

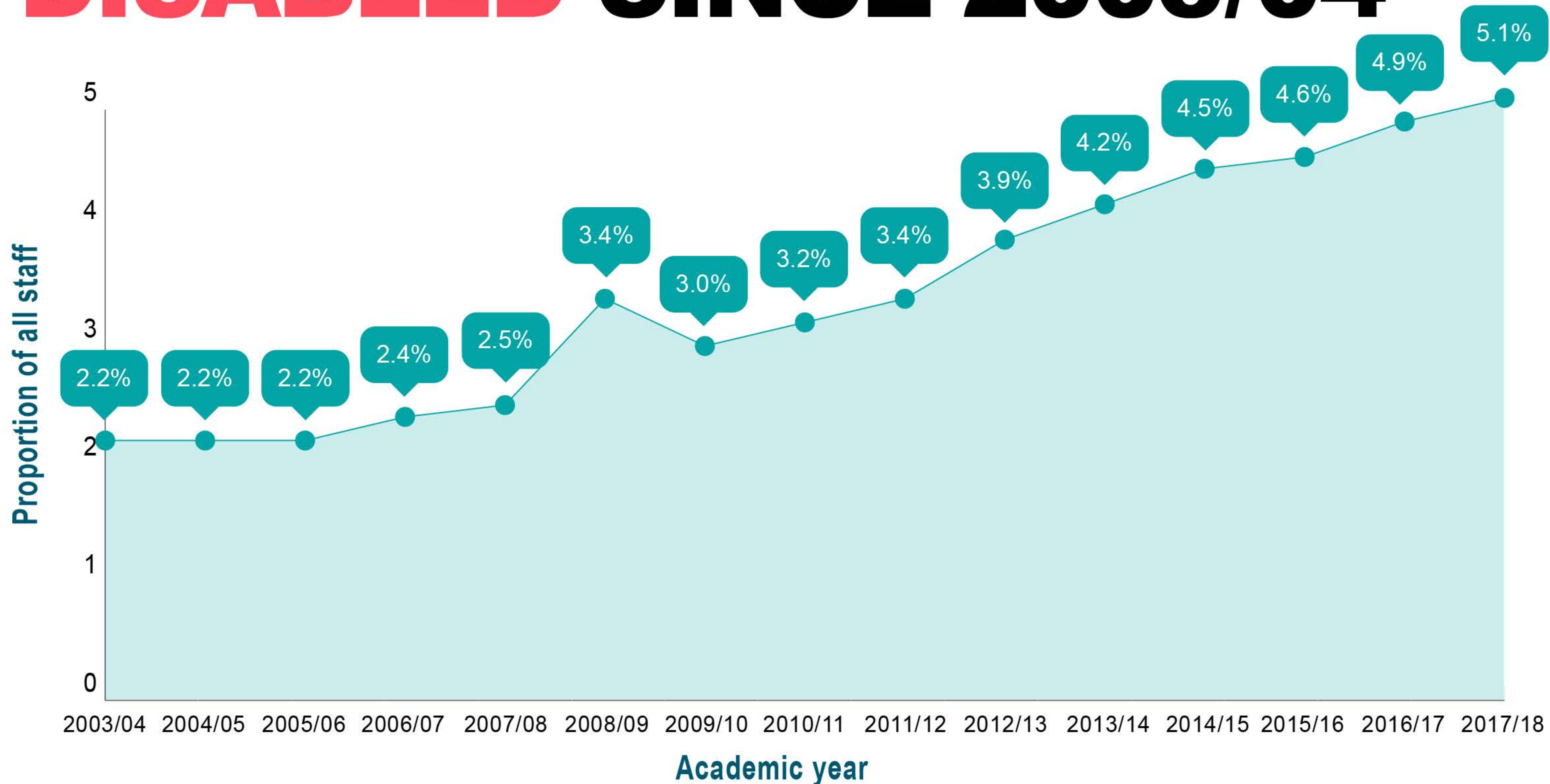
AGE OF UK ACADEMICS ON FIXED-TERM CONTRACTS

66.4%
**40 AND
UNDER**

33.6%
**41 AND
OVER**

1: Academic staff on fixed-term contracts aged 40 and under/41 and over, 2017-18

STAFF WHO DISCLOSED AS DISABLED SINCE 2003/04



2: Proportion of staff over time that disclosed as disabled

MOST COMMON IMPAIRMENT TYPES AMONG STAFF WHO DISCLOSED AS DISABLED

24.4%

**LONG STANDING
ILLNESS OR HEALTH
CONDITION**

21.5%

**SPECIFIC
LEARNING
DIFFICULTY**

13.8%

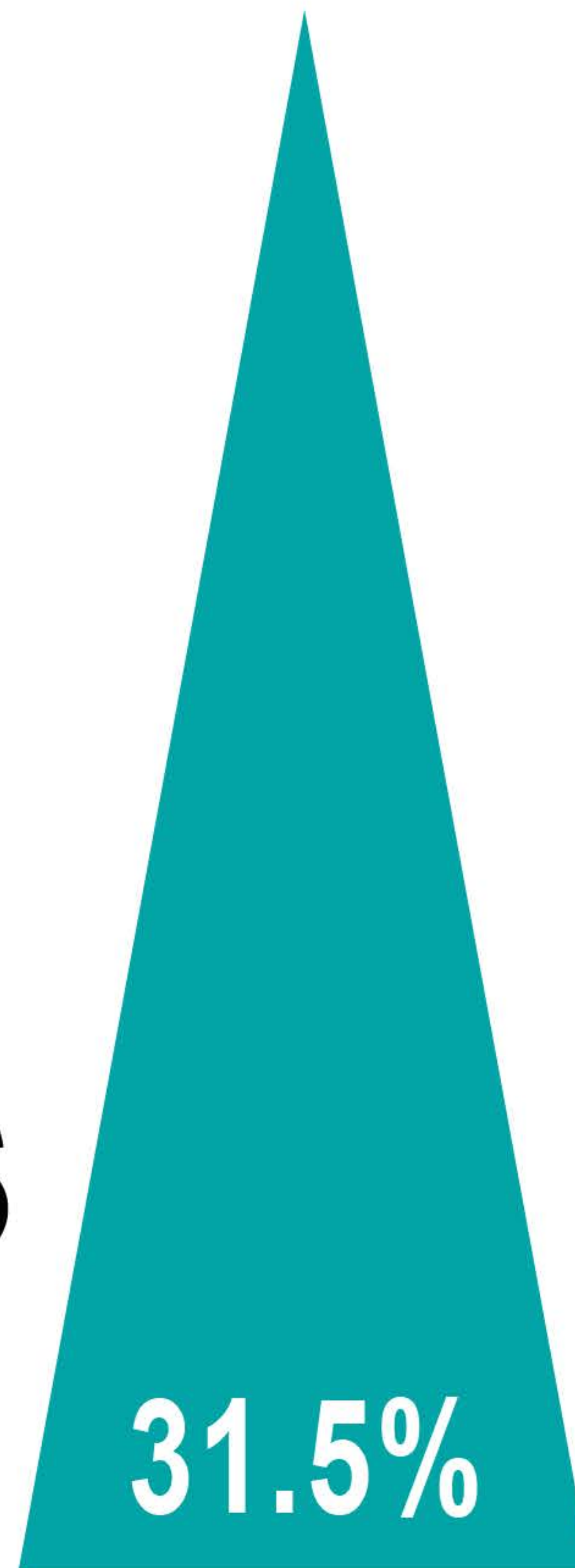
**OTHER TYPE
OF
DISABILITY**

13.1%

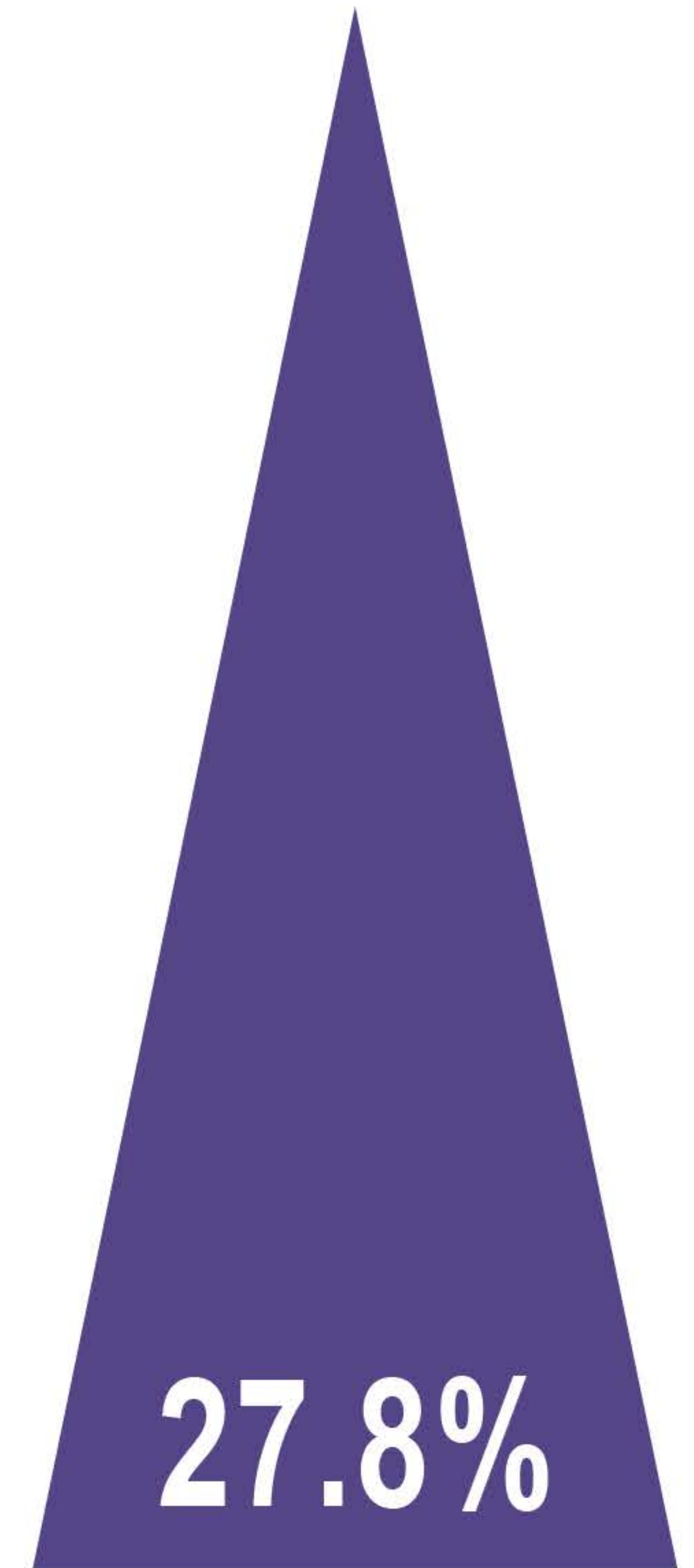
**MENTAL
HEALTH
CONDITION**

3: Most common impairment types among staff who disclosed as disabled, 2017-18

UK BAME AND WHITE ACADEMICS ON FIXED-TERM CONTRACTS



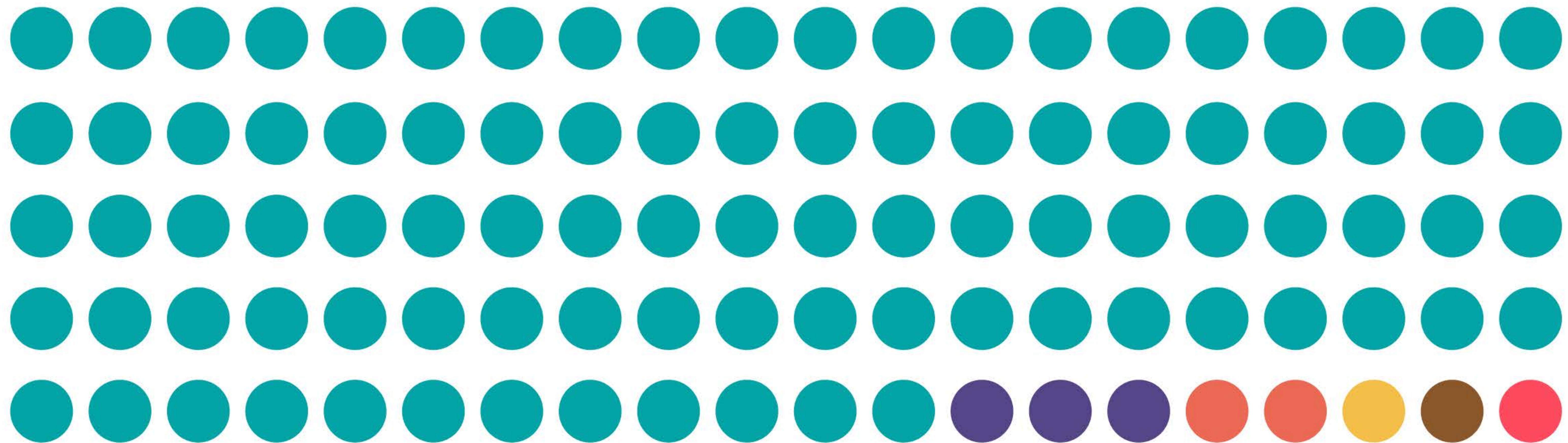
Of BAME academics



Of White academics

4: UK academic staff on fixed-term contracts by BAME/white identity, 2017-18

UK PROFESSORS BY ETHNIC GROUP



White
91.2%

Asian
3.5%

Chinese
2.2%

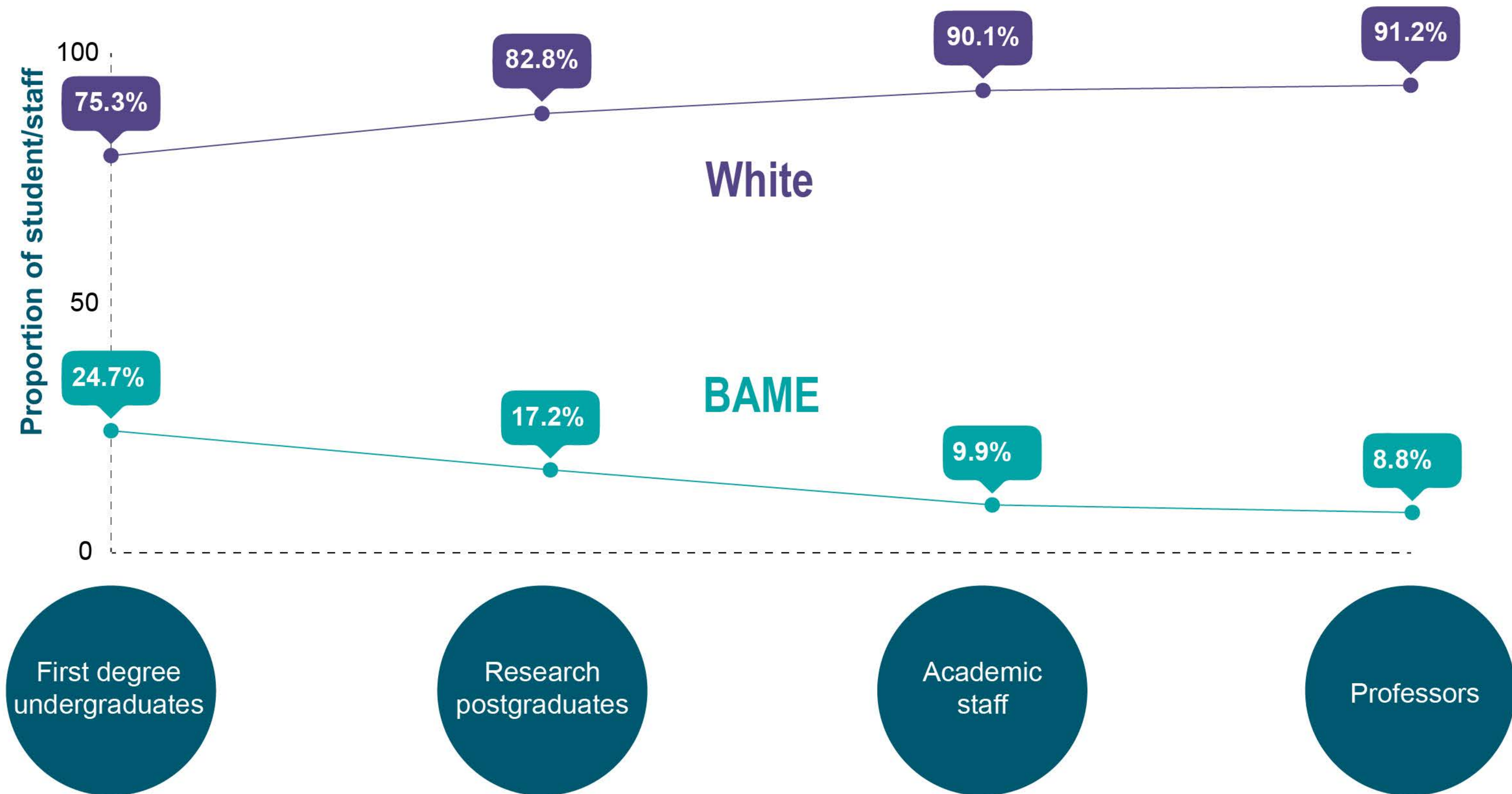
Other
1.3%

Mixed
1.2%

Black
0.6%

5: UK professors by ethnic group, 2017-18

STUDENT/STAFF PIPELINE BY BAME/WHITE IDENTITY



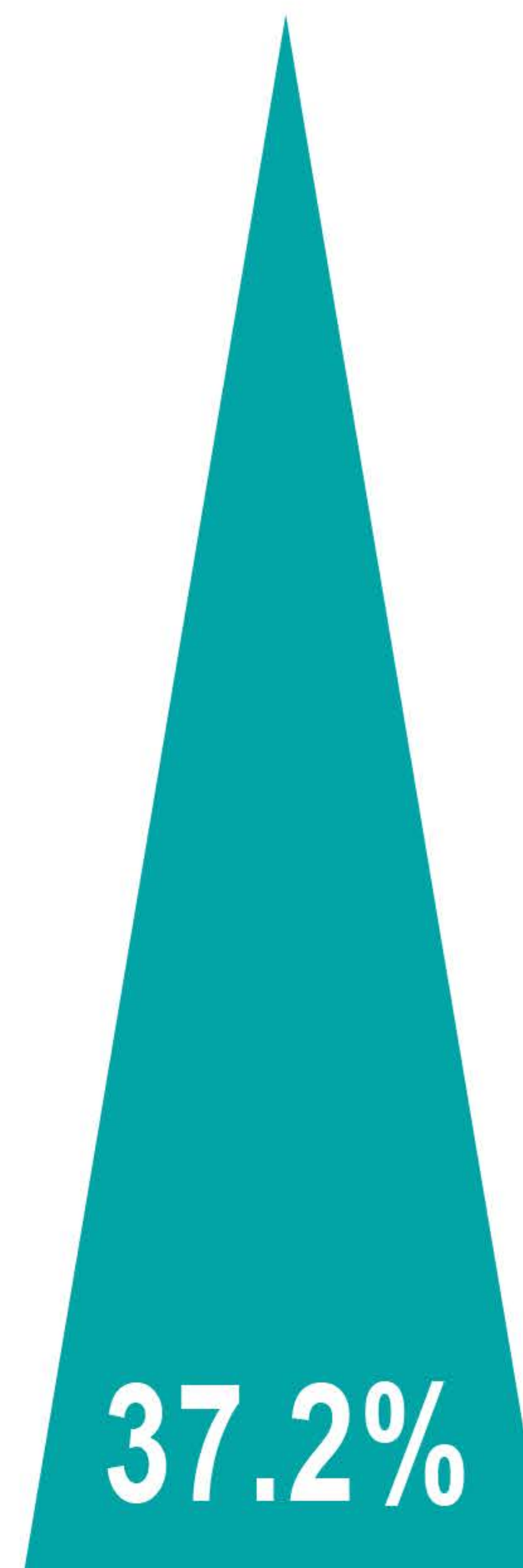
6: K domiciled students and UK staff proportions by BAME/white identity, 2017-18

UK PROFESSORS BY GENDER



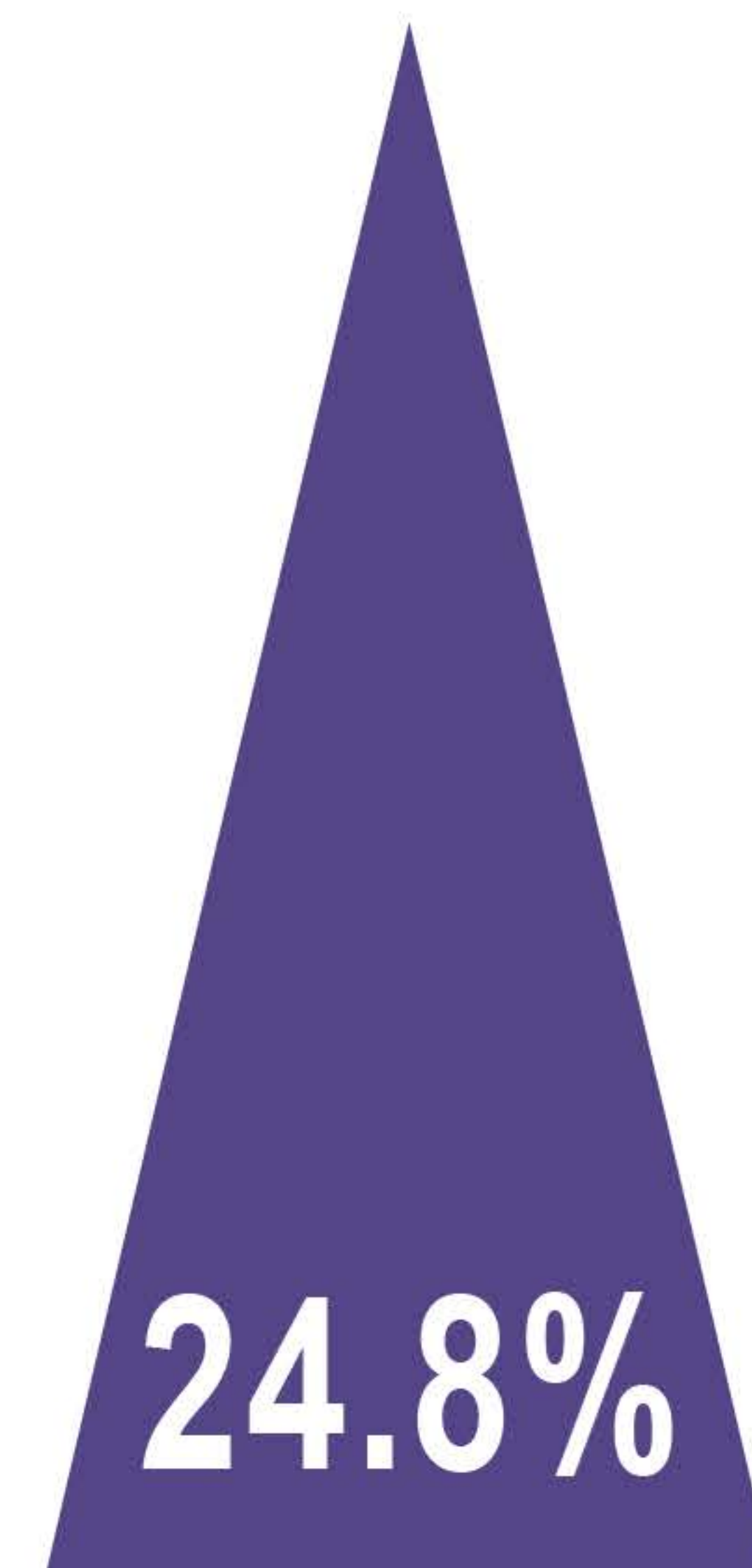
7: UK professors by gender, 2017-18

MALE AND FEMALE ACADEMICS WHO EARNED OVER 50,000



37.2%

Of male
academics

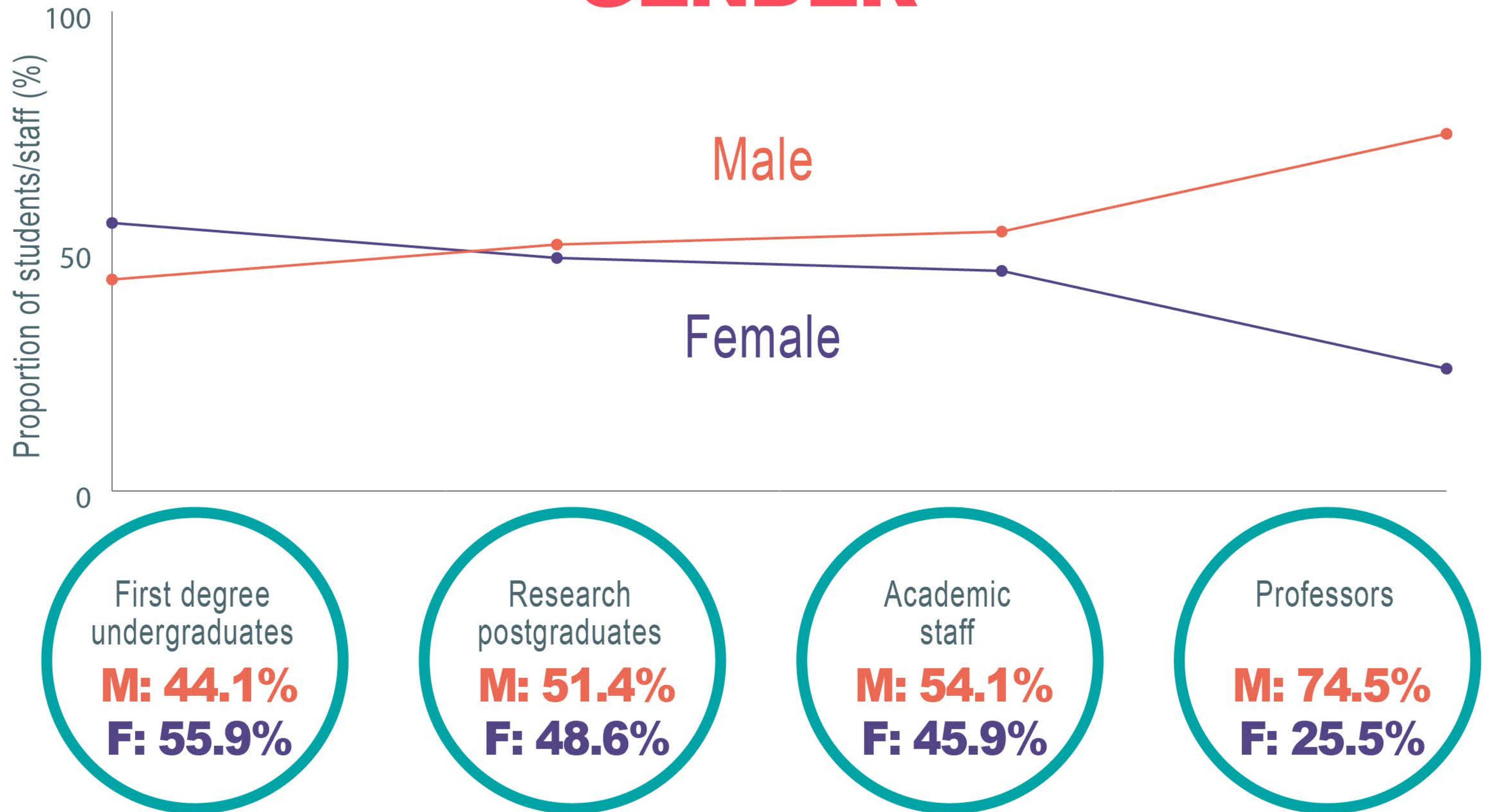


24.8%

Of female
academics

8: Academic staff earning over £50,000 per annum by gender, 2017-18

STUDENT/STAFF PIPELINE BY GENDER



9: Student and staff proportions by gender, 2017-18

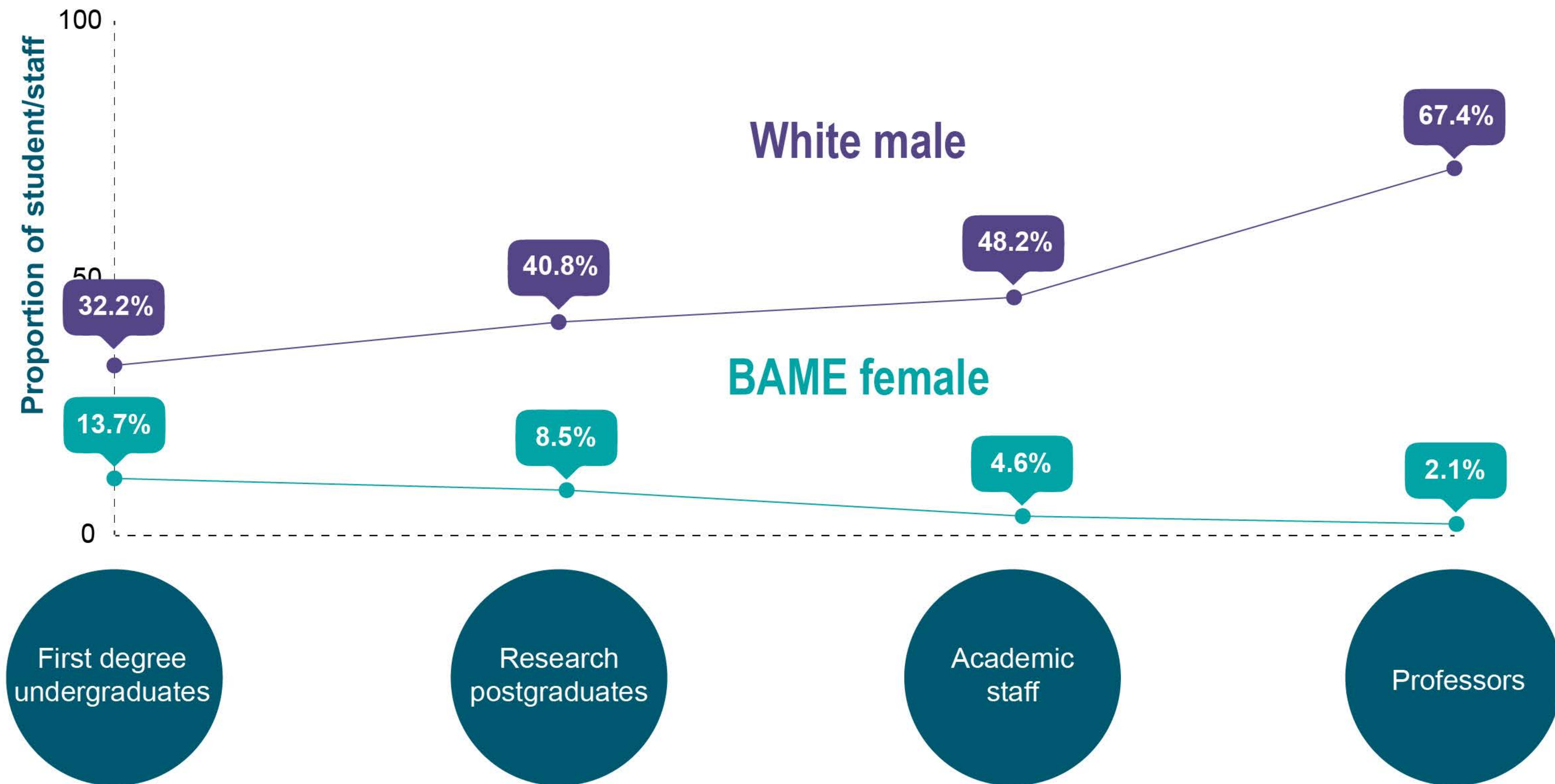
UK PROFESSORS BY GENDER AND BAME/WHITE IDENTITY

- White male - 67.4%
- White female - 23.9%
- BAME male - 6.7%
- BAME female - 2.1%



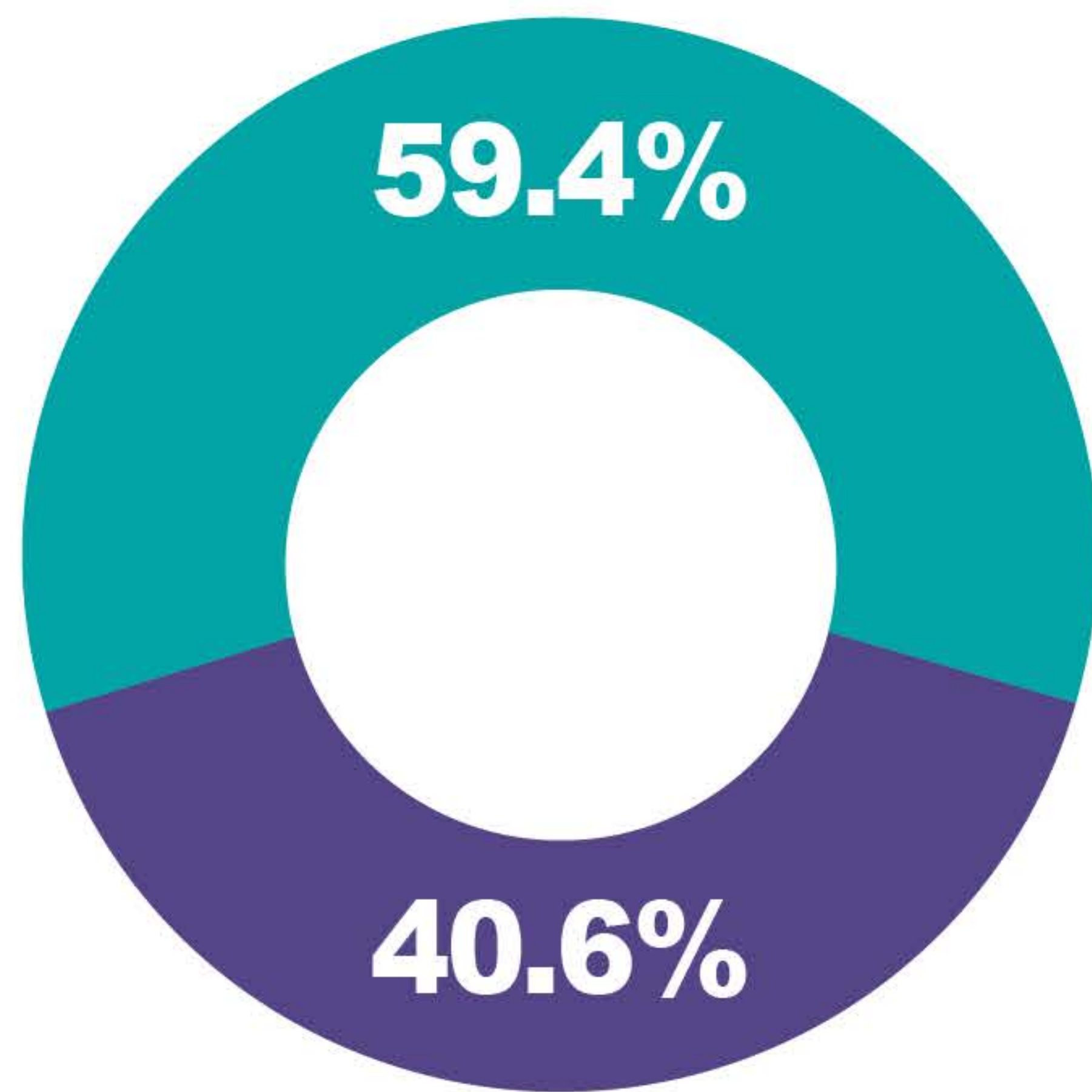
10: UK professors by gender and BAME/white identity, 2016-18

STUDENT/STAFF PIPELINE BY WHITE MALE/BAME FEMALE

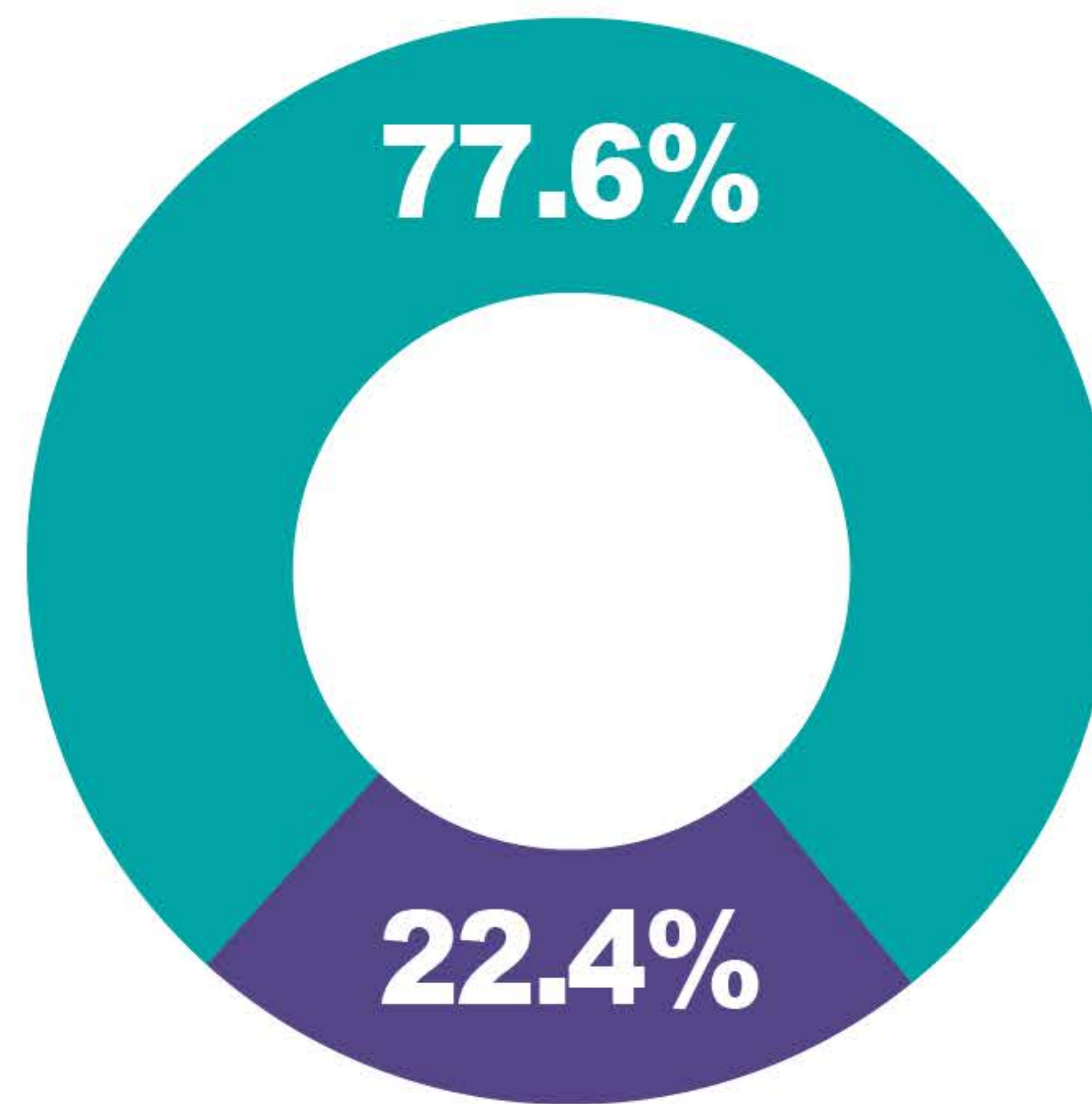


11: UK student and staff proportions by white male/BAME female, 2017-18

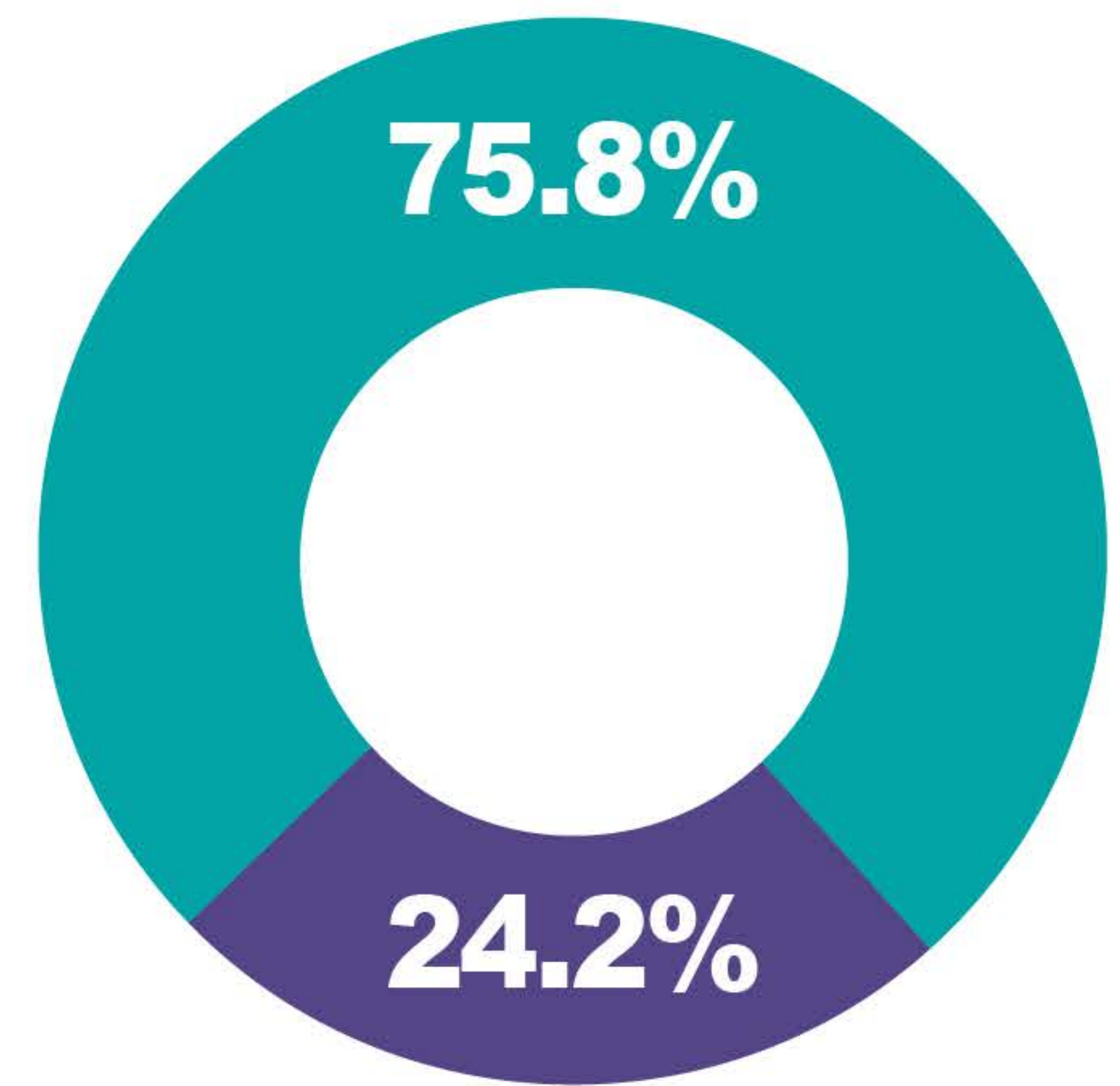
INSTITUTIONAL RETURNS FOR GENDER REASSIGNMENT, SEXUAL ORIENTATION, RELIGION AND BELIEF



Gender reassignment



Sexual orientation

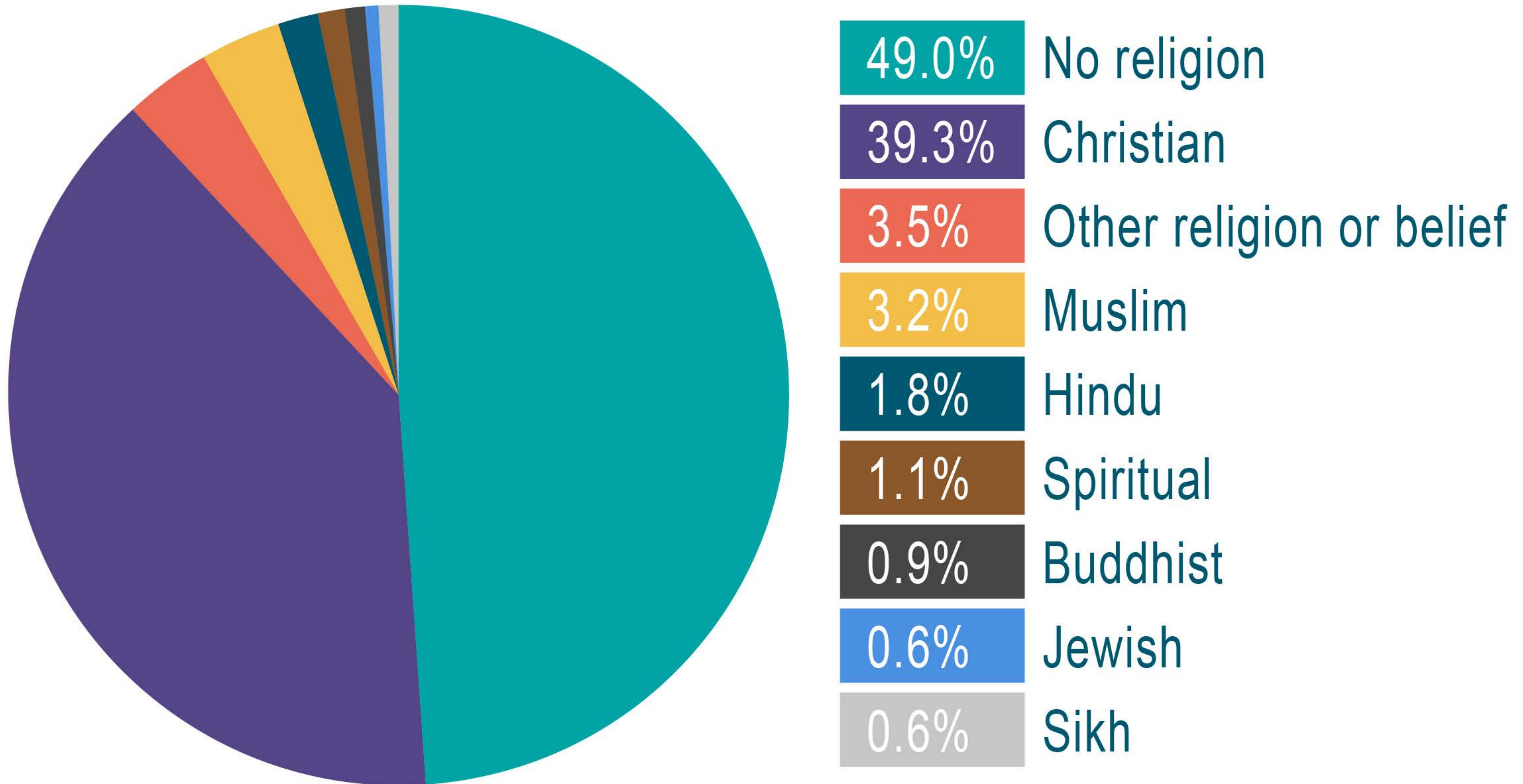


Religion and belief

● Returned data ● Did not return data

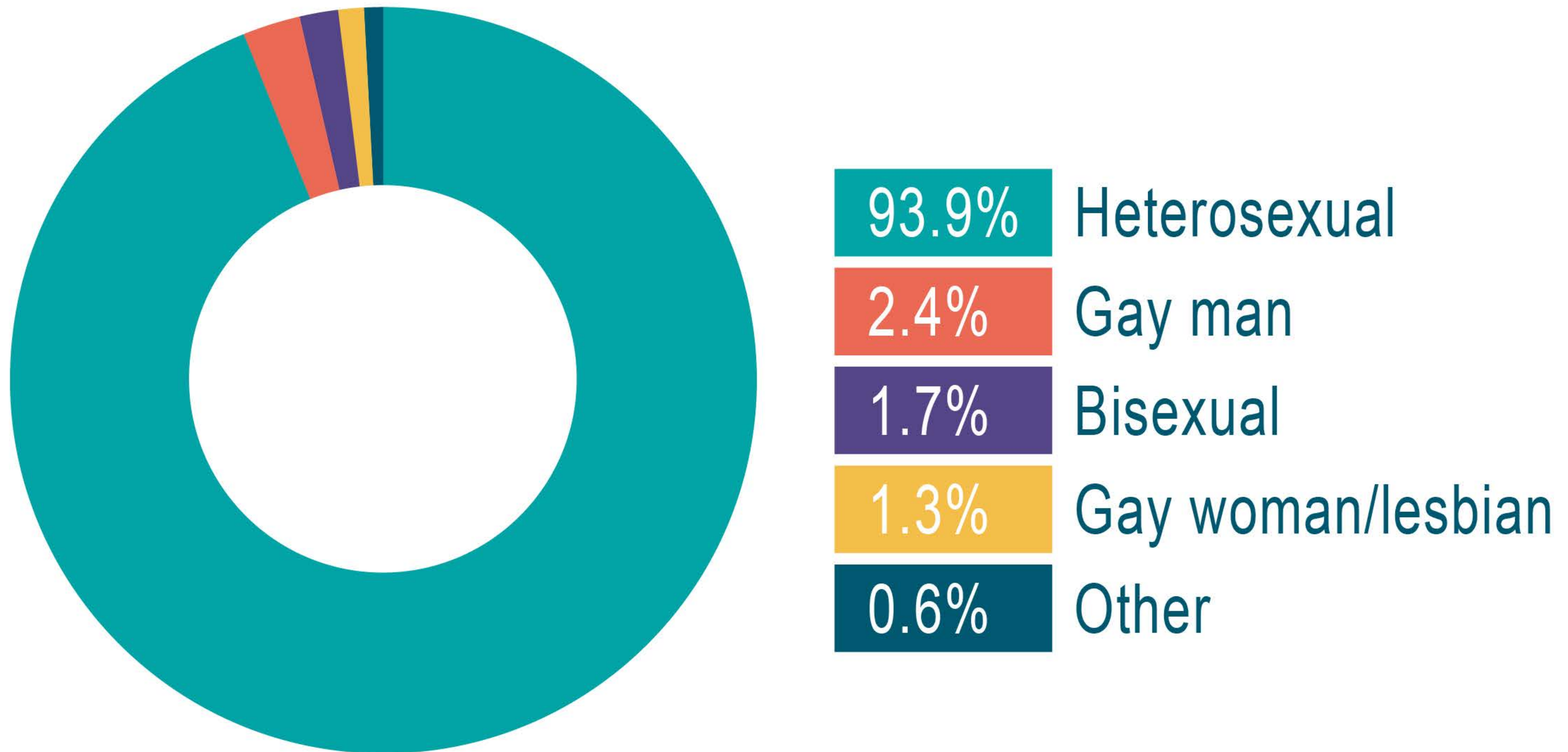
12: Returned data from HEIs by gender reassignment, sexual orientation, religion and belief, 2016-18

UK HIGHER EDUCATION STAFF WHO DISCLOSED THEIR RELIGION AND BELIEF



13: Staff by religion and belief (excludes 56.7% of all staff for whom information was refused or blank), 2017-18

UK HIGHER EDUCATION STAFF WHO DISCLOSED THEIR **SEXUAL** **ORIENTATION**



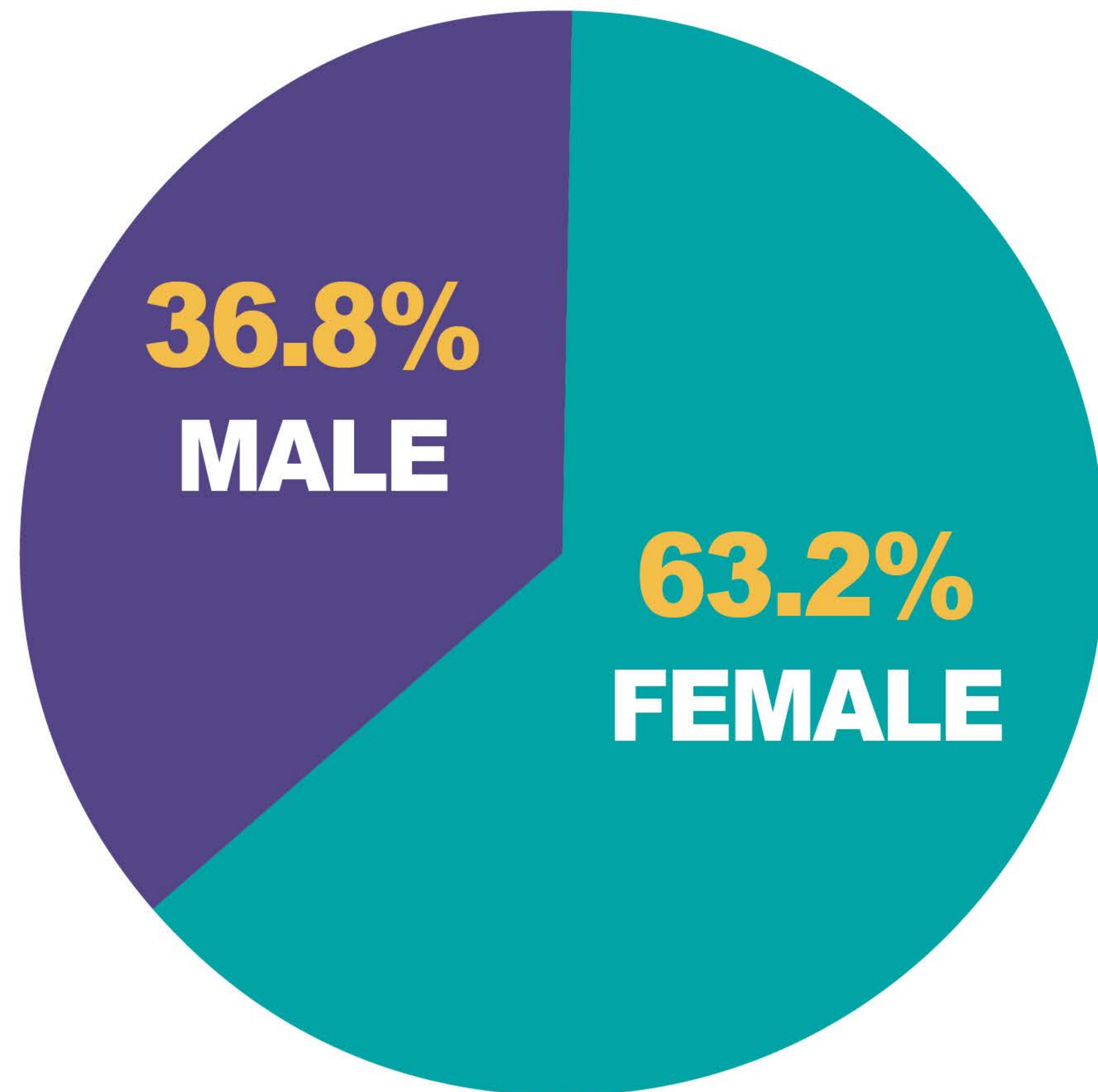
14: Staff who disclosed sexual orientation (excludes 57.8% of all staff for whom information was refused or blank), 2017-18

Proportion of students who disclosed gender reassignment



DISCLOSURE OF GENDER REASSIGNMENT BY UK HIGHER EDUCATION STAFF

15: Staff who disclosed gender reassignment (excludes 73.8% of all staff for whom information was refused or blank), 2017-18



DISABLED STAFF WHO DISCLOSED A MENTAL HEALTH CONDITION BY GENDER

16: Disabled staff who disclosed a mental health condition by gender, 2017-18

PROFESSORS BY **DISABILITY** STATUS

Disabled

7.4%

of disabled academic staff were professors

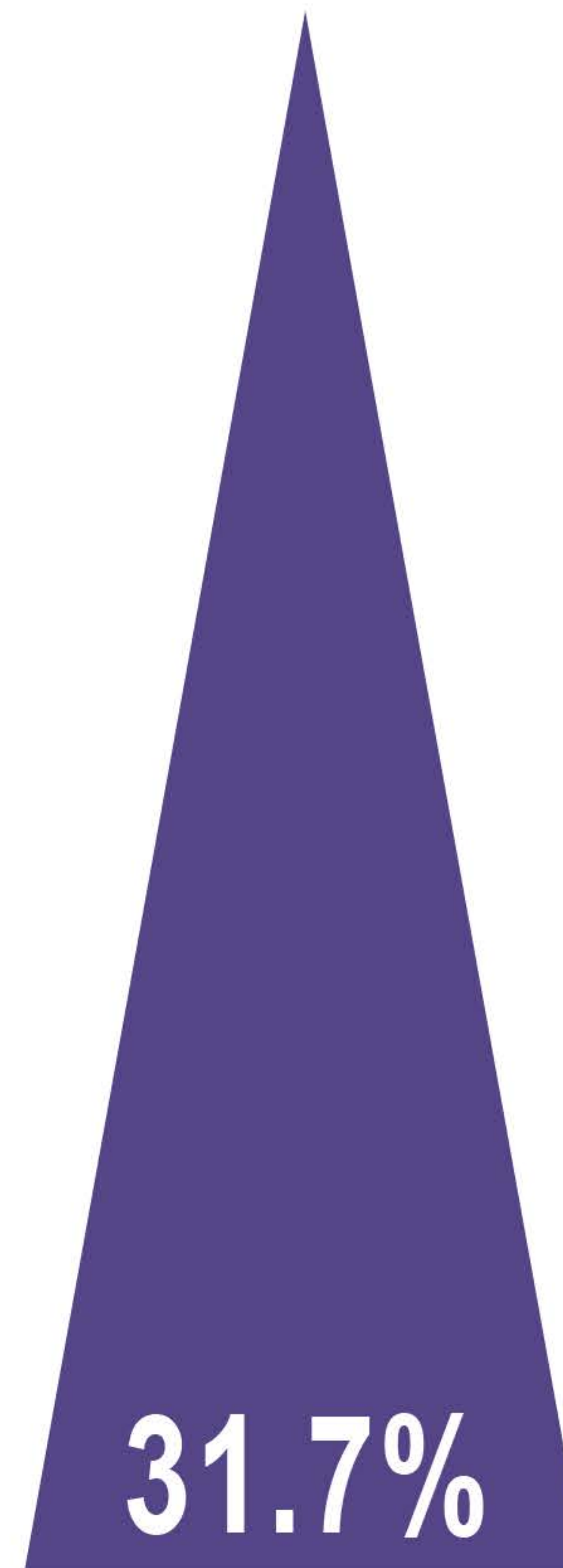
Non-disabled

10.0%

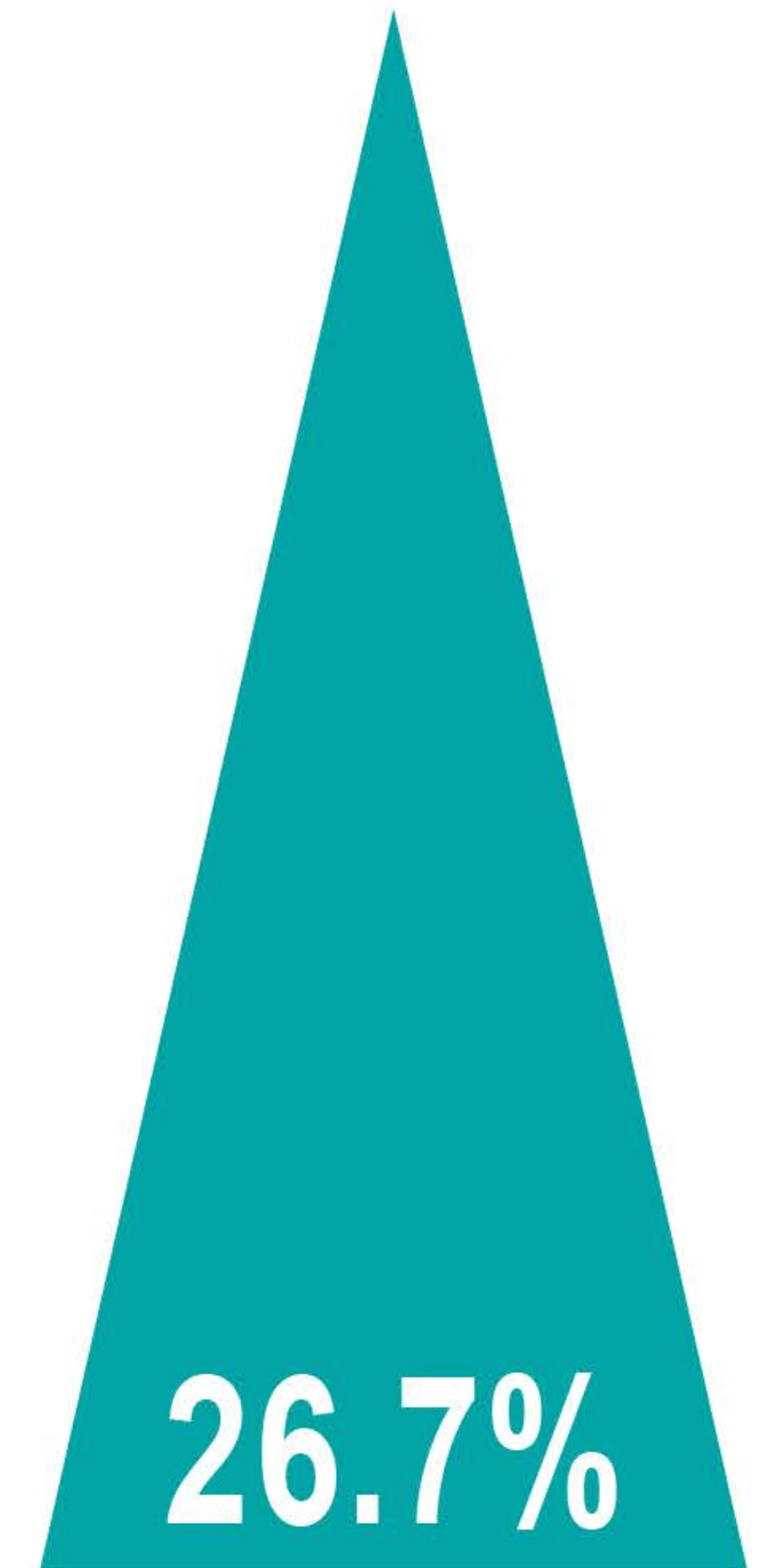
of non-disabled academic staff were professors

17: Academic staff by professorial categories and disability status, 2017-18

ACADEMICS EARNING OVER £50,000 PER ANNUM BY DISABILITY STATUS



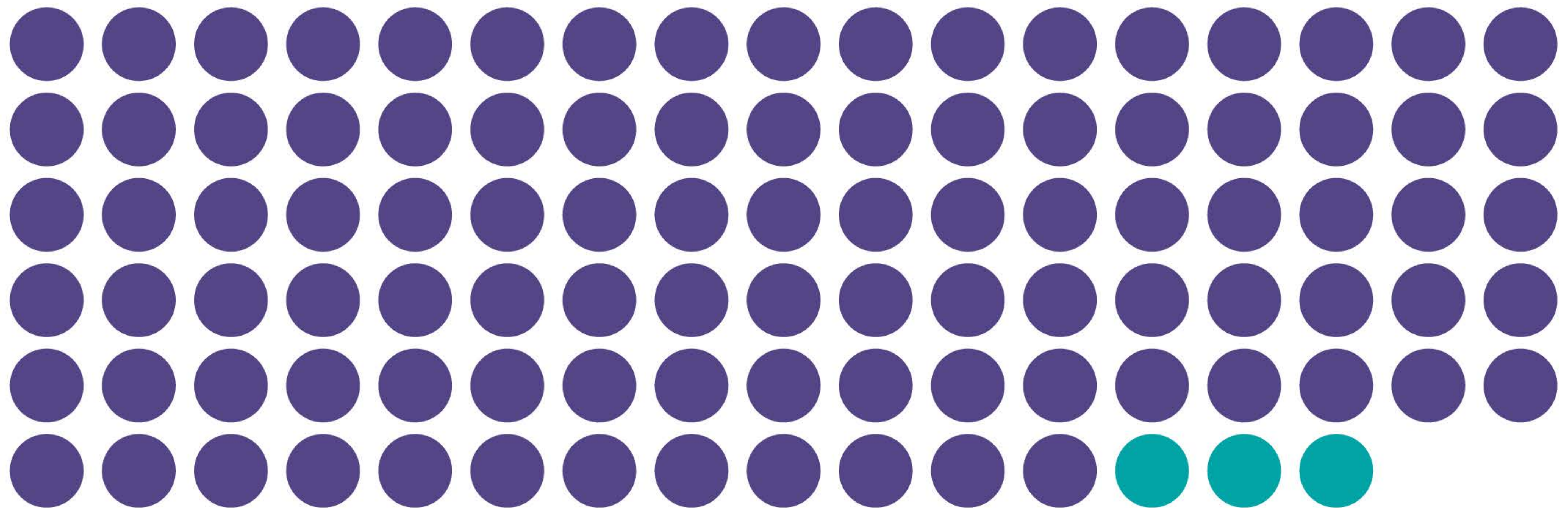
Non-disabled
academics



Disabled
academics

18: Academic staff earning over £50,000 per annum by disability status, 2017-18

HEADS OF INSTITUTIONS BY UK BAME/WHITE IDENTITY



96.9%

White heads of institutions

3.1%

BAME heads of institutions

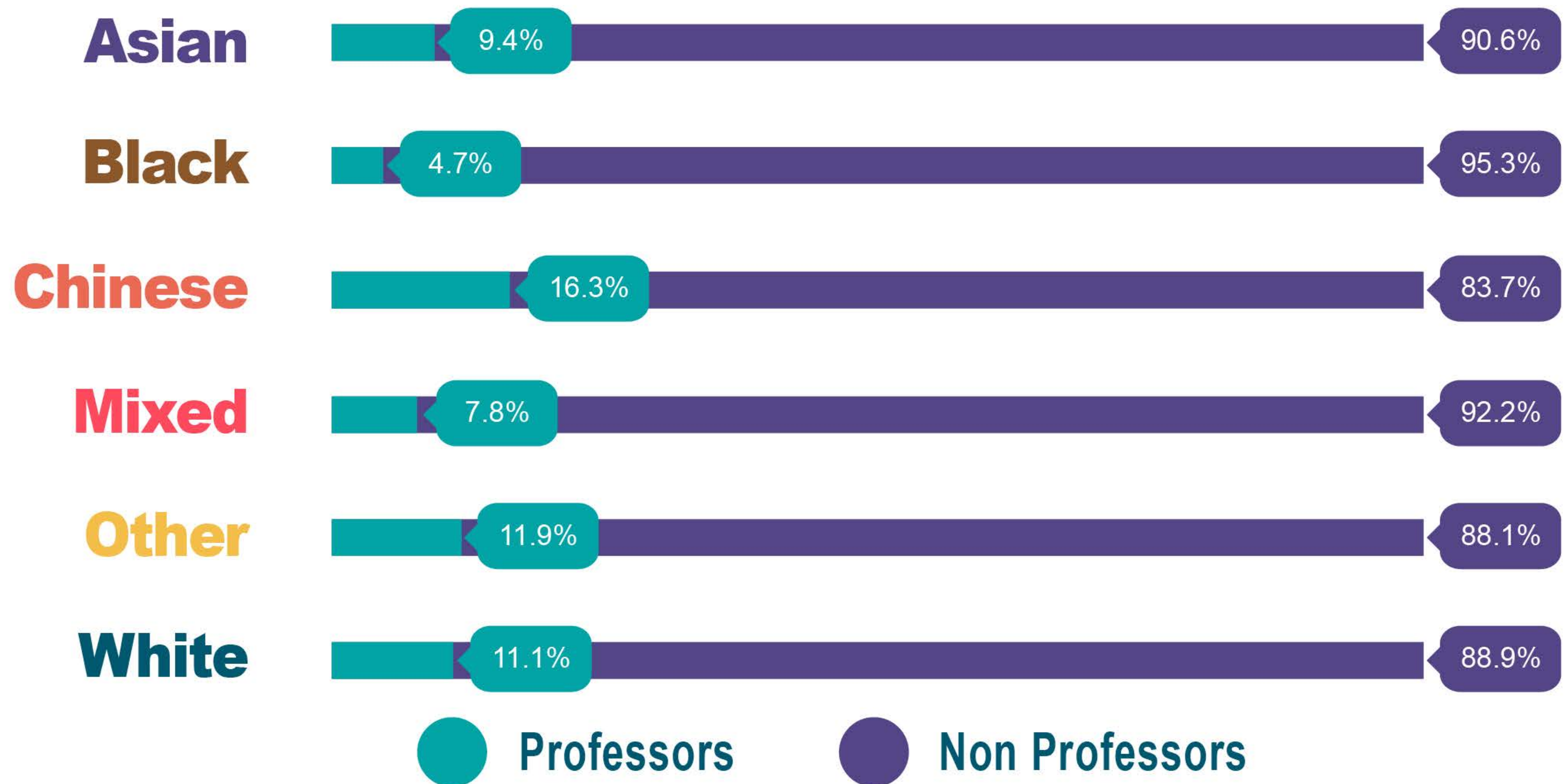
19: UK academic and professional/support staff by Head of Institution and BAME/white identity, 2017-18

SET AND NON-SET ACADEMIC STAFF **AGED 51 AND OVER**

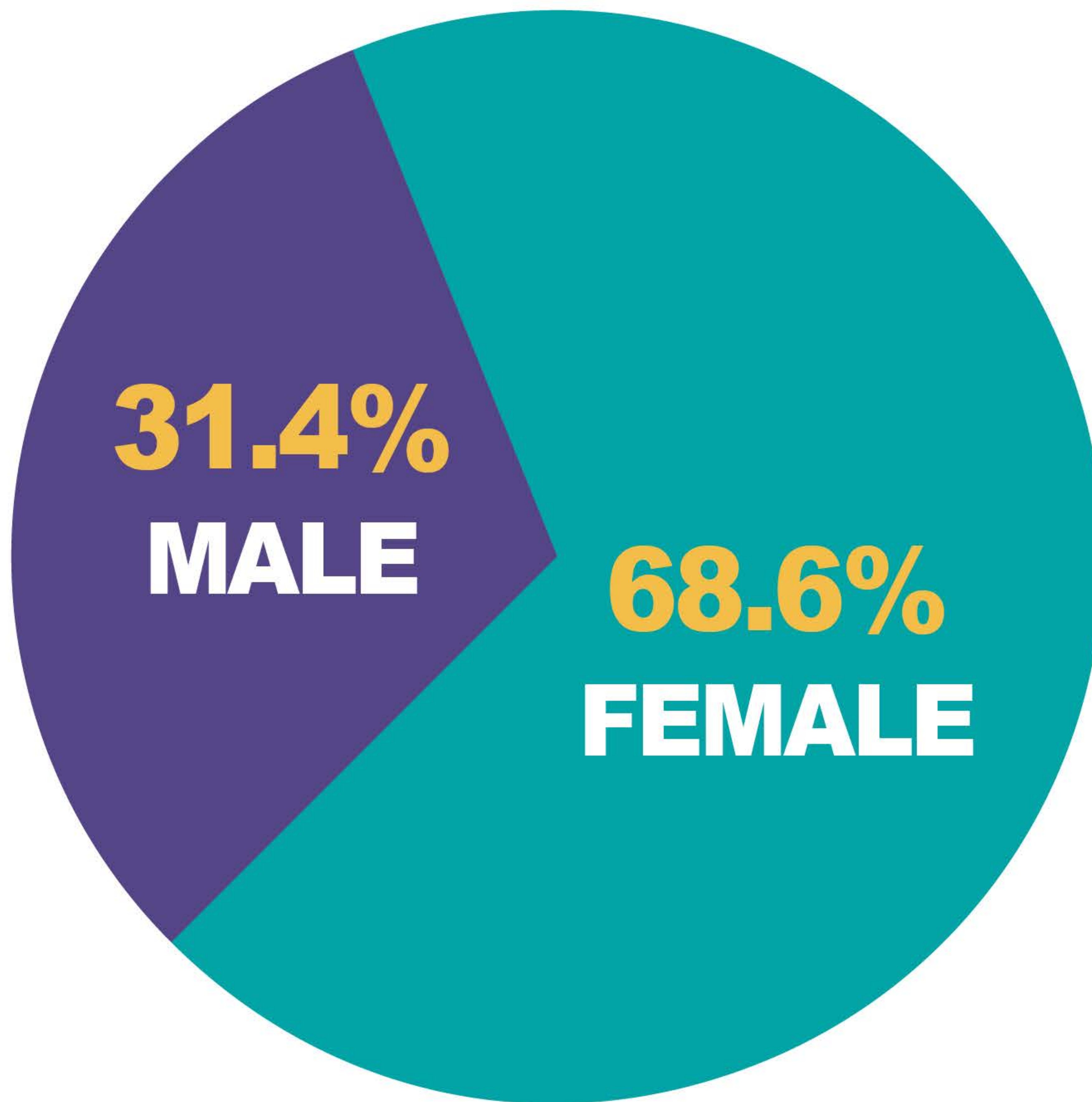


20: SET and non-SET academic staff aged 51 and over, 2017-18

UK ACADEMICS BY PROFESSIONAL STATUS AND ETHNIC GROUP



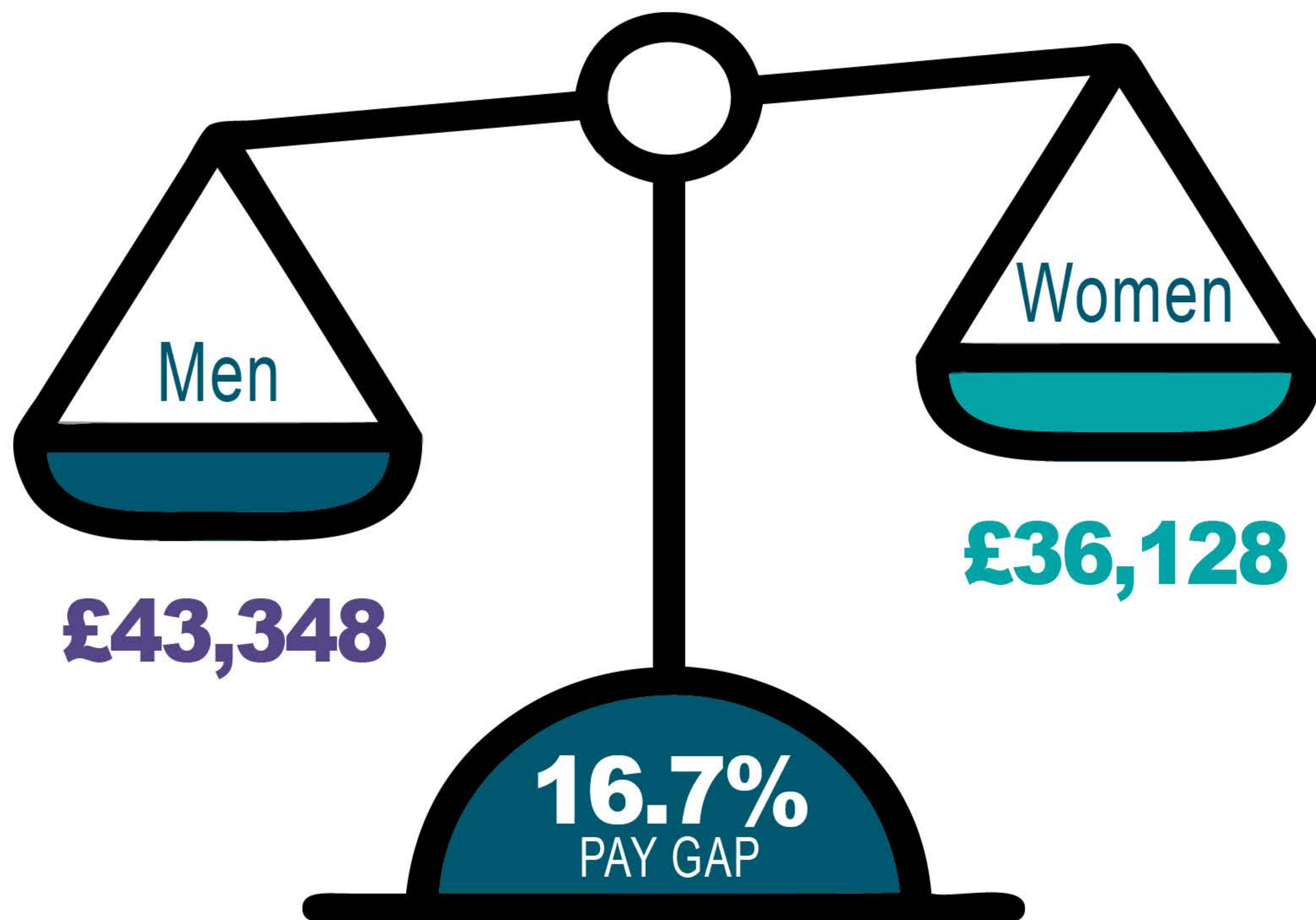
21: UK academics by professorial status and ethnic group, 2017-18



BISEXUAL STAFF BY GENDER

22: Bisexual staff by gender (excludes 57.8% of all staff for whom information was refused or blank), 2017-18

MEAN **GENDER** PAY GAP



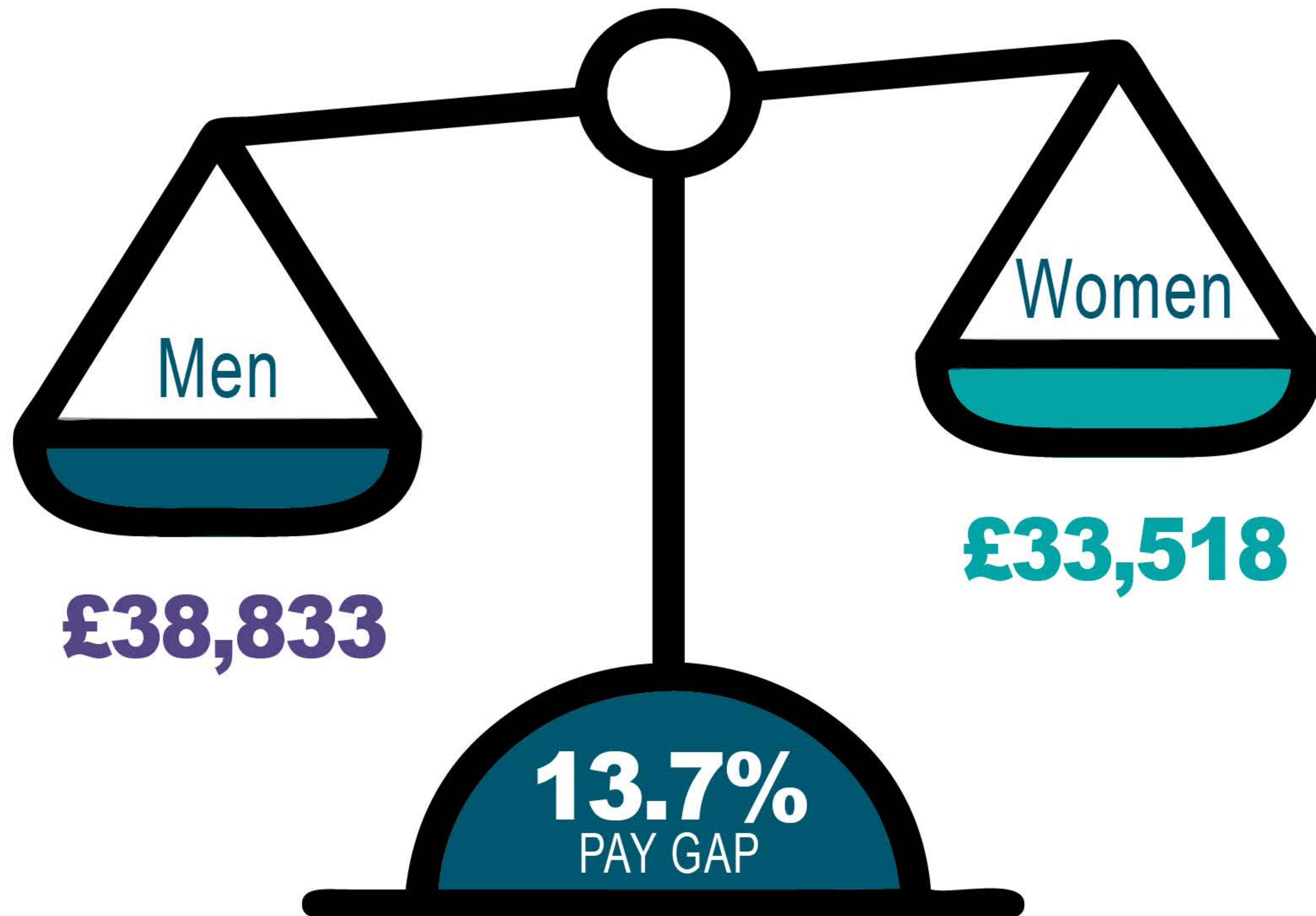
23: Mean pay gap by gender for all university staff, 2017-18

AdvanceHE

Advance HE (2019) Equality in higher education statistical reports -
weighted by full person equivalent

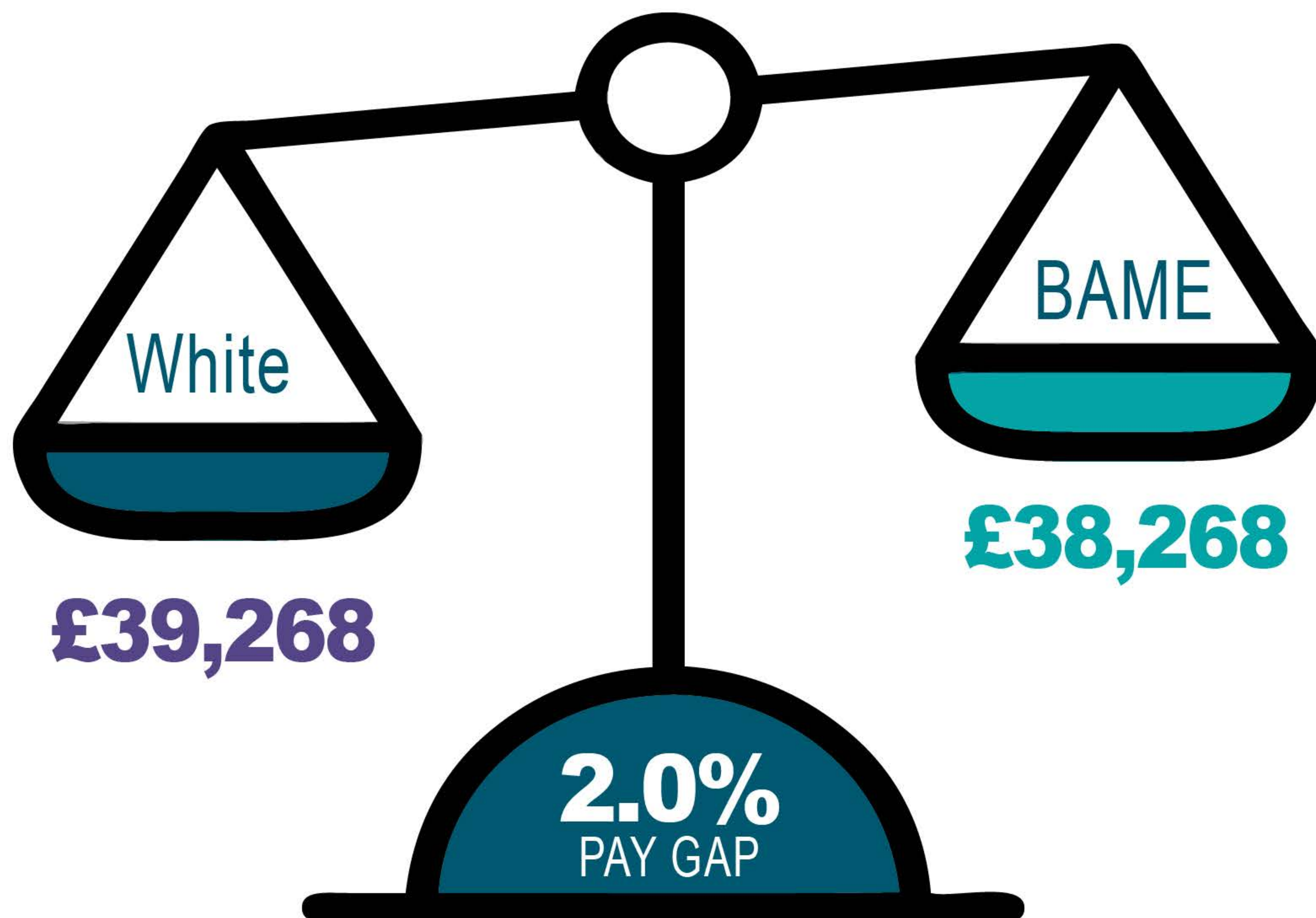
#AdvanceHEstats

MEDIAN **GENDER** PAY GAP



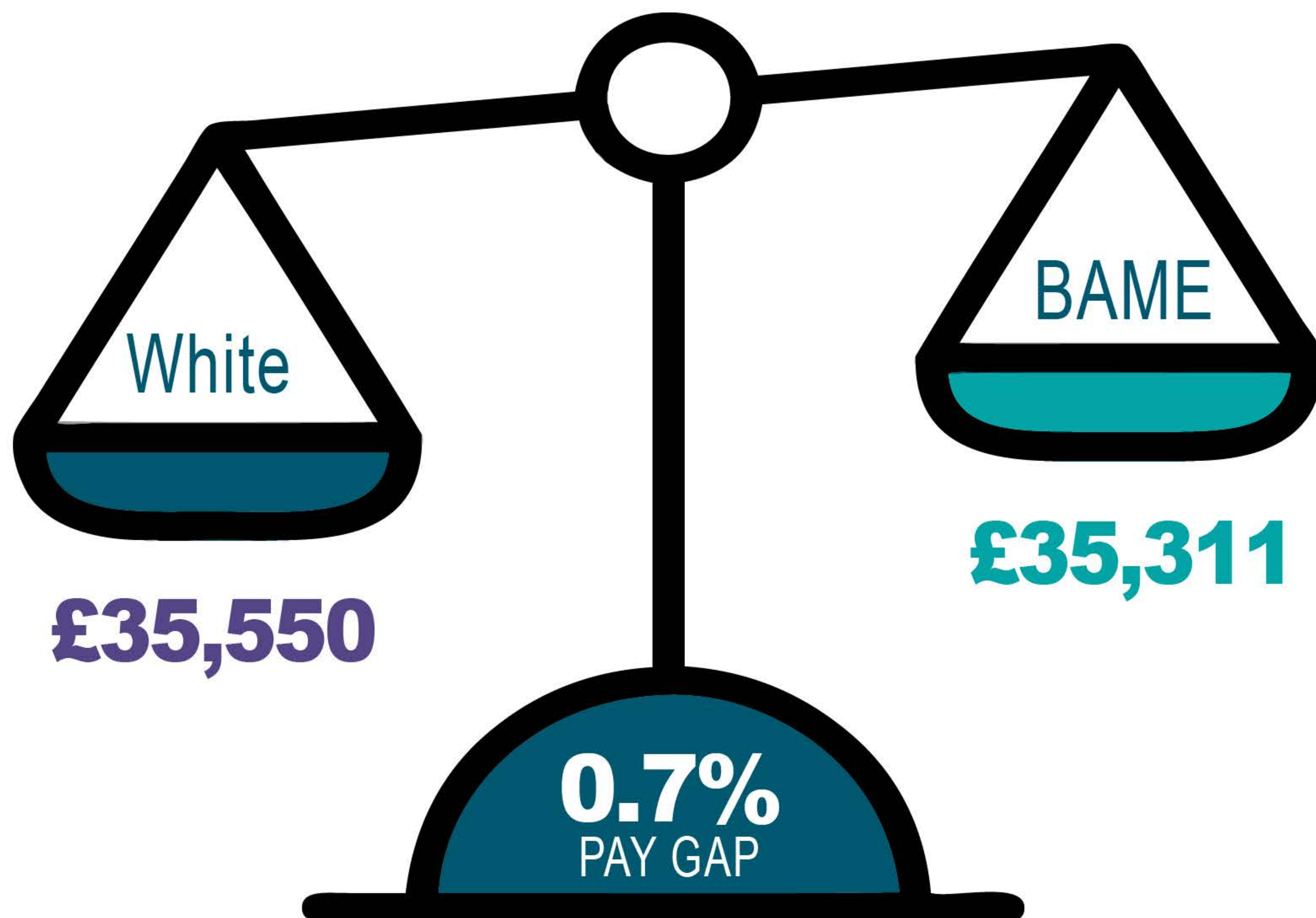
24: Median pay gap by gender for all university staff, 2017-18

MEAN **ETHNICITY** PAY GAP



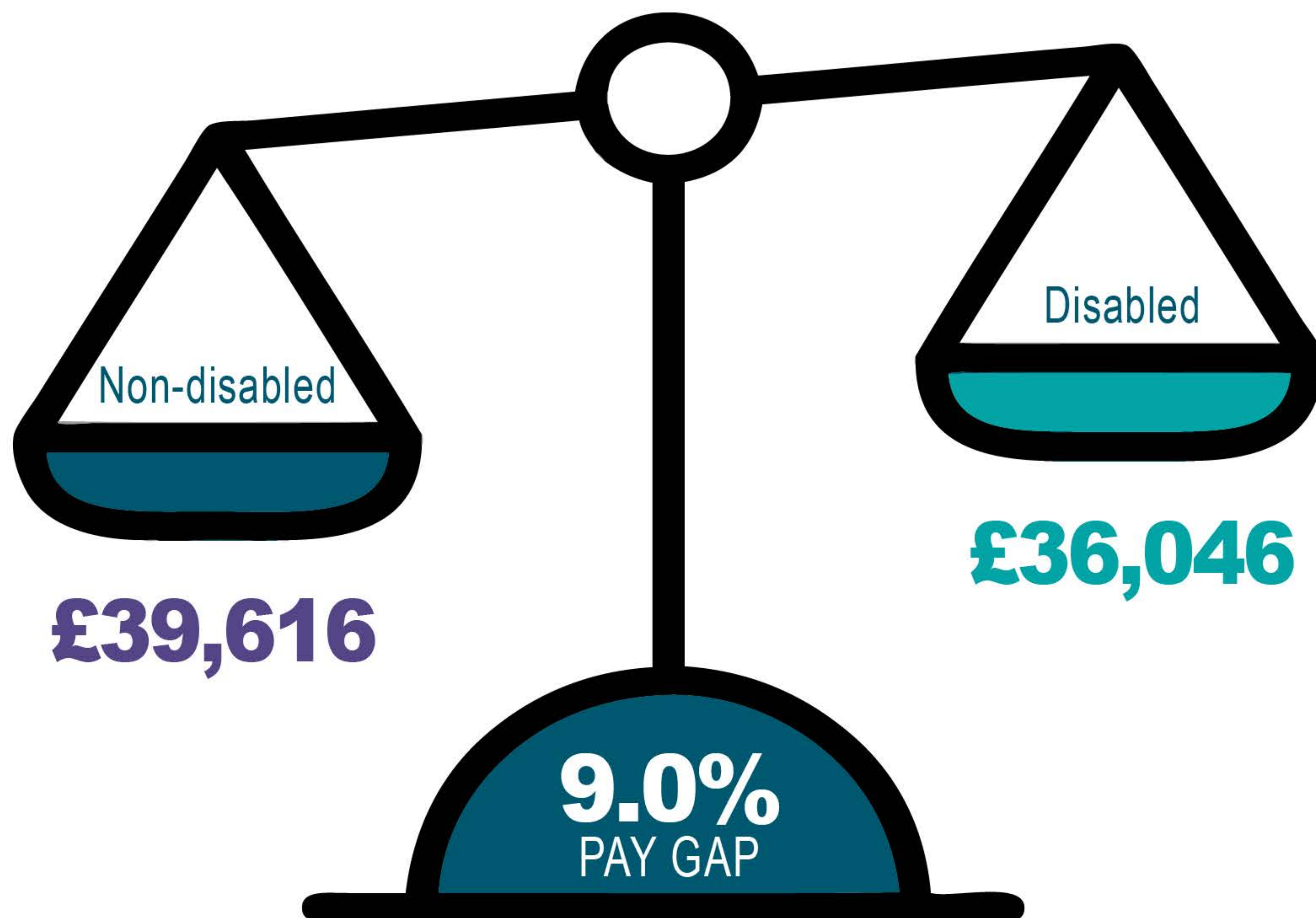
25: Mean pay gap by BAME/white identity for all UK university staff, 2017-18

MEDIAN **ETHNICITY** PAY GAP



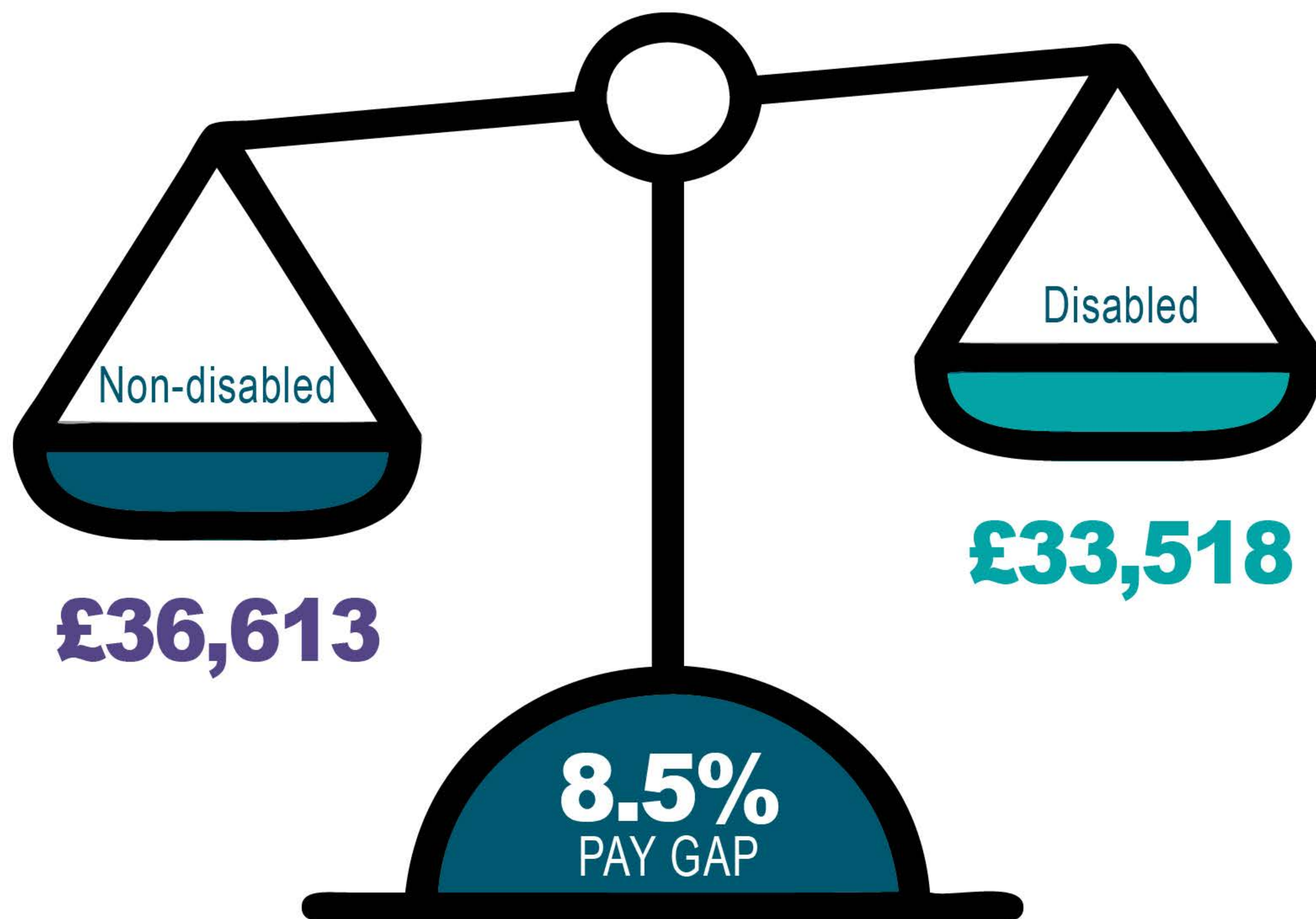
26: Median pay gap by BAME/white identity for all UK university staff, 2017-18

MEAN **DISABILITY** PAY GAP



27: Mean pay gap by disability status for all university staff, 2017-18

MEDIAN **DISABILITY** PAY GAP



28: Median pay gap by disability status for all university staff, 2017-18