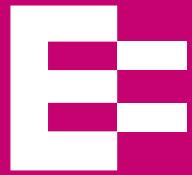


Equality in higher education: statistical report 2013

Part 1: staff

15.9%
of white male
academics
are professors

2.8%
of BME female
academics
are professors



Equality in higher education: statistical report 2013

Written and produced by Equality Challenge Unit (ECU). Data provided by the Higher Education Statistics Agency (HESA).

Further information

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Part 1: staff

Contents

Introduction	1
Using heidi	2
How to use this report	2
About the data	4
Equality areas	6
Mode and contract type	9
Occupational group	9
Academic contract	10
Academic subject area	10
Academic roles	12
Salaries	13
Destination of leavers	15
Overview	17
1 Gender	33
Gender overview	34
Mode and contract type	38
Occupational group	42
Academic contract	46
Academic subject area	47
Academic roles	50
Salaries	54
Destination of leavers	64
2 Ethnicity	73
Ethnicity overview	74
Mode and contract type	80
Occupational group	88
Academic contract	94
Academic subject area	97
Academic roles	106
Salaries	114
Destination of leavers	136

Introduction

3 Disability

Disability overview	145
Mode and contract type	146
Occupational group	150
Academic contract	152
Academic subject area	156
Academic roles	157
Salaries	160
Destination of leavers	164
	174

4 Age

Age overview	183
Mode and contract type	184
Occupational group	186
Academic contract	196
Academic subject area	198
Academic roles	200
Destination of leavers	206
	210

5 Multiple identities

Gender and ethnicity	217
Gender and disability	218
Gender and age	220
Ethnicity and disability	222
Ethnicity and age	224
Disability and age	226
Academic roles	228
	230

Index

145

146
150
152
156
157
160
164
174

183

184
186
196
198
200
206
210

217

218
220
222
224
226
228
230

234

This report presents a snapshot of the gender, ethnicity, disability and age of the higher education workforce in the academic year 2011/12.

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, using previous reports as comparators
- = by individual institutions for benchmarking purposes

The report does not include sexual orientation, religion and belief, gender identity or parental leave as this information was not collected at a national level for the 2011/12 staff record.

Changes to the HESA staff record for 2012/13 allow institutions to provide this information on an optional basis, and ECU encourages institutions to collect and return this data where appropriate. Guidance on when and how to collect this information is listed below. Once the data begins to be captured and the numbers become reliable, ECU hopes to include these characteristics in future reports.

Thinking beyond current monitoring information

It is important to note that the monitoring information that institutions supply to HESA is not the only source of equality information within an institution. For example, institutions will also collect information via staff surveys, involvement activities and HR records. Using the national figures within this report alongside institutional figures and information gathered from these other sources will give institutions a fuller picture of equality in their institution, allowing them to set evidence-based equality outcomes and objectives.

A number of ECU's publications explore the collection of additional information in further detail:

- = ECU (2011) *Effective equality surveys*.
www.ecu.ac.uk/publications/effective-equality-surveys
- = ECU (2011) *Religion and belief in HE: researching the experiences of staff and students*.
www.ecu.ac.uk/publications/religion-and-belief-staff-and-students-in-he

- = ECU (2010) *Advancing LGB equality: improving the experience of lesbian, gay and bisexual staff and students in higher education.*
www.ecu.ac.uk/publications/advancing-lgb-equality
- = ECU (2010) *Trans staff and students in higher education: revised 2010.*
www.ecu.ac.uk/publications/trans-staff-and-students-in-he-revised
- = ECU (2009) *Developing staff disclosure: a guide to collecting and using equality data.*
www.ecu.ac.uk/publications/developing-staff-disclosure

Using heidi

The higher education information database for institutions ('heidi') is a web-based information system run by HESA.

It contains statistics on all UK higher education institutions, including HESA data on staff, students and finance. Providing a single point of access online to data from a range of sources, the database allows users to view and analyse national data.

The heidi system allows users to further manipulate the data to compare their performance with that of particular groups of institutions, for example within mission groups, national or regional areas.

For further information on heidi, including training materials, see the heidi website: www.heidi.ac.uk.

How to use this report

This report covers gender, ethnicity, disability, age and multiple identities. Each section is colour-coded for easier identification, and highlights key information alongside illustrative tables and charts.

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

What's new

This report provides selected comparisons between 2010/11 and 2011/12 data to facilitate identification of year-on-year changes. To see complete data from 2010/11, please see ECU's previous statistical report on staff in higher education.
www.ecu.ac.uk/publications/equality-in-he-stats-2012

In addition, where previously destination data was provided for staff academic leavers as a group, this report separates this data for UK and non-UK staff academic leavers.

To help users access and analyse our data, the tables provided in this report are available for download from our website as an Excel file. In addition to the information covered in this report, these tables also include total counts and percentages.
www.ecu.ac.uk/publications/equality-in-he-stats-2013

About the data

The analysis in this report is based upon data drawn from the HESA staff record 2003/04 to 2011/12.

This record covers all academic and professional and support staff holding one or more contracts of employment with a UK higher education institution.

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

The analysis presented here is based on a small selection of the large amount of data available from HESA.

Counts of staff represent counts of full person equivalents to allow for staff holding multiple contracts or in cases where contracts involve more than one activity (eg academic functions, managerial functions).

All counts of staff have been rounded to the nearest five in accordance with HESA policy in order to protect the confidentiality of individuals. As totals have also been rounded based on unrounded values, some may be higher or lower than the individual count numbers presented in the report.

Unless otherwise specified, data broken down by:

- = **gender** excludes staff with unknown gender
- = **nationality** excludes staff with unknown nationality
- = **ethnicity** excludes staff with unknown ethnicity
- = **age** excludes staff with unknown age
- = **salary** excludes staff with unknown salary

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 52 inclusive. These percentages have been suppressed to protect against over-interpretation of small numbers.

Location of institution

The allocation of an institution to a geographical region relates only to the administrative centre of that institution.

Therefore, there may be staff employed at institutions who were working in regions other than that of the administrative centre of the institution.

The Open University is counted as a wholly English institution. Their administrative centre is located in England, although the Open University operates throughout the UK.

Nationality

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

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

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

Academic staff

Academic staff are defined as those staff responsible for planning, directing and undertaking academic research and teaching within higher education institutions. This category may also include vice-chancellors, principals, and clinical and healthcare professionals who undertake teaching or research activities.

Professional and support staff

Those who do not have an academic employment function, such as managers, non-academic professionals, student welfare workers, cleaners, caterers and secretaries.

Equality areas

Gender

The 2011/12 return refers to biological sex, which could be recorded as male, female or indeterminate (see below). From 2012/13 this will change to legal sex, which recognises only two categories: male or female. Legal sex is the sex given on the person's birth certificate (this is not necessarily the same as their sex at birth).

HESA use 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.

Some intersex people may find the indeterminate category used by HESA for the current field offensive. For data return purposes, for 2011/12 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.

The numbers of known intersex people in the higher education sector are very small, so they have been excluded from some parts of the following analysis as any statistics drawn from these small numbers would not give accurate information about the proportion of intersex people in the sector.

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

Further information on monitoring sex and gender identity is published on ECU's website: www.ecu.ac.uk/your-questions/how-do-we-monitor-protected-characteristics

Ethnicity

Ethnicity within the HESA staff record is based upon the 2001 census classification system. For the purposes of this report, the census categories have been aggregated into six groups:

- white (this includes all white ethnic groups including white British)
- = black (including black Caribbean, black African, black British and black other)
- = Asian (including Asian Indian, Asian Pakistani, Asian Bangladeshi, Asian British and Asian other)
- = Chinese
- = mixed
- = other ethnic background

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

Prior to our 2012 report, 'other Asian background' was presented separately from the Asian group and 'mixed' was included in the 'other ethnic background' category. From the 2012 report onwards, 'other Asian background' is included in the 'Asian' group to maintain consistency with other ethnic groups (both 'other black background' and 'other white background' are included in their respective ethnic groups). The category 'mixed' has been separated from 'other ethnic background' due to the growing size of this group.

BME

Black and minority ethnic.

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

Disability

Disability is recorded within the HESA staff record on the basis of self-assessment using one of three possible categories:

- = declared disabled
- = not known to be disabled
- = information not provided

This report uses the term 'disabled staff' to refer to staff who were indicated as disabled on their HESA staff record. 'Non-disabled staff' is used to refer to staff who have indicated that they are not disabled, or whose disability status is unknown by their institution. This aligns with the new student requirements and HESA reporting standards.

Prior to 2012, 'non-disabled staff' figures did not include staff whose disability status was unknown by their institution; this group therefore constituted a smaller proportion of the staff population and, conversely, 'disabled staff' a larger proportion. As a result, the percentage of staff in the disabled category may represent a slight undercount compared with how they were reported prior to our 2012 report.

Age

This report uses the following age categories and is calculated at 31 August in reporting year:

= 25 and under	= 46 to 50
= 26 to 30	= 51 to 55
= 31 to 35	= 56 to 60
= 36 to 40	= 61 to 65
= 41 to 45	= 66 and over

In some cases these groupings have been aggregated.

Mode and contract type**Full person equivalent**

Individuals can hold more than one contract within an institution and each contract may involve more than one activity. Staff counts have been divided among their activities in proportion to the declared full-time equivalent for each activity. This results in counts of full person equivalents (FPE). Staff FPE counts are calculated on the basis of contract activities that were active on 1 December of the reporting period.

Permanent 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.

Occupational group

Staff contracts are categorised within the HESA staff record into one of 13 groups derived using the standard occupational classification system:

- = academic professionals
- = non-academic professionals
- = managers
- = laboratory, engineering, building, IT and medical technicians (including nurses)
- = student welfare workers, careers advisors, vocational training instructors, personnel and planning officers
- = artistic, media, public relations, marketing and sports occupations
- = library assistants, clerks and general administrative assistants
- = secretaries, typists, receptionists and telephonists
- = chefs, gardeners, electrical, mechanical and construction trades and printers

- = caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations
- = retail and customer service occupations
- = drivers, maintenance supervisors and plant operatives
- = cleaners, catering assistants, security officers, porters and maintenance workers

Academic contract

Teaching-only staff

Teaching-only staff are those whose contract of employment states that they are employed only to undertake teaching.

Research-only staff

Research-only staff are those whose contract of employment states that their primary academic employment function is research only, even though the contract may include a limited number of teaching hours.

Teaching and research staff

Teaching and research staff are those whose contract of employment states that they are employed to undertake both teaching and research.

Neither teaching nor research staff

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

- = 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
- = IT and systems sciences, computer software engineering
- = mathematics
- = mechanical, aero and production engineering
- = mineral, metallurgy and materials engineering
- = nursing and paramedical studies
- = pharmacy and pharmacology
- = physics
- = psychology and behavioural sciences
- = veterinary science

Academic subject area

SET

Science, engineering and technology.

This report uses generic classification of academic subject areas from the HESA staff record. Subject areas classified as SET in this report are:

- = agriculture and forestry
- = anatomy and physiology
- = archaeology

Non-SET

This report uses generic classification of academic subject areas from the HESA staff record. Subject areas classified as non-SET in this report are:

- = business and management studies
- = catering and hospitality management
- = central administration and services
- = continuing education
- = design and creative arts

- = education
- = health and community studies
- = humanities and language-based studies
- = media studies
- = modern languages
- = premises
- = residences and catering
- = social studies
- = sports science and leisure studies
- = staff and student facilities
- = total academic services

Salaries

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

Salary range

This report presents salary ranges in two ways. Please note that for part-time staff, salary ranges and academic pay spines have been scaled up to a full-time equivalent.

- = Three salary ranges, consistent with previous reports
 - under £30,000
 - £30,000 to £50,000
 - over £50,000
- = Academic pay spine

This report includes contract salaries grouped into six salary ranges. The upper and lower of each range is aligned with salary spine points used in the framework salary spine. www.hesa.ac.uk/dox/manual_documents/C11025_spine_2011_12.pdf

These ranges are:

- contract salary < £17,329
- contract salary £17,329 to < £23,121
- contract salary £23,121 to < £31,020
- contract salary £31,020 to < £41,639
- contract salary £41,639 to < £55,908
- contract salary ≥ £55,908

(< less than, ≥ more than or equal to)

Academic roles

Professorial status

Professor indicates whether the contract confers the title of professor to the holder, regardless of whether an institution's local grade structure contains a professor grade.

ECU has used the new definition of professorial role or status since its 2010 statistical report. Changes in HESA definitions will mean that this is not comparable with reports prior to 2010.

Senior management post holder

This indicates whether the member of staff has senior management/administrative responsibilities within the institution associated with this contract.

For example, senior management post holders would include pro-vice-chancellor, deputy vice-chancellor, assistant principal, assistant director, dean, head of school, examinations manager, registrar or head of administration. Acting directors are included if they hold senior management/administrative responsibilities.

Contract salaries reported to HESA based on the reporting of the framework salary spine or framework clinical spine, plus salaries not set against a nationally negotiated pay spine, are included in this analysis. Where HESA is provided with both a salary point (within the framework pay spine 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 gender, ethnicity and disability has been calculated as:

- =
$$\frac{(\text{male staff median salary} - \text{female staff median salary})}{\text{male staff median salary}}$$
- =
$$\frac{(\text{white staff median salary} - \text{BME staff median salary})}{\text{white staff median salary}}$$
- =
$$\frac{(\text{non-disabled staff median salary} - \text{disabled staff median salary})}{\text{non-disabled staff median salary}}$$

Mean salary and mean pay gap

The mean is equal to the sum of the values divided by the number of values.

Mean salary is calculated by multiplying the contract salary by FPE and dividing by the sum of the FPE:

- =
$$\frac{\text{sum(FPE} \times \text{salary})}{\text{sum(FPE)}}$$

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

- =
$$\frac{(\text{male staff mean salary} - \text{female staff mean salary})}{\text{male staff mean salary}}$$
- =
$$\frac{(\text{white staff mean salary} - \text{BME staff mean salary})}{\text{white staff mean salary}}$$
- =
$$\frac{(\text{non-disabled staff mean salary} - \text{disabled staff mean salary})}{\text{non-disabled staff mean salary}}$$

Data on mean salary and the mean pay gap has been provided by HESA and is referred to within the text of sections of the report relating to staff pay.

Destination of leavers

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

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

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

Destinations are presented as:

- = UK destination
 - another HEI in the UK
 - other education institution in the UK
 - research institution in the UK
 - student in the UK
 - NHS/general medical or general dental practice in the UK
 - other public sector in the UK
 - other employment in the UK
- = non-UK destination
 - HEI in an overseas country
 - other education institution in an overseas country
 - research institution overseas
 - student in an overseas country
 - health service in an overseas country
 - other employment in an overseas country
- = no longer in regular employment
 - retired
 - deceased
 - not known/not applicable

- = The majority of staff in higher education worked in England (82.6%). 10.2% of staff worked in Scotland, 5.3% in Wales and 1.9% in Northern Ireland.
- = The proportion of staff who were academic staff increased by 3.6% from 44.4% in 2003/04 to 48.0% in 2011/12. However, professional and support staff still comprised the majority of staff (52.0%) in 2011/12.
- = 36.2% of academic staff were on fixed term contracts, compared with 15.5% of professional and support staff.
- = The proportion of staff who worked full-time and part-time varied considerably by occupational group. For example, 93.2% of staff in the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group were employed full-time. By contrast, 36.7% of staff in the cleaners, catering assistants, security officers, porters and maintenance workers were employed full-time.
- = 26.2% of academic staff earned a salary over £50,000, compared with 4.9% of professional and support staff.
- = The proportion of part-time academic staff who earned under £30,000 fell from 26.8% in 2010/11 to 18.9% in 2011/12, and the proportion who earned £30,000–£50,000 increased from 61.5% to 67.4%.
- = Of those whose leaving destinations were known, 45.7% of UK academic staff leavers and 41.7% of non-UK academic staff leavers found employment in the UK, with 18.5% and 19.9% respectively employed at another UK higher education institution.

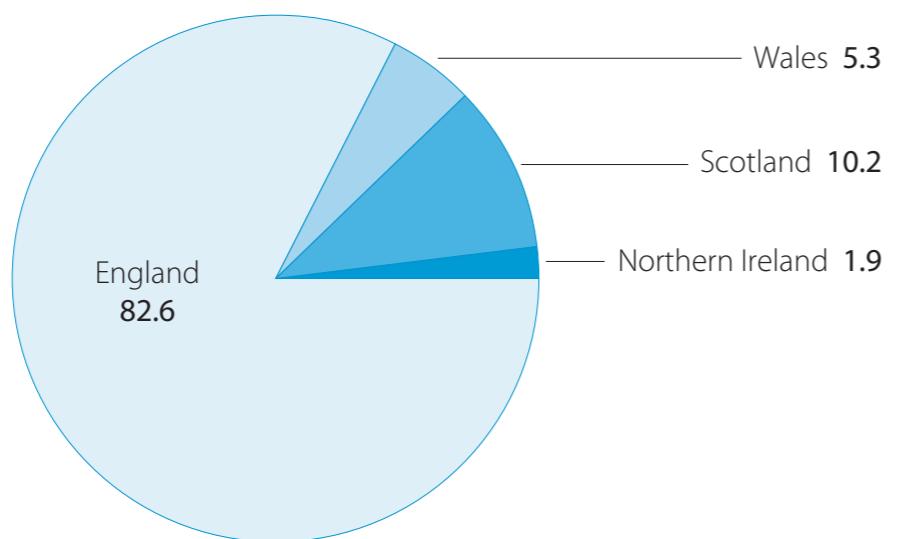
Overview

The majority of staff in higher education worked in England (82.6%). 10.2% of staff worked in Scotland, 5.3% in Wales and 1.9% in Northern Ireland.

0.1 All staff by country of institution

	Total	
	No.	%
England	312610	82.6
Northern Ireland	7010	1.9
Scotland	38455	10.2
Wales	20170	5.3
UK total	378245	100

All staff by country of institution



The proportion of staff who were academic staff increased by 3.6% from 44.4% in 2003/04 to 48.0% in 2011/12. However, professional and support staff still comprised the majority of staff (52.0%) in 2011/12.

0.2 Profile of staff over time by activity

	All staff	Academic		Professional and support	
		No.	%	No.	%
2003/04	338105	150230	44.4	187875	55.6
2004/05	346305	160655	46.4	185650	53.6
2005/06	355410	164875	46.4	190535	53.6
2006/07	364160	169995	46.7	194165	53.3
2007/08	372455	174940	47.0	197510	53.0
2008/09	382755	179035	46.8	203715	53.2
2009/10	387425	181590	46.9	205835	53.1
2010/11	381785	181180	47.5	200605	52.5
2011/12	378245	181385	48.0	196860	52.0

36.2% of academic staff were on fixed term contracts, compared with 15.5% of professional and support staff.

A higher proportion of part-time staff were on fixed-term contracts than full-time staff. 56.4% of part-time academic staff and 23.0% of part-time professional and support staff were on fixed-term contracts, compared with 25.3% of full-time academic staff and 11.6% of full-time professional and support staff.

Compared with 2010/11
There was an 8.5% increase in part-time academic staff on fixed-term contracts from 47.9% in 2010/11.

0.3 Staff by mode, contract type and activity

	All staff	Academic			Professional and support		
		No.	%*	%^	No.	%*	%^
All staff							
Open/ permanent	282085	115675	63.8	41.0	166410	84.5	59.0
Fixed-term	96155	65705	36.2	68.3	30450	15.5	31.7
All staff	378245	181385	100	48.0	196860	100	52.0
Full-time							
Open/ permanent	203165	88000	74.7	43.3	115170	88.4	56.7
Fixed-term	44950	29845	25.3	66.4	15105	11.6	33.6
All full-time	248120	117845	100	47.5	130275	100	52.5
Part-time							
Open/ permanent	78920	27675	43.6	35.1	51240	77.0	64.9
Fixed-term	51205	35860	56.4	70.0	15345	23.0	30.0
All part-time	130125	63540	100	48.8	66585	100	51.2

* within an activity and mode, the percentage of staff on open/fixed-term contracts (compare vertically within mode)

^ within a contract type and mode, the percentage of staff within an activity (compare horizontally)

The proportion of staff who worked full-time and part-time varied considerably by occupational group.

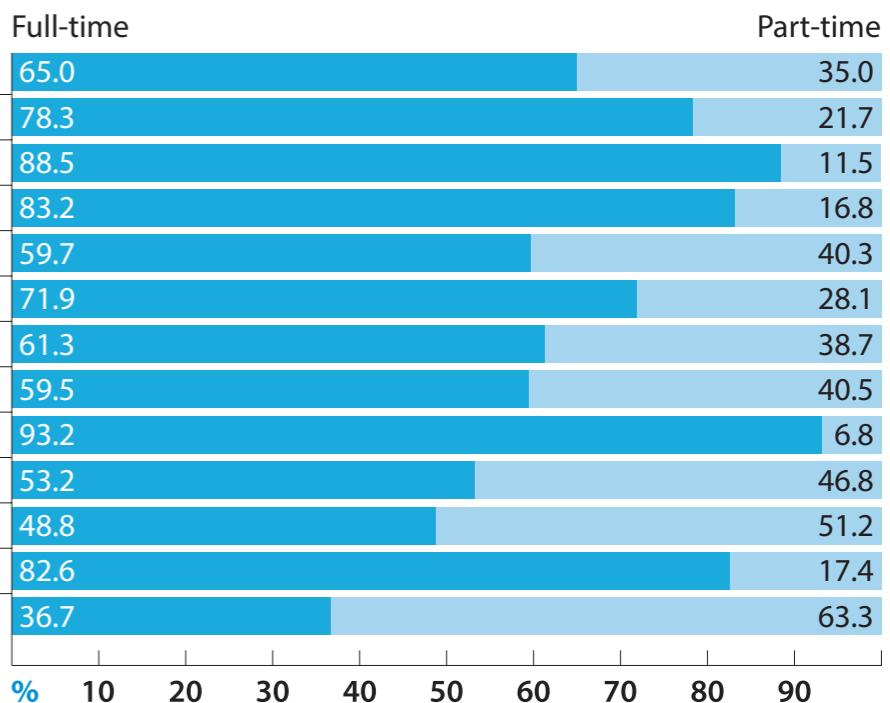
For example, 93.2% of staff in the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group were employed full-time.

By contrast, 36.7% of staff in the cleaners, catering assistants, security officers, porters and maintenance workers were employed full-time.

0.4 Staff by occupational group and mode

	All staff	Full-time		Part-time	
		No.	No.	%	No.
Academic professionals	181385	117845	65.0	63540	35.0
Non-academic professionals	28905	22645	78.3	6260	21.7
Managers	16245	14380	88.5	1870	11.5
Laboratory, engineering, building, IT and medical technicians (including nurses)	25805	21465	83.2	4345	16.8
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	11130	6650	59.7	4480	40.3
Artistic, media, public relations, marketing and sports occupations	6130	4410	71.9	1720	28.1
Library assistants, clerks and general administrative assistants	54455	33375	61.3	21080	38.7
Secretaries, typists, receptionists and telephonists	14475	8620	59.5	5855	40.5
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	4585	4275	93.2	310	6.8
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	4915	2615	53.2	2300	46.8
Retail and customer service occupations	1255	615	48.8	645	51.2
Drivers, maintenance supervisors and plant operatives	1335	1100	82.6	235	17.4
Cleaners, catering assistants, security officers, porters and maintenance workers	27630	10135	36.7	17495	63.3

Staff in occupational groups by mode

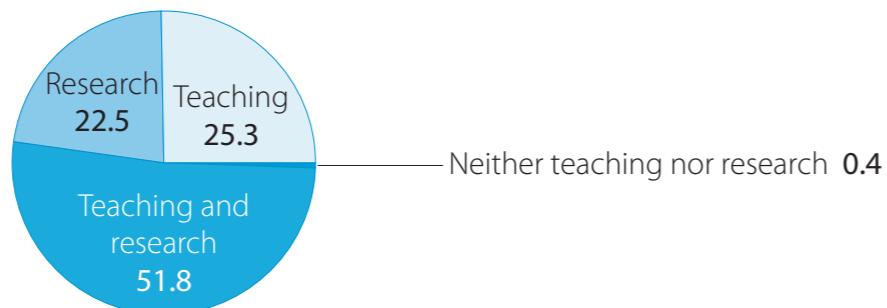


The majority of academic staff (51.8%) were in teaching and research roles. 25.3% had a teaching only role and 22.5% had a research-only role.

0.5 Academic staff by research/teaching contract type

	Total	
	No.	%
Teaching only	45825	25.3
Research only	40840	22.5
Teaching and research	93960	51.8
Neither teaching nor research	755	0.4

Academic staff by research/teaching contract type



Within non-SET subject areas the largest proportion of academic staff worked in social studies (17.6%), design and creative arts (16.9%) and business and management studies (16.6%).

0.6 Non-SET academic staff by subject area

	Total	
	No.	%
Business and management studies	13945	16.6
Catering and hospitality management	685	0.8
Central administration & services	1405	1.7
Continuing education	1285	1.5
Design and creative arts	14260	16.9
Education	9855	11.7
Health and community studies	4690	5.6
Humanities and language-based studies	11670	13.9
Media studies	3410	4.0
Modern languages	4615	5.5
Premises	5	0.0
Residences and catering	5	0.0
Social studies	14835	17.6
Sports science and leisure studies	2200	2.6
Staff and student facilities	350	0.4
Total academic services	990	1.2
Total non-SET	84210	100

SET academic staff were concentrated in certain subject areas. For example, 21.1% worked in clinical medicine, 12.1% in biosciences, and 9.3% in nursing and paramedical studies.

0.7 SET academic staff by subject area

	Total	
	No.	%
Agriculture and forestry	880	0.9
Anatomy and physiology	1545	1.6
Archaeology	640	0.7
Architecture, built environment and planning	3845	4.0
Biosciences	11795	12.1
Chemical engineering	840	0.9
Chemistry	3610	3.7
Civil engineering	1795	1.8
Clinical dentistry	1385	1.4
Clinical medicine	20540	21.1
Earth, marine and environmental sciences	3405	3.5
Electrical, electronic and computer engineering	4040	4.2
General engineering	3055	3.1
Geography	2050	2.1
IT and systems sciences, computer software engineering	6495	6.7
Mathematics	4070	4.2
Mechanical, aero and production engineering	3920	4.0
Mineral, metallurgy and materials engineering	1065	1.1
Nursing and paramedical studies	9010	9.3
Pharmacy and pharmacology	1945	2.0
Physics	4205	4.3
Psychology and behavioural sciences	5865	6.0
Veterinary science	1175	1.2
Total SET	97175	100

Overall, 10.2% of academic staff were professors, of whom 51.6% worked in SET subject areas.

Within both SET and non-SET subject areas, a higher proportion of full-time than part-time academic staff were professors.

0.8 Academic staff by SET category, mode and professorial category

	Professor			Non-professor		
	No.	%*	% [^]	No.	%*	% [^]
All SET	10920	59.1	11.2	86250	52.9	88.8
Full-time SET	9530	51.6	13.1	63310	38.9	86.9
Part-time SET	1390	7.5	5.7	22945	14.1	94.3
All non-SET	7540	40.9	9.0	76670	47.1	91.0
Full-time non-SET	6425	34.8	14.3	38580	23.7	85.7
Part-time non-SET	1115	6.0	2.8	38090	23.4	97.2
All staff	18465	100	10.2	162920	100	89.8

* compare vertically

[^] compare horizontally

Overall, 1.6% of academic staff were in senior management roles, of which 59.4% worked in non-SET subject areas.

Within both SET and non-SET subject areas, a higher proportion of full-time than part-time academic staff were senior managers.

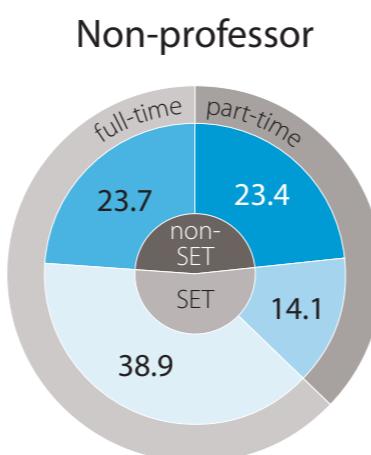
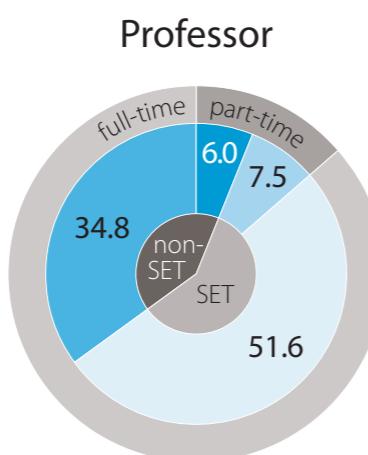
0.9 Academic staff by SET category, mode and senior management category

	Senior manager			Other academic		
	No.	%*	% [^]	No.	%*	% [^]
All SET	1200	40.6	1.2	95970	53.8	98.8
Full-time SET	1095	37.1	1.5	71740	40.2	98.5
Part-time SET	105	3.5	0.4	24230	13.6	99.6
All non-SET	1760	59.4	2.1	82450	46.2	97.9
Full-time non-SET	1660	56.0	3.7	43350	24.3	96.3
Part-time non-SET	100	3.4	0.3	39100	21.9	99.7
All staff	2960	100	1.6	178425	100	98.4

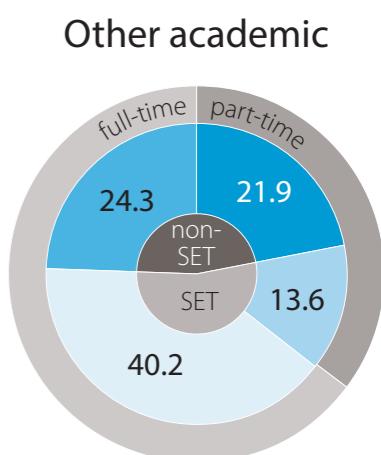
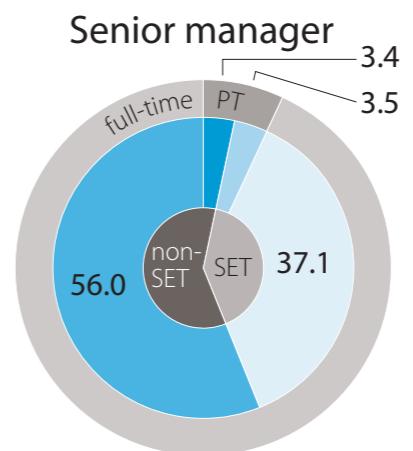
* compare vertically

[^] compare horizontally

Professors/non-professors by SET category and mode



Academic senior managers/other academic staff by SET category and mode



26.2% of academic staff earned a salary over £50,000, compared with 4.9% of professional and support staff.

The majority of professional and support staff earned under £30,000 (81.0% of part-time and 58.8% of full-time).

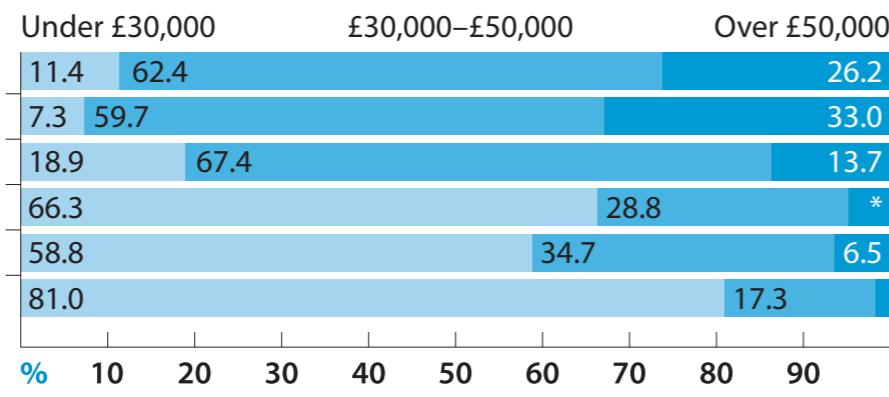
Compared with 2010/11

Salaries of part-time academic staff increased. The proportion of those who earned under £30,000 fell from 26.8% to 18.9%, and the proportion who earned £30,000–£50,000 increased from 61.5% to 67.4%.

0.10 All staff by mode, salary range and activity

	Academic		Professional and support	
	No.	%	No.	%
All staff				
Under £30,000	20670	11.4	130520	66.3
£30,000–£50,000	113080	62.4	56735	28.8
Over £50,000	47570	26.2	9590	4.9
Full-time				
Under £30,000	8645	7.3	76615	58.8
£30,000–£50,000	70305	59.7	45185	34.7
Over £50,000	38895	33.0	8470	6.5
Part-time				
Under £30,000	12025	18.9	53905	81.0
£30,000–£50,000	42775	67.4	11550	17.3
Over £50,000	8675	13.7	1120	1.7

Academic/professional and support staff in modes by salary range

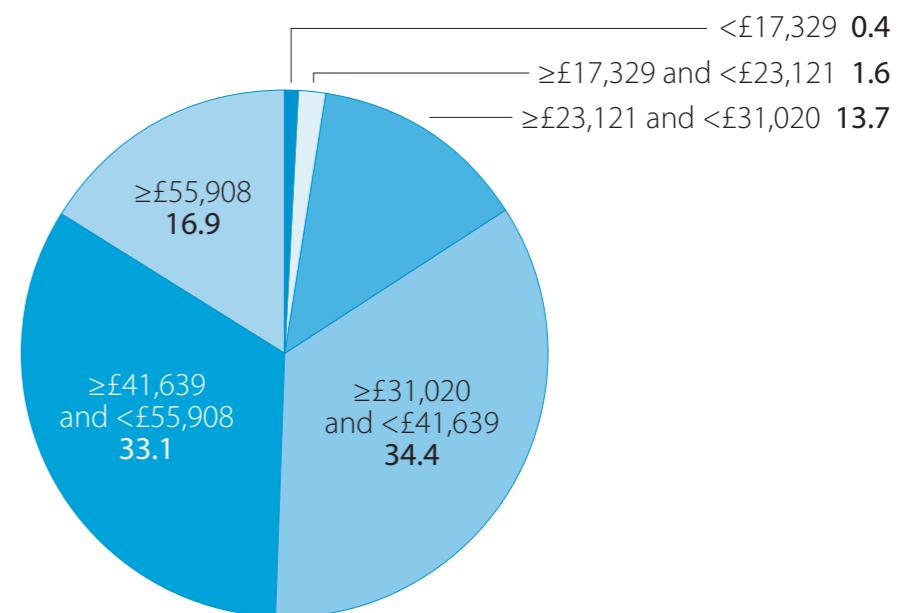


Just over two thirds of academic staff earned between £31,020 and £55,908. 16.9% were in the highest pay spine, earning £55,908 or above.

0.11 Academic staff by academic pay spine

	Total	
	No.	%
<£17,329	720	0.4
≥£17,329 and <£23,121	2865	1.6
≥£23,121 and <£31,020	24780	13.7
≥£31,020 and <£41,639	62340	34.4
≥£41,639 and <£55,908	60030	33.1
≥£55,908	30585	16.9

Academic staff by academic pay spine



This section presents information on academic staff who left the higher education institution in which they were employed between 2010/11 and 2011/12.

Between 2010/11 and 2011/12, 17.3% of academic staff left their institution. The leaving destination for the majority of these academic staff leavers was unknown (54.5%).

15.2% of UK academic staff left employment at their institution between 2010/11 and 2011/12, compared with 21.7% of non-UK academic staff.

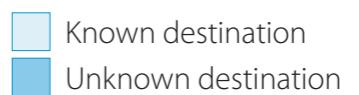
The leaving destination was known for a higher proportion of non-UK staff (49.3%) than UK staff (45.9%).

0.12 Academic staff by leaving status

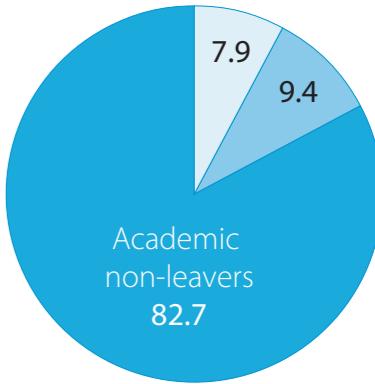
	Total	
	No.	%
All academic staff		
Total academic staff	181180	100
Total academic leavers (as a proportion of all staff)	31345	17.3
Known destination (as a proportion of all leavers)	14265	45.5
Unknown destination (as a proportion of all leavers)	17075	54.5
UK national		
Total UK academic staff	131175	100
Total UK academic leavers (as a proportion of all staff)	19950	15.2
Known destination (as a proportion of all leavers)	9165	45.9
Unknown destination (as a proportion of all leavers)	10785	54.1
Non-UK national		
Total non-UK academic staff	43305	100
Total non-UK academic leavers (as a proportion of all staff)	9395	21.7
Known destination (as a proportion of all leavers)	4635	49.3
Unknown destination (as a proportion of all leavers)	4760	50.7

Academic staff by nationality and leaving status

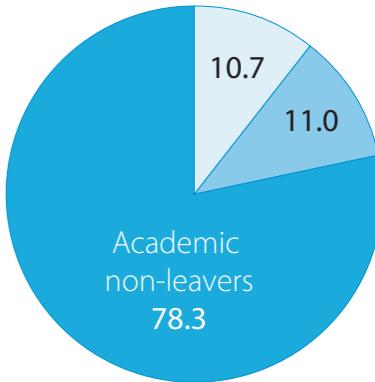
All staff



UK nationals



Non-UK nationals



Of those whose leaving destinations were known, 45.7% of UK academic staff leavers and 41.7% of non-UK academic staff leavers found employment in the UK, with 18.5% and 19.9% respectively employed at another UK higher education institution.

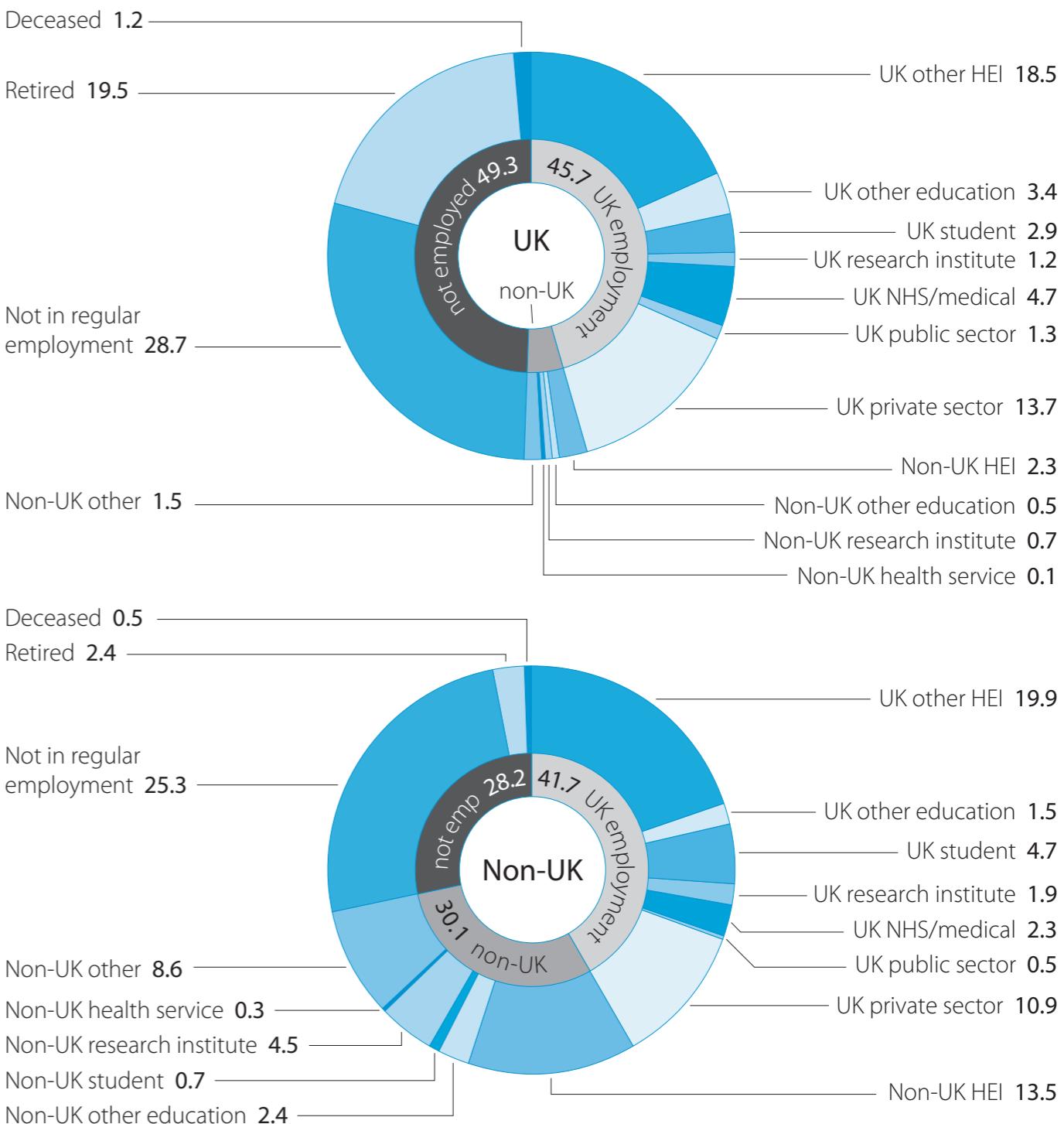
30.1% of non-UK academic staff leavers were employed outside of the UK, compared with 5.0% of UK academic staff leavers.

49.3% of UK academic staff leavers were no longer in employment, compared with 28.2% of non-UK academic staff leavers. 19.5% of UK academic staff leavers retired, compared with 2.4% of non-UK academic staff leavers.

0.13 UK and non-UK academic staff leavers by known leaving destination

	UK national		Non-UK national	
	No.	%	No.	%
UK employment				
UK other HEI	1695	18.5	920	19.9
UK other education institution	315	3.4	70	1.5
UK student	265	2.9	215	4.7
UK research institute	105	1.2	85	1.9
UK NHS/medical or dental practice	430	4.7	110	2.3
UK public sector	115	1.3	25	0.5
UK private sector	1255	13.7	505	10.9
All UK employment	4185	45.7	1935	41.7
Non-UK employment				
Non-UK HEI	210	2.3	625	13.5
Non-UK other education institution	40	0.5	110	2.4
Non-UK student	5	0.0	30	0.7
Non-UK research institute	60	0.7	210	4.5
Non-UK health service	10	0.1	15	0.3
Non-UK other employment	135	1.5	400	8.6
All non-UK employment	460	5.0	1395	30.1
No longer in employment				
Not in regular employment	2630	28.7	1175	25.3
Retired	1785	19.5	110	2.4
Deceased	110	1.2	25	0.5
All those no longer in employment	4520	49.3	1305	28.2

UK and non-UK academic staff leavers by leaving destination



1 Gender

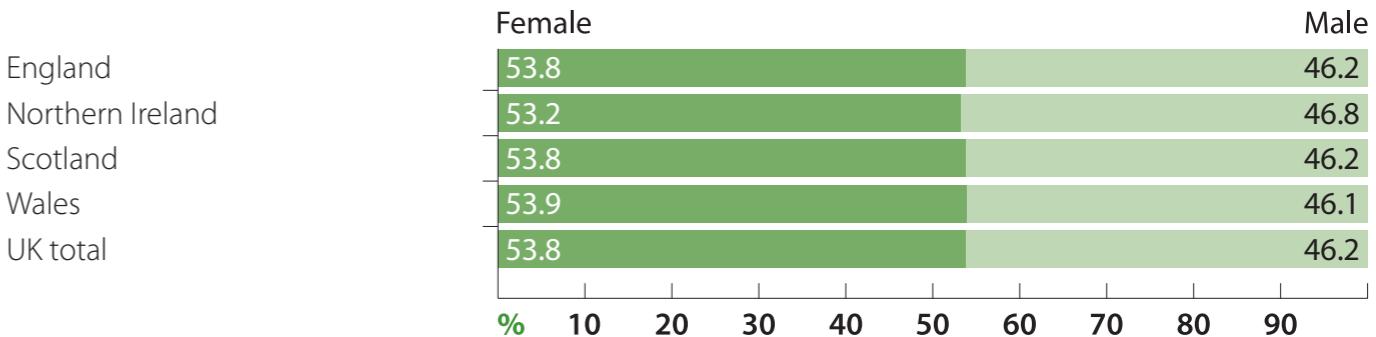
Gender overview

In 2011/12, 53.8% of staff working in UK higher education institutions were women. Slight variations existed across the nations (within 0.6% of the national average).

1.1 Staff by country of institution and gender

	Female		Male	
	No.	%	No.	%
England	168145	53.8	144465	46.2
Northern Ireland	3730	53.2	3285	46.8
Scotland	20685	53.8	17770	46.2
Wales	10865	53.9	9310	46.1
UK total	203420	53.8	174825	46.2

Staff in countries of institution by gender

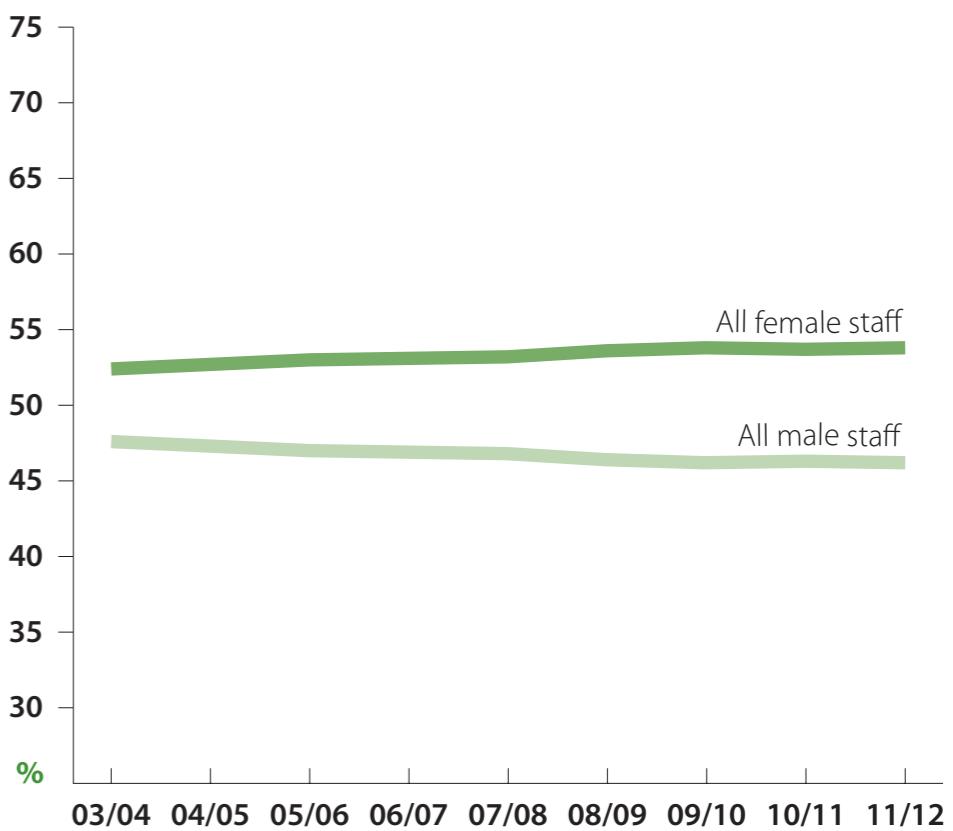


In the last nine years, the proportion of female staff has increased by 1.4%, from 52.4% in 2003/04 to 53.8% in 2011/12.

1.2 Profile of staff over time by gender

	Female		Male	
	No.	%	No.	%
2003/04	177045	52.4	161060	47.6
2004/05	182630	52.7	163675	47.3
2005/06	188270	53.0	167140	47.0
2006/07	193500	53.1	170660	46.9
2007/08	198185	53.2	174265	46.8
2008/09	205010	53.6	177745	46.4
2009/10	208390	53.8	179035	46.2
2010/11	205195	53.7	176590	46.3
2011/12	203420	53.8	174825	46.2

Staff profile over time by gender



The increase in the proportion of female staff has chiefly occurred within academic staff. While men still constitute the majority of academic staff, the proportion of academic female staff has steadily increased from 40.0% in 2003/04 to 44.5% in 2011/12.

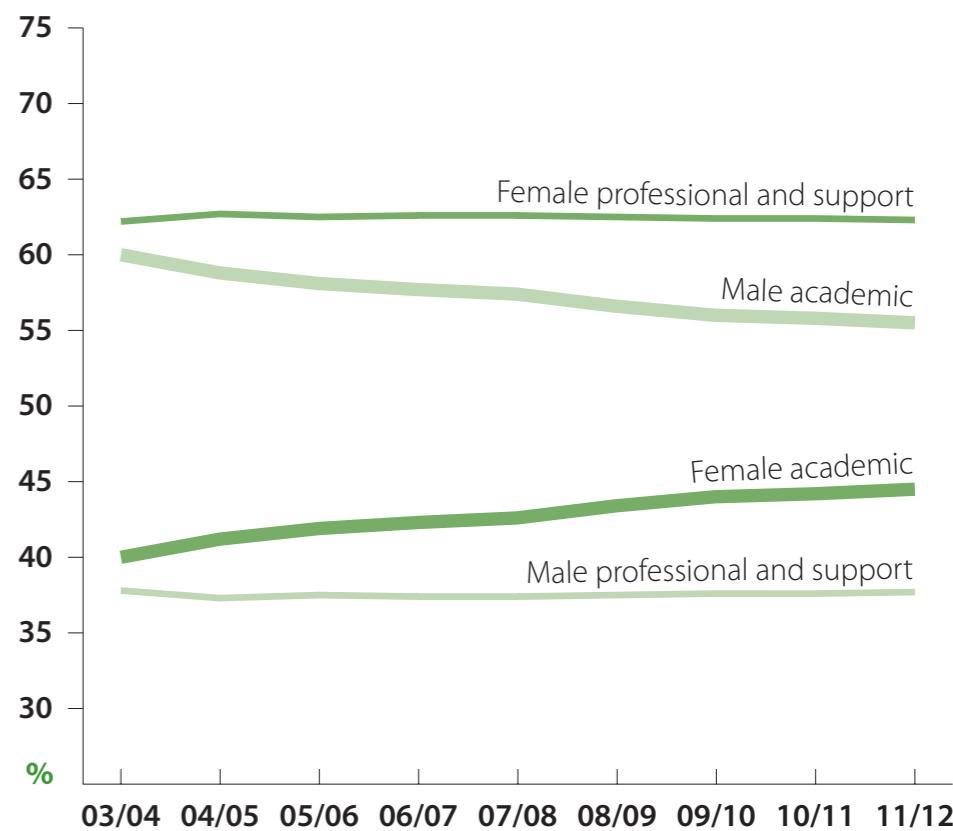
The gender profile of professional and support staff, in contrast, has remained largely static, staying within 0.5% of 2003/04 levels in the last nine years, currently 62.3% female and 37.7% male.

The majority of professional and support staff were female (62.3%). In contrast, the majority of academic staff were male (55.5%).

1.3 Profile of staff over time by activity and gender

	Female		Male	
	No.	%	No.	%
Academic staff				
2003/04	60145	40.0	90085	60.0
2004/05	66220	41.2	94435	58.8
2005/06	69125	41.9	95750	58.1
2006/07	71920	42.3	98075	57.7
2007/08	74590	42.6	100355	57.4
2008/09	77745	43.4	101290	56.6
2009/10	79900	44.0	101690	56.0
2010/11	80090	44.2	101090	55.8
2011/12	80775	44.5	100610	55.5
Professional and support staff				
2003/04	116900	62.2	70975	37.8
2004/05	116410	62.7	69240	37.3
2005/06	119145	62.5	71390	37.5
2006/07	121585	62.6	72585	37.4
2007/08	123600	62.6	73915	37.4
2008/09	127260	62.5	76455	37.5
2009/10	128490	62.4	77345	37.6
2010/11	125105	62.4	75500	37.6
2011/12	122645	62.3	74215	37.7

Staff profile over time by activity and gender



Mode and contract type

In both employment activities, women comprised the majority of part-time staff, making up 78.5% of part-time professional and support staff and 54.9% of part-time academic staff. Men composed 61.0% of full-time academic staff and 53.1% of full-time staff overall.

The majority of men worked full-time (75.4% of all staff) compared with just over half of women (57.1% of all staff).

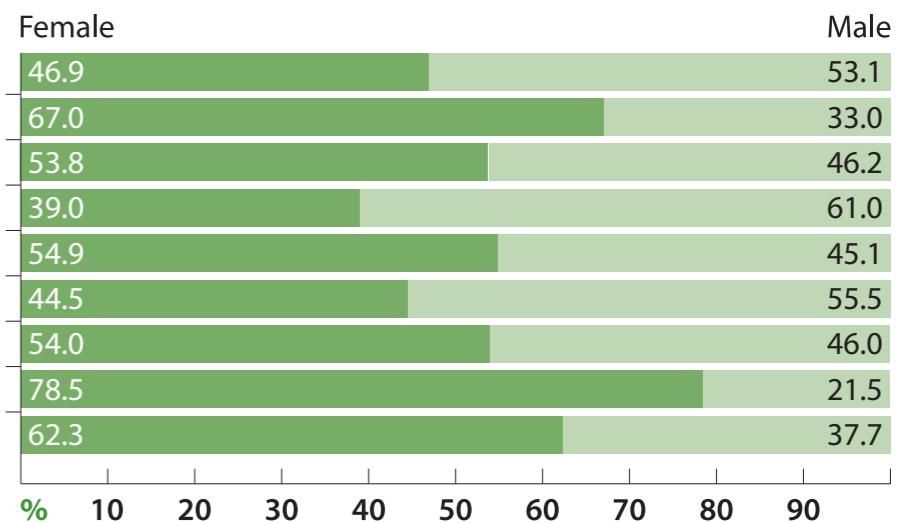
1.4 Staff by activity, mode and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
All staff						
Full-time	116255	57.1	46.9	131865	75.4	53.1
Part-time	87165	42.9	67.0	42960	24.6	33.0
All staff	203420	100	53.8	174825	100	46.2
Academic staff						
Full-time	45905	56.8	39.0	71940	71.5	61.0
Part-time	34870	43.2	54.9	28670	28.5	45.1
All academic staff	80775	100	44.5	100610	100	55.5
Professional and support staff						
Full-time	70345	57.4	54.0	59930	80.7	46.0
Part-time	52295	42.6	78.5	14290	19.3	21.5
All professional and support staff	122645	100	62.3	74215	100	37.7

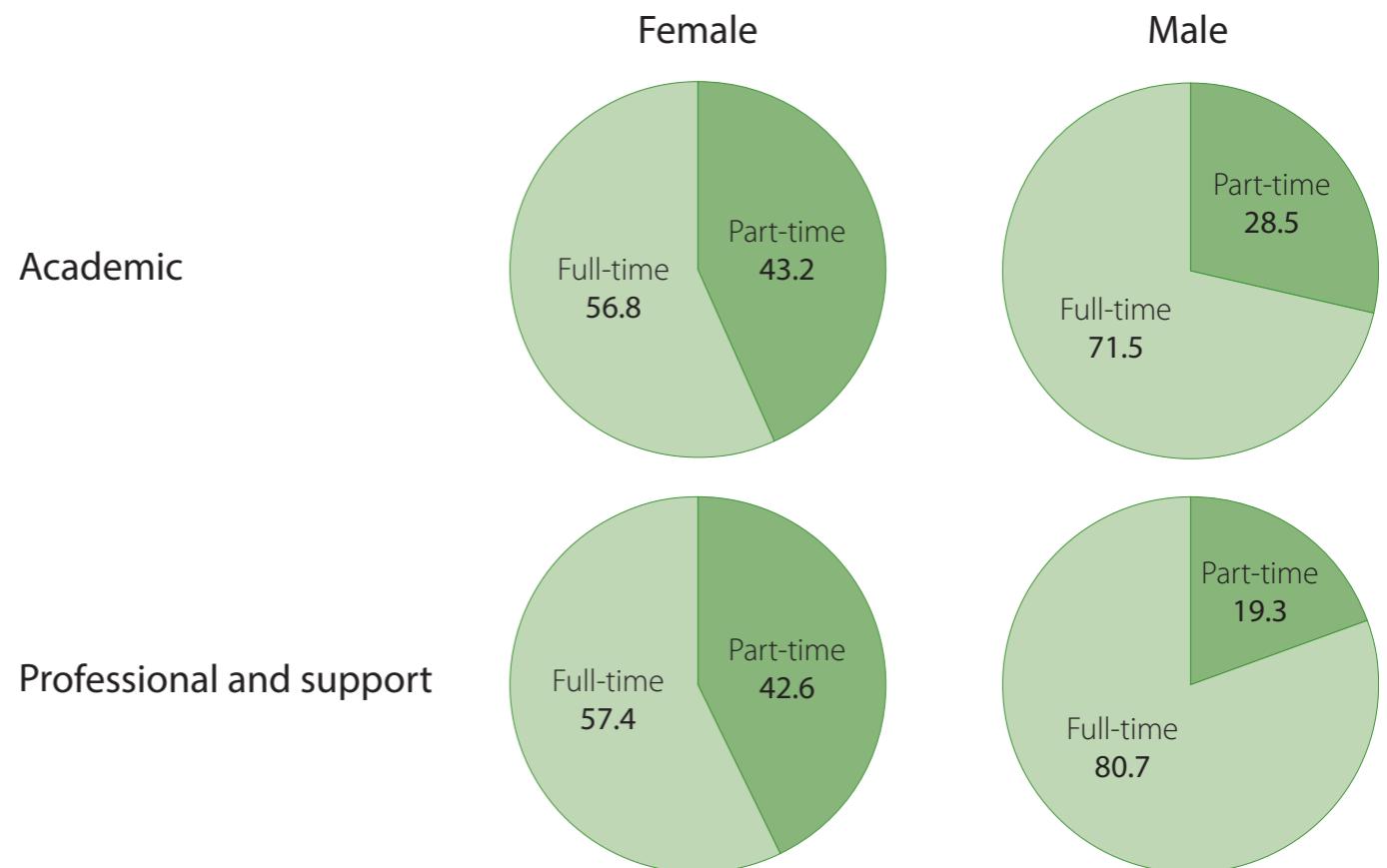
* within a gender and mode, the percentage of staff who worked full-time/part-time (compare vertically within mode)

^ within a mode, the percentage of staff who were female/male (compare horizontally)

Full-time/part-time staff in activities by gender



Female/male staff by activity and mode



A lower proportion of female academic staff were on open/permanent contracts (60.6%) than male academic staff (66.3%).

Compared with 2010/11
Among part-time academic staff, there was a notable shift from open/permanent contracts to fixed-term contracts. In 2010/11, 54.6% of female and 49.2% of male part-time academic staff were on open/permanent contracts. In 2011/12 this fell to 46.0% and 40.6% respectively.

Overall, a similar proportion of male and female professional and support staff were on open/permanent contracts (84.5% and 84.6% respectively).

However, there was a large gender disparity in contract type among part-time professional and support staff. Among these staff, 81.0% of female staff, compared with 62.3% of male staff, were on open/permanent contracts.

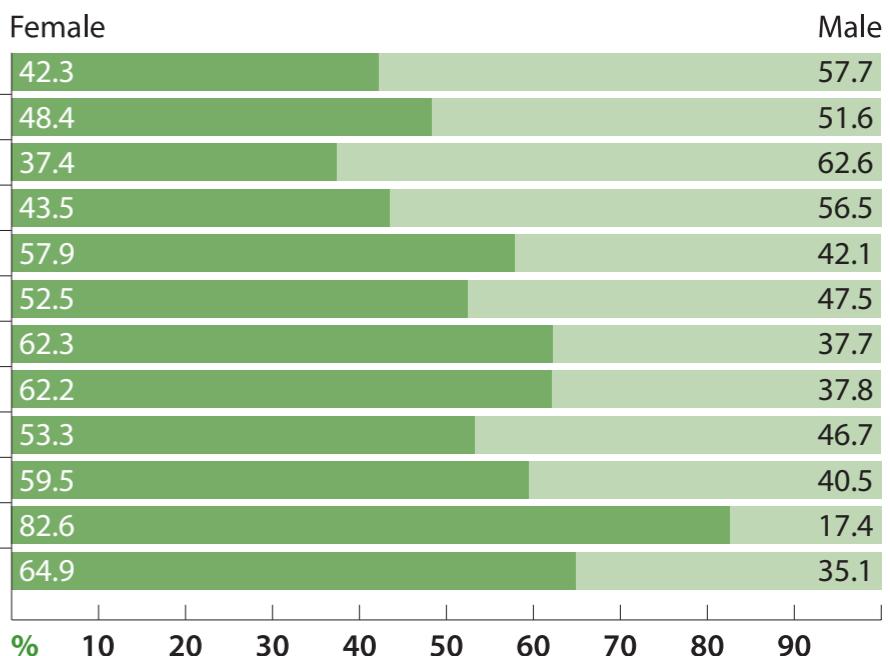
1.5 Academic staff by mode, contract type and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
Academic staff						
Open/permanent	48955	60.6	42.3	66725	66.3	57.7
Fixed-term	31820	39.4	48.4	33885	33.7	51.6
All academic staff	80775	100	44.5	100610	100	55.5
Full-time						
Open/permanent	32925	71.7	37.4	55075	76.6	62.6
Fixed-term	12985	28.3	43.5	16860	23.4	56.5
All full-time	45905	100	39.0	71940	100	61.0
Part-time						
Open/permanent	16030	46.0	57.9	11645	40.6	42.1
Fixed-term	18840	54.0	52.5	17025	59.4	47.5
All part-time	34870	100	54.9	28670	100	45.1

* compare vertically within mode

^ compare horizontally

Academic/professional and support staff in modes and contract types by gender



1.6 Professional and support staff by mode, contract type and gender

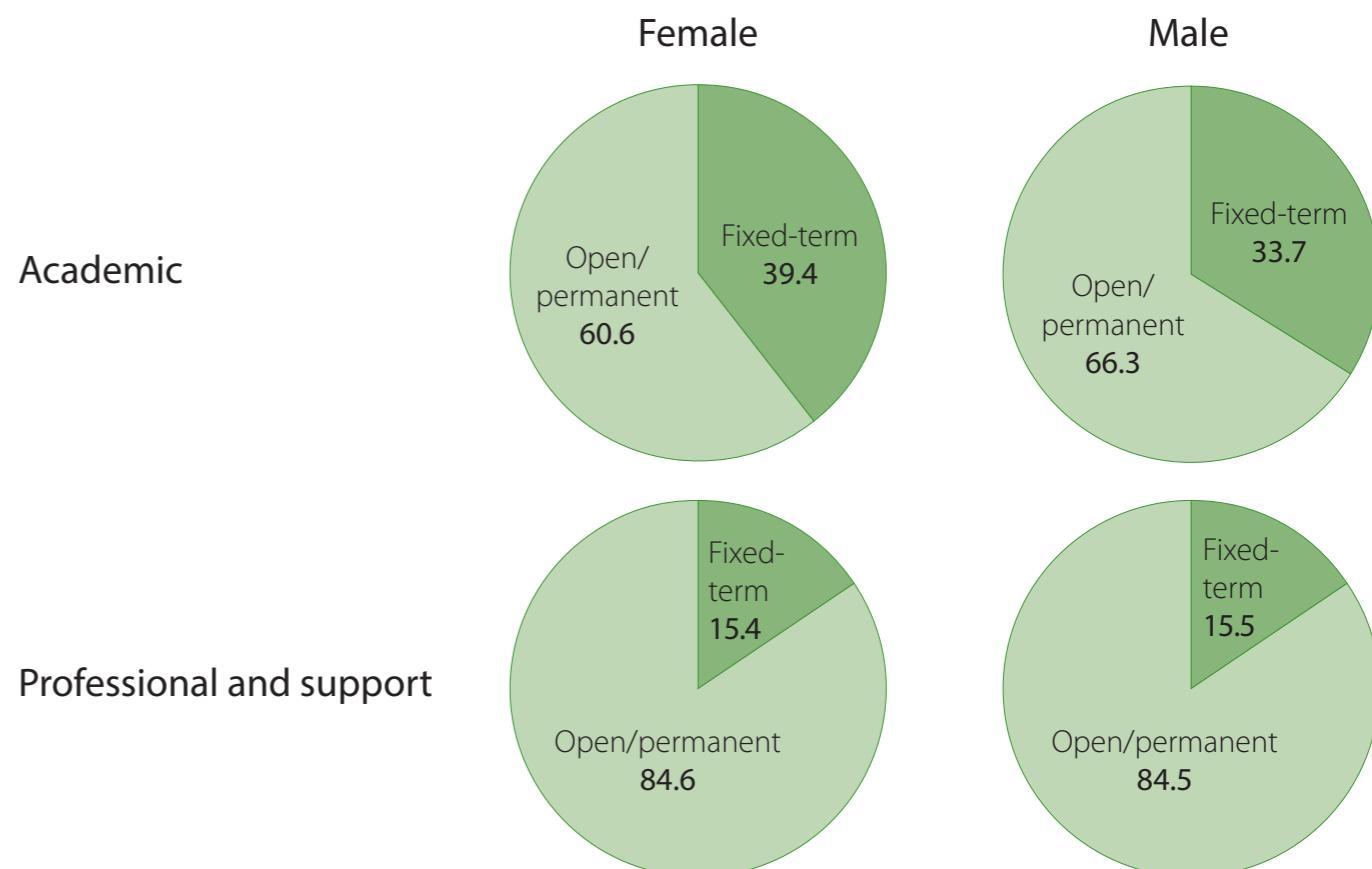
	Female			Male		
	No.	%*	%^	No.	%*	%^
Professional and support staff						
Open/permanent	103700	84.6	62.3	62710	84.5	37.7
Fixed-term	18945	15.4	62.2	11510	15.5	37.8
All professional and support staff	122645	100	62.3	74215	100	37.7
Full-time						
Open/permanent	61355	87.2	53.3	53815	89.8	46.7
Fixed-term	8995	12.8	59.5	6115	10.2	40.5
All full-time	70345	100	54.0	59930	100	46.0
Part-time						
Open/permanent	42345	81.0	82.6	8895	62.3	17.4
Fixed-term	9950	19.0	64.9	5395	37.7	35.1
All part-time	52295	100	78.5	14290	100	21.5

* compare vertically within mode

^ compare horizontally

Academic

Female/male staff by activity and contract type



Occupational group

In all but four of the thirteen occupational groups, women comprised the majority. The exceptions were in the following occupational groups:

- = chefs, gardeners, electrical and construction trades, mechanical fitters and printers (13.5%)
- = drivers, maintenance supervisors and plant operatives (16.4%)
- = laboratory, engineering, building, IT and medical technicians (35.6%)
- = academic professionals (44.5%)

The secretaries, typists, receptionists and telephonists occupational group had the highest proportion of women (90.7%) while the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group held the highest proportion of men (86.5%).

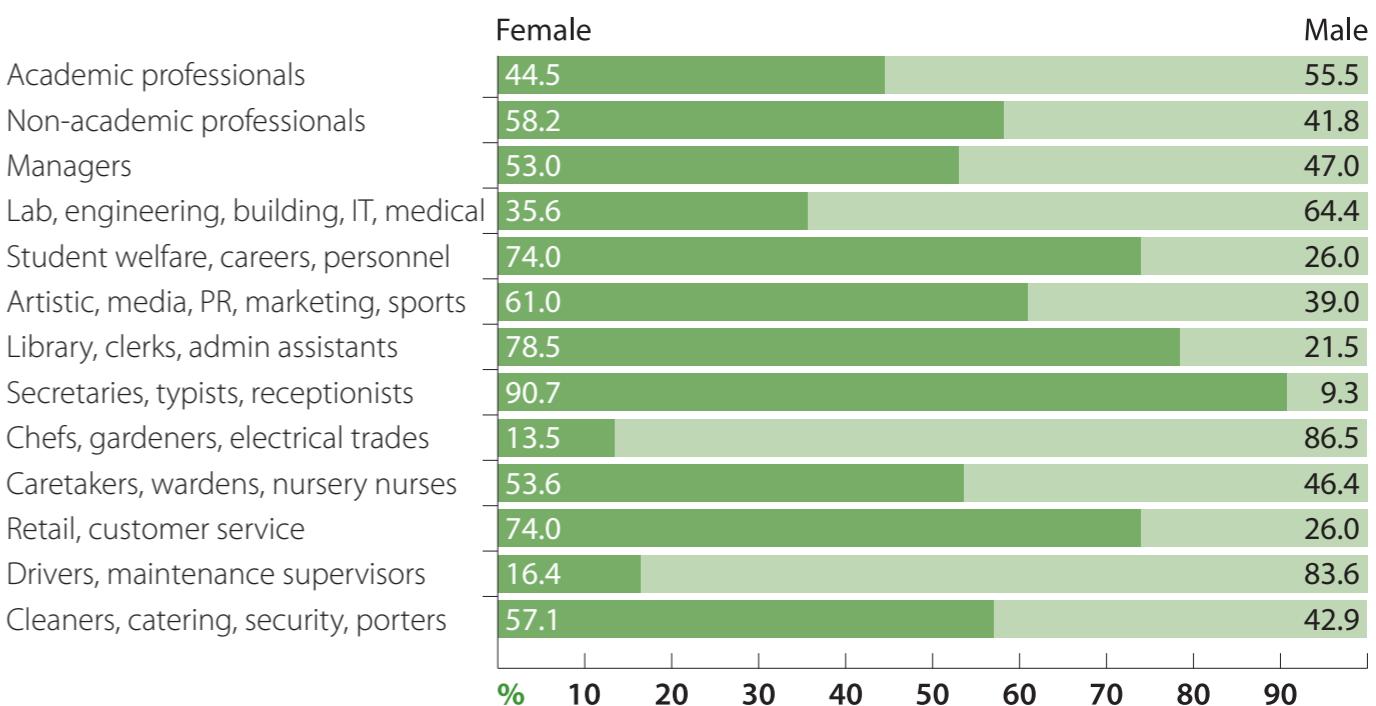
Compared with 2010/11

The proportion of women in retail and customer service occupations increased slightly from 71.8% to 74.0%.

1.7 Staff by occupational group and gender

	Female		Male	
	No.	%	No.	%
Academic professionals	80775	44.5	100610	55.5
Non-academic professionals	16825	58.2	12080	41.8
Managers	8605	53.0	7640	47.0
Laboratory, engineering, building, IT and medical technicians (including nurses)	9175	35.6	16630	64.4
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	8235	74.0	2895	26.0
Artistic, media, public relations, marketing and sports occupations	3740	61.0	2390	39.0
Library assistants, clerks and general administrative assistants	42750	78.5	11700	21.5
Secretaries, typists, receptionists and telephonists	13120	90.7	1355	9.3
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	615	13.5	3970	86.5
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2635	53.6	2280	46.4
Retail and customer service occupations	930	74.0	325	26.0
Drivers, maintenance supervisors and plant operatives	220	16.4	1115	83.6
Cleaners, catering assistants, security officers, porters and maintenance workers	15790	57.1	11840	42.9

Staff in occupational groups by gender



When part-time staff were excluded, the proportion of female staff decreased in every occupational group except the secretaries, typists, receptionists and telephonists occupational group, which increased by 0.2% (see table 1.7).

The occupational group with the highest proportion of men working full-time was the drivers, maintenance supervisors and plant operatives occupational group (90.3%), closely followed by the chefs, gardeners, electrical and construction trades, mechanical fitters, and printers occupational group (89.3%).

The occupational group with the highest proportion of women working full-time was the secretaries, typists, receptionists and telephonists occupational group (90.9%), followed by the library assistants, clerks and general administrative assistants occupational group (75.7%).

1.8 Full-time staff by occupational group and gender

	Female		Male	
	No.	%	No.	%
Academic professionals	45905	39.0	71940	61.0
Non-academic professionals	12065	53.3	10580	46.7
Managers	7090	49.3	7285	50.7
Laboratory, engineering, building, IT and medical technicians (including nurses)	6270	29.2	15190	70.8
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	4620	69.5	2025	30.5
Artistic, media, public relations, marketing and sports occupations	2480	56.2	1930	43.8
Library assistants, clerks and general administrative assistants	25270	75.7	8110	24.3
Secretaries, typists, receptionists and telephonists	7830	90.9	790	9.1
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	455	10.7	3815	89.3
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	1145	43.9	1465	56.1
Retail and customer service occupations	400	64.8	215	35.2
Drivers, maintenance supervisors and plant operatives	105	9.7	995	90.3
Cleaners, catering assistants, security officers, porters and maintenance workers	2610	25.8	7525	74.2

Among part-time staff, women were in the majority for every occupational group, except for drivers, maintenance supervisors, and plant operatives for which 52.1% were men.

Compared with 2010/11
There has been a decrease of 5.7% in the proportion of female part-time staff in the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group from 57.3% to 51.6%.

1.9 Part-time staff by occupational group and gender

	Female		Male	
	No.	%	No.	%
Academic professionals	34870	54.9	28670	45.1
Non-academic professionals	4760	76.0	1500	24.0
Managers	1515	81.1	355	18.9
Laboratory, engineering, building, IT and medical technicians (including nurses)	2905	66.9	1440	33.1
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	3615	80.7	865	19.3
Artistic, media, public relations, marketing and sports occupations	1260	73.2	460	26.8
Library assistants, clerks and general administrative assistants	17485	82.9	3595	17.1
Secretaries, typists, receptionists and telephonists	5290	90.3	565	9.7
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	160	51.6	150	48.4
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	1485	64.7	815	35.3
Retail and customer service occupations	535	82.8	110	17.2
Drivers, maintenance supervisors and plant operatives	110	47.9	120	52.1
Cleaners, catering assistants, security officers, porters and maintenance workers	13180	75.3	4315	24.7

Academic contract

With the exception of teaching-only positions, where 52.0% of academic staff were female, men made up the majority of staff in all academic employment functions.

The gender gap was most prominent in roles that involved both teaching and research, where 60.3% of academic staff were men.

Compared with 2010/11

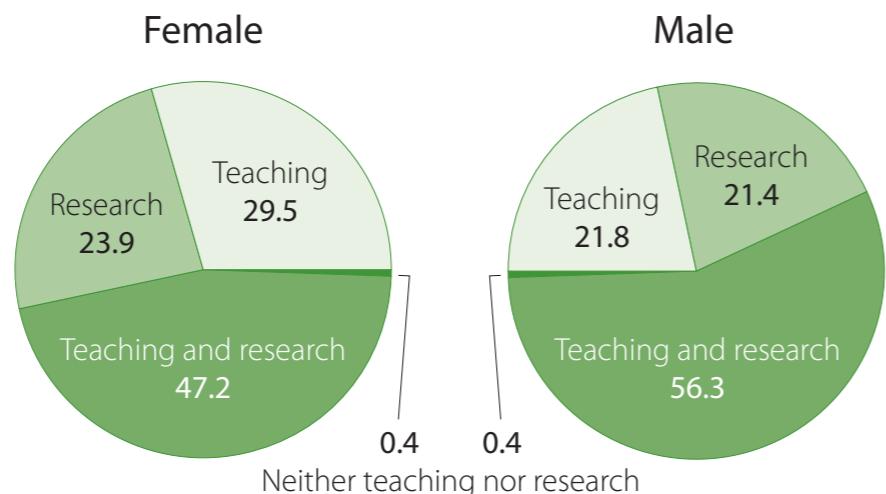
The proportion of staff in the neither teaching nor research category who were women increased from 35.8% to 43.2%.

1.10 Academic staff by research/teaching contract type and gender

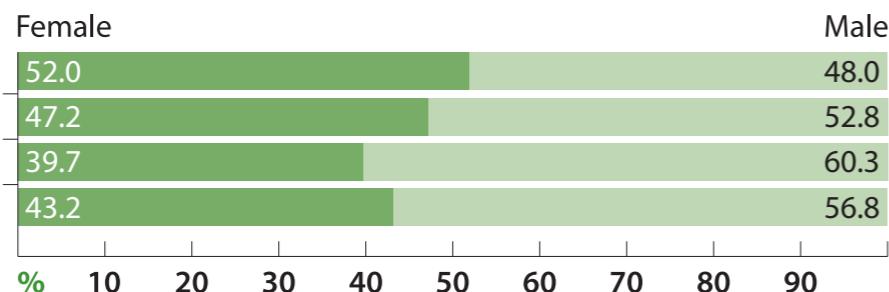
	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
Teaching only	23845	29.5	52.0	21980	21.8	48.0
Research only	19290	23.9	47.2	21550	21.4	52.8
Teaching and research	37315	46.2	39.7	56645	56.3	60.3
Neither teaching nor research	325	0.4	43.2	430	0.4	56.8

* compare vertically ^ compare horizontally

Female/male academic staff by research/teaching contract type



Academic staff in research/teaching contract types by gender



Academic subject area

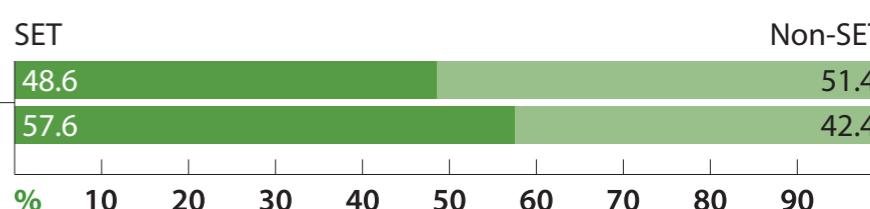
The majority of female academic staff worked in non-SET subject areas (51.4%). The opposite was true for male academic staff, 57.6% of whom worked in SET subject areas.

Female
Male

1.11 Academic staff by SET category and gender

	SET		Non-SET	
	No.	%	No.	%
Female	39220	48.6	41555	51.4
Male	57950	57.6	42655	42.4

Female/male academic staff by SET category



1.12 Non-SET academic staff by subject area and gender

	Female		Male	
	No.	%	No.	%
Business and management studies	5635	40.4	8310	59.6
Catering and hospitality management	320	46.4	365	53.6
Central administration & services	630	44.8	775	55.2
Continuing education	760	59.1	525	40.9
Design and creative arts	6480	45.5	7775	54.5
Education	6360	64.6	3495	35.4
Health and community studies	3170	67.5	1525	32.5
Humanities and language-based studies	5570	47.7	6100	52.3
Media studies	1440	42.2	1970	57.8
Modern languages	2925	63.4	1690	36.6
Premises	5	..	0	..
Residences and catering	5	..	5	..
Social studies	6620	44.6	8215	55.4
Sports science and leisure studies	850	38.7	1350	61.3
Staff and student facilities	225	64.9	125	35.1
Total academic services	560	56.7	430	43.3
Total non-SET	41555	49.3	42655	50.7

.. percentages based on totals of 52 or less are not shown

The majority of academic staff in SET subject areas were male (59.6%).

In some SET subjects the proportion of women was particularly low, with the lowest being in electrical, electronic and computer engineering (13.8%), followed by mechanical, aero, and production engineering (15.7%) and physics (17.4%).

However, women comprised the majority in four SET subject areas:

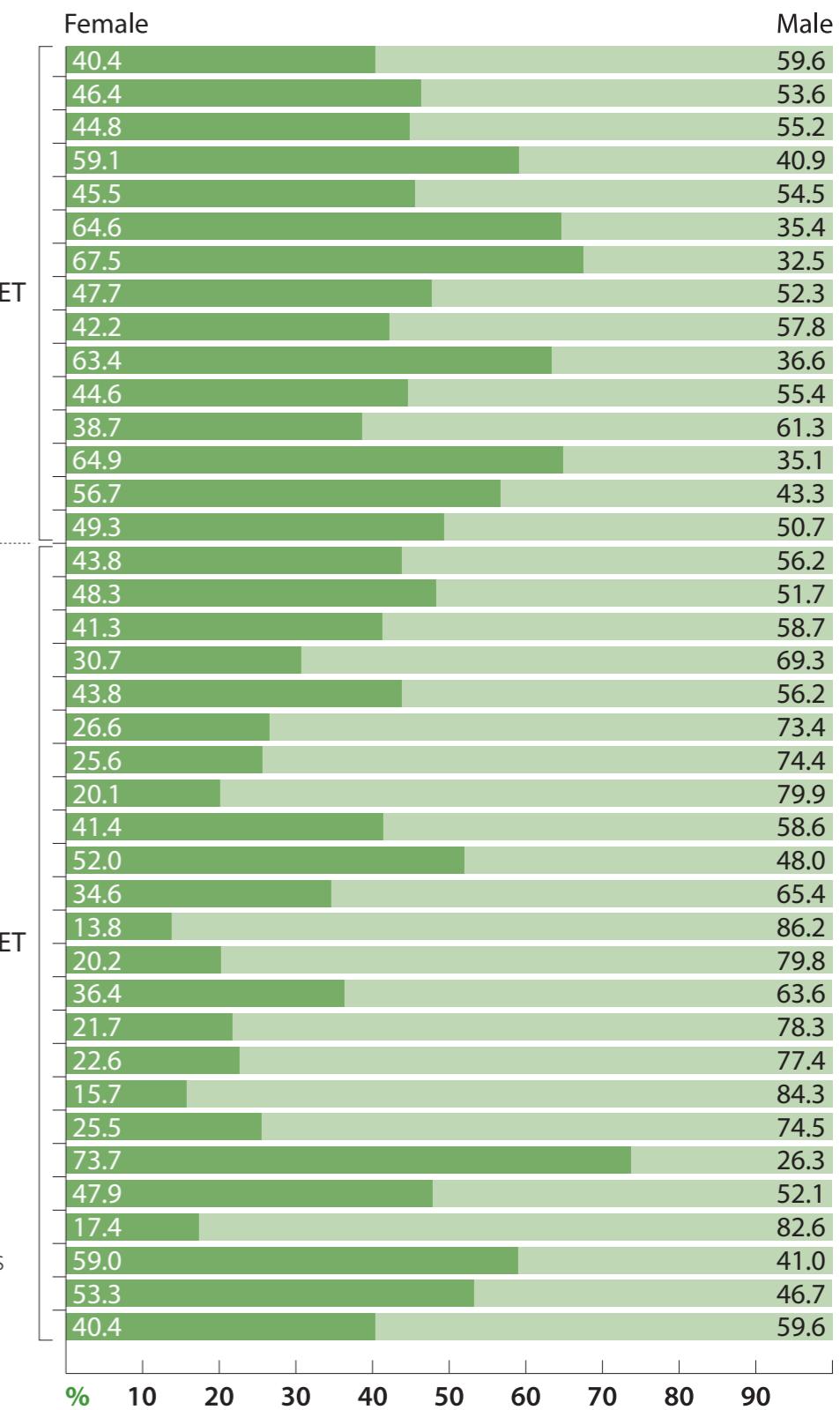
- = nursing and paramedical studies (73.7%)
- = psychology and behavioural sciences (59.0%)
- = veterinary science (53.3%)
- = clinical medicine (52.0%)

Compared with 2010/11
The proportion of academic staff in SET subject areas who were female increased (or stayed the same) in all areas except anatomy and physiology and archaeology.

1.13 SET academic staff by subject area and gender

	Female		Male	
	No.	%	No.	%
Agriculture and forestry	385	43.8	495	56.2
Anatomy and physiology	745	48.3	800	51.7
Archaeology	265	41.3	375	58.7
Architecture, built environment and planning	1180	30.7	2665	69.3
Biosciences	5170	43.8	6625	56.2
Chemical engineering	225	26.6	615	73.4
Chemistry	925	25.6	2685	74.4
Civil engineering	360	20.1	1435	79.9
Clinical dentistry	575	41.4	810	58.6
Clinical medicine	10685	52.0	9850	48.0
Earth, marine and environmental sciences	1180	34.6	2225	65.4
Electrical, electronic and computer engineering	560	13.8	3480	86.2
General engineering	620	20.2	2435	79.8
Geography	745	36.4	1305	63.6
IT and systems sciences, computer software engineering	1410	21.7	5085	78.3
Mathematics	920	22.6	3150	77.4
Mechanical, aero and production engineering	620	15.7	3305	84.3
Mineral, metallurgy and materials engineering	270	25.5	795	74.5
Nursing and paramedical studies	6640	73.7	2370	26.3
Pharmacy and pharmacology	930	47.9	1015	52.1
Physics	730	17.4	3475	82.6
Psychology and behavioural sciences	3460	59.0	2405	41.0
Veterinary science	625	53.3	550	46.7
Total SET	39220	40.4	57950	59.6

Academic staff in subject areas by gender



Academic roles

The majority of professors were male (79.5%). This was true across part- and full-time staff and within SET and non-SET areas. The gender difference was most prominently observed in full-time professorial roles in SET, where men comprised 84.0% of staff.

Women comprised the majority of part-time non-professorial academic staff in both SET and non-SET areas (55.8% and 56.5%, respectively).

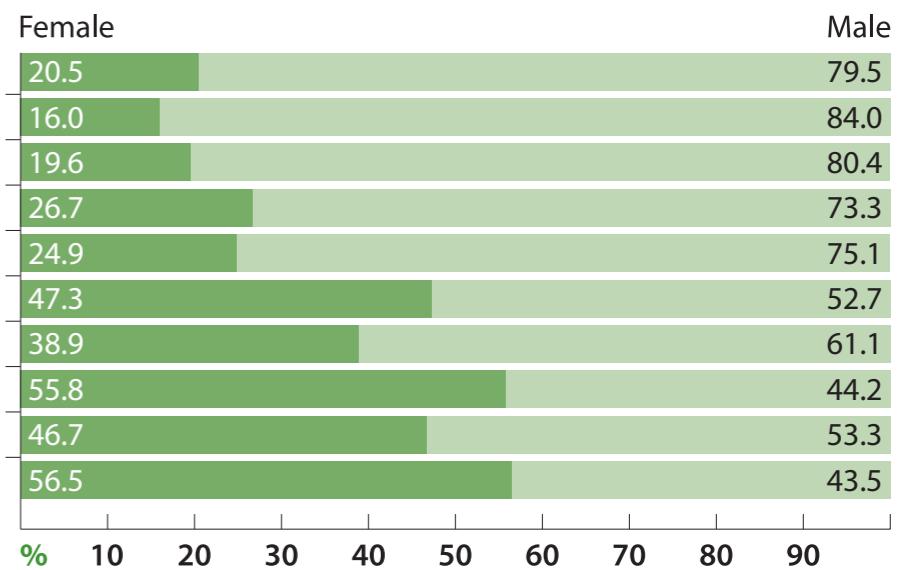
1.14 Academic staff by professorial and SET categories, mode and gender

	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
Professors						
All SET	1795	47.4	16.5	9125	62.2	83.5
Full-time SET	1525	40.2	16.0	8005	54.6	84.0
Part-time SET	275	7.2	19.6	1120	7.6	80.4
All non-SET	1995	52.6	26.4	5550	37.8	73.6
Full-time non-SET	1715	45.3	26.7	4710	32.1	73.3
Part-time non-SET	280	7.3	24.9	840	5.7	75.1
All professors	3790	100	20.5	14670	100	79.5
Non-professors						
All SET	37425	48.6	43.4	48830	56.8	56.6
Full-time SET	24630	32.0	38.9	38675	45.0	61.1
Part-time SET	12795	16.6	55.8	10150	11.8	44.2
All non-SET	39560	51.4	51.6	37110	43.2	48.4
Full-time non-SET	18035	23.4	46.7	20545	23.9	53.3
Part-time non-SET	21525	28.0	56.5	16560	19.3	43.5
All non-professors	76985	100	47.3	85935	100	52.7

* compare vertically within academic role

[^] compare horizontally

Professors/non-professors in modes and SET categories by gender



Female/male academic staff by professorial and SET categories and mode



With the exception of part-time non-managerial academic roles, men made up the majority of academic roles across all modes of employment and SET and non-SET categories. The gender difference was most noticeable among full-time academic senior managers in SET subject areas where 79.1% of staff were male.

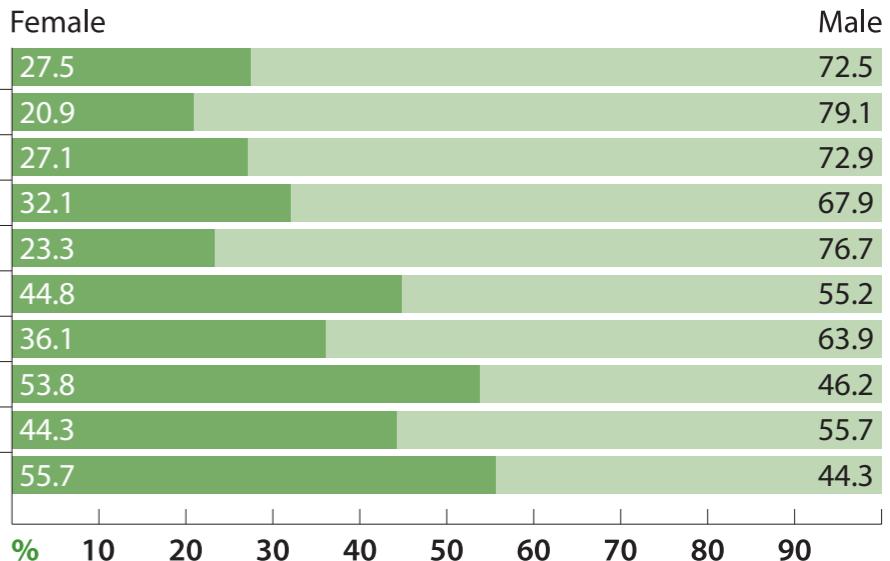
1.15 Academic staff by senior management and SET categories, mode and gender

	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
Senior managers						
All SET	260	31.7	21.5	945	43.9	78.5
Full-time SET	230	28.2	20.9	870	40.4	79.1
Part-time SET	30	3.4	27.1	75	3.5	72.9
All non-SET	555	68.3	31.6	1205	56.1	68.4
Full-time non-SET	535	65.4	32.1	1125	52.4	67.9
Part-time non-SET	25	2.9	23.3	80	3.6	76.7
All senior managers	815	100	27.5	2145	100	72.5
Other academic staff						
All SET	38965	48.7	40.6	57010	57.9	59.4
Full-time SET	25925	32.4	36.1	45815	46.5	63.9
Part-time SET	13040	16.3	53.8	11195	11.4	46.2
All non-SET	41000	51.3	49.7	41455	42.1	50.3
Full-time non-SET	19220	24.0	44.3	24130	24.5	55.7
Part-time non-SET	21780	27.2	55.7	17320	17.6	44.3
All other academics	79960	100	44.8	98460	100	55.2

* compare vertically within academic role

[^] compare horizontally

Academic senior managers/other academic staff in modes and SET categories by gender



All senior managers

Full-time SET senior managers

Part-time SET senior managers

Full-time non-SET senior managers

Part-time non-SET senior managers

All other academics

Full-time SET other academics

Part-time SET other academics

Full-time non-SET other academics

Part-time non-SET other academics

Salaries

69.3% of academic staff (72.0% of full-time, 57.4% of part-time) earning over £50,000 were men. The proportion of male academic staff earning over £50,000 was nearly double that of female academic staff (32.8% compared with 18.1%).

Compared with 2010/11

The proportion of part-time academic staff earning under £30,000 decreased from 26.2% of female and 27.5% of male staff to 18.8% and 19.2%.

Across all professional and support staff, the majority (56.1%) of those earning over £50,000 were male. However, while 58.8% of full-time professional and support staff at this earning level were male, 64.6% of part-time professional and support staff earning within this range were female.

7.3% of male professional and support staff earned over £50,000, compared with 3.4% of female professional and support staff.

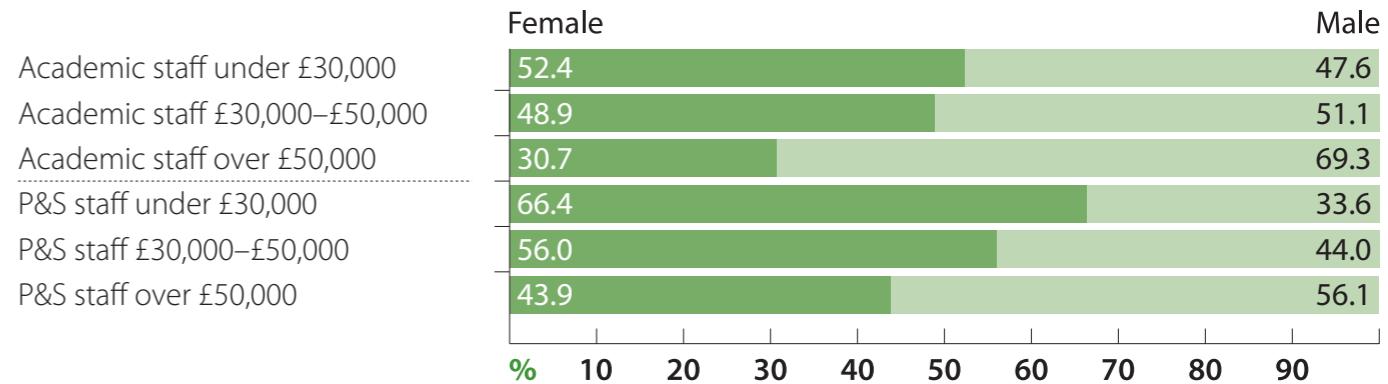
1.16 Academic staff by mode, salary range and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
All academic staff						
Under £30,000	10835	13.4	52.4	9835	9.8	47.6
£30,000–£50,000	55325	68.5	48.9	57755	57.4	51.1
Over £50,000	14580	18.1	30.7	32990	32.8	69.3
Full-time						
Under £30,000	4300	9.4	49.7	4345	6.0	50.3
£30,000–£50,000	30725	66.9	43.7	39575	55.0	56.3
Over £50,000	10880	23.7	28.0	28015	38.9	72.0
Part-time						
Under £30,000	6535	18.8	54.3	5490	19.2	45.7
£30,000–£50,000	24600	70.6	57.5	18175	63.5	42.5
Over £50,000	3700	10.6	42.6	4975	17.4	57.4

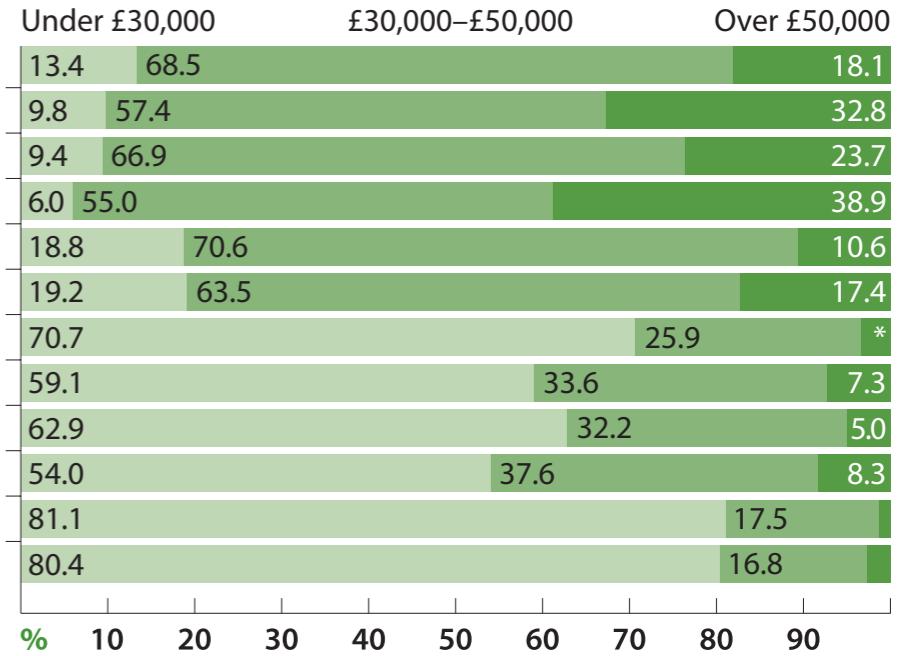
* compare vertically within mode

^ compare horizontally

Academic/professional and support staff in salary ranges by gender



Female/male staff in activities and modes by salary range



* values less than 5.0 are not displayed

1.17 Professional and support staff by mode, salary range and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
All professional and support staff						
Under £30,000	86650	70.7	66.4	43870	59.1	33.6
£30,000–£50,000	31775	25.9	56.0	24960	33.6	44.0
Over £50,000	4210	3.4	43.9	5380	7.3	56.1
Full-time						
Under £30,000	44230	62.9	57.7	32390	54.0	42.3
£30,000–£50,000	22630	32.2	50.1	22555	37.6	49.9
Over £50,000	3485	5.0	41.2	4985	8.3	58.8
Part-time						
Under £30,000	42420	81.1	78.7	11480	80.4	21.3
£30,000–£50,000	9145	17.5	79.2	2405	16.8	20.8
Over £50,000	725	1.4	64.6	395	2.8	35.4

* compare vertically within mode

^ compare horizontally

22.3% of male academic staff earned the highest salary grade ($\geq \text{£}55,908$), twice the proportion of female academic staff who earned at this level (10.1%).

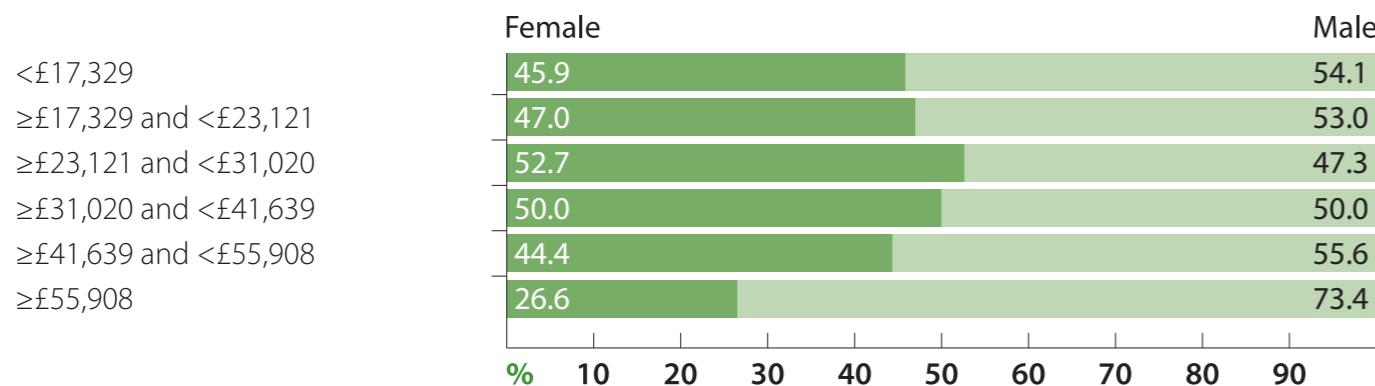
1.18 Academic staff by academic pay spine and gender

	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
<£17,329	330	0.4	45.9	390	0.4	54.1
$\geq \text{£}17,329$ and $< \text{£}23,121$	1345	1.7	47.0	1520	1.5	53.0
$\geq \text{£}23,121$ and $< \text{£}31,020$	13055	16.2	52.7	11725	11.7	47.3
$\geq \text{£}31,020$ and $< \text{£}41,639$	31200	38.6	50.0	31140	31.0	50.0
$\geq \text{£}41,639$ and $< \text{£}55,908$	26675	33.0	44.4	33355	33.2	55.6
$\geq \text{£}55,908$	8135	10.1	26.6	22445	22.3	73.4

* compare vertically

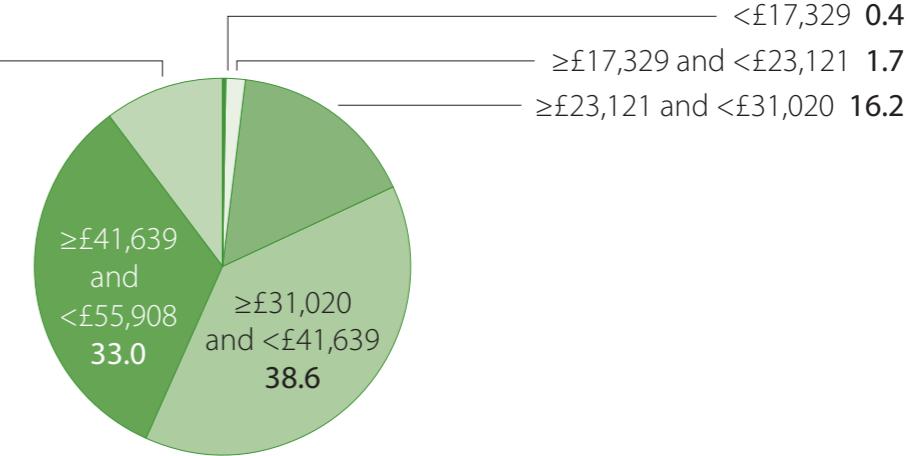
[^] compare horizontally

Academic staff in academic pay spines by gender



Female/male academic staff by academic pay spine

10.1 $\geq \text{£}55,908$



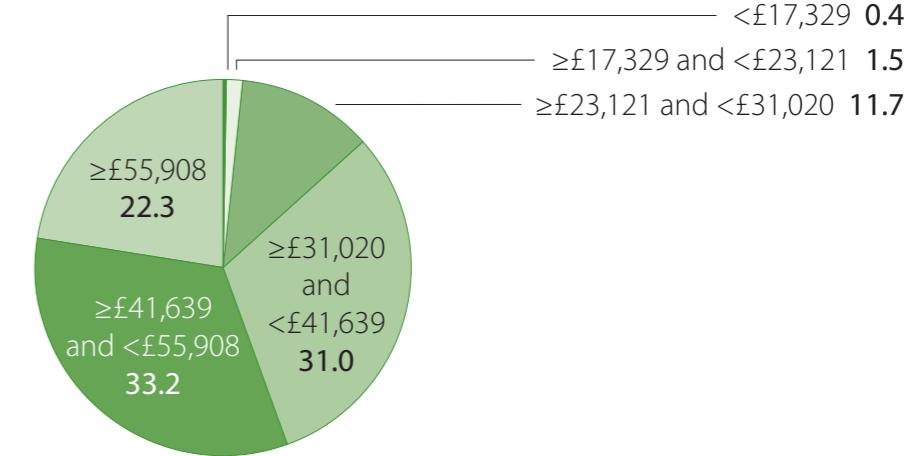
Female

Male

<£17,329 0.4

$\geq \text{£}17,329$ and $< \text{£}23,121$ 1.5

$\geq \text{£}23,121$ and $< \text{£}31,020$ 11.7



Overall, the median gender pay gap in the UK was 16.2% and the mean 19.0% (see table 1.20). However, the size of the gender pay gap varied across the nations and employment activities.

The median gender pay gap was highest in Northern Ireland (21.0%), while the mean gender pay gap was highest in Scotland (22.0%).

The lowest gender pay gaps for both median and mean salaries were in England (15.8% and 18.5% respectively).

However, excluding London from the England figures brought the pay gaps for England broadly in line with those of the other nations.

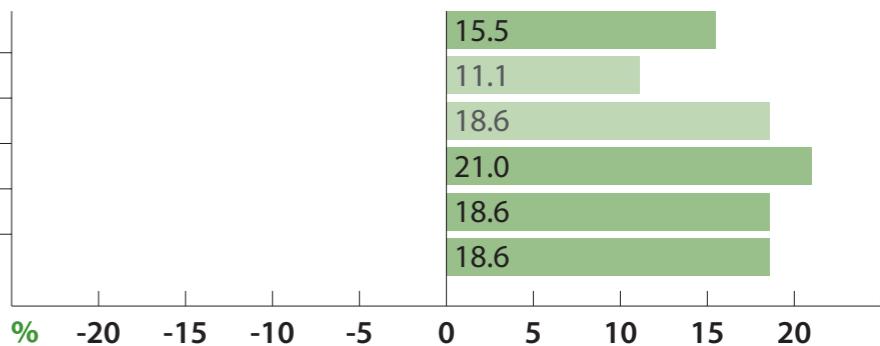
Compared with 2010/11

In Northern Ireland, the median pay gap for academic staff decreased from 11.2% to 5.8%. In Wales, the median pay gap for professional and support staff decreased from 13.6% to 8.4%.

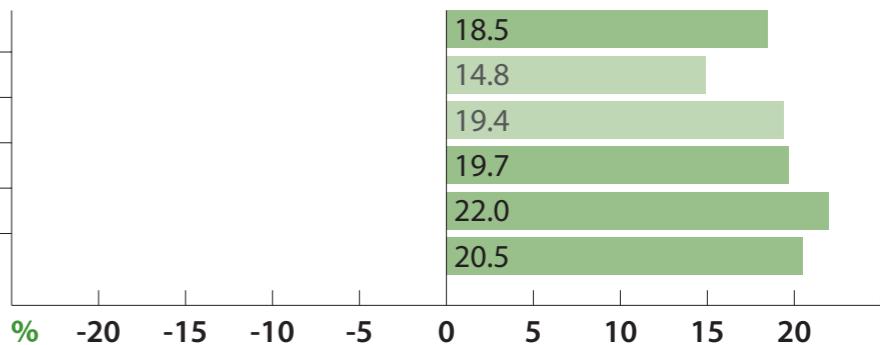
1.19 Median/mean salary and pay gap by country of institution, activity and gender

	Median			Mean		
	F	M	Pay gap %	F	M	Pay gap %
England						
Academic staff	38140	44166	13.6	41073	46912	12.4
Professional and support staff	23811	26779	11.1	26494	29879	11.3
All staff	30384	35938	15.5	32426	39805	18.5
London						
Academic staff	39936	44166	9.6	43720	49648	11.9
Professional and support staff	30122	32901	8.4	32070	35449	9.5
All staff	34895	39257	11.1	37672	44211	14.8
England (excluding London)						
Academic staff	37012	44166	16.2	40182	46015	12.7
Professional and support staff	22475	24520	8.3	25215	28363	11.1
All staff	29249	35938	18.6	31005	38465	19.4
Northern Ireland						
Academic staff	42883	45512	5.8	44260	48807	9.3
Professional and support staff	21183	24534	13.7	24923	28557	12.7
All staff	29249	37033	21.0	31759	39527	19.7
Scotland						
Academic staff	41152	44166	6.8	42622	49392	13.7
Professional and support staff	22475	26004	13.6	25291	28981	12.7
All staff	29249	35938	18.6	31248	40036	22.0
Wales						
Academic staff	35938	44166	18.6	39674	46596	14.9
Professional and support staff	23121	25251	8.4	25854	29623	12.7
All staff	29249	35938	18.6	30831	38760	20.5

Median gender pay gap for all staff by country of institution



Mean gender pay gap for all staff by country of institution



Across both academic and professional support roles, median and mean salaries were higher for male staff than female staff.

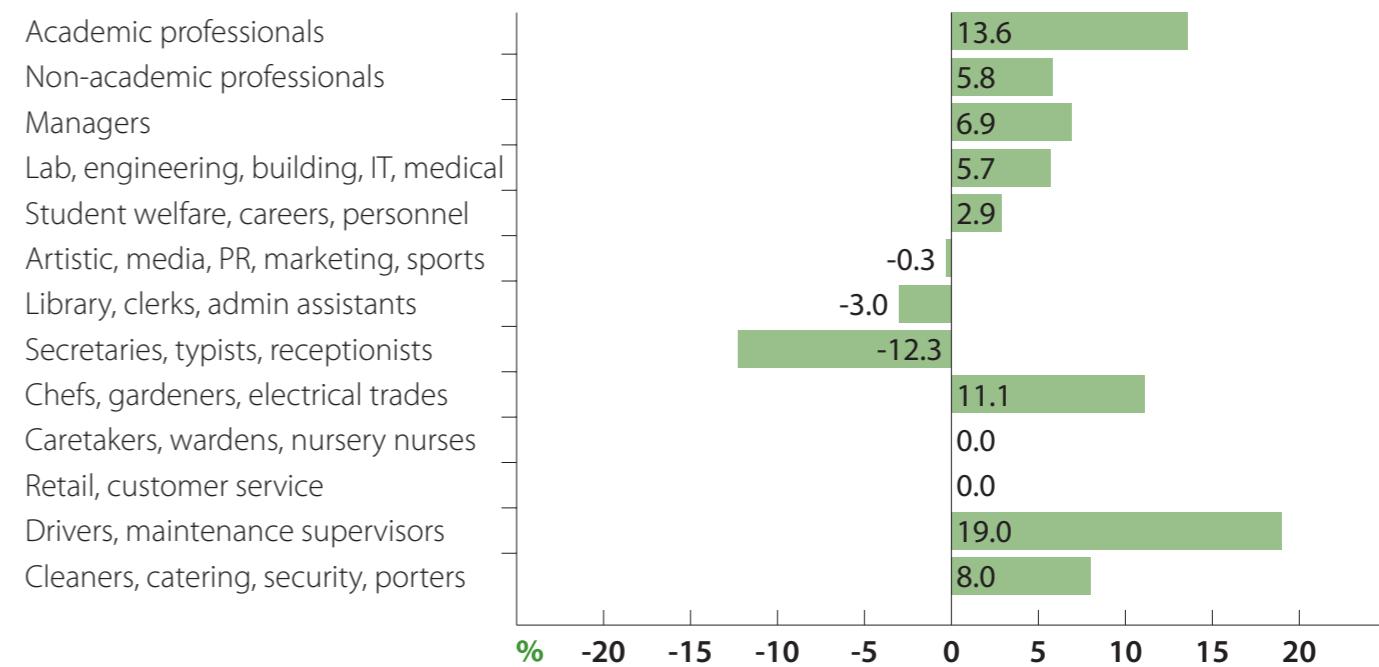
In the majority of occupational groups, the mean and median salaries of female staff were less than those of male staff.

However, in some occupational groups women earned, on average, more than men. For example, within the secretaries, typists, receptionists and telephonists occupational group, there was a median gender pay gap of -12.3% and a mean gender pay gap of -7.2%.

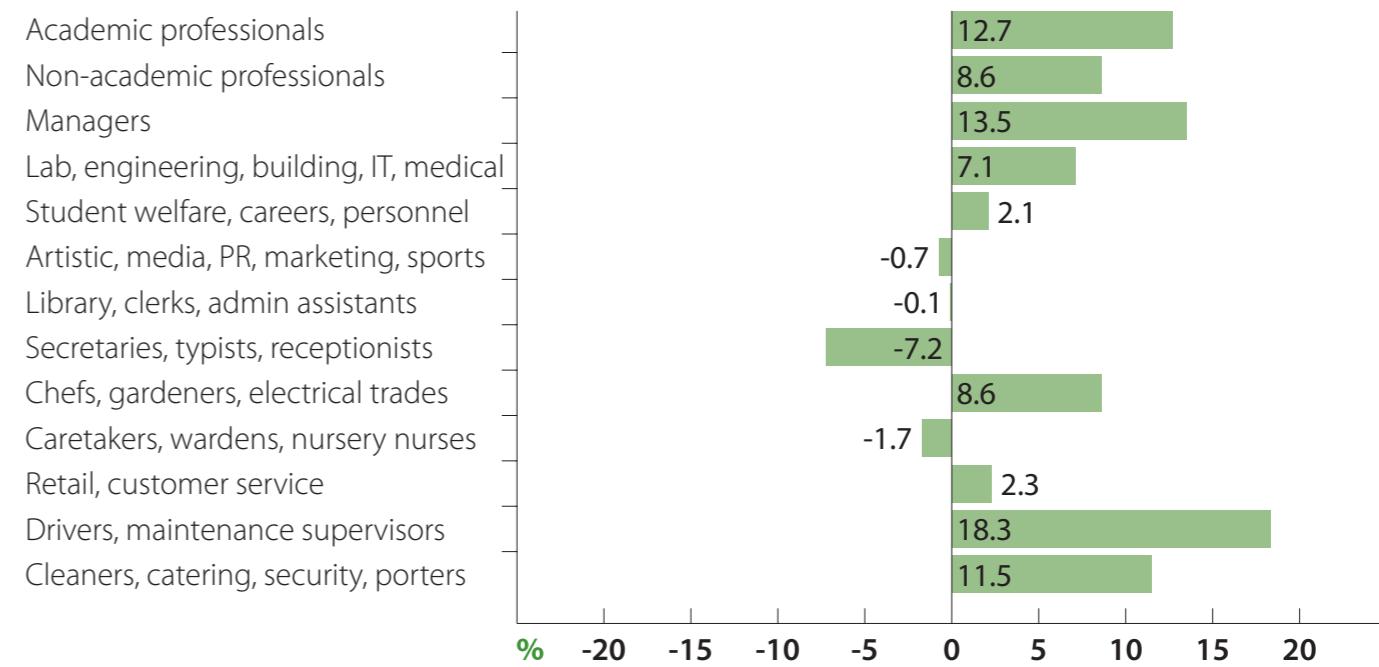
1.20 Median/mean salary and pay gap by occupational group and gender

	Median			Mean		
	F	M	Pay gap	F	M	Pay gap
	£	£	%	£	£	%
Academic professionals	38140	44166	13.6	41194	47167	12.7
Non-academic professionals	35938	38140	5.8	37581	41134	8.6
Managers	43723	46972	6.9	45267	52350	13.5
Lab, engineering, building, IT, medical techs (inc. nurses)	26779	28401	5.7	27441	29541	7.1
Student welfare, careers, training, personnel, planning	30122	31020	2.9	30403	31069	2.1
Artistic, media, PR, marketing, sports	28401	28329	-0.3	29196	28997	-0.7
Library, clerks, admin assistants	21802	21171	-3.0	22829	22805	-0.1
Secretaries, typists, receptionists and telephonists	21802	19411	-12.3	22415	20900	-7.2
Chefs, gardeners, printers, electrical, mechanical, construction	19972	22475	11.1	20818	22788	8.6
Caretakers, wardens, leisure, nursery nurses, care	17331	17329	0.0	19330	19008	-1.7
Retail and customer service	18340	18340	0.0	19030	19478	2.3
Drivers, maintenance, plant operatives	17157	21171	19.0	17967	21998	18.3
Cleaners, catering, security, porters	14263	15503	8.0	14948	16890	11.5
All professional and support staff	23536	26779	12.1	26294	29738	11.6
All staff	30122	35938	16.2	32209	39767	19.0

Median gender pay gap by occupational group



Mean gender pay gap by occupational group



For professors, the highest median gender pay gap was in Scotland (7.2%), and the mean in Northern Ireland (6.7%).

However, London as a region has the highest pay gaps among professors (8.0% median, 8.6% mean).

The lowest gender pay gaps among professors were in Wales (5.1% median, 3.8% mean).

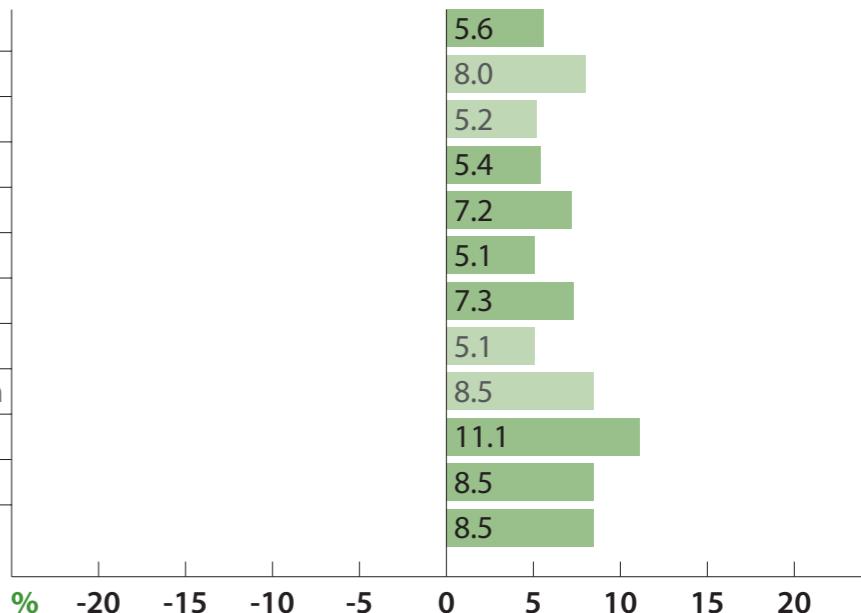
Among non-professorial academic roles, the highest median gender pay gap was in Northern Ireland (11.1%), and the mean in Wales (6.6%).

The median gender pay gap among non-professors was lowest in England (7.3%), and the mean in Northern Ireland (2.9%).

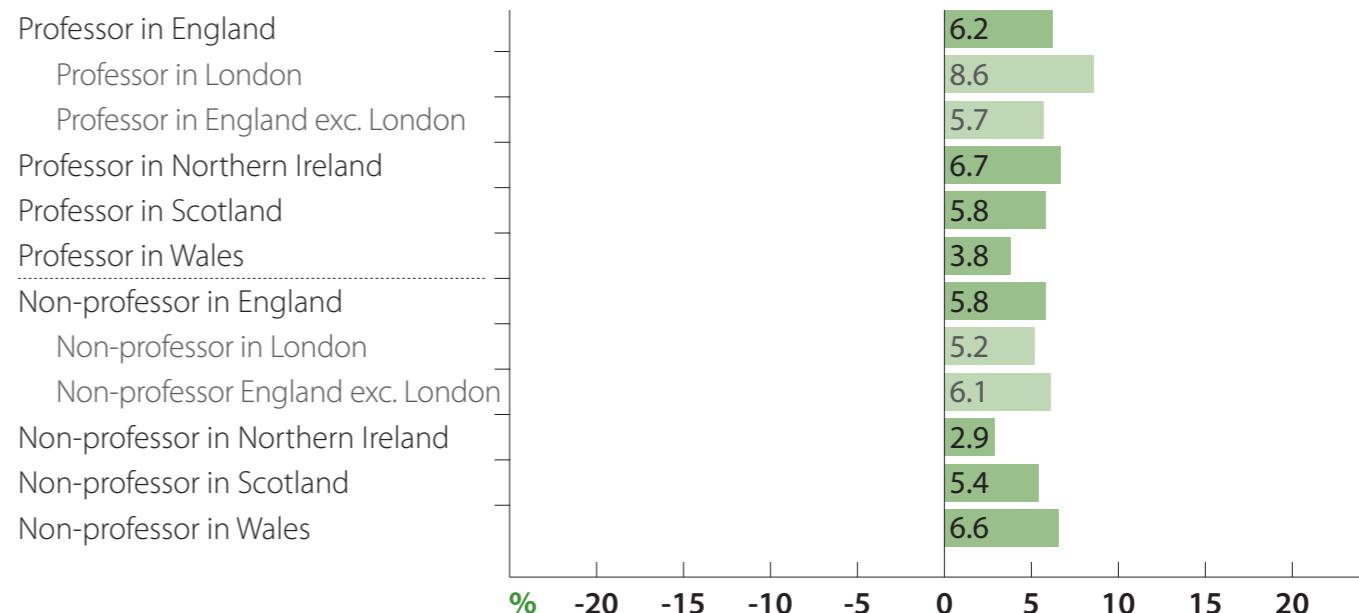
1.21 Median/mean salary and pay gap for professors/non-professors by country of institution and gender

	Median			Mean		
	F	M	Pay gap %	F	M	Pay gap %
				£	£	£
Professors						
England	67740	71773	5.6	72261	77039	6.2
London	71742	78000	8.0	75565	82683	8.6
England excluding London	66677	70326	5.2	70922	75172	5.7
Northern Ireland	65108	68805	5.4	67948	72866	6.7
Scotland	66740	71938	7.2	72089	76554	5.8
Wales	67932	71611	5.1	72822	75696	3.8
UK	67371	71685	6.0	72161	76819	6.1
Non-professors						
England	37012	39936	7.3	39579	42023	5.8
London	39300	41391	5.1	41961	44242	5.2
England excluding London	35938	39257	8.5	38785	41297	6.1
Northern Ireland	40452	45486	11.1	42513	43799	2.9
Scotland	39257	42883	8.5	40754	43094	5.4
Wales	35938	39257	8.5	38352	41068	6.6
UK	37012	40430	8.5	39668	42104	5.8

Median gender pay gap for professors/non-professors by country of institution



Mean gender pay gap for professors/non-professors by country of institution



Destination of leavers

This section presents information on academic staff who left the higher education institution in which they were employed between 2010/11 and 2011/12.

Turnover among female academic staff was higher than among male academic staff.

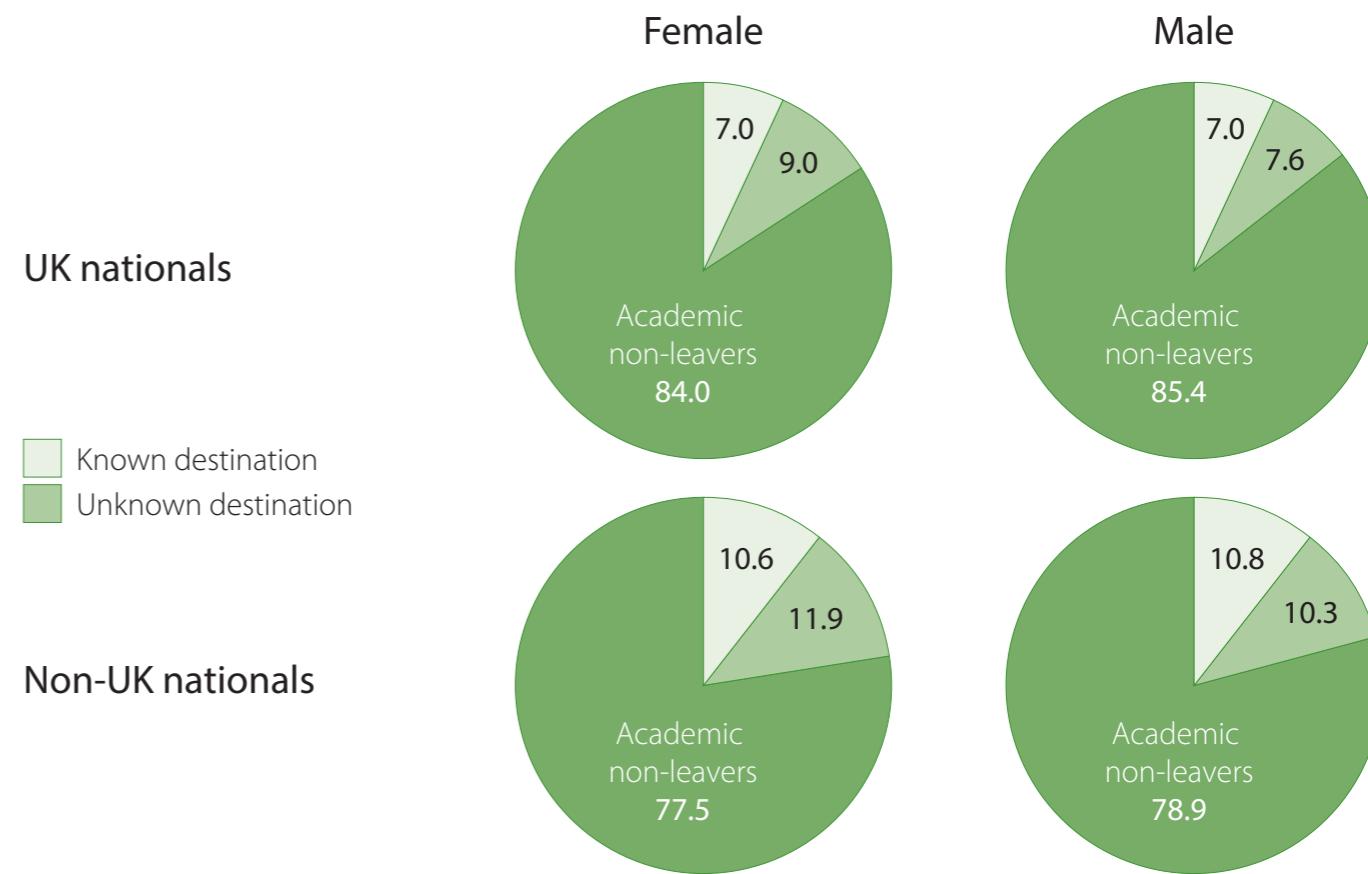
Among UK academic staff, 16.0% of female staff left their institution between 2010/11 and 2011/12 compared with 14.6% of male staff.

For non-UK academic staff during that same time period, 22.5% of female staff left their institution compared with 21.1% of male staff.

1.22 Academic staff by leaving status and gender

	Female		Male	
	No.	%	No.	%
All academic staff				
Total academic staff	80090	100	101090	100
Total academic leavers (as a proportion of all staff)	14525	18.1	16815	16.6
Known destination (as a proportion of all leavers)	6285	43.3	7980	47.4
Unknown destination (as a proportion of all leavers)	8240	56.7	8840	52.6
UK national				
Total UK academic staff	57585	100	73590	100
Total UK academic leavers (as a proportion of all staff)	9225	16.0	10725	14.6
Known destination (as a proportion of all leavers)	4040	43.8	5125	47.8
Unknown destination (as a proportion of all leavers)	5185	56.2	5600	52.2
Non-UK national				
Total non-UK academic staff	19320	100	23980	100
Total non-UK academic leavers (as a proportion of all staff)	4345	22.5	5050	21.1
Known destination (as a proportion of all leavers)	2045	47.1	2590	51.3
Unknown destination (as a proportion of all leavers)	2300	52.9	2460	48.7

Female/male academic staff by nationality and leaving status



Similar proportions of female and male UK academic leavers with known leaving destinations went to another UK HE institution (18.9% and 18.2% respectively).

Among UK academic leavers with known destination:

- = a higher proportion of male leavers left for employment overseas than female leavers (5.9% compared with 3.9%)
- = 32.7% of female leavers were not in regular employment, compared with 25.5% of male leavers
- = 22.9% of male leavers were retired, compared with 15.1% of female leavers

1.23 UK academic staff leavers by known leaving destination and gender

	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
UK employment						
UK other HEI	765	18.9	45.0	935	18.2	55.0
UK other education institution	155	3.8	49.3	160	3.1	50.7
UK student	145	3.6	55.0	120	2.3	45.0
UK research institute	40	1.0	36.4	70	1.3	63.6
UK NHS/medical or dental practice	225	5.5	52.1	205	4.0	47.9
UK public sector	60	1.5	50.4	60	1.1	49.6
UK private sector	535	13.3	42.8	720	14.0	57.2
All UK employment	1925	47.6	45.9	2260	44.1	54.1
Non-UK employment						
Non-UK HEI	65	1.6	30.0	145	2.9	70.0
Non-UK other education institution	15	0.4	..	25	0.5	..
Non-UK student	0	0.0	..	5	0.1	..
Non-UK research institute	15	0.4	28.3	45	0.8	71.7
Non-UK health service	5	0.1	..	5	0.1	..
Non-UK other employment	55	1.4	41.2	80	1.5	58.8
All non-UK employment	155	3.9	34.1	300	5.9	65.9
No longer in employment						
Not in regular employment	1320	32.7	50.3	1305	25.5	49.7
Retired	610	15.1	34.2	1175	22.9	65.8
Deceased	30	0.7	27.3	80	1.6	72.7
All those no longer in employment	1960	48.5	43.4	2560	50.0	56.6

* compare vertically ^ compare horizontally
.. percentages based on totals of 52 or less are not shown

19.4% of female and 20.3% of male non-UK academic leavers with known leaving destinations went to another UK higher education institution.

Among non-UK academic leavers with known destination:

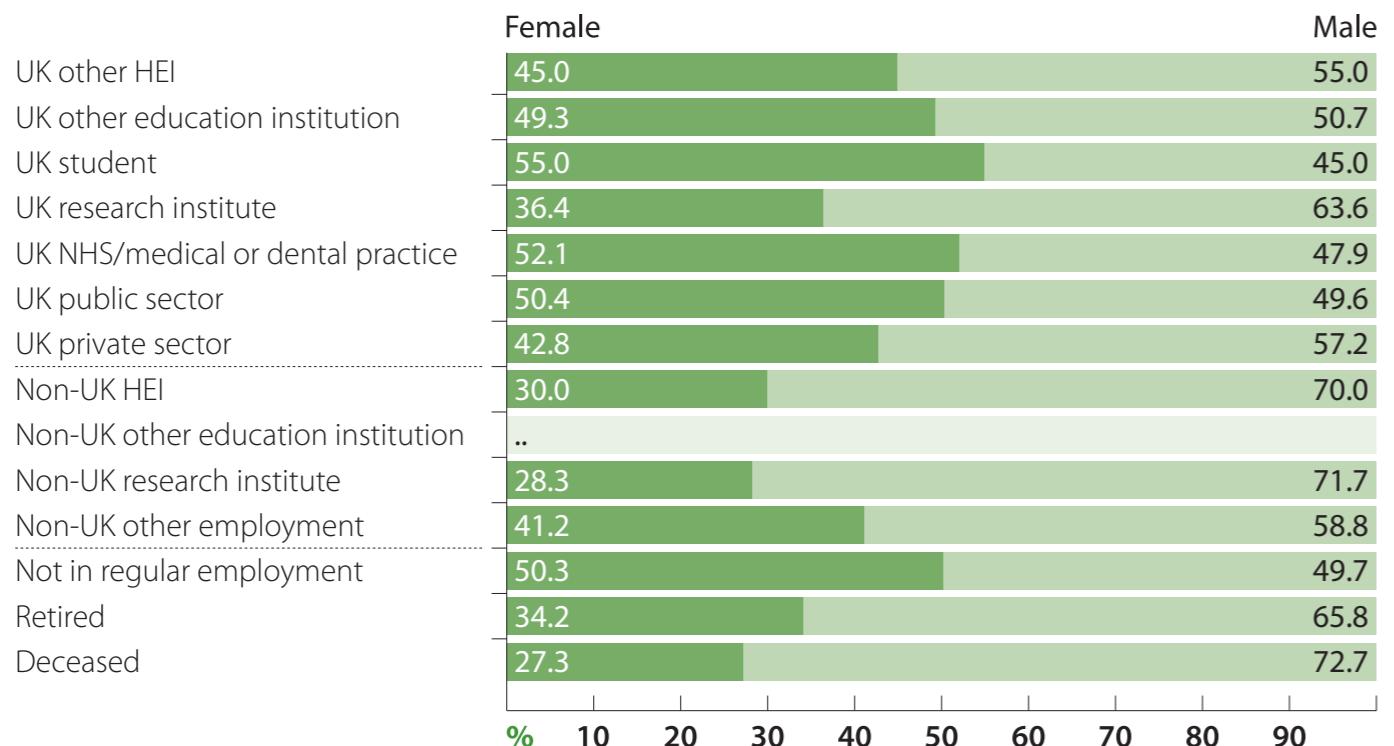
- = a higher proportion of male leavers left for employment overseas than female leavers (33.3%, compared with 26.0%)
- = 28.4% of female leavers were not in regular employment, compared with 22.9% of male leavers

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

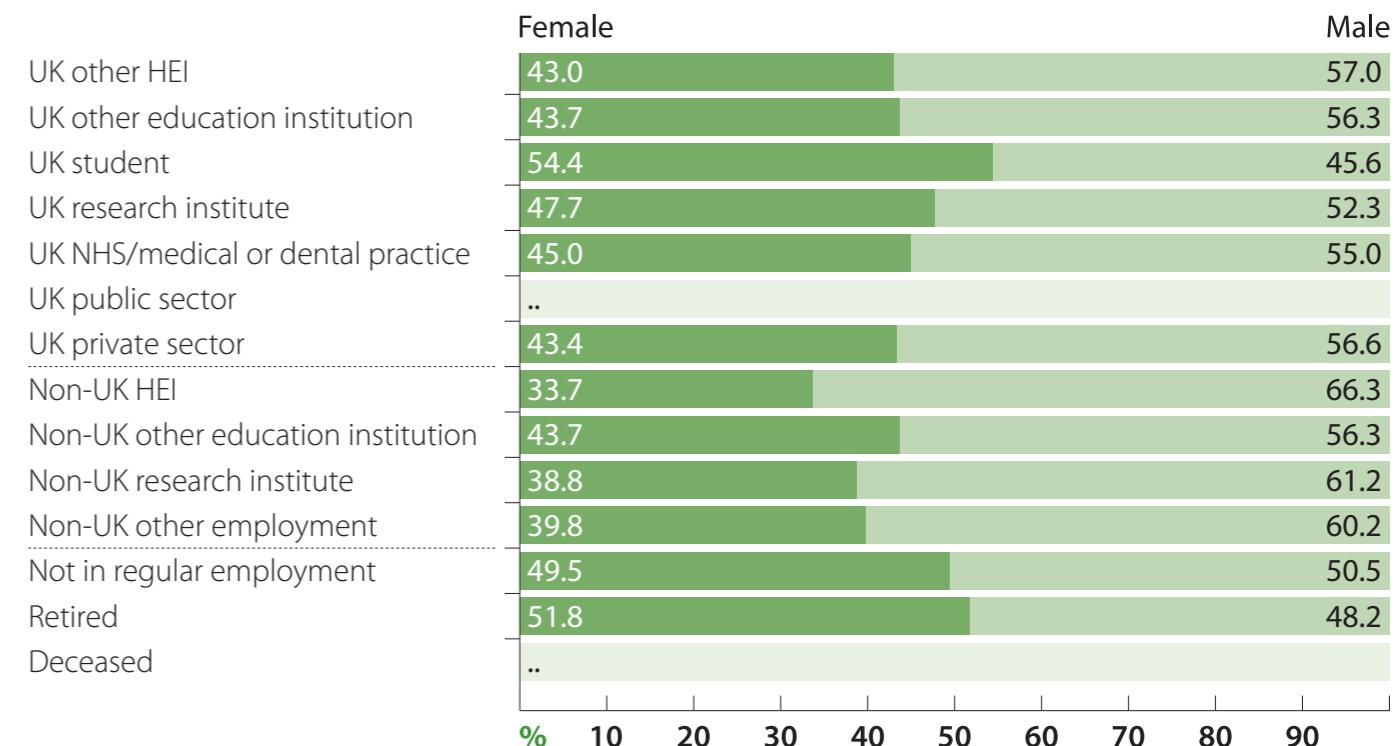
	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
UK employment						
UK other HEI	395	19.4	43.0	525	20.3	57.0
UK other education institution	30	1.5	43.7	40	1.5	56.3
UK student	120	5.8	54.4	100	3.8	45.6
UK research institute	40	2.0	47.7	45	1.7	52.3
UK NHS/medical or dental practice	50	2.4	45.0	60	2.3	55.0
UK public sector	15	0.6	..	10	0.5	..
UK private sector	220	10.7	43.4	285	11.0	56.6
All UK employment	865	42.4	44.9	1065	41.2	55.1
Non-UK employment						
Non-UK HEI	210	10.3	33.7	415	16.0	66.3
Non-UK other education institution	50	2.4	43.7	65	2.4	56.3
Non-UK student	25	1.2	..	5	0.3	..
Non-UK research institute	80	4.0	38.8	130	4.9	61.2
Non-UK health service	5	0.3	..	10	0.3	..
Non-UK other employment	160	7.8	39.8	240	9.3	60.2
All non-UK employment	530	26.0	38.1	865	33.3	61.9
No longer in employment						
Not in regular employment	580	28.4	49.5	595	22.9	50.5
Retired	55	2.8	51.8	55	2.0	48.2
Deceased	10	0.4	..	15	0.6	..
All those no longer in employment	645	31.6	49.4	660	25.5	50.6

* compare vertically ^ compare horizontally
.. percentages based on totals of 52 or less are not shown

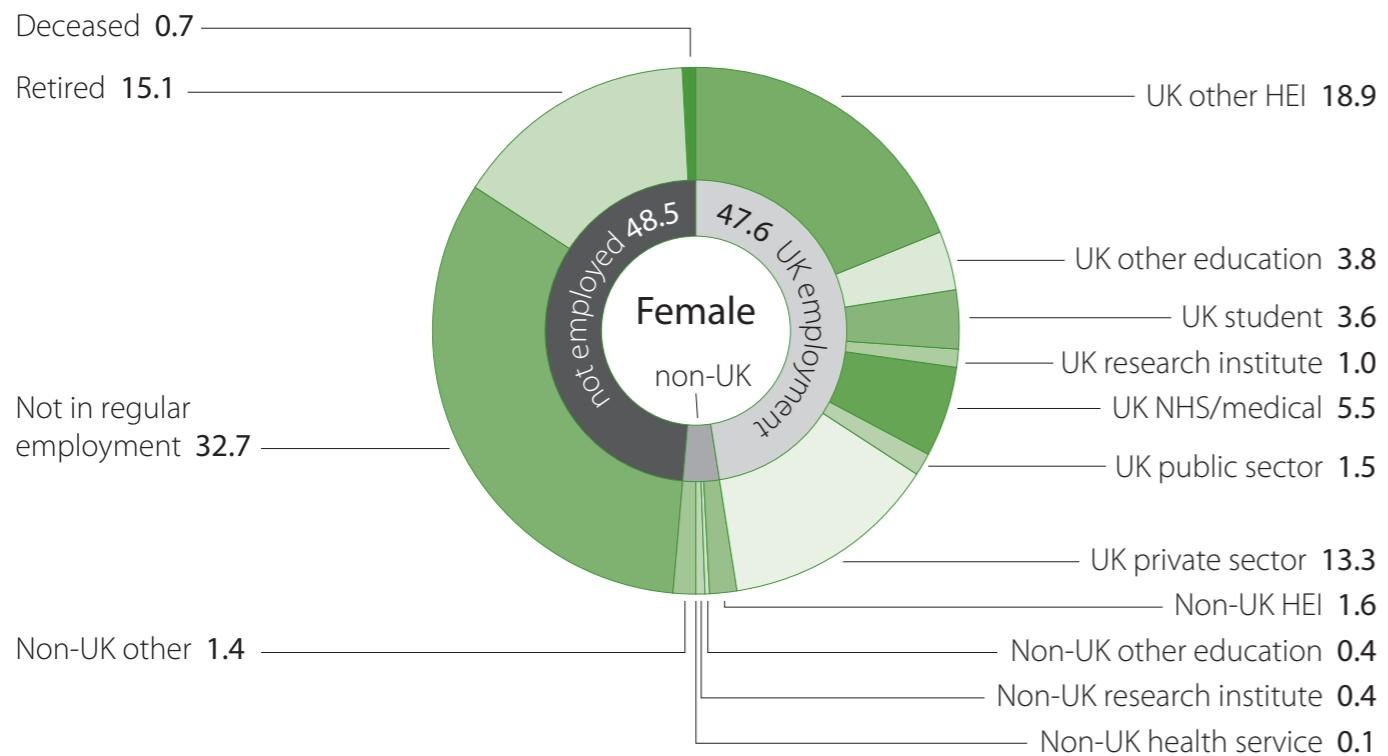
UK academic leavers in leaving destinations by gender



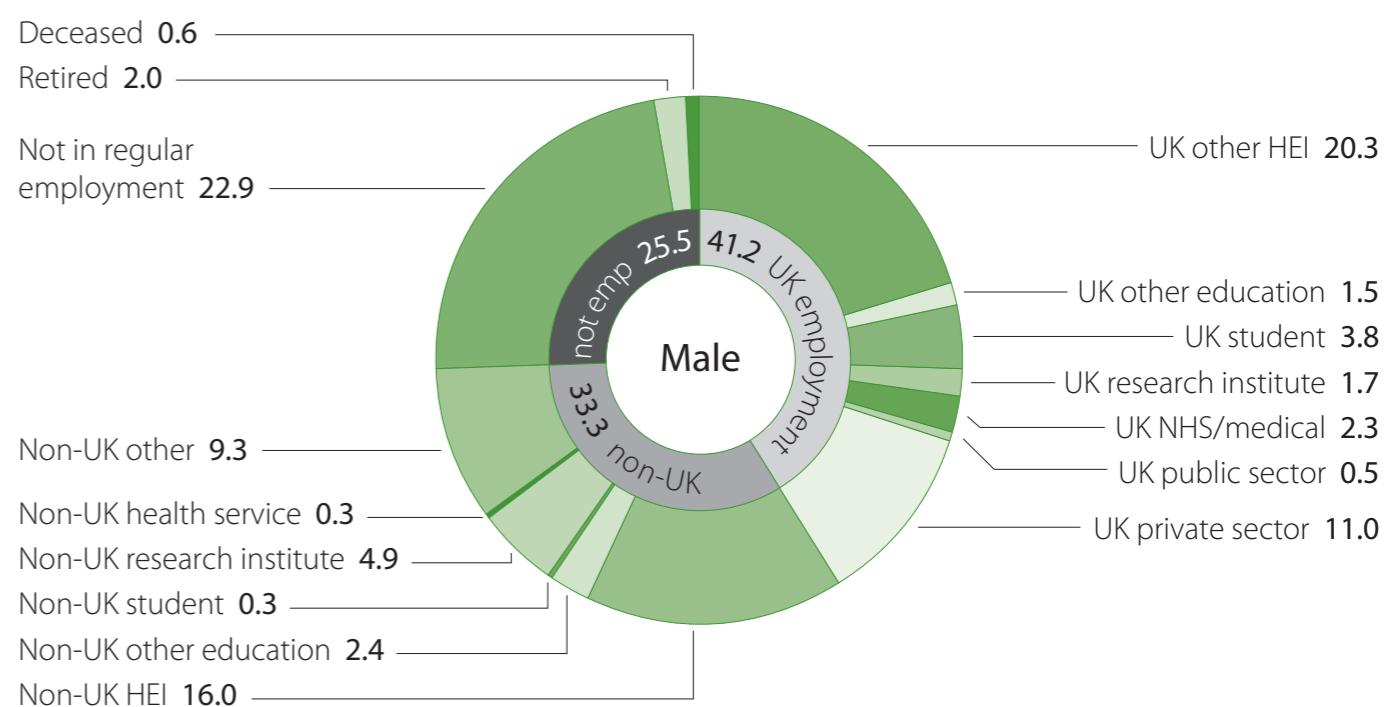
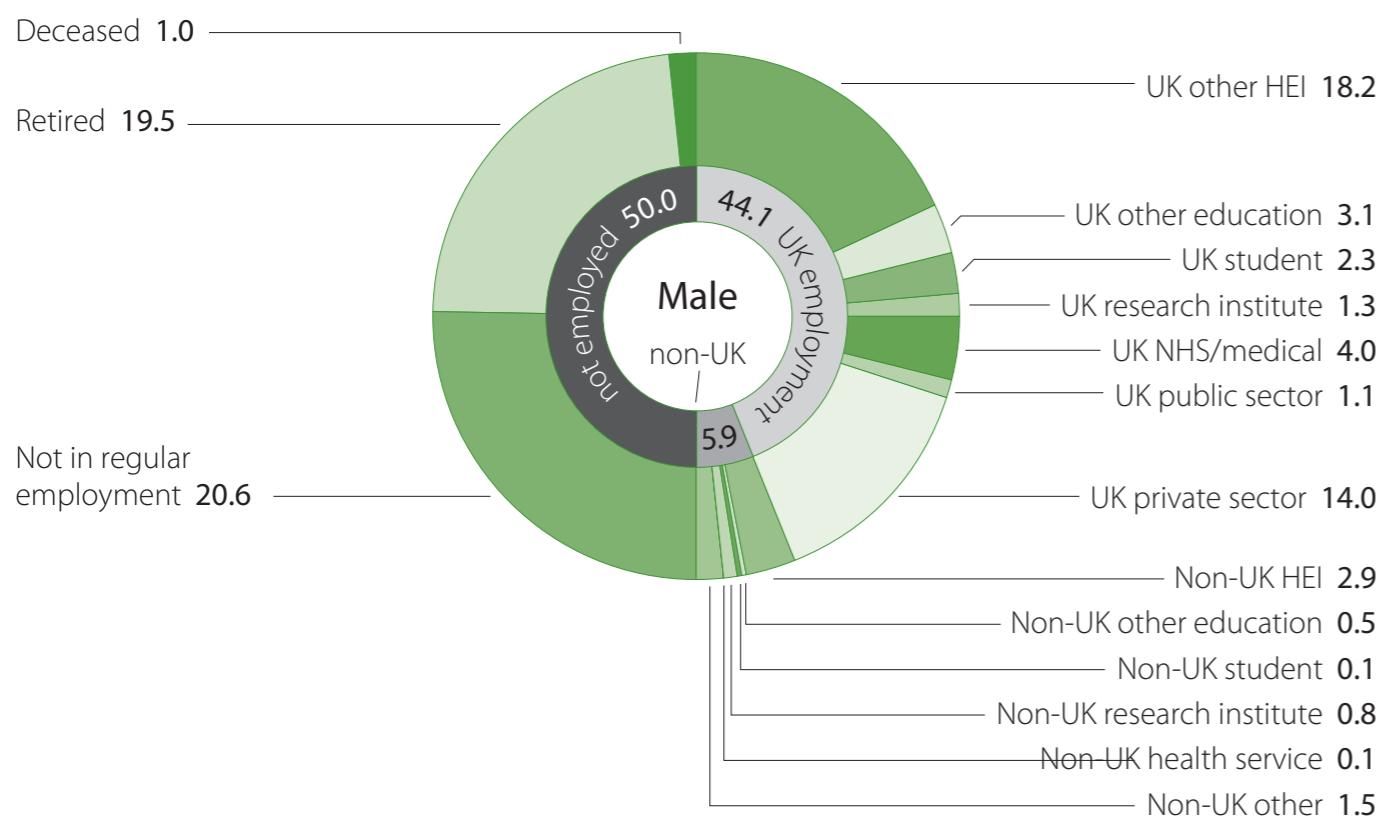
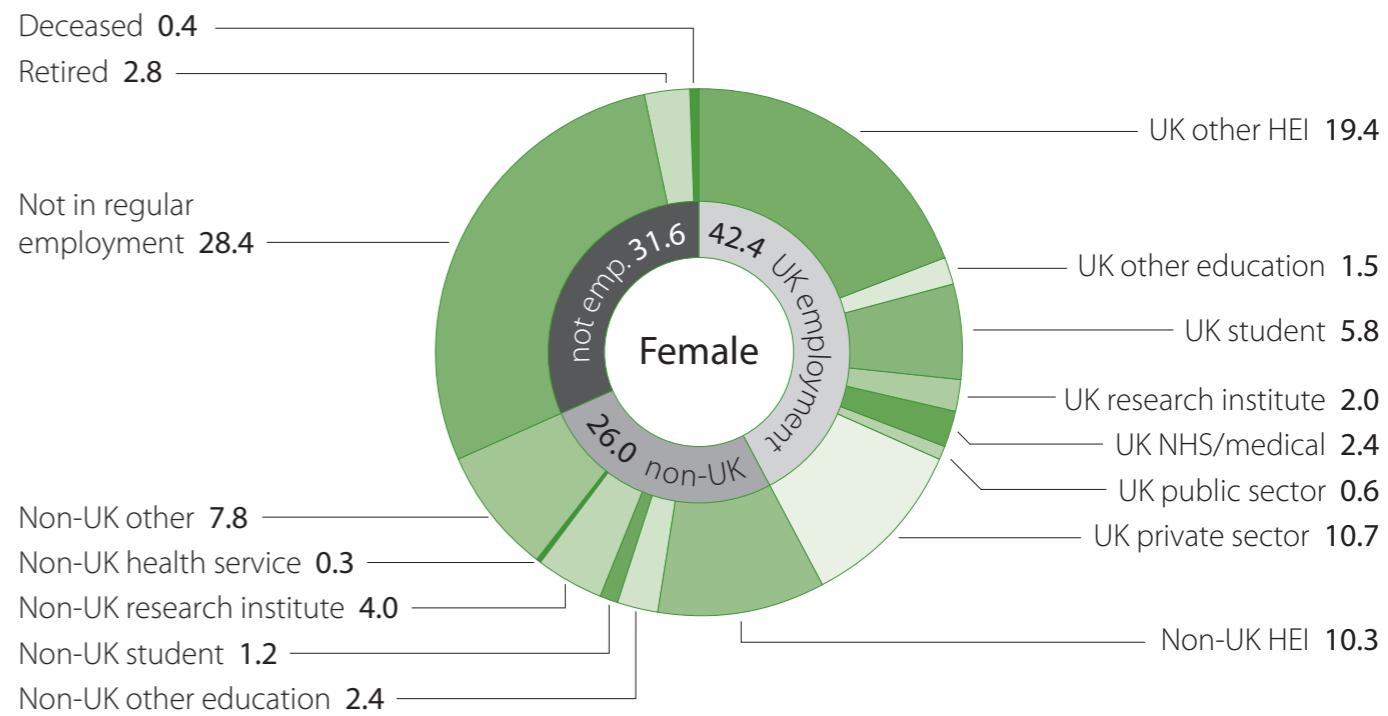
Non-UK academic leavers in leaving destinations by gender



Female/male UK academic staff leavers by leaving destinations



Female/male non-UK academic staff leavers by leaving destinations



- = The increase in the proportion of staff who were UK BME was more pronounced within professional and support staff (a 2.0% rise since 2003/04) than within academic staff (a 1.0% increase). In 2011/12, 6.8% of professional and support staff were UK BME, compared with 5.8% of academic staff.
- = Among full-time UK academic staff, a higher proportion of white staff were on open/permanent contracts (81.4%) than BME staff, with the lowest proportion within Asian staff (69.7%).
- = The laboratory, engineering, building, IT and medical technicians (including nurses) occupational group had the highest proportion of UK Asian staff (4.4%), while the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group and the drivers, maintenance supervisors and plant operatives occupational group jointly had the lowest (0.9% each).
- = The occupational group with the highest proportion of non-UK BME staff was the cleaners, catering assistants, security officers, porters and maintenance workers occupational group (53.8%). The managers occupational group, in contrast, had the lowest (16.4%).
- = The proportion of black academic staff who were professors was lower than for any other ethnic group, with 4.1% of UK black academic staff and 2.4% of non-UK black academic staff holding professorial status. In contrast, 13.8% of UK Chinese academic staff professors and 8.5% of non-UK white academic staff were professors.
- = With the exception of black professors, a larger proportion of UK professors within every ethnic group were in SET subject areas than non-SET subject areas. This was the most striking among Chinese professors where 82.4% were in SET areas. In contrast, 55.1% of UK black professors were in non-SET subject areas, though the overall number of UK black professors is very small (60).
- = A higher proportion of white academic staff earned over £50,000 than the proportion of BME academic staff. 29.4% of UK white and 22.2% of non-UK white academic staff earned a salary in this range, compared with 26.7% UK BME and 12.0% of non-UK BME academic staff.
- = Overall, the median ethnicity pay gap in the UK for non-UK national staff was 11.1% and the mean 15.4%. The size of the non-UK ethnicity pay gap varied across the nations. For both academic and professional and support staff, the ethnicity pay gap between white and BME staff was larger between non-UK staff than UK staff.
- = Among UK academic leavers with a known leaving destination, 5.5% of BME and 4.8% of white leavers found employment outside the UK.

2 Ethnicity

Ethnicity overview

The majority of staff chose to report their ethnicity, with a 95.3% disclosure rate for UK national staff and 92.8% for non-UK national staff.

There was a notably higher proportion of white staff among UK staff than non-UK staff (92.4% compared with 70.5%).

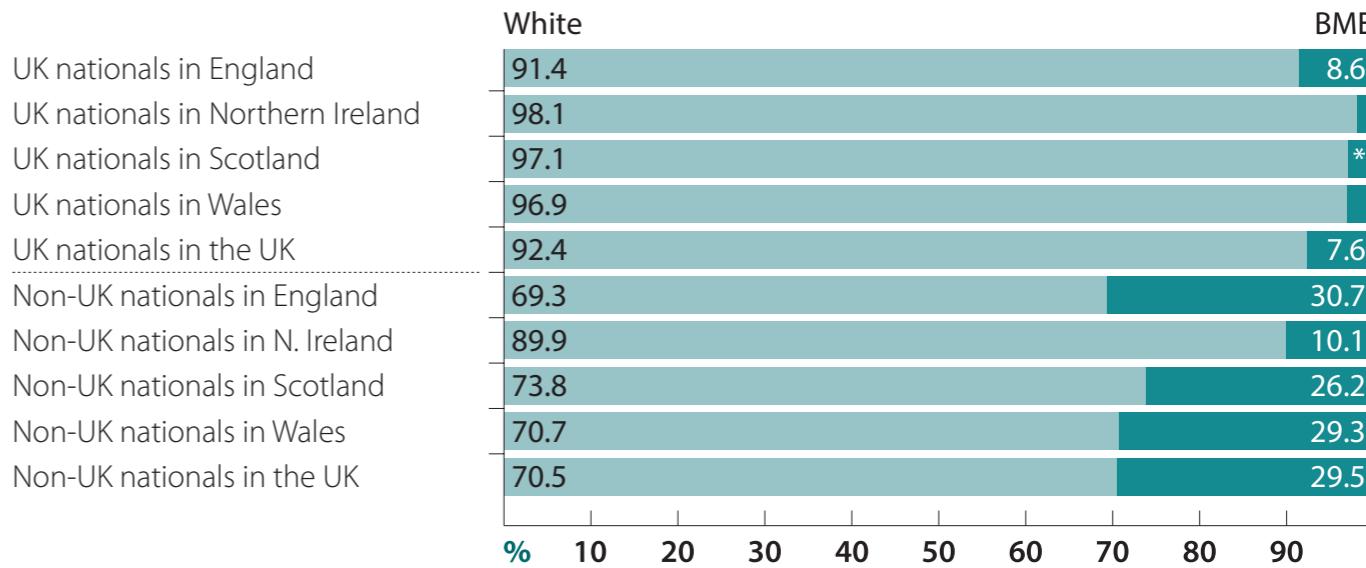
The proportion of UK and non-UK staff who were BME was highest in England (8.6% and 30.7% respectively), and lowest in Northern Ireland (1.9% and 10.1%).

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

	White		Black	
	No.	%	No.	%
UK national				
England	218785	91.4	4800	2.0
Northern Ireland	4755	98.1	10	0.2
Scotland	28760	97.1	70	0.2
Wales	17070	96.9	60	0.4
UK total	269370	92.4	4940	1.7
Non-UK national				
England	33375	69.3	2525	5.2
Northern Ireland	1780	89.9	10	0.6
Scotland	4040	73.8	185	3.3
Wales	1430	70.7	70	3.5
Non-UK total	40625	70.5	2790	4.8

Asian		Chinese		Mixed		Other		BME total		Unknown	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
8930	3.7	2100	0.9	3170	1.3	1530	0.6	20525	8.6	11630	4.6
35	0.7	25	0.5	15	0.3	5	0.1	90	1.9	75	1.5
320	1.1	175	0.6	165	0.6	135	0.5	865	2.9	2270	7.1
200	1.1	95	0.5	120	0.7	65	0.4	540	3.1	350	2.0
9480	3.3	2395	0.8	3470	1.2	1735	0.6	22020	7.6	14325	4.7
5720	11.9	3685	7.7	1185	2.5	1675	3.5	14795	30.7	3605	7.0
90	4.6	75	3.8	10	0.5	15	0.7	200	10.1	25	1.2
595	10.8	400	7.3	115	2.1	145	2.6	1435	26.2	770	12.3
235	11.6	195	9.5	35	1.8	55	2.8	590	29.3	70	3.3
6640	11.5	4355	7.6	1345	2.3	1890	3.3	17020	29.5	4470	7.2

UK/non-UK staff in countries of institution by BME/white identity



* values less than 5.0 are not displayed

Among BME staff, the three most represented ethnic groups were:

- Asian or Asian British: Indian (20.9%)
- Chinese (17.3%)
- other Asian background (12.2%)

Among UK BME staff, the three most represented ethnic groups were:

- Asian or Asian British: Indian (24.0%)
- black or black British: Caribbean (11.7%)
- Chinese (10.9%)

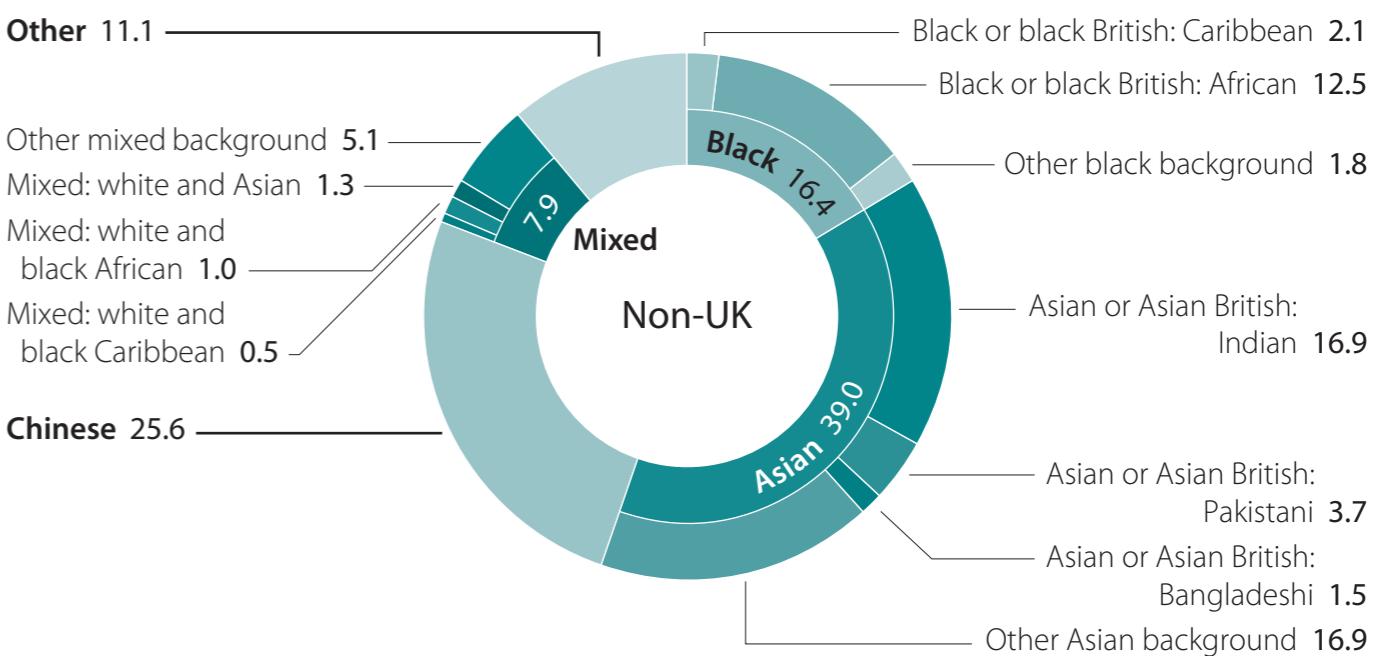
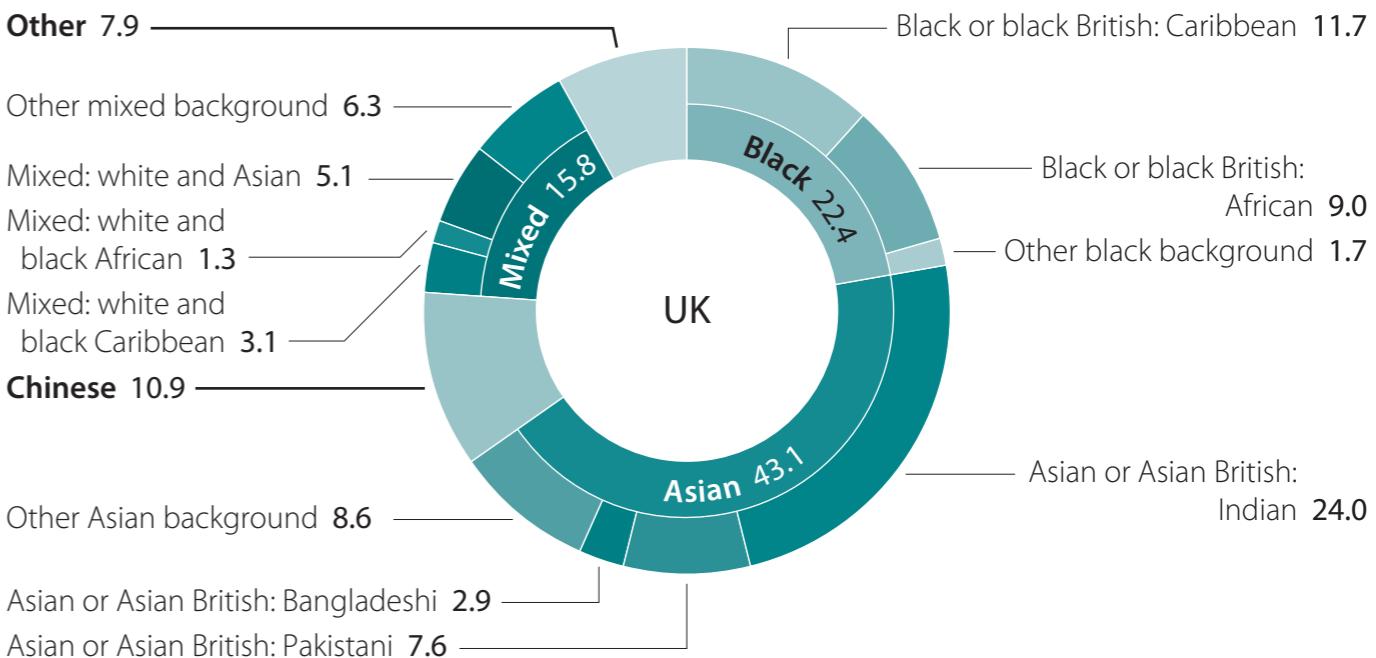
Among non-UK BME staff, the three most represented ethnic groups were:

- Chinese (25.9%)
- jointly Asian or Asian British: Indian and other Asian background (16.9% each)

2.2 UK/non-UK BME staff by ethnic group

	All staff		UK national		Non-UK national	
	No.	%	No.	%	No.	%
Black	7730	19.7	4940	22.4	2790	16.4
Black or black British: Caribbean	2935	7.5	2580	11.7	360	2.1
Black or black British: African	4110	10.5	1990	9.0	2125	12.5
Other black background	680	1.7	370	1.7	310	1.8
Asian	16120	41.3	9480	43.1	6640	39.0
Asian or Asian British: Indian	8165	20.9	5290	24.0	2875	16.9
Asian or Asian British: Pakistani	2290	5.9	1665	7.6	630	3.7
Asian or Asian British: Bangladeshi	905	2.3	645	2.9	260	1.5
Other Asian background	4765	12.2	1885	8.6	2880	16.9
Chinese	6750	17.3	2395	10.9	4355	25.6
Mixed	4815	12.3	3470	15.8	1345	7.9
Mixed: white and black Caribbean	755	1.9	670	3.1	85	0.5
Mixed: white and black African	455	1.2	290	1.3	165	1.0
Mixed: white and Asian	1350	3.5	1125	5.1	225	1.3
Other mixed background	2255	5.8	1385	6.3	870	5.1
Other	3625	9.3	1735	7.9	1890	11.1

UK/non-UK BME staff by ethnic group



The proportion of all staff who were UK BME has increased over the last nine years from 4.8% in 2003/04 to 6.3% in 2011/12. The proportion of all staff who were non-UK BME also rose during this time period from 3.8% to 4.9%.

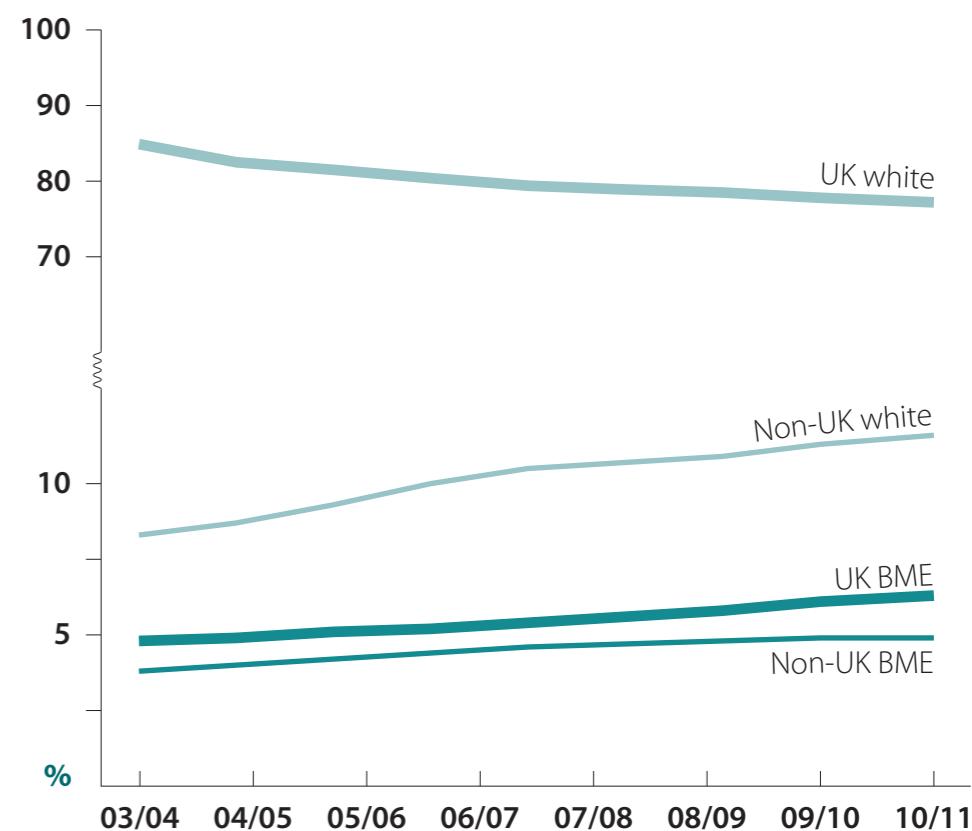
The increase in the proportion of staff who were UK BME was more pronounced within professional and support staff (a 2.0% rise since 2003/04) than within academic staff (a 1.0% increase). In 2011/12, 6.8% of professional and support staff were UK BME, compared with 5.8% of academic staff.

By contrast, the proportion of academic staff who were non-UK BME rose by 1.2% since 2003/04, compared with 0.8% among professional and support staff. In 2011/12, 6.8% of academic staff were non-UK BME, compared with 3.2% of professional and support staff.

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

	UK white		UK BME		Non-UK white		Non-UK BME	
	No.	%	No.	%	No.	%	No.	%
All staff								
2003/04	232240	83.1	13335	4.8	23145	8.3	10710	3.8
2004/05	244825	82.5	14495	4.9	25710	8.7	11755	4.0
2005/06	251370	81.5	15660	5.1	28560	9.3	12915	4.2
2006/07	258090	80.4	16670	5.2	31985	10.0	14175	4.4
2007/08	261715	79.4	17750	5.4	34765	10.5	15315	4.6
2008/09	269745	78.9	19245	5.6	36750	10.7	16235	4.7
2009/10	275210	78.5	20460	5.8	38265	10.9	16830	4.8
2010/11	270885	77.8	21090	6.1	39300	11.3	17100	4.9
2011/12	269370	77.2	22020	6.3	40625	11.6	17020	4.9
Academic staff								
2003/04	96220	76.3	5995	4.8	16805	13.3	7050	5.6
2004/05	105300	76.4	6425	4.7	18600	13.5	7575	5.5
2005/06	106955	75.1	6735	4.7	20590	14.5	8115	5.7
2006/07	110075	73.7	7195	4.8	23125	15.5	8905	6.0
2007/08	111435	72.4	7610	4.9	25175	16.4	9645	6.3
2008/09	113690	71.9	8155	5.2	26270	16.6	10070	6.4
2009/10	115945	71.2	8750	5.4	27410	16.8	10660	6.6
2010/11	114800	70.2	9155	5.6	28610	17.5	11075	6.8
2011/12	115010	69.5	9545	5.8	29675	17.9	11210	6.8
Professional and support staff								
2003/04	136020	88.7	7340	4.8	6340	4.1	3655	2.4
2004/05	139525	87.8	8070	5.1	7115	4.5	4180	2.6
2005/06	144420	86.9	8925	5.4	7965	4.8	4800	2.9
2006/07	148015	86.2	9480	5.5	8860	5.2	5275	3.1
2007/08	150280	85.5	10135	5.8	9590	5.5	5670	3.2
2008/09	156060	84.9	11090	6.0	10475	5.7	6165	3.4
2009/10	159265	84.7	11710	6.2	10855	5.8	6165	3.3
2010/11	156085	84.5	11935	6.5	10690	5.8	6025	3.3
2011/12	154360	84.1	12470	6.8	10950	6.0	5815	3.2

UK/non-UK staff profile over time by BME/white identity



Mode and contract type

Among all UK academic staff, the majority were on open/permanent contracts, however a higher proportion of Chinese (69.8%) and white staff (68.4%) had these contracts than UK staff from other ethnic groups.

Among full-time UK academic staff, a higher proportion of white staff were on open/permanent contracts (81.4%) than BME staff, with the lowest proportion within Asian staff (69.7%).

Among part-time UK academic staff, higher proportions of staff from the other and white ethnic groups had open/permanent contracts than all other ethnic groups (46.3% and 46.0% respectively). Again, the lowest proportion of staff on open/permanent contracts were within the Asian ethnic group (38.9%).

Compared with 2010/11

The proportion of part-time UK academic staff with an open/permanent contract decreased for all ethnic groups. UK black staff experienced the largest decrease (14.5%) and UK mixed the smallest (7.3%).

2.4 UK academic staff by mode, contract type and ethnic group

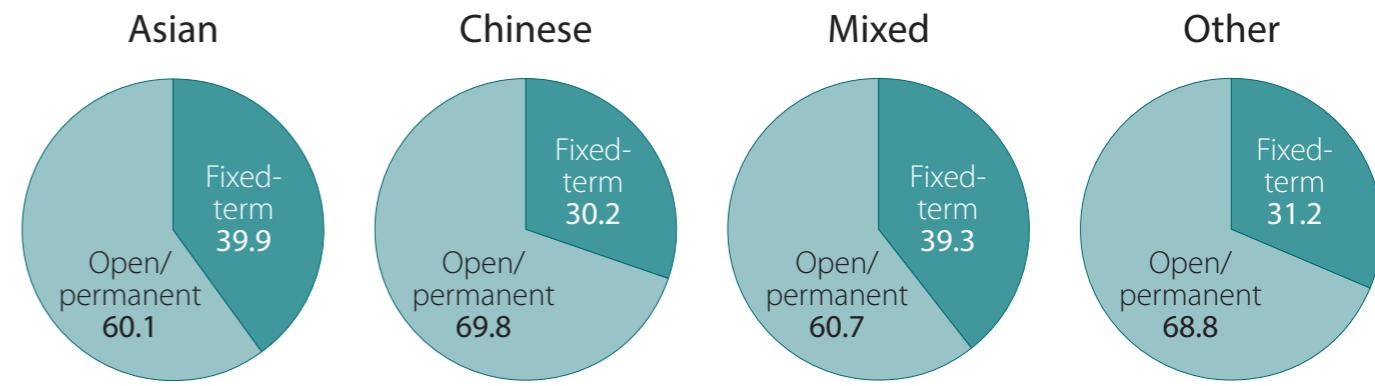
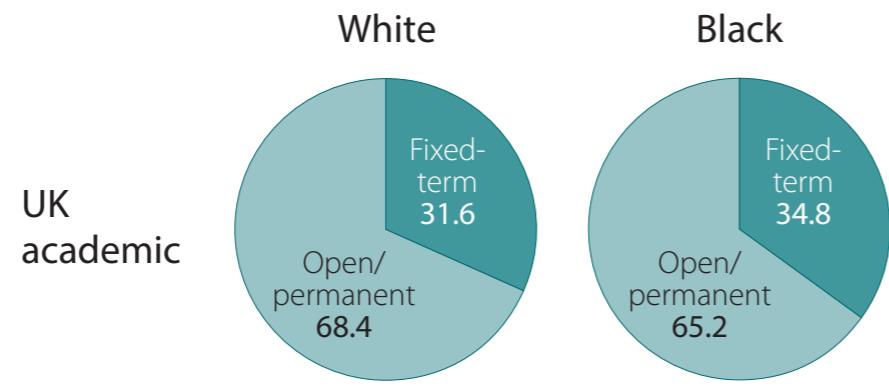
	White			Black		
	No.	%*	%^	No.	%*	%^
Academic staff						
UK open/permanent	78630	68.4	92.8	925	65.2	1.1
UK fixed-term	36380	31.6	91.3	495	34.8	1.2
All UK academics	115010	100	92.3	1420	100	1.1
Full-time						
UK open/permanent	59125	81.4	92.4	715	80.7	1.1
UK fixed-term	13500	18.6	88.6	170	19.3	1.1
All UK full-time	72625	100	91.7	885	100	1.1
Part-time						
UK open/permanent	19505	46.0	94.2	210	39.1	1.0
UK fixed-term	22880	54.0	92.9	325	60.9	1.3
All UK part-time	42385	100	93.5	530	100	1.2

	Asian			Chinese			Mixed			Other			BME total		
	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
2380	60.1	2.8		1040	69.8	1.2	945	60.7	1.1	765	68.8	0.9	6060	63.5	7.2
1580	39.9	4.0		450	30.2	1.1	615	39.3	1.5	345	31.2	0.9	3485	36.5	8.7
3965	100	3.2		1495	100	1.2	1560	100	1.3	1110	100	0.9	9545	100	7.7
1900	69.7	3.0		940	75.6	1.5	705	71.4	1.1	595	79.6	0.9	4855	73.7	7.6
825	30.3	5.4		305	24.4	2.0	280	28.6	1.8	155	20.4	1.0	1735	26.3	11.4
2725	100	3.4		1245	100	1.6	985	100	1.2	750	100	0.9	6590	100	8.3
485	38.9	2.3		100	41.0	0.5	245	42.4	1.2	165	46.3	0.8	1205	40.7	5.8
755	61.1	3.1		150	59.0	0.6	330	57.6	1.3	195	53.7	0.8	1755	59.3	7.1
1240	100	2.7		250	100	0.6	575	100	1.3	360	100	0.8	2960	100	6.5

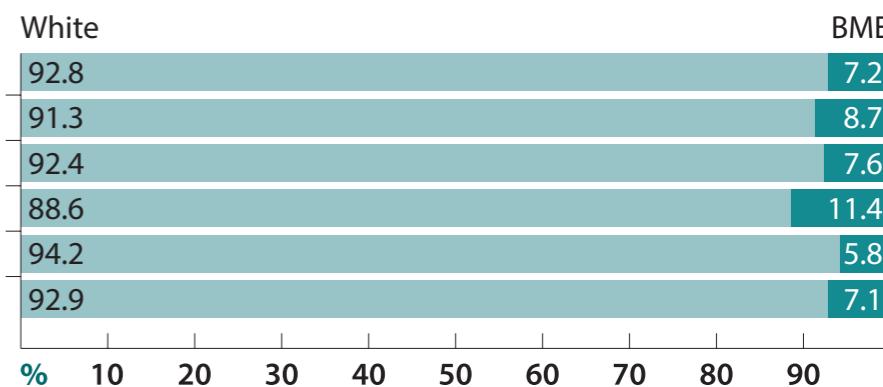
* within an ethnic group and mode, the percentage of staff on open/fixed-term contracts (compare vertically within mode)

^ within a contract type, the percentage of staff within an ethnic group (compare horizontally)

UK academic staff in ethnic groups by contract type



UK academic staff in modes and contract types by BME/white identity



In every mode of employment, among non-UK academic staff, a lower proportion of BME staff were on open-ended/ permanent contracts than white staff.

Among full-time non-UK academic staff, this gap was largest between white staff (65.0%) and Asian staff (51.0%).

Among part-time non-UK academic staff, this gap was largest between white staff (37.5%) and mixed staff (22.4%).

Compared with 2010/11

Among non-UK part-time academic staff, the proportion with an open/ permanent contract decreased for all ethnic groups except Chinese. The decreases ranged from 8.9% for black staff to 3.0% for Asian staff.

In contrast, among non-UK Chinese academic part-time staff, the proportion with an open/ permanent contract increased by 1.2%.

2.5 Non-UK academic staff by mode, contract type and ethnic group

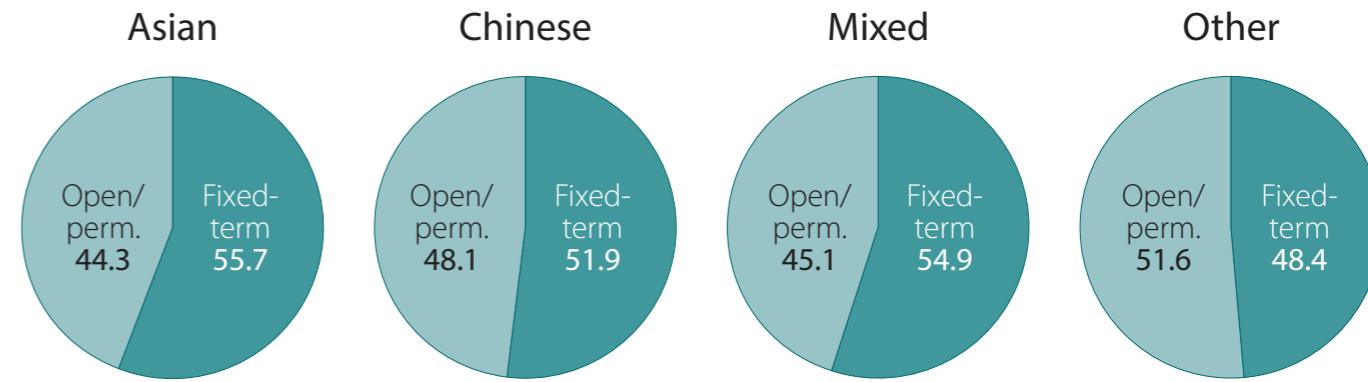
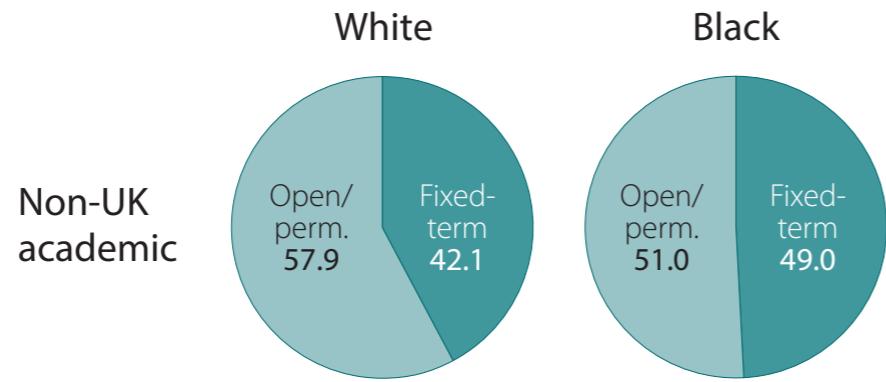
	White			Black		
	No.	%*	%^	No.	%*	%^
Academic staff						
Non-UK open/perm.	17185	57.9	76.5	580	51.0	2.6
Non-UK fixed-term	12490	42.1	67.8	560	49.0	3.0
All non-UK academics	29675	100	72.6	1140	100	2.8
Full-time						
Non-UK open/perm.	14330	65.0	75.8	485	63.1	2.6
Non-UK fixed-term	7725	35.0	66.2	285	36.9	2.4
All non-UK full-time	22055	100	72.1	770	100	2.5
Part-time						
Non-UK open/perm.	2860	37.5	80.1	95	25.9	2.7
Non-UK fixed-term	4760	62.5	70.6	275	74.1	4.1
All non-UK part-time	7620	100	73.9	370	100	3.6

	Asian			Chinese			Mixed			Other			BME total		
	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
Academic staff															
1915	44.3	8.5	1665	48.1	7.4	405	45.1	1.8	710	51.6	3.2	5280	47.1	23.5	
2410	55.7	13.1	1795	51.9	9.8	495	54.9	2.7	670	48.4	3.6	5925	52.9	32.2	
4325	100	10.6	3465	100	8.5	900	100	2.2	1380	100	3.4	11210	100	27.4	
Full-time															
1655	51.0	8.8	1510	52.0	8.0	345	55.2	1.8	580	58.9	3.1	4570	53.6	24.2	
1590	49.0	13.6	1390	48.0	11.9	280	44.8	2.4	405	41.1	3.5	3950	46.4	33.8	
3245	100	10.6	2900	100	9.5	625	100	2.0	980	100	3.2	8520	100	27.9	
Part-time															
265	24.3	7.4	160	28.1	4.4	60	22.4	1.7	130	33.4	3.7	710	26.5	19.9	
820	75.7	12.1	405	71.9	6.0	215	77.6	3.2	265	66.6	3.9	1980	73.5	29.4	
1080	100	10.5	565	100	5.5	280	100	2.7	395	100	3.8	2690	100	26.1	

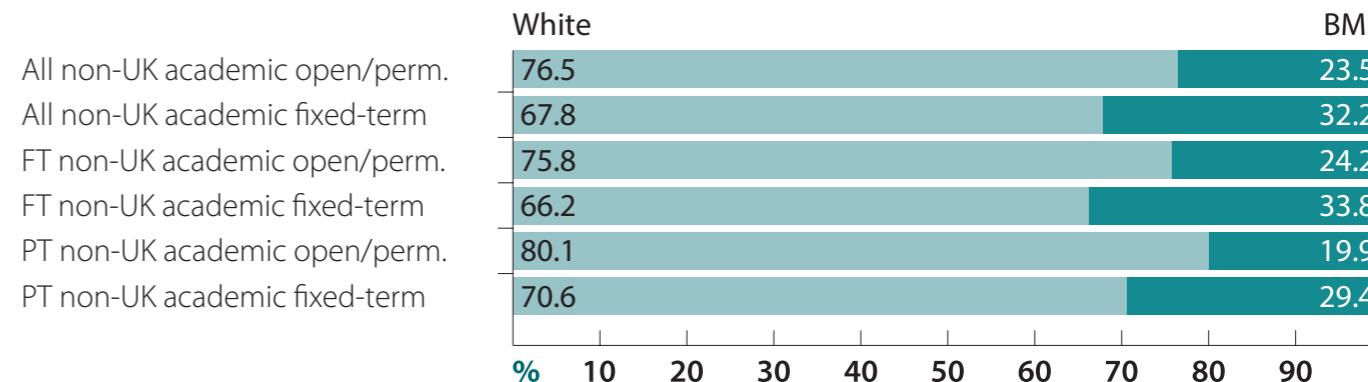
* compare vertically within mode

^ compare horizontally

Non-UK academic staff in ethnic groups by contract type



Non-UK academic staff in modes and contract types by BME/white identity



Overall, among UK professional and support staff, a higher proportion of BME staff were on fixed-term contracts than white staff (18.1% compared with 13.1%).

Among full-time UK professional and support staff, black staff had the lowest proportion on fixed-term contracts (9.4%) and Chinese staff the highest (16.1%).

Among part-time UK professional and support staff, white staff had the lowest proportion on fixed-term contracts (19.1%) and mixed staff the highest (34.1%).

Compared with 2010/11
There was an increase in the proportion of black (a 6.0% rise) and other (a 5.5% rise) UK part-time professional and support staff on fixed-term contracts.

2.6 UK professional and support staff by mode, contract type and ethnic group

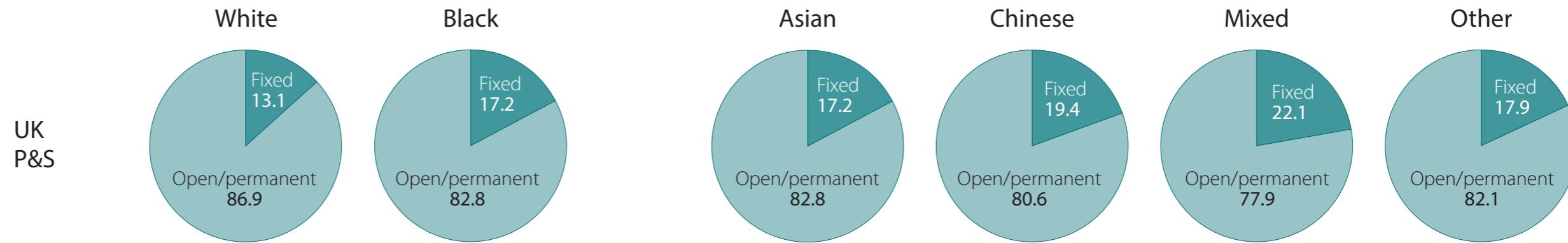
	White			Black		
	No.	%*	% [^]	No.	%*	% [^]
Professional and support staff						
UK open/permanent	134160	86.9	92.9	2915	82.8	2.0
UK fixed-term	20200	13.1	89.9	605	17.2	2.7
All UK P&S staff	154360	100	92.5	3520	100	2.1
Full-time						
UK open/permanent	93805	89.8	92.7	2095	90.6	2.1
UK fixed-term	10675	10.2	90.8	215	9.4	1.8
All UK full-time	104480	100	92.5	2315	100	2.0
Part-time						
UK open/permanent	40355	80.9	93.4	820	67.9	1.9
UK fixed-term	9525	19.1	88.9	390	32.1	3.6
All UK part-time	49880	100	92.5	1210	100	2.2

Asian	Chinese			Mixed			Other			BME total		
	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
Professional and support staff												
4570	82.8	3.2	725	80.6	0.5	1.0	1485	77.9	1.0	510	82.1	0.4
950	17.2	4.2	175	19.4	0.8	1.9	425	22.1	1.9	110	17.9	0.5
5520	100	3.3	900	100	0.5	1.1	1910	100	1.1	620	100	0.4
Full-time												
3255	86.4	3.2	570	83.9	0.6	1.0	1040	84.4	1.0	385	88.8	0.4
510	13.6	4.4	110	16.1	0.9	1.6	190	15.6	1.6	50	11.2	0.4
3770	100	3.3	675	100	0.6	1.1	1235	100	1.1	430	100	0.4
Part-time												
1310	75.0	3.0	160	70.6	0.4	1.0	445	65.9	1.0	130	66.9	0.3
440	25.0	4.1	65	29.4	0.6	2.2	230	34.1	2.2	65	33.1	0.6
1750	100	3.2	225	100	0.4	1.3	675	100	1.3	190	100	0.4
UK professional and support staff in ethnic groups by contract type												

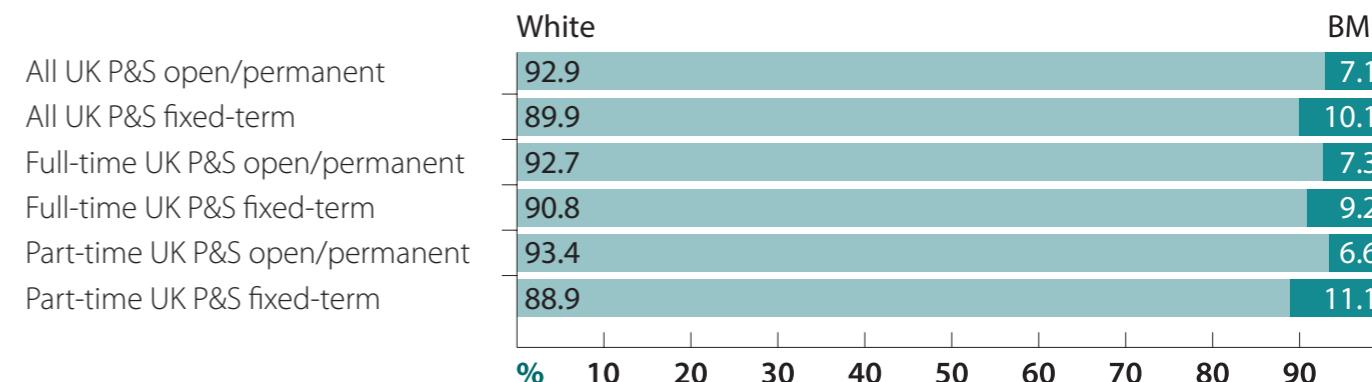
* compare vertically within mode

[^] compare horizontally

UK professional and support staff in ethnic groups by contract type



UK professional and support staff in modes and contract types by BME/white identity



Overall, among non-UK professional and support staff, a higher proportion of black staff were on open/permanent contracts than staff from other ethnic groups.

Among full-time non-UK professional and support staff, this gap was widest between Asian staff (66.7%) and black staff (83.7%).

Among part-time non-UK professional and support staff, this gap was widest between mixed staff (47.3%) and black staff (72.6%).

Compared with 2010/11
There was a slight increase in the proportion of open/permanent contracts among part-time UK black professional and support staff (a 4.5% rise).

2.7 Non-UK professional and support staff by mode, contract type and ethnic group

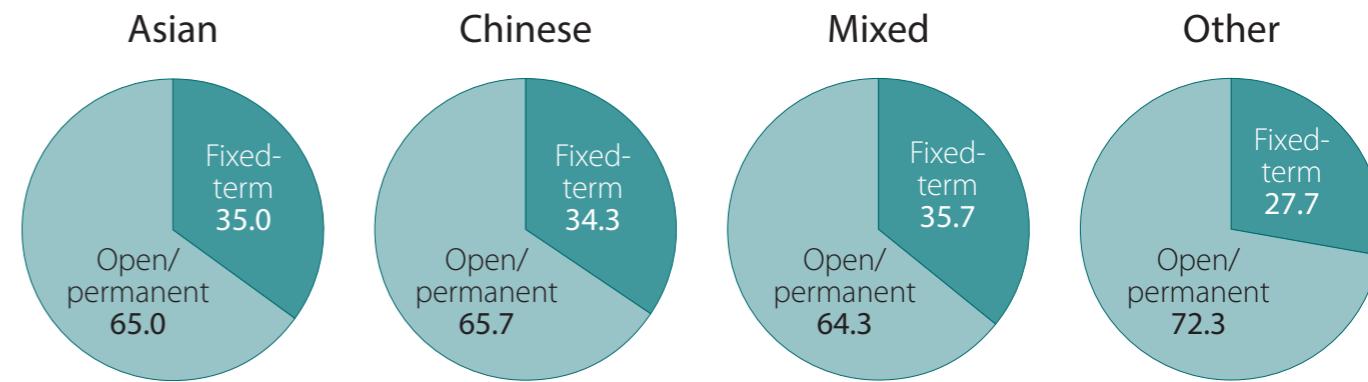
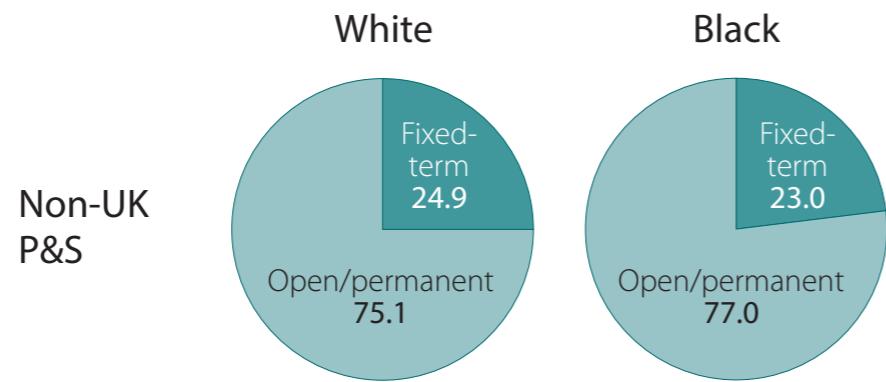
	White			Black		
	No.	%*	% [^]	No.	%*	% [^]
Professional and support staff						
Non-UK open/perm.	8220	75.1	67.2	1270	77.0	10.4
Non-UK fixed-term	2730	24.9	60.3	380	23.0	8.4
All non-UK P&S staff	10950	100	65.3	1650	100	9.8
Full-time						
Non-UK open/perm.	5525	79.8	72.4	550	83.7	7.2
Non-UK fixed-term	1395	20.2	65.5	105	16.3	5.0
All non-UK full-time	6920	100	70.9	655	100	6.7
Part-time						
Non-UK open/perm.	2695	66.9	58.5	720	72.6	15.6
Non-UK fixed-term	1330	33.1	55.7	275	27.4	11.4
All non-UK part-time	4030	100	57.5	995	100	14.2

	Asian			Chinese			Mixed			Other			BME total		
	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
Professional and support staff															
1505	65.0	12.3	585	65.7	4.8	285	64.3	2.3	370	72.3	3.0	4020	69.1	32.8	
810	35.0	17.9	305	34.3	6.8	160	35.7	3.5	140	27.7	3.1	1795	30.9	39.7	
2315	100	13.8	890	100	5.3	445	100	2.6	515	100	3.1	5815	100	34.7	
Full-time															
780	66.7	10.2	380	73.6	5.0	190	79.1	2.5	210	79.8	2.7	2105	74.1	27.6	
390	33.3	18.3	135	26.4	6.4	50	20.9	2.3	50	20.2	2.5	735	25.9	34.5	
1170	100	12.0	515	100	5.3	235	100	2.4	260	100	2.7	2840	100	29.1	
Part-time															
725	63.3	15.7	205	54.9	4.5	100	47.3	2.1	165	64.5	3.5	1915	64.3	41.5	
420	36.7	17.5	170	45.1	7.1	110	52.7	4.5	90	35.5	3.7	1060	35.7	44.3	
1145	100	16.3	375	100	5.4	205	100	2.9	255	100	3.6	2975	100	42.5	

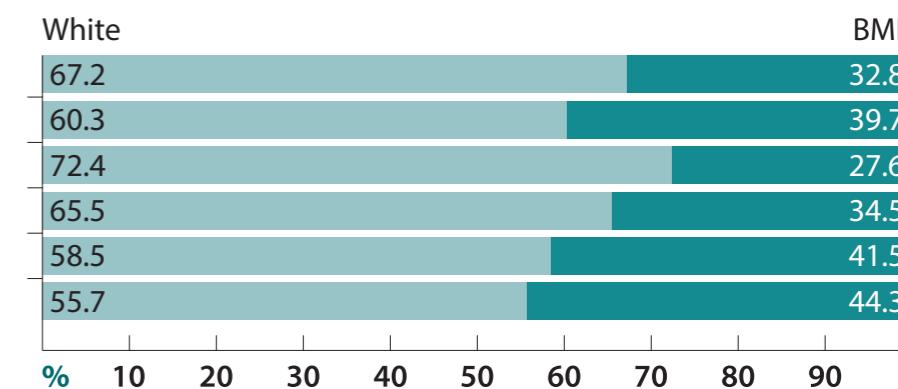
* compare vertically within mode

[^] compare horizontally

Non-UK professional and support staff in ethnic groups by contract type



All non-UK P&S open/permanent
All non-UK P&S fixed-term
Full-time non-UK P&S open/perm.
Full-time non-UK P&S fixed-term
Part-time non-UK P&S open/perm.
Part-time non-UK P&S fixed-term



Occupational group

Ethnic diversity among UK staff varied by occupational groups.

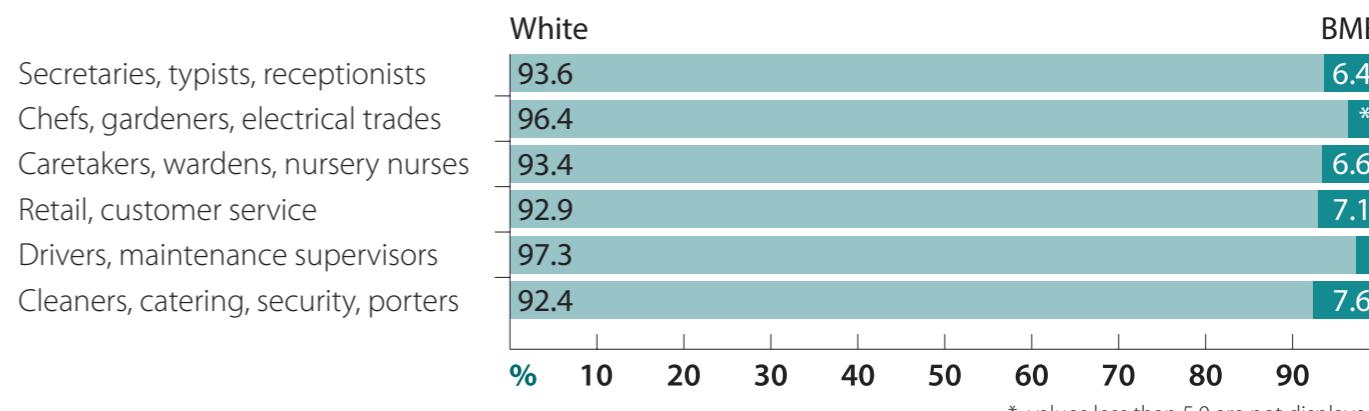
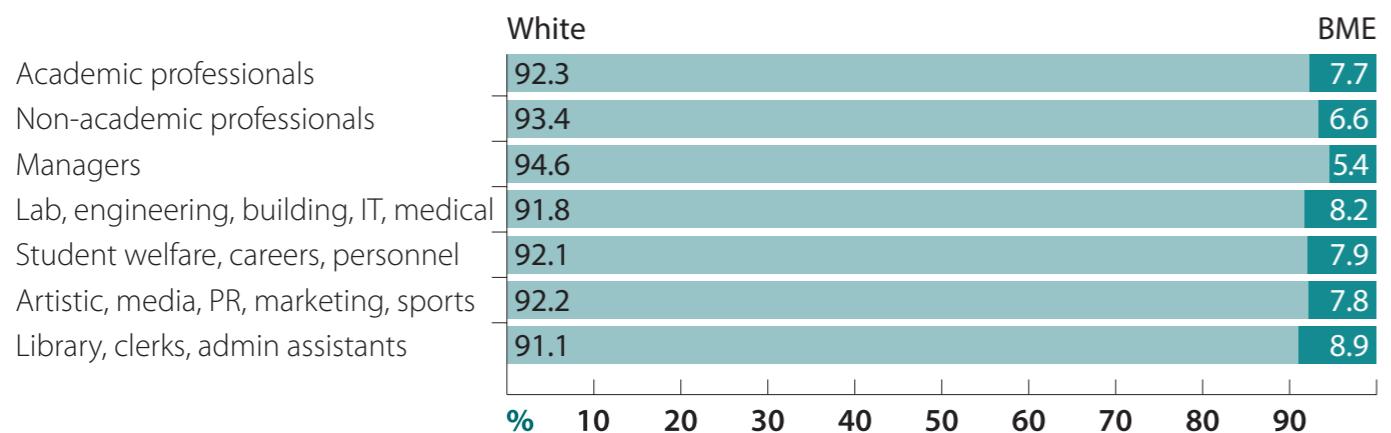
For example, the laboratory, engineering, building, IT and medical technicians (including nurses) occupational group had the highest proportion of UK Asian staff (4.4%), while the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group and the drivers, maintenance supervisors and plant operatives occupational group jointly had the lowest (0.9% each).

2.8 UK staff by occupational group and ethnic group

	White	
	No.	%
Academic professionals	115010	92.3
Non-academic professionals	23025	93.4
Managers	13910	94.6
Laboratory, engineering, building, IT and medical technicians (including nurses)	19625	91.8
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	9100	92.1
Artistic, media, public relations, marketing and sports occupations	4925	92.2
Library assistants, clerks and general administrative assistants	42410	91.1
Secretaries, typists, receptionists and telephonists	11870	93.6
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	3830	96.4
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	3730	93.4
Retail and customer service occupations	990	92.9
Drivers, maintenance supervisors and plant operatives	1095	97.3
Cleaners, catering assistants, security officers, porters and maintenance workers	19855	92.4

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1420	1.1	3965	3.2	1495	1.2	1560	1.3	1110	0.9	9545	7.7
355	1.4	780	3.2	160	0.6	235	1.0	100	0.4	1630	6.6
185	1.3	365	2.5	55	0.4	130	0.9	50	0.4	790	5.4
340	1.6	935	4.4	175	0.8	210	1.0	95	0.4	1755	8.2
230	2.3	365	3.7	30	0.3	130	1.3	30	0.3	785	7.9
125	2.3	165	3.0	25	0.5	90	1.6	20	0.3	420	7.8
1160	2.5	1800	3.9	325	0.7	675	1.5	180	0.4	4140	8.9
235	1.9	340	2.7	55	0.4	130	1.0	45	0.4	805	6.4
65	1.7	35	0.9	5	0.1	25	0.7	10	0.2	140	3.6
90	2.3	95	2.4	5	0.1	45	1.2	20	0.6	265	6.6
20	2.1	30	2.7	5	0.4	15	1.4	5	0.5	75	7.1
15	1.2	10	0.9	0	0.0	5	0.4	0	0.2	30	2.7
700	3.3	600	2.8	60	0.3	220	1.0	65	0.3	1645	7.6

UK staff in occupational groups by BME/white identity



* values less than 5.0 are not displayed

The occupational group with the highest proportion of non-UK BME staff was the cleaners, catering assistants, security officers, porters and maintenance workers occupational group (53.8%). The managers occupational group, in contrast, had the lowest (16.4%).

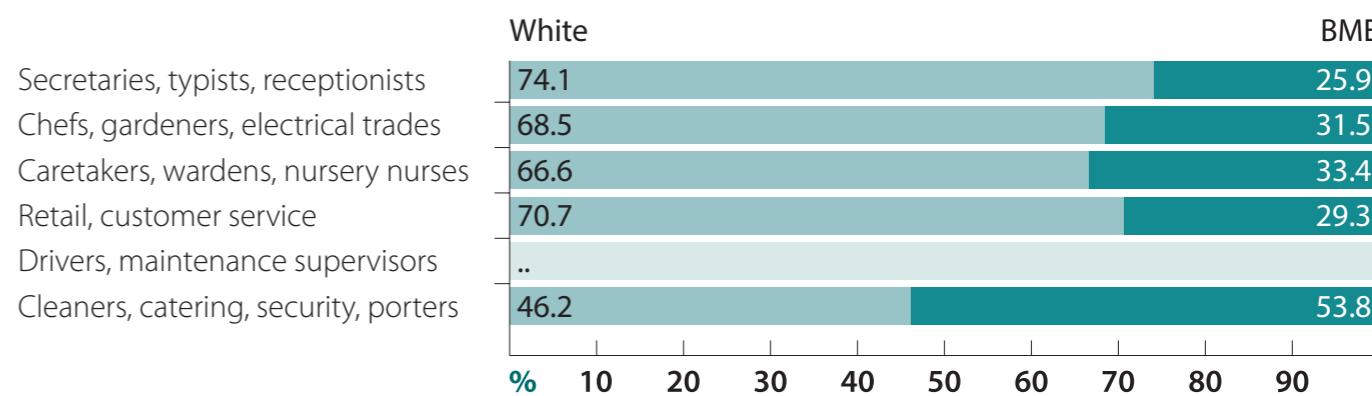
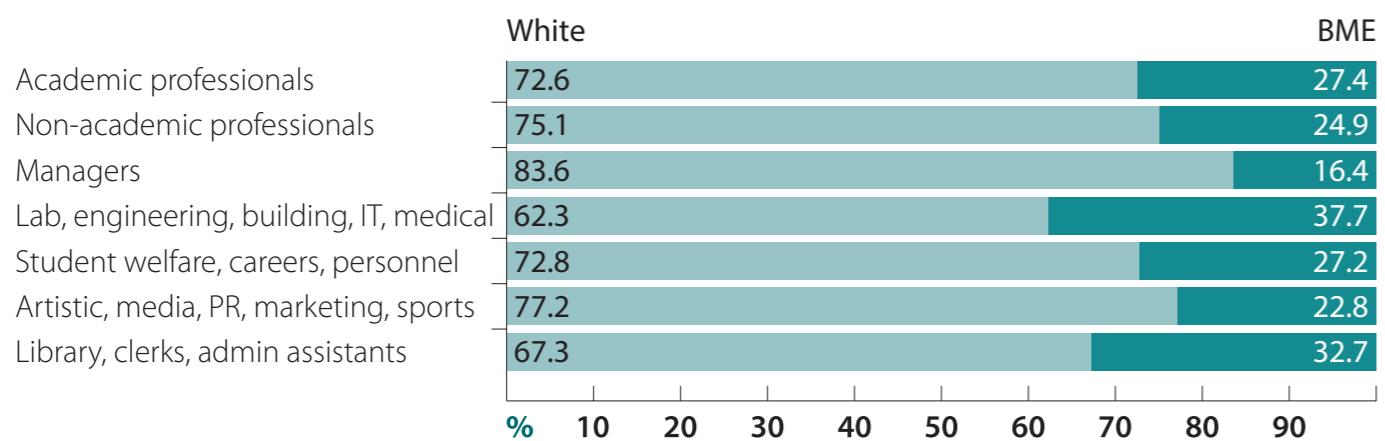
2.9 Non-UK staff by occupational group and ethnic group

	White	
	No.	%
Academic professionals	29675	72.6
Non-academic professionals	1745	75.1
Managers	765	83.6
Laboratory, engineering, building, IT and medical technicians (including nurses)	1440	62.3
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	585	72.8
Artistic, media, public relations, marketing and sports occupations	375	77.2
Library assistants, clerks and general administrative assistants	3130	67.3
Secretaries, typists, receptionists and telephonists	820	74.1
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	125	68.5
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	275	66.6
Retail and customer service occupations	70	70.7
Drivers, maintenance supervisors and plant operatives	40	..
Cleaners, catering assistants, security officers, porters and maintenance workers	1580	46.2

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1140	2.8	4325	10.6	3465	8.5	900	2.2	1380	3.4	11210	27.4
95	4.0	265	11.3	125	5.4	45	2.0	50	2.2	580	24.9
20	2.3	60	6.8	35	3.8	15	1.6	20	1.9	150	16.4
130	5.6	445	19.3	175	7.6	55	2.4	65	2.7	870	37.7
60	7.7	70	8.8	35	4.2	30	3.9	20	2.5	220	27.2
20	4.5	35	7.2	15	3.4	20	4.5	15	3.2	110	22.8
390	8.4	550	11.9	280	6.0	140	3.0	165	3.5	1520	32.7
75	6.9	115	10.3	45	4.1	30	2.7	20	1.9	285	25.9
15	9.2	25	14.7	5	1.6	5	3.2	5	2.7	60	31.5
40	9.3	55	13.2	20	5.0	15	3.1	10	2.7	140	33.4
10	8.2	10	9.4	5	4.3	5	6.1	0	1.4	30	29.3
5	..	5	..	0	..	0	..	0	..	10	..
790	23.1	675	19.8	155	4.5	80	2.3	140	4.1	1840	53.8

.. percentages based on totals of 52 or less are not shown

Non-UK staff in occupational groups by BME/white identity



.. percentages based on totals of 52 or less are not shown

For both UK and non-UK staff and across full- and part-time staff, there was a higher proportion of white staff than BME staff for all occupational groups. The exception was within part-time non-UK staff in the cleaners, catering assistants, security officers, porters and maintenance workers occupational group, where 59.1% of staff were BME.

A higher proportion of UK and non-UK white staff who worked in the following occupational groups worked part-time than full-time:

- = academic professionals
- = non-academic professionals
- = managers
- = retail and customer service occupations

2.10 UK/non-UK staff by occupational group, mode and BME/white identity

	Full-time			
	UK white		UK BME	
	No.	%	No.	%
Academic professionals	72625	91.7	6590	8.3
Non-academic professionals	18330	93.0	1375	7.0
Managers	12285	94.4	725	5.6
Laboratory, engineering, building, IT and medical technicians (including nurses)	16320	91.5	1525	8.5
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	5470	91.7	495	8.3
Artistic, media, public relations, marketing and sports occupations	3650	92.9	275	7.1
Library assistants, clerks and general administrative assistants	26420	90.8	2685	9.2
Secretaries, typists, receptionists and telephonists	7125	93.8	470	6.2
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	3585	96.5	130	3.5
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2180	95.1	110	4.9
Retail and customer service occupations	485	91.5	45	8.5
Drivers, maintenance supervisors and plant operatives	900	97.3	25	2.7
Cleaners, catering assistants, security officers, porters and maintenance workers	7735	93.2	565	6.8
Total	177105	92.2	15010	7.8

	Part-time										
	Non-UK white		Non-UK BME								
	No.	%	No.	%							
22055	72.1	8520	27.9	42385	93.5	2960	6.5	7620	73.9	2690	26.1
1385	73.8	490	26.2	4695	94.9	255	5.1	360	80.3	90	19.7
670	83.2	135	16.8	1625	96.2	65	3.8	95	87.0	15	13.0
1160	62.9	685	37.1	3305	93.4	235	6.6	280	59.8	185	40.2
360	77.5	105	22.5	3630	92.6	290	7.4	225	66.3	115	33.7
240	80.0	60	20.0	1280	90.1	140	9.9	135	72.7	50	27.3
1765	71.0	720	29.0	15990	91.7	1450	8.3	1360	63.0	800	37.0
485	78.5	135	21.5	4745	93.3	340	6.7	335	68.5	155	31.5
110	67.9	50	32.1	245	95.4	10	4.6	15	..	5	..
105	68.3	50	31.7	1545	91.1	150	8.9	170	65.6	90	34.4
30	..	15	..	500	94.3	30	5.7	40	70.7	15	29.3
30	..	5	..	195	97.5	5	2.5	10	..	5	..
580	59.8	390	40.2	12120	91.8	1080	8.2	1005	40.9	1455	59.1
28975	71.8	11360	28.2	92265	92.9	7005	7.1	11650	67.3	5665	32.7

.. percentages based on totals of 52 or less are not shown

Academic contract

Among UK academic staff, the highest proportion of staff in all ethnic groups had teaching and research contracts.

A higher proportion of UK Chinese staff (31.8%) had research-only contracts than UK staff from any other ethnic group.

UK mixed and black staff had the highest proportion of staff in teaching-only contracts (both 27.6%).

Among non-UK academic staff, the profile was slightly different. Among Asian, Chinese and mixed non-UK academic staff, the largest proportion worked in research-only roles (42.4%, 50.2% and 37.6% respectively). Among white, black and other non-UK academic staff, the largest proportion worked in teaching and research roles (47.3%, 47.0% and 40.5% respectively).

2.11 UK/non-UK academic staff by research/teaching contract type and ethnic group

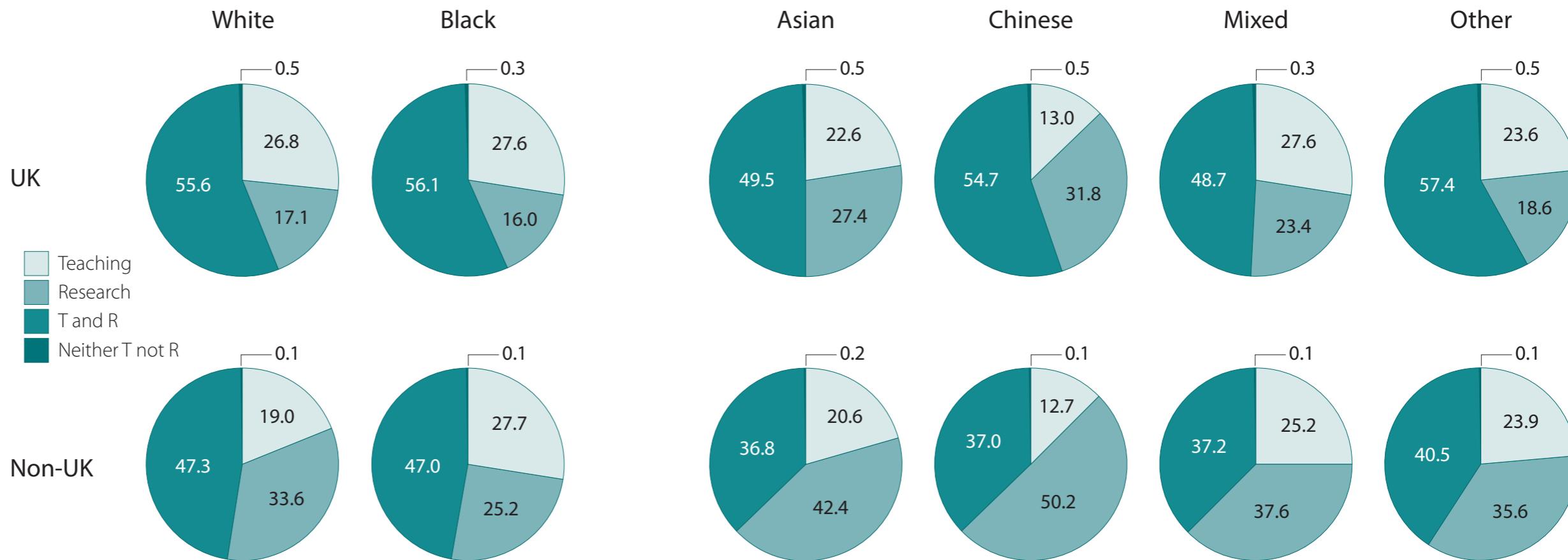
	White			Black		
	No.	%*	%^	No.	%*	%^
UK national						
Teaching only	30770	26.8	93.4	390	27.6	1.2
Research only	19715	17.1	89.3	225	16.0	1.0
Teaching and research	63905	55.6	92.8	795	56.1	1.2
Neither teaching nor research	620	0.5	94.0	5	0.3	0.7
Non-UK national						
Teaching only	5630	19.0	71.9	315	27.7	4.0
Research only	9970	33.6	68.0	290	25.2	2.0
Teaching and research	14035	47.3	76.5	535	47.0	2.9
Neither teaching nor research	40	0.1	73.9	0	0.1	1.9

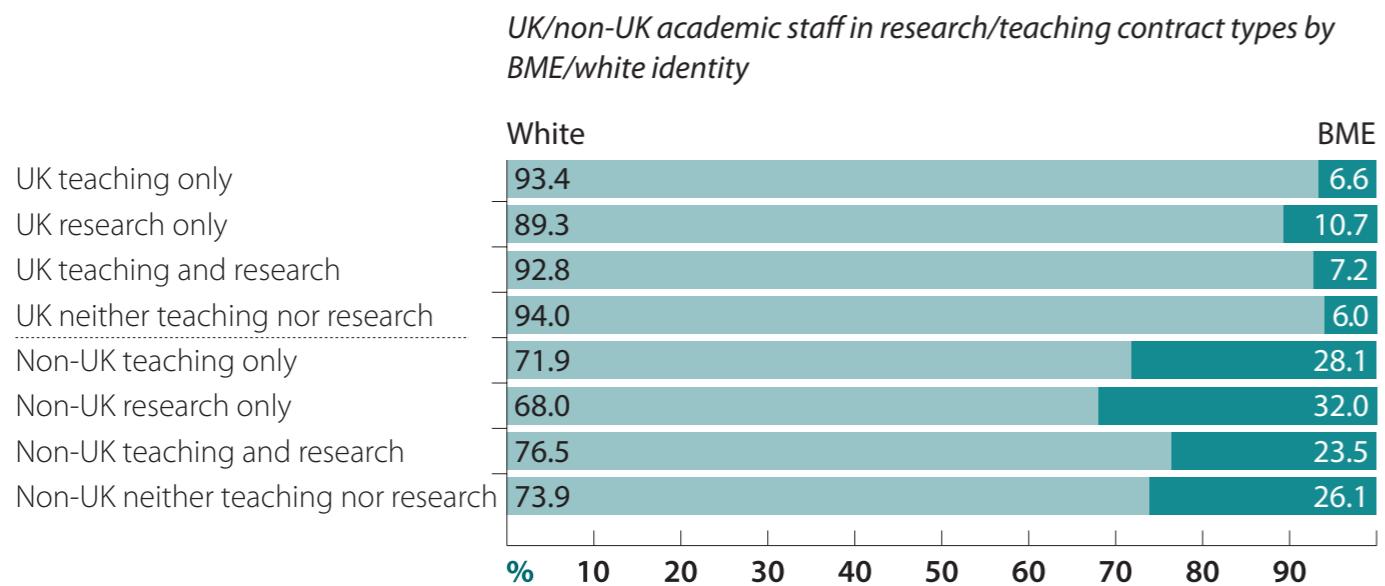
Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
895	22.6	2.7	195	13.0	0.6	430	27.6	1.3	260	23.6	0.8	2175	22.8	6.6
1085	27.4	4.9	475	31.8	2.2	365	23.4	1.7	205	18.6	0.9	2360	24.7	10.7
1965	49.5	2.8	820	54.7	1.2	760	48.7	1.1	635	57.4	0.9	4970	52.1	7.2
20	0.5	2.7	5	0.5	1.1	5	0.3	0.8	5	0.5	0.8	40	0.4	6.0
890	20.6	11.4	440	12.7	5.6	225	25.2	2.9	330	23.9	4.2	2200	19.6	28.1
1835	42.4	12.5	1740	50.2	11.9	340	37.6	2.3	490	35.6	3.3	4690	41.8	32.0
1590	36.8	8.7	1280	37.0	7.0	335	37.2	1.8	560	40.5	3.0	4305	38.4	23.5
10	0.2	16.8	0	0.1	3.7	0	0.1	1.9	0	0.1	1.9	15	0.1	26.1

* compare vertically within nationality

^ compare horizontally

UK/non-UK academic staff in ethnic groups by research/teaching contract type





Academic subject area

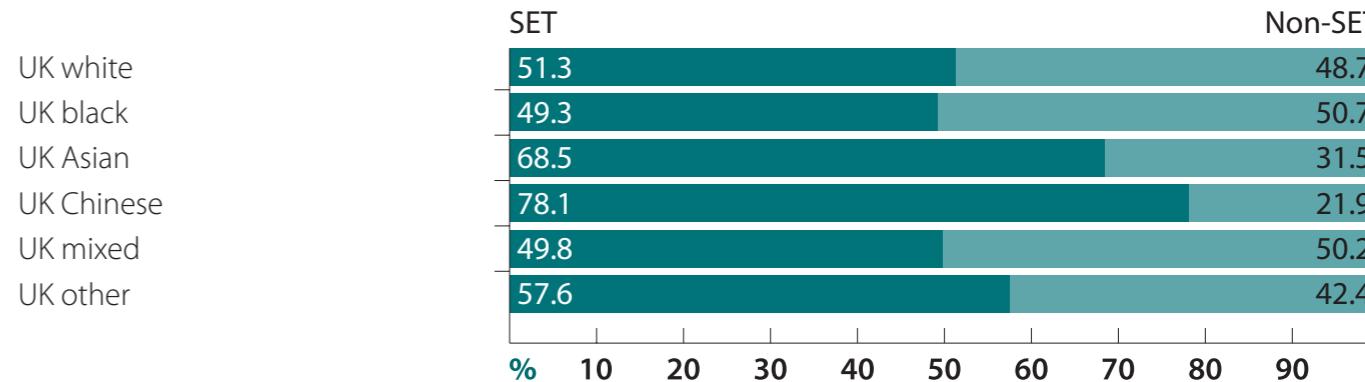
A higher proportion of UK academic staff from all ethnic groups except black and mixed worked in SET subject areas than non-SET subject areas.

Particularly high proportions of Chinese (78.1%) and Asian (68.5%) UK-national academic staff worked in SET subject areas compared with non-SET subject areas.

2.12 UK academic staff by SET category and ethnic group

	SET		Non-SET	
	No.	%	No.	%
White	59050	51.3	55960	48.7
Black	700	49.3	720	50.7
Asian	2715	68.5	1250	31.5
Chinese	1165	78.1	325	21.9
Mixed	775	49.8	785	50.2
Other	640	57.6	470	42.4
BME total	6000	62.8	3550	37.2

UK academic staff in ethnic groups by SET category



Within non-SET subject areas, continuing education (9.9%) and modern languages (9.4%) had the highest proportions of UK academic staff who were BME, while sports science and leisure studies (2.4%), staff and student facilities (3.7%), and education (3.8%) had the lowest.

Compared with 2010/11
There was a decrease in the proportion of UK BME staff within staff and student facilities from 8.2% to 3.7%.

2.13 UK non-SET academic staff by subject area and ethnic group

	White	
	No.	%
Business and management studies	8490	91.3
Catering and hospitality management	520	92.9
Central administration & services	1070	95.4
Continuing education	700	90.1
Design and creative arts	10130	95.9
Education	8135	96.2
Health and community studies	3675	92.3
Humanities and language-based studies	7605	95.4
Media studies	2470	94.9
Modern languages	1835	90.6
Premises	5	..
Residences and catering	5	..
Social studies	8560	92.1
Sports science and leisure studies	1800	97.6
Staff and student facilities	245	96.3
Total academic services	715	94.6
Total non-SET	55960	94.0

.. percentages based on totals of 52 or less are not shown

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
165	1.8	350	3.8	120	1.3	100	1.1	75	0.8	815	8.7
15	2.4	10	2.2	5	0.6	10	1.5	0	0.4	40	7.1
5	0.4	20	1.9	5	0.5	15	1.1	10	0.7	50	4.6
10	1.1	20	2.8	10	1.5	15	1.9	20	2.5	75	9.9
105	1.0	100	1.0	30	0.3	135	1.3	55	0.5	430	4.1
85	1.0	100	1.2	15	0.2	70	0.8	50	0.6	320	3.8
105	2.6	110	2.8	10	0.3	60	1.5	20	0.5	305	7.7
40	0.5	115	1.5	25	0.3	125	1.6	60	0.7	365	4.6
35	1.3	30	1.2	10	0.3	40	1.6	15	0.6	130	5.1
15	0.6	40	2.0	40	2.0	35	1.8	60	2.9	190	9.4
0	..	0	..	0	..	0	..	0	..	0	..
0	..	0	..	0	..	0	..	0	..	0	..
125	1.4	300	3.2	50	0.6	160	1.7	95	1.0	730	7.9
10	0.6	15	0.7	0	0.1	15	0.8	5	0.1	45	2.4
0	0.8	5	1.7	0	0.4	0	0.4	0	0.4	10	3.7
10	1.1	20	2.3	5	0.4	10	1.3	0	0.3	40	5.4
720	1.2	1250	2.1	325	0.6	785	1.3	470	0.8	3550	6.0

The proportion of UK academic staff in SET who were BME varied by subject area.

The subject areas with the highest proportions of UK BME staff were:

= chemical engineering (17.8% including 9.0% Asian)

= clinical dentistry (17.5% including 11.1% Asian)

= electrical, electronic and computer engineering (16.6% including 5.7% Chinese)

Archaeology (1.6%), earth, marine and environmental sciences (3.0%), and geography (4.0%) had the lowest proportions of UK academic staff who were BME.

2.14 UK SET academic staff by subject area and ethnic group

	White	
	No.	%
Agriculture and forestry	685	96.9
Anatomy and physiology	960	87.8
Archaeology	420	98.4
Architecture, built environment and planning	2515	92.5
Biosciences	6880	92.2
Chemical engineering	335	82.2
Chemistry	2040	93.2
Civil engineering	940	86.9
Clinical dentistry	885	82.5
Clinical medicine	11900	86.8
Earth, marine and environmental sciences	2335	97.0
Electrical, electronic and computer engineering	1825	83.4
General engineering	1910	91.4
Geography	1425	96.0
IT and systems sciences, computer software engineering	3670	89.5
Mathematics	2120	93.3
Mechanical, aero and production engineering	2100	88.7
Mineral, metallurgy and materials engineering	540	87.4
Nursing and paramedical studies	7445	93.8
Pharmacy and pharmacology	1220	87.4
Physics	2155	94.1
Psychology and behavioural sciences	3980	94.1
Veterinary science	765	94.8
Total SET	59050	90.8

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
5	0.4	10	1.4	0	0.1	10	1.1	0	0.0	20	3.1
10	0.9	80	7.4	25	2.1	15	1.2	5	0.5	135	12.2
0	0.5	0	0.1	0	0.0	0	0.3	5	0.8	5	1.6
40	1.5	60	2.3	35	1.4	25	1.0	40	1.4	205	7.5
65	0.9	260	3.5	100	1.4	90	1.2	65	0.9	580	7.8
10	2.5	35	9.0	15	4.1	5	1.0	5	1.2	70	17.8
10	0.5	65	3.0	35	1.6	20	1.0	15	0.7	150	6.8
20	1.7	50	4.4	45	4.0	10	1.0	20	1.9	140	13.1
10	1.0	120	11.1	25	2.3	10	0.8	25	2.2	190	17.5
150	1.1	985	7.2	310	2.3	235	1.7	125	0.9	1805	13.2
5	0.3	20	0.9	15	0.6	20	0.8	10	0.5	70	3.0
25	1.2	125	5.7	125	5.7	20	0.9	65	3.0	365	16.6
20	1.0	85	4.0	50	2.3	10	0.6	15	0.8	180	8.6
10	0.6	20	1.2	10	0.7	15	1.1	5	0.5	60	4.0
45	1.2	180	4.4	100	2.4	50	1.2	55	1.3	430	10.5
5	0.3	60	2.6	40	1.8	15	0.7	30	1.3	150	6.7
25	1.0	95	4.1	100	4.1	15	0.6	35	1.4	265	11.3
5	0.7	30	4.9	30	4.6	5	1.2	10	1.3	80	12.6
165	2.1	185	2.3	30	0.4	70	0.9	40	0.5	495	6.2
20	1.5	95	6.7	20	1.5	20	1.5	20	1.4	175	12.6
5	0.3	60	2.7	35	1.4	25	1.2	10	0.4	135	5.9
35	0.8	80	1.9	20	0.4	85	2.0	30	0.8	250	5.9
5	0.5	15	2.1	10	1.0	10	1.0	5	0.6	40	5.2
700	1.1	2715	4.2	1165	1.8	775	1.2	640	1.0	6000	9.2

Within non-SET subject areas, business and management studies (38.6%), catering and hospitality management (29.5%) and continuing education (28.7%) had the highest proportions of non-UK academic staff who were BME.

Sports science and leisure studies (11.8%), humanities and language-based studies (13.5%), and design and creative arts (15.3%) had the lowest proportions of non-UK academic staff who were BME.

2.15 Non-UK non-SET academic staff by subject area and ethnic group

	White	
	No.	%
Business and management studies	2110	61.4
Catering and hospitality management	70	70.5
Central administration & services	130	76.8
Continuing education	180	71.3
Design and creative arts	1355	84.7
Education	540	81.0
Health and community studies	295	74.1
Humanities and language-based studies	2305	86.5
Media studies	405	82.1
Modern languages	1665	82.1
Premises	0	..
Residences and catering	0	..
Social studies	3300	77.7
Sports science and leisure studies	215	88.2
Staff and student facilities	15	..
Total academic services	100	74.0
Total non-SET	12685	77.1

.. percentages based on totals of 52 or less are not shown

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
210	6.2	510	14.8	390	11.4	70	2.1	145	4.1	1325	38.6
5	2.9	15	13.0	10	7.9	0	1.5	5	4.3	30	29.5
0	0.0	15	8.1	15	10.1	5	4.4	0	0.6	40	23.2
0	0.4	35	13.8	20	8.0	5	2.0	10	4.5	75	28.7
20	1.4	85	5.4	55	3.3	45	2.7	40	2.5	245	15.3
20	3.2	40	5.9	30	4.7	15	2.1	20	3.1	125	19.0
35	8.6	30	7.4	20	4.7	10	2.4	10	2.8	105	25.9
40	1.5	145	5.4	60	2.3	55	2.1	60	2.3	360	13.5
10	2.4	30	6.0	15	2.6	15	3.0	20	3.9	90	17.9
15	0.8	100	4.9	120	5.8	45	2.2	85	4.1	365	17.9
0	..	0	..	0	..	0	..	0	..	0	..
0	..	0	..	0	..	0	..	0	..	0	..
150	3.5	360	8.5	180	4.2	110	2.6	150	3.5	950	22.3
5	2.1	10	3.3	10	3.5	0	0.8	5	2.1	30	11.8
0	..	0	..	0	..	0	..	0	..	0	..
5	3.0	10	6.5	10	6.0	10	6.3	5	4.1	35	26.0
520	3.2	1375	8.4	925	5.6	390	2.4	555	3.4	3765	22.9

The proportion of non-UK BME academic staff in SET varied greatly by subject area.

Mechanical, aero and production engineering (50.8%), electrical, electronic and computer engineering (50.7 %), and mineral, metallurgy and materials engineering (46.6%) had the highest proportions of non-UK academic staff who were BME.

Archaeology (5.5%), psychology and behavioural sciences (13.5%), and veterinary science (15.9%), in contrast, had the lowest.

2.16 Non-UK SET academic staff by subject area and ethnic group

	White	
	No.	%
Agriculture and forestry	105	74.9
Anatomy and physiology	275	77.2
Archaeology	145	94.5
Architecture, built environment and planning	520	67.5
Biosciences	2500	76.3
Chemical engineering	230	60.4
Chemistry	790	73.0
Civil engineering	325	55.5
Clinical dentistry	145	64.8
Clinical medicine	3630	70.8
Earth, marine and environmental sciences	615	83.2
Electrical, electronic and computer engineering	715	49.3
General engineering	410	54.4
Geography	320	77.1
IT and systems sciences, computer software engineering	1185	61.4
Mathematics	1080	76.8
Mechanical, aero and production engineering	605	49.2
Mineral, metallurgy and materials engineering	180	53.4
Nursing and paramedical studies	515	73.6
Pharmacy and pharmacology	270	61.7
Physics	1120	79.2
Psychology and behavioural sciences	1090	86.5
Veterinary science	215	84.1
Total SET	16990	69.5

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
10	6.6	10	7.6	5	3.6	5	2.2	5	5.1	35	25.1
5	1.3	35	9.6	30	8.0	5	1.1	10	2.8	80	22.8
0	0.0	5	2.3	0	0.7	0	0.9	5	1.7	10	5.5
55	6.9	85	10.8	65	8.4	15	1.6	35	4.8	250	32.5
55	1.7	365	11.1	205	6.2	75	2.3	80	2.5	775	23.7
10	2.6	45	11.4	70	18.8	15	3.6	10	3.2	150	39.6
15	1.5	115	10.4	135	12.3	10	0.9	20	1.9	295	27.0
30	5.2	100	17.1	90	15.4	15	2.4	25	4.4	260	44.5
5	1.8	40	18.5	10	5.4	5	2.7	15	6.8	80	35.2
115	2.3	645	12.6	455	8.8	110	2.1	170	3.3	1495	29.2
20	2.4	40	5.4	35	4.7	15	2.1	15	2.3	125	16.8
45	3.0	260	17.9	320	22.2	30	2.0	85	5.7	740	50.7
25	3.2	145	19.3	130	17.1	20	2.4	25	3.6	345	45.6
15	3.4	45	10.5	15	3.5	15	3.7	5	1.8	95	22.9
60	3.0	265	13.7	295	15.2	35	1.9	95	4.8	745	38.6
20	1.3	115	8.2	120	8.5	30	2.0	45	3.3	325	23.2
40	3.1	250	20.2	260	21.3	30	2.4	45	3.7	625	50.8
5	0.9	70	21.2	70	20.1	5	0.9	10	3.4	155	46.6
50	7.4	70	10.3	30	4.3	10	1.6	20	2.8	185	26.4
20	4.4	65	14.4	45	10.6	15	2.9	25	6.0	165	38.3
10	0.6	125	8.9	105	7.4	25	1.8	30	2.1	295	20.8
20	1.8	45	3.6	40	3.3	35	2.7	25	2.2	170	13.5
5	1.2	15	6.3	10	3.2	5	2.0	10	3.3	40	15.9
620	2.5	2950	12.1	2535	10.4	515	2.1	825	3.4	7445	30.5

Academic roles

A higher percentage of UK academic staff in professorial roles were white (93.7%) than those in non-professorial roles (92.2%). Similarly, among non-UK academic staff, 86.0% of professors were white, compared with 71.5% of non-professors.

The proportion of black academic staff who were professors was lower than for any other ethnic group, with 4.1% of UK black academic staff and 2.4% of non-UK black academic staff holding professorial status. In contrast, 13.8% of UK Chinese academic staff professors and 8.5% of non-UK white academic staff were professors.

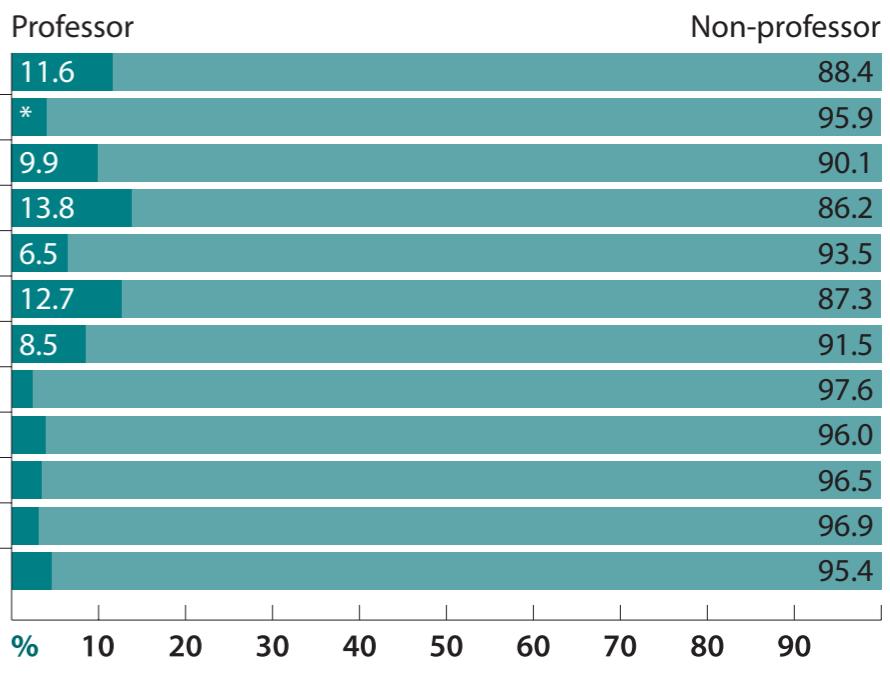
2.17 UK/non-UK academic staff by professorial category and ethnic group

	Professors			Non-professors		
	No.	%*	% [^]	No.	%*	% [^]
UK national						
White	13370	93.7	11.6	101645	92.2	88.4
Black	60	0.4	4.1	1360	1.2	95.9
Asian	390	2.7	9.9	3575	3.2	90.1
Chinese	205	1.4	13.8	1290	1.2	86.2
Mixed	100	0.7	6.5	1460	1.3	93.5
Other	140	1.0	12.7	970	0.9	87.3
BME total	895	6.3	9.4	8650	7.8	90.6
Non-UK national						
White	2535	86.0	8.5	27140	71.5	91.5
Black	25	0.9	2.4	1115	2.9	97.6
Asian	175	5.9	4.0	4150	10.9	96.0
Chinese	120	4.1	3.5	3340	8.8	96.5
Mixed	30	1.0	3.1	875	2.3	96.9
Other	65	2.1	4.6	1315	3.5	95.4
BME total	415	14.0	3.7	10795	28.5	96.3

* compare vertically within nationality

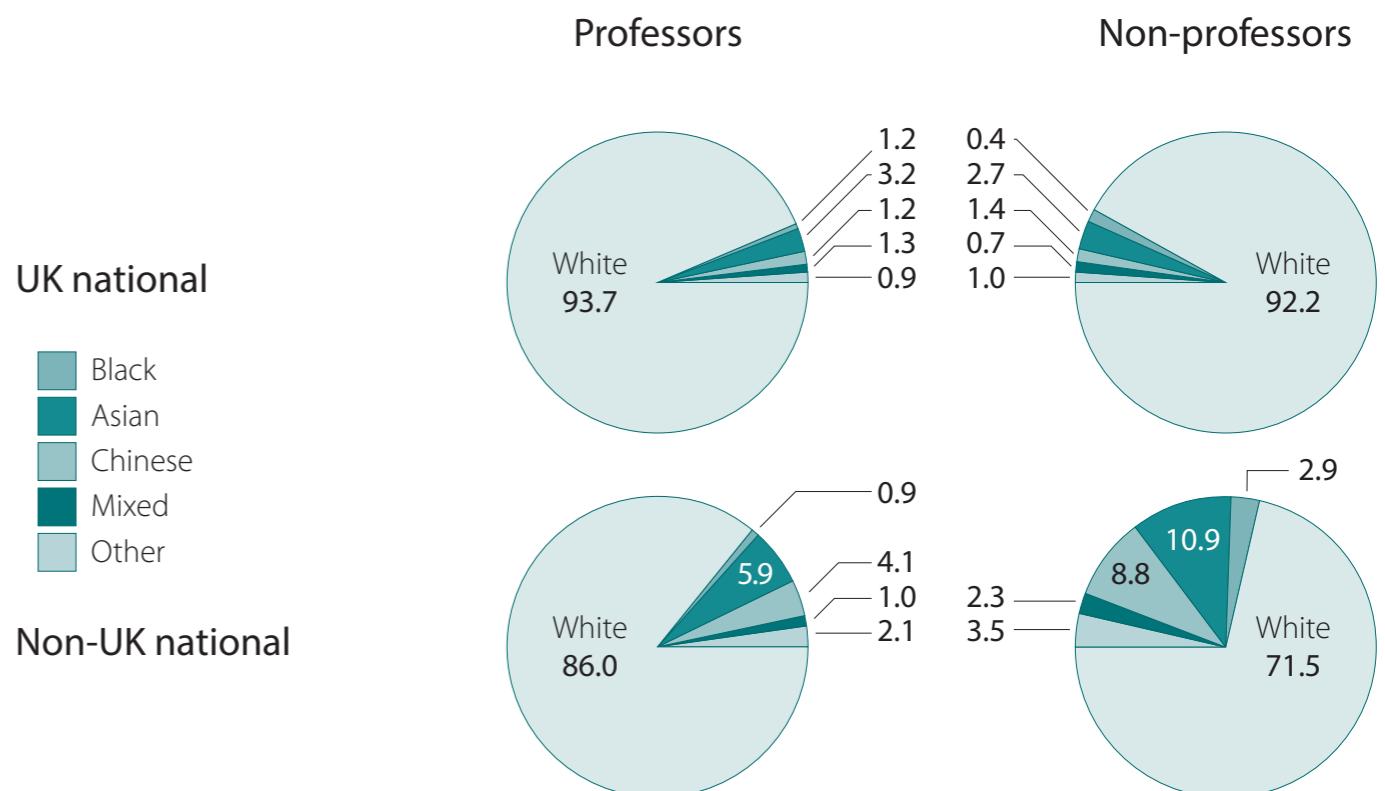
[^] compare horizontally

UK/non-UK academic staff in ethnic groups by professorial category



* values less than 5.0 are not displayed

UK/non-UK academic staff by professorial category and ethnic group



With the exception of black professors, a larger proportion of UK professors within every ethnic group were in SET subject areas than non-SET subject areas. This was the most striking among Chinese professors where 82.4% were in SET areas.

In contrast, 55.1% of UK black professors were in non-SET subject areas, though the overall number of UK black professors is very small (60).

Among UK non-professors, BME staff made up 9.5% of those working in SET subject areas, compared with 6.1% of those working in non-SET subject areas.

2.18 UK academic staff by professorial and SET categories, mode and ethnic group

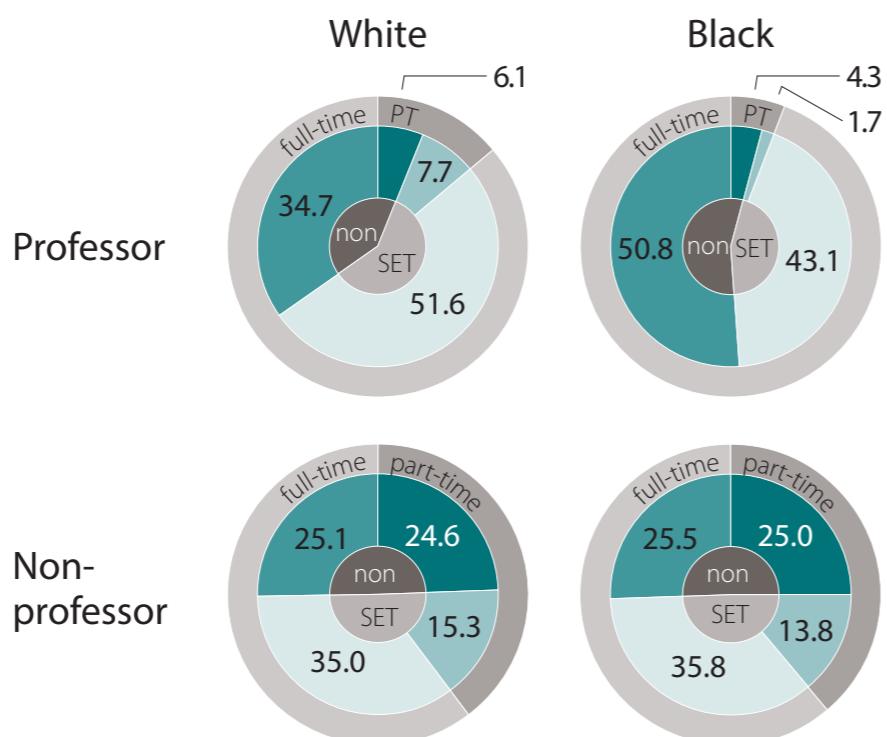
	White			Black		
	No.	%*	%^	No.	%*	%^
Professors						
All SET	7925	59.3	92.9	25	44.9	0.3
Full-time SET	6895	51.6	92.5	25	43.1	0.3
Part-time SET	1030	7.7	95.5	0	1.7	0.1
All non-SET	5445	40.7	94.9	30	55.1	0.6
Full-time non-SET	4635	34.7	94.7	30	50.8	0.6
Part-time non-SET	810	6.1	95.9	5	4.3	0.3
All professors	13370	100	93.7	60	100	0.4
Non-professors						
All SET	51125	50.3	90.5	675	49.5	1.2
Full-time SET	35560	35.0	89.8	485	35.8	1.2
Part-time SET	15565	15.3	92.0	185	13.8	1.1
All non-SET	50515	49.7	93.9	685	50.5	1.3
Full-time non-SET	25535	25.1	93.6	345	25.5	1.3
Part-time non-SET	24980	24.6	94.3	340	25.0	1.3
All non-professors	101645	100	92.2	1360	100	1.2

Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
275	70.3	3.2	170	82.4	2.0	55	55.8	0.7	80	55.2	0.9	605	67.4	7.1
250	63.7	3.3	160	77.8	2.1	50	50.8	0.7	70	50.2	1.0	555	62.1	7.5
25	6.5	2.4	10	4.7	0.9	5	5.0	0.5	5	5.0	0.6	50	5.4	4.5
115	29.7	2.0	35	17.6	0.6	45	44.2	0.8	65	44.8	1.1	290	32.6	5.1
105	26.4	2.1	35	17.6	0.7	35	36.3	0.7	50	37.1	1.1	260	28.7	5.3
15	3.3	1.5	0	0.0	0.0	10	7.9	0.9	10	7.8	1.3	35	3.8	4.1
390	100	2.7	205	100	1.4	100	100	0.7	140	100	1.0	895	100	6.3
2440	68.3	4.3	995	77.4	1.8	720	49.4	1.3	560	57.9	1.0	5395	62.4	9.5
1740	48.7	4.4	870	67.6	2.2	530	36.4	1.3	415	42.6	1.0	4040	46.7	10.2
700	19.6	4.1	125	9.8	0.7	190	13.0	1.1	150	15.3	0.9	1355	15.6	8.0
1130	31.7	2.1	290	22.6	0.5	740	50.6	1.4	410	42.1	0.8	3255	37.6	6.1
630	17.7	2.3	175	13.8	0.7	365	25.1	1.3	215	22.0	0.8	1735	20.0	6.4
500	14.0	1.9	115	8.9	0.4	370	25.5	1.4	195	20.1	0.7	1520	17.6	5.7
3575	100	3.2	1290	100	1.2	1460	100	1.3	970	100	0.9	8650	100	7.8

* compare vertically within academic role

^ compare horizontally

Academic staff in ethnic groups by professorial and SET categories and mode



2.2% of white academic staff held senior management positions, compared with 0.9% of mixed academic staff, 1.1% of black and Asian academic staff and 1.3% of Chinese academic staff.

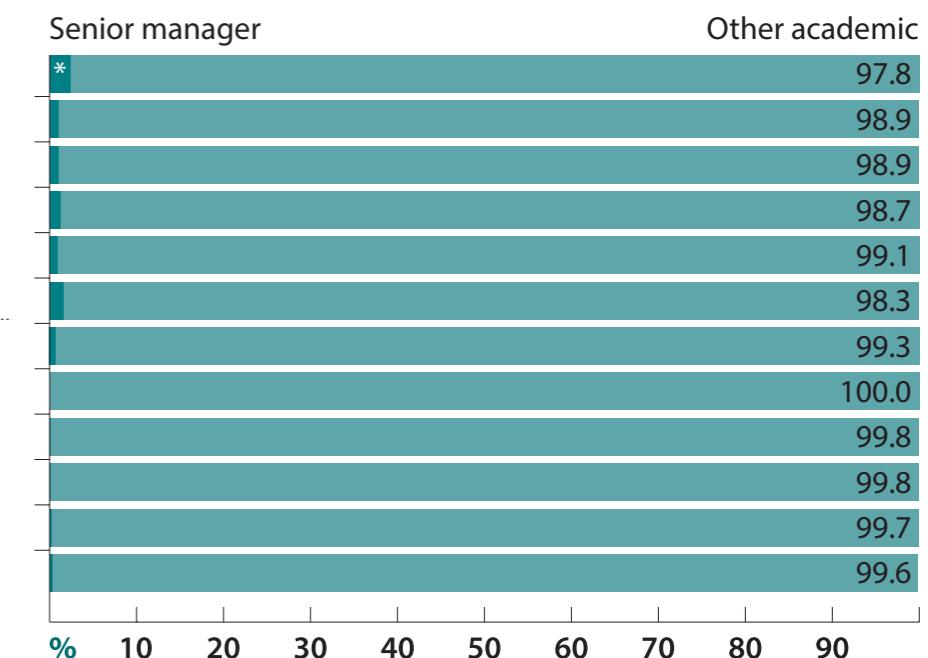
2.19 UK/non-UK academic staff by senior management category and ethnic group

	Senior managers			Other academics		
	No.	%*	% [^]	No.	%*	% [^]
UK national						
White	2515	95.7	2.2	112500	92.3	97.8
Black	15	0.6	1.1	1405	1.2	98.9
Asian	45	1.7	1.1	3920	3.2	98.9
Chinese	20	0.7	1.3	1475	1.2	98.7
Mixed	15	0.5	0.9	1545	1.3	99.1
Other	20	0.7	1.7	1090	0.9	98.3
BME total	110	4.3	1.2	9435	7.7	98.8
Non-UK national						
White	215	89.7	0.7	29460	72.5	99.3
Black	0	0.2	0.0	1140	2.8	100
Asian	10	3.7	0.2	4315	10.6	99.8
Chinese	5	2.9	0.2	3455	8.5	99.8
Mixed	5	1.2	0.3	900	2.2	99.7
Other	5	2.3	0.4	1375	3.4	99.6
BME total	25	10.3	0.2	11185	27.5	99.8

* compare vertically within nationality

[^] compare horizontally

UK/non-UK academic staff in ethnic groups by senior management category



* values less than 5.0 are not displayed

UK/non-UK academic staff by senior management category and ethnic group



Among UK BME academic staff who were senior managers, a higher proportion were in SET subject areas (57.3%) than in non-SET subject areas (42.7%).

UK BME academic staff account for 6.0% of all UK national academic senior managers in SET, and 3.1% of those in non-SET.

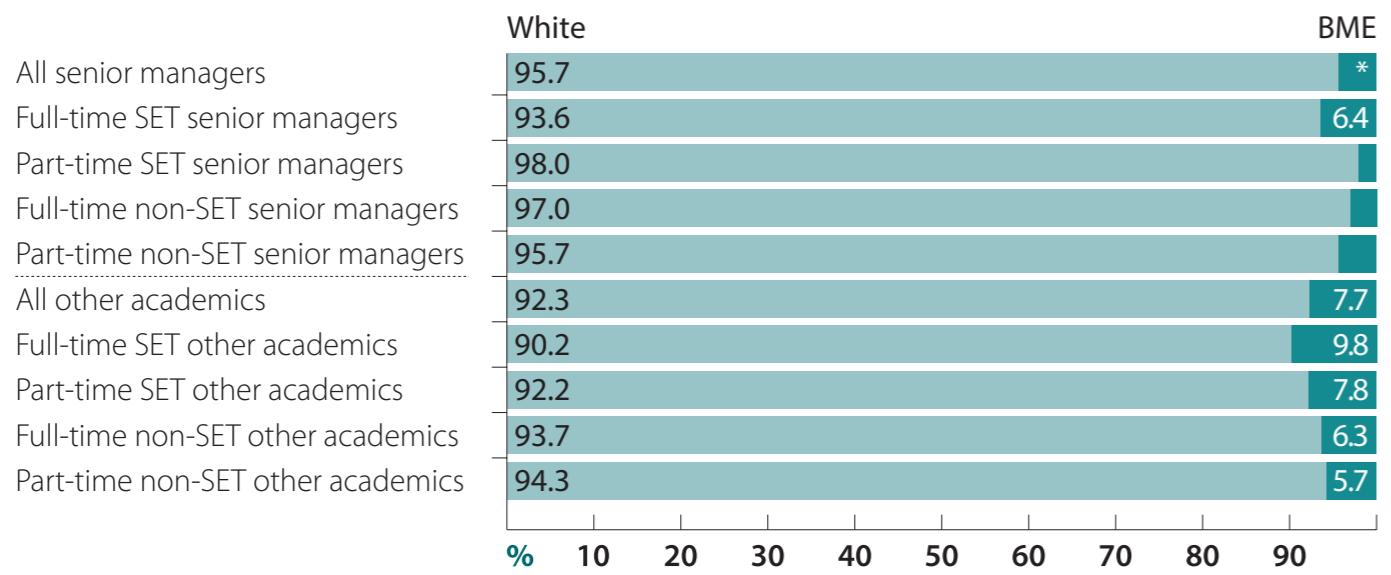
2.20 UK academic staff by senior management and SET categories, mode and BME/white identity

	White			BME total		
	No.	%*	% [^]	No.	%*	% [^]
Senior managers						
All SET	1005	39.9	94.0	65	57.3	6.0
Full-time SET	915	36.4	93.6	60	55.7	6.4
Part-time SET	85	3.5	98.0	0	1.6	2.0
All non-SET	1510	60.1	96.9	50	42.7	3.1
Full-time non-SET	1420	56.6	97.0	45	39.1	3.0
Part-time non-SET	90	3.5	95.7	5	3.6	4.3
All senior managers	2515	100	95.7	110	100	4.3
Other academic staff						
All SET	58050	51.6	90.7	5935	62.9	9.3
Full-time SET	41540	36.9	90.2	4535	48.1	9.8
Part-time SET	16510	14.7	92.2	1400	14.8	7.8
All non-SET	54450	48.4	94.0	3500	37.1	6.0
Full-time non-SET	28745	25.6	93.7	1950	20.6	6.3
Part-time non-SET	25705	22.8	94.3	1555	16.5	5.7
All other academics	112500	100	92.3	9435	100	7.7

* compare vertically within academic role

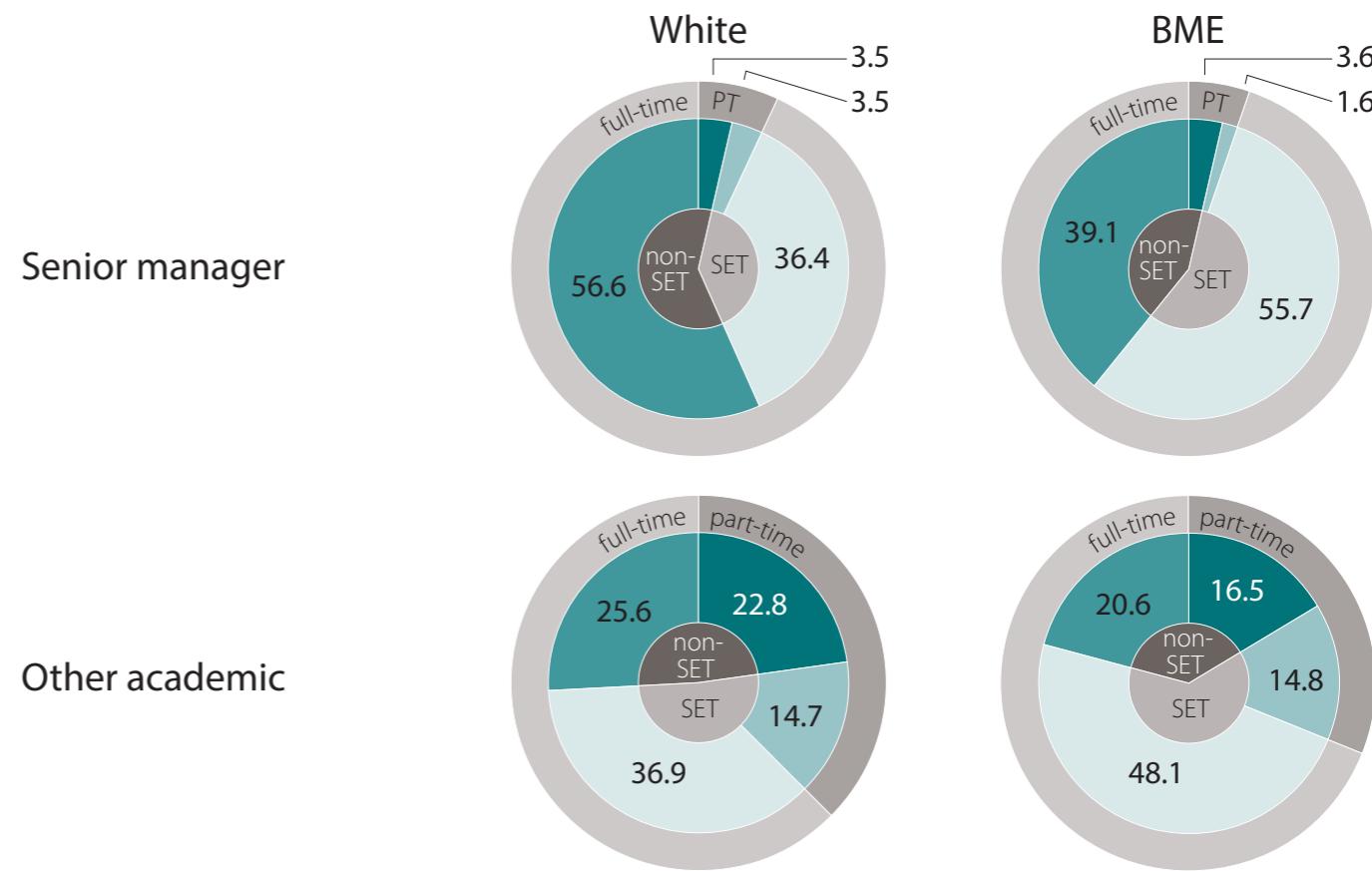
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UK academic senior managers/other academic staff in modes and SET categories by BME/white identity



* values less than 5.0 are not displayed

White/BME UK academic staff by senior management and SET categories and mode



Salaries

A higher proportion of white academic staff earned over £50,000 than the proportion of BME academic staff. 29.4% of UK white and 22.2% of non-UK white academic staff earned a salary in this range, compared with 26.7% UK BME and 12.0% of non-UK BME academic staff.

2.21 UK/non-UK academic staff by salary range and ethnic group

	White			Black		
	No.	%*	%^	No.	%*	%^
UK national						
Under £30,000	10675	9.3	91.7	135	9.4	1.1
£30,000–£50,000	70465	61.3	92.1	1035	72.9	1.4
Over £50,000	33855	29.4	93.0	250	17.7	0.7
Non-UK national						
Under £30,000	3785	12.8	62.4	255	22.4	4.2
£30,000–£50,000	19285	65.0	71.8	780	68.3	2.9
Over £50,000	6580	22.2	83.0	105	9.4	1.4

Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
445	11.2	3.8	95	6.2	0.8	200	12.8	1.7	105	9.2	0.9	970	10.2	8.3
2435	61.5	3.2	925	61.9	1.2	1010	64.9	1.3	615	55.5	0.8	6020	63.1	7.9
1085	27.3	3.0	475	31.9	1.3	345	22.3	1.0	390	35.3	1.1	2550	26.7	7.0
945	21.9	15.6	620	17.9	10.2	190	21.4	3.2	265	19.4	4.4	2280	20.4	37.6
2810	65.1	10.5	2480	71.7	9.2	590	65.9	2.2	905	65.7	3.4	7570	67.6	28.2
565	13.0	7.1	360	10.3	4.5	115	12.7	1.4	205	14.9	2.6	1350	12.0	17.0

* compare vertically within nationality

^ compare horizontally

25.4% of full-time and 12.8% of part-time non-UK white academic staff earned over £50,000 compared with 13.6% of full-time and 7.1% of part-time non-UK BME academic staff.

Compared with 2010/11
There was an increase in the proportion of academic staff earning £30,000–£50,000. The increases in the proportions of UK white and BME staff in this salary bracket were 5.6% and 5.3% respectively. For non-UK staff, these increases were 4.0% and 8.7% respectively.

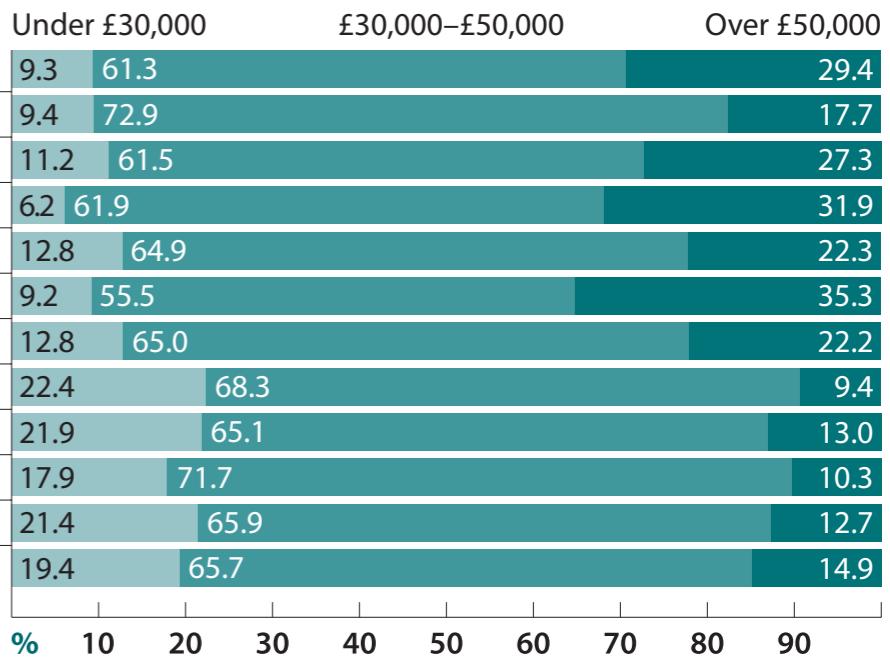
2.22 UK/non-UK academic staff by mode, salary range and BME/white identity

	White			BME		
	No.	%*	%^	No.	%*	%^
Full-time academic staff						
UK national						
Under £30,000	4220	5.8	90.4	450	6.8	9.6
£30,000–£50,000	40645	56.0	90.9	4060	61.6	9.1
Over £50,000	27755	38.2	93.0	2075	31.5	7.0
Non-UK national						
Under £30,000	1860	8.4	61.9	1145	13.5	38.1
£30,000–£50,000	14585	66.1	70.1	6215	73.0	29.9
Over £50,000	5610	25.4	82.9	1155	13.6	17.1
Part-time academic staff						
UK national						
Under £30,000	6455	15.2	92.5	520	17.6	7.5
£30,000–£50,000	29815	70.4	93.8	1960	66.4	6.2
Over £50,000	6100	14.4	92.8	475	16.0	7.2
Non-UK national						
Under £30,000	1920	25.3	62.9	1135	42.3	37.1
£30,000–£50,000	4700	61.9	77.6	1355	50.5	22.4
Over £50,000	970	12.8	83.5	190	7.1	16.5

* compare vertically within nationality

^ compare horizontally

UK/non-UK academic staff in ethnic groups by salary range



Among UK professional and support staff, 71.8 % of black staff earned under £30,000 compared with 61.3% of Chinese staff. This gap widens for non-UK staff (89.3% of black and 66.4% of white staff).

Compared with 2010/11
There has been a 4.2% increase in the proportion of non-UK Chinese professional and support staff earning £30,000–£50,000, and a 4.5% decrease in the proportion earning under £30,000.

Among full-time professional and support staff, a slightly larger proportion of white staff (7.0% of UK national and 5.6% of non-UK national) earned £50,000 or more compared with BME staff (4.2% of UK national and 2.1% of non-UK national).

Among part-time professional and support staff, a larger proportion of BME staff than white staff earned under £30,000. 86.5% of UK BME part-time staff earned within this range, compared with 79.8% of UK white part-time staff. Within non-UK staff, 94.4% of non-UK BME part-time staff earned within this range, compared with 82.6% of non-UK white part-time staff.

2.23 UK/non-UK professional and support staff by salary range and ethnic group

	White			Black		
	No.	%*	%^	No.	%*	%^
UK national						
Under £30,000	100890	65.4	92.3	2525	71.8	2.3
£30,000–£50,000	45220	29.3	92.5	910	25.8	1.9
Over £50,000	8245	5.3	95.3	85	2.5	1.0
Non-UK national						
Under £30,000	7265	66.4	60.7	1475	89.3	12.3
£30,000–£50,000	3245	29.6	75.9	170	10.2	3.9
Over £50,000	435	4.0	86.4	10	0.5	1.6

Asian	Chinese			Mixed			Other			BME total					
	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
3600	65.3	3.3	555	61.3	0.5	1.2	1325	69.3	1.2	385	62.1	0.4	8390	67.3	7.7
1720	31.2	3.5	320	35.7	0.7	1.1	520	27.3	1.1	205	33.3	0.4	3680	29.5	7.5
195	3.6	2.3	25	3.0	0.3	0.7	65	3.4	0.7	30	4.6	0.3	400	3.2	4.7
1845	79.8	15.4	655	73.4	5.5	2.8	335	75.9	2.8	400	78.0	3.3	4710	81.0	39.3
435	18.8	10.2	220	24.7	5.1	2.5	105	23.9	2.5	105	20.3	2.4	1035	17.8	24.1
35	1.4	6.6	15	2.0	3.5	0.7	0	0.2	0.2	10	1.8	1.8	70	1.2	13.6

* compare vertically within nationality

^ compare horizontally

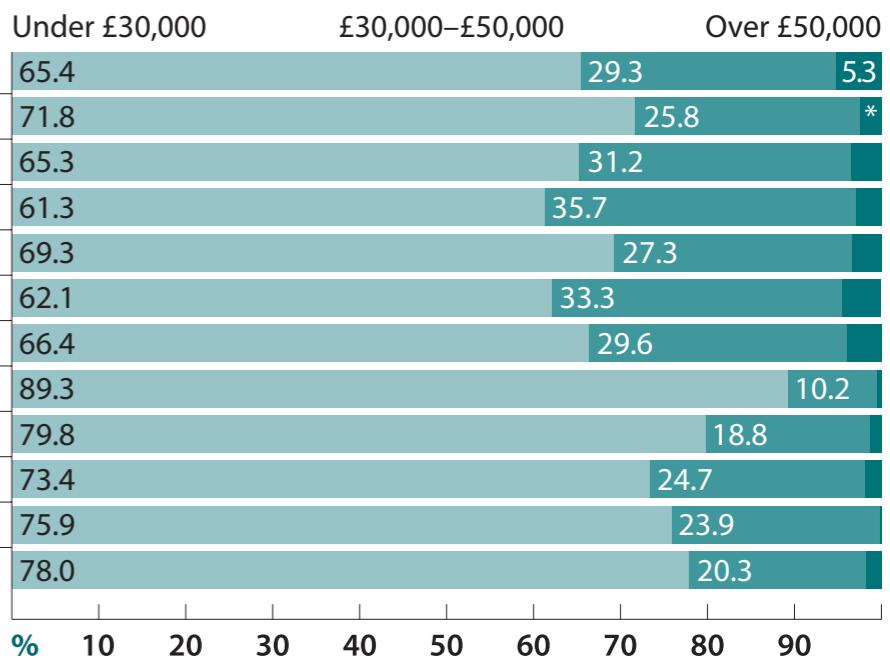
2.24 UK/non-UK professional and support staff by mode, salary range and BME/white identity

	White			BME		
	No.	%*	%^	No.	%*	%^
Full-time professional and support staff						
UK national						
Under £30,000	61070	58.5	92.6	4885	58.0	7.4
£30,000–£50,000	36125	34.6	91.9	3180	37.7	8.1
Over £50,000	7285	7.0	95.3	360	4.2	4.7
Non-UK national						
Under £30,000	3940	56.9	67.4	1905	67.1	32.6
£30,000–£50,000	2595	37.5	74.8	875	30.8	25.2
Over £50,000	385	5.6	86.5	60	2.1	13.5
Part-time professional and support staff						
UK national						
Under £30,000	39820	79.8	91.9	3505	86.5	8.1
£30,000–£50,000	9095	18.2	94.8	500	12.4	5.2
Over £50,000	960	1.9	95.6	45	1.1	4.4
Non-UK national						
Under £30,000	3325	82.6	54.3	2805	94.4	45.7
£30,000–£50,000	650	16.2	80.3	160	5.4	19.7
Over £50,000	50	1.2	85.3	10	0.3	14.7

* compare vertically within nationality

^ compare horizontally

UK/non-UK professional and support staff in ethnic groups by salary range



* values less than 5.0 are not displayed

Among UK academic staff, the proportions of black and mixed staff who earned a salary in the highest pay spine level ($\geq £55,908$), were particularly low (9.0% and 13.7% respectively). In contrast, high proportions of other (22.1%), Chinese (21.3%) and Asian (19.9%) staff earned at this level.

2.25 UK academic staff by academic pay spine and ethnic group

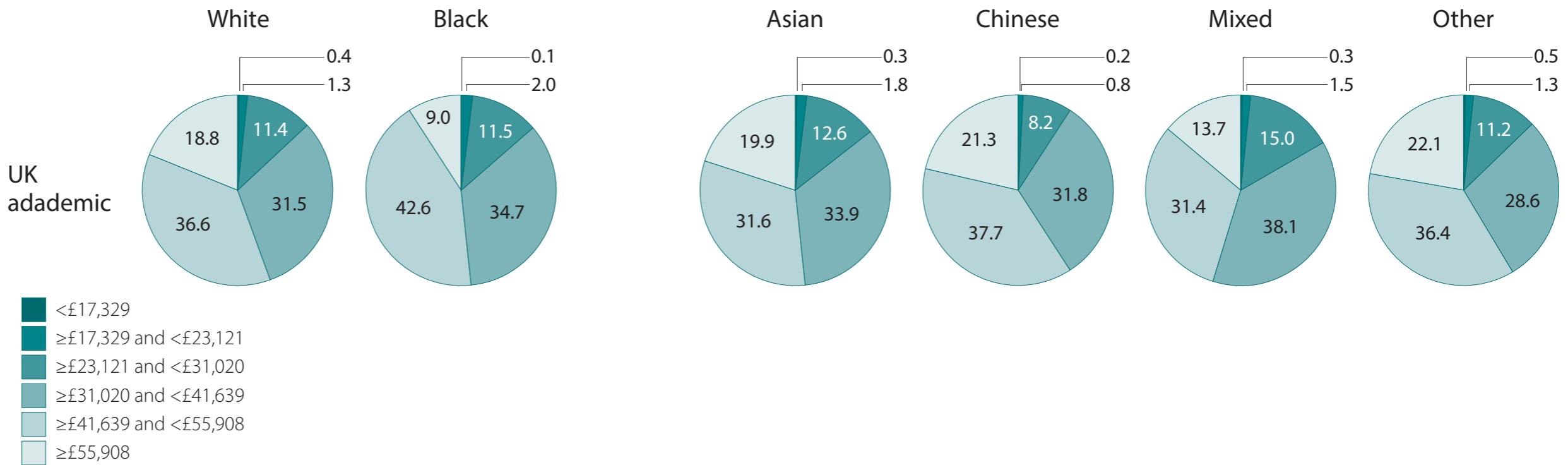
	White			Black		
	No.	%*	% [^]	No.	%*	% [^]
<£17,329	435	0.4	94.1	0	0.1	0.4
£17,329 and <£23,121	1530	1.3	91.2	30	2.0	1.7
£23,121 and <£31,020	13085	11.4	92.0	160	11.5	1.1
£31,020 and <£41,639	36225	31.5	91.8	495	34.7	1.2
£41,639 and <£55,908	42075	36.6	92.7	605	42.6	1.3
£55,908	21645	18.8	92.7	130	9.0	0.5

Asian			Chinese			Mixed			Other			BME total		
No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
10	0.3	2.6	5	0.2	0.7	5	0.3	1.1	5	0.5	1.1	25	0.3	5.9
70	1.8	4.1	10	0.8	0.7	25	1.5	1.4	15	1.3	0.9	150	1.6	8.8
500	12.6	3.5	120	8.2	0.9	235	15.0	1.6	125	11.2	0.9	1140	11.9	8.0
1345	33.9	3.4	475	31.8	1.2	595	38.1	1.5	315	28.6	0.8	3220	33.8	8.2
1250	31.6	2.8	560	37.7	1.2	490	31.4	1.1	405	36.4	0.9	3310	34.7	7.3
790	19.9	3.4	320	21.3	1.4	215	13.7	0.9	245	22.1	1.1	1695	17.8	7.3

* compare vertically

[^] compare horizontally

UK academic staff by academic pay spine and ethnic group



Among non-UK academic staff, the proportions of black and Chinese staff who earned £55,908 or more were low (4.9% and 5.8% respectively). In contrast, 14.2% of white staff and 9.4% of other staff earned at this level.

A lower proportion of non-UK BME academic staff than UK BME academic staff earned £55,908 or more, 7.1% compared with 17.8% (see table 2.25).

2.26 Non-UK academic staff by academic pay spine and ethnic group

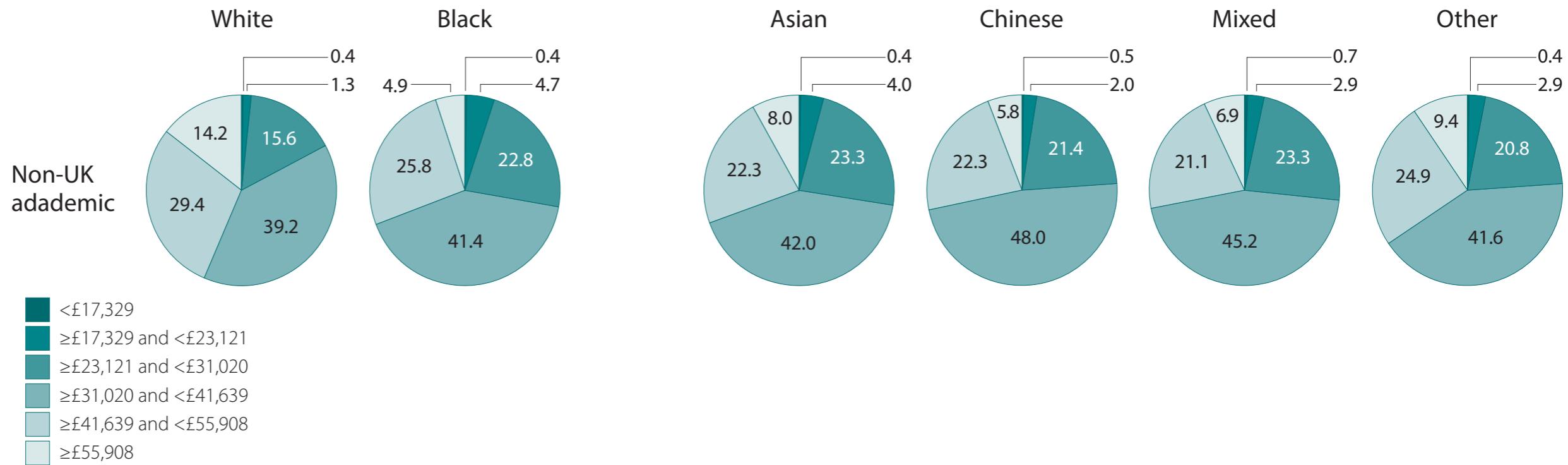
	White			Black		
	No.	%*	%^	No.	%*	%^
<£17,329	110	0.4	68.9	5	0.4	3.2
£17,329 and <£23,121	375	1.3	51.1	55	4.7	7.2
£23,121 and <£31,020	4620	15.6	64.8	260	22.8	3.6
£31,020 and <£41,639	11635	39.2	70.3	470	41.4	2.9
£41,639 and <£55,908	8710	29.4	77.3	295	25.8	2.6
£55,908	4195	14.2	84.1	55	4.9	1.1

	Asian			Chinese			Mixed			Other			BME total		
	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
15	0.4	10.3		15	0.5	10.7	5	0.7	3.8	5	0.4	3.2	50	0.4	31.1
170	4.0	23.4		70	2.0	9.3	25	2.9	3.5	40	2.9	5.5	360	3.2	48.9
1010	23.3	14.1		740	21.4	10.4	210	23.3	2.9	285	20.8	4.0	2505	22.4	35.2
1815	42.0	11.0		1660	48.0	10.0	405	45.2	2.4	575	41.6	3.5	4925	44.0	29.7
965	22.3	8.6		770	22.3	6.8	190	21.1	1.7	345	24.9	3.0	2565	22.9	22.7
345	8.0	6.9		200	5.8	4.0	60	6.9	1.2	130	9.4	2.6	795	7.1	15.9

* compare vertically

^ compare horizontally

Non-UK academic staff by academic pay spine and ethnic group



Among UK staff, the median salary for white academic staff was higher than the median salary for BME staff (£44,166 compared with £42,883). However, it was equal to the median salaries for Chinese and other staff (both £44,160).

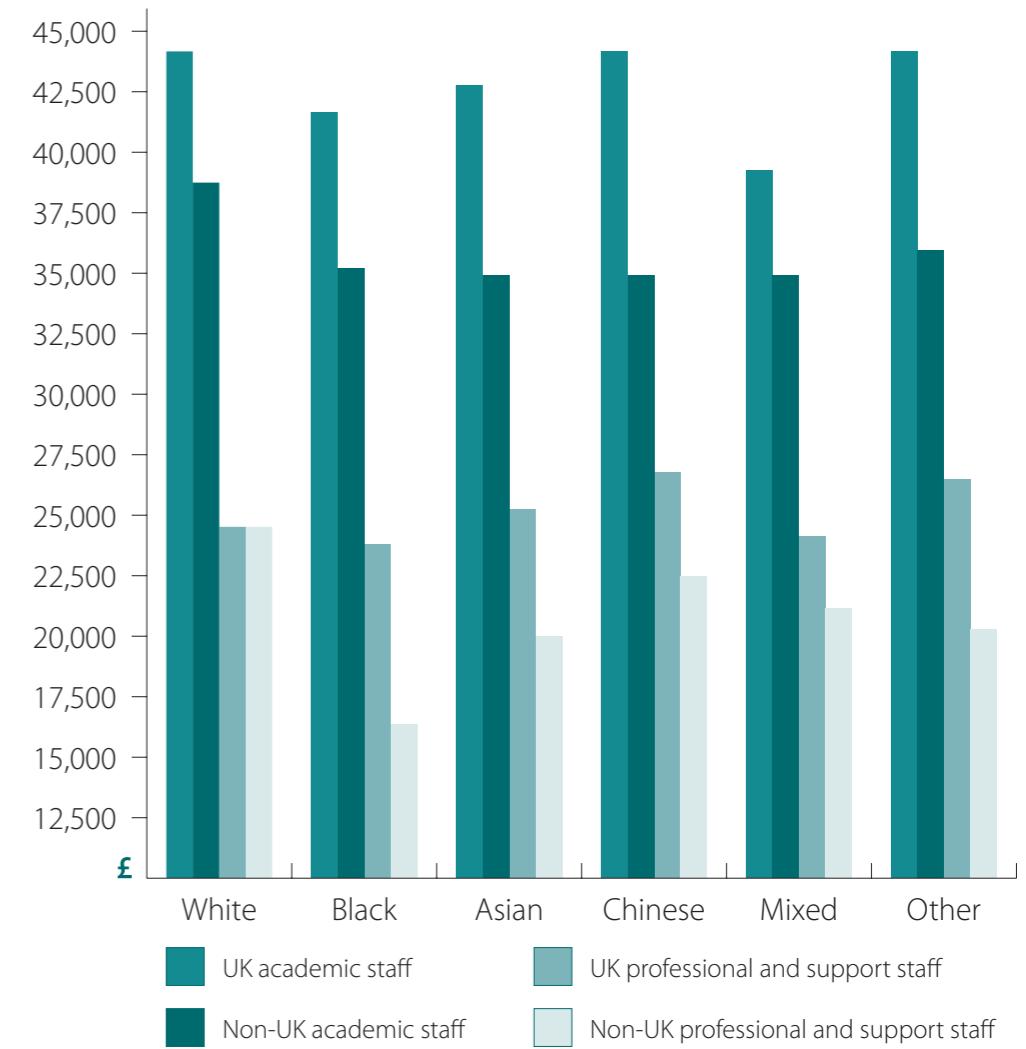
The median salaries for white and BME professional and support staff were equal (£24,520), with only black and mixed staff earning lower median salaries (£23,811 and £24,125 respectively) than white staff.

Among non-UK staff, white staff earned a higher median salary than BME staff for both academic staff (£38,744 compared with £34,895) and for professional and support staff (£24,520 compared with £19,961).

2.27 Median salaries of UK staff by activity and ethnic group

	Academic staff	Professional, support staff	All staff
	£	£	£
UK national			
White	44166	24520	32901
Black	41639	23811	28401
Asian	42753	25251	31948
Chinese	44166	26754	37012
Mixed	39257	24125	31058
Other	44166	26466	37012
BME total	42883	24520	31948
All UK staff	44166	24520	32901
Non-UK national			
White	38744	24520	35938
Black	35224	16376	23977
Asian	34895	20000	31476
Chinese	34900	22475	33343
Mixed	34895	21171	31948
Other	35938	20304	32901
BME total	34895	19961	31948
All non-UK staff	37037	22476	34082

Median salaries of UK staff by activity and ethnic group



Overall, the median ethnicity pay gap in the UK for UK national staff was 2.9% and the mean 2.5% (see table 2.29). However, there was considerable variation in the size of the ethnicity pay gap across the nations.

In England, the median and mean salary of white staff was 2.9% and 3.9% higher than that of BME staff.

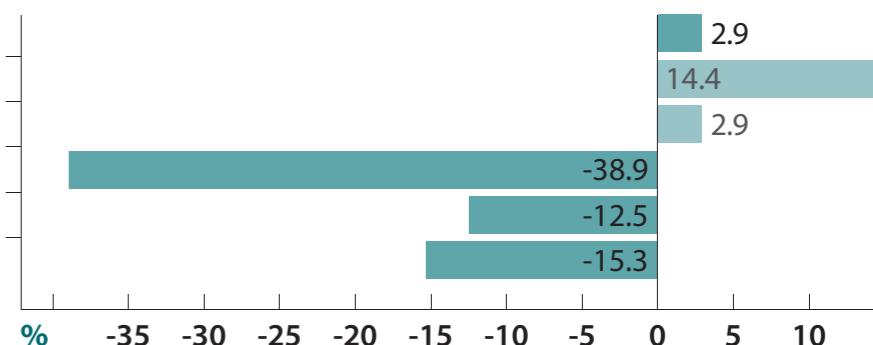
However, the London region had considerably higher median and mean ethnicity pay gaps than England as a whole (14.4% for both).

In Northern Ireland, Scotland and Wales, the median and mean salaries were higher for BME staff than for white staff. This was greatest for Northern Ireland where there was a median pay gap of -38.9% and a mean pay gap of -18.8%.

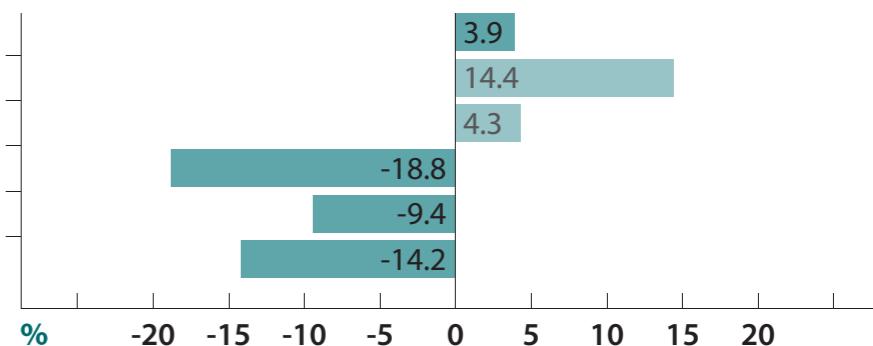
2.28 Median/mean salary and pay gap for UK staff by country of institution, activity and BME/white identity

	Median			Mean		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
England						
Academic staff	44166	42564	3.6	45651	44959	1.5
Professional and support staff	24520	24520	0.0	28215	26807	5.0
All staff	32901	31948	2.9	35840	34456	3.9
London						
Academic staff	44166	43350	1.8	49744	46591	6.3
Professional and support staff	32680	28401	13.1	35584	30415	14.5
All staff	39174	33534	14.4	42852	36686	14.4
England (excluding London)						
Academic staff	42883	41639	2.9	44624	43973	1.5
Professional and support staff	23811	21181	11.0	26936	24051	10.7
All staff	31020	30122	2.9	34395	32911	4.3
Northern Ireland						
Academic staff	45512	45512	0.0	48398	47313	2.2
Professional and support staff	21802	18340	15.9	26195	22262	15.0
All staff	30431	42261	-38.9	34430	40911	-18.8
Scotland						
Academic staff	44166	44166	0.0	48930	46497	5.0
Professional and support staff	23811	23811	0.0	27423	26789	2.3
All staff	31948	35938	-12.5	35478	38829	-9.4
Wales						
Academic staff	41639	44166	-6.1	44414	46493	-4.7
Professional and support staff	23121	23811	-3.0	27400	29618	-8.1
All staff	31168	35938	-15.3	34162	38997	-14.2

Median ethnicity pay gap for UK staff by country of institution



Mean ethnicity pay gap for UK staff by country of institution



Overall, the median ethnicity pay gap in the UK for non-UK national staff was 11.1% and the mean 15.4% (see table 2.30). The size of the non-UK ethnicity pay gap varied across the nations.

The largest pay gaps between non-UK white staff and non-UK BME staff occurred in England, where the median pay gap was 11.1% and the mean pay gap was 16.3%.

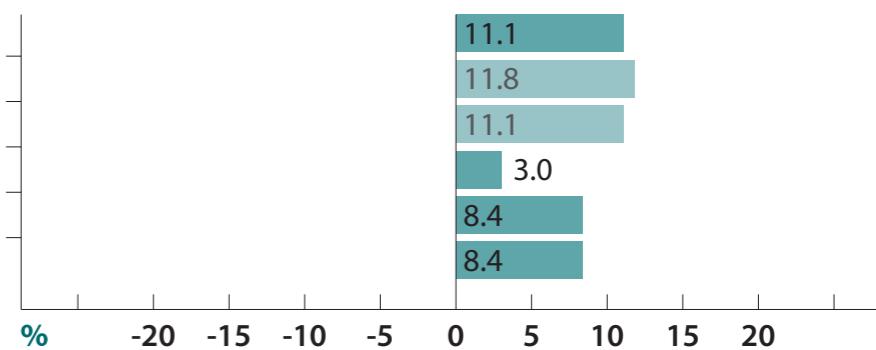
Unlike for UK staff, the pay gaps for non-UK staff were similar for London and the rest of England (see table 2.27).

The lowest pay gaps for non-UK staff occurred in Northern Ireland, where the median pay gap was 3.0% and the mean pay gap was 5.4%.

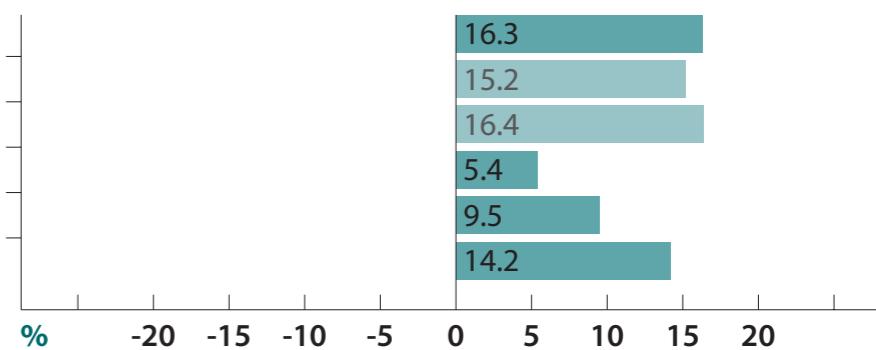
2.29 Median/mean salary and pay gap for non-UK staff by country of institution, activity and BME/white identity

	Median			Mean		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
England						
Academic staff	38744	35224	9.1	43031	38365	10.8
Professional and support staff	25251	19972	20.9	27652	22201	19.7
All staff	35938	31948	11.1	39038	32661	16.3
London						
Academic staff	39818	37180	6.6	45647	40978	10.2
Professional and support staff	29491	24649	16.4	31756	26329	17.1
All staff	37448	33020	11.8	41701	35355	15.2
England (excluding London)						
Academic staff	37355	33884	9.3	41638	37227	10.6
Professional and support staff	21802	16376	24.9	24994	20014	19.9
All staff	34895	31020	11.1	37546	31402	16.4
Northern Ireland						
Academic staff	42907	35948	16.2	45575	38187	16.2
Professional and support staff	22475	17827	20.7	27249	19441	28.7
All staff	35958	34895	3.0	37595	35563	5.4
Scotland						
Academic staff	38140	34895	8.5	42265	38080	9.9
Professional and support staff	20559	17850	13.2	24125	21345	11.5
All staff	34895	31979	8.4	37030	33496	9.5
Wales						
Academic staff	37012	33884	8.5	41404	36686	11.4
Professional and support staff	21802	18340	15.9	25845	21525	16.7
All staff	34895	31948	8.4	37612	32273	14.2

Median ethnicity pay gap for non-UK staff by country of institution



Mean ethnicity pay gap for non-UK staff by country of institution



The ethnicity pay gaps varied by occupational group among professional and support staff.

The highest median pay gap occurred in the student welfare, careers, training personnel, planning occupational group where the median salary for white staff was £30,767 and £27,578 for BME staff (a 10.4% gap).

The highest mean pay gap occurred in the artistic, media, PR, marketing, sports occupational group. The mean salary for white staff was £29,326 and £26,875 for BME staff (an 8.4% gap).

Compared with 2010/11

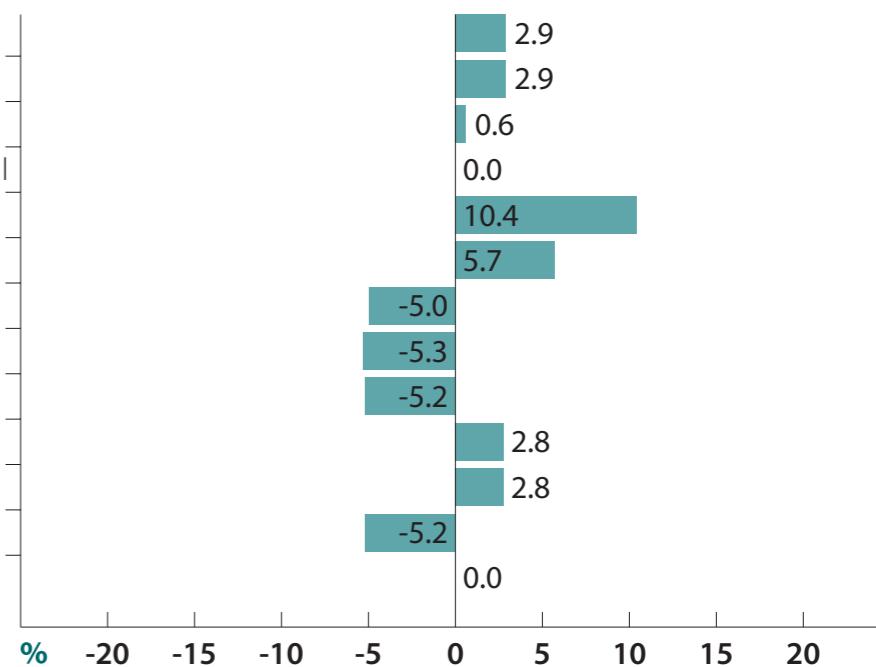
The median and mean ethnicity pay gaps for UK academic staff decreased from 5.6% to 2.9%, and 2.6% to 1.8% respectively.

Among UK professional and support staff, the median and mean ethnicity pay gaps increased from -2.8% to 0.0%, and 3.0% to 4.2% respectively.

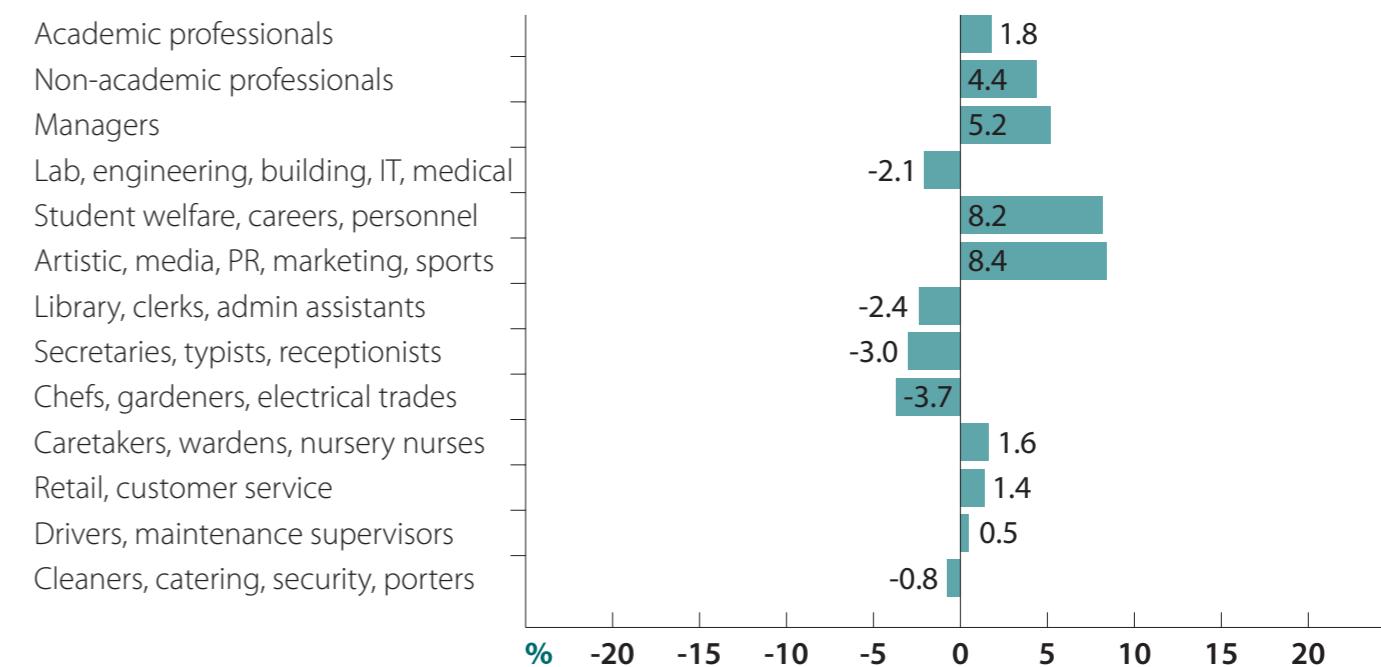
2.30 Median/mean salary and pay gap for UK staff by occupational group and BME/white identity

	Median			Mean		
	White	BME	Pay gap	White	BME	Pay gap
Academic professionals	44166	42883	2.9	45928	45108	1.8
Non-academic professionals	37012	35938	2.9	39397	37656	4.4
Managers	44445	44166	0.6	48662	46111	5.2
Lab, engineering, building, IT, medical techs (inc. nurses)	28401	28401	0.0	28876	29474	-2.1
Student welfare, careers, training, personnel, planning	30767	27578	10.4	31004	28450	8.2
Artistic, media, PR, marketing, sports	28401	26779	5.7	29326	26875	8.4
Library, clerks, admin assistants	21802	22882	-5.0	22819	23359	-2.4
Secretaries, typists, receptionists and telephonists	21171	22297	-5.3	22278	22953	-3.0
Chefs, gardeners, printers, electrical, mechanical, construction	21805	22940	-5.2	22528	23372	-3.7
Caretakers, wardens, leisure, nursery nurses, care	17827	17329	2.8	19462	19157	1.6
Retail and customer service	18868	18340	2.8	19362	19098	1.4
Drivers, maintenance, plant operatives	19972	21001	-5.2	21370	21263	0.5
Cleaners, catering, security, porters	14758	14758	0.0	15900	16026	-0.8
All professional and support staff	24520	24520	0.0	28029	26853	4.2
All staff	32901	31948	2.9	35671	34765	2.5

Median ethnicity pay gap for UK staff by occupational group



Mean ethnicity pay gap for UK staff by occupational group



For both academic and professional and support staff, the ethnicity pay gap between white and BME staff was larger between non-UK staff than UK staff.

Among non-UK academic staff, the median salary for white staff was £38,744, while for BME staff it was £34,895 (a 9.9% gap). The mean salary for white staff was also higher than for BME staff (£42,983 compared with £38,273 – an 11.0% gap).

Overall for non-UK professional and support staff, the median ethnicity pay gap was 18.6% and the mean ethnicity pay gap was 18.7%.

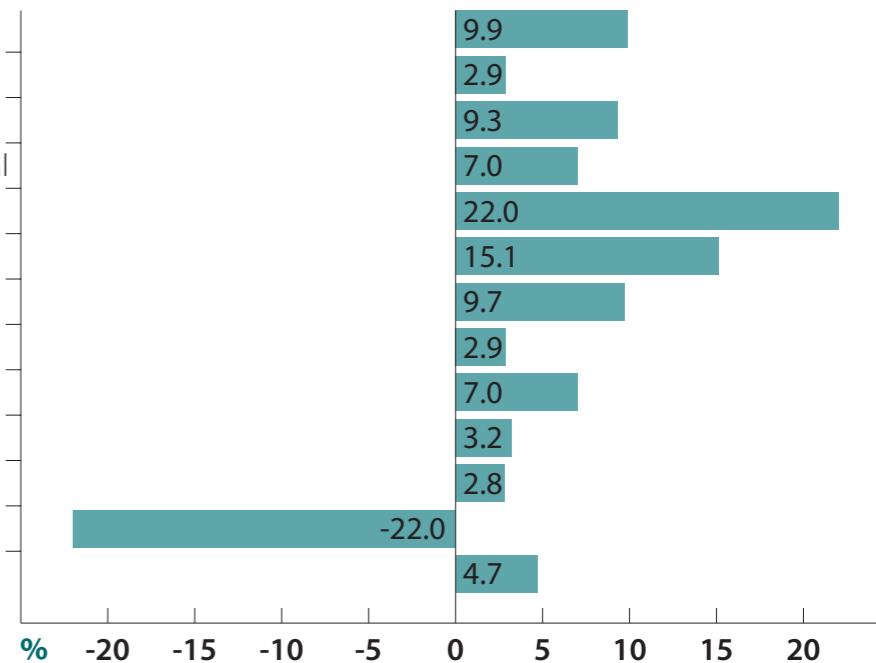
The highest median ethnicity pay gaps occurred in the student welfare, careers, training personnel, planning occupational group (a 22.0% gap) and the drivers, maintenance, plant operatives occupational group (a -22.0% gap).

The highest mean ethnicity pay gap occurred in the student welfare, careers, training personnel, planning occupational group. The mean salary for non-UK white staff was £30,384 and £24,532 for BME staff (a 19.3% gap).

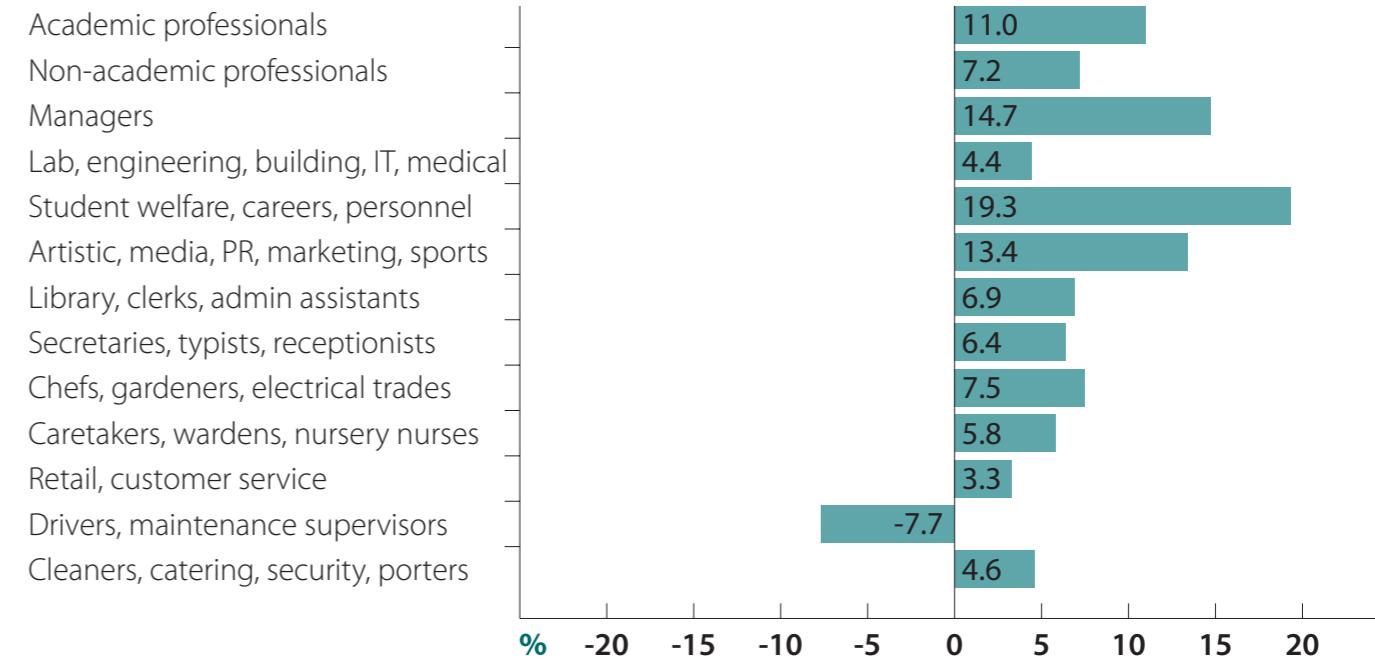
2.31 Median/mean salary and pay gap for non-UK staff by occupational group and BME/white identity

	Median			Mean		
	White	BME	Pay gap %	White	BME	Pay gap %
				£	£	£
Academic professionals	38744	34895	9.9	42983	38273	11.0
Non-academic professionals	35938	34895	2.9	37908	35168	7.2
Managers	44166	40043	9.3	49229	42003	14.7
Lab, engineering, building, IT, medical techs (inc. nurses)	27326	25406	7.0	28164	26914	4.4
Student welfare, careers, training, personnel, planning	30536	23811	22.0	30384	24532	19.3
Artistic, media, PR, marketing, sports	29745	25251	15.1	29957	25955	13.4
Library, clerks, admin assistants	22295	20141	9.7	22903	21320	6.9
Secretaries, typists, receptionists and telephonists	20559	19972	2.9	21963	20561	6.4
Chefs, gardeners, printers, electrical, mechanical, construction	21171	19692	7.0	21879	20248	7.5
Caretakers, wardens, leisure, nursery nurses, care	17081	16539	3.2	18776	17693	5.8
Retail and customer service	17329	16846	2.8	18229	17624	3.3
Drivers, maintenance, plant operatives	16376	19972	-22.0	18642	20085	-7.7
Cleaners, catering, security, porters	14758	14061	4.7	15671	14944	4.6
All professional and support staff	24520	19961	18.6	27190	22110	18.7
All staff	35938	31948	11.1	38725	32752	15.4

Median ethnicity pay gap for non-UK staff by occupational group



Mean ethnicity pay gap for non-UK staff by occupational group



The size of the UK national professorial and non-professorial ethnicity pay gaps varied across the nations.

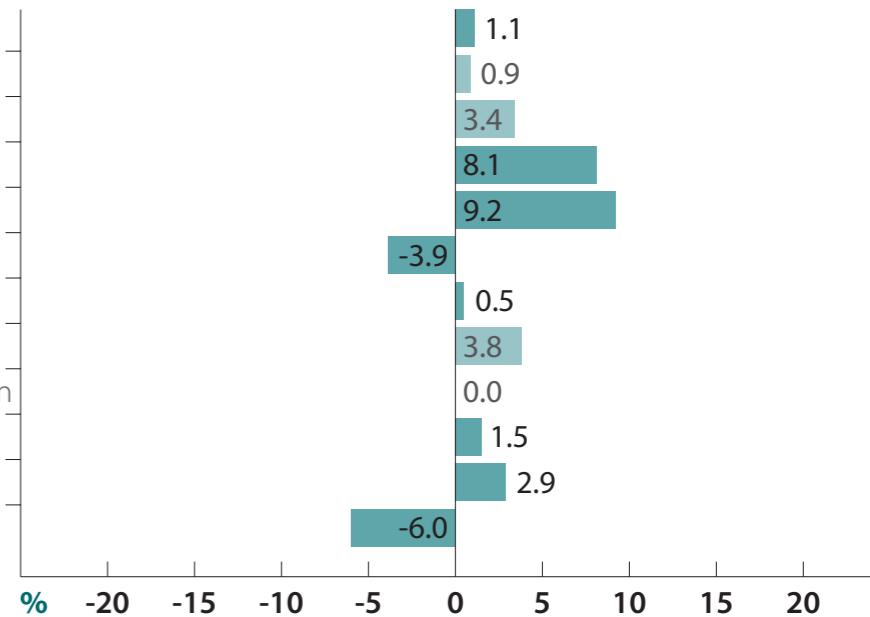
Among UK professors, the smallest median pay gap occurred in England (1.1%) and the smallest mean pay gap was 0.6% in Wales. The largest median and mean pay gaps both occurred in Scotland (9.2% and 6.6% respectively).

Among UK non-professors, the lowest median and mean pay gaps occurred in England (0.5% and -0.4% respectively). The largest median pay gap was -6.0% in Wales and the largest mean pay gap was 4.7% in Northern Ireland.

2.32 Median/mean salary and pay gap for UK professors/non-professors by country of institution and BME/white identity

	Median			Mean		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
Professors						
England	70781	70002	1.1	75904	74863	1.4
London	76335	75628	0.9	80465	79378	1.4
England excluding London	69244	66912	3.4	74468	72582	2.5
Northern Ireland	66957	61540	8.1	72041	67752	6.0
Scotland	70150	63717	9.2	75811	70785	6.6
Wales	71594	74358	-3.9	75624	75139	0.6
UK	70780	69463	1.9	75803	74454	1.8
Non-professors						
England	40430	40217	0.5	41851	42016	-0.4
London	43236	41580	3.8	45024	43746	2.8
England excluding London	39257	39257	0.0	41079	40954	0.3
Northern Ireland	45486	44826	1.5	44469	42392	4.7
Scotland	44166	42883	2.9	43993	42784	2.7
Wales	38140	40430	-6.0	40432	42155	-4.3
UK	41377	40430	2.3	41998	42064	-0.2

Median ethnicity pay gap for UK professors/non-professors by country of institution



Mean ethnicity pay gap for UK professors/non-professors by country of institution



Across the UK, there was a larger pay gap for non-UK professors and non-professors than for UK professors and non-professors.

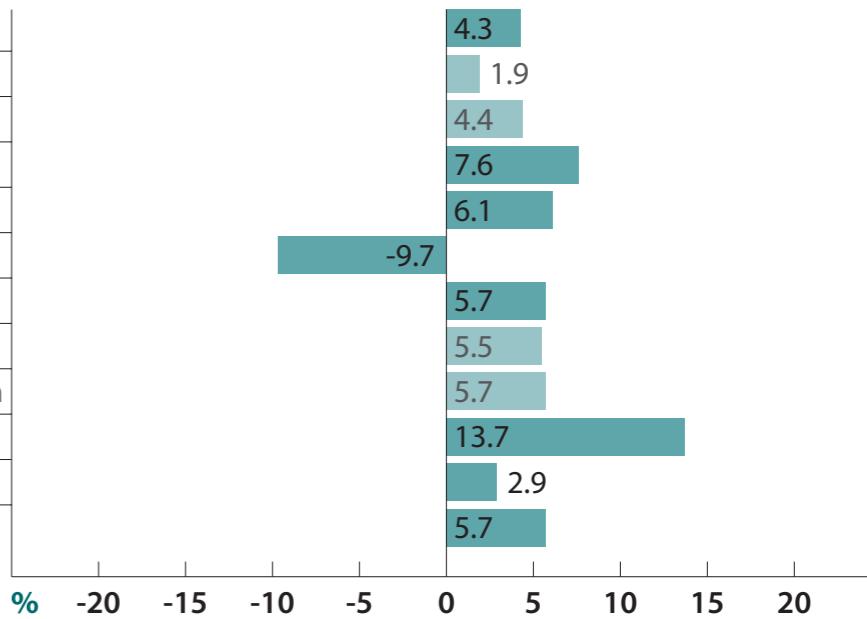
Among non-UK professors, the smallest median pay gap occurred in England (4.3%) and the smallest mean pay gap was -1.0% in Wales. The largest median pay gap was -9.7% in Wales, and the largest mean pay gap was 15.3% in Northern Ireland.

For non-UK non-professors, the smallest median and mean pay gaps both occurred in Scotland (2.9% and 4.5% respectively). The largest pay gaps both occurred in Northern Ireland (13.7% and 12.6% respectively).

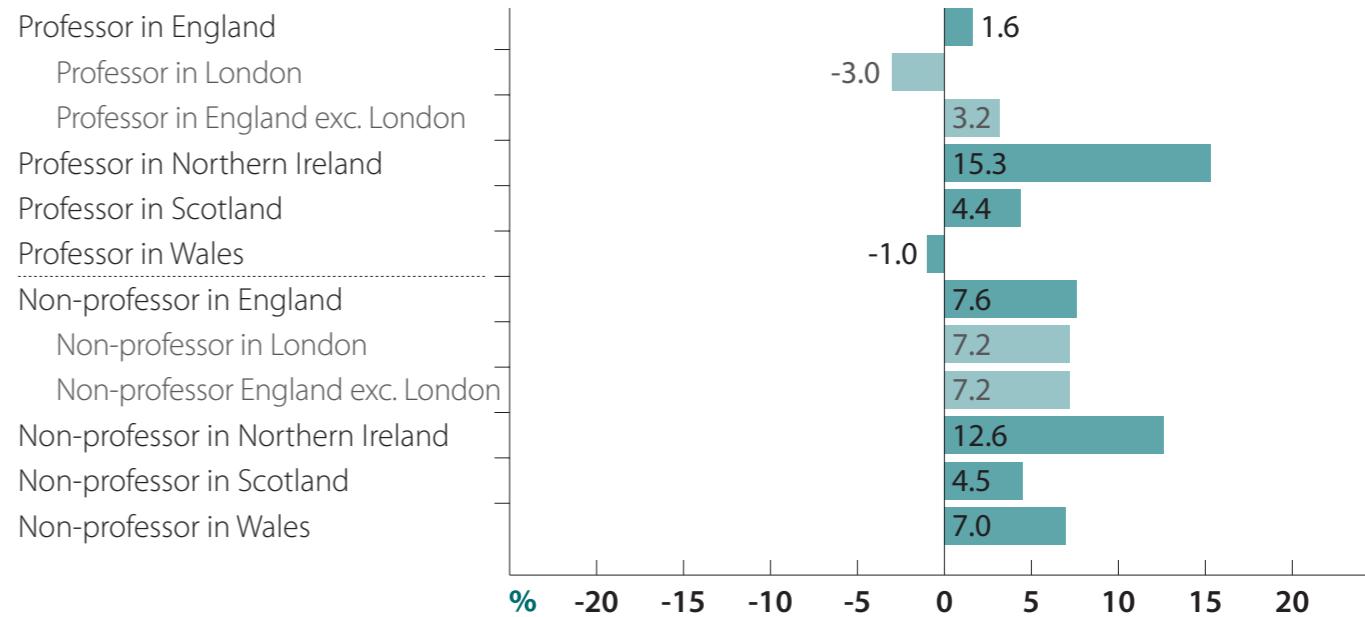
2.33 Median/mean salary and pay gap for non-UK professors/non-professors by country of institution and BME/white identity

	Median			Mean		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
Professors						
England	71151	68118	4.3	77357	76106	1.6
London	76925	75470	1.9	84560	87108	-3.0
England excluding London	68722	65682	4.4	73674	71307	3.2
Northern Ireland	65630	60660	7.6	71882	60915	15.3
Scotland	70130	65831	6.1	75983	72666	4.4
Wales	68535	75150	-9.7	73127	73855	-1.0
All professors	70781	68118	3.8	76796	75383	1.8
Non-professors						
England	37012	34895	5.7	39962	36935	7.6
London	38840	36690	5.5	42267	39228	7.2
England excluding London	35938	33884	5.7	38731	35938	7.2
Northern Ireland	41639	35938	13.7	42425	37079	12.6
Scotland	35938	34895	2.9	38334	36591	4.5
Wales	35938	33884	5.7	38188	35496	7.0
All non-professors	37012	34895	5.7	39825	36851	7.5

Median ethnicity pay gap for non-UK professors/non-professors by country of institution



Mean ethnicity pay gap for non-UK professors/non-professors by country of institution



Destination of leavers

This section presents information on academic staff who left the higher education institution in which they were employed between 2010/11 and 2011/12.

Overall, 22.0% of BME academic staff left their institution between 2010/11 and 2011/12 compared with 15.8% of white academic staff.

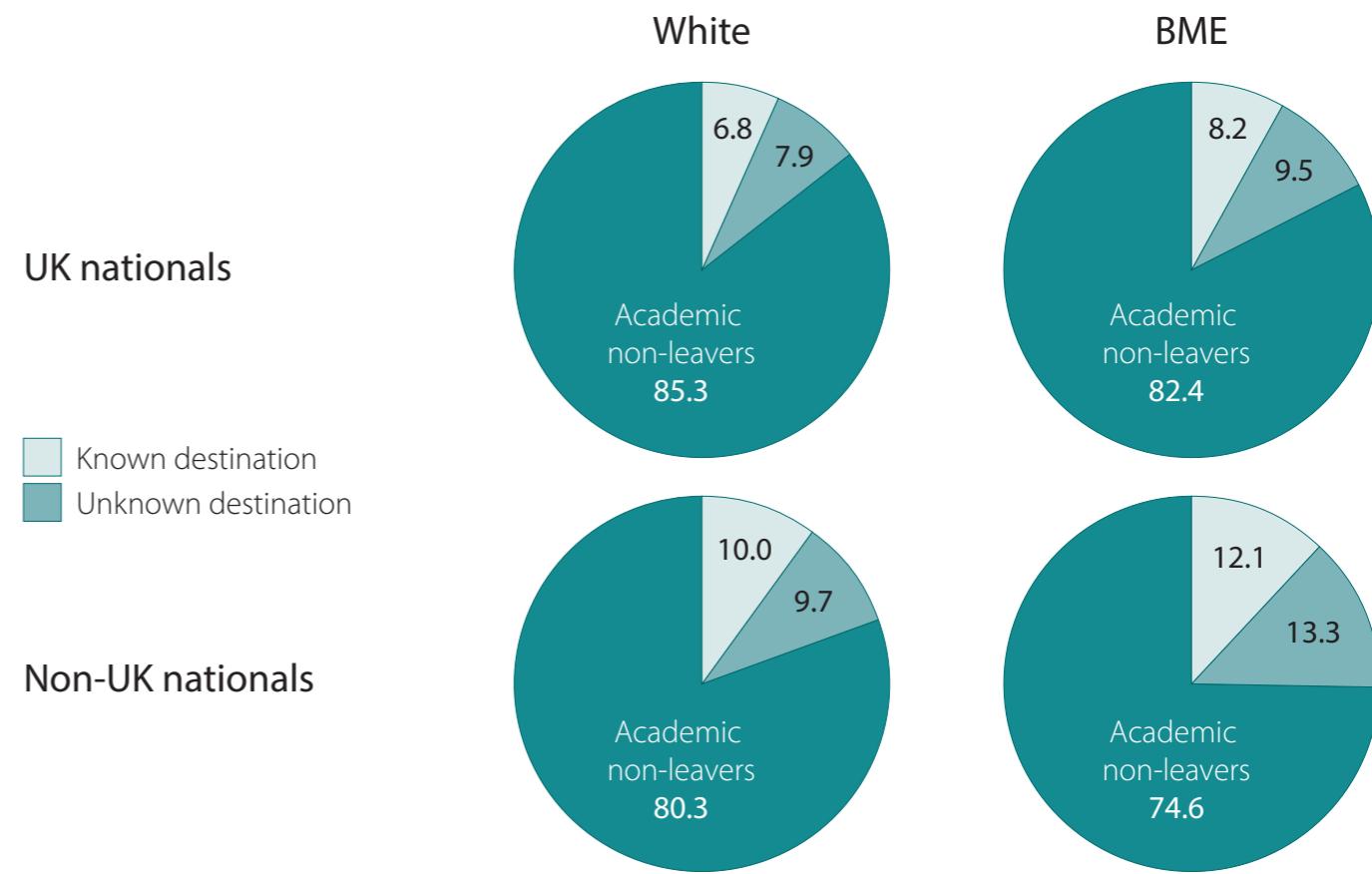
A higher proportion of non-UK academic staff left their institution than UK academic staff.

Among both groups, a higher proportion of BME academic staff left their institution than white academic staff.

2.34 Academic staff by leaving status and BME/white identity

	White		BME	
	No.	%	No.	%
All academic staff				
Total academic staff	145090	100	20630	100
Total academic leavers (as a proportion of all staff)	22935	15.8	4540	22.0
Known destination (as a proportion of all leavers)	10795	47.1	2120	46.7
Unknown destination (as a proportion of all leavers)	12135	52.9	2420	53.3
UK national				
Total UK academic staff	114800	100	9155	100
Total UK academic leavers (as a proportion of all staff)	16905	14.7	1615	17.6
Known destination (as a proportion of all leavers)	7845	46.4	750	46.3
Unknown destination (as a proportion of all leavers)	9060	53.6	865	53.7
Non-UK national				
Total non-UK academic staff	28610	100	11075	100
Total non-UK academic leavers (as a proportion of all staff)	5625	19.7	2815	25.4
Known destination (as a proportion of all leavers)	2845	50.6	1340	47.5
Unknown destination (as a proportion of all leavers)	2775	49.4	1475	52.5

White/BME academic staff by leaving status



Of UK academic leavers with a known leaving destination:

- = 55.0% of BME leavers and 44.1% of white leavers went to employment in the UK
- = 5.5% of BME and 4.8% of white leavers found employment outside the UK
- = 51.0% of white leavers and 39.6% of BME leavers were no longer in employment
- = 21.1% of white leavers had retired compared with 7.8% of BME leavers

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

	White			BME		
	No.	%*	% [^]	No.	%*	% [^]
UK employment						
UK other HEI	1450	18.5	90.7	150	19.9	9.3
UK other education institution	265	3.4	92.9	20	2.7	7.1
UK student	230	2.9	90.2	25	3.3	9.8
UK research institute	85	1.1	84.8	15	2.0	15.2
UK NHS/medical or dental practice	305	3.9	78.5	85	11.2	21.5
UK public sector	95	1.2	87.4	15	1.9	12.6
UK private sector	1030	13.1	90.8	105	13.9	9.2
All UK employment	3465	44.1	89.4	410	55.0	10.6
Non-UK employment						
Non-UK HEI	175	2.2	91.1	15	2.3	8.9
Non-UK other education institution	35	0.4	..	5	0.4	..
Non-UK student	5	0.1	..	0	0.0	..
Non-UK research institute	55	0.7	93.0	5	0.5	7.0
Non-UK health service	5	0.1	..	0	0.3	..
Non-UK other employment	110	1.4	88.0	15	2.0	12.0
All non-UK employment	380	4.8	90.2	40	5.5	9.8
No longer in employment						
Not in regular employment	2250	28.7	90.5	235	31.4	9.5
Retired	1650	21.1	96.6	60	7.8	3.4
Deceased	100	1.3	97.1	5	0.4	2.9
All those no longer in employment	4005	51.0	93.1	295	39.6	6.9

* compare vertically ^ compare horizontally
.. percentages based on totals of 52 or less are not shown

Of non-UK academic leavers with a known leaving destination:

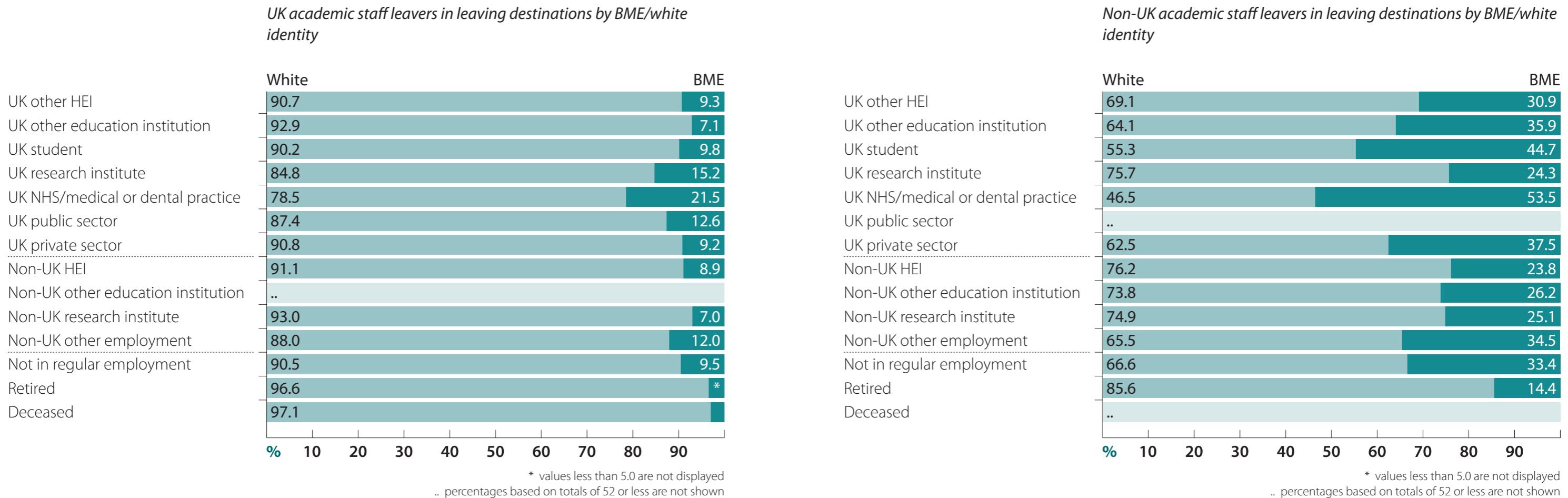
- = 46.7% of BME leavers and 39.9% of white leavers went to employment in the UK
- = 31.2% of white leavers and 25.4% of BME leavers found employment outside of the UK

Similar proportions of non-UK BME and non-UK white academic leavers were no longer in employment (27.9% and 28.9% respectively).

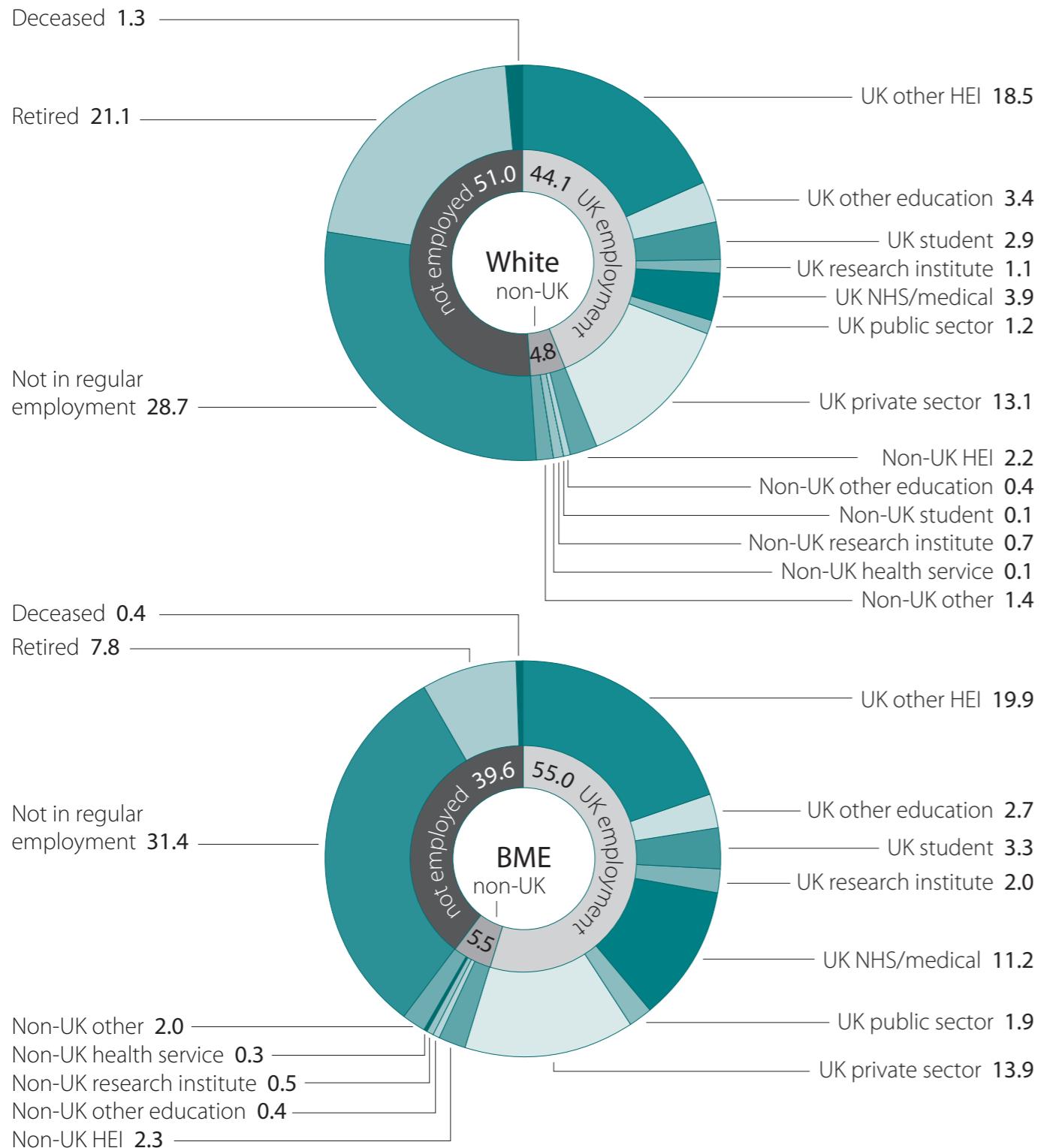
2.36 Non-UK academic staff leavers by known leaving destination and BME/white identity

	White			BME		
	No.	%*	% [^]	No.	%*	% [^]
UK employment						
UK other HEI	580	20.4	69.1	260	19.4	30.9
UK other education institution	40	1.4	64.1	25	1.7	35.9
UK student	110	3.8	55.3	90	6.6	44.7
UK research institute	55	2.0	75.7	20	1.3	24.3
UK NHS/medical or dental practice	45	1.6	46.5	55	4.0	53.5
UK public sector	15	0.5	..	10	0.7	..
UK private sector	290	10.1	62.5	175	12.9	37.5
All UK employment	1135	39.9	64.5	625	46.7	35.5
Non-UK employment						
Non-UK HEI	415	14.6	76.2	130	9.7	23.8
Non-UK other education institution	75	2.7	73.8	25	2.0	26.2
Non-UK student	20	0.7	..	10	0.7	..
Non-UK research institute	130	4.6	74.9	45	3.3	25.1
Non-UK health service	10	0.3	..	5	0.4	..
Non-UK other employment	235	8.3	65.5	125	9.3	34.5
All non-UK employment	885	31.2	72.3	340	25.4	27.7
No longer in employment						
Not in regular employment	715	25.1	66.6	360	26.7	33.4
Retired	90	3.1	85.6	15	1.1	14.4
Deceased	20	0.7	..	0	0.1	..
All those no longer in employment	825	28.9	68.8	375	27.9	31.2

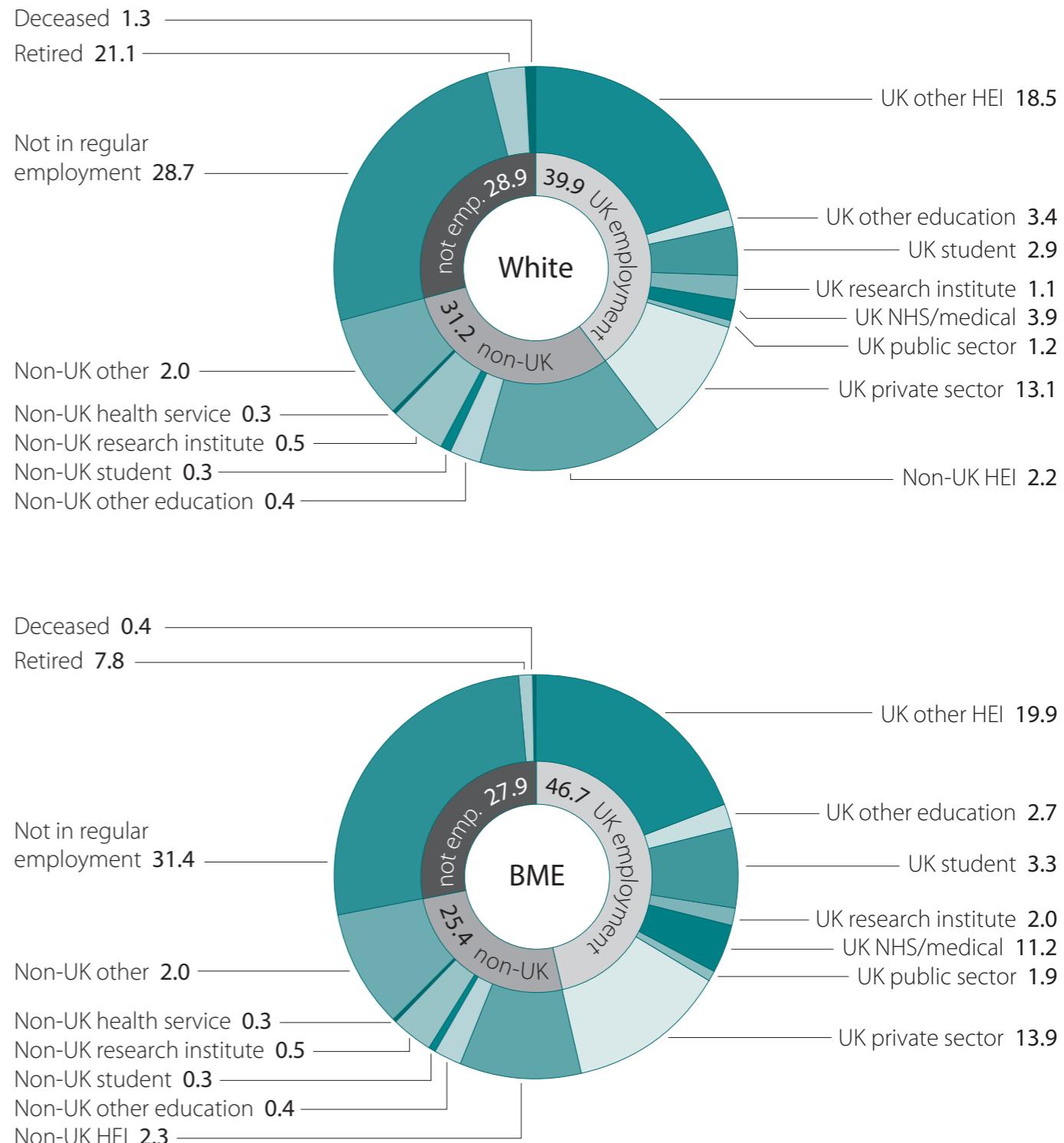
* compare vertically ^ compare horizontally
.. percentages based on totals of 52 or less are not shown



UK BME/white academic staff leavers by leaving destinations



Non-UK BME/white academic staff leavers by leaving destinations



- = The proportion of disabled staff gradually increased between 2003/04 and 2011/12.
- = Across all staff, the student welfare workers, careers advisors, vocational training instructors, personnel and planning officers had the highest proportion of disabled staff (5.6%).
- = The occupational group with the lowest proportion of disabled staff was the academic professionals occupational group (2.9%). The managers occupational group and the drivers, maintenance supervisors and plant operatives occupational group also had a relatively low proportion of disabled staff (3.1%).
- = 15.7% of disabled academic staff were in research-only roles compared with 22.7% of non-disabled staff.
- = The non-SET subject areas with the highest proportion of disabled staff were health and community studies (5.8%), catering and hospitality management (4.6%), and staff and student facilities (4.4%). The smallest proportions were in modern languages (2.0%) and sports science and leisure studies (2.4%).
- = The median salary of disabled academic staff (£42,883) was higher than that of non-disabled academic staff (£41,448), a median disability pay gap of -3.5%. The mean disability pay gap was 2.4%.
- = For professional and support staff the median and mean pay gaps were 0.6% and 3.2% respectively. The mean salary for disabled professional and support staff was £26,744 compared with £27,627 for non-disabled staff.
- = Overall, 16.0% of disabled academic staff left their institution between 2010/11 and 2011/12 compared with 17.3% of non-disabled academics.

3 Disability

Disability overview

Disabled staff have indicated that they are disabled on their HESA staff record. **Non-disabled staff** have indicated that they are not disabled, or their disability status is unknown by their institution.

The disability status of 7.8% of staff in the sector was unknown. Of staff who declared their disability status, 3.4% declared that they were disabled.

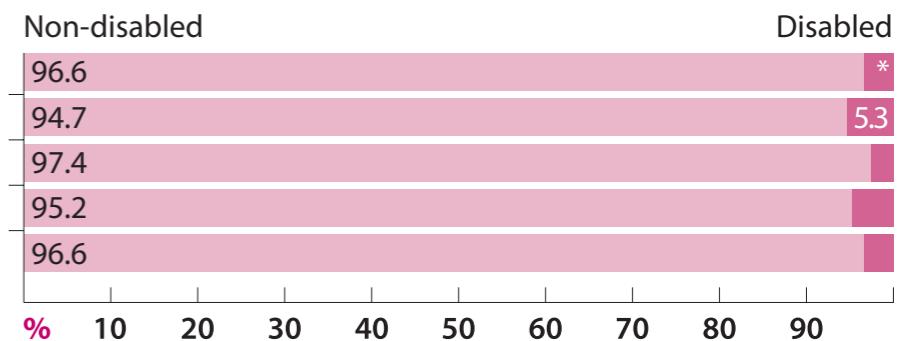
Among disabled staff, the three most common impairments declared were a long-standing illness or health condition (25.2%), an impairment other than those listed (21.1%), or a specific learning disability (16.3%).

The disability profile was similar for both academic and professional and support staff.

3.1 Staff by country of institution and disability status

	Non-disabled		Disabled		Unknown	
	No.	%	No.	%	No.	%
England	301970	96.6	10640	3.4	21885	6.5
Northern Ireland	6635	94.7	375	5.3	30	0.4
Scotland	37470	97.4	980	2.6	10020	20.7
Wales	19200	95.2	975	4.8	245	1.2
UK total	365280	96.6	12970	3.4	32180	7.8

Staff in countries of institution by disability status



* values less than 5.0 are not displayed

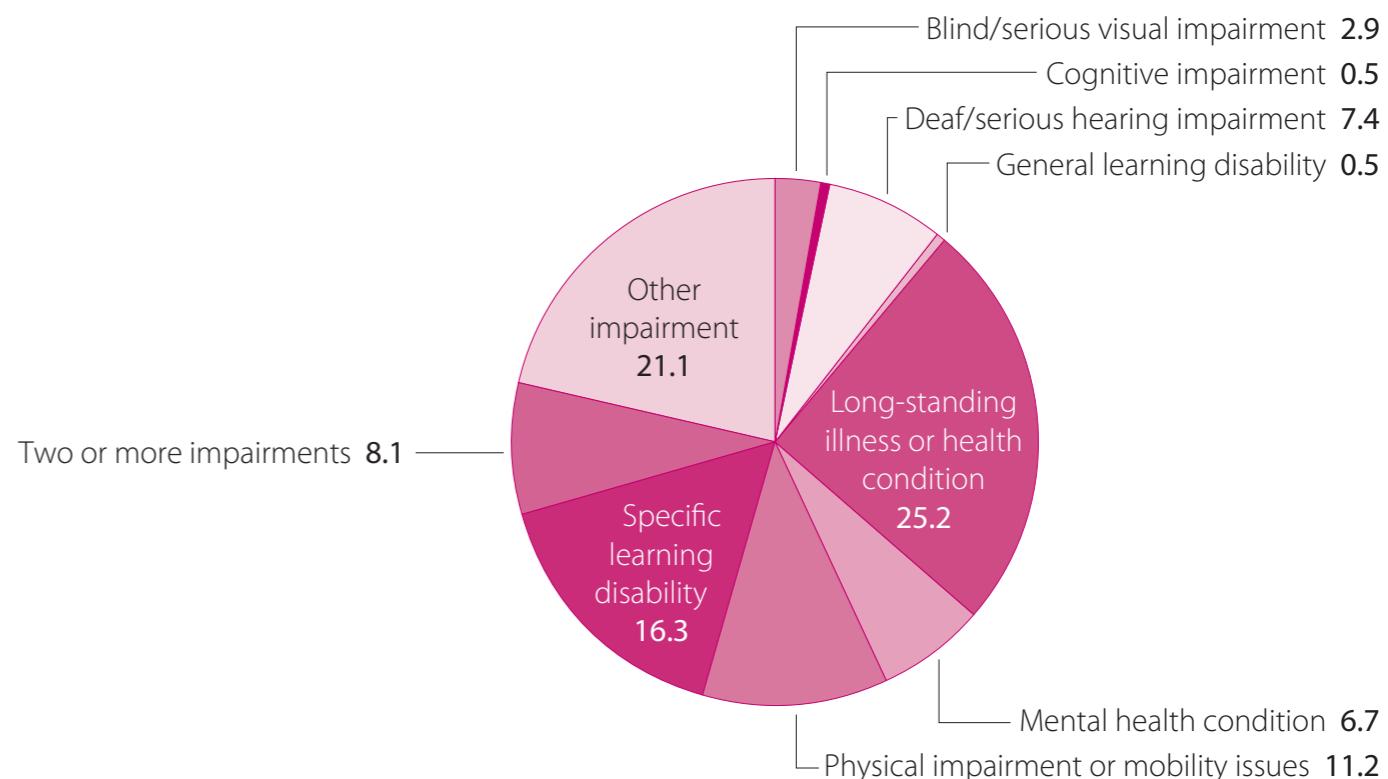
3.2 All and disabled staff by impairment type and activity

	All staff			Professional and support staff			Academic staff		
	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
Blind or serious visual impairment	375	2.9	0.1	200	2.6	0.1	175	3.3	0.1
Cognitive impairment	60	0.5	0.0	30	0.4	0.0	30	0.6	0.0
Deaf or serious hearing impairment	965	7.4	0.3	575	7.4	0.3	390	7.5	0.2
General learning disability	70	0.5	0.0	55	0.7	0.0	15	0.3	0.0
Long-standing illness or health condition	3270	25.2	0.9	2080	26.9	1.1	1190	22.7	0.7
Mental health condition	875	6.7	0.2	575	7.4	0.3	300	5.7	0.2
Physical impairment or mobility issues	1450	11.2	0.4	775	10	0.4	675	12.8	0.4
Specific learning disability	2120	16.3	0.6	1230	15.9	0.6	890	16.9	0.5
Two or more impairments	1055	8.1	0.3	615	8	0.3	435	8.3	0.2
Other impairment	2735	21.1	0.7	1585	20.5	0.8	1145	21.8	0.6

* as a proportion of disabled staff

[^] as a proportion of all staff

Disabled staff by impairment type



The proportion of disabled staff gradually increased between 2003/04 and 2011/12.

In 2011/12, the proportion of disabled staff returned to 3.4%, the highest level over the period, that was previously seen in 2008/09.

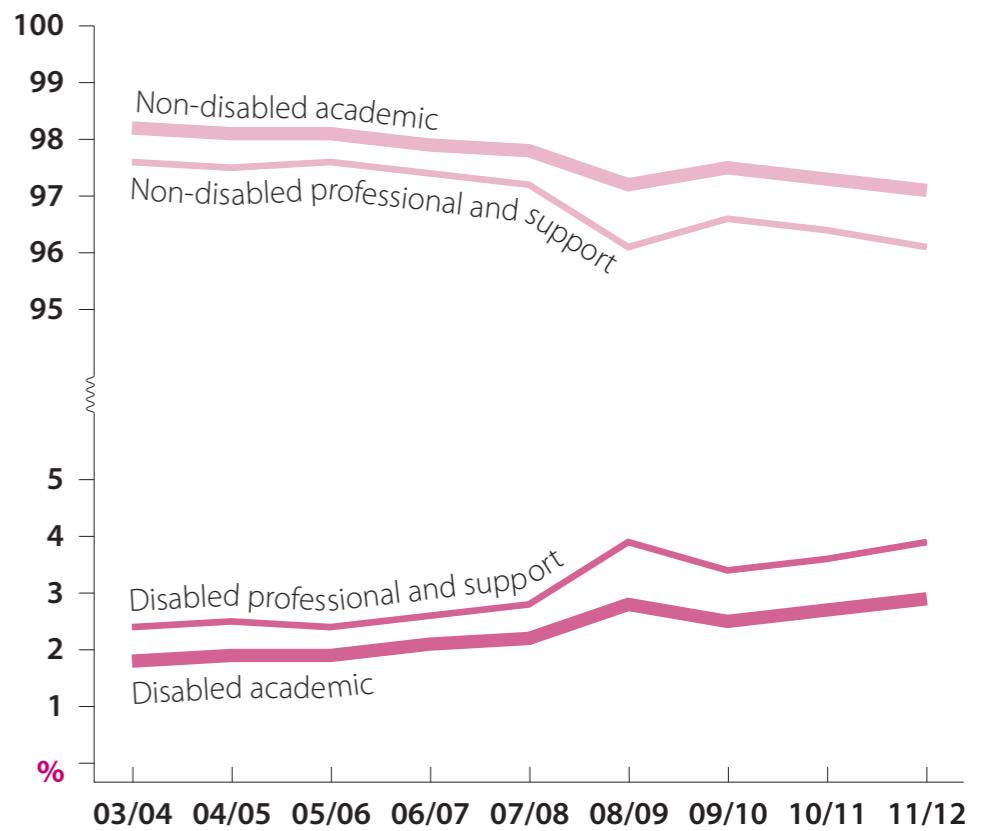
The proportion of disabled academic staff was 2.9% in 2011/12, an increase of 1.1% from 1.8% in 2003/04.

The proportion of disabled professional and support staff was 3.9%, the highest level over the period, that was previously seen in 2008/09.

3.3 Profile of staff over time by activity and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
All staff				
2003/04	330745	97.8	7360	2.2
2004/05	338630	97.8	7675	2.2
2005/06	347565	97.8	7850	2.2
2006/07	355530	97.6	8630	2.4
2007/08	363105	97.5	9350	2.5
2008/09	369720	96.6	13040	3.4
2009/10	375945	97.0	11485	3.0
2010/11	369705	96.8	12085	3.2
2011/12	365280	96.6	12970	3.4
Academic staff				
2003/04	147460	98.2	2770	1.8
2004/05	157600	98.1	3055	1.9
2005/06	161680	98.1	3195	1.9
2006/07	166480	97.9	3515	2.1
2007/08	171165	97.8	3780	2.2
2008/09	173980	97.2	5060	2.8
2009/10	177030	97.5	4565	2.5
2010/11	176380	97.3	4800	2.7
2011/12	176140	97.1	5250	2.9
Professional and support staff				
2003/04	183285	97.6	4590	2.4
2004/05	181030	97.5	4620	2.5
2005/06	185880	97.6	4655	2.4
2006/07	189050	97.4	5115	2.6
2007/08	191940	97.2	5570	2.8
2008/09	195740	96.1	7980	3.9
2009/10	198915	96.6	6920	3.4
2010/11	193320	96.4	7280	3.6
2011/12	189140	96.1	7720	3.9

Staff profile over time by activity and disability status



Mode and contract type

3.2% of part-time academic staff were disabled compared with 2.7% of full-time academic staff.

A slightly higher proportion of disabled academic staff were employed on open/permanent contracts than non-disabled academic staff (66.1% and 63.7% respectively).

Compared with 2010/11
The proportion of part-time academic staff on fixed-term contracts increased (a 19.1% rise among disabled staff, and an 8.2% rise among non-disabled staff).

Among professional and support staff, as with academic staff, a slightly higher proportion of disabled staff were employed on open/permanent contracts than non-disabled staff (86.2% compared with 84.5%).

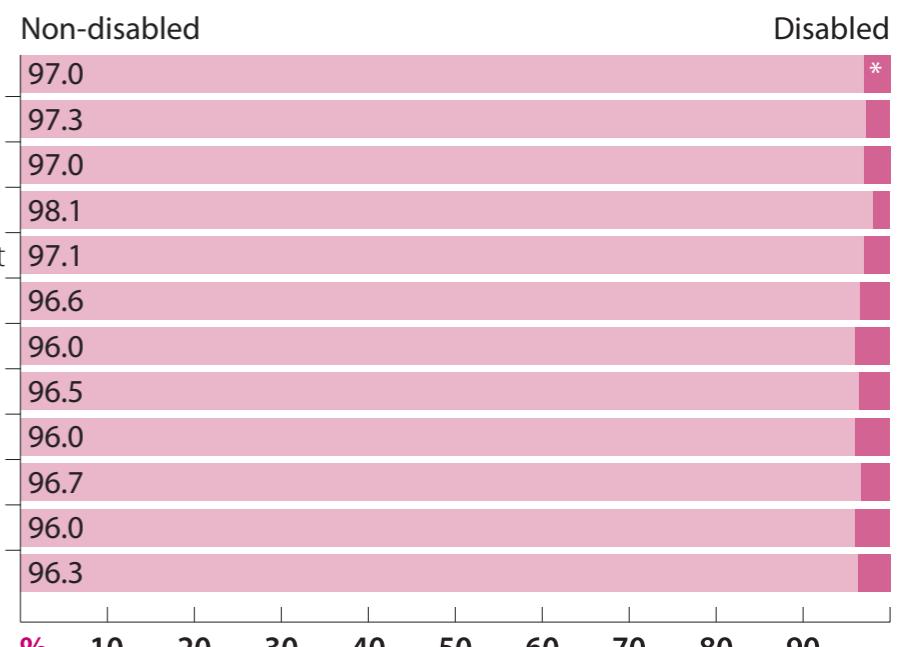
3.4 Academic staff by mode, contract type and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
Academic staff						
Open/permanent	112210	63.7	97.0	3470	66.1	3.0
Fixed-term	63930	36.3	97.3	1780	33.9	2.7
All academic staff	176140	100	97.1	5250	100	2.9
Full-time						
Open/permanent	85330	74.5	97.0	2670	82.5	3.0
Fixed-term	29280	25.5	98.1	565	17.5	1.9
All full-time	114610	100	97.3	3235	100	2.7
Part-time						
Open/permanent	26880	43.7	97.1	800	39.7	2.9
Fixed-term	34650	56.3	96.6	1210	60.3	3.4
All part-time	61530	100	96.8	2010	100	3.2

* within a disability status and mode, the percentage of staff on open/fixed-term contracts (compare vertically within mode)

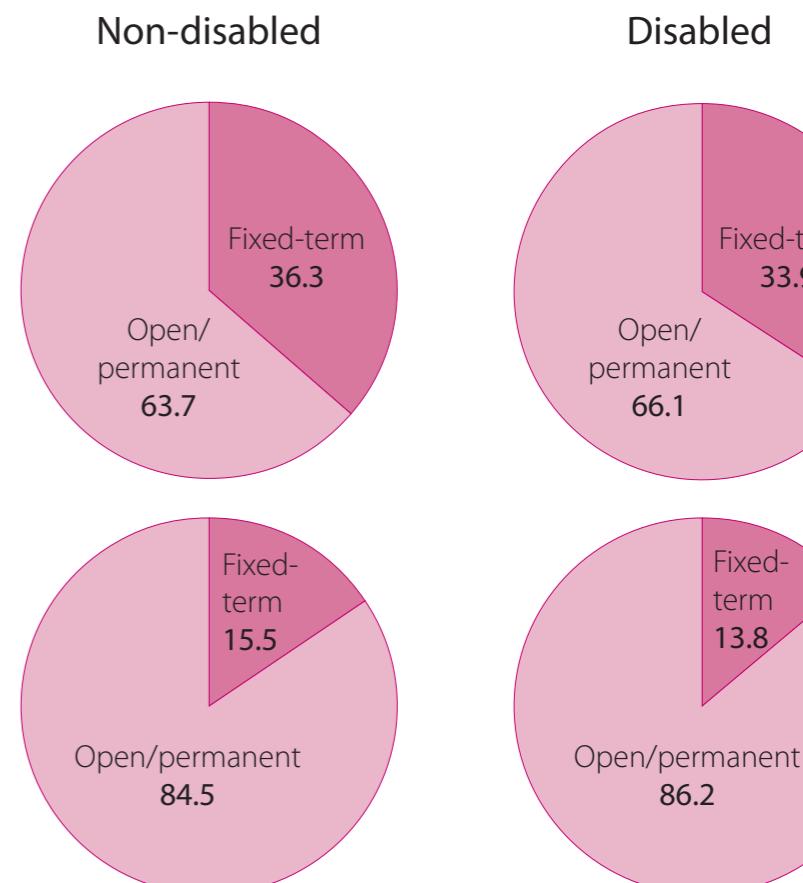
^ within a contract type, the percentage of staff who were/were not disabled (compare horizontally)

Academic/professional and support staff in modes and contract types by disability status



* values less than 5.0 are not displayed

Disabled/non-disabled staff by activity and contract type



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

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
Professional and support staff						
Open/permanent	159750	84.5	96.0	6660	86.2	4.0
Fixed-term	29390	15.5	96.5	1065	13.8	3.5
All P&S staff	189140	100	96.1	7720	100	3.9
Full-time						
Open/permanent	110565	88.3	96.0	4600	90.2	4.0
Fixed-term	14610	11.7	96.7	500	9.8	3.3
All full-time	125175	100	96.1	5100	100	3.9
Part-time						
Open/permanent	49185	76.9	96.0	2055	78.5	4.0
Fixed-term	14780	23.1	96.3	565	21.5	3.7
All part-time	63965	100	96.1	2620	100	3.9

* compare vertically within mode

^ compare horizontally

Occupational group

Across all staff, the student welfare workers, careers advisors, vocational training instructors, personnel and planning officers had the highest proportion of disabled staff (5.6%).

The occupational group with the lowest proportion of disabled staff was the academic professionals occupational group (2.9%). The managers occupational group and the drivers, maintenance supervisors and plant operatives occupational group also had a relatively low proportion of disabled staff (3.1%).

3.6 Staff by occupational group and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Academic professionals	176140	97.1	5250	2.9
Non-academic professionals	27865	96.4	1040	3.6
Managers	15735	96.9	510	3.1
Laboratory, engineering, building, IT and medical technicians (including nurses)	24710	95.8	1095	4.2
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	10505	94.4	625	5.6
Artistic, media, public relations, marketing and sports occupations	5920	96.6	210	3.4
Library assistants, clerks and general administrative assistants	52190	95.8	2260	4.2
Secretaries, typists, receptionists and telephonists	13960	96.5	510	3.5
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	4420	96.4	165	3.6
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	4750	96.7	165	3.3
Retail and customer service occupations	1210	96.4	45	3.6
Drivers, maintenance supervisors and plant operatives	1290	96.9	40	3.1
Cleaners, catering assistants, security officers, porters and maintenance workers	26580	96.2	1050	3.8

Staff in occupational groups by disability status



* values less than 5.0 are not displayed

Among full-time staff, the student welfare workers, careers advisors, vocational training instructors, personnel and planning officers occupational group had the highest proportion of disabled staff (5.3%), followed by the cleaners, catering assistants, security officers, porters and maintenance workers occupational group (4.3%) and the library assistants, clerks and general administrative assistants occupational group (4.2%).

The academic professionals occupational group had the lowest proportion of disabled staff (2.7%) among full-time staff.

3.7 Full-time staff by occupational group and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Academic professionals	114610	97.3	3235	2.7
Non-academic professionals	21815	96.3	830	3.7
Managers	13930	96.9	450	3.1
Laboratory, engineering, building, IT and medical technicians (including nurses)	20595	96.0	865	4.0
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	6295	94.7	350	5.3
Artistic, media, public relations, marketing and sports occupations	4260	96.6	150	3.4
Library assistants, clerks and general administrative assistants	31975	95.8	1400	4.2
Secretaries, typists, receptionists and telephonists	8315	96.5	305	3.5
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	4120	96.4	150	3.6
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2510	96.1	100	3.9
Retail and customer service occupations	595	96.5	20	3.5
Drivers, maintenance supervisors and plant operatives	1065	96.7	35	3.3
Cleaners, catering assistants, security officers, porters and maintenance workers	9700	95.7	435	4.3

Among part-time staff, again the student welfare workers, careers advisors, vocational training instructors, personnel and planning officers occupational group had the highest proportion of disabled staff (6.1%).

However, the occupational groups with the lowest proportion of disabled staff were the drivers, maintenance supervisors and plant operatives occupational group (2.6%) and the caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupational group (2.7%).

3.8 Part-time staff by occupational group and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Academic professionals	61530	96.8	2010	3.2
Non-academic professionals	6045	96.6	210	3.4
Managers	1805	96.7	60	3.3
Laboratory, engineering, building, IT and medical technicians (including nurses)	4115	94.7	230	5.3
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	4205	93.9	275	6.1
Artistic, media, public relations, marketing and sports occupations	1660	96.6	60	3.4
Library assistants, clerks and general administrative assistants	20220	95.9	860	4.1
Secretaries, typists, receptionists and telephonists	5650	96.5	205	3.5
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	300	95.6	15	4.4
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2240	97.3	60	2.7
Retail and customer service occupations	620	96.3	25	3.7
Drivers, maintenance supervisors and plant operatives	225	97.4	5	2.6
Cleaners, catering assistants, security officers, porters and maintenance workers	16885	96.5	615	3.5

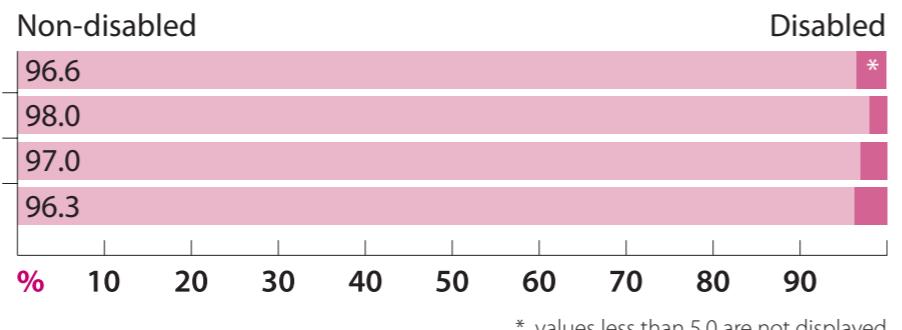
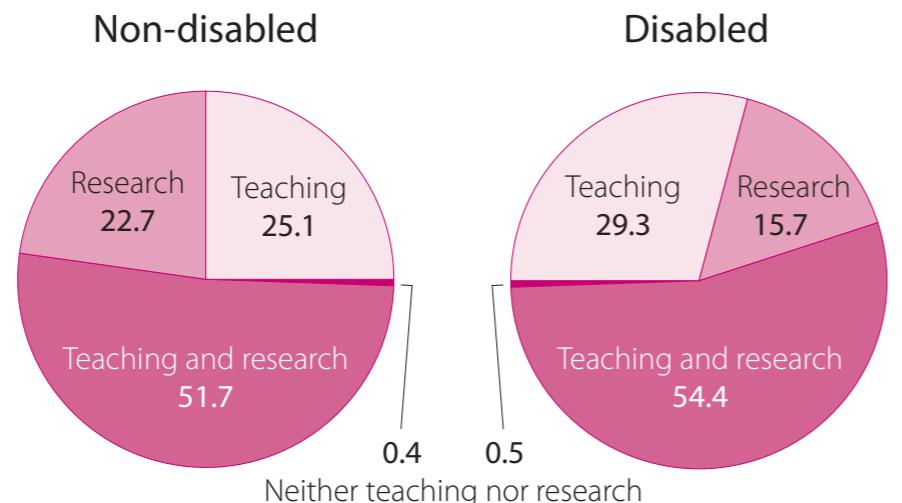
Academic contract

15.7% of disabled academic staff were in research-only roles compared with 22.7% of non-disabled staff.

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

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
Teaching only	44285	25.1	96.6	1540	29.3	3.4
Research only	40020	22.7	98.0	825	15.7	2.0
Teaching and research	91105	51.7	97.0	2855	54.4	3.0
Neither teaching nor research	730	0.4	96.3	30	0.5	3.7

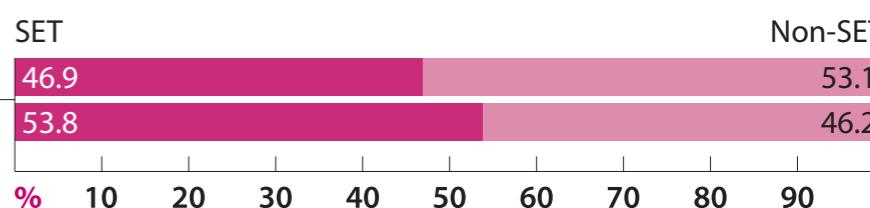
* compare vertically

[^] compare horizontally*Academic staff in research/teaching contract types by disability status**Disabled/non-disabled academic staff by research/teaching contract type***Academic subject area**

The majority (53.1%) of disabled academic staff worked in non-SET subject areas, whereas the majority of non-disabled staff were in SET (53.8%).

3.10 Academic staff by SET category and disability status

	SET		Non-SET	
	No.	%	No.	%
Disabled	2460	46.9	2785	53.1
Non-disabled	94715	53.8	81425	46.2

Disabled/non-disabled academic staff by SET category**3.11 Non-SET academic staff by subject area and disability status**

	Non-disabled		Disabled	
	No.	%	No.	%
Business and management studies	13495	96.8	450	3.2
Catering and hospitality management	655	95.4	30	4.6
Central administration & services	1360	96.5	50	3.5
Continuing education	1245	96.9	40	3.1
Design and creative arts	13870	97.3	390	2.7
Education	9505	96.5	350	3.5
Health and community studies	4420	94.2	270	5.8
Humanities and language-based studies	11330	97.1	340	2.9
Media studies	3275	96.1	135	3.9
Modern languages	4525	98.0	95	2.0
Premises	5	..	0	..
Residences and catering	5	..	0	..
Social studies	14300	96.4	535	3.6
Sports science and leisure studies	2145	97.6	55	2.4
Staff and student facilities	335	95.6	15	4.4
Total academic services	960	96.9	30	3.1
Total non-SET	81425	96.7	2785	3.3

.. percentages based on totals of 52 or less are not shown

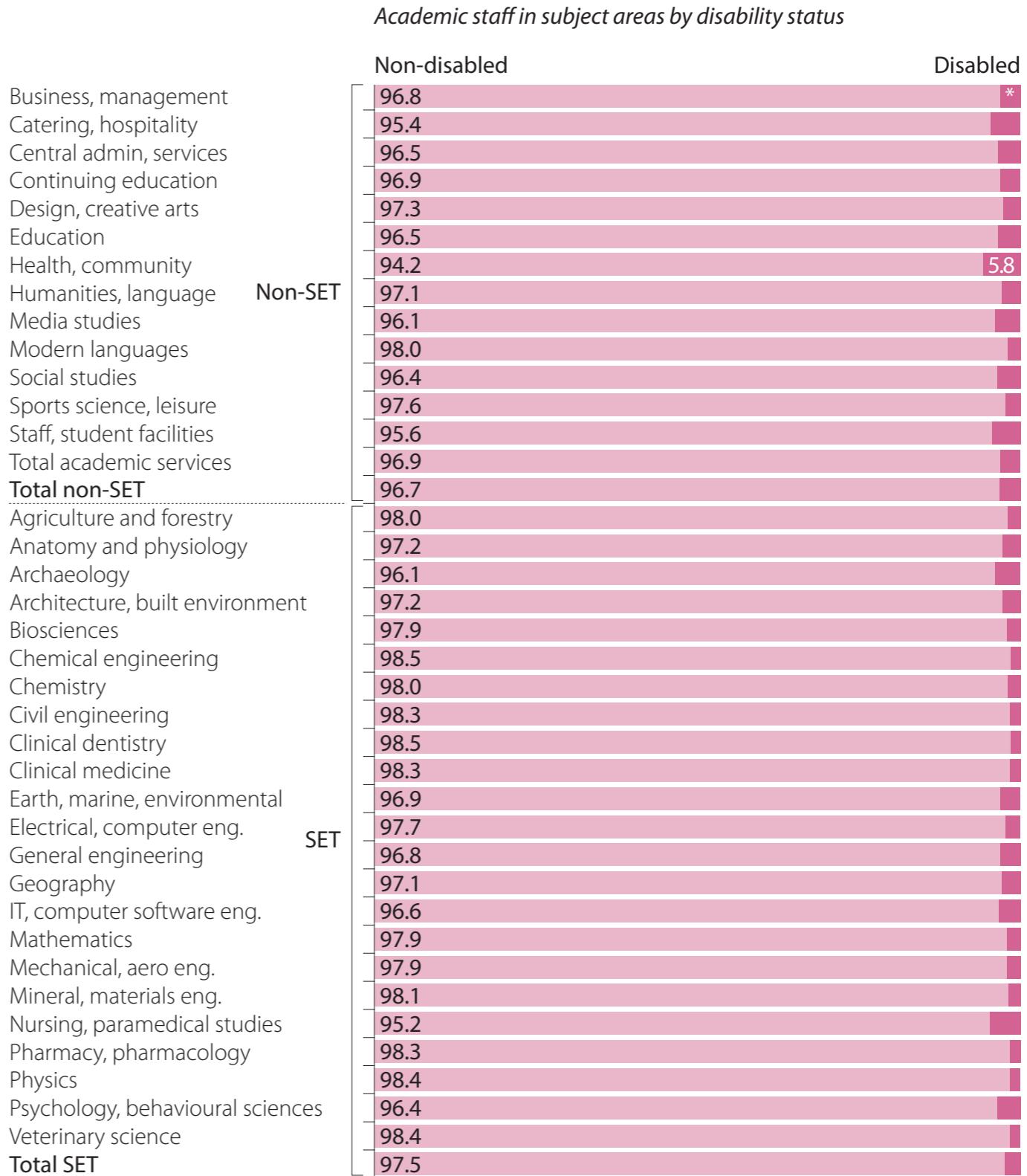
Overall, 2.5% of academic staff who worked in SET subject areas were disabled.

The SET subject area with the highest proportion of disabled staff was nursing and paramedical studies (4.8%).

The SET subject areas with the lowest proportion of disabled staff were chemical engineering and clinical dentistry with 1.5% each.

3.12 SET academic staff by subject area and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Agriculture and forestry	860	98.0	20	2.0
Anatomy and physiology	1500	97.2	45	2.8
Archaeology	615	96.1	25	3.9
Architecture, built environment and planning	3740	97.2	105	2.8
Biosciences	11545	97.9	250	2.1
Chemical engineering	825	98.5	10	1.5
Chemistry	3535	98.0	75	2.0
Civil engineering	1765	98.3	30	1.7
Clinical dentistry	1365	98.5	20	1.5
Clinical medicine	20180	98.3	360	1.7
Earth, marine and environmental sciences	3300	96.9	105	3.1
Electrical, electronic and computer engineering	3950	97.7	90	2.3
General engineering	2955	96.8	100	3.2
Geography	1990	97.1	60	2.9
IT and systems sciences, computer software engineering	6275	96.6	220	3.4
Mathematics	3985	97.9	85	2.1
Mechanical, aero and production engineering	3840	97.9	85	2.1
Mineral, metallurgy and materials engineering	1045	98.1	20	1.9
Nursing and paramedical studies	8575	95.2	430	4.8
Pharmacy and pharmacology	1910	98.3	35	1.7
Physics	4140	98.4	65	1.6
Psychology and behavioural sciences	5655	96.4	210	3.6
Veterinary science	1155	98.4	20	1.6
Total SET	94715	97.5	2460	2.5



* values less than 5.0 are not displayed

Academic roles

There was a lower proportion of disabled academic staff within professorial roles (2.4%) than non-professorial roles (3.0%).

Across both professorial and non-professorial roles, a higher proportion of academic staff in non-SET areas were disabled than in SET areas:

= 2.9% of professors in non-SET subject areas were disabled, compared with 2.1% in SET subject areas

= 3.4% of non-professorial academic staff in non-SET subject areas were disabled compared with 2.6% in SET

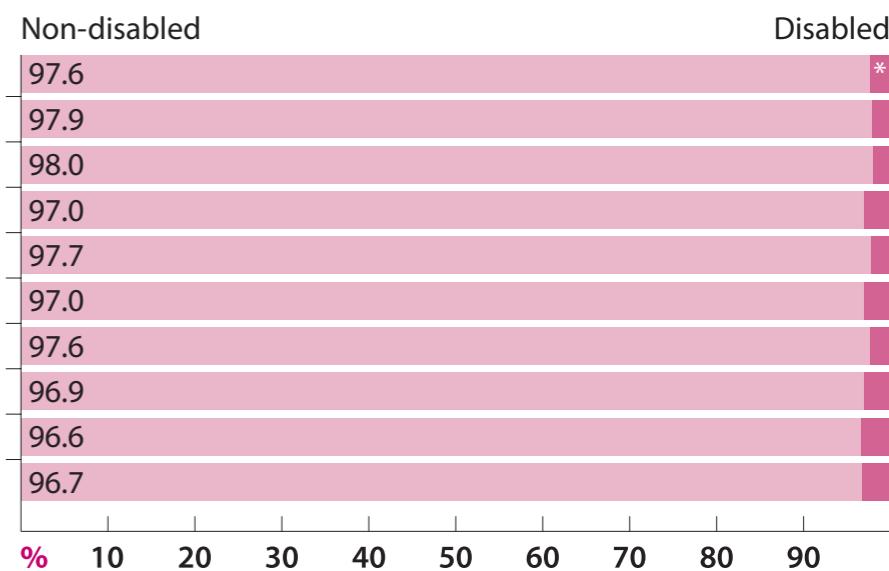
3.13 Academic staff by professorial and SET categories, mode and disability status

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
Professors						
All SET	10695	59.3	97.9	225	51.3	2.1
Full-time SET	9330	51.8	97.9	200	44.9	2.1
Part-time SET	1365	7.6	98.0	30	6.4	2.0
All non-SET	7325	40.7	97.1	215	48.7	2.9
Full-time non-SET	6235	34.6	97.0	190	42.9	3.0
Part-time non-SET	1090	6.0	97.7	25	5.7	2.3
All professors	18020	100	97.6	440	100	2.4
Non-professors						
All SET	84020	53.1	97.4	2235	46.5	2.6
Full-time SET	61785	39.1	97.6	1525	31.8	2.4
Part-time SET	22235	14.1	96.9	710	14.7	3.1
All non-SET	74100	46.9	96.6	2570	53.5	3.4
Full-time non-SET	37260	23.6	96.6	1320	27.5	3.4
Part-time non-SET	36840	23.3	96.7	1250	26.0	3.3
All non-professors	158115	100	97.0	4805	100	3.0

* compare vertically within academic role

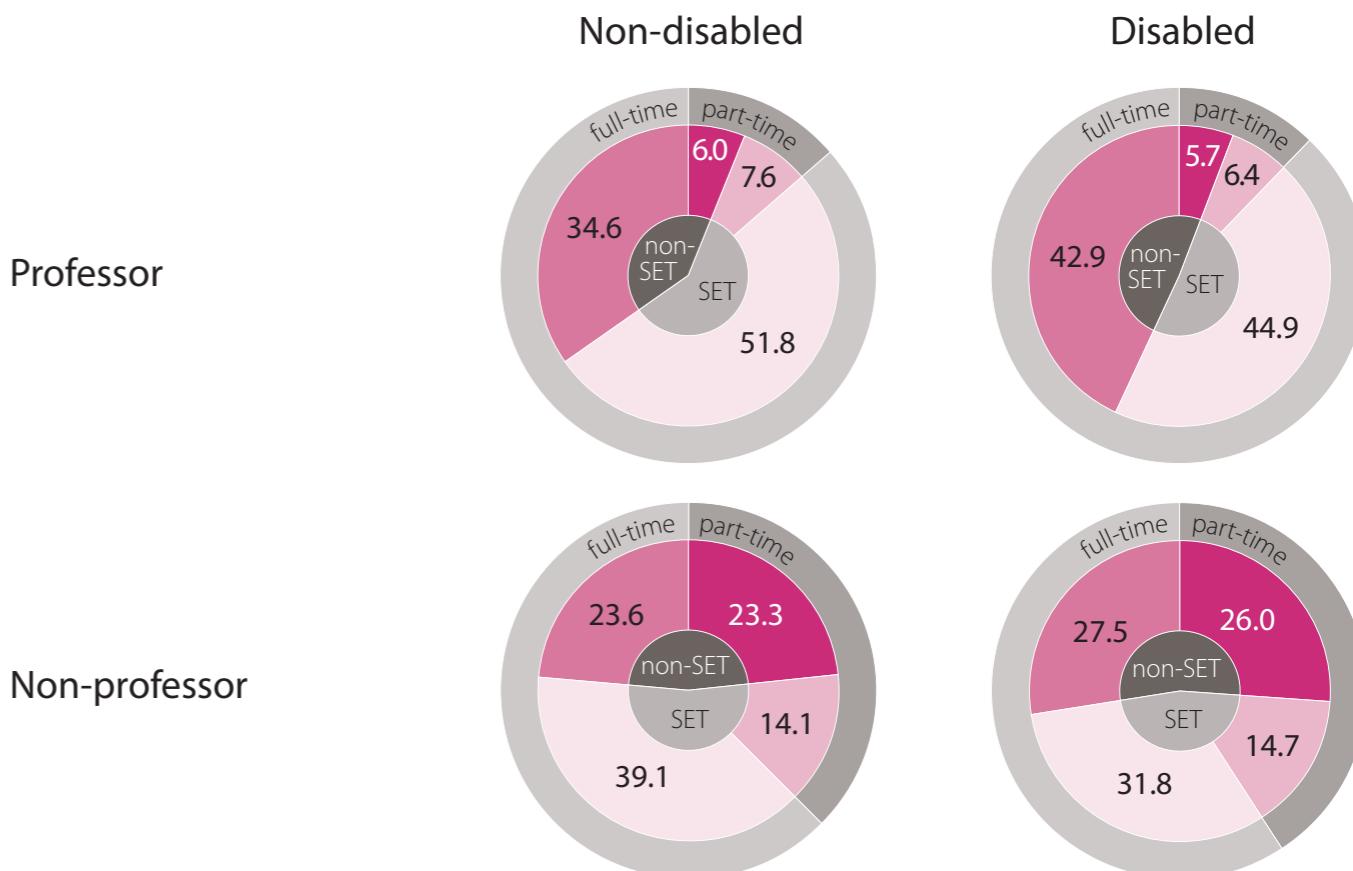
[^] compare horizontally

Professors/non-professors in modes and SET categories by disability status



* values less than 5.0 are not displayed

Disabled/non-disabled academic staff by professorial and SET categories and mode



2.8% of academic senior managers were disabled compared with 2.9% of academic staff who were not senior managers.

For both disabled and non-disabled academic senior managers, the largest proportion worked in non-SET subject areas (64.1% and 59.3% respectively).

For academic staff who were not senior managers, the largest proportion of disabled academic staff worked in non-SET (52.9%), whereas the largest proportion of non-disabled academic staff worked in SET (54.0%).

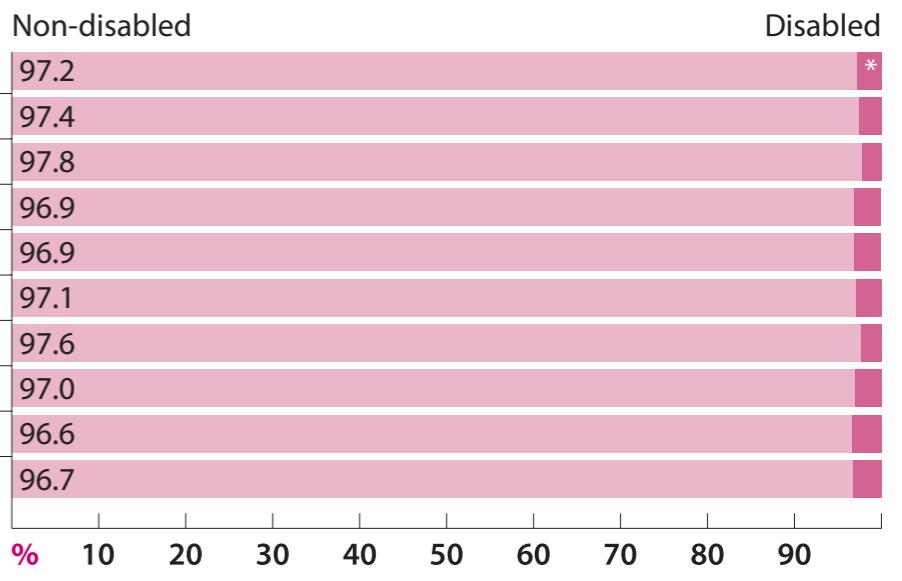
3.14 Academic staff by senior management and SET categories, mode and disability status

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
Senior managers						
All SET	1170	40.7	97.5	30	35.9	2.5
Full-time SET	1070	37.2	97.4	30	33.3	2.6
Part-time SET	100	3.5	97.8	0	2.6	2.2
All non-SET	1705	59.3	96.9	55	64.1	3.1
Full-time non-SET	1605	55.9	96.9	50	60.4	3.1
Part-time non-SET	100	3.4	96.9	5	3.7	3.1
All senior managers	2875	100	97.2	85	100	2.8
Other academic staff						
All SET	93540	54.0	97.5	2430	47.1	2.5
Full-time SET	70045	40.4	97.6	1700	32.9	2.4
Part-time SET	23500	13.6	97.0	735	14.2	3.0
All non-SET	79720	46.0	96.7	2730	52.9	3.3
Full-time non-SET	41890	24.2	96.6	1460	28.3	3.4
Part-time non-SET	37830	21.8	96.7	1270	24.6	3.3
All other academics	173260	100	97.1	5165	100	2.9

* compare vertically within academic role

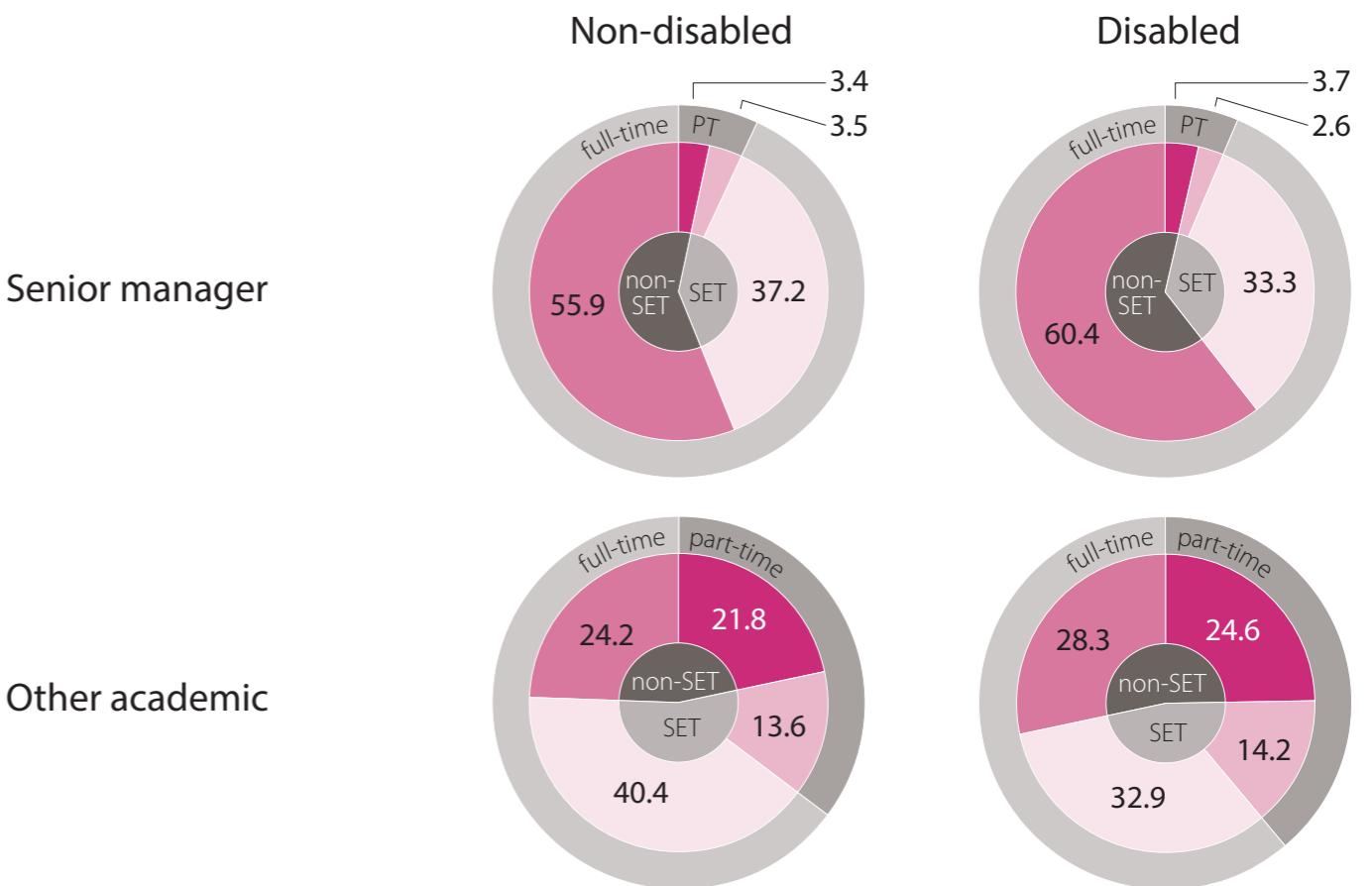
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Academic senior managers/other academic staff in modes and SET categories by disability status



* values less than 5.0 are not displayed

Disabled/non-disabled academic staff by senior management and SET categories and mode



Salaries

A slightly lower proportion of disabled academic staff earned a salary over £50,000 than non-disabled academic staff (24.0% compared with 26.3%).

Compared with 2010/11
For both disabled and non-disabled part-time academic staff, there was a decrease in the proportion earning under £30,000 (from 24.8% to 18.7% of disabled staff, and from 26.9% to 19.0% of non-disabled staff).

Among professional and support staff, a slightly lower proportion of disabled staff earned a salary over £50,000 than non-disabled staff (3.9% compared with 4.9%).

Among full-time professional and support staff, 5.2% of disabled staff earned over £50,000 compared with 6.6% of non-disabled staff.

3.15 Academic staff by mode, salary range and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
All academic staff						
Under £30,000	20120	11.4	97.3	550	10.5	2.7
£30,000–£50,000	109640	62.3	97.0	3440	65.5	3.0
Over £50,000	46315	26.3	97.4	1260	24.0	2.6
Full-time						
Under £30,000	8470	7.4	98.0	175	5.4	2.0
£30,000–£50,000	68290	59.6	97.1	2015	62.2	2.9
Over £50,000	37845	33.0	97.3	1050	32.4	2.7
Part-time						
Under £30,000	11650	19.0	96.9	375	18.7	3.1
£30,000–£50,000	41350	67.3	96.7	1425	70.9	3.3
Over £50,000	8470	13.8	97.6	210	10.4	2.4

* compare vertically within mode

^ compare horizontally

Academic/professional and support staff in salary ranges by disability status



* values less than 5.0 are not displayed

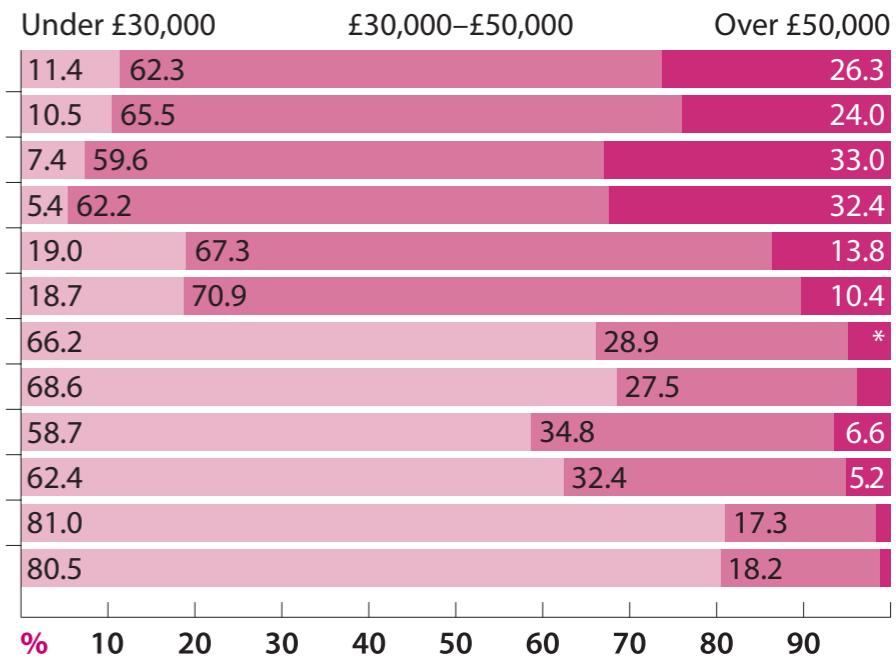
3.16 Professional and support staff by mode, salary range and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
All professional and support staff						
Under £30,000	125225	66.2	95.9	5295	68.6	4.1
£30,000–£50,000	54610	28.9	96.3	2125	27.5	3.7
Over £50,000	9290	4.9	96.9	300	3.9	3.1
Full-time						
Under £30,000	73435	58.7	95.8	3185	62.4	4.2
£30,000–£50,000	43535	34.8	96.3	1650	32.4	3.7
Over £50,000	8205	6.6	96.8	265	5.2	3.2
Part-time						
Under £30,000	51795	81.0	96.1	2110	80.5	3.9
£30,000–£50,000	11075	17.3	95.9	475	18.2	4.1
Over £50,000	1085	1.7	97.0	35	1.3	3.0

* compare vertically within mode

^ compare horizontally

Disabled/non-disabled staff in activities and modes by salary range



* values less than 5.0 are not displayed

13.2% of disabled academic staff received a salary at the highest academic pay spine ($\geq \text{£}55,908$), compared with 17.0% of non-disabled academic staff.

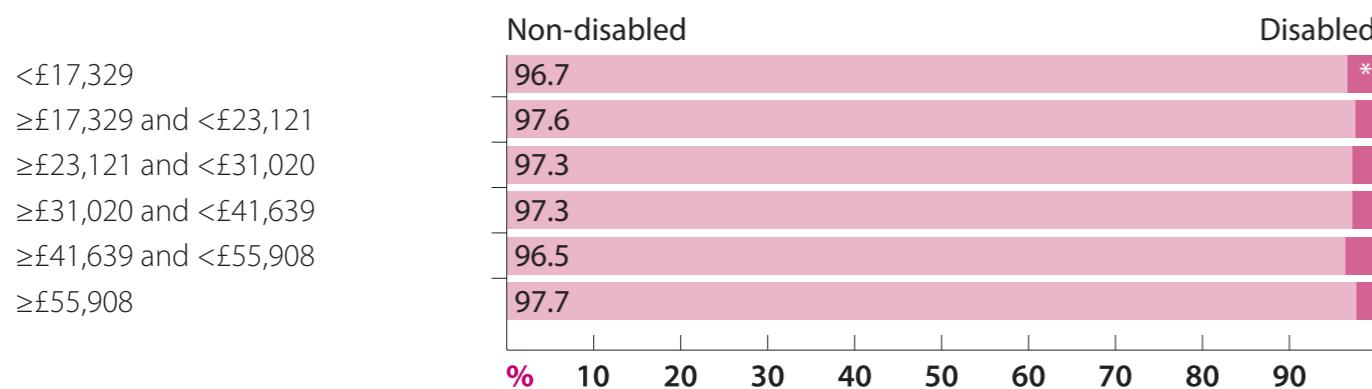
3.17 Academic staff by academic pay spine and disability status

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
<£17,329	695	0.4	96.7	25	0.5	3.3
$\geq \text{£}17,329$ and <£23,121	2800	1.6	97.6	70	1.3	2.4
$\geq \text{£}23,121$ and <£31,020	24110	13.7	97.3	670	12.8	2.7
$\geq \text{£}31,020$ and <£41,639	60625	34.4	97.3	1715	32.6	2.7
$\geq \text{£}41,639$ and <£55,908	57955	32.9	96.5	2075	39.5	3.5
$\geq \text{£}55,908$	29890	17.0	97.7	695	13.2	2.3

* compare vertically

[^] compare horizontally

Academic staff in academic pay spines by disability status

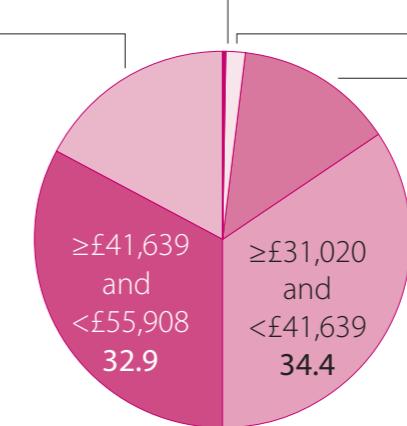


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Disabled/non-disabled academic staff by academic pay spine

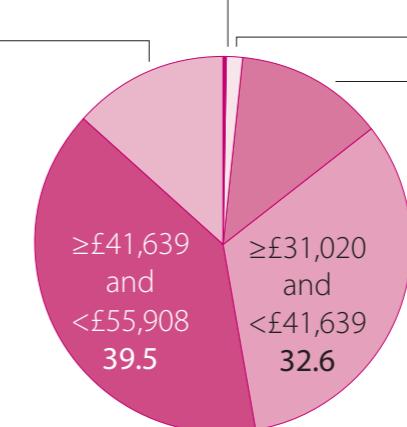
17.0 $\geq \text{£}55,908$ <£17,329 0.4
 $\geq \text{£}17,329$ and <£23,121 1.6
 $\geq \text{£}23,121$ and <£31,020 13.7

Non-disabled



13.2 $\geq \text{£}55,908$ <£17,329 0.5
 $\geq \text{£}17,329$ and <£23,121 1.3
 $\geq \text{£}23,121$ and <£31,020 12.8

Disabled



Overall, the median disability pay gap in the UK was 5.7% and the mean 6.4% (see table 3.19). The disability pay gap varied considerably by country of institution and employment activity.

Overall, the median disability pay gap was largest in Northern Ireland (7.5%), followed by Scotland (7.2%). The largest overall mean disability pay gap was also in Northern Ireland (7.5%).

For academic staff, the largest disability pay gaps were in Wales (-12.5% median, -4.1% mean).

For professional and support staff both largest gaps were in Northern Ireland (5.7% median and 4.6% mean).

London as a region had considerably lower median and mean disability pay gaps than England as a whole.

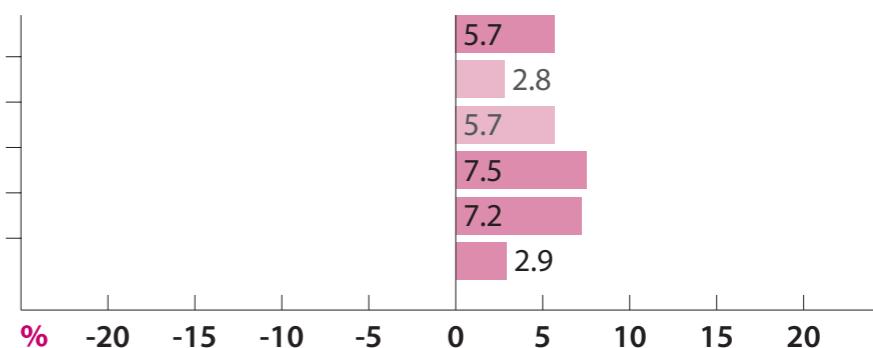
3.18 Median/mean salary and pay gap by country of institution, activity and disability status

	Median			Mean		
	ND	D	Pay gap	ND	D	Pay gap
	£	£	%	£	£	%
England						
Academic staff	40430	41639	-3.0	44332	43000	3.0
Professional and support staff	24520	23811	2.9	27809	26798	3.6
All staff	32901	31020	5.7	35919	33475	6.8
London						
Academic staff	41674	44166	-6.0	46960	46981	0.0
Professional and support staff	31058	31020	0.1	33473	32784	2.1
All staff	37180	36146	2.8	40885	38906	4.8
England (excluding London)						
Academic staff	40430	40430	0.0	43448	42262	2.7
Professional and support staff	23121	23121	0.0	26401	25787	2.3
All staff	31948	30122	5.7	34478	32521	5.7
Northern Ireland						
Academic staff	45486	45486	0.0	46871	46874	0.0
Professional and support staff	22475	21183	5.7	26395	25175	4.6
All staff	32901	30431	7.5	35539	32871	7.5
Scotland						
Academic staff	44166	44166	0.0	46529	45916	1.3
Professional and support staff	23121	23121	0.0	26672	26760	-0.3
All staff	32465	30122	7.2	35344	33963	3.9
Wales						
Academic staff	39257	44166	-12.5	43488	45269	-4.1
Professional and support staff	23121	23811	-3.0	27323	26793	1.9
All staff	31948	31020	2.9	34531	33660	2.5

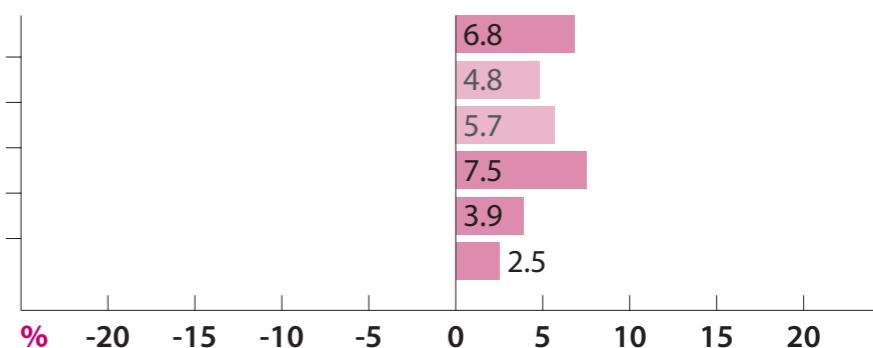
ND non-disabled

D disabled

Median disability pay gap for all staff by country of institution



Mean disability pay gap for all staff by country of institution



The median salary of disabled academic staff (£42,883) was higher than that of non-disabled academic staff (£41,448), a median disability pay gap of -3.5%. The mean disability pay gap was 2.4%.

For professional and support staff the median and mean pay gaps were 0.6% and 3.2% respectively. The mean salary for disabled professional and support staff was £26,744 compared with £27,627 for non-disabled staff.

Both the largest median and mean salary pay gaps occurred in the drivers, maintenance, plant operatives occupational group (13.3% and 6.6% respectively).

The smallest mean salary pay gap (0.8%) occurred in the managers occupational group. There was a 0.0% median gap for three occupational groups: student welfare, careers, training, personnel, planning; caretakers, wardens, leisure, nursery nurses care; and cleaners, catering, security, porters.

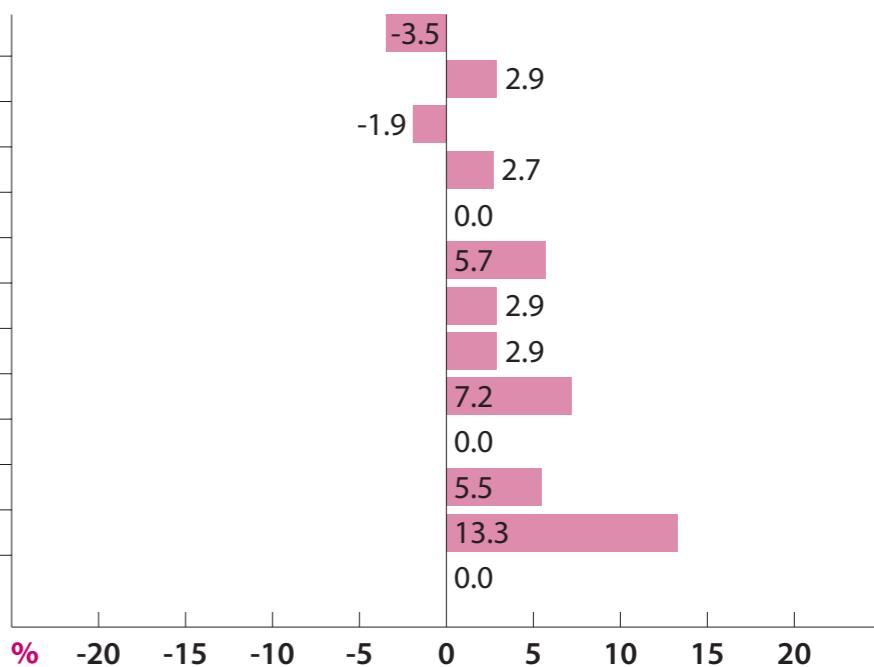
3.19 Median/mean salary and pay gap by occupational group and disability status

	Median			Mean		
	ND	D	Gap	ND	D	Gap
	£	£	%	£	£	%
Academic professionals	41448	42883	-3.5	44538	43460	2.4
Non-academic professionals	37012	35938	2.9	39094	38309	2.0
Managers	44166	45017	-1.9	48609	48214	0.8
Lab, engineering, building, IT, medical techs (inc. nurses)	28329	27578	2.7	28826	28069	2.6
Student welfare, careers, training, personnel, planning	30122	30122	0.0	30619	29855	2.5
Artistic, media, PR, marketing, sports	28401	26779	5.7	29171	27639	5.3
Library, clerks, admin assistants	21802	21171	2.9	22845	22328	2.3
Secretaries, typists, receptionists and telephonists	21171	20559	2.9	22293	21722	2.6
Chefs, gardeners, printers, electrical, mechanical, construction	22194	20587	7.2	22541	22045	2.2
Caretakers, wardens, leisure, nursery nurses, care	17329	17329	0.0	19217	18127	5.7
Retail and customer service	18340	17329	5.5	19190	17980	6.3
Drivers, maintenance, plant operatives	20559	17827	13.3	21382	19977	6.6
Cleaners, catering, security, porters	14758	14758	0.0	15767	16130	-2.3
All professional and support staff	23966	23811	0.6	27627	26744	3.2
All staff	32901	31020	5.7	35781	33508	6.4

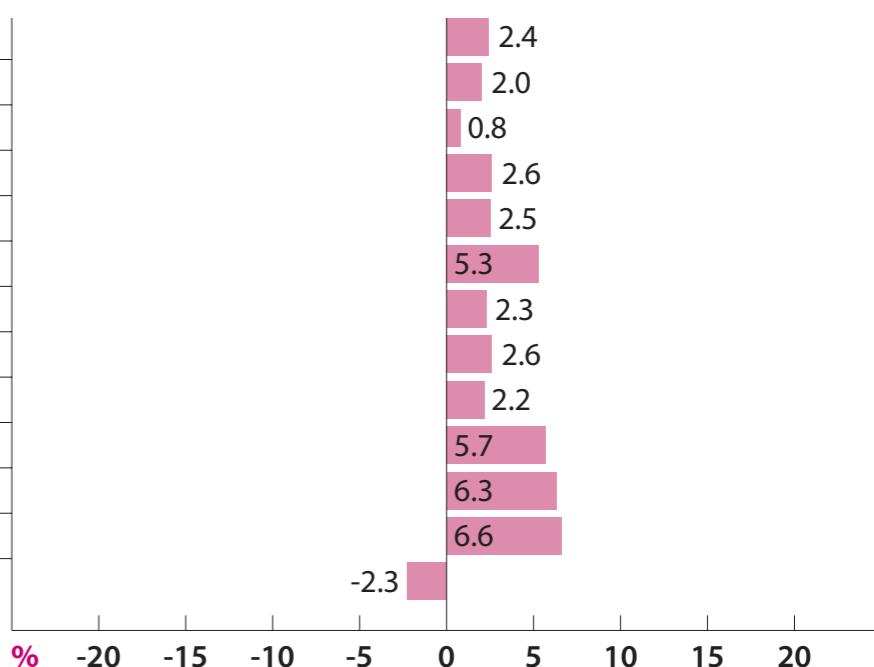
ND non-disabled

D disabled

Median disability pay gap by occupational group



Mean disability pay gap by occupational group



Overall, the median and mean disability pay gaps among professors were 4.5% and 4.0% respectively.

The largest professorial median disability pay gap was in Scotland (6.7%) and the mean in England (4.6%). However, London as a region had much higher professorial median and mean disability pay gaps than any nation (10.7% and 10.6% respectively). The smallest median pay gap was 2.4% in Northern Ireland, and the smallest mean gap was -0.3 in Wales.

Compared with 2010/11
The professorial median and mean disability pay gaps increased from 2.9% and 1.6% respectively.

The pay gap varied across nations for the non-professorial staff too. The largest median and mean pay gaps were in Wales (-15.9% and -4.0% respectively). The smallest median pay gap was -2.6% in England and the smallest mean was -0.2% in Scotland.

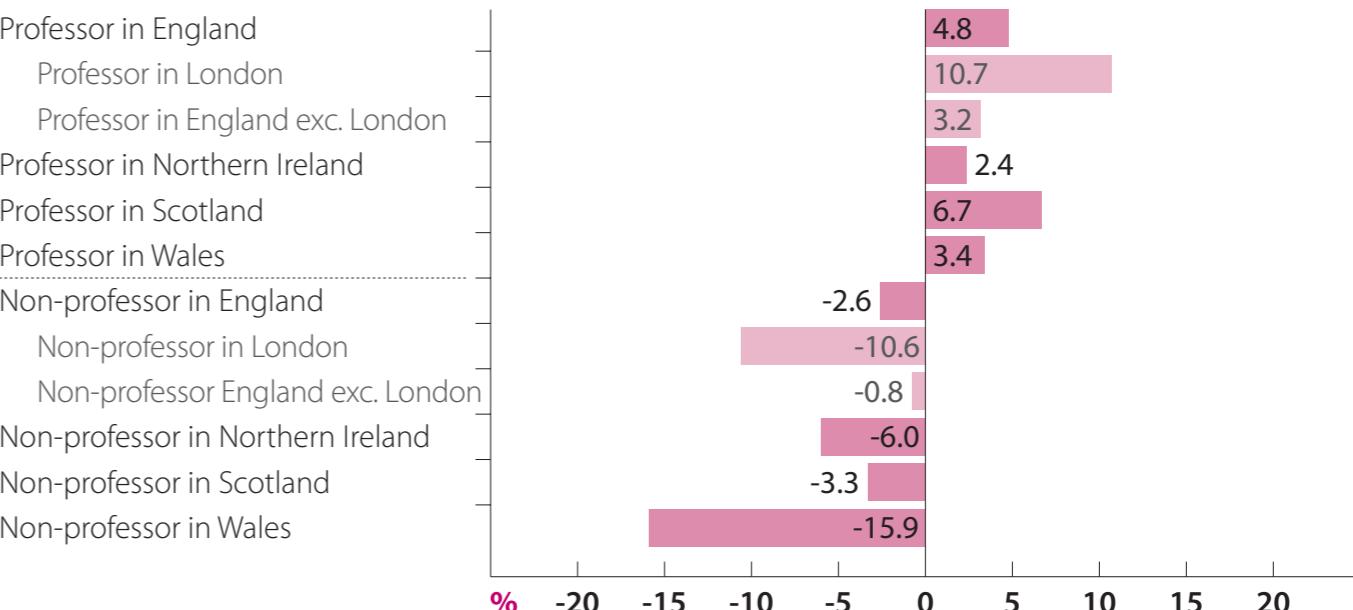
3.20 Median/mean salary and pay gap for professors/non-professors by country of institution and disability status

	Median			Mean		
	ND	D	Pay gap	ND	D	Pay gap
	£	£	%	£	£	%
Professors						
England	70782	67371	4.8	76116	72606	4.6
London	76335	68170	10.7	81194	72554	10.6
England excluding London	68924	66726	3.2	74357	72623	2.3
Northern Ireland	66957	65369	2.4	71712	72781	-1.5
Scotland	70268	65575	6.7	75769	72741	4.0
Wales	71444	69027	3.4	75233	75441	-0.3
UK	70780	67587	4.5	75935	72894	4.0
Non-professors						
England	38261	39257	-2.6	40876	40498	0.9
London	39936	44166	-10.6	43148	43410	-0.6
England excluding London	37850	38140	-0.8	40113	39989	0.3
Northern Ireland	42907	45486	-6.0	43163	44304	-2.6
Scotland	41639	43003	-3.3	42013	42094	-0.2
Wales	37012	42883	-15.9	39722	41320	-4.0
UK	38861	40430	-4.0	40959	40756	0.5

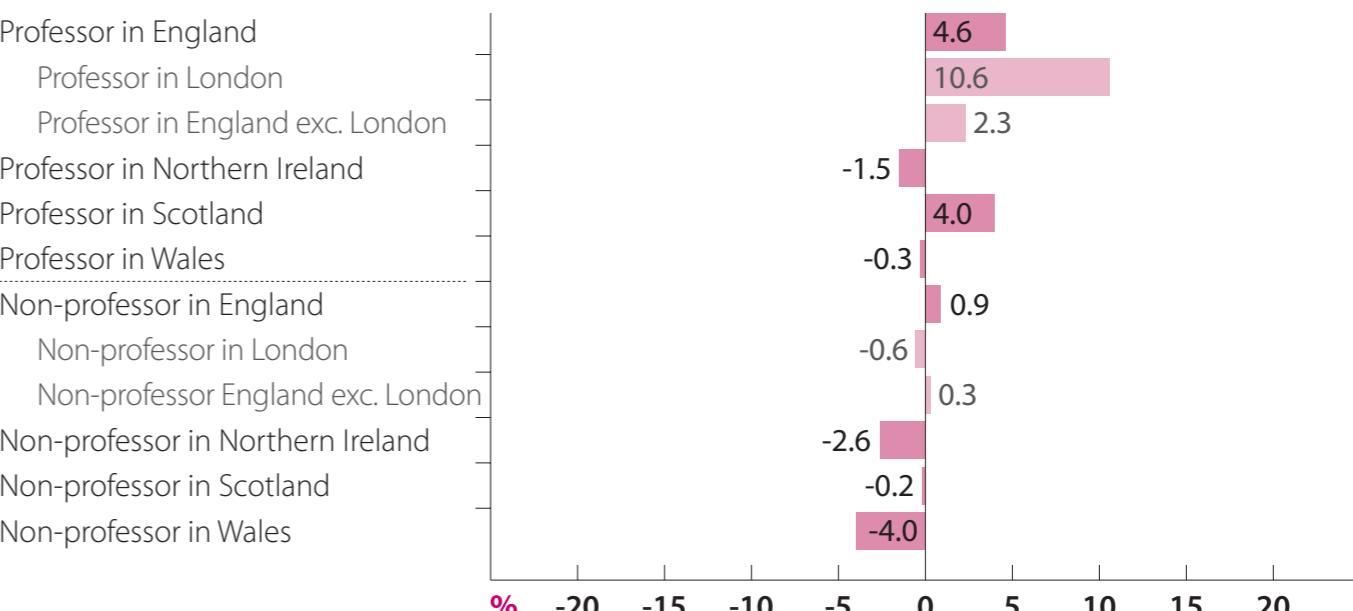
ND non-disabled

D disabled

Median disability pay gap for professors/non-professors by country of institution



Mean disability pay gap for professors/non-professors by country of institution



Destination of leavers

This section presents information on academic staff who left the higher education institution in which they were employed between 2010/11 and 2011/12.

Overall, 16.0% of disabled academic staff left their institution between 2010/11 and 2011/12 compared with 17.3% of non-disabled academic staff.

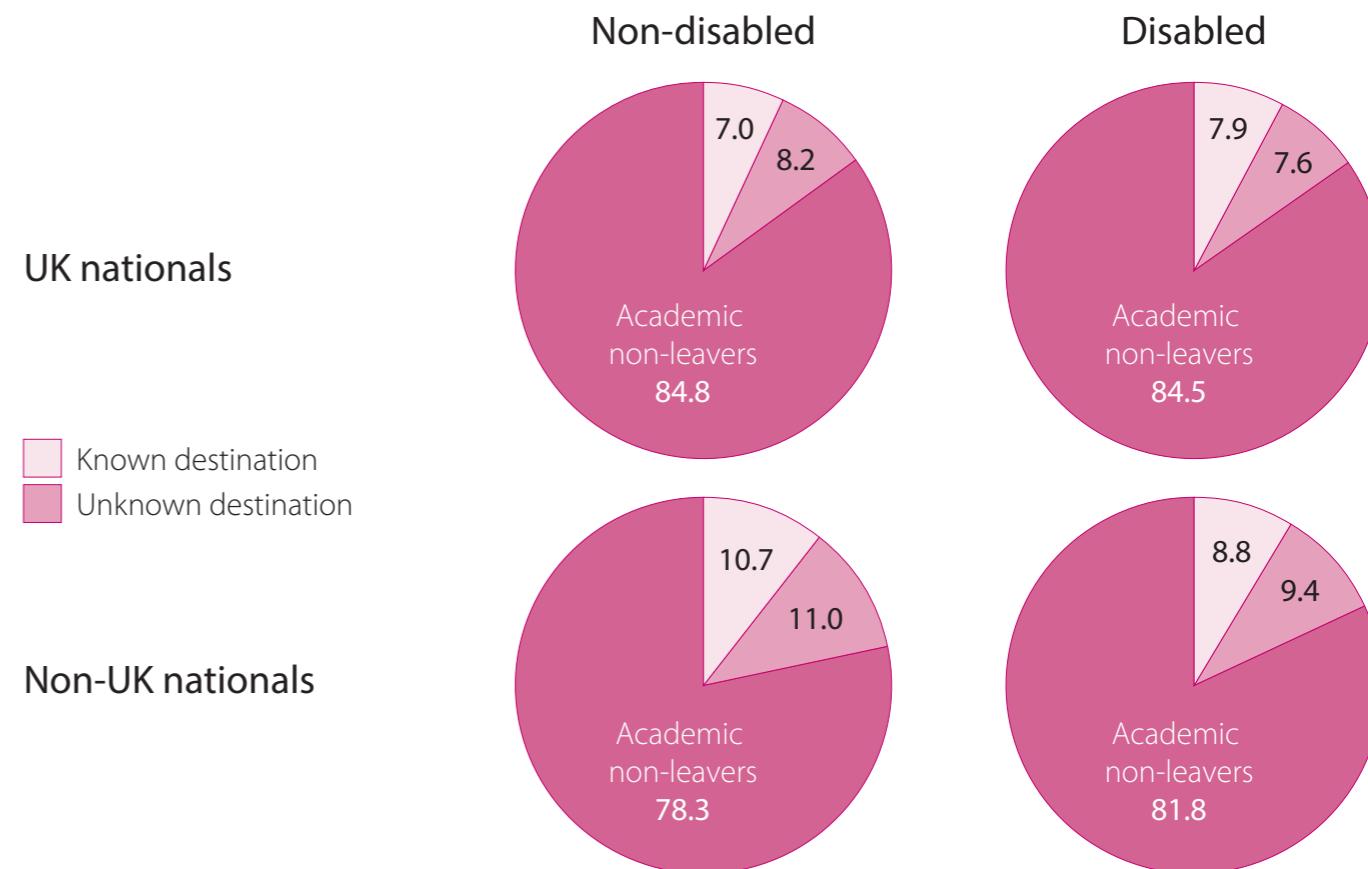
Among UK academic staff, the proportions of leavers were similar among disabled and non-disabled staff (15.5% and 15.2% respectively).

Rates were more varied among non-UK disabled and non-disabled academic staff (18.2% and 21.7% respectively).

3.21 Academic staff by leaving status and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
All academic staff				
Total academic staff	176380	100	4800	100
Total academic leavers (as a proportion of all staff)	30575	17.3	770	16.0
Known destination (as a proportion of all leavers)	13885	45.4	380	49.6
Unknown destination (as a proportion of all leavers)	16690	54.6	385	50.4
UK national				
Total UK academic staff	127000	100	4175	100
Total UK academic leavers (as a proportion of all staff)	19305	15.2	650	15.5
Known destination (as a proportion of all leavers)	8835	45.8	330	50.8
Unknown destination (as a proportion of all leavers)	10470	54.2	320	49.2
Non-UK national				
Total non-UK academic staff	42750	100	555	100
Total non-UK academic leavers (as a proportion of all staff)	9295	21.7	100	18.2
Known destination (as a proportion of all leavers)	4585	49.4	50	48.4
Unknown destination (as a proportion of all leavers)	4710	50.6	50	51.6

Disabled/non-disabled academic staff by leaving status



Among UK academic leavers with known leaving destination:

- 32.7% of disabled leavers were still in employment, compared with 51.3% of non-disabled leavers
- a higher proportion (46.3%) of non-disabled leavers went on to employment in the UK, than disabled leavers (29.9%)
- 31.0% of disabled leavers retired, compared with 19.0% of non-disabled leavers

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

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
UK employment						
UK other HEI	1655	18.7	97.5	40	12.7	2.5
UK other education institution	310	3.5	98.9	5	1.0	1.1
UK student	250	2.8	94.2	15	4.7	5.8
UK research institute	105	1.2	99.1	0	0.3	0.9
UK NHS/medical or dental practice	425	4.8	98.8	5	1.5	1.2
UK public sector	115	1.3	99.1	0	0.3	0.9
UK private sector	1225	13.9	97.5	30	9.4	2.5
All UK employment	4085	46.3	97.6	100	29.9	2.4
Non-UK employment						
Non-UK HEI	205	2.3	97.6	5	1.5	2.4
Non-UK other education institution	40	0.5	..	0	0.3	..
Non-UK student	5	0.0	..	0	0.0	..
Non-UK research institute	60	0.7	98.3	0	0.3	1.7
Non-UK health service	10	0.1	..	0	0.0	..
Non-UK other employment	130	1.5	98.5	0	0.6	1.5
All non-UK employment	450	5.1	98.0	10	2.7	2.0
No longer in employment						
Not in regular employment	2510	28.4	95.6	115	35.2	4.4
Retired	1680	19.0	94.3	100	31.0	5.7
Deceased	105	1.2	96.4	5	1.2	3.6
All those no longer in employment	4300	48.7	95.1	220	67.3	4.9

* compare vertically ^ compare horizontally
.. percentages based on totals of 52 or less are not shown

Among non-UK academic leavers with known leaving destination, 71.9% of non-disabled leavers were still in employment. 41.8% went on to employment in the UK and 30.2% to overseas employment.

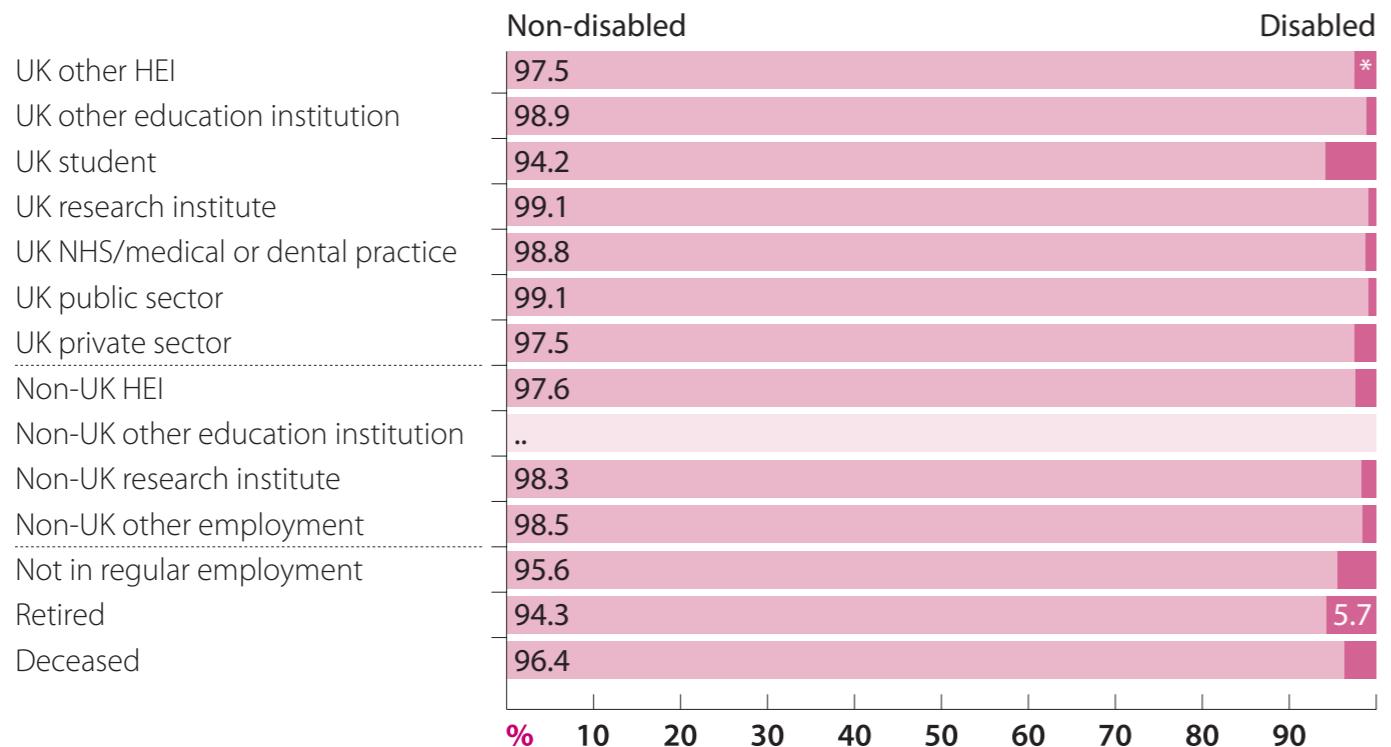
The number of non-UK disabled academic leavers was small so it was not possible to give a detailed breakdown of destinations.

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

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
UK employment						
UK other HEI	915	19.9	99.2	5	..	0.8
UK other education institution	70	1.5	97.2	0	..	2.8
UK student	215	4.7	98.6	5	..	1.4
UK research institute	85	1.9	98.8	0	..	1.2
UK NHS/medical or dental practice	110	2.4	100	0	..	0.0
UK public sector	25	0.5	..	0	..	..
UK private sector	500	10.9	99.0	5	..	1.0
All UK employment	1915	41.8	99.1	20	..	0.9
Non-UK employment						
Non-UK HEI	620	13.5	98.9	5	..	1.1
Non-UK other education institution	110	2.4	99.1	0	..	0.9
Non-UK student	30	0.7	..	0	..	..
Non-UK research institute	210	4.5	99.5	0	..	0.5
Non-UK health service	15	0.3	..	0	..	..
Non-UK other employment	400	8.7	99.5	0	..	0.5
All non-UK employment	1385	30.2	99.2	10	..	0.8
No longer in employment						
Not in regular employment	1160	25.3	98.7	15	..	1.3
Retired	105	2.3	97.3	5	..	2.7
Deceased	20	0.5	..	0	..	..
All those no longer in employment	1285	28.1	98.5	20	..	1.5

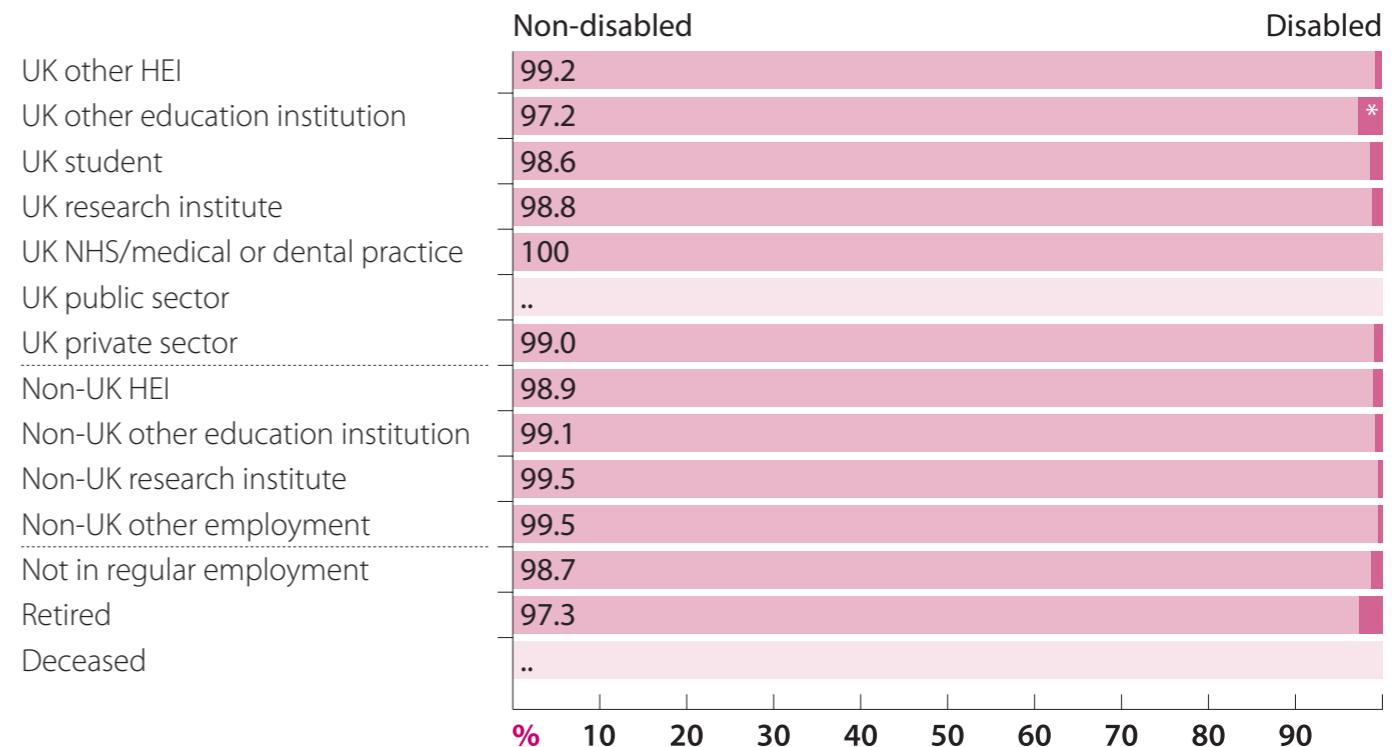
* compare vertically ^ compare horizontally
.. percentages based on totals of 52 or less are not shown

UK academic staff leavers in leaving destinations by disability status



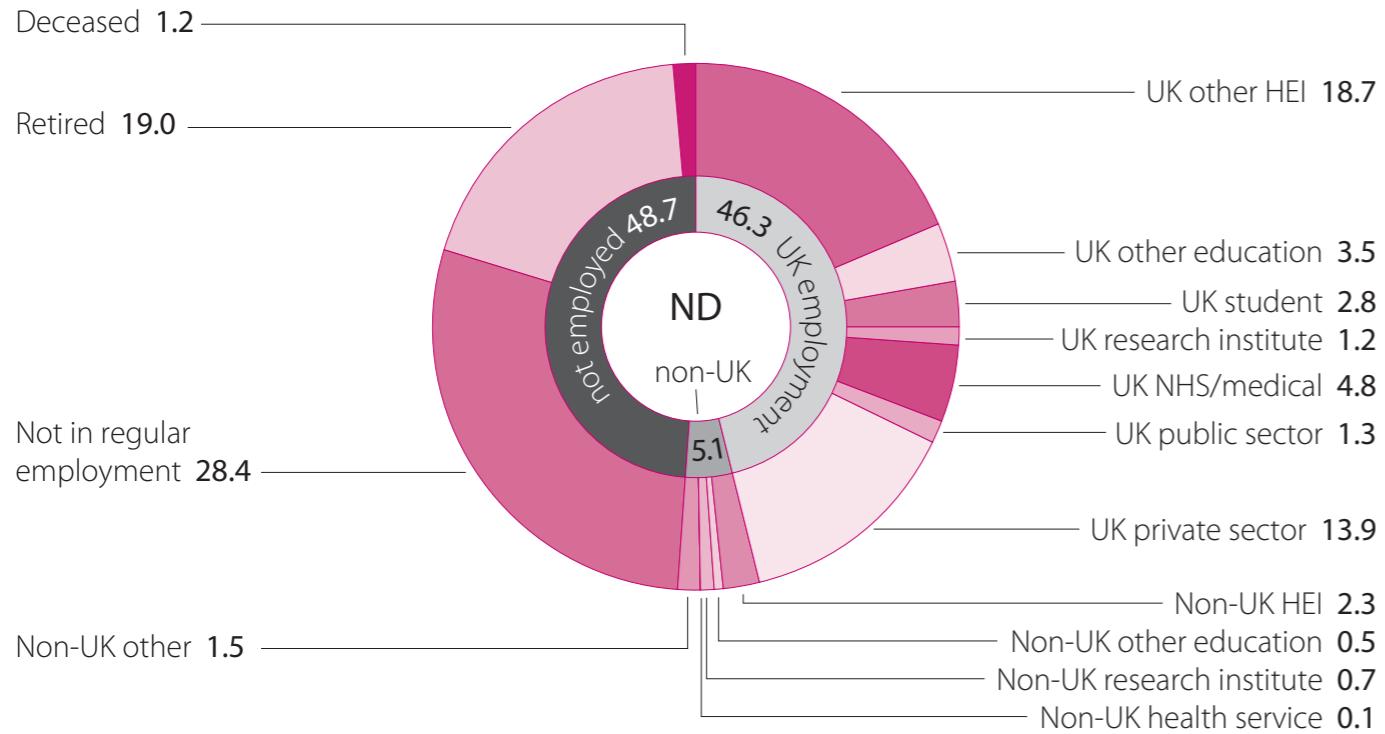
* values less than 5.0 are not displayed
.. percentages based on totals of 52 or less are not shown

Non-UK academic staff leavers in leaving destinations by disability status

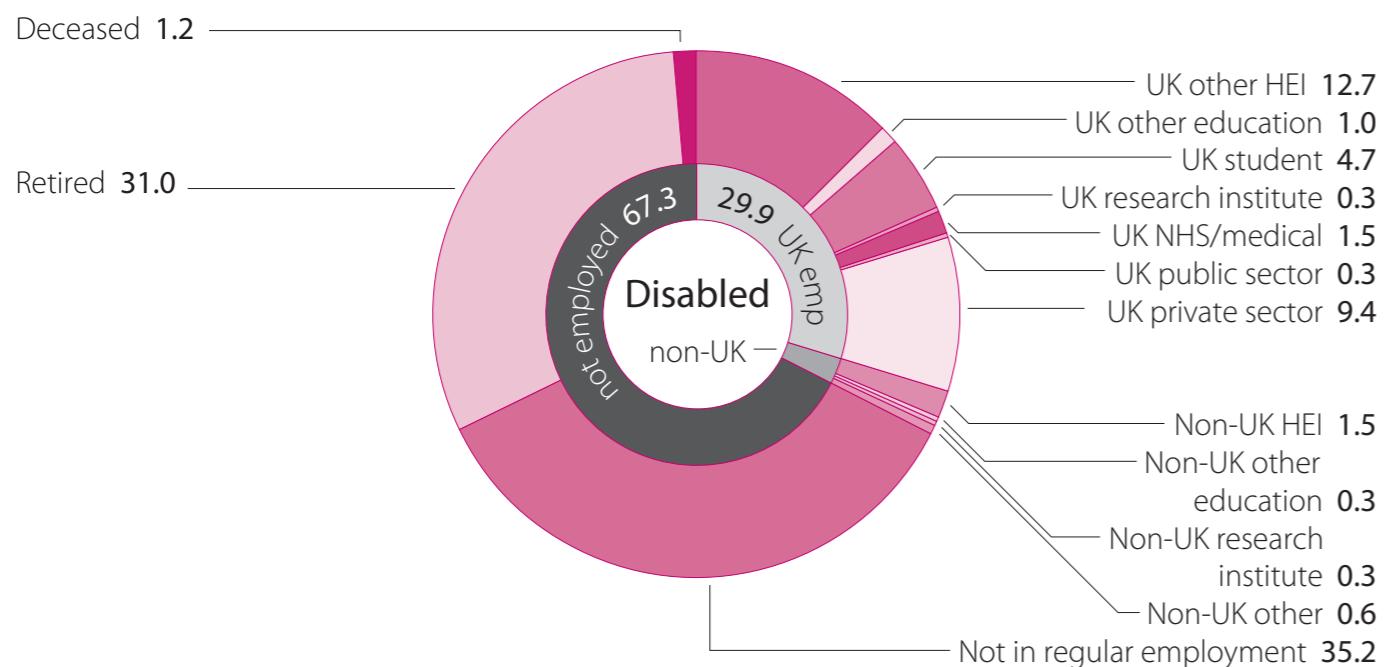
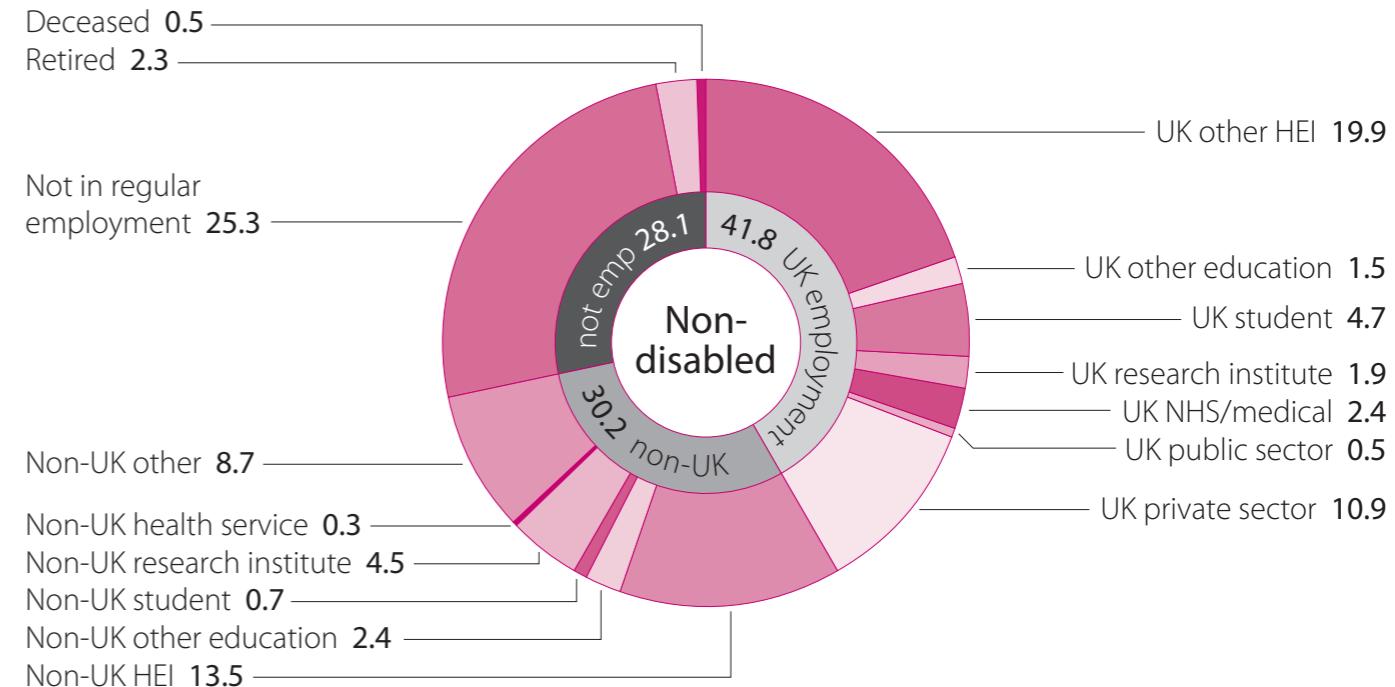


* values less than 5.0 are not displayed
.. percentages based on totals of 52 or less are not shown

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



Non-UK disabled/non-disabled academic staff leavers by leaving destination



Percentages based on totals of 52 or less are not shown.

Leaving Destination	Percentage
Deceased	1.2
Retired	31.0
Not in regular employment	35.2
Non-UK other	0.6
Non-UK HEI	1.5
Non-UK other education	0.3
Non-UK research institute	0.3
UK private sector	9.4
UK public sector	0.3
UK NHS/medical	1.5
UK research institute	0.3
UK student	4.7
UK other education	1.0
UK other HEI	12.7
UK employment	29.9
not employed	67.3
Disabled	2.8

- = Among staff aged 25 and under, 54.7% were employed on part-time contracts. 85.8% of staff aged 66 and over were on part-time contracts. The majority of staff within all other age groups were employed on full-time contracts.
- = The proportions of academic staff on fixed-term contracts in age groups over 56 years have increased by 5% or more since 2010/11.
- = Over half of academic staff aged 25 and under, or 66 and over had teaching-only contracts (52.9% each) compared with 20.1% of academic staff aged 36–40. The majority of academic staff in research-only roles were aged 26–35 (25.9% were 26–30, 28.8% were 31–35).
- = Certain non-SET subject areas such as sports science and leisure studies had a younger staff profile with 22.8% of staff aged 30 and under, and 34.0% aged 31–40. Some subject areas had an older academic staff profile, such as education where 36.4% of staff were in the 51–60 age group, and 17.8% were aged 61 and over.
- = A little under a quarter of academic staff in chemistry and physics were aged 30 and under (24.6% and 23.2% respectively), compared with 16.3% of academic staff across SET subject areas. In mathematics, 13.2% of academic staff were 61 and over, compared with 6.3% of academic staff across SET subject areas as a whole.
- = Part-time professors had an older profile than full-time professors. 52.3% of part-time professors in SET and 56.7% in non-SET were aged 61 and over, compared with 13.3% of full-time SET and 19.5% of full-time non-SET professors.
- = Among UK academic staff, 30.4% of those aged 30 and under and 24.3% of those aged 61 and over left their institution between 2010/11 and 2011/12, compared with 9.6% of those aged 41–50.

4 Age

Age overview

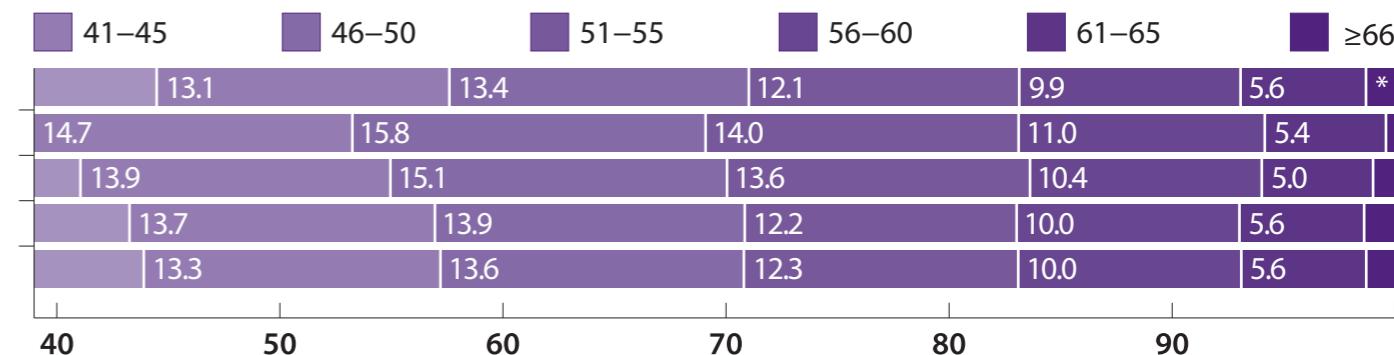
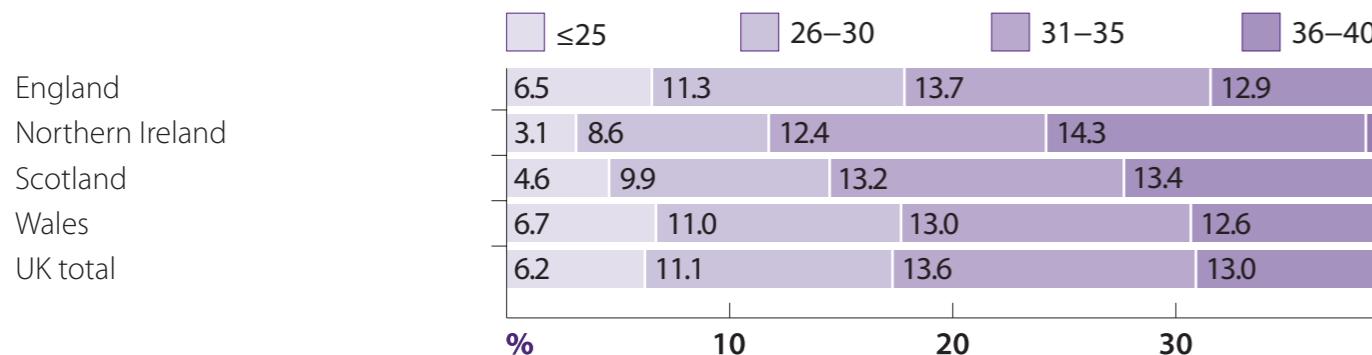
The age profile of staff differed slightly across countries. For example, Northern Ireland had a slightly smaller proportion of staff aged under 35 than England. Just under a quarter (24.1%) of staff in Northern Ireland were in this age range compared with 31.5% in England.

4.1 Staff by country of institution and age group

	25 and under		26–30		31–35	
	No.	%	No.	%	No.	%
England	20245	6.5	35425	11.3	42880	13.7
Northern Ireland	220	3.1	600	8.6	870	12.4
Scotland	1780	4.6	3800	9.9	5065	13.2
Wales	1360	6.7	2210	11.0	2620	13.0
UK total	23605	6.2	42035	11.1	51435	13.6

36–40		41–45		46–50		51–55		56–60		61–65		66 and over	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
40385	12.9	41055	13.1	41830	13.4	37965	12.1	30980	9.9	17570	5.6	4170	1.3
1005	14.3	1035	14.7	1110	15.8	985	14.0	775	11.0	380	5.4	30	0.4
5140	13.4	5335	13.9	5785	15.1	5225	13.6	3995	10.4	1910	5.0	370	1.0
2545	12.6	2750	13.7	2800	13.9	2450	12.2	2010	10.0	1125	5.6	290	1.4
49075	13.0	50175	13.3	51520	13.6	46620	12.3	37760	10.0	20990	5.6	4860	1.3

Staff in countries of institution by age group



* values less than 2.0 are not displayed

Mode and contract type

Among staff aged 25 and under, 54.7% were employed on part-time contracts. 85.8% of staff aged 66 and over were on part-time contracts.

The majority of staff within all other age groups were employed on full-time contracts.

4.2 Staff by mode and age group

	No.	%*	%^
25 and under			
Full-time	10690	45.3	4.3
Part-time	12915	54.7	9.9
All staff	23605	100	6.2
46–50			
Full-time	34955	67.8	14.1
Part-time	16565	32.2	12.7
All staff	51520	100	13.6

No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26–30			31–35			36–40			41–45		
30435	72.4	12.3	37375	72.7	15.1	33475	68.2	13.5	33755	67.3	13.6
11600	27.6	8.9	14060	27.3	10.8	15595	31.8	12.0	16420	32.7	12.6
42035	100	11.1	51435	100	13.6	49075	100	13.0	50175	100	13.3
51–55			56–60			61–65			66 and over		
31760	68.1	12.8	24275	64.3	9.8	10690	50.9	4.3	690	14.2	0.3
14860	31.9	11.4	13485	35.7	10.4	10300	49.1	7.9	4170	85.8	3.2
46620	100	12.3	37760	100	10.0	20990	100	5.6	4860	100	1.3

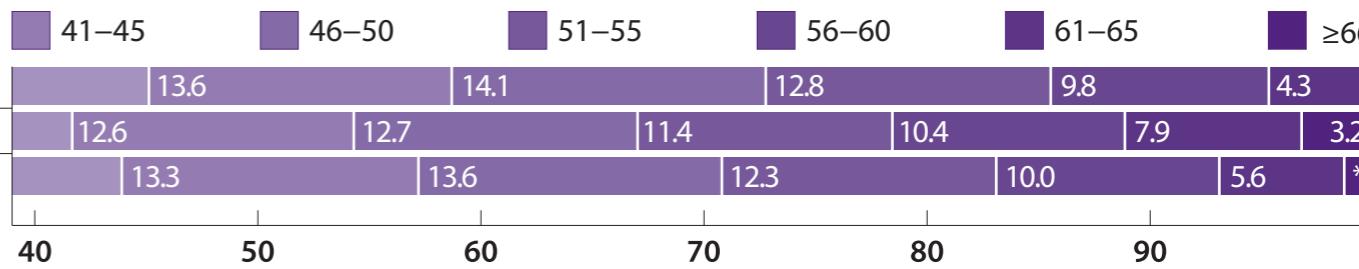
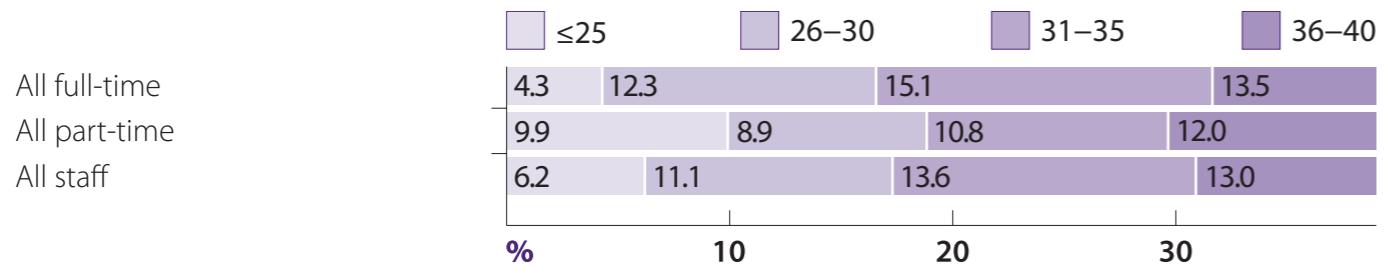
* within an age group, the percentage of staff who worked full-time/part-time (compare vertically within age group)

^ within a mode, the percentage of staff within an age group (compare horizontally)

Staff in age groups by mode



Full-time/part-time staff by age group



* values less than 2.0 are not displayed

With the exception of staff in the youngest and oldest age groups, the majority of academic staff worked full-time.

64.7% of academic staff aged 25 and under, 53.3% of 61–65, and 88.5% of 66 and over worked part-time, compared with 27.2% of academic staff aged 31–35.

4.3 Academic staff by mode and age group

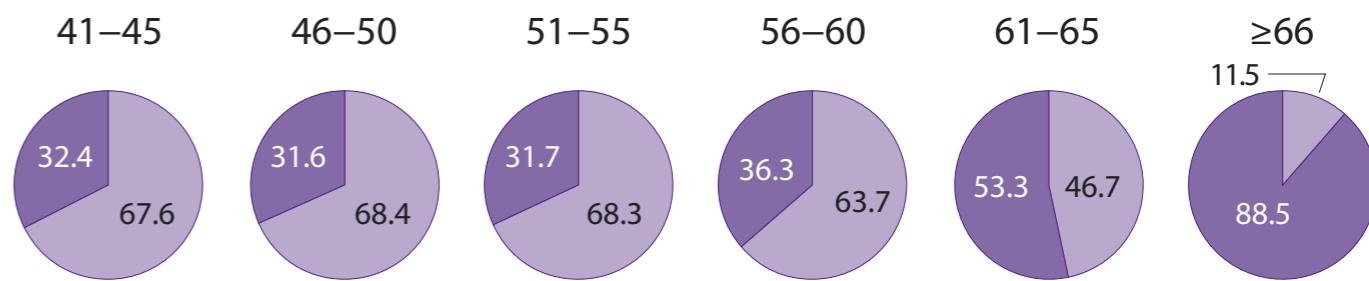
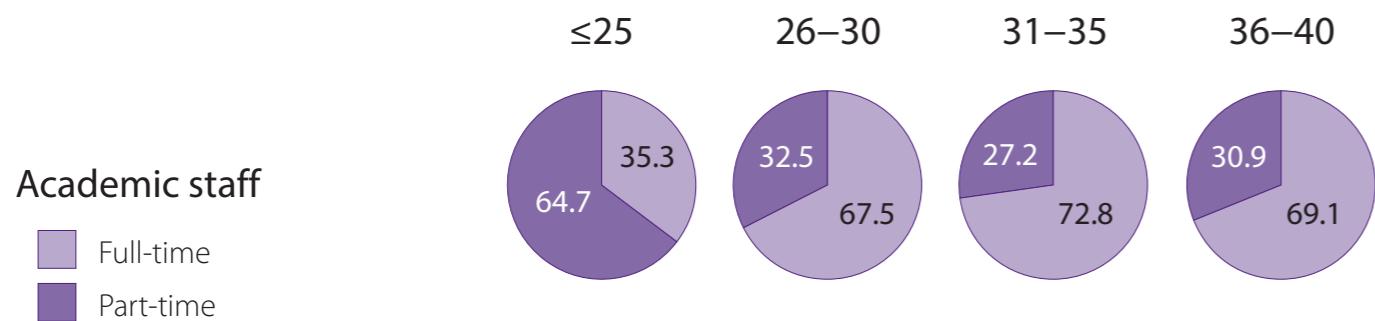
	No.	%*	% [^]
25 and under			
Full-time	1745	35.3	1.5
Part-time	3200	64.7	5.0
All academic staff	4940	100	2.7
46–50			
Full-time	17400	68.4	14.8
Part-time	8030	31.6	12.7
All academic staff	25430	100	14.0

No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
26–30			31–35			36–40			41–45		
12900	67.5	11.0	19230	72.8	16.3	17035	69.1	14.5	17135	67.6	14.5
6215	32.5	9.8	7175	27.2	11.3	7635	30.9	12.0	8215	32.4	13.0
19115	100	10.5	26405	100	14.6	24670	100	13.6	25355	100	14.0
51–55			56–60			61–65			66 and over		
15105	68.3	12.8	11460	63.7	9.7	5400	46.7	4.6	415	11.5	0.4
7005	31.7	11.0	6540	36.3	10.3	6170	53.3	9.7	3220	88.5	5.1
22110	100	12.2	17995	100	9.9	11575	100	6.4	3635	100	2.0

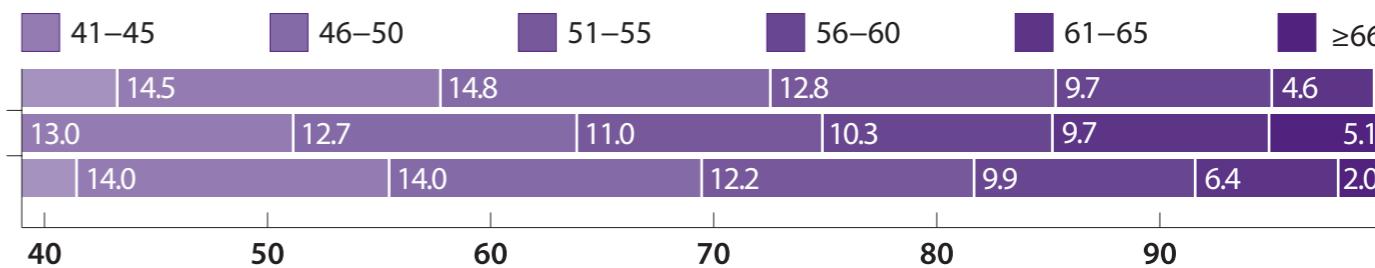
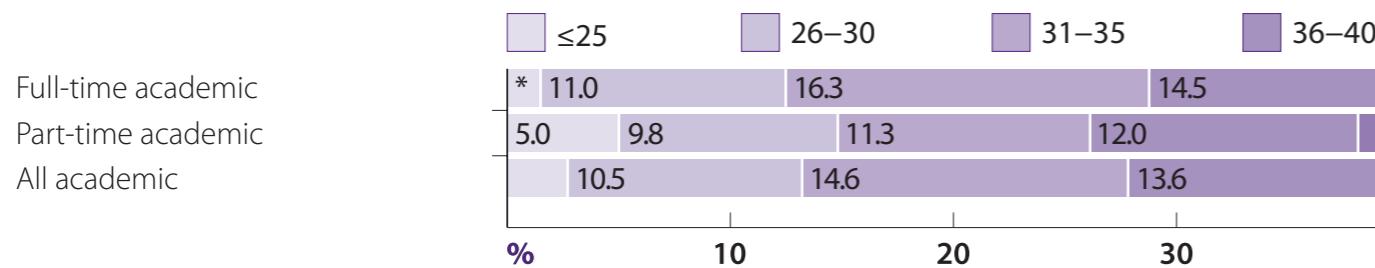
* compare vertically within age group

[^] compare horizontally

Academic staff in age groups by mode



Full-time/part-time academic staff by age group



* values less than 2.0 are not displayed

As with academic staff, with the exception of those aged 25 and under, and 66 and over, the majority of professional and support staff worked full-time.

52.1% of professional and support staff aged 25 and under, and 77.7% aged 66 and over worked part-time, compared with 23.5% of professional and support staff aged 26–30.

4.4 Professional and support staff by mode and age group

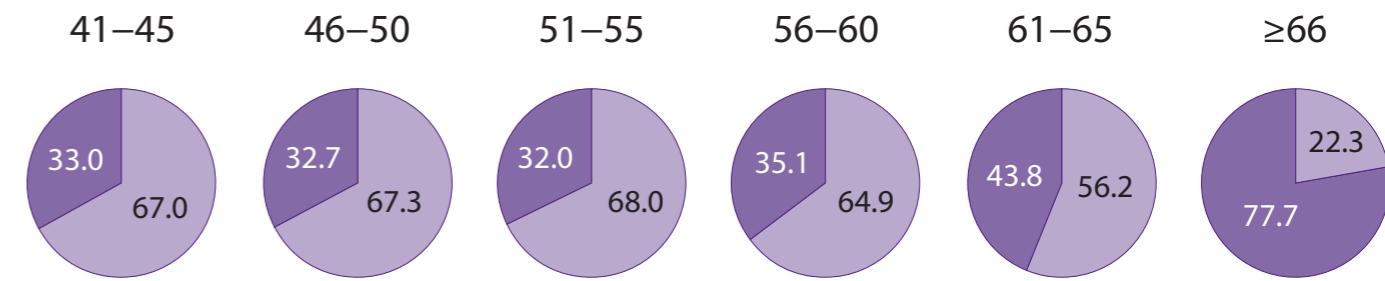
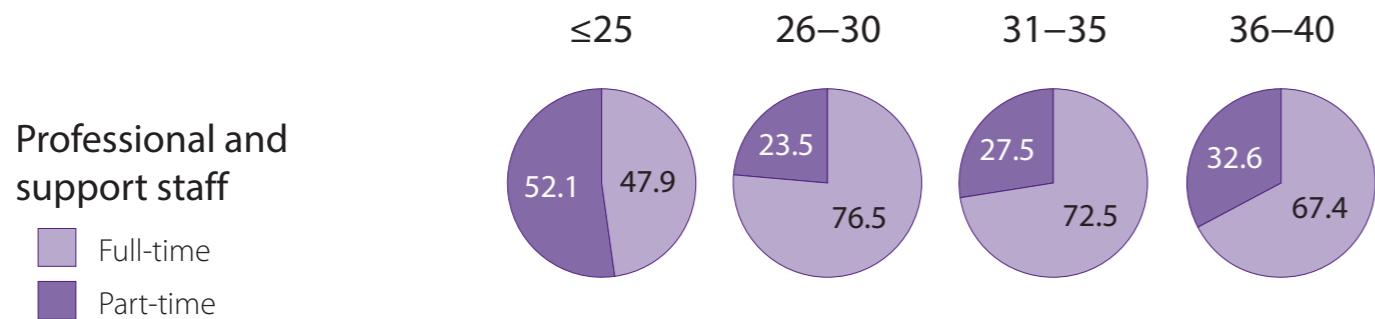
	No.	%*	% [^]
	25 and under		
Full-time	8945	47.9	6.9
Part-time	9720	52.1	14.6
All professional and support staff	18665	100	9.5
46–50			
Full-time	17555	67.3	13.5
Part-time	8535	32.7	12.8
All professional and support staff	26095	100	13.3

No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
26–30			31–35			36–40			41–45		
17530	76.5	13.5	18145	72.5	13.9	16440	67.4	12.6	16620	67.0	12.8
5385	23.5	8.1	6885	27.5	10.3	7965	32.6	12.0	8205	33.0	12.3
22915	100	11.6	25030	100	12.7	24405	100	12.4	24820	100	12.6
51–55			56–60			61–65			66 and over		
16655	68.0	12.8	12815	64.9	9.8	5290	56.2	4.1	275	22.3	0.2
7855	32.0	11.8	6945	35.1	10.4	4125	43.8	6.2	950	77.7	1.4
24510	100	12.5	19760	100	10.0	9415	100	4.8	1225	100	0.6

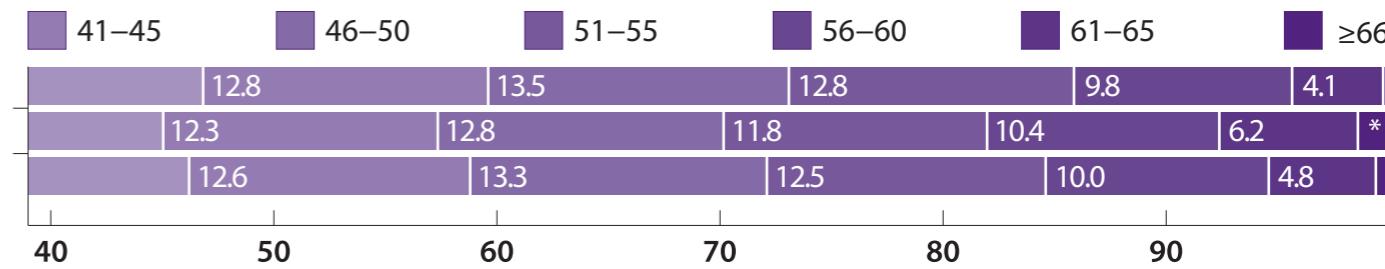
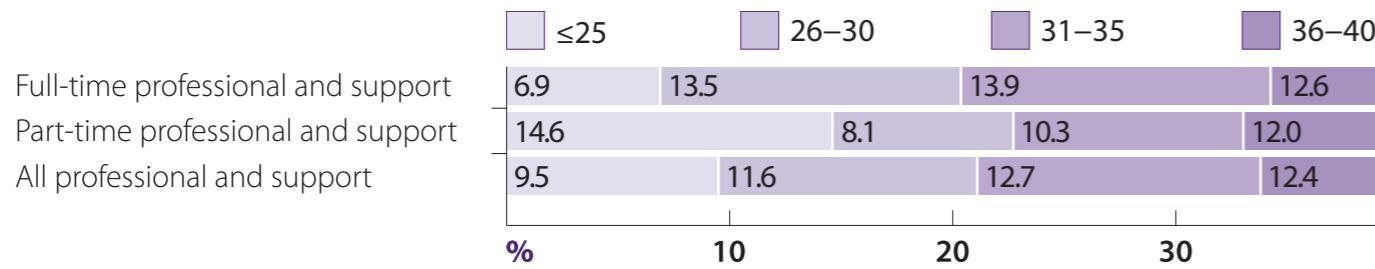
* compare vertically within age group

[^] compare horizontally

Professional and support staff in age groups by mode



Full-time/part-time professional and support staff by age group



* values less than 2.0 are not displayed

The majority of academic staff 35 and under and 66 and over were on fixed-term contracts.

47.8% of academic staff on fixed-term contracts were aged 35 and under. In contrast, 16.5% of academic staff on open/permanent contracts were 35 and under.

Compared with 2010/11

The proportions of academic staff on fixed-term contracts in age groups over 56 years have increased by 5% or more.

4.5 Academic staff by contract type and age group

	No.	%*	% [^]
25 and under			
Open-ended/permanent	935	18.9	0.8
Fixed-term contract	4010	81.1	6.1
All academic staff	4940	100	2.7
46–50			
Open-ended/permanent	20070	78.9	17.4
Fixed-term contract	5355	21.1	8.2
All academic staff	25430	100	14.0

No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
26–30			31–35			36–40			41–45		
5410	28.3	4.7	12750	48.3	11.0	16445	66.7	14.2	19110	75.4	16.5
13705	71.7	20.9	13655	51.7	20.8	8220	33.3	12.5	6245	24.6	9.5
19115	100	10.5	26405	100	14.6	24670	100	13.6	25355	100	14.0
51–55			56–60			61–65			66 and over		
17670	79.9	15.3	14070	78.2	12.2	7790	67.3	6.7	1320	36.2	1.1
4440	20.1	6.8	3925	21.8	6.0	3785	32.7	5.8	2320	63.8	3.5
22110	100	12.2	17995	100	9.9	11575	100	6.4	3635	100	2.0

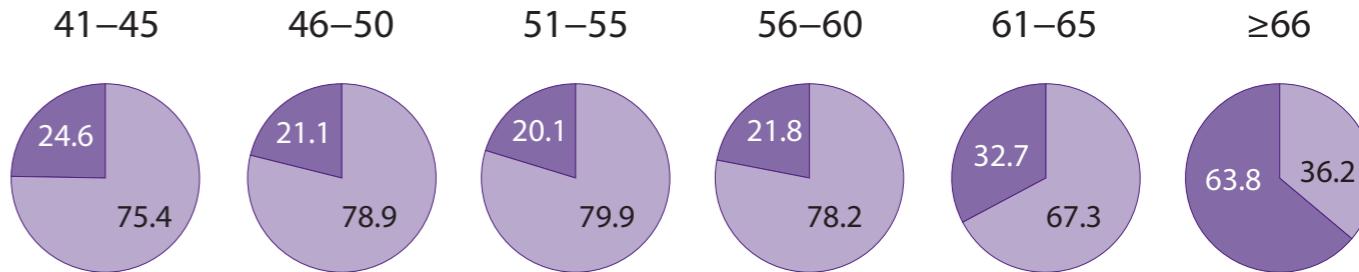
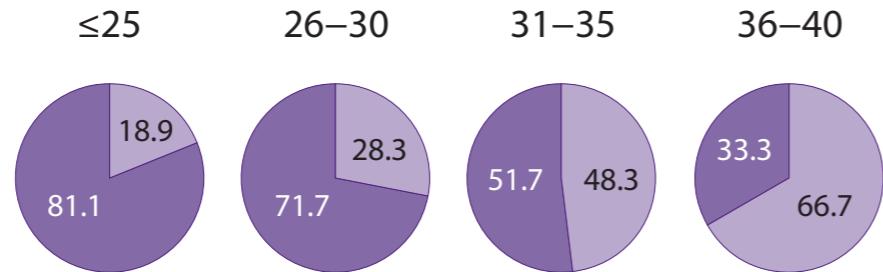
* compare vertically within age group

[^] compare horizontally

Academic staff in age groups by contract type

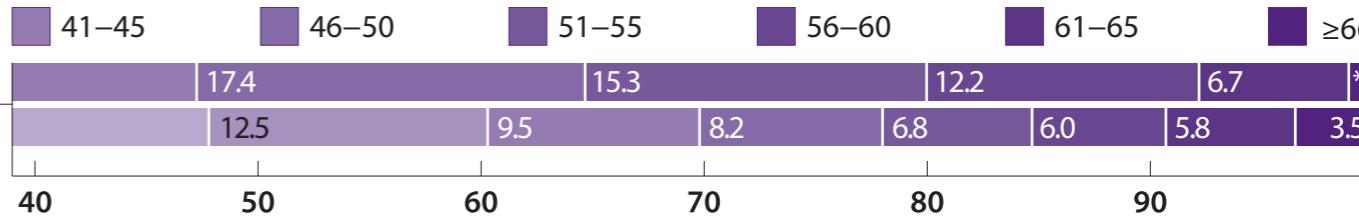
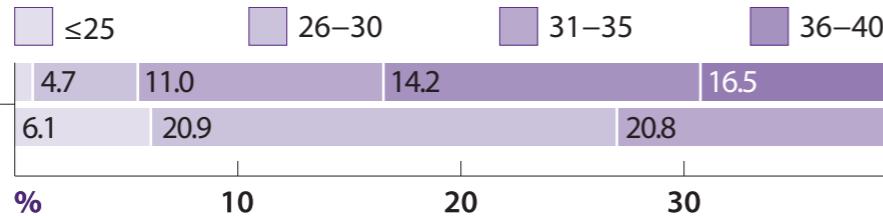
Academic staff

- Open/permanent
- Fixed-term



Academic staff in contract types by age group

Academic open/permanent



* values less than 2.0 are not displayed

Professional and support staff aged 25 and under make up 31.0% of those on fixed-term contracts but only 5.5% of those on open/permanent contracts.

Compared with 2010/11
Unlike academic staff, there has not been a notable increase in the proportion of professional and support staff employed on fixed-term contracts in any age group.

4.6 Professional and support staff by contract type and age group

	No.	%*	%^
	25 and under		
Open-ended/permanent	9220	49.4	5.5
Fixed-term contract	9440	50.6	31.0
All professional and support staff	18665	100	9.5
46–50			
Open-ended/permanent	23875	91.5	14.3
Fixed-term contract	2215	8.5	7.3
All professional and support staff	26095	100	13.3

No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26–30			31–35			36–40			41–45		
17630	76.9	10.6	21180	84.6	12.7	21500	88.1	12.9	22365	90.1	13.4
5290	23.1	17.4	3850	15.4	12.6	2905	11.9	9.5	2455	9.9	8.1
22915	100	11.6	25030	100	12.7	24405	100	12.4	24820	100	12.6
51–55			56–60			61–65			66 and over		
22810	93.1	13.7	18440	93.3	11.1	8580	91.2	5.2	795	65.0	0.5
1700	6.9	5.6	1320	6.7	4.3	835	8.8	2.7	430	35.0	1.4
24510	100	12.5	19760	100	10.0	9415	100	4.8	1225	100	0.6

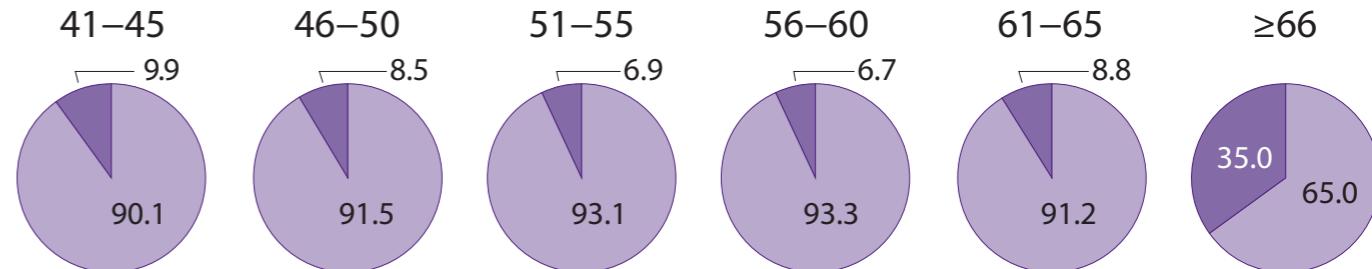
* compare vertically within age group

^ compare horizontally

Professional and support staff in age groups by contract type

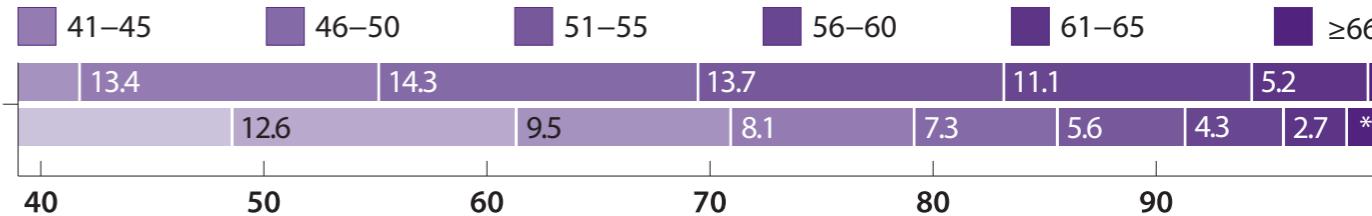
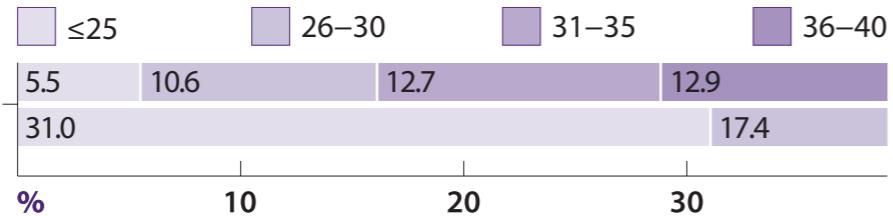
Professional and support staff

Open/permanent
Fixed-term



Professional and support staff in contract types by age group

P&S open/permanent
P&S fixed-term



* values less than 2.0 are not displayed

Occupational group

The staff age profile varied by occupational group.

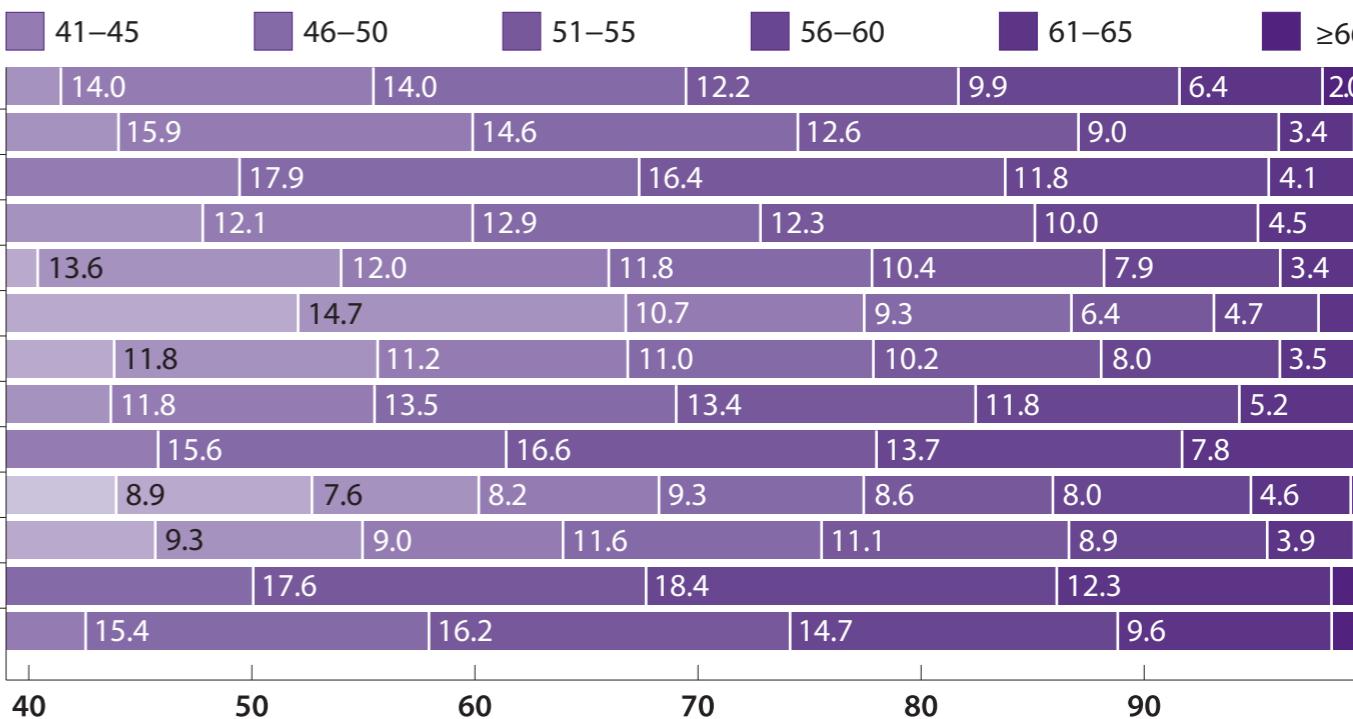
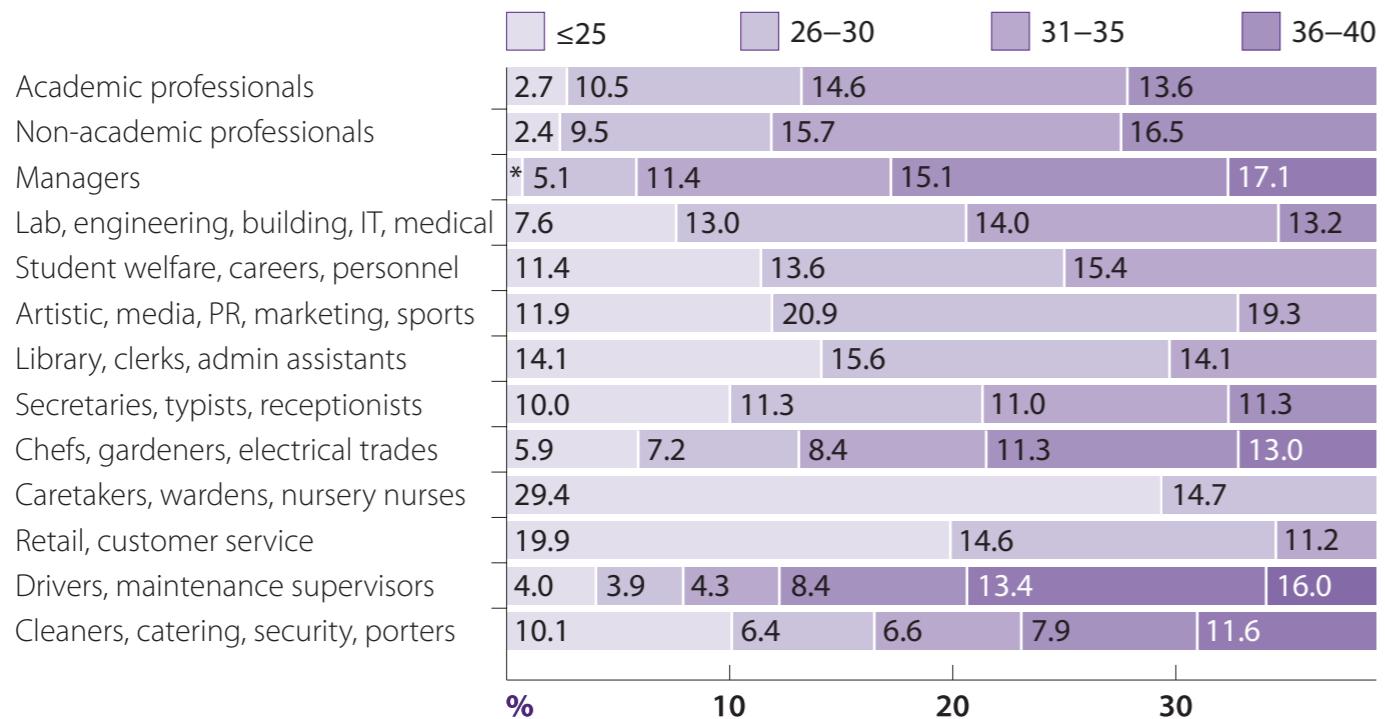
For example, 29.4% of the caretakers, leisure, nursery nurses, care occupational group were aged 25 and under, whereas only 0.7% of managers and 2.7% of academic staff were in that age group.

4.7 Staff by occupational group and age group

	25 and under		26–30	
	No.	%	No.	%
Academic professionals	4940	2.7	19115	10.5
Non-academic professionals	685	2.4	2740	9.5
Managers	115	0.7	835	5.1
Lab, engineering, building, IT, medical technicians (inc. nurses)	1960	7.6	3360	13.0
Student welfare, careers, training, personnel, planning	1265	11.4	1515	13.6
Artistic, media, PR, marketing, sports	730	11.9	1280	20.9
Library, clerks, admin assistants	7650	14.1	8510	15.6
Secretaries, receptionists, telephonists	1455	10.0	1640	11.3
Chefs, gardeners, electrical, construction, mechanical, printers	270	5.9	330	7.2
Caretakers, leisure, nursery nurses, care	1445	29.4	720	14.7
Retail and customer service	250	19.9	185	14.6
Drivers, maintenance, plant operatives	55	4.0	50	3.9
Cleaners, catering, security, porters	2790	10.1	1755	6.4

31–35		36–40		41–45		46–50		51–55		56–60		61–65		66 and over	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
26405	14.6	24670	13.6	25355	14.0	25430	14.0	22110	12.2	17995	9.9	11575	6.4	3635	2.0
4530	15.7	4775	16.5	4585	15.9	4220	14.6	3635	12.6	2595	9.0	980	3.4	160	0.6
1860	11.4	2455	15.1	2775	17.1	2905	17.9	2670	16.4	1920	11.8	665	4.1	55	0.3
3615	14.0	3405	13.2	3135	12.1	3335	12.9	3165	12.3	2575	10.0	1170	4.5	95	0.4
1720	15.4	1515	13.6	1335	12.0	1315	11.8	1155	10.4	880	7.9	380	3.4	55	0.5
1185	19.3	900	14.7	655	10.7	570	9.3	390	6.4	290	4.7	110	1.8	25	0.4
7695	14.1	6420	11.8	6115	11.2	6010	11.0	5525	10.2	4355	8.0	1910	3.5	240	0.4
1590	11.0	1640	11.3	1715	11.8	1955	13.5	1935	13.4	1715	11.8	760	5.2	70	0.5
385	8.4	515	11.3	595	13.0	715	15.6	760	16.6	630	13.7	360	7.8	25	0.5
440	8.9	375	7.6	400	8.2	455	9.3	425	8.6	395	8.0	225	4.6	40	0.8
140	11.2	115	9.3	115	9.0	145	11.6	140	11.1	110	8.9	50	3.9	5	0.6
60	4.3	110	8.4	180	13.4	215	16.0	235	17.6	245	18.4	165	12.3	20	1.6
1820	6.6	2170	7.9	3215	11.6	4260	15.4	4475	16.2	4060	14.7	2650	9.6	435	1.6

Staff in occupational groups by age group



* values less than 2.0 are not displayed

Academic contract

Over half of academic staff aged 25 and under, or 66 and over had teaching-only contracts (52.9% each) compared with 20.1% of academic staff aged 36–40.

The majority of academic staff in research-only roles were aged 26–35 (25.9% were 26–30, 28.8% were 31–35).

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

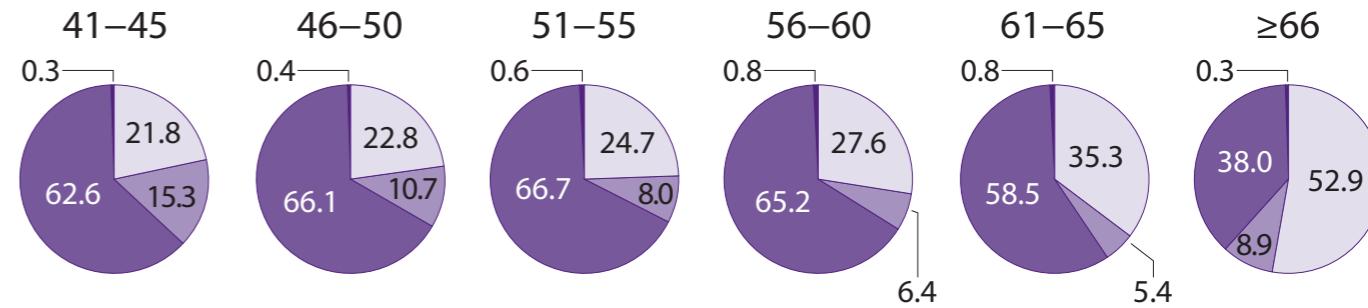
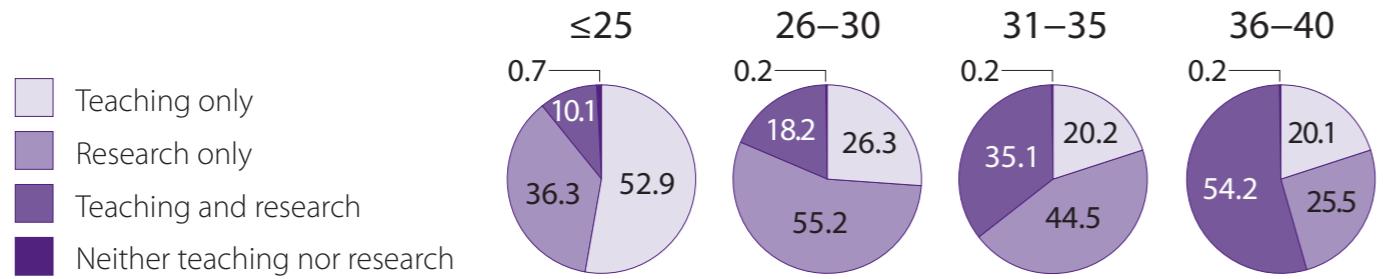
	No.	No.		No.	
		%*	% [^]	%*	% [^]
25 and under					
Teaching only	2615	52.9	5.7		
Research only	1795	36.3	4.4		
Teaching and research	500	10.1	0.5		
Neither teaching nor research	35	0.7	4.5		
46–50					
Teaching only	5790	22.8	12.7		
Research only	2730	10.7	6.7		
Teaching and research	16805	66.1	17.9		
Neither teaching nor research	105	0.4	14.0		

No.	%*		% [^]		No.	%*		% [^]		No.	%*		% [^]		
	No.	%*	No.	% [^]		No.	%*	No.	% [^]		No.	%*	No.	% [^]	
26–30				31–35				36–40				41–45			
5035	26.3	11.0	5325	20.2	11.7	4965	20.1	10.9	5520	21.8	12.1	10555	55.2	25.9	11.7
10555	55.2	25.9	11760	44.5	28.8	6280	25.5	15.4	3875	15.3	9.5	3480	18.2	3.7	9.9
3480	18.2	3.7	9270	35.1	9.9	13365	54.2	14.2	15880	62.6	16.9	45	0.2	6.2	6.5
45	0.2	6.2	50	0.2	6.5	60	0.2	8.1	80	0.3	10.5	5470	24.7	12.0	10.9
5470	24.7	12.0	4975	27.6	10.9	4085	35.3	8.9	1925	52.9	4.2	1760	8.0	4.3	2.8
1760	8.0	4.3	1145	6.4	2.8	625	5.4	1.5	320	8.9	0.8	14755	66.7	15.7	12.5
14755	66.7	15.7	11730	65.2	12.5	6775	58.5	7.2	1380	38.0	1.5	130	0.6	16.9	20.1
130	0.6	16.9	150	0.8	20.1	90	0.8	11.7	10	0.3	1.3				

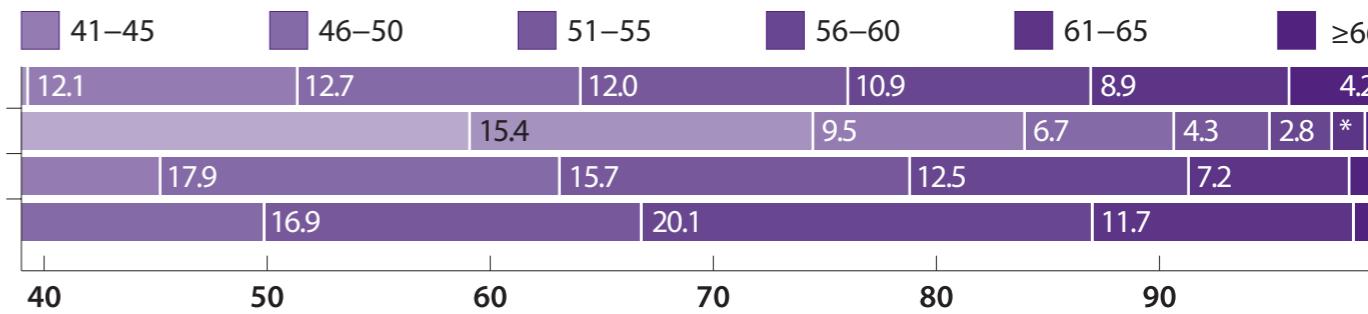
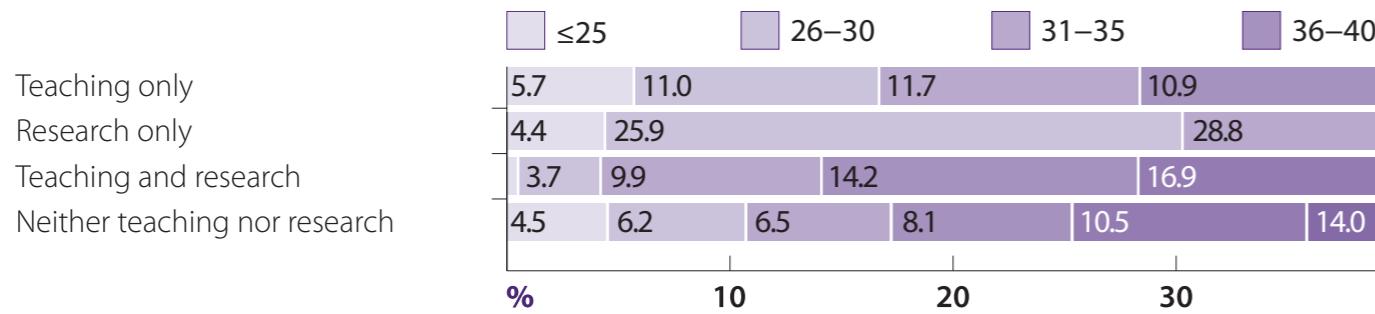
* compare vertically within age group

[^] compare horizontally

Academic staff in age groups by research/teaching contract type



Academic staff in research/teaching contract types by age group



* values less than 2.0 are not displayed

Academic subject area

Certain non-SET subject areas such as sports science and leisure studies had a younger staff profile with 22.8% of staff aged 30 and under, and 34.0% aged 31–40.

Some subject areas had an older academic staff profile, such as education where 36.4% of staff were in the 51–60 age group, and 17.8% were aged 61 and over.

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

	30 and under	
	No.	%
Business and management studies	1100	7.9
Catering and hospitality management	55	7.9
Central administration & services	195	13.8
Continuing education	90	7.1
Design and creative arts	1385	9.7
Education	315	3.2
Health and community studies	285	6.0
Humanities and language-based studies	1275	10.9
Media studies	320	9.4
Modern languages	500	10.8
Premises	0	..
Residences and catering	0	..
Social studies	2060	13.9
Sports science and leisure studies	500	22.8
Staff and student facilities	40	10.9
Total academic services	100	10.0
Total non-SET	8215	9.8

.. percentages based on totals of 52 or less are not shown

31–40		41–50		51–60		61 and over	
No.	%	No.	%	No.	%	No.	%
3310	23.8	4060	29.1	3835	27.6	1620	11.6
155	22.3	240	35.4	190	28.0	45	6.5
215	15.4	310	22.1	500	35.6	185	13.1
260	20.4	355	27.6	370	28.7	210	16.2
3665	25.8	4590	32.3	3305	23.3	1265	8.9
1465	14.9	2720	27.7	3585	36.4	1755	17.8
810	17.3	1545	32.9	1580	33.6	475	10.1
3215	27.6	3495	29.9	2470	21.2	1210	10.4
840	24.7	1115	32.7	820	24.0	315	9.2
1325	28.7	1400	30.3	990	21.5	400	8.7
0	..	0	..	0	..	0	..
0	..	0	..	0	..	0	..
4370	29.5	4050	27.3	2970	20.0	1380	9.3
750	34.0	575	26.2	290	13.1	85	3.9
80	22.6	90	25.7	100	28.1	45	12.8
255	25.7	285	29.0	265	26.9	85	8.4
20715	24.6	24835	29.5	21275	25.3	9075	10.8

A little under a quarter of academic staff in chemistry and physics were aged 30 and under (24.6% and 23.2% respectively), compared with 16.3% of academic staff across SET subject areas.

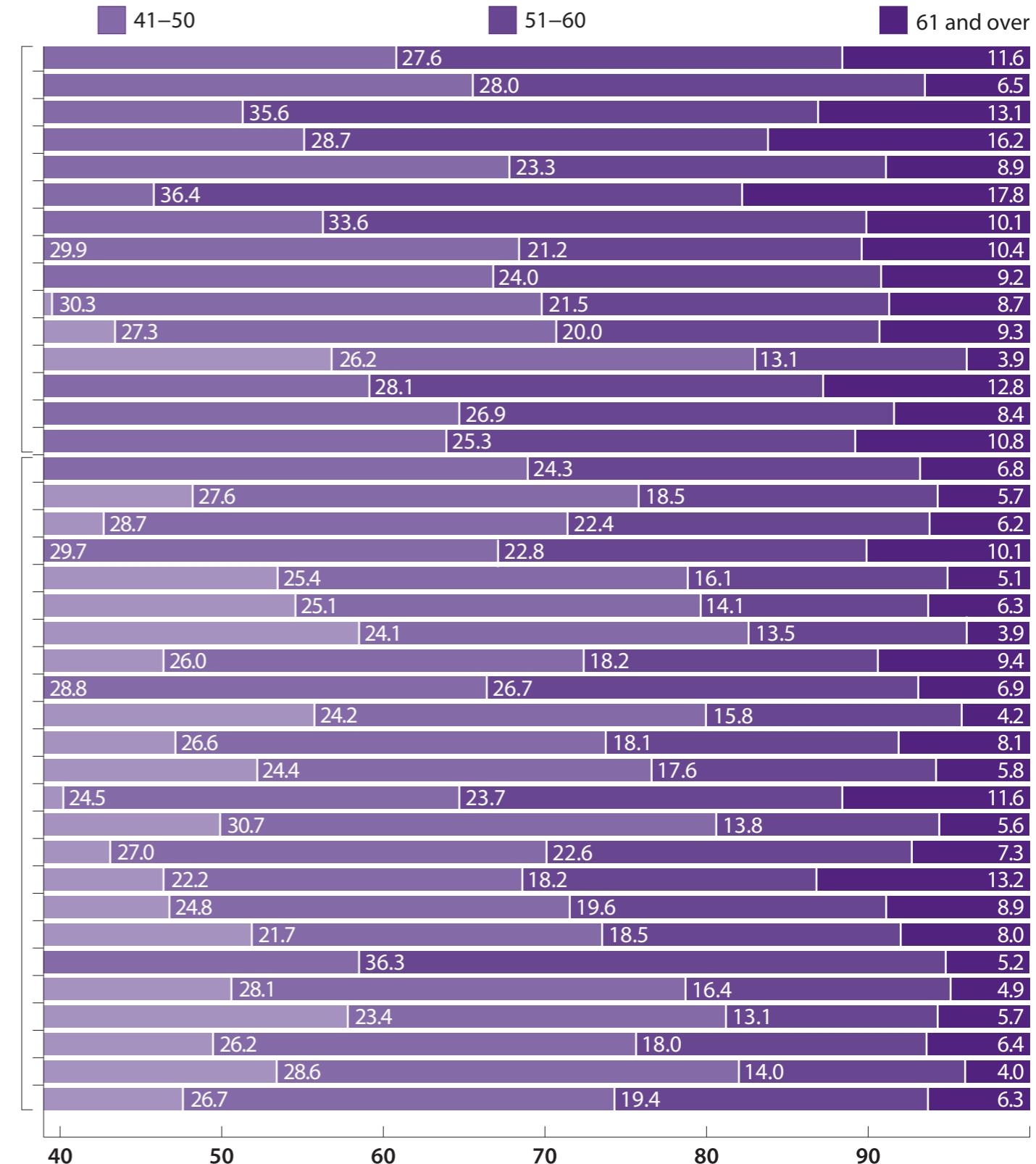
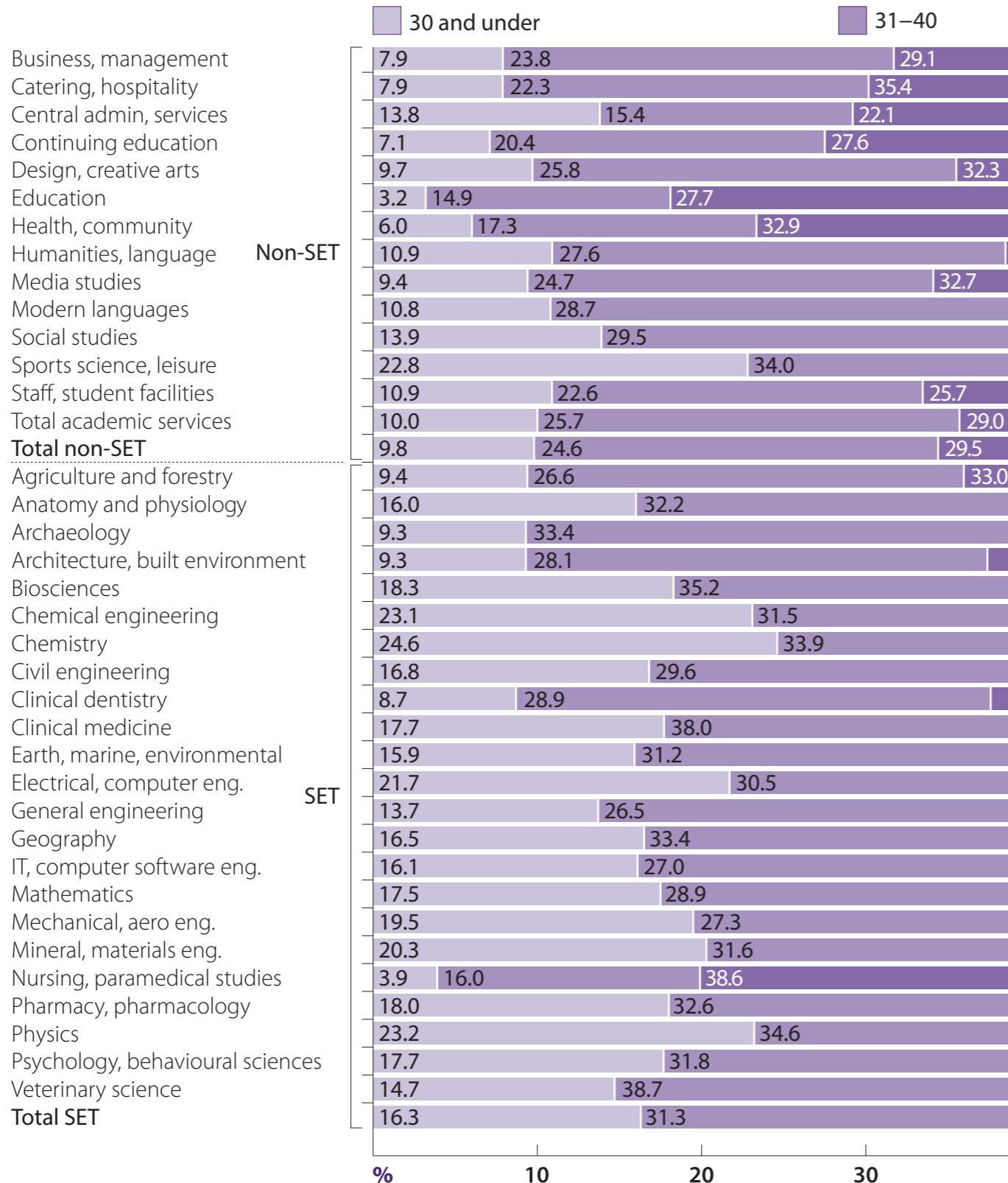
In mathematics, 13.2% of academic staff were 61 and over, compared with 6.3% of academic staff across SET subject areas as a whole.

4.10 SET academic staff by subject area and age group

	30 and under	
	No.	%
Agriculture and forestry	85	9.4
Anatomy and physiology	245	16.0
Archaeology	60	9.3
Architecture, built environment and planning	355	9.3
Biosciences	2160	18.3
Chemical engineering	195	23.1
Chemistry	885	24.6
Civil engineering	300	16.8
Clinical dentistry	120	8.7
Clinical medicine	3640	17.7
Earth, marine and environmental sciences	540	15.9
Electrical, electronic and computer engineering	875	21.7
General engineering	415	13.7
Geography	340	16.5
IT and systems sciences, computer software engineering	1045	16.1
Mathematics	710	17.5
Mechanical, aero and production engineering	765	19.5
Mineral, metallurgy and materials engineering	215	20.3
Nursing and paramedical studies	350	3.9
Pharmacy and pharmacology	350	18.0
Physics	975	23.2
Psychology and behavioural sciences	1035	17.7
Veterinary science	175	14.7
Total SET	15845	16.3

	31–40		41–50		51–60		61 and over	
	No.	%	No.	%	No.	%	No.	%
	235	26.6	290	33.0	215	24.3	60	6.8
	500	32.2	425	27.6	285	18.5	90	5.7
	215	33.4	185	28.7	145	22.4	40	6.2
	1080	28.1	1140	29.7	880	22.8	390	10.1
	4145	35.2	2990	25.4	1900	16.1	595	5.1
	265	31.5	210	25.1	120	14.1	55	6.3
	1220	33.9	870	24.1	490	13.5	140	3.9
	530	29.6	465	26.0	325	18.2	170	9.4
	400	28.9	400	28.8	370	26.7	95	6.9
	7800	38.0	4970	24.2	3245	15.8	855	4.2
	1065	31.2	905	26.6	615	18.1	275	8.1
	1230	30.5	985	24.4	710	17.6	235	5.8
	810	26.5	745	24.5	725	23.7	355	11.6
	685	33.4	630	30.7	285	13.8	115	5.6
	1755	27.0	1755	27.0	1470	22.6	475	7.3
	1175	28.9	905	22.2	745	18.2	535	13.2
	1070	27.3	970	24.8	765	19.6	345	8.9
	335	31.6	230	21.7	195	18.5	85	8.0
	1435	16.0	3475	38.6	3270	36.3	470	5.2
	635	32.6	545	28.1	320	16.4	95	4.9
	1455	34.6	985	23.4	550	13.1	240	5.7
	1865	31.8	1535	26.2	1055	18.0	375	6.4
	455	38.7	335	28.6	165	14.0	45	4.0
	30355	31.3	25945	26.7	18835	19.4	6135	6.3

Academic staff by subject area and age group



Academic roles

Part-time professors had an older profile than full-time professors. 52.3% of part-time professors in SET and 56.7% in non-SET were aged 61 and over, compared with 13.3% of full-time SET and 19.5% of full-time non-SET professors.

A slightly higher proportion of SET professors were aged 50 and under than non-SET professors (38.6% compared with 33.7%).

Among non-professorial academic staff, SET had a relatively young profile compared with non-SET. 18.4% of SET non-professorial academic staff were 30 and under compared with 10.7% in non-SET.

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

	30 and under		
	No.	%*	% [^]
Professors			
All SET	0	..	0.0
Full-time SET	0	..	0.0
Part-time SET	0	..	0.0
All non-SET	0	..	0.0
Full-time non-SET	0	..	0.0
Part-time non-SET	0	..	0.0
All professors	5	..	0.0
Non-professors			
All SET	15845	65.9	18.4
Full-time SET	11655	48.4	18.4
Part-time SET	4190	17.4	18.3
All non-SET	8210	34.1	10.7
Full-time non-SET	2990	12.4	7.8
Part-time non-SET	5220	21.7	13.7
All non-professors	24055	100	14.8

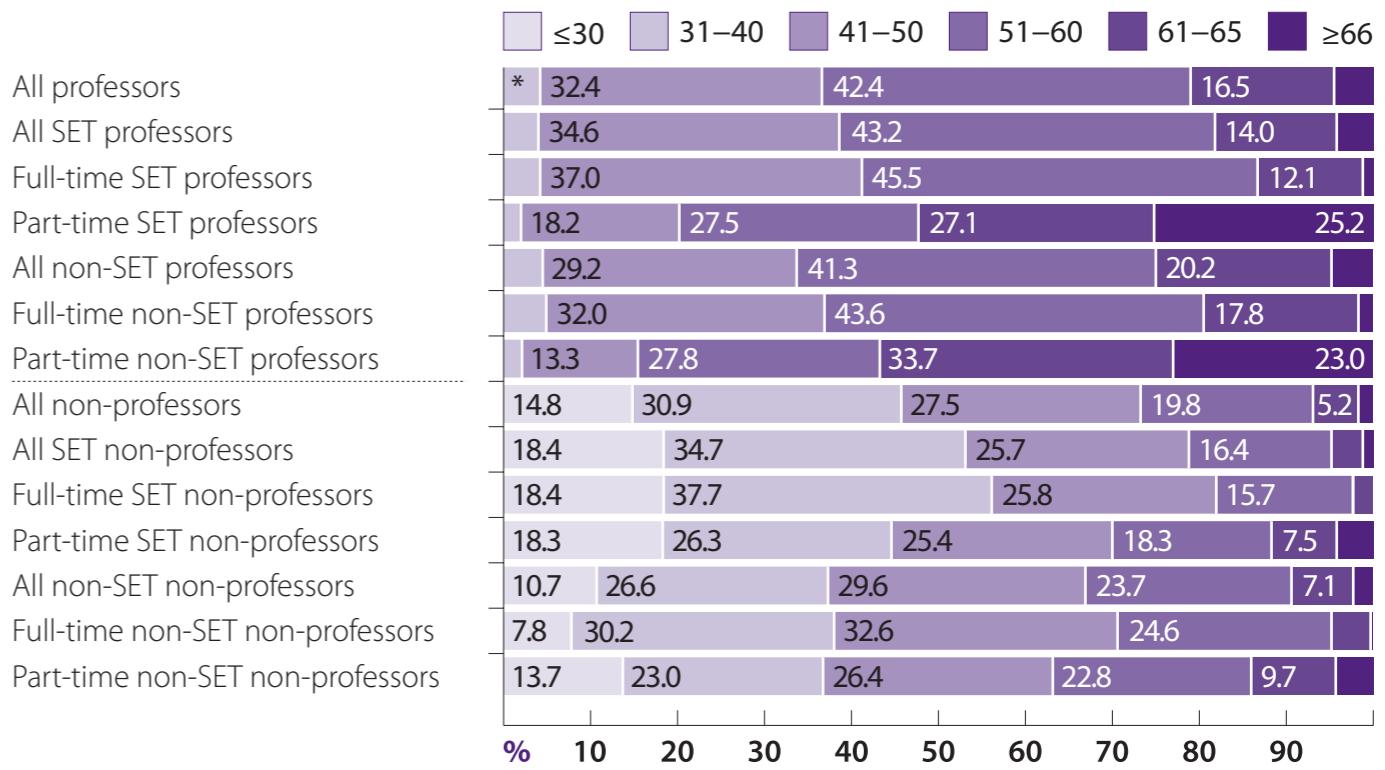
* compare vertically within academic role

[^] compare horizontally

.. percentages based on totals of 52 or less are not shown

	31–40			41–50			51–60			61–65			66 and over		
	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	% [^]	No.	%*	% [^]
All SET	435	56.2	4.0	3785	63.2	34.6	4715	60.2	43.2	1525	50.1	14.0	460	56.0	4.2
Full-time SET	405	52.6	4.2	3530	59.0	37.0	4330	55.3	45.5	1150	37.7	12.1	110	13.6	1.2
Part-time SET	30	3.7	2.0	255	4.2	18.2	385	4.9	27.5	375	12.4	27.1	350	42.4	25.2
All non-SET	335	43.8	4.5	2205	36.8	29.2	3115	39.8	41.3	1520	49.9	20.2	365	44.0	4.8
Full-time non-SET	315	40.6	4.9	2055	34.3	32.0	2805	35.8	43.6	1145	37.6	17.8	105	12.9	1.7
Part-time non-SET	25	3.1	2.1	150	2.5	13.3	310	4.0	27.8	375	12.3	33.7	255	31.1	23.0
All professors	770	100	4.2	5985	100	32.4	7830	100	42.4	3050	100	16.5	825	100	4.5
All SET	29925	59.5	34.7	22165	49.5	25.7	14120	43.7	16.4	3090	36.3	3.6	1055	37.5	1.2
Full-time SET	23895	47.5	37.7	16360	36.5	25.8	9940	30.8	15.7	1370	16.1	2.2	90	3.3	0.1
Part-time SET	6030	12.0	26.3	5805	13.0	25.4	4180	13.0	18.3	1720	20.2	7.5	965	34.3	4.2
All non-SET	20380	40.5	26.6	22630	50.5	29.6	18160	56.3	23.7	5435	63.7	7.1	1755	62.5	2.3
Full-time non-SET	11655	23.2	30.2	12590	28.1	32.6	9490	29.4	24.6	1735	20.4	4.5	105	3.8	0.3
Part-time non-SET	8725	17.3	23.0	10040	22.4	26.4	8670	26.9	22.8	3700	43.4	9.7	1650	58.7	4.3
All non-professors	50305	100	30.9	44795	100	27.5	32280	100	19.8	8525	100	5.2	2810	100	1.7

Professors/non-professors in modes and SET categories by age group



* values less than 5.0 are not displayed

The profile of academic senior managers was generally older than for other academic staff. Within both SET and non-SET, around half of academic senior managers were aged 51–60 (50.4% in SET subject areas and 52.1% in non-SET subject areas).

Among academic staff who were not senior managers, SET had a relatively younger profile than non-SET. 48.1% of non-professorial academic staff in SET were 40 and younger, compared with 35.1% of non-SET non-professors.

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

	30 and under		
	No.	%*	% [^]
Senior managers			
All SET	0	..	0.0
Full-time SET	0	..	0.0
Part-time SET	0	..	0.0
All non-SET	0	..	0.1
Full-time non-SET	0	..	0.1
Part-time non-SET	0	..	0.0
All senior managers	0	..	0.0
Other academic staff			
All SET	15845	65.9	16.5
Full-time SET	11655	48.4	16.2
Part-time SET	4190	17.4	17.3
All non-SET	8210	34.1	10.0
Full-time non-SET	2990	12.4	6.9
Part-time non-SET	5220	21.7	13.4
All other academics	24055	100	13.5

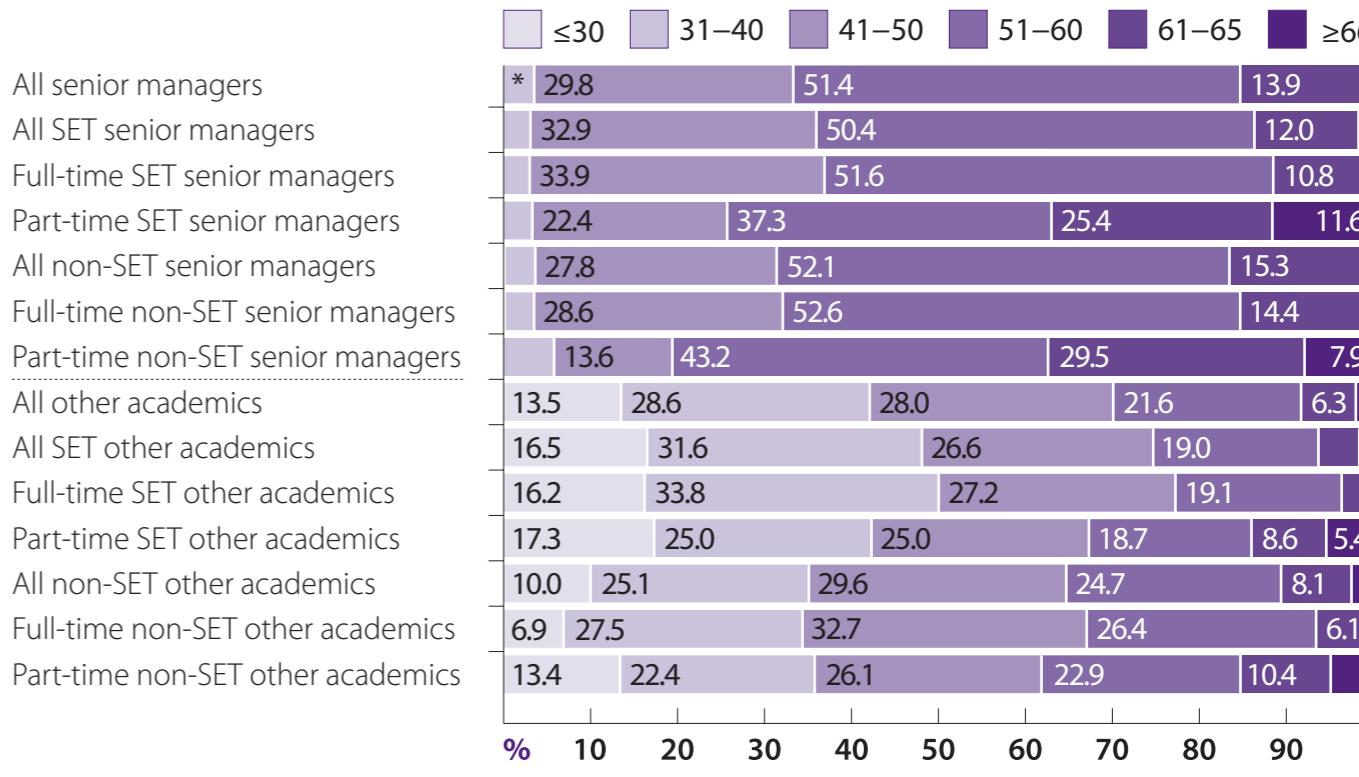
* compare vertically within academic role

[^] compare horizontally

.. percentages based on totals of 52 or less are not shown

	31–40			41–50			51–60			61–65			66 and over		
	No.	%*	% [^]	No.	%*	% [^]									
Senior managers															
35	36.9	3.1	395	44.7	32.9	605	39.8	50.4	145	35.0	12.0	20	..	1.7	
35	33.5	3.0	370	42.1	33.9	565	37.2	51.6	120	28.6	10.8	10	..	0.7	
5	3.4	3.3	25	2.6	22.4	40	2.5	37.3	25	6.4	25.4	10	..	11.6	
65	63.1	3.6	490	55.3	27.8	915	60.2	52.1	270	65.0	15.3	25	..	1.3	
55	57.2	3.4	475	53.7	28.6	870	57.3	52.6	240	57.7	14.4	15	..	0.9	
5	5.9	5.8	15	1.6	13.6	45	2.9	43.2	30	7.3	29.5	10	..	7.9	
100	100	3.4	885	100	29.8	1520	100	51.4	415	100	13.9	45	..	1.4	
Other academic staff															
30320	59.5	31.6	25555	51.2	26.6	18230	47.2	19.0	4475	40.1	4.7	1500	41.7	1.6	
24265	47.6	33.8	19515	39.1	27.2	13705	35.5	19.1	2405	21.5	3.3	195	5.5	0.3	
6055	11.9	25.0	6035	12.1	25.0	4525	11.7	18.7	2070	18.6	8.6	1300	36.2	5.4	
20650	40.5	25.1	24345	48.8	29.6	20360	52.8	24.7	6685	59.9	8.1	2095	58.3	2.5	
11910	23.4	27.5	14170	28.4	32.7	11420	29.6	26.4	2640	23.7	6.1	200	5.5	0.5	
8745	17.2	22.4	10175	20.4	26.1	8935	23.2	22.9	4045	36.2	10.4	1900	52.8	4.9	
50975	100	28.6	49900	100	28.0	38590	100	21.6	11160	100	6.3	3595	100	2.0	

Academic senior managers/other academic staff in modes and SET categories by age group



Destination of leavers

This section presents information on academic staff who left the higher education institution in which they were employed between 2010/11 and 2011/12.

Among UK academic staff, 30.4% of those aged 30 and under and 24.3% of those aged 61 and over left their institution between 2010/11 and 2011/12, compared with 9.6% of those aged 41–50.

Of UK academic leavers with known destination, the majority who went on to employment in or outside the UK were aged 40 and under (60.5% and 64.6% respectively).

Among those who were no longer in employment, 63.4% were aged over 50.

4.13 All and UK academic staff by leaving status and age group

	30 and under	
	No.	%
Total academic staff	25000	100
Total academic leavers (of all staff)	8200	32.8
Known destination (of all leavers)	3400	41.5
Unknown destination (of all leavers)	4800	58.5
UK national		
Total UK academic staff	14755	100
Total UK academic leavers (of all staff)	4490	30.4
Known destination (of all leavers)	1850	41.2
Unknown destination (of all leavers)	2635	58.8

31–40		41–50		51–60		61 and over	
No.	%	No.	%	No.	%	No.	%
50670	100	50570	100	40025	100	14705	100
9420	18.6	5350	10.6	4695	11.7	3595	24.5
4490	47.7	2250	42.1	2250	48.0	1865	51.8
4925	52.3	3100	57.9	2440	52.0	1730	48.2
29560	100	38830	100	34870	100	13085	100
4465	15.1	3735	9.6	4035	11.6	3180	24.3
2055	46.0	1580	42.3	1995	49.4	1680	52.7
2410	54.0	2155	57.7	2040	50.6	1505	47.3

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

	30 and under		
	No.	%*	% [^]
UK employment			
UK other HEI	400	21.7	23.7
UK other education institution	55	3.0	17.9
UK student	190	10.3	71.3
UK research institute	45	2.5	43.9
UK NHS/medical or dental practice	90	4.8	20.7
UK public sector	25	1.2	19.7
UK private sector	385	20.8	30.7
All UK employment	1190	64.3	28.5
Non-UK employment			
Non-UK HEI	55	3.1	27.1
Non-UK other education institution	15	0.9	..
Non-UK student	5	0.2	..
Non-UK research institute	25	1.4	43.3
Non-UK health service	0	0.1	..
Non-UK other employment	40	2.3	31.5
All non-UK employment	145	7.9	31.9
No longer in employment			
Not in regular employment	515	27.7	19.5
Retired	0	0.1	0.1
Deceased	0	0.1	0.9
All those no longer in employment	515	27.8	11.4

* compare vertically

[^] compare horizontally

.. percentages based on totals of 52 or less are not shown

31–40			41–50			51–60			61 and over		
No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]	No.	%*	% [^]
580	28.2	34.2	425	26.9	25.1	250	12.5	14.7	40	2.4	2.4
70	3.4	22.6	100	6.4	32.1	70	3.4	21.9	15	1.0	5.4
50	2.4	18.2	20	1.2	7.1	5	0.4	2.6	0	0.1	0.8
35	1.8	33.6	15	0.8	12.1	10	0.4	7.5	5	0.2	2.8
230	11.3	54.4	65	4.2	15.8	35	1.7	8.0	5	0.3	1.2
25	1.3	23.1	35	2.3	31.6	25	1.2	19.7	5	0.4	6.0
345	16.7	27.3	250	15.9	20.0	200	9.9	15.8	75	4.6	6.2
1335	65.0	32.0	915	57.8	21.9	585	29.5	14.1	150	9.1	3.6
65	3.3	31.9	50	3.2	24.4	30	1.5	13.8	5	0.4	2.9
10	0.5	..	10	0.5	..	5	0.3	..	0	0.1	..
0	0.0	..	0	0.1	..	0	0.0	..	0	0.0	..
20	1.1	36.7	10	0.5	13.3	5	0.2	6.7	0	0.0	0.0
5	0.1	..	0	0.1	..	0	0.1	..	0	0.1	..
45	2.3	34.8	30	1.8	21.0	15	0.7	10.5	5	0.2	2.2
150	7.3	32.7	95	6.2	21.3	55	2.7	11.8	10	0.7	2.4
555	27.1	21.1	525	33.3	20.0	685	34.4	26.1	345	20.7	13.2
10	0.4	0.5	15	1.0	0.9	620	31.1	34.7	1140	67.9	63.8
5	0.2	3.6	30	1.8	25.5	45	2.4	42.7	30	1.8	27.3
570	27.7	12.6	570	36.1	12.6	1355	67.8	29.9	1515	90.3	33.5

Among non-UK academic staff, 35.2% of those aged 30 and under and 21.9% of those aged 61 and over left their institution between 2010/11 and 2011/12, compared with just 10.2% of non-UK academic staff aged 51–60.

4.15 Non-UK academic staff by leaving status and age group

	30 and under	
	No.	%
Total academic staff	8910	100
Total academic leavers (as a proportion of all staff)	3135	35.2
Known destination (as a proportion of all leavers)	1405	44.7
Unknown destination (as a proportion of all leavers)	1735	55.3

Among non-UK academic staff leavers with known leaving destination, 81.8% of those aged 61 and over were no longer in employment. 60.5% had retired.

Over half of those who went on to employment in or outside the UK were aged 31–40 (52.7% and 53.1% respectively).

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

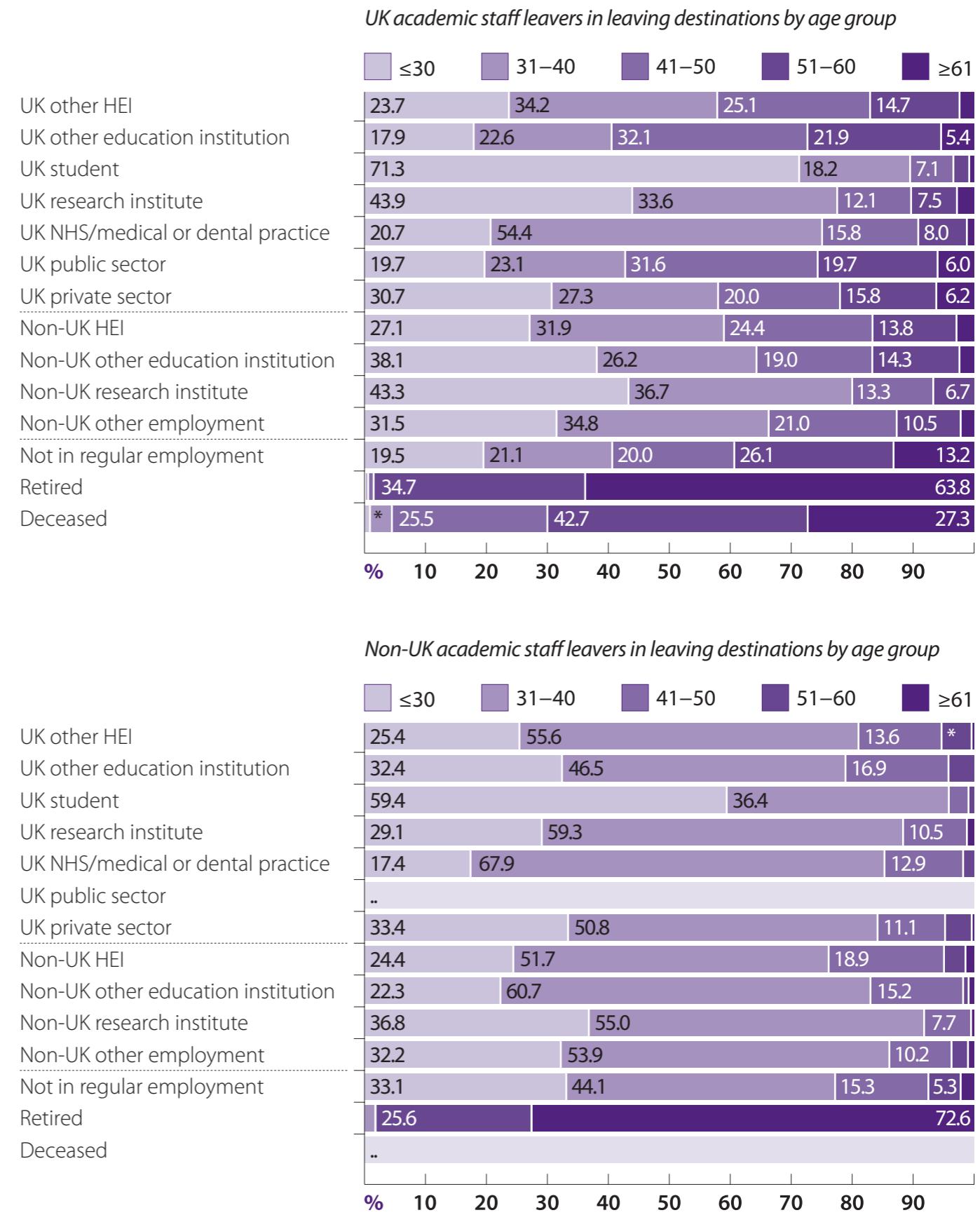
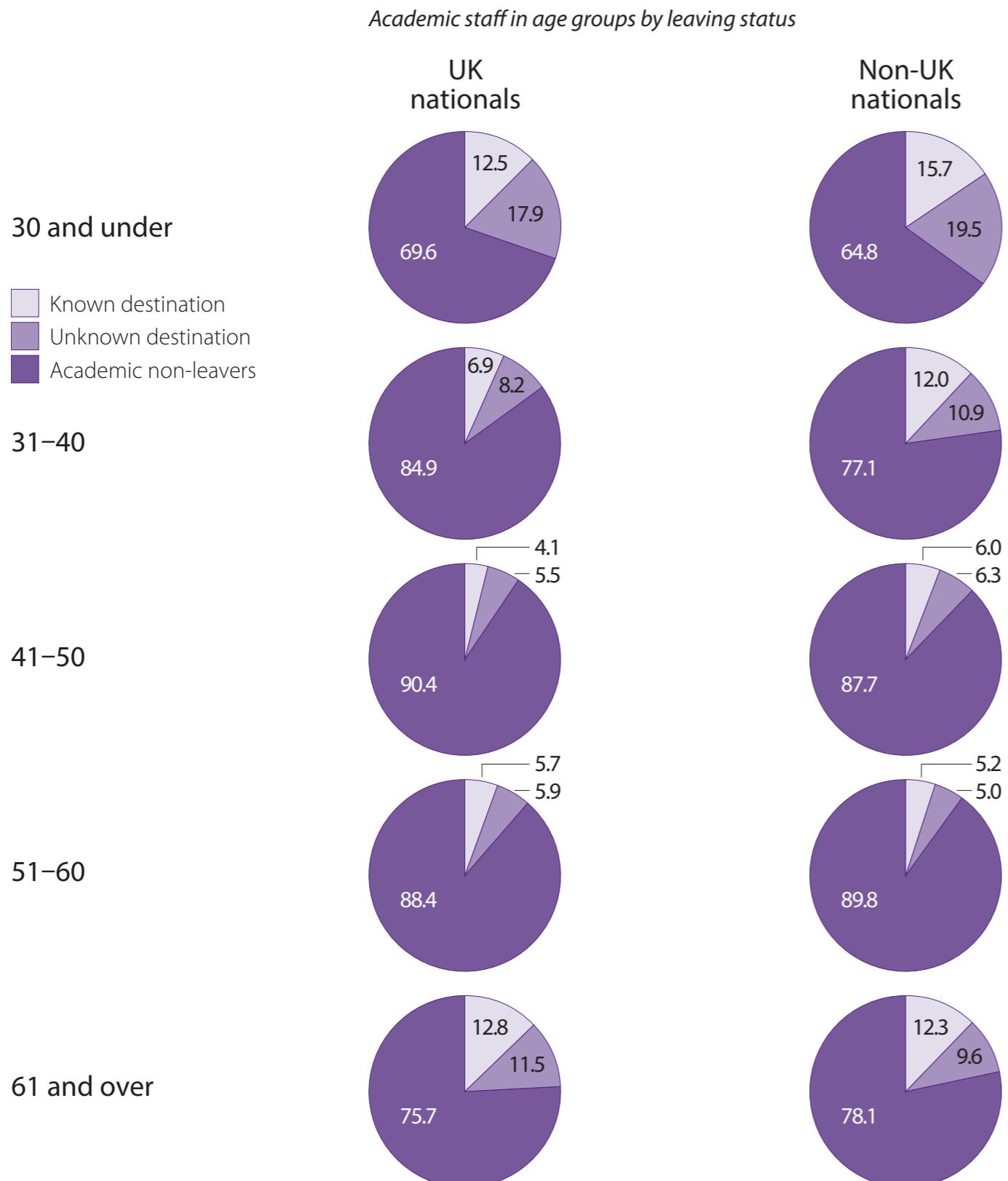
	30 and under		
	No.	%*	% [^]
UK employment			
UK other HEI	235	16.7	25.4
UK other education institution	25	1.6	32.4
UK student	130	9.2	59.4
UK research institute	25	1.8	29.1
UK NHS/medical or dental practice	20	1.4	17.4
UK public sector	5	0.5	..
UK private sector	170	12.0	33.4
All UK employment	605	43.1	31.3
Non-UK employment			
Non-UK HEI	155	10.9	24.4
Non-UK other education institution	25	1.8	22.3
Non-UK student	20	1.5	..
Non-UK research institute	75	5.5	36.8
Non-UK health service	5	0.2	..
Non-UK other employment	130	9.2	32.2
All non-UK employment	410	29.1	29.3
No longer in employment			
Not in regular employment	390	27.7	33.1
Retired	0	0.0	0.0
Deceased	0	0.1	..
All those no longer in employment	390	27.8	29.8

* compare vertically

[^] compare horizontally

.. percentages based on totals of 52 or less are not shown

31–40		41–50		51–60		61 and over	
No.	%	No.	%	No.	%	No.	%
19090	100	10150	100	4080	100	1070	100
4365	22.9	1245	12.3	415	10.2	235	21.9
2285	52.3	605	48.8	210	50.8	130	56.1
2080	47.7	635	51.2	205	49.2	105	43.9



* values less than 5.0 are not displayed

.. percentages based on totals of 52 or less are not shown

5 Multiple identities

- = Certain impairment types were more commonly declared by female staff than male staff. For example, 61.6% of staff who declared a mental health condition and 57.1% of those who declared a long-standing illness or health condition were female, 72.6% of staff who declared a cognitive impairment were male and 57.7% of those who declared in the blind or serious visual impairment category were male.
- = For both academic staff and professional and support staff, the proportion of staff who were women decreased overall as age increased. This was particularly marked among academic staff where 51.2% of those aged 25 years or younger were female compared with only 27.0% of those aged 66 years and over.
- = For both UK and non-UK staff, the proportion of staff in each age group who were BME declined as age increased.
- = 74.4% UK professors and 66.1% non-UK professors were white male staff. However, there was a decrease in the proportion of professors who were white male staff from 2010/11 figures.

5 Multiple identities

Gender and ethnicity

Over half of both UK and non-UK staff were women (55.0% and 50.9% respectively).

Aside from the other ethnic group, women comprised the majority of all ethnic groups among UK staff.

In contrast, men made up the majority of all non-UK ethnic groups with the exception of white staff.

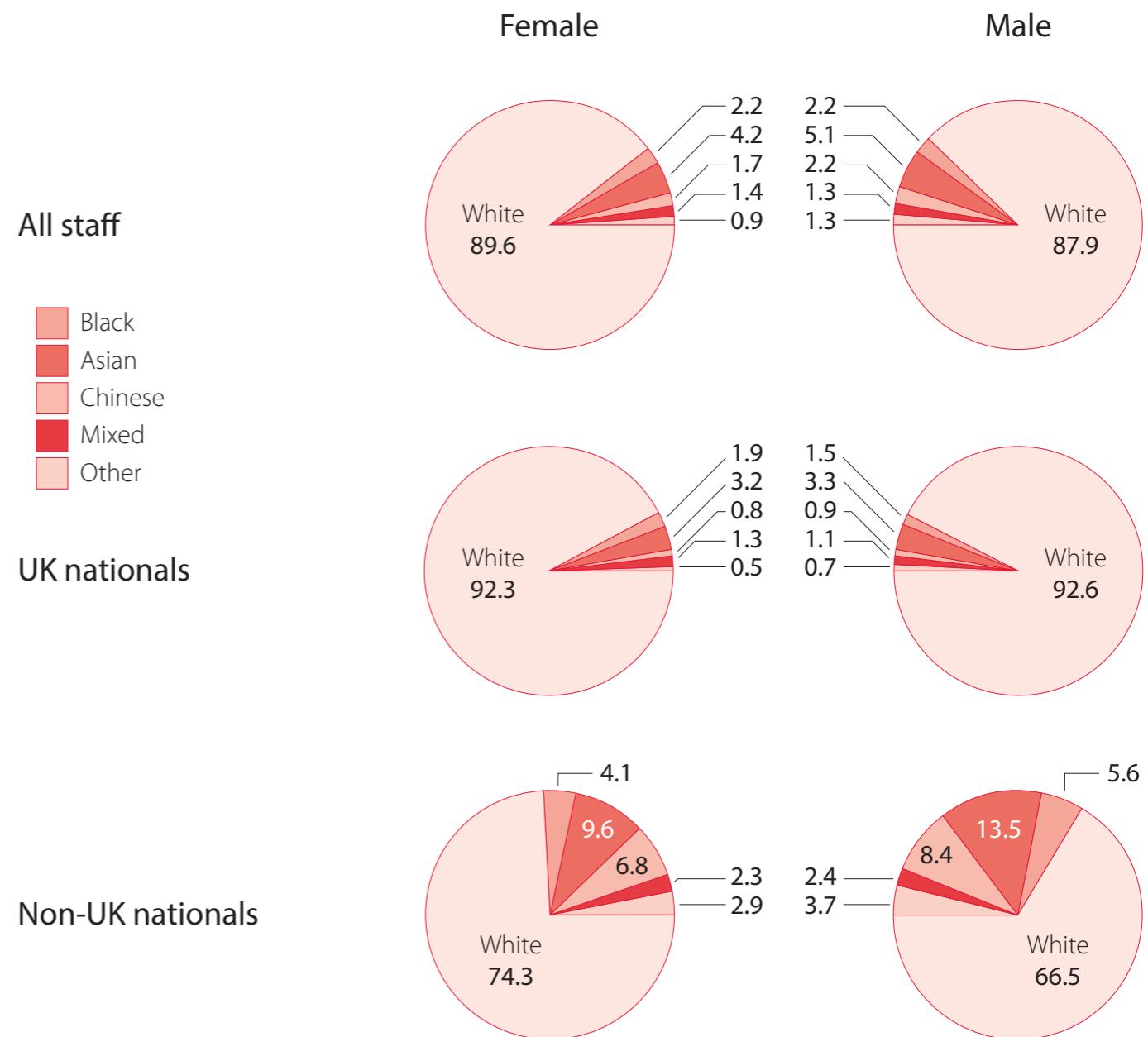
5.1 UK/non-UK staff by ethnic group and gender

	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
All staff with known ethnicity						
White	169850	89.6	54.8	140145	87.9	45.2
Black	4235	2.2	54.8	3495	2.2	45.2
Asian	7970	4.2	49.4	8150	5.1	50.6
Chinese	3255	1.7	48.2	3495	2.2	51.8
Mixed	2730	1.4	56.7	2085	1.3	43.3
Other	1630	0.9	45.0	1995	1.3	55.0
All staff total	189665	100	54.3	159370	100	45.7
UK national						
White	148025	92.3	55.0	121345	92.6	45.0
Black	3025	1.9	61.3	1915	1.5	38.7
Asian	5150	3.2	54.3	4330	3.3	45.7
Chinese	1265	0.8	52.9	1130	0.9	47.1
Mixed	2060	1.3	59.4	1410	1.1	40.6
Other	780	0.5	44.9	955	0.7	55.1
UK national total	160305	100	55.0	131085	100	45.0
Non-UK national						
White	21820	74.3	53.7	18800	66.5	46.3
Black	1210	4.1	43.3	1585	5.6	56.7
Asian	2820	9.6	42.5	3820	13.5	57.5
Chinese	1990	6.8	45.6	2365	8.4	54.4
Mixed	670	2.3	49.7	675	2.4	50.3
Other	850	2.9	45.1	1040	3.7	54.9
Non-UK national total	29360	100	50.9	28285	100	49.1

* within a gender and nationality, the percentage of staff within an ethnic group (compare vertically within nationality)

[^] within an ethnic group, the percentage of staff who were male/female (compare horizontally)

Female/male staff by nationality category and ethnic group



Gender and disability

Overall, 55.3% of disabled staff were female; this was slightly higher than the proportion of staff who were women (53.8%, see figure 1.1).

Certain impairment types were more commonly declared by female staff than male staff. For example, 61.6% of staff who declared a mental health condition and 57.1% of those who declared a long-standing illness or health condition were female.

72.6% of staff who declared a cognitive impairment were male, although numbers for this group were small (60 in total). 57.7% of those who declared in the blind or serious visual impairment category were male.

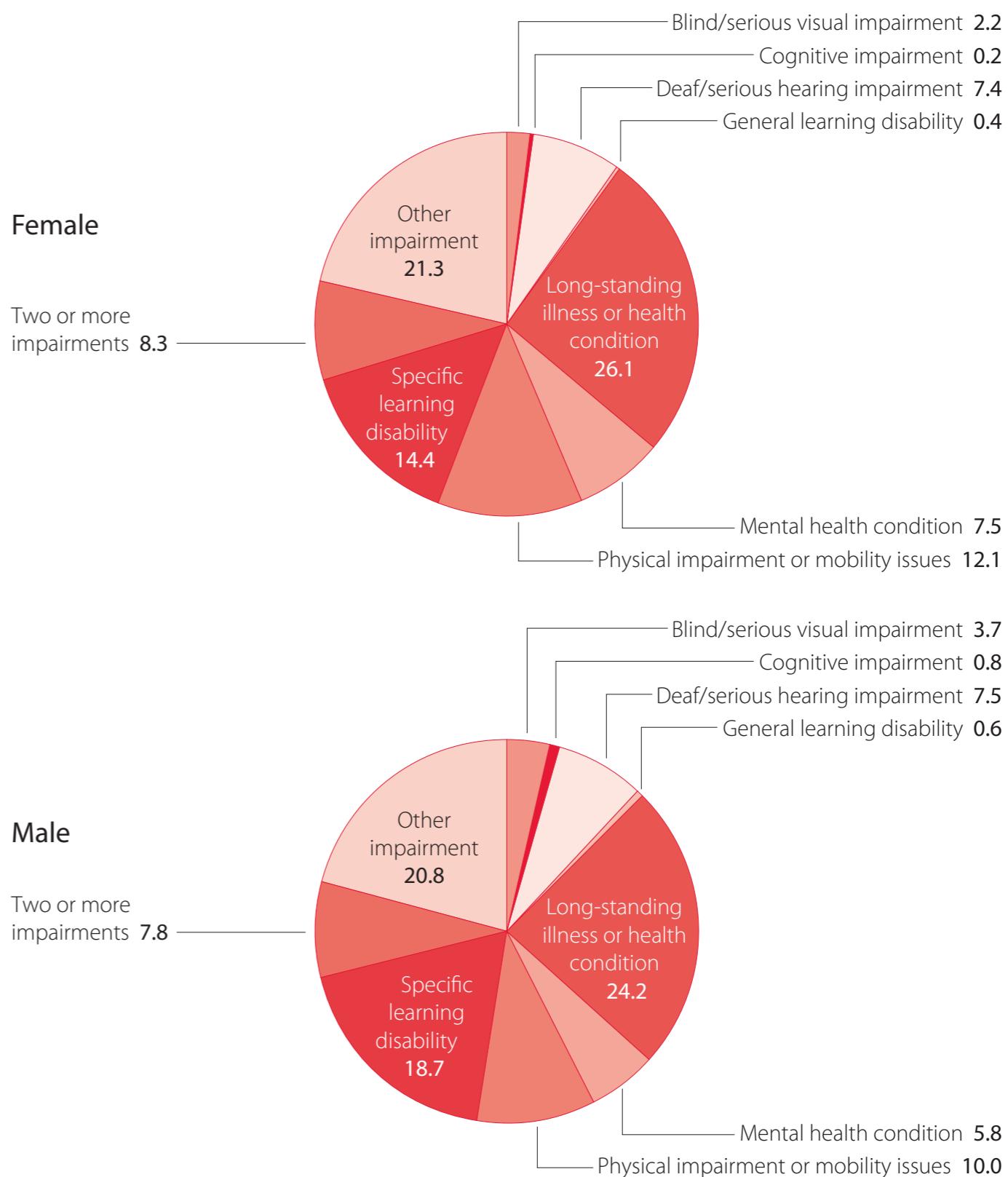
5.2 Staff by disability status, impairment type and gender

	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
All declared disabled	7170	3.5	55.3	5800	3.3	44.7
Blind or serious visual impairment	160	2.2	42.3	215	3.7	57.7
Cognitive impairment	15	0.2	27.4	45	0.8	72.6
Deaf or serious hearing impairment	530	7.4	54.7	435	7.5	45.3
General learning disability	30	0.4	45.6	35	0.6	54.4
Long-standing illness or health condition	1870	26.1	57.1	1400	24.2	42.9
Mental health condition	540	7.5	61.6	335	5.8	38.4
Physical impairment or mobility issues	870	12.1	59.9	580	10.0	40.1
Specific learning disability	1035	14.4	48.9	1085	18.7	51.1
Two or more impairments	600	8.3	56.8	455	7.8	43.2
Other impairment	1525	21.3	55.9	1205	20.8	44.1
Non-disabled	196250	96.5	53.7	169025	96.7	46.3

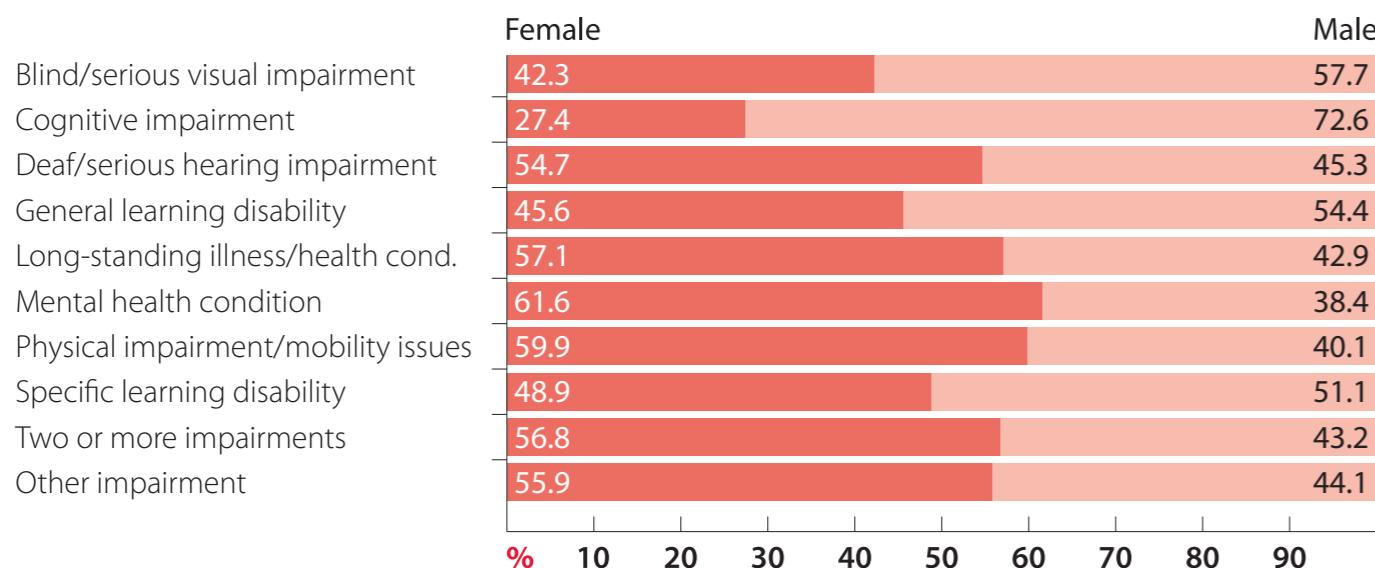
* compare vertically

[^] compare horizontally

Female/male disabled staff by impairment type



Disabled staff in impairment types by gender



Gender and age

For both academic staff and professional and support staff, the proportion of staff who were women decreased overall as age increased. This was particularly marked among academic staff where 51.2% of those aged 25 years or younger were female compared with only 27.0% of those aged 66 years and over.

Across all staff, women were in the majority in all age groups 60 and under, but the minority in all age groups 61 and over.

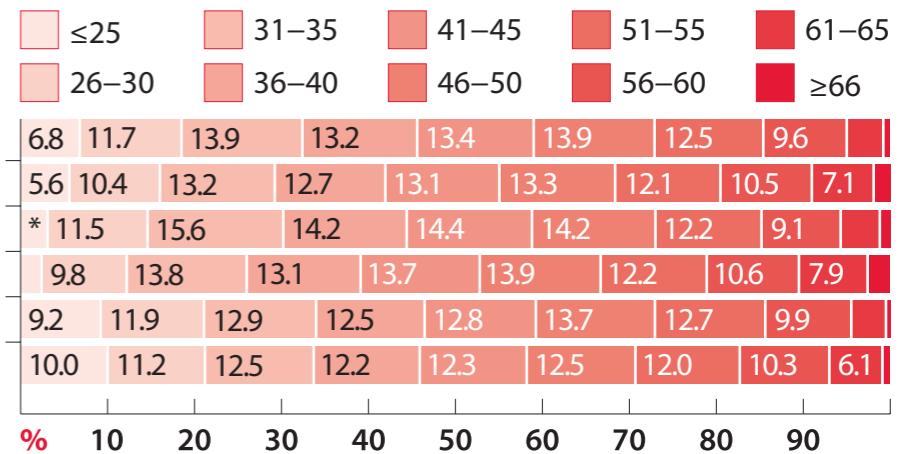
5.3 Staff by activity, age and gender

	Female			Male		
	No.	%*	% [^]	No.	%*	% [^]
All staff						
25 and under	13780	6.8	58.4	9825	5.6	41.6
26–30 years	23865	11.7	56.8	18165	10.4	43.2
31–35 years	28325	13.9	55.1	23105	13.2	44.9
36–40 years	26845	13.2	54.7	22230	12.7	45.3
41–45 years	27315	13.4	54.4	22855	13.1	45.6
46–50 years	28290	13.9	54.9	23230	13.3	45.1
51–55 years	25395	12.5	54.5	21225	12.1	45.5
56–60 years	19435	9.6	51.5	18320	10.5	48.5
61–65 years	8515	4.2	40.6	12475	7.1	59.4
66 and over	1560	0.8	32.1	3300	1.9	67.9
Academic						
25 and under	2530	3.1	51.2	2410	2.4	48.8
26–30 years	9255	11.5	48.4	9860	9.8	51.6
31–35 years	12565	15.6	47.6	13835	13.8	52.4
36–40 years	11500	14.2	46.6	13170	13.1	53.4
41–45 years	11600	14.4	45.7	13755	13.7	54.3
46–50 years	11495	14.2	45.2	13935	13.9	54.8
51–55 years	9820	12.2	44.4	12290	12.2	55.6
56–60 years	7345	9.1	40.8	10650	10.6	59.2
61–65 years	3605	4.5	31.1	7970	7.9	68.9
66 and over	980	1.2	27.0	2655	2.6	73.0
Professional and support						
25 and under	11250	9.2	60.3	7415	10.0	39.7
26–30 years	14610	11.9	63.8	8305	11.2	36.2
31–35 years	15760	12.9	63.0	9270	12.5	37.0
36–40 years	15345	12.5	62.9	9060	12.2	37.1
41–45 years	15720	12.8	63.3	9100	12.3	36.7
46–50 years	16795	13.7	64.4	9295	12.5	35.6
51–55 years	15575	12.7	63.5	8935	12.0	36.5
56–60 years	12090	9.9	61.2	7670	10.3	38.8
61–65 years	4910	4.0	52.2	4500	6.1	47.8
66 and over	580	0.5	47.2	645	0.9	52.8

* compare vertically within activity

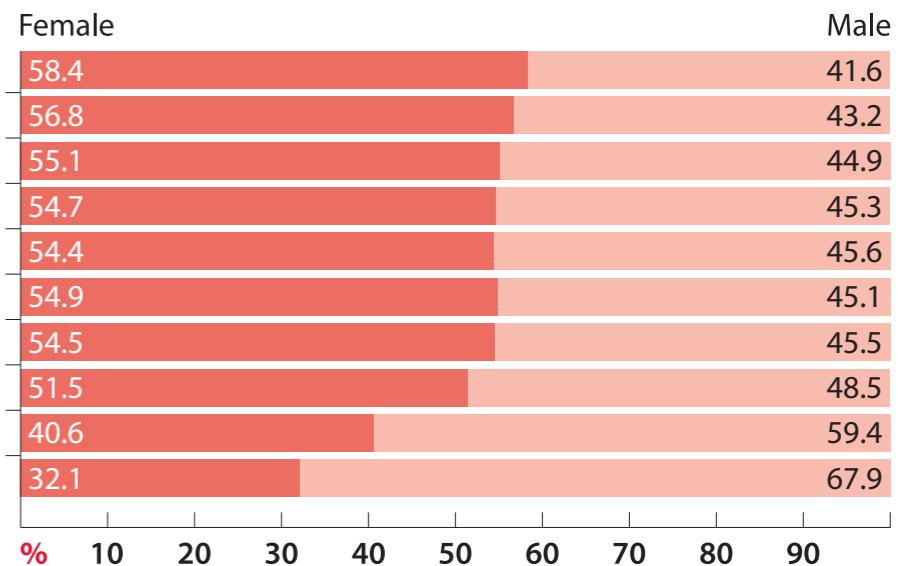
[^] compare horizontally

Female/male staff in activities by age group



* values less than 5.0 are not displayed

Staff in age groups by gender



Ethnicity and disability

A higher proportion of UK staff (4.0%) than non-UK staff (1.6%) were disabled.

Among UK staff, the mixed and white ethnic groups had the highest proportions of staff declaring a disability (4.2% and 4.1% respectively).

Among non-UK staff, mixed and white ethnic groups had the highest proportions of staff declaring a disability (2.2% and 1.9% respectively).

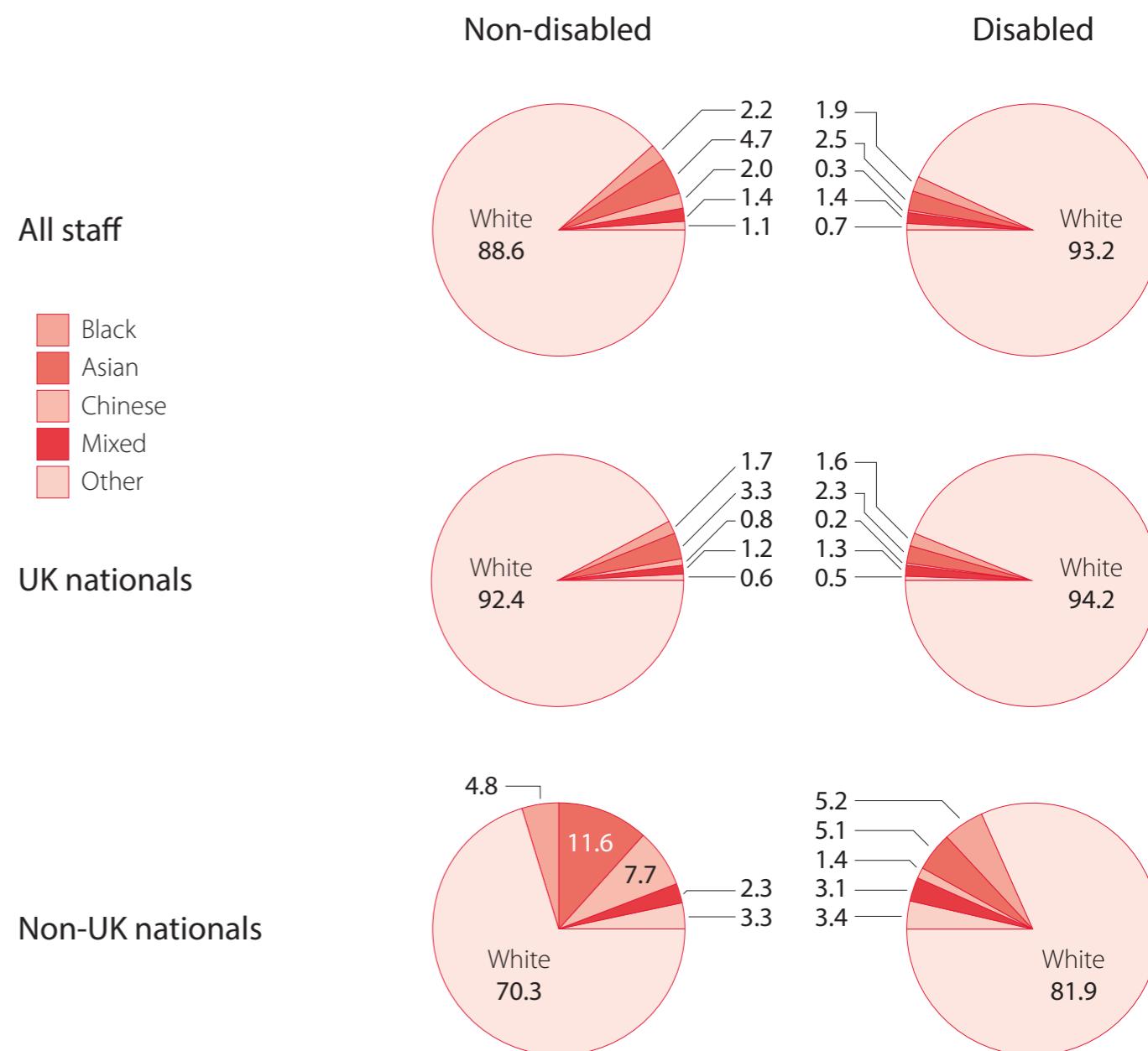
5.4 UK/non-UK staff by ethnic group and disability status

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
All staff with known ethnicity						
White	298250	88.6	96.2	11745	93.2	3.8
Black	7495	2.2	97.0	235	1.9	3.0
Asian	15805	4.7	98.0	320	2.5	2.0
Chinese	6715	2.0	99.5	35	0.3	0.5
Mixed	4640	1.4	96.4	175	1.4	3.6
Other	3540	1.1	97.7	85	0.7	2.3
All staff total	336440	100	96.4	12600	100	3.6
UK national						
White	258395	92.4	95.9	10975	94.2	4.1
Black	4755	1.7	96.2	185	1.6	3.8
Asian	9210	3.3	97.1	270	2.3	2.9
Chinese	2370	0.8	99.0	25	0.2	1.0
Mixed	3325	1.2	95.8	145	1.3	4.2
Other	1680	0.6	96.9	55	0.5	3.1
UK national total	279735	100	96.0	11655	100	4.0
Non-UK national						
White	39850	70.3	98.1	770	81.9	1.9
Black	2740	4.8	98.2	50	5.2	1.8
Asian	6590	11.6	99.3	50	5.1	0.7
Chinese	4340	7.7	99.7	15	1.4	0.3
Mixed	1315	2.3	97.8	30	3.1	2.2
Other	1860	3.3	98.3	30	3.4	1.7
Non-UK national total	56700	100	98.4	945	100	1.6

* compare vertically within nationality

[^] compare horizontally

Disabled/non-disabled staff by nationality category and ethnic group



Ethnicity and age

For both UK and non-UK staff, the proportion of staff in each age group who were BME declined as age increased.

Among UK staff, the age group with the highest proportion of BME staff was the 25 and under group (11.3%) and the age group with the lowest proportion was the 61–65 group (3.3%).

Among non-UK staff, the age group with the highest proportion of BME staff was the 25 and under group (39.6%), and age group with the lowest proportion was the 66 and over group (13.4%).

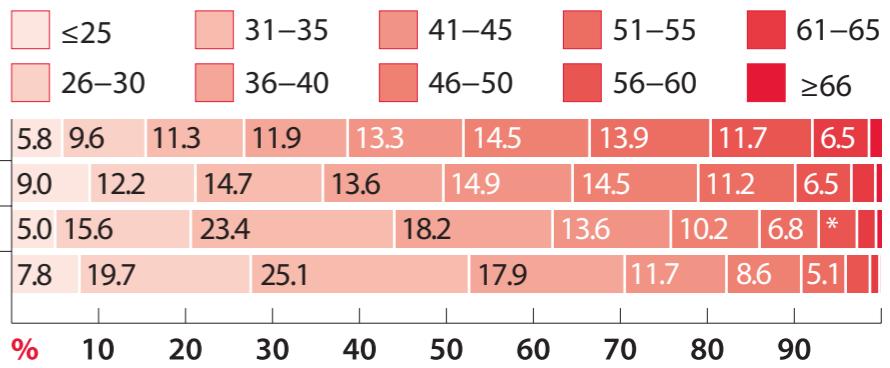
5.5 UK/non-UK staff by age group and BME/white identity

	White			BME		
	No.	%*	% [^]	No.	%*	% [^]
UK national						
25 and under	15650	5.8	88.7	1985	9.0	11.3
26–30	25920	9.6	90.6	2675	12.2	9.4
31–35	30355	11.3	90.4	3225	14.7	9.6
36–40	32020	11.9	91.4	2995	13.6	8.6
41–45	35850	13.3	91.6	3290	14.9	8.4
46–50	39150	14.5	92.4	3200	14.5	7.6
51–55	37500	13.9	93.8	2460	11.2	6.2
56–60	31510	11.7	95.7	1435	6.5	4.3
61–65	17555	6.5	96.7	605	2.8	3.3
66 and over	3845	1.4	96.3	150	0.7	3.7
Non-UK national						
25 and under	2030	5.0	60.4	1330	7.8	39.6
26–30	6335	15.6	65.4	3345	19.7	34.6
31–35	9485	23.4	69.0	4265	25.1	31.0
36–40	7390	18.2	70.8	3055	17.9	29.2
41–45	5540	13.6	73.6	1985	11.7	26.4
46–50	4135	10.2	73.9	1465	8.6	26.1
51–55	2775	6.8	76.1	875	5.1	23.9
56–60	1785	4.4	78.8	480	2.8	21.2
61–65	910	2.2	82.7	190	1.1	17.3
66 and over	240	0.6	86.6	35	0.2	13.4

* compare vertically within nationality

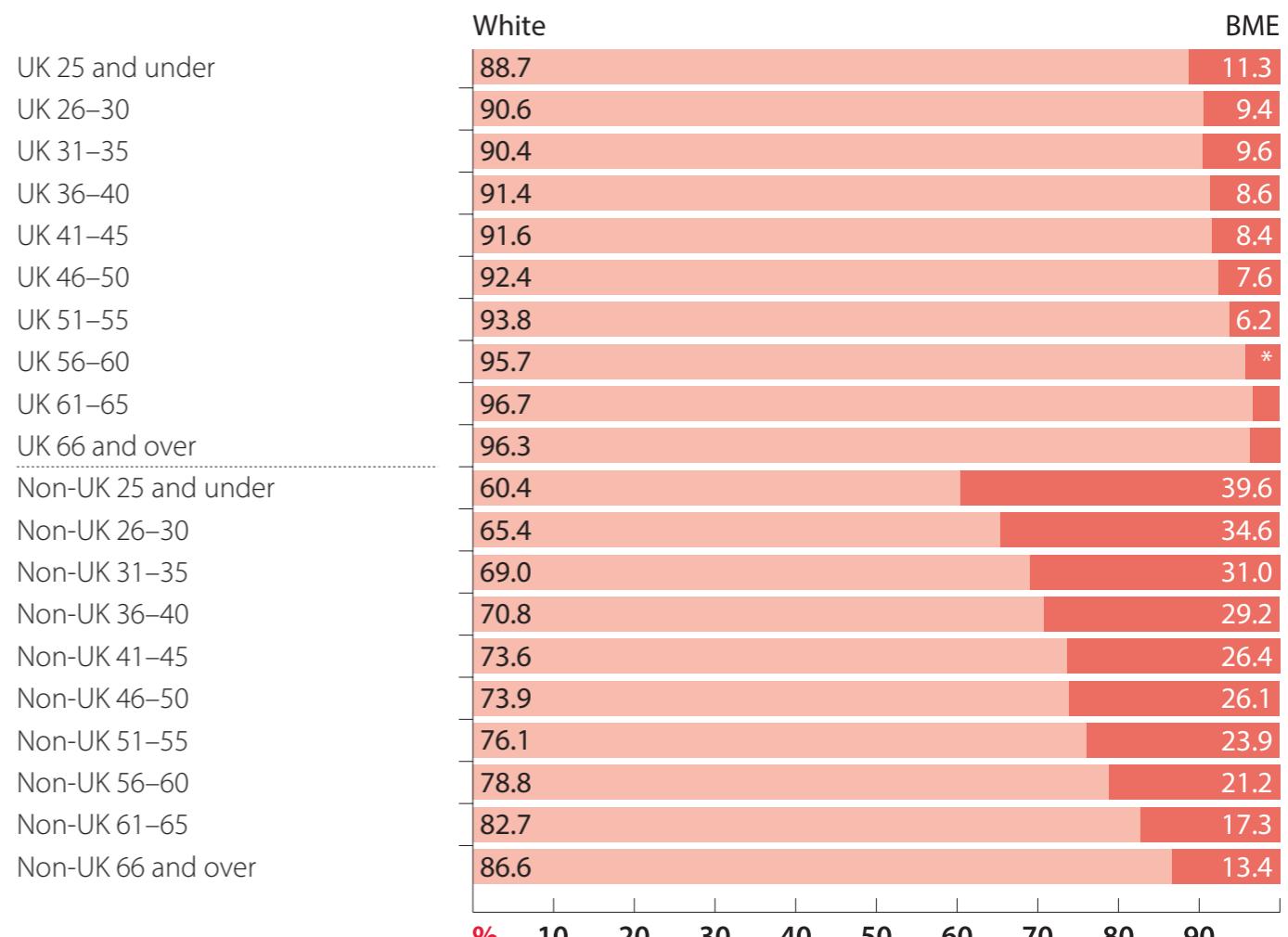
[^] compare horizontally

BME/white staff in nationality categories by age group



* values less than 5.0 are not displayed

UK/non-UK staff in age groups by BME/white identity



* values less than 5.0 are not displayed

Disability and age

As a general trend, the proportion of disabled staff increased with age.

The age group with the highest proportion of disabled staff was the 56–60 group (4.5%), and the age group with the lowest proportion was the 31–35 group (2.7%).

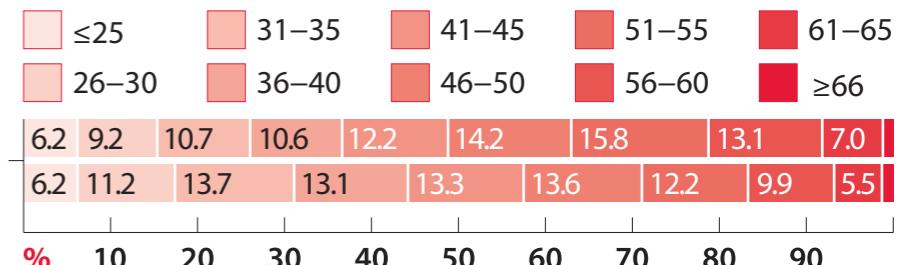
5.6 Staff by age group and disability status

	Non-disabled			Disabled		
	No.	%*	% [^]	No.	%*	% [^]
25 and under	22805	6.2	96.6	800	6.2	3.4
26–30 years	40835	11.2	97.2	1195	9.2	2.8
31–35 years	50050	13.7	97.3	1385	10.7	2.7
36–40 years	47700	13.1	97.2	1375	10.6	2.8
41–45 years	48590	13.3	96.8	1580	12.2	3.2
46–50 years	49685	13.6	96.4	1835	14.2	3.6
51–55 years	44575	12.2	95.6	2045	15.8	4.4
56–60 years	36065	9.9	95.5	1695	13.1	4.5
61–65 years	20080	5.5	95.7	910	7.0	4.3
66 and over	4710	1.3	96.9	150	1.2	3.1

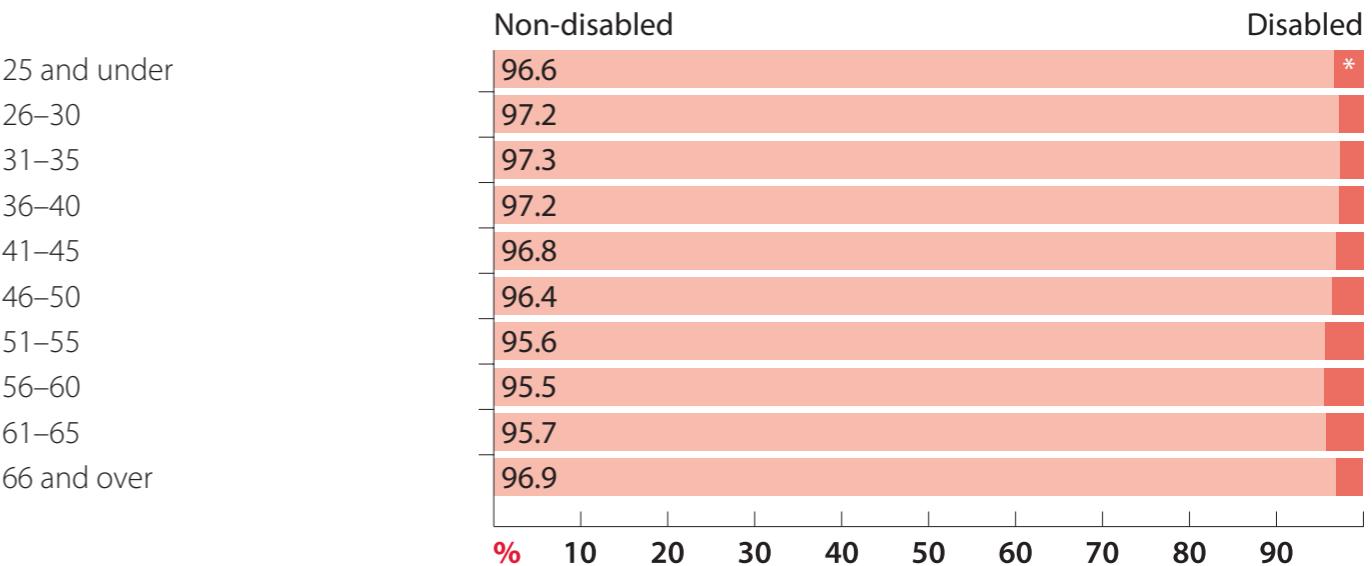
* compare vertically

[^] compare horizontally

Disabled/non-disabled staff by age group



Staff in age groups by disability status



* values less than 5.0 are not displayed

Academic roles

74.4% UK professors and 66.1% non-UK professors were white male staff.

Compared with 2010/11

There was a decrease in the proportion of professors who were white male staff.

For both UK and non-UK groups, BME female academic staff had the lowest proportion of professors (3.8% of UK and 1.7% of non-UK BME female academic staff).

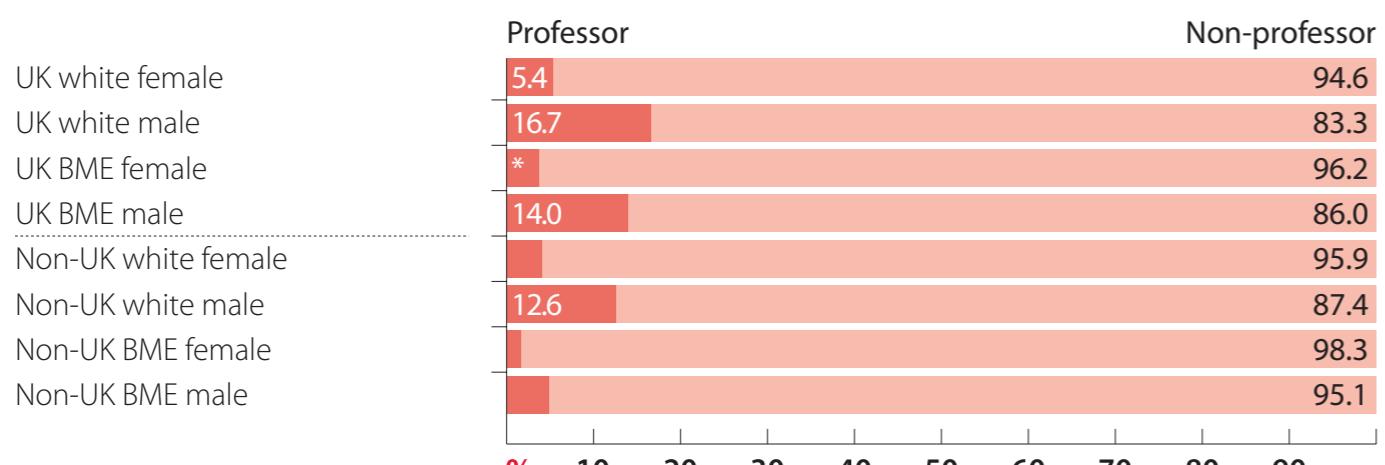
5.7 UK/non-UK academic staff by professorial category, gender and BME/white identity

	Professor			Non-professor		
	No.	%*	% [^]	No.	%*	% [^]
All staff with known ethnicity						
White female	3345	19.4	5.1	62230	42.0	94.9
White male	12560	73.0	15.9	66555	44.9	84.1
BME female	235	1.4	2.8	8300	5.6	97.2
BME male	1075	6.2	8.8	11150	7.5	91.2
UK national						
White female	2760	19.3	5.4	48630	44.1	94.6
White male	10610	74.4	16.7	53015	48.1	83.3
BME female	165	1.1	3.8	4125	3.7	96.2
BME male	735	5.1	14.0	4520	4.1	86.0
Non UK-nationals						
White female	585	19.9	4.1	13600	35.8	95.9
White male	1945	66.1	12.6	13540	35.7	87.4
BME female	75	2.5	1.7	4170	11.0	98.3
BME male	340	11.5	4.9	6625	17.5	95.1

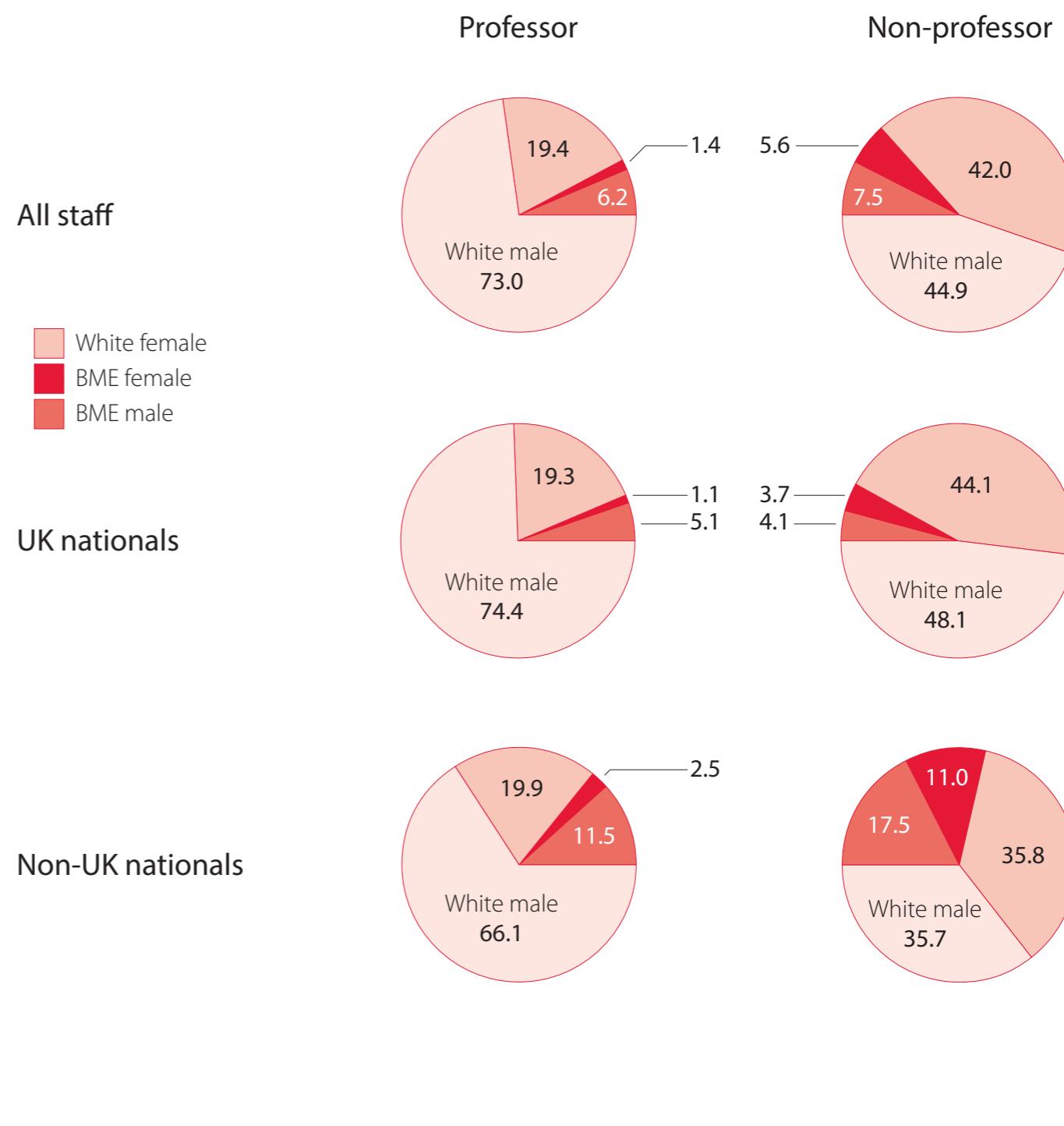
* compare vertically within nationality

[^] compare horizontally

UK/non-UK staff in gender and BME/white identity categories by professorial category



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



White male academic staff accounted for around two thirds of senior managers in both the UK and non-UK staff groups (68.9% and 67.5% respectively).

Within academic staff, white male staff accounted for 68.8% of senior managers, although they made up 47.4% of all academic staff who were not senior managers.

The proportion of staff within each group who were senior managers was small, but BME academic staff accounted for a markedly lower proportion than white academic staff. 0.4% of BME female academic staff and 0.9% of BME male academic staff were senior managers compared with 2.5% of white male and 1.2% of white female academic staff.

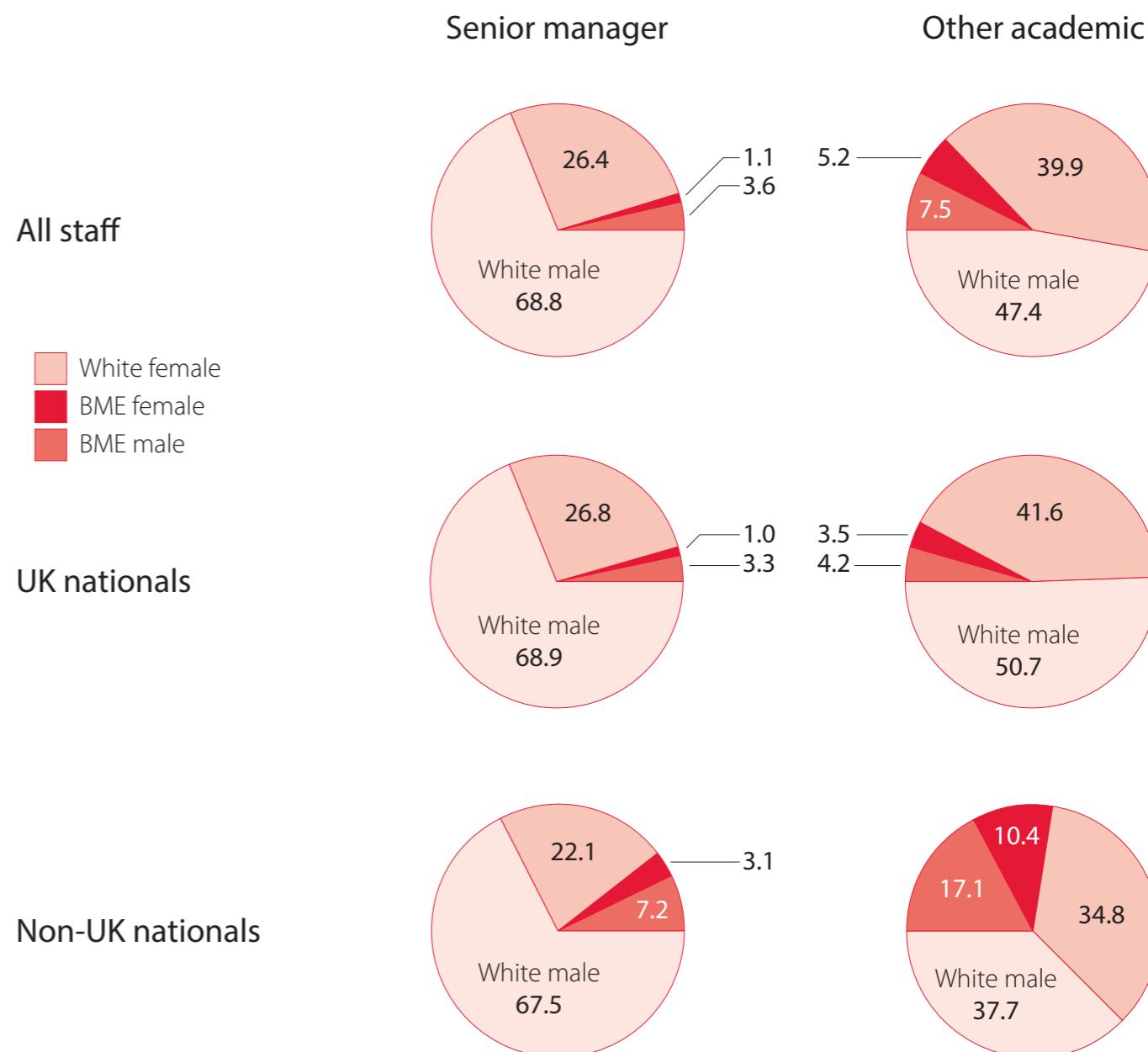
5.8 UK/non-UK academic staff by senior management category, gender and BME/white identity

	Senior manager			Other academic		
	No.	%*	% [^]	No.	%*	% [^]
All staff with known ethnicity						
White female	755	26.4	1.2	64815	39.9	98.8
White male	1975	68.8	2.5	77140	47.4	97.5
BME female	35	1.1	0.4	8500	5.2	99.6
BME male	105	3.6	0.9	12120	7.5	99.1
UK national						
White female	705	26.8	1.4	50685	41.6	98.6
White male	1810	68.9	2.8	61815	50.7	97.2
BME female	25	1.0	0.6	4265	3.5	99.4
BME male	85	3.3	1.7	5170	4.2	98.3
Non UK-nationals						
White female	55	22.1	0.4	14130	34.8	99.6
White male	165	67.5	1.1	15325	37.7	98.9
BME female	10	3.1	0.2	4235	10.4	99.8
BME male	15	7.2	0.3	6950	17.1	99.7

* compare vertically within nationality

[^] compare horizontally

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



Index

Overview	0.1 All staff by country of institution.....	18	1.7 Staff by occupational group and gender.....	42																																																						
	<i>All staff by country of institution.....</i>	<i>18</i>	<i>Staff in occupational groups by gender.....</i>	<i>43</i>																																																						
0.2 Profile of staff over time by activity.....	19	1.8 Full-time staff by occupational group and gender.....	44																																																							
0.3 Staff by mode, contract type and activity.....	19	1.9 Part-time staff by occupational group and gender.....	45																																																							
0.4 Staff by occupational group and mode.....	20	1.10 Academic staff by research/teaching contract type and gender.....	46																																																							
	<i>Staff in occupational groups by mode.....</i>	<i>21</i>	<i>Female/male academic staff by research/teaching contract type.....</i>	<i>46</i>																																																						
0.5 Academic staff by research/teaching contract type.....	22	<i>Academic staff in research/teaching contract types by gender.....</i>	<i>46</i>																																																							
	<i>Academic staff by research/teaching contract type.....</i>	<i>22</i>																																																								
0.6 Non-SET academic staff by subject area.....	22	1.11 Academic staff by SET category and gender.....	47																																																							
0.7 SET academic staff by subject area.....	23	<i>Female/male academic staff by SET category.....</i>	<i>47</i>																																																							
0.8 Academic staff by SET category, mode and professorial category.....	24	1.12 Non-SET academic staff by subject area and gender.....	47																																																							
	<i>Professors/non-profs by SET category and mode.....</i>	<i>24</i>	1.13 SET academic staff by subject area and gender.....	48																																																						
0.9 Academic staff by SET category, mode and senior management category.....	25	<i>Academic staff in subject areas by gender.....</i>	<i>49</i>																																																							
	<i>Academic senior managers/other academic staff by SET category and mode.....</i>	<i>25</i>	1.14 Academic staff by professorial and SET categories, mode and gender.....	50																																																						
0.10 All staff by mode, salary range and activity.....	26	<i>Professors/non-profs in modes and SET categories by gender.....</i>	<i>51</i>																																																							
	<i>Academic/professional and support staff in modes by salary range.....</i>	<i>26</i>	<i>Female/male academic staff by professorial and SET categories and mode.....</i>	<i>51</i>																																																						
0.11 Academic staff by academic pay spine.....	27	1.15 Academic staff by senior management and SET categories, mode and gender.....	52																																																							
	<i>Academic staff by academic pay spine.....</i>	<i>27</i>	<i>Academic senior managers/other academic staff in modes and SET categories by gender.....</i>	<i>53</i>																																																						
0.12 Academic staff by leaving status.....	28	<i>Female/male academic staff by senior management and SET categories and mode.....</i>	<i>53</i>																																																							
	<i>Academic staff by nationality and leaving status.....</i>	<i>29</i>	1.16 Academic staff by mode, salary range and gender.....	54																																																						
0.13 UK and non-UK academic staff leavers by known leaving destination.....	30	1.17 Professional and support staff by mode, salary range and gender.....	54																																																							
	<i>UK and non-UK academic staff leavers by leaving destination.....</i>	<i>31</i>	<i>Academic/professional and support staff in salary ranges by gender.....</i>	<i>55</i>																																																						
		<i>Female/male staff in activities and modes by salary range.....</i>	<i>55</i>																																																							
		1.18 Academic staff by academic pay spine and gender.....	56																																																							
1 Gender	1.1 Staff by country of institution and gender.....	34		<i>Academic staff in academic pay spines by gender.....</i>	<i>56</i>	1.2 Profile of staff over time by gender.....	34		<i>Female/male academic staff by academic pay spine.....</i>	<i>57</i>		<i>Staff in countries of institution by gender.....</i>	<i>35</i>	1.3 Profile of staff over time by activity and gender.....	36		1.19 Median/mean salary and pay gap by country of institution, activity and gender.....	58		<i>Staff profile over time by activity and gender.....</i>	<i>37</i>		<i>Median gender pay gap for all staff by country of institution.....</i>	<i>59</i>	1.4 Staff by activity, mode and gender.....	38		<i>Mean gender pay gap for all staff by country of institution.....</i>	<i>59</i>		<i>Full-time/part-time staff in activities by gender.....</i>	<i>39</i>	1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>
	<i>Academic staff in academic pay spines by gender.....</i>	<i>56</i>																																																								
1.2 Profile of staff over time by gender.....	34		<i>Female/male academic staff by academic pay spine.....</i>	<i>57</i>		<i>Staff in countries of institution by gender.....</i>	<i>35</i>	1.3 Profile of staff over time by activity and gender.....	36		1.19 Median/mean salary and pay gap by country of institution, activity and gender.....	58		<i>Staff profile over time by activity and gender.....</i>	<i>37</i>		<i>Median gender pay gap for all staff by country of institution.....</i>	<i>59</i>	1.4 Staff by activity, mode and gender.....	38		<i>Mean gender pay gap for all staff by country of institution.....</i>	<i>59</i>		<i>Full-time/part-time staff in activities by gender.....</i>	<i>39</i>	1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>						
	<i>Female/male academic staff by academic pay spine.....</i>	<i>57</i>																																																								
	<i>Staff in countries of institution by gender.....</i>	<i>35</i>	1.3 Profile of staff over time by activity and gender.....	36		1.19 Median/mean salary and pay gap by country of institution, activity and gender.....	58		<i>Staff profile over time by activity and gender.....</i>	<i>37</i>		<i>Median gender pay gap for all staff by country of institution.....</i>	<i>59</i>	1.4 Staff by activity, mode and gender.....	38		<i>Mean gender pay gap for all staff by country of institution.....</i>	<i>59</i>		<i>Full-time/part-time staff in activities by gender.....</i>	<i>39</i>	1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>											
1.3 Profile of staff over time by activity and gender.....	36		1.19 Median/mean salary and pay gap by country of institution, activity and gender.....	58		<i>Staff profile over time by activity and gender.....</i>	<i>37</i>		<i>Median gender pay gap for all staff by country of institution.....</i>	<i>59</i>	1.4 Staff by activity, mode and gender.....	38		<i>Mean gender pay gap for all staff by country of institution.....</i>	<i>59</i>		<i>Full-time/part-time staff in activities by gender.....</i>	<i>39</i>	1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>														
	1.19 Median/mean salary and pay gap by country of institution, activity and gender.....	58																																																								
	<i>Staff profile over time by activity and gender.....</i>	<i>37</i>		<i>Median gender pay gap for all staff by country of institution.....</i>	<i>59</i>	1.4 Staff by activity, mode and gender.....	38		<i>Mean gender pay gap for all staff by country of institution.....</i>	<i>59</i>		<i>Full-time/part-time staff in activities by gender.....</i>	<i>39</i>	1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																			
	<i>Median gender pay gap for all staff by country of institution.....</i>	<i>59</i>																																																								
1.4 Staff by activity, mode and gender.....	38		<i>Mean gender pay gap for all staff by country of institution.....</i>	<i>59</i>		<i>Full-time/part-time staff in activities by gender.....</i>	<i>39</i>	1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																									
	<i>Mean gender pay gap for all staff by country of institution.....</i>	<i>59</i>																																																								
	<i>Full-time/part-time staff in activities by gender.....</i>	<i>39</i>	1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																														
1.5 Academic staff by mode, contract type and gender.....	40		1.20 Median/mean salary and pay gap by occupational group and gender.....	60	1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																																	
	1.20 Median/mean salary and pay gap by occupational group and gender.....	60																																																								
1.6 Professional and support staff by mode, contract type and gender.....	40		<i>Median gender pay gap by occupational group.....</i>	<i>61</i>		<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																																						
	<i>Median gender pay gap by occupational group.....</i>	<i>61</i>																																																								
	<i>Academic/professional and support staff in modes and contract types by gender.....</i>	<i>41</i>		<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>		<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																																											
	<i>Mean gender pay gap by occupational group.....</i>	<i>61</i>																																																								
	<i>Female/male staff by activity and contract type.....</i>	<i>41</i>		1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62			<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																																																	
	1.21 Median/mean salary and pay gap for professors/non-profs by country of institution and gender.....	62																																																								
		<i>Median gender pay gap for professors/non-profs by country of institution.....</i>	<i>63</i>																																																							

	<i>Mean gender pay gap for professors/non-profs by country of institution.....</i>	63		2.10	UK/non-UK staff by occupational group, mode and BME/white identity.....	92
1.22	Academic staff by leaving status and gender.....	64		2.11	UK/non-UK academic staff by research/teaching contract type and ethnic group.....	94
	<i>Female/male academic staff by nationality and leaving status.....</i>	65			<i>UK/non-UK academic staff in ethnic groups by research/teaching contract type.....</i>	94
1.23	UK academic staff leavers by known leaving destination and gender.....	66			<i>UK/non-UK academic staff in research/teaching contract types by BME/white identity.....</i>	96
1.24	Non-UK academic staff leavers by known leaving destination and gender.....	67		2.12	UK academic staff by SET category and ethnic group.....	97
	<i>UK academic leavers in leaving destinations by gender.....</i>	68			<i>UK academic staff in ethnic groups by SET category.....</i>	97
	<i>Non-UK academic leavers in leaving destinations by gender.....</i>	69		2.13	UK non-SET academic staff by subject area and ethnic group.....	98
	<i>Female/male UK academic staff leavers by leaving destinations.....</i>	70		2.14	UK SET academic staff by subject area and ethnic group.....	100
	<i>Female/male non-UK academic staff leavers by leaving destinations.....</i>	71		2.15	Non-UK non-SET academic staff by subject area and ethnic group.....	102
2 Ethnicity				2.16	Non-UK SET academic staff by subject area and ethnic group.....	104
2.1	UK/non-UK staff by country of institution and ethnic group.....	74		2.17	UK/non-UK academic staff by professorial category and ethnic group.....	106
	<i>UK/non-UK staff in countries of institution by BME/white identity.....</i>	75			<i>UK/non-UK academic staff in ethnic groups by professorial category.....</i>	107
2.2	UK/non-UK BME staff by ethnic group.....	76			<i>UK/non-UK academic staff by professorial category and ethnic group.....</i>	107
	<i>UK/non-UK BME staff by ethnic group.....</i>	77		2.18	UK academic staff by professorial and SET categories, mode and ethnic group.....	108
2.3	Profile of UK/non-UK staff over time by activity and BME/white identity.....	78			<i>Academic staff in ethnic groups by professorial and SET categories and mode.....</i>	108
	<i>UK/non-UK staff profile over time by BME/white identity.....</i>	79		2.19	UK/non-UK academic staff by senior management category and ethnic group.....	110
2.4	UK academic staff by mode, contract type and ethnic group.....	80			<i>UK/non-UK academic staff in ethnic groups by senior management category.....</i>	111
	<i>UK academic staff in ethnic groups by contract type.....</i>	80			<i>UK/non-UK academic staff by senior management category and ethnic group.....</i>	111
	<i>UK academic staff in modes and contract types by BME/white identity.....</i>	81		2.20	UK academic staff by senior management and SET categories, mode and BME/white identity.....	112
2.5	Non-UK academic staff by mode, contract type and ethnic group.....	82			<i>UK academic senior managers/other academic staff in modes and SET categories by BME/white identity.....</i>	112
	<i>Non-UK academic staff in ethnic groups by contract type.....</i>	82			<i>White/BME UK academic staff by senior management and SET categories and mode.....</i>	113
	<i>Non-UK academic staff in modes and contract types by BME/white identity.....</i>	83		2.21	UK/non-UK academic staff by salary range and ethnic group.....	114
2.6	UK professional and support staff by mode, contract type and ethnic group.....	84			UK/non-UK academic staff by mode, salary range and BME/white identity.....	114
	<i>UK professional and support staff in ethnic groups by contract type.....</i>	84		2.22	<i>UK/non-UK academic staff in ethnic groups by salary range.....</i>	115
	<i>UK professional and support staff in modes and contract types by BME/white identity.....</i>	85		2.23	UK/non-UK professional and support staff by salary range and ethnic group.....	116
2.7	Non-UK professional and support staff by mode, contract type and ethnic group.....	86				
	<i>Non-UK professional and support staff in ethnic groups by contract type.....</i>	86				
	<i>Non-UK professional and support staff in modes and contract types by BME/white identity.....</i>	87				
2.8	UK staff by occupational group and ethnic group.....	88				
	<i>UK staff in occupational groups by BME/white identity.....</i>	88				
2.9	Non-UK staff by occupational group and ethnic group.....	90				
	<i>Non-UK staff in occupational groups by BME/white identity.....</i>	90				

2.24	UK/non-UK professional and support staff by mode, salary range and BME/white identity.....	116	2.36	Non-UK academic staff leavers by known leaving destination and BME/white identity.....	139
	<i>UK/non-UK professional and support staff in ethnic groups by salary range.....</i>			<i>UK academic staff leavers in leaving destinations by BME/white identity.....</i>	140
2.25	UK academic staff by academic pay spine and ethnic group.....	118		<i>Non-UK academic staff leavers in leaving destinations by BME/white identity.....</i>	141
	<i>UK academic staff by academic pay spine and ethnic group.....</i>			<i>UK BME/white academic staff leavers by leaving destinations.....</i>	142
2.26	Non-UK academic staff by academic pay spine and ethnic group.....	120		<i>Non-UK BME/white academic staff leavers by leaving destinations.....</i>	143
	<i>Non-UK academic staff by academic pay spine and ethnic group.....</i>				
2.27	Median salaries of UK staff by activity and ethnic group.....	122			
	<i>Median salaries of UK staff by activity and ethnic group.....</i>				
2.28	Median/mean salary and pay gap for UK staff by country of institution, activity and BME/white identity.....	124	3	Disability	
	<i>Median ethnicity pay gap for UK staff by country of institution.....</i>		3.1	Staff by country of institution and disability status.....	146
	<i>Mean ethnicity pay gap for UK staff by country of institution.....</i>		3.2	All and disabled staff by impairment type and activity.....	146
2.29	Median/mean salary and pay gap for non-UK staff by country of institution, activity and BME/white identity.....	126		<i>Staff in countries of institution by disability status.....</i>	147
	<i>Median ethnicity pay gap for non-UK staff by country of institution.....</i>			<i>Disabled staff by impairment type.....</i>	147
2.30	Median/mean salary and pay gap for UK staff by occupational group and BME/white identity.....	128	3.3	Profile of staff over time by activity and disability status.....	148
	<i>Median ethnicity pay gap for UK staff by occupational group.....</i>		3.4	<i>Staff profile over time by activity and disability status.....</i>	149
	<i>Mean ethnicity pay gap for UK staff by occupational group.....</i>		3.5	Academic staff by mode, contract type and disability status.....	150
2.31	Median/mean salary and pay gap for non-UK staff by occupational group and BME/white identity.....	130		Professional and support staff by mode, contract type and disability status.....	150
	<i>Median ethnicity pay gap for non-UK staff by occupational group.....</i>			<i>Academic/professional and support staff in modes and contract types by disability status.....</i>	151
	<i>Mean ethnicity pay gap for non-UK staff by occupational group.....</i>			<i>Disabled/non-disabled staff by activity and contract type.....</i>	151
2.32	Median/mean salary and pay gap for UK professors/non-professors by country of institution and BME/white identity.....	132	3.6	Staff by occupational group and disability status.....	152
	<i>Median ethnicity pay gap for UK professors/non-professors by country of institution.....</i>			<i>Staff in occupational groups by disability status.....</i>	153
	<i>Mean ethnicity pay gap for UK professors/non-professors by country of institution.....</i>		3.7	Full-time staff by occupational group and disability status.....	154
2.33	Median/mean salary and pay gap for non-UK professors/non-professors by country of institution and BME/white identity.....	134	3.8	Part-time staff by occupational group and disability status.....	155
	<i>Median ethnicity pay gap for non-UK professors/non-professors by country of institution.....</i>		3.9	Academic staff by research/teaching contract type and disability status.....	156
	<i>Mean ethnicity pay gap for non-UK professors/non-professors by country of institution.....</i>			<i>Academic staff in research/teaching contract types by disability status.....</i>	156
2.34	Academic staff by leaving status and BME/white identity.....	136		<i>Disabled/non-disabled academic staff by research/teaching contract type.....</i>	156
	<i>White/BME academic staff by leaving status.....</i>		3.10	Academic staff by SET category and disability status.....	157
2.35	UK academic staff leavers by known leaving destination and BME/white identity.....	138		<i>Disabled/non-disabled academic staff by SET category.....</i>	157
			3.11	Non-SET academic staff by subject area and disability status.....	157
			3.12	SET academic staff by subject area and disability status.....	158
			3.13	<i>Academic staff in subject areas by disability status.....</i>	159
				Academic staff by professorial and SET categories, mode and disability status.....	160
				<i>Professors/non-professors in modes and SET categories by disability status.....</i>	161
				<i>Disabled/non-disabled academic staff by professorial and SET categories and mode.....</i>	161

3.14	Academic staff by senior management and SET categories, mode and disability status.....	162
	<i>Academic senior managers/other academic staff in modes and SET categories by disability status.....</i>	<i>163</i>
	<i>Disabled/non-disabled academic staff by senior management and SET categories and mode.....</i>	<i>163</i>
3.15	Academic staff by mode, salary range and disability status.....	164
3.16	Professional and support staff by mode, salary range and disability status.....	164
	<i>Academic/professional and support staff in salary ranges by disability status.....</i>	<i>165</i>
	<i>Disabled/non-disabled staff in activities and modes by salary range.....</i>	<i>165</i>
3.17	Academic staff by academic pay spine and disability status.....	166
	<i>Academic staff in academic pay spines by disability status.....</i>	<i>166</i>
	<i>Disabled/non-disabled academic staff by academic pay spine.....</i>	<i>167</i>
3.18	Median/mean salary and pay gap by country of institution, activity and disability status.....	168
	<i>Median disability pay gap for all staff by country of institution.....</i>	<i>169</i>
	<i>Mean disability pay gap for all staff by country of institution.....</i>	<i>169</i>
3.19	Median/mean salary and pay gap by occupational group and disability status.....	170
	<i>Median disability pay gap by occupational group.....</i>	<i>171</i>
	<i>Mean disability pay gap by occupational group.....</i>	<i>171</i>
3.20	Median/mean salary and pay gap for professors/non-professors by country of institution and disability status.....	172
	<i>Median disability pay gap for professors/non-professors by country of institution.....</i>	<i>173</i>
	<i>Mean disability pay gap for professors/non-professors by country of institution.....</i>	<i>173</i>
3.21	Academic staff by leaving status and disability status.....	174
	<i>Disabled/non-disabled academic staff by leaving status.....</i>	<i>175</i>
3.22	UK academic staff leavers by known leaving destination and disability status.....	176
3.23	Non-UK academic staff leavers by known leaving destination and disability status.....	177
	<i>UK academic staff leavers in leaving destinations by disability status.....</i>	<i>178</i>
	<i>Non-UK academic staff leavers in leaving destinations by disability status.....</i>	<i>179</i>
	<i>UK disabled/non-disabled academic staff leavers by leaving destination.....</i>	<i>180</i>
	<i>Non-UK disabled/non-disabled academic staff leavers by leaving destination.....</i>	<i>181</i>

4 Age		
4.1	Staff by country of institution and age group.....	184
	<i>Staff in countries of institution by age group.....</i>	<i>184</i>
4.2	Staff by mode and age group.....	186
	<i>Staff in age groups by mode.....</i>	<i>186</i>
	<i>Full-time/part-time staff by age group.....</i>	<i>186</i>
4.3	Academic staff by mode and age group.....	188
	<i>Academic staff in age groups by mode.....</i>	<i>188</i>
	<i>Full-time/part-time academic staff by age group.....</i>	<i>188</i>
4.4	Professional and support staff by mode and age group.....	190
	<i>Professional and support staff in age groups by mode.....</i>	<i>190</i>
	<i>Full-time/part-time professional and support staff by age group.....</i>	<i>190</i>
4.5	Academic staff by contract type and age group.....	192
	<i>Academic staff in age groups by contract type.....</i>	<i>192</i>
	<i>Academic staff in contract types by age group.....</i>	<i>192</i>
4.6	Professional and support staff by contract type and age group.....	194
	<i>Professional and support staff in age groups by contract type.....</i>	<i>194</i>
	<i>Professional and support staff in contract types by age group.....</i>	<i>194</i>
4.7	Staff by occupational group and age group.....	196
	<i>Staff in occupational groups by age group.....</i>	<i>196</i>
4.8	Academic staff by research/teaching contract type and age group.....	198
	<i>Academic staff in age groups by research/teaching contract type.....</i>	<i>198</i>
	<i>Academic staff in research/teaching contract types by age group.....</i>	<i>198</i>
4.9	Non-SET academic staff by subject area and age group.....	200
4.10	SET academic staff by subject area and age group.....	202
	<i>Academic staff by subject area and age group.....</i>	<i>204</i>
4.11	Academic staff by professorial and SET categories, mode and age group.....	206
	<i>Professors/non-professors in modes and SET categories by age group.....</i>	<i>207</i>
4.12	Academic staff by senior management and SET categories, mode and age group.....	208
	<i>Academic senior managers/other academic staff in modes and SET categories by age group.....</i>	<i>209</i>
4.13	All and UK academic staff by leaving status and age group.....	210
4.14	UK academic staff leavers by known leaving destination and age group.....	210
4.15	Non-UK academic staff by leaving status and age group.....	212
4.16	Non-UK academic staff leavers by known leaving destination and age group.....	212
	<i>Academic staff in age groups by leaving status.....</i>	<i>214</i>
	<i>UK academic staff leavers in leaving destinations by age group.....</i>	<i>215</i>
	<i>Non-UK academic staff leavers in leaving destinations by age group.....</i>	<i>215</i>

Equality Challenge Unit

5 Multiple identities	
5.1	UK/non-UK staff by ethnic group and gender..... 218
	<i>Female/male staff by nationality category and ethnic group..... 219</i>
5.2	Staff by disability status, impairment type and gender..... 220
	<i>Disabled staff in impairment types by gender..... 220</i>
	<i>Female/male disabled staff by impairment type..... 221</i>
5.3	Staff by activity, age and gender..... 222
	<i>Female/male staff in activities by age group..... 223</i>
	<i>Staff in age groups by gender..... 223</i>
5.4	UK/non-UK staff by ethnic group and disability status..... 224
	<i>Disabled/non-disabled staff by nationality category and ethnic group 225</i>
5.5	UK/non-UK staff by age group and BME/white identity..... 226
	<i>BME/white staff in nationality categories by age group..... 227</i>
	<i>UK/non-UK staff in age groups by BME/white identity..... 227</i>
5.6	Staff by age group and disability status..... 228
	<i>Disabled/non-disabled staff by age group..... 229</i>
	<i>Staff in age groups by disability status..... 229</i>
5.7	UK/non-UK academic staff by professorial category, gender and BME/white identity..... 230
	<i>UK/non-UK staff in gender and BME/white identity categories by professorial category..... 230</i>
	<i>UK/non-UK academic staff by professorial category, gender and BME/white identity..... 231</i>
5.8	UK/non-UK academic staff by senior management category, gender and BME/white identity..... 232
	<i>UK/non-UK academic staff by senior management category, gender and BME/white identity..... 233</i>

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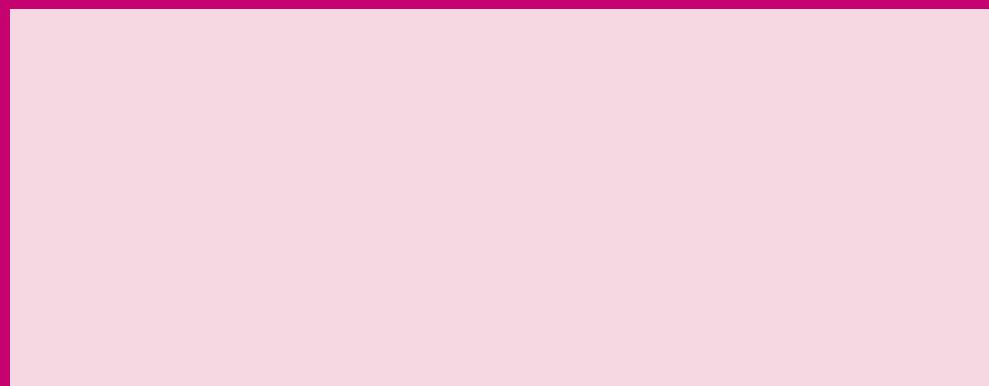
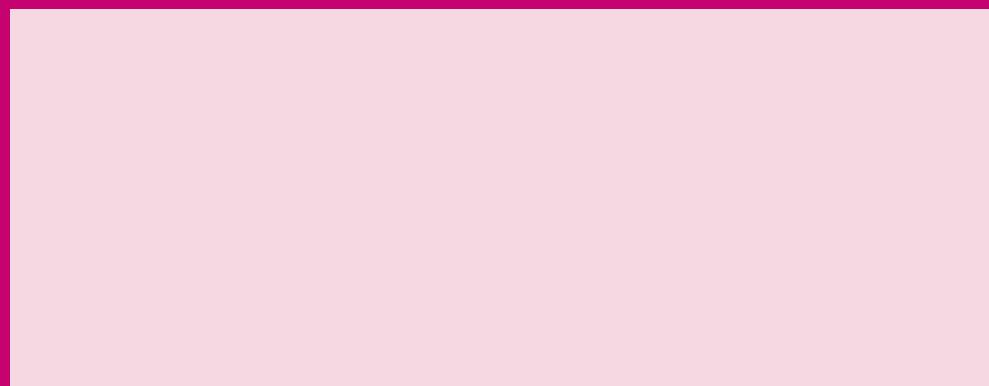
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