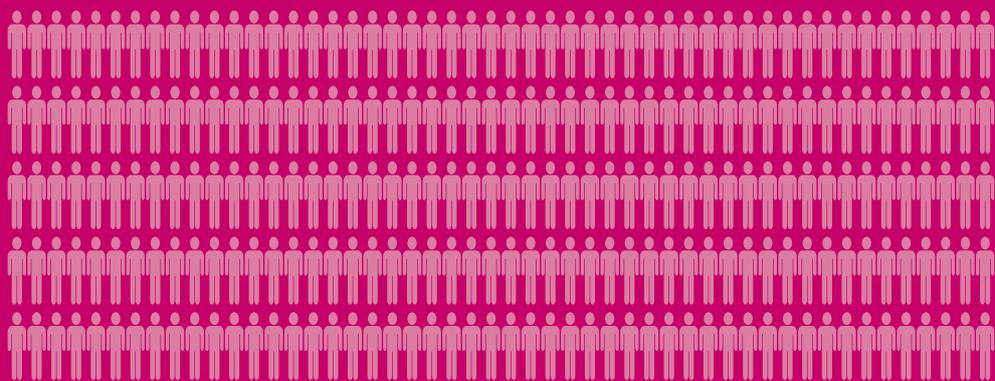
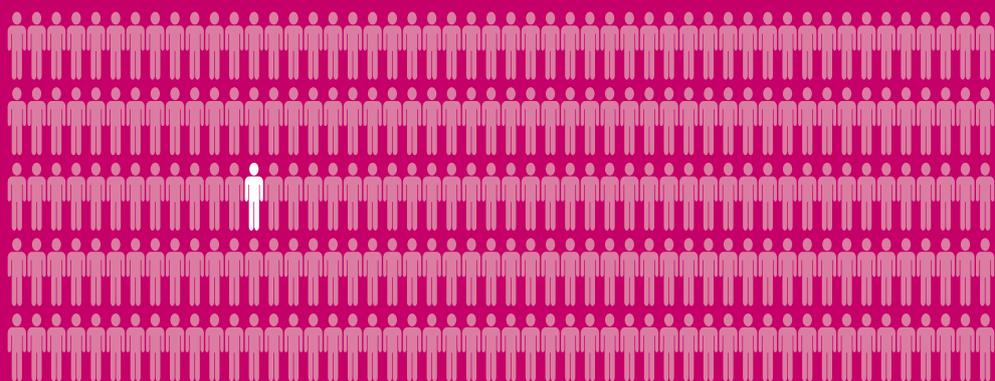


Equality in higher education: statistical report 2012

Part 1: staff



The statistic on the cover shows the proportion of staff who, according to the HESA staff record, have disclosed a mental health condition to their university or college. Across the UK higher education sector in 2010/11 this was fewer than one in 500 staff members.

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

Further information

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Equality in higher education: statistical report 2012

Part 1: staff

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Introduction

This report presents analysis of the Higher Education Statistical Agency (HESA)'s staff record 2003/04 to 2010/11. It provides a snapshot of the gender, ethnicity, disability and age of the higher education workforce in the academic year 2010/11. The report 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).

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 is not currently collected at a national level. 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

HESA provides an online data management tool for institutions, called heidi. A section of this system is dedicated to equality statistics. heidi contains a series of reports that allow institutions to compare their institutional figures with the national figures provided in this statistical report. Specific reports are highlighted in the relevant section of this publication.

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. There are also signposts to the reports already produced in heidi.

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.

About the data

The analysis in this report is based upon data drawn from the HESA staff record 2003/04 to 2010/11.

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 greater or less 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 those staff members for whom the data in question are known. Throughout the data, .. 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 are working in regions other than that of the administrative centre of the institution.

Please note that the Open University is counted as a wholly English institution. Their administrative centre is located in England, although the Open University teaches 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

At present, this field refers to biological sex and HESA records whether a person's sex is male, female or indeterminate. This will change for the 2012/13 data return.

HESA use the category 'indeterminate' 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. HESA use this category to be consistent with the managing information across partnerships (MIAP) common data definitions coding frame.

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.

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. However, beginning 2012/13, the current field for gender will become sex and will reflect 'legal' sex. As the UK law only recognises two sexes: male and female, the indeterminate field will be removed as a valid entry in the staff record. Legal sex is the sex given on the person's birth certificate (note that this is not necessarily the same as their sex at birth).

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, androgyne, 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.

Previously, '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' will be 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 are 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. As a result, the percentage of staff in the disabled category may represent a slight undercount compared with how they have been previously reported.

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 are 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 are 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.

Academic departments

SET	Science, engineering and technology.
	This report uses generic classification of academic departments from the HESA staff record. Departments classified as SET in this report are:
	= agriculture and forestry
	= anatomy and physiology
	= archaeology
	= architecture, built environment and planning
	= biosciences
	= chemical engineering
	= chemistry
	= civil engineering
	= clinical dentistry

- = clinical medicine
- = earth, marine and environmental sciences
- = electrical, electronic and computer engineering
- = general engineering
- = geography
- = 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

Non-SET

This report uses generic classification of academic departments from the HESA staff record. Departments classified as non-SET (science, engineering and technology) 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
-

Academic roles

Professorial status

HESA no longer collects data relating to staff grades. HESA does, however, collect information on 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.

The 2010 report and onwards uses the new definition of professorial role or status. Changes in HESA definitions will mean that this is not comparable with the 2009 report.

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.

This field excludes staff classed as atypical.

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.

- 1 Three salary ranges, consistent with previous reports
 - = under £30,000
 - = £30,000 to £50,000
 - = over £50,000
- 2 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/C10025_spine_2010_11.pdf

These ranges are:

- = contract salary < £17,179
- = contract salary £17,179 to < £22,971
- = contract salary £22,971 to < £30,870
- = contract salary £30,870 to < £41,489
- = contract salary £41,489 to < £55,758
- = contract salary ≥ £55,758

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

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:

- = (male staff median salary – female staff median salary) ÷ male staff median salary
- = (white staff median salary – BME staff median salary) ÷ white staff median salary
- = (non-disabled staff median salary – disabled staff median salary) ÷ 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:

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

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

- = (male staff mean salary – female staff mean salary) ÷ male staff mean salary
- = (white staff mean salary – BME staff mean salary) ÷ white staff mean salary
- = (non-disabled staff mean salary – disabled staff mean salary) ÷ 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 1st December in the previous reporting period and before or on 1st 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 (82.6%) of staff working in higher education did so in England. 10.3% of staff worked in Scotland, 5.2% in Wales, and 1.9% in Northern Ireland.
- = The proportion of staff who were academics increased by 3.1%, from 44.4% in 2003/04 to 47.5% in 2010/11. However, professional and support staff still comprised the majority of staff (52.5%) in 2010/11.
- = The proportion of staff who worked full-time and part-time varied considerably by occupational group. For example, the vast majority (92.9%) of staff in the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group were employed full-time. In contrast, only 37.4% of staff in the cleaners, catering assistants, security officers, porters and maintenance workers were employed full-time.
- = Overall, 9.6% of academic staff were professors. 58.5% of professors worked in SET departments, compared with 41.5% in non-SET departments.
- = 25.3% of academics earned a salary over £50,000, compared with 4.8% of professional and support staff.
- = The majority of professional and support staff earned less than £30,000 (83.5% of part-time and 61.7% full-time).

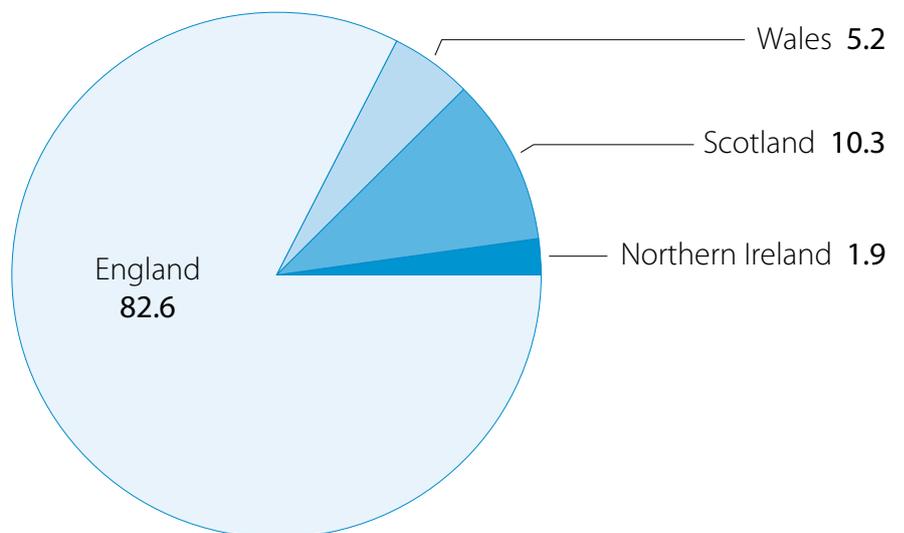
Overview

The majority (82.6%) of staff working in higher education did so in England. 10.3% of staff worked in Scotland, 5.2% in Wales, and 1.9% in Northern Ireland.

0.1 All staff by country of institution

	Total	
	No.	%
England	315235	82.6
Northern Ireland	7445	1.9
Scotland	39395	10.3
Wales	19710	5.2
UK total	381785	100

All staff by country of institution



The proportion of staff who were academics increased by 3.1%, from 44.4% in 2003/04 to 47.5% in 2010/11. However, professional and support staff still comprised the majority of staff (52.5%) in 2010/11.

0.2 Profile of staff over time by activity

	All staff	Academic		Professional and support	
	No.	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

33.3% of academic staff were on fixed-term contracts, compared with 15.6% of professional and support staff.

The proportion of staff on fixed-term contracts was higher among part-time staff than full-time staff. 47.9% of part-time academic staff and 22.3% of part-time professional and support staff were on fixed-term contracts, compared with 25.5% of full-time academics and 12.1% of full-time professional and support staff.

0.3 Staff by mode, contract type and activity

	All staff	Academic			Professional and support		
	No.	No.	%*	%^	No.	%*	%^
All staff							
Open/permanent	290240	120860	66.7	41.6	169375	84.4	58.4
Fixed-term	91545	60320	33.3	65.9	31225	15.6	34.1
All staff	381785	181180	100	47.5	200605	100	52.5
Full-time							
Open/permanent	205015	87985	74.5	42.9	117035	87.9	57.1
Fixed-term	46305	30135	25.5	65.1	16170	12.1	34.9
All full-time	251320	118120	100	47.0	133200	100	53.0
Part-time							
Open/permanent	85220	32875	52.1	38.6	52345	77.7	61.4
Fixed-term	45245	30185	47.9	66.7	15060	22.3	33.3
All part-time	130465	63060	100	48.3	67405	100	51.7

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

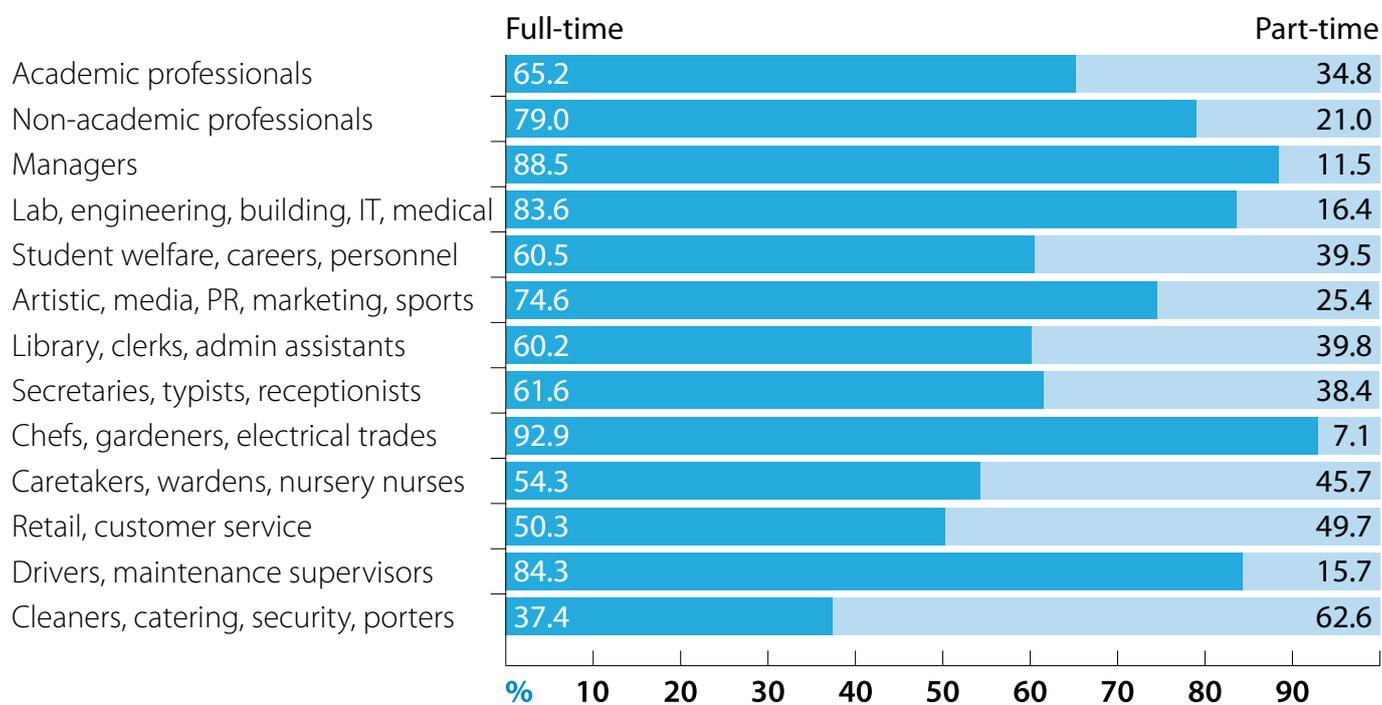
^ within a contract type and mode, the percentage of staff within an activity (compare horizontally)

The proportion of staff who worked full-time and part-time varied considerably by occupational group. For example, the vast majority (92.9%) of staff in the chefs, gardeners, electrical and construction trades, mechanical fitters and printers occupational group were employed full-time. In contrast, only 37.4% 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	181180	118120	65.2	63060	34.8
Non-academic professionals	28660	22630	79.0	6025	21.0
Managers	16395	14515	88.5	1885	11.5
Laboratory, engineering, building, IT and medical technicians (including nurses)	26420	22095	83.6	4325	16.4
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	10970	6640	60.5	4325	39.5
Artistic, media, public relations, marketing and sports occupations	6160	4595	74.6	1565	25.4
Library assistants, clerks and general administrative assistants	56005	33740	60.2	22265	39.8
Secretaries, typists, receptionists and telephonists	15120	9320	61.6	5800	38.4
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	4820	4480	92.9	345	7.1
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	5130	2785	54.3	2345	45.7
Retail and customer service occupations	1270	640	50.3	630	49.7
Drivers, maintenance supervisors and plant operatives	1420	1200	84.3	225	15.7
Cleaners, catering assistants, security officers, porters and maintenance workers	28225	10560	37.4	17665	62.6

Staff in occupational groups by mode



Academic staff in SET were concentrated in certain departments. For example, 20.5% work in clinical medicine, 12.2% in biosciences and 9.6% in nursing and paramedical studies.

0.5 SET academic staff by department

	Total	
	No.	%
Agriculture and forestry	945	1.0
Anatomy and physiology	1605	1.7
Archaeology	700	0.7
Architecture, built environment and planning	3960	4.1
Biosciences	11855	12.2
Chemical engineering	810	0.8
Chemistry	3585	3.7
Civil engineering	1635	1.7
Clinical dentistry	1350	1.4
Clinical medicine	19920	20.5
Earth, marine and environmental sciences	3325	3.4
Electrical, electronic and computer engineering	4125	4.3
General engineering	3200	3.3
Geography	1970	2.0
IT and systems sciences, computer software engineering	6860	7.1
Mathematics	4080	4.2
Mechanical, aero and production engineering	3745	3.9
Mineral, metallurgy and materials engineering	1105	1.1
Nursing and paramedical studies	9305	9.6
Pharmacy and pharmacology	2000	2.1
Physics	4140	4.3
Psychology and behavioural sciences	5700	5.9
Veterinary science	1150	1.2
Total SET	97065	100

The three non-SET departments with the most staff were social studies (17.5%), design and creative arts (16.7%) and business and management studies (15.9%).

0.6 Non-SET academic staff by department

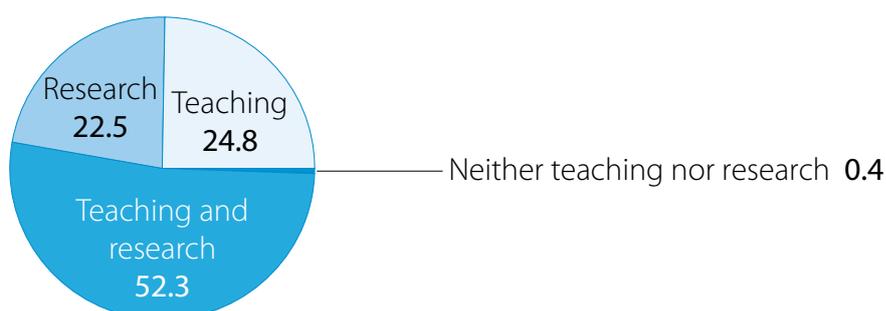
	Total	
	No.	%
Business and management studies	13410	15.9
Catering and hospitality management	745	0.9
Central administration & services	1600	1.9
Continuing education	1360	1.6
Design and creative arts	14060	16.7
Education	10350	12.3
Health and community studies	4715	5.6
Humanities and language-based studies	11665	13.9
Media studies	3215	3.8
Modern languages	4700	5.6
Premises	5	0.0
Residences and catering	15	0.0
Social studies	14695	17.5
Sports science and leisure studies	2165	2.6
Staff and student facilities	375	0.4
Total academic services	1040	1.2
Total non-SET	84115	100

The majority of academic staff (52.3%) were in teaching and research roles. 24.8% had a teaching only role and 22.5% were in a research-only role.

0.7 Academic staff by research/teaching contract type

	Total	
	No.	%
Teaching only	45000	24.8
Research only	40740	22.5
Teaching and research	94760	52.3
Neither teaching nor research	685	0.4

Academic staff by research/teaching contract type



Within both SET and non-SET departments, a higher proportion of full-time academics were professors than part-time academics.

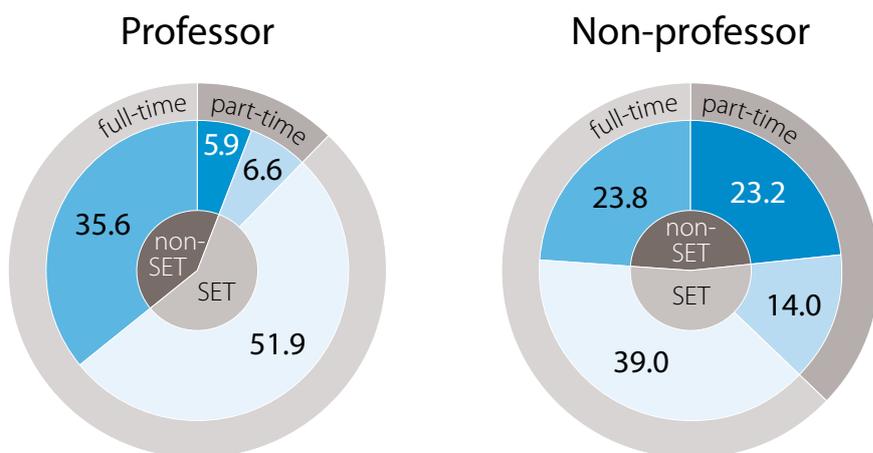
Overall, 9.6% of academic staff were professors. 58.5% of professors worked in SET departments, compared with 41.5% in non-SET departments.

0.8 Academic staff by SET category, mode and professorial category

	Professor			Non-professor		
	No.	%*	%^	No.	%*	%^
All SET	10220	58.5	10.5	86845	53.0	89.5
Full-time SET	9060	51.9	12.4	63880	39.0	87.6
Part-time SET	1160	6.6	4.8	22965	14.0	95.2
All non-SET	7245	41.5	8.6	76870	47.0	91.4
Full-time non-SET	6220	35.6	13.8	38960	23.8	86.2
Part-time non-SET	1030	5.9	2.6	37910	23.2	97.4
All staff	17465	100	9.6	163715	100	90.4

* compare vertically ^ compare horizontally

Professors/non-professors by SET category and mode



1.7% of academic staff were in senior management roles. 59.9% of senior managers worked in non-SET departments.

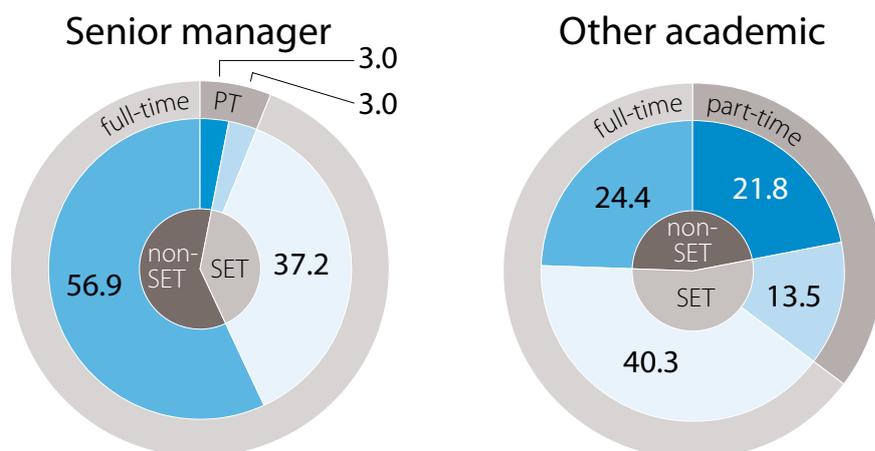
Within both SET and non-SET departments, a higher proportion of full-time academics than part-time academics were senior managers.

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

	Senior manager			Other academic		
	No.	%*	%^	No.	%*	%^
All SET	1240	40.1	1.3	95825	53.8	98.7
Full-time SET	1150	37.2	1.6	71790	40.3	98.4
Part-time SET	90	3.0	0.4	24035	13.5	99.6
All non-SET	1855	59.9	2.2	82260	46.2	97.8
Full-time non-SET	1760	56.9	3.9	43415	24.4	96.1
Part-time non-SET	90	3.0	0.2	38845	21.8	99.8
All staff	3095	100	1.7	178085	100	98.3

* compare vertically ^ compare horizontally

Academic senior managers/other academics by SET category and mode



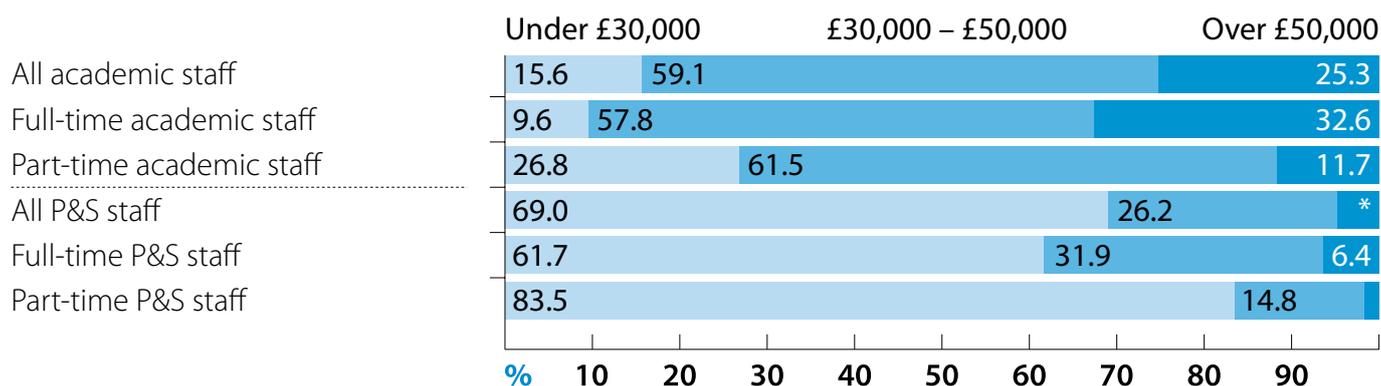
25.3% of academics earned a salary over £50,000, compared with 4.8% of professional and support staff.

The majority of professional and support staff earned less than £30,000 (83.5% of part-time and 61.7% full-time).

0.10 All staff by salary range and activity

	Academic		Professional and support	
	No.	%	No.	%
All staff				
Under £30,000	28210	15.6	138495	69.0
£30,000 – £50,000	107095	59.1	52500	26.2
Over £50,000	45830	25.3	9595	4.8
Full-time				
Under £30,000	11315	9.6	82230	61.7
£30,000 – £50,000	68315	57.8	42500	31.9
Over £50,000	38485	32.6	8470	6.4
Part-time				
Under £30,000	16895	26.8	56265	83.5
£30,000 – £50,000	38780	61.5	10000	14.8
Over £50,000	7340	11.7	1125	1.7

Academic/professional and support staff in modes by salary range



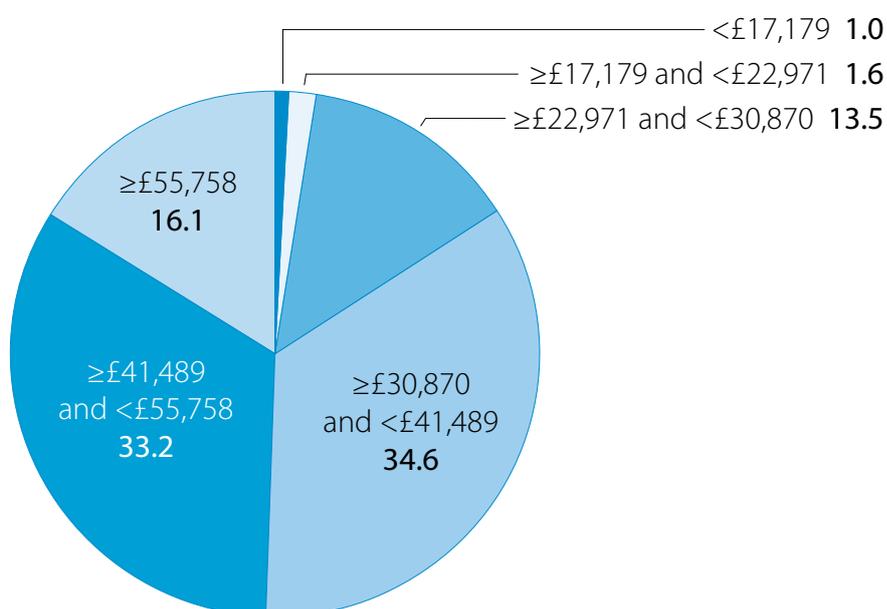
* values less than 5.0 are not displayed

Two thirds of academic staff earned between £30,870 and £55,758. 16.1% were in the highest academic pay spine (£55,758 or above).

0.11 Academic staff by academic pay spine

	Total	
	No.	%
<£17,179	1780	1.0
≥£17,179 and <£22,971	2875	1.6
≥£22,971 and <£30,870	24530	13.5
≥£30,870 and <£41,489	62730	34.6
≥£41,489 and <£55,758	60120	33.2
≥£55,758	29100	16.1

Academic staff by academic pay spine



Between 2009/10 and 2010/11, 18.0% of academic staff left employment at their institution. The leaving destination for the majority of these academic staff leavers is unknown (57.1%).

0.12 Academic staff by leaving status

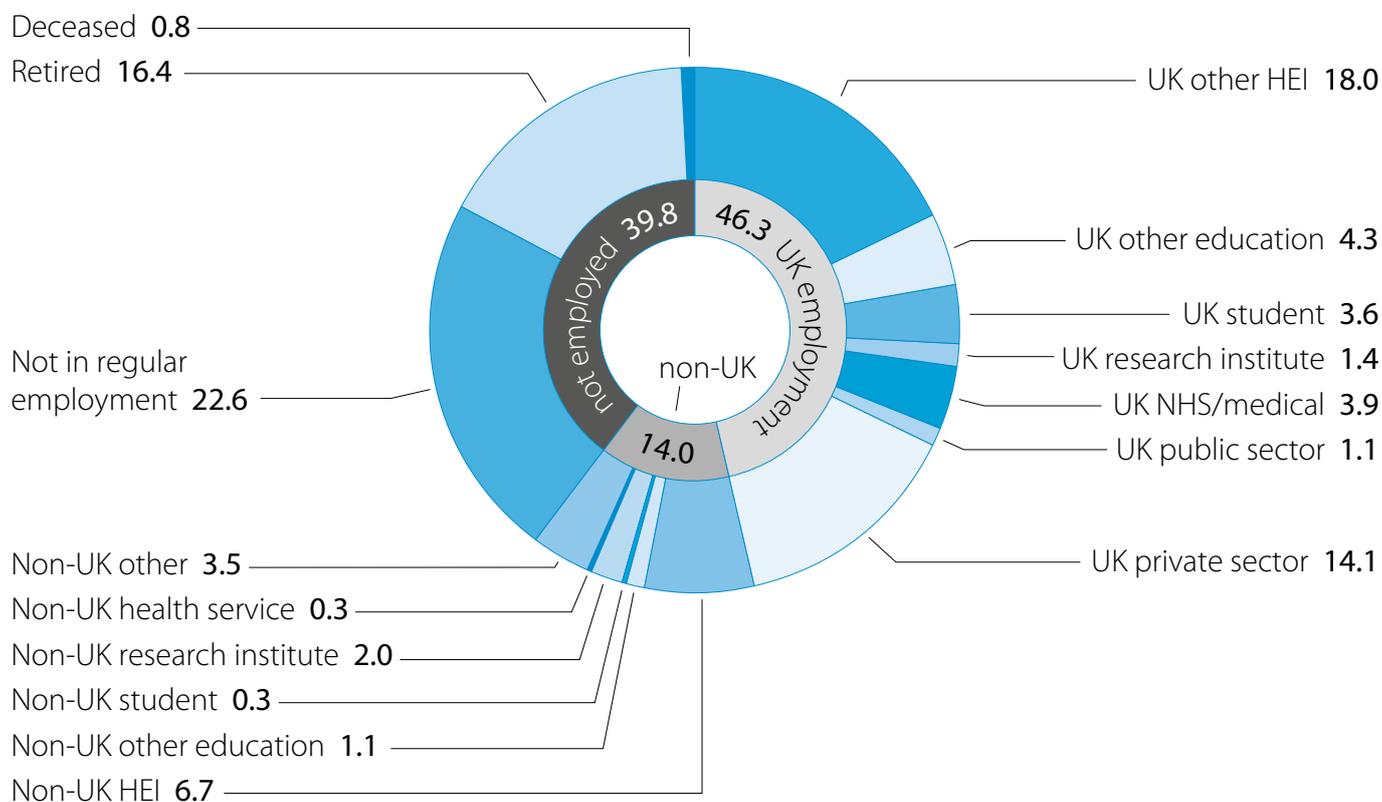
	Total	
	No.	%
Total academic staff	181590	100
Total academic leavers (as a proportion of all staff)	32650	18.0
Known destination (as a proportion of all leavers)	14000	42.9
Unknown destination (as a proportion of all leavers)	18645	57.1

Of those with a known leaving destination, 46.3% of academic staff leavers found employment elsewhere in the UK (18.0% became employed at another UK higher education institution). 14.0% became employed outside of the UK and 39.8% were no longer in employment.

0.13 Academic staff leavers by known leaving destination

	Total	
	No.	%
UK employment		
UK other HEI	2515	18.0
UK other education institution	600	4.3
UK student	500	3.6
UK research institute	195	1.4
UK NHS/medical or dental practice	550	3.9
UK public sector	150	1.1
UK private sector	1970	14.1
All UK employment	6480	46.3
Non-UK employment		
Non-UK HEI	935	6.7
Non-UK other education institution	160	1.1
Non-UK student	50	0.3
Non-UK research institute	280	2.0
Non-UK health service	40	0.3
Non-UK other employment	495	3.5
All non-UK employment	1955	14.0
No longer in employment		
Not in regular employment	3170	22.6
Retired	2290	16.4
Deceased	110	0.8
All those no longer in employment	5565	39.8

Academic staff leavers by leaving destination



1 Gender

- = Women comprised the majority of all part-time staff, making up 78.6% of part-time professional and support staff and 54.6% of part-time academic staff.
- = For most occupational groups there was a higher proportion of women than men.
- = The secretaries, typists, receptionists and telephonists' occupational group held the highest proportion of women (91.9%), while the chefs, gardeners, electrical and construction trades, mechanical fitters and printers' occupational group held the highest proportion of men (85.2%).
- = In some SET departments 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 (16.0%) and physics (16.8%).
- = However, women comprised the majority in some SET departments, such as nursing and paramedical studies (73.7%) and psychology and behavioural sciences (58.6%).
- = A higher proportion of professors were male. This was true across all modes of employment and within SET and non-SET. The gender difference is most prominently observed in full-time professorial roles in SET, where men made up 84.9% of staff.
- = The proportion of male academics earning a salary over £50,000 was almost double that of female academics (31.9%, compared with 16.9%).
- = The size of the gender pay gap varied across the nations and employment activities.
- = The median gender pay gap was highest in Wales and Scotland (21.1% each); Scotland also had the highest mean gender pay gap, at 22.6%.

1 Gender

Gender overview

In 2010/11, 53.7% of all higher education staff in the UK were women. Slight variations existed across the nations.

Over the past eight years, the proportion of female staff has increased by 1.3%, from 52.4% in 2003/04 to 53.7% in 2010/11.

The increase was largely among academic staff. While men still comprised the majority of academic staff, the proportion of academic female staff steadily increased from 40.0% in 2003/04 to 44.2% in 2010/11 (a 4.2% increase).

In contrast, the gender profile of professional and support staff remained largely static, with only a 0.2% difference in 2010/11 to proportions in 2003/04.

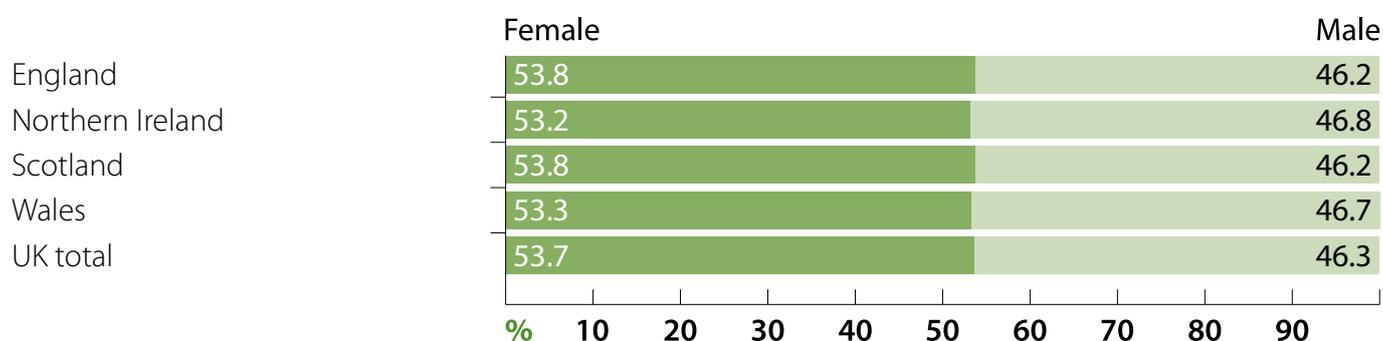
1.1 Staff by country of institution and gender

	Female		Male	
	No.	%	No.	%
England	169510	53.8	145725	46.2
Northern Ireland	3955	53.2	3485	46.8
Scotland	21215	53.8	18185	46.2
Wales	10510	53.3	9200	46.7
UK total	205195	53.7	176590	46.3

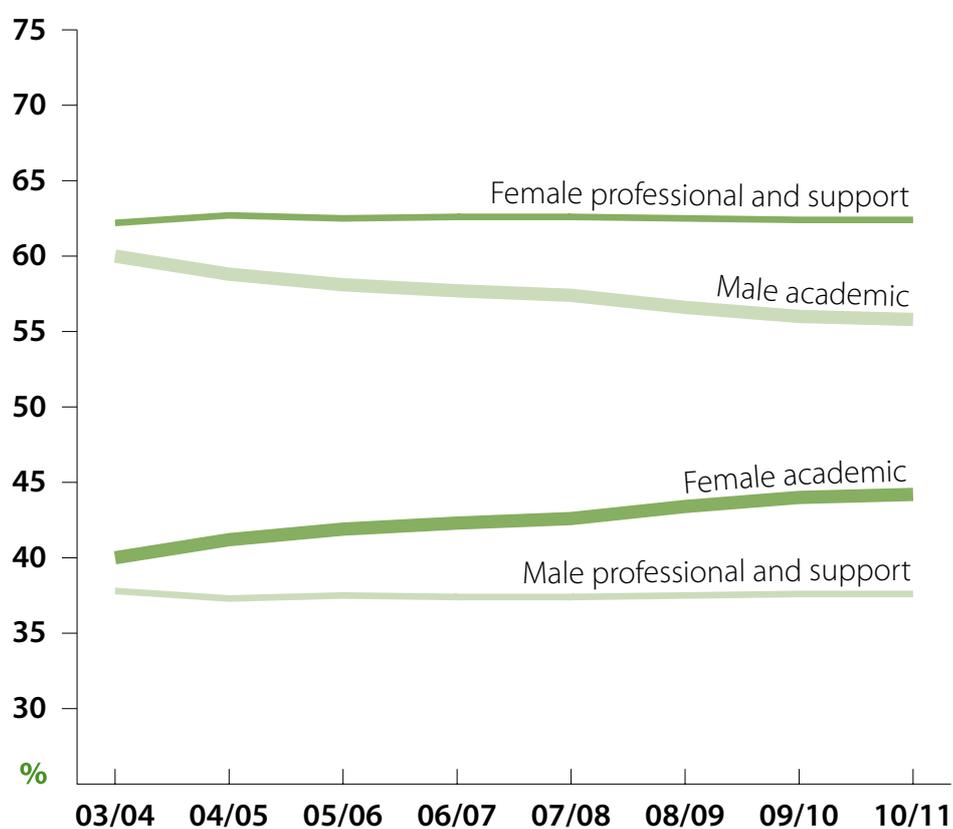
1.2 Profile of staff over time by activity and gender

	Female		Male	
	No.	%	No.	%
All staff				
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
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
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

Staff in countries of institution by gender



Staff profile over time by activity and gender



Mode and contract type

The majority of professional and support staff were women (62.4%), while a higher proportion of academic staff were men (55.8%).

Women comprised the majority of all part-time staff, making up 78.6% of part-time professional and support staff and 54.6% of part-time academic staff.

Men made up 61.4% of full-time academic staff and 53.1% of full-time staff overall.

1.3 Staff by activity, mode and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
All staff						
Full-time	117755	57.4	46.9	133565	75.6	53.1
Part-time	87435	42.6	67.0	43030	24.4	33.0
All staff	205195	100	53.7	176590	100	46.3
Academic staff						
Full-time	45640	57.0	38.6	72480	71.7	61.4
Part-time	34450	43.0	54.6	28610	28.3	45.4
All academic staff	80090	100	44.2	101090	100	55.8
Professional and support staff						
Full-time	72120	57.6	54.1	61085	80.9	45.9
Part-time	52985	42.4	78.6	14420	19.1	21.4
All professional and support staff	125105	100	62.4	75500	100	37.6

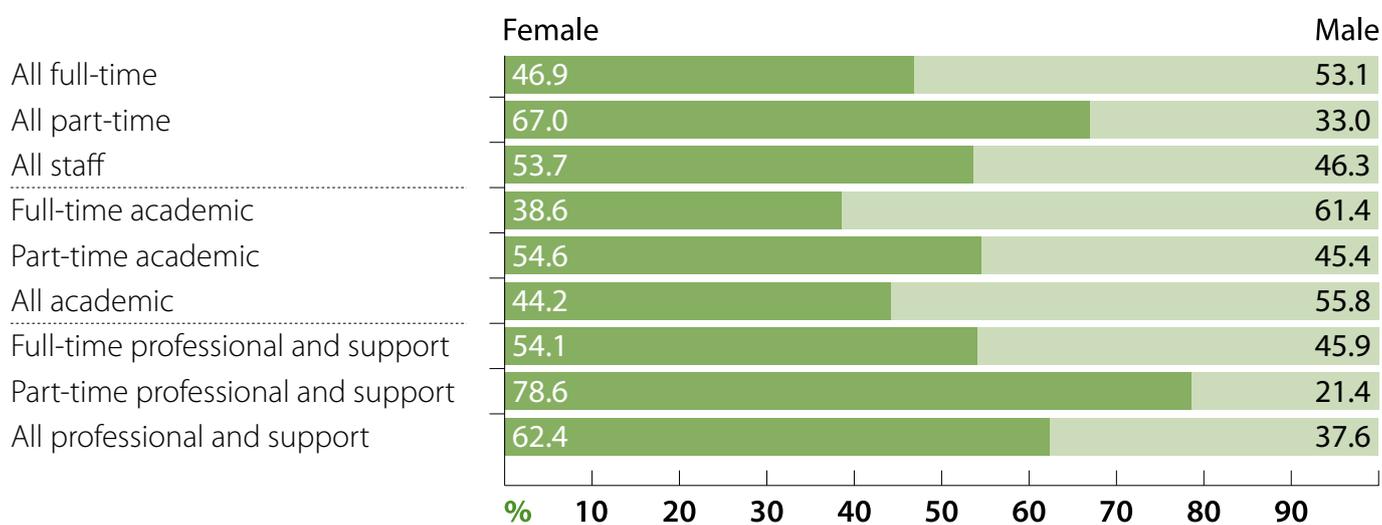
* within a gender and mode, the percentage of staff who work full-time/part-time (compare vertically within mode)

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

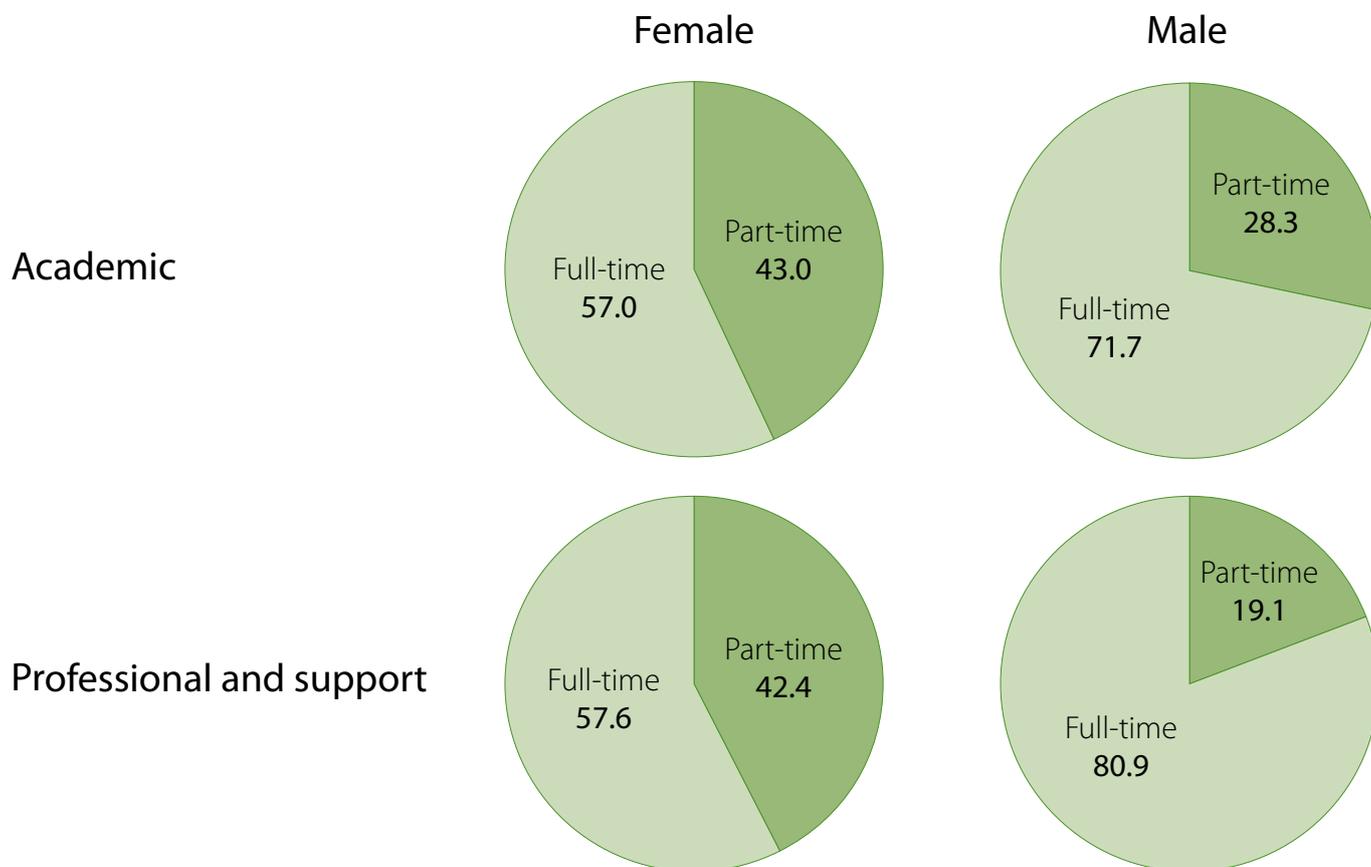
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C.1a Staff by activity, mode and gender 2010/11

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



Female/male staff by activity and mode



Overall, a lower proportion of female academic staff were on permanent or open-ended contracts (64.3%) than male academic staff (68.6%). However, a higher proportion of part-time female academic staff had permanent or open-ended contracts (54.6%) than part-time male academic staff (49.2%).

1.4 Academic staff by mode, contract type and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
Academic staff						
Open/permanent	51480	64.3	42.6	69380	68.6	57.4
Fixed-term	28610	35.7	47.4	31710	31.4	52.6
All academic staff	80090	100	44.2	101090	100	55.8
Full-time						
Open/permanent	32670	71.6	37.1	55315	76.3	62.9
Fixed-term	12970	28.4	43.0	17165	23.7	57.0
All full-time	45640	100	38.6	72480	100	61.4
Part-time						
Open/permanent	18810	54.6	57.2	14070	49.2	42.8
Fixed-term	15640	45.4	51.8	14545	50.8	48.2
All part-time	34450	100	54.6	28610	100	45.4

* compare vertically within mode

^ compare horizontally

The same trend is also observed among professional and support staff. Overall, a slightly higher proportion of male professional and support staff had an open/permanent contract than female professional and support staff. However, 81.2% of part-time female professional and support staff worked on an open/permanent contract, compared with 64.6% of part-time male professional and support staff.

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

	Female			Male		
	No.	%*	%^	No.	%*	%^
Professional and support staff						
Open/permanent	105450	84.3	62.3	63930	84.7	37.7
Fixed-term	19655	15.7	62.9	11575	15.3	37.1
All professional and support staff	125105	100	62.4	75500	100	37.6
Full-time						
Open/permanent	62415	86.5	53.3	54620	89.4	46.7
Fixed-term	9705	13.5	60.0	6465	10.6	40.0
All full-time	72120	100	54.1	61085	100	45.9
Part-time						
Open/permanent	43035	81.2	82.2	9310	64.6	17.8
Fixed-term	9950	18.8	66.1	5110	35.4	33.9
All part-time	52985	100	78.6	14420	100	21.4

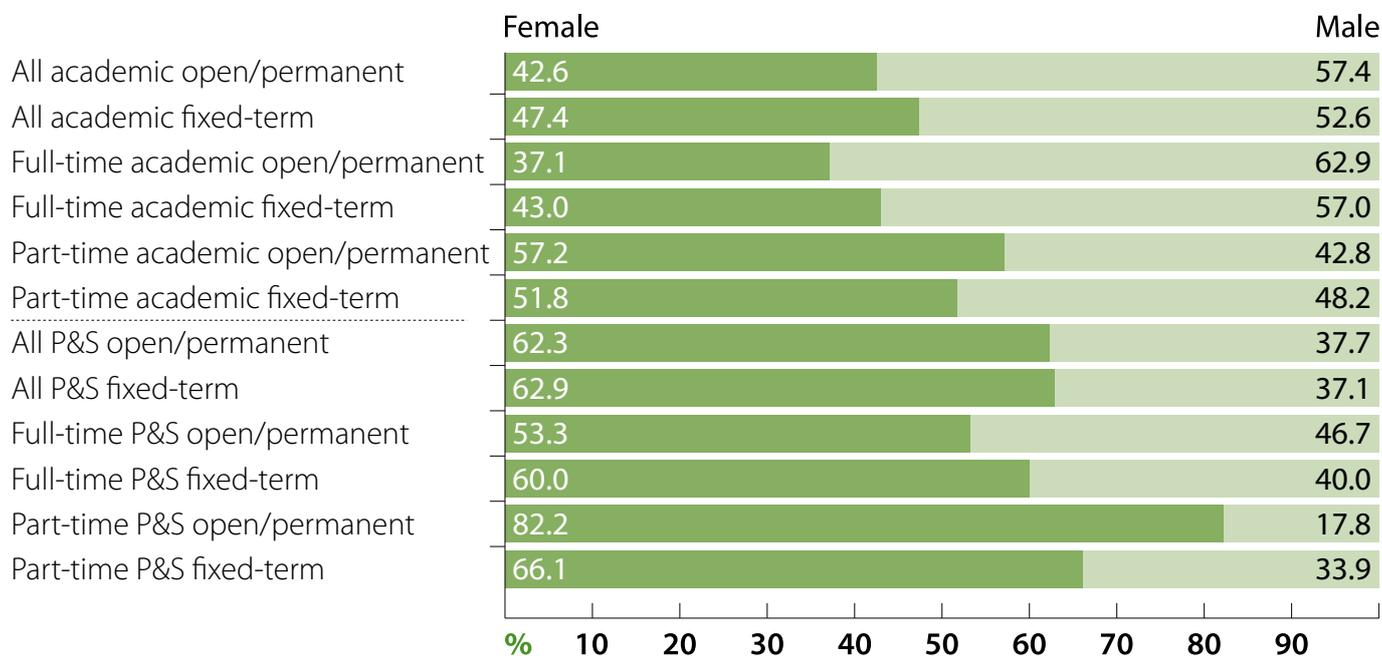
* compare vertically within mode

^ compare horizontally

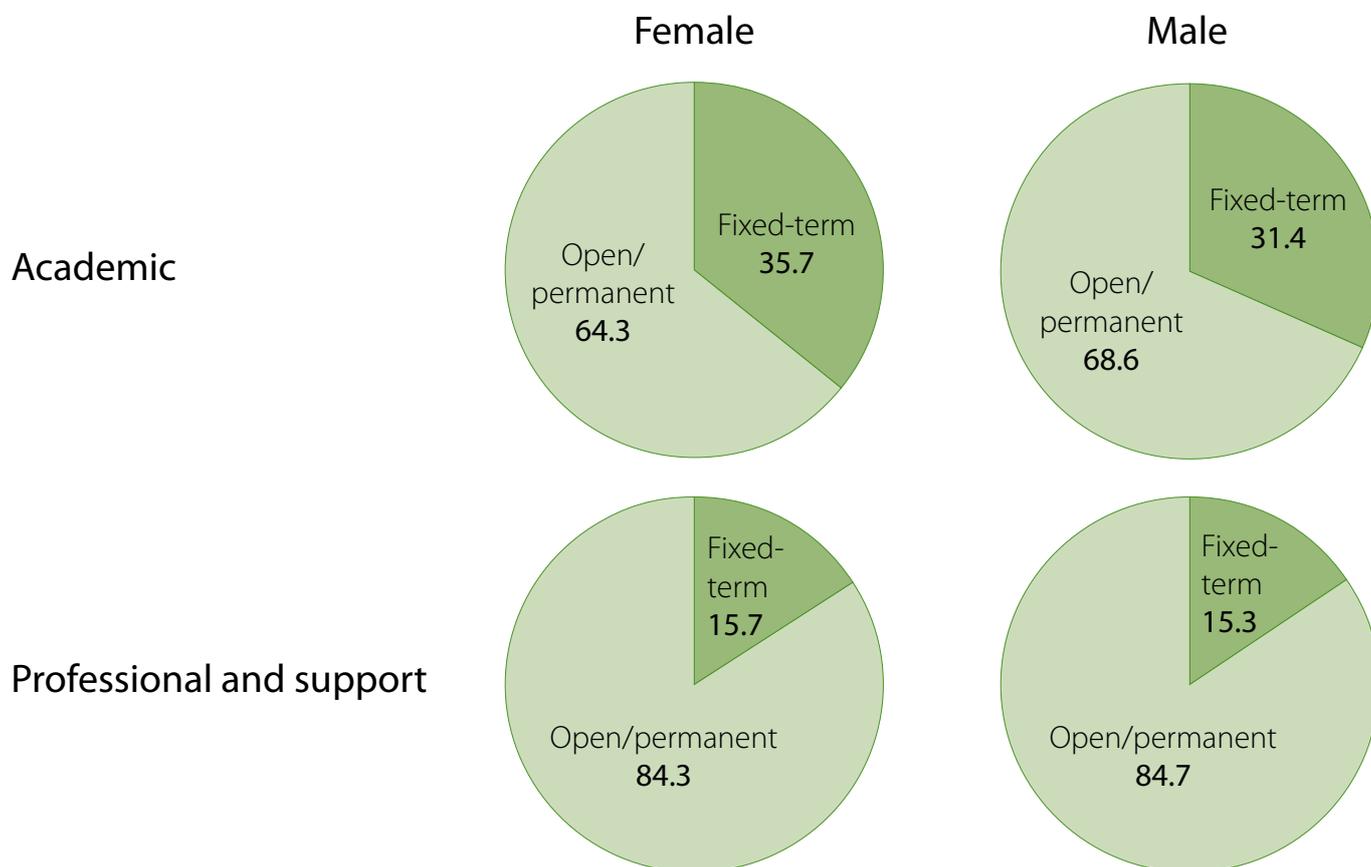
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C.3a Staff by activity, terms and gender 2010/11

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



Female/male staff by activity and contract type



Occupational group

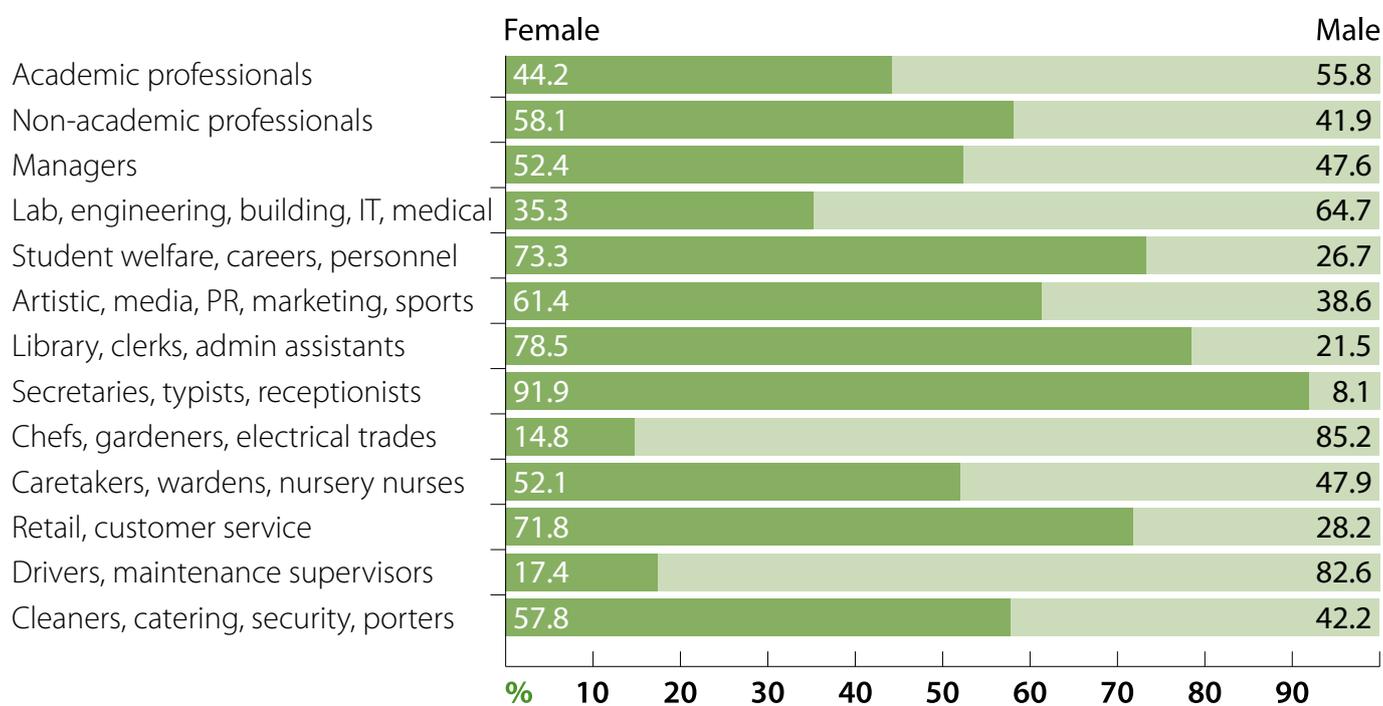
For most occupational groups there was a higher proportion of women than men.

The exceptions were in the following occupational groups: chefs, gardeners, electrical and construction trades, mechanical fitters and printers (14.8%); drivers, maintenance supervisors and plant operatives (17.4%); laboratory, engineering, building, IT and medical technicians (35.3%); and academic professionals (44.2%).

The secretaries, typists, receptionists and telephonists' occupational group held the highest proportion of women (91.9%), while the chefs, gardeners, electrical and construction trades, mechanical fitters and printers' occupational group held the highest proportion of men (85.2%).

1.6 Staff by occupational group and gender

	Female		Male	
	No.	%	No.	%
Academic professionals	80090	44.2	101090	55.8
Non-academic professionals	16645	58.1	12015	41.9
Managers	8585	52.4	7810	47.6
Laboratory, engineering, building, IT and medical technicians (including nurses)	9335	35.3	17090	64.7
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	8045	73.3	2925	26.7
Artistic, media, public relations, marketing and sports occupations	3785	61.4	2375	38.6
Library assistants, clerks and general administrative assistants	43945	78.5	12060	21.5
Secretaries, typists, receptionists and telephonists	13900	91.9	1220	8.1
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	715	14.8	4110	85.2
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2670	52.1	2460	47.9
Retail and customer service occupations	915	71.8	360	28.2
Drivers, maintenance supervisors and plant operatives	245	17.4	1175	82.6
Cleaners, catering assistants, security officers, porters and maintenance workers	16325	57.8	11900	42.2

Staff in occupational groups by gender

For full-time staff, men comprised the majority in seven of the 13 occupational groups. The occupational group with the highest proportion of men working full-time was the drivers, maintenance supervisors and plant operatives' group (88.5%), closely followed by the chefs, gardeners, electrical and construction trades, mechanical fitters, and printers' group (88.4%).

1.7 Full-time staff by occupational group and gender

	Female		Male	
	No.	%	No.	%
Academic professionals	45640	38.6	72480	61.4
Non-academic professionals	12060	53.3	10575	46.7
Managers	7075	48.8	7435	51.2
Laboratory, engineering, building, IT and medical technicians (including nurses)	6440	29.1	15655	70.9
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	4580	69.0	2060	31.0
Artistic, media, public relations, marketing and sports occupations	2625	57.2	1970	42.8
Library assistants, clerks and general administrative assistants	25660	76.0	8080	24.0
Secretaries, typists, receptionists and telephonists	8560	91.8	760	8.2
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	520	11.6	3960	88.4
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	1205	43.2	1585	56.8
Retail and customer service occupations	410	63.7	230	36.3
Drivers, maintenance supervisors and plant operatives	140	11.5	1060	88.5
Cleaners, catering assistants, security officers, porters and maintenance workers	2855	27.0	7705	73.0

For part-time staff, women were in the majority for every occupational group, except for drivers, maintenance supervisors, and plant operatives of which 48.8% were women.

1.8 Part-time staff by occupational group and gender

	Female		Male	
	No.	%	No.	%
Academic professionals	34450	54.6	28610	45.4
Non-academic professionals	4585	76.1	1440	23.9
Managers	1510	80.1	375	19.9
Laboratory, engineering, building, IT and medical technicians (including nurses)	2895	66.9	1430	33.1
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	3460	80.0	865	20.0
Artistic, media, public relations, marketing and sports occupations	1155	74.0	405	26.0
Library assistants, clerks and general administrative assistants	18285	82.1	3980	17.9
Secretaries, typists, receptionists and telephonists	5340	92.1	460	7.9
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	195	57.3	145	42.7
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	1465	62.6	875	37.4
Retail and customer service occupations	505	80.0	125	20.0
Drivers, maintenance supervisors and plant operatives	110	48.8	115	51.2
Cleaners, catering assistants, security officers, porters and maintenance workers	13470	76.2	4195	23.8

Academic contract

With the exception of teaching only academic positions, where 51.8% of the academic staff were female, a higher proportion of staff in all other academic employment functions were male.

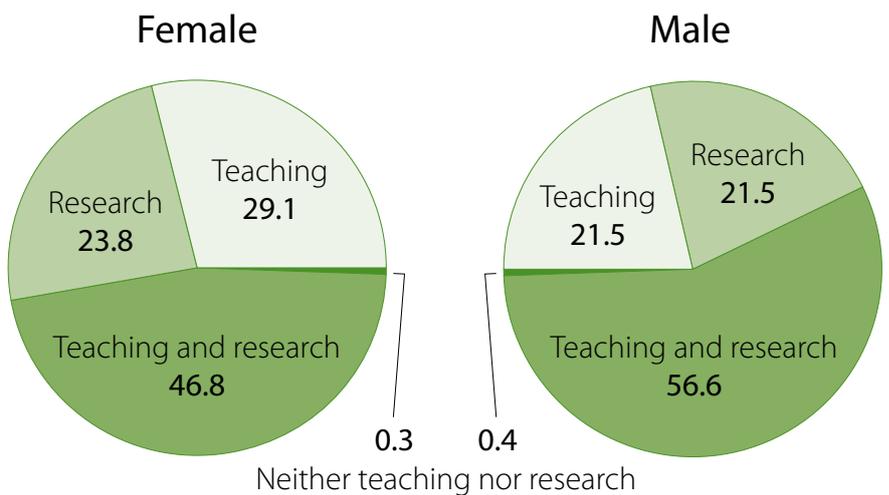
The gender gap is most prominent in roles which involve neither teaching nor research, where 64.2% of academic staff were men.

1.9 Academic staff by research/teaching contract type and gender

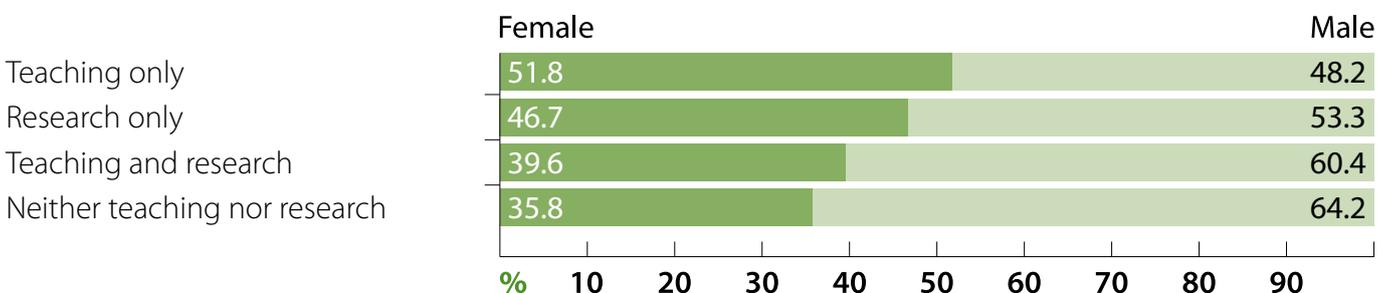
	Female			Male		
	No.	%*	%^	No.	%*	%^
Teaching only	23290	29.1	51.8	21710	21.5	48.2
Research only	19035	23.8	46.7	21700	21.5	53.3
Teaching and research	37515	46.8	39.6	57240	56.6	60.4
Neither teaching nor research	245	0.3	35.8	440	0.4	64.2

* compare vertically ^ compare horizontally

Female/male academic staff by research/teaching contract type



Academic staff in research/teaching contract types by gender



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C.4a Academic staff by employment function and gender 2010/11

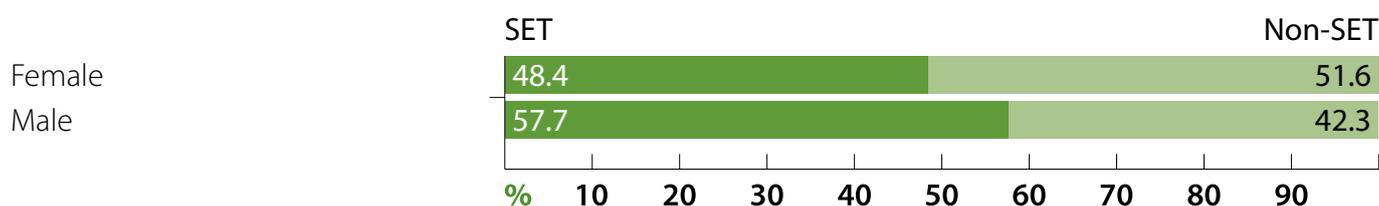
Academic department

57.7% of male academic staff worked in SET departments, compared with 48.4% of female academic staff.

1.10 Academic staff by SET category and gender

	SET		Non-SET	
	No.	%	No.	%
Female	38780	48.4	41310	51.6
Male	58285	57.7	42805	42.3

Female/male academic staff by SET category



49.1% of academic staff in non-SET departments were female and 50.9% male. The department with the highest proportion of women was health and community studies (68.1%). The department with the lowest was sports science and leisure studies (39.0%).

1.11 Non-SET academic staff by department and gender

	Female		Male	
	No.	%	No.	%
Business and management studies	5285	39.4	8125	60.6
Catering and hospitality management	335	45.2	410	54.8
Central administration & services	745	46.6	855	53.4
Continuing education	800	59.1	555	40.9
Design and creative arts	6270	44.6	7790	55.4
Education	6595	63.7	3755	36.3
Health and community studies	3210	68.1	1505	31.9
Humanities and language-based studies	5510	47.3	6150	52.7
Media studies	1350	42.0	1865	58.0
Modern languages	3005	63.9	1695	36.1
Premises	0	..	0	..
Residences and catering	10	..	10	..
Social studies	6500	44.2	8195	55.8
Sports science and leisure studies	845	39.0	1320	61.0
Staff and student facilities	250	66.6	125	33.4
Total academic services	590	56.7	450	43.3
Total non-SET	41310	49.1	42805	50.9

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

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C.7a Academic staff by SET marker and gender 2010/11

The majority of academic staff in SET departments were male (60.0%).

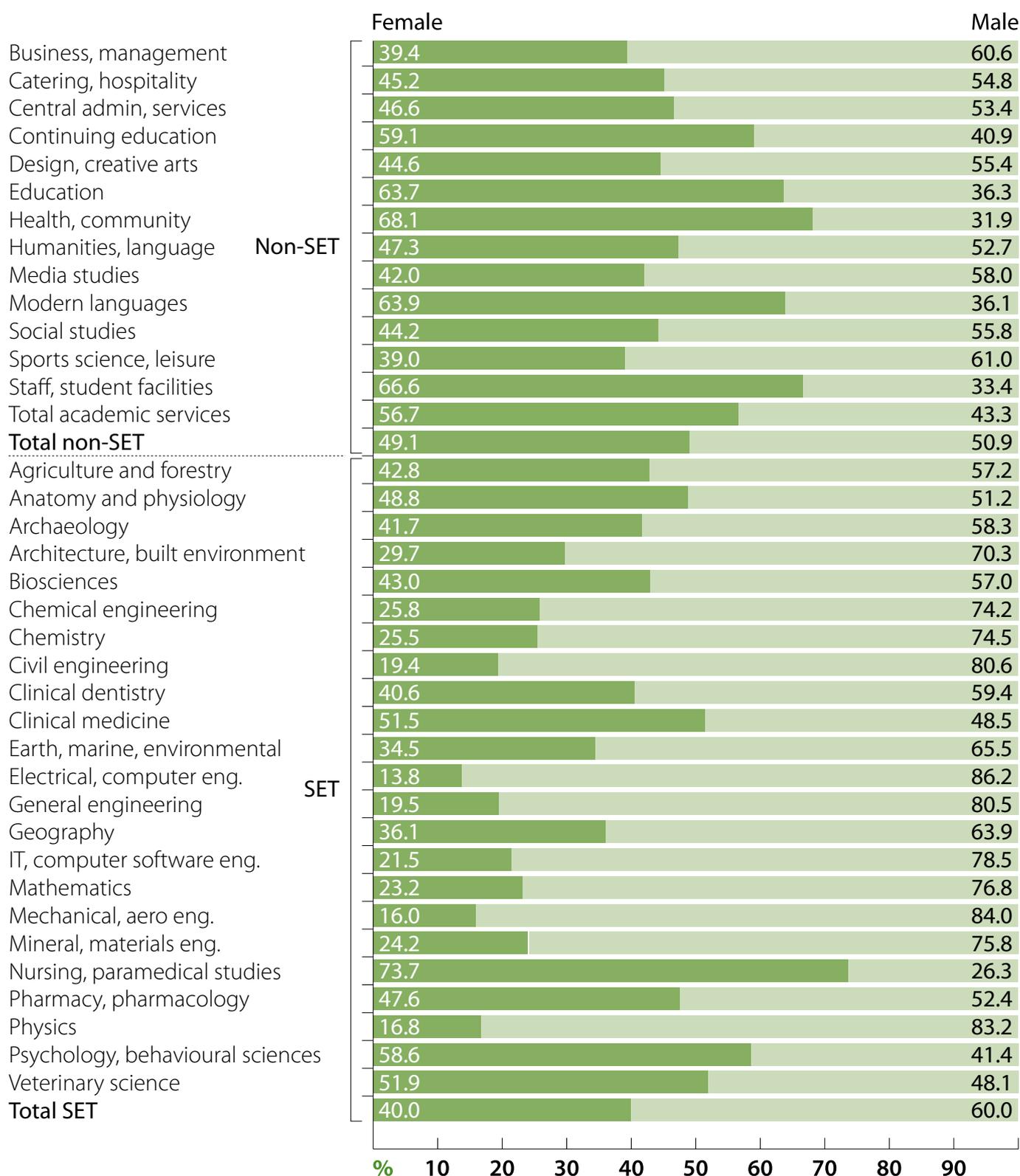
In some SET departments the proportion of women was particularly low, with the lowest being in electrical, electronic and computer engineering (13.8%), followed by mechanical, aero, and production engineering (16.0%) and physics (16.8%).

However, women comprised the majority in some SET departments, such as nursing and paramedical studies (73.7%) and psychology and behavioural sciences (58.6%).

1.12 SET academic staff by department and gender

	Female		Male	
	No.	%	No.	%
Agriculture and forestry	405	42.8	540	57.2
Anatomy and physiology	785	48.8	820	51.2
Archaeology	290	41.7	410	58.3
Architecture, built environment and planning	1175	29.7	2780	70.3
Biosciences	5095	43.0	6760	57.0
Chemical engineering	210	25.8	600	74.2
Chemistry	915	25.5	2670	74.5
Civil engineering	315	19.4	1320	80.6
Clinical dentistry	550	40.6	805	59.4
Clinical medicine	10250	51.5	9670	48.5
Earth, marine and environmental sciences	1150	34.5	2175	65.5
Electrical, electronic and computer engineering	570	13.8	3560	86.2
General engineering	625	19.5	2575	80.5
Geography	710	36.1	1255	63.9
IT and systems sciences, computer software engineering	1480	21.5	5380	78.5
Mathematics	945	23.2	3135	76.8
Mechanical, aero and production engineering	600	16.0	3145	84.0
Mineral, metallurgy and materials engineering	270	24.2	840	75.8
Nursing and paramedical studies	6865	73.7	2445	26.3
Pharmacy and pharmacology	950	47.6	1050	52.4
Physics	695	16.8	3445	83.2
Psychology and behavioural sciences	3340	58.6	2360	41.4
Veterinary science	600	51.9	555	48.1
Total SET	38780	40.0	58285	60.0

Academic staff in departments by gender



Academic roles

A higher proportion of professors were male. This was true across all modes of employment and within SET and non-SET. The gender difference is most prominently observed in full-time professorial roles in SET, where men made up 84.9% of staff.

A higher proportion of full-time non-professorial academics in both SET and non-SET were also male (61.5% and 53.6%, respectively). However, women comprised the majority of part-time non-professorial academic staff in both SET and non-SET (54.9% and 56.4%, respectively).

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

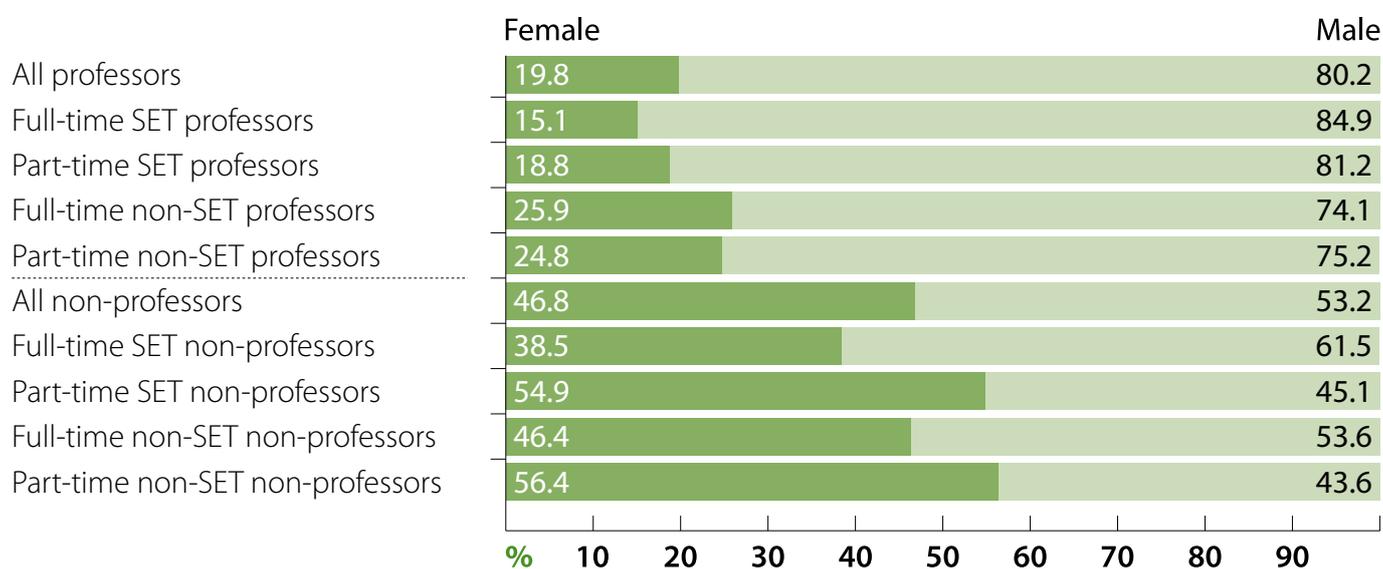
	Female			Male		
	No.	%*	%^	No.	%*	%^
Professors						
All SET	1590	46.0	15.6	8630	61.6	84.4
Full-time SET	1370	39.7	15.1	7685	54.9	84.9
Part-time SET	220	6.3	18.8	945	6.7	81.2
All non-SET	1865	54.0	25.8	5380	38.4	74.2
Full-time non-SET	1610	46.6	25.9	4605	32.9	74.1
Part-time non-SET	255	7.4	24.8	775	5.5	75.2
All professors	3455	100	19.8	14010	100	80.2
Non-professors						
All SET	37190	48.5	42.8	49655	57.0	57.2
Full-time SET	24590	32.1	38.5	39290	45.1	61.5
Part-time SET	12595	16.4	54.9	10370	11.9	45.1
All non-SET	39445	51.5	51.3	37425	43.0	48.7
Full-time non-SET	18065	23.6	46.4	20895	24.0	53.6
Part-time non-SET	21380	27.9	56.4	16525	19.0	43.6
All non-professors	76635	100	46.8	87080	100	53.2

* compare vertically within academic role ^ compare horizontally

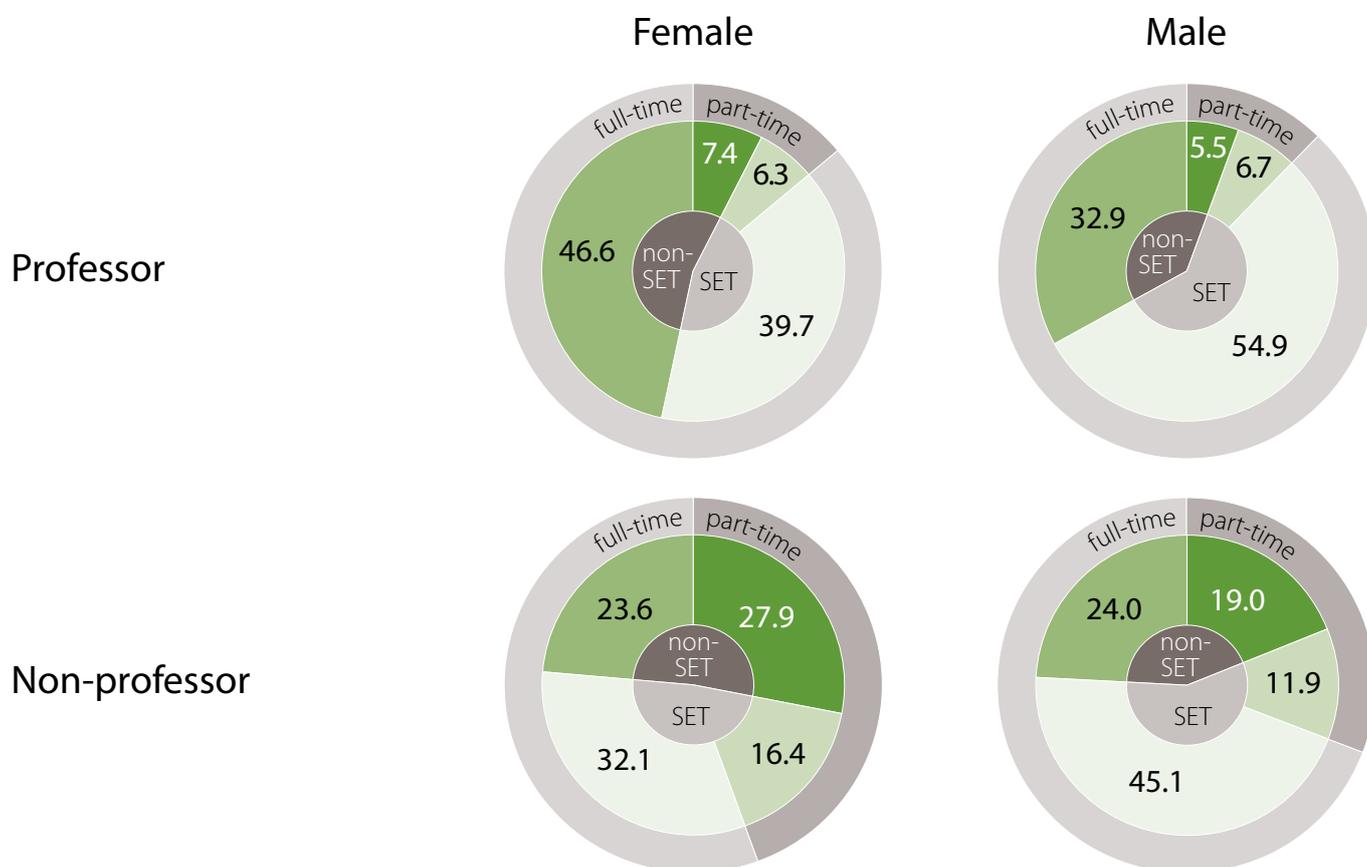
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C.2a Academic staff by professorial flag and gender 2010/11

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



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



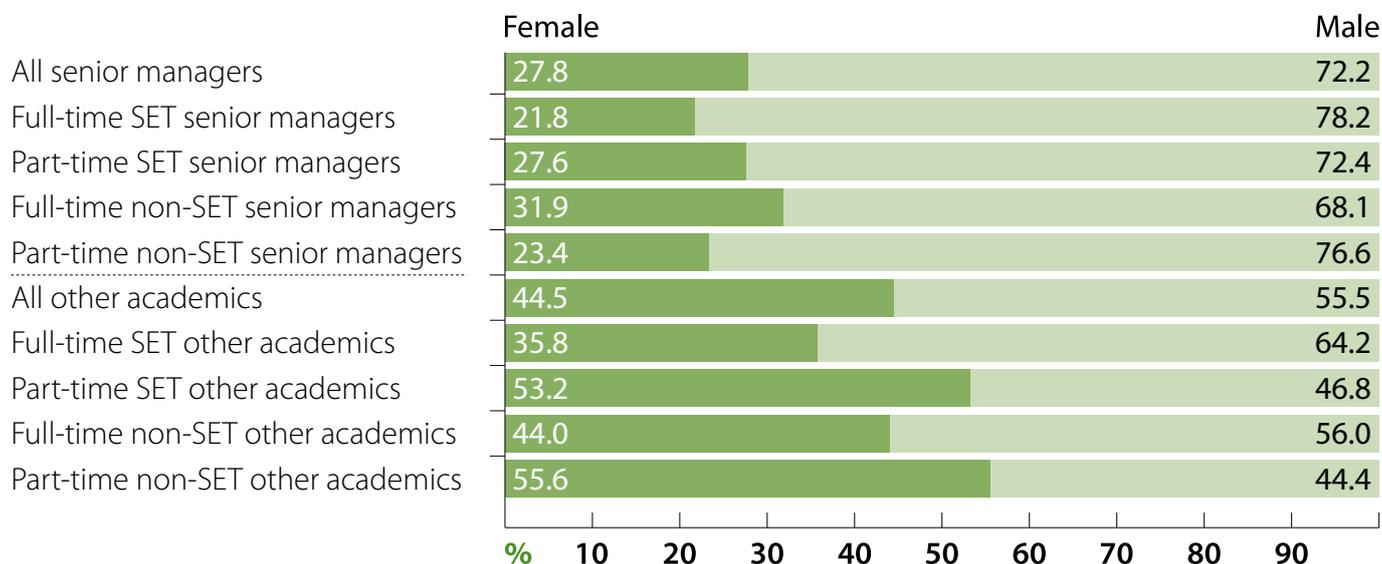
With the exception of part-time non-managerial academic roles, men made up the majority of academic roles across all modes of employment and SET and non-SET. The gender difference is most noticeable among academic senior managers in SET departments, where 77.7% of staff were men.

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

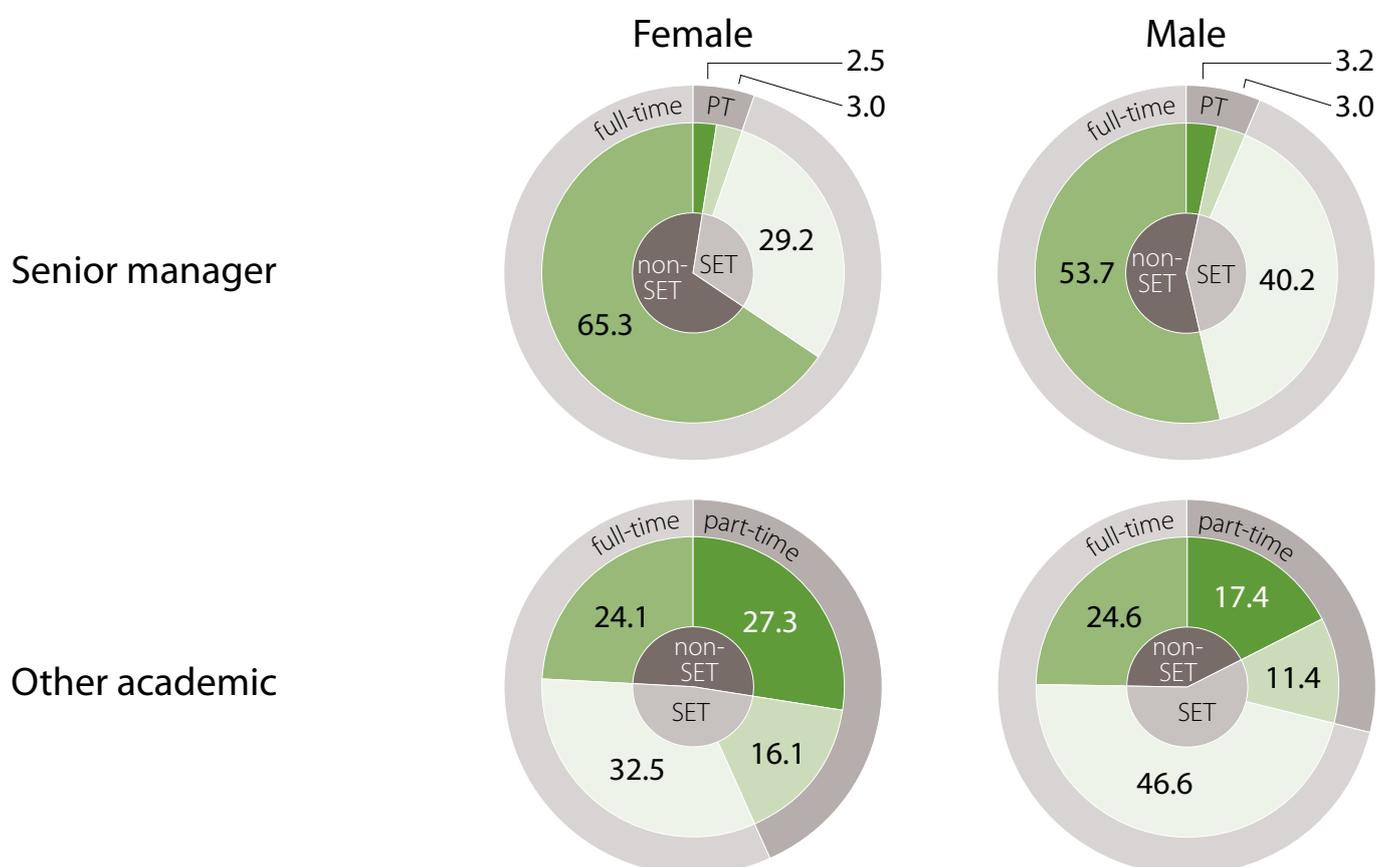
	Female			Male		
	No.	%*	%^	No.	%*	%^
Senior managers						
All SET	275	32.1	22.3	965	43.2	77.7
Full-time SET	250	29.2	21.8	900	40.2	78.2
Part-time SET	25	3.0	27.6	65	3.0	72.4
All non-SET	585	67.9	31.5	1270	56.8	68.5
Full-time non-SET	560	65.3	31.9	1200	53.7	68.1
Part-time non-SET	20	2.5	23.4	70	3.2	76.6
All senior managers	860	100	27.8	2235	100	72.2
Other academics						
All SET	38500	48.6	40.2	57320	58.0	59.8
Full-time SET	25715	32.5	35.8	46075	46.6	64.2
Part-time SET	12790	16.1	53.2	11245	11.4	46.8
All non-SET	40725	51.4	49.5	41535	42.0	50.5
Full-time non-SET	19115	24.1	44.0	24305	24.6	56.0
Part-time non-SET	21615	27.3	55.6	17230	17.4	44.4
All other academics	79230	100	44.5	98855	100	55.5

* compare vertically within academic role ^ compare horizontally

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



Female/male academic staff by senior management and SET categories and mode



Salaries

Of all academic staff earning a salary of over £50,000, 70.4% were men.

The proportion of male academics earning a salary over £50,000 was almost double that of female academics (31.9%, compared with 16.9%).

While women comprised the majority of part-time positions earning over £50,000, overall a higher proportion of professional and support staff earning a salary of over £50,000 were male (57.4%).

7.3% of all male professional and support staff earned over £50,000, compared with 3.3% of female professional and support staff.

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C.5a Academic staff by salary range and gender 2010/11

C.5b Non-academic staff by salary range and gender 2010/11

1.15 Academic staff by mode, salary range and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
All academic staff						
Under £30,000	14505	18.1	51.4	13705	13.6	48.6
£30,000 – £50,000	52015	65.0	48.6	55080	54.5	51.4
Over £50,000	13555	16.9	29.6	32270	31.9	70.4
Full-time						
Under £30,000	5470	12.0	48.3	5845	8.1	51.7
£30,000 – £50,000	29675	65.0	43.4	38640	53.3	56.6
Over £50,000	10495	23.0	27.3	27990	38.6	72.7
Part-time						
Under £30,000	9035	26.2	53.5	7860	27.5	46.5
£30,000 – £50,000	22335	64.9	57.6	16445	57.5	42.4
Over £50,000	3060	8.9	41.7	4280	15.0	58.3

* compare vertically within mode

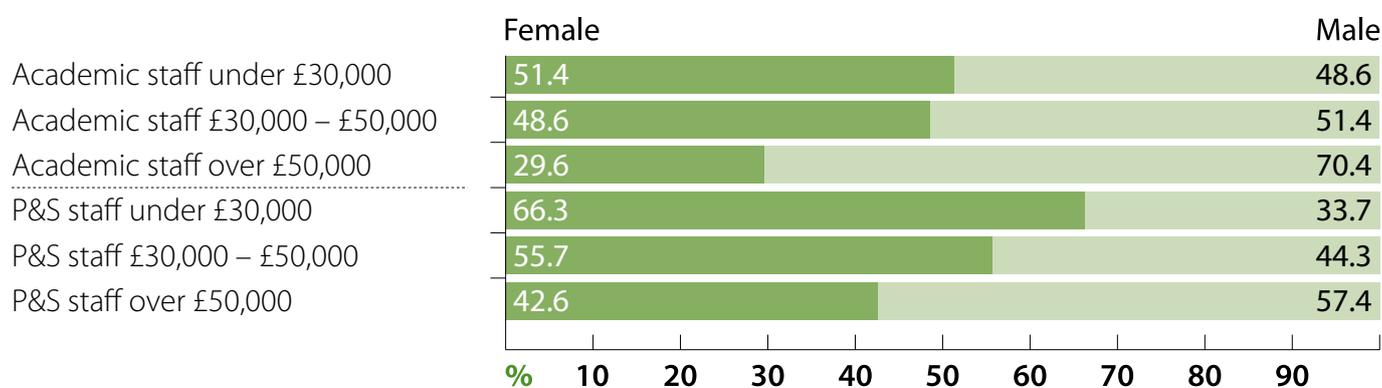
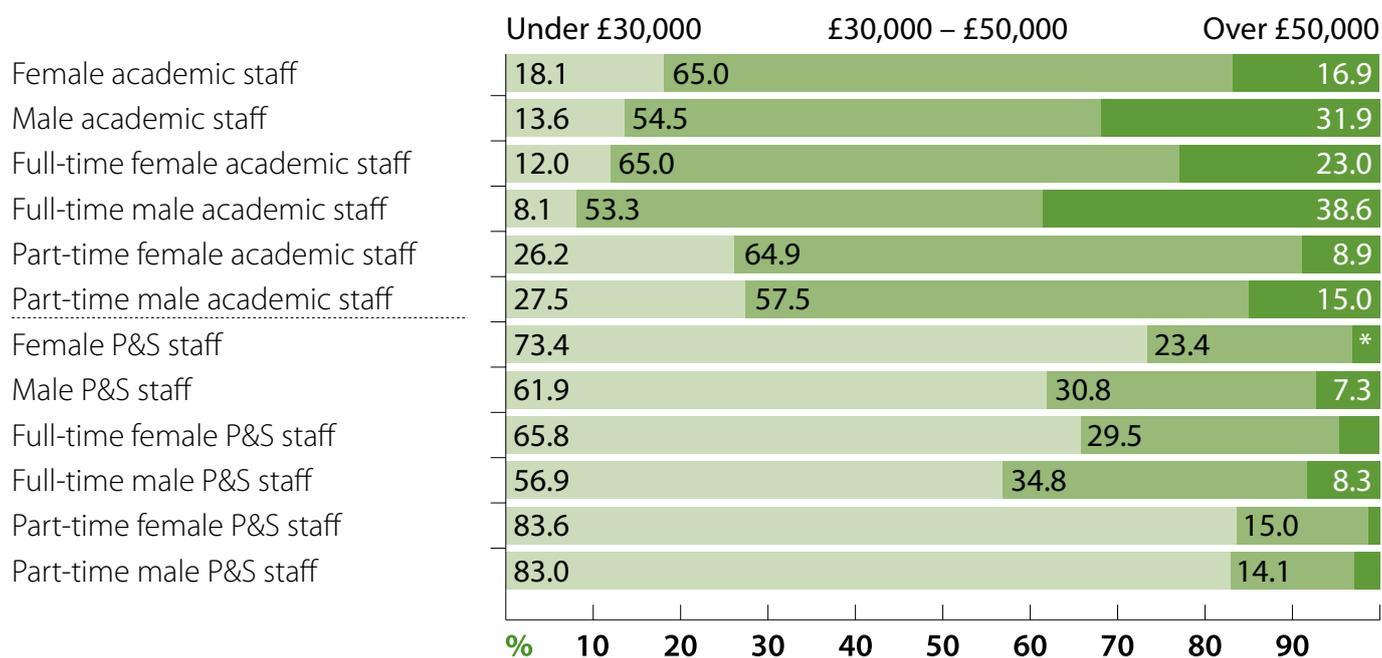
^ compare horizontally

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

	Female			Male		
	No.	%*	%^	No.	%*	%^
All professional and support staff						
Under £30,000	91780	73.4	66.3	46715	61.9	33.7
£30,000 – £50,000	29230	23.4	55.7	23275	30.8	44.3
Over £50,000	4085	3.3	42.6	5510	7.3	57.4
Full-time						
Under £30,000	47475	65.8	57.7	34755	56.9	42.3
£30,000 – £50,000	21260	29.5	50.0	21240	34.8	50.0
Over £50,000	3380	4.7	39.9	5085	8.3	60.1
Part-time						
Under £30,000	44310	83.6	78.7	11960	83.0	21.3
£30,000 – £50,000	7965	15.0	79.7	2030	14.1	20.3
Over £50,000	700	1.3	62.3	425	2.9	37.7

* 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

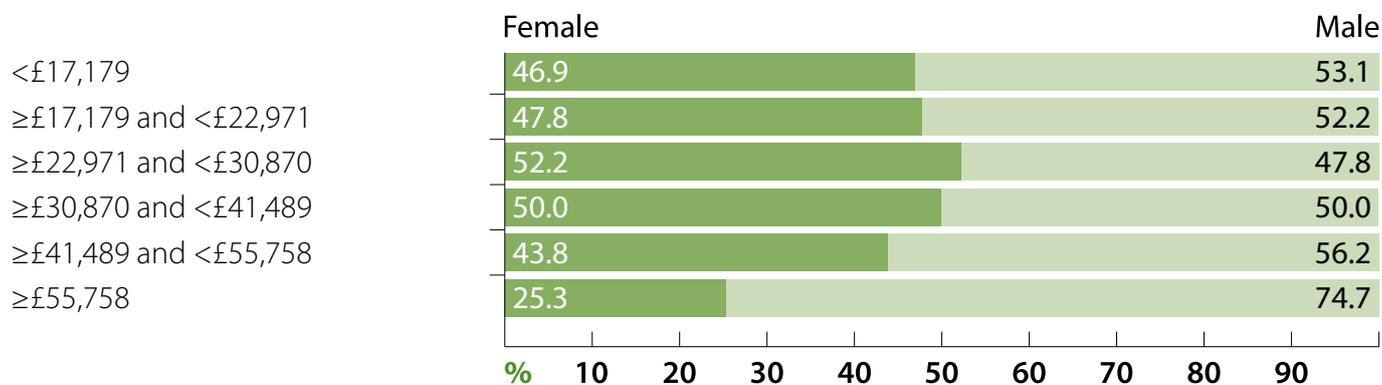
21.5% of male academic staff earned salaries within the highest salary range, £55,758 or over – more than double the proportion of female academic staff in the same salary range (9.2%).

1.17 Academic staff by academic pay spine and gender

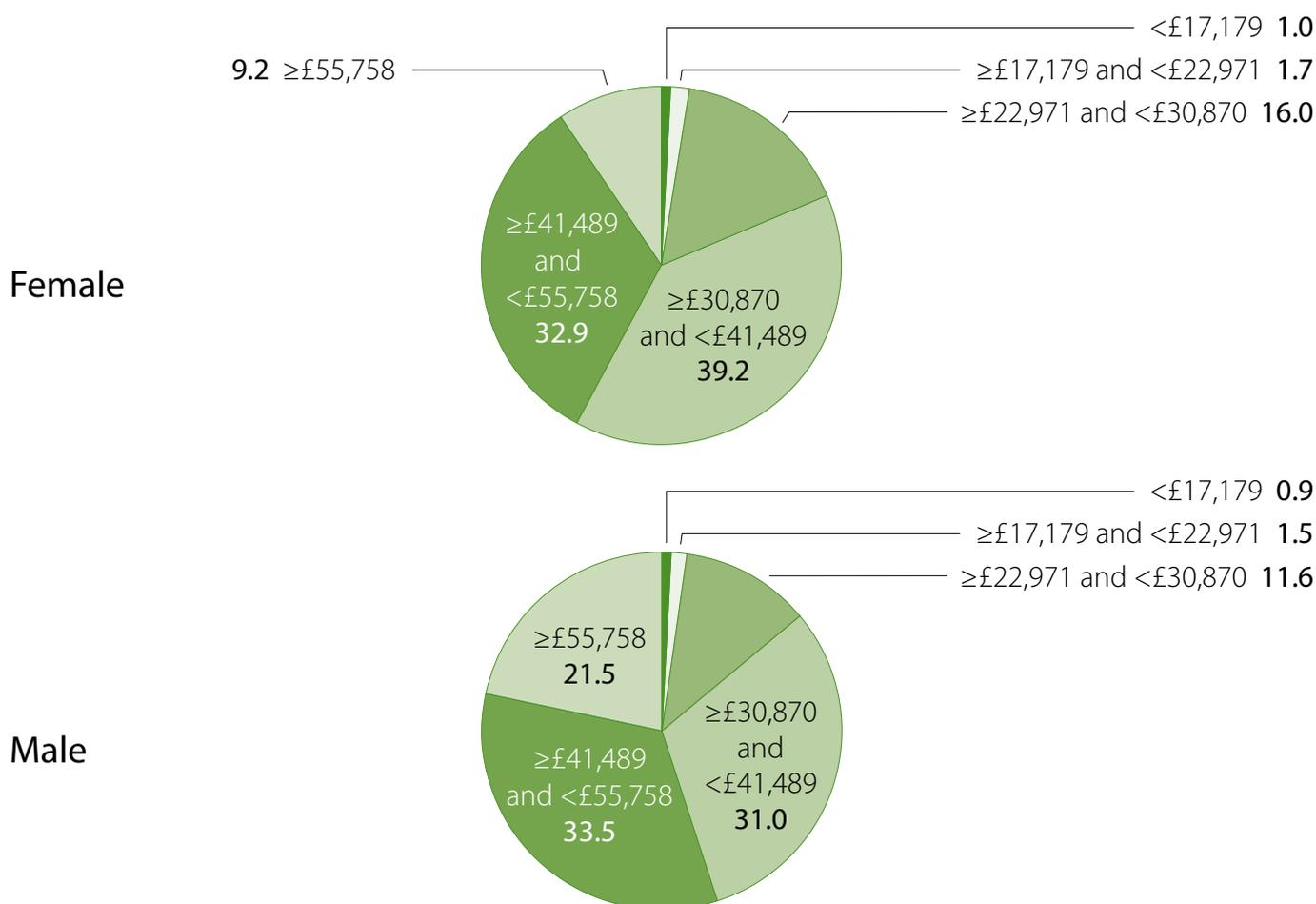
	Female			Male		
	No.	%*	%^	No.	%*	%^
<£17,179	835	1.0	46.9	945	0.9	53.1
≥£17,179 and <£22,971	1375	1.7	47.8	1500	1.5	52.2
≥£22,971 and <£30,870	12810	16.0	52.2	11720	11.6	47.8
≥£30,870 and <£41,489	31375	39.2	50.0	31355	31.0	50.0
≥£41,489 and <£55,758	26315	32.9	43.8	33805	33.5	56.2
≥£55,758	7365	9.2	25.3	21735	21.5	74.7

* compare vertically ^ compare horizontally

Academic staff in academic pay spines by gender



Female/male academic staff by academic pay spine



The size of the gender pay gap varied across the nations and employment activities.

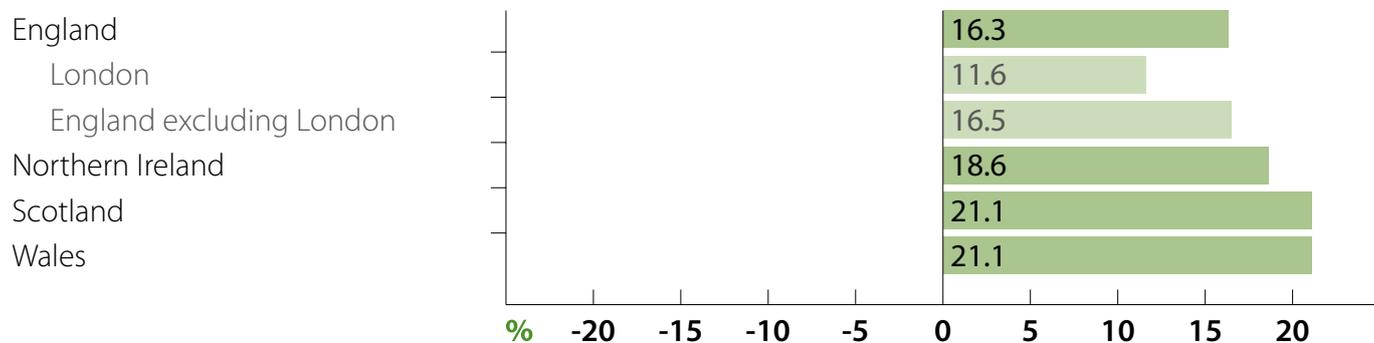
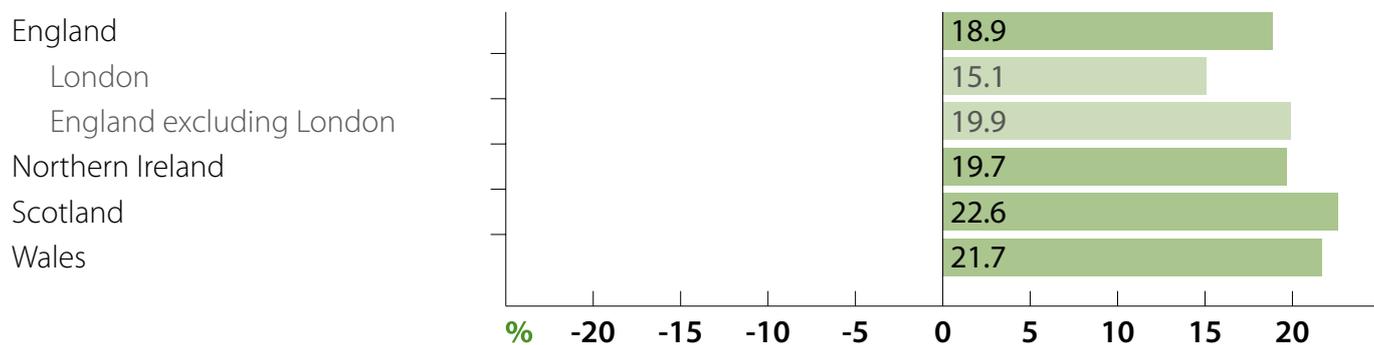
The median gender pay gap was highest in Wales and Scotland (21.1% each); Scotland also had the highest mean gender pay gap, at 22.6%.

The lowest gender pay gaps for both median and mean salaries was in England (16.3% and 18.9%, respectively).

However, the median and mean pay gaps were significantly lower in London than the rest of England (11.6% and 15.1%, respectively, compared with 16.5% and 19.9%).

1.18 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	37960	43840	13.4	40381	46219	12.6
Professional and support staff	23280	26629	12.6	26104	29637	11.9
All staff	29972	35788	16.3	31816	39228	18.9
London						
Academic staff	39144	43840	10.7	42466	48498	12.4
Professional and support staff	28500	31671	10.0	31104	34417	9.6
All staff	34130	38594	11.6	36404	42881	15.1
England (excluding London)						
Academic staff	36862	43875	16.0	39665	45473	12.8
Professional and support staff	22325	24370	8.4	24894	28251	11.9
All staff	28996	34745	16.5	30529	38091	19.9
Northern Ireland						
Academic staff	40280	45336	11.2	42849	47090	9.0
Professional and support staff	21033	24384	13.7	24442	28302	13.6
All staff	29116	35788	18.6	31158	38804	19.7
Scotland						
Academic staff	40280	44016	8.5	41411	48077	13.9
Professional and support staff	22325	25854	13.6	24927	28911	13.8
All staff	28251	35788	21.1	30458	39348	22.6
Wales						
Academic staff	36862	44016	16.3	39645	46765	15.2
Professional and support staff	22325	25854	13.6	25505	29899	14.7
All staff	28251	35788	21.1	30489	38955	21.7

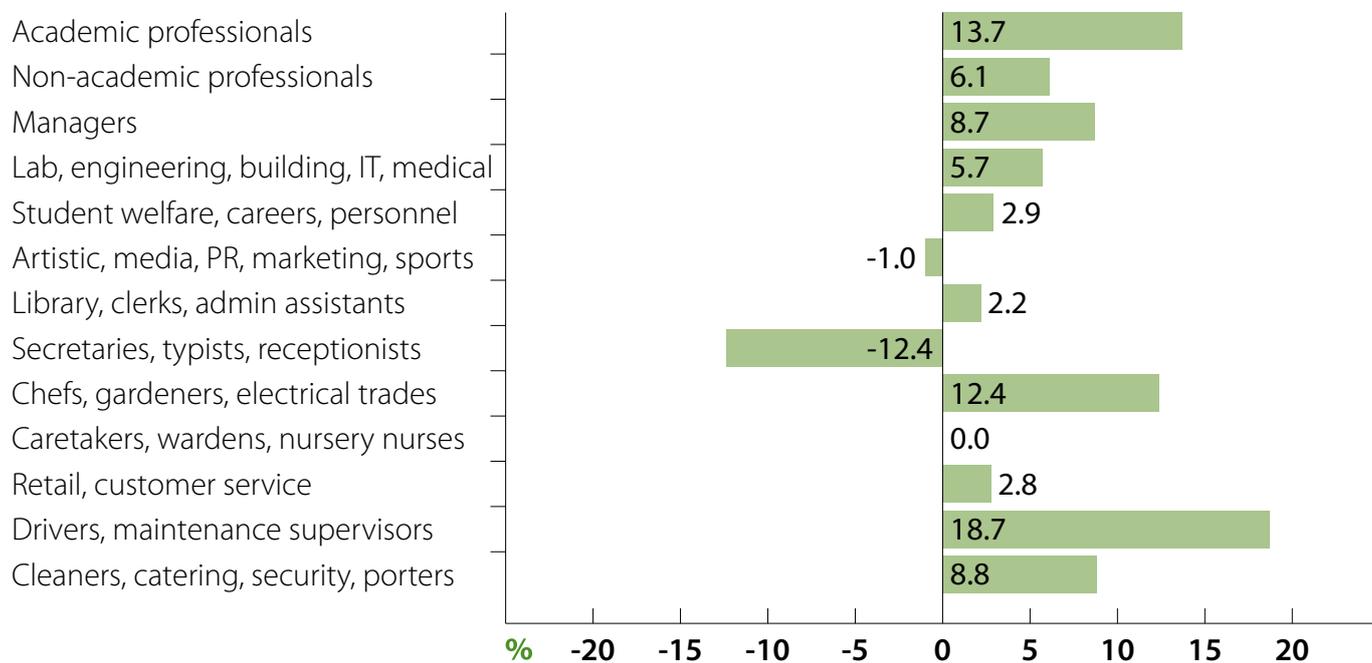
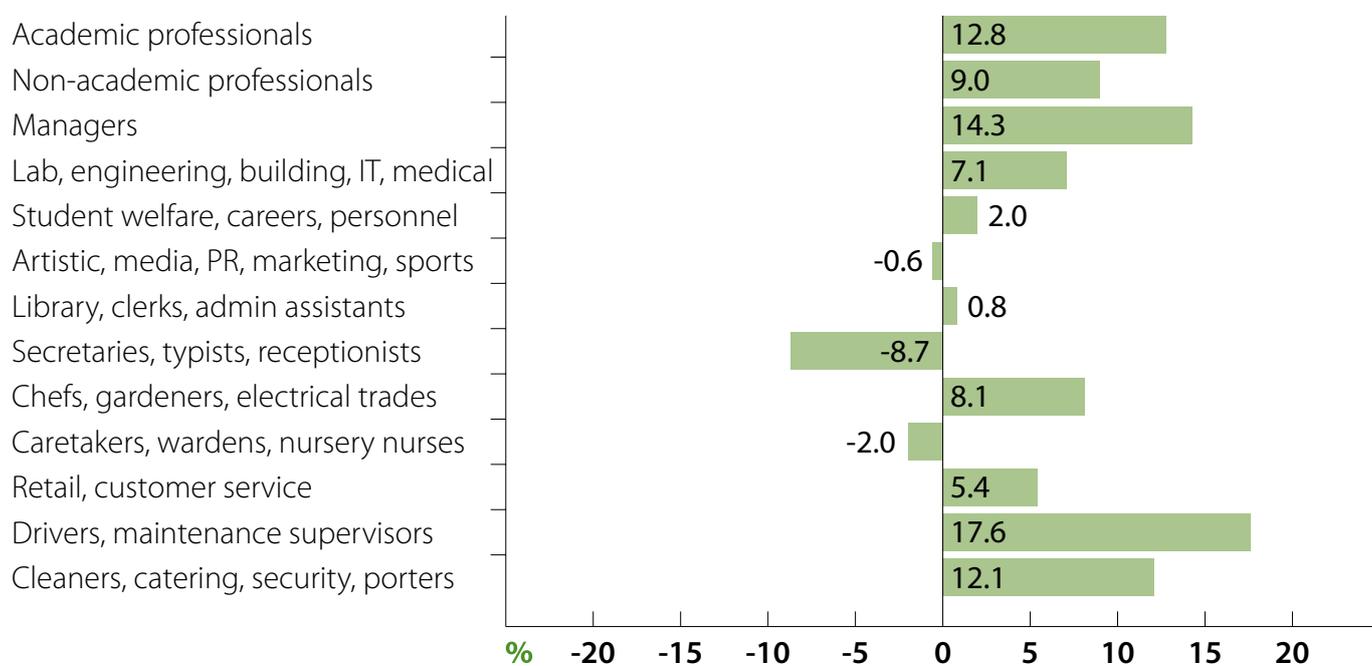
Median gender pay gap for all staff by country of institution*Mean gender pay gap for all staff by country of institution*

Across both academic and professional and support roles, median and mean salaries were higher for male staff than female staff. The median and mean salaries for all female staff was £29,972 and £31,595, respectively, while the median and mean salaries for male staff was £35,788 and £39,218 – representing a median pay gap of 16.3% and a mean pay gap of 19.4%.

In the majority of occupational groups, the mean and median salaries of female staff was less than that of male staff. However, in certain occupational groups, women earned, on average, more than men. This is most prominent among the secretaries, typists, receptionists and telephonists occupational group, where there is a median gender pay gap of -12.4% and a mean gender pay gap of -8.7%.

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

	Median			Mean		
	F	M	Pay gap	F	M	Pay gap
	£	£	%	£	£	%
Academic professionals	37990	44016	13.7	40483	46444	12.8
Non-academic professionals	35788	38113	6.1	37285	40954	9.0
Managers	42733	46822	8.7	44766	52208	14.3
Lab, engineering, building, IT, medical techs (inc. nurses)	26629	28251	5.7	27294	29389	7.1
Student welfare, careers, training, personnel, planning	29972	30870	2.9	29929	30535	2.0
Artistic, media, PR, marketing, sports	28251	27963	-1.0	29072	28905	-0.6
Library, clerks, admin assistants	21825	22325	2.2	22628	22805	0.8
Secretaries, typists, receptionists and telephonists	21652	19261	-12.4	22208	20433	-8.7
Chefs, gardeners, printers, electrical, mechanical, construction	19554	22325	12.4	20729	22558	8.1
Caretakers, wardens, leisure, nursery nurses, care	17179	17179	0.0	18785	18420	-2.0
Retail and customer service	18190	18718	2.8	18907	19977	5.4
Drivers, maintenance, plant operatives	16925	20820	18.7	18132	21992	17.6
Cleaners, catering, security, porters	14007	15353	8.8	14743	16766	12.1
All professional and support staff	22971	26629	13.7	25905	29545	12.3
All staff	29972	35788	16.3	31595	39218	19.4

Median gender pay gap by occupational group*Mean gender pay gap by occupational group*

The UK gender pay gap was larger among non-professorial academic roles than professorial roles, though there are significant national variations for both mean and median salaries.

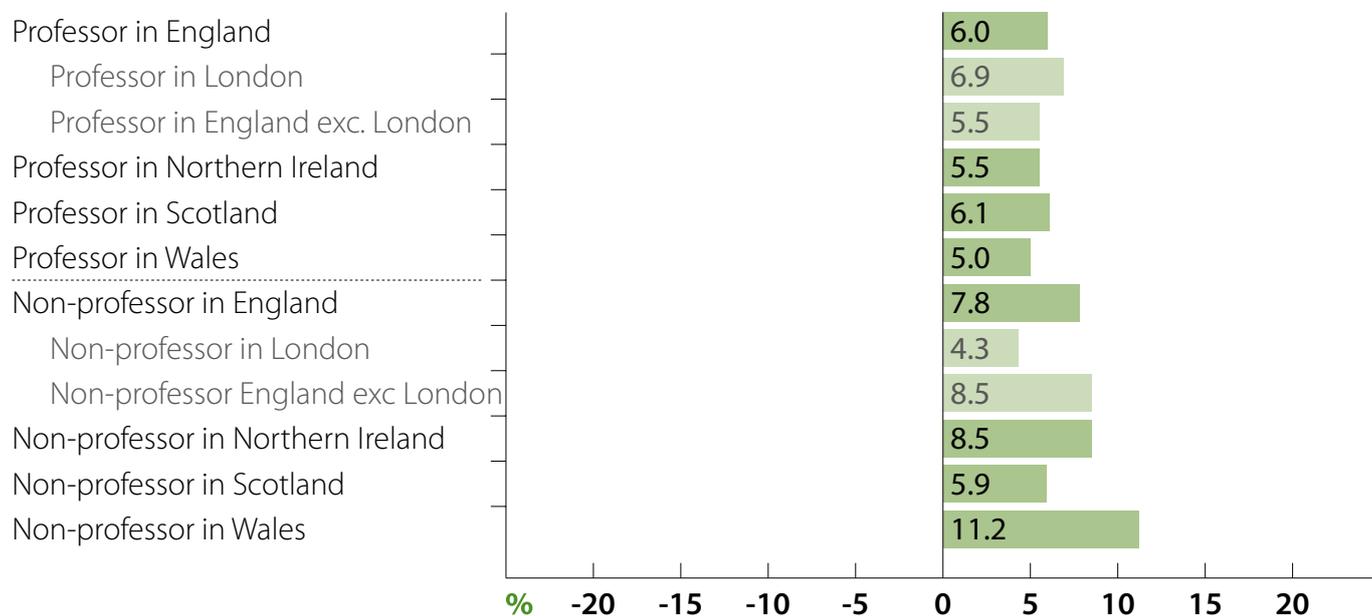
The median gender pay gap among professors was highest in Scotland (6.1%), while the mean gender pay gap was highest in Northern Ireland (7.1%). However, when London is examined in isolation, this region is found to have the highest median and mean gender pay gaps among professors (6.9% and 7.7%, respectively). Wales, in contrast, had the lowest median and mean gender pay gaps among professors (5.0% and 4.6%, respectively).

Among non-professorial roles, median and mean gender pay gaps were highest in Wales (11.2% and 6.7%, respectively). Scotland held the lowest median pay gap among non-professors (5.9%) and Northern Ireland the lowest mean pay gap (2.8%).

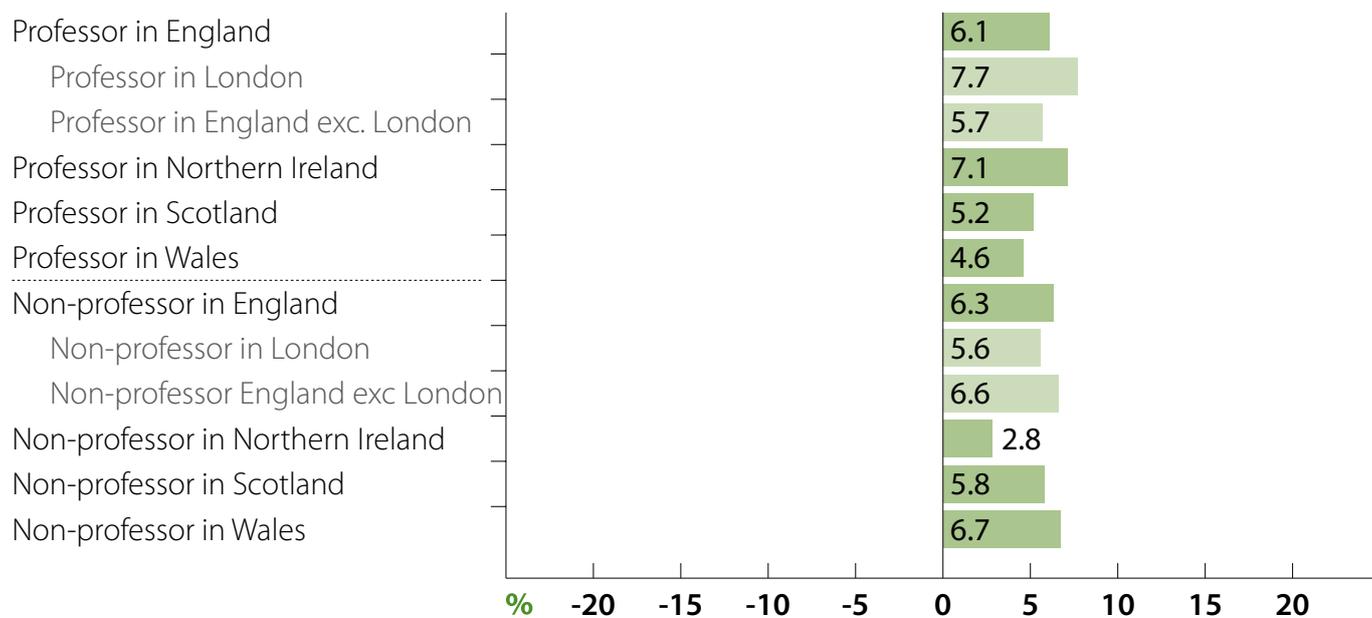
1.20 Median/mean salary and pay gap for professors/non-professors by country of institution and gender

	Median			Mean		
	F	M	Pay gap	F	M	Pay gap
	£	£	%	£	£	%
Professors						
England	66993	71281	6.0	71664	76288	6.1
London	70743	75956	6.9	74394	80624	7.7
England excluding London	66575	70427	5.5	70479	74741	5.7
Northern Ireland	63283	66957	5.5	67180	72313	7.1
Scotland	66217	70509	6.1	71455	75381	5.2
Wales	67982	71596	5.0	72262	75727	4.6
All professors	66830	71001	5.9	71549	76055	5.9
Non-professors						
England	37009	40120	7.8	39013	41646	6.3
London	38594	40313	4.3	40798	43238	5.6
England excluding London	35788	39107	8.5	38408	41132	6.6
Northern Ireland	39107	42733	8.5	41279	42470	2.8
Scotland	39051	41489	5.9	39622	42063	5.8
Wales	35788	40280	11.2	38469	41232	6.7
All non-professors	37116	40280	7.9	39081	41681	6.2

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

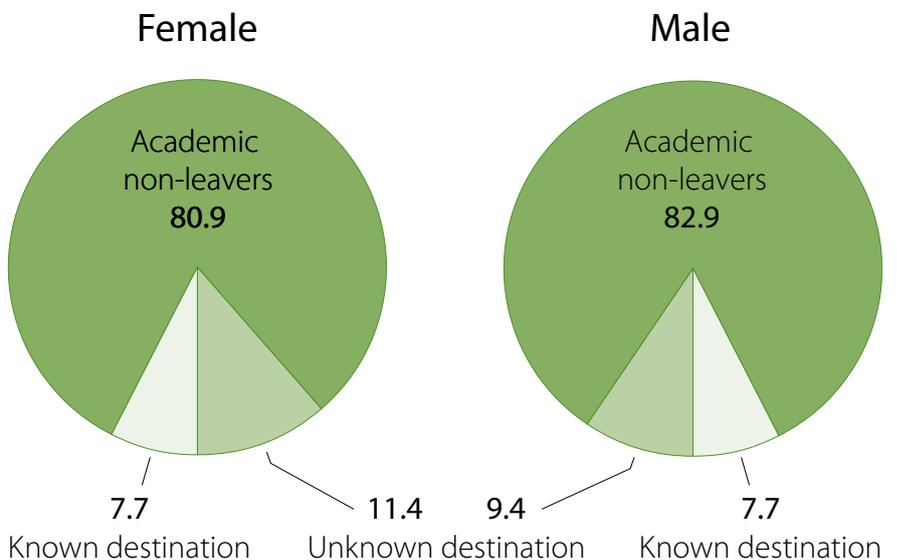
This section presents information on academic staff who left the higher education institution in which they were employed between the period of 2009/10 and 2010/11. Please note that this data provides overall figures, covering both UK and non-UK national staff.

Turnover among female academic staff between 2009/10 and 2010/11 was higher than turnover among male academic staff (19.1%, compared with 17.1%).

1.21 Academic staff by leaving status and gender

	Female		Male	
	No.	%	No.	%
Total academic staff	79900	100	101690	100
Total academic leavers (as a proportion of all staff)	15230	19.1	17415	17.1
Known destination (as a proportion of all leavers)	6140	40.3	7860	45.1
Unknown destination (as a proportion of all leavers)	9090	59.7	9555	54.9

Female/male academic staff by leaving status



18.5% of male academic leavers with known leaving destinations went to another UK HE institution, compared with 17.2% of female academic leavers with known leaving destinations.

A higher proportion of male academic leavers with known leaving destinations left for overseas employment than female academic leavers with known leaving destinations (15.3%, compared with 12.2%).

25.2% of female academic leavers with a known destination were not in regular employment, compared with 20.6% of male academic leavers with a known destination.

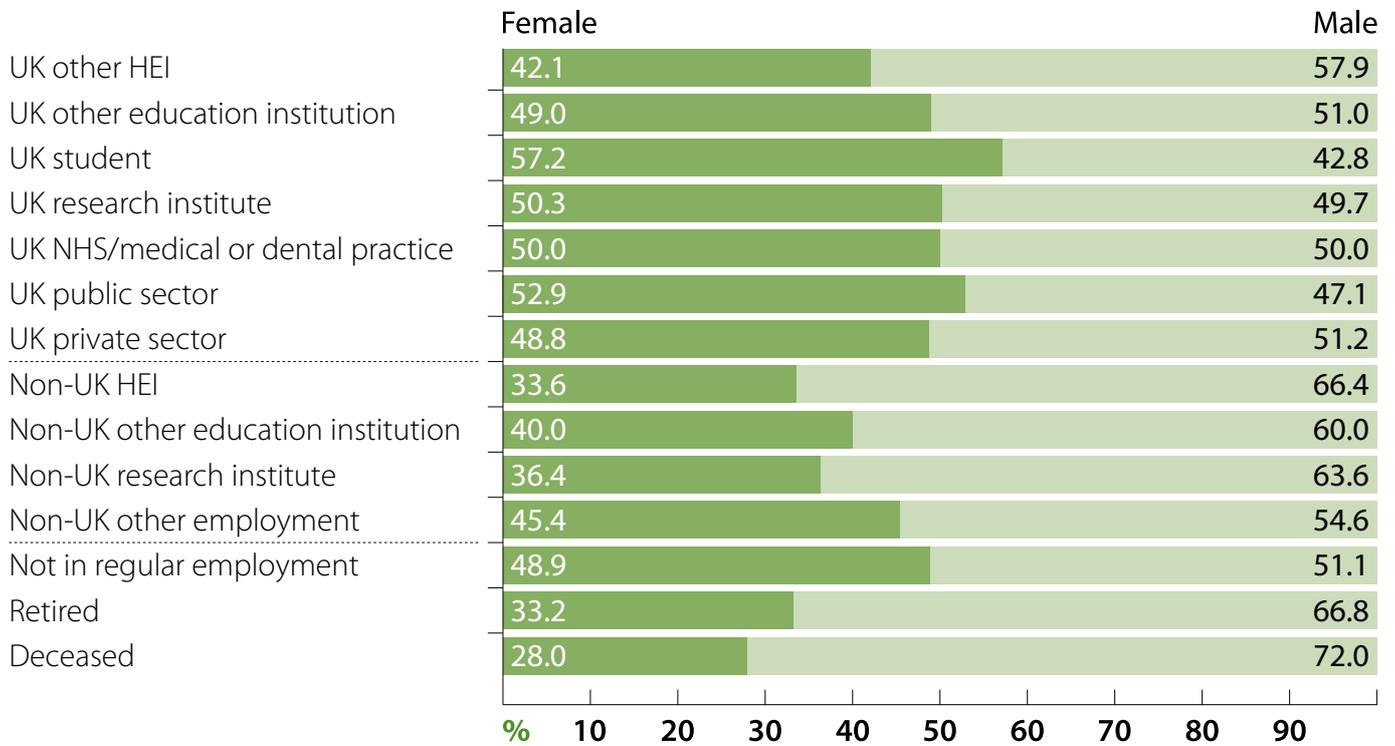
1.22 Academic staff leavers by known leaving destination and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
UK employment						
UK other HEI	1060	17.2	42.1	1455	18.5	57.9
UK other education institution	295	4.8	49.0	305	3.9	51.0
UK student	285	4.6	57.2	215	2.7	42.8
UK research institute	100	1.6	50.3	95	1.2	49.7
UK NHS/medical or dental practice	275	4.5	50.0	275	3.5	50.0
UK public sector	80	1.3	52.9	70	0.9	47.1
UK private sector	960	15.7	48.8	1010	12.9	51.2
All UK employment	3050	49.7	47.1	3430	43.6	52.9
Non-UK employment						
Non-UK HEI	315	5.1	33.6	620	7.9	66.4
Non-UK other education institution	65	1.0	40.0	95	1.2	60.0
Non-UK student	30	0.5	..	15	0.2	..
Non-UK research institute	100	1.7	36.4	180	2.3	63.6
Non-UK health service	15	0.2	..	25	0.3	..
Non-UK other employment	225	3.7	45.4	270	3.5	54.6
All non-UK employment	750	12.2	38.3	1205	15.3	61.7
No longer in employment						
Not in regular employment	1550	25.2	48.9	1620	20.6	51.1
Retired	760	12.4	33.2	1530	19.5	66.8
Deceased	30	0.5	28.0	80	1.0	72.0
All those no longer in employment	2340	38.1	42.1	3225	41.0	57.9

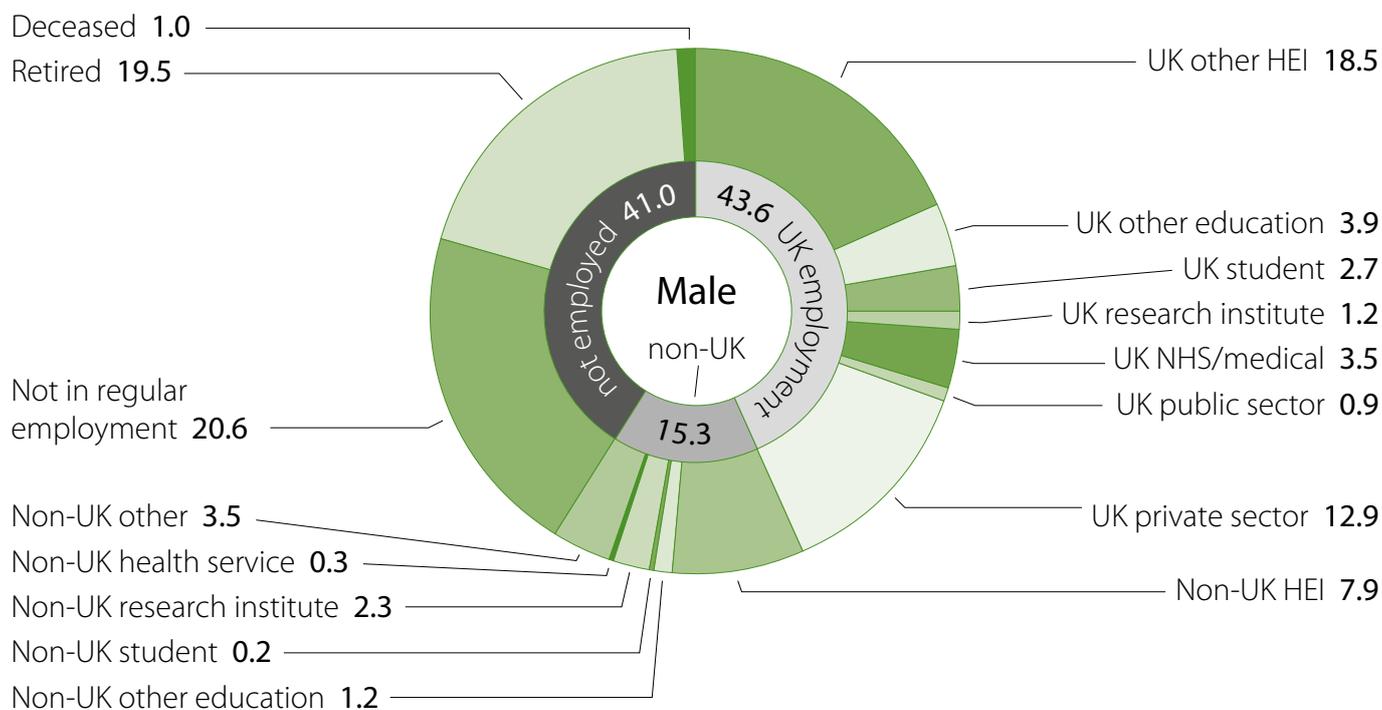
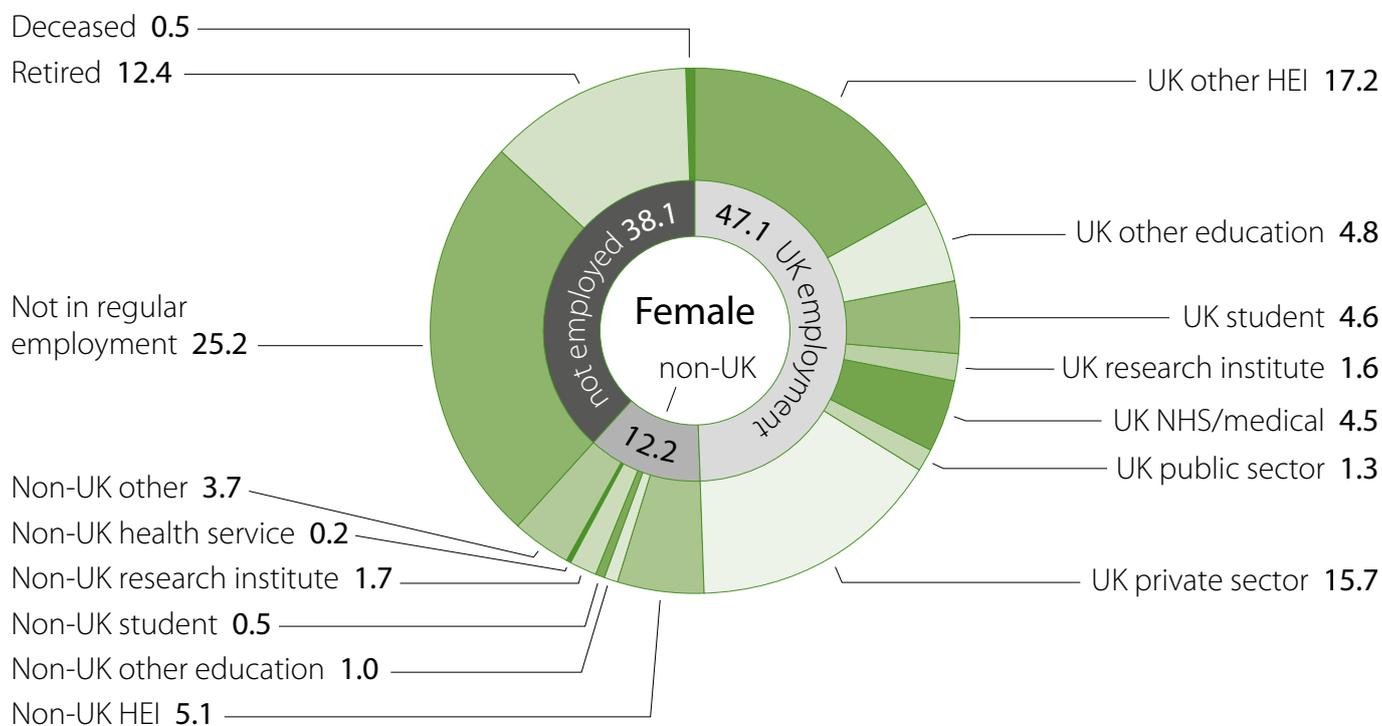
* compare vertically ^ compare horizontally

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

Academic staff leavers in leaving destinations by gender



Female/male academic staff leavers by leaving destinations



2 Ethnicity

- = The proportion of white staff was markedly higher among UK national staff than non-UK national staff (92.8% compared with 69.7%).
- = A higher proportion of UK BME professional and support staff were on fixed-term contracts than UK white professional and support staff.
- = 17.4% of UK Chinese full-time professional and support staff were on fixed-term contracts, compared with 10.7% of UK white full-time professional and support staff.
- = The proportion of black academics who were professors is lower than for any other ethnic group, with 3.7% of UK national black academics and 2.3% of non-UK national black academics holding professorial status. In contrast, 12.3% of UK Chinese academics and the same percentage of UK academics with an other ethnicity were professors, as were 8.1% of non-UK white academics.
- = UK BME staff comprised 6.8% of professors in SET departments, compared with 4.8% of professors in non-SET departments.
- = A higher proportion of white academics earned over £50,000 than the proportion of BME academics; 28.9% of UK white and 20.7% of non-UK white academics earned a salary in this range, compared with 25.2% UK BME and 10.6% of non-UK BME academic staff.
- = 72.3% of UK and 90.0% of non-UK black professional staff earned a salary under £30,000, compared with 68.0% of UK and 68.4% of non-UK white staff.
- = 21.8% of BME academic staff left their institution of work between 2009/10 and 2010/11, compared with 16.5% of white academic staff.

2 Ethnicity

Ethnicity overview

The vast majority of staff chose to report their ethnicity, with a 95.4% disclosure rate for UK national staff and 92.2% for non-UK national staff.

The proportion of white staff was markedly higher among UK national staff than non-UK national staff (92.8% compared with 69.7%).

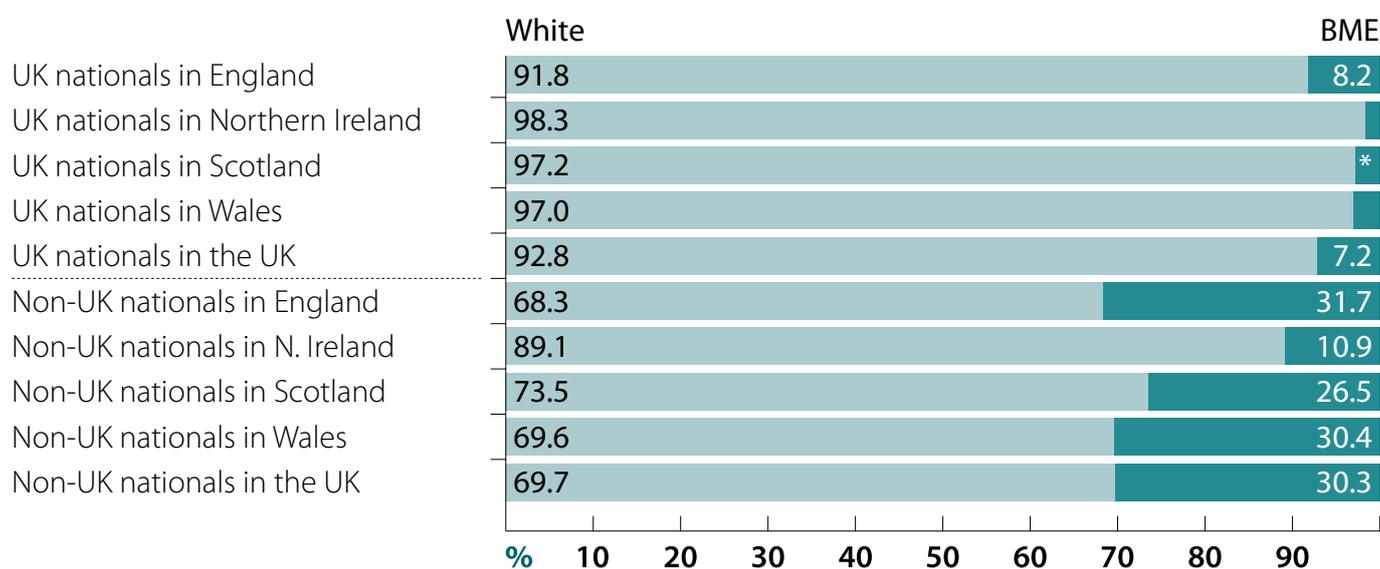
The proportion of UK-national and non-UK national staff who were BME was highest in England (8.2% and 31.7%, respectively) and lowest in Northern Ireland (1.7% and 10.9%).

2.1 UK/non-UK staff by country of institution and ethnicity

	White		Black	
	No.	%	No.	%
UK national				
England	220025	91.8	4660	1.9
Northern Ireland	4930	98.3	10	0.2
Scotland	29140	97.2	70	0.2
Wales	16790	97.0	60	0.3
UK total	270885	92.8	4800	1.6
Non-UK national				
England	32065	68.3	2555	5.4
Northern Ireland	1940	89.1	15	0.7
Scotland	3950	73.5	200	3.7
Wales	1345	69.6	65	3.5
Non-UK total	39300	69.7	2835	5.0

Asian		Chinese		Mixed		Other		BME total		Unknown	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
8500	3.5	1995	0.8	2985	1.2	1525	0.6	19665	8.2	12010	4.8
35	0.7	20	0.4	15	0.3	10	0.2	85	1.7	70	1.3
300	1.0	165	0.6	155	0.5	135	0.5	830	2.8	1750	5.5
195	1.1	90	0.5	105	0.6	65	0.4	515	3.0	305	1.7
9030	3.1	2275	0.8	3260	1.1	1730	0.6	21090	7.2	14140	4.6
5750	12.3	3720	7.9	1145	2.4	1685	3.6	14855	31.7	4030	7.9
95	4.3	95	4.4	15	0.6	20	1.0	240	10.9	25	1.0
585	10.9	380	7.1	115	2.2	145	2.7	1420	26.5	665	11.0
235	12.1	190	9.8	35	1.8	60	3.1	585	30.4	55	2.8
6660	11.8	4385	7.8	1310	2.3	1910	3.4	17100	30.3	4775	7.8

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



* values less than 5.0 are not displayed

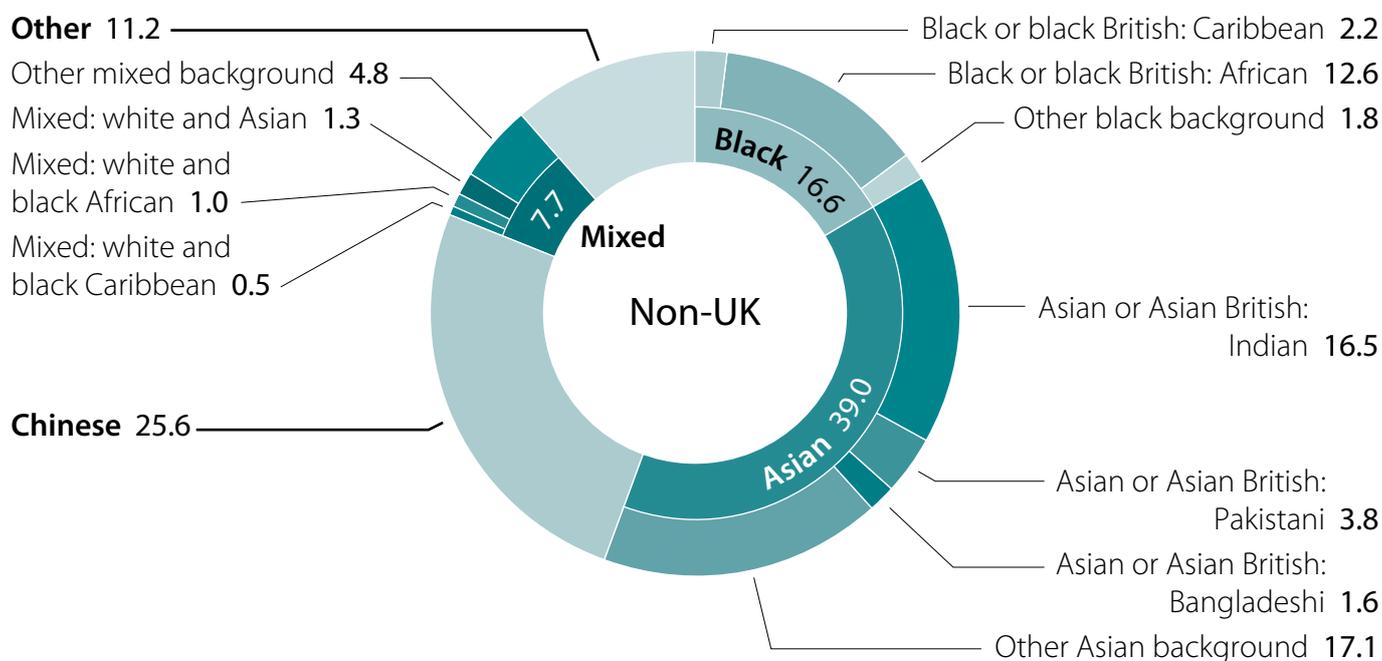
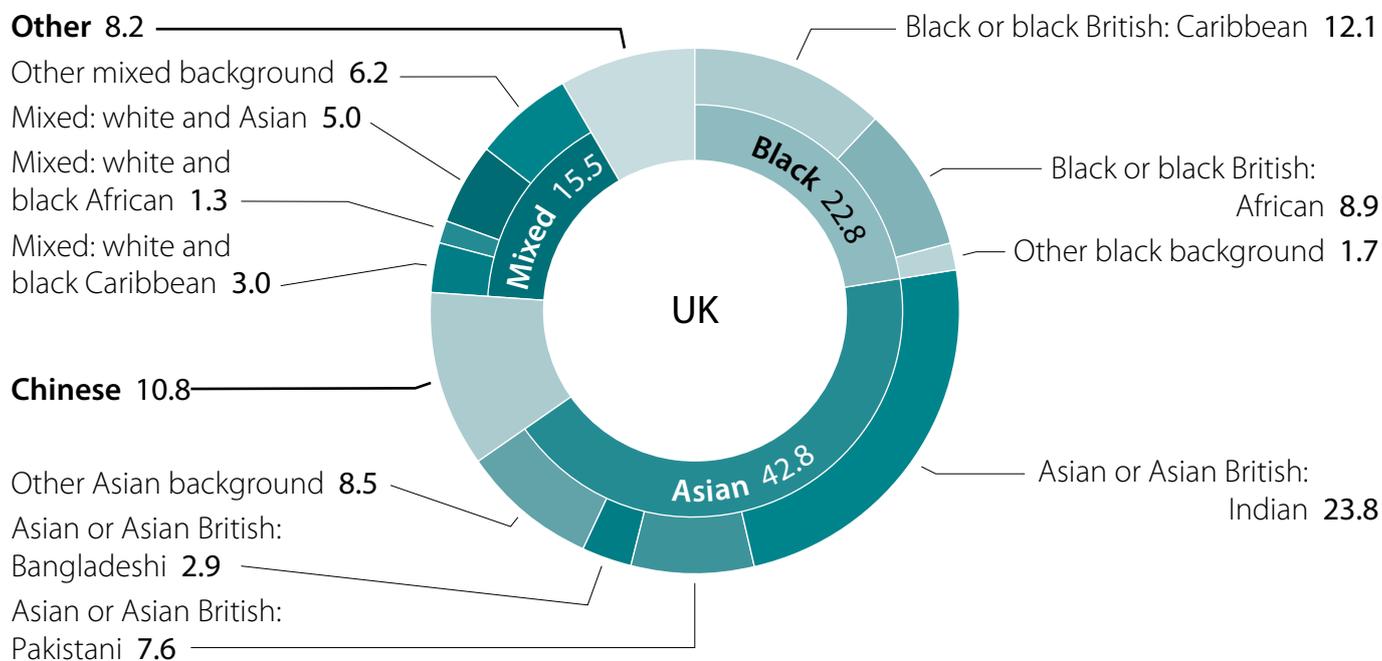
Within BME staff, the three ethnicities most represented were Asian or Asian British: Indian (20.6%), Chinese (17.4%) and other Asian background (12.4%).

Asian or Asian British: Indian staff made up the highest proportion of UK BME staff (23.8%), while Chinese staff made up the highest proportion of non-UK BME staff (25.6%).

2.2 UK/non-UK BME staff by ethnicity

	All staff		UK nationals		Non-UK nationals	
	No.	%	No.	%	No.	%
Black	7635	20.0	4800	22.8	2835	16.6
Black or black British: Caribbean	2935	7.7	2555	12.1	380	2.2
Black or black British: African	4040	10.6	1885	8.9	2155	12.6
Other black background	660	1.7	360	1.7	300	1.8
Asian	15690	41.1	9030	42.8	6660	39.0
Asian or Asian British: Indian	7850	20.6	5030	23.8	2820	16.5
Asian or Asian British: Pakistani	2240	5.9	1595	7.6	645	3.8
Asian or Asian British: Bangladeshi	875	2.3	610	2.9	265	1.6
Other Asian background	4725	12.4	1795	8.5	2930	17.1
Chinese	6660	17.4	2275	10.8	4385	25.6
Mixed	4570	12.0	3260	15.5	1310	7.7
Mixed: white and black Caribbean	710	1.9	625	3.0	80	0.5
Mixed: white and black African	455	1.2	275	1.3	180	1.0
Mixed: white and Asian	1290	3.4	1060	5.0	230	1.3
Other mixed background	2120	5.5	1300	6.2	820	4.8
Other	3640	9.5	1730	8.2	1910	11.2

UK/non-UK staff by ethnicity



Over the past eight years, the proportion of UK BME staff increased from 4.8% in 2003/04 to 6.1% in 2010/11. The proportion of non-UK BME staff also rose from 3.8% to 4.9% in the same period.

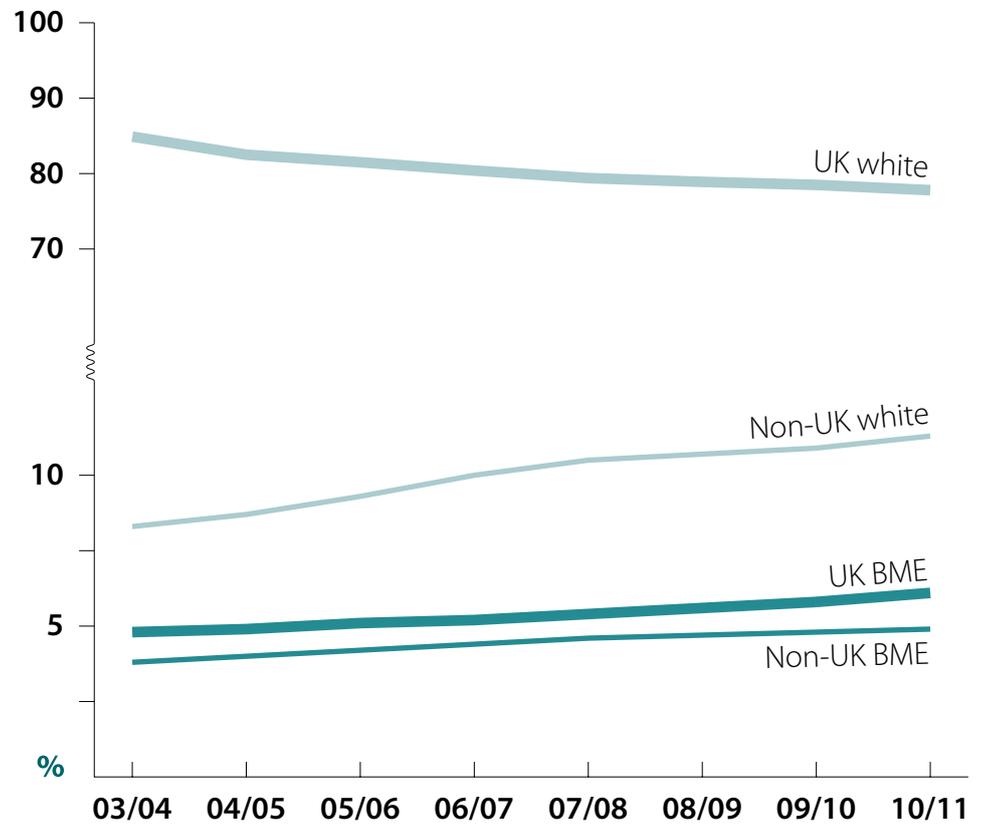
The increase in the proportion of UK BME staff has been more pronounced within professional and support staff (1.7% rise since 2003/04) than within academic staff (0.8% increase). In 2010/11, 6.5% of professional and support staff were UK BME, compared with 5.6% of academic staff.

Conversely, the proportion of non-UK BME academic staff has risen by 1.2% since 2003/04, compared with 0.9% among professional and support staff. In 2010/11, 6.8% of academic staff were non-UK BME, compared with 3.3% 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
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
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

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



Mode and contract type

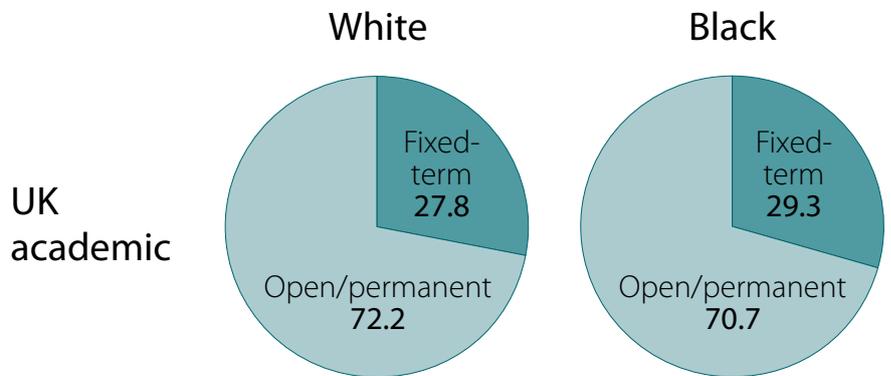
In every mode of employment, a lower proportion of UK BME academic staff were on open-ended/permanent contracts than UK white academic staff.

This difference was widest between Asian and white UK academic staff. 69.0% of full-time Asian academics were on open-ended/permanent contracts, compared with 81.8% of full-time white academics. Similarly, 47.9% of part-time Asian academics were on open-ended/permanent contracts, in contrast to 55.4% of part-time white academics.

2.4 UK academic staff by mode, contract type and ethnicity

	White			Black		
	No.	%*	%^	No.	%*	%^
Academic staff						
UK open/permanent	82945	72.2	93.2	980	70.7	1.1
UK fixed-term	31855	27.8	91.2	410	29.3	1.2
All UK academics	114800	100	92.6	1390	100	1.1
Full-time						
UK open/permanent	59860	81.8	92.8	705	80.9	1.1
UK fixed-term	13290	18.2	88.8	165	19.1	1.1
All UK full-time	73150	100	92.0	875	100	1.1
Part-time						
UK open/permanent	23080	55.4	94.2	275	53.4	1.1
UK fixed-term	18570	44.6	92.9	240	46.6	1.2
All UK part-time	41650	100	93.6	515	100	1.2

UK academic staff in ethnic groups by contract type



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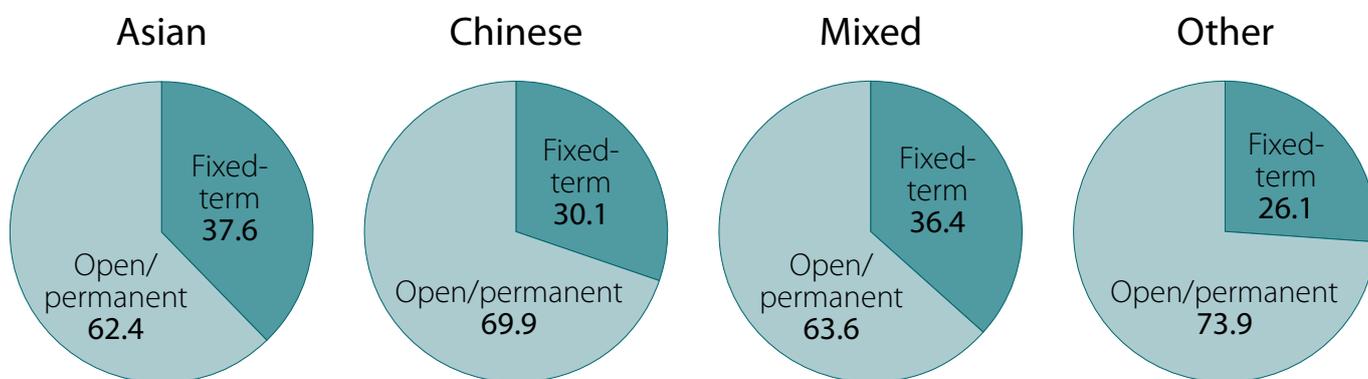
C.3b.a UK staff by activity, terms and BME marker 2010/11

C.1b.a UK staff by activity, mode and BME marker 2010/11

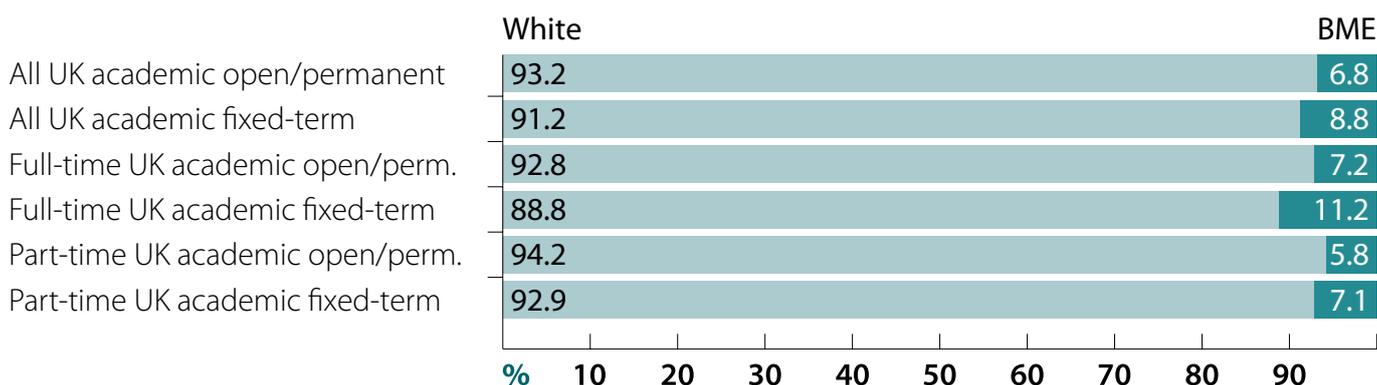
Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^												
2365	62.4	2.7	985	69.9	1.1	935	63.6	1.0	810	73.9	0.9	6080	66.4	6.8
1425	37.6	4.1	425	30.1	1.2	535	36.4	1.5	285	26.1	0.8	3080	33.6	8.8
3790	100	3.1	1410	100	1.1	1470	100	1.2	1100	100	0.9	9155	100	7.4
1800	69.0	2.8	865	74.2	1.3	665	71.7	1.0	630	82.9	1.0	4660	73.6	7.2
810	31.0	5.4	300	25.8	2.0	260	28.3	1.8	130	17.1	0.9	1670	26.4	11.2
2610	100	3.3	1165	100	1.5	925	100	1.2	755	100	1.0	6330	100	8.0
565	47.9	2.3	120	49.5	0.5	270	49.7	1.1	185	54.1	0.8	1415	50.1	5.8
615	52.1	3.1	125	50.5	0.6	275	50.3	1.4	155	45.9	0.8	1410	49.9	7.1
1180	100	2.7	245	100	0.6	545	100	1.2	340	100	0.8	2830	100	6.4

* 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 modes and contract types by BME/white identity



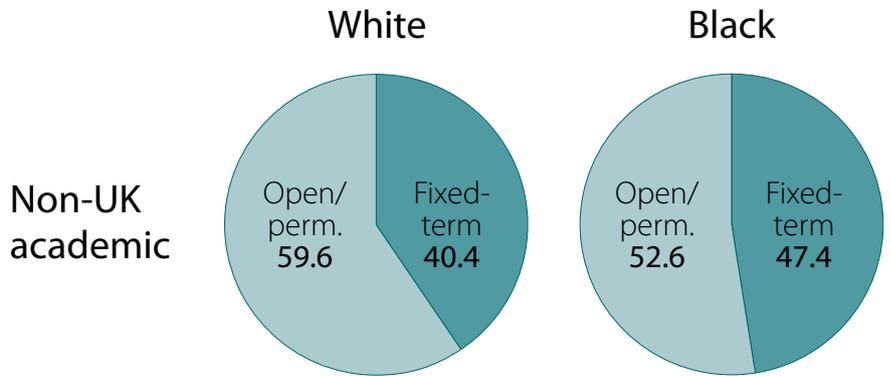
As with UK academic staff, in every mode of employment a lower proportion of non-UK BME academics were on open-ended/permanent contracts than non-UK white academics, although the proportions of staff on open-ended/permanent contracts were lower across the board than for UK academics.

This gap is largest between Chinese and non-UK white academic staff. 50.0% of full-time and 26.9% of part-time non-UK Chinese academics were on open-ended/permanent contracts, compared with 64.5% of full-time and 45.4% of part-time non-UK white academics.

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

	White			Black		
	No.	%*	%^	No.	%*	%^
Academic staff						
Non-UK open/perm.	17045	59.6	76.6	610	52.6	2.8
Non-UK fixed-term	11565	40.4	66.3	550	47.4	3.2
All non-UK academics	28610	100	72.1	1165	100	2.9
Full-time						
Non-UK open/perm.	13665	64.5	75.9	470	62.1	2.6
Non-UK fixed-term	7510	35.5	65.8	290	37.9	2.5
All non-UK full-time	21175	100	71.9	760	100	2.6
Part-time						
Non-UK open/perm.	3380	45.4	79.9	140	34.8	3.3
Non-UK fixed-term	4055	54.6	67.4	265	65.2	4.4
All non-UK part-time	7435	100	72.5	405	100	3.9

Non-UK academic staff in ethnic groups by contract type



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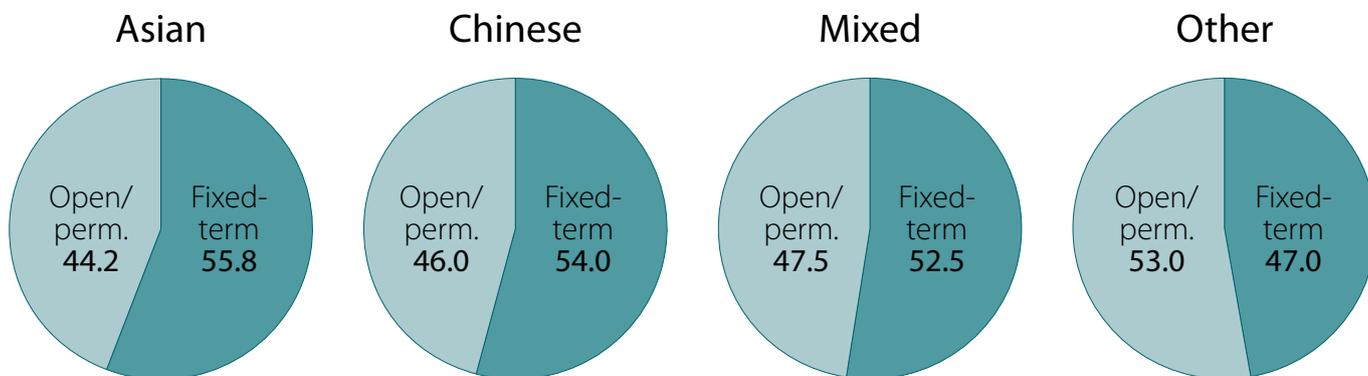
C.3b.b Non-UK staff by activity, terms and BME marker 2010/11 (academic)

C.1b.b Non-UK staff by activity, mode and BME marker 2010/11 (academic)

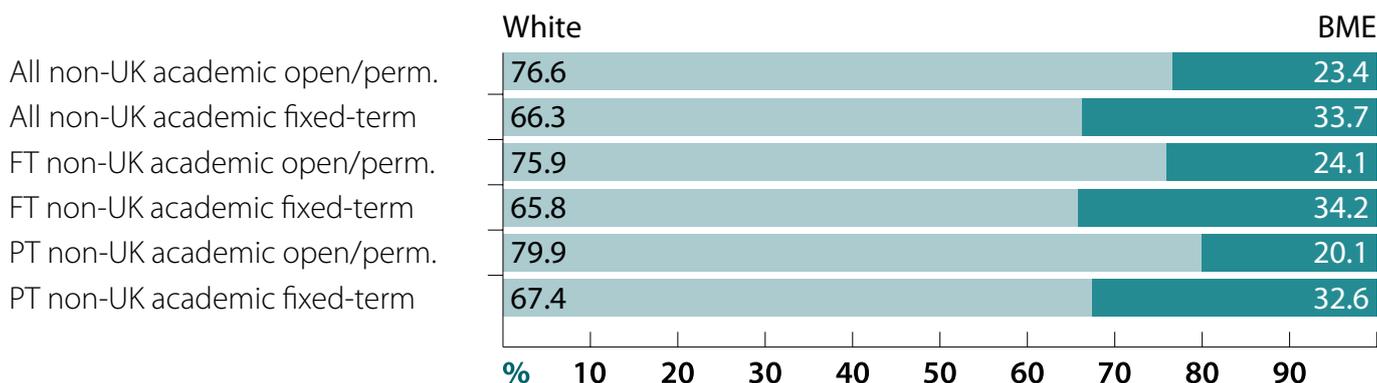
Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
1900	44.2	8.6	1570	46.0	7.1	405	47.5	1.8	715	53.0	3.2	5200	47.0	23.4
2400	55.8	13.8	1845	54.0	10.6	445	52.5	2.6	630	47.0	3.6	5875	53.0	33.7
4305	100	10.8	3415	100	8.6	850	100	2.1	1345	100	3.4	11075	100	27.9
1595	50.1	8.9	1410	50.0	7.8	315	56.1	1.8	555	59.4	3.1	4345	52.6	24.1
1590	49.9	13.9	1410	50.0	12.3	245	43.9	2.2	380	40.6	3.3	3910	47.4	34.2
3185	100	10.8	2815	100	9.6	565	100	1.9	935	100	3.2	8260	100	28.1
305	27.3	7.2	160	26.9	3.8	90	30.6	2.1	155	38.4	3.7	850	30.3	20.1
815	72.7	13.5	435	73.1	7.2	200	69.4	3.3	250	61.6	4.2	1965	69.7	32.6
1120	100	10.9	595	100	5.8	285	100	2.8	410	100	4.0	2815	100	27.5

* compare vertically within mode

^ compare horizontally



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



A higher proportion of UK BME professional and support staff were on fixed-term contracts than UK white professional and support staff.

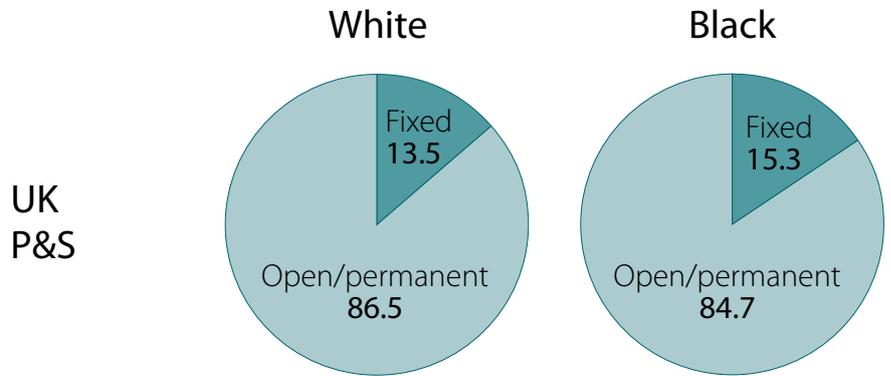
17.4% of UK Chinese full-time professional and support staff were on fixed-term contracts, compared with 10.7% of UK white full-time professional and support staff.

34.0% of UK mixed part-time professional and support staff were on fixed-term contracts, compared with 19.3% of UK white part-time professional and support staff.

2.6 UK professional and support staff by mode, contract type and ethnicity

	White			Black		
	No.	%*	%^	No.	%*	%^
Professional and support staff						
UK open/permanent	135055	86.5	93.2	2890	84.7	2.0
UK fixed-term	21025	13.5	91.0	520	15.3	2.3
All UK P&S staff	156085	100	92.9	3410	100	2.0
Full-time						
UK open/permanent	94875	89.3	93.0	2090	89.7	2.1
UK fixed-term	11415	10.7	91.3	240	10.3	1.9
All UK full-time	106290	100	92.8	2335	100	2.0
Part-time						
UK open/permanent	40185	80.7	93.7	795	73.9	1.9
UK fixed-term	9610	19.3	90.7	280	26.1	2.6
All UK part-time	49795	100	93.1	1080	100	2.0

UK professional and support staff in ethnic groups by contract type



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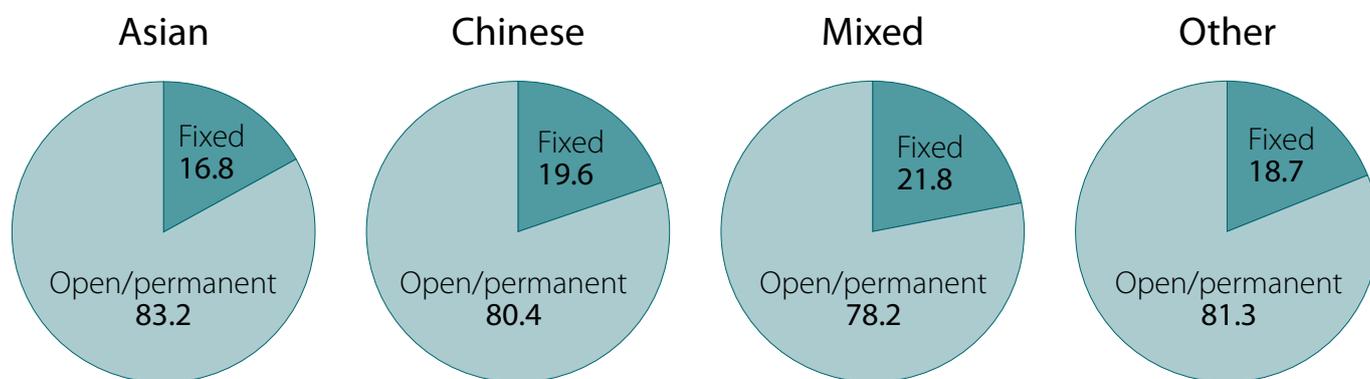
C.3b.a UK staff by activity, terms and BME marker 2010/11

C.1b.a UK staff by activity, mode and BME marker 2010/11

Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
4360	83.2	3.0	695	80.4	0.5	1400	78.2	1.0	515	81.3	0.4	9860	82.6	6.8
880	16.8	3.8	170	19.6	0.7	390	21.8	1.7	120	18.7	0.5	2075	17.4	9.0
5240	100	3.1	865	100	0.5	1790	100	1.1	630	100	0.4	11935	100	7.1
3155	86.7	3.1	540	82.6	0.5	995	84.6	1.0	375	85.1	0.4	7155	86.8	7.0
485	13.3	3.9	115	17.4	0.9	180	15.4	1.4	65	14.9	0.5	1085	13.2	8.7
3635	100	3.2	655	100	0.6	1175	100	1.0	445	100	0.4	8240	100	7.2
1210	75.4	2.8	155	73.5	0.4	405	66.0	0.9	135	72.4	0.3	2700	73.2	6.3
395	24.6	3.7	55	26.5	0.5	210	34.0	2.0	50	27.6	0.5	990	26.8	9.3
1600	100	3.0	210	100	0.4	615	100	1.2	190	100	0.4	3695	100	6.9

* compare vertically within mode

^ compare horizontally



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

	White	BME
All UK P&S open/permanent	93.2	6.8
All UK P&S fixed-term	91.0	9.0
Full-time UK P&S open/permanent	93.0	7.0
Full-time UK P&S fixed-term	91.3	8.7
Part-time UK P&S open/permanent	93.7	6.3
Part-time UK P&S fixed-term	90.7	9.3

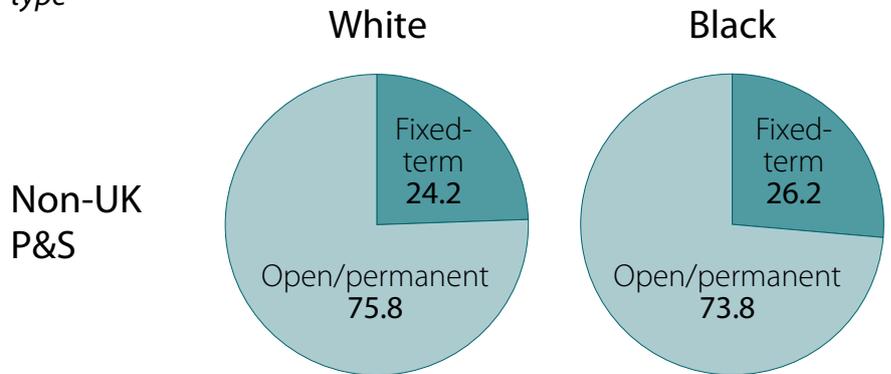
Overall, a higher proportion of non-UK white professional and support staff were on open-ended/permanent contracts than non-UK BME professional and support staff.

However, among those working full-time, a higher proportion of non-UK black professional and support staff were on open-ended/permanent contracts (81.7%) than non-UK white professional and support staff (79.8%).

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

	White			Black		
	No.	%*	%^	No.	%*	%^
Professional and support staff						
Non-UK open/perm.	8100	75.8	66.3	1235	73.8	10.1
Non-UK fixed-term	2590	24.2	57.6	440	26.2	9.7
All non-UK P&S staff	10690	100	63.9	1670	100	10.0
Full-time						
Non-UK open/perm.	5435	79.8	72.0	570	81.7	7.6
Non-UK fixed-term	1375	20.2	62.7	130	18.3	5.8
All non-UK full-time	6810	100	69.9	700	100	7.2
Part-time						
Non-UK open/perm.	2665	68.7	57.0	665	68.1	14.2
Non-UK fixed-term	1215	31.3	52.7	310	31.9	13.4
All non-UK part-time	3875	100	55.6	975	100	14.0

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



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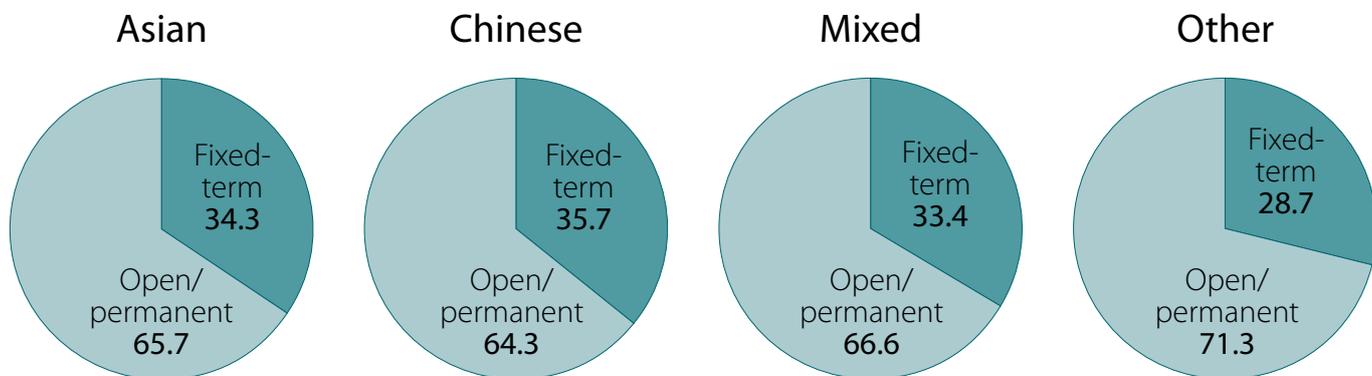
C.3b.b Non-UK staff by activity, terms and BME marker 2010/11 (non-academic)

C.1b.b Non-UK staff by activity, mode and BME marker 2010/11 (non-academic)

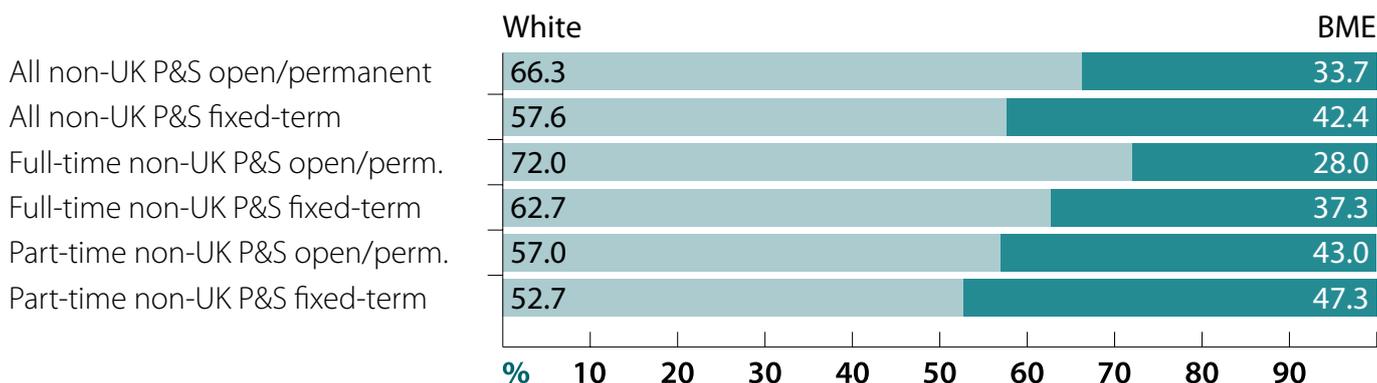
Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
1550	65.7	12.7	625	64.3	5.1	305	66.6	2.5	400	71.3	3.3	4115	68.3	33.7
810	34.3	18.0	345	35.7	7.7	155	33.4	3.4	160	28.7	3.6	1910	31.7	42.4
2360	100	14.1	970	100	5.8	460	100	2.8	565	100	3.4	6025	100	36.1
755	65.0	10.0	385	70.4	5.1	185	75.8	2.4	215	77.2	2.9	2110	72.0	28.0
405	35.0	18.5	160	29.6	7.4	60	24.2	2.7	65	22.8	2.9	820	28.0	37.3
1160	100	11.9	550	100	5.6	245	100	2.5	280	100	2.9	2930	100	30.1
795	66.3	17.0	240	56.4	5.1	120	56.3	2.6	185	65.5	4.0	2005	64.7	43.0
405	33.7	17.5	185	43.6	8.0	95	43.7	4.1	100	34.5	4.3	1090	35.3	47.3
1195	100	17.2	425	100	6.1	215	100	3.1	285	100	4.1	3095	100	44.4

* compare vertically within mode

^ compare horizontally



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



Occupational group

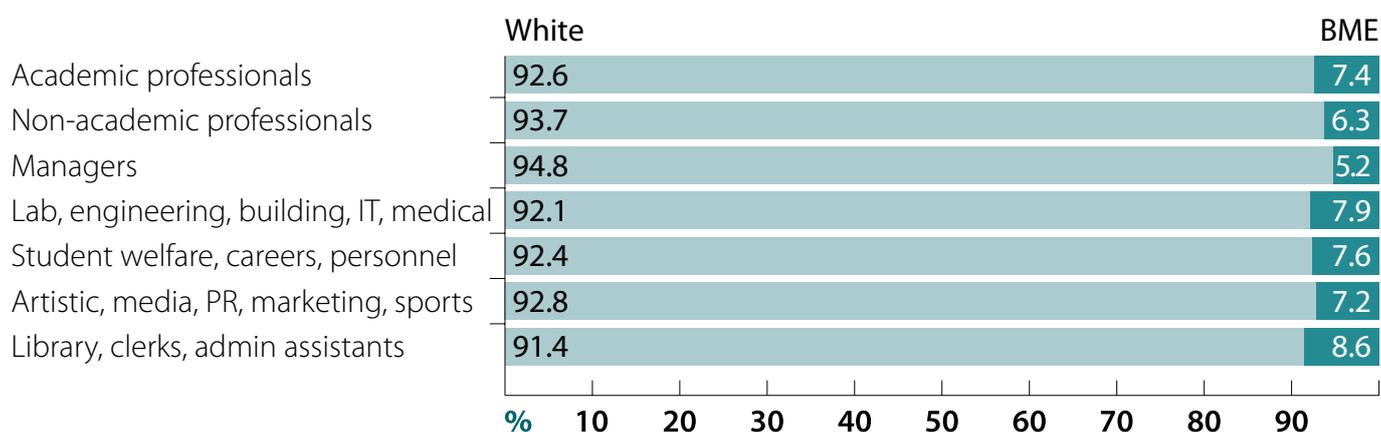
The ethnic make-up of the staff body varied by occupational group.

For example, the cleaners, catering assistants, security officers, porters and maintenance workers occupational group had the highest proportion of UK black staff (3.0%), while the academic professional and drivers, maintenance supervisors, and plant operatives jointly had the lowest (1.1%).

2.8 UK staff by occupational group and ethnicity

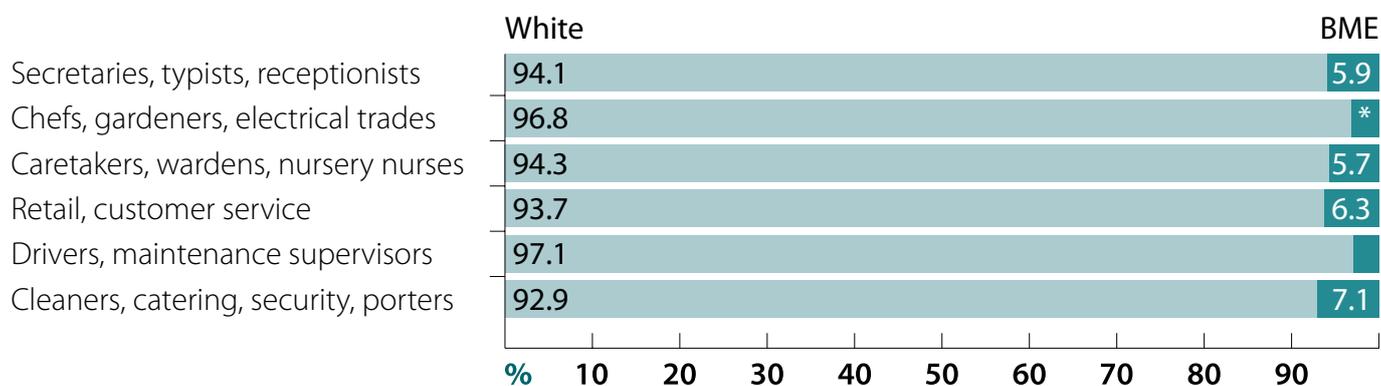
	White	
	No.	%
Academic professionals	114800	92.6
Non-academic professionals	22845	93.7
Managers	13980	94.8
Laboratory, engineering, building, IT and medical technicians (including nurses)	19950	92.1
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	8905	92.4
Artistic, media, public relations, marketing and sports occupations	4925	92.8
Library assistants, clerks and general administrative assistants	42870	91.4
Secretaries, typists, receptionists and telephonists	12375	94.1
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	3990	96.8
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	4010	94.3
Retail and customer service occupations	995	93.7
Drivers, maintenance supervisors and plant operatives	1160	97.1
Cleaners, catering assistants, security officers, porters and maintenance workers	20080	92.9

UK staff in occupational groups by BME/white identity



* values less than 5.0 are not displayed

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1390	1.1	3790	3.1	1410	1.1	1470	1.2	1100	0.9	9155	7.4
355	1.5	730	3.0	150	0.6	215	0.9	90	0.4	1540	6.3
185	1.2	350	2.4	50	0.3	125	0.9	55	0.4	760	5.2
325	1.5	900	4.2	170	0.8	220	1.0	95	0.4	1715	7.9
195	2.0	345	3.6	35	0.4	115	1.2	35	0.4	730	7.6
115	2.1	145	2.7	20	0.4	80	1.5	20	0.4	380	7.2
1150	2.5	1755	3.7	315	0.7	620	1.3	180	0.4	4025	8.6
245	1.9	295	2.2	55	0.4	125	0.9	50	0.4	775	5.9
65	1.6	35	0.8	5	0.1	20	0.5	10	0.2	135	3.2
90	2.1	85	2.0	5	0.1	40	1.0	20	0.5	245	5.7
20	1.9	30	2.9	5	0.3	10	0.8	5	0.4	65	6.3
15	1.1	10	0.8	0	0.0	5	0.6	5	0.3	35	2.9
655	3.0	560	2.6	55	0.2	205	0.9	65	0.3	1535	7.1



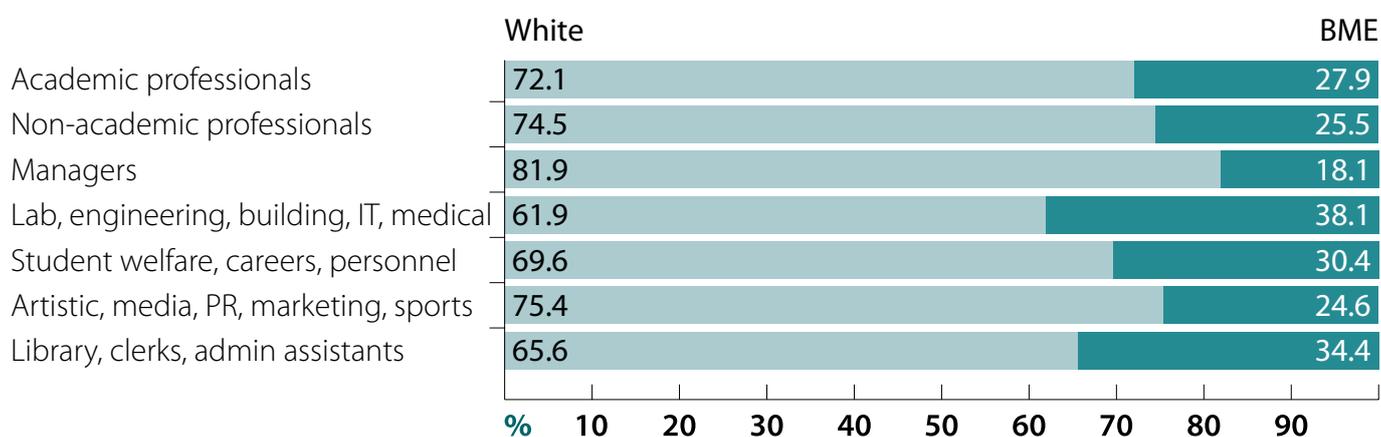
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The cleaners, catering assistants, security officers, porters and maintenance workers occupational group had the highest proportion of non-UK BME staff (55.3%) while the managers occupational group had the lowest (18.1%).

2.9 Non-UK staff by occupational group and ethnicity

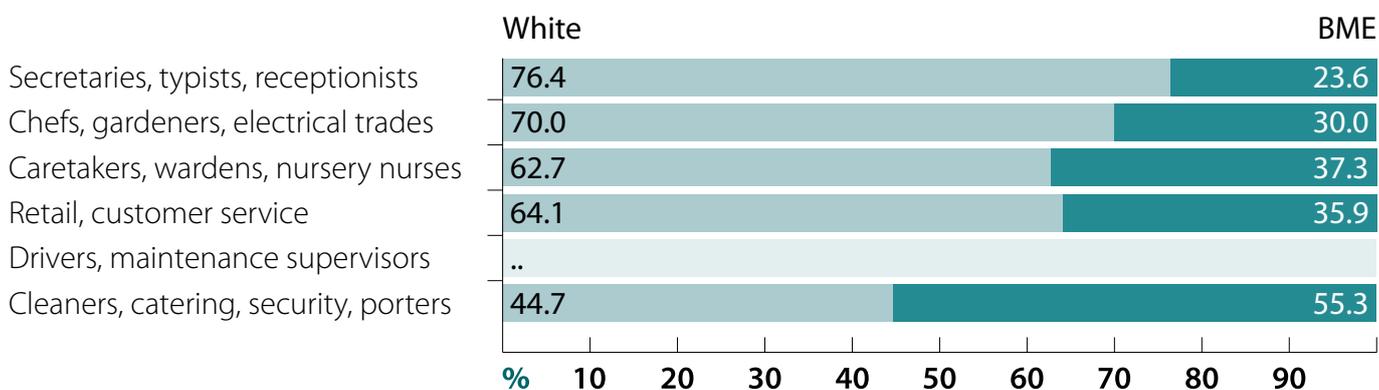
	White	
	No.	%
Academic professionals	28610	72.1
Non-academic professionals	1690	74.5
Managers	760	81.9
Laboratory, engineering, building, IT and medical technicians (including nurses)	1365	61.9
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	545	69.6
Artistic, media, public relations, marketing and sports occupations	365	75.4
Library assistants, clerks and general administrative assistants	3070	65.6
Secretaries, typists, receptionists and telephonists	845	76.4
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	135	70.0
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	230	62.7
Retail and customer service occupations	55	64.1
Drivers, maintenance supervisors and plant operatives	35	..
Cleaners, catering assistants, security officers, porters and maintenance workers	1590	44.7

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



Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1165	2.9	4305	10.8	3415	8.6	850	2.1	1345	3.4	11075	27.9
95	4.2	260	11.5	125	5.6	45	2.1	50	2.2	580	25.5
30	3.1	65	7.2	35	3.6	20	2.2	20	1.9	170	18.1
130	5.8	420	19.0	180	8.1	55	2.5	60	2.7	840	38.1
55	7.3	90	11.7	35	4.8	30	3.5	25	3.2	240	30.4
20	4.6	35	6.8	25	4.8	20	3.9	20	4.4	120	24.6
395	8.5	580	12.4	310	6.6	155	3.3	175	3.7	1615	34.4
70	6.2	100	9.1	35	3.3	25	2.4	30	2.6	260	23.6
20	9.5	30	14.7	5	1.6	5	2.6	5	1.6	55	30.0
40	10.6	50	14.1	15	4.3	15	4.1	15	4.2	135	37.3
10	9.0	10	12.9	5	7.9	5	5.1	0	1.1	30	35.9
10	..	5	..	0	..	0	..	0	..	15	..
800	22.5	710	19.9	200	5.7	90	2.5	165	4.7	1965	55.3

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



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

In every occupational group there was a higher proportion of non-UK BME staff than UK BME staff. This is true for both full- and part-time modes of employment.

Of UK nationals, BME staff comprised 7.5% of the full-time workforce and 6.7% of those working part-time. In comparison, BME staff made up 28.6% of the non-UK full-time workforce and 34.3% of the non-UK national part-time workforce.

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

	Full-time			
	UK white		UK BME	
	No.	%	No.	%
Academic professionals	73150	92.0	6330	8.0
Non-academic professionals	18280	93.3	1310	6.7
Managers	12340	94.6	705	5.4
Laboratory, engineering, building, IT and medical technicians (including nurses)	16680	91.8	1495	8.2
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	5460	92.2	460	7.8
Artistic, media, public relations, marketing and sports occupations	3710	92.4	305	7.6
Library assistants, clerks and general administrative assistants	26615	91.0	2640	9.0
Secretaries, typists, receptionists and telephonists	7670	94.0	495	6.0
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	3725	96.9	120	3.1
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2345	95.7	105	4.3
Retail and customer service occupations	515	93.3	35	6.7
Drivers, maintenance supervisors and plant operatives	975	97.1	30	2.9
Cleaners, catering assistants, security officers, porters and maintenance workers	7970	93.6	545	6.4
Total	179440	92.5	14570	7.5

				Part-time							
Non-UK white		Non-UK BME		UK white		UK BME		Non-UK white		Non-UK BME	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
21175	71.9	8260	28.1	41650	93.6	2830	6.4	7435	72.5	2815	27.5
1320	72.9	490	27.1	4570	95.2	230	4.8	370	81.0	85	19.0
670	81.7	150	18.3	1640	96.7	55	3.3	85	83.8	15	16.2
1110	61.9	685	38.1	3270	93.6	220	6.4	255	62.0	155	38.0
345	77.3	100	22.7	3445	92.8	265	7.2	200	59.4	135	40.6
255	75.0	85	25.0	1215	94.2	75	5.8	110	76.4	35	23.6
1755	70.0	750	30.0	16255	92.2	1385	7.8	1315	60.4	865	39.6
505	79.4	130	20.6	4705	94.3	280	5.7	340	72.4	130	27.6
120	70.4	50	29.6	270	94.7	15	5.3	15	..	5	..
85	70.0	35	30.0	1665	92.4	135	7.6	145	59.1	100	40.9
25	..	15	..	475	94.2	30	5.8	30	..	20	..
30	..	10	..	185	97.3	5	2.7	10	..	5	..
595	58.4	425	41.6	12110	92.4	990	7.6	995	39.2	1540	60.8
27985	71.4	11190	28.6	91445	93.3	6520	6.7	11315	65.7	5910	34.3

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

Academic contract

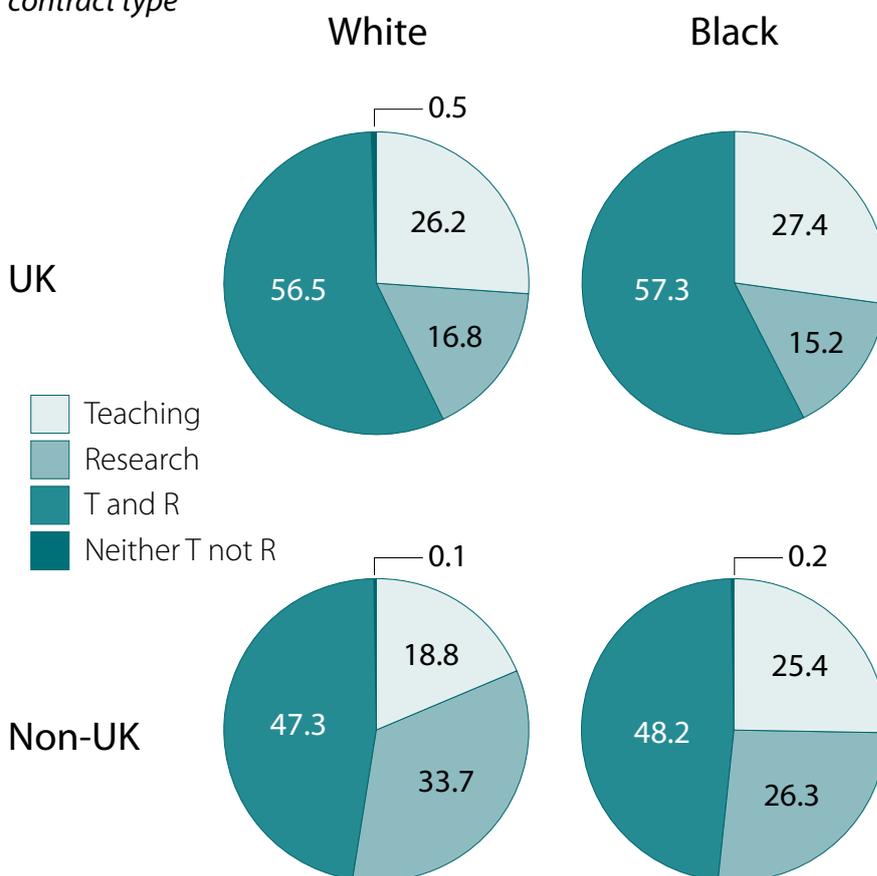
With the exception of mixed staff, the majority of UK national academic staff from all ethnicities worked in teaching and research roles. Some ethnicities are more concentrated in certain academic employment functions than others. For example, 32.1% of Chinese and 27.1% of Asian UK-national academic staff were in research-only roles, compared with 15.2% of black UK-national academic staff.

The ethnic composition of the academic contract types were similarly varied among non-UK academic staff. 26.1% of non-UK mixed academic staff were in teaching-only roles, compared with 13.7% of non-UK Chinese academics. 50.9% of non-UK Chinese national academic staff were in research-only roles – almost double the proportion of non-UK black staff (26.3%).

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

	White			Black		
	No.	%*	%^	No.	%*	%^
UK nationals						
Teaching only	30055	26.2	93.7	380	27.4	1.2
Research only	19275	16.8	89.7	210	15.2	1.0
Teaching and research	64870	56.5	93.0	795	57.3	1.1
Neither teaching nor research	600	0.5	96.7	0	0.0	0.1
Non-UK nationals						
Teaching only	5380	18.8	70.8	295	25.4	3.9
Research only	9655	33.7	67.5	305	26.3	2.1
Teaching and research	13540	47.3	76.3	560	48.2	3.2
Neither teaching nor research	35	0.1	..	0	0.2	..

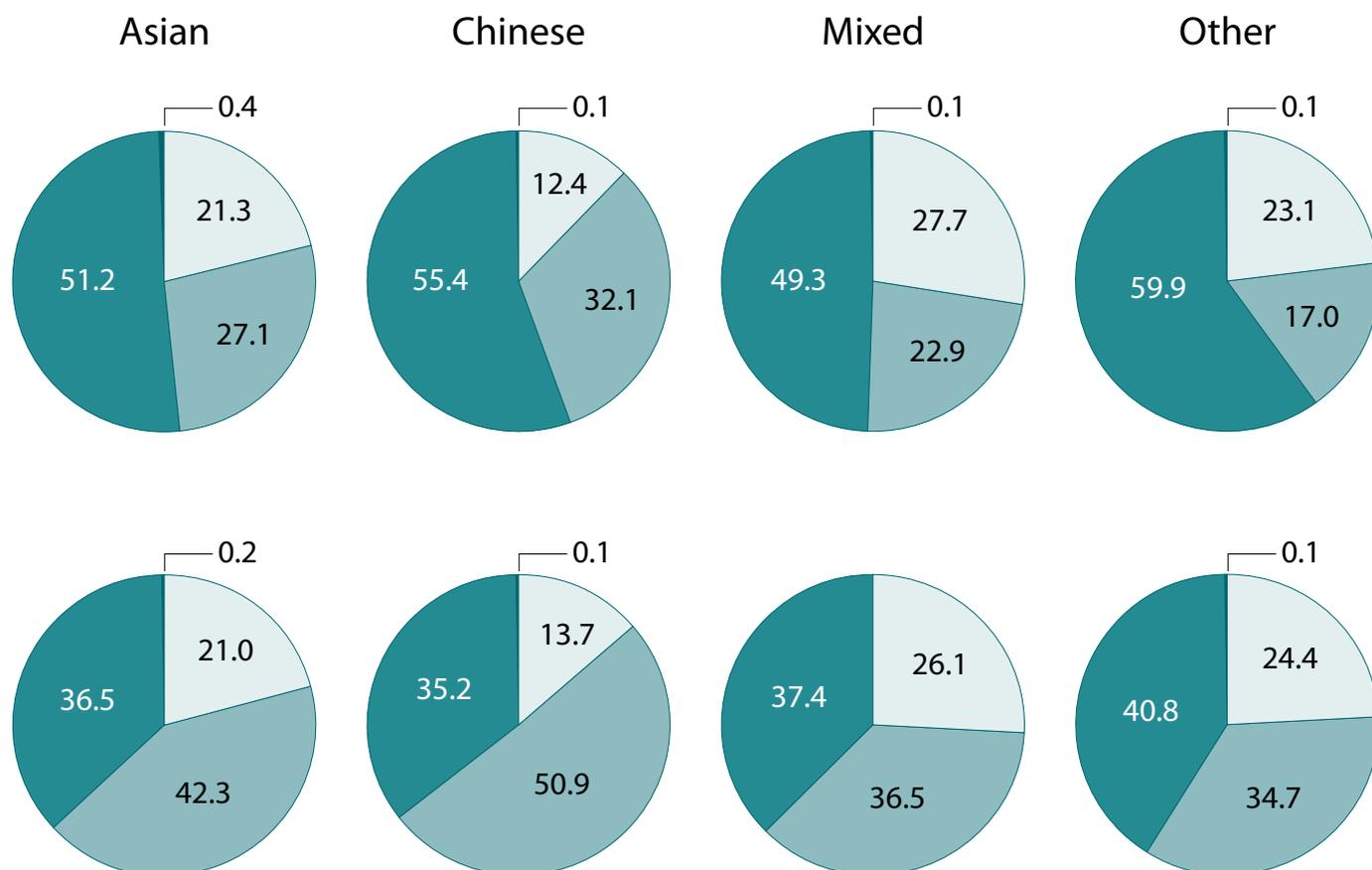
UK/non-UK academic staff in ethnic groups by research/teaching contract type



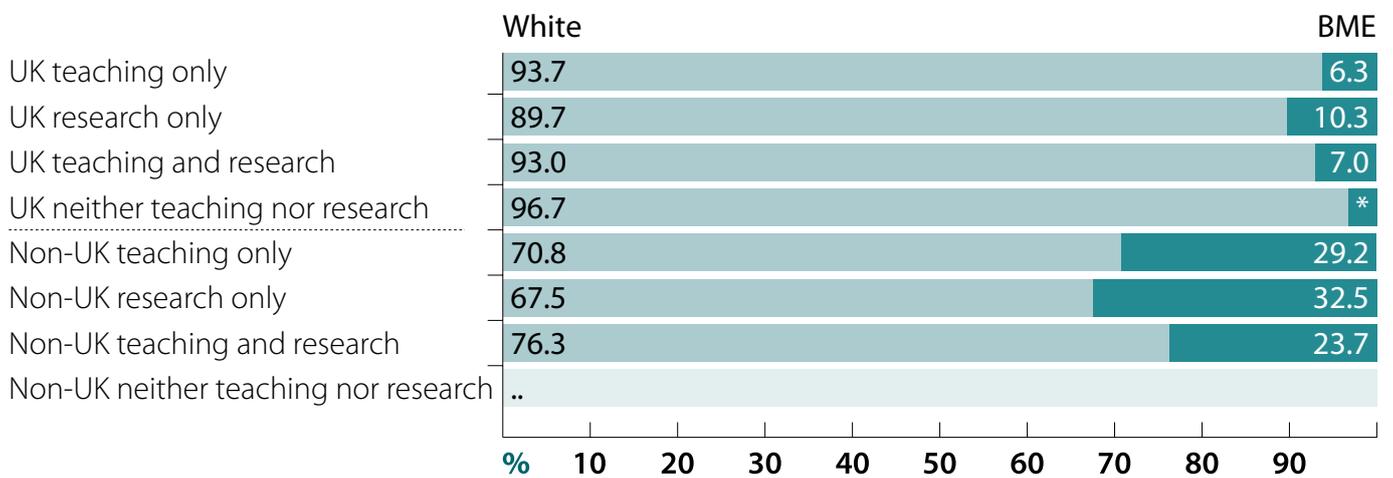
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C.4b UK academic staff by employment function and BME marker 2010/11

Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
805	21.3	2.5	175	12.4	0.5	405	27.7	1.3	255	23.1	0.8	2025	22.1	6.3
1025	27.1	4.8	455	32.1	2.1	335	22.9	1.6	185	17.0	0.9	2215	24.2	10.3
1940	51.2	2.8	780	55.4	1.1	725	49.3	1.0	655	59.9	0.9	4900	53.5	7.0
15	0.4	2.6	0	0.1	0.2	0	0.1	0.2	0	0.1	0.2	20	0.2	3.3
900	21.0	11.9	470	13.7	6.2	220	26.1	2.9	330	24.4	4.3	2215	20.0	29.2
1820	42.3	12.7	1735	50.9	12.2	310	36.5	2.2	465	34.7	3.3	4640	41.9	32.5
1570	36.5	8.9	1200	35.2	6.8	320	37.4	1.8	550	40.8	3.1	4200	37.9	23.7
10	0.2	..	5	0.1	..	0	0.0	..	0	0.1	..	15	0.1	..

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



UK/non-UK academic staff in research/teaching contract types by BME/white identity



* values less than 5.0 are not displayed

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

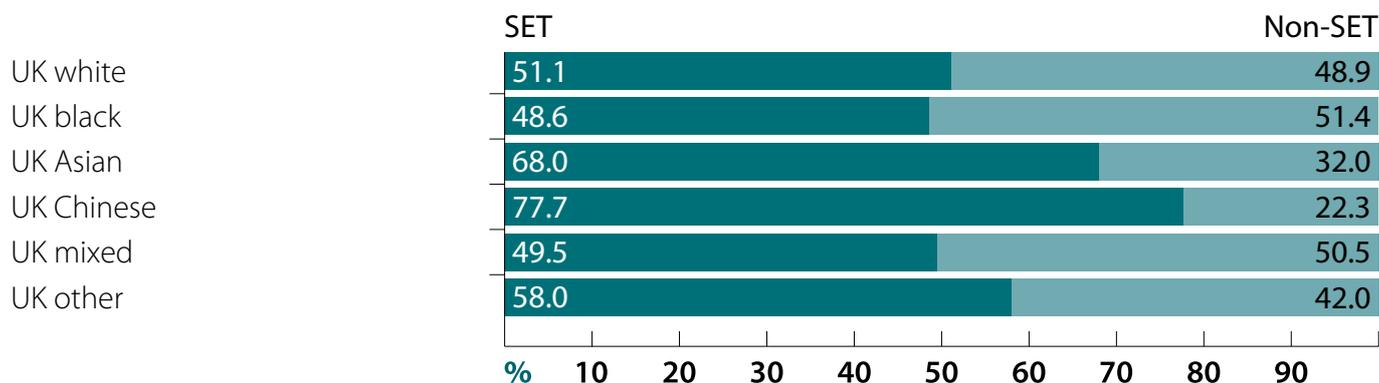
Academic department

With the exception of black and mixed staff, UK national academics of all ethnicities were more likely to work in SET departments than non-SET departments. Particularly high proportions of Chinese (77.7%) and Asian (68.0%) UK-national academic staff worked in SET departments compared with non-SET departments.

2.12 UK academic staff by SET category and ethnicity

	SET		Non-SET	
	No.	%	No.	%
White	58710	51.1	56090	48.9
Black	675	48.6	715	51.4
Asian	2575	68.0	1215	32.0
Chinese	1095	77.7	315	22.3
Mixed	725	49.5	740	50.5
Other	635	58.0	460	42.0
BME total	5710	62.4	3445	37.6

UK academic staff in ethnic groups by SET category



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C.7b.a UK academic staff by SET marker and BME marker 2010/11

C.7b.b Non-UK academic staff by SET marker and BME marker 2010/11

Among non-SET departments, continuing education (10.7%) and modern languages (8.9%) had the highest proportions of BME academic staff. Sports science and leisure studies (2.1%), education (3.7%), and design and creative arts (4.0%) had the lowest.

2.13 UK non-SET academic staff by department and ethnicity

	White	
	No.	%
Business and management studies	8300	91.9
Catering and hospitality management	570	93.0
Central administration & services	1200	95.6
Continuing education	725	89.3
Design and creative arts	10070	96.0
Education	8470	96.3
Health and community studies	3700	92.3
Humanities and language-based studies	7610	95.4
Media studies	2340	94.9
Modern languages	1830	91.1
Premises	5	..
Residences and catering	10	..
Social studies	8505	92.4
Sports science and leisure studies	1765	97.9
Staff and student facilities	260	91.8
Total academic services	735	94.2
Total non-SET	56090	94.2

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
155	1.7	325	3.6	100	1.1	80	0.9	70	0.8	730	8.1
15	2.3	15	2.1	5	0.6	10	1.6	0	0.4	45	7.0
10	0.9	25	2.0	5	0.3	10	0.7	5	0.4	55	4.4
15	2.0	25	3.0	10	1.4	15	1.8	20	2.6	85	10.7
95	0.9	95	0.9	35	0.4	130	1.2	65	0.6	420	4.0
90	1.0	100	1.2	15	0.2	70	0.8	45	0.5	325	3.7
100	2.5	105	2.7	20	0.5	65	1.6	20	0.5	305	7.7
40	0.5	110	1.4	30	0.4	120	1.5	65	0.8	365	4.6
30	1.2	30	1.3	5	0.3	40	1.6	15	0.6	125	5.1
15	0.7	35	1.8	40	1.9	35	1.6	55	2.8	180	8.9
0	..	0	..	0	..	0	..	0	..	0	..
0	..	0	..	0	..	0	..	0	..	0	..
115	1.3	300	3.3	45	0.5	150	1.6	95	1.0	700	7.6
10	0.6	15	0.7	0	0.1	10	0.6	0	0.1	40	2.1
5	2.4	10	4.0	0	0.4	5	1.2	0	0.4	25	8.2
10	1.5	20	2.6	0	0.3	10	1.3	0	0.1	45	5.8
715	1.2	1215	2.0	315	0.5	740	1.2	460	0.8	3445	5.8

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

The proportion of BME academic staff in SET varied greatly by department. Chemical engineering (16.9%), clinical dentistry (15.1%) and electrical, electronic and computer engineering (14.7%) had the highest proportions of BME academic staff. Archaeology (1.2%), agriculture and forestry (3.0%), and earth, marine and environmental sciences (3.1%) had the lowest.

2.14 UK SET academic staff by department and ethnicity

	White	
	No.	%
Agriculture and forestry	710	97.0
Anatomy and physiology	975	87.6
Archaeology	460	98.8
Architecture, built environment and planning	2515	93.0
Biosciences	6855	92.3
Chemical engineering	320	83.1
Chemistry	1975	93.8
Civil engineering	870	87.5
Clinical dentistry	890	84.9
Clinical medicine	11310	87.1
Earth, marine and environmental sciences	2275	96.9
Electrical, electronic and computer engineering	1915	85.3
General engineering	1990	91.1
Geography	1380	95.6
IT and systems sciences, computer software engineering	3940	89.8
Mathematics	2125	93.5
Mechanical, aero and production engineering	2035	89.2
Mineral, metallurgy and materials engineering	575	88.7
Nursing and paramedical studies	7665	93.8
Pharmacy and pharmacology	1235	88.2
Physics	2125	94.3
Psychology and behavioural sciences	3835	94.3
Veterinary science	740	95.3
Total SET	58710	91.1

Black		Asian		Chinese		Mixed		Other		BME total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
5	0.4	10	1.2	0	0.1	10	1.1	0	0.1	20	3.0
5	0.6	90	7.9	20	1.9	15	1.2	5	0.6	140	12.4
0	0.4	0	0.1	0	0.0	0	0.2	0	0.4	5	1.2
40	1.5	55	2.1	35	1.2	20	0.8	40	1.5	190	7.0
60	0.8	255	3.4	95	1.3	90	1.2	70	0.9	570	7.7
10	2.6	30	8.4	15	3.4	5	1.0	5	1.6	65	16.9
10	0.5	55	2.7	30	1.4	20	0.8	15	0.8	130	6.2
10	1.2	45	4.6	35	3.8	10	0.8	20	2.1	125	12.5
10	0.8	100	9.7	20	2.0	10	0.8	20	1.9	160	15.1
150	1.1	915	7.1	295	2.3	200	1.6	115	0.9	1675	12.9
5	0.3	25	1.0	10	0.5	15	0.7	15	0.5	75	3.1
20	0.9	125	5.5	105	4.7	20	0.9	60	2.6	330	14.7
20	0.9	75	3.5	55	2.5	15	0.8	25	1.2	195	8.9
10	0.7	20	1.5	10	0.8	15	1.0	5	0.5	65	4.4
55	1.2	195	4.4	90	2.1	45	1.1	60	1.4	445	10.2
5	0.2	60	2.5	40	1.7	20	0.8	30	1.3	150	6.5
15	0.8	85	3.7	100	4.4	15	0.7	25	1.1	245	10.8
5	0.5	30	4.7	30	4.6	5	0.7	5	0.8	75	11.3
175	2.1	175	2.1	35	0.4	70	0.9	55	0.6	505	6.2
20	1.3	90	6.4	15	1.1	20	1.5	20	1.4	165	11.8
5	0.3	55	2.5	30	1.3	30	1.3	10	0.4	130	5.7
35	0.9	70	1.8	20	0.5	70	1.7	30	0.8	230	5.7
5	0.4	15	2.2	5	0.8	5	0.8	5	0.5	35	4.7
675	1.0	2575	4.0	1095	1.7	725	1.1	635	1.0	5710	8.9

Academic roles

A higher percentage of UK national academics in professorial roles were white (94.0%) than those in non-professorial roles (92.4%). This is also the case for non-UK national academics, where 86.2% of professors were white, compared with 71.1% of non-professors.

The proportion of black academics who were professors is lower than for any other ethnic group, with 3.7% of UK national black academics and 2.3% of non-UK national black academics holding professorial status. In contrast, 12.3% of UK Chinese academics and the same percentage of UK academics with an other ethnicity were professors, as were 8.1% of non-UK white academics.

2.15 UK/non-UK academic staff by professorial category and ethnicity

	Professors			Non-professors		
	No.	%*	%^	No.	%*	%^
UK national						
White	12825	94.0	11.2	101975	92.4	88.8
Black	50	0.4	3.7	1335	1.2	96.3
Asian	360	2.6	9.5	3430	3.1	90.5
Chinese	175	1.3	12.3	1240	1.1	87.7
Mixed	95	0.7	6.3	1375	1.2	93.7
Other	135	1.0	12.3	965	0.9	87.7
BME total	815	6.0	8.9	8340	7.6	91.1
Non-UK national						
White	2305	86.2	8.1	26310	71.1	91.9
Black	25	1.0	2.3	1135	3.1	97.7
Asian	160	5.9	3.7	4145	11.2	96.3
Chinese	105	3.9	3.0	3310	8.9	97.0
Mixed	20	0.8	2.6	830	2.2	97.4
Other	55	2.1	4.3	1285	3.5	95.7
BME total	370	13.8	3.3	10705	28.9	96.7

* compare vertically within nationality

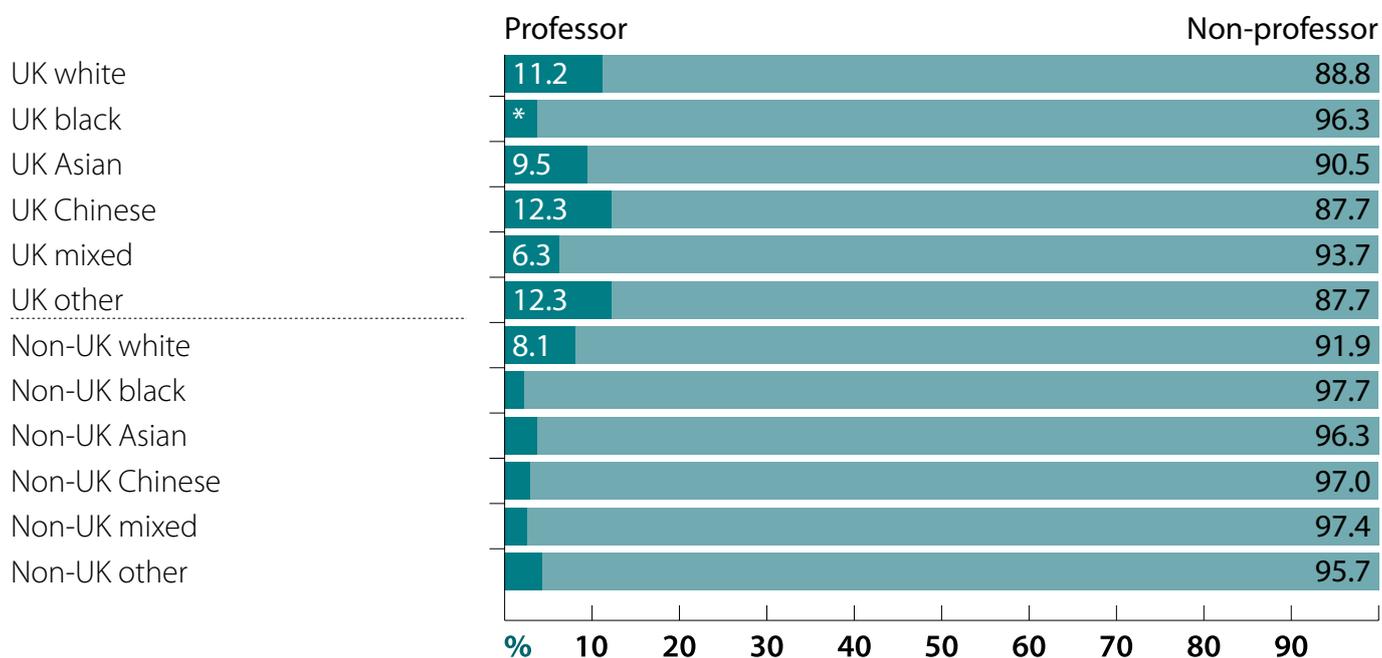
^ compare horizontally

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C.2b.a UK academic staff by professorial flag and BME marker 2010/11

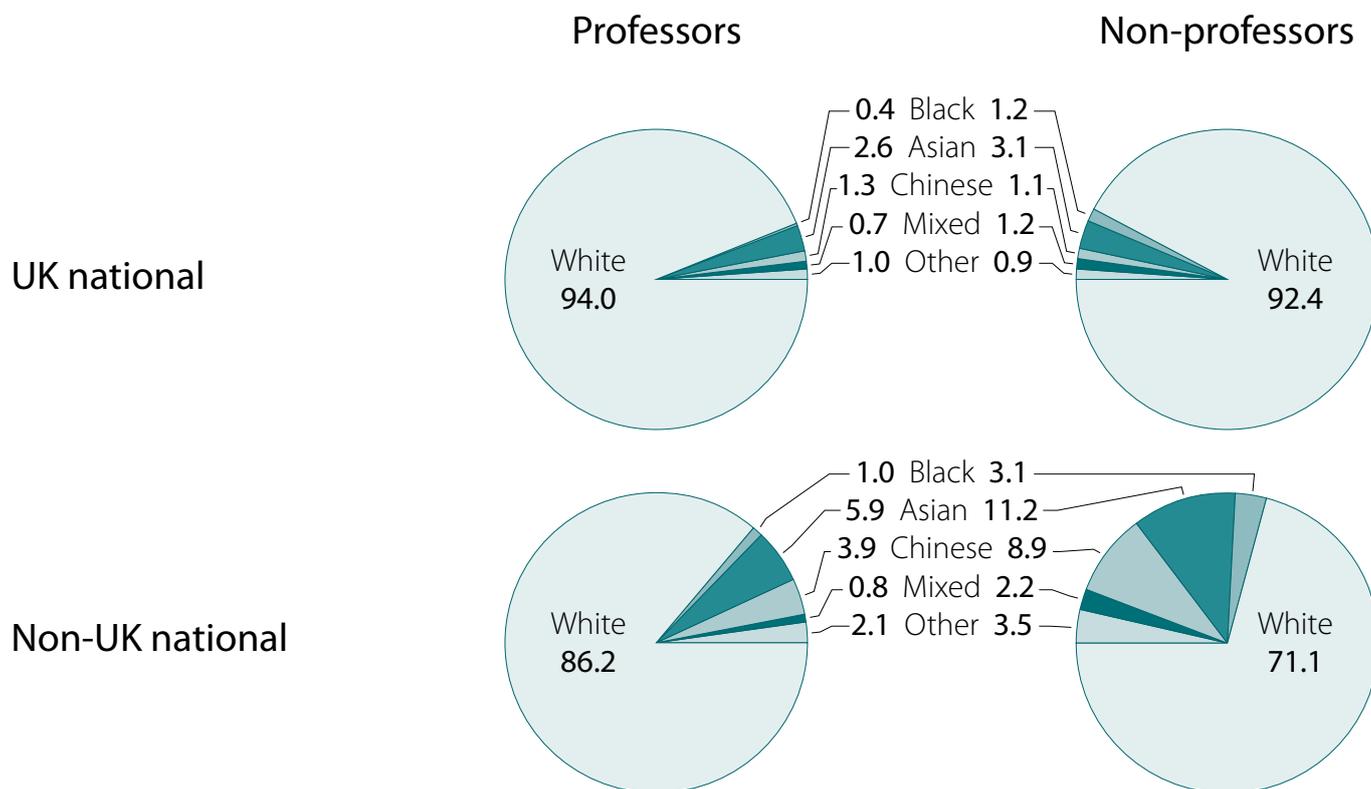
C.2b.b Non-UK academic staff by professorial flag and BME marker 2010/11

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 ethnicity



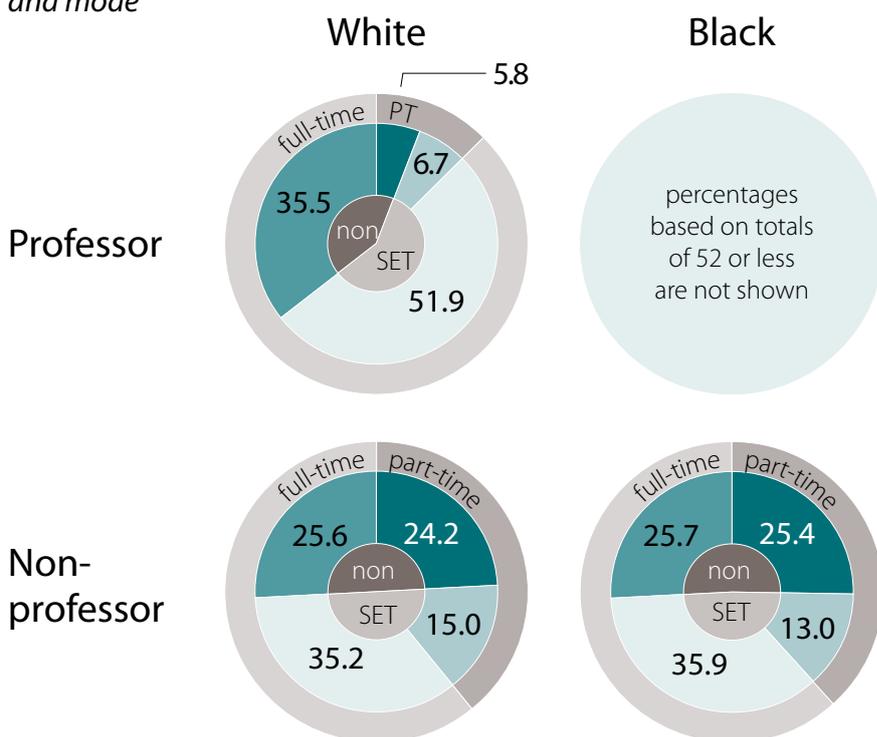
UK BME staff comprised 6.8% of professors in SET departments, compared with 4.8% of professors in non-SET departments.

Among non-professors, BME staff made up 9.2% of those working in SET departments, in contrast to 5.9% of those working in non-SET departments.

2.16 UK academic staff by professorial and SET categories, mode and ethnicity

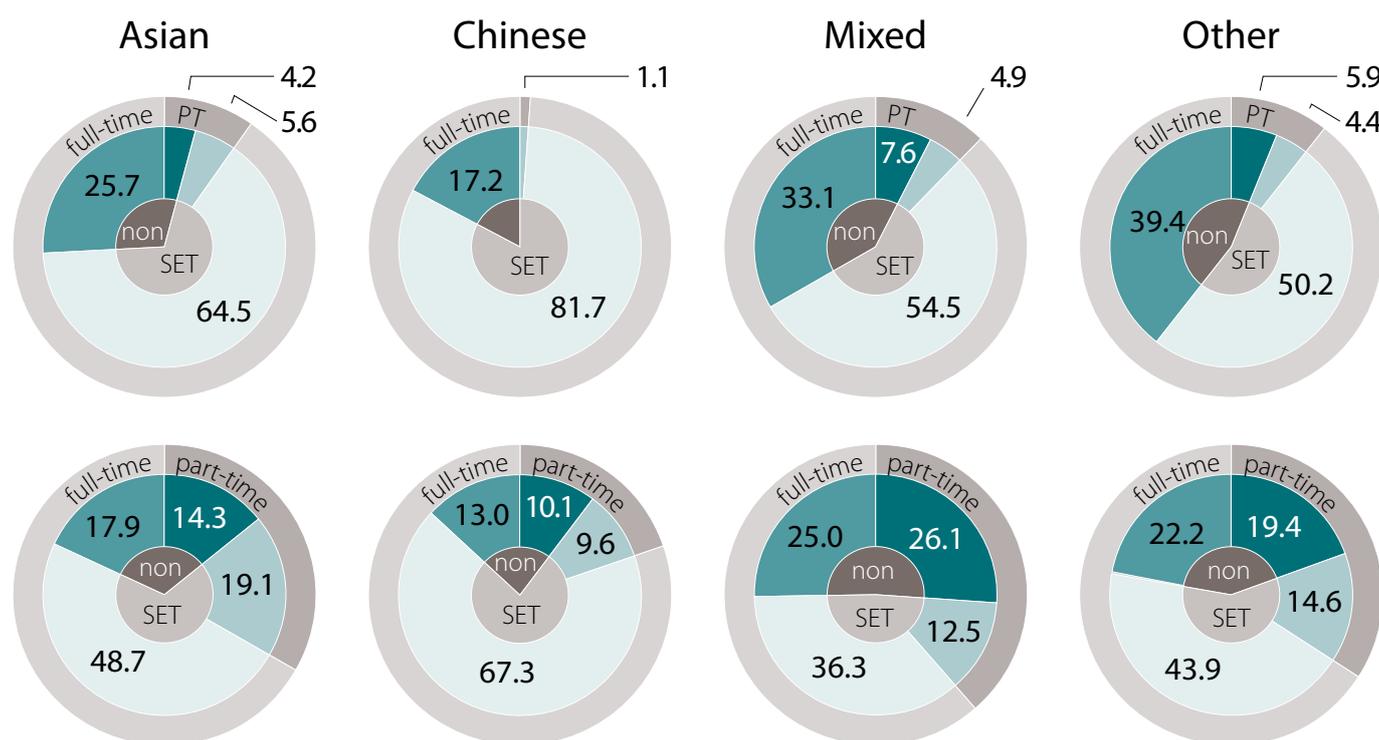
	White			Black		
	No.	%*	%^	No.	%*	%^
Professors						
All SET	7520	58.6	93.2	20	..	0.3
Full-time SET	6660	51.9	92.8	20	..	0.3
Part-time SET	860	6.7	96.3	0	..	0.0
All non-SET	5305	41.4	95.2	30	..	0.5
Full-time non-SET	4560	35.5	95.1	25	..	0.6
Part-time non-SET	745	5.8	95.8	5	..	0.4
All professors	12825	100	94.0	50	..	0.4
Non-professors						
All SET	51190	50.2	90.8	655	48.8	1.2
Full-time SET	35860	35.2	90.2	480	35.9	1.2
Part-time SET	15330	15	92.4	175	13	1
All non-SET	50785	49.8	94.1	685	51.2	1.3
Full-time non-SET	26075	25.6	94	345	25.7	1.2
Part-time non-SET	24715	24.2	94.3	340	25.4	1.3
All non-professors	101975	100	92.4	1335	100	1.2

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



Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
255	70.2	3.1	145	82.8	1.8	55	59.4	0.7	75	54.7	0.9	550	67.3	6.8
235	64.5	3.2	140	81.7	2.0	50	54.5	0.7	70	50.2	0.9	515	63.3	7.2
20	5.6	2.3	0	1.1	0.2	5	4.9	0.5	5	4.4	0.7	35	4.0	3.7
110	29.8	1.9	30	17.2	0.5	40	40.6	0.7	60	45.3	1.1	265	32.7	4.8
95	25.7	1.9	30	17.2	0.6	30	33.1	0.6	55	39.4	1.1	235	28.6	4.9
15	4.2	1.9	0	0.0	0.0	5	7.6	0.9	10	5.9	1.0	35	4.0	4.2
360	100	2.6	175	100	1.3	95	100	0.7	135	100	1.0	815	100	6.0
2325	67.8	4.1	950	76.9	1.7	670	48.8	1.2	560	58.4	1.0	5165	61.9	9.2
1670	48.7	4.2	835	67.3	2.1	500	36.3	1.3	420	43.9	1.1	3905	46.8	9.8
655	19.1	3.9	120	9.6	0.7	175	12.5	1	140	14.6	0.8	1260	15.1	7.6
1105	32.2	2.0	285	23.1	0.5	705	51.2	1.3	400	41.6	0.7	3180	38.1	5.9
615	17.9	2.2	160	13	0.6	345	25	1.2	215	22.2	0.8	1675	20.1	6
490	14.3	1.9	125	10.1	0.5	360	26.1	1.4	185	19.4	0.7	1505	18	5.7
3430	100	3.1	1240	100	1.1	1375	100	1.2	965	100	0.9	8340	100	7.6

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



Within UK national academic staff, 3.9% of senior managers were BME. 10.2% of non-UK national academic staff who hold senior management posts were BME.

2.17 UK/non-UK academic staff by senior management category and ethnicity

	Senior managers			Other academics		
	No.	%*	%^	No.	%*	%^
UK national						
White	2640	96.1	2.3	112160	92.5	97.7
Black	20	0.7	1.3	1370	1.1	98.7
Asian	40	1.4	1.0	3750	3.1	99.0
Chinese	15	0.5	1.0	1400	1.2	99.0
Mixed	15	0.5	1.0	1455	1.2	99.0
Other	20	0.8	2.0	1075	0.9	98.0
BME total	110	3.9	1.2	9050	7.5	98.8
Non-UK national						
White	215	89.8	0.7	28400	72.0	99.3
Black	0	0.7	0.1	1165	2.9	99.9
Asian	10	3.4	0.2	4295	10.9	99.8
Chinese	5	2.1	0.1	3410	8.6	99.9
Mixed	5	1.3	0.4	845	2.1	99.6
Other	5	2.8	0.5	1340	3.4	99.5
BME total	25	10.2	0.2	11050	28.0	99.8

* compare vertically within nationality

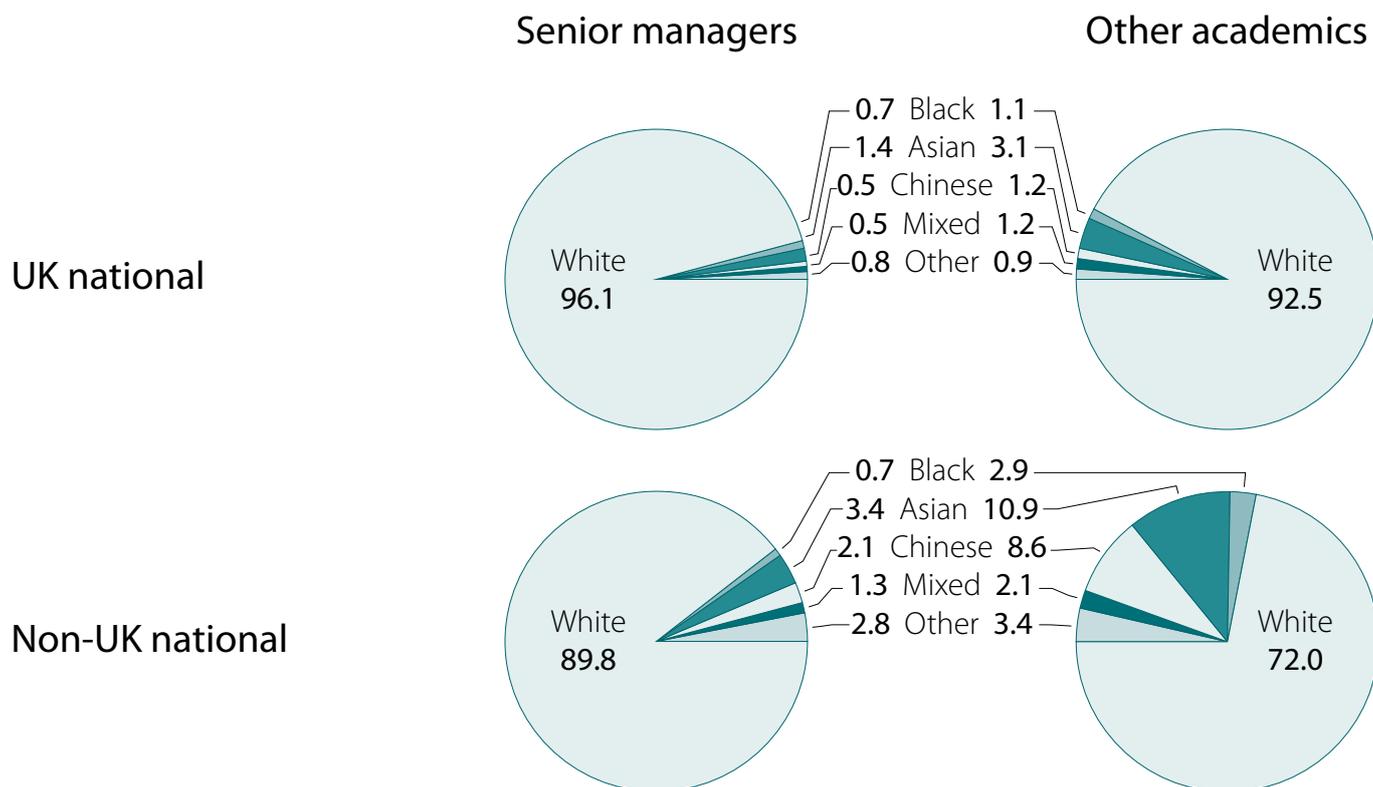
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UK/non-UK academic staff in ethnic groups by senior management category



* values less than 5.0 are not displayed

UK/non-UK academic staff by senior management category and ethnicity



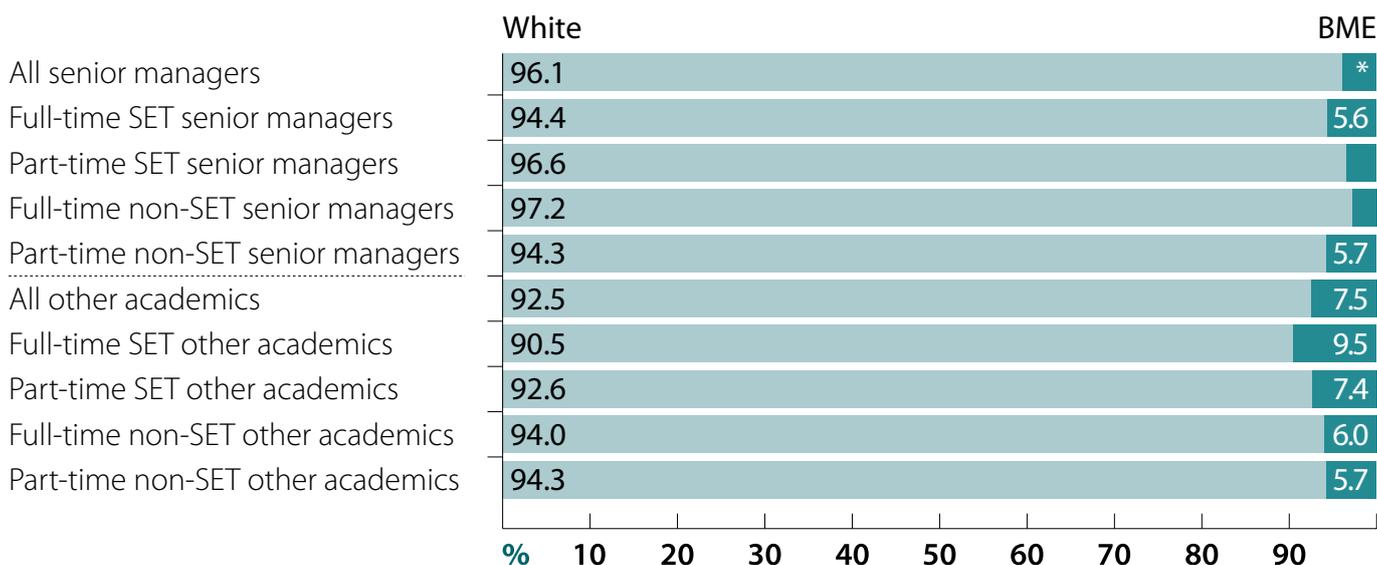
A higher proportion of senior managers in SET are BME than in non-SET departments (54.4% compared with 45.6%).

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

	White			BME total		
	No.	%*	%^	No.	%*	%^
Senior managers						
All SET	1030	39.1	94.6	60	54.4	5.4
Full-time SET	960	36.4	94.4	55	52.1	5.6
Part-time SET	70	2.7	96.6	5	2.3	3.4
All non-SET	1610	60.9	97.0	50	45.6	3.0
Full-time non-SET	1535	58.0	97.2	45	41.3	2.8
Part-time non-SET	75	2.9	94.3	5	4.2	5.7
All senior managers	2640	100	96.1	110	100	3.9
Other academics						
All SET	57675	51.4	91.1	5655	62.5	8.9
Full-time SET	41560	37.1	90.5	4365	48.2	9.5
Part-time SET	16120	14.4	92.6	1290	14.3	7.4
All non-SET	54485	48.6	94.1	3395	37.5	5.9
Full-time non-SET	29100	25.9	94.0	1865	20.6	6.0
Part-time non-SET	25385	22.6	94.3	1530	16.9	5.7
All other academics	112160	100	92.5	9050	100	7.5

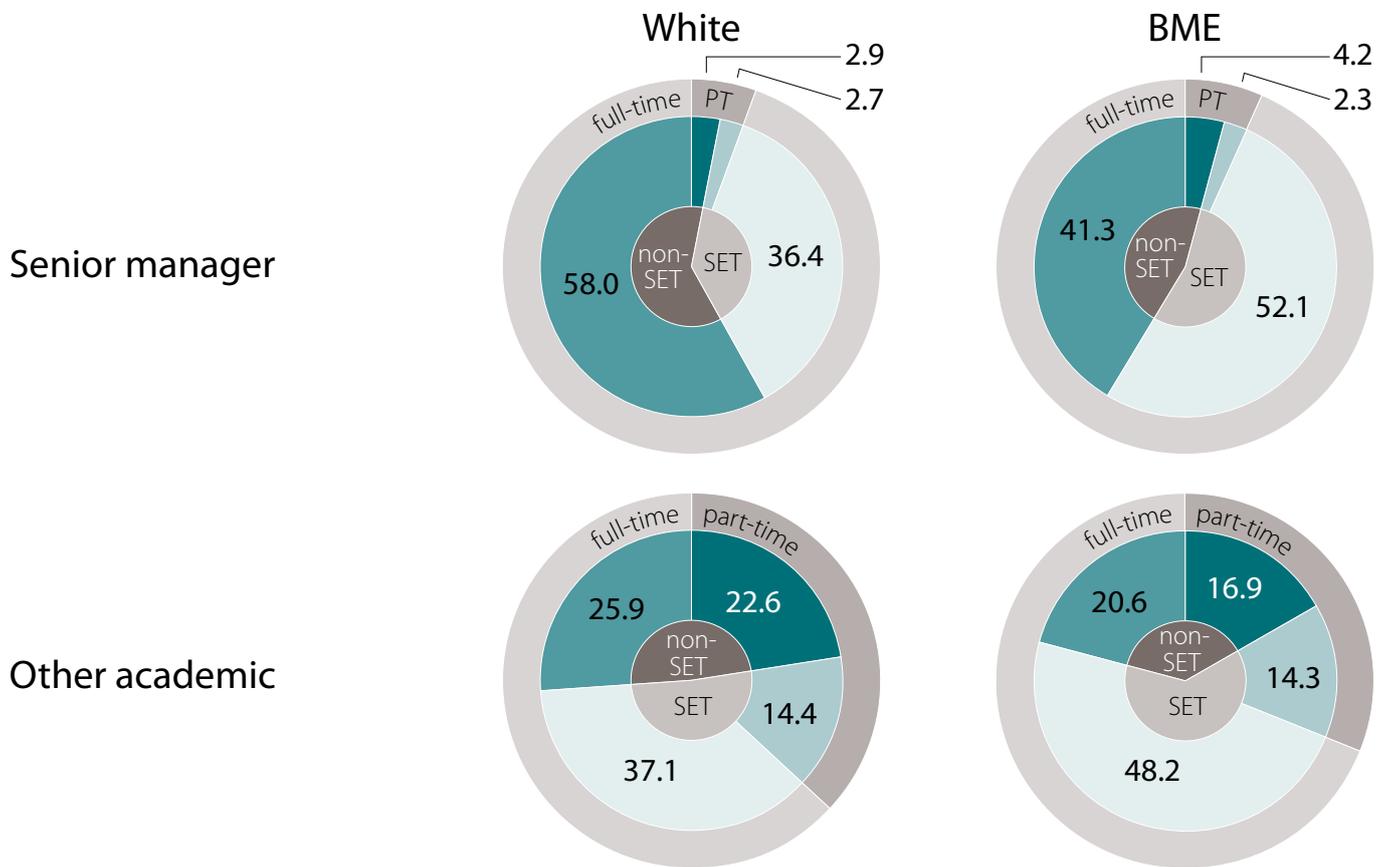
* compare vertically within academic role ^ compare horizontally

UK academic senior managers/other academics 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 academics earned over £50,000 than the proportion of BME academics; 28.9% of UK white and 20.7% of non-UK white academics earned a salary in this range, compared with 25.2% UK BME and 10.6% of non-UK BME academic staff.

Black academic staff were least likely to earn a salary over £50,000 and accounted for only 0.6% of UK academics and 1.3% of non-UK academic staff to do so.

The pay gaps between academic staff earning a salary over £50,000 are most prominent among non-UK national academics. 24.4% of full-time non-UK white academics fell into this salary band, compared with 12.7% of full-time non-UK BME academics. Similarly, 10.2% of part-time non-UK white academic staff earned over £50,000 compared with 4.6% of non-UK BME academics.

2.19 UK/non-UK academic staff by salary range and ethnicity

	White			Black		
	No.	%*	%^	No.	%*	%^
UK nationals						
Under £30,000	14710	12.8	92.1	200	14.2	1.2
£30,000 – £50,000	66890	58.3	92.3	985	71.0	1.4
Over £50,000	33180	28.9	93.5	205	14.7	0.6
Non-UK nationals						
Under £30,000	4895	17.1	61.3	340	29.1	4.2
£30,000 – £50,000	17785	62.2	72.3	730	62.9	3.0
Over £50,000	5920	20.7	83.4	95	8.0	1.3

2.20 UK/non-UK academic staff by mode, salary range and BME/white ethnicity

	White			BME		
	No.	%*	%^	No.	%*	%^
Full-time academic staff						
UK nationals						
Under £30,000	5325	7.3	91.1	520	8.2	8.9
£30,000 – £50,000	39935	54.6	91.2	3865	61.0	8.8
Over £50,000	27890	38.1	93.5	1945	30.7	6.5
Non-UK nationals						
Under £30,000	2530	11.9	61.5	1580	19.1	38.5
£30,000 – £50,000	13485	63.7	70.5	5630	68.2	29.5
Over £50,000	5160	24.4	83.1	1050	12.7	16.9
Part-time academic staff						
UK nationals						
Under £30,000	9380	22.5	92.7	735	26.1	7.3
£30,000 – £50,000	26955	64.8	94.0	1725	61.1	6.0
Over £50,000	5290	12.7	93.6	360	12.8	6.4
Non-UK nationals						
Under £30,000	2365	31.9	61.1	1510	53.6	38.9
£30,000 – £50,000	4300	57.9	78.5	1175	41.8	21.5
Over £50,000	755	10.2	85.3	130	4.6	14.7

* compare vertically within nationality

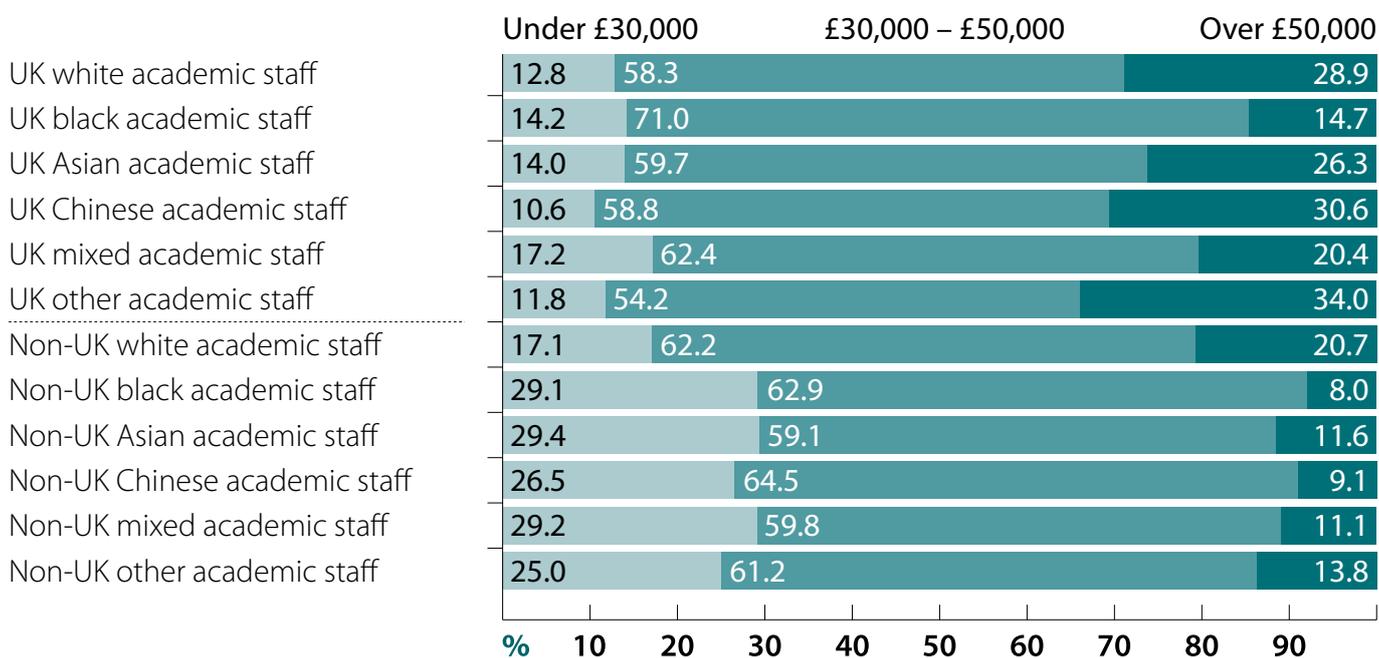
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Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
530	14.0	3.3	150	10.6	0.9	250	17.2	1.6	130	11.8	0.8	1260	13.7	7.9
2265	59.7	3.1	830	58.8	1.1	915	62.4	1.3	595	54.2	0.8	5590	61.1	7.7
995	26.3	2.8	430	30.6	1.2	300	20.4	0.8	375	34.0	1.1	2305	25.2	6.5
1265	29.4	15.8	905	26.5	11.3	250	29.2	3.1	335	25.0	4.2	3090	27.9	38.7
2540	59.1	10.3	2200	64.5	8.9	510	59.8	2.1	820	61.2	3.3	6805	61.5	27.7
495	11.6	7.0	310	9.1	4.4	95	11.1	1.3	185	13.8	2.6	1180	10.6	16.6

* compare vertically within nationality

^ compare horizontally

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



72.3% of UK and 90.0% of non-UK black professional staff earned a salary under £30,000, compared with 68.0% of UK and 68.4% of non-UK white staff.

2.21 UK/non-UK professional and support staff by salary range and ethnicity

	White			Black		
	No.	%*	%^	No.	%*	%^
UK nationals						
Under £30,000	106110	68.0	92.8	2465	72.3	2.2
£30,000 – £50,000	41750	26.7	92.5	865	25.4	1.9
Over £50,000	8215	5.3	95.6	80	2.3	0.9
Non-UK nationals						
Under £30,000	7315	68.4	59.5	1505	90.0	12.2
£30,000 – £50,000	2940	27.5	75.2	160	9.7	4.1
Over £50,000	430	4.0	86.7	5	0.4	1.2

2.22 UK/non-UK professional and support staff by mode, salary range and BME/white ethnicity

	White			BME		
	No.	%*	%^	No.	%*	%^
Full-time professional and support staff						
UK nationals						
Under £30,000	65145	61.3	92.9	4950	60.0	7.1
£30,000 – £50,000	33885	31.9	92.0	2950	35.8	8.0
Over £50,000	7260	6.8	95.5	340	4.1	4.5
Non-UK nationals						
Under £30,000	4090	60.0	66.7	2045	69.8	33.3
£30,000 – £50,000	2345	34.4	73.9	825	28.2	26.1
Over £50,000	380	5.6	86.5	60	2.0	13.5
Part-time professional and support staff						
UK nationals						
Under £30,000	40960	82.3	92.7	3230	87.4	7.3
£30,000 – £50,000	7865	15.8	94.9	425	11.5	5.1
Over £50,000	960	1.9	95.9	40	1.1	4.1
Non-UK nationals						
Under £30,000	3225	83.2	52.3	2945	95.1	47.7
£30,000 – £50,000	600	15.4	80.7	145	4.6	19.3
Over £50,000	50	1.3	88.3	5	0.2	11.7

* compare vertically within nationality

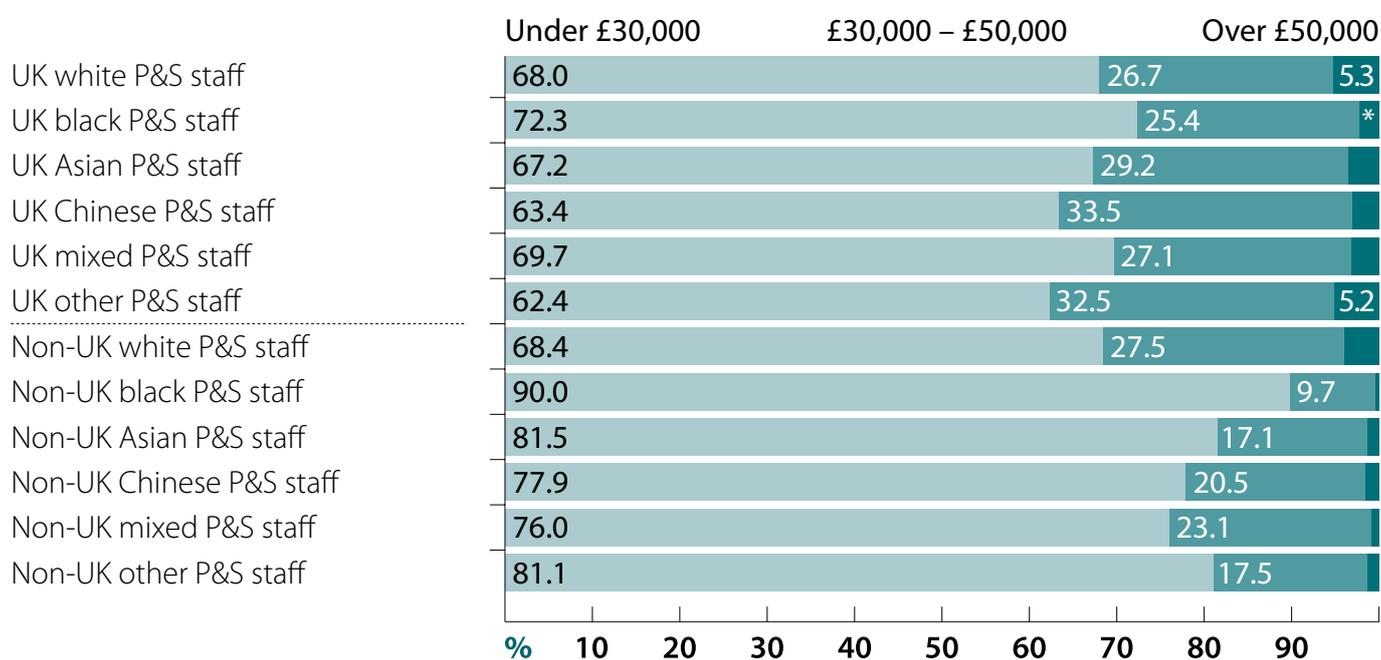
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Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
3520	67.2	3.1	545	63.4	0.5	1250	69.7	1.1	395	62.4	0.3	8175	68.5	7.2
1530	29.2	3.4	290	33.5	0.6	485	27.1	1.1	205	32.5	0.5	3375	28.3	7.5
185	3.5	2.2	25	3.1	0.3	60	3.2	0.7	35	5.2	0.4	385	3.2	4.4
1920	81.5	15.6	755	77.9	6.1	350	76.0	2.8	460	81.1	3.7	4985	82.8	40.5
405	17.1	10.3	200	20.5	5.1	105	23.1	2.7	100	17.5	2.5	970	16.1	24.8
35	1.4	6.6	15	1.6	3.1	5	0.9	0.8	10	1.4	1.6	65	1.1	13.3

* compare vertically within nationality

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



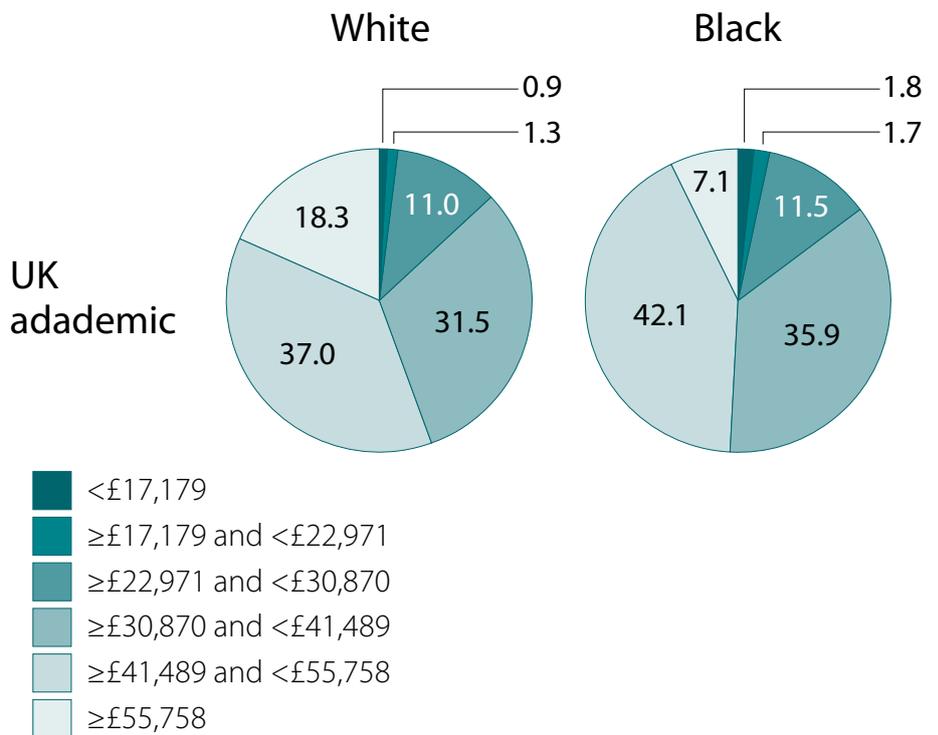
* values less than 5.0 are not displayed

The proportions of UK black and mixed academics falling in the highest pay spine ($\geq\pounds55,758$) were particularly low (7.1% and 12.2%), while UK Chinese and other are high (19.3% and 20.5%).

2.23 UK academic staff by academic pay spine and ethnicity

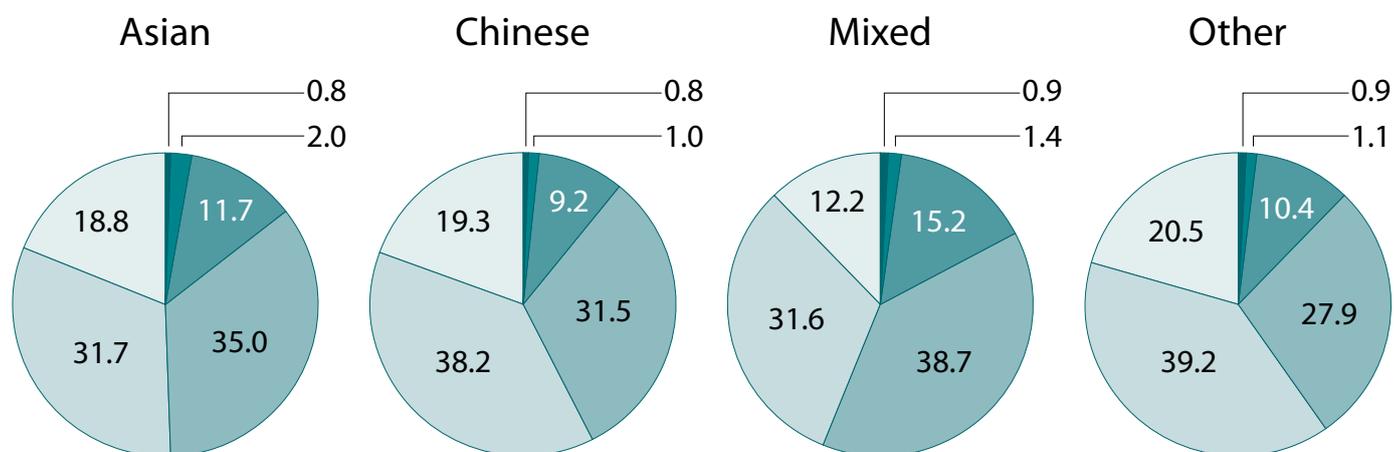
	White			Black		
	No.	%*	%^	No.	%*	%^
< $\pounds17,179$	1055	0.9	92.3	25	1.8	2.2
$\geq\pounds17,179$ and < $\pounds22,971$	1515	1.3	91.4	25	1.7	1.4
$\geq\pounds22,971$ and < $\pounds30,870$	12610	11.0	92.2	160	11.5	1.2
$\geq\pounds30,870$ and < $\pounds41,489$	36160	31.5	92.0	500	35.9	1.3
$\geq\pounds41,489$ and < $\pounds55,758$	42485	37.0	93.0	585	42.1	1.3
$\geq\pounds55,758$	20950	18.3	93.4	100	7.1	0.4

UK academic staff by academic pay spine and ethnicity



Asian			Chinese			Mixed			Other			BME total		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
30	0.8	2.6	10	0.8	1.0	15	0.9	1.1	10	0.9	0.9	90	1.0	7.7
75	2.0	4.5	15	1.0	0.8	20	1.4	1.2	10	1.1	0.7	145	1.6	8.6
440	11.7	3.2	130	9.2	1.0	225	15.2	1.6	115	10.4	0.8	1070	11.7	7.8
1325	35.0	3.4	445	31.5	1.1	570	38.7	1.4	305	27.9	0.8	3145	34.3	8.0
1205	31.7	2.6	540	38.2	1.2	465	31.6	1.0	430	39.2	0.9	3220	35.2	7.0
715	18.8	3.2	275	19.3	1.2	180	12.2	0.8	225	20.5	1.0	1490	16.3	6.6

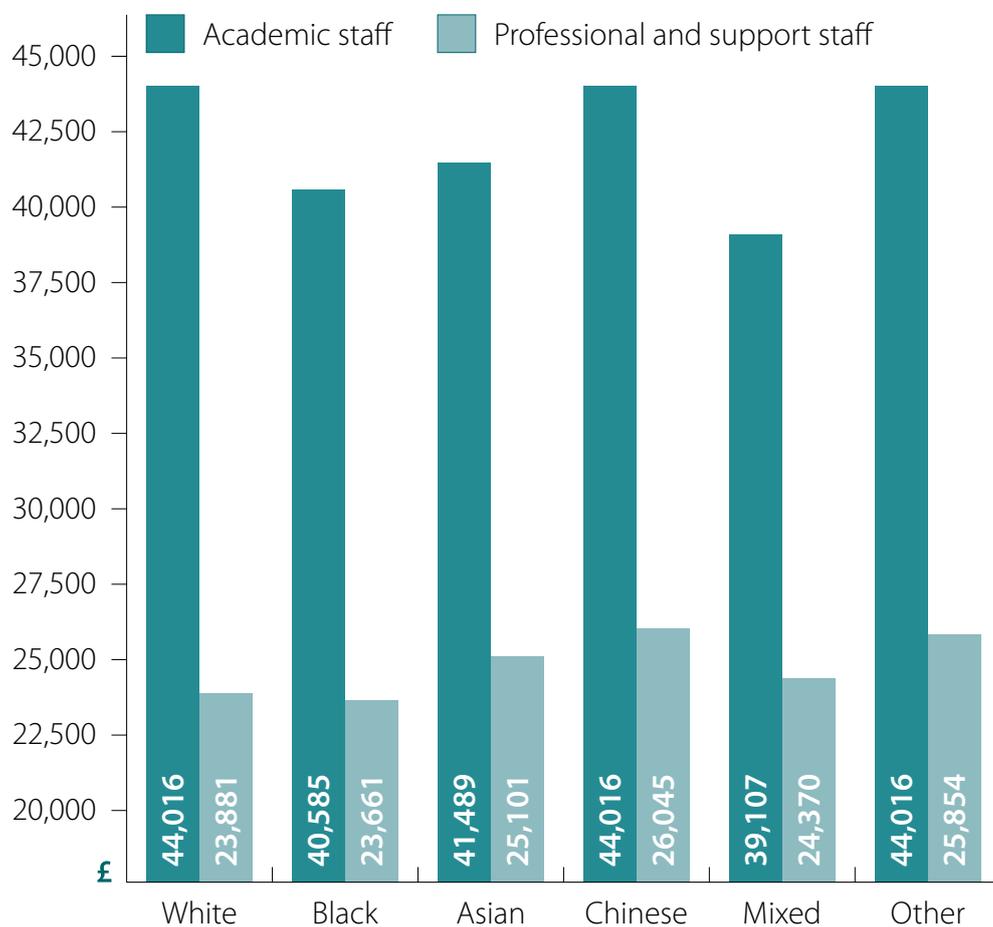
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Overall, the median salary for white staff was higher than for BME staff (£32,751, compared with £31,798). However, among professional and support staff, the median salary for BME staff was higher than for white staff (£24,557, compared with £23,881).

2.24 Median salaries of UK staff by activity and ethnicity

	Academic staff	Professional, support staff	All staff
	£	£	£
White	44016	23881	32751
Black	40585	23661	28251
Asian	41489	25101	31798
Chinese	44016	26045	36540
Mixed	39107	24370	31798
Other	44016	25854	37551
BME total	41548	24557	31798

Median salaries of UK staff by activity and ethnicity

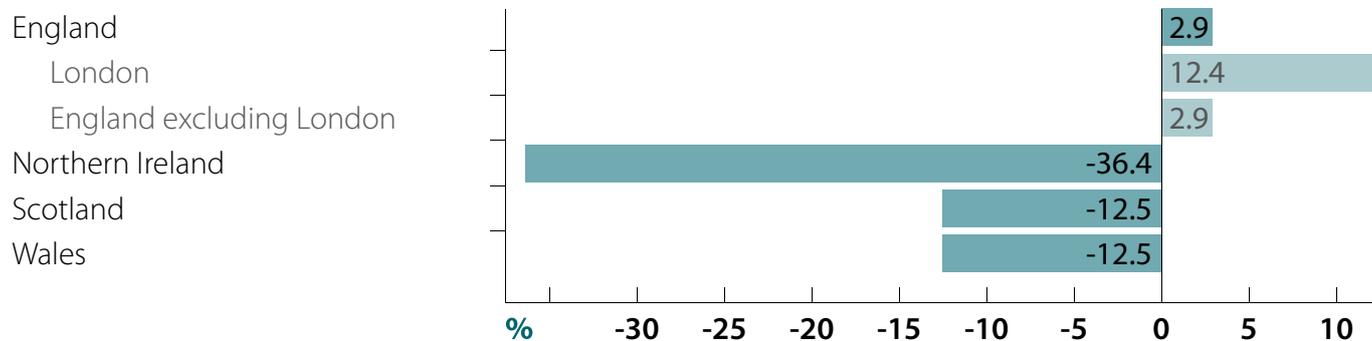
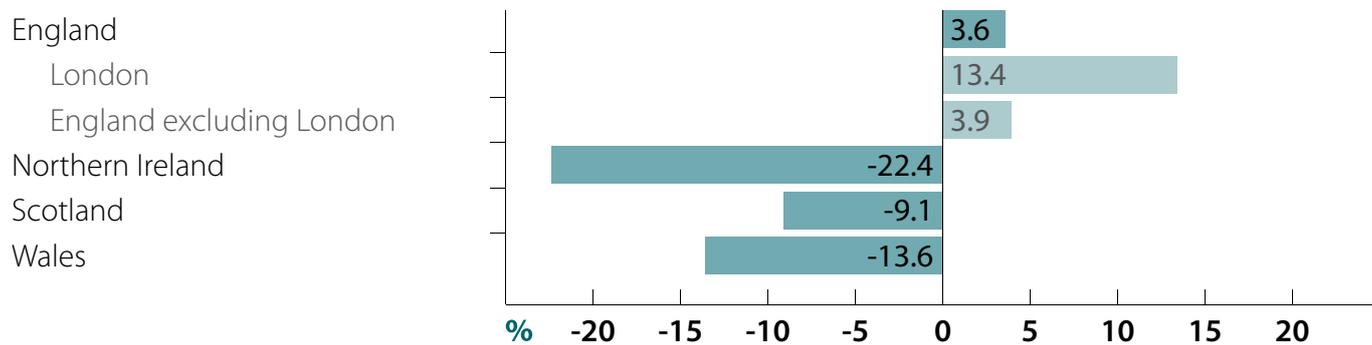
The size of the ethnicity pay gap varied considerably across the nations.

In England, the median and mean salary of white staff was 2.9% and 3.6% higher than that of BME staff. This difference was particularly prominent in London, where there was a median pay gap of 12.4% and a mean pay gap of 13.4% between white and BME staff.

However, the inverse is true in Northern Ireland, Scotland and Wales, where the median and mean salaries of BME staff were higher than for white staff. This is most noticeable in Northern Ireland, where there is a median pay gap of -36.4% and a mean pay gap of -22.4% between white and BME staff.

2.25 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	43498	41489	4.6	45153	44105	2.3
Professional and support staff	24370	24648	-1.1	27891	26835	3.8
All staff	32751	31798	2.9	35373	34117	3.6
London						
Academic staff	44016	42399	3.7	48528	45330	6.6
Professional and support staff	31793	28177	11.4	34577	30246	12.5
All staff	38099	33360	12.4	41628	36069	13.4
England (excluding London)						
Academic staff	42733	41489	2.9	44271	43337	2.1
Professional and support staff	23660	21652	8.5	26664	24084	9.7
All staff	30870	29972	2.9	34022	32699	3.9
Northern Ireland						
Academic staff	45336	45362	-0.1	47136	47733	-1.3
Professional and support staff	21033	18190	13.5	25814	22391	13.3
All staff	30431	41512	-36.4	33997	41616	-22.4
Scotland						
Academic staff	44016	44016	0.0	47705	44832	6.0
Professional and support staff	23661	23661	0.0	27127	27076	0.2
All staff	31798	35788	-12.5	34826	38009	-9.1
Wales						
Academic staff	41489	44016	-6.1	44606	46140	-3.4
Professional and support staff	22971	23661	-3.0	27301	29323	-7.4
All staff	31798	35788	-12.5	34132	38757	-13.6

Median ethnicity pay gap for UK staff by country of institution*Mean ethnicity pay gap for UK staff by country of institution*

The median salary of white academics was £44,016, while for BME academics it was £41,548 (a 5.6% gap). The mean salary was also higher for white academics than for BME academics (£45,396 compared with £44,236 – a 2.6% gap).

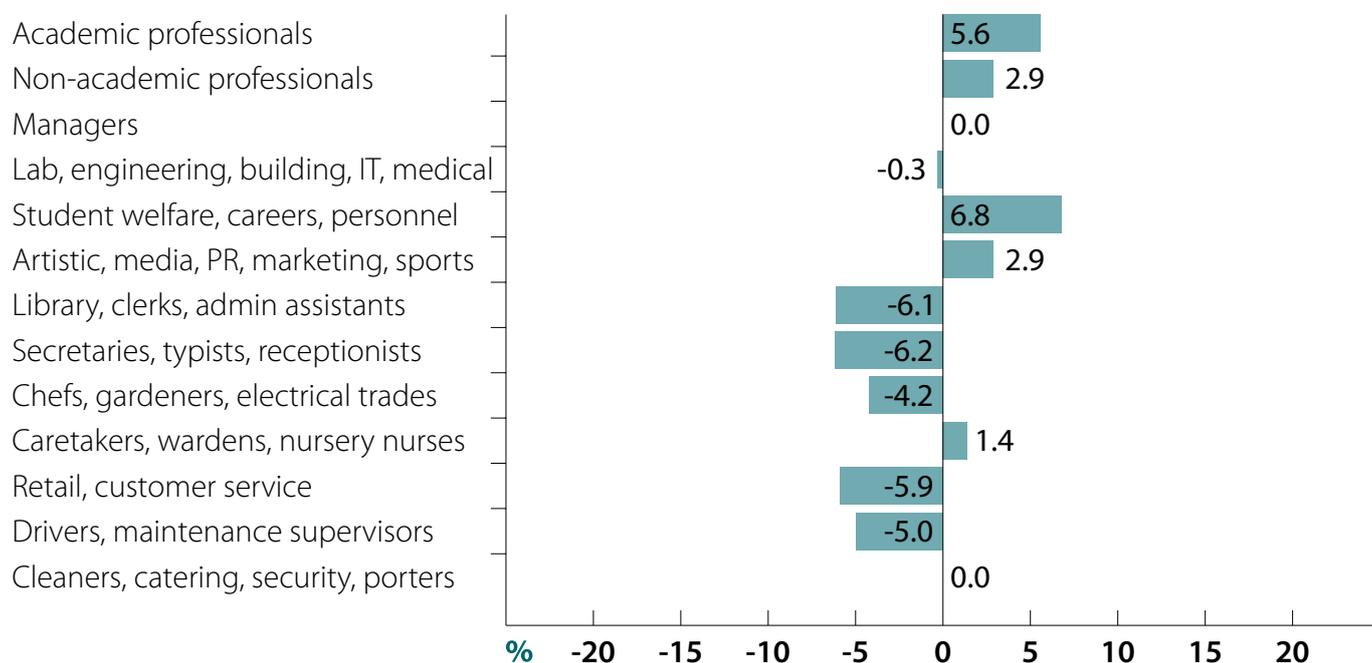
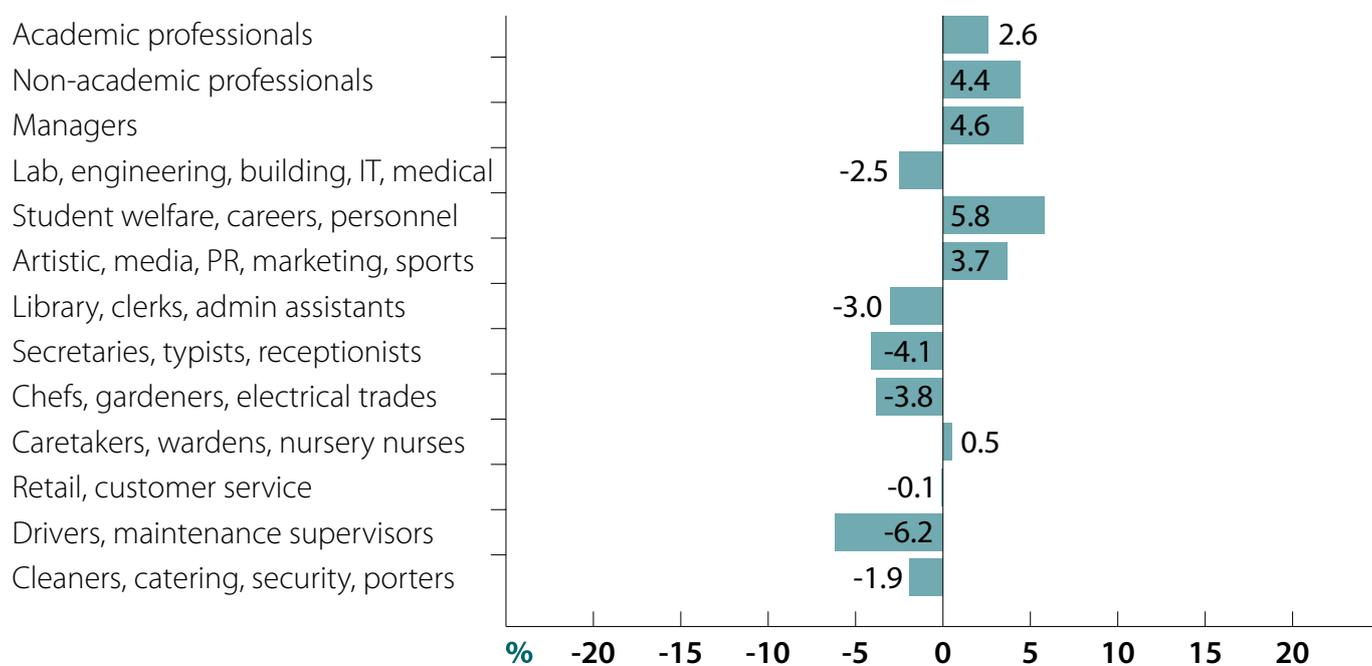
Among professional and support staff overall, there is a median pay gap of -2.8% and a mean pay gap of 3.0%. However, this fluctuated greatly by the occupational group of professional and support staff.

The highest median pay gap was among staff in the student welfare, careers, training, personnel and planning occupational group, where the median salary of white staff was £30,870 compared with the median salary of £28,777 for BME staff (a 6.8% gap).

The highest mean pay gap is found within the drivers, maintenance, plant operatives occupational group, where BME staff earned an average of £22,672, while white staff earned an average of £21,353 (-6.2%).

2.26 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	44016	41548	5.6	45396	44236	2.6
Non-academic professionals	36862	35788	2.9	39203	37475	4.4
Managers	44016	44016	0.0	48372	46169	4.6
Lab, engineering, building, IT, medical techs (inc. nurses)	28251	28330	-0.3	28766	29479	-2.5
Student welfare, careers, training, personnel, planning	30870	28777	6.8	30537	28771	5.8
Artistic, media, PR, marketing, sports	28251	27428	2.9	29051	27963	3.7
Library, clerks, admin assistants	21652	22971	-6.1	22632	23319	-3.0
Secretaries, typists, receptionists and telephonists	21021	22325	-6.2	22045	22940	-4.1
Chefs, gardeners, printers, electrical, mechanical, construction	21652	22572	-4.2	22296	23140	-3.8
Caretakers, wardens, leisure, nursery nurses, care	17179	16931	1.4	18729	18641	0.5
Retail and customer service	18718	19822	-5.9	19530	19548	-0.1
Drivers, maintenance, plant operatives	19822	20820	-5.0	21352	22672	-6.2
Cleaners, catering, security, porters	14608	14608	0.0	15689	15981	-1.9
All professional and support staff	23881	24557	-2.8	27723	26880	3.0
All staff	32751	31798	2.9	35212	34413	2.3

Median ethnicity pay gap for UK staff by occupational group*Mean ethnicity pay gap for UK staff by occupational group*

The size of the professorial ethnicity pay gap varies considerably across the nations.

The median and mean pay gaps among professors are smallest in England (0.6% and 0.3%) and largest in Scotland (10.3% and 6.7%).

For non-professors, the smallest median pay gap is found in Northern Ireland (0.6%), and the smallest mean pay gap in England (0.8%). The largest median and mean pay gaps among non-professors are in Scotland (5.7% and 3.7%).

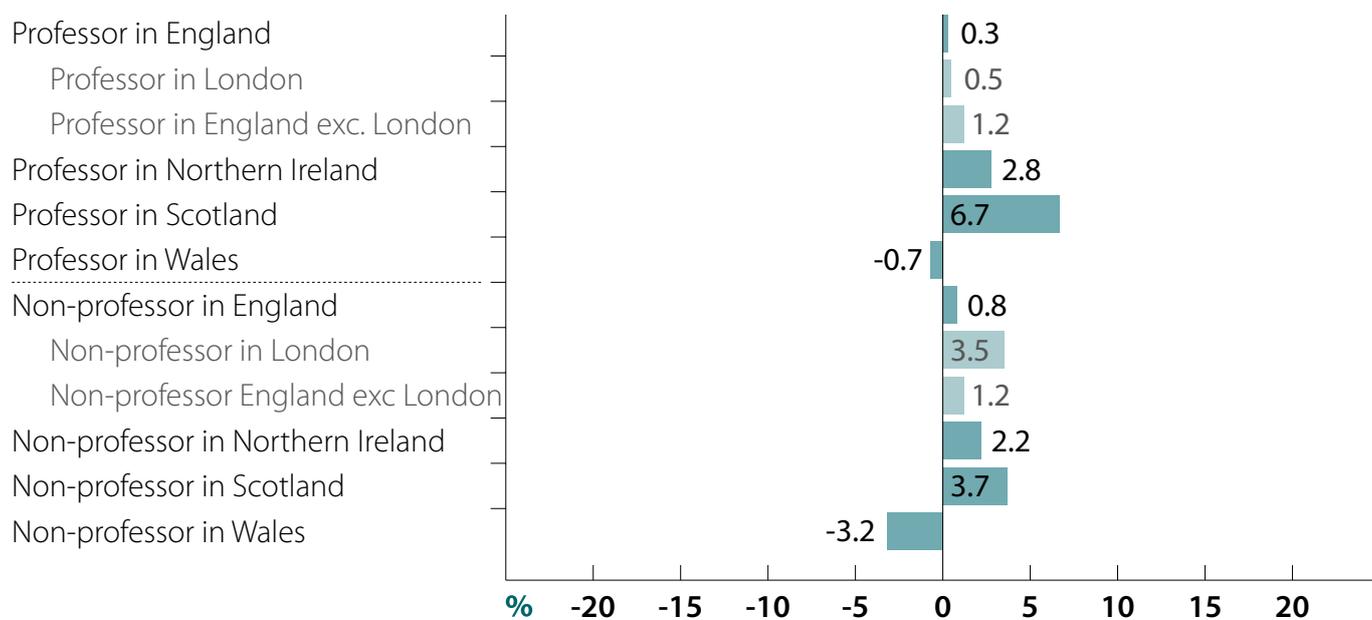
2.27 Median/mean salary and pay gap for UK professors/ non-professors by country of institution and BME/white identity

	Median			Mean		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
Professors						
England	70630	70176	0.6	75203	75008	0.3
London	74270	73738	0.7	78799	78437	0.5
England excluding London	69328	68073	1.8	73985	73072	1.2
Northern Ireland	65480	61540	6.0	71502	69474	2.8
Scotland	69626	62471	10.3	74895	69891	6.7
Wales	71444	72662	-1.7	75317	75816	-0.7
All professors	70496	69830	0.9	75097	74559	0.7
Non-professors						
England	40280	39786	1.2	41565	41238	0.8
London	42355	40280	4.9	43992	42469	3.5
England excluding London	40280	39107	2.9	40952	40460	1.2
Northern Ireland	43003	42733	0.6	43347	42400	2.2
Scotland	44016	41489	5.7	42874	41298	3.7
Wales	39820	41489	-4.2	40668	41977	-3.2
All non-professors	41282	40120	2.8	41661	41271	0.9

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



Destination of leavers

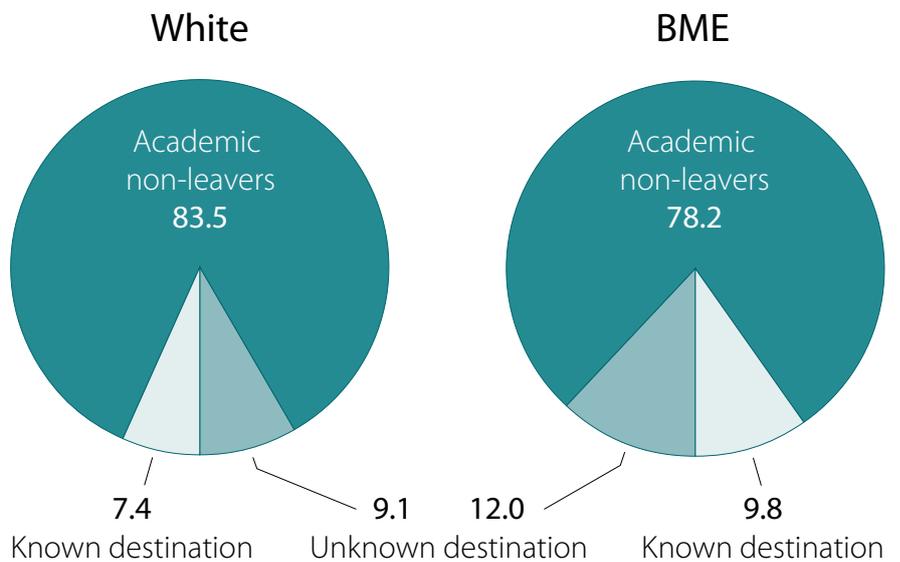
This section presents information on academic staff who left the higher education institution in which they were employed between the period of 2009/10 and 2010/11. Please note that this data provides overall figures, covering both UK and non-UK national staff.

21.8% of BME academic staff left their institution of work between 2009/10 and 2010/11, compared with 16.5% of white academic staff.

2.28 Academic staff by leaving status and BME/white identity

	White		BME	
	No.	%	No.	%
Total academic staff	145120	100	19820	100
Total academic leavers (as a proportion of all staff)	23925	16.5	4315	21.8
Known destination (as a proportion of all leavers)	10685	44.7	1935	44.8
Unknown destination (as a proportion of all leavers)	13235	55.3	2380	55.2

White/BME academic staff by leaving status



Just under half (49.6%) of all BME academic staff leavers and 45.7% of white academic staff leavers found employment in the UK after leaving their institution.

20.9% of BME academic staff leavers left their institution to become employed outside of the UK – nearly double the proportion of white academic staff leavers (11.9%).

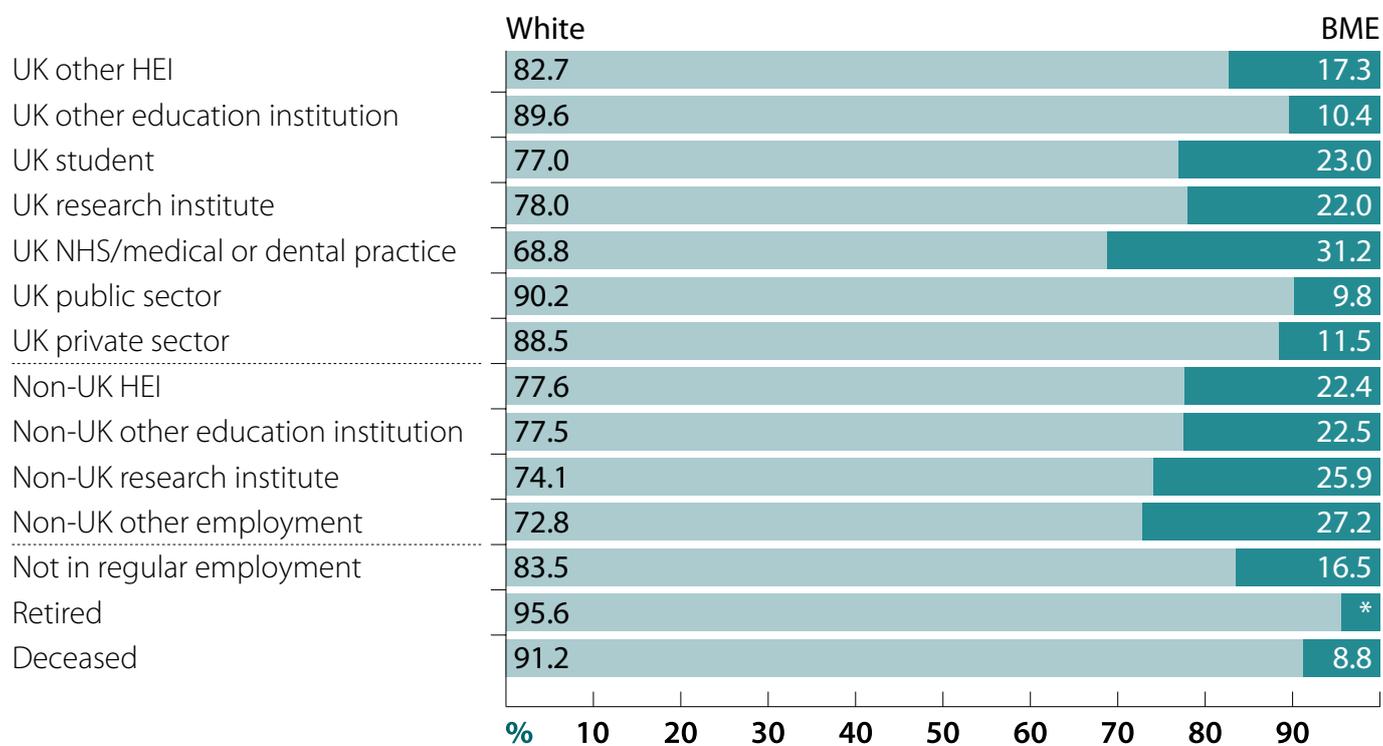
42.3% of white academic staff leavers are no longer in employment, compared with 29.5% of BME academic staff leavers. 19.4% of white academic leavers had retired.

2.29 UK/non-UK academic staff leavers by known leaving destination and BME/white identity

	White			BME		
	No.	%*	%^	No.	%*	%^
UK employment						
UK other HEI	1885	17.6	82.7	395	20.4	17.3
UK other education institution	485	4.5	89.6	55	2.9	10.4
UK student	345	3.2	77.0	105	5.3	23.0
UK research institute	135	1.3	78.0	40	2.0	22.0
UK NHS/medical or dental practice	335	3.1	68.8	150	7.8	31.2
UK public sector	120	1.1	90.2	15	0.7	9.8
UK private sector	1585	14.8	88.5	205	10.6	11.5
All UK employment	4885	45.7	83.6	960	49.6	16.4
Non-UK employment						
Non-UK HEI	615	5.7	77.6	175	9.1	22.4
Non-UK other education institution	110	1.0	77.5	30	1.7	22.5
Non-UK student	35	0.3	..	5	0.3	..
Non-UK research institute	180	1.7	74.1	60	3.2	25.9
Non-UK health service	25	0.2	..	10	0.5	..
Non-UK other employment	315	3.0	72.8	120	6.1	27.2
All non-UK employment	1275	11.9	75.9	405	20.9	24.1
No longer in employment						
Not in regular employment	2360	22.1	83.5	465	24.1	16.5
Retired	2070	19.4	95.6	95	4.9	4.4
Deceased	95	0.9	91.2	10	0.5	8.8
All those no longer in employment	4525	42.3	88.8	570	29.5	11.2

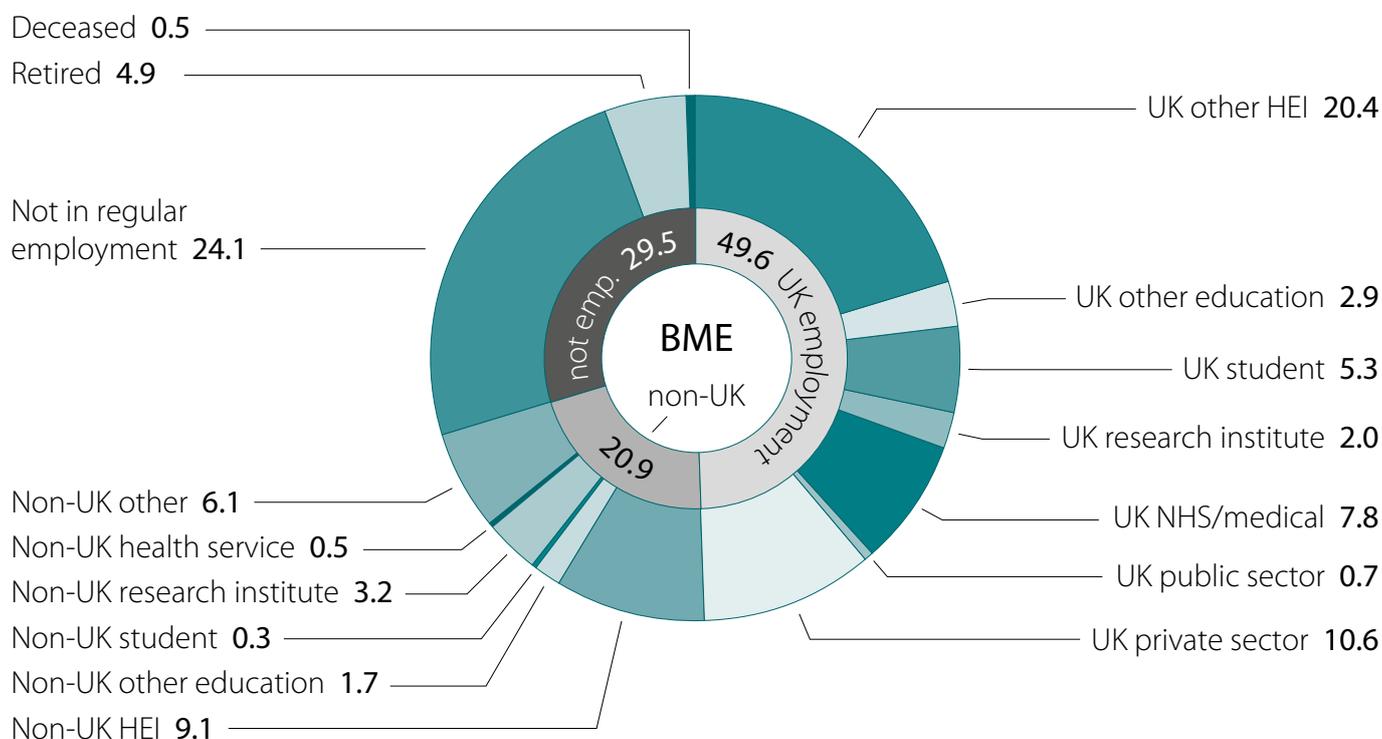
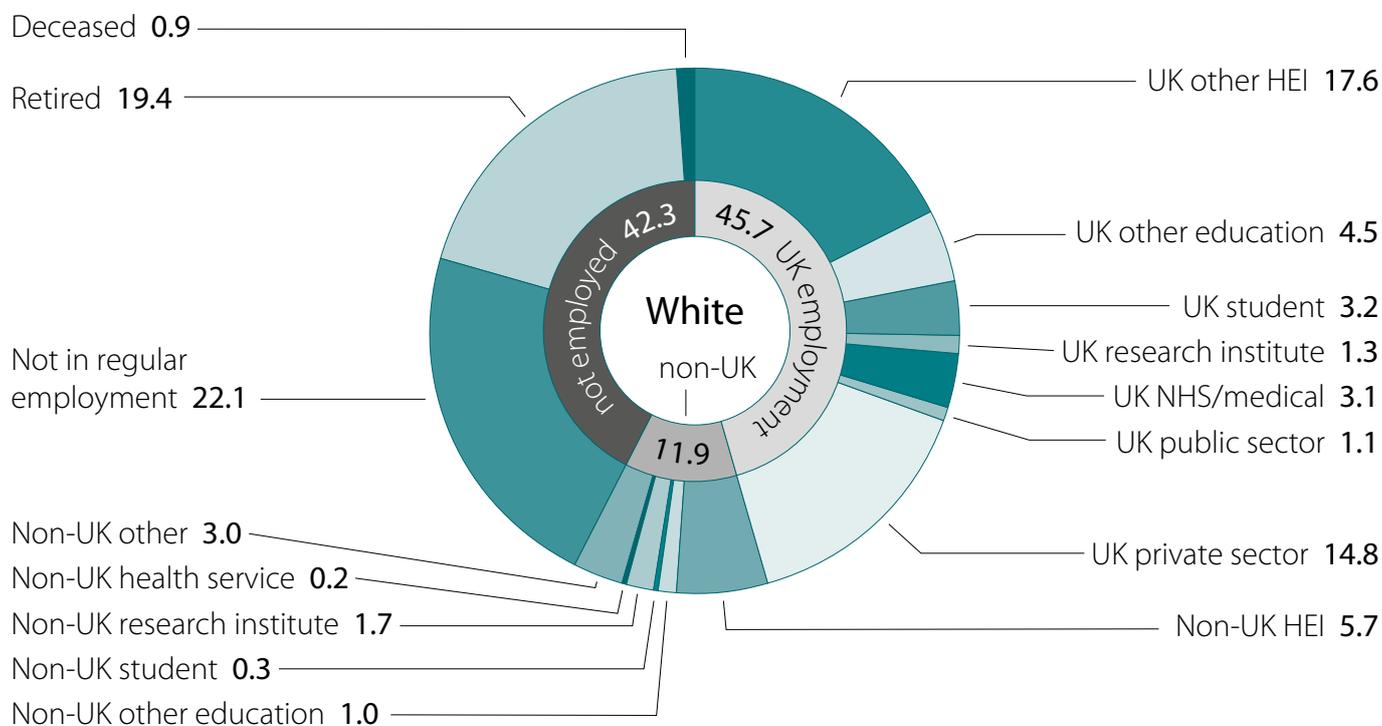
* compare vertically ^ compare horizontally

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

Academic staff leavers in leaving destinations by BME/white identity

* values less than 5.0 are not displayed

BME/white academic staff leavers by leaving destinations



3 Disability

- = Between 2003/04 and 2010/11, the proportion of disabled staff has slowly increased.
- = The highest proportion of disabled staff was 3.4% in 2008/09. In 2010/11 this proportion was 3.2%, a 1.0% increase since 2003/04.
- = 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 (4.9%) while the retail and customer service and academic professionals occupational groups had the lowest (2.5% and 2.6%).
- = 5.2% of part-time staff in the student welfare workers, careers advisors, vocational training instructors, personnel and planning officers group and 5.0% in the laboratory, engineering, building, IT and medical technicians (including nurses) group were disabled, compared with 2.2% of part-time staff in the caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupational group.
- = Overall, 3.0% of academic staff in non-SET departments were disabled. However, this figure varied considerably by department. Health and community studies and catering and hospitality management had the highest proportions of disabled non-SET academic staff (5.2% and 5.1%) while modern languages and sports science and leisure studies had the lowest (1.9% and 2.1%).
- = 2.3% of academic staff who worked in SET departments were disabled. The SET department with the highest proportion of disabled staff was nursing and paramedical studies (4.4%); the department with the lowest proportion was chemical engineering (1.1%).
- = 13.2% of disabled academic staff earned a salary in the highest academic pay spine (\geq £55,758), compared with 16.1% of non-disabled academic staff.

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 7.7% of staff in the sector was unknown.

Of staff who declared their disability status, 3.2% 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 (22.6%), or a specific learning disability (15.0%).

0.2% of all staff disclosed a mental health condition. The Department of Health says that 'one in four adults experience mental illness at some point during their lifetime and one in six experience symptoms at any one time' (www.dh.gov.uk/health/category/policy-areas/social-care/mental-health).

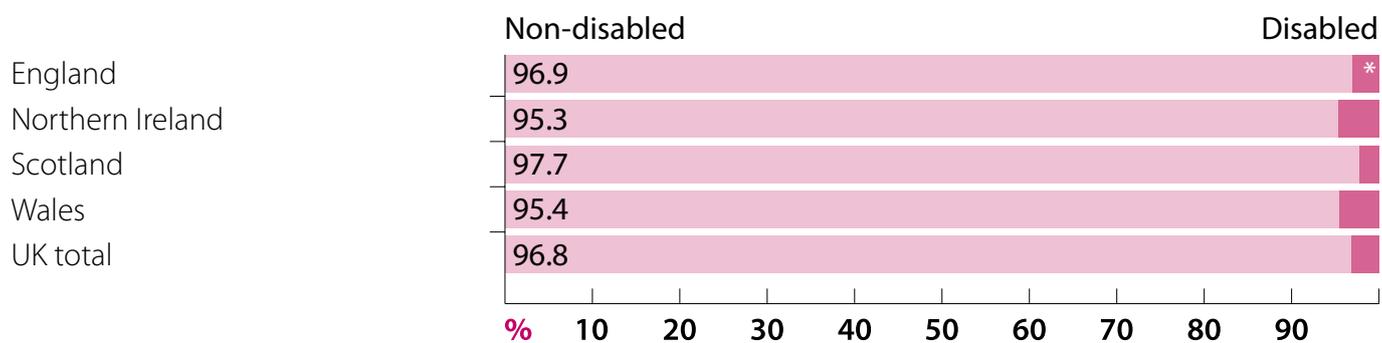
3.1 Staff by country of institution and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
England	305310	96.9	9930	3.1
Northern Ireland	7095	95.3	345	4.7
Scotland	38495	97.7	900	2.3
Wales	18800	95.4	910	4.6
UK total	369705	96.8	12085	3.2

3.2 Disabled staff by impairment type and activity

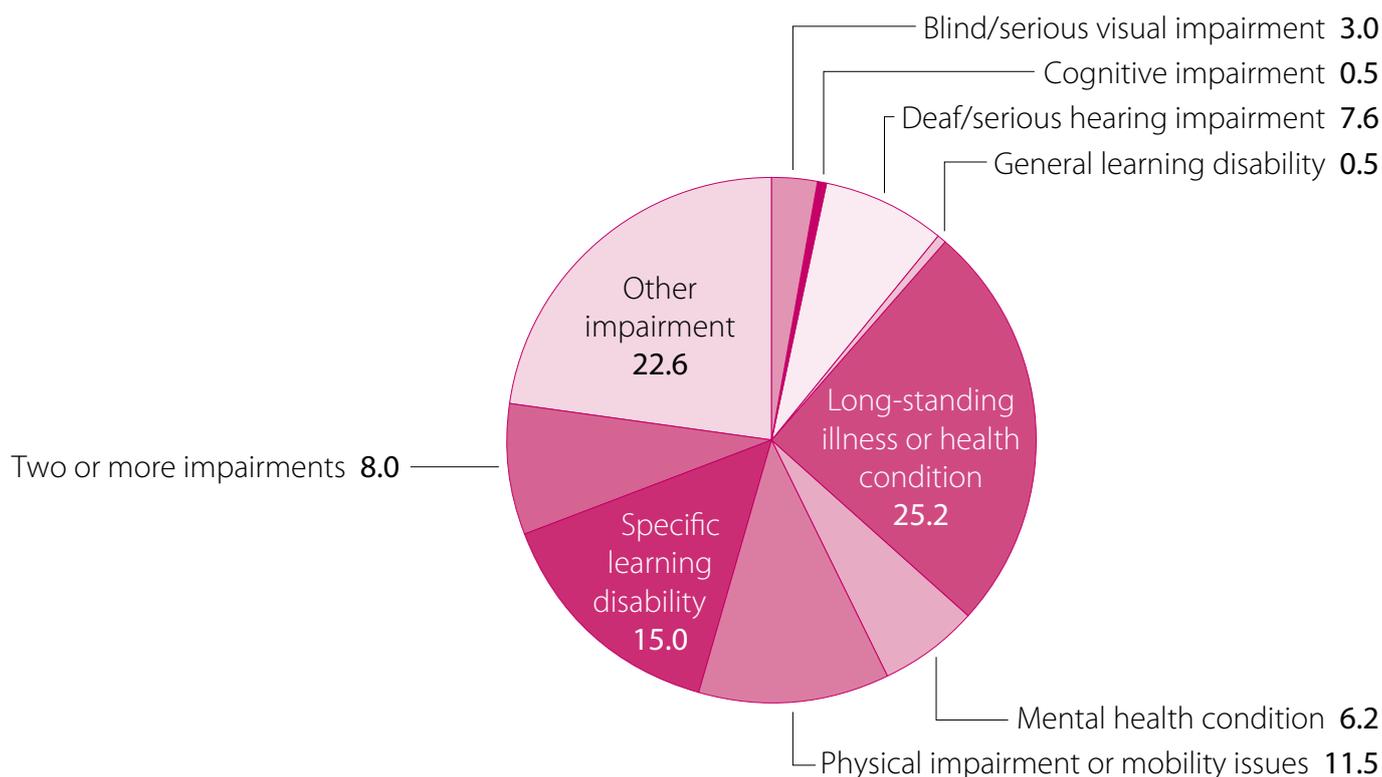
	All staff		Professional and support staff		Academic staff	
	No.	%	No.	%	No.	%
Blind or serious visual impairment	370	3.0	205	2.8	160	3.4
Cognitive impairment	55	0.5	30	0.4	25	0.6
Deaf or serious hearing impairment	915	7.6	550	7.6	360	7.5
General learning disability	60	0.5	50	0.7	10	0.2
Long-standing illness or health condition	3040	25.2	1955	26.9	1085	22.6
Mental health condition	745	6.2	490	6.8	250	5.3
Physical impairment or mobility issues	1395	11.5	745	10.2	650	13.5
Specific learning disability	1815	15.0	1060	14.6	755	15.7
Two or more impairments	965	8.0	580	8.0	385	8.0
Other impairment	2725	22.6	1610	22.1	1115	23.2

Staff in countries of institution by disability status



* values less than 5.0 are not displayed

Disabled staff by impairment type



Between 2003/04 and 2010/11, the proportion of disabled staff has slowly increased.

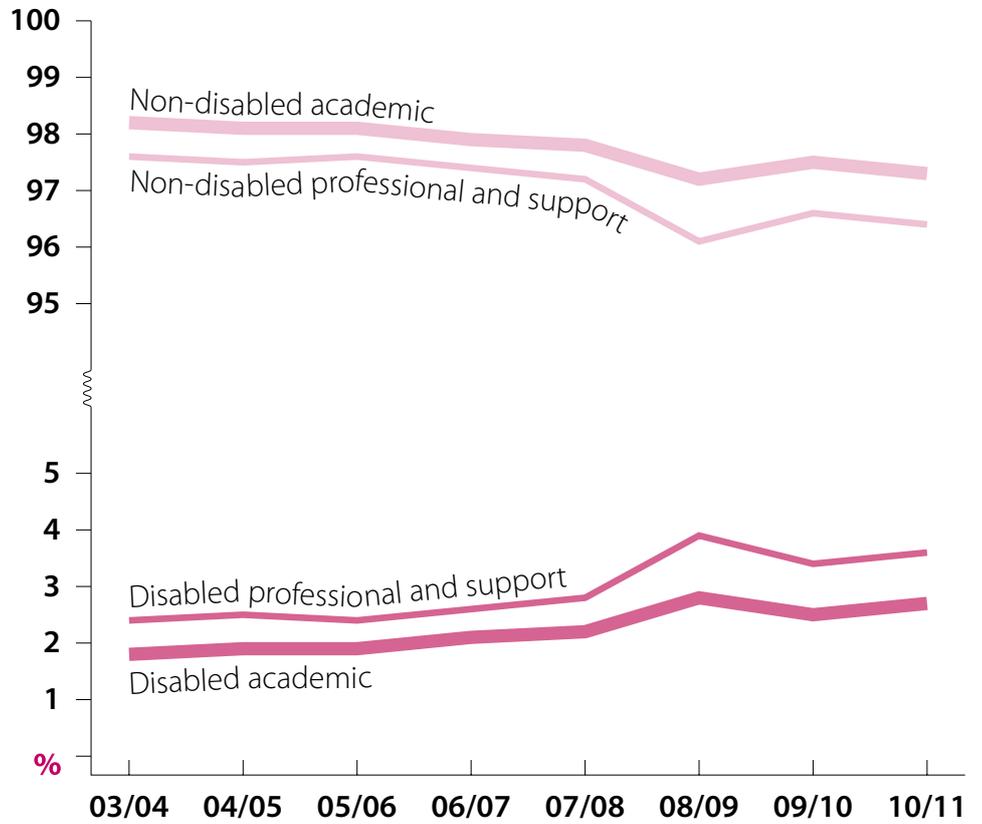
The highest proportion of disabled staff was 3.4% in 2008/09. In 2010/11 this proportion was 3.2%, a 1.0% increase since 2003/04.

The proportion of disabled academic staff was 2.7% in 2010/11, an increase of 0.9%, from 1.8% in 2003/04. In the same period, the proportion of disabled professional and support staff increased by 1.2%, from 2.4% to 3.6%.

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
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
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

Staff profile over time by activity and disability status



Mode and contract type

2.8% of part-time academics were disabled, compared with 2.6% of full-time academic staff.

A higher proportion of disabled academic staff were employed on open-ended/permanent contracts than non-disabled academic staff (73.8%, compared with 66.5%).

As with academic staff, a higher proportion of disabled professional and support staff were employed on open-ended/permanent contracts than non-disabled staff (86.0% compared with 84.4%).

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C.1c Staff by activity, mode and disability 2010/11

C.3c Staff by activity, terms and disability 2010/11

3.4 Academic staff by mode, contract type and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
Academic staff						
Open/permanent	117320	66.5	97.1	3540	73.8	2.9
Fixed-term	59060	33.5	97.9	1260	26.2	2.1
All academic staff	176380	100	97.3	4800	100	2.7
Full-time						
Open/permanent	85490	74.3	97.2	2495	82.6	2.8
Fixed-term	29610	25.7	98.3	525	17.4	1.7
All full-time	115100	100	97.4	3020	100	2.6
Part-time						
Open/permanent	31830	51.9	96.8	1050	58.8	3.2
Fixed-term	29450	48.1	97.6	735	41.2	2.4
All part-time	61280	100	97.2	1785	100	2.8

* 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)

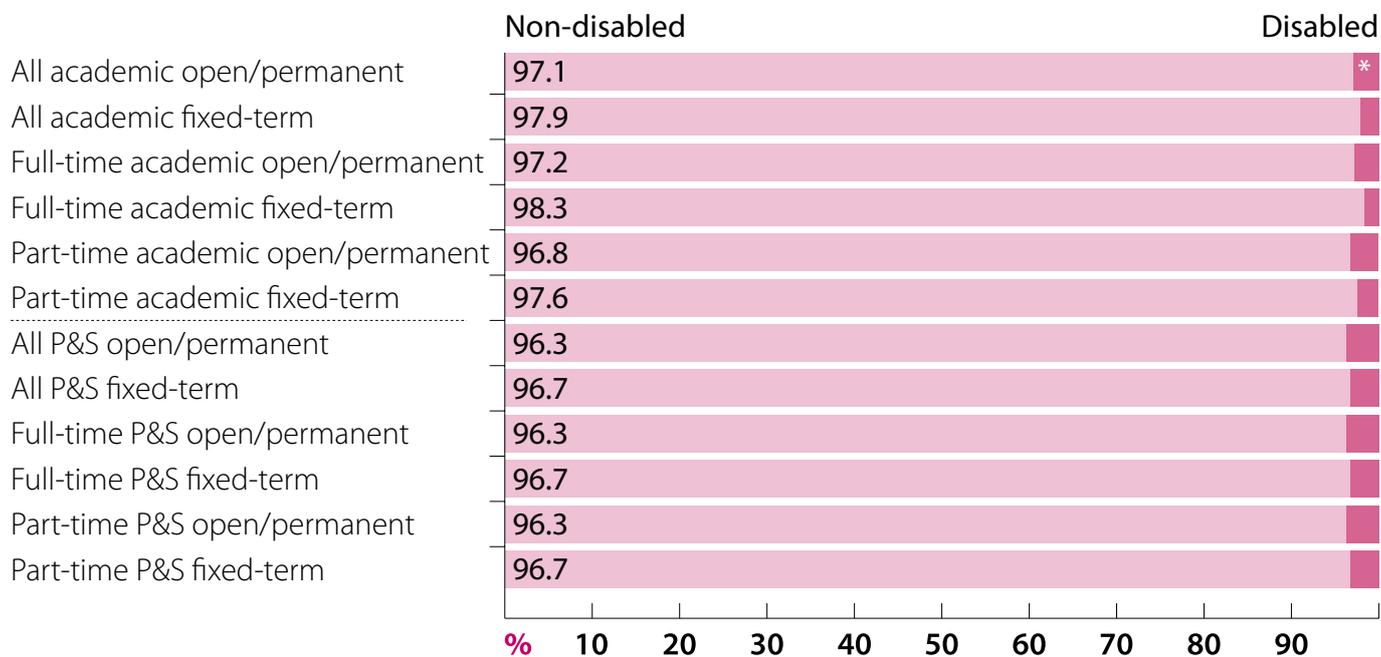
3.5 Professional and support staff by mode, contract type and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
Professional and support staff						
Open/permanent	163115	84.4	96.3	6265	86.0	3.7
Fixed-term	30210	15.6	96.7	1020	14.0	3.3
All P&S staff	193320	100	96.4	7280	100	3.6
Full-time						
Open/permanent	112700	87.8	96.3	4335	89.1	3.7
Fixed-term	15640	12.2	96.7	530	10.9	3.3
All full-time	128340	100	96.3	4860	100	3.7
Part-time						
Open/permanent	50415	77.6	96.3	1930	79.8	3.7
Fixed-term	14570	22.4	96.7	490	20.2	3.3
All part-time	64985	100	96.4	2420	100	3.6

* compare vertically within mode

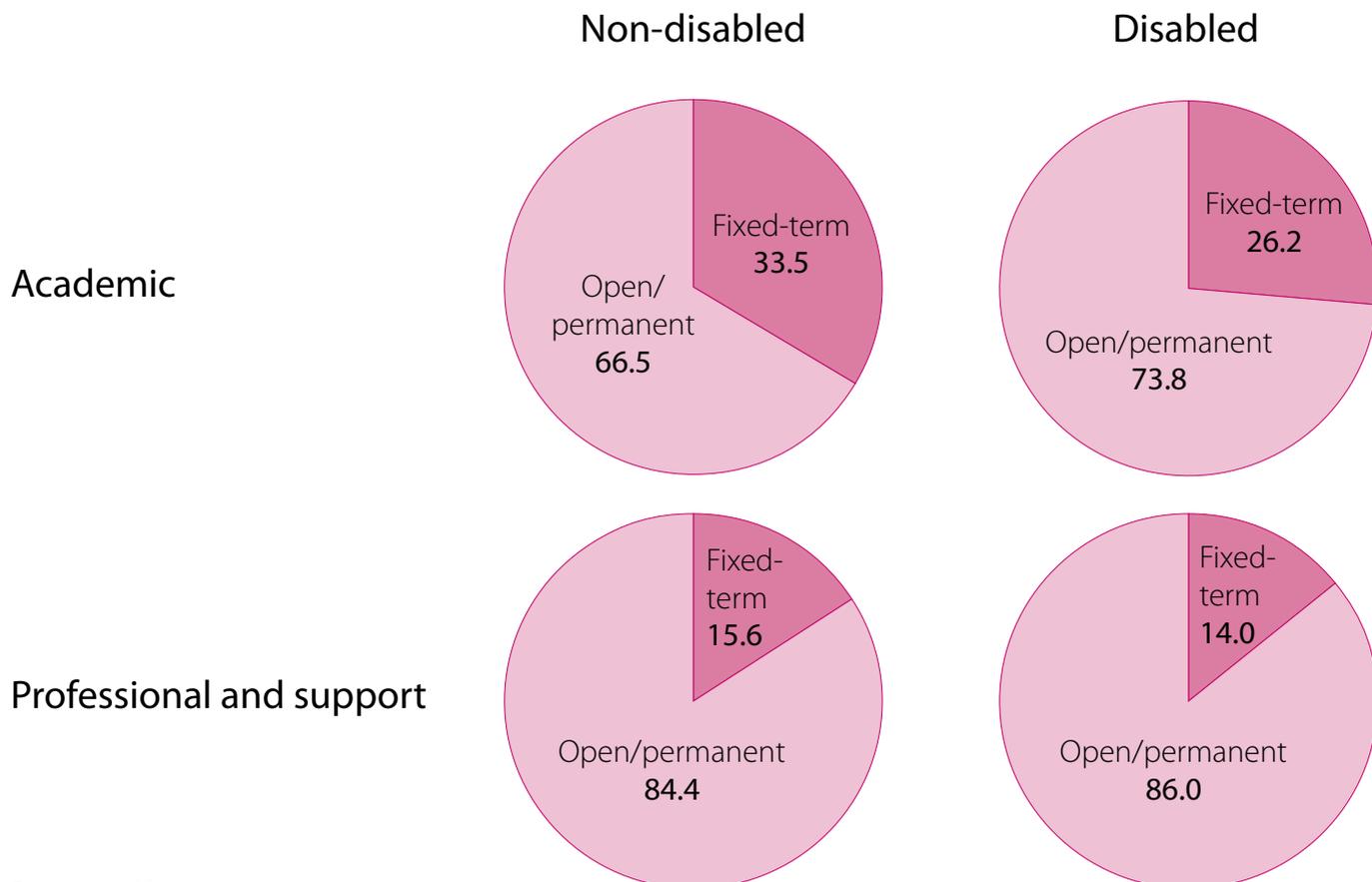
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Academic/professional and support staff in modes and contract types by disability status



* values less than 5.0 are not displayed

Disabled/non-disabled staff by activity and contract type



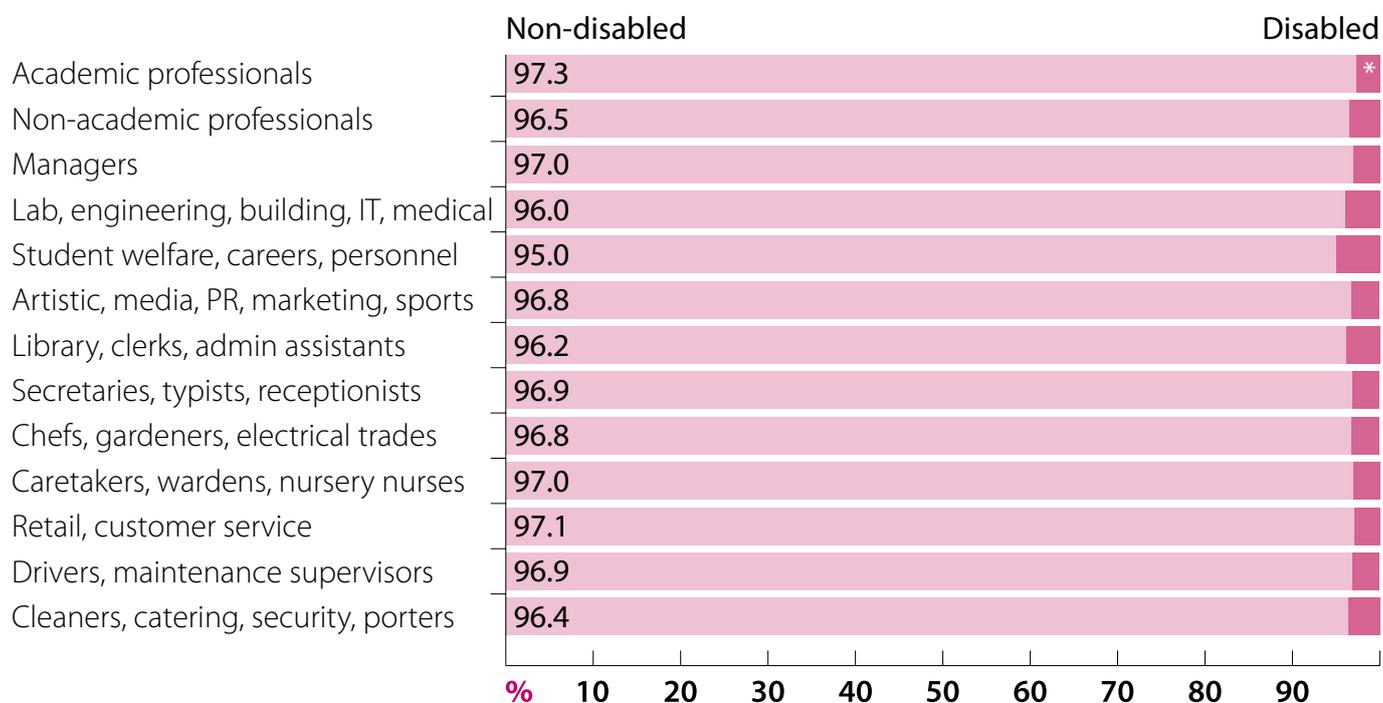
Occupational group

Overall, the student welfare workers, careers advisors, vocational training instructors, personnel and planning officers occupational group had the highest proportion of disabled staff (5.0%). The academic professionals group had the lowest (2.7%).

3.6 Staff by occupational group and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Academic professionals	176380	97.3	4800	2.7
Non-academic professionals	27665	96.5	990	3.5
Managers	15910	97.0	485	3.0
Laboratory, engineering, building, IT and medical technicians (including nurses)	25370	96.0	1050	4.0
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	10415	95.0	555	5.0
Artistic, media, public relations, marketing and sports occupations	5960	96.8	200	3.2
Library assistants, clerks and general administrative assistants	53870	96.2	2135	3.8
Secretaries, typists, receptionists and telephonists	14645	96.9	475	3.1
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	4665	96.8	155	3.2
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	4975	97.0	155	3.0
Retail and customer service occupations	1235	97.1	35	2.9
Drivers, maintenance supervisors and plant operatives	1380	96.9	45	3.1
Cleaners, catering assistants, security officers, porters and maintenance workers	27225	96.4	1005	3.6

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 (4.9%) while the retail and customer service and academic professionals occupational groups had the lowest (2.5% and 2.6%).

3.7 Full-time staff by occupational group and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Academic professionals	115100	97.4	3020	2.6
Non-academic professionals	21840	96.5	790	3.5
Managers	14080	97.0	435	3.0
Laboratory, engineering, building, IT and medical technicians (including nurses)	21260	96.2	835	3.8
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	6315	95.1	330	4.9
Artistic, media, public relations, marketing and sports occupations	4450	96.9	145	3.1
Library assistants, clerks and general administrative assistants	32445	96.2	1300	3.8
Secretaries, typists, receptionists and telephonists	9020	96.8	300	3.2
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	4335	96.8	145	3.2
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2685	96.4	100	3.6
Retail and customer service occupations	625	97.5	15	2.5
Drivers, maintenance supervisors and plant operatives	1160	96.8	40	3.2
Cleaners, catering assistants, security officers, porters and maintenance workers	10125	95.9	435	4.1

5.2% of part-time staff in the student welfare workers, careers advisors, vocational training instructors, personnel and planning officers group and 5.0% in the laboratory, engineering, building, IT and medical technicians (including nurses) group were disabled, compared with 2.2% of part-time staff in the caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupational group.

3.8 Part-time staff by occupational group and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Academic professionals	61280	97.2	1785	2.8
Non-academic professionals	5825	96.7	200	3.3
Managers	1830	97.2	55	2.8
Laboratory, engineering, building, IT and medical technicians (including nurses)	4110	95.0	215	5.0
Student welfare workers, careers advisors, vocational training instructors, personnel and planning officers	4100	94.8	225	5.2
Artistic, media, public relations, marketing and sports occupations	1510	96.5	55	3.5
Library assistants, clerks and general administrative assistants	21430	96.2	835	3.8
Secretaries, typists, receptionists and telephonists	5625	97.0	175	3.0
Chefs, gardeners, electrical and construction trades, mechanical fitters and printers	330	96.2	15	3.8
Caretakers, residential wardens, sports and leisure attendants, nursery nurses and care occupations	2290	97.8	50	2.2
Retail and customer service occupations	610	96.7	20	3.3
Drivers, maintenance supervisors and plant operatives	220	97.3	5	2.7
Cleaners, catering assistants, security officers, porters and maintenance workers	17095	96.8	570	3.2

Academic contract

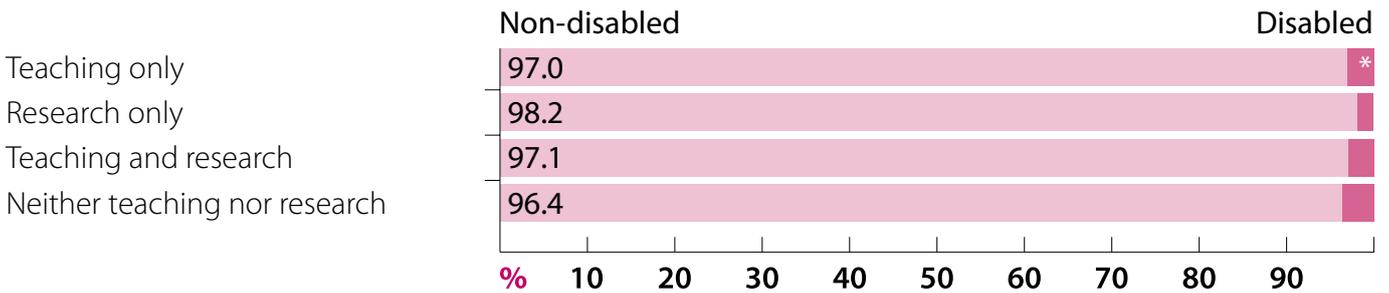
A lower proportion of disabled academics were in research-only roles than non-disabled academic staff (15.3%, compared with 22.7%).

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

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
Teaching only	43670	24.8	97.0	1335	27.8	3.0
Research only	40005	22.7	98.2	735	15.3	1.8
Teaching and research	92050	52.2	97.1	2710	56.4	2.9
Neither teaching nor research	660	0.4	96.4	25	0.5	3.6

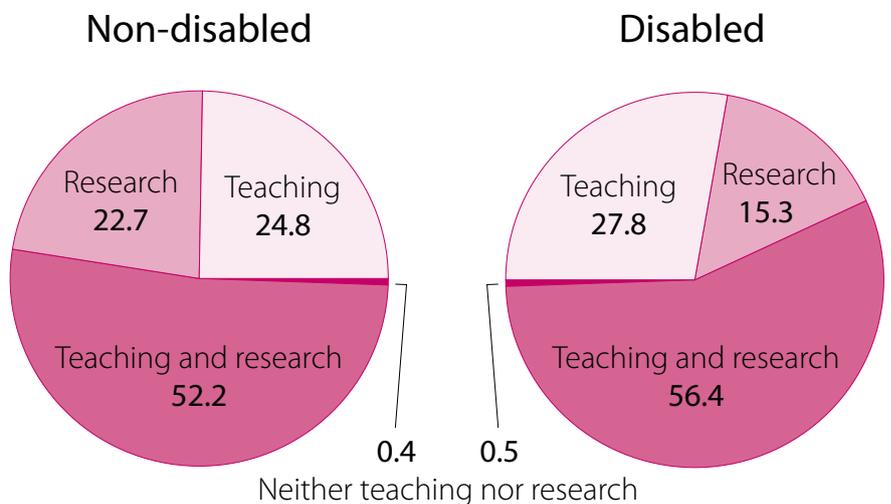
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Academic staff in research/teaching contract types by disability status



* values less than 5.0 are not displayed

Disabled/non-disabled academic staff by research/teaching contract type



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C.4c Academic staff by employment function and disability 2010/11

Academic department

The majority (52.7%) of disabled academic staff worked in non-SET departments, whereas the opposite was true for non-disabled staff (53.7%).

Disabled
Non-disabled

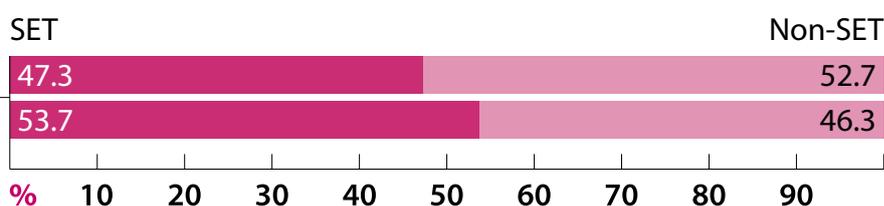
Overall, 3.0% of academic staff in non-SET departments were disabled. However, this figure varied considerably by department. Health and community studies and catering and hospitality management had the highest proportions of disabled non-SET academic staff (5.2% and 5.1%) while modern languages and sports science and leisure studies had the lowest (1.9% and 2.1%).

heidi reports
C.7c Academic staff by SET marker and disability 2010/11

3.10 Academic staff by SET category and disability status

	SET		Non-SET	
	No.	%	No.	%
Disabled	2270	47.3	2530	52.7
Non-disabled	94795	53.7	81585	46.3

Disabled/non-disabled academic staff by SET category



3.11 Non-SET academic staff by department and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Business and management studies	13020	97.1	390	2.9
Catering and hospitality management	710	94.9	40	5.1
Central administration & services	1555	97.0	50	3.0
Continuing education	1325	97.6	35	2.4
Design and creative arts	13695	97.4	365	2.6
Education	10005	96.7	345	3.3
Health and community studies	4470	94.8	245	5.2
Humanities and language-based studies	11335	97.2	330	2.8
Media studies	3105	96.5	115	3.5
Modern languages	4610	98.1	90	1.9
Premises	5	..	0	..
Residences and catering	15	..	0	..
Social studies	14255	97.0	440	3.0
Sports science and leisure studies	2120	97.9	45	2.1
Staff and student facilities	360	95.8	15	4.2
Total academic services	1000	96.4	35	3.6
Total non-SET	81585	97.0	2530	3.0

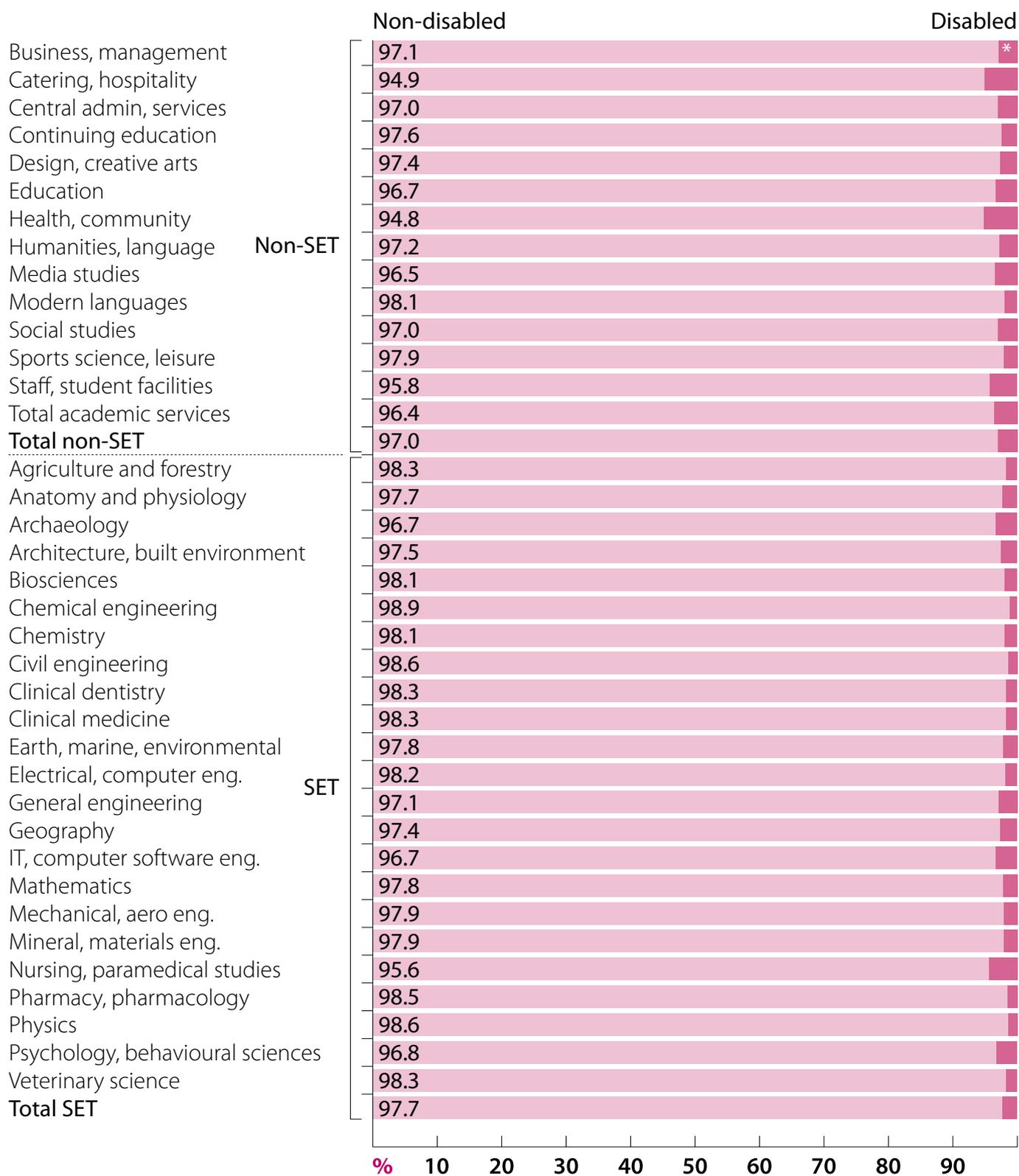
.. percentages based on totals of 52 or less are not shown

2.3% of academic staff who worked in SET departments were disabled. The SET department with the highest proportion of disabled staff was nursing and paramedical studies (4.4%); the department with the lowest proportion was chemical engineering (1.1%).

3.12 SET academic staff by department and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Agriculture and forestry	930	98.3	15	1.7
Anatomy and physiology	1570	97.7	35	2.3
Archaeology	675	96.7	25	3.3
Architecture, built environment and planning	3860	97.5	100	2.5
Biosciences	11630	98.1	225	1.9
Chemical engineering	800	98.9	10	1.1
Chemistry	3515	98.1	65	1.9
Civil engineering	1610	98.6	25	1.4
Clinical dentistry	1330	98.3	25	1.7
Clinical medicine	19585	98.3	335	1.7
Earth, marine and environmental sciences	3255	97.8	70	2.2
Electrical, electronic and computer engineering	4050	98.2	75	1.8
General engineering	3105	97.1	95	2.9
Geography	1915	97.4	50	2.6
IT and systems sciences, computer software engineering	6630	96.7	230	3.3
Mathematics	3995	97.8	90	2.2
Mechanical, aero and production engineering	3665	97.9	80	2.1
Mineral, metallurgy and materials engineering	1085	97.9	25	2.1
Nursing and paramedical studies	8895	95.6	410	4.4
Pharmacy and pharmacology	1970	98.5	30	1.5
Physics	4080	98.6	60	1.4
Psychology and behavioural sciences	5520	96.8	180	3.2
Veterinary science	1130	98.3	20	1.7
Total SET	94795	97.7	2270	2.3

Academic staff in departments by disability status



* values less than 5.0 are not displayed

Academic roles

There was a lower proportion of disabled staff within professorial roles (2.3%) than within non-professorial roles (2.7%).

1.9% of professors in SET departments were disabled, compared with 2.4% of professors in non-SET departments.

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

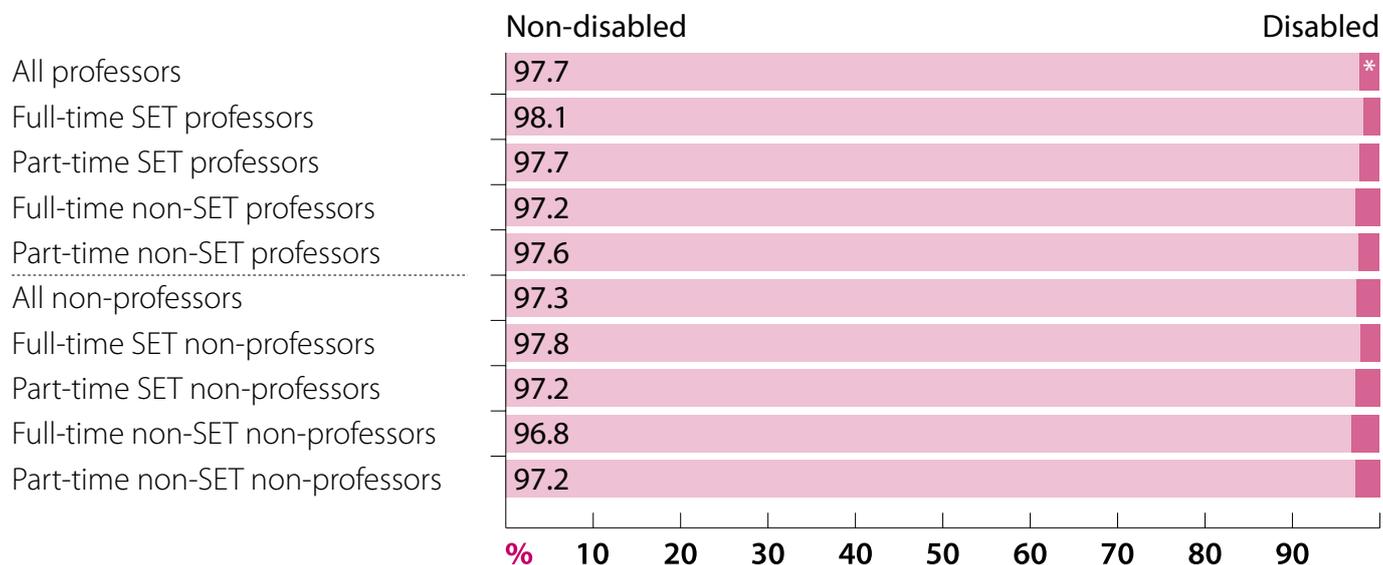
	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
Professors						
All SET	10025	58.7	98.1	195	49.4	1.9
Full-time SET	8890	52.1	98.1	170	42.7	1.9
Part-time SET	1135	6.6	97.7	25	6.7	2.3
All non-SET	7045	41.3	97.2	200	50.6	2.8
Full-time non-SET	6040	35.4	97.2	175	44.5	2.8
Part-time non-SET	1005	5.9	97.6	25	6.1	2.4
All professors	17070	100	97.7	395	100	2.3
Non-professors						
All SET	84770	53.2	97.6	2075	47.1	2.4
Full-time SET	62460	39.2	97.8	1425	32.3	2.2
Part-time SET	22315	14.0	97.2	650	14.8	2.8
All non-SET	74540	46.8	97.0	2330	52.9	3.0
Full-time non-SET	37710	23.7	96.8	1250	28.4	3.2
Part-time non-SET	36830	23.1	97.2	1080	24.5	2.8
All non-professors	159310	100	97.3	4405	100	2.7

* compare vertically within academic role ^ compare horizontally

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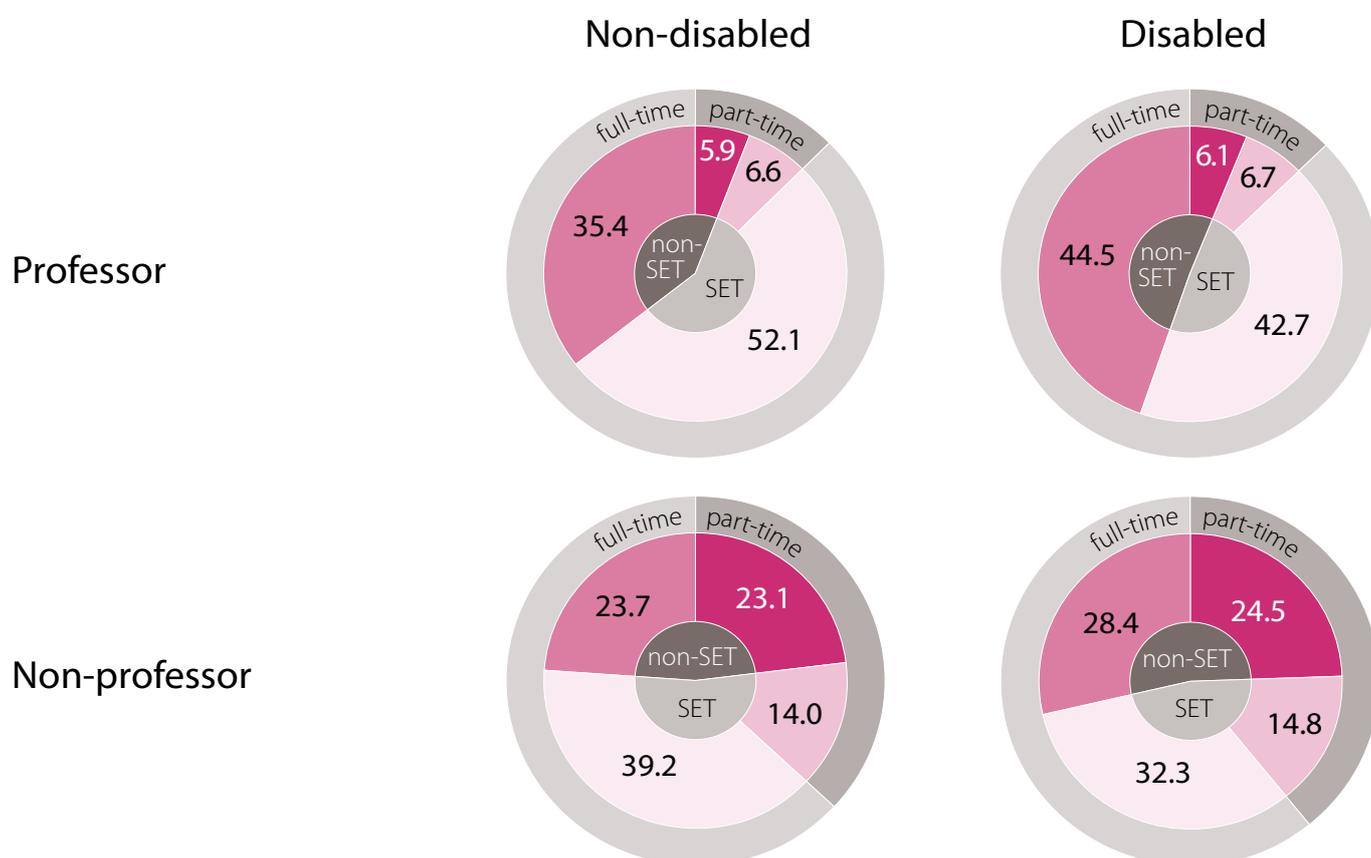
C.2c Academic staff by professorial flag and disability 2010/11

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



2.9% of academic senior managers were disabled compared with 2.6% of academics who were not senior managers.

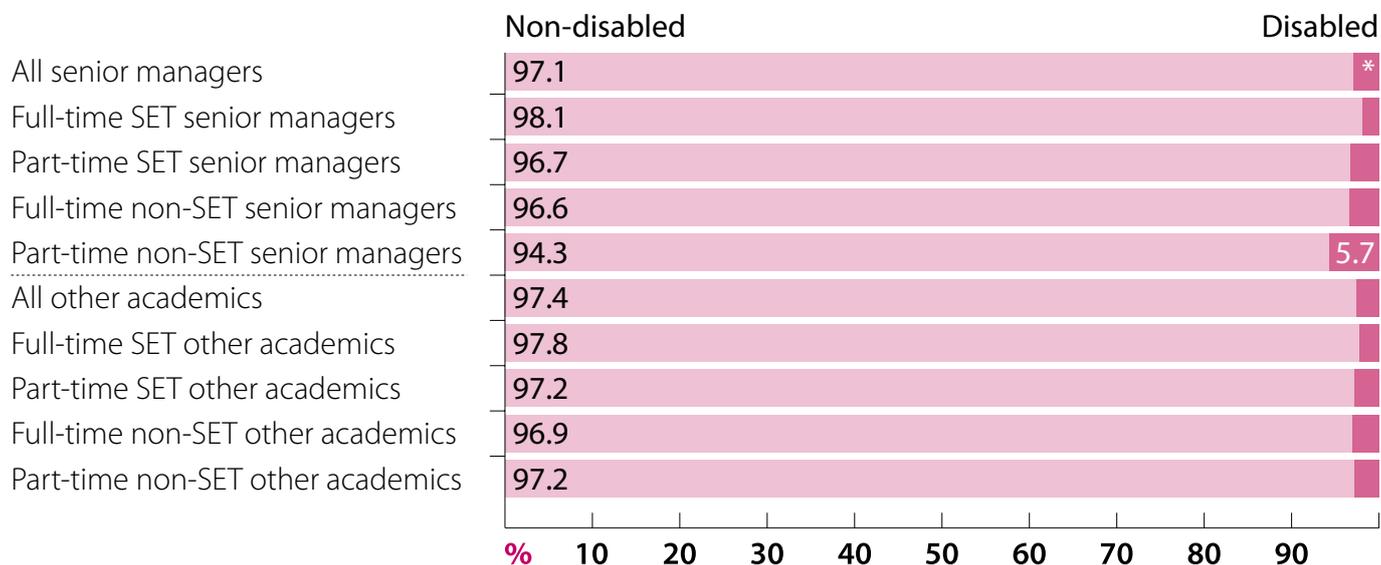
A higher proportion of part-time senior managers were disabled than full-time senior managers: 3.3% of SET and 5.7% of non-SET part-time senior managers were disabled compared with 1.9% of SET and 3.4% of non-SET full-time senior managers.

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

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
Senior managers						
All SET	1215	40.5	98.0	25	27.8	2.0
Full-time SET	1130	37.5	98.1	20	24.5	1.9
Part-time SET	90	3.0	96.7	5	3.3	3.3
All non-SET	1790	59.5	96.5	65	72.2	3.5
Full-time non-SET	1700	56.6	96.6	60	66.4	3.4
Part-time non-SET	85	2.9	94.3	5	5.8	5.7
All senior managers	3005	100	97.1	90	100	2.9
Other academics						
All SET	93580	54.0	97.7	2245	47.7	2.3
Full-time SET	70220	40.5	97.8	1570	33.3	2.2
Part-time SET	23355	13.5	97.2	675	14.3	2.8
All non-SET	79800	46.0	97.0	2465	52.3	3.0
Full-time non-SET	42050	24.3	96.9	1365	29.0	3.1
Part-time non-SET	37750	21.8	97.2	1100	23.3	2.8
All other academics	173375	100	97.4	4710	100	2.6

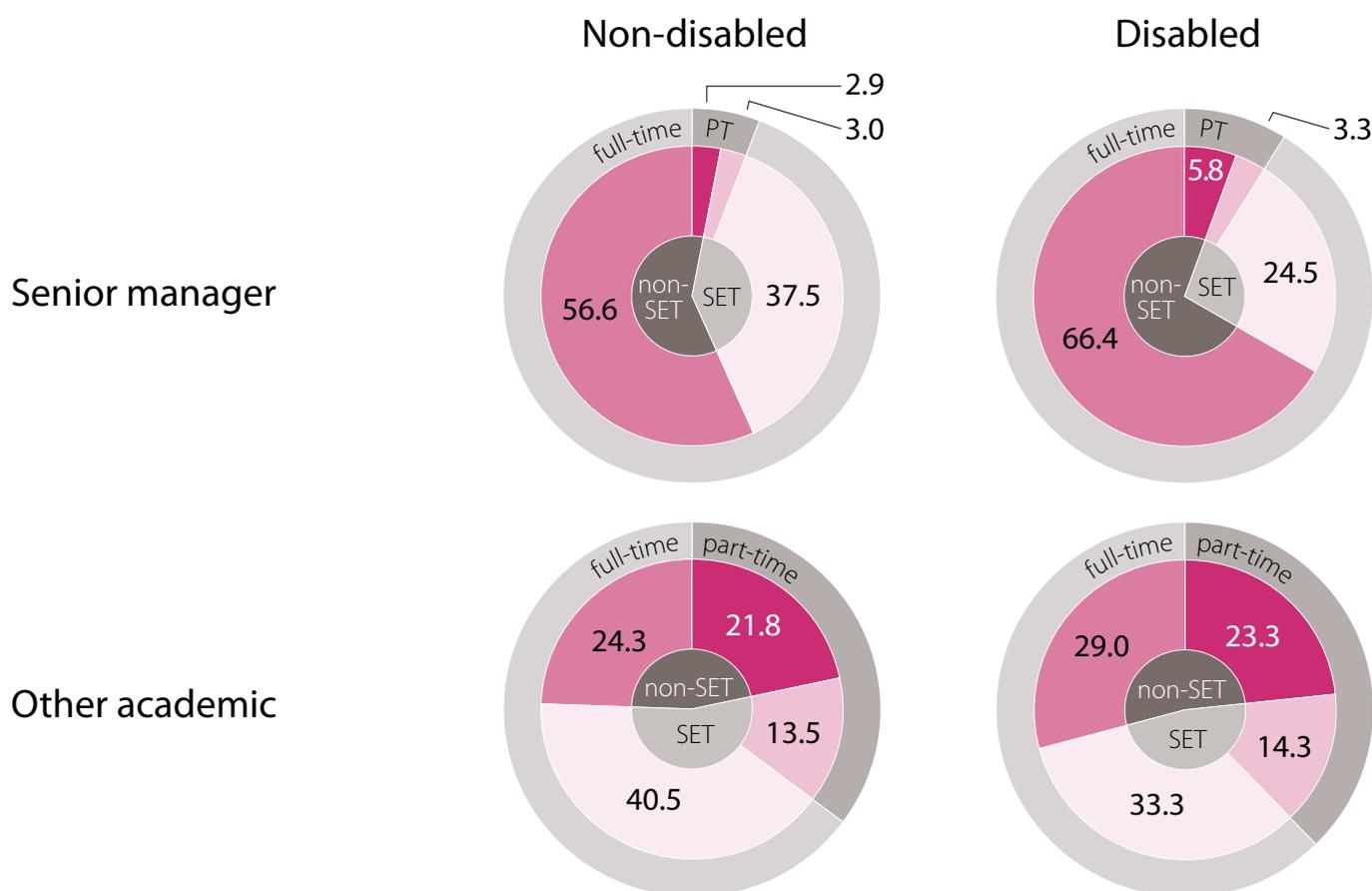
* compare vertically within academic role ^ compare horizontally

Academic senior managers/other academics 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 (24.6% compared with 25.3%).

3.15 Academic staff by mode, salary range and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
All academic staff						
Under £30,000	27525	15.6	97.6	685	14.3	2.4
£30,000 – £50,000	104165	59.1	97.3	2935	61.1	2.7
Over £50,000	44645	25.3	97.4	1180	24.6	2.6
Full-time						
Under £30,000	11070	9.6	97.8	245	8.1	2.2
£30,000 – £50,000	66545	57.8	97.4	1770	58.7	2.6
Over £50,000	37485	32.6	97.4	1005	33.2	2.6
Part-time						
Under £30,000	16455	26.9	97.4	440	24.8	2.6
£30,000 – £50,000	37620	61.4	97.0	1160	65.2	3.0
Over £50,000	7165	11.7	97.6	180	10.0	2.4

* compare vertically within mode

^ compare horizontally

A lower proportion of disabled professional and support staff earned over £50,000 than non-disabled staff (4.0% compared with 4.8%).

5.2% of full-time disabled professional and support staff earned over £50,000, compared with 6.4% of non-disabled staff.

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C.6a Academic staff by salary range and disability 2010/11

C.6b Non-academic staff by salary range and disability 2010/11

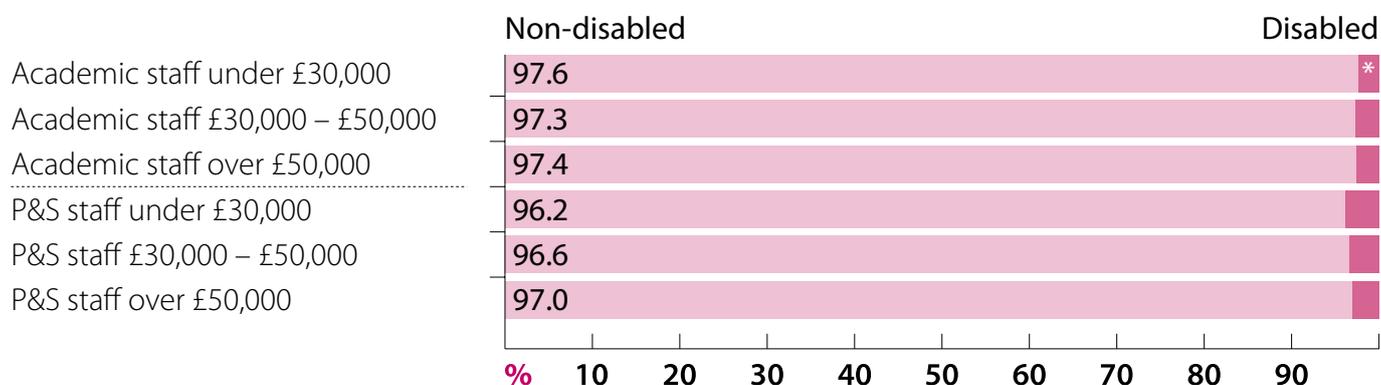
3.16 Professional and support staff by mode, salary range and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
All professional and support staff						
Under £30,000	133290	69.0	96.2	5205	71.4	3.8
£30,000 – £50,000	50710	26.2	96.6	1790	24.6	3.4
Over £50,000	9305	4.8	97.0	290	4.0	3.0
Full-time						
Under £30,000	79035	61.6	96.1	3195	65.7	3.9
£30,000 – £50,000	41090	32.0	96.7	1410	29.0	3.3
Over £50,000	8215	6.4	97.0	255	5.2	3.0
Part-time						
Under £30,000	54260	83.5	96.4	2010	83.0	3.6
£30,000 – £50,000	9620	14.8	96.2	380	15.6	3.8
Over £50,000	1090	1.7	97.0	35	1.4	3.0

* compare vertically within mode

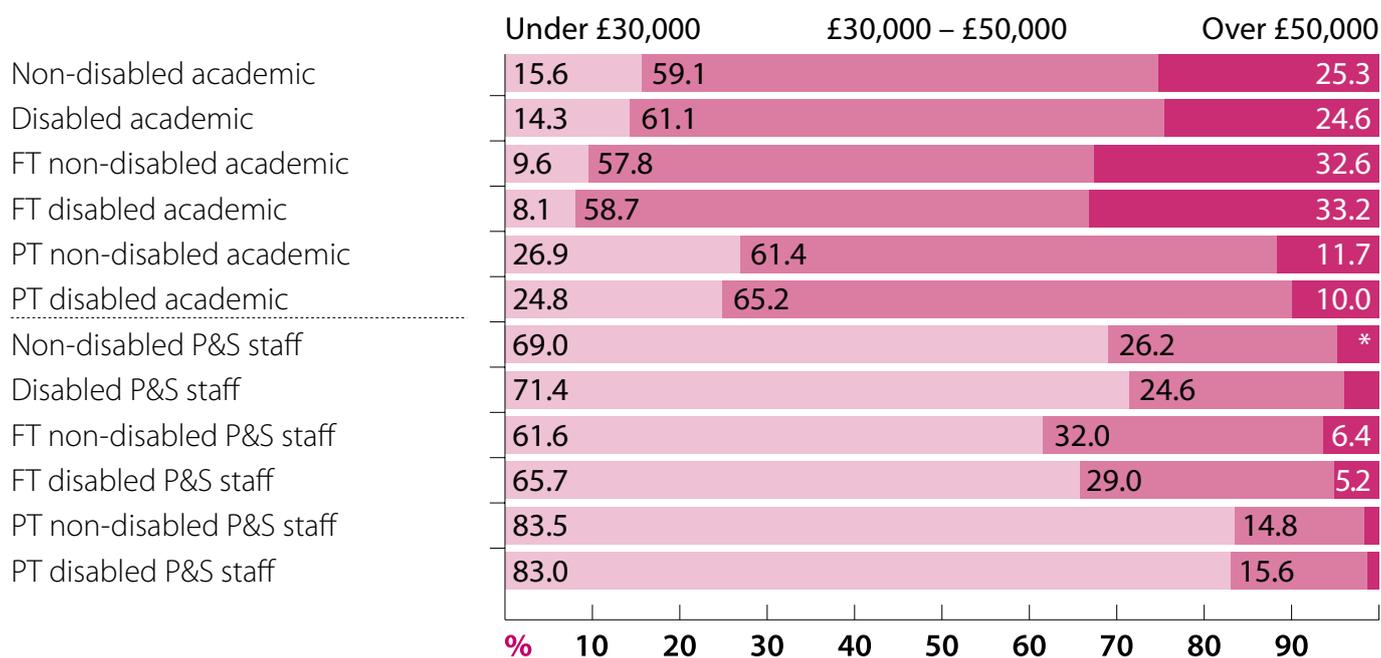
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Academic/professional and support staff in salary ranges by disability status



* values less than 5.0 are not displayed

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



* values less than 5.0 are not displayed

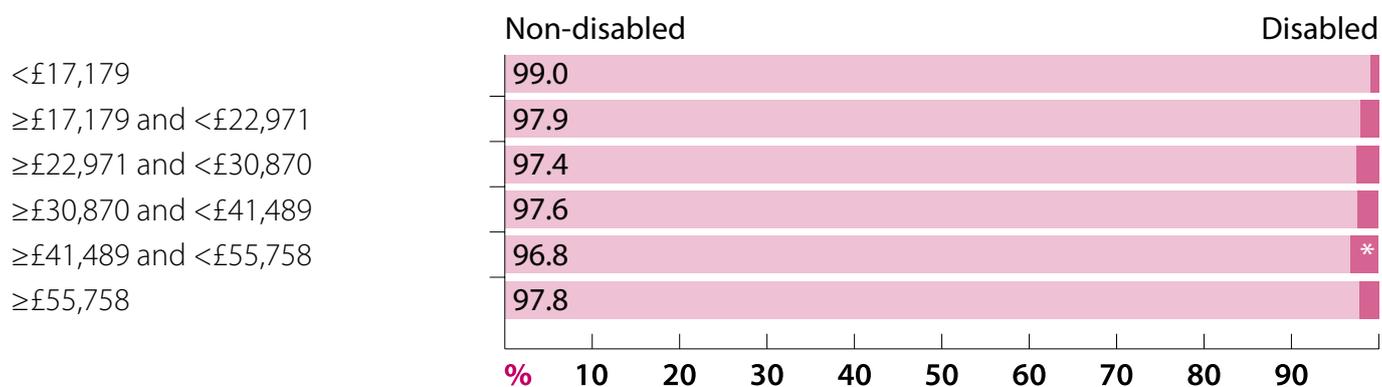
13.2% of disabled academic staff earned a salary in the highest academic pay spine ($\geq\pounds55,758$), compared with 16.1% of non-disabled academic staff.

3.17 Academic staff by academic pay spine and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
< $\pounds17,179$	1760	1.0	99.0	20	0.4	1.0
$\geq\pounds17,179$ and < $\pounds22,971$	2815	1.6	97.9	60	1.2	2.1
$\geq\pounds22,971$ and < $\pounds30,870$	23895	13.6	97.4	635	13.2	2.6
$\geq\pounds30,870$ and < $\pounds41,489$	61215	34.7	97.6	1520	31.6	2.4
$\geq\pounds41,489$ and < $\pounds55,758$	58185	33.0	96.8	1940	40.4	3.2
$\geq\pounds55,758$	28465	16.1	97.8	635	13.2	2.2

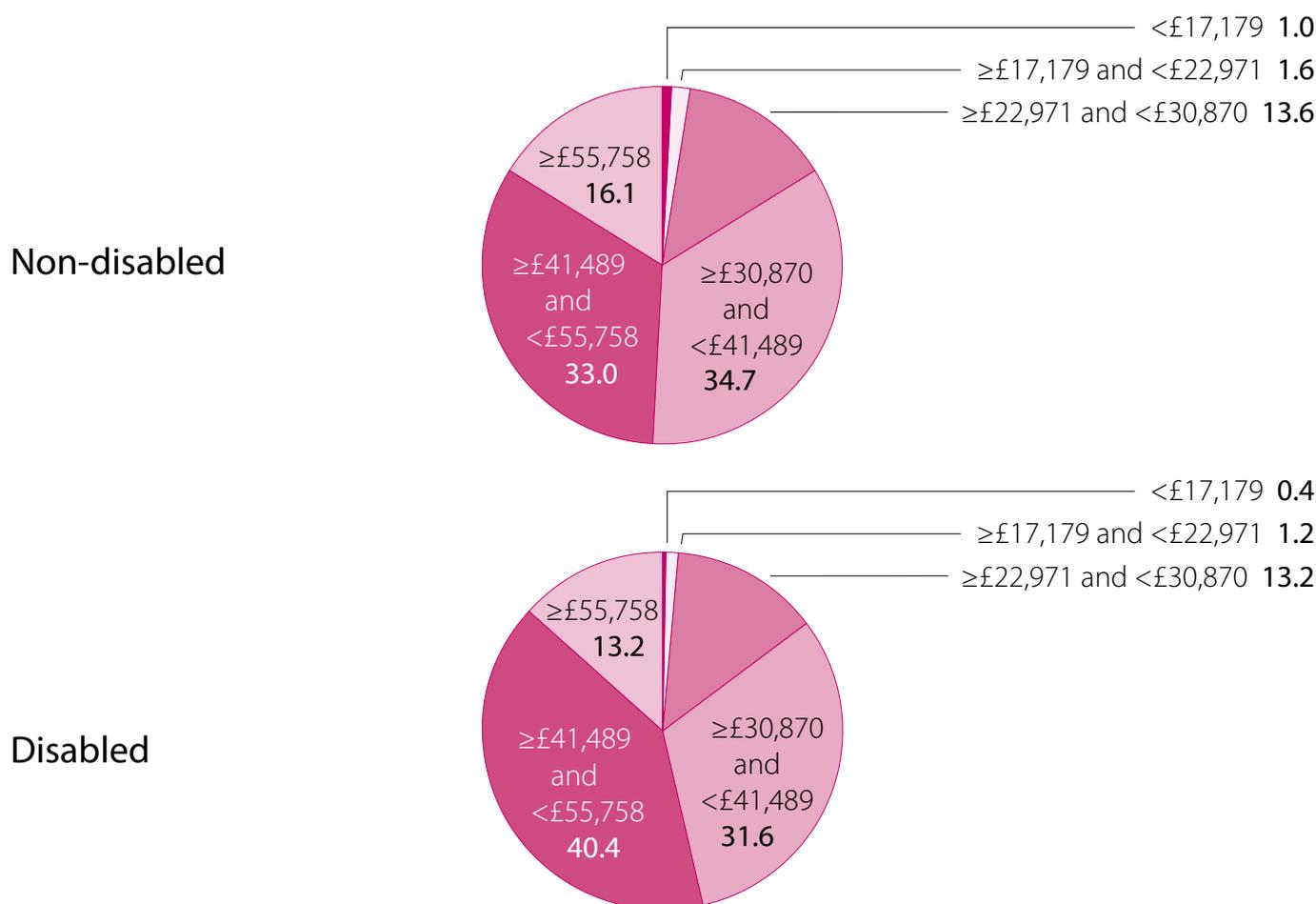
* compare vertically ^ compare horizontally

Academic staff in academic pay spines by disability status



* values less than 5.0 are not displayed

Disabled/non-disabled academic staff by academic pay spine



There were considerable variations in disability pay gap by country of institution and employment activity.

The median pay gap was largest in Wales, where it was -3.0% among professional and support staff and -9.3% among academic staff.

The mean pay gap among professional and support staff was largest in Northern Ireland (7.4%). London held the largest mean pay gap among academic staff (-4.3%).

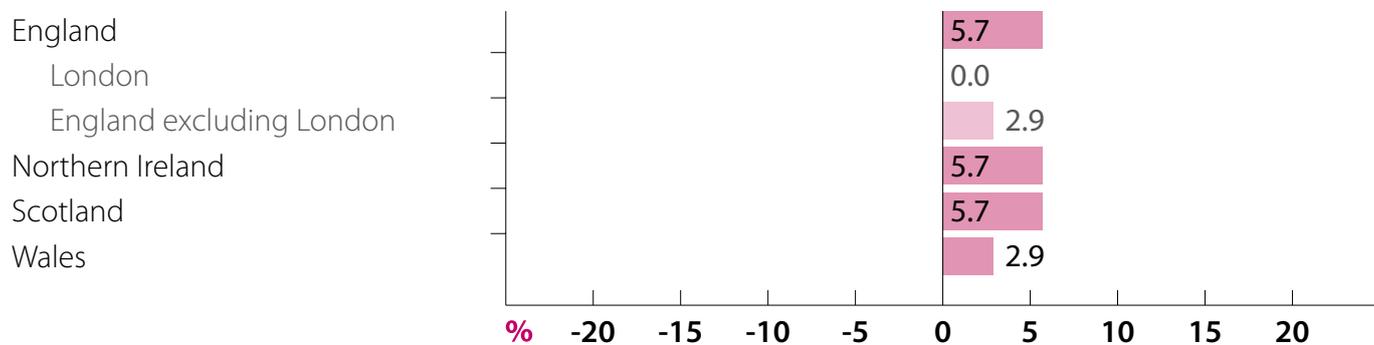
3.18 Median/mean salary and pay gap by country of institution, activity and disability status

	Median			Mean		
	ND	D	Pay gap	ND	D	Pay gap
	£	£	%	£	£	%
England						
Academic staff	40280	42733	-6.1	43630	43098	1.2
Professional and support staff	23862	23661	0.8	27465	26625	3.1
All staff	32751	30870	5.7	35306	33286	5.7
London						
Academic staff	41282	44016	-6.6	45724	47709	-4.3
Professional and support staff	29850	30234	-1.3	32477	32017	1.4
All staff	36540	36525	0.0	39549	38543	2.5
England (excluding London)						
Academic staff	40280	41489	-3.0	42920	42243	1.6
Professional and support staff	22971	22971	0.0	26147	25679	1.8
All staff	30870	29972	2.9	34038	32342	5.0
Northern Ireland						
Academic staff	42757	45336	-6.0	45254	46104	-1.9
Professional and support staff	21652	21021	2.9	26014	24078	7.4
All staff	31798	29972	5.7	34873	32012	8.2
Scotland						
Academic staff	42900	44016	-2.6	45296	44940	0.8
Professional and support staff	22971	22971	0.0	26411	26031	1.4
All staff	31798	29972	5.7	34592	33223	4.0
Wales						
Academic staff	40280	44016	-9.3	43658	45094	-3.3
Professional and support staff	22971	23661	-3.0	27200	27120	0.3
All staff	31798	30870	2.9	34486	33450	3.0

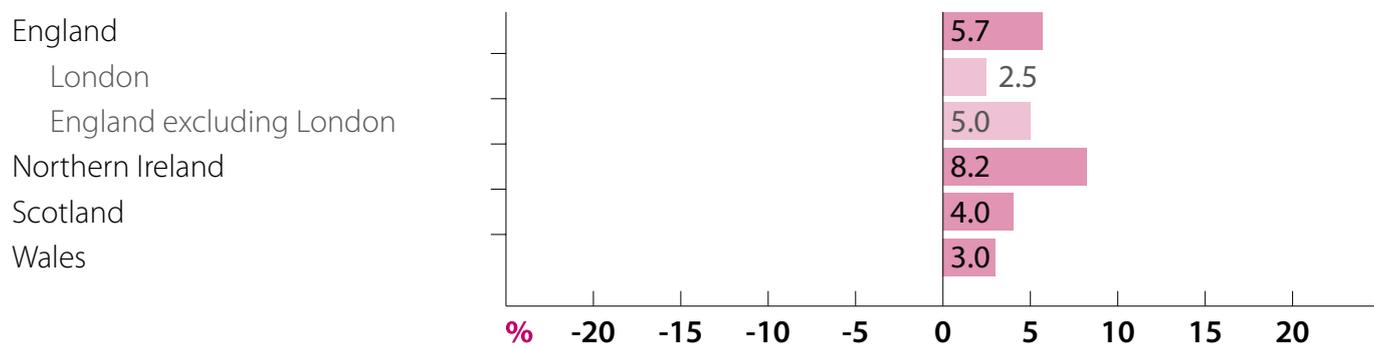
ND non-disabled

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 academics (£42,733) was higher than that of non-disabled academic staff (£40,280), representing a pay gap of -6.1%.

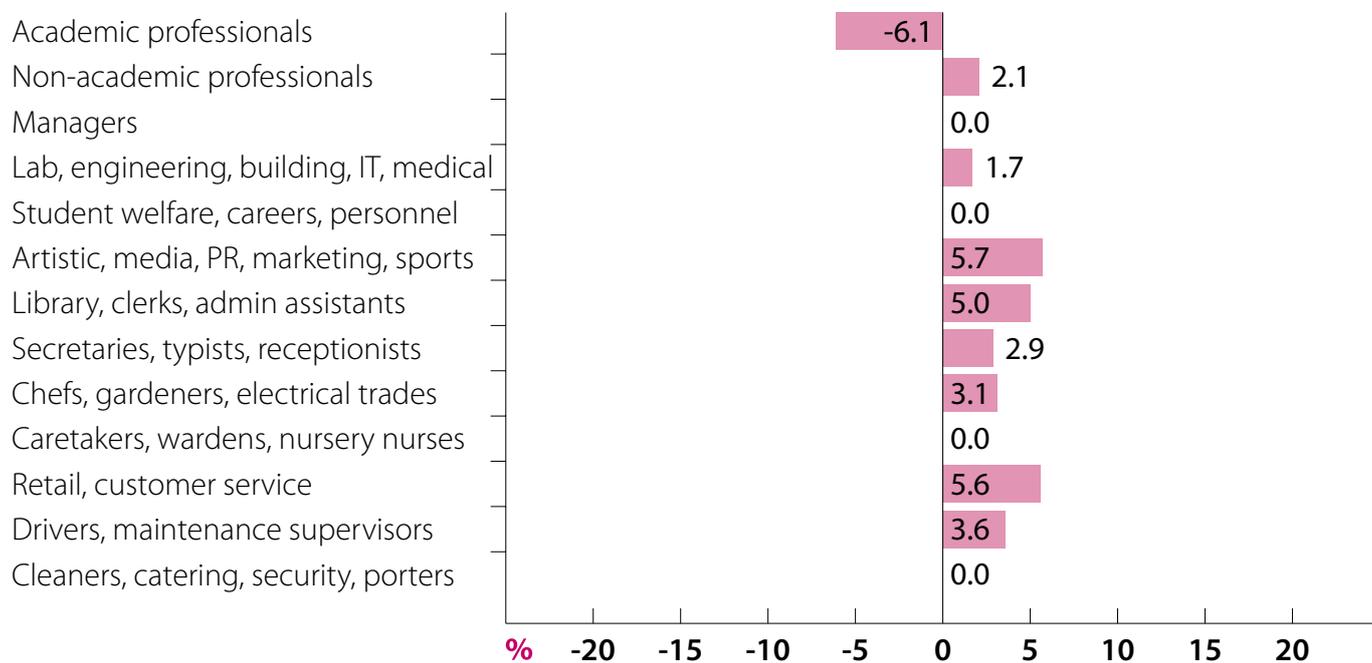
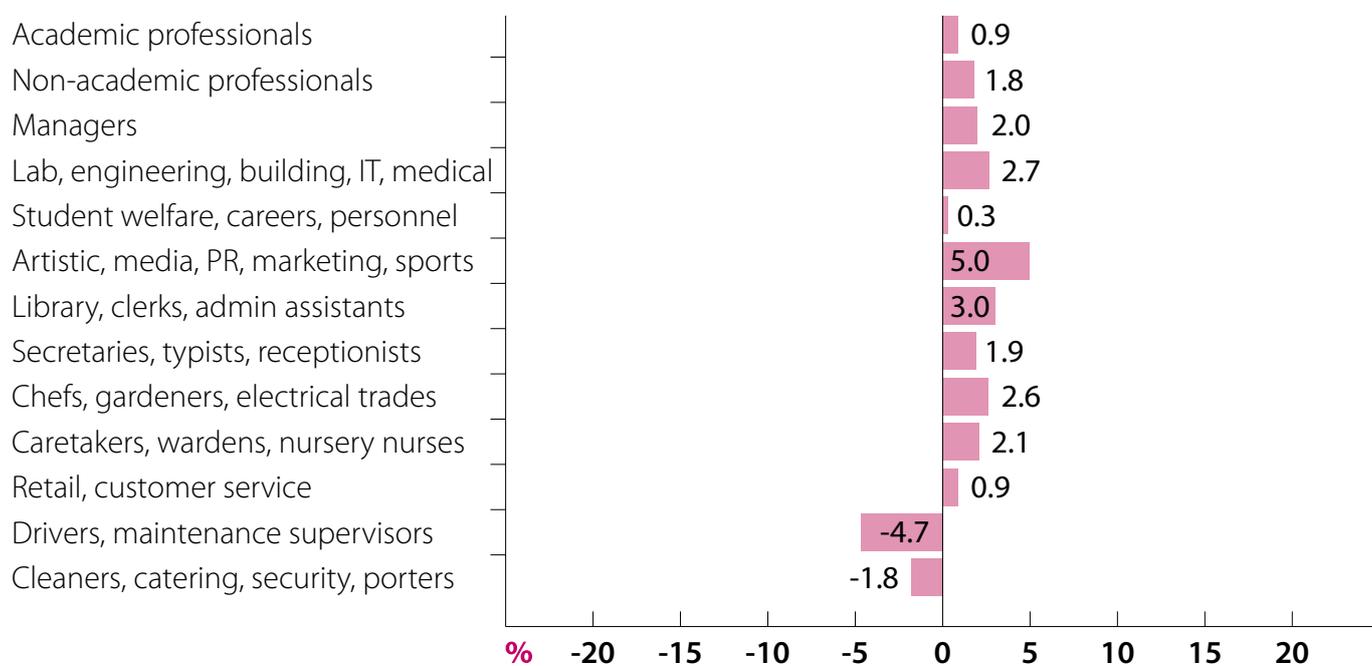
Among professional and support staff overall, there was a mean pay gap of 2.8% and median salaries were level. The difference was largest in the artistic, media, PR, marketing and sports occupational group, where there was a 5.7% median and 5.0% mean pay gap between disabled staff and non-disabled staff.

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

	Median			Mean		
	ND	D	Gap	ND	D	Gap
	£	£	%	£	£	%
Academic professionals	40280	42733	-6.1	43819	43441	0.9
Non-academic professionals	36540	35788	2.1	38847	38155	1.8
Managers	44016	44016	0.0	48341	47367	2.0
Lab, engineering, building, IT, medical techs (inc. nurses)	27907	27428	1.7	28680	27904	2.7
Student welfare, careers, training, personnel, planning	29972	29972	0.0	30095	30001	0.3
Artistic, media, PR, marketing, sports	28251	26629	5.7	29055	27589	5.0
Library, clerks, admin assistants	22137	21021	5.0	22693	22004	3.0
Secretaries, typists, receptionists and telephonists	21021	20409	2.9	22078	21664	1.9
Chefs, gardeners, printers, electrical, mechanical, construction	21652	20980	3.1	22305	21735	2.6
Caretakers, wardens, leisure, nursery nurses, care	17179	17179	0.0	18622	18225	2.1
Retail and customer service	18200	17179	5.6	19214	19034	0.9
Drivers, maintenance, plant operatives	20272	19542	3.6	21289	22297	-4.7
Cleaners, catering, security, porters	14608	14608	0.0	15586	15864	-1.8
All professional and support staff	23661	23661	0.0	27303	26542	2.8
All staff	32751	30870	5.7	35182	33257	5.5

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 gap among professors was 2.9% and 1.6%, respectively. However, the gap fluctuates widely by location of institution. At 6.6%, Scotland holds the largest median pay gap; Wales holds the lowest (0.9%). The largest mean pay gap is found in London (3.4%) and smallest in Wales (-0.3%).

Country variation in salaries is also found among non-professor academics. The median and mean pay gap was largest in Northern Ireland (-12.6% and -4.0%, respectively) and lowest in Scotland (-3.0% and 0.0%).

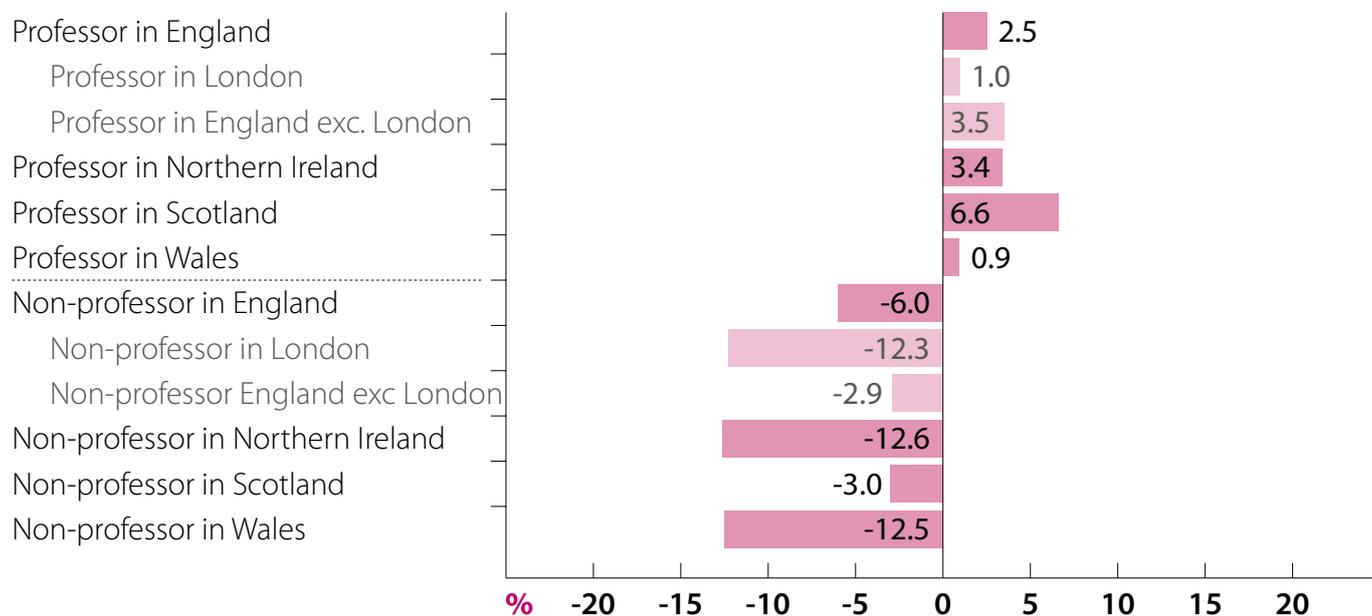
3.20 Median/mean salary and pay gap for professors/non-professors by country of institution and disability status

	Median			Mean		
	ND	D	Pay gap	ND	D	Pay gap
	£	£	%	£	£	%
Professors						
England	70630	68885	2.5	75382	73822	2.1
London	74186	73440	1.0	79265	76596	3.4
England excluding London	69216	66769	3.5	73936	72847	1.5
Northern Ireland	65480	63283	3.4	71121	72468	-1.9
Scotland	69772	65169	6.6	74673	74117	0.7
Wales	71444	70833	0.9	75233	75442	-0.3
All professors	70496	68477	2.9	75191	73964	1.6
Non-professors						
England	37992	40280	-6.0	40404	40550	-0.4
London	39185	44016	-12.3	42045	43495	-3.4
England excluding London	37990	39107	-2.9	39853	40039	-0.5
Northern Ireland	40280	45336	-12.6	41868	43560	-4.0
Scotland	40280	41489	-3.0	40957	40970	0.0
Wales	37990	42733	-12.5	39904	41195	-3.2
All non-professors	38594	40796	-5.7	40458	40698	-0.6

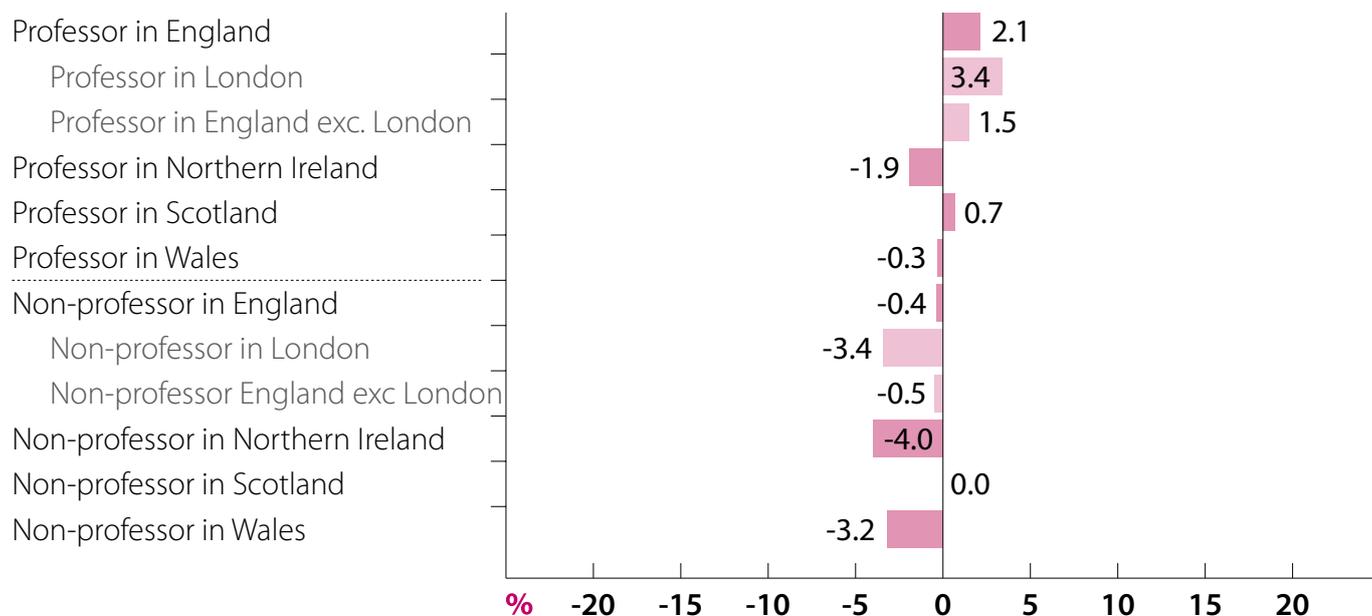
ND non-disabled

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

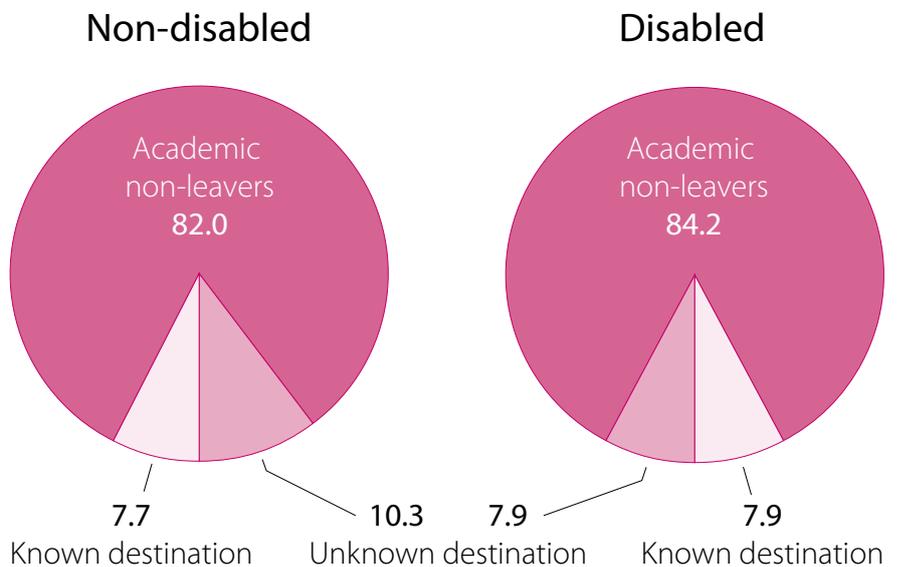
This section presents information on academic staff who left the higher education institution in which they were employed between the period of 2009/10 and 2010/11. Please note that this data provides overall figures, covering both UK and non-UK national staff.

15.8% of disabled academic staff left their institution between 2009/10 and 2010/11, compared with 18.0% of non-disabled academic staff.

3.21 Academic staff by leaving status and disability status

	Non-disabled		Disabled	
	No.	%	No.	%
Total academic staff	177030	100	4565	100
Total academic leavers (as a proportion of all staff)	31930	18.0	720	15.8
Known destination (as a proportion of all leavers)	13640	42.7	360	49.9
Unknown destination (as a proportion of all leavers)	18290	57.3	360	50.1

Disabled/non-disabled academic staff by leaving status



31.2% of disabled academic leavers retired, compared with 16.0% of non-disabled academic leavers.

40.0% of disabled academic leavers were still in employment, compared with 60.8% of non-disabled staff.

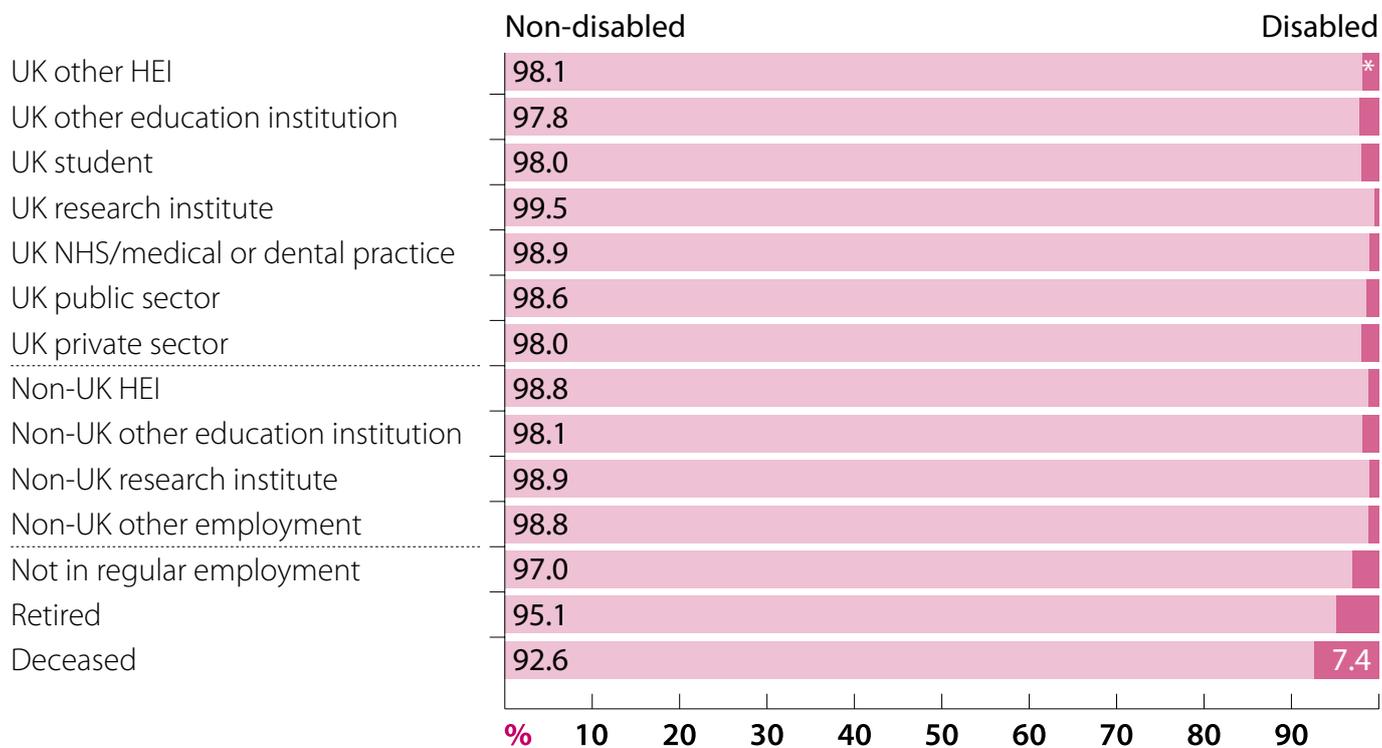
3.22 Academic staff leavers by known leaving destination and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
UK employment						
UK other HEI	2465	18.1	98.1	50	13.3	1.9
UK other education institution	585	4.3	97.8	15	3.6	2.2
UK student	490	3.6	98.0	10	2.8	2.0
UK research institute	195	1.4	99.5	0	0.3	0.5
UK NHS/medical or dental practice	545	4.0	98.9	5	1.7	1.1
UK public sector	145	1.1	98.6	0	0.6	1.4
UK private sector	1930	14.2	98.0	40	11.1	2.0
All UK employment	6360	46.6	98.2	120	33.3	1.8
Non-UK employment						
Non-UK HEI	925	6.8	98.8	10	3.1	1.2
Non-UK other education institution	155	1.1	98.1	5	0.8	1.9
Non-UK student	50	0.4	100	0	0.0	0.0
Non-UK research institute	275	2.0	98.9	5	0.8	1.1
Non-UK health service	35	0.3	97.4	0	0.3	2.6
Non-UK other employment	490	3.6	98.8	5	1.7	1.2
All non-UK employment	1930	14.2	98.8	25	6.7	1.2
No longer in employment						
Not in regular employment	3075	22.5	97.0	95	26.6	3.0
Retired	2175	16.0	95.1	110	31.2	4.9
Deceased	100	0.7	92.6	10	2.2	7.4
All those no longer in employment	5350	39.2	96.1	215	60.0	3.9

* compare vertically ^ compare horizontally

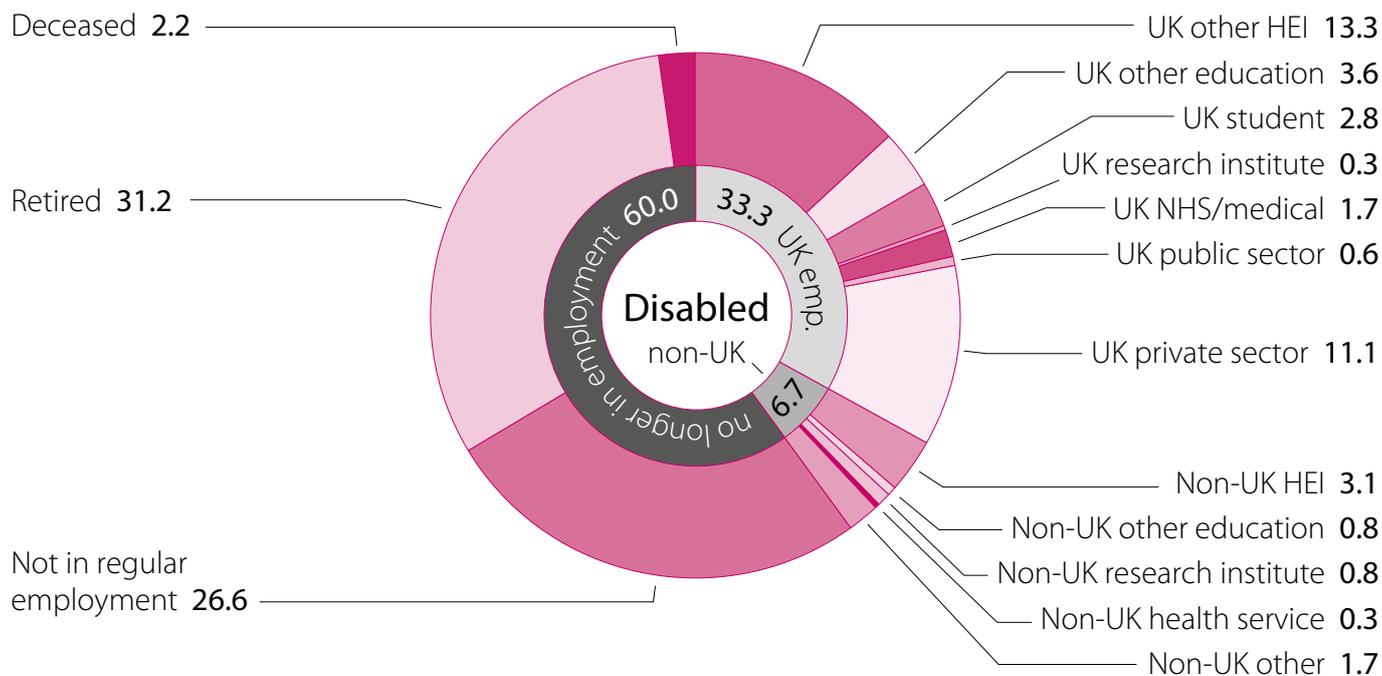
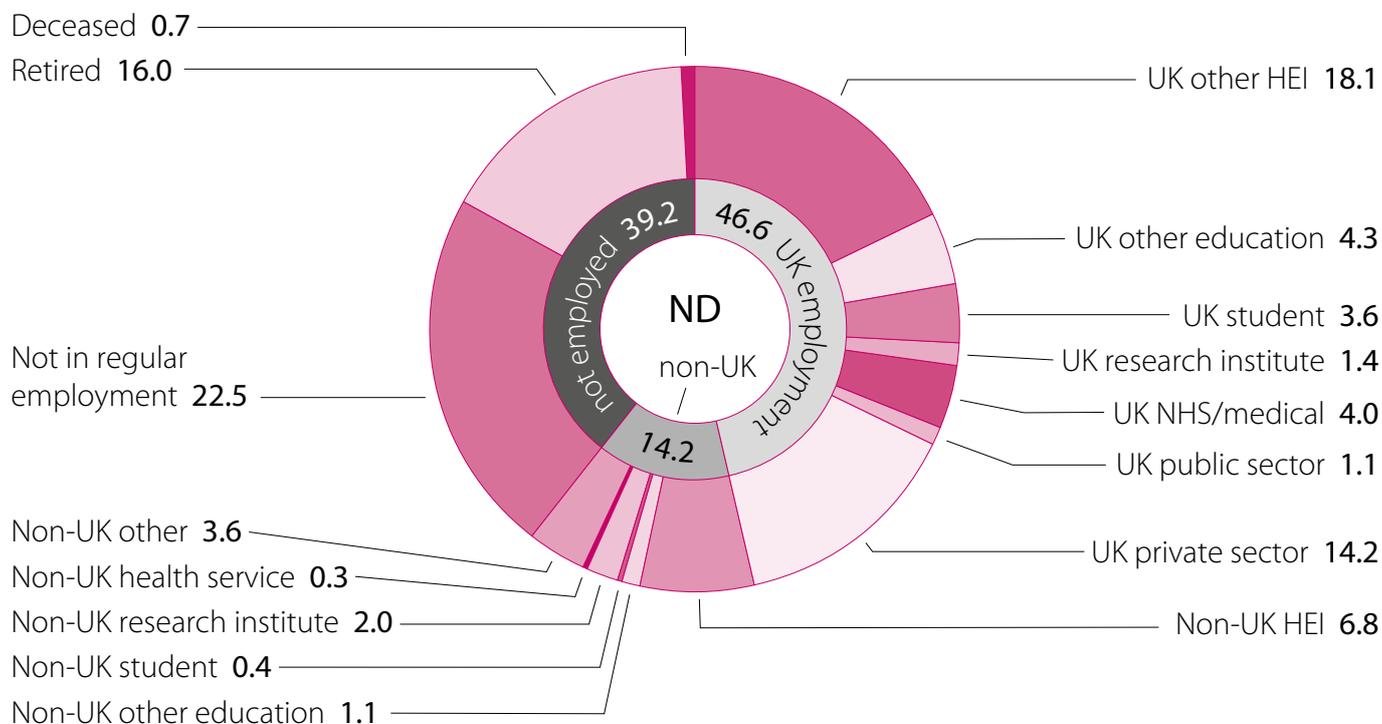
3 Disability

Academic staff leavers in leaving destinations by disability status



* values less than 5.0 are not displayed

Disabled/non-disabled academic staff leavers by leaving destination



- = 54.9% of staff aged 25 and under and 85.2% of staff aged 66 and over were employed on a part-time basis.
- = The majority of staff within all other age groups were employed on full-time contracts.
- = 65.9% of academic staff aged 25 and under and 88.2% of academic staff aged 66 and over worked part-time, compared with 28.1% of academics aged 31–35.
- = The majority of professional and support staff in the 25 and under age group (51.9%) and in the 66 and over age group (77.7%) worked part-time. In all other age groups the majority of staff worked full-time.
- = 16.6% of academic staff on open-ended/permanent contracts were aged 35 and under. 51.3% of academic staff on fixed-term contracts were aged 35 and under.
- = The staff age profile varies by occupational group. 29.9% of staff working in the caretakers, wardens, leisure, nursery nurses and care occupations, for example, were aged 25 and under, compared with 2.5% staff in the non-academic professionals group and 0.8% of managers.

4 Age

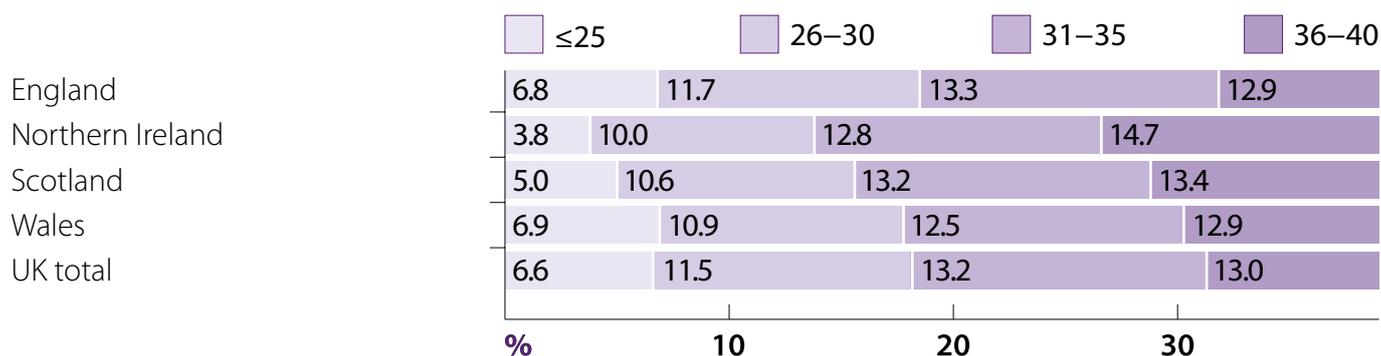
Age overview

The age profile of staff differed across countries. England, for example, had a comparatively younger staff population than Northern Ireland: 31.8% of staff in England are 35 and under, compared with 26.6% of staff in Northern Ireland.

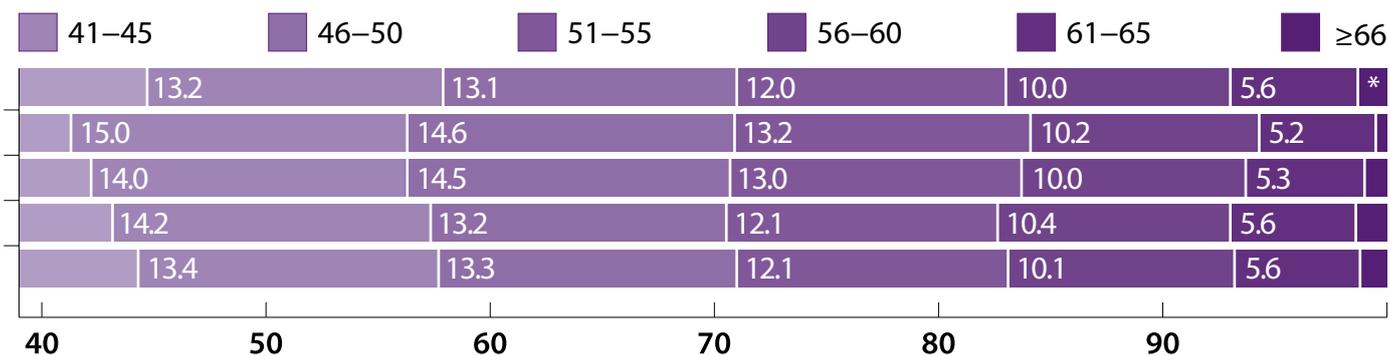
4.1 Staff by country of institution and age group

	25 and under		26 – 30		31 – 35	
	No.	%	No.	%	No.	%
England	21490	6.8	36965	11.7	41810	13.3
Northern Ireland	285	3.8	745	10.0	950	12.8
Scotland	1960	5.0	4160	10.6	5185	13.2
Wales	1355	6.9	2145	10.9	2465	12.5
UK total	25090	6.6	44020	11.5	50415	13.2

Staff in countries of institution by age group



36 – 40		41 – 45		46 – 50		51 – 55		56 – 60		61 – 65		66 and over	
No.	%	No.	%	No.	%								
40675	12.9	41540	13.2	41395	13.1	37690	12.0	31650	10.0	17780	5.6	4045	1.3
1095	14.7	1115	15.0	1090	14.6	985	13.2	760	10.2	390	5.2	25	0.4
5295	13.4	5530	14.0	5725	14.5	5125	13.0	3945	10.0	2070	5.3	390	1.0
2530	12.9	2790	14.2	2595	13.2	2390	12.1	2045	10.4	1105	5.6	270	1.4
49595	13.0	50975	13.4	50810	13.3	46185	12.1	38400	10.1	21340	5.6	4730	1.2



* values less than 2.0 are not displayed

Mode and contract type

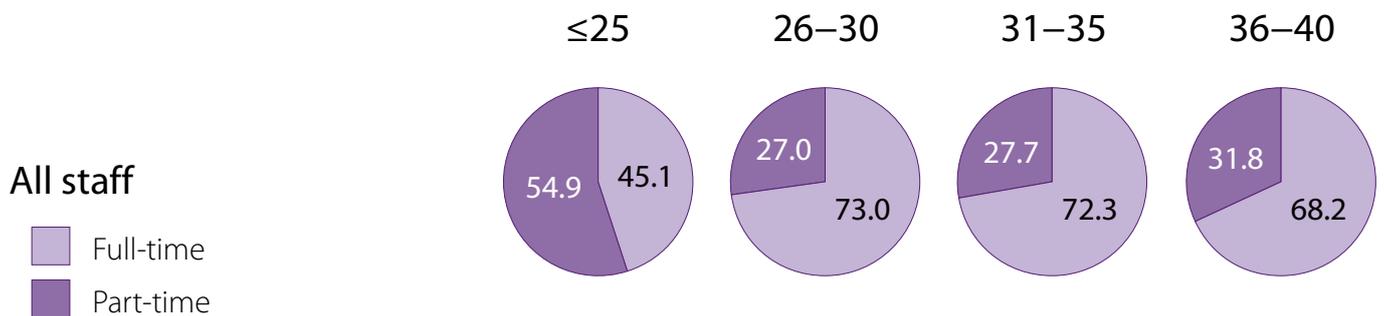
54.9% of staff aged 25 and under and 85.2% of staff aged 66 and over were employed on a part-time basis.

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

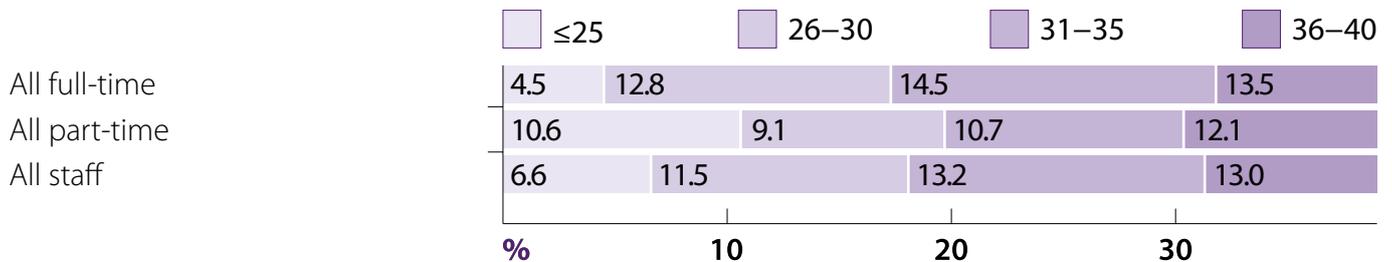
4.2 Staff by mode and age group

	No.	%*	%^
25 and under			
Full-time	11325	45.1	4.5
Part-time	13765	54.9	10.6
All staff	25090	100	6.6
46 – 50			
Full-time	34745	68.4	13.8
Part-time	16065	31.6	12.3
All staff	50810	100	13.3

Staff in age groups by mode



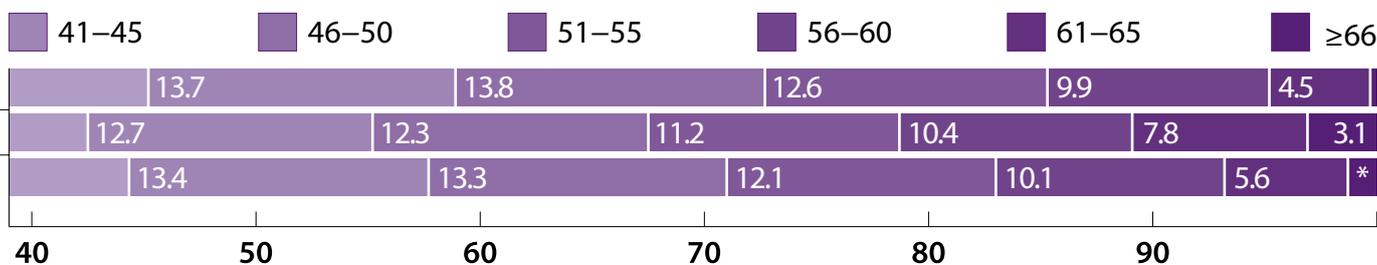
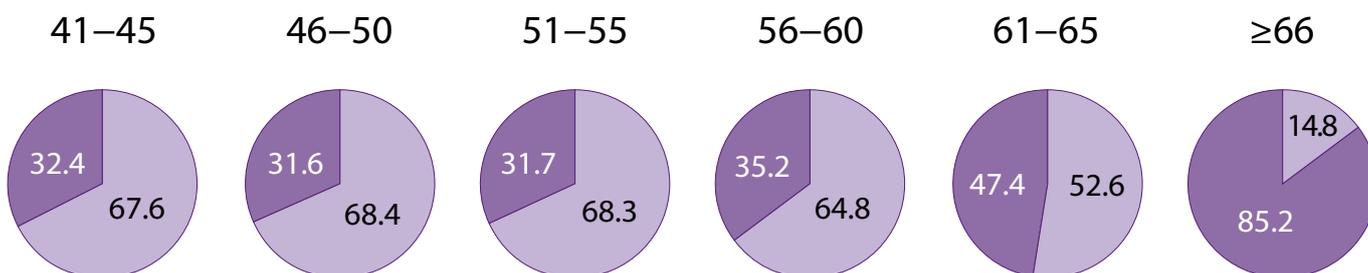
Full-time/part-time staff by age group



No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26 – 30			31 – 35			36 – 40			41 – 45		
32155	73.0	12.8	36435	72.3	14.5	33845	68.2	13.5	34450	67.6	13.7
11865	27.0	9.1	13980	27.7	10.7	15750	31.8	12.1	16525	32.4	12.7
44020	100	11.5	50415	100	13.2	49595	100	13.0	50975	100	13.4
51 – 55			56 – 60			61 – 65			66 and over		
31545	68.3	12.6	24870	64.8	9.9	11235	52.6	4.5	700	14.8	0.3
14645	31.7	11.2	13530	35.2	10.4	10105	47.4	7.8	4030	85.2	3.1
46185	100	12.1	38400	100	10.1	21340	100	5.6	4730	100	1.2

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

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



* values less than 2.0 are not displayed

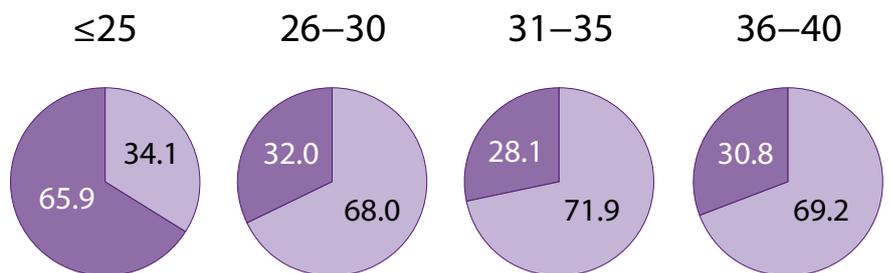
65.9% of academic staff aged 25 and under and 88.2% of academic staff aged 66 and over worked part-time, compared with 28.1% of academics aged 31–35.

4.3 Academic staff by mode and age group

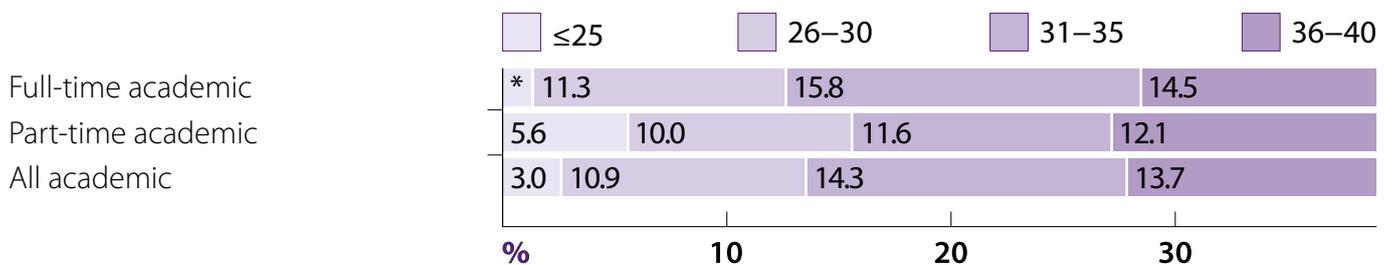
	No.	%*	%^
25 and under			
Full-time	1825	34.1	1.5
Part-time	3525	65.9	5.6
All academic staff	5350	100	3.0
46 – 50			
Full-time	17130	68.8	14.5
Part-time	7775	31.2	12.4
All academic staff	24905	100	13.8

Academic staff in age groups by mode

Academic staff



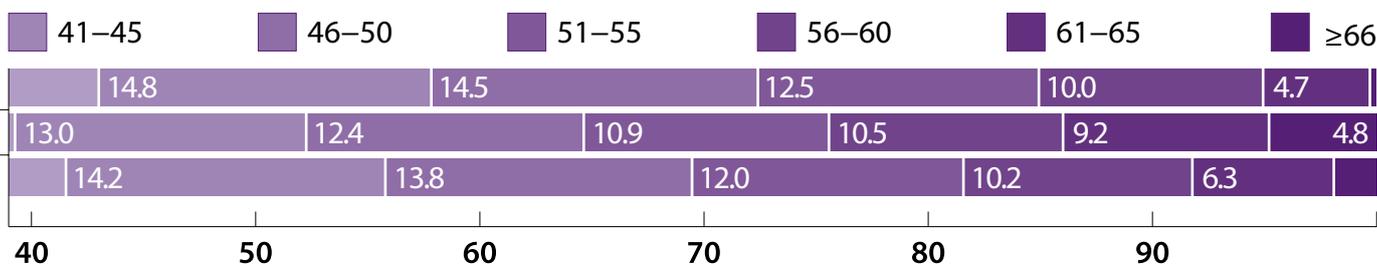
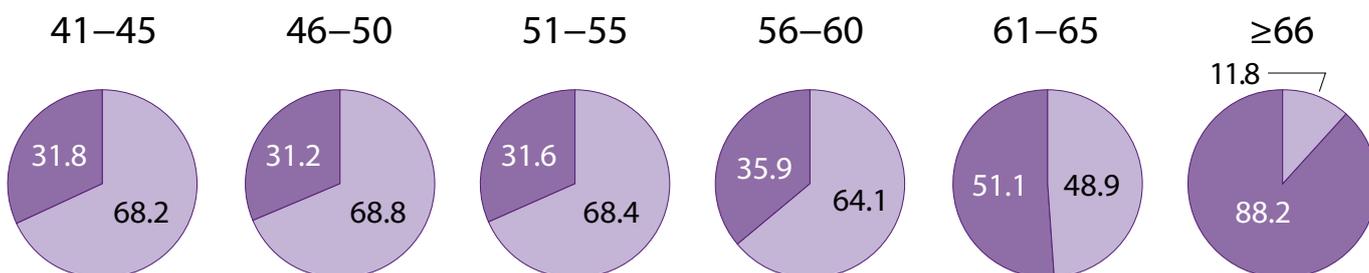
Full-time/part-time academic staff by age group



No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26 – 30			31 – 35			36 – 40			41 – 45		
13365	68.0	11.3	18610	71.9	15.8	17160	69.2	14.5	17500	68.2	14.8
6290	32.0	10.0	7270	28.1	11.6	7630	30.8	12.1	8170	31.8	13.0
19650	100	10.9	25880	100	14.3	24790	100	13.7	25665	100	14.2
51 – 55			56 – 60			61 – 65			66 and over		
14790	68.4	12.5	11790	64.1	10.0	5540	48.9	4.7	400	11.8	0.3
6845	31.6	10.9	6595	35.9	10.5	5780	51.1	9.2	2990	88.2	4.8
21635	100	12.0	18390	100	10.2	11315	100	6.3	3390	100	1.9

* compare vertically within age group

^ compare horizontally



* values less than 2.0 are not displayed

The majority of professional and support staff in the 25 and under age group (51.9%) and in the 66 and over age group (77.7%) worked part-time. In all other age groups the majority of staff worked full-time.

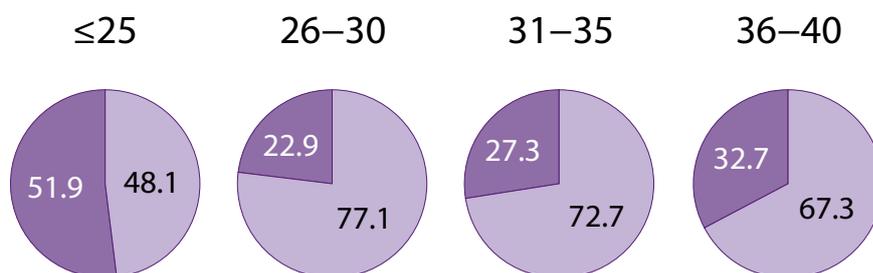
4.4 Professional and support staff by mode and age group

	No.	%*	%^
25 and under			
Full-time	9500	48.1	7.1
Part-time	10240	51.9	15.2
All professional and support staff	19740	100	9.8
46 – 50			
Full-time	17615	68.0	13.2
Part-time	8290	32.0	12.3
All professional and support staff	25905	100	12.9

Professional and support staff in age groups by mode

Professional and support staff

- Full-time
- Part-time



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



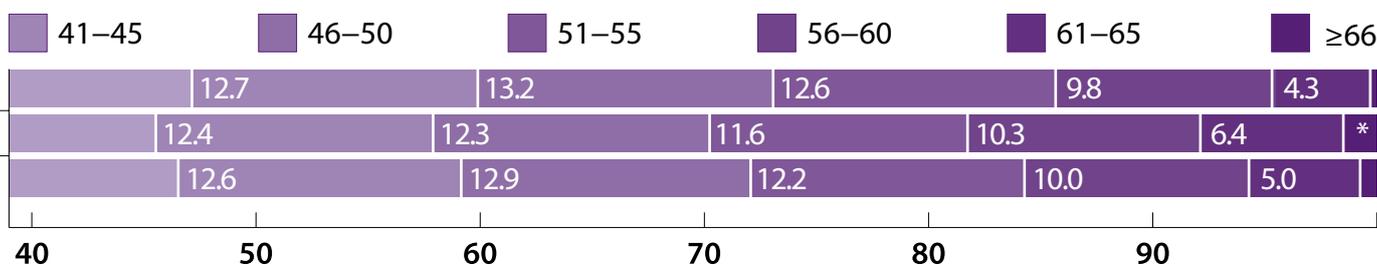
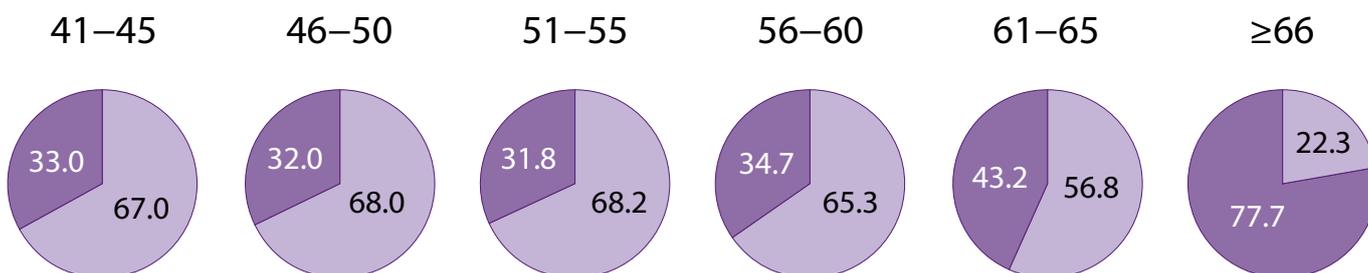
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C.1e Non-academic staff by mode and age 2010/11

No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26 – 30			31 – 35			36 – 40			41 – 45		
18790	77.1	14.1	17825	72.7	13.4	16685	67.3	12.5	16950	67.0	12.7
5575	22.9	8.3	6705	27.3	10.0	8120	32.7	12.1	8355	33.0	12.4
24365	100	12.1	24535	100	12.2	24805	100	12.4	25305	100	12.6
51 – 55			56 – 60			61 – 65			66 and over		
16750	68.2	12.6	13075	65.3	9.8	5700	56.8	4.3	300	22.3	0.2
7800	31.8	11.6	6935	34.7	10.3	4325	43.2	6.4	1040	77.7	1.5
24550	100	12.2	20010	100	10.0	10025	100	5.0	1340	100	0.7

* compare vertically within age group

^ compare horizontally



* values less than 2.0 are not displayed

76.5% of academic staff aged 25 and under and 58.0% of those aged 66 or older were on fixed-term contracts compared with, for example, 16.4% of academic staff aged 51–55.

16.6% of academic staff on open-ended/permanent contracts were aged 35 and under. 51.3% of academic staff on fixed-term contracts were aged 35 and under.

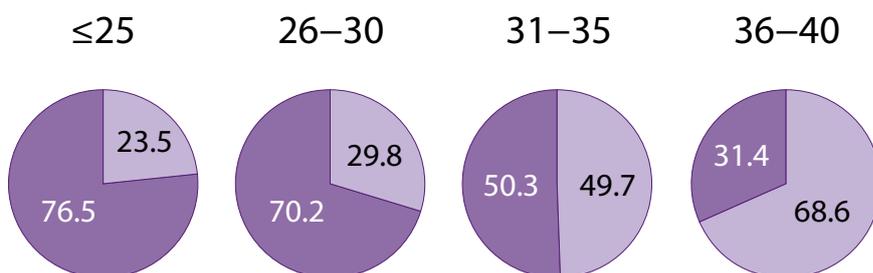
4.5 Academic staff by contract type and age group

	No.	%*	%^
25 and under			
Open-ended/permanent	1255	23.5	1.0
Fixed-term contract	4090	76.5	6.8
All academic staff	5350	100	3.0
46 – 50			
Open-ended/permanent	20460	82.2	16.9
Fixed-term contract	4445	17.8	7.4
All academic staff	24905	100	13.8

Academic staff in age groups by contract type

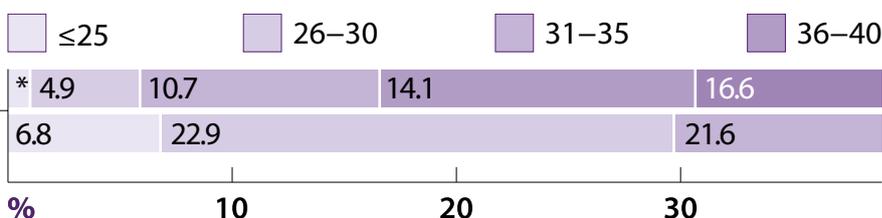
Academic staff

- Open/permanent
- Fixed-term



Academic staff in contract types by age group

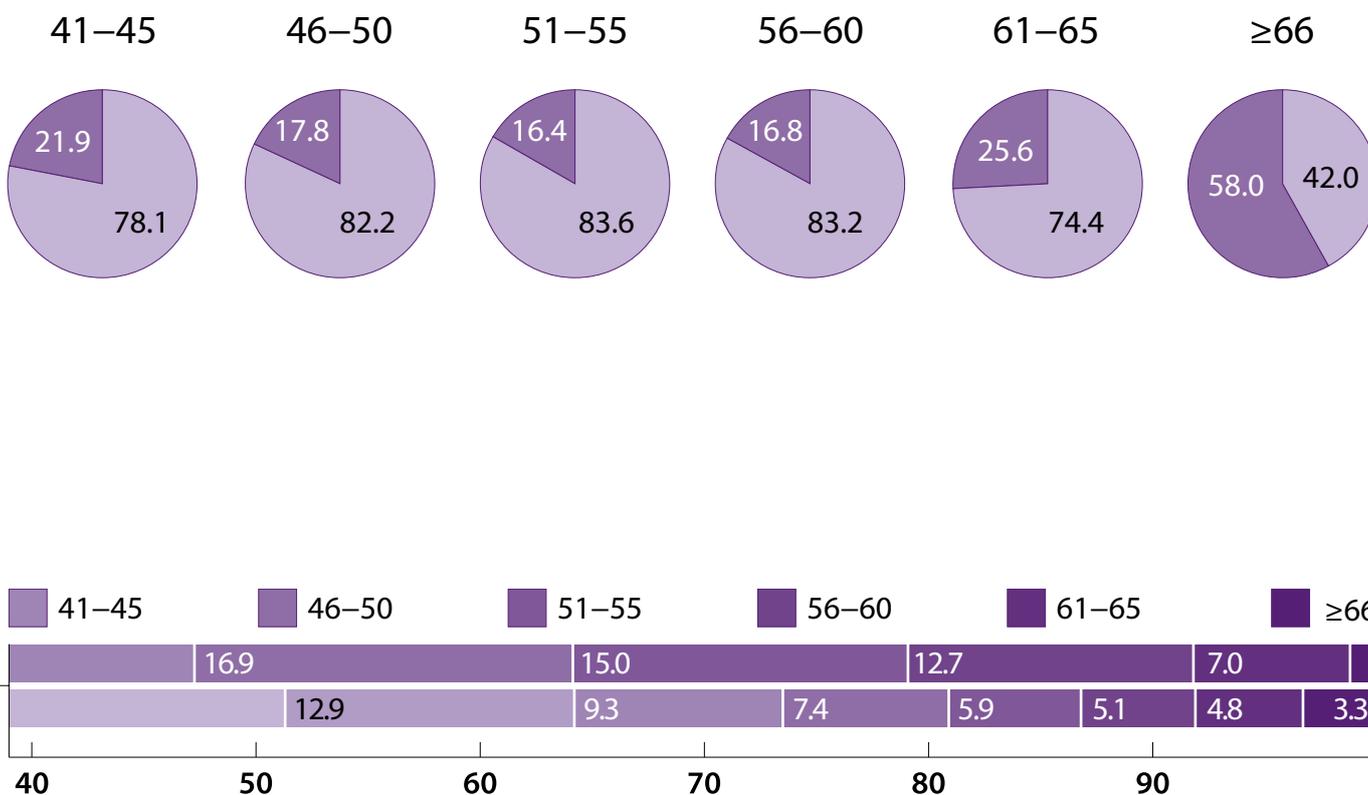
Academic open/permanent
Academic fixed-term



No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26 – 30			31 – 35			36 – 40			41 – 45		
5855	29.8	4.9	12875	49.7	10.7	17005	68.6	14.1	20040	78.1	16.6
13795	70.2	22.9	13010	50.3	21.6	7785	31.4	12.9	5630	21.9	9.3
19650	100	10.9	25880	100	14.3	24790	100	13.7	25665	100	14.2
51 – 55			56 – 60			61 – 65			66 and over		
18095	83.6	15.0	15305	83.2	12.7	8420	74.4	7.0	1425	42.0	1.2
3540	16.4	5.9	3085	16.8	5.1	2900	25.6	4.8	1965	58.0	3.3
21635	100	12.0	18390	100	10.2	11315	100	6.3	3390	100	1.9

* compare vertically within age group

^ compare horizontally



* values less than 2.0 are not displayed

Professional and support staff aged 25 and under make up 30.0% of those on fixed-term contracts but only 6.1% of staff on open-ended/permanent contracts.

16.8% of professional and support staff on open-ended/permanent contracts were aged 56 and over compared with 8.9% of professional and support staff on fixed-term contracts.

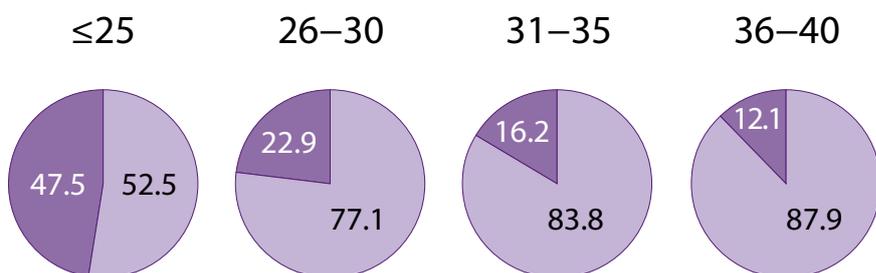
4.6 Professional and support staff by contract type and age group

	No.	%*	%^
25 and under			
Open-ended/permanent	10360	52.5	6.1
Fixed-term contract	9380	47.5	30.0
All professional and support staff	19740	100	9.8
46 – 50			
Open-ended/permanent	23805	91.9	14.1
Fixed-term contract	2095	8.1	6.7
All professional and support staff	25905	100	12.9

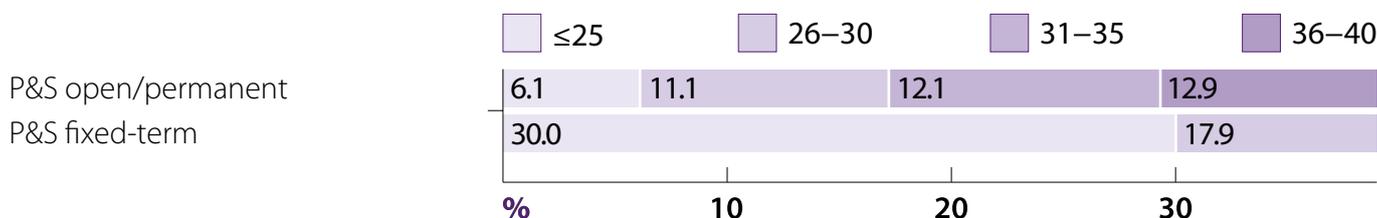
Professional and support staff in age groups by contract type

Professional and support staff

- Open/permanent
- Fixed-term



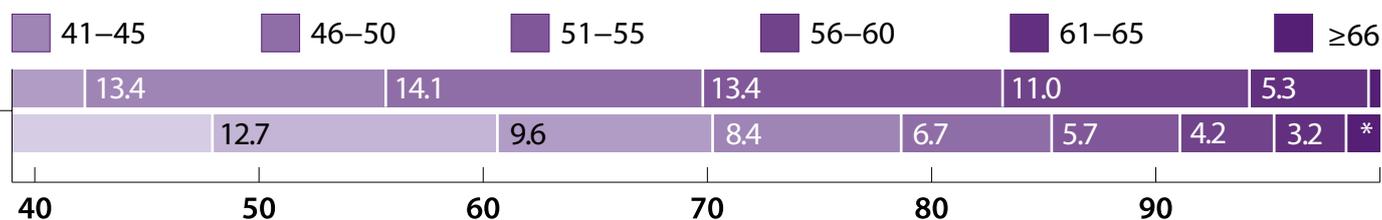
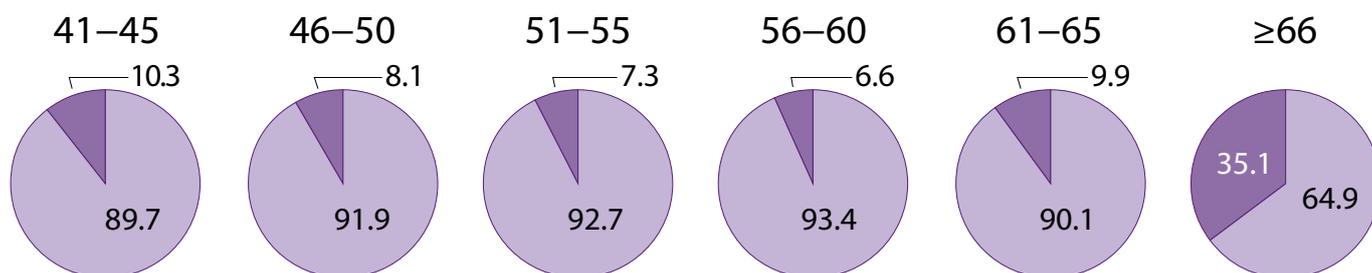
Professional and support staff in contract types by age group



No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26 – 30			31 – 35			36 – 40			41 – 45		
18780	77.1	11.1	20565	83.8	12.1	21805	87.9	12.9	22690	89.7	13.4
5585	22.9	17.9	3965	16.2	12.7	3000	12.1	9.6	2620	10.3	8.4
24365	100	12.1	24535	100	12.2	24805	100	12.4	25305	100	12.6
51 – 55			56 – 60			61 – 65			66 and over		
22760	92.7	13.4	18695	93.4	11.0	9030	90.1	5.3	870	64.9	0.5
1790	7.3	5.7	1315	6.6	4.2	995	9.9	3.2	470	35.1	1.5
24550	100	12.2	20010	100	10.0	10025	100	5.0	1340	100	0.7

* compare vertically within age group

^ compare horizontally



* values less than 2.0 are not displayed

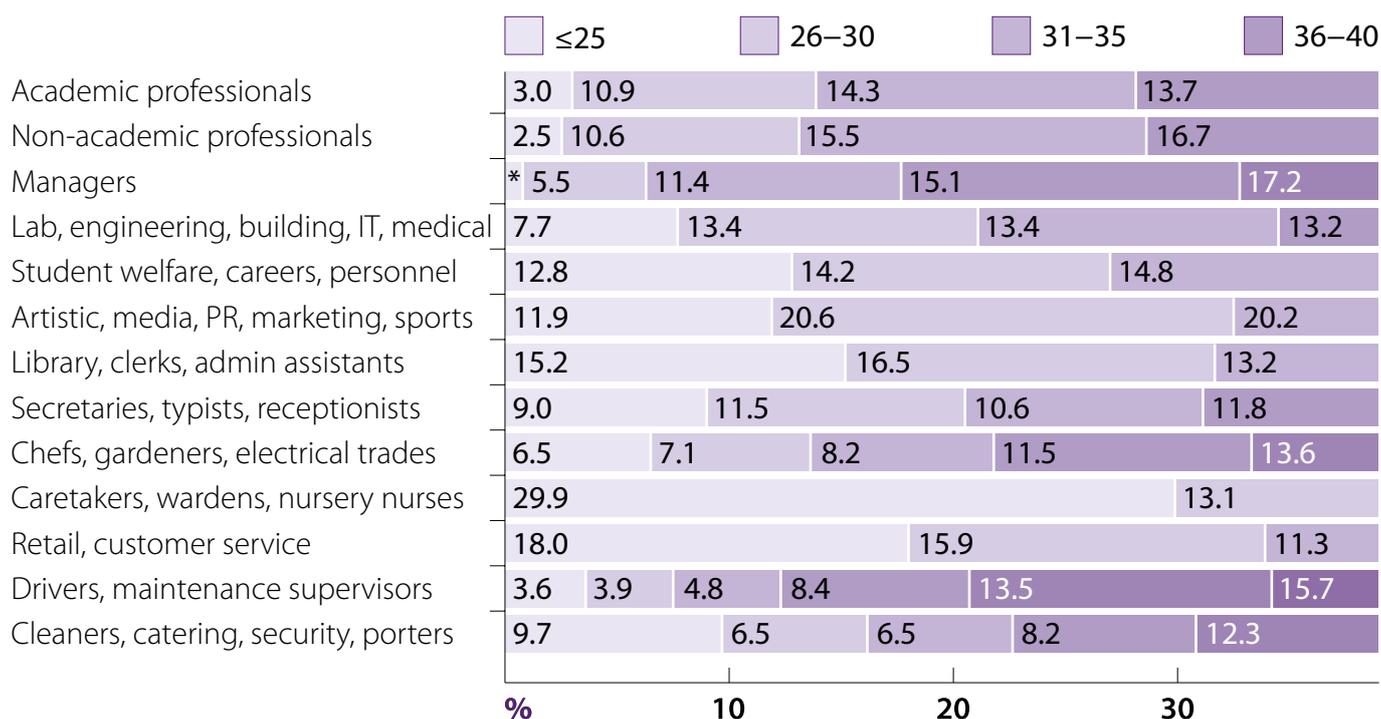
Occupational group

The staff age profile varies by occupational group. 29.9% of staff working in the caretakers, wardens, leisure, nursery nurses and care occupations, for example, were aged 25 and under, compared with 2.5% staff in the non-academic professionals group and 0.8% of managers.

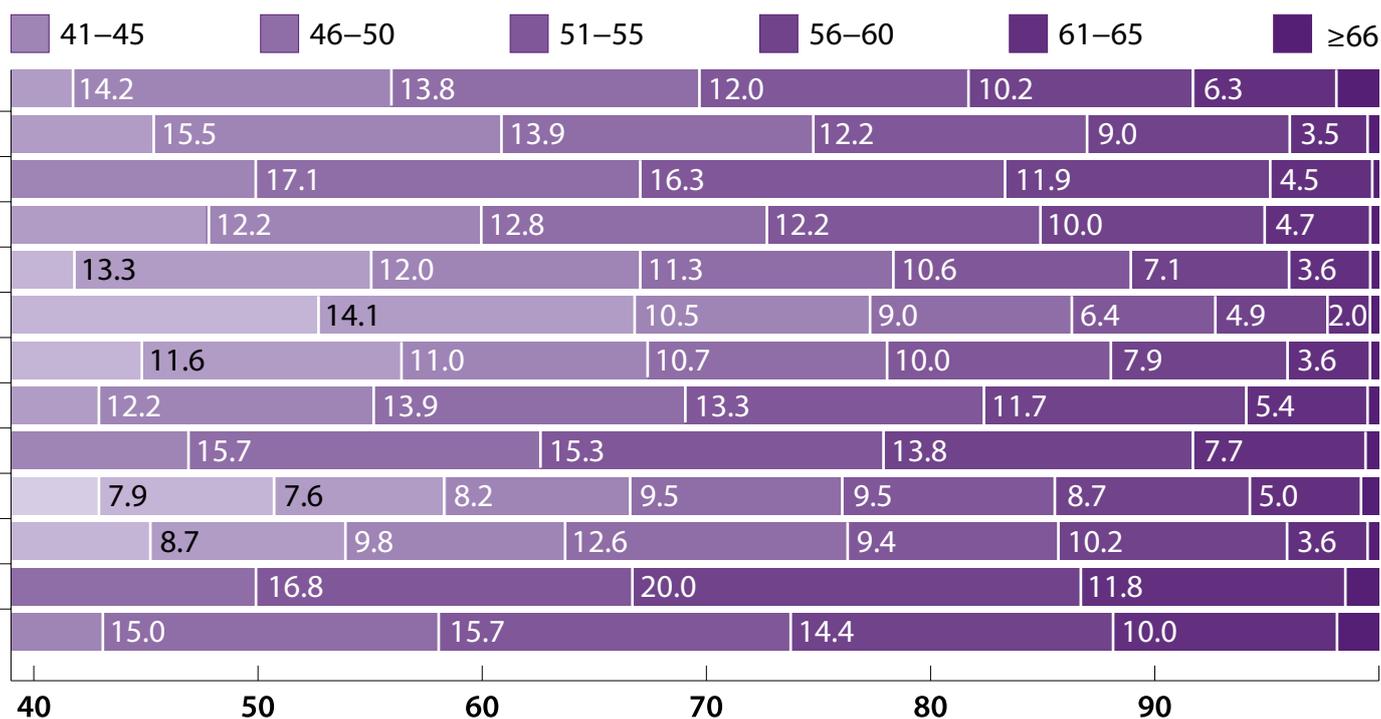
4.7 Staff by occupational group and age group

	25 and under		26 – 30	
	No.	%	No.	%
Academic professionals	5350	3.0	19650	10.9
Non-academic professionals	705	2.5	3040	10.6
Managers	125	0.8	895	5.5
Lab, engineering, building, IT, medical technicians (inc. nurses)	2030	7.7	3550	13.4
Student welfare, careers, training, personnel, planning	1405	12.8	1555	14.2
Artistic, media, PR, marketing, sports	735	11.9	1270	20.6
Library, clerks, admin assistants	8520	15.2	9210	16.5
Secretaries, receptionists, telephonists	1365	9.0	1740	11.5
Chefs, gardeners, electrical, construction, mechanical, printers	315	6.5	340	7.1
Caretakers, leisure, nursery nurses, care	1530	29.9	670	13.1
Retail and customer service	230	18.0	205	15.9
Drivers, maintenance, plant operatives	50	3.6	55	3.9
Cleaners, catering, security, porters	2725	9.7	1840	6.5

Staff in occupational groups by age group



31 – 35		36 – 40		41 – 45		46 – 50		51 – 55		56 – 60		61 – 65		66 and over	
No.	%	No.	%												
25880	14.3	24790	13.7	25665	14.2	24905	13.8	21635	12.0	18390	10.2	11315	6.3	3390	1.9
4445	15.5	4790	16.7	4445	15.5	3985	13.9	3495	12.2	2580	9.0	1015	3.5	155	0.5
1870	11.4	2470	15.1	2815	17.2	2810	17.1	2670	16.3	1950	11.9	735	4.5	50	0.3
3530	13.4	3490	13.2	3230	12.2	3385	12.8	3215	12.2	2650	10.0	1250	4.7	95	0.4
1625	14.8	1455	13.3	1315	12.0	1240	11.3	1155	10.6	780	7.1	390	3.6	40	0.4
1240	20.2	865	14.1	650	10.5	555	9.0	395	6.4	300	4.9	120	2.0	25	0.4
7370	13.2	6470	11.6	6155	11.0	5965	10.7	5600	10.0	4400	7.9	2035	3.6	265	0.5
1605	10.6	1785	11.8	1845	12.2	2110	13.9	2010	13.3	1770	11.7	820	5.4	75	0.5
395	8.2	555	11.5	655	13.6	760	15.7	735	15.3	665	13.8	370	7.7	30	0.6
405	7.9	390	7.6	420	8.2	490	9.5	485	9.5	445	8.7	255	5.0	40	0.8
145	11.3	110	8.7	125	9.8	160	12.6	120	9.4	130	10.2	45	3.6	5	0.5
70	4.8	120	8.4	190	13.5	225	15.7	240	16.8	285	20.0	170	11.8	20	1.5
1830	6.5	2305	8.2	3465	12.3	4220	15.0	4425	15.7	4060	14.4	2815	10.0	535	1.9



* values less than 2.0 are not displayed

Academic contract

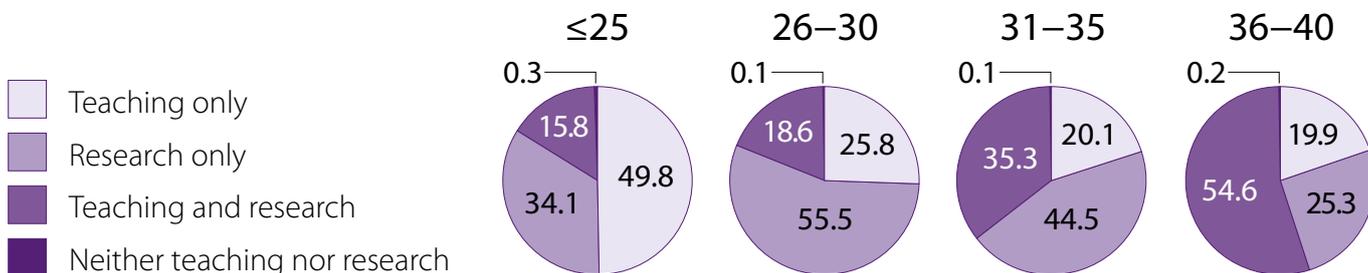
Academic staff within certain age groups had markedly different employment functions. For example, 49.8% of academics aged 25 and under and 53.4% of those aged 66 and over were employed in teaching-only roles, more than double the proportion of academics aged 36–40 (19.9%).

55.5% of academics aged 26–30 and 44.5% of those aged 31–35 were in research-only roles, compared with 5.4% of academics aged 61–65.

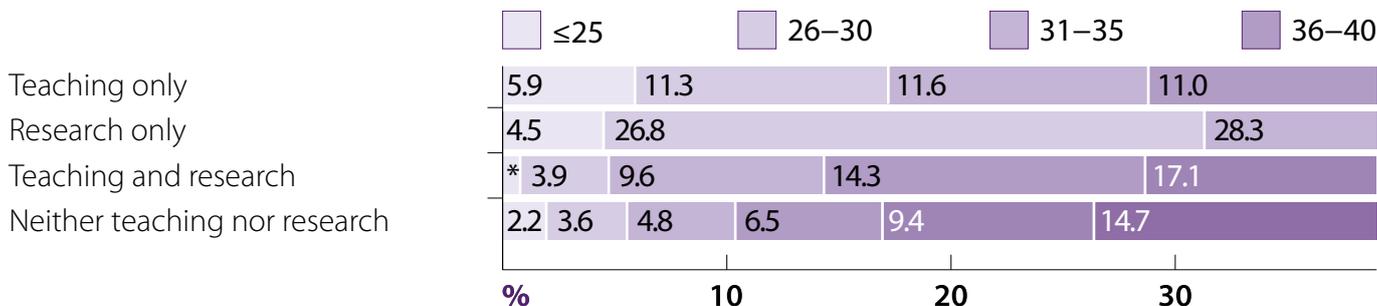
4.8 Academic staff by research/teaching contract type and age group

	No.	%*	%^
25 and under			
Teaching only	2665	49.8	5.9
Research only	1825	34.1	4.5
Teaching and research	845	15.8	0.9
Neither teaching nor research	15	0.3	2.2
46 – 50			
Teaching only	5590	22.5	12.5
Research only	2545	10.2	6.2
Teaching and research	16670	66.9	17.6
Neither teaching nor research	100	0.4	14.7

Academic staff in age groups by research/teaching contract type

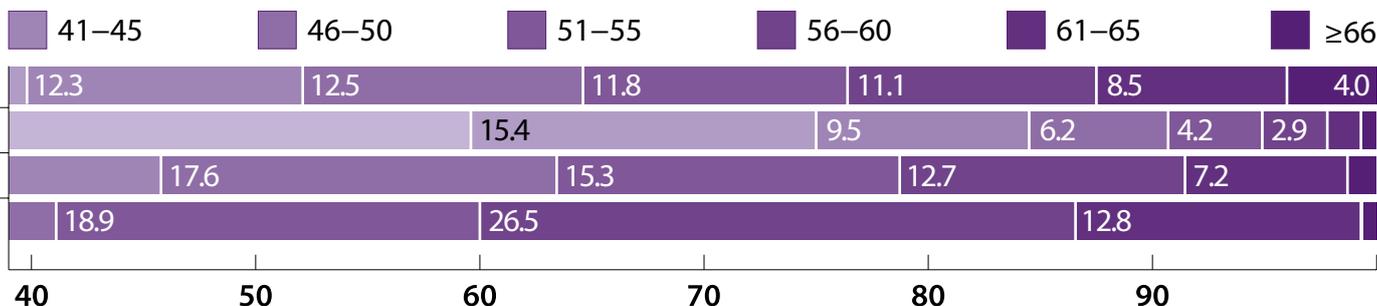
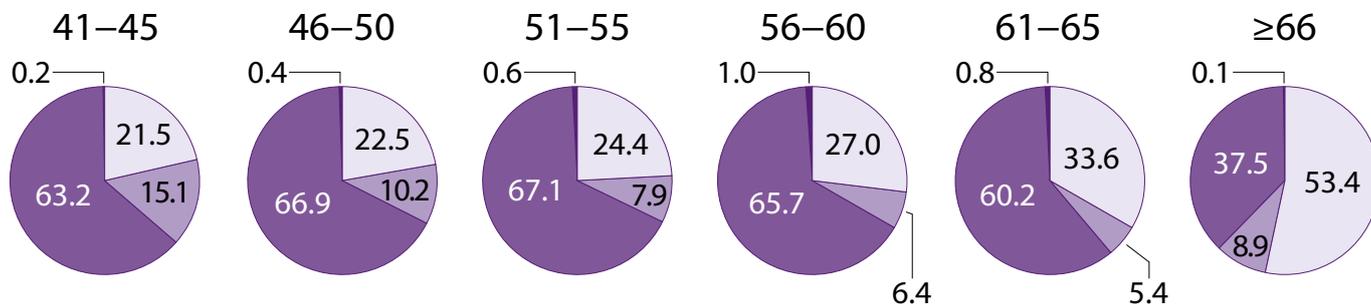


Academic staff in research/teaching contract types by age group



No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
26 – 30			31 – 35			36 – 40			41 – 45		
5065	25.8	11.3	5210	20.1	11.6	4935	19.9	11.0	5505	21.5	12.3
10900	55.5	26.8	11515	44.5	28.3	6275	25.3	15.4	3875	15.1	9.5
3660	18.6	3.9	9125	35.3	9.6	13540	54.6	14.3	16220	63.2	17.1
25	0.1	3.6	35	0.1	4.8	45	0.2	6.5	65	0.2	9.4
51 – 55			56 – 60			61 – 65			66 and over		
5285	24.4	11.8	4955	27.0	11.1	3805	33.6	8.5	1810	53.4	4.0
1715	7.9	4.2	1175	6.4	2.9	615	5.4	1.5	305	8.9	0.7
14510	67.1	15.3	12075	65.7	12.7	6810	60.2	7.2	1270	37.5	1.3
130	0.6	18.9	180	1.0	26.5	90	0.8	12.8	5	0.1	0.6

* compare vertically within age group ^ compare horizontally



* values less than 2.0 are not displayed

Academic department

Certain non-SET departments such as staff and student facilities and sports science and leisure studies have a relatively young staff profile, with 30.7% and 25.6% of staff in these departments aged 30 and under.

Some departments have an older staff profile, such as education where 53.9% of staff are aged 51 and over.

4.9 Non-SET academic staff by department and age group

	30 and under	
	No.	%
Business and management studies	1205	9.0
Catering and hospitality management	70	9.4
Central administration & services	230	14.5
Continuing education	75	5.7
Design and creative arts	1375	9.8
Education	360	3.5
Health and community studies	285	6.0
Humanities and language-based studies	1210	10.4
Media studies	265	8.3
Modern languages	575	12.2
Premises	0	..
Residences and catering	5	..
Social studies	2025	13.8
Sports science and leisure studies	555	25.6
Staff and student facilities	115	30.7
Total academic services	125	12.2
Total non-SET	8485	10.1

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C.7d Academic staff by SET marker and age 2010/11

31 – 40		41 – 50		51 – 60		61 and over	
No.	%	No.	%	No.	%	No.	%
3095	23.1	3870	28.9	3805	28.4	1420	10.6
170	22.5	260	34.8	200	27.1	45	6.2
280	17.4	355	22.3	535	33.3	200	12.6
285	21.1	385	28.5	400	29.6	205	15.1
3680	26.2	4520	32.2	3220	22.9	1240	8.8
1605	15.5	2795	27.1	3820	37.0	1745	16.9
820	17.4	1595	33.9	1590	33.8	420	8.9
3255	27.9	3400	29.2	2535	21.8	1240	10.6
795	24.7	1090	34.0	780	24.3	280	8.7
1315	28.0	1395	29.7	1025	21.8	390	8.3
0	..	0	..	0	..	0	..
5	..	5	..	5	..	0	..
4315	29.4	4055	27.6	2950	20.1	1345	9.1
715	33.0	540	24.9	285	13.1	75	3.4
70	19.2	60	16.5	90	24.2	35	9.3
250	23.9	290	27.9	285	27.6	85	8.4
20645	24.6	24620	29.3	21525	25.6	8715	10.4

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

Across SET departments 17.0% of academic staff are aged 30 and under. However, 26.2% of academics in chemistry and 24.2% in physics are in this age group.

12.5% of academics in mathematics are 61 and over – double the proportion of academics in this age group in SET overall (6.2%).

4.10 SET academic staff by department and age group

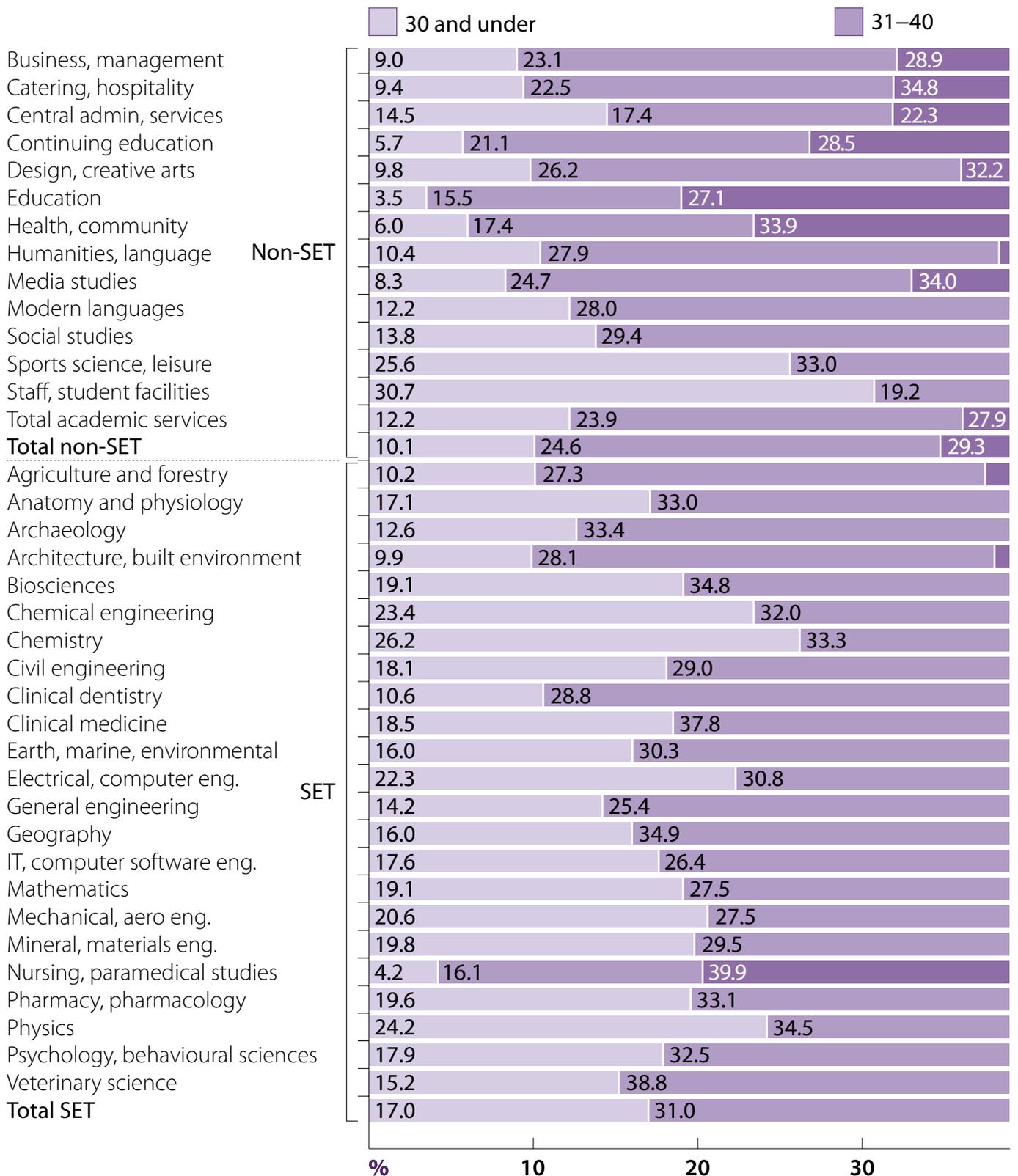
	30 and under	
	No.	%
Agriculture and forestry	95	10.2
Anatomy and physiology	275	17.1
Archaeology	90	12.6
Architecture, built environment and planning	390	9.9
Biosciences	2260	19.1
Chemical engineering	190	23.4
Chemistry	935	26.2
Civil engineering	295	18.1
Clinical dentistry	145	10.6
Clinical medicine	3670	18.5
Earth, marine and environmental sciences	530	16.0
Electrical, electronic and computer engineering	920	22.3
General engineering	455	14.2
Geography	315	16.0
IT and systems sciences, computer software engineering	1210	17.6
Mathematics	780	19.1
Mechanical, aero and production engineering	770	20.6
Mineral, metallurgy and materials engineering	220	19.8
Nursing and paramedical studies	390	4.2
Pharmacy and pharmacology	390	19.6
Physics	1000	24.2
Psychology and behavioural sciences	1020	17.9
Veterinary science	175	15.2
Total SET	16520	17.0

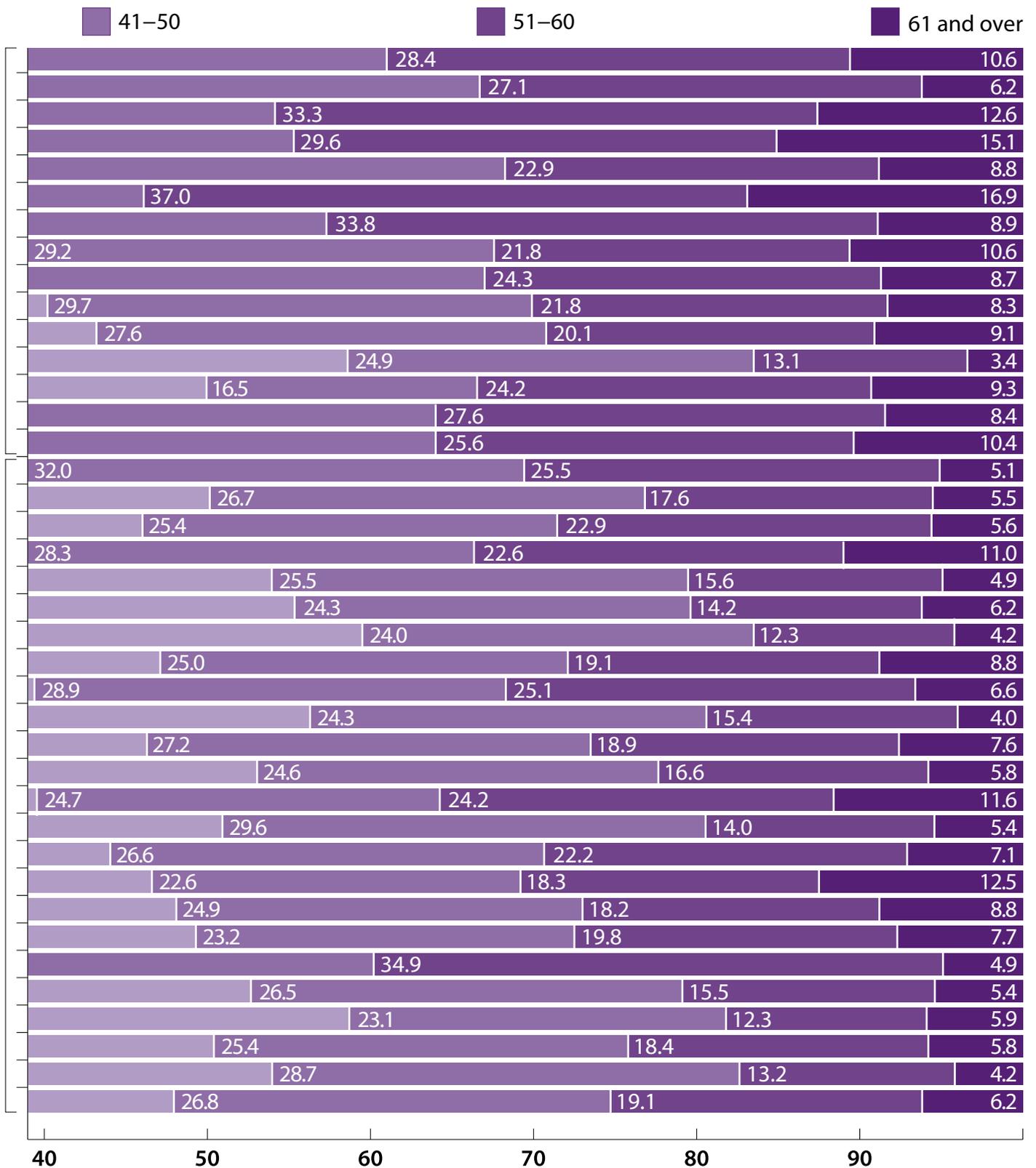
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C.7d Academic staff by SET marker and age 2010/11

31 – 40		41 – 50		51 – 60		61 and over	
No.	%	No.	%	No.	%	No.	%
255	27.3	300	32.0	240	25.5	50	5.1
530	33.0	430	26.7	285	17.6	90	5.5
235	33.4	175	25.4	160	22.9	40	5.6
1110	28.1	1120	28.3	895	22.6	435	11.0
4130	34.8	3025	25.5	1845	15.6	585	4.9
260	32.0	195	24.3	115	14.2	50	6.2
1195	33.3	860	24.0	440	12.3	150	4.2
475	29.0	410	25.0	315	19.1	145	8.8
390	28.8	390	28.9	340	25.1	90	6.6
7510	37.8	4840	24.3	3065	15.4	795	4.0
1010	30.3	905	27.2	630	18.9	255	7.6
1270	30.8	1015	24.6	685	16.6	235	5.8
810	25.4	790	24.7	775	24.2	370	11.6
685	34.9	585	29.6	275	14.0	105	5.4
1810	26.4	1825	26.6	1525	22.2	490	7.1
1125	27.5	920	22.6	745	18.3	510	12.5
1030	27.5	930	24.9	680	18.2	330	8.8
325	29.5	255	23.2	220	19.8	85	7.7
1495	16.1	3710	39.9	3245	34.9	455	4.9
660	33.1	530	26.5	310	15.5	105	5.4
1425	34.5	960	23.1	510	12.3	245	5.9
1850	32.5	1450	25.4	1050	18.4	330	5.8
445	38.8	330	28.7	150	13.2	50	4.2
30030	31.0	25955	26.8	18500	19.1	5990	6.2

Academic staff by department and age group





Academic roles

Part-time professors had an older age profile than full-time professors. 50.5% of SET professors and 52.7% of non-SET professors who worked part-time were aged 61 and over (25.6% and 20.8% of whom were 66 and over). In comparison, only 14.0% of SET and 19.2% of non-SET professors who work full-time were aged 61 and over.

A higher proportion of SET professors were aged 50 and under than non-SET professors. 41.1% of full-time SET professors were aged 50 and under, compared with 35.9% of full-time non-SET professors. Similarly, 22.2% of part-time SET professors are aged 50 and under, compared with 15.8% of part-time non-SET professors.

The profile of non-professors was also comparatively younger within SET than non-SET. 18.8% of full-time and 19.6% of part-time SET non-professors were aged 30 and under, compared with 8.1% of full-time and 14.1% of part-time non-SET non-professors.

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	0	..	0.0
Non-professors			
All SET	16520	66.1	19.0
Full-time SET	12020	48.1	18.8
Part-time SET	4500	18.0	19.6
All non-SET	8480	33.9	11.1
Full-time non-SET	3165	12.7	8.1
Part-time non-SET	5315	21.3	14.1
All non-professors	25000	100	15.3

* compare vertically within academic role ^ compare horizontally

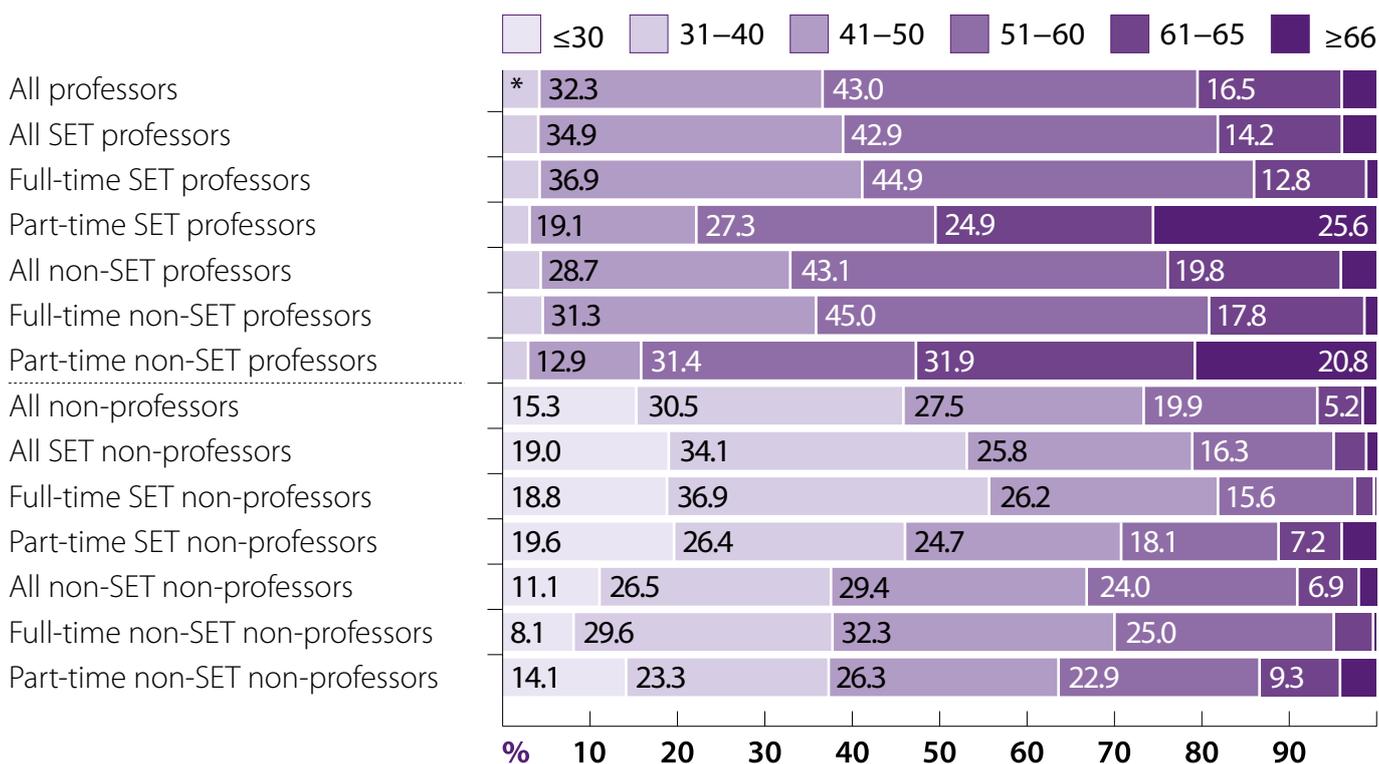
.. percentages based on totals of 52 or less are not shown

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C.2d Academic staff by professorial flag and age 2010/11

31 – 40			41 – 50			51 – 60			61 – 65			66 and over		
No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^	No.	%*	%^
415	57.0	4.1	3565	63.2	34.9	4380	58.4	42.9	1450	50.3	14.2	405	57.5	4.0
380	52.0	4.2	3345	59.3	36.9	4065	54.2	44.9	1160	40.3	12.8	110	15.4	1.2
35	5.0	3.1	220	3.9	19.1	315	4.2	27.3	290	10.0	24.9	295	42.1	25.6
315	43.0	4.3	2075	36.8	28.7	3120	41.6	43.1	1435	49.7	19.8	300	42.5	4.1
285	38.9	4.6	1945	34.4	31.3	2795	37.3	45.0	1105	38.3	17.8	85	12.2	1.4
30	4.1	2.9	135	2.4	12.9	325	4.3	31.4	330	11.4	31.9	215	30.3	20.8
730	100	4.2	5640	100	32.3	7500	100	43.0	2885	100	16.5	705	100	4.0
29615	59.3	34.1	22385	49.8	25.8	14115	43.4	16.3	3110	36.9	3.6	1025	38.1	1.2
23570	47.2	36.9	16740	37.3	26.2	9985	30.7	15.6	1460	17.3	2.3	105	3.8	0.2
6040	12.1	26.4	5645	12.6	24.7	4135	12.7	18.1	1650	19.6	7.2	920	34.3	4.0
20330	40.7	26.5	22540	50.2	29.4	18410	56.6	24.0	5325	63.1	6.9	1660	61.9	2.2
11535	23.1	29.6	12600	28.0	32.3	9740	29.9	25.0	1810	21.5	4.6	100	3.7	0.3
8790	17.6	23.3	9945	22.1	26.3	8670	26.6	22.9	3515	41.7	9.3	1560	58.1	4.1
49940	100	30.5	44930	100	27.5	32525	100	19.9	8435	100	5.2	2685	100	1.6

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



* values less than 5.0 are not displayed

A higher proportion of full-time senior managers in SET departments were aged 50 or under (39.3%) than the proportion of full-time senior managers in non-SET departments (32.4%).

16.7% of full-time academics in SET departments who are not senior managers are aged 30 and under, compared with 7.3% of those in non-SET departments.

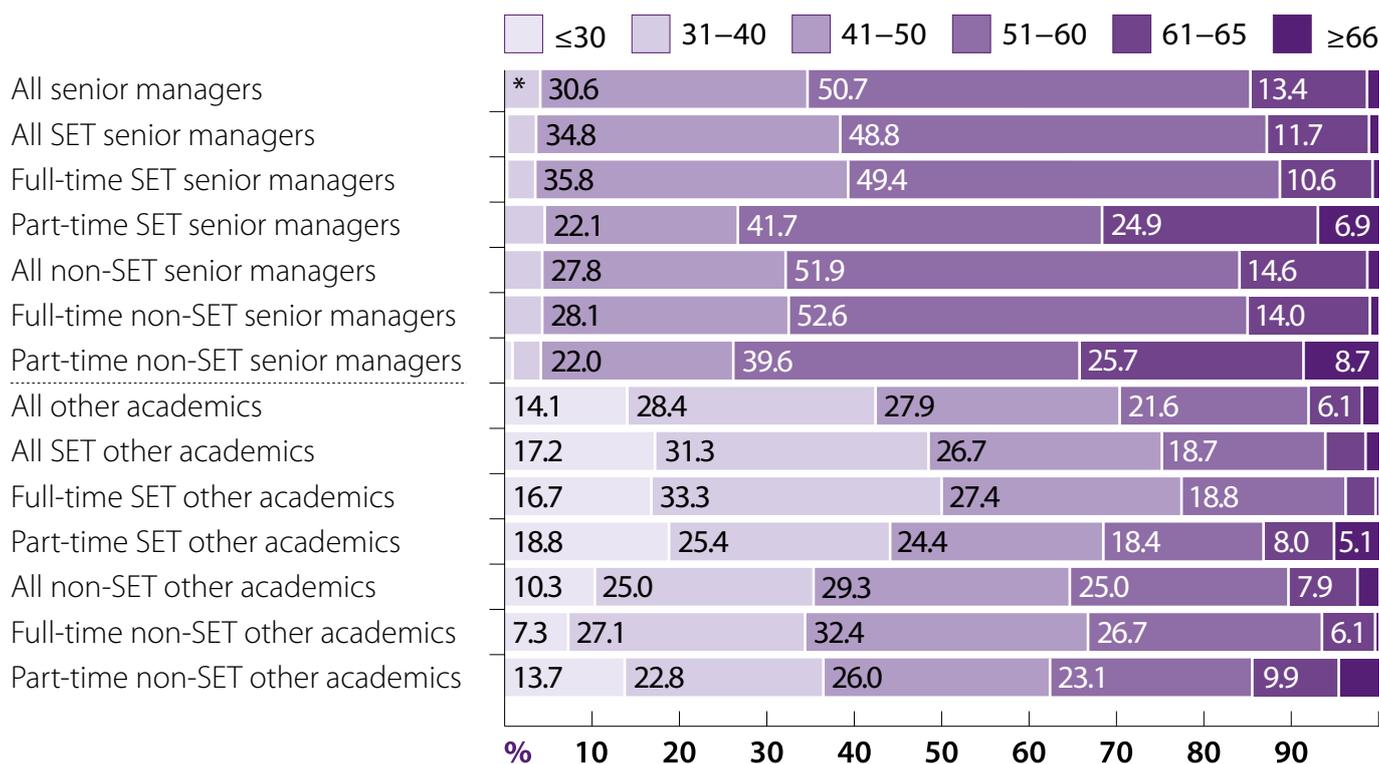
4.12 Academic staff by senior management and SET categories, mode and age group

	30 and under		
	No.	%*	%^
Senior managers			
All SET	0	71.4	0.2
Full-time SET	0	71.4	0.2
Part-time SET	0	0.0	0.0
All non-SET	0	28.6	0.0
Full-time non-SET	0	0.0	0.0
Part-time non-SET	0	28.6	0.9
All senior managers	5	100	0.1
Other academics			
All SET	16515	66.1	17.2
Full-time SET	12020	48.1	16.7
Part-time SET	4500	18.0	18.8
All non-SET	8480	33.9	10.3
Full-time non-SET	3165	12.7	7.3
Part-time non-SET	5315	21.3	13.7
All other academics	25000	100	14.1

* compare vertically within academic role ^ compare horizontally

31 – 40			41 – 50			51 – 60			61 – 65			66 and over		
No.	%*	%^	No.	%*	%^									
40	34.7	3.4	435	45.6	34.8	605	38.7	48.8	145	34.9	11.7	15	36.3	1.1
40	31.4	3.3	410	43.5	35.8	570	36.2	49.4	120	29.4	10.6	10	20.1	0.7
5	3.3	4.4	20	2.1	22.1	40	2.4	41.7	25	5.5	24.9	5	16.2	6.9
80	65.3	4.3	515	54.4	27.8	960	61.3	51.9	270	65.1	14.6	25	63.7	1.3
75	62.9	4.3	495	52.2	28.1	925	59.0	52.6	245	59.4	14.0	15	43.3	1.0
5	2.4	3.2	20	2.1	22.0	35	2.3	39.6	25	5.7	25.7	10	20.4	8.7
120	100	3.9	950	100	30.6	1570	100	50.7	415	100	13.4	40	100	1.3
29985	59.3	31.3	25520	51.4	26.7	17890	46.5	18.7	4415	40.5	4.6	1415	42.2	1.5
23910	47.3	33.3	19670	39.6	27.4	13480	35.1	18.8	2500	22.9	3.5	205	6.1	0.3
6075	12.0	25.4	5850	11.8	24.4	4410	11.5	18.4	1915	17.6	8.0	1210	36.1	5.1
20565	40.7	25.0	24105	48.6	29.3	20565	53.5	25.0	6485	59.5	7.9	1935	57.8	2.4
11745	23.2	27.1	14045	28.3	32.4	11610	30.2	26.7	2670	24.5	6.1	170	5.1	0.4
8820	17.4	22.8	10055	20.3	26.0	8955	23.3	23.1	3820	35.0	9.9	1765	52.7	4.6
50550	100	28.4	49625	100	27.9	38455	100	21.6	10900	100	6.1	3350	100	1.9

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



* values less than 5.0 are not displayed

Destination of leavers

This section presents information on academic staff who left the higher education institution in which they were employed between the period of 2009/10 and 2010/11. Please note that this data provides overall figures, covering both UK and non-UK national staff.

32.4% of academic staff aged 30 and under and 27.0% of those aged 61 and over left their institution between 2009/10 and 2010/11, compared with just 11.2% of academics aged 41–50.

60.0% of academic staff leavers aged 51–60 and 88.6% of those aged 61 and over were no longer in employment, compared with 22.3% of academic staff leavers aged 31–40.

Academic staff leavers who find employment outside of the UK generally had a younger profile. 48.3% of academic staff leavers who find employment outside of the UK are aged 31–40 and 31.0% are aged 30 and under.

4.13 Academic staff by leaving status and age group

	30 and under	
	No.	%
Total academic staff	25110	100.0
Total academic leavers (as a proportion of all staff)	8130	32.4
Known destination (as a proportion of all leavers)	3270	40.2
Unknown destination (as a proportion of all leavers)	4860	59.8

4.14 Academic staff leavers by known leaving destination and age group

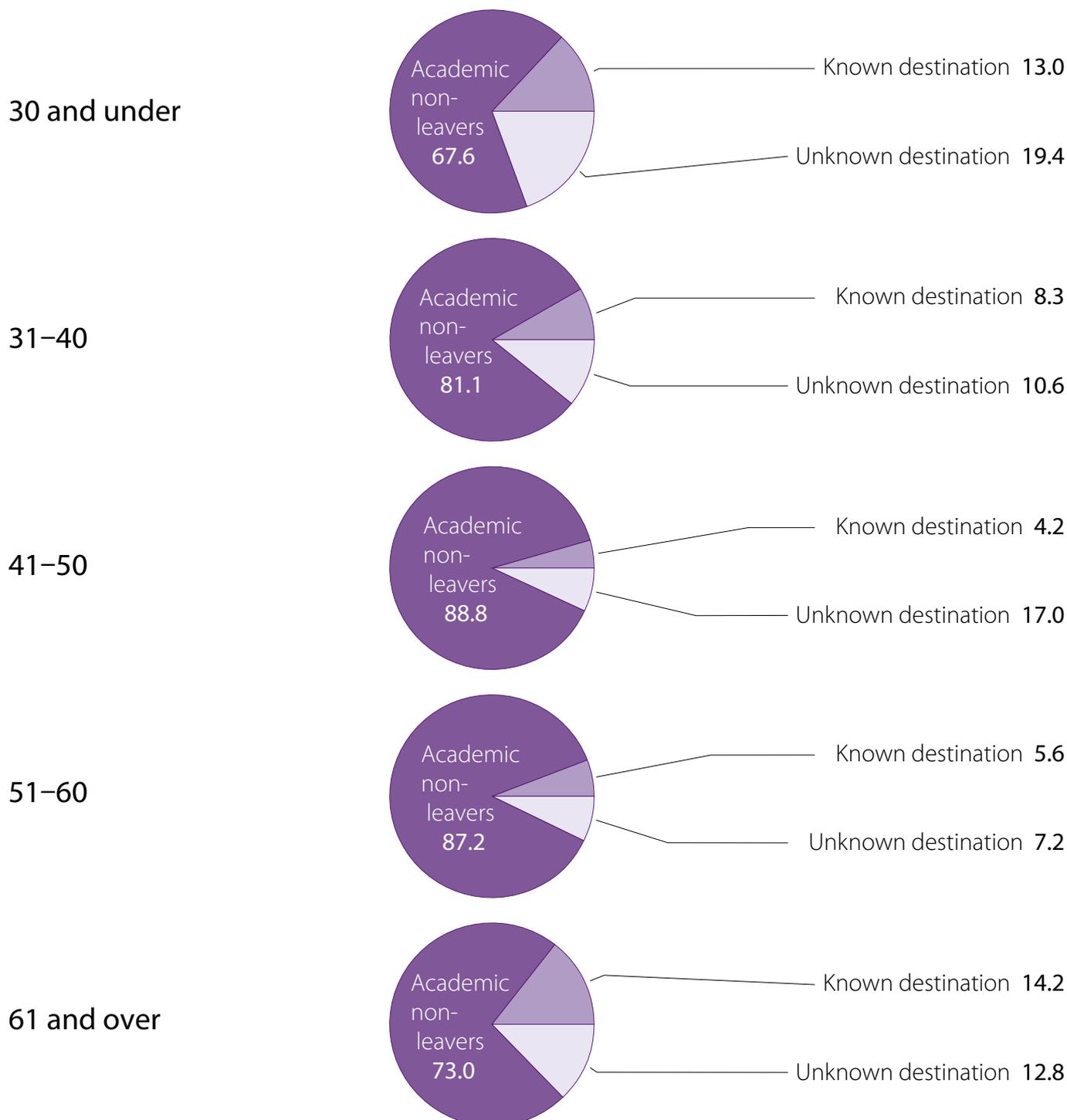
	30 and under		
	No.	%*	%^
UK employment			
UK other HEI	655	20.0	26.0
UK other education institution	100	3.1	16.9
UK student	340	10.5	68.6
UK research institute	75	2.3	37.9
UK NHS/medical or dental practice	95	2.9	17.4
UK public sector	50	1.6	34.3
UK private sector	555	16.9	28.2
All UK employment	1870	57.3	28.9
Non-UK employment			
Non-UK HEI	255	7.8	27.2
Non-UK other education institution	45	1.3	27.3
Non-UK student	35	1.1	77.1
Non-UK research institute	90	2.8	32.2
Non-UK health service	5	0.2	18.4
Non-UK other employment	175	5.3	35.0
All non-UK employment	605	18.5	31.0
No longer in employment			
Not in regular employment	790	24.1	24.9
Retired	5	0.1	0.1
Deceased	5	0.1	3.7
All those no longer in employment	795	24.3	14.3

* compare vertically ^ compare horizontally

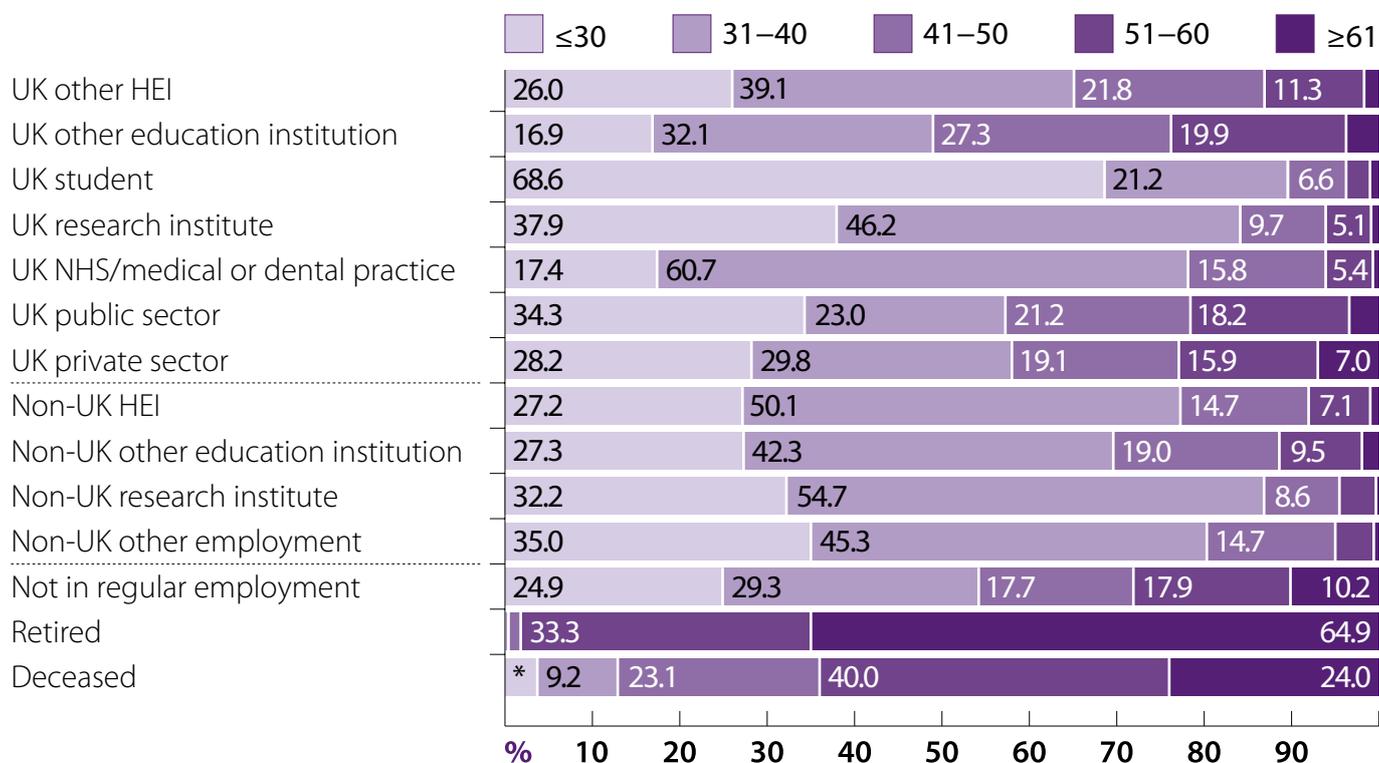
31 – 40		41 – 50		51 – 60		61 and over	
No.	%	No.	%	No.	%	No.	%
50450	100.0	50490	100.0	40570	100.0	14625	100.0
9545	18.9	5670	11.2	5190	12.8	3950	27.0
4210	44.1	2145	37.8	2290	44.1	2075	52.5
5335	55.9	3525	62.2	2900	55.9	1875	47.5

31 – 40			41 – 50			51 – 60			61 and over		
No.	%*	%^									
985	23.4	39.1	550	25.6	21.8	285	12.4	11.3	45	2.2	1.8
190	4.6	32.1	165	7.6	27.3	120	5.2	19.9	25	1.1	3.9
105	2.5	21.2	35	1.5	6.6	15	0.6	2.6	5	0.2	1.0
90	2.1	46.2	20	0.9	9.7	10	0.4	5.1	0	0.1	1.0
330	7.9	60.7	85	4.0	15.8	30	1.3	5.4	5	0.2	0.7
35	0.8	23.0	30	1.5	21.2	25	1.2	18.2	5	0.2	3.4
585	13.9	29.8	375	17.5	19.1	310	13.6	15.9	140	6.7	7.0
2320	55.2	35.9	1255	58.6	19.4	795	34.7	12.3	225	10.7	3.4
470	11.1	50.1	135	6.4	14.7	65	2.9	7.1	10	0.4	1.0
65	1.6	42.3	30	1.4	19.0	15	0.7	9.5	5	0.1	1.9
10	0.2	18.8	0	0.0	2.1	0	0.0	2.1	0	0.0	0.0
155	3.6	54.7	25	1.1	8.6	10	0.5	4.3	0	0.0	0.3
25	0.5	60.5	5	0.2	10.5	5	0.2	10.5	0	0.0	0.0
225	5.3	45.3	75	3.4	14.7	20	1.0	4.4	5	0.1	0.6
945	22.3	48.3	270	12.5	13.8	120	5.2	6.1	15	0.8	0.8
925	22.0	29.3	560	26.2	17.7	570	24.8	17.9	325	15.6	10.2
5	0.1	0.3	30	1.5	1.4	765	33.3	33.3	1485	71.7	64.9
10	0.2	9.2	25	1.2	23.1	45	1.9	40.0	25	1.3	24.0
945	22.3	16.9	620	28.9	11.1	1375	60.0	24.7	1835	88.6	33.0

Academic staff in age groups by leaving status



Academic staff leavers in leaving destinations by age group



* values less than 5.0 are not displayed

5 Multiple identities

- = Certain impairment types were more likely to be declared by one gender than the other. For example, 63.7% of staff who declared a mental health condition were female, as were 60.7% of those who declared a physical impairment or mobility issue.
- = The proportion of female staff in each age group declined as age increased. This is particularly prominent among academic staff, where 50.3% of staff aged 25 and under were female, compared with 27.2% of academics aged 66 and over.
- = Overall, women were in the majority in the 60 and under age groups, but in the minority in the 61 and over age groups.
- = A higher proportion of UK national staff were disabled (3.7%) than non-UK national staff (1.5%).
- = Of UK nationals, the highest proportion of BME staff was in the 25 and under age group (9.9%) and the lowest was in the 61–65 age group (3.2%).
- = BME female academics had the lowest rate of professors: 3.7% of UK BME female academics and 1.3% of non-UK BME female academics were professors, compared with 16.1% of UK white males and 12.0% of non-UK white males.

5 Multiple identities

Gender and ethnicity

The majority of both UK and non-UK staff were women. Female representation is most prominent among UK black staff, where 62.1% were women. However, in some ethnic groups men make up the majority, for example among non-UK Asian staff, where 58.2% were men.

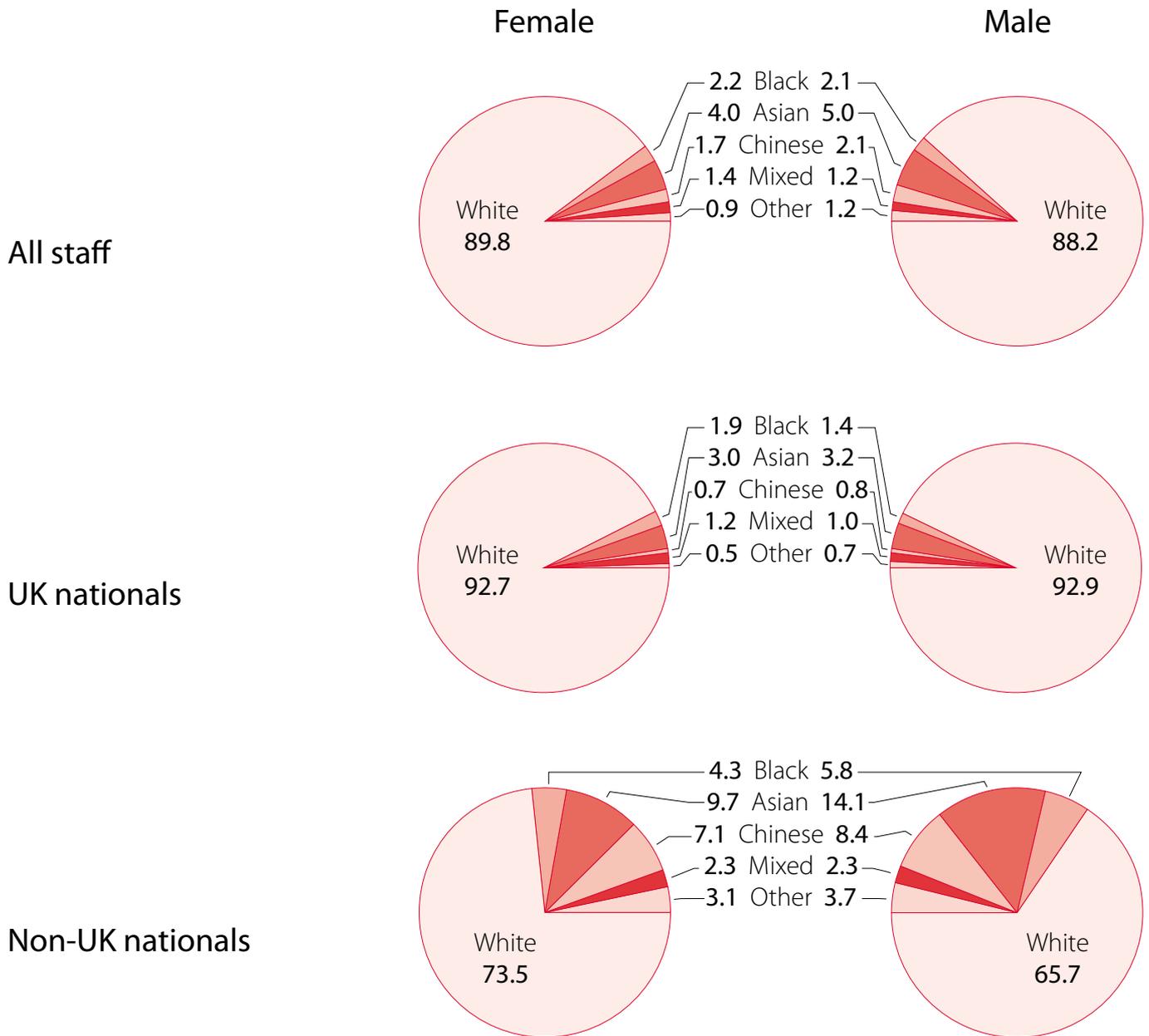
5.1 UK/non-UK staff by ethnicity and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
All staff with known ethnicity						
White	169745	89.8	54.7	140440	88.2	45.3
Black	4225	2.2	55.3	3410	2.1	44.7
Asian	7645	4.0	48.7	8040	5.0	51.3
Chinese	3245	1.7	48.7	3415	2.1	51.3
Mixed	2590	1.4	56.6	1980	1.2	43.4
Other	1660	0.9	45.6	1980	1.2	54.4
All staff total	189105	100	54.3	159270	100	45.7
UK nationals						
White	148565	92.7	54.8	122320	92.9	45.2
Black	2980	1.9	62.1	1820	1.4	37.9
Asian	4865	3.0	53.9	4165	3.2	46.1
Chinese	1190	0.7	52.2	1085	0.8	47.8
Mixed	1925	1.2	59.0	1335	1.0	41.0
Other	780	0.5	45.0	950	0.7	55.0
UK nationals total	160300	100	54.9	131675	100	45.1
Non-UK nationals						
White	21180	73.5	53.9	18120	65.7	46.1
Black	1245	4.3	43.8	1595	5.8	56.2
Asian	2785	9.7	41.8	3880	14.1	58.2
Chinese	2055	7.1	46.9	2330	8.4	53.1
Mixed	665	2.3	50.6	645	2.3	49.4
Other	880	3.1	46.2	1025	3.7	53.8
Non-UK nationals total	28805	100	51.1	27595	100	48.9

* compare vertically within nationality

^ compare horizontally

Female/male staff by nationality category and ethnicity



Gender and disability

55.3% of disabled staff were female; this is slightly higher than the proportion of staff overall who were women (53.7%, see table 1.1).

Certain impairment types were more likely to be declared by one gender than the other. For example, 63.7% of staff who declared a mental health condition were female, as were 60.7% of those who declared a physical impairment or mobility issue.

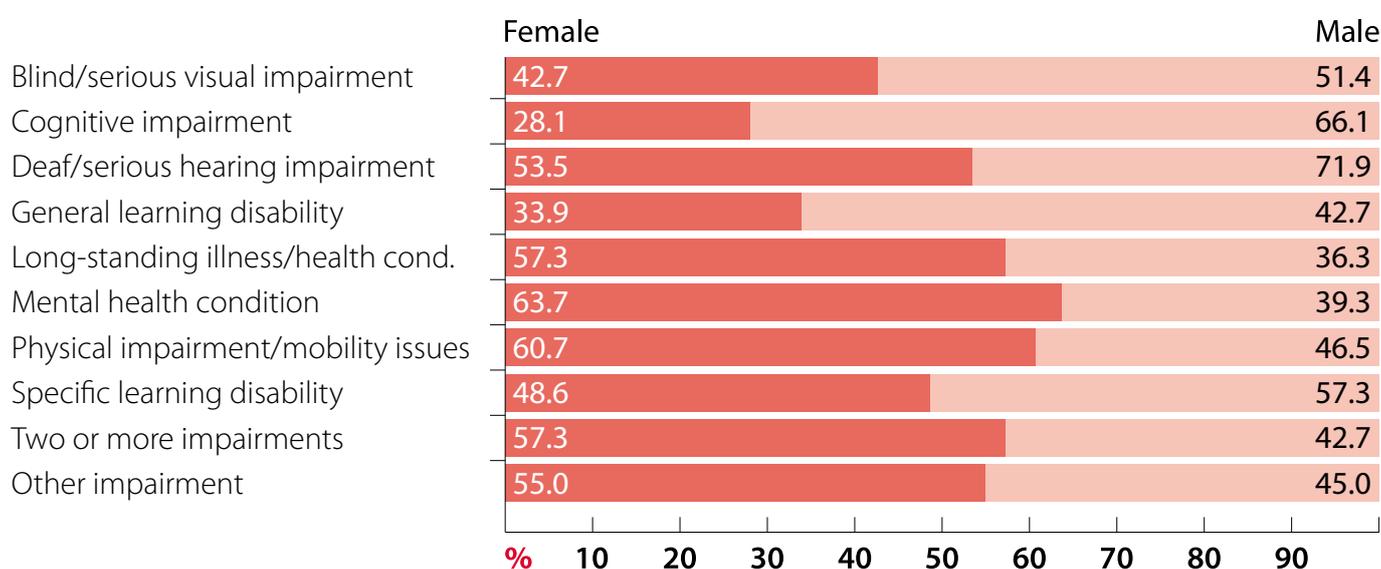
71.9% of staff who declared a cognitive impairment were male, as were 66.1% of those who declared a general learning disability (however there were only small numbers overall reporting either type of impairment).

5.2 Staff by disability status, impairment type and gender

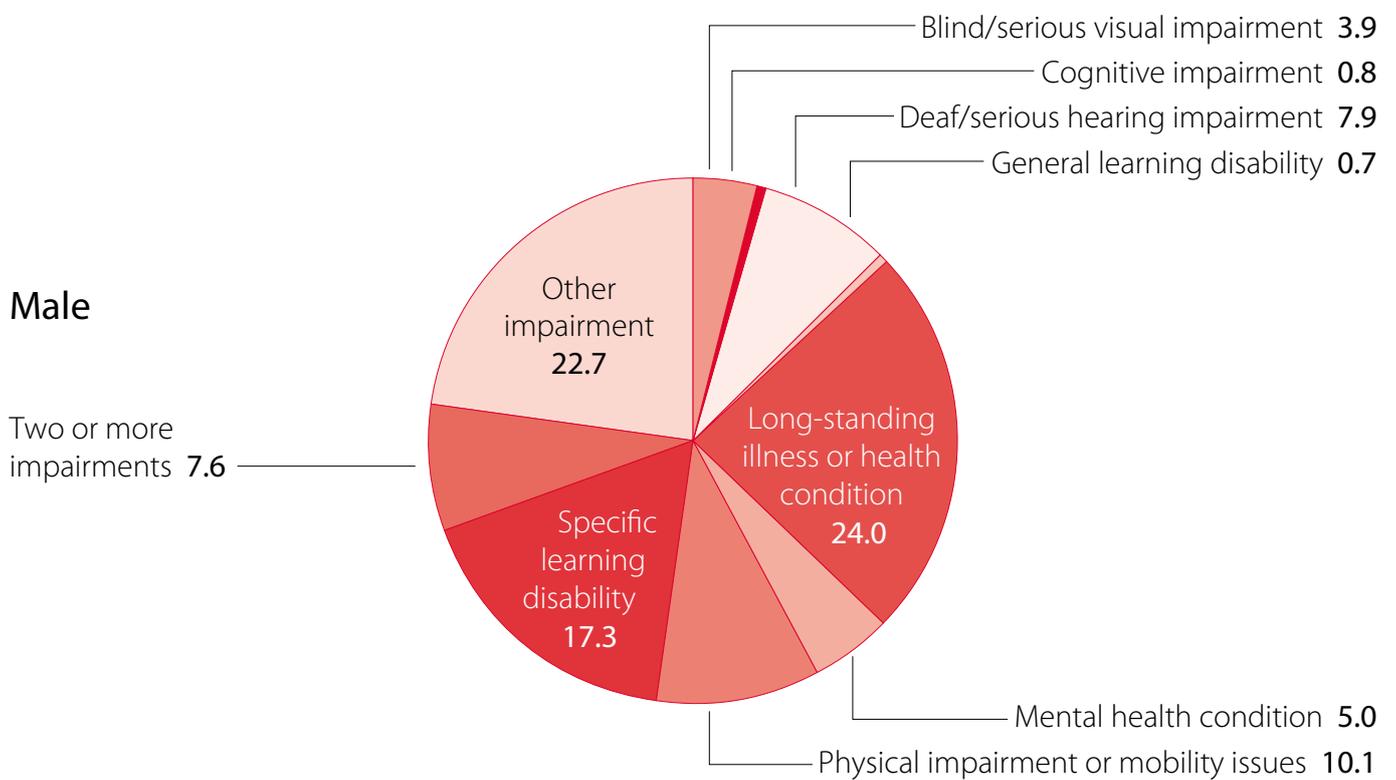
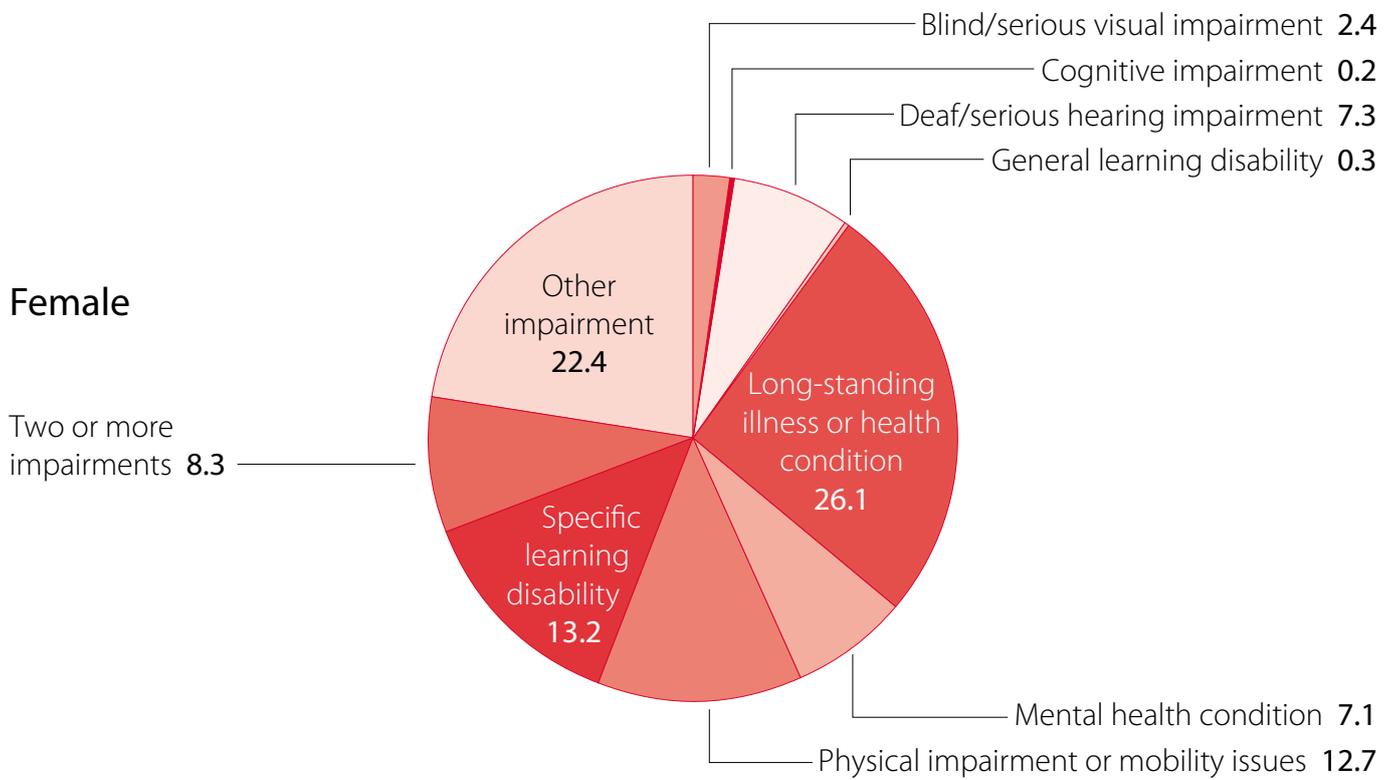
	Female			Male		
	No.	%*	%^	No.	%*	%^
All declared disabled	6680	3.3	55.3	5405	3.1	44.7
Blind or serious visual impairment	155	2.4	42.7	210	3.9	57.3
Cognitive impairment	15	0.2	28.1	40	0.8	71.9
Deaf or serious hearing impairment	490	7.3	53.5	425	7.9	46.5
General learning disability	20	0.3	33.9	40	0.7	66.1
Long-standing illness or health condition	1740	26.1	57.3	1300	24.0	42.7
Mental health condition	475	7.1	63.7	270	5.0	36.3
Physical impairment or mobility issues	845	12.7	60.7	550	10.1	39.3
Specific learning disability	885	13.2	48.6	935	17.3	51.4
Two or more impairments	555	8.3	57.3	410	7.6	42.7
Other impairment	1500	22.4	55.0	1230	22.7	45.0
Non-disabled	198515	96.7	53.7	171185	96.9	46.3

* compare vertically ^ compare horizontally

Disabled staff in impairment types by gender



Female/male disabled staff by impairment type



Gender and age

The proportion of female staff in each age group declined as age increased. This is particularly prominent among academic staff, where 50.3% of staff aged 25 and under were female, compared with 27.2% of academics aged 66 and over.

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

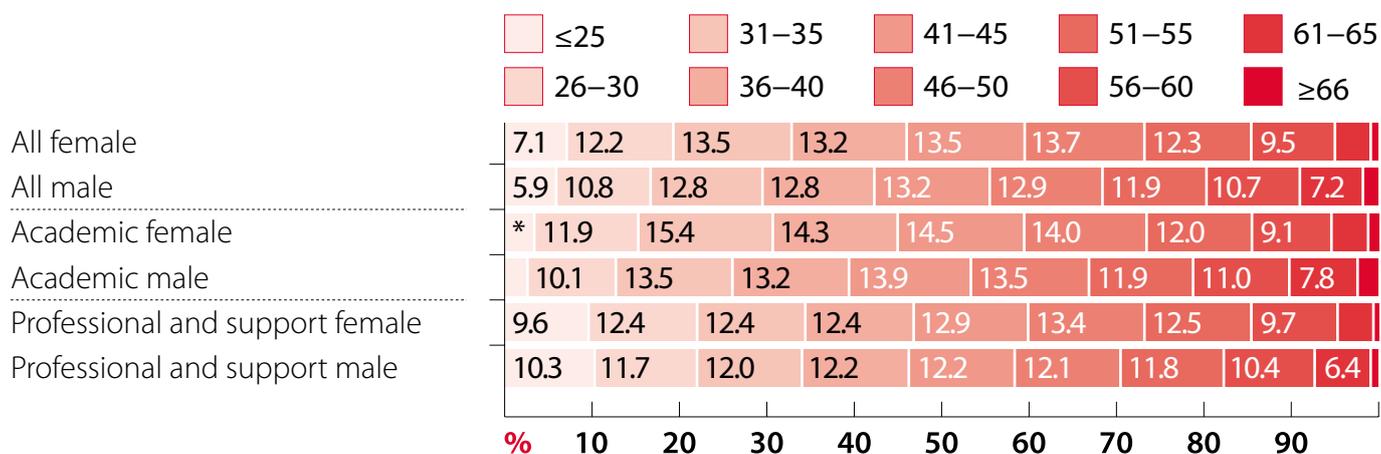
5.3 Staff by activity, age and gender

	Female			Male		
	No.	%*	%^	No.	%*	%^
All staff						
25 years and under	14660	7.1	58.4	10430	5.9	41.6
26 to 30 years	25025	12.2	56.8	18995	10.8	43.2
31 to 35 years	27765	13.5	55.1	22645	12.8	44.9
36 to 40 years	27010	13.2	54.5	22580	12.8	45.5
41 to 45 years	27725	13.5	54.4	23250	13.2	45.6
46 to 50 years	28005	13.7	55.1	22800	12.9	44.9
51 to 55 years	25230	12.3	54.6	20955	11.9	45.4
56 to 60 years	19430	9.5	50.6	18970	10.7	49.4
61 to 65 years	8640	4.2	40.5	12700	7.2	59.5
66 years and over	1580	0.8	33.4	3150	1.8	66.6
Academic						
25 years and under	2690	3.4	50.3	2660	2.6	49.7
26 to 30 years	9485	11.9	48.3	10165	10.1	51.7
31 to 35 years	12290	15.4	47.5	13590	13.5	52.5
36 to 40 years	11455	14.3	46.2	13335	13.2	53.8
41 to 45 years	11620	14.5	45.3	14045	13.9	54.7
46 to 50 years	11225	14.0	45.1	13680	13.5	54.9
51 to 55 years	9585	12.0	44.3	12050	11.9	55.7
56 to 60 years	7300	9.1	39.7	11090	11.0	60.3
61 to 65 years	3410	4.3	30.1	7905	7.8	69.9
66 years and over	920	1.2	27.2	2470	2.4	72.8
Professional and support						
25 years and under	11970	9.6	60.6	7770	10.3	39.4
26 to 30 years	15540	12.4	63.8	8830	11.7	36.2
31 to 35 years	15475	12.4	63.1	9060	12.0	36.9
36 to 40 years	15560	12.4	62.7	9245	12.2	37.3
41 to 45 years	16100	12.9	63.6	9205	12.2	36.4
46 to 50 years	16785	13.4	64.8	9120	12.1	35.2
51 to 55 years	15645	12.5	63.7	8905	11.8	36.3
56 to 60 years	12135	9.7	60.6	7880	10.4	39.4
61 to 65 years	5230	4.2	52.2	4795	6.4	47.8
66 years and over	660	0.5	49.2	680	0.9	50.8

* compare vertically within activity

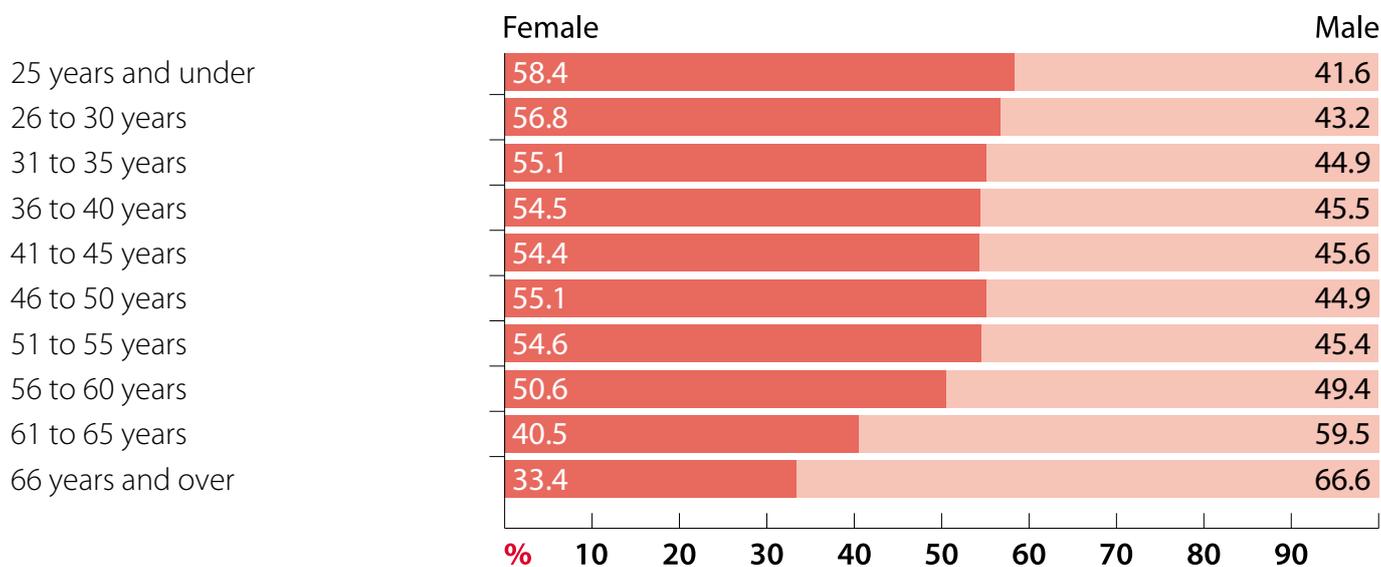
^ compare horizontally

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 national staff were disabled (3.7%) than non-UK national staff (1.5%).

UK national white staff were most likely to be disabled (3.8%), while non-UK national Chinese staff were least likely (0.2%).

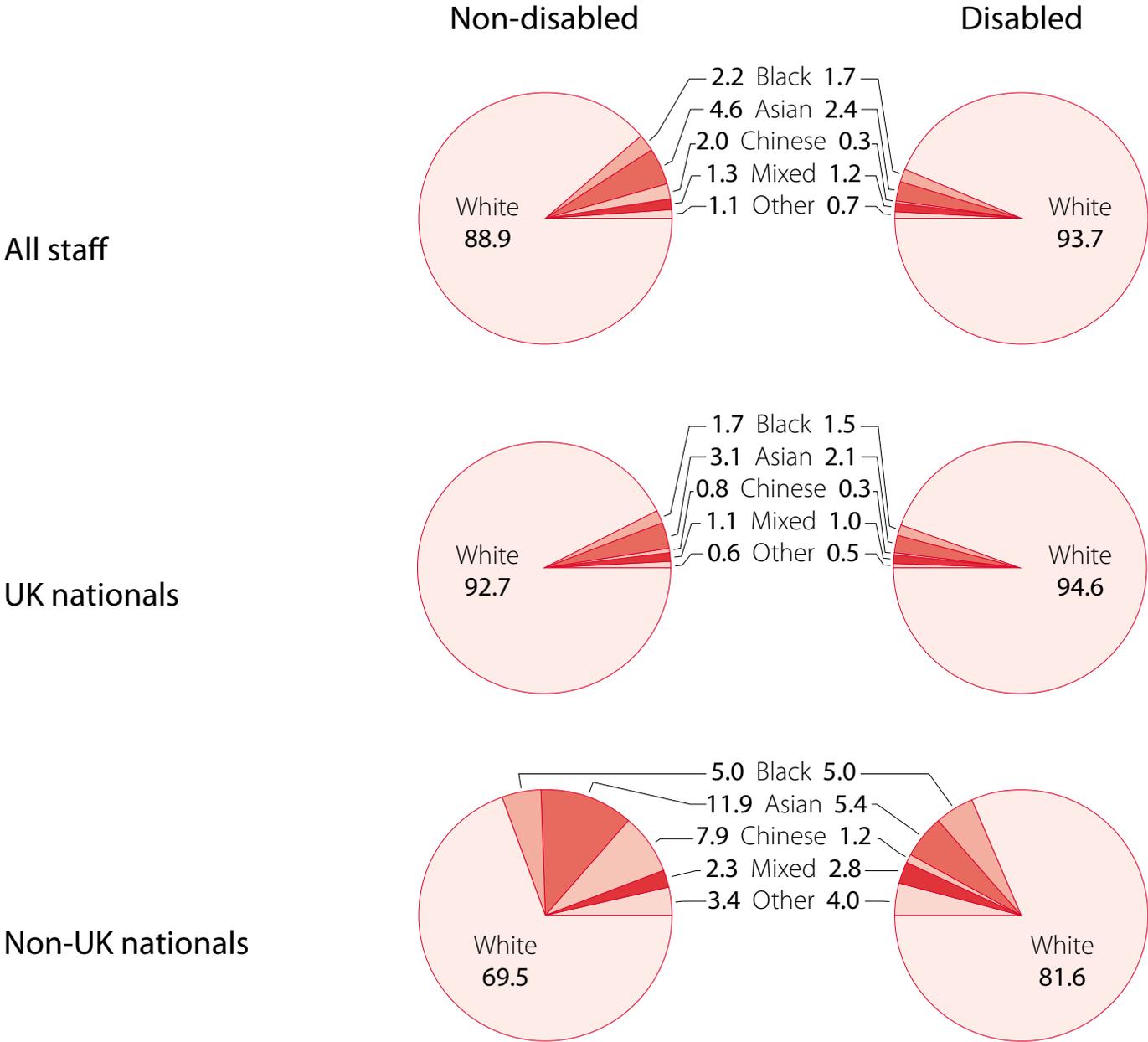
5.4 UK/non-UK staff by ethnicity and disability status

	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
All staff with known ethnicity						
White	299295	88.9	96.5	10890	93.7	3.5
Black	7435	2.2	97.4	200	1.7	2.6
Asian	15415	4.6	98.3	275	2.4	1.7
Chinese	6620	2.0	99.4	40	0.3	0.6
Mixed	4435	1.3	97.0	135	1.2	3.0
Other	3550	1.1	97.6	85	0.7	2.4
All staff total	336755	100	96.7	11625	100	3.3
UK nationals						
White	260690	92.7	96.2	10195	94.6	3.8
Black	4640	1.7	96.7	160	1.5	3.3
Asian	8800	3.1	97.5	230	2.1	2.5
Chinese	2245	0.8	98.8	30	0.3	1.2
Mixed	3150	1.1	96.6	110	1.0	3.4
Other	1675	0.6	96.9	55	0.5	3.1
UK nationals total	281205	100	96.3	10770	100	3.7
Non-UK nationals						
White	38605	69.5	98.2	695	81.6	1.8
Black	2795	5.0	98.5	45	5.0	1.5
Asian	6615	11.9	99.3	45	5.4	0.7
Chinese	4375	7.9	99.8	10	1.2	0.2
Mixed	1285	2.3	98.2	25	2.8	1.8
Other	1875	3.4	98.2	35	4.0	1.8
Non-UK nationals total	55550	100	98.5	850	100	1.5

* compare vertically within nationality

^ compare horizontally

Disabled/non-disabled staff by nationality category and ethnicity



Ethnicity and age

In general, the proportion of BME staff in each age group declined as age increased.

Of UK nationals, the highest proportion of BME staff was in the 25 and under age group (9.9%) and the lowest was in the 61–65 age group (3.2%).

Similarly, 43.2% of non-UK national staff aged 25 and under were BME, compared with 12.2% of non-UK national staff aged 66 and over.

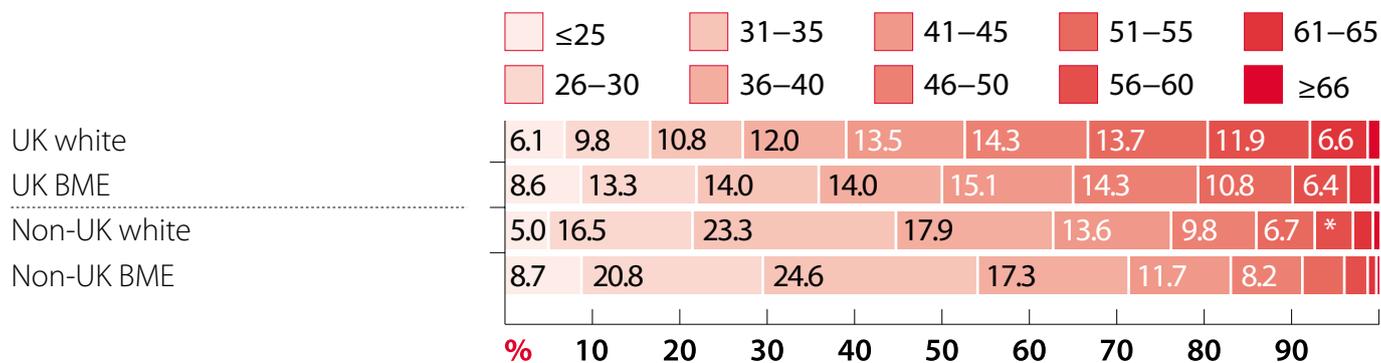
5.5 UK/non-UK staff by age group and BME/white identity

	White			BME		
	No.	%*	%^	No.	%*	%^
UK nationals						
25 years and under	16480	6.1	90.1	1820	8.6	9.9
26 to 30 years	26650	9.8	90.5	2810	13.3	9.5
31 to 35 years	29230	10.8	90.8	2945	14.0	9.2
36 to 40 years	32505	12.0	91.7	2960	14.0	8.3
41 to 45 years	36460	13.5	92.0	3190	15.1	8.0
46 to 50 years	38650	14.3	92.7	3025	14.3	7.3
51 to 55 years	37190	13.7	94.2	2280	10.8	5.8
56 to 60 years	32095	11.9	96.0	1345	6.4	4.0
61 to 65 years	17815	6.6	96.8	585	2.8	3.2
66 years and over	3740	1.4	96.4	140	0.7	3.6
Non-UK nationals						
25 years and under	1950	5.0	56.8	1485	8.7	43.2
26 to 30 years	6480	16.5	64.6	3550	20.8	35.4
31 to 35 years	9155	23.3	68.5	4200	24.6	31.5
36 to 40 years	7035	17.9	70.4	2965	17.3	29.6
41 to 45 years	5335	13.6	72.7	2010	11.7	27.3
46 to 50 years	3845	9.8	73.4	1395	8.2	26.6
51 to 55 years	2635	6.7	76.3	820	4.8	23.7
56 to 60 years	1710	4.4	79.0	455	2.7	21.0
61 to 65 years	925	2.4	82.8	195	1.1	17.2
66 years and over	225	0.6	87.8	30	0.2	12.2

* compare vertically within nationality

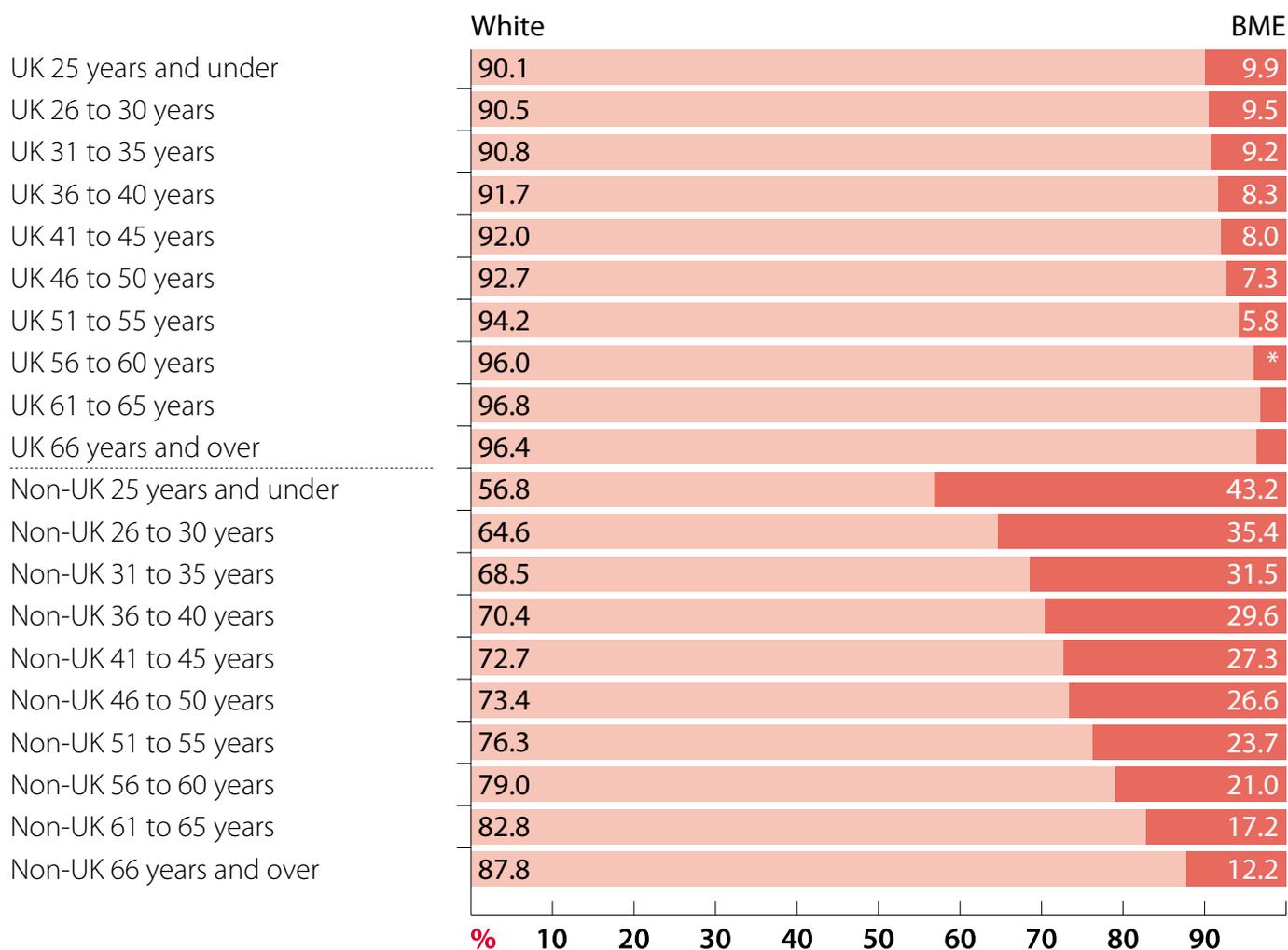
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BME/white staff in nationality categories by age group



* 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

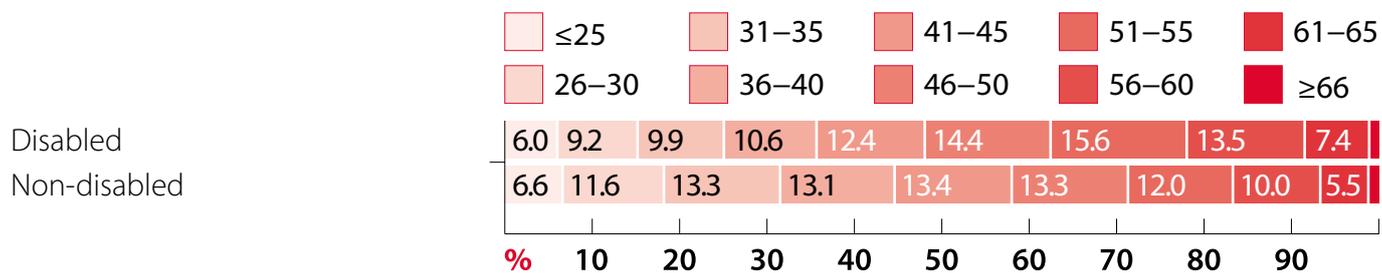
As a general trend, the proportion of disabled staff increased with age. Staff aged 31–35 were least likely to be disabled (2.4%) while those aged 56–60 and 61–65 were jointly most likely (4.2%).

5.6 Staff by age group and disability status

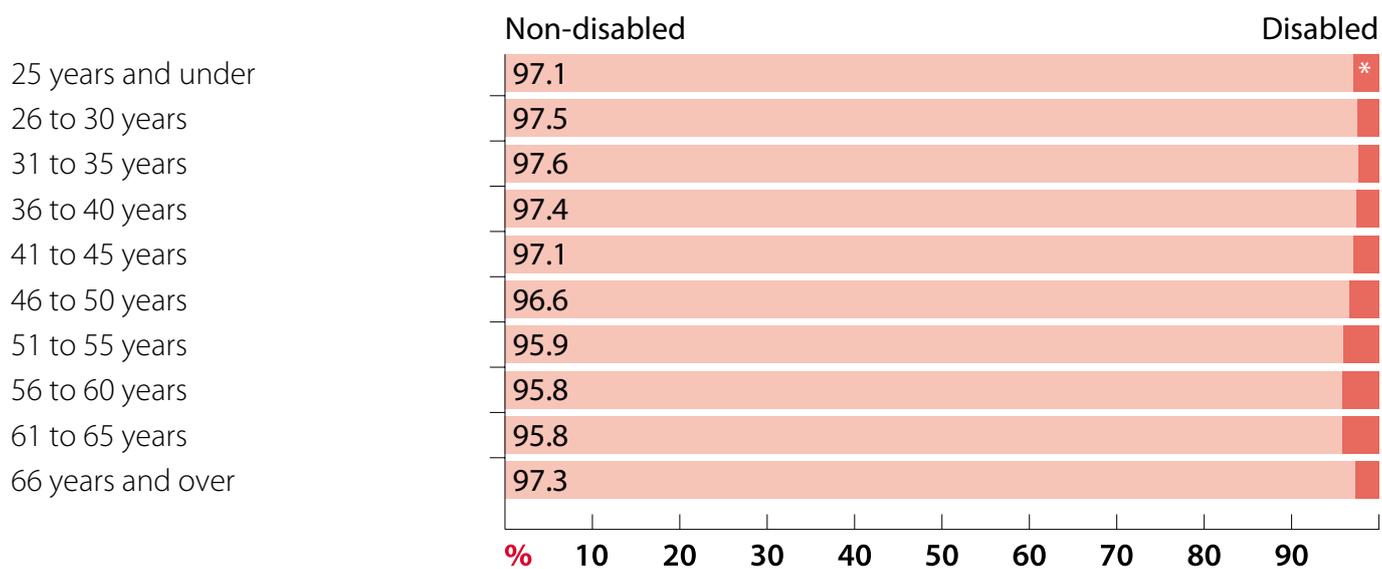
	Non-disabled			Disabled		
	No.	%*	%^	No.	%*	%^
25 years and under	24365	6.6	97.1	720	6.0	2.9
26 to 30 years	42905	11.6	97.5	1115	9.2	2.5
31 to 35 years	49215	13.3	97.6	1200	9.9	2.4
36 to 40 years	48315	13.1	97.4	1280	10.6	2.6
41 to 45 years	49480	13.4	97.1	1495	12.4	2.9
46 to 50 years	49070	13.3	96.6	1740	14.4	3.4
51 to 55 years	44310	12.0	95.9	1880	15.6	4.1
56 to 60 years	36770	10.0	95.8	1630	13.5	4.2
61 to 65 years	20445	5.5	95.8	895	7.4	4.2
66 years and over	4600	1.2	97.3	130	1.1	2.7

* 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

Three out of four (75.4%) UK national professors and two out of three (66.9%) non-UK national professors were white male.

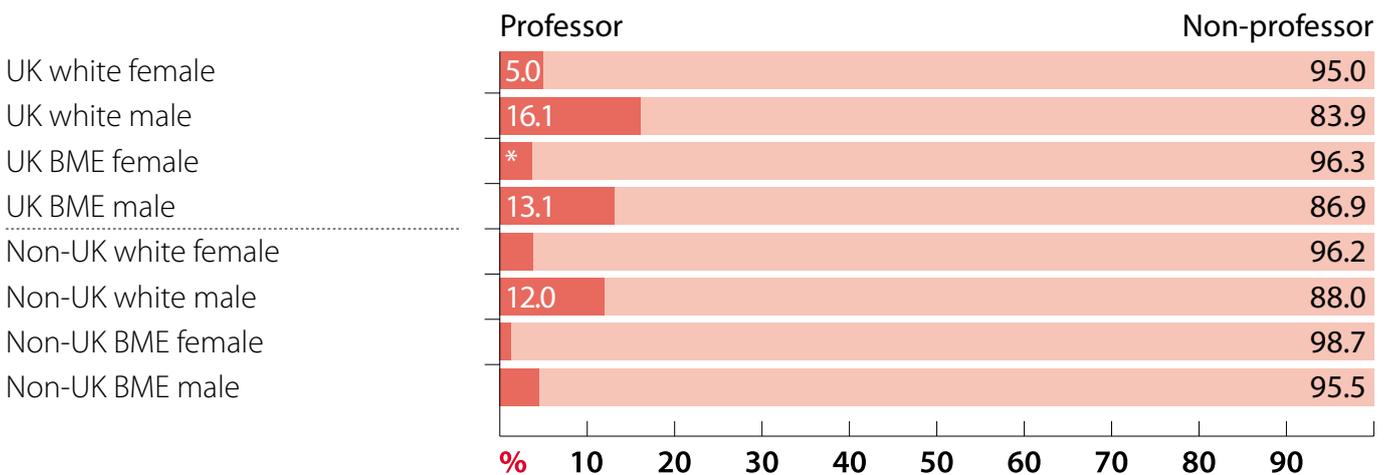
BME female academics had the lowest rate of professors: 3.7% of UK BME female academics and 1.3% of non-UK BME female academics were professors, compared with 16.1% of UK white males and 12.0% of non-UK white males.

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	3060	18.8	4.8	61385	41.7	95.2
White male	12065	74.0	15.3	66900	45.4	84.7
BME female	205	1.3	2.5	8045	5.5	97.5
BME male	980	6.0	8.2	11000	7.5	91.8
UK nationals						
White female	2545	18.7	5.0	48240	43.7	95.0
White male	10280	75.4	16.1	53735	48.7	83.9
BME female	150	1.1	3.7	3940	3.6	96.3
BME male	665	4.9	13.1	4400	4.0	86.9
Non UK-nationals						
White female	515	19.3	3.8	13145	35.5	96.2
White male	1790	66.9	12.0	13165	35.6	88.0
BME female	55	2.1	1.3	4105	11.1	98.7
BME male	315	11.7	4.5	6600	17.8	95.5

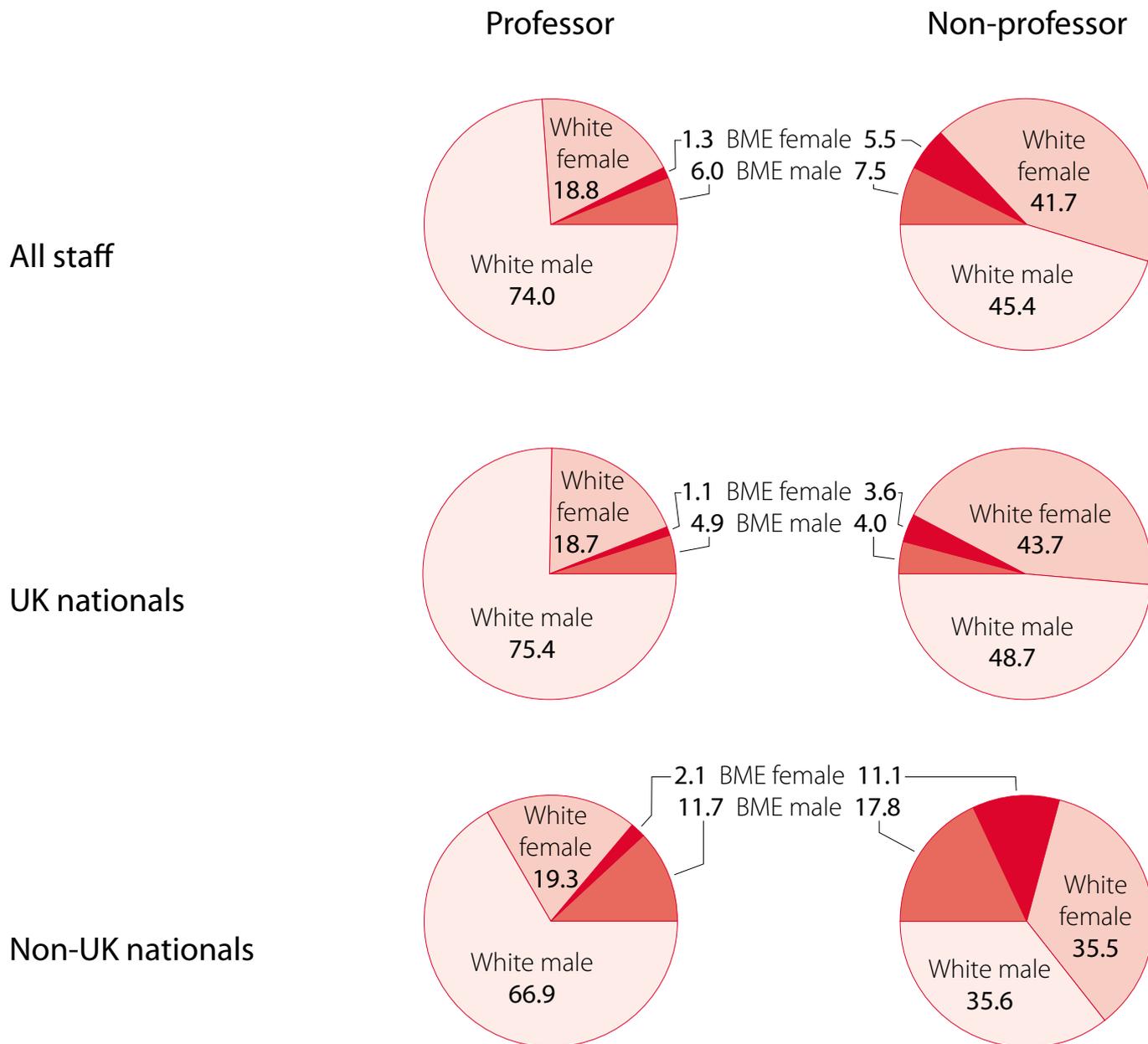
* compare vertically within nationality ^ compare horizontally

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



* values less than 5.0 are not displayed

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



White males comprised 69.0% of all academic senior managers, yet only 47.9% of academics who were not senior managers.

While the proportion of staff in each group who were senior managers was small, a markedly lower proportion of BME male and female academics were senior managers than white male and female academics. The difference was most stark between UK white males (3.0%) and non-UK BME females (0.2%).

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	795	26.6	1.2	63655	39.6	98.8
White male	2060	69.0	2.6	76905	47.9	97.4
BME female	40	1.3	0.5	8215	5.1	99.5
BME male	95	3.2	0.8	11885	7.4	99.2
UK nationals						
White female	735	26.8	1.4	50050	41.3	98.6
White male	1905	69.3	3.0	62105	51.2	97.0
BME female	30	1.1	0.8	4060	3.3	99.2
BME male	75	2.8	1.5	4990	4.1	98.5
Non UK-nationals						
White female	60	24.4	0.4	13600	34.5	99.6
White male	155	65.4	1.0	14795	37.5	99.0
BME female	5	2.9	0.2	4155	10.5	99.8
BME male	15	7.3	0.3	6895	17.5	99.7

* compare vertically within nationality

^ compare horizontally

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



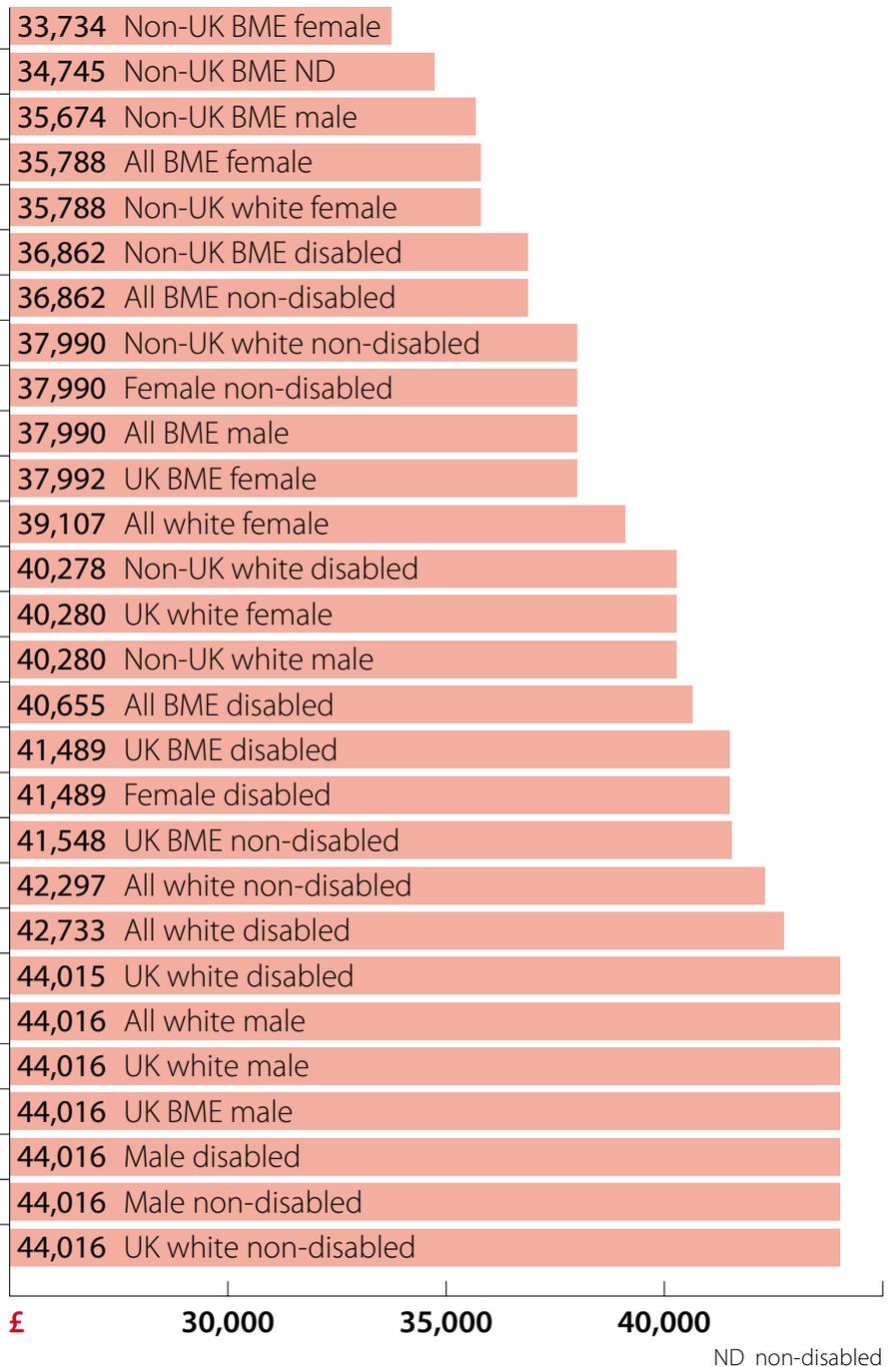
Salaries

The following section provides the median and mean salaries of staff within an intersection of certain identities.

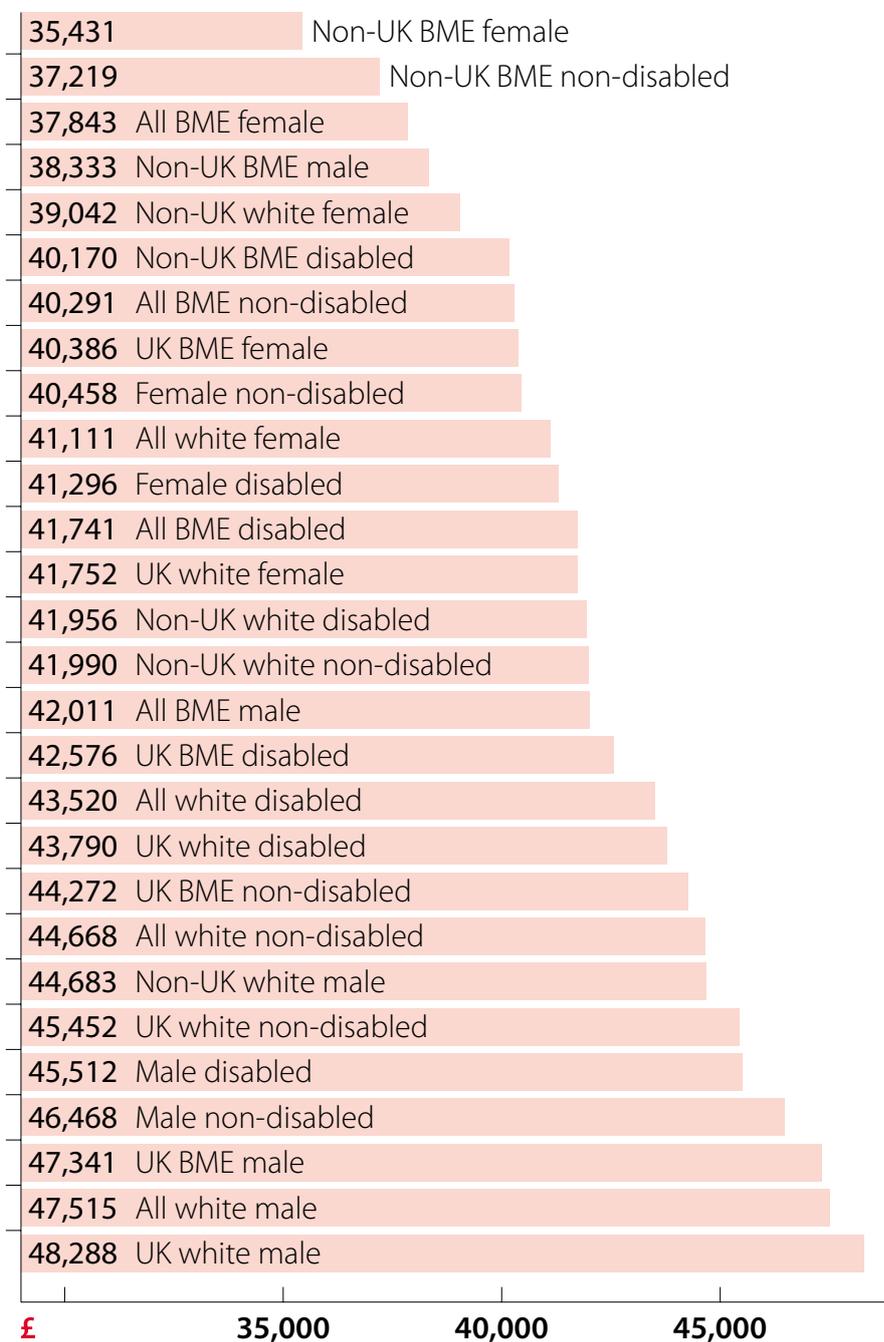
Please note that staff are counted more than once. For example, an individual who is disabled, BME, female and a UK national will be included in the following: UK BME female, UK disabled female, UK disabled BME, all BME female, all disabled female, and all disabled BME.

Furthermore, the categories provided do not wholly take into account the intersectionality of staff identity. For example, the UK BME disabled group may have a higher proportion of women than men, which could have a bearing on salary (but is not accounted for in the category title). The information provided is intended to provide a holistic picture of the salary differences among a range of staff in higher education.

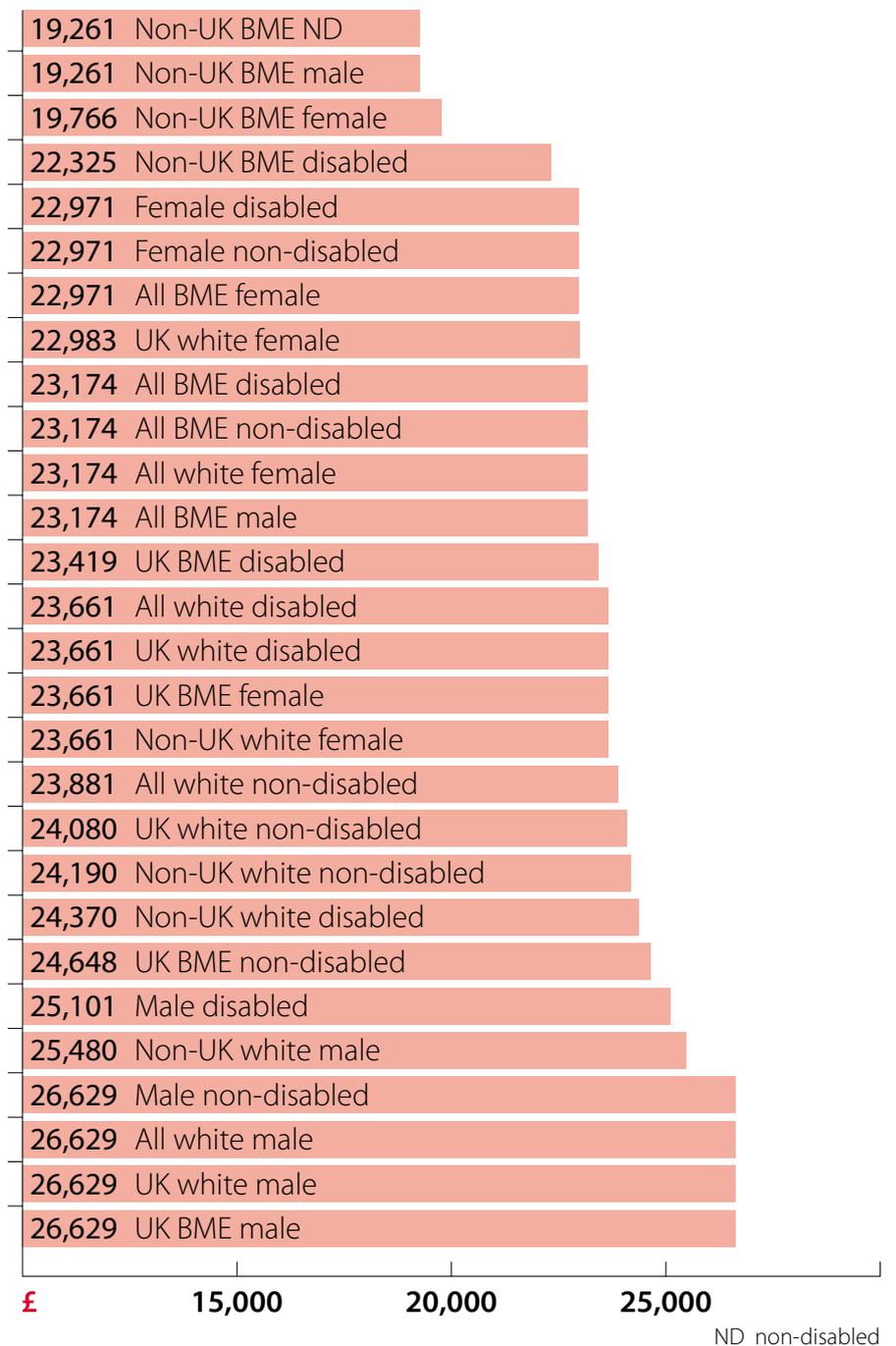
Median salaries for academic staff by nationality category, gender, BME/white identity and disability status



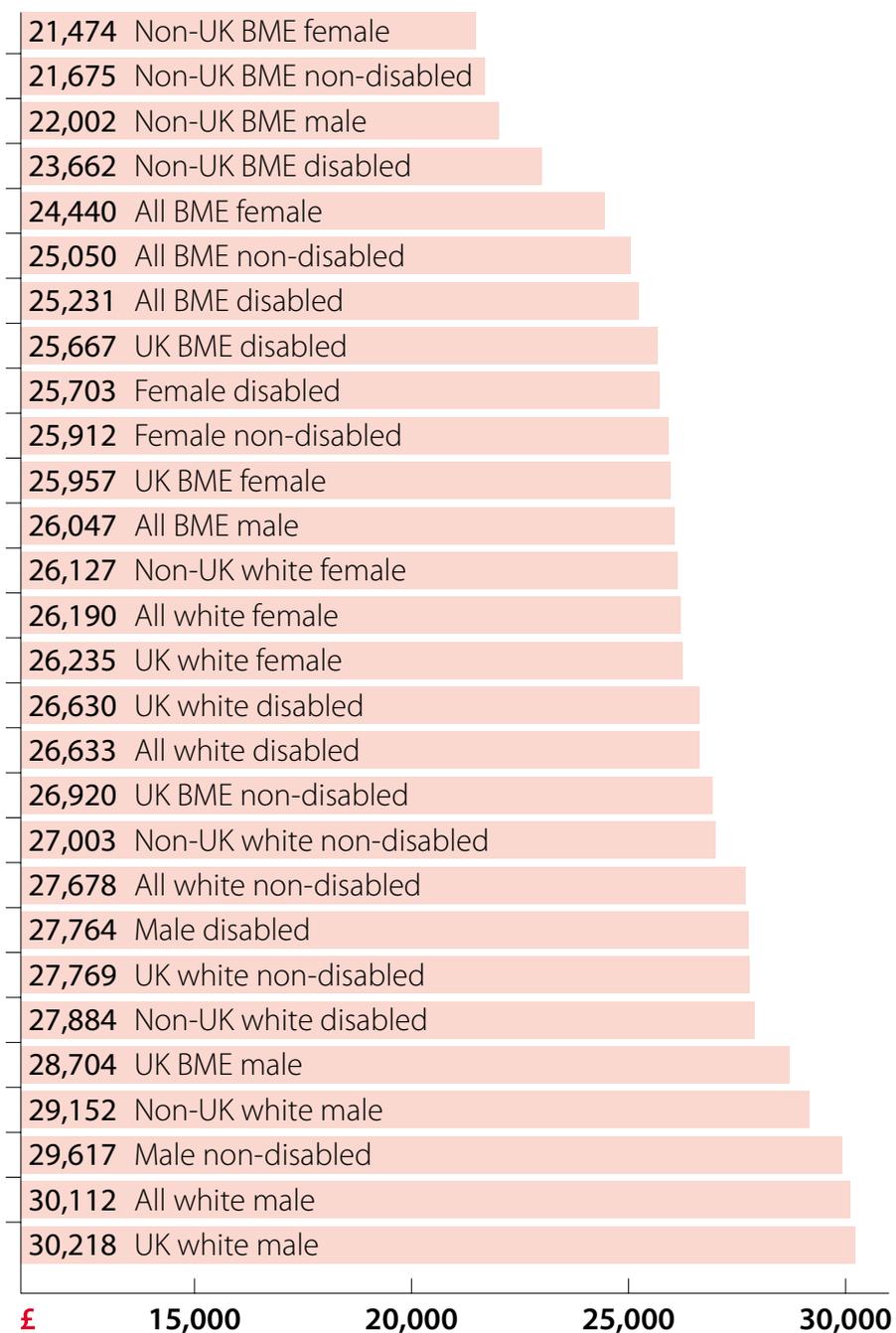
Mean salaries for academic staff by nationality category, gender, BME/white identity and disability status



Median salaries for professional and support staff by nationality category, gender, BME/white identity and disability status



Mean salaries for professional and support staff by nationality category, gender, BME/white identity and disability status



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Equality Challenge Unit

ECU works to further and support equality and diversity for staff and students in higher education across all four nations of the UK, and in colleges in Scotland.

ECU works closely with colleges and universities to seek to ensure that staff and students are not unfairly excluded, marginalised or disadvantaged because of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity status, race, religion or belief, sex, sexual orientation or through any combination of these characteristics or other unfair treatment.

Providing a central source of expertise, research, advice and leadership, we support institutions in building a culture that provides equality of both opportunity and outcome, promotes good relations, values the benefits of diversity and provides a model of equality for the wider UK society.



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