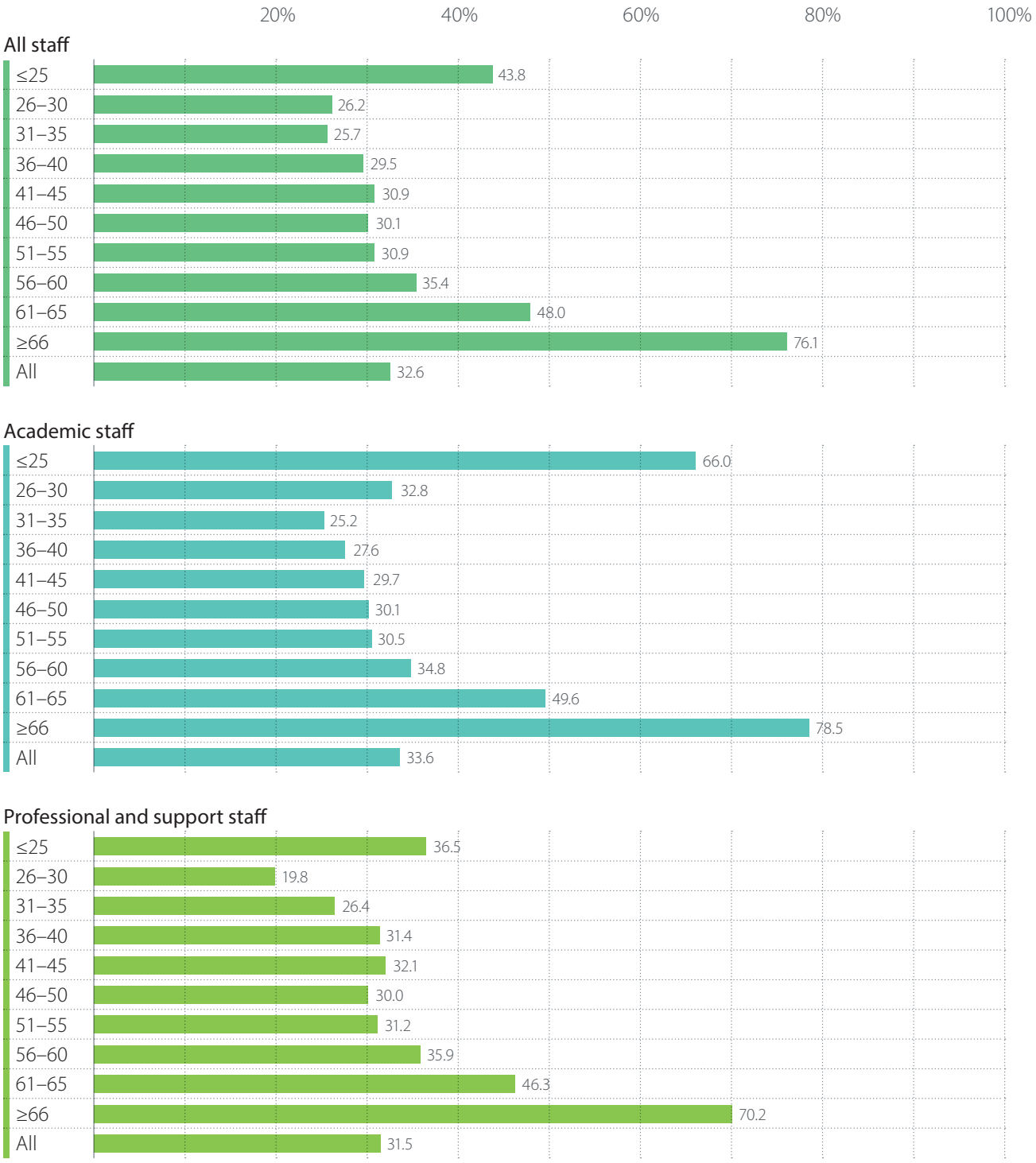


1.2 Staff by activity, mode and age group

≤ Staff activity definition: see page 12
≤ Mode definition: see page 13
≤ Age definition: see page 9

	Full-time			Part-time			All modes	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	14,325	*4.9*	*56.2*	11,155	*8.0*	*43.8*	25,480	*5.9*
26–30	34,420	*11.9*	*73.8*	12,220	*8.7*	*26.2*	46,640	*10.9*
31–35	45,460	*15.7*	*74.3*	15,765	*11.3*	*25.7*	61,220	*14.3*
36–40	42,720	*14.7*	*70.5*	17,835	*12.8*	*29.5*	60,550	*14.1*
41–45	36,975	*12.8*	*69.1*	16,545	*11.8*	*30.9*	53,520	*12.5*
46–50	37,945	*13.1*	*69.9*	16,305	*11.7*	*30.1*	54,245	*12.6*
51–55	36,605	*12.6*	*69.1*	16,350	*11.7*	*30.9*	52,955	*12.3*
56–60	26,845	*9.3*	*64.6*	14,695	*10.5*	*35.4*	41,545	*9.7*
61–65	11,960	*4.1*	*52.0*	11,050	*7.9*	*48.0*	23,010	*5.4*
≥66	2,485	*0.9*	*23.9*	7,910	*5.7*	*76.1*	10,395	*2.4*
All	289,730	*100.0*	*67.4*	139,830	*100.0*	*32.6*	429,560	*100.0*
Academic staff								
≤25	2,130	*1.5*	*34.0*	4,140	*5.8*	*66.0*	6,270	*3.0*
26–30	15,360	*10.9*	*67.2*	7,510	*10.5*	*32.8*	22,870	*10.8*
31–35	24,370	*17.3*	*74.8*	8,215	*11.5*	*25.2*	32,590	*15.4*
36–40	22,570	*16.0*	*72.4*	8,615	*12.1*	*27.6*	31,185	*14.7*
41–45	18,780	*13.3*	*70.3*	7,940	*11.1*	*29.7*	26,720	*12.6*
46–50	18,630	*13.2*	*69.9*	8,040	*11.3*	*30.1*	26,670	*12.6*
51–55	18,000	*12.8*	*69.5*	7,910	*11.1*	*30.5*	25,910	*12.2*
56–60	13,155	*9.3*	*65.2*	7,015	*9.8*	*34.8*	20,175	*9.5*
61–65	6,125	*4.4*	*50.4*	6,025	*8.5*	*49.6*	12,150	*5.7*
≥66	1,600	*1.1*	*21.5*	5,840	*8.2*	*78.5*	7,440	*3.5*
All	140,725	*100.0*	*66.4*	71,250	*100.0*	*33.6*	211,980	*100.0*
Professional and support staff								
≤25	12,195	*8.2*	*63.5*	7,015	*10.2*	*36.5*	19,210	*8.8*
26–30	19,060	*12.8*	*80.2*	4,710	*6.9*	*19.8*	23,770	*10.9*
31–35	21,085	*14.2*	*73.6*	7,550	*11.0*	*26.4*	28,635	*13.2*
36–40	20,150	*13.5*	*68.6*	9,215	*13.4*	*31.4*	29,365	*13.5*
41–45	18,195	*12.2*	*67.9*	8,605	*12.5*	*32.1*	26,800	*12.3*
46–50	19,315	*13.0*	*70.0*	8,265	*12.1*	*30.0*	27,580	*12.7*
51–55	18,605	*12.5*	*68.8*	8,435	*12.3*	*31.2*	27,045	*12.4*
56–60	13,690	*9.2*	*64.1*	7,680	*11.2*	*35.9*	21,370	*9.8*
61–65	5,835	*3.9*	*53.7*	5,025	*7.3*	*46.3*	10,860	*5.0*
≥66	880	*0.6*	*29.8*	2,075	*3.0*	*70.2*	2,955	*1.4*
All	149,005	*100.0*	*68.5*	68,580	*100.0*	*31.5*	217,580	*100.0*

Proportions of staff who were part-time

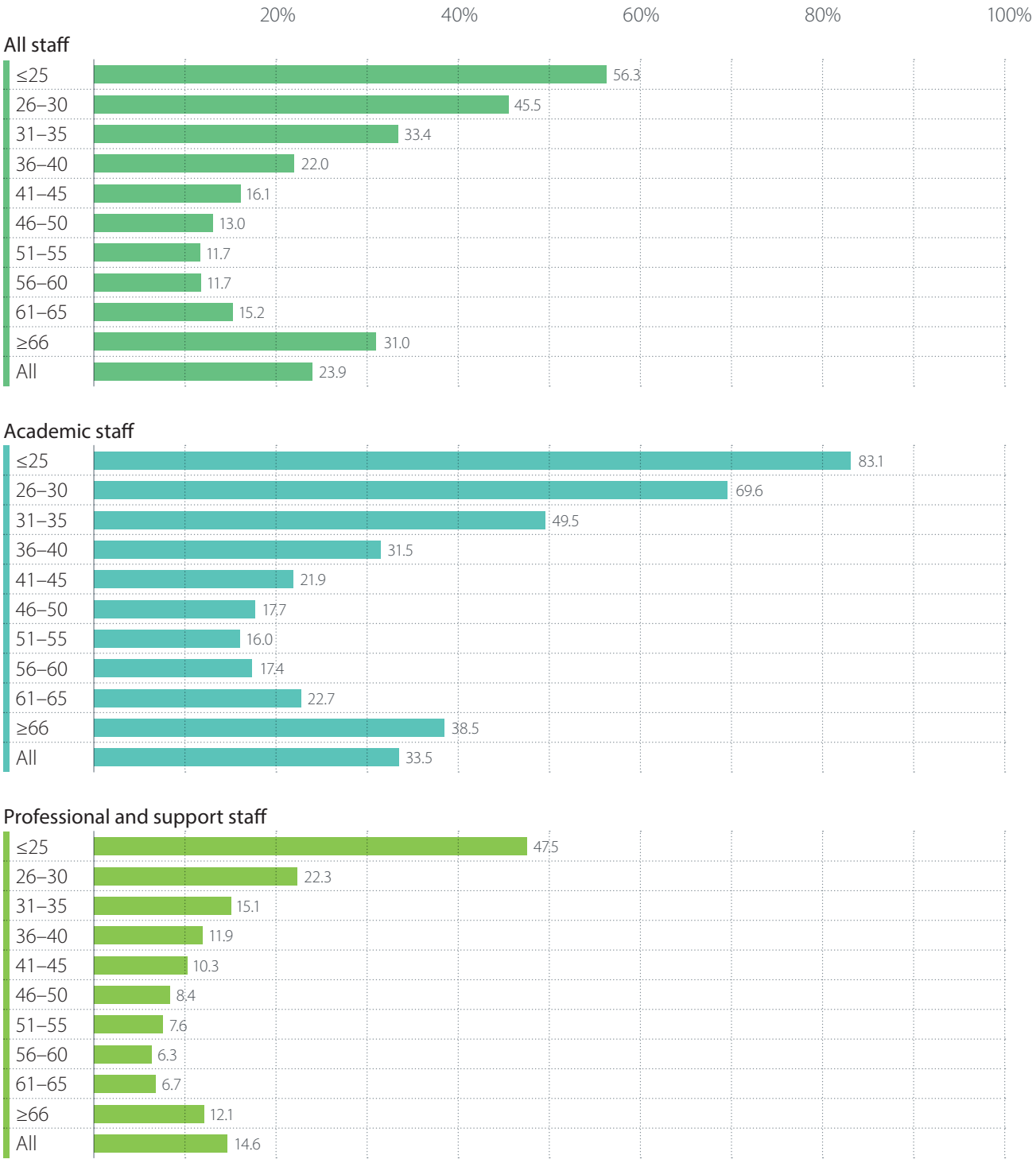


1.3 Staff by activity, contract type and age group

≤ Staff activity definition: see page 12
≤ Contract type definition: see page 13
≤ Age definition: see page 9

	Open-ended/permanent			Fixed-term			All contracts	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	11,145	*3.4*	*43.7*	14,335	*14.0*	*56.3*	25,480	*5.9*
26–30	25,415	*7.8*	*54.5*	21,225	*20.7*	*45.5*	46,640	*10.9*
31–35	40,750	*12.5*	*66.6*	20,470	*19.9*	*33.4*	61,220	*14.3*
36–40	47,235	*14.5*	*78.0*	13,320	*13.0*	*22.0*	60,550	*14.1*
41–45	44,910	*13.7*	*83.9*	8,610	*8.4*	*16.1*	53,520	*12.5*
46–50	47,210	*14.4*	*87.0*	7,035	*6.8*	*13.0*	54,245	*12.6*
51–55	46,755	*14.3*	*88.3*	6,200	*6.0*	*11.7*	52,955	*12.3*
56–60	36,695	*11.2*	*88.3*	4,845	*4.7*	*11.7*	41,545	*9.7*
61–65	19,525	*6.0*	*84.8*	3,485	*3.4*	*15.2*	23,010	*5.4*
≥66	7,175	*2.2*	*69.0*	3,220	*3.1*	*31.0*	10,395	*2.4*
All	326,810	*100.0*	*76.1*	102,750	*100.0*	*23.9*	429,560	*100.0*
Academic staff								
≤25	1,060	*0.8*	*16.9*	5,210	*7.3*	*83.1*	6,270	*3.0*
26–30	6,945	*4.9*	*30.4*	15,925	*22.4*	*69.6*	22,870	*10.8*
31–35	16,445	*11.7*	*50.5*	16,145	*22.8*	*49.5*	32,590	*15.4*
36–40	21,370	*15.2*	*68.5*	9,820	*13.8*	*31.5*	31,185	*14.7*
41–45	20,865	*14.8*	*78.1*	5,855	*8.3*	*21.9*	26,720	*12.6*
46–50	21,955	*15.6*	*82.3*	4,715	*6.6*	*17.7*	26,670	*12.6*
51–55	21,765	*15.4*	*84.0*	4,150	*5.8*	*16.0*	25,910	*12.2*
56–60	16,660	*11.8*	*82.6*	3,510	*4.9*	*17.4*	20,175	*9.5*
61–65	9,395	*6.7*	*77.3*	2,755	*3.9*	*22.7*	12,150	*5.7*
≥66	4,575	*3.2*	*61.5*	2,865	*4.0*	*38.5*	7,440	*3.5*
All	141,035	*100.0*	*66.5*	70,945	*100.0*	*33.5*	211,980	*100.0*
Professional and support staff								
≤25	10,085	*5.4*	*52.5*	9,125	*28.7*	*47.5*	19,210	*8.8*
26–30	18,470	*9.9*	*77.7*	5,300	*16.7*	*22.3*	23,770	*10.9*
31–35	24,305	*13.1*	*84.9*	4,330	*13.6*	*15.1*	28,635	*13.2*
36–40	25,865	*13.9*	*88.1*	3,500	*11.0*	*11.9*	29,365	*13.5*
41–45	24,045	*12.9*	*89.7*	2,755	*8.7*	*10.3*	26,800	*12.3*
46–50	25,255	*13.6*	*91.6*	2,325	*7.3*	*8.4*	27,580	*12.7*
51–55	24,990	*13.5*	*92.4*	2,050	*6.5*	*7.6*	27,045	*12.4*
56–60	20,035	*10.8*	*93.7*	1,335	*4.2*	*6.3*	21,370	*9.8*
61–65	10,130	*5.5*	*93.3*	730	*2.3*	*6.7*	10,860	*5.0*
≥66	2,600	*1.4*	*87.9*	355	*1.1*	*12.1*	2,955	*1.4*
All	185,775	*100.0*	*85.4*	31,805	*100.0*	*14.6*	217,580	*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 16

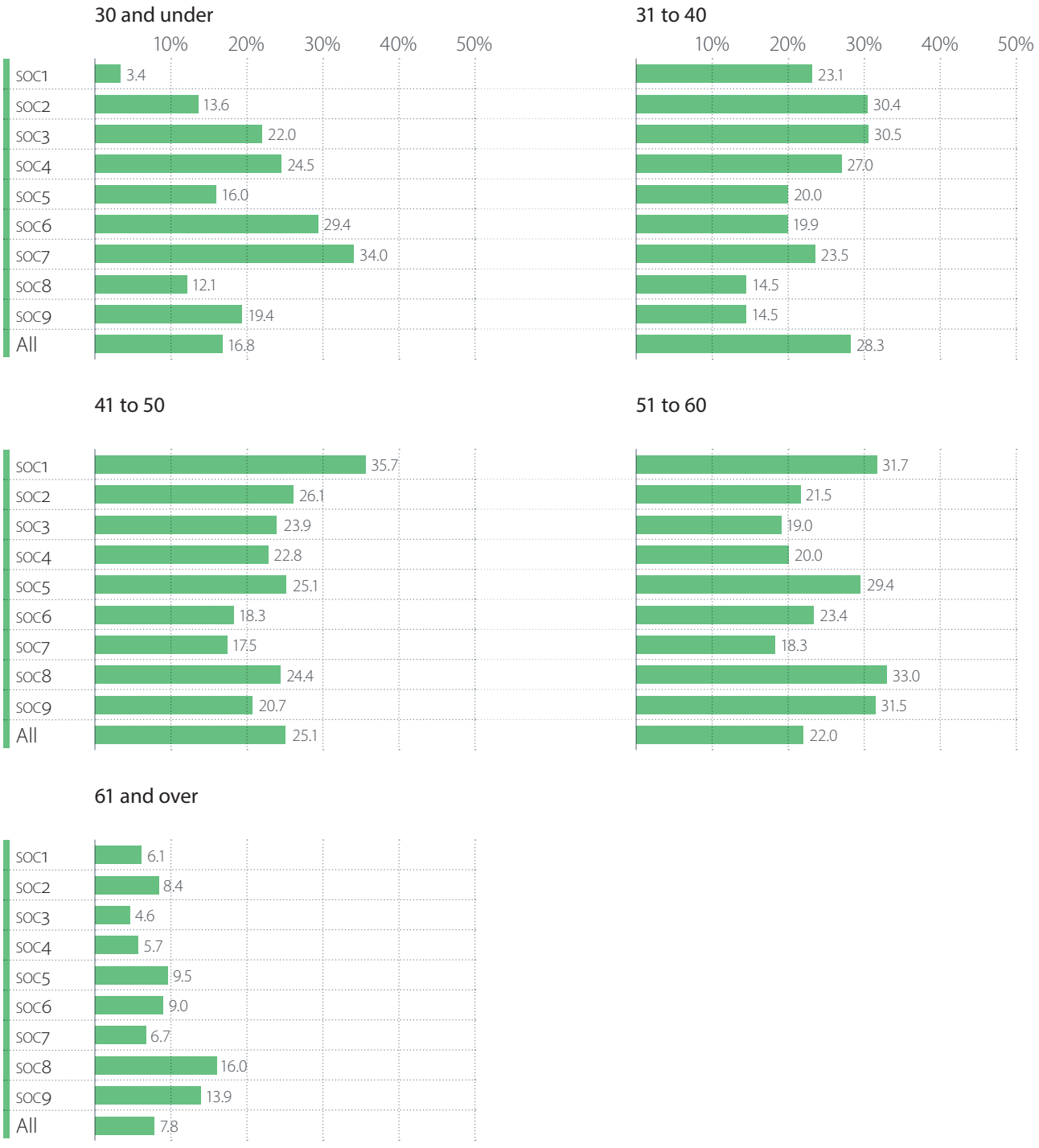
≤ Age definition: see page 9

		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
SOC1	Managers, directors and senior officials	410	0.6	3.4	2,815	2.3	23.1
SOC2	Professional occupations	34,585	48.0	13.6	77,565	63.7	30.4
SOC3	Associate professional and technical occupations	11,005	15.3	22.0	15,275	12.5	30.5
SOC4	Administrative and secretarial occupations	17,325	24.0	24.5	19,095	15.7	27.0
SOC5	Skilled trades occupations	1,075	1.5	16.0	1,345	1.1	20.0
SOC6	Caring, leisure and other service occupations	2,055	2.8	29.4	1,395	1.1	19.9
SOC7	Sales and customer service occupations	830	1.1	34.0	570	0.5	23.5
SOC8	Process, plant and machine operatives	180	0.3	12.1	215	0.2	14.5
SOC9	Elementary occupations	4,655	6.5	19.4	3,490	2.9	14.5
All	All occupations	72,120	100.0	16.8	121,775	100.0	28.3

		41 to 50			51 to 60		
SOC1	Managers, directors and senior officials	4,345	4.0	35.7	3,860	4.1	31.7
SOC2	Professional occupations	66,610	61.8	26.1	54,860	58.1	21.5
SOC3	Associate professional and technical occupations	11,990	11.1	23.9	9,530	10.1	19.0
SOC4	Administrative and secretarial occupations	16,095	14.9	22.8	14,120	14.9	20.0
SOC5	Skilled trades occupations	1,685	1.6	25.1	1,975	2.1	29.4
SOC6	Caring, leisure and other service occupations	1,280	1.2	18.3	1,640	1.7	23.4
SOC7	Sales and customer service occupations	425	0.4	17.5	445	0.5	18.3
SOC8	Process, plant and machine operatives	365	0.3	24.4	495	0.5	33.0
SOC9	Elementary occupations	4,970	4.6	20.7	7,570	8.0	31.5
All	All occupations	107,765	100.0	25.1	94,500	100.0	22.0

		61 and over			All age groups	
SOC1	Managers, directors and senior officials	745	2.2	6.1	12,180	2.8
SOC2	Professional occupations	21,350	63.9	8.4	254,970	59.4
SOC3	Associate professional and technical occupations	2,300	6.9	4.6	50,100	11.7
SOC4	Administrative and secretarial occupations	4,000	12.0	5.7	70,635	16.4
SOC5	Skilled trades occupations	640	1.9	9.5	6,715	1.6
SOC6	Caring, leisure and other service occupations	630	1.9	9.0	7,000	1.6
SOC7	Sales and customer service occupations	165	0.5	6.7	2,435	0.6
SOC8	Process, plant and machine operatives	240	0.7	16.0	1,495	0.3
SOC9	Elementary occupations	3,345	10.0	13.9	24,030	5.6
All	All occupations	33,405	100.0	7.8	429,560	100.0

Proportions of staff by occupation and age



1.5 Academic staff by occupational group and age group

≤ Staff activity definition: see page 12
≤ Occupational group definition: see page 16
≤ Age definition: see page 9

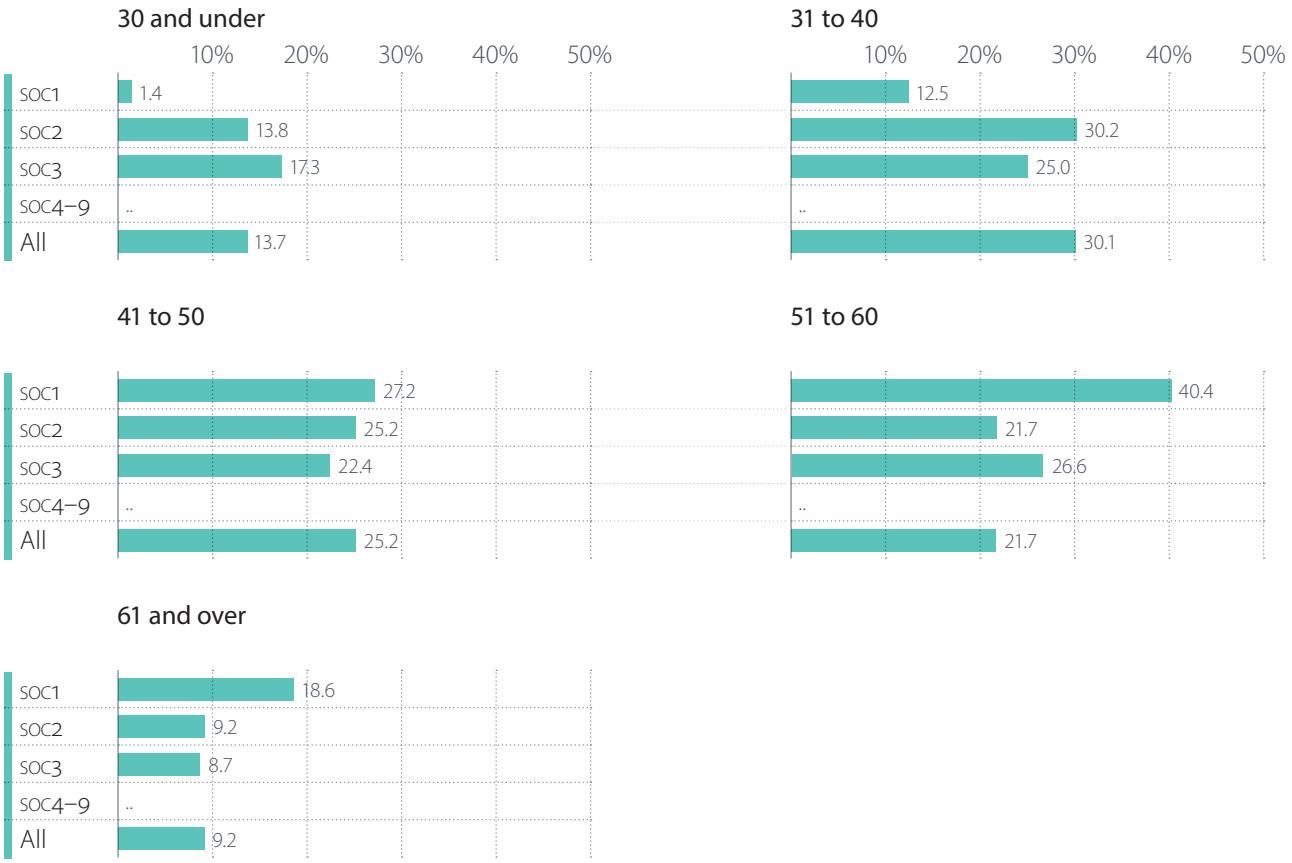
		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
SOC1	Managers, directors and senior officials	5	*0.0*	*1.4*	60	*0.1*	*12.5*
SOC2	Professional occupations	28,875	*99.1*	*13.8*	63,345	*99.3*	*30.2*
SOC3	Associate professional and technical occupations	255	*0.9*	*17.3*	370	*0.6*	*25.0*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..
All	All occupations	29,140	*100.0*	*13.7*	63,775	*100.0*	*30.1*

		41 to 50			51 to 60		
SOC1	Managers, directors and senior officials	135	*0.3*	*27.2*	200	*0.4*	*40.4*
SOC2	Professional occupations	52,920	*99.1*	*25.2*	45,485	*98.7*	*21.7*
SOC3	Associate professional and technical occupations	330	*0.6*	*22.4*	395	*0.9*	*26.6*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..
All	All occupations	53,390	*100.0*	*25.2*	46,085	*100.0*	*21.7*

		61 and over			All age groups		
SOC1	Managers, directors and senior officials	95	*0.5*	*18.6*	500	*0.2*	
SOC2	Professional occupations	19,370	*98.9*	*9.2*	209,995	*99.1*	
SOC3	Associate professional and technical occupations	130	*0.7*	*8.7*	1,475	*0.7*	
SOC4–9	Clerical and manual occupations	0	*0.0*	..	5	*0.0*	
All	All occupations	19,590	*100.0*	*9.2*	211,980	*100.0*	

Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 12
≤ Occupational group definition: see page 16
≤ Age definition: see page 9

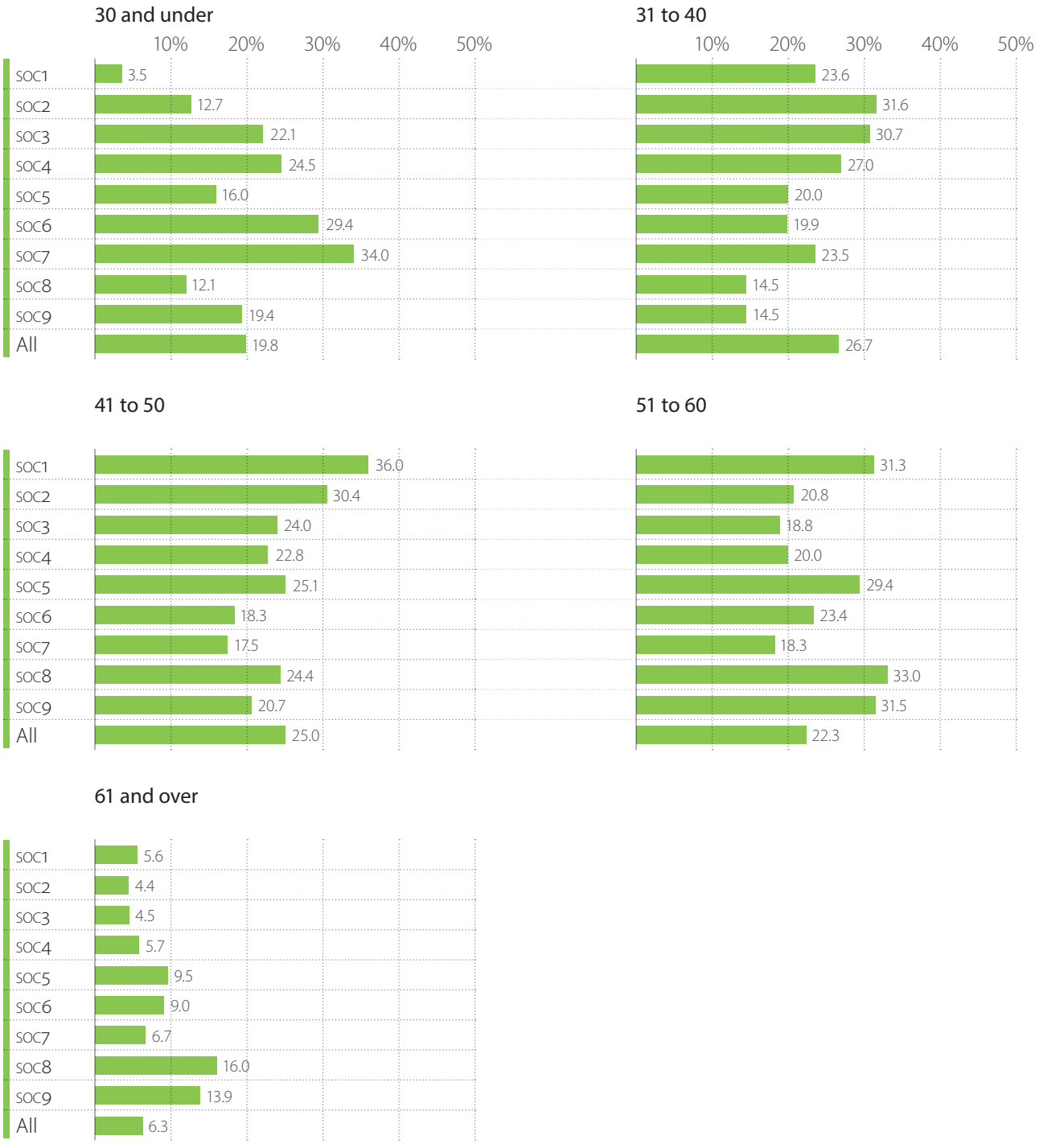
		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
SOC1	Managers, directors and senior officials	405	0.9	3.5	2,755	4.7	23.6
SOC2	Professional occupations	5,710	13.3	12.7	14,220	24.5	31.6
SOC3	Associate professional and technical occupations	10,750	25.0	22.1	14,910	25.7	30.7
SOC4	Administrative and secretarial occupations	17,325	40.3	24.5	19,095	32.9	27.0
SOC5	Skilled trades occupations	1,075	2.5	16.0	1,345	2.3	20.0
SOC6	Caring, leisure and other service occupations	2,055	4.8	29.4	1,395	2.4	19.9
SOC7	Sales and customer service occupations	830	1.9	34.0	570	1.0	23.5
SOC8	Process, plant and machine operatives	180	0.4	12.1	215	0.4	14.5
SOC9	Elementary occupations	4,655	10.8	19.4	3,490	6.0	14.5
All	All occupations	42,980	100.0	19.8	58,000	100.0	26.7

		41 to 50			51 to 60		
SOC1	Managers, directors and senior officials	4,205	7.7	36.0	3,660	7.6	31.3
SOC2	Professional occupations	13,690	25.2	30.4	9,375	19.4	20.8
SOC3	Associate professional and technical occupations	11,660	21.4	24.0	9,135	18.9	18.8
SOC4	Administrative and secretarial occupations	16,095	29.6	22.8	14,120	29.2	20.0
SOC5	Skilled trades occupations	1,685	3.1	25.1	1,975	4.1	29.4
SOC6	Caring, leisure and other service occupations	1,280	2.4	18.3	1,640	3.4	23.4
SOC7	Sales and customer service occupations	425	0.8	17.5	445	0.9	18.3
SOC8	Process, plant and machine operatives	365	0.7	24.4	495	1.0	33.0
SOC9	Elementary occupations	4,970	9.1	20.7	7,570	15.6	31.5
All	All occupations	54,375	100.0	25.0	48,415	100.0	22.3

		61 and over			All age groups	
SOC1	Managers, directors and senior officials	655	4.7	5.6	11,680	5.4
SOC2	Professional occupations	1,985	14.4	4.4	44,975	20.7
SOC3	Associate professional and technical occupations	2,170	15.7	4.5	48,625	22.3
SOC4	Administrative and secretarial occupations	4,000	28.9	5.7	70,630	32.5
SOC5	Skilled trades occupations	640	4.6	9.5	6,715	3.1
SOC6	Caring, leisure and other service occupations	630	4.5	9.0	7,000	3.2
SOC7	Sales and customer service occupations	165	1.2	6.7	2,435	1.1
SOC8	Process, plant and machine operatives	240	1.7	16.0	1,495	0.7
SOC9	Elementary occupations	3,345	24.2	13.9	24,030	11.0
All	All occupations	13,815	100.0	6.3	217,580	100.0

Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of professional and support staff by occupation and age



1.7 Academic staff by research/teaching contract type and age group

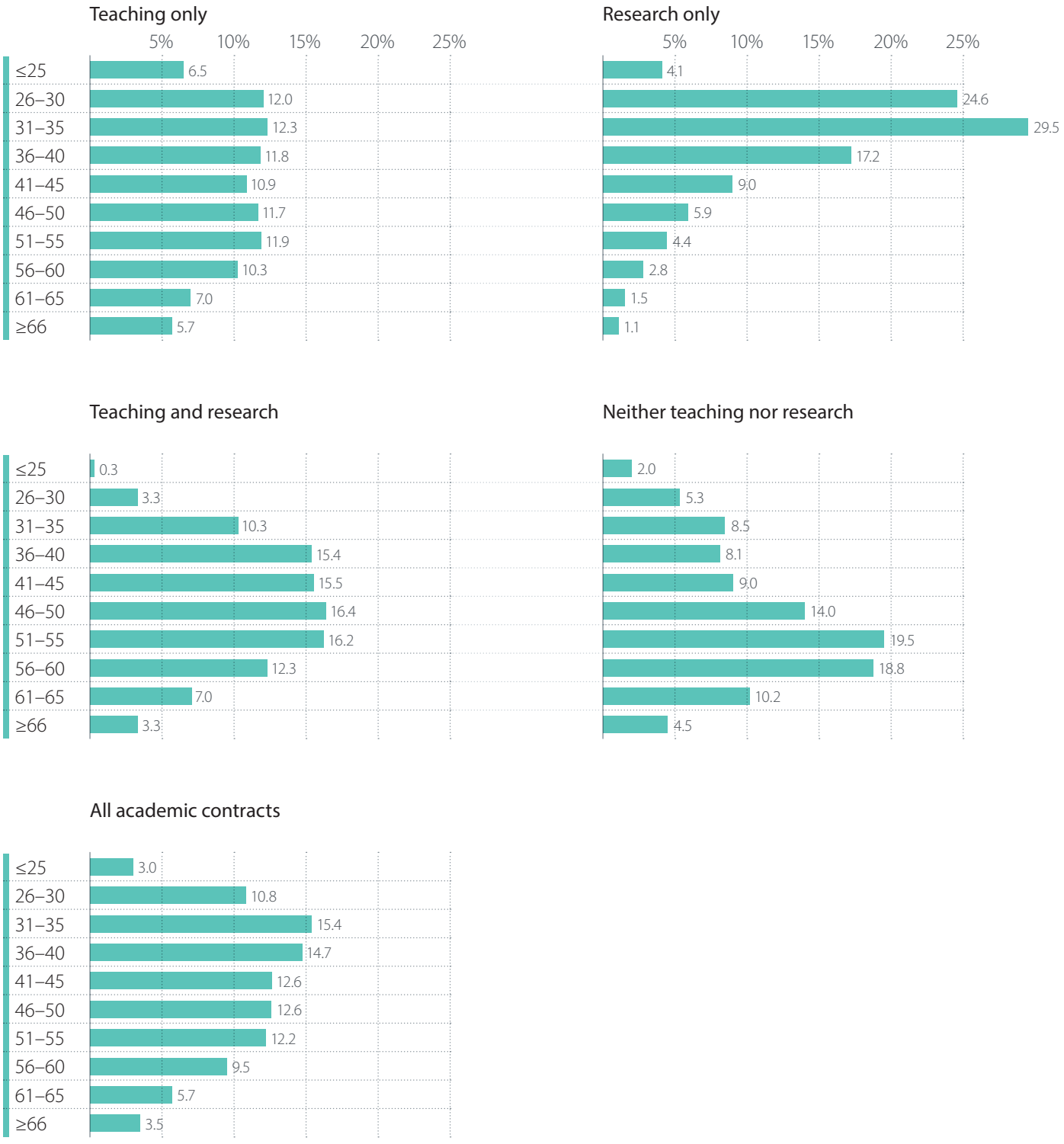
≤ Academic contract definition: see page 16
≤ Age definition: see page 9

	Teaching only			Research only		
	No.	↓ %	→ %	No.	↓ %	→ %
≤25	3,955	*6.5*	*63.0*	2,005	*4.1*	*32.0*
26–30	7,325	*12.0*	*32.0*	12,180	*24.6*	*53.3*
31–35	7,540	*12.3*	*23.1*	14,625	*29.5*	*44.9*
36–40	7,195	*11.8*	*23.1*	8,515	*17.2*	*27.3*
41–45	6,630	*10.9*	*24.8*	4,460	*9.0*	*16.7*
46–50	7,125	*11.7*	*26.7*	2,905	*5.9*	*10.9*
51–55	7,235	*11.9*	*27.9*	2,180	*4.4*	*8.4*
56–60	6,285	*10.3*	*31.1*	1,375	*2.8*	*6.8*
61–65	4,260	*7.0*	*35.1*	745	*1.5*	*6.1*
≥66	3,505	*5.7*	*47.1*	525	*1.1*	*7.0*
All	61,050	*100.0*	*28.8*	49,515	*100.0*	*23.4*

	Teaching and research			Neither teaching nor research		
≤25	285	*0.3*	*4.6*	25	*2.0*	*0.4*
26–30	3,295	*3.3*	*14.4*	70	*5.3*	*0.3*
31–35	10,315	*10.3*	*31.7*	110	*8.5*	*0.3*
36–40	15,370	*15.4*	*49.3*	105	*8.1*	*0.3*
41–45	15,515	*15.5*	*58.1*	115	*9.0*	*0.4*
46–50	16,455	*16.4*	*61.7*	180	*14.0*	*0.7*
51–55	16,245	*16.2*	*62.7*	250	*19.5*	*1.0*
56–60	12,270	*12.3*	*60.8*	245	*18.8*	*1.2*
61–65	7,015	*7.0*	*57.7*	130	*10.2*	*1.1*
≥66	3,350	*3.3*	*45.0*	60	*4.5*	*0.8*
All	100,120	*100.0*	*47.2*	1,290	*100.0*	*0.6*

	All academic contracts	
≤25	6,270	*3.0*
26–30	22,870	*10.8*
31–35	32,590	*15.4*
36–40	31,185	*14.7*
41–45	26,720	*12.6*
46–50	26,670	*12.6*
51–55	25,910	*12.2*
56–60	20,175	*9.5*
61–65	12,150	*5.7*
≥66	7,440	*3.5*
All	211,980	*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 17

≤ Age definition: see page 9

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
AGRI	Agriculture, forestry, food science	100	0.5	8.5	330	0.9	28.2	320	1.1	27.0
ANAT	Anatomy, physiology	250	1.3	13.7	620	1.6	33.8	475	1.7	26.0
ARCH	Archaeology	80	0.4	10.1	270	0.7	34.2	215	0.8	27.3
ARCT	Architecture, built environment, planning	380	1.9	9.0	1,195	3.1	28.2	1,195	4.3	28.2
BIOS	Biosciences	2,675	13.5	18.6	5,010	13.0	34.8	3,260	11.8	22.6
CHEE	Chemical engineering	260	1.3	20.6	480	1.2	38.1	240	0.9	18.9
CHEM	Chemistry	1,225	6.2	28.1	1,465	3.8	33.5	805	2.9	18.4
CENG	Civil engineering	330	1.7	16.0	640	1.7	30.7	505	1.8	24.2
DENT	Clinical dentistry	115	0.6	7.5	475	1.2	30.3	430	1.6	27.4
MEDI	Clinical medicine	4,250	21.4	17.1	9,600	24.9	38.6	5,605	20.3	22.5
EART	Earth, marine, environmental sciences	675	3.4	17.9	1,280	3.3	34.0	855	3.1	22.7
ELEC	Electrical, electronic, computer engineering	975	4.9	21.4	1,520	3.9	33.4	960	3.5	21.1
GENG	General engineering	825	4.2	20.1	1,355	3.5	33.0	830	3.0	20.2
GEOG	Geography, environmental studies	415	2.1	16.3	900	2.3	35.2	655	2.4	25.7
ITCS	IT, systems sciences, computer software eng.	1,375	6.9	18.4	2,260	5.9	30.1	1,725	6.2	23.0
MATH	Mathematics	945	4.7	19.3	1,535	4.0	31.4	1,005	3.6	20.6
MECH	Mechanical, aero, production engineering	970	4.9	18.6	1,655	4.3	31.7	1,070	3.9	20.5
MENG	Mineral, metallurgy, materials engineering	260	1.3	21.6	470	1.2	38.7	215	0.8	17.7
NURS	Nursing, allied health professions	530	2.7	5.0	1,915	5.0	18.2	3,260	11.8	30.9
PHAR	Pharmacy, pharmacology	375	1.9	15.2	830	2.2	33.8	600	2.2	24.5
PHYS	Physics	1,400	7.0	26.0	1,815	4.7	33.7	1,105	4.0	20.5
PSYC	Psychology, behavioural sciences	1,275	6.4	17.3	2,415	6.3	32.8	1,950	7.0	26.4
VETS	Veterinary science	175	0.9	12.3	530	1.4	37.3	395	1.4	28.0
SET	All SET subject areas	19,865	100.0	16.9	38,570	100.0	32.8	27,675	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	325	*1.4*	*27.6*	100	*1.2*	*8.6*	1,175	*1.0*
ANAT	Anatomy, physiology	345	*1.5*	*18.8*	140	*1.7*	*7.7*	1,835	*1.6*
ARCH	Archaeology	145	*0.6*	*18.5*	80	*0.9*	*10.0*	795	*0.7*
ARCT	Architecture, built environment, planning	940	*4.1*	*22.2*	520	*6.1*	*12.3*	4,235	*3.6*
BIOS	Biosciences	2,560	*11.2*	*17.8*	900	*10.5*	*6.3*	14,405	*12.3*
CHEE	Chemical engineering	195	*0.8*	*15.4*	85	*1.0*	*7.0*	1,255	*1.1*
CHEM	Chemistry	655	*2.9*	*14.9*	220	*2.6*	*5.0*	4,370	*3.7*
CENG	Civil engineering	420	*1.8*	*20.3*	185	*2.1*	*8.8*	2,080	*1.8*
DENT	Clinical dentistry	400	*1.8*	*25.6*	145	*1.7*	*9.2*	1,565	*1.3*
MEDI	Clinical medicine	3,970	*17.4*	*16.0*	1,455	*17.0*	*5.8*	24,880	*21.2*
EART	Earth, marine, environmental sciences	685	*3.0*	*18.3*	265	*3.1*	*7.0*	3,765	*3.2*
ELEC	Electrical, electronic, computer engineering	780	*3.4*	*17.0*	325	*3.8*	*7.2*	4,560	*3.9*
GENG	General engineering	735	*3.2*	*17.9*	370	*4.3*	*9.0*	4,115	*3.5*
GEOG	Geography, environmental studies	440	*1.9*	*17.2*	140	*1.6*	*5.5*	2,555	*2.2*
ITCS	IT, systems sciences, computer software eng.	1,540	*6.7*	*20.5*	595	*6.9*	*7.9*	7,500	*6.4*
MATH	Mathematics	840	*3.7*	*17.2*	560	*6.5*	*11.4*	4,880	*4.2*
MECH	Mechanical, aero, production engineering	1,030	*4.5*	*19.7*	490	*5.7*	*9.4*	5,215	*4.4*
MENG	Mineral, metallurgy, materials engineering	175	*0.8*	*14.5*	90	*1.1*	*7.6*	1,215	*1.0*
NURS	Nursing, allied health professions	3,985	*17.4*	*37.8*	850	*9.9*	*8.1*	10,535	*9.0*
PHAR	Pharmacy, pharmacology	495	*2.2*	*20.2*	155	*1.8*	*6.2*	2,455	*2.1*
PHYS	Physics	745	*3.3*	*13.8*	325	*3.8*	*6.0*	5,385	*4.6*
PSYC	Psychology, behavioural sciences	1,235	*5.4*	*16.8*	500	*5.8*	*6.8*	7,375	*6.3*
VETS	Veterinary science	245	*1.1*	*17.2*	75	*0.9*	*5.2*	1,415	*1.2*
SET	All SET subject areas	22,885	*100.0*	*19.5*	8,570	*100.0*	*7.3*	117,565	*100.0*

1.9 Non-SET academic staff by subject area and age group

≤ SET/non-SET subject area definition: see page 17

≤ Age definition: see page 9

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
ANTH	Anthropology, development studies	105	1.1	10.4	370	1.5	37.0	235	0.9	23.5
AREA	Area studies	40	0.4	9.8	150	0.6	36.0	115	0.5	28.4
ARTD	Art, design	875	9.4	9.0	2,460	9.8	25.3	2,965	11.5	30.5
BUSI	Business, management studies	1,255	13.5	7.8	4,340	17.2	27.1	4,385	17.1	27.3
HOSP	Catering, hospitality management	45	0.5	6.8	155	0.6	24.2	195	0.7	30.2
CLAS	Classics	85	0.9	13.1	210	0.8	32.2	185	0.7	28.4
CEDU	Continuing education	50	0.5	4.8	200	0.8	20.0	235	0.9	23.5
ECON	Economics, econometrics	595	6.4	19.9	1,020	4.0	34.2	660	2.6	22.1
EDUC	Education	335	3.6	3.7	1,525	6.0	16.7	2,510	9.8	27.6
ENGL	English language, literature	560	6.0	11.1	1,415	5.6	28.0	1,370	5.3	27.1
HLTH	Health, community studies	200	2.2	7.7	590	2.3	22.8	705	2.7	27.2
HIST	History	505	5.5	14.1	1,175	4.7	32.6	900	3.5	25.0
LAW	Law	715	7.7	12.0	1,730	6.9	29.0	1,650	6.4	27.7
MDIA	Media studies	420	4.6	8.7	1,195	4.7	24.7	1,440	5.6	29.7
LANG	Modern languages	555	6.0	9.8	1,495	5.9	26.5	1,685	6.6	29.8
PERF	Music, dance, drama, performing arts	695	7.5	8.7	1,995	7.9	25.1	2,190	8.5	27.5
PHIL	Philosophy	175	1.9	15.4	390	1.5	34.4	275	1.1	24.1
POLI	Politics, international studies	530	5.7	14.9	1,400	5.6	39.3	870	3.4	24.4
SPOL	Social work, social policy	190	2.0	6.5	645	2.6	22.1	765	3.0	26.3
SOCI	Sociology	410	4.4	12.5	980	3.9	30.0	835	3.2	25.5
SPOR	Sports science, leisure studies	620	6.7	21.6	1,045	4.1	36.3	710	2.8	24.7
THEO	Theology, religious studies	65	0.7	8.3	205	0.8	26.5	200	0.8	25.8
ACAD	Total academic services	95	1.0	8.3	265	1.0	23.0	315	1.2	27.6
ADMI	Central administration, services	125	1.3	10.8	180	0.7	15.7	235	0.9	20.1
PREM	Premises	0	0.0	..	0	0.0	..	5	0.0	..
RESI	Residences, catering	0	0.0	3.4	5	0.0	25.4	5	0.0	20.5
FACI	Staff, student facilities	30	0.3	10.0	65	0.3	21.5	70	0.3	23.8
NSET	All non-SET subject areas	9,275	100.0	9.8	25,205	100.0	26.7	25,715	100.0	27.2

Proportions of Non-SET academic staff by subject and age

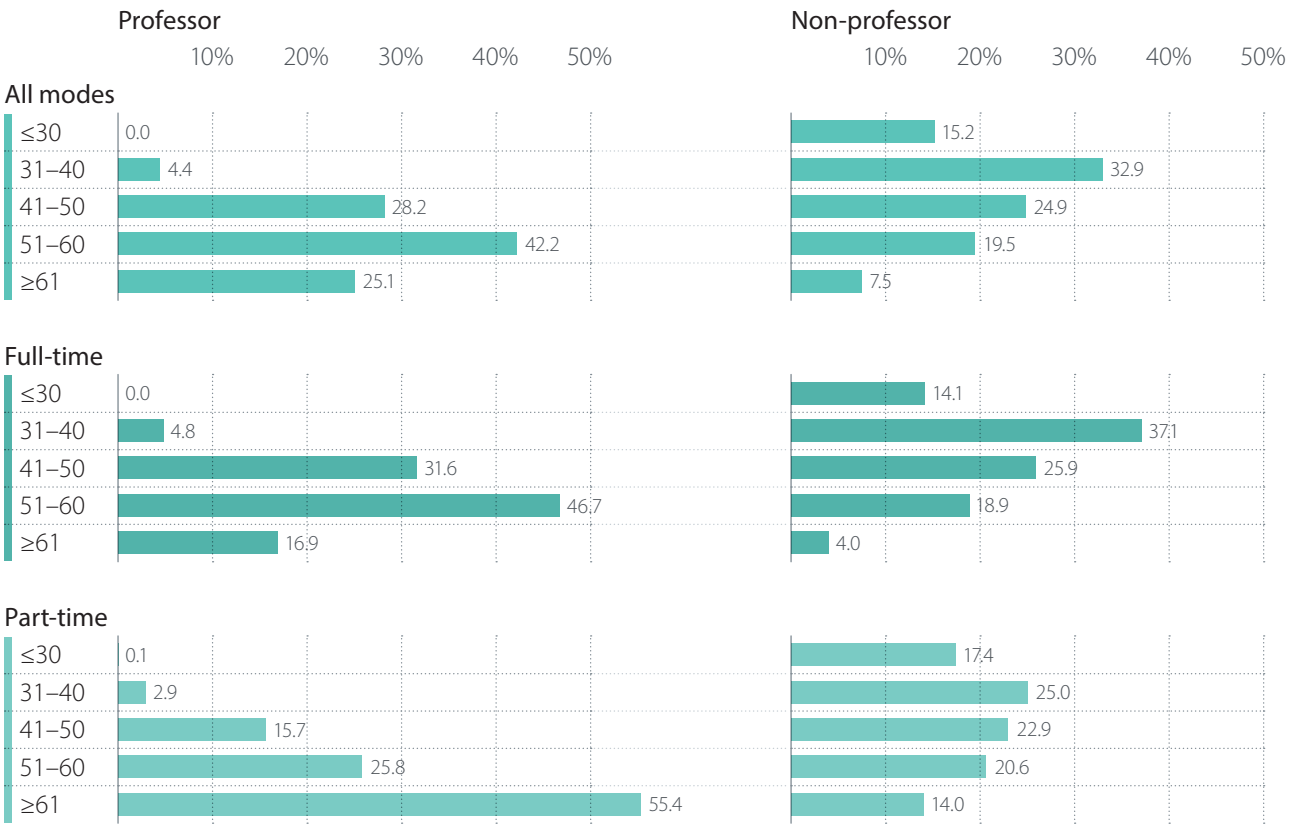
		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	190	*0.8*	*19.2*	100	*0.9*	*9.9*	1,000	*1.1*
AREA	Area studies	70	*0.3*	*16.9*	35	*0.3*	*8.9*	415	*0.4*
ARTD	Art, design	2,595	*11.2*	*26.7*	830	*7.5*	*8.5*	9,725	*10.3*
BUSI	Business, management studies	3,970	*17.1*	*24.7*	2,095	*19.0*	*13.1*	16,045	*17.0*
HOSP	Catering, hospitality management	195	*0.8*	*30.3*	55	*0.5*	*8.4*	640	*0.7*
CLAS	Classics	120	*0.5*	*18.1*	55	*0.5*	*8.3*	655	*0.7*
CEDU	Continuing education	300	*1.3*	*29.6*	225	*2.0*	*22.1*	1,005	*1.1*
ECON	Economics, econometrics	435	*1.9*	*14.7*	275	*2.5*	*9.2*	2,980	*3.2*
EDUC	Education	2,955	*12.7*	*32.4*	1,790	*16.3*	*19.7*	9,120	*9.7*
ENGL	English language, literature	1,150	*5.0*	*22.8*	555	*5.0*	*11.0*	5,050	*5.4*
HLTH	Health, community studies	785	*3.4*	*30.3*	310	*2.8*	*12.0*	2,585	*2.7*
HIST	History	695	*3.0*	*19.3*	325	*3.0*	*9.0*	3,600	*3.8*
LAW	Law	1,285	*5.5*	*21.5*	580	*5.2*	*9.7*	5,960	*6.3*
MDIA	Media studies	1,305	*5.6*	*26.9*	480	*4.4*	*9.9*	4,845	*5.1*
LANG	Modern languages	1,385	*6.0*	*24.5*	530	*4.8*	*9.4*	5,655	*6.0*
PERF	Music, dance, drama, performing arts	1,935	*8.3*	*24.3*	1,145	*10.4*	*14.4*	7,960	*8.4*
PHIL	Philosophy	210	*0.9*	*18.3*	90	*0.8*	*7.9*	1,135	*1.2*
POLI	Politics, international studies	515	*2.2*	*14.4*	250	*2.3*	*7.0*	3,565	*3.8*
SPOL	Social work, social policy	905	*3.9*	*31.1*	405	*3.7*	*13.9*	2,915	*3.1*
SOCI	Sociology	730	*3.2*	*22.4*	315	*2.9*	*9.7*	3,275	*3.5*
SPOR	Sports science, leisure studies	400	*1.7*	*14.0*	100	*0.9*	*3.4*	2,875	*3.0*
THEO	Theology, religious studies	195	*0.8*	*25.2*	110	*1.0*	*14.3*	775	*0.8*
ACAD	Total academic services	345	*1.5*	*30.2*	125	*1.1*	*10.9*	1,145	*1.2*
ADMI	Central administration, services	435	*1.9*	*37.4*	185	*1.7*	*16.0*	1,160	*1.2*
PREM	Premises	5	*0.0*	..	0	*0.0*	..	10	*0.0*
RESI	Residences, catering	10	*0.0*	*31.8*	5	*0.0*	*18.8*	30	*0.0*
FACI	Staff, student facilities	85	*0.4*	*28.2*	50	*0.4*	*16.5*	300	*0.3*
NSET	All non-SET subject areas	23,200	*100.0*	*24.6*	11,020	*100.0*	*11.7*	94,415	*100.0*

1.10 Academic staff by professorial category, mode and age group

≤ Professorial category definition: see page 18
≤ Mode definition: see page 13
≤ Age definition: see page 9

	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	10	*0.0*	*0.0*	29,130	*15.2*	*100.0*	29,140	*13.7*
31–40	925	*4.4*	*1.4*	62,850	*32.9*	*98.6*	63,775	*30.1*
41–50	5,905	*28.2*	*11.1*	47,485	*24.9*	*88.9*	53,390	*25.2*
51–60	8,840	*42.2*	*19.2*	37,245	*19.5*	*80.8*	46,085	*21.7*
≥61	5,265	*25.1*	*26.9*	14,325	*7.5*	*73.1*	19,590	*9.2*
All	20,940	*100.0*	*9.9*	191,040	*100.0*	*90.1*	211,980	*100.0*
Full-time								
≤30	5	*0.0*	*0.0*	17,485	*14.1*	*100.0*	17,490	*12.4*
31–40	790	*4.8*	*1.7*	46,150	*37.1*	*98.3*	46,945	*33.4*
41–50	5,195	*31.6*	*13.9*	32,215	*25.9*	*86.1*	37,410	*26.6*
51–60	7,680	*46.7*	*24.7*	23,475	*18.9*	*75.3*	31,155	*22.1*
≥61	2,770	*16.9*	*35.9*	4,955	*4.0*	*64.1*	7,730	*5.5*
All	16,440	*100.0*	*11.7*	124,285	*100.0*	*88.3*	140,725	*100.0*
Part-time								
≤30	5	*0.1*	*0.0*	11,645	*17.4*	*100.0*	11,650	*16.4*
31–40	130	*2.9*	*0.8*	16,700	*25.0*	*99.2*	16,830	*23.6*
41–50	710	*15.7*	*4.4*	15,270	*22.9*	*95.6*	15,980	*22.4*
51–60	1,160	*25.8*	*7.8*	13,770	*20.6*	*92.2*	14,925	*20.9*
≥61	2,495	*55.4*	*21.0*	9,370	*14.0*	*79.0*	11,865	*16.6*
All	4,500	*100.0*	*6.3*	66,755	*100.0*	*93.7*	71,250	*100.0*

Proportions of academic staff by professorial category, mode and age



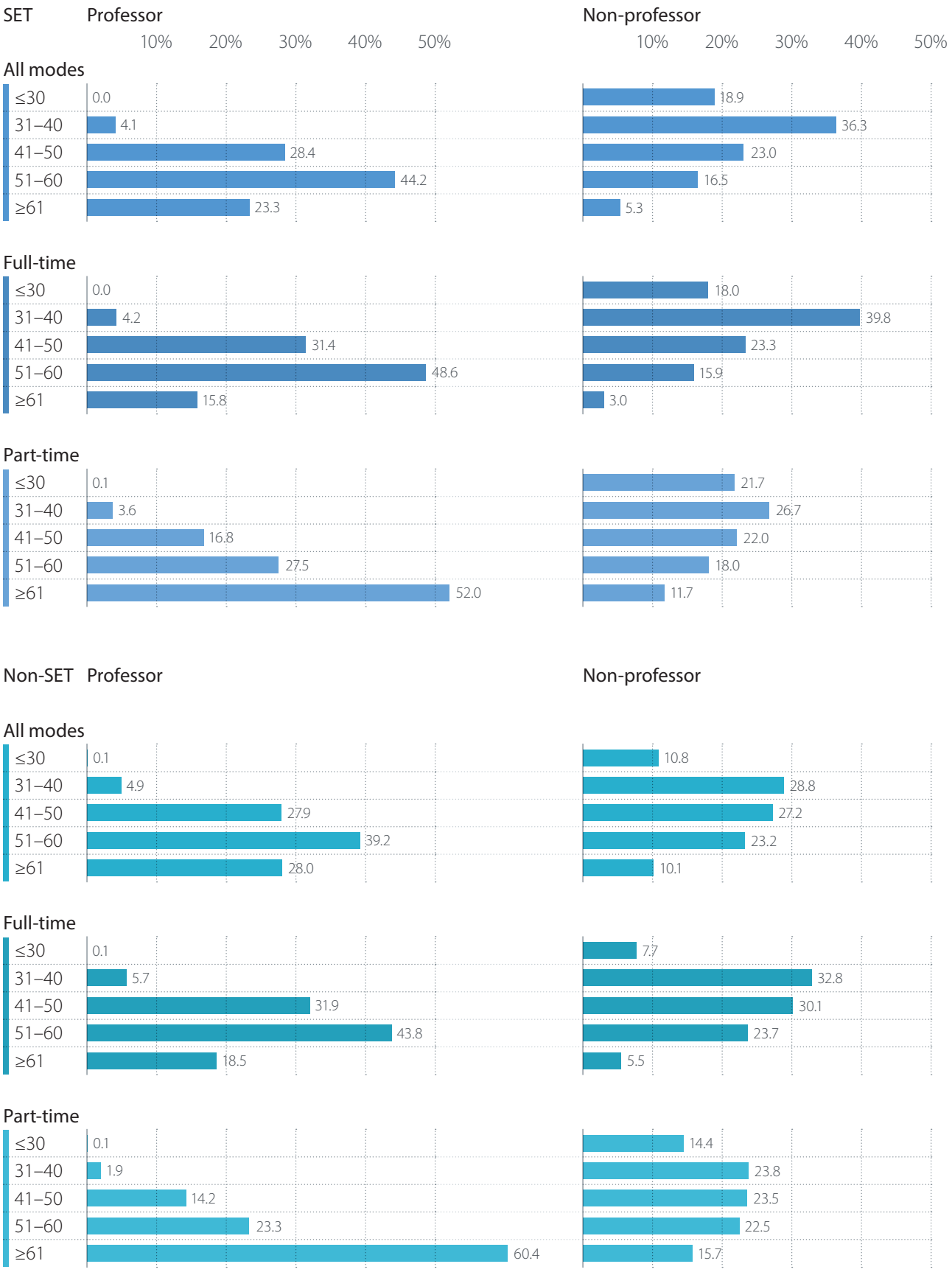
1.11 Academic staff by professorial and SET categories, mode and age group

≤ Professorial category definition: see page 18
≤ SET/non-SET subject area definition: see page 17
≤ Mode definition: see page 13
≤ Age definition: see page 9

SET	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	5	*0.0*	*0.0*	19,860	*18.9*	*100.0*	19,865	*16.9*
31–40	525	*4.1*	*1.4*	38,045	*36.3*	*98.6*	38,570	*32.8*
41–50	3,615	*28.4*	*13.1*	24,060	*23.0*	*86.9*	27,675	*23.5*
51–60	5,630	*44.2*	*24.6*	17,260	*16.5*	*75.4*	22,885	*19.5*
≥61	2,975	*23.3*	*34.7*	5,595	*5.3*	*65.3*	8,570	*7.3*
All	12,745	*100.0*	*10.8*	104,820	*100.0*	*89.2*	117,565	*100.0*
Full-time								
≤30	0	*0.0*	*0.0*	13,815	*18.0*	*100.0*	13,815	*15.9*
31–40	425	*4.2*	*1.4*	30,590	*39.8*	*98.6*	31,015	*35.7*
41–50	3,170	*31.4*	*15.0*	17,930	*23.3*	*85.0*	21,100	*24.3*
51–60	4,900	*48.6*	*28.6*	12,235	*15.9*	*71.4*	17,135	*19.7*
≥61	1,595	*15.8*	*40.6*	2,335	*3.0*	*59.4*	3,925	*4.5*
All	10,090	*100.0*	*11.6*	76,905	*100.0*	*88.4*	86,990	*100.0*
Part-time								
≤30	5	*0.1*	*0.0*	6,045	*21.7*	*100.0*	6,050	*19.8*
31–40	95	*3.6*	*1.3*	7,455	*26.7*	*98.7*	7,555	*24.7*
41–50	445	*16.8*	*6.8*	6,130	*22.0*	*93.2*	6,575	*21.5*
51–60	730	*27.5*	*12.7*	5,020	*18.0*	*87.3*	5,750	*18.8*
≥61	1,380	*52.0*	*29.7*	3,265	*11.7*	*70.3*	4,640	*15.2*
All	2,655	*100.0*	*8.7*	27,920	*100.0*	*91.3*	30,575	*100.0*
Non-SET								
All modes								
≤30	5	*0.1*	*0.1*	9,270	*10.8*	*99.9*	9,275	*9.8*
31–40	400	*4.9*	*1.6*	24,805	*28.8*	*98.4*	25,205	*26.7*
41–50	2,290	*27.9*	*8.9*	23,425	*27.2*	*91.1*	25,715	*27.2*
51–60	3,210	*39.2*	*13.8*	19,985	*23.2*	*86.2*	23,200	*24.6*
≥61	2,290	*28.0*	*20.8*	8,730	*10.1*	*79.2*	11,020	*11.7*
All	8,195	*100.0*	*8.7*	86,215	*100.0*	*91.3*	94,415	*100.0*
Full-time								
≤30	5	*0.1*	*0.1*	3,670	*7.7*	*99.9*	3,675	*6.8*
31–40	365	*5.7*	*2.3*	15,565	*32.8*	*97.7*	15,930	*29.6*
41–50	2,025	*31.9*	*12.4*	14,285	*30.1*	*87.6*	16,310	*30.4*
51–60	2,780	*43.8*	*19.8*	11,240	*23.7*	*80.2*	14,020	*26.1*
≥61	1,180	*18.5*	*31.0*	2,620	*5.5*	*69.0*	3,800	*7.1*
All	6,355	*100.0*	*11.82408*	47,380	*100.0*	*88.17592*	53,735	*100.0*
Part-time								
≤30	0	*0.1*	*0.0*	5,600	*14.4*	*100.0*	5,600	*13.8*
31–40	35	*1.9*	*0.4*	9,245	*23.8*	*99.6*	9,280	*22.8*
41–50	265	*14.2*	*2.8*	9,140	*23.5*	*97.2*	9,405	*23.1*
51–60	430	*23.3*	*4.7*	8,745	*22.5*	*95.3*	9,175	*22.6*
≥61	1,115	*60.4*	*15.4*	6,105	*15.7*	*84.6*	7,220	*17.8*
All	1,845	*100.0*	*4.5*	38,835	*100.0*	*95.46871*	40,680	*100.0*

Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

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

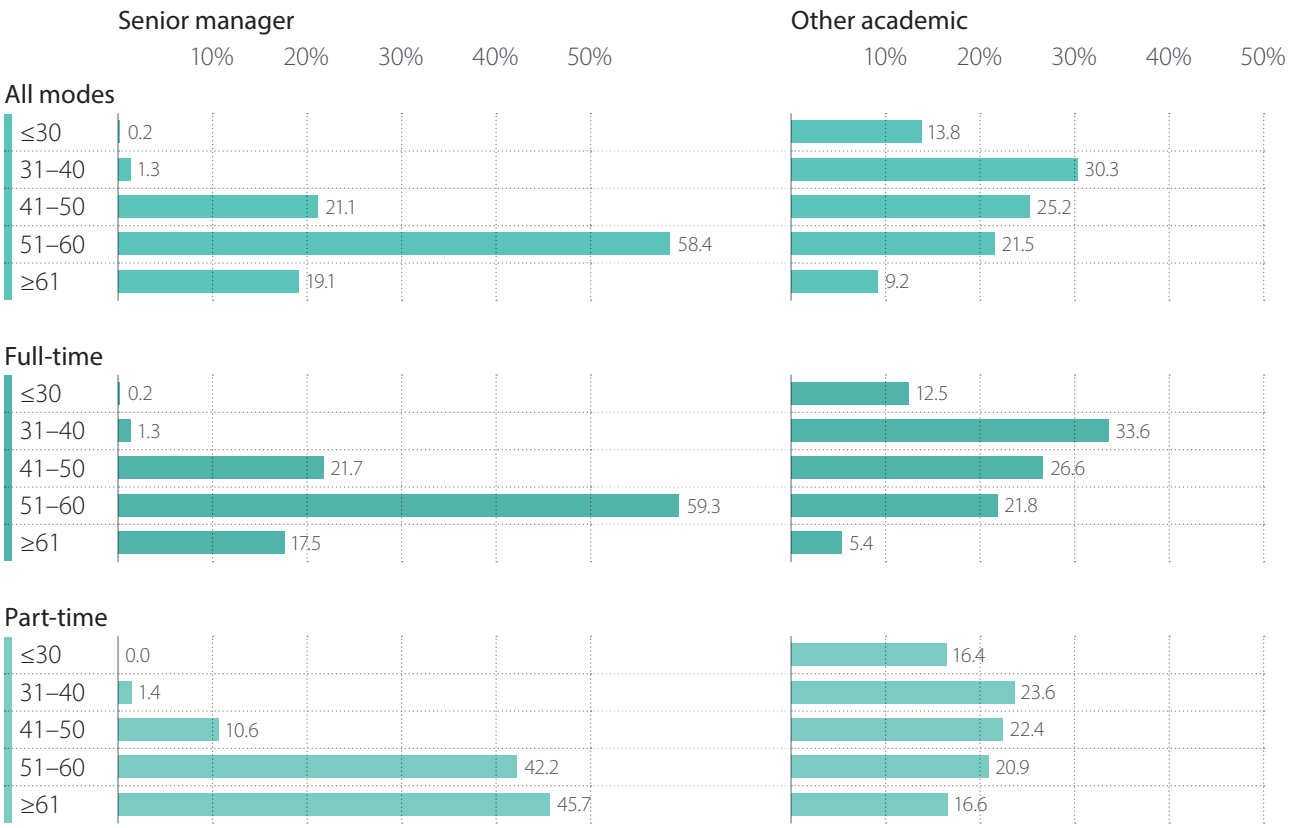


1.12 Academic staff by senior management category, mode and age group

≤ Senior management category definition: see page 18
≤ Mode definition: see page 13
≤ Age definition: see page 9

	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	*0.2*	*0.0*	29,140	*13.8*	*100.0*	29,140	*13.7*
31–40	15	*1.3*	*0.0*	63,760	*30.3*	*100.0*	63,775	*30.1*
41–50	260	*21.1*	*0.5*	53,125	*25.2*	*99.5*	53,390	*25.2*
51–60	725	*58.4*	*1.6*	45,360	*21.5*	*98.4*	46,085	*21.7*
≥61	235	*19.1*	*1.2*	19,355	*9.2*	*98.8*	19,590	*9.2*
All	1,240	*100.0*	*0.6*	210,740	*100.0*	*99.4*	211,980	*100.0*
Full-time								
≤30	0	*0.2*	*0.0*	17,490	*12.5*	*100.0*	17,490	*12.4*
31–40	15	*1.3*	*0.0*	46,930	*33.6*	*100.0*	46,945	*33.4*
41–50	255	*21.7*	*0.7*	37,155	*26.6*	*99.3*	37,410	*26.6*
51–60	695	*59.3*	*2.2*	30,460	*21.8*	*97.8*	31,155	*22.1*
≥61	205	*17.5*	*2.7*	7,525	*5.4*	*97.3*	7,730	*5.5*
All	1,170	*100.0*	*0.8*	139,555	*100.0*	*99.2*	140,725	*100.0*
Part-time								
≤30	0	*0.0*	*0.0*	11,650	*16.4*	*100.0*	11,650	*16.4*
31–40	0	*1.4*	*0.0*	16,830	*23.6*	*100.0*	16,830	*23.6*
41–50	5	*10.6*	*0.0*	15,970	*22.4*	*100.0*	15,980	*22.4*
51–60	30	*42.2*	*0.2*	14,900	*20.9*	*99.8*	14,925	*20.9*
≥61	30	*45.7*	*0.3*	11,830	*16.6*	*99.7*	11,865	*16.6*
All	70	*100.0*	*0.1*	71,185	*100.0*	*99.9*	71,250	*100.0*

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



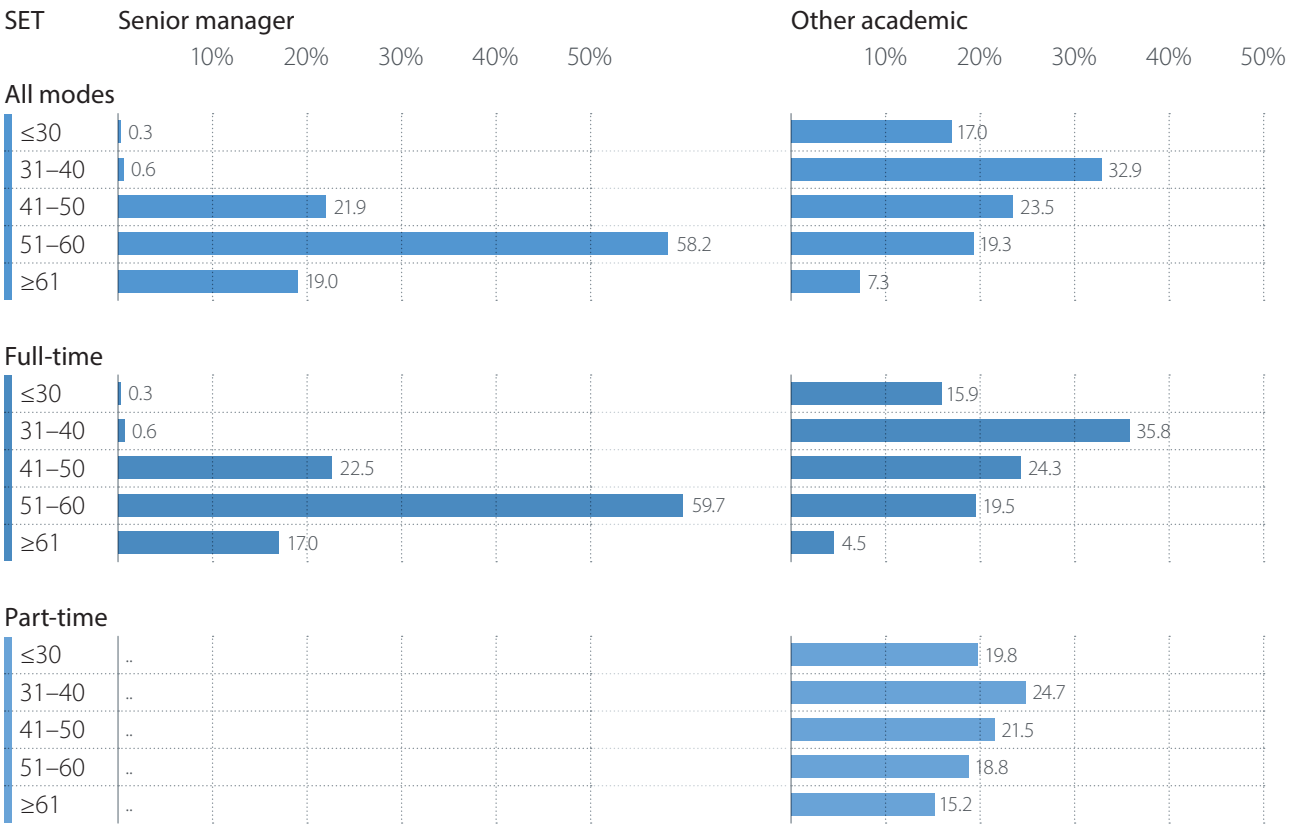
1.13 Academic staff by senior management and SET categories, mode and age group

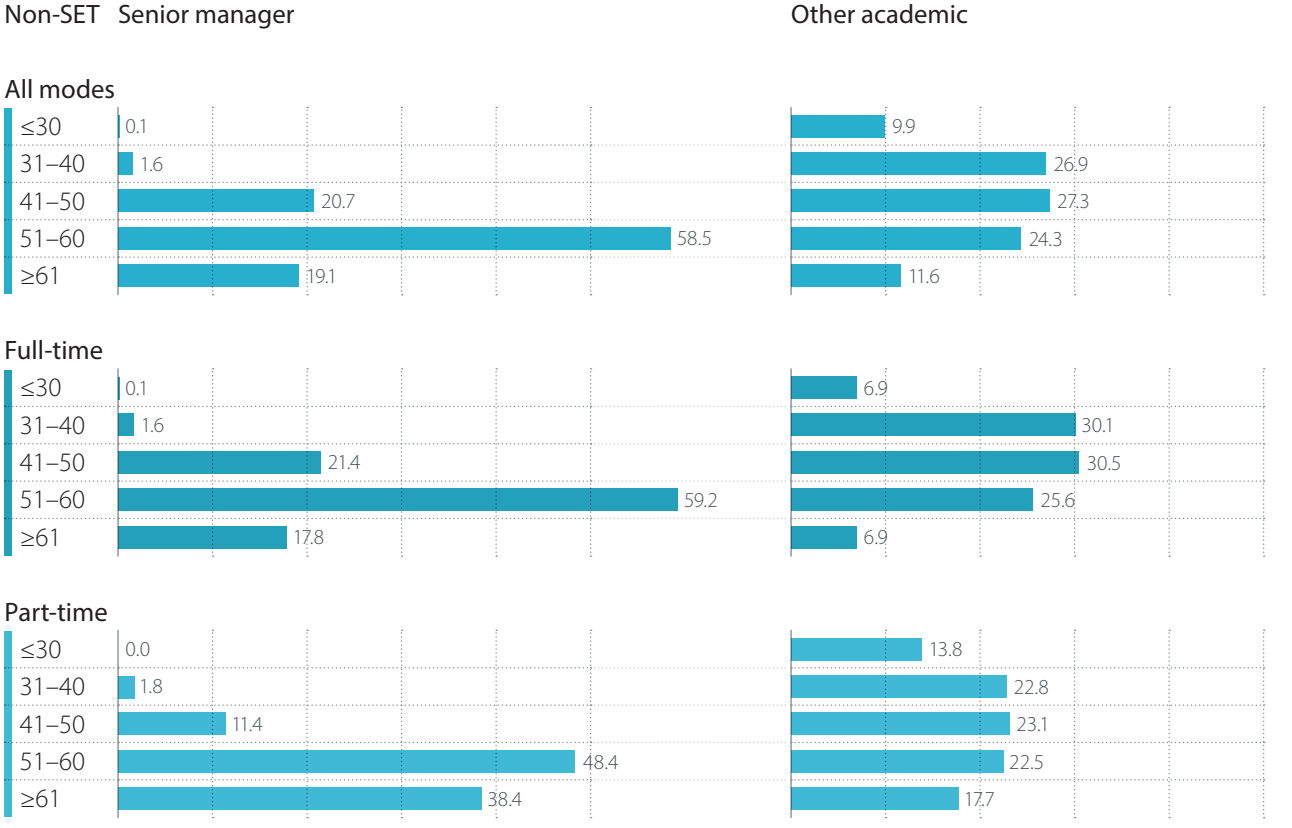
≤ Senior management category definition: see page 18
≤ SET/non-SET subject area definition: see page 17
≤ Mode definition: see page 13
≤ Age definition: see page 9

SET	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	*0.3*	*0.0*	19,865	*17.0*	*100.0*	19,865	*16.9*
31–40	0	*0.6*	*0.0*	38,565	*32.9*	*100.0*	38,570	*32.8*
41–50	85	*21.9*	*0.3*	27,590	*23.5*	*99.7*	27,675	*23.5*
51–60	225	*58.2*	*1.0*	22,660	*19.3*	*99.0*	22,885	*19.5*
≥61	75	*19.0*	*0.9*	8,495	*7.3*	*99.1*	8,570	*7.3*
All	390	*100.0*	*0.3*	117,175	*100.0*	*99.7*	117,565	*100.0*
Full-time								
≤30	0	*0.3*	*0.0*	13,815	*15.9*	*100.0*	13,815	*15.9*
31–40	0	*0.6*	*0.0*	31,010	*35.8*	*100.0*	31,015	*35.7*
41–50	85	*22.5*	*0.4*	21,015	*24.3*	*99.6*	21,100	*24.3*
51–60	225	*59.7*	*1.3*	16,910	*19.5*	*98.7*	17,135	*19.7*
≥61	65	*17.0*	*1.6*	3,865	*4.5*	*98.4*	3,925	*4.5*
All	375	*100.0*	*0.4*	86,615	*100.0*	*99.6*	86,990	*100.0*
Part-time								
≤30	0	..	*0.0*	6,050	*19.8*	*100.0*	6,050	*19.8*
31–40	0	..	*0.0*	7,555	*24.7*	*100.0*	7,555	*24.7*
41–50	0	..	*0.0*	6,575	*21.5*	*100.0*	6,575	*21.5*
51–60	0	..	*0.0*	5,750	*18.8*	*100.0*	5,750	*18.8*
≥61	10	..	*0.2*	4,630	*15.2*	*99.8*	4,640	*15.2*
All	15	..	*0.0*	30,560	*100.0*	*100.0*	30,575	*100.0*
Non-SET								
All modes								
≤30	0	*0.1*	*0.0*	9,275	*9.9*	*100.0*	9,275	*9.8*
31–40	15	*1.6*	*0.1*	25,190	*26.9*	*99.9*	25,205	*26.7*
41–50	175	*20.7*	*0.7*	25,540	*27.3*	*99.3*	25,715	*27.2*
51–60	495	*58.5*	*2.1*	22,700	*24.3*	*97.9*	23,200	*24.6*
≥61	160	*19.1*	*1.5*	10,860	*11.6*	*98.5*	11,020	*11.7*
All	850	*100.0*	*0.9*	93,565	*100.0*	*99.1*	94,415	*100.0*
Full-time								
≤30	0	*0.1*	*0.0*	3,675	*6.9*	*100.0*	3,675	*6.8*
31–40	15	*1.6*	*0.1*	15,915	*30.1*	*99.9*	15,930	*29.6*
41–50	170	*21.4*	*1.0*	16,140	*30.5*	*99.0*	16,310	*30.4*
51–60	470	*59.2*	*3.4*	13,550	*25.6*	*96.6*	14,020	*26.1*
≥61	140	*17.8*	*3.7*	3,660	*6.9*	*96.3*	3,800	*7.1*
All	795	*100.0*	*1.5*	52,940	*100.0*	*98.5*	53,735	*100.0*
Part-time								
≤30	0	*0.0*	*0.0*	5,600	*13.8*	*100.0*	5,600	*13.8*
31–40	0	*1.8*	*0.0*	9,275	*22.8*	*100.0*	9,280	*22.8*
41–50	5	*11.4*	*0.1*	9,400	*23.1*	*99.9*	9,405	*23.1*
51–60	25	*48.4*	*0.3*	9,150	*22.5*	*99.7*	9,175	*22.6*
≥61	20	*38.4*	*0.3*	7,200	*17.7*	*99.7*	7,220	*17.8*
All	55	*100.0*	*0.1*	40,625	*100.0*	*99.9*	40,680	*100.0*

Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

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



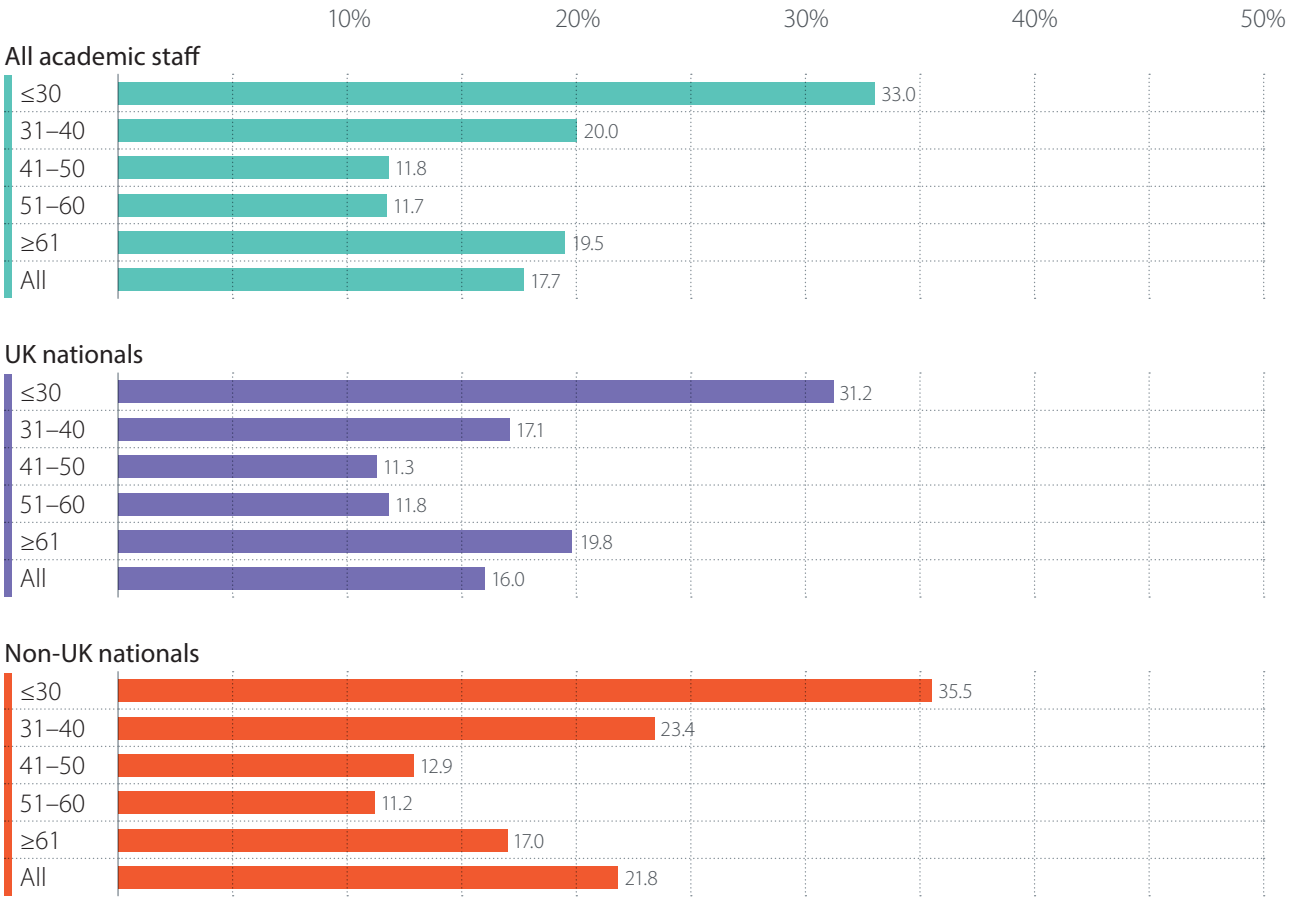


1.14 UK/non-UK academic staff by leaving status and age group

≤ Nationality definition: see page 12
≤ Academic leavers definition: see page 19
≤ Age definition: see page 9

	Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
	No.	%	No.	%	No.	%	No.
All academic staff							
≤30	8,990	*33.0*	4,075	*45.3*	4,915	*54.7*	27,215
31–40	12,275	*20.0*	6,160	*50.2*	6,115	*49.8*	61,445
41–50	6,195	*11.8*	2,755	*44.5*	3,440	*55.5*	52,670
51–60	5,235	*11.7*	2,600	*49.7*	2,635	*50.3*	44,780
≥61	3,670	*19.5*	1,995	*54.4*	1,675	*45.6*	18,805
All	36,365	*17.7*	17,585	*48.4*	18,780	*51.6*	204,915
UK nationals							
≤30	4,955	*31.2*	2,235	*45.2*	2,715	*54.8*	15,850
31–40	5,745	*17.1*	2,780	*48.5*	2,960	*51.5*	33,570
41–50	4,365	*11.3*	1,965	*45.0*	2,405	*55.0*	38,540
51–60	4,520	*11.8*	2,285	*50.5*	2,240	*49.5*	38,405
≥61	3,355	*19.8*	1,820	*54.3*	1,535	*45.7*	16,970
All	22,940	*16.0*	11,085	*48.3*	11,850	*51.7*	143,335
Non-UK nationals							
≤30	4,035	*35.5*	1,835	*45.5*	2,200	*54.5*	11,365
31–40	6,530	*23.4*	3,375	*51.7*	3,155	*48.3*	27,875
41–50	1,830	*12.9*	795	*43.4*	1,035	*56.6*	14,130
51–60	715	*11.2*	315	*44.3*	400	*55.7*	6,380
≥61	315	*17.0*	175	*56.0*	140	*44.0*	1,835
All	13,425	*21.8*	6,500	*48.4*	6,925	*51.6*	61,580

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



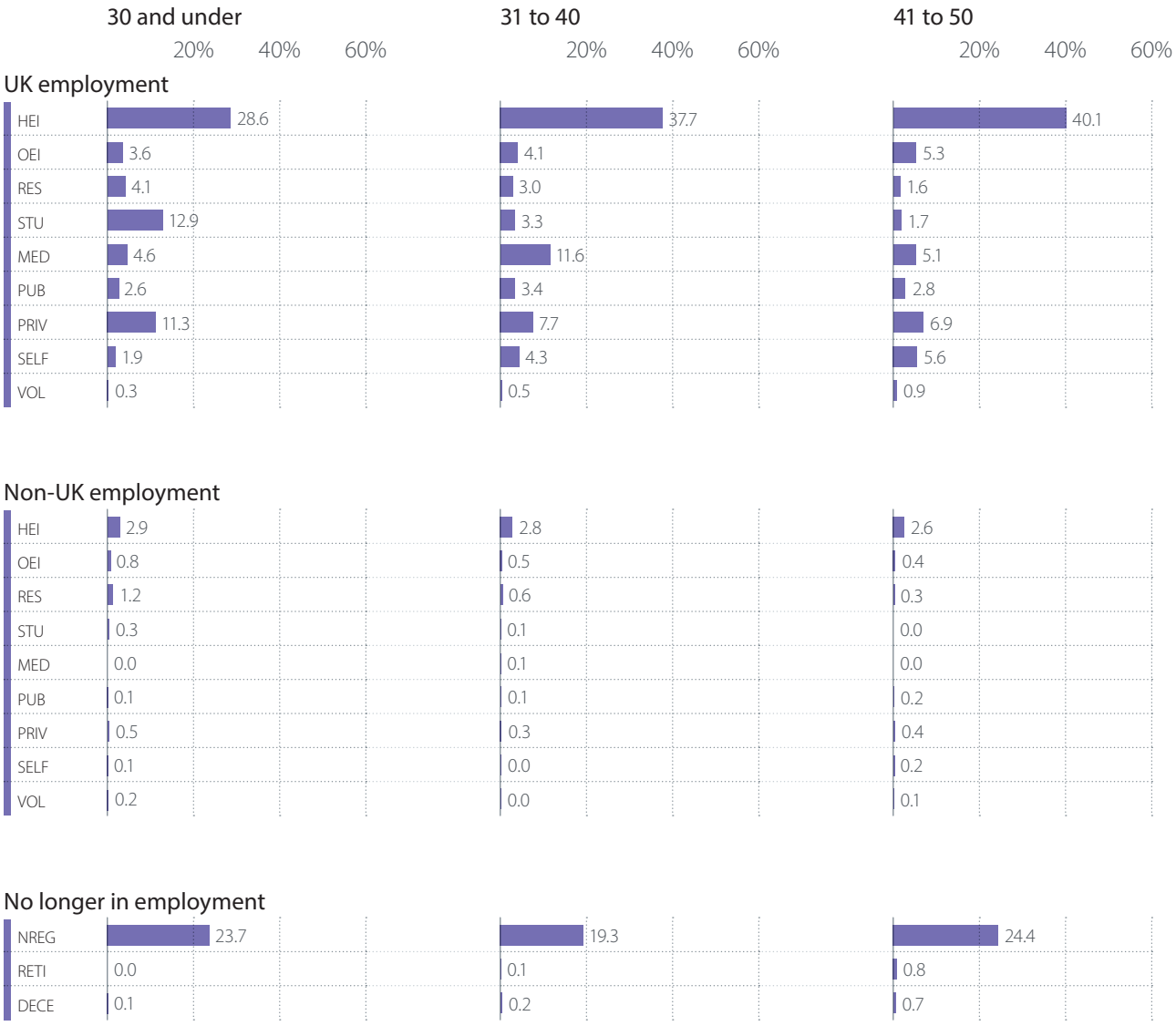
1.15 UK academic staff leavers by known leaving destination and age group

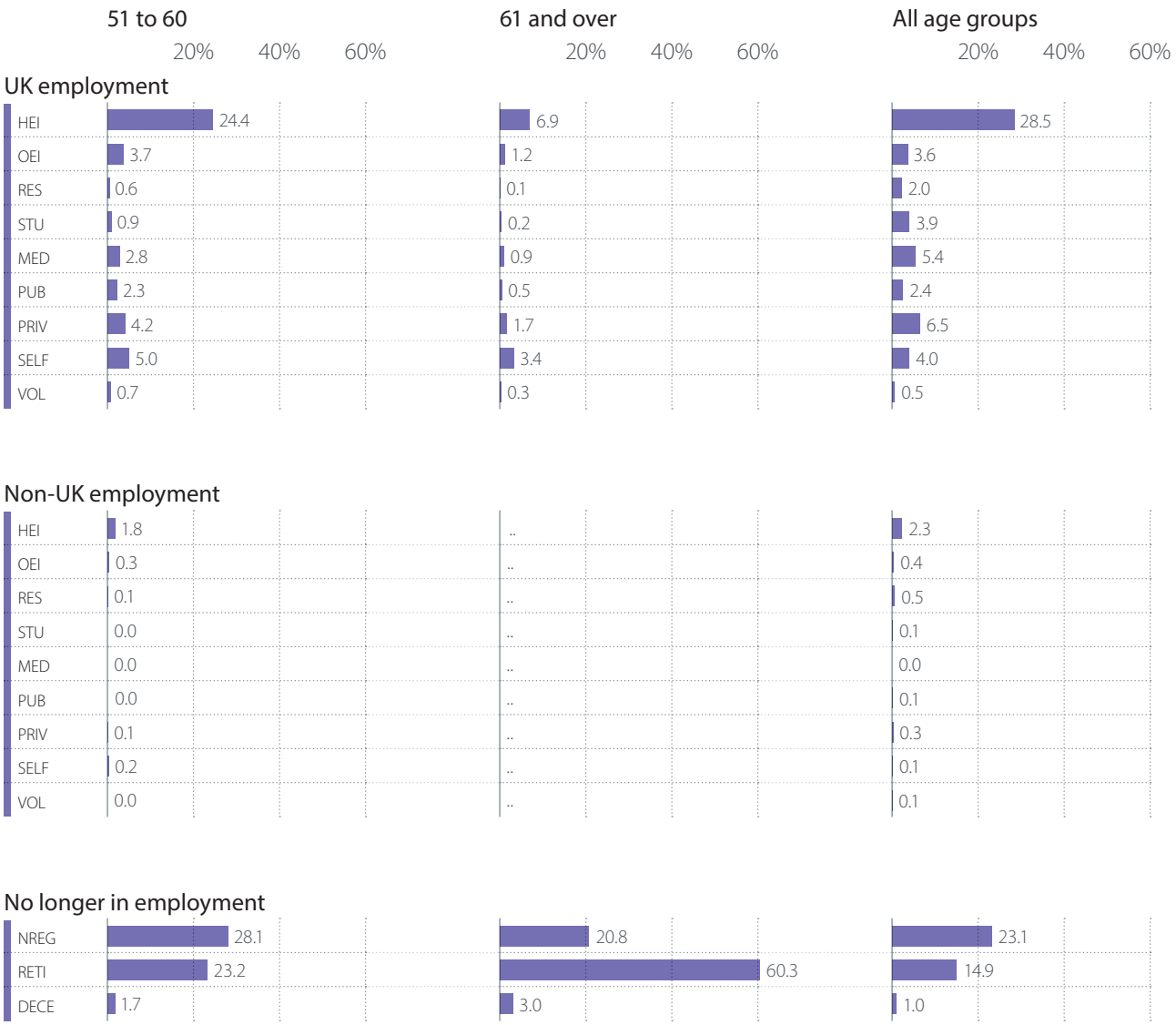
≤ Nationality definition: see page 12
≤ Academic leavers definition: see page 19
≤ Age definition: see page 9

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
UK employment										
HEI	Other HEI	640	*28.6*	*20.3*	1,050	*37.7*	*33.2*	790	*40.1*	*24.9*
OEI	Other education institution	80	*3.6*	*20.0*	115	*4.1*	*28.3*	105	*5.3*	*25.6*
RES	Research institute	90	*4.1*	*41.4*	85	*3.0*	*37.8*	30	*1.6*	*14.4*
STU	Student	290	*12.9*	*65.8*	90	*3.3*	*21.0*	35	*1.7*	*7.7*
MED	Medical or dental practice	105	*4.6*	*17.0*	325	*11.6*	*53.4*	100	*5.1*	*16.5*
PUB	Public sector	55	*2.6*	*21.3*	95	*3.4*	*35.4*	55	*2.8*	*20.5*
PRIV	Private sector	250	*11.3*	*34.6*	215	*7.7*	*29.5*	135	*6.9*	*18.5*
SELF	Self-employed	45	*1.9*	*9.6*	120	*4.3*	*26.6*	110	*5.6*	*24.3*
VOL	Voluntary sector	5	*0.3*	*11.4*	15	*0.5*	*24.2*	15	*0.9*	*28.4*
All	All UK employment	1,565	*70.0*	*24.7*	2,105	*75.7*	*33.2*	1,375	*70.0*	*21.7*
Non-UK employment										
HEI	Other HEI	65	*2.9*	*26.3*	80	*2.8*	*31.6*	50	*2.6*	*20.4*
OEI	Other education institution	20	*0.8*	*39.6*	15	*0.5*	*29.2*	10	*0.4*	*16.7*
RES	Research institute	25	*1.2*	*51.0*	15	*0.6*	*31.4*	5	*0.3*	*11.8*
STU	Student	5	*0.3*	..	5	*0.1*	..	0	*0.0*	..
MED	Health service	0	*0.0*	..	5	*0.1*	..	0	*0.0*	..
PUB	Public sector	0	*0.1*	..	5	*0.1*	..	5	*0.2*	..
PRIV	Private sector	10	*0.5*	*35.5*	10	*0.3*	*25.8*	10	*0.4*	*25.8*
SELF	Self-employed	0	*0.1*	..	0	*0.0*	..	5	*0.2*	..
VOL	Voluntary sector	5	*0.2*	..	0	*0.0*	..	0	*0.1*	..
All	All non-UK employment	140	*6.2*	*32.8*	125	*4.6*	*30.3*	80	*4.2*	*19.6*
No longer in employment										
NREG	Not in regular employment	530	*23.7*	*20.7*	540	*19.3*	*21.0*	480	*24.4*	*18.6*
RETI	Retired	0	*0.0*	*0.1*	5	*0.1*	*0.2*	15	*0.8*	*0.9*
DECE	Deceased	0	*0.1*	*1.7*	5	*0.2*	*5.2*	15	*0.7*	*12.2*
All	All no longer employed	535	*23.8*	*12.3*	550	*19.7*	*12.7*	505	*25.8*	*11.7*
All destinations										
All	All leavers	2,235	*100.0*	*20.2*	2,780	*100.0*	*25.1*	1,965	*100.0*	*17.7*

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	555	*24.4*	*17.6*	125	*6.9*	*4.0*	3,160	*28.5*
OEI	Other education institution	85	*3.7*	*20.9*	20	*1.2*	*5.2*	405	*3.7*
RES	Research institute	15	*0.6*	*5.9*	0	*0.1*	*0.5*	220	*2.0*
STU	Student	20	*0.9*	*4.6*	5	*0.2*	*0.9*	440	*4.0*
MED	Medical or dental practice	65	*2.8*	*10.4*	15	*0.9*	*2.6*	605	*5.5*
PUB	Public sector	50	*2.3*	*19.4*	10	*0.5*	*3.4*	270	*2.4*
PRIV	Private sector	95	*4.2*	*13.2*	30	*1.7*	*4.3*	730	*6.6*
SELF	Self-employed	115	*5.0*	*25.7*	60	*3.4*	*13.8*	450	*4.0*
VOL	Voluntary sector	15	*0.7*	*26.2*	5	*0.3*	*9.8*	60	*0.5*
All	All UK employment	1,015	*44.5*	*16.0*	275	*15.1*	*4.3*	6,340	*57.0*
Non-UK employment									
HEI	Other HEI	40	*1.8*	*16.8*	10	..	*4.8*	250	*2.3*
OEI	Other education institution	5	*0.3*	*14.6*	0	..	*0.0*	50	*0.4*
RES	Research institute	5	*0.1*	*5.9*	0	..	*0.0*	50	*0.5*
STU	Student	0	*0.0*	..	0	..	..	10	*0.1*
MED	Health service	0	*0.0*	..	0	..	..	5	*0.0*
PUB	Public sector	0	*0.0*	..	0	..	..	10	*0.1*
PRIV	Private sector	0	*0.1*	*6.5*	0	..	*6.5*	30	*0.3*
SELF	Self-employed	5	*0.2*	..	0	..	..	10	*0.1*
VOL	Voluntary sector	0	*0.0*	..	0	..	..	5	*0.1*
All	All non-UK employment	60	*2.6*	*14.0*	15	*0.8*	*3.3*	420	*3.8*
No longer in employment									
NREG	Not in regular employment	640	*28.1*	*25.0*	380	*20.8*	*14.8*	2,565	*23.1*
RETI	Retired	530	*23.2*	*32.1*	1,095	*60.3*	*66.6*	1,645	*14.9*
DECE	Deceased	40	*1.7*	*33.0*	55	*3.0*	*47.8*	115	*1.0*
All	All no longer employed	1,210	*52.9*	*27.9*	1,530	*84.1*	*35.4*	4,330	*39.0*
All destinations									
All	All leavers	2,285	*100.0*	*20.6*	1,820	*100.0*	*16.4*	11,085	*100.0*

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




51 to 60
61 and over
All age groups
20%
40%
60%
UK employment
HEI 24.4 6.9 28.5
OEI 3.7 1.2 3.6
RES 0.6 0.1 2.0
STU 0.9 0.2 3.9
MED 2.8 0.9 5.4
PUB 2.3 0.5 2.4
PRIV 4.2 1.7 6.5
SELF 5.0 3.4 4.0
VOL 0.7 0.3 0.5
Non-UK employment
HEI 1.8 .. 2.3
OEI 0.3 .. 0.4
RES 0.1 .. 0.5
STU 0.0 .. 0.1
MED 0.0 .. 0.0
PUB 0.0 .. 0.1
PRIV 0.1 .. 0.3
SELF 0.2 .. 0.1
VOL 0.0 .. 0.1
No longer in employment
NREG 28.1 20.8 23.1
RETI 23.2 60.3 14.9
DECE 1.7 3.0 1.0

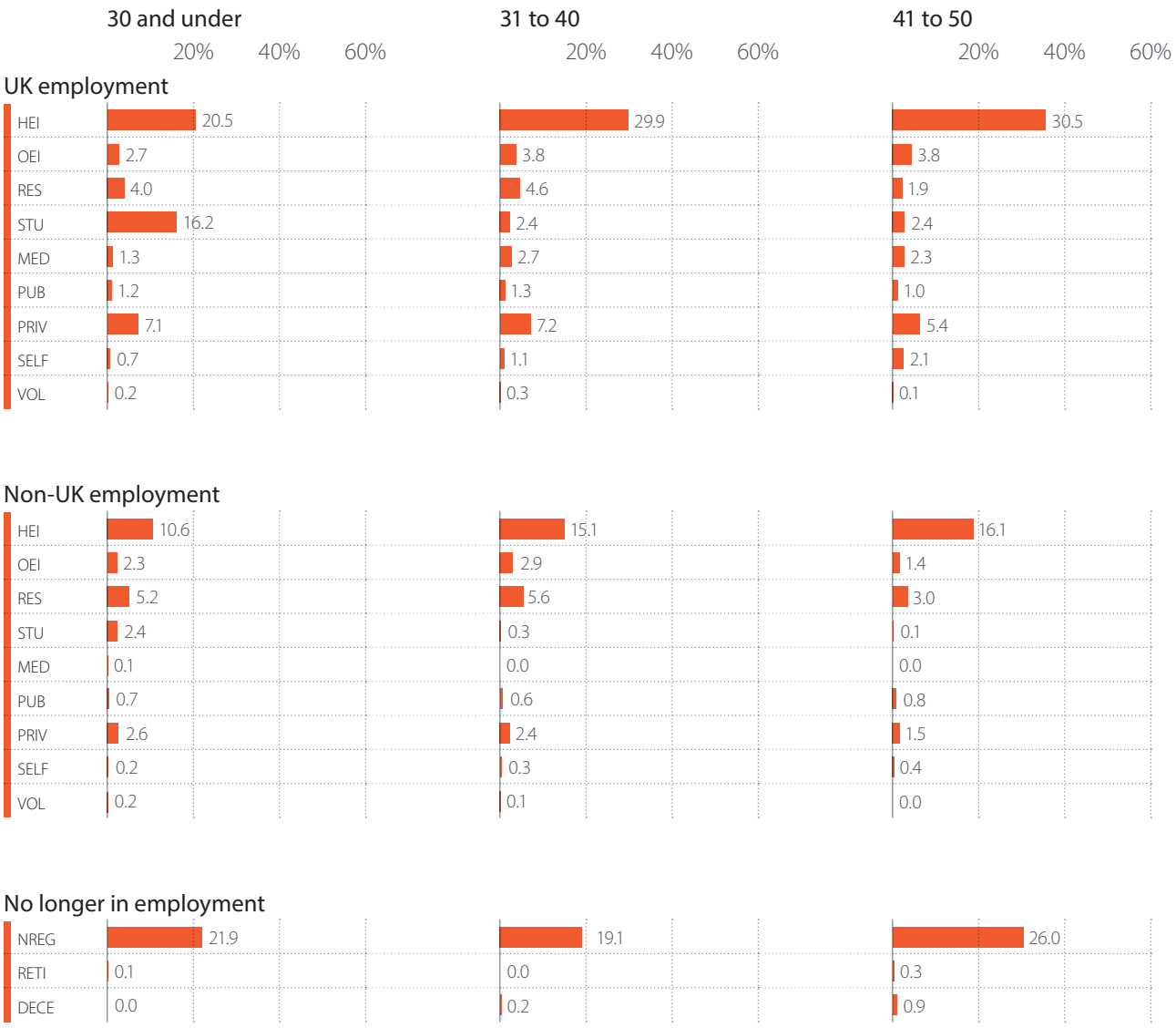
1.16 Non-UK academic staff leavers by known leaving destination and age group

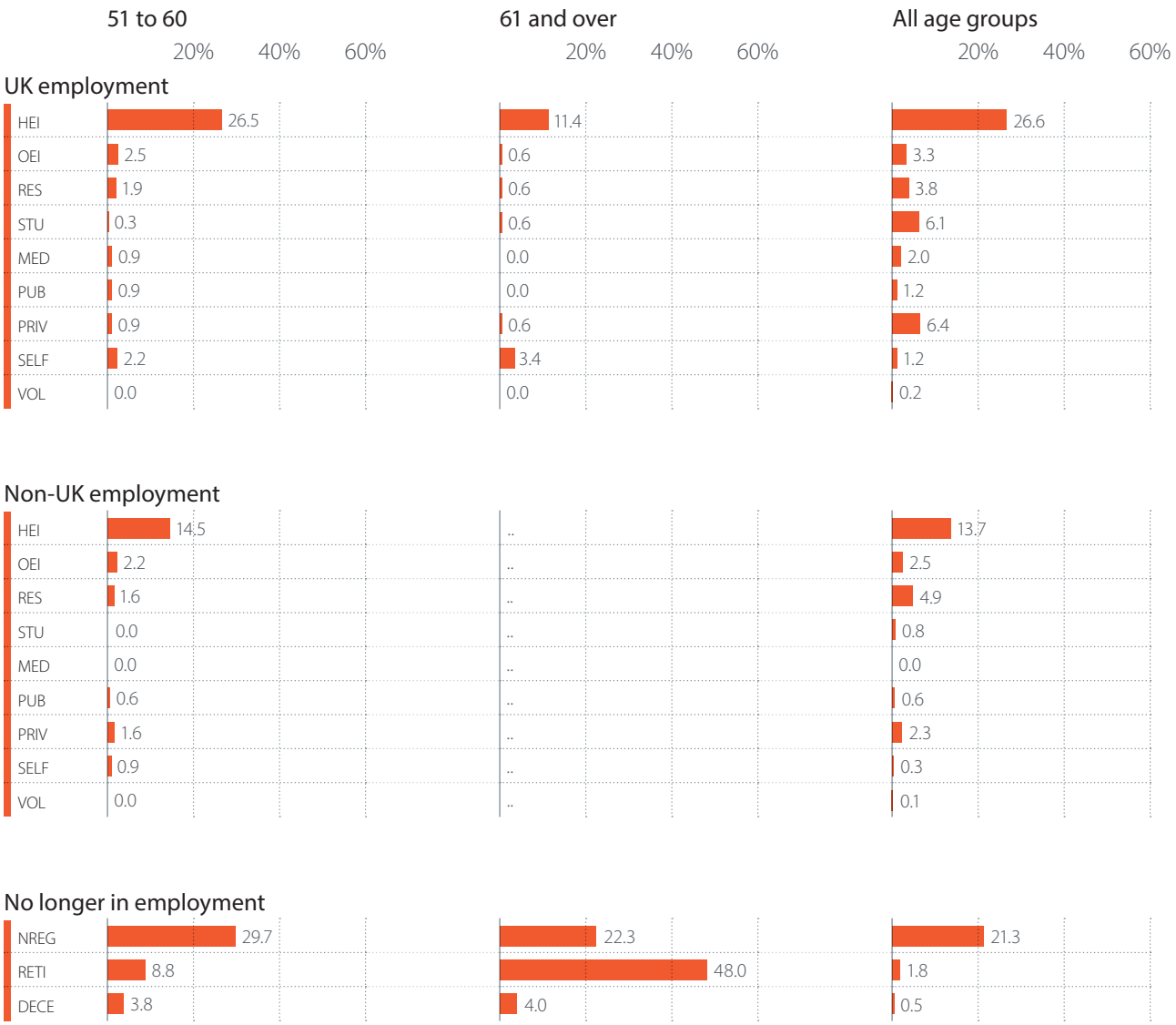
≤ Nationality definition: see page 12
≤ Academic leavers definition: see page 19
≤ Age definition: see page 9

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
UK employment										
HEI	Other HEI	375	*20.5*	*21.7*	1,010	*29.9*	*58.3*	240	*30.5*	*14.0*
OEI	Other education institution	50	*2.7*	*22.7*	130	*3.8*	*59.3*	30	*3.8*	*13.9*
RES	Research institute	75	*4.0*	*29.3*	155	*4.6*	*61.8*	15	*1.9*	*6.0*
STU	Student	300	*16.2*	*74.3*	80	*2.4*	*20.4*	20	*2.4*	*4.7*
MED	Medical or dental practice	25	*1.3*	*17.2*	90	*2.7*	*67.2*	20	*2.3*	*13.4*
PUB	Public sector	20	*1.2*	*28.2*	45	*1.3*	*57.7*	10	*1.0*	*10.3*
PRIV	Private sector	130	*7.1*	*30.9*	245	*7.2*	*57.9*	45	*5.4*	*10.3*
SELF	Self-employed	15	*0.7*	*16.5*	35	*1.1*	*45.6*	15	*2.1*	*21.5*
VOL	Voluntary sector	5	*0.2*	..	10	*0.3*	..	0	*0.1*	..
All	All UK employment	990	*53.8*	*29.7*	1,795	*53.2*	*54.1*	395	*49.6*	*11.8*
Non-UK employment										
HEI	Other HEI	195	*10.6*	*21.8*	510	*15.1*	*57.3*	130	*16.1*	*14.3*
OEI	Other education institution	40	*2.3*	*26.3*	100	*2.9*	*61.9*	10	*1.4*	*6.9*
RES	Research institute	95	*5.2*	*30.4*	190	*5.6*	*60.4*	25	*3.0*	*7.6*
STU	Student	45	*2.4*	*81.5*	10	*0.3*	*16.7*	0	*0.1*	*1.9*
MED	Health service	0	*0.1*	..	0	*0.0*	..	0	*0.0*	..
PUB	Public sector	15	*0.7*	*31.0*	20	*0.6*	*50.0*	5	*0.8*	*14.3*
PRIV	Private sector	45	*2.6*	*31.8*	80	*2.4*	*55.4*	10	*1.5*	*8.1*
SELF	Self-employed	5	*0.2*	..	10	*0.3*	..	5	*0.4*	..
VOL	Voluntary sector	5	*0.2*	..	5	*0.1*	..	0	*0.0*	..
All	All non-UK employment	445	*24.2*	*27.1*	930	*27.5*	*56.6*	185	*23.3*	*11.3*
No longer in employment										
NREG	Not in regular employment	400	*21.9*	*29.0*	645	*19.1*	*46.5*	205	*26.0*	*14.9*
RETI	Retired	0	*0.1*	*1.7*	0	*0.0*	*0.9*	0	*0.3*	*1.7*
DECE	Deceased	0	*0.0*	*0.0*	5	*0.2*	*18.8*	5	*0.9*	*21.9*
All	All no longer employed	405	*22.0*	*26.3*	650	*19.3*	*42.5*	215	*27.1*	*14.0*
All destinations										
All	All leavers	1,835	*100.0*	*28.3*	3,375	*100.0*	*52.0*	795	*100.0*	*12.2*

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	85	*26.5*	*4.8*	20	*11.4*	*1.2*	1,730	*26.6*
OEI	Other education institution	10	*2.5*	*3.7*	0	*0.6*	*0.5*	215	*3.3*
RES	Research institute	5	*1.9*	*2.4*	0	*0.6*	*0.4*	250	*3.8*
STU	Student	0	*0.3*	*0.2*	0	*0.6*	*0.2*	400	*6.2*
MED	Medical or dental practice	5	*0.9*	*2.2*	0	*0.0*	*0.0*	135	*2.1*
PUB	Public sector	5	*0.9*	*3.8*	0	*0.0*	*0.0*	80	*1.2*
PRIV	Private sector	5	*0.9*	*0.7*	0	*0.6*	*0.2*	420	*6.5*
SELF	Self-employed	5	*2.2*	*8.9*	5	*3.4*	*7.6*	80	*1.2*
VOL	Voluntary sector	0	*0.0*	..	0	*0.0*	..	15	*0.2*
All	All UK employment	115	*36.3*	*3.5*	30	*17.1*	*0.9*	3,325	*51.0*
Non-UK employment									
HEI	Other HEI	45	*14.5*	*5.2*	10	..	*1.3*	890	*13.7*
OEI	Other education institution	5	*2.2*	*4.4*	0	..	*0.6*	160	*2.5*
RES	Research institute	5	*1.6*	*1.6*	0	..	*0.0*	315	*4.9*
STU	Student	0	*0.0*	*0.0*	0	..	*0.0*	55	*0.8*
MED	Health service	0	*0.0*	..	0	..	..	0	*0.0*
PUB	Public sector	0	*0.6*	*4.8*	0	..	*0.0*	40	*0.6*
PRIV	Private sector	5	*1.6*	*3.4*	0	..	*1.4*	150	*2.3*
SELF	Self-employed	5	*0.9*	..	0	..	..	20	*0.3*
VOL	Voluntary sector	0	*0.0*	..	0	..	..	10	*0.1*
All	All non-UK employment	70	*21.5*	*4.1*	15	*8.6*	*0.9*	1,640	*25.3*
No longer in employment									
NREG	Not in regular employment	95	*29.7*	*6.8*	40	*22.3*	*2.8*	1,385	*21.3*
RETI	Retired	30	*8.8*	*23.9*	85	*48.0*	*71.8*	115	*1.8*
DECE	Deceased	10	*3.8*	*37.5*	5	*4.0*	*21.9*	30	*0.5*
All	All no longer employed	135	*42.3*	*8.7*	130	*74.3*	*8.5*	1,535	*23.6*
All destinations									
All	All leavers	315	*100.0*	*4.9*	175	*100.0*	*2.7*	6,500	*100.0*

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




51 to 60
61 and over
All age groups
20%
40%
60%
UK employment
HEI 26.5 11.4 26.6
OEI 2.5 0.6 3.3
RES 1.9 0.6 3.8
STU 0.3 0.6 6.1
MED 0.9 0.0 2.0
PUB 0.9 0.0 1.2
PRIV 0.9 0.6 6.4
SELF 2.2 3.4 1.2
VOL 0.0 0.0 0.2
Non-UK employment
HEI 14.5 .. 13.7
OEI 2.2 .. 2.5
RES 1.6 .. 4.9
STU 0.0 .. 0.8
MED 0.0 .. 0.0
PUB 0.6 .. 0.6
PRIV 1.6 .. 2.3
SELF 0.9 .. 0.3
VOL 0.0 .. 0.1
No longer in employment
NREG 29.7 22.3 21.3
RETI 8.8 48.0 1.8
DECE 3.8 4.0 0.5

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 2017/18 more than double than 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 2016/17. 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/statistical-report-2019-data-tables**

2.1 Overall figures: Overall, 5.0% of staff working in HEIs disclosed as disabled in 2017/18. Disability disclosure rates were higher among staff working in Northern Ireland (6.3%) and Wales (5.7%) than in England (5.1%) and Scotland (3.7%).

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 (25.2% and 23.2%, respectively) or a specific learning difficulty (20.2% and 23.4%, respectively). More than one in ten professional and support disabled staff (14.8%) and academic disabled staff (10.7%) 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. 6.0% of professional and support staff and 4.3% of academic staff disclosed as disabled in 2017/18 – around double the proportions compared with 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 (4.1% compared with 3.1%), while there was little difference between the disclosure rates of full-time professional and support staff by contract type (5.8% on open-ended/permanent contracts compared to 6.1% on fixed-term contracts). The reverse was the case for part-time staff: 5.5% of academic staff on fixed-term contracts disclosed as disabled compared with 4.8% on open-ended/permanent contracts, and 7.0% of professional and support staff on fixed-term contracts disclosed as disabled compared with 6.0% 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; 6.4%), while for professional and support staff the rate was highest among those in sales and customer service occupations (SOC7; 7.2%). In contrast, only 4.3% of academic staff in professional occupations (SOC2) and 4.5% 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 3.2% of those on research-only contracts. The disability disclosure rate among academic staff on teaching and research contracts was 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 (51.7%) than SET departments (48.3%). Overall, 3.7% of academic staff working in SET disclosed as disabled. Disability disclosure rates varied considerably by subject area. For example, 6.8% of academic staff in nursing and allied health professions disclosed as disabled compared with only 1.9% of academic staff working in chemical engineering.

2.15 Non-SET subject areas: Among academics working in non-SET departments, 5.0% disclosed as disabled. Disability disclosure rates were particularly high among academic staff working in health and community studies (8.3%) and social work and social policy (7.1%), and markedly lower among those working in economics and econometrics (2.0%), anthropology and development studies, and modern languages (both 3.2%).

2.16 Professors: Overall, a lower proportion of professors disclosed as disabled (3.2%) than non-professorial academic staff (4.4%). Disability disclosure rates of professors were lower among those working in SET (2.7%) than non-SET (4.1%). Among non-professors, part-time staff had a higher disability disclosure rate than full-time staff (5.3% compared with 3.9%). Similar proportions of full-time and part-time professors disclosed as disabled (3.2% and 3.3%, respectively).

2.17 Senior managers: A lower proportion of academic senior managers overall disclosed as disabled (2.9%) compared with other academics (5.1%). 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 (31.7% compared with 26.7%, a difference of 5.0 percentage points). Among full-time academic staff, the gap was just 1.8 percentage points; it was wider among part-time academic staff at 6.4 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 (2.3%), as was the overall proportion of staff within this salary range.

2.19 Pay spine range: The same proportions of disabled and non-disabled academic staff were on the lowest academic pay spine of less than £18,777 (both 0.2%). However, there were proportionally fewer disabled than non-disabled academic staff on the highest academic pay spine of £60,411 or more (11.3% compared with 16.2%).

2.20–2.21 Pay gaps: The overall mean pay gap between non-disabled and disabled staff was 9.0%, and the median pay gap was 8.5%. This is similar to the pay gap in 2016/17, when the mean pay gap was 8.7% and the median pay gap 8.5%. Both mean and median pay gaps were wider for professional and support staff (5.7 and 5.1%, respectively) than academic staff (5.2 and 4.0%, 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 (13.2%). For professional and support staff, the widest median pay gap was among process, plant and machine operative (8.2%).

2.22 Academic pay gaps: Mean and median disability pay gaps were wider among non-professors than professors, at 4.3% and 4.5% among professors, and 7.2% and 8.0% 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 13.3% and 11.3%, respectively. In contrast, in Northern Ireland the mean and median disability pay gaps among professors were 0.6 and 0.0%, respectively.

2.23 Leavers: The proportions of academic staff who left their institution between 2016/17 and 2017/18 were similar across both disabled and non-disabled staff (18.0% and 17.7%, respectively).

2.24 Leaving destinations of UK academics: Among UK leavers with a known leaving destination, the proportion of disabled leavers who went on to UK or non-UK employment (48.4% and 3.2%) was lower than the proportion of non-disabled leavers (57.7% and 3.8%). 48.5% of UK disabled leavers were no longer in employment, compared with 38.6% of non-disabled UK leavers.

2.25 Leaving destinations of non-UK academics: Among non-UK leavers with a known leaving destination, 47.0% of those who disclosed as disabled entered UK employment, and another 13.7% left for employment overseas. The remaining 39.3% were no longer in employment, which was a larger proportion than that recorded for non-UK non-disabled leavers (23.4%).

Staff by country of institution and disability status

2.1

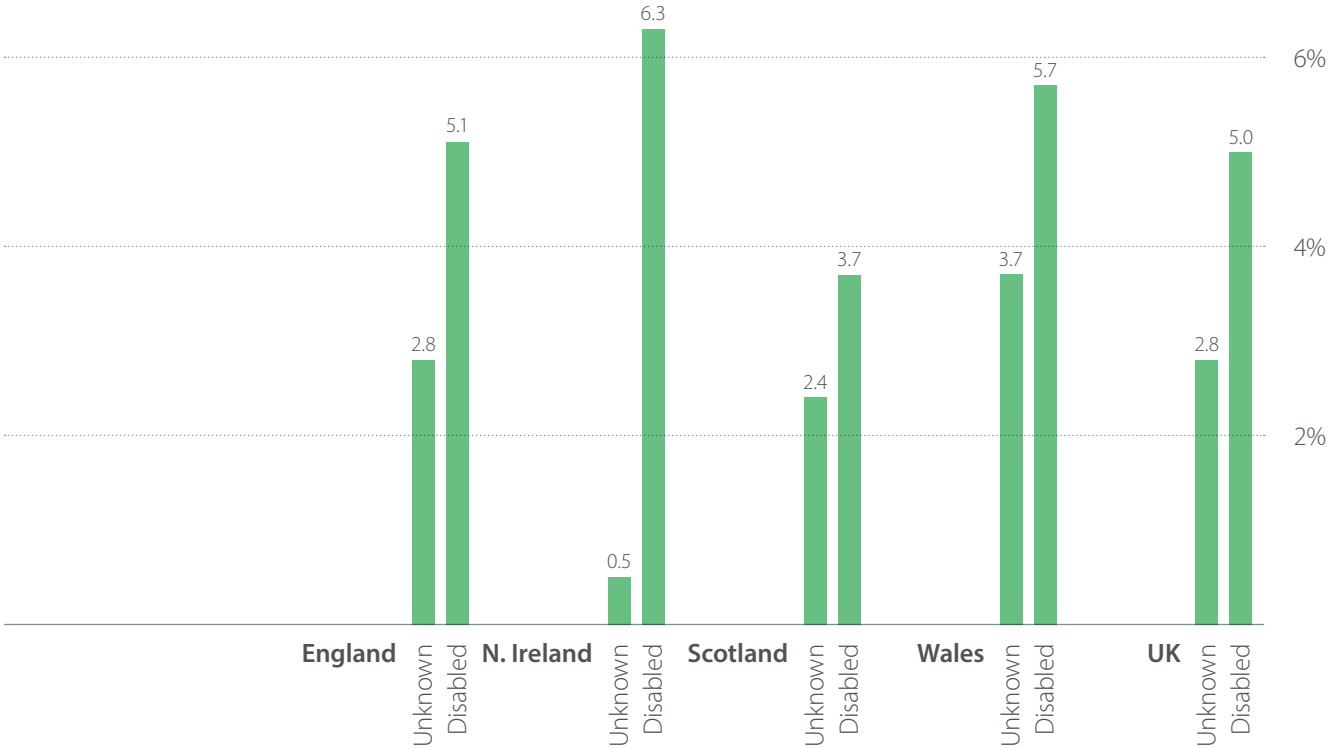
	England		N. Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
Non-disabled	335,635	*94.9*	6,245	*93.7*	46,565	*96.3*	19,675	*94.3*	408,125	*95.0*
No known disability	325,720	*92.1*	6,210	*93.2*	45,390	*93.9*	18,910	*90.6*	396,225	*92.2*
Unknown/missing info	9,920	*2.8*	35	*0.5*	1,175	*2.4*	770	*3.7*	11,895	*2.8*
Disabled	18,060	*5.1*	415	*6.3*	1,765	*3.7*	1,195	*5.7*	21,435	*5.0*
All staff	353,695	*100.0*	6,665	*100.0*	48,330	*100.0*	20,870	*100.0*	429,560	*100.0*

← Country of institution definition: see page 12

← Disability definition: see page 9

Additional data by impairment type is available:

www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

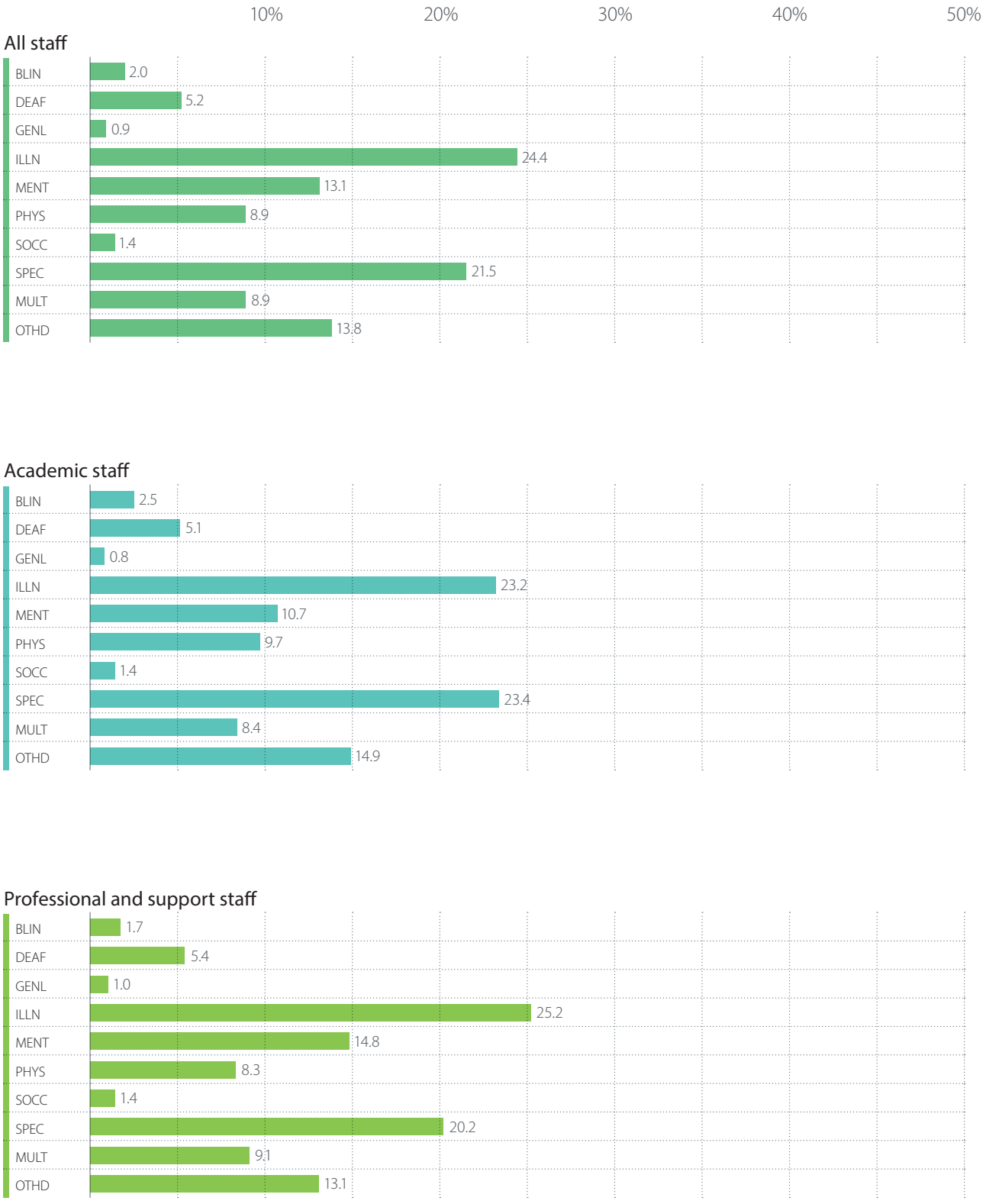


2.2 Staff by activity and impairment type

← Staff activity definition: see page 12
← Disability definition: see page 9
← Impairment type definition: see page 11

		No.	*Proportion of disabled staff* ↓ %	*Proportion of all staff* ↓ %
All staff				
BLIN	Blind or a serious visual impairment	425	*2.0*	*0.1*
DEAF	Deaf or serious hearing impairment	1,125	*5.2*	*0.3*
GENL	General learning disability	195	*0.9*	*0.0*
ILLN	Long standing illness or health condition	5,225	*24.4*	*1.3*
MENT	Mental health condition	2,810	*13.1*	*0.7*
PHYS	Physical impairment or mobility issues	1,900	*8.9*	*0.5*
SOCC	Social/communication impairment	295	*1.4*	*0.1*
SPEC	Specific learning difficulty	4,610	*21.5*	*1.1*
MULT	Two or more disabilities, impairments or conditions	1,900	*8.9*	*0.5*
OTHD	Other type of disability, impairment or condition	2,960	*13.8*	*0.7*
DIS	All disabled staff	21,435	*100.0*	*5.1*
ND	Non-disabled staff	396,225		*94.9*
All	All staff	417,665		*100.0*
Academic staff				
BLIN	Blind or a serious visual impairment	220	*2.5*	*0.1*
DEAF	Deaf or serious hearing impairment	445	*5.1*	*0.2*
GENL	General learning disability	70	*0.8*	*0.0*
ILLN	Long standing illness or health condition	2,040	*23.2*	*1.0*
MENT	Mental health condition	940	*10.7*	*0.5*
PHYS	Physical impairment or mobility issues	855	*9.7*	*0.4*
SOCC	Social/communication impairment	120	*1.4*	*0.1*
SPEC	Specific learning difficulty	2,060	*23.4*	*1.0*
MULT	Two or more disabilities, impairments or conditions	740	*8.4*	*0.4*
OTHD	Other type of disability, impairment or condition	1,310	*14.9*	*0.6*
DIS	All disabled staff	8,795	*100.0*	*4.3*
ND	Non-disabled staff	196,935		*95.7*
All	All staff	205,730		*100.0*
Professional and support staff				
BLIN	Blind or a serious visual impairment	210	*1.7*	*0.1*
DEAF	Deaf or serious hearing impairment	680	*5.4*	*0.3*
GENL	General learning disability	120	*1.0*	*0.1*
ILLN	Long standing illness or health condition	3,185	*25.2*	*1.5*
MENT	Mental health condition	1,870	*14.8*	*0.9*
PHYS	Physical impairment or mobility issues	1,045	*8.3*	*0.5*
SOCC	Social/communication impairment	170	*1.4*	*0.1*
SPEC	Specific learning difficulty	2,550	*20.2*	*1.2*
MULT	Two or more disabilities, impairments or conditions	1,155	*9.1*	*0.5*
OTHD	Other type of disability, impairment or condition	1,650	*13.1*	*0.8*
DIS	All disabled staff	12,645	*100.0*	*6.0*
ND	Non-disabled staff	199,295		*94.0*
All	All staff	211,935		*100.0*

Proportions of disabled staff by impairment type

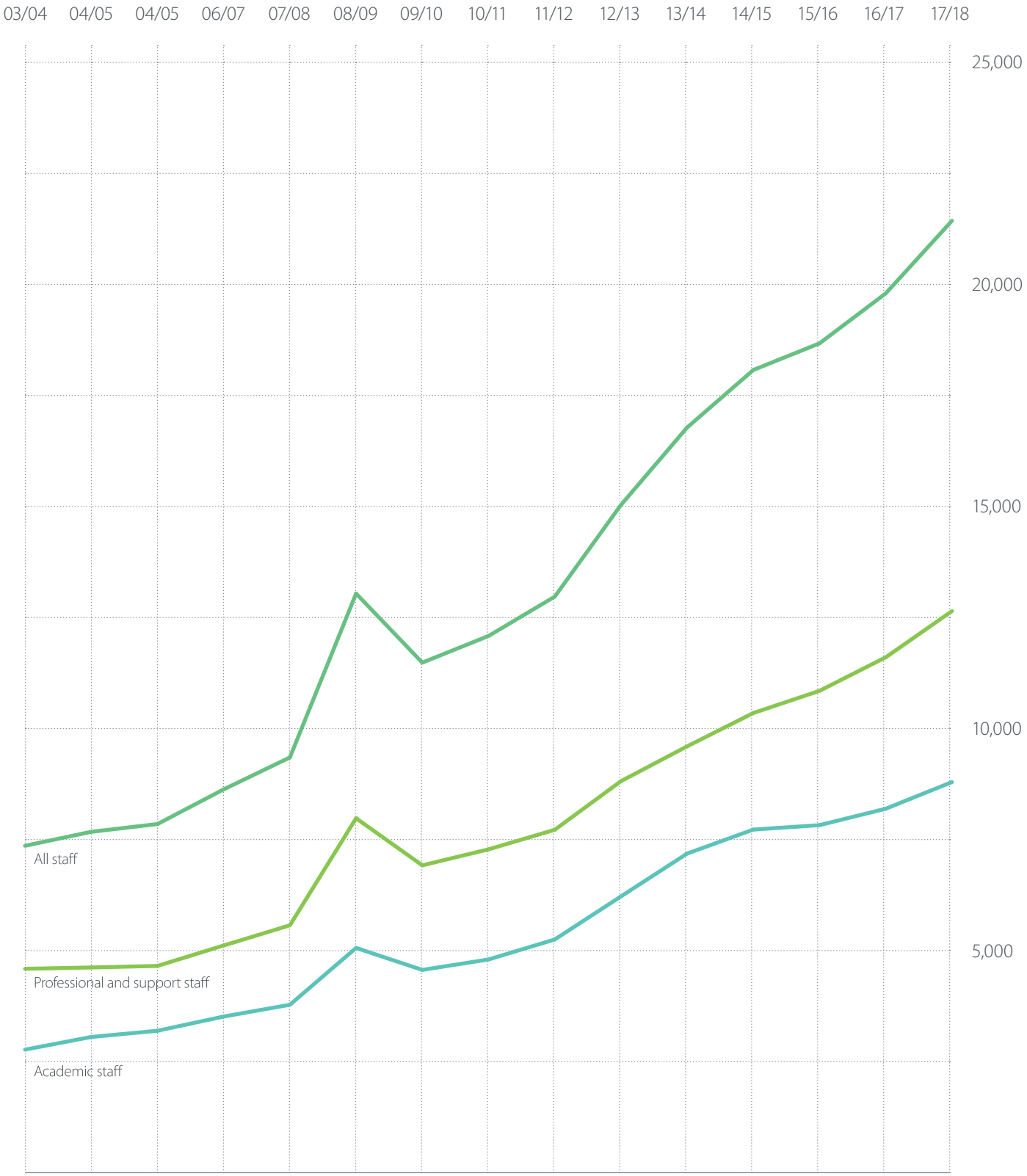


2.3 Profile of staff over time by activity and disability status

← Staff activity definition: see page 12
← Disability definition: see page 9

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
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
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

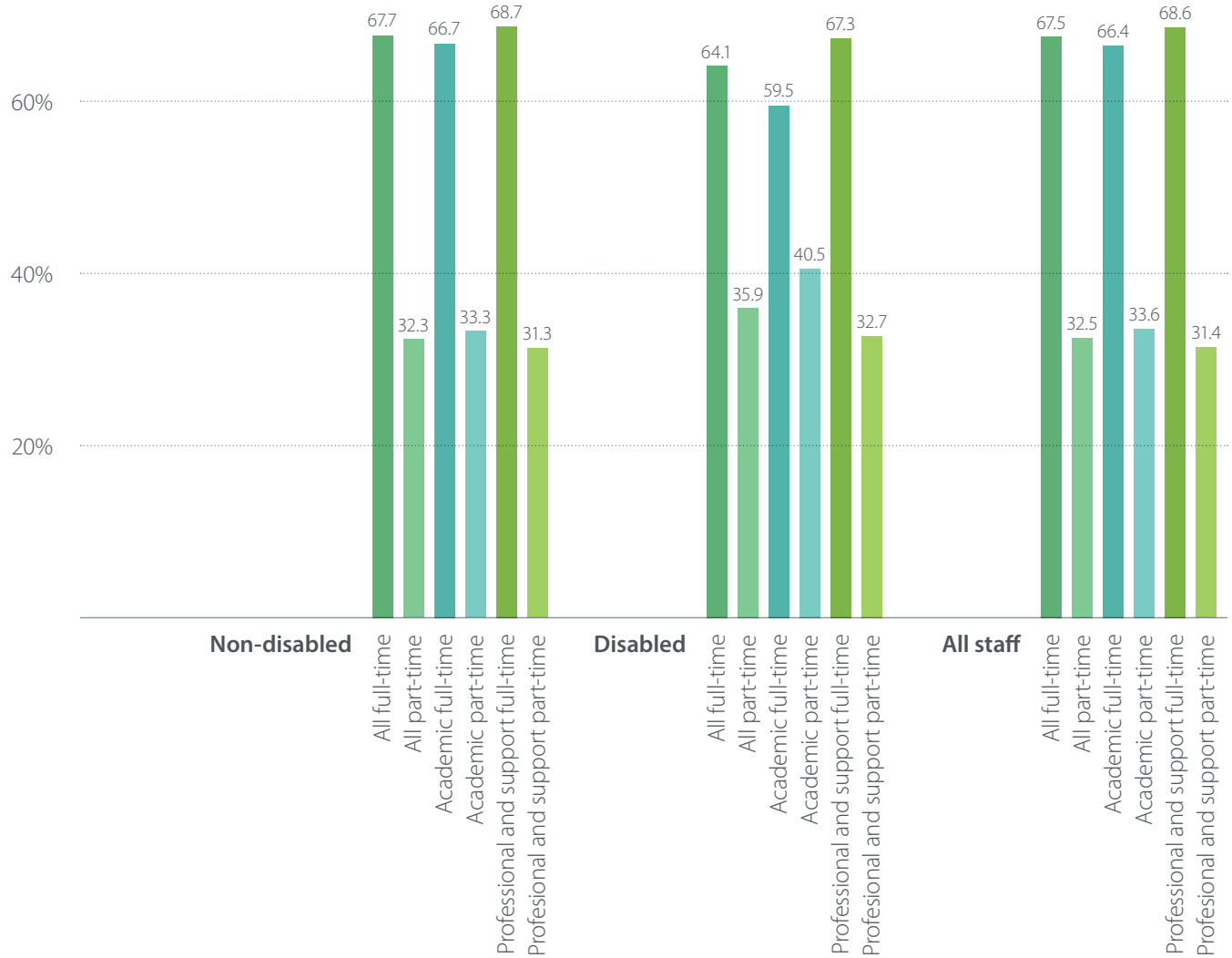
Numbers of staff who disclosed as disabled



2.4 Staff by activity, mode and disability status

← Staff activity definition: see page 12
← Mode definition: see page 13
← Disability definition: see page 9

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Full-time	268,165	*67.7*	*95.1*	13,745	*64.1*	*4.9*	281,910	*67.5*
Part-time	128,060	*32.3*	*94.3*	7,690	*35.9*	*5.7*	135,755	*32.5*
All modes	396,225	*100.0*	*94.9*	21,435	*100.0*	*5.1*	417,665	*100.0*
Academic staff								
Full-time	131,270	*66.7*	*96.2*	5,235	*59.5*	*3.8*	136,505	*66.4*
Part-time	65,665	*33.3*	*94.9*	3,560	*40.5*	*5.1*	69,225	*33.6*
All modes	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*
Professional and support staff								
Full-time	136,895	*68.7*	*94.1*	8,510	*67.3*	*5.9*	145,405	*68.6*
Part-time	62,400	*31.3*	*93.8*	4,130	*32.7*	*6.2*	66,530	*31.4*
All modes	199,295	*100.0*	*94.0*	12,645	*100.0*	*6.0*	211,935	*100.0*

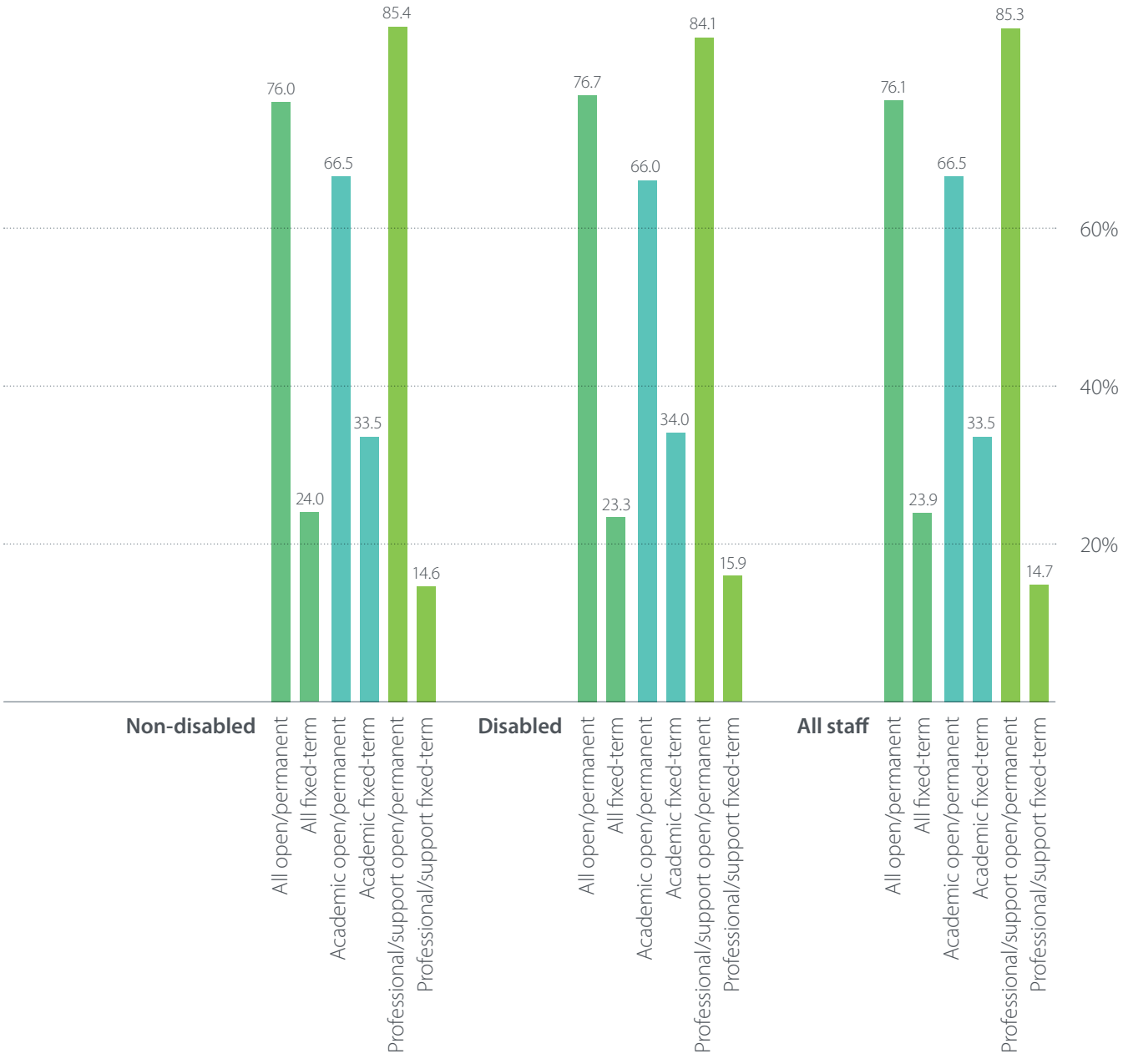


2.5

Staff by activity, contract type and disability status

← Staff activity definition: see page 12
← Contract type definition: see page 13
← Disability definition: see page 9

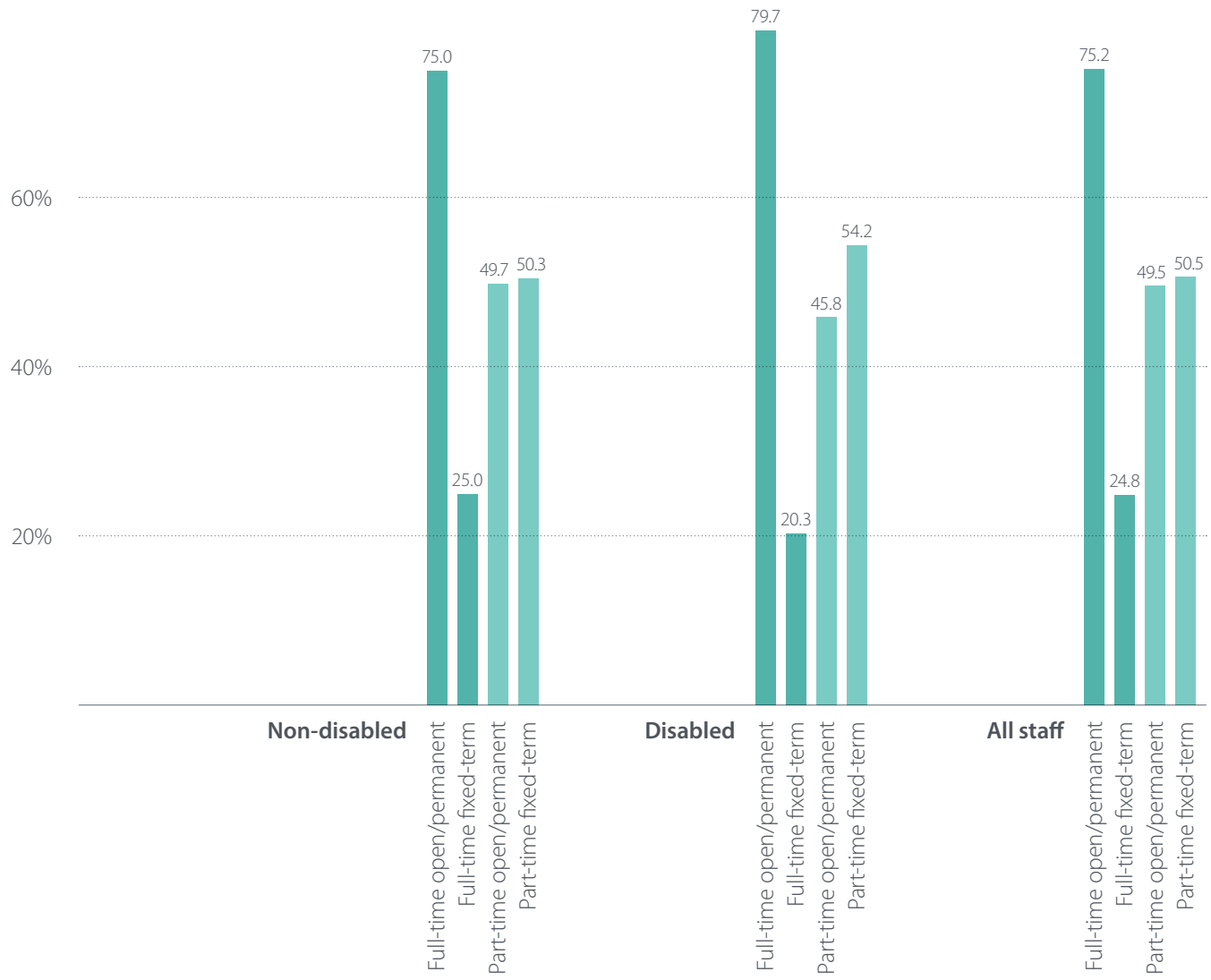
	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Open-ended/permanent	301,205	*76.0*	*94.8*	16,435	*76.7*	*5.2*	317,640	*76.1*
Fixed-term	95,020	*24.0*	*95.0*	5,005	*23.3*	*5.0*	100,025	*23.9*
All contracts	396,225	*100.0*	*94.9*	21,435	*100.0*	*5.1*	417,665	*100.0*
Academic staff								
Open-ended/permanent	131,055	*66.5*	*95.8*	5,800	*66.0*	*4.2*	136,855	*66.5*
Fixed-term	65,880	*33.5*	*95.7*	2,995	*34.0*	*4.3*	68,875	*33.5*
All contracts	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*
Professional and support staff								
Open-ended/permanent	170,155	*85.4*	*94.1*	10,630	*84.1*	*5.9*	180,785	*85.3*
Fixed-term	29,140	*14.6*	*93.5*	2,010	*15.9*	*6.5*	31,150	*14.7*
All contracts	199,295	*100.0*	*94.0*	12,645	*100.0*	*6.0*	211,935	*100.0*



2.6 Academic staff by mode, contract type and disability status

← Staff activity definition: see page 12
← Mode definition: see page 13
← Contract type definition: see page 13
← Disability definition: see page 9

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	98,450	*75.0*	*95.9*	4,170	*79.7*	*4.1*	102,620	*75.2*
Fixed-term	32,825	*25.0*	*96.9*	1,065	*20.3*	*3.1*	33,885	*24.8*
All contracts	131,270	*100.0*	*96.2*	5,235	*100.0*	*3.8*	136,505	*100.0*
Part-time								
Open-ended/permanent	32,605	*49.7*	*95.2*	1,630	*45.8*	*4.8*	34,235	*49.5*
Fixed-term	33,060	*50.3*	*94.5*	1,930	*54.2*	*5.5*	34,985	*50.5*
All contracts	65,665	*100.0*	*94.9*	3,560	*100.0*	*5.1*	69,225	*100.0*

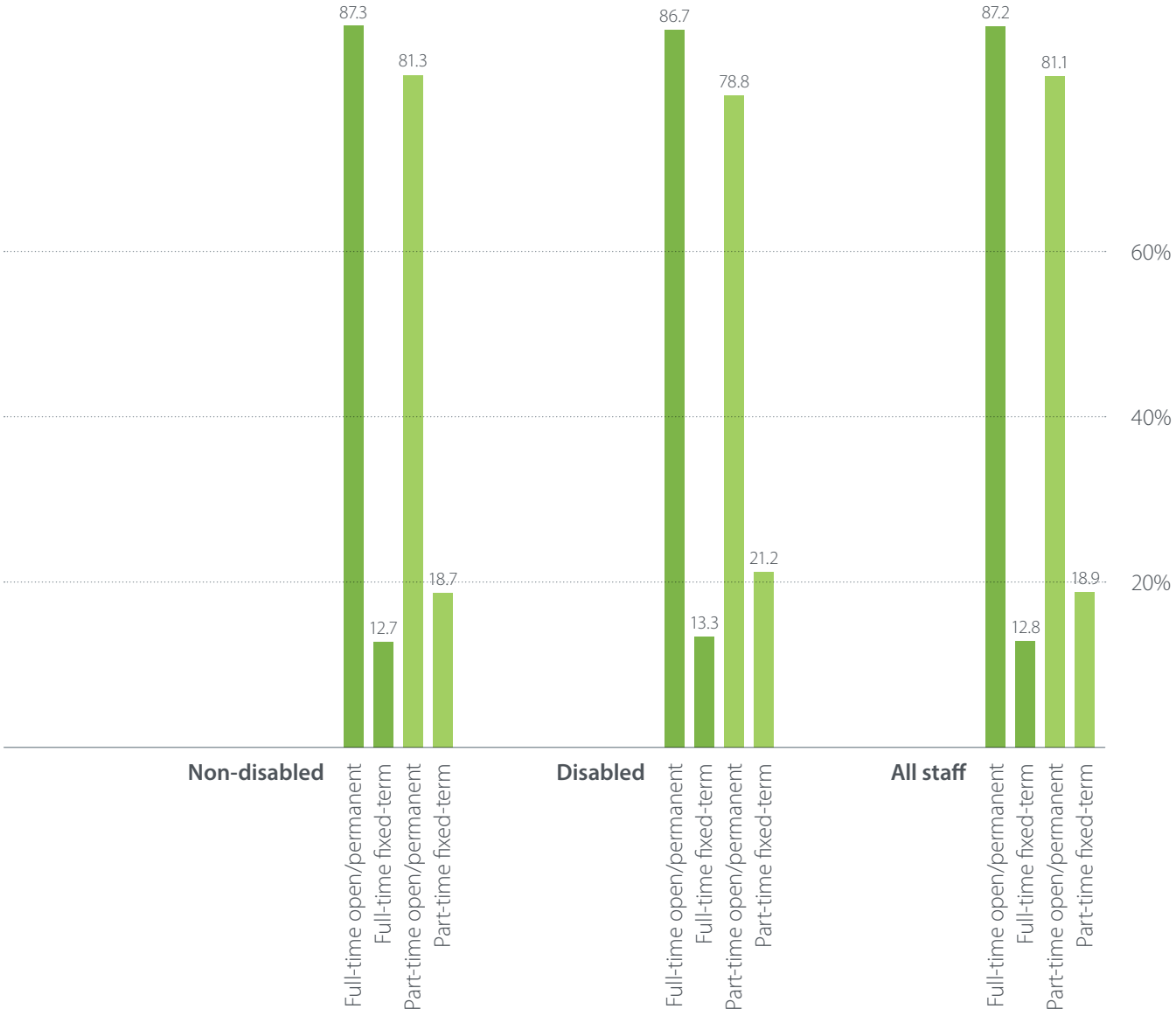


2.7

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

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	119,450	*87.3*	*94.2*	7,380	*86.7*	*5.8*	126,825	*87.2*
Fixed-term	17,445	*12.7*	*93.9*	1,135	*13.3*	*6.1*	18,580	*12.8*
All contracts	136,895	*100.0*	*94.1*	8,510	*100.0*	*5.9*	145,405	*100.0*
Part-time								
Open-ended/permanent	50,705	*81.3*	*94.0*	3,255	*78.8*	*6.0*	53,960	*81.1*
Fixed-term	11,695	*18.7*	*93.0*	875	*21.2*	*7.0*	12,570	*18.9*
All contracts	62,400	*100.0*	*93.8*	4,130	*100.0*	*6.2*	66,530	*100.0*

← Staff activity definition: see page 12
← Mode definition: see page 13
← Contract type definition: see page 13
← Disability definition: see page 9



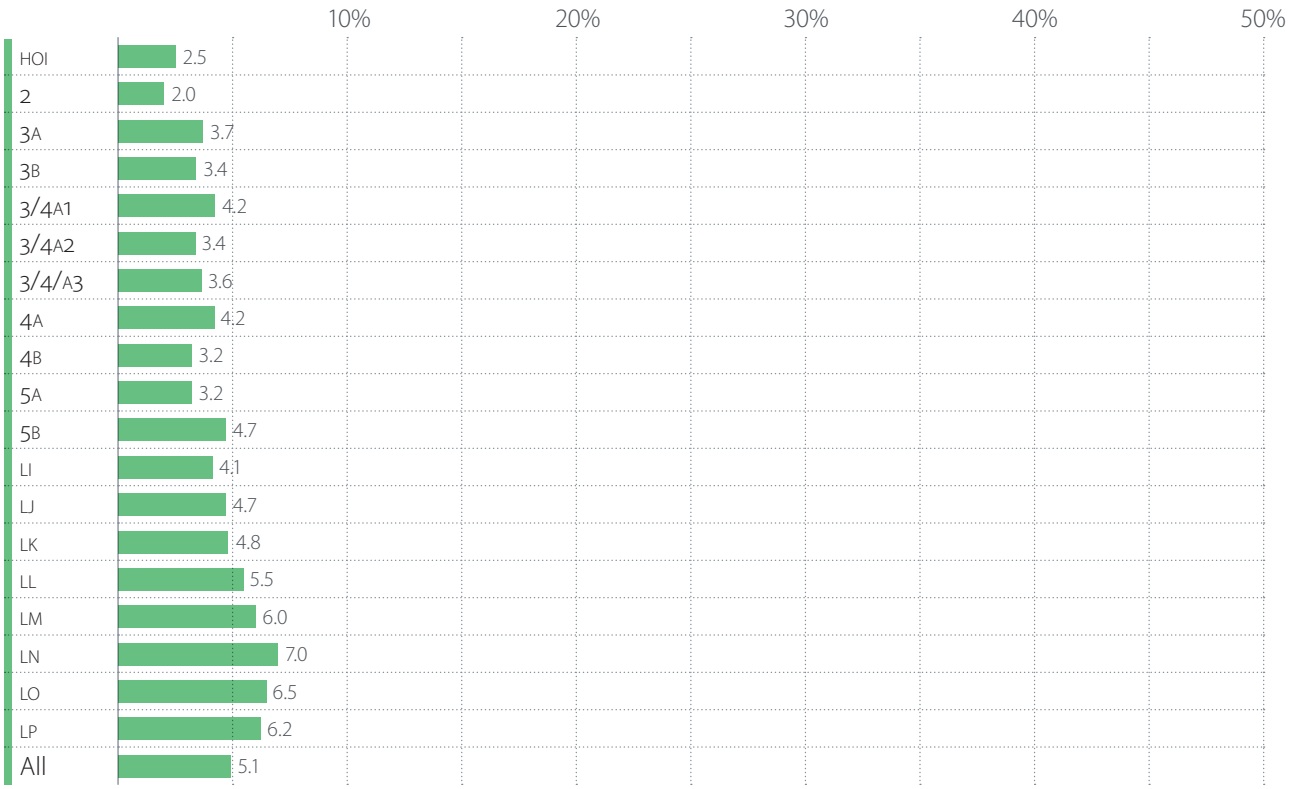
2.8 Staff by contract level and disability status

← Contract level definition: see page 13

← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	155	*0.0*	*97.5*	5	*0.0*	*2.5*	155	*0.0*
2	UCEA level 2	710	*0.2*	*98.0*	15	*0.1*	*2.0*	725	*0.2*
3A	UCEA level 3A	605	*0.2*	*96.3*	25	*0.1*	*3.7*	625	*0.2*
3B	UCEA level 3B	1,440	*0.4*	*96.6*	50	*0.2*	*3.4*	1,490	*0.4*
3/4A1	UCEA level 3/4A1	720	*0.2*	*95.8*	30	*0.1*	*4.2*	755	*0.2*
3/4A2	UCEA level 3/4A2	710	*0.2*	*96.6*	25	*0.1*	*3.4*	735	*0.2*
3/4/A3	UCEA level 3/4A3	1,140	*0.3*	*96.4*	40	*0.2*	*3.6*	1,185	*0.3*
4A	UCEA level 4A	2,125	*0.5*	*95.8*	95	*0.4*	*4.2*	2,215	*0.5*
4B	UCEA level 4B	1,875	*0.5*	*96.8*	60	*0.3*	*3.2*	1,935	*0.5*
5A	UCEA level 5A	19,650	*5.0*	*96.8*	655	*3.1*	*3.2*	20,305	*4.9*
5B	UCEA level 5B	2,100	*0.5*	*95.3*	105	*0.5*	*4.7*	2,205	*0.5*
LI	XpertHR level I	33,845	*8.5*	*95.9*	1,440	*6.7*	*4.1*	35,285	*8.4*
LJ	XpertHR level J	69,740	*17.6*	*95.3*	3,405	*15.9*	*4.7*	73,150	*17.5*
LK	XpertHR level K	96,810	*24.4*	*95.2*	4,850	*22.6*	*4.8*	101,660	*24.3*
LL	XpertHR level L	60,185	*15.2*	*94.5*	3,515	*16.4*	*5.5*	63,700	*15.3*
LM	XpertHR level M	44,350	*11.2*	*94.0*	2,845	*13.3*	*6.0*	47,200	*11.3*
LN	XpertHR level N	28,565	*7.2*	*93.0*	2,150	*10.0*	*7.0*	30,715	*7.4*
LO	XpertHR level O	14,410	*3.6*	*93.5*	1,000	*4.7*	*6.5*	15,410	*3.7*
LP	XpertHR level P	17,095	*4.3*	*93.8*	1,120	*5.2*	*6.2*	18,215	*4.4*
All	All contract levels	396,225	*100.0*	*94.9*	21,435	*100.0*	*5.1*	417,665	*100.0*

Proportions of staff who disclosed as disabled

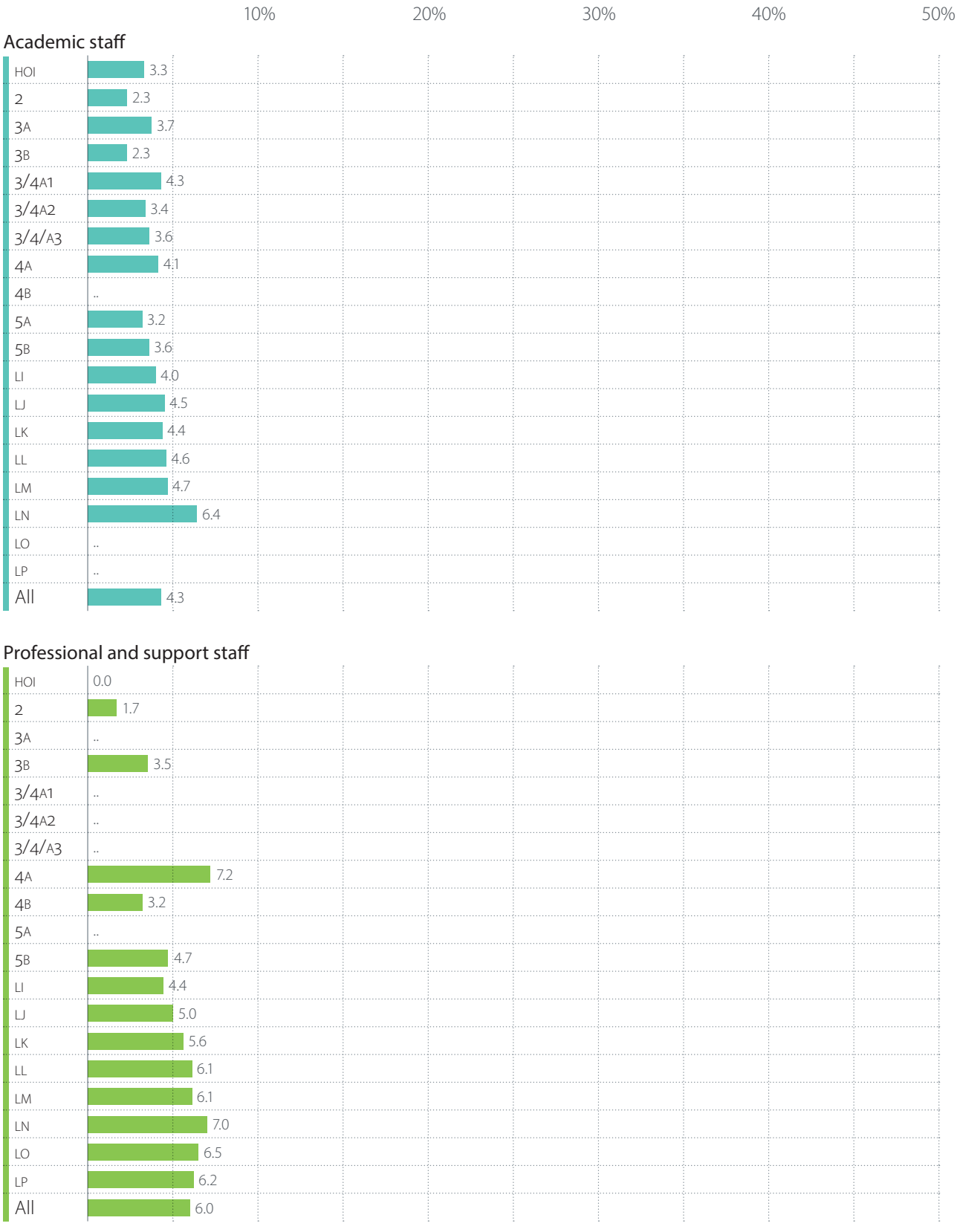


2.9 Staff by activity, contract level and disability status

← Staff activity definition: see page 12
← Contract level definition: see page 13
← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	120	*0.1*	*96.7*	5	*0.0*	*3.3*	125	*0.1*
2	UCEA level 2	420	*0.2*	*97.7*	10	*0.1*	*2.3*	430	*0.2*
3A	UCEA level 3A	600	*0.3*	*96.3*	25	*0.3*	*3.7*	625	*0.3*
3B	UCEA level 3B	45	*0.0*	*97.7*	0	*0.0*	*2.3*	45	*0.0*
3/4A1	UCEA level 3/4A1	720	*0.4*	*95.7*	30	*0.4*	*4.3*	750	*0.4*
3/4A2	UCEA level 3/4A2	710	*0.4*	*96.6*	25	*0.3*	*3.4*	730	*0.4*
3/4/A3	UCEA level 3/4A3	1,135	*0.6*	*96.4*	40	*0.5*	*3.6*	1,175	*0.6*
4A	UCEA level 4A	2,070	*1.1*	*95.9*	90	*1.0*	*4.1*	2,160	*1.1*
4B	UCEA level 4B	15	*0.0*	..	0	*0.0*	..	15	*0.0*
5A	UCEA level 5A	19,635	*10.0*	*96.8*	655	*7.4*	*3.2*	20,290	*9.9*
5B	UCEA level 5B	55	*0.0*	*96.4*	0	*0.0*	*3.6*	55	*0.0*
LI	XpertHR level I	27,865	*14.2*	*96.0*	1,160	*13.2*	*4.0*	29,030	*14.1*
LJ	XpertHR level J	50,970	*25.9*	*95.5*	2,430	*27.6*	*4.5*	53,400	*26.0*
LK	XpertHR level K	65,320	*33.2*	*95.6*	2,985	*33.9*	*4.4*	68,305	*33.2*
LL	XpertHR level L	23,725	*12.0*	*95.4*	1,155	*13.1*	*4.6*	24,880	*12.1*
LM	XpertHR level M	3,155	*1.6*	*95.3*	155	*1.8*	*4.7*	3,310	*1.6*
LN	XpertHR level N	375	*0.2*	*93.6*	25	*0.3*	*6.4*	405	*0.2*
LO	XpertHR level O	5	*0.0*	..	0	*0.0*	..	5	*0.0*
LP	XpertHR level P	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All contract levels	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*
Professional and support staff									
HOI	Head of institution	35	*0.0*	*100.0*	0	*0.0*	*0.0*	35	*0.0*
2	UCEA level 2	290	*0.1*	*98.3*	5	*0.0*	*1.7*	295	*0.1*
3A	UCEA level 3A	5	*0.0*	..	0	*0.0*	..	5	*0.0*
3B	UCEA level 3B	1,395	*0.7*	*96.5*	50	*0.4*	*3.5*	1,445	*0.7*
3/4A1	UCEA level 3/4A1	5	*0.0*	..	0	*0.0*	..	5	*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*	..	0	*0.0*	..	5	*0.0*
4A	UCEA level 4A	50	*0.0*	*92.8*	5	*0.0*	*7.2*	55	*0.0*
4B	UCEA level 4B	1,860	*0.9*	*96.8*	60	*0.5*	*3.2*	1,920	*0.9*
5A	UCEA level 5A	15	*0.0*	..	0	*0.0*	..	15	*0.0*
5B	UCEA level 5B	2,045	*1.0*	*95.3*	100	*0.8*	*4.7*	2,145	*1.0*
LI	XpertHR level I	5,980	*3.0*	*95.6*	275	*2.2*	*4.4*	6,255	*3.0*
LJ	XpertHR level J	18,770	*9.4*	*95.0*	980	*7.7*	*5.0*	19,750	*9.3*
LK	XpertHR level K	31,490	*15.8*	*94.4*	1,865	*14.8*	*5.6*	33,355	*15.7*
LL	XpertHR level L	36,460	*18.3*	*93.9*	2,360	*18.7*	*6.1*	38,820	*18.3*
LM	XpertHR level M	41,200	*20.7*	*93.9*	2,690	*21.3*	*6.1*	43,890	*20.7*
LN	XpertHR level N	28,190	*14.1*	*93.0*	2,125	*16.8*	*7.0*	30,315	*14.3*
LO	XpertHR level O	14,405	*7.2*	*93.5*	1,000	*7.9*	*6.5*	15,405	*7.3*
LP	XpertHR level P	17,095	*8.6*	*93.8*	1,120	*8.9*	*6.2*	18,215	*8.6*
All	All contract levels	199,295	*100.0*	*94.0*	12,645	*100.0*	*6.0*	211,935	*100.0*

Proportions of staff who disclosed as disabled



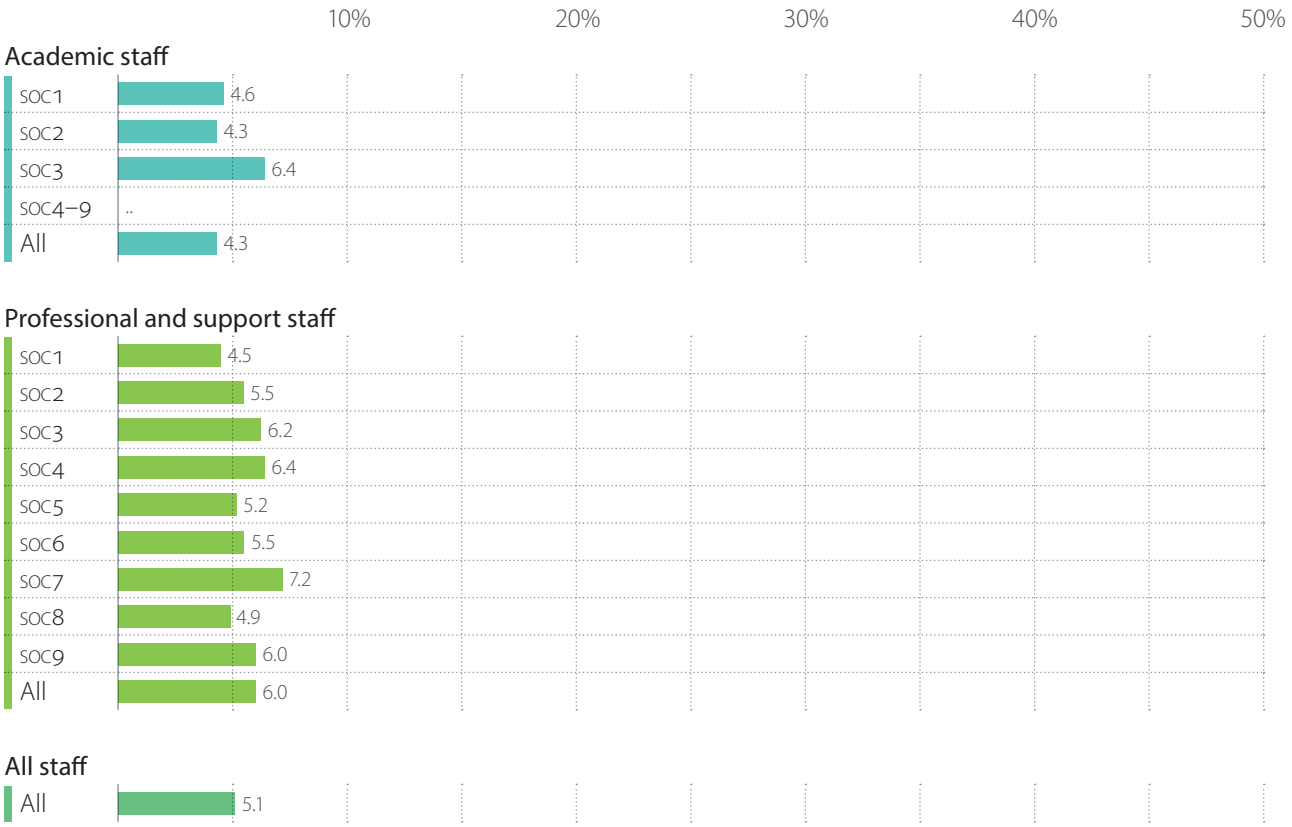
2.10 Staff by activity, occupational group and disability status

← Staff activity definition: see page 12
← Occupational group definition: see page 16
← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	470	*0.2*	*95.4*	25	*0.3*	*4.6*	490	*0.2*
SOC2	Professional occupations	195,100	*99.1*	*95.7*	8,680	*98.7*	*4.3*	203,780	*99.1*
SOC3	Associate professional and technical	1,355	*0.7*	*93.6*	95	*1.1*	*6.4*	1,450	*0.7*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	10,960	*5.5*	*95.5*	515	*4.1*	*4.5*	11,480	*5.4*
SOC2	Professional occupations	41,460	*20.8*	*94.5*	2,430	*19.2*	*5.5*	43,885	*20.7*
SOC3	Associate professional and technical	44,550	*22.4*	*93.8*	2,945	*23.3*	*6.2*	47,495	*22.4*
SOC4	Administrative and secretarial	64,610	*32.4*	*93.6*	4,435	*35.1*	*6.4*	69,045	*32.6*
SOC5	Skilled trades occupations	6,155	*3.1*	*94.8*	335	*2.7*	*5.2*	6,490	*3.1*
SOC6	Caring, leisure and other service	6,420	*3.2*	*94.5*	370	*2.9*	*5.5*	6,790	*3.2*
SOC7	Sales and customer service occupations	2,225	*1.1*	*92.8*	175	*1.4*	*7.2*	2,400	*1.1*
SOC8	Process, plant and machine operatives	1,350	*0.7*	*95.1*	70	*0.5*	*4.9*	1,420	*0.7*
SOC9	Elementary occupations	21,565	*10.8*	*94.0*	1,365	*10.8*	*6.0*	22,930	*10.8*
All	All professional and support staff	199,295	*100.0*	*94.0*	12,645	*100.0*	*6.0*	211,935	*100.0*
All staff									
All	All staff	396,225	*100.0*	*94.9*	21,435	*100.0*	*5.1*	417,665	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who disclosed as disabled



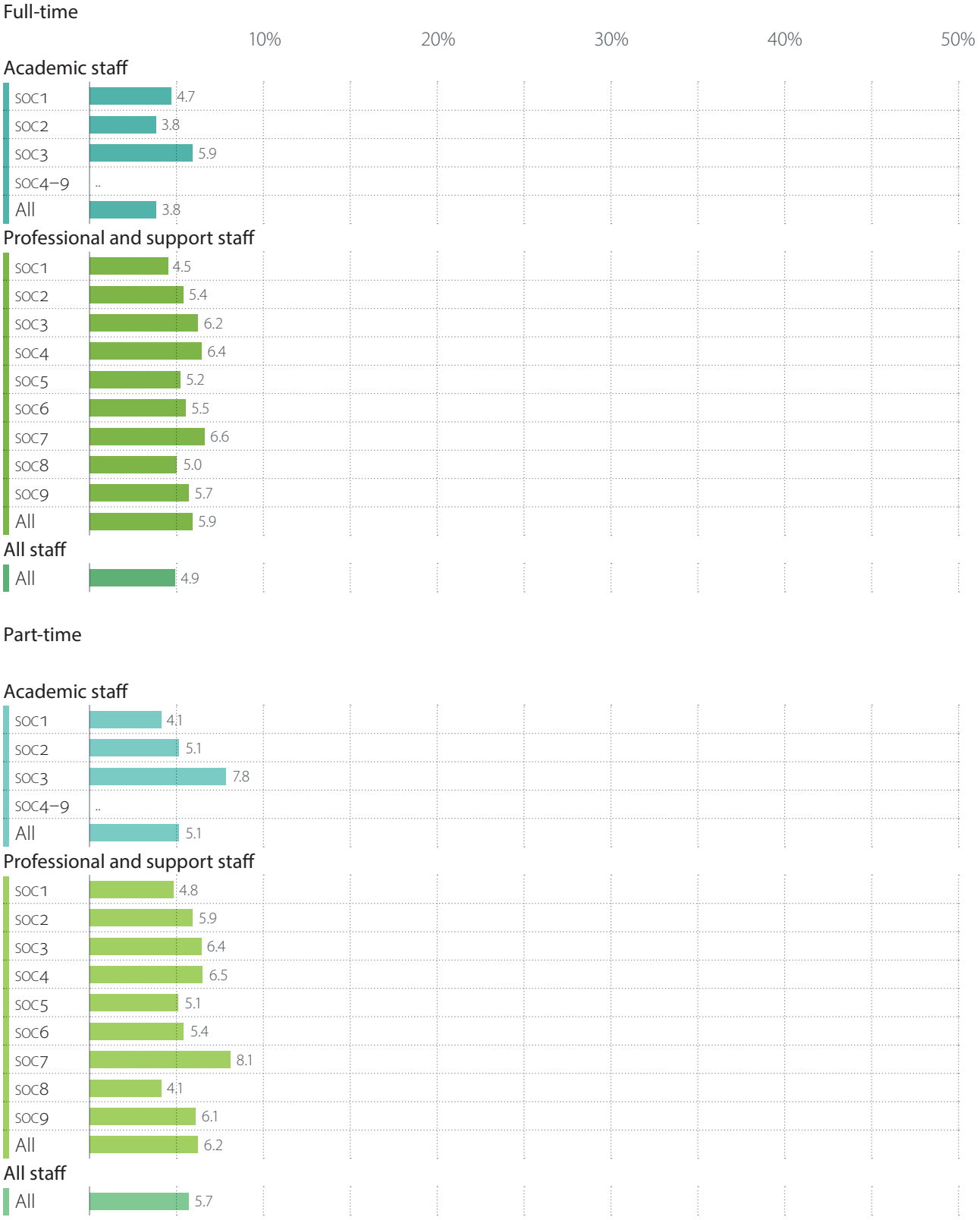
2.11 Full-time and part-time staff by activity, occupational group and disability status

← Mode definition: see page 13
← Staff activity definition: see page 12
← Occupational group definition: see page 16
← Disability definition: see page 9

Full-time		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	380	*0.3*	*95.3*	20	*0.4*	*4.7*	400	*0.3*
SOC2	Professional occupations	129,885	*98.9*	*96.2*	5,150	*98.4*	*3.8*	135,035	*98.9*
SOC3	Associate professional and technical	1,000	*0.8*	*94.1*	65	*1.2*	*5.9*	1,065	*0.8*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	131,270	*100.0*	*96.2*	5,235	*100.0*	*3.8*	136,505	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	9,625	*7.0*	*95.5*	450	*5.3*	*4.5*	10,075	*6.9*
SOC2	Professional occupations	32,125	*23.5*	*94.6*	1,845	*21.7*	*5.4*	33,970	*23.4*
SOC3	Associate professional and technical	34,140	*24.9*	*93.8*	2,240	*26.3*	*6.2*	36,380	*25.0*
SOC4	Administrative and secretarial	42,470	*31.0*	*93.6*	2,895	*34.0*	*6.4*	45,365	*31.2*
SOC5	Skilled trades occupations	5,315	*3.9*	*94.8*	290	*3.4*	*5.2*	5,605	*3.9*
SOC6	Caring, leisure and other service	3,570	*2.6*	*94.5*	210	*2.4*	*5.5*	3,775	*2.6*
SOC7	Sales and customer service occupations	1,280	*0.9*	*93.4*	90	*1.1*	*6.6*	1,370	*0.9*
SOC8	Process, plant and machine operatives	1,150	*0.8*	*95.0*	60	*0.7*	*5.0*	1,215	*0.8*
SOC9	Elementary occupations	7,215	*5.3*	*94.3*	435	*5.1*	*5.7*	7,650	*5.3*
All	All professional and support staff	136,895	*100.0*	*94.1*	8,510	*100.0*	*5.9*	145,405	*100.0*
All staff									
All	All staff	268,165	*100.0*	*95.1*	13,745	*100.0*	*4.9*	281,910	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	85	*0.1*	*95.9*	5	*0.1*	*4.1*	90	*0.1*
SOC2	Professional occupations	65,220	*99.3*	*94.9*	3,525	*99.0*	*5.1*	68,745	*99.3*
SOC3	Associate professional and technical	355	*0.5*	*92.2*	30	*0.8*	*7.8*	385	*0.6*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All academic staff	65,665	*100.0*	*94.9*	3,560	*100.0*	*5.1*	69,225	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	1,340	*2.1*	*95.2*	65	*1.6*	*4.8*	1,405	*2.1*
SOC2	Professional occupations	9,330	*15.0*	*94.1*	585	*14.1*	*5.9*	9,915	*14.9*
SOC3	Associate professional and technical	10,405	*16.7*	*93.6*	705	*17.1*	*6.4*	11,115	*16.7*
SOC4	Administrative and secretarial	22,135	*35.5*	*93.5*	1,540	*37.3*	*6.5*	23,680	*35.6*
SOC5	Skilled trades occupations	840	*1.3*	*94.9*	45	*1.1*	*5.1*	885	*1.3*
SOC6	Caring, leisure and other service	2,850	*4.6*	*94.6*	165	*4.0*	*5.4*	3,015	*4.5*
SOC7	Sales and customer service occupations	945	*1.5*	*91.9*	85	*2.0*	*8.1*	1,030	*1.5*
SOC8	Process, plant and machine operatives	195	*0.3*	*95.9*	10	*0.2*	*4.1*	205	*0.3*
SOC9	Elementary occupations	14,350	*23.0*	*93.9*	930	*22.5*	*6.1*	15,280	*23.0*
All	All professional and support staff	62,400	*100.0*	*93.8*	4,130	*100.0*	*6.2*	66,530	*100.0*
All staff									
All	All staff	128,060	*100.0*	*94.3*	7,690	*100.0*	*5.7*	135,755	*100.0*

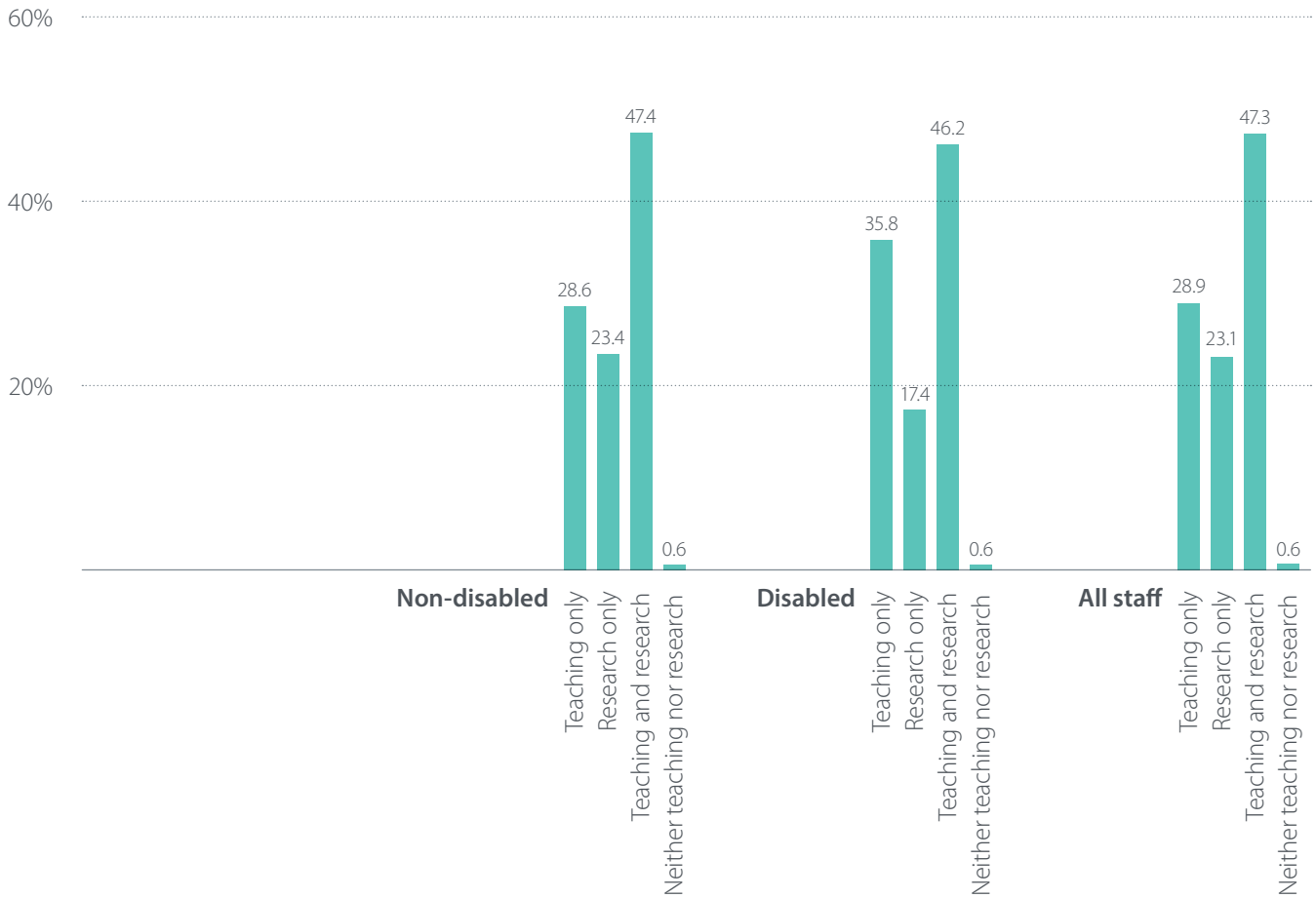
Proportions of staff who disclosed as disabled



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

← Academic contract definition: see page 16
← Disability definition: see page 9

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	56,340	*28.6*	*94.7*	3,150	*35.8*	*5.3*	59,490	*28.9*
Research only	46,095	*23.4*	*96.8*	1,530	*17.4*	*3.2*	47,620	*23.1*
Teaching and research	93,280	*47.4*	*95.8*	4,065	*46.2*	*4.2*	97,350	*47.3*
Neither teaching nor research	1,220	*0.6*	*96.0*	50	*0.6*	*4.0*	1,270	*0.6*
All academic contracts	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*



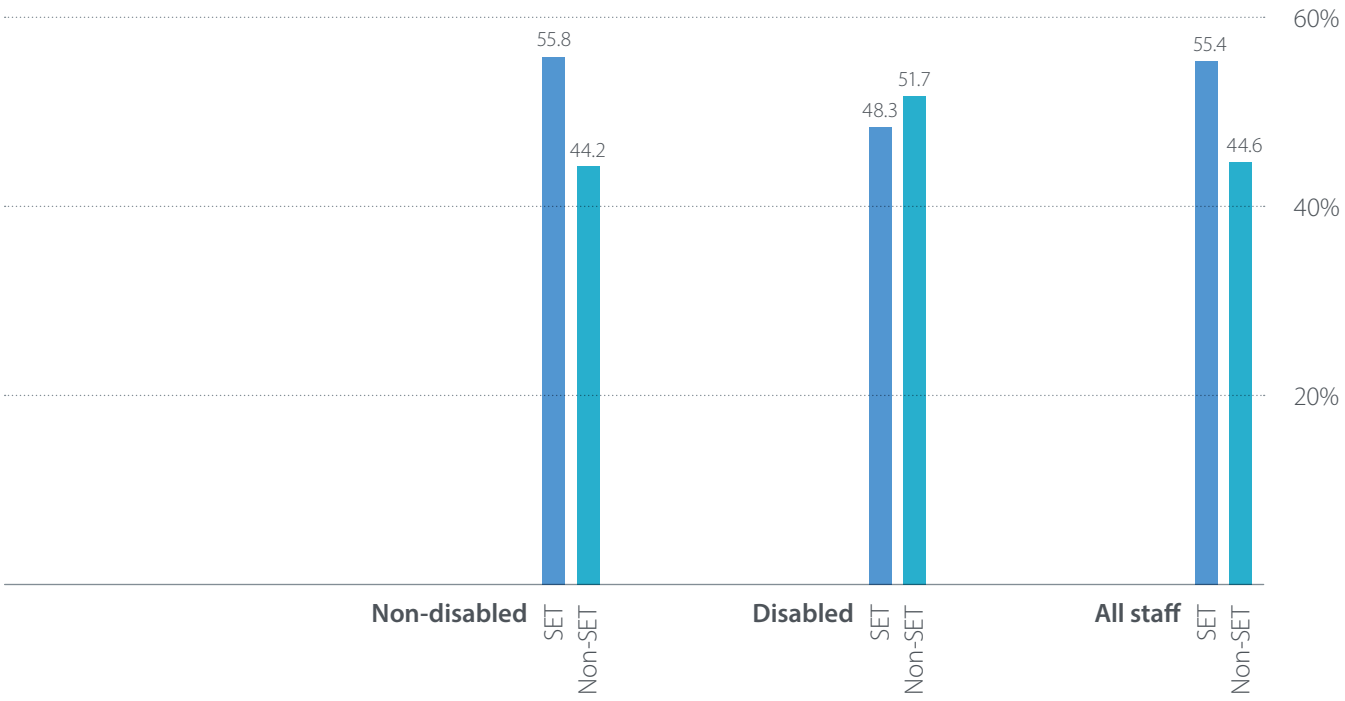
2.13

Academic staff by SET category and disability status

	Non-disabled		Disabled		All staff	
	No.	↓ %	No.	↓ %	No.	↓ %
SET	109,825	*55.8*	4,245	*48.3*	114,070	*55.4*
Non-SET	87,110	*44.2*	4,550	*51.7*	91,655	*44.6*
All subject areas	196,935	*100.0*	8,795	*100.0*	205,730	*100.0*

← SET/non-SET subject area definition: see page 17

← Disability definition: see page 9



2.14 SET academic staff by subject area and disability status

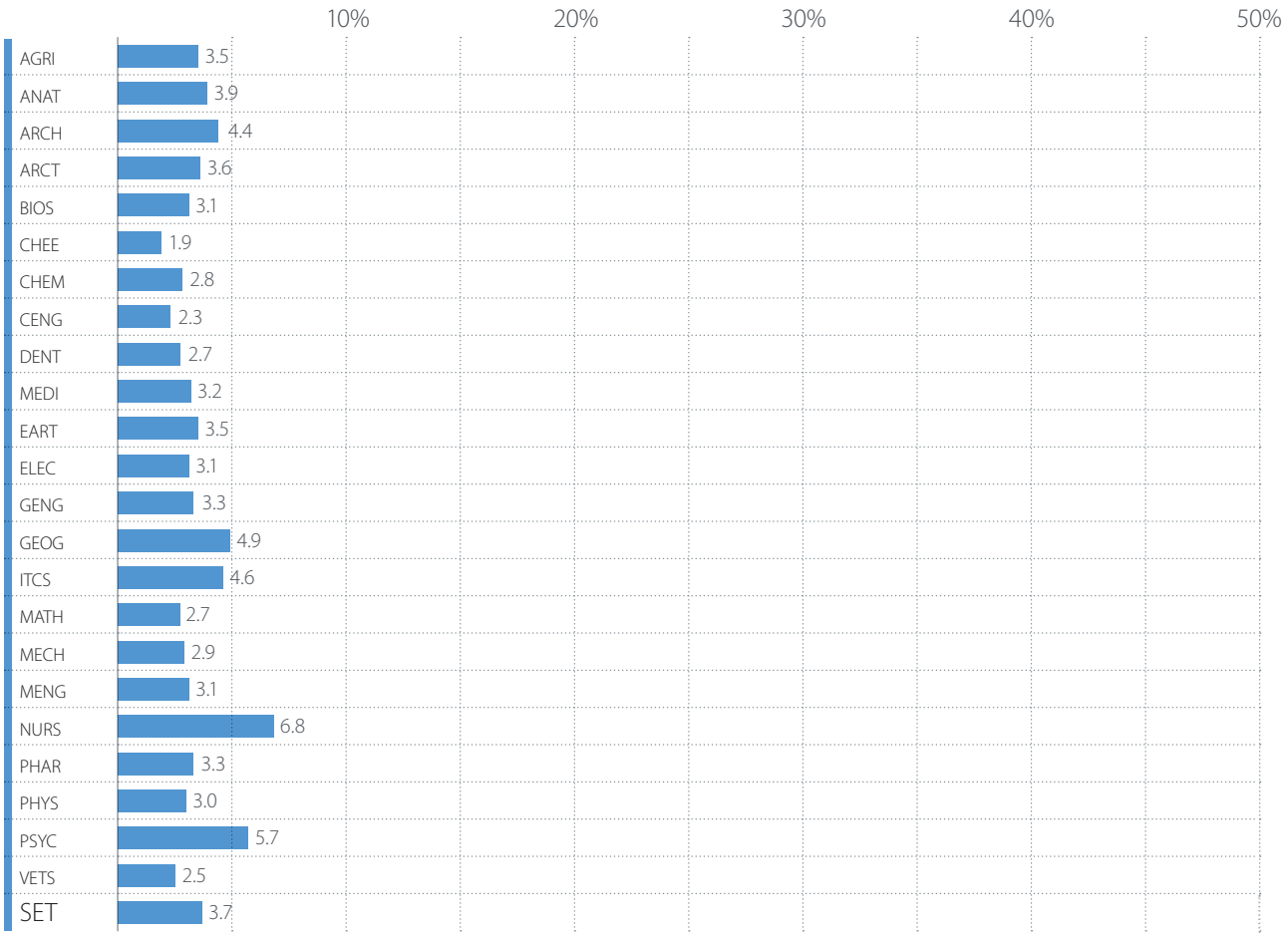
← SET/non-SET subject area definition: see page 17

← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	1,120	*1.0*	*96.5*	40	*1.0*	*3.5*	1,160	*1.0*
ANAT	Anatomy, physiology	1,710	*1.6*	*96.1*	70	*1.6*	*3.9*	1,780	*1.6*
ARCH	Archaeology	730	*0.7*	*95.6*	35	*0.8*	*4.4*	765	*0.7*
ARCT	Architecture, built environment, planning	3,990	*3.6*	*96.4*	145	*3.5*	*3.6*	4,135	*3.6*
BIOS	Biosciences	13,555	*12.3*	*96.9*	425	*10.1*	*3.1*	13,980	*12.3*
CHEE	Chemical engineering	1,190	*1.1*	*98.1*	25	*0.5*	*1.9*	1,215	*1.1*
CHEM	Chemistry	4,120	*3.8*	*97.2*	115	*2.8*	*2.8*	4,240	*3.7*
CENG	Civil engineering	1,990	*1.8*	*97.7*	45	*1.1*	*2.3*	2,035	*1.8*
DENT	Clinical dentistry	1,470	*1.3*	*97.3*	40	*0.9*	*2.7*	1,510	*1.3*
MEDI	Clinical medicine	23,205	*21.1*	*96.8*	755	*17.8*	*3.2*	23,960	*21.0*
EART	Earth, marine, environmental sciences	3,485	*3.2*	*96.5*	125	*3.0*	*3.5*	3,615	*3.2*
ELEC	Electrical, electronic, computer engineering	4,315	*3.9*	*96.9*	140	*3.3*	*3.1*	4,455	*3.9*
GENG	General engineering	3,845	*3.5*	*96.7*	130	*3.1*	*3.3*	3,975	*3.5*
GEOG	Geography, environmental studies	2,355	*2.1*	*95.1*	120	*2.8*	*4.9*	2,475	*2.2*
ITCS	IT, systems sciences, computer software eng.	6,965	*6.3*	*95.4*	330	*7.8*	*4.6*	7,300	*6.4*
MATH	Mathematics	4,605	*4.2*	*97.3*	125	*3.0*	*2.7*	4,735	*4.2*
MECH	Mechanical, aero, production engineering	4,950	*4.5*	*97.1*	150	*3.5*	*2.9*	5,100	*4.5*
MENG	Mineral, metallurgy, materials engineering	1,135	*1.0*	*96.9*	35	*0.8*	*3.1*	1,170	*1.0*
NURS	Nursing, allied health professions	9,595	*8.7*	*93.2*	700	*16.5*	*6.8*	10,295	*9.0*
PHAR	Pharmacy, pharmacology	2,330	*2.1*	*96.7*	80	*1.9*	*3.3*	2,410	*2.1*
PHYS	Physics	5,030	*4.6*	*97.0*	155	*3.7*	*3.0*	5,185	*4.5*
PSYC	Psychology, behavioural sciences	6,780	*6.2*	*94.3*	410	*9.6*	*5.7*	7,190	*6.3*
VETS	Veterinary science	1,345	*1.2*	*97.5*	35	*0.8*	*2.5*	1,375	*1.2*
SET	All SET subject areas	109,825	*100.0*	*96.3*	4,245	*100.0*	*3.7*	114,070	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 17

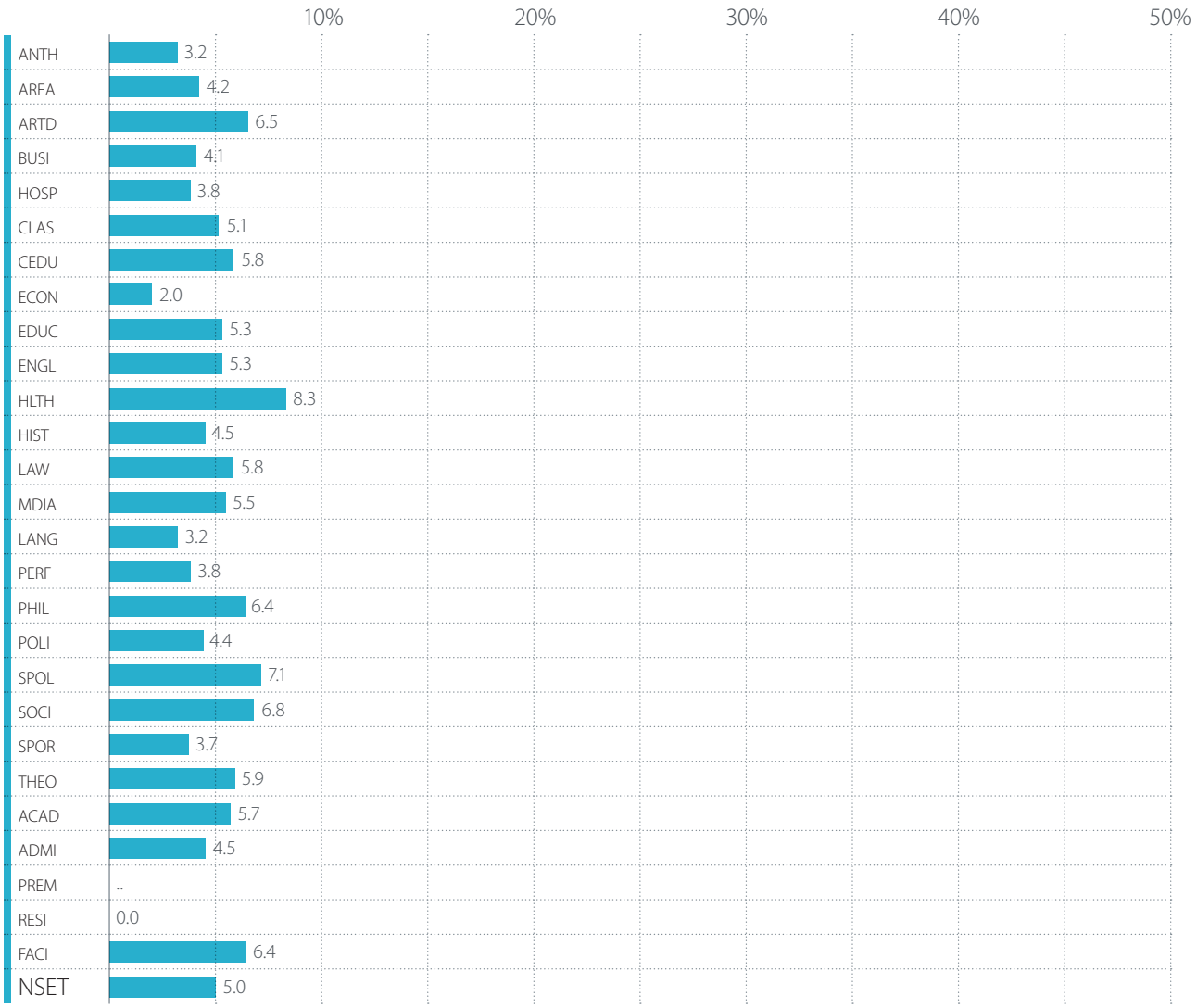
← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	930	1.1	96.8	30	0.7	3.2	960	1.0
AREA	Area studies	380	0.4	95.8	15	0.4	4.2	400	0.4
ARTD	Art, design	8,850	10.2	93.5	620	13.6	6.5	9,470	10.3
BUSI	Business, management studies	15,000	17.2	95.9	645	14.2	4.1	15,645	17.1
HOSP	Catering, hospitality management	605	0.7	96.2	25	0.5	3.8	630	0.7
CLAS	Classics	600	0.7	94.9	30	0.7	5.1	630	0.7
CEDU	Continuing education	895	1.0	94.2	55	1.2	5.8	950	1.0
ECON	Economics, econometrics	2,810	3.2	98.0	60	1.3	2.0	2,870	3.1
EDUC	Education	8,420	9.7	94.7	470	10.3	5.3	8,890	9.7
ENGL	English language, literature	4,655	5.3	94.7	260	5.7	5.3	4,910	5.4
HLTH	Health, community studies	2,300	2.6	91.7	210	4.6	8.3	2,510	2.7
HIST	History	3,315	3.8	95.5	155	3.4	4.5	3,470	3.8
LAW	Law	5,435	6.2	94.2	330	7.3	5.8	5,765	6.3
MDIA	Media studies	4,465	5.1	94.5	260	5.7	5.5	4,725	5.2
LANG	Modern languages	5,270	6.0	96.8	175	3.8	3.2	5,445	5.9
PERF	Music, dance, drama, performing arts	7,460	8.6	96.2	295	6.5	3.8	7,755	8.5
PHIL	Philosophy	1,010	1.2	93.6	70	1.5	6.4	1,075	1.2
POLI	Politics, international studies	3,295	3.8	95.6	155	3.4	4.4	3,450	3.8
SPOL	Social work, social policy	2,630	3.0	92.9	200	4.4	7.1	2,830	3.1
SOCI	Sociology	2,980	3.4	93.2	215	4.8	6.8	3,195	3.5
SPOR	Sports science, leisure studies	2,665	3.1	96.3	100	2.2	3.7	2,765	3.0
THEO	Theology, religious studies	700	0.8	94.1	45	1.0	5.9	745	0.8
ACAD	Total academic services	1,060	1.2	94.3	65	1.4	5.7	1,125	1.2
ADMI	Central administration, services	1,070	1.2	95.5	50	1.1	4.5	1,120	1.2
PREM	Premises	10	0.0	..	0	0.0	..	10	0.0
RESI	Residences, catering	30	0.0	100.0	0	0.0	0.0	30	0.0
FACI	Staff, student facilities	275	0.3	93.6	20	0.4	6.4	295	0.3
NSET	All non-SET subject areas	87,110	100.0	95.0	4,550	100.0	5.0	91,655	100.0

Additional data by impairment type is available:

www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Disability definition: see page 9

All subject areas		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	19,635	*10.0*	*96.8*	655	*7.4*	*3.2*	20,290	*9.9*
NONP	Non-professor	177,300	*90.0*	*95.6*	8,140	*92.6*	*4.4*	185,440	*90.1*
All	All	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*
Full-time									
PROF	Professor	15,440	*11.8*	*96.8*	515	*9.8*	*3.2*	15,955	*11.7*
NONP	Non-professor	115,830	*88.2*	*96.1*	4,720	*90.2*	*3.9*	120,550	*88.3*
All	All	131,270	*100.0*	*96.2*	5,235	*100.0*	*3.8*	136,505	*100.0*
Part-time									
PROF	Professor	4,195	*6.4*	*96.7*	140	*4.0*	*3.3*	4,335	*6.3*
NONP	Non-professor	61,470	*93.6*	*94.7*	3,420	*96.0*	*5.3*	64,890	*93.7*
All	All	65,665	*100.0*	*94.9*	3,560	*100.0*	*5.1*	69,225	*100.0*
SET									
All modes									
PROF	Professor	12,030	*11.0*	*97.3*	335	*7.9*	*2.7*	12,365	*10.8*
NONP	Non-professor	97,795	*89.0*	*96.2*	3,910	*92.1*	*3.8*	101,705	*89.2*
All	All	109,825	*100.0*	*96.3*	4,245	*100.0*	*3.7*	114,070	*100.0*
Full-time									
PROF	Professor	9,550	*11.7*	*97.4*	255	*9.1*	*2.6*	9,805	*11.6*
NONP	Non-professor	71,950	*88.3*	*96.6*	2,550	*90.9*	*3.4*	74,500	*88.4*
All	All	81,500	*100.0*	*96.7*	2,805	*100.0*	*3.3*	84,300	*100.0*
Part-time									
PROF	Professor	2,480	*8.8*	*96.9*	80	*5.4*	*3.1*	2,560	*8.6*
NONP	Non-professor	25,845	*91.2*	*95.0*	1,365	*94.6*	*5.0*	27,210	*91.4*
All	All	28,330	*100.0*	*95.2*	1,440	*100.0*	*4.8*	29,770	*100.0*
Non-SET									
All modes									
PROF	Professor	7,605	*8.7*	*95.9*	320	*7.1*	*4.1*	7,925	*8.6*
NONP	Non-professor	79,505	*91.3*	*95.0*	4,230	*92.9*	*5.0*	83,735	*91.4*
All	All	87,110	*100.0*	*95.0*	4,550	*100.0*	*5.0*	91,655	*100.0*
Full-time									
PROF	Professor	5,890	*11.8*	*95.8*	260	*10.6*	*4.2*	6,150	*11.8*
NONP	Non-professor	43,880	*88.2*	*95.3*	2,170	*89.4*	*4.7*	46,055	*88.2*
All	All	49,775	*100.0*	*95.3*	2,430	*100.0*	*4.7*	52,205	*100.0*
Part-time									
PROF	Professor	1,710	*4.6*	*96.5*	65	*3.0*	*3.5*	1,775	*4.5*
NONP	Non-professor	35,625	*95.4*	*94.5*	2,055	*97.0*	*5.5*	37,680	*95.5*
All	All	37,335	*100.0*	*94.6*	2,120	*100.0*	*5.4*	39,455	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Disability definition: see page 9

All subject areas		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	1,180	*0.6*	*96.9*	40	*0.4*	*3.1*	1,220	*0.6*
OTH	Other academic	195,755	*99.4*	*95.7*	8,755	*99.6*	*4.3*	204,510	*99.4*
All	All	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*
Full-time									
SM	Senior manager	1,115	*0.9*	*97.0*	35	*0.7*	*3.0*	1,150	*0.8*
OTH	Other academic	130,155	*99.1*	*96.2*	5,200	*99.3*	*3.8*	135,355	*99.2*
All	All	131,270	*100.0*	*96.2*	5,235	*100.0*	*3.8*	136,505	*100.0*
Part-time									
SM	Senior manager	65	*0.1*	*95.5*	5	*0.1*	*4.5*	65	*0.1*
OTH	Other academic	65,600	*99.9*	*94.9*	3,560	*99.9*	*5.1*	69,155	*99.9*
All	All	65,665	*100.0*	*94.9*	3,560	*100.0*	*5.1*	69,225	*100.0*
SET									
All modes									
SM	Senior manager	375	*0.3*	*97.9*	10	*0.2*	*2.1*	385	*0.3*
OTH	Other academic	109,450	*99.7*	*96.3*	4,235	*99.8*	*3.7*	113,690	*99.7*
All	All	109,825	*100.0*	*96.3*	4,245	*100.0*	*3.7*	114,070	*100.0*
Full-time									
SM	Senior manager	360	*0.4*	*97.8*	10	*0.3*	*2.2*	370	*0.4*
OTH	Other academic	81,135	*99.6*	*96.7*	2,795	*99.7*	*3.3*	83,930	*99.6*
All	All	81,500	*100.0*	*96.7*	2,805	*100.0*	*3.3*	84,300	*100.0*
Part-time									
SM	Senior manager	15	*0.0*	..	0	*0.0*	..	15	*0.0*
OTH	Other academic	28,315	*100.0*	*95.2*	1,440	*100.0*	*4.8*	29,755	*100.0*
All	All	28,330	*100.0*	*95.2*	1,440	*100.0*	*4.8*	29,770	*100.0*
Non-SET									
All modes									
SM	Senior manager	805	*0.9*	*96.4*	30	*0.7*	*3.6*	835	*0.9*
OTH	Other academic	86,300	*99.1*	*95.0*	4,520	*99.3*	*5.0*	90,820	*99.1*
All	All	87,110	*100.0*	*95.0*	4,550	*100.0*	*5.0*	91,655	*100.0*
Full-time									
SM	Senior manager	755	*1.5*	*96.6*	25	*1.1*	*3.4*	780	*1.5*
OTH	Other academic	49,020	*98.5*	*95.3*	2,405	*98.9*	*4.7*	51,420	*98.5*
All	All	49,775	*100.0*	*95.3*	2,430	*100.0*	*4.7*	52,205	*100.0*
Part-time									
SM	Senior manager	50	*0.1*	*94.5*	5	*0.1*	*5.5*	55	*0.1*
OTH	Other academic	37,285	*99.9*	*94.6*	2,115	*99.9*	*5.4*	39,400	*99.9*
All	All	37,335	*100.0*	*94.6*	2,120	*100.0*	*5.4*	39,455	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who disclosed as disabled

SET

Non-SET

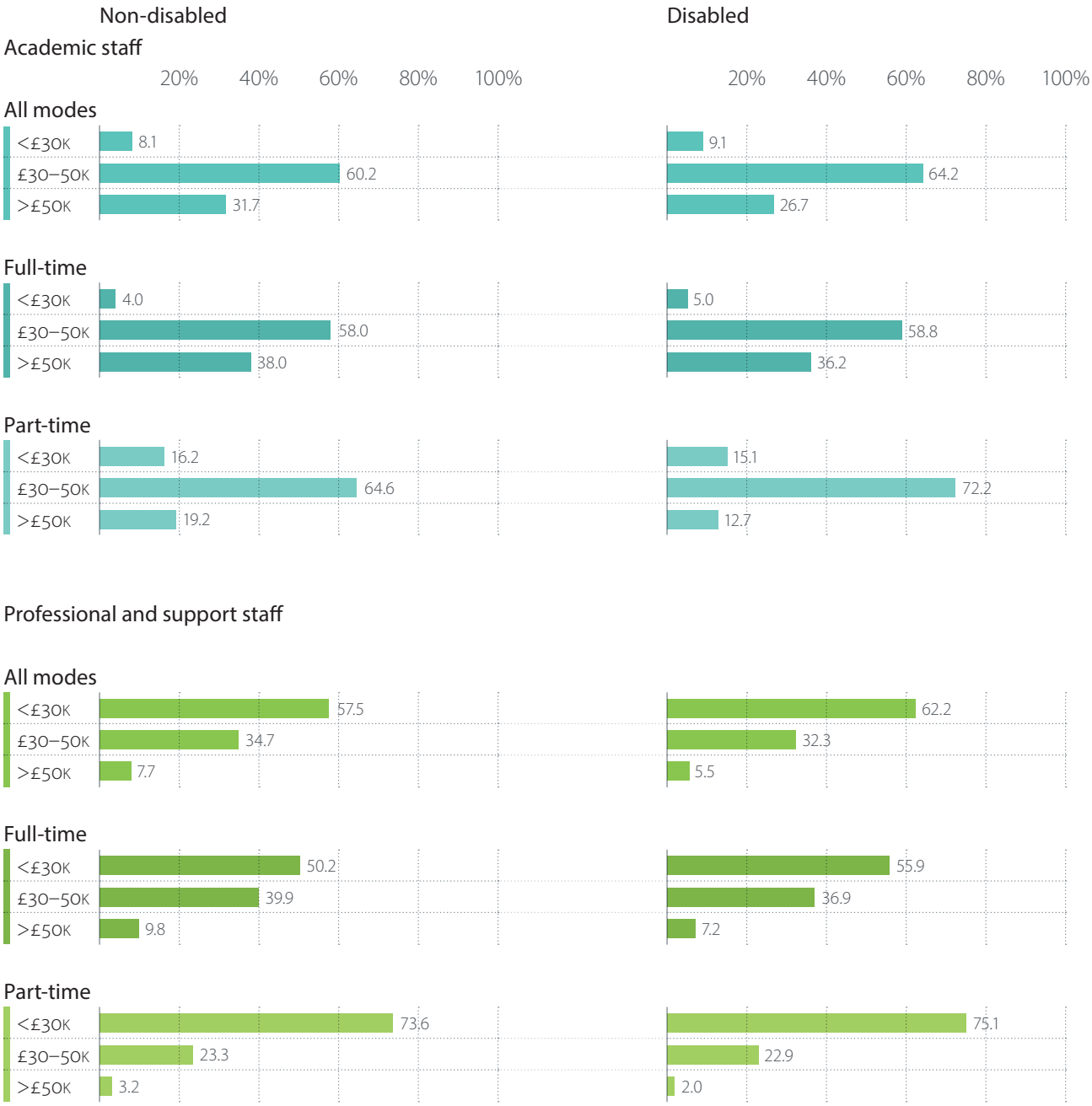
2.18 Staff by activity, mode, salary range and disability status

← Staff activity definition: see page 12
← Mode definition: see page 13
← Salary range definition: see page 18
← Disability definition: see page 9

Academic staff		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	15,890	*8.1*	*95.2*	800	*9.1*	*4.8*	16,690	*8.1*
£30–50K	£30,000–£50,000	118,550	*60.2*	*95.5*	5,645	*64.2*	*4.5*	124,200	*60.4*
>£50K	Over £50,000	62,495	*31.7*	*96.4*	2,350	*26.7*	*3.6*	64,840	*31.5*
All	Total	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*
Full-time									
<£30K	Under £30,000	5,255	*4.0*	*95.3*	260	*5.0*	*4.7*	5,515	*4.0*
£30–50K	£30,000–£50,000	76,120	*58.0*	*96.1*	3,075	*58.8*	*3.9*	79,195	*58.0*
>£50K	Over £50,000	49,895	*38.0*	*96.3*	1,895	*36.2*	*3.7*	51,795	*37.9*
All	Total	131,270	*100.0*	*96.2*	5,235	*100.0*	*3.8*	136,505	*100.0*
Part-time									
<£30K	Under £30,000	10,635	*16.2*	*95.2*	535	*15.1*	*4.8*	11,175	*16.1*
£30–50K	£30,000–£50,000	42,430	*64.6*	*94.3*	2,570	*72.2*	*5.7*	45,000	*65.0*
>£50K	Over £50,000	12,595	*19.2*	*96.5*	455	*12.7*	*3.5*	13,050	*18.9*
All	Total	65,665	*100.0*	*94.9*	3,560	*100.0*	*5.1*	69,225	*100.0*
Professional and support staff									
All modes									
<£30K	Under £30,000	114,685	*57.5*	*93.6*	7,865	*62.2*	*6.4*	122,550	*57.8*
£30–50K	£30,000–£50,000	69,175	*34.7*	*94.4*	4,085	*32.3*	*5.6*	73,260	*34.6*
>£50K	Over £50,000	15,435	*7.7*	*95.7*	695	*5.5*	*4.3*	16,125	*7.6*
All	Total	199,295	*100.0*	*94.0*	12,645	*100.0*	*6.0*	211,935	*100.0*
Full-time									
<£30K	Under £30,000	68,775	*50.2*	*93.5*	4,765	*55.9*	*6.5*	73,540	*50.6*
£30–50K	£30,000–£50,000	54,660	*39.9*	*94.6*	3,140	*36.9*	*5.4*	57,800	*39.7*
>£50K	Over £50,000	13,460	*9.8*	*95.7*	610	*7.2*	*4.3*	14,070	*9.7*
All	Total	136,895	*100.0*	*94.1*	8,510	*100.0*	*5.9*	145,405	*100.0*
Part-time									
<£30K	Under £30,000	45,910	*73.6*	*93.7*	3,100	*75.1*	*6.3*	49,010	*73.7*
£30–50K	£30,000–£50,000	14,515	*23.3*	*93.9*	945	*22.9*	*6.1*	15,465	*23.2*
>£50K	Over £50,000	1,975	*3.2*	*96.0*	85	*2.0*	*4.0*	2,055	*3.1*
All	Total	62,400	*100.0*	*93.8*	4,130	*100.0*	*6.2*	66,530	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff in each salary range



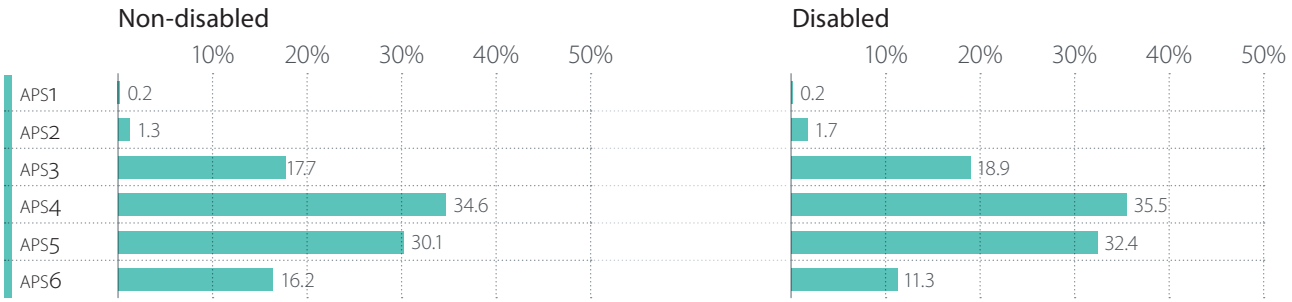
2.19 Academic staff by academic pay spine range and disability status

← Academic pay spine range definition: see page 18

← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
APS1	< £18,777	390	*0.2*	*96.3*	15	*0.2*	*3.7*	405	*0.2*
APS2	≥ £18,778 and < £24,983	2,615	*1.3*	*94.5*	150	*1.7*	*5.5*	2,765	*1.3*
APS3	≥ £24,984 and < £33,518	34,785	*17.7*	*95.4*	1,660	*18.9*	*4.6*	36,450	*17.7*
APS4	≥ £33,519 and < £44,992	68,100	*34.6*	*95.6*	3,120	*35.5*	*4.4*	71,220	*34.6*
APS5	≥ £44,993 and < £60,410	59,215	*30.1*	*95.4*	2,850	*32.4*	*4.6*	62,065	*30.2*
APS6	> £60,411	31,830	*16.2*	*97.0*	995	*11.3*	*3.0*	32,825	*16.0*
All	All pay spine ranges	196,935	*100.0*	*95.7*	8,795	*100.0*	*4.3*	205,730	*100.0*

Proportions of staff in each academic pay spine

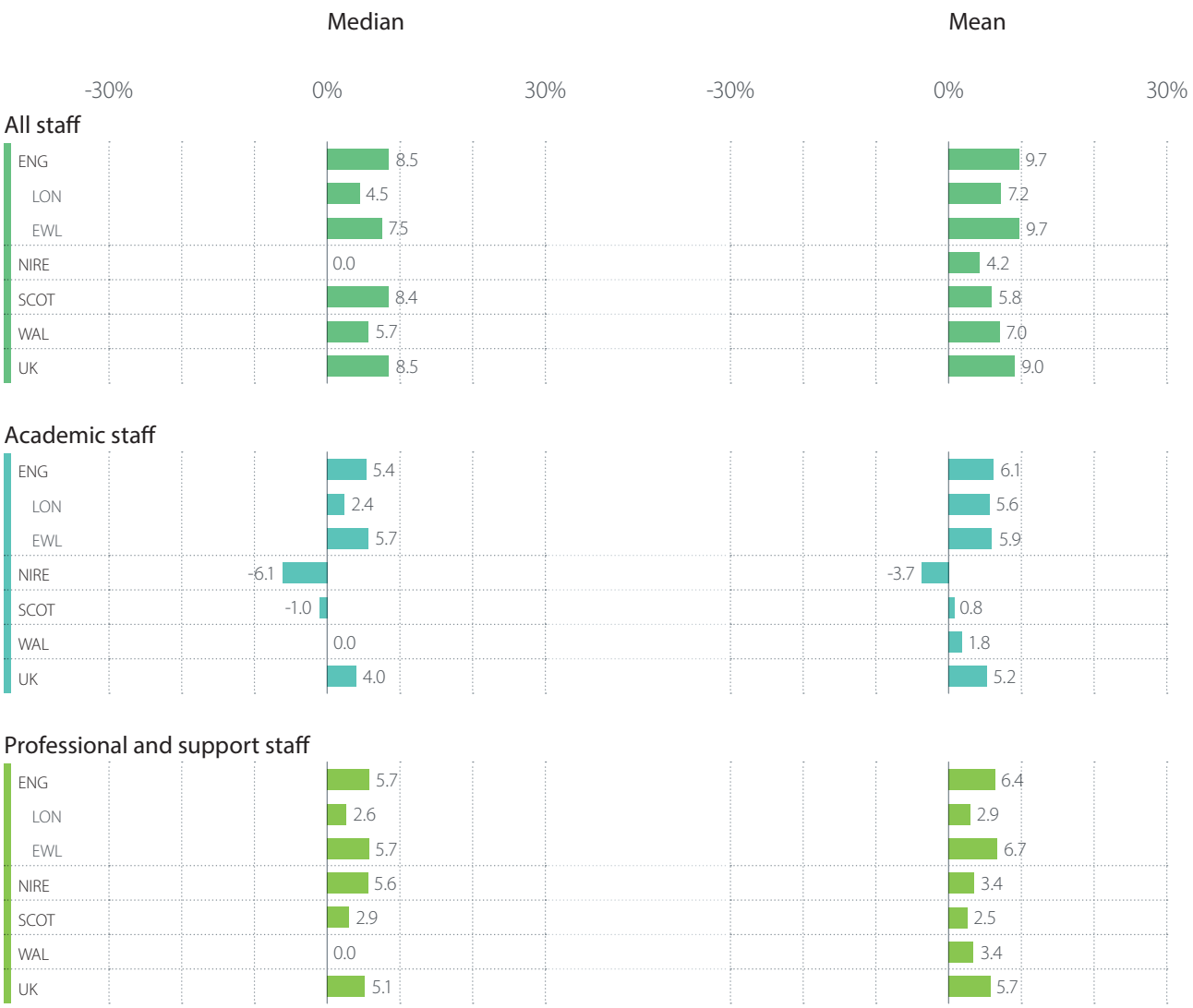


2.20 Median/mean salary and pay gap for staff by country of institution, activity and disability status

← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Country of institution definition: see page 12
← Staff activity definition: see page 12
← Disability definition: see page 9

		Median			Mean		
		Non-disabled	Disabled	Gap	Non-disabled	Disabled	Gap
		£	£	%	£	£	%
All staff							
ENG	England	36,613	33,518	*8.5*	39,953	36,081	*9.7*
LON	London	40,533	38,709	*4.5*	44,873	41,624	*7.2*
EWL	England (without London)	35,195	32,548	*7.5*	38,490	34,754	*9.7*
NIRE	Northern Ireland	35,550	35,550	*0.0*	39,025	37,386	*4.2*
SCOT	Scotland	34,520	31,604	*8.4*	37,824	35,647	*5.8*
WAL	Wales	34,520	32,548	*5.7*	38,303	35,641	*7.0*
UK	UK	36,613	33,518	*8.5*	39,616	36,046	*9.0*
Academic staff							
ENG	England	43,685	41,329	*5.4*	48,498	45,554	*6.1*
LON	London	44,220	43,152	*2.4*	50,720	47,882	*5.6*
EWL	England (without London)	43,685	41,212	*5.7*	47,734	44,926	*5.9*
NIRE	Northern Ireland	46,336	49,149	*-6.1*	48,837	50,636	*-3.7*
SCOT	Scotland	43,251	43,685	*-1.0*	47,131	46,758	*0.8*
WAL	Wales	41,212	41,212	*0.0*	47,280	46,445	*1.8*
UK	UK	43,685	41,940	*4.0*	48,295	45,790	*5.2*
Professional and support staff							
ENG	England	28,098	26,495	*5.7*	31,401	29,397	*6.4*
LON	London	34,520	33,611	*2.6*	37,466	36,397	*2.9*
EWL	England (without London)	26,495	24,983	*5.7*	29,863	27,866	*6.7*
NIRE	Northern Ireland	25,728	24,285	*5.6*	29,958	28,948	*3.4*
SCOT	Scotland	25,728	24,983	*2.9*	29,346	28,609	*2.5*
WAL	Wales	25,728	25,728	*0.0*	29,460	28,467	*3.4*
UK	UK	27,906	26,495	*5.1*	31,040	29,268	*5.7*

Disability pay gaps

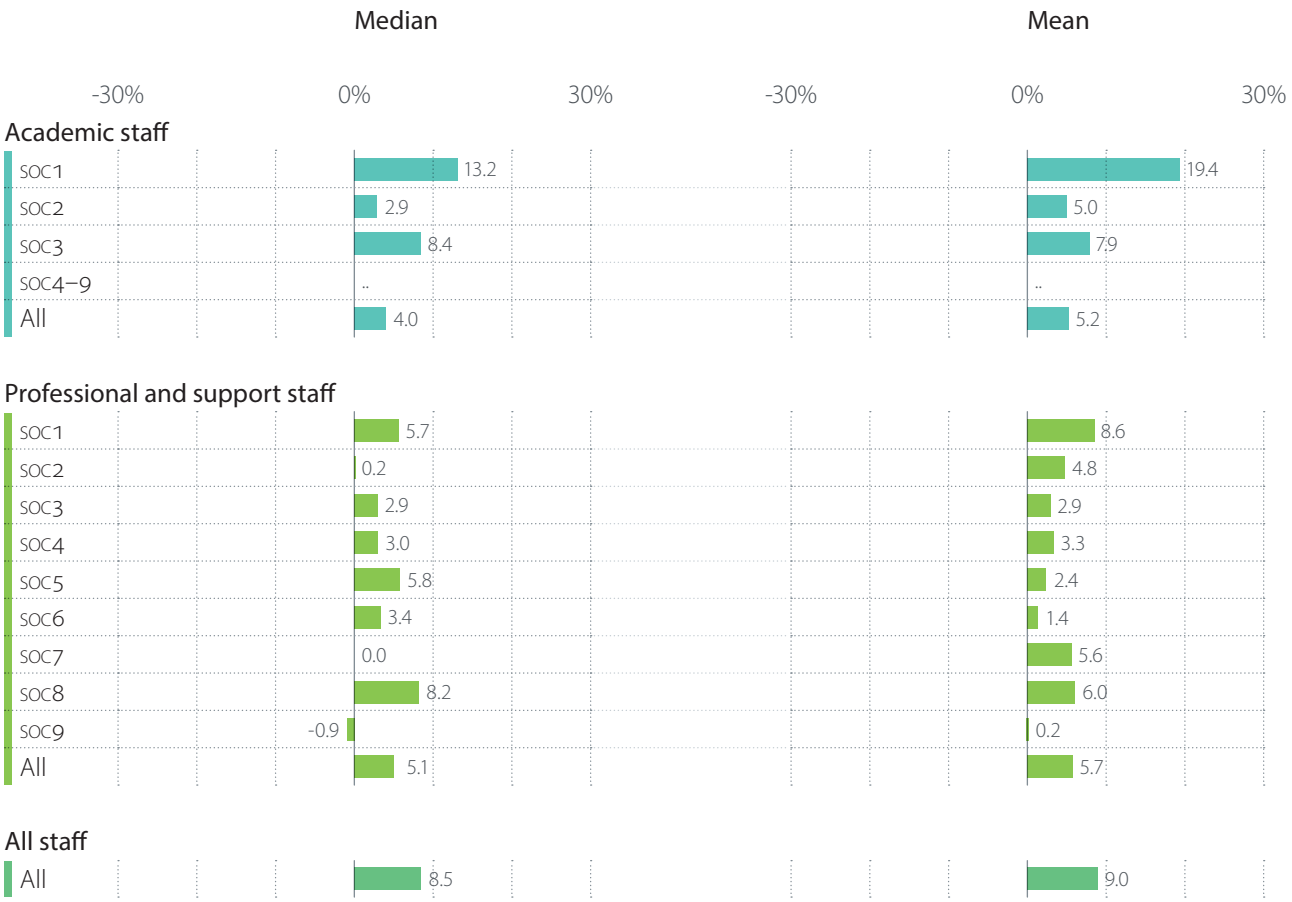


2.21 Median/mean salary and pay gap for staff by occupational group and disability status

← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Occupational group definition: see page 16
← Disability definition: see page 9

		Median			Mean		
		Non-disabled	Disabled	Gap	Non-disabled	Disabled	Gap
		£	£	%	£	£	%
Academic staff							
SOC1	Managers, directors and senior officials	67,403	58,522	*13.2*	77,683	62,599	*19.4*
SOC2	Professional occupations	43,685	42,418	*2.9*	48,329	45,907	*5.0*
SOC3	Associate professional and technical	31,604	28,936	*8.4*	33,387	30,741	*7.9*
SOC4–9	Clerical and manual occupations	37,068	..	..	37,229	..	..
All	All academic staff	43,685	41,940	*4.0*	48,295	45,790	*5.2*
Professional and support staff							
SOC1	Managers, directors and senior officials	52,132	49,149	*5.7*	58,539	53,531	*8.6*
SOC2	Professional occupations	38,833	38,765	*0.2*	40,698	38,745	*4.8*
SOC3	Associate professional and technical	31,604	30,688	*2.9*	32,435	31,486	*2.9*
SOC4	Administrative and secretarial	24,285	23,557	*3.0*	25,761	24,921	*3.3*
SOC5	Skilled trades occupations	24,285	22,876	*5.8*	25,022	24,409	*2.4*
SOC6	Caring, leisure and other service	19,305	18,645	*3.4*	20,929	20,638	*1.4*
SOC7	Sales and customer service occupations	20,989	20,989	*0.0*	22,862	21,572	*5.6*
SOC8	Process, plant and machine operatives	22,876	20,989	*8.2*	22,948	21,582	*6.0*
SOC9	Elementary occupations	16,341	16,494	*-0.9*	17,503	17,462	*0.2*
All	All professional and support staff	27,906	26,495	*5.1*	31,040	29,268	*5.7*
All staff							
All	All staff	36,613	33,518	*8.5*	39,616	36,046	*9.0*

Disability pay gaps

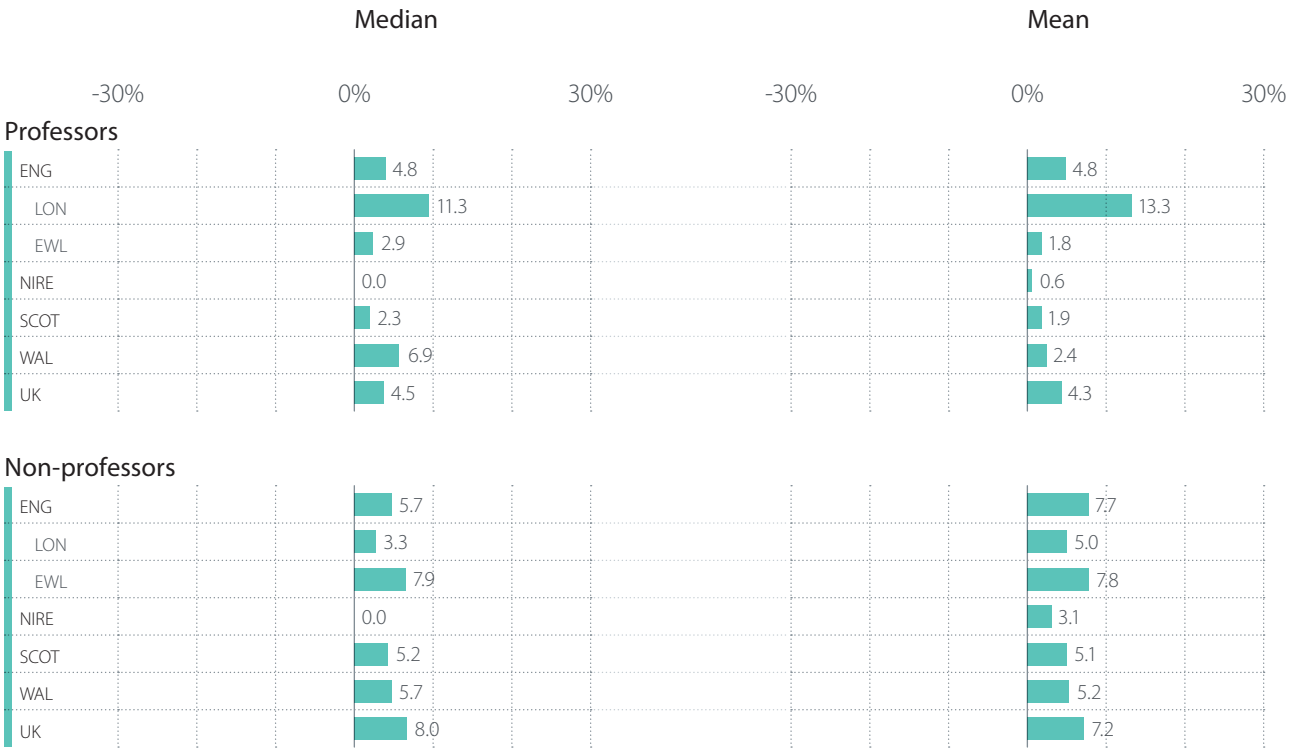


2.22 Median/mean salary and pay gap for staff by professorial category, country of institution and disability status

← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Professorial category definition: see page 18
← Country of institution definition: see page 12
← Disability definition: see page 9

		Median			Mean		
		Non-disabled	Disabled	Gap	Non-disabled	Disabled	Gap
		£	£	%	£	£	%
Professors							
ENG	England	78,011	74,258	*4.8*	83,420	79,388	*4.8*
LON	London	83,841	74,385	*11.3*	89,777	77,813	*13.3*
EWL	England (without London)	76,481	74,258	*2.9*	81,382	79,880	*1.8*
NIRE	Northern Ireland	79,507	79,507	*0.0*	80,005	79,498	*0.6*
SCOT	Scotland	75,248	73,537	*2.3*	81,279	79,758	*1.9*
WAL	Wales	79,118	73,664	*6.9*	81,397	79,471	*2.4*
UK	UK	77,731	74,258	*4.5*	83,019	79,437	*4.3*
Non-professors							
ENG	England	35,550	33,518	*5.7*	37,694	34,788	*7.7*
LON	London	39,536	38,235	*3.3*	42,393	40,284	*5.0*
EWL	England (without London)	34,520	31,782	*7.9*	36,302	33,483	*7.8*
NIRE	Northern Ireland	34,520	34,520	*0.0*	36,961	35,814	*3.1*
SCOT	Scotland	33,325	31,604	*5.2*	35,600	33,773	*5.1*
WAL	Wales	34,520	32,548	*5.7*	35,780	33,926	*5.2*
UK	UK	35,550	32,706	*8.0*	37,351	34,677	*7.2*

Disability pay gaps

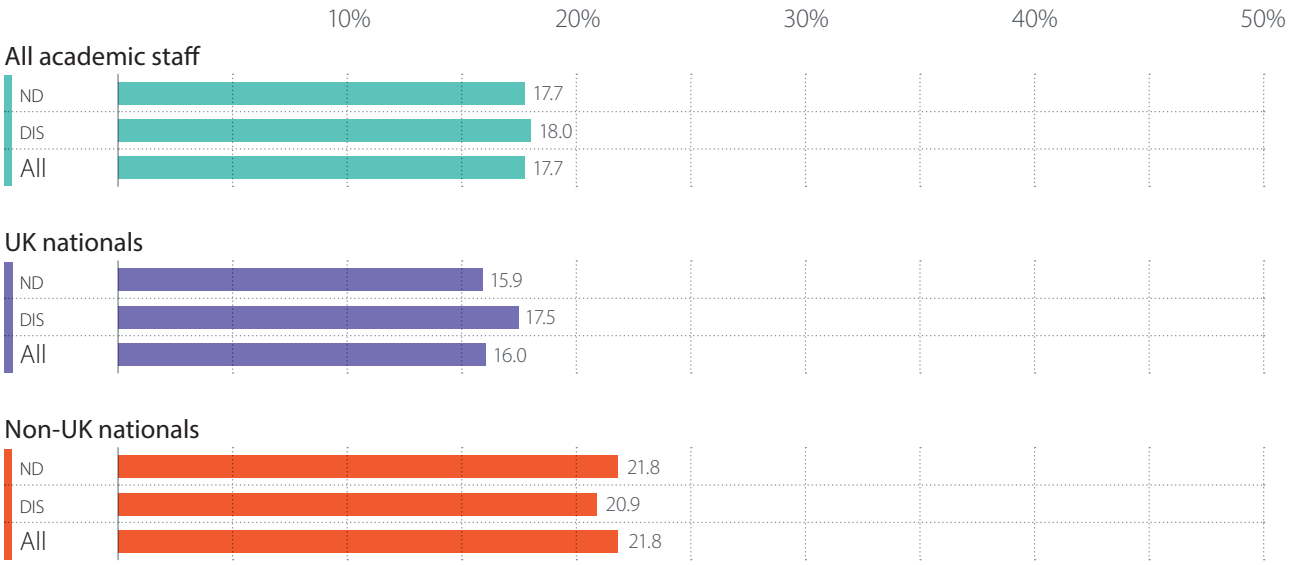


2.23 UK/non-UK academic staff by leaving status and disability status

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Disability definition: see page 9

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	%	No.	→ %	No.	→ %	No.
All academic staff								
ND	Non-disabled	33,725	*17.7*	16,310	*48.4*	17,415	*51.6*	190,625
DIS	Disabled	1,465	*18.0*	700	*47.8*	765	*52.2*	8,170
All	All staff	35,195	*17.7*	17,015	*48.3*	18,180	*51.7*	198,795
UK nationals								
ND	Non-disabled	20,960	*15.9*	10,115	*48.2*	10,850	*51.8*	132,075
DIS	Disabled	1,230	*17.5*	595	*48.4*	635	*51.6*	7,045
All	All staff	22,195	*16.0*	10,710	*48.3*	11,485	*51.7*	139,120
Non-UK nationals								
ND	Non-disabled	12,765	*21.8*	6,200	*48.6*	6,570	*51.4*	58,545
DIS	Disabled	235	*20.9*	105	*44.3*	130	*55.7*	1,125
All	All staff	13,000	*21.8*	6,300	*48.5*	6,700	*51.5*	59,675

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

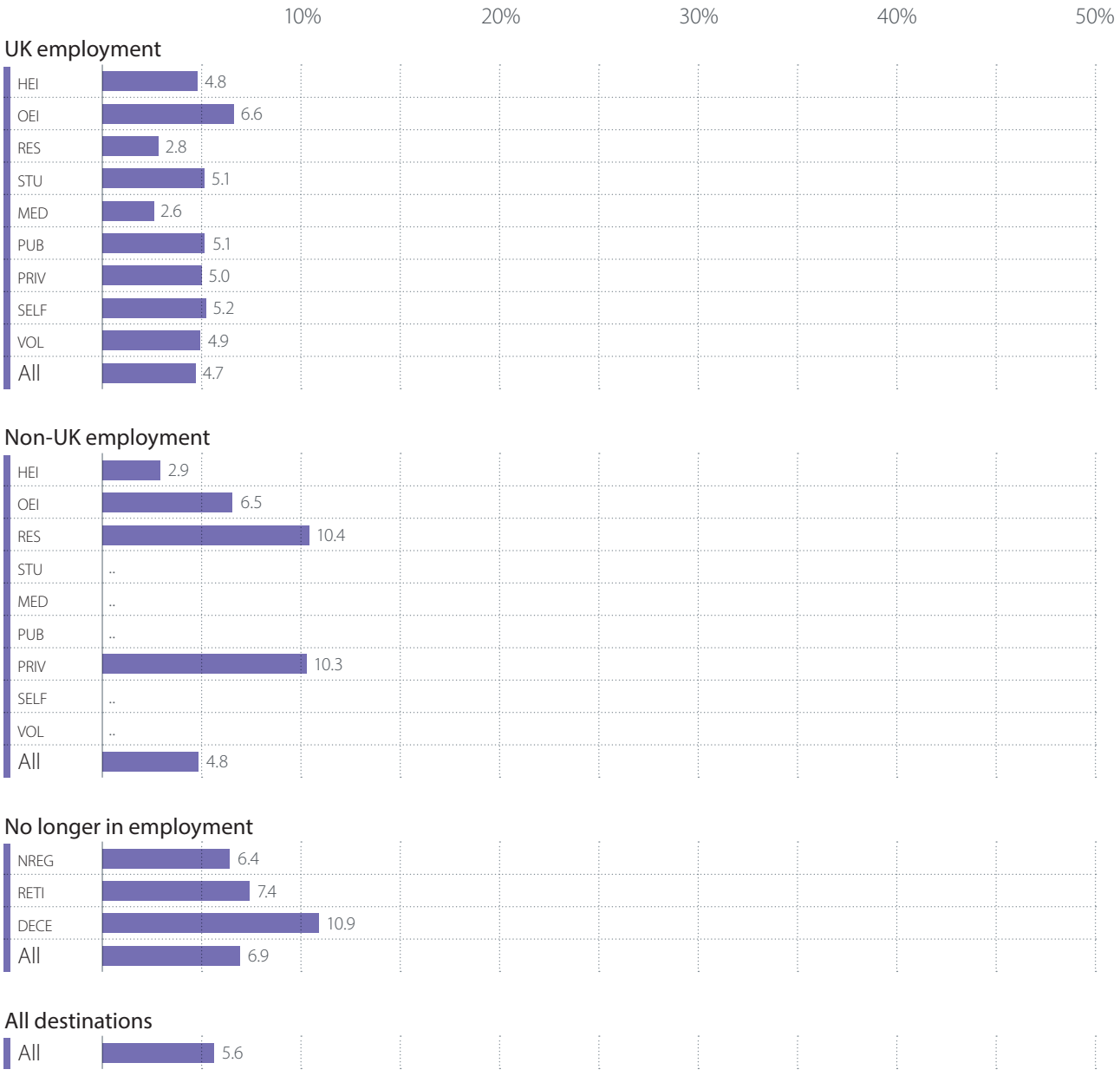


2.24 UK academic staff leavers by known leaving destination and disability status

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Disability definition: see page 9

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2,905	*28.7*	*95.2*	145	*24.4*	*4.8*	3,055	*28.50*
OEI	Other education institution	365	*3.6*	*93.4*	25	*4.4*	*6.6*	395	*3.67*
RES	Research institute	205	*2.0*	*97.2*	5	*1.0*	*2.8*	210	*1.98*
STU	Student	405	*4.0*	*94.9*	20	*3.7*	*5.1*	430	*3.99*
MED	Medical or dental practice	560	*5.5*	*97.4*	15	*2.5*	*2.6*	575	*5.37*
PUB	Public sector	245	*2.4*	*94.9*	15	*2.2*	*5.1*	255	*2.39*
PRIV	Private sector	665	*6.6*	*95.0*	35	*5.9*	*5.0*	700	*6.54*
SELF	Self-employed	420	*4.1*	*94.8*	25	*3.9*	*5.2*	440	*4.12*
VOL	Voluntary sector	60	*0.6*	*95.1*	5	*0.5*	*4.9*	60	*0.57*
All	All UK employment	5,830	*57.7*	*95.3*	290	*48.4*	*4.7*	6,120	*57.1*
Non-UK employment									
HEI	Other HEI	230	*2.3*	*97.1*	5	*1.2*	*2.9*	240	*2.2*
OEI	Other education institution	45	*0.4*	*93.5*	5	*0.5*	*6.5*	45	*0.4*
RES	Research institute	45	*0.4*	*89.6*	5	*0.8*	*10.4*	50	*0.4*
STU	Student	10	*0.1*	..	0	*0.2*	..	10	*0.1*
MED	Health service	5	*0.0*	..	0	*0.0*	..	5	*0.0*
PUB	Public sector	10	*0.1*	..	0	*0.0*	..	10	*0.1*
PRIV	Private sector	25	*0.3*	*89.7*	5	*0.5*	*10.3*	30	*0.3*
SELF	Self-employed	10	*0.1*	..	0	*0.0*	..	10	*0.1*
VOL	Voluntary sector	5	*0.1*	..	0	*0.0*	..	5	*0.1*
All	All non-UK employment	380	*3.8*	*95.2*	20	*3.2*	*4.8*	400	*3.7*
No longer in employment									
NREG	Not in regular employment	2,335	*23.1*	*93.6*	160	*26.8*	*6.4*	2,495	*23.3*
RETI	Retired	1,465	*14.5*	*92.6*	115	*19.7*	*7.4*	1,585	*14.8*
DECE	Deceased	100	*1.0*	*89.1*	10	*2.0*	*10.9*	110	*1.0*
All	All no longer employed	3,900	*38.6*	*93.1*	290	*48.5*	*6.9*	4,190	*39.1*
All destinations									
All	All leavers	10,115	*100.0*	*94.4*	595	*100.0*	*5.6*	10,710	*100.0*

Proportions of leavers who disclosed as disabled

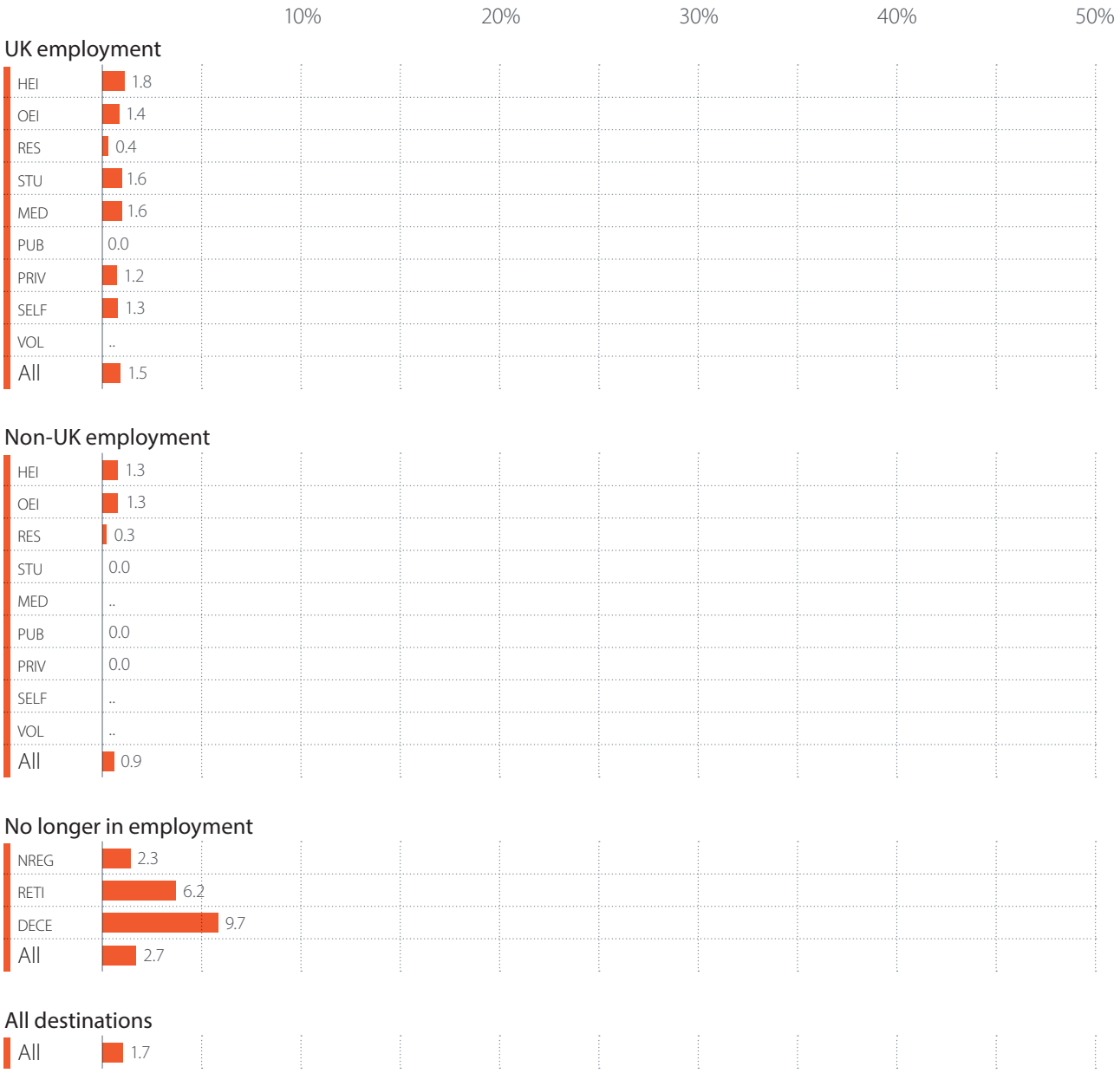


2.25 Non-UK academic staff leavers by known leaving destination and disability status

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Disability definition: see page 9

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	1,665	*26.8*	*98.2*	30	*29.7*	*1.8*	1,695	*26.90*
OEI	Other education institution	210	*3.4*	*98.6*	5	*2.9*	*1.4*	210	*3.35*
RES	Research institute	240	*3.9*	*99.6*	0	*1.0*	*0.4*	245	*3.86*
STU	Student	380	*6.1*	*98.4*	5	*5.8*	*1.6*	385	*6.14*
MED	Medical or dental practice	120	*2.0*	*98.4*	0	*1.9*	*1.6*	125	*1.97*
PUB	Public sector	80	*1.3*	*100.0*	0	*0.0*	*0.0*	80	*1.24*
PRIV	Private sector	400	*6.5*	*98.8*	5	*4.8*	*1.2*	405	*6.43*
SELF	Self-employed	75	*1.2*	*98.7*	0	*1.0*	*1.3*	75	*1.21*
VOL	Voluntary sector	15	*0.2*	..	0	*0.0*	..	15	*0.22*
All	All UK employment	3,185	*51.4*	*98.5*	50	*47.0*	*1.5*	3,235	*51.3*
Non-UK employment									
HEI	Other HEI	845	*13.6*	*98.7*	10	*10.8*	*1.3*	855	*13.6*
OEI	Other education institution	155	*2.5*	*98.7*	0	*1.9*	*1.3*	155	*2.5*
RES	Research institute	300	*4.8*	*99.7*	0	*1.0*	*0.3*	300	*4.8*
STU	Student	50	*0.8*	*100.0*	0	*0.0*	*0.0*	50	*0.8*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	40	*0.7*	*100.0*	0	*0.0*	*0.0*	40	*0.7*
PRIV	Private sector	140	*2.3*	*100.0*	0	*0.0*	*0.0*	140	*2.2*
SELF	Self-employed	20	*0.3*	..	0	*0.0*	..	20	*0.3*
VOL	Voluntary sector	5	*0.1*	..	0	*0.0*	..	5	*0.1*
All	All non-UK employment	1,560	*25.2*	*99.1*	15	*13.7*	*0.9*	1,575	*25.0*
No longer in employment									
NREG	Not in regular employment	1,320	*21.3*	*97.7*	30	*29.7*	*2.3*	1,350	*21.4*
RETI	Retired	105	*1.7*	*93.8*	5	*6.7*	*6.2*	115	*1.8*
DECE	Deceased	30	*0.5*	*90.3*	5	*2.9*	*9.7*	30	*0.5*
All	All no longer employed	1,455	*23.4*	*97.3*	40	*39.3*	*2.7*	1,495	*23.7*
All destinations									
All	All leavers	6,200	*100.0*	*98.3*	105	*100.0*	*1.7*	6,300	*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/statistical-report-2019-data-tables**

3.1–3.2 Overall figures: Of those UK staff with known ethnicity, 9.8% identified as BAME. However, this proportion varied by country, ranging from 2.3% in Northern Ireland to 11.1% in England. The proportion of staff who identified as BAME was considerably higher among non-UK staff at 29.4%. Again, this proportion varied by country, ranging from 12.5% in Northern Ireland to 33.4% in Wales. Overall, ethnicity was not known for 5.4% of UK staff and 8.8% of non-UK staff.

Among both UK and non-UK staff, the largest BAME group was Asian, making up 42.9% of UK BAME staff and 36.1% 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 2017/18, the proportion of all staff who were UK White steadily decreased (from 83.1% to 72.2%), 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 7.9%, and the proportion of non-UK BAME staff from 3.8% to 5.9%. The increase in staff who were UK BAME between 2003/4 and 2017/18 was more pronounced among professional and support staff (from 4.8% to 8.8%; 4.0 percentage points) compare with academic staff (from 4.8% to 6.9%; 2.1 percentage points). The reverse was the case for non-UK BAME staff: between 2003/04 and 2017/18, the increase in proportions of non-UK BAME professional and support staff was smaller (from 2.4% to 3.0%; 0.6 percentage points) compared with academic staff (from 5.6% to 8.9%; 3.3 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 (31.5% and 50.5%, respectively) than White staff (27.8% and 38.7%, 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 25.1% of non-UK BAME staff were on fixed-term contracts compared with 22.6% 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 3.2% of UCEA level 2 staff were BAME (the second highest contract level), compared with 13.3% 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. However, among UK staff, some progress was seen at the highest contract level (heads of institutions), with an increase in BAME representation from 0.8% in 2016/17 to 3.1% in 2017/18.

3.11 Occupational group: Among UK academic staff, BAME staff comprised 10.0% of those in professional occupations (SOC2) compared with just 4.5% of those who worked as managers, directors and senior officials (SOC1). This gap was wider among non-UK academics, of whom BAME staff comprised 29.6% of those in SOC2 compared with 18.9% in SOC1.

Among UK professional and support staff, BAME staff comprised 14.4% of those in sales and customer service occupations (SOC7) compared with 6.4% of those who worked as managers, directors and senior officials (SOC1). Non-UK BAME staff were similarly underrepresented in SOC1 (13.8%) and the occupational group with the highest representation of BAME staff was SOC9 (elementary occupations), of which 47.5% were BAME.

3.14 Research/teaching contracts: A higher proportion of both UK and non-UK BAME staff were on research-only contracts (21.3% and 42.0%, respectively) than White staff (16.8% and 33.6%, respectively). In contrast, higher proportions of White staff were on teaching and research contracts than BAME staff. This was particularly pronounced among non-UK academics, with 45.9% of White staff on teaching and research contracts compared with 36.5% 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, 52.3% of UK White academics and 60.3% of UK BAME academics worked in SET subjects in 2017/18. Subject areas with the highest proportions of UK BAME staff were clinical dentistry (22.0%), chemical engineering (20.4%) and electrical, electronic and computer engineering (19.1%). In contrast, just 0.8% of those who worked in archaeology and 3.9% of those who worked in earth, marine and environmental sciences were BAME.

32.0% of non-UK BAME academics worked in SET subject areas in 2017/18. 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 (53.3%), but only 10.6% of those working in archaeology.

3.17, 3.19 Non-SET subject areas: Overall, just 8.4% 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 (15.4%) and business and management studies (15.2%). In contrast, just 2.8% of those working in classics and 3.3% of those working in sports science and leisure studies were BAME. 25.8% 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 42.0% of non-UK academics who worked in business and management studies, but just 8.0% 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 (11.1% and 9.7% respectively, giving a difference of 1.4 percentage points). However, there were notable differences within BAME groups: for example, 16.3% of UK Chinese academics were professors compared with just 4.7% of UK Black academics. The gap in professorial status between non-UK White and non-UK BAME academics was wider, 9.0% of White academics were professors compared with 3.6% of BAME academics. This proportion was again particularly low among non-UK Black academics (1.8%).

3.23 Senior managers: The proportion of UK White academics that were senior managers (0.8%) was more than double that of UK BAME academics (0.3%). 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 £60,411 or more compared to BAME staff. The difference was most pronounced among non-UK academics, with 14.1% 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).

3.30–3.31 Median/mean pay gaps: Overall, the median and mean pay gap between UK White and UK BAME staff stood at 0.7% and 2.0%, respectively. The median and mean ethnicity pay gaps were wider among non-UK staff, at 8.5% and 12.5%, respectively. The ethnicity pay gaps were particularly pronounced between BAME and White non-UK professional and support staff (14.0% median pay gap and 12.7% mean pay gap) compared with UK professional and support staff (-0.2% median pay gap and 2.9% mean pay gap).

Notably, median and mean ethnicity pay gaps among UK staff were largest in England (3.8% and 3.6%, respectively), and especially in London (13.6% and 14.7%, 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 2016/17 and 2017/18 than White staff. 17.5% of UK BAME and 23.6% of non-UK BAME academics left in this period, compared with 15.0% of UK White and 20.2% 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 (67.8% compared with 54.1%). This was also the case among non-UK academic leavers, though the difference was smaller (52.2% of BAME leavers compared with 49.1% of White leavers).

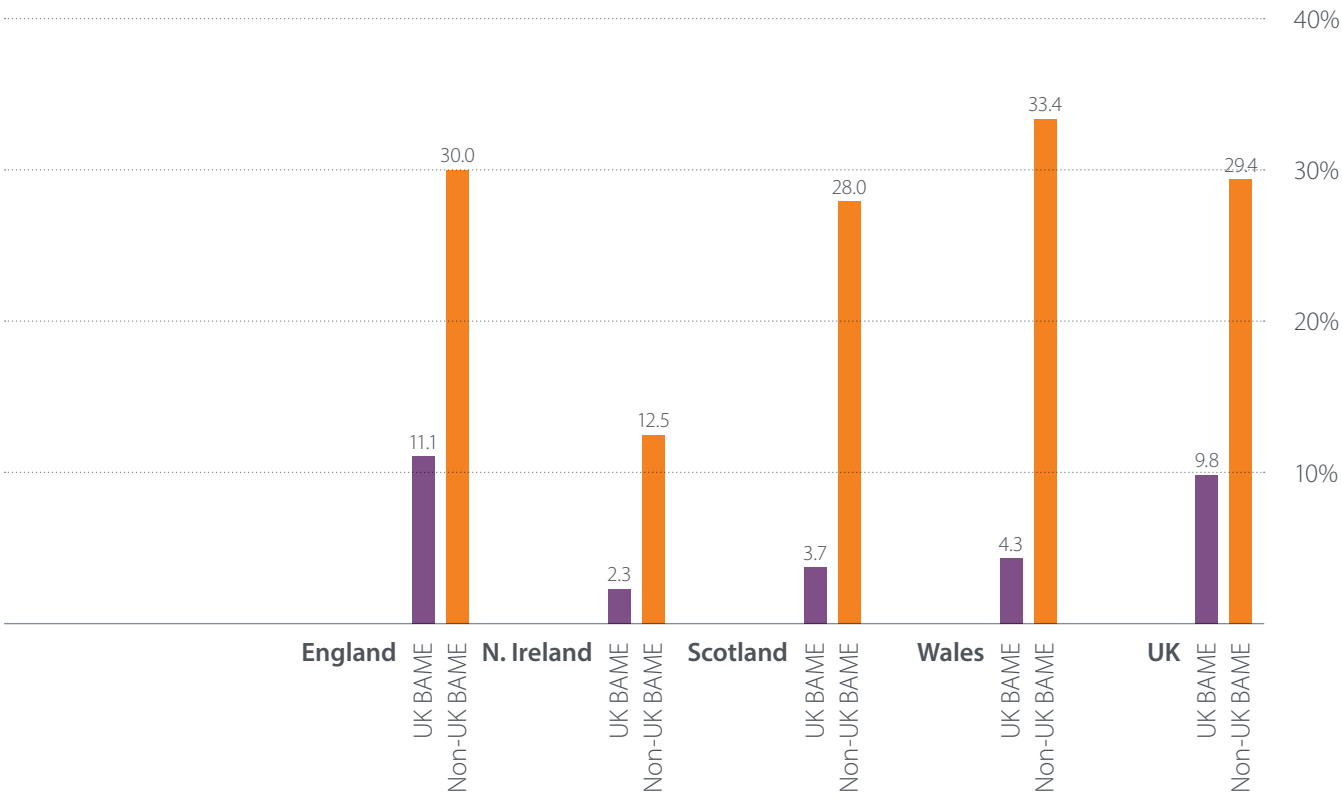
3.1

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

← Nationality definition: see page 12
← Country of institution definition: see page 12
← Ethnicity definition: see page 9

	England		N. Ireland		Scotland		Wales		UK	
	No.	%	No.	%	No.	%	No.	%	No.	%
UK nationals										
White	235,430	88.9	4,370	97.7	32,870	96.3	16,935	95.7	289,605	90.2
BAME total	29,450	11.1	100	2.3	1,275	3.7	760	4.3	31,585	9.8
Asian	12,790	4.8	30	0.7	470	1.4	275	1.5	13,560	4.2
Black	6,565	2.5	10	0.2	105	0.3	85	0.5	6,765	2.1
Chinese	2,860	1.1	30	0.7	215	0.6	120	0.7	3,220	1.0
Mixed	5,025	1.9	20	0.4	315	0.9	160	0.9	5,515	1.7
Other	2,215	0.8	10	0.2	175	0.5	120	0.7	2,520	0.8
All staff	264,880	100.0	4,470	100.0	34,145	100.0	17,690	100.0	321,190	100.0
Unknown	14,280	5.1	60	1.3	3,340	8.9	510	2.8	18,190	5.4
Non-UK nationals										
White	46,470	70.0	1,785	87.5	6,560	72.0	1,575	66.6	56,390	70.6
BAME total	19,915	30.0	255	12.5	2,550	28.0	790	33.4	23,510	29.4
Asian	7,265	10.9	125	6.1	875	9.6	230	9.7	8,495	10.6
Black	2,965	4.5	15	0.7	265	2.9	70	3.0	3,315	4.1
Chinese	4,990	7.5	85	4.1	650	7.2	220	9.3	5,945	7.4
Mixed	2,185	3.3	15	0.7	245	2.7	35	1.4	2,475	3.1
Other	2,515	3.8	20	0.9	510	5.6	235	9.9	3,280	4.1
All staff	66,390	100.0	2,040	100.0	9,110	100.0	2,360	100.0	79,900	100.0
Unknown	5,820	8.1	45	2.2	1,665	15.5	185	7.3	7,715	8.8

Proportions of staff who were UK or non-UK BAME

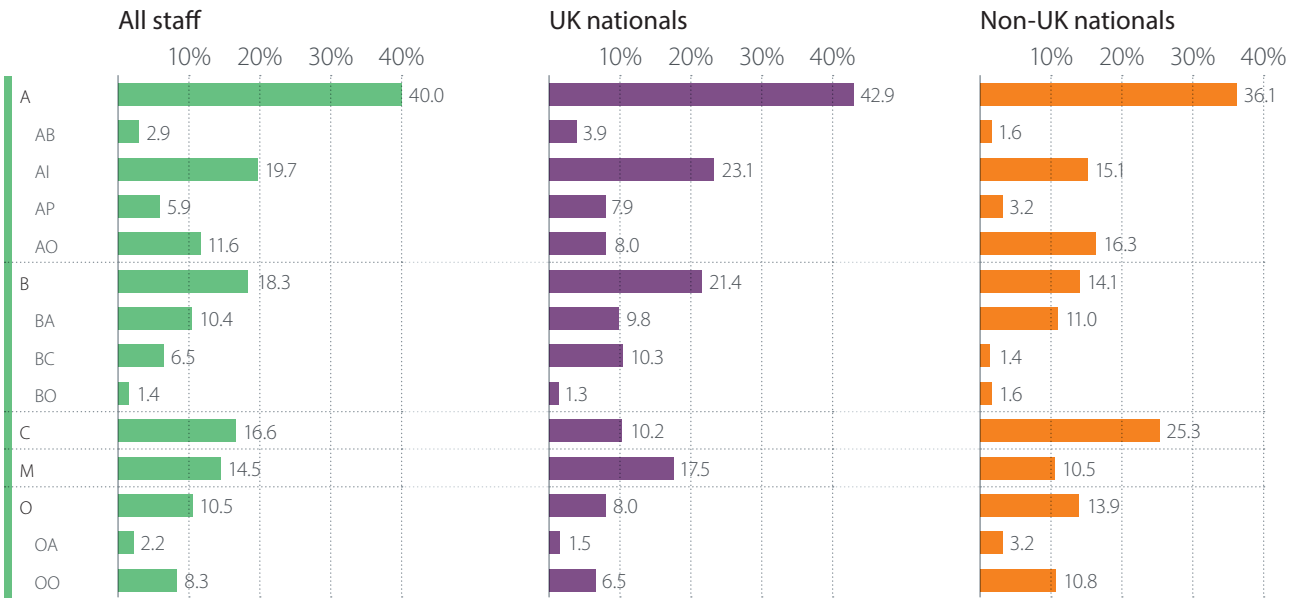


3.2 BAME UK/non-UK staff by ethnic group

← Nationality definition: see page 12
← Country of institution definition: see page 12
← Ethnicity definition: see page 9

		All staff		UK nationals		Non-UK nationals	
		No.	↓ %	No.	↓ %	No.	↓ %
A	Asian	22,055	*40.0*	13,560	*42.9*	8,495	*36.1*
AB	Bangladeshi	1,600	*2.9*	1,235	*3.9*	365	*1.6*
AI	Indian	10,835	*19.7*	7,285	*23.1*	3,550	*15.1*
AP	Pakistani	3,245	*5.9*	2,500	*7.9*	745	*3.2*
AO	Other	6,375	*11.6*	2,540	*8.0*	3,840	*16.3*
B	Black	10,080	*18.3*	6,765	*21.4*	3,315	*14.1*
BA	African	5,705	*10.4*	3,110	*9.8*	2,595	*11.0*
BC	Caribbean	3,590	*6.5*	3,250	*10.3*	340	*1.4*
BO	Other	790	*1.4*	405	*1.3*	385	*1.6*
C	Chinese	9,165	*16.6*	3,220	*10.2*	5,945	*25.3*
M	Mixed	7,990	*14.5*	5,515	*17.5*	2,475	*10.5*
O	Other	5,795	*10.5*	2,520	*8.0*	3,280	*13.9*
OA	Arab	1,215	*2.2*	465	*1.5*	750	*3.2*
OO	Other	4,580	*8.3*	2,055	*6.5*	2,530	*10.8*
BAME	BAME total	55,095	*100.0*	31,585	*100.0*	23,510	*100.0*

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

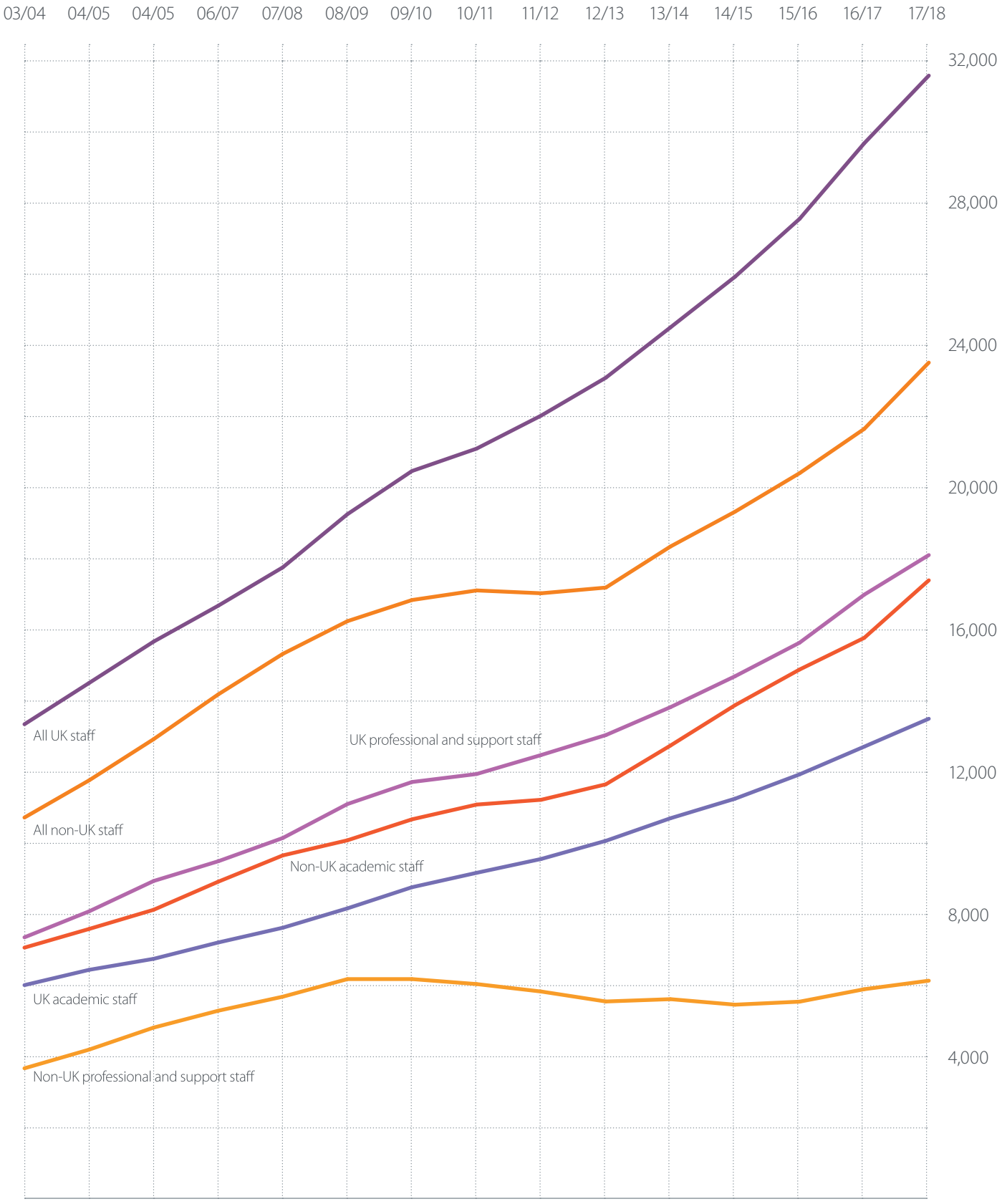


3.3 Profile of UK/non-UK staff over time by activity and BAME/White identity

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Ethnicity definition: see page 9

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
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
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

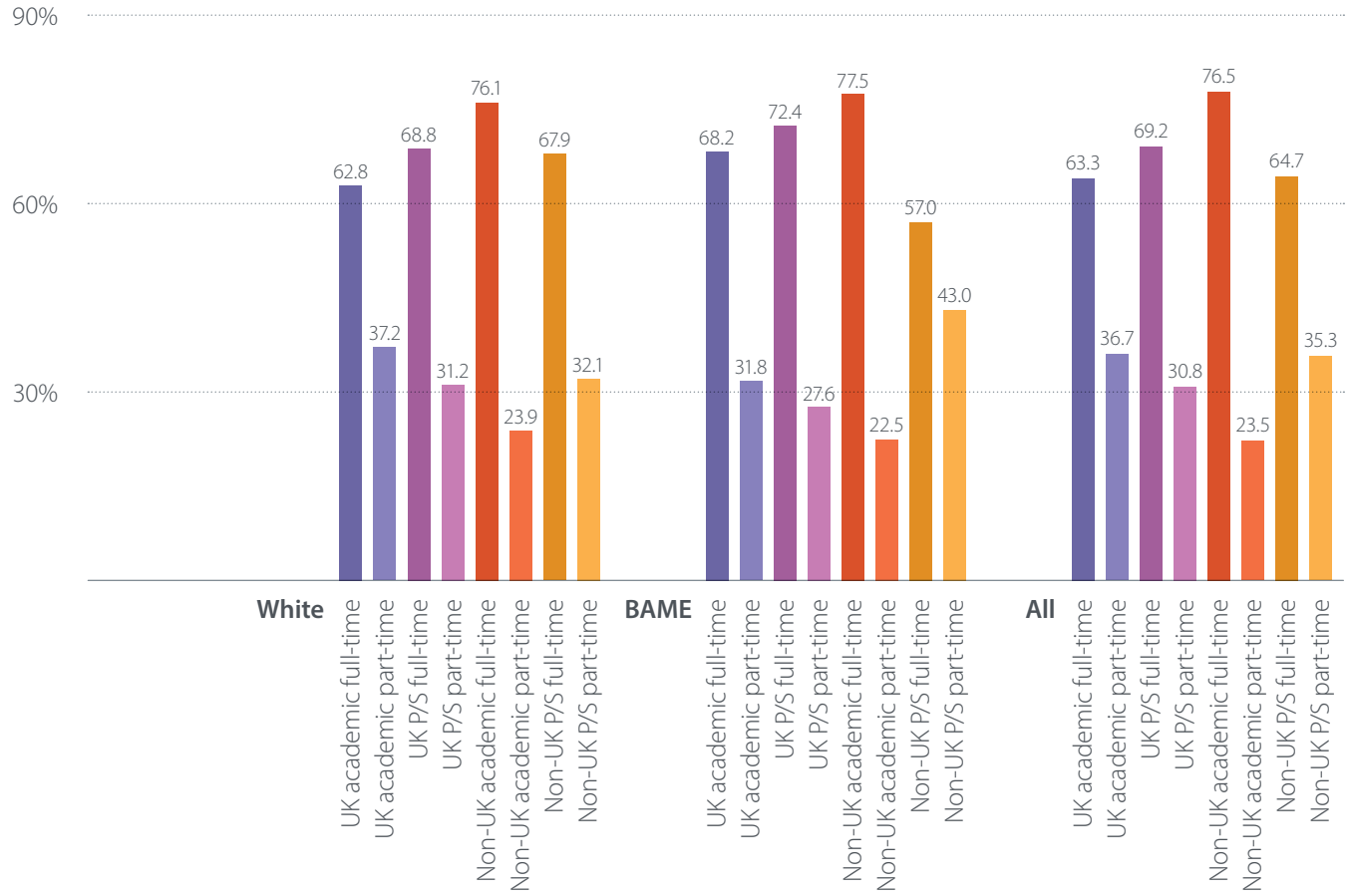
Numbers of UK/non-UK staff who were BAME



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

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Mode definition: see page 13
← Ethnicity definition: see page 9

UK nationals	White			BAME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff								
Full-time	76,840	*62.8*	*89.3*	9,205	*68.2*	*10.7*	86,045	*63.3*
Part-time	45,600	*37.2*	*91.4*	4,285	*31.8*	*8.6*	49,885	*36.7*
All modes	122,435	*100.0*	*90.1*	13,490	*100.0*	*9.9*	135,930	*100.0*
Professional and support staff								
Full-time	115,070	*68.8*	*89.8*	13,110	*72.4*	*10.2*	128,180	*69.2*
Part-time	52,095	*31.2*	*91.3*	4,985	*27.6*	*8.7*	57,080	*30.8*
All modes	167,165	*100.0*	*90.2*	18,095	*100.0*	*9.8*	185,260	*100.0*
Non-UK nationals								
Academic staff								
Full-time	31,485	*76.1*	*70.0*	13,480	*77.5*	*30.0*	44,965	*76.5*
Part-time	9,875	*23.9*	*71.7*	3,905	*22.5*	*28.3*	13,775	*23.5*
All modes	41,355	*100.0*	*70.4*	17,385	*100.0*	*29.6*	58,740	*100.0*
Professional and support staff								
Full-time	10,205	*67.9*	*74.5*	3,485	*57.0*	*25.5*	13,690	*64.7*
Part-time	4,830	*32.1*	*64.7*	2,635	*43.0*	*35.3*	7,465	*35.3*
All modes	15,035	*100.0*	*71.1*	6,120	*100.0*	*28.9*	21,155	*100.0*

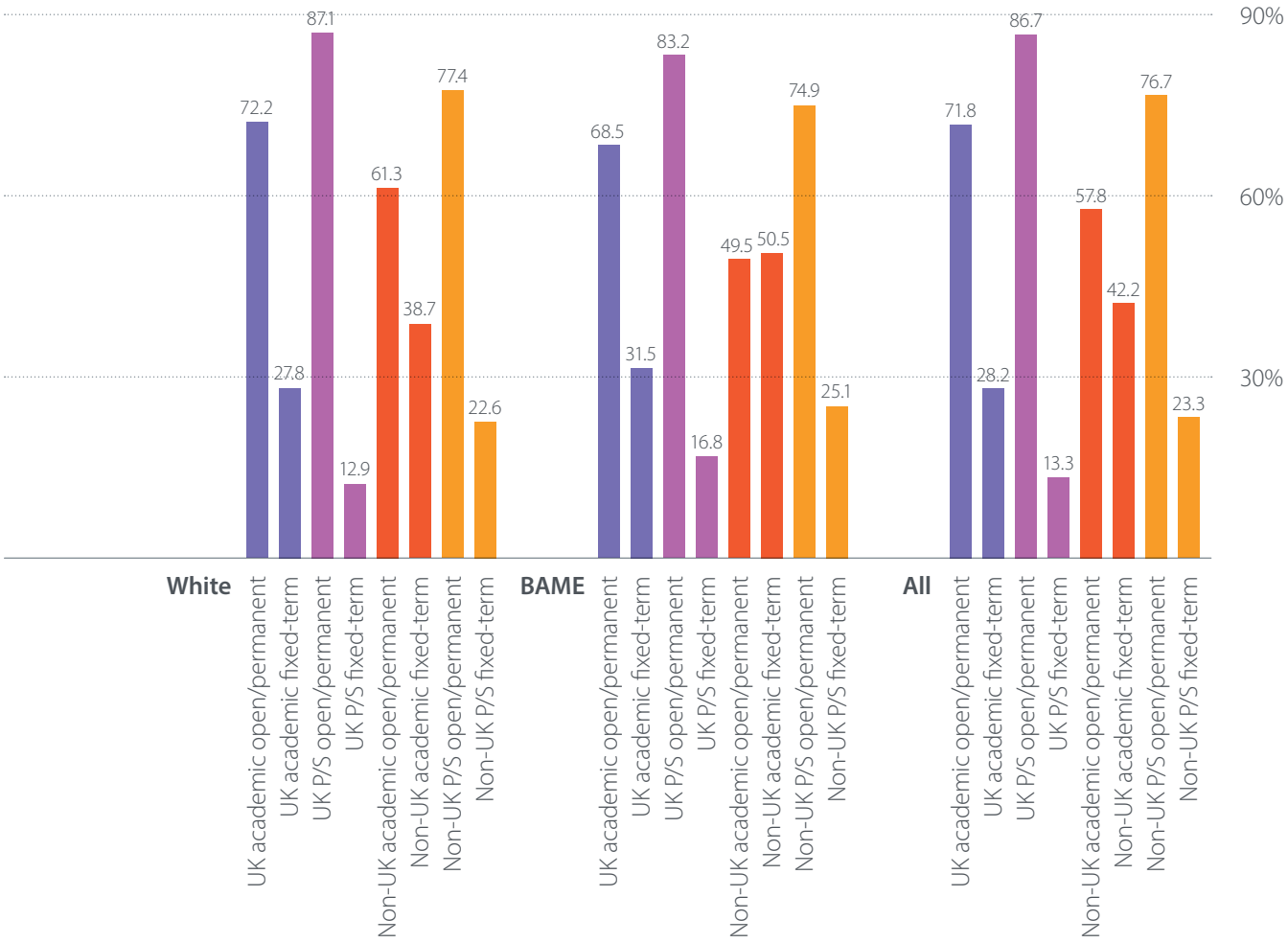


3.5

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

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Contract type definition: see page 13
← Ethnicity definition: see page 9

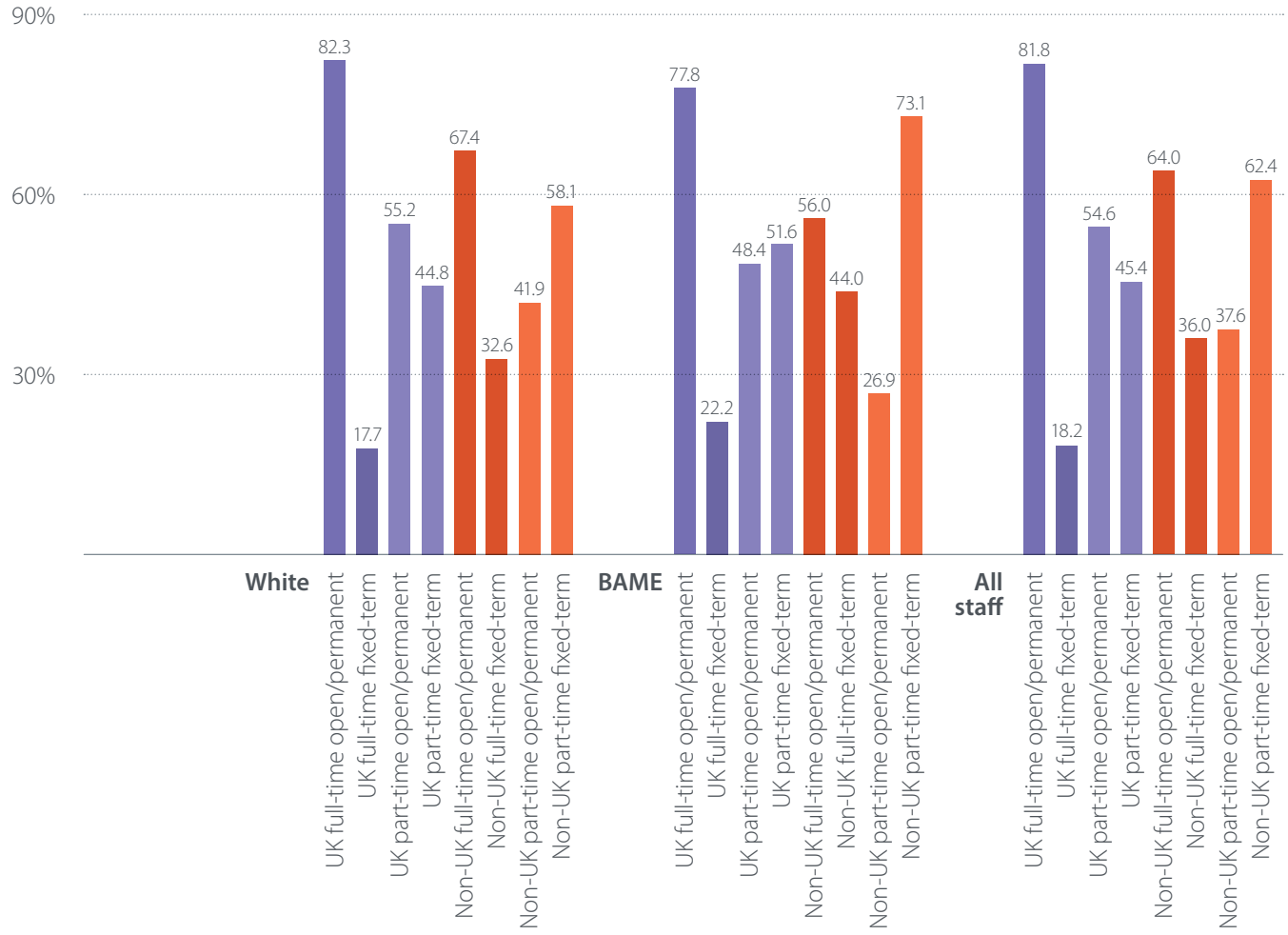
UK nationals	White			BAME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff								
Open-ended/permanent	88,410	*72.2*	*90.5*	9,235	*68.5*	*9.5*	97,645	*71.8*
Fixed-term	34,030	*27.8*	*88.9*	4,255	*31.5*	*11.1*	38,285	*28.2*
All contracts	122,435	*100.0*	*90.1*	13,490	*100.0*	*9.9*	135,930	*100.0*
Professional and support staff								
Open-ended/permanent	145,565	*87.1*	*90.6*	15,050	*83.2*	*9.4*	160,615	*86.7*
Fixed-term	21,600	*12.9*	*87.6*	3,045	*16.8*	*12.4*	24,645	*13.3*
All contracts	167,165	*100.0*	*90.2*	18,095	*100.0*	*9.8*	185,260	*100.0*
Non-UK nationals								
Academic staff								
Open-ended/permanent	25,360	*61.3*	*74.7*	8,600	*49.5*	*25.3*	33,960	*57.8*
Fixed-term	16,000	*38.7*	*64.5*	8,785	*50.5*	*35.5*	24,785	*42.2*
All contracts	41,355	*100.0*	*70.4*	17,385	*100.0*	*29.6*	58,740	*100.0*
Professional and support staff								
Open-ended/permanent	11,640	*77.4*	*71.7*	4,585	*74.9*	*28.3*	16,220	*76.7*
Fixed-term	3,395	*22.6*	*68.8*	1,540	*25.1*	*31.2*	4,935	*23.3*
All contracts	15,035	*100.0*	*71.1*	6,120	*100.0*	*28.9*	21,155	*100.0*



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

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Mode definition: see page 13
← Contract type definition: see page 13
← Ethnicity definition: see page 9

UK nationals	White			BAME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	63,230	*82.3*	*89.8*	7,160	*77.8*	*10.2*	70,390	*81.8*
Fixed-term	13,610	*17.7*	*86.9*	2,045	*22.2*	*13.1*	15,655	*18.2*
All contracts	76,840	*100.0*	*89.3*	9,205	*100.0*	*10.7*	86,045	*100.0*
Part-time								
Open-ended/permanent	25,180	*55.2*	*92.4*	2,075	*48.4*	*7.6*	27,255	*54.6*
Fixed-term	20,420	*44.8*	*90.2*	2,210	*51.6*	*9.8*	22,630	*45.4*
All contracts	45,600	*100.0*	*91.4*	4,285	*100.0*	*8.6*	49,885	*100.0*
Non-UK nationals								
Full-time								
Open-ended/permanent	21,225	*67.4*	*73.8*	7,550	*56.0*	*26.2*	28,775	*64.0*
Fixed-term	10,260	*32.6*	*63.4*	5,935	*44.0*	*36.6*	16,190	*36.0*
All contracts	31,485	*100.0*	*70.0*	13,480	*100.0*	*30.0*	44,965	*100.0*
Part-time								
Open-ended/permanent	4,135	*41.9*	*79.7*	1,050	*26.9*	*20.3*	5,185	*37.6*
Fixed-term	5,740	*58.1*	*66.8*	2,855	*73.1*	*33.2*	8,595	*62.4*
All contracts	9,875	*100.0*	*71.7*	3,905	*100.0*	*28.3*	13,775	*100.0*

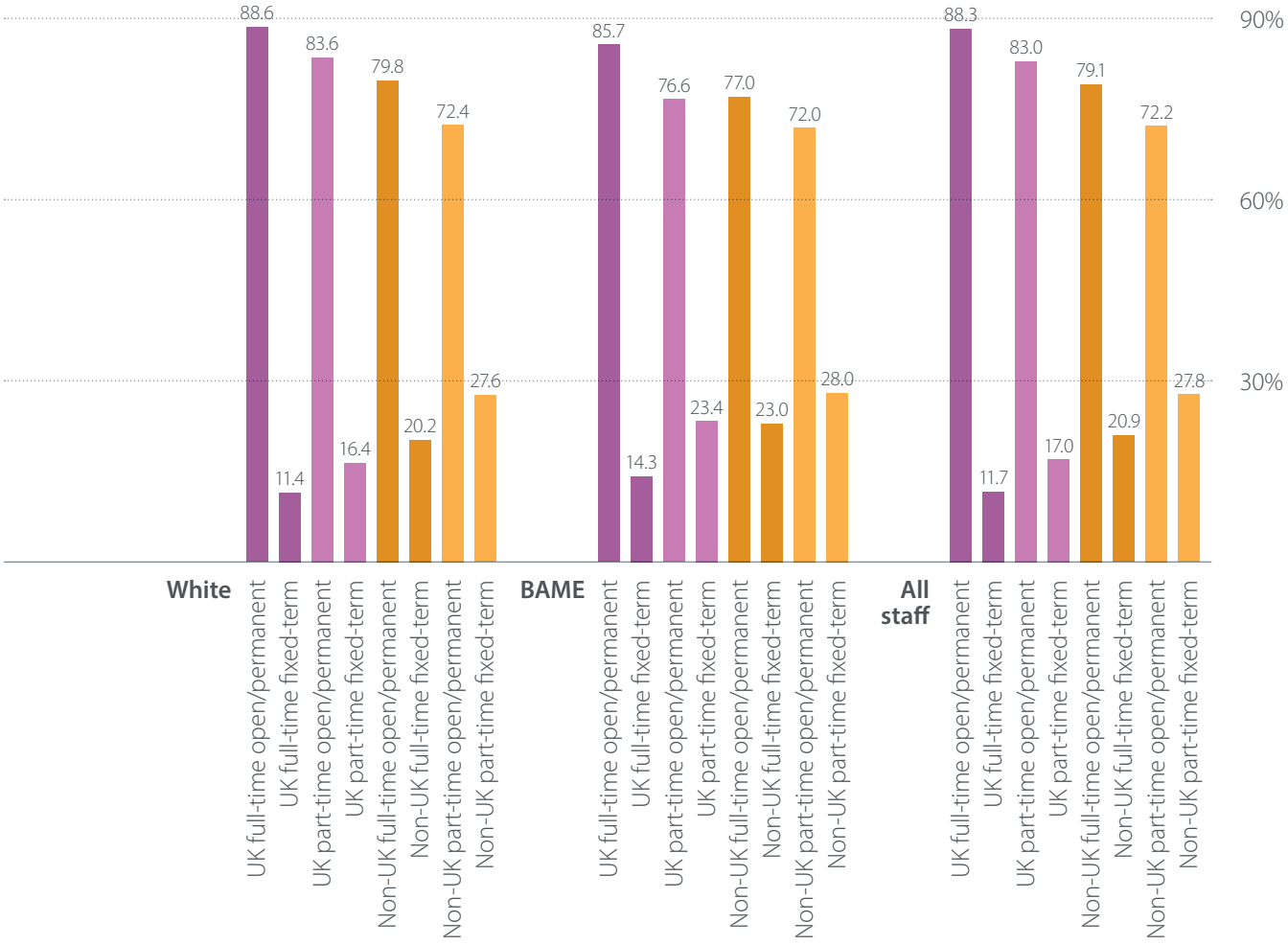


3.7

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	101,995	*88.6*	*90.1*	11,230	*85.7*	*9.9*	113,225	*88.3*
Fixed-term	13,075	*11.4*	*87.4*	1,880	*14.3*	*12.6*	14,955	*11.7*
All contracts	115,070	*100.0*	*89.8*	13,110	*100.0*	*10.2*	128,180	*100.0*
Part-time								
Open-ended/permanent	43,570	*83.6*	*91.9*	3,820	*76.6*	*8.1*	47,390	*83.0*
Fixed-term	8,525	*16.4*	*88.0*	1,165	*23.4*	*12.0*	9,690	*17.0*
All contracts	52,095	*100.0*	*91.3*	4,985	*100.0*	*8.7*	57,080	*100.0*
Non-UK nationals								
Full-time								
Open-ended/permanent	8,145	*79.8*	*75.2*	2,685	*77.0*	*24.8*	10,830	*79.1*
Fixed-term	2,060	*20.2*	*72.0*	800	*23.0*	*28.0*	2,865	*20.9*
All contracts	10,205	*100.0*	*74.5*	3,485	*100.0*	*25.5*	13,690	*100.0*
Part-time								
Open-ended/permanent	3,495	*72.4*	*64.8*	1,900	*72.0*	*35.2*	5,390	*72.2*
Fixed-term	1,335	*27.6*	*64.4*	735	*28.0*	*35.6*	2,070	*27.8*
All contracts	4,830	*100.0*	*64.7*	2,635	*100.0*	*35.3*	7,465	*100.0*

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Mode definition: see page 13
← Contract type definition: see page 13
← Ethnicity definition: see page 9

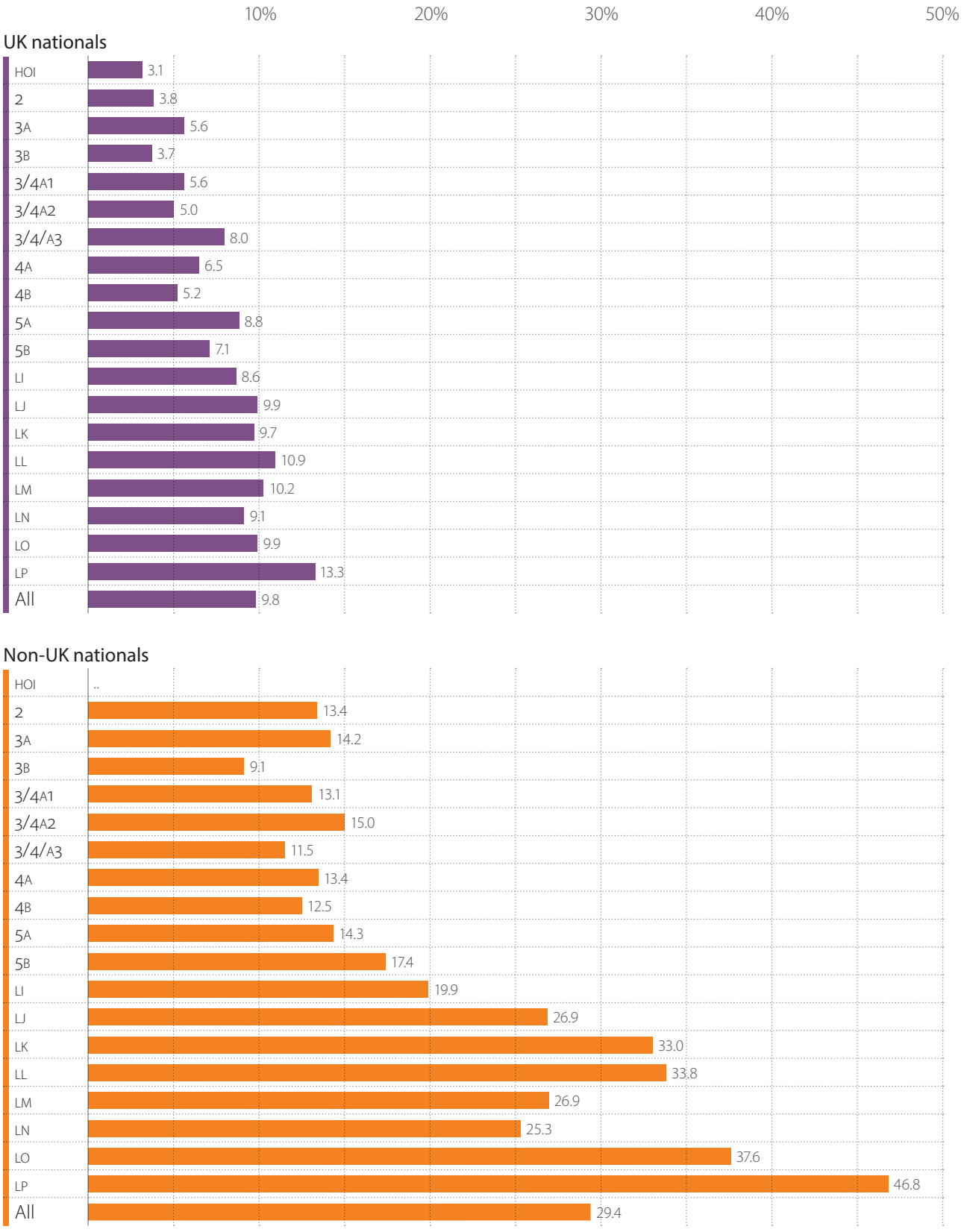


3.8 UK/non-UK staff by contract level and BAME/White identity

← Nationality definition: see page 12
← Contract level definition: see page 13
← Ethnicity definition: see page 9

		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	635	*0.2*	*96.2*	25	*0.1*	*3.8*	660	*0.2*
3A	UCEA level 3A	525	*0.2*	*94.4*	30	*0.1*	*5.6*	555	*0.2*
3B	UCEA level 3B	1,280	*0.4*	*96.3*	50	*0.2*	*3.7*	1,325	*0.4*
3/4A1	UCEA level 3/4A1	610	*0.2*	*94.4*	35	*0.1*	*5.6*	645	*0.2*
3/4A2	UCEA level 3/4A2	590	*0.2*	*95.0*	30	*0.1*	*5.0*	620	*0.2*
3/4/A3	UCEA level 3/4A3	910	*0.3*	*92.0*	80	*0.3*	*8.0*	990	*0.3*
4A	UCEA level 4A	1,765	*0.6*	*93.5*	125	*0.4*	*6.5*	1,885	*0.6*
4B	UCEA level 4B	1,690	*0.6*	*94.8*	90	*0.3*	*5.2*	1,780	*0.6*
5A	UCEA level 5A	13,665	*4.7*	*91.2*	1,315	*4.2*	*8.8*	14,980	*4.7*
5B	UCEA level 5B	1,840	*0.6*	*92.9*	140	*0.4*	*7.1*	1,980	*0.6*
LI	XpertHR level I	24,290	*8.4*	*91.4*	2,285	*7.2*	*8.6*	26,575	*8.3*
LJ	XpertHR level J	49,905	*17.2*	*90.1*	5,480	*17.4*	*9.9*	55,385	*17.2*
LK	XpertHR level K	63,960	*22.1*	*90.3*	6,875	*21.8*	*9.7*	70,835	*22.1*
LL	XpertHR level L	42,545	*14.7*	*89.1*	5,225	*16.5*	*10.9*	47,765	*14.9*
LM	XpertHR level M	36,455	*12.6*	*89.8*	4,145	*13.1*	*10.2*	40,595	*12.6*
LN	XpertHR level N	24,665	*8.5*	*90.9*	2,460	*7.8*	*9.1*	27,120	*8.4*
LO	XpertHR level O	11,790	*4.1*	*90.1*	1,295	*4.1*	*9.9*	13,085	*4.1*
LP	XpertHR level P	12,365	*4.3*	*86.7*	1,900	*6.0*	*13.3*	14,260	*4.4*
All	All contract levels	289,605	*100.0*	*90.2*	31,585	*100.0*	*9.8*	321,190	*100.0*
Non-UK nationals									
HOI	Head of institution	15	*0.0*	..	5	*0.0*	..	20	*0.0*
2	UCEA level 2	40	*0.1*	*86.6*	5	*0.0*	*13.4*	45	*0.1*
3A	UCEA level 3A	40	*0.1*	*85.8*	5	*0.0*	*14.2*	50	*0.1*
3B	UCEA level 3B	90	*0.2*	*90.9*	10	*0.0*	*9.1*	100	*0.1*
3/4A1	UCEA level 3/4A1	65	*0.1*	*86.9*	10	*0.0*	*13.1*	75	*0.1*
3/4A2	UCEA level 3/4A2	75	*0.1*	*85.0*	15	*0.1*	*15.0*	85	*0.1*
3/4/A3	UCEA level 3/4A3	150	*0.3*	*88.5*	20	*0.1*	*11.5*	170	*0.2*
4A	UCEA level 4A	265	*0.5*	*86.6*	40	*0.2*	*13.4*	305	*0.4*
4B	UCEA level 4B	85	*0.1*	*87.5*	10	*0.1*	*12.5*	95	*0.1*
5A	UCEA level 5A	3,705	*6.6*	*85.7*	620	*2.6*	*14.3*	4,320	*5.4*
5B	UCEA level 5B	145	*0.3*	*82.6*	30	*0.1*	*17.4*	175	*0.2*
LI	XpertHR level I	6,140	*10.9*	*80.1*	1,530	*6.5*	*19.9*	7,670	*9.6*
LJ	XpertHR level J	11,185	*19.8*	*73.1*	4,120	*17.5*	*26.9*	15,305	*19.2*
LK	XpertHR level K	17,275	*30.6*	*67.0*	8,495	*36.1*	*33.0*	25,770	*32.3*
LL	XpertHR level L	8,520	*15.1*	*66.2*	4,350	*18.5*	*33.8*	12,870	*16.1*
LM	XpertHR level M	3,690	*6.5*	*73.1*	1,355	*5.8*	*26.9*	5,040	*6.3*
LN	XpertHR level N	2,080	*3.7*	*74.7*	705	*3.0*	*25.3*	2,785	*3.5*
LO	XpertHR level O	1,120	*2.0*	*62.4*	675	*2.9*	*37.6*	1,800	*2.3*
LP	XpertHR level P	1,710	*3.0*	*53.2*	1,505	*6.4*	*46.8*	3,220	*4.0*
All	All contract levels	56,390	*100.0*	*70.6*	23,510	*100.0*	*29.4*	79,900	*100.0*

Proportions of staff who were BAME



3.9 UK staff by activity, contract level and BAME/White identity

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Contract level definition: see page 13
← Ethnicity definition: see page 9

		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	375	0.3	96.6	15	0.1	3.4	385	0.3
3A	UCEA level 3A	525	0.4	94.6	30	0.2	5.4	555	0.4
3B	UCEA level 3B	35	0.0	94.9	0	0.0	5.1	40	0.0
3/4A1	UCEA level 3/4A1	605	0.5	94.4	35	0.3	5.6	645	0.5
3/4A2	UCEA level 3/4A2	590	0.5	95.0	30	0.2	5.0	620	0.5
3/4/A3	UCEA level 3/4A3	905	0.7	91.9	80	0.6	8.1	985	0.7
4A	UCEA level 4A	1,720	1.4	93.4	120	0.9	6.6	1,840	1.4
4B	UCEA level 4B	15	0.0	..	0	0.0	..	15	0.0
5A	UCEA level 5A	13,650	11.1	91.2	1,315	9.7	8.8	14,965	11.0
5B	UCEA level 5B	45	0.0	91.5	5	0.0	8.5	45	0.0
LI	XpertHR level I	18,910	15.4	90.7	1,930	14.3	9.3	20,845	15.3
LJ	XpertHR level J	33,780	27.6	89.6	3,925	29.1	10.4	37,710	27.7
LK	XpertHR level K	37,345	30.5	90.0	4,150	30.8	10.0	41,500	30.5
LL	XpertHR level L	12,100	9.9	88.3	1,600	11.9	11.7	13,700	10.1
LM	XpertHR level M	1,540	1.3	88.4	205	1.5	11.6	1,745	1.3
LN	XpertHR level N	190	0.2	82.2	40	0.3	17.8	230	0.2
LO	XpertHR level O	5	0.0	..	0	0.0	..	5	0.0
LP	XpertHR level P	0	0.0	..	0	0.0	..	0	0.0
All	All contract levels	122,435	100.0	90.1	13,490	100.0	9.9	135,930	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	260	0.2	95.6	10	0.1	4.4	275	0.1
3A	UCEA level 3A	5	0.0	..	0	0.0	..	5	0.0
3B	UCEA level 3B	1,240	0.7	96.4	45	0.3	3.6	1,290	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	5	0.0	..	0	0.0	..	5	0.0
4A	UCEA level 4A	45	0.0	97.1	0	0.0	2.9	45	0.0
4B	UCEA level 4B	1,675	1.0	94.8	90	0.5	5.2	1,765	1.0
5A	UCEA level 5A	15	0.0	..	0	0.0	..	15	0.0
5B	UCEA level 5B	1,800	1.1	92.9	135	0.8	7.1	1,935	1.0
LI	XpertHR level I	5,375	3.2	93.8	355	2.0	6.2	5,730	3.1
LJ	XpertHR level J	16,125	9.6	91.2	1,555	8.6	8.8	17,675	9.5
LK	XpertHR level K	26,615	15.9	90.7	2,725	15.1	9.3	29,335	15.8
LL	XpertHR level L	30,445	18.2	89.4	3,620	20.0	10.6	34,065	18.4
LM	XpertHR level M	34,915	20.9	89.9	3,940	21.8	10.1	38,855	21.0
LN	XpertHR level N	24,475	14.6	91.0	2,415	13.4	9.0	26,890	14.5
LO	XpertHR level O	11,785	7.1	90.1	1,295	7.2	9.9	13,080	7.1
LP	XpertHR level P	12,360	7.4	86.7	1,900	10.5	13.3	14,260	7.7
All	All contract levels	167,165	100.0	90.2	18,095	100.0	9.8	185,260	100.0

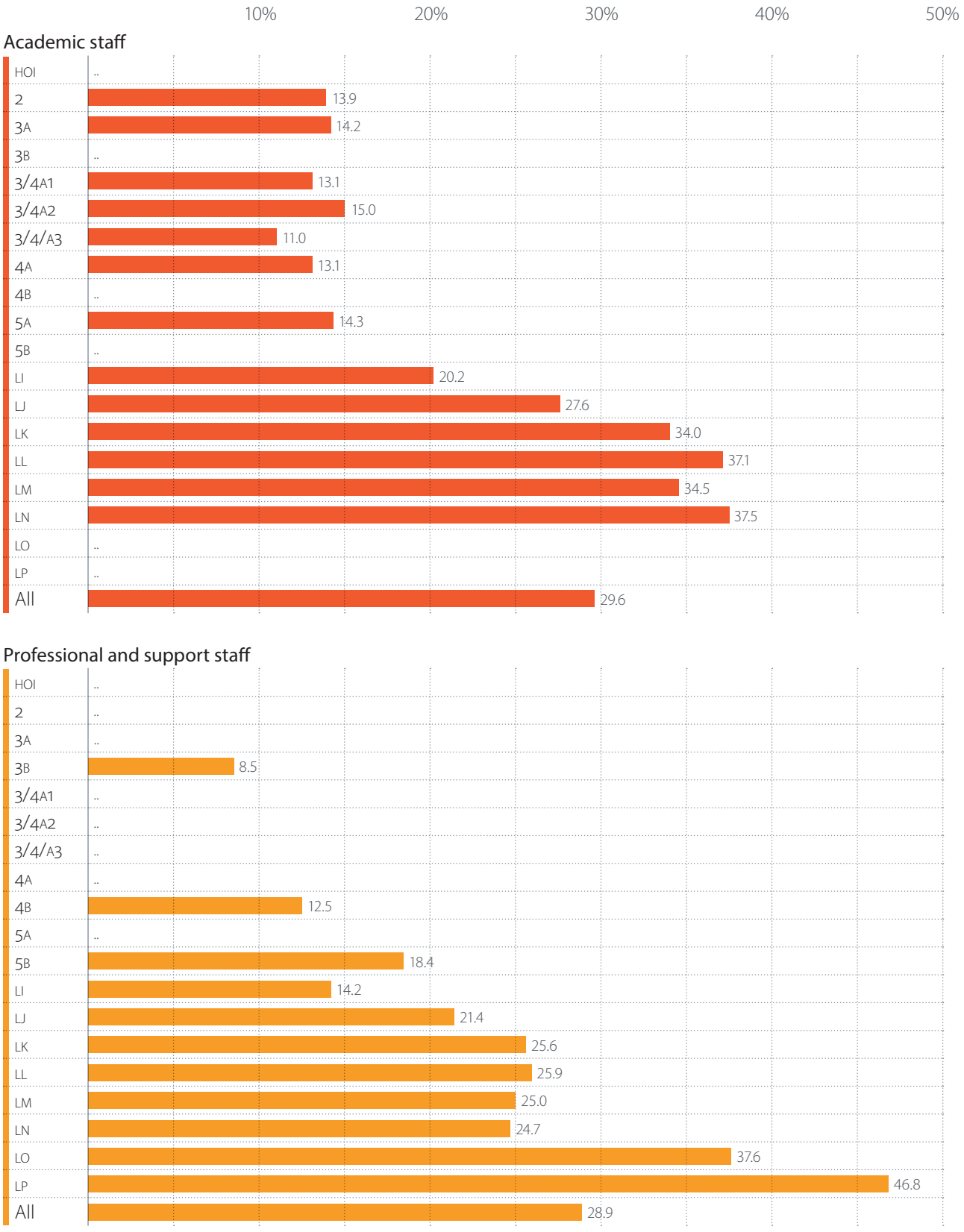
Proportions of staff who were BAME

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

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Contract level definition: see page 13
← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	10	0.0	..	0	0.0	..	15	0.0
2	UCEA level 2	25	0.1	86.1	5	0.0	13.9	30	0.0
3A	UCEA level 3A	40	0.1	85.8	5	0.0	14.2	50	0.1
3B	UCEA level 3B	5	0.0	..	0	0.0	..	5	0.0
3/4A1	UCEA level 3/4A1	65	0.2	86.9	10	0.1	13.1	75	0.1
3/4A2	UCEA level 3/4A2	75	0.2	85.0	15	0.1	15.0	85	0.1
3/4/A3	UCEA level 3/4A3	150	0.4	89.0	20	0.1	11.0	170	0.3
4A	UCEA level 4A	265	0.6	86.9	40	0.2	13.1	305	0.5
4B	UCEA level 4B	0	0.0	..	0	0.0	..	0	0.0
5A	UCEA level 5A	3,705	9.0	85.7	620	3.6	14.3	4,320	7.4
5B	UCEA level 5B	10	0.0	..	0	0.0	..	10	0.0
LI	XpertHR level I	5,795	14.0	79.8	1,470	8.5	20.2	7,265	12.4
LJ	XpertHR level J	9,915	24.0	72.4	3,775	21.7	27.6	13,690	23.3
LK	XpertHR level K	14,865	35.9	66.0	7,670	44.1	34.0	22,535	38.4
LL	XpertHR level L	5,690	13.8	62.9	3,365	19.3	37.1	9,055	15.4
LM	XpertHR level M	655	1.6	65.5	345	2.0	34.5	995	1.7
LN	XpertHR level N	85	0.2	62.5	50	0.3	37.5	140	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	41,355	100.0	70.4	17,385	100.0	29.6	58,740	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	85	0.6	91.5	10	0.1	8.5	95	0.4
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	85	0.6	87.5	10	0.2	12.5	95	0.5
5A	UCEA level 5A	0	0.0	..	0	0.0	..	0	0.0
5B	UCEA level 5B	135	0.9	81.6	30	0.5	18.4	165	0.8
LI	XpertHR level I	345	2.3	85.8	55	0.9	14.2	400	1.9
LJ	XpertHR level J	1,270	8.5	78.6	345	5.7	21.4	1,615	7.6
LK	XpertHR level K	2,405	16.0	74.4	830	13.5	25.6	3,235	15.3
LL	XpertHR level L	2,830	18.8	74.1	985	16.1	25.9	3,815	18.0
LM	XpertHR level M	3,035	20.2	75.0	1,010	16.5	25.0	4,045	19.1
LN	XpertHR level N	1,990	13.2	75.3	655	10.7	24.7	2,645	12.5
LO	XpertHR level O	1,120	7.5	62.4	675	11.1	37.6	1,800	8.5
LP	XpertHR level P	1,710	11.4	53.2	1,505	24.6	46.8	3,220	15.2
All	All contract levels	15,035	100.0	71.1	6,120	100.0	28.9	21,155	100.0

Proportions of staff who were BAME



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

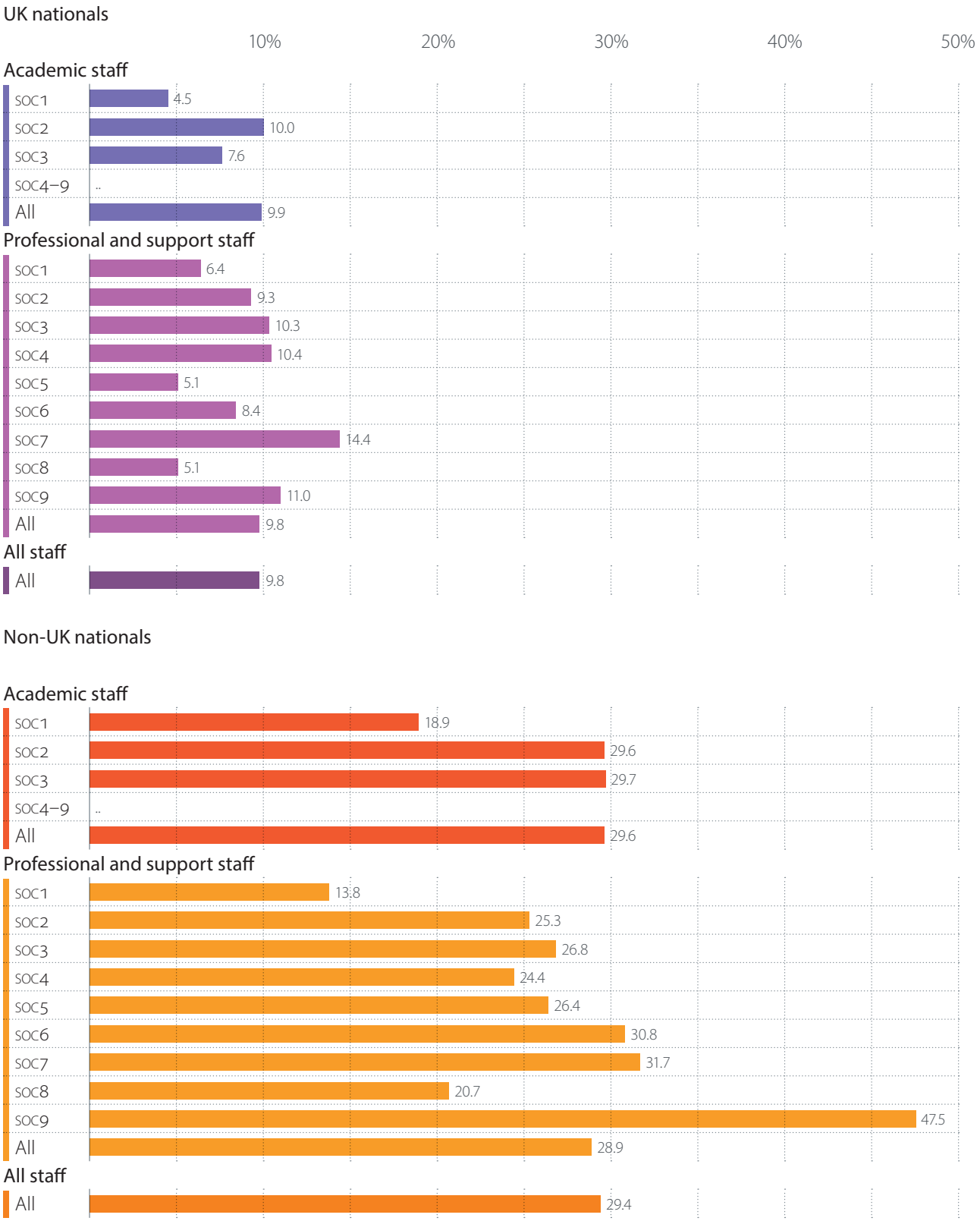
← Nationality definition: see page 12
← Staff activity definition: see page 12
← Occupational group definition: see page 16
← Ethnicity definition: see page 9

UK nationals		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	420	0.3	95.5	20	0.1	4.5	440	0.3
SOC2	Professional occupations	120,865	98.7	90.0	13,375	99.2	10.0	134,245	98.8
SOC3	Associate professional and technical	1,145	0.9	92.4	95	0.7	7.6	1,240	0.9
SOC4–9	Clerical and manual occupations	5	0.0	..	0	0.0	..	5	0.0
All	All academic staff	122,435	100.0	90.1	13,490	100.0	9.9	135,930	100.0
Professional and support staff									
SOC1	Managers, directors and senior officials	9,890	5.9	93.6	670	3.7	6.4	10,560	5.7
SOC2	Professional occupations	34,510	20.6	90.7	3,530	19.5	9.3	38,040	20.5
SOC3	Associate professional and technical	37,530	22.5	89.7	4,320	23.9	10.3	41,850	22.6
SOC4	Administrative and secretarial	54,660	32.7	89.6	6,355	35.1	10.4	61,015	32.9
SOC5	Skilled trades occupations	5,495	3.3	94.9	300	1.6	5.1	5,790	3.1
SOC6	Caring, leisure and other service	5,475	3.3	91.6	505	2.8	8.4	5,975	3.2
SOC7	Sales and customer service occupations	1,745	1.0	85.6	295	1.6	14.4	2,035	1.1
SOC8	Process, plant and machine operatives	1,115	0.7	94.9	60	0.3	5.1	1,175	0.6
SOC9	Elementary occupations	16,750	10.0	89.0	2,060	11.4	11.0	18,810	10.2
All	All professional and support staff	167,165	100.0	90.2	18,095	100.0	9.8	185,260	100.0
All staff									
All	All staff	289,605	100.0	90.2	31,585	100.0	9.8	321,190	100.0

Non-UK nationals									
Academic staff									
SOC1	Managers, directors and senior officials	45	0.1	81.1	10	0.1	18.9	55	0.1
SOC2	Professional occupations	41,190	99.6	70.4	17,325	99.6	29.6	58,515	99.6
SOC3	Associate professional and technical	125	0.3	70.3	50	0.3	29.7	175	0.3
SOC4–9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	0.0
All	All academic staff	41,355	100.0	70.4	17,385	100.0	29.6	58,740	100.0
Professional and support staff									
SOC1	Managers, directors and senior officials	575	3.8	86.2	90	1.5	13.8	665	3.1
SOC2	Professional occupations	3,525	23.4	74.7	1,190	19.5	25.3	4,715	22.3
SOC3	Associate professional and technical	3,240	21.6	73.2	1,190	19.4	26.8	4,430	20.9
SOC4	Administrative and secretarial	4,760	31.6	75.6	1,535	25.1	24.4	6,295	29.8
SOC5	Skilled trades occupations	365	2.4	73.6	130	2.1	26.4	500	2.4
SOC6	Caring, leisure and other service	420	2.8	69.2	185	3.0	30.8	605	2.9
SOC7	Sales and customer service occupations	190	1.3	68.3	90	1.4	31.7	280	1.3
SOC8	Process, plant and machine operatives	105	0.7	79.3	25	0.4	20.7	130	0.6
SOC9	Elementary occupations	1,860	12.4	52.5	1,680	27.5	47.5	3,540	16.7
All	All professional and support staff	15,035	100.0	71.1	6,120	100.0	28.9	21,155	100.0
All staff									
All	All staff	56,390	100.0	70.6	23,510	100.0	29.4	79,900	100.0

Additional data by ethnic group and detailed occupations is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who were BAME



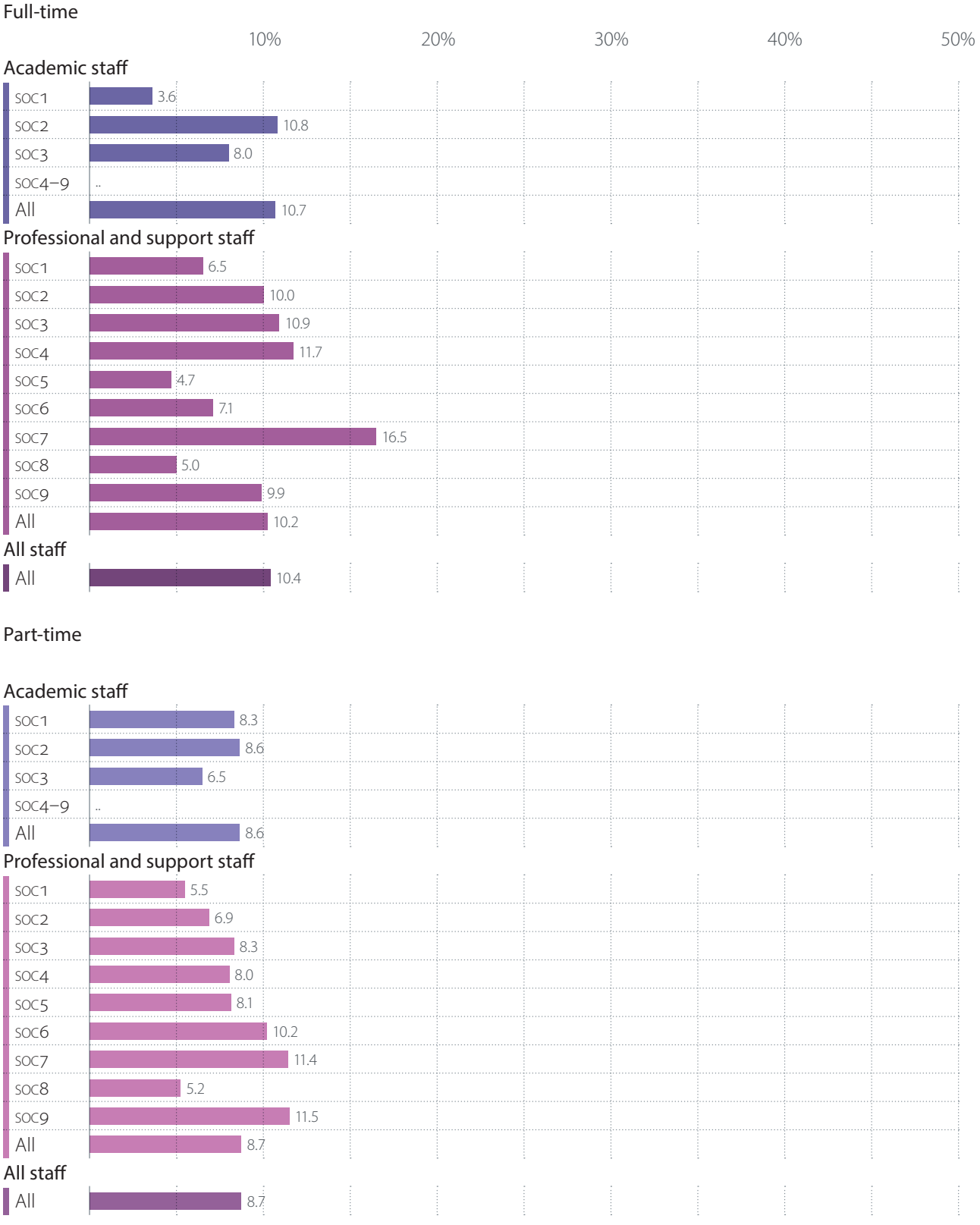
3.12 Full-time and part-time UK staff by activity, occupational group and BAME/White identity

← Nationality definition: see page 12
← Mode definition: see page 13
← Staff activity definition: see page 12
← Occupational group definition: see page 16
← Ethnicity definition: see page 9

Full-time		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	345	*0.4*	*96.4*	15	*0.1*	*3.6*	355	*0.4*
SOC2	Professional occupations	75,655	*98.5*	*89.2*	9,120	*99.1*	*10.8*	84,780	*98.5*
SOC3	Associate professional and technical	835	*1.1*	*92.0*	75	*0.8*	*8.0*	905	*1.1*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	76,840	*100.0*	*89.3*	9,205	*100.0*	*10.7*	86,045	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	8,655	*7.5*	*93.5*	600	*4.6*	*6.5*	9,255	*7.2*
SOC2	Professional occupations	26,530	*23.1*	*90.0*	2,940	*22.4*	*10.0*	29,470	*23.0*
SOC3	Associate professional and technical	28,560	*24.8*	*89.1*	3,505	*26.7*	*10.9*	32,065	*25.0*
SOC4	Administrative and secretarial	35,585	*30.9*	*88.3*	4,695	*35.8*	*11.7*	40,280	*31.4*
SOC5	Skilled trades occupations	4,830	*4.2*	*95.3*	240	*1.8*	*4.7*	5,065	*4.0*
SOC6	Caring, leisure and other service	3,135	*2.7*	*92.9*	240	*1.8*	*7.1*	3,375	*2.6*
SOC7	Sales and customer service occupations	995	*0.9*	*83.5*	195	*1.5*	*16.5*	1,190	*0.9*
SOC8	Process, plant and machine operatives	940	*0.8*	*95.0*	50	*0.4*	*5.0*	990	*0.8*
SOC9	Elementary occupations	5,840	*5.1*	*90.1*	645	*4.9*	*9.9*	6,485	*5.1*
All	All professional and support staff	115,070	*100.0*	*89.8*	13,110	*100.0*	*10.2*	128,180	*100.0*
All staff									
All	All staff	191,910	*100.0*	*89.6*	22,315	*100.0*	*10.4*	214,225	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	75	*0.2*	*91.7*	5	*0.2*	*8.3*	85	*0.2*
SOC2	Professional occupations	45,210	*99.1*	*91.4*	4,255	*99.3*	*8.6*	49,465	*99.2*
SOC3	Associate professional and technical	310	*0.7*	*93.5*	20	*0.5*	*6.5*	330	*0.7*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All academic staff	45,600	*100.0*	*91.4*	4,285	*100.0*	*8.6*	49,885	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	1,235	*2.4*	*94.5*	70	*1.4*	*5.5*	1,310	*2.3*
SOC2	Professional occupations	7,980	*15.3*	*93.1*	590	*11.8*	*6.9*	8,570	*15.0*
SOC3	Associate professional and technical	8,970	*17.2*	*91.7*	815	*16.3*	*8.3*	9,785	*17.1*
SOC4	Administrative and secretarial	19,075	*36.6*	*92.0*	1,660	*33.3*	*8.0*	20,735	*36.3*
SOC5	Skilled trades occupations	665	*1.3*	*91.9*	60	*1.2*	*8.1*	725	*1.3*
SOC6	Caring, leisure and other service	2,335	*4.5*	*89.8*	265	*5.3*	*10.2*	2,600	*4.6*
SOC7	Sales and customer service occupations	750	*1.4*	*88.6*	95	*1.9*	*11.4*	845	*1.5*
SOC8	Process, plant and machine operatives	175	*0.3*	*94.8*	10	*0.2*	*5.2*	185	*0.3*
SOC9	Elementary occupations	10,905	*20.9*	*88.5*	1,415	*28.4*	*11.5*	12,325	*21.6*
All	All professional and support staff	52,095	*100.0*	*91.3*	4,985	*100.0*	*8.7*	57,080	*100.0*
All staff									
All	All staff	97,695	*100.0*	*91.3*	9,270	*100.0*	*8.7*	106,960	*100.0*

Proportions of staff who were BAME



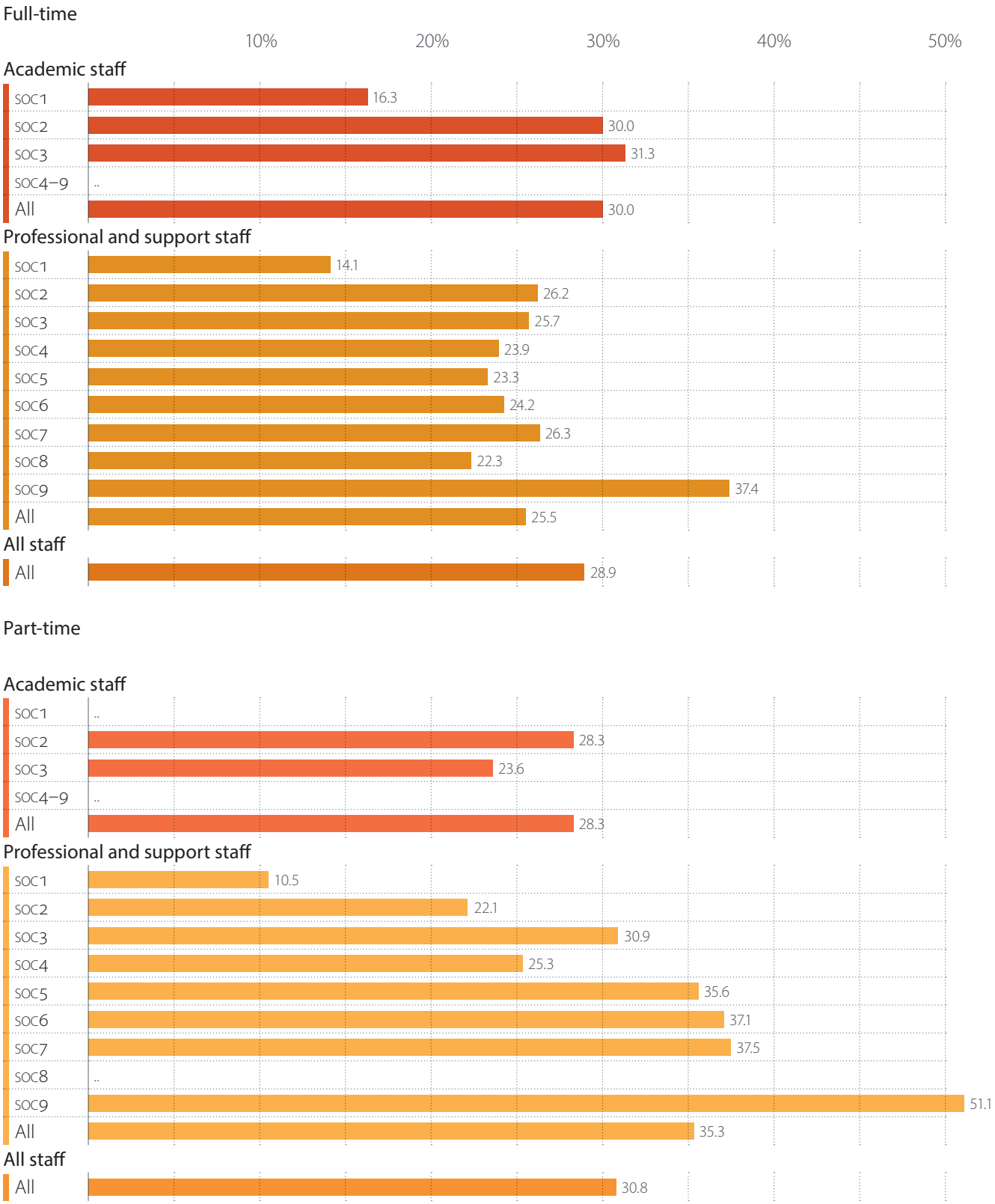
3.13 Full-time and part-time non-UK staff by activity, occupational group and BAME/White identity

← Nationality definition: see page 12
← Mode definition: see page 13
← Staff activity definition: see page 12
← Occupational group definition: see page 16
← Ethnicity definition: see page 9

Full-time		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	40	*0.1*	*83.7*	10	*0.1*	*16.3*	45	*0.1*
SOC2	Professional occupations	31,350	*99.6*	*70.0*	13,430	*99.6*	*30.0*	44,780	*99.6*
SOC3	Associate professional and technical	95	*0.3*	*68.7*	45	*0.3*	*31.3*	135	*0.3*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All academic staff	31,485	*100.0*	*70.0*	13,480	*100.0*	*30.0*	44,965	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	515	*5.1*	*85.9*	85	*2.4*	*14.1*	600	*4.4*
SOC2	Professional occupations	2,695	*26.4*	*73.8*	960	*27.5*	*26.2*	3,655	*26.7*
SOC3	Associate professional and technical	2,565	*25.2*	*74.3*	885	*25.4*	*25.7*	3,455	*25.2*
SOC4	Administrative and secretarial	3,130	*30.7*	*76.1*	985	*28.2*	*23.9*	4,115	*30.1*
SOC5	Skilled trades occupations	285	*2.8*	*76.7*	85	*2.5*	*23.3*	375	*2.7*
SOC6	Caring, leisure and other service	225	*2.2*	*75.8*	70	*2.1*	*24.2*	295	*2.2*
SOC7	Sales and customer service occupations	105	*1.0*	*73.7*	40	*1.1*	*26.3*	145	*1.0*
SOC8	Process, plant and machine operatives	90	*0.9*	*77.7*	25	*0.7*	*22.3*	115	*0.9*
SOC9	Elementary occupations	585	*5.8*	*62.6*	350	*10.1*	*37.4*	940	*6.8*
All	All professional and support staff	10,205	*100.0*	*74.5*	3,485	*100.0*	*25.5*	13,690	*100.0*
All staff									
All	All staff	41,690	*100.0*	*71.1*	16,970	*100.0*	*28.9*	58,655	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	5	*0.1*	..	5	*0.1*	..	10	*0.1*
SOC2	Professional occupations	9,840	*99.7*	*71.7*	3,890	*99.7*	*28.3*	13,730	*99.7*
SOC3	Associate professional and technical	30	*0.3*	*76.4*	10	*0.2*	*23.6*	40	*0.3*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All academic staff	9,875	*100.0*	*71.7*	3,905	*100.0*	*28.3*	13,775	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	55	*1.2*	*89.5*	5	*0.2*	*10.5*	65	*0.8*
SOC2	Professional occupations	830	*17.1*	*77.9*	235	*8.9*	*22.1*	1,060	*14.2*
SOC3	Associate professional and technical	675	*14.0*	*69.1*	300	*11.4*	*30.9*	975	*13.1*
SOC4	Administrative and secretarial	1,625	*33.7*	*74.7*	550	*20.9*	*25.3*	2,180	*29.2*
SOC5	Skilled trades occupations	80	*1.7*	*64.4*	45	*1.7*	*35.6*	125	*1.7*
SOC6	Caring, leisure and other service	195	*4.0*	*62.9*	115	*4.3*	*37.1*	310	*4.1*
SOC7	Sales and customer service occupations	85	*1.7*	*62.5*	50	*1.9*	*37.5*	135	*1.8*
SOC8	Process, plant and machine operatives	15	*0.3*	..	0	*0.0*	..	15	*0.2*
SOC9	Elementary occupations	1,275	*26.4*	*48.9*	1,330	*50.5*	*51.1*	2,605	*34.9*
All	All professional and support staff	4,830	*100.0*	*64.7*	2,635	*100.0*	*35.3*	7,465	*100.0*
All staff									
All	All staff	14,700	*100.0*	*69.2*	6,540	*100.0*	*30.8*	21,240	*100.0*

Proportions of staff who were BAME

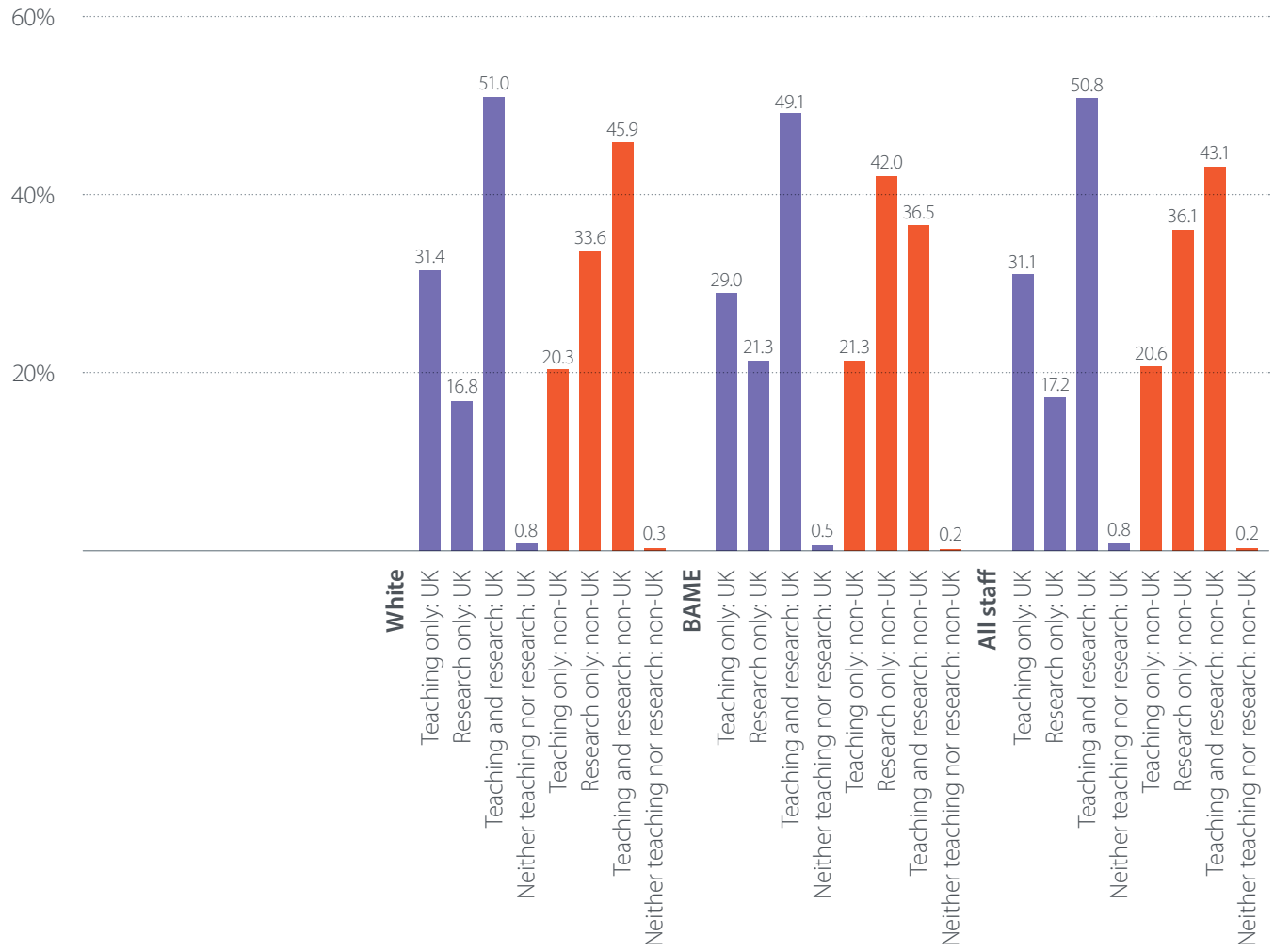


3.14 UK/non-UK academic staff by research/teaching contract type and BAME/White identity

← Nationality definition: see page 12
← Academic contract definition: see page 16
← Ethnicity definition: see page 9

UK nationals	White			BAME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	38,425	*31.4*	*90.8*	3,915	*29.0*	*9.2*	42,340	*31.1*
Research only	20,565	*16.8*	*87.7*	2,875	*21.3*	*12.3*	23,445	*17.2*
Teaching and research	62,435	*51.0*	*90.4*	6,630	*49.1*	*9.6*	69,065	*50.8*
Neither teaching nor research	1,010	*0.8*	*93.3*	70	*0.5*	*6.7*	1,080	*0.8*
All academic contracts	122,435	*100.0*	*90.1*	13,490	*100.0*	*9.9*	135,930	*100.0*

Non-UK nationals								
Teaching only	8,385	*20.3*	*86.0*	3,700	*21.3*	*14.0*	12,085	*20.6*
Research only	13,885	*33.6*	*77.2*	7,300	*42.0*	*22.8*	21,185	*36.1*
Teaching and research	18,980	*45.9*	*86.3*	6,345	*36.5*	*13.7*	25,330	*43.1*
Neither teaching nor research	105	*0.3*	*90.8*	40	*0.2*	*9.2*	145	*0.2*
All academic contracts	41,355	*100.0*	*70.4*	17,385	*100.0*	*29.6*	58,740	*100.0*



3.15

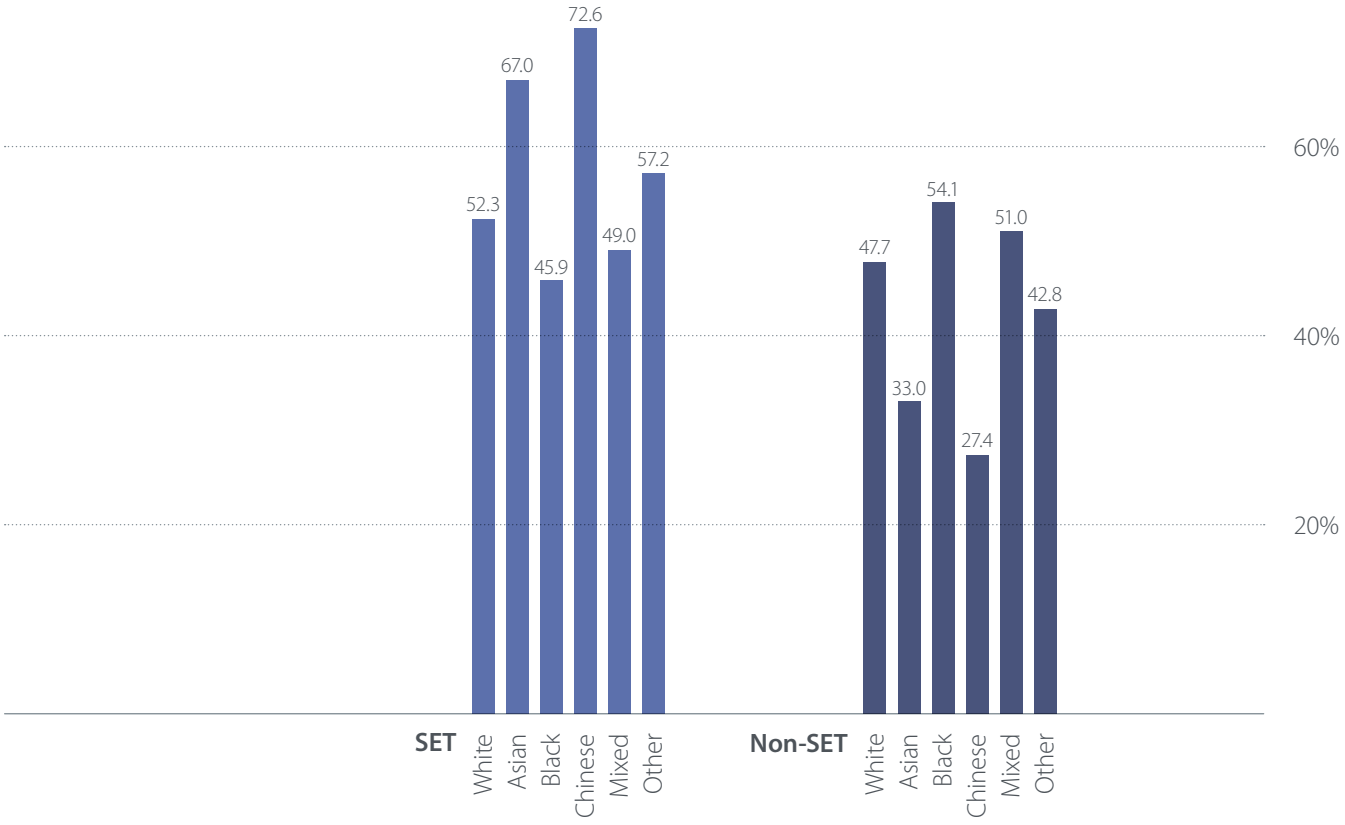
UK academic staff by SET category and ethnic group

	SET		Non-SET		All staff
	No.	→ %	No.	→ %	No.
White	63,995	*52.3*	58,440	*47.7*	122,435
BAME total	8,140	*60.3*	5,355	*39.7*	13,490
Asian	3,675	*67.0*	1,810	*33.0*	5,485
Black	935	*45.9*	1,105	*54.1*	2,040
Chinese	1,445	*72.6*	545	*27.4*	1,990
Mixed	1,150	*49.0*	1,200	*51.0*	2,350
Other	930	*57.2*	695	*42.8*	1,625
All academic staff	72,135	*53.1*	63,795	*46.9*	135,930

← Nationality definition: see page 12

← SET/non-SET subject area definition: see page 17

← Ethnicity definition: see page 9



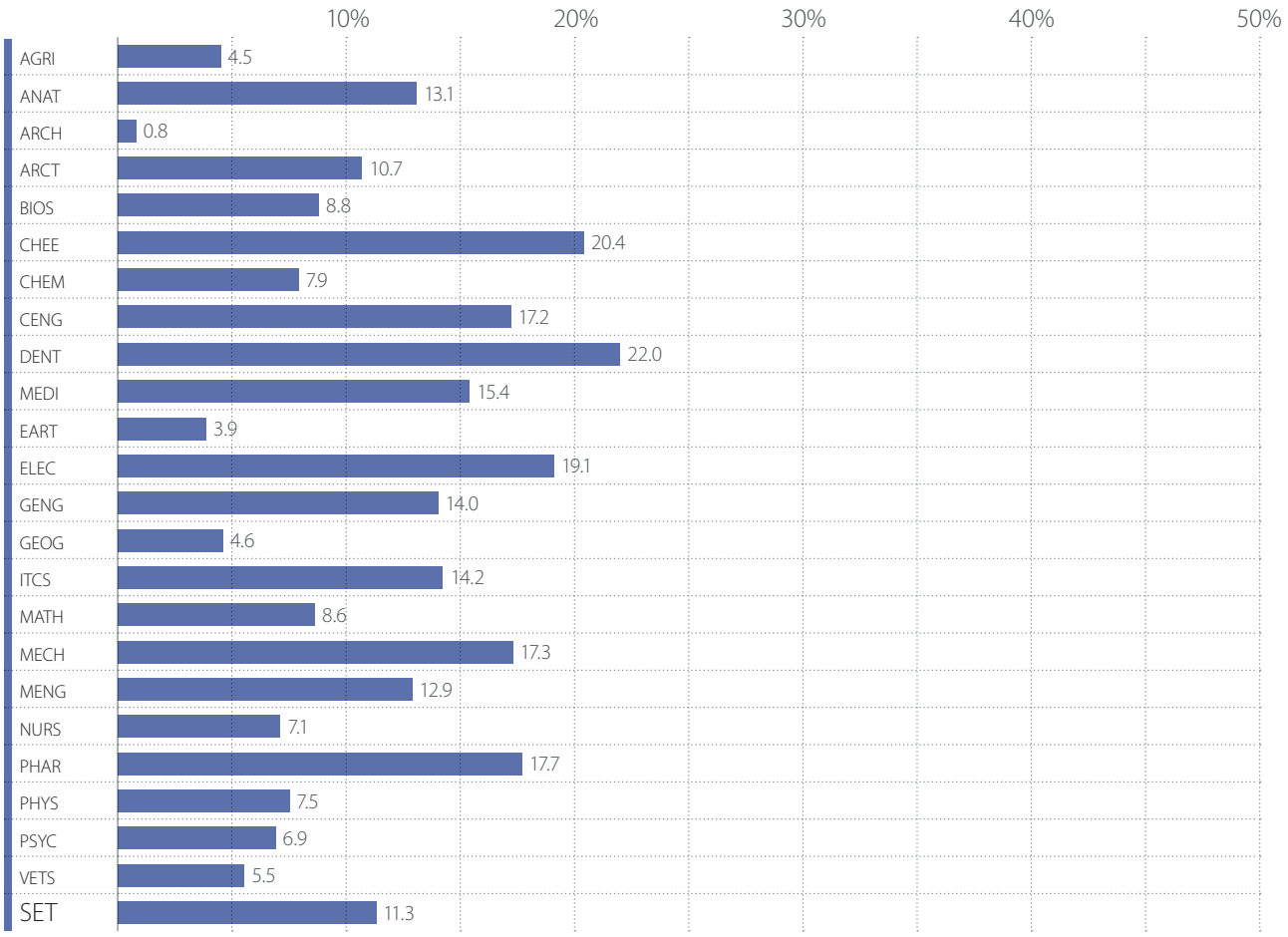
3.16 UK SET academic staff by subject area and BAME/White identity

← Nationality definition: see page 12
← SET/non-SET subject area definition: see page 17
← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	820	*1.3*	*95.5*	40	*0.5*	*4.5*	860	*1.2*
ANAT	Anatomy, physiology	1,060	*1.7*	*86.9*	160	*2.0*	*13.1*	1,220	*1.7*
ARCH	Archaeology	460	*0.7*	*99.2*	5	*0.0*	*0.8*	465	*0.6*
ARCT	Architecture, built environment, planning	2,440	*3.8*	*89.3*	290	*3.6*	*10.7*	2,735	*3.8*
BIOS	Biosciences	7,745	*12.1*	*91.2*	750	*9.2*	*8.8*	8,495	*11.8*
CHEE	Chemical engineering	390	*0.6*	*79.6*	100	*1.2*	*20.4*	490	*0.7*
CHEM	Chemistry	2,235	*3.5*	*92.1*	190	*2.3*	*7.9*	2,425	*3.4*
CENG	Civil engineering	910	*1.4*	*82.8*	190	*2.3*	*17.2*	1,100	*1.5*
DENT	Clinical dentistry	930	*1.5*	*78.0*	260	*3.2*	*22.0*	1,195	*1.7*
MEDI	Clinical medicine	13,060	*20.4*	*84.6*	2,370	*29.1*	*15.4*	15,430	*21.4*
EART	Earth, marine, environmental sciences	2,300	*3.6*	*96.1*	90	*1.1*	*3.9*	2,390	*3.3*
ELEC	Electrical, electronic, computer engineering	1,770	*2.8*	*80.9*	415	*5.1*	*19.1*	2,185	*3.0*
GENG	General engineering	1,810	*2.8*	*86.0*	295	*3.6*	*14.0*	2,105	*2.9*
GEOG	Geography, environmental studies	1,635	*2.6*	*95.4*	80	*1.0*	*4.6*	1,715	*2.4*
ITCS	IT, systems sciences, computer software eng.	3,425	*5.4*	*85.8*	570	*7.0*	*14.2*	3,995	*5.5*
MATH	Mathematics	2,175	*3.4*	*91.4*	205	*2.5*	*8.6*	2,380	*3.3*
MECH	Mechanical, aero, production engineering	2,410	*3.8*	*82.7*	505	*6.2*	*17.3*	2,915	*4.0*
MENG	Mineral, metallurgy, materials engineering	515	*0.8*	*87.1*	75	*0.9*	*12.9*	590	*0.8*
NURS	Nursing, allied health professions	8,545	*13.3*	*92.9*	660	*8.1*	*7.1*	9,200	*12.8*
PHAR	Pharmacy, pharmacology	1,355	*2.1*	*82.3*	290	*3.6*	*17.7*	1,650	*2.3*
PHYS	Physics	2,430	*3.8*	*92.5*	195	*2.4*	*7.5*	2,625	*3.6*
PSYC	Psychology, behavioural sciences	4,720	*7.4*	*93.1*	350	*4.3*	*6.9*	5,070	*7.0*
VETS	Veterinary science	850	*1.3*	*94.5*	50	*0.6*	*5.5*	900	*1.2*
SET	All SET subject areas	63,995	*100.0*	*88.7*	8,140	*100.0*	*11.3*	72,135	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who were BAME



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

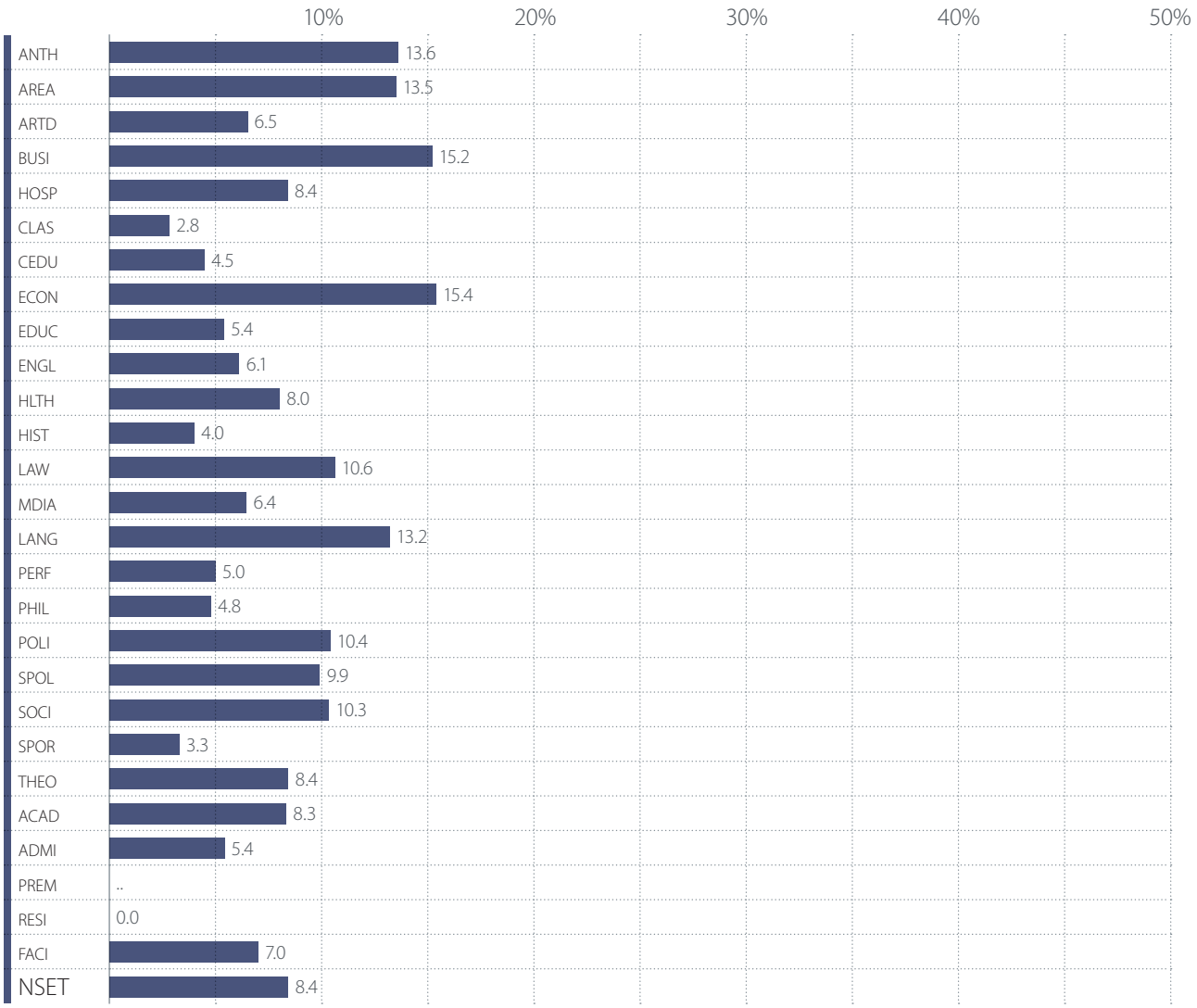
← Nationality definition: see page 12
← SET/non-SET subject area definition: see page 17
← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	420	0.7	86.4	65	1.2	13.6	485	0.8
AREA	Area studies	160	0.3	86.5	25	0.5	13.5	185	0.3
ARTD	Art, design	6,765	11.6	93.5	470	8.8	6.5	7,235	11.3
BUSI	Business, management studies	8,060	13.8	84.8	1,445	26.9	15.2	9,500	14.9
HOSP	Catering, hospitality management	460	0.8	91.6	40	0.8	8.4	500	0.8
CLAS	Classics	350	0.6	97.2	10	0.2	2.8	360	0.6
CEDU	Continuing education	660	1.1	95.5	30	0.6	4.5	695	1.1
ECON	Economics, econometrics	790	1.4	84.6	145	2.7	15.4	935	1.5
EDUC	Education	7,225	12.4	94.6	410	7.7	5.4	7,635	12.0
ENGL	English language, literature	3,485	6.0	93.9	225	4.2	6.1	3,710	5.8
HLTH	Health, community studies	2,020	3.5	92.0	175	3.3	8.0	2,195	3.4
HIST	History	2,205	3.8	96.0	90	1.7	4.0	2,300	3.6
LAW	Law	3,500	6.0	89.4	415	7.7	10.6	3,915	6.1
MDIA	Media studies	3,350	5.7	93.6	230	4.3	6.4	3,580	5.6
LANG	Modern languages	2,170	3.7	86.8	330	6.2	13.2	2,500	3.9
PERF	Music, dance, drama, performing arts	5,830	10.0	95.0	310	5.7	5.0	6,140	9.6
PHIL	Philosophy	575	1.0	95.2	30	0.5	4.8	605	0.9
POLI	Politics, international studies	1,625	2.8	89.6	190	3.5	10.4	1,810	2.8
SPOL	Social work, social policy	2,075	3.6	90.1	225	4.2	9.9	2,305	3.6
SOCI	Sociology	1,965	3.4	89.7	225	4.2	10.3	2,195	3.4
SPOR	Sports science, leisure studies	2,325	4.0	96.7	80	1.5	3.3	2,405	3.8
THEO	Theology, religious studies	430	0.7	91.6	40	0.7	8.4	470	0.7
ACAD	Total academic services	840	1.4	91.7	75	1.4	8.3	915	1.4
ADMI	Central administration, services	870	1.5	94.6	50	0.9	5.4	920	1.4
PREM	Premises	5	0.0	..	0	0.0	..	10	0.0
RESI	Residences, catering	30	0.0	100.0	0	0.0	0.0	30	0.0
FACI	Staff, student facilities	245	0.4	93.0	20	0.3	7.0	265	0.4
NSET	All non-SET subject areas	58,440	100.0	91.6	5,355	100.0	8.4	63,795	100.0

Additional data by ethnic group is available:

www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 12
← SET/non-SET subject area definition: see page 17
← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	200	*0.8*	*73.7*	70	*0.6*	*26.3*	275	*0.8*
ANAT	Anatomy, physiology	410	*1.7*	*79.2*	105	*0.9*	*20.8*	515	*1.4*
ARCH	Archaeology	195	*0.8*	*89.4*	25	*0.2*	*10.6*	220	*0.6*
ARCT	Architecture, built environment, planning	775	*3.2*	*69.6*	340	*2.9*	*30.4*	1,110	*3.1*
BIOS	Biosciences	3,485	*14.2*	*73.3*	1,270	*11.0*	*26.7*	4,755	*13.2*
CHEE	Chemical engineering	360	*1.5*	*54.9*	295	*2.6*	*45.1*	655	*1.8*
CHEM	Chemistry	1,065	*4.3*	*67.7*	510	*4.4*	*32.3*	1,575	*4.4*
CENG	Civil engineering	500	*2.0*	*61.3*	315	*2.7*	*38.7*	815	*2.3*
DENT	Clinical dentistry	175	*0.7*	*63.0*	100	*0.9*	*37.0*	275	*0.8*
MEDI	Clinical medicine	5,145	*20.9*	*72.1*	1,995	*17.3*	*27.9*	7,135	*19.8*
EART	Earth, marine, environmental sciences	830	*3.4*	*78.2*	230	*2.0*	*21.8*	1,065	*2.9*
ELEC	Electrical, electronic, computer engineering	945	*3.9*	*46.7*	1,080	*9.3*	*53.3*	2,025	*5.6*
GENG	General engineering	860	*3.5*	*50.1*	855	*7.4*	*49.9*	1,715	*4.7*
GEOG	Geography, environmental studies	475	*1.9*	*73.8*	170	*1.5*	*26.2*	645	*1.8*
ITCS	IT, systems sciences, computer software eng.	1,745	*7.1*	*60.5*	1,140	*9.8*	*39.5*	2,880	*8.0*
MATH	Mathematics	1,530	*6.2*	*75.6*	490	*4.3*	*24.4*	2,020	*5.6*
MECH	Mechanical, aero, production engineering	1,020	*4.2*	*53.0*	905	*7.8*	*47.0*	1,930	*5.3*
MENG	Mineral, metallurgy, materials engineering	260	*1.1*	*51.7*	245	*2.1*	*48.3*	500	*1.4*
NURS	Nursing, allied health professions	660	*2.7*	*73.4*	240	*2.1*	*26.6*	900	*2.5*
PHAR	Pharmacy, pharmacology	410	*1.7*	*61.6*	255	*2.2*	*38.4*	660	*1.8*
PHYS	Physics	1,630	*6.6*	*74.4*	560	*4.9*	*25.6*	2,190	*6.1*
PSYC	Psychology, behavioural sciences	1,555	*6.3*	*84.5*	285	*2.5*	*15.5*	1,840	*5.1*
VETS	Veterinary science	325	*1.3*	*80.1*	80	*0.7*	*19.9*	405	*1.1*
SET	All SET subject areas	24,560	*100.0*	*68.0*	11,560	*100.0*	*32.0*	36,115	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who were BAME

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

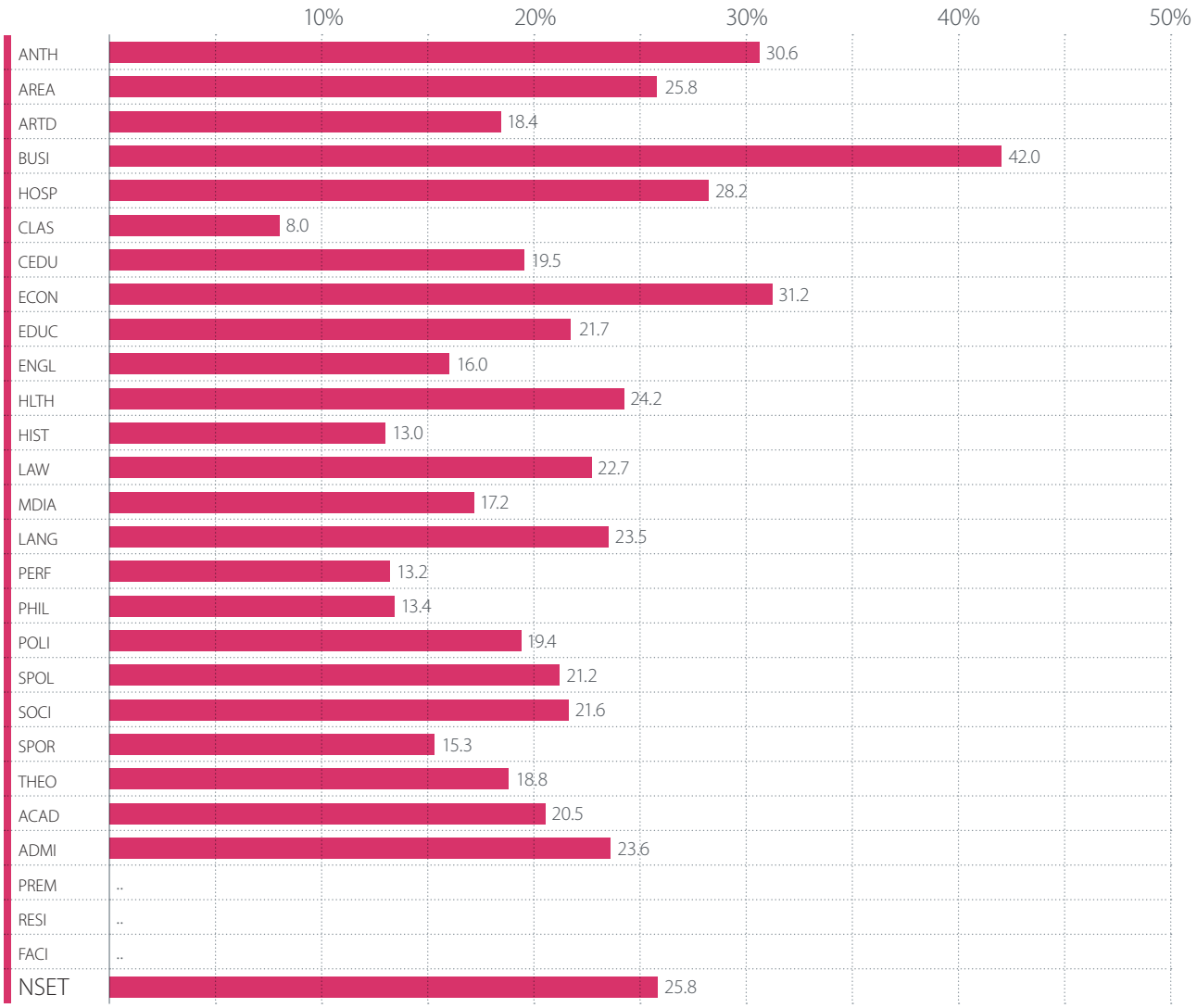
← Nationality definition: see page 12
← SET/non-SET subject area definition: see page 17
← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	280	1.7	69.4	125	2.1	30.6	400	1.8
AREA	Area studies	130	0.8	74.2	45	0.8	25.8	170	0.8
ARTD	Art, design	930	5.5	81.6	210	3.6	18.4	1,140	5.0
BUSI	Business, management studies	3,085	18.4	58.0	2,230	38.3	42.0	5,315	23.5
HOSP	Catering, hospitality management	90	0.5	71.8	35	0.6	28.2	125	0.6
CLAS	Classics	215	1.3	92.0	20	0.3	8.0	235	1.0
CEDU	Continuing education	160	1.0	80.5	40	0.7	19.5	200	0.9
ECON	Economics, econometrics	1,205	7.2	68.8	545	9.4	31.2	1,750	7.7
EDUC	Education	705	4.2	78.3	195	3.4	21.7	905	4.0
ENGL	English language, literature	825	4.9	84.0	160	2.7	16.0	985	4.4
HLTH	Health, community studies	215	1.3	75.8	70	1.2	24.2	285	1.3
HIST	History	815	4.9	87.0	120	2.1	13.0	940	4.1
LAW	Law	1,215	7.2	77.3	355	6.1	22.7	1,575	7.0
MDIA	Media studies	690	4.1	82.8	145	2.5	17.2	830	3.7
LANG	Modern languages	1,985	11.8	76.5	610	10.5	23.5	2,595	11.5
PERF	Music, dance, drama, performing arts	1,065	6.4	86.8	160	2.8	13.2	1,230	5.4
PHIL	Philosophy	330	2.0	86.6	50	0.9	13.4	380	1.7
POLI	Politics, international studies	1,140	6.8	80.6	275	4.7	19.4	1,415	6.3
SPOL	Social work, social policy	360	2.1	78.8	95	1.7	21.2	455	2.0
SOCI	Sociology	630	3.8	78.4	175	3.0	21.6	805	3.6
SPOR	Sports science, leisure studies	280	1.7	84.7	50	0.9	15.3	330	1.5
THEO	Theology, religious studies	180	1.1	81.2	40	0.7	18.8	220	1.0
ACAD	Total academic services	125	0.7	79.5	30	0.6	20.5	160	0.7
ADMI	Central administration, services	115	0.7	76.4	35	0.6	23.6	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	15	0.1	..	5	0.1	..	20	0.1
NSET	All non-SET subject areas	16,800	100.0	74.2	5,825	100.0	25.8	22,625	100.0

Additional data by ethnic group is available:

www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who were BAME

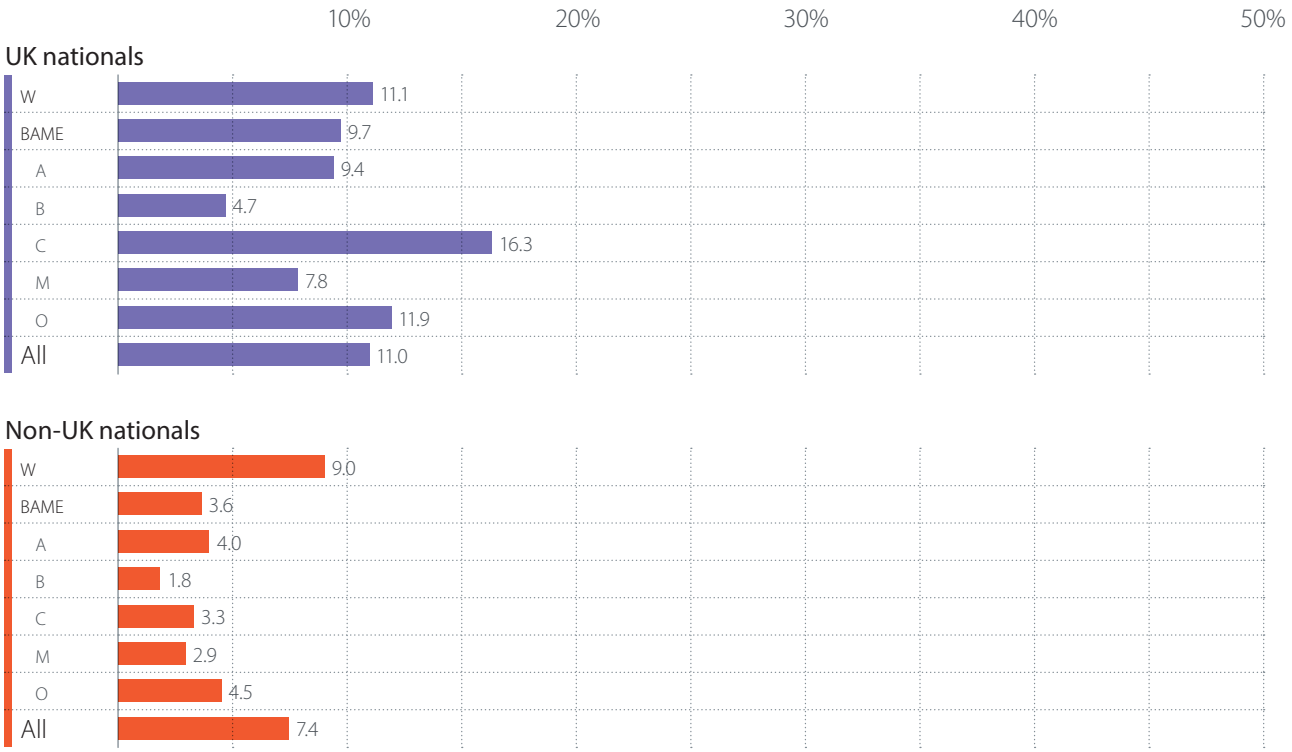


3.20 Academic staff by professorial category and ethnic group

← Nationality definition: see page 12
← Professorial category definition: see page 18
← Ethnicity definition: see page 9

		Professors			Non-professors			All academic staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
W	White	13,650	*91.2*	*11.1*	108,790	*89.9*	*88.9*	122,435	*90.1*
BAME	BAME total	1,315	*8.8*	*9.7*	12,175	*10.1*	*90.3*	13,490	*9.9*
A	Asian	520	*3.5*	*9.4*	4,965	*4.1*	*90.6*	5,485	*4.0*
B	Black	95	*0.6*	*4.7*	1,945	*1.6*	*95.3*	2,040	*1.5*
C	Chinese	325	*2.2*	*16.3*	1,665	*1.4*	*83.7*	1,990	*1.5*
M	Mixed	185	*1.2*	*7.8*	2,165	*1.8*	*92.2*	2,350	*1.7*
O	Other	195	*1.3*	*11.9*	1,435	*1.2*	*88.1*	1,625	*1.2*
All	All staff	14,965	*100.0*	*11.0*	120,965	*100.0*	*89.0*	135,930	*100.0*
Non-UK nationals									
W	White	3,705	*85.7*	*9.0*	37,650	*69.2*	*91.0*	41,355	*70.4*
BAME	BAME total	620	*14.3*	*3.6*	16,770	*30.8*	*96.4*	17,385	*29.6*
A	Asian	255	*5.9*	*4.0*	6,140	*11.3*	*96.0*	6,395	*10.9*
B	Black	30	*0.7*	*1.8*	1,630	*3.0*	*98.2*	1,660	*2.8*
C	Chinese	170	*3.9*	*3.3*	4,900	*9.0*	*96.7*	5,070	*8.6*
M	Mixed	50	*1.2*	*2.9*	1,685	*3.1*	*97.1*	1,740	*3.0*
O	Other	115	*2.6*	*4.5*	2,405	*4.4*	*95.5*	2,520	*4.3*
All	All staff	4,320	*100.0*	*7.4*	54,420	*100.0*	*92.6*	58,740	*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 12
← Professorial category definition: see page 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Ethnicity definition: see page 9

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	13,650	*11.1*	*91.2*	1,315	*9.7*	*8.8*	14,965	*11.0*
NONP	Non-professor	108,790	*88.9*	*89.9*	12,175	*90.3*	*10.1*	120,965	*89.0*
All	All	122,435	*100.0*	*90.1*	13,490	*100.0*	*9.9*	135,930	*100.0*
Full-time									
PROF	Professor	10,485	*13.6*	*90.2*	1,140	*12.4*	*9.8*	11,620	*13.5*
NONP	Non-professor	66,355	*86.4*	*89.2*	8,070	*87.6*	*10.8*	74,425	*86.5*
All	All	76,840	*100.0*	*89.3*	9,205	*100.0*	*10.7*	86,045	*100.0*
Part-time									
PROF	Professor	3,165	*6.9*	*94.7*	175	*4.1*	*5.3*	3,345	*6.7*
NONP	Non-professor	42,430	*93.1*	*91.2*	4,110	*95.9*	*8.8*	46,540	*93.3*
All	All	45,600	*100.0*	*91.4*	4,285	*100.0*	*8.6*	49,885	*100.0*
SET									
All modes									
PROF	Professor	8,355	*13.1*	*90.3*	900	*11.1*	*9.7*	9,255	*12.8*
NONP	Non-professor	55,640	*86.9*	*88.5*	7,235	*88.9*	*11.5*	62,875	*87.2*
All	All	63,995	*100.0*	*88.7*	8,140	*100.0*	*11.3*	72,135	*100.0*
Full-time									
PROF	Professor	6,465	*14.5*	*89.2*	785	*13.1*	*10.8*	7,250	*14.3*
NONP	Non-professor	38,080	*85.5*	*88.0*	5,205	*86.9*	*12.0*	43,285	*85.7*
All	All	44,545	*100.0*	*88.2*	5,990	*100.0*	*11.8*	50,535	*100.0*
Part-time									
PROF	Professor	1,890	*9.7*	*94.2*	115	*5.4*	*5.8*	2,005	*9.3*
NONP	Non-professor	17,560	*90.3*	*89.6*	2,035	*94.6*	*10.4*	19,595	*90.7*
All	All	19,450	*100.0*	*90.0*	2,150	*100.0*	*10.0*	21,600	*100.0*
Non-SET									
All modes									
PROF	Professor	5,295	*9.1*	*92.7*	415	*7.7*	*7.3*	5,710	*8.9*
NONP	Non-professor	53,150	*90.9*	*91.5*	4,940	*92.3*	*8.5*	58,085	*91.1*
All	All	58,440	*100.0*	*91.6*	5,355	*100.0*	*8.4*	63,795	*100.0*
Full-time									
PROF	Professor	4,015	*12.4*	*91.9*	355	*11.0*	*8.1*	4,370	*12.3*
NONP	Non-professor	28,275	*87.6*	*90.8*	2,865	*89.0*	*9.2*	31,140	*87.7*
All	All	32,290	*100.0*	*90.9*	3,220	*100.0*	*9.1*	35,510	*100.0*
Part-time									
PROF	Professor	1,275	*4.9*	*95.5*	60	*2.8*	*4.5*	1,335	*4.7*
NONP	Non-professor	24,870	*95.1*	*92.3*	2,075	*97.2*	*7.7*	26,945	*95.3*
All	All	26,150	*100.0*	*92.5*	2,135	*100.0*	*7.5*	28,280	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 12
← Professorial category definition: see page 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Ethnicity definition: see page 9

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	3,705	*9.0*	*85.7*	620	*3.6*	*14.3*	4,320	*7.4*
NONP	Non-professor	37,650	*91.0*	*69.2*	16,770	*96.4*	*30.8*	54,420	*92.6*
All	All	41,355	*100.0*	*70.4*	17,385	*100.0*	*29.6*	58,740	*100.0*
Full-time									
PROF	Professor	3,065	*9.7*	*85.1*	535	*4.0*	*14.9*	3,600	*8.0*
NONP	Non-professor	28,420	*90.3*	*68.7*	12,950	*96.0*	*31.3*	41,365	*92.0*
All	All	31,485	*100.0*	*70.0*	13,480	*100.0*	*30.0*	44,965	*100.0*
Part-time									
PROF	Professor	640	*6.5*	*88.5*	85	*2.1*	*11.5*	725	*5.2*
NONP	Non-professor	9,235	*93.5*	*70.7*	3,820	*97.9*	*29.3*	13,055	*94.8*
All	All	9,875	*100.0*	*71.7*	3,905	*100.0*	*28.3*	13,775	*100.0*
SET									
All modes									
PROF	Professor	2,145	*8.7*	*85.1*	375	*3.3*	*14.9*	2,525	*7.0*
NONP	Non-professor	22,410	*91.3*	*66.7*	11,185	*96.7*	*33.3*	33,595	*93.0*
All	All	24,560	*100.0*	*68.0*	11,560	*100.0*	*32.0*	36,115	*100.0*
Full-time									
PROF	Professor	1,795	*8.8*	*84.6*	330	*3.4*	*15.4*	2,125	*7.1*
NONP	Non-professor	18,695	*91.2*	*66.8*	9,305	*96.6*	*33.2*	28,000	*92.9*
All	All	20,490	*100.0*	*68.0*	9,635	*100.0*	*32.0*	30,125	*100.0*
Part-time									
PROF	Professor	350	*8.6*	*87.9*	50	*2.5*	*12.1*	400	*6.6*
NONP	Non-professor	3,715	*91.4*	*66.5*	1,875	*97.5*	*33.5*	5,595	*93.4*
All	All	4,065	*100.0*	*67.9*	1,925	*100.0*	*32.1*	5,990	*100.0*
Non-SET									
All modes									
PROF	Professor	1,555	*9.3*	*86.5*	240	*4.2*	*13.5*	1,800	*8.0*
NONP	Non-professor	15,240	*90.7*	*73.2*	5,585	*95.8*	*26.8*	20,825	*92.0*
All	All	16,800	*100.0*	*74.2*	5,825	*100.0*	*25.8*	22,625	*100.0*
Full-time									
PROF	Professor	1,265	*11.5*	*85.9*	205	*5.4*	*14.1*	1,475	*9.9*
NONP	Non-professor	9,725	*88.5*	*72.8*	3,640	*94.6*	*27.2*	13,365	*90.1*
All	All	10,990	*100.0*	*74.1*	3,845	*100.0*	*25.9*	14,840	*100.0*
Part-time									
PROF	Professor	290	*5.0*	*89.2*	35	*1.8*	*10.8*	325	*4.2*
NONP	Non-professor	5,515	*95.0*	*73.9*	1,945	*98.2*	*26.1*	7,460	*95.8*
All	All	5,805	*100.0*	*74.6*	1,980	*100.0*	*25.4*	7,785	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 12
← Senior management category definition: see page 18
← Ethnicity definition: see page 9

		Senior manager			Other academic			All academic staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
W	White	1,035	*95.7*	*0.8*	121,400	*90.0*	*99.2*	122,435	*90.1*
BAME	BAME total	45	*4.3*	*0.3*	13,445	*10.0*	*99.7*	13,490	*9.9*
A	Asian	15	*1.4*	*0.3*	5,470	*4.1*	*99.7*	5,485	*4.0*
B	Black	5	*0.4*	*0.2*	2,035	*1.5*	*99.8*	2,040	*1.5*
C	Chinese	5	*0.4*	*0.2*	1,985	*1.5*	*99.8*	1,990	*1.5*
M	Mixed	5	*0.6*	*0.3*	2,345	*1.7*	*99.7*	2,350	*1.7*
O	Other	15	*1.6*	*1.0*	1,610	*1.2*	*99.0*	1,625	*1.2*
All	All staff	1,080	*100.0*	*0.8*	134,845	*100.0*	*99.2*	135,930	*100.0*
Non-UK nationals									
W	White	80	*85.4*	*0.2*	41,275	*70.4*	*99.8*	41,355	*70.4*
BAME	BAME total	15	*14.6*	*0.1*	17,370	*29.6*	*99.9*	17,385	*29.6*
A	Asian	5	*6.2*	*0.1*	6,390	*10.9*	*99.9*	6,395	*10.9*
B	Black	0	*1.0*	*0.1*	1,660	*2.8*	*99.9*	1,660	*2.8*
C	Chinese	0	*1.0*	*0.0*	5,070	*8.6*	*100.0*	5,070	*8.6*
M	Mixed	5	*3.1*	*0.2*	1,735	*3.0*	*99.8*	1,740	*3.0*
O	Other	5	*3.1*	*0.1*	2,515	*4.3*	*99.9*	2,520	*4.3*
All	All staff	95	*100.0*	*0.2*	58,645	*100.0*	*99.8*	58,740	*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 12
← Senior management category definition: see page 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Ethnicity definition: see page 9

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	1,035	*0.8*	*95.7*	45	*0.3*	*4.3*	1,080	*0.8*
OTH	Other academic	121,400	*99.2*	*90.0*	13,445	*99.7*	*10.0*	134,845	*99.2*
All	All	122,435	*100.0*	*90.1*	13,490	*100.0*	*9.9*	135,930	*100.0*
Full-time									
SM	Senior manager	975	*1.3*	*95.8*	45	*0.5*	*4.2*	1,015	*1.2*
OTH	Other academic	75,865	*98.7*	*89.2*	9,165	*99.5*	*10.8*	85,030	*98.8*
All	All	76,840	*100.0*	*89.3*	9,205	*100.0*	*10.7*	86,045	*100.0*
Part-time									
SM	Senior manager	60	*0.1*	*93.9*	5	*0.1*	*6.1*	65	*0.1*
OTH	Other academic	45,540	*99.9*	*91.4*	4,280	*99.9*	*8.6*	49,820	*99.9*
All	All	45,600	*100.0*	*91.4*	4,285	*100.0*	*8.6*	49,885	*100.0*
SET									
All modes									
SM	Senior manager	325	*0.5*	*94.3*	20	*0.2*	*5.7*	345	*0.5*
OTH	Other academic	63,670	*99.5*	*88.7*	8,120	*99.8*	*11.3*	71,790	*99.5*
All	All	63,995	*100.0*	*88.7*	8,140	*100.0*	*11.3*	72,135	*100.0*
Full-time									
SM	Senior manager	310	*0.7*	*94.4*	20	*0.3*	*5.6*	330	*0.7*
OTH	Other academic	44,235	*99.3*	*88.1*	5,970	*99.7*	*11.9*	50,205	*99.3*
All	All	44,545	*100.0*	*88.2*	5,990	*100.0*	*11.8*	50,535	*100.0*
Part-time									
SM	Senior manager	15	*0.1*	..	0	*0.0*	..	15	*0.1*
OTH	Other academic	19,435	*99.9*	*90.0*	2,150	*100.0*	*10.0*	21,585	*99.9*
All	All	19,450	*100.0*	*90.0*	2,150	*100.0*	*10.0*	21,600	*100.0*
Non-SET									
All modes									
SM	Senior manager	710	*1.2*	*96.3*	25	*0.5*	*3.7*	740	*1.2*
OTH	Other academic	57,730	*98.8*	*91.6*	5,325	*99.5*	*8.4*	63,055	*98.8*
All	All	58,440	*100.0*	*91.6*	5,355	*100.0*	*8.4*	63,795	*100.0*
Full-time									
SM	Senior manager	665	*2.1*	*96.4*	25	*0.8*	*3.6*	685	*1.9*
OTH	Other academic	31,630	*97.9*	*90.8*	3,195	*99.2*	*9.2*	34,825	*98.1*
All	All	32,290	*100.0*	*90.9*	3,220	*100.0*	*9.1*	35,510	*100.0*
Part-time									
SM	Senior manager	50	*0.2*	*94.2*	5	*0.1*	*5.8*	50	*0.2*
OTH	Other academic	26,100	*99.8*	*92.5*	2,130	*99.9*	*7.5*	28,230	*99.8*
All	All	26,150	*100.0*	*92.5*	2,135	*100.0*	*7.5*	28,280	*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 12
← Senior management category definition: see page 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Ethnicity definition: see page 9

All subject areas		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	80	0.2	85.4	15	0.1	14.6	95	0.2
OTH	Other academic	41,275	99.8	70.4	17,370	99.9	29.6	58,645	99.8
All	All	41,355	100.0	70.4	17,385	100.0	29.6	58,740	100.0
Full-time									
SM	Senior manager	80	0.3	85.1	15	0.1	14.9	95	0.2
OTH	Other academic	31,405	99.7	70.0	13,470	99.9	30.0	44,870	99.8
All	All	31,485	100.0	70.0	13,480	100.0	30.0	44,965	100.0
Part-time									
SM	Senior manager	0	0.0	..	0	0.0	..	0	0.0
OTH	Other academic	9,870	100.0	71.7	3,905	100.0	28.3	13,775	100.0
All	All	9,875	100.0	71.7	3,905	100.0	28.3	13,775	100.0
SET									
All modes									
SM	Senior manager	25	0.1	85.2	5	0.0	14.8	25	0.1
OTH	Other academic	24,535	99.9	68.0	11,555	100.0	32.0	36,090	99.9
All	All	24,560	100.0	68.0	11,560	100.0	32.0	36,115	100.0
Full-time									
SM	Senior manager	25	0.1	85.2	5	0.0	14.8	25	0.1
OTH	Other academic	20,470	99.9	68.0	9,630	100.0	32.0	30,100	99.9
All	All	20,490	100.0	68.0	9,635	100.0	32.0	30,125	100.0
Part-time									
SM	Senior manager	0	0.0	..	0	0.0	..	0	0.0
OTH	Other academic	4,065	100.0	67.9	1,925	100.0	32.1	5,990	100.0
All	All	4,065	100.0	67.9	1,925	100.0	32.1	5,990	100.0
Non-SET									
All modes									
SM	Senior manager	60	0.4	85.5	10	0.2	14.5	70	0.3
OTH	Other academic	16,740	99.6	74.2	5,815	99.8	25.8	22,555	99.7
All	All	16,800	100.0	74.2	5,825	100.0	25.8	22,625	100.0
Full-time									
SM	Senior manager	55	0.5	85.0	10	0.3	15.0	65	0.5
OTH	Other academic	10,935	99.5	74.0	3,835	99.7	26.0	14,770	99.5
All	All	10,990	100.0	74.1	3,845	100.0	25.9	14,840	100.0
Part-time									
SM	Senior manager	0	0.0	..	0	0.0	..	0	0.0
OTH	Other academic	5,805	100.0	74.6	1,980	100.0	25.4	7,785	100.0
All	All	5,805	100.0	74.6	1,980	100.0	25.4	7,785	100.0

Proportions of staff who were BAME

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

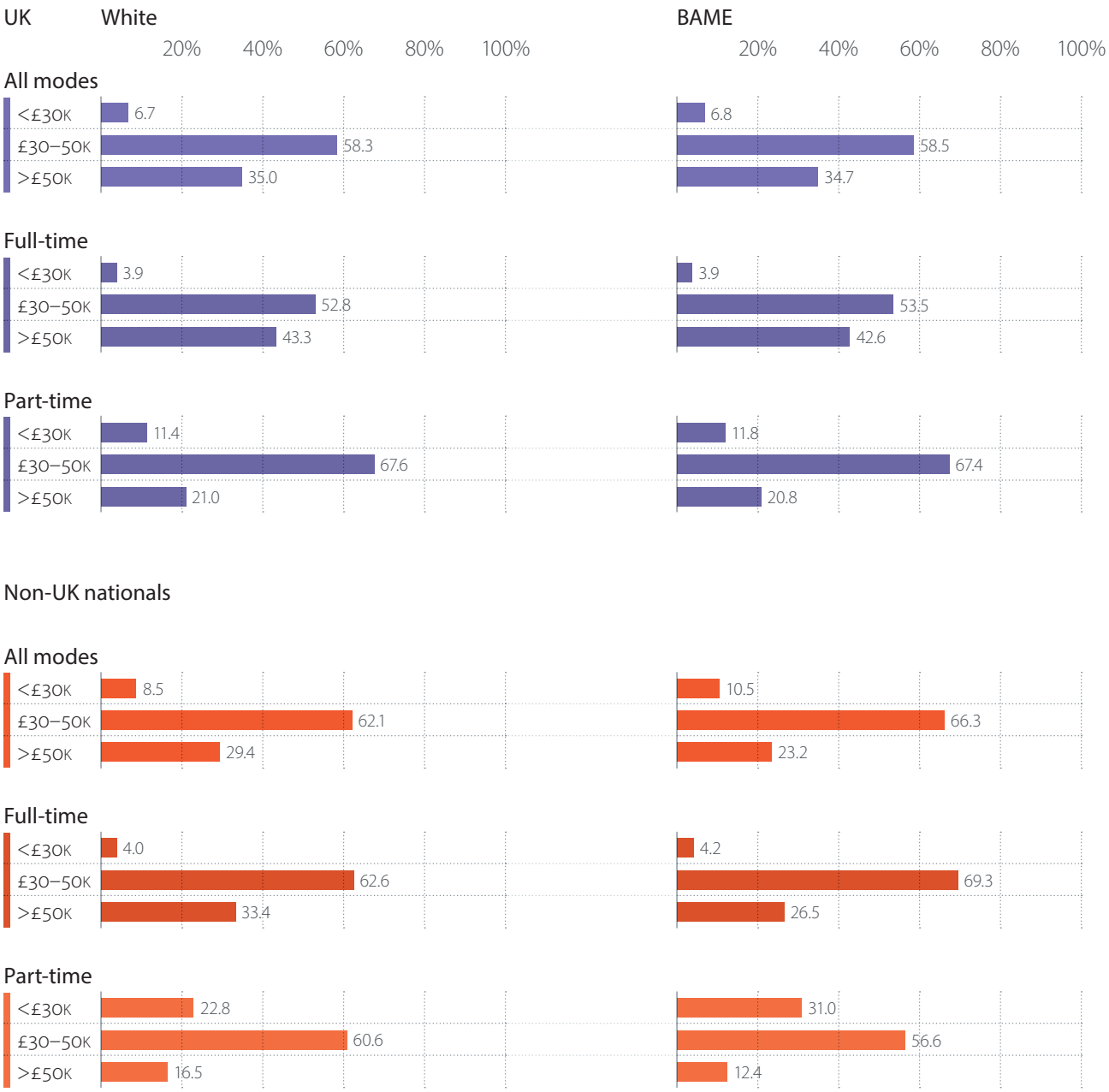
← Nationality definition: see page 12
← Staff activity definition: see page 12
← Mode definition: see page 13
← Salary range definition: see page 18
← Ethnicity definition: see page 9

UK nationals		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	8,210	*6.7*	*89.5*	965	*6.8*	*10.5*	9,175	*6.8*
£30–50K	£30,000–£50,000	71,360	*58.3*	*89.9*	8,040	*58.5*	*10.1*	79,400	*58.4*
>£50K	Over £50,000	42,865	*35.0*	*90.5*	4,490	*34.7*	*9.5*	47,355	*34.8*
All	Total	122,435	*100.0*	*90.1*	13,490	*100.0*	*9.9*	135,930	*100.0*
Full-time									
<£30K	Under £30,000	3,000	*3.9*	*88.9*	375	*3.9*	*11.1*	3,375	*3.9*
£30–50K	£30,000–£50,000	40,535	*52.8*	*88.6*	5,200	*53.5*	*11.4*	45,735	*53.2*
>£50K	Over £50,000	33,300	*43.3*	*90.2*	3,635	*42.6*	*9.8*	36,935	*42.9*
All	Total	76,840	*100.0*	*89.3*	9,205	*100.0*	*10.7*	86,045	*100.0*
Part-time									
<£30K	Under £30,000	5,210	*11.4*	*89.8*	590	*11.8*	*10.2*	5,800	*11.6*
£30–50K	£30,000–£50,000	30,825	*67.6*	*91.6*	2,840	*67.4*	*8.4*	33,665	*67.5*
>£50K	Over £50,000	9,565	*21.0*	*91.8*	855	*20.8*	*8.2*	10,420	*20.9*
All	Total	45,600	*100.0*	*91.4*	4,285	*100.0*	*8.6*	49,885	*100.0*

Non-UK nationals									
All modes									
<£30K	Under £30,000	3,520	*8.5*	*61.3*	2,220	*10.5*	*38.7*	5,740	*9.8*
£30–50K	£30,000–£50,000	25,700	*62.1*	*67.4*	12,405	*66.3*	*32.6*	38,100	*64.9*
>£50K	Over £50,000	12,140	*29.4*	*81.5*	2,765	*23.2*	*18.5*	14,900	*25.4*
All	Total	41,355	*100.0*	*70.4*	17,385	*100.0*	*29.6*	58,740	*100.0*
Full-time									
<£30K	Under £30,000	1,265	*4.0*	*67.5*	610	*4.2*	*32.5*	1,875	*4.2*
£30–50K	£30,000–£50,000	19,710	*62.6*	*65.5*	10,390	*69.3*	*34.5*	30,100	*66.9*
>£50K	Over £50,000	10,505	*33.4*	*80.9*	2,485	*26.5*	*19.1*	12,990	*28.9*
All	Total	31,485	*100.0*	*70.0*	13,480	*100.0*	*30.0*	44,965	*100.0*
Part-time									
<£30K	Under £30,000	2,255	*22.8*	*58.4*	1,610	*31.0*	*41.6*	3,865	*28.1*
£30–50K	£30,000–£50,000	5,985	*60.6*	*74.8*	2,015	*56.6*	*25.2*	8,000	*58.1*
>£50K	Over £50,000	1,630	*16.5*	*85.3*	280	*12.4*	*14.7*	1,915	*13.9*
All	Total	9,875	*100.0*	*71.7*	3,905	*100.0*	*28.3*	13,775	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff in each salary range



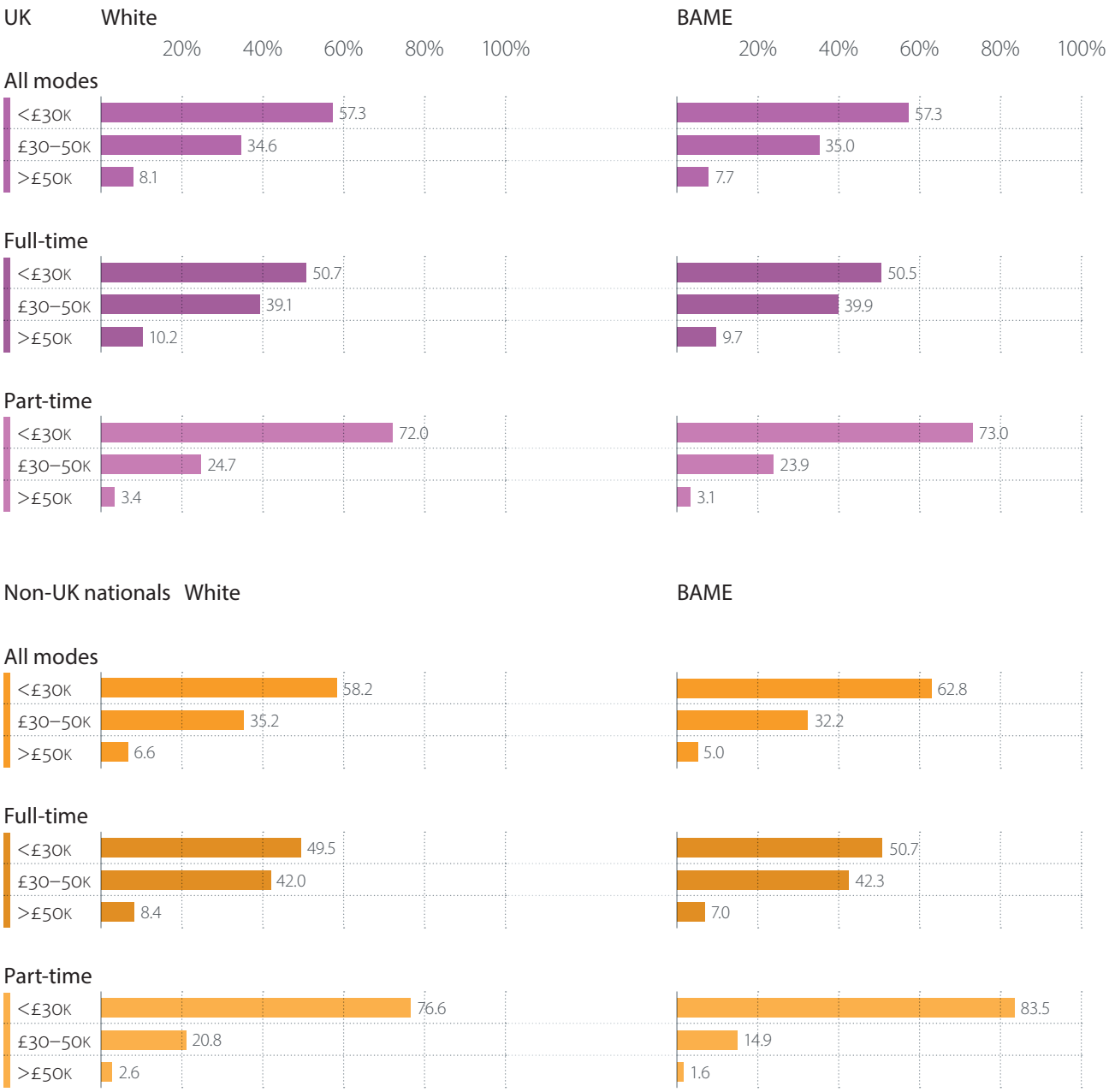
3.27 UK/non-UK professional and support staff by mode, salary range and BAME/White identity

← Nationality definition: see page 12
← Staff activity definition: see page 12
← Mode definition: see page 13
← Salary range definition: see page 18
← Ethnicity definition: see page 9

UK nationals		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	95,815	*57.3*	*90.2*	10,380	*57.3*	*9.8*	106,195	*57.3*
£30–50K	£30,000–£50,000	57,885	*34.6*	*89.7*	6,640	*35.0*	*10.3*	64,525	*34.8*
>£50K	Over £50,000	13,465	*8.1*	*92.6*	1,075	*7.7*	*7.4*	14,540	*7.8*
All	Total	167,165	*100.0*	*90.2*	18,095	*100.0*	*9.8*	185,260	*100.0*
Full-time									
<£30K	Under £30,000	58,315	*50.7*	*90.0*	6,490	*50.5*	*10.0*	64,805	*50.6*
£30–50K	£30,000–£50,000	45,040	*39.1*	*88.9*	5,640	*39.9*	*11.1*	50,685	*39.5*
>£50K	Over £50,000	11,715	*10.2*	*92.3*	975	*9.7*	*7.7*	12,690	*9.9*
All	Total	115,070	*100.0*	*89.8*	13,110	*100.0*	*10.2*	128,180	*100.0*
Part-time									
<£30K	Under £30,000	37,500	*72.0*	*90.6*	3,890	*73.0*	*9.4*	41,390	*72.5*
£30–50K	£30,000–£50,000	12,840	*24.7*	*92.8*	995	*23.9*	*7.2*	13,840	*24.2*
>£50K	Over £50,000	1,750	*3.4*	*94.6*	100	*3.1*	*5.4*	1,850	*3.2*
All	Total	52,095	*100.0*	*91.3*	4,985	*100.0*	*8.7*	57,080	*100.0*
Non-UK nationals									
All modes									
<£30K	Under £30,000	8,755	*58.2*	*67.6*	4,195	*62.8*	*32.4*	12,945	*61.2*
£30–50K	£30,000–£50,000	5,295	*35.2*	*75.3*	1,740	*32.2*	*24.7*	7,035	*33.3*
>£50K	Over £50,000	985	*6.6*	*83.9*	190	*5.0*	*16.1*	1,175	*5.6*
All	Total	15,035	*100.0*	*71.1*	6,120	*100.0*	*28.9*	21,155	*100.0*
Full-time									
<£30K	Under £30,000	5,055	*49.5*	*73.4*	1,825	*50.7*	*26.6*	6,880	*50.2*
£30–50K	£30,000–£50,000	4,290	*42.0*	*74.2*	1,490	*42.3*	*25.8*	5,780	*42.2*
>£50K	Over £50,000	860	*8.4*	*83.4*	170	*7.0*	*16.6*	1,030	*7.5*
All	Total	10,205	*100.0*	*74.5*	3,485	*100.0*	*25.5*	13,690	*100.0*
Part-time									
<£30K	Under £30,000	3,700	*76.6*	*61.0*	2,365	*83.5*	*39.0*	6,065	*81.3*
£30–50K	£30,000–£50,000	1,005	*20.8*	*80.1*	250	*14.9*	*19.9*	1,255	*16.8*
>£50K	Over £50,000	125	*2.6*	*87.0*	20	*1.6*	*13.0*	145	*1.9*
All	Total	4,830	*100.0*	*64.7*	2,635	*100.0*	*35.3*	7,465	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff in each salary range



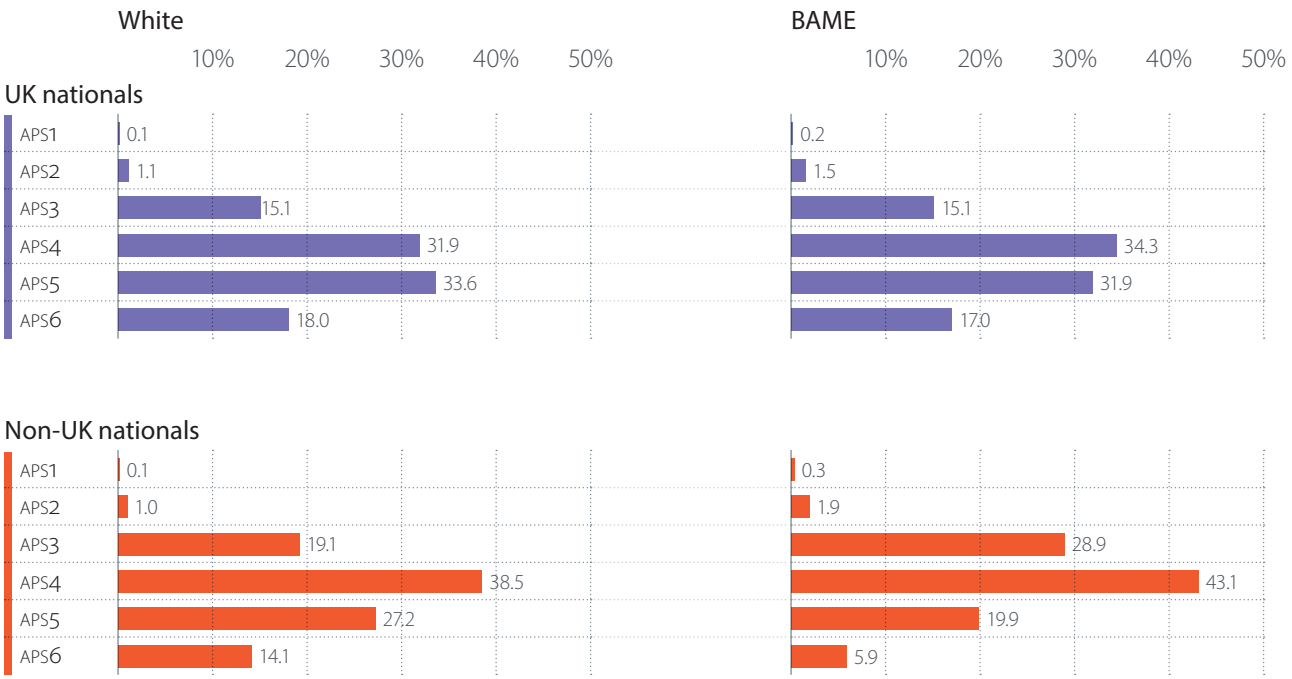
3.28 UK/non-UK academic staff by academic pay spine range and BAME/White identity

← Nationality definition: see page 12
← Academic pay spine range definition: see page 18
← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
APS1	< £18,777	180	*0.1*	*90.0*	20	*0.2*	*10.0*	200	*0.1*
APS2	≥ £18,778 and < £24,983	1,405	*1.1*	*87.4*	205	*1.5*	*12.6*	1,605	*1.2*
APS3	≥ £24,984 and < £33,518	18,495	*15.1*	*90.1*	2,045	*15.1*	*9.9*	20,540	*15.1*
APS4	≥ £33,519 and < £44,992	39,090	*31.9*	*89.4*	4,630	*34.3*	*10.6*	43,720	*32.2*
APS5	≥ £44,993 and < £60,410	41,190	*33.6*	*90.5*	4,300	*31.9*	*9.5*	45,490	*33.5*
APS6	> £60,411	22,080	*18.0*	*90.6*	2,295	*17.0*	*9.4*	24,375	*17.9*
All	All pay spines	122,435	*100.0*	*90.1*	13,490	*100.0*	*9.9*	135,930	*100.0*
Non-UK nationals									
APS1	< £18,777	55	*0.1*	*48.3*	60	*0.3*	*51.7*	115	*0.2*
APS2	≥ £18,778 and < £24,983	425	*1.0*	*55.9*	335	*1.9*	*44.1*	760	*1.3*
APS3	≥ £24,984 and < £33,518	7,905	*19.1*	*61.2*	5,015	*28.9*	*38.8*	12,920	*22.0*
APS4	≥ £33,519 and < £44,992	15,915	*38.5*	*68.0*	7,495	*43.1*	*32.0*	23,415	*39.9*
APS5	≥ £44,993 and < £60,410	11,235	*27.2*	*76.5*	3,460	*19.9*	*23.5*	14,690	*25.0*
APS6	> £60,411	5,820	*14.1*	*85.1*	1,020	*5.9*	*14.9*	6,840	*11.6*
All	All pay spines	41,355	*100.0*	*70.4*	17,385	*100.0*	*29.6*	58,740	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff in each academic pay spine

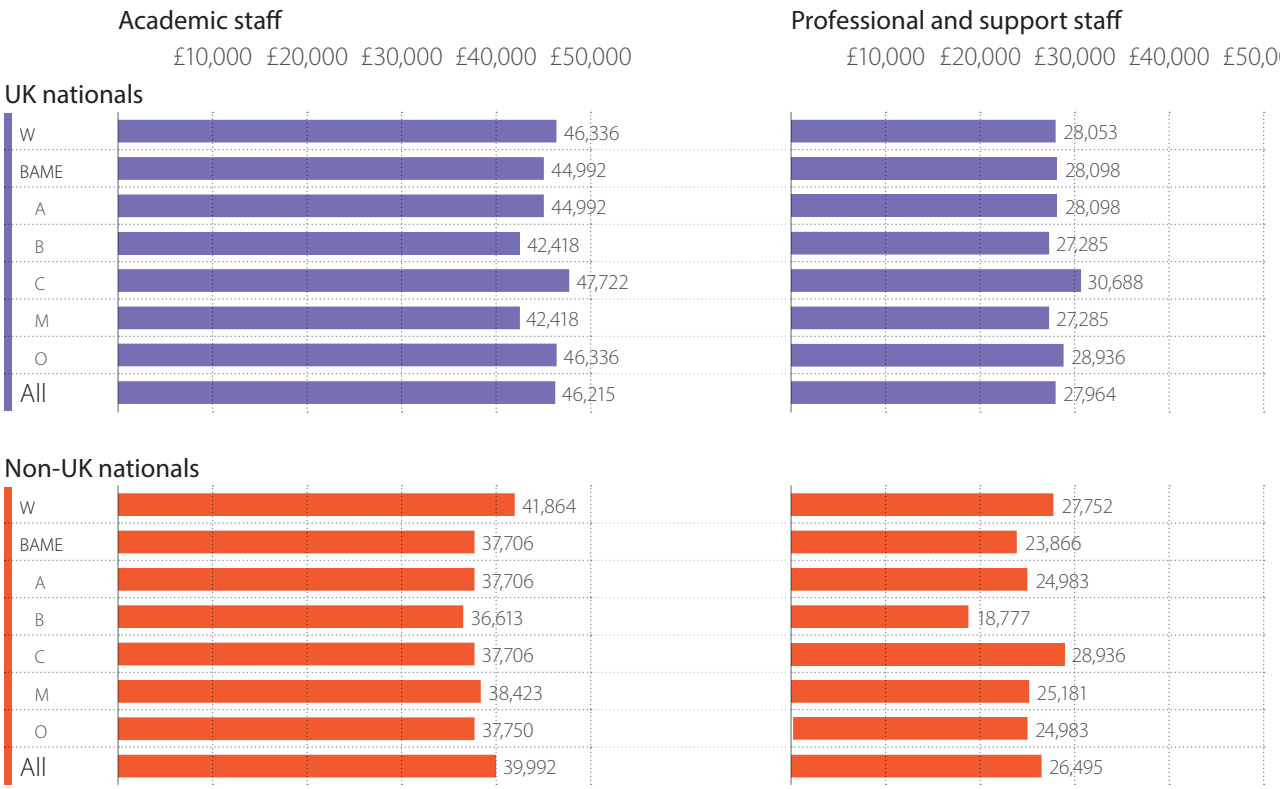


3.29 Median salaries of UK/non-UK staff by activity and ethnic group

← Nationality definition: see page 12
← Median salary and pay gap definition: see page 18
← Staff activity definition: see page 12
← Ethnicity definition: see page 9

		Academic staff	Professional and support	All staff
		£	£	£
UK nationals				
W	White	46,336	28,053	35,550
BAME	BAME total	44,992	28,098	35,311
A	Asian	44,992	28,098	34,635
B	Black	42,418	27,285	32,547
C	Chinese	47,722	30,688	41,212
M	Mixed	42,418	27,285	34,040
O	Other	46,336	28,936	39,644
All	All staff	46,215	27,964	35,550
Non-UK nationals				
W	White	41,864	27,752	38,833
BAME	BAME total	37,706	23,866	35,550
A	Asian	37,706	24,983	35,550
B	Black	36,613	18,777	30,993
C	Chinese	37,706	28,936	36,613
M	Mixed	38,423	25,181	35,550
O	Other	37,750	24,983	35,579
All	All staff	39,992	26,495	37,706

Ethnicity median salaries

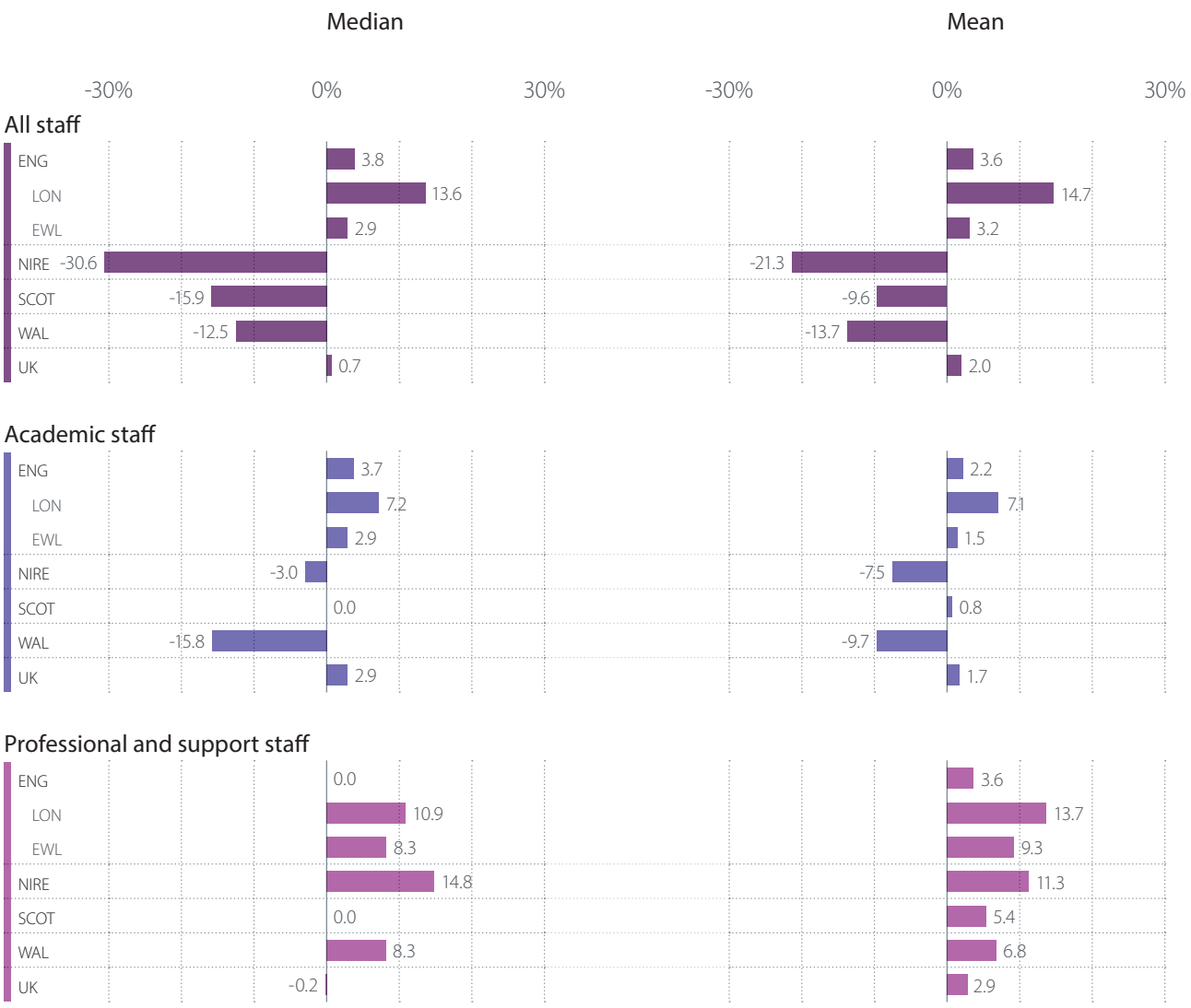


3.30 Median/mean salary and pay gap for UK staff by country of institution, activity and BAME/White identity

← Nationality definition: see page 12
← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Country of institution definition: see page 12
← Staff activity definition: see page 12
← Ethnicity definition: see page 9

		Median			Mean		
		White	BAME	Gap	White	BAME	Gap
		£	£	%	£	£	%
All staff							
ENG	England	36,184	34,812	*3.8*	39,401	38,000	*3.6*
LON	London	42,399	36,613	*13.6*	46,863	39,973	*14.7*
EWL	England (without London)	34,520	33,518	*2.9*	37,892	36,695	*3.2*
NIRE	Northern Ireland	34,463	44,992	*-30.6*	37,794	45,840	*-21.3*
SCOT	Scotland	33,518	38,833	*-15.9*	37,668	41,278	*-9.6*
WAL	Wales	34,520	38,833	*-12.5*	37,467	42,615	*-13.7*
UK	UK	35,550	35,311	*0.7*	39,067	38,268	*2.0*
Academic staff							
ENG	England	46,336	44,615	*3.7*	49,819	48,711	*2.2*
LON	London	47,722	44,307	*7.2*	53,534	49,732	*7.1*
EWL	England (without London)	46,336	44,992	*2.9*	48,889	48,165	*1.5*
NIRE	Northern Ireland	49,149	50,618	*-3.0*	51,051	54,860	*-7.5*
SCOT	Scotland	47,722	47,722	*0.0*	50,520	50,091	*0.8*
WAL	Wales	41,212	47,722	*-15.8*	47,781	52,413	*-9.7*
UK	UK	46,336	44,992	*2.9*	49,784	48,947	*1.7*
Professional and support staff							
ENG	England	28,098	28,098	*0.0*	31,570	30,422	*3.6*
LON	London	36,322	32,380	*10.9*	39,899	34,423	*13.7*
EWL	England (without London)	26,495	24,285	*8.3*	30,168	27,364	*9.3*
NIRE	Northern Ireland	25,728	21,933	*14.8*	29,766	26,390	*11.3*
SCOT	Scotland	25,728	25,728	*0.0*	29,904	28,284	*5.4*
WAL	Wales	26,495	24,285	*8.3*	29,494	27,480	*6.8*
UK	UK	28,053	28,098	*-0.2*	31,218	30,306	*2.9*

Ethnicity pay gaps

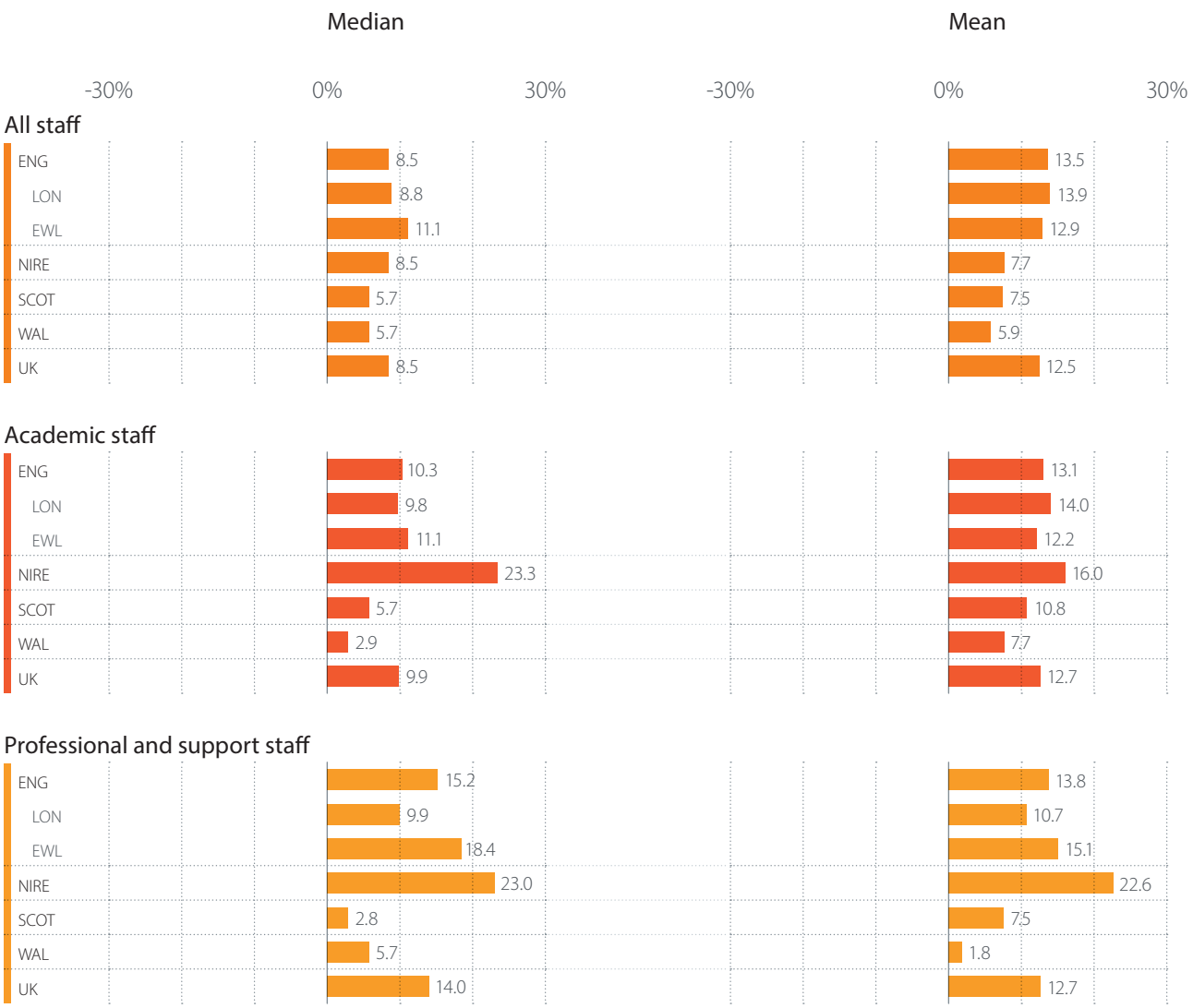


3.31 Median/mean salary and pay gap for non-UK staff by country of institution, activity and BAME/White identity

← Nationality definition: see page 12
← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Country of institution definition: see page 12
← Staff activity definition: see page 12
← Ethnicity definition: see page 9

		Median			Mean		
		White	BAME	Gap	White	BAME	Gap
		£	£	%	£	£	%
All staff							
ENG	England	38,833	35,550	*8.5*	43,159	37,323	*13.5*
LON	London	40,380	36,831	*8.8*	45,854	39,479	*13.9*
EWL	England (without London)	38,833	34,520	*11.1*	41,726	36,360	*12.9*
NIRE	Northern Ireland	38,833	35,550	*8.5*	41,428	38,235	*7.7*
SCOT	Scotland	36,613	34,520	*5.7*	38,996	36,062	*7.5*
WAL	Wales	38,833	36,613	*5.7*	41,351	38,909	*5.9*
UK	UK	38,833	35,550	*8.5*	42,569	37,249	*12.5*
Academic staff							
ENG	England	42,019	37,706	*10.3*	47,415	41,212	*13.1*
LON	London	42,915	38,730	*9.8*	49,929	42,934	*14.0*
EWL	England (without London)	41,212	36,621	*11.1*	46,140	40,500	*12.2*
NIRE	Northern Ireland	46,336	35,550	*23.3*	47,441	39,844	*16.0*
SCOT	Scotland	38,833	36,613	*5.7*	44,144	39,394	*10.8*
WAL	Wales	39,992	38,833	*2.9*	45,591	42,061	*7.7*
UK	UK	41,864	37,706	*9.9*	46,995	41,018	*12.7*
Professional and support staff							
ENG	England	28,651	24,285	*15.2*	31,076	26,779	*13.8*
LON	London	32,956	29,699	*9.9*	35,518	31,710	*10.7*
EWL	England (without London)	25,728	20,989	*18.4*	28,391	24,092	*15.1*
NIRE	Northern Ireland	26,495	20,411	*23.0*	31,105	24,066	*22.6*
SCOT	Scotland	22,214	21,581	*2.8*	26,509	24,512	*7.5*
WAL	Wales	23,557	22,214	*5.7*	26,890	26,403	*1.8*
UK	UK	27,752	23,866	*14.0*	30,396	26,546	*12.7*

Ethnicity pay gaps



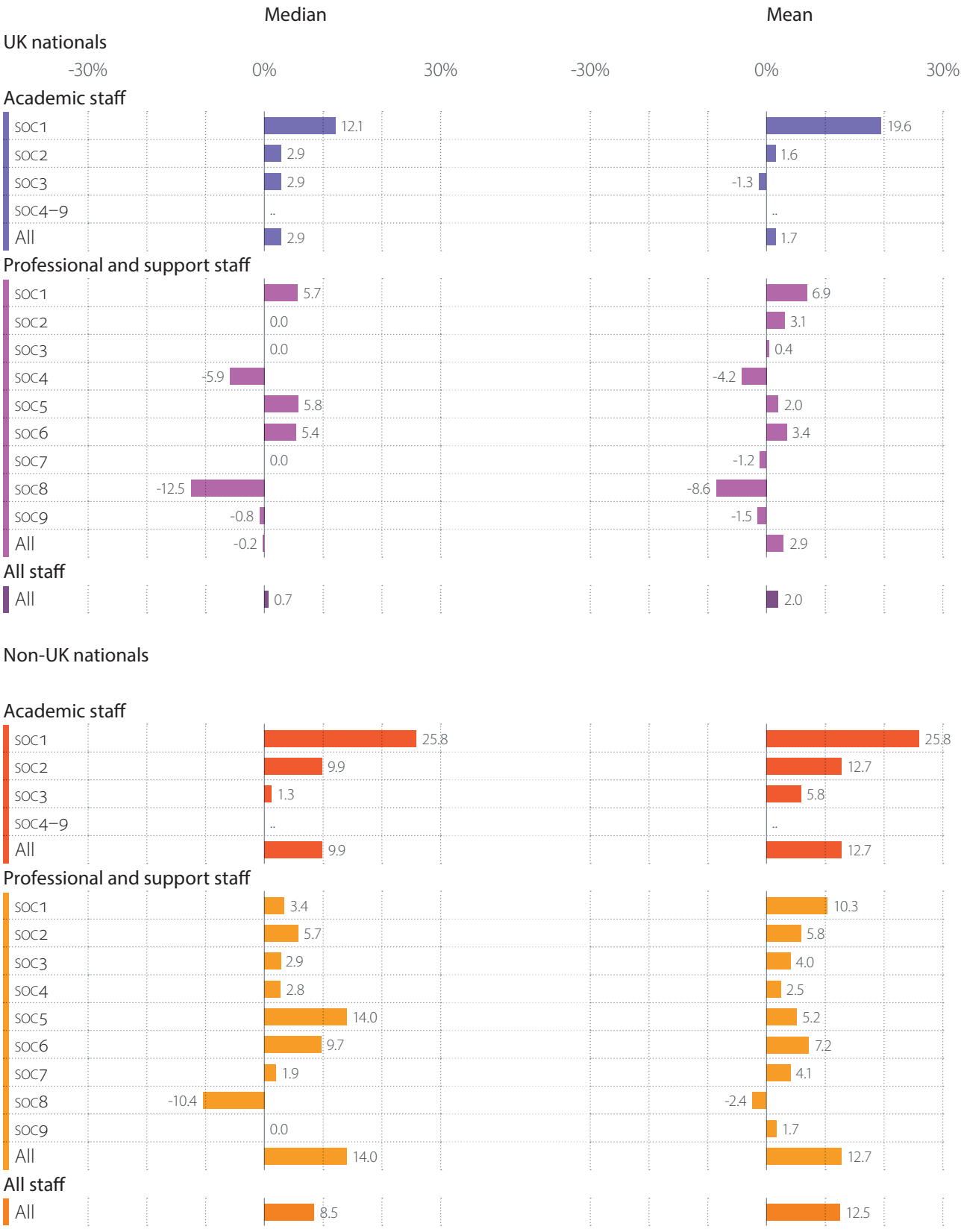
3.32 Median/mean salary and pay gap for UK/non-UK staff by activity, occupational group and BAME/White identity

← Nationality definition: see page 12
← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Occupational group definition: see page 16
← Ethnicity definition: see page 9

UK nationals		Median			Mean		
		White	BAME	Gap	White	BAME	Gap
		£	£	%	£	£	%
Academic staff							
SOC1	Managers, directors and senior officials	66,914	58,827	12.1	77,509	62,334	19.6
SOC2	Professional occupations	46,336	44,992	2.9	49,846	49,035	1.6
SOC3	Associate professional and technical	31,604	30,688	2.9	33,130	33,544	-1.3
SOC4–9	Clerical and manual occupations	34,844	..	..	36,636	..	..
All	All academic staff	46,336	44,992	2.9	49,784	48,947	1.7
Professional and support staff							
SOC1	Managers, directors and senior officials	52,132	49,149	5.7	58,150	54,129	6.9
SOC2	Professional occupations	38,833	38,833	0.0	40,906	39,631	3.1
SOC3	Associate professional and technical	31,604	31,604	0.0	32,495	32,369	0.4
SOC4	Administrative and secretarial	24,285	25,728	-5.9	25,614	26,698	-4.2
SOC5	Skilled trades occupations	24,285	22,876	5.8	25,131	24,627	2.0
SOC6	Caring, leisure and other service	19,305	18,263	5.4	21,064	20,356	3.4
SOC7	Sales and customer service occupations	20,989	20,989	0.0	22,917	23,190	-1.2
SOC8	Process, plant and machine operatives	22,214	24,983	-12.5	22,562	24,494	-8.6
SOC9	Elementary occupations	16,356	16,494	-0.8	17,537	17,795	-1.5
All	All professional and support staff	28,053	28,098	-0.2	31,218	30,306	2.9
All staff							
All	All staff	35,550	35,311	0.7	39,067	38,268	2.0

Non-UK nationals							
Academic staff							
SOC1	Managers, directors and senior officials	67,922	50,372	25.8	81,158	60,199	25.8
SOC2	Professional occupations	41,864	37,706	9.9	46,998	41,034	12.7
SOC3	Associate professional and technical	32,973	32,548	1.3	33,863	31,898	5.8
SOC4–9	Clerical and manual occupations	..	..	..	..	..	..
All	All academic staff	41,864	37,706	9.9	46,995	41,018	12.7
Professional and support staff							
SOC1	Managers, directors and senior officials	50,949	49,230	3.4	59,300	53,218	10.3
SOC2	Professional occupations	38,833	36,613	5.7	39,609	37,330	5.8
SOC3	Associate professional and technical	30,688	29,799	2.9	31,930	30,657	4.0
SOC4	Administrative and secretarial	24,983	24,285	2.8	25,986	25,333	2.5
SOC5	Skilled trades occupations	22,214	19,094	14.0	23,734	22,506	5.2
SOC6	Caring, leisure and other service	19,305	17,437	9.7	20,774	19,285	7.2
SOC7	Sales and customer service occupations	19,850	19,474	1.9	21,875	20,975	4.1
SOC8	Process, plant and machine operatives	23,205	25,612	-10.4	22,997	23,550	-2.4
SOC9	Elementary occupations	16,341	16,341	0.0	17,400	17,109	1.7
All	All professional and support staff	27,752	23,866	14.0	30,396	26,546	12.7
All staff							
All	All staff	38,833	35,550	8.5	42,569	37,249	12.5

Ethnicity pay gaps



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 12
← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Professorial category definition: see page 18
← Country of institution definition: see page 12
← Ethnicity definition: see page 9

UK nationals		Median White	Median BAME	Median Gap	Mean White	Mean BAME	Mean Gap
		£	£	%	£	£	%
Professors							
ENG	England	77,564	76,951	0.8	82,004	82,873	-1.1
LON	London	82,595	84,357	-2.1	86,397	88,976	-3.0
EWL	England (without London)	76,481	75,073	1.8	80,753	80,568	0.2
NIRE	Northern Ireland	79,507	70,352	11.5	80,004	75,710	5.4
SCOT	Scotland	75,195	72,446	3.7	80,800	75,768	6.2
WAL	Wales	79,962	82,028	-2.6	81,597	80,571	1.3
UK	UK	77,434	76,495	1.2	81,815	82,080	-0.3
Non-professors							
ENG	England	34,635	34,520	0.3	37,296	36,235	2.8
LON	London	41,356	36,322	12.2	44,248	38,661	12.6
EWL	England (without London)	33,518	32,548	2.9	35,916	34,598	3.7
NIRE	Northern Ireland	33,518	39,413	-17.6	36,007	40,630	-12.8
SCOT	Scotland	32,548	37,706	-15.8	35,514	38,163	-7.5
WAL	Wales	33,518	36,613	-9.2	35,172	38,095	-8.3
UK	UK	34,520	34,520	0.0	36,950	36,364	1.6
Non-UK nationals							
Professors							
ENG	England	78,428	74,475	5.0	86,616	83,479	3.6
LON	London	85,896	82,068	4.5	96,671	95,283	1.4
EWL	England (without London)	75,637	72,099	4.7	82,287	78,888	4.1
NIRE	Northern Ireland	79,507	74,346	6.5	80,163	79,820	0.4
SCOT	Scotland	75,329	73,276	2.7	82,165	81,245	1.1
WAL	Wales	76,857	69,612	9.4	81,285	74,910	7.8
UK	UK	78,100	74,241	4.9	85,828	82,560	3.8
Non-professors							
ENG	England	38,473	35,471	7.8	40,035	36,135	9.7
LON	London	39,644	36,677	7.5	42,717	38,179	10.6
EWL	England (without London)	37,000	34,520	6.7	38,588	35,219	8.7
NIRE	Northern Ireland	38,833	35,550	8.5	39,069	36,713	6.0
SCOT	Scotland	35,550	34,520	2.9	36,405	34,916	4.1
WAL	Wales	37,706	35,550	5.7	38,255	36,677	2.7
UK	UK	37,706	35,000	7.2	39,528	36,026	8.9

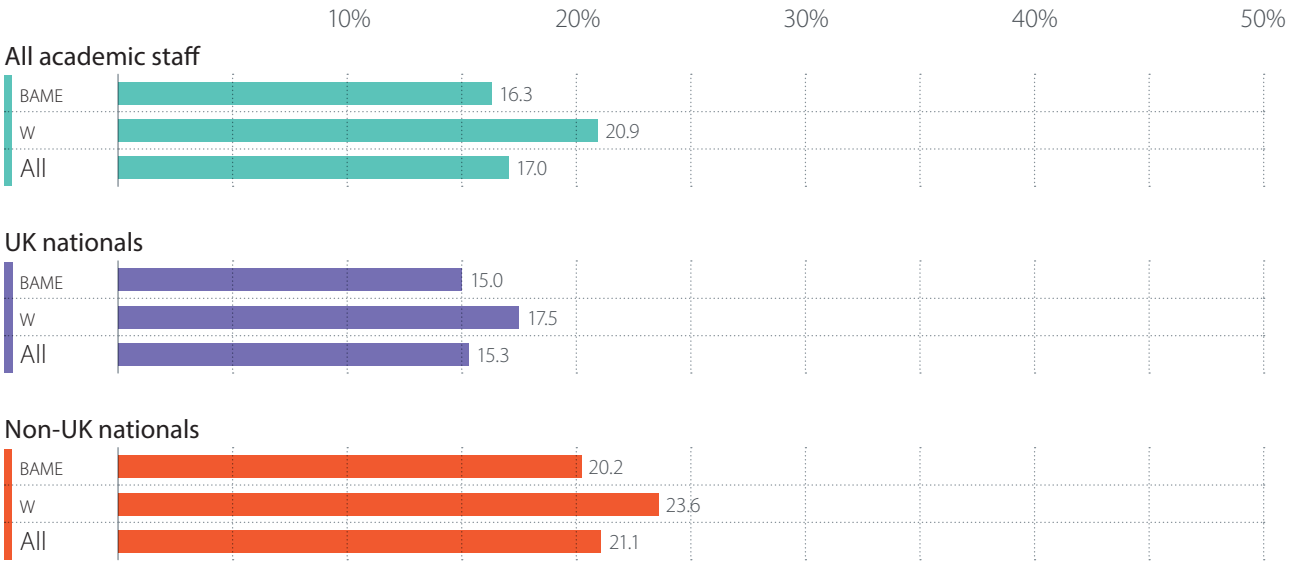
Ethnicity pay gaps

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

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Ethnicity definition: see page 9

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	%	No.	→ %	No.	→ %	No.
All academic staff								
BAME	BAME	26,245	*16.3*	12,950	*49.3*	13,295	*50.7*	160,830
W	White	5,935	*20.9*	2,925	*49.3*	3,010	*50.7*	28,465
All	All staff	32,180	*17.0*	15,875	*49.3*	16,305	*50.7*	189,300
UK nationals								
BAME	BAME	18,175	*15.0*	9,000	*49.5*	9,175	*50.5*	120,805
W	White	2,220	*17.5*	1,085	*48.9*	1,135	*51.1*	12,705
All	All staff	20,390	*15.3*	10,085	*49.4*	10,310	*50.6*	133,505
Non-UK nationals								
BAME	BAME	8,070	*20.2*	3,950	*49.0*	4,120	*51.0*	40,030
W	White	3,720	*23.6*	1,845	*49.6*	1,875	*50.4*	15,765
All	All staff	11,785	*21.1*	5,795	*49.1*	5,995	*50.9*	55,790

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

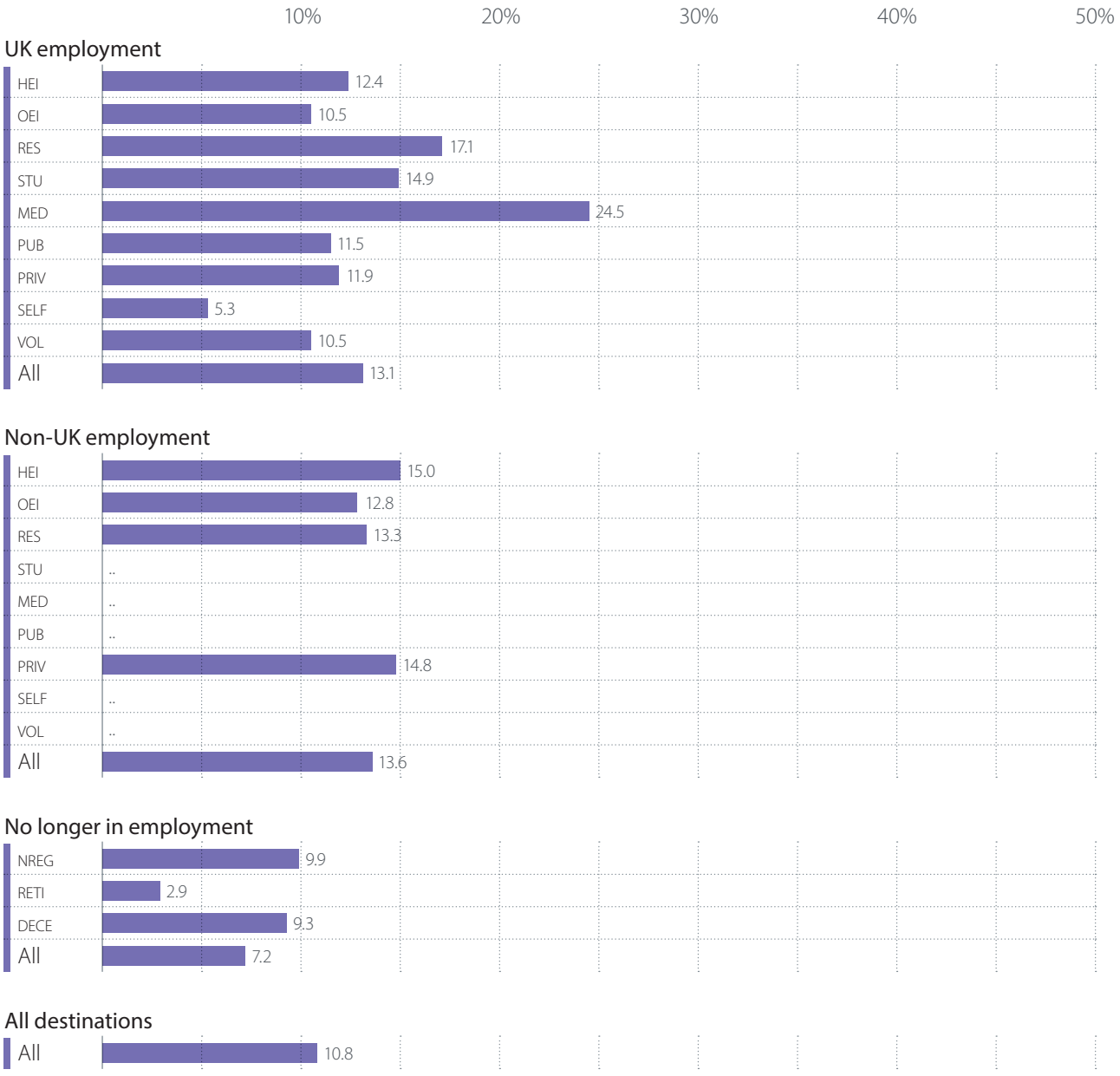


3.35 UK academic staff leavers by known leaving destination and BAME/White identity

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Ethnicity definition: see page 9

		White			BAME			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2,360	*26.2*	*87.6*	335	*30.7*	*12.4*	2,690	*26.69*
OEI	Other education institution	340	*3.8*	*89.5*	40	*3.7*	*10.5*	380	*3.79*
RES	Research institute	170	*1.9*	*82.9*	35	*3.2*	*17.1*	205	*2.03*
STU	Student	305	*3.4*	*85.1*	55	*4.9*	*14.9*	360	*3.56*
MED	Medical or dental practice	420	*4.7*	*75.5*	135	*12.5*	*24.5*	555	*5.50*
PUB	Public sector	225	*2.5*	*88.5*	30	*2.7*	*11.5*	255	*2.51*
PRIV	Private sector	600	*6.7*	*88.1*	80	*7.5*	*11.9*	680	*6.76*
SELF	Self-employed	395	*4.4*	*94.7*	20	*2.0*	*5.3*	415	*4.14*
VOL	Voluntary sector	50	*0.6*	*89.5*	5	*0.6*	*10.5*	55	*0.57*
All	All UK employment	4,865	*54.1*	*86.9*	735	*67.8*	*13.1*	5,600	*55.5*
Non-UK employment									
HEI	Other HEI	190	*2.1*	*85.0*	35	*3.1*	*15.0*	225	*2.2*
OEI	Other education institution	40	*0.5*	*87.2*	5	*0.6*	*12.8*	45	*0.5*
RES	Research institute	40	*0.4*	*86.7*	5	*0.6*	*13.3*	45	*0.4*
STU	Student	10	*0.1*	..	0	*0.1*	..	10	*0.1*
MED	Health service	5	*0.0*	..	0	*0.0*	..	5	*0.0*
PUB	Public sector	10	*0.1*	..	0	*0.0*	..	10	*0.1*
PRIV	Private sector	25	*0.3*	*85.2*	5	*0.4*	*14.8*	25	*0.3*
SELF	Self-employed	10	*0.1*	..	0	*0.0*	..	10	*0.1*
VOL	Voluntary sector	5	*0.0*	..	0	*0.2*	..	5	*0.1*
All	All non-UK employment	325	*3.6*	*86.4*	50	*4.7*	*13.6*	375	*3.7*
No longer in employment									
NREG	Not in regular employment	2,195	*24.4*	*90.1*	240	*22.2*	*9.9*	2,440	*24.2*
RETI	Retired	1,510	*16.8*	*97.1*	45	*4.2*	*2.9*	1,555	*15.4*
DECE	Deceased	100	*1.1*	*90.7*	10	*0.9*	*9.3*	110	*1.1*
All	All no longer employed	3,805	*42.3*	*92.8*	295	*27.3*	*7.2*	4,100	*40.7*
All destinations									
All	All leavers	9,000	*100.0*	*89.2*	1,085	*100.0*	*10.8*	10,085	*100.0*

Proportions of leavers who were BAME

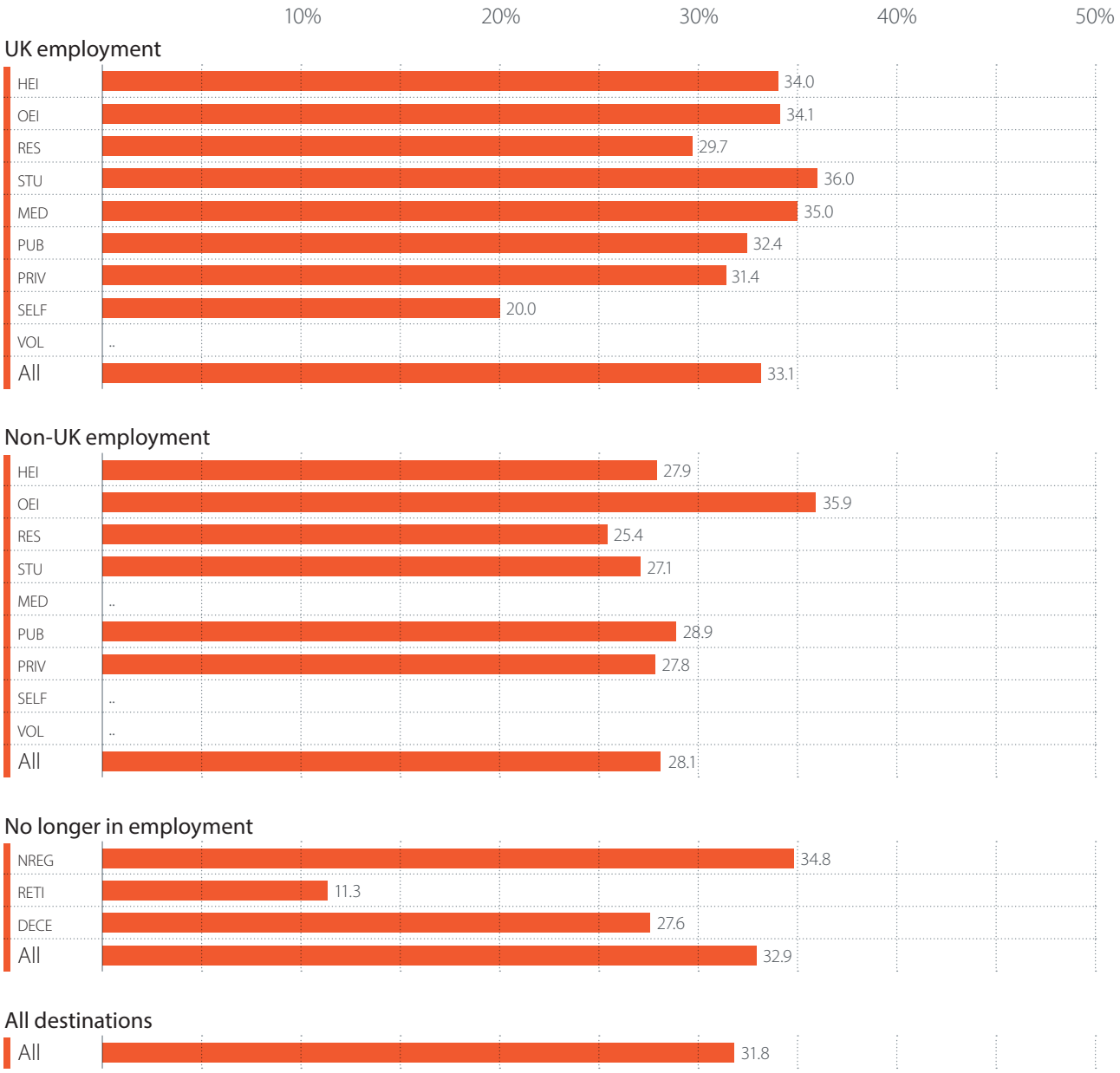


3.36 Non-UK academic staff leavers by known leaving destination and BAME/White identity

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Ethnicity definition: see page 9

		White			BAME			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	1,000	*25.3*	*66.0*	515	*27.9*	*34.0*	1,510	*26.1*
OEI	Other education institution	130	*3.3*	*65.9*	70	*3.7*	*34.1*	200	*3.4*
RES	Research institute	165	*4.1*	*70.3*	70	*3.7*	*29.7*	230	*4.0*
STU	Student	180	*4.6*	*64.0*	100	*5.5*	*36.0*	280	*4.9*
MED	Medical or dental practice	80	*2.0*	*65.0*	40	*2.3*	*35.0*	120	*2.1*
PUB	Public sector	50	*1.3*	*67.6*	25	*1.3*	*32.4*	75	*1.3*
PRIV	Private sector	270	*6.8*	*68.6*	125	*6.7*	*31.4*	395	*6.8*
SELF	Self-employed	60	*1.5*	*80.0*	15	*0.8*	*20.0*	75	*1.3*
VOL	Voluntary sector	5	*0.2*	..	5	*0.2*	..	10	*0.2*
All	All UK employment	1,940	*49.1*	*66.9*	960	*52.2*	*33.1*	2,900	*50.1*
Non-UK employment									
HEI	Other HEI	585	*14.8*	*72.1*	225	*12.3*	*27.9*	810	*14.0*
OEI	Other education institution	90	*2.3*	*64.1*	50	*2.8*	*35.9*	140	*2.5*
RES	Research institute	210	*5.3*	*74.6*	70	*3.9*	*25.4*	280	*4.8*
STU	Student	35	*0.9*	*72.9*	15	*0.7*	*27.1*	50	*0.8*
MED	Health service	0	*0.1*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	25	*0.7*	*71.1*	10	*0.6*	*28.9*	40	*0.7*
PRIV	Private sector	95	*2.4*	*72.2*	35	*2.0*	*27.8*	135	*2.3*
SELF	Self-employed	15	*0.4*	..	5	*0.2*	..	20	*0.3*
VOL	Voluntary sector	5	*0.1*	..	0	*0.1*	..	5	*0.1*
All	All non-UK employment	1,060	*26.9*	*71.9*	415	*22.5*	*28.1*	1,475	*25.5*
No longer in employment									
NREG	Not in regular employment	835	*21.1*	*65.2*	445	*24.2*	*34.8*	1,280	*22.1*
RETI	Retired	95	*2.4*	*88.7*	10	*0.7*	*11.3*	105	*1.8*
DECE	Deceased	20	*0.5*	*72.4*	10	*0.4*	*27.6*	30	*0.5*
All	All no longer employed	950	*24.1*	*67.1*	465	*25.3*	*32.9*	1,415	*24.5*
All destinations									
All	All leavers	3,950	*100.0*	*68.2*	1,845	*100.0*	*31.8*	5,795	*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/statistical-report-2019-data-tables

4.1 Overall figures: In 2017/18, 54.4% of staff working in UK HEIs were women and 45.6% were men. Proportions of men and women were similar across the countries of the UK.

4.2 Trends: Between 2003/04 and 2017/18, the proportion of female staff working in UK HEIs increased from 52.4% to 54.4%. Over the same period, the proportion of male staff decreased from 47.6% to 45.6%.

The proportion of female academic staff has increased from 40.0% in 2003/04 to 45.9% in 2017/18. In contrast, the proportion of female professional and support staff has remained relatively constant from 62.2% in 2003/04 to 62.7% in 2017/18.

4.3 Mode: 76.6% of male staff worked full-time compared to 59.7% of female staff. Among both academic and professional and support staff, the majority of staff on part-time contracts were women (55.3% of academic staff and 79.7% 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 (84.9% and 86.2%, respectively). There was slightly greater disparity among academic staff on open-ended/permanent contracts (64.4% of women and 68.3% of men).

40.2% of academic staff on full-time, open-ended contracts were women, while 59.8% were men. Among academic staff on part-time contracts, a higher proportion of women compared to men had an open-ended/permanent contract (51.2% and 47.7%, respectively).

81.7% of part-time professional and support staff on open-ended/permanent contracts were women, 18.3% 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, 25.9% of heads of institutions were women compared with 68.7% 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, 73.5% of academic staff and 76.0% 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 70.1% of staff.

4.9–4.10 Staff by activity, occupational group and gender: 56.5% of academic managers, directors and senior officials were men compared to 43.5% women. In contrast, 54.5% 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 (79.9% women) and skilled trades occupations (78.5% 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 majority of both male and female academics held teaching and research contracts, proportionally more men held these contracts than women (51.1% of men, compared with 42.6% of women). More women had teaching only contracts (32.7%, compared with 25.5% 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 (59.2%) than non-SET subjects (40.8%). In contrast, the proportions of female academic staff in SET (51.0%) and non-SET (49.0%) subject areas were more balanced.

Overall, 57.8% of SET academic staff were men. Subject areas with notably high proportions included electrical, electronic and computer engineering (84.8% male staff) and mechanical, aero and production engineering (83.6% male staff). SET subject areas with notably high proportions of female academic staff were nursing and allied health professions (74.8% female staff) and psychology and behavioural sciences (62.0% female staff).

4.14 Non-SET subject areas: Non-SET subjects had a roughly equal distribution of female and male academic staff (50.4% and 49.6%, respectively). However, within some subject areas a gender divide was present, such as education (67.7% women) and philosophy (70.2% men).

4.15 Professors: 74.5% 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 (78.7%) than non-SET subjects (67.9%).

4.16 Senior managers: Men made up a majority of senior managers (68.7%). This was most evident among SET subjects where men accounted for 72.4% of senior managers compared to 67.0% in non-SET subjects.

4.17–4.18 Salary and pay spine range: Among academic staff, 24.8% of women earned over £50,000 compared with 37.2% of men. This difference was also present among professional and support staff, where 6.0% of women earned over £50,000 compared with 10.2% of men. Among those on the highest pay spine range (≥ £60,411), 70.1% were men. The proportion of female staff on the highest pay spine range was half that of male staff (10.4% of women, 20.7% of men).

4.19–4.20 Pay gap by activity and occupational group: Overall, the median gender pay gap was 13.7% and the mean pay gap was 16.7%. The pay gap was most notable in Scotland, with a median gender pay gap of 18.6% and mean gender pay gap of 17.8%. Both the median and mean pay gaps were wider among academic staff than professional and support staff.

Among academic staff, the gender pay gap was greatest for managers, directors and senior officials (17.3 % median pay gap and 19.1% mean pay gap). The largest gender pay gap for professional and support staff was in skilled trades occupations (22.7% median pay gap and 14.0% mean pay gap).

4.21 Academic pay gap: The median and mean gender pay gaps for UK professors were 5.9 and 6.4%, respectively. The gender pay gap was widest among professors in Northern Ireland (a median pay gap of 11.5% and mean pay gap of 7.8%). Across the UK, the gender pay gap was higher among non-professors (an overall median pay gap of 11.1% and a mean pay gap of 11.8%).

4.22 Academic staff by leaving status and gender: A higher proportion of female academic staff left their position than men (18.8% and 16.9%, respectively). There was a 5.9 percentage point difference between non-UK national male leavers and UK national males, and a 5.7 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 (59.9%) compared with men (54.6%). In contrast, the proportion of male academic leavers in non-UK employment was greater than the proportion of female academic leavers (4.8% and 2.7%, respectively). There were more men (40.6%) no longer in regular employment than women (37.4%).

4.24 Non-UK academic staff leavers by known leaving destination and gender: 53.7% of non-UK female leavers remained in UK employment, compared with 49.0% of non-UK male leavers. In contrast, the majority of non-UK academic leavers in non-UK employment were men (63.6%, compared with 36.4% women). 26.0% of non-UK female academic leavers were not in regular employment, compared with 21.6% of men.

4.1

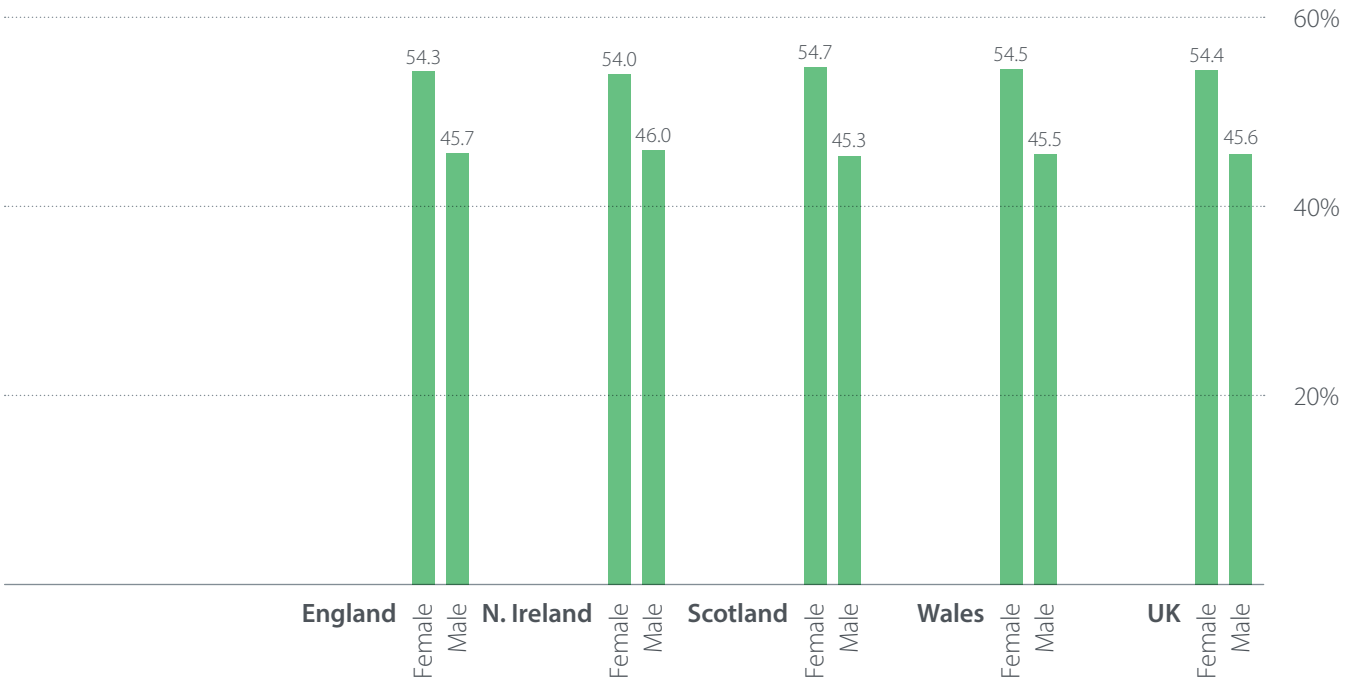
Staff by country of institution and gender

	England		N. Ireland		Scotland		Wales		UK	
	No.	%	No.	%	No.	%	No.	%	No.	%
Female	192,170	*54.3*	3,600	*54.0*	26,410	*54.7*	11,370	*54.5*	233,550	*54.4*
Male	161,445	*45.7*	3,065	*46.0*	21,910	*45.3*	9,495	*45.5*	195,920	*45.6*
All staff	353,615	*100.0*	6,665	*100.0*	48,325	*100.0*	20,865	*100.0*	429,470	*100.0*

← Country of institution definition: see page 12

← Gender definition: see page 10

Additional data for academic and professional staff by subject area is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables



4.2 Profile of staff over time by activity and gender

← Staff activity definition: see page 12

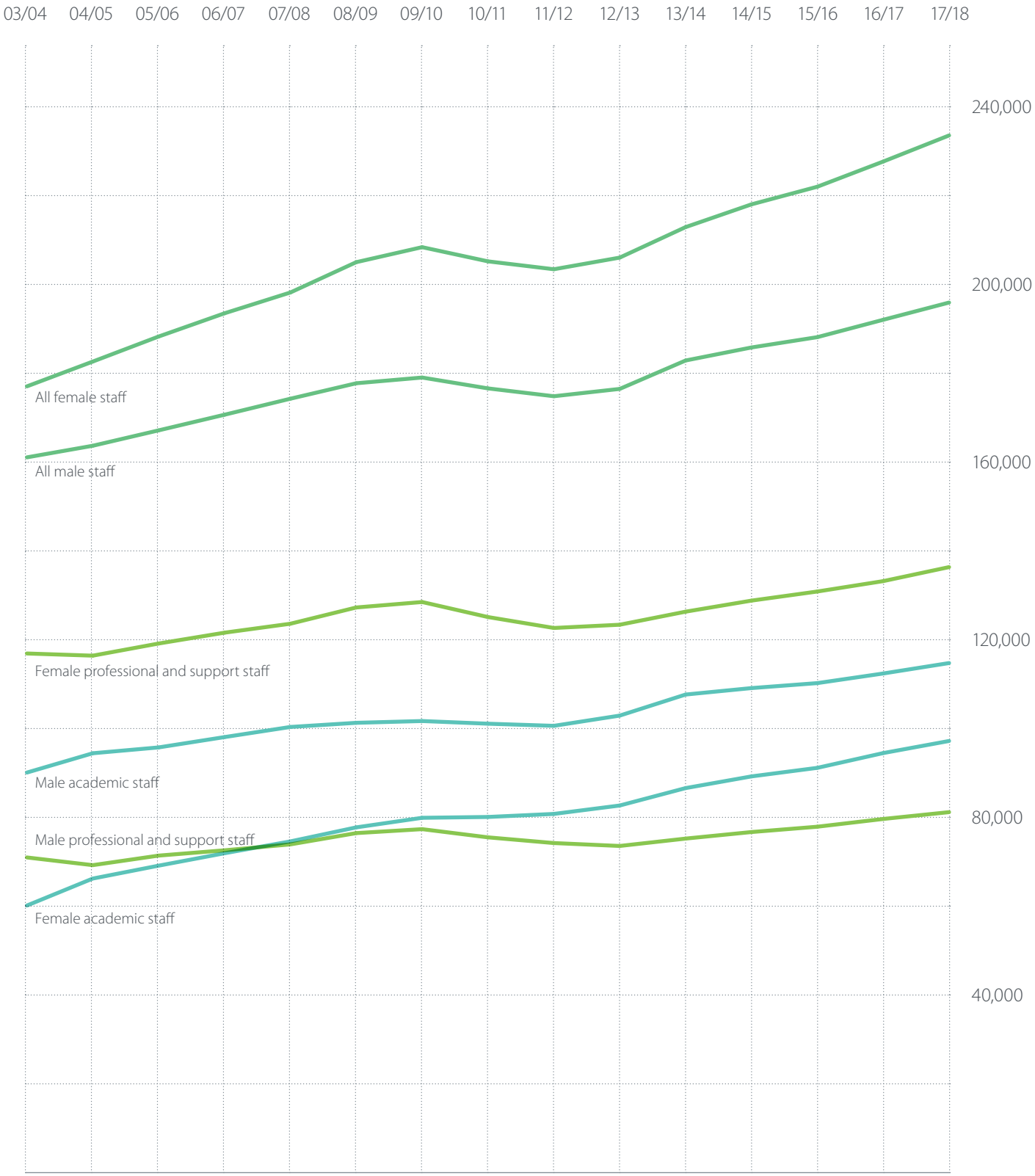
← Gender definition: see page 10

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
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
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

Additional data by subject area is available:

www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Numbers of staff who identified as male or female

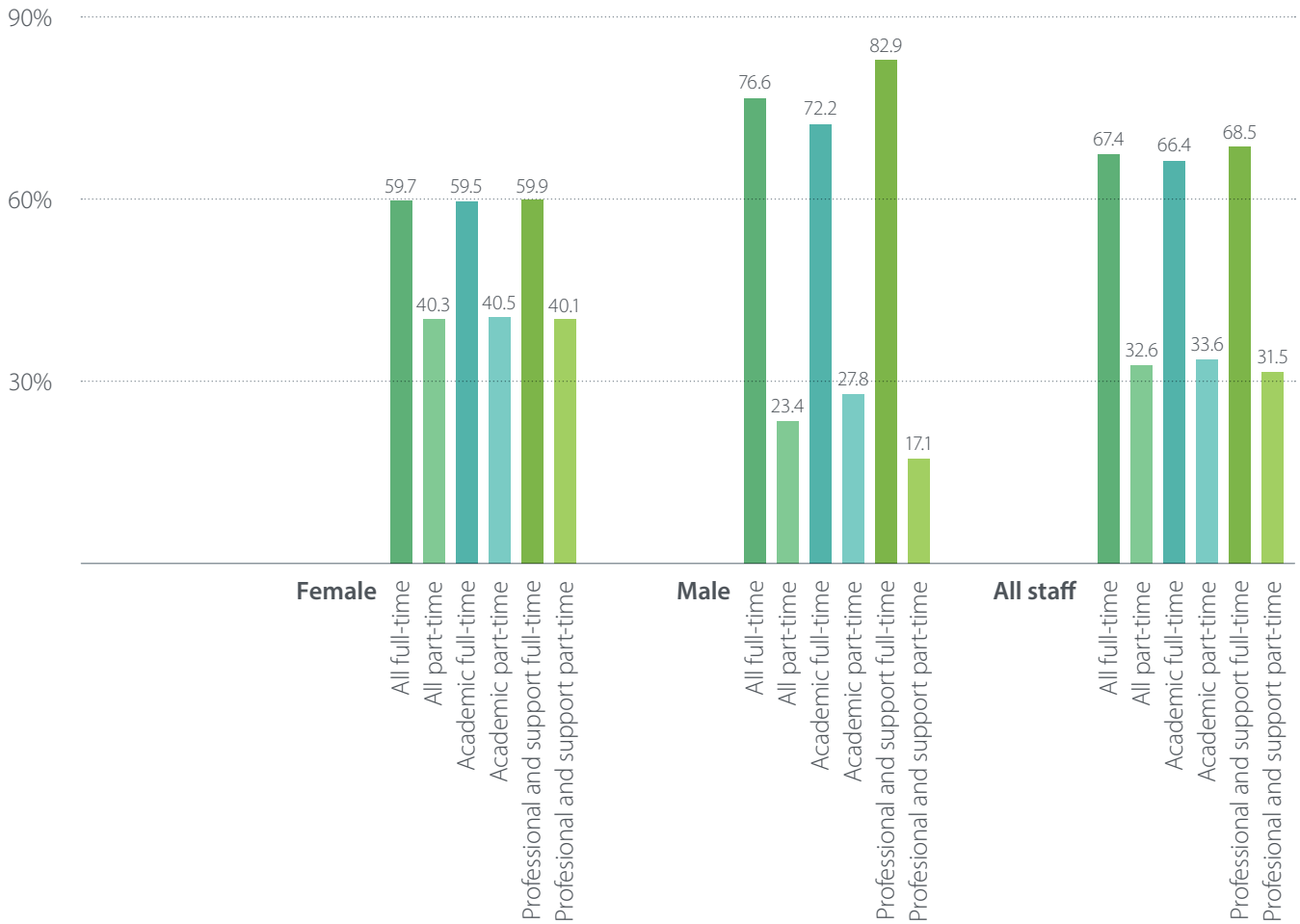


4.3 Staff by activity, mode and gender

← Staff activity definition: see page 12
← Mode definition: see page 13
← Gender definition: see page 10

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Full-time	139,510	*59.7*	*48.2*	150,145	*76.6*	*51.8*	289,655	*67.4*
Part-time	94,040	*40.3*	*67.3*	45,775	*23.4*	*32.7*	139,815	*32.6*
All modes	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*
Academic staff								
Full-time	57,825	*59.5*	*41.1*	82,870	*72.2*	*58.9*	140,695	*66.4*
Part-time	39,375	*40.5*	*55.3*	31,875	*27.8*	*44.7*	71,250	*33.6*
All modes	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Professional and support staff								
Full-time	81,685	*59.9*	*54.8*	67,275	*82.9*	*45.2*	148,960	*68.5*
Part-time	54,665	*40.1*	*79.7*	13,900	*17.1*	*20.3*	68,565	*31.5*
All modes	136,350	*100.0*	*62.7*	81,175	*100.0*	*37.3*	217,525	*100.0*

Additional data for academic and professional staff by subject area is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables



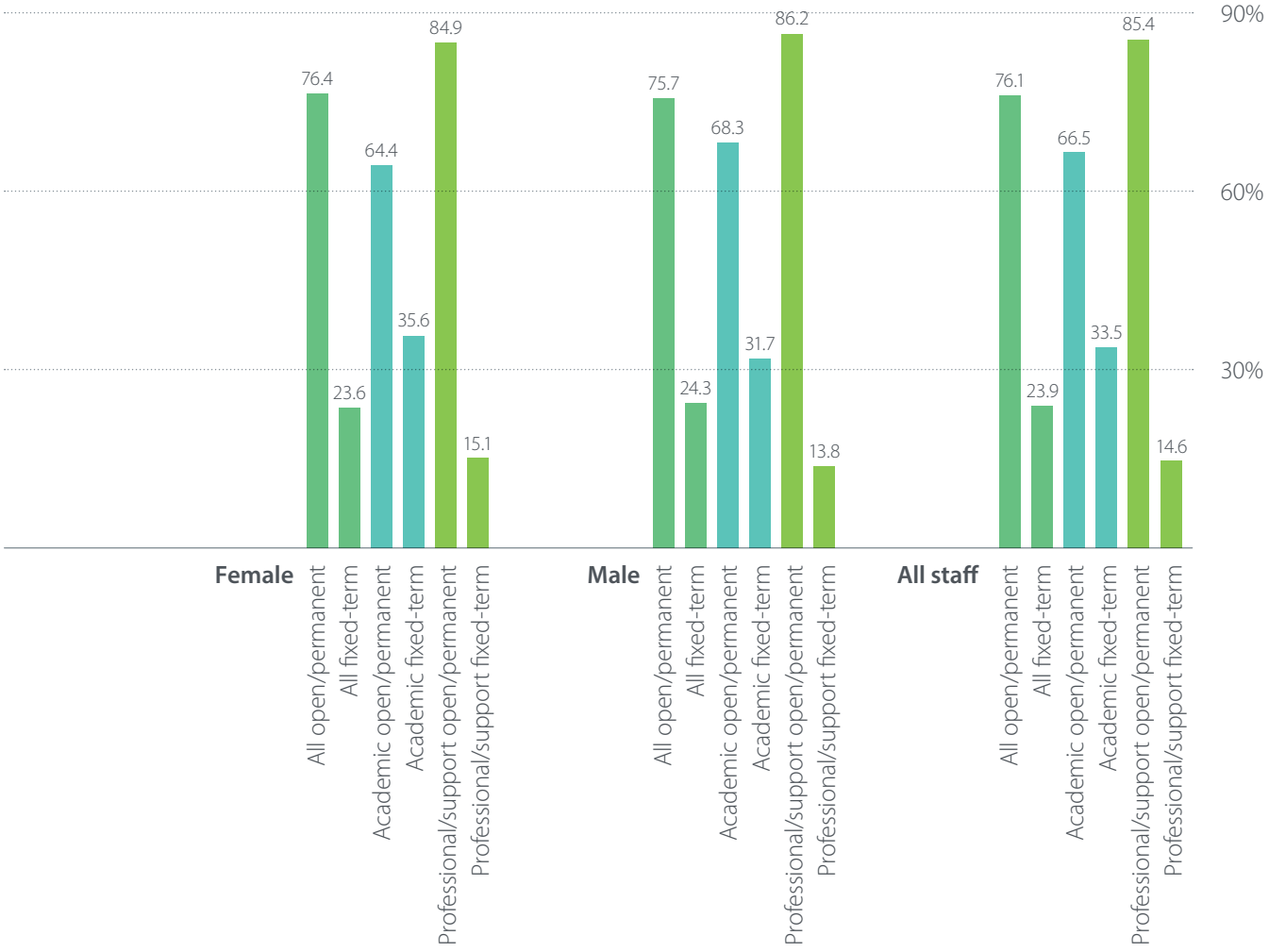
4.4

Staff by activity, contract type and gender

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Open-ended/permanent	178,400	*76.4*	*54.6*	148,340	*75.7*	*45.4*	326,740	*76.1*
Fixed-term	55,150	*23.6*	*53.7*	47,580	*24.3*	*46.3*	102,730	*23.9*
All contracts	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*
Academic staff								
Open-ended/permanent	62,635	*64.4*	*44.4*	78,375	*68.3*	*55.6*	141,010	*66.5*
Fixed-term	34,560	*35.6*	*48.7*	36,370	*31.7*	*51.3*	70,935	*33.5*
All contracts	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Professional and support staff								
Open-ended/permanent	115,760	*84.9*	*62.3*	69,970	*86.2*	*37.7*	185,730	*85.4*
Fixed-term	20,590	*15.1*	*64.8*	11,205	*13.8*	*35.2*	31,795	*14.6*
All contracts	136,350	*100.0*	*62.7*	81,175	*100.0*	*37.3*	217,525	*100.0*

← Staff activity definition: see page 12
← Contract type definition: see page 13
← Gender definition: see page 10

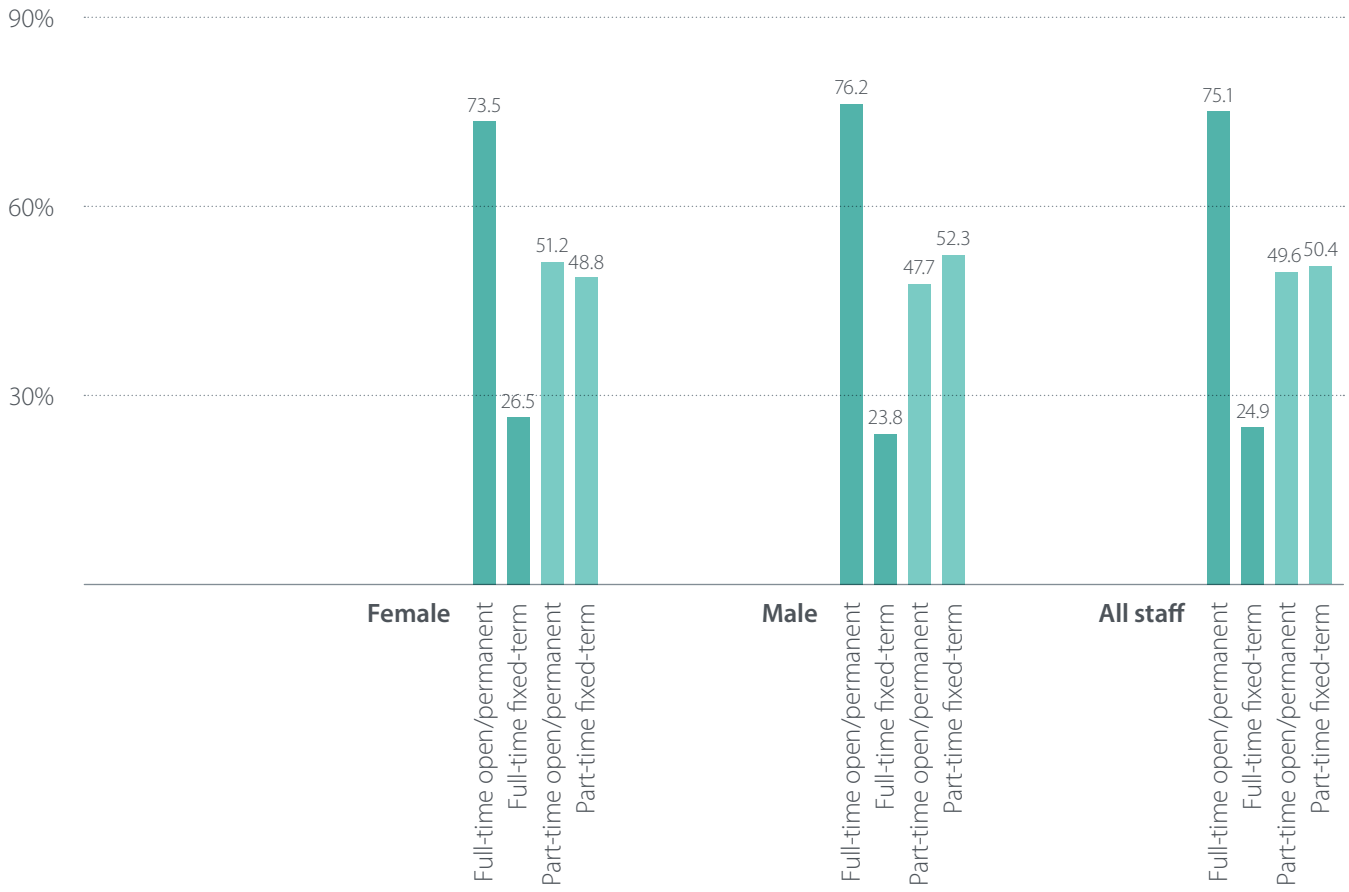
Additional data for academic and professional staff by subject area is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables



4.5 Academic staff by mode, contract type and gender

← Staff activity definition: see page 12
← Mode definition: see page 13
← Contract type definition: see page 13
← Gender definition: see page 10

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	42,485	*73.5*	*40.2*	63,175	*76.2*	*59.8*	105,660	*75.1*
Fixed-term	15,340	*26.5*	*43.8*	19,695	*23.8*	*56.2*	35,035	*24.9*
All contracts	57,825	*100.0*	*41.1*	82,870	*100.0*	*58.9*	140,695	*100.0*
Part-time								
Open-ended/permanent	20,150	*51.2*	*57.0*	15,195	*47.7*	*43.0*	35,350	*49.6*
Fixed-term	19,220	*48.8*	*53.5*	16,680	*52.3*	*46.5*	35,900	*50.4*
All contracts	39,375	*100.0*	*55.3*	31,875	*100.0*	*44.7*	71,250	*100.0*

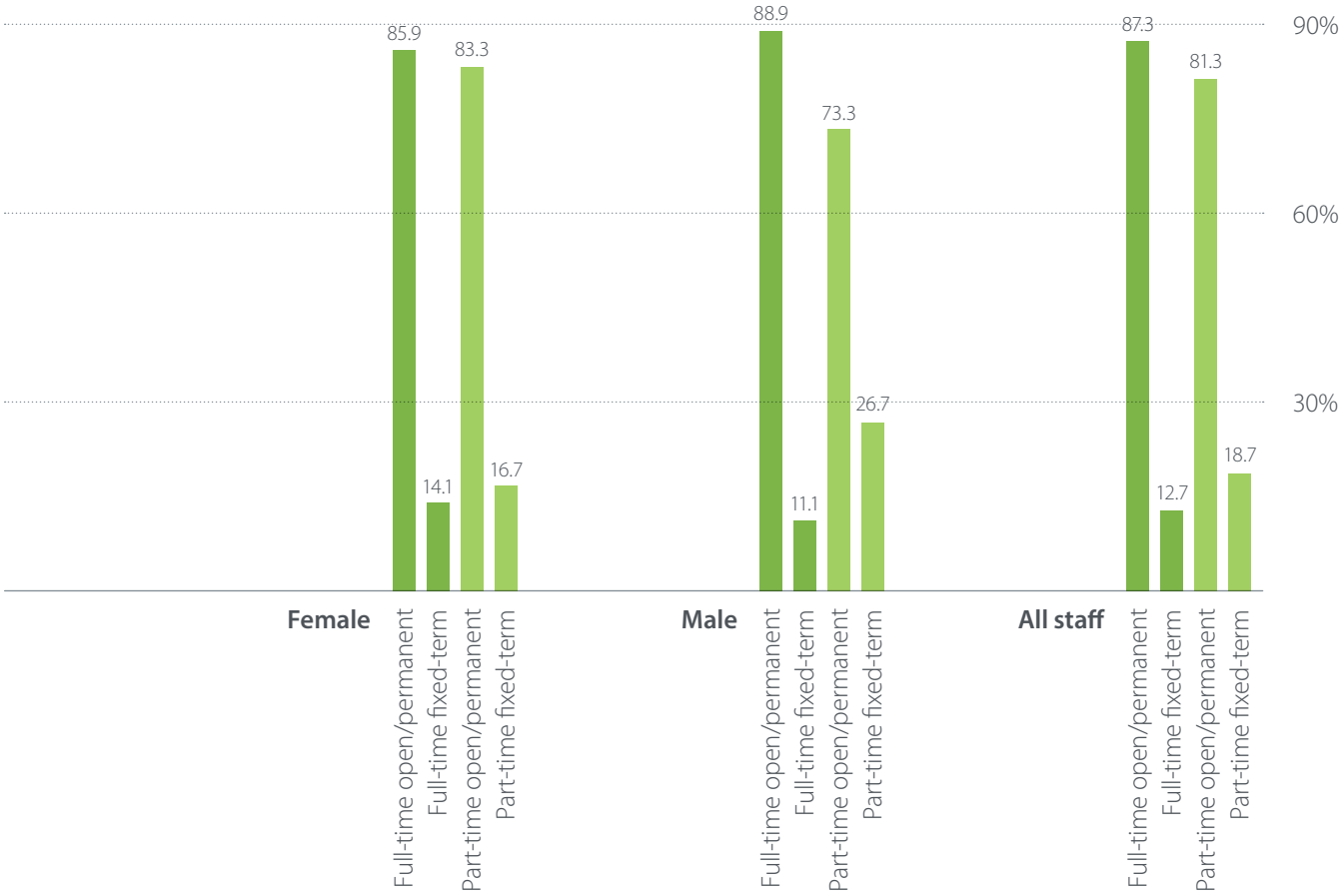


4.6

Professional and support staff by mode, contract type and gender

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	70,200	*85.9*	*54.0*	59,775	*88.9*	*46.0*	129,975	*87.3*
Fixed-term	11,485	*14.1*	*60.5*	7,500	*11.1*	*39.5*	18,985	*12.7*
All contracts	81,685	*100.0*	*54.8*	67,275	*100.0*	*45.2*	148,960	*100.0*
Part-time								
Open-ended/permanent	45,560	*83.3*	*81.7*	10,195	*73.3*	*18.3*	55,755	*81.3*
Fixed-term	9,105	*16.7*	*71.1*	3,705	*26.7*	*28.9*	12,810	*18.7*
All contracts	54,665	*100.0*	*79.7*	13,900	*100.0*	*20.3*	68,565	*100.0*

← Staff activity definition: see page 12
← Mode definition: see page 13
← Contract type definition: see page 13
← Gender definition: see page 10



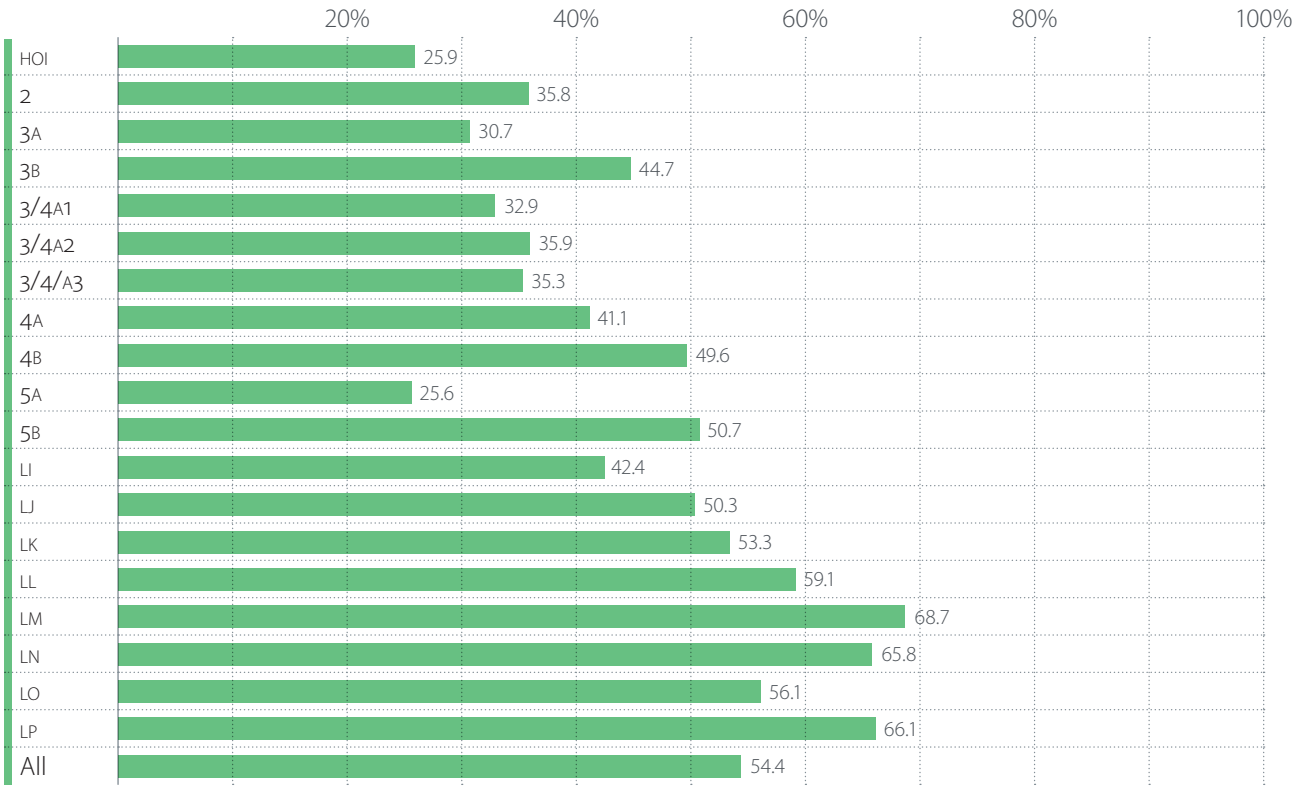
4.7 Staff by contract level and gender

← Contract level definition: see page 13

← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	40	*0.0*	*25.9*	120	*0.1*	*74.1*	160	*0.0*
2	UCEA level 2	265	*0.1*	*35.8*	475	*0.2*	*64.2*	740	*0.2*
3A	UCEA level 3A	195	*0.1*	*30.7*	440	*0.2*	*69.3*	640	*0.1*
3B	UCEA level 3B	675	*0.3*	*44.7*	840	*0.4*	*55.3*	1,515	*0.4*
3/4A1	UCEA level 3/4A1	250	*0.1*	*32.9*	515	*0.3*	*67.1*	765	*0.2*
3/4A2	UCEA level 3/4A2	265	*0.1*	*35.9*	475	*0.2*	*64.1*	745	*0.2*
3/4/A3	UCEA level 3/4A3	425	*0.2*	*35.3*	785	*0.4*	*64.7*	1,210	*0.3*
4A	UCEA level 4A	930	*0.4*	*41.1*	1,335	*0.7*	*58.9*	2,265	*0.5*
4B	UCEA level 4B	980	*0.4*	*49.6*	995	*0.5*	*50.4*	1,975	*0.5*
5A	UCEA level 5A	5,355	*2.3*	*25.6*	15,600	*8.0*	*74.4*	20,955	*4.9*
5B	UCEA level 5B	1,145	*0.5*	*50.7*	1,115	*0.6*	*49.3*	2,255	*0.5*
LI	XpertHR level I	15,370	*6.6*	*42.4*	20,845	*10.6*	*57.6*	36,215	*8.4*
LJ	XpertHR level J	37,775	*16.2*	*50.3*	37,350	*19.1*	*49.7*	75,125	*17.5*
LK	XpertHR level K	55,670	*23.8*	*53.3*	48,830	*24.9*	*46.7*	104,500	*24.3*
LL	XpertHR level L	38,680	*16.6*	*59.1*	26,780	*13.7*	*40.9*	65,460	*15.2*
LM	XpertHR level M	33,240	*14.2*	*68.7*	15,155	*7.7*	*31.3*	48,395	*11.3*
LN	XpertHR level N	20,720	*8.9*	*65.8*	10,775	*5.5*	*34.2*	31,490	*7.3*
LO	XpertHR level O	8,995	*3.9*	*56.1*	7,050	*3.6*	*43.9*	16,045	*3.7*
LP	XpertHR level P	12,560	*5.4*	*66.1*	6,440	*3.3*	*33.9*	19,000	*4.4*
All	All contract levels	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*

Proportions of staff who were women

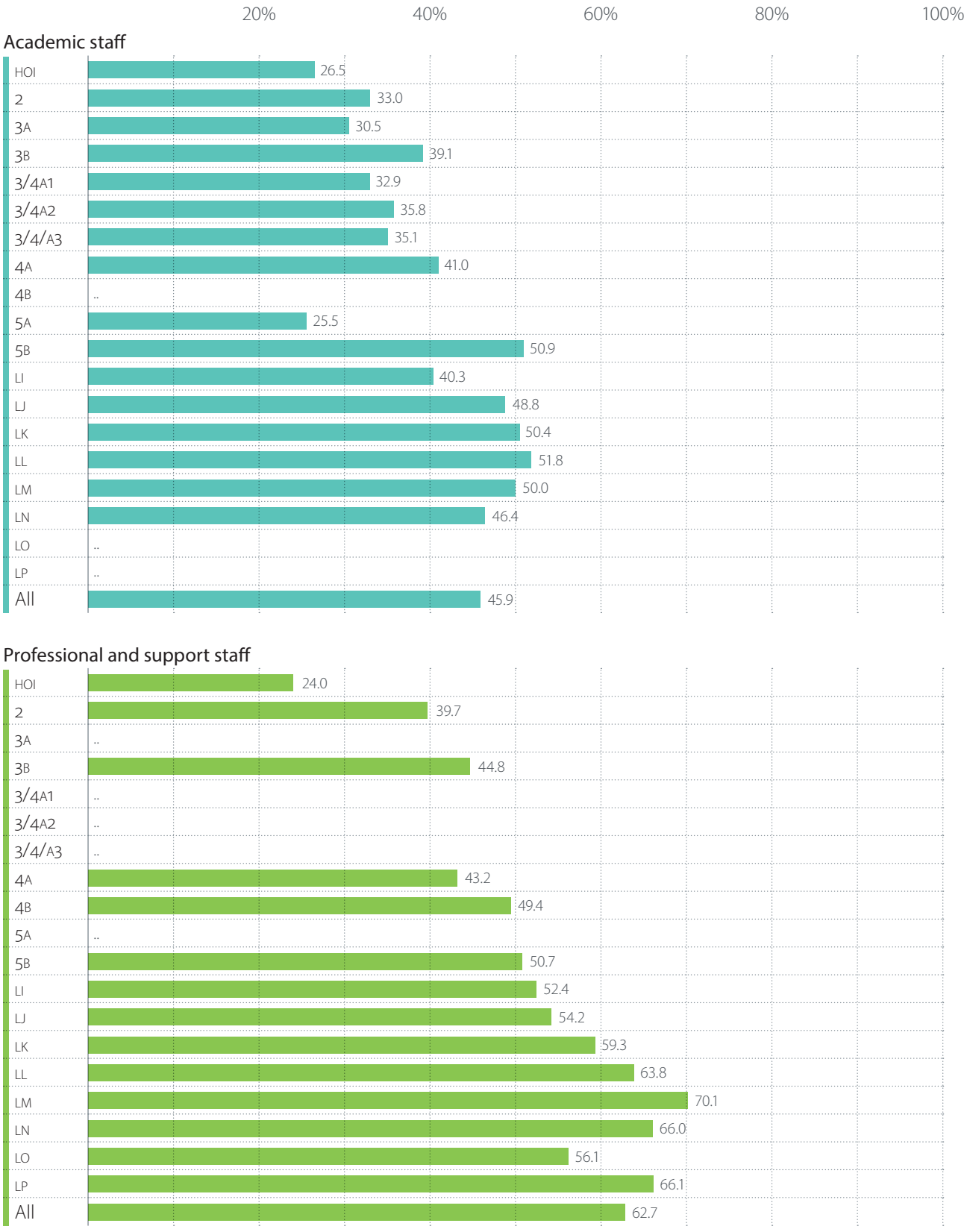


4.8 Staff by activity, contract level and gender

← Staff activity definition: see page 12
← Contract level definition: see page 13
← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	35	*0.0*	*26.5*	90	*0.1*	*73.5*	125	*0.1*
2	UCEA level 2	145	*0.1*	*33.0*	295	*0.3*	*67.0*	435	*0.2*
3A	UCEA level 3A	195	*0.2*	*30.5*	440	*0.4*	*69.5*	635	*0.3*
3B	UCEA level 3B	15	*0.0*	*39.1*	25	*0.0*	*60.9*	45	*0.0*
3/4A1	UCEA level 3/4A1	250	*0.3*	*32.9*	510	*0.4*	*67.1*	760	*0.4*
3/4A2	UCEA level 3/4A2	265	*0.3*	*35.8*	475	*0.4*	*64.2*	745	*0.4*
3/4/A3	UCEA level 3/4A3	425	*0.4*	*35.1*	780	*0.7*	*64.9*	1,205	*0.6*
4A	UCEA level 4A	905	*0.9*	*41.0*	1,305	*1.1*	*59.0*	2,210	*1.0*
4B	UCEA level 4B	10	*0.0*	..	5	*0.0*	..	15	*0.0*
5A	UCEA level 5A	5,345	*5.5*	*25.5*	15,595	*13.6*	*74.5*	20,940	*9.9*
5B	UCEA level 5B	30	*0.0*	*50.9*	30	*0.0*	*49.1*	55	*0.0*
LI	XpertHR level I	12,020	*12.4*	*40.3*	17,795	*15.5*	*59.7*	29,815	*14.1*
LJ	XpertHR level J	26,835	*27.6*	*48.8*	28,105	*24.5*	*51.2*	54,940	*25.9*
LK	XpertHR level K	35,460	*36.5*	*50.4*	34,945	*30.5*	*49.6*	70,405	*33.2*
LL	XpertHR level L	13,365	*13.8*	*51.8*	12,420	*10.8*	*48.2*	25,790	*12.2*
LM	XpertHR level M	1,705	*1.8*	*50.0*	1,705	*1.5*	*50.0*	3,410	*1.6*
LN	XpertHR level N	190	*0.2*	*46.4*	215	*0.2*	*53.6*	405	*0.2*
LO	XpertHR level O	5	*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	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Professional and support staff									
HOI	Head of institution	10	*0.0*	*24.0*	30	*0.0*	*76.0*	35	*0.0*
2	UCEA level 2	120	*0.1*	*39.7*	185	*0.2*	*60.3*	305	*0.1*
3A	UCEA level 3A	0	*0.0*	..	0	*0.0*	..	5	*0.0*
3B	UCEA level 3B	660	*0.5*	*44.8*	810	*1.0*	*55.2*	1,470	*0.7*
3/4A1	UCEA level 3/4A1	0	*0.0*	..	0	*0.0*	..	5	*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*	..	0	*0.0*	..	5	*0.0*
4A	UCEA level 4A	25	*0.0*	*43.2*	30	*0.0*	*56.8*	55	*0.0*
4B	UCEA level 4B	970	*0.7*	*49.4*	990	*1.2*	*50.6*	1,960	*0.9*
5A	UCEA level 5A	10	*0.0*	..	5	*0.0*	..	20	*0.0*
5B	UCEA level 5B	1,115	*0.8*	*50.7*	1,085	*1.3*	*49.3*	2,200	*1.0*
LI	XpertHR level I	3,355	*2.5*	*52.4*	3,050	*3.8*	*47.6*	6,400	*2.9*
LJ	XpertHR level J	10,940	*8.0*	*54.2*	9,245	*11.4*	*45.8*	20,190	*9.3*
LK	XpertHR level K	20,210	*14.8*	*59.3*	13,885	*17.1*	*40.7*	34,095	*15.7*
LL	XpertHR level L	25,315	*18.6*	*63.8*	14,355	*17.7*	*36.2*	39,670	*18.2*
LM	XpertHR level M	31,535	*23.1*	*70.1*	13,450	*16.6*	*29.9*	44,985	*20.7*
LN	XpertHR level N	20,530	*15.1*	*66.0*	10,555	*13.0*	*34.0*	31,085	*14.3*
LO	XpertHR level O	8,990	*6.6*	*56.1*	7,050	*8.7*	*43.9*	16,040	*7.4*
LP	XpertHR level P	12,560	*9.2*	*66.1*	6,440	*7.9*	*33.9*	19,000	*8.7*
All	All contract levels	136,350	*100.0*	*62.7*	81,175	*100.0*	*37.3*	217,525	*100.0*

Proportions of staff who were women

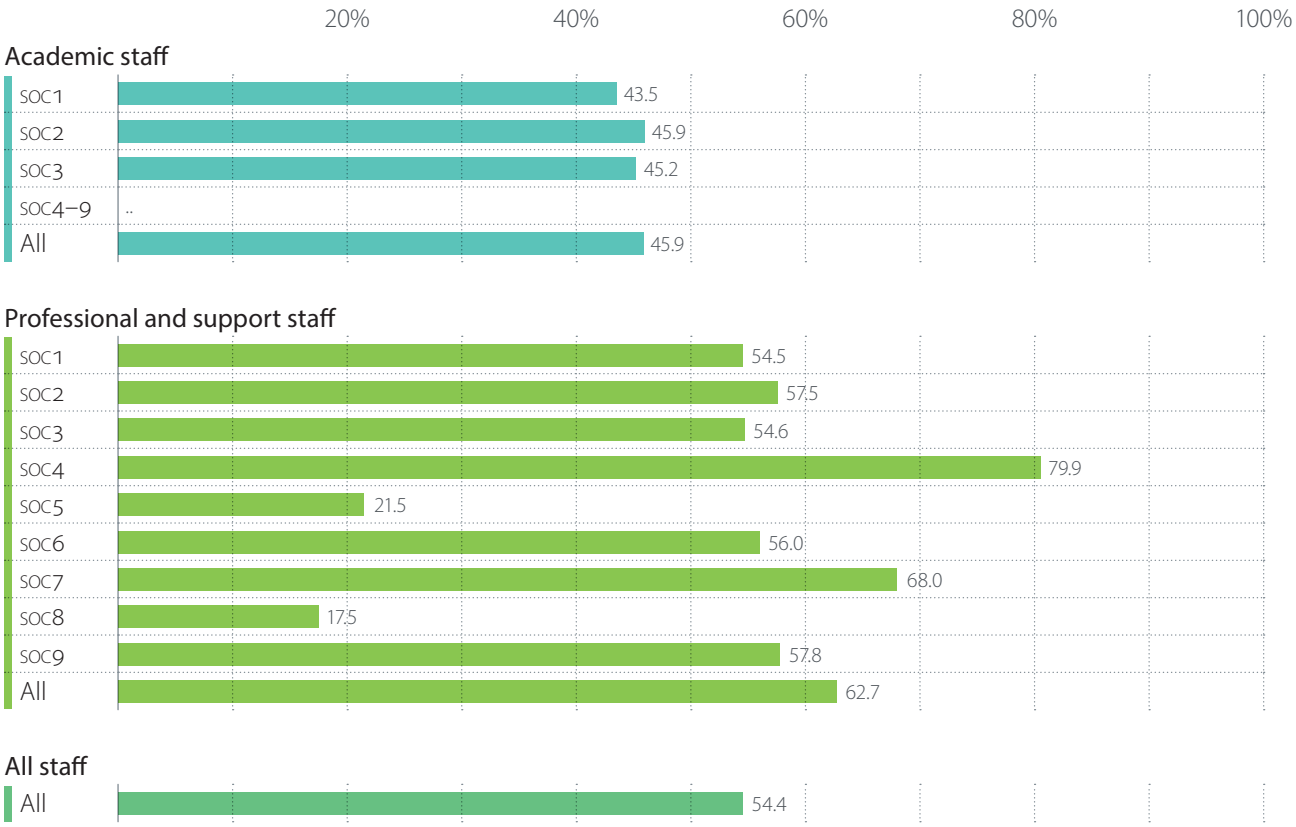


4.9 Staff by activity, occupational group and gender

← Staff activity definition: see page 12
← Occupational group definition: see page 16
← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	220	*0.2*	*43.5*	285	*0.2*	*56.5*	500	*0.2*
SOC2	Professional occupations	96,310	*99.1*	*45.9*	113,655	*99.0*	*54.1*	209,965	*99.1*
SOC3	Associate professional and technical	665	*0.7*	*45.2*	805	*0.7*	*54.8*	1,475	*0.7*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	6,370	*4.7*	*54.5*	5,310	*6.5*	*45.5*	11,680	*5.4*
SOC2	Professional occupations	25,835	*18.9*	*57.5*	19,120	*23.6*	*42.5*	44,955	*20.7*
SOC3	Associate professional and technical	26,550	*19.5*	*54.6*	22,060	*27.2*	*45.4*	48,610	*22.3*
SOC4	Administrative and secretarial	56,435	*41.4*	*79.9*	14,180	*17.5*	*20.1*	70,615	*32.5*
SOC5	Skilled trades occupations	1,440	*1.1*	*21.5*	5,275	*6.5*	*78.5*	6,715	*3.1*
SOC6	Caring, leisure and other service	3,920	*2.9*	*56.0*	3,080	*3.8*	*44.0*	7,000	*3.2*
SOC7	Sales and customer service occupations	1,655	*1.2*	*68.0*	780	*1.0*	*32.0*	2,435	*1.1*
SOC8	Process, plant and machine operatives	260	*0.2*	*17.5*	1,230	*1.5*	*82.5*	1,495	*0.7*
SOC9	Elementary occupations	13,885	*10.2*	*57.8*	10,145	*12.5*	*42.2*	24,025	*11.0*
All	All professional and support staff	136,350	*100.0*	*62.7*	81,175	*100.0*	*37.3*	217,525	*100.0*
All staff									
All	All staff	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*

Proportions of staff who were women



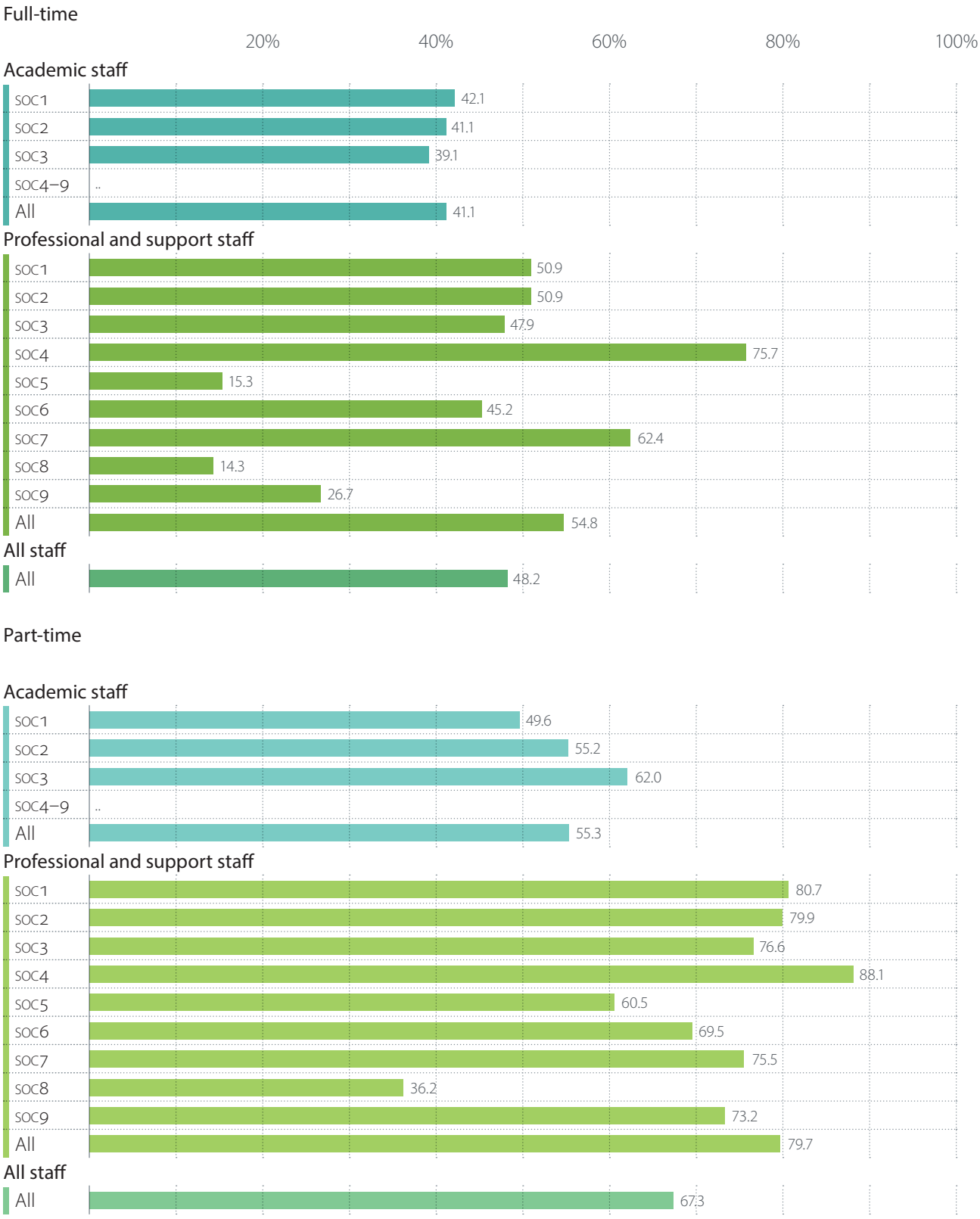
4.10 Full-time and part-time staff by activity, occupational group and gender

← Staff activity definition: see page 12
← Mode definition: see page 13
← Occupational group definition: see page 16
← Gender definition: see page 10

Full-time		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	170	*0.3*	*42.1*	235	*0.3*	*57.9*	410	*0.3*
SOC2	Professional occupations	57,225	*99.0*	*41.1*	81,975	*98.9*	*58.9*	139,200	*98.9*
SOC3	Associate professional and technical	425	*0.7*	*39.1*	660	*0.8*	*60.9*	1,080	*0.8*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	57,825	*100.0*	*41.1*	82,870	*100.0*	*58.9*	140,695	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	5,220	*6.4*	*50.9*	5,035	*7.5*	*49.1*	10,255	*6.9*
SOC2	Professional occupations	17,715	*21.7*	*50.9*	17,070	*25.4*	*49.1*	34,785	*23.4*
SOC3	Associate professional and technical	17,845	*21.8*	*47.9*	19,400	*28.8*	*52.1*	37,245	*25.0*
SOC4	Administrative and secretarial	35,085	*43.0*	*75.7*	11,280	*16.8*	*24.3*	46,370	*31.1*
SOC5	Skilled trades occupations	890	*1.1*	*15.3*	4,915	*7.3*	*84.7*	5,805	*3.9*
SOC6	Caring, leisure and other service	1,755	*2.1*	*45.2*	2,130	*3.2*	*54.8*	3,885	*2.6*
SOC7	Sales and customer service occupations	865	*1.1*	*62.4*	520	*0.8*	*37.6*	1,390	*0.9*
SOC8	Process, plant and machine operatives	185	*0.2*	*14.3*	1,090	*1.6*	*85.7*	1,275	*0.9*
SOC9	Elementary occupations	2,125	*2.6*	*26.7*	5,830	*8.7*	*73.3*	7,955	*5.3*
All	All professional and support staff	81,685	*100.0*	*54.8*	67,275	*100.0*	*45.2*	148,960	*100.0*
All staff									
All	All staff	139,510	*100.0*	*48.2*	150,145	*100.0*	*51.8*	289,655	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	45	*0.1*	*49.6*	45	*0.1*	*50.4*	90	*0.1*
SOC2	Professional occupations	39,085	*99.3*	*55.2*	31,680	*99.4*	*44.8*	70,765	*99.3*
SOC3	Associate professional and technical	245	*0.6*	*62.0*	150	*0.5*	*38.0*	395	*0.6*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All academic staff	39,375	*100.0*	*55.3*	31,875	*100.0*	*44.7*	71,250	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	1,150	*2.1*	*80.7*	275	*2.0*	*19.3*	1,420	*2.1*
SOC2	Professional occupations	8,125	*14.9*	*79.9*	2,050	*14.7*	*20.1*	10,170	*14.8*
SOC3	Associate professional and technical	8,705	*15.9*	*76.6*	2,660	*19.1*	*23.4*	11,365	*16.6*
SOC4	Administrative and secretarial	21,350	*39.1*	*88.1*	2,895	*20.8*	*11.9*	24,245	*35.4*
SOC5	Skilled trades occupations	550	*1.0*	*60.5*	360	*2.6*	*39.5*	910	*1.3*
SOC6	Caring, leisure and other service	2,165	*4.0*	*69.5*	950	*6.8*	*30.5*	3,115	*4.5*
SOC7	Sales and customer service occupations	790	*1.4*	*75.5*	255	*1.8*	*24.5*	1,045	*1.5*
SOC8	Process, plant and machine operatives	80	*0.1*	*36.2*	140	*1.0*	*63.8*	220	*0.3*
SOC9	Elementary occupations	11,755	*21.5*	*73.2*	4,315	*31.0*	*26.8*	16,070	*23.4*
All	All professional and support staff	54,665	*100.0*	*79.7*	13,900	*100.0*	*20.3*	68,565	*100.0*
All staff									
All	All staff	94,040	*100.0*	*67.3*	45,775	*100.0*	*32.7*	139,815	*100.0*

Proportions of staff who were women



4.11 Academic staff by research/teaching contract type and gender

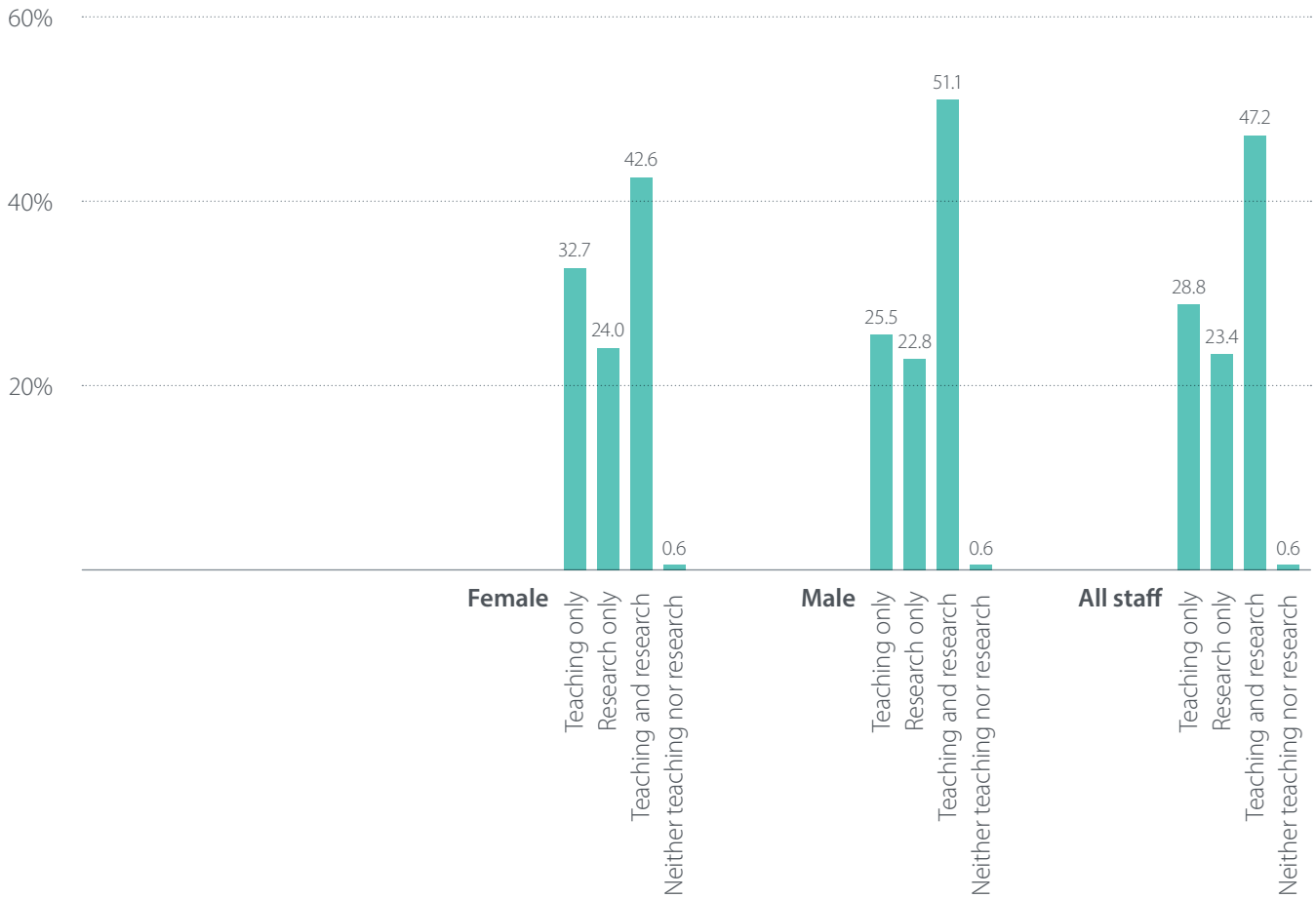
← Academic contract definition: see page 16

← Gender definition: see page 10

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	31,825	*32.7*	*52.1*	29,220	*25.5*	*47.9*	61,045	*28.8*
Research only	23,365	*24.0*	*47.2*	26,145	*22.8*	*52.8*	49,510	*23.4*
Teaching and research	41,450	*42.6*	*41.4*	58,650	*51.1*	*58.6*	100,100	*47.2*
Neither teaching nor research	560	*0.6*	*43.5*	730	*0.6*	*56.5*	1,290	*0.6*
All academic contracts	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*

Additional data by subject area is available:

www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables



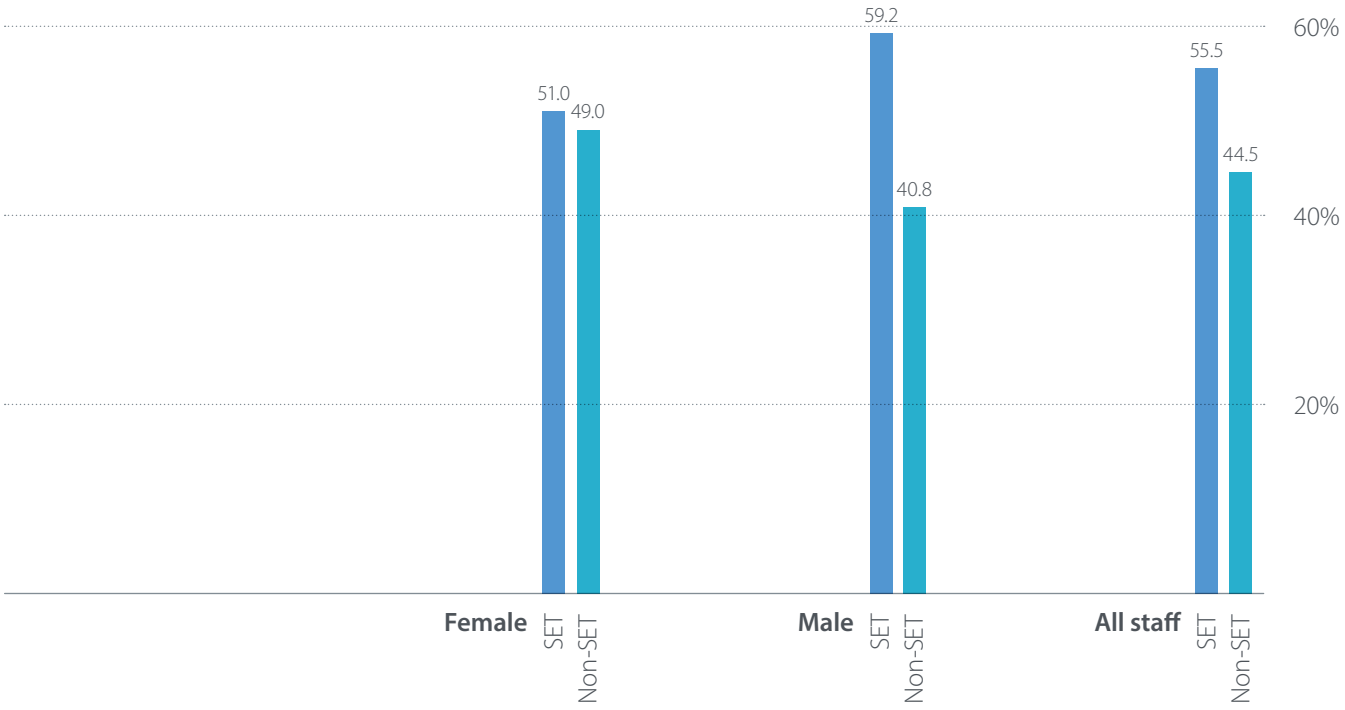
4.12

Academic staff by SET category and gender

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SET	49,590	*51.0*	*42.2*	67,955	*59.2*	*57.8*	117,545	*55.5*
Non-SET	47,610	*49.0*	*50.4*	46,790	*40.8*	*49.6*	94,400	*44.5*
All subject areas	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*

← SET/non-SET subject area definition: see page 17

← Gender definition: see page 10



4.13 SET academic staff by subject area and gender

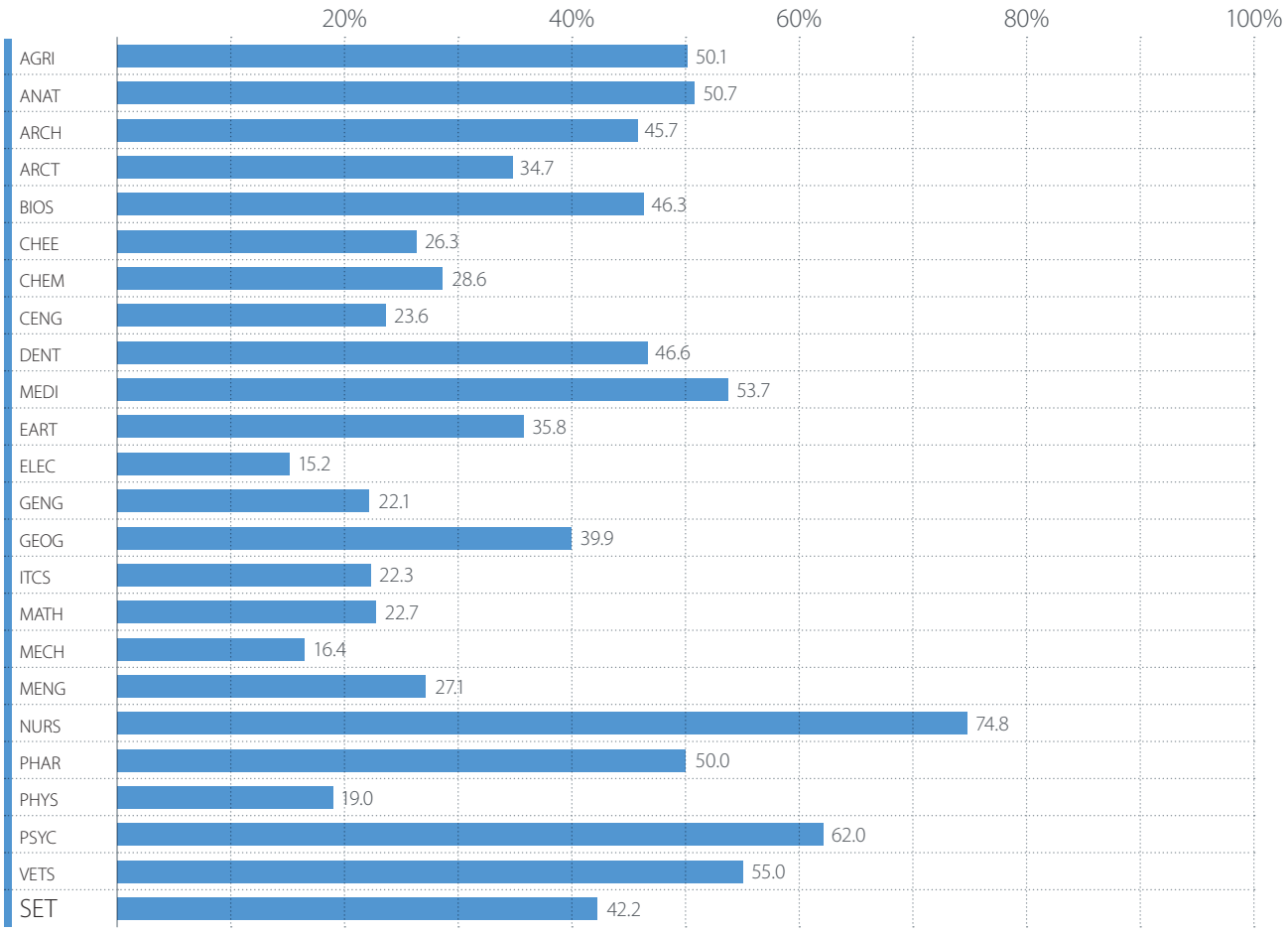
← SET/non-SET subject area definition: see page 17

← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry, food science	590	*1.2*	*50.1*	585	*0.9*	*49.9*	1,175	*1.0*
ANAT	Anatomy, physiology	930	*1.9*	*50.7*	905	*1.3*	*49.3*	1,835	*1.6*
ARCH	Archaeology	365	*0.7*	*45.7*	430	*0.6*	*54.3*	795	*0.7*
ARCT	Architecture, built environment, planning	1,470	*3.0*	*34.7*	2,765	*4.1*	*65.3*	4,235	*3.6*
BIOS	Biosciences	6,670	*13.4*	*46.3*	7,735	*11.4*	*53.7*	14,405	*12.3*
CHEE	Chemical engineering	330	*0.7*	*26.3*	925	*1.4*	*73.7*	1,255	*1.1*
CHEM	Chemistry	1,250	*2.5*	*28.6*	3,120	*4.6*	*71.4*	4,370	*3.7*
CENG	Civil engineering	490	*1.0*	*23.6*	1,590	*2.3*	*76.4*	2,080	*1.8*
DENT	Clinical dentistry	730	*1.5*	*46.6*	835	*1.2*	*53.4*	1,565	*1.3*
MEDI	Clinical medicine	13,360	*26.9*	*53.7*	11,515	*16.9*	*46.3*	24,880	*21.2*
EART	Earth, marine, environmental sciences	1,345	*2.7*	*35.8*	2,415	*3.6*	*64.2*	3,760	*3.2*
ELEC	Electrical, electronic, computer engineering	695	*1.4*	*15.2*	3,870	*5.7*	*84.8*	4,560	*3.9*
GENG	General engineering	905	*1.8*	*22.1*	3,205	*4.7*	*77.9*	4,110	*3.5*
GEOG	Geography, environmental studies	1,020	*2.1*	*39.9*	1,535	*2.3*	*60.1*	2,550	*2.2*
ITCS	IT, systems sciences, computer software eng.	1,675	*3.4*	*22.3*	5,820	*8.6*	*77.7*	7,495	*6.4*
MATH	Mathematics	1,110	*2.2*	*22.7*	3,775	*5.6*	*77.3*	4,880	*4.2*
MECH	Mechanical, aero, production engineering	855	*1.7*	*16.4*	4,355	*6.4*	*83.6*	5,210	*4.4*
MENG	Mineral, metallurgy, materials engineering	330	*0.7*	*27.1*	885	*1.3*	*72.9*	1,215	*1.0*
NURS	Nursing, allied health professions	7,875	*15.9*	*74.8*	2,660	*3.9*	*25.2*	10,530	*9.0*
PHAR	Pharmacy, pharmacology	1,230	*2.5*	*50.0*	1,230	*1.8*	*50.0*	2,455	*2.1*
PHYS	Physics	1,025	*2.1*	*19.0*	4,360	*6.4*	*81.0*	5,380	*4.6*
PSYC	Psychology, behavioural sciences	4,570	*9.2*	*62.0*	2,805	*4.1*	*38.0*	7,375	*6.3*
VETS	Veterinary science	780	*1.6*	*55.0*	635	*0.9*	*45.0*	1,415	*1.2*
SET	All SET subject areas	49,590	*100.0*	*42.2*	67,955	*100.0*	*57.8*	117,545	*100.0*

Additional data by starters only is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 17

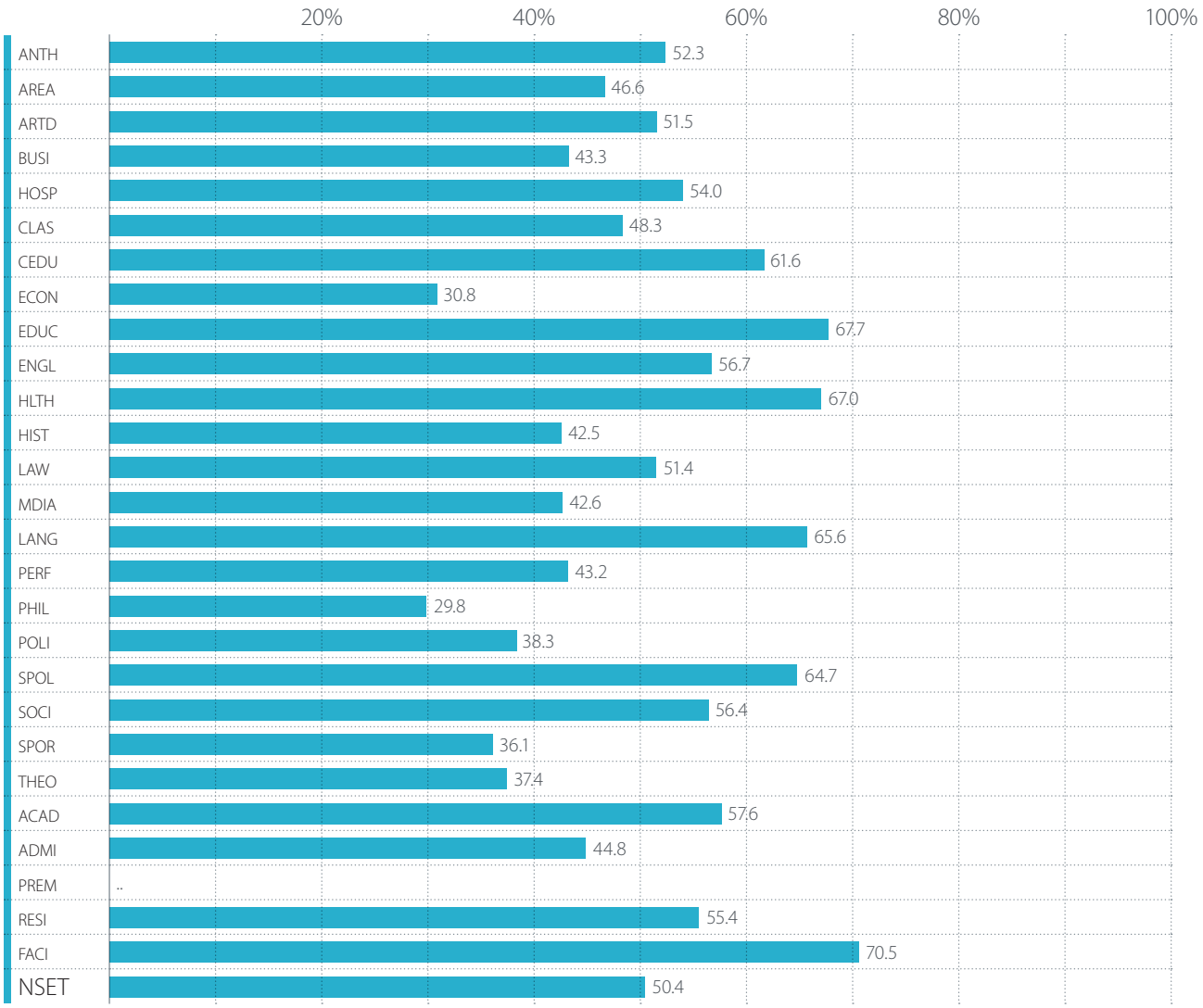
← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology, development studies	520	1.1	52.3	475	1.0	47.7	1,000	1.1
AREA	Area studies	190	0.4	46.6	220	0.5	53.4	415	0.4
ARTD	Art, design	5,010	10.5	51.5	4,715	10.1	48.5	9,725	10.3
BUSI	Business, management studies	6,950	14.6	43.3	9,095	19.4	56.7	16,045	17.0
HOSP	Catering, hospitality management	345	0.7	54.0	295	0.6	46.0	635	0.7
CLAS	Classics	315	0.7	48.3	340	0.7	51.7	655	0.7
CEDU	Continuing education	620	1.3	61.6	385	0.8	38.4	1,005	1.1
ECON	Economics, econometrics	915	1.9	30.8	2,065	4.4	69.2	2,980	3.2
EDUC	Education	6,170	13.0	67.7	2,945	6.3	32.3	9,115	9.7
ENGL	English language, literature	2,860	6.0	56.7	2,185	4.7	43.3	5,050	5.3
HLTH	Health, community studies	1,735	3.6	67.0	850	1.8	33.0	2,585	2.7
HIST	History	1,530	3.2	42.5	2,070	4.4	57.5	3,600	3.8
LAW	Law	3,065	6.4	51.4	2,890	6.2	48.6	5,955	6.3
MDIA	Media studies	2,065	4.3	42.6	2,780	5.9	57.4	4,845	5.1
LANG	Modern languages	3,710	7.8	65.6	1,945	4.2	34.4	5,655	6.0
PERF	Music, dance, drama, performing arts	3,440	7.2	43.2	4,525	9.7	56.8	7,960	8.4
PHIL	Philosophy	340	0.7	29.8	795	1.7	70.2	1,135	1.2
POLI	Politics, international studies	1,365	2.9	38.3	2,200	4.7	61.7	3,565	3.8
SPOL	Social work, social policy	1,885	4.0	64.7	1,030	2.2	35.3	2,915	3.1
SOCI	Sociology	1,845	3.9	56.4	1,430	3.1	43.6	3,275	3.5
SPOR	Sports science, leisure studies	1,035	2.2	36.1	1,840	3.9	63.9	2,875	3.0
THEO	Theology, religious studies	290	0.6	37.4	485	1.0	62.6	770	0.8
ACAD	Total academic services	660	1.4	57.6	485	1.0	42.4	1,145	1.2
ADMI	Central administration, services	520	1.1	44.8	640	1.4	55.2	1,160	1.2
PREM	Premises	0	0.0	..	10	0.0	..	10	0.0
RESI	Residences, catering	15	0.0	55.4	15	0.0	44.6	30	0.0
FACI	Staff, student facilities	210	0.4	70.5	90	0.2	29.5	300	0.3
NSET	All non-SET subject areas	47,610	100.0	50.4	46,790	100.0	49.6	94,400	100.0

Additional data by starters only is available:

www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who were women



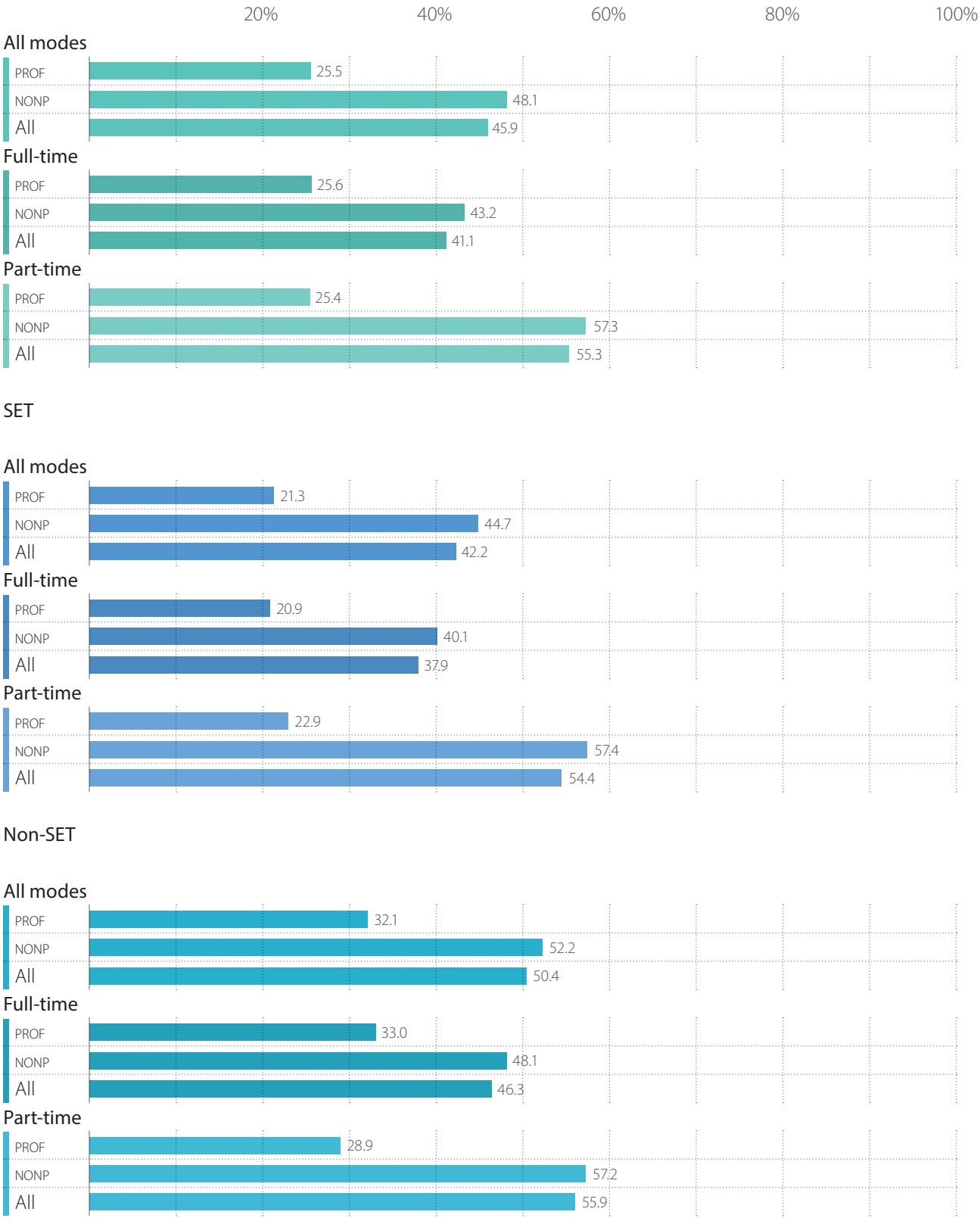
4.15 Academic staff by professorial and SET categories, mode and gender

← Professorial category definition: see page 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Gender definition: see page 10

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	5,345	*5.5*	*25.5*	15,595	*13.6*	*74.5*	20,940	*9.9*
NONP	Non-professor	91,855	*94.5*	*48.1*	99,150	*86.4*	*51.9*	191,005	*90.1*
All	All	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Full-time									
PROF	Professor	4,205	*7.3*	*25.6*	12,235	*14.8*	*74.4*	16,440	*11.7*
NONP	Non-professor	53,620	*92.7*	*43.2*	70,635	*85.2*	*56.8*	124,255	*88.3*
All	All	57,825	*100.0*	*41.1*	82,870	*100.0*	*58.9*	140,695	*100.0*
Part-time									
PROF	Professor	1,140	*2.9*	*25.4*	3,355	*10.5*	*74.6*	4,500	*6.3*
NONP	Non-professor	38,235	*97.1*	*57.3*	28,520	*89.5*	*42.7*	66,750	*93.7*
All	All	39,375	*100.0*	*55.3*	31,875	*100.0*	*44.7*	71,250	*100.0*
SET									
All modes									
PROF	Professor	2,715	*5.5*	*21.3*	10,025	*14.8*	*78.7*	12,740	*10.8*
NONP	Non-professor	46,870	*94.5*	*44.7*	57,935	*85.2*	*55.3*	104,805	*89.2*
All	All	49,590	*100.0*	*42.2*	67,955	*100.0*	*57.8*	117,545	*100.0*
Full-time									
PROF	Professor	2,110	*6.4*	*20.9*	7,975	*14.8*	*79.1*	10,085	*11.6*
NONP	Non-professor	30,840	*93.6*	*40.1*	46,045	*85.2*	*59.9*	76,885	*88.4*
All	All	32,950	*100.0*	*37.9*	54,020	*100.0*	*62.1*	86,975	*100.0*
Part-time									
PROF	Professor	605	*3.7*	*22.9*	2,045	*14.7*	*77.1*	2,655	*8.7*
NONP	Non-professor	16,030	*96.3*	*57.4*	11,890	*85.3*	*42.6*	27,920	*91.3*
All	All	16,635	*100.0*	*54.4*	13,935	*100.0*	*45.6*	30,570	*100.0*
Non-SET									
All modes									
PROF	Professor	2,630	*5.5*	*32.1*	5,570	*11.9*	*67.9*	8,195	*8.7*
NONP	Non-professor	44,985	*94.5*	*52.2*	41,220	*88.1*	*47.8*	86,200	*91.3*
All	All	47,610	*100.0*	*50.4*	46,790	*100.0*	*49.6*	94,400	*100.0*
Full-time									
PROF	Professor	2,095	*8.4*	*33.0*	4,260	*14.8*	*67.0*	6,355	*11.8*
NONP	Non-professor	22,780	*91.6*	*48.1*	24,590	*85.2*	*51.9*	47,370	*88.2*
All	All	24,875	*100.0*	*46.3*	28,845	*100.0*	*53.7*	53,720	*100.0*
Part-time									
PROF	Professor	535	*2.3*	*28.9*	1,310	*7.3*	*71.1*	1,845	*4.5*
NONP	Non-professor	22,205	*97.7*	*57.2*	16,630	*92.7*	*42.8*	38,835	*95.5*
All	All	22,735	*100.0*	*55.9*	17,940	*100.0*	*44.1*	40,675	*100.0*

Additional data by subject area is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who were women



SET

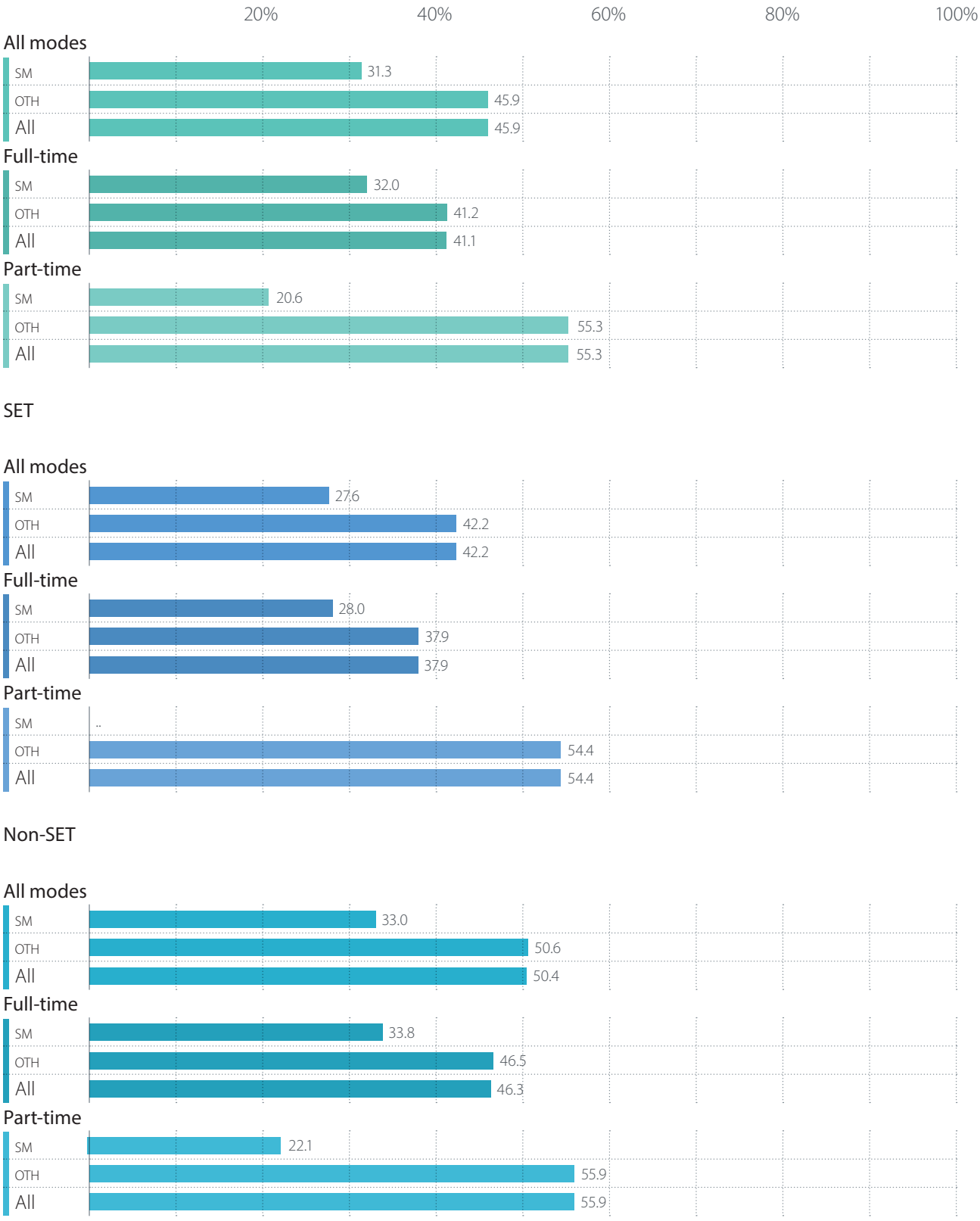
Non-SET

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

← Senior management category definition: see page 18
← SET/non-SET subject area definition: see page 17
← Mode definition: see page 13
← Gender definition: see page 10

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	390	*0.4*	*31.3*	850	*0.7*	*68.7*	1,240	*0.6*
OTH	Other academic	96,810	*99.6*	*45.9*	113,895	*99.3*	*54.1*	210,705	*99.4*
All	All	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Full-time									
SM	Senior manager	375	*0.6*	*32.0*	795	*1.0*	*68.0*	1,170	*0.8*
OTH	Other academic	57,450	*99.4*	*41.2*	82,075	*99.0*	*58.8*	139,525	*99.2*
All	All	57,825	*100.0*	*41.1*	82,870	*100.0*	*58.9*	140,695	*100.0*
Part-time									
SM	Senior manager	15	*0.0*	*20.6*	55	*0.2*	*79.4*	70	*0.1*
OTH	Other academic	39,360	*100.0*	*55.3*	31,820	*99.8*	*44.7*	71,180	*99.9*
All	All	39,375	*100.0*	*55.3*	31,875	*100.0*	*44.7*	71,250	*100.0*
SET									
All modes									
SM	Senior manager	105	*0.2*	*27.6*	280	*0.4*	*72.4*	390	*0.3*
OTH	Other academic	49,480	*99.8*	*42.2*	67,675	*99.6*	*57.8*	117,155	*99.7*
All	All	49,590	*100.0*	*42.2*	67,955	*100.0*	*57.8*	117,545	*100.0*
Full-time									
SM	Senior manager	105	*0.3*	*28.0*	270	*0.5*	*72.0*	375	*0.4*
OTH	Other academic	32,845	*99.7*	*37.9*	53,750	*99.5*	*62.1*	86,595	*99.6*
All	All	32,950	*100.0*	*37.9*	54,020	*100.0*	*62.1*	86,975	*100.0*
Part-time									
SM	Senior manager	0	*0.0*	..	10	*0.1*	..	15	*0.0*
OTH	Other academic	16,635	*100.0*	*54.4*	13,925	*99.9*	*45.6*	30,560	*100.0*
All	All	16,635	*100.0*	*54.4*	13,935	*100.0*	*45.6*	30,570	*100.0*
Non-SET									
All modes									
SM	Senior manager	280	*0.6*	*33.0*	570	*1.2*	*67.0*	850	*0.9*
OTH	Other academic	47,330	*99.4*	*50.6*	46,220	*98.8*	*49.4*	93,550	*99.1*
All	All	47,610	*100.0*	*50.4*	46,790	*100.0*	*49.6*	94,400	*100.0*
Full-time									
SM	Senior manager	270	*1.1*	*33.8*	525	*1.8*	*66.2*	795	*1.5*
OTH	Other academic	24,605	*98.9*	*46.5*	28,320	*98.2*	*53.5*	52,925	*98.5*
All	All	24,875	*100.0*	*46.3*	28,845	*100.0*	*53.7*	53,720	*100.0*
Part-time									
SM	Senior manager	10	*0.1*	*22.1*	45	*0.2*	*77.9*	55	*0.1*
OTH	Other academic	22,725	*99.9*	*55.9*	17,895	*99.8*	*44.1*	40,620	*99.9*
All	All	22,735	*100.0*	*55.9*	17,940	*100.0*	*44.1*	40,675	*100.0*

Proportions of staff who were women



SET

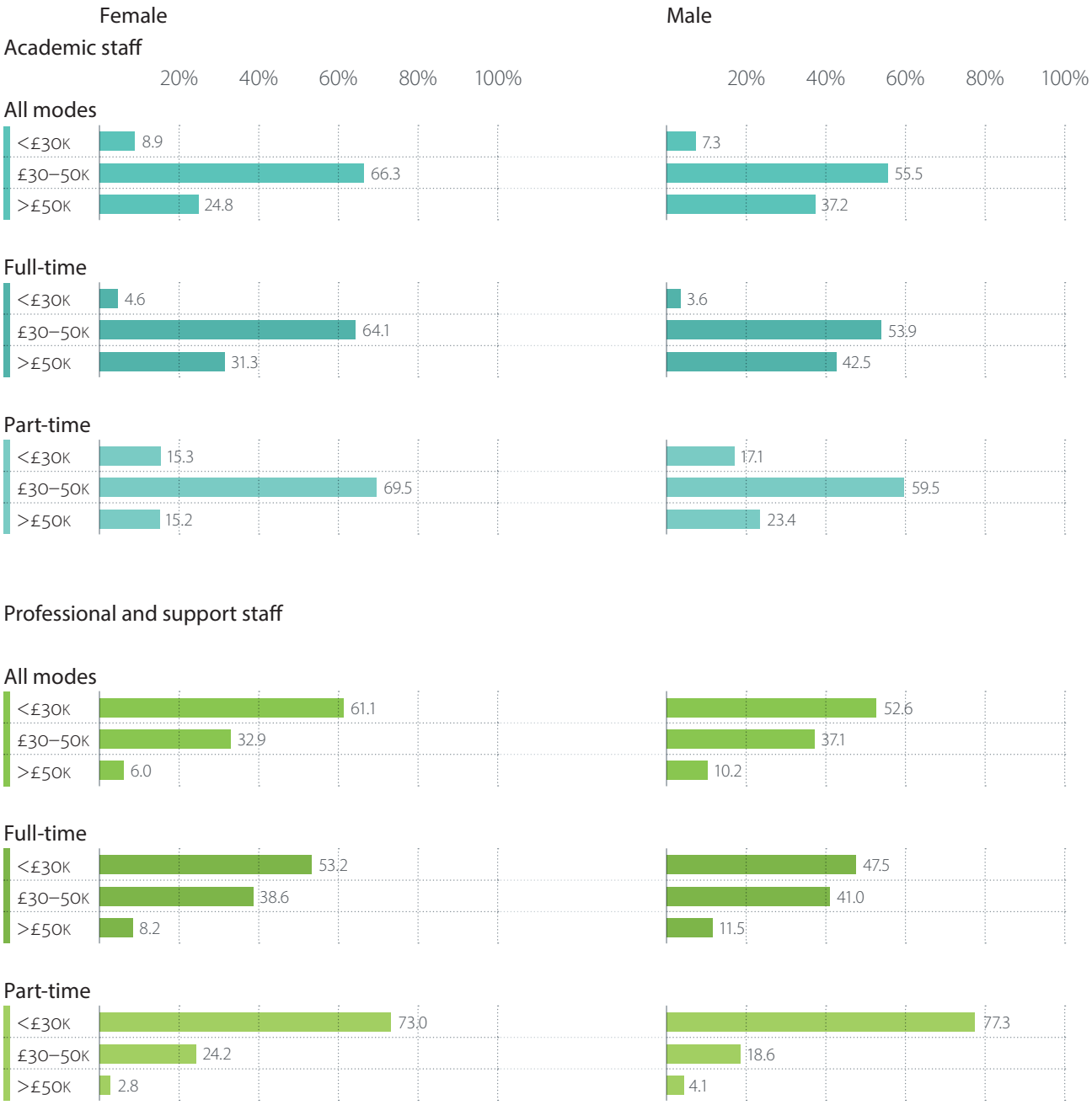
Non-SET

4.17 Staff by activity, mode, salary range and gender

← Staff activity definition: see page 12
← Mode definition: see page 13
← Salary range definition: see page 18
← Gender definition: see page 10

Academic staff		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	8,690	*8.9*	*50.8*	8,435	*7.3*	*49.2*	17,125	*8.1*
£30–50K	£30,000–£50,000	64,435	*66.3*	*50.3*	63,655	*55.5*	*49.7*	128,090	*60.4*
>£50K	Over £50,000	24,075	*24.8*	*36.1*	42,655	*37.2*	*63.9*	66,730	*31.5*
All	Total	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Full-time									
<£30K	Under £30,000	2,680	*4.6*	*47.5*	2,970	*3.6*	*52.5*	5,650	*4.0*
£30–50K	£30,000–£50,000	37,070	*64.1*	*45.3*	44,700	*53.9*	*54.7*	81,775	*58.1*
>£50K	Over £50,000	18,075	*31.3*	*33.9*	35,200	*42.5*	*66.1*	53,270	*37.9*
All	Total	57,825	*100.0*	*41.1*	82,870	*100.0*	*58.9*	140,695	*100.0*
Part-time									
<£30K	Under £30,000	6,010	*15.3*	*52.4*	5,465	*17.1*	*47.6*	11,475	*16.1*
£30–50K	£30,000–£50,000	27,365	*69.5*	*59.1*	18,955	*59.5*	*40.9*	46,315	*65.0*
>£50K	Over £50,000	6,000	*15.2*	*44.6*	7,460	*23.4*	*55.4*	13,460	*18.9*
All	Total	39,375	*100.0*	*55.3*	31,875	*100.0*	*44.7*	71,250	*100.0*
Professional and support staff									
All modes									
<£30K	Under £30,000	83,350	*61.1*	*66.1*	42,725	*52.6*	*33.9*	126,080	*58.0*
£30–50K	£30,000–£50,000	44,790	*32.9*	*59.8*	30,145	*37.1*	*40.2*	74,940	*34.5*
>£50K	Over £50,000	8,205	*6.0*	*49.7*	8,305	*10.2*	*50.3*	16,510	*7.6*
All	Total	136,350	*100.0*	*62.7*	81,175	*100.0*	*37.3*	217,525	*100.0*
Full-time									
<£30K	Under £30,000	43,465	*53.2*	*57.6*	31,980	*47.5*	*42.4*	75,445	*50.6*
£30–50K	£30,000–£50,000	31,555	*38.6*	*53.4*	27,560	*41.0*	*46.6*	59,115	*39.7*
>£50K	Over £50,000	6,660	*8.2*	*46.3*	7,735	*11.5*	*53.7*	14,395	*9.7*
All	Total	81,685	*100.0*	*54.8*	67,275	*100.0*	*45.2*	148,960	*100.0*
Part-time									
<£30K	Under £30,000	39,885	*73.0*	*78.8*	10,745	*77.3*	*21.2*	50,630	*73.8*
£30–50K	£30,000–£50,000	13,235	*24.2*	*83.7*	2,585	*18.6*	*16.3*	15,820	*23.1*
>£50K	Over £50,000	1,545	*2.8*	*73.0*	570	*4.1*	*27.0*	2,115	*3.1*
All	Total	54,665	*100.0*	*79.7*	13,900	*100.0*	*20.3*	68,565	*100.0*

Proportions of staff in each salary range



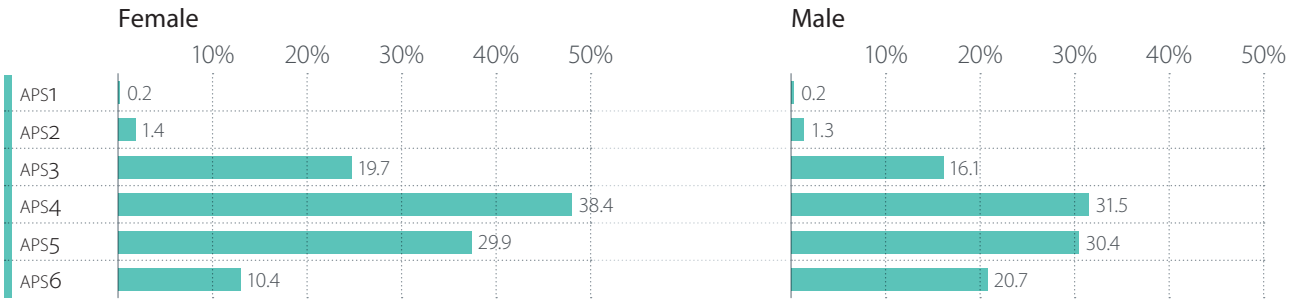
4.18 Academic staff by academic pay spine range and gender

← Academic pay spine range definition: see page 18

← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
APS1	< £18,777	180	*0.2*	*43.9*	235	*0.2*	*56.1*	415	*0.2*
APS2	≥ £18,778 and < £24,983	1,375	*1.4*	*48.8*	1,440	*1.3*	*51.2*	2,815	*1.3*
APS3	≥ £24,984 and < £33,518	19,150	*19.7*	*51.0*	18,425	*16.1*	*49.0*	37,575	*17.7*
APS4	≥ £33,519 and < £44,992	37,335	*38.4*	*50.8*	36,120	*31.5*	*49.2*	73,455	*34.7*
APS5	≥ £44,993 and < £60,410	29,065	*29.9*	*45.5*	34,825	*30.4*	*54.5*	63,895	*30.1*
APS6	≥ £60,411	10,095	*10.4*	*29.9*	23,700	*20.7*	*70.1*	33,795	*15.9*
All	All pay spine ranges	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*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 18
← Mean salary and pay gap definition: see page 19
← Country of institution definition: see page 12
← Staff activity definition: see page 12
← Gender definition: see page 10

		Median			Mean		
		Female	Male	Gap	Female	Male	Gap
		£	£	%	£	£	%
All staff							
ENG	England	34,181	38,833	*12.0*	36,463	43,643	*16.5*
LON	London	38,581	42,329	*8.9*	41,458	48,325	*14.2*
EWL	England (without London)	32,548	38,833	*16.2*	35,040	42,217	*17.0*
NIRE	Northern Ireland	33,518	39,096	*14.3*	35,415	43,091	*17.8*
SCOT	Scotland	31,604	38,833	*18.6*	34,332	41,753	*17.8*
WAL	Wales	32,548	38,833	*16.2*	34,861	42,096	*17.2*
UK	UK	33,518	38,833	*13.7*	36,128	43,348	*16.7*
Academic staff							
ENG	England	41,329	46,336	*10.8*	45,183	51,025	*11.4*
LON	London	42,478	45,449	*6.5*	46,990	53,625	*12.4*
EWL	England (without London)	41,212	46,336	*11.1*	44,552	50,160	*11.2*
NIRE	Northern Ireland	44,992	49,149	*8.5*	45,891	51,383	*10.7*
SCOT	Scotland	39,992	46,336	*13.7*	44,289	49,542	*10.6*
WAL	Wales	38,833	44,992	*13.7*	43,731	50,473	*13.4*
UK	UK	41,212	46,336	*11.1*	45,028	50,841	*11.4*
Professional and support staff							
ENG	England	27,285	29,799	*8.4*	30,142	33,108	*9.0*
LON	London	33,518	35,579	*5.8*	36,132	39,352	*8.2*
EWL	England (without London)	25,728	28,098	*8.4*	28,693	31,444	*8.7*
NIRE	Northern Ireland	24,285	28,936	*16.1*	28,671	31,911	*10.2*
SCOT	Scotland	24,983	27,285	*8.4*	27,997	31,287	*10.5*
WAL	Wales	25,728	26,962	*4.6*	28,473	30,611	*7.0*
UK	UK	26,495	28,936	*8.4*	29,784	32,756	*9.1*

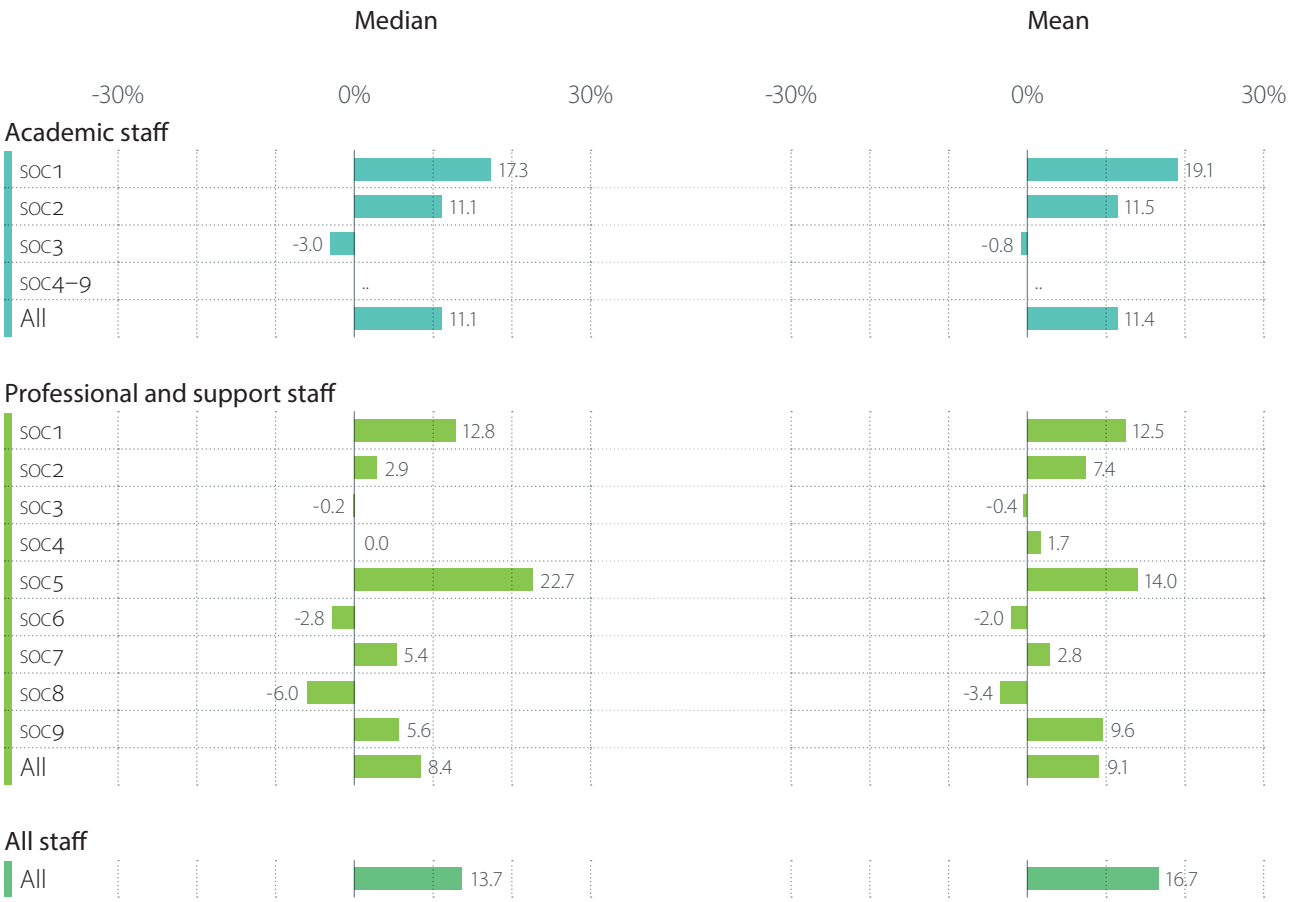
Gender pay gaps

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

← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Occupational group definition: see page 16
← Gender definition: see page 10

		Median			Mean		
		Female	Male	Gap	Female	Male	Gap
		£	£	%	£	£	%
Academic staff							
SOC1	Managers, directors and senior officials	61,121	73,925	*17.3*	67,783	83,749	*19.1*
SOC2	Professional occupations	41,212	46,336	*11.1*	45,057	50,886	*11.5*
SOC3	Associate professional and technical	32,548	31,604	*-3.0*	33,382	33,118	*-0.8*
SOC4–9	Clerical and manual occupations	..	..	..	..	..	..
All	All academic staff	41,212	46,336	*11.1*	45,028	50,841	*11.4*
Professional and support staff							
SOC1	Managers, directors and senior officials	49,149	56,380	*12.8*	54,774	62,606	*12.5*
SOC2	Professional occupations	38,833	39,992	*2.9*	39,302	42,427	*7.4*
SOC3	Associate professional and technical	31,604	31,550	*-0.2*	32,420	32,302	*-0.4*
SOC4	Administrative and secretarial	24,285	24,285	*0.0*	25,615	26,058	*1.7*
SOC5	Skilled trades occupations	19,305	24,983	*22.7*	22,170	25,769	*14.0*
SOC6	Caring, leisure and other service	19,305	18,777	*-2.8*	21,090	20,672	*-2.0*
SOC7	Sales and customer service occupations	20,412	21,581	*5.4*	22,541	23,181	*2.8*
SOC8	Process, plant and machine operatives	23,557	22,214	*-6.0*	23,493	22,723	*-3.4*
SOC9	Elementary occupations	16,035	16,983	*5.6*	16,739	18,509	*9.6*
All	All professional and support staff	26,495	28,936	*8.4*	29,784	32,756	*9.1*
All staff							
All	All staff	33,518	38,833	*13.7*	36,128	43,348	*16.7*

Gender pay gaps

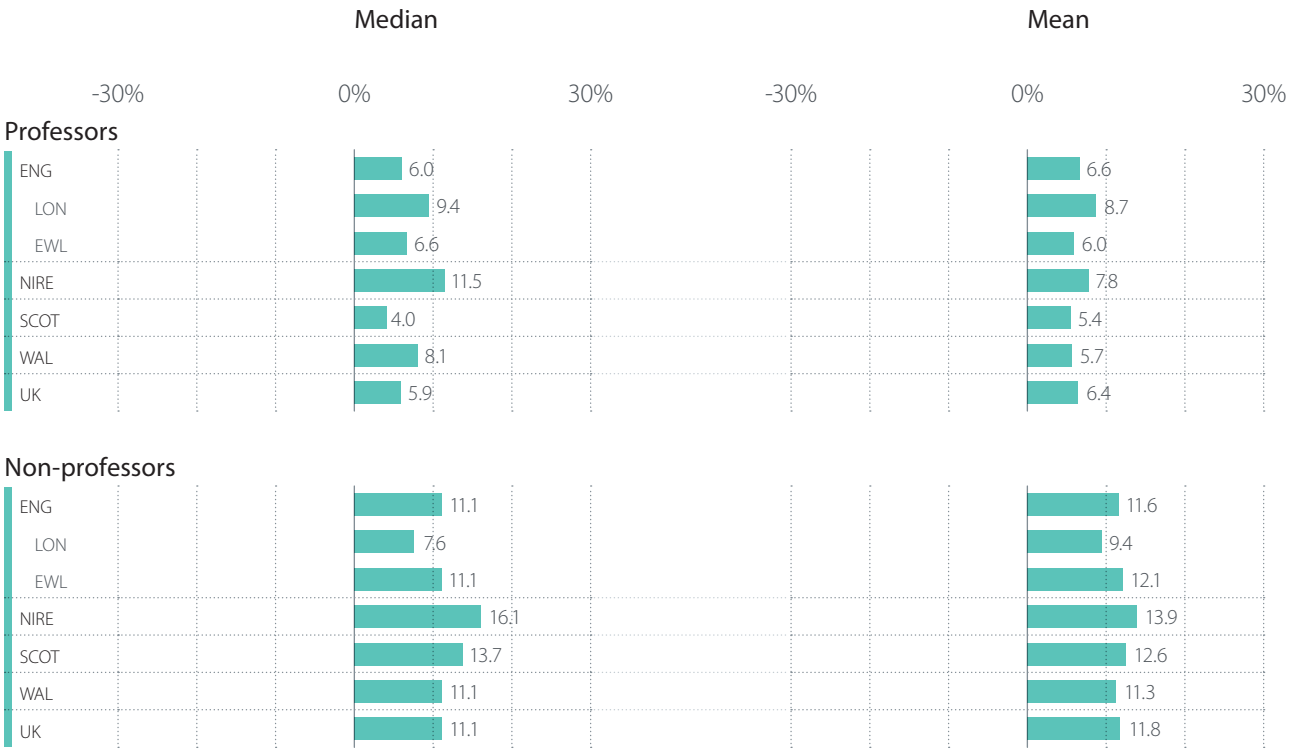


4.21 Median/mean salary and pay gap for staff by professorial category, country of institution and gender

← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Professorial category definition: see page 18
← Country of institution definition: see page 12
← Gender definition: see page 10

		Median			Mean		
		Female	Male	Gap	Female	Male	Gap
		£	£	%	£	£	%
Professors							
ENG	England	74,248	79,009	*6.0*	79,095	84,698	*6.6*
LON	London	77,390	85,374	*9.4*	83,408	91,392	*8.7*
EWL	England (without London)	72,556	77,671	*6.6*	77,685	82,601	*6.0*
NIRE	Northern Ireland	70,352	79,507	*11.5*	75,363	81,738	*7.8*
SCOT	Scotland	73,611	76,654	*4.0*	77,943	82,407	*5.4*
WAL	Wales	73,806	80,346	*8.1*	77,832	82,546	*5.7*
UK	UK	74,147	78,794	*5.9*	78,846	84,276	*6.4*
Non-professors							
ENG	England	33,518	37,706	*11.1*	35,460	40,124	*11.6*
LON	London	38,170	41,329	*7.6*	40,359	44,547	*9.4*
EWL	England (without London)	32,548	36,613	*11.1*	34,069	38,780	*12.1*
NIRE	Northern Ireland	32,566	38,833	*16.1*	34,435	39,974	*13.9*
SCOT	Scotland	31,604	36,613	*13.7*	33,357	38,171	*12.6*
WAL	Wales	32,548	36,613	*11.1*	33,798	38,108	*11.3*
UK	UK	33,518	37,706	*11.1*	35,126	39,807	*11.8*

Gender pay gaps

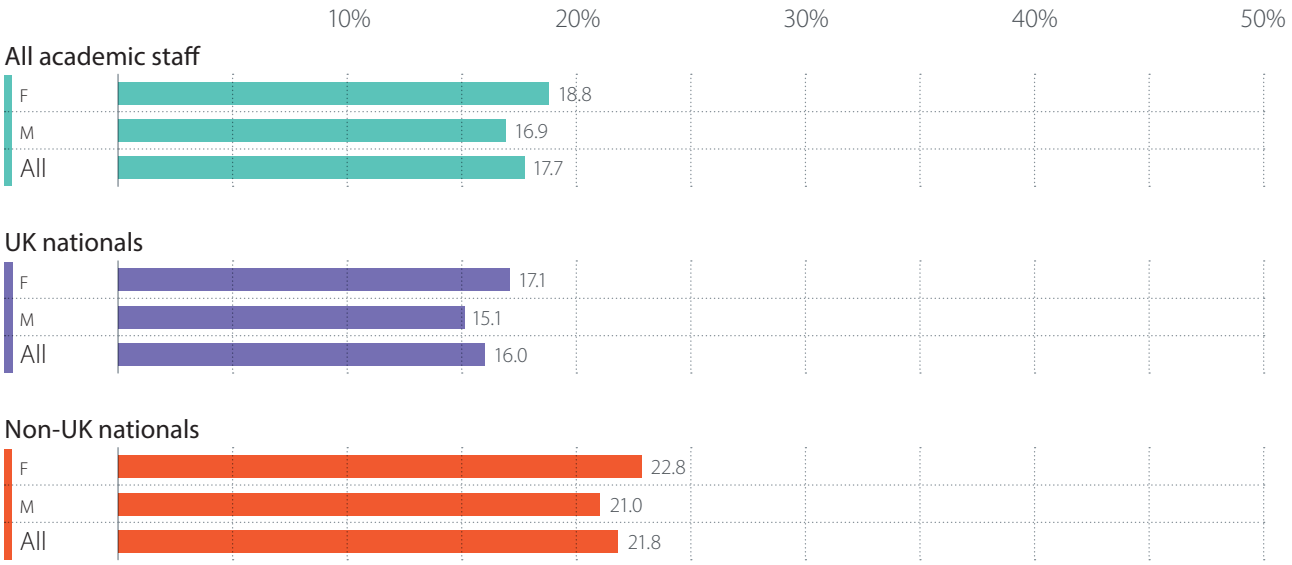


4.22 UK/non-UK academic staff by leaving status and gender

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Gender definition: see page 10

		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	17,585	*18.8*	8,270	*47.0*	9,315	*53.0*	93,580
M	Male	18,775	*16.9*	9,315	*49.6*	9,460	*50.4*	111,335
All	All staff	36,365	*17.7*	17,585	*48.4*	18,780	*51.6*	204,915
UK nationals								
F	Female	11,230	*17.1*	5,330	*47.5*	5,900	*52.5*	65,710
M	Male	11,710	*15.1*	5,755	*49.2*	5,950	*50.8*	77,625
All	All staff	22,940	*16.0*	11,085	*48.3*	11,850	*51.7*	143,335
Non-UK nationals								
F	Female	6,355	*22.8*	2,940	*46.3*	3,415	*53.7*	27,870
M	Male	7,070	*21.0*	3,560	*50.3*	3,510	*49.7*	33,710
All	All staff	13,425	*21.8*	6,500	*48.4*	6,925	*51.6*	61,580

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

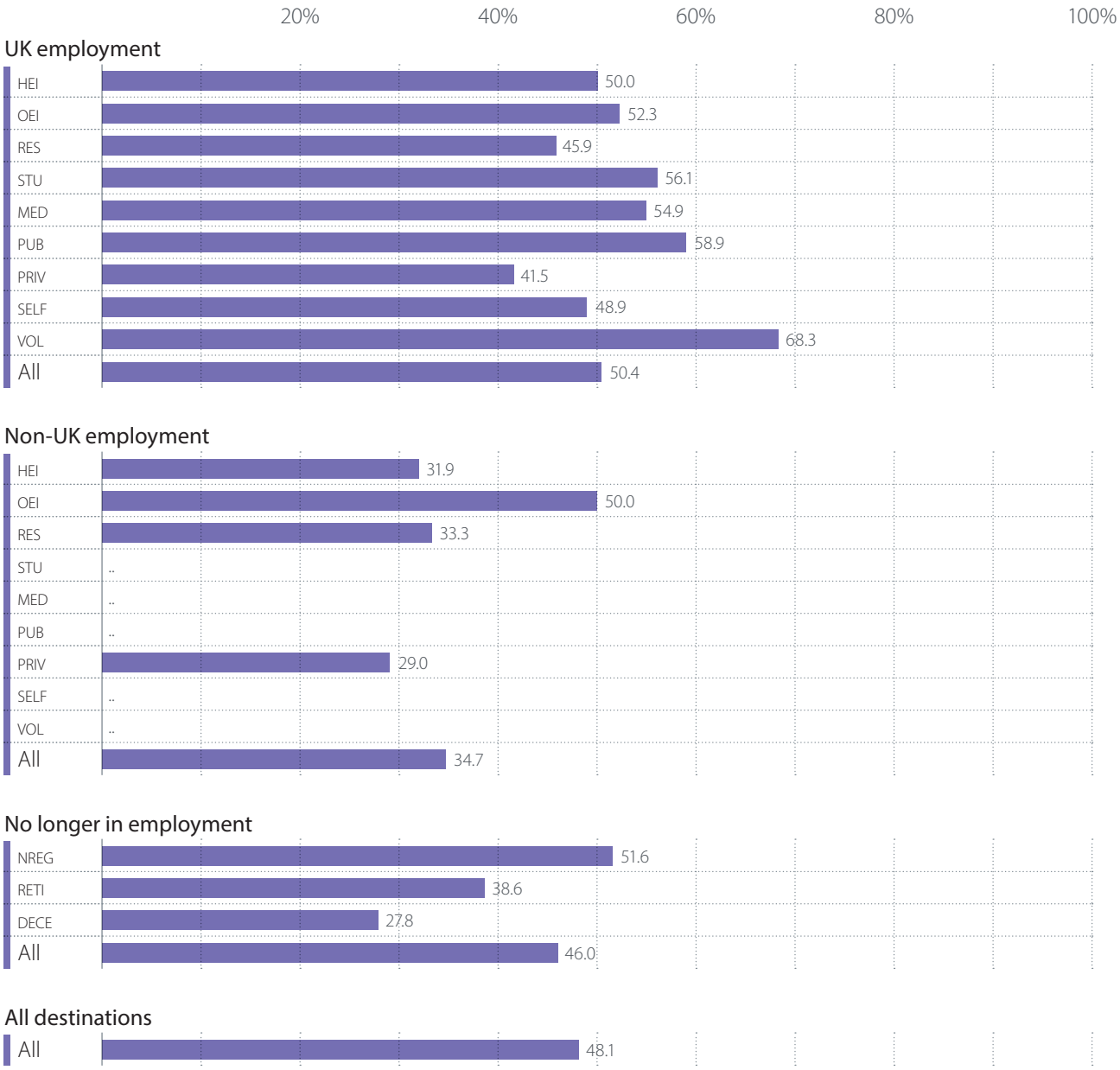


4.23 UK academic staff leavers by known leaving destination and gender

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Gender definition: see page 10

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	1,580	*29.6*	*50.0*	1,580	*27.4*	*50.0*	3,160	*28.48*
OEI	Other education institution	215	*4.0*	*52.3*	195	*3.4*	*47.7*	405	*3.67*
RES	Research institute	100	*1.9*	*45.9*	120	*2.1*	*54.1*	220	*2.00*
STU	Student	245	*4.6*	*56.1*	195	*3.4*	*43.9*	440	*3.97*
MED	Medical or dental practice	335	*6.2*	*54.9*	275	*4.8*	*45.1*	605	*5.47*
PUB	Public sector	160	*3.0*	*58.9*	110	*1.9*	*41.1*	270	*2.42*
PRIV	Private sector	305	*5.7*	*41.5*	425	*7.4*	*58.5*	730	*6.57*
SELF	Self-employed	220	*4.1*	*48.9*	230	*4.0*	*51.1*	450	*4.04*
VOL	Voluntary sector	40	*0.8*	*68.3*	20	*0.3*	*31.7*	60	*0.55*
All	All UK employment	3,195	*59.9*	*50.4*	3,145	*54.6*	*49.6*	6,340	*57.2*
Non-UK employment									
HEI	Other HEI	80	*1.5*	*31.9*	170	*3.0*	*68.1*	250	*2.3*
OEI	Other education institution	25	*0.5*	*50.0*	25	*0.4*	*50.0*	50	*0.4*
RES	Research institute	15	*0.3*	*33.3*	35	*0.6*	*66.7*	50	*0.5*
STU	Student	5	*0.1*	..	5	*0.1*	..	10	*0.1*
MED	Health service	0	*0.0*	..	0	*0.0*	..	5	*0.0*
PUB	Public sector	0	*0.0*	..	10	*0.2*	..	10	*0.1*
PRIV	Private sector	10	*0.2*	*29.0*	20	*0.4*	*71.0*	30	*0.3*
SELF	Self-employed	5	*0.1*	..	5	*0.1*	..	10	*0.1*
VOL	Voluntary sector	5	*0.1*	..	5	*0.1*	..	5	*0.1*
All	All non-UK employment	145	*2.7*	*34.7*	275	*4.8*	*65.3*	420	*3.8*
No longer in employment									
NREG	Not in regular employment	1,325	*24.8*	*51.6*	1,245	*21.6*	*48.4*	2,565	*23.1*
RETI	Retired	635	*11.9*	*38.6*	1,010	*17.6*	*61.4*	1,645	*14.9*
DECE	Deceased	30	*0.6*	*27.8*	85	*1.4*	*72.2*	115	*1.0*
All	All no longer employed	1,990	*37.4*	*46.0*	2,335	*40.6*	*54.0*	4,330	*39.0*
All destinations									
All	All leavers	5,330	*100.0*	*48.1*	5,755	*100.0*	*51.9*	11,085	*100.0*

Proportions of leavers who were women



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

← Nationality definition: see page 12
← Academic leavers definition: see page 19
← Gender definition: see page 10

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	810	*27.6*	*46.8*	920	*25.9*	*53.2*	1,730	*26.65*
OEI	Other education institution	95	*3.3*	*44.5*	120	*3.4*	*55.5*	215	*3.33*
RES	Research institute	120	*4.0*	*47.4*	130	*3.7*	*52.6*	250	*3.83*
STU	Student	210	*7.2*	*52.5*	190	*5.4*	*47.5*	400	*6.17*
MED	Medical or dental practice	70	*2.3*	*51.5*	65	*1.8*	*48.5*	135	*2.06*
PUB	Public sector	40	*1.3*	*50.0*	40	*1.1*	*50.0*	80	*1.20*
PRIV	Private sector	180	*6.2*	*43.5*	235	*6.7*	*56.5*	420	*6.45*
SELF	Self-employed	40	*1.4*	*51.9*	40	*1.1*	*48.1*	80	*1.22*
VOL	Voluntary sector	10	*0.3*	..	5	*0.1*	..	15	*0.22*
All	All UK employment	1,575	*53.7*	*47.5*	1,745	*49.0*	*52.5*	3,325	*51.1*
Non-UK employment									
HEI	Other HEI	310	*10.5*	*34.7*	580	*16.4*	*65.3*	890	*13.7*
OEI	Other education institution	45	*1.5*	*28.1*	115	*3.2*	*71.9*	160	*2.5*
RES	Research institute	130	*4.4*	*41.0*	185	*5.2*	*59.0*	315	*4.9*
STU	Student	35	*1.2*	*64.8*	20	*0.5*	*35.2*	55	*0.8*
MED	Health service	0	*0.1*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	20	*0.7*	*52.4*	20	*0.6*	*47.6*	40	*0.6*
PRIV	Private sector	40	*1.3*	*26.4*	110	*3.1*	*73.6*	150	*2.3*
SELF	Self-employed	10	*0.3*	..	10	*0.3*	..	20	*0.3*
VOL	Voluntary sector	5	*0.2*	..	5	*0.1*	..	10	*0.1*
All	All non-UK employment	595	*20.3*	*36.4*	1,045	*29.3*	*63.6*	1,640	*25.3*
No longer in employment									
NREG	Not in regular employment	710	*24.1*	*51.1*	675	*19.0*	*48.9*	1,385	*21.3*
RETI	Retired	45	*1.6*	*40.2*	70	*2.0*	*59.8*	115	*1.8*
DECE	Deceased	10	*0.3*	*31.3*	20	*0.6*	*68.8*	30	*0.5*
All	All no longer employed	765	*26.0*	*49.9*	770	*21.6*	*50.1*	1,535	*23.6*
All destinations									
All	All leavers	2,940	*100.0*	*45.2*	3,560	*100.0*	*54.8*	6,500	*100.0*

Proportions of leavers who were women

Intersectionality

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

Intersectionality is increasingly a topic of consideration for equality and diversity practitioners. Apart from general growing interest in this area, this trend is also driven by institutional and procedural requirements, such as the 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.ecu.ac.uk/publications/intersectional-approaches-to-equality-research-and-data/**.

5.1 Age and disability status: Disability disclosure rates were highest among staff in the 25 and under age group (6.4%) and the 56–60 age group (5.8%), and lowest among those aged 31-35 and 36-40 (both 4.6%).

5.2 Age and ethnicity: Overall, BAME staff have a younger age profile than White staff. 57.2% 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; 48.0% of UK BAME staff were aged 40 and under compared with 39.3% of UK White staff, and 69.5% of non-UK BAME staff were aged 40 and under compared with 60.3% 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 50.8% of academics aged 25 and under to 71.0% 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 61-65 and 66 and over.

5.4 Ethnicity and disability status: Disability disclosure rates were lower among non-UK nationals than UK nationals (2.4% and 6.0%, respectively). There were similar gaps in disclosure rates between UK and non-UK White staff (6.1% and 2.6%, respectively) and between UK and non-UK BAME staff (4.9% 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 (7.2% of UK and 3.4% of non-UK nationals) and lowest among Chinese staff (1.8% and 0.7%, respectively).

5.5 Disability status and gender: Overall disability disclosure rates were higher among women than men (5.5% and 4.7%, 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 (63.2%), a physical impairment/mobility issues (61.2%) or a long standing illness or health condition (60.8%) were women. In comparison, 63.6% of those disclosing a social communication/autistic spectrum disorder were men.

5.6 Ethnicity and gender: A higher proportion of male staff were from BAME backgrounds than female staff (14.7% compared with 12.9% of female staff). Non-UK staff were more ethnically diverse than UK national staff (29.4% of non-UK national staff were BAME, compared with 9.8% of UK national staff). This was more pronounced among non-UK men than women (33.1% of non-UK men were BAME compared with 25.9% of women). This was not the case among UK nationals, where the proportions of staff from BAME backgrounds were similar for men and women (9.7% and 9.9% 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, 66.3% of professors were White men, and 23.6% White women. In comparison, 42.3% of non-professorial academics were White men and 41.2% were White women. Similarly, 7.7% of professors were BAME men, compared to just 2.3% 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. 6.7% of UK national professors were BAME male, 2.1% were BAME female. In contrast, 11.3% of non-UK national professors were BAME male, 3.0% 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 (65.8% White male, 29.8% White female) with just 1.3% being BAME female and 3.0% BAME male. Among non-UK national academic senior managers, 10.4% were BAME male and 4.2% BAME female.

5.9 Academic roles by gender and ethnicity: The largest proportion of BAME female professors was among Asian academics (3.2% compared with 0.7% of Black academics and 2.0%, 1.6% and 1.4% 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, though representation was relatively highest for men from an other ethnic background (2.2%).

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 (11.1% and 14.2%, respectively) and White staff (13.7% and 17.1%, respectively), though these pay gaps were larger among White staff. There were also gaps between the median and mean salaries of BAME and White men (2.9% and 6.7%, respectively), which were both considerably larger than the gaps between the median and mean salaries of BAME and White women (0.0% and 3.5%, respectively).

Median and mean gender pay gaps were larger among non-disabled staff (13.7% and 16.9%, respectively) than among staff disclosing a disability (8.4% and 9.3%, respectively). Median and mean disability pay gaps were present among both female (2.9% and 4.6%, respectively) and male staff (8.5% and 12.6%, respectively), albeit considerably larger among men.

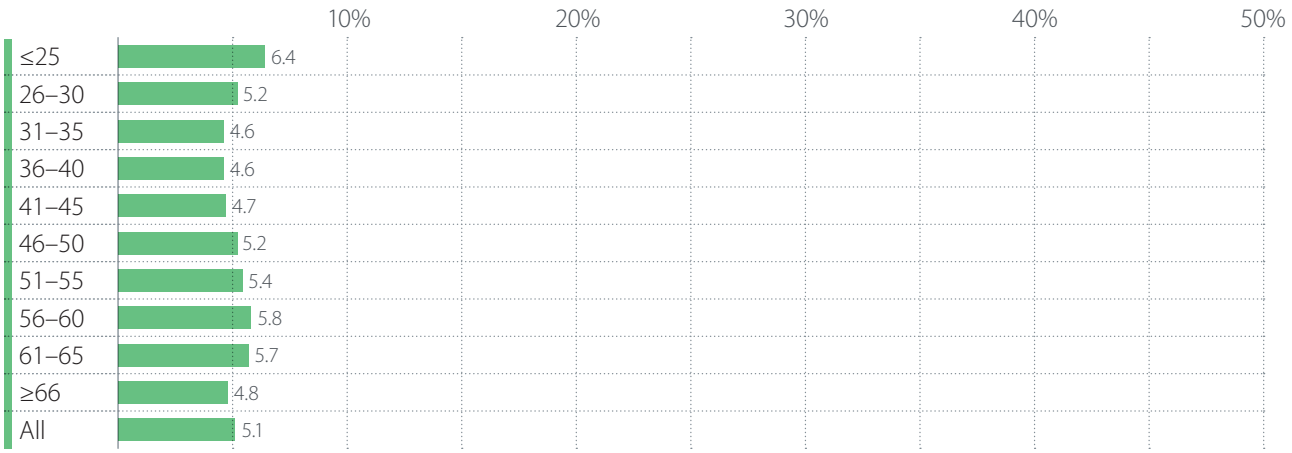
Median and mean disability pay gaps were larger among White staff (8.5% and 9.7%, respectively) than among BAME staff (5.7% and 5.9%, respectively). The gap between the median and mean salaries of BAME and White non-disabled staff (2.9% and 4.9%, respectively) was higher than the gap between the median and mean salaries of BAME and White disabled staff (0.0% and 0.9%, respectively).

5.1 Staff by age group and disability status

← Age definition: see page 9
← Disability definition: see page 9

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
≤25	23,405	*5.9*	*93.6*	1,595	*7.4*	*6.4*	24,995	*6.0*
26–30	42,960	*10.8*	*94.8*	2,345	*10.9*	*5.2*	45,305	*10.8*
31–35	56,720	*14.3*	*95.4*	2,740	*12.8*	*4.6*	59,460	*14.2*
36–40	56,100	*14.2*	*95.4*	2,715	*12.7*	*4.6*	58,815	*14.1*
41–45	49,610	*12.5*	*95.3*	2,435	*11.3*	*4.7*	52,045	*12.5*
46–50	50,055	*12.6*	*94.8*	2,730	*12.7*	*5.2*	52,785	*12.6*
51–55	48,715	*12.3*	*94.6*	2,795	*13.0*	*5.4*	51,510	*12.3*
56–60	38,050	*9.6*	*94.2*	2,340	*10.9*	*5.8*	40,390	*9.7*
61–65	21,060	*5.3*	*94.3*	1,265	*5.9*	*5.7*	22,325	*5.3*
≥66	9,555	*2.4*	*95.2*	480	*2.2*	*4.8*	10,035	*2.4*
All	396,225	*100.0*	*94.9*	21,435	*100.0*	*5.1*	417,665	*100.0*

Proportions of staff who disclosed as disabled

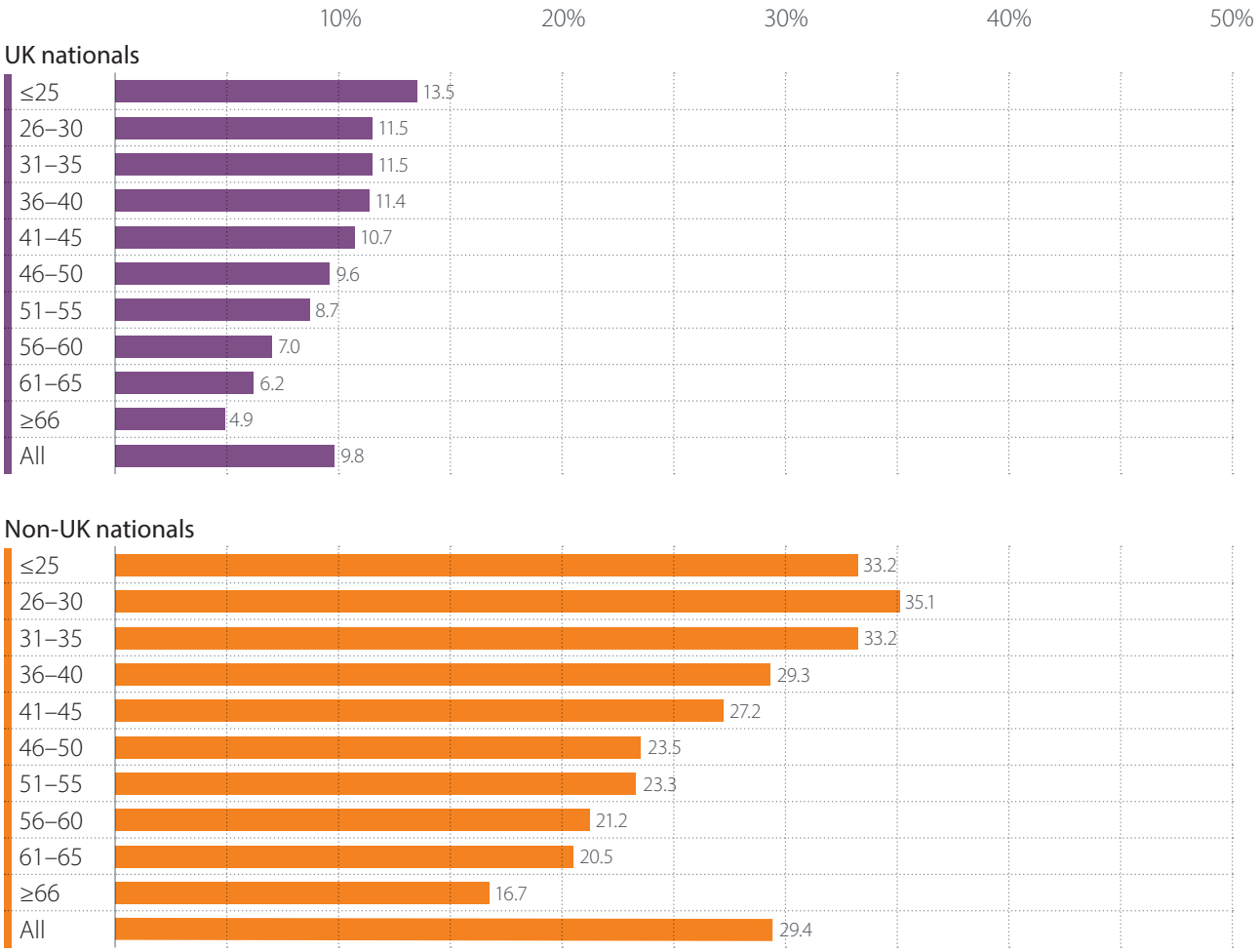


5.2 UK/non-UK staff by age group and BAME/White identity

← Nationality definition: see page 12
← Age definition: see page 9
← Ethnicity definition: see page 9

	White			BAME			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals								
≤25	16,695	*5.8*	*86.5*	2,605	*8.2*	*13.5*	19,300	*6.0*
26–30	27,220	*9.4*	*88.5*	3,525	*11.2*	*11.5*	30,745	*9.6*
31–35	33,815	*11.7*	*88.5*	4,380	*13.9*	*11.5*	38,200	*11.9*
36–40	36,050	*12.4*	*88.6*	4,645	*14.7*	*11.4*	40,695	*12.7*
41–45	35,170	*12.1*	*89.3*	4,215	*13.3*	*10.7*	39,385	*12.3*
46–50	39,495	*13.6*	*90.4*	4,180	*13.2*	*9.6*	43,675	*13.6*
51–55	40,685	*14.0*	*91.3*	3,860	*12.2*	*8.7*	44,545	*13.9*
56–60	33,405	*11.5*	*93.0*	2,515	*8.0*	*7.0*	35,920	*11.2*
61–65	18,665	*6.4*	*93.8*	1,230	*3.9*	*6.2*	19,895	*6.2*
≥66	8,395	*2.9*	*95.1*	435	*1.4*	*4.9*	8,830	*2.7*
All	289,605	*100.0*	*90.2*	31,585	*100.0*	*9.8*	321,190	*100.0*
Non-UK nationals								
≤25	2,600	*4.6*	*66.8*	1,295	*5.5*	*33.2*	3,895	*4.9*
26–30	7,860	*13.9*	*64.9*	4,260	*18.1*	*35.1*	12,120	*15.2*
31–35	12,335	*21.9*	*66.8*	6,130	*26.1*	*33.2*	18,465	*23.1*
36–40	11,220	*19.9*	*70.7*	4,660	*19.8*	*29.3*	15,880	*19.9*
41–45	7,995	*14.2*	*72.8*	2,995	*12.7*	*27.2*	10,990	*13.8*
46–50	5,745	*10.2*	*76.5*	1,765	*7.5*	*23.5*	7,510	*9.4*
51–55	4,140	*7.3*	*76.7*	1,260	*5.4*	*23.3*	5,395	*6.8*
56–60	2,555	*4.5*	*78.8*	685	*2.9*	*21.2*	3,245	*4.1*
61–65	1,330	*2.4*	*79.5*	340	*1.5*	*20.5*	1,670	*2.1*
≥66	610	*1.1*	*83.3*	120	*0.5*	*16.7*	730	*0.9*
All	56,390	*100.0*	*70.6*	23,510	*100.0*	*29.4*	79,900	*100.0*

Proportions of staff who were BAME

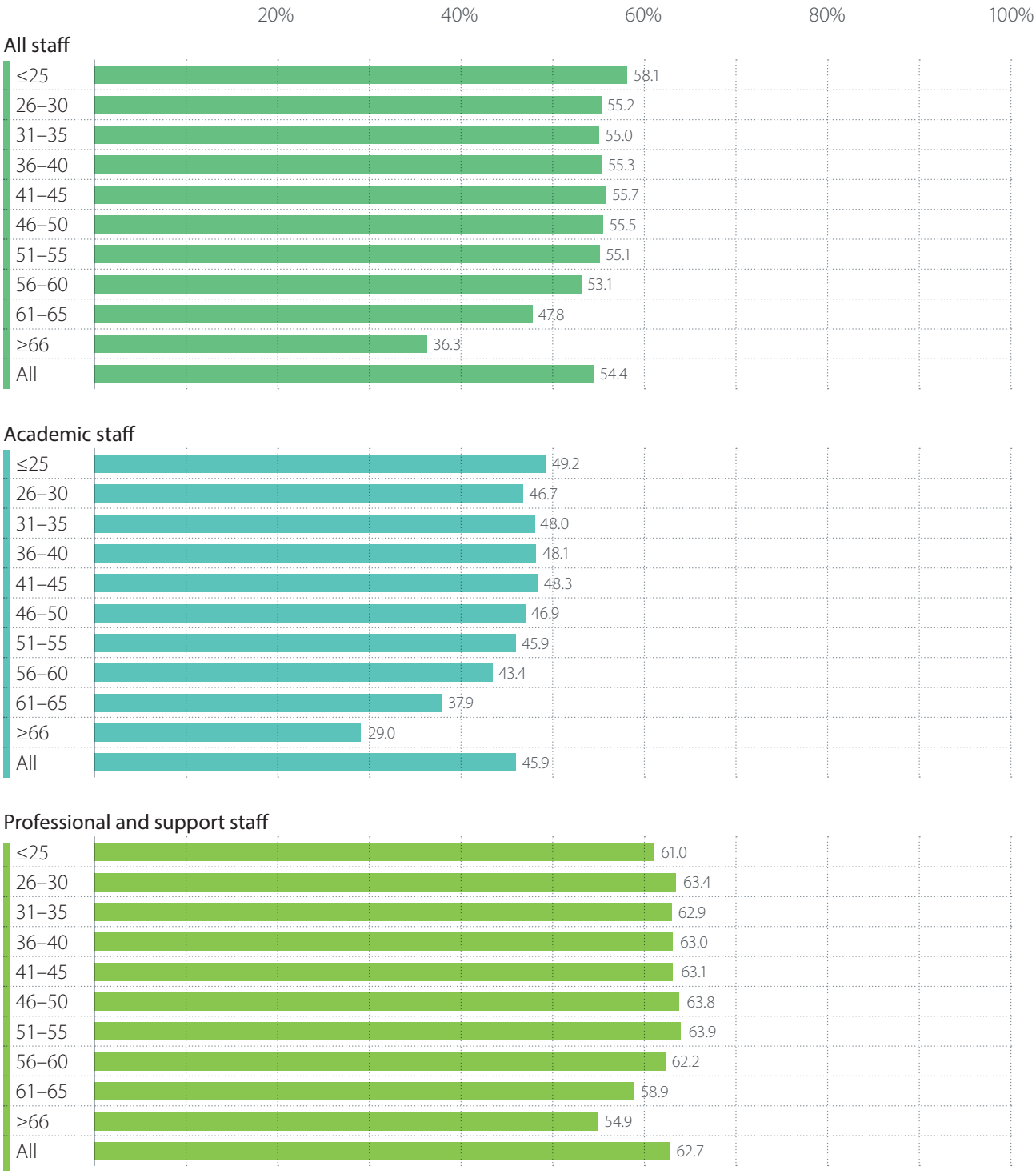


5.3 Staff by activity, age group and gender

← Staff activity definition: see page 12
← Age definition: see page 9
← Gender definition: see page 10

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	14,795	*6.3*	*58.1*	10,680	*5.5*	*41.9*	25,475	*5.9*
26–30	25,725	*11.0*	*55.2*	20,900	*10.7*	*44.8*	46,625	*10.9*
31–35	33,665	*14.4*	*55.0*	27,535	*14.1*	*45.0*	61,200	*14.3*
36–40	33,470	*14.3*	*55.3*	27,070	*13.8*	*44.7*	60,540	*14.1*
41–45	29,800	*12.8*	*55.7*	23,710	*12.1*	*44.3*	53,510	*12.5*
46–50	30,095	*12.9*	*55.5*	24,135	*12.3*	*44.5*	54,235	*12.6*
51–55	29,165	*12.5*	*55.1*	23,785	*12.1*	*44.9*	52,950	*12.3*
56–60	22,050	*9.4*	*53.1*	19,485	*9.9*	*46.9*	41,535	*9.7*
61–65	11,000	*4.7*	*47.8*	12,010	*6.1*	*52.2*	23,010	*5.4*
≥66	3,775	*1.6*	*36.3*	6,620	*3.4*	*63.7*	10,395	*2.4*
All	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*
Academic staff								
≤25	3,085	*3.2*	*49.2*	3,185	*2.8*	*50.8*	6,270	*3.0*
26–30	10,665	*11.0*	*46.7*	12,200	*10.6*	*53.3*	22,865	*10.8*
31–35	15,650	*16.1*	*48.0*	16,930	*14.8*	*52.0*	32,580	*15.4*
36–40	14,990	*15.4*	*48.1*	16,195	*14.1*	*51.9*	31,185	*14.7*
41–45	12,910	*13.3*	*48.3*	13,810	*12.0*	*51.7*	26,715	*12.6*
46–50	12,500	*12.9*	*46.9*	14,160	*12.3*	*53.1*	26,660	*12.6*
51–55	11,880	*12.2*	*45.9*	14,025	*12.2*	*54.1*	25,910	*12.2*
56–60	8,760	*9.0*	*43.4*	11,405	*9.9*	*56.6*	20,170	*9.5*
61–65	4,605	*4.7*	*37.9*	7,545	*6.6*	*62.1*	12,150	*5.7*
≥66	2,155	*2.2*	*29.0*	5,285	*4.6*	*71.0*	7,440	*3.5*
All	97,200	*100.0*	*45.9*	114,745	*100.0*	*54.1*	211,945	*100.0*
Professional and support staff								
≤25	11,710	*8.6*	*61.0*	7,490	*9.2*	*39.0*	19,205	*8.8*
26–30	15,060	*11.0*	*63.4*	8,700	*10.7*	*36.6*	23,760	*10.9*
31–35	18,015	*13.2*	*62.9*	10,605	*13.1*	*37.1*	28,620	*13.2*
36–40	18,485	*13.6*	*63.0*	10,875	*13.4*	*37.0*	29,355	*13.5*
41–45	16,895	*12.4*	*63.1*	9,900	*12.2*	*36.9*	26,795	*12.3*
46–50	17,600	*12.9*	*63.8*	9,975	*12.3*	*36.2*	27,570	*12.7*
51–55	17,285	*12.7*	*63.9*	9,760	*12.0*	*36.1*	27,040	*12.4*
56–60	13,290	*9.7*	*62.2*	8,075	*9.9*	*37.8*	21,365	*9.8*
61–65	6,395	*4.7*	*58.9*	4,465	*5.5*	*41.1*	10,860	*5.0*
≥66	1,620	*1.2*	*54.9*	1,335	*1.6*	*45.1*	2,955	*1.4*
All	136,350	*100.0*	*62.7*	81,175	*100.0*	*37.3*	217,525	*100.0*

Proportions of staff who were women

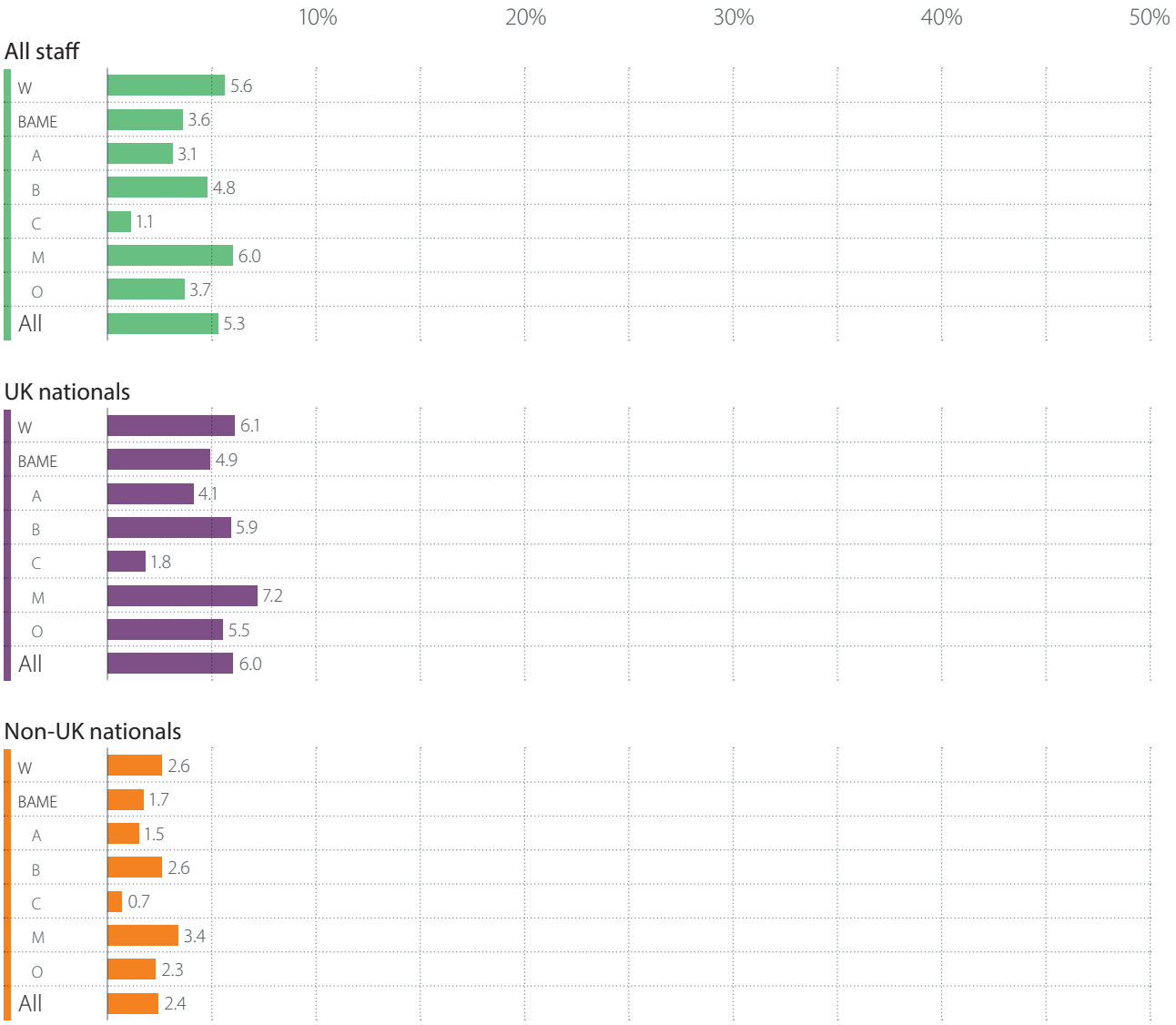


5.4 UK/non-UK staff by ethnic group and disability status

← Nationality definition: see page 12
← Ethnicity definition: see page 9
← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
W	White	320,805	*86.0*	*94.4*	18,940	*90.8*	*5.6*	339,745	*86.3*
BAME	BAME total	52,145	*14.0*	*96.4*	1,925	*9.2*	*3.6*	54,070	*13.7*
A	Asian	20,975	*5.6*	*96.9*	670	*3.2*	*3.1*	21,650	*5.5*
B	Black	9,395	*2.5*	*95.2*	475	*2.3*	*4.8*	9,870	*2.5*
C	Chinese	8,935	*2.4*	*98.9*	95	*0.5*	*1.1*	9,035	*2.3*
M	Mixed	7,355	*2.0*	*94.0*	470	*2.3*	*6.0*	7,830	*2.0*
O	Other	5,475	*1.5*	*96.3*	210	*1.0*	*3.7*	5,685	*1.4*
All	All staff	372,950	*100.0*	*94.7*	20,865	*100.0*	*5.3*	393,810	*100.0*
UK nationals									
W	White	266,840	*90.1*	*93.9*	17,475	*92.0*	*6.1*	284,315	*90.2*
BAME	BAME total	29,450	*9.9*	*95.1*	1,525	*8.0*	*4.9*	30,975	*9.8*
A	Asian	12,755	*4.3*	*95.9*	550	*2.9*	*4.1*	13,305	*4.2*
B	Black	6,235	*2.1*	*94.1*	390	*2.1*	*5.9*	6,625	*2.1*
C	Chinese	3,115	*1.1*	*98.2*	60	*0.3*	*1.8*	3,175	*1.0*
M	Mixed	5,005	*1.7*	*92.8*	390	*2.1*	*7.2*	5,395	*1.7*
O	Other	2,335	*0.8*	*94.5*	135	*0.7*	*5.5*	2,470	*0.8*
All	All staff	296,290	*100.0*	*94.0*	19,000	*100.0*	*6.0*	315,290	*100.0*
Non-UK nationals									
W	White	53,965	*70.4*	*97.4*	1,465	*78.5*	*2.6*	55,430	*70.6*
BAME	BAME total	22,695	*29.6*	*98.3*	400	*21.5*	*1.7*	23,095	*29.4*
A	Asian	8,220	*10.7*	*98.5*	120	*6.5*	*1.5*	8,340	*10.6*
B	Black	3,160	*4.1*	*97.4*	85	*4.5*	*2.6*	3,245	*4.1*
C	Chinese	5,820	*7.6*	*99.3*	40	*2.1*	*0.7*	5,860	*7.5*
M	Mixed	2,350	*3.1*	*96.6*	80	*4.4*	*3.4*	2,430	*3.1*
O	Other	3,145	*4.1*	*97.7*	75	*4.0*	*2.3*	3,220	*4.1*
All	All staff	76,660	*100.0*	*97.6*	1,865	*100.0*	*2.4*	78,520	*100.0*

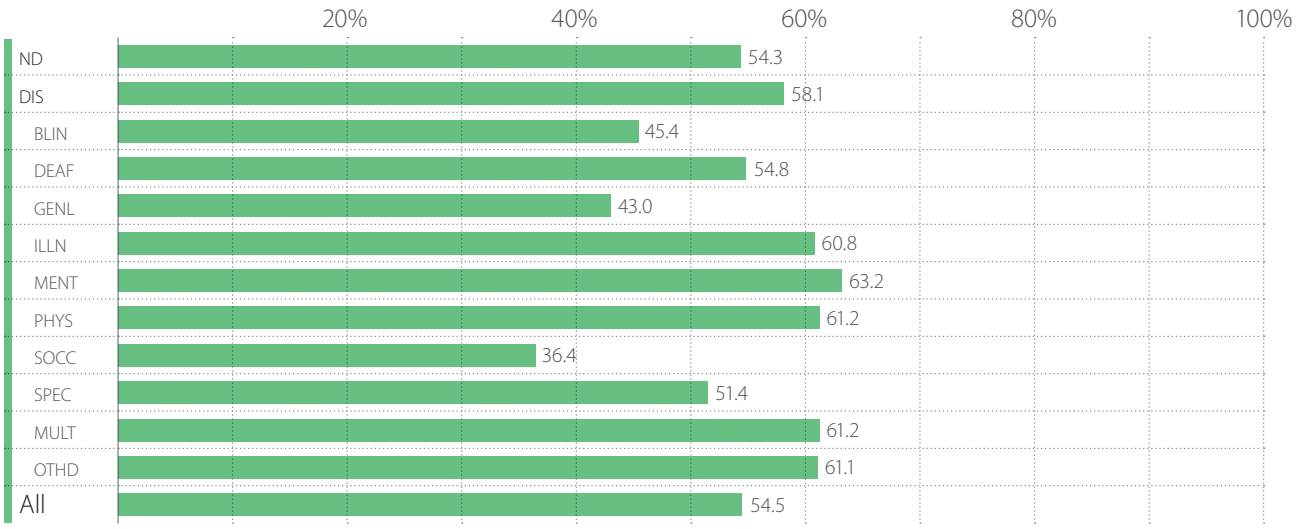
Proportions of staff who disclosed as disabled



5.5 Staff by disability status, impairment type and gender

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ND	Non-disabled	215,145	*94.5*	*54.3*	181,030	*95.3*	*45.7*	396,175	*94.9*
DIS	Disabled	12,435	*5.5*	*58.1*	8,975	*4.7*	*41.9*	21,410	*5.1*
BLIN	Blind or a serious visual impairment	195	*1.6*	*45.4*	235	*2.6*	*54.6*	425	*2.0*
DEAF	Deaf or serious hearing impairment	615	*5.0*	*54.8*	510	*5.7*	*45.2*	1,125	*5.3*
GENL	General learning disability	85	*0.7*	*43.0*	110	*1.2*	*57.0*	195	*0.9*
ILLN	A long standing illness,health condition	3,175	*25.5*	*60.8*	2,045	*22.8*	*39.2*	5,220	*24.4*
MENT	A mental health condition	1,770	*14.2*	*63.2*	1,030	*11.5*	*36.8*	2,800	*13.1*
PHYS	A physical impairment or mobility issues	1,160	*9.3*	*61.2*	735	*8.2*	*38.8*	1,895	*8.9*
SOCC	A social/communication impairment	105	*0.9*	*36.4*	185	*2.1*	*63.6*	290	*1.4*
SPEC	A specific learning difficulty	2,365	*19.0*	*51.4*	2,240	*25.0*	*48.6*	4,605	*21.5*
MULT	Two or more impairments	1,160	*9.3*	*61.2*	735	*8.2*	*38.8*	1,895	*8.8*
OTHD	Other type of impairment	1,810	*14.5*	*61.1*	1,150	*12.8*	*38.9*	2,960	*13.8*
All	All staff	227,580	*100.0*	*54.5*	190,005	*100.0*	*45.5*	417,585	*100.0*

Proportions of staff who were women

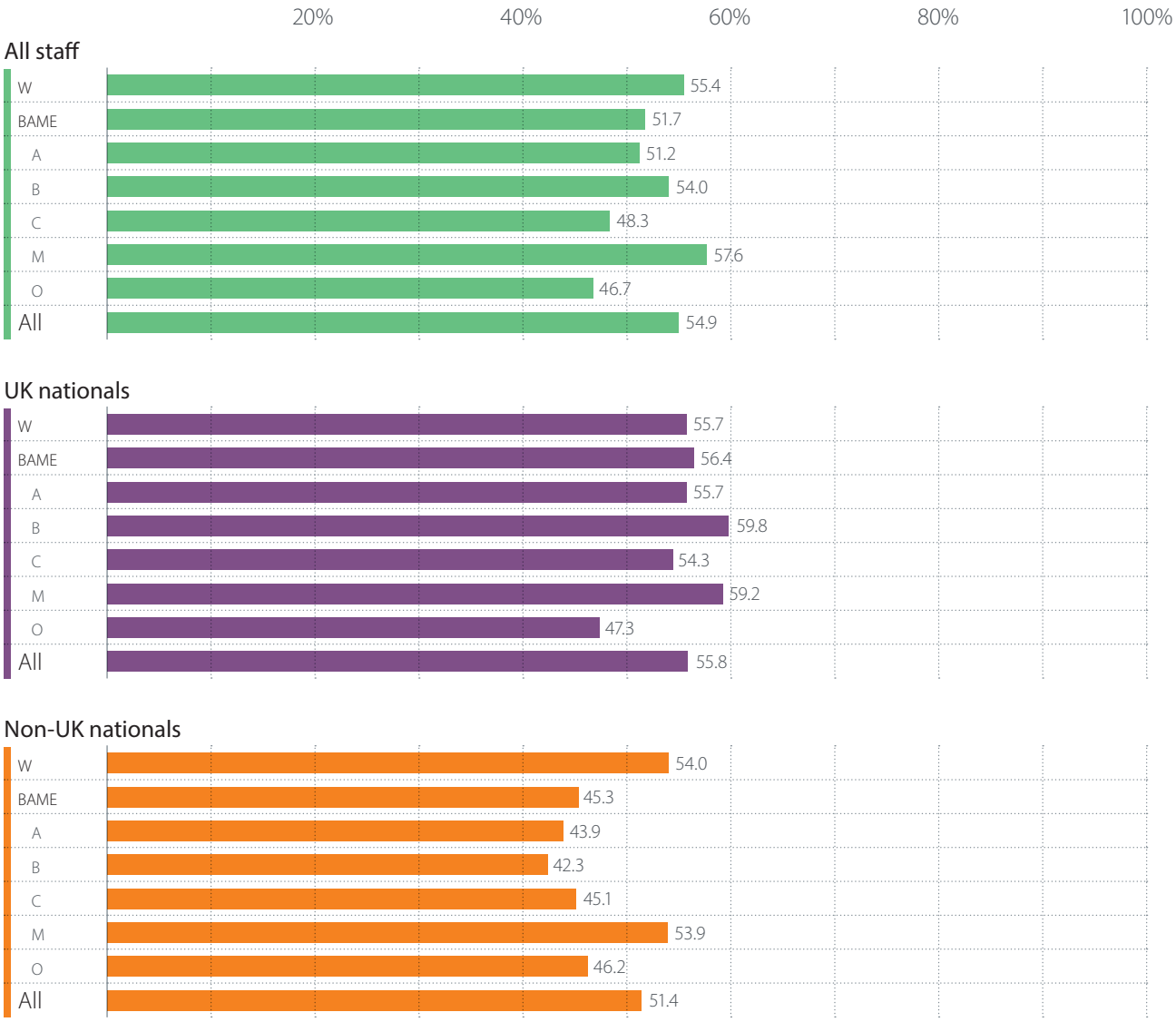


5.6 UK/non-UK staff by ethnic group and gender

← Nationality definition: see page 12
← Ethnicity definition: see page 9
← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
W	White	191,760	*87.1*	*55.4*	154,175	*85.3*	*44.6*	345,935	*86.3*
BAME	BAME total	28,470	*12.9*	*51.7*	26,615	*14.7*	*48.3*	55,080	*13.7*
A	Asian	11,290	*5.1*	*51.2*	10,765	*6.0*	*48.8*	22,055	*5.5*
B	Black	5,445	*2.5*	*54.0*	4,635	*2.6*	*46.0*	10,080	*2.5*
C	Chinese	4,430	*2.0*	*48.3*	4,735	*2.6*	*51.7*	9,165	*2.3*
M	Mixed	4,600	*2.1*	*57.6*	3,390	*1.9*	*42.4*	7,985	*2.0*
O	Other	2,705	*1.2*	*46.7*	3,090	*1.7*	*53.3*	5,795	*1.4*
All	All staff	220,230	*100.0*	*54.9*	180,790	*100.0*	*45.1*	401,020	*100.0*
UK nationals									
W	White	161,340	*90.1*	*55.7*	128,215	*90.3*	*44.3*	289,555	*90.2*
BAME	BAME total	17,810	*9.9*	*56.4*	13,765	*9.7*	*43.6*	31,575	*9.8*
A	Asian	7,560	*4.2*	*55.7*	6,000	*4.2*	*44.3*	13,560	*4.2*
B	Black	4,040	*2.3*	*59.8*	2,720	*1.9*	*40.2*	6,765	*2.1*
C	Chinese	1,750	*1.0*	*54.3*	1,470	*1.0*	*45.7*	3,220	*1.0*
M	Mixed	3,265	*1.8*	*59.2*	2,245	*1.6*	*40.8*	5,510	*1.7*
O	Other	1,190	*0.7*	*47.3*	1,325	*0.9*	*52.7*	2,520	*0.8*
All	All staff	179,145	*100.0*	*55.8*	141,985	*100.0*	*44.2*	321,130	*100.0*
Non-UK nationals									
W	White	30,420	*74.1*	*54.0*	25,960	*66.9*	*46.0*	56,380	*70.6*
BAME	BAME total	10,660	*25.9*	*45.3*	12,845	*33.1*	*54.7*	23,505	*29.4*
A	Asian	3,730	*9.1*	*43.9*	4,760	*12.3*	*56.1*	8,495	*10.6*
B	Black	1,400	*3.4*	*42.3*	1,915	*4.9*	*57.7*	3,315	*4.1*
C	Chinese	2,680	*6.5*	*45.1*	3,265	*8.4*	*54.9*	5,945	*7.4*
M	Mixed	1,335	*3.2*	*53.9*	1,140	*2.9*	*46.1*	2,475	*3.1*
O	Other	1,515	*3.7*	*46.2*	1,765	*4.5*	*53.8*	3,280	*4.1*
All	All staff	41,080	*100.0*	*51.4*	38,805	*100.0*	*48.6*	79,885	*100.0*

Proportions of staff who were women

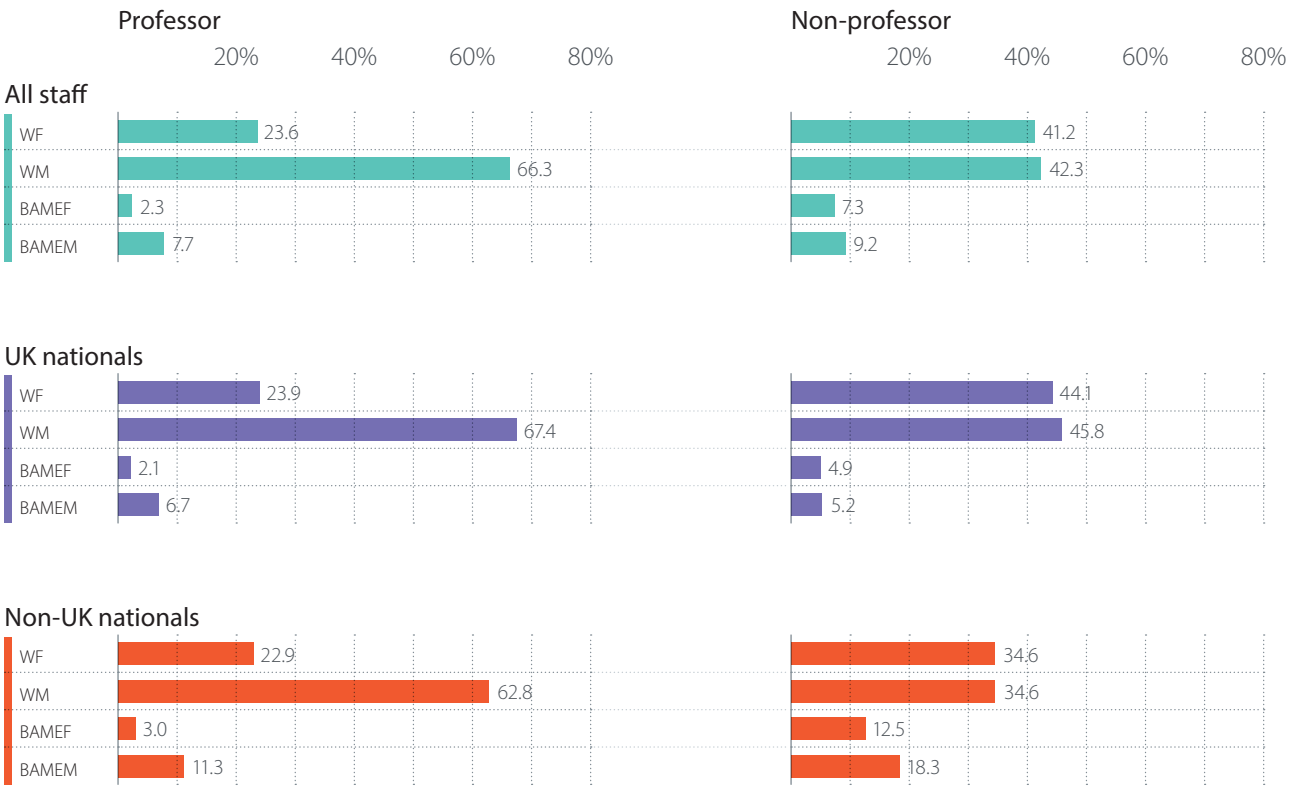


5.7 UK/non-UK academic staff by professorial category, gender and BAME/White identity

← Nationality definition: see page 12
← Professorial category definition: see page 18
← Ethnicity definition: see page 9
← Gender definition: see page 10

		Professor			Non-professor			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
WF	White female	4,560	*23.6*	*5.9*	72,195	*41.2*	*94.1*	76,755	*39.4*
WM	White male	12,795	*66.3*	*14.7*	74,225	*42.3*	*85.3*	87,020	*44.7*
BAMEF	BAME female	440	*2.3*	*3.4*	12,735	*7.3*	*96.6*	13,175	*6.8*
BAMEM	BAME male	1,490	*7.7*	*8.4*	16,205	*9.2*	*91.6*	17,695	*9.1*
All	All staff	19,285	*100.0*	*9.9*	175,360	*100.0*	*90.1*	194,645	*100.0*
UK nationals									
WF	White female	3,570	*23.9*	*6.3*	53,390	*44.1*	*93.7*	56,960	*41.9*
WM	White male	10,080	*67.4*	*15.4*	55,385	*45.8*	*84.6*	65,460	*48.2*
BAMEF	BAME female	310	*2.1*	*5.0*	5,925	*4.9*	*95.0*	6,240	*4.6*
BAMEM	BAME male	1,005	*6.7*	*13.8*	6,245	*5.2*	*86.2*	7,250	*5.3*
All	All staff	14,965	*100.0*	*11.0*	120,945	*100.0*	*89.0*	135,910	*100.0*
Non-UK nationals									
WF	White female	990	*22.9*	*5.0*	18,805	*34.6*	*95.0*	19,790	*33.7*
WM	White male	2,715	*62.8*	*12.6*	18,840	*34.6*	*87.4*	21,555	*36.7*
BAMEF	BAME female	130	*3.0*	*1.9*	6,810	*12.5*	*98.1*	6,940	*11.8*
BAMEM	BAME male	490	*11.3*	*4.7*	9,960	*18.3*	*95.3*	10,445	*17.8*
All	All staff	4,320	*100.0*	*7.4*	54,410	*100.0*	*92.6*	58,735	*100.0*

Proportions of BAME and White Professors

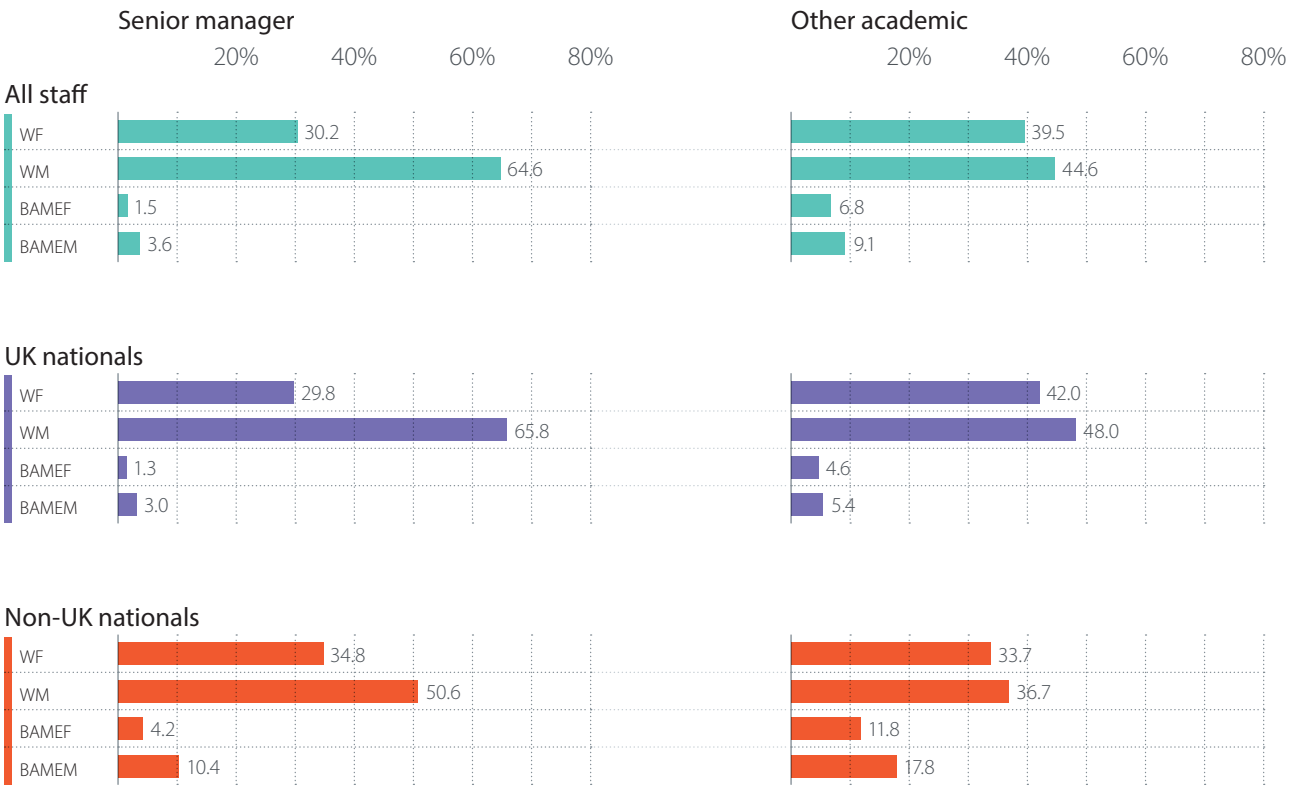


5.8 UK/non-UK academic staff by senior management category, gender and BAME/White identity

← Nationality definition: see page 12
← Senior management category definition: see page 18
← Ethnicity definition: see page 9
← Gender definition: see page 10

		Senior manager			Other academic			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
WF	White female	355	*30.2*	*0.5*	76,395	*39.5*	*99.5*	76,755	*39.4*
WM	White male	760	*64.6*	*0.9*	86,260	*44.6*	*99.1*	87,020	*44.7*
BAMEF	BAME female	20	*1.5*	*0.1*	13,160	*6.8*	*99.9*	13,175	*6.8*
BAMEM	BAME male	45	*3.6*	*0.2*	17,655	*9.1*	*99.8*	17,695	*9.1*
All	All staff	1,180	*100.0*	*0.6*	193,465	*100.0*	*99.4*	194,645	*100.0*
UK nationals									
WF	White female	325	*29.8*	*0.6*	56,640	*42.0*	*99.4*	56,960	*41.9*
WM	White male	715	*65.8*	*1.1*	64,750	*48.0*	*98.9*	65,460	*48.2*
BAMEF	BAME female	15	*1.3*	*0.2*	6,225	*4.6*	*99.8*	6,240	*4.6*
BAMEM	BAME male	35	*3.0*	*0.5*	7,215	*5.4*	*99.5*	7,250	*5.3*
All	All staff	1,080	*100.0*	*0.8*	134,830	*100.0*	*99.2*	135,910	*100.0*
Non-UK nationals									
WF	White female	35	*34.8*	*0.2*	19,760	*33.7*	*99.8*	19,790	*33.7*
WM	White male	50	*50.6*	*0.2*	21,510	*36.7*	*99.8*	21,555	*36.7*
BAMEF	BAME female	5	*4.2*	*0.1*	6,935	*11.8*	*99.9*	6,940	*11.8*
BAMEM	BAME male	10	*10.4*	*0.1*	10,435	*17.8*	*99.9*	10,445	*17.8*
All	All staff	95	*100.0*	*0.2*	58,640	*100.0*	*99.8*	58,735	*100.0*

Proportions of BAME and White senior managers



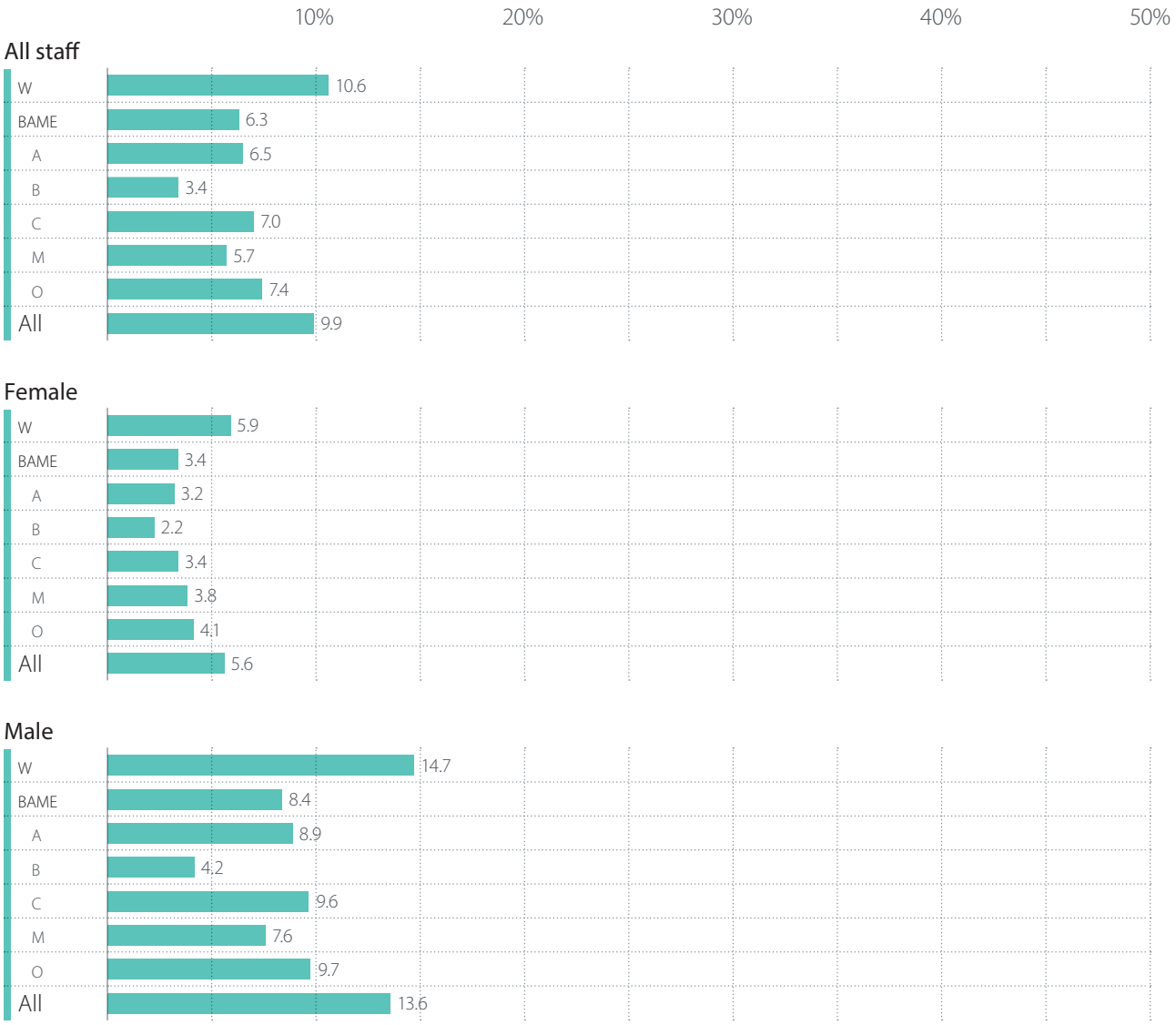
5.9 Academic staff by professorial category, gender and ethnic group

← Professorial category definition: see page 18
← Ethnicity definition: see page 9
← Gender definition: see page 10

		Professor			Non-professor			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
W	White	17,355	*90.0*	*10.6*	146,420	*83.5*	*89.4*	163,770	*84.1*
BAME	BAME total	1,935	*10.0*	*6.3*	28,940	*16.5*	*93.7*	30,875	*15.9*
A	Asian	775	*4.0*	*6.5*	11,105	*6.3*	*93.5*	11,880	*6.1*
B	Black	125	*0.6*	*3.4*	3,575	*2.0*	*96.6*	3,700	*1.9*
C	Chinese	495	*2.6*	*7.0*	6,565	*3.7*	*93.0*	7,060	*3.6*
M	Mixed	235	*1.2*	*5.7*	3,850	*2.2*	*94.3*	4,085	*2.1*
O	Other	305	*1.6*	*7.4*	3,840	*2.2*	*92.6*	4,145	*2.1*
All	All staff	19,285	*100.0*	*9.9*	175,360	*100.0*	*90.1*	194,645	*100.0*
Female									
W	White	4,560	*91.2*	*5.9*	72,195	*85.0*	*94.1*	76,755	*85.3*
BAME	BAME total	440	*8.8*	*3.4*	12,735	*15.0*	*96.6*	13,175	*14.7*
A	Asian	160	*3.2*	*3.2*	4,785	*5.6*	*96.8*	4,945	*5.5*
B	Black	35	*0.7*	*2.2*	1,480	*1.7*	*97.8*	1,515	*1.7*
C	Chinese	100	*2.0*	*3.4*	2,845	*3.4*	*96.6*	2,945	*3.3*
M	Mixed	80	*1.6*	*3.8*	1,975	*2.3*	*96.2*	2,055	*2.3*
O	Other	70	*1.4*	*4.1*	1,645	*1.9*	*95.9*	1,715	*1.9*
All	All staff	5,000	*100.0*	*5.6*	84,930	*100.0*	*94.4*	89,930	*100.0*
Male									
W	White	12,795	*89.6*	*14.7*	74,225	*82.1*	*85.3*	87,020	*83.1*
BAME	BAME total	1,490	*10.4*	*8.4*	16,205	*17.9*	*91.6*	17,695	*16.9*
A	Asian	615	*4.3*	*8.9*	6,320	*7.0*	*91.1*	6,935	*6.6*
B	Black	90	*0.6*	*4.2*	2,100	*2.3*	*95.8*	2,190	*2.1*
C	Chinese	395	*2.8*	*9.6*	3,720	*4.1*	*90.4*	4,115	*3.9*
M	Mixed	155	*1.1*	*7.6*	1,875	*2.1*	*92.4*	2,030	*1.9*
O	Other	235	*1.6*	*9.7*	2,195	*2.4*	*90.3*	2,430	*2.3*
All	All staff	14,285	*100.0*	*13.6*	90,430	*100.0*	*86.4*	104,715	*100.0*

Additional data for UK and non-UK academic staff by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables

Proportions of staff who were professors



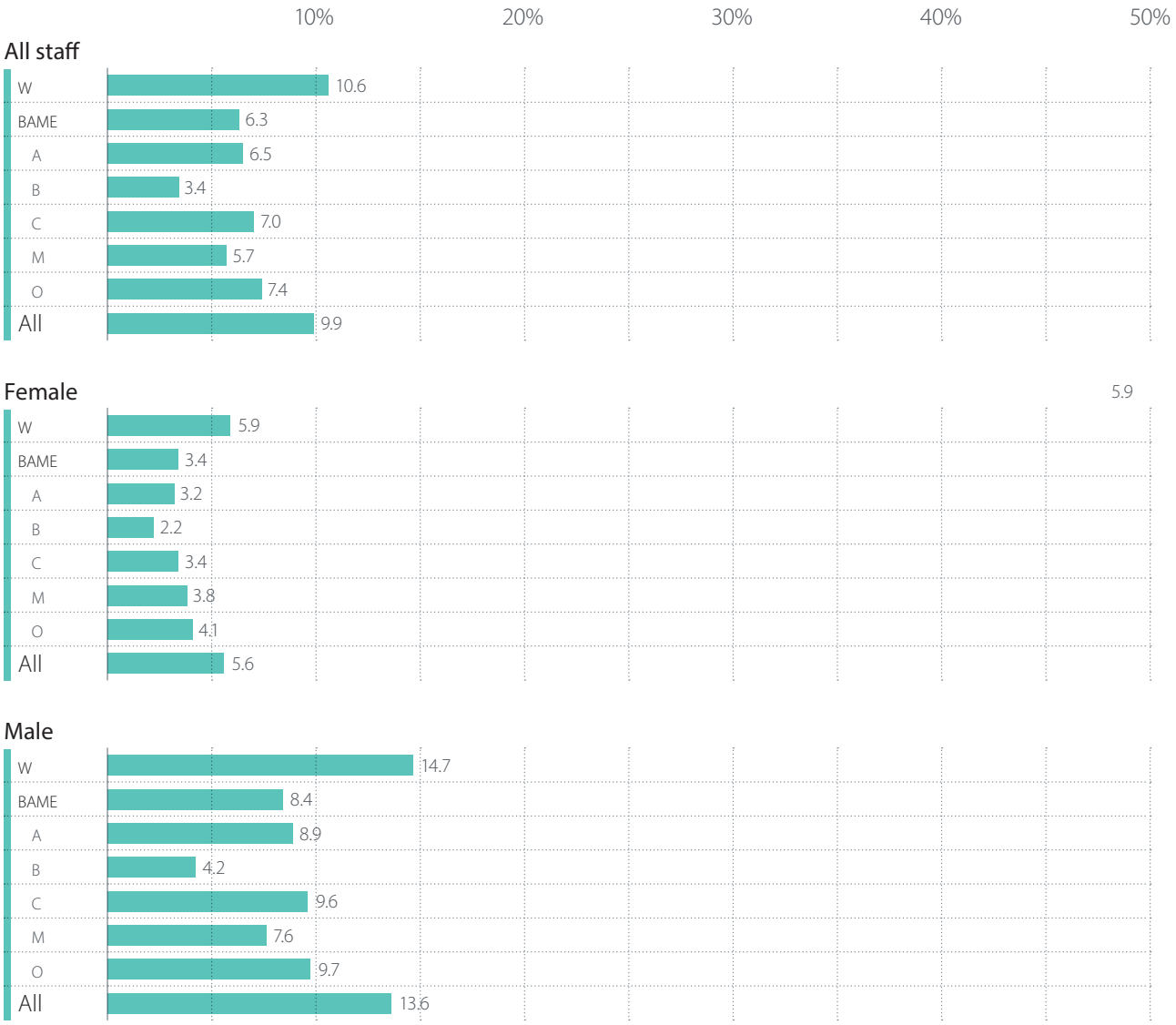
5.10 Academic staff by senior management category, gender and ethnic group

← Senior management category definition: see page 18
← Ethnicity definition: see page 9
← Gender definition: see page 10

		Senior manager			Other academic			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
W	White	17,355	*90.0*	*10.6*	146,420	*83.5*	*89.4*	163,770	*84.1*
BAME	BAME total	1,935	*10.0*	*6.3*	28,940	*16.5*	*93.7*	30,875	*15.9*
A	Asian	775	*4.0*	*6.5*	11,105	*6.3*	*93.5*	11,880	*6.1*
B	Black	125	*0.6*	*3.4*	3,575	*2.0*	*96.6*	3,700	*1.9*
C	Chinese	495	*2.6*	*7.0*	6,565	*3.7*	*93.0*	7,060	*3.6*
M	Mixed	235	*1.2*	*5.7*	3,850	*2.2*	*94.3*	4,085	*2.1*
O	Other	305	*1.6*	*7.4*	3,840	*2.2*	*92.6*	4,145	*2.1*
All	All staff	19,285	*100.0*	*9.9*	175,360	*100.0*	*90.1*	194,645	*100.0*
Female									
W	White	4,560	*91.2*	*5.9*	72,195	*85.0*	*94.1*	76,755	*85.3*
BAME	BAME total	440	*8.8*	*3.4*	12,735	*15.0*	*96.6*	13,175	*14.7*
A	Asian	160	*3.2*	*3.2*	4,785	*5.6*	*96.8*	4,945	*5.5*
B	Black	35	*0.7*	*2.2*	1,480	*1.7*	*97.8*	1,515	*1.7*
C	Chinese	100	*2.0*	*3.4*	2,845	*3.4*	*96.6*	2,945	*3.3*
M	Mixed	80	*1.6*	*3.8*	1,975	*2.3*	*96.2*	2,055	*2.3*
O	Other	70	*1.4*	*4.1*	1,645	*1.9*	*95.9*	1,715	*1.9*
All	All staff	5,000	*100.0*	*5.6*	84,930	*100.0*	*94.4*	89,930	*100.0*
Male									
W	White	12,795	*89.6*	*14.7*	74,225	*82.1*	*85.3*	87,020	*83.1*
BAME	BAME total	1,490	*10.4*	*8.4*	16,205	*17.9*	*91.6*	17,695	*16.9*
A	Asian	615	*4.3*	*8.9*	6,320	*7.0*	*91.1*	6,935	*6.6*
B	Black	90	*0.6*	*4.2*	2,100	*2.3*	*95.8*	2,190	*2.1*
C	Chinese	395	*2.8*	*9.6*	3,720	*4.1*	*90.4*	4,115	*3.9*
M	Mixed	155	*1.1*	*7.6*	1,875	*2.1*	*92.4*	2,030	*1.9*
O	Other	235	*1.6*	*9.7*	2,195	*2.4*	*90.3*	2,430	*2.3*
All	All staff	14,285	*100.0*	*13.6*	90,430	*100.0*	*86.4*	104,715	*100.0*

Additional data for UK and non-UK professional and support staff by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-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 18
← Mean salary and pay gap definition: see page 19
← Gender definition: see page 10
← Ethnicity definition: see page 9

		Median			Mean		
		Female	Male	Gap	Female	Male	Gap
		£	£	→ %	£	£	→ %
All staff							
White	£	33,518	38,833	*13.7*	36,299	43,777	*17.1*
BAME	£	33,518	37,706	*11.1*	35,016	40,828	*14.2*
BAME/White pay gap	↓ %	*0.0*	*2.9*	*N/A*	*3.5*	*6.7*	*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 18
← Mean salary and pay gap definition: see page 19
← Gender definition: see page 10
← Disability definition: see page 9

		Median			Mean		
		Female	Male	Gap	Female	Male	Gap
		£	£	→ %	£	£	→ %
All staff							
Non-disabled	£	33,518	38,833	*13.7*	36,244	43,625	*16.9*
Disabled	£	32,548	35,550	*8.4*	34,560	38,116	*9.3*
Disability pay gap	↓ %	*2.9*	*8.5*	*N/A*	*4.6*	*12.6*	*N/A*

5.13

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

← Median salary and pay gap definition: see page 18
← Mean salary and pay gap definition: see page 19
← Gender definition: see page 10
← Ethnicity definition: see page 9

		Median			Mean		
		ND	Disabled	Gap	ND	Disabled	Gap
		£	£	→%	£	£	→%
All staff							
White	£	36,613	33,518	*8.5*	39,876	36,018	*9.7*
BAME	£	35,550	33,518	*5.7*	37,911	35,687	*5.9*
BAME/White pay gap	↓%	*2.9*	*0.0*	*N/A*	*4.9*	*0.9*	*N/A*

Additional protected characteristics

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. Because data is currently voluntary to return, we do not yet have a national demographic picture of the HE staff population in relation to gender reassignment, religion and belief, or sexual orientation.

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

Advance HE hopes to provide further detail on these characteristics in future reports as the number of institutions returning this data steadily increases and 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.ecu.ac.uk/publications/developing-staff-disclosure

About this data

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

6.1 Overall figures: Overall, the number of institutions returning information on gender reassignment, religion and belief, and sexual orientation were similar to the proportions reported in 2016/17. For instance, 75.8% of institutions returned data on religion and belief and 77.6% on sexual orientation in 2017/18, compared with 75.6% and 77.4%, respectively, in 2016/17.

The proportion of institutions returning information on gender reassignment remained relatively lower, at 59.4% (98 out of 165) in 2017/18, a slight decrease of 4.6 percentage points from 64.0% in 2016/17.

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 gender reassignment, religion and belief, and sexual orientation to HESA in 2017/18. Return rates were lower for the four institutions in Northern Ireland (25.0% for gender reassignment, and 50.0% for both religion and belief, and sexual orientation). A higher proportion of English institutions also returned data on religion and belief (76.1%) and sexual orientation (78.4%) than Scottish institutions (72.2% for both characteristics). However, the opposite was true of gender reassignment, with 66.7% of Scottish institutions returning this information to HESA compared with 57.5% 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 (58.4% and 53.1%, respectively). These rates represent slight increases from 2016/17 return rates (54.0% for religion and belief and 51.2% for sexual orientation).

However, rates were lower for gender reassignment, with only 40.8% of the institutions that returned information to HESA having a return rate of 70% or more for this characteristic. This represents a decrease from the 2016/17 equivalent return rate of 54.3%.

6.3, 6.4 Gender reassignment disclosure rates: Of the staff in institutions that returned gender reassignment information to HESA, 49.0% provided information, 5.1% refused to provide information, and for 45.9% the data field was blank.

Overall, gender reassignment information was unknown for 71.1% of all staff working in HEIs. This proportion has shown an increase of 4.6 percentage points from 2016/17 levels (66.5%).

6.3, 6.5 Religion and belief disclosure rates: Of the staff in institutions that returned religion and belief information to HESA, 54.2% provided information, 12.2% refused to provide information, and for 33.5% the data field was blank.

Overall, religion and belief information, including 'information refused', was returned to HESA for 53.0% of all staff working in HEIs – an increase of 3.3 percentage points from 2016/17 (49.7%).

6.3, 6.6 Sexual orientation disclosure rates: Of the staff in institutions that returned sexual orientation information to HESA, 52.1% provided information, 12.4% refused to provide information, and for 35.5% the data field was blank. However, the proportion of all staff for which sexual orientation data was known increased by 2.7 percentage points to 52.2% in 2017/18 from 49.5% in 2016/17.

6.7–6.10 Intersection between gender reassignment and staff age, disability status, BAME/White identity and gender: The proportion of all staff for which gender reassignment 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 gender reassignment was unknown increased across age groups, from 66.1% for staff aged 30 and under to 76.5% for staff aged 61 and over. There was also a small gap between the proportion of unknown data for disabled and non-disabled staff (65.8% and 71.3%, respectively).

The proportions of staff who refused to provide information on gender reassignment 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.

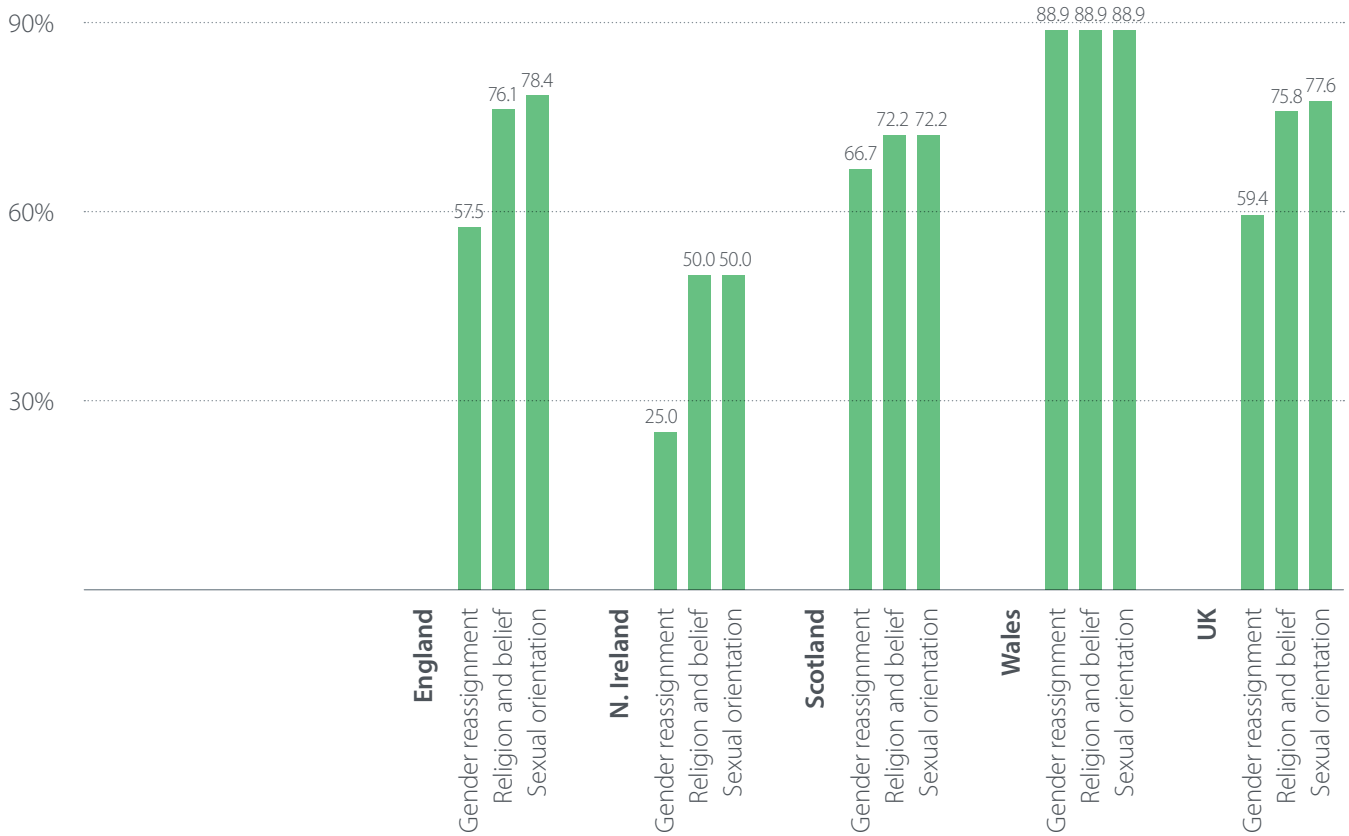
6.11–6.14 Intersection between religion and belief and staff age, disability status, BAME/White identity and gender: While information on religion and belief was unknown (blank) for approximately half of all staff, there was a marked difference between the proportion of staff for which this data were unknown among those aged 30 and under (37.2%) and those aged 61 and over (55.5%), and for disabled and non-disabled staff (35.2% and 47.6%, respectively). Similar proportions of staff refused to provide information on religion and belief across each characteristic (ranging from 8.0% among BAME staff to 11.1% of those aged 61 and over). Roughly a third of staff aged 30 and under indicated that they did not follow a religion or belief system (33.2%) compared with roughly one in ten among staff aged 61 and over (11.7%). Just under one quarter of White staff did not follow a religion or belief system (23.5%), compared to only 15.1% 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 (57.0%) than for staff aged 30 and under (37.5%). 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 (48.4%) than disabled staff (36.7%). In contrast, the proportions of staff for which sexual orientation data were unknown were 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 (4.0% for those aged 30 and under compared to 0.7% of those aged 61 and over) and for those who had disclosed a disability (6.1% compared to 2.1% of non-disabled staff).

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

← Country of institution definition: see page 12
← Gender reassignment definition: see page 10
← Religion and belief definition: see page 11
← Sexual orientation definition: see page 11

	England		N. Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
Gender reassignment										
Returned data	77	*57.5*	1	*25.0*	12	*66.7*	8	*88.9*	98	*59.4*
Did not return data	57	*42.5*	3	*75.0*	6	*33.3*	1	*11.1*	67	*40.6*
All institutions	134	*100.0*	4	*100.0*	18	*100.0*	9	*100.0*	165	*100.0*
Religion and belief										
Returned data	102	*76.1*	2	*50.0*	13	*72.2*	8	*88.9*	125	*75.8*
Did not return data	32	*23.9*	2	*50.0*	5	*27.8*	1	*11.1*	40	*24.2*
All institutions	134	*100.0*	4	*100.0*	18	*100.0*	9	*100.0*	165	*100.0*
Sexual orientation										
Returned data	105	*78.4*	2	*50.0*	13	*72.2*	8	*88.9*	128	*77.6*
Did not return data	29	*21.6*	2	*50.0*	5	*27.8*	1	*11.1*	37	*22.4*
All institutions	134	*100.0*	4	*100.0*	18	*100.0*	9	*100.0*	165	*100.0*

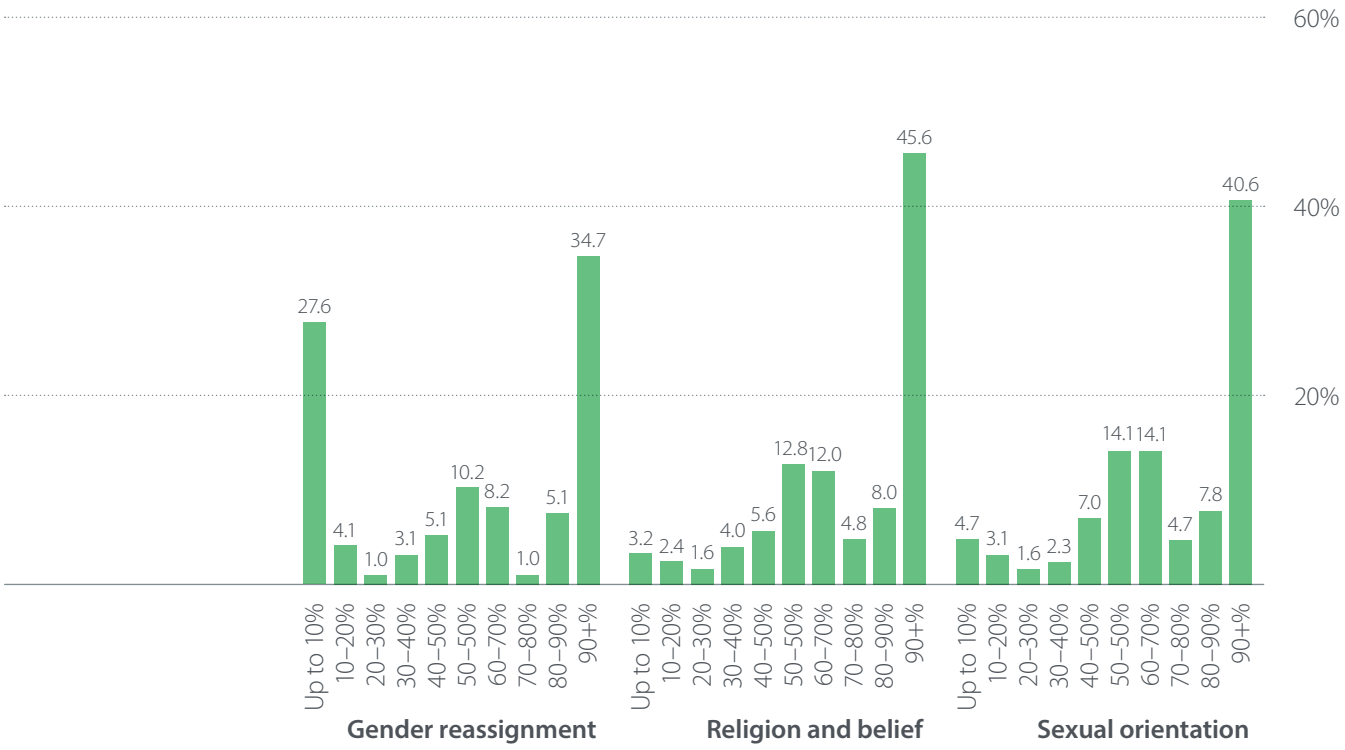


6.2

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

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

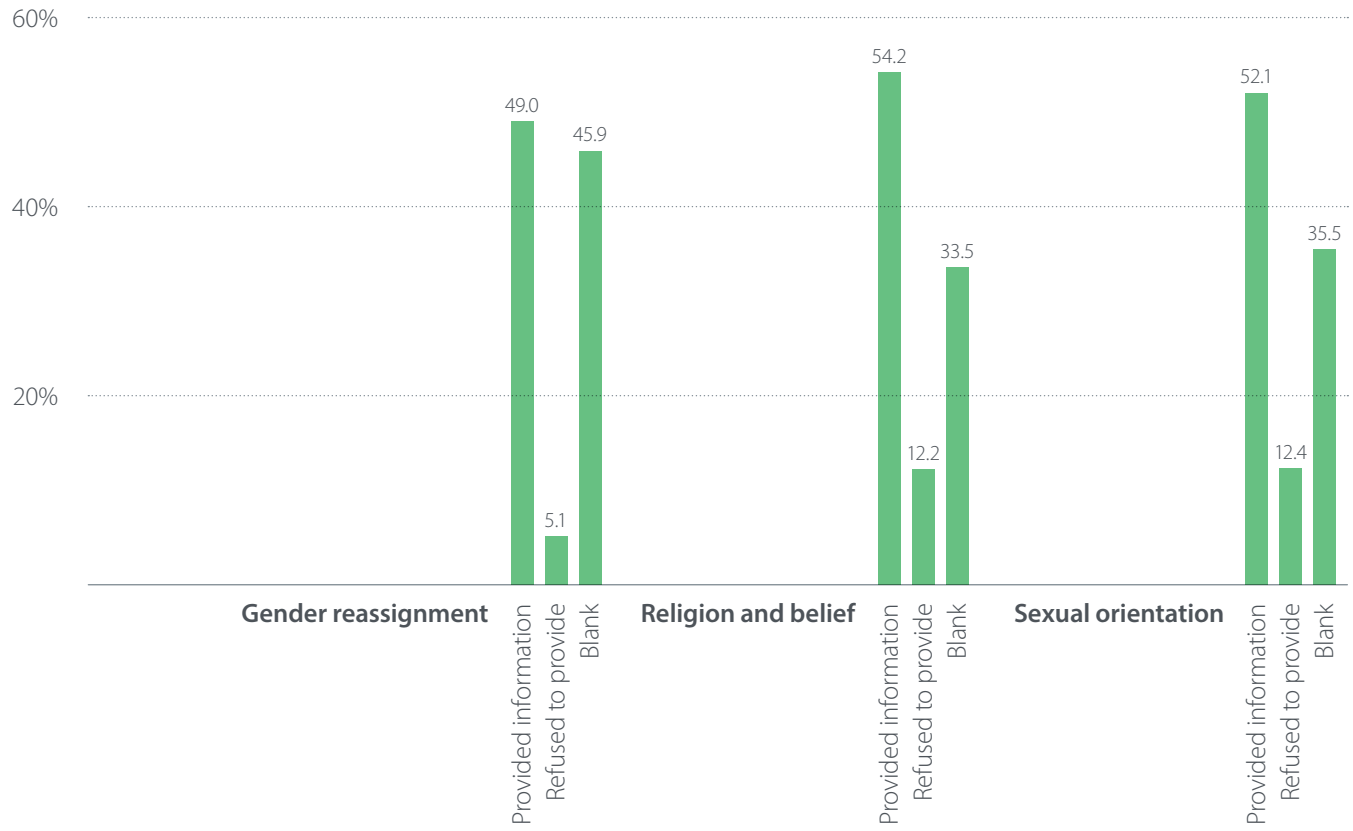
	Gender reassignment			Religion and belief			Sexual orientation		
	No.	↓%	_↓%	No.	↓%	_↓%	No.	↓%	_↓%
0% (no returns)	67	*40.6*	*n/a*	*40*	*24.2*	*n/a*	*37*	*22.4*	*n/a*
Up to 10%	27	*16.4*	*27.6*	*4*	*2.4*	*3.2*	*6*	*3.6*	*4.7*
10–20%	4	*2.4*	*4.1*	*3*	*1.8*	*2.4*	*4*	*2.4*	*3.1*
20–30%	1	*0.6*	*1.0*	*2*	*1.2*	*1.6*	*2*	*1.2*	*1.6*
30–40%	3	*1.8*	*3.1*	*5*	*3.0*	*4.0*	*3*	*1.8*	*2.3*
40–50%	5	*3.0*	*5.1*	*7*	*4.2*	*5.6*	*9*	*5.5*	*7.0*
50–60%	10	*6.1*	*10.2*	*16*	*9.7*	*12.8*	*18*	*10.9*	*14.1*
60–70%	8	*4.8*	*8.2*	*15*	*9.1*	*12.0*	*18*	*10.9*	*14.1*
70–80%	1	*0.6*	*1.0*	*6*	*3.6*	*4.8*	*6*	*3.6*	*4.7*
80–90%	5	*3.0*	*5.1*	*10*	*6.1*	*8.0*	*10*	*6.1*	*7.8*
90%+	34	*20.6*	*34.7*	*57*	*34.5*	*45.6*	*52*	*31.5*	*40.6*
All institutions	165	*100.0*	*100.0*	*165*	*100.0*	*100.0*	*165*	*100.0*	*100.0*



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

← Gender reassignment definition: see page 10
← Religion and belief definition: see page 11
← Sexual orientation definition: see page 11

	Gender reassignment		Religion and belief		Sexual orientation	
	No.	↓ %	No.	↓ %	No.	↓ %
Provided information	112,520	*49.0*	185,915	*54.2*	181,115	*52.1*
Refused to provide	11,765	*5.1*	41,890	*12.2*	42,980	*12.4*
Blank	105,540	*45.9*	114,910	*33.5*	123,220	*35.5*
Staff total	229,830	*100.0*	342,715	*100.0*	347,310	*100.0*

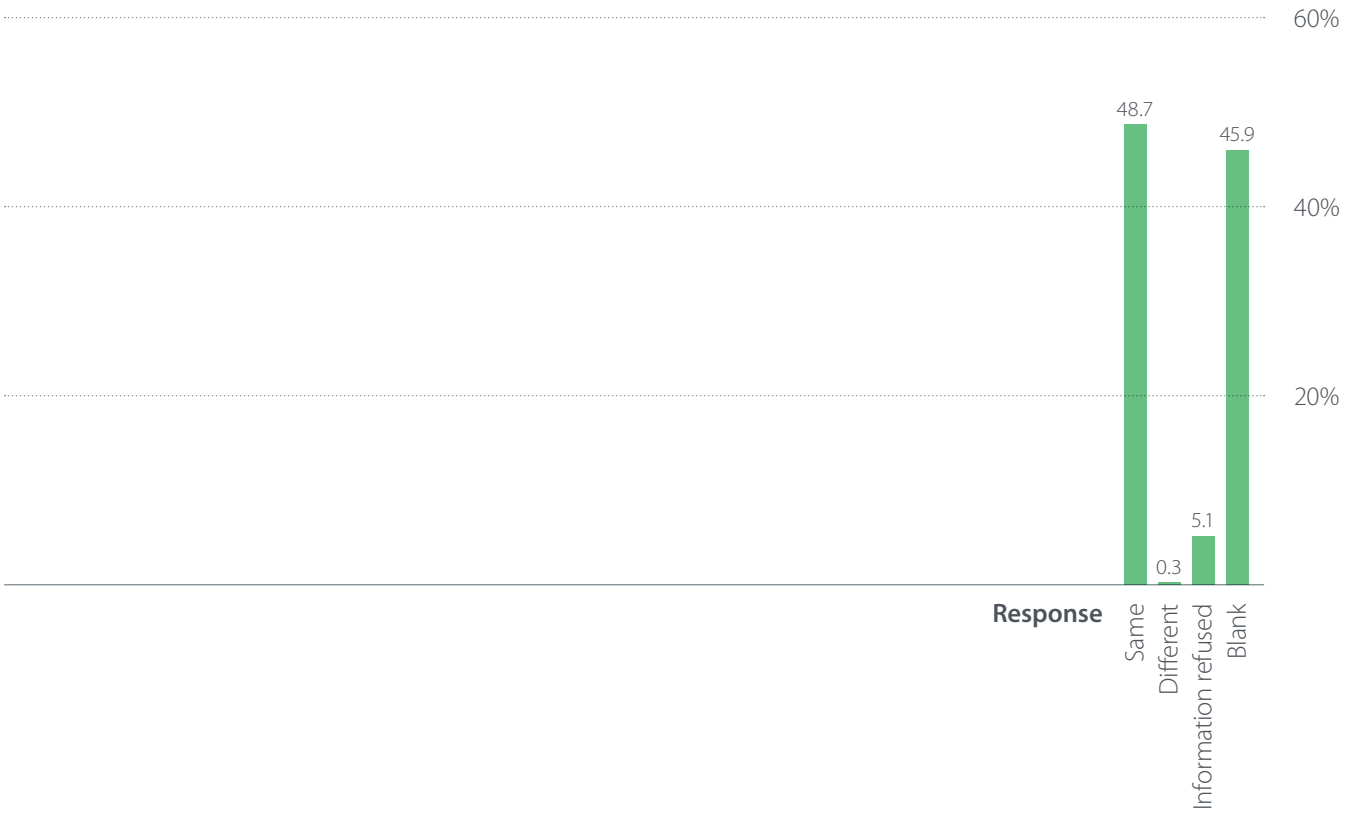


6.4

All staff/staff in institutions returning data by gender reassignment

← Gender reassignment definition: see page 10

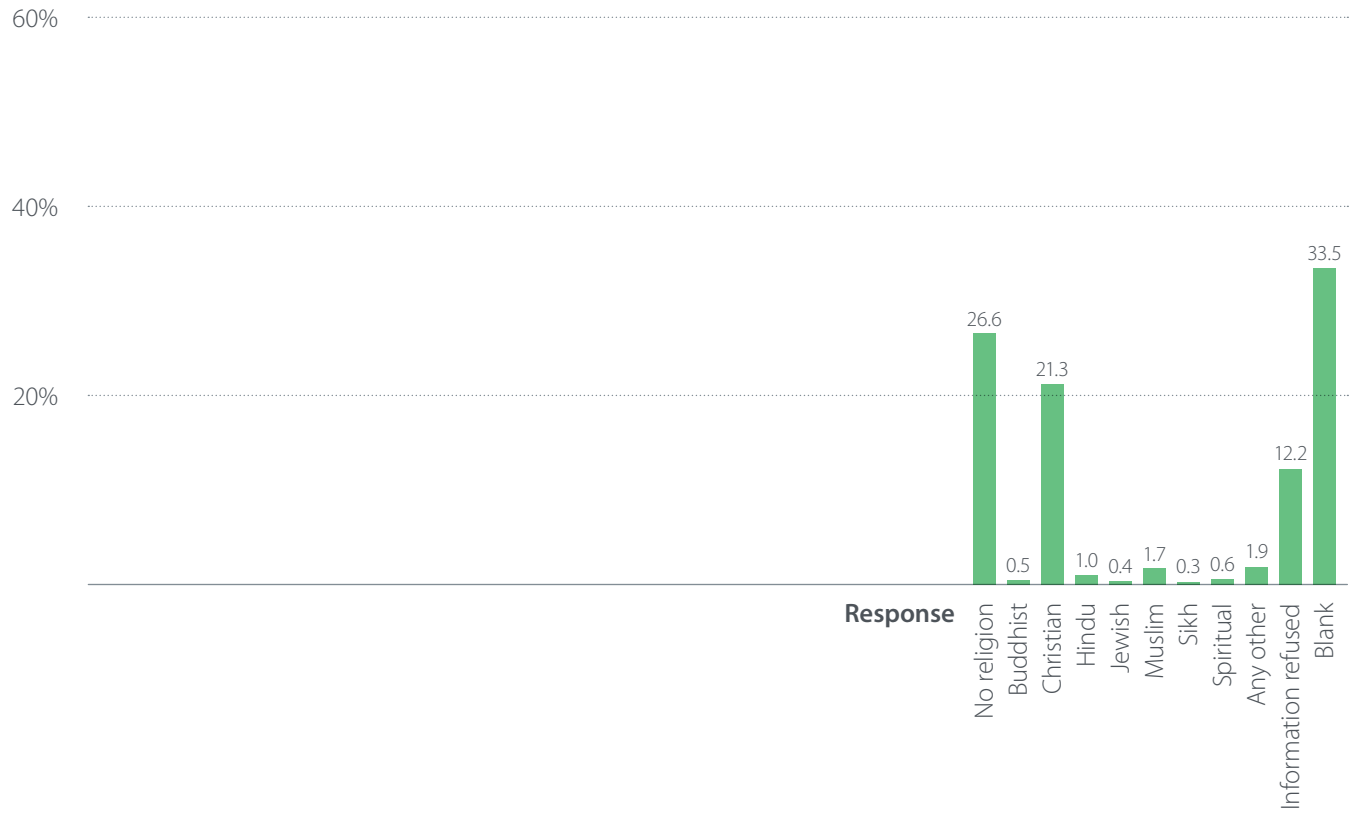
	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
Gender identity is the same as assigned at birth	111,885	*26.0*	111,885	*48.7*
Gender identity is different from that assigned at birth	635	*0.1*	635	*0.3*
Information refused	11,765	*2.7*	11,765	*5.1*
Blank	305,270	*71.1*	105,540	*45.9*
Total	429,560	*100.0*	229,830	*100.0*



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

← Religion and belief definition: see page 11

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
No religion	91,135	*21.2*	91,135	*26.6*
Buddhist	1,750	*0.4*	1,750	*0.5*
Christian	73,015	*17.0*	73,015	*21.3*
Hindu	3,355	*0.8*	3,355	*1.0*
Jewish	1,205	*0.3*	1,205	*0.4*
Muslim	5,865	*1.4*	5,865	*1.7*
Sikh	1,115	*0.3*	1,115	*0.3*
Spiritual	1,960	*0.5*	1,960	*0.6*
Any other religion or belief	6,520	*1.5*	6,520	*1.9*
Information refused	41,890	*9.8*	41,890	*12.2*
Blank	201,755	*47.0*	114,910	*33.5*
Total	429,560	*100.0*	342,715	*100.0*



6.6

All staff/staff in institutions returning data by sexual orientation

← Sexual orientation definition: see page 11

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
Bisexual	3,085	*0.7*	3,085	*0.9*
Gay man	4,395	*1.0*	4,395	*1.3*
Gay woman/lesbian	2,355	*0.5*	2,355	*0.7*
Heterosexual	170,145	*39.6*	170,145	*49.0*
Other	1,135	*0.3*	1,135	*0.3*
Information refused	42,980	*10.0*	42,980	*12.4*
Blank	205,470	*47.8*	123,220	*35.5*
Total	429,560	*100.0*	347,310	*100.0*

6.7 All staff by gender reassignment and age

← Gender reassignment definition: see page 10
← Age definition: see page 9

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	22,450	*31.1*	*20.1*	34,110	*28.0*	*30.5*
DIF	Gender identity is different	150	*0.2*	*23.9*	210	*0.2*	*33.0*
REF	Information refused	1,880	*2.6*	*16.0*	3,250	*2.7*	*27.6*
BLA	Blank	47,640	*66.1*	*15.6*	84,205	*69.1*	*27.6*
All	All students	72,120	*100.0*	*16.8*	121,775	*100.0*	*28.3*

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	26,595	*24.7*	*23.8*	21,970	*23.3*	*19.6*
DIF	Gender identity is different	135	*0.1*	*20.9*	110	*0.1*	*17.6*
REF	Information refused	2,925	*2.7*	*24.8*	2,660	*2.8*	*22.6*
BLA	Blank	78,115	*72.5*	*25.6*	69,755	*73.8*	*22.9*
All	All students	107,765	*100.0*	*25.1*	94,500	*100.0*	*22.0*

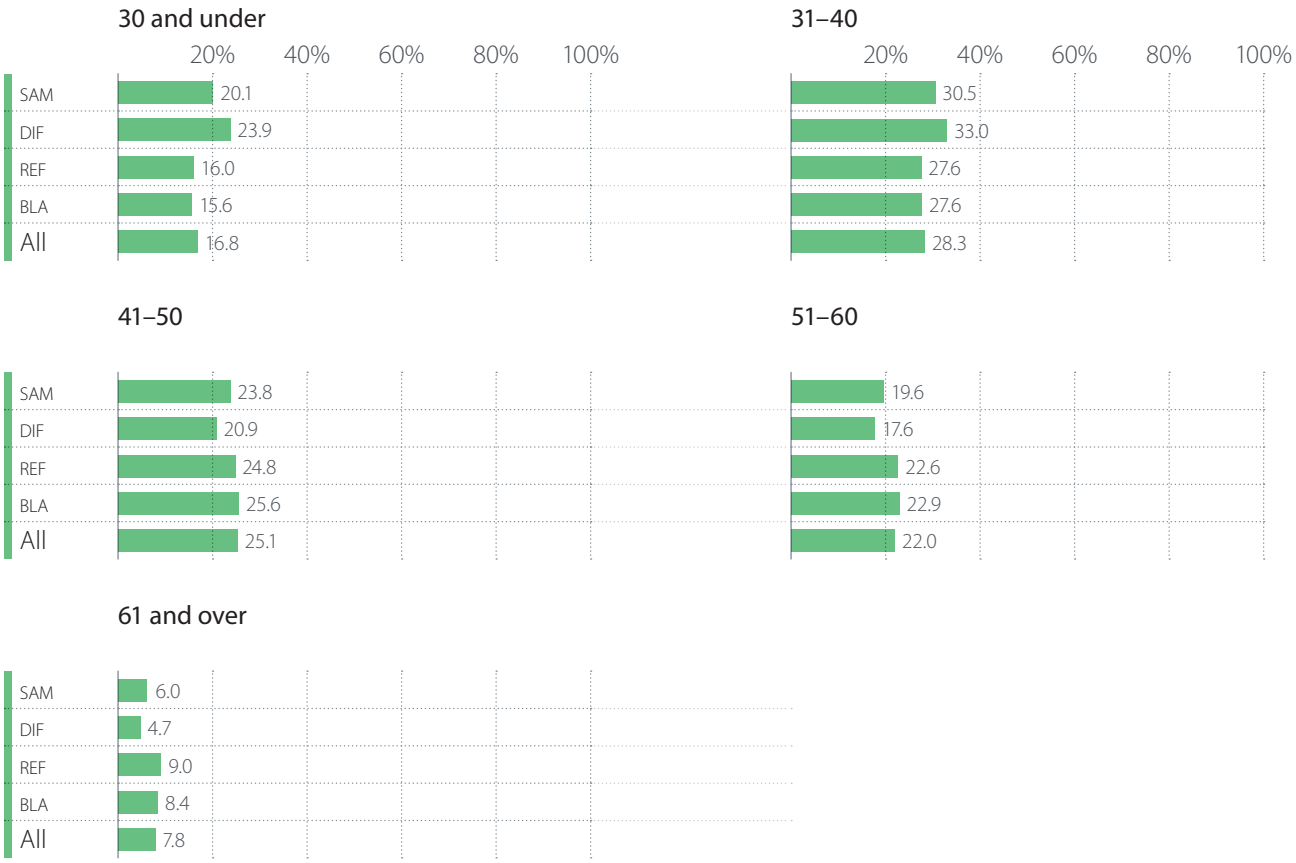
		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	6,760	*20.2*	*6.0*	111,885	*26.0*	*100.0*
DIF	Gender identity is different	30	*0.1*	*4.7*	635	*0.1*	*100.0*
REF	Information refused	1,055	*3.2*	*9.0*	11,765	*2.7*	*100.0*
BLA	Blank	25,555	*76.5*	*8.4*	305,270	*71.1*	*100.0*
All	All students	33,405	*100.0*	*7.8*	429,560	*100.0*	*100.0*

6.8 All staff by gender reassignment and disability status

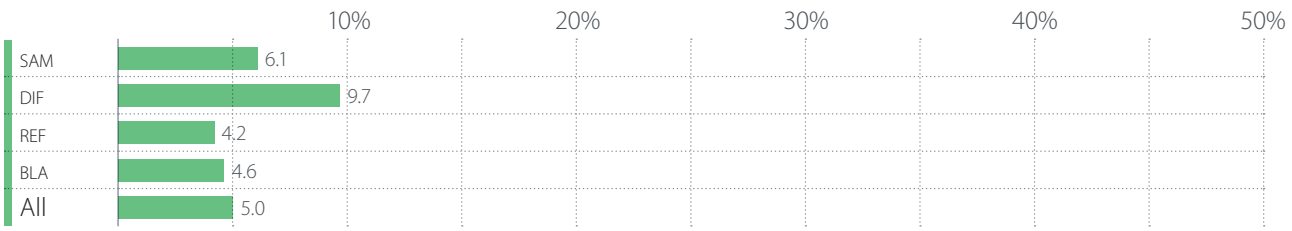
← Gender reassignment definition: see page 10
← Disability definition: see page 9

		Non-disabled			Disabled			All students	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	105,105	*25.8*	*93.9*	6,780	*31.6*	*6.1*	111,885	*26.0*
DIF	Gender identity is different	575	*0.1*	*90.3*	60	*0.3*	*9.7*	635	*0.1*
REF	Information refused	11,270	*2.8*	*95.8*	500	*2.3*	*4.2*	11,765	*2.7*
BLA	Blank	291,175	*71.3*	*95.4*	14,095	*65.8*	*4.6*	305,270	*71.1*
All	All staff	408,125	*100.0*	*95.0*	21,435	*100.0*	*5.0*	429,560	*100.0*

Proportions of staff in gender reassignment categories across age groups



Proportions of staff in gender reassignment categories who disclosed as disabled



6.9 All staff by gender reassignment and BAME/White identity

← Gender reassignment definition: see page 10

← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	92,860	*26.8*	*85.0*	16,370	*29.6*	*15.0*	109,230	*27.2*
DIF	Gender identity is different	520	*0.2*	*83.4*	105	*0.2*	*16.6*	625	*0.2*
REF	Information refused	8,325	*2.4*	*83.5*	1,640	*3.0*	*16.5*	9,965	*2.5*
BLA	Blank	244,950	*70.7*	*86.8*	37,145	*67.2*	*13.2*	282,095	*70.2*
All	All staff	346,655	*100.0*	*86.3*	55,260	*100.0*	*13.7*	401,915	*100.0*

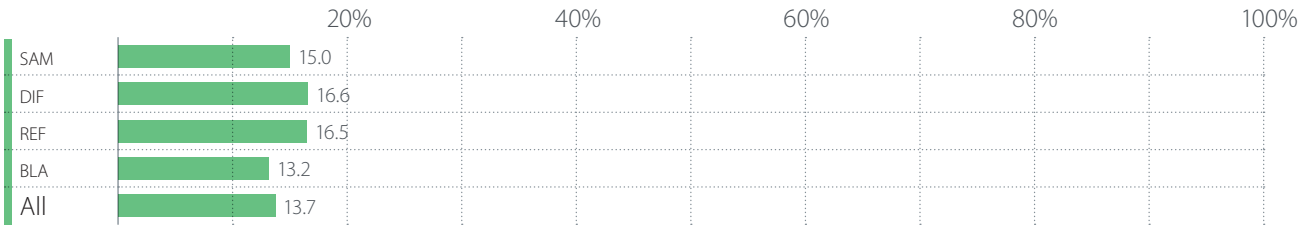
6.10 All staff by gender reassignment and gender

← Gender reassignment definition: see page 10

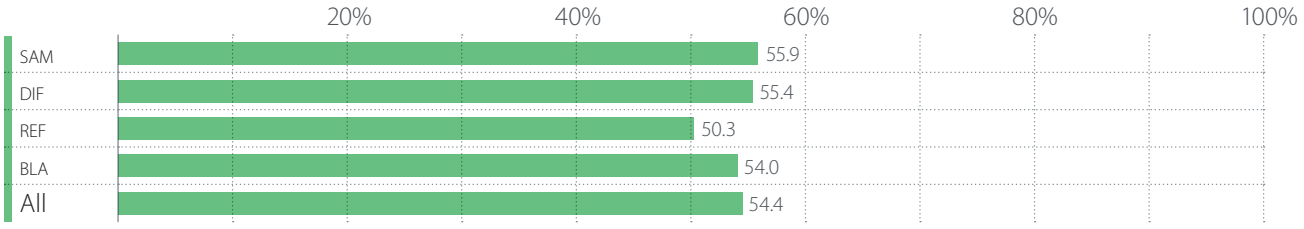
← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	62,505	*26.8*	*55.9*	49,365	*25.2*	*44.1*	111,870	*26.0*
DIF	Gender identity is different	345	*0.1*	*55.4*	280	*0.1*	*44.6*	625	*0.1*
REF	Information refused	5,900	*2.5*	*50.3*	5,835	*3.0*	*49.7*	11,740	*2.7*
BLA	Blank	164,795	*70.6*	*54.0*	140,440	*71.7*	*46.0*	305,235	*71.1*
All	All staff	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*

Proportions of staff in gender reassignment categories who were BAME



Proportions of staff in gender reassignment categories who were female



6.11 All staff by religion and belief and age

← Religion and belief definition: see page 11

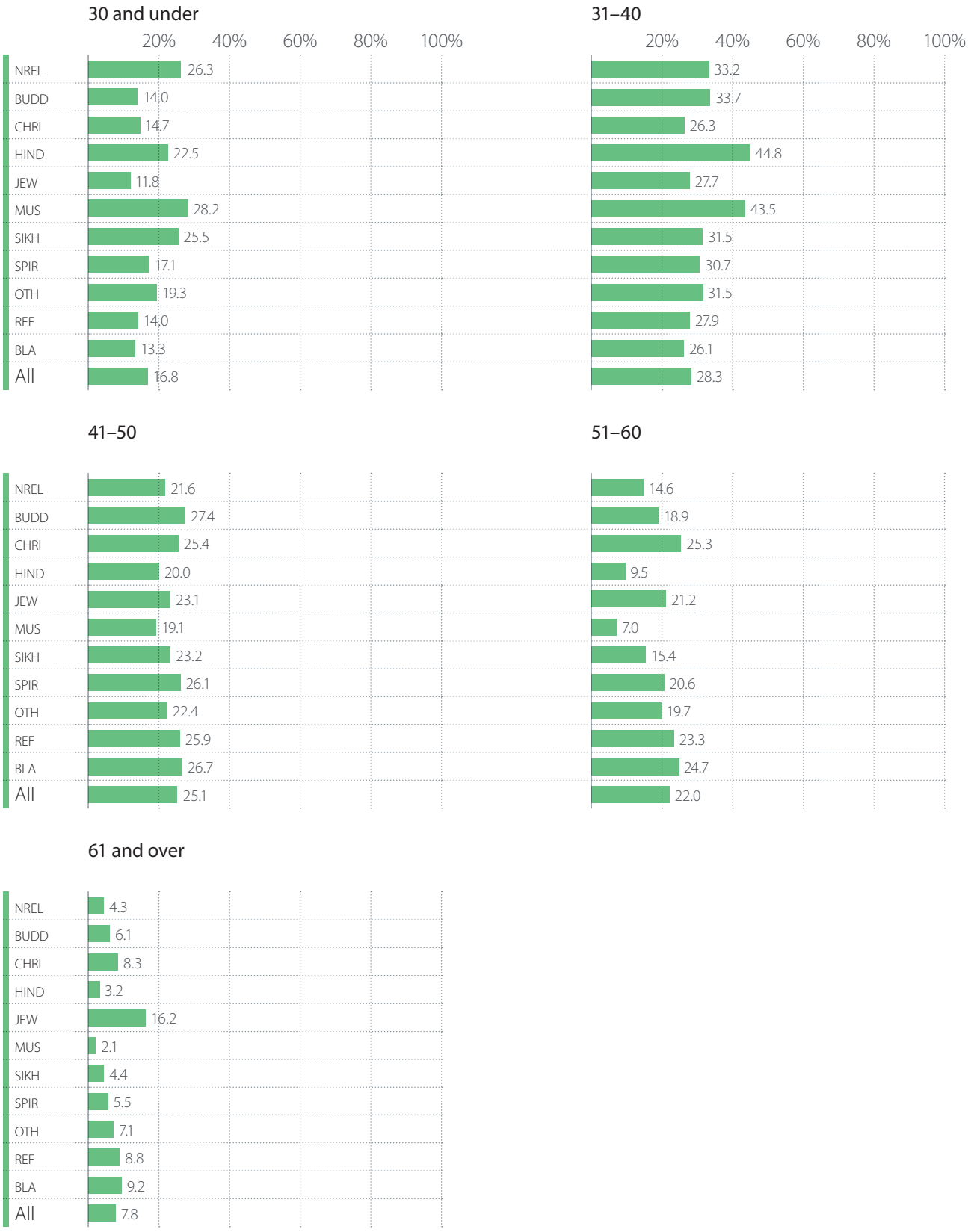
← Age definition: see page 9

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	23,975	33.2	26.3	30,225	24.8	33.2
BUDD	Buddhist	245	0.3	14.0	590	0.5	33.7
CHRI	Christian	10,755	14.9	14.7	19,175	15.7	26.3
HIND	Hindu	755	1.0	22.5	1,500	1.2	44.8
JEW	Jewish	140	0.2	11.8	335	0.3	27.7
MUS	Muslim	1,655	2.3	28.2	2,555	2.1	43.5
SIKH	Sikh	285	0.4	25.5	350	0.3	31.5
SPIR	Spiritual	335	0.5	17.1	600	0.5	30.7
OTH	Any other religion or belief	1,260	1.7	19.3	2,055	1.7	31.5
REF	Information refused	5,870	8.1	14.0	11,700	9.6	27.9
BLA	Blank	26,845	37.2	13.3	52,685	43.3	26.1
All	All staff	72,120	100.0	16.8	121,775	100.0	28.3

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	19,715	18.3	21.6	13,300	14.1	14.6
BUDD	Buddhist	480	0.4	27.4	330	0.4	18.9
CHRI	Christian	18,550	17.2	25.4	18,440	19.5	25.3
HIND	Hindu	670	0.6	20.0	315	0.3	9.5
JEW	Jewish	280	0.3	23.1	255	0.3	21.2
MUS	Muslim	1,120	1.0	19.1	415	0.4	7.0
SIKH	Sikh	260	0.2	23.2	170	0.2	15.4
SPIR	Spiritual	510	0.5	26.1	405	0.4	20.6
OTH	Any other religion or belief	1,460	1.4	22.4	1,280	1.4	19.7
REF	Information refused	10,845	10.1	25.9	9,775	10.3	23.3
BLA	Blank	53,875	50.0	26.7	49,810	52.7	24.7
All	All staff	107,765	100.0	25.1	94,500	100.0	22.0

		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	3,915	11.7	4.3	91,135	21.2	100.0
BUDD	Buddhist	105	0.3	6.1	1,750	0.4	100.0
CHRI	Christian	6,095	18.2	8.3	73,015	17.0	100.0
HIND	Hindu	110	0.3	3.2	3,355	0.8	100.0
JEW	Jewish	195	0.6	16.2	1,205	0.3	100.0
MUS	Muslim	125	0.4	2.1	5,865	1.4	100.0
SIKH	Sikh	50	0.1	4.4	1,115	0.3	100.0
SPIR	Spiritual	105	0.3	5.5	1,960	0.5	100.0
OTH	Any other religion or belief	460	1.4	7.1	6,520	1.5	100.0
REF	Information refused	3,700	11.1	8.8	41,890	9.8	100.0
BLA	Blank	18,540	55.5	9.2	201,755	47.0	100.0
All	All staff	33,405	100.0	7.8	429,560	100.0	100.0

Proportions of staff in religion and belief categories across age groups



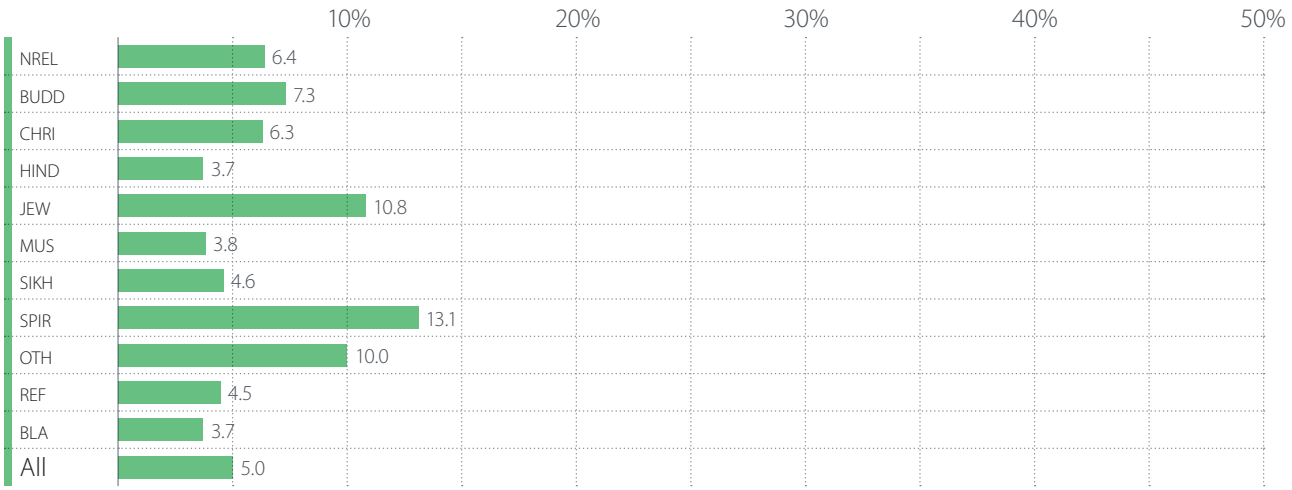
6.12 All staff by religion and belief and disability status

← Religion and belief definition: see page 11

← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	85,315	*20.9*	*93.6*	5,820	*27.2*	*6.4*	91,135	*21.2*
BUDD	Buddhist	1,625	*0.4*	*92.7*	125	*0.6*	*7.3*	1,750	*0.4*
CHRI	Christian	68,405	*16.8*	*93.7*	4,610	*21.5*	*6.3*	73,015	*17.0*
HIND	Hindu	3,230	*0.8*	*96.3*	125	*0.6*	*3.7*	3,355	*0.8*
JEW	Jewish	1,075	*0.3*	*89.2*	130	*0.6*	*10.8*	1,205	*0.3*
MUS	Muslim	5,645	*1.4*	*96.2*	225	*1.0*	*3.8*	5,865	*1.4*
SIKH	Sikh	1,060	*0.3*	*95.4*	50	*0.2*	*4.6*	1,115	*0.3*
SPIR	Spiritual	1,700	*0.4*	*86.9*	255	*1.2*	*13.1*	1,960	*0.5*
OTH	Any other religion or belief	5,865	*1.4*	*90.0*	655	*3.1*	*10.0*	6,520	*1.5*
REF	Information refused	39,985	*9.8*	*95.5*	1,905	*8.9*	*4.5*	41,890	*9.8*
BLA	Blank	194,220	*47.6*	*96.3*	7,535	*35.2*	*3.7*	201,755	*47.0*
All	All staff	408,125	*100.0*	*95.0*	21,435	*100.0*	*5.0*	429,560	*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

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	81,465	*23.5*	*90.7*	8,320	*15.1*	*9.3*	89,785	*22.3*
BUDD	Buddhist	805	*0.2*	*46.6*	920	*1.7*	*53.4*	1,725	*0.4*
CHRI	Christian	65,060	*18.8*	*90.0*	7,245	*13.1*	*10.0*	72,305	*18.0*
HIND	Hindu	45	*0.0*	*1.4*	3,280	*5.9*	*98.6*	3,325	*0.8*
JEW	Jewish	1,065	*0.3*	*91.0*	105	*0.2*	*9.0*	1,170	*0.3*
MUS	Muslim	550	*0.2*	*9.6*	5,190	*9.4*	*90.4*	5,740	*1.4*
SIKH	Sikh	10	*0.0*	*1.0*	1,085	*2.0*	*99.0*	1,100	*0.3*
SPIR	Spiritual	1,565	*0.5*	*81.3*	360	*0.7*	*18.7*	1,925	*0.5*
OTH	Any other religion or belief	5,480	*1.6*	*86.5*	860	*1.6*	*13.5*	6,335	*1.6*
REF	Information refused	30,680	*8.9*	*87.4*	4,420	*8.0*	*12.6*	35,100	*8.7*
BLA	Blank	159,935	*46.1*	*87.2*	23,475	*42.5*	*12.8*	183,410	*45.6*
All	All staff	346,655	*100.0*	*86.3*	55,260	*100.0*	*13.7*	401,915	*100.0*

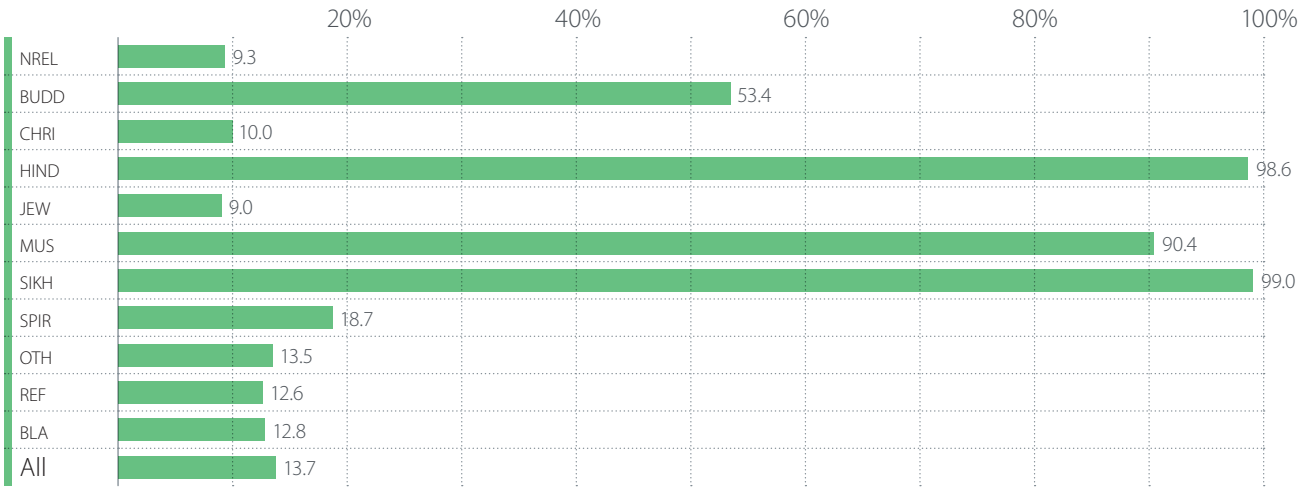
6.14 All staff by religion and belief and gender

← Religion and belief definition: see page 11

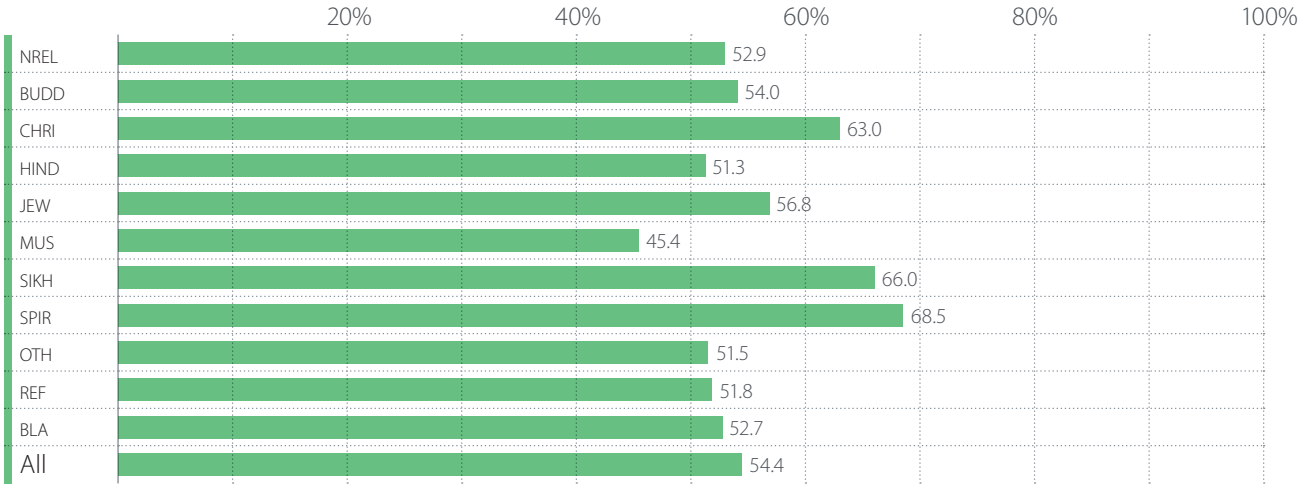
← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	48,205	*20.6*	*52.9*	42,910	*21.9*	*47.1*	91,115	*21.2*
BUDD	Buddhist	945	*0.4*	*54.0*	805	*0.4*	*46.0*	1,750	*0.4*
CHRI	Christian	46,000	*19.7*	*63.0*	27,000	*13.8*	*37.0*	73,000	*17.0*
HIND	Hindu	1,720	*0.7*	*51.3*	1,635	*0.8*	*48.7*	3,355	*0.8*
JEW	Jewish	685	*0.3*	*56.8*	520	*0.3*	*43.2*	1,205	*0.3*
MUS	Muslim	2,665	*1.1*	*45.4*	3,205	*1.6*	*54.6*	5,865	*1.4*
SIKH	Sikh	735	*0.3*	*66.0*	380	*0.2*	*34.0*	1,115	*0.3*
SPIR	Spiritual	1,340	*0.6*	*68.5*	615	*0.3*	*31.5*	1,955	*0.5*
OTH	Any other religion or belief	3,350	*1.4*	*51.5*	3,160	*1.6*	*48.5*	6,510	*1.5*
REF	Information refused	21,695	*9.3*	*51.8*	20,175	*10.3*	*48.2*	41,870	*9.7*
BLA	Blank	106,215	*45.5*	*52.7*	95,520	*48.8*	*47.3*	201,735	*47.0*
All	All staff	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*

Proportions of staff in religion and belief categories who were BAME



Proportions of staff in religion and belief categories who were female



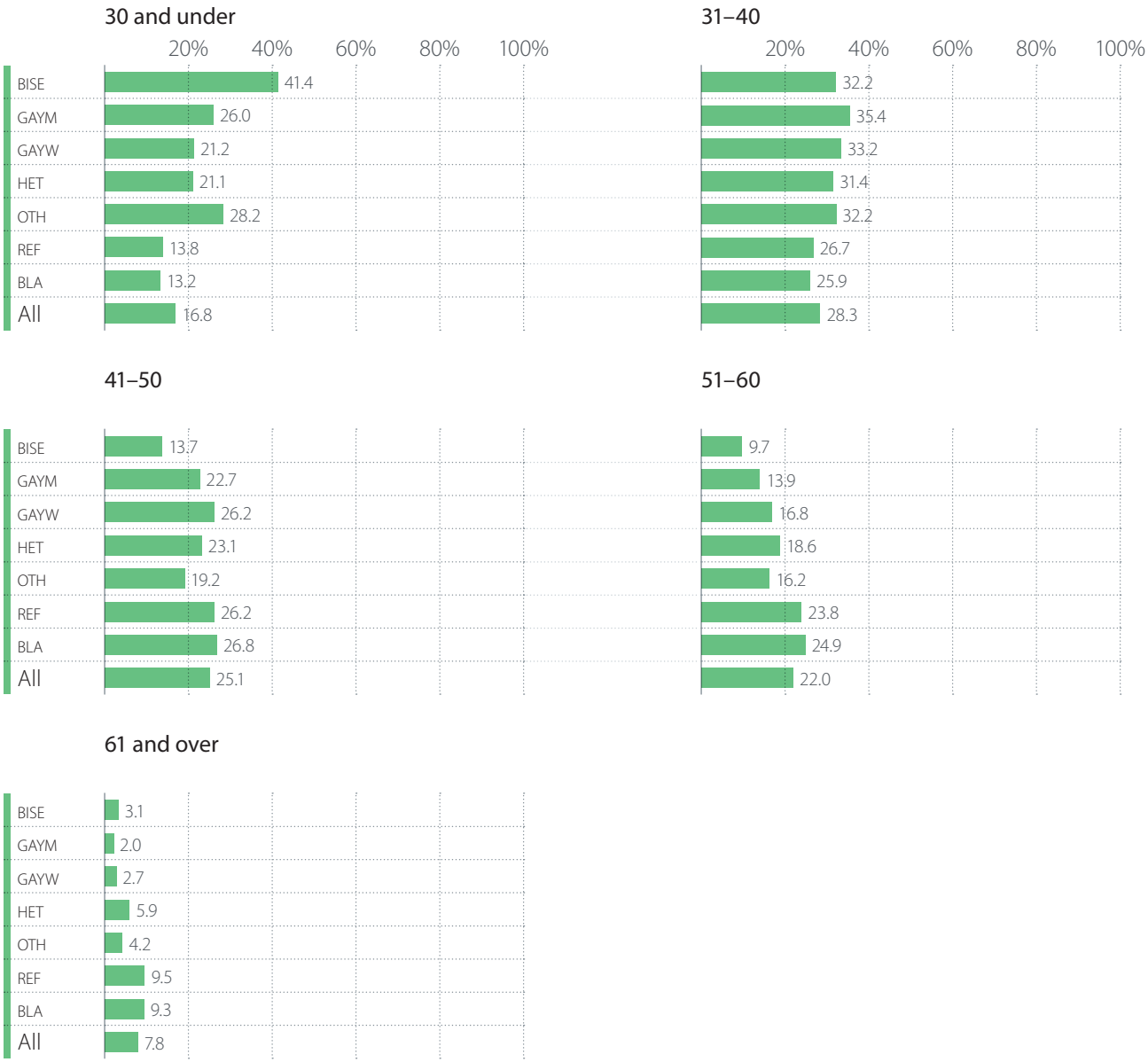
6.15 All staff by sexual orientation and age

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	1,275	*1.8*	*41.4*	995	*0.8*	*32.2*
GAYM	Gay man	1,145	*1.6*	*26.0*	1,555	*1.3*	*35.4*
GAYW	Gay woman/lesbian	500	*0.7*	*21.2*	780	*0.6*	*33.2*
HET	Heterosexual	35,880	*49.8*	*21.1*	53,425	*43.9*	*31.4*
OTH	Other	320	*0.4*	*28.2*	365	*0.3*	*32.2*
REF	Information refused	5,945	*8.2*	*13.8*	11,470	*9.4*	*26.7*
BLA	Blank	27,055	*37.5*	*13.2*	53,185	*43.7*	*25.9*
All	All staff	72,120	*100.0*	*16.8*	121,775	*100.0*	*28.3*

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	420	*0.4*	*13.7*	300	*0.3*	*9.7*
GAYM	Gay man	995	*0.9*	*22.7*	610	*0.6*	*13.9*
GAYW	Gay woman/lesbian	615	*0.6*	*26.2*	395	*0.4*	*16.8*
HET	Heterosexual	39,285	*36.5*	*23.1*	31,585	*33.4*	*18.6*
OTH	Other	220	*0.2*	*19.2*	185	*0.2*	*16.2*
REF	Information refused	11,240	*10.4*	*26.2*	10,235	*10.8*	*23.8*
BLA	Blank	54,985	*51.0*	*26.8*	51,195	*54.2*	*24.9*
All	All staff	107,765	*100.0*	*25.1*	94,500	*100.0*	*22.0*

		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	95	*0.3*	*3.1*	3,085	*0.7*	*100.0*
GAYM	Gay man	90	*0.3*	*2.0*	4,395	*1.0*	*100.0*
GAYW	Gay woman/lesbian	65	*0.2*	*2.7*	2,355	*0.5*	*100.0*
HET	Heterosexual	9,970	*29.9*	*5.9*	170,145	*39.6*	*100.0*
OTH	Other	50	*0.1*	*4.2*	1,135	*0.3*	*100.0*
REF	Information refused	4,090	*12.2*	*9.5*	42,980	*10.0*	*100.0*
BLA	Blank	19,050	*57.0*	*9.3*	205,470	*47.8*	*100.0*
All	All staff	33,405	*100.0*	*7.8*	429,560	*100.0*	*100.0*

Proportions of staff in sexual orientation categories across age groups



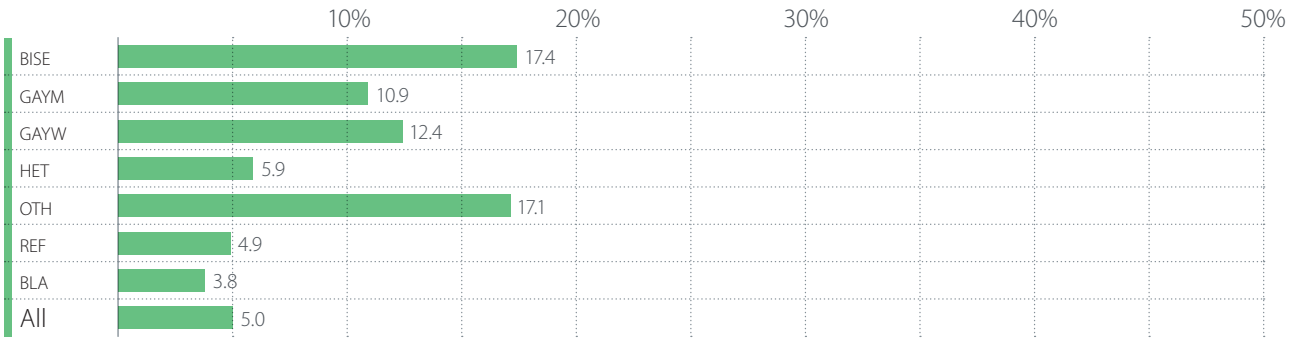
6.16 All staff by sexual orientation and disability status

← Sexual orientation definition: see page 11

← Disability definition: see page 9

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	2,550	*0.6*	*82.6*	535	*2.5*	*17.4*	3,085	*0.7*
GAYM	Gay man	3,915	*1.0*	*89.1*	480	*2.2*	*10.9*	4,395	*1.0*
GAYW	Gay woman/lesbian	2,060	*0.5*	*87.6*	290	*1.4*	*12.4*	2,355	*0.5*
HET	Heterosexual	160,170	*39.2*	*94.1*	9,975	*46.5*	*5.9*	170,145	*39.6*
OTH	Other	940	*0.2*	*82.9*	195	*0.9*	*17.1*	1,135	*0.3*
REF	Information refused	40,890	*10.0*	*95.1*	2,090	*9.7*	*4.9*	42,980	*10.0*
BLA	Blank	197,600	*48.4*	*96.2*	7,870	*36.7*	*3.8*	205,470	*47.8*
All	All staff	408,125	*100.0*	*95.0*	21,435	*100.0*	*5.0*	429,560	*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 11

← Ethnicity definition: see page 9

		White			BAME			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	2,565	*0.7*	*84.5*	470	*0.9*	*15.5*	3,035	*0.8*
GAYM	Gay man	3,960	*1.1*	*91.5*	365	*0.7*	*8.5*	4,330	*1.1*
GAYW	Gay woman/lesbian	2,165	*0.6*	*93.2*	155	*0.3*	*6.8*	2,325	*0.6*
HET	Heterosexual	143,075	*41.3*	*85.1*	25,005	*45.3*	*14.9*	168,080	*41.8*
OTH	Other	830	*0.2*	*76.4*	255	*0.5*	*23.6*	1,085	*0.3*
REF	Information refused	31,235	*9.0*	*86.8*	4,730	*8.6*	*13.2*	35,965	*8.9*
BLA	Blank	162,825	*47.0*	*87.0*	24,270	*43.9*	*13.0*	187,095	*46.6*
All	All staff	346,655	*100.0*	*86.3*	55,260	*100.0*	*13.7*	401,915	*100.0*

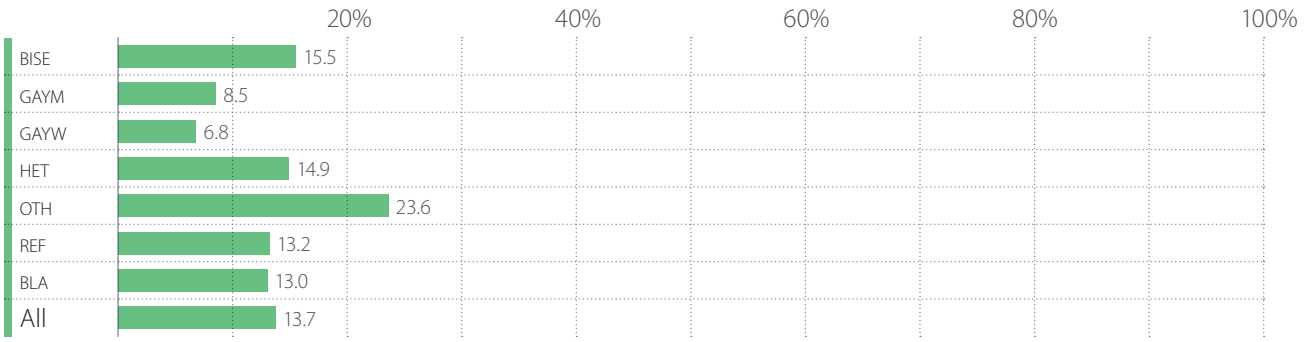
6.18 All staff by sexual orientation and gender

← Sexual orientation definition: see page 11

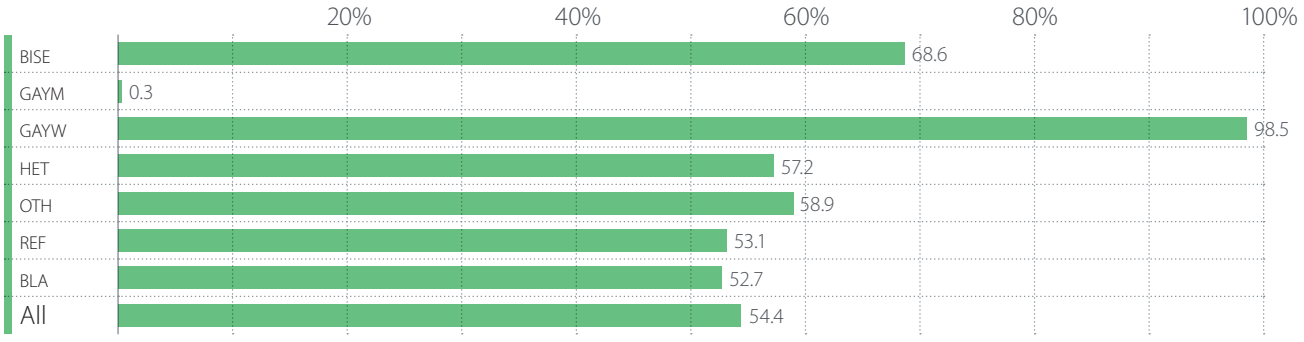
← Gender definition: see page 10

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	2,110	*0.9*	*68.6*	965	*0.5*	*31.4*	3,080	*0.7*
GAYM	Gay man	15	*0.0*	*0.3*	4,380	*2.2*	*99.7*	4,390	*1.0*
GAYW	Gay woman/lesbian	2,315	*1.0*	*98.5*	35	*0.0*	*1.5*	2,350	*0.5*
HET	Heterosexual	97,310	*41.7*	*57.2*	72,830	*37.2*	*42.8*	170,140	*39.6*
OTH	Other	655	*0.3*	*58.9*	460	*0.2*	*41.1*	1,115	*0.3*
REF	Information refused	22,785	*9.8*	*53.1*	20,165	*10.3*	*46.9*	42,950	*10.0*
BLA	Blank	108,355	*46.4*	*52.7*	97,085	*49.6*	*47.3*	205,445	*47.8*
All	All staff	233,550	*100.0*	*54.4*	195,920	*100.0*	*45.6*	429,470	*100.0*

Proportions of staff in sexual orientation categories who were BAME



Proportions of staff in sexual orientation categories who were female



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