

2008/26

Issues paper

This report is for information

This is the fifth HEFCE report on staff employed at HEFCE-funded HEIs and builds on the findings reported in 2007 (see HEFCE 2007/36) by including information of staff in academic year 2006-07. This update provides information on staff employed in English higher education institutions (HEIs), with further detail given by separating the staff into academic, and professional and support staff.

Staff employed at HEFCE-funded HEIs: update

Trends and profiles

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Staff employed at HEFCE-funded HEIs: update

Trends and profiles

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Of interest to those responsible for	Staff data, Planning, Human resources management
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Executive summary

Purpose

1. This report is the fifth HEFCE report on staff employed at HEFCE-funded higher education institutions (HEIs) and builds on the findings reported in 2007 (see HEFCE 2007/36) by including information on staff in academic year 2006-07. This update provides information on staff employed in English HEIs, with further detail given by separating the staff into academic, professional and support staff.

Key points

2. In this report we give an overview of trends in staff at English HEIs from 1995-96 to 2006-07. It shows the following aspects.

Numbers

3. The total number of staff rose 9 per cent between 2003-04 (275 thousand) and 2006-07 (300 thousand).

Contracts

4. There was an increase in the proportion of academic, professional and support staff with permanent contracts between 2003-04 and 2006-07. The proportion of professional and support staff with permanent contracts increased from 84 to 87 per cent between 2003-04 and 2006-07. For academic staff, the proportions rose from 63 to 70 per cent across the same period.

Age profile

5. There has been relative stability in the proportions of permanent academic staff in different age brackets. There is similar stability in the professional and support staff categories.

Disability

6. There was a rapid increase in the proportions of permanent academic staff reported as declared disabled between 2000-01 and 2003-04. After 2003-04, the proportions have steadied to around 2.5 per cent.

7. The proportion of professional and support staff reported as disabled in 2006-07 was 3.2 per cent. The equivalent proportion in 2003-04 was 2.9 per cent.

Ethnicity

8. The proportion of permanent academic staff from a non-white ethnic background rose steadily between 1995-96 and 2006-07. This also applies to the professional and support staff where the proportion has risen by one percentage point between 2003-04 and 2006-07 (currently 6.9 per cent).

Sex

9. Between 1995-96 and 2006-07, there has been a consistent increase at all grades in the proportions of permanent academic staff who are female. The proportion of permanent academic female staff has risen from 35 to 38 percent between 2003-04 and 2006-07.

10. For the professional and support staff, the proportion who are female has remained constant at 62 per cent between 2003-04 and 2004-05.

Nationality

11. The proportion of permanent academic staff who are non-UK nationals has risen steadily between 1995-96 and 2006-07. In 2006-07, 16 per cent of these staff were non-UK nationals.

12. The proportion of professional and support staff who are non-UK nationals increased throughout the four-year period between 2003-04 and 2006-07. Eight per cent of these staff were non-UK nationals in 2006-07.

Salary

13. In 2006-07 the median salary of the permanent academic staff was £41,000: a rise of 13 per cent from 2003-04. A further breakdown shows that the median salaries of professors, senior lecturers, and lecturers were £62,000, £46,000 and £37,000 respectively.

14. For professional and support staff, the median salary in 2006-07 was £21,000: a rise of 16 per cent from 2003-04. A further breakdown shows that the median salaries of managers and professionals, technicians, support administrators and other professional and support staff were £35,000, £24,000, £20,000 and £14,000 respectively.

Action required

15. No action is required in response to this document.

Introduction

16. This report follows the structure of the 2007 report¹. There has been a change to some figures previously published due to archiving of data or a change in definition. Where figures have changed significantly, these are highlighted in the notes of the appropriate table/figure².

17. In this report we firstly examine the numbers of staff; overall and by type of institution. For both of these areas we consider three different categories of staff employed in English HEIs:

- a. All staff.
- b. Academic staff.
- c. Professional and support staff.

18. In our examination of overall numbers of academic staff we provide a more in-depth analysis of these staff. When we consider this category of staff in the later stages of this report we present information split by the grade and subject area of the staff. Before we begin to use these attributes to split the academic workforce they are examined in their own right.

19. We have taken a similar approach for professional and support staff and we provide analysis of these staff by their function area when we consider overall staff numbers.

20. We then look at the characteristics and attributes of the workforce. The categories of staff detailed above are examined in terms of a variety of attributes to provide an extension to the trends and profiles identified in the earlier reports (HEFCE 2002/43, HEFCE 2005/23, HEFCE 2006/31 and HEFCE 2007/36).

Data source

21. Data are drawn from the Higher Education Statistics Agency (HESA) individualised staff records for 1994-95 to 2002-03, and the HESA new individualised staff records for 2003-04 to 2006-07.

22. The HESA new individualised staff records, introduced in 2003-04, extend to professional and support staff as well as academic staff, and also include contracts with a

¹ The 2007 report with an overview of 2005-06 staff which included a comparison of staff in English HEIs compared with the rest of the UK. This information for 2006-07 staff can now be found in Annex B of this report.

² The most significant change involved a series of archiving corrections for 2003-04 with regard to the primary function of professional/support staff which involved the redefinition of some staff whose primary function was incorrectly recorded as manager/professional to another primary or academic function.

full-time equivalence (FTE) of less than 25 per cent. The transition from the old record to the new makes it difficult to establish a completely consistent time series. The main problems are as follows:

- a. Although every effort has been made to extract a comparable population with regard to FTE, the time series of academic staff may be affected by the extension of the data collection to a wider population of staff. Therefore, any notable changes between 2002-03 and 2003-04 should be treated with caution.
- b. In the new record, there are larger numbers of unknown or default entries in several fields, due to changes in data validation rules. This especially affects salary and subject area.

23. In 2002-03 a new method of coding subject areas, using the Joint Academic Coding System, was introduced to replace the HESA code system. While we have sought to map subject groups equivalently, this may also affect the continuity of the time series.

24. In consideration of staff data, in order to compare to current and historical data we need to be able to classify academic staff with reference to the historical grades: professor; senior lecturer/researcher; lecturer; or researcher. The method we have previously used in our earliest reports (HEFCE 2002/43, HEFCE 2005/23 and HEFCE 2006/31) to generate these classifications is based on grade information returned by the institution. The expected substantial rise in the use of locally determined grades for academic staff between 2004-05 and 2006-07 has caused us to revise our methods of staff classification in terms of grade: details of which are given at Annex A of this report. While every effort has been made to classify staff equivalently, the consistency of the time series may be affected. For all years we now use this revised approach and hence figures can and will vary from the early reports.

Terminology

25. Throughout this document we refer to, and analyse, several different populations, as described in Table 1. For clarity we have given each one a code as well as a name. Population definitions remain largely consistent with those described in Annex A of HEFCE 2005/23.

Table 1 Definition of populations

Population	Description	Code
All staff in English HEIs	All staff who are actively employed in an English HEI on the census date of 1 December	Pop A
Staff with academic roles	All staff in Pop A, who are actively employed in an English HEI on the census date of 1 December, having an academic contract at some point during the academic year	Pop B

Staff with academic roles excluding very low activity and inactive contracts	All staff in Pop B who have at least one active academic contract of at least 25 per cent on the census date of 1 December.	Pop B*
Academic and assistant academic staff	All staff in Pop B who have at least one active academic contract of at least 25 per cent on the census date and a total FTE of 40 per cent or more. This population includes medicine and dentistry staff.	Pop C
Permanent and academic staff	All staff in Pop C who have permanent contracts and are at lecturer level or above	Pop D
Research assistants	Not used in this report (see previous reports for definition).	Pop E
Staff with professional/support roles	All staff in Pop A who have a professional/support contract at some point during the academic year	Pop F
Professional and support staff	All staff in Pop F who have a total FTE of at least 40 per cent	Pop G

Notes: * denotes a modified population where staff with no contract of at least 25 per cent are excluded.

Overview of staff in English HEIs

26. The following tables and charts provide an analysis of staff in the English higher education sector. As well as the overall numbers of staff we look at the numbers of staff by type of institution. In each area we examine the three categories of staff detailed above; all staff, academic staff, and professional and support staff.

27. In terms of academic staff, those on individual contracts of less than 25 per cent FTE have been excluded. In contrast to previous reports we do not exclude medicine and dentistry staff when we consider academic staff.

28. The definitions of academic staff (professors, senior lecturers, senior researchers and lecturers) and 'assistant academic staff' (academic staff on lower grades) remain consistent with previous reports but the way in which professors, senior lecturers, senior researchers, and lecturers are defined changed in the 2007 report. This report is consistent with that report (see Annex A, HEFCE 2007/36 for further details).

29. When we discuss professional and support staff we consider four key function areas; managers and professionals, technicians, support administrators, and other professional and support roles. The function area of 'Other' professional and support roles includes those staff employed in, for example, catering, maintenance, retail and so on. Since it is possible for a staff member to have more than one function within an

institution, we have taken 'primary professional/support function' to mean the function in which they spend the most time (according to FTE)³.

30. In this section of the report we examine the four-year period from 2003-04 to 2006-07 for the three categories of staff above⁴. The HESA staff record has only collected information on professional and support staff since 2003-04 and this is the first opportunity to generate the appropriate time series. However, there is evidence that a large part of the observed changes in the numbers of these staff is due to improvements in their identification and classification. Any conclusions relating to year-on-year changes in professional and support staff should therefore be drawn with caution.

Overall staff numbers

All staff

31. In Table 2 we look at the total numbers of staff in English higher education institutions (HEIs). Table 2 shows that across all English HEIs there has been a rise of around 25 thousand staff between 2003-04 and 2006-07.

32. In this report, as in its immediate predecessors, we look separately at staff with academic roles and staff with professional and support roles. Table 2 shows that the number of staff falling into both categories has further increased from 2,774 in 2003-04 to 8,309 in 2006-07 and now accounts for 3 per cent of all staff⁵.

Table 2 Staff in English HEIs by role

Role	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Academic role only	128,275	44%	135,967	45%
Professional/support and academic roles	2,774	1%	8,309	3%
Professional/support role only	144,075	55%	155,810	52%
Total with academic roles	131,049	N/A	144,276	N/A
Total with professional/support roles	146,849	N/A	164,119	N/A
Total	275,124	100%	300,086	100%

Notes: The 'Total with academic roles' and 'Total with professional/support roles' headcounts overlap by the headcount of staff with professional/support and academic roles. Relates to Table 2 in HEFCE 2007/36 – 2003-04 figures modified (see Footnote 2). Pop A.

³ In cases where an equal amount of time is devoted to two or more different functions, we have chosen the primary function according to the order in which they are listed in Table 3.

⁴ Where appropriate we present information on staff occupying an academic role in consideration of the 12-year period from 1995-96 through to 2006-07.

⁵ There is evidence to suggest that this may be due to differences and improvements in the way data concerning functions of staff have been returned in the period examined.

Academic staff

33. Table 3 gives the breakdown of staff with academic roles. It shows that the total number of staff with academic roles has increased although the proportion of academic staff type has remained relatively constant.

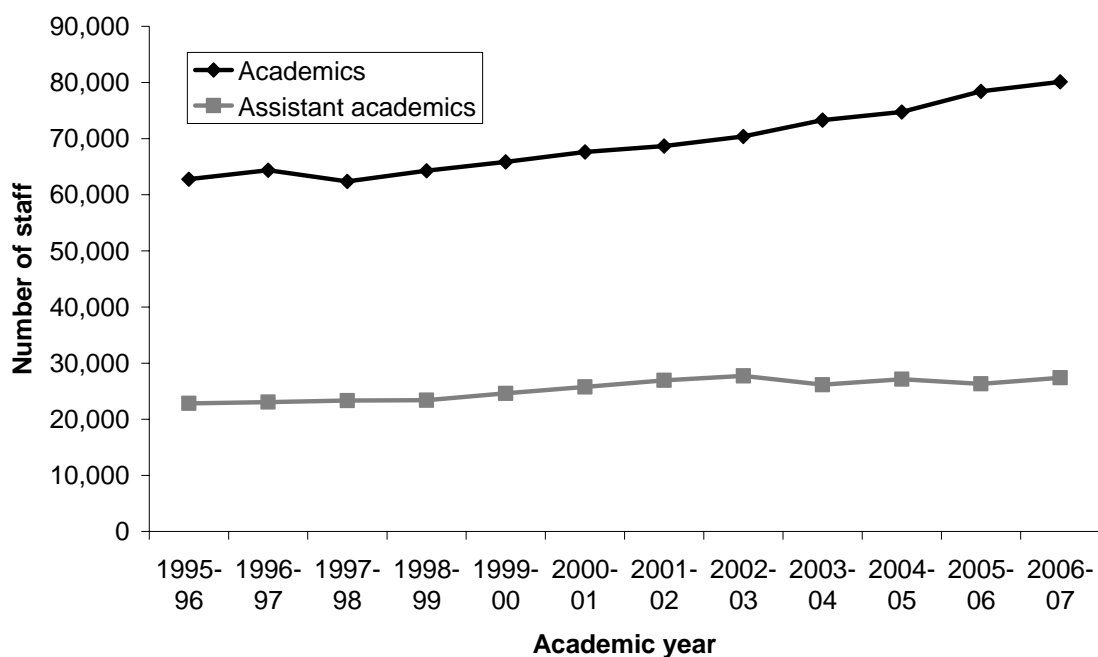
Table 3 Staff in English HEIs with academic roles

Staff type	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Academics	73,311	56%	80,121	56%
Assistant academics	26,166	20%	27,411	19%
Low activity (total FTE less than 40%)	4,428	3%	4,689	3%
Very low activity and inactive contracts	27,144	21%	32,055	22%
Total	131,049	100%	144,276	100%

Notes: Contracts equating to an FTE of less than 25 per cent have been excluded from all categories except for 'very low activity and inactive contracts'. 'Inactive contracts' refers to staff with a professional/support contract active on 1 December and an academic contract at some point over the academic year, but not active on 1 December of that academic year. Relates to Table 3 of HEFCE 2007/36 – 2003-04 figures modified (see Footnote 2). Pop B.

34. Figure 1 shows that the number of academics continues to rise in 2006-07 but levels of assistant academics is relatively stable at around 25 to 30 thousand.

Figure 1 Numbers of academic and assistant academic staff in English HEIs



Notes: Relates to Figure 1 of HEFCE 2007/36. Pop C.

35. When considering staff occupying an academic role we are able to assign them to both a grade and a subject area in which they are active. Later stages of this report present information on academic staff split by these attributes and here we examine them in their own right to provide context for their later use.

Academic staff numbers by grade

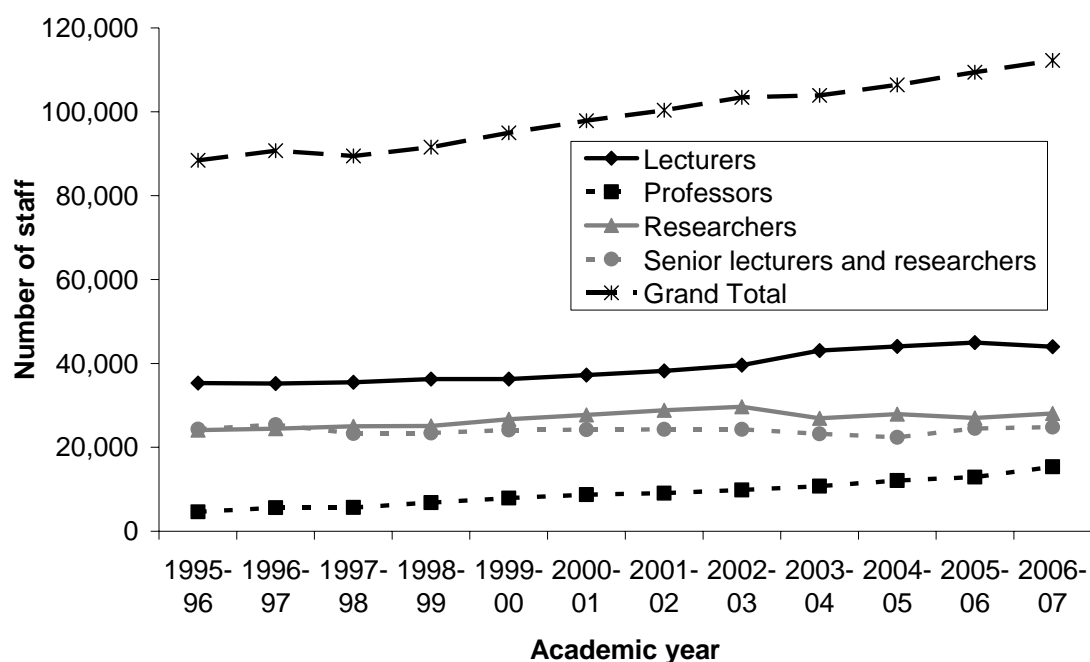
36. The profile of staff with academic roles is shown in Table 4 and Figure 2, split by grade.

Table 4 Staff in English HEIs with academic roles by grade

Grade	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Professors	10,747	10%	15,343	14%
Senior lecturers/researchers	23,197	22%	24,788	22%
Lecturers	43,036	41%	43,989	39%
Researchers	26,925	26%	28,101	25%
Total	103,905	100%	112,221	100%

Notes: Relates to Table 4 of HEFCE 2007/36. Pop B*.

Figure 2 Staff in English HEIs with academic roles by grade



Notes: Relates to Figure 2 of HEFCE 2007/36. Pop B*.

37. Table 4 and Figure 2 show that there has been a steady increase in the numbers of professors across the 12-year period. For researchers and senior lecturers the story is more mixed with numbers varying between 20,000 and 25,000 across the period for these two grades of staff. The number of lecturers increased steadily until 2004-05 before becoming relatively constant in recent years.

Academic staff numbers by subject area

38. Table 5 shows the changes in numbers of academic staff by the subject area of their highest qualification since 2003-04. Most subject areas have continued to experience growth in numbers, with 'Creative arts/design' and 'Education' having the largest increase in numbers with 22 and 17 percent respectively. Only 'Unknown and combined subjects' shown a decline in numbers and this may be explained through changing data definition interpretation.

Table 5 Academic staff by subject area

Subject area			% change 2003-04 to 2005-06
	2003-04	2006-07	
Biological sciences	14,277	16,013	12%
Business/administrative studies	4,961	5,532	12%
Computer science/librarianship/info science	4,635	5,074	9%
Creative arts/design	4,642	5,666	22%
Education	4,600	5,379	17%
Engineering/technology/building/architecture	8,227	8,605	5%
Humanities	4,768	5,430	14%
Languages	5,434	5,856	8%
Law	2,252	2,370	5%
Mathematical sciences	3,106	3,358	8%
Medicine and Dentistry	3,892	4,295	10%
Physical sciences	9,688	10,698	10%
Social/political/economic studies	9,979	10,789	8%
Subjects allied to medicine	8,442	9,278	10%
Unknown and combined subjects	14,019	12,880	-8%
Veterinary sciences/agriculture/related subjects	983	998	2%
Total	103,905	112,221	8%

Notes: Relates to Table 5 from HEFCE 2007/36 – some 2003-04 modified due to archiving. Pop B*.

Professional and support staff

39. The number of professional and support staff in English HEIs split by their primary function are shown in Table 6 and Figure 3. They show that there has been growth in the numbers of managers and support administrators between 2003-04 and 2006-07 but the levels of technicians and other staff have remained relatively stable.

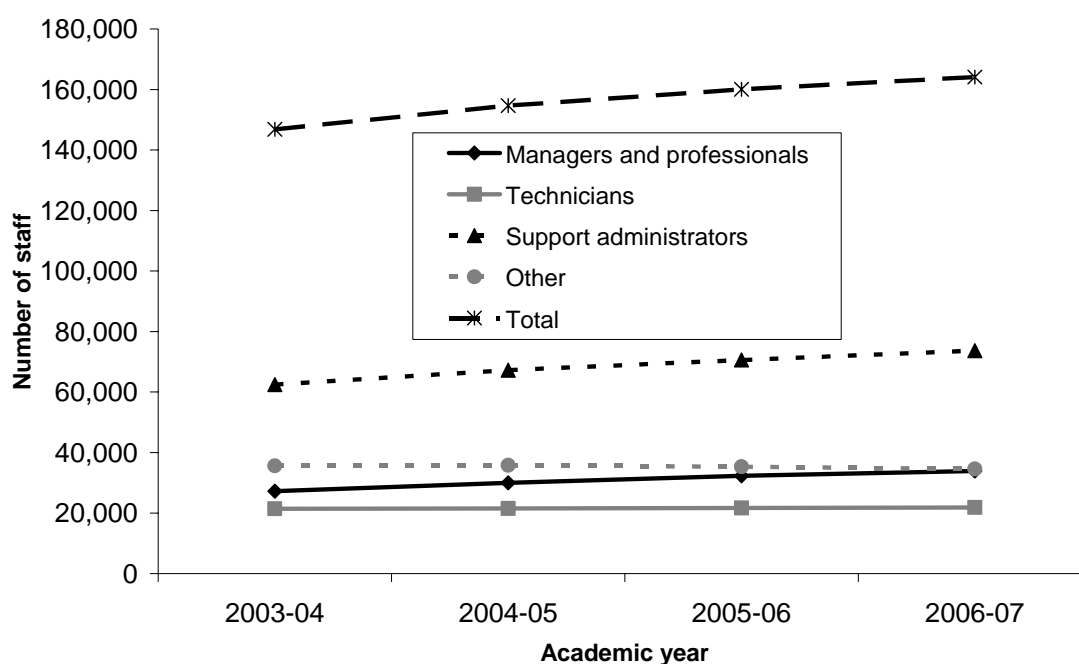
Table 6 Professional and support staff in English HEIs by primary function

Primary professional/support function	2003-04		2006-07	
	Number of staff	%	Number of staff	%

Managers and professionals	27,268	19%	33,898	21%
Technicians	21,464	15%	21,904	13%
Support administrators	62,476	43%	73,680	45%
Other	35,641	24%	34,637	21%
Total	146,849	100%	164,119	100%

Notes: Relates to Table 6 of HEFCE 2006/36 – 2003-04 modified (see Footnote 2). Pop F.

Figure 3 Professional and support staff in English HEIs by primary function



Notes: Relates to Figure 3 of HEFCE 2007/36. Pop F.

Staff numbers by type of institution

40. As in previous reports, we have used institutional data to classify each English higher education institution as one of the following⁶:

- a. Research-orientated university (37 institutions).
- b. Other university (38 institutions).
- c. General college or specialist HEI (57 institutions).

41. In this section we look at the numbers of staff in English HEIs, split by the type of institution.

⁶ The categorisation of institution is the same as used in HEFCE 2006/31 and HEFCE 2007/36. It is based upon placing all institutions in order of the amount of research funding received in 2002-03, and the top half of institutions were classified as 'research-orientated'.

All staff

42. Table 7 shows that 53 per cent of all staff in English HEIs were employed at research-orientated universities in 2006-07.

Table 7 Staff in English HEIs by role and type of institution

Type of institution	Role	2003-04		2006-07	
		Number of staff	%	Number of staff	%
Research-orientated universities	Academic role only	70,009	25%	71,047	24%
	Professional/support and academic roles	1,225	0%	5,474	2%
	Professional/support role only	77,649	28%	81,206	27%
	Total in research-orientated universities	148,883	54%	157,727	53%
Other universities	Academic role only	20,239	7%	21,589	7%
	Professional/support and academic roles	401	0%	1,106	0%
	Professional/support role only	23,414	9%	27,423	9%
	Total in other universities	44,054	16%	50,118	17%
General colleges/specialist HEIs	Academic role only	38,027	14%	43,331	14%
	Professional/support and academic roles	1,148	0%	1,729	1%
	Professional/support role only	43,012	16%	47,181	16%
	Total in general colleges/specialist HEIs	82,187	30%	92,241	31%
Total		275,124	100%	300,086	100%

Notes: Relates to Table 7 of HEFCE 2007/36 – 2003-04 research-orientated figures modified due to archiving. Pop A.

Academic staff

43. Table 8 shows the numbers of staff with academic roles, split by their grade and type of institution. It shows few changes in the distribution between 2003-04 and 2006-07. The majority of staff occupying an academic role are employed at a research-orientated university.

Table 8 Staff in English HEIs with academic roles by grade and type of institution

Type of institution	Grade	2003-04		2006-07	
		Number	%	Number	%
Research-orientated universities	Professors	6,786	7%	10,153	9%
	Senior lecturers/researchers	14,161	14%	14,174	13%
	Lecturers	14,757	14%	14,185	13%
	Researchers	21,454	21%	21,761	19%
	Total in research-orientated universities	57,158	55%	60,273	54%
Other universities	Professors	2,434	2%	2,992	3%
	Senior	5,924	6%	7,382	7%

	lecturers/researchers				
	Lecturers	20,848	20%	21,311	19%
	Researchers	2,285	2%	2,835	3%
	Total in other universities	31,491	30%	34,520	31%
	Professors	1,527	1%	2,198	2%
	Senior lecturers/researchers	3,112	3%	3,232	3%
	Lecturers	7,431	7%	8,493	8%
	Researchers	3,186	3%	3,505	3%
General colleges / specialist HEIs	Total in general colleges/specialist HEIs	15,256	15%	17,428	16%
Total		103,905	100%	112,221	100%

Notes: Relates to Table 9 of HEFCE 2007/36. Pop B*.

44. Table 8 also shows that the proportion of professors employed at a research-orientated university has increased over the 4 year duration. The proportion of lecturers has decreased by one percentage point at all types of institution except at general colleges/ specialist HEIs where it has risen by 1%.

Professional and support staff

45. The numbers of professional and support staff are shown in Table 9, split by their primary function and type of institution. The overall distribution between types of institutions has remained almost the same between 2003-04 and 2006-07.

Table 9 Professional and support staff in English HEIs by primary function and type of institution

Type of institution	Primary professional/support function	2003-04		2006-07	
		Number of staff	%	Number of staff	%
Research-orientated universities	Managers and professionals	14,662	10%	18,678	11%
	Technicians	13,074	9%	12,896	8%
	Support administrators	30,882	21%	35,693	22%
	Other	20,256	14%	19,413	12%
	Total in research-orientated universities	78,874	54%	86,680	53%
Other universities	Managers and professionals	4,758	3%	6,098	4%
	Technicians	3,088	2%	3,465	2%
	Support administrators	10,582	7%	13,645	8%
	Other	5,387	4%	5,321	3%
	Total in other universities	23,815	16%	28,529	17%
General colleges / specialist HEIs	Managers and professionals	7,848	5%	9,122	6%
	Technicians	5,302	4%	5,543	3%
	Support administrators	21,012	14%	24,342	15%
	Other	9,998	7%	9,903	6%
	Total in general	44,160	30%	48,910	30%

	colleges/specialist HEIs		
Total	146,849	100%	164,119 100%

Notes: Relates to Table 11 of HEFCE 2007/36 – 2003-04 figure for managers and professionals at research-orientated universities modified (see Footnote 2). Pop F.

Staff and employment attributes

46. In the following sections we examine trends and profiles of the workforce according to a variety of attributes. We look at the three categories of staff in terms of the following seven characteristics:

- a. Activity.
- b. Age.
- c. Disability.
- d. Ethnicity.
- e. Sex.
- f. Nationality.
- g. Salary.

47. When we consider the overall numbers of staff it is appropriate to first look at all staff in order to provide some context. In terms of these trends and profiles however, we look first at academic staff, followed by professional and support staff. Our analysis of all staff will come last, providing an opportunity to compare and contrast trends and profiles identified in academic and professional and support staff.

Activity profile of the workforce

48. This section of the report focuses on the activity profile of the workforce and the basis on which staff are employed; permanent or non-permanent contracts, low activity (those with a total FTE of less than 40 per cent), full-time or part-time.

Academic staff

49. Table 10 shows the proportion of academic staff split by their grade who are full-time. It shows that the proportions for all grades of staff are relatively stable across the four years. The most notable changes are the decrease (3 percentage points) in the proportion of lecturers who are full-time and increase (also 3 percentage points) in the equivalent proportion for researchers.

Table 10 Academic staff by full-time employment

Grade	% Full-time				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Professors	92%	93%	92%	92%	0%
Senior lecturers/researchers	91%	90%	89%	90%	-1%
Lecturers	74%	74%	73%	71%	-3%
Researchers	83%	86%	86%	86%	3%
Total	82%	83%	82%	82%	0%

Notes: Relates to Table 13 of HEFCE 2007/36. Pop B*.

50. The proportion of academic staff who are low activity⁷ is shown in Table 11. It shows that there has been a slight decrease in the proportion of all grades except lecturers who hold low-activity contracts (ie working the equivalent of two or less days a week). Changes in the percentage of low activity academic staff appear year to year due to the low number of staff in this category.

Table 11 Proportion of academic staff that is low activity

Grade	% low activity				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Professors	1.9%	2.0%	2.4%	1.8%	-0.1%
Senior lecturers/1researchers	1.6%	1.8%	1.9%	1.5%	-0.1%
Lecturers	7.2%	7.1%	7.1%	7.6%	0.4%
Researchers	2.8%	2.7%	2.7%	2.5%	-0.3%
Total	4.3%	4.2%	4.3%	4.2%	-0.1%

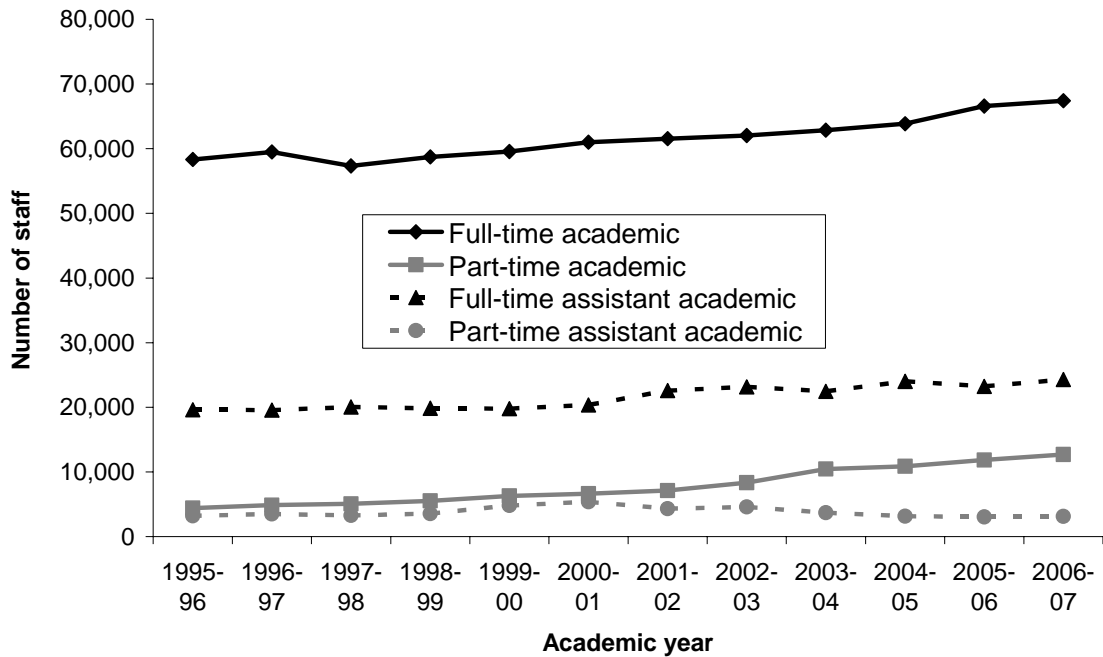
Notes: Relates to Table 14 of HEFCE 2007/36. Pop B*.

51. It is possible or even likely that low-activity staff will have individual and unusual profiles in terms of their mode of employment, contract terms and so on. For this reason, given that the number and proportions of such staff are small, we have excluded them from the analysis presented in the following tables.

52. Figure 4 shows how the numbers of full-time and part-time academic and assistant academic staff have varied over the 12-year period studied. The only group of staff that has seen a decline in recent years are those on part-time contracts at assistant academic grades.

⁷ In other words, those staff that are returned on a contract of less than 40 per cent FTE.

Figure 4 Numbers of full-time and part-time academic and assistant academic staff



Notes: Relates to Figure 4 of HEFCE 2007/36. Pop C.

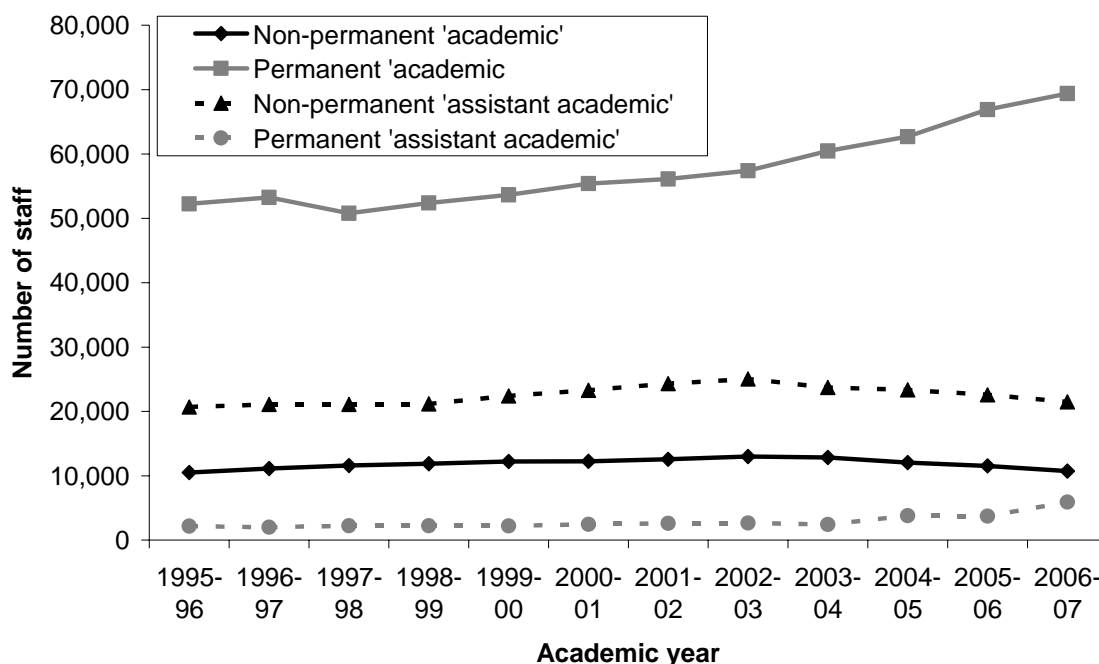
53. Table 12 shows the changes in staff holding permanent and non-permanent contracts between 2003-04 and 2006-07. Figure 5 provides an extended time series of these trends for 1995-96 through to 2006-07. The series shows that there has been a recent decline in the numbers of staff (for both academic and assistant-academic) who are holding non-permanent contracts with institutions.

Table 12 Numbers and FTE of academic and assistant academic staff by type of contract

Grade	Contract	2003-04		2006-07	
		Number (%)	FTE (%)	Number (%)	FTE (%)
Academic	Non-permanent	12,841 13%	10,673 12%	10,743 10%	8,687 9%
	Permanent	60,470 61%	57,187 63%	69,378 65%	65,159 66%
Assistant Academic	Non-permanent	23,726 24%	20,822 23%	21,476 20%	18,875 19%
	Permanent	2,440 2%	2,225 2%	5,935 6%	5,416 6%
Total		99,477 100%	90,907 100%	107,532 100%	98,138 100%

Notes: The FTE figures are obtained by summing academic contracts over all staff included in this table..
Relates to Table 8 of HEFCE 2006/31. Pop C

Figure 5 Numbers of academic staff by grade and type of contract



Notes: Relates to Figure 4 of HEFCE 2007/36. Pop C.

54. Table 13 shows that the proportions of staff on permanent contracts are high among academic staff (ie those on lecturer grades or above). These proportions are seen to increase each year, and in 2006-07 ranged from 22 per cent for researchers to 93 per cent for professors.

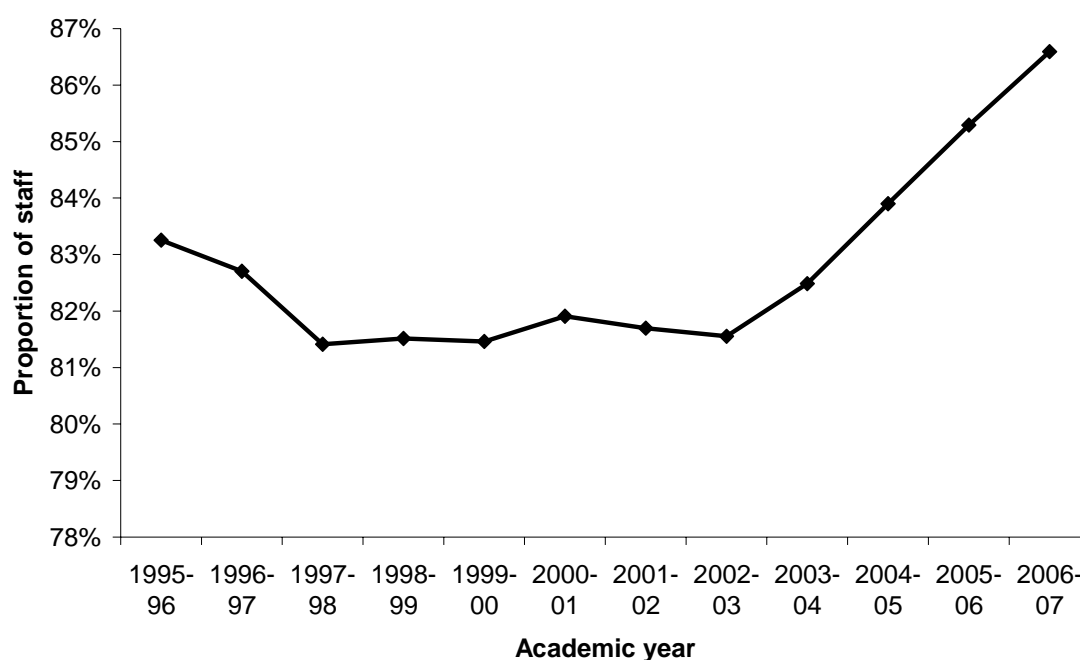
Table 13 Academic staff by type of contract

Grade	% on permanent contracts				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Professors	90%	93%	93%	93%	3%
Senior lecturers/researchers	86%	88%	89%	90%	4%
Lecturers	78%	79%	81%	82%	4%
Researchers	9%	14%	14%	22%	13%
Total	63%	65%	67%	70%	7%

Notes: Relates to Table 16 of HEFCE 2007/36. Pop C.

55. Figure 6 shows that the overall proportion of academic staff that hold a permanent contract has increased by more than one percentage point between 2005-06 and 2006-07, to 87 per cent in 2006-07.

Figure 6 Proportion of academic staff who are permanent



Notes: Relates to Figure 6 of HEFCE 2007/36. Pop C. Horizontal axis crosses vertical axis at 78% rather than 0%.

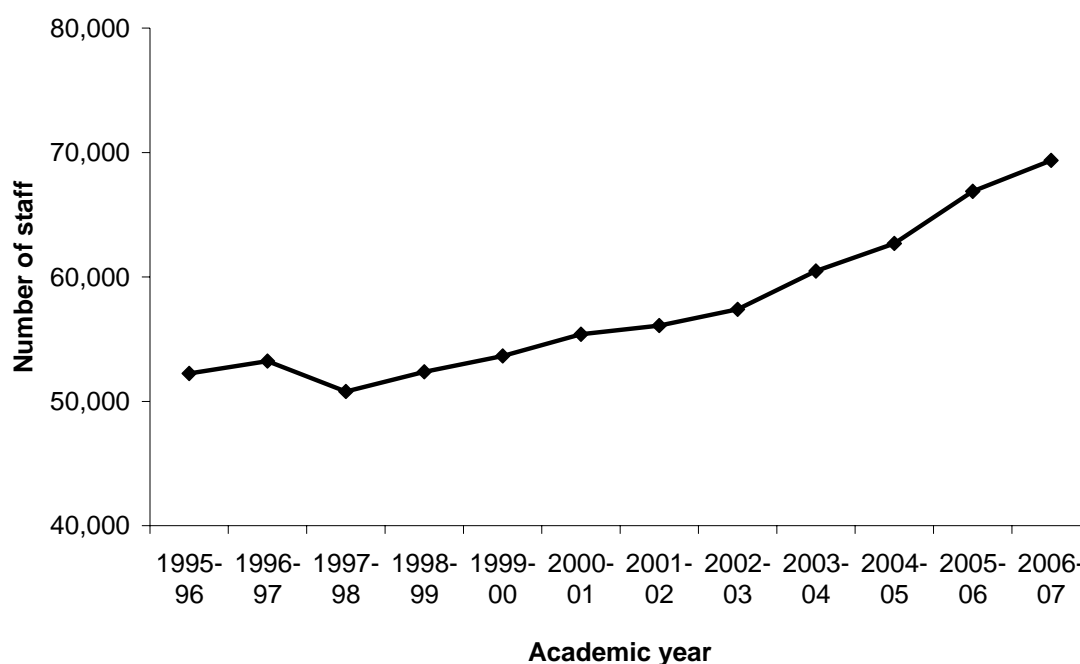
56. The percentage of researchers (or assistant academic staff) on permanent contracts has increased rapidly from 9% in 2003-04 to 22% in 2006-07. Clearly this proportion is substantially lower than observed for academic staff and suggests that the profiles and distributions of assistant academic and academic staff are very different.

57. Due to the nature of non-permanent contracts it is possible or even likely that these staff will have different profiles to permanent staff, with non-permanent staff displaying more atypical attributes and characteristics.

58. For these reasons, further analysis of academic staff by this report is based on a re-defined population. Unless otherwise stated, this document now presents information on academic staff holding a permanent contract of at least 40 per cent FTE when it considers staff occupying an academic role. This population is the same as that used in HEFCE 2007/36.

59. Figure 7 shows that the number of permanent academic staff continues to rise and is approaching 70,000.

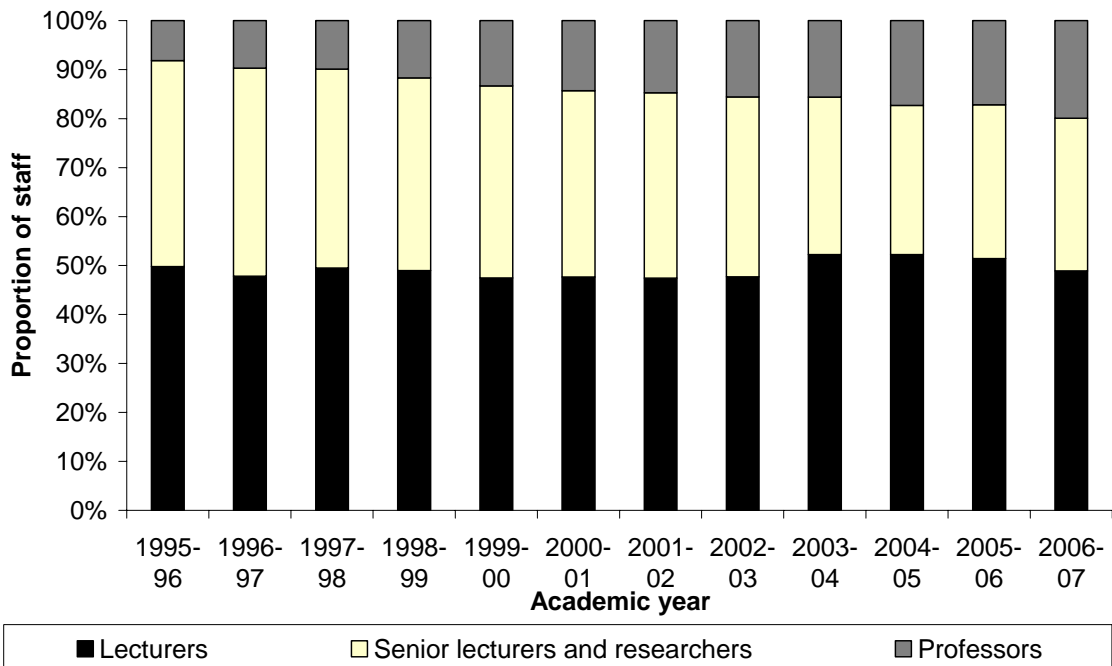
Figure 7 Numbers of permanent academic staff, 1995-96 to 2005-06



Notes: Relates to Figure 7 of HEFCE 2007/36. Pop D. Horizontal axis crosses vertical axis at 40,000 rather than 0.

60. Figure 8 shows the proportion of permanent academic staff split by grade. It shows that there has been a steadily increasing proportion of professors in the permanent academic staff from 1995-96 through to 2006-07.

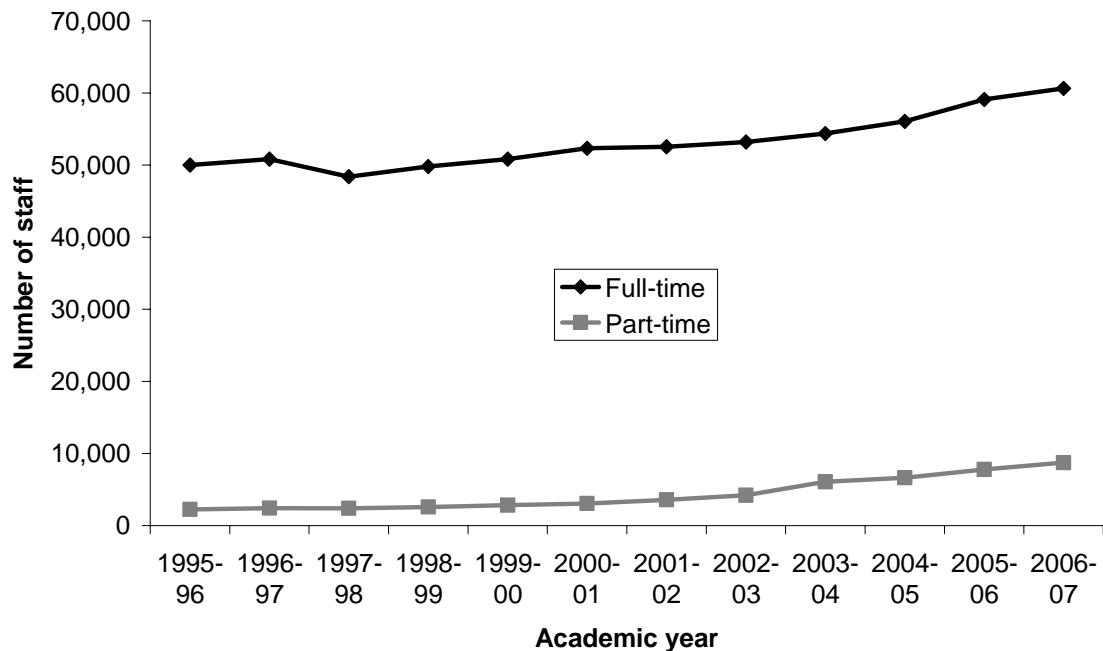
Figure 8 Grade distribution of permanent academic staff



Notes: Relates to Figure 8 of HEFCE 2007/36. Pop D.

61. Figure 9 shows that the numbers of full-time and part-time permanent academic staff have both been steadily increasing since 2000-01.

Figure 9 Numbers of full-time and part-time permanent academic staff



Notes: Relates to Figure 9 of HEFCE 2007/36. Pop D.

Professional and support staff

62. Table 14 shows the profile of professional and support staff split by mode of employment. It shows that the profile in 2006-07 remains broadly similar to that observed in 2003-04, although there is a slight shift in the proportion of staff from full time to low activity.

Table 14 Professional and support staff by mode of employment

Mode of employment	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Full-time	96,712	66%	105,335	64%
Part-time	35,091	24%	37,218	23%
Low activity	15,046	10%	21,566	13%
Total	146,849	100%	164,119	100%

Notes: Relates to Table 17 of HEFCE 2007/36 – 2003-04 figures modified due to archiving. Pop F.

63. In Table 15 and Table 16 we look at the proportions of professional and support staff that are full-time and low activity respectively, within each primary function group.

64. Table 15 shows that 'Technicians' are the group of professional and support staff with the highest proportion working full-time. 'Managers' were previously the group with the highest proportion (85%) working full time in 2003-04, although this figure has decreased steadily to 78% by 2006-07.

Table 15 Proportion of professional and support staff that is full-time

Grade	% full-time				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	85%	82%	78%	78%	-8%
Technicians	84%	83%	82%	83%	-1%
Support administrators	64%	62%	61%	61%	-3%
Other	44%	44%	45%	46%	2%
Total	66%	64%	64%	64%	-2%

Notes: Relates to Table 18 of HEFCE 2007/36 – 2003-04 figures modified (see Footnote 2). Pop F.

65. Table 16 shows that in 2006-07 13 per cent of professional and support staff were returned with a total FTE of less than 40 per cent and are therefore classified as low activity. The highest proportion of such staff is within the 'Other' group, at 18 per cent, compared with the lowest at 4 per cent for technicians.

Table 16 Professional and support staff by low activity employment

Primary professional/support function	% who are low activity				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	3%	6%	10%	10%	7%
Technicians	4%	4%	5%	4%	0%
Support administrators	10%	13%	13%	15%	5%
Other	20%	20%	19%	18%	-2%
Total	10%	12%	13%	13%	3%

Notes: Relates to Table 19 of HEFCE 2007/36– 2003-04 figures modified (see Footnote 2). Pop F.

66. Unless otherwise stated, further analysis of professional and support staff excludes low activity staff.

67. The proportions of professional and support staff on permanent contracts are shown in Table 17 split by primary function. It shows that the highest proportion is found in the Other group, at 95 per cent in 2006-07. The proportion of Technicians on permanent contracts remains the lowest but continues to increase, to 82 per cent in 2006-07.

Table 17 Professional and support staff by type of contract

Primary professional/support function	% on permanent contracts				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	81%	81%	83%	86%	5%
Technicians	77%	76%	79%	82%	5%
Support administrators	83%	81%	83%	86%	3%
Other	94%	92%	93%	95%	1%
Total	84%	83%	84%	87%	3%

Notes: Low-activity staff excluded. Relates to Table 20 of HEFCE 2007/36. Pop G.

All staff

68. Table 18 shows that the majority of staff in English HEIs in 2006-07 are employed on a full-time basis (66 per cent). The number of low-activity staff has increased in excess of the growth in staff numbers in the sector, rising 14 per cent between 2003-04 and 2006-07.

Table 18 Staff employed in English HEIs by mode of employment

Mode of employment	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Full-time	181,901	66%	196,690	66%
Part-time	35,091	13%	37,218	12%
Low activity	58,132	21%	66,178	22%
Total	275,124	100%	300,086	100%

Notes: Relates to Table 21 of HEFCE 2007/36 – 2003-04 figures modified due to archiving. Pop A.

69. The proportions of staff on permanent contracts are shown in Table 19, split by mode of employment. It shows that staff employed on a part-time basis have the highest rates of permanent working; in 2006-07 86 per cent of part-time staff held permanent contracts. The proportions are significantly lower for low-activity staff.

Table 19 Proportion of staff on permanent contracts by mode of employment

Mode of employment	% on permanent contracts				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Full-time	76%	76%	78%	80%	4%
Part-time	82%	82%	84%	86%	3%
Low activity	39%	42%	44%	47%	8%
Total	69%	70%	71%	73%	4%

Notes: Relates to Table 22 of HEFCE 2007/36 – 2003-04 through to 2005-06 figures modified due to archiving. Pop A.

70. We also consider the proportions of staff on permanent contracts, split by the type of higher education institution (Table 20). We see that research-orientated universities and general colleges / specialist HEIs have the lowest rates of permanent working; 71 per cent of staff in such HEIs in 2006-07 held permanent contracts.

Table 20 Proportion of staff on permanent contracts by type of institution

Type of institution	% on permanent contracts				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Research-orientated universities	65%	66%	68%	71%	6%
Other universities	78%	77%	78%	79%	1%
General colleges / specialist HEIs	67%	68%	70%	71%	3%
Total	69%	70%	71%	73%	4%

Notes: Relates to Table 23 of HEFCE 2007/36 – 2003-04 through to 2005-06 figures modified due to archiving. Pop A.

Age profile of the workforce

71. The 2002 report 'Academic staff: trends and projections' (HEFCE 2002/43) sought to determine whether the age profile of academic staff was such that an increasing number would be reaching retirement age. At the time the UK academic labour force had a high proportion of staff aged over 50, and it was the proportion of staff falling into this age group that was of interest. This age group remained the focus of the 2005 report 'Staff employed at HEFCE-funded HEIs: Trends, profiles and projections' (HEFCE 2005/23) and its updates HEFCE 2006/31 and 2007/36.

72. Although HEFCE 2002/43 identified an increase in the proportion of staff aged over 50 between 1995-96 and 2000-01, the later reports showed that in 2003-04, 2004-05 and 2005-06 this proportion remained about the same as in 2000-01. Analysis for this report has shown that in general the age profile remains broadly similar to that seen in 2005-06, which in turn were similar to those of 2004-05. While the change in the proportion of staff aged over 50 has been found to be minimal, changes in the proportion of staff aged over 60 are felt to be of greater interest and, as such, it is this proportion that is discussed in the following paragraphs.

Academic staff

73. Table 21 shows the trend in age of academic staff between 2003-04 and 2006-07. It shows that there is relative stability at a sector level in the proportions of staff at different age brackets.

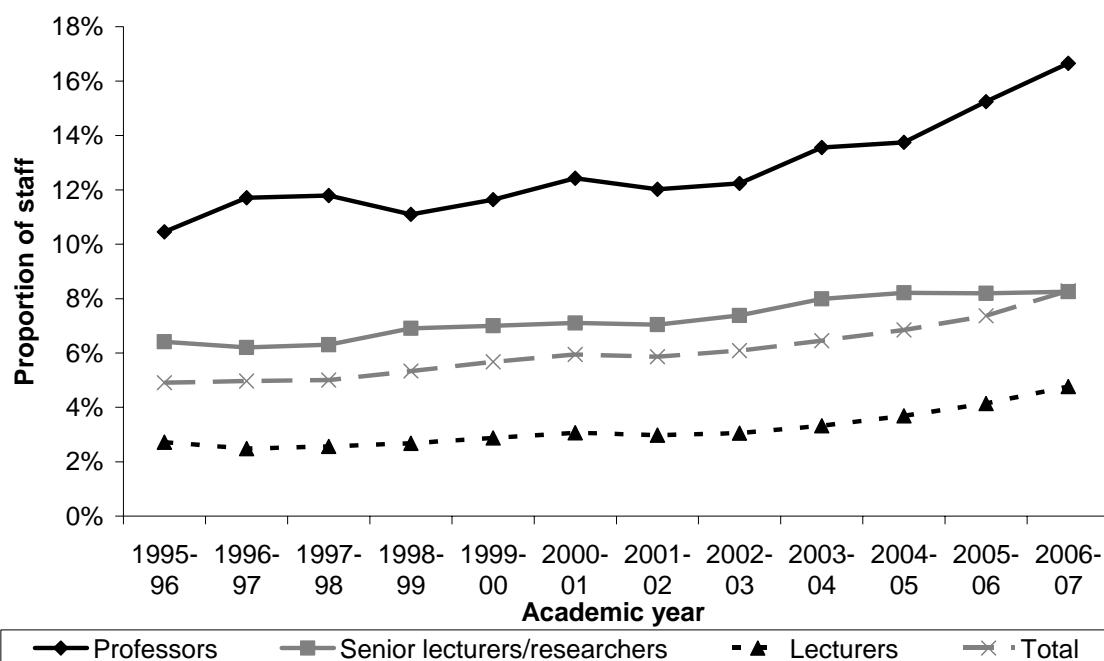
Table 21 Permanent academic staff by age

Age Group	2003-04		2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%	Number of staff	%
Below 30	1,224	2%	1,360	2%	1,451	2%	1,514	2%
30 to 39	13,208	22%	13,421	21%	14,227	21%	14,704	21%
40 to 49	20,825	34%	21,815	35%	23,668	35%	24,505	35%
50 to 59	21,309	35%	21,813	35%	22,610	34%	22,911	33%
60 and over	3,904	6%	4,291	7%	4,928	7%	5,744	8%
Total	60,470	100%	62,700	100%	66,884	100%	69,378	100%

Notes: Relates to Table 24 of HEFCE 2007/36. Pop D.

74. Figure 10 shows the trend in the proportion of staff aged 60 or over by academic grade. It shows that there has been a rise in the proportion of professors aged 60 and over since 2002-03, to around 17 per cent. A similar rise is also seen in the proportion of lecturers who are aged 60 or over but the actual proportion of staff is at a much lower level (2 to 5 per cent).

Figure 10 Proportion of permanent academic staff aged 60 and over by grade



Notes: Relates to Figure 10 of HEFCE 2007/36. Pop D.

75. Table 22 shows the proportion of academic staff aged 60 or over split by the subject of the staff highest qualification for 2003-04 to 2006-07. It shows that those holding mathematical sciences qualifications have the highest level of staff aged 60 or over at 13 per cent in 2006-07.

Table 22 Proportion of permanent academic staff aged 60 and over by subject area

Subject area	% 60 and over				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Biological sciences	6%	7%	7%	8%	2%
Business/administrative studies	5%	5%	6%	7%	2%
Computer science/librarianship/info science	3%	4%	4%	5%	2%
Creative arts/design	5%	6%	6%	7%	2%
Education	4%	5%	6%	8%	3%
Engineering/technology/building/architecture	7%	8%	8%	9%	1%
Humanities	9%	9%	9%	10%	2%
Languages	8%	9%	9%	10%	2%
Law	4%	5%	6%	6%	2%
Mathematical sciences	11%	12%	12%	13%	2%
Medicine and Dentistry	9%	9%	9%	9%	1%
Physical sciences	11%	10%	10%	11%	0%
Social/political/economic studies	6%	7%	8%	9%	3%
Subjects allied to medicine	3%	3%	4%	5%	2%

Unknown and combined subjects	7%	7%	7%	8%	1%
Veterinary sciences/agriculture/related subjects	7%	6%	7%	6%	0%
Total	6%	7%	7%	8%	2%

Notes: Relates to Table 25 of HEFCE 2007/36. Pop D.

Professional and support staff

76. The age profile of professional and support staff remains broadly similar to that seen in 2005-06 and Other remains the group with the oldest age profile.

77. Table 23 shows the mean and median ages for staff within each primary function. The lowest median age is found among support administrators, at 40. It also shows the proportion of staff in each primary function group who are aged 60 or over. Analysis has shown that these proportions are relatively constant from 2003-04 to 2006-07. The highest proportion is in the category Other at 13 per cent. Managers and professionals are the groups with the lowest proportion, at 4 per cent.

Table 23 Professional and support staff by age, 2006-07

Primary professional/support function	Number of staff	Number with known age	Mean age (years)	Median age (years)	% aged 60 or over
Managers and professionals	30,440	30,433	43	43	4%
Technicians	20,964	20,959	42	42	6%
Support administrators	62,692	62,647	40	40	5%
Other	28,457	28,444	46	48	13%
Total	142,553	142,483	42	42	7%

Notes: Low-activity staff excluded. Relates to Table 26 of HEFCE 2007/36. Pop G.

78. Table 24 shows stability in the proportion of professional and support staff by age group. The proportion of staff aged 60 and over is largest in the 'Other' category and smallest in the managers and professionals category, as shown in Table 25.

Table 24 Professional and support staff by age group, 2006-07

Age Group	2003-04		2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%	Number of staff	%
Below 30	22,865	17%	24,141	18%	25,066	18%	25,400	18%
30 to 39	32,709	25%	33,602	25%	34,254	24%	34,965	25%
40 to 49	34,345	26%	35,341	26%	36,230	26%	36,873	26%
50 to 59	34,338	26%	35,278	26%	35,820	26%	35,854	25%
60 and over	7,441	6%	8,142	6%	8,556	6%	9,401	7%
Unknown	105	0%	60	0%	34	0%	60	0%
Total	131,803	100%	136,564	100%	139,960	100%	142,553	100%

Notes: Low-activity staff excluded. Pop G.

Table 25 Proportion of professional and support staff aged 60 and over

Primary professional/support function	% aged 60 or over				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	3%	4%	4%	4%	1%
Technicians	5%	5%	6%	6%	1%
Support administrators	4%	4%	4%	5%	1%
Other	12%	13%	13%	13%	1%
Total	6%	6%	6%	7%	1%

Notes: Low-activity staff excluded. Pop G.

All staff

79. The age profile of staff in English HEIs is shown in Table 26. It shows that the profile remains relatively consistent from 2003-04 to 2006-07 and that the majority of staff fall between the ages of 30 and 60.

Table 26 Staff in English HEIs by age

Age group	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Below 30	42,806	16%	48,055	16%
30 to 39	71,483	26%	76,364	25%
40 to 49	71,912	26%	79,126	26%
50 to 59	68,979	25%	72,642	24%
60 and over	17,731	6%	23,326	8%
Total with known age	272,911	100%	299,513	100%
Age unknown	2,213		573	
Total	275,124		300,086	

Notes: Relates to Table 27 of HEFCE 2007/36. Pop A.

80. From Table 26 we see that in 2006-07 8 per cent of staff in English HEIs are aged 60 or over and in Table 27 we look at the proportions of staff aged 60 or over by mode of employment. It shows that the highest proportions exist among low-activity staff; 13 per cent in 2006-07.

81. The proportion of staff aged 60 or over is gradually increasing over the 4 year period shown for each mode of employment.

Table 27 Proportion of staff aged 60 or over by mode of employment

Mode of employment	% aged 60 or over				% difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Full-time	5%	5%	5%	6%	1%
Part-time	9%	9%	9%	10%	1%
Low activity	11%	12%	12%	13%	2%
Total	6%	7%	7%	8%	2%

Notes: Relates to Table 28 of HEFCE 2007/36. Pop A.

Disability profile of the workforce

82. In terms of their disability status, staff are returned on the HESA staff record in one of three ways:

- a. Not known to be disabled.
- b. Declared disabled.
- c. Information not provided.

A staff's disability status is recorded on the basis of the staff member's own self-assessment.

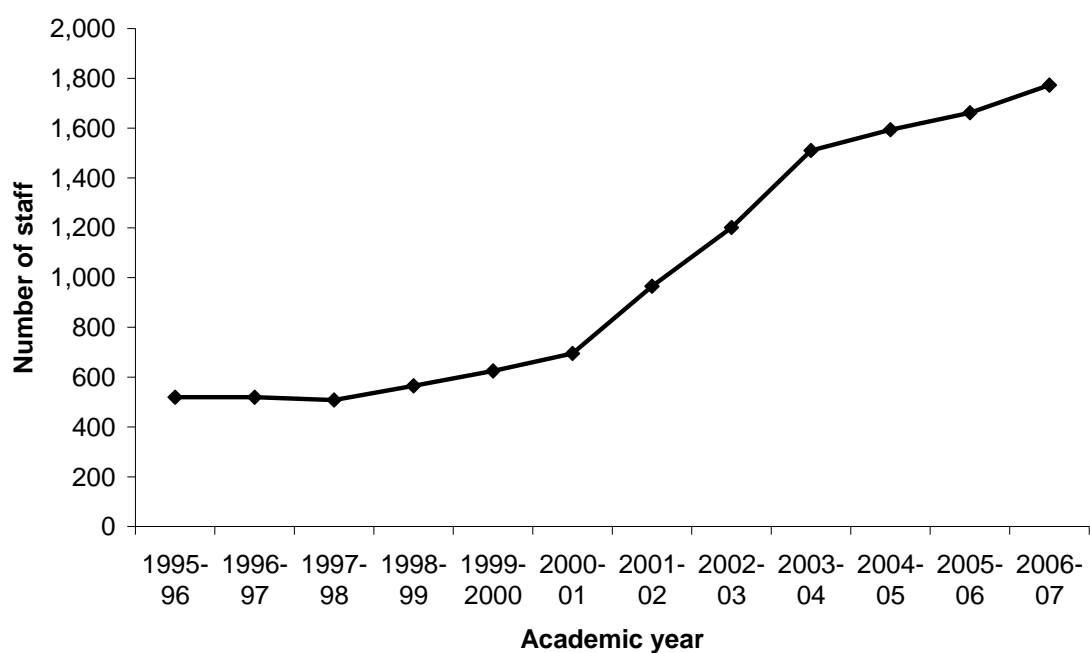
83. In this section of the report we look at the number of staff returned in each status, with a focus on the proportion of staff declared disabled. Percentages are shown to one decimal place because of the small numbers of staff returned in this manner.

84. This information has only previously been analysed in 2007/36.

Academic staff

85. Figure 11 shows the trend in the number of permanent academic that are declared disabled. It shows a rapid increase in the number of staff reported as declared disabled between 2000-01 and 2003-04. It is unclear whether this is due to improved reporting methods or an actual increase in the number of declared disabled staff in the sector during this period.

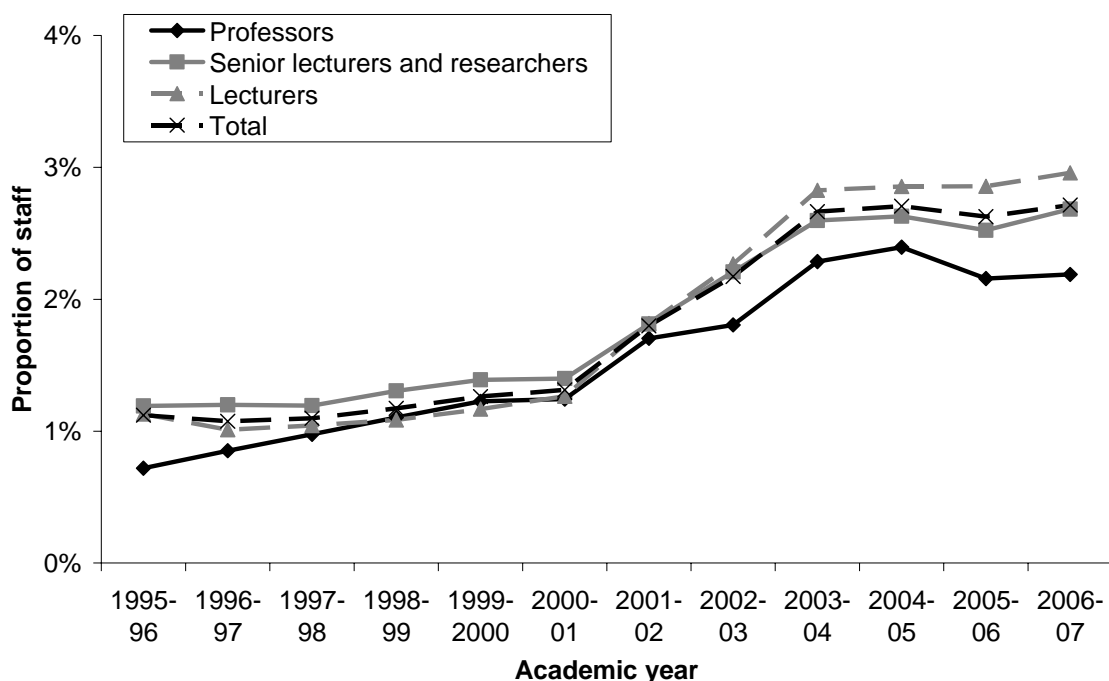
Figure 11 Number of permanent academic staff declared disabled



Notes: Relates to Figure 11 of HEFCE 2007/36. Pop D.

86. Figure 12 shows the proportion of permanent academic staff declared disabled, split by grade. It shows that there are broadly similar proportions of staff who are declared disabled in each of the grades and that the pattern of change between 1995-96 and 2006-07 is similar for each grade of academic staff.

Figure 12 Proportion of permanent academic staff that are declared disabled by grade



Notes: Proportions declared disabled are the proportion of the total number of staff with known disability status. Relates to Table 12 of HEFCE 2007/36. Pop D.

87. Table 28 shows the proportion of permanent academic staff declared disabled, split by the subject area of their highest qualification for 2003-04 to 2006-07. It shows that all the subject areas have between around 1.5 per cent and 3.5 per cent of staff who have a declared disability.

Table 28 Permanent academic staff by disability status and subject area

Grade	% declared disabled				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Biological sciences	2.4%	2.4%	2.4%	2.4%	0.0%
Business/administrative studies	3.0%	3.0%	3.1%	3.4%	0.4%
Computer science/librarianship/info science	2.3%	2.6%	2.6%	3.1%	0.8%
Creative arts/design	2.5%	2.6%	2.5%	2.5%	0.0%
Education	3.0%	2.8%	3.2%	3.3%	0.3%
Engineering	2.1%	2.2%	2.0%	2.1%	0.0%
Humanities	3.2%	3.0%	3.2%	3.1%	-0.1%
Languages	2.3%	2.4%	2.3%	2.2%	-0.1%
Law	3.1%	3.0%	3.5%	3.4%	0.3%
Mathematical sciences	2.7%	2.7%	2.3%	2.5%	-0.3%
Medicine and Dentistry	2.0%	2.3%	2.0%	2.0%	-0.1%
Physical sciences	2.2%	2.2%	1.9%	1.9%	-0.3%
Social/political/economic studies	3.0%	3.3%	3.0%	3.1%	0.0%

Subjects allied to medicine	3.5%	3.3%	3.1%	3.2%	-0.3%
Unknown and combined subjects	2.5%	2.7%	2.5%	2.8%	0.2%
Veterinary sciences/agriculture/related subjects	2.2%	1.5%	1.5%	1.6%	-0.7%
Total with known disability status	56,693	58,922	63,282	65,319	
Not known/not given	3,777	3,778	3,602	4,059	
Total	60,470	62,700	66,884	69,378	

Notes: Proportions declared disabled are the proportion of the total number of staff with known disability status. Relates to Table 29 of HEFCE 2007/36. Pop D

Professional and support staff

88. In 2003-04 there were 3,516 professional and support staff with a declared disability which rose to around 4,166 in 2006-07. However, the continued rise in numbers is not reflected in the proportions of professional and support staff that are declared disabled. These proportions are shown in Table 29, split by primary function. We see that in each year this proportion is highest among Technicians. The group with the lowest proportion is that of Managers and professionals.

89. Table 29 also shows that there has been a decline in the number of professional and support staff whose disability status is not known or not given. Between 2003-04 and 2004-05, the number of staff in this category dropped by over ten per cent.

Table 29 Professional and support staff by disability status

Primary professional/support function	% declared disabled				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	2.5%	2.7%	2.5%	2.8%	0.3%
Technicians	3.6%	3.7%	3.6%	3.7%	0.1%
Support administrators	2.8%	2.9%	2.8%	3.1%	0.3%
Other	3.2%	3.2%	3.0%	3.4%	0.2%
Total with known disability status	2.9%	3.0%	2.9%	3.2%	0.3%
Not known/not given	11,730	12,521	10,459	10,545	-10.1%
Total	131,803	136,564	139,960	142,553	8.2%

Notes: Low-activity staff excluded. Relates to Table 30 of HEFCE 2007/36 – 2003-04 to 2005-06 figures modified due to archiving. Pop G.

All staff

90. Table 30 shows the numbers and proportions of staff in English HEIs that are declared disabled for the period 2003-04 through to 2006-07.

Table 30 Number and proportion of staff declared disabled

Academic year	Number of staff	Number with known disability status	Number with declared disability	% with declared disability
2003-04	275,124	247,139	6,404	2.6%
2004-05	284,635	255,722	6,783	2.7%
2005-06	292,433	267,762	6,941	2.6%
2006-07	300,086	276,131	7,626	2.8%

Notes: Relates to Table 31 of HEFCE 2007/36. Pop A.

91. For 2006-07 we see a further rise in the number of staff returned with a declared disability, to 7,626.

92. Table 31 shows the proportion of staff declared disabled, split by mode of employment. In 2006-07 this proportion ranges from 2.5 per cent among low-activity staff to 3.1 per cent among those working part-time.

Table 31 Proportion of staff with declared disability, by mode of employment

Mode of employment	% with declared disability				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Full-time	2.6%	2.7%	2.6%	2.8%	0.2%
Part-time	2.9%	3.0%	2.8%	3.1%	0.2%
Low activity	2.2%	2.2%	2.4%	2.5%	0.3%
Total	2.6%	2.7%	2.6%	2.8%	0.2%

Notes: Relates to Table 32 of HEFCE 2007/31. Pop A.

Ethnicity profile of the workforce

Academic staff

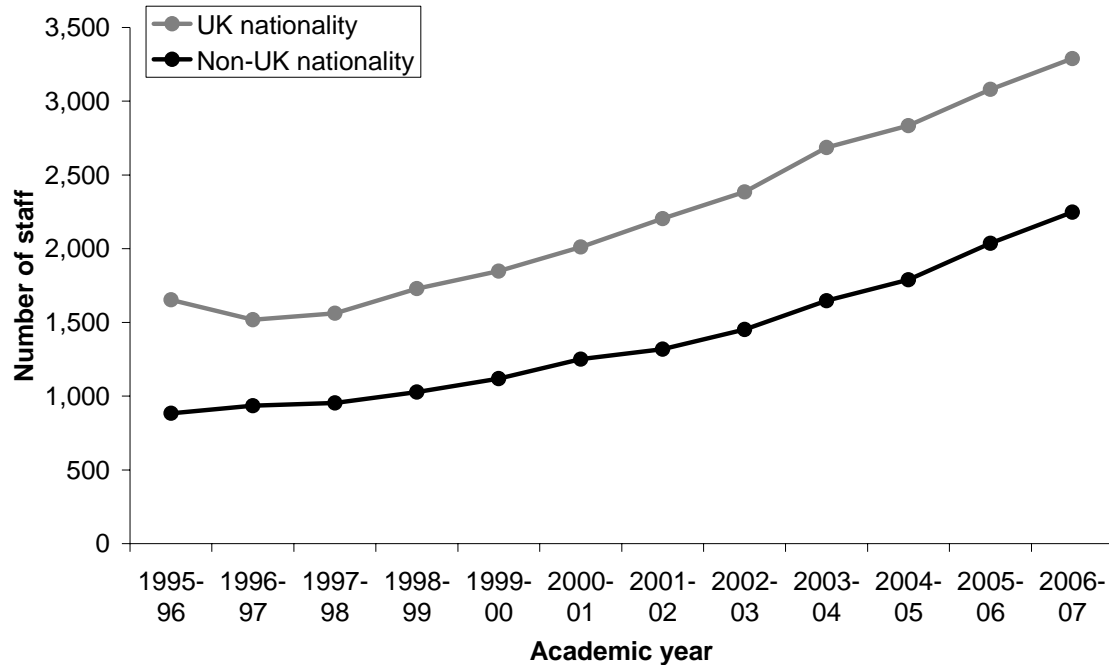
93. There is a significant difference in the proportion of staff from non white ethnic groups for staff of UK and non-UK nationality, as shown in Table 32. Due to these differences, all tables and figures in the ethnicity profile will relate to staff of UK nationality unless otherwise stated. All tables relating to staff of non-UK nationality can be found in Annex C.

Table 32 Proportion of staff from non white ethnic groups, by nationality

	% from non-white ethnic group				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
UK national	5.5%	5.6%	5.8%	6.1%	0.6%
Non-UK national	23.1%	23.2%	22.7%	22.3%	-0.9%
Total	7.8%	8.0%	8.3%	8.6%	0.9%

94. Figure 13 shows both UK and non-UK nationals with an increasing trend in the number of permanent academic staff from a non-white ethnic background between 1995-96 and 2006-07.

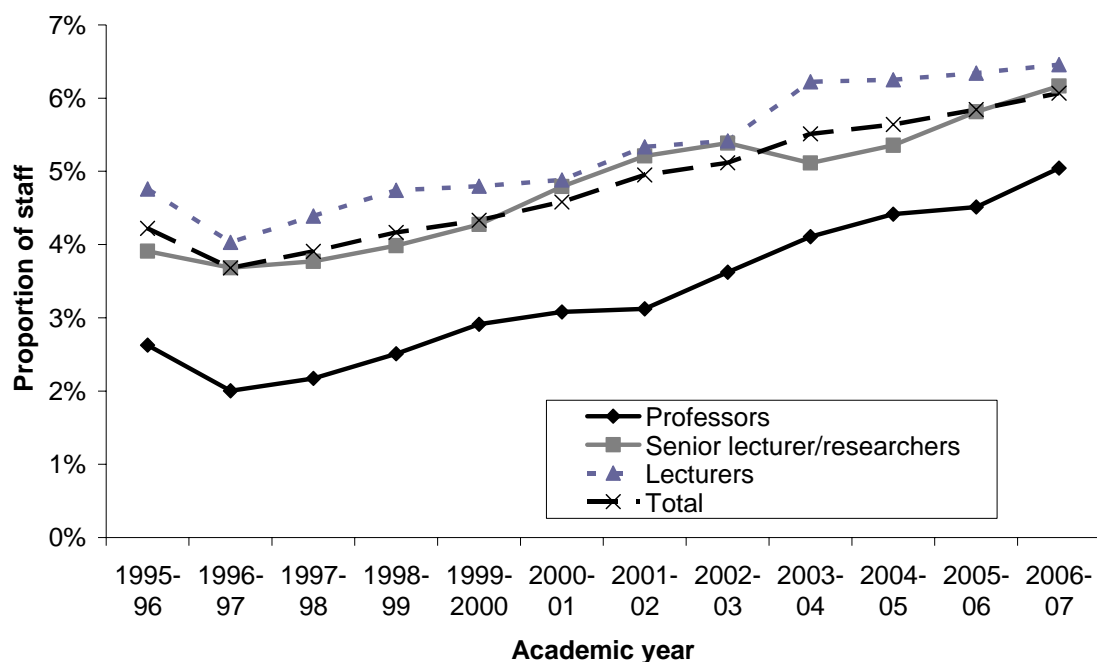
Figure 13 Number of permanent academic staff from a non-white ethnic background



95. Figure 14 shows the proportion of UK permanent academic staff from a non-white ethnic background split by grade for the 12-year period between 1995-96 and 2006-07. It shows that there has been an increase in the proportion from a non-white ethnic background at all levels of academic grade across the period. It also shows that the lowest proportion of staff from a non-white ethnic background is amongst professors.

96. The trend for permanent non-UK nationality academic staff differs from those of UK nationality. Despite an increasing number of non-UK nation non-white staff (see Figure 13) all grades have a decreasing proportion of staff with non white ethnicity over the past 12 years. Over the past 3 years, the proportion is relatively constant, as shown in Figure C1 of Annex C.

Figure 14 Proportion of UK permanent academic staff from a non-white ethnic background by grade



97. Table 33 shows the proportion of permanent academic staff who are from a non-white ethnic background, split by the subject of the highest qualification of the staff member. It shows that engineering, computer science and medicine and dentistry have the highest levels of staff from a non-white ethnic background.

98. The proportion of non white ethnic groups among UK national academic staff is increasing by 0.6%, whereas amongst non-UK nationals, it is decreasing by 0.9% as shown in Table C1 of annex C.

Table 33 Permanent academic staff by ethnic background and subject area

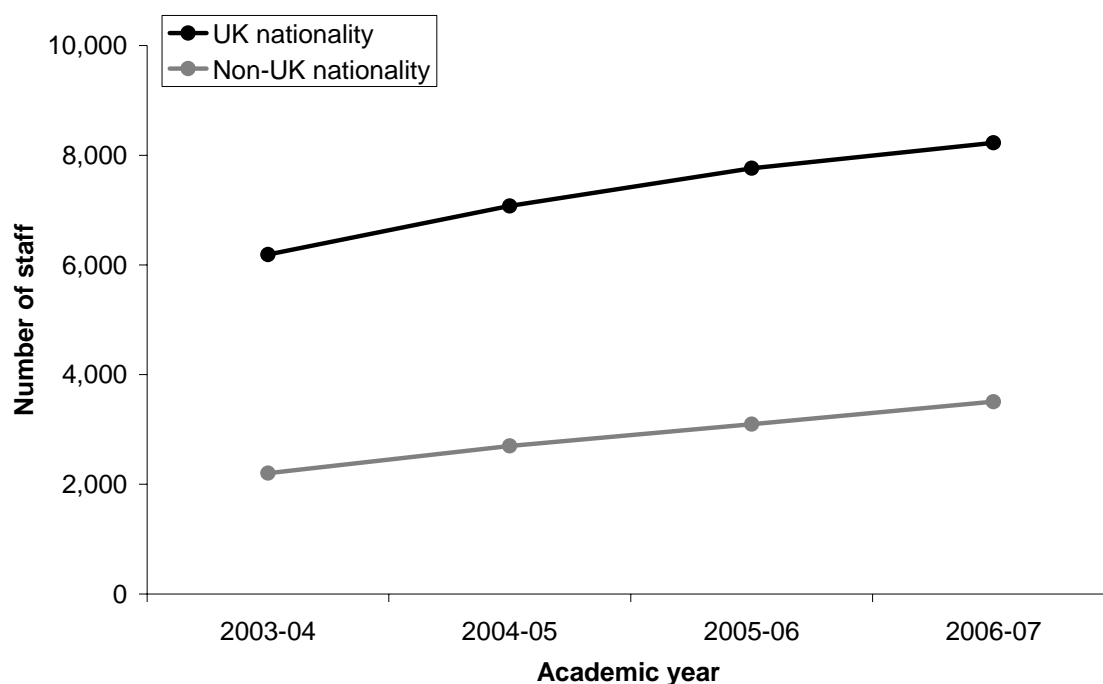
Grade	% non-white ethnic group				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Biological sciences	3.9%	4.1%	4.5%	4.7%	0.8%
Business/administrative studies	6.6%	6.8%	6.7%	7.3%	0.7%
Computer science/librarianship/info science	8.1%	7.6%	7.7%	8.4%	0.3%
Creative arts/design	3.3%	3.6%	3.5%	3.6%	0.3%
Education	3.6%	3.7%	3.9%	4.0%	0.4%
Engineering	10.3%	10.3%	11.1%	11.4%	1.1%
Humanities	2.9%	3.2%	3.6%	3.8%	0.9%
Languages	3.8%	4.1%	3.8%	4.1%	0.3%
Law	5.4%	5.7%	6.3%	6.6%	1.2%
Mathematical sciences	4.5%	5.5%	5.9%	6.1%	1.6%
Medicine and dentistry	8.2%	8.7%	9.8%	10.4%	2.2%
Physical sciences	3.6%	3.9%	4.3%	4.6%	1.0%
Social/political/economic studies	6.3%	6.1%	6.0%	6.1%	-0.1%

Subjects allied to medicine	6.9%	7.0%	7.3%	7.2%	0.4%
Unknown and combined subjects	5.9%	6.0%	5.7%	6.0%	0.1%
Veterinary sciences/agriculture related subjects	2.9%	2.9%	2.8%	3.4%	0.6%
Total with known ethnic background	5.5%	5.6%	5.8%	6.1%	0.6%
Not known/not given	2,675	2,609	2,802	2,635	-40
Total	51,399	52,852	55,529	56,841	5,442

Professional and support staff

99. Figure 15 and Table 34 show that the number of professional and support staff whose ethnic background is returned as being non-white continued to rise steadily between 2003-04 and 2006-07. In 2006-07 11,731 of known nationality were returned as being from a non-white ethnic background.

Figure 15 Number of professional and support staff of UK and non-UK nationality from a non-white ethnic background



100. Table 34 shows the proportions of professional and support staff from a non-white ethnic background, with the highest proportion in 2006-07 being Technicians, at 8.1 per cent. 'Other' is the group with the highest proportion of white staff, at 94.6 per cent.

101. There has also been a large increase in the proportion of non white ethnic groups among non-UK national professional and support staff (Table C2 of Annex C), especially in the 'Other' category.

Table 34 UK Professional and support staff by ethnicity

Primary professional/support function	% non-white ethnic group				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	4.9%	5.2%	5.3%	5.6%	0.7%
Technicians	7.3%	7.7%	7.9%	8.1%	0.8%
Support administrators	6.4%	7.0%	7.6%	7.7%	1.4%
Other	4.7%	5.0%	5.3%	5.4%	0.8%
Total with known ethnicity	5.9%	6.3%	6.7%	6.9%	1.0%
Not known/not given	5,410	5,080	5,543	5,145	-265
Total	111,031	116,860	121,570	124,480	13,449

All staff

Table 35 UK staff in English HEIs by ethnicity

Ethnicity	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Asian/Asian British	5,251	2.6%	6,729	3.0%
Black/Black British	3,059	1.5%	3,796	1.7%
Chinese	1,213	0.6%	1,567	0.7%
Mixed and other ethnic backgrounds	2,794	1.4%	3,578	1.6%
White	187,295	93.8%	210,809	93.1%
Total with known ethnicity	199,612	100.0%	226,479	100.0%
Not known/not given	13,487		12,617	
Total	213,099		239,096	

102. We see from Table 35 that the numbers of staff from non-white ethnic groups have continued to rise slightly. The proportion of staff members with white ethnicity has dropped slightly between 2003-04 and 2006-07, whilst all other ethnicities have a slightly increased proportion.

103. The number of staff with ethnicity reported as 'Not known/Not given' has decreased.

104. Table 36 further illustrates the growth in the proportion of staff from non-white ethnic backgrounds. These proportions are shown split by mode of employment. We see that the part-time and low activity staff categories have the lowest proportion from non-white ethnic backgrounds.

105. Among non-UK national professional and support staff, there has been a decrease in part time and increase in low activity staff from non-white ethnic groups.

Table 36 Proportion of UK staff from a non-white ethnic background, by mode of employment

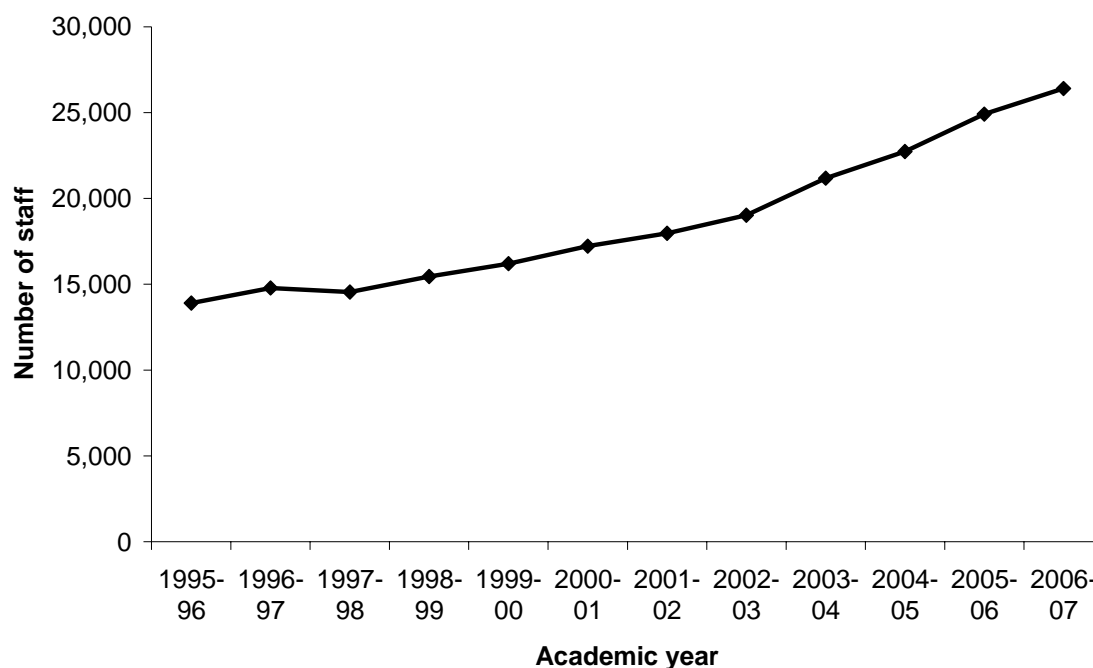
Mode of employment	% from non-white ethnic group				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Full-time	6.5%	6.8%	7.1%	7.3%	0.8%
Part-time	5.0%	5.2%	5.5%	5.8%	0.7%
Low activity	5.8%	5.6%	6.0%	6.3%	0.5%
Total	6.2%	6.4%	6.7%	6.9%	0.7%

Sex profile of the workforce

Academic staff

106. Figure 16 shows the trend in the number of female permanent academic staff between 1995-96 and 2006-07. It shows a steady increase in the number of female staff between 1997-98 and 2006-07.

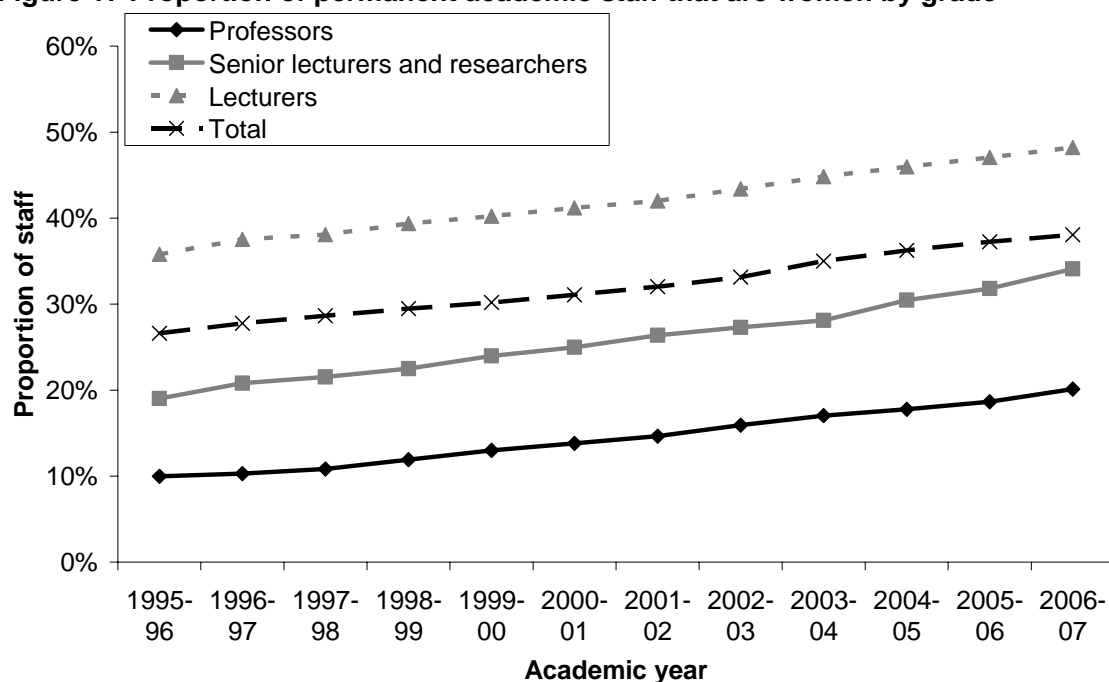
Figure 16 Number of female permanent academic staff



Notes: Relates to Figure 16 of HEFCE 2007/36. Pop D.

107. Figure 17 shows how the proportion of women in the permanent academic staff varies by grade for the period 1995-96 through to 2006-07. It shows that for all grades there is a consistent increase in the proportions of staff who are female. The highest proportion of women is seen in the lecturer category, where levels rose to 48 per cent in 2006-07.

Figure 17 Proportion of permanent academic staff that are women by grade



Notes: Relates to Figure 17 of HEFCE 2007/36. Pop D.

108. Table 37 shows the proportion of women in the permanent academic staff, split by the staff member's subject of highest qualification. It shows that education and subjects allied to medicine have the highest proportions of female staff when comparing across subjects, and their proportions are continuing to increase.

109. The lowest proportions of female staff in 2006-07 are seen in engineering (14 per cent) and physical sciences (17 per cent). These subject area have also seen an increase in the proportion of female staff across the period.

Table 37 Permanent academic staff by sex and subject area

Grade	% female				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Biological sciences	33%	35%	36%	37%	4%
Business/administrative studies	35%	36%	37%	37%	2%
Computer science/librarianship	29%	28%	28%	30%	1%
Creative arts/design	38%	38%	39%	40%	1%
Education	56%	57%	58%	59%	3%
Engineering	11%	12%	13%	14%	2%
Humanities	30%	32%	33%	34%	4%
Languages	48%	50%	51%	51%	3%
Law	42%	44%	45%	45%	3%
Mathematical sciences	17%	18%	20%	21%	4%
Medicine and Dentistry	22%	22%	24%	27%	6%
Physical sciences	14%	15%	16%	17%	2%

Social/political/economic studies	37%	38%	39%	40%	3%
Subjects allied to medicine	60%	62%	62%	62%	2%
Unknown and combined subjects	40%	41%	41%	43%	3%
Veterinary sciences/agriculture/related subjects	29%	32%	35%	37%	7%
Total	35%	36%	37%	38%	3%

Notes: Relates to Table 37 of HEFCE 2007/36. Pop D.

Professional and support staff

110. The number of female professional and support staff has increased from 81,312 to 87,991 between 2003-04 and 2006-07.

111. The proportion of professional and support staff who are women is shown in Table 38 by the different primary function groups. We see that in 2006-07 62 per cent of professional and support staff are women. The highest proportion of women employed in the sector remains in the Support administrators group; it fell from 82 per cent in 2004-05 to 81 per cent in 2005-06 and 2006-07. The lowest proportion is again in the Technicians group and has risen by one percentage point, to 34 per cent in 2006-07.

Table 38 Professional and support staff by sex

Primary professional/support function	% Female				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	53%	53%	53%	54%	2%
Technicians	33%	32%	33%	34%	1%
Support administrators	83%	82%	81%	81%	-2%
Other	50%	49%	49%	49%	-1%
Total	62%	62%	61%	62%	0%

Notes: Low-activity staff excluded. Relates to Table 24 of HEFCE 2007/36. Pop G.

All staff

112. Table 39 shows the number of staff in English HEIs split by sex. It shows that the number of women has been rising steadily over the three-year period and accounted for 53 per cent of all staff in 2006-07.

Table 39 Staff in English HEIs by sex

Sex	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Female	144,027	52%	159,576	53%
Male	131,097	48%	140,510	47%
Total	275,124	100%	300,086	100%

Notes: Relates to Table 39 of HEFCE 2007/36. Pop A.

113. The proportion of staff who are female is shown in Table 40 split by mode of employment. These proportions remain relatively constant throughout the four-year period. Staff working part-time have the highest proportion of women, at 84 per cent in 2006-07. Full-time staff have the lowest proportion of women at 46 per cent.

Table 40 Proportion of female staff by mode of employment

Mode of employment	% female			
	2003-04	2004-05	2005-06	2006-07
Full-time	45%	46%	46%	46%
Part-time	85%	84%	84%	84%
Low activity	56%	57%	57%	57%
Total	52%	53%	53%	53%

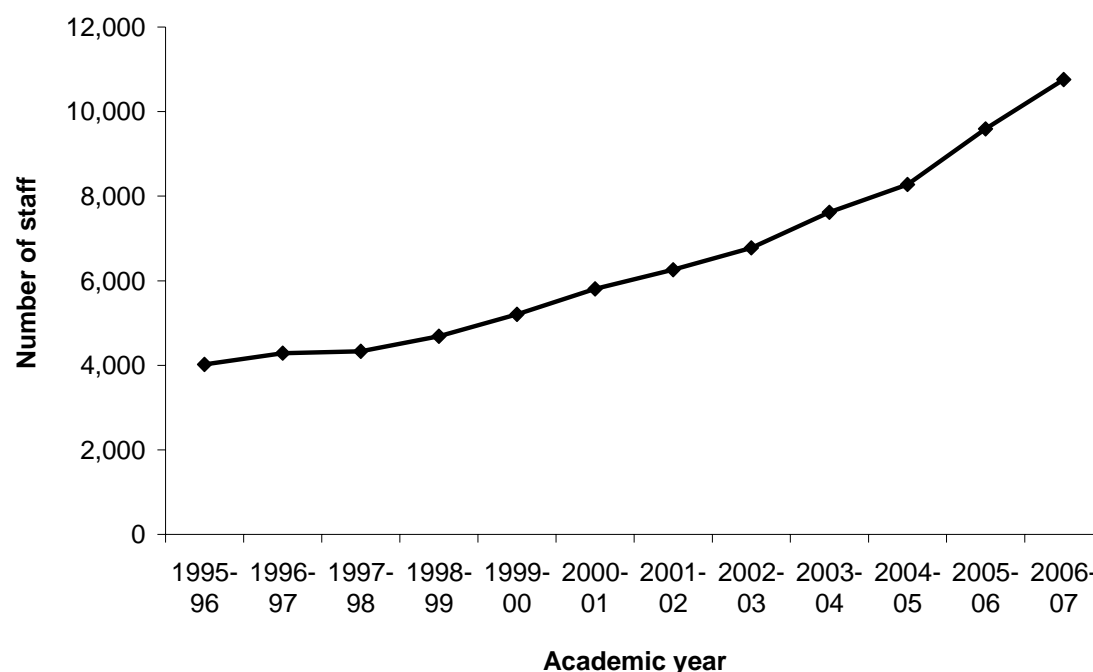
Notes: Relates to Table 40 of HEFCE 2007/36. Pop A.

Nationality profile of the workforce

Academic staff

114. Figure 18 shows the trend in the number of permanent academic staff who are non-UK nationals between 1995-96 and 2006-07. Between 1997-98 and 2006-07 there has been a rise from 4,000 to around 11,000 non-UK staff across the sector.

Figure 18 Number of permanent academic staff who are non-UK nationals



Notes: Relates to Figure 18 of HEFCE 2007/36. Pop D.

115. Table 41 shows the breakdown of the different nationalities of the permanent academic staff in 2003-04 to 2006-07. It shows that after UK nationals, those from Western Europe and Scandinavia form the largest group of staff.

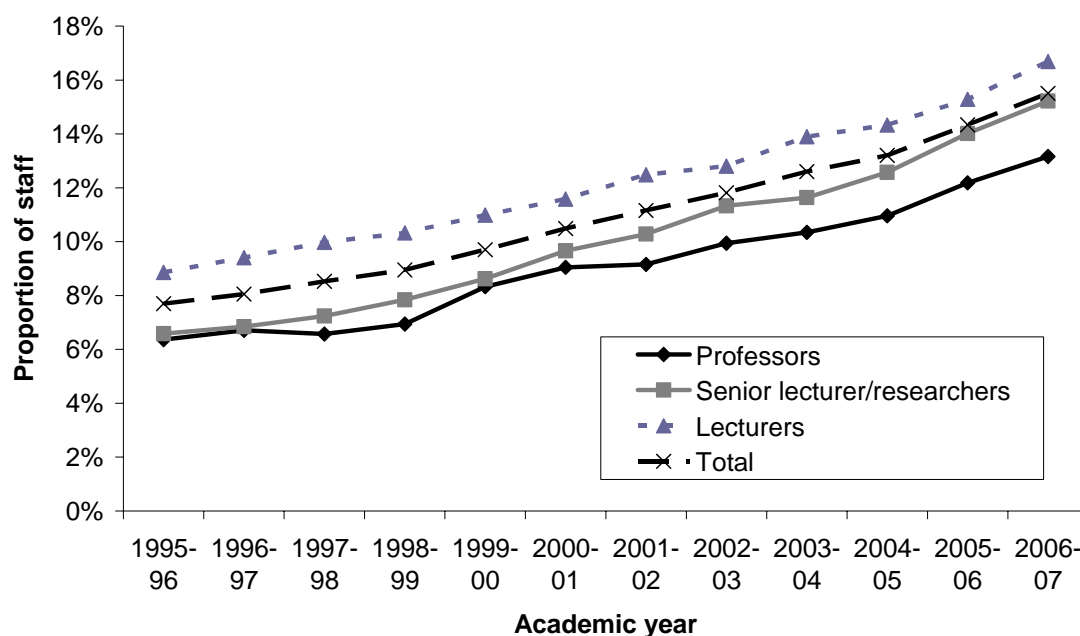
Table 41 Permanent academic staff by nationality

Nationality					% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Australia, US, Canada, New Zealand	1,911	1,966	2,203	2,378	24%
China, Japan and East Asia	533	608	713	823	54%
Eastern and Central Europe	810	901	1080	1,243	53%
Middle East and Central Asia	689	715	807	894	30%
Other non-European nationality	618	670	755	793	28%
UK	51,399	52,852	55,529	56,841	11%
Western Europe and Scandinavia	3,059	3,416	4,032	4,627	51%
Unknown	1,451	1,572	1,765	1,779	23%
Total	60,470	62,700	66,884	69,378	15%

Notes: Relates to Table 41 of HEFCE 2007/36. Pop D.

116. Figure 19 shows the trend in the proportion of non-UK nationals between 1995-96 and 2006-07, split by grade. It shows that there have been increases for all grades in the proportion of staff who are non-UK nationals in the period.

Figure 19 Proportion of permanent academic staff that are non-UK nationals by grade



Notes: Relates to Figure 19 of HEFCE 2007/36. Pop D.

117. Table 42 shows the proportion of non-UK national permanent academic staff split by the subject of their highest qualification in 2003-04 to 2006-07. It shows that Education has the lowest proportion of staff from a non-UK nationality (5 per cent in 2006-07). In all

single subject areas, there was an increase in the proportion of non-UK nationals between 2003-04 and 2006-07.

Table 42 Permanent academic staff by nationality and subject area

Grade	% of non-UK nationality				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Biological sciences	10%	11%	13%	14%	4%
Business/administrative studies	11%	13%	14%	16%	5%
Computer science/librarianship	16%	17%	18%	19%	3%
Creative arts/design	7%	7%	8%	9%	2%
Education	4%	5%	5%	5%	1%
Engineering	15%	16%	17%	19%	5%
Humanities	14%	15%	16%	18%	5%
Languages	19%	20%	21%	22%	3%
Law	14%	14%	15%	16%	2%
Mathematical sciences	15%	17%	19%	21%	6%
Medicine and Dentistry	10%	11%	12%	13%	3%
Physical sciences	11%	12%	14%	16%	5%
Social/political/economic studies	14%	16%	18%	19%	5%
Subjects allied to medicine	8%	8%	9%	9%	2%
Unknown and combined subjects	25%	20%	21%	21%	-4%
Veterinary sciences/agriculture	7%	10%	12%	12%	4%
Total with known nationality	13%	14%	15%	16%	3%
Not known/not given	1,451	1,572	1,765	1,779	23%
Total	60,470	62,700	66,884	69,378	15%

Notes: Proportions of non-UK nationals are the proportion of the total number of staff with known nationality. Relates to Table 42 of HEFCE 2007/36. Pop D.

Professional and support staff

118. The nationality profile of professional and support staff in English HEIs is shown in Table 43. It shows that the highest proportion of non-UK nationals is found in the Other group.

Table 43 Professional and support staff by nationality

Primary professional/support function	% who are non-UK nationals				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	6%	6%	6%	7%	1%
Technicians	6%	6%	7%	7%	2%
Support administrators	6%	6%	7%	7%	2%
Other	7%	8%	9%	10%	3%
Total with known nationality	6%	7%	7%	8%	2%
Nationality not known/not given	13,698	11,454	9,105	7,853	-43%
Total	131,803	136,564	139,960	142,553	8%

Notes: Low activity staff excluded. Relates to Table 43 of HEFCE 2007/36. Pop G.

All staff

119. Table 44 details the nationality profile of staff in English HEIs. It shows that in 2006-07 it remains broadly similar to that seen in the previous years. The proportion of non-UK nationals has risen by one percentage point, to 15 per cent.

Table 44 Staff in English HEIs by nationality

Nationality	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Australia, US, Canada, New Zealand	4,974	2%	6,199	2%
China, Japan and East Asia	4,241	2%	5,456	2%
Eastern and Central Europe	3,580	1%	5,395	2%
Middle East and Central Asia	2,989	1%	4,127	1%
Other non-European nationality	3,452	1%	4,428	2%
UK	213,099	87%	239,096	85%
Western Europe and Scandinavia	12,243	5%	16,525	6%
Total with known nationality	244,578	100%	281,226	100%
Nationality not known/not given	30,546		18,860	
Total	275,124		300,086	

Notes: Relates to Table 45 of HEFCE 2007/36. Pop A.

120. The continued growth in the proportion of non-UK national staff is further illustrated in Table 45. When split by mode of employment we see that the lowest proportion of non-UK nationals is found among part-time staff, at 9 per cent in 2006-07. For low-activity staff, where the proportion is highest, the figure is more than twice as much, at 17 per cent.

Table 45 Proportion of staff who are non-UK nationals by mode of employment

Mode of employment	% who are non-UK nationals				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Full-time	13%	14%	14%	15%	2%
Part-time	7%	8%	8%	9%	2%
Low activity	16%	16%	17%	17%	1%
Total	13%	13%	14%	15%	2%

Notes: Relates to Table 46 of HEFCE 2007/36. Pop A.

121. Table 46 shows the proportion of staff who are non-UK nationals, by the type of HEI. It shows that this proportion is highest at research-orientated universities and has increased by one percentage point each year during the four-year period. The rate of increase is slower in terms of other types of institution, and the proportion of non-UK nationals is lowest at other universities.

Table 46 Proportion of staff who are non-UK nationals by type of institution

Type of institution	% who are non-UK nationals				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Research-orientated universities	15%	16%	17%	18%	3%
Other universities	8%	9%	9%	10%	2%
General colleges/specialist HEIs	13%	13%	13%	14%	1%
Total	13%	13%	14%	15%	2%

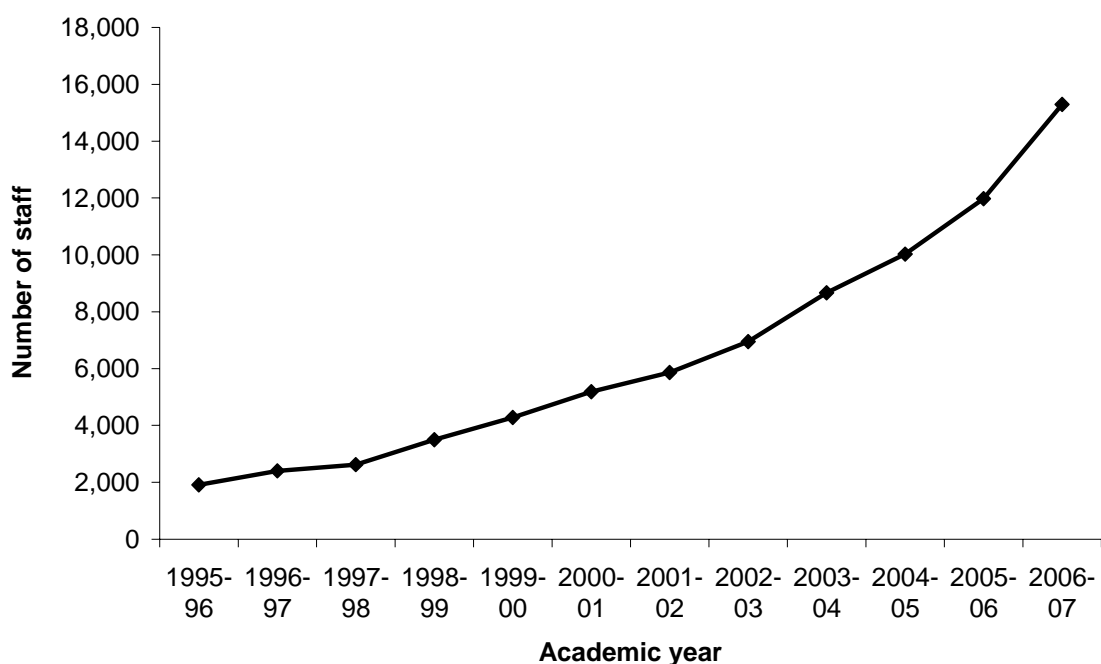
Notes: Relates to Table 47 of HEFCE 2007/36. Pop A.

Salary profile of the workforce

Academic staff

122. The number of permanent academic staff earning a salary greater than £50,000 is given in Figure 20. It shows that in 1995-96 there were around 2,000 staff who were earning over £50,000 and that number had increased to around 15,000 in 2006-07.

Figure 20 Number of permanent academic staff earning more than £50,000



Notes: Relates to Figure 20 of HEFCE 2007/36. Pop D.

123. Table 47 shows the proportion of staff earning more than £50,000 in 2003-4 and 2006-07, split by the subject of their highest qualification. It shows that in all subject areas, apart from medicine and dentistry, there has been an increasing proportion of staff earning more than £50,000 in the period 2003-04 to 2006-07.

Table 47 Permanent academic staff by salary and subject area

Subject	2003-04		2006-07	
	Number of staff	% earning £50,000+	Number of staff	% earning £50,000+
Biological sciences	5,866	18%	7,250	27%
Business/administrative studies	3,835	10%	4,349	17%
Computer science/librarianship/info science	3,034	6%	3,358	12%
Creative arts/design	3,571	3%	4,201	9%
Education	3,501	4%	4,212	8%
Engineering	4,871	14%	5,148	24%
Humanities	3,296	13%	3,886	23%
Languages	3,921	10%	4,461	18%
Law	1,864	13%	1,980	21%
Mathematical sciences	1,963	18%	2,136	32%
Medicine and Dentistry	1,760	83%	2,214	82%
Physical sciences	4,683	19%	5,252	32%
Social/political/economic studies	6,810	14%	7,823	24%
Subjects allied to medicine	5,135	11%	6,052	16%

Unknown and combined subjects	5,445	14%	5,899	16%
Veterinary sciences/agriculture/related subjects	548	12%	618	18%
Total with known salary	60,103	14%	68,839	22%
Not known/not given	367		539	
Total	60,470		69,378	

Notes: Relates to Table 48 of HEFCE 2007/36. Proportions earning greater than £50,000 are the proportion of the total number of staff with known salary. Pop D.

124. Table 48 provides the median salary of permanent academic staff in 2003-04 and 2006-07 split by grade. It shows that all grades have seen an increase in median salaries with professors seeing the largest increase of 13 per cent between 2003-04 and 2006-07.

Table 48 Median salary of permanent academic staff by grade

Grade	Median salary		% change 2003-04 to 2006-07
	2003-04	2006-07	
Professors	£55,200	£62,110	13%
Senior lecturers/researchers	£41,330	£46,110	12%
Lecturers	£33,750	£37,180	10%
Total	£36,460	£41,130	13%

Notes: Median salary rounded to the nearest £10. Relates to Table 49 of HEFCE 2007/36. Pop D. This table has changed since last year due to a change in definition. The updated median salary for 2004-05 and 2005-06 split by grade can be seen in Table A1 of Annex A.

Salaries of male and female academic staff

Overall

125. Table 49 shows the median salary for men and women in 2006-07, split by the subject area of their highest qualification. The proportion of staff earning over £50,000 in each category is also reported. The table shows that for both men and women those staff whose subject of highest qualification is medicine have the greatest median salaries with men earning around £81,000 and women earning around £72,000. The table also shows that the range of median salaries across subject areas is smaller for women than men.

Table 49 Salaries of permanent academic staff by subject area and sex

Subject area	Median salary			% earning £50,000+	
	Total	Male	Female	Male	Female
Biological sciences	£44,070	£46,300	£40,340	33%	17%
Business/administrative studies	£39,940	£40,690	£39,160	21%	11%
Computer science/librarianship/info science	£39,160	£39,940	£38,770	14%	7%
Creative arts/design	£38,770	£38,770	£38,480	11%	5%
Education	£39,160	£39,940	£38,770	12%	6%

Engineering/technology/building/architecture	£42,940	£44,070	£39,850	26%	11%
Humanities	£42,450	£45,170	£39,940	29%	13%
Languages	£39,940	£42,850	£38,770	25%	12%
Law	£40,710	£43,640	£39,490	28%	12%
Mathematical sciences	£46,300	£46,300	£40,690	37%	13%
Medicine and Dentistry	£80,810	£80,810	£71,820	88%	67%
Physical sciences	£46,300	£46,300	£41,540	35%	18%
Social/political/economic studies	£42,530	£46,250	£39,940	31%	15%
Subjects allied to medicine	£39,940	£42,850	£38,770	28%	9%
Unknown and combined subjects	£38,770	£39,940	£38,770	21%	9%
Veterinary sciences/agriculture/related subjects	£40,660	£42,150	£38,770	23%	8%
Total	£41,130	£43,710	£39,030	28%	12%

Notes: Includes only staff with known salaries. Median salary has been rounded to the nearest £10.

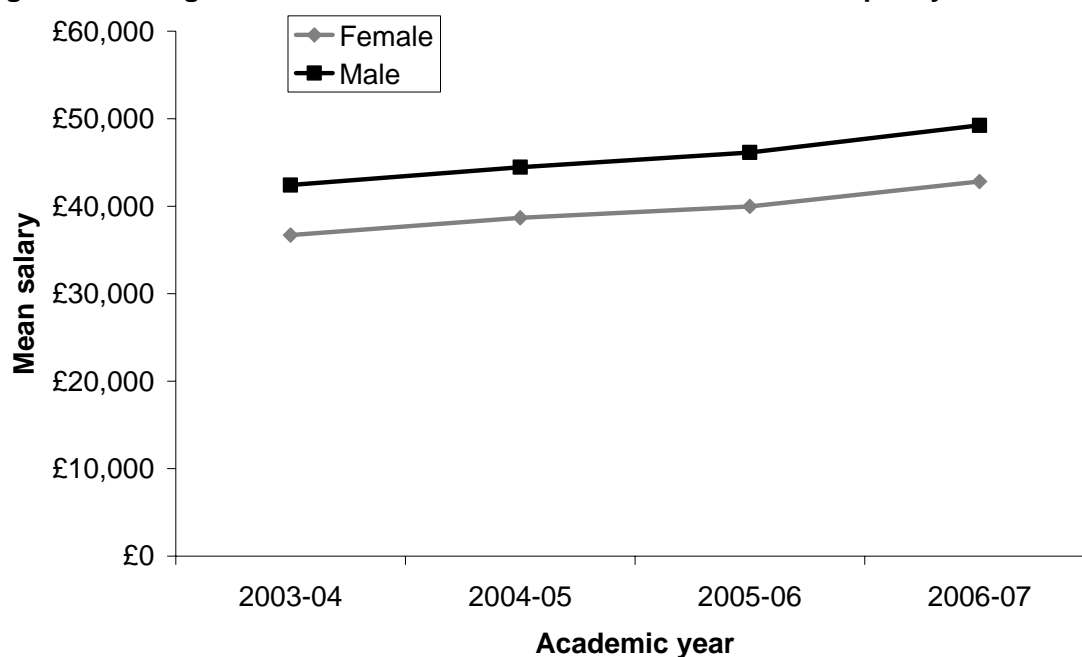
Relates to Table 50 of HEFCE 2007/36. Pop D.

Trend

126. Table 49 shows around a £4,500 difference between median salaries of male and female academic staff. In order to examine the trend in the difference between male and female salaries further, we calculate in terms of proportions the relative size of female salaries relative to male ones. Here we use the mean salary of a group rather than the median as this provides a more sensitive measure for examining time series and when examining smaller groups of staff. In 2006-07, the mean salary difference between males and females in the permanent academic staff is £6,415 with a mean male salary of £49,246.

127. Figure 21 shows how the mean salary for males and females has changed since 2003-04. It shows that both male and female salaries have risen steadily between 2003-04 and 2005-06.

Figure 21 Change in mean salaries between 2003-04 and 2004-05 split by sex



Differences in profile

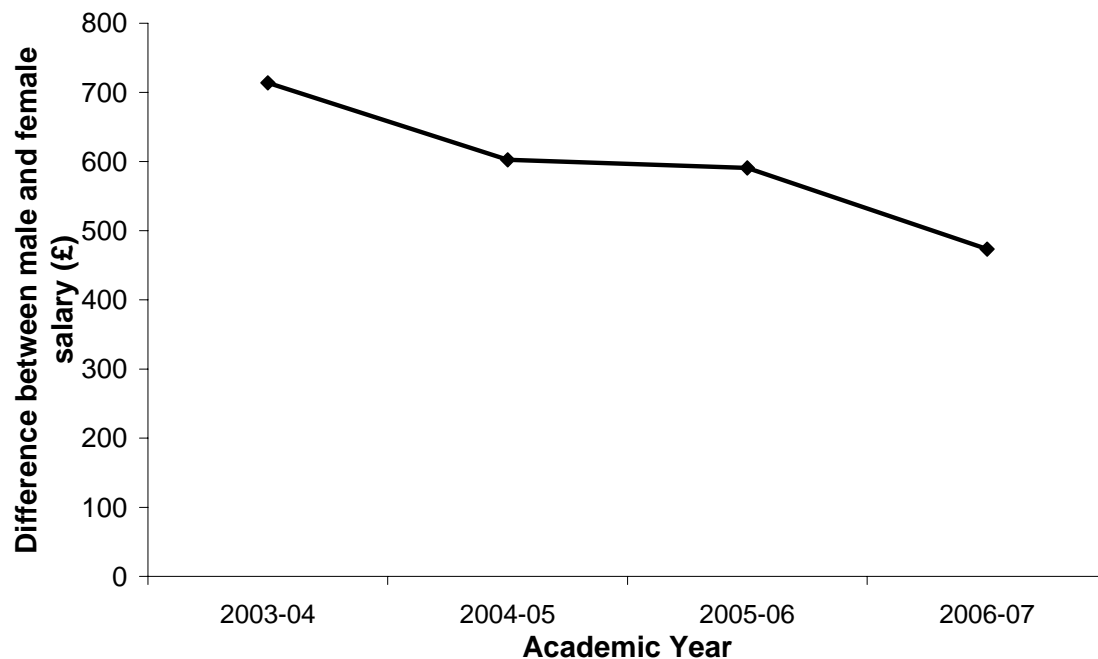
128. In order to produce comparison between male and female salary that attempts to take into account some of the differences in profile, Table 50 looks solely at the mean salaries of the population of lecturers aged less than 40 by subject area.

Table 50 Salaries of permanent lecturers aged less than 40 years old, by subject area and sex

Subject area	Mean salary	
	Male	Female
Biological sciences	£35,704	£34,371
Business/administrative studies	£34,522	£33,318
Computer science/librarianship/info science	£34,476	£32,819
Creative arts/design	£33,746	£33,068
Education	£34,839	£35,140
Engineering/technology/building/architecture	£35,439	£34,333
Humanities	£33,949	£33,843
Languages	£33,425	£33,039
Law	£36,151	£36,102
Mathematical sciences	£34,257	£36,718
Medicine and dentistry	£43,900	£42,086
Physical sciences	£35,860	£34,808
Social/political/economic studies	£35,176	£35,056
Subjects allied to medicine	£35,227	£35,130
Unknown and combined subjects	£32,174	£31,690
Veterinary sciences/agriculture/related subjects	£35,379	£33,475
Total	£33,888	£33,415

129. Table 50 shows a smaller difference in the salaries for male and female academic staff (£500), which varies depending on subject area. The time series in Figure 21 also illustrates the difference in mean salary for this group of staff is decreasing.

Figure 21 Salary difference for male/female permanent lecturers aged under 40 years old



Professional and support staff

130. The salary profile of professional and support staff is shown in Table 51. It shows that the proportion of professional and support staff earning more than £35,000 increased by 6.3 percentage points between 2003-04 and 2006-07, to 13.7 per cent.

131. Table 51 also shows considerable variation between the four primary function groups in terms of salary. The large proportion of Managers and professionals with salaries higher than £35,000 indicates that this group has substantially larger salaries than all other professional and support staff.

Table 51 Professional and support staff by salary

Primary professional/support function	% salaries £35,000+				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	31.1%	38.8%	45.8%	49.3%	18.2%
Technicians	2.7%	4.7%	6.4%	8.2%	5.6%
Support administrators	1.4%	2.7%	3.4%	4.2%	2.8%
Other	0.2%	0.4%	0.3%	0.4%	0.3%
Total with known salary	7.4%	10.1%	12.2%	13.7%	6.3%
Salary not known/not given	2,464	2,292	2,243	1,810	-26.5%
Total	131,803	136,564	139,960	142,553	8.2%

Notes: Low-activity staff excluded. Relates to Table 51 of HEFCE 2007/36. Pop G.

132. Table 52, which shows the median salaries of professional and support staff by primary function, reveals that the median salary has increased by 16 percentage points between 2003-04 and 2006-07, to £20,840. It also shows that the median salary of managers and professionals is over £10,000 higher than that of any other primary function group, at £35,790 in 2006-07.

133. The lowest salaries of professional and support staff are in the primary function of Other, where, in 2006-07, 0.4 per cent of staff earned salaries greater than £35,000. Their median salary for 2006-07 of £13,520 has experienced the largest percentage change from 2003-04, of 20 percentage points.

Table 52 Median salary of professional and support staff by primary function

Primary professional/support function	Median salary		% change 2003-04 to 2006-07
	2003-04	2006-07	
Managers and professionals	£30,640	£34,790	14%
Technicians	£21,010	£24,160	15%
Support administrators	£16,950	£19,670	16%
Other	£11,310	£13,520	20%
All primary/support staff	£18,020	£20,840	16%

Notes: Low activity staff excluded. Relates to Table 52 of HEFCE 2007/36. Pop G. This table has changed since last year due to a change in definition. The updated median salary for 2004-05 and 2005-06 split by grade can be seen in table A2 of annex A.

All staff

134. The salary profile of all staff in English higher education institutions is shown in Table 53. We see that the vast majority of staff earn salaries of between £10,000 and £50,000.

135. Table 53 displays a trend of staff salaries increasing. The largest population in 2006-07 is in salary band £20,001 to £30,000, whereas in 2003-04 the largest population was in the £10,001 to £20,000 salary band.

Table 53 Staff in English HEIs by salary

Salary band	2003-04		2006-07	
	Number of staff	%	Number of staff	%
£10,000 and below	16,776	6%	1,090	0%
£10,001 to £20,000	88,962	34%	73,824	26%
£20,001 to £30,000	70,225	27%	86,535	31%
£30,001 to £40,000	49,713	19%	66,269	24%
£40,001 to £50,000	20,105	8%	31,686	11%
£50,001 to £60,000	5,923	2%	9,605	3%
£60,001 to £70,000	2,537	1%	4,329	2%
£70,001 and above	3,956	2%	7,392	3%
Total with known salary	258,197	100%	280,730	100%
Salary not known	16,927		19,356	
Total	275,124		300,086	

Notes: Relates to Table 53 of HEFCE 2007/36. Pop A.

136. Table 53 shows that the number of staff in the salary band of '£30,001 to £40,000' is steadily increasing. Indeed the proportion of staff earning salaries greater than £30,000 increased by ten percentage points between 2003-04 and 2006-07, to reach 42 per cent. This is shown in Table 54, which gives this proportion along with the median salary. We see that during this period the median salary has risen by over £4,500, to £27,470 in 2006-07.

Table 54 Salary information for staff in English HEIs, 2003-04 through 2006-07

Academic year	Number of staff	Number with known salary	Median salary	% salaries greater than £30,000
2003-04	275,124	258,197	£22,950	32%
2004-05	284,635	268,669	£24,820	34%
2005-06	292,433	274,251	£26,400	40%
2006-07	300,086	280,730	£27,470	42%

Notes: Relates to Table 54 of HEFCE 2007/36. Pop A.

137. When we consider the proportion of staff earning salaries greater than £30,000, split by mode of employment in Table 55, we see a significant increase for all modes. Full-time and low-activity staff show large increases in the proportion earning salaries greater than £30,000 over the four year period. For part-time staff the trends is similar but the overall increase is less substantial.

Table 55 Proportion of staff earning salaries greater than £30,000 by mode of employment

Mode of employment	% earning salaries greater than £30,000				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Full-time	40%	41%	47%	50%	11%
Part-time	5%	6%	10%	12%	7%
Low activity	22%	28%	33%	34%	12%
Total	32%	34%	40%	42%	11%

Notes: Relates to Table 55 of HEFCE 2007/36. Pop A.

138. Table 56 shows the proportion of staff earning a salary greater than £30,000, split by the type of institution. It shows the largest growth with the research-orientated universities, closely followed by General Colleges/specialist HEIs.

Table 56 Proportion of staff earning salaries greater than £30,000 by type of institution

Type of institution	% earning salaries greater than £30,000				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Research-orientated universities	30%	32%	40%	42%	12%
Other universities	34%	36%	40%	42%	8%
General colleges/specialist HEIs	32%	36%	39%	43%	11%
Total	32%	34%	40%	42%	11%

Notes: Relates to Table 56 of HEFCE 2007/36. Pop A.

Annex A – Changes to previously published data

Table A1 Median salary of permanent academic staff by grade

Grade	Median salary				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Professors	£55,200	£57,970	£60,060	£62,110	13%
Senior lecturers/researchers	£41,330	£42,570	£43,940	£46,110	12%
Lecturers	£33,750	£35,210	£36,260	£37,180	10%
Total	£36,460	£37,560	£38,770	£41,130	13%

Notes: Median salary rounded to the nearest £10. Pop D.

Table A2 Median salary of professional and support staff by primary function

Primary professional/support function	Median salary				% change 2003-04 to 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	£30,640	£31,540	£33,450	£34,790	14%
Technicians	£21,010	£21,640	£22,780	£24,160	15%
Support administrators	£16,950	£17,450	£18,970	£19,670	16%
Other	£11,310	£11,810	£12,450	£13,520	20%
All primary/support staff	£18,020	£18,670	£20,200	£20,840	16%

Notes: Low activity staff excluded. Pop G.

Annex B – Overview of UK staff numbers

Table B1 Numbers of staff in English HEIs compared with the rest of the UK

	2003-04		2006-07	
	Number of staff	%	Number of staff	%
English HEIs	275,124	82%	300,086	82%
Scottish, Welsh and Northern Irish HEIs	59,079	18%	64,077	18%
Total	334,203	100%	364,163	100%

Notes: Equivalent to Table 2 of HEFCE 2006/31.

Table B2 Total FTE of staff in English HEIs compared with the rest of the UK

	2003-04		2006-07	
	FTE	%	FTE	%
English HEIs	214,365	81%	231,690	82%
Scottish, Welsh and Northern Irish HEIs	48,844	19%	52,484	18%
Total	263,208	100%	284,174	100%

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table.

Equivalent to Table 2 of HEFCE 2006/31.

Table B3 Numbers of academic staff in English HEIs compared with the rest of the UK

	2003-04		2006-07	
	Number of staff	%	Number of staff	%
English HEIs	131,049	84%	144,276	83%
Scottish, Welsh and Northern Irish HEIs	25,642	16%	28,741	17%
Total	156,691	100%	173,017	100%

Notes: Equivalent to Table 3 of HEFCE 2006/31.

Table B4 Total FTE of academic staff in English HEIs compared with the rest of the UK

	2003-04		2006-07	
	Number of staff	%	Number of staff	%
English HEIs	97,425	82%	106,187	82%
Scottish, Welsh and Northern Irish HEIs	21,453	18%	23,364	18%
Total	118,877	100%	129,550	100%

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table.

Equivalent to Table 3 of HEFCE 2006/31.

Table B5 Numbers of professional and support staff in English HEIs compared with the rest of the UK

	2003-04		2006-07	
	Number of staff	%	Number of staff	%
English HEIs	146,849	81%	164,119	82%
Scottish, Welsh and Northern Irish HEIs	33,772	19%	36,167	18%
Total	180,621	100%	200,286	100%

Table B6 Total FTE of professional and support staff in English HEIs compared with the rest of the UK

	2003-04		2006-07	
	Number of staff	%	Number of staff	%
English HEIs	119,028	81%	129,945	81%
Scottish, Welsh and Northern Irish HEIs	27,669	19%	29,739	19%
Total	146,697	100%	159,684	100%

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table.

Annex C – Ethnicity profile of the non-UK nationality workforce

Academic staff

Figure C1 Proportion of non-UK permanent academic staff from a non-white ethnic background by grade

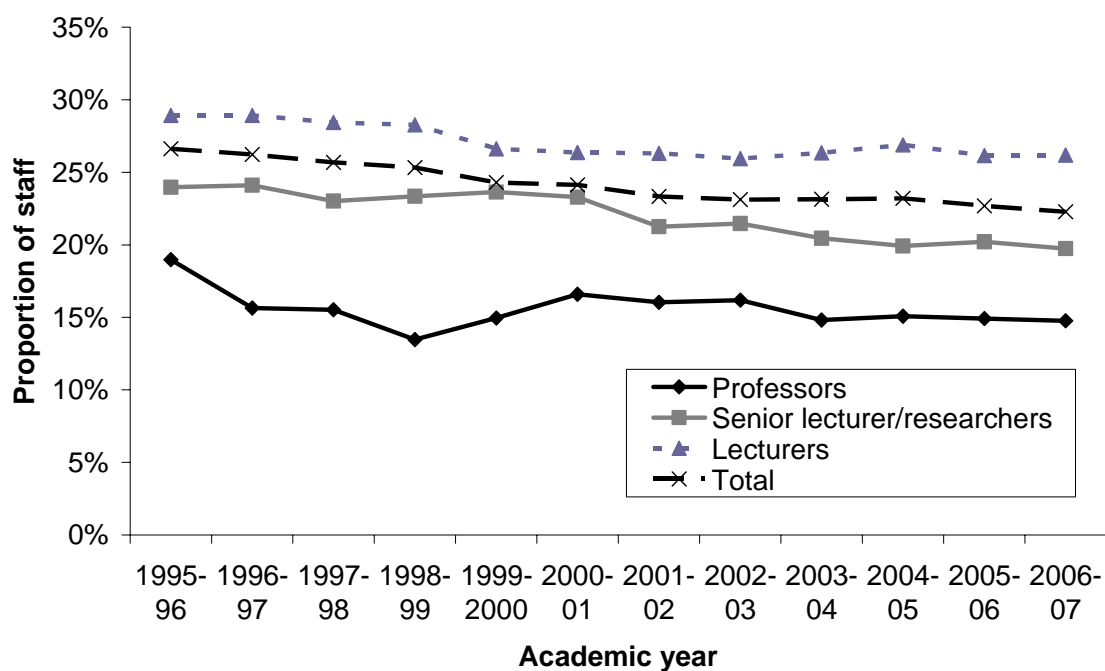


Table C1 Non-UK permanent academic staff by ethnic background and subject area

Grade	% Non-white ethnic group				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Biological sciences	16.9%	14.8%	14.0%	13.6%	-3.3%
Business/administrative studies	39.8%	37.9%	39.2%	39.1%	-0.7%
Computer science/librarianship/info science	31.0%	30.2%	29.7%	28.6%	-2.4%
Creative arts/design	11.0%	9.7%	9.2%	10.7%	-0.3%
Education	21.7%	21.3%	21.6%	22.2%	0.4%
Engineering	42.0%	43.2%	43.7%	43.3%	1.3%
Humanities	13.1%	14.1%	14.0%	13.3%	0.2%
Languages	13.0%	13.5%	13.3%	13.2%	0.2%
Law	20.7%	26.9%	24.8%	22.7%	2.0%
Mathematical sciences	15.6%	18.2%	16.3%	16.5%	1.0%
Medicine and Dentistry	26.1%	25.1%	22.5%	24.3%	-1.8%
Physical sciences	16.4%	15.3%	12.9%	12.1%	-4.3%
Social/political/economic studies	22.6%	21.3%	21.7%	21.4%	-1.2%
Subjects allied to medicine	30.5%	29.9%	28.9%	25.6%	-4.9%

Unknown and combined subjects	21.2%	22.1%	22.5%	23.2%	1.9%
Veterinary sciences/agriculture related subjects	16.2%	14.5%	21.5%	19.1%	2.9%
Total with known ethnic background	23.1%	23.2%	22.7%	22.3%	-0.9%
Not known/not given	504	565	616	670	166
Total	7,620	8,276	9,590	10,758	3,138

Professional and support staff

Table C2 Professional and support staff by ethnicity

Primary professional/support function	% Non-white ethnic group				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Managers and professionals	23.0%	21.1%	24.6%	24.8%	1.8%
Technicians	34.0%	35.1%	36.4%	36.7%	2.8%
Support administrators	27.2%	29.2%	29.2%	29.2%	2.0%
Other	51.6%	55.5%	55.5%	56.9%	5.3%
Total with known ethnicity	33.3%	34.7%	35.6%	36.2%	2.9%
Not known/not given	463	473	577	543	80
Total	7,074	8,250	9,285	10,220	3,146

All staff

Table C3 Non-UK staff in English HEIs by ethnicity

Ethnicity	2003-04		2006-07	
	Number of staff	%	Number of staff	%
Asian/Asian British	3,249	11.4%	4,481	11.5%
Black/Black British	1,525	5.3%	2,096	5.4%
Chinese	2,951	10.3%	3,781	9.7%
Mixed and other ethnic backgrounds	1,613	5.6%	2,204	5.7%
White	19,227	67.3%	26,411	67.8%
Total with known ethnicity	28,565	100.0%	38,973	100.0%
Not known/not given	2,914		3,157	
Total	31,479		42,130	

Table C4 Proportion of non-UK staff from a non-white ethnic background, by mode of employment

Mode of employment	% Non-white ethnic group				% Difference between 2003-04 and 2006-07
	2003-04	2004-05	2005-06	2006-07	
Full-time	30%	30%	30%	30%	0%
Part-time	38%	39%	37%	35%	-3%
Low activity	41%	44%	44%	45%	5%
Total	33%	33%	32%	32%	0%