Advance HE

Equality in higher education

Staff statistical report 2024

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

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Introduction

This is the 17th 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 sex of the higher education (HE) workforce in the academic year 2022/23, as well as on the intersections of these identities (for example, Black female professors, disabled male senior managers, etc). In addition, our report presents high-level findings on institutional collection and return rates of staff trans status, religion and belief and sexual orientation data.

The report provides national figures which can be used:

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

Changes to the reports over time

In 2016, Advance HE (formerly Equality Challenge Unit) undertook a review of its annual statistical reports and redeveloped them to present high-level findings, with further details provided in an accompanying set of **Online data tables**. These tables cover more detailed information, for example, breakdowns by 5-year age bands, impairment type, or ethnic group. The online data tables also include information previously published as part of our Athena SWAN benchmarking resource. We encourage readers to use this report as a starting point for further examination of the data available in the accompanying Excel tables. Throughout the report, it is noted under each table if more detailed information is available in the Excel tables.

Starting with the 2022 report, the section previously labelled as gender has been changed to sex, to better align with **Advance HE's guidance on the collection of diversity monitoring data**, as well as the recommended phrasing of the question used by HESA (i.e. 'What is your sex?') and the relevant available fixed response options (i.e. 'Female', 'Male' and 'Other'). Alongside this change, we have included two versions of selected tables on staff sex, the first presenting data for female and male staff only (to allow for direct comparisons with data presented in previous reports), while the second presents data for all three response options available.

The section entitled 'New protected characteristics' in previous reports has been renamed 'Experimental data.' This name was chosen because the returns of data presented in this section are not compulsory for institutions and thus differ in quality from data presented in other report sections. The characteristics included in this section remain the same.

The language used to describe staff and students whose gender identity is different from their sex assigned at birth has been adapted to the umbrella term trans. This is to avoid confusion with the section on sex, but also better reflects the nature of data collected by HESA through the relevant fields. More details on this change are provided in the definition below in the 'About the data' section.

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

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, or subject area.

Year-on-year comparisons

To see complete data from 2021/22, please see Advance HE's previous statistical report on staff in HE. **https://advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2023**

Heidi Plus

Additional data collected by the Higher Educational Statistical Agency (HESA) can be accessed via 'Heidi Plus', a web-based management information service run by Jisc for HEIs and approved HE stakeholder organisations. The database provides easy access to a wide range of national quantitative data about HE, and includes built-in functionalities for analysis, presentation and cross-institutional comparisons as well as sophisticated visualisations.

Heidi Plus allows users to manipulate the data available to compare their institutions' performance with that of other individual institutions and/or institutional groupings, such as within sector groups, national or regional areas.

For further information, see **www.jisc.ac.uk/heidi-plus**.

Definitions

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

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

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.

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

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Salary range definition: see page 22
≤ Ethnicity definition: see page 12

UK nationals		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	4,505	3.6	85.8	745	3.6	14.2	5,250	3.6
£30–50K	£30,000–£50,000	59,160	46.9	85.4	10,150	47.8	14.6	69,310	47.4
>£50K	Over £50,000	62,510	49.5	87.2	9,180	48.6	12.8	71,690	49.0
All	Total	126,170	100.0	86.3	20,075	100.0	13.7	146,245	100.0
Full-time									
<£30K	Under £30,000	1,400	1.8	84.9	250	1.8	15.1	1,650	1.8
£30–50K	£30,000–£50,000	30,335	38.8	84.5	5,555	39.9	15.5	35,890	39.5
>£50K	Over £50,000	46,365	59.4	86.8	7,045	58.2	13.2	53,410	58.7
All	Total	78,100	100.0	85.9	12,850	100.0	14.1	90,950	100.0
Part-time									
<£30K	Under £30,000	3,100	6.5	86.2	495	6.5	13.8	3,595	6.5
£30–50K	£30,000–£50,000	28,820	60.0	86.3	4,595	60.8	13.7	33,415	60.4
>£50K	Over £50,000	16,145	33.6	88.3	2,135	32.7	11.7	18,280	33.1
All	Total	48,070	100.0	86.9	7,225	100.0	13.1	55,295	100.0
Non-UK nationals									
All modes									
<£30K	Under £30,000	1,360	3.3	43.1	1,800	5.1	56.9	3,156	4.6
£30–50K	£30,000–£50,000	19,935	49.1	51.2	19,000	60.2	48.8	38,935	56.9
>£50K	Over £50,000	19,305	47.5	73.2	7,055	34.7	26.8	26,360	38.5
All	Total	40,600	100.0	59.3	27,850	100.0	40.7	68,450	100.0
Full-time									
<£30K	Under £30,000	365	1.2	51.9	340	1.4	48.1	700	1.4
£30–50K	£30,000–£50,000	13,620	44.6	48.8	14,280	58.3	51.2	27,900	54.2
>£50K	Over £50,000	16,550	54.2	72.5	6,280	40.2	27.5	22,830	44.4
All	Total	30,535	100.0	59.4	20,900	100.0	40.6	51,430	100.0
Part-time									
<£30K	Under £30,000	995	9.9	40.5	1,460	18.3	59.5	2,455	14.4
£30–50K	£30,000–£50,000	6,320	62.8	57.3	4,715	65.7	42.7	11,035	64.8
>£50K	Over £50,000	2,755	27.4	78.0	775	10.0	22.0	3,530	20.7
All	Total	10,065	100.0	59.1	6,955	100.0	40.9	17,020	100.0

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-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 16

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

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

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

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

Additional resources

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

We have published guidance on collecting diversity monitoring data, including a set of relevant questions to be used, which is available at: **www.advance-he.ac.uk/knowledge-hub/guidance-collection-diversity-monitoring-data**

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 at: **www.advance-he.ac.uk/knowledge-hub/equality-handbooks-governors**

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

A number of recent publications from Advance HE provide useful additional information in further detail:

Advance HE (2024). **New initiatives to advance gender and race equality in HE showcased in good practice database**.

Advance HE (2024). **Enabling and empowering ourselves and others in change and uncertainty**.

Bass, D. (2024). **Protected beliefs in higher education**. Advance HE.

Birring, B. (2024). **Why inclusive leadership matters in higher education**. Advance HE.

Bohrayba, N. (2024). **Inclusive approaches to staff recruitment**. Advance HE.

Coutinho, K. S. M. (2024). **Understanding inclusive leadership in practice**. Advance HE.

Douglas-Oloyede, F. (2024). **Promoting good relations in higher education**. Advance HE.

Franssen, B., Freeman, J., Aiyenitaju, O., Babajide, B., Denedo, M., Kator Iorfa, S., and Oyedijo, A. (2024). **Unblocking the pipeline: supporting the retention, progression and promotion of black early-career academics**. Higher Education Policy Institute.

Gilligan, R. (2024). **'Holistic approach to EDI' Project update – June 2024**. Advance HE.

Salisu, R., Douglas-Oloyede, F., and Jones, D. (2024). **Open doors, narrow corridors?** Advance HE.

Weedy, K. (2024). **Supporting Traveller and Roma students in Irish higher education**. Advance HE.

For guidance on using data and evidence, visit: **www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence**.

About the data

The analysis in this report is based upon data drawn from the HESA staff records between 2003/04 and 2022/23. As previously mentioned, 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 within a UK HEI. The analysis presented here is based on a small selection of the large amount of data available from HESA.

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

It is worth noting that prior to 2018/19, the staff record included all publicly funded HE providers in the UK and the University of Buckingham. From 2019/20, coverage expanded to include all English providers registered with the Office for Students in the approved (fee cap) category (including alternative providers), and all publicly funded HE providers in Northern Ireland, Scotland and Wales. At present, there are 211 HE providers covered by the 2022/23 staff record. Note that this differs from the coverage on HeidiPlus and the HESA website, where alternate providers and specific groups of staff are sometimes presented separately.

Counts of staff represent counts of full person equivalents (FPE). This is to allow for the fact that individuals can hold more than one contract within an institution and each contract may involve more than one activity. FPEs are calculated by dividing staff counts among their activities in proportion to the declared full-time equivalent for each activity. Staff FPE counts are calculated on the basis of contract activities that were active on 1 December of the reporting period. All counts of staff have been rounded to the nearest five in accordance with **HESA's rounding and suppression methodology** 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. Again, following HESA's rounding and suppression methodology, 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 status (as recorded by HESA) indicates whether an individual is disabled based on their own self-assessment. Data collected from the relevant HESA records are grouped in the following way:

- **Known disability status** includes individuals that reported that they have or do not have a known disability.
- **Known to be disabled** includes individuals that reported a disability.
- **No known disability** includes individuals that reported they have no known disability.
- **Unknown** includes those members of staff that were reported as 'information refused' or 'not available'. This can occur, for example, if the staff member did not respond to the request for information.

This report uses the term 'disabled' to refer to individuals who identified as disabled on their HESA staff record. From 2012 onwards, 'non-disabled' refers to individuals 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 2012/13

'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 2013 report.

Impairment type

For the 2022/23 staff record, impairment type was recorded on the basis of self-assessment using one of 10 possible categories:

= No known impairment, health condition or learning difference
= Blind or have a visual impairment uncorrected by glasses
= D/deaf or have a hearing impairment
= Development condition that you have had since childhood which affects motor, cognitive, social and emotional skills, and speech and language
= Learning difference such as dyslexia, dyspraxia or AD(H)D
= Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
= Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety
= Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying)
= Social/communication conditions such as a speech and language impairment or an autistic spectrum condition
= An impairment, health condition or learning difference not listed above

Staff had the option to select all the categories that applied to them from the above 10 options, thus enabling them to report multiple impairments or disabilities.

For further information on monitoring disability and impairment type, see **www.advance-he.ac.uk/knowledge-hub/guidance-collection-diversity-monitoring-data**.

Prior to 2022/23

Impairment type was recorded within the HESA staff record on the basis of self-assessment using one of 13 possible categories:

= No known disability
= Blind or a serious visual impairment uncorrected by glasses
= Deaf or serious hearing impairment
= General learning disability such as Downs syndrome
= A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
= A mental health condition, such as depression, schizophrenia or anxiety disorder
= A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches
= A social/communication impairment such as Aspergers syndrome/other autistic spectrum disorder
= A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D
= Two or more impairments and/or disabling medical conditions
= A disability, impairment or medical condition that is not listed above.

Ethnicity

Ethnicity within the HESA staff record is based upon the 2021 census classification system in England and Wales. Where possible, ethnicity data are presented at the disaggregated level. However, where necessary, the census categories have been aggregated into six groups:

= Asian – Asian/Asian British: Bangladeshi, Indian, Pakistani, and any other Asian background
= Black – Black/Black British: African, Caribbean, and any other Black background
= Chinese
= Mixed
= Other ethnic background (including Arab)
= White – all White ethnic groups including White British.

Chinese staff are presented separately from Asian staff to enable comparability with both our previous staff reports, as well as with our student reports.

Prior to 2012/13
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.

There are a number of issues inherent in grouping individuals into larger categories. Firstly, the data presented does not allow for a more nuanced or in-depth understanding of the characteristics of staff from sub-groups within each ethnic group presented. Advance HE's statistical reports aim to convey detailed information about the diversity characteristics of staff in the most detailed form possible, while taking into account considerations of available data and the format of presentation. For this reason, where the numbers are large enough, analyses are reported in more detailed groupings. Further breakdowns can be found in the **Online data tables**. When small numbers do not allow for analysis by detailed ethnicity, the groups used as categories for presentation reflect those collected by HESA, and used in research and benchmarking across the HE sector.

BAME

BAME stands for Black, Asian and minority ethnic.

This definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual's ethnicity. Advance HE recognises the limitations of this acronym, particularly:

- The assumption that minority ethnic staff are a homogenous group.
- The acronym's function as a label to describe minority ethnic groups of people, rather than identities with which people have chosen to identify.
- The perception that BAME refers only to non-White people, which does not consider White minority ethnic groups.

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

Sex

Data on staff sex are returned to HESA with the possible options of: 'Female', 'Male' and 'Other'. For the purposes of this report, data from this field will be referred to as sex. However, in reports prior to 2022, this section was labelled as gender. As of the 2022 report, we added a new series of data tables that includes all three response options returned to HESA. In previous years, due to small numbers, staff who have indicated their sex as 'Other' have been excluded.

Up to and including the 2019/20 staff records, 'Other' was defined as applying to those whose sex aligns with terms such as intersex, androgyne, intergender, ambigender, gender fluid, polygender and gender queer. In 2020/21, the guidance was mixed, and the population self-identifying as 'Other' in the 2020/21 staff record consisted of individuals who may identify with a number of identities or be from a country where a third sex is legally recognised.

Following an open consultation process in 2021, HESA published a notification of changes to personal characteristics data collection, including changes made to the way staff sex data were collected. The changes to the SEXID field as part of the consultation were made to address the conflation between sex and gender that existed previously in the record. These changes were in full effect for the 2022/23 staff record. **HESA have published relevant guidance in November 2021 and May 2022**. The question was updated to 'What is your sex?' with the following guidance issued to help individuals understand on what basis this question should be answered:

'Respondents considering how to answer should use the sex recorded on one of their legal documents such as birth certificate, Gender Recognition Certificate, or passport.'

This change and accompanying guidance clarify that HESA will now record legal sex, with the 'Other' category used only by individuals with a third sex that is legally recognised by another country. This will recognise the scenarios where, for example, an international staff member has a legal sex other than male or female. Nonetheless, HESA highlights that they will neither restrict the use of this code to specific nationalities nor expect providers to verify the sex of every staff member. However, HESA requests that providers make reasonable efforts to ensure that the data returned are at least accurate when aggregated at the provider level.

Prior to 2012/13

The HESA staff record included a legal sex 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.

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 staff religion and belief data to HESA. This information is recorded on the basis of the staff member's own self-assessment.

In 2022/23, it became mandatory for all English and Welsh HEIs to return data on staff religion and belief. The filed options available for 2022/23 were: no religion; Buddhist; Christian (with further denominational options provided in Scotland and Northern Ireland); Hindu; Jewish; Muslim; Sikh; Pagan; any other religion and belief; prefer not to say; and information not available.

For the purposes of this report, all Christian denominational options have been aggregated into a single Christian category.

Prior to 2022/23

Between 2012/13 and 2021/22, the possible field options for the religion and belief staff returns were: no religion; Buddhist; Christian (with further denominational options provided in Scotland and Northern Ireland); Hindu; Jewish; Muslim; Spiritual; Sikh; Any other religion or belief; Information refused; information not available.

Sexual orientation

Sexual orientation is a person's romantic or sexual attraction 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. In 2022/23, it became mandatory for all English and Welsh HEIs to return data on staff sexual orientation. The HESA sexual orientation field is recorded based on the individual's own self-assessment. In 2022/23, the options for the HESA sexual orientation field were: bisexual, gay or lesbian;, heterosexual or straight; other sexual orientation; prefer not to say, and information not available.

Prior to 2022/23
Between 2012/13 and 2021/22, the available options for the HESA staff sexual orientation field were: bisexual, gay man, gay woman/lesbian, heterosexual, other, information refused, and information not available.

Advance HE acknowledges that the previous gendering of the response options gay man and gay woman/lesbian might mean that respondents who do not exclusively identify with the terms man or woman are unable to answer this question as they wish. Advance HE has more recently recommended the inclusion of the identities 'queer' and 'asexual' when collecting sexual orientation data.

For further information on monitoring sexual orientation, see **www.advance-he.ac.uk/knowledge-hub/guidance-collection-diversity-monitoring-data**.

Trans

Prior to the 2020 report, the terms gender identity and gender reassignment were used to label this section. These terms have different meanings: gender identity refers to a person's internal perception of their gender, whereas gender reassignment is the legal term used in the Equality Act to describe the protected characteristic of anyone who 'proposes to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex'.

Beginning with the 2012/13 staff record, institutions have the option of returning information to HESA on whether a person's gender identity is the same as the sex assigned to them at birth. The proposed question for this field is 'Does your gender identity match your sex as registered at birth?', with the possible answer options being: yes, no, information refused (i.e. prefer not to say), and information not available. Information is recorded for the gender reassignment field on the basis of the staff member's own self-assessment. In 2022/23, it became mandatory for all English and Welsh HEIs to return data on staff gender identity, while Scotland removed this field from its coverage, replacing it with a new optional field, called TRANS, which records the transgender status of a staff member using a question that aligns with the relevant Scottish census one, namely 'Do you consider yourself to be trans, or have a trans history?', with the possible answer options being 'Yes', 'No', 'Prefer not to say' and 'Information not available'.

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

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

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 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, secretaries, caretakers and cleaners.

2019/20 onwards

HESA changed the way data were collected for professional and support staff in 2019/20, making returns on this population of staff voluntary for HE providers in England and Northern Ireland (i.e., it was no longer mandatory for English and Northern Irish institutions to submit data on professional and support staff). This meant that the overall population of professional and support staff fell from 222,885 in 2018/19 to 198,820 in 2022/23.

In both our 2021 and 2022 statistical reports, we presented logistic regression analyses to show that this change led to certain populations of staff (i.e., professional and support staff from Asian and Black ethnic backgrounds, identifying as female, disclosing as disabled, or aged 41 to 60 years old) being less likely to have their data reported to HESA than other groups (i.e., professional and support staff who are White, male, non-disabled, or aged 40 and under/ 61 and over). The consistency of these results across two academic years shows that by allowing HE providers to choose whether they submit data on their professional and support staff, we lose the ability to interpret changes in this sample in a reliable way. Furthermore, this analysis applies particularly to the professional and support staff in England and Northern Ireland, meaning that year-on-year comparisons for data presented in the current report for Scotland and Wales are still possible.

Country of institution

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

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

Nationality

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

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

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

Mode

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

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

Contract type

Contract type refers to the type of contract(s) a member of staff has with the HEI at the date the data is returned to HESA, or date of leaving if earlier.

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 managers (see professorial and senior management categories below). Please note that where data is split by contract levels, 'unknown' is included in the total but not in separate breakdowns.

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

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

3a: head/director of major academic area
These roles will be heads of major academic areas where a number of schools/departments/divisions are combined into a small number of larger groupings. These roles have significant management and resource responsibility and will be part of the university's senior management team (although level 2 roles may meet separately as the ultimate executive decision-makers). It is possible that only a very small number of staff in each institution are appointed at this contract level and these are likely to be deans, directors of faculties, or heads of academic divisions.

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 at this contract level will be part of the university's senior management team (although level 2 roles may meet separately as the ultimate executive decision-makers).

3/4a1: head of school/division/department/ centre size 1
This category includes heads of distinct areas of academic responsibility (i.e. a school or department), who manage a large unit of more than 100 staff including academic and support staff, but excluding atypical staff. Staff at this contract 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 category includes heads of distinct areas of academic responsibility (i.e. a school or department), who manage a medium-sized unit of between 51 and 100 staff including academic and support staff, but excluding atypical staff. Staff at this contract 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 category includes heads of distinct areas of academic responsibility (i.e. a school or department), who manage a small unit of between 1 and 50 staff including academic and support staff, but excluding atypical staff. Staff at this contract 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 an academic area/ director of small centres
Staff in this category will have responsibility for a subset of a division/department/school (e.g. subject discipline group) or research group, or cross school/ department responsibility (e.g. director of research). Such staff might be professors who head departments/research centres.

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

5a: professor
This category includes senior academic appointments, which may carry the title of professor, but which do not have departmental line management responsibilities.

5b: function head
Staff in this category have full managerial responsibility for one or more activities and input into policy formation for those activities. These staff are also responsible for staff within their area of activity.

Level I – non-academic staff section manager, senior lecturer (pre-92), principal lecturer (post-92), reader, principal research fellow
Staff in this category are responsible for the day-to-day management of a significant professional service unit, activity, department or project, with specifically identified responsibilities. Types of roles falling into this category include 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 in this category 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, although there may be no responsibility for staff or budgets, there will be 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
Staff in this category operate at an experienced, professional level in a single area of work without supervision. These staff 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, although there may be no responsibility for staff or budgets, there will be significant responsibility for students.

Level L – professional/technical/senior administrative staff, research assistant, teaching assistant
Staff in this category operate as a 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 category typically includes entry level professionals, working under instructions from others within a defined area of work. These staff may be part-qualified in an appropriate professional discipline. Although they may supervise/assist/guide less experienced administrative staff, they would not cover academic roles.

Level N – junior administrative staff, clerical staff, technician/craftsman operative
Staff at this level will normally work under closer supervision than level M staff but will be experienced in specific areas of a job role. These staff are mainly responsible for performing a range of simple, routine tasks within basic procedures and under regular supervision. Staff at this level may be school leavers, trainees or modern apprentices and they would not cover academic roles.

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

Level P – simple task provider
Staff at this level will 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 UK 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 the New earnings survey*. Therefore, the utilisation of SOC for classifying occupations within the HE sector both allows for the heterogeneity of occupations that exist to be reflected and enables comparisons with other sectors of the economy and from a variety of data sources.

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

The publication of staff activities by SOC major group may therefore now occur with or without reference to the academic nature of that activity, whereas previously this was implicit in the titles of the activities published. For this reason, 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 (up to 6 hours per week or pro-rata for part-time staff).

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, including 6 or more hours of teaching per week (averaged over the number of actual teaching weeks) as a minimum (pro-rata for part-time staff) and the remaining contract hours as research-only.

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

Academic subject area

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

SET/non-SET
SET stands for science, engineering and technology.

SET subject areas
This report uses generic classification of academic disciplines based on **HESA's cost centres**.

SET subject areas 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 subject areas

Non-SET subject areas 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.

From 2012/13 onwards, the way that professors are identified in the staff record changed and is not comparable with previous professorial data. The latest methodology identifies a staff member's level of contract and one of these levels is specified as professor. However, it is likely that this is an undercount of all professors because many will fall into more senior levels i.e. Heads of department. Please take this into account when analysing professorial and contract level data.

Prior to 2012/13, 'professor' was a term associated with those returned in the HESA staff record as holding a contract for a professorial role, and as such the data are not directly comparable across years.

Senior management category

HESA uses data from the contract level field to derive information about whether a staff member is a senior manager. Senior management indicates a member of staff holding a contract at levels a0, b1, b2, c1 or c2.

Salaries

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

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

Clinical academics have been included in all salary analysis.

This report presents salary information in two ways:

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

Academic pay spine range
= contract salary less than £21,197
= contract salary between £21,197 and £27,130
= contract salary between £27,131 and £36,385
= contract salary between £36,386 and £48,840
= contract salary between £48,841 and £65,577
= contract salary more than £65,578

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

Median salary and median pay gap

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

The median pay gap for disability, ethnicity and sex, has 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

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

Mean salary and mean pay gap

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

sum (FPE × salary) ÷ sum (FPE)

The mean pay gap for disability, ethnicity and sex has 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

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

Academic starters

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

Academic leavers

Leavers are academic members of staff for whom all contracts ended on or after 1 December in the previous reporting period (i.e. 2021/22) and before or on 1 December in the current reporting period (i.e. 2022/23).

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 exclude 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
= other HEI in the UK
= other education institution in the UK
= research institute in the UK
= student in the UK
= NHS/General medical or dental practice in the UK
= public sector in the UK
= private sector in the UK
= self-employed in the UK
= voluntary sector in the UK

Non-UK destination
= other HEI in an overseas country
= other education institution in an overseas country
= research institute overseas
= student in an overseas country
= health service in an overseas country
= private sector 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

Overview

After three years of fluctuating, the number of staff employed in UK higher education has reached similar levels to those reported in 2018/19, the last year that returning data on professional and support staff was mandatory for English and Northern Irish HEIs. However, this is driven by the continuous rise in the number of academic staff, 59.9% since 2003/04, rather than changes in the amount of data being returned on professional and support staff or an increase in their population.

There were large differences in salaries earned by activity, with just under half of professional and support staff earning £30,000 or less (43.4%), compared with roughly one in 20 academics (4.6%). Moreover, while relatively similar proportions of academic staff and professional and support staff worked full-time (64.9% of academic staff and 72.6% of professional and support staff, respectively), a considerably larger proportion of academic staff were on fixed-term contracts (29.7% of academic staff compared to 14.1% of professional and support services staff).

Around four out of 10 academic staff were on teaching and research contracts (42.9%), while one in 10 academics were professors (12.4%), the majority of whom worked in SET subject areas (61.3%). However, a larger proportion of academics that held senior management positions were from non-SET subjects (69.1%).

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.

Detailed commentary

0.1 Staff by country of institution: 81.1% of staff employed by HEIs worked in England. 12.6% worked in Scotland, 5.0% in Wales and 1.4% in Northern Ireland.

0.2 Trends: Between 2003/04 and 2022/23, the overall number of staff employed by UK HEIs increased by 29.8% from 338,105 to 439,010. This growth has largely been among academic staff, whose number increased by 59.9% from 2003/04 levels.

Although the long-term picture is that of growth, with staff numbers returning to levels recorded prior to professional and support staff data becoming voluntary to return in 2019/20, this is driven by increases in the academic staff population rather than improved returns for professional and support staff in 2022/23 or increases in this population. Prior to the change in reporting in 2019/20, professional and support staff made up roughly half of the staff population on record.

0.3-0.5 Contract mode and type: The majority of academic and professional and support staff worked full-time (64.9% and 72.6%, respectively). The majority of staff were also on open-ended/ permanent contracts (77.3%). However, this proportion was significantly larger among professional and support staff (85.9%) than academic staff (70.3%). Among both academic staff and professional and support staff, a higher proportion of part-time staff were on fixed-term contracts (43.5% and 19.1%, respectively), than full-time staff (22.3% and 12.2%, respectively).

0.6 Staff nationality: The majority of staff were UK nationals (76.1%). However, this proportion was significantly greater among professional and support staff (86.7%) than academic staff (67.3%). Roughly half of non-UK staff were EU nationals (12.2% of all staff compared to 11.7% who were non-EU nationals).

0.7 Contract level: 12.9% of academic staff were in senior contract levels (HOI-5B), compared with 2.9% of professional and support staff. Academic staff were most commonly employed in XpertHR contract levels K (senior professional/technical staff, lecturer A, research fellow/researcher, senior research assistant or teaching fellow positions; 33.1%) and J (section/team leader, lecturer B, senior lecturer or senior research fellow positions; 24.8%). In contrast, professional and support staff were most commonly in contract levels M (assistant professional and administrative roles; 19.8%) and L (professional, technical and senior administrative staff, research/teaching assistant positions; 20.4%).

0.8 Occupational group: The vast majority of academic staff (99.0%) were in professional occupations (SOC2), while professional and support staff were most commonly in administrative and secretarial occupations (SOC4; 31.5%). Mode of employment varied considerably by occupational group. For example, among academic staff, the proportion who worked part-time varied from 17.6% of managers, directors and senior officials to 35.2% of those in on professional occupations. Among professional and support staff, 10.5% of managers, directors and senior officials worked part-time, compared with 61.5% of those in elementary occupations.

0.9 Research/teaching contract: Roughly four out of 10 of academic staff (42.9%) were on teaching and research contracts, with those on teaching-only contracts forming the second largest group (35.6%). Those on research-only contracts followed (20.8%), with those on contracts which involved neither teaching nor research forming the smallest group (0.7%).

0.10 SET: SET academic staff were concentrated in certain subject areas. For example, 19.9% of those working in SET were in clinical medicine, 11.2% were in biosciences, and 10.6% were in nursing and allied health professions. In comparison, relatively small proportions of academic staff worked in archaeology (0.6%) or mineral, metallurgy & materials engineering (0.8%).

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 (18.9%), art and design (10.1%) and education (9.5%). On the contrary, less than one percent each worked in area studies (0.4%), staff and student facilities (0.4%), catering and hospitality management (0.5%) and classics (0.6%).

0.12 Professors: Overall, 10.2% of academic staff held professorial roles, of whom 61.3% worked in SET subjects. The proportion of academics who were professors was higher among SET academics (11.3%) than non-SET academics (8.8%). This difference was most pronounced among part-time academic staff members (where 8.0% of SET and 4.4% of non-SET academics held professorial roles, compared with 12.7% of SET and 11.9% of non-SET full-time academics).

0.13 Senior managers: 0.6% of academic staff were in senior management roles, the majority of whom (69.1%) worked in non-SET subjects. A greater proportion of senior managers worked full-time than other academic staff (93.1% compared with 64.7%).

0.14 Salary range: Just under half of academic staff earned over £50,000 (44.3%), compared with 14.0% of professional and support staff. In contrast, just under half of professional and support staff (43.4%) earned less than £30,000 compared with 4.6% of academic staff.

The pattern was similar among full-time staff, with more than half of academic staff (52.9%) earning more than £50,000 compared with only 16.6% of professional and support staff.

Among part-time workers, the majority of academic staff earned between £30,000 and £50,000 (61.5%) whereas the majority of professional and support staff earned less than £30,000 (60.9%).

0.15 Pay spine range: 51.5% of academic staff earned less than £48,841. 18.3% were on the highest pay spine, earning £65,579 or more, and just 0.2% were on the lowest pay spine, earning less than £21,197.

0.16 Leaving status: Overall, 17.8% of academic staff left their institution between 2021/22 and 2022/23. This rate was higher among non-UK nationals (21.3%) than UK nationals (16.1%).

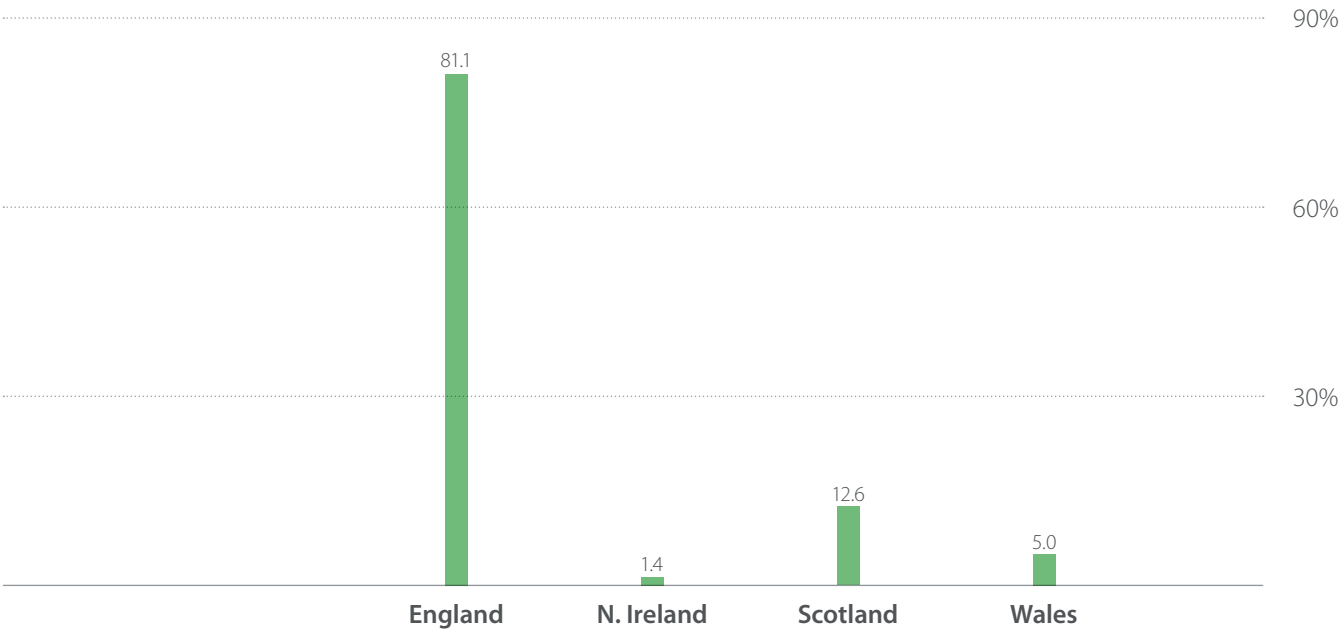
0.17 Leaving destinations: Of academic leavers with a known leaving destination, over half entered UK-based employment (66.6% of UK nationals and 62.7% of non-UK nationals), with the most common destination being another HEI in the UK (32.3% of UK nationals and 31.1% of non-UK nationals). Roughly one in five non-UK leavers moved overseas for employment (21.3%, which is a decrease from 27.5% in the previous year), again with the most common destination being another HEI (10.1%). In comparison, just 2.9% of UK leavers moved to employment outside of the UK. 13.3% of UK leavers retired, compared with 2.4% of non-UK leavers. The proportion of UK nationals who were no longer in regular employment decreased from 35.3% in 2021/22 to 30.4%. A smaller but similar decrease was seen among non-UK leavers from 19.2% in 2021/22 to 16.0% in 2022/23.

0.1

Staff by country of institution

≤ Country of institution definition: see page 16

	England		N. Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
All staff	356,030	*81.1*	5,980	*1.4*	55,185	*12.6*	21,815	*5.0*	439,010	*100.0*

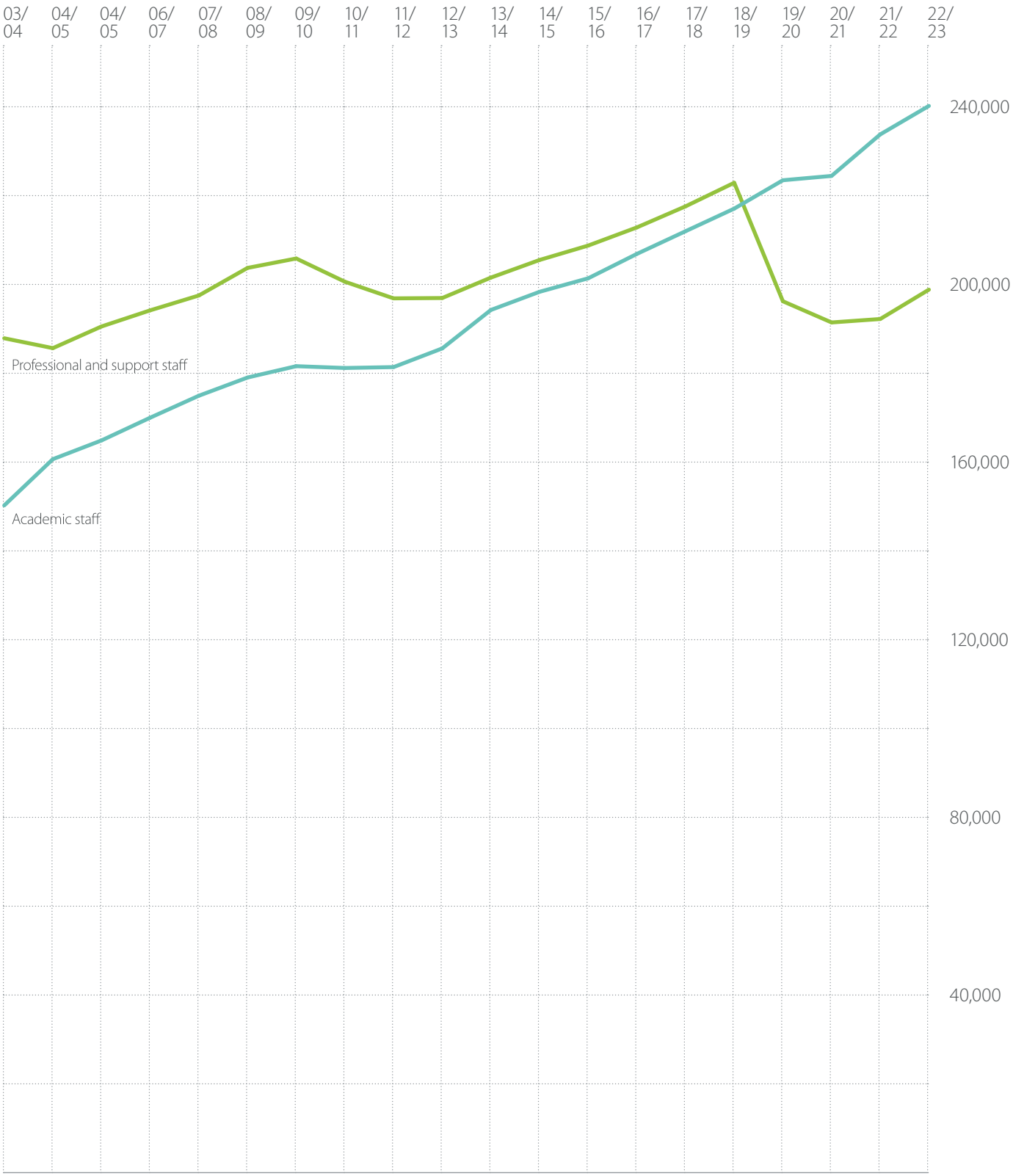


0.2 Profile of staff over time by activity

≤ Staff activity definition: see page 15

	Academic staff		Professional and support staff		All staff
	No.	→ %	No.	→ %	No.
2003/04	150,230	*44.4*	187,875	*55.6*	338,105
2004/05	160,655	*46.4*	185,650	*53.6*	346,305
2005/06	164,875	*46.4*	190,535	*53.6*	355,410
2006/07	169,995	*46.7*	194,165	*53.3*	364,160
2007/08	174,940	*47.0*	197,510	*53.0*	372,455
2008/09	179,035	*46.8*	203,715	*53.2*	382,755
2009/10	181,590	*46.9*	205,835	*53.1*	387,425
2010/11	181,180	*47.5*	200,605	*52.5*	381,785
2011/12	181,385	*48.0*	196,860	*52.0*	378,245
2012/13	185,585	*48.5*	196,935	*51.5*	382,515
2013/14	194,245	*49.1*	201,535	*50.9*	395,780
2014/15	198,335	*49.1*	205,500	*50.9*	403,835
2015/16	201,380	*49.1*	208,750	*50.9*	410,130
2016/17	206,870	*49.3*	212,835	*50.7*	419,710
2017/18	211,980	*49.3*	217,580	*50.7*	429,560
2018/19	217,065	*49.3*	222,885	*50.7*	439,955
2019/20	223,455	*53.2*	196,205	*46.8*	419,665
2020/21	224,430	*54.0*	191,435	*46.0*	415,860
2021/22	233,775	*54.9*	192,210	*45.1*	425,985
2022/23	240,190	*54.7*	198,820	*45.3*	439,010

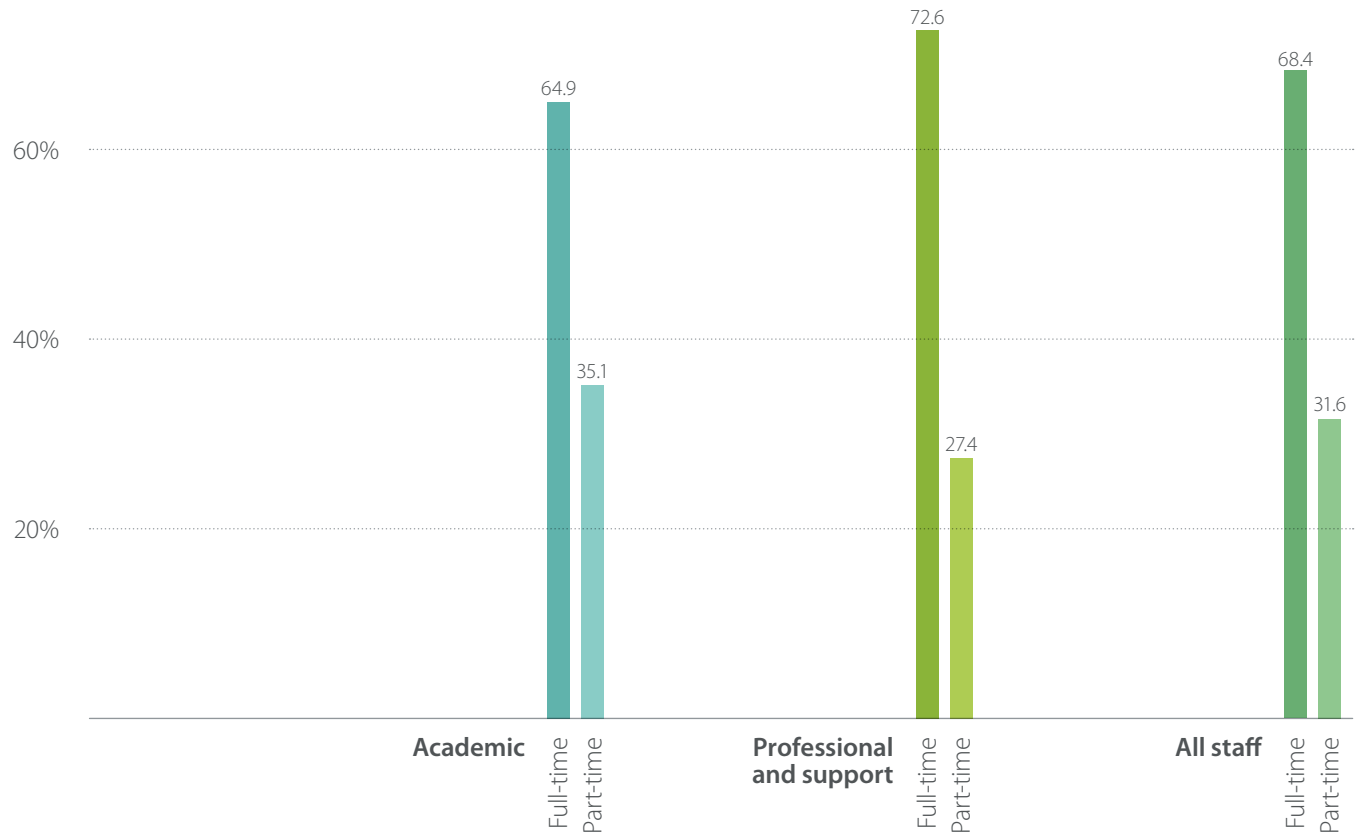
Numbers of staff in each activity



0.3 Staff by mode and activity

≤ Mode definition: see page 16
≤ Staff activity definition: see page 15

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time	155,855	*64.9*	*51.9*	144,260	*72.6*	*48.1*	300,115	*68.4*
Part-time	84,335	*35.1*	*60.7*	54,560	*27.4*	*39.3*	138,895	*31.6*
All modes	240,190	*100.0*	*54.7*	198,820	*100.0*	*45.3*	439,010	*100.0*



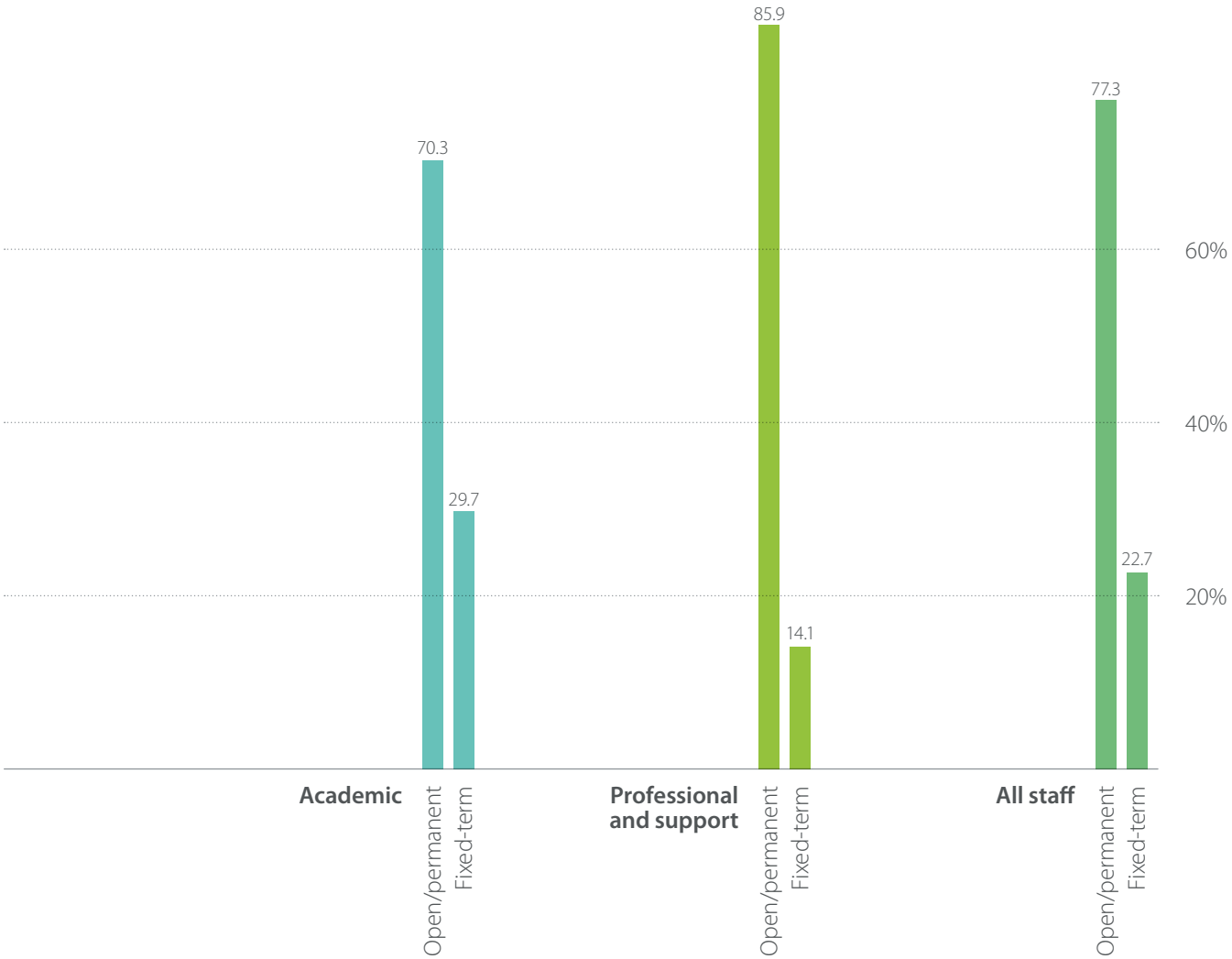
0.4

Staff by contract type and activity

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Open-ended/permanent	168,820	*70.3*	*49.7*	170,740	*85.9*	*50.3*	339,560	*77.3*
Fixed-term	71,370	*29.7*	*71.8*	28,080	*14.1*	*28.2*	99,450	*22.7*
All contracts	240,190	*100.0*	*54.7*	198,820	*100.0*	*45.3*	439,010	*100.0*

≤ Contract type definition: see page 17

≤ Staff activity definition: see page 15



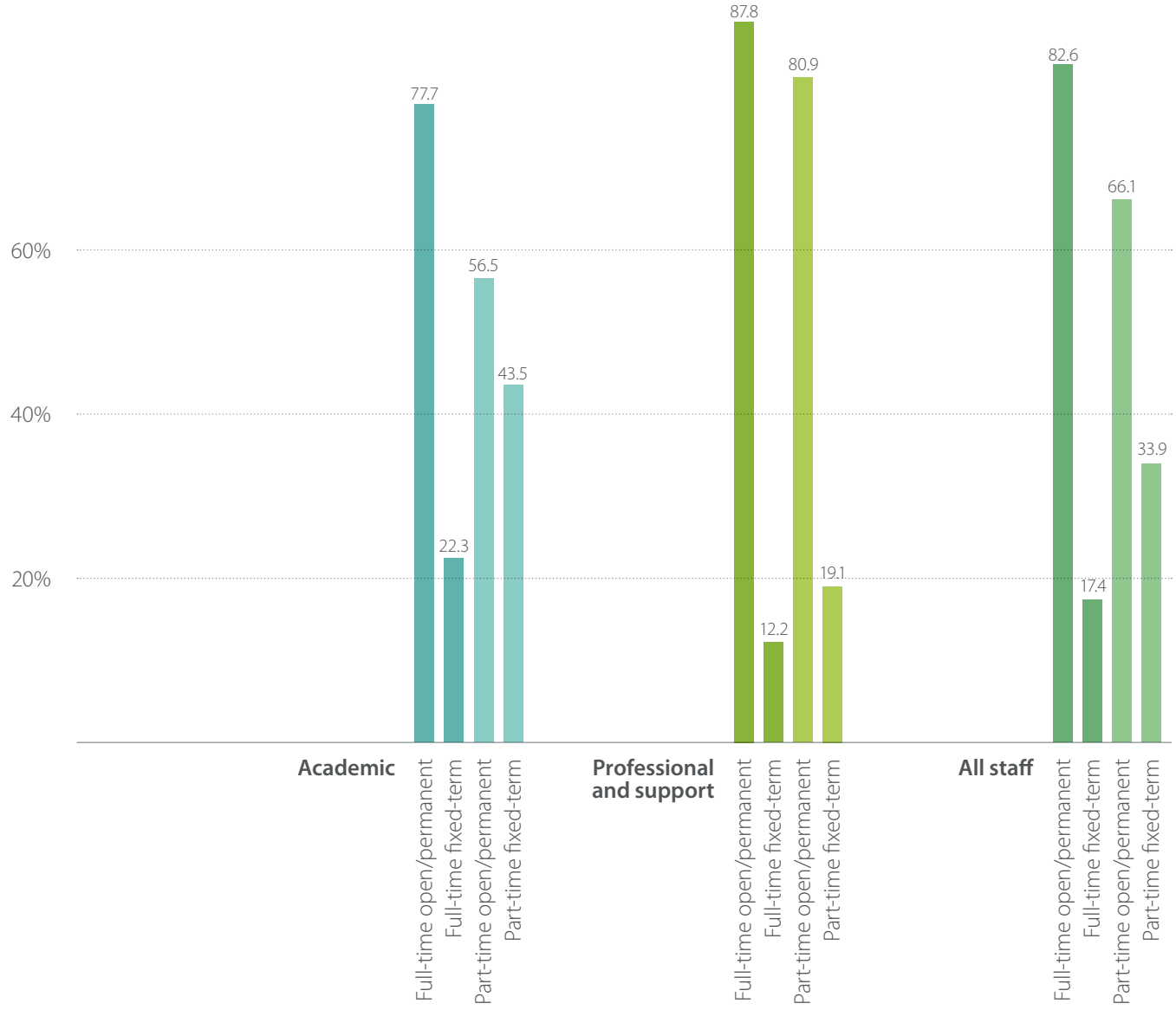
0.5 Staff by mode, contract type and activity

≤ Mode definition: see page 16

≤ Contract type definition: see page 17

≤ Staff activity definition: see page 15

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	121,175	*77.7*	*48.9*	126,630	*87.8*	*51.1*	247,805	*82.6*
Fixed-term	34,680	*22.3*	*66.3*	17,630	*12.2*	*33.7*	52,310	*17.4*
All contracts	155,855	*100.0*	*51.9*	144,260	*100.0*	*48.1*	300,115	*100.0*
Part-time								
Open-ended/permanent	47,645	*56.5*	*51.9*	44,110	*80.9*	*48.1*	91,760	*66.1*
Fixed-term	36,690	*43.5*	*77.8*	10,450	*19.1*	*22.2*	47,135	*33.9*
All contracts	84,335	*100.0*	*60.7*	54,560	*100.0*	*39.3*	138,895	*100.0*



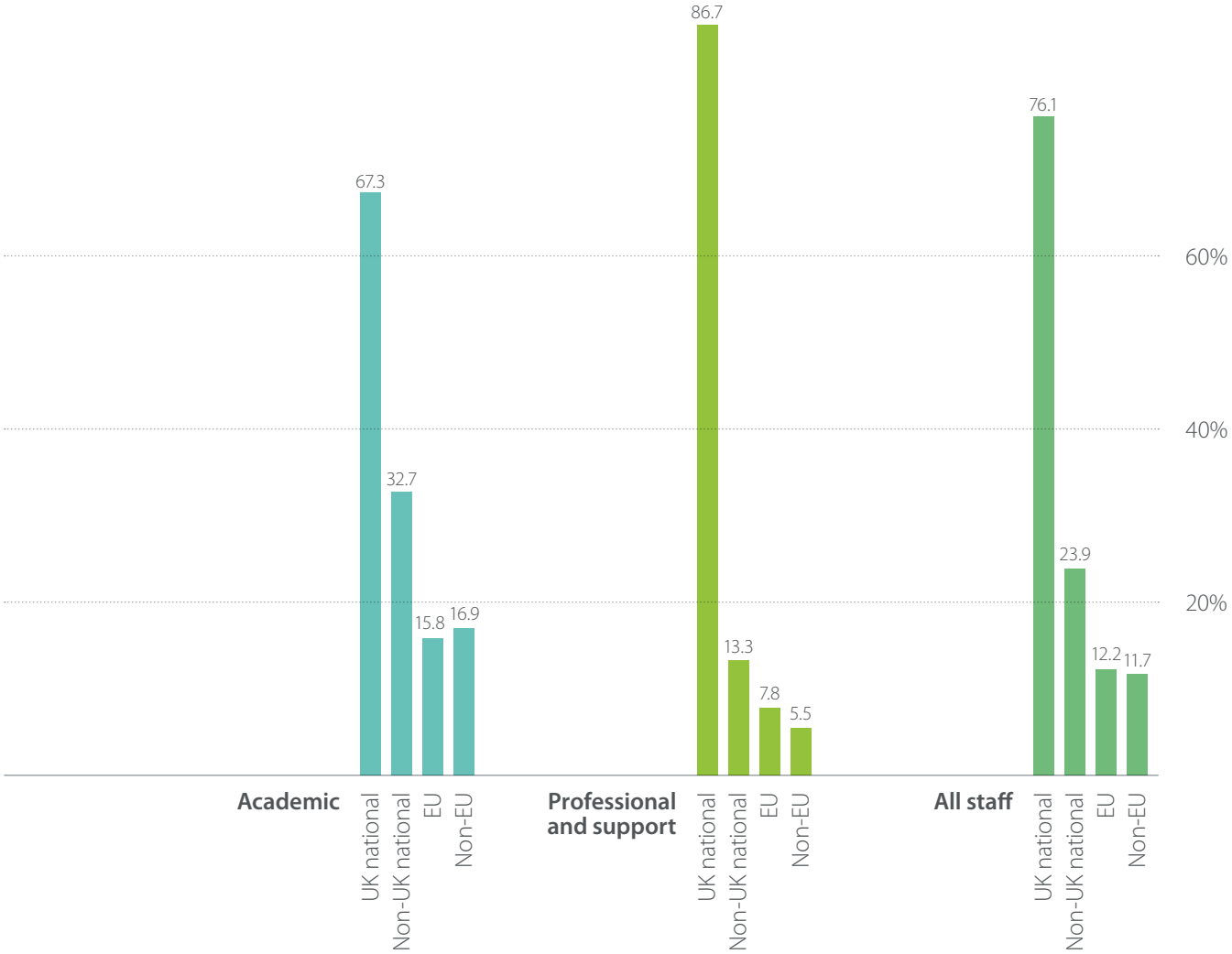
0.6

Staff by activity and nationality

≤ Staff activity definition: see page 15
≤ Nationality definition: see page 16

	Academic staff			Professional and support staff			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals	160,235	*67.3*	*48.4*	171,135	*86.7*	*51.6*	331,370	*76.1*
Non-UK nationals	77,710	*32.7*	*74.8*	26,225	*13.3*	*25.2*	103,935	*23.9*
EU	37,555	*15.8*	*71.0*	15,370	*7.8*	*29.0*	52,925	*12.2*
Non-EU	40,155	*16.9*	*78.7*	10,855	*5.5*	*21.3*	51,010	*11.7*
All staff	237,945	*100.0*	*54.7*	197,360	*100.0*	*45.3*	435,305	*100.0*

A breakdown of this table by country of institution is available at
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables



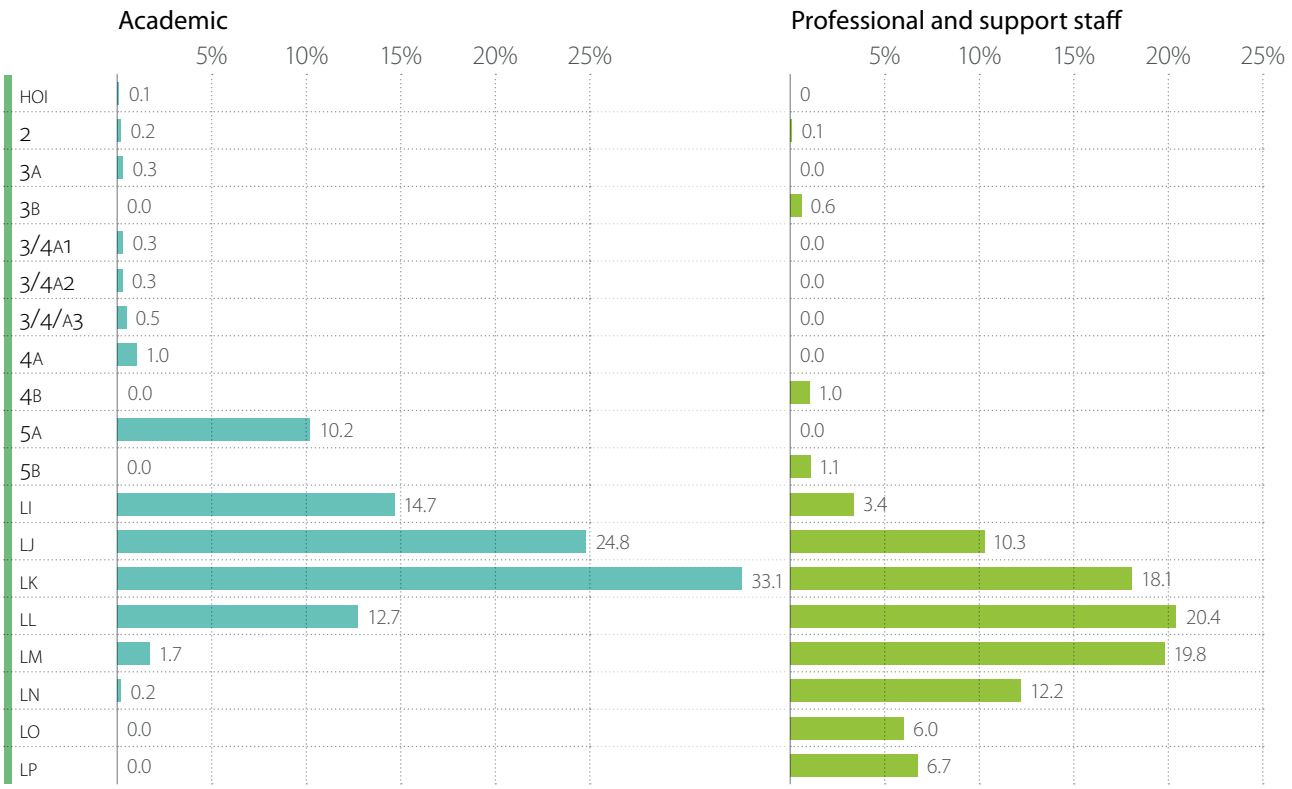
0.7 Staff by activity and contract level

≤ Staff activity definition: see page 15

≤ Contract level definition: see page 17

		Academic			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	160	*0.1*	*75.4*	50	*0.0*	*24.6*	210	*0.0*
2	UCEA level 2	465	*0.2*	*63.9*	265	*0.1*	*36.1*	725	*0.2*
3A	UCEA level 3A	785	*0.3*	*99.7*	0	*0.0*	*0.3*	785	*0.2*
3B	UCEA level 3B	35	*0.0*	*2.8*	1,255	*0.6*	*97.2*	1,295	*0.3*
3/4A1	UCEA level 3/4A1	770	*0.3*	*99.6*	5	*0.0*	*0.4*	775	*0.2*
3/4A2	UCEA level 3/4A2	745	*0.3*	*100.0*	0	*0.0*	*0.0*	745	*0.2*
3/4/A3	UCEA level 3/4A3	1,085	*0.5*	*99.6*	5	*0.0*	*0.4*	1,090	*0.2*
4A	UCEA level 4A	2,375	*1.0*	*98.9*	25	*0.0*	*1.1*	2,400	*0.5*
4B	UCEA level 4B	15	*0.0*	*0.7*	2,070	*1.0*	*99.3*	2,085	*0.5*
5A	UCEA level 5A	24,410	*10.2*	*100.0*	10	*0.0*	*0.0*	24,425	*5.6*
5B	UCEA level 5B	20	*0.0*	*0.9*	2,095	*1.1*	*99.1*	2,115	*0.5*
LI	XpertHR level I	35,295	*14.7*	*84.0*	6,745	*3.4*	*16.0*	42,040	*9.6*
LJ	XpertHR level J	59,520	*24.8*	*74.3*	20,570	*10.3*	*25.7*	80,085	*18.2*
LK	XpertHR level K	79,480	*33.1*	*68.8*	36,040	*18.1*	*31.2*	115,520	*26.3*
LL	XpertHR level L	30,600	*12.7*	*42.9*	40,650	*20.4*	*57.1*	71,250	*16.2*
LM	XpertHR level M	3,990	*1.7*	*9.2*	39,415	*19.8*	*90.8*	43,405	*9.9*
LN	XpertHR level N	420	*0.2*	*1.7*	24,255	*12.2*	*98.3*	24,670	*5.6*
LO	XpertHR level O	15	*0.0*	*0.1*	12,005	*6.0*	*99.9*	12,025	*2.7*
LP	XpertHR level P	5	*0.0*	*0.0*	13,355	*6.7*	*100.0*	13,360	*3.0*
All	All contract levels	240,190	*100.0*	*54.7*	198,820	*100.0*	*45.3*	439,010	*100.0*

Proportions of staff by activity and contract level



0.8 Staff by activity, occupational group and mode

≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Mode definition: see page 16

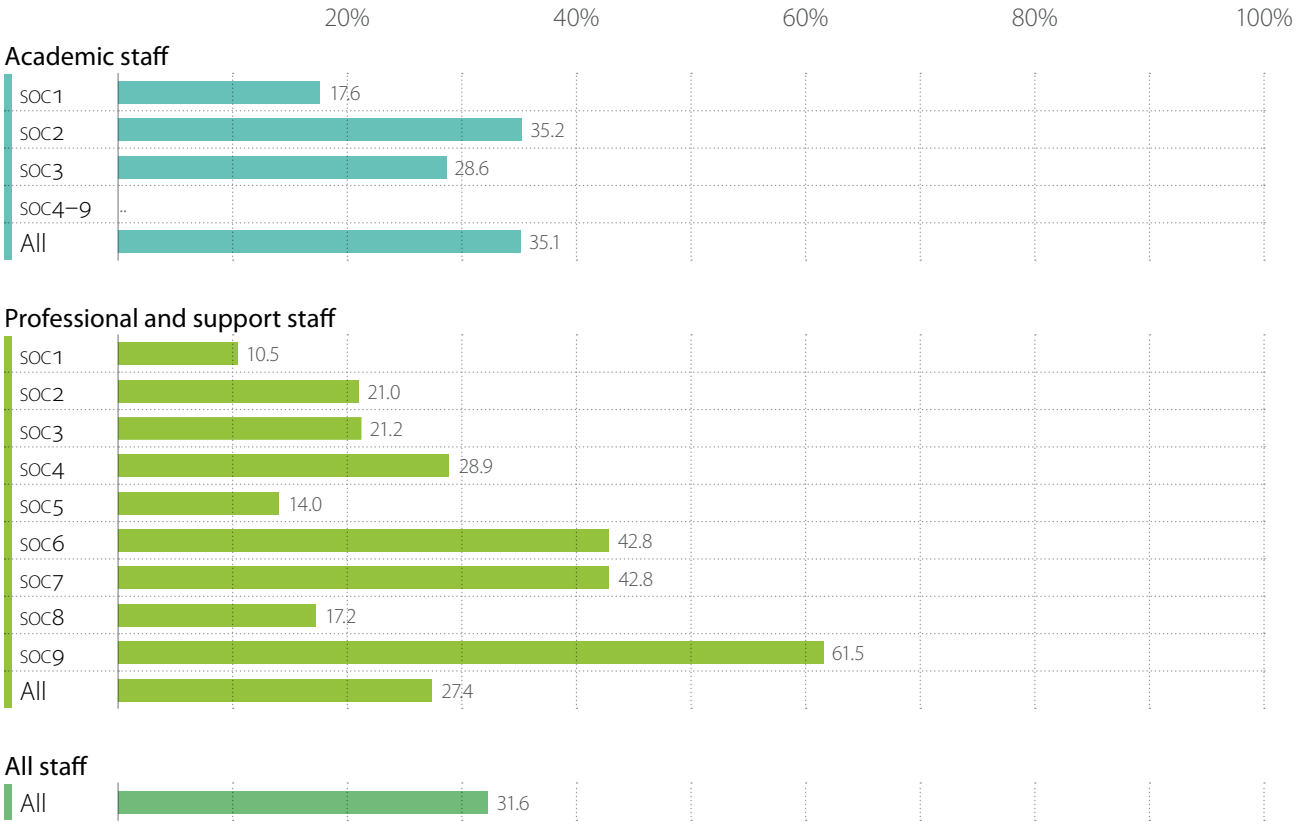
		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	445	*0.3*	*82.4*	95	*0.1*	*17.6*	540	*0.2*
SOC2	Professional occupations	154,070	*98.9*	*64.8*	83,700	*99.2*	*35.2*	237,770	*99.0*
SOC3	Associate professional and technical	1,335	*0.9*	*71.4*	535	*0.6*	*28.6*	1,870	*0.8*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	5	*0.0*	..	5	*0.0*
All	All academic staff	155,855	*100.0*	*64.9*	84,335	*100.0*	*35.1*	240,190	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	9,000	*6.2*	*89.5*	1,055	*1.9*	*10.5*	10,055	*5.1*
SOC2	Professional occupations	38,765	*26.9*	*79.0*	10,305	*18.9*	*21.0*	49,070	*24.7*
SOC3	Associate professional and technical	34,945	*24.2*	*78.8*	9,425	*17.3*	*21.2*	44,370	*22.3*
SOC4	Administrative and secretarial	44,530	*30.9*	*71.1*	18,140	*33.2*	*28.9*	62,665	*31.5*
SOC5	Skilled trades occupations	4,525	*3.1*	*86.0*	735	*1.3*	*14.0*	5,260	*2.6*
SOC6	Caring, leisure and other service	3,390	*2.4*	*57.2*	2,540	*4.7*	*42.8*	5,930	*3.0*
SOC7	Sales and customer service occupations	925	*0.6*	*57.2*	690	*1.3*	*42.8*	1,615	*0.8*
SOC8	Process, plant and machine operatives	995	*0.7*	*82.8*	205	*0.4*	*17.2*	1,200	*0.6*
SOC9	Elementary occupations	7,185	*5.0*	*38.5*	11,460	*21.0*	*61.5*	18,645	*9.4*
All	All professional and support staff	144,260	*100.0*	*72.6*	54,560	*100.0*	*27.4*	198,820	*100.0*
All staff									
All	All staff	300,115		*68.4*	138,895		*31.6*	439,010	

0.9 Academic staff by research/teaching contract type

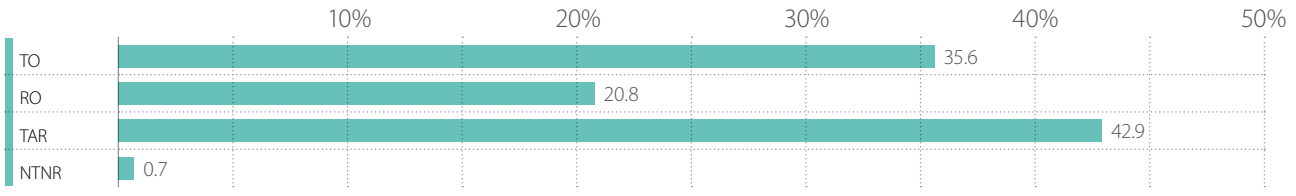
≤ Staff activity definition: see page 15
≤ Academic leavers definition: see page 23

		All academic staff	
		No.	↓ %
TO	Teaching only	85,515	*35.6*
RO	Research only	49,990	*20.8*
TAR	Teaching and research	102,930	*42.9*
NTNR	Neither teaching nor research	1,760	*0.7*
All	All academic staff	240,190	*100.0*

Proportions of staff who were part-time



Proportions of academic staff by research/teaching contract type

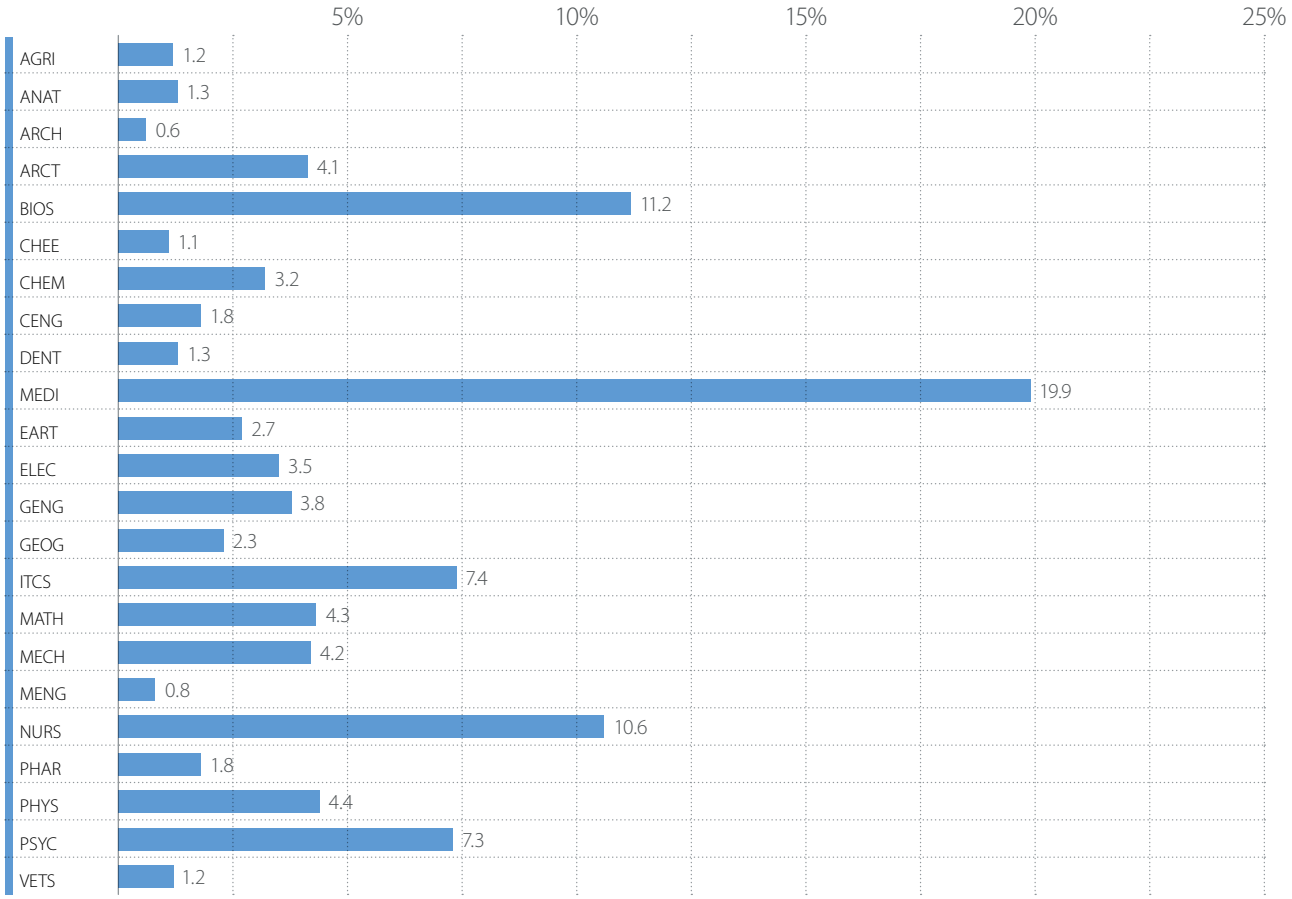


0.10 SET academic staff by subject area

≤ SET/non-SET subject area definition: see page 20

		SET academic staff	
		No.	↓ %
AGRI	Agriculture, forestry and food science	1,595	*1.2*
ANAT	Anatomy and physiology	1,720	*1.3*
ARCH	Archaeology	815	*0.6*
ARCT	Architecture, built environment and planning	5,395	*4.1*
BIOS	Biosciences	14,890	*11.2*
CHEE	Chemical engineering	1,480	*1.1*
CHEM	Chemistry	4,265	*3.2*
CENG	Civil engineering	2,395	*1.8*
DENT	Clinical dentistry	1,755	*1.3*
MEDI	Clinical medicine	26,450	*19.9*
EART	Earth, marine and environmental sciences	3,615	*2.7*
ELEC	Electrical, electronic and computer engineering	4,600	*3.5*
GENG	General engineering	5,010	*3.8*
GEOG	Geography and environmental studies	3,035	*2.3*
ITCS	IT, systems sciences and computer software engineering	9,885	*7.4*
MATH	Mathematics	5,715	*4.3*
MECH	Mechanical, aero and production engineering	5,510	*4.2*
MENG	Mineral, metallurgy and materials engineering	1,105	*0.8*
NURS	Nursing and allied health professions	14,030	*10.6*
PHAR	Pharmacy and pharmacology	2,340	*1.8*
PHYS	Physics	5,880	*4.4*
PSYC	Psychology and behavioural sciences	9,730	*7.3*
VETS	Veterinary science	1,530	*1.2*
SET	All SET subject areas	132,745	*100.0*

Proportions of SET academic staff by subject area

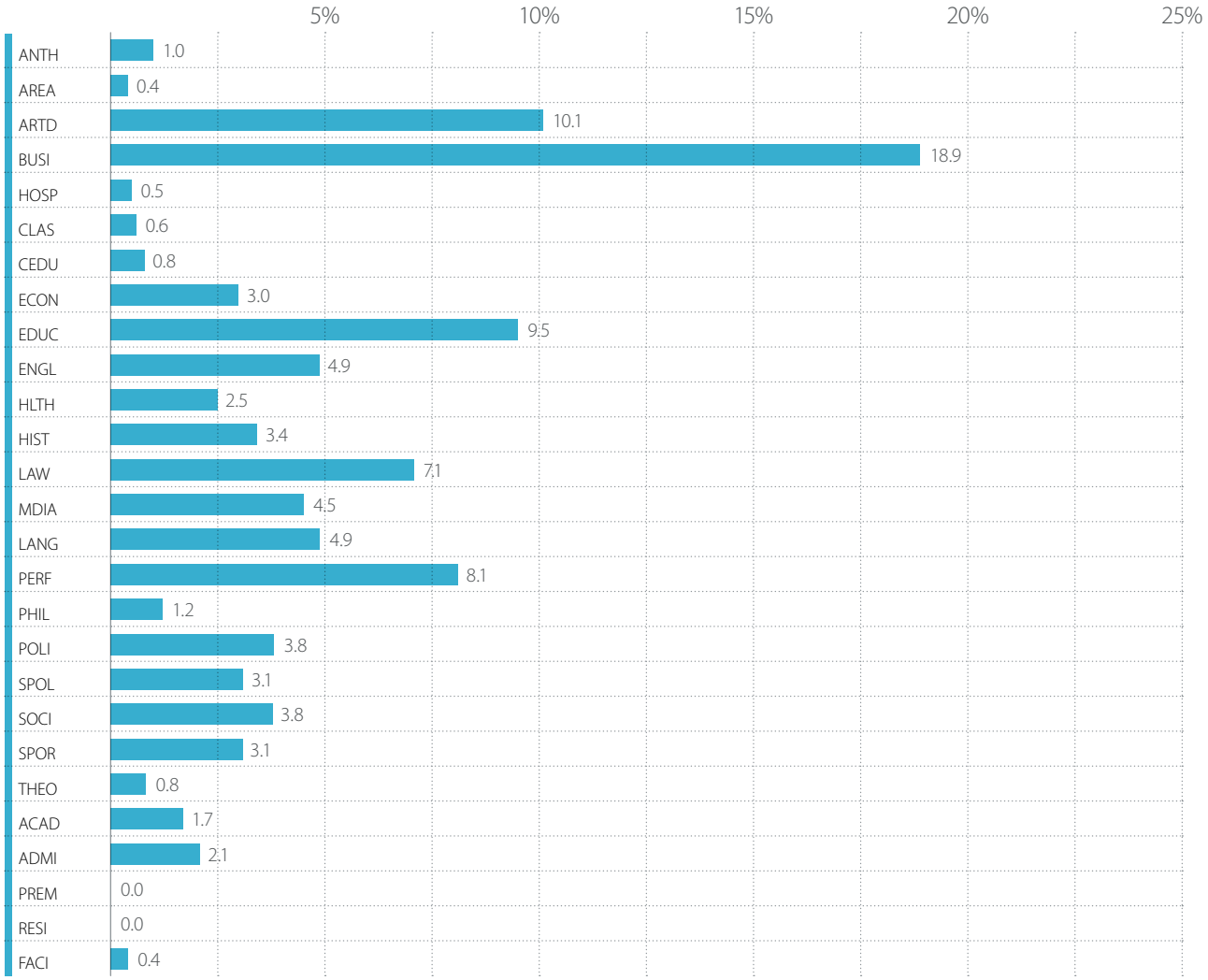


0.11 Non-SET academic staff by subject area

≤ SET/non-SET subject area definition: see page 20

		Non-SET academic staff	
		No.	↓ %
ANTH	Anthropology and development studies	1,060	*1.0*
AREA	Area studies	450	*0.4*
ARTD	Art and design	10,840	*10.1*
BUSI	Business and management studies	20,260	*18.9*
HOSP	Catering and hospitality management	510	*0.5*
CLAS	Classics	645	*0.6*
CEDU	Continuing education	820	*0.8*
ECON	Economics and econometrics	3,275	*3.0*
EDUC	Education	10,180	*9.5*
ENGL	English language and literature	5,215	*4.9*
HLTH	Health and community studies	2,690	*2.5*
HIST	History	3,700	*3.4*
LAW	Law	7,590	*7.1*
MDIA	Media studies	4,840	*4.5*
LANG	Modern languages	5,230	*4.9*
PERF	Music, dance, drama and performing arts	8,715	*8.1*
PHIL	Philosophy	1,290	*1.2*
POLI	Politics and international studies	4,135	*3.8*
SPOL	Social work and social policy	3,375	*3.1*
SOCI	Sociology	4,035	*3.8*
SPOR	Sports science and leisure studies	3,290	*3.1*
THEO	Theology and religious studies	805	*0.8*
ACAD	Total academic services	1,810	*1.7*
ADMI	Central administration and services	2,240	*2.1*
PREM	Premises	5	*0.0*
RESI	Residences and catering	45	*0.0*
FACI	Staff and student facilities	400	*0.4*
NSET	All non-SET subject areas	107,445	*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 20

≤ Mode definition: see page 16

≤ Professorial category definition: see page 21

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
PROF	Professor	19,285	*12.4*	*79.0*	5,130	*6.1*	*21.0*	24,410	*10.2*
NONP	Non-professor	136,575	*87.6*	*63.3*	79,205	*93.9*	*36.7*	215,780	*89.8*
All	All	155,855	*100.0*	*64.9*	84,335	*100.0*	*35.1*	240,190	*100.0*
SET									
PROF	Professor	11,805	*12.7*	*78.8*	3,165	*8.0*	*21.2*	14,975	*11.3*
NONP	Non-professor	81,230	*87.3*	*69.0*	36,540	*92.0*	*31.0*	117,770	*88.7*
All	All	93,040	*100.0*	*70.1*	39,705	*100.0*	*29.9*	132,745	*100.0*
Non-SET									
PROF	Professor	7,480	*11.9*	*79.2*	1,960	*4.4*	*20.8*	9,440	*8.8*
NONP	Non-professor	55,340	*88.1*	*56.5*	42,665	*95.6*	*43.5*	98,010	*91.2*
All	All	62,820	*100.0*	*58.5*	44,630	*100.0*	*41.5*	107,445	*100.0*

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

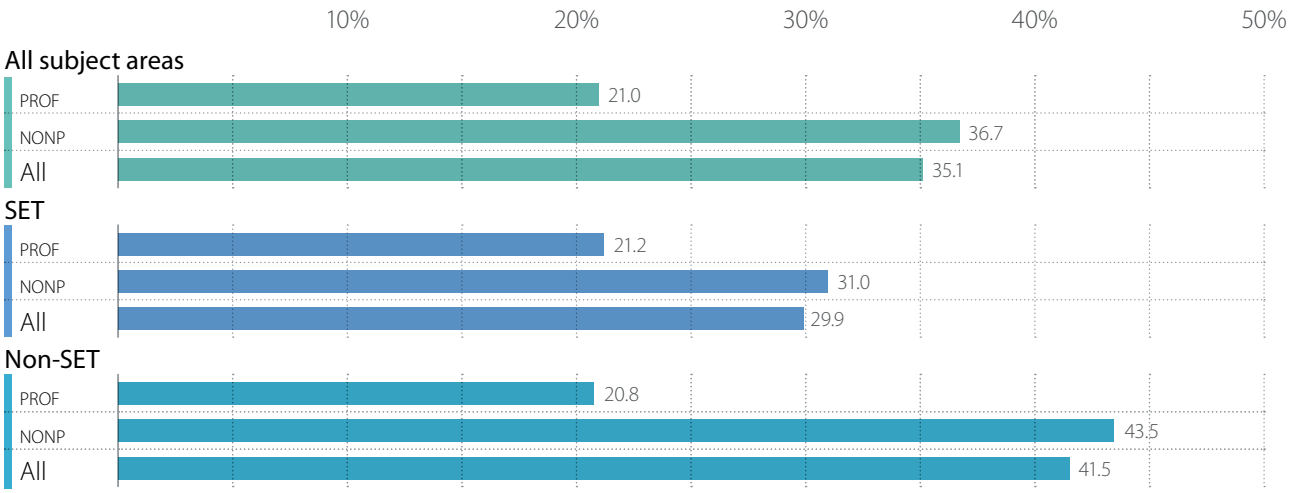
≤ SET/non-SET subject area definition: see page 20

≤ Mode definition: see page 16

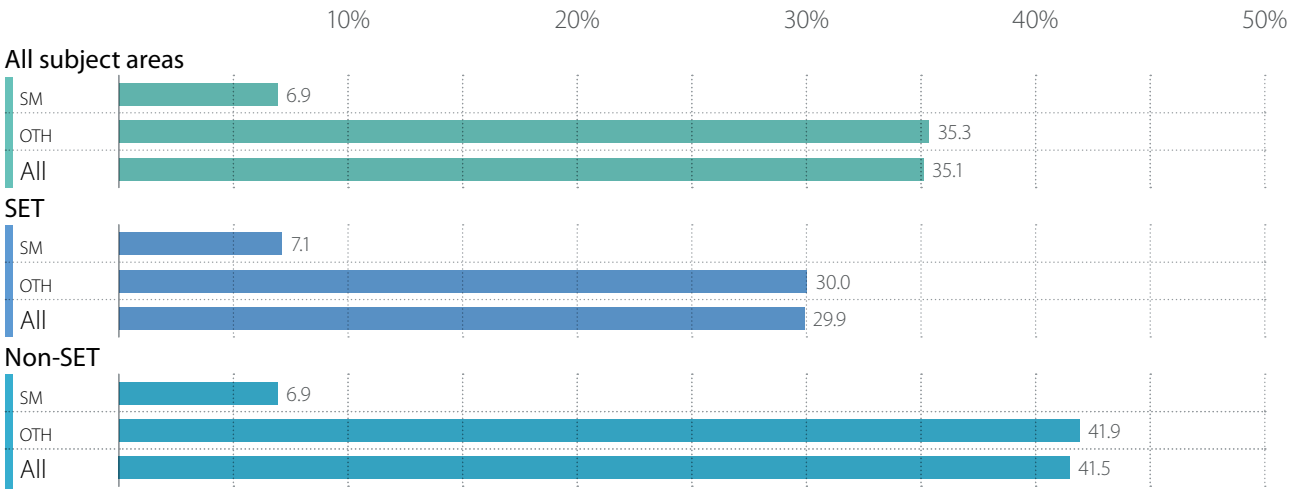
≤ Senior management category definition: see page 21

		Full-time			Part-time			All modes	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All subject areas									
SM	Senior manager	1,345	*0.9*	*93.1*	100	*0.1*	*6.9*	1,445	*0.6*
OTH	Other academic	154,510	*99.1*	*64.7*	84,235	*99.9*	*35.3*	238,745	*99.4*
All	All	155,855	*100.0*	*64.9*	84,335	*100.0*	*35.1*	240,190	*100.0*
SET									
SM	Senior manager	415	*0.4*	*92.9*	30	*0.1*	*7.1*	445	*0.3*
OTH	Other academic	92,625	*99.6*	*70.0*	39,675	*99.9*	*30.0*	132,295	*99.7*
All	All	93,040	*100.0*	*70.1*	39,705	*100.0*	*29.9*	132,745	*100.0*
Non-SET									
SM	Senior manager	930	*1.5*	*93.1*	70	*0.2*	*6.9*	1,000	*0.9*
OTH	Other academic	61,890	*98.5*	*58.1*	44,560	*99.8*	*41.9*	106,450	*99.1*
All	All	62,820	*100.0*	*58.5*	44,630	*100.0*	*41.5*	107,445	*100.0*

Proportions of staff who were part-time



Proportions of staff who were part-time



0.14 Staff by activity, mode and salary range

≤ Staff activity definition: see page 15

≤ Mode definition: see page 16

≤ Salary range definition: see page 22

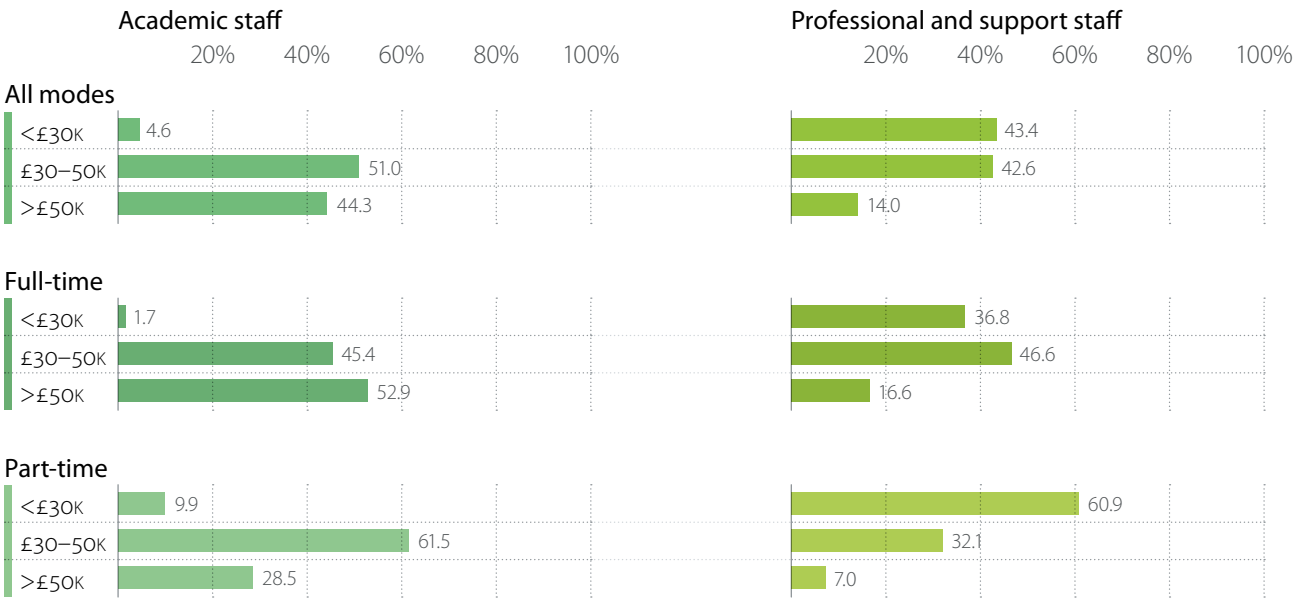
		Academic staff			Professional and support			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	11,070	*4.6*	*11.4*	86,325	*43.4*	*88.6*	97,395	*22.2*
£30–50K	£30,000–£50,000	122,615	*51.0*	*59.1*	84,695	*42.6*	*40.9*	207,315	*47.2*
>£50K	Over £50,000	106,505	*44.3*	*79.3*	27,800	*14.0*	*20.7*	134,305	*30.6*
All	Total	240,190	*100.0*	*54.7*	198,820	*100.0*	*45.3*	439,010	*100.0*
Full-time									
<£30K	Under £30,000	2,710	*1.7*	*4.9*	53,075	*36.8*	*95.1*	55,785	*18.6*
£30–50K	£30,000–£50,000	70,715	*45.4*	*51.3*	67,205	*46.6*	*48.7*	137,925	*46.0*
>£50K	Over £50,000	82,430	*52.9*	*77.5*	23,975	*16.6*	*22.5*	106,405	*35.5*
All	Total	155,855	*100.0*	*51.9*	144,260	*100.0*	*48.1*	300,115	*100.0*
Part-time									
<£30K	Under £30,000	8,360	*9.9*	*20.1*	33,245	*60.9*	*79.9*	41,605	*30.0*
£30–50K	£30,000–£50,000	51,900	*61.5*	*74.8*	17,490	*32.1*	*25.2*	69,390	*50.0*
>£50K	Over £50,000	24,075	*28.5*	*86.3*	3,825	*7.0*	*13.7*	27,900	*20.1*
All	Total	84,335	*100.0*	*60.7*	54,560	*100.0*	*39.3*	138,895	*100.0*

0.15 Academic staff by academic pay spine range

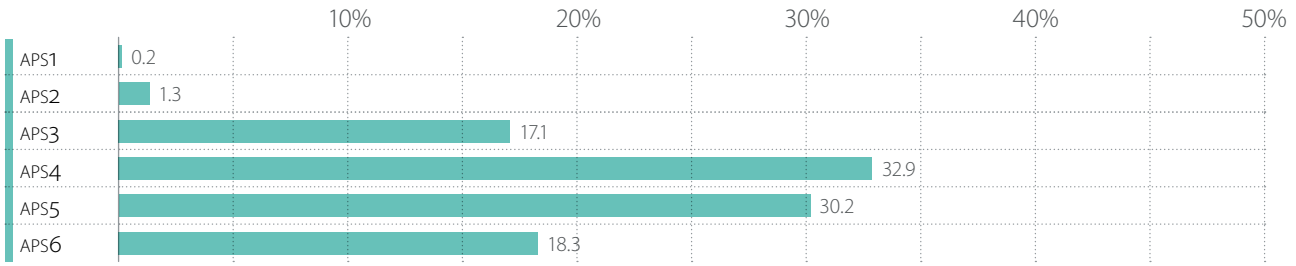
≤ Academic pay spine range definition: see page 22

		All academic staff	
		No.	↓ %
APS1	< £21,197	365	*0.2*
APS2	≥ £21,197 and < £27,131	3,060	*1.3*
APS3	≥ £27,131 and < £36,386	41,090	*17.1*
APS4	≥ £36,386 and < £48,841	79,070	*32.9*
APS5	≥ £48,841 and < £65,578	72,535	*30.2*
APS6	≥ £65,578	44,070	*18.3*
All	All pay spine ranges	240,190	*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 16

≤ Academic leavers definition: see page 23

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	→ %	No.	→ %	No.	→ %	No.
All	All staff	41,255	17.8	20,220	49.0	21,040	51.0	231,805
UK	UK	25,465	16.1	12,560	49.3	12,910	50.7	157,735
NONUK	Non-UK	15,790	21.3	7,660	48.5	8,130	51.5	74,070

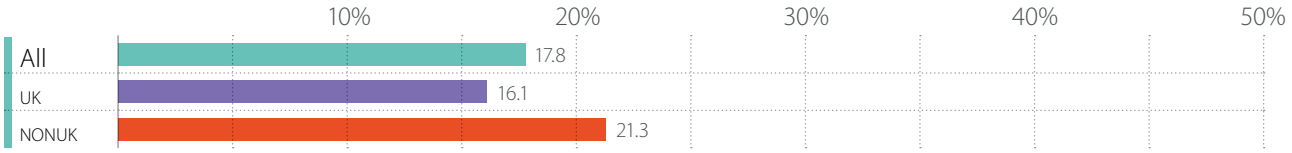
0.17 UK/non-UK academic staff leavers by known leaving destination

≤ Nationality definition: see page 16

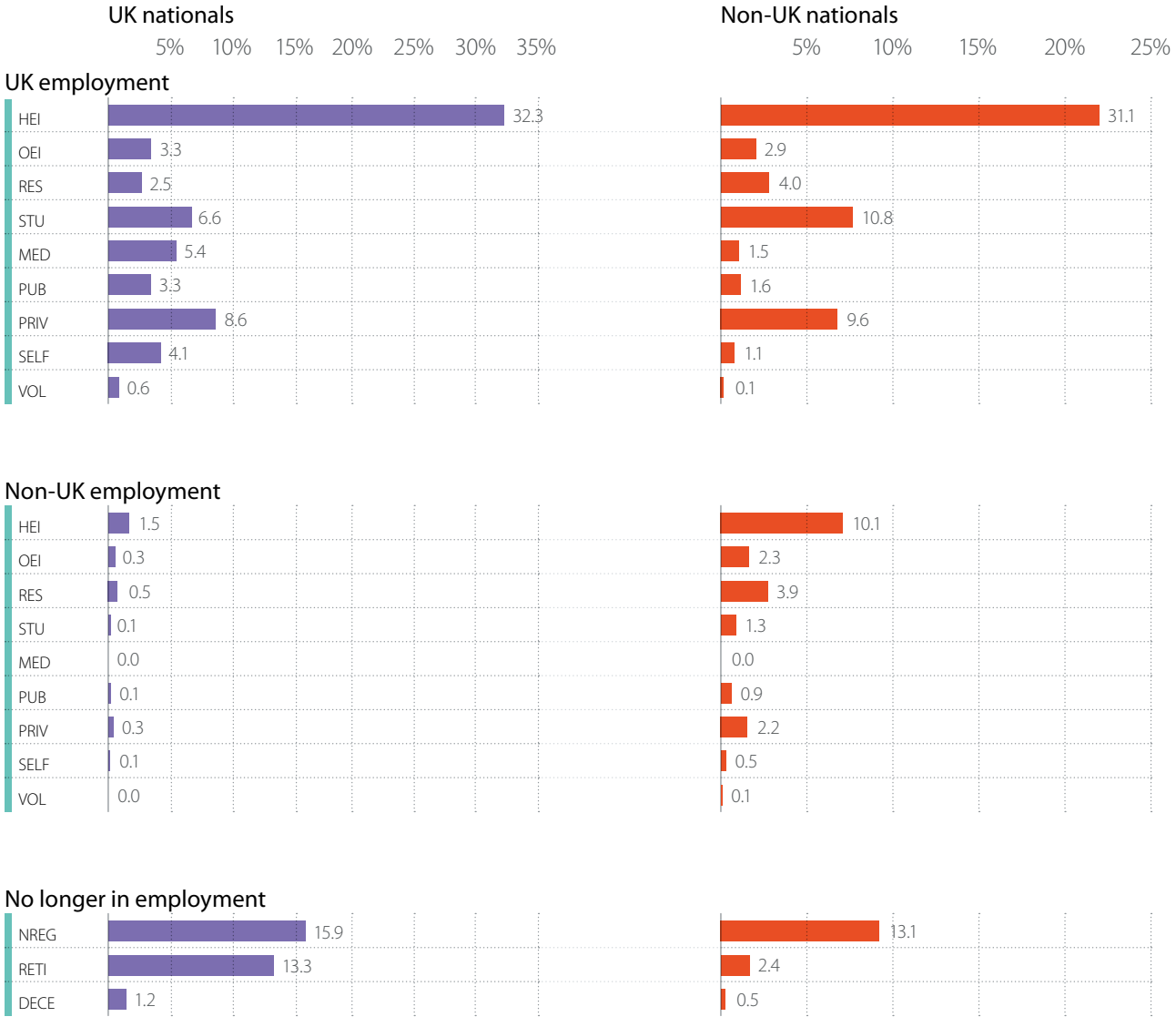
≤ Academic leavers definition: see page 23

		UK nationals			Non-UK nationals			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	4,055	32.3	63.0	2,380	31.1	37.0	6,440	31.8
OEI	Other education institution	410	3.3	64.7	225	2.9	35.3	630	3.1
RES	Research institute	315	2.5	51.0	305	4.0	49.0	620	3.1
STU	Student	830	6.6	50.0	830	10.8	50.0	1,660	8.2
MED	NHS/medical or dental practice	675	5.4	85.7	115	1.5	14.3	790	3.9
PUB	Public sector	415	3.3	76.8	125	1.6	23.2	545	2.7
PRIV	Private sector	1,080	8.6	59.4	735	9.6	40.6	1,815	9.0
SELF	Self-employed	515	4.1	86.1	85	1.1	13.9	595	3.0
VOL	Voluntary sector	70	0.6	92.2	5	0.1	7.8	75	0.4
All	All UK employment	8,370	66.6	63.5	4,805	62.7	36.5	13,170	65.1
Non-UK employment									
HEI	Other HEI	190	1.5	19.8	770	10.1	80.2	960	4.8
OEI	Other education institution	40	0.3	19.2	180	2.3	80.8	220	1.1
RES	Research institute	55	0.5	16.0	300	3.9	84.0	355	1.8
STU	Student	15	0.1	11.8	95	1.3	88.2	110	0.5
MED	Health service	0	0.0	..	0	0.0	..	0	0.0
PUB	Public sector	10	0.1	13.6	70	0.9	86.4	80	0.4
PRIV	Private sector	35	0.3	17.6	170	2.2	82.4	205	1.0
SELF	Self-employed	15	0.1	28.8	40	0.5	71.2	60	0.3
VOL	Voluntary sector	5	0.0	..	5	0.1	..	10	0.0
All	All non-UK employment	370	2.9	18.5	1,630	21.3	81.5	2,000	9.9
No longer in employment									
NREG	Not in regular employment	1,995	15.9	66.6	1,000	13.1	33.4	2,995	14.8
RETI	Retired	1,670	13.3	89.9	185	2.4	10.1	1,855	9.2
DECE	Deceased	155	1.2	80.3	40	0.5	19.7	195	1.0
All	All no longer employed	3,820	30.4	75.7	1,225	16.0	24.3	5,045	25.0
All destinations									
All	All leavers	12,560	100.0	62.1	7,660	100.0	37.9	20,220	100.0

Proportions of academic staff who left their institution between 2021/22 and 2022/23



Proportions of academic staff who left their institution between 2021/22 and 2022/23 by destination



Age

Overview

Age is one of the nine protected characteristics under the Equality Act 2010. Although it is one of the most frequently collected protected characteristics when it comes to equality monitoring (**Office for National Statistics 2018**), age tends to be one of the less commonly explored aspects of equality, diversity and inclusion (EDI) for both staff and students in UK HE. This might be because age statistics tend to follow expected patterns, like more representation of older staff in senior roles and of younger staff on fixed-term contracts. This lack of focus on age and relevant data may lead to a lack of support for staff in age groups underrepresented at certain grades or within contract types (e.g. older staff on teaching-only or research-only contracts, or younger staff in SOC1 groups). With a section dedicated to age-related data in our annual equality in HE statistical publications, we seek to help the sector gain useful insights in developing HE that is inclusive of all age groups.

Overall, there is little variation to the age composition of staff in UK HE. Across the UK, the majority of staff employed by providers are between the ages of 31 and 55 (64.9% of the total in 2022/23) (Table 1.1), with professional and support staff continuing to have a younger age profile than academic staff (Table 1.2).

When looking at the age of academic staff, the data show the continuation of the historical trend of differing age profiles of academics across disciplines. Specifically, academic staff in SET subject areas are younger compared to their counterparts from non-SET subject areas (in 2022/23, 36.0% of non-SET academic staff were over the age of 50 compared with 26.9% of SET academic staff) (Tables 1.8 and 1.9). However, this difference in the age profile of academic staff among SET and non-SET subjects disappears, when looking at the age of professors, with the age distribution of professors being almost identical in SET and non-SET subject areas (Table 1.11). SET subjects with younger staff profiles (i.e. higher proportions of staff aged 40 and under) include chemical engineering (60.0%), chemistry (59.8%), and physics (58.0%). Conversely, non-SET subjects with the lowest proportion of staff aged 40 and under include continuing education (24.3%) and education (25.3%) (see **Belluigi, Arday, and O'Keeffe 2023** for an in-depth exploration of the field of Education Studies).

In terms of contract type, despite an overall drop in the proportion of academics employed on fixed-term contracts from 32.3% in 2021/22 to 29.7% in 2022/23, this is still more than double the proportion of professional and support staff (14.1%). Moreover, the proportion of younger staff on fixed-term contracts decreased steadily with age from 79.2% of academic staff aged 25 and under to 22.8% of staff aged 55 and over (Table 1.3). This reflects the historic issue of precarious work within academia, particularly for those in younger age groups (**University and College Union 2021**).

In terms of employment mode, broadly speaking, after the age of 45, rates of full-time work decline with age (from 71.5% of all staff aged 46-50, to 29.8% of staff aged 66 and over) (Table 1.2). However, with the exception of staff aged 66 and over, the majority of staff in all age groups still work full-time. In terms of part-time work, there are stark differences in the proportions of staff from the youngest age groups employed in this mode. Specifically, in 2022/23, seven out of ten academics aged under 25 were employed part-time (70.5%),

compared with three out of ten professional and support staff in this age group (32.2%). It is worth highlighting that the proportion of academic staff aged 30 and under who were on part-time contracts has increased steadily since 2019/20 (from 66.1% to 70.5% of those aged 25 and under, and from 34.3% to 40.1% of those aged 26-30).

Sectoral reports highlight the changing nature in employment patterns of both academic and professional and support staff since 2000 (**Wolf and Jenkins 2020; 2021**), focusing on the proliferation of teaching-only contracts among academic staff and the increase in professional and support roles, particularly those that relate to student experience. Looking specifically at academic staff, these reports draw a picture of casualisation and precariousness, mostly affecting those on teaching-only or research-only contracts (University and College Union **2021**; **2022**; **2023**), which are more common among academics in the youngest age groups.

Finally, in terms of academic leavers, staff aged 30 and under are still the largest proportion leaving employment at their HEI, with 33.9% leaving between 2021/22 and 2022/23 (32.9% of UK nationals and 35.4% of non-UK nationals) (Table 1.14). The youngest and oldest academic staff members were leaving employment at their HEI in much higher rates compared with academic staff in the middle age groups. For the first time though, the majority of UK academic leavers aged 51-60 entered other UK employment instead of no longer being in employment (Table 1.15). A similar declining trend was also noted in the leaving patterns of those aged 61 and above. In other words, older staff are not leaving the UK HE workforce in the same way as before and are remaining in employment longer (albeit outside of HE). This might be a testament to the increasing economic pressures and pension worries exacerbated by the recent cost of living crisis, which leads elder academics to remain at work (**University and College Union 2022**; **Grove 2018**).

Advance HE's statistical reports provide one of the few sources which can be used to track age statistics of staff in UK HE across time. This can be used to draw insightful perspectives on major debate issues, related for example, around the employment patterns of younger academics, as well as the changes in terms of leaving destinations for older academics. As dedicated guidance around managing staff age diversity in the UK HE is scarce (e.g. **Manfredi 2008**), we encourage the sector to place emphasis on age as an EDI characteristic worth investigating, especially as guidance and policy documents at the national (e.g. **Makoff 2021**) and international level (e.g. **Equinet 2018**) focus on the need to create age-friendly workplace cultures.

Highlight statistics

- The proportion of academic staff under 30 years of age on part-time contracts has been increasing year on year since 2019/20 (from 66.1% to 70.5% of those aged under 25, and from 34.3% to 40.1% of those 26-30).
- Within the last three years, there is an increasing trend in the proportion of academic staff up to 30 years of age employed on permanent contracts. However, the proportion of young academic staff on fixed-term contracts is still more than double that of their professional and support services counterparts.
- There has been a year-on-year increase in the proportion of academics up to 30 years old employed on teaching-only contracts within the last 5 years.

- For the first time, the majority of those UK academic leavers aged 51-60 entered another UK employment instead of no longer being in employment. A similar declining trend is also noted in the patterns of those aged above 61.
- When looking at the overall figure across all age groups, there is a year-on-year declining trend in the proportion of UK academic leavers joining non-UK employment since 2020/21.

References

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Detailed commentary

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

Additional detail for select tables in this section, such as by five-year age bands, is available at **www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2022-data-tables**

1.1 Overall figures: Across the UK, the majority of staff employed by providers were between the ages of 31 and 55 (64.9%). Only 16.4% were aged 30 and under; however, the proportion of staff in this age group was higher in Scotland (20.5%) and England (16.1%), than in Wales (13.9%) and Northern Ireland (10.6%).

1.2 Employment activity: Professional and support staff had a younger age profile than academic staff, with 19.6% aged 30 and under compared with 13.8% of academic staff. Compared to 2021/22, the proportions of both academic and professional and support staff remained almost unchanged across all age groups.

In terms of employment mode, for academic staff, full-time work was most prevalent among those aged 31-35 (72.1%), whereas for professional and support staff among those aged 26-30 (83.3%).

1.3 Contract type: Across all age groups, the majority of professional and support staff were on open-ended/permanent contracts, ranging from 55.6% of those aged 25 and under to 93.8% of those aged 61-65. In contrast, academic staff aged 30 and under were most commonly employed on fixed-term contracts (79.2% of those aged 25 and under and 66.9% of those aged 26-30).

Overall, there is a declining trend in the proportion of academics on fixed-term contracts across all age groups compared to last year, bringing the proportion of academics employed on such contracts from 32.3% in 2021/22 to 29.7% in 2022/23. Specifically, the proportion of academics aged 25 and under on open-ended/permanent contracts has increased from 17.3% in 2021/22 to 20.8% in 2022/23, continuing a positive trend in this area since 2019/20. Specifically, the population of academic staff aged 25 and under on permanent contracts has gone from 1,100 in 2019/20 to 1,715 in 2022/23 (an increase of 55.9%). Similar patterns were observed among those aged 26-30, which may indicate that institutions are moving away from precarious modes of employment for young academics.

There has been a similar positive trend among professional and support staff, with the proportion of professional and support staff aged 25 and under on open-ended/permanent contracts increasing from 51.3% in 2021/22 to 55.6% in 2022/23.

1.4-1.6 Occupational groups: There were marked differences among occupational groups in relation to staff age, particularly when academic and professional and support staff were considered separately. For example, more than half (57.0%) of the academic staff employed as managers, directors and senior officials (SOC1) were aged 51 and over, compared with only 38.6% of professional and support staff working in this occupational group. Also, whereas those aged 41-50 constituted the largest proportion of professional and support staff employed as managers, directors and senior officials (SOC1) (36.8%), it was those aged 51-60 that made the largest proportion of this occupational group for academic staff (43.0%).

Looking at the age distribution across the rest of the occupational groups in which professional and support staff were classified, roughly four out of 10 (41.1%) aged 30 and under worked in administrative and secretarial occupations (SOC4;) and less than a quarter (24.4%) in associate professional and technical occupations (SOC3).

1.7 Research/teaching contract: The majority of academic staff aged 35 and under were in either teaching-only or research-only contracts.

Over the last five years, there have been modest year-on-year increases in the proportion of academics aged 30 and under on teaching only contracts (from 63.0% in 2018/19 to 68.6% in 2022/23 for academics aged 25 and under, and from 33.7% in 2018/19 to 42.7% in 2022/23 for academics aged 26-30). This shift is likely related to the need to cover the expanding student numbers; online teaching and learning provisions associated with the pandemic (**Arday 2022**); and the need to buy out staff on teaching and research contracts to optimise Research Excellence Framework submissions (**Wolf and Jenkins 2021**).

The proportion of academic staff on research-only contracts showed little variation across all age groups, with most staff on this type of contract being between the ages of 26-35 (50.4%).

1.8 SET subject areas: The age profile of academic staff varied by SET subject. Subjects with the highest proportions of staff aged 40 and under were chemical engineering (60.0%), chemistry (59.8%), physics (58.0%) and mineral, metallurgy and materials engineering (57.8%). In contrast, proportions of staff in this age group were the lowest in nursing and allied health professions (31.3%), clinical dentistry (37.1%) and agriculture, forestry and food science (38.2%).

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 36.0% of non-SET academic staff being over the age of 50 compared with 26.9% 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 continuing education (24.3%) and education (25.3%), whereas sports science and leisure studies (53.6%) and philosophy (51.2%) had the biggest proportion of staff in this age group.

1.10-1.11 Professorial status: In general, the majority of professors were aged 51 and over (68.5%). Part-time professors were typically older than full-time professors. Specifically, more than half of part-time professors were aged 61 years or above (51.8%), compared with 19.4% of those who worked full-time.

The age profile of professors was similar for academic staff in SET and non-SET subject areas, with 31.3% of SET professors aged 50 and under compared with 31.8% 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 74.9% of academic senior managers being aged 51 and over compared with 30.7% of other academic staff in this age group. Academic senior managers who worked part-time tended to be older than those who worked full-time. Specifically, 82.2% of part-time academic senior managers were aged 51 and over, compared with 74.4% of full-time academic senior managers. Again, the age profile of academic senior managers who worked in SET compared with those who worked in non-SET subject areas was broadly similar.

1.14 Leavers: For another year, the largest proportion of academic staff leaving employment at their HEI between 2021/22 and 2022/23 was among staff aged 30 and under (33.9%) for both UK nationals (32.9%) and non-UK nationals (35.4%).

1.15 Leaving destinations of UK academics: Of UK academic leavers with a known leaving destination, approximately eight out of ten staff aged 50 and under entered UK employment (80.7%), with the most common destination being another HEI (37.2%), followed by joining the private sector (11.4%). In contrast, only 20.6% of those aged 61 and over entered UK employment, with the majority of these leavers being no longer in employment (78.7%). 60.5% 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, the rate of non-UK employment among UK academic staff leavers was very low overall, ranging from 0.6% of those aged 61 and over to 3.9% of those aged 30 and under and those aged 41-50. It is worth noting that this is an ongoing trend, with the proportion of UK academics aged 30 and under leaving for non-UK employment decreasing from 5.4% in 2020/21 to 3.9% in 2022/23. This is also the case for UK academic leavers aged 31-40, whose equivalent percentage dropped from 5.2% in 2020/21 to 3.5% in 2022/23. This trend is likely related to Brexit and the impact this has had on the employment potential of UK academics in EU institutions (see **Courtouis and Sautier 2022** for how these concerns were expressed by a group of UK academic researchers based in Switzerland).

1.16 Leaving destinations of non-UK academics: Among non-UK academic staff leavers with a known leaving destination, 65.0% of those aged 50 and under left their HEI for employment in the UK. This is an almost 10 percentage point increase compared to 2021/22, where 54.9% of those below 50 years of age left their HEI for another job in the UK. Leaving rates to non-UK employment were higher among non-UK academics aged 31 to 40 (23.9%) and 41 to 50 years (22.5%) than other age groups.

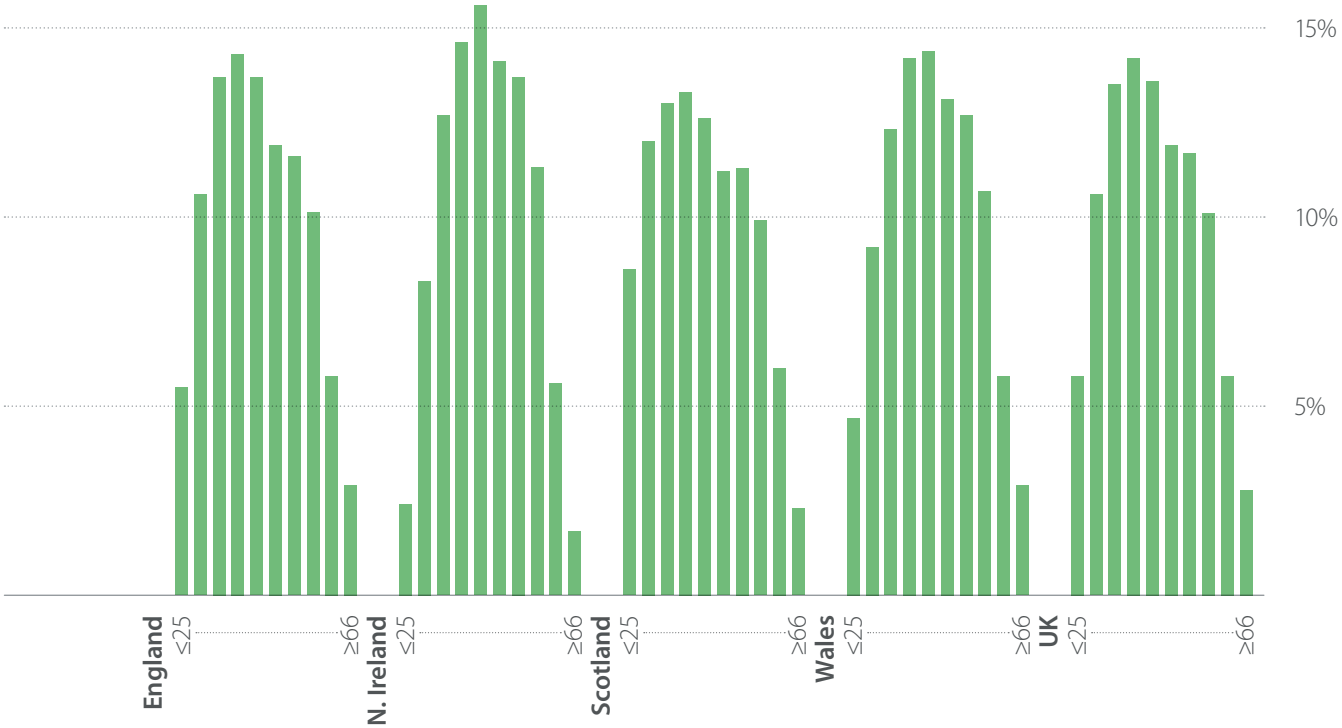
1.1

Staff by country of institution and age group

≤ Country of institution definition: see page 16

≤ Age definition: see page 11

	England		Northern Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %	No.	↓ %
≤25	19,405	*5.5*	140	*2.4*	4,720	*8.6*	1,025	*4.7*	25,295	*5.8*
26–30	37,800	*10.6*	495	*8.3*	6,600	*12.0*	2,000	*9.2*	46,895	*10.7*
31–35	48,605	*13.7*	760	*12.7*	7,200	*13.0*	2,675	*12.3*	59,240	*13.5*
36–40	51,060	*14.3*	875	*14.6*	7,340	*13.3*	3,100	*14.2*	62,370	*14.2*
41–45	48,635	*13.7*	935	*15.6*	6,930	*12.6*	3,145	*14.4*	59,645	*13.6*
46–50	42,440	*11.9*	845	*14.1*	6,170	*11.2*	2,855	*13.1*	52,305	*11.9*
51–55	41,345	*11.6*	820	*13.7*	6,215	*11.3*	2,780	*12.7*	51,160	*11.7*
56–60	35,785	*10.1*	680	*11.3*	5,440	*9.9*	2,335	*10.7*	44,240	*10.1*
61–65	20,755	*5.8*	330	*5.6*	3,295	*6.0*	1,260	*5.8*	25,640	*5.8*
≥66	10,200	*2.9*	105	*1.7*	1,280	*2.3*	640	*2.9*	12,220	*2.8*
All	356,030	*100.0*	5,980	*100.0*	55,185	*100.0*	21,815	*100.0*	439,010	*100.0*

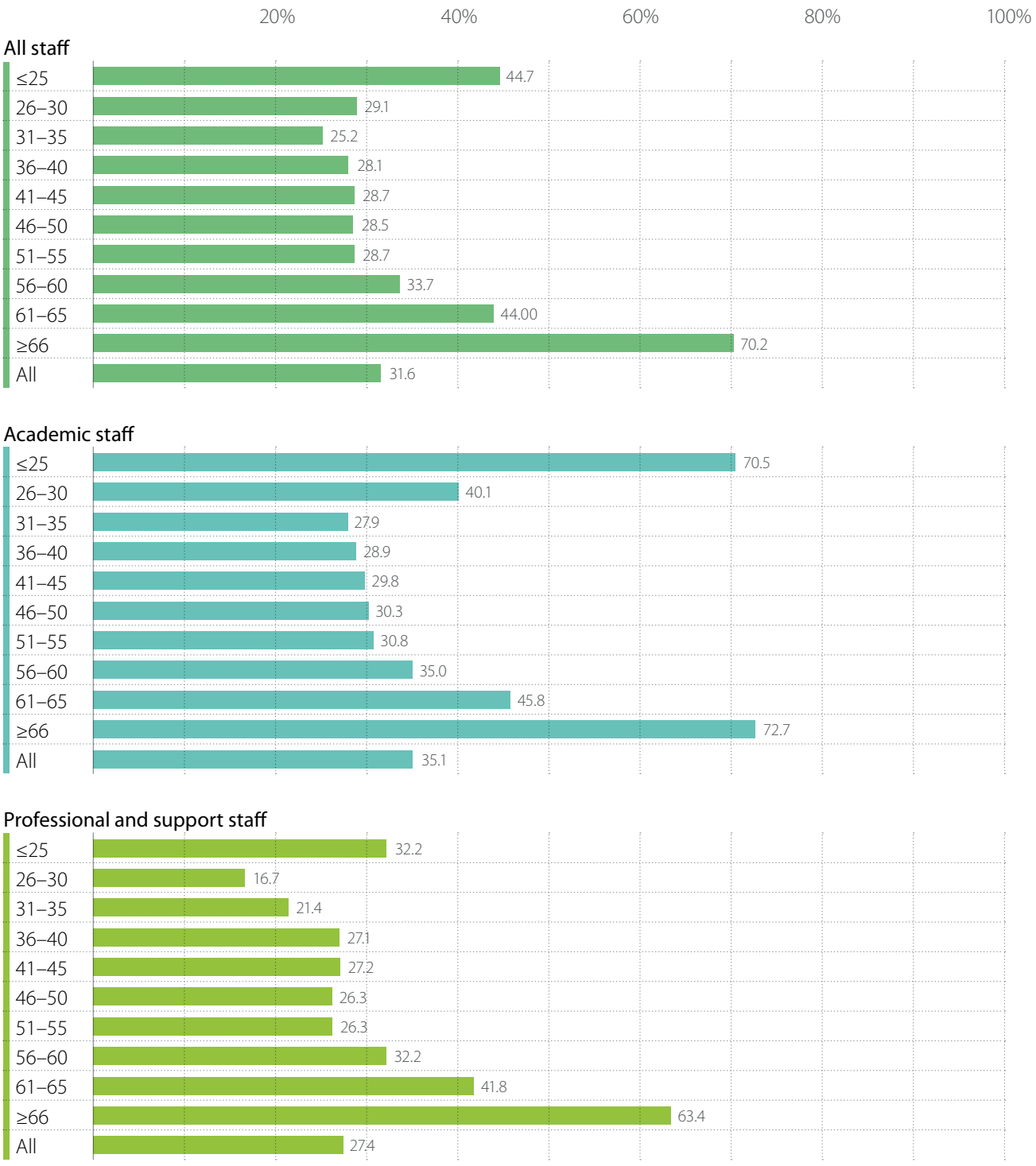


1.2 Staff by activity, mode and age group

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Age definition: see page 11

	Full-time			Part-time			All modes	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	13,985	*4.7*	*55.3*	11,310	*8.1*	*44.7*	25,295	*5.8*
26–30	33,230	*11.1*	*70.9*	13,665	*9.8*	*29.1*	46,895	*10.7*
31–35	44,320	*14.8*	*74.8*	14,920	*10.7*	*25.2*	59,240	*13.5*
36–40	44,825	*14.9*	*71.9*	17,545	*12.6*	*28.1*	62,370	*14.2*
41–45	42,555	*14.2*	*71.3*	17,090	*12.3*	*28.7*	59,645	*13.6*
46–50	37,405	*12.5*	*71.5*	14,900	*10.7*	*28.5*	52,305	*11.9*
51–55	36,480	*12.2*	*71.3*	14,675	*10.6*	*28.7*	51,160	*11.7*
56–60	29,320	*9.8*	*66.3*	14,920	*10.7*	*33.7*	44,240	*10.1*
61–65	14,350	*4.8*	*56.0*	11,295	*8.1*	*44.0*	25,640	*5.8*
≥66	3,640	*1.2*	*29.8*	8,580	*6.2*	*70.2*	12,220	*2.8*
All	300,115	*100.0*	*68.4*	138,895	*100.0*	*31.6*	439,010	*100.0*
Academic staff								
≤25	2,435	*1.6*	*29.5*	5,835	*6.9*	*70.5*	8,270	*3.4*
26–30	14,915	*9.6*	*59.9*	10,005	*11.9*	*40.1*	24,920	*10.4*
31–35	24,770	*15.9*	*72.1*	9,605	*11.4*	*27.9*	34,375	*14.3*
36–40	25,745	*16.5*	*71.1*	10,440	*12.4*	*28.9*	36,185	*15.1*
41–45	23,455	*15.0*	*70.2*	9,955	*11.8*	*29.8*	33,410	*13.9*
46–50	19,940	*12.8*	*69.7*	8,670	*10.3*	*30.3*	28,610	*11.9*
51–55	18,820	*12.1*	*69.2*	8,380	*9.9*	*30.8*	27,200	*11.3*
56–60	15,615	*10.0*	*65.0*	8,410	*10.0*	*35.0*	24,025	*10.0*
61–65	7,725	*5.0*	*54.2*	6,540	*7.8*	*45.8*	14,265	*5.9*
≥66	2,440	*1.6*	*27.3*	6,495	*7.7*	*72.7*	8,935	*3.7*
All	155,855	*100.0*	*64.9*	84,335	*100.0*	*35.1*	240,190	*100.0*
Professional and support staff								
≤25	11,550	*8.0*	*67.8*	5,475	*10.0*	*32.2*	17,025	*8.6*
26–30	18,315	*12.7*	*83.3*	3,660	*6.7*	*16.7*	21,975	*11.1*
31–35	19,550	*13.6*	*78.6*	5,315	*9.7*	*21.4*	24,865	*12.5*
36–40	19,080	*13.2*	*72.9*	7,105	*13.0*	*27.1*	26,185	*13.2*
41–45	19,105	*13.2*	*72.8*	7,135	*13.1*	*27.2*	26,235	*13.2*
46–50	17,465	*12.1*	*73.7*	6,230	*11.4*	*26.3*	23,695	*11.9*
51–55	17,660	*12.2*	*73.7*	6,300	*11.5*	*26.3*	23,960	*12.1*
56–60	13,705	*9.5*	*67.8*	6,510	*11.9*	*32.2*	20,215	*10.2*
61–65	6,625	*4.6*	*58.2*	4,755	*8.7*	*41.8*	11,380	*5.7*
≥66	1,205	*0.8*	*36.6*	2,080	*3.8*	*63.4*	3,285	*1.7*
All	144,260	*100.0*	*72.6*	54,560	*100.0*	*27.4*	198,820	*100.0*

Proportions of staff who were part-time

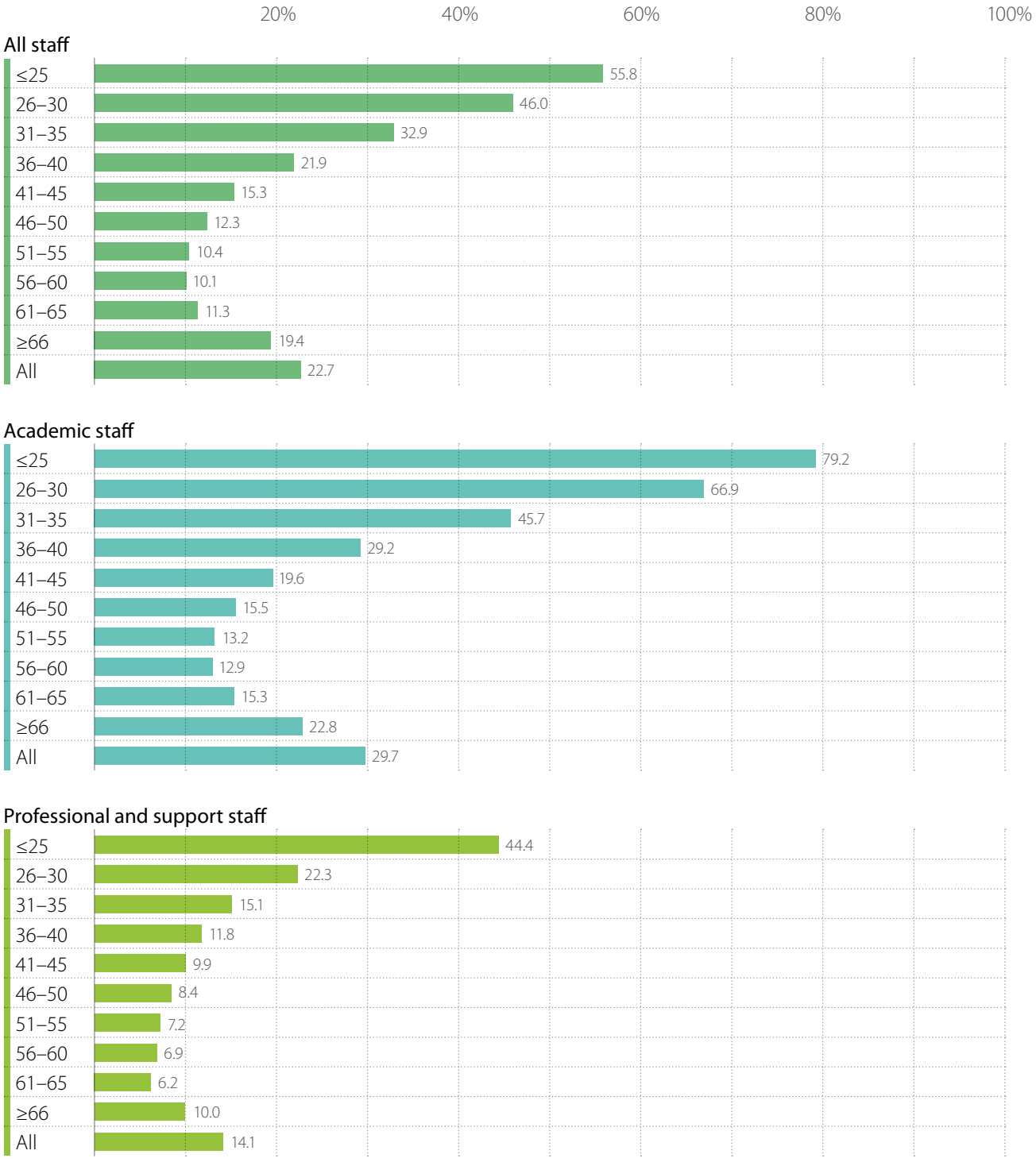


1.3 Staff by activity, contract type and age group

≤ Staff activity definition: see page 15
≤ Contract type definition: see page 17
≤ Age definition: see page 11

	Open-ended/permanent			Fixed-term			All contracts	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	11,175	*3.3*	*44.2*	14,120	*14.2*	*55.8*	25,295	*5.8*
26–30	25,325	*7.5*	*54.0*	21,570	*21.7*	*46.0*	46,895	*10.7*
31–35	39,775	*11.7*	*67.1*	19,465	*19.6*	*32.9*	59,240	*13.5*
36–40	48,705	*14.3*	*78.1*	13,665	*13.7*	*21.9*	62,370	*14.2*
41–45	50,510	*14.9*	*84.7*	9,135	*9.2*	*15.3*	59,645	*13.6*
46–50	45,870	*13.5*	*87.7*	6,435	*6.5*	*12.3*	52,305	*11.9*
51–55	45,850	*13.5*	*89.6*	5,310	*5.3*	*10.4*	51,160	*11.7*
56–60	39,750	*11.7*	*89.9*	4,490	*4.5*	*10.1*	44,240	*10.1*
61–65	22,745	*6.7*	*88.7*	2,895	*2.9*	*11.3*	25,640	*5.8*
≥66	9,850	*2.9*	*80.6*	2,370	*2.4*	*19.4*	12,220	*2.8*
All	339,560	*100.0*	*77.3*	99,450	*100.0*	*22.7*	439,010	*100.0*
Academic staff								
≤25	1,715	*1.0*	*20.8*	6,555	*9.2*	*79.2*	8,270	*3.4*
26–30	8,260	*4.9*	*33.1*	16,665	*23.3*	*66.9*	24,920	*10.4*
31–35	18,670	*11.1*	*54.3*	15,705	*22.0*	*45.7*	34,375	*14.3*
36–40	25,615	*15.2*	*70.8*	10,570	*14.8*	*29.2*	36,185	*15.1*
41–45	26,870	*15.9*	*80.4*	6,540	*9.2*	*19.6*	33,410	*13.9*
46–50	24,180	*14.3*	*84.5*	4,435	*6.2*	*15.5*	28,610	*11.9*
51–55	23,610	*14.0*	*86.8*	3,590	*5.0*	*13.2*	27,200	*11.3*
56–60	20,925	*12.4*	*87.1*	3,095	*4.3*	*12.9*	24,025	*10.0*
61–65	12,080	*7.2*	*84.7*	2,185	*3.1*	*15.3*	14,265	*5.9*
≥66	6,895	*4.1*	*77.2*	2,040	*2.9*	*22.8*	8,935	*3.7*
All	168,820	*100.0*	*70.3*	71,370	*100.0*	*29.7*	240,190	*100.0*
Professional and support staff								
≤25	9,460	*5.5*	*55.6*	7,565	*27.0*	*44.4*	17,025	*8.6*
26–30	17,070	*10.0*	*77.7*	4,905	*17.5*	*22.3*	21,975	*11.1*
31–35	21,105	*12.4*	*84.9*	3,760	*13.4*	*15.1*	24,865	*12.5*
36–40	23,090	*13.5*	*88.2*	3,095	*11.0*	*11.8*	26,185	*13.2*
41–45	23,640	*13.8*	*90.1*	2,595	*9.2*	*9.9*	26,235	*13.2*
46–50	21,695	*12.7*	*91.6*	2,000	*7.1*	*8.4*	23,695	*11.9*
51–55	22,240	*13.0*	*92.8*	1,720	*6.1*	*7.2*	23,960	*12.1*
56–60	18,825	*11.0*	*93.1*	1,395	*5.0*	*6.9*	20,215	*10.2*
61–65	10,665	*6.2*	*93.8*	710	*2.5*	*6.2*	11,380	*5.7*
≥66	2,955	*1.7*	*90.0*	330	*1.2*	*10.0*	3,285	*1.7*
All	170,740	*100.0*	*85.9*	28,080	*100.0*	*14.1*	198,820	*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 19

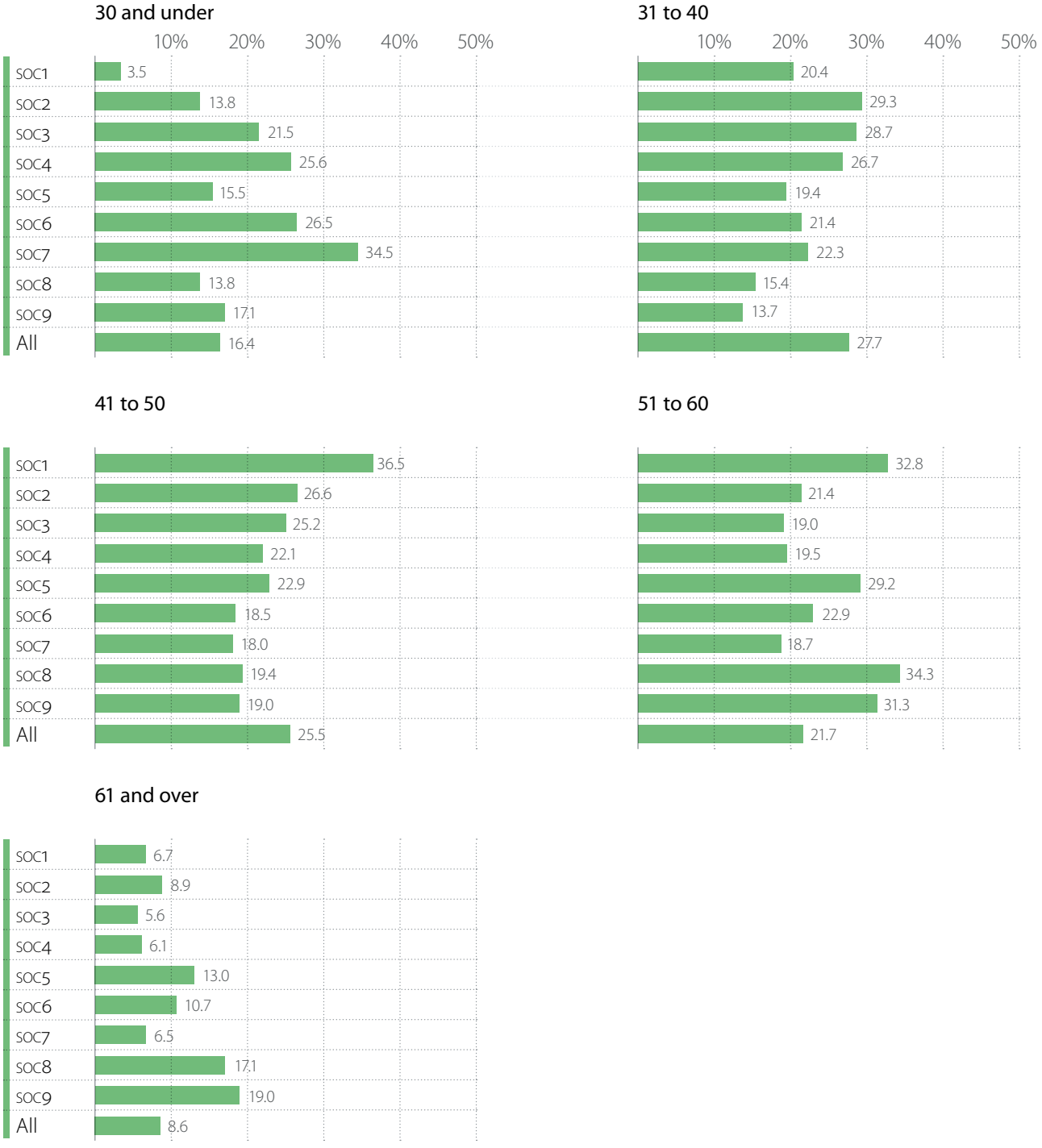
≤ Age definition: see page 11

		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
SOC1	Managers, directors and senior officials	375	0.5	3.5	2,165	1.8	20.4
SOC2	Professional occupations	39,555	54.8	13.8	84,085	69.1	29.3
SOC3	Associate professional and technical occupations	9,950	13.8	21.5	13,265	10.9	28.7
SOC4	Administrative and secretarial occupations	16,015	22.2	25.6	16,715	13.7	26.7
SOC5	Skilled trades occupations	820	1.1	15.5	1,020	0.8	19.4
SOC6	Caring, leisure and other service occupations	1,570	2.2	26.5	1,265	1.0	21.4
SOC7	Sales and customer service occupations	555	0.8	34.5	360	0.3	22.3
SOC8	Process, plant and machine operatives	165	0.2	13.8	185	0.2	15.4
SOC9	Elementary occupations	3,185	4.4	17.1	2,550	2.1	13.7
All	All occupations	72,190	100.0	16.4	121,610	100.0	27.7

		41 to 50			51 to 60		
SOC1	Managers, directors and senior officials	3,870	3.5	36.5	3,480	3.6	32.8
SOC2	Professional occupations	76,215	68.1	26.6	61,455	64.4	21.4
SOC3	Associate professional and technical occupations	11,635	10.4	25.2	8,800	9.2	19.0
SOC4	Administrative and secretarial occupations	13,870	12.4	22.1	12,225	12.8	19.5
SOC5	Skilled trades occupations	1,205	1.1	22.9	1,535	1.6	29.2
SOC6	Caring, leisure and other service occupations	1,100	1.0	18.5	1,360	1.4	22.9
SOC7	Sales and customer service occupations	290	0.3	18.0	300	0.3	18.7
SOC8	Process, plant and machine operatives	235	0.2	19.4	410	0.4	34.3
SOC9	Elementary occupations	3,540	3.2	19.0	5,835	6.1	31.3
All	All occupations	111,950	100.0	25.5	95,400	100.0	21.7

		61 and over			All age groups	
SOC1	Managers, directors and senior officials	715	1.9	6.7	10,595	2.4
SOC2	Professional occupations	25,540	67.5	8.9	286,840	65.3
SOC3	Associate professional and technical occupations	2,590	6.8	5.6	46,245	10.5
SOC4	Administrative and secretarial occupations	3,850	10.2	6.1	62,675	14.3
SOC5	Skilled trades occupations	685	1.8	13.0	5,265	1.2
SOC6	Caring, leisure and other service occupations	635	1.7	10.7	5,930	1.4
SOC7	Sales and customer service occupations	105	0.3	6.5	1,615	0.4
SOC8	Process, plant and machine operatives	205	0.5	17.1	1,200	0.3
SOC9	Elementary occupations	3,540	9.3	19.0	18,645	4.2
All	All occupations	37,860	100.0	8.6	439,010	100.0

Proportions of staff by occupation group and age group



1.5 Academic staff by occupational group and age group

≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Age definition: see page 11

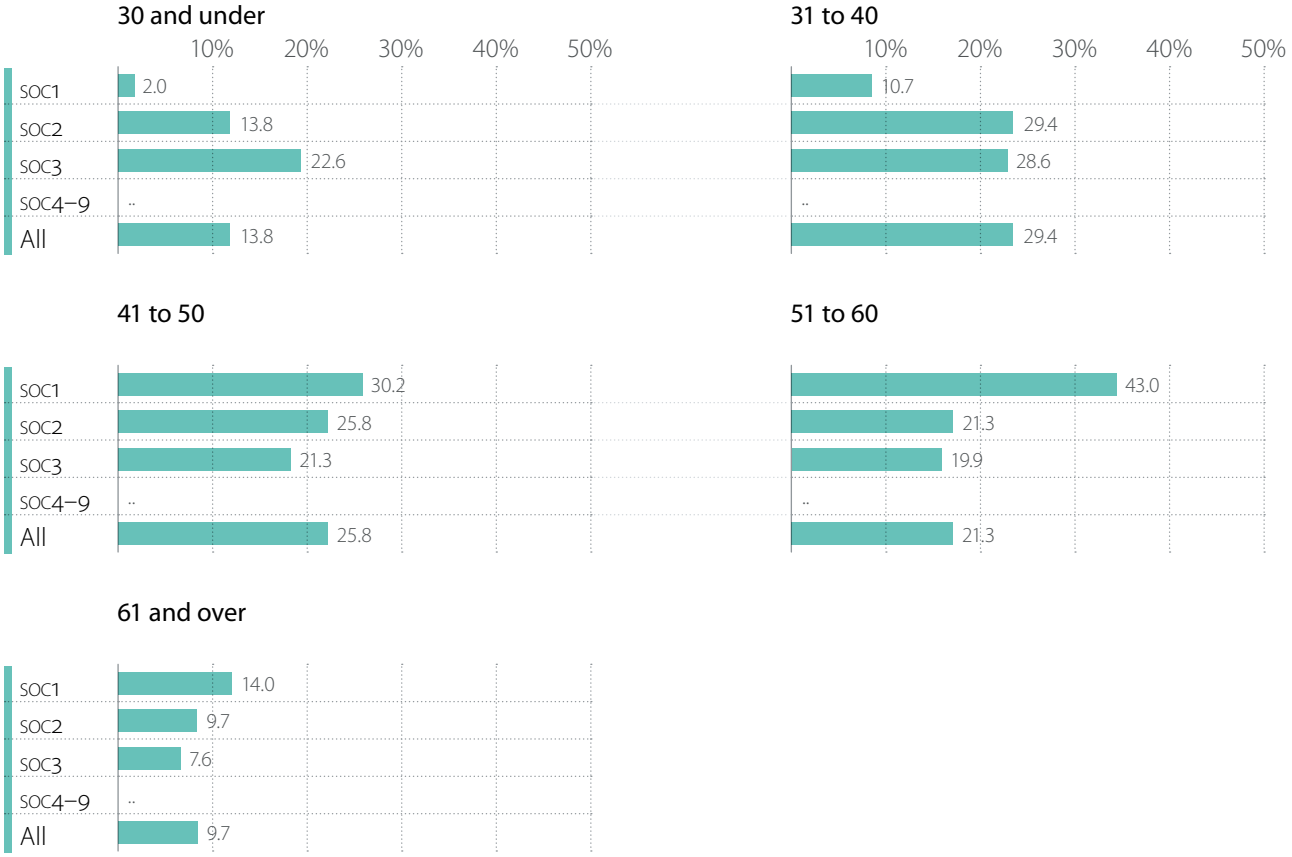
		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
SOC1	Managers, directors and senior officials	10	*0.0*	*2.0*	60	*0.1*	*10.7*
SOC2	Professional occupations	32,755	*98.7*	*13.8*	69,965	*99.2*	*29.4*
SOC3	Associate professional and technical occupations	425	*1.3*	*22.6*	535	*0.8*	*28.6*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..
All	All academic staff	33,190	*100.0*	*13.8*	70,560	*100.0*	*29.4*

		41 to 50			51 to 60		
SOC1	Managers, directors and senior officials	165	*0.3*	*30.2*	235	*0.5*	*43.0*
SOC2	Professional occupations	61,455	*99.1*	*25.8*	50,615	*98.8*	*21.3*
SOC3	Associate professional and technical occupations	400	*0.6*	*21.3*	370	*0.7*	*19.9*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..
All	All academic staff	62,020	*100.0*	*25.8*	51,220	*100.0*	*21.3*

		61 and over			All age groups	
SOC1	Managers, directors and senior officials	75	*0.3*	*14.0*	540	*0.2*
SOC2	Professional occupations	22,980	*99.1*	*9.7*	237,770	*99.0*
SOC3	Associate professional and technical occupations	145	*0.6*	*7.6*	1,870	*0.8*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	5	*0.0*
All	All academic staff	23,195	*100.0*	*9.7*	240,190	*100.0*

Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of academic staff by occupation group and age group



1.6 Professional and support staff by occupational group and age group

≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Age definition: see page 11

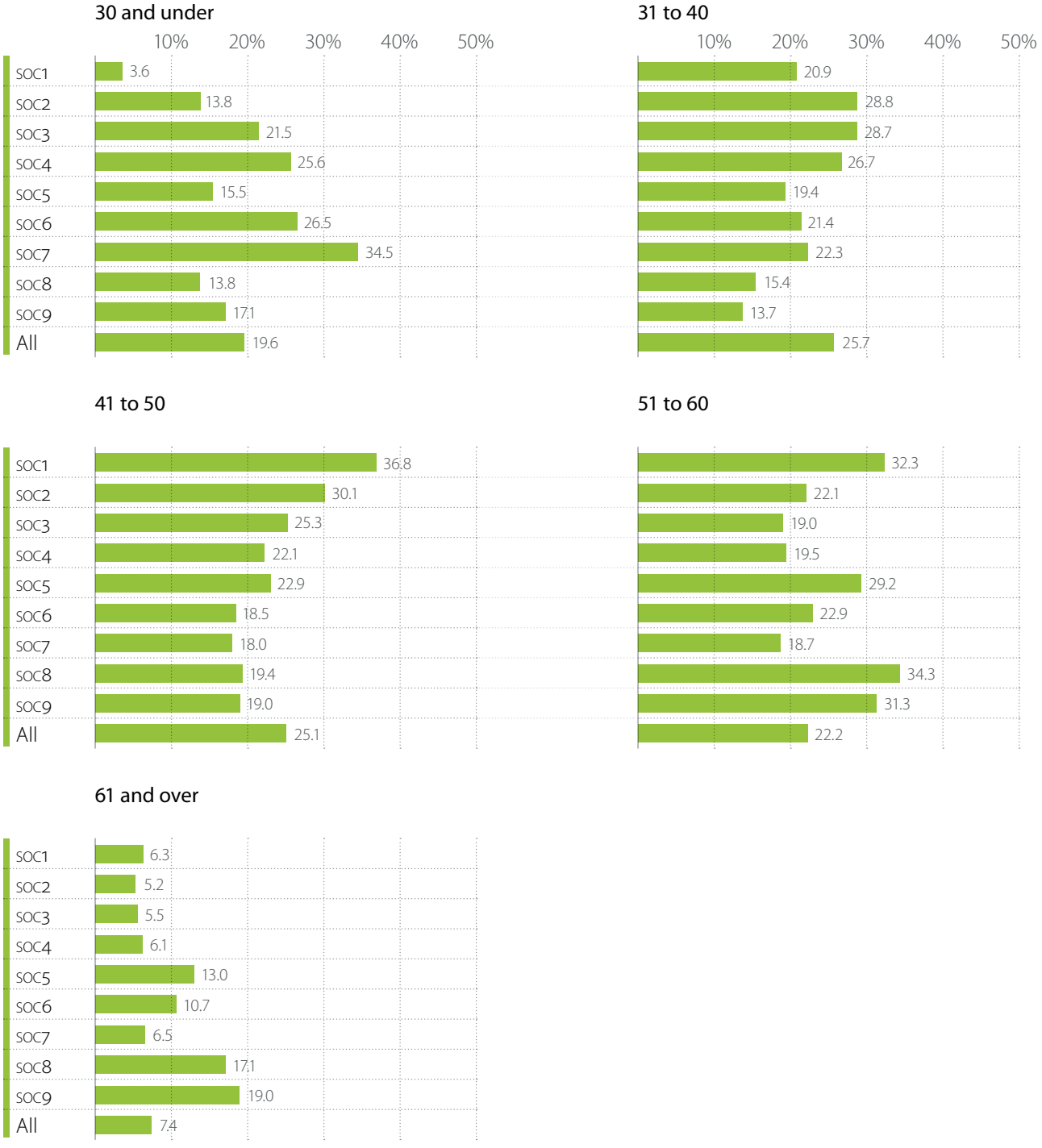
		30 and under			31 to 40		
		No.	↓ %	→ %	No.	↓ %	→ %
SOC1	Managers, directors and senior officials	360	*0.9*	*3.6*	2,105	*4.1*	*20.9*
SOC2	Professional occupations	6,795	*17.4*	*13.8*	14,120	*27.7*	*28.8*
SOC3	Associate professional and technical occupations	9,530	*24.4*	*21.5*	12,730	*24.9*	*28.7*
SOC4	Administrative and secretarial occupations	16,015	*41.1*	*25.6*	16,715	*32.7*	*26.7*
SOC5	Skilled trades occupations	815	*2.1*	*15.5*	1,020	*2.0*	*19.4*
SOC6	Caring, leisure and other service occupations	1,570	*4.0*	*26.5*	1,265	*2.5*	*21.4*
SOC7	Sales and customer service occupations	555	*1.4*	*34.5*	360	*0.7*	*22.3*
SOC8	Process, plant and machine operatives	165	*0.4*	*13.8*	185	*0.4*	*15.4*
SOC9	Elementary occupations	3,185	*8.2*	*17.1*	2,550	*5.0*	*13.7*
All	All professional and support staff	39,000	*100.0*	*19.6*	51,050	*100.0*	*25.7*

		41 to 50			51 to 60		
SOC1	Managers, directors and senior officials	3,705	*7.4*	*36.8*	3,245	*7.3*	*32.3*
SOC2	Professional occupations	14,755	*29.6*	*30.1*	10,840	*24.5*	*22.1*
SOC3	Associate professional and technical occupations	11,235	*22.5*	*25.3*	8,430	*19.1*	*19.0*
SOC4	Administrative and secretarial occupations	13,865	*27.8*	*22.1*	12,225	*27.7*	*19.5*
SOC5	Skilled trades occupations	1,205	*2.4*	*22.9*	1,535	*3.5*	*29.2*
SOC6	Caring, leisure and other service occupations	1,100	*2.2*	*18.5*	1,360	*3.1*	*22.9*
SOC7	Sales and customer service occupations	290	*0.6*	*18.0*	300	*0.7*	*18.7*
SOC8	Process, plant and machine operatives	235	*0.5*	*19.4*	410	*0.9*	*34.3*
SOC9	Elementary occupations	3,540	*7.1*	*19.0*	5,835	*13.2*	*31.3*
All	All professional and support staff	49,930	*100.0*	*25.1*	44,175	*100.0*	*22.2*

		61 and over			All age groups	
SOC1	Managers, directors and senior officials	635	*4.3*	*6.3*	10,055	*5.1*
SOC2	Professional occupations	2,560	*17.5*	*5.2*	49,070	*24.7*
SOC3	Associate professional and technical occupations	2,450	*16.7*	*5.5*	44,370	*22.3*
SOC4	Administrative and secretarial occupations	3,850	*26.2*	*6.1*	62,665	*31.5*
SOC5	Skilled trades occupations	685	*4.7*	*13.0*	5,260	*2.6*
SOC6	Caring, leisure and other service occupations	635	*4.3*	*10.7*	5,930	*3.0*
SOC7	Sales and customer service occupations	105	*0.7*	*6.5*	1,615	*0.8*
SOC8	Process, plant and machine operatives	205	*1.4*	*17.1*	1,200	*0.6*
SOC9	Elementary occupations	3,540	*24.1*	*19.0*	18,645	*9.4*
All	All professional and support staff	14,665	*100.0*	*7.4*	198,820	*100.0*

Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of professional and support staff by occupation group and age group



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

≤ Academic leavers definition: see page 23

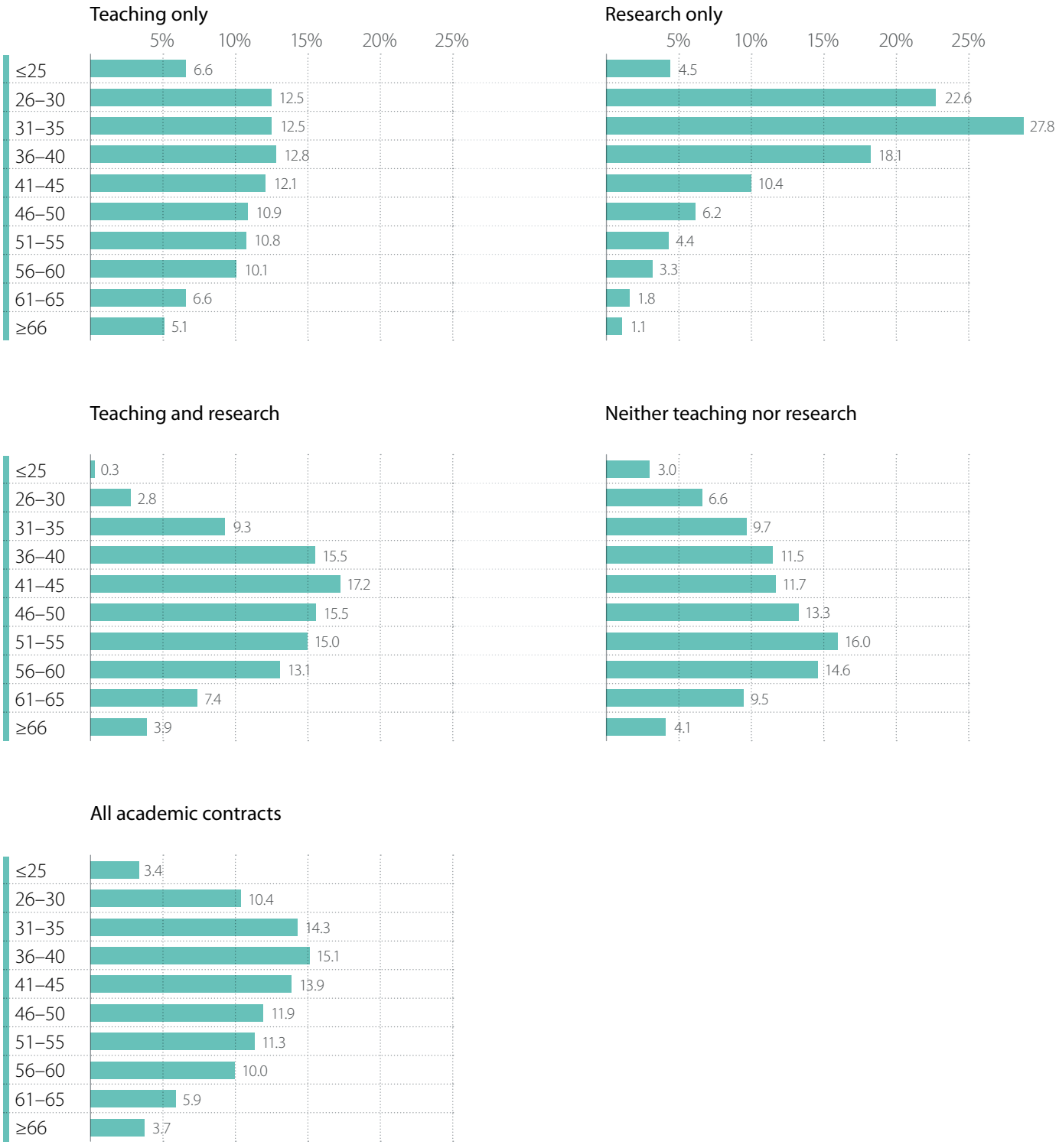
≤ Age definition: see page 11

	Teaching only			Research only		
	No.	↓ %	→ %	No.	↓ %	→ %
≤25	5,675	*6.6*	*68.6*	2,250	*4.5*	*27.2*
26–30	10,650	*12.5*	*42.7*	11,285	*22.6*	*45.3*
31–35	10,700	*12.5*	*31.1*	13,885	*27.8*	*40.4*
36–40	10,950	*12.8*	*30.3*	9,030	*18.1*	*25.0*
41–45	10,315	*12.1*	*30.9*	5,210	*10.4*	*15.6*
46–50	9,330	*10.9*	*32.6*	3,090	*6.2*	*10.8*
51–55	9,265	*10.8*	*34.1*	2,185	*4.4*	*8.0*
56–60	8,670	*10.1*	*36.1*	1,625	*3.3*	*6.8*
61–65	5,630	*6.6*	*39.5*	875	*1.8*	*6.1*
≥66	4,330	*5.1*	*48.5*	550	*1.1*	*6.2*
All	85,515	*100.0*	*35.6*	49,990	*100.0*	*20.8*

	Teaching and research			Neither teaching nor research		
≤25	290	*0.3*	*3.5*	50	*3.0*	*0.6*
26–30	2,865	*2.8*	*11.5*	115	*6.6*	*0.5*
31–35	9,615	*9.3*	*28.0*	170	*9.7*	*0.5*
36–40	16,000	*15.5*	*44.2*	200	*11.5*	*0.6*
41–45	17,680	*17.2*	*52.9*	205	*11.7*	*0.6*
46–50	15,960	*15.5*	*55.8*	235	*13.3*	*0.8*
51–55	15,470	*15.0*	*56.9*	280	*16.0*	*1.0*
56–60	13,470	*13.1*	*56.1*	260	*14.6*	*1.1*
61–65	7,590	*7.4*	*53.2*	170	*9.5*	*1.2*
≥66	3,980	*3.9*	*44.5*	70	*4.1*	*0.8*
All	102,930	*100.0*	*42.9*	1,760	*100.0*	*0.7*

	All academic contracts	
≤25	8,270	*3.4*
26–30	24,920	*10.4*
31–35	34,375	*14.3*
36–40	36,185	*15.1*
41–45	33,410	*13.9*
46–50	28,610	*11.9*
51–55	27,200	*11.3*
56–60	24,025	*10.0*
61–65	14,265	*5.9*
≥66	8,935	*3.7*
All	240,190	*100.0*

Proportions of academic staff by contract type and age group



1.8 SET academic staff by subject area and age group

≤ SET/non-SET subject area definition: see page 20

≤ Age definition: see page 11

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
AGRI	Agriculture, forestry and food science	165	*0.7*	*10.3*	445	*1.1*	*27.9*	460	*1.4*	*28.8*
ANAT	Anatomy and physiology	265	*1.2*	*15.3*	600	*1.4*	*34.8*	415	*1.3*	*24.2*
ARCH	Archaeology	95	*0.4*	*11.8*	260	*0.6*	*31.8*	220	*0.7*	*27.0*
ARCT	Architecture, built environment and planning	510	*2.2*	*9.4*	1,630	*3.9*	*30.2*	1,485	*4.6*	*27.6*
BIOS	Biosciences	2,765	*12.1*	*18.6*	4,590	*10.9*	*30.8*	3,680	*11.4*	*24.7*
CHEE	Chemical engineering	380	*1.7*	*25.7*	505	*1.2*	*34.3*	280	*0.9*	*19.0*
CHEM	Chemistry	1,115	*4.9*	*26.2*	1,430	*3.4*	*33.6*	800	*2.5*	*18.7*
CENG	Civil engineering	365	*1.6*	*15.3*	810	*1.9*	*33.9*	575	*1.8*	*24.0*
DENT	Clinical dentistry	145	*0.6*	*8.2*	505	*1.2*	*28.9*	510	*1.6*	*29.1*
MEDI	Clinical medicine	4,190	*18.4*	*15.8*	9,550	*22.7*	*36.1*	6,390	*19.8*	*24.2*
EART	Earth, marine and environmental sciences	610	*2.7*	*16.9*	1,150	*2.7*	*31.9*	840	*2.6*	*23.3*
ELEC	Electrical, electronic and computer engineering	975	*4.3*	*21.2*	1,525	*3.6*	*33.1*	955	*3.0*	*20.8*
GENG	General engineering	935	*4.1*	*18.6*	1,710	*4.1*	*34.1*	1,025	*3.2*	*20.5*
GEOG	Geography and environmental studies	500	*2.2*	*16.5*	1,045	*2.5*	*34.4*	750	*2.3*	*24.7*
ITCS	IT, systems sciences and comp. software engineering	2,165	*9.5*	*21.9*	2,950	*7.0*	*29.8*	2,210	*6.9*	*22.4*
MATH	Mathematics	1,510	*6.6*	*26.4*	1,630	*3.9*	*28.5*	1,170	*3.6*	*20.5*
MECH	Mechanical, aero and production engineering	960	*4.2*	*17.4*	1,855	*4.4*	*33.6*	1,240	*3.8*	*22.5*
MENG	Mineral, metallurgy and materials engineering	230	*1.0*	*20.6*	410	*1.0*	*37.2*	220	*0.7*	*19.7*
NURS	Nursing and allied health professions	1,120	*4.9*	*8.0*	3,265	*7.8*	*23.3*	4,100	*12.7*	*29.2*
PHAR	Pharmacy and pharmacology	335	*1.5*	*14.3*	680	*1.6*	*29.0*	685	*2.1*	*29.2*
PHYS	Physics	1,610	*7.1*	*27.4*	1,800	*4.3*	*30.6*	1,190	*3.7*	*20.3*
PSYC	Psychology and behavioural sciences	1,675	*7.4*	*17.2*	3,125	*7.4*	*32.1*	2,605	*8.1*	*26.8*
VETS	Veterinary science	155	*0.7*	*10.1*	545	*1.3*	*35.7*	450	*1.4*	*29.4*
SET	All SET subject areas	22,775	*100.0*	*17.2*	42,015	*100.0*	*31.6*	32,265	*100.0*	*24.3*

Proportions of SET academic staff by subject and age group

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry and food science	375	*1.5*	*23.5*	150	*1.4*	*9.5*	1,595	*1.2*
ANAT	Anatomy and physiology	320	*1.3*	*18.7*	120	*1.1*	*7.0*	1,720	*1.3*
ARCH	Archaeology	145	*0.6*	*17.5*	100	*0.9*	*11.9*	815	*0.6*
ARCT	Architecture, built environment and planning	1,145	*4.6*	*21.2*	625	*5.8*	*11.6*	5,395	*4.1*
BIOS	Biosciences	2,715	*10.9*	*18.2*	1,135	*10.5*	*7.6*	14,890	*11.2*
CHEE	Chemical engineering	210	*0.8*	*14.2*	100	*0.9*	*6.8*	1,480	*1.1*
CHEM	Chemistry	690	*2.8*	*16.2*	225	*2.1*	*5.3*	4,265	*3.2*
CENG	Civil engineering	440	*1.8*	*18.4*	200	*1.9*	*8.4*	2,395	*1.8*
DENT	Clinical dentistry	405	*1.6*	*23.0*	190	*1.8*	*10.9*	1,755	*1.3*
MEDI	Clinical medicine	4,330	*17.4*	*16.4*	1,990	*18.4*	*7.5*	26,450	*19.9*
EART	Earth, marine and environmental sciences	720	*2.9*	*20.0*	290	*2.7*	*8.0*	3,615	*2.7*
ELEC	Electrical, electronic and computer engineering	750	*3.0*	*16.3*	395	*3.7*	*8.6*	4,600	*3.5*
GENG	General engineering	835	*3.4*	*16.7*	510	*4.7*	*10.1*	5,010	*3.8*
GEOG	Geography and environmental studies	570	*2.3*	*18.8*	165	*1.5*	*5.5*	3,035	*2.3*
ITCS	IT, systems sciences and comp. software engineering	1,795	*7.2*	*18.2*	760	*7.0*	*7.7*	9,885	*7.4*
MATH	Mathematics	860	*3.4*	*15.0*	550	*5.1*	*9.6*	5,715	*4.3*
MECH	Mechanical, aero and production engineering	935	*3.8*	*17.0*	525	*4.9*	*9.5*	5,510	*4.2*
MENG	Mineral, metallurgy and materials engineering	165	*0.7*	*14.9*	85	*0.8*	*7.5*	1,105	*0.8*
NURS	Nursing and allied health professions	4,170	*16.8*	*29.7*	1,370	*12.7*	*9.8*	14,030	*10.6*
PHAR	Pharmacy and pharmacology	460	*1.9*	*19.7*	180	*1.7*	*7.7*	2,340	*1.8*
PHYS	Physics	860	*3.5*	*14.6*	415	*3.9*	*7.1*	5,880	*4.4*
PSYC	Psychology and behavioural sciences	1,695	*6.8*	*17.4*	625	*5.8*	*6.4*	9,730	*7.3*
VETS	Veterinary science	290	*1.2*	*19.0*	90	*0.8*	*5.9*	1,530	*1.2*
SET	All SET subject areas	24,890	*100.0*	*18.7*	10,800	*100.0*	*8.1*	132,745	*100.0*

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

≤ SET/non-SET subject area definition: see page 20

≤ Age definition: see page 11

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
ANTH	Anthropology and development studies	100	*1.0*	*9.5*	360	*1.3*	*33.8*	295	*1.0*	*27.7*
AREA	Area studies	45	*0.5*	*10.5*	140	*0.5*	*31.0*	135	*0.5*	*30.4*
ARTD	Art and design	1,075	*10.3*	*9.9*	2,720	*9.5*	*25.1*	3,090	*10.4*	*28.5*
BUSI	Business and management studies	1,475	*14.1*	*7.3*	5,485	*19.2*	*27.1*	5,815	*19.5*	*28.7*
HOSP	Catering and hospitality management	30	*0.3*	*5.5*	120	*0.4*	*23.3*	190	*0.6*	*37.3*
CLAS	Classics	60	*0.6*	*9.4*	200	*0.7*	*31.3*	180	*0.6*	*28.3*
CEDU	Continuing education	30	*0.3*	*3.6*	170	*0.6*	*20.6*	215	*0.7*	*26.1*
ECON	Economics and econometrics	535	*5.1*	*16.3*	1,105	*3.9*	*33.8*	805	*2.7*	*24.5*
EDUC	Education	585	*5.6*	*5.8*	1,985	*7.0*	*19.5*	2,845	*9.6*	*28.0*
ENGL	English language and literature	495	*4.8*	*9.5*	1,355	*4.8*	*26.0*	1,485	*5.0*	*28.4*
HLTH	Health and community studies	230	*2.2*	*8.6*	635	*2.2*	*23.5*	725	*2.4*	*27.0*
HIST	History	480	*4.6*	*12.9*	1,160	*4.1*	*31.4*	960	*3.2*	*26.0*
LAW	Law	815	*7.8*	*10.7*	2,145	*7.5*	*28.3*	2,120	*7.1*	*28.0*
MDIA	Media studies	390	*3.8*	*8.1*	1,110	*3.9*	*22.9*	1,400	*4.7*	*28.9*
LANG	Modern languages	420	*4.1*	*8.1*	1,235	*4.3*	*23.6*	1,545	*5.2*	*29.6*
PERF	Music, dance, drama and performing arts	730	*7.0*	*8.4*	2,125	*7.4*	*24.4*	2,315	*7.8*	*26.6*
PHIL	Philosophy	225	*2.1*	*17.3*	435	*1.5*	*33.9*	330	*1.1*	*25.5*
POLI	Politics and international studies	590	*5.7*	*14.3*	1,520	*5.3*	*36.7*	1,135	*3.8*	*27.4*
SPOL	Social work and social policy	215	*2.1*	*6.4*	770	*2.7*	*22.8*	965	*3.2*	*28.5*
SOCI	Sociology	470	*4.5*	*11.7*	1,240	*4.4*	*30.8*	1,075	*3.6*	*26.6*
SPOR	Sports science and leisure studies	615	*5.9*	*18.6*	1,150	*4.0*	*34.9*	885	*3.0*	*27.0*
THEO	Theology and religious studies	70	*0.7*	*9.0*	210	*0.7*	*25.9*	220	*0.7*	*27.4*
ACAD	Total academic services	215	*2.0*	*11.8*	430	*1.5*	*23.8*	465	*1.6*	*25.7*
ADMI	Central administration and services	465	*4.5*	*20.7*	650	*2.3*	*29.0*	425	*1.4*	*19.0*
PREM	Premises	0	*0.0*	..	0	*0.0*	..	0	*0.0*	..
RESI	Residences and catering	0	*0.0*	*5.4*	10	*0.0*	*21.6*	10	*0.0*	*28.0*
FACI	Staff and student facilities	50	*0.5*	*11.8*	85	*0.3*	*21.7*	120	*0.4*	*29.5*
NSET	All non-SET subject areas	10,415	*100.0*	*9.7*	28,545	*100.0*	*26.6*	29,755	*100.0*	*27.7*

Proportions of Non-SET academic staff by subject and age group

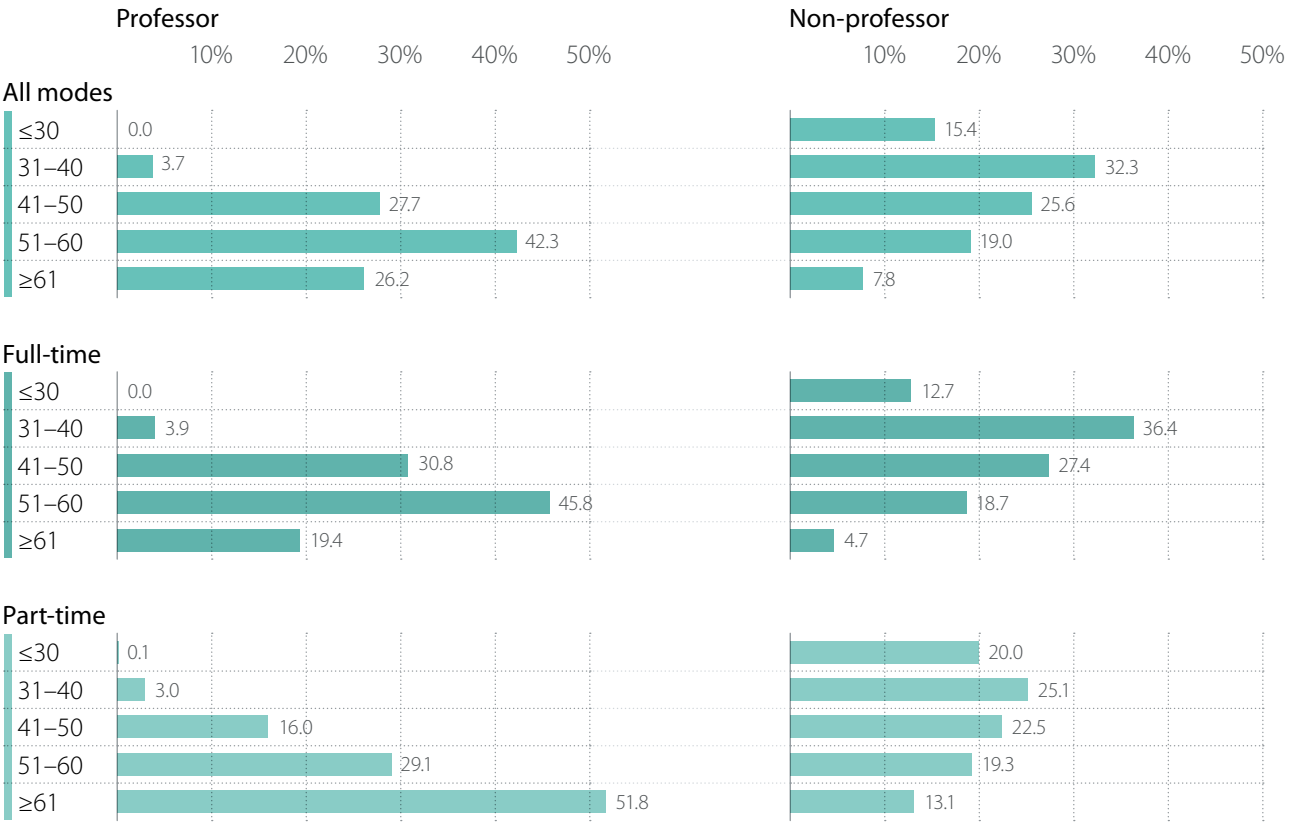
		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology and development studies	195	*0.7*	*18.5*	115	*0.9*	*10.6*	1,060	*1.0*
AREA	Area studies	85	*0.3*	*18.8*	40	*0.3*	*9.2*	450	*0.4*
ARTD	Art and design	2,945	*11.2*	*27.2*	1,010	*8.1*	*9.3*	10,840	*10.1*
BUSI	Business and management studies	4,925	*18.7*	*24.3*	2,560	*20.7*	*12.6*	20,260	*18.9*
HOSP	Catering and hospitality management	140	*0.5*	*27.6*	35	*0.3*	*6.4*	510	*0.5*
CLAS	Classics	130	*0.5*	*20.1*	70	*0.6*	*10.9*	645	*0.6*
CEDU	Continuing education	240	*0.9*	*29.5*	165	*1.3*	*20.2*	820	*0.8*
ECON	Economics and econometrics	530	*2.0*	*16.2*	300	*2.4*	*9.1*	3,275	*3.0*
EDUC	Education	3,060	*11.6*	*30.0*	1,705	*13.7*	*16.7*	10,180	*9.5*
ENGL	English language and literature	1,335	*5.1*	*25.6*	540	*4.4*	*10.4*	5,215	*4.9*
HLTH	Health and community studies	755	*2.9*	*28.1*	345	*2.8*	*12.8*	2,690	*2.5*
HIST	History	755	*2.9*	*20.4*	345	*2.8*	*9.3*	3,700	*3.4*
LAW	Law	1,775	*6.7*	*23.4*	730	*5.9*	*9.6*	7,590	*7.1*
MDIA	Media studies	1,380	*5.2*	*28.5*	560	*4.5*	*11.6*	4,840	*4.5*
LANG	Modern languages	1,465	*5.6*	*28.0*	560	*4.5*	*10.7*	5,230	*4.9*
PERF	Music, dance, drama and performing arts	2,165	*8.2*	*24.8*	1,380	*11.1*	*15.9*	8,715	*8.1*
PHIL	Philosophy	195	*0.7*	*15.1*	105	*0.8*	*8.2*	1,290	*1.2*
POLI	Politics and international studies	645	*2.4*	*15.6*	250	*2.0*	*6.1*	4,135	*3.8*
SPOL	Social work and social policy	965	*3.7*	*28.6*	465	*3.7*	*13.8*	3,375	*3.1*
SOCI	Sociology	870	*3.3*	*21.5*	380	*3.1*	*9.4*	4,035	*3.8*
SPOR	Sports science and leisure studies	520	*2.0*	*15.8*	120	*1.0*	*3.6*	3,290	*3.1*
THEO	Theology and religious studies	190	*0.7*	*23.4*	115	*0.9*	*14.4*	805	*0.8*
ACAD	Total academic services	470	*1.8*	*26.1*	225	*1.8*	*12.6*	1,810	*1.7*
ADMI	Central administration and services	485	*1.8*	*21.6*	215	*1.7*	*9.7*	2,240	*2.1*
PREM	Premises	0	*0.0*	..	0	*0.0*	..	5	*0.0*
RESI	Residences and catering	10	*0.0*	*27.8*	5	*0.1*	*17.1*	45	*0.0*
FACI	Staff and student facilities	100	*0.4*	*24.3*	50	*0.4*	*12.7*	400	*0.4*
NSET	All non-SET subject areas	26,335	*100.0*	*24.5*	12,395	*100.0*	*11.5*	107,445	*100.0*

1.10 Academic staff by professorial category, mode and age group

≤ Professorial category definition: see page 21
≤ Mode definition: see page 16
≤ Age definition: see page 11

	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	10	*0.0*	*0.0*	33,185	*15.4*	*100.0*	33,190	*13.8*
31–40	915	*3.7*	*1.3*	69,645	*32.3*	*98.7*	70,560	*29.4*
41–50	6,765	*27.7*	*10.9*	55,255	*25.6*	*89.1*	62,020	*25.8*
51–60	10,330	*42.3*	*20.2*	40,890	*19.0*	*79.8*	51,220	*21.3*
≥61	6,395	*26.2*	*27.6*	16,800	*7.8*	*72.4*	23,195	*9.7*
All	24,410	*100.0*	*10.2*	215,780	*100.0*	*89.8*	240,190	*100.0*
Full-time								
≤30	0	*0.0*	*0.0*	17,350	*12.7*	*100.0*	17,355	*11.1*
31–40	760	*3.9*	*1.5*	49,755	*36.4*	*98.5*	50,515	*32.4*
41–50	5,945	*30.8*	*13.7*	37,445	*27.4*	*86.3*	43,390	*27.8*
51–60	8,840	*45.8*	*25.7*	25,595	*18.7*	*74.3*	34,435	*22.1*
≥61	3,740	*19.4*	*36.8*	6,425	*4.7*	*63.2*	10,160	*6.5*
All	19,285	*100.0*	*12.4*	136,575	*100.0*	*87.6*	155,855	*100.0*
Part-time								
≤30	5	*0.1*	*0.0*	15,835	*20.0*	*100.0*	15,840	*18.8*
31–40	155	*3.0*	*0.8*	19,890	*25.1*	*99.2*	20,045	*23.8*
41–50	820	*16.0*	*4.4*	17,810	*22.5*	*95.6*	18,630	*22.1*
51–60	1,490	*29.1*	*8.9*	15,295	*19.3*	*91.1*	16,785	*19.9*
≥61	2,660	*51.8*	*20.4*	10,380	*13.1*	*79.6*	13,035	*15.5*
All	5,130	*100.0*	*6.1*	79,205	*100.0*	*93.9*	84,335	*100.0*

Proportions of academic staff by professorial category, mode and age group



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

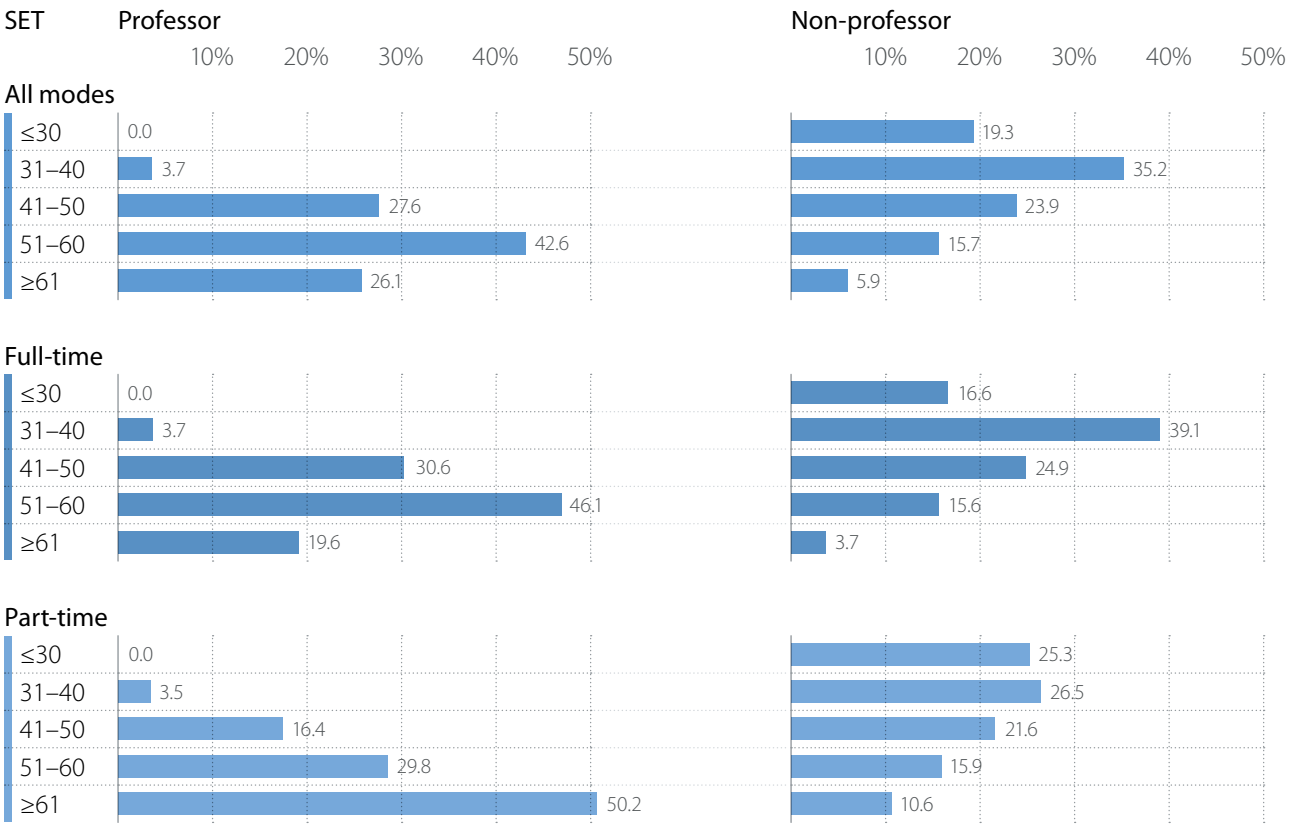
≤ Professorial category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Age definition: see page 11

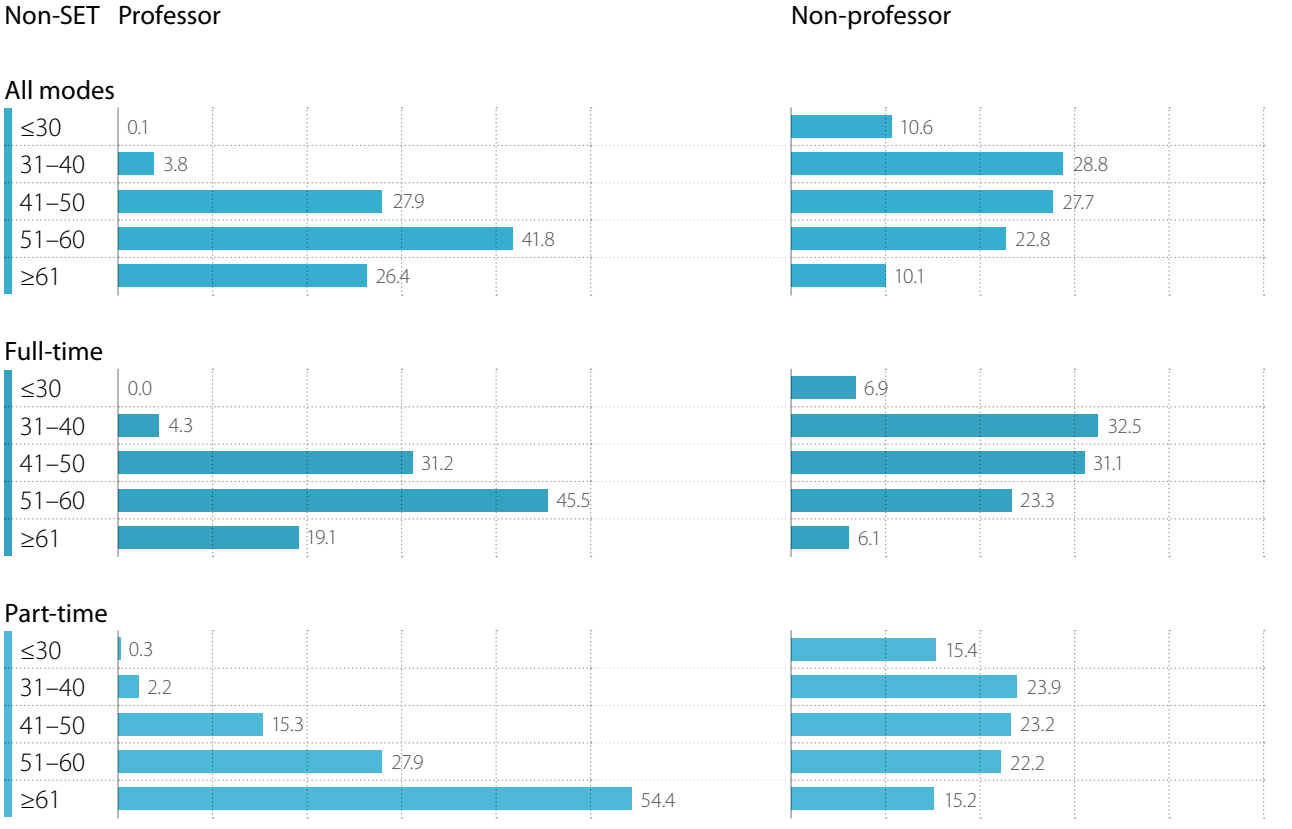
SET	Professor			Non-professor			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	*0.0*	*0.0*	22,775	*19.3*	*100.0*	22,775	*17.2*
31–40	550	*3.7*	*1.3*	41,465	*35.2*	*98.7*	42,015	*31.6*
41–50	4,135	*27.6*	*12.8*	28,130	*23.9*	*87.2*	32,265	*24.3*
51–60	6,385	*42.6*	*25.7*	18,505	*15.7*	*74.3*	24,890	*18.7*
≥61	3,900	*26.1*	*36.1*	6,900	*5.9*	*63.9*	10,800	*8.1*
All	14,975	*100.0*	*11.3*	117,770	*100.0*	*88.7*	132,745	*100.0*
Full-time								
≤30	0	*0.0*	*0.0*	13,515	*16.6*	*100.0*	13,515	*14.5*
31–40	440	*3.7*	*1.4*	31,775	*39.1*	*98.6*	32,210	*34.6*
41–50	3,615	*30.6*	*15.2*	20,220	*24.9*	*84.8*	23,835	*25.6*
51–60	5,440	*46.1*	*30.0*	12,695	*15.6*	*70.0*	18,135	*19.5*
≥61	2,310	*19.6*	*43.3*	3,025	*3.7*	*56.7*	5,340	*5.7*
All	11,805	*100.0*	*12.7*	81,230	*100.0*	*87.3*	93,040	*100.0*
Part-time								
≤30	0	*0.0*	*0.0*	9,260	*25.3*	*100.0*	9,260	*23.3*
31–40	110	*3.5*	*1.1*	9,690	*26.5*	*98.9*	9,800	*24.7*
41–50	520	*16.4*	*6.2*	7,910	*21.6*	*93.8*	8,430	*21.2*
51–60	945	*29.8*	*14.0*	5,810	*15.9*	*86.0*	6,750	*17.0*
≥61	1,590	*50.2*	*29.1*	3,870	*10.6*	*70.9*	5,460	*13.8*
All	3,165	*100.0*	*8.0*	36,540	*100.0*	*92.0*	39,705	*100.0*
Non-SET								
All modes								
≤30	5	*0.1*	*0.1*	10,410	*10.6*	*99.9*	10,415	*9.7*
31–40	365	*3.8*	*1.3*	28,185	*28.8*	*98.7*	28,545	*26.6*
41–50	2,630	*27.9*	*8.8*	27,125	*27.7*	*91.2*	29,755	*27.7*
51–60	3,945	*41.8*	*15.0*	22,385	*22.8*	*85.0*	26,335	*24.5*
≥61	2,495	*26.4*	*20.1*	9,905	*10.1*	*79.9*	12,395	*11.5*
All	9,440	*100.0*	*8.8*	98,010	*100.0*	*91.2*	107,445	*100.0*
Full-time								
≤30	0	*0.0*	*0.0*	3,835	*6.9*	*100.0*	3,835	*6.1*
31–40	320	*4.3*	*1.8*	17,985	*32.5*	*98.2*	18,305	*29.1*
41–50	2,330	*31.2*	*11.9*	17,225	*31.1*	*88.1*	19,555	*31.1*
51–60	3,400	*45.5*	*20.9*	12,900	*23.3*	*79.1*	16,300	*25.9*
≥61	1,425	*19.1*	*29.6*	3,395	*6.1*	*70.4*	4,825	*7.7*
All	7,480	*100.0*	*11.9*	55,340	*100.0*	*88.1*	62,820	*100.0*
Part-time								
≤30	5	*0.3*	*0.1*	6,570	*15.4*	*99.9*	6,575	*14.7*
31–40	45	*2.2*	*0.4*	10,200	*23.9*	*99.6*	10,240	*22.9*
41–50	300	*15.3*	*2.9*	9,900	*23.2*	*97.1*	10,200	*22.9*
51–60	545	*27.9*	*5.5*	9,490	*22.2*	*94.5*	10,035	*22.5*
≥61	1,070	*54.4*	*14.1*	6,505	*15.2*	*85.9*	7,575	*17.0*
All	1,960	*100.0*	*4.4*	42,665	*100.0*	*95.6*	44,630	*100.0*

CONTENTS

Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

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



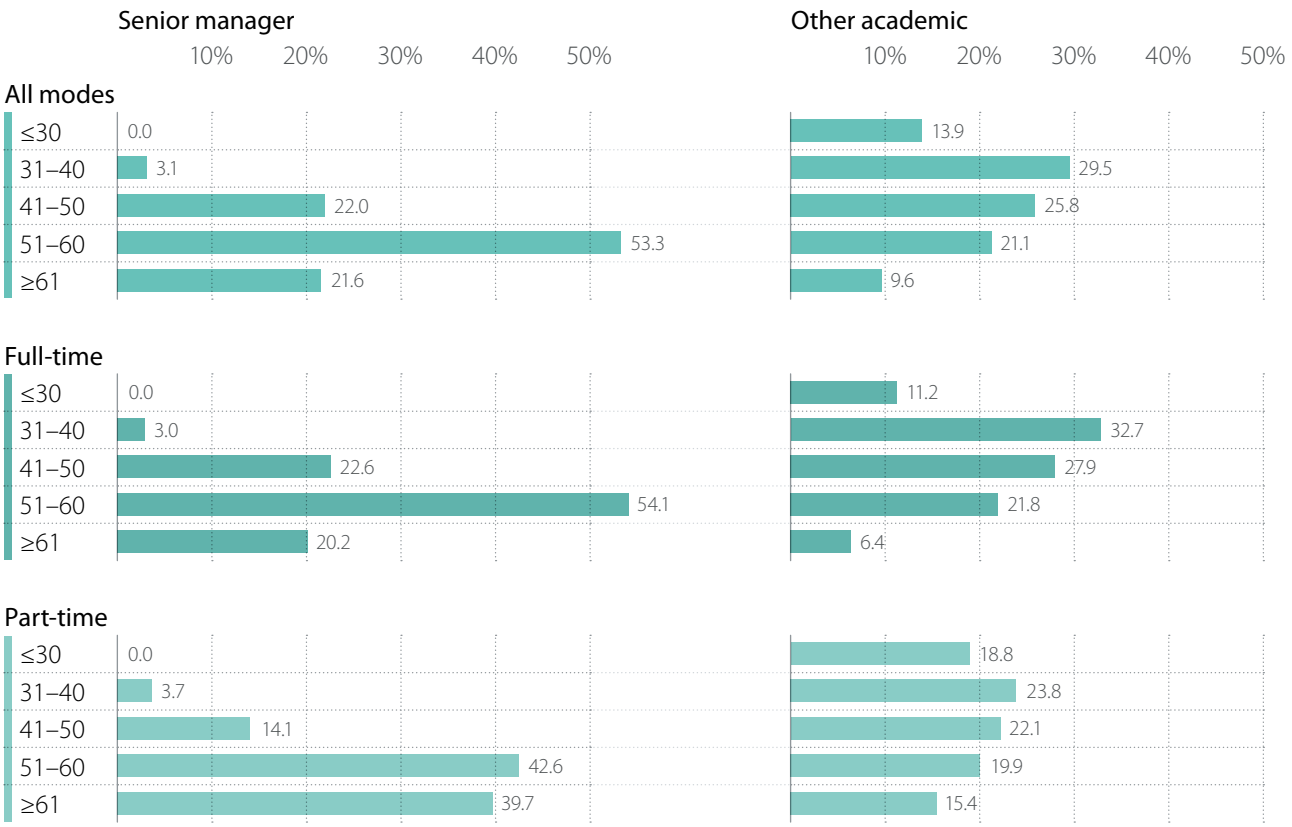


1.12 Academic staff by senior management category, mode and age group

≤ Senior management category definition: see page 21
≤ Mode definition: see page 16
≤ Age definition: see page 11

	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	*0.0*	*0.0*	33,190	*13.9*	*100.0*	33,190	*13.8*
31–40	45	*3.1*	*0.1*	70,515	*29.5*	*99.9*	70,560	*29.4*
41–50	320	*22.0*	*0.5*	61,700	*25.8*	*99.5*	62,020	*25.8*
51–60	770	*53.3*	*1.5*	50,450	*21.1*	*98.5*	51,220	*21.3*
≥61	310	*21.6*	*1.3*	22,885	*9.6*	*98.7*	23,195	*9.7*
All	1,445	*100.0*	*0.6*	238,745	*100.0*	*99.4*	240,190	*100.0*
Full-time								
≤30	0	*0.0*	*0.0*	17,355	*11.2*	*100.0*	17,355	*11.1*
31–40	40	*3.0*	*0.1*	50,475	*32.7*	*99.9*	50,515	*32.4*
41–50	305	*22.6*	*0.7*	43,085	*27.9*	*99.3*	43,390	*27.8*
51–60	730	*54.1*	*2.1*	33,705	*21.8*	*97.9*	34,435	*22.1*
≥61	270	*20.2*	*2.7*	9,890	*6.4*	*97.3*	10,160	*6.5*
All	1,345	*100.0*	*0.9*	154,510	*100.0*	*99.1*	155,855	*100.0*
Part-time								
≤30	0	*0.0*	*0.0*	15,840	*18.8*	*100.0*	15,840	*18.8*
31–40	5	*3.7*	*0.0*	20,040	*23.8*	*100.0*	20,045	*23.8*
41–50	15	*14.1*	*0.1*	18,615	*22.1*	*99.9*	18,630	*22.1*
51–60	45	*42.6*	*0.3*	16,745	*19.9*	*99.7*	16,785	*19.9*
≥61	40	*39.7*	*0.3*	12,995	*15.4*	*99.7*	13,035	*15.5*
All	100	*100.0*	*0.1*	84,235	*100.0*	*99.9*	84,335	*100.0*

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



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

≤ Senior management category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Age definition: see page 11

SET	Senior manager			Other academic			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes								
≤30	0	*0.0*	*0.0*	22,775	*17.2*	*100.0*	22,775	*17.2*
31–40	10	*2.0*	*0.0*	42,005	*31.8*	*100.0*	42,015	*31.6*
41–50	75	*16.3*	*0.2*	32,190	*24.3*	*99.8*	32,265	*24.3*
51–60	245	*54.5*	*1.0*	24,645	*18.6*	*99.0*	24,890	*18.7*
≥61	120	*27.1*	*1.1*	10,680	*8.1*	*98.9*	10,800	*8.1*
All	445	*100.0*	*0.3*	132,295	*100.0*	*99.7*	132,745	*100.0*
Full-time								
≤30	0	*0.0*	*0.0*	13,515	*14.6*	*100.0*	13,515	*14.5*
31–40	10	*2.2*	*0.0*	32,205	*34.8*	*100.0*	32,210	*34.6*
41–50	70	*17.0*	*0.3*	23,765	*25.7*	*99.7*	23,835	*25.6*
51–60	230	*55.8*	*1.3*	17,905	*19.3*	*98.7*	18,135	*19.5*
≥61	105	*25.1*	*1.9*	5,235	*5.7*	*98.1*	5,340	*5.7*
All	415	*100.0*	*0.4*	92,625	*100.0*	*99.6*	93,040	*100.0*
Part-time								
≤30	0	*0.0*	*0.0*	9,260	*23.3*	*100.0*	9,260	*23.3*
31–40	0	*0.0*	*0.0*	9,800	*24.7*	*100.0*	9,800	*24.7*
41–50	0	*7.1*	*0.0*	8,425	*21.2*	*100.0*	8,430	*21.2*
51–60	10	*38.4*	*0.2*	6,740	*17.0*	*99.8*	6,750	*17.0*
≥61	15	*54.5*	*0.3*	5,445	*13.7*	*99.7*	5,460	*13.8*
All	30	*100.0*	*0.1*	39,675	*100.0*	*99.9*	39,705	*100.0*
Non-SET								
All modes								
≤30	0	*0.0*	*0.0*	10,415	*9.8*	*100.0*	10,415	*9.7*
31–40	35	*3.6*	*0.1*	28,510	*26.8*	*99.9*	28,545	*26.6*
41–50	245	*24.5*	*0.8*	29,510	*27.7*	*99.2*	29,755	*27.7*
51–60	525	*52.8*	*2.0*	25,805	*24.2*	*98.0*	26,335	*24.5*
≥61	190	*19.1*	*1.5*	12,205	*11.5*	*98.5*	12,395	*11.5*
All	1,000	*100.0*	*0.9*	106,450	*100.0*	*99.1*	107,445	*100.0*
Full-time								
≤30	0	*0.0*	*0.0*	3,835	*6.2*	*100.0*	3,835	*6.1*
31–40	30	*3.4*	*0.2*	18,270	*29.5*	*99.8*	18,305	*29.1*
41–50	235	*25.1*	*1.2*	19,325	*31.2*	*98.8*	19,555	*31.1*
51–60	495	*53.4*	*3.0*	15,800	*25.5*	*97.0*	16,300	*25.9*
≥61	170	*18.1*	*3.5*	4,655	*7.5*	*96.5*	4,825	*7.7*
All	930	*100.0*	*1.5*	61,890	*100.0*	*98.5*	62,820	*100.0*
Part-time								
≤30	0	*0.0*	*0.0*	6,575	*14.8*	*100.0*	6,575	*14.7*
31–40	5	*5.4*	*0.0*	10,240	*23.0*	*100.0*	10,240	*22.9*
41–50	10	*17.3*	*0.1*	10,190	*22.9*	*99.9*	10,200	*22.9*
51–60	30	*44.5*	*0.3*	10,005	*22.5*	*99.7*	10,035	*22.5*
≥61	20	*32.8*	*0.3*	7,550	*16.9*	*99.7*	7,575	*17.0*
All	70	*100.0*	*0.2*	44,560	*100.0*	*99.8*	44,630	*100.0*

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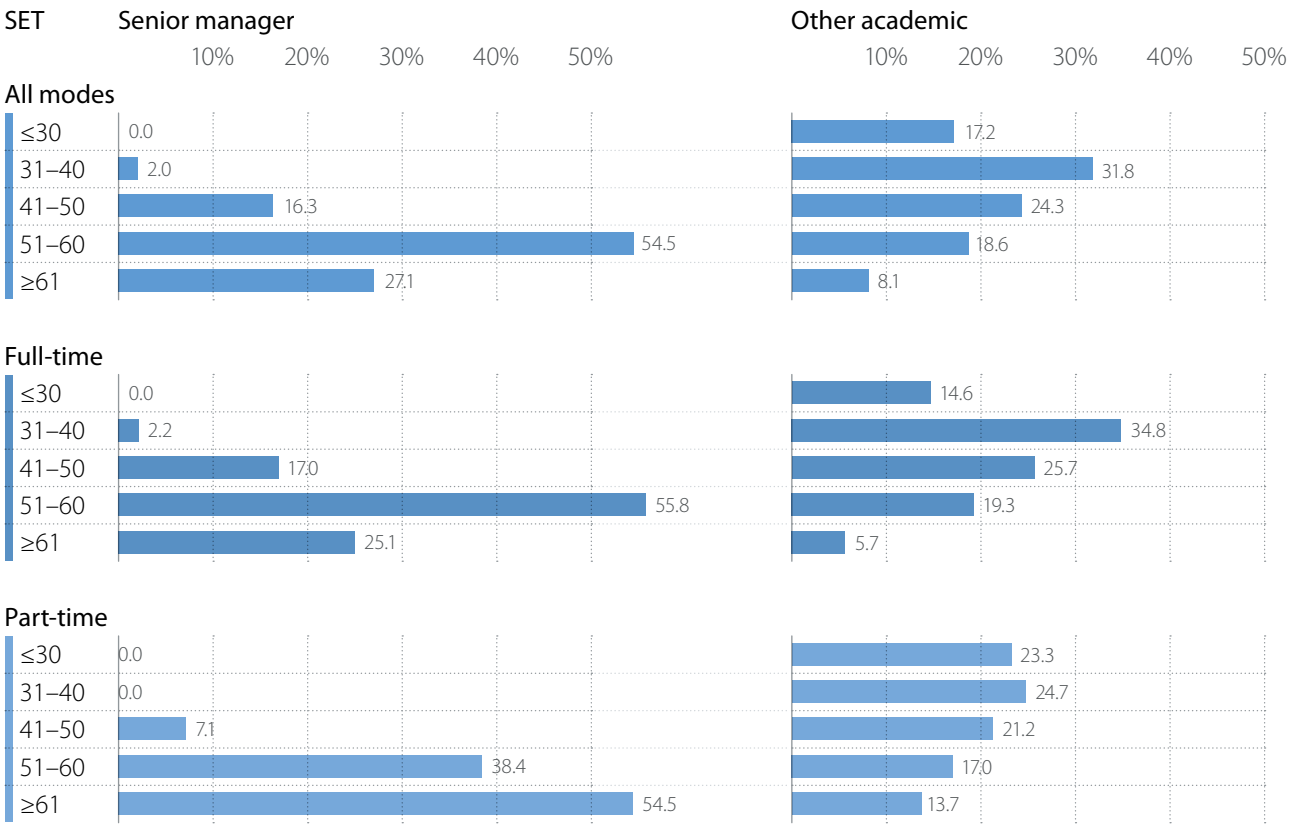
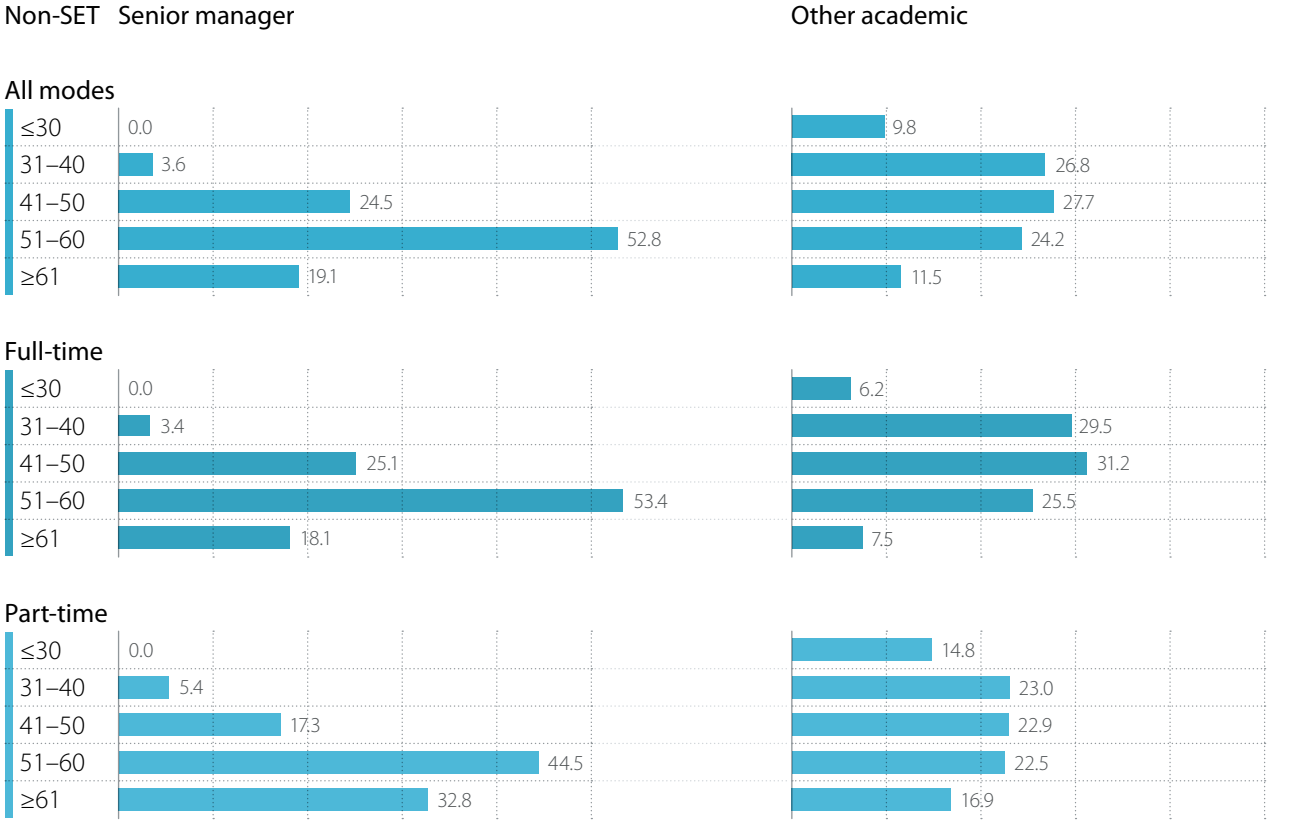
Additional data by five-year age band is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

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



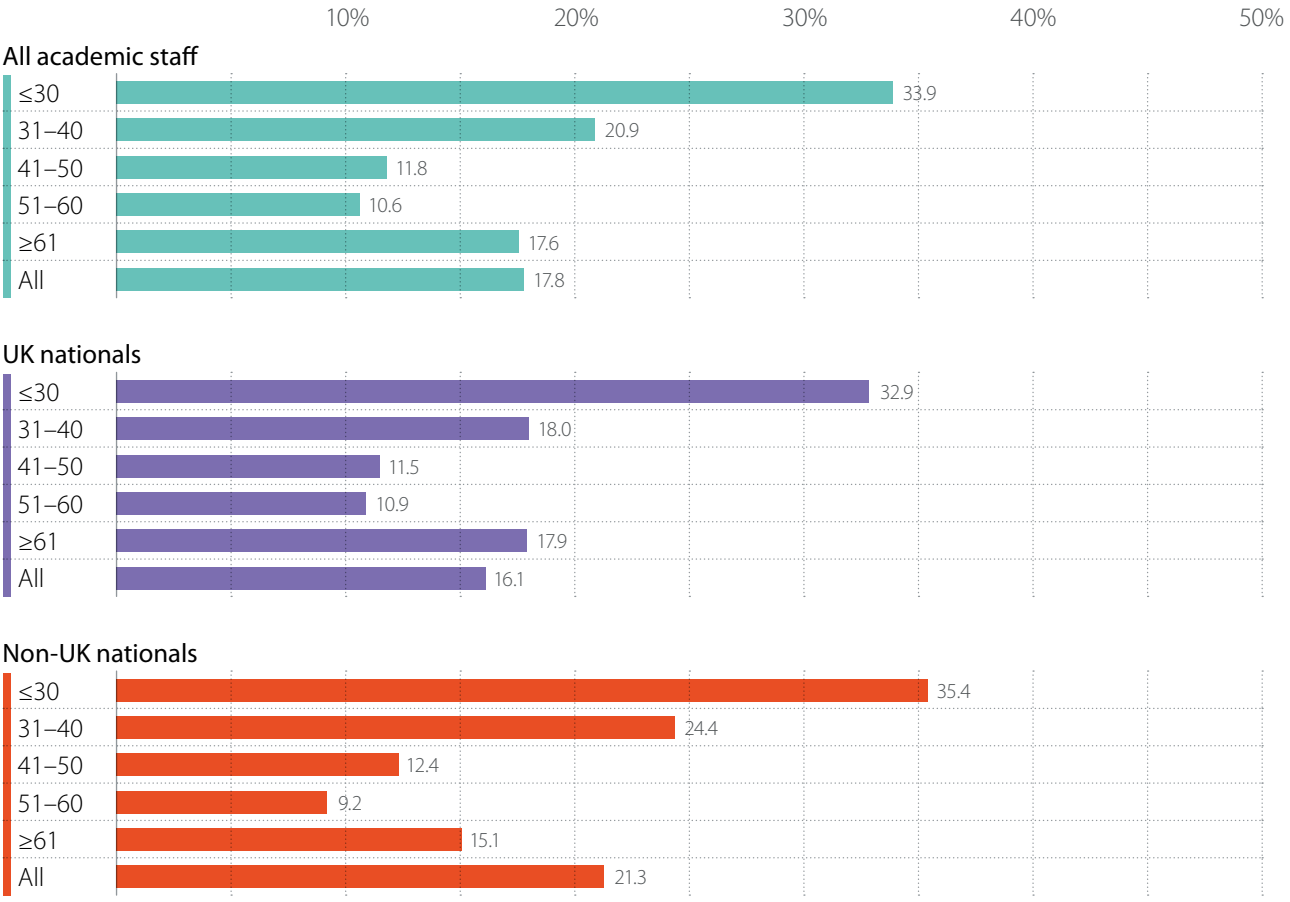


1.14 UK/non-UK academic staff by leaving status and age group

≤ Nationality definition: see page 16
≤ Academic leavers definition: see page 23
≤ Age definition: see page 11

	Leavers (of all staff)		Known destination (of all leavers)		Unknown destination (of all leavers)		All staff
	No.	%	No.	%	No.	%	No.
All academic staff							
≤30	10,545	*33.9*	4,850	*46.0*	5,695	*54.0*	31,075
31–40	14,520	*20.9*	7,070	*48.7*	7,445	*51.3*	69,470
41–50	7,035	*11.8*	3,455	*49.1*	3,580	*50.9*	59,500
51–60	5,300	*10.6*	2,700	*51.0*	2,595	*49.0*	49,785
≥61	3,855	*17.6*	2,140	*55.5*	1,715	*44.5*	21,975
All	41,255	*17.8*	20,220	*49.0*	21,040	*51.0*	231,805
UK nationals							
≤30	5,895	*32.9*	2,770	*47.0*	3,125	*53.0*	17,950
31–40	6,845	*18.0*	3,285	*48.0*	3,560	*52.0*	38,045
41–50	4,740	*11.5*	2,280	*48.2*	2,455	*51.8*	41,040
51–60	4,520	*10.9*	2,300	*50.9*	2,220	*49.1*	41,325
≥61	3,465	*17.9*	1,915	*55.3*	1,550	*44.7*	19,380
All	25,465	*16.1*	12,560	*49.3*	12,910	*50.7*	157,735
Non-UK nationals							
≤30	4,650	*35.4*	2,075	*44.7*	2,570	*55.3*	13,125
31–40	7,675	*24.4*	3,785	*49.3*	3,890	*50.7*	31,425
41–50	2,300	*12.4*	1,175	*51.1*	1,125	*48.9*	18,460
51–60	780	*9.2*	400	*51.5*	375	*48.5*	8,460
≥61	390	*15.1*	225	*57.1*	170	*42.9*	2,600
All	15,790	*21.3*	7,660	*48.5*	8,130	*51.5*	74,070

Proportions of academic staff who left their institution between 2021/22 and 2022/23



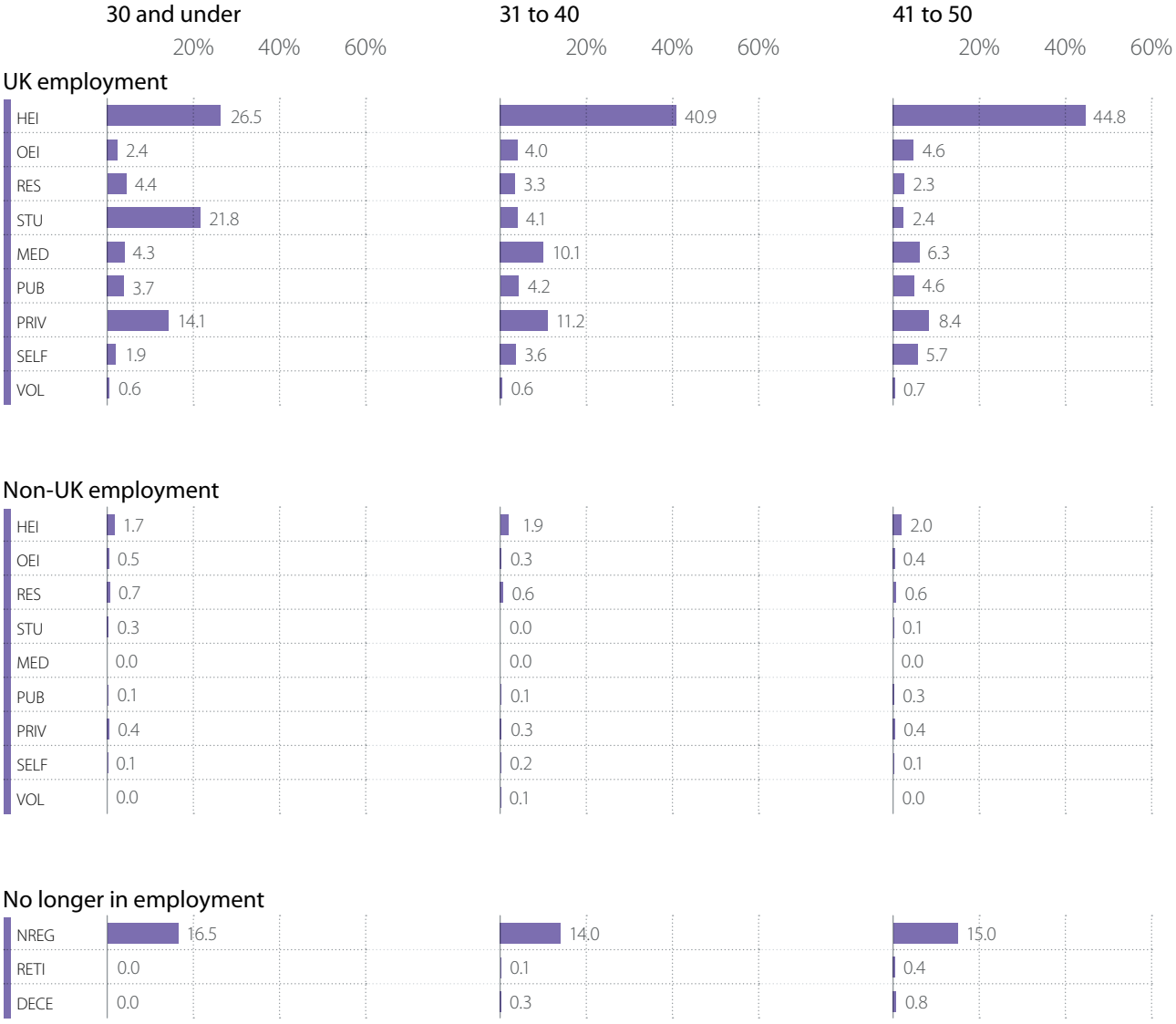
1.15 UK academic staff leavers by known leaving destination and age group

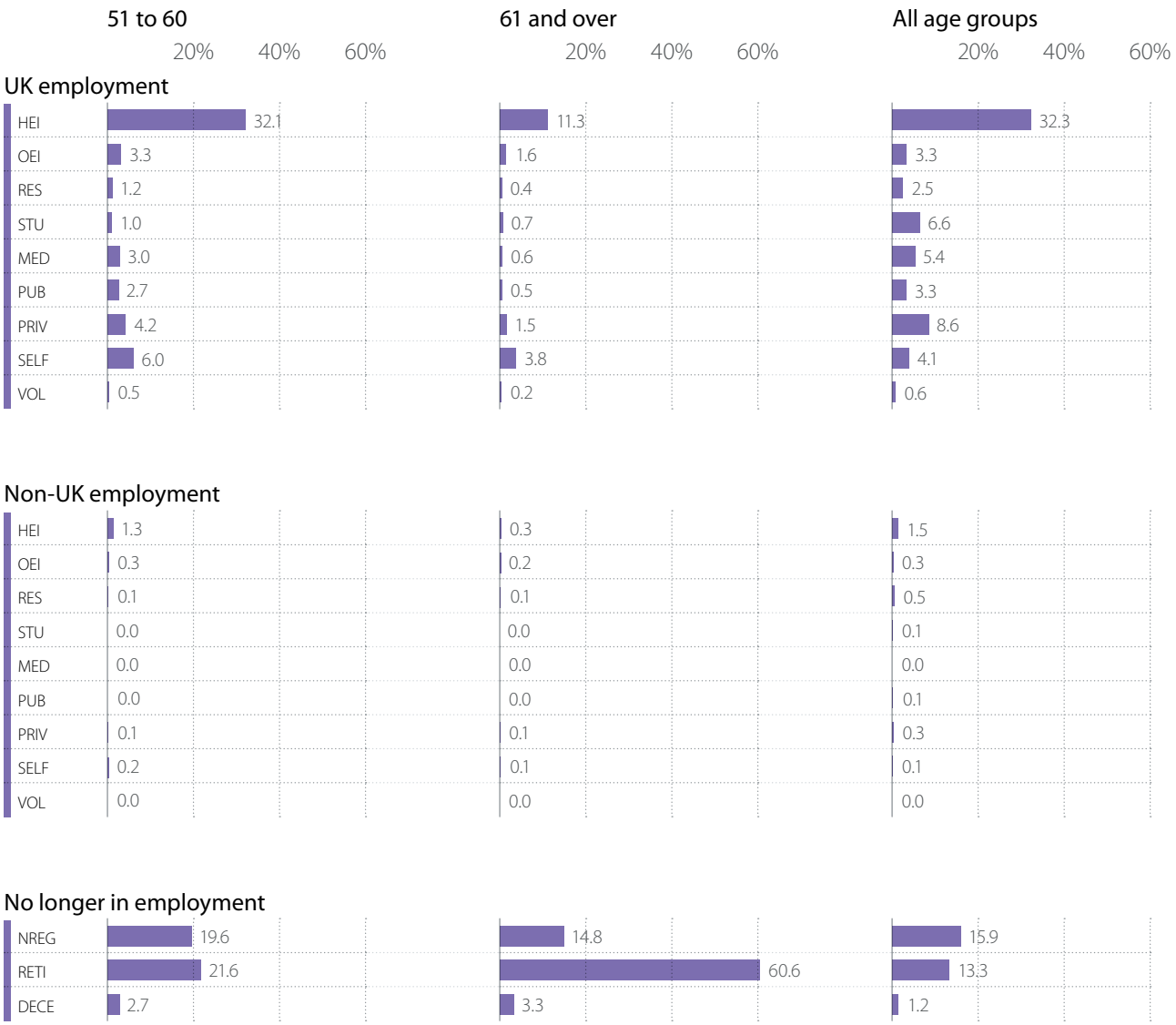
≤ Nationality definition: see page 16
≤ Academic leavers definition: see page 23
≤ Age definition: see page 11

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
UK employment										
HEI	Other HEI	735	*26.5*	*18.1*	1,345	*40.9*	*33.1*	1,025	*44.8*	*25.2*
OEI	Other education institution	65	*2.4*	*16.2*	130	*4.0*	*32.2*	105	*4.6*	*25.7*
RES	Research institute	120	*4.4*	*38.3*	110	*3.3*	*34.2*	55	*2.3*	*16.8*
STU	Student	605	*21.8*	*72.6*	135	*4.1*	*16.2*	55	*2.4*	*6.6*
MED	NHS/medical or dental practice	120	*4.3*	*17.6*	330	*10.1*	*49.2*	145	*6.3*	*21.2*
PUB	Public sector	100	*3.7*	*24.2*	140	*4.2*	*33.3*	105	*4.6*	*25.4*
PRIV	Private sector	390	*14.1*	*36.4*	370	*11.2*	*34.3*	190	*8.4*	*17.8*
SELF	Self-employed	55	*1.9*	*10.5*	120	*3.6*	*23.1*	130	*5.7*	*25.3*
VOL	Voluntary sector	15	*0.6*	*23.4*	20	*0.6*	*29.8*	15	*0.7*	*24.1*
All	All UK employment	2,205	*79.6*	*26.4*	2,700	*82.1*	*32.3*	1,825	*79.9*	*21.8*
Non-UK employment										
HEI	Other HEI	45	*1.7*	*24.7*	65	*1.9*	*33.2*	45	*2.0*	*24.2*
OEI	Other education institution	15	*0.5*	*33.0*	10	*0.3*	*25.9*	10	*0.4*	*18.9*
RES	Research institute	20	*0.7*	*33.3*	20	*0.6*	*36.8*	15	*0.6*	*24.6*
STU	Student	10	*0.3*	..	0	*0.0*	..	0	*0.1*	..
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*	..
PUB	Public sector	5	*0.1*	..	0	*0.1*	..	5	*0.3*	..
PRIV	Private sector	10	*0.4*	*33.3*	10	*0.3*	*30.6*	10	*0.4*	*27.8*
SELF	Self-employed	5	*0.1*	..	5	*0.2*	..	0	*0.1*	..
VOL	Voluntary sector	0	*0.0*	..	0	*0.1*	..	0	*0.0*	..
All	All non-UK employment	110	*3.9*	*29.2*	115	*3.5*	*31.3*	90	*3.9*	*24.0*
No longer in employment										
NREG	Not in regular employment	460	*16.5*	*22.9*	460	*14.0*	*23.0*	340	*15.0*	*17.1*
RETI	Retired	0	*0.0*	*0.0*	0	*0.1*	*0.1*	10	*0.4*	*0.5*
DECE	Deceased	0	*0.0*	*0.0*	10	*0.3*	*6.5*	20	*0.8*	*11.6*
All	All no longer employed	460	*16.5*	*12.0*	470	*14.3*	*12.3*	370	*16.2*	*9.7*
All destinations										
All	All leavers	2,770	*100.0*	*22.1*	3,285	*100.0*	*26.2*	2,280	*100.0*	*18.2*

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	740	*32.1*	*18.2*	215	*11.3*	*5.3*	4,055	*32.3*
OEI	Other education institution	75	*3.3*	*18.6*	30	*1.6*	*7.3*	410	*3.3*
RES	Research institute	25	*1.2*	*8.5*	5	*0.4*	*2.2*	315	*2.5*
STU	Student	25	*1.0*	*2.9*	15	*0.7*	*1.7*	830	*6.6*
MED	NHS/medical or dental practice	70	*3.0*	*10.4*	10	*0.6*	*1.6*	675	*5.4*
PUB	Public sector	60	*2.7*	*14.6*	10	*0.5*	*2.4*	415	*3.3*
PRIV	Private sector	95	*4.2*	*8.9*	30	*1.5*	*2.7*	1,080	*8.6*
SELF	Self-employed	140	*6.0*	*26.8*	75	*3.8*	*14.2*	515	*4.1*
VOL	Voluntary sector	10	*0.5*	*17.0*	5	*0.2*	*5.7*	70	*0.6*
All	All UK employment	1,245	*54.0*	*14.9*	395	*20.6*	*4.7*	8,370	*66.6*
Non-UK employment									
HEI	Other HEI	30	*1.3*	*15.3*	5	*0.3*	*2.6*	190	*1.5*
OEI	Other education institution	5	*0.3*	*15.1*	5	*0.2*	*7.1*	40	*0.3*
RES	Research institute	0	*0.1*	*3.5*	0	*0.1*	*1.8*	55	*0.5*
STU	Student	0	*0.0*	..	0	*0.0*	..	15	*0.1*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	0	*0.0*	..	0	*0.0*	..	10	*0.1*
PRIV	Private sector	0	*0.1*	*5.6*	0	*0.1*	*2.8*	35	*0.3*
SELF	Self-employed	5	*0.2*	..	0	*0.1*	..	15	*0.1*
VOL	Voluntary sector	0	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All non-UK employment	45	*2.0*	*12.3*	10	*0.6*	*3.2*	370	*2.9*
No longer in employment									
NREG	Not in regular employment	450	*19.6*	*22.7*	285	*14.8*	*14.3*	1,995	*15.9*
RETI	Retired	500	*21.6*	*29.8*	1,160	*60.6*	*69.5*	1,670	*13.3*
DECE	Deceased	65	*2.7*	*40.7*	65	*3.3*	*41.3*	155	*1.2*
All	All no longer employed	1,015	*44.0*	*26.5*	1,510	*78.7*	*39.5*	3,820	*30.4*
All destinations									
All	All leavers	2,300	*100.0*	*18.3*	1,915	*100.0*	*15.3*	12,560	*100.0*

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




51 to 60
61 and over
All age groups
20%
40%
60%
UK employment
HEI 32.1 11.3 32.3
OEI 3.3 1.6 3.3
RES 1.2 0.4 2.5
STU 1.0 0.7 6.6
MED 3.0 0.6 5.4
PUB 2.7 0.5 3.3
PRIV 4.2 1.5 8.6
SELF 6.0 3.8 4.1
VOL 0.5 0.2 0.6
Non-UK employment
HEI 1.3 0.3 1.5
OEI 0.3 0.2 0.3
RES 0.1 0.1 0.5
STU 0.0 0.0 0.1
MED 0.0 0.0 0.0
PUB 0.0 0.0 0.1
PRIV 0.1 0.1 0.3
SELF 0.2 0.1 0.1
VOL 0.0 0.0 0.0
No longer in employment
NREG 19.6 14.8 15.9
RETI 21.6 60.6 13.3
DECE 2.7 3.3 1.2

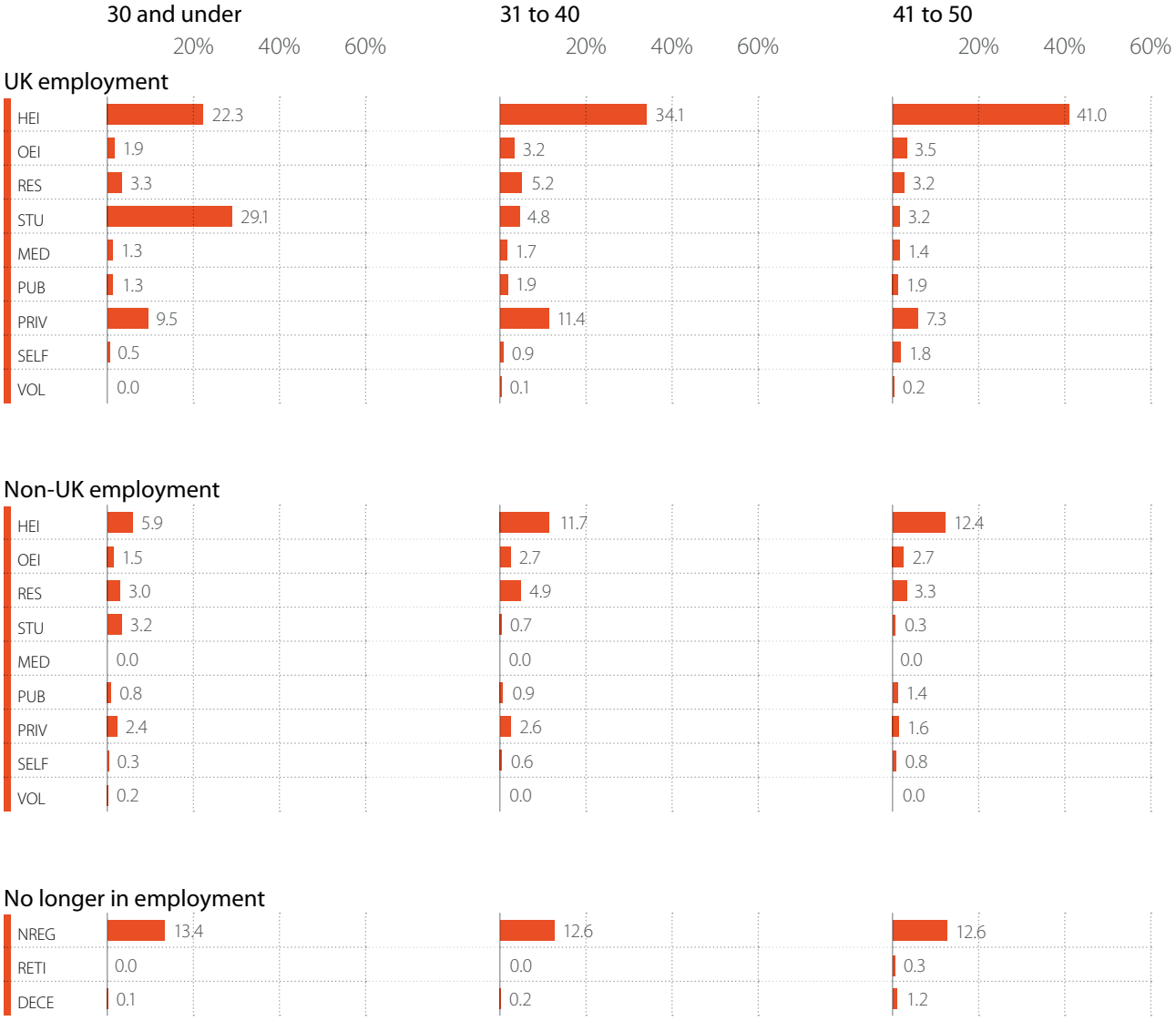
1.16 Non-UK academic staff leavers by known leaving destination and age group

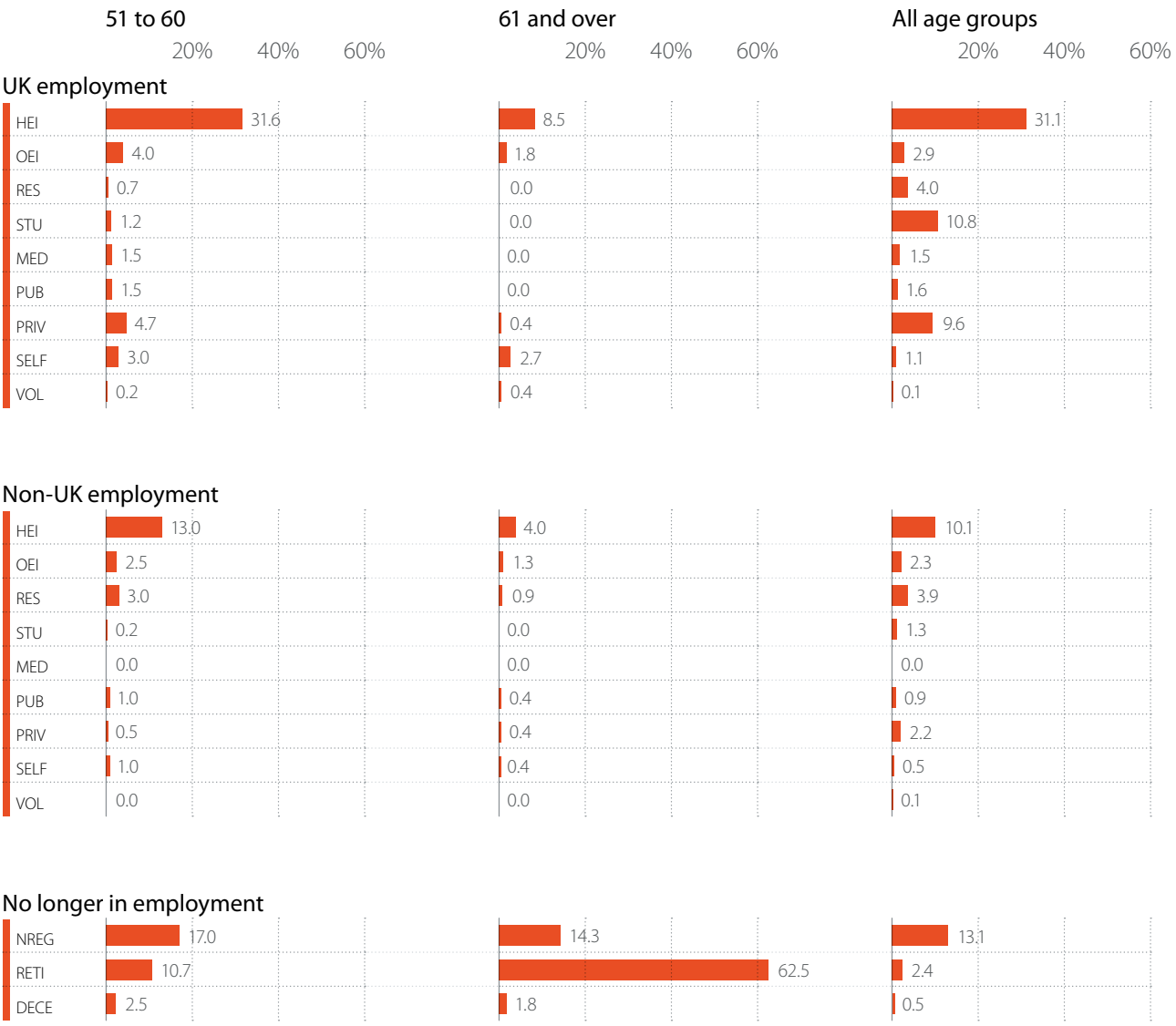
≤ Nationality definition: see page 16
≤ Academic leavers definition: see page 23
≤ Age definition: see page 11

		30 and under			31 to 40			41 to 50		
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %
UK employment										
HEI	Other HEI	465	*22.3*	*19.5*	1,290	*34.1*	*54.2*	480	*41.0*	*20.2*
OEI	Other education institution	40	*1.9*	*17.5*	125	*3.2*	*55.2*	40	*3.5*	*18.4*
RES	Research institute	70	*3.3*	*22.4*	195	*5.2*	*64.5*	35	*3.2*	*12.2*
STU	Student	605	*29.1*	*72.9*	180	*4.8*	*21.9*	40	*3.2*	*4.6*
MED	NHS/medical or dental practice	30	*1.3*	*24.8*	65	*1.7*	*55.8*	15	*1.4*	*14.2*
PUB	Public sector	25	*1.3*	*21.4*	70	*1.9*	*56.3*	20	*1.9*	*17.5*
PRIV	Private sector	195	*9.5*	*26.7*	435	*11.4*	*58.9*	85	*7.3*	*11.7*
SELF	Self-employed	10	*0.5*	*13.2*	35	*0.9*	*39.6*	20	*1.8*	*25.5*
VOL	Voluntary sector	0	*0.0*	..	0	*0.1*	..	0	*0.2*	..
All	All UK employment	1,440	*69.2*	*29.9*	2,395	*63.3*	*49.9*	745	*63.4*	*15.5*
Non-UK employment										
HEI	Other HEI	120	*5.9*	*15.8*	445	*11.7*	*57.4*	145	*12.4*	*18.9*
OEI	Other education institution	30	*1.5*	*17.9*	100	*2.7*	*57.0*	30	*2.7*	*17.9*
RES	Research institute	60	*3.0*	*20.6*	185	*4.9*	*61.7*	40	*3.3*	*13.1*
STU	Student	65	*3.2*	*69.2*	25	*0.7*	*26.7*	5	*0.3*	*3.1*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*	..
PUB	Public sector	15	*0.8*	*22.9*	35	*0.9*	*47.1*	15	*1.4*	*22.9*
PRIV	Private sector	50	*2.4*	*29.2*	95	*2.6*	*57.7*	20	*1.6*	*11.3*
SELF	Self-employed	5	*0.3*	*16.7*	20	*0.6*	*50.0*	10	*0.8*	*21.4*
VOL	Voluntary sector	5	*0.2*	..	0	*0.0*	..	0	*0.0*	..
All	All non-UK employment	360	*17.3*	*22.0*	905	*23.9*	*55.6*	265	*22.5*	*16.2*
No longer in employment										
NREG	Not in regular employment	280	*13.4*	*27.7*	475	*12.6*	*47.5*	150	*12.6*	*14.8*
RETI	Retired	0	*0.0*	*0.0*	0	*0.0*	*0.5*	5	*0.3*	*1.6*
DECE	Deceased	5	*0.1*	*7.9*	5	*0.2*	*18.4*	15	*1.2*	*36.8*
All	All no longer employed	280	*13.5*	*22.9*	485	*12.8*	*39.4*	165	*14.1*	*13.4*
All destinations										
All	All leavers	2,075	*100.0*	*27.1*	3,785	*100.0*	*49.4*	1,175	*100.0*	*15.3*

		51 to 60			61 and over			All age groups	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	125	*31.6*	*5.3*	20	*8.5*	*0.8*	2,380	*31.1*
OEI	Other education institution	15	*4.0*	*7.2*	5	*1.8*	*1.8*	225	*2.9*
RES	Research institute	5	*0.7*	*1.0*	0	*0.0*	*0.0*	305	*4.0*
STU	Student	5	*1.2*	*0.6*	0	*0.0*	*0.0*	830	*10.8*
MED	NHS/medical or dental practice	5	*1.5*	*5.3*	0	*0.0*	*0.0*	115	*1.5*
PUB	Public sector	5	*1.5*	*4.8*	0	*0.0*	*0.0*	125	*1.6*
PRIV	Private sector	20	*4.7*	*2.6*	0	*0.4*	*0.1*	735	*9.6*
SELF	Self-employed	10	*3.0*	*14.4*	5	*2.7*	*7.2*	85	*1.1*
VOL	Voluntary sector	0	*0.2*	..	0	*0.4*	..	5	*0.1*
All	All UK employment	195	*48.6*	*4.1*	30	*13.8*	*0.6*	4,805	*62.7*
Non-UK employment									
HEI	Other HEI	50	*13.0*	*6.7*	10	*4.0*	*1.2*	770	*10.1*
OEI	Other education institution	10	*2.5*	*5.6*	5	*1.3*	*1.7*	180	*2.3*
RES	Research institute	10	*3.0*	*4.0*	0	*0.9*	*0.7*	300	*3.9*
STU	Student	0	*0.2*	*1.0*	0	*0.0*	*0.0*	95	*1.3*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	5	*1.0*	*5.7*	0	*0.4*	*1.4*	70	*0.9*
PRIV	Private sector	0	*0.5*	*1.2*	0	*0.4*	*0.6*	170	*2.2*
SELF	Self-employed	5	*1.0*	*9.5*	0	*0.4*	*2.4*	40	*0.5*
VOL	Voluntary sector	0	*0.0*	..	0	*0.0*	..	5	*0.1*
All	All non-UK employment	85	*21.2*	*5.2*	15	*7.6*	*1.0*	1,630	*21.3*
No longer in employment									
NREG	Not in regular employment	70	*17.0*	*6.8*	30	*14.3*	*3.2*	1,000	*13.1*
RETI	Retired	45	*10.7*	*23.0*	140	*62.5*	*74.9*	185	*2.4*
DECE	Deceased	10	*2.5*	*26.3*	5	*1.8*	*10.5*	40	*0.5*
All	All no longer employed	120	*30.2*	*9.9*	175	*78.6*	*14.3*	1,225	*16.0*
All destinations									
All	All leavers	400	*100.0*	*5.2*	225	*100.0*	*2.9*	7,660	*100.0*

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




51 to 60
61 and over
All age groups
20%
40%
60%
UK employment
HEI 31.6 8.5 31.1
OEI 4.0 1.8 2.9
RES 0.7 0.0 4.0
STU 1.2 0.0 10.8
MED 1.5 0.0 1.5
PUB 1.5 0.0 1.6
PRIV 4.7 0.4 9.6
SELF 3.0 2.7 1.1
VOL 0.2 0.4 0.1
Non-UK employment
HEI 13.0 4.0 10.1
OEI 2.5 1.3 2.3
RES 3.0 0.9 3.9
STU 0.2 0.0 1.3
MED 0.0 0.0 0.0
PUB 1.0 0.4 0.9
PRIV 0.5 0.4 2.2
SELF 1.0 0.4 0.5
VOL 0.0 0.0 0.1
No longer in employment
NREG 17.0 14.3 13.1
RETI 10.7 62.5 2.4
DECE 2.5 1.8 0.5

Disability

Overview

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.

Consistent year-on-year increases in prevalence

The term 'disability' in HE is often automatically associated with students (Merchant et al. 2020; Williams et al. 2018), but the number of staff disclosing a disability has continued to rise year-on-year (from 3.9% in 2012/13 to 7.2% in 2022/23) (Table 2.3). It is likely that this trend reflects both a genuine increase in the representation of staff disclosing as disabled in the UK HE sector, as well as a number of other factors, including reduced stigmatising of disabilities, improved confidence to disclose, and increased awareness of different types of impairments. Nonetheless, there are many reasons why staff may not report a disability and it is likely that the prevalence reported here is an undercount, which should be taken into consideration when developing support services for disabled staff.

The prevalence of the individual impairment types reported by staff have been relatively stable between 2021/22 and 2022/23. As reported in previous **Equality in Higher Education Statistical Reports**, learning differences (from 1.4% to 1.7%), long-term illness or health conditions (from 1.5% to 1.6%) and mental health (from 1.1% to 1.2%) remain the most frequently disclosed impairments among staff (Table 2.2). However, these modest increases continue a positive trend which, if following those reported for students (Gorczynski 2018) and corresponding research documenting decreases in staff wellbeing amongst disability professionals working in HE (Wilson et al. 2020), can be expected to continue.

Overrepresentation in lower-tier roles and associated barriers to progression

In June 2024, **UNISON announced** its intention to continue building on the legacy of their Year of Disabled Workers 2022, as disabled staff continue to disproportionately experience barriers to progression. While there has been an increase in the proportion of disabled staff who were professors from 6.5 in 2021/22 to 7.1% in 2022/23, this is still below that of non-disabled staff (10.4%) (Table 2.16) and disabled staff are still overrepresented in lower contract levels (eg 70.0% of disabled staff were on ExpertHR Contract Levels P through K compared with 63.4% of non-disabled staff) (Table 2.8). Barriers such as fewer opportunities for mentoring, fewer development programmes, cultural incongruence and a lack of role models (Brewster et al. 2017) result in disabled staff plateauing and not progressing to senior roles at the same rate as non-disabled staff. The impact of these barriers to progression is seen the median and mean pay gaps between disabled and non-disabled staff (8.5% and 9.6%, respectively) (Table 2.20) and exacerbated among staff with two or more intersecting minority identities. For example: 5.5% of disabled female academics were professors compared with 9.7% of disabled male academics[1].

1 Data extracted from HeidiPlus based on the HESA Staff record (excluding atypical) Full Person Equivalent, academic staff only and excluding staff who reported their sex as 'Other'.

Learning from existing initiatives and other resources

While positive work has been undertaken, such as the **Disability Inclusive Science Careers (DISC)** initiative and **RIDE HIGHER**, which aims to drive best practice for disability inclusion in the sector, initiatives supporting staff are often underdeveloped. Learnings from the legal case of **University of Bristol vs Abrahart**, such as the role of constructive knowledge of disability (before or in the absence of a definitive formal or medical diagnosis) and the importance of potentially adjusting policies and procedures depending on individual circumstances are relevant for disabled staff. While the sector lacks a clear understanding of the range and prevalence of different reasonable adjustments for disabled staff[2], and what is 'reasonable' when responding proportionately to escalating situations, other resources such as **Advance HE's annual mental wellbeing in HE conference** and the **Disabled Student Commitment**, provide HEIs with the opportunity to draw insights from student-focused interventions and develop whole-organisational approaches to disability.

References

Brewster, S., Duncan, N., Emira, M., and Clifford, A. (2017). **Personal sacrifice and corporate cultures: Career progression for disabled staff in higher education**. *Disability and Society,* 32, 1027-1042.

Gorczynski, P. (February 2018). **More academics and students have mental health problems than ever before**. The Conversation.

Merchant, W., Read, S., D'Evelyn, S., Miles, C., and Williams, V. (2020). **The insider view: Tackling disabling practices in higher education institutions**. *Higher Education,* 80, 273-287.

Williams, V., Tarleton, B., Heslop, P., Porter, S., Sass, B., Blue, S., Merchant, W., and Mason-Angelow, V. (2018). **Understanding disabling barriers: a fruitful partnership between Disability Studies and social practices?** *Disability and Society,* 33, 157–174.

Wilson, N. M., Conway, J., and Turner, P. (2020). **The wellbeing of disability professionals in the further and higher education institution workplace**. National Association of Disability Practitioners.

2 In 2024, Advance HE delivered a research project for TASO mapping reasonable adjustments and transition support for disabled students across the English HE sector. The project adopted a mixed methods approach, including a desk-based review of the current provision of 88 providers; a survey of 37 staff with responsibility for transition support or reasonable adjustments; interviews and focus groups with 16 members of staff; and focus groups with 26 disabled students. How, when and what type of reasonable adjustments are made for HE staff remains to be empirically examined at the sector level.

Detailed commentary

2.1 Overall figures: Overall, 7.2% of staff working in HEIs disclosed as disabled in 2022/23, continuing the upward trend noted within the last 10 years. Disability disclosure rates were higher among staff working in England (7.3%), and Wales (8.5%). There is a noticeable decrease in terms of disability disclosure rates across Northern Ireland (6.8%) compared to 2021/22 (7.5%).

2.2 Impairment type: There were differences between the most commonly disclosed impairment types between academic and professional and support staff. Among academic staff, a learning difference was the most commonly disclosed impairment type (26.1% of the total disabled academic staff), whereas a long-term illness or health condition was the most prevalent for professional and support staff (21.7% of the total disabled professional and support staff).

It is worth mentioning that the most significant difference noted compared to last year's figures was found in the increased proportion of disabled staff disclosing a mental health condition, which has risen from 12.8% to 14.9% for academic staff and from 17.9% to 19.4% for professional and support staff. Increases can also be seen in the number of staff reporting a learning difference, which has risen from 23.1% to 26.1% for academic staff and 19.1% to 21.6% for professional and support staff. A slight change in HESA's labelling of impairment categories may account for the change in the latter figures. This only strengthens the need to create fit for purpose procedures, processes and structures for disabled staff.

2.3 Trends: While the proportion of staff who disclosed as disabled has consistently been higher among professional and support staff than academic staff, disclosure rates for both groups have increased over time. 8.2% of professional and support staff and 6.3% of academic staff disclosed as disabled in 2022/23, which is 0.3 percentage points higher for both groups compared to 2021/22, but almost double the figures noted ten years ago (4.5% and 3.4%, respectively).

2.6-2.7 Mode and contract type: There was a small difference in the disability disclosure rates among full-time academic staff on open-ended/permanent contracts (6.1%) and those on fixed-term contracts (5.2%), which was also present among full-time professional and support staff (8.1% on open-ended/permanent contracts compared to 8.7% on fixed-term contracts).

In contrast, differences in disclosure rates were greatest among part-time professional and support staff. Specifically, 9.4% of part-time professional and support staff on fixed-term contracts disclosed as disabled compared with 7.9% on open-ended/permanent contracts. For part-time academic staff this difference was much smaller, with 7.1% of academics on open-ended/permanent contracts disclosing as disabled, compared with 6.9% of those on fixed-term 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 observed for both academic and professional and support staff.

2.10 Occupational groups: Among academic staff, the disability disclosure rate was highest in the associate professional and technical occupational group (SOC3; 8.8%), while for professional and support staff the rate was highest among those in administrative and secretarial occupations (SOC4; 9.4%) and Sales and customer service occupations (SOC7; 9.4%). In contrast, only 6.3% of academic staff in professional occupations (SOC2) and 5.9% of professional and support staff who were in skilled trades occupations (SOC5) disclosed as disabled. The number of professional and support staff in Managers, directors and senior official's roles who disclosed (SOC1) increased by 0.5 percentage points since 2021/2022.

2.12 Research/teaching contract: 7.4% of academic staff on teaching only contracts disclosed as disabled, compared to 5.2% of those on research only contracts. The disability disclosure rate among academic staff on teaching and research contracts was 5.9%.

2.13-2.14 SET subject areas: Among disabled academic staff, a slightly higher proportion worked in non-SET departments (50.6%) than SET departments (49.4%). Overall, 5.6% of academic staff working in SET subject areas disclosed as disabled. Disability disclosure rates varied considerably by subject area. The highest disclosure rates among academic staff were in nursing and allied health professions (9.2%) and psychology and behavioural sciences (8.7%). On the contrary, the lowest disclosure rates were found in mathematics (3.6%) and civil engineering (3.5%).

2.15 Non-SET subject areas: Among academics working in non-SET subject areas, 7.1% disclosed as disabled. Disability disclosure rates were the highest among academic staff working in arts and design (10.7%) and health and community studies (10.1%), and the lowest in economics and econometrics (3.0%%) and catering and hospitality management (3.4%).

2.16 Professors: Overall, a lower proportion of professors disclosed as disabled (4.4%) than non-professorial academic staff (6.5%). Disability disclosure rates of professors were lower among those working in SET (3.7%) than non-SET (5.5%) subject areas. Among non-professors, part-time staff had a higher disability disclosure rate than full-time staff (7.2% compared with 6.1%).
The proportion of professors who disclosed as disabled was similar between full- and part-time staff (4.4% and 4.6%, respectively).

2.17 Senior managers: Overall, a lower proportion of academic senior managers disclosed as disabled (5.3%) compared with other academics (6.3%). The disability disclosure rates of senior managers were lower among those working in SET (4.7%) compared to non-SET (5.6%) subject areas. Among other academics, those working in non-SET subject areas had a higher disability disclosure rate than those working in SET subject areas (7.1% compared with 5.6%).

2.18 Salary range: The proportion of academic staff members earning £50,000 or more was higher among non-disabled staff than disabled staff (44.7% compared with 38.8%, a difference of 5.9 percentage points), however this gap has decreased from 7.8 percentage points since 2021/22. Among full-time academic staff, the gap was 4.5 percentage points, with the equivalent for part-time staff being similar, at 5.4 percentage points.

Among professional and support staff, the proportion of non-disabled staff (14.3%) earning £50,000 or more was again higher than that of disabled staff (10.3%), though this gap was lower than that noted above for disabled and non-disabled academic staff.

2.19 Pay spine range: Similar proportions of disabled and non-disabled academic staff were on the lowest academic pay spine of less than £21,197 (0.1% and 0.2%, respectively). However, there were proportionally fewer disabled than non-disabled academic staff on the highest academic pay spine of £65,578 or more (13.2% compared with 18.7%, respectively).

2.20-2.21 Pay gaps: The overall median pay gap for 2022/23 is 8.5%, which is relatively like that reported for 2021/22 (8.7%). In contrast, the overall mean pay gap has increased decreased slightly from 10.4% in 2021/22 to 9.6% in 2022/23.

Both median and mean pay gaps were slightly smaller for professional and support staff (5.7% and 6.4%, respectively) compared to academic staff (7.0% and 7.6%, respectively).

Disability pay gaps varied considerably by country and region, being greatest in Northern Ireland (8.5% median and 11.2% mean) and lowest in Wales (5.7% median and 8.3% mean).

For academic staff, the widest disability pay gaps were among managers, directors and senior officials (7.7% median and 9.1%mean). For professional and support staff, the widest median pay gap was among managers, directors and senior officials (7.9%), followed by skilled trades occupations (4.4%).

2.22 Academic pay gaps: Median and mean disability pay gaps were wider among non-professors than professors, at 5.3% and 4.2% among professors, and 8.4% and 7.4% among non-professors. However, these pay gaps varied greatly by country and region. For example, in Wales the median and mean disability pay gaps among professors were much lower compared to other countries, at and 0.0% and 2.3%, respectively. In contrast, median and mean disability pay gaps between professors were considerably higher in London (5.4% and 5.7%, respectively).

2.23 Leavers: The proportions of academic staff who left their institution between 2021/22 and 2022/23 were similar across both disabled and non-disabled staff (17.1% and 16.1%, respectively).

2.24 Leaving destinations of UK academics: Among UK leavers with a known leaving destination, the proportion of disabled leavers who went on to UK employment (65.7%) was similar to that of non-disabled leavers (66.7%). A slightly lower proportion of disabled than non-disabled leavers entered non-UK employment (1.7% and 3.0%, respectively). There were also similar numbers of UK disabled leavers no longer in employment to non-disabled UK leavers (32.6% and 30.2%, respectively).

2.25 Leaving destinations of non-UK academics: Among non-UK leavers with a known leaving destination, 66.7% of those who disclosed as disabled entered UK employment, compared to 62.6% of non-disabled non-UK leavers. 9.3% of disabled non-UK leavers left for employment overseas, compared with 21.7% of non-UK non-disabled leavers. The remaining 24.0% were no longer in employment, which was 8.2 percentage points larger than that recorded for non-UK non-disabled leavers (15.8%).

2.1

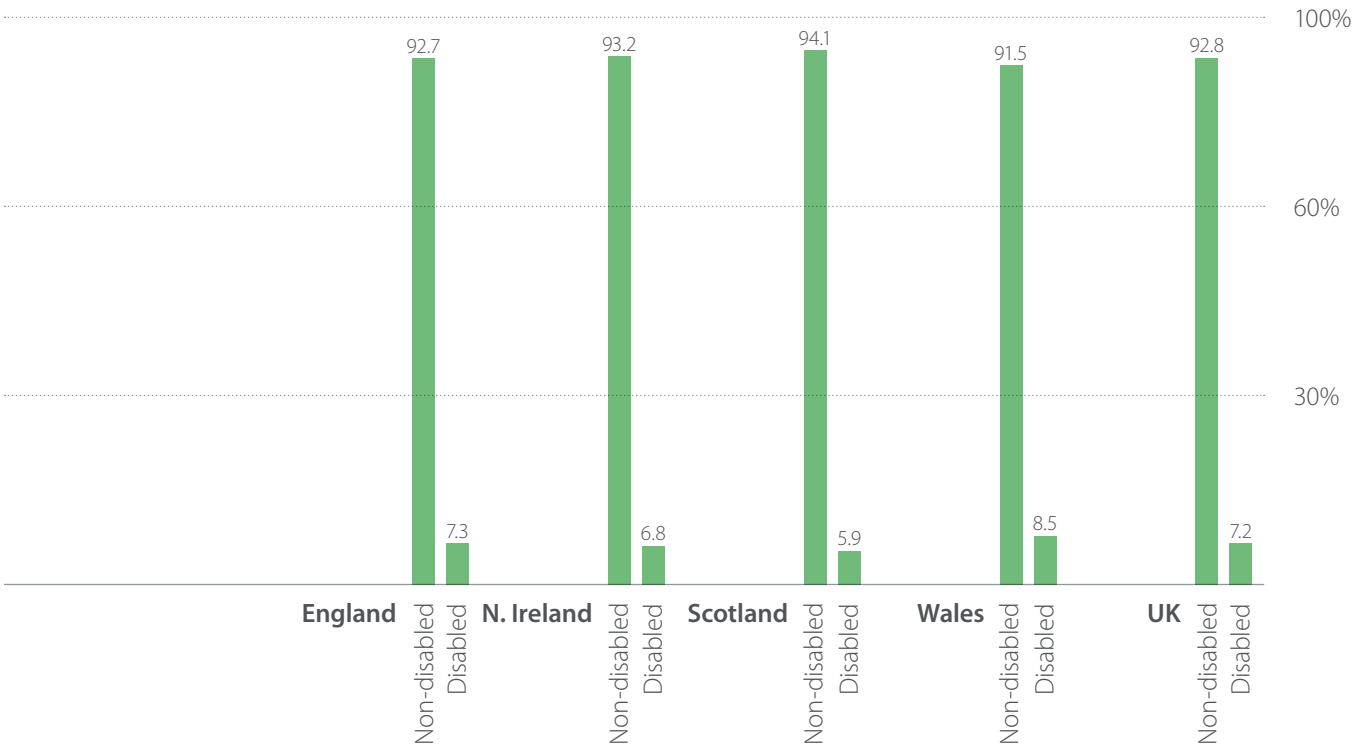
Staff by country of institution and disability status

	England			N. Ireland			Scotland			Wales			UK	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Non-disabled	330,085	*92.7*	*81.0*	5,575	*93.2*	*1.4*	51,935	*94.1*	*12.7*	19,965	*91.5*	*4.9*	407,555	*92.8*
Disabled	25,950	*7.3*	*82.5*	405	*6.8*	*1.3*	3,250	*5.9*	*10.3*	1,850	*8.5*	*5.9*	31,455	*7.2*
All staff	356,030	*100.0*	*81.1*	5,980	*100.0*	*1.4*	55,185	*100.0*	*12.6*	21,815	*100.0*	*5.0*	439,010	*100.0*

≤ Country of institution definition: see page 16

≤ Disability definition: see page 11

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

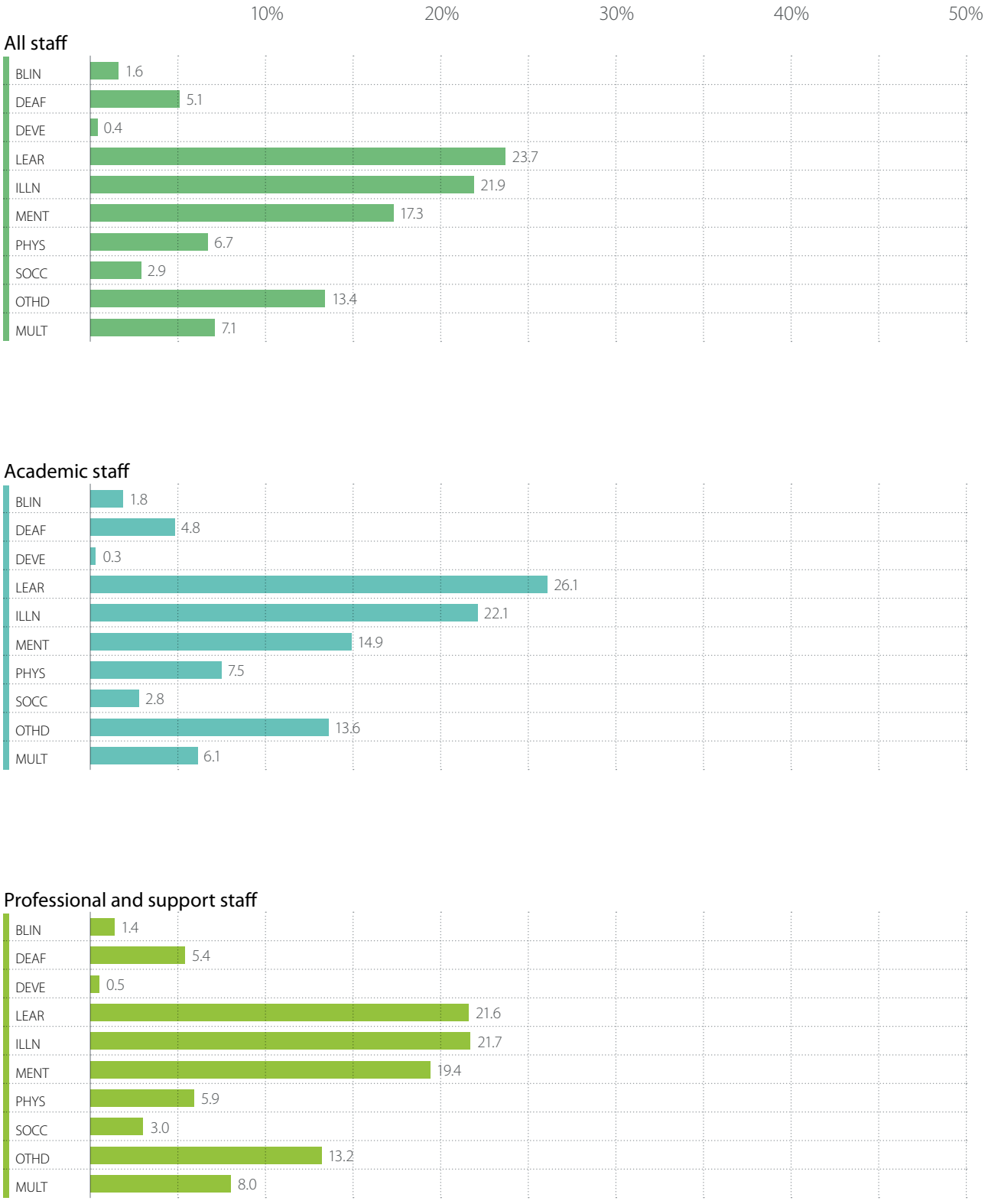


2.2 Staff by activity and impairment type

≤ Staff activity definition: see page 15
≤ Disability definition: see page 11
≤ Impairment type definition: see page 12

		No.	*Proportion of disabled staff* ↓ %	*Proportion of all staff* ↓ %
All staff				
BLIN	Blind or a serious visual impairment	505	*1.6*	*0.1*
DEAF	Deaf or serious hearing impairment	1,595	*5.1*	*0.4*
DEVE	A developmental condition	120	*0.4*	*0.0*
LEAR	A learning difference	7,460	*23.7*	*1.7*
ILLN	A long-term illness or health condition	6,885	*21.9*	*1.6*
MENT	A mental health condition	5,425	*17.3*	*1.2*
PHYS	A physical impairment	2,095	*6.7*	*0.5*
SOCC	A social/communication condition	925	*2.9*	*0.2*
OTHD	Other type of disability, impairment or condition	4,210	*13.4*	*1.0*
MULT	Multiple disabilities, impairments or conditions	2,225	*7.1*	*0.5*
DIS	All disabled staff	31,455	*100.0*	*7.2*
ND	Non-disabled staff	407,555		*92.8*
All	All staff	439,010		*100.0*
Academic staff				
BLIN	Blind or a serious visual impairment	280	*1.8*	*0.1*
DEAF	Deaf or serious hearing impairment	720	*4.8*	*0.3*
DEVE	A developmental condition	45	*0.3*	*0.0*
LEAR	A learning difference	3,945	*26.1*	*1.6*
ILLN	A long-term illness or health condition	3,340	*22.1*	*1.4*
MENT	A mental health condition	2,255	*14.9*	*0.9*
PHYS	A physical impairment	1,130	*7.5*	*0.5*
SOCC	A social/communication condition	430	*2.8*	*0.2*
OTHD	Other type of disability, impairment or condition	2,065	*13.6*	*0.9*
MULT	Multiple disabilities, impairments or conditions	925	*6.1*	*0.4*
DIS	All disabled staff	15,135	*100.0*	*6.3*
ND	Non-disabled staff	225,055		*93.7*
All	All staff	240,190		*100.0*
Professional and support staff				
BLIN	Blind or a serious visual impairment	230	*1.4*	*0.1*
DEAF	Deaf or serious hearing impairment	875	*5.4*	*0.4*
DEVE	A developmental condition	75	*0.5*	*0.0*
LEAR	A learning difference	3,515	*21.6*	*1.8*
ILLN	A long-term illness or health condition	3,545	*21.7*	*1.8*
MENT	A mental health condition	3,170	*19.4*	*1.6*
PHYS	A physical impairment	965	*5.9*	*0.5*
SOCC	A social/communication condition	495	*3.0*	*0.2*
OTHD	Other type of disability, impairment or condition	2,145	*13.2*	*1.1*
MULT	Multiple disabilities, impairments or conditions	1,300	*8.0*	*0.7*
DIS	All disabled staff	16,320	*100.0*	*8.2*
ND	Non-disabled staff	182,500		*91.8*
All	All staff	198,820		*100.0*

Proportions of disabled staff by impairment type



2.3 Profile of staff over time by activity and disability status

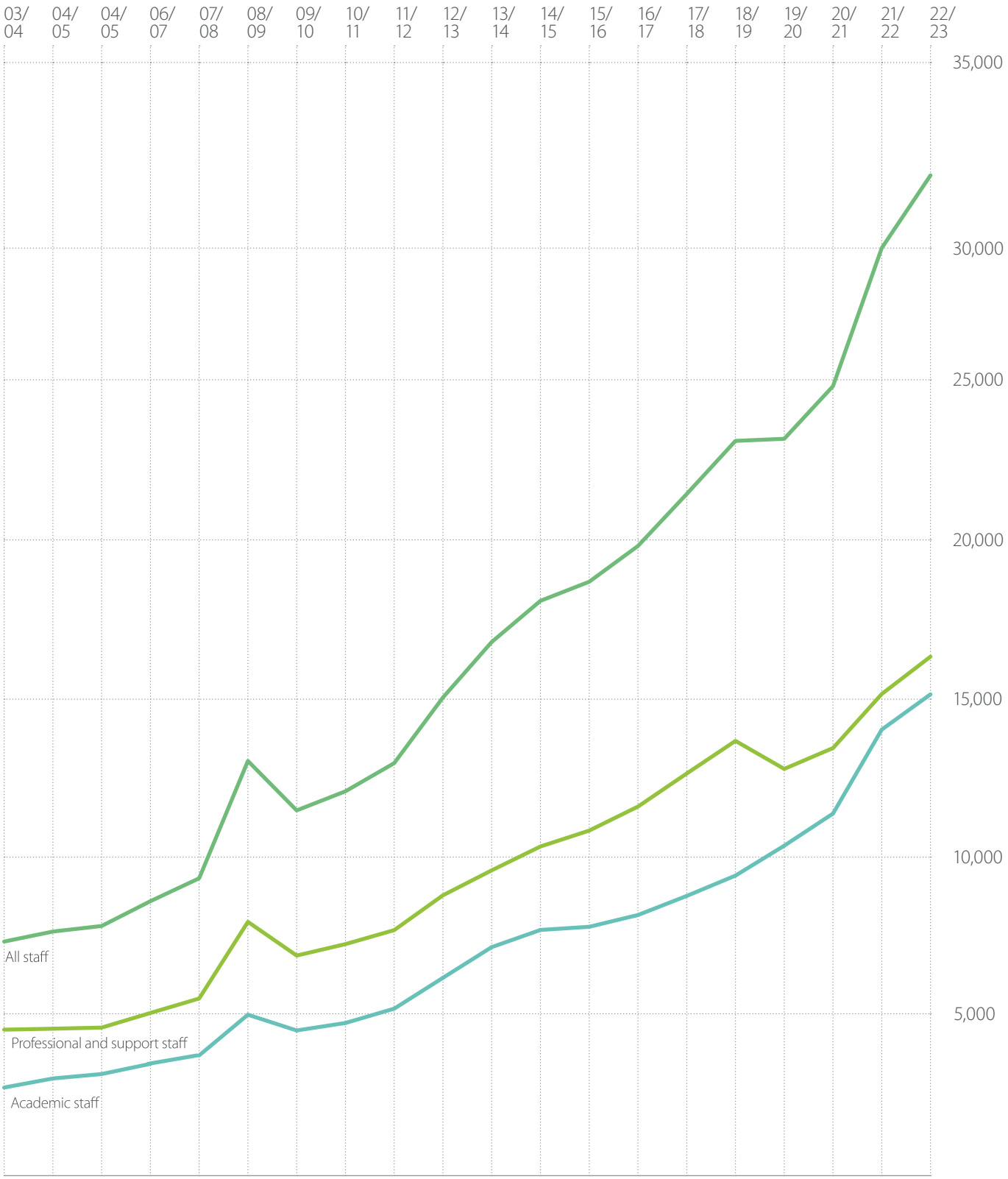
≤ Staff activity definition: see page 15

≤ Disability definition: see page 11

All staff	Non-disabled		Disabled		All staff
	No.	→ %	No.	→ %	No.
2003/04	330,745	*97.8*	7,360	*2.2*	338,105
2004/05	338,630	*97.8*	7,675	*2.2*	346,305
2005/06	347,565	*97.8*	7,850	*2.2*	355,415
2006/07	355,530	*97.6*	8,630	*2.4*	364,160
2007/08	363,105	*97.5*	9,350	*2.5*	372,455
2008/09	369,720	*96.6*	13,040	*3.4*	382,760
2009/10	375,945	*97.0*	11,485	*3.0*	387,430
2010/11	369,705	*96.8*	12,085	*3.2*	381,790
2011/12	365,280	*96.6*	12,970	*3.4*	378,250
2012/13	367,485	*96.1*	15,035	*3.9*	382,515
2013/14	379,000	*95.8*	16,780	*4.2*	395,780
2014/15	385,760	*95.5*	18,075	*4.5*	403,835
2015/16	391,455	*95.4*	18,675	*4.6*	410,130
2016/17	388,005	*95.1*	19,800	*4.9*	407,805
2017/18	396,225	*94.9*	21,435	*5.1*	417,665
2018/19	416,845	*94.7*	23,105	*5.3*	439,955
2019/20	396,495	*94.5*	23,170	*5.5*	419,665
2020/21	391,035	*94.0*	24,825	*6.0*	415,860
2021/22	396,815	*93.2*	29,170	*6.8*	425,985
2022/23	407,555	*92.8*	31,455	*7.2*	439,010
Academic staff					
2003/04	147,460	*98.2*	2,770	*1.8*	150,230
2004/05	157,600	*98.1*	3,055	*1.9*	160,655
2005/06	161,680	*98.1*	3,195	*1.9*	164,875
2006/07	166,480	*97.9*	3,515	*2.1*	169,995
2007/08	171,165	*97.8*	3,780	*2.2*	174,945
2008/09	173,980	*97.2*	5,060	*2.8*	179,040
2009/10	177,030	*97.5*	4,565	*2.5*	181,595
2010/11	176,380	*97.3*	4,800	*2.7*	181,185
2011/12	176,140	*97.1*	5,250	*2.9*	181,385
2012/13	179,365	*96.6*	6,220	*3.4*	185,585
2013/14	187,060	*96.3*	7,185	*3.7*	194,245
2014/15	190,610	*96.1*	7,725	*3.9*	198,335
2015/16	193,555	*96.1*	7,825	*3.9*	201,380
2016/17	192,400	*95.9*	8,195	*4.1*	200,595
2017/18	196,935	*95.7*	8,795	4.3	205,730
2018/19	207,630	*95.7*	9,435	4.3	217,065
2019/20	213,080	*95.4*	10,375	4.6	223,455
2020/21	213,045	*94.9*	11,385	*5.1*	224,430
2021/22	219,745	*94.0*	14,025	*6.0*	233,775
2022/23	225,055	*93.7*	15,135	*6.3*	240,190
Professional and support staff					
2003/04	183,285	*97.6*	4,590	*2.4*	187,875
2004/05	181,030	*97.5*	4,620	*2.5*	185,650
2005/06	185,880	*97.6*	4,655	*2.4*	190,535
2006/07	189,050	*97.4*	5,115	*2.6*	194,165
2007/08	191,940	*97.2*	5,570	*2.8*	197,510
2008/09	195,740	*96.1*	7,980	*3.9*	203,720
2009/10	198,915	*96.6*	6,920	*3.4*	205,835
2010/11	193,320	*96.4*	7,280	*3.6*	200,605
2011/12	189,140	*96.1*	7,720	*3.9*	196,860
2012/13	188,120	*95.5*	8,815	*4.5*	196,935
2013/14	191,935	*95.2*	9,600	*4.8*	201,535
2014/15	195,150	*95.0*	10,350	*5.0*	205,500
2015/16	197,900	*94.8*	10,850	*5.2*	208,750
2016/17	195,605	*94.4*	11,605	*5.6*	207,210
2017/18	199,295	*94.0*	12,645	*6.0*	211,935
2018/19	209,215	*93.9*	13,670	*6.1*	222,885
2019/20	183,415	*93.5*	12,790	*6.5*	196,205
2021/22	177,070	*92.1*	15,145	*7.9*	192,210
2022/23	182,500	*91.8*	16,320	*8.2*	198,820

CONTENTS

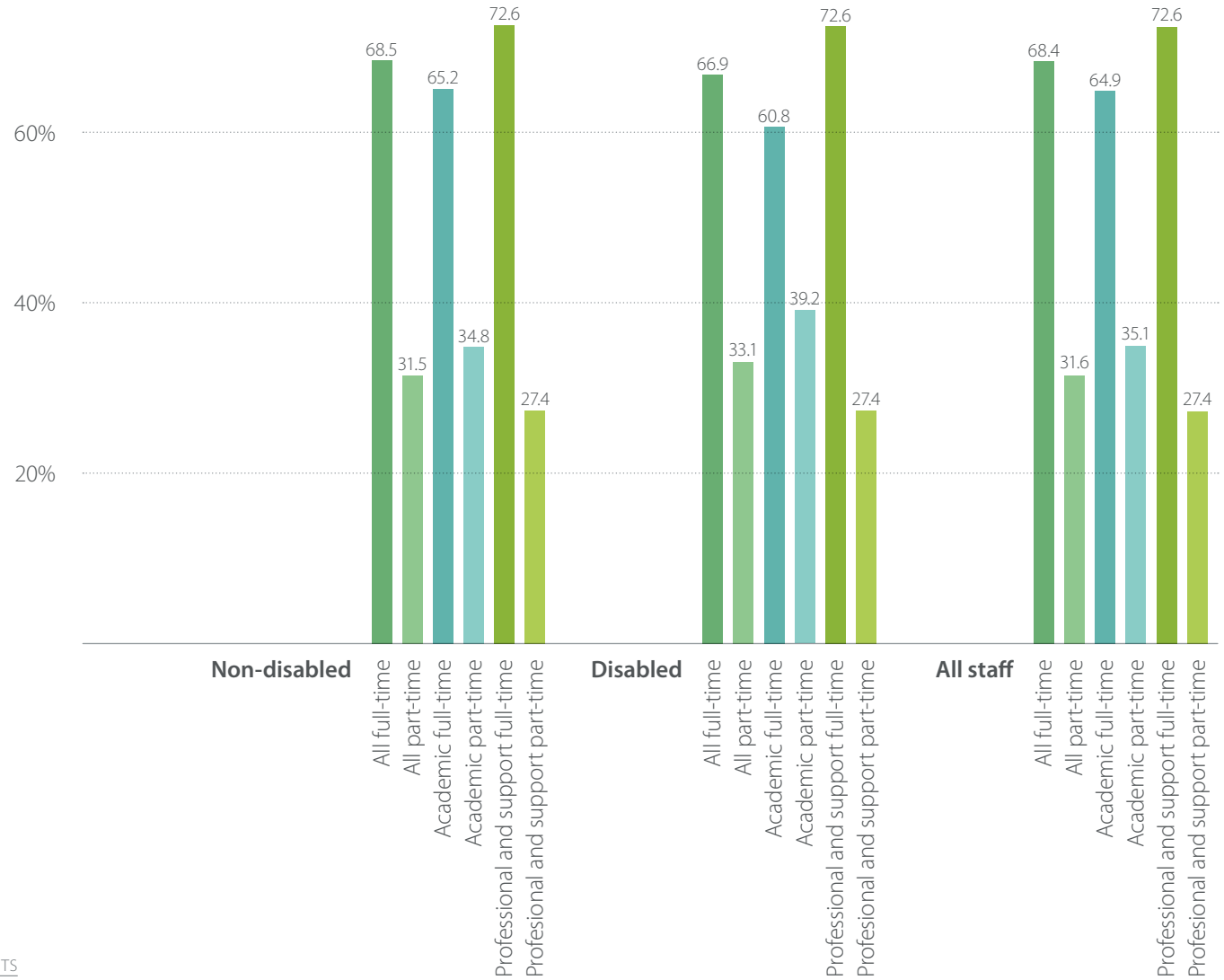
Numbers of staff who disclosed as disabled



2.4 Staff by activity, mode and disability status

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Disability definition: see page 11

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Full-time	279,065	*68.5*	*93.0*	21,050	*66.9*	*7.0*	300,115	*68.4*
Part-time	128,495	*31.5*	*92.5*	10,400	*33.1*	*7.5*	138,895	*31.6*
All modes	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*
Academic staff								
Full-time	146,650	*65.2*	*94.1*	9,205	*60.8*	*5.9*	155,855	*64.9*
Part-time	78,405	*34.8*	*93.0*	5,930	*39.2*	*7.0*	84,335	*35.1*
All modes	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*
Professional and support staff								
Full-time	132,415	*72.6*	*91.8*	11,845	*72.6*	*8.2*	144,260	*72.6*
Part-time	50,085	*27.4*	*91.8*	4,475	*27.4*	*8.2*	54,560	*27.4*
All modes	182,500	*100.0*	*91.8*	16,320	*100.0*	*8.2*	198,820	*100.0*



Staff by activity, contract type and disability status

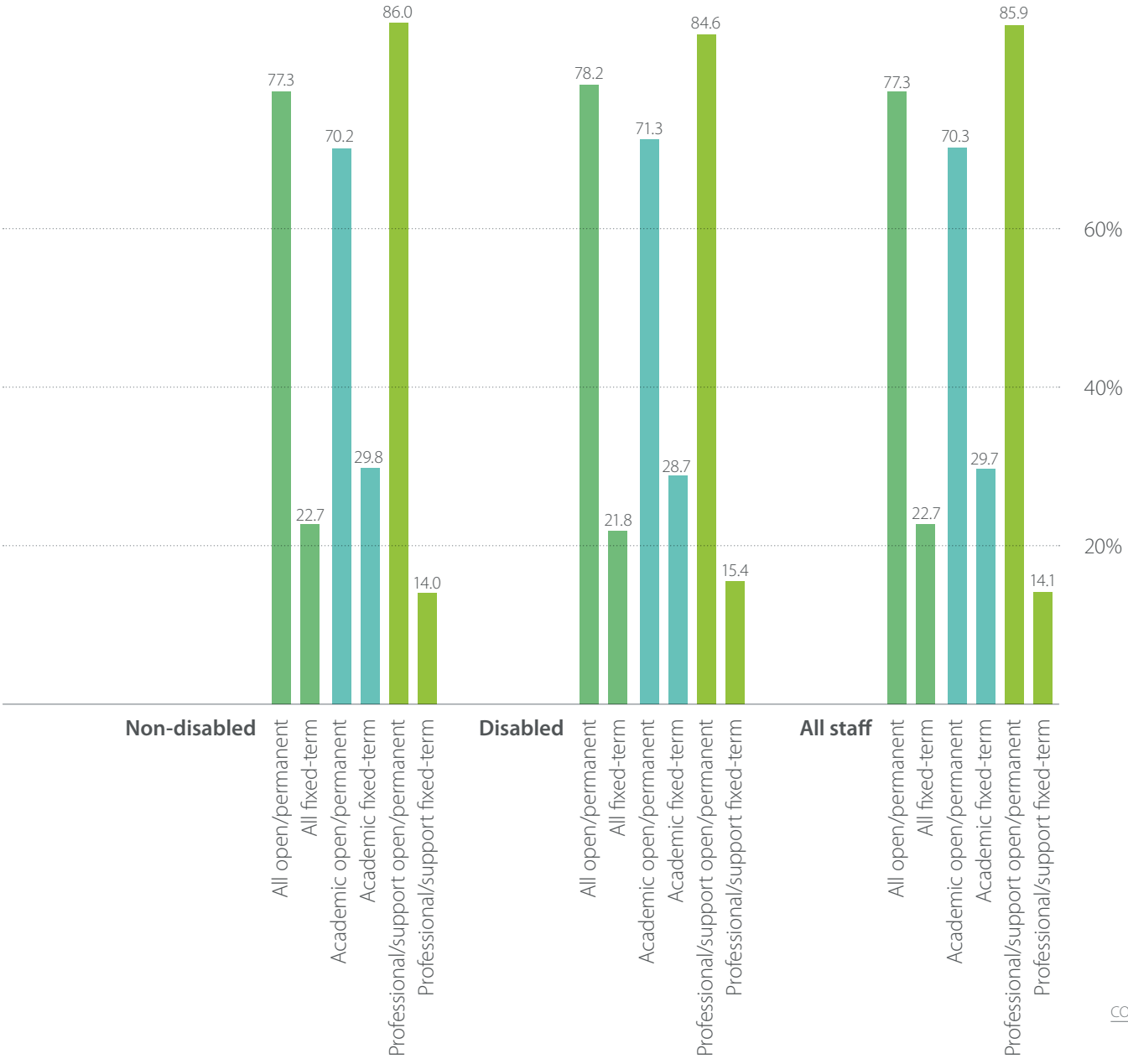
2.5

≤ Staff activity definition: see page 15

≤ Contract level definition: see page 17

≤ Disability definition: see page 11

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Open-ended/permanent	314,965	*77.3*	*92.8*	24,600	*78.2*	*7.2*	339,560	*77.3*
Fixed-term	92,595	*22.7*	*93.1*	6,855	*21.8*	*6.9*	99,450	*22.7*
All contracts	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*
Academic staff								
Open-ended/permanent	158,030	*70.2*	*93.6*	10,790	*71.3*	*6.4*	168,820	*70.3*
Fixed-term	67,025	*29.8*	*93.9*	4,345	*28.7*	*6.1*	71,370	*29.7*
All contracts	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*
Professional and support staff								
Open-ended/permanent	156,930	*86.0*	*91.9*	13,810	*84.6*	*8.1*	170,740	*85.9*
Fixed-term	25,570	*14.0*	*91.1*	2,510	*15.4*	*8.9*	28,080	*14.1*
All contracts	182,500	*100.0*	*91.8*	16,320	*100.0*	*8.2*	198,820	*100.0*

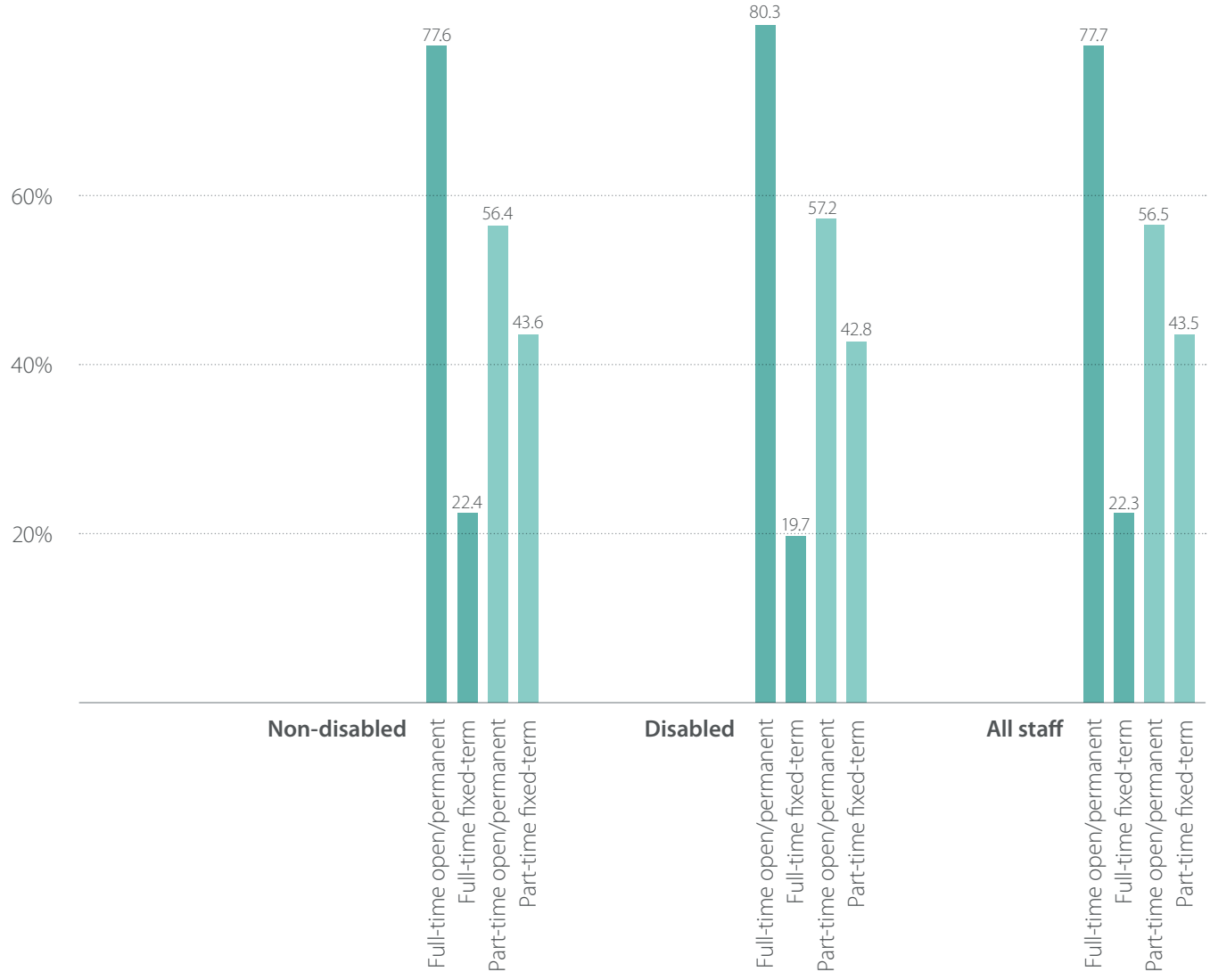


CONTENTS

2.6 Academic staff by mode, contract type and disability status

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Contract level definition: see page 17
≤ Disability definition: see page 11

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	113,780	*77.6*	*93.9*	7,395	*80.3*	*6.1*	121,175	*77.7*
Fixed-term	32,870	*22.4*	*94.8*	1,810	*19.7*	*5.2*	34,680	*22.3*
All contracts	146,650	*100.0*	*94.1*	9,205	*100.0*	*5.9*	155,855	*100.0*
Part-time								
Open-ended/permanent	44,250	*56.4*	*92.9*	3,395	*57.2*	*7.1*	47,645	*56.5*
Fixed-term	34,155	*43.6*	*93.1*	2,535	*42.8*	*6.9*	36,690	*43.5*
All contracts	78,405	*100.0*	*93.0*	5,930	*100.0*	*7.0*	84,335	*100.0*

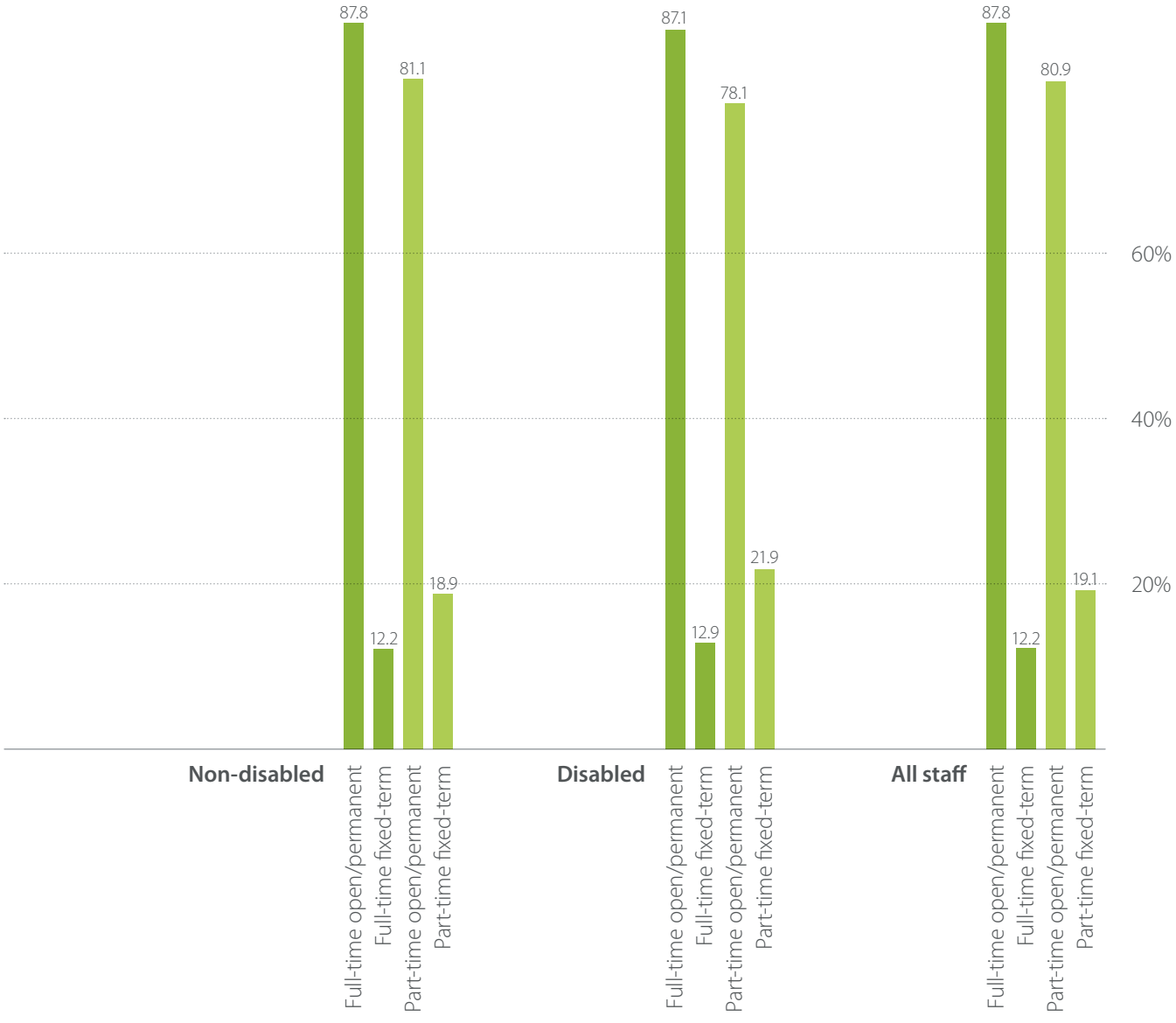


2.7

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

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	116,315	*87.8*	*91.9*	10,315	*87.1*	*8.1*	126,630	*87.8*
Fixed-term	16,100	*12.2*	*91.3*	1,530	*12.9*	*8.7*	17,630	*12.2*
All contracts	132,415	*100.0*	*91.8*	11,845	*100.0*	*8.2*	144,260	*100.0*
Part-time								
Open-ended/permanent	40,615	*81.1*	*92.1*	3,495	*78.1*	*7.9*	44,110	*80.9*
Fixed-term	9,470	*18.9*	*90.6*	980	*21.9*	*9.4*	10,450	*19.1*
All contracts	50,085	*100.0*	*91.8*	4,475	*100.0*	*8.2*	54,560	*100.0*

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Contract level definition: see page 17
≤ Disability definition: see page 11



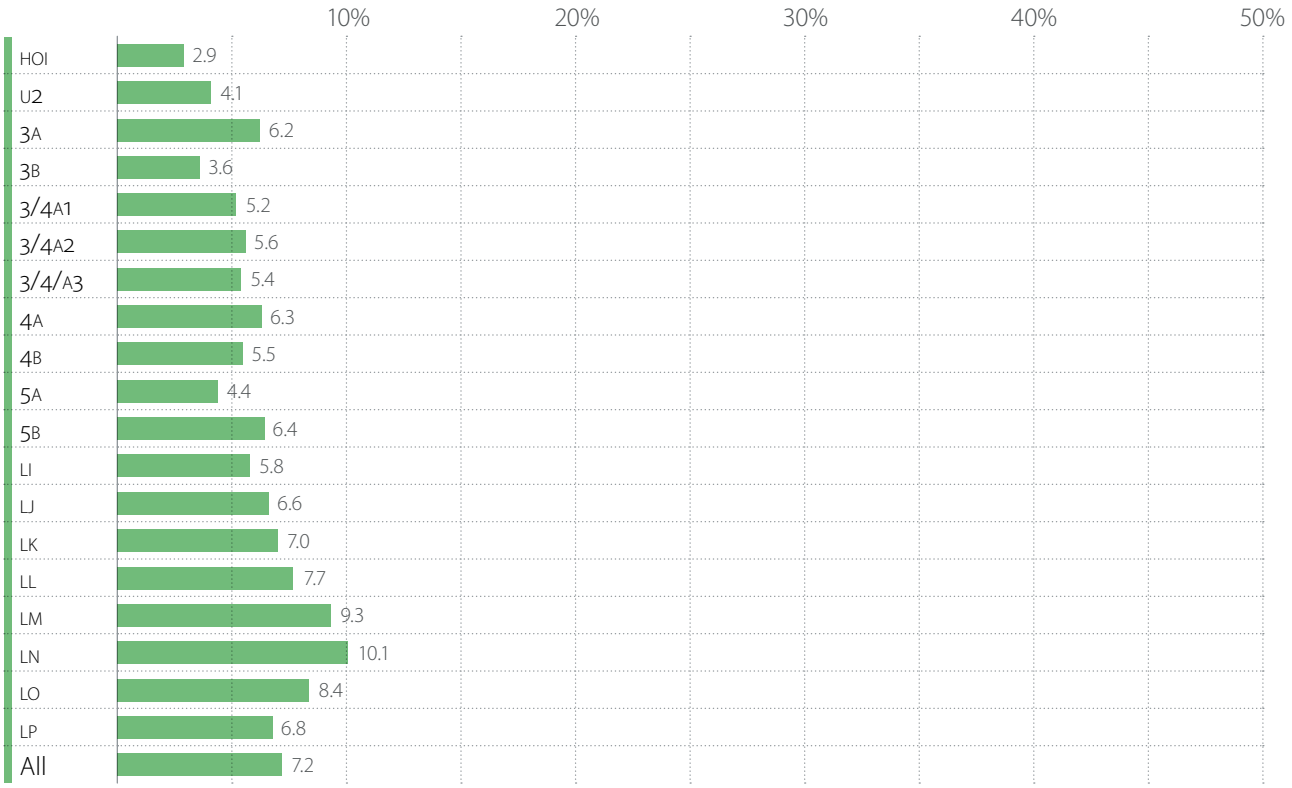
2.8 Staff by contract level and disability status

≤ Contract level definition: see page 17

≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of institution	205	*0.1*	*97.1*	5	*0.0*	*2.9*	210	*0.0*
U2	UCEA level 2	695	*0.2*	*95.9*	30	*0.1*	*4.1*	725	*0.2*
3A	UCEA level 3A	740	*0.2*	*93.8*	50	*0.2*	*6.2*	785	*0.2*
3B	UCEA level 3B	1,245	*0.3*	*96.4*	45	*0.1*	*3.6*	1,295	*0.3*
3/4A1	UCEA level 3/4A1	735	*0.2*	*94.8*	40	*0.1*	*5.2*	775	*0.2*
3/4A2	UCEA level 3/4A2	705	*0.2*	*94.4*	40	*0.1*	*5.6*	745	*0.2*
3/4/A3	UCEA level 3/4A3	1,030	*0.3*	*94.6*	60	*0.2*	*5.4*	1,090	*0.2*
4A	UCEA level 4A	2,250	*0.6*	*93.7*	150	*0.5*	*6.3*	2,400	*0.5*
4B	UCEA level 4B	1,970	*0.5*	*94.5*	115	*0.4*	*5.5*	2,085	*0.5*
5A	UCEA level 5A	23,350	*5.7*	*95.6*	1,075	*3.4*	*4.4*	24,425	*5.6*
5B	UCEA level 5B	1,980	*0.5*	*93.6*	135	*0.4*	*6.4*	2,115	*0.5*
LI	XpertHR level I	39,610	*9.7*	*94.2*	2,430	*7.7*	*5.8*	42,040	*9.6*
LJ	XpertHR level J	74,820	*18.4*	*93.4*	5,270	*16.8*	*6.6*	80,085	*18.2*
LK	XpertHR level K	107,450	*26.4*	*93.0*	8,075	*25.7*	*7.0*	115,520	*26.3*
LL	XpertHR level L	65,735	*16.1*	*92.3*	5,510	*17.5*	*7.7*	71,250	*16.2*
LM	XpertHR level M	39,385	*9.7*	*90.7*	4,020	*12.8*	*9.3*	43,405	*9.9*
LN	XpertHR level N	22,190	*5.4*	*89.9*	2,480	*7.9*	*10.1*	24,670	*5.6*
LO	XpertHR level O	11,015	*2.7*	*91.6*	1,010	*3.2*	*8.4*	12,025	*2.7*
LP	XpertHR level P	12,450	*3.1*	*93.2*	910	*2.9*	*6.8*	13,360	*3.0*
All	All contract levels	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*

Proportions of staff who disclosed as disabled

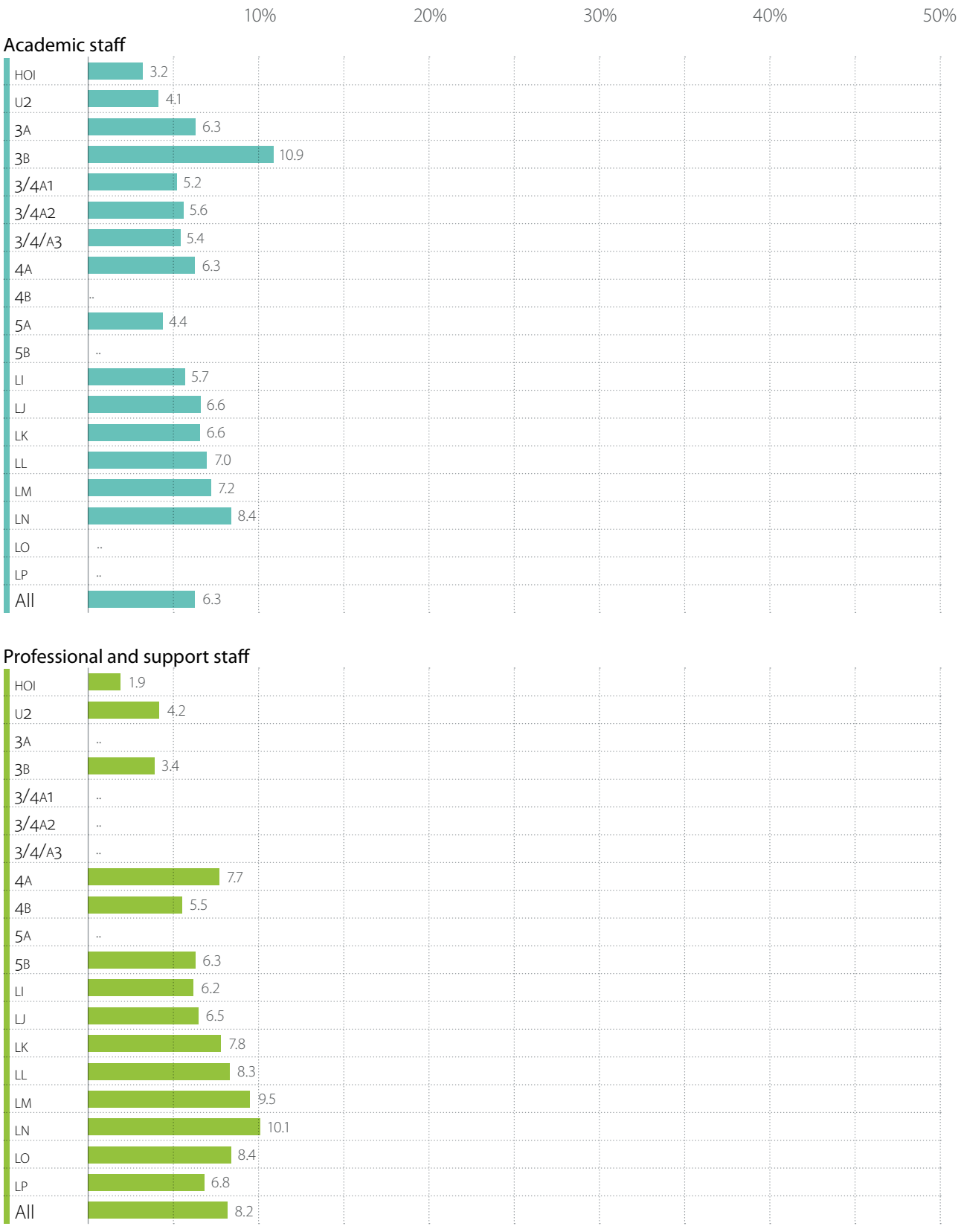


2.9 Staff by activity, contract level and disability status

≤ Staff activity definition: see page 15
≤ Contract level definition: see page 17
≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	155	*0.1*	*96.8*	5	*0.0*	*3.2*	160	*0.1*
U2	UCEA level 2	445	*0.2*	*95.9*	20	*0.1*	*4.1*	465	*0.2*
3A	UCEA level 3A	735	*0.3*	*93.7*	50	*0.3*	*6.3*	785	*0.3*
3B	UCEA level 3B	35	*0.0*	*89.1*	5	*0.0*	*10.9*	35	*0.0*
3/4A1	UCEA level 3/4A1	730	*0.3*	*94.8*	40	*0.3*	*5.2*	770	*0.3*
3/4A2	UCEA level 3/4A2	705	*0.3*	*94.4*	40	*0.3*	*5.6*	745	*0.3*
3/4/A3	UCEA level 3/4A3	1,030	*0.5*	*94.6*	60	*0.4*	*5.4*	1,085	*0.5*
4A	UCEA level 4A	2,225	*1.0*	*93.7*	150	*1.0*	*6.3*	2,375	*1.0*
4B	UCEA level 4B	15	*0.0*	..	0	*0.0*	..	15	*0.0*
5A	UCEA level 5A	23,340	*10.4*	*95.6*	1,075	*7.1*	*4.4*	24,410	*10.2*
5B	UCEA level 5B	15	*0.0*	..	5	*0.0*	..	20	*0.0*
LI	XpertHR level I	33,290	*14.8*	*94.3*	2,005	*13.3*	*5.7*	35,295	*14.7*
LJ	XpertHR level J	55,580	*24.7*	*93.4*	3,940	*26.0*	*6.6*	59,520	*24.8*
LK	XpertHR level K	74,220	*33.0*	*93.4*	5,260	*34.8*	*6.6*	79,480	*33.1*
LL	XpertHR level L	28,445	*12.6*	*93.0*	2,155	*14.2*	*7.0*	30,600	*12.7*
LM	XpertHR level M	3,700	*1.6*	*92.8*	290	*1.9*	*7.2*	3,990	*1.7*
LN	XpertHR level N	385	*0.2*	*91.6*	35	*0.2*	*8.4*	420	*0.2*
LO	XpertHR level O	15	*0.0*	..	0	*0.0*	..	15	*0.0*
LP	XpertHR level P	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All contract levels	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*
Professional and support staff									
HOI	Head of institution	50	*0.0*	*98.1*	0	*0.0*	*1.9*	50	*0.0*
U2	UCEA level 2	250	*0.1*	*95.8*	10	*0.1*	*4.2*	265	*0.1*
3A	UCEA level 3A	0	*0.0*	..	0	*0.0*	..	0	*0.0*
3B	UCEA level 3B	1,215	*0.7*	*96.6*	40	*0.3*	*3.4*	1,255	*0.6*
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	25	*0.0*	*92.3*	0	*0.0*	*7.7*	25	*0.0*
4B	UCEA level 4B	1,955	*1.1*	*94.5*	115	*0.7*	*5.5*	2,070	*1.0*
5A	UCEA level 5A	10	*0.0*	..	0	*0.0*	..	10	*0.0*
5B	UCEA level 5B	1,965	*1.1*	*93.7*	130	*0.8*	*6.3*	2,095	*1.1*
LI	XpertHR level I	6,325	*3.5*	*93.8*	420	*2.6*	*6.2*	6,745	*3.4*
LJ	XpertHR level J	19,240	*10.5*	*93.5*	1,330	*8.1*	*6.5*	20,570	*10.3*
LK	XpertHR level K	33,225	*18.2*	*92.2*	2,815	*17.3*	*7.8*	36,040	*18.1*
LL	XpertHR level L	37,295	*20.4*	*91.7*	3,355	*20.6*	*8.3*	40,650	*20.4*
LM	XpertHR level M	35,685	*19.6*	*90.5*	3,730	*22.9*	*9.5*	39,415	*19.8*
LN	XpertHR level N	21,805	*11.9*	*89.9*	2,445	*15.0*	*10.1*	24,255	*12.2*
LO	XpertHR level O	11,000	*6.0*	*91.6*	1,005	*6.2*	*8.4*	12,005	*6.0*
LP	XpertHR level P	12,445	*6.8*	*93.2*	910	*5.6*	*6.8*	13,355	*6.7*
All	All contract levels	182,500	*100.0*	*91.8*	16,320	*100.0*	*8.2*	198,820	*100.0*

Proportions of staff who disclosed as disabled



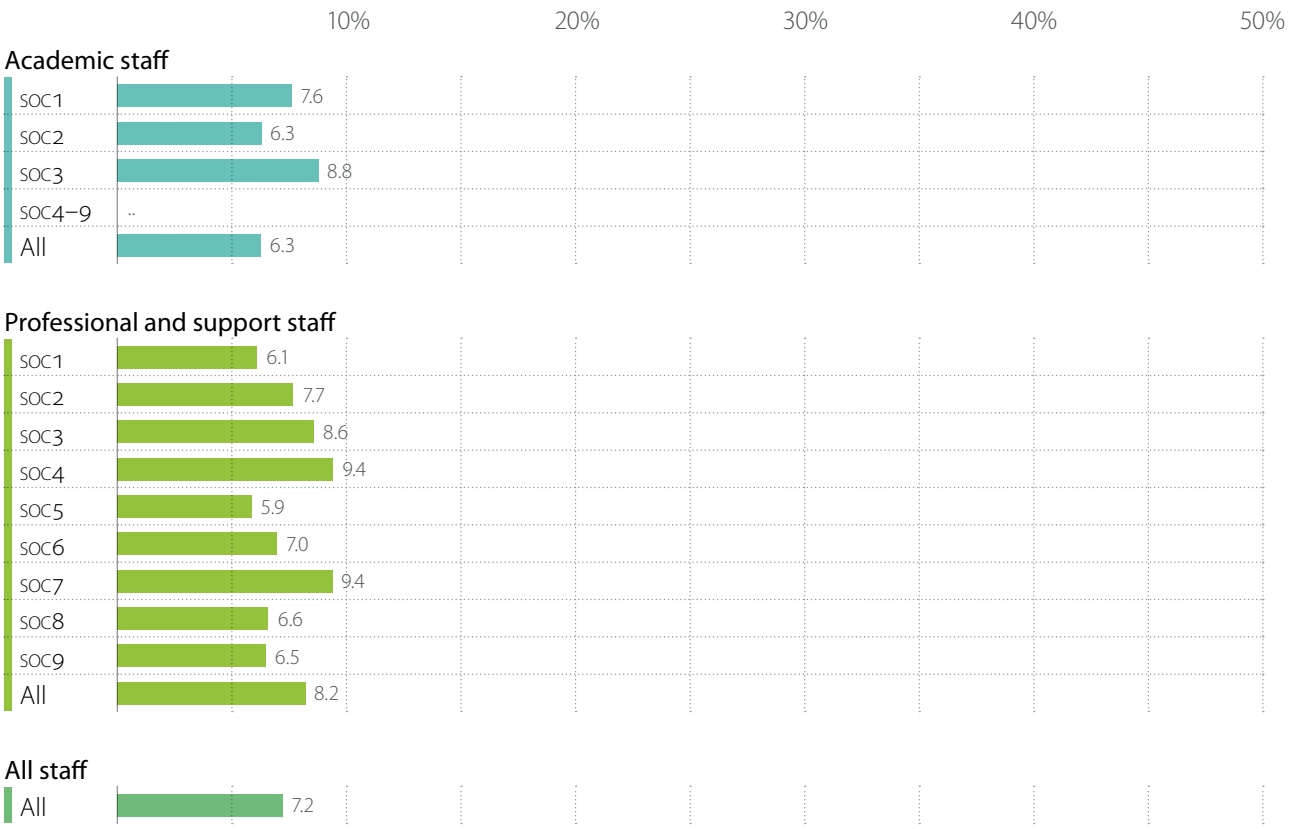
2.10 Staff by activity, occupational group and disability status

≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	500	*0.2*	*92.4*	40	*0.3*	*7.6*	540	*0.2*
SOC2	Professional occupations	222,840	*99.0*	*93.7*	14,930	*98.6*	*6.3*	237,770	*99.0*
SOC3	Associate professional and technical	1,705	*0.8*	*91.2*	165	*1.1*	*8.8*	1,870	*0.8*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	9,440	*5.2*	*93.9*	615	*3.8*	*6.1*	10,055	*5.1*
SOC2	Professional occupations	45,280	*24.8*	*92.3*	3,790	*23.2*	*7.7*	49,070	*24.7*
SOC3	Associate professional and technical	40,555	*22.2*	*91.4*	3,815	*23.4*	*8.6*	44,370	*22.3*
SOC4	Administrative and secretarial	56,750	*31.1*	*90.6*	5,920	*36.3*	*9.4*	62,665	*31.5*
SOC5	Skilled trades occupations	4,950	*2.7*	*94.1*	315	*1.9*	*5.9*	5,260	*2.6*
SOC6	Caring, leisure and other service	5,515	*3.0*	*93.0*	420	*2.6*	*7.0*	5,930	*3.0*
SOC7	Sales and customer service occupations	1,460	*0.8*	*90.6*	150	*0.9*	*9.4*	1,615	*0.8*
SOC8	Process, plant and machine operatives	1,120	*0.6*	*93.4*	80	*0.5*	*6.6*	1,200	*0.6*
SOC9	Elementary occupations	17,425	*9.5*	*93.5*	1,220	*7.5*	*6.5*	18,645	*9.4*
All	All professional and support staff	182,500	*100.0*	*91.8*	16,320	*100.0*	*8.2*	198,820	*100.0*
All staff									
All	All staff	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who disclosed as disabled



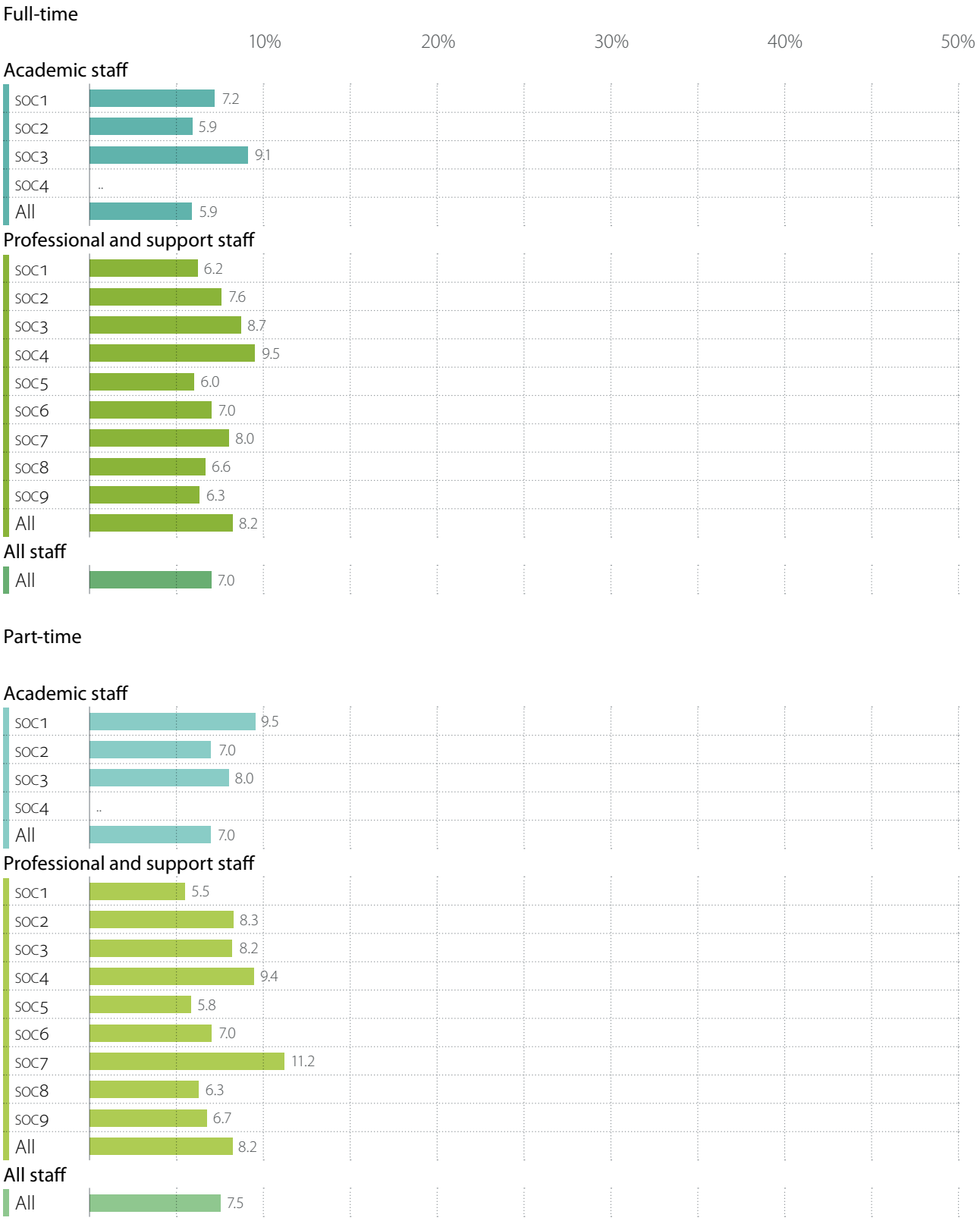
2.11 Full-time and part-time staff by activity, occupational group and disability status

≤ Mode definition: see page 16
≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Disability definition: see page 11

Full-time		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	415	*0.3*	*92.8*	30	*0.3*	*7.2*	445	*0.3*
SOC2	Professional occupations	145,020	*98.9*	*94.1*	9,055	*98.3*	*5.9*	154,070	*98.9*
SOC3	Associate professional and technical	1,215	*0.8*	*90.9*	120	*1.3*	*9.1*	1,335	*0.9*
SOC4	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	146,650	*100.0*	*94.1*	9,205	*100.0*	*5.9*	155,855	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	8,440	*6.4*	*93.8*	560	*4.7*	*6.2*	9,000	*6.2*
SOC2	Professional occupations	35,830	*27.1*	*92.4*	2,935	*24.8*	*7.6*	38,765	*26.9*
SOC3	Associate professional and technical	31,910	*24.1*	*91.3*	3,040	*25.6*	*8.7*	34,945	*24.2*
SOC4	Administrative and secretarial	40,320	*30.5*	*90.5*	4,210	*35.5*	*9.5*	44,530	*30.9*
SOC5	Skilled trades occupations	4,255	*3.2*	*94.0*	270	*2.3*	*6.0*	4,525	*3.1*
SOC6	Caring, leisure and other service	3,150	*2.4*	*93.0*	240	*2.0*	*7.0*	3,390	*2.4*
SOC7	Sales and customer service occupations	850	*0.6*	*92.0*	75	*0.6*	*8.0*	925	*0.6*
SOC8	Process, plant and machine operatives	930	*0.7*	*93.4*	65	*0.6*	*6.6*	995	*0.7*
SOC9	Elementary occupations	6,730	*5.1*	*93.7*	455	*3.8*	*6.3*	7,185	*5.0*
All	All professional and support staff	132,415	*100.0*	*91.8*	11,845	*100.0*	*8.2*	144,260	*100.0*
All staff									
All	All staff	279,065	*100.0*	*93.0*	21,050	*100.0*	*7.0*	300,115	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	85	*0.1*	*90.5*	10	*0.2*	*9.5*	95	*0.1*
SOC2	Professional occupations	77,825	*99.3*	*93.0*	5,875	*99.1*	*7.0*	83,700	*99.2*
SOC3	Associate professional and technical	495	*0.6*	*92.0*	45	*0.7*	*8.0*	535	*0.6*
SOC4	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	78,405	*100.0*	*93.0*	5,930	*100.0*	*7.0*	84,335	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	995	*2.0*	*94.5*	60	*1.3*	*5.5*	1,055	*1.9*
SOC2	Professional occupations	9,455	*18.9*	*91.7*	855	*19.1*	*8.3*	10,305	*18.9*
SOC3	Associate professional and technical	8,650	*17.3*	*91.8*	775	*17.4*	*8.2*	9,425	*17.3*
SOC4	Administrative and secretarial	16,430	*32.8*	*90.6*	1,710	*38.2*	*9.4*	18,140	*33.2*
SOC5	Skilled trades occupations	690	*1.4*	*94.2*	45	*1.0*	*5.8*	735	*1.3*
SOC6	Caring, leisure and other service	2,365	*4.7*	*93.0*	180	*4.0*	*7.0*	2,540	*4.7*
SOC7	Sales and customer service occupations	615	*1.2*	*88.8*	75	*1.7*	*11.2*	690	*1.3*
SOC8	Process, plant and machine operatives	195	*0.4*	*93.7*	15	*0.3*	*6.3*	205	*0.4*
SOC9	Elementary occupations	10,700	*21.4*	*93.3*	765	*17.0*	*6.7*	11,460	*21.0*
All	All professional and support staff	50,085	*100.0*	*91.8*	4,475	*100.0*	*8.2*	54,560	*100.0*
All staff									
All	All staff	128,495	*100.0*	*92.5*	10,400	*100.0*	*7.5*	138,895	*100.0*

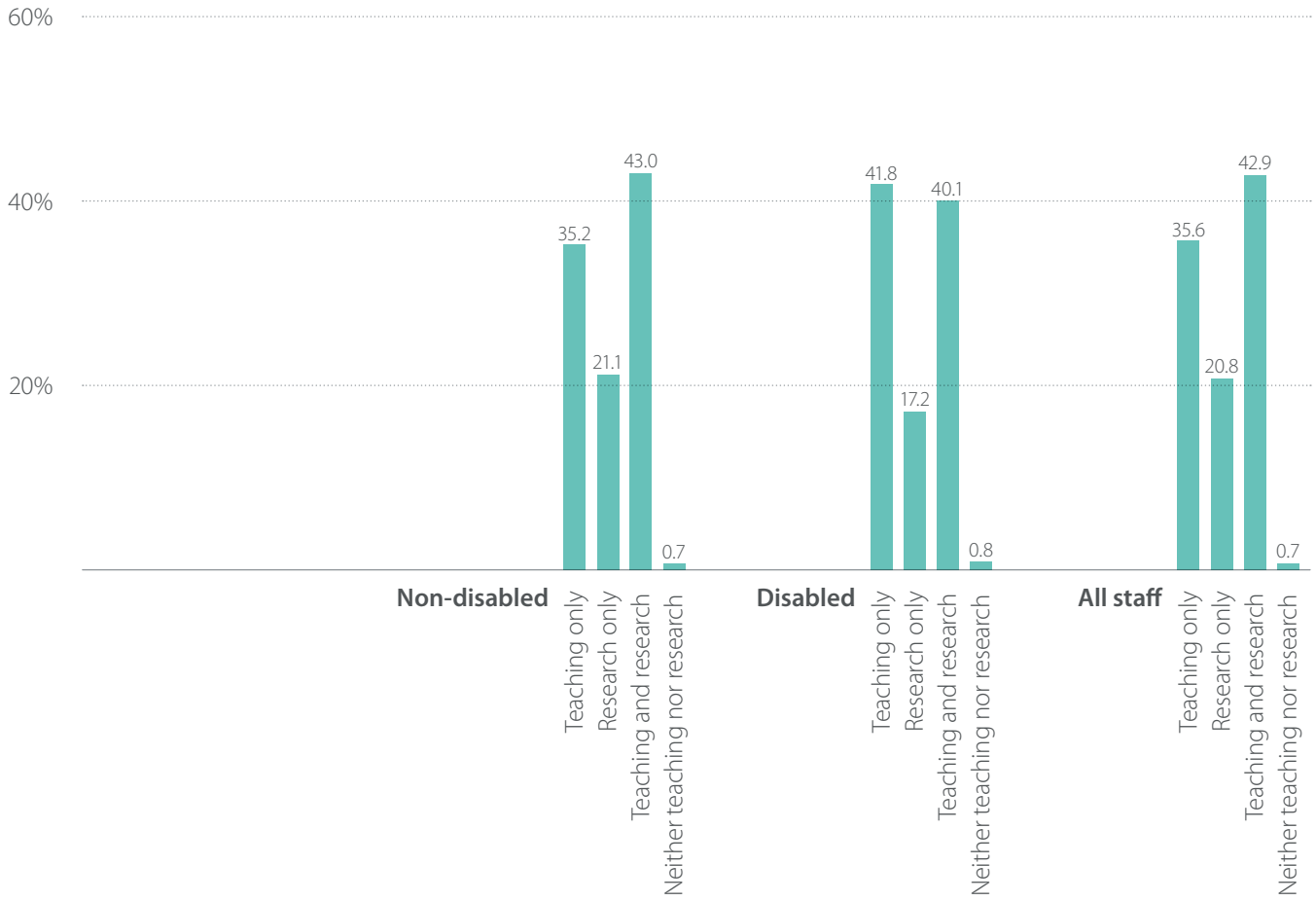
Proportions of staff who disclosed as disabled



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

≤ Academic contract definition: see page 20
≤ Disability definition: see page 11

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	79,180	*35.2*	*92.6*	6,330	*41.8*	*7.4*	85,515	*35.6*
Research only	47,380	*21.1*	*94.8*	2,605	*17.2*	*5.2*	49,990	*20.8*
Teaching and research	96,855	*43.0*	*94.1*	6,075	*40.1*	*5.9*	102,930	*42.9*
Neither teaching nor research	1,635	*0.7*	*93.0*	125	*0.8*	*7.0*	1,760	*0.7*
All academic contracts	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*



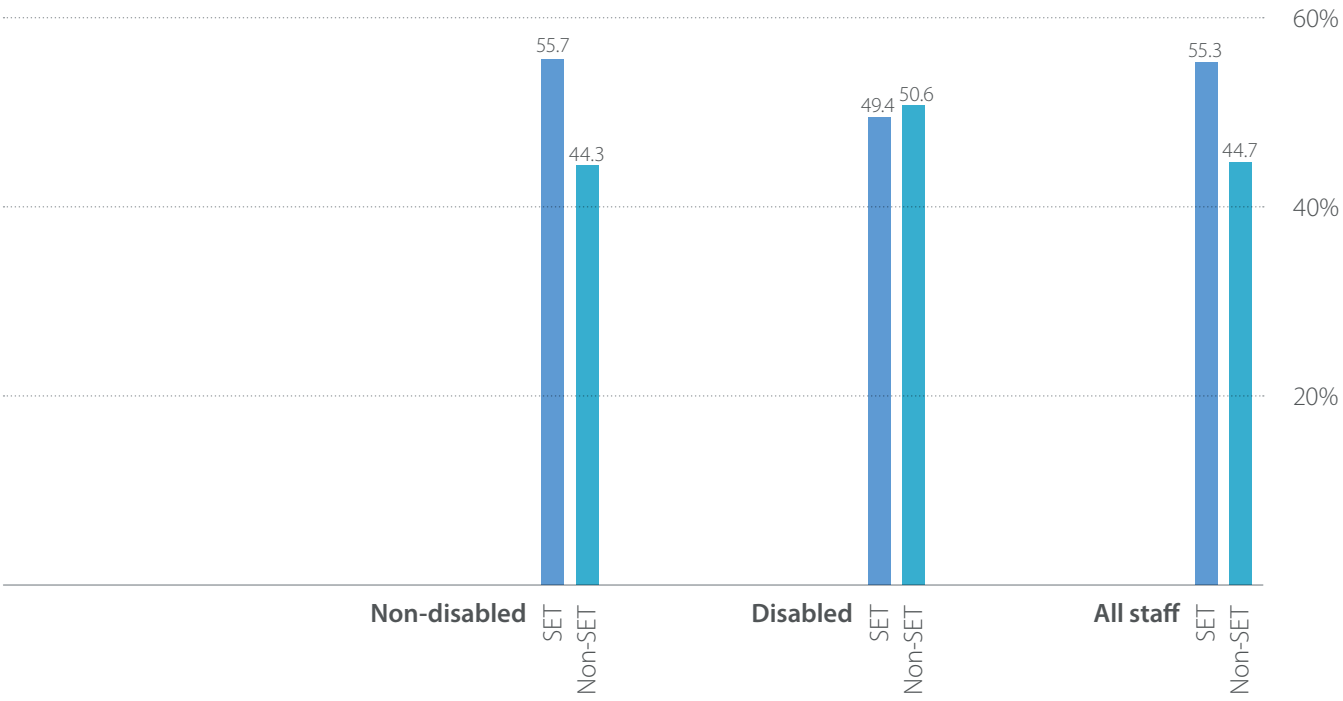
2.13

Academic staff by SET category and disability status

	Non-disabled		Disabled		All staff	
	No.	↓ %	No.	↓ %	No.	↓ %
SET	125,275	*55.7*	7,470	*49.4*	132,745	*55.3*
Non-SET	99,780	*44.3*	7,665	*50.6*	107,445	*44.7*
All subject areas	225,055	*100.0*	15,135	*100.0*	240,190	*100.0*

≤ SET/non-SET subject area definition: see page 20

≤ Disability definition: see page 11



2.14 SET academic staff by subject area and disability status

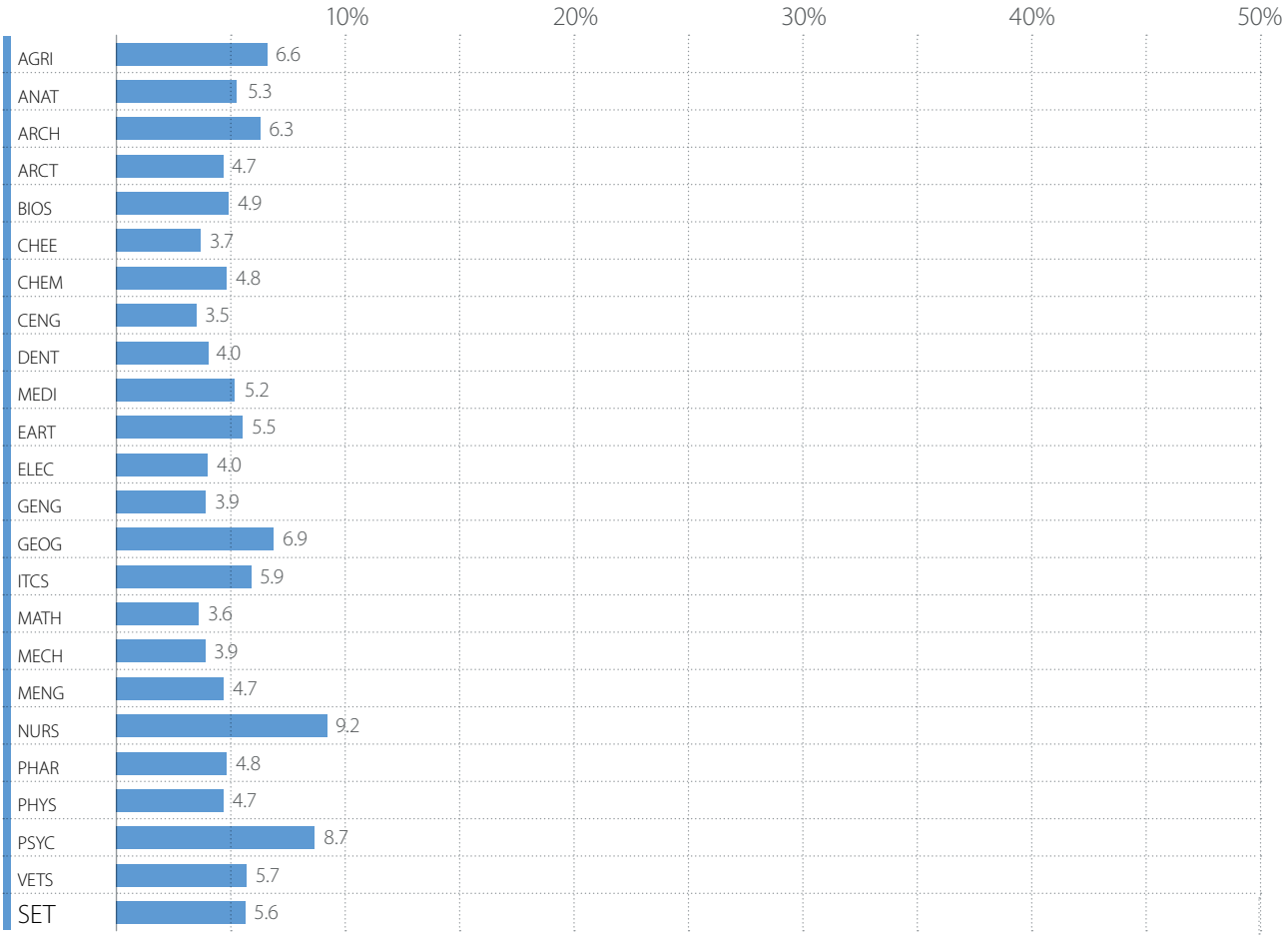
≤ SET/non-SET subject area definition: see page 20

≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry and food science	1,490	1.2	93.4	105	1.4	6.6	1,595	1.2
ANAT	Anatomy and physiology	1,630	1.3	94.7	90	1.2	5.3	1,720	1.3
ARCH	Archaeology	765	0.6	93.7	50	0.7	6.3	815	0.6
ARCT	Architecture, built environment and planning	5,145	4.1	95.3	250	3.4	4.7	5,395	4.1
BIOS	Biosciences	14,155	11.3	95.1	735	9.8	4.9	14,890	11.2
CHEE	Chemical engineering	1,425	1.1	96.3	55	0.7	3.7	1,480	1.1
CHEM	Chemistry	4,060	3.2	95.2	205	2.8	4.8	4,265	3.2
CENG	Civil engineering	2,310	1.8	96.5	85	1.1	3.5	2,395	1.8
DENT	Clinical dentistry	1,685	1.3	96.0	70	1.0	4.0	1,755	1.3
MEDI	Clinical medicine	25,085	20.0	94.8	1,365	18.3	5.2	26,450	19.9
EART	Earth, marine and environmental sciences	3,415	2.7	94.5	200	2.7	5.5	3,615	2.7
ELEC	Electrical, electronic and computer engineering	4,415	3.5	96.0	185	2.4	4.0	4,600	3.5
GENG	General engineering	4,815	3.8	96.1	195	2.6	3.9	5,010	3.8
GEOG	Geography and environmental studies	2,825	2.3	93.1	210	2.8	6.9	3,035	2.3
ITCS	IT, systems sciences and computer software engineering	9,305	7.4	94.1	580	7.8	5.9	9,885	7.4
MATH	Mathematics	5,510	4.4	96.4	205	2.8	3.6	5,715	4.3
MECH	Mechanical, aero and production engineering	5,300	4.2	96.1	215	2.9	3.9	5,510	4.2
MENG	Mineral, metallurgy and materials engineering	1,050	0.8	95.3	50	0.7	4.7	1,105	0.8
NURS	Nursing and allied health professions	12,735	10.2	90.8	1,290	17.3	9.2	14,030	10.6
PHAR	Pharmacy and pharmacology	2,225	1.8	95.2	110	1.5	4.8	2,340	1.8
PHYS	Physics	5,600	4.5	95.3	275	3.7	4.7	5,880	4.4
PSYC	Psychology and behavioural sciences	8,880	7.1	91.3	845	11.3	8.7	9,730	7.3
VETS	Veterinary science	1,445	1.2	94.3	90	1.2	5.7	1,530	1.2
SET	All SET subject areas	125,275	100.0	94.4	7,470	100.0	5.6	132,745	100.0

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who disclosed as disabled



2.15 Non-SET academic staff by subject area and disability status

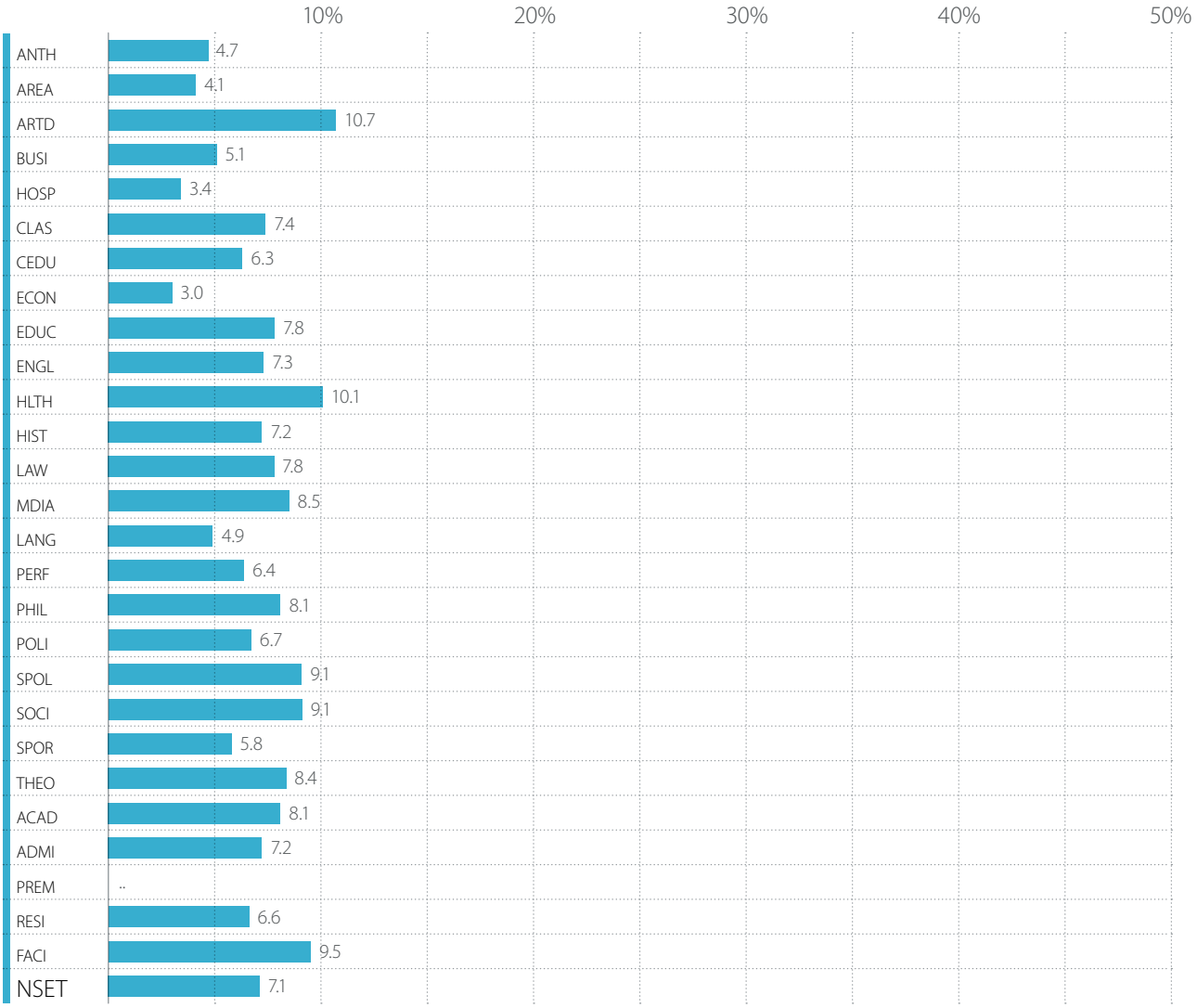
≤ SET/non-SET subject area definition: see page 20

≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology and development studies	1,010	*1.0*	*95.3*	50	*0.7*	*4.7*	1,060	*1.0*
AREA	Area studies	435	*0.4*	*95.9*	20	*0.2*	*4.1*	450	*0.4*
ARTD	Art and design	9,685	*9.7*	*89.3*	1,155	*15.1*	*10.7*	10,840	*10.1*
BUSI	Business and management studies	19,225	*19.3*	*94.9*	1,035	*13.5*	*5.1*	20,260	*18.9*
HOSP	Catering and hospitality management	495	*0.5*	*96.6*	15	*0.2*	*3.4*	510	*0.5*
CLAS	Classics	595	*0.6*	*92.6*	45	*0.6*	*7.4*	645	*0.6*
CEDU	Continuing education	765	*0.8*	*93.7*	50	*0.7*	*6.3*	820	*0.8*
ECON	Economics and econometrics	3,180	*3.2*	*97.0*	100	*1.3*	*3.0*	3,275	*3.0*
EDUC	Education	9,390	*9.4*	*92.2*	790	*10.3*	*7.8*	10,180	*9.5*
ENGL	English language and literature	4,835	*4.8*	*92.7*	380	*5.0*	*7.3*	5,215	*4.9*
HLTH	Health and community studies	2,420	*2.4*	*89.9*	270	*3.6*	*10.1*	2,690	*2.5*
HIST	History	3,435	*3.4*	*92.8*	265	*3.5*	*7.2*	3,700	*3.4*
LAW	Law	6,995	*7.0*	*92.2*	595	*7.8*	*7.8*	7,590	*7.1*
MDIA	Media studies	4,430	*4.4*	*91.5*	410	*5.4*	*8.5*	4,840	*4.5*
LANG	Modern languages	4,970	*5.0*	*95.1*	260	*3.4*	*4.9*	5,230	*4.9*
PERF	Music, dance, drama and performing arts	8,160	*8.2*	*93.6*	555	*7.3*	*6.4*	8,715	*8.1*
PHIL	Philosophy	1,185	*1.2*	*91.9*	105	*1.4*	*8.1*	1,290	*1.2*
POLI	Politics and international studies	3,860	*3.9*	*93.3*	275	*3.6*	*6.7*	4,135	*3.8*
SPOL	Social work and social policy	3,065	*3.1*	*90.9*	305	*4.0*	*9.1*	3,375	*3.1*
SOCI	Sociology	3,665	*3.7*	*90.9*	370	*4.8*	*9.1*	4,035	*3.8*
SPOR	Sports science and leisure studies	3,100	*3.1*	*94.2*	190	*2.5*	*5.8*	3,290	*3.1*
THEO	Theology and religious studies	740	*0.7*	*91.6*	70	*0.9*	*8.4*	805	*0.8*
ACAD	Total academic services	1,660	*1.7*	*91.9*	145	*1.9*	*8.1*	1,810	*1.7*
ADMI	Central administration and services	2,075	*2.1*	*92.8*	160	*2.1*	*7.2*	2,240	*2.1*
PREM	Premises	5	*0.0*	..	0	*0.0*	..	5	*0.0*
RESI	Residences and catering	40	*0.0*	*93.4*	5	*0.0*	*6.6*	45	*0.0*
FACI	Staff and student facilities	365	*0.4*	*90.5*	40	*0.5*	*9.5*	400	*0.4*
NSET	All non-SET subject areas	99,780	*100.0*	*92.9*	7,665	*100.0*	*7.1*	107,445	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-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 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Disability definition: see page 11

All subject areas		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	23,340	*10.4*	*95.6*	1,075	*7.1*	*4.4*	24,410	*10.2*
NONP	Non-professor	201,720	*89.6*	*93.5*	14,060	*92.9*	*6.5*	215,780	*89.8*
All	All	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*
Full-time									
PROF	Professor	18,445	*12.6*	*95.6*	840	*9.1*	*4.4*	19,285	*12.4*
NONP	Non-professor	128,205	*87.4*	*93.9*	8,365	*90.9*	*6.1*	136,575	*87.6*
All	All	146,650	*100.0*	*94.1*	9,205	*100.0*	*5.9*	155,855	*100.0*
Part-time									
PROF	Professor	4,895	*6.2*	*95.4*	235	*3.9*	*4.6*	5,130	*6.1*
NONP	Non-professor	73,510	*93.8*	*92.8*	5,695	*96.1*	*7.2*	79,205	*93.9*
All	All	78,405	*100.0*	*93.0*	5,930	*100.0*	*7.0*	84,335	*100.0*
SET									
All modes									
PROF	Professor	14,415	*11.5*	*96.3*	555	*7.5*	*3.7*	14,975	*11.3*
NONP	Non-professor	110,860	*88.5*	*94.1*	6,915	*92.5*	*5.9*	117,770	*88.7*
All	All	125,275	*100.0*	*94.4*	7,470	*100.0*	*5.6*	132,745	*100.0*
Full-time									
PROF	Professor	11,380	*12.9*	*96.4*	425	*8.8*	*3.6*	11,805	*12.7*
NONP	Non-professor	76,795	*87.1*	*94.5*	4,435	*91.2*	*5.5*	81,230	*87.3*
All	All	88,175	*100.0*	*94.8*	4,865	*100.0*	*5.2*	93,040	*100.0*
Part-time									
PROF	Professor	3,035	*8.2*	*95.9*	130	*5.0*	*4.1*	3,165	*8.0*
NONP	Non-professor	34,060	*91.8*	*93.2*	2,475	*95.0*	*6.8*	36,540	*92.0*
All	All	37,100	*100.0*	*93.4*	2,605	*100.0*	*6.6*	39,705	*100.0*
Non-SET									
All modes									
PROF	Professor	8,920	*8.9*	*94.5*	520	*6.8*	*5.5*	9,440	*8.8*
NONP	Non-professor	90,860	*91.1*	*92.7*	7,150	*93.2*	*7.3*	98,010	*91.2*
All	All	99,780	*100.0*	*92.9*	7,665	*100.0*	*7.1*	107,445	*100.0*
Full-time									
PROF	Professor	7,065	*12.1*	*94.5*	415	*9.5*	*5.5*	7,480	*11.9*
NONP	Non-professor	51,410	*87.9*	*92.9*	3,930	*90.5*	*7.1*	55,340	*88.1*
All	All	58,475	*100.0*	*93.1*	4,345	*100.0*	*6.9*	62,820	*100.0*
Part-time									
PROF	Professor	1,860	*4.5*	*94.7*	105	*3.1*	*5.3*	1,960	*4.4*
NONP	Non-professor	39,450	*95.5*	*92.5*	3,220	*96.9*	*7.5*	42,665	*95.6*
All	All	41,305	*100.0*	*92.6*	3,320	*100.0*	*7.4*	44,630	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who disclosed as disabled

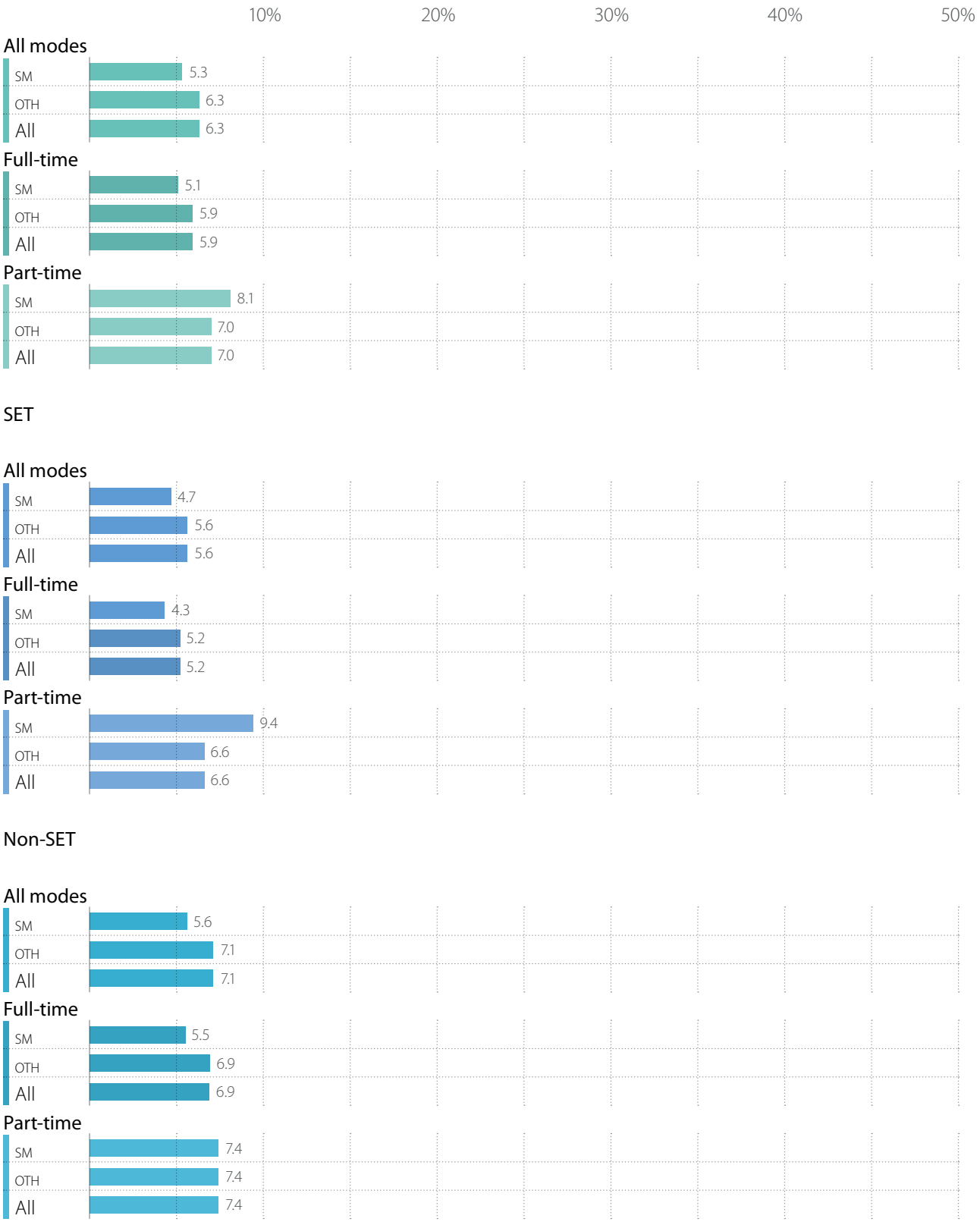
2.17 Academic staff by senior management and SET categories, mode and disability status

≤ Senior management category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Disability definition: see page 11

All subject areas		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	1,370	*0.6*	*94.7*	75	*0.5*	*5.3*	1,445	*0.6*
OTH	Other academic	223,690	*99.4*	*93.7*	15,060	*99.5*	*6.3*	238,745	*99.4*
All	All	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*
Full-time									
SM	Senior manager	1,275	*0.9*	*94.9*	70	*0.7*	*5.1*	1,345	*0.9*
OTH	Other academic	145,375	*99.1*	*94.1*	9,140	*99.3*	*5.9*	154,510	*99.1*
All	All	146,650	*100.0*	*94.1*	9,205	*100.0*	*5.9*	155,855	*100.0*
Part-time									
SM	Senior manager	90	*0.1*	*91.9*	10	*0.1*	*8.1*	100	*0.1*
OTH	Other academic	78,315	*99.9*	*93.0*	5,920	*99.9*	*7.0*	84,235	*99.9*
All	All	78,405	*100.0*	*93.0*	5,930	*100.0*	*7.0*	84,335	*100.0*
SET									
All modes									
SM	Senior manager	425	*0.3*	*95.3*	20	*0.3*	*4.7*	445	*0.3*
OTH	Other academic	124,850	*99.7*	*94.4*	7,450	*99.7*	*5.6*	132,295	*99.7*
All	All	125,275	*100.0*	*94.4*	7,470	*100.0*	*5.6*	132,745	*100.0*
Full-time									
SM	Senior manager	395	*0.5*	*95.7*	20	*0.4*	*4.3*	415	*0.4*
OTH	Other academic	87,780	*99.5*	*94.8*	4,845	*99.6*	*5.2*	92,625	*99.6*
All	All	88,175	*100.0*	*94.8*	4,865	*100.0*	*5.2*	93,040	*100.0*
Part-time									
SM	Senior manager	30	*0.1*	*90.6*	5	*0.1*	*9.4*	30	*0.1*
OTH	Other academic	37,070	*99.9*	*93.4*	2,605	*99.9*	*6.6*	39,675	*99.9*
All	All	37,100	*100.0*	*93.4*	2,605	*100.0*	*6.6*	39,705	*100.0*
Non-SET									
All modes									
SM	Senior manager	940	*0.9*	*94.4*	55	*0.7*	*5.6*	1,000	*0.9*
OTH	Other academic	98,840	*99.1*	*92.9*	7,610	*99.3*	*7.1*	106,450	*99.1*
All	All	99,780	*100.0*	*92.9*	7,665	*100.0*	*7.1*	107,445	*100.0*
Full-time									
SM	Senior manager	880	*1.5*	*94.5*	50	*1.2*	*5.5*	930	*1.5*
OTH	Other academic	57,595	*98.5*	*93.1*	4,295	*98.8*	*6.9*	61,890	*98.5*
All	All	58,475	*100.0*	*93.1*	4,345	*100.0*	*6.9*	62,820	*100.0*
Part-time									
SM	Senior manager	65	*0.2*	*92.6*	5	*0.2*	*7.4*	70	*0.2*
OTH	Other academic	41,245	*99.8*	*92.6*	3,315	*99.8*	*7.4*	44,560	*99.8*
All	All	41,305	*100.0*	*92.6*	3,320	*100.0*	*7.4*	44,630	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who disclosed as disabled



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

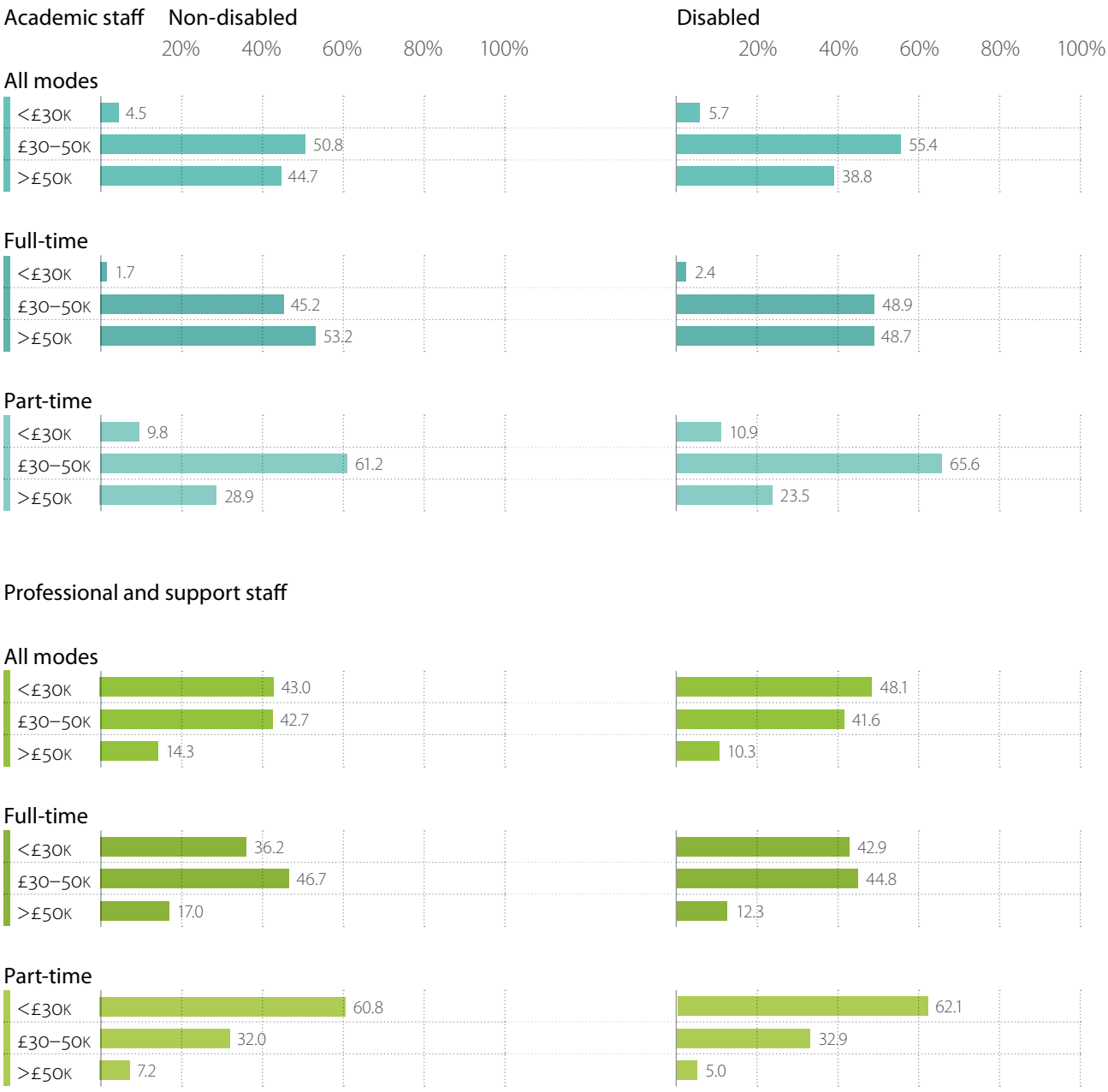
≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Salary range definition: see page 22
≤ Disability definition: see page 11

Academic staff		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	10,200	*4.5*	*92.2*	870	*5.7*	*7.8*	11,070	*4.6*
£30–50K	£30,000–£50,000	114,225	*50.8*	*93.2*	8,390	*55.4*	*6.8*	122,615	*51.0*
>£50K	Over £50,000	100,625	*44.7*	*94.5*	5,875	*38.8*	*5.5*	106,505	*44.3*
All	Total	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*
Full-time									
<£30K	Under £30,000	2,485	*1.7*	*91.8*	225	*2.4*	*8.2*	2,710	*1.7*
£30–50K	£30,000–£50,000	66,215	*45.2*	*93.6*	4,500	*48.9*	*6.4*	70,715	*45.4*
>£50K	Over £50,000	77,950	*53.2*	*94.6*	4,485	*48.7*	*5.4*	82,430	*52.9*
All	Total	146,650	*100.0*	*94.1*	9,205	*100.0*	*5.9*	155,855	*100.0*
Part-time									
<£30K	Under £30,000	7,715	*9.8*	*92.3*	645	*10.9*	*7.7*	8,360	*9.9*
£30–50K	£30,000–£50,000	48,010	*61.2*	*92.5*	3,890	*65.6*	*7.5*	51,900	*61.5*
>£50K	Over £50,000	22,680	*28.9*	*94.2*	1,395	*23.5*	*5.8*	24,075	*28.5*
All	Total	78,405	*100.0*	*93.0*	5,930	*100.0*	*7.0*	84,335	*100.0*

Professional and support staff									
All modes									
<£30K	Under £30,000	78,465	*43.0*	*90.9*	7,855	*48.1*	*9.1*	86,325	*43.4*
£30–50K	£30,000–£50,000	77,915	*42.7*	*92.0*	6,785	*41.6*	*8.0*	84,695	*42.6*
>£50K	Over £50,000	26,120	*14.3*	*94.0*	1,680	*10.3*	*6.0*	27,800	*14.0*
All	Total	182,500	*100.0*	*91.8*	16,320	*100.0*	*8.2*	198,820	*100.0*
Full-time									
<£30K	Under £30,000	47,995	*36.2*	*90.4*	5,080	*42.9*	*9.6*	53,075	*36.8*
£30–50K	£30,000–£50,000	61,895	*46.7*	*92.1*	5,310	*44.8*	*7.9*	67,205	*46.6*
>£50K	Over £50,000	22,520	*17.0*	*93.9*	1,455	*12.3*	*6.1*	23,975	*16.6*
All	Total	132,415	*100.0*	*91.8*	11,845	*100.0*	*8.2*	144,260	*100.0*
Part-time									
<£30K	Under £30,000	30,470	*60.8*	*91.6*	2,775	*62.1*	*8.4*	33,245	*60.9*
£30–50K	£30,000–£50,000	16,020	*32.0*	*91.6*	1,470	*32.9*	*8.4*	17,490	*32.1*
>£50K	Over £50,000	3,600	*7.2*	*94.1*	225	*5.0*	*5.9*	3,825	*7.0*
All	Total	50,085	*100.0*	*91.8*	4,475	*100.0*	*8.2*	54,560	*100.0*

Additional data by impairment type is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff in each salary range



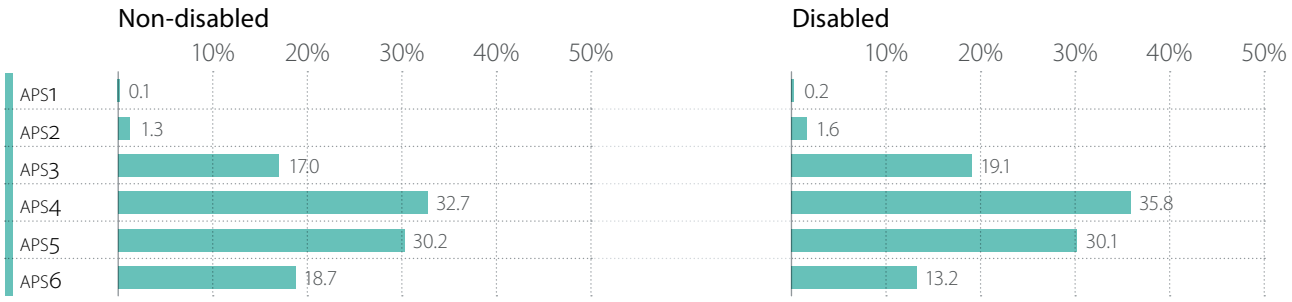
2.19 Academic staff by academic pay spine range and disability status

≤ Academic pay spine range definition: see page 22

≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
APS1	Less than £21,197	335	*0.1*	*91.1*	35	*0.2*	*8.9*	365	*0.2*
APS2	Between £21,198 and £27,131	2,815	*1.3*	*92.0*	245	*1.6*	*8.0*	3,060	*1.3*
APS3	Between £27,132 and £36,386	38,195	*17.0*	*92.9*	2,900	*19.1*	*7.1*	41,090	*17.1*
APS4	Between £36,387 and £48,841	73,655	*32.7*	*93.2*	5,415	*35.8*	*6.8*	79,070	*32.9*
APS5	Between £48,842 and £65,578	67,980	*30.2*	*93.7*	4,550	*30.1*	*6.3*	72,535	*30.2*
APS6	More than £65,579	42,075	*18.7*	*95.5*	1,995	*13.2*	*4.5*	44,070	*18.3*
All	All pay spine ranges	225,055	*100.0*	*93.7*	15,135	*100.0*	*6.3*	240,190	*100.0*

Proportions of staff in each academic pay spine

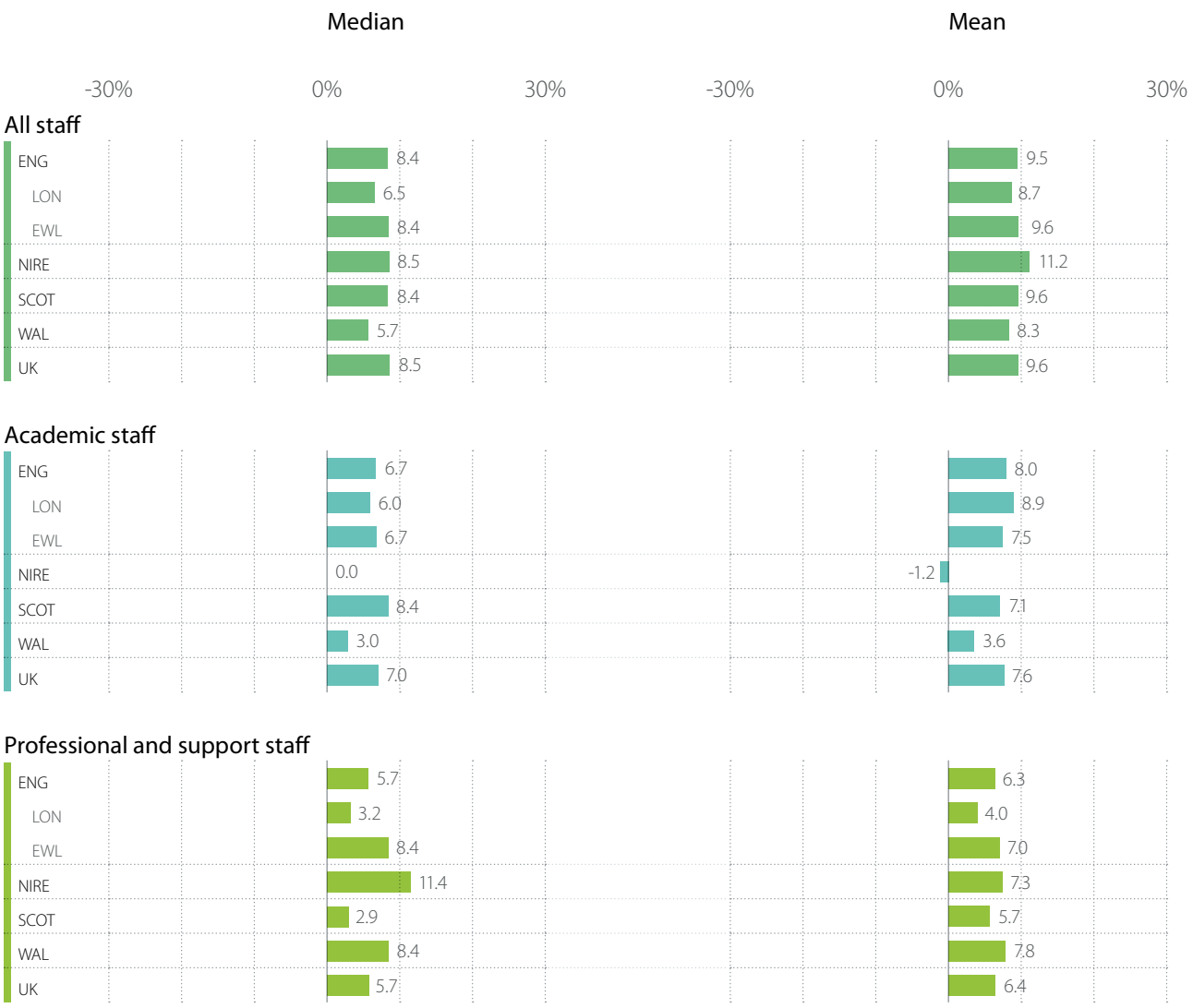


2.20 Median/mean salary and pay gap for staff by country of institution, activity and disability status

≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Country of institution definition: see page 16
≤ Staff activity definition: see page 15
≤ Disability definition: see page 11

		Median			Mean		
		Non-disabled	Disabled	Pay Gap	Non-disabled	Disabled	Pay Gap
		£	£	%	£	£	%
All staff							
ENG	England	42,155	38,611	*8.4*	46,362	41,938	*9.5*
LON	London	47,355	44,258	*6.5*	52,365	47,803	*8.7*
EWL	England (without London)	40,931	37,474	*8.4*	44,479	40,190	*9.6*
NIRE	Northern Ireland	43,414	39,745	*8.5*	48,200	42,807	*11.2*
SCOT	Scotland	38,592	35,333	*8.4*	43,117	38,982	*9.6*
WAL	Wales	38,592	36,386	*5.7*	42,515	39,005	*8.3*
UK	UK	42,155	38,592	*8.5*	45,872	41,471	*9.6*
Academic staff							
ENG	England	48,841	45,593	*6.7*	53,968	49,657	*8.0*
LON	London	51,236	48,174	*6.0*	57,882	52,760	*8.9*
EWL	England (without London)	47,423	44,264	*6.7*	52,617	48,650	*7.5*
NIRE	Northern Ireland	53,353	53,353	*0.0*	56,996	57,689	*-1.2*
SCOT	Scotland	48,841	44,737	*8.4*	52,537	48,829	*7.1*
WAL	Wales	44,737	43,414	*3.0*	51,396	49,545	*3.6*
UK	UK	48,841	45,437	*7.0*	53,771	49,669	*7.6*
Professional and support staff							
ENG	England	33,314	31,411	*5.7*	36,654	34,358	*6.3*
LON	London	40,606	39,302	*3.2*	43,995	42,234	*4.0*
EWL	England (without London)	31,411	28,762	*8.4*	34,632	32,209	*7.0*
NIRE	Northern Ireland	30,502	27,022	*11.4*	34,586	32,073	*7.3*
SCOT	Scotland	29,619	28,762	*2.9*	34,118	32,170	*5.7*
WAL	Wales	30,502	27,929	*8.4*	33,948	31,303	*7.8*
UK	UK	32,348	30,502	*5.7*	36,191	33,867	*6.4*

Disability pay gaps

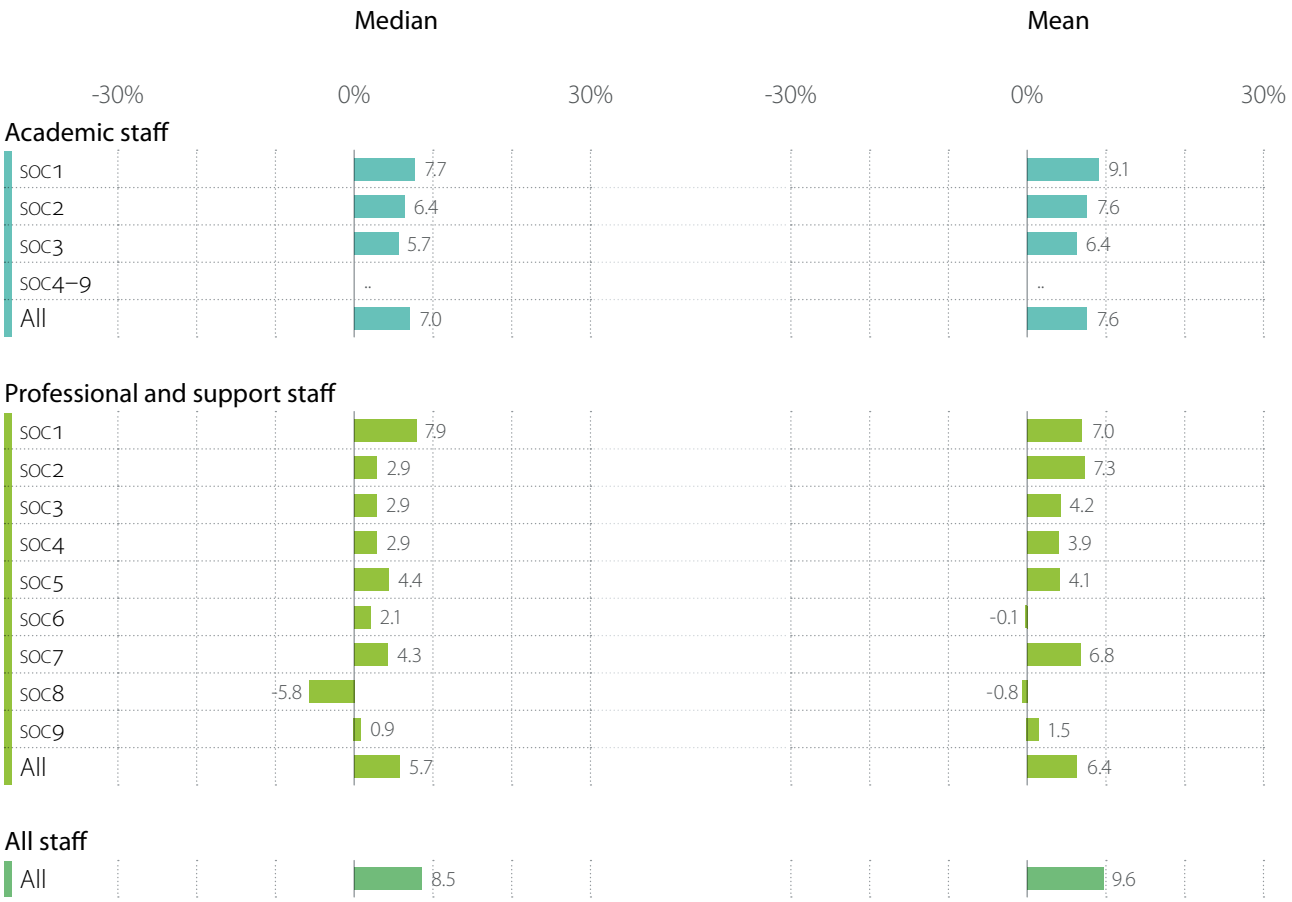


2.21 Median/mean salary and pay gap for staff by occupational group and disability status

≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Occupational group definition: see page 19
≤ Disability definition: see page 11

		Median			Mean		
		Non-disabled	Disabled	Gap	Non-disabled	Disabled	Gap
		£	£	%	£	£	%
Academic staff							
SOC1	Managers, directors and senior officials	70,917	65,455	*7.7*	79,627	72,357	*9.1*
SOC2	Professional occupations	48,841	45,737	*6.4*	53,830	49,765	*7.6*
SOC3	Associate professional and technical	35,333	33,314	*5.7*	37,595	35,173	*6.4*
SOC4–9	Clerical and manual occupations	..	..	..	..	..	..
All	All academic staff	48,841	45,437	*7.0*	53,771	49,669	*7.6*
Professional and support staff							
SOC1	Managers, directors and senior officials	60,027	55,255	*7.9*	66,240	61,583	*7.0*
SOC2	Professional occupations	42,155	40,931	*2.9*	44,968	41,706	*7.3*
SOC3	Associate professional and technical	35,333	34,308	*2.9*	36,886	35,348	*4.2*
SOC4	Administrative and secretarial	27,929	27,131	*2.9*	30,005	28,844	*3.9*
SOC5	Skilled trades occupations	27,131	25,948	*4.4*	29,046	27,864	*4.1*
SOC6	Caring, leisure and other service	22,662	22,197	*2.1*	24,814	24,830	*-0.1*
SOC7	Sales and customer service occupations	23,144	22,150	*4.3*	26,249	24,457	*6.8*
SOC8	Process, plant and machine operatives	25,642	27,131	*-5.8*	26,610	26,820	*-0.8*
SOC9	Elementary occupations	20,761	20,579	*0.9*	21,805	21,485	*1.5*
All	All professional and support staff	32,348	30,502	*5.7*	36,191	33,867	*6.4*
All staff							
All	All staff	42,155	38,592	*8.5*	45,872	41,471	*9.6*

Disability pay gaps

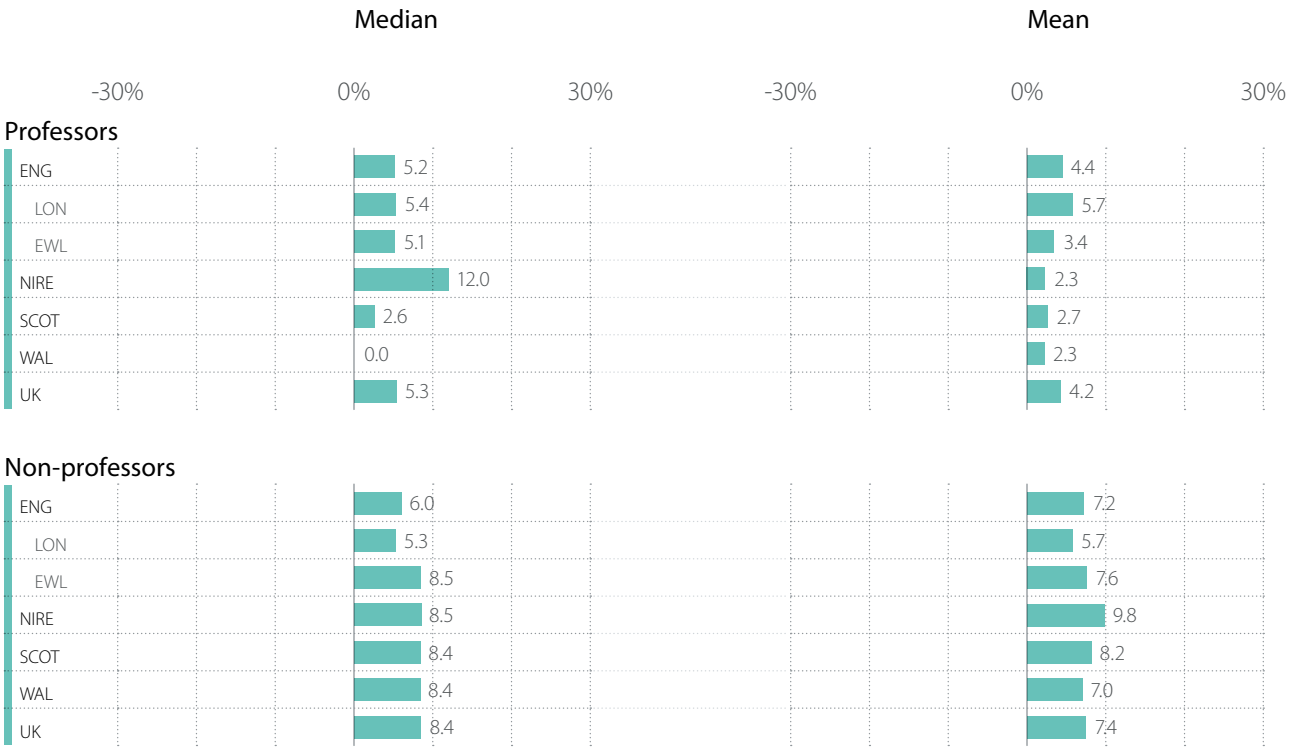


2.22 Median/mean salary and pay gap for staff by professorial category, country of institution and disability status

≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Professorial category definition: see page 21
≤ Country of institution definition: see page 16
≤ Disability definition: see page 11

		Median			Mean		
		Non-disabled	Disabled	Pay Gap	Non-disabled	Disabled	Pay Gap
		£	£	%	£	£	%
Professors							
ENG	England	84,706	80,339	*5.2*	92,288	88,267	*4.4*
LON	London	93,806	88,741	*5.4*	100,822	95,063	*5.7*
EWL	England (without London)	82,223	78,039	*5.1*	89,176	86,156	*3.4*
NIRE	Northern Ireland	88,035	77,447	*12.0*	89,417	87,332	*2.3*
SCOT	Scotland	82,789	80,630	*2.6*	89,543	87,107	*2.7*
WAL	Wales	78,621	78,621	*0.0*	88,083	86,053	*2.3*
UK	UK	84,682	80,186	*5.3*	91,819	87,991	*4.2*
Non-professors							
ENG	England	40,931	38,474	*6.0*	43,448	40,315	*7.2*
LON	London	46,047	43,592	*5.3*	48,899	46,093	*5.7*
EWL	England (without London)	39,745	36,386	*8.5*	41,756	38,595	*7.6*
NIRE	Northern Ireland	42,155	38,592	*8.5*	44,830	40,417	*9.8*
SCOT	Scotland	37,474	34,308	*8.4*	40,633	37,311	*8.2*
WAL	Wales	38,592	35,333	*8.4*	40,033	37,211	*7.0*
UK	UK	40,931	37,474	*8.4*	43,013	39,824	*7.4*

Disability pay gaps

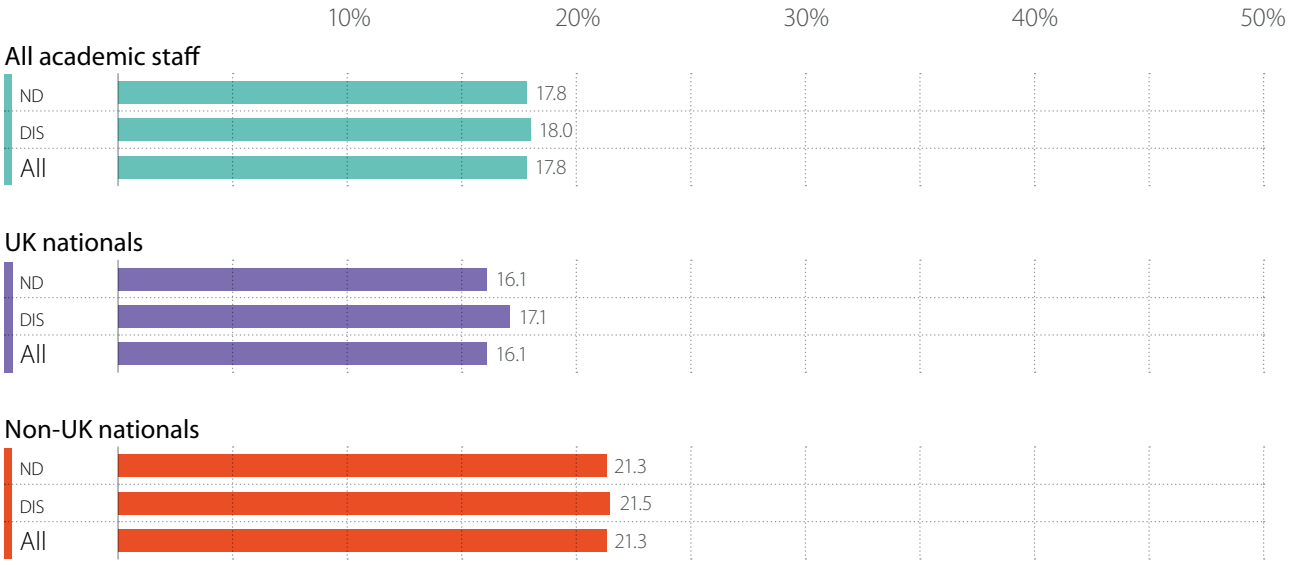


2.23 UK/non-UK academic staff by leaving status and disability status

≤ Nationality definition: see page 16
≤ Academic contract definition: see page 20
≤ Disability definition: see page 11

		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	38,755	*17.8*	19,065	*49.2*	19,685	*50.8*	217,880
DIS	Disabled	2,505	*18.0*	1,155	*46.1*	1,350	*53.9*	13,925
All	All staff	41,255	*17.8*	20,220	*49.0*	21,040	*51.0*	231,805
UK nationals								
ND	Non-disabled	23,540	*16.1*	11,630	*49.4*	11,915	*50.6*	146,510
DIS	Disabled	1,925	*17.1*	930	*48.3*	995	*51.7*	11,225
All	All staff	25,465	*16.1*	12,560	*49.3*	12,910	*50.7*	157,735
Non-UK nationals								
ND	Non-disabled	15,210	*21.3*	7,435	*48.9*	7,775	*51.1*	71,375
DIS	Disabled	580	*21.5*	225	*38.7*	355	*61.3*	2,695
All	All staff	15,790	*21.3*	7,660	*48.5*	8,130	*51.5*	74,070

Proportions of academic staff who left their institution between 2021/22 and 2022/23

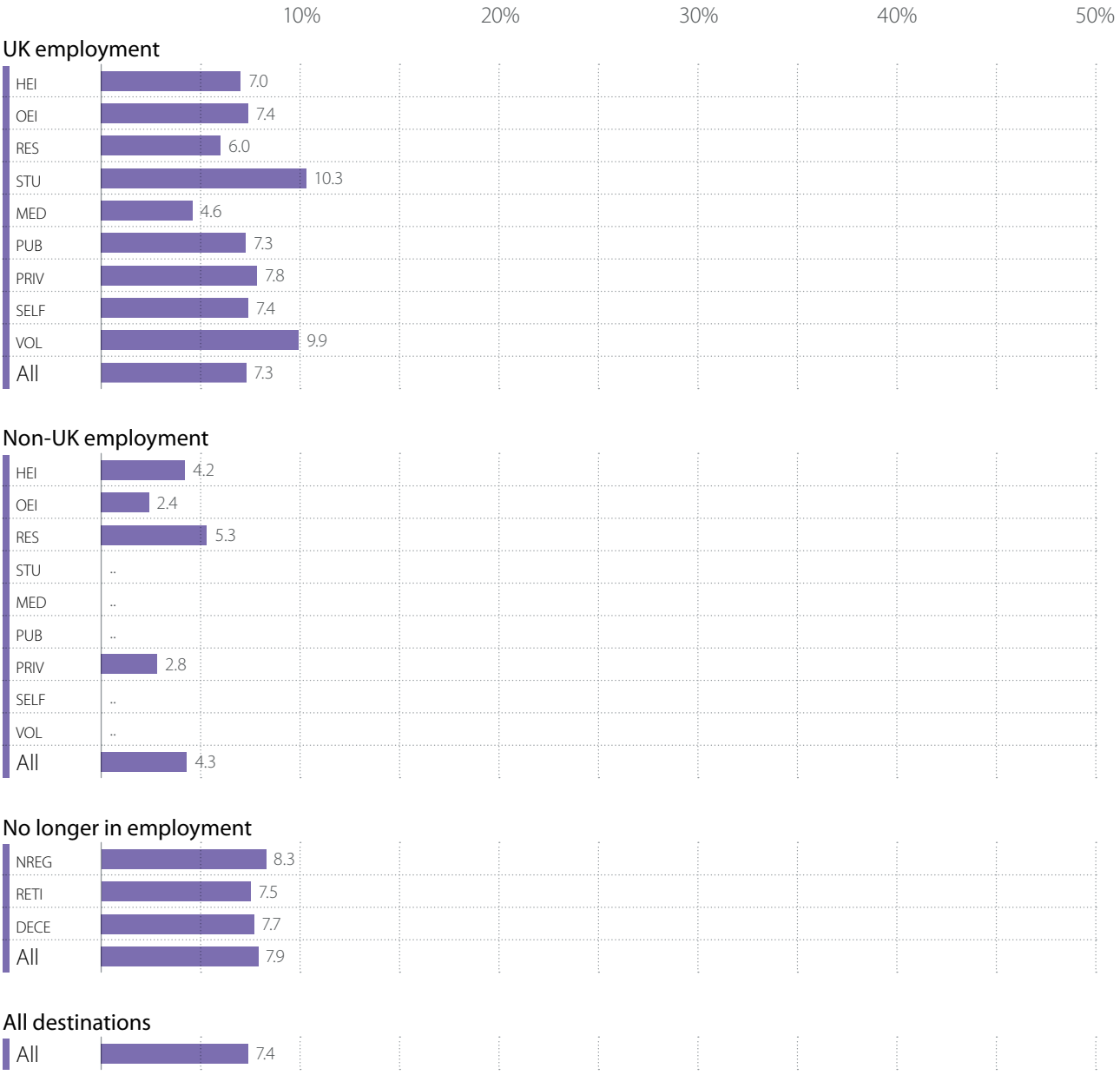


2.24 UK academic staff leavers by known leaving destination and disability status

≤ Nationality definition: see page 16
≤ Academic contract definition: see page 20
≤ Disability definition: see page 11

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	3,770	*32.4*	*93.0*	285	*30.7*	*7.0*	4,055	*32.3*
OEI	Other education institution	380	*3.3*	*92.6*	30	*3.3*	*7.4*	410	*3.3*
RES	Research institute	295	*2.6*	*94.0*	20	*2.0*	*6.0*	315	*2.5*
STU	Student	745	*6.4*	*89.7*	85	*9.2*	*10.3*	830	*6.6*
MED	Medical or dental practice	645	*5.5*	*95.4*	30	*3.3*	*4.6*	675	*5.4*
PUB	Public sector	385	*3.3*	*92.7*	30	*3.3*	*7.3*	415	*3.3*
PRIV	Private sector	995	*8.5*	*92.2*	85	*9.0*	*7.8*	1,080	*8.6*
SELF	Self-employed	475	*4.1*	*92.6*	40	*4.1*	*7.4*	515	*4.1*
VOL	Voluntary sector	65	*0.5*	*90.1*	5	*0.8*	*9.9*	70	*0.6*
All	All UK employment	7,755	*66.7*	*92.7*	610	*65.7*	*7.3*	8,370	*66.6*
Non-UK employment									
HEI	Other HEI	180	*1.6*	*95.8*	10	*0.9*	*4.2*	190	*1.5*
OEI	Other education institution	40	*0.4*	*97.6*	0	*0.1*	*2.4*	40	*0.3*
RES	Research institute	55	*0.5*	*94.7*	5	*0.3*	*5.3*	55	*0.5*
STU	Student	15	*0.1*	..	0	*0.0*	..	15	*0.1*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	10	*0.1*	..	0	*0.1*	..	10	*0.1*
PRIV	Private sector	35	*0.3*	*97.2*	0	*0.1*	*2.8*	35	*0.3*
SELF	Self-employed	15	*0.1*	..	0	*0.2*	..	15	*0.1*
VOL	Voluntary sector	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All non-UK employment	355	*3.0*	*95.7*	15	*1.7*	*4.3*	370	*2.9*
No longer in employment									
NREG	Not in regular employment	1,830	*15.7*	*91.7*	165	*17.7*	*8.3*	1,995	*15.9*
RETI	Retired	1,545	*13.3*	*92.5*	125	*13.6*	*7.5*	1,670	*13.3*
DECE	Deceased	145	*1.2*	*92.3*	10	*1.3*	*7.7*	155	*1.2*
All	All no longer employed	3,515	*30.2*	*92.1*	305	*32.6*	*7.9*	3,820	*30.4*
All destinations									
All	All leavers	11,630	*100.0*	*92.6*	930	*100.0*	*7.4*	12,560	*100.0*

Proportions of UK academic staff leavers who disclosed as disabled by known leaving destination

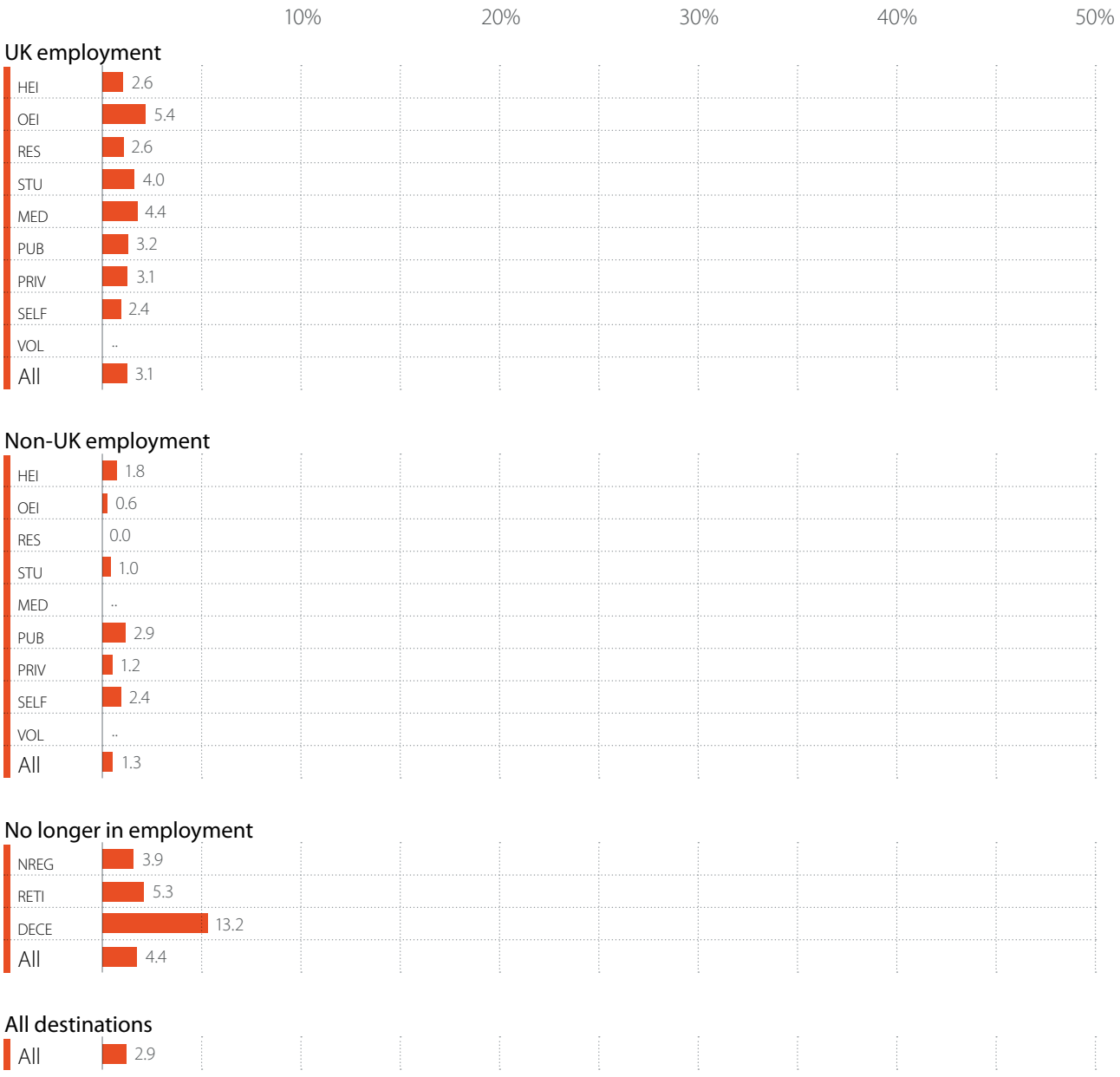


2.25 Non-UK academic staff leavers by known leaving destination and disability status

≤ Nationality definition: see page 16
≤ Academic contract definition: see page 20
≤ Disability definition: see page 11

		Non-disabled			Disabled			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2,320	*31.2*	*97.4*	65	*28.0*	*2.6*	2,380	*31.1*
OEI	Other education institution	210	*2.8*	*94.6*	10	*5.3*	*5.4*	225	*2.9*
RES	Research institute	295	*4.0*	*97.4*	10	*3.6*	*2.6*	305	*4.0*
STU	Student	795	*10.7*	*96.0*	35	*14.7*	*4.0*	830	*10.8*
MED	Medical or dental practice	110	*1.5*	*95.6*	5	*2.2*	*4.4*	115	*1.5*
PUB	Public sector	120	*1.6*	*96.8*	5	*1.8*	*3.2*	125	*1.6*
PRIV	Private sector	715	*9.6*	*96.9*	25	*10.2*	*3.1*	735	*9.6*
SELF	Self-employed	80	*1.1*	*97.6*	0	*0.9*	*2.4*	85	*1.1*
VOL	Voluntary sector	5	*0.1*	..	0	*0.0*	..	5	*0.1*
All	All UK employment	4,655	*62.6*	*96.9*	150	*66.7*	*3.1*	4,805	*62.7*
Non-UK employment									
HEI	Other HEI	760	*10.2*	*98.2*	15	*6.2*	*1.8*	770	*10.1*
OEI	Other education institution	180	*2.4*	*99.4*	0	*0.4*	*0.6*	180	*2.3*
RES	Research institute	300	*4.0*	*100.0*	0	*0.0*	*0.0*	300	*3.9*
STU	Student	95	*1.3*	*99.0*	0	*0.4*	*1.0*	95	*1.3*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	70	*0.9*	*97.1*	0	*0.9*	*2.9*	70	*0.9*
PRIV	Private sector	165	*2.2*	*98.8*	0	*0.9*	*1.2*	170	*2.2*
SELF	Self-employed	40	*0.6*	*97.6*	0	*0.4*	*2.4*	40	*0.5*
VOL	Voluntary sector	5	*0.1*	..	0	*0.0*	..	5	*0.1*
All	All non-UK employment	1,610	*21.7*	*98.7*	20	*9.3*	*1.3*	1,630	*21.3*
No longer in employment									
NREG	Not in regular employment	965	*12.9*	*96.1*	40	*17.3*	*3.9*	1,000	*13.1*
RETI	Retired	175	*2.4*	*94.7*	10	*4.4*	*5.3*	185	*2.4*
DECE	Deceased	35	*0.4*	*86.8*	5	*2.2*	*13.2*	40	*0.5*
All	All no longer employed	1,175	*15.8*	*95.6*	55	*24.0*	*4.4*	1,225	*16.0*
All destinations									
All	All leavers	7,435	*100.0*	*97.1*	225	*100.0*	*2.9*	7,660	*100.0*

Proportions of non-UK academic staff leavers who disclosed as disabled by known leaving destination



Ethnicity

Overview

Since 2021/22, there have been modest increases in the proportion of UK Black, Asian and minority ethnic staff from 12.2% to 12.9% and non-UK Black, Asian and minority ethnic staff from 36.1% to 39.7% (Table 3.1). Overall, these suggest the continuation of an ongoing positive trend towards improved representation of individuals from ethnically minoritised backgrounds in the UK HE workforce.

However, the data presented in this section examine the nuances of this workforce to paint a comprehensive picture of the representation and career progression of Black, Asian, and minority ethnic staff in UK HE. For example, improved representation of non-UK Black, Asian and minority ethnic staff was driven primarily by:

- Increases in the proportions of non-UK Black and non-UK Chinese staff (from 5.3% to 6.2% and 8.6% to 9.4%, respectively) (Table 3.2).
- A more pronounced increase among non-UK Black, Asian and minority ethnic academics (from 11.6% in 2021/22 to 13.0% in 2022/23, compared with 3.9% in 2021/22 to 4.7% in 2022/23 for professional support staff) (Table 3.3).

This approach to scrutinising the data highlighted two important and persistent disparities including the:

- Overrepresentation of Black, Asian and minority ethnic staff in fixed-term contracts and lower-tier roles.
- Ongoing underrepresentation of Black, Asian and minority ethnic staff in senior roles.

Overrepresentation in fixed-term and lower-tier roles

Overall, compared with White staff, disproportionately more UK and non-UK Black, Asian, and minority ethnic staff are on fixed-term contracts (Table 3.5) and in lower-tier roles (such as sales and customer service and elementary occupations amongst professional support staff) (Table 3.11). Although down from 48.1% in 2021/22, the fact remains that almost half of non-UK Black, Asian, and minority ethnic academics were on fixed-term contracts (46.6%) in 2022/23 (Table 3.5).

Moreover, almost three quarters of non-UK Black, Asian, and minority ethnic academic staff on part-time contracts were also on fixed-term contracts (72.4%), while this ranged from one third of part-time UK White academics (36.1%) to almost half of part-time non-UK White academics (49.3%) and UK Black, Asian and minority ethnic academics (45.6%) (Table 3.6). This represents virtually no change since 2021/22 (72.6%) while the others have all decreased (44.1%, 54.8%, and 51.3%, respectively). Taken together, this means that 1 in six Black, Asian and minority ethnic academic staff working in UK HE were on the most precarious combination of part-time/fixed-term contracts (compared with 1 in 8 White staff).

This highlights a significant issue related to job security and career stability as it echoes broader concerns that ethnically minoritised academic staff are disproportionately concentrated in roles that hamper their long-term career development (Arday 2018) and continue to experience marginalisation (Bhopal 2022; Rollock 2019).

Ongoing underrepresentation in senior roles

Discrepancies in the representation of ethnically minoritised staff in senior contract levels persist, despite a modest increase in the proportion of UK Black, Asian and minority ethnic staff in senior contract levels (defined as UCEA contract levels 3/4 A3 and above) from 7.3% in 2021/22 to 8.2% in 2022/23 (Table 3.8). Representation of non-UK Black, Asian and minority ethnic staff at the highest contract levels is difficult to interpret as these positions are more likely to be held by UK staff in general; for example, in 2022/23, 82.0% of Heads of Institution were UK White compared with 9.0% UK Black, Asian and minority ethnic staff, 7.5% non-UK White staff, and 1.5% non-UK Black, Asian and minority ethnic staff. It is important to highlight here that these percentages are at the aggregated level, combining multiple ethnically minoritised groups, which masks the severity of underrepresentation of individual ethnic groups. For example, when the data presented in Table 3.8 are disaggregated into high-level ethnic groups (ie Asian, Black, Chinese, Mixed, Other and White), only 1.0% of all Heads of Institution in 2022/23 were from a Black background (UK and non-UK combined).

If we look at the professorial level, we see a similar story with little change in the representation of UK and non-UK Black, Asian and minority ethnic staff. In 2022/23, 11.7% of UK White staff were professors compared with 8.9% of UK Black, Asian and minority ethnic staff (Table 3.20), a difference of 2.8 percentage points compared to a 2.4 percentage point gap reported in 2021/22. This absence of change is consistent across the individual ethnic groups (Table 3.21a), with the gaps in representation at the professorial level remaining consistent with last year.

Recent research exploring the experiences of Black early-career academics highlighted multiple challenges to progression, including unconscious bias, a lack of community, and a lack of clarity around promotion criteria (Franssen et al. 2024), echoing Arday's (2022) study on the impact of precarious employment on ethnically minoritised staff progression and Bhopal's (2016) research on the unique experiences of Black, Asian and minority ethnic academics.

Combined impact on the pipeline, career trajectories, and income

The combination of overrepresentation of Black, Asian, and minority ethnic staff in lower-level roles and underrepresentation in senior roles further supports the leaky pipeline metaphor, where individuals from ethnically minoritised backgrounds face greater difficulties in progressing through academic ranks (as described by Arday 2018; Bhopal 2022; Rollock 2019; UCU 2016). These 'leaks' in the pipeline have a negative impact on the number of Black, Asian and minority ethnic students transitioning into the HE workforce. Talented PhD students are turning away from careers in HE because institutions are not supporting the stability of ethnically minoritised educators (Arday 2021) and because, based on their lived experiences as students, they worry about how they might be treated within an academic career (Garrett 2024).

Aside from discouraging prospective staff from entering the HE workforce, the combination of precarious contracts and fewer opportunities for progression have repercussions on the income and career trajectories of ethnically minoritised staff. The impact on income is particularly salient for non-UK Black, Asian and minority ethnic staff; while the median and mean pay gaps between UK White and UK Black, Asian and minority ethnic staff were almost non-existent (0.0% and 0.6%, respectively), there were substantial gaps among non-UK staff (11.2% and 14.8%, respectively), which widened since 2021/22 (8.5% and 13.0%, respectively) (Tables 3.30 and 3.31). This is likely a reflection of the latter group's more extreme underrepresentation at senior contract levels. As seen in Tables 3.30a to 3.30e, the impact on the pay gaps between UK White and UK Black, Asian and minority ethnic staff varies across the individual ethnic groups, with the widest gaps between UK Black and UK White academics (11.1% median and 11.4% mean pay gap).

With regards to career trajectories, Rollock (2019) described how moving institutions can have a negative impact on career progression for ethnically minoritised academics because of differences in institutional structures (eg the definition of a senior lecturer at post-92 institutions compared with Russell group institutions). However, Black, Asian and minority ethnic staff are overrepresented amongst academic leavers; between 2020/21 and 2021/22, 16.1% of UK Black, Asian and minority ethnic academics and 22.5% of non-UK Black, Asian and minority ethnic academics left their employment, compared with 17.9% of UK Black, Asian and minority ethnic and 23.9% of non-UK Black, Asian and minority ethnic academics who left between 2021/22 and 2022/23. In both periods, these proportions were greater than those documented amongst UK and non-UK White staff. And while most UK and non-UK Black, Asian and minority ethnic staff leavers moved to another UK institution of some kind (45.8% and 41.8%, respectively) (Tables 3.35 and 3.36), the act of moving may delay progression on the path to professorship.

This may be why a higher proportion of UK Black, Asian and minority ethnic academics who left academia between 2021/22 and 2022/23 went into UK employment (76.8% compared with 62.4% of their White counterparts). This was also the case among non-UK academic leavers (67.0% of non-UK Black, Asian and minority ethnic leavers compared with 57.4% of non-UK White leavers went into UK employment).

Conclusion

This data resonates with broader research findings that emphasise systemic barriers faced by Black, Asian and minority ethnic staff in UK HE, including limited access to opportunities for progression and to senior contract levels, where decisions about hiring, promotion, and institutional culture are made.

It is worth noting however that there have been gradual improvements in the representation of Black, Asian and minority ethnic staff. In the last decade, overall representation of both UK and non-UK Black, Asian and minority ethnic staff has risen from 11.7% in 2013/14 to 19.1% in 2022/23 (Table 3.3). These improvements, and the continuous efforts made by individual staff, institutions, and the sector, should not go unrecognised. Addressing disparities in representation, job security, and career progression requires targeted whole-institution approaches to remove barriers and inspire cultural change. Exploring progress since their 2020 report, Tackling racial harassment in higher education, Universities UK (2023) published a set of 13 case studies of institutions' strategic approaches to addressing racism and underrepresentation through internal and external partnership working, engaging their wider community, and developing authentic and inclusive leadership. Combined with additional interventions beyond individual institutions (eg **AHUA's Reciprocal Mentoring Programme**, Advance HE's **Race Equality Charter** and **Diversifying Leadership Programme**), further research that sheds light on the nuances of the career trajectories and experiences of Black, Asian and minority ethnic staff (such as that being undertaken by the **Higher Diversity Coalition**) is essential for developing more inclusive policies and removing barriers to progression.

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Detailed commentary

In this section, non-White groups have been aggregated into a single Black, Asian and minority ethnic group. Where possible, additional detail by the ethnic categories used in the 2021 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 Black, Asian and minority ethnic staff may have.

Additional detail for select tables in this section, such as by ethnic group or ethnicity, is available at: **Equality in higher education: statistical reports 2024 – data tables | Advance HE**

3.1-3.2 Overall figures: Of those UK staff with known ethnicity, 12.9% identified as Black, Asian and minority ethnic. However, this proportion varied by country, ranging from 3.7% in Northern Ireland to 14.5% in England. The proportion of staff who identified as Black, Asian and minority ethnic was considerably higher among non-UK staff at 39.7%. Again, this proportion varied by country, ranging from 16.8% in Northern Ireland to 42.1% in Wales. Overall, ethnicity was not known for 7.7% of UK staff and 11.3% of non-UK staff.

Among both UK and non-UK staff, the largest Black, Asian and minority ethnic group was Asian, making up 42.4% of UK Black, Asian and minority ethnic staff and 35.7% of non-UK Black, Asian and minority ethnic staff. The smallest Black, Asian and minority ethnic group for UK staff was Other (8.7%), while for non-UK staff it was Mixed (11.0%).

3.3 Trends: Between 2003/04 and 2022/23, the proportion of all staff who were UK White steadily decreased (from 83.1% to 66.9%), while all other groups increased, most notably those from non-UK White backgrounds (from 8.3% to 14.0%). During this same period, the proportion of all staff who were UK Black, Asian and minority ethnic increased from 4.8% to 9.9%, and the proportion of non-UK Black, Asian and minority ethnic staff increased from 3.8% to 9.2%.

The increase in staff who were UK Black, Asian and minority ethnic between 2003/04 and 2022/23 was more pronounced among professional and support staff (from 4.8% to 10.6%; 5.8 percentage points) compared with academic staff (from 4.8% to 9.4%; 4.6 percentage points). It was the reverse case for non-UK Black, Asian and minority ethnic staff: between 2003/04 and 2022/23, the increase in proportions of non-UK Black, Asian and minority ethnic professional and support staff was smaller (from 2.4% to 4.7%; 2.3 percentage points) compared with academic staff (from 5.6% to 13.0%; 7.4 percentage points).

3.5 Contract type: Among both UK and non-UK academic staff, a higher proportion of Black, Asian and minority ethnic staff were on fixed-term contracts (29.0% and 46.6%, respectively) than White staff (23.3% and 31.7%, respectively). This was also the case for professional and support staff, though the difference between the proportion of non-UK Black, Asian and minority ethnic staff on fixed-term contracts compared with non-UK White staff (11.1 percentage points, 31.6% and 20.5% respectively) was less pronounced than the difference for non-UK academic staff (14.9 percentage points).

3.8 Contract level: UK Black, Asian and minority ethnic staff were underrepresented in the highest contract levels and overrepresented in the lowest. Just 7.2% of UCEA level 2 staff were Black, Asian and minority ethnic (the second highest contract level), compared with 16.3% of staff on the lowest XpertHR level P (simple task providers). This was also the case among non-UK staff, although the proportion of staff who were Black, Asian and minority ethnic at each level was higher than that of UK staff (16.7% and 56.5%, respectively).

Among UK staff, Black, Asian and minority ethnic representation at the highest contract level (Heads of Institutions) was 9.9% in 2022/23 (compared with 9.0% in 2021/22 and 7.4% in 2020/21). For non-UK staff, Black, Asian and minority ethnic representation among Heads of Institutions in 2022/23 decreased from 17.4% to 16.7%.

3.11 Occupational group: Among UK academic staff, Black, Asian and minority ethnic staff comprised 13.8% of those in professional occupations (SOC2) compared with just 7.2% of those who worked as managers, directors and senior officials (SOC1). This gap was wider among non-UK academics, of whom Black, Asian and minority ethnic staff comprised 40.7% of those in SOC2 compared with 20.3% in SOC1.

Among UK professional and support staff, Black, Asian and minority ethnic staff comprised 15.9% of those in sales and customer service occupations (SOC7) compared with 8.2% of those who worked as managers, directors and senior officials (SOC1).

Non-UK Black, Asian and minority ethnic staff had higher representation in SOC1 (21.1%) compared to UK Black, Asian and minority ethnic staff, but the occupational group with the highest representation of non-UK Black, Asian and minority ethnic professional and support staff was SOC9 (elementary occupations), of which 52.7% were Black, Asian and minority ethnic.

3.14 Research/teaching contracts: A higher proportion of non-UK Black, Asian and minority ethnic staff were on research-only contracts (34.9%) than non-UK White staff (26.6%), while the relevant proportions amongst UK staff were relatively similar (16.4% of UK Black, Asian and minority ethnic staff and 15.3% of UK White staff).

Similar proportions of UK Black, Asian and minority ethnic and White staff were on teaching and research contracts, but among non-UK academics, lower proportions of Black, Asian and minority ethnic staff were on teaching and research contracts (48.4% of White staff compared with 36.2% of Black, Asian and minority ethnic staff).

Similar proportions of both UK and non-UK Black, Asian and minority ethnic and White staff were on teaching only contracts.

3.15, 3.16, 3.18 SET subject areas: Overall, 52.7% of UK White academics and 55.6% of UK Black, Asian and minority ethnic academics worked in SET subjects in 2022/23. Subject areas with the highest proportions of UK Black, Asian and minority ethnic staff were clinical dentistry (25.5%), electrical, electronic and computer engineering (24.5%) and chemical engineering (23.7%). In contrast, just 2.8% of those who worked in archaeology and 5.5% of those in worked in veterinary science were UK Black, Asian and minority ethnic.

42.6% of non-UK SET academics were Black, Asian and minority ethnic in 2022/23, compared with 39.5% in 2021/22. Similar variations in representation of non-UK Black, Asian and minority ethnic academics by subjects were observed as those among UK staff. For instance, Black, Asian and minority ethnic staff comprised more than half of non-UK academics working in electrical, electronic and computer engineering (63.2%), but only 17.8% of those working in archaeology.

3.17, 3.19 Non-SET subject areas: Overall, just 13.0% of UK academics who worked in non-SET subjects were Black, Asian and minority ethnic, compared to 14.4% for SET subjects. The individual subject areas with the highest proportions of UK Black, Asian and minority ethnic academics were business and management studies (24.9%) and economics and econometrics (20.9%). In contrast, just 3.9% of those working in sports science and leisure studies were UK Black, Asian and minority ethnic.

37.9% of non-UK non-SET academics were Black, Asian and minority ethnic in 2022/23, compared with 33.8% in 2021/22. Similar to that observed within SET subject areas, there remained clear variations by individual subjects: Black, Asian and minority ethnic staff comprised 57.0% of non-UK academics who worked in business and management studies, but just 7.6% of those who worked in classics.

3.20 Professors: Among UK academics, there was a small difference between the proportions of White and Black, Asian and minority ethnic staff who were professors (11.7% and 8.9% respectively, a difference of 2.8 percentage points). However, there were notable differences in the proportions of professors among the UK Black, Asian and minority ethnic groups. For example, 17.6% of UK Chinese academics were professors compared with just 3.8% of UK Black academics. Non-UK Chinese academics also had the highest degree of representation (4.4% of whom were professors) while the lowest representation was again among non-UK Black academics (1.9% of whom were professors).

The gap in professorial status between non-UK White and non-UK Black, Asian and minority ethnic academics was wider, with 11.6% of non-UK White academics being professors compared with 3.8% of non-UK Black, Asian and minority ethnic academics.

3.23 Senior managers: The proportion of UK White academics that were senior managers (0.9%) was slightly higher than that of UK Black, Asian and minority ethnic academics (0.6%). A similar pattern was observed for non-UK academics, where 0.3% of non-UK White academics were senior managers compared with 0.1% of non-UK Black, Asian and minority ethnic academics.

3.28 Pay spine range: Although a larger proportion of White academic staff were on the highest pay spine of £65,578 or more compared to Black, Asian and minority ethnic staff, the difference was most pronounced among non-UK academics, with 20.0% of non-UK White staff on this pay spine compared with 7.4% of non-UK Black, Asian and minority ethnic staff. Among UK academics, 20.8% of UK White staff were on this pay spine compared with 18.6% of UK Black, Asian and minority ethnic staff.

3.30-3.31 Median/mean pay gaps: Overall, the median and mean pay gap between UK White and UK Black, Asian and minority ethnic staff stood at 0.0% and 0.6%, respectively. The median and mean ethnicity pay gaps were substantially wider among non-UK staff, at 11.2% and 14.8%, respectively. The ethnicity pay gaps were particularly pronounced between non-UK Black, Asian and minority ethnic and non-UK White academic staff (a 14.1% median pay gap and a 16.4% mean pay gap) compared with UK academic staff (a 3.2% median pay gap and a 2.2% mean pay gap).

Notably, median and mean ethnicity pay gaps among UK staff were largest in London (12.1% and 14.4%, respectively). Aside from the pay gaps in England, all ethnicity pay gaps were negative, meaning that UK Black, Asian and minority ethnic 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 were all in favour of White staff, considerably wider, and varied less across the different countries.

3.34 Leavers: Among both UK and non-UK leavers, a higher proportion of Black, Asian and minority ethnic academics left their institution between 2021/22 and 2022/23 than White staff. 17.9% of UK Black, Asian and minority ethnic and 23.9% of non-UK Black, Asian and minority ethnic academics left in this period, compared with 15.1% of UK White and 18.5% of non-UK White academics.

3.35-3.36 Leaving destinations: Among UK academic leavers with a known leaving destination, a higher proportion of Black, Asian and minority ethnic leavers went into UK employment than White leavers (76.8% and 62.4% in 2022/23, compared with 72.4% and 58.0% in 2021/22). This was also the case among non-UK academic leavers (67.0% of non-UK Black, Asian and minority ethnic leavers compared with 57.4% of non-UK White leavers went into UK employment), both of which have risen considerably since 2021/22 (57.8% and 49.8%, respectively).

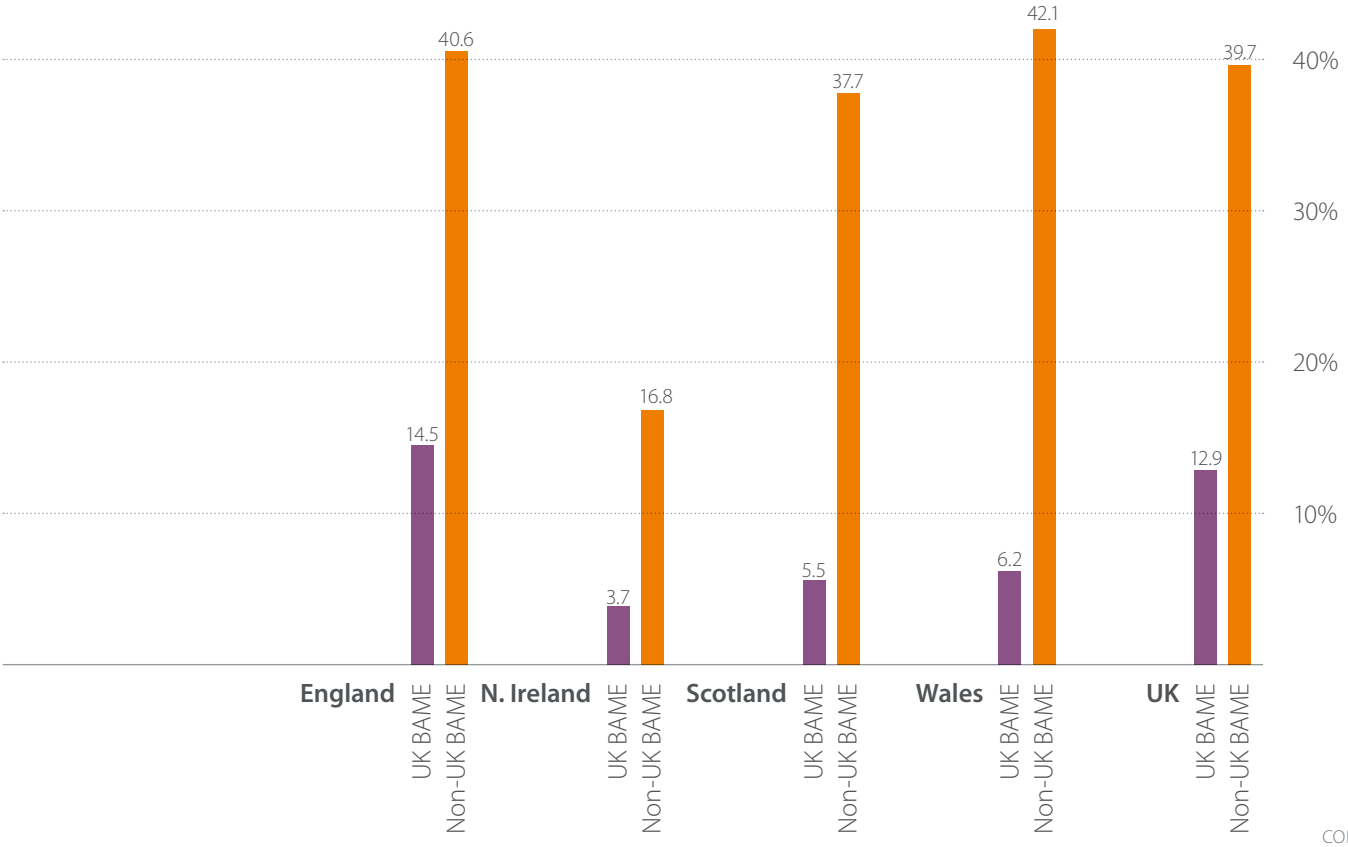
3.1

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

≤ Nationality definition: see page 16
≤ Country of institution definition: see page 16
≤ Ethnicity definition: see page 12

	England		N. Ireland		Scotland		Wales		UK	
	No.	↓ %	No.	↓ %	No.	↓ %	No.	%	No.	↓ %
UK nationals										
White	214,065	*85.5*	3,225	*96.3*	32,810	*94.5*	16,370	*93.8*	266,470	*87.1*
BAME total	36,405	*14.5*	125	*3.7*	1,925	*5.5*	1,080	*6.2*	39,540	*12.9*
Asian	15,735	*6.3*	45	*1.3*	715	*2.1*	390	*2.2*	16,885	*5.5*
Black	7,990	*3.2*	10	*0.2*	215	*0.6*	165	*0.9*	8,380	*2.7*
Chinese	3,090	*1.2*	30	*0.9*	275	*0.8*	120	*0.7*	3,515	*1.1*
Mixed	6,635	*2.6*	35	*1.0*	490	*1.4*	250	*1.4*	7,405	*2.4*
Other	2,955	*1.2*	10	*0.3*	235	*0.7*	155	*0.9*	3,350	*1.1*
All staff	250,475	*100.0*	3,350	*100.0*	34,735	*100.0*	17,450	*100.0*	306,010	*100.0*
Unknown	18,870	*7.0*	115	*3.3*	5,390	*13.4*	985	*5.3*	25,360	*7.7*
Non-UK nationals										
White	44,520	*59.4*	1,970	*83.2*	7,485	*62.3*	1,635	*57.9*	55,610	*60.3*
BAME total	30,440	*40.6*	400	*16.8*	4,525	*37.7*	1,190	*42.1*	36,555	*39.7*
Asian	11,095	*14.8*	200	*8.5*	1,640	*13.7*	425	*15.1*	13,360	*14.5*
Black	4,970	*6.6*	40	*1.7*	540	*4.5*	180	*6.4*	5,730	*6.2*
Chinese	7,240	*9.7*	100	*4.2*	1,075	*9.0*	260	*9.2*	8,675	*9.4*
Mixed	3,135	*4.2*	45	*1.8*	475	*4.0*	80	*2.9*	3,735	*4.1*
Other	4,005	*5.3*	15	*0.6*	795	*6.6*	240	*8.5*	5,050	*5.5*
All staff	74,965	*100.0*	2,370	*100.0*	12,010	*100.0*	2,825	*100.0*	92,165	*100.0*
Unknown	8,475	*10.2*	120	*4.8*	2,905	*19.5*	270	*8.8*	11,775	*11.3*

Proportions of UK and non-UK staff who identified as Black, Asian and minority ethnic by country of institution



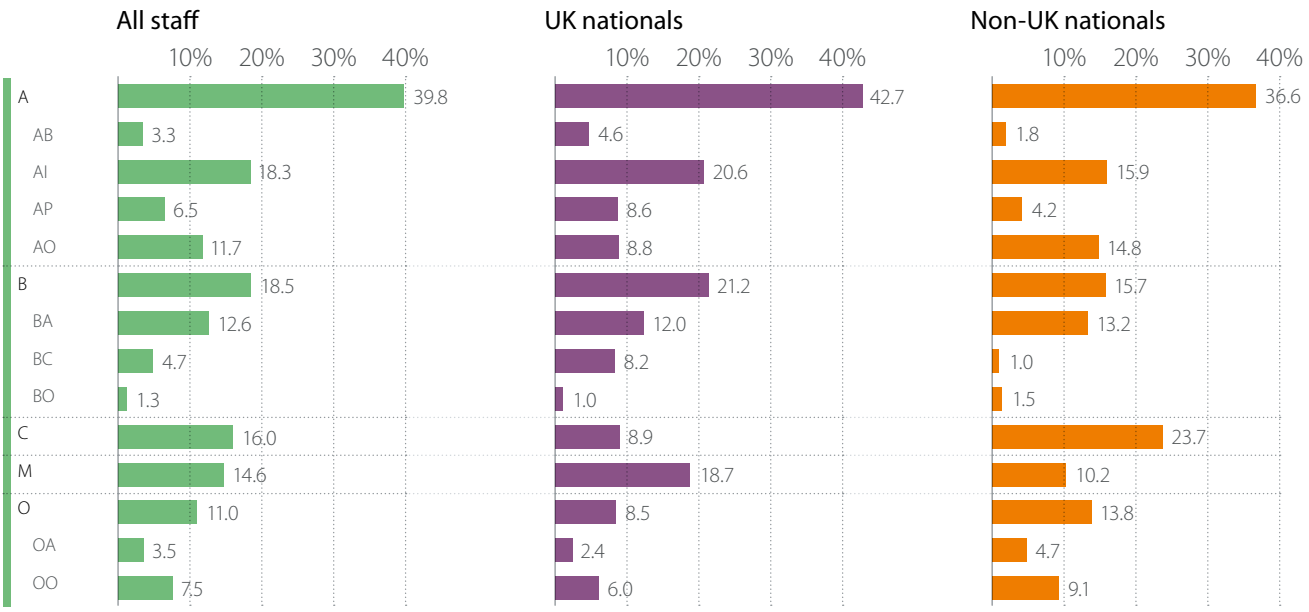
CONTENTS

3.2 Black, Asian and minority ethnic UK and non-UK staff by detailed ethnicity

≤ Nationality definition: see page 16
≤ Country of institution definition: see page 16
≤ Ethnicity definition: see page 12

		All staff		UK nationals		Non-UK nationals	
		No.	↓ %	No.	↓ %	No.	↓ %
A	Asian	30,245	*39.8*	16,885	*42.7*	13,360	*36.6*
AB	Bangladeshi	2,480	*3.3*	1,835	*4.6*	645	*1.8*
AI	Indian	13,945	*18.3*	8,150	*20.6*	5,795	*15.9*
AP	Pakistani	4,940	*6.5*	3,415	*8.6*	1,530	*4.2*
AO	Other	8,880	*11.7*	3,485	*8.8*	5,395	*14.8*
B	Black	14,110	*18.5*	8,380	*21.2*	5,730	*15.7*
BA	African	9,560	*12.6*	4,740	*12.0*	4,820	*13.2*
BC	Caribbean	3,600	*4.7*	3,230	*8.2*	370	*1.0*
BO	Other	955	*1.3*	410	*1.0*	545	*1.5*
C	Chinese	12,190	*16.0*	3,515	*8.9*	8,675	*23.7*
M	Mixed	11,140	*14.6*	7,405	*18.7*	3,735	*10.2*
O	Other	8,400	*11.0*	3,350	*8.5*	5,050	*13.8*
OA	Arab	2,700	*3.5*	965	*2.4*	1,735	*4.7*
OO	Other	5,700	*7.5*	2,385	*6.0*	3,315	*9.1*
BAME	BAME total	76,090	*100.0*	39,540	*100.0*	36,555	*100.0*

Proportions of ethnic groups of Black, Asian and minority ethnic UK/non-UK staff



3.3

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

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Ethnicity definition: see page 12

All staff	UK White		UK BAME total		Non-UK White		Non-UK BAME total		All staff
	No.	→ %	No.	→ %	No.	→ %	No.	→ %	No.
2003/04	232,240	*83.1*	13,335	*4.8*	23,145	*8.3*	10,710	*3.8*	279,430
2004/05	244,825	*82.5*	14,495	*4.9*	25,710	*8.7*	11,755	*4.0*	296,785
2005/06	251,370	*81.5*	15,660	*5.1*	28,560	*9.3*	12,915	*4.2*	308,500
2006/07	258,090	*80.4*	16,670	*5.2*	31,985	*10.0*	14,175	*4.4*	320,920
2007/08	261,715	*79.4*	17,750	*5.4*	34,765	*10.5*	15,315	*4.6*	329,540
2008/09	269,745	*78.9*	19,245	*5.6*	36,750	*10.7*	16,235	*4.7*	341,975
2009/10	275,210	*78.5*	20,460	*5.8*	38,265	*10.9*	16,830	*4.8*	350,760
2010/11	270,885	*77.8*	21,090	*6.1*	39,300	*11.3*	17,100	*4.9*	348,375
2011/12	269,370	*77.2*	22,020	*6.3*	40,625	*11.6*	17,020	*4.9*	349,035
2012/13	271,005	*76.5*	23,085	*6.5*	42,805	*12.1*	17,180	*4.9*	354,070
2013/14	276,120	*75.7*	24,500	*6.7*	45,935	*12.6*	18,335	*5.0*	364,895
2014/15	279,675	*74.8*	25,925	*6.9*	48,865	*13.1*	19,315	*5.2*	373,780
2015/16	281,840	*73.9*	27,555	*7.2*	51,780	*13.6*	20,400	*5.3*	381,575
2016/17	285,270	*73.0*	29,680	*7.6*	54,450	*13.9*	21,645	*5.5*	391,045
2017/18	289,605	*72.2*	31,585	*7.9*	56,390	*14.1*	23,510	*5.9*	401,085
2018/19	292,175	*71.4*	33,645	*8.2*	57,910	*14.1*	25,645	*6.3*	409,380
2019/20	271,510	*70.0*	32,930	*8.5*	56,695	*14.6*	27,005	*7.0*	388,140
2020/21	265,940	*69.1*	34,165	*8.9*	56,185	*14.6*	28,400	*7.4*	384,690
2021/22	267,360	*68.3*	37,010	*9.5*	55,725	*14.2*	31,490	*8.0*	391,590
2022/23	266,470	*66.9*	39,540	*9.9*	55,610	*14.0*	36,555	*9.2*	398,175
Academic staff									
2003/04	96,220	*76.3*	5,995	*4.8*	16,805	*13.3*	7,050	*5.6*	126,070
2004/05	105,300	*76.4*	6,425	*4.7*	18,600	*13.5*	7,575	*5.5*	137,895
2005/06	106,955	*75.1*	6,735	*4.7*	20,590	*14.5*	8,115	*5.7*	142,395
2006/07	110,075	*73.7*	7,195	*4.8*	23,125	*15.5*	8,905	*6.0*	149,300
2007/08	111,435	*72.4*	7,610	*4.9*	25,175	*16.4*	9,645	*6.3*	153,870
2008/09	113,690	*71.9*	8,155	*5.2*	26,270	*16.6*	10,070	*6.4*	158,185
2009/10	115,945	*71.2*	8,750	*5.4*	27,410	*16.8*	10,660	*6.6*	162,765
2010/11	114,800	*70.2*	9,155	*5.6*	28,610	*17.5*	11,075	*6.8*	163,645
2011/12	115,010	*69.5*	9,545	*5.8*	29,675	*17.9*	11,210	*6.8*	165,440
2012/13	116,840	*68.8*	10,055	*5.9*	31,415	*18.5*	11,645	*6.9*	169,945
2013/14	118,615	*67.3*	10,690	*6.1*	34,145	*19.4*	12,735	*7.2*	176,180
2014/15	119,340	*66.0*	11,240	*6.2*	36,380	*20.1*	13,870	*7.7*	180,835
2015/16	119,525	*64.7*	11,925	*6.5*	38,330	*20.8*	14,875	*8.1*	184,655
2016/17	120,805	*63.8*	12,705	*6.7*	40,030	*21.1*	15,765	*8.3*	189,300
2017/18	122,435	*62.9*	13,490	*6.9*	41,355	*21.2*	17,385	*8.9*	194,670
2018/19	123,335	*62.0*	14,390	*7.2*	42,140	*21.2*	19,020	*9.6*	198,880
2019/20	124,815	*61.3*	15,695	*7.7*	42,275	*20.7*	20,995	*10.3*	203,775
2020/21	123,805	*60.5*	16,665	*8.1*	41,860	*20.5*	22,185	*10.8*	204,520
2021/22	127,130	*60.1*	18,670	*8.8*	41,330	*19.5*	24,555	*11.6*	211,685
2022/23	126,170	*58.8*	20,075	*9.4*	40,600	*18.9*	27,850	*13.0*	214,700
Professional and support staff									
2003/04	136,020	*88.7*	7,340	*4.8*	6,340	*4.1*	3,655	*2.4*	153,360
2004/05	139,525	*87.8*	8,070	*5.1*	7,115	*4.5*	4,180	*2.6*	158,885
2005/06	144,420	*86.9*	8,925	*5.4*	7,965	*4.8*	4,800	*2.9*	166,110
2006/07	148,015	*86.2*	9,480	*5.5*	8,860	*5.2*	5,275	*3.1*	171,625
2007/08	150,280	*85.5*	10,135	*5.8*	9,590	*5.5*	5,670	*3.2*	175,670
2008/09	156,060	*84.9*	11,090	*6.0*	10,475	*5.7*	6,165	*3.4*	183,790
2009/10	159,265	*84.7*	11,710	*6.2*	10,855	*5.8*	6,165	*3.3*	187,995
2010/11	156,085	*84.5*	11,935	*6.5*	10,690	*5.8*	6,025	*3.3*	184,735
2011/12	154,360	*84.1*	12,470	*6.8*	10,950	*6.0*	5,815	*3.2*	183,595
2012/13	154,165	*83.7*	13,030	*7.1*	11,390	*6.2*	5,535	*3.0*	184,125
2013/14	157,510	*83.5*	13,815	*7.3*	11,790	*6.2*	5,600	*3.0*	188,710
2014/15	160,335	*83.1*	14,685	*7.6*	12,480	*6.5*	5,445	*2.8*	192,945
2015/16	162,315	*82.4*	15,630	*7.9*	13,450	*6.8*	5,530	*2.8*	196,925
2016/17	164,465	*81.5*	16,980	*8.4*	14,420	*7.1*	5,880	*2.9*	201,745
2017/18	167,165	*81.0*	18,095	*8.8*	15,035	*7.3*	6,120	*3.0*	206,415
2018/19	168,840	*80.2*	19,255	*9.1*	15,775	*7.5*	6,630	*3.1*	210,500
2019/20	146,695	*79.6*	17,235	*9.3*	14,420	*7.8*	6,015	*3.3*	184,365
2020/21	142,135	*78.9*	17,500	*9.7*	14,325	*7.9*	6,215	*3.4*	180,170
2021/22	140,230	*77.9*	18,335	*10.2*	14,395	*8.0*	6,940	*3.9*	179,905
2022/23	140,300	*76.5*	19,460	*10.6*	15,010	*8.2*	8,700	*4.7*	183,475

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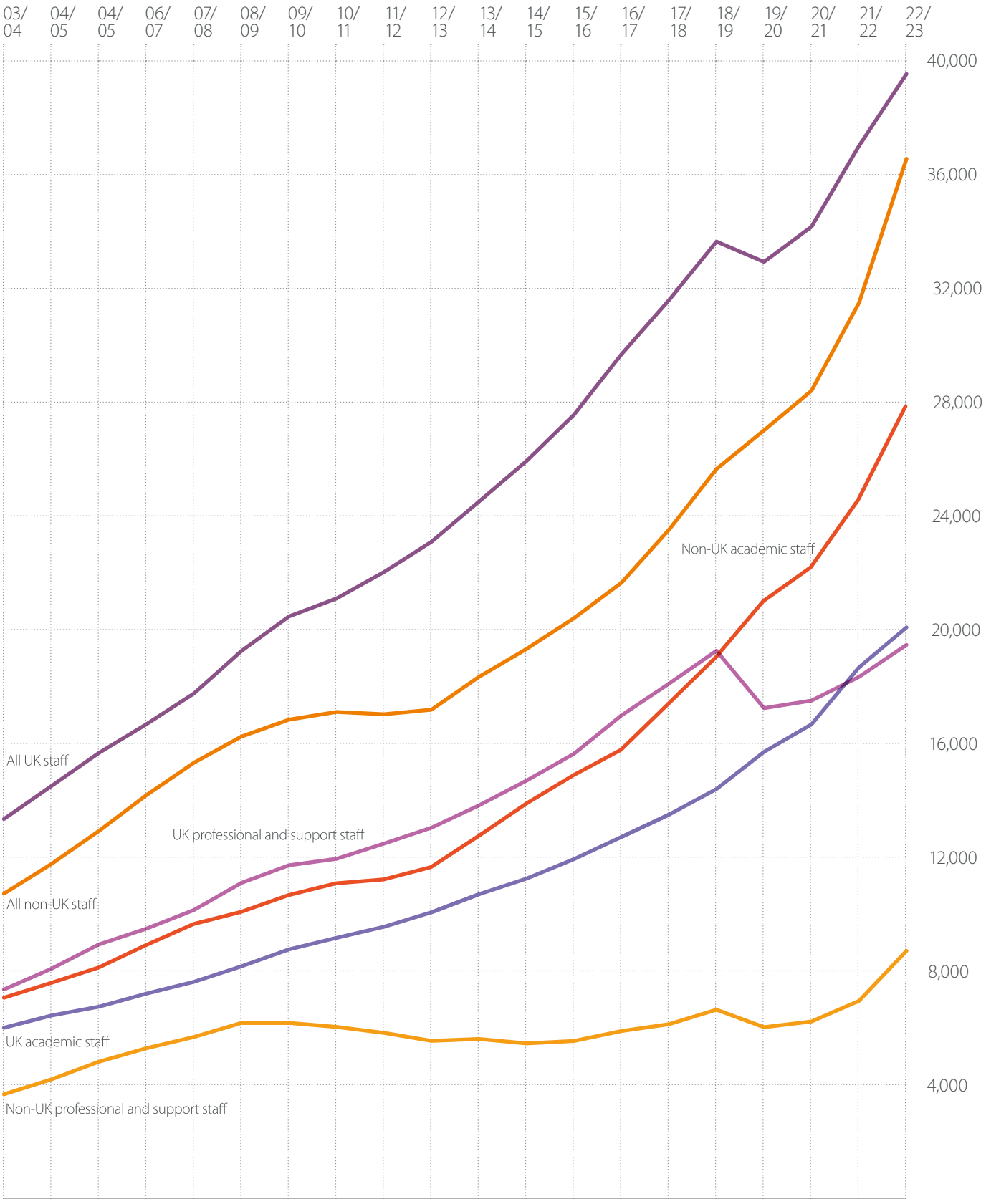
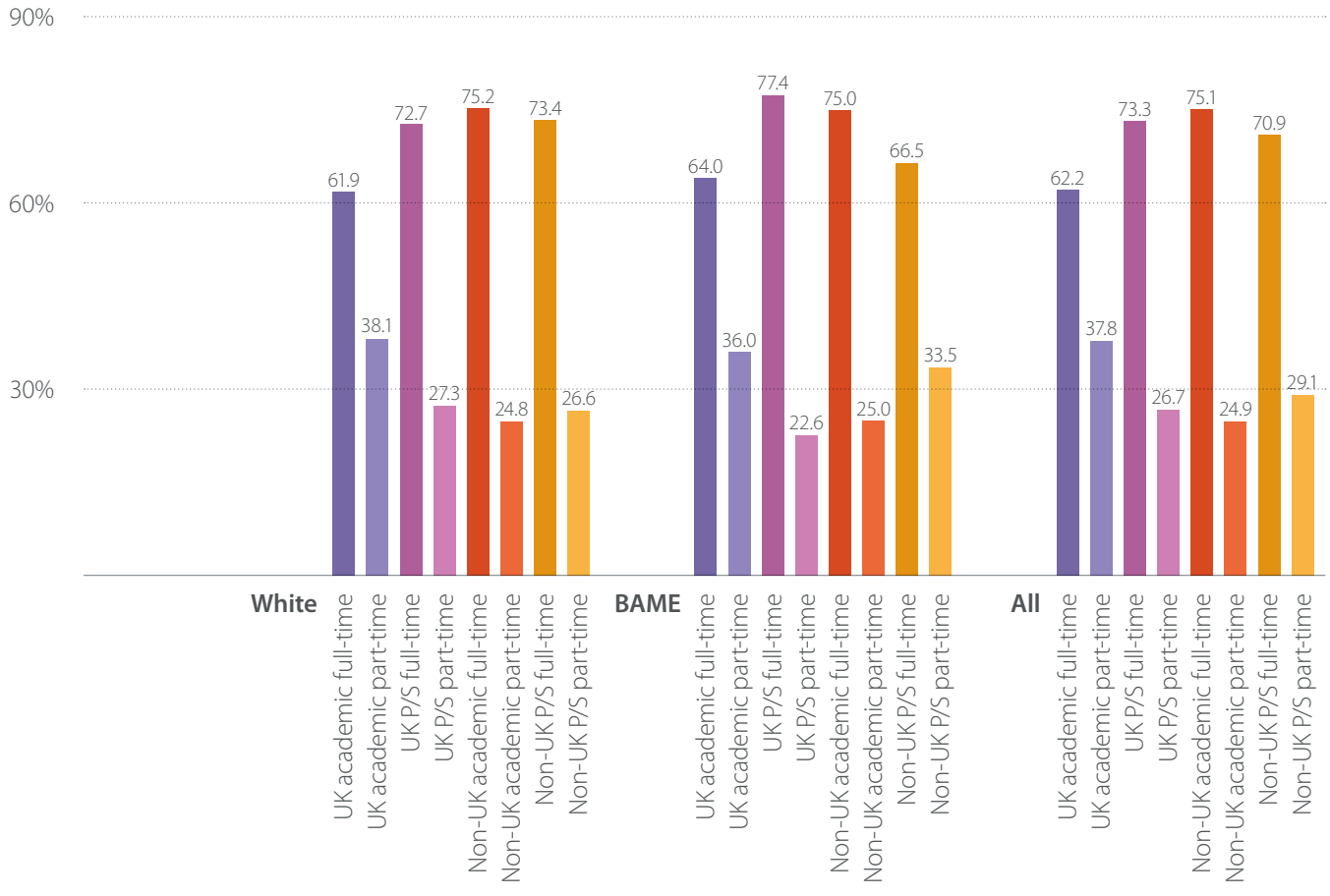
Numbers of UK/non-UK staff who identified as Black, Asian and minority ethnic



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

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Ethnicity definition: see page 12

UK nationals	White			BAME total			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff								
Full-time	78,100	*61.9*	*85.9*	12,850	*64.0*	*14.1*	90,950	*62.2*
Part-time	48,070	*38.1*	*86.9*	7,225	*36.0*	*13.1*	55,295	*37.8*
All modes	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Professional and support staff								
Full-time	101,965	*72.7*	*87.1*	15,065	*77.4*	*12.9*	117,030	*73.3*
Part-time	38,340	*27.3*	*89.7*	4,395	*22.6*	*10.3*	42,735	*26.7*
All modes	140,300	*100.0*	*87.8*	19,460	*100.0*	*12.2*	159,765	*100.0*
Non-UK nationals								
Academic staff								
Full-time	30,535	*75.2*	*59.4*	20,900	*75.0*	*40.6*	51,430	*75.1*
Part-time	10,065	*24.8*	*59.1*	6,955	*25.0*	*40.9*	17,020	*24.9*
All modes	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*
Professional and support staff								
Full-time	11,015	*73.4*	*65.5*	5,790	*66.5*	*34.5*	16,805	*70.9*
Part-time	3,995	*26.6*	*57.8*	2,910	*33.5*	*42.2*	6,905	*29.1*
All modes	15,010	*100.0*	*63.3*	8,700	*100.0*	*36.7*	23,710	*100.0*



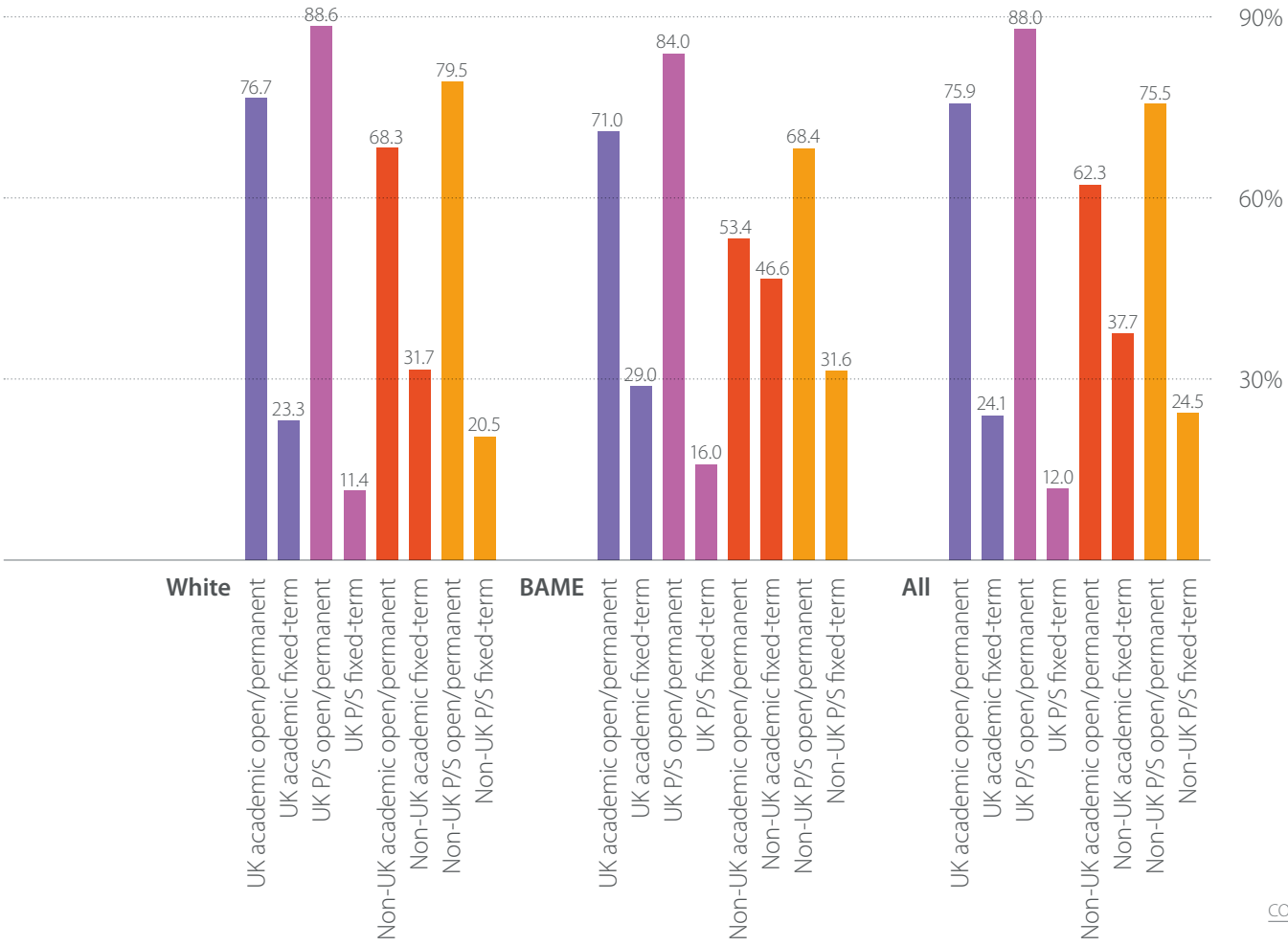
3.5

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

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Contract level definition: see page 17
≤ Ethnicity definition: see page 12

UK nationals	White			BAME total			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff								
Open-ended/permanent	96,730	*76.7*	*87.2*	14,260	*71.0*	*12.8*	110,985	*75.9*
Fixed-term	29,440	*23.3*	*83.5*	5,820	*29.0*	*16.5*	35,260	*24.1*
All contracts	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Professional and support staff								
Open-ended/permanent	124,330	*88.6*	*88.4*	16,340	*84.0*	*11.6*	140,670	*88.0*
Fixed-term	15,970	*11.4*	*83.7*	3,120	*16.0*	*16.3*	19,095	*12.0*
All contracts	140,300	*100.0*	*87.8*	19,460	*100.0*	*12.2*	159,765	*100.0*

Non-UK nationals								
Academic staff								
Open-ended/permanent	27,745	*68.3*	*65.1*	14,875	*53.4*	*34.9*	42,620	*62.3*
Fixed-term	12,855	*31.7*	*49.8*	12,975	*46.6*	*50.2*	25,830	*37.7*
All contracts	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*
Professional and support staff								
Open-ended/permanent	11,940	*79.5*	*66.7*	5,955	*68.4*	*33.3*	17,895	*75.5*
Fixed-term	3,070	*20.5*	*52.8*	2,745	*31.6*	*47.2*	5,815	*24.5*
All contracts	15,010	*100.0*	*63.3*	8,700	*100.0*	*36.7*	23,710	*100.0*



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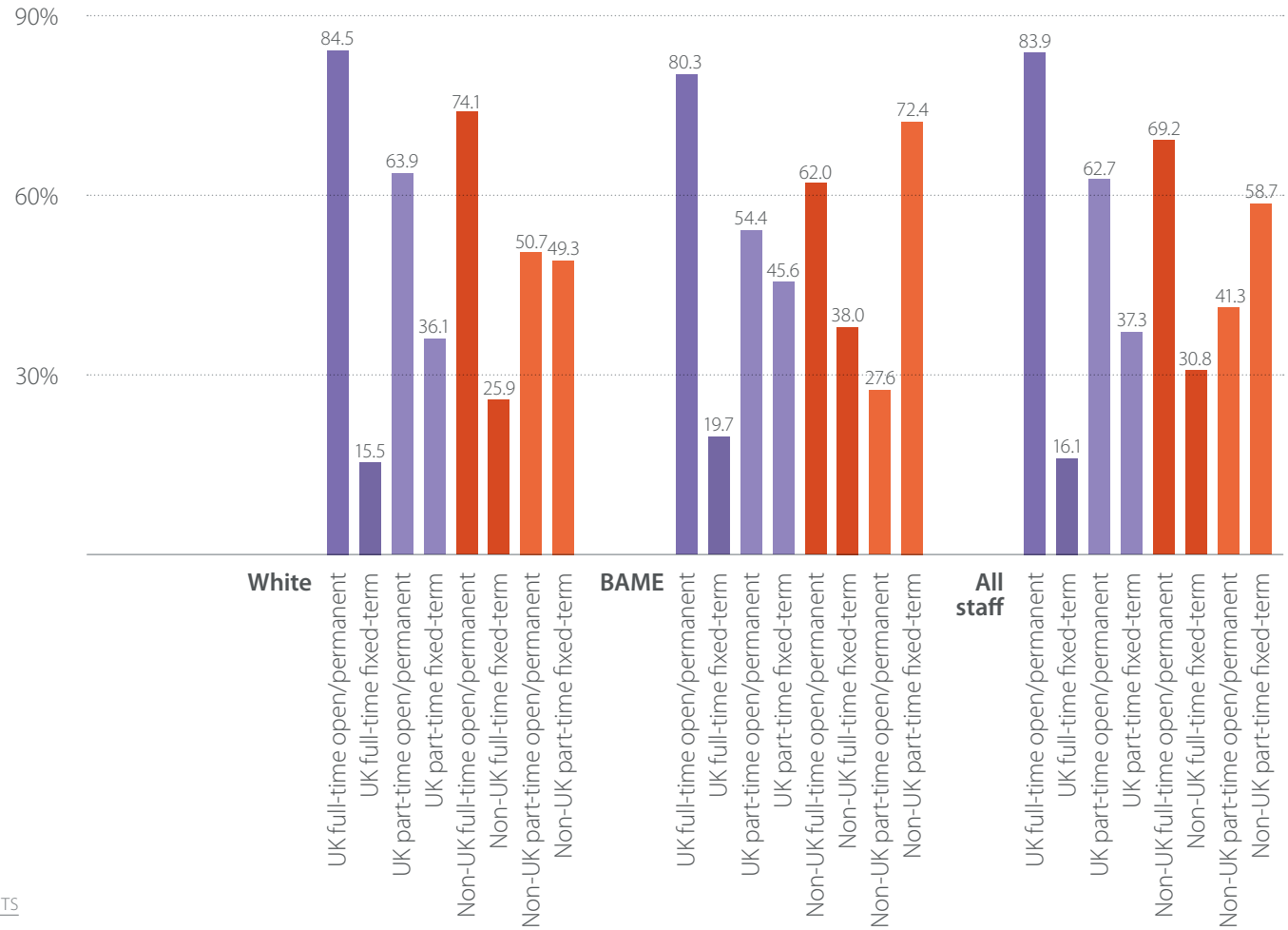
3.6 UK/non-UK academic staff by mode, contract type and BAME/White identity

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Contract level definition: see page 17
≤ Ethnicity definition: see page 12

UK nationals	White			BAME total			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	66,010	*84.5*	*86.5*	10,325	*80.3*	*13.5*	76,335	*83.9*
Fixed-term	12,090	*15.5*	*82.7*	2,525	*19.7*	*17.3*	14,620	*16.1*
All contracts	78,100	*100.0*	*85.9*	12,850	*100.0*	*14.1*	90,950	*100.0*
Part-time								
Open-ended/permanent	30,720	*63.9*	*88.6*	3,935	*54.4*	*11.4*	34,655	*62.7*
Fixed-term	17,350	*36.1*	*84.0*	3,295	*45.6*	*16.0*	20,640	*37.3*
All contracts	48,070	*100.0*	*86.9*	7,225	*100.0*	*13.1*	55,295	*100.0*
Non-UK nationals								
Full-time								
Open-ended/permanent	22,640	*74.1*	*63.6*	12,955	*62.0*	*36.4*	35,595	*69.2*
Fixed-term	7,895	*25.9*	*49.8*	7,940	*38.0*	*50.2*	15,835	*30.8*
All contracts	30,535	*100.0*	*59.4*	20,900	*100.0*	*40.6*	51,430	*100.0*
Part-time								
Open-ended/permanent	5,105	*50.7*	*72.7*	1,920	*27.6*	*27.3*	7,025	*41.3*
Fixed-term	4,960	*49.3*	*49.6*	5,035	*72.4*	*50.4*	9,995	*58.7*
All contracts	10,065	*100.0*	*59.1*	6,955	*100.0*	*40.9*	17,020	*100.0*



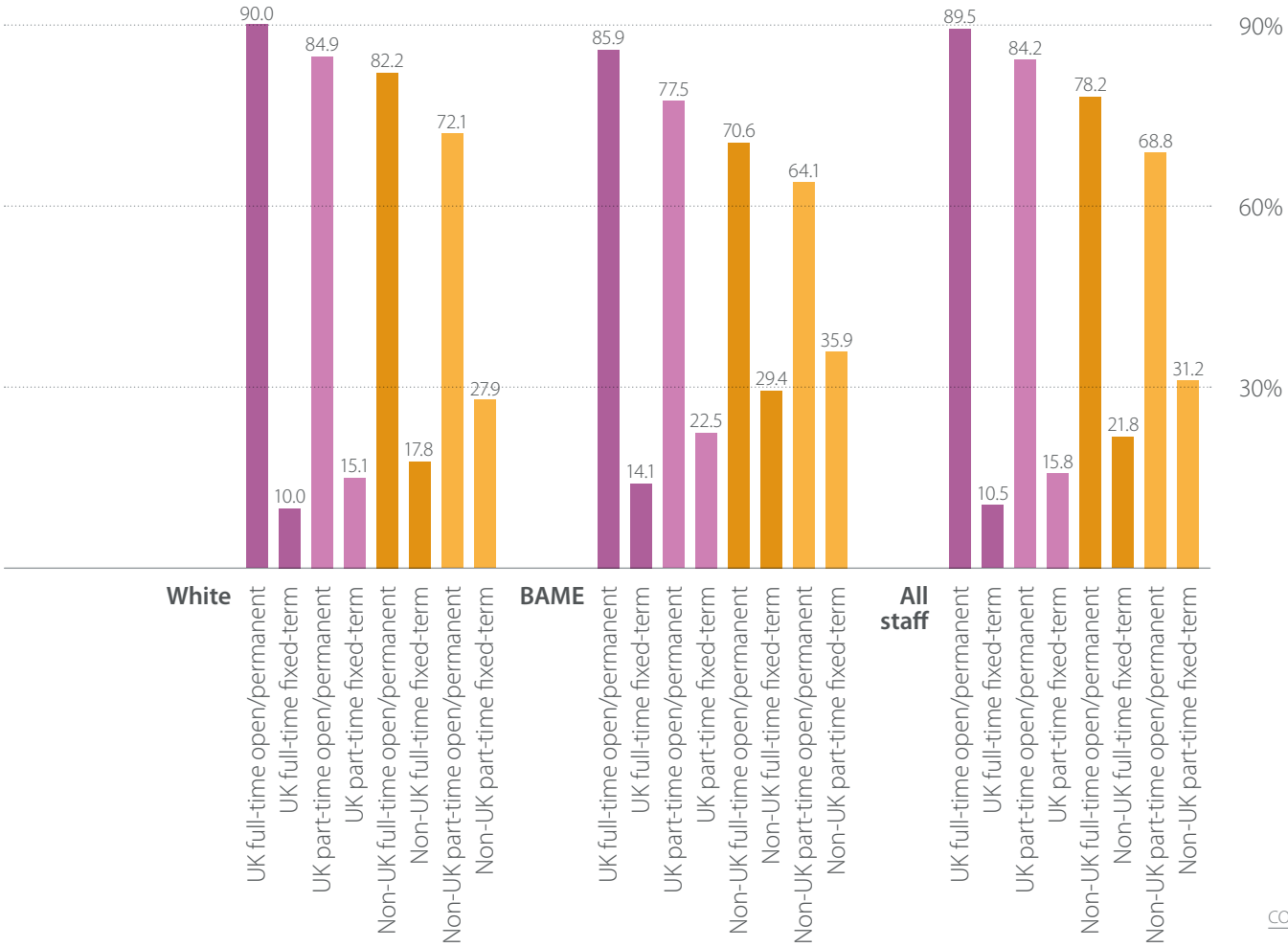
3.7

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

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Contract level definition: see page 17
≤ Ethnicity definition: see page 12

UK nationals	White			BAME total			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Full-time								
Open-ended/permanent	91,770	*90.0*	*87.6*	12,935	*85.9*	*12.4*	104,705	*89.5*
Fixed-term	10,195	*10.0*	*82.7*	2,130	*14.1*	*17.3*	12,325	*10.5*
All contracts	101,965	*100.0*	*87.1*	15,065	*100.0*	*12.9*	117,030	*100.0*
Part-time								
Open-ended/permanent	32,560	*84.9*	*90.5*	3,405	*77.5*	*9.5*	35,965	*84.2*
Fixed-term	5,775	*15.1*	*85.4*	990	*22.5*	*14.6*	6,765	*15.8*
All contracts	38,340	*100.0*	*89.7*	4,395	*100.0*	*10.3*	42,735	*100.0*

Non-UK nationals								
Full-time								
Open-ended/permanent	9,060	*82.2*	*68.9*	4,085	*70.6*	*31.1*	13,145	*78.2*
Fixed-term	1,955	*17.8*	*53.5*	1,700	*29.4*	*46.5*	3,660	*21.8*
All contracts	11,015	*100.0*	*65.5*	5,790	*100.0*	*34.5*	16,805	*100.0*
Part-time								
Open-ended/permanent	2,880	*72.1*	*60.7*	1,870	*64.1*	*39.3*	4,750	*68.8*
Fixed-term	1,115	*27.9*	*51.6*	1,045	*35.9*	*48.4*	2,160	*31.2*
All contracts	3,995	*100.0*	*57.8*	2,910	*100.0*	*42.2*	6,905	*100.0*



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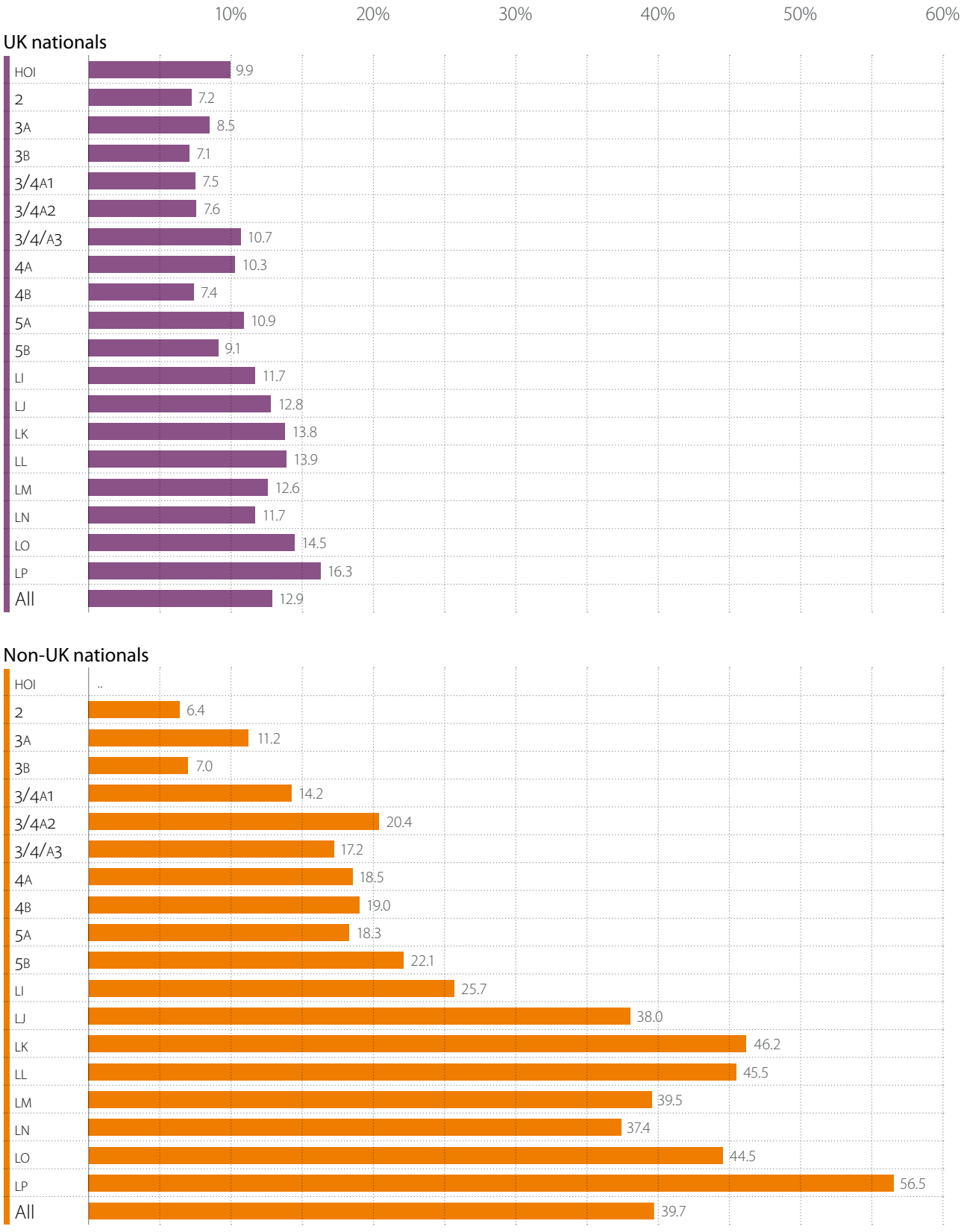
3.8 UK/non-UK staff by contract level and BAME/White identity

≤ Nationality definition: see page 16
≤ Contract level definition: see page 17
≤ Ethnicity definition: see page 12

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
HOI	Head of institution	165	*0.1*	*90.1*	20	*0.0*	*9.9*	180	*0.1*
2	UCEA level 2	590	*0.2*	*92.8*	45	*0.1*	*7.2*	635	*0.2*
3A	UCEA level 3A	605	*0.2*	*91.5*	55	*0.1*	*8.5*	665	*0.2*
3B	UCEA level 3B	1,020	*0.4*	*92.9*	80	*0.2*	*7.1*	1,100	*0.4*
3/4A1	UCEA level 3/4A1	580	*0.2*	*92.5*	45	*0.1*	*7.5*	625	*0.2*
3/4A2	UCEA level 3/4A2	555	*0.2*	*92.4*	45	*0.1*	*7.6*	600	*0.2*
3/4/A3	UCEA level 3/4A3	785	*0.3*	*89.3*	95	*0.2*	*10.7*	880	*0.3*
4A	UCEA level 4A	1,740	*0.7*	*89.7*	200	*0.5*	*10.3*	1,940	*0.6*
4B	UCEA level 4B	1,660	*0.6*	*92.6*	135	*0.3*	*7.4*	1,790	*0.6*
5A	UCEA level 5A	14,750	*5.5*	*89.1*	1,795	*4.5*	*10.9*	16,545	*5.4*
5B	UCEA level 5B	1,660	*0.6*	*90.9*	165	*0.4*	*9.1*	1,825	*0.6*
LI	XpertHR level I	25,380	*9.5*	*88.3*	3,350	*8.5*	*11.7*	28,725	*9.4*
LJ	XpertHR level J	48,815	*18.3*	*87.2*	7,185	*18.2*	*12.8*	56,000	*18.3*
LK	XpertHR level K	65,165	*24.5*	*86.2*	10,400	*26.3*	*13.8*	75,570	*24.7*
LL	XpertHR level L	40,775	*15.3*	*86.1*	6,580	*16.6*	*13.9*	47,360	*15.5*
LM	XpertHR level M	29,705	*11.1*	*87.4*	4,275	*10.8*	*12.6*	33,980	*11.1*
LN	XpertHR level N	17,365	*6.5*	*88.3*	2,300	*5.8*	*11.7*	19,665	*6.4*
LO	XpertHR level O	7,570	*2.8*	*85.5*	1,285	*3.3*	*14.5*	8,855	*2.9*
LP	XpertHR level P	7,585	*2.8*	*83.7*	1,480	*3.7*	*16.3*	9,065	*3.0*
All	All contract levels	266,470	*100.0*	*87.1*	39,540	*100.0*	*12.9*	306,010	*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*	*93.6*	5	*0.0*	*6.4*	40	*0.0*
3A	UCEA level 3A	70	*0.1*	*88.8*	10	*0.0*	*11.2*	80	*0.1*
3B	UCEA level 3B	65	*0.1*	*93.0*	5	*0.0*	*7.0*	70	*0.1*
3/4A1	UCEA level 3/4A1	95	*0.2*	*85.8*	15	*0.0*	*14.2*	110	*0.1*
3/4A2	UCEA level 3/4A2	80	*0.1*	*79.6*	20	*0.1*	*20.4*	100	*0.1*
3/4/A3	UCEA level 3/4A3	120	*0.2*	*82.8*	25	*0.1*	*17.2*	145	*0.2*
4A	UCEA level 4A	280	*0.5*	*81.5*	65	*0.2*	*18.5*	340	*0.4*
4B	UCEA level 4B	85	*0.1*	*81.0*	20	*0.1*	*19.0*	100	*0.1*
5A	UCEA level 5A	4,710	*8.5*	*81.7*	1,050	*2.9*	*18.3*	5,760	*6.3*
5B	UCEA level 5B	120	*0.2*	*77.9*	35	*0.1*	*22.1*	155	*0.2*
LI	XpertHR level I	7,595	*13.7*	*74.3*	2,620	*7.2*	*25.7*	10,215	*11.1*
LJ	XpertHR level J	11,095	*20.0*	*62.0*	6,800	*18.6*	*38.0*	17,895	*19.4*
LK	XpertHR level K	15,575	*28.0*	*53.8*	13,360	*36.5*	*46.2*	28,935	*31.4*
LL	XpertHR level L	7,955	*14.3*	*54.5*	6,630	*18.1*	*45.5*	14,585	*15.8*
LM	XpertHR level M	3,560	*6.4*	*60.5*	2,330	*6.4*	*39.5*	5,890	*6.4*
LN	XpertHR level N	1,880	*3.4*	*62.6*	1,120	*3.1*	*37.4*	3,000	*3.3*
LO	XpertHR level O	1,015	*1.8*	*55.5*	815	*2.2*	*44.5*	1,835	*2.0*
LP	XpertHR level P	1,255	*2.3*	*43.5*	1,630	*4.5*	*56.5*	2,885	*3.1*
All	All contract levels	55,610	*100.0*	*60.3*	36,555	*100.0*	*39.7*	92,165	*100.0*

Proportions of staff who identified as Black, Asian and minority ethnic

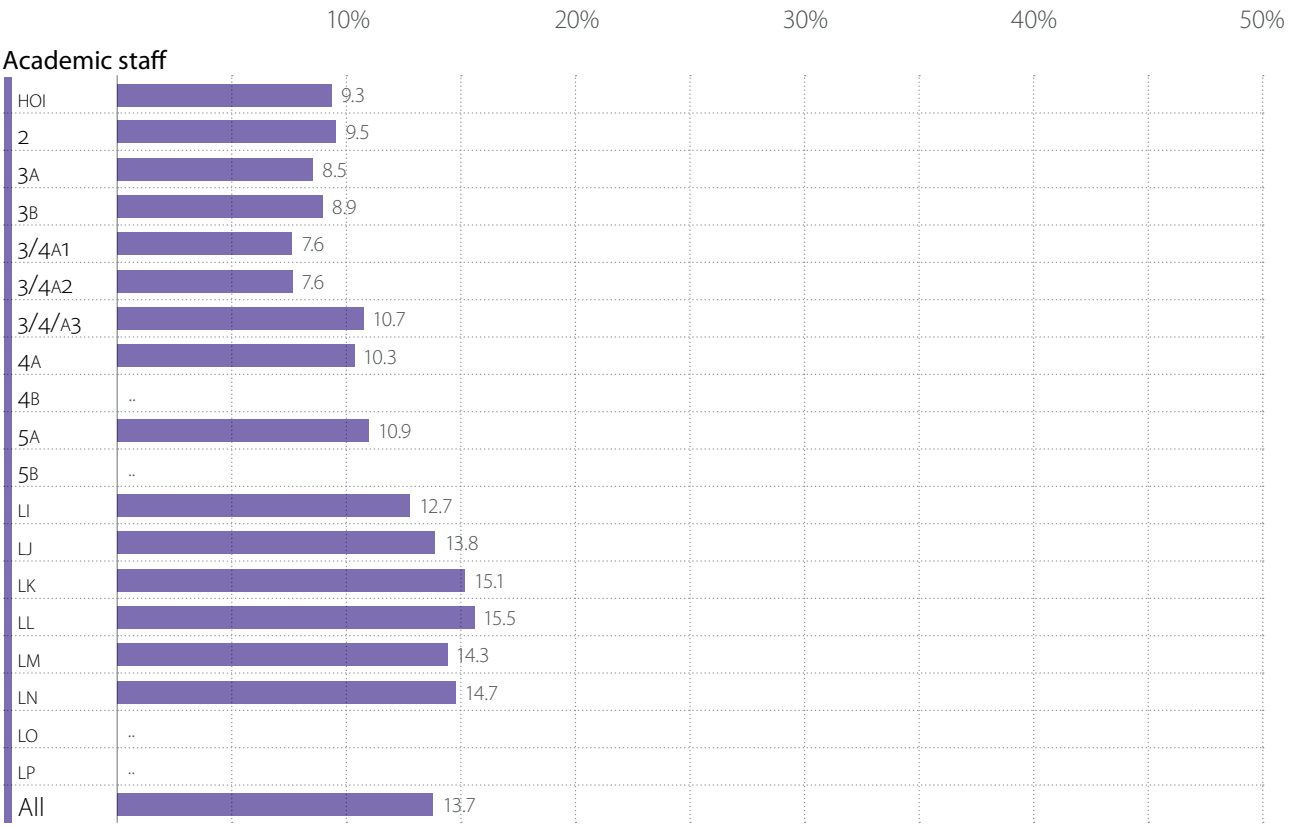


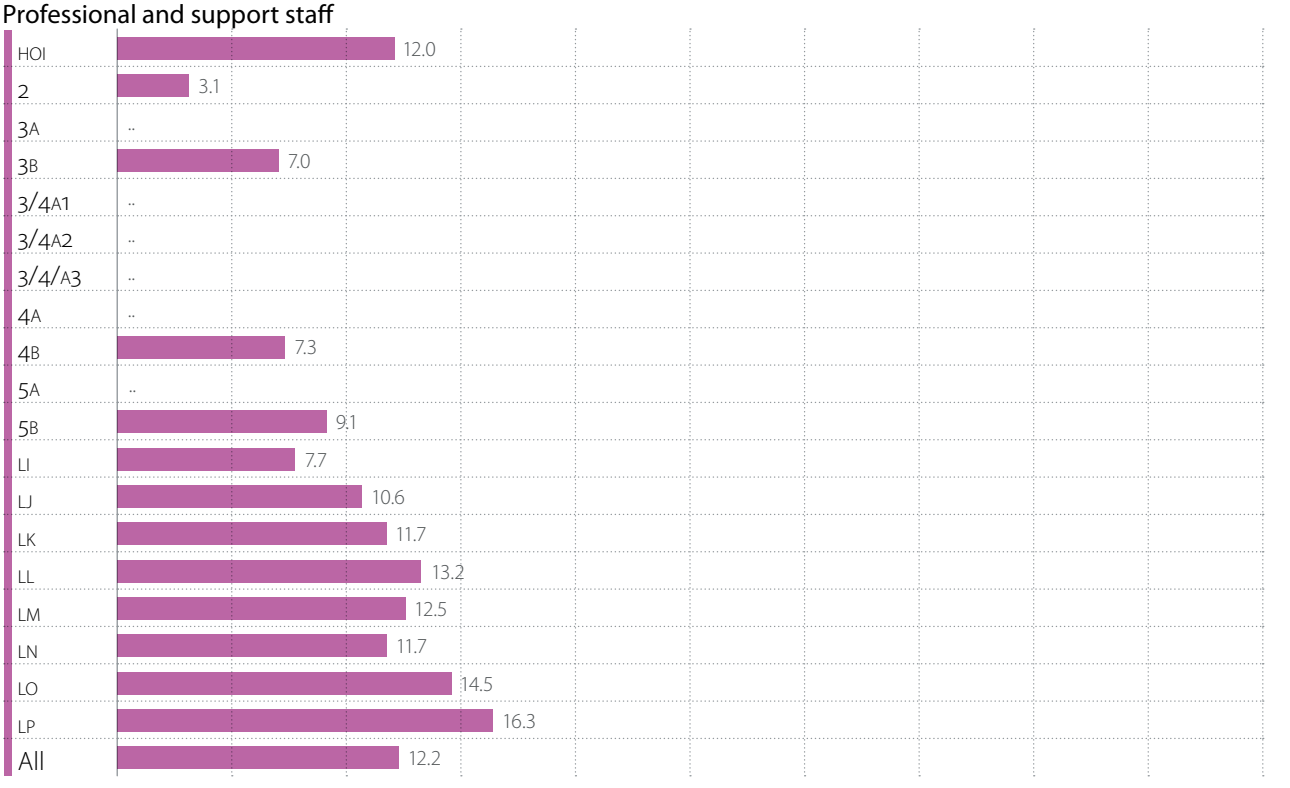
3.9 UK staff by activity, contract level and BAME/White identity

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Contract level definition: see page 17
≤ Ethnicity definition: see page 12

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	130	*0.1*	*90.7*	15	*0.1*	*9.3*	140	*0.1*
2	UCEA level 2	370	*0.3*	*90.5*	40	*0.2*	*9.5*	410	*0.3*
3A	UCEA level 3A	605	*0.5*	*91.5*	55	*0.3*	*8.5*	660	*0.5*
3B	UCEA level 3B	30	*0.0*	*91.1*	5	*0.0*	*8.9*	35	*0.0*
3/4A1	UCEA level 3/4A1	575	*0.5*	*92.4*	45	*0.2*	*7.6*	620	*0.4*
3/4A2	UCEA level 3/4A2	555	*0.4*	*92.4*	45	*0.2*	*7.6*	600	*0.4*
3/4/A3	UCEA level 3/4A3	780	*0.6*	*89.3*	95	*0.5*	*10.7*	875	*0.6*
4A	UCEA level 4A	1,725	*1.4*	*89.7*	200	*1.0*	*10.3*	1,925	*1.3*
4B	UCEA level 4B	10	*0.0*	..	0	*0.0*	..	15	*0.0*
5A	UCEA level 5A	14,740	*11.7*	*89.1*	1,795	*8.9*	*10.9*	16,535	*11.3*
5B	UCEA level 5B	15	*0.0*	..	0	*0.0*	..	15	*0.0*
LI	XpertHR level I	20,010	*15.9*	*87.3*	2,905	*14.5*	*12.7*	22,915	*15.7*
LJ	XpertHR level J	33,410	*26.5*	*86.2*	5,350	*26.7*	*13.8*	38,760	*26.5*
LK	XpertHR level K	39,185	*31.1*	*84.9*	6,975	*34.7*	*15.1*	46,160	*31.6*
LL	XpertHR level L	12,245	*9.7*	*84.5*	2,250	*11.2*	*15.5*	14,495	*9.9*
LM	XpertHR level M	1,525	*1.2*	*85.7*	255	*1.3*	*14.3*	1,780	*1.2*
LN	XpertHR level N	245	*0.2*	*85.3*	40	*0.2*	*14.7*	290	*0.2*
LO	XpertHR level O	10	*0.0*	..	0	*0.0*	..	15	*0.0*
LP	XpertHR level P	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All contract levels	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Professional and support staff									
HOI	Head of institution	35	*0.0*	*88.0*	5	*0.0*	*12.0*	40	*0.0*
2	UCEA level 2	220	*0.2*	*96.9*	5	*0.0*	*3.1*	225	*0.1*
3A	UCEA level 3A	0	*0.0*	..	0	*0.0*	..	0	*0.0*
3B	UCEA level 3B	990	*0.7*	*93.0*	75	*0.4*	*7.0*	1,065	*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	15	*0.0*	..	0	*0.0*	..	15	*0.0*
4B	UCEA level 4B	1,645	*1.2*	*92.7*	130	*0.7*	*7.3*	1,775	*1.1*
5A	UCEA level 5A	10	*0.0*	..	0	*0.0*	..	10	*0.0*
5B	UCEA level 5B	1,645	*1.2*	*90.9*	165	*0.8*	*9.1*	1,810	*1.1*
LI	XpertHR level I	5,370	*3.8*	*92.3*	445	*2.3*	*7.7*	5,815	*3.6*
LJ	XpertHR level J	15,405	*11.0*	*89.4*	1,835	*9.4*	*10.6*	17,240	*10.8*
LK	XpertHR level K	25,980	*18.5*	*88.3*	3,425	*17.6*	*11.7*	29,405	*18.4*
LL	XpertHR level L	28,535	*20.3*	*86.8*	4,330	*22.3*	*13.2*	32,865	*20.6*
LM	XpertHR level M	28,185	*20.1*	*87.5*	4,020	*20.7*	*12.5*	32,200	*20.2*
LN	XpertHR level N	17,120	*12.2*	*88.3*	2,260	*11.6*	*11.7*	19,380	*12.1*
LO	XpertHR level O	7,555	*5.4*	*85.5*	1,285	*6.6*	*14.5*	8,840	*5.5*
LP	XpertHR level P	7,585	*5.4*	*83.7*	1,480	*7.6*	*16.3*	9,065	*5.7*
All	All contract levels	140,300	*100.0*	*87.8*	19,460	*100.0*	*12.2*	159,765	*100.0*

Proportions of UK staff who identified as Black, Asian and minority ethnic



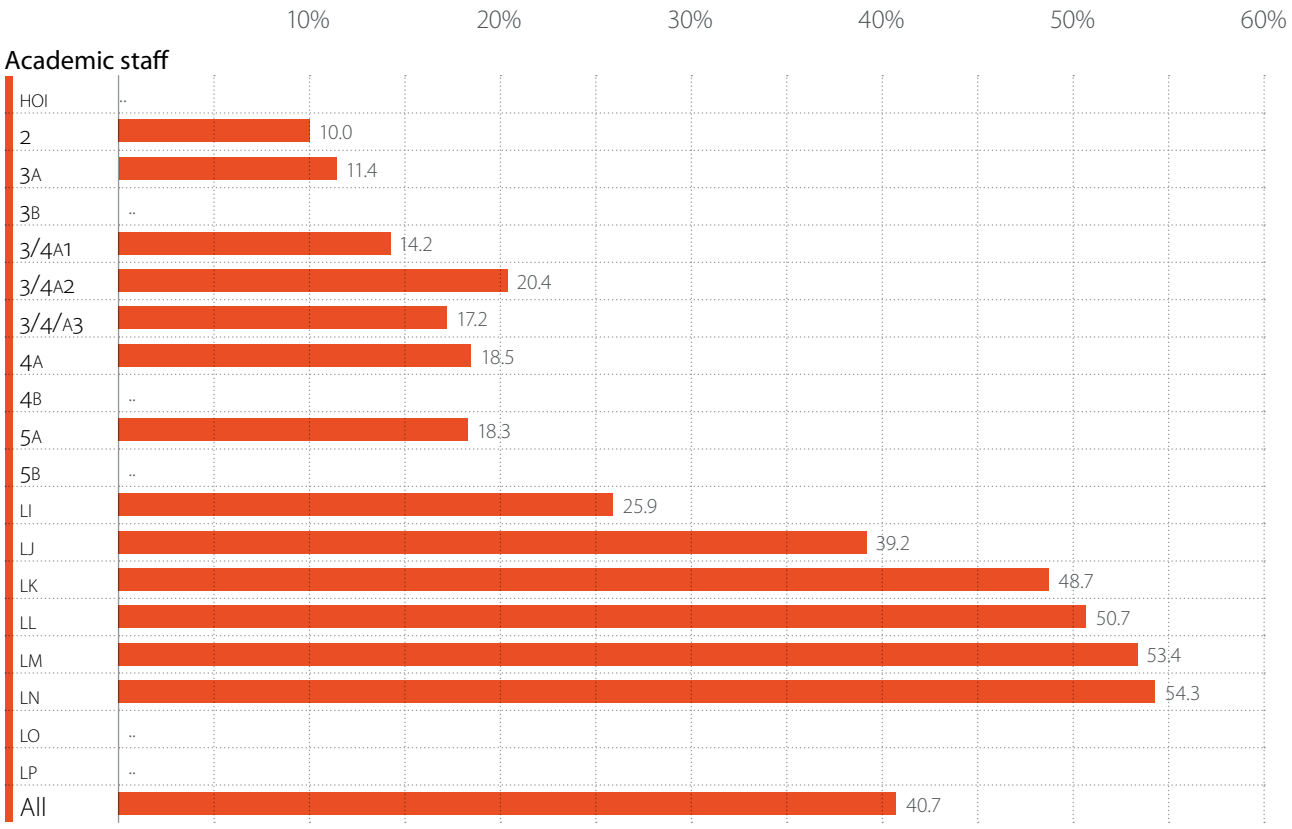


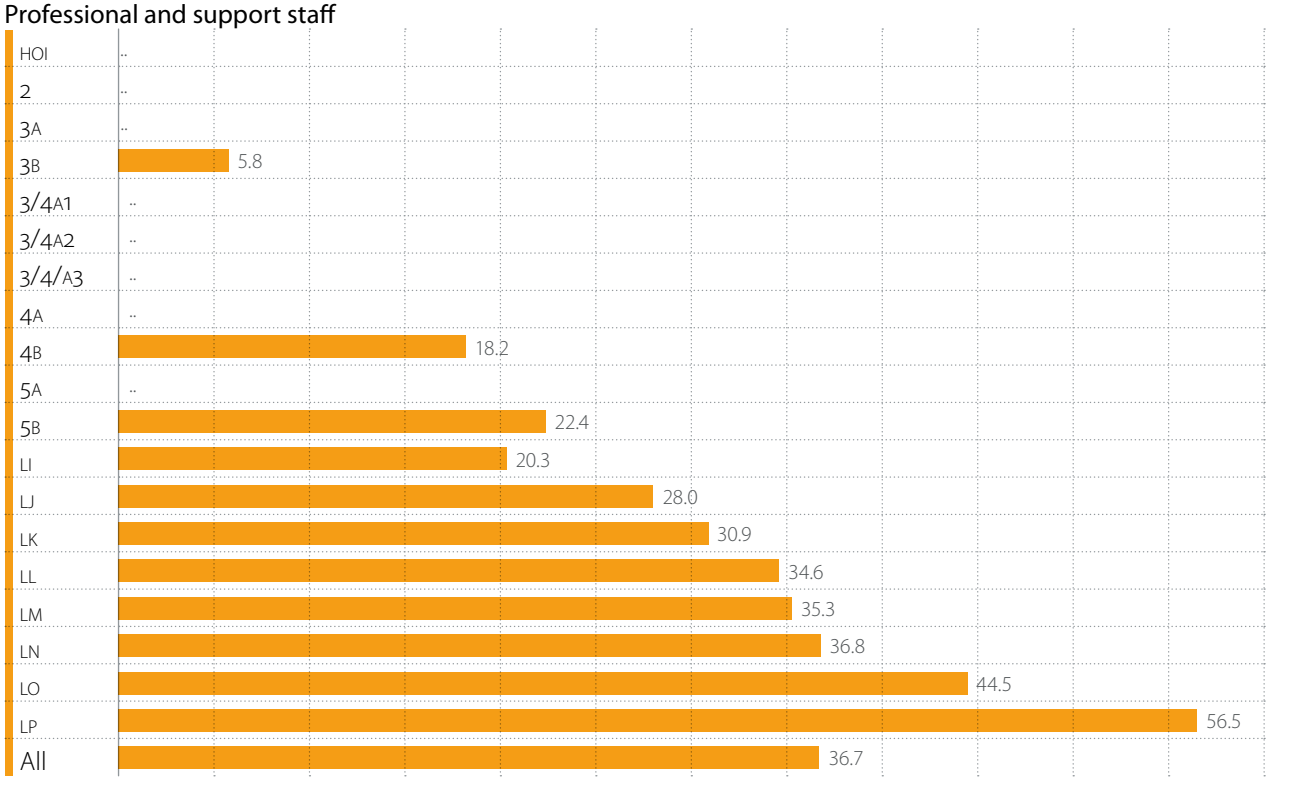
3.10 Non-UK staff by activity, contract level and BAME/White identity

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Contract level definition: see page 17
≤ Ethnicity definition: see page 12

		White			BAME total			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*	*90.0*	5	*0.0*	*10.0*	25	*0.0*
3A	UCEA level 3A	70	*0.2*	*88.6*	10	*0.0*	*11.4*	80	*0.1*
3B	UCEA level 3B	0	*0.0*	..	0	*0.0*	..	0	*0.0*
3/4A1	UCEA level 3/4A1	95	*0.2*	*85.8*	15	*0.1*	*14.2*	110	*0.2*
3/4A2	UCEA level 3/4A2	80	*0.2*	*79.6*	20	*0.1*	*20.4*	100	*0.1*
3/4/A3	UCEA level 3/4A3	120	*0.3*	*82.8*	25	*0.1*	*17.2*	145	*0.2*
4A	UCEA level 4A	275	*0.7*	*81.5*	65	*0.2*	*18.5*	340	*0.5*
4B	UCEA level 4B	0	*0.0*	..	0	*0.0*	..	0	*0.0*
5A	UCEA level 5A	4,710	*11.6*	*81.7*	1,050	*3.8*	*18.3*	5,760	*8.4*
5B	UCEA level 5B	0	*0.0*	..	0	*0.0*	..	0	*0.0*
LI	XpertHR level I	7,205	*17.8*	*74.1*	2,520	*9.1*	*25.9*	9,730	*14.2*
LJ	XpertHR level J	9,725	*23.9*	*60.8*	6,265	*22.5*	*39.2*	15,990	*23.4*
LK	XpertHR level K	12,745	*31.4*	*51.3*	12,095	*43.4*	*48.7*	24,845	*36.3*
LL	XpertHR level L	4,845	*11.9*	*49.3*	4,985	*17.9*	*50.7*	9,835	*14.4*
LM	XpertHR level M	640	*1.6*	*46.6*	735	*2.6*	*53.4*	1,375	*2.0*
LN	XpertHR level N	45	*0.1*	*45.7*	55	*0.2*	*54.3*	100	*0.1*
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	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*
Professional and support staff									
HOI	Head of institution	5	*0.0*	..	0	*0.0*	..	5	*0.0*
2	UCEA level 2	15	*0.1*	..	0	*0.0*	..	15	*0.1*
3A	UCEA level 3A	0	*0.0*	..	0	*0.0*	..	0	*0.0*
3B	UCEA level 3B	65	*0.4*	*94.2*	5	*0.0*	*5.8*	70	*0.3*
3/4A1	UCEA level 3/4A1	0	*0.0*	..	0	*0.0*	..	0	*0.0*
3/4A2	UCEA level 3/4A2	0	*0.0*	..	0	*0.0*	..	0	*0.0*
3/4/A3	UCEA level 3/4A3	0	*0.0*	..	0	*0.0*	..	0	*0.0*
4A	UCEA level 4A	5	*0.0*	..	0	*0.0*	..	5	*0.0*
4B	UCEA level 4B	85	*0.6*	*81.8*	20	*0.2*	*18.2*	100	*0.4*
5A	UCEA level 5A	0	*0.0*	..	0	*0.0*	..	0	*0.0*
5B	UCEA level 5B	120	*0.8*	*77.6*	35	*0.4*	*22.4*	155	*0.7*
LI	XpertHR level I	385	*2.6*	*79.7*	100	*1.1*	*20.3*	485	*2.0*
LJ	XpertHR level J	1,370	*9.1*	*72.0*	535	*6.1*	*28.0*	1,905	*8.0*
LK	XpertHR level K	2,830	*18.8*	*69.1*	1,265	*14.5*	*30.9*	4,090	*17.3*
LL	XpertHR level L	3,110	*20.7*	*65.4*	1,645	*18.9*	*34.6*	4,755	*20.0*
LM	XpertHR level M	2,920	*19.5*	*64.7*	1,595	*18.3*	*35.3*	4,515	*19.0*
LN	XpertHR level N	1,835	*12.2*	*63.2*	1,065	*12.3*	*36.8*	2,900	*12.2*
LO	XpertHR level O	1,015	*6.8*	*55.5*	815	*9.4*	*44.5*	1,835	*7.7*
LP	XpertHR level P	1,255	*8.3*	*43.5*	1,630	*18.7*	*56.5*	2,880	*12.2*
All	All contract levels	15,010	*100.0*	*63.3*	8,700	*100.0*	*36.7*	23,710	*100.0*

Proportions of non-UK staff who identified as Black, Asian and minority ethnic





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

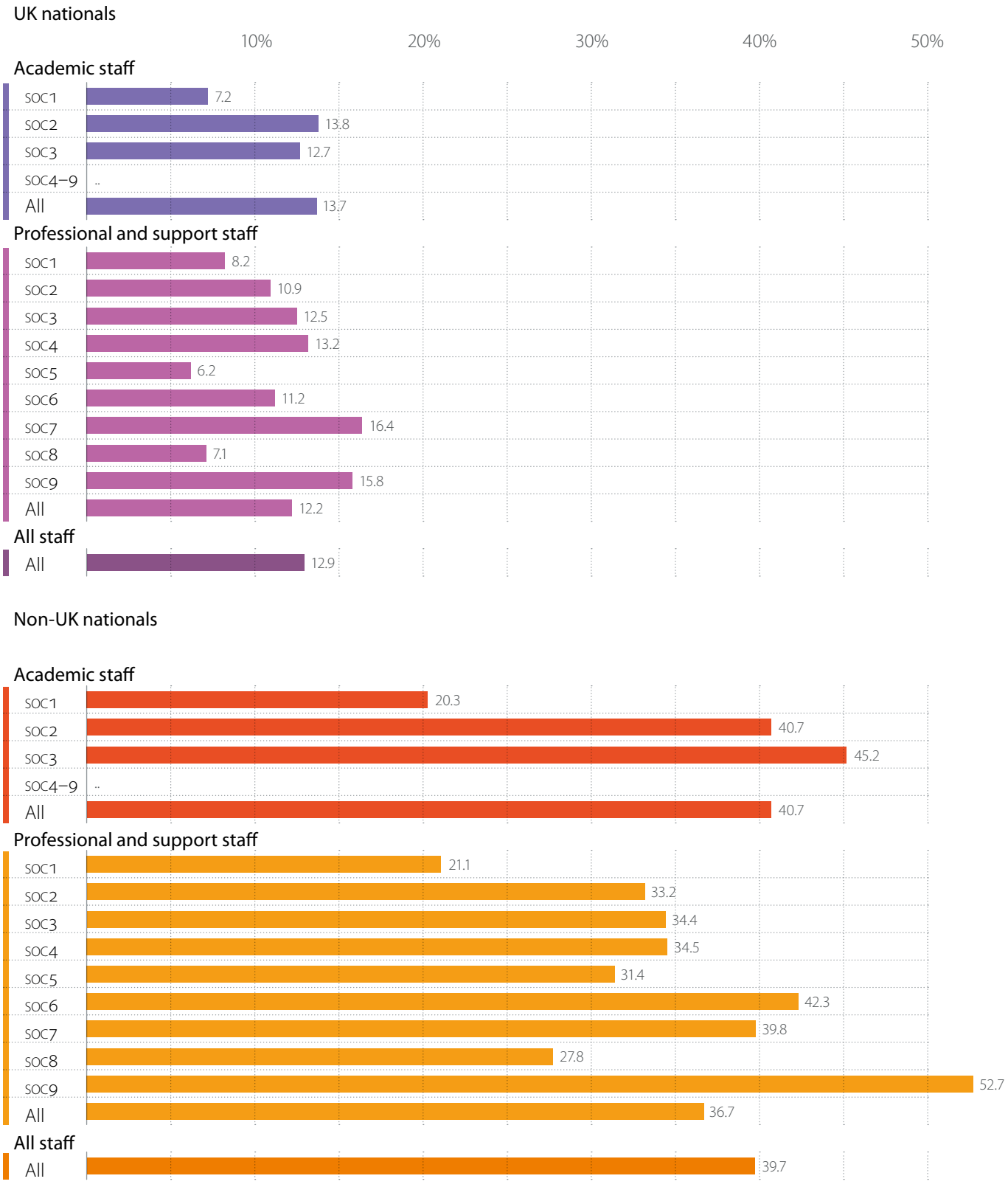
≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Ethnicity definition: see page 12

UK nationals		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	410	0.3	92.8	30	0.2	7.2	445	0.3
SOC2	Professional occupations	124,535	98.7	86.2	19,865	99.0	13.8	144,400	98.7
SOC3	Associate professional and technical	1,220	1.0	87.3	175	0.9	12.7	1,395	1.0
SOC4–9	Clerical and manual occupations	5	0.0	..	0	0.0	..	5	0.0
All	All academic staff	126,170	100.0	86.3	20,075	100.0	13.7	146,245	100.0
Professional and support staff									
SOC1	Managers, directors and senior officials	8,020	5.7	91.8	720	3.7	8.2	8,740	5.5
SOC2	Professional occupations	35,020	25.0	89.1	4,275	22.0	10.9	39,290	24.6
SOC3	Associate professional and technical	31,835	22.7	87.5	4,560	23.4	12.5	36,395	22.8
SOC4	Administrative and secretarial	44,170	31.5	86.8	6,740	34.6	13.2	50,910	31.9
SOC5	Skilled trades occupations	3,955	2.8	93.8	260	1.3	6.2	4,215	2.6
SOC6	Caring, leisure and other service	4,090	2.9	88.8	515	2.6	11.2	4,605	2.9
SOC7	Sales and customer service occupations	1,020	0.7	83.6	200	1.0	16.4	1,220	0.8
SOC8	Process, plant and machine operatives	860	0.6	92.9	65	0.3	7.1	925	0.6
SOC9	Elementary occupations	11,330	8.1	84.2	2,135	11.0	15.8	13,465	8.4
All	All professional and support staff	140,300	100.0	87.8	19,460	100.0	12.2	159,765	100.0
All staff									
All	All staff	266,470	100.0	87.1	39,540	100.0	12.9	306,010	100.0

Non-UK nationals									
Academic staff									
SOC1	Managers, directors and senior officials	50	0.1	79.7	15	0.0	20.3	60	0.1
SOC2	Professional occupations	40,380	99.5	59.3	27,700	99.4	40.7	68,075	99.5
SOC3	Associate professional and technical	170	0.4	54.8	140	0.5	45.2	310	0.5
SOC4–9	Clerical and manual occupations	0	0.0	..	0	0.0	..	0	0.0
All	All academic staff	40,600	100.0	59.3	27,850	100.0	40.7	68,450	100.0
Professional and support staff									
SOC1	Managers, directors and senior officials	490	3.3	78.9	130	1.5	21.1	625	2.6
SOC2	Professional occupations	4,030	26.9	66.8	2,005	23.1	33.2	6,040	25.5
SOC3	Associate professional and technical	3,100	20.6	65.6	1,625	18.7	34.4	4,725	19.9
SOC4	Administrative and secretarial	4,700	31.3	65.5	2,480	28.5	34.5	7,180	30.3
SOC5	Skilled trades occupations	330	2.2	68.6	150	1.7	31.4	480	2.0
SOC6	Caring, leisure and other service	450	3.0	57.7	330	3.8	42.3	775	3.3
SOC7	Sales and customer service occupations	155	1.0	60.2	105	1.2	39.8	260	1.1
SOC8	Process, plant and machine operatives	95	0.6	72.2	35	0.4	27.8	135	0.6
SOC9	Elementary occupations	1,655	11.0	47.3	1,840	21.2	52.7	3,495	14.7
All	All professional and support staff	15,010	100.0	63.3	8,700	100.0	36.7	23,710	100.0
All staff									
All	All staff	55,610	100.0	60.3	36,555	100.0	39.7	92,165	100.0

Additional data by ethnic group and detailed occupations is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who identified as Black, Asian and minority ethnic



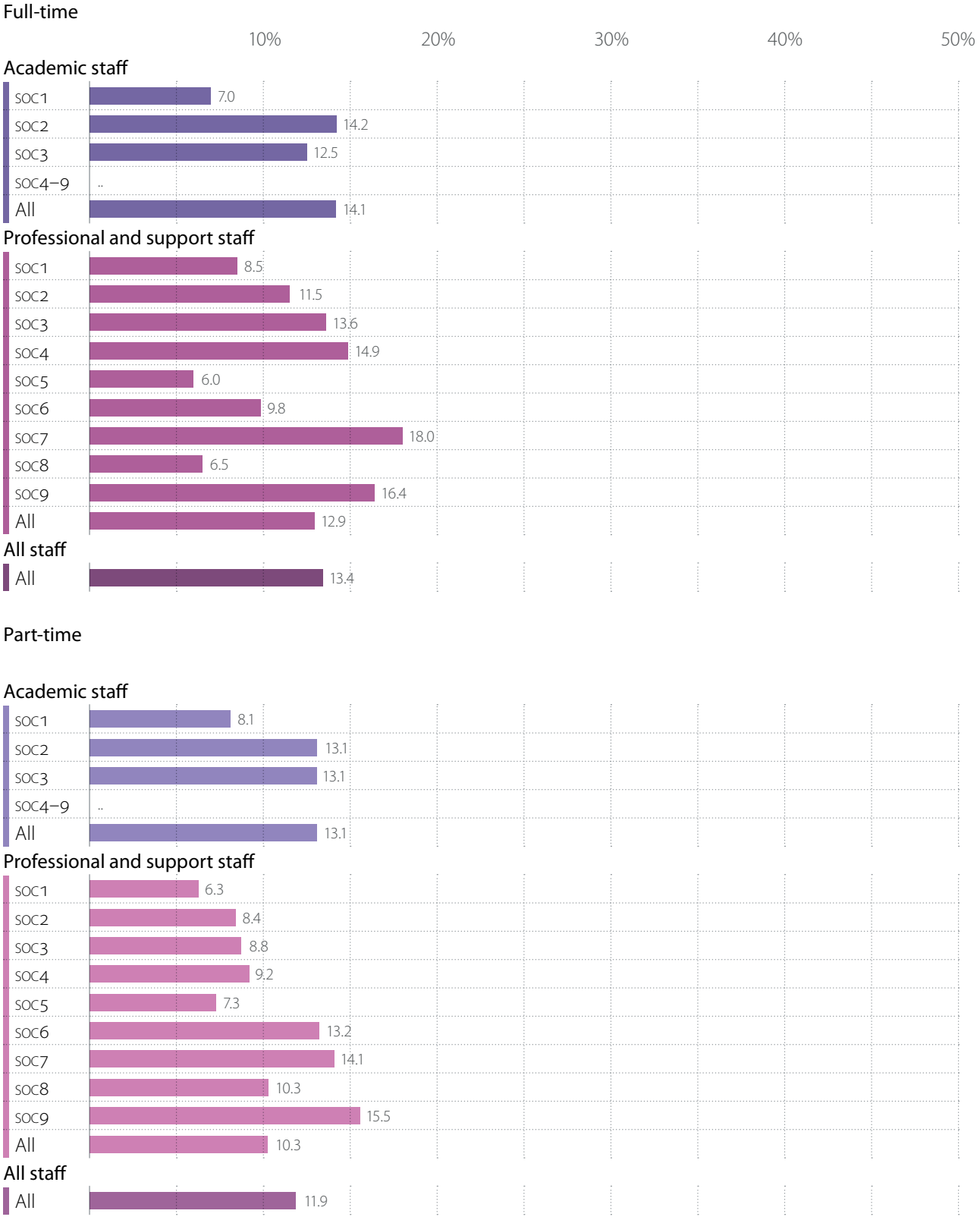
3.12 Full-time and part-time UK staff by activity, occupational group and BAME/White identity

≤ Nationality definition: see page 16
≤ Mode definition: see page 16
≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Ethnicity definition: see page 12

Full-time		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	330	*0.4*	*93.0*	25	*0.2*	*7.0*	360	*0.4*
SOC2	Professional occupations	76,905	*98.5*	*85.8*	12,700	*98.8*	*14.2*	89,605	*98.5*
SOC3	Associate professional and technical	860	*1.1*	*87.5*	125	*1.0*	*12.5*	985	*1.1*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	78,100	*100.0*	*85.9*	12,850	*100.0*	*14.1*	90,950	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	7,145	*7.0*	*91.5*	660	*4.4*	*8.5*	7,805	*6.7*
SOC2	Professional occupations	27,445	*26.9*	*88.5*	3,575	*23.7*	*11.5*	31,020	*26.5*
SOC3	Associate professional and technical	24,620	*24.1*	*86.4*	3,865	*25.6*	*13.6*	28,485	*24.3*
SOC4	Administrative and secretarial	30,870	*30.3*	*85.1*	5,395	*35.8*	*14.9*	36,265	*31.0*
SOC5	Skilled trades occupations	3,480	*3.4*	*94.0*	225	*1.5*	*6.0*	3,705	*3.2*
SOC6	Caring, leisure and other service	2,475	*2.4*	*90.2*	270	*1.8*	*9.8*	2,745	*2.3*
SOC7	Sales and customer service occupations	595	*0.6*	*82.0*	130	*0.9*	*18.0*	725	*0.6*
SOC8	Process, plant and machine operatives	730	*0.7*	*93.5*	50	*0.3*	*6.5*	780	*0.7*
SOC9	Elementary occupations	4,600	*4.5*	*83.6*	900	*6.0*	*16.4*	5,500	*4.7*
All	All professional and support staff	101,965	*100.0*	*87.1*	15,065	*100.0*	*12.9*	117,030	*100.0*
All staff									
All	All staff	180,065	*100.0*	*86.6*	27,915	*100.0*	*13.4*	207,980	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	80	*0.2*	*91.9*	5	*0.1*	*8.1*	85	*0.2*
SOC2	Professional occupations	47,630	*99.1*	*86.9*	7,165	*99.2*	*13.1*	54,795	*99.1*
SOC3	Associate professional and technical	355	*0.7*	*86.9*	55	*0.7*	*13.1*	410	*0.7*
SOC4–9	Clerical and manual occupations	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	48,070	*100.0*	*86.9*	7,225	*100.0*	*13.1*	55,295	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	875	*2.3*	*93.7*	60	*1.3*	*6.3*	935	*2.2*
SOC2	Professional occupations	7,575	*19.8*	*91.6*	700	*15.9*	*8.4*	8,270	*19.4*
SOC3	Associate professional and technical	7,215	*18.8*	*91.2*	695	*15.8*	*8.8*	7,910	*18.5*
SOC4	Administrative and secretarial	13,300	*34.7*	*90.8*	1,345	*30.6*	*9.2*	14,640	*34.3*
SOC5	Skilled trades occupations	470	*1.2*	*92.7*	35	*0.8*	*7.3*	510	*1.2*
SOC6	Caring, leisure and other service	1,615	*4.2*	*86.8*	245	*5.6*	*13.2*	1,860	*4.4*
SOC7	Sales and customer service occupations	425	*1.1*	*85.9*	70	*1.6*	*14.1*	495	*1.2*
SOC8	Process, plant and machine operatives	130	*0.3*	*89.7*	15	*0.3*	*10.3*	145	*0.3*
SOC9	Elementary occupations	6,730	*17.6*	*84.5*	1,235	*28.0*	*15.5*	7,965	*18.6*
All	All professional and support staff	38,340	*100.0*	*89.7*	4,395	*100.0*	*10.3*	42,735	*100.0*
All staff									
All	All staff	86,405	*100.0*	*88.1*	11,625	*100.0*	*11.9*	98,030	*100.0*

Proportions of UK staff who identified as Black, Asian and minority ethnic



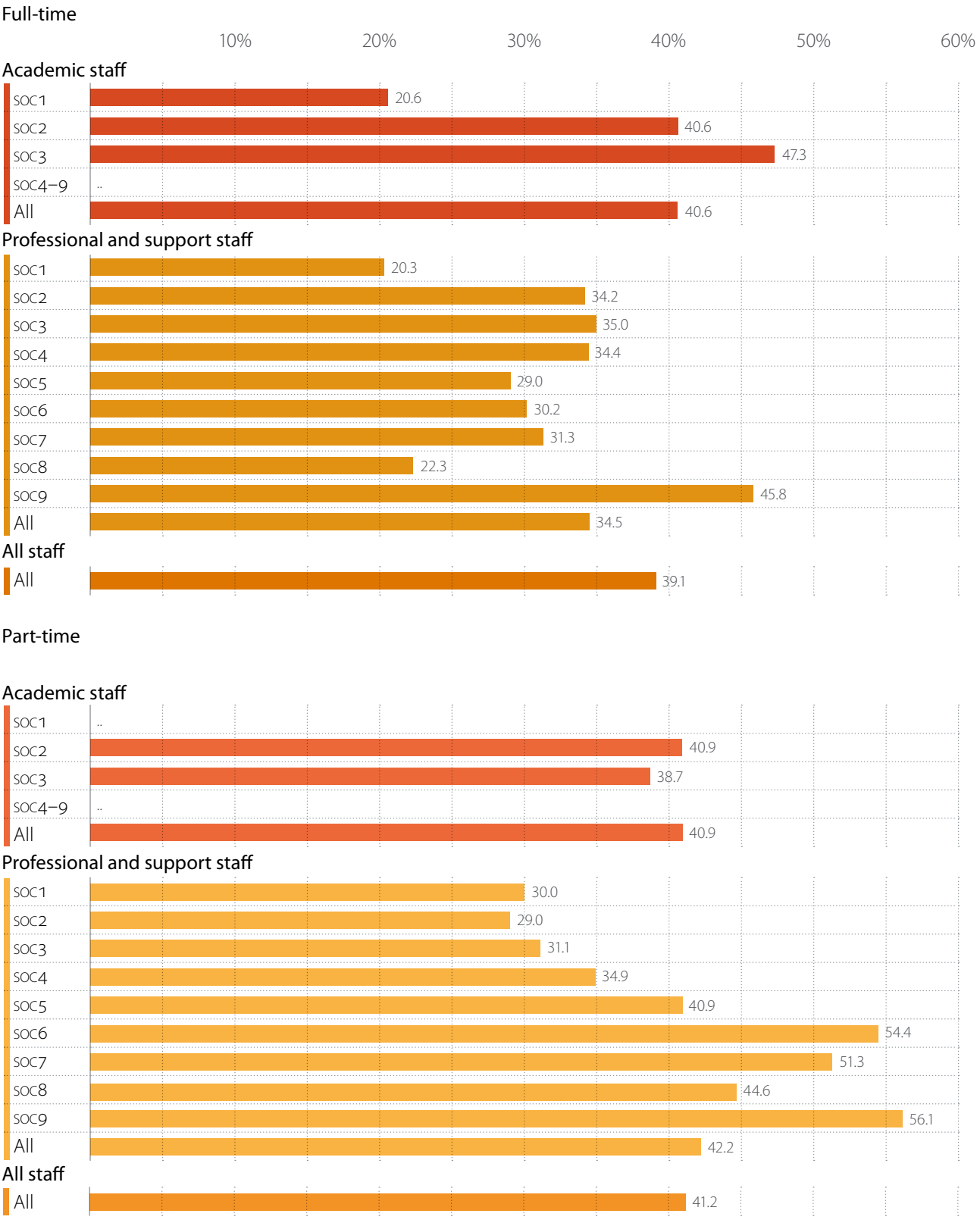
3.13 Full-time and part-time non-UK staff by activity, occupational group and BAME/White identity

≤ Nationality definition: see page 16
≤ Mode definition: see page 16
≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Ethnicity definition: see page 12

Full-time		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	45	*0.2*	*79.4*	10	*0.1*	*20.6*	60	*0.1*
SOC2	Professional occupations	30,365	*99.4*	*59.4*	20,775	*99.4*	*40.6*	51,140	*99.4*
SOC3	Associate professional and technical	125	*0.4*	*52.7*	110	*0.5*	*47.3*	235	*0.5*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All academic staff	30,535	*100.0*	*59.4*	20,900	*100.0*	*40.6*	51,430	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	460	*4.2*	*79.7*	115	*2.0*	*20.3*	575	*3.4*
SOC2	Professional occupations	3,215	*29.2*	*65.8*	1,670	*28.9*	*34.2*	4,885	*29.1*
SOC3	Associate professional and technical	2,575	*23.4*	*65.0*	1,385	*23.9*	*35.0*	3,960	*23.6*
SOC4	Administrative and secretarial	3,420	*31.1*	*65.6*	1,790	*30.9*	*34.4*	5,210	*31.0*
SOC5	Skilled trades occupations	270	*2.5*	*71.0*	110	*1.9*	*29.0*	385	*2.3*
SOC6	Caring, leisure and other service	270	*2.5*	*69.8*	115	*2.0*	*30.2*	390	*2.3*
SOC7	Sales and customer service occupations	105	*0.9*	*68.7*	45	*0.8*	*31.3*	150	*0.9*
SOC8	Process, plant and machine operatives	80	*0.7*	*77.7*	25	*0.4*	*22.3*	100	*0.6*
SOC9	Elementary occupations	625	*5.7*	*54.2*	525	*9.1*	*45.8*	1,150	*6.8*
All	All professional and support staff	11,015	*100.0*	*65.5*	5,790	*100.0*	*34.5*	16,805	*100.0*
All staff									
All	All staff	41,545	*100.0*	*60.9*	26,690	*100.0*	*39.1*	68,235	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	5	*0.0*	..	0	*0.0*	..	5	*0.0*
SOC2	Professional occupations	10,015	*99.5*	*59.1*	6,925	*99.6*	*40.9*	16,940	*99.5*
SOC3	Associate professional and technical	50	*0.5*	*61.3*	30	*0.4*	*38.7*	80	*0.5*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	0	*0.0*
All	All academic staff	10,065	*100.0*	*59.1*	6,955	*100.0*	*40.9*	17,020	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	35	*0.9*	*70.0*	15	*0.5*	*30.0*	50	*0.7*
SOC2	Professional occupations	820	*20.5*	*71.0*	335	*11.5*	*29.0*	1,155	*16.7*
SOC3	Associate professional and technical	525	*13.1*	*68.9*	235	*8.1*	*31.1*	760	*11.0*
SOC4	Administrative and secretarial	1,280	*32.1*	*65.1*	690	*23.6*	*34.9*	1,970	*28.5*
SOC5	Skilled trades occupations	55	*1.4*	*59.1*	40	*1.3*	*40.9*	95	*1.4*
SOC6	Caring, leisure and other service	180	*4.4*	*45.6*	210	*7.3*	*54.4*	390	*5.6*
SOC7	Sales and customer service occupations	55	*1.3*	*48.7*	55	*1.9*	*51.3*	110	*1.6*
SOC8	Process, plant and machine operatives	20	*0.5*	*55.4*	15	*0.5*	*44.6*	35	*0.5*
SOC9	Elementary occupations	1,030	*25.8*	*43.9*	1,315	*45.2*	*56.1*	2,345	*34.0*
All	All professional and support staff	3,995	*100.0*	*57.8*	2,910	*100.0*	*42.2*	6,905	*100.0*
All staff									
All	All staff	14,060	*100.0*	*58.8*	9,865	*100.0*	*41.2*	23,930	*100.0*

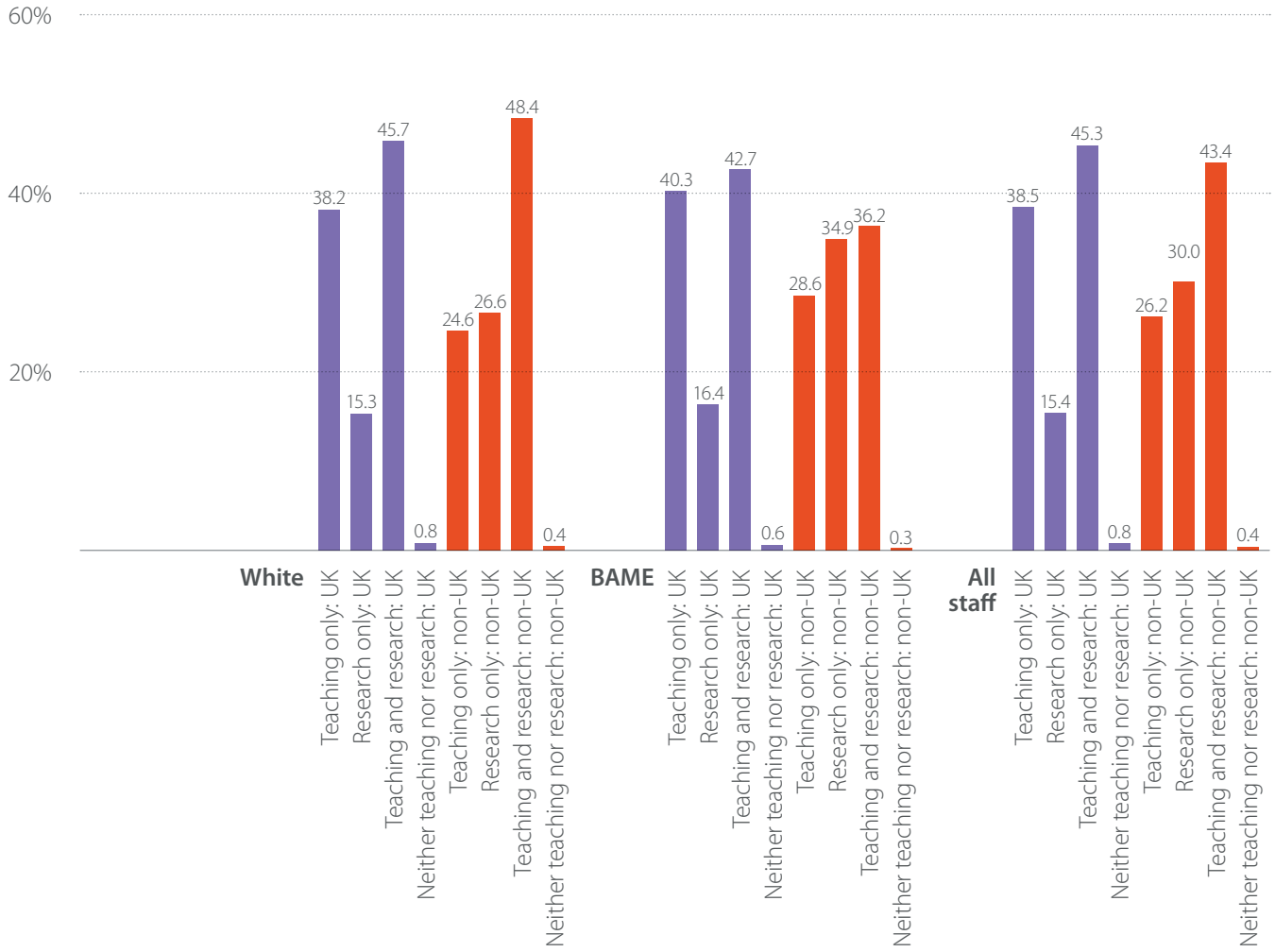
Proportions of non-UK staff who identified as Black, Asian and minority ethnic



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

≤ Nationality definition: see page 16
≤ Academic contract definition: see page 20
≤ Ethnicity definition: see page 12

UK nationals	White			BAME total			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	48,180	*38.2*	*85.6*	8,080	*40.3*	*14.4*	56,265	*38.5*
Research only	19,255	*15.3*	*85.4*	3,285	*16.4*	*14.6*	22,540	*15.4*
Teaching and research	57,665	*45.7*	*87.0*	8,580	*42.7*	*13.0*	66,245	*45.3*
Neither teaching nor research	1,065	*0.8*	*89.3*	130	*0.6*	*10.7*	1,195	*0.8*
All academic contracts	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Non-UK nationals								
Teaching only	9,980	*24.6*	*55.6*	7,960	*28.6*	*44.4*	17,940	*26.2*
Research only	10,820	*26.6*	*52.6*	9,735	*34.9*	*47.4*	20,550	*30.0*
Teaching and research	19,635	*48.4*	*66.1*	10,080	*36.2*	*33.9*	29,715	*43.4*
Neither teaching nor research	170	*0.4*	*68.1*	80	*0.3*	*31.9*	245	*0.4*
All academic contracts	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*

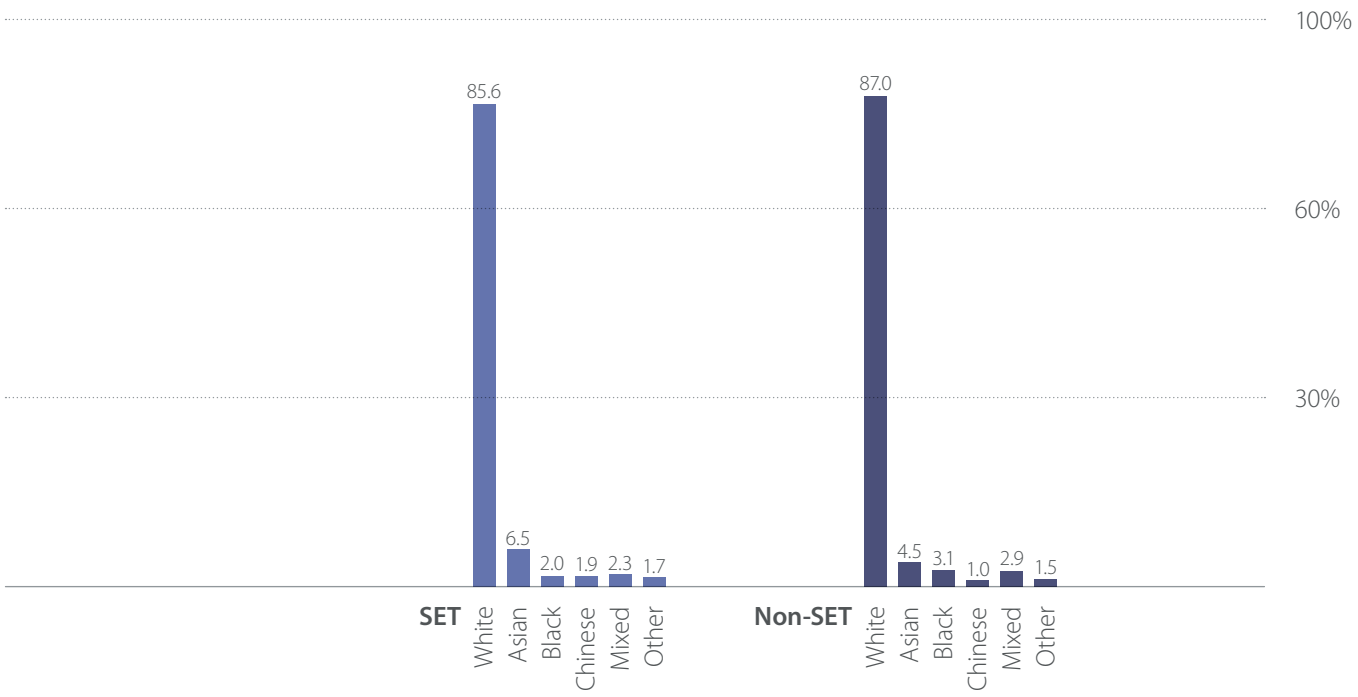


3.15

UK academic staff by SET category and ethnic group

	SET			Non-SET			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
White	66,495	*85.6*	*52.7*	59,675	*87.0*	*47.3*	126,170	*86.3*
BAME total	11,165	*14.4*	*55.6*	8,910	*13.0*	*44.4*	20,075	*13.7*
Asian	5,085	*6.5*	*62.2*	3,095	*4.5*	*37.8*	8,185	*5.6*
Black	1,525	*2.0*	*42.0*	2,105	*3.1*	*58.0*	3,630	*2.5*
Chinese	1,465	*1.9*	*67.1*	720	*1.0*	*32.9*	2,185	*1.5*
Mixed	1,785	*2.3*	*47.6*	1,965	*2.9*	*52.4*	3,750	*2.6*
Other	1,300	*1.7*	*56.0*	1,025	*1.5*	*44.0*	2,325	*1.6*
All academic staff	77,665	*100.0*	*53.1*	68,585	*100.0*	*46.9*	146,245	*100.0*

≤ Nationality definition: see page 16
≤ SET/non-SET subject area definition: see page 20
≤ Ethnicity definition: see page 12



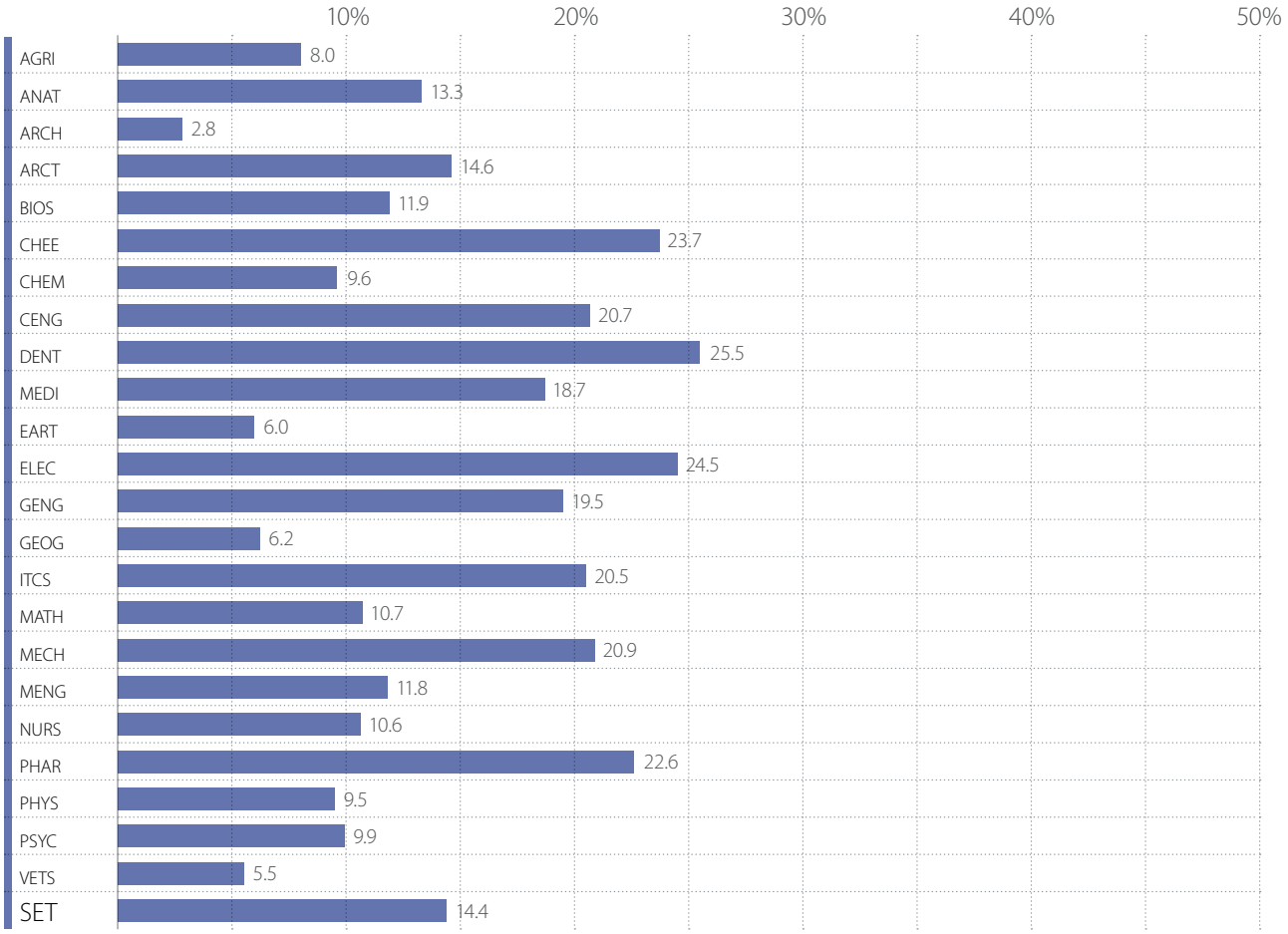
3.16 UK SET academic staff by subject area and BAME/White identity

≤ Nationality definition: see page 16
≤ SET/non-SET subject area definition: see page 20
≤ Ethnicity definition: see page 12

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry and food science	835	1.3	92.0	75	0.7	8.0	910	1.2
ANAT	Anatomy and physiology	1,015	1.5	86.7	155	1.4	13.3	1,170	1.5
ARCH	Archaeology	450	0.7	97.2	15	0.1	2.8	465	0.6
ARCT	Architecture, built environment and planning	2,745	4.1	85.4	470	4.2	14.6	3,215	4.1
BIOS	Biosciences	7,515	11.3	88.1	1,015	9.1	11.9	8,530	11.0
CHEE	Chemical engineering	410	0.6	76.3	125	1.1	23.7	535	0.7
CHEM	Chemistry	2,115	3.2	90.4	225	2.0	9.6	2,340	3.0
CENG	Civil engineering	845	1.3	79.3	220	2.0	20.7	1,065	1.4
DENT	Clinical dentistry	970	1.5	74.5	330	3.0	25.5	1,300	1.7
MEDI	Clinical medicine	12,925	19.4	81.3	2,975	26.6	18.7	15,900	20.5
EART	Earth, marine and environmental sciences	2,045	3.1	94.0	130	1.2	6.0	2,175	2.8
ELEC	Electrical, electronic and computer engineering	1,530	2.3	75.5	495	4.4	24.5	2,025	2.6
GENG	General engineering	1,805	2.7	80.5	440	3.9	19.5	2,240	2.9
GEOG	Geography and environmental studies	1,750	2.6	93.8	115	1.0	6.2	1,870	2.4
ITCS	IT, systems sciences and computer software engineering	3,575	5.4	79.5	920	8.2	20.5	4,495	5.8
MATH	Mathematics	2,295	3.4	89.3	275	2.5	10.7	2,570	3.3
MECH	Mechanical, aero and production engineering	2,080	3.1	79.1	550	4.9	20.9	2,630	3.4
MENG	Mineral, metallurgy and materials engineering	495	0.7	88.2	65	0.6	11.8	560	0.7
NURS	Nursing and allied health professions	10,590	15.9	89.4	1,255	11.2	10.6	11,845	15.3
PHAR	Pharmacy and pharmacology	1,215	1.8	77.4	355	3.2	22.6	1,570	2.0
PHYS	Physics	2,550	3.8	90.5	265	2.4	9.5	2,815	3.6
PSYC	Psychology and behavioural sciences	5,790	8.7	90.1	635	5.7	9.9	6,425	8.3
VETS	Veterinary science	955	1.4	94.5	55	0.5	5.5	1,015	1.3
SET	All SET subject areas	66,495	100.0	85.6	11,165	100.0	14.4	77,665	100.0

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of UK staff who identified as Black, Asian and minority ethnic



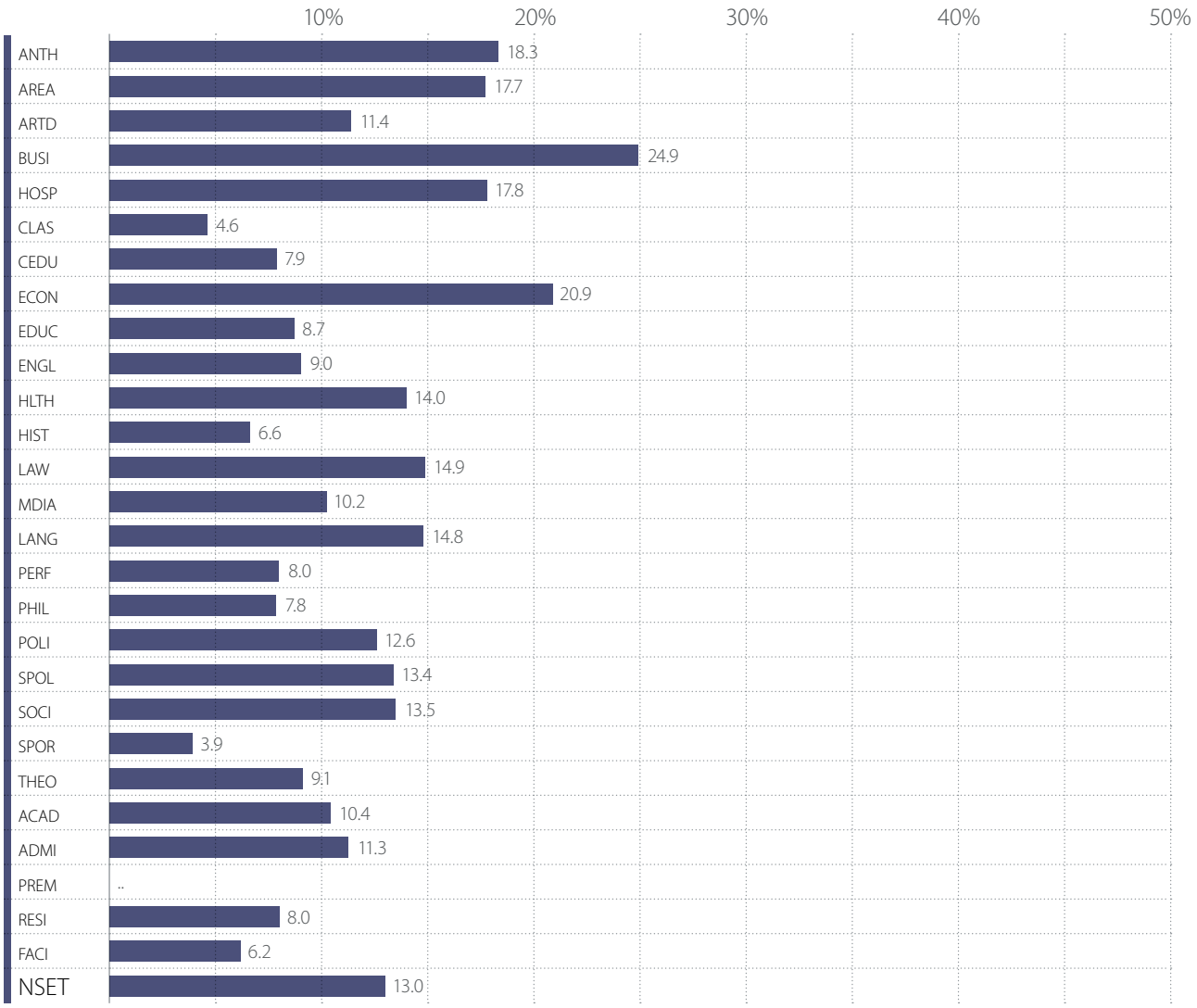
3.17 UK non-SET academic staff by subject area and BAME/White identity

≤ Nationality definition: see page 16
≤ SET/non-SET subject area definition: see page 20
≤ Ethnicity definition: see page 12

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology and development studies	390	0.6	81.7	85	1.0	18.3	475	0.7
AREA	Area studies	135	0.2	82.3	30	0.3	17.7	160	0.2
ARTD	Art and design	7,105	11.9	88.6	915	10.3	11.4	8,020	11.7
BUSI	Business and management studies	8,215	13.8	75.1	2,725	30.6	24.9	10,940	15.9
HOSP	Catering and hospitality management	290	0.5	82.2	65	0.7	17.8	350	0.5
CLAS	Classics	330	0.6	95.4	15	0.2	4.6	345	0.5
CEDU	Continuing education	505	0.8	92.1	45	0.5	7.9	545	0.8
ECON	Economics and econometrics	735	1.2	79.1	195	2.2	20.9	925	1.4
EDUC	Education	7,170	12.0	91.3	685	7.7	8.7	7,860	11.5
ENGL	English language and literature	3,335	5.6	91.0	330	3.7	9.0	3,665	5.3
HLTH	Health and community studies	1,835	3.1	86.0	300	3.4	14.0	2,135	3.1
HIST	History	2,090	3.5	93.4	145	1.7	6.6	2,235	3.3
LAW	Law	4,230	7.1	85.1	740	8.3	14.9	4,970	7.2
MDIA	Media studies	3,160	5.3	89.8	360	4.0	10.2	3,520	5.1
LANG	Modern languages	1,925	3.2	85.2	335	3.8	14.8	2,265	3.3
PERF	Music, dance, drama and performing arts	5,815	9.7	92.0	505	5.6	8.0	6,315	9.2
PHIL	Philosophy	605	1.0	92.2	50	0.6	7.8	655	1.0
POLI	Politics and international studies	1,665	2.8	87.4	240	2.7	12.6	1,905	2.8
SPOL	Social work and social policy	2,210	3.7	86.6	340	3.8	13.4	2,550	3.7
SOCI	Sociology	2,270	3.8	86.5	355	4.0	13.5	2,625	3.8
SPOR	Sports science and leisure studies	2,560	4.3	96.1	105	1.2	3.9	2,665	3.9
THEO	Theology and religious studies	445	0.7	90.9	45	0.5	9.1	490	0.7
ACAD	Total academic services	1,200	2.0	89.6	140	1.6	10.4	1,340	2.0
ADMI	Central administration and services	1,130	1.9	88.7	145	1.6	11.3	1,275	1.9
PREM	Premises	5	0.0	..	0	0.0	..	5	0.0
RESI	Residences and catering	35	0.1	92.0	5	0.0	8.0	40	0.1
FACI	Staff and student facilities	295	0.5	93.8	20	0.2	6.2	315	0.5
NSET	All non-SET subject areas	59,675	100.0	87.0	8,910	100.0	13.0	68,585	100.0

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of UK staff who identified as Black, Asian and minority ethnic



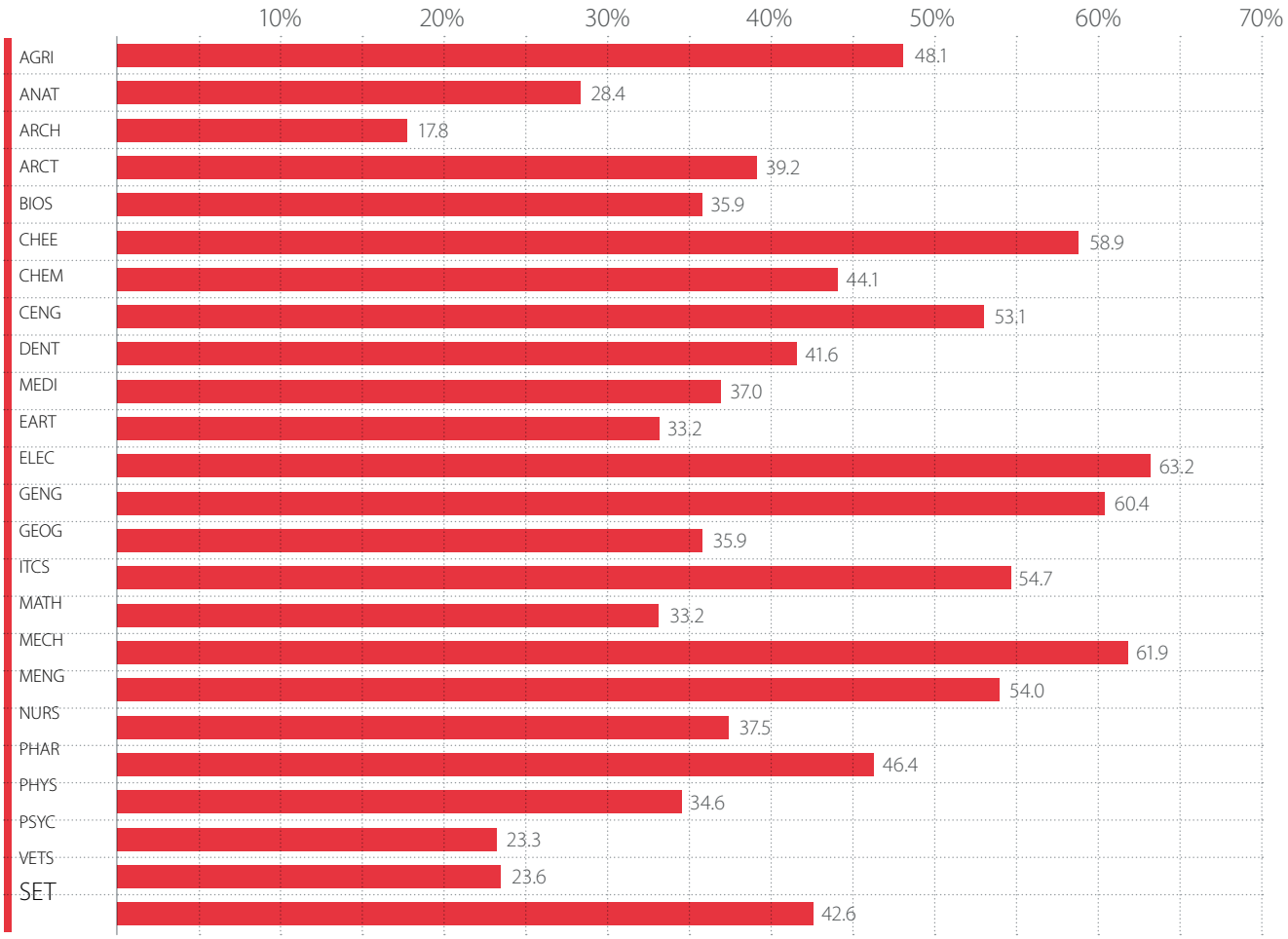
3.18 Non-UK SET academic staff by subject area and BAME/White identity

≤ Nationality definition: see page 16
≤ SET/non-SET subject area definition: see page 20
≤ Ethnicity definition: see page 12

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry and food science	160	*0.7*	*51.9*	150	*0.9*	*48.1*	305	*0.8*
ANAT	Anatomy and physiology	325	*1.4*	*71.6*	130	*0.8*	*28.4*	455	*1.1*
ARCH	Archaeology	195	*0.8*	*82.2*	45	*0.2*	*17.8*	240	*0.6*
ARCT	Architecture, built environment and planning	930	*4.0*	*60.8*	600	*3.5*	*39.2*	1,525	*3.8*
BIOS	Biosciences	3,070	*13.2*	*64.1*	1,720	*9.9*	*35.9*	4,785	*11.8*
CHEE	Chemical engineering	275	*1.2*	*41.1*	395	*2.3*	*58.9*	670	*1.7*
CHEM	Chemistry	800	*3.4*	*55.9*	630	*3.7*	*44.1*	1,430	*3.5*
CENG	Civil engineering	500	*2.1*	*46.9*	565	*3.3*	*53.1*	1,060	*2.6*
DENT	Clinical dentistry	180	*0.8*	*58.4*	130	*0.8*	*41.6*	310	*0.8*
MEDI	Clinical medicine	4,600	*19.8*	*63.0*	2,700	*15.6*	*37.0*	7,300	*18.0*
EART	Earth, marine and environmental sciences	655	*2.8*	*66.8*	325	*1.9*	*33.2*	980	*2.4*
ELEC	Electrical, electronic and computer engineering	765	*3.3*	*36.8*	1,320	*7.6*	*63.2*	2,085	*5.1*
GENG	General engineering	890	*3.8*	*39.6*	1,360	*7.9*	*60.4*	2,250	*5.6*
GEOG	Geography and environmental studies	565	*2.4*	*64.1*	315	*1.8*	*35.9*	885	*2.2*
ITCS	IT, systems sciences and computer software engineering	1,850	*8.0*	*45.3*	2,235	*12.9*	*54.7*	4,085	*10.1*
MATH	Mathematics	1,600	*6.9*	*66.8*	795	*4.6*	*33.2*	2,395	*5.9*
MECH	Mechanical, aero and production engineering	850	*3.7*	*38.1*	1,380	*8.0*	*61.9*	2,230	*5.5*
MENG	Mineral, metallurgy and materials engineering	195	*0.8*	*46.0*	230	*1.3*	*54.0*	425	*1.1*
NURS	Nursing and allied health professions	940	*4.1*	*62.5*	565	*3.3*	*37.5*	1,510	*3.7*
PHAR	Pharmacy and pharmacology	325	*1.4*	*53.6*	280	*1.6*	*46.4*	600	*1.5*
PHYS	Physics	1,420	*6.1*	*65.4*	750	*4.4*	*34.6*	2,175	*5.4*
PSYC	Psychology and behavioural sciences	1,870	*8.0*	*76.7*	570	*3.3*	*23.3*	2,435	*6.0*
VETS	Veterinary science	285	*1.2*	*76.4*	90	*0.5*	*23.6*	375	*0.9*
SET	All SET subject areas	23,250	*100.0*	*57.4*	17,270	*100.0*	*42.6*	40,520	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of non-UK staff who identified as Black, Asian and minority ethnic



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

≤ Nationality definition: see page 16
≤ SET/non-SET subject area definition: see page 20
≤ Ethnicity definition: see page 12

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology and development studies	245	*1.4*	*58.4*	175	*1.7*	*41.6*	425	*1.5*
AREA	Area studies	115	*0.7*	*58.4*	80	*0.8*	*41.6*	195	*0.7*
ARTD	Art and design	1,235	*7.1*	*70.7*	515	*4.8*	*29.3*	1,750	*6.3*
BUSI	Business and management studies	3,270	*18.9*	*43.0*	4,340	*41.0*	*57.0*	7,610	*27.3*
HOSP	Catering and hospitality management	85	*0.5*	*59.9*	55	*0.5*	*40.1*	140	*0.5*
CLAS	Classics	195	*1.1*	*92.4*	15	*0.2*	*7.6*	210	*0.7*
CEDU	Continuing education	130	*0.7*	*75.9*	40	*0.4*	*24.1*	170	*0.6*
ECON	Economics and econometrics	1,140	*6.6*	*58.5*	810	*7.7*	*41.5*	1,950	*7.0*
EDUC	Education	865	*5.0*	*63.0*	505	*4.8*	*37.0*	1,370	*4.9*
ENGL	English language and literature	815	*4.7*	*76.8*	245	*2.3*	*23.2*	1,065	*3.8*
HLTH	Health and community studies	235	*1.3*	*58.2*	170	*1.6*	*41.8*	400	*1.4*
HIST	History	765	*4.4*	*78.7*	210	*2.0*	*21.3*	975	*3.5*
LAW	Law	1,245	*7.2*	*65.8*	650	*6.1*	*34.2*	1,890	*6.8*
MDIA	Media studies	610	*3.5*	*69.8*	265	*2.5*	*30.2*	875	*3.1*
LANG	Modern languages	1,685	*9.7*	*72.9*	625	*5.9*	*27.1*	2,310	*8.3*
PERF	Music, dance, drama and performing arts	1,045	*6.0*	*79.7*	265	*2.5*	*20.3*	1,310	*4.7*
PHIL	Philosophy	355	*2.1*	*84.7*	65	*0.6*	*15.3*	420	*1.5*
POLI	Politics and international studies	1,205	*7.0*	*70.2*	510	*4.8*	*29.8*	1,720	*6.2*
SPOL	Social work and social policy	405	*2.3*	*69.8*	175	*1.7*	*30.2*	580	*2.1*
SOCI	Sociology	640	*3.7*	*63.5*	365	*3.5*	*36.5*	1,005	*3.6*
SPOR	Sports science and leisure studies	320	*1.8*	*77.3*	95	*0.9*	*22.7*	415	*1.5*
THEO	Theology and religious studies	160	*0.9*	*77.9*	45	*0.4*	*22.1*	210	*0.7*
ACAD	Total academic services	195	*1.1*	*63.8*	110	*1.0*	*36.2*	305	*1.1*
ADMI	Central administration and services	350	*2.0*	*59.6*	235	*2.2*	*40.4*	585	*2.1*
PREM	Premises	0	*0.0*	..	0	*0.0*	..	0	*0.0*
RESI	Residences and catering	0	*0.0*	..	0	*0.0*	..	5	*0.0*
FACI	Staff and student facilities	30	*0.2*	*82.5*	5	*0.1*	*17.5*	35	*0.1*
NSET	All non-SET subject areas	17,350	*100.0*	*62.1*	10,585	*100.0*	*37.9*	27,930	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

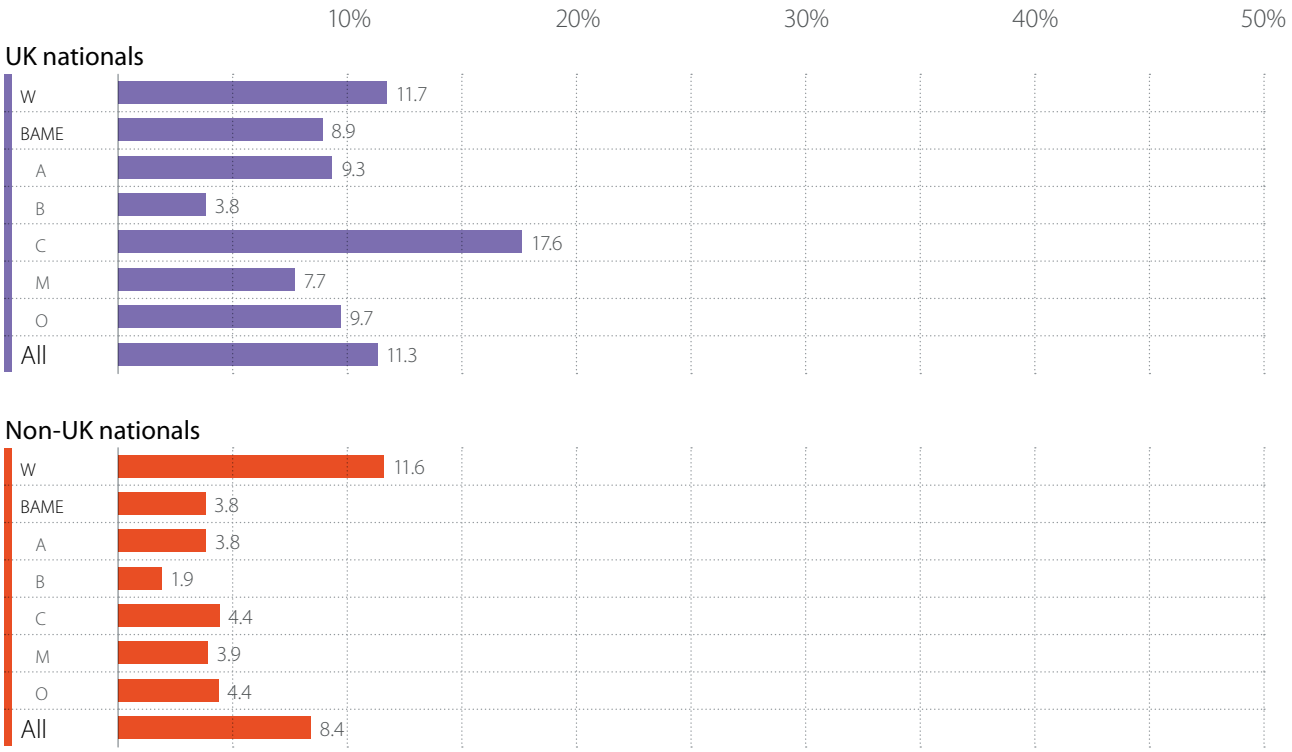
Proportions of non-UK staff who identified as Black, Asian and minority ethnic

3.20 Academic staff by professorial category and ethnic group

≤ Nationality definition: see page 16
≤ Professorial category definition: see page 21
≤ Ethnicity definition: see page 12

		Professors			Non-professors			All academic staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
W	White	14,740	*89.1*	*11.7*	111,430	*85.9*	*88.3*	126,170	*86.3*
BAME	BAME total	1,795	*10.9*	*8.9*	18,280	*14.1*	*91.1*	20,075	*13.7*
A	Asian	760	*4.6*	*9.3*	7,425	*5.7*	*90.7*	8,185	*5.6*
B	Black	140	*0.8*	*3.8*	3,490	*2.7*	*96.2*	3,630	*2.5*
C	Chinese	385	*2.3*	*17.6*	1,800	*1.4*	*82.4*	2,185	*1.5*
M	Mixed	290	*1.7*	*7.7*	3,465	*2.7*	*92.3*	3,750	*2.6*
O	Other	225	*1.4*	*9.7*	2,100	*1.6*	*90.3*	2,325	*1.6*
All	All staff	16,535	*100.0*	*11.3*	129,710	*100.0*	*88.7*	146,245	*100.0*
Non-UK nationals									
W	White	4,710	*81.7*	*11.6*	35,890	*57.3*	*88.4*	40,600	*59.3*
BAME	BAME total	1,050	*18.3*	*3.8*	26,800	*42.7*	*96.2*	27,850	*40.7*
A	Asian	390	*6.7*	*3.8*	9,950	*15.9*	*96.2*	10,335	*15.1*
B	Black	70	*1.2*	*1.9*	3,555	*5.7*	*98.1*	3,625	*5.3*
C	Chinese	320	*5.5*	*4.4*	6,945	*11.1*	*95.6*	7,265	*10.6*
M	Mixed	105	*1.8*	*3.9*	2,590	*4.1*	*96.1*	2,695	*3.9*
O	Other	170	*3.0*	*4.4*	3,760	*6.0*	*95.6*	3,930	*5.7*
All	All staff	5,760	*100.0*	*8.4*	62,690	*100.0*	*91.6*	68,450	*100.0*

Proportions of academic staff who were professors



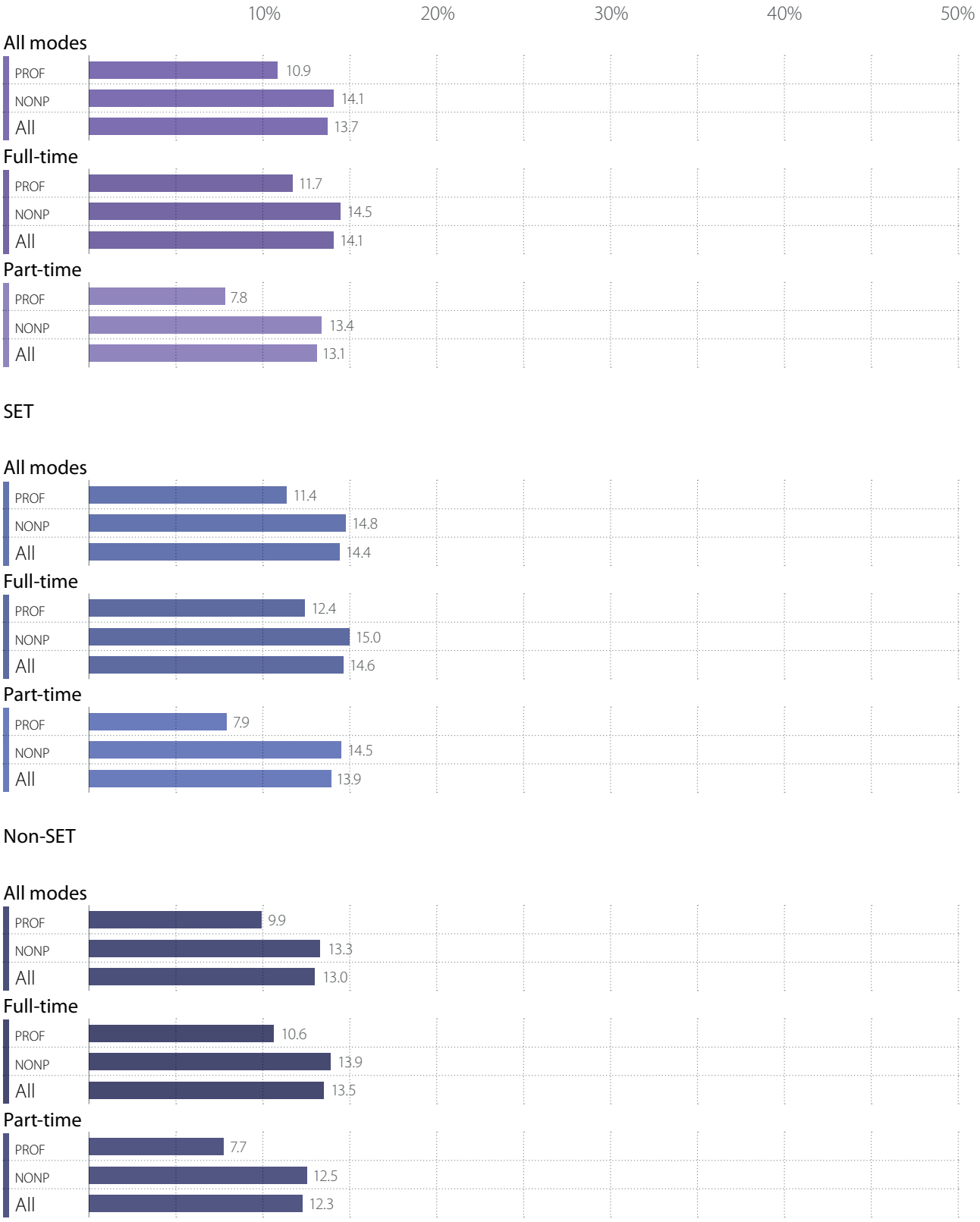
3.21 UK academic staff by professorial and SET categories, mode and BAME/White identity

≤ Nationality definition: see page 16
≤ Professorial category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Ethnicity definition: see page 12

All subject areas		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	14,740	*11.7*	*89.1*	1,795	*8.9*	*10.9*	16,535	*11.3*
NONP	Non-professor	111,430	*88.3*	*85.9*	18,280	*91.1*	*14.1*	129,710	*88.7*
All	All	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Full-time									
PROF	Professor	11,360	*14.5*	*88.3*	1,510	*11.7*	*11.7*	12,870	*14.1*
NONP	Non-professor	66,740	*85.5*	*85.5*	11,340	*88.3*	*14.5*	78,085	*85.9*
All	All	78,100	*100.0*	*85.9*	12,850	*100.0*	*14.1*	90,950	*100.0*
Part-time									
PROF	Professor	3,380	*7.0*	*92.2*	285	*4.0*	*7.8*	3,670	*6.6*
NONP	Non-professor	44,685	*93.0*	*86.6*	6,940	*96.0*	*13.4*	51,625	*93.4*
All	All	48,070	*100.0*	*86.9*	7,225	*100.0*	*13.1*	55,295	*100.0*
SET									
All modes									
PROF	Professor	9,165	*13.8*	*88.6*	1,180	*10.6*	*11.4*	10,345	*13.3*
NONP	Non-professor	57,335	*86.2*	*85.2*	9,985	*89.4*	*14.8*	67,320	*86.7*
All	All	66,495	*100.0*	*85.6*	11,165	*100.0*	*14.4*	77,665	*100.0*
Full-time									
PROF	Professor	7,050	*15.9*	*87.6*	1,000	*13.2*	*12.4*	8,050	*15.5*
NONP	Non-professor	37,205	*84.1*	*85.0*	6,565	*86.8*	*15.0*	43,770	*84.5*
All	All	44,255	*100.0*	*85.4*	7,565	*100.0*	*14.6*	51,820	*100.0*
Part-time									
PROF	Professor	2,115	*9.5*	*92.1*	180	*5.0*	*7.9*	2,295	*8.9*
NONP	Non-professor	20,125	*90.5*	*85.5*	3,420	*95.0*	*14.5*	23,545	*91.1*
All	All	22,240	*100.0*	*86.1*	3,600	*100.0*	*13.9*	25,840	*100.0*
Non-SET									
All modes									
PROF	Professor	5,575	*9.3*	*90.1*	615	*6.9*	*9.9*	6,190	*9.0*
NONP	Non-professor	54,095	*90.7*	*86.7*	8,295	*93.1*	*13.3*	62,390	*91.0*
All	All	59,675	*100.0*	*87.0*	8,910	*100.0*	*13.0*	68,585	*100.0*
Full-time									
PROF	Professor	4,310	*12.7*	*89.4*	510	*9.6*	*10.6*	4,820	*12.3*
NONP	Non-professor	29,535	*87.3*	*86.1*	4,775	*90.4*	*13.9*	34,310	*87.7*
All	All	33,845	*100.0*	*86.5*	5,285	*100.0*	*13.5*	39,130	*100.0*
Part-time									
PROF	Professor	1,270	*4.9*	*92.3*	105	*2.9*	*7.7*	1,375	*4.7*
NONP	Non-professor	24,560	*95.1*	*87.5*	3,520	*97.1*	*12.5*	28,080	*95.3*
All	All	25,830	*100.0*	*87.7*	3,625	*100.0*	*12.3*	29,455	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of UK academic staff who identified as Black, Asian and minority ethnic



SET

Non-SET

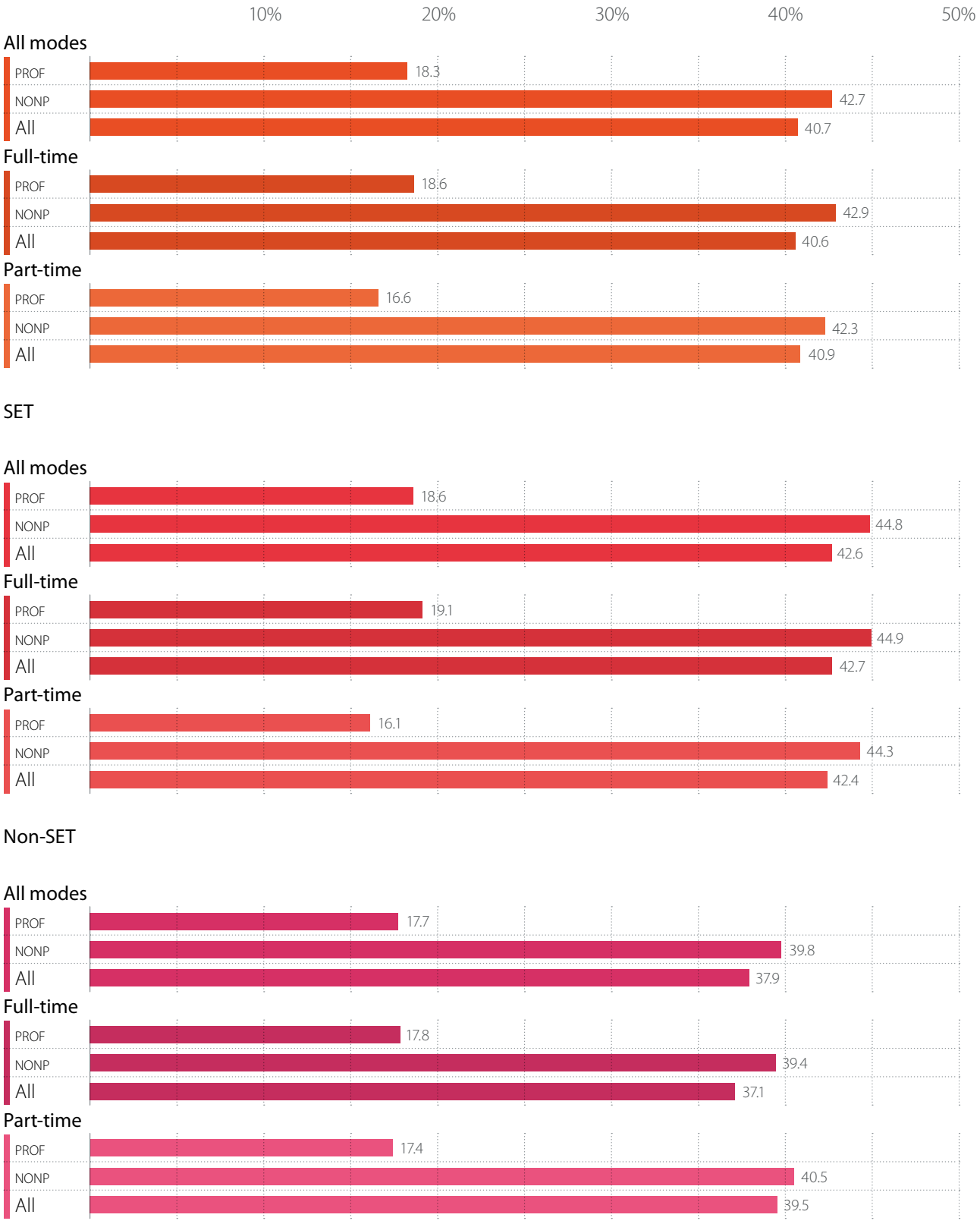
3.22 Non-UK academic staff by professorial and SET categories, mode and BAME/White identity

≤ Nationality definition: see page 16
≤ Professorial category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Ethnicity definition: see page 12

All subject areas		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	4,710	*11.6*	*81.7*	1,050	*3.8*	*18.3*	5,760	*8.4*
NONP	Non-professor	35,890	*88.4*	*57.3*	26,800	*96.2*	*42.7*	62,690	*91.6*
All	All	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*
Full-time									
PROF	Professor	3,930	*12.9*	*81.4*	895	*4.3*	*18.6*	4,830	*9.4*
NONP	Non-professor	26,600	*87.1*	*57.1*	20,000	*95.7*	*42.9*	46,605	*90.6*
All	All	30,535	*100.0*	*59.4*	20,900	*100.0*	*40.6*	51,430	*100.0*
Part-time									
PROF	Professor	780	*7.7*	*83.4*	155	*2.2*	*16.6*	930	*5.5*
NONP	Non-professor	9,290	*92.3*	*57.7*	6,800	*97.8*	*42.3*	16,090	*94.5*
All	All	10,065	*100.0*	*59.1*	6,955	*100.0*	*40.9*	17,020	*100.0*
SET									
All modes									
PROF	Professor	2,735	*11.8*	*81.4*	625	*3.6*	*18.6*	3,360	*8.3*
NONP	Non-professor	20,515	*88.2*	*55.2*	16,645	*96.4*	*44.8*	37,160	*91.7*
All	All	23,250	*100.0*	*57.4*	17,270	*100.0*	*42.6*	40,520	*100.0*
Full-time									
PROF	Professor	2,270	*12.2*	*80.9*	540	*3.9*	*19.1*	2,810	*8.6*
NONP	Non-professor	16,360	*87.8*	*55.1*	13,335	*96.1*	*44.9*	29,690	*91.4*
All	All	18,630	*100.0*	*57.3*	13,870	*100.0*	*42.7*	32,500	*100.0*
Part-time									
PROF	Professor	465	*10.0*	*83.9*	90	*2.6*	*16.1*	555	*6.9*
NONP	Non-professor	4,160	*90.0*	*55.7*	3,310	*97.4*	*44.3*	7,465	*93.1*
All	All	4,620	*100.0*	*57.6*	3,400	*100.0*	*42.4*	8,020	*100.0*
Non-SET									
All modes									
PROF	Professor	1,975	*11.4*	*82.3*	425	*4.0*	*17.7*	2,400	*8.6*
NONP	Non-professor	15,375	*88.6*	*60.2*	10,160	*96.0*	*39.8*	25,535	*91.4*
All	All	17,350	*100.0*	*62.1*	10,585	*100.0*	*37.9*	27,930	*100.0*
Full-time									
PROF	Professor	1,660	*13.9*	*82.2*	360	*5.1*	*17.8*	2,020	*10.7*
NONP	Non-professor	10,245	*86.1*	*60.6*	6,665	*94.9*	*39.4*	16,910	*89.3*
All	All	11,905	*100.0*	*62.9*	7,025	*100.0*	*37.1*	18,930	*100.0*
Part-time									
PROF	Professor	315	*5.8*	*82.6*	65	*1.9*	*17.4*	380	*4.2*
NONP	Non-professor	5,130	*94.2*	*59.5*	3,490	*98.1*	*40.5*	8,620	*95.8*
All	All	5,445	*100.0*	*60.5*	3,555	*100.0*	*39.5*	9,000	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of non-UK academic staff who identified as Black, Asian and minority ethnic



SET

Non-SET

3.23 Academic staff by senior management category and ethnic group

≤ Nationality definition: see page 16
≤ Senior management category definition: see page 21
≤ Ethnicity definition: see page 12

		Senior manager			Other academic			All academic staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
W	White	1,135	*91.0*	*0.9*	125,035	*86.2*	*99.1*	126,170	*86.3*
BAME	BAME total	110	*9.0*	*0.6*	19,965	*13.8*	*99.4*	20,075	*13.7*
A	Asian	50	*3.9*	*0.6*	8,135	*5.6*	*99.4*	8,185	*5.6*
B	Black	20	*1.6*	*0.6*	3,610	*2.5*	*99.4*	3,630	*2.5*
C	Chinese	10	*0.7*	*0.4*	2,175	*1.5*	*99.6*	2,185	*1.5*
M	Mixed	15	*1.4*	*0.5*	3,735	*2.6*	*99.5*	3,750	*2.6*
O	Other	15	*1.4*	*0.7*	2,310	*1.6*	*99.3*	2,325	*1.6*
All	All staff	1,245	*100.0*	*0.9*	145,000	*100.0*	*99.1*	146,245	*100.0*
Non-UK nationals									
W	White	105	*87.9*	*0.3*	40,495	*59.3*	*99.7*	40,600	*59.3*
BAME	BAME total	15	*12.1*	*0.1*	27,840	*40.7*	*99.9*	27,850	*40.7*
A	Asian	5	*3.0*	*0.0*	10,335	*15.1*	*100.0*	10,335	*15.1*
B	Black	0	*1.7*	*0.1*	3,620	*5.3*	*99.9*	3,625	*5.3*
C	Chinese	5	*2.5*	*0.0*	7,260	*10.6*	*100.0*	7,265	*10.6*
M	Mixed	0	*1.7*	*0.1*	2,695	*3.9*	*99.9*	2,695	*3.9*
O	Other	5	*3.3*	*0.1*	3,925	*5.7*	*99.9*	3,930	*5.7*
All	All staff	120	*100.0*	*0.2*	68,330	*100.0*	*99.8*	68,450	*100.0*

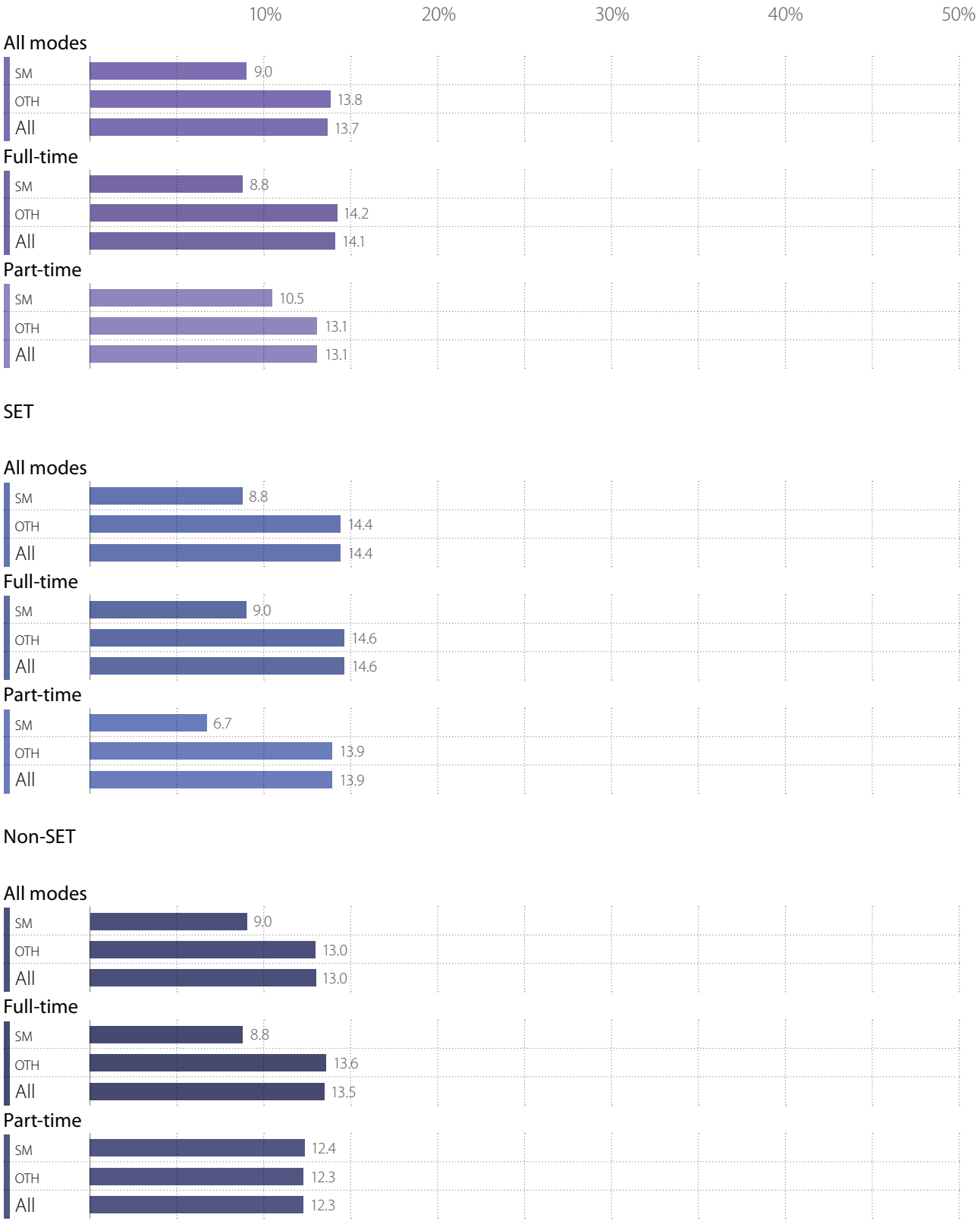
Proportions of academic staff who were senior managers

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

≤ Nationality definition: see page 16
≤ Senior management category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Ethnicity definition: see page 12

All subject areas		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	1,135	*0.9*	*91.0*	110	*0.6*	*9.0*	1,245	*0.9*
OTH	Other academic	125,035	*99.1*	*86.2*	19,965	*99.4*	*13.8*	145,000	*99.1*
All	All	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Full-time									
SM	Senior manager	1,050	*1.3*	*91.2*	100	*0.8*	*8.8*	1,155	*1.3*
OTH	Other academic	77,050	*98.7*	*85.8*	12,750	*99.2*	*14.2*	89,795	*98.7*
All	All	78,100	*100.0*	*85.9*	12,850	*100.0*	*14.1*	90,950	*100.0*
Part-time									
SM	Senior manager	80	*0.2*	*89.5*	10	*0.1*	*10.5*	90	*0.2*
OTH	Other academic	47,990	*99.8*	*86.9*	7,215	*99.9*	*13.1*	55,205	*99.8*
All	All	48,070	*100.0*	*86.9*	7,225	*100.0*	*13.1*	55,295	*100.0*
SET									
All modes									
SM	Senior manager	350	*0.5*	*91.2*	35	*0.3*	*8.8*	385	*0.5*
OTH	Other academic	66,145	*99.5*	*85.6*	11,135	*99.7*	*14.4*	77,280	*99.5*
All	All	66,495	*100.0*	*85.6*	11,165	*100.0*	*14.4*	77,665	*100.0*
Full-time									
SM	Senior manager	325	*0.7*	*91.0*	30	*0.4*	*9.0*	355	*0.7*
OTH	Other academic	43,935	*99.3*	*85.4*	7,535	*99.6*	*14.6*	51,465	*99.3*
All	All	44,255	*100.0*	*85.4*	7,565	*100.0*	*14.6*	51,820	*100.0*
Part-time									
SM	Senior manager	30	*0.1*	*93.3*	0	*0.1*	*6.7*	30	*0.1*
OTH	Other academic	22,210	*99.9*	*86.1*	3,600	*99.9*	*13.9*	25,810	*99.9*
All	All	22,240	*100.0*	*86.1*	3,600	*100.0*	*13.9*	25,840	*100.0*
Non-SET									
All modes									
SM	Senior manager	780	*1.3*	*91.0*	75	*0.9*	*9.0*	860	*1.3*
OTH	Other academic	58,890	*98.7*	*87.0*	8,830	*99.1*	*13.0*	67,725	*98.7*
All	All	59,675	*100.0*	*87.0*	8,910	*100.0*	*13.0*	68,585	*100.0*
Full-time									
SM	Senior manager	730	*2.2*	*91.2*	70	*1.3*	*8.8*	800	*2.0*
OTH	Other academic	33,115	*97.8*	*86.4*	5,215	*98.7*	*13.6*	38,330	*98.0*
All	All	33,845	*100.0*	*86.5*	5,285	*100.0*	*13.5*	39,130	*100.0*
Part-time									
SM	Senior manager	55	*0.2*	*87.6*	5	*0.2*	*12.4*	60	*0.2*
OTH	Other academic	25,775	*99.8*	*87.7*	3,615	*99.8*	*12.3*	29,395	*99.8*
All	All	25,830	*100.0*	*87.7*	3,625	*100.0*	*12.3*	29,455	*100.0*

Proportions of UK academic staff who identified as Black, Asian and minority ethnic



SET

Non-SET

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

≤ Nationality definition: see page 16
≤ Senior management category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Ethnicity definition: see page 12

All subject areas		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	105	*0.3*	*87.9*	15	*0.1*	*12.1*	120	*0.2*
OTH	Other academic	40,495	*99.7*	*59.3*	27,840	*99.9*	*40.7*	68,330	*99.8*
All	All	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*
Full-time									
SM	Senior manager	100	*0.3*	*87.9*	15	*0.1*	*12.1*	115	*0.2*
OTH	Other academic	30,430	*99.7*	*59.3*	20,885	*99.9*	*40.7*	51,315	*99.8*
All	All	30,535	*100.0*	*59.4*	20,900	*100.0*	*40.6*	51,430	*100.0*
Part-time									
SM	Senior manager	5	*0.0*	..	0	*0.0*	..	5	*0.0*
OTH	Other academic	10,065	*100.0*	*59.1*	6,955	*100.0*	*40.9*	17,015	*100.0*
All	All	10,065	*100.0*	*59.1*	6,955	*100.0*	*40.9*	17,020	*100.0*
SET									
All modes									
SM	Senior manager	30	*0.1*	*91.4*	5	*0.0*	*8.6*	35	*0.1*
OTH	Other academic	23,220	*99.9*	*57.4*	17,265	*100.0*	*42.6*	40,485	*99.9*
All	All	23,250	*100.0*	*57.4*	17,270	*100.0*	*42.6*	40,520	*100.0*
Full-time									
SM	Senior manager	30	*0.2*	*91.1*	5	*0.0*	*8.9*	35	*0.1*
OTH	Other academic	18,600	*99.8*	*57.3*	13,870	*100.0*	*42.7*	32,465	*99.9*
All	All	18,630	*100.0*	*57.3*	13,870	*100.0*	*42.7*	32,500	*100.0*
Part-time									
SM	Senior manager	0	*0.0*	..	0	*0.0*	..	0	*0.0*
OTH	Other academic	4,620	*100.0*	*57.6*	3,400	*100.0*	*42.4*	8,020	*100.0*
All	All	4,620	*100.0*	*57.6*	3,400	*100.0*	*42.4*	8,020	*100.0*
Non-SET									
All modes									
SM	Senior manager	75	*0.4*	*86.5*	10	*0.1*	*13.5*	85	*0.3*
OTH	Other academic	17,275	*99.6*	*62.0*	10,570	*99.9*	*38.0*	27,845	*99.7*
All	All	17,350	*100.0*	*62.1*	10,585	*100.0*	*37.9*	27,930	*100.0*
Full-time									
SM	Senior manager	70	*0.6*	*86.6*	10	*0.2*	*13.4*	80	*0.4*
OTH	Other academic	11,835	*99.4*	*62.8*	7,015	*99.8*	*37.2*	18,850	*99.6*
All	All	11,905	*100.0*	*62.9*	7,025	*100.0*	*37.1*	18,930	*100.0*
Part-time									
SM	Senior manager	5	*0.1*	..	0	*0.0*	..	5	*0.0*
OTH	Other academic	5,440	*99.9*	*60.5*	3,555	*100.0*	*39.5*	8,995	*100.0*
All	All	5,445	*100.0*	*60.5*	3,555	*100.0*	*39.5*	9,000	*100.0*

Proportions of non-UK academic who identified as Black, Asian and minority ethnic

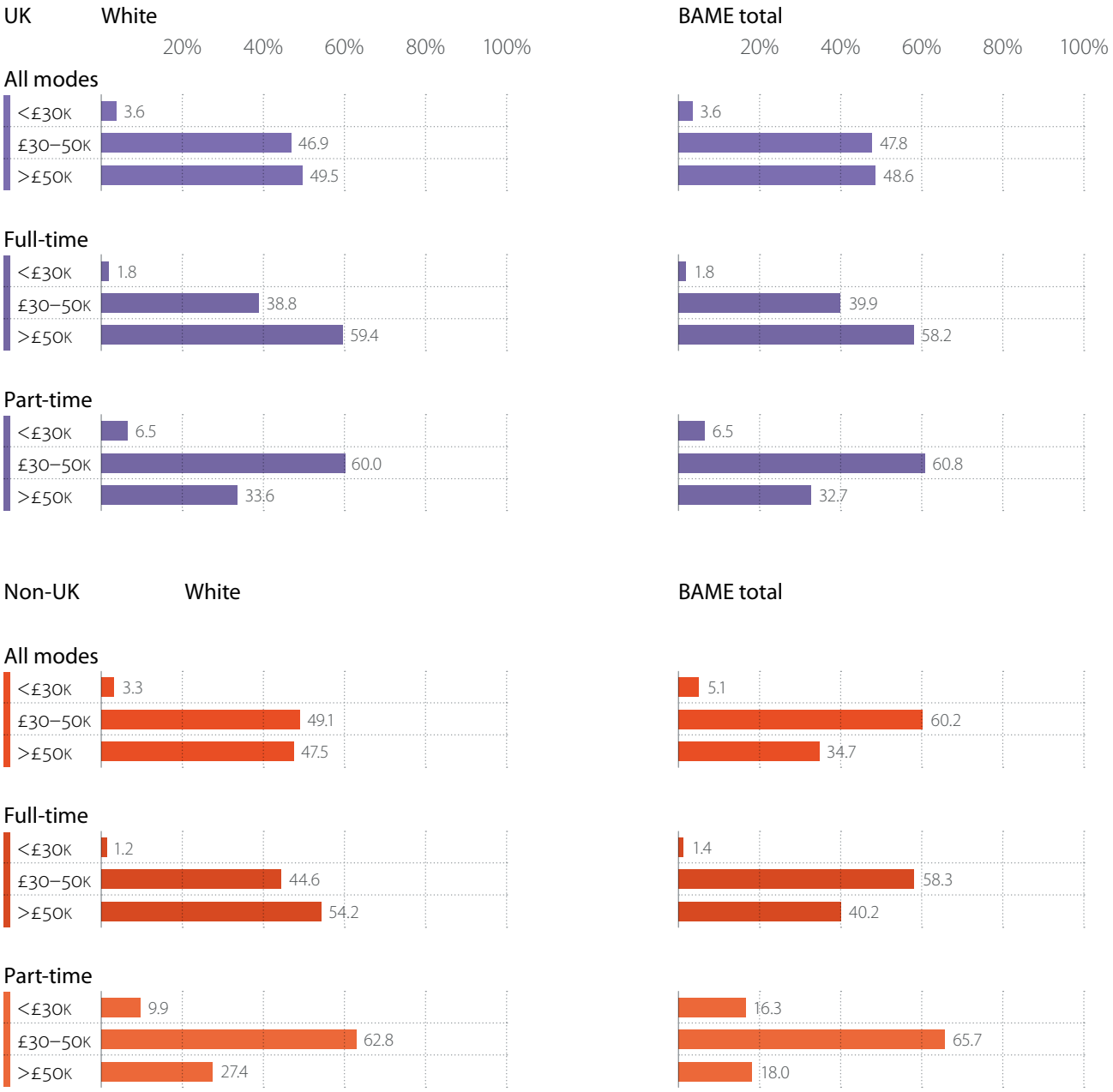
3.26 UK/non-UK academic staff by mode, salary range and BAME/White identity

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Salary range definition: see page 22
≤ Ethnicity definition: see page 12

UK nationals		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	4,505	*3.6*	*85.8*	745	*3.6*	*14.2*	5,250	*3.6*
£30–50K	£30,000–£50,000	59,160	*46.9*	*85.4*	10,150	*47.8*	*14.6*	69,310	*47.4*
>£50K	Over £50,000	62,510	*49.5*	*87.2*	9,180	*48.6*	*12.8*	71,690	*49.0*
All	Total	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Full-time									
<£30K	Under £30,000	1,400	*1.8*	*84.9*	250	*1.8*	*15.1*	1,650	*1.8*
£30–50K	£30,000–£50,000	30,335	*38.8*	*84.5*	5,555	*39.9*	*15.5*	35,890	*39.5*
>£50K	Over £50,000	46,365	*59.4*	*86.8*	7,045	*58.2*	*13.2*	53,410	*58.7*
All	Total	78,100	*100.0*	*85.9*	12,850	*100.0*	*14.1*	90,950	*100.0*
Part-time									
<£30K	Under £30,000	3,100	*6.5*	*86.2*	495	*6.5*	*13.8*	3,595	*6.5*
£30–50K	£30,000–£50,000	28,820	*60.0*	*86.3*	4,595	*60.8*	*13.7*	33,415	*60.4*
>£50K	Over £50,000	16,145	*33.6*	*88.3*	2,135	*32.7*	*11.7*	18,280	*33.1*
All	Total	48,070	*100.0*	*86.9*	7,225	*100.0*	*13.1*	55,295	*100.0*
Non-UK nationals									
All modes									
<£30K	Under £30,000	1,360	*3.3*	*43.1*	1,800	*5.1*	*56.9*	3,155	*4.6*
£30–50K	£30,000–£50,000	19,935	*49.1*	*51.2*	19,000	*60.2*	*48.8*	38,935	*56.9*
>£50K	Over £50,000	19,305	*47.5*	*73.2*	7,055	*34.7*	*26.8*	26,360	*38.5*
All	Total	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*
Full-time									
<£30K	Under £30,000	365	*1.2*	*51.9*	340	*1.4*	*48.1*	700	*1.4*
£30–50K	£30,000–£50,000	13,620	*44.6*	*48.8*	14,280	*58.3*	*51.2*	27,900	*54.2*
>£50K	Over £50,000	16,550	*54.2*	*72.5*	6,280	*40.2*	*27.5*	22,830	*44.4*
All	Total	30,535	*100.0*	*59.4*	20,900	*100.0*	*40.6*	51,430	*100.0*
Part-time									
<£30K	Under £30,000	995	*9.9*	*40.5*	1,460	*16.3*	*59.5*	2,455	*14.4*
£30–50K	£30,000–£50,000	6,320	*62.8*	*57.3*	4,715	*65.7*	*42.7*	11,035	*64.8*
>£50K	Over £50,000	2,755	*27.4*	*78.0*	775	*18.0*	*22.0*	3,530	*20.7*
All	Total	10,065	*100.0*	*59.1*	6,955	*100.0*	*40.9*	17,020	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of academic staff in each salary range



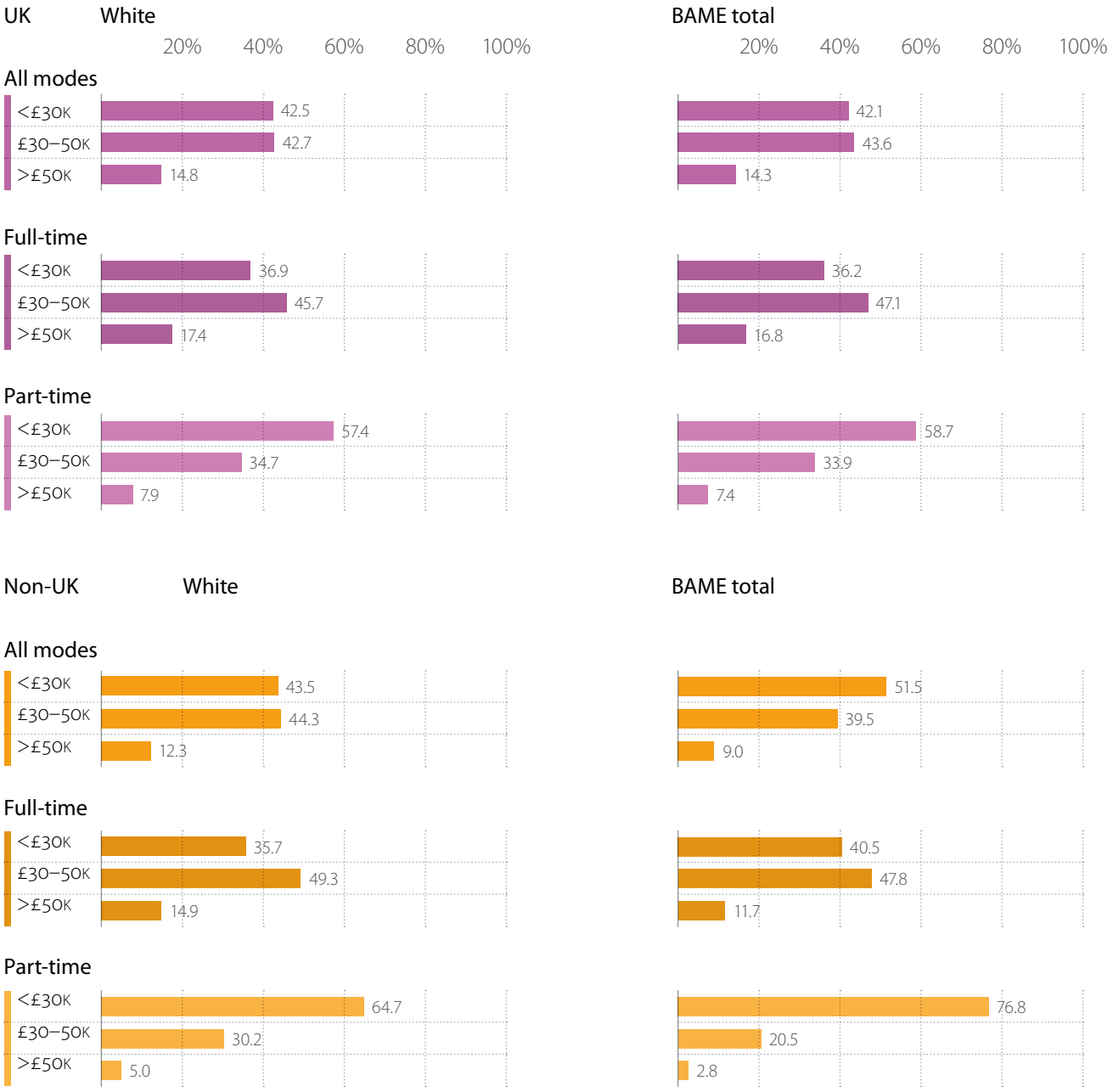
3.27 UK/non-UK professional and support staff by mode, salary range and BAME/White identity

≤ Nationality definition: see page 16
≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Salary range definition: see page 22
≤ Ethnicity definition: see page 12

UK nationals		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	59,625	*42.5*	*88.3*	7,895	*42.1*	*11.7*	67,525	*42.3*
£30–50K	£30,000–£50,000	59,875	*42.7*	*86.8*	9,135	*43.6*	*13.2*	69,010	*43.2*
>£50K	Over £50,000	20,800	*14.8*	*89.5*	2,430	*14.3*	*10.5*	23,230	*14.5*
All	Total	140,300	*100.0*	*87.8*	19,460	*100.0*	*12.2*	159,765	*100.0*
Full-time									
<£30K	Under £30,000	37,640	*36.9*	*88.1*	5,070	*36.2*	*11.9*	42,710	*36.5*
£30–50K	£30,000–£50,000	46,565	*45.7*	*85.6*	7,800	*47.1*	*14.4*	54,365	*46.5*
>£50K	Over £50,000	17,760	*17.4*	*89.0*	2,195	*16.8*	*11.0*	19,955	*17.1*
All	Total	101,965	*100.0*	*87.1*	15,065	*100.0*	*12.9*	117,030	*100.0*
Part-time									
<£30K	Under £30,000	21,985	*57.4*	*88.6*	2,830	*58.7*	*11.4*	24,815	*58.1*
£30–50K	£30,000–£50,000	13,310	*34.7*	*90.9*	1,335	*33.9*	*9.1*	14,645	*34.3*
>£50K	Over £50,000	3,045	*7.9*	*92.9*	235	*7.4*	*7.1*	3,275	*7.7*
All	Total	38,340	*100.0*	*89.7*	4,395	*100.0*	*10.3*	42,735	*100.0*
Non-UK nationals									
All modes									
<£30K	Under £30,000	6,520	*43.5*	*56.2*	5,080	*51.5*	*43.8*	11,605	*48.9*
£30–50K	£30,000–£50,000	6,645	*44.3*	*68.3*	3,080	*39.5*	*31.7*	9,725	*41.0*
>£50K	Over £50,000	1,845	*12.3*	*77.4*	540	*9.0*	*22.6*	2,385	*10.1*
All	Total	15,010	*100.0*	*63.3*	8,700	*100.0*	*36.7*	23,710	*100.0*
Full-time									
<£30K	Under £30,000	3,935	*35.7*	*60.2*	2,605	*40.5*	*39.8*	6,540	*38.9*
£30–50K	£30,000–£50,000	5,435	*49.3*	*67.0*	2,680	*47.8*	*33.0*	8,115	*48.3*
>£50K	Over £50,000	1,645	*14.9*	*76.5*	505	*11.7*	*23.5*	2,150	*12.8*
All	Total	11,015	*100.0*	*65.5*	5,790	*100.0*	*34.5*	16,805	*100.0*
Part-time									
<£30K	Under £30,000	2,585	*64.7*	*51.1*	2,475	*76.8*	*48.9*	5,060	*73.3*
£30–50K	£30,000–£50,000	1,210	*30.2*	*75.1*	400	*20.5*	*24.9*	1,610	*23.3*
>£50K	Over £50,000	200	*5.0*	*85.2*	35	*2.8*	*14.8*	235	*3.4*
All	Total	3,995	*100.0*	*57.8*	2,910	*100.0*	*42.2*	6,905	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of professional and support 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 16
≤ Academic pay spine range definition: see page 22
≤ Ethnicity definition: see page 12

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals									
APS1	≤ £21,197	155	*0.1*	*72.5*	60	*0.3*	*27.5*	215	*0.1*
APS2	≥ £21,198 and ≤ £27,131	1,305	*1.0*	*85.9*	215	*1.1*	*14.1*	1,515	*1.0*
APS3	≥ £27,132 and ≤ £36,386	17,680	*14.0*	*85.7*	2,960	*14.7*	*14.3*	20,635	*14.1*
APS4	≥ £36,387 and ≤ £48,841	39,445	*31.3*	*85.3*	6,780	*33.8*	*14.7*	46,225	*31.6*
APS5	≥ £48,842 and ≤ £65,578	41,315	*32.7*	*86.7*	6,325	*31.5*	*13.3*	47,645	*32.6*
APS6	≥ £65,579	26,275	*20.8*	*87.5*	3,740	*18.6*	*12.5*	30,010	*20.5*
All	All pay spines	126,170	*100.0*	*86.3*	20,075	*100.0*	*13.7*	146,245	*100.0*
Non-UK nationals									
APS1	≤ £21,197	50	*0.1*	*38.8*	80	*0.3*	*61.2*	125	*0.2*
APS2	≥ £21,198 and ≤ £27,131	360	*0.9*	*42.7*	485	*1.7*	*57.3*	845	*1.2*
APS3	≥ £27,132 and ≤ £36,386	5,925	*14.6*	*45.1*	7,220	*25.9*	*54.9*	13,145	*19.2*
APS4	≥ £36,387 and ≤ £48,841	13,150	*32.4*	*52.8*	11,750	*42.2*	*47.2*	24,900	*36.4*
APS5	≥ £48,842 and ≤ £65,578	12,975	*32.0*	*67.5*	6,250	*22.4*	*32.5*	19,225	*28.1*
APS6	≥ £65,579	8,140	*20.0*	*79.7*	2,075	*7.4*	*20.3*	10,215	*14.9*
All	All pay spines	40,600	*100.0*	*59.3*	27,850	*100.0*	*40.7*	68,450	*100.0*

Additional data by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of academic staff in each academic pay spine

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

≤ Nationality definition: see page 16
≤ Mean salary and mean pay gap definition: see page 22
≤ Staff activity definition: see page 15
≤ Ethnicity definition: see page 12

		Academic staff	Professional and support	All staff
		£	£	£
UK nationals				
W	White	50,300	32,348	40,931
BAME	BAME total	48,691	33,145	40,931
A	Asian	49,871	33,314	40,931
B	Black	44,737	32,348	38,592
C	Chinese	53,353	36,080	47,355
M	Mixed	46,047	32,348	39,745
O	Other	49,883	33,314	44,414
All	All staff	49,534	32,348	40,931
Non-UK nationals				
W	White	49,046	32,348	44,737
BAME	BAME total	42,155	27,929	39,745
A	Asian	42,155	28,131	39,745
B	Black	40,841	24,948	37,474
C	Chinese	42,155	29,619	40,931
M	Mixed	42,608	28,929	39,745
O	Other	42,155	27,662	39,745
All	All staff	44,737	30,502	42,155

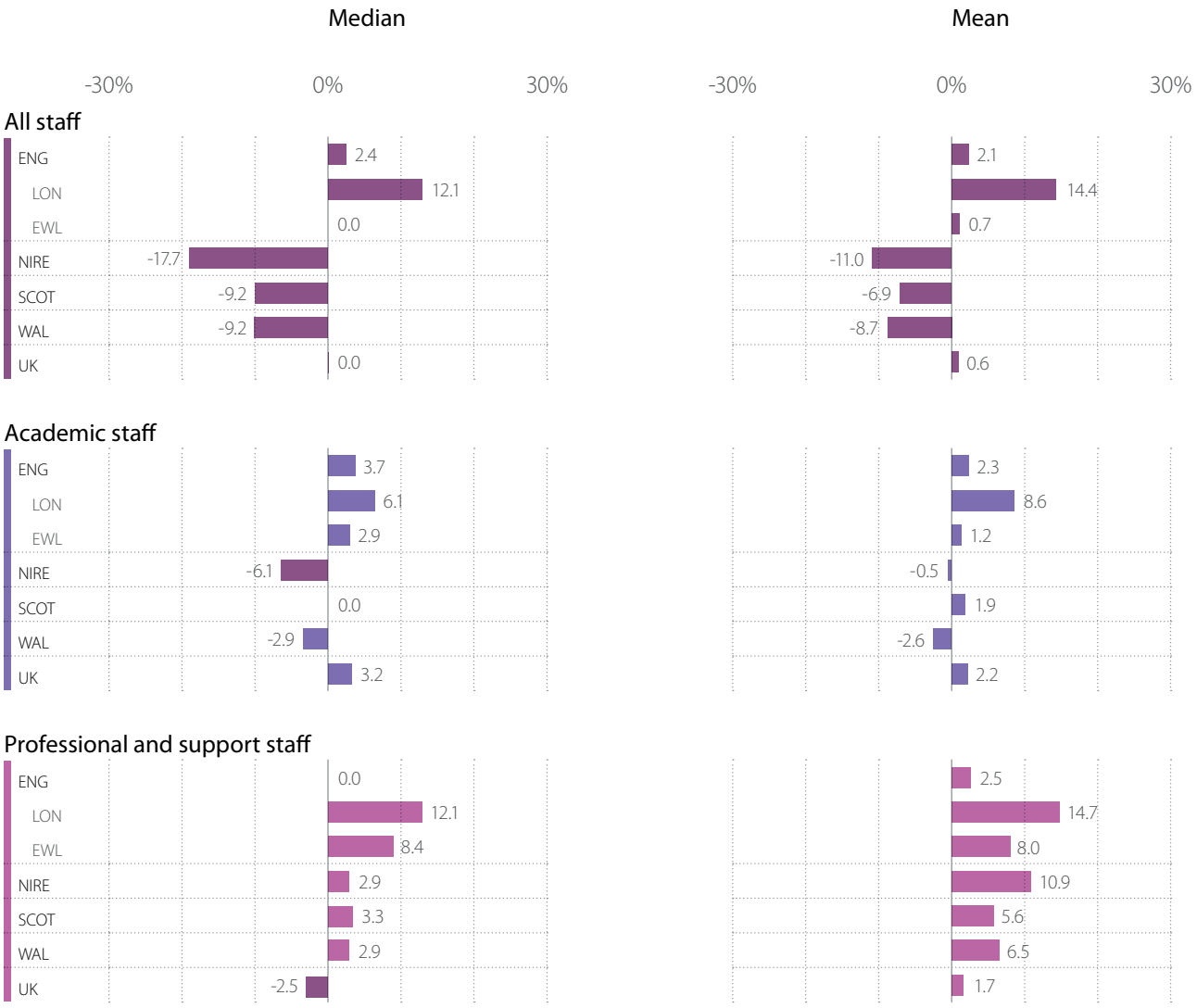
UK/non-UK staff median salaries by activity and ethnic group

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

≤ Nationality definition: see page 16
≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Country of institution definition: see page 16
≤ Staff activity definition: see page 15
≤ Ethnicity definition: see page 12

		Median			Mean		
		White	BAME total	Pay Gap	White	BAME total	Pay Gap
		£	£	%	£	£	%
All staff							
ENG	England	41,931	40,931	*2.4*	45,628	44,690	*2.1*
LON	London	48,691	42,822	*12.1*	54,429	46,567	*14.4*
EWL	England (without London)	39,745	39,745	*0.0*	43,722	43,424	*0.7*
NIRE	Northern Ireland	42,155	49,614	*-17.7*	46,547	51,679	*-11.0*
SCOT	Scotland	38,592	42,155	*-9.2*	43,061	46,026	*-6.9*
WAL	Wales	37,474	40,931	*-9.2*	41,588	45,190	*-8.7*
UK	UK	40,931	40,931	*0.0*	45,075	44,791	*0.6*
Academic staff							
ENG	England	50,300	48,423	*3.7*	54,756	53,480	*2.3*
LON	London	52,623	49,433	*6.1*	59,947	54,816	*8.6*
EWL	England (without London)	48,841	47,423	*2.9*	53,423	52,772	*1.2*
NIRE	Northern Ireland	53,353	56,592	*-6.1*	59,093	59,406	*-0.5*
SCOT	Scotland	51,805	51,805	*0.0*	56,485	55,410	*1.9*
WAL	Wales	44,737	46,047	*-2.9*	52,134	53,512	*-2.6*
UK	UK	50,300	48,691	*3.2*	54,840	53,616	*2.2*
Professional and support staff							
ENG	England	33,314	33,314	*0.0*	36,815	35,912	*2.5*
LON	London	43,585	38,314	*12.1*	47,291	40,361	*14.7*
EWL	England (without London)	31,411	28,762	*8.4*	34,929	32,128	*8.0*
NIRE	Northern Ireland	29,619	28,762	*2.9*	34,089	30,370	*10.9*
SCOT	Scotland	30,619	29,619	*3.3*	34,786	32,847	*5.6*
WAL	Wales	30,502	29,619	*2.9*	33,913	31,725	*6.5*
UK	UK	32,348	33,145	*-2.5*	36,294	35,688	*1.7*

UK staff ethnicity pay gaps

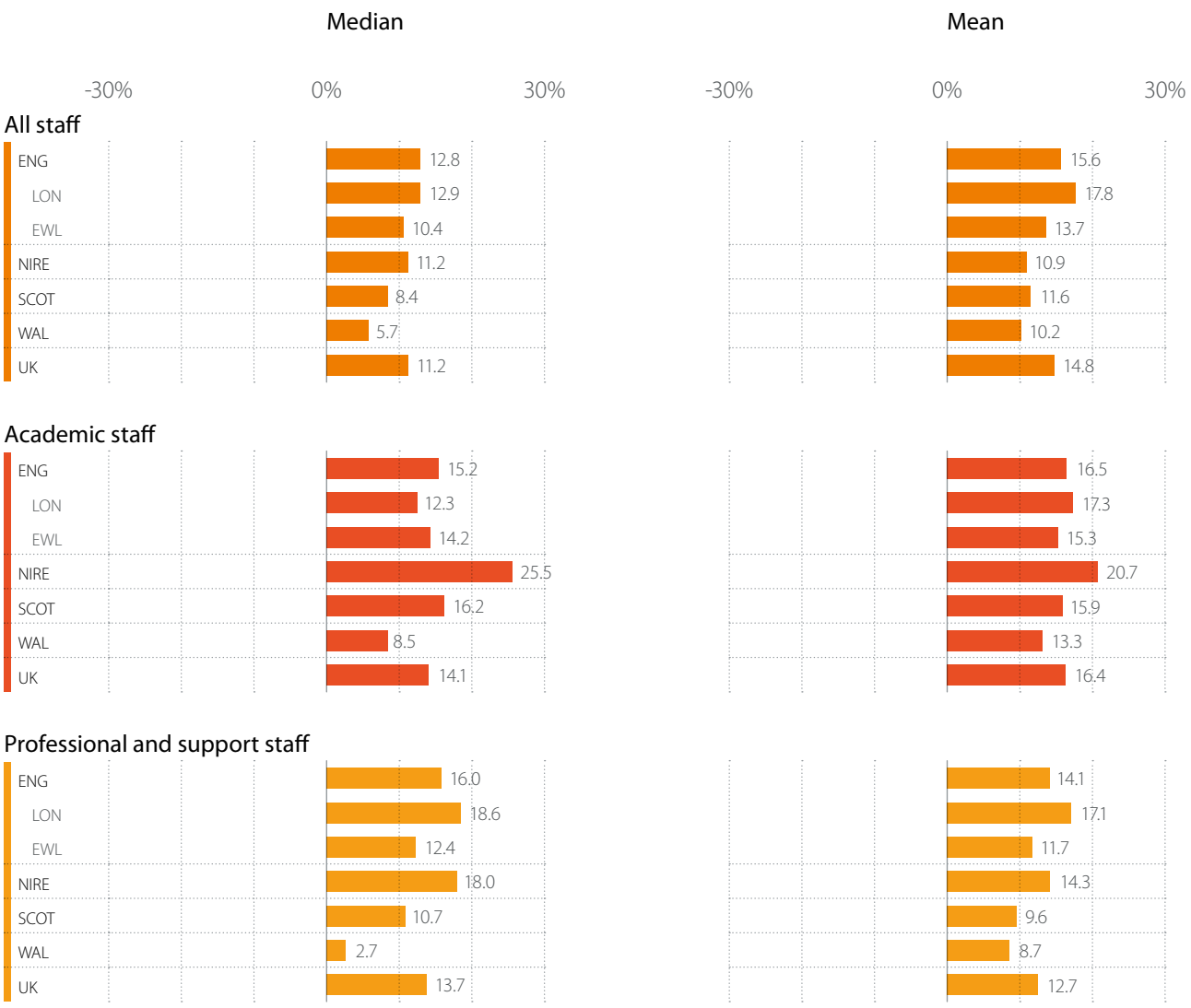


3.31 Median/mean salary and pay gap for non-UK staff by country of institution, activity and BAME/White identity

≤ Nationality definition: see page 16
≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Country of institution definition: see page 16
≤ Staff activity definition: see page 15
≤ Ethnicity definition: see page 12

		Median			Mean		
		White	BAME total	Pay Gap	White	BAME total	Pay Gap
		£	£	%	£	£	%
All staff							
ENG	England	45,593	39,745	*12.8*	50,206	42,361	*15.6*
LON	London	48,414	42,155	*12.9*	54,602	44,908	*17.8*
EWL	England (without London)	43,414	38,914	*10.4*	47,845	41,284	*13.7*
NIRE	Northern Ireland	44,737	39,745	*11.2*	47,429	42,281	*10.9*
SCOT	Scotland	40,931	37,474	*8.4*	44,238	39,112	*11.6*
WAL	Wales	42,155	39,745	*5.7*	46,230	41,517	*10.2*
UK	UK	44,737	39,745	*11.2*	49,188	41,931	*14.8*
Academic staff							
ENG	England	49,737	42,155	*15.2*	54,944	45,867	*16.5*
LON	London	51,247	44,931	*12.3*	58,937	48,750	*17.3*
EWL	England (without London)	48,423	41,533	*14.2*	52,841	44,748	*15.3*
NIRE	Northern Ireland	53,353	39,745	*25.5*	55,237	43,816	*20.7*
SCOT	Scotland	47,423	39,745	*16.2*	50,838	42,745	*15.9*
WAL	Wales	46,047	42,155	*8.5*	51,611	44,767	*13.3*
UK	UK	49,046	42,155	*14.1*	54,352	45,422	*16.4*
Professional and support staff							
ENG	England	33,314	28,000	*16.0*	36,384	31,240	*14.1*
LON	London	39,745	32,348	*18.6*	42,552	35,274	*17.1*
EWL	England (without London)	29,619	25,948	*12.4*	32,883	29,032	*11.7*
NIRE	Northern Ireland	29,619	24,285	*18.0*	33,276	28,505	*14.3*
SCOT	Scotland	27,929	24,948	*10.7*	31,143	28,141	*9.6*
WAL	Wales	27,131	26,396	*2.7*	31,419	28,692	*8.7*
UK	UK	32,348	27,929	*13.7*	35,219	30,756	*12.7*

Non-UK staff 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 16
≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Occupational group definition: see page 19
≤ Ethnicity definition: see page 12

UK nationals		Median White	Median BAME total	Median Pay Gap	Mean White	Mean BAME total	Mean Pay Gap
		£	£	%	£	£	%
Academic staff							
SOC1	Managers, directors and senior officials	71,005	80,597	-13.5	79,515	87,823	-10.4
SOC2	Professional occupations	50,300	48,841	2.9	54,931	53,725	2.2
SOC3	Associate professional and technical	35,308	32,348	8.4	37,215	35,324	5.1
SOC4–9	Clerical and manual occupations	51,619	..	..	47,435	..	..
All	All academic staff	50,300	48,691	3.2	54,840	53,616	2.2
Professional and support staff							
SOC1	Managers, directors and senior officials	60,027	56,592	5.7	65,930	61,931	6.1
SOC2	Professional occupations	42,155	42,155	0.0	44,955	44,394	1.2
SOC3	Associate professional and technical	35,333	36,348	-2.9	36,758	37,352	-1.6
SOC4	Administrative and secretarial	27,929	29,619	-6.1	29,649	31,660	-6.8
SOC5	Skilled trades occupations	27,131	27,745	-2.3	28,850	30,224	-4.8
SOC6	Caring, leisure and other service	22,662	22,149	2.3	24,898	24,830	0.3
SOC7	Sales and customer service occupations	23,144	23,715	-2.5	26,175	26,856	-2.6
SOC8	Process, plant and machine operatives	25,642	26,396	-2.9	26,425	27,691	-4.8
SOC9	Elementary occupations	20,761	21,197	-2.1	21,519	22,924	-6.5
All	All professional and support staff	32,348	33,145	-2.5	36,294	35,688	1.7
All staff							
All	All staff	40,931	40,931	0.0	45,075	44,791	0.6
Non-UK nationals							
Academic staff							
SOC1	Managers, directors and senior officials	66,385	54,949	17.2	76,837	61,019	20.6
SOC2	Professional occupations	49,234	42,155	14.4	54,399	45,462	16.4
SOC3	Associate professional and technical	35,333	35,333	0.0	36,757	36,245	1.4
SOC4–9	Clerical and manual occupations	..	..	..	..	..	..
All	All academic staff	49,046	42,155	14.1	54,352	45,422	16.4
Professional and support staff							
SOC1	Managers, directors and senior officials	57,041	47,978	15.9	66,767	52,703	21.1
SOC2	Professional occupations	42,155	38,592	8.5	43,883	39,956	8.9
SOC3	Associate professional and technical	35,333	33,314	5.7	36,756	34,715	5.6
SOC4	Administrative and secretarial	27,929	26,224	6.1	30,308	27,898	8.0
SOC5	Skilled trades occupations	25,181	23,715	5.8	27,182	26,643	2.0
SOC6	Caring, leisure and other service	23,144	21,630	6.5	25,741	23,532	8.6
SOC7	Sales and customer service occupations	21,630	21,432	0.9	24,124	23,210	3.8
SOC8	Process, plant and machine operatives	26,396	24,948	5.5	26,231	26,081	0.6
SOC9	Elementary occupations	20,400	20,761	-1.8	21,534	21,665	-0.6
All	All professional and support staff	32,348	27,929	13.7	35,219	30,756	12.7
All staff							
All	All staff	44,737	39,745	11.2	49,188	41,931	14.8

UK/non-UK staff ethnicity pay gaps by activity and occupational group

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 16
≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Professorial category definition: see page 21
≤ Country of institution definition: see page 16
≤ Ethnicity definition: see page 12

UK nationals		Median White	Median BAME total	Median Pay Gap	Mean White	Mean BAME total	Mean Pay Gap
		£	£	%	£	£	%
Professors							
ENG	England	84,682	84,773	-0.1	91,016	91,548	-0.6
LON	London	93,187	89,273	4.2	98,662	96,143	2.6
EWL	England (without London)	82,223	83,435	-1.5	88,660	89,641	-1.1
NIRE	Northern Ireland	88,035	83,364	5.3	90,129	83,890	6.9
SCOT	Scotland	83,163	83,374	-0.3	90,050	88,745	1.4
WAL	Wales	79,571	77,078	3.1	89,140	87,639	1.7
UK	UK	84,521	84,683	-0.2	90,797	91,109	-0.3
Non-professors							
ENG	England	40,898	40,333	1.4	42,912	42,575	0.8
LON	London	47,423	42,360	10.7	50,857	44,958	11.6
EWL	England (without London)	38,592	38,592	0.0	41,231	40,933	0.7
NIRE	Northern Ireland	42,155	43,414	-3.0	43,408	46,907	-8.1
SCOT	Scotland	37,474	40,931	-9.2	40,509	42,883	-5.9
WAL	Wales	37,474	39,745	-6.1	39,299	41,995	-6.9
UK	UK	39,745	40,333	-1.5	42,396	42,586	-0.4
Non-UK nationals							
Professors							
ENG	England	85,965	79,846	7.1	95,138	90,561	4.8
LON	London	94,533	91,881	2.8	105,281	104,666	0.6
EWL	England (without London)	81,796	77,515	5.2	89,937	85,482	5.0
NIRE	Northern Ireland	88,035	81,201	7.8	89,651	84,021	6.3
SCOT	Scotland	80,630	78,198	3.0	88,527	87,085	1.6
WAL	Wales	77,624	77,078	0.7	84,651	82,909	2.1
UK	UK	84,685	79,831	5.7	93,932	89,763	4.4
Non-professors							
ENG	England	43,414	39,745	8.5	45,885	40,930	10.8
LON	London	47,155	41,987	11.0	49,887	43,334	13.1
EWL	England (without London)	42,155	38,592	8.5	43,725	39,909	8.7
NIRE	Northern Ireland	42,155	39,745	5.7	44,012	40,819	7.3
SCOT	Scotland	39,745	36,386	8.5	40,965	37,861	7.6
WAL	Wales	42,155	38,592	8.5	42,630	39,851	6.5
UK	UK	42,507	39,533	7.0	45,049	40,513	10.1

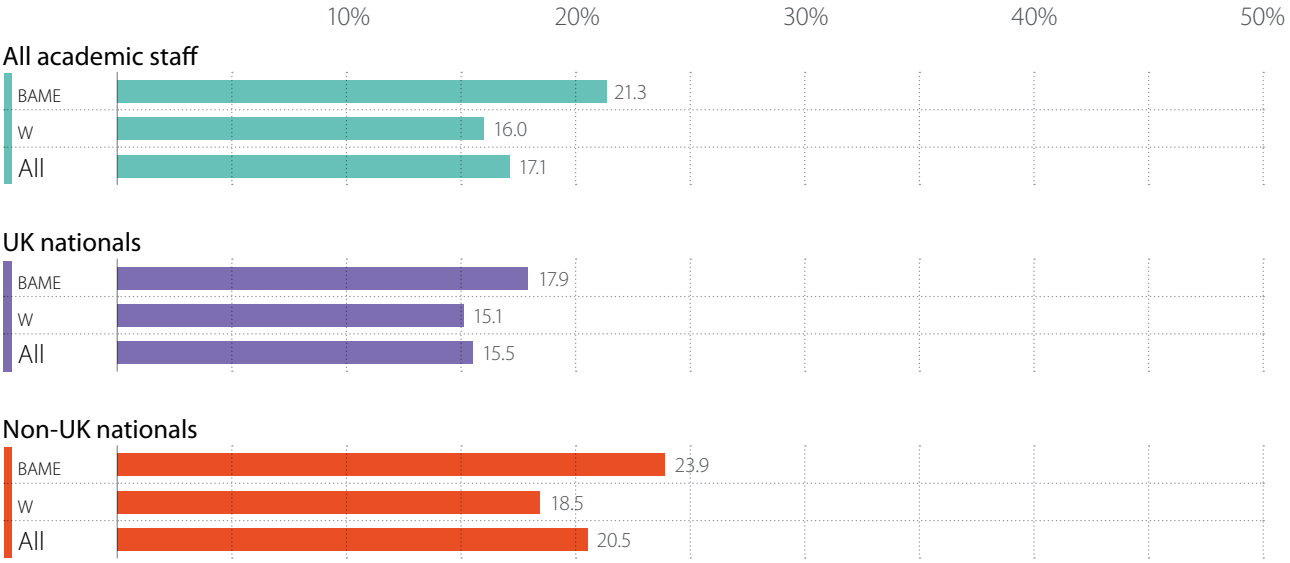
UK/non-UK academic staff ethnicity pay gaps by professorial category and country of institution

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

≤ Nationality definition: see page 16
≤ Academic contract definition: see page 20
≤ Ethnicity definition: see page 12

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	%	No.	→ %	No.	→ %	No.
All academic staff								
BAME	BAME total	9,205	*21.3*	4,510	*49.0*	4,700	*51.0*	43,235
W	White	26,905	*16.0*	13,385	*49.7*	13,525	*50.3*	168,515
All	All staff	36,110	*17.1*	17,890	*49.5*	18,220	*50.5*	211,750
UK nationals								
BAME	BAME total	3,350	*17.9*	1,650	*49.3*	1,700	*50.7*	18,675
W	White	19,265	*15.1*	9,570	*49.7*	9,700	*50.3*	127,185
All	All staff	22,615	*15.5*	11,220	*49.6*	11,395	*50.4*	145,860
Non-UK nationals								
BAME	BAME total	5,860	*23.9*	2,860	*48.8*	3,000	*51.2*	24,560
W	White	7,640	*18.5*	3,815	*49.9*	3,825	*50.1*	41,335
All	All staff	13,500	*20.5*	6,670	*49.4*	6,825	*50.6*	65,890

Proportions of academic staff who left their institution between 2021/22 and 2022/23

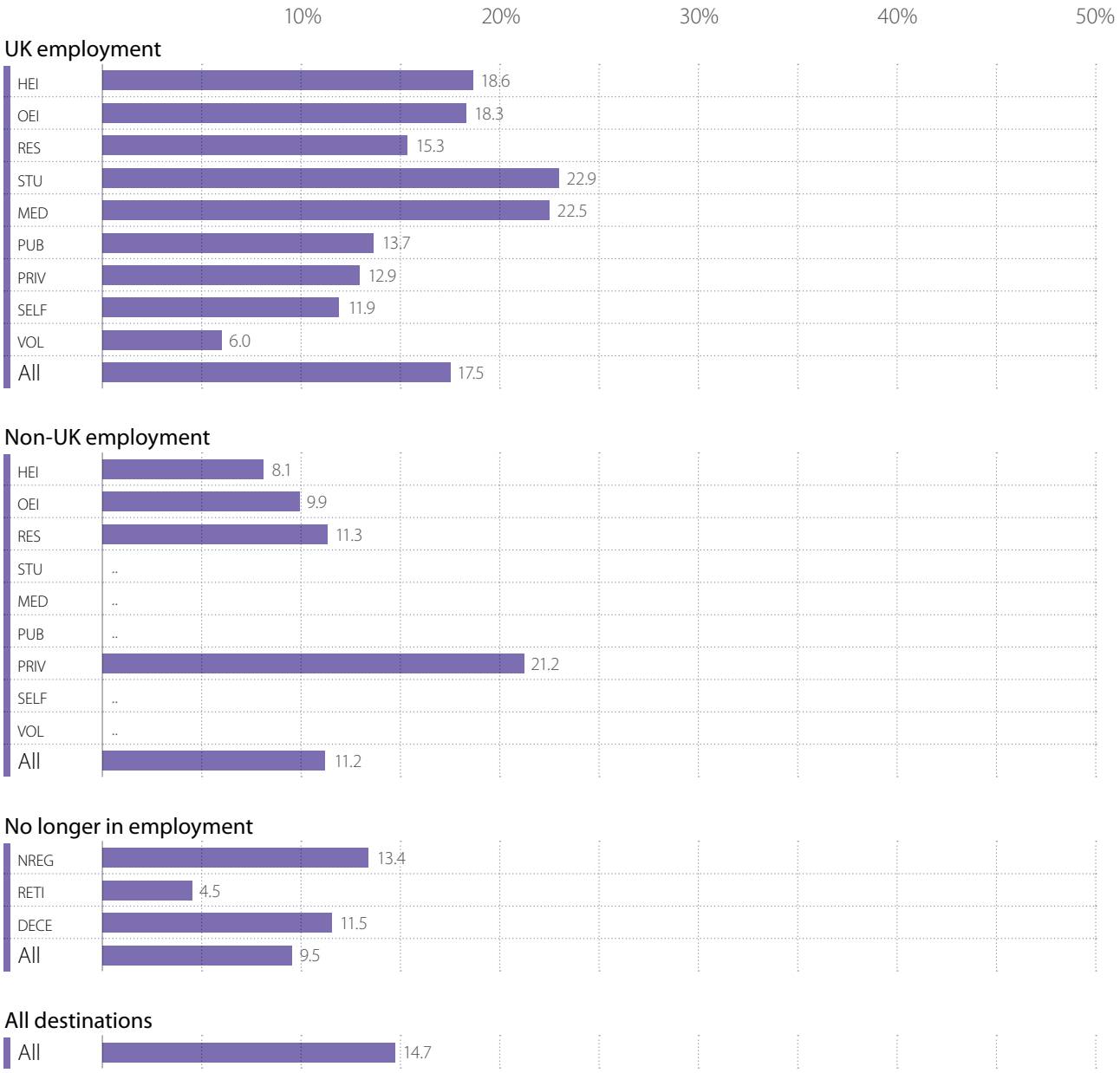


3.35 UK academic staff leavers by known leaving destination and BAME/White identity

≤ Nationality definition: see page 16
≤ Academic contract definition: see page 20
≤ Ethnicity definition: see page 12

		White			BAME total			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2,815	*29.4*	*81.4*	640	*38.9*	*18.6*	3,455	*30.8*
OEI	Other education institution	315	*3.3*	*81.7*	70	*4.3*	*18.3*	390	*3.5*
RES	Research institute	245	*2.5*	*84.7*	45	*2.7*	*15.3*	290	*2.6*
STU	Student	465	*4.8*	*77.1*	140	*8.3*	*22.9*	600	*5.4*
MED	Medical or dental practice	455	*4.7*	*77.5*	130	*8.0*	*22.5*	585	*5.2*
PUB	Public sector	340	*3.6*	*86.3*	55	*3.3*	*13.7*	395	*3.5*
PRIV	Private sector	865	*9.0*	*87.1*	130	*7.8*	*12.9*	990	*8.8*
SELF	Self-employed	415	*4.3*	*88.1*	55	*3.4*	*11.9*	470	*4.2*
VOL	Voluntary sector	65	*0.7*	*94.0*	5	*0.2*	*6.0*	65	*0.6*
All	All UK employment	5,975	*62.4*	*82.5*	1,265	*76.8*	*17.5*	7,240	*64.5*
Non-UK employment									
HEI	Other HEI	160	*1.7*	*91.9*	15	*0.8*	*8.1*	175	*1.5*
OEI	Other education institution	35	*0.4*	*90.1*	5	*0.2*	*9.9*	40	*0.4*
RES	Research institute	45	*0.5*	*88.7*	5	*0.4*	*11.3*	55	*0.5*
STU	Student	10	*0.1*	..	0	*0.1*	..	10	*0.1*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	10	*0.1*	..	0	*0.1*	..	10	*0.1*
PRIV	Private sector	25	*0.3*	*78.8*	5	*0.4*	*21.2*	35	*0.3*
SELF	Self-employed	10	*0.1*	..	5	*0.2*	..	15	*0.1*
VOL	Voluntary sector	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All non-UK employment	300	*3.1*	*88.8*	40	*2.3*	*11.2*	340	*3.0*
No longer in employment									
NREG	Not in regular employment	1,655	*17.3*	*86.6*	255	*15.5*	*13.4*	1,910	*17.0*
RETI	Retired	1,515	*15.9*	*95.5*	70	*4.4*	*4.5*	1,590	*14.2*
DECE	Deceased	125	*1.3*	*88.5*	15	*1.0*	*11.5*	140	*1.2*
All	All no longer employed	3,295	*34.4*	*90.5*	345	*20.9*	*9.5*	3,640	*32.4*
All destinations									
All	All leavers	9,570	*100.0*	*85.3*	1,650	*100.0*	*14.7*	11,220	*100.0*

Proportions of UK academic staff leavers who identified as Black, Asian and minority ethnic by known leaving destination

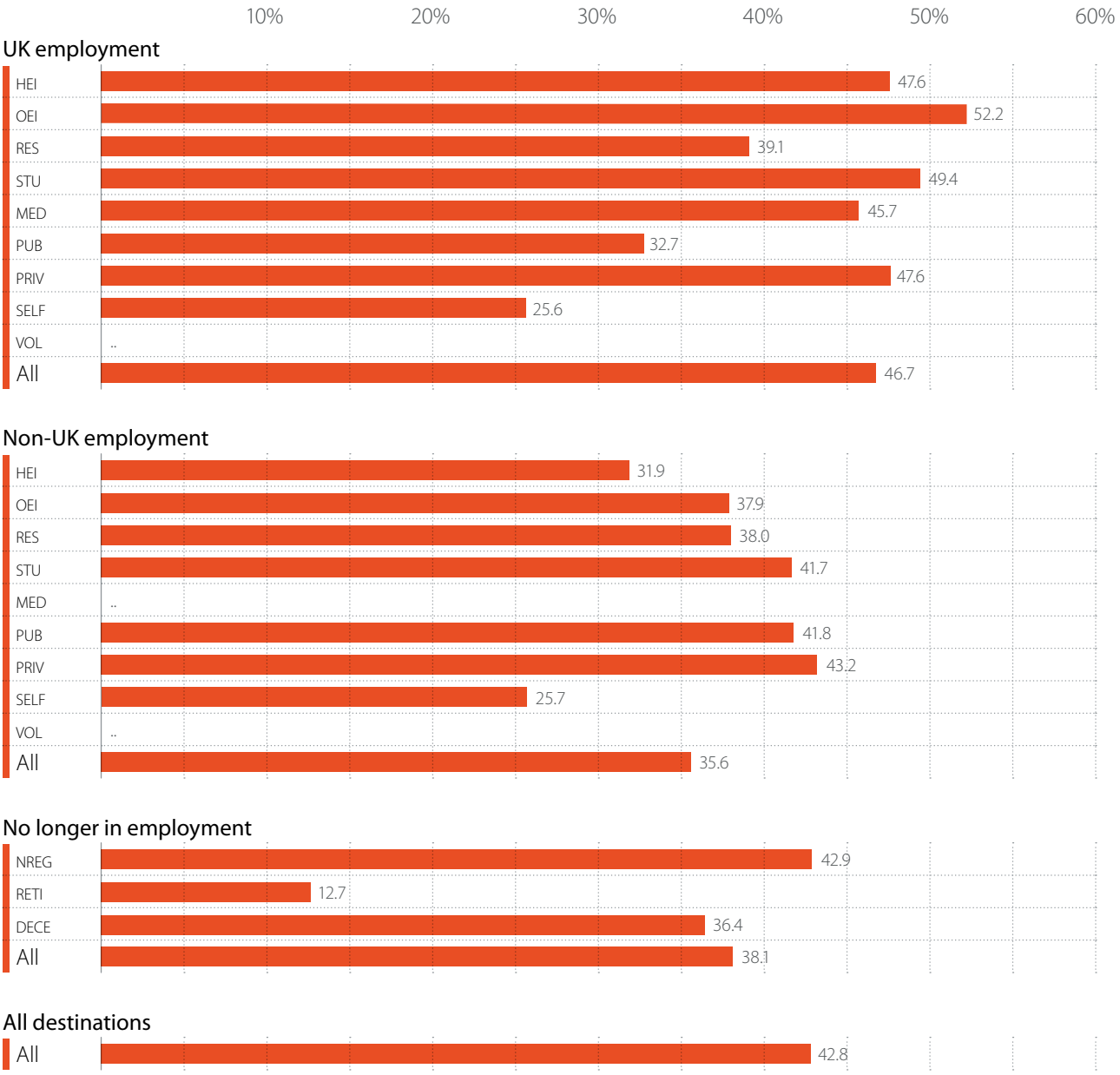


3.36 Non-UK academic staff leavers by known leaving destination and BAME/White identity

≤ Nationality definition: see page 16
≤ Academic contract definition: see page 20
≤ Ethnicity definition: see page 12

		White			BAME total			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	1,085	*28.5*	*52.4*	985	*34.4*	*47.6*	2,070	*31.0*
OEI	Other education institution	95	*2.5*	*47.8*	105	*3.7*	*52.2*	200	*3.0*
RES	Research institute	165	*4.3*	*60.9*	105	*3.7*	*39.1*	270	*4.1*
STU	Student	310	*8.1*	*50.6*	305	*10.6*	*49.4*	610	*9.2*
MED	Medical or dental practice	50	*1.3*	*54.3*	40	*1.5*	*45.7*	90	*1.4*
PUB	Public sector	70	*1.9*	*67.3*	35	*1.2*	*32.7*	105	*1.6*
PRIV	Private sector	350	*9.2*	*52.4*	320	*11.2*	*47.6*	670	*10.1*
SELF	Self-employed	55	*1.4*	*74.4*	20	*0.7*	*25.6*	75	*1.1*
VOL	Voluntary sector	5	*0.1*	..	0	*0.1*	..	5	*0.1*
All	All UK employment	2,190	*57.4*	*53.3*	1,915	*67.0*	*46.7*	4,105	*61.5*
Non-UK employment									
HEI	Other HEI	470	*12.4*	*68.1*	220	*7.7*	*31.9*	695	*10.4*
OEI	Other education institution	100	*2.6*	*62.1*	60	*2.1*	*37.9*	160	*2.4*
RES	Research institute	165	*4.3*	*62.0*	100	*3.5*	*38.0*	265	*3.9*
STU	Student	30	*0.7*	*58.3*	20	*0.7*	*41.7*	50	*0.7*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	40	*1.0*	*58.2*	30	*1.0*	*41.8*	65	*1.0*
PRIV	Private sector	90	*2.3*	*56.8*	65	*2.3*	*43.2*	155	*2.3*
SELF	Self-employed	25	*0.7*	*74.3*	10	*0.3*	*25.7*	35	*0.5*
VOL	Voluntary sector	5	*0.1*	..	0	*0.1*	..	5	*0.1*
All	All non-UK employment	920	*24.1*	*64.4*	510	*17.8*	*35.6*	1,425	*21.4*
No longer in employment									
NREG	Not in regular employment	535	*14.0*	*57.1*	400	*14.0*	*42.9*	935	*14.0*
RETI	Retired	150	*4.0*	*87.3*	20	*0.8*	*12.7*	175	*2.6*
DECE	Deceased	20	*0.6*	*63.6*	10	*0.4*	*36.4*	35	*0.5*
All	All no longer employed	705	*18.5*	*61.9*	435	*15.2*	*38.1*	1,140	*17.1*
All destinations									
All	All leavers	3,815	*100.0*	*57.2*	2,860	*100.0*	*42.8*	6,670	*100.0*

Proportions of non-UK academic staff leavers who identified as Black, Asian and minority ethnic by known leaving destination



Sex

Overview

Addressing sex and gender disparities in the HE sector has been on the agenda of UK institutions for some time, from the creation of the **Athena Swan Charter** in 2005, now embedded across UK HEIs, to the increased emphasis on effective Gender Equality Planning since the introduction of Gender Equality Plans as a requirement to participate in Horizon Europe (Rosa and Clavero 2021). Some progress has been made with increasing numbers of female professors over the last decade, from 21.7% in 2012/13 to 30.8% in 2022/23 (an increase of 9.1 percentage points) and improved representation of female academic senior managers from 27.9% in 2012/13 to 39.2% in 2022/23 (an increase of 11.3 percentage points). Despite these improvements, female staff are still underrepresented in senior positions in UK HE and overrepresented in professional support service roles, and on part-time and fixed-term contracts. Additionally, despite small reductions, pay gaps have persisted for both professional support and academic staff.

Despite females making up the majority of staff in HEIs, in general, as the seniority of contract levels increased, the proportion of female staff decreased. At the most senior level (i.e Head of Institution), only 32.7% were female. Additionally, at the most junior level for professional support staff (Xpert HR Level P) 65.9% were female. For academic staff, there were also disproportionate numbers of male professors, compared to female professors (69.2% male, 30.8% female). This represents the 'leaky pipeline' for females in UK HE, where barriers exist that prevent female staff reaching senior and leadership positions (Ayyildiz and Banoglu 2024). Many factors might contribute to the drop-off of females at key points of academic and professional support staff careers, including but not limited to women undertaking the majority of family and caring responsibilities, lack of female role models, differences in rewarding and recognition, and disparities in contract types which mean that women are disproportionally represented in part-time and fixed-term roles (Ayyildiz and Banoglu 2024; Barnard, Arnold, Munir and Bosley 2024; Davies, Brighton, Reedy, and Bajwah 2022).

As well as the disproportionate number of females in senior and leadership positions, there continues to be disparity in the types of contracts and roles carried out by male and female staff. 75.9% of male staff worked full-time compared to 62.2% of female staff. Additionally, the majority of staff on part-time contracts were female, with a more significant sex difference for those in professional support roles (56.8% academic staff, 79.4% professional support staff). There were also differences in contract type, with the majority of academics on full-time, open-ended/permanent contracts being male (56.6% male, compared to 43.4% female). This represents the casualisation and precariousness present in HE including the reliance on fixed-term, temporary contracts (University and College Union **2021**; **2022**; **2023**). The figures show the ongoing disparity in employment conditions for females and males in higher education, with females disproportionality represented in part-time and less secure roles.

Additionally, proportionally more male academics (47.0%) held teaching and research contracts than female academics (38.5%) and more female academics were on teaching only contracts (39.8%) compared with male academics (31.6%). Reward and promotion systems in UK universities for academics tend to emphasise both teaching and research, so having more females in teaching only contracts may contribute to the leaky pipeline of women in senior and leadership positions (Morris, Hinton-Smith, Marvell, and Brayson 2021).

Looking at professional support staff, despite the majority being female (62.8%), there was a clear sex divide in many occupational groups, such as administrative and secretarial occupations (77.6% female) and process, plant and machine operatives (78.4% male), reflecting sex differences in the division of labour in UK HE professional and support services (Morris, Hinton-Smith, Marvell, and Brayson 2021).

In terms of pay, a larger proportion of female staff were in the lowest salary bands, with 65.2% of professional support staff earning below £30,000 being female, compared to 34.8% male, and 53.0% of academics in this pay band being female, compared with 47.0% male. Among academic staff, 39.3% of female academics earned over £50,000 compared with 49.2% of male academics. This difference was also present among professional support staff, where 11.8% of female staff earned over £50,000 compared with 17.7% of male staff. Among academic staff, the pay gap was the widest for managers, directors and senior officials (17.3% median pay gap and 18.2% mean pay gap). Again, this relates to the leaky pipeline including the overrepresentation of females in part-time roles and gendered differences in reward, recognition and recruitment (Stephenson 2024), as fewer females occupy the higher-paying roles, which are typically associated with the more senior levels in HE. This is evident in the persistence of pay gaps, highest among academic staff, though still evident among professional support staff.

Despite some progress in reducing sex disparities in HEIs, it is clear that there is still work to do to achieve gender equity, particularly in addressing pay disparities, improving representation in senior roles, and ensuring equal opportunities across all contract types and employment conditions. However, initiatives such as the **Athena Swan Charter**, **Horizon Europe**'s and **UKRI**'s gender equality plans, female leadership development programmes (eg Advance HE's **Aurora** and **Senior Women Leadership Development** programmes), and wider work on sexual misconduct and harassment (such the Office for Students inclusion of this as a **new condition** for registration, though student-focused), are all testament to the considerable ongoing efforts across HE to address these inequities.

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Detailed commentary

Additional detail for select tables in this section, such as by subject area, academic starters and leavers, is available at: **Equality in higher education: statistical reports 2024 – data tables | Advance HE**

In 2017/18, HESA replaced the legal sex field with the sexual identification field and presented three options, 'Female', 'Male' and 'Other'. Since the 2022 report, the data from this field are referred to as 'sex' (instead of 'gender') and, to maintain comparability across reports, limited to those who identified as 'Female' or 'Male'. However, where possible, data for staff who identified as 'Other' are included in the online tables.

4.1-4.2 Overall figures: In 2022/23, 55.0% of staff working in UK HEIs were female and 45.0% were male, continuing the trend of female staff increasing and male staff decreasing slowly since 2003/04.

4.3 Contract Mode: 75.9% of male staff worked full-time compared to 62.2% of female staff. Among both academic and professional support staff, the majority of staff on part-time contracts were female (56.8% of academic staff and 79.4% of professional and support staff).

4.4-4.6 Contract type: Among professional support staff, roughly the same proportions of female and male staff were on open-ended/ permanent contracts (85.3% and 86.9%, respectively). There were slightly greater sex disparities among academic staff on open-ended/ permanent contracts (68.9% of female staff and 71.1% of male staff).

43.4% of academic staff on full-time, open-ended/ permanent contracts were female, while 56.6% were male. Compared to 2021/22 there were slightly more females on full-time, open-ended/ permanent contracts and slightly fewer males. Among academic staff on part-time contracts, a higher proportion of female staff had an open-ended/permanent contract compared with male staff (57.9% and 54.9%, respectively).

81.1% of part-time professional support staff on open-ended/permanent contracts were female, while 18.9% were male.

4.7-4.8 Contract level: In general, as the seniority of contract levels increased, the proportion of female staff decreased. For example, 68.3% of assistant professional or administrative staff (XpertHR level M) were female compared with 32.7% of Heads of Institutions.

For both academic and professional support staff, female staff were underrepresented in senior positions. For example, at the Head of Institutions contract level, 65.9% of academic staff and 71.4% of professional support staff were male. Among professional support staff, female staff were overrepresented in junior positions, such as at XpertHR Level M contracts, where they constituted 69.9% of staff.

4.9-4.10 Staff by activity, occupational group and sex: 51.0% of academic managers, directors and senior officials were male. In contrast, 55.6% of professional support staff managers, directors and senior officials were female. Among professional support staff there was a clear sex divide in many occupational groups, such as administrative and secretarial occupations (77.6% female) and process, plant and machine operatives (78.4% male).

Within each occupational group, the majority of professional support staff on part-time contracts were female except among SOC8 staff (process, plant and machine operatives; 55.0% male).

4.11 Research/teaching contract: More male academics held teaching and research contracts, and similar numbers of female academics held teaching and research contracts and teaching only contracts. Proportionally more male academics (47.0%) held teaching and research contracts than female academics (38.5%). More female academics were on teaching only contracts (39.8%) compared with male academics (31.6%).

4.12-4.13 SET subject areas: Overall, 54.5% of SET academic staff were male. Subject areas with notably high proportions of male staff included electrical, electronic & computer engineering (83.1%), mechanical, aero and production engineering (80.7%), and physics (77.0%). SET subject areas with notably high proportions of female academic staff were nursing and allied health professions (74.9% female staff) and psychology and behavioural sciences (65.6% female staff).

4.14 Non-SET subject areas: Non-SET subjects had a slightly higher number of female than male academic staff (52.4% and 47.6%, respectively). Within some subject areas a more marked sex divide was present, such as in education (69.6% female) and economics and econometrics (68.1% male).

4.15 Professors: 69.2% of professors were male. The proportion of male professors was greater than the proportion of female professors, regardless of whether they were employed in SET or non-SET subject areas, or part- versus full-time contracts. There was also a higher proportion of male professors in SET subjects (73.7%) than non-SET subjects (62.2%).

Despite female academics forming the minority among professors, their representation has improved noticeably over the last decade, from 21.7% in 2012/13 to 30.8% in 2022/23 (an increase of 9.1 percentage points). This increase represents a gradual but positive change, particularly compared to the growth rates for the populations of male and female academic professors as a whole.

4.16 Senior managers: The majority of academic senior managers were male (60.8%). This was most evident among SET subjects where male academics accounted for 70.0% of senior managers compared to 56.7% of senior managers in non-SET subjects.

Although a minority of academic senior managers were female, their representation has improved over the last decade from 27.9% in 2012/13 to 39.2% in 2022/23 (an increase of 11.3 percentage points).

4.17-4.18 Salary and pay spine range: Among academic staff, 39.3% of female academics earned over £50,000 compared with 49.2% of male academics. This difference was also present among professional support staff, where 11.8% of female staff earned over £50,000 compared with 17.7% of male staff.

Among academic staff on the highest pay spine range (≥ £65,578), 64.2% were male. The proportion of female staff on the highest pay spine range was just under half that of male staff (13.5% of female academics, compared with 22.9% of male academics).

4.19-4.20 Pay gap by activity and occupational group: Overall, the median pay gap between male and female staff in 2022/23 was 9.0%; 0.5% higher than in 2021/22, and the mean pay gap was 13.7%, compared with 14.2% last year. The pay gap was most notable in Scotland, with a median pay gap of 16.2% and mean pay gap of 14.4%. Both the median and mean pay gaps were wider among academic staff than professional and support staff.

Among academic staff, the pay gap was the widest for managers, directors and senior officials (17.3% median pay gap and 18.2% mean pay gap). The widest pay gap for professional support staff was in skilled trades occupations (19.9% median pay gap and 11.1% mean pay gap).

4.21 Academic pay gaps: The median and mean pay gaps for UK professors were 7.8% and 6.7%, respectively. The median pay gap was widest among professors in Northern Ireland (9.9%) while the widest mean pay gap was in Wales (7.1%). Overall, the pay gap was higher among non-professors (an overall median pay gap of 8.5% and a mean pay gap of 8.9%) than among professors.

4.22 Academic staff by leaving status and sex: A modestly higher proportion of female academic staff left their position than male academic staff (18.3% and 17.3%, respectively), though this is driven by UK academic staff leavers (16.8% of female and 15.5% of male academic staff).

4.23 UK academic staff leavers by known leaving destination and sex: Among UK academic leavers with a known destination, the proportion of female academic leavers in UK employment (68.6%) was greater than that of male academic leavers (64.6%). In contrast, the proportion of male academic leavers in non-UK employment was greater than the proportion of female academic leavers (3.6% and 2.4%, respectively). The proportion of female academic leavers no longer in regular employment (29.0%) was slightly smaller than the proportion of male academic leavers in this category (31.9%).

4.24 Non-UK academic staff leavers by known leaving destination and sex: 65.3% of non-UK female leavers remained in UK employment, compared with 60.4% of non-UK male leavers. In contrast, 24.8% of male non-UK academic leavers went on to non-UK employment, compared with 17.2% of female non-UK academic leavers. 17.5% of non-UK female academic leavers were not in regular employment, compared with 14.7% of male academic leavers.

4.1

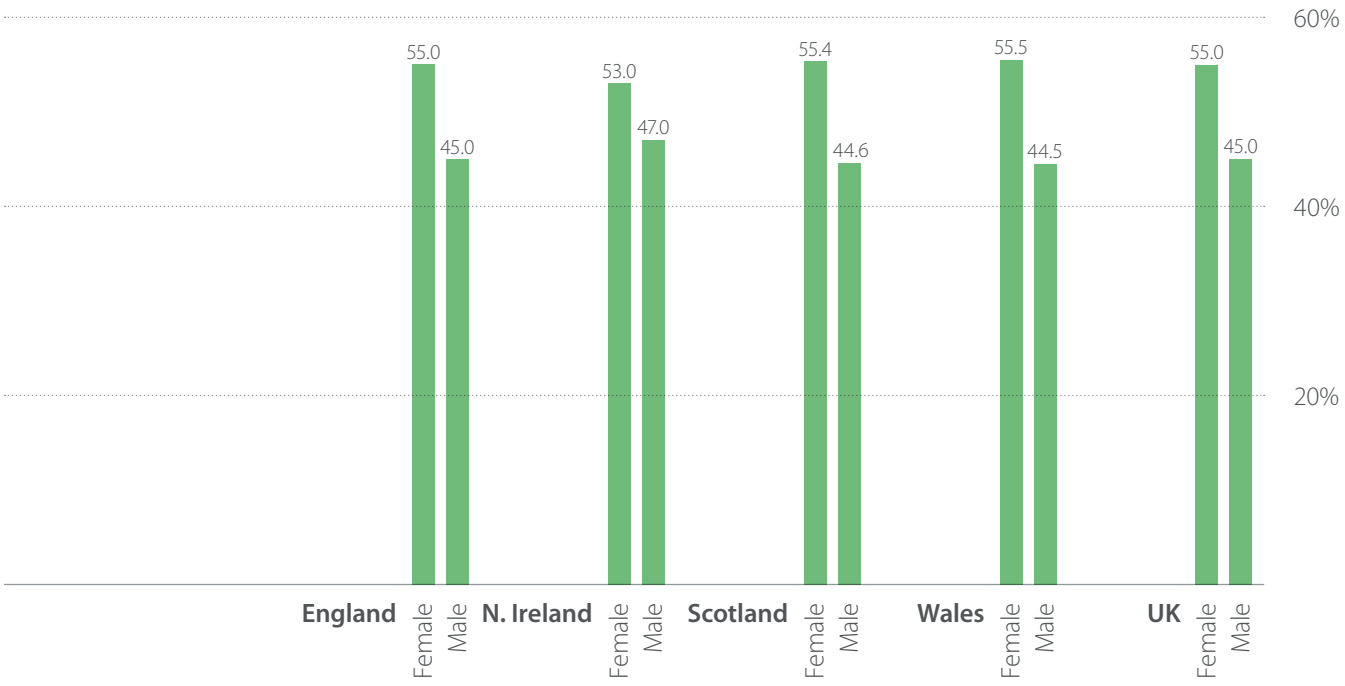
Staff by country of institution and sex

	England		N. Ireland		Scotland		Wales		UK	
	No.	%	No.	%	No.	%	No.	%	No.	%
Female	195,335	*55.0*	3,165	*53.0*	30,485	*55.4*	12,095	*55.5*	241,080	*55.0*
Male	159,940	*45.0*	2,805	*47.0*	24,515	*44.6*	9,690	*44.5*	196,950	*45.0*
All staff	355,275	*100.0*	5,970	*100.0*	55,005	*100.0*	21,780	*100.0*	438,030	*100.0*

≤ Country of institution definition: see page 16

≤ Sex definition: see page 13

Additional data for academic and professional staff by subject area is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables



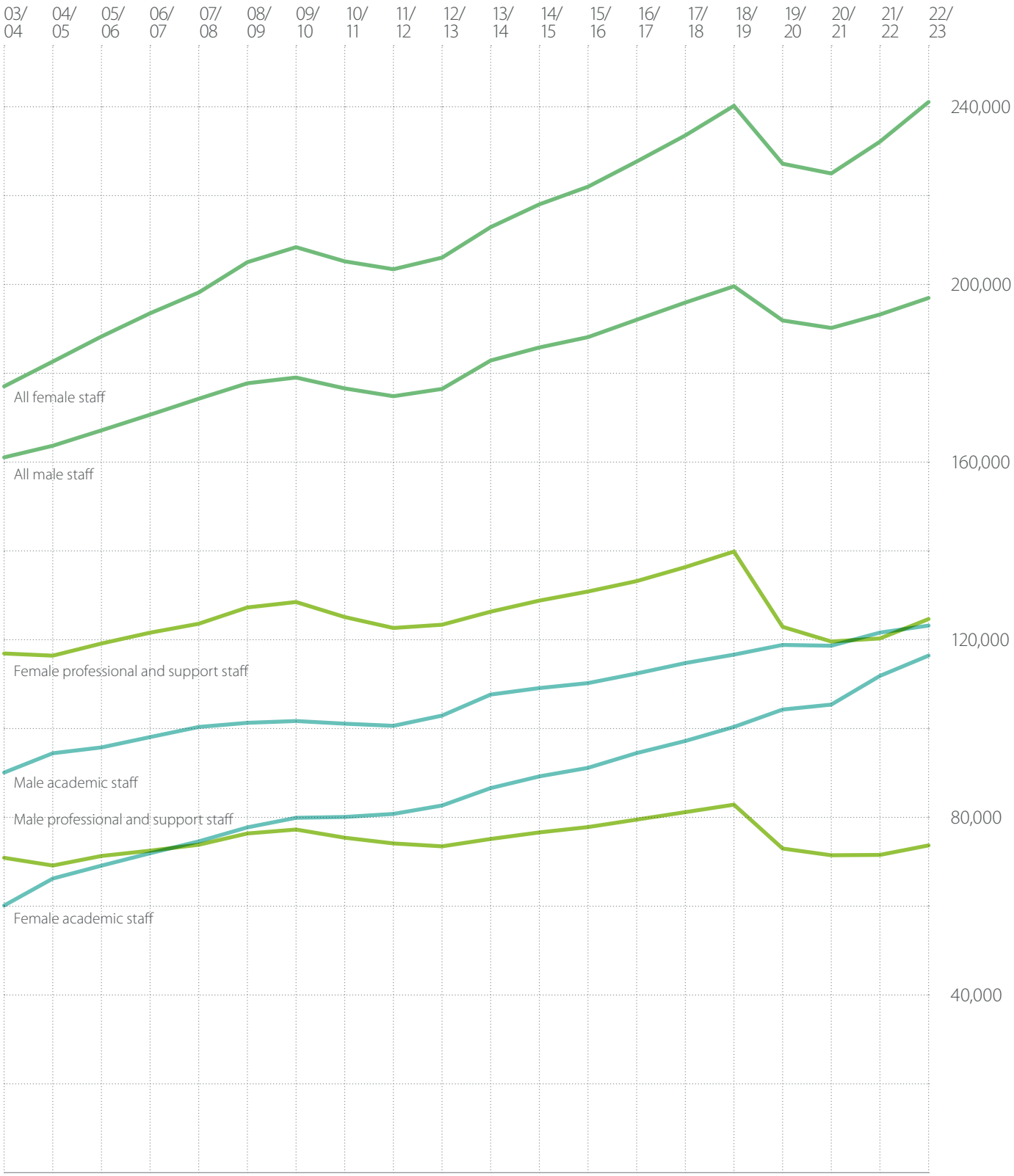
4.2 Profile of staff over time by activity and sex

≤ Staff activity definition: see page 15

≤ Sex definition: see page 13

All staff	Female		Male		All staff
	No.	→ %	No.	→ %	No.
2003/04	177,045	*52.4*	161,060	*47.6*	338,105
2004/05	182,630	*52.7*	163,675	*47.3*	346,305
2005/06	188,270	*53.0*	167,140	*47.0*	355,410
2006/07	193,500	*53.1*	170,660	*46.9*	364,160
2007/08	198,185	*53.2*	174,265	*46.8*	372,455
2008/09	205,010	*53.6*	177,745	*46.4*	382,755
2009/10	208,390	*53.8*	179,035	*46.2*	387,425
2010/11	205,195	*53.7*	176,590	*46.3*	381,785
2011/12	203,420	*53.8*	174,825	*46.2*	378,245
2012/13	206,040	*53.9*	176,475	*46.1*	382,515
2013/14	212,905	*53.8*	182,870	*46.2*	395,780
2014/15	218,030	*54.0*	185,805	*46.0*	403,835
2015/16	222,000	*54.1*	188,130	*45.9*	410,130
2016/17	227,670	*54.2*	192,040	*45.8*	419,710
2017/18	233,550	*54.4*	195,920	*45.6*	429,470
2018/19	240,215	*54.6*	199,575	*45.4*	439,790
2019/20	227,180	*54.2*	191,890	*45.8*	419,070
2020/21	224,985	*54.2*	190,195	*45.8*	415,180
2021/22	232,145	*54.6*	193,230	*45.4*	425,375
2022/23	241,080	*55.0*	196,950	*45.0*	438,030
Academic staff					
2003/04	60,145	*40.0*	90,085	*60.0*	150,230
2004/05	66,220	*41.2*	94,435	*58.8*	160,655
2005/06	69,125	*41.9*	95,750	*58.1*	164,875
2006/07	71,920	*42.3*	98,075	*57.7*	169,995
2007/08	74,590	*42.6*	100,355	*57.4*	174,940
2008/09	77,745	*43.4*	101,290	*56.6*	179,035
2009/10	79,900	*44.0*	101,690	*56.0*	181,590
2010/11	80,090	*44.2*	101,090	*55.8*	181,180
2011/12	80,775	*44.5*	100,610	*55.5*	181,385
2012/13	82,670	*44.5*	102,915	*55.5*	185,585
2013/14	86,590	*44.6*	107,655	*55.4*	194,245
2014/15	89,225	*45.0*	109,110	*55.0*	198,335
2015/16	91,150	*45.3*	110,230	*54.7*	201,380
2016/17	94,475	*45.7*	112,395	*54.3*	206,870
2017/18	97,200	*45.9*	114,745	*54.1*	211,945
2018/19	100,365	*46.3*	116,640	*53.7*	217,005
2019/20	104,275	*46.7*	118,825	*53.3*	223,100
2020/21	105,390	*47.0*	118,645	*53.0*	224,035
2021/22	111,855	*47.9*	121,605	*52.1*	233,460
2022/23	116,425	*48.6*	123,180	*51.4*	239,605
Professional and support staff					
2003/04	116,900	*62.2*	70,975	*37.8*	187,875
2004/05	116,410	*62.7*	69,240	*37.3*	185,650
2005/06	119,145	*62.5*	71,390	*37.5*	190,535
2006/07	121,585	*62.6*	72,585	*37.4*	194,165
2007/08	123,600	*62.6*	73,915	*37.4*	197,510
2008/09	127,260	*62.5*	76,455	*37.5*	203,715
2009/10	128,490	*62.4*	77,345	*37.6*	205,835
2010/11	125,105	*62.4*	75,500	*37.6*	200,605
2011/12	122,645	*62.3*	74,215	*37.7*	196,860
2012/13	123,375	*62.6*	73,560	*37.4*	196,935
2013/14	126,315	*62.7*	75,220	*37.3*	201,535
2014/15	128,805	*62.7*	76,695	*37.3*	205,500
2015/16	130,855	*62.7*	77,895	*37.3*	208,750
2016/17	133,195	*62.6*	79,640	*37.4*	212,835
2017/18	136,350	*62.7*	81,175	*37.3*	217,525
2018/19	139,850	*62.8*	82,940	*37.2*	222,790
2019/20	122,905	*62.7*	73,065	*37.3*	195,970
2020/21	119,595	*62.6*	71,550	*37.4*	191,145
2021/22	120,290	*62.7*	71,630	*37.3*	191,920
2022/23	124,650	*62.8*	73,770	*37.2*	198,420

Numbers of staff who identified as male or female



Additional data by subject area is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

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4.3 Staff by activity, mode and sex

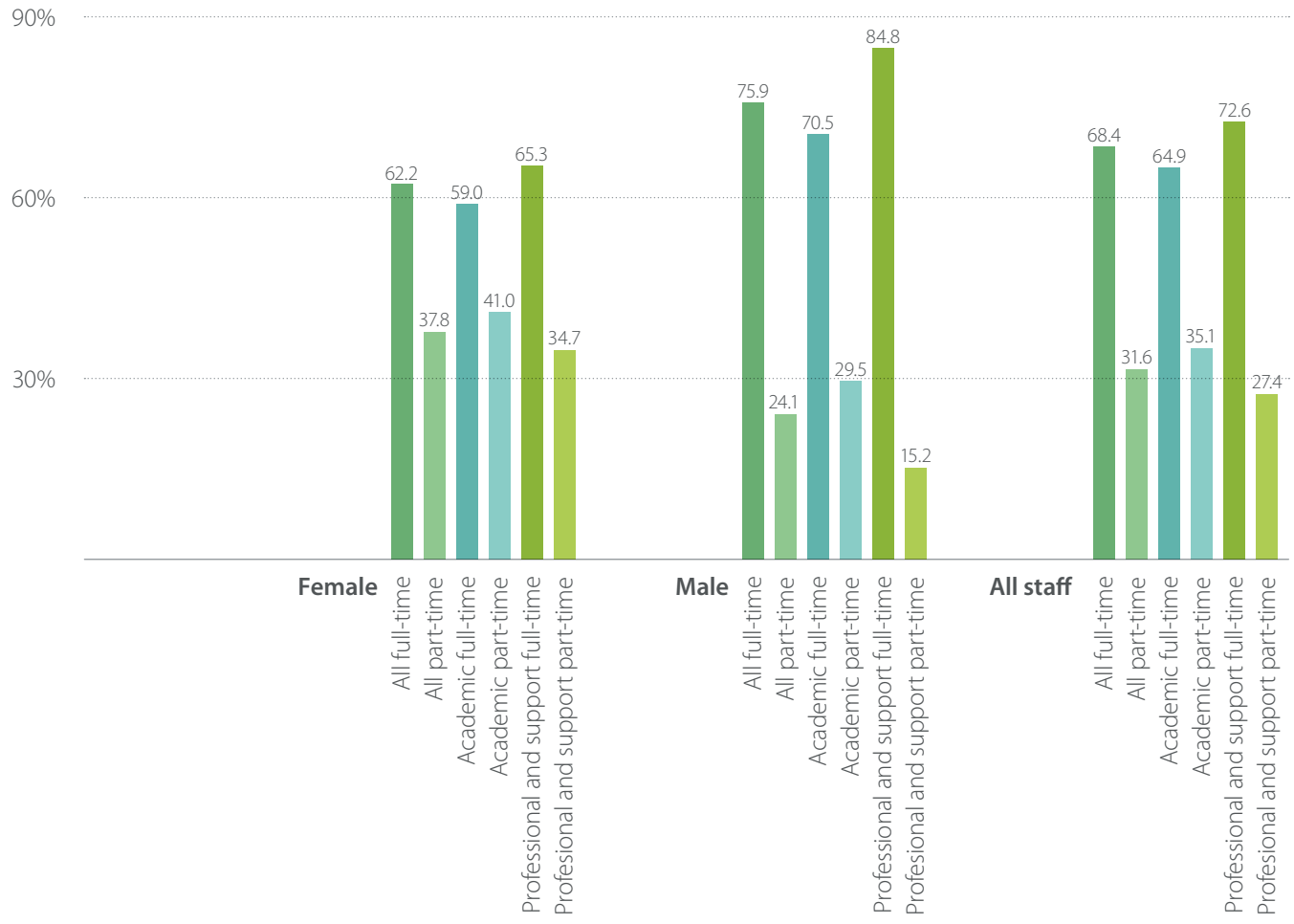
≤ Staff activity definition: see page 15

≤ Mode definition: see page 16

≤ Sex definition: see page 13

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Full-time	150,035	*62.2*	*50.1*	149,440	*75.9*	*49.9*	299,475	*68.4*
Part-time	91,040	*37.8*	*65.7*	47,510	*24.1*	*34.3*	138,550	*31.6*
All modes	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*
Academic staff								
Full-time	68,640	*59.0*	*44.1*	86,870	*70.5*	*55.9*	155,505	*64.9*
Part-time	47,790	*41.0*	*56.8*	36,310	*29.5*	*43.2*	84,100	*35.1*
All modes	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Professional and support staff								
Full-time	81,400	*65.3*	*56.5*	62,570	*84.8*	*43.5*	143,970	*72.6*
Part-time	43,250	*34.7*	*79.4*	11,200	*15.2*	*20.6*	54,450	*27.4*
All modes	124,650	*100.0*	*62.8*	73,770	*100.0*	*37.2*	198,420	*100.0*

Additional data for academic and professional staff by subject area is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables



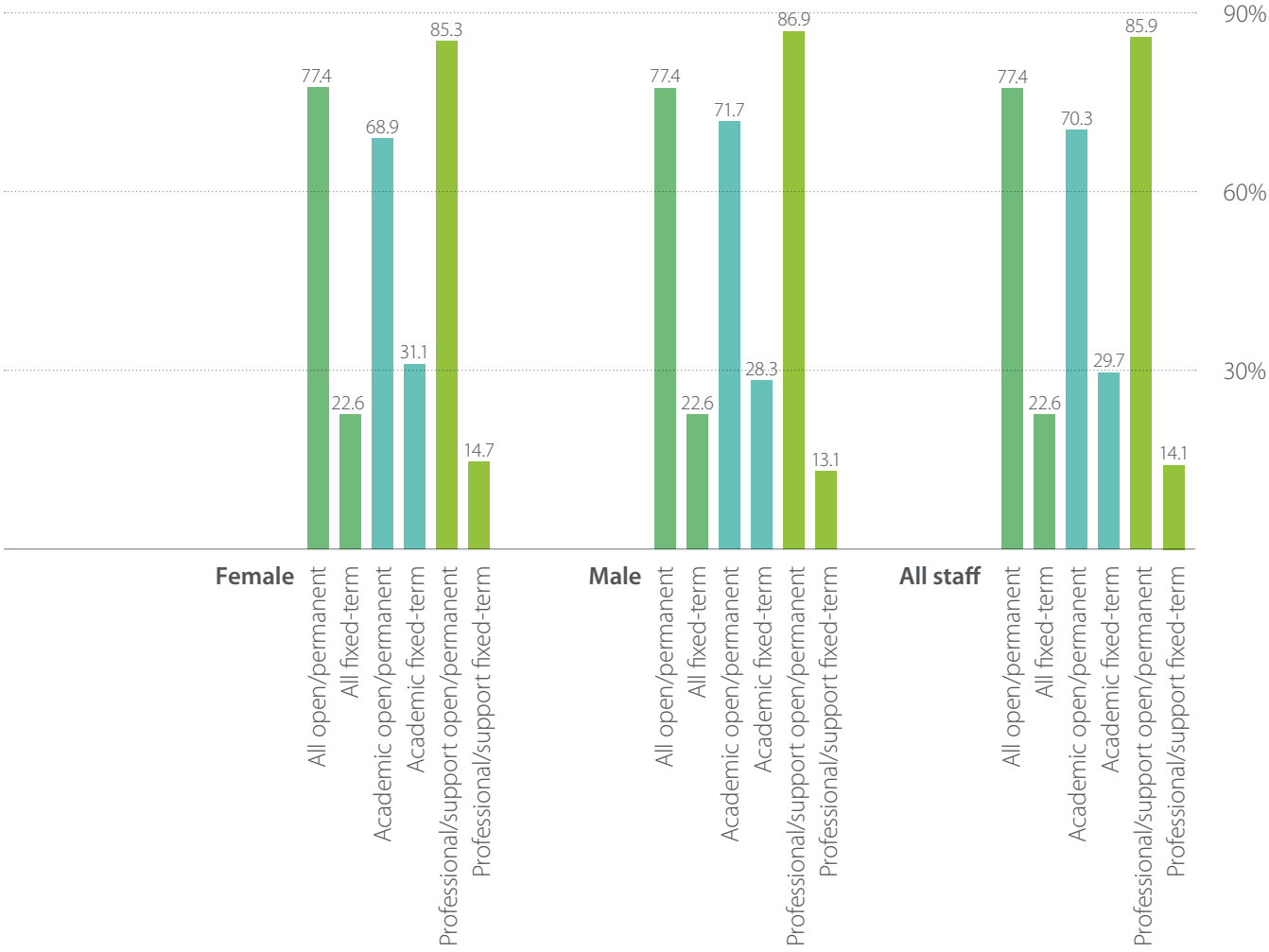
4.4

Staff by activity, contract type and sex

≤ Staff activity definition: see page 15
≤ Contract level definition: see page 17
≤ Sex definition: see page 13

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Open-ended/permanent	186,500	*77.4*	*55.0*	152,485	*77.4*	*45.0*	338,985	*77.4*
Fixed-term	54,580	*22.6*	*55.1*	44,465	*22.6*	*44.9*	99,045	*22.6*
All contracts	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*
Academic staff								
Open-ended/permanent	80,170	*68.9*	*47.6*	88,380	*71.7*	*52.4*	168,550	*70.3*
Fixed-term	36,255	*31.1*	*51.0*	34,800	*28.3*	*49.0*	71,055	*29.7*
All contracts	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Professional and support staff								
Open-ended/permanent	106,330	*85.3*	*62.4*	64,105	*86.9*	*37.6*	170,435	*85.9*
Fixed-term	18,325	*14.7*	*65.5*	9,665	*13.1*	*34.5*	27,985	*14.1*
All contracts	124,650	*100.0*	*62.8*	73,770	*100.0*	*37.2*	198,420	*100.0*

Additional data for academic and professional staff by subject area is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

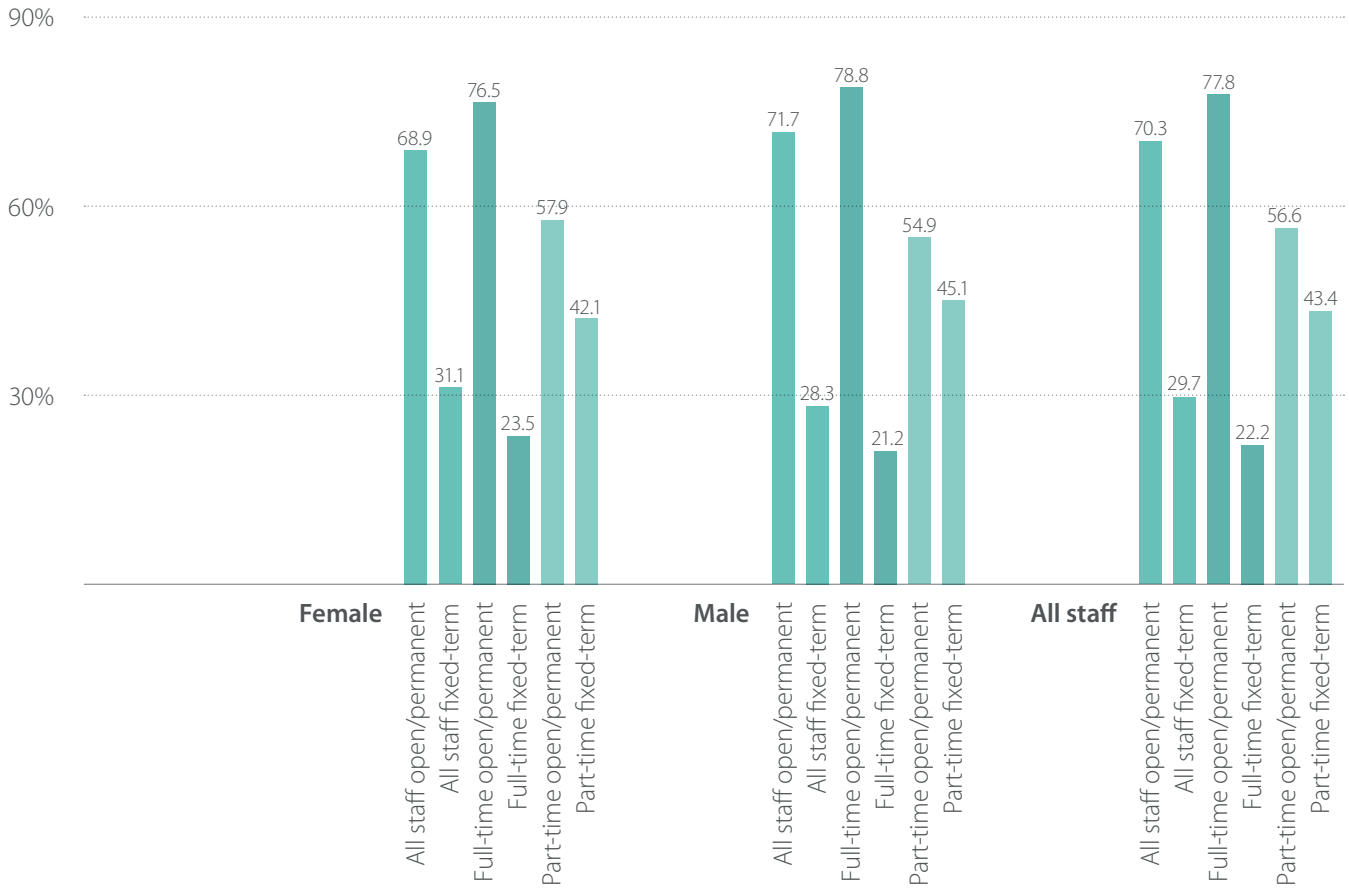


CONTENTS

4.5 Academic staff by mode, contract type and sex

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Contract level definition: see page 17
≤ Sex definition: see page 13

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Open-ended/permanent	80,170	*68.9*	*47.6*	88,380	*71.7*	*52.4*	168,550	*70.3*
Fixed-term contract	36,255	*31.1*	*51.0*	34,800	*28.3*	*49.0*	71,055	*29.7*
All academic staff	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Full-time								
Open-ended/permanent	52,525	*76.5*	*43.4*	68,455	*78.8*	*56.6*	120,980	*77.8*
Fixed-term	16,110	*23.5*	*46.7*	18,415	*21.2*	*53.3*	34,525	*22.2*
All contracts	68,640	*100.0*	*44.1*	86,870	*100.0*	*55.9*	155,505	*100.0*
Part-time								
Open-ended/permanent	27,645	*57.9*	*58.1*	19,925	*54.9*	*41.9*	47,570	*56.6*
Fixed-term	20,145	*42.1*	*55.1*	16,385	*45.1*	*44.9*	36,530	*43.4*
All contracts	47,790	*100.0*	*56.8*	36,310	*100.0*	*43.2*	84,100	*100.0*

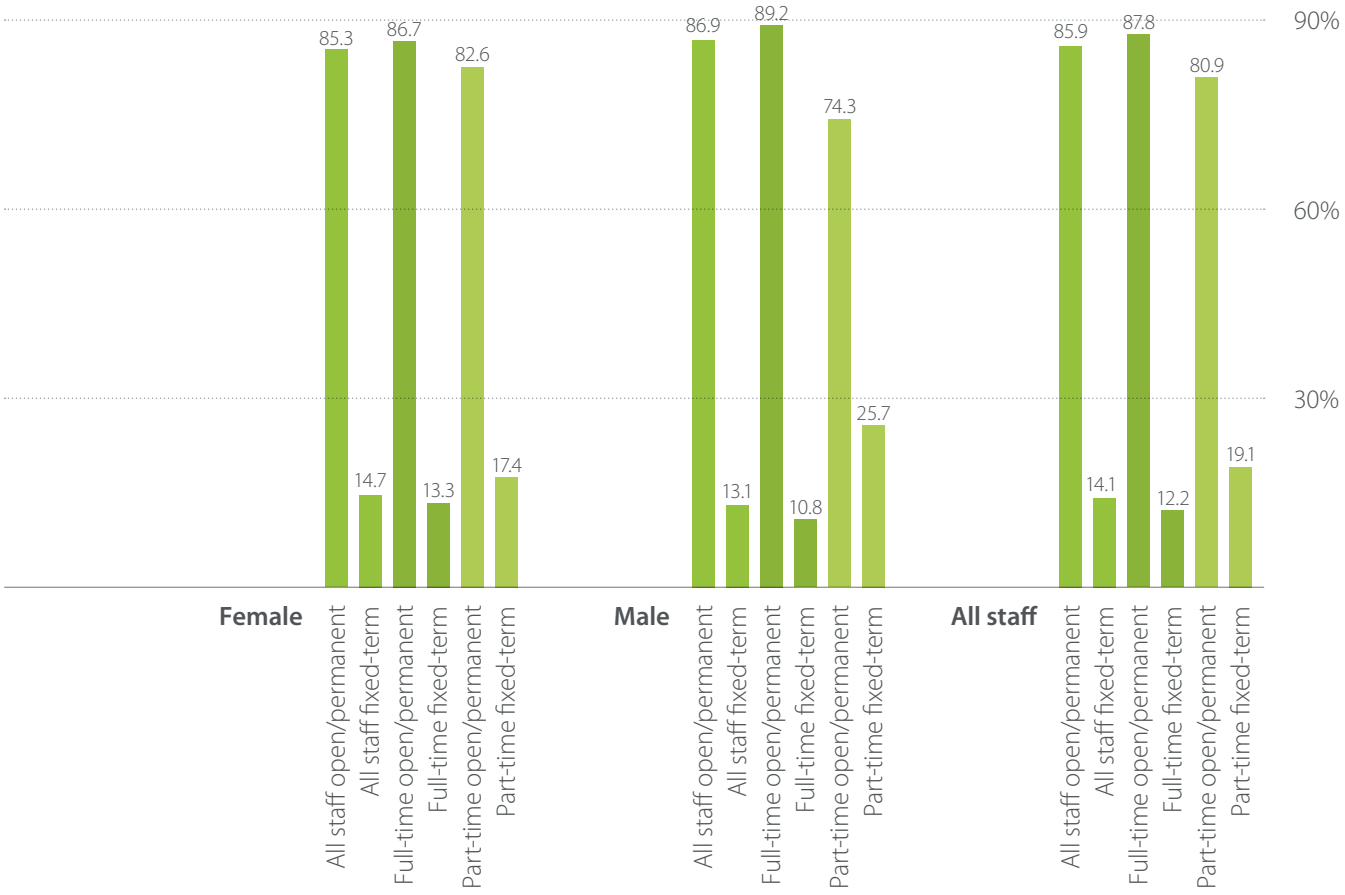


4.6

Professional and support staff by mode, contract type and sex

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Contract level definition: see page 17
≤ Sex definition: see page 13

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
Open-ended/permanent	106,330	*85.3*	*62.4*	64,105	*86.9*	*37.6*	170,435	*85.9*
Fixed-term contract	18,325	*14.7*	*65.5*	9,665	*13.1*	*34.5*	27,985	*14.1*
All academic staff	124,650	*100.0*	*62.8*	73,770	*100.0*	*37.2*	198,420	*100.0*
Full-time								
Open-ended/permanent	70,600	*86.7*	*55.9*	55,790	*89.2*	*44.1*	126,390	*87.8*
Fixed-term	10,795	*13.3*	*61.4*	6,780	*10.8*	*38.6*	17,580	*12.2*
All contracts	81,400	*100.0*	*56.5*	62,570	*100.0*	*43.5*	143,970	*100.0*
Part-time								
Open-ended/permanent	35,725	*82.6*	*81.1*	8,315	*74.3*	*18.9*	44,045	*80.9*
Fixed-term	7,525	*17.4*	*72.3*	2,880	*25.7*	*27.7*	10,410	*19.1*
All contracts	43,250	*100.0*	*79.4*	11,200	*100.0*	*20.6*	54,450	*100.0*



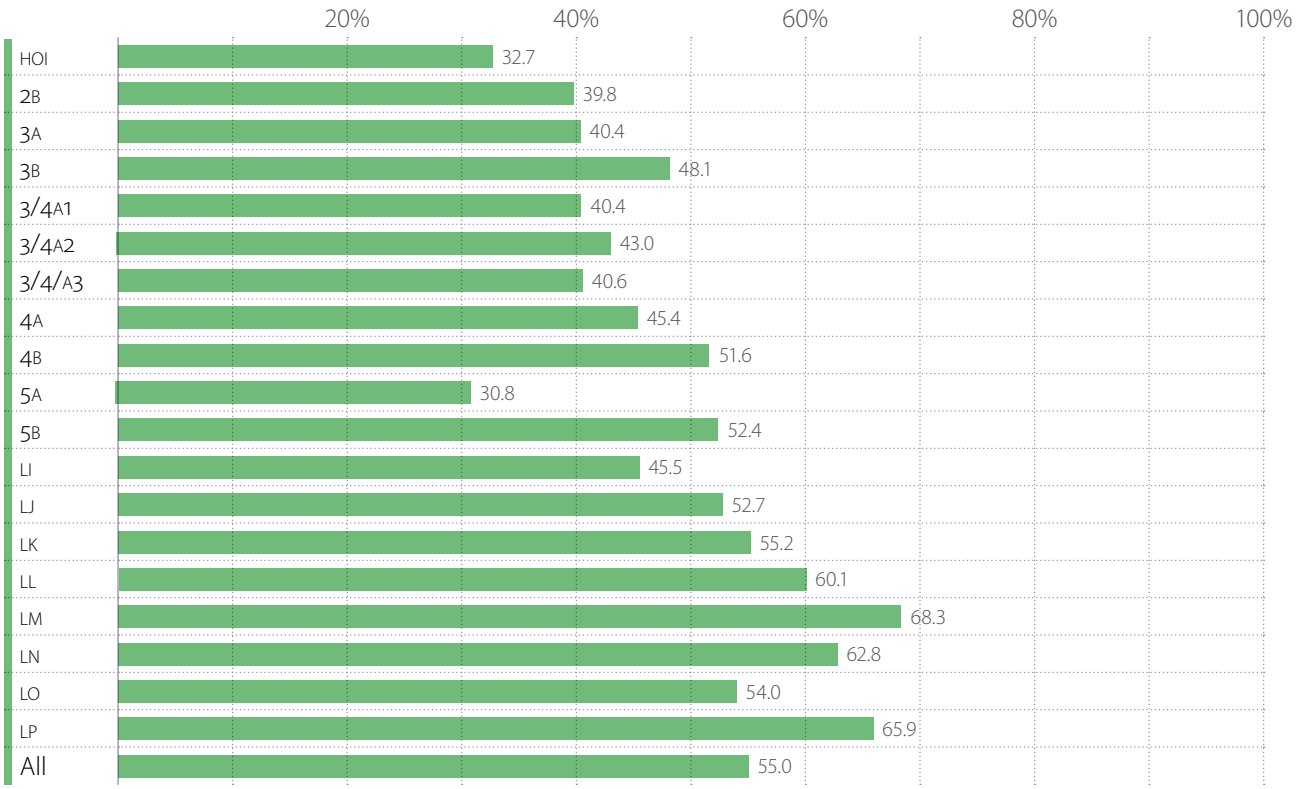
4.7 Staff by contract level and sex

≤ Contract level definition: see page 17

≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
HOI	Head of Institution (HOI)	70	*0.0*	*32.7*	140	*0.1*	*67.3*	210	*0.0*
2B	UCEA level 2	290	*0.1*	*39.8*	440	*0.2*	*60.2*	725	*0.2*
3A	UCEA level 3A	320	*0.1*	*40.4*	470	*0.2*	*59.6*	785	*0.2*
3B	UCEA level 3B	620	*0.3*	*48.1*	670	*0.3*	*51.9*	1,295	*0.3*
3/4A1	UCEA level 3/4A1	315	*0.1*	*40.4*	460	*0.2*	*59.6*	775	*0.2*
3/4A2	UCEA level 3/4A2	320	*0.1*	*43.0*	425	*0.2*	*57.0*	745	*0.2*
3/4/A3	UCEA level 3/4A3	440	*0.2*	*40.6*	645	*0.3*	*59.4*	1,085	*0.2*
4A	UCEA level 4A	1,090	*0.5*	*45.4*	1,310	*0.7*	*54.6*	2,400	*0.5*
4B	UCEA level 4B	1,075	*0.4*	*51.6*	1,010	*0.5*	*48.4*	2,080	*0.5*
5A	UCEA level 5A	7,505	*3.1*	*30.8*	16,890	*8.6*	*69.2*	24,395	*5.6*
5B	UCEA level 5B	1,105	*0.5*	*52.4*	1,000	*0.5*	*47.6*	2,105	*0.5*
LI	XpertHR level I	19,110	*7.9*	*45.5*	22,870	*11.6*	*54.5*	41,980	*9.6*
LJ	XpertHR level J	42,120	*17.5*	*52.7*	37,795	*19.2*	*47.3*	79,915	*18.2*
LK	XpertHR level K	63,660	*26.4*	*55.2*	51,570	*26.2*	*44.8*	115,230	*26.3*
LL	XpertHR level L	42,700	*17.7*	*60.1*	28,320	*14.4*	*39.9*	71,020	*16.2*
LM	XpertHR level M	29,610	*12.3*	*68.3*	13,710	*7.0*	*31.7*	43,320	*9.9*
LN	XpertHR level N	15,465	*6.4*	*62.8*	9,155	*4.6*	*37.2*	24,620	*5.6*
LO	XpertHR level O	6,480	*2.7*	*54.0*	5,520	*2.8*	*46.0*	12,005	*2.7*
LP	XpertHR level P	8,790	*3.6*	*65.9*	4,545	*2.3*	*34.1*	13,335	*3.0*
All	All contract levels	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*

Proportions of staff who identified as female

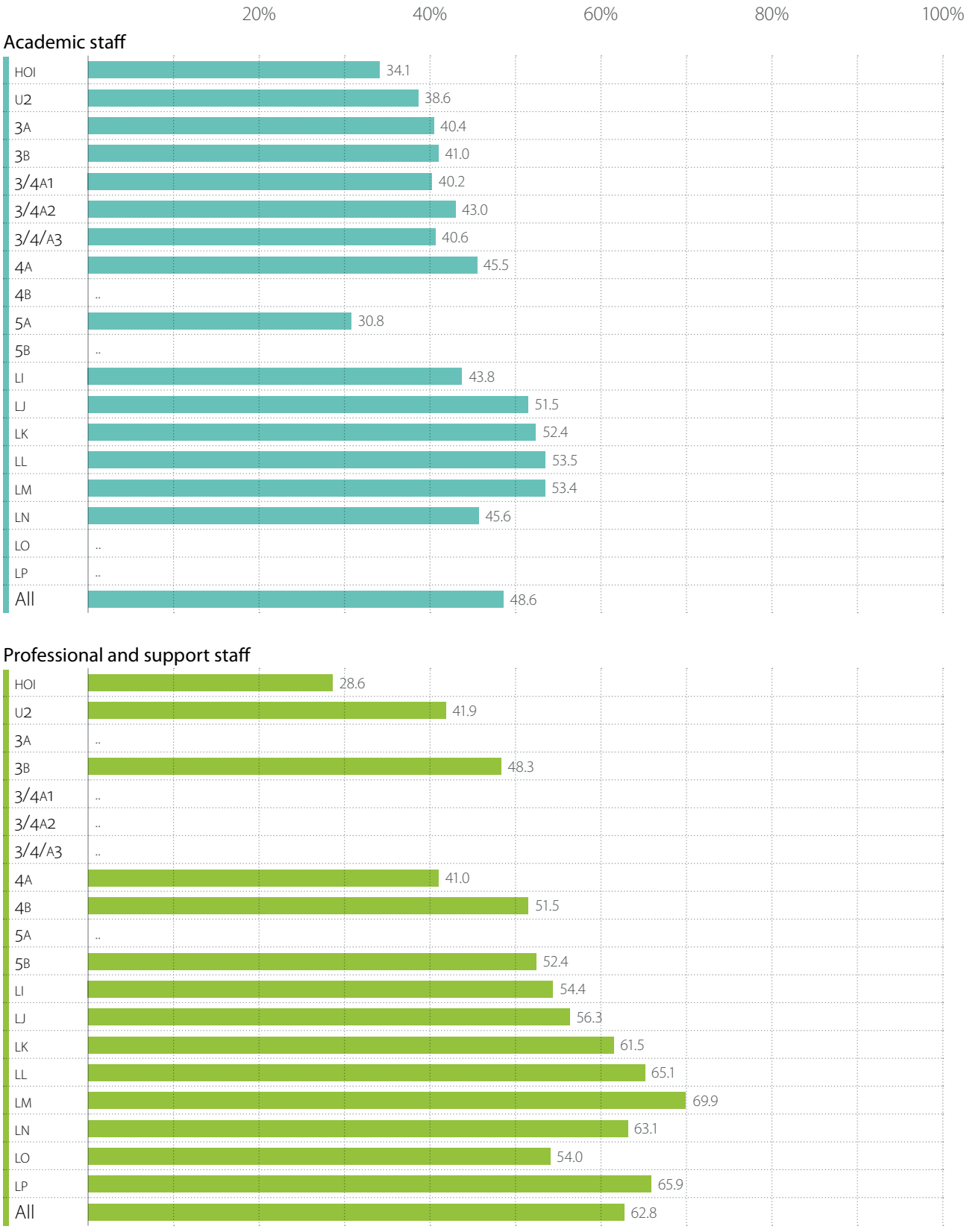


4.8 Staff by activity, contract level and sex

≤ Staff activity definition: see page 15
≤ Contract level definition: see page 17
≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	55	*0.0*	*34.1*	105	*0.1*	*65.9*	160	*0.1*
U2	UCEA level 2	180	*0.2*	*38.6*	285	*0.2*	*61.4*	465	*0.2*
3A	UCEA level 3A	315	*0.3*	*40.4*	470	*0.4*	*59.6*	785	*0.3*
3B	UCEA level 3B	15	*0.0*	*41.0*	20	*0.0*	*59.0*	35	*0.0*
3/4A1	UCEA level 3/4A1	310	*0.3*	*40.2*	460	*0.4*	*59.8*	770	*0.3*
3/4A2	UCEA level 3/4A2	320	*0.3*	*43.0*	425	*0.3*	*57.0*	745	*0.3*
3/4/A3	UCEA level 3/4A3	440	*0.4*	*40.6*	645	*0.5*	*59.4*	1,085	*0.5*
4A	UCEA level 4A	1,080	*0.9*	*45.5*	1,295	*1.1*	*54.5*	2,370	*1.0*
4B	UCEA level 4B	10	*0.0*	..	5	*0.0*	..	15	*0.0*
5A	UCEA level 5A	7,500	*6.4*	*30.8*	16,885	*13.7*	*69.2*	24,385	*10.2*
5B	UCEA level 5B	10	*0.0*	..	10	*0.0*	..	20	*0.0*
LI	XpertHR level I	15,445	*13.3*	*43.8*	19,795	*16.1*	*56.2*	35,240	*14.7*
LJ	XpertHR level J	30,570	*26.3*	*51.5*	28,825	*23.4*	*48.5*	59,395	*24.8*
LK	XpertHR level K	41,555	*35.7*	*52.4*	37,700	*30.6*	*47.6*	79,255	*33.1*
LL	XpertHR level L	16,295	*14.0*	*53.5*	14,165	*11.5*	*46.5*	30,460	*12.7*
LM	XpertHR level M	2,130	*1.8*	*53.4*	1,855	*1.5*	*46.6*	3,985	*1.7*
LN	XpertHR level N	190	*0.2*	*45.6*	225	*0.2*	*54.4*	420	*0.2*
LO	XpertHR level O	10	*0.0*	..	5	*0.0*	..	15	*0.0*
LP	XpertHR level P	5	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All contract levels	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Professional and support staff									
HOI	Head of institution	15	*0.0*	*28.6*	35	*0.1*	*71.4*	50	*0.0*
U2	UCEA level 2	110	*0.1*	*41.9*	155	*0.2*	*58.1*	265	*0.1*
3A	UCEA level 3A	0	*0.0*	..	0	*0.0*	..	0	*0.0*
3B	UCEA level 3B	605	*0.5*	*48.3*	650	*0.9*	*51.7*	1,255	*0.6*
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	0	*0.0*	..	0	*0.0*	..	5	*0.0*
4A	UCEA level 4A	10	*0.0*	*41.0*	15	*0.0*	*59.0*	25	*0.0*
4B	UCEA level 4B	1,065	*0.9*	*51.5*	1,005	*1.4*	*48.5*	2,070	*1.0*
5A	UCEA level 5A	5	*0.0*	..	5	*0.0*	..	10	*0.0*
5B	UCEA level 5B	1,095	*0.9*	*52.4*	995	*1.3*	*47.6*	2,085	*1.1*
LI	XpertHR level I	3,665	*2.9*	*54.4*	3,075	*4.2*	*45.6*	6,740	*3.4*
LJ	XpertHR level J	11,555	*9.3*	*56.3*	8,970	*12.2*	*43.7*	20,525	*10.3*
LK	XpertHR level K	22,105	*17.7*	*61.5*	13,865	*18.8*	*38.5*	35,970	*18.1*
LL	XpertHR level L	26,405	*21.2*	*65.1*	14,155	*19.2*	*34.9*	40,560	*20.4*
LM	XpertHR level M	27,480	*22.0*	*69.9*	11,855	*16.1*	*30.1*	39,335	*19.8*
LN	XpertHR level N	15,275	*12.3*	*63.1*	8,930	*12.1*	*36.9*	24,200	*12.2*
LO	XpertHR level O	6,475	*5.2*	*54.0*	5,515	*7.5*	*46.0*	11,990	*6.0*
LP	XpertHR level P	8,785	*7.0*	*65.9*	4,545	*6.2*	*34.1*	13,330	*6.7*
All	All contract levels	124,650	*100.0*	*62.8*	73,770	*100.0*	*37.2*	198,420	*100.0*

Proportions of staff who identified as female

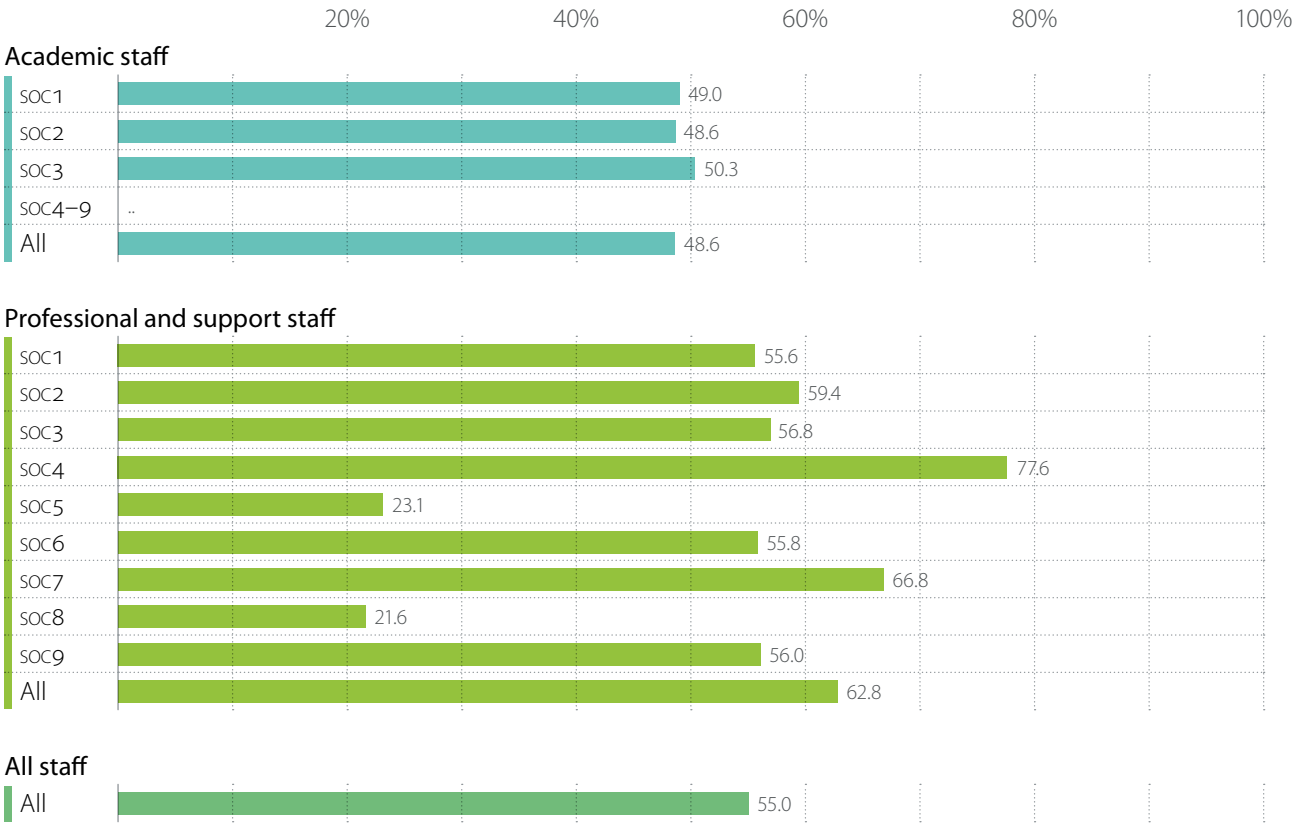


4.9 Staff by activity, occupational group and sex

≤ Staff activity definition: see page 15
≤ Occupational group definition: see page 19
≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	265	*0.2*	*49.0*	275	*0.2*	*51.0*	540	*0.2*
SOC2	Professional occupations	115,225	*99.0*	*48.6*	121,975	*99.0*	*51.4*	237,200	*99.0*
SOC3	Associate professional and technical	935	*0.8*	*50.3*	925	*0.8*	*49.7*	1,860	*0.8*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	5	*0.0*	..	5	*0.0*
All	All academic staff	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	5,580	*4.5*	*55.6*	4,465	*6.0*	*44.4*	10,040	*5.1*
SOC2	Professional occupations	29,095	*23.3*	*59.4*	19,850	*26.9*	*40.6*	48,945	*24.7*
SOC3	Associate professional and technical	25,145	*20.2*	*56.8*	19,140	*25.9*	*43.2*	44,285	*22.3*
SOC4	Administrative and secretarial	48,560	*39.0*	*77.6*	13,985	*19.0*	*22.4*	62,545	*31.5*
SOC5	Skilled trades occupations	1,215	*1.0*	*23.1*	4,040	*5.5*	*76.9*	5,255	*2.6*
SOC6	Caring, leisure and other service	3,300	*2.6*	*55.8*	2,615	*3.5*	*44.2*	5,915	*3.0*
SOC7	Sales and customer service occupations	1,080	*0.9*	*66.8*	535	*0.7*	*33.2*	1,610	*0.8*
SOC8	Process, plant and machine operatives	260	*0.2*	*21.6*	940	*1.3*	*78.4*	1,200	*0.6*
SOC9	Elementary occupations	10,420	*8.4*	*56.0*	8,200	*11.1*	*44.0*	18,620	*9.4*
All	All professional and support staff	124,650	*100.0*	*62.8*	73,770	*100.0*	*37.2*	198,420	*100.0*
All staff									
All	All staff	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*

Proportions of staff who identified as female



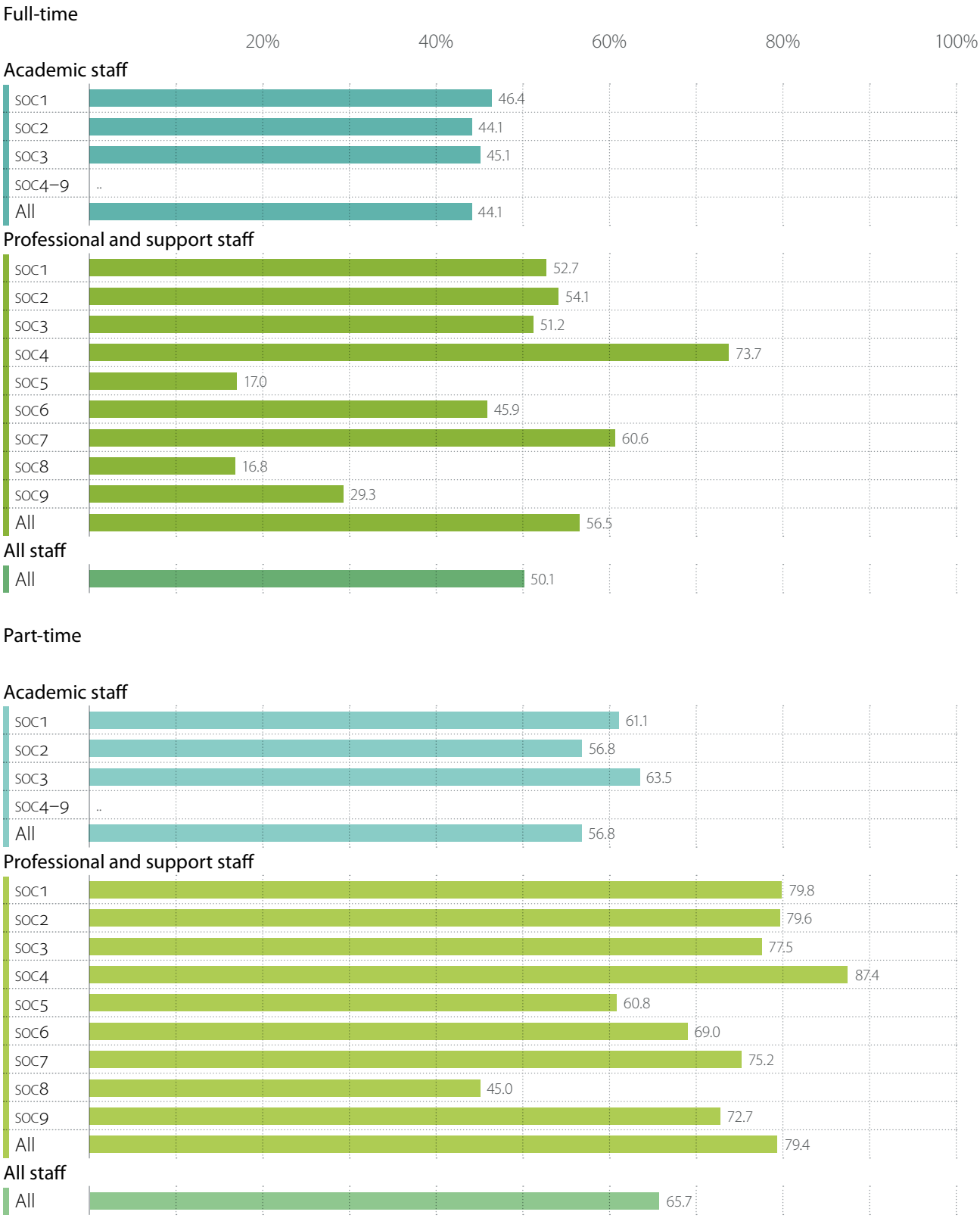
4.10 Full-time and part-time staff by activity, occupational group and sex

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Occupational group definition: see page 19
≤ Sex definition: see page 13

Full-time		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
SOC1	Managers, directors and senior officials	205	*0.3*	*46.4*	240	*0.3*	*53.6*	445	*0.3*
SOC2	Professional occupations	67,830	*98.8*	*44.1*	85,895	*98.9*	*55.9*	153,725	*98.9*
SOC3	Associate professional and technical	600	*0.9*	*45.1*	730	*0.8*	*54.9*	1,330	*0.9*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	68,640	*100.0*	*44.1*	86,870	*100.0*	*55.9*	155,505	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	4,740	*5.8*	*52.7*	4,250	*6.8*	*47.3*	8,990	*6.2*
SOC2	Professional occupations	20,920	*25.7*	*54.1*	17,750	*28.4*	*45.9*	38,670	*26.9*
SOC3	Associate professional and technical	17,850	*21.9*	*51.2*	17,025	*27.2*	*48.8*	34,875	*24.2*
SOC4	Administrative and secretarial	32,745	*40.2*	*73.7*	11,700	*18.7*	*26.3*	44,445	*30.9*
SOC5	Skilled trades occupations	770	*0.9*	*17.0*	3,755	*6.0*	*83.0*	4,520	*3.1*
SOC6	Caring, leisure and other service	1,550	*1.9*	*45.9*	1,825	*2.9*	*54.1*	3,380	*2.3*
SOC7	Sales and customer service occupations	560	*0.7*	*60.6*	365	*0.6*	*39.4*	925	*0.6*
SOC8	Process, plant and machine operatives	165	*0.2*	*16.8*	825	*1.3*	*83.2*	995	*0.7*
SOC9	Elementary occupations	2,100	*2.6*	*29.3*	5,075	*8.1*	*70.7*	7,175	*5.0*
All	All professional and support staff	81,400	*100.0*	*56.5*	62,570	*100.0*	*43.5*	143,970	*100.0*
All staff									
All	All staff	150,035	*100.0*	*50.1*	149,440	*100.0*	*49.9*	299,475	*100.0*

Part-time									
Academic staff									
SOC1	Managers, directors and senior officials	60	*0.1*	*61.1*	35	*0.1*	*38.9*	95	*0.1*
SOC2	Professional occupations	47,395	*99.2*	*56.8*	36,080	*99.4*	*43.2*	83,470	*99.3*
SOC3	Associate professional and technical	335	*0.7*	*63.5*	195	*0.5*	*36.5*	530	*0.6*
SOC4–9	Clerical and manual occupations	0	*0.0*	..	0	*0.0*	..	5	*0.0*
All	All academic staff	47,790	*100.0*	*56.8*	36,310	*100.0*	*43.2*	84,100	*100.0*
Professional and support staff									
SOC1	Managers, directors and senior officials	840	*1.9*	*79.8*	210	*1.9*	*20.2*	1,050	*1.9*
SOC2	Professional occupations	8,175	*18.9*	*79.6*	2,100	*18.8*	*20.4*	10,280	*18.9*
SOC3	Associate professional and technical	7,295	*16.9*	*77.5*	2,115	*18.9*	*22.5*	9,410	*17.3*
SOC4	Administrative and secretarial	15,815	*36.6*	*87.4*	2,285	*20.4*	*12.6*	18,100	*33.2*
SOC5	Skilled trades occupations	445	*1.0*	*60.8*	290	*2.6*	*39.2*	735	*1.3*
SOC6	Caring, leisure and other service	1,750	*4.0*	*69.0*	785	*7.0*	*31.0*	2,535	*4.7*
SOC7	Sales and customer service occupations	520	*1.2*	*75.2*	170	*1.5*	*24.8*	690	*1.3*
SOC8	Process, plant and machine operatives	95	*0.2*	*45.0*	115	*1.0*	*55.0*	205	*0.4*
SOC9	Elementary occupations	8,320	*19.2*	*72.7*	3,125	*27.9*	*27.3*	11,445	*21.0*
All	All professional and support staff	43,250	*100.0*	*79.4*	11,200	*100.0*	*20.6*	54,450	*100.0*
All staff									
All	All staff	91,040	*100.0*	*65.7*	47,510	*100.0*	*34.3*	138,550	*100.0*

Proportions of staff who identified as female

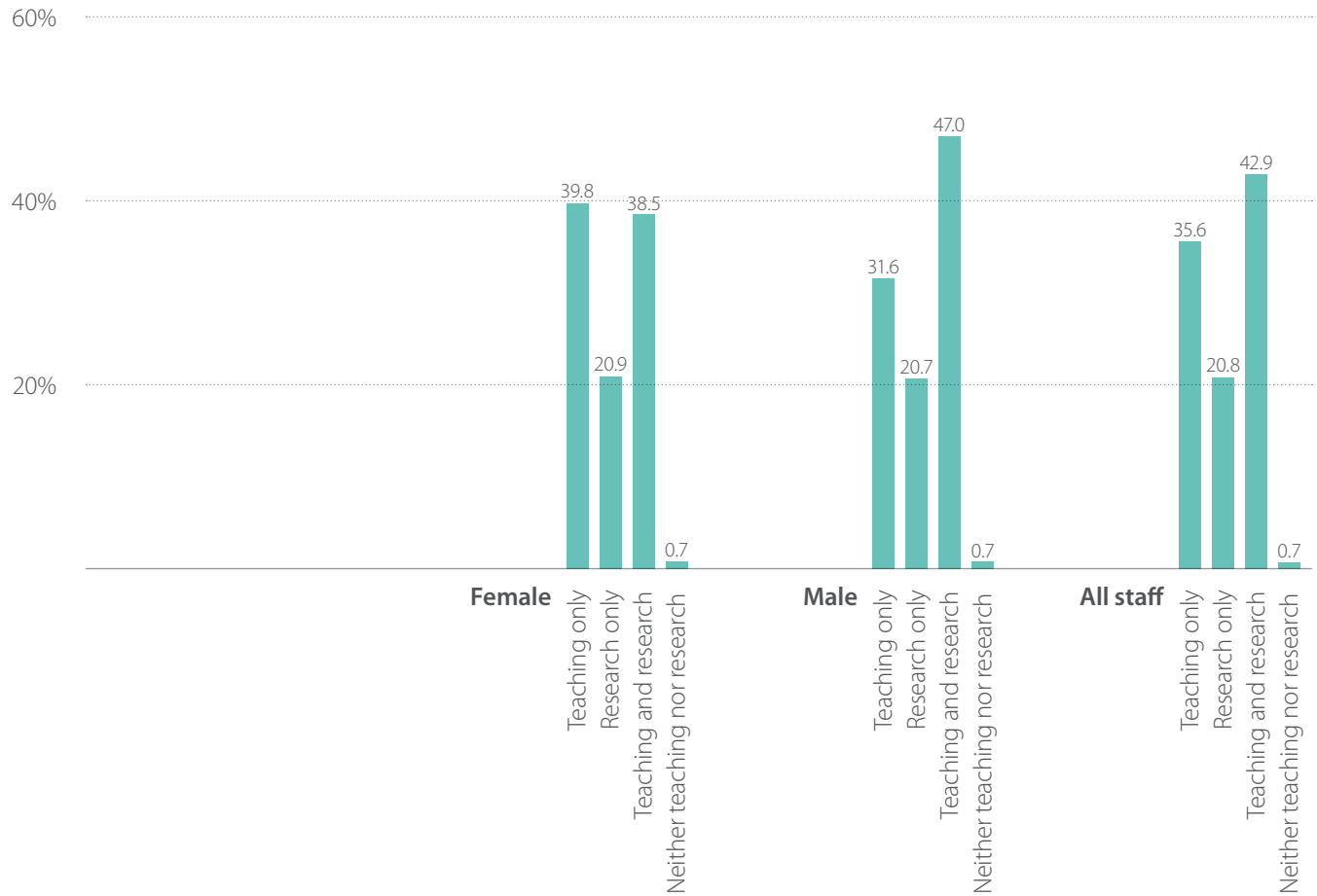


4.11 Academic staff by research/teaching contract type and sex

≤ Academic contract definition: see page 20
≤ Sex definition: see page 13

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Teaching only	46,345	*39.8*	*54.3*	38,960	*31.6*	*45.7*	85,305	*35.6*
Research only	24,345	*20.9*	*48.9*	25,455	*20.7*	*51.1*	49,805	*20.8*
Teaching and research	44,880	*38.5*	*43.7*	57,870	*47.0*	*56.3*	102,750	*42.9*
Neither teaching nor research	860	*0.7*	*49.0*	895	*0.7*	*51.0*	1,755	*0.7*
All academic contracts	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*

Additional data by subject area is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables



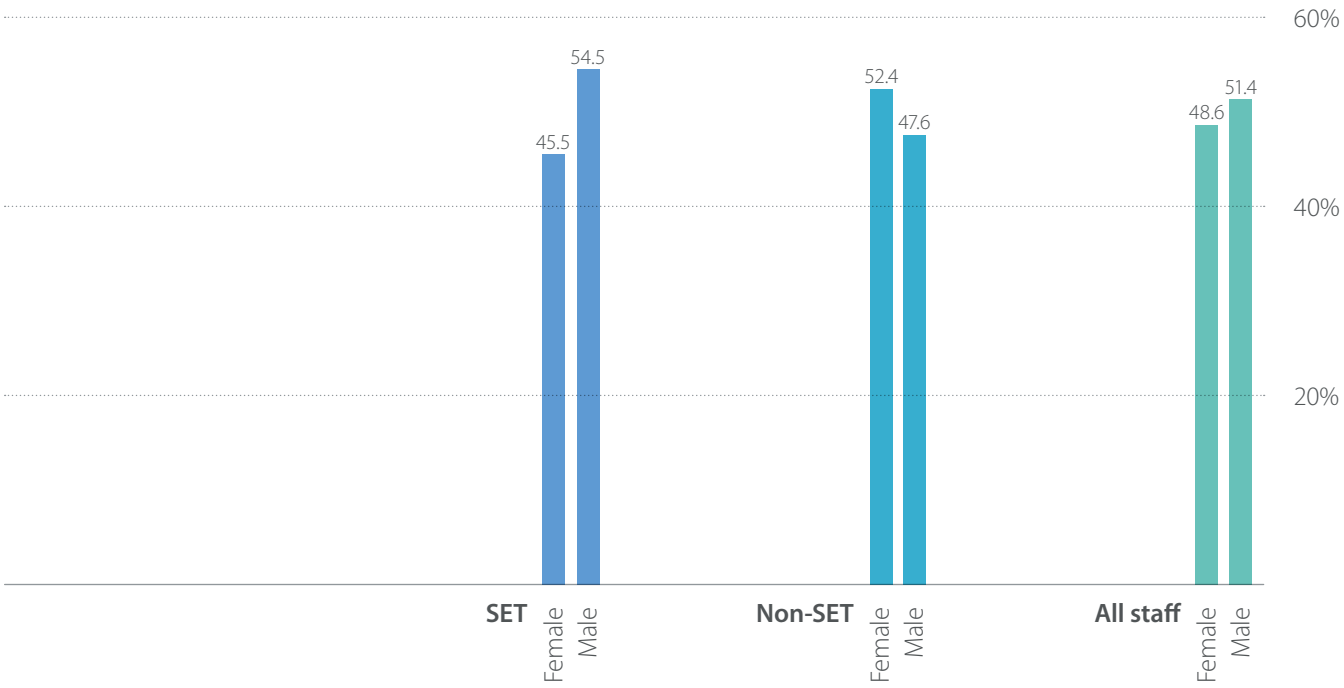
4.12

Academic staff by SET category and sex

	SET			Non-SET			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Female	60,305	*45.5*	*51.8*	56,125	*52.4*	*48.2*	116,425	*48.6*
Male	72,130	*54.5*	*58.6*	51,050	*47.6*	*41.4*	123,180	*51.4*
Total	132,435	*100.0*	*55.3*	107,170	*100.0*	*44.7*	239,605	*100.0*

≤ SET/non-SET subject area definition: see page 20

≤ Sex definition: see page 13



4.13 SET academic staff by subject area and sex

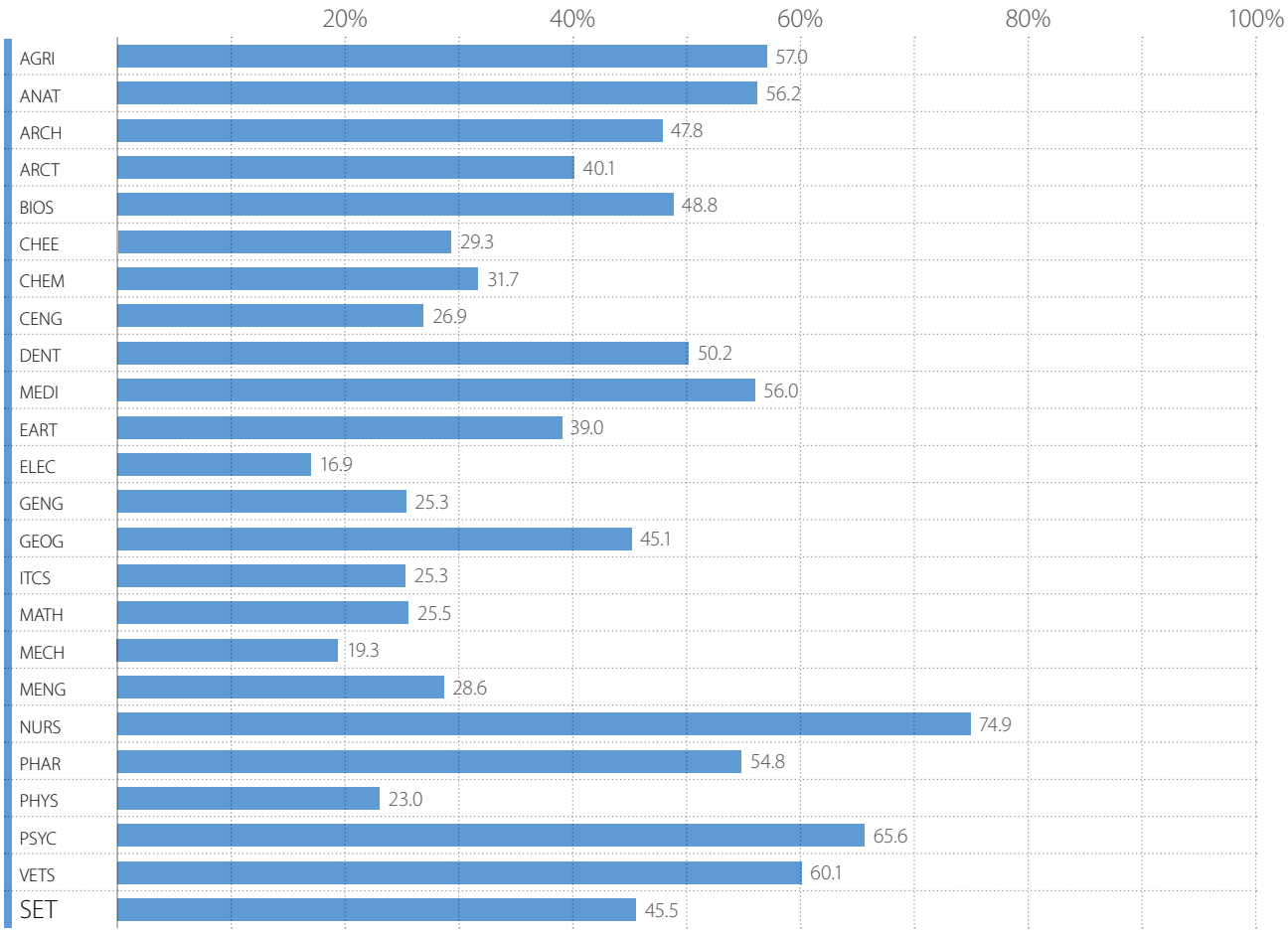
≤ SET/non-SET subject area definition: see page 20

≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
AGRI	Agriculture, forestry and food science	905	1.5	57.0	685	0.9	43.0	1,590	1.2
ANAT	Anatomy and physiology	970	1.6	56.2	755	1.0	43.8	1,720	1.3
ARCH	Archaeology	390	0.6	47.8	425	0.6	52.2	815	0.6
ARCT	Architecture, built environment and planning	2,165	3.6	40.1	3,230	4.5	59.9	5,395	4.1
BIOS	Biosciences	7,250	12.0	48.8	7,620	10.6	51.2	14,870	11.2
CHEE	Chemical engineering	435	0.7	29.3	1,045	1.4	70.7	1,480	1.1
CHEM	Chemistry	1,345	2.2	31.7	2,905	4.0	68.3	4,250	3.2
CENG	Civil engineering	645	1.1	26.9	1,745	2.4	73.1	2,390	1.8
DENT	Clinical dentistry	880	1.5	50.2	875	1.2	49.8	1,755	1.3
MEDI	Clinical medicine	14,785	24.5	56.0	11,600	16.1	44.0	26,390	19.9
EART	Earth, marine and environmental sciences	1,405	2.3	39.0	2,195	3.0	61.0	3,600	2.7
ELEC	Electrical, electronic and computer engineering	770	1.3	16.9	3,800	5.3	83.1	4,570	3.5
GENG	General engineering	1,260	2.1	25.3	3,730	5.2	74.7	4,990	3.8
GEOG	Geography and environmental studies	1,365	2.3	45.1	1,660	2.3	54.9	3,025	2.3
ITCS	IT, systems sciences and computer software engineering	2,490	4.1	25.3	7,365	10.2	74.7	9,855	7.4
MATH	Mathematics	1,455	2.4	25.5	4,245	5.9	74.5	5,700	4.3
MECH	Mechanical, aero and production engineering	1,065	1.8	19.3	4,435	6.1	80.7	5,500	4.2
MENG	Mineral, metallurgy and materials engineering	315	0.5	28.6	785	1.1	71.4	1,100	0.8
NURS	Nursing and allied health professions	10,490	17.4	74.9	3,520	4.9	25.1	14,015	10.6
PHAR	Pharmacy and pharmacology	1,280	2.1	54.8	1,055	1.5	45.2	2,335	1.8
PHYS	Physics	1,345	2.2	23.0	4,505	6.2	77.0	5,850	4.4
PSYC	Psychology and behavioural sciences	6,375	10.6	65.6	3,335	4.6	34.4	9,710	7.3
VETS	Veterinary science	920	1.5	60.1	610	0.8	39.9	1,530	1.2
SET	All SET subject areas	60,305	100.0	45.5	72,130	100.0	54.5	132,435	100.0

Additional data by starters only is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who identified as female



4.14 Non-SET academic staff by subject area and sex

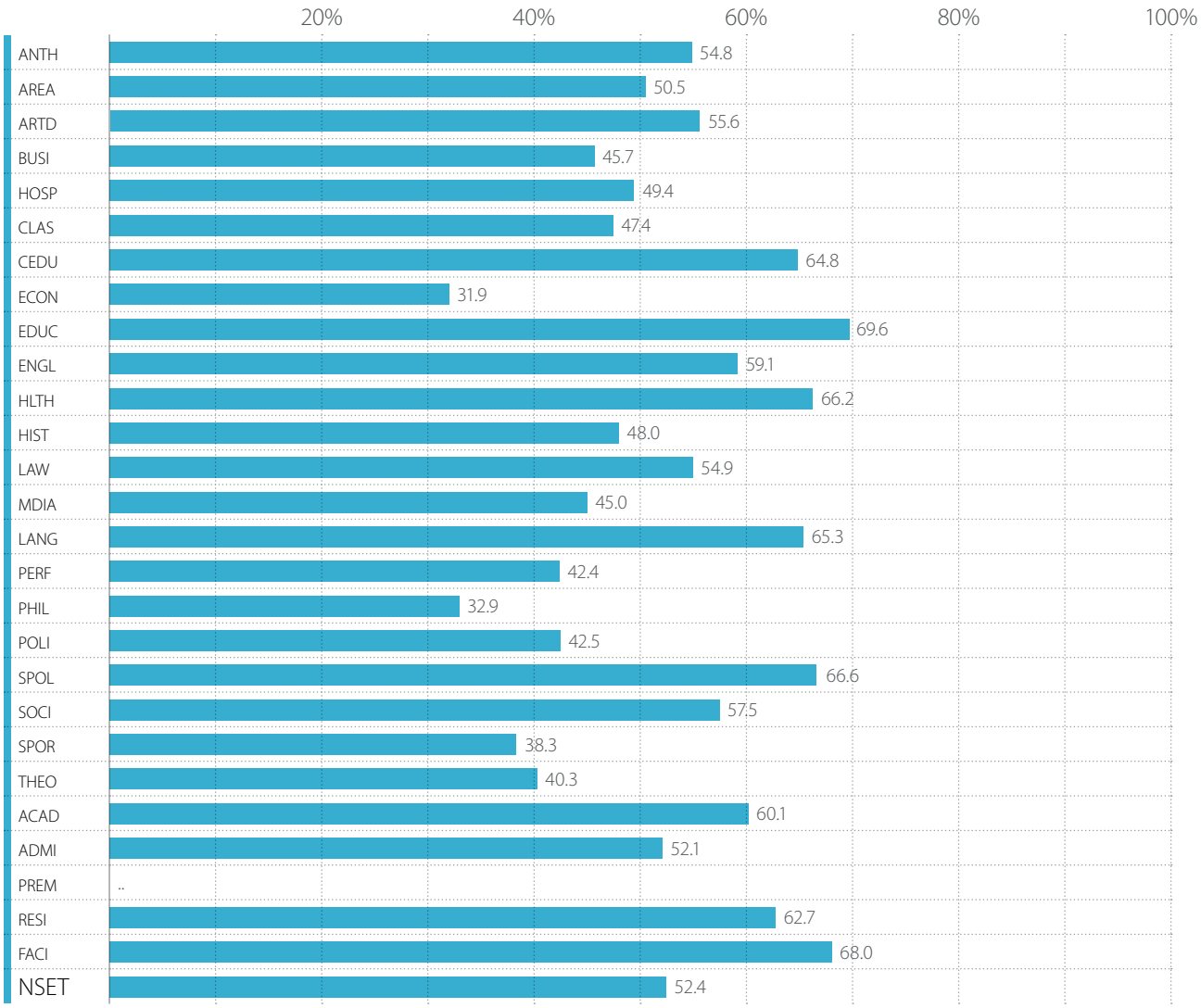
≤ SET/non-SET subject area definition: see page 20

≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ANTH	Anthropology and development studies	580	*1.0*	*54.8*	480	*0.9*	*45.2*	1,060	*1.0*
AREA	Area studies	225	*0.4*	*50.5*	225	*0.4*	*49.5*	450	*0.4*
ARTD	Art and design	5,995	*10.7*	*55.6*	4,795	*9.4*	*44.4*	10,795	*10.1*
BUSI	Business and management studies	9,235	*16.5*	*45.7*	10,990	*21.5*	*54.3*	20,225	*18.9*
HOSP	Catering and hospitality management	250	*0.4*	*49.4*	260	*0.5*	*50.6*	510	*0.5*
CLAS	Classics	305	*0.5*	*47.4*	335	*0.7*	*52.6*	640	*0.6*
CEDU	Continuing education	530	*0.9*	*64.8*	285	*0.6*	*35.2*	815	*0.8*
ECON	Economics and econometrics	1,045	*1.9*	*31.9*	2,230	*4.4*	*68.1*	3,275	*3.1*
EDUC	Education	7,065	*12.6*	*69.6*	3,095	*6.1*	*30.4*	10,160	*9.5*
ENGL	English language and literature	3,070	*5.5*	*59.1*	2,130	*4.2*	*40.9*	5,200	*4.9*
HLTH	Health and community studies	1,780	*3.2*	*66.2*	910	*1.8*	*33.8*	2,690	*2.5*
HIST	History	1,770	*3.2*	*48.0*	1,920	*3.8*	*52.0*	3,690	*3.4*
LAW	Law	4,160	*7.4*	*54.9*	3,420	*6.7*	*45.1*	7,575	*7.1*
MDIA	Media studies	2,170	*3.9*	*45.0*	2,655	*5.2*	*55.0*	4,830	*4.5*
LANG	Modern languages	3,410	*6.1*	*65.3*	1,810	*3.5*	*34.7*	5,215	*4.9*
PERF	Music, dance, drama and performing arts	3,685	*6.6*	*42.4*	5,000	*9.8*	*57.6*	8,685	*8.1*
PHIL	Philosophy	425	*0.8*	*32.9*	865	*1.7*	*67.1*	1,285	*1.2*
POLI	Politics and international studies	1,755	*3.1*	*42.5*	2,370	*4.6*	*57.5*	4,125	*3.8*
SPOL	Social work and social policy	2,245	*4.0*	*66.6*	1,125	*2.2*	*33.4*	3,370	*3.1*
SOCI	Sociology	2,305	*4.1*	*57.5*	1,710	*3.3*	*42.5*	4,015	*3.7*
SPOR	Sports science and leisure studies	1,255	*2.2*	*38.3*	2,030	*4.0*	*61.7*	3,285	*3.1*
THEO	Theology and religious studies	320	*0.6*	*40.3*	480	*0.9*	*59.7*	800	*0.7*
ACAD	Total academic services	1,085	*1.9*	*60.1*	720	*1.4*	*39.9*	1,805	*1.7*
ADMI	Central administration and services	1,155	*2.1*	*52.1*	1,065	*2.1*	*47.9*	2,225	*2.1*
PREM	Premises	0	*0.0*	..	5	*0.0*	..	5	*0.0*
RESI	Residences and catering	25	*0.0*	*62.7*	15	*0.0*	*37.3*	45	*0.0*
FACI	Staff and student facilities	275	*0.5*	*68.0*	130	*0.3*	*32.0*	400	*0.4*
NSET	All non-SET subject areas	56,125	*100.0*	*52.4*	51,050	*100.0*	*47.6*	107,170	*100.0*

Additional data by starters only is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who identified as female



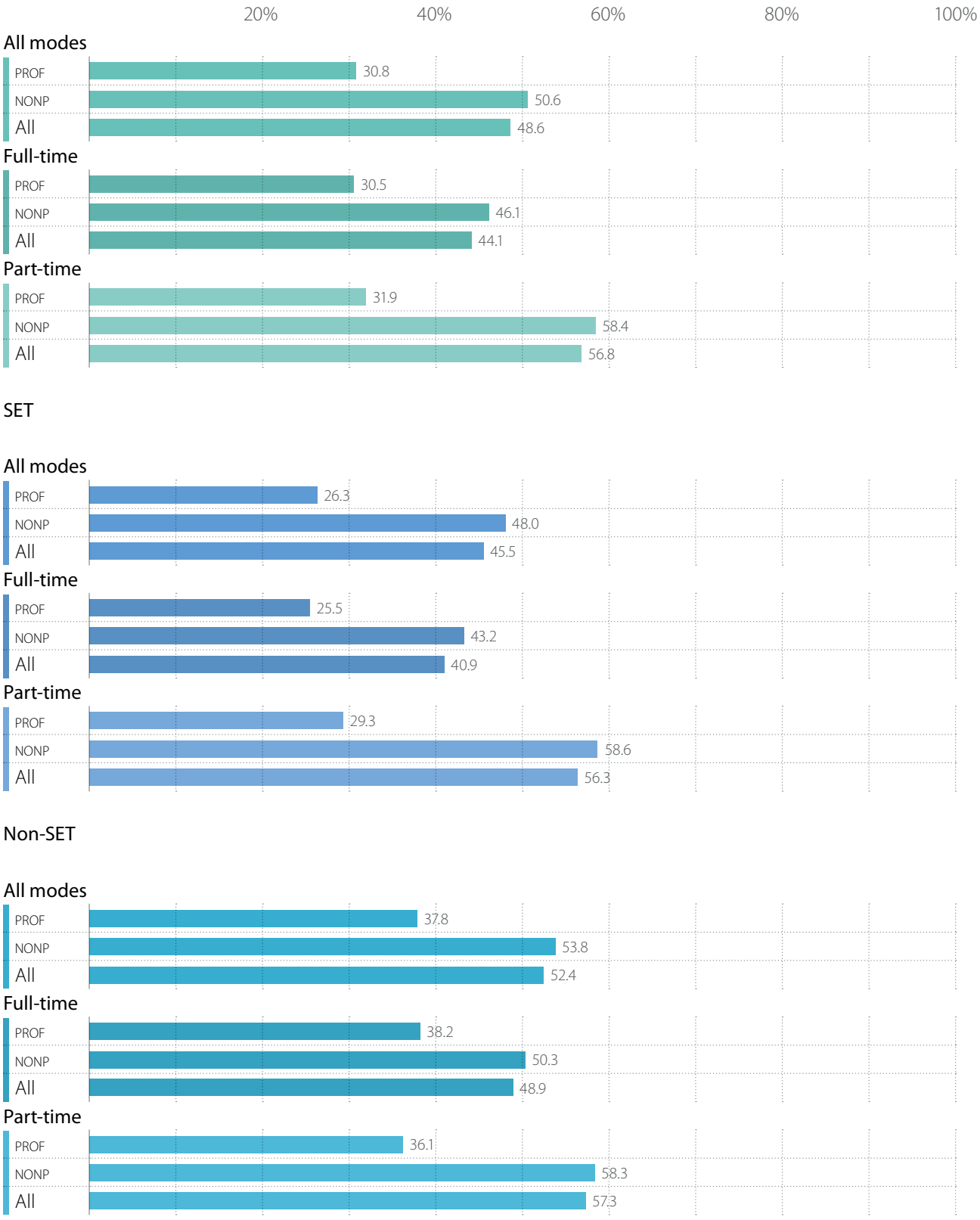
4.15 Academic staff by professorial and SET categories, mode and sex

≤ Professorial category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Sex definition: see page 13

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
PROF	Professor	7,500	*6.4*	*30.8*	16,885	*13.7*	*69.2*	24,385	*10.2*
NONP	Non-professor	108,925	*93.6*	*50.6*	106,295	*86.3*	*49.4*	215,225	*89.8*
All	All	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Full-time									
PROF	Professor	5,870	*8.5*	*30.5*	13,395	*15.4*	*69.5*	19,260	*12.4*
NONP	Non-professor	62,770	*91.5*	*46.1*	73,475	*84.6*	*53.9*	136,245	*87.6*
All	All	68,640	*100.0*	*44.1*	86,870	*100.0*	*55.9*	155,505	*100.0*
Part-time									
PROF	Professor	1,630	*3.4*	*31.9*	3,490	*9.6*	*68.1*	5,120	*6.1*
NONP	Non-professor	46,155	*96.6*	*58.4*	32,820	*90.4*	*41.6*	78,980	*93.9*
All	All	47,790	*100.0*	*56.8*	36,310	*100.0*	*43.2*	84,100	*100.0*
SET									
All modes									
PROF	Professor	3,940	*6.5*	*26.3*	11,020	*15.3*	*73.7*	14,960	*11.3*
NONP	Non-professor	56,365	*93.5*	*48.0*	61,110	*84.7*	*52.0*	117,475	*88.7*
All	All	60,305	*100.0*	*45.5*	72,130	*100.0*	*54.5*	132,435	*100.0*
Full-time									
PROF	Professor	3,015	*7.9*	*25.5*	8,785	*16.0*	*74.5*	11,800	*12.7*
NONP	Non-professor	35,000	*92.1*	*43.2*	46,030	*84.0*	*56.8*	81,030	*87.3*
All	All	38,010	*100.0*	*40.9*	54,815	*100.0*	*59.1*	92,825	*100.0*
Part-time									
PROF	Professor	925	*4.2*	*29.3*	2,235	*12.9*	*70.7*	3,160	*8.0*
NONP	Non-professor	21,365	*95.8*	*58.6*	15,080	*87.1*	*41.4*	36,450	*92.0*
All	All	22,290	*100.0*	*56.3*	17,320	*100.0*	*43.7*	39,610	*100.0*
Non-SET									
All modes									
PROF	Professor	3,560	*6.3*	*37.8*	5,865	*11.5*	*62.2*	9,425	*8.8*
NONP	Non-professor	52,560	*93.7*	*53.8*	45,185	*88.5*	*46.2*	97,750	*91.2*
All	All	56,125	*100.0*	*52.4*	51,050	*100.0*	*47.6*	107,170	*100.0*
Full-time									
PROF	Professor	2,855	*9.3*	*38.2*	4,610	*14.4*	*61.8*	7,465	*11.9*
NONP	Non-professor	27,770	*90.7*	*50.3*	27,445	*85.6*	*49.7*	55,215	*88.1*
All	All	30,625	*100.0*	*48.9*	32,055	*100.0*	*51.1*	62,680	*100.0*
Part-time									
PROF	Professor	705	*2.8*	*36.1*	1,255	*6.6*	*63.9*	1,960	*4.4*
NONP	Non-professor	24,790	*97.2*	*58.3*	17,740	*93.4*	*41.7*	42,530	*95.6*
All	All	25,500	*100.0*	*57.3*	18,995	*100.0*	*42.7*	44,490	*100.0*

Additional data by subject area is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proportions of staff who identified as female



SET

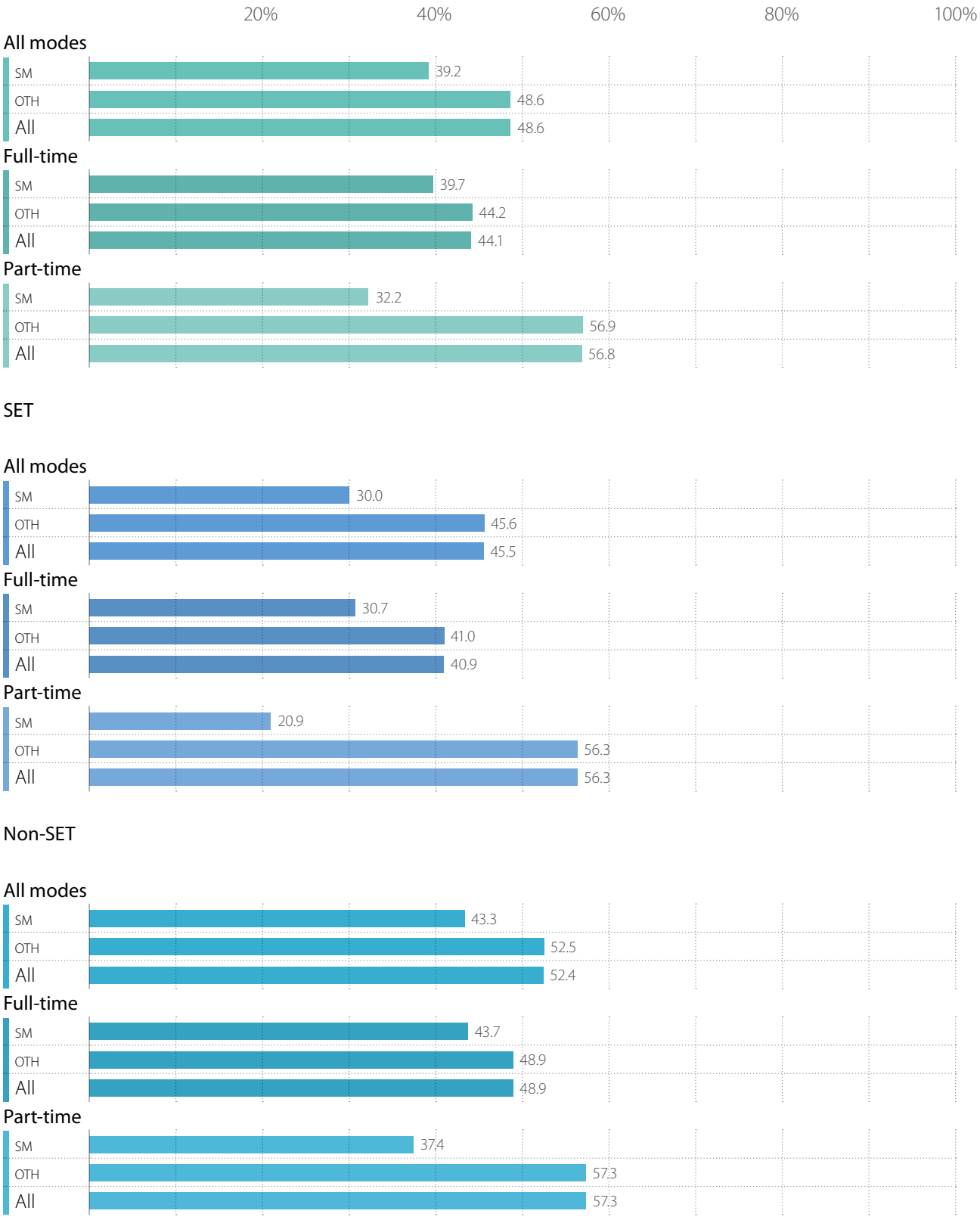
Non-SET

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

≤ Senior management category definition: see page 21
≤ SET/non-SET subject area definition: see page 20
≤ Mode definition: see page 16
≤ Sex definition: see page 13

All subject areas		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
SM	Senior manager	565	*0.5*	*39.2*	880	*0.7*	*60.8*	1,445	*0.6*
OTH	Other academic	115,860	*99.5*	*48.6*	122,300	*99.3*	*51.4*	238,165	*99.4*
All	All	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Full-time									
SM	Senior manager	535	*0.8*	*39.7*	810	*0.9*	*60.3*	1,345	*0.9*
OTH	Other academic	68,105	*99.2*	*44.2*	86,060	*99.1*	*55.8*	154,160	*99.1*
All	All	68,640	*100.0*	*44.1*	86,870	*100.0*	*55.9*	155,505	*100.0*
Part-time									
SM	Senior manager	30	*0.1*	*32.2*	70	*0.2*	*67.8*	100	*0.1*
OTH	Other academic	47,755	*99.9*	*56.9*	36,245	*99.8*	*43.1*	84,000	*99.9*
All	All	47,790	*100.0*	*56.8*	36,310	*100.0*	*43.2*	84,100	*100.0*
SET									
All modes									
SM	Senior manager	135	*0.2*	*30.0*	315	*0.4*	*70.0*	445	*0.3*
OTH	Other academic	60,170	*99.8*	*45.6*	71,820	*99.6*	*54.4*	131,990	*99.7*
All	All	60,305	*100.0*	*45.5*	72,130	*100.0*	*54.5*	132,435	*100.0*
Full-time									
SM	Senior manager	125	*0.3*	*30.7*	290	*0.5*	*69.3*	415	*0.4*
OTH	Other academic	37,885	*99.7*	*41.0*	54,525	*99.5*	*59.0*	92,410	*99.6*
All	All	38,010	*100.0*	*40.9*	54,815	*100.0*	*59.1*	92,825	*100.0*
Part-time									
SM	Senior manager	5	*0.0*	*20.9*	25	*0.1*	*79.1*	30	*0.1*
OTH	Other academic	22,285	*100.0*	*56.3*	17,295	*99.9*	*43.7*	39,580	*99.9*
All	All	22,290	*100.0*	*56.3*	17,320	*100.0*	*43.7*	39,610	*100.0*
Non-SET									
All modes									
SM	Senior manager	430	*0.8*	*43.3*	565	*1.1*	*56.7*	1,000	*0.9*
OTH	Other academic	55,690	*99.2*	*52.5*	50,480	*98.9*	*47.5*	106,175	*99.1*
All	All	56,125	*100.0*	*52.4*	51,050	*100.0*	*47.6*	107,170	*100.0*
Full-time									
SM	Senior manager	405	*1.3*	*43.7*	525	*1.6*	*56.3*	930	*1.5*
OTH	Other academic	30,220	*98.7*	*48.9*	31,530	*98.4*	*51.1*	61,750	*98.5*
All	All	30,625	*100.0*	*48.9*	32,055	*100.0*	*51.1*	62,680	*100.0*
Part-time									
SM	Senior manager	25	*0.1*	*37.4*	45	*0.2*	*62.6*	70	*0.2*
OTH	Other academic	25,470	*99.9*	*57.3*	18,950	*99.8*	*42.7*	44,425	*99.8*
All	All	25,500	*100.0*	*57.3*	18,995	*100.0*	*42.7*	44,490	*100.0*

Proportions of staff who identified as female



SET

Non-SET

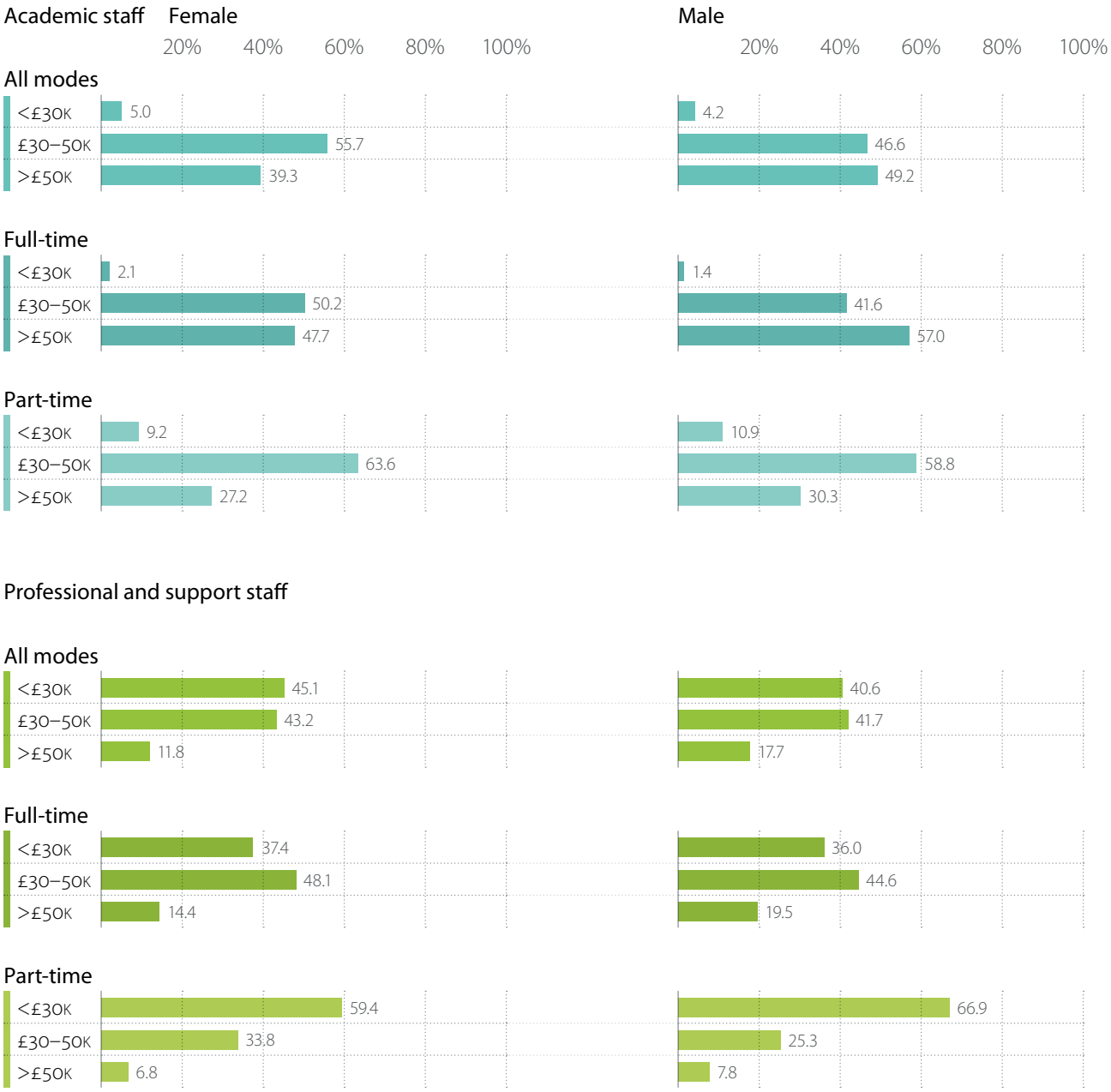
4.17 Staff by activity, mode, salary range and sex

≤ Staff activity definition: see page 15
≤ Mode definition: see page 16
≤ Salary range definition: see page 22
≤ Sex definition: see page 13

Academic staff		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All modes									
<£30K	Under £30,000	5,855	*5.0*	*53.0*	5,185	*4.2*	*47.0*	11,040	*4.6*
£30–50K	£30,000–£50,000	64,805	*55.7*	*53.0*	57,445	*46.6*	*47.0*	122,245	*51.0*
>£50K	Over £50,000	45,770	*39.3*	*43.0*	60,550	*49.2*	*57.0*	106,320	*44.4*
All	Total	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Full-time									
<£30K	Under £30,000	1,465	*2.1*	*54.3*	1,235	*1.4*	*45.7*	2,695	*1.7*
£30–50K	£30,000–£50,000	34,425	*50.2*	*48.8*	36,095	*41.6*	*51.2*	70,520	*45.3*
>£50K	Over £50,000	32,750	*47.7*	*39.8*	49,540	*57.0*	*60.2*	82,290	*52.9*
All	Total	68,640	*100.0*	*44.1*	86,870	*100.0*	*55.9*	155,505	*100.0*
Part-time									
<£30K	Under £30,000	4,390	*9.2*	*52.6*	3,955	*10.9*	*47.4*	8,345	*9.9*
£30–50K	£30,000–£50,000	30,380	*63.6*	*58.7*	21,350	*58.8*	*41.3*	51,725	*61.5*
>£50K	Over £50,000	13,020	*27.2*	*54.2*	11,010	*30.3*	*45.8*	24,030	*28.6*
All	Total	47,790	*100.0*	*56.8*	36,310	*100.0*	*43.2*	84,100	*100.0*

Professional and support staff									
All modes									
<£30K	Under £30,000	56,165	*45.1*	*65.2*	29,985	*40.6*	*34.8*	86,155	*43.4*
£30–50K	£30,000–£50,000	53,800	*43.2*	*63.6*	30,735	*41.7*	*36.4*	84,535	*42.6*
>£50K	Over £50,000	14,685	*11.8*	*53.0*	13,050	*17.7*	*47.0*	27,730	*14.0*
All	Total	124,650	*100.0*	*62.8*	73,770	*100.0*	*37.2*	198,420	*100.0*
Full-time									
<£30K	Under £30,000	30,475	*37.4*	*57.5*	22,500	*36.0*	*42.5*	52,975	*36.8*
£30–50K	£30,000–£50,000	39,180	*48.1*	*58.4*	27,900	*44.6*	*41.6*	67,080	*46.6*
>£50K	Over £50,000	11,745	*14.4*	*49.1*	12,170	*19.5*	*50.9*	23,920	*16.6*
All	Total	81,400	*100.0*	*56.5*	62,570	*100.0*	*43.5*	143,970	*100.0*
Part-time									
<£30K	Under £30,000	25,690	*59.4*	*77.4*	7,490	*66.9*	*22.6*	33,180	*60.9*
£30–50K	£30,000–£50,000	14,625	*33.8*	*83.8*	2,835	*25.3*	*16.2*	17,455	*32.1*
>£50K	Over £50,000	2,940	*6.8*	*77.0*	875	*7.8*	*23.0*	3,815	*7.0*
All	Total	43,250	*100.0*	*79.4*	11,200	*100.0*	*20.6*	54,450	*100.0*

Proportions of staff in each salary range



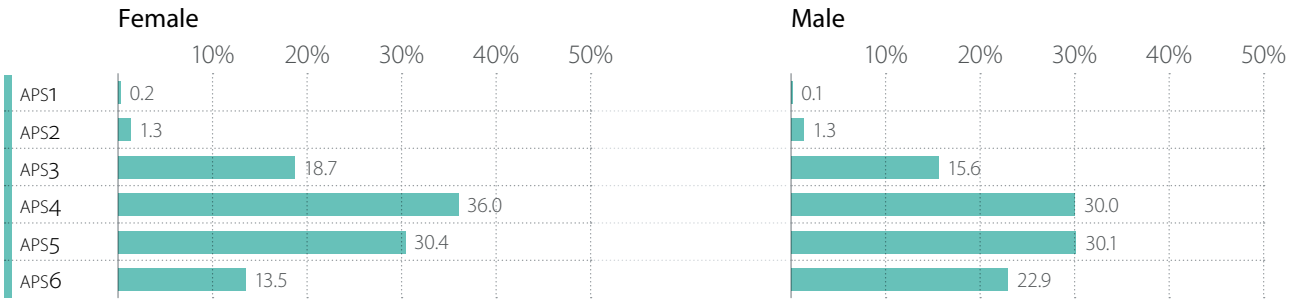
4.18 Academic staff by academic pay spine range and sex

≤ Academic pay spine range definition: see page 22

≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
APS1	≤ £21,197	185	*0.2*	*50.6*	180	*0.1*	*49.4*	365	*0.2*
APS2	≥ £21,198 and ≤ £27,131	1,505	*1.3*	*49.2*	1,550	*1.3*	*50.8*	3,050	*1.3*
APS3	≥ £27,132 and ≤ £36,386	21,780	*18.7*	*53.2*	19,175	*15.6*	*46.8*	40,955	*17.1*
APS4	≥ £36,387 and ≤ £48,841	41,865	*36.0*	*53.1*	36,970	*30.0*	*46.9*	78,835	*32.9*
APS5	≥ £48,842 and ≤ £65,578	35,350	*30.4*	*48.8*	37,050	*30.1*	*51.2*	72,400	*30.2*
APS6	≥ £65,579	15,740	*13.5*	*35.8*	28,255	*22.9*	*64.2*	43,995	*18.4*
All	All pay spine ranges	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*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 sex

≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Country of institution definition: see page 16
≤ Staff activity definition: see page 15
≤ Sex definition: see page 13

		Median			Mean		
		Female	Male	Pay Gap	Female	Male	Pay Gap
		£	£	%	£	£	%
All staff							
ENG	England	39,745	43,414	*8.5*	42,810	49,583	*13.7*
LON	London	44,831	48,414	*7.4*	48,435	54,799	*11.6*
EWL	England (without London)	37,474	42,155	*11.1*	41,037	47,871	*14.3*
NIRE	Northern Ireland	40,931	44,737	*8.5*	43,066	50,400	*14.6*
SCOT	Scotland	35,333	42,155	*16.2*	39,330	45,932	*14.4*
WAL	Wales	37,474	40,931	*8.4*	39,432	45,199	*12.8*
UK	UK	39,508	43,414	*9.0*	42,203	48,925	*13.7*
Academic staff							
ENG	England	46,047	50,300	*8.5*	50,284	56,121	*10.4*
LON	London	48,423	51,306	*5.6*	53,052	59,568	*10.9*
EWL	England (without London)	44,737	49,841	*10.2*	49,289	54,922	*10.3*
NIRE	Northern Ireland	50,300	53,353	*5.7*	52,274	58,501	*10.6*
SCOT	Scotland	44,737	48,841	*8.4*	48,709	53,805	*9.5*
WAL	Wales	43,155	44,737	*3.5*	48,002	53,112	*9.6*
UK	UK	45,931	50,300	*8.7*	50,040	55,756	*10.3*
Professional and support staff							
ENG	England	32,348	34,308	*5.7*	35,438	38,169	*7.2*
LON	London	39,846	42,155	*5.5*	42,835	45,385	*5.6*
EWL	England (without London)	29,902	32,348	*7.6*	33,413	36,035	*7.3*
NIRE	Northern Ireland	29,619	30,502	*2.9*	33,016	34,805	*5.1*
SCOT	Scotland	28,762	31,411	*8.4*	32,749	35,314	*7.3*
WAL	Wales	30,502	30,502	*0.0*	32,933	34,523	*4.6*
UK	UK	31,502	33,314	*5.4*	34,884	37,517	*7.0*

Sex pay gaps

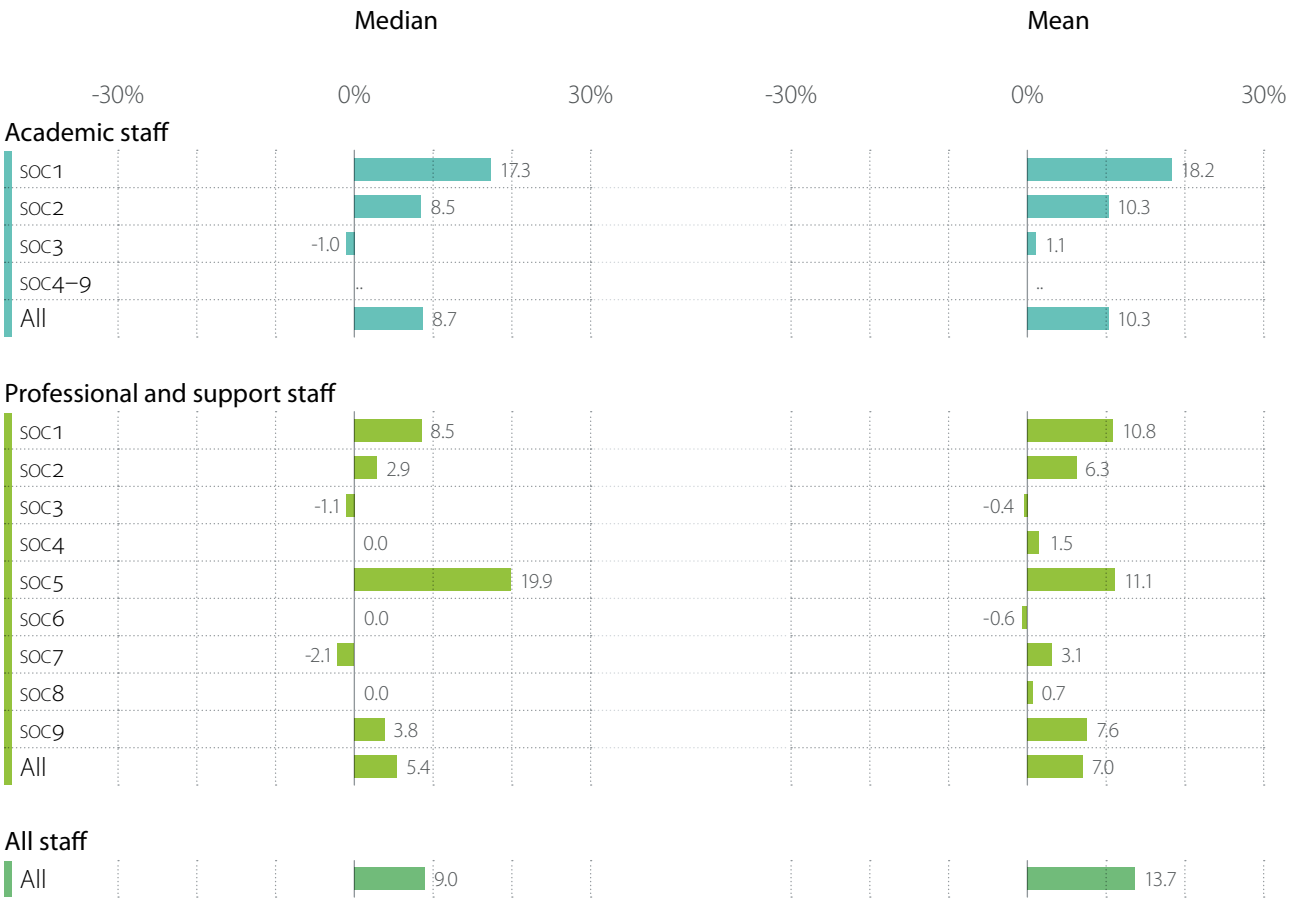
Median
Mean
-30%
0%
30%
All staff
ENG 8.5
LON 7.4
EWL 11.1
NIRE 8.5
SCOT 16.2
WAL 8.4
UK 9.0
ENG 13.7
LON 11.6
EWL 14.3
NIRE 14.6
SCOT 14.4
WAL 12.8
UK 13.7
Academic staff
ENG 8.5
LON 5.6
EWL 10.2
NIRE 5.7
SCOT 8.4
WAL 3.5
UK 8.7
ENG 10.4
LON 10.9
EWL 10.3
NIRE 10.6
SCOT 9.5
WAL 9.6
UK 10.3
Professional and support staff
ENG 5.7
LON 5.5
EWL 7.6
NIRE 2.9
SCOT 8.4
WAL 0.0
UK 5.4
ENG 7.2
LON 5.6
EWL 7.3
NIRE 5.1
SCOT 7.3
WAL 4.6
UK 7.0

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

≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Occupational group definition: see page 19
≤ Sex definition: see page 13

		Median			Mean		
		Female	Male	Pay Gap	Female	Male	Pay Gap
		£	£	%	£	£	%
Academic staff							
SOC1	Managers, directors and senior officials	65,578	79,328	*17.3*	71,670	87,592	*18.2*
SOC2	Professional occupations	46,047	50,300	*8.5*	50,096	55,823	*10.3*
SOC3	Associate professional and technical	35,333	34,968	*-1.0*	37,049	37,448	*1.1*
SOC4–9	Clerical and manual occupations	..	..	..	..	..	..
All	All academic staff	45,931	50,300	*8.7*	50,040	55,756	*10.3*
Professional and support staff							
SOC1	Managers, directors and senior officials	56,592	61,823	*8.5*	62,852	70,499	*10.8*
SOC2	Professional occupations	42,155	43,414	*2.9*	43,436	46,377	*6.3*
SOC3	Associate professional and technical	35,333	34,956	*-1.1*	36,755	36,614	*-0.4*
SOC4	Administrative and secretarial	27,929	27,929	*0.0*	29,716	30,166	*1.5*
SOC5	Skilled trades occupations	22,370	27,929	*19.9*	26,395	29,686	*11.1*
SOC6	Caring, leisure and other service	22,662	22,662	*0.0*	25,043	24,906	*-0.6*
SOC7	Sales and customer service occupations	23,144	22,662	*-2.1*	25,396	26,201	*3.1*
SOC8	Process, plant and machine operatives	25,642	25,642	*0.0*	26,388	26,583	*0.7*
SOC9	Elementary occupations	20,400	21,197	*3.8*	20,909	22,634	*7.6*
All	All professional and support staff	31,502	33,314	*5.4*	34,884	37,517	*7.0*
All staff							
All	All staff	39,508	43,414	*9.0*	42,203	48,925	*13.7*

Sex pay gaps

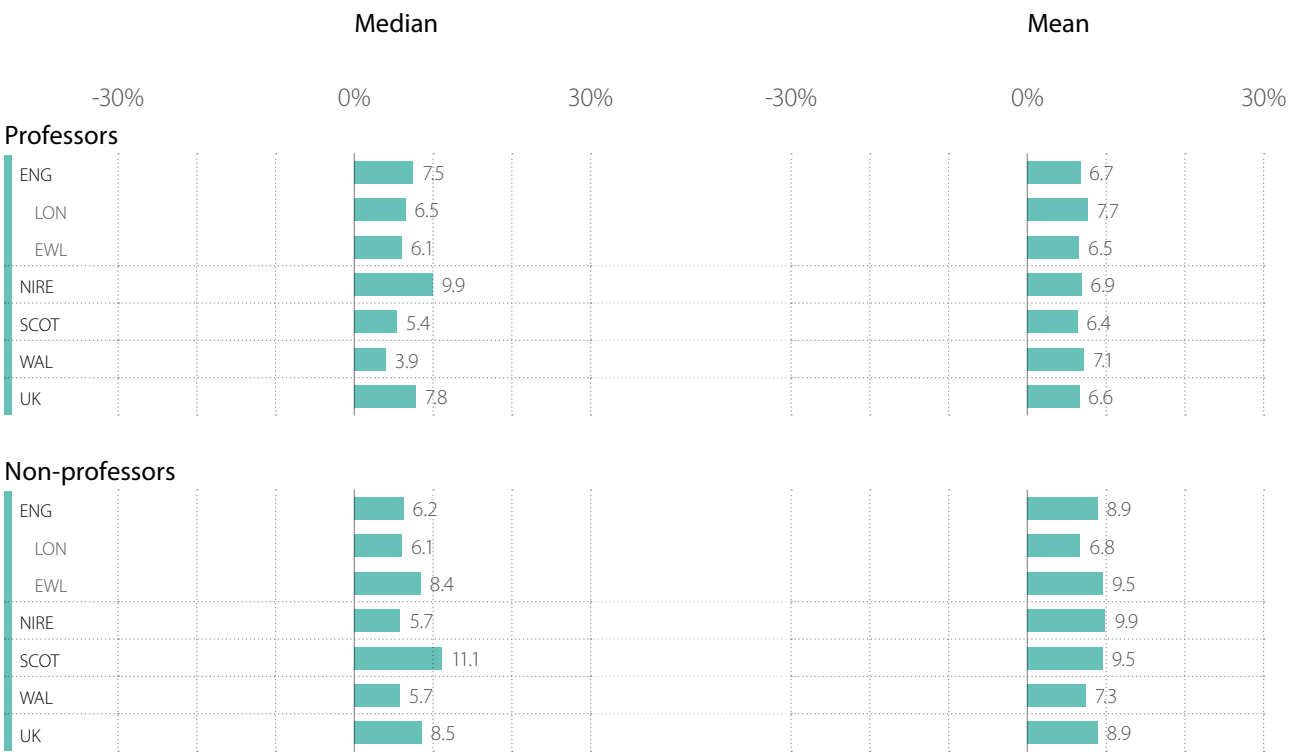

Median
Mean
-30%
0%
30%
-30%
0%
30%
Academic staff
SOC1
SOC2
SOC3
SOC4–9
All
17.3
8.5
-1.0
..
8.7
18.2
10.3
1.1
..
10.3
Professional and support staff
SOC1
SOC2
SOC3
SOC4
SOC5
SOC6
SOC7
SOC8
SOC9
All
8.5
2.9
-1.1
0.0
19.9
0.0
-2.1
0.0
3.8
5.4
10.8
6.3
-0.4
1.5
11.1
-0.6
3.1
0.7
7.6
7.0
All staff
All
9.0
13.7

4.21 Median/mean salary and pay gap for professors/non-professors by country of institution and sex

≤ Mean salary and mean pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Professorial category definition: see page 21
≤ Country of institution definition: see page 16
≤ Sex definition: see page 13

		Median			Mean		
		Female	Male	Pay Gap	Female	Male	Pay Gap
		£	£	%	£	£	%
Professors							
ENG	England	80,679	87,220	*7.5*	87,997	94,287	*6.7*
LON	London	89,245	95,443	*6.5*	95,303	103,244	*7.7*
EWL	England (without London)	79,478	84,682	*6.1*	85,273	91,246	*6.5*
NIRE	Northern Ireland	80,109	88,897	*9.9*	85,328	91,687	*6.9*
SCOT	Scotland	79,459	83,996	*5.4*	85,811	91,664	*6.4*
WAL	Wales	77,078	80,192	*3.9*	83,525	89,877	*7.1*
UK	UK	80,102	86,916	*7.8*	87,540	93,745	*6.6*
Non-professors							
ENG	England	39,549	42,155	*6.2*	41,311	45,322	*8.9*
LON	London	44,258	47,118	*6.1*	46,665	50,051	*6.8*
EWL	England (without London)	37,474	40,931	*8.4*	39,634	43,775	*9.5*
NIRE	Northern Ireland	39,745	42,155	*5.7*	41,351	45,871	*9.9*
SCOT	Scotland	35,333	39,745	*11.1*	38,046	42,026	*9.5*
WAL	Wales	36,386	38,592	*5.7*	38,341	41,362	*7.3*
UK	UK	38,592	42,155	*8.5*	40,747	44,720	*8.9*

Sex pay gaps

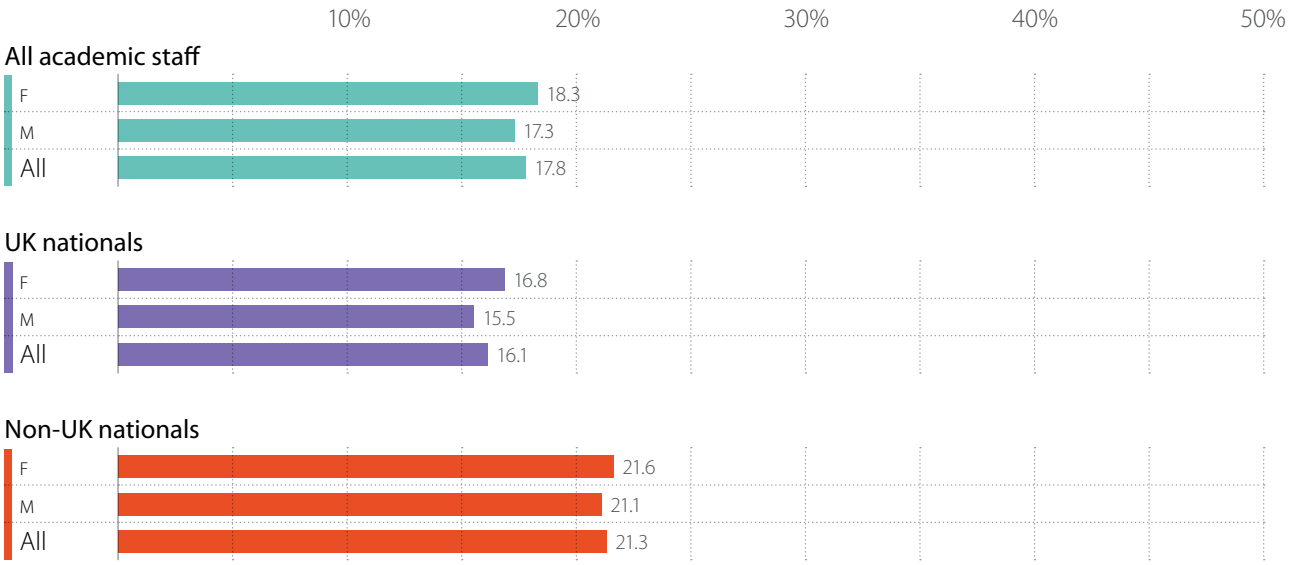

Median
Mean
-30%
0%
30%
-30%
0%
30%
Professors
ENG
LON
EWL
NIRE
SCOT
WAL
UK
7.5
6.5
6.1
9.9
5.4
3.9
7.8
6.7
7.7
6.5
6.9
6.4
7.1
6.6
Non-professors
ENG
LON
EWL
NIRE
SCOT
WAL
UK
6.2
6.1
8.4
5.7
11.1
5.7
8.5
8.9
6.8
9.5
9.9
9.5
7.3
8.9

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

≤ Nationality definition: see page 16
≤ Academic leavers definition: see page 23
≤ Sex definition: see page 13

		Leavers (proportion of all staff)		Known destination (proportion of leavers)		Unknown destination (proportion of leavers)		All staff
		No.	%	No.	→ %	No.	→ %	No.
All academic staff								
F	Female	20,295	18.3	9,900	48.8	10,390	51.2	110,950
M	Male	20,885	17.3	10,290	49.3	10,595	50.7	120,555
All	All staff	41,180	17.8	20,195	49.0	20,985	51.0	231,505
UK nationals								
F	Female	12,810	16.8	6,365	49.7	6,445	50.3	76,300
M	Male	12,595	15.5	6,175	49.0	6,420	51.0	81,230
All	All staff	25,410	16.1	12,540	49.4	12,865	50.6	157,530
Non-UK nationals								
F	Female	7,480	21.6	3,535	47.3	3,945	52.7	34,645
M	Male	8,290	21.1	4,115	49.6	4,175	50.4	39,330
All	All staff	15,770	21.3	7,650	48.5	8,120	51.5	73,975

Proportions of academic staff who left their institution between 2021/22 and 2022/23

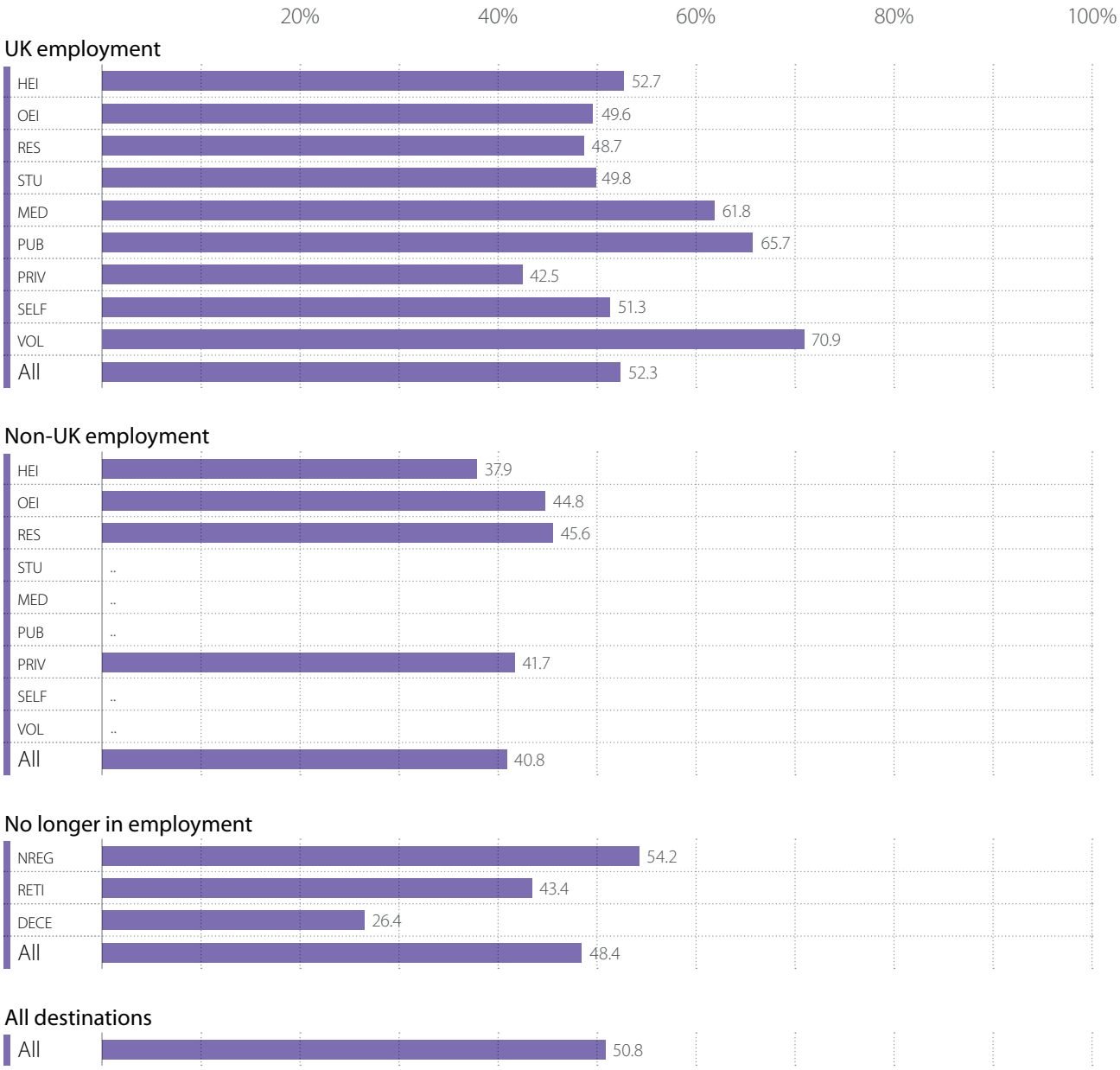


4.23 UK academic staff leavers by known leaving destination and sex

≤ Nationality definition: see page 16
≤ Academic leavers definition: see page 23
≤ Sex definition: see page 13

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	2,140	*33.6*	*52.7*	1,915	*31.0*	*47.3*	4,055	*32.3*
OEI	Other education institution	200	*3.2*	*49.6*	205	*3.3*	*50.4*	410	*3.3*
RES	Research institute	155	*2.4*	*48.7*	160	*2.6*	*51.3*	315	*2.5*
STU	Student	415	*6.5*	*49.8*	415	*6.8*	*50.2*	830	*6.6*
MED	Medical or dental practice	415	*6.6*	*61.8*	260	*4.2*	*38.2*	675	*5.4*
PUB	Public sector	275	*4.3*	*65.7*	145	*2.3*	*34.3*	415	*3.3*
PRIV	Private sector	455	*7.2*	*42.5*	620	*10.0*	*57.5*	1,075	*8.6*
SELF	Self-employed	260	*4.1*	*51.3*	245	*4.0*	*48.7*	505	*4.0*
VOL	Voluntary sector	50	*0.8*	*70.9*	20	*0.3*	*29.1*	70	*0.6*
All	All UK employment	4,365	*68.6*	*52.3*	3,990	*64.6*	*47.7*	8,355	*66.6*
Non-UK employment									
HEI	Other HEI	70	*1.1*	*37.9*	120	*1.9*	*62.1*	190	*1.5*
OEI	Other education institution	20	*0.3*	*44.8*	25	*0.4*	*55.2*	40	*0.3*
RES	Research institute	25	*0.4*	*45.6*	30	*0.5*	*54.4*	55	*0.5*
STU	Student	5	*0.1*	..	10	*0.1*	..	15	*0.1*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	5	*0.1*	..	5	*0.1*	..	10	*0.1*
PRIV	Private sector	15	*0.2*	*41.7*	20	*0.3*	*58.3*	35	*0.3*
SELF	Self-employed	10	*0.1*	..	10	*0.1*	..	15	*0.1*
VOL	Voluntary sector	0	*0.0*	..	5	*0.0*	..	5	*0.0*
All	All non-UK employment	150	*2.4*	*40.8*	220	*3.6*	*59.2*	370	*3.0*
No longer in employment									
NREG	Not in regular employment	1,080	*17.0*	*54.2*	910	*14.8*	*45.8*	1,995	*15.9*
RETI	Retired	725	*11.4*	*43.4*	945	*15.3*	*56.6*	1,670	*13.3*
DECE	Deceased	40	*0.6*	*26.4*	115	*1.8*	*73.6*	155	*1.2*
All	All no longer employed	1,845	*29.0*	*48.4*	1,970	*31.9*	*51.6*	3,815	*30.4*
All destinations									
All	All leavers	6,365	*100.0*	*50.8*	6,175	*100.0*	*49.2*	12,540	*100.0*

Proportions of UK academic staff leavers who identified as female by known leaving destination



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

≤ Nationality definition: see page 16
≤ Academic leavers definition: see page 23
≤ Sex definition: see page 13

		Female			Male			All leavers	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK employment									
HEI	Other HEI	1,165	*33.0*	*49.1*	1,210	*29.4*	*50.9*	2,375	*31.1*
OEI	Other education institution	100	*2.8*	*45.0*	120	*2.9*	*55.0*	220	*2.9*
RES	Research institute	145	*4.2*	*48.4*	155	*3.8*	*51.6*	305	*4.0*
STU	Student	425	*12.1*	*51.5*	405	*9.8*	*48.5*	830	*10.8*
MED	Medical or dental practice	60	*1.7*	*54.0*	50	*1.3*	*46.0*	115	*1.5*
PUB	Public sector	80	*2.2*	*61.9*	50	*1.2*	*38.1*	125	*1.6*
PRIV	Private sector	285	*8.0*	*38.5*	450	*11.0*	*61.5*	735	*9.6*
SELF	Self-employed	40	*1.1*	*48.4*	45	*1.0*	*51.6*	85	*1.1*
VOL	Voluntary sector	5	*0.1*	..	0	*0.0*	..	5	*0.1*
All	All UK employment	2,310	*65.3*	*48.1*	2,485	*60.4*	*51.9*	4,795	*62.7*
Non-UK employment									
HEI	Other HEI	280	*7.9*	*36.2*	490	*12.0*	*63.8*	770	*10.1*
OEI	Other education institution	70	*1.9*	*38.0*	110	*2.7*	*62.0*	180	*2.3*
RES	Research institute	110	*3.1*	*36.3*	190	*4.6*	*63.7*	300	*3.9*
STU	Student	50	*1.4*	*51.7*	45	*1.1*	*48.3*	95	*1.3*
MED	Health service	0	*0.0*	..	0	*0.0*	..	0	*0.0*
PUB	Public sector	35	*0.9*	*47.1*	35	*0.9*	*52.9*	70	*0.9*
PRIV	Private sector	45	*1.3*	*28.0*	120	*2.9*	*72.0*	170	*2.2*
SELF	Self-employed	20	*0.6*	*47.6*	20	*0.5*	*52.4*	40	*0.5*
VOL	Voluntary sector	5	*0.1*	..	0	*0.0*	..	5	*0.1*
All	All non-UK employment	610	*17.2*	*37.3*	1,020	*24.8*	*62.7*	1,630	*21.3*
No longer in employment									
NREG	Not in regular employment	535	*15.1*	*53.4*	465	*11.3*	*46.6*	1,000	*13.1*
RETI	Retired	70	*2.0*	*38.0*	115	*2.8*	*62.0*	185	*2.4*
DECE	Deceased	15	*0.4*	*39.5*	25	*0.6*	*60.5*	40	*0.5*
All	All no longer employed	620	*17.5*	*50.6*	605	*14.7*	*49.4*	1,225	*16.0*
All destinations									
All	All leavers	3,535	*100.0*	*46.2*	4,115	*100.0*	*53.8*	7,650	*100.0*

Proportions of non-UK academic staff leavers who identified as female by known leaving destination

Intersectionality

Overview

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 female on one hand and disabled on the other; rather they are the combination of these at the same time, ie a disabled female.

Please note that tables exploring 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 Black, Asian and minority ethnic and White female staff, while reading across the Black, Asian and minority ethnic row shows the pay gap between Black, Asian and minority ethnic female and male staff.

In 2017, Advance HE published a research and data briefing on *Intersectional approaches to equality research and data that can be downloaded here*: **www.advance-he.ac.uk/knowledge-hub/intersectional-approaches-equality-research-and-data**. In 2018, there was a supplementary publication with six case studies to showcase good practice related to the implementation of intersectional work in EDI. This can be downloaded here: **www.advance-he.ac.uk/knowledge-hub/intersectional-approaches-equality-and-diversity**.

Most recently, Advance HE has been committed to exploring a holistic approach to EDI, that will support members to maximise their impact across all equality areas. All relevant project work can be accessed here: **www.advance-he.ac.uk/membership/all-member-benefit-projects/exploring-a-holistic-approach-to-equality-diversity-and-inclusion**.

Detailed commentary

5.1 Age and disability status: Disability disclosure rates were highest among staff in the 25 and under age group (9.9%), and lowest among those aged 66 and over (5.1%).

5.2 Age and ethnicity: Continuing a historical trend (e.g. see **Department for Education 2020**), overall, Black, Asian and minority ethnic staff had a younger age profile than White staff. Among UK staff, 43.9% of Black, Asian and minority ethnic staff were aged 40 and under, compared with 37.9% of White staff. This was also true among non-UK staff, where 68.8% of Black, Asian and minority ethnic staff were aged 40 and under, compared with 51.0% of White staff.

5.3 Age and sex: Among professional and support staff, female staff made up the majority of staff in all age groups. In contrast, among academic staff, male staff and female staff comprised the majority in five age bands each. Male staff formed the majority in all the groups above 51 years of age, whereas female staff dominated the younger age groups, with the exception of the age group 26-30, where males held the marginal majority (50.5%).

In general, the proportion of male academics increased with age, rising from 47.6% of academics aged 25 and under to 66.6% of those aged 66 and over. In contrast, among professional and support staff, there was a consistent majority of female staff within every age group, making up over 61.0% of all age groups except for the two oldest ones, where female staff made up 58.2% of those aged 61 to 65 and 54.2% of staff aged 66 and over.

5.4 Ethnicity and disability status: Disability disclosure rates were lower among non-UK nationals than UK nationals (3.8% and 8.6% respectively), which was true regardless of ethnicity. Amongst both UK and non-UK staff, disability disclosure rates were slightly lower for Black, Asian and minority ethnic staff than for White staff (e.g., amongst UK staff, 7.4% of staff from Black, Asian and minority ethnic backgrounds disclosed as disabled compared with 8.8% of White staff).

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 those identifying as having a mixed ethnic background (11.5% of UK and 5.9% of non-UK nationals) and lowest among Chinese staff (2.8% and 1.3%, respectively).

5.5 Disability status and sex: Overall disability disclosure rates were higher among female staff compared to male staff (7.9% and 6.2%, respectively). However, disclosure rates by female and male staff varied by impairment type; roughly two out of three staff who disclosed a mental health condition (66.6%), multiple disabilities, impairments or conditions (64.4%), a disability, impairment or condition outside of the listed answer options (64.2%), a long-term illness or health condition (62.9%) and a physical impairment (62.4%) were female. In comparison, 56.2% of those disclosing a developmental condition and 56.0% of those disclosing a social/communication condition were male.

5.6 Ethnicity and sex: A slightly higher proportion of male staff were from Black, Asian and minority ethnic backgrounds than female staff (20.4% of male staff compared with 18.0% of female staff). Non-UK staff were more ethnically diverse than UK national staff (39.7% of non-UK national staff were Black, Asian and minority ethnic compared with 12.9% of UK national staff), and this was more pronounced among non-UK male staff than female staff (43.9% of non-UK male staff were Black, Asian and minority ethnic compared with 36.0% of non-UK female staff). This was not the case among UK nationals, where the proportions of staff from Black, Asian and minority ethnic backgrounds were similar for both male and female staff (12.9% and 13.0%, respectively).

5.7 Academic roles by ethnicity and sex: For both White and Black, Asian and minority ethnic staff, the gaps between male and female representation were more pronounced among professors than other academics. For example, 59.5% of professors were White males, and 27.7% White females. Similarly, 9.1% of professors were Black, Asian and minority ethnic males, compared to just 3.6% of Black, Asian and minority ethnic females. In comparison, 36.5% of non-professorial academics were White males and 40.0% were White females.

Black, Asian and minority ethnic/White identity also differed between UK and non-UK national professors, with disparity between the sexes being greatest between non-UK Black, Asian and minority ethnic nationals. Specifically, 13.5% of non-UK national professors were Black, Asian and minority ethnic males, whereas 4.7% were Black, Asian and minority ethnic females. In contrast, 7.6% of UK national professors were Black, Asian and minority ethnic males and 3.2% were Black, Asian and minority ethnic females.

5.8 Senior managers by ethnicity and sex: The large majority of academic senior managers were from a White background across both UK and non-UK nationals (54.4% White males and 36.4% White females). Among UK nationals, 55.2% of academic senior managers were White males, 35.8% were White females, whereas just 3.3% of those were Black, Asian and minority ethnic females and 5.6% Black, Asian and minority ethnic males. Among non-UK national academic senior managers, 45.9% were White males, 42.0% White females, 9.6% were Black, Asian and minority ethnic males and 2.5% Black, Asian and minority ethnic females.

5.9 Academic roles by sex and ethnicity: Overall, higher proportions of White staff were working in professorial roles (11.7%) than Black, Asian and minority ethnic staff (5.9%). This was the case for both male and female staff, with 3.7% of Black, Asian and minority ethnic female staff working as professors compared with 7.4% of White female staff, as well as 7.9% of Black, Asian and minority ethnic male staff working as professors compared with 15.9% of White male staff.

5.10 Senior managers by sex and ethnicity: The lack of Black, Asian and minority ethnic representation among academic senior managers identified in Table 5.8 was present across each of the Black, Asian and minority ethnic groups for both male and female staff. Again, this was more pronounced among UK nationals compared to non-UK nationals.

5.11-5.13 Median/mean pay gaps by ethnicity, sex and disability status: Median and mean sex pay gaps were present among both Black, Asian and minority ethnic staff (8.5% and 11.3%, respectively) and White staff (9.5% and 14.5%, respectively). However, these were slightly wider amongst White staff. There were also gaps between the median and mean salaries of Black, Asian and minority ethnic and White males (4.0% and 7.4%, respectively), which were somewhat larger than the gaps between the median and mean salaries of Black, Asian and minority ethnic and White females (2.9% and 4.0%, respectively).

Median and mean sex pay gaps were larger among non-disabled staff (8.5% and 14.0%, respectively) than among staff disclosing a disability (5.7% and 8.1%, respectively). Median and mean disability pay gaps were present among both female (5.7% and 5.3%, respectively) and male staff (8.5% and 11.4%, respectively), albeit considerably larger among men.

Median and mean disability pay gaps were larger among White staff (8.5% and 10.2%, respectively) than among Black, Asian and minority ethnic staff (2.5% and 4.6%, respectively). Moreover, although there were gaps between the median and mean salaries of Black, Asian and minority ethnic and White non-disabled staff (4.3% and 5.7%, respectively), the disability gaps between the median and mean salaries of Black, Asian and minority ethnic and White disabled staff were negative and considerably smaller. Specifically, Black, Asian and minority ethnic disabled staff earned more than their White peers (median Black, Asian and minority ethnic/White pay gap of -1.9% and mean equivalent pay gap of -0.1%).

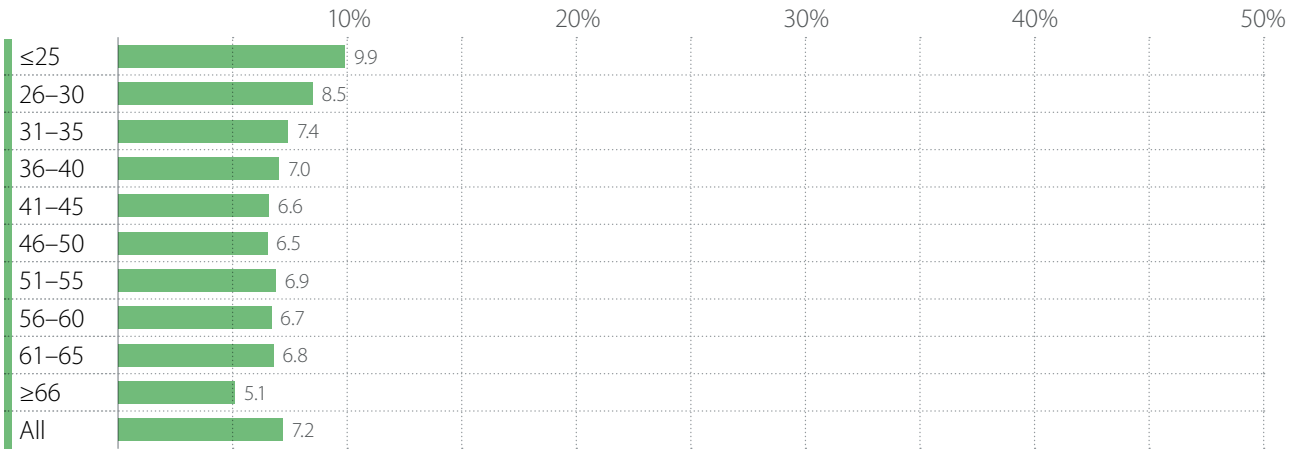
5.1 Staff by age group and disability status

≤ Age definition: see page 11

≤ Disability definition: see page 11

	Non-disabled			Disabled			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
≤25	22,800	*5.6*	*90.1*	2,495	*7.9*	*9.9*	25,295	*5.8*
26–30	42,890	*10.5*	*91.5*	4,005	*12.7*	*8.5*	46,895	*10.7*
31–35	54,845	*13.5*	*92.6*	4,395	*14.0*	*7.4*	59,240	*13.5*
36–40	58,010	*14.2*	*93.0*	4,360	*13.9*	*7.0*	62,370	*14.2*
41–45	55,725	*13.7*	*93.4*	3,920	*12.5*	*6.6*	59,645	*13.6*
46–50	48,885	*12.0*	*93.5*	3,420	*10.9*	*6.5*	52,305	*11.9*
51–55	47,630	*11.7*	*93.1*	3,530	*11.2*	*6.9*	51,160	*11.7*
56–60	41,275	*10.1*	*93.3*	2,965	*9.4*	*6.7*	44,240	*10.1*
61–65	23,905	*5.9*	*93.2*	1,740	*5.5*	*6.8*	25,640	*5.8*
≥66	11,600	*2.8*	*94.9*	620	*2.0*	*5.1*	12,220	*2.8*
All	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*

Proportions of staff who disclosed as disabled

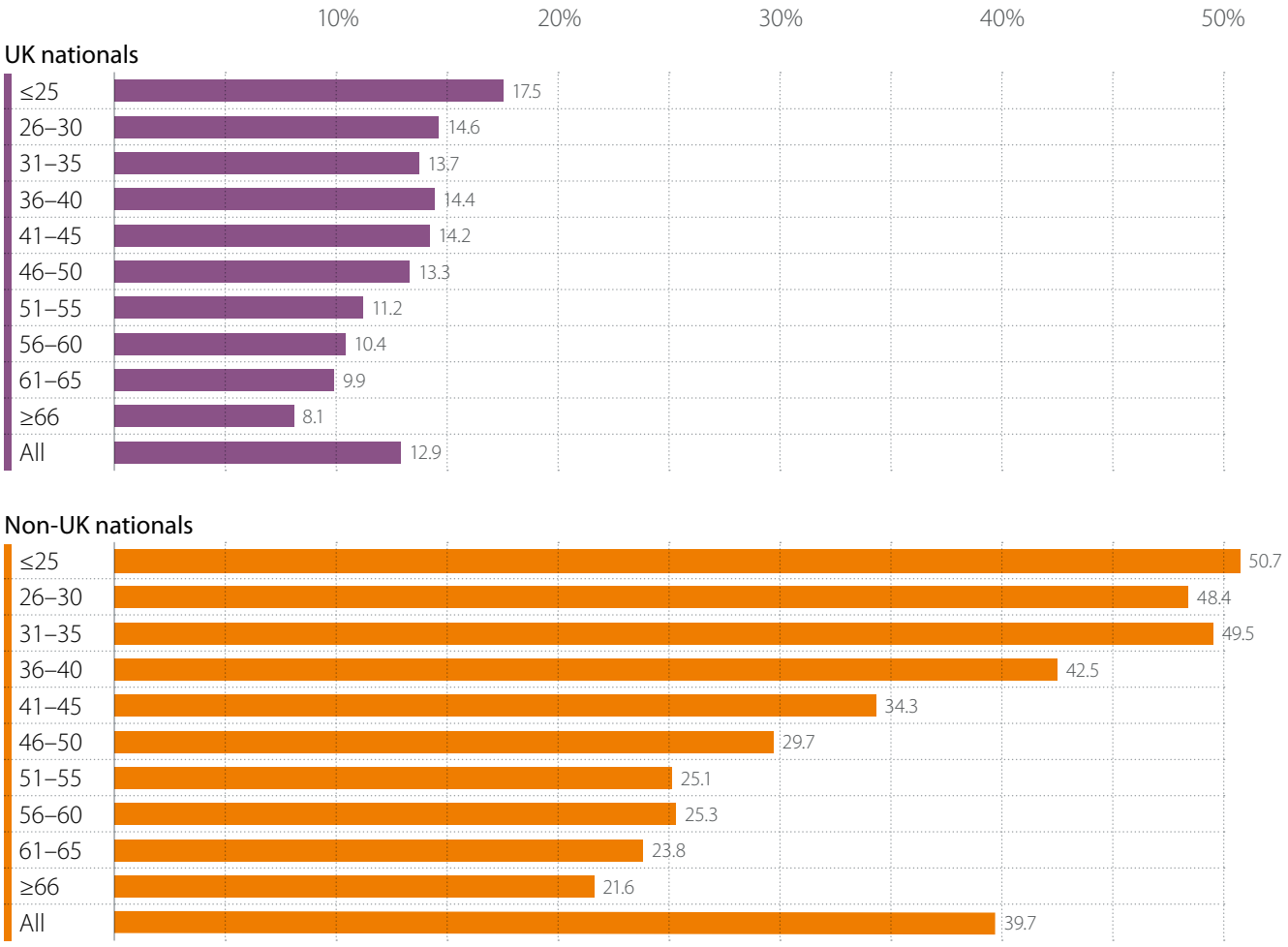


5.2 UK/non-UK staff by age group and BAME/White identity

≤ Nationality definition: see page 16
≤ Age definition: see page 11
≤ Ethnicity definition: see page 12

	White			BAME total			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
UK nationals								
≤25	13,340	*5.0*	*82.5*	2,825	*7.1*	*17.5*	16,165	*5.3*
26–30	24,320	*9.1*	*85.4*	4,160	*10.5*	*14.6*	28,480	*9.3*
31–35	29,925	*11.2*	*86.3*	4,765	*12.1*	*13.7*	34,690	*11.3*
36–40	33,325	*12.5*	*85.6*	5,605	*14.2*	*14.4*	38,930	*12.7*
41–45	34,905	*13.1*	*85.8*	5,780	*14.6*	*14.2*	40,680	*13.3*
46–50	33,440	*12.5*	*86.7*	5,140	*13.0*	*13.3*	38,580	*12.6*
51–55	36,245	*13.6*	*88.8*	4,580	*11.6*	*11.2*	40,820	*13.3*
56–60	32,615	*12.2*	*89.6*	3,770	*9.5*	*10.4*	36,385	*11.9*
61–65	19,215	*7.2*	*90.1*	2,105	*5.3*	*9.9*	21,315	*7.0*
≥66	9,150	*3.4*	*91.9*	810	*2.0*	*8.1*	9,955	*3.3*
All	266,470	*100.0*	*87.1*	39,540	*100.0*	*12.9*	306,010	*100.0*
Non-UK nationals								
≤25	2,425	*4.4*	*49.3*	2,495	*6.8*	*50.7*	4,920	*5.3*
26–30	6,295	*11.3*	*51.6*	5,905	*16.2*	*48.4*	12,200	*13.2*
31–35	9,235	*16.6*	*50.5*	9,055	*24.8*	*49.5*	18,290	*19.8*
36–40	10,390	*18.7*	*57.5*	7,680	*21.0*	*42.5*	18,070	*19.6*
41–45	9,340	*16.8*	*65.7*	4,885	*13.4*	*34.3*	14,225	*15.4*
46–50	6,925	*12.5*	*70.3*	2,920	*8.0*	*29.7*	9,845	*10.7*
51–55	5,000	*9.0*	*74.9*	1,675	*4.6*	*25.1*	6,670	*7.2*
56–60	3,450	*6.2*	*74.7*	1,170	*3.2*	*25.3*	4,620	*5.0*
61–65	1,740	*3.1*	*76.2*	540	*1.5*	*23.8*	2,280	*2.5*
≥66	815	*1.5*	*78.4*	225	*0.6*	*21.6*	1,040	*1.1*
All	55,610	*100.0*	*60.3*	36,555	*100.0*	*39.7*	92,165	*100.0*

Proportions of staff who identified as Black, Asian and minority ethnic

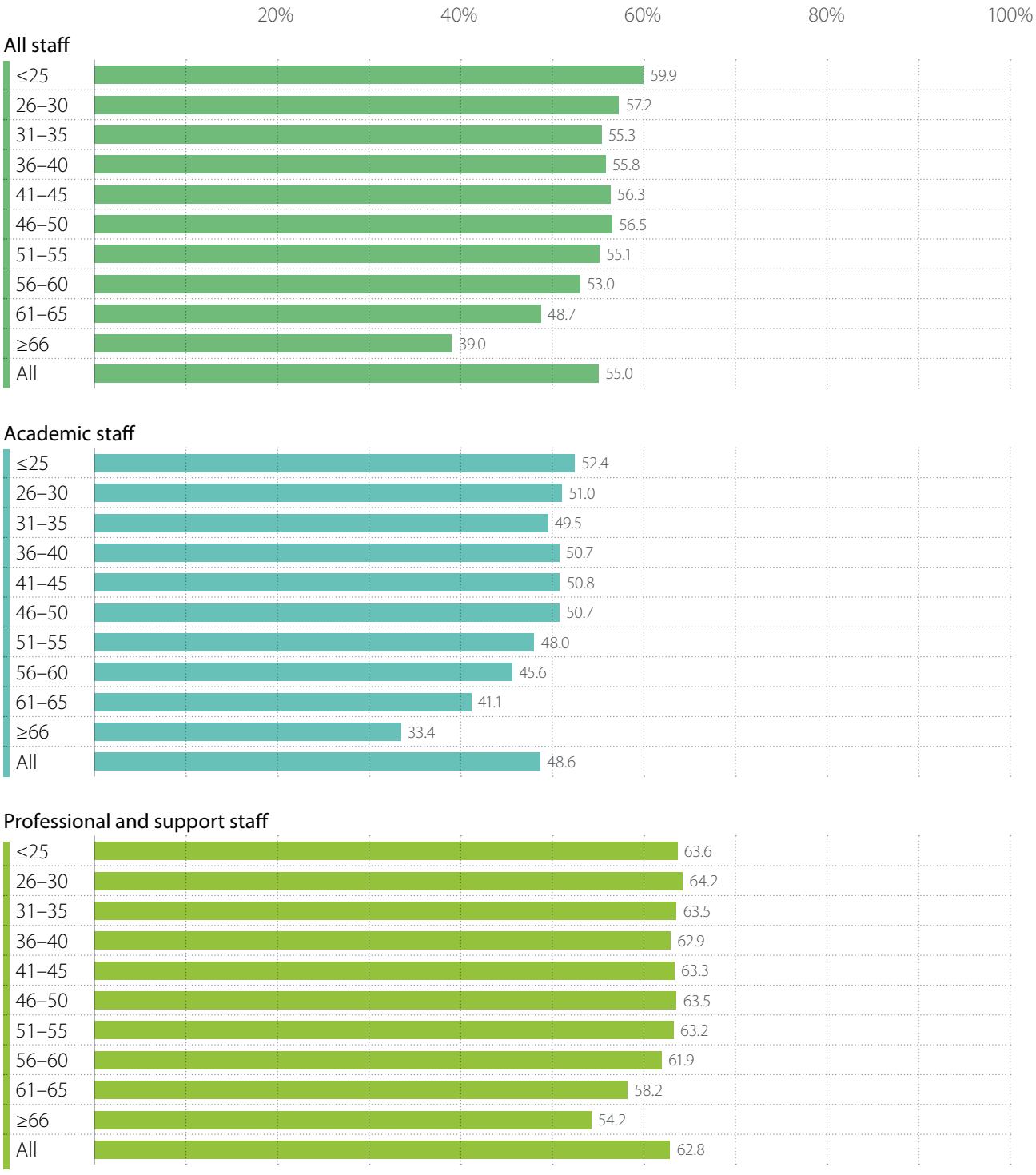


5.3 Staff by activity, age group and sex

≤ Staff activity definition: see page 15
≤ Age definition: see page 11
≤ Sex definition: see page 13

	Female			Male			All staff	
	No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff								
≤25	15,095	*6.3*	*59.9*	10,100	*5.1*	*40.1*	25,195	*5.8*
26–30	26,710	*11.1*	*57.2*	19,970	*10.1*	*42.8*	46,680	*10.7*
31–35	32,695	*13.6*	*55.3*	26,380	*13.4*	*44.7*	59,070	*13.5*
36–40	34,745	*14.4*	*55.8*	27,470	*13.9*	*44.2*	62,215	*14.2*
41–45	33,505	*13.9*	*56.3*	26,020	*13.2*	*43.7*	59,525	*13.6*
46–50	29,490	*12.2*	*56.5*	22,740	*11.5*	*43.5*	52,230	*11.9*
51–55	28,175	*11.7*	*55.1*	22,915	*11.6*	*44.9*	51,090	*11.7*
56–60	23,435	*9.7*	*53.0*	20,760	*10.5*	*47.0*	44,195	*10.1*
61–65	12,470	*5.2*	*48.7*	13,145	*6.7*	*51.3*	25,615	*5.8*
≥66	4,760	*2.0*	*39.0*	7,450	*3.8*	*61.0*	12,210	*2.8*
All	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*
Academic staff								
≤25	4,315	*3.7*	*52.4*	3,915	*3.2*	*47.6*	8,230	*3.4*
26–30	12,655	*10.9*	*51.0*	12,145	*9.9*	*49.0*	24,800	*10.3*
31–35	16,955	*14.6*	*49.5*	17,315	*14.1*	*50.5*	34,270	*14.3*
36–40	18,300	*15.7*	*50.7*	17,790	*14.4*	*49.3*	36,090	*15.1*
41–45	16,920	*14.5*	*50.8*	16,410	*13.3*	*49.2*	33,330	*13.9*
46–50	14,470	*12.4*	*50.7*	14,095	*11.4*	*49.3*	28,565	*11.9*
51–55	13,045	*11.2*	*48.0*	14,115	*11.5*	*52.0*	27,160	*11.3*
56–60	10,930	*9.4*	*45.6*	13,060	*10.6*	*54.4*	23,990	*10.0*
61–65	5,860	*5.0*	*41.1*	8,390	*6.8*	*58.9*	14,250	*5.9*
≥66	2,980	*2.6*	*33.4*	5,950	*4.8*	*66.6*	8,925	*3.7*
All	116,425	*100.0*	*48.6*	123,180	*100.0*	*51.4*	239,605	*100.0*
Professional and support staff								
≤25	10,785	*8.7*	*63.6*	6,180	*8.4*	*36.4*	16,965	*8.5*
26–30	14,055	*11.3*	*64.2*	7,825	*10.6*	*35.8*	21,880	*11.0*
31–35	15,740	*12.6*	*63.5*	9,065	*12.3*	*36.5*	24,805	*12.5*
36–40	16,445	*13.2*	*62.9*	9,680	*13.1*	*37.1*	26,125	*13.2*
41–45	16,585	*13.3*	*63.3*	9,610	*13.0*	*36.7*	26,195	*13.2*
46–50	15,020	*12.1*	*63.5*	8,645	*11.7*	*36.5*	23,665	*11.9*
51–55	15,130	*12.1*	*63.2*	8,800	*11.9*	*36.8*	23,930	*12.1*
56–60	12,505	*10.0*	*61.9*	7,705	*10.4*	*38.1*	20,205	*10.2*
61–65	6,610	*5.3*	*58.2*	4,755	*6.4*	*41.8*	11,365	*5.7*
≥66	1,780	*1.4*	*54.2*	1,505	*2.0*	*45.8*	3,285	*1.7*
All	124,650	*100.0*	*62.8*	73,770	*100.0*	*37.2*	198,420	*100.0*

Proportions of staff who identified as female

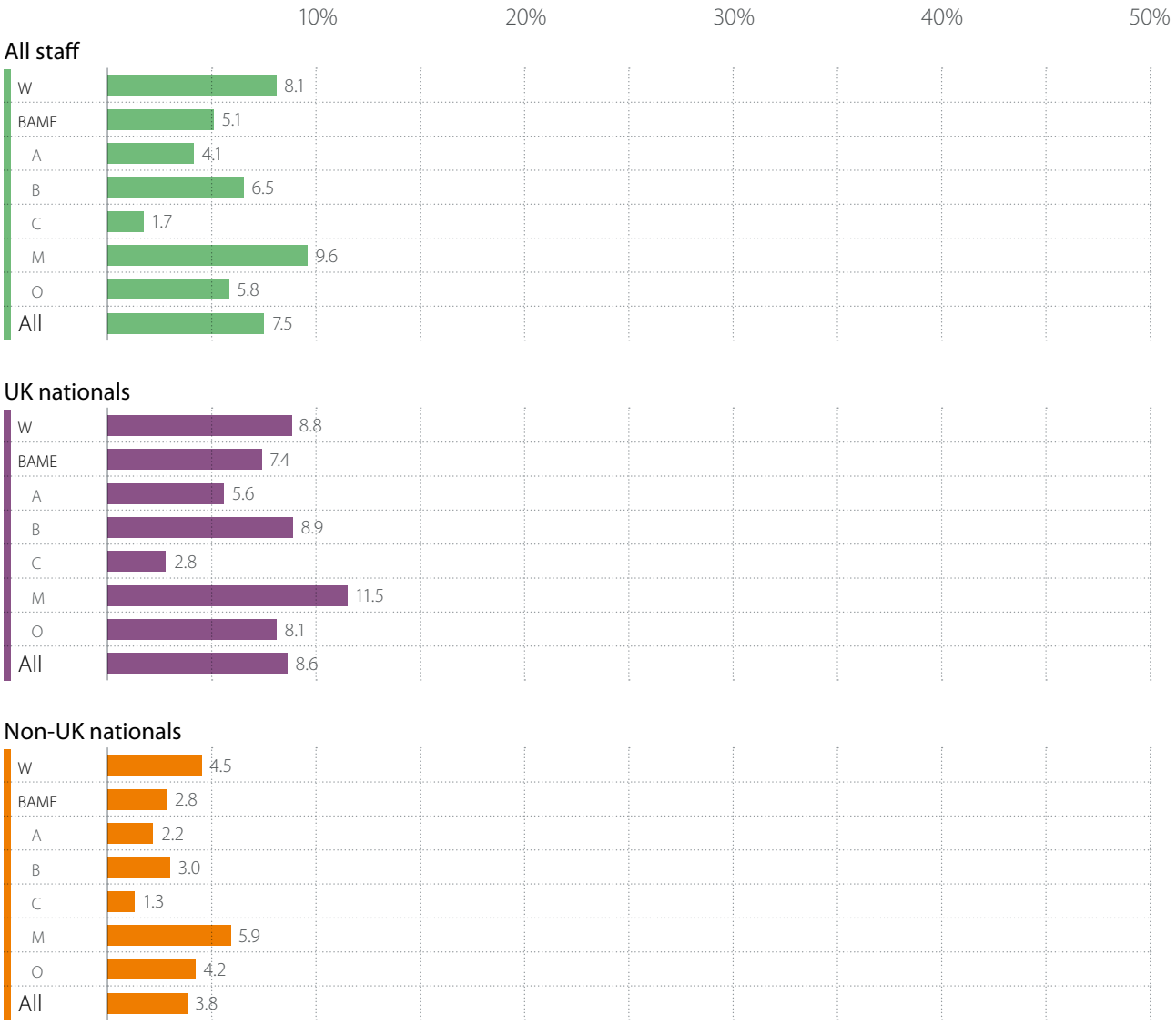


5.4 UK/non-UK staff by ethnic group and disability status

≤ Nationality definition: see page 16
≤ Ethnicity definition: see page 12
≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
W	White	296,060	*80.4*	*91.9*	26,020	*86.9*	*8.1*	322,080	*80.9*
BAME	BAME total	72,175	*19.6*	*94.9*	3,920	*13.1*	*5.1*	76,090	*19.1*
A	Asian	29,015	*7.9*	*95.9*	1,235	*4.1*	*4.1*	30,245	*7.6*
B	Black	13,200	*3.6*	*93.5*	915	*3.1*	*6.5*	14,110	*3.5*
C	Chinese	11,980	*3.3*	*98.3*	210	*0.7*	*1.7*	12,190	*3.1*
M	Mixed	10,065	*2.7*	*90.4*	1,075	*3.6*	*9.6*	11,140	*2.8*
O	Other	7,915	*2.1*	*94.2*	485	*1.6*	*5.8*	8,400	*2.1*
All	All staff	368,235	*100.0*	*92.5*	29,940	*100.0*	*7.5*	398,175	*100.0*
UK nationals									
W	White	242,935	*86.9*	*91.2*	23,535	*89.0*	*8.8*	266,470	*87.1*
BAME	BAME total	36,630	*13.1*	*92.6*	2,910	*11.0*	*7.4*	39,540	*12.9*
A	Asian	15,945	*5.7*	*94.4*	940	*3.6*	*5.6*	16,885	*5.5*
B	Black	7,635	*2.7*	*91.1*	745	*2.8*	*8.9*	8,380	*2.7*
C	Chinese	3,415	*1.2*	*97.2*	100	*0.4*	*2.8*	3,515	*1.1*
M	Mixed	6,550	*2.3*	*88.5*	855	*3.2*	*11.5*	7,405	*2.4*
O	Other	3,080	*1.1*	*91.9*	270	*1.0*	*8.1*	3,350	*1.1*
All	All staff	279,565	*100.0*	*91.4*	26,445	*100.0*	*8.6*	306,010	*100.0*
Non-UK nationals									
W	White	53,120	*59.9*	*95.5*	2,485	*71.2*	*4.5*	55,610	*60.3*
BAME	BAME total	35,545	*40.1*	*97.2*	1,010	*28.8*	*2.8*	36,555	*39.7*
A	Asian	13,070	*14.7*	*97.8*	290	*8.4*	*2.2*	13,360	*14.5*
B	Black	5,560	*6.3*	*97.0*	170	*4.9*	*3.0*	5,730	*6.2*
C	Chinese	8,565	*9.7*	*98.7*	110	*3.2*	*1.3*	8,675	*9.4*
M	Mixed	3,515	*4.0*	*94.1*	220	*6.3*	*5.9*	3,735	*4.1*
O	Other	4,835	*5.5*	*95.8*	215	*6.1*	*4.2*	5,050	*5.5*
All	All staff	88,670	*100.0*	*96.2*	3,495	*100.0*	*3.8*	92,165	*100.0*

Proportions of staff who disclosed as disabled

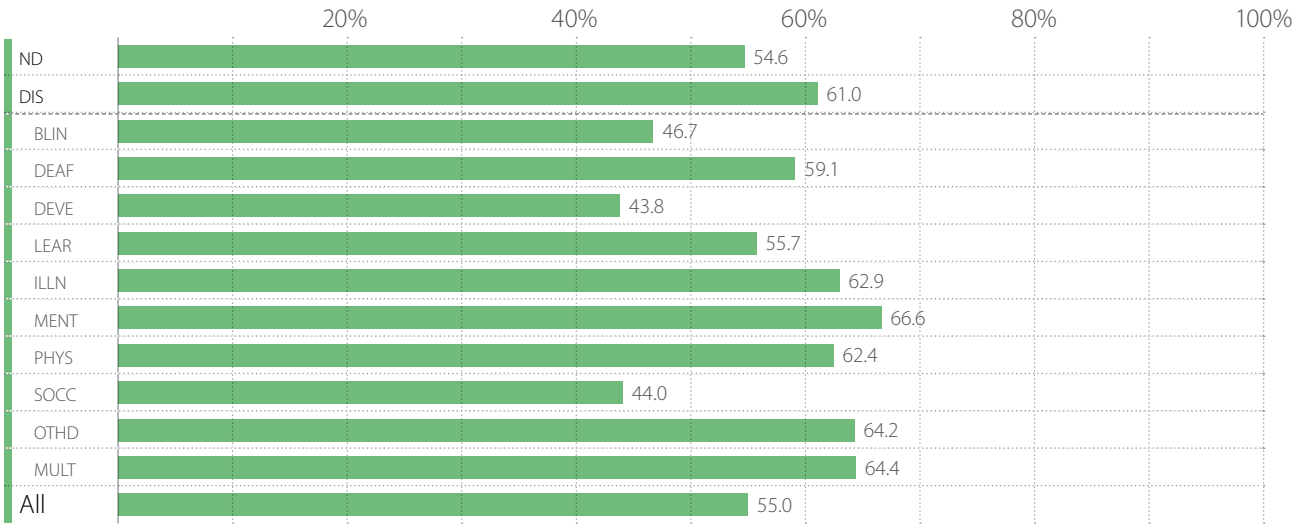


5.5 Staff by disability status, impairment type and sex

≤ Disability definition: see page 11
≤ Sex definition: see page 13
≤ Impairment type definition: see page 12

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
ND	Non-disabled	222,020	*92.1*	*54.6*	184,765	*93.8*	*45.4*	406,785	*92.9*
DIS	Disabled	19,060	*7.9*	*61.0*	12,185	*6.2*	*39.0*	31,245	*7.1*
BLIN	Blind or a serious visual impairment	235	*1.2*	*46.7*	270	*2.2*	*53.3*	505	*1.6*
DEAF	Deaf or serious hearing impairment	940	*4.9*	*59.1*	650	*5.3*	*40.9*	1,595	*5.1*
DEVE	A developmental condition	55	*0.3*	*43.8*	70	*0.6*	*56.2*	120	*0.4*
LEAR	A learning difference	4,135	*21.7*	*55.7*	3,285	*27.0*	*44.3*	7,425	*23.8*
ILLN	A long-term illness or health condition	4,320	*22.7*	*62.9*	2,545	*20.9*	*37.1*	6,865	*22.0*
MENT	A mental health condition	3,575	*18.8*	*66.6*	1,790	*14.7*	*33.4*	5,370	*17.2*
PHYS	A physical impairment	1,305	*6.8*	*62.4*	785	*6.4*	*37.6*	2,090	*6.7*
SOCC	A social/communication condition	405	*2.1*	*44.0*	510	*4.2*	*56.0*	915	*2.9*
OTHD	Other type of disability, impairment or condition	2,685	*14.1*	*64.2*	1,495	*12.3*	*35.8*	4,180	*13.4*
MULT	Multiple disabilities, impairments or conditions	1,405	*7.4*	*64.4*	775	*6.4*	*35.6*	2,185	*7.0*
All	All staff	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*

Proportions of staff who identified as female

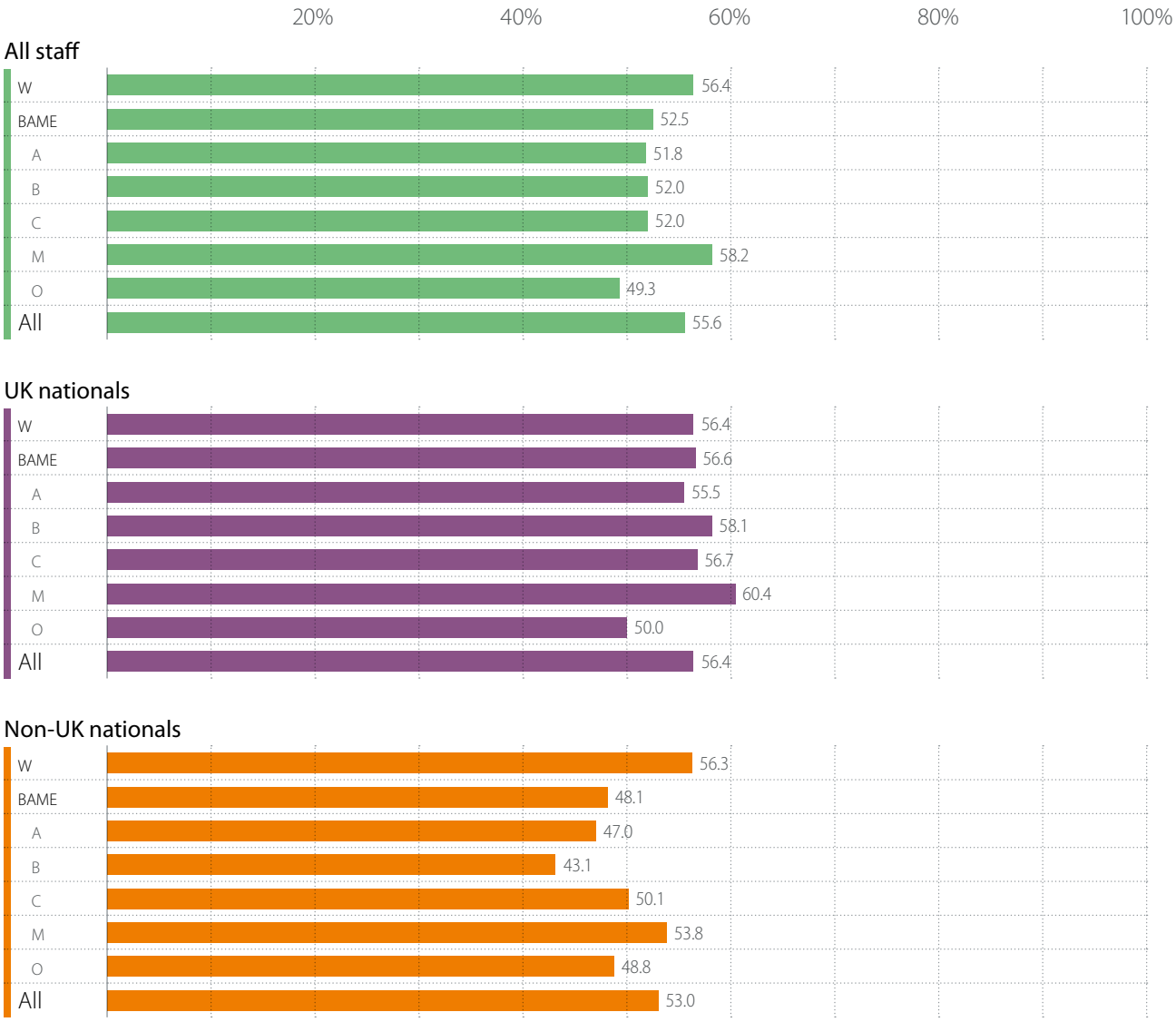


5.6 UK/non-UK staff by ethnic group and sex

≤ Nationality definition: see page 16
≤ Ethnicity definition: see page 12
≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
W	White	181,205	*82.0*	*56.4*	140,360	*79.6*	*43.6*	321,565	*80.9*
BAME	BAME total	39,890	*18.0*	*52.5*	36,080	*20.4*	*47.5*	75,970	*19.1*
A	Asian	15,645	*7.1*	*51.8*	14,585	*8.3*	*48.2*	30,225	*7.6*
B	Black	7,325	*3.3*	*52.0*	6,770	*3.8*	*48.0*	14,095	*3.5*
C	Chinese	6,330	*2.9*	*52.0*	5,835	*3.3*	*48.0*	12,165	*3.1*
M	Mixed	6,460	*2.9*	*58.2*	4,645	*2.6*	*41.8*	11,100	*2.8*
O	Other	4,135	*1.9*	*49.3*	4,250	*2.4*	*50.7*	8,385	*2.1*
All	All staff	221,095	*100.0*	*55.6*	176,440	*100.0*	*44.4*	397,535	*100.0*
UK nationals									
W	White	149,995	*87.0*	*56.4*	116,095	*87.1*	*43.6*	266,090	*87.1*
BAME	BAME total	22,345	*13.0*	*56.6*	17,125	*12.9*	*43.4*	39,470	*12.9*
A	Asian	9,370	*5.4*	*55.5*	7,505	*5.6*	*44.5*	16,875	*5.5*
B	Black	4,860	*2.8*	*58.1*	3,505	*2.6*	*41.9*	8,365	*2.7*
C	Chinese	1,990	*1.2*	*56.7*	1,520	*1.1*	*43.3*	3,505	*1.1*
M	Mixed	4,455	*2.6*	*60.4*	2,925	*2.2*	*39.6*	7,375	*2.4*
O	Other	1,675	*1.0*	*50.0*	1,670	*1.3*	*50.0*	3,345	*1.1*
All	All staff	172,340	*100.0*	*56.4*	133,220	*100.0*	*43.6*	305,560	*100.0*
Non-UK nationals									
W	White	31,210	*64.0*	*56.3*	24,265	*56.1*	*43.7*	55,475	*60.3*
BAME	BAME total	17,545	*36.0*	*48.1*	18,955	*43.9*	*51.9*	36,500	*39.7*
A	Asian	6,275	*12.9*	*47.0*	7,080	*16.4*	*53.0*	13,355	*14.5*
B	Black	2,465	*5.1*	*43.1*	3,260	*7.5*	*56.9*	5,730	*6.2*
C	Chinese	4,340	*8.9*	*50.1*	4,315	*10.0*	*49.9*	8,655	*9.4*
M	Mixed	2,005	*4.1*	*53.8*	1,720	*4.0*	*46.2*	3,725	*4.0*
O	Other	2,460	*5.0*	*48.8*	2,580	*6.0*	*51.2*	5,040	*5.5*
All	All staff	48,755	*100.0*	*53.0*	43,220	*100.0*	*47.0*	91,975	*100.0*

Proportions of staff who identified as female

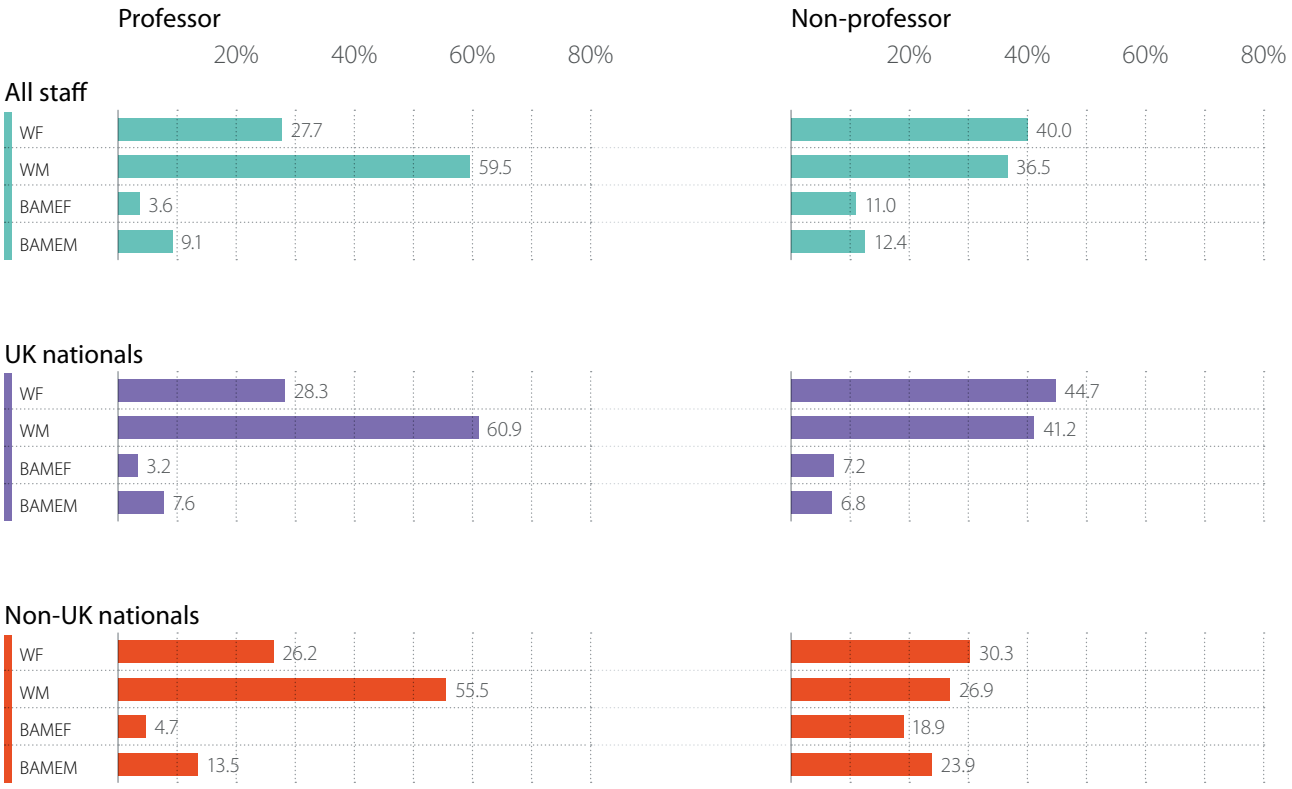


5.7 UK/non-UK academic staff by professorial category, sex and BAME/White identity

≤ Nationality definition: see page 16
≤ Professorial category definition: see page 21
≤ Ethnicity definition: see page 12
≤ Sex definition: see page 13

		Professor			Non-professor			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
WF	White female	6,180	*27.7*	*7.4*	76,880	*40.0*	*92.6*	83,060	*38.8*
WM	White male	13,255	*59.5*	*15.9*	70,170	*36.5*	*84.1*	83,425	*38.9*
BAMEF	BAME female	805	*3.6*	*3.7*	21,175	*11.0*	*96.3*	21,980	*10.3*
BAMEM	BAME male	2,035	*9.1*	*7.9*	23,830	*12.4*	*92.1*	25,865	*12.1*
All	All staff	22,280	*100.0*	*10.4*	192,055	*100.0*	*89.6*	214,335	*100.0*
UK nationals									
WF	White female	4,670	*28.3*	*7.5*	57,930	*44.7*	*92.5*	62,600	*42.9*
WM	White male	10,060	*60.9*	*15.9*	53,315	*41.2*	*84.1*	63,375	*43.4*
BAMEF	BAME female	535	*3.2*	*15.9*	9,375	*7.2*	*84.1*	9,910	*6.8*
BAMEM	BAME male	1,260	*7.6*	*11.7*	8,865	*6.8*	*88.3*	10,125	*6.9*
All	All staff	16,520	*100.0*	*11.3*	129,490	*100.0*	*88.7*	146,015	*100.0*
Non-UK nationals									
WF	White female	1,510	*26.2*	*7.4*	18,950	*30.3*	*92.6*	20,460	*29.9*
WM	White male	3,195	*55.5*	*15.9*	16,855	*26.9*	*84.1*	20,050	*29.3*
BAMEF	BAME female	270	*4.7*	*2.3*	11,795	*18.9*	*97.7*	12,070	*17.7*
BAMEM	BAME male	775	*13.5*	*4.9*	14,965	*23.9*	*95.1*	15,740	*23.0*
All	All staff	5,755	*100.0*	*8.4*	62,565	*100.0*	*91.6*	68,320	*100.0*

Proportions of academic staff by professorial category, sex and BAME/White identity

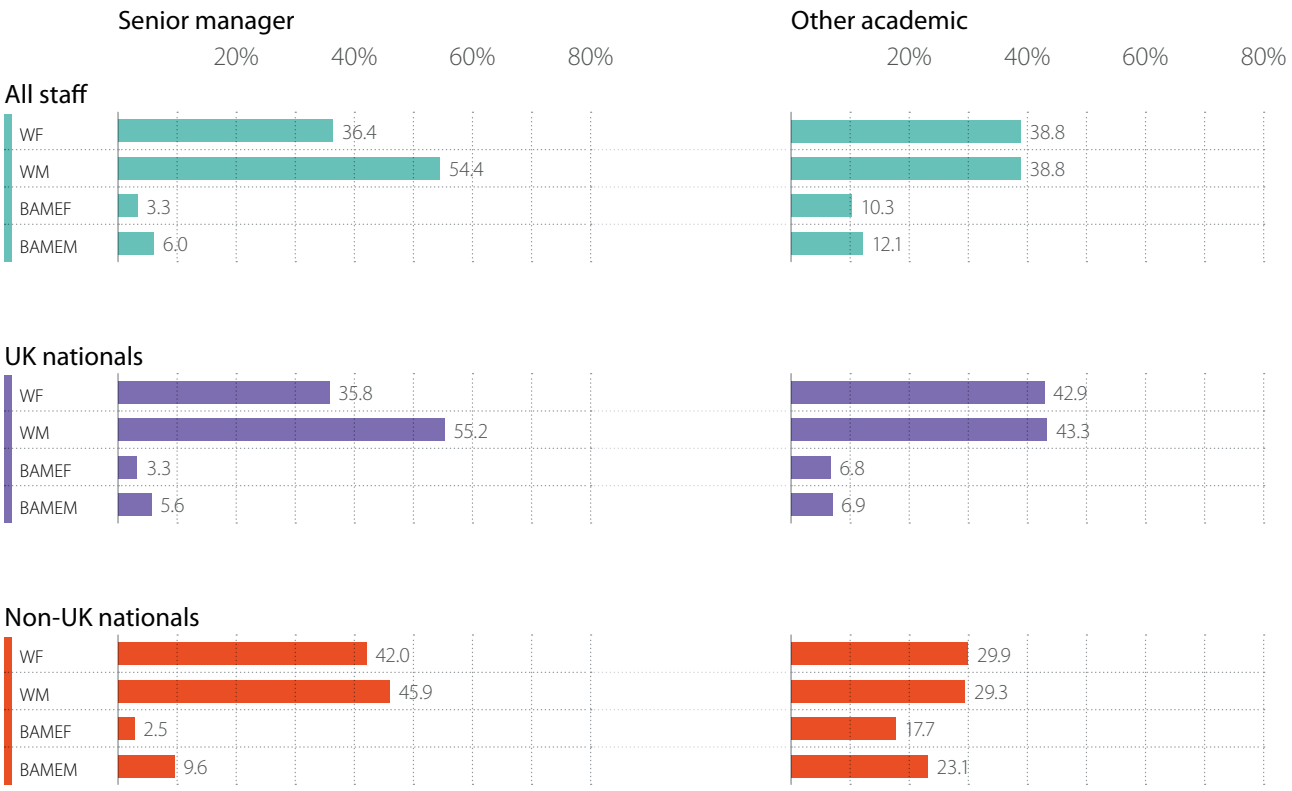


5.8 UK/non-UK academic staff by senior management category, sex and BAME/White identity

≤ Nationality definition: see page 16
≤ Senior management category definition: see page 21
≤ Ethnicity definition: see page 12
≤ Sex definition: see page 13

		Senior manager			Other academic			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
WF	White female	495	*36.4*	*0.6*	82,565	*38.8*	*99.4*	83,060	*38.8*
WM	White male	745	*54.4*	*0.9*	82,680	*38.8*	*99.1*	83,425	*38.9*
BAMEF	BAME female	45	*3.3*	*0.2*	21,935	*10.3*	*99.8*	21,980	*10.3*
BAMEM	BAME male	80	*6.0*	*0.3*	25,785	*12.1*	*99.7*	25,865	*12.1*
All	All staff	1,365	*100.0*	*0.6*	212,970	*100.0*	*99.4*	214,335	*100.0*
UK nationals									
WF	White female	445	*35.8*	*0.7*	62,155	*42.9*	*99.3*	62,600	*42.9*
WM	White male	685	*55.2*	*1.1*	62,685	*43.3*	*98.9*	63,375	*43.4*
BAMEF	BAME female	40	*3.3*	*1.1*	9,870	*6.8*	*98.9*	9,910	*6.8*
BAMEM	BAME male	70	*5.6*	*0.9*	10,055	*6.9*	*99.1*	10,125	*6.9*
All	All staff	1,245	*100.0*	*0.9*	144,770	*100.0*	*99.1*	146,015	*100.0*
Non-UK nationals									
WF	White female	50	*42.0*	*0.2*	20,410	*29.9*	*99.8*	20,460	*29.9*
WM	White male	55	*45.9*	*0.3*	19,995	*29.3*	*99.7*	20,050	*29.3*
BAMEF	BAME female	5	*2.5*	*0.0*	12,065	*17.7*	*100.0*	12,070	*17.7*
BAMEM	BAME male	10	*9.6*	*0.1*	15,730	*23.1*	*99.9*	15,740	*23.0*
All	All staff	120	*100.0*	*0.2*	68,200	*100.0*	*99.8*	68,320	*100.0*

Proportions of academic staff by senior management category, sex and BAME/White identity



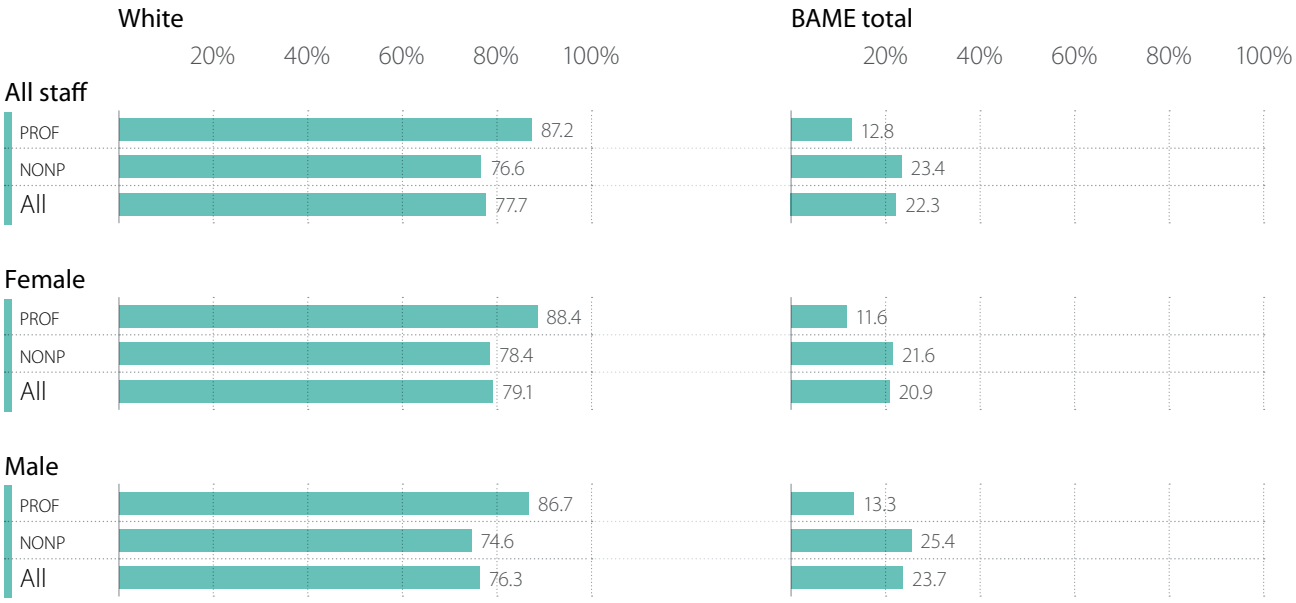
5.9 UK/non-UK academic staff by sex, professorial category and BAME/White identity

≤ Professorial category definition: see page 21
≤ Ethnicity definition: see page 12
≤ Sex definition: see page 13

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
PROF	Professor	19,435	*11.7*	*87.2*	2,845	*5.9*	*12.8*	22,280	*10.4*
NONP	Non-professor	147,050	*88.3*	*76.6*	45,005	*94.1*	*23.4*	192,055	*89.6*
All	All staff	166,485	*100.0*	*77.7*	47,845	*100.0*	*22.3*	214,335	*100.0*
Female									
PROF	Professor	6,180	*7.4*	*88.4*	805	*3.7*	*11.6*	6,990	*6.7*
NONP	Non-professor	76,880	*92.6*	*78.4*	21,175	*96.3*	*21.6*	98,055	*93.3*
All	All staff	83,060	*100.0*	*79.1*	21,980	*100.0*	*20.9*	105,045	*100.0*
Male									
PROF	Professor	13,255	*15.9*	*86.7*	2,035	*7.9*	*13.3*	15,290	*14.0*
NONP	Non-professor	70,170	*84.1*	*74.6*	23,830	*92.1*	*25.4*	94,000	*86.0*
All	All staff	83,425	*100.0*	*76.3*	25,865	*100.0*	*23.7*	109,290	*100.0*

Additional data for UK and non-UK academic staff by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proporitons of academic staff by sex, professorial category and BAME/White identity



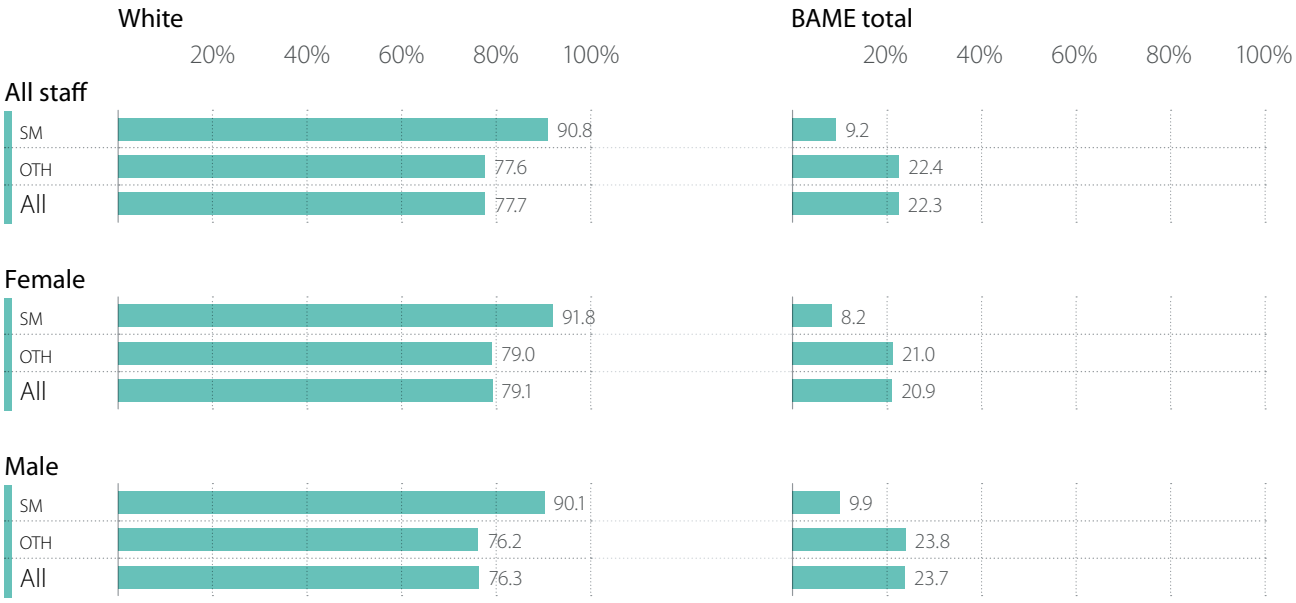
5.10 UK/non-UKacademic staff by senior management category, sex and BAME/White identity

≤ Senior management category definition: see page 21
≤ Ethnicity definition: see page 12
≤ Sex definition: see page 13

		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
All staff									
SM	Senior manager	1,240	*0.7*	*90.8*	125	*0.3*	*9.2*	1,365	*0.6*
OTH	Other academic	165,250	*99.3*	*77.6*	47,720	*99.7*	*22.4*	212,970	*99.4*
All	All staff	166,485	*100.0*	*77.7*	47,845	*100.0*	*22.3*	214,335	*100.0*
Female									
SM	Senior manager	495	*0.6*	*91.8*	45	*0.2*	*8.2*	540	*0.5*
OTH	Other academic	82,565	*99.4*	*79.0*	21,935	*99.8*	*21.0*	104,500	*99.5*
All	All staff	83,060	*100.0*	*79.1*	21,980	*100.0*	*20.9*	105,045	*100.0*
Male									
SM	Senior manager	745	*0.9*	*90.1*	80	*0.3*	*9.9*	825	*0.8*
OTH	Other academic	82,680	*99.1*	*76.2*	25,785	*99.7*	*23.8*	108,465	*99.2*
All	All staff	83,425	*100.0*	*76.3*	25,865	*100.0*	*23.7*	109,290	*100.0*

Additional data for UK and non-UK academic staff by ethnic group is available:
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2024-data-tables

Proporitons of academic staff by sex, senior management category and BAME/White identity



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

≤ Median salary and median pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Sex definition: see page 13
≤ Ethnicity definition: see page 12

		Median			Mean		
		Female	Male	Pay Gap	Female	Male	Pay Gap
		£	£	→ %	£	£	→ %
All staff							
White	£	39,745	43,923	*9.5*	42,620	49,860	*14.5*
BAME total	£	38,592	42,155	*8.5*	40,914	46,148	*11.3*
BAME/White pay gap	↓ %	*2.9*	*4.0*	..	*4.0*	*7.4*	..

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

≤ Median salary and median pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Sex definition: see page 13
≤ Disability definition: see page 11

		Median			Mean		
		Female	Male	Pay Gap	Female	Male	Pay Gap
		£	£	→ %	£	£	→ %
All staff							
Non-disabled	£	39,745	43,414	*8.5*	42,383	49,273	*14.0*
Disabled	£	37,474	39,745	*5.7*	40,117	43,646	*8.1*
Disability pay gap	↓ %	*5.7*	*8.5*	..	*5.3*	*11.4*	..

5.13

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

≤ Median salary and median pay gap definition: see page 22
≤ Mean salary and mean pay gap definition: see page 22
≤ Disability definition: see page 11
≤ Ethnicity definition: see page 12

		Median			Mean		
		Non-disabled	Disabled	Pay Gap	Non-disabled	Disabled	Pay Gap
		£	£	→ %	£	£	→ %
All staff							
White	£	42,155	38,592	*8.5*	46,155	41,459	*10.2*
BAME total	£	40,333	39,308	*2.5*	43,507	41,484	*4.6*
BAME/White pay gap	↓ %	*4.3*	*-1.9*	..	*5.7*	*-0.1*	..

Experimental data

Overview

The Equality Act 2010 extended the number of protected characteristics to cover additional areas including gender reassignment (referred to herein as trans status), religion and belief (or none), and sexual orientation.

In 2022/23, HESA made data on these characteristics mandatory for institutions in England and Wales to return. This has resulted in there being less 'blank' data across the sector, but also, within institutions returning data, considerable changes to the numbers of staff disclosing this information. As such, year-on-year comparisons should be undertaken with caution. It is also worth noting that Scottish institutions have the option to return relevant data via a new field, which records the transgender status of a staff member using a question that aligns with the relevant one asked in the Scottish census (see for more information) and that several institutions in Northern Ireland did not return data on staff trans status or sexual orientation. As such, this section presents high level findings on collection and monitoring rates.

Advance HE encourages institutions to collect and return these data where appropriate. Advance HE hopes to provide further detail on these characteristics in future reports as the number of institutions returning these 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.advance-he.ac.uk/knowledge-hub/developing-staff-disclosure

About this data

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

Detailed commentary

6.1 Overall figures: Overall, the proportion of institutions returning information on trans status, religion and belief, and sexual orientation improved considerably since last year because of HESA making these returns mandatory for institutions in England and Wales. Specifically, 88.2% of institutions returned data on trans status, 97.2% on religion and belief and 96.7% on sexual orientation in 2022/23, compared with 64.6%, 74.8% and 75.7%, respectively, in 2021/22.

6.1 Institutional returns by country: Out of the four nations, Wales had the highest proportion of institutions returning data on the additional protected characteristics, with all nine returning information on trans status, religion and belief and sexual orientation in 2022/23. Return rates were lower for the four institutions across Northern Ireland (25.0% for trans status, and 75.0% for religion and belief and 50.0% for sexual orientation). Despite being mandatory, 97.8% of English institutions returned data on trans status, compared with 99.4% for both religion and belief and sexual orientation. None of the Scottish institutions returned data on trans status, while 77.8% returned data on both religion and belief and sexual orientation.

6.2 Institutional return rates: Of the institutions that returned information to HESA, more than three quarters had done so for 70% or more of their staff for religion and belief, and sexual orientation (79.5% and 79.9%, respectively). These rates represent slight increases from 2021/22 return rates (78.6% and 75.6%, respectively).

Rates were however lower for trans status, with only 66.1% of the institutions that returned information to HESA having a return rate of 70% or more for this characteristic. Nonetheless, this continues a trend of increasing return rates over time, as the equivalent return rate in 2021/22 was 64.7%.

6.3-6.4 Trans status disclosure rates: Of the staff in institutions that returned trans status data to HESA, 51.3% provided information, 6.8% refused to provide information, and for 41.9% the data field was blank. Compared with last year's disclosure rates (60.1% provided information, 3.6% refused to provide information, and 36.3% blank), this suggests that the shift to mandatory reporting has led to an increase in the proportion of staff refusing to provide this information or leaving the question blank.

Overall, trans status was unknown for 51.0% of all staff working in UK HEIs.

6.3, 6.5 Religion and belief disclosure rates: Of the staff in institutions that returned religion and belief information to HESA, 66.6% provided information, 10.6% refused to provide information, and for 22.8% the data field was blank.

Overall, religion and belief information, including 'information refused', was not returned to HESA for 24.9% of all staff working in UK HEIs, which is a considerable decrease compared with 2021/22 (41.0%).

6.3, 6.6 Sexual orientation disclosure rates: Of the staff in institutions that returned sexual orientation information to HESA, 66.3% provided information, 11.3% refused to provide information, and for 22.4% the data field was blank.

Overall, sexual orientation was unknown for 24.5% of all staff working in UK HEIs, which is again a considerable decrease since 2021/22 (40.9%).

6.7-6.10 Intersection between trans status and staff age, disability status, BAME/White identity and sex: The proportion of all staff for which trans status data was unknown (blank) – not including those for whom information was refused – was comparable across Black, Asian and minority ethnic and White staff, and female and male staff. In contrast, broadly speaking, the proportion of all staff for which data on trans status was unknown increased across age groups, from 50.5% for staff aged 30 and under to 55.7% for those aged 61 and over. There was also a gap between the proportion of unknown trans status data for disabled and non-disabled staff, with information on trans status being unknown for a larger proportion of non-disabled staff (51.7%) than disabled staff (41.6%).

The proportions of staff who refused to provide information on trans status revealed only small differences between age groups, as well as across staff who were disabled or non-disabled, identifying as Black, Asian and minority ethnic or White, and 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, Black, Asian and minority ethnic/White identity, or sex, although was slightly larger among younger staff members and disabled staff.

6.11-6.14 Intersection between religion and belief and staff age, disability status, BAME/White identity and sex: While information on religion and belief was unknown (blank) for 22.8% of all staff, there was a marked difference between the proportion of staff for which these data were unknown among those aged 30 and under (22.2%) and aged 31 to 40 (19.6%), and those aged 61 and over (34.0%), as well as for disabled and non-disabled staff (14.1% and 25.7%, respectively).

Similar proportions of staff refused to provide information on religion and belief across each characteristic (ranging from 7.7% among Black, Asian and minority ethnic staff to 12.2% of those aged 61 and over).

Of staff aged 30 and under, 43.4% indicated that they did not follow a religion or belief system compared with roughly one in five among staff aged 61 and over (19.5%). 39.0% of White staff did not follow a religion or belief system compared with 22.0% of Black, Asian and minority ethnic staff.

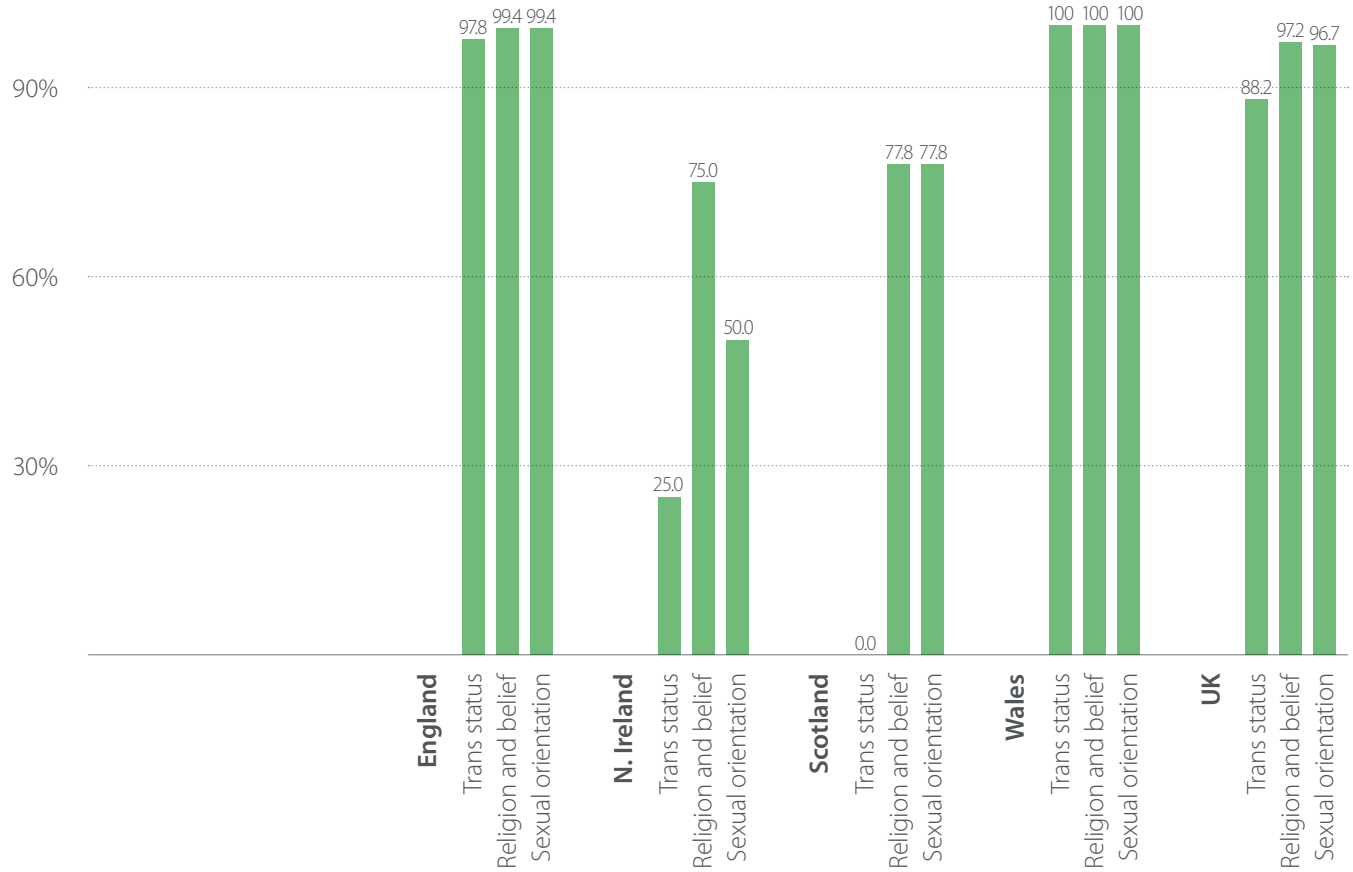
6.15-6.18 Intersection between sexual orientation and staff age, disability status, BAME/White identity and sex: The proportion of staff with unknown (blank) information on sexual orientation was larger for staff aged 61 and over (34.6%) than for staff aged 30 and under or 31 to 40 (21.7% and 18.9%, respectively). There was also a gap between disabled and non-disabled staff, with information on sexual orientation being unknown for a larger proportion of non-disabled staff (25.3%) than disabled staff (13.8%). In contrast, the proportions of staff for which sexual orientation data were unknown were relatively similar across BAME/White identity and sex.

Across each of the characteristics, the proportions of staff members who refused to provide information on sexual orientation ranged from 8.7% of Black, Asian and minority ethnic staff to 13.2% of staff aged 61 and over. Rates of staff indicating they were bisexual, gay or lesbian, or other were highest among younger staff (11.8% of those aged 30 and under compared with 2.1% of those aged 61 and over) and among those who had disclosed a disability (16.0% of disabled staff compared to 5.1% of non-disabled staff).

6.1 Institutional returns for trans status, religion and belief and sexual orientation information by country of institution

≤ Country of institution definition: see page 16
≤ Trans definition: see page 34
≤ Religion and belief definition: see page 14
≤ Sexual orientation definition: see page 14

	England		N. Ireland		Scotland		Wales		UK	
	No. HEIs.	↓ %	No. HEIs.	↓ %	No. HEIs.	↓ %	No. HEIs.	↓ %	No. HEIs.	↓ %
Trans status										
Returned data	176	*97.8*	1	*25.0*	0	*0.0*	9	*100.0*	186	*88.2*
Did not return data	4	*2.2*	3	*75.0*	18	*100.0*	0	*0.0*	25	*11.8*
All institutions	180	*100.0*	4	*100.0*	18	*100.0*	9	*100.0*	211	*100.0*
Religion and belief										
Returned data	179	*99.4*	3	*75.0*	14	*77.8*	9	*100.0*	205	*97.2*
Did not return data	1	*0.6*	1	*25.0*	4	*22.2*	0	*0.0*	6	*2.8*
All institutions	180	*100.0*	4	*100.0*	18	*100.0*	9	*100.0*	211	*100.0*
Sexual orientation										
Returned data	179	*99.4*	2	*50.0*	14	*77.8*	9	*100.0*	204	*96.7*
Did not return data	1	*0.6*	2	*50.0*	4	*22.2*	0	*0.0*	7	*3.3*
All institutions	180	*100.0*	4	*100.0*	18	*100.0*	9	*100.0*	211	*100.0*



6.2

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

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

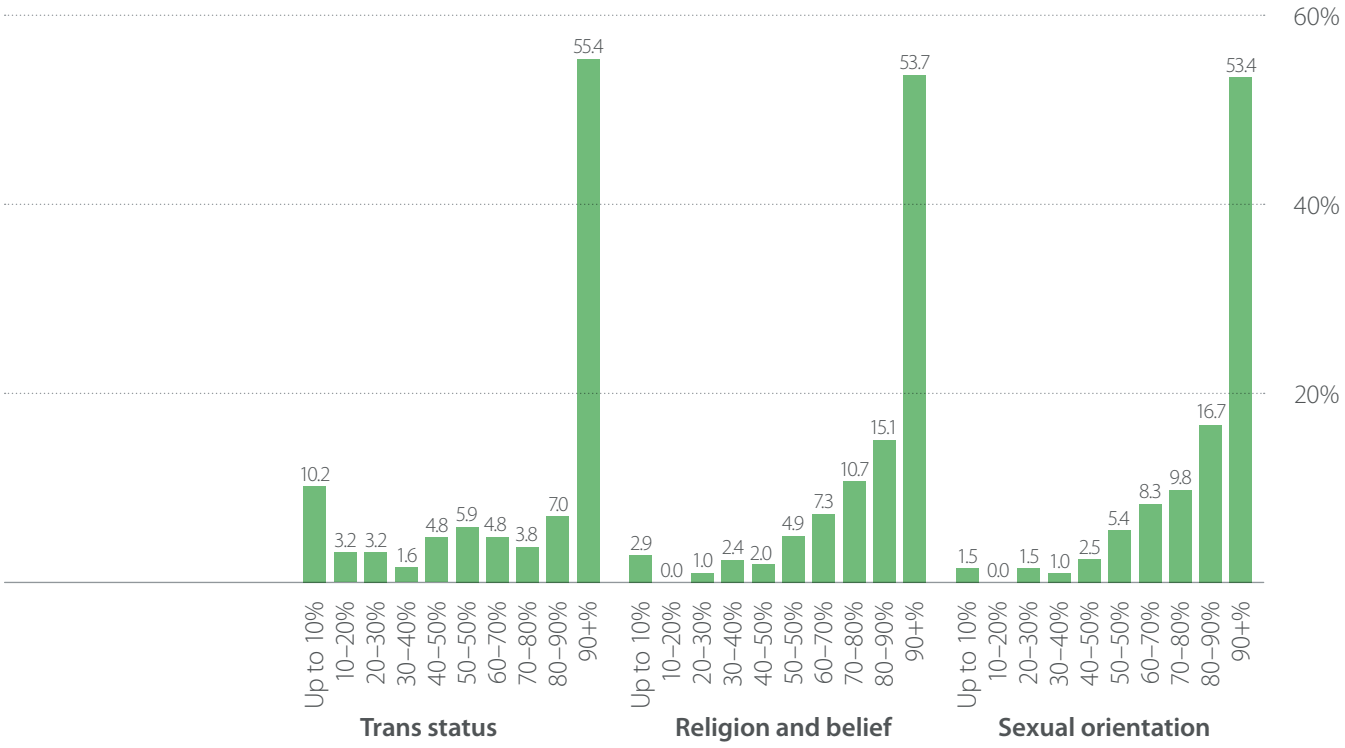
_↓% Within all HEIs that returned data to HESA, the percentage in each return rate band

≤ Trans definition: see page 34

≤ Religion and belief definition: see page 14

≤ Sexual orientation definition: see page 14

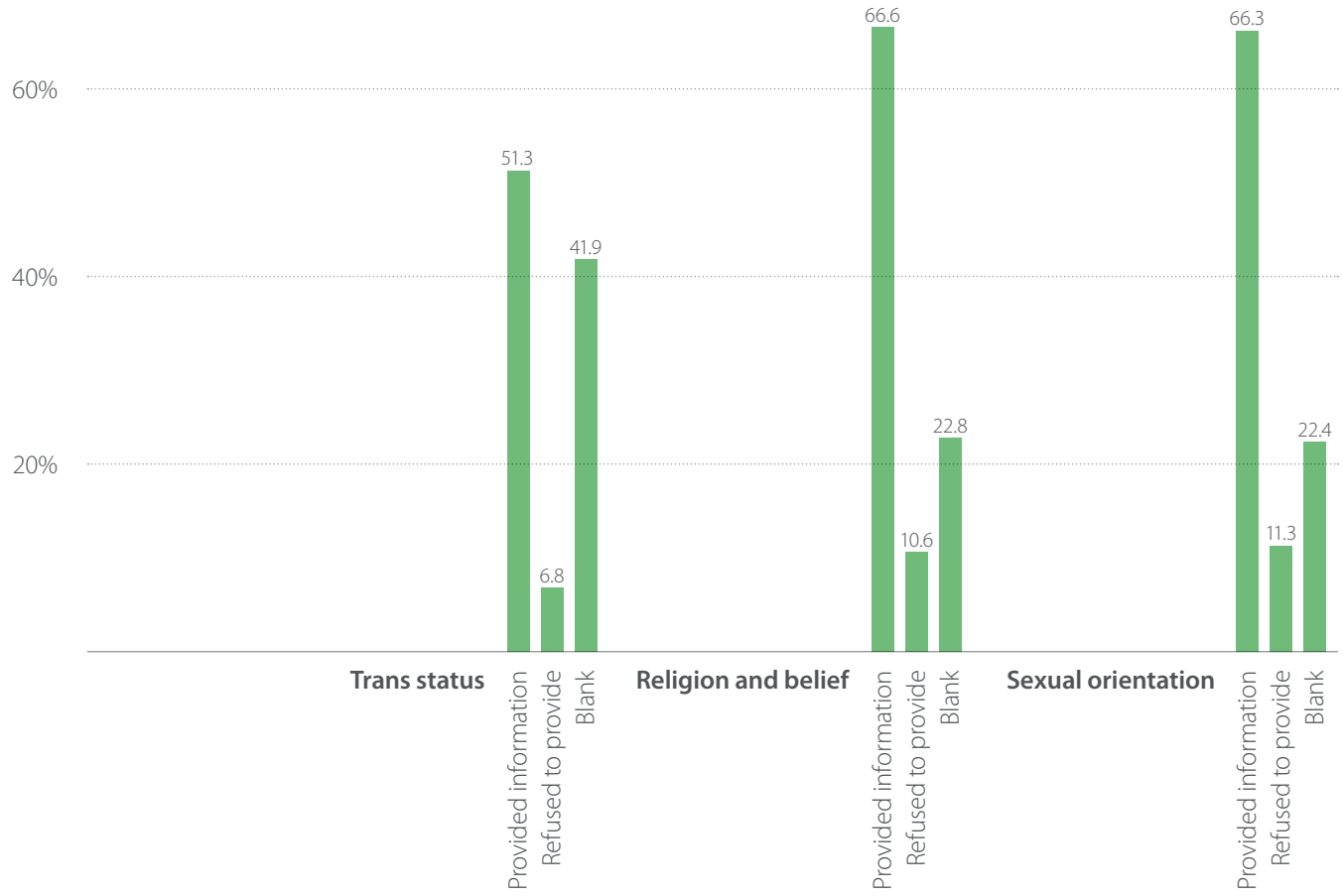
	Trans status			Religion and belief			Sexual orientation		
	No. HEIs.	↓%	_↓%	No. HEIs.	↓%	_↓%	No. HEIs.	↓%	_↓%
0% (no returns)	25	*11.8*	*n/a*	*6*	*2.8*	*n/a*	*7*	*3.3*	*n/a*
Up to 10%	19	*9.0*	*10.2*	*6*	*2.8*	*2.9*	*3*	*1.4*	*1.5*
10–20%	6	*2.8*	*3.2*	*0*	*0.0*	*0.0*	*0*	*0.0*	*0.0*
20–30%	6	*2.8*	*3.2*	*2*	*0.9*	*1.0*	*3*	*1.4*	*1.5*
30–40%	3	*1.4*	*1.6*	*5*	*2.4*	*2.4*	*2*	*0.9*	*1.0*
40–50%	9	*4.3*	*4.8*	*4*	*1.9*	*2.0*	*5*	*2.4*	*2.5*
50–60%	11	*5.2*	*5.9*	*10*	*4.7*	*4.9*	*11*	*5.2*	*5.4*
60–70%	9	*4.3*	*4.8*	*15*	*7.1*	*7.3*	*17*	*8.1*	*8.3*
70–80%	7	*3.3*	*3.8*	*22*	*10.4*	*10.7*	*20*	*9.5*	*9.8*
80–90%	13	*6.2*	*7.0*	*31*	*14.7*	*15.1*	*34*	*16.1*	*16.7*
90%+	103	*48.8*	*55.4*	*110*	*52.1*	*53.7*	*109*	*51.7*	*53.4*
All institutions	211	*100.0*	*100.0*	*211*	*100.0*	*100.0*	*211*	*100.0*	*100.0*



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

≤ Trans definition: see page 34
≤ Religion and belief definition: see page 14
≤ Sexual orientation definition: see page 14

	Trans status		Religion and belief		Sexual orientation	
	No.	↓ %	No.	↓ %	No.	↓ %
Provided information	189,835	*51.3*	284,385	*66.6*	283,020	*66.3*
Refused to provide	25,325	*6.8*	45,385	*10.6*	48,335	*11.3*
Blank	155,245	*41.9*	97,250	*22.8*	95,595	*22.4*
Staff total	370,405	*100.0*	427,020	*100.0*	426,950	*100.0*

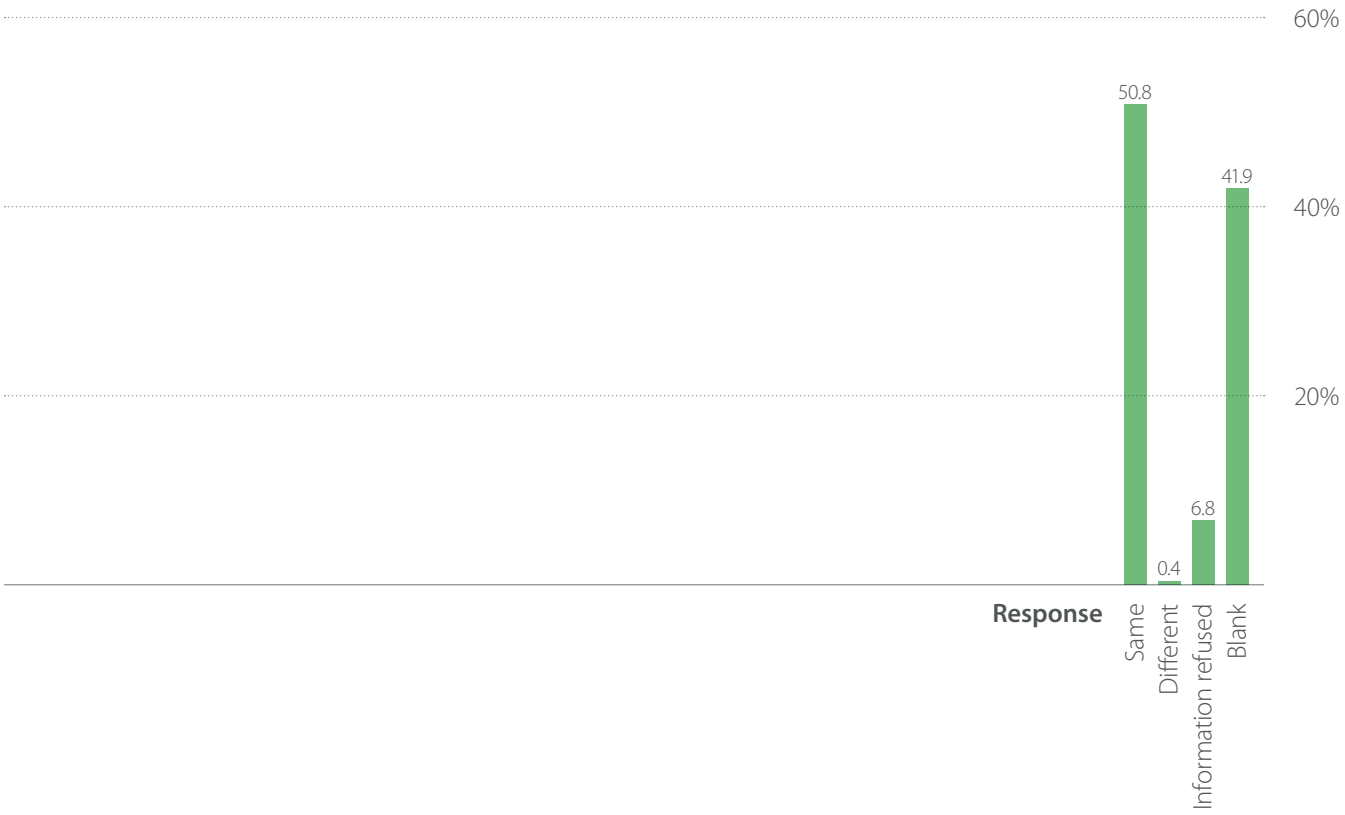


6.4

All staff/staff in institutions returning data by trans status

≤ Trans definition: see page 34

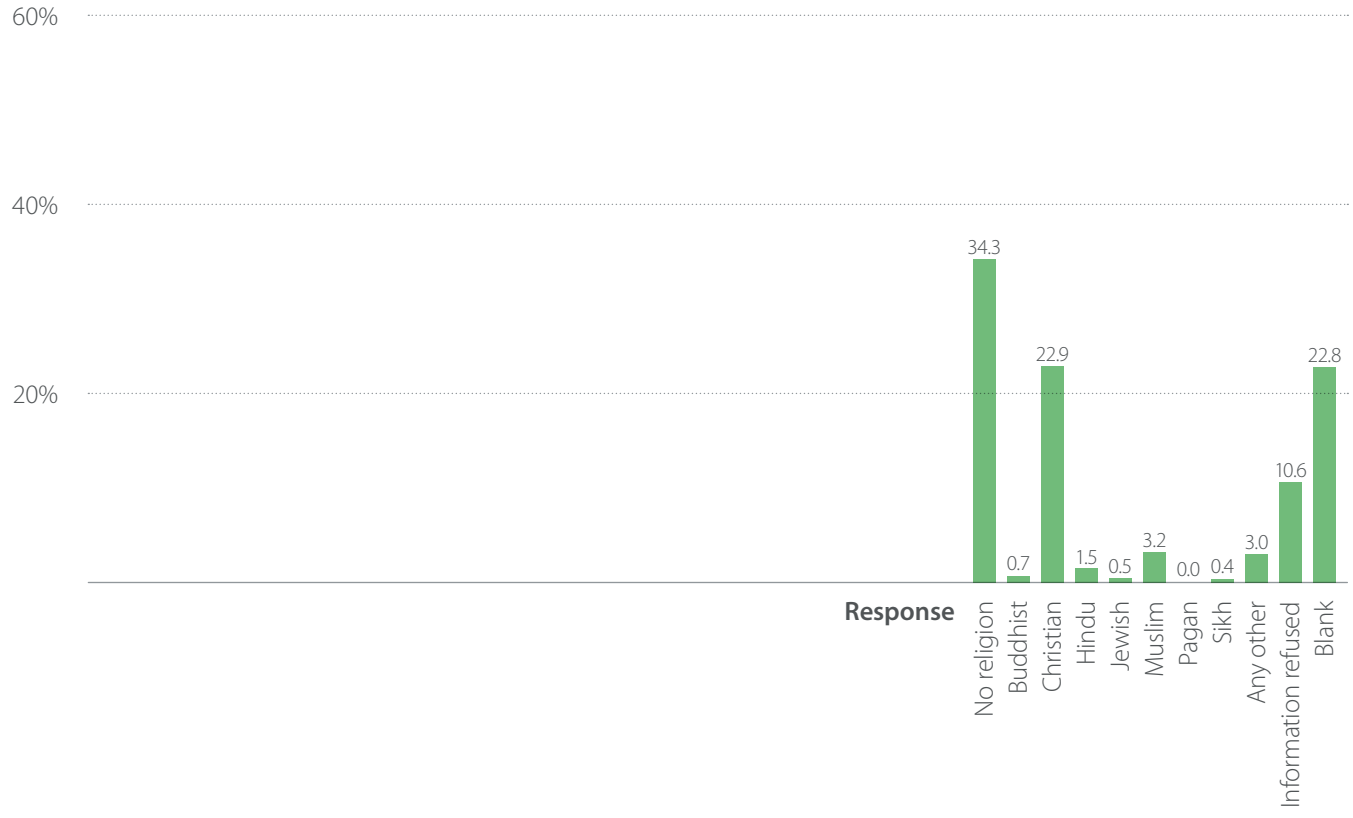
	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
Gender identity is the same as assigned at birth	188,310	*42.9*	188,310	*50.8*
Gender identity is different from that assigned at birth	1,525	*0.3*	1,525	*0.4*
Information refused	25,325	*5.8*	25,325	*6.8*
Blank	223,850	*51.0*	155,245	*41.9*
Total	439,010	*100.0*	370,405	*100.0*



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

≤ Religion and belief definition: see page 14

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
No religion	146,595	*33.4*	146,595	*34.3*
Buddhist	2,970	*0.7*	2,970	*0.7*
Christian	97,935	*22.3*	97,935	*22.9*
Hindu	6,490	*1.5*	6,490	*1.5*
Jewish	1,940	*0.4*	1,940	*0.5*
Muslim	13,655	*3.1*	13,655	*3.2*
Pagan	15	*0.0*	15	*0.0*
Sikh	1,770	*0.4*	1,770	*0.4*
Any other religion or belief	13,010	*3.0*	13,010	*3.0*
Information refused	45,385	*10.3*	45,385	*10.6*
Blank	109,245	*24.9*	97,250	*22.8*
Total	439,010	*100.0*	427,020	*100.0*

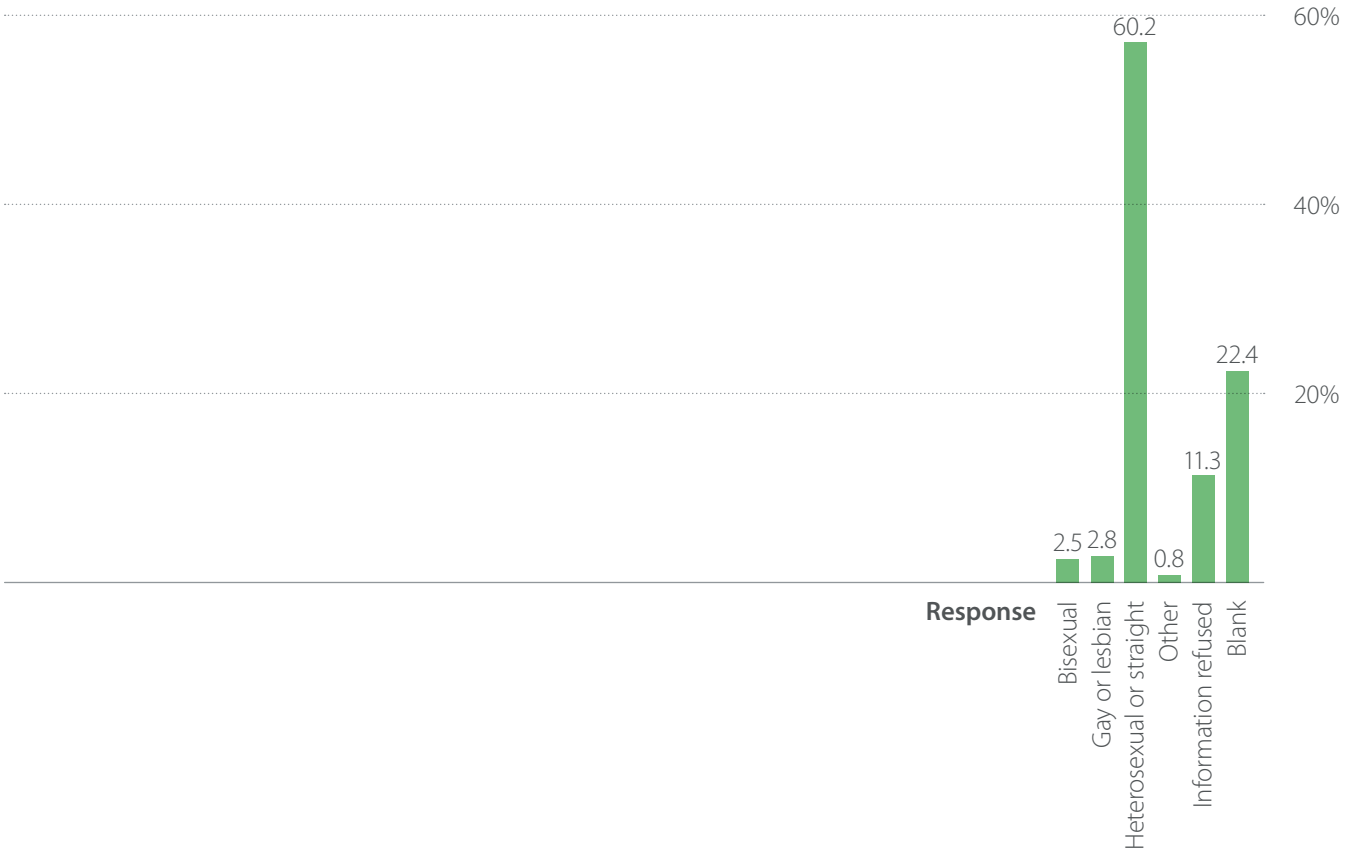


6.6

All staff/staff in institutions returning data by sexual orientation

≤ Sexual orientation definition: see page 14

	All staff		Staff in institutions returning data	
	No.	↓ %	No.	↓ %
Bisexual	10,505	*2.4*	10,505	*2.5*
Gay or lesbian	12,115	*2.8*	12,115	*2.8*
Heterosexual or straight	257,170	*58.6*	257,170	*60.2*
Other	3,235	*0.7*	3,235	*0.8*
Information refused	48,335	*11.0*	48,335	*11.3*
Blank	107,655	*24.5*	95,595	*22.4*
Total	439,010	*100.0*	426,950	*100.0*



6.7 All staff by trans status and age group

≤ Trans definition: see page 34
≤ Age definition: see page 11

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	31,420	*43.5*	*16.7*	54,410	*44.7*	*28.9*
DIF	Gender identity is different	485	*0.7*	*31.7*	480	*0.4*	*31.5*
REF	Information refused	3,815	*5.3*	*15.1*	6,585	*5.4*	*26.0*
BLA	Blank	36,470	*50.5*	*16.3*	60,135	*49.4*	*26.9*
All	All staff	72,190	*100.0*	*16.4*	121,610	*100.0*	*27.7*

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	48,485	*43.3*	*25.7*	39,675	*41.6*	*21.1*
DIF	Gender identity is different	295	*0.3*	*19.2*	210	*0.2*	*13.8*
REF	Information refused	6,685	*6.0*	*26.4*	5,840	*6.1*	*23.1*
BLA	Blank	56,485	*50.5*	*25.2*	49,670	*52.1*	*22.2*
All	All staff	111,950	*100.0*	*25.5*	95,400	*100.0*	*21.7*

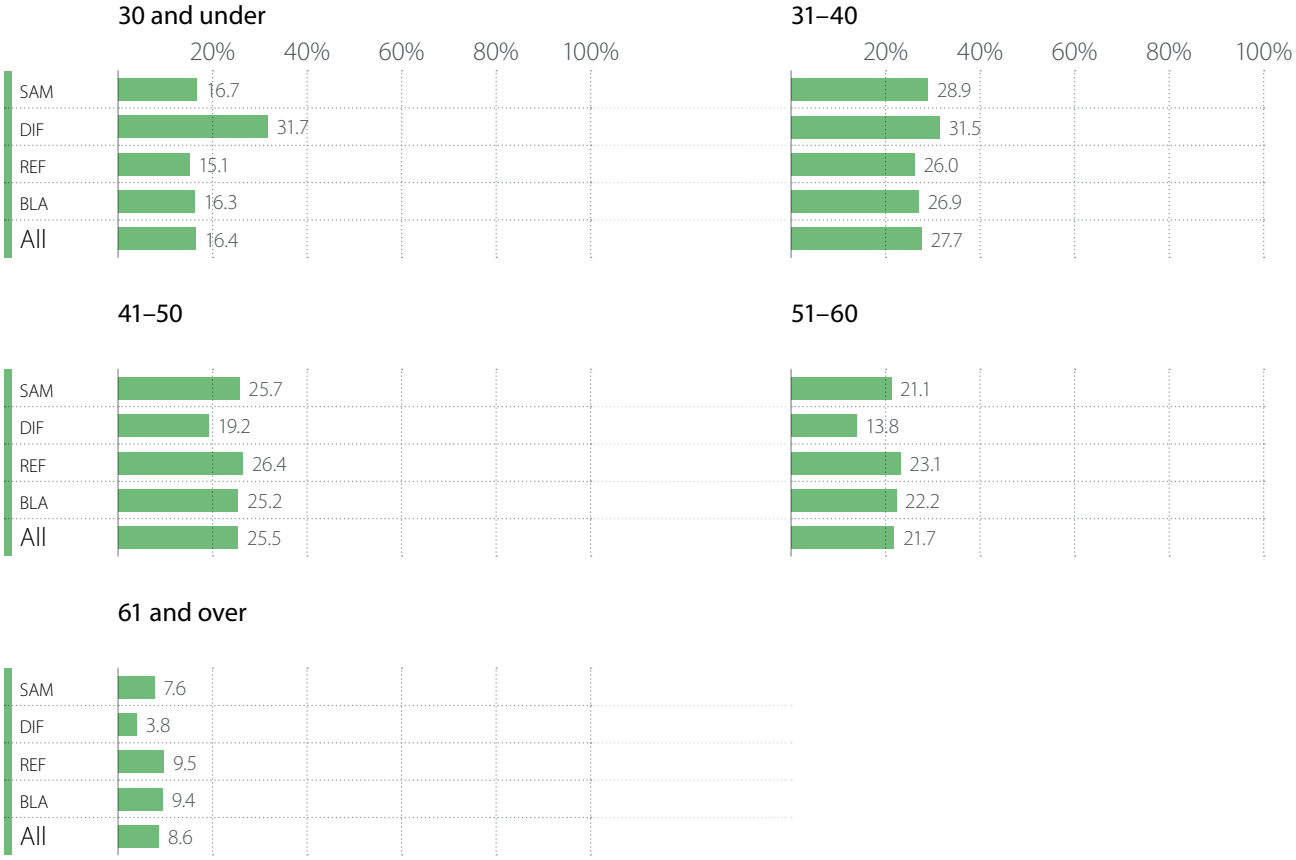
		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
SAM	Gender identity is the same	14,315	*37.8*	*7.6*	188,310	*42.9*	*100.0*
DIF	Gender identity is different	60	*0.2*	*3.8*	1,525	*0.3*	*100.0*
REF	Information refused	2,395	*6.3*	*9.5*	25,325	*5.8*	*100.0*
BLA	Blank	21,090	*55.7*	*9.4*	223,850	*51.0*	*100.0*
All	All staff	37,860	*100.0*	*8.6*	439,010	*100.0*	*100.0*

6.8 All staff by trans status and disability status

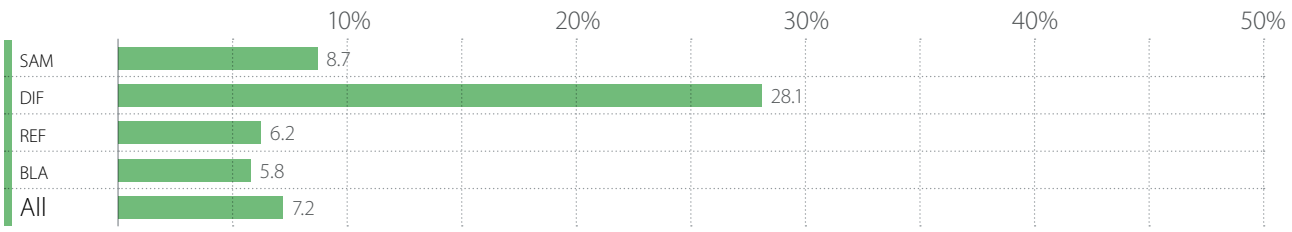
≤ Trans definition: see page 34
≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	171,925	*42.2*	*91.3*	16,385	*52.1*	*8.7*	188,310	*42.9*
DIF	Gender identity is different	1,100	*0.3*	*71.9*	430	*1.4*	*28.1*	1,525	*0.3*
REF	Information refused	23,765	*5.8*	*93.8*	1,560	*5.0*	*6.2*	25,325	*5.8*
BLA	Blank	210,770	*51.7*	*94.2*	13,080	*41.6*	*5.8*	223,850	*51.0*
All	All staff	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*

Proportions of staff in trans status categories across age groups



Proportions of staff in trans status categories who disclosed as disabled



6.9 All staff by trans status and BAME/White identity

≤ Trans definition: see page 34
≤ Ethnicity definition: see page 12

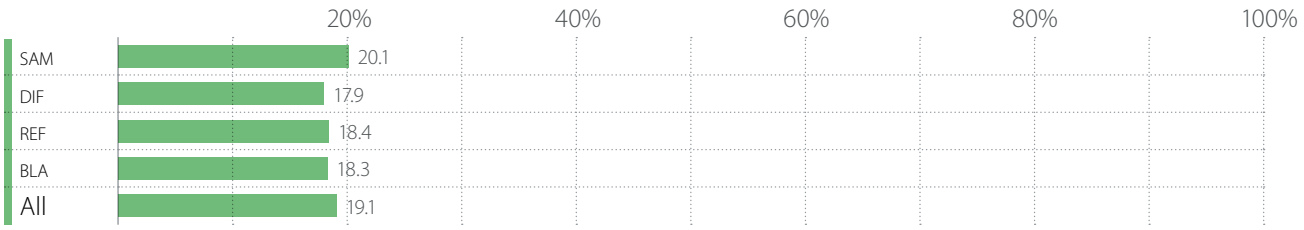
		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	145,055	*45.0*	*79.9*	36,530	*47.8*	*20.1*	181,585	*45.5*
DIF	Gender identity is different	1,200	*0.4*	*82.1*	260	*0.3*	*17.9*	1,460	*0.4*
REF	Information refused	17,385	*5.4*	*81.6*	3,920	*5.1*	*18.4*	21,305	*5.3*
BLA	Blank	159,035	*49.3*	*81.7*	35,645	*46.7*	*18.3*	194,680	*48.8*
All	All staff	322,675	*100.0*	*80.9*	76,355	*100.0*	*19.1*	399,030	*100.0*

6.10 All staff by trans status and sex

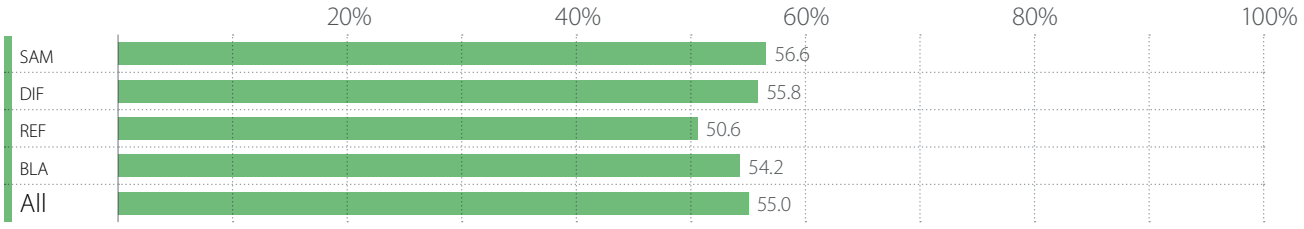
≤ Trans definition: see page 34
≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
SAM	Gender identity is the same	106,440	*44.2*	*56.6*	81,680	*41.5*	*43.4*	188,120	*42.9*
DIF	Gender identity is different	780	*0.3*	*55.8*	615	*0.3*	*44.2*	1,395	*0.3*
REF	Information refused	12,655	*5.2*	*50.6*	12,330	*6.3*	*49.4*	24,985	*5.7*
BLA	Blank	121,210	*50.3*	*54.2*	102,320	*52.0*	*45.8*	223,530	*51.0*
All	All staff	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*

Proportions of staff in trans status categories who identified as Black, Asian and minority ethnic



Proportions of staff in trans status categories who identified as female



6.11 All staff by religion and belief and age group

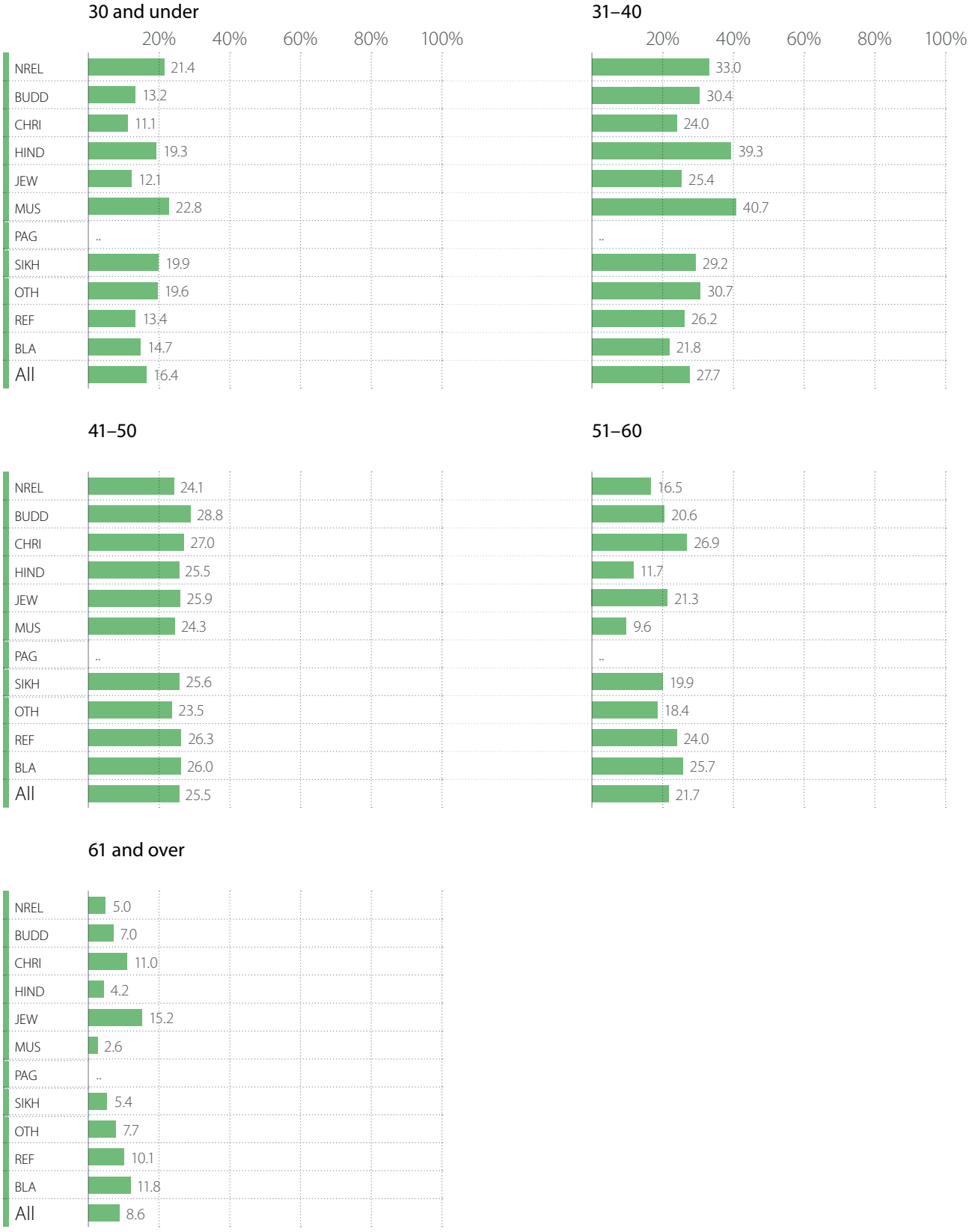
≤ Religion and belief definition: see page 14
≤ Age definition: see page 11

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	31,335	*43.4*	*21.4*	48,315	*39.7*	*33.0*
BUDD	Buddhist	390	*0.5*	*13.2*	900	*0.7*	*30.4*
CHRI	Christian	10,840	*15.0*	*11.1*	23,535	*19.4*	*24.0*
HIND	Hindu	1,255	*1.7*	*19.3*	2,550	*2.1*	*39.3*
JEW	Jewish	235	*0.3*	*12.1*	495	*0.4*	*25.4*
MUS	Muslim	3,115	*4.3*	*22.8*	5,560	*4.6*	*40.7*
PAG	Pagan	5	*0.0*	..	5	*0.0*	..
SIKH	Sikh	355	*0.5*	*19.9*	520	*0.4*	*29.2*
OTH	Any other religion or belief	2,555	*3.5*	*19.6*	4,000	*3.3*	*30.7*
REF	Information refused	6,070	*8.4*	*13.4*	11,885	*9.8*	*26.2*
BLA	Blank	16,040	*22.2*	*14.7*	23,850	*19.6*	*21.8*
All	All staff	72,190	*100.0*	*16.4*	121,610	*100.0*	*27.7*

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	35,340	*31.6*	*24.1*	24,215	*25.4*	*16.5*
BUDD	Buddhist	855	*0.8*	*28.8*	615	*0.6*	*20.6*
CHRI	Christian	26,465	*23.6*	*27.0*	26,330	*27.6*	*26.9*
HIND	Hindu	1,655	*1.5*	*25.5*	760	*0.8*	*11.7*
JEW	Jewish	500	*0.4*	*25.9*	415	*0.4*	*21.3*
MUS	Muslim	3,320	*3.0*	*24.3*	1,305	*1.4*	*9.6*
PAG	Pagan	5	*0.0*	..	0	*0.0*	..
SIKH	Sikh	455	*0.4*	*25.6*	350	*0.4*	*19.9*
OTH	Any other religion or belief	3,055	*2.7*	*23.5*	2,400	*2.5*	*18.4*
REF	Information refused	11,935	*10.7*	*26.3*	10,890	*11.4*	*24.0*
BLA	Blank	28,360	*25.3*	*26.0*	28,120	*29.5*	*25.7*
All	All staff	111,950	*100.0*	*25.5*	95,400	*100.0*	*21.7*

		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
NREL	No religion	7,390	*19.5*	*5.0*	146,595	*33.4*	*100.0*
BUDD	Buddhist	205	*0.5*	*7.0*	2,970	*0.7*	*100.0*
CHRI	Christian	10,765	*28.4*	*11.0*	97,935	*22.3*	*100.0*
HIND	Hindu	270	*0.7*	*4.2*	6,490	*1.5*	*100.0*
JEW	Jewish	295	*0.8*	*15.2*	1,940	*0.4*	*100.0*
MUS	Muslim	355	*0.9*	*2.6*	13,655	*3.1*	*100.0*
PAG	Pagan	0	*0.0*	..	15	*0.0*	*100.0*
SIKH	Sikh	95	*0.3*	*5.4*	1,770	*0.4*	*100.0*
OTH	Any other religion or belief	1,005	*2.6*	*7.7*	13,010	*3.0*	*100.0*
REF	Information refused	4,605	*12.2*	*10.1*	45,385	*10.3*	*100.0*
BLA	Blank	12,875	*34.0*	*11.8*	109,245	*24.9*	*100.0*
All	All staff	37,860	*100.0*	*8.6*	439,010	*100.0*	*100.0*

Proportions of staff in religion and belief categories across age groups



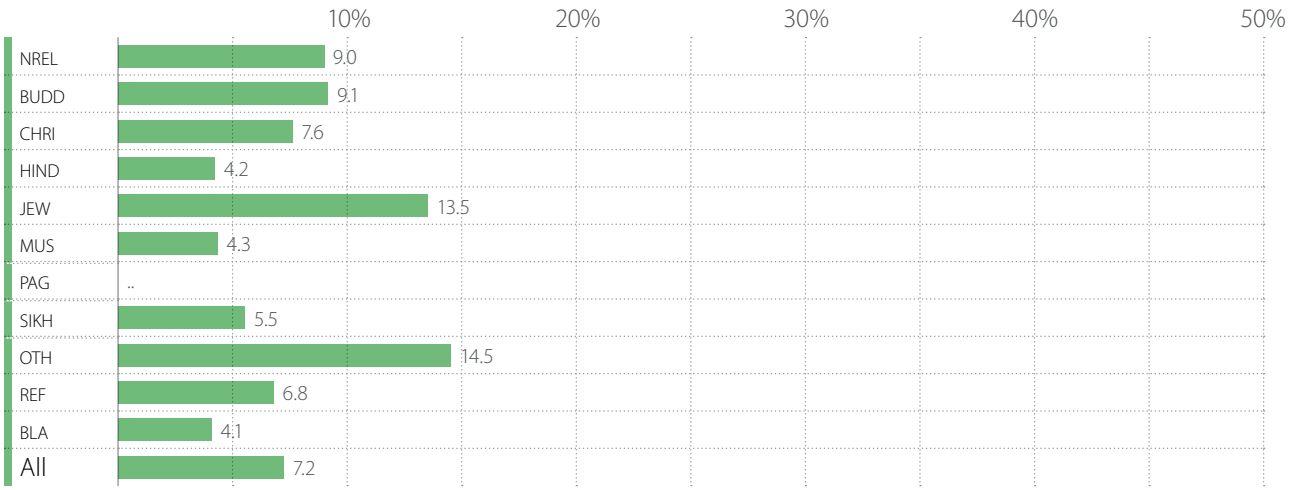
6.12 All staff by religion and belief and disability status

≤ Religion and belief definition: see page 14

≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	133,465	*32.7*	*91.0*	13,135	*41.8*	*9.0*	146,595	*33.4*
BUDD	Buddhist	2,700	*0.7*	*90.9*	270	*0.9*	*9.1*	2,970	*0.7*
CHRI	Christian	90,500	*22.2*	*92.4*	7,435	*23.6*	*7.6*	97,935	*22.3*
HIND	Hindu	6,215	*1.5*	*95.8*	275	*0.9*	*4.2*	6,490	*1.5*
JEW	Jewish	1,675	*0.4*	*86.5*	260	*0.8*	*13.5*	1,940	*0.4*
MUS	Muslim	13,070	*3.2*	*95.7*	585	*1.9*	*4.3*	13,655	*3.1*
PAG	Pagan	10	*0.0*	..	10	*0.0*	..	15	*0.0*
SIKH	Sikh	1,675	*0.4*	*94.5*	95	*0.3*	*5.5*	1,770	*0.4*
OTH	Any other religion or belief	11,125	*2.7*	*85.5*	1,885	*6.0*	*14.5*	13,010	*3.0*
REF	Information refused	42,315	*10.4*	*93.2*	3,070	*9.8*	*6.8*	45,385	*10.3*
BLA	Blank	104,810	*25.7*	*95.9*	4,435	*14.1*	*4.1*	109,245	*24.9*
All	All staff	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*

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



6.13 All staff by religion and belief and BAME/White identity

≤ Religion and belief definition: see page 14
≤ Ethnicity definition: see page 12

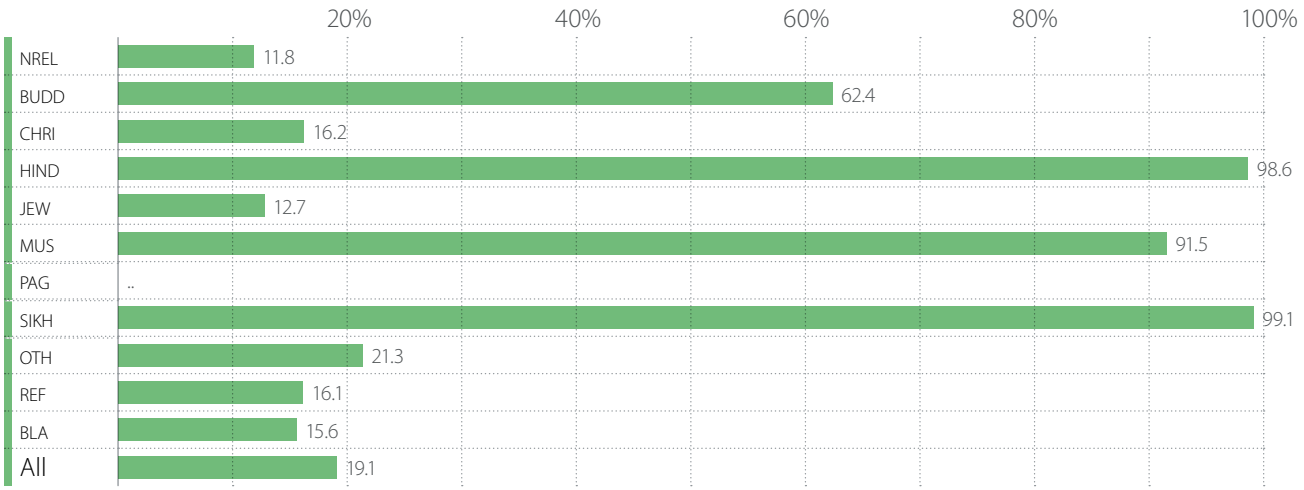
		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	125,985	*39.0*	*88.2*	16,825	*22.0*	*11.8*	142,810	*35.8*
BUDD	Buddhist	1,085	*0.3*	*37.6*	1,795	*2.4*	*62.4*	2,880	*0.7*
CHRI	Christian	80,285	*24.9*	*83.8*	15,480	*20.3*	*16.2*	95,765	*24.0*
HIND	Hindu	90	*0.0*	*1.4*	6,320	*8.3*	*98.6*	6,410	*1.6*
JEW	Jewish	1,615	*0.5*	*87.3*	235	*0.3*	*12.7*	1,845	*0.5*
MUS	Muslim	1,130	*0.4*	*8.5*	12,190	*16.0*	*91.5*	13,320	*3.3*
PAG	Pagan	15	*0.0*	..	0	*0.0*	..	15	*0.0*
SIKH	Sikh	15	*0.0*	*0.9*	1,730	*2.3*	*99.1*	1,745	*0.4*
OTH	Any other religion or belief	9,600	*3.0*	*78.7*	2,600	*3.4*	*21.3*	12,205	*3.1*
REF	Information refused	30,610	*9.5*	*83.9*	5,860	*7.7*	*16.1*	36,470	*9.1*
BLA	Blank	72,250	*22.4*	*84.4*	13,315	*17.4*	*15.6*	85,565	*21.4*
All	All staff	322,675	*100.0*	*80.9*	76,355	*100.0*	*19.1*	399,030	*100.0*

6.14 All staff by religion and belief and sex

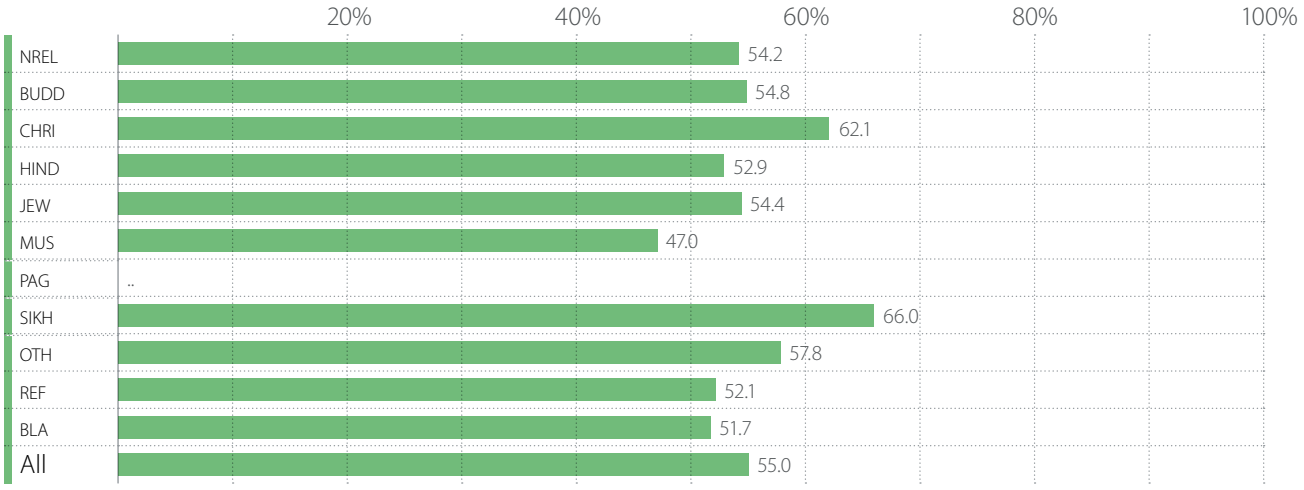
≤ Religion and belief definition: see page 14
≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
NREL	No religion	79,315	*32.9*	*54.2*	66,985	*34.0*	*45.8*	146,300	*33.4*
BUDD	Buddhist	1,625	*0.7*	*54.8*	1,335	*0.7*	*45.2*	2,960	*0.7*
CHRI	Christian	60,750	*25.2*	*62.1*	37,120	*18.8*	*37.9*	97,870	*22.3*
HIND	Hindu	3,435	*1.4*	*52.9*	3,055	*1.6*	*47.1*	6,490	*1.5*
JEW	Jewish	1,050	*0.4*	*54.4*	880	*0.4*	*45.6*	1,930	*0.4*
MUS	Muslim	6,415	*2.7*	*47.0*	7,230	*3.7*	*53.0*	13,645	*3.1*
PAG	Pagan	10	*0.0*	..	5	*0.0*	..	15	*0.0*
SIKH	Sikh	1,170	*0.5*	*66.0*	600	*0.3*	*34.0*	1,770	*0.4*
OTH	Any other religion or belief	7,440	*3.1*	*57.8*	5,440	*2.8*	*42.2*	12,880	*2.9*
REF	Information refused	23,480	*9.7*	*52.1*	21,560	*10.9*	*47.9*	45,040	*10.3*
BLA	Blank	56,400	*23.4*	*51.7*	52,735	*26.8*	*48.3*	109,135	*24.9*
All	All staff	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*

Proportions of staff in religion and belief categories who identified as Black, Asian and minority ethnic



Proportions of staff in religion and belief categories who identified as female



6.15 All staff by sexual orientation and age group

≤ Sexual orientation definition: see page 14

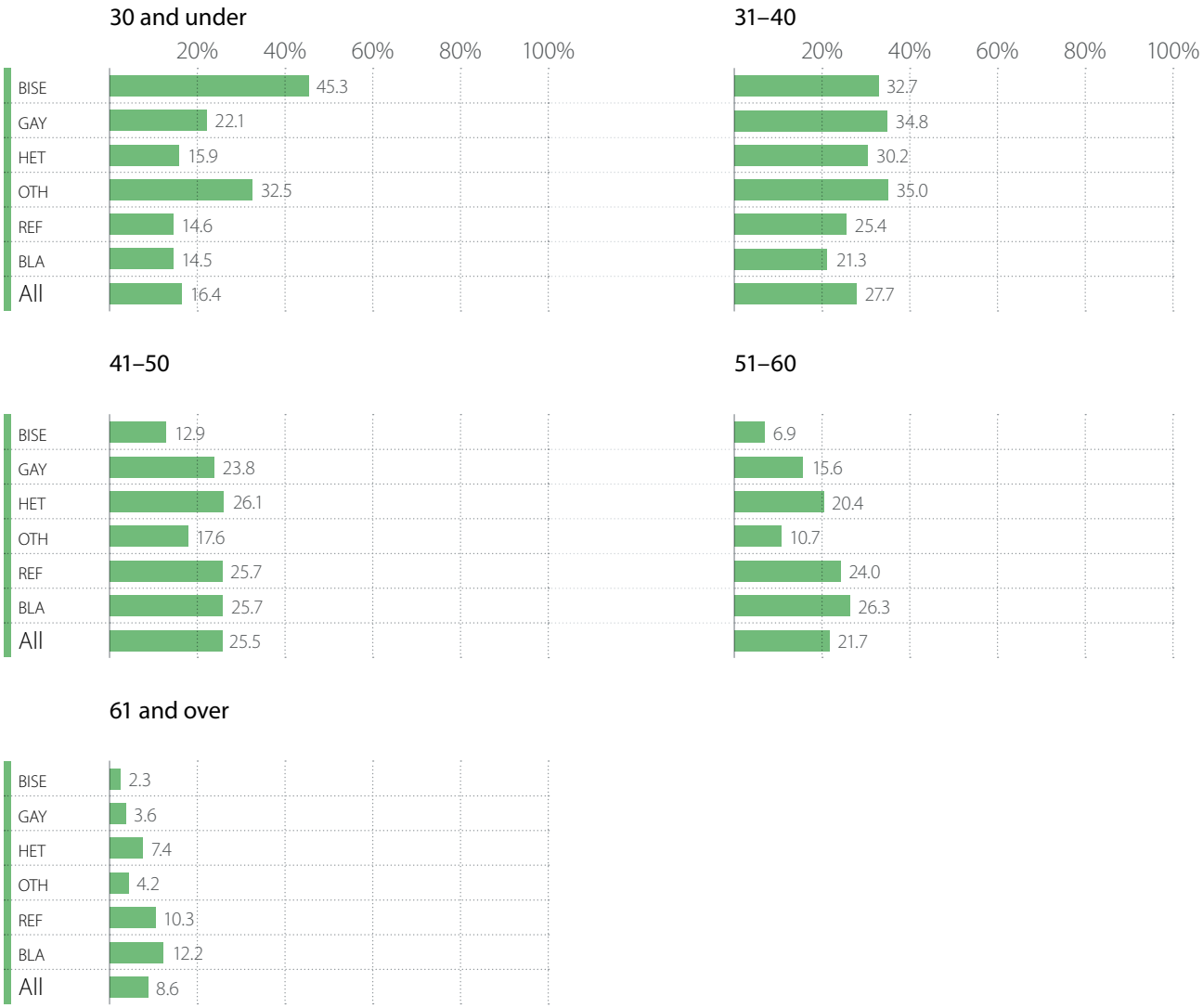
≤ Age definition: see page 11

		30 and under			31–40		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	4,755	*6.6*	*45.3*	3,435	*2.8*	*32.7*
GAY	Gay or lesbian	2,675	*3.7*	*22.1*	4,215	*3.5*	*34.8*
HET	Heterosexual or straight	41,000	*56.8*	*15.9*	77,625	*63.8*	*30.2*
OTH	Other	1,050	*1.5*	*32.5*	1,135	*0.9*	*35.0*
REF	Information refused	7,045	*9.8*	*14.6*	12,275	*10.1*	*25.4*
BLA	Blank	15,660	*21.7*	*14.5*	22,925	*18.9*	*21.3*
All	All staff	72,190	*100.0*	*16.4*	121,610	*100.0*	*27.7*

		41–50			51–60		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	1,355	*1.2*	*12.9*	720	*0.8*	*6.9*
GAY	Gay or lesbian	2,890	*2.6*	*23.8*	1,895	*2.0*	*15.6*
HET	Heterosexual or straight	67,095	*59.9*	*26.1*	52,510	*55.0*	*20.4*
OTH	Other	570	*0.5*	*17.6*	345	*0.4*	*10.7*
REF	Information refused	12,415	*11.1*	*25.7*	11,600	*12.2*	*24.0*
BLA	Blank	27,630	*24.7*	*25.7*	28,330	*29.7*	*26.3*
All	All staff	111,950	*100.0*	*25.5*	95,400	*100.0*	*21.7*

		61 and over			All staff		
		No.	↓ %	→ %	No.	↓ %	→ %
BISE	Bisexual	240	*0.6*	*2.3*	10,505	*2.4*	*100.0*
GAY	Gay or lesbian	440	*1.2*	*3.6*	12,115	*2.8*	*100.0*
HET	Heterosexual or straight	18,940	*50.0*	*7.4*	257,170	*58.6*	*100.0*
OTH	Other	135	*0.4*	*4.2*	3,235	*0.7*	*100.0*
REF	Information refused	5,000	*13.2*	*10.3*	48,335	*11.0*	*100.0*
BLA	Blank	13,105	*34.6*	*12.2*	107,655	*24.5*	*100.0*
All	All staff	37,860	*100.0*	*8.6*	439,010	*100.0*	*100.0*

Proportions of staff in sexual orientation categories across age groups



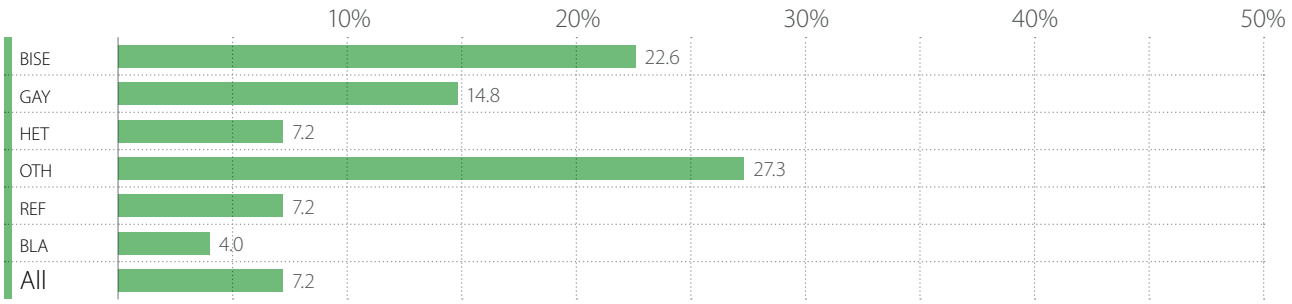
6.16 All staff by sexual orientation and disability status

≤ Sexual orientation definition: see page 14

≤ Disability definition: see page 11

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	8,125	*2.0*	*77.4*	2,375	*7.6*	*22.6*	10,505	*2.4*
GAY	Gay or lesbian	10,325	*2.5*	*85.2*	1,790	*5.7*	*14.8*	12,115	*2.8*
HET	Heterosexual or straight	238,615	*58.5*	*92.8*	18,555	*59.0*	*7.2*	257,170	*58.6*
OTH	Other	2,355	*0.6*	*72.7*	880	*2.8*	*27.3*	3,235	*0.7*
REF	Information refused	44,835	*11.0*	*92.8*	3,500	*11.1*	*7.2*	48,335	*11.0*
BLA	Blank	103,300	*25.3*	*96.0*	4,350	*13.8*	*4.0*	107,655	*24.5*
All	All staff	407,555	*100.0*	*92.8*	31,455	*100.0*	*7.2*	439,010	*100.0*

Proportions of staff in sexual orientation categories who disclosed as disabled



6.17 All staff by sexual orientation and BAME/White identity

≤ Sexual orientation definition: see page 14
≤ Ethnicity definition: see page 12

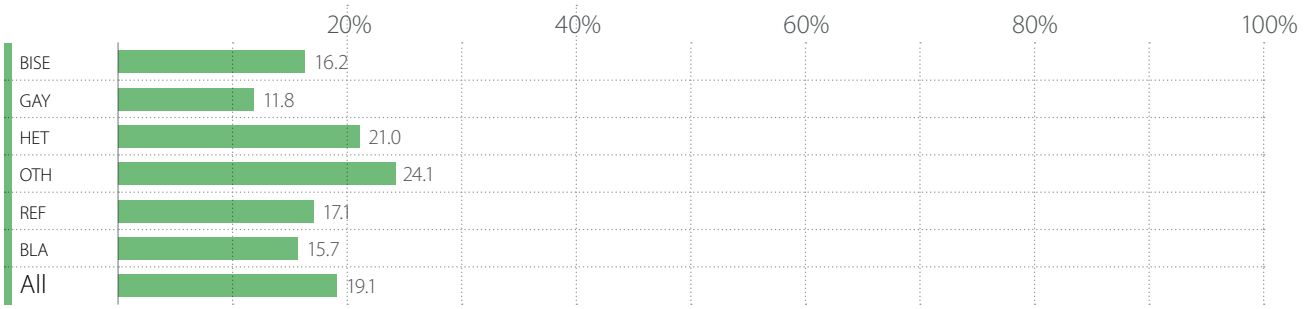
		White			BAME total			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	8,500	*2.6*	*83.8*	1,645	*2.2*	*16.2*	10,145	*2.5*
GAY	Gay or lesbian	10,395	*3.2*	*88.2*	1,390	*1.8*	*11.8*	11,785	*3.0*
HET	Heterosexual or straight	198,130	*61.4*	*79.0*	52,695	*69.0*	*21.0*	250,820	*62.9*
OTH	Other	2,320	*0.7*	*75.9*	735	*1.0*	*24.1*	3,060	*0.8*
REF	Information refused	32,170	*10.0*	*82.9*	6,635	*8.7*	*17.1*	38,810	*9.7*
BLA	Blank	71,160	*22.1*	*84.3*	13,255	*17.4*	*15.7*	84,415	*21.2*
All	All staff	322,675	*100.0*	*80.9*	76,355	*100.0*	*19.1*	399,030	*100.0*

6.18 All staff by sexual orientation and sex

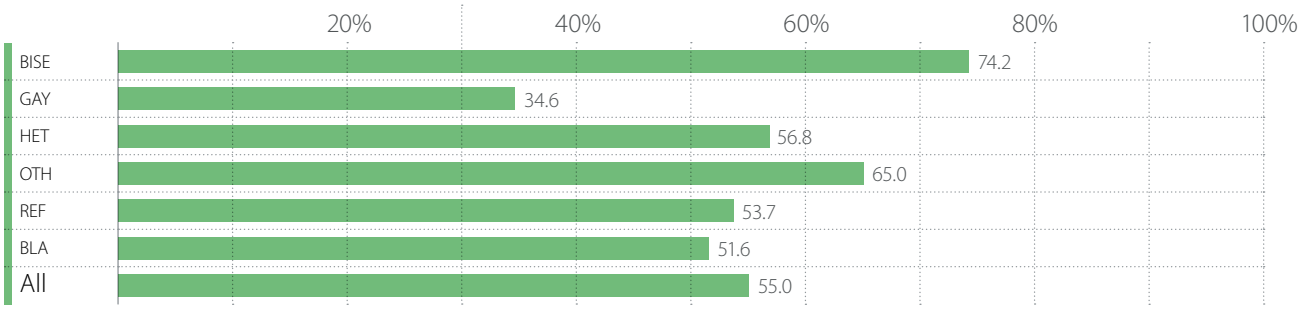
≤ Sexual orientation definition: see page 14
≤ Sex definition: see page 13

		Female			Male			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
BISE	Bisexual	7,705	*3.2*	*74.2*	2,675	*1.4*	*25.8*	10,385	*2.4*
GAY	Gay or lesbian	4,170	*1.7*	*34.6*	7,880	*4.0*	*65.4*	12,050	*2.8*
HET	Heterosexual or straight	145,980	*60.6*	*56.8*	111,065	*56.4*	*43.2*	257,045	*58.7*
OTH	Other	2,015	*0.8*	*65.0*	1,085	*0.6*	*35.0*	3,100	*0.7*
REF	Information refused	25,695	*10.7*	*53.7*	22,190	*11.3*	*46.3*	47,885	*10.9*
BLA	Blank	55,510	*23.0*	*51.6*	52,055	*26.4*	*48.4*	107,565	*24.6*
All	All staff	241,080	*100.0*	*55.0*	196,950	*100.0*	*45.0*	438,030	*100.0*

Proportions of staff in sexual orientation categories who identified as Black, Asian and minority ethnic



Proportions of staff in sexual orientation categories who identified as female



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