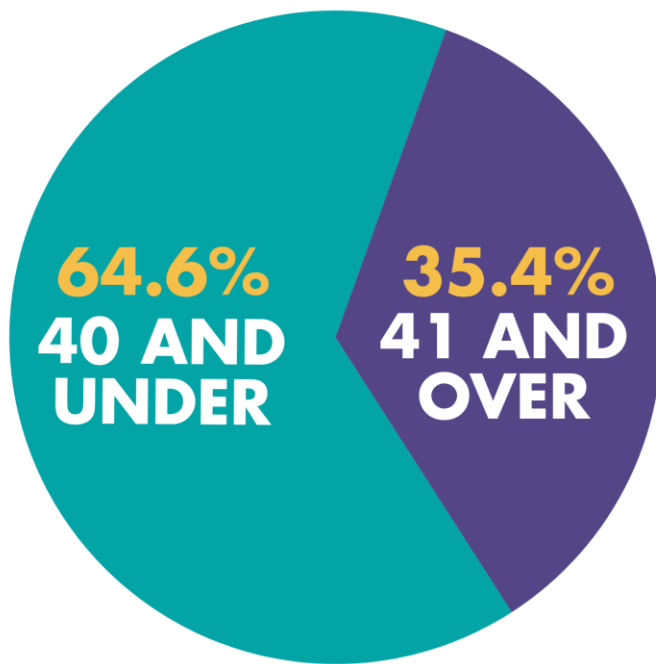




AdvanceHE
KEY STATISTICS
2016-17

STAFF

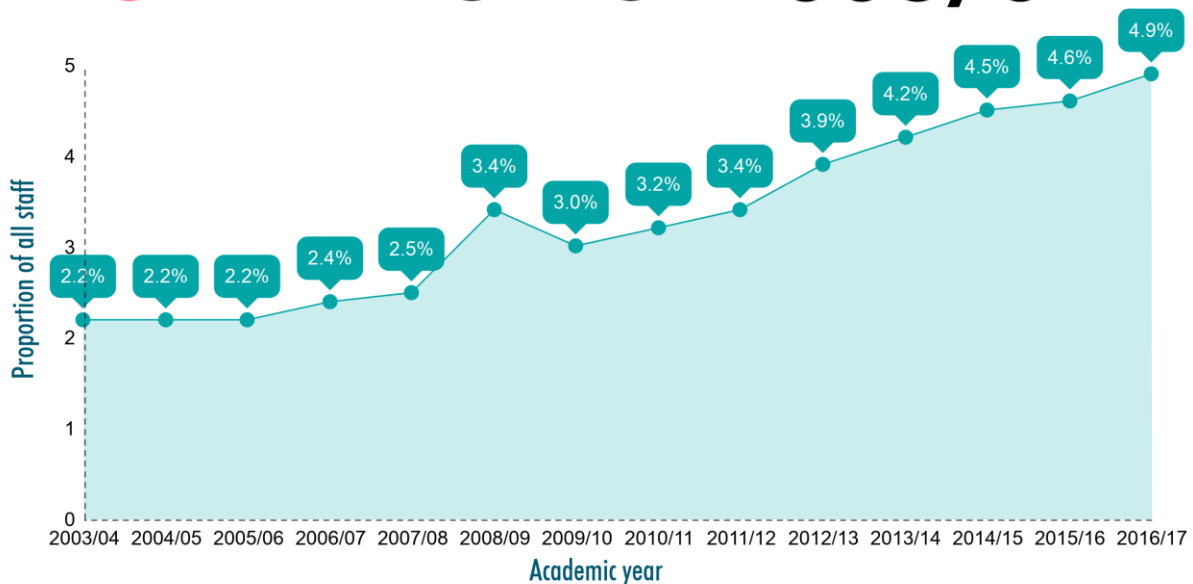


AGE OF UK ACADEMICS ON FIXED-TERM CONTRACTS

2: Academic staff on fixed-term contracts aged 40 and under/41 and over, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

STAFF WHO DISCLOSED AS DISABLED SINCE 2003/04



3: Proportion of staff over time that disclosed as disabled

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

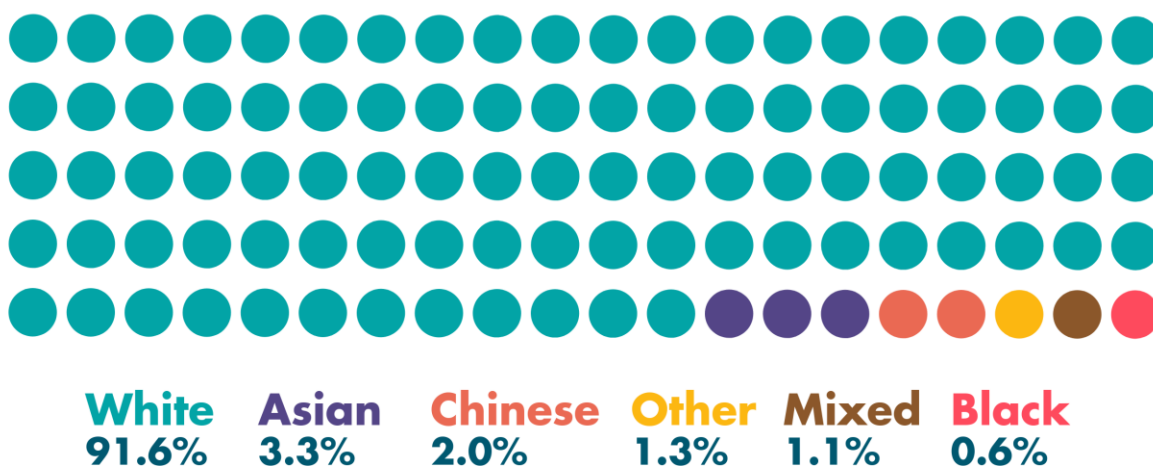
UK BME AND WHITE ACADEMICS ON FIXED-TERM CONTRACTS



5: UK academic staff on fixed-term contracts by BME/white identity, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

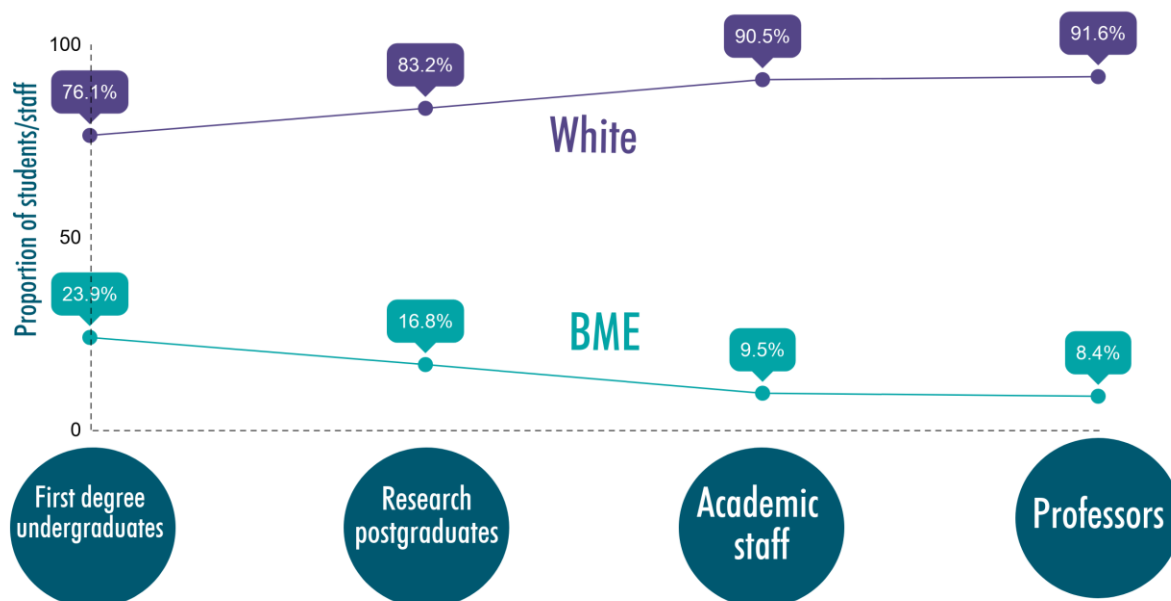
UK PROFESSORS BY ETHNIC GROUP



6: UK professors by ethnic group, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

STUDENT/STAFF PIPELINE BY BME/WHITE IDENTITY



7: UK domiciled students and UK staff proportions by BME/white identity, 2016-17

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UK PROFESSORS BY GENDER



8: UK professors by gender, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

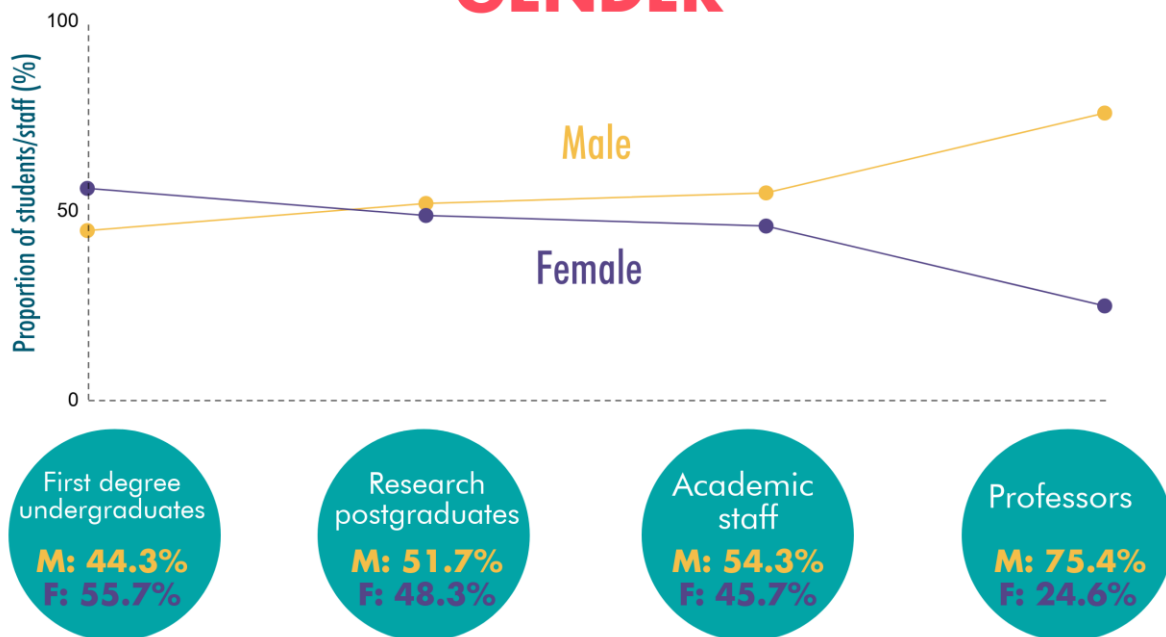
MALE AND FEMALE ACADEMICS WHO EARNED OVER £50,000



9: Academic staff earning over £50,000 per annum by gender, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

STUDENT/STAFF PIPELINE BY GENDER



10: Student and staff proportions by gender, 2016-17

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UK PROFESSORS BY GENDER AND BME/WHITE IDENTITY

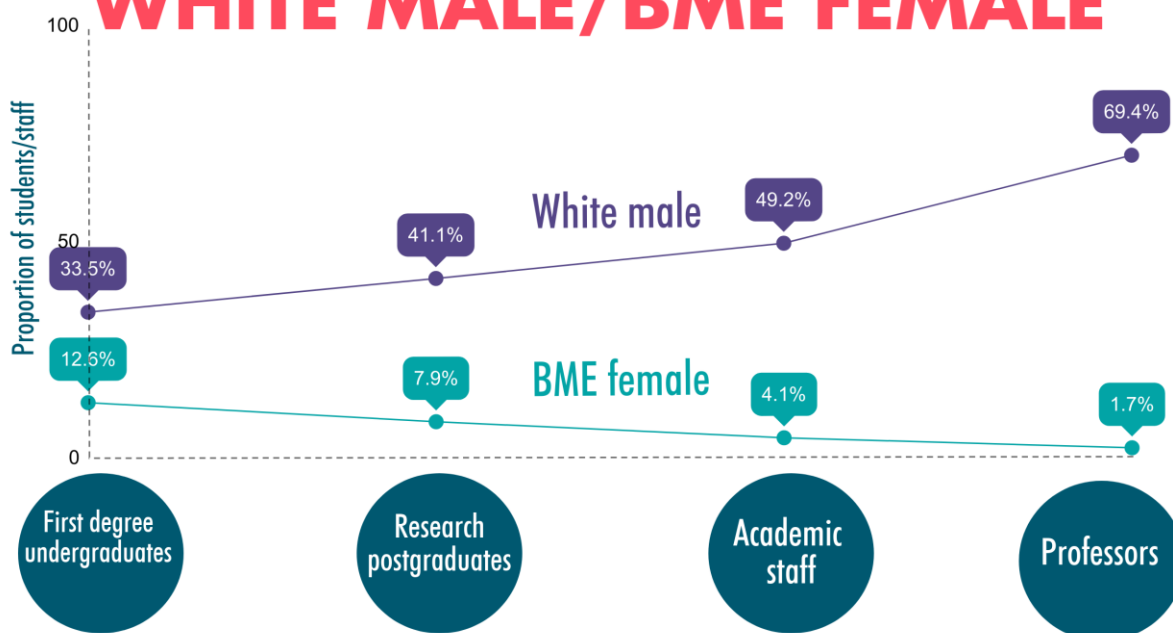
- White male - 68.5%
- White female - 23.1%
- BME male - 6.5%
- BME female - 1.9%



11: UK professors by gender and BME/white identity, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

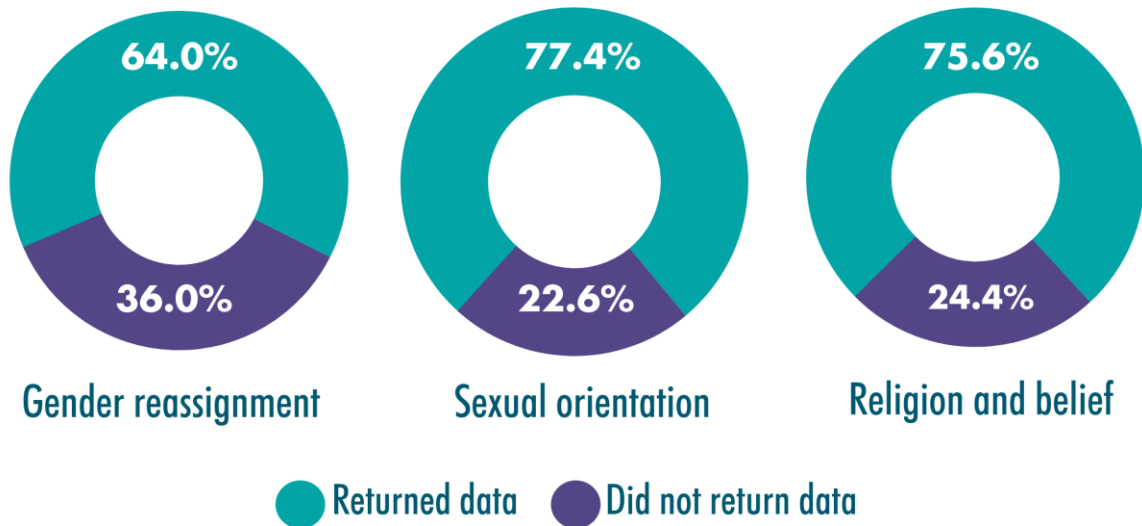
STUDENT/STAFF PIPELINE BY WHITE MALE/BME FEMALE



12: UK student and staff proportions by white male/BME female, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

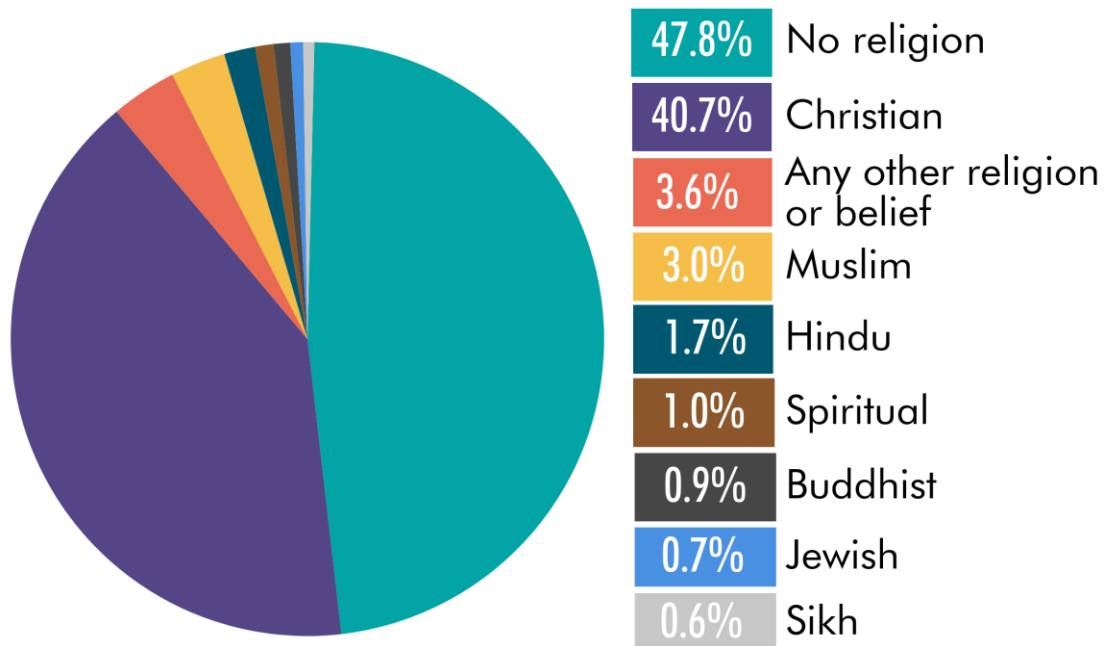
INSTITUTIONAL RETURNS FOR GENDER REASSIGNMENT, SEXUAL ORIENTATION, RELIGION AND BELIEF



13: Returned data from HEIs by gender reassignment, sexual orientation, religion and belief, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

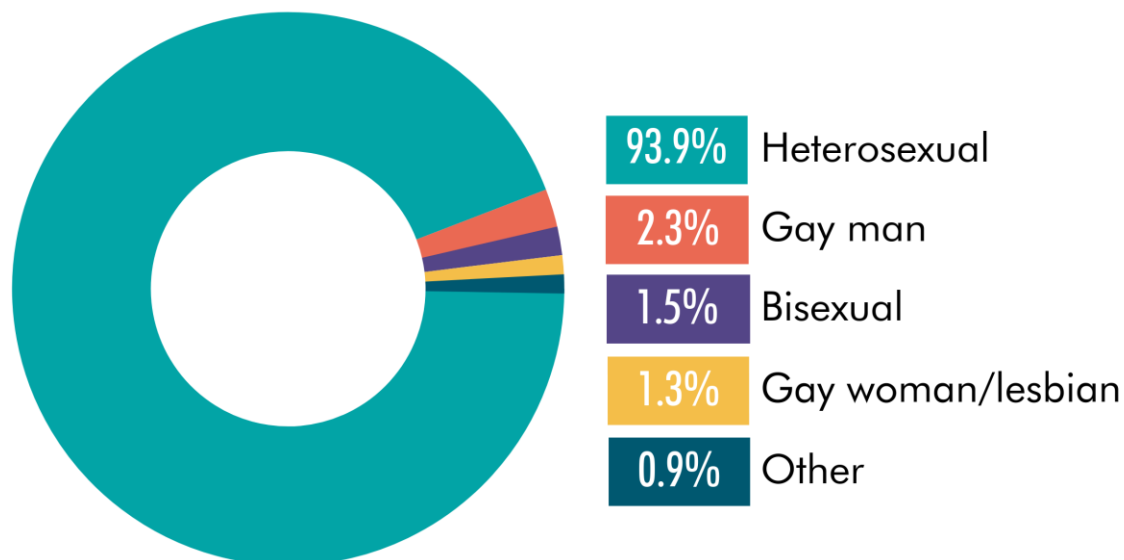
UK HIGHER EDUCATION STAFF WHO DISCLOSED THEIR RELIGION AND BELIEF



14: Staff who disclosed religion and belief (excludes 60.1% of all staff for whom information was unknown or refused), 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

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



15: Staff who disclosed sexual orientation (excludes 60.4% of all staff for whom information was refused or blank), 2016-17

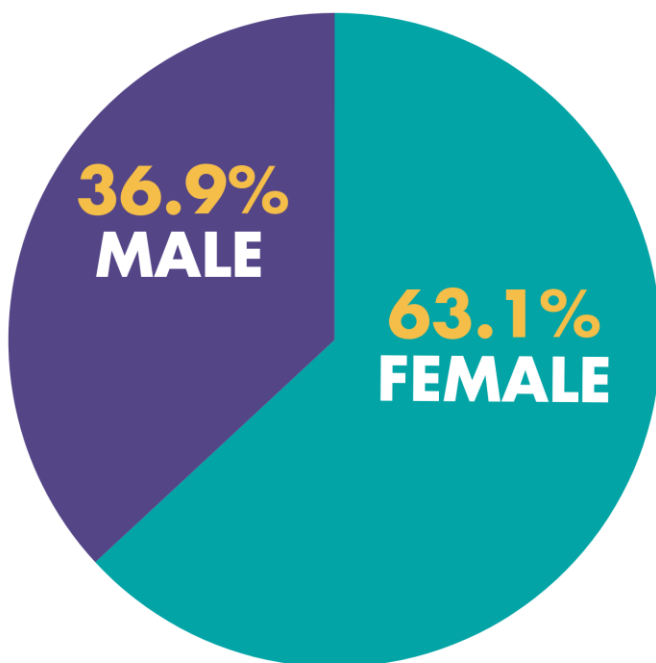
AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**



DISCLOSURE OF **GENDER REASSIGNMENT** BY UK HIGHER EDUCATION STAFF

16: Staff who disclosed gender reassignment (excludes 70.8% of all staff for whom information was refused or blank), 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**



DISABLED STAFF WHO DISCLOSED A MENTAL HEALTH CONDITION BY GENDER

17: Disabled staff who disclosed a mental health condition by gender, 2016-17

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PROFESSORS BY DISABILITY STATUS

Disabled

7.4%

of disabled academic staff were professors

Non-disabled

10.0%

of non-disabled academic staff were professors

18: Academic staff by professorial categories and disability status, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

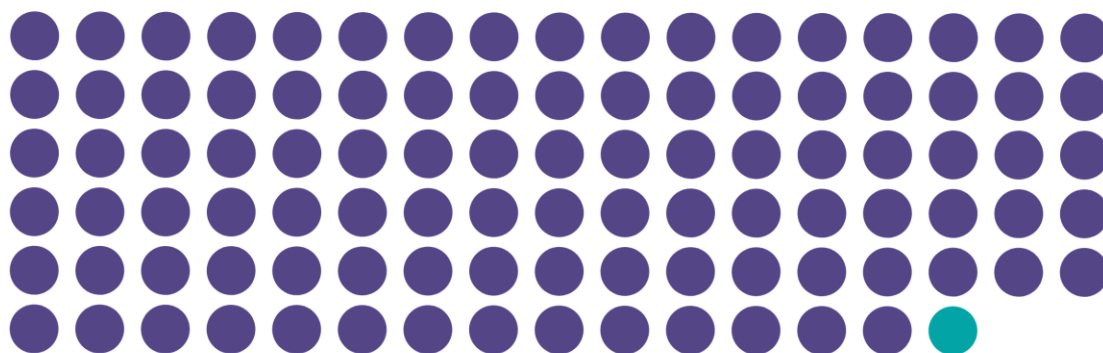
ACADEMICS EARNING OVER £50,000 PER ANNUM BY **DISABILITY** STATUS



19: Academic staff earning over £50,000 per annum by disability status, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

HEADS OF INSTITUTIONS BY **UK BME/WHITE** IDENTITY



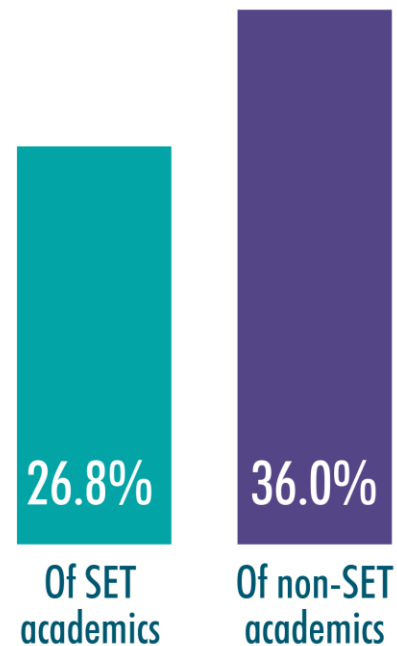
99.2%
White heads of institutions

0.8%
BME heads of institutions

20: UK academic and professional/support staff by Head of Institution and BME/white identity, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

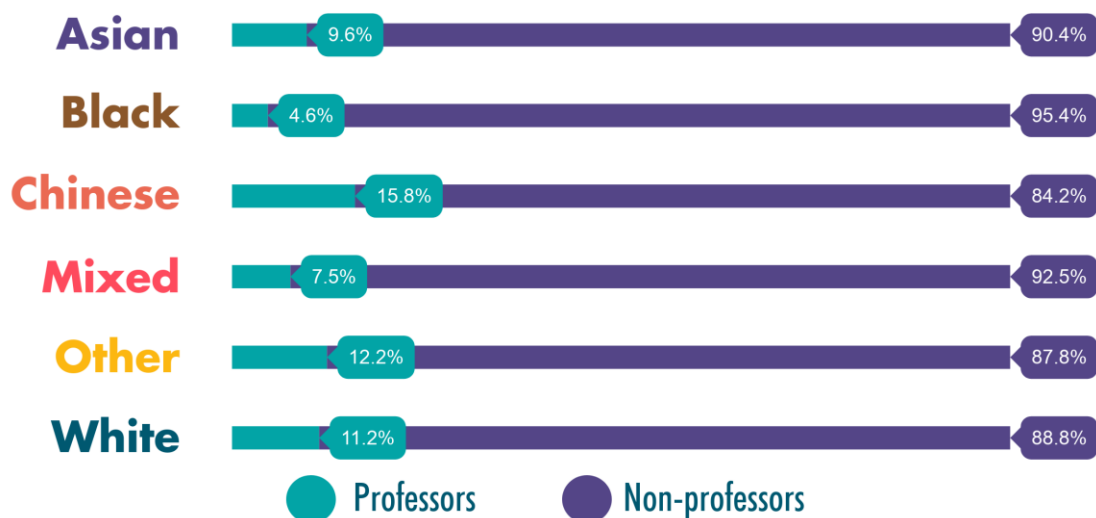
SET AND NON-SET ACADEMIC STAFF AGED 51 AND OVER



21: SET and non-SET academic staff aged 51 and over, 2016-17

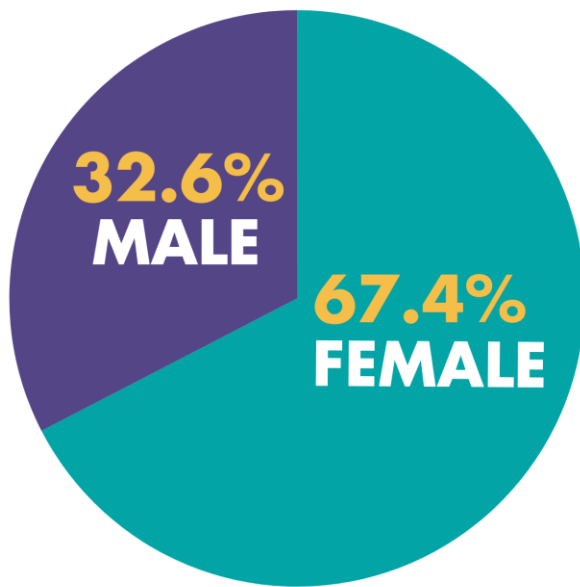
AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

UK ACADEMICS BY PROFESSORIAL STATUS AND ETHNIC GROUP



22: UK academics by professorial status and ethnic group, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

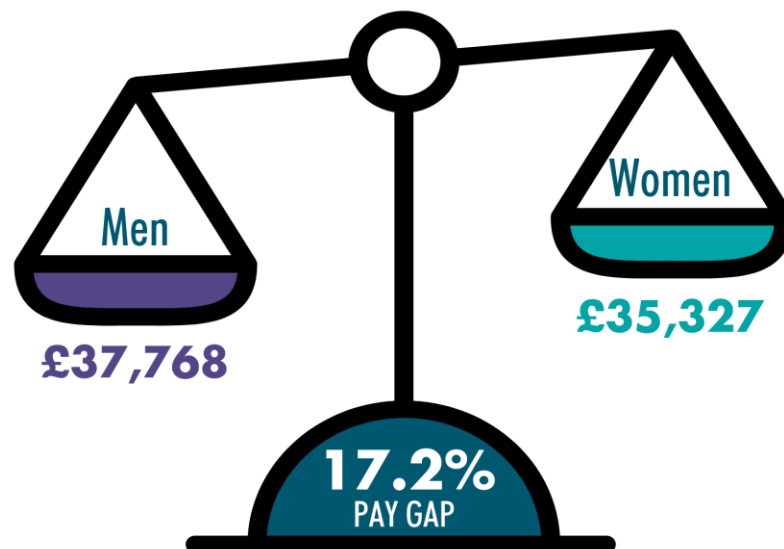


BISEXUAL STAFF BY GENDER

23: Bisexual staff by gender (excludes 60.4% of all staff for whom information was refused or blank), 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**

MEAN GENDER PAY GAP



24: Mean pay gap by gender for all university staff, 2016-17

AdvanceHE Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent **#AdvanceHEstats**