

July 2012/14

**Issues paper**

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This report is for information

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This is the seventh in a series of HEFCE reports which provide an overview of trends in staff employed at HEFCE-funded higher education institutions (HEIs). It includes information on staff in academic years 1995-96 to 2010-11.

# Staff employed at HEFCE-funded HEIs

## Trends and profiles 1995-96 to 2010-11

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# Staff employed at HEFCE-funded HEIs

## Trends and profiles 1995-96 to 2010-11

To	Heads of HEFCE-funded higher education institutions
Of interest to those responsible for	Staff data, Planning, Human resources management
Reference	2012/14
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### Executive summary

#### Purpose

1. This is the seventh in a series of HEFCE reports which provide an overview of trends in staff employed at HEFCE-funded higher education institutions (HEIs). It includes information on staff in academic years 1995-96 to 2010-11.

#### Key points

##### Numbers

2. The total number of staff on standard contracts was 314,860 in 2010-11. This represents a fall of 1 per cent from 2009-10 (319,300) and no change to the number in 2008-09 (314,960). Between 2009-10 and 2010-11, numbers of academic staff increased by 1,455, professional and support staff decreased by 2,775 and very low activity staff decreased by 2,735.

##### Activity

3. In 2010-11, 79 per cent of academic staff were on full-time contracts, and 72 per cent on permanent contracts. The number of academic staff on permanent contracts has been steadily rising since 2002-03 (a total increase of 28,105), while the number on non-permanent contracts has decreased (from 41,035 in 2002-03 to 34,170 in 2010-11).

4. A quarter of professional and support staff were on part-time contracts (compared to 16 per cent for academics), while 88 per cent were on permanent contracts.

##### Type of institution

5. The three types of institution (pre-1992, post-1992 and specialist) had similar proportions of the academic and professional/support populations. Approximately 55 per cent of staff were in pre-1992 institutions, 35 per cent in post-1992 institutions and 10 per cent in general/specialist institutions.

##### Age profile

6. The academic population saw proportions of staff aged 60 and over increasing from 5 per cent to 9 per cent between 1995-96 and 2010-11. Staff aged over 60 were concentrated at more

senior levels, in modes of work with lower than full-time equivalent (FTE) hours, and in humanities, languages and social, political and economic studies.

7. Professional and support staff were more skewed towards younger age groups: 16 per cent were under 30 compared to 8 per cent of academics in 2010-11. The proportion of these staff aged 60 and over also increased between 2003-04 and 2010-11, from 6 per cent to 8 per cent.

### **Disability**

8. Proportions of disabled staff were low, but increasing, in both populations. The proportion of academic staff who were declared disabled increased from 2.3 per cent to 2.9 per cent between 2003-04 and 2010-11. Among professional and support staff, the proportion increased from 2.9 per cent to 4 per cent over the same period.

### **Sex**

9. In 2010-11 most academics were male (57 per cent), and most professional and support staff were female (62 per cent).

10. Female academics were concentrated in lower FTE modes and less senior roles. However, between 2008-09 and 2010-11, the proportion of female professors increased from 20 to 21 per cent.

11. Female professional and support staff were concentrated in administrator roles: in 2010-11 80 per cent of staff in these roles were female.

### **Nationality**

12. In 2010-11, one in four academics had a non-UK nationality, compared to approximately one in ten professional and support staff.

13. Academics with non-UK nationalities were concentrated in roles which were non-permanent, less senior or in engineering and mathematics departments. Further, in 2010-11 the proportion of new starters with non-UK nationality was 12 percentage points higher than that seen for the whole academic population: 37 per cent compared to 25 per cent.

14. The highest proportion of non-UK nationals among professional and support staff were in 'other' functions, at 12 per cent, and the lowest proportion were managers, at 6 per cent.

### **Ethnicity**

15. The proportion of staff from a black and minority ethnic (BME) background varied significantly depending on the nationality of the population. In 2010-11, the UK academic population had 8 per cent of staff from a BME background compared to 28 per cent of non-UK academics. The professional and support population had proportions of 8 per cent and 37 per cent from BME backgrounds for UK and non-UK nationality staff respectively.

16. UK academic staff with BME backgrounds were more concentrated in the subject areas of medicine and dentistry and engineering, technology, building and architecture.

17. UK professional and support staff with BME backgrounds were quite evenly spread across the different primary functions; the lowest proportion was 6 per cent for managers and the highest was 9 per cent for technicians and administrators.

## **Salary**

18. In 2010-11 the modal category of salary for academics was higher than that of professional and support staff: £40,001 to £50,000, compared to £20,001 to £30,000.

19. The mean salary for academics increased between 2003-04 and 2008-09, from £33,850 to £44,500, but remained at around £44,700 between 2008-09 and 2010-11.

20. The professional and support mean salary saw year-on-year increases of around 6 per cent between 2003-04 and 2008-09. This increase reduced to around 1.5 per cent between 2008-09 and 2010-11.

## **Action required**

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

## Introduction

22. This is the seventh in a series of HEFCE reports which provide an overview of staff trends since academic year 1995-96. We firstly examine the numbers of staff and consider four different categories of staff employed in English higher education institutions (HEIs):

- all staff
- academic staff
- professional and support staff
- atypical staff<sup>1</sup>.

23. We then look at the characteristics and attributes of the workforce, focusing on the academic and professional and support categories. This report uses a reduced number of populations in comparison to the previous HEFCE report in the series (HEFCE 2010/06). This is intended to make the information simpler to understand. All tables and figures state the relevant population in the notes.

## Terminology

24. Table 1 lists all the populations used in this report. For brevity we have given each one a code as well as a name.

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<sup>1</sup> Atypical staff are defined in the HESA additional guidance document 'C03025 Summary of field requirements for different types of staff'. See [www.hesa.ac.uk/index.php?option=com\\_content&task=view&id=491&Itemid=233](http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=491&Itemid=233) for details.

**Table 1 Definition of populations**

<b>Population</b>	<b>Description</b>	<b>Code</b>	<b>No of staff in 2010-11</b>
All staff in English HEIs	All staff who are actively employed in an English HEI on the census date of 1 December (this includes staff on solely atypical contracts)	Pop ALL	472,015
All staff in English HEIs excluding atypical staff	All staff who are actively employed in an English HEI on the census date of 1 December excluding staff on solely atypical contracts	Pop TYP	314,860
Staff with academic roles excluding low activity contracts	All staff in Pop ALL who are actively employed on 1 December with at least one active academic contract and a total full-time equivalence (FTE) of at least 25 per cent	Pop AC	122,750
Staff with professional/support roles excluding low activity contracts	All staff in Pop ALL who are actively employed on 1 December with at least one active professional/support contract and a total FTE of at least 25 per cent	Pop PS	151,655
Atypical staff	All staff in Pop ALL who are actively employed on 1 December with at least one active atypical contract during the academic year	Pop ATYP	168,745

25. Table 1 shows that the populations for academic and professional and support staff have an additional filter, which excludes staff on very low activity contracts whose total contract is less than 25 per cent full-time equivalent (FTE). This filter is used to ensure that the time series for the academic population is consistent, and that the trends for academic staff and professional and support staff are comparable<sup>2</sup>.

## Methodology

26. Data are drawn from the Higher Education Statistics Agency (HESA) individualised staff records for 1995-96 to 2002-03, and HESA's new individualised staff records for 2003-04 to 2010-11. Further details on data sources, definitions and classifications can be found in Annex A.

27. Staff members can hold multiple contracts at multiple institutions, which means staff can be counted within multiple populations (for example where staff hold an academic and a professional and support contract).

28. All table entries are rounded to the nearest five; this may cause discrepancies between the reported total and the constituent entries.

<sup>2</sup> Prior to the 2003 HESA staff return, staff with less than 25 per cent FTE were excluded from the return completely.

## Overview of staff in English HEIs

29. This section provides an analysis of staff in the English higher education (HE) sector. We look at the overall numbers of staff, and we examine the four categories of staff listed in paragraph 22, split by key characteristics referenced throughout the report.

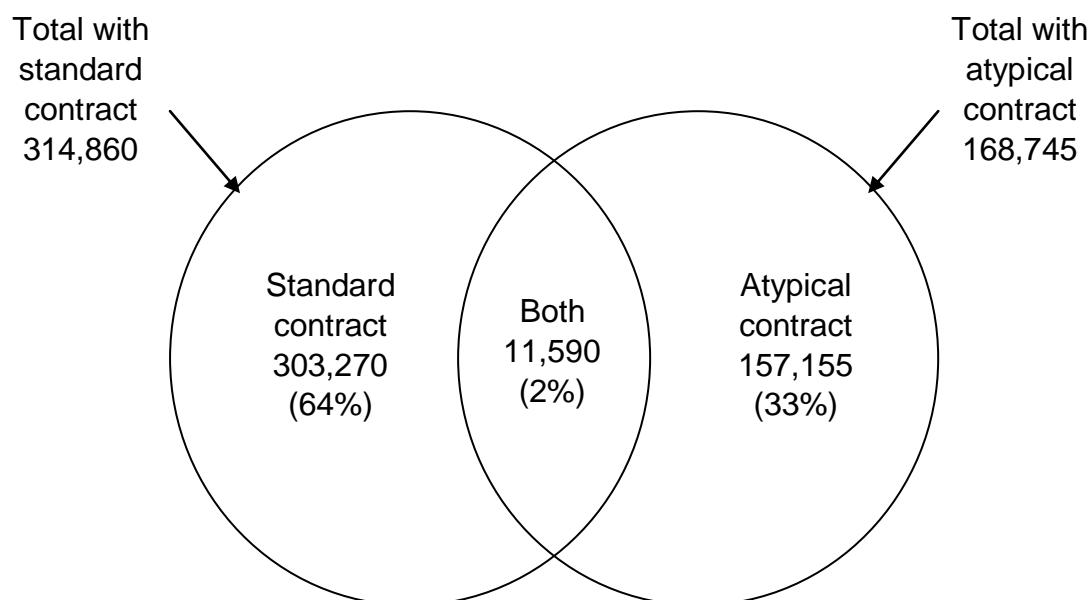
30. This is the only section of the main report which includes details of atypical staff<sup>3</sup>. A limited number of data fields are returned to HESA for atypical staff: see Annex B for a definition of atypical staff and an overview of their characteristics split by role.

### Overall staff numbers

#### All staff

31. Figure 1 shows the total numbers of staff in English HEIs in 2010-11 by contract type. Around two-thirds of staff were on standard contracts.

**Figure 1 Staff in English HEIs by type of contract for 2010-11**



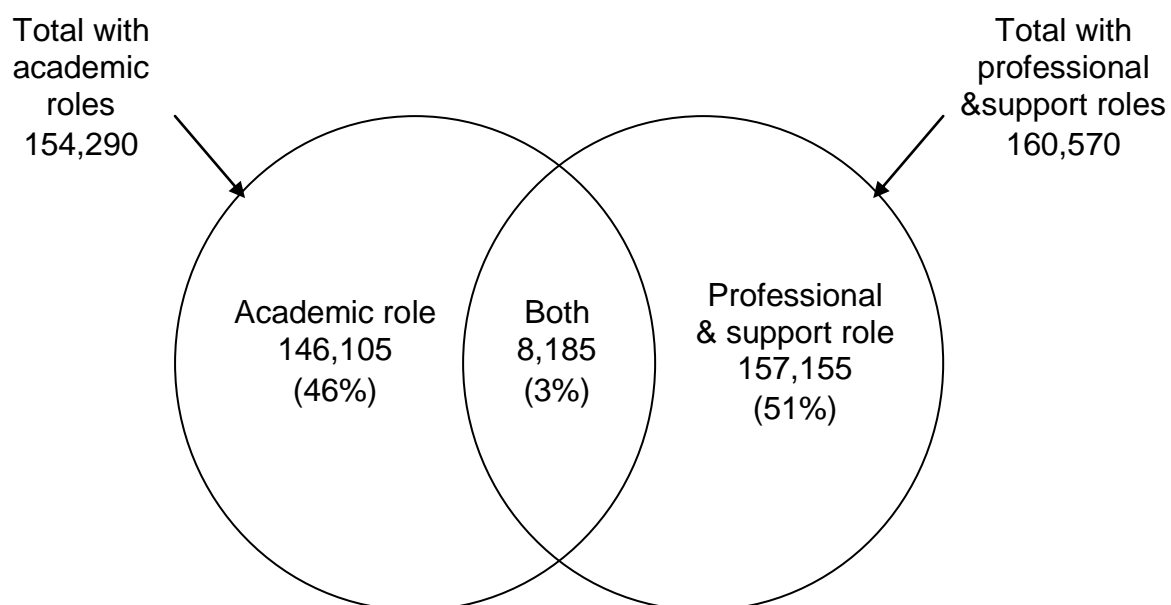
Notes: Pop ALL. See Annex C for a comparison of English HEIs with UK HEIs.

19. Figure 2 shows the number of staff in English HEIs with a standard contract in 2010-11 by role. It shows that around half were in academic roles and half in professional and support roles.

<sup>3</sup> Atypical staff can have more complex or less permanent working arrangements than those on standard contracts. For the full HESA definition see Annex B.



**Figure 2 Staff with a standard contract by role for 2010-11**



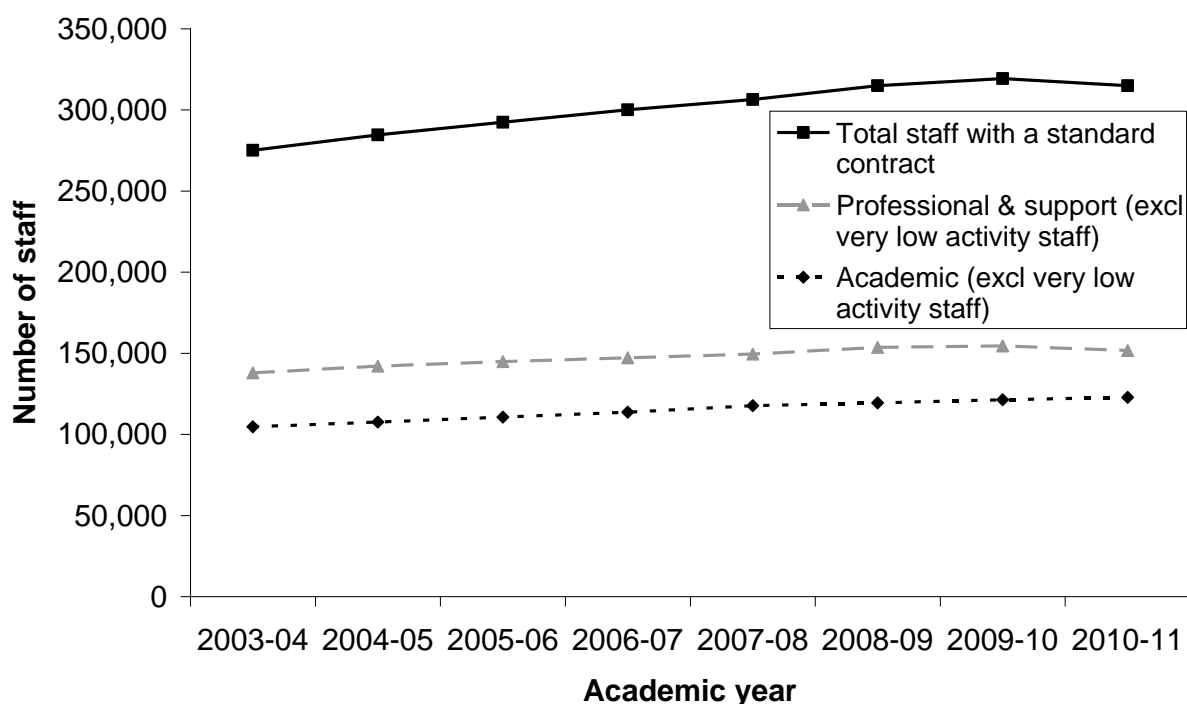
Notes: Pop TYP. See Annex C for a comparison of English HEIs with UK HEIs.

20. The remainder of this report focuses on staff who hold a standard contract and excludes staff on very low activity contracts<sup>4</sup>. In restricting the population, the report should present a more typical picture of the trends affecting staff across English HEIs. Figure 3 shows the total number of staff with standard contracts compared to totals for academic and professional and support staff (with very low activity staff removed).

21. Figure 3 shows that the total number of staff with standard contracts has fallen by 4,440 in 2010-11 after year-on-year increases between 2003-04 and 2009-10. Professional and support staff have decreased by 2,775 in 2010-11 and academic staff have increased by 1,455. This suggests that much of the overall decrease between 2009-10 and 2010-11 has been from professional and support staff (a 2 per cent decrease) and very low activity staff (a 5 per cent decrease).

<sup>4</sup> Very low activity staff are those with a total academic FTE or professional & support FTE of less than 25 per cent.

**Figure 3 Numbers of staff in English HEIs**



Notes: Compares Pop TYP, Pop PS and Pop AC.

32. Staff attributes for academic and professional and support staff are considered separately. For academics, we focus on attributes by job group and subject area. For professional and support staff the focus is on primary function. Paragraphs 34-36 provide the overall numbers for reference in later sections.

### Academic staff

33. Table 2 shows the number of academics by job group. Prior to 2008-09 academics were split by grade, and where this was not available by proxy grade groups based on historical data. However, due to changes in the HESA data collection and the introduction of new grade tables, it is no longer appropriate to use this historical proxy grade group. Definitions of academic staff grade used in previous publications (professors, senior lecturers/researchers, lecturers and researchers) have become outdated and do not reflect the wide and varied roles carried out by staff at HEIs today.

34. Details of how the new 'job group' categories (professors, senior academics, academics and assistant academics) have been calculated, and an explanation of how they relate to the staff pay framework agreement, are in Annex A. This includes a summary of job titles used by the sector within each of these job groups.

**Table 2 Academic staff by job group**

Job group	2008-09		2009-10		2010-11	
	Number of staff	%	Number of staff	%	Number of staff	%
Professors	13,440	11%	13,290	11%	13,325	11%
Senior academics	19,210	16%	20,265	17%	21,685	18%
Academics	55,665	47%	56,685	47%	56,725	46%
Assistant academics	29,465	25%	30,160	25%	31,015	25%
Unknown salary	1,575	1%	900	1%	0	0%
<b>Total</b>	<b>119,355</b>	<b>100%</b>	<b>121,295</b>	<b>100%</b>	<b>122,750</b>	<b>100%</b>

Notes: Pop AC.

35. Table 3 shows the changes in numbers of academic staff by the subject area of their highest qualification between 2008-09 and 2010-11. Most subject areas experienced a growth in numbers over this period, with business and administrative studies having the largest increase in numbers at 10 per cent.

**Table 3 Academic staff by subject area of highest qualification**

Subject area			% difference
	2008-09	2010-11	2008-09 to 2010-11
Medicine and dentistry	4,670	4,970	6%
Subjects allied to medicine	9,585	9,710	1%
Biological sciences	17,065	17,415	2%
Veterinary sciences/agriculture/related subjects	1,055	1,115	6%
Physical sciences	11,055	11,030	0%
Mathematical sciences	3,495	3,765	8%
Engineering/technology/building/architecture	8,905	9,245	4%
Social/political/economic studies	11,430	11,655	2%
Law	2,500	2,490	0%
Business/administrative studies	5,865	6,430	10%
Computer science/librarianship/info science	5,280	5,395	2%
Languages	6,180	6,310	2%
Humanities	5,785	5,990	4%
Creative arts/design	6,050	6,255	3%
Education	5,835	6,020	3%
Unknown and combined subjects	14,605	14,945	2%
<b>Total</b>	<b>119,355</b>	<b>122,750</b>	<b>3%</b>

Notes: Pop AC.

## Professional and support staff

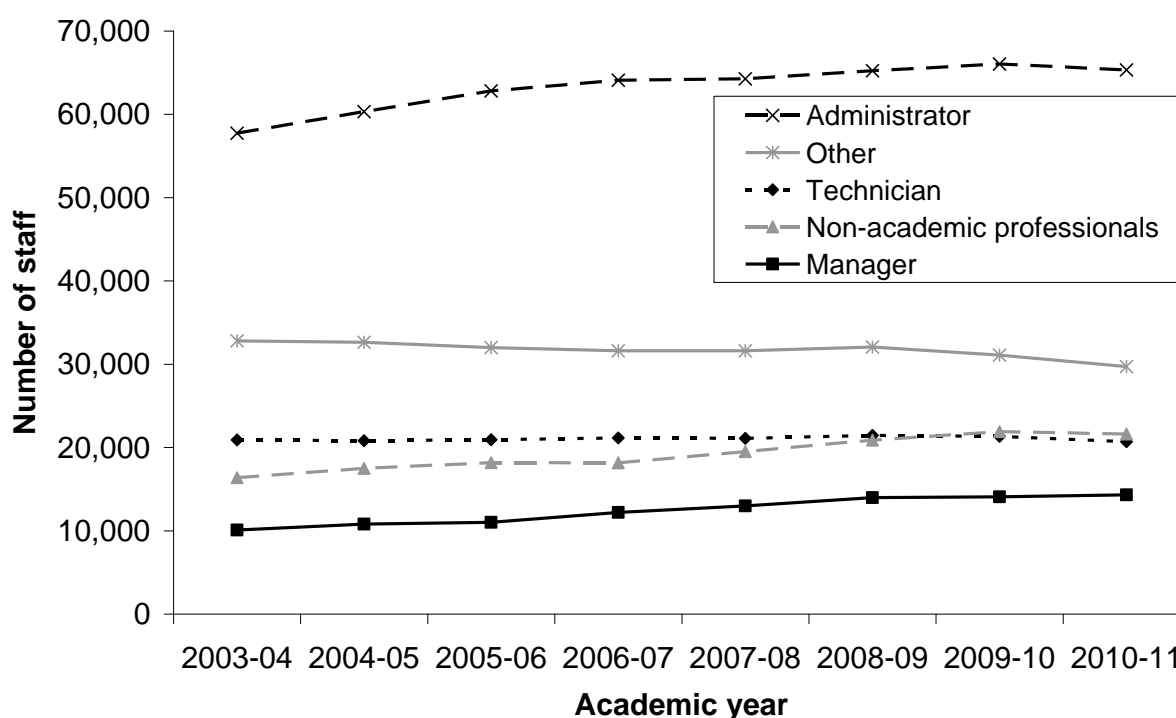
36. Table 4 and Figure 4 show the numbers of professional and support staff in English HEIs, split by their primary function. They show that over the three-year period from 2008-09 to 2010-11, managers and non-academic professionals have increased in numbers while technicians and other functions have decreased in numbers. Despite these changes in numbers, the proportion of staff in each function has remained stable between 2008-09 and 2010-11.

**Table 4 Professional and support staff by primary function**

Primary function	2008-09		2009-10		2010-11	
	Number of staff	%	Number of staff	%	Number of staff	%
Manager	13,985	9%	14,075	9%	14,320	9%
Non-academic professionals	20,875	14%	21,910	14%	21,620	14%
Technician	21,460	14%	21,320	14%	20,680	14%
Administrator	65,240	42%	66,040	43%	65,320	43%
Other	32,055	21%	31,085	20%	29,715	20%
<b>Total</b>	<b>153,620</b>	<b>100%</b>	<b>154,430</b>	<b>100%</b>	<b>151,655</b>	<b>100%</b>

Notes: Pop PS.

**Figure 4 Professional and support staff in English HEIs by primary function**



Notes: Pop PS.

## Staff and employment attributes

37. In paragraphs 38-113 we examine trends and profiles of the workforce according to a variety of attributes. We look at academic and professional and support staff in terms of the following seven characteristics:

- activity
- type of institution
- age
- disability
- sex
- nationality
- ethnicity
- salary.

### Activity profile of the workforce

38. Paragraphs 39-45 focus on the activity profile of the workforce and the basis on which staff are employed by mode of employment (low activity<sup>5</sup>, full-time or part-time) and type of contract (permanent or non-permanent).

#### Initial overview

39. Tables 5 and 6 compare the two populations of interest by mode of employment and type of contract in 2010-11. Professional and support staff have a higher proportion of part-time, and a lower proportion of non-permanent, staff than academics.

**Table 5 Comparison of staff by mode of employment in 2010-11**

Mode of employment	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Full-time	96,540	79%	108,140	71%
Part-time	20,115	16%	37,200	25%
Low activity	6,095	5%	6,315	4%
<b>Total</b>	<b>122,750</b>	<b>100%</b>	<b>151,655</b>	<b>100%</b>

Notes: Pop AC and Pop PS.

**Table 6 Comparison of staff by type of contract in 2010-11**

Type of contract	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Permanent	88,580	72%	132,985	88%
Non-permanent	34,170	28%	18,670	12%
<b>Total</b>	<b>122,750</b>	<b>100%</b>	<b>151,655</b>	<b>100%</b>

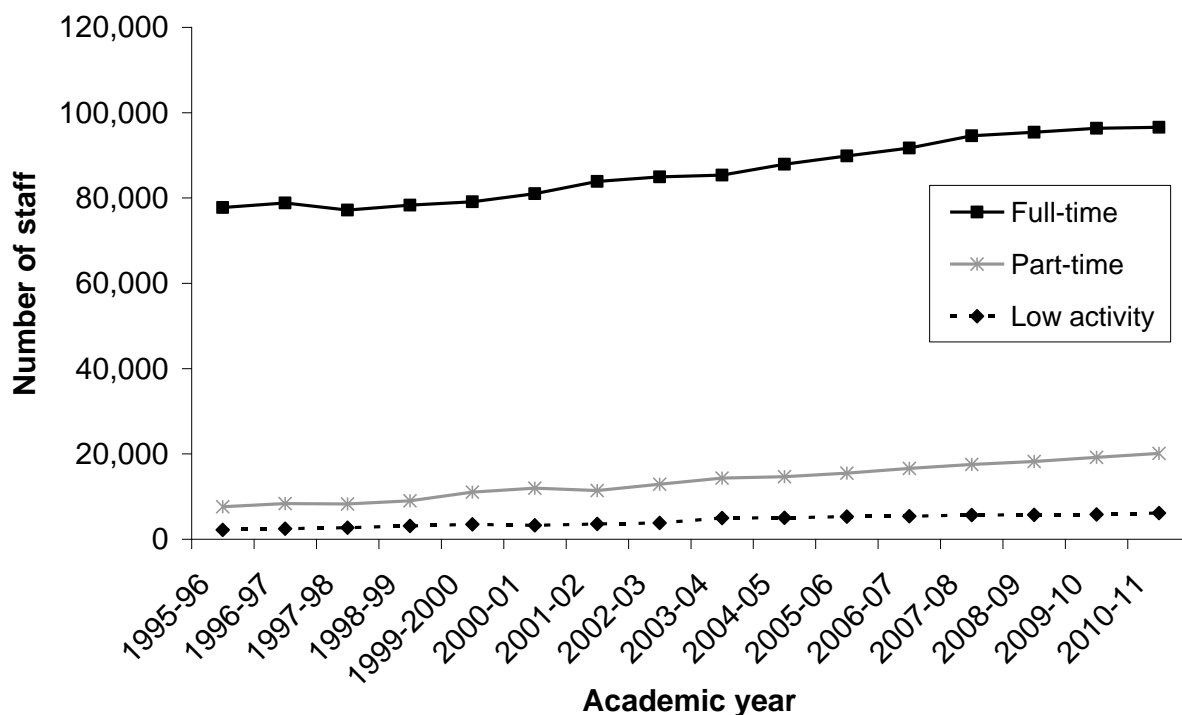
Notes: Pop AC and Pop PS.

<sup>5</sup> 'Low activity' staff are those with a total FTE of less than 40 per cent and greater than or equal to 25 per cent.

## Academic staff

40. Figure 5 shows the trend in the number of academic staff at each mode since 1995-96. All modes have seen an increase over the period. Full-time staff have seen the biggest numerical increase.

**Figure 5 Numbers of academic staff by mode of employment**



Notes: Pop AC.

41. Table 7 splits the proportion of full-time staff by job group. All groups have seen a decrease in the proportion of those employed full-time. The largest decrease was for assistant academics: 4 per cent between 2008-09 and 2010-11.

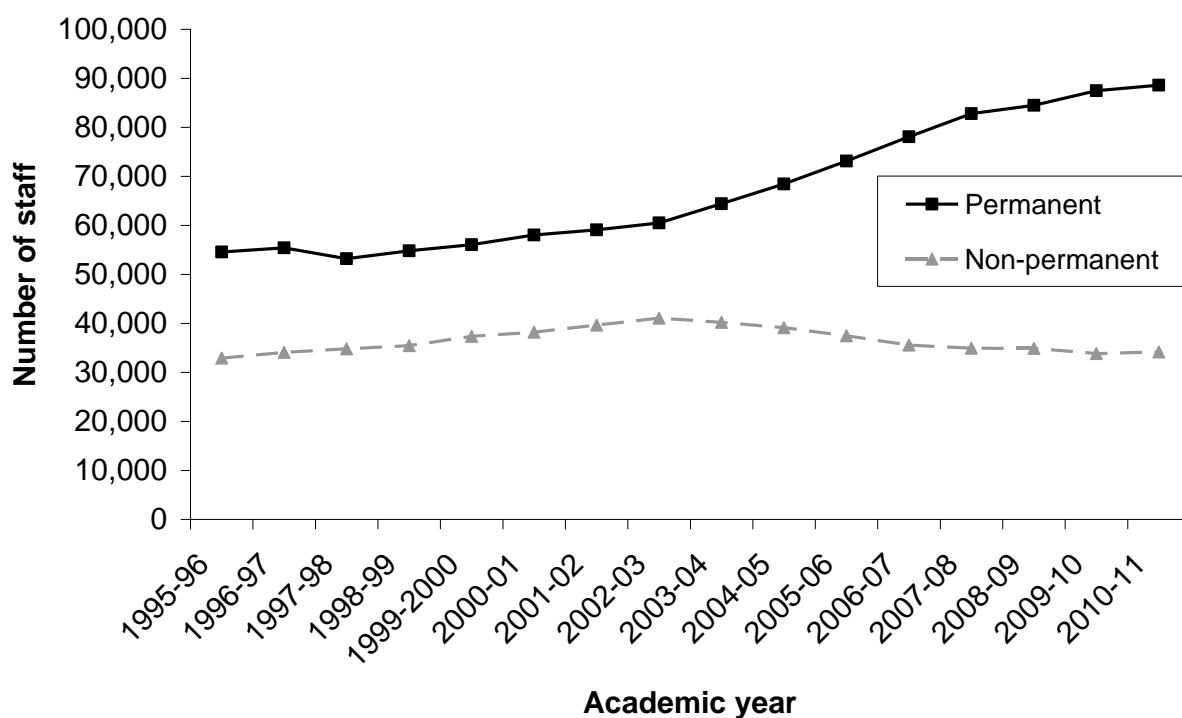
**Table 7 Proportion of academic staff employed full-time by job group**

Job group	% full-time			% difference 2008-09 to 2010-11
	2008-09	2009-10	2010-11	
Professors	92%	92%	91%	-1%
Senior academics	90%	89%	89%	-1%
Academics	81%	81%	79%	-2%
Assistant academics	69%	67%	65%	-4%
<b>Total</b>	<b>80%</b>	<b>79%</b>	<b>79%</b>	<b>-1%</b>

Notes: Pop AC.

42. Figure 6 shows the trend for academic staff by type of contract. There was an increase in permanent academic staff and a concomitant decrease in non-permanent staff. The proportion of staff on permanent contracts increased from 62 to 72 per cent between 1995-96 and 2010-11.

**Figure 6 Numbers of academic staff by type of contract**



Notes: Pop AC.

43. Table 8 splits the proportion of staff on permanent contracts by job group. There has been an overall increase of 1 per cent and the biggest increase was 3 per cent for assistant academics between 2008-09 and 2010-11.

**Table 8 Proportion of academic staff employed on permanent contracts by job group**

Job group	% on permanent contracts			% difference 2008-09 to 2010-11
	2008-09	2009-10	2010-11	
Professors	95%	94%	95%	0%
Senior academics	90%	91%	91%	1%
Academics	80%	81%	80%	0%
Assistant academics	32%	35%	35%	3%
<b>Total</b>	<b>71%</b>	<b>72%</b>	<b>72%</b>	<b>1%</b>

Notes: Pop AC.

### Professional and support staff

44. Table 9 shows the proportion of full-time professional and support staff split by primary function. The overall proportion has remained the same and changes by primary function have been small.

**Table 9 Proportion of professional and support staff on full-time contracts**

Primary function	% full-time			% difference
	2008-09	2009-10	2010-11	2008-09 to 2010-11
Manager	89%	89%	88%	-1%
Non-academic professionals	83%	83%	82%	-1%
Technician	85%	85%	85%	0%
Administrator	69%	68%	68%	0%
Other	51%	52%	52%	1%
<b>Total</b>	<b>71%</b>	<b>71%</b>	<b>71%</b>	<b>0%</b>

Notes: Pop PS.

45. Table 10 shows the proportion of professional and support staff on permanent contracts. It also shows there has been little change between 2008-09 and 2010-11 by primary function.

**Table 10 Proportion of professional and support staff on permanent contracts**

Primary function	% on permanent contracts			% difference
	2008-09	2009-10	2010-11	2008-09 to 2010-11
Manager	91%	91%	91%	0%
Non-academic professionals	84%	84%	84%	0%
Technician	83%	84%	84%	1%
Administrator	87%	87%	86%	0%
Other	94%	95%	95%	1%
<b>Total</b>	<b>88%</b>	<b>88%</b>	<b>88%</b>	<b>0%</b>

Notes: Pop PS.

### Workforce by type of institution

46. There are 130 HEFCE-funded HEIs in 2010-11, which have been classified into one of the three categories:

- pre-1992 (40 institutions)
- post-1992 (51 institutions)
- specialist institutions (39 institutions).

### Initial overview

47. Table 11 shows an overview of the proportion and number of staff at each type of institution. The distribution of staff across the different institution types is similar for both populations, with more than half at pre-1992 institutions.



**Table 11 Comparison of staff by type of institution in 2010-11**

Type of institution	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Pre-1992 institutions	70,205	57%	85,555	56%
Post-1992 institutions	43,885	36%	53,630	35%
General colleges and specialist HEIs	8,665	7%	12,470	8%
<b>Total</b>	<b>122,750</b>	<b>100%</b>	<b>151,655</b>	<b>100%</b>

Notes: Pop AC and Pop PS.

### Academic staff

48. Table 12 shows the number of staff with academic roles split by job group and type of institution. The proportion of staff at different levels noticeably varies by type of institution: in particular the proportion of professors ranges from 5 per cent in post-1992 institutions to 15 per cent in pre-1992 institutions.

**Table 12 Academic staff by job group and type of institution**

Type of institution	Job group	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Pre-1992 institutions	Professors	10,340	15%	10,165	15%
	Senior academic	11,645	20%	13,365	22%
	Academic	27,155	39%	27,660	38%
	Assistant academic	18,705	26%	19,015	25%
	<b>Total in pre-1992 institutions</b>	<b>67,850</b>	<b>100%</b>	<b>70,205</b>	<b>100%</b>
Post-1992 institutions	Professors	2,270	6%	2,295	5%
	Senior academic	6,130	21%	6,725	20%
	Academic	24,390	57%	24,730	57%
	Assistant academic	8,960	17%	10,135	18%
	<b>Total in post-1992 institutions</b>	<b>41,745</b>	<b>100%</b>	<b>43,885</b>	<b>100%</b>
Specialist institutions	Professors	825	10%	865	10%
	Senior academic	1,440	20%	1,595	21%
	Academic	4,120	50%	4,335	49%
	Assistant academic	1,800	20%	1,865	19%
	<b>Total in specialist institutions</b>	<b>8,190</b>	<b>100%</b>	<b>8,665</b>	<b>100%</b>
Unknown salary		1,575	N/A	0	N/A
<b>Total</b>		<b>119,355</b>	<b>N/A</b>	<b>122,750</b>	<b>N/A</b>

Notes: Pop AC.

## Professional and support staff

49. Table 13 shows professional and support staff split by type of institution and primary function. All types of institution had the highest proportion of professional and support staff as support administrators, and the lowest proportion as managers (joint with technicians in post-1992 institutions).

**Table 13 Professional and support staff in English HEIs by primary function and type of institution**

Type of institution	Primary function	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Pre-1992 institutions	Managers	6,685	8%	6,975	8%
	Non-academic professionals	12,335	14%	12,835	15%
	Technicians	13,755	16%	13,245	15%
	Support administrators	34,115	39%	34,185	40%
	Other	19,480	23%	18,310	21%
	<b>Total in pre-1992 institutions</b>		<b>86,365</b>	<b>100%</b>	<b>85,555</b>
Post-1992 institutions	Managers	5,835	11%	5,915	11%
	Non-academic professionals	6,505	12%	6,615	12%
	Technicians	6,055	11%	5,860	11%
	Support administrators	25,680	47%	25,655	48%
	Other	10,685	20%	9,590	18%
	<b>Total in post-1992 institutions</b>		<b>54,760</b>	<b>100%</b>	<b>53,630</b>
Specialist institutions	Managers	1,470	12%	1,430	11%
	Non-academic professionals	2,035	16%	2,170	17%
	Technicians	1,650	13%	1,570	13%
	Support administrators	5,450	44%	5,480	44%
	Other	1,890	15%	1,815	15%
	<b>Total in specialist institutions</b>		<b>12,495</b>	<b>100%</b>	<b>12,470</b>
<b>Total</b>		<b>153,620</b>	<b>N/A</b>	<b>151,655</b>	<b>N/A</b>

Notes: Pop PS.

## Age profile of the workforce

50. Paragraphs 51-57 consider the age profile and the proportion of staff over 60 in English HEIs.

### Initial overview

51. Table 14 compares the age profile of academics with that of professional and support staff. Professional and support staff have twice the proportion of under-30s observed for academics.

**Table 14 Comparison of staff by age in 2010-11**

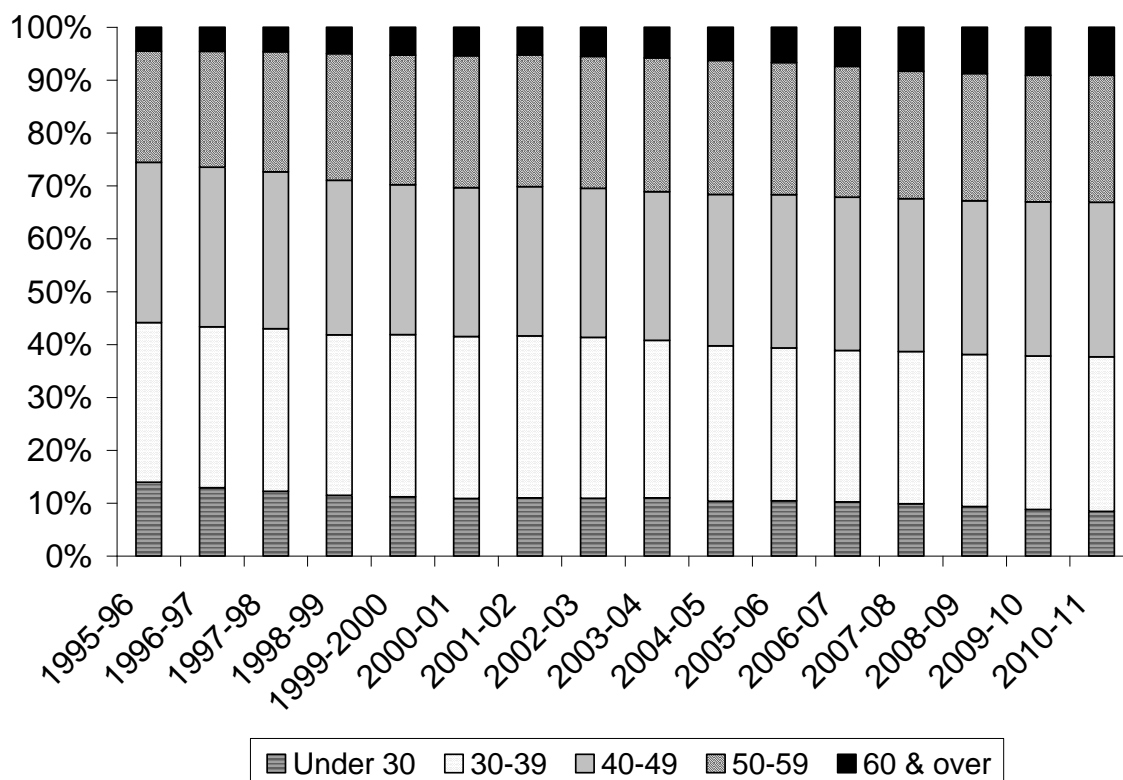
Age group	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Below 30	10,335	8%	24,425	16%
30 to 39	35,905	29%	39,485	26%
40 to 49	35,850	29%	39,655	26%
50 to 59	29,465	24%	36,655	24%
60 and over	11,160	9%	11,420	8%
<b>Total</b>	<b>122,715</b>	<b>100%</b>	<b>151,645</b>	<b>100%</b>

Notes: Pop AC and Pop PS.

**Academic staff**

52. Figure 7 shows the proportions of academic staff in each age group between 1995-96 and 2010-11. The proportion of staff aged 60 and over has increased, from 5 to 9 per cent, and the proportion of those under 30 has decreased, from 14 to 8 per cent.

**Figure 7 Proportion of academic staff by age group**



Notes: Pop AC.

53. Table 15 shows the proportion of staff aged 60 and over by mode of employment. Staff aged 60 and over are more concentrated in lower FTE modes.

**Table 15 Proportion of academic staff aged 60 and over by mode of employment**

Mode of employment	% 60 and over		% difference
	2008-09	2010-11	2008-09 to 2010-11
Full-time	7%	7%	0%
Part-time	14%	14%	1%
Low activity	21%	23%	2%
<b>Total</b>	<b>9%</b>	<b>9%</b>	<b>0%</b>

Notes: Pop AC.

54. Table 16 shows the proportion of staff aged over 60 by job group. In 2010-11, a quarter of professors were aged 60 and over.

**Table 16 Proportion of academic staff aged 60 and over by job group**

Job group	% 60 and over		% difference
	2008-09	2010-11	2008-09 to 2010-11
Professors	23%	25%	2%
Senior academics	12%	12%	0%
Academics	6%	6%	0%
Assistant academics	5%	6%	1%
<b>Total</b>	<b>9%</b>	<b>9%</b>	<b>0%</b>

Notes: Pop AC.

55. Table 17 shows the proportion of staff aged over 60 by subject of highest qualification. The highest proportion of staff aged 60 and over was among those holding education qualifications, at 14 per cent in 2010-11.

**Table 17 Proportion of academic staff aged 60 and over by subject area of highest qualification**

Subject area	% 60 and over		% difference
	2008-09	2010-11	2008-09 to 2010-11
Medicine and dentistry	7%	7%	0%
Subjects allied to medicine	5%	6%	0%
Biological sciences	5%	6%	0%
Veterinary sciences/agriculture/related subjects	6%	5%	-1%
Physical sciences	8%	7%	-1%
Mathematical sciences	12%	11%	-1%
Engineering/technology/building/architecture	10%	9%	0%
Social/political/economic studies	11%	12%	1%
Law	8%	9%	0%
Business/administrative studies	11%	11%	0%
Computer science/librarianship/info science	6%	6%	0%
Languages	12%	12%	0%
Humanities	12%	12%	0%
Creative arts/design	9%	10%	0%
Education	12%	14%	2%
Unknown and combined subjects	10%	10%	0%
<b>Total</b>	<b>9%</b>	<b>9%</b>	<b>0%</b>

Notes: Pop AC.

### Professional and support staff

56. Table 18 shows the proportion of professional and support staff aged 60 and over by primary function. Other functions, which include professions such as chefs, electricians, caretakers, nursery nurses, security officers and cleaners, have the highest proportion at 14 per cent.

**Table 18 Proportion of professional and support staff aged 60 and over by primary function**

Primary function	% 60 and over		% difference
	2008-09	2010-11	2008-09 to 2010-11
Manager	7%	7%	0%
Non-academic professionals	5%	5%	0%
Technician	7%	7%	0%
Administrator	6%	6%	0%
Other	14%	14%	-1%
<b>Total</b>	<b>8%</b>	<b>8%</b>	<b>0%</b>

Notes: Pop PS.

57. Table 19 shows the proportion of professional and support staff aged under 30 by primary function. The highest proportions of under-30s are found in the administrator and technician functions, at 21 and 18 per cent respectively.

**Table 19 Proportion of professional and support staff aged under 30 by primary function**

Primary function	% under 30		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Manager	5%	4%	-1%
Non-academic professionals	12%	10%	-2%
Technician	19%	18%	-2%
Administrator	23%	21%	-2%
Other	14%	14%	0%
<b>Total</b>	<b>18%</b>	<b>16%</b>	<b>-1%</b>

Notes: Pop PS.

### Disability profile of the workforce

58. In terms of disability status, staff were returned on the HESA staff record in one of three categories for the 1995-96 to 2007-08 data collections:

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

59. From 2008-09 onwards, institutions were permitted to return up to two declared disabilities for every staff member in their return<sup>6</sup>. However, for the purposes of this report the information will be grouped into the three categories stated in the previous paragraph.

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

61. Paragraphs 62-68 consider the profile of disabled staff at English HEIs. In this section the proportion of disabled staff is small and so is presented to one decimal place. As a comparative figure, the Labour Force Survey showed that 15 per cent of those employed in the UK were disabled in 2010<sup>7</sup>.

### Initial overview

62. Table 20 compares the proportion of disabled staff in both academic and professional and support roles. It shows that the proportion is higher in the professional and support population.

<sup>6</sup> For more details on the disability fields DISABLE1 and DISABLE2 see the staff stream section of the HESA web-site ([www.hesa.ac.uk/index.php?option=com\\_collns&task=show\\_manuals&Itemid=233&r=08025](http://www.hesa.ac.uk/index.php?option=com_collns&task=show_manuals&Itemid=233&r=08025)).

<sup>7</sup> Calculated from an analysis of Office of National Statistics, Quarterly Labour Force Survey (Oct-Dec 2010), restricting population to those in employment and weighted using 'integer weight 2009' (see <http://dx.doi.org/10.5255/UKDA-SN-6715-1> for information about the dataset).

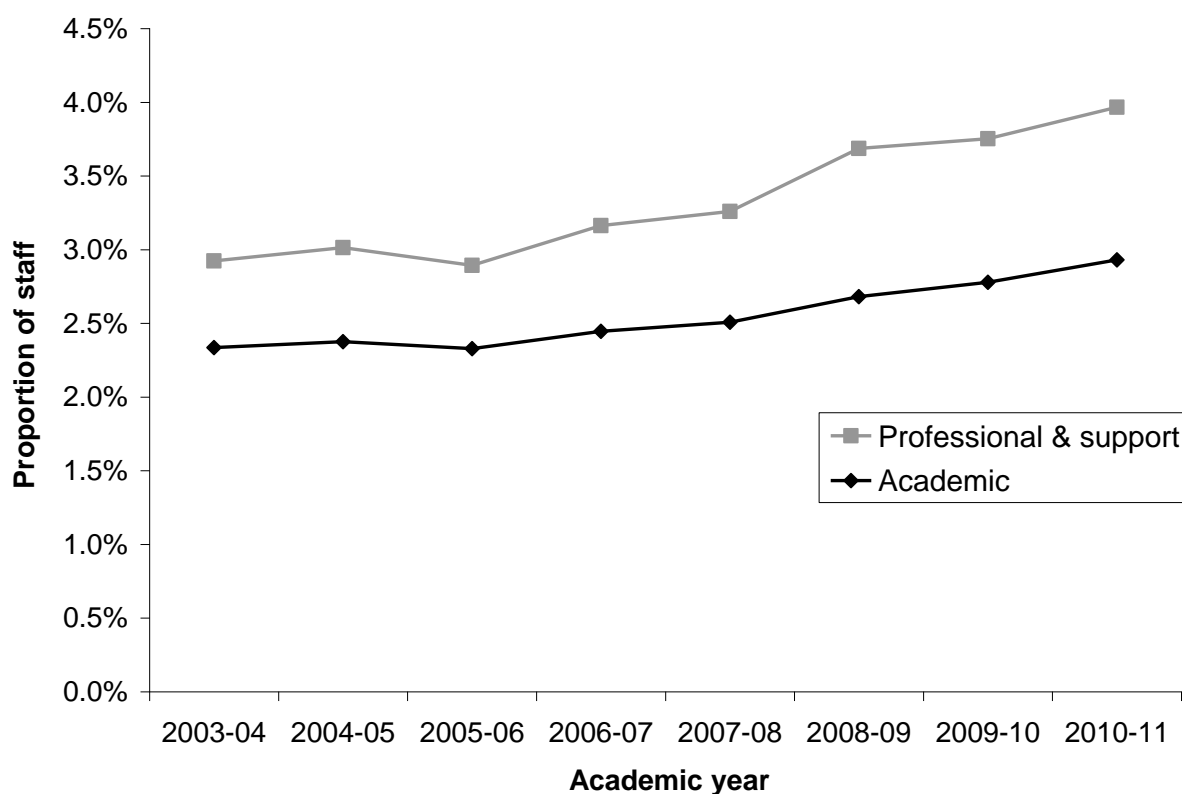
**Table 20 Comparison of staff by disability status in 2010-11**

Disability status	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Not known to be disabled	109,820	97.1%	135,700	96.0%
Declared disabled	3,315	2.9%	5,605	4.0%
<b>Total</b>	<b>113,135</b>	<b>100.0%</b>	<b>141,300</b>	<b>100.0%</b>

Notes: Pop AC and Pop PS.

63. Figure 8 goes on to show that the difference in proportion between the populations has increased from 0.6 per cent to 1.1 per cent declared disabled, between 2003-04 and 2010-11.

**Figure 8 Proportion of declared disabled staff by population**



Notes: Pop AC and Pop PS.

### Academic staff

64. Table 21 shows the proportion of declared disabled academic staff by mode of employment. There was only a range of 0.8 per cent between the highest and lowest proportions in 2010-11, and all modes saw an increase in proportion between 2008-09 and 2010-11.

**Table 21 Proportion of academic staff who are declared disabled by mode of employment**

Mode of employment	% declared disabled		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Full-time	2.6%	2.8%	0.2%
Part-time	3.2%	3.6%	0.4%
Low activity	2.5%	3.4%	0.9%
<b>Total</b>	<b>2.7%</b>	<b>2.9%</b>	<b>0.2%</b>

Notes: Pop AC.

65. Table 22 looks at the proportion of academic staff declared disabled by type of contract. Permanent academic staff included a higher proportion of declared disabled than non-permanent staff, a difference of 1 per cent in 2010-11.

**Table 22 Proportion of academic staff who are declared disabled by type of contract**

Type of contract	% declared disabled		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Permanent	3.0%	3.2%	0.2%
Non-permanent	1.9%	2.2%	0.3%
<b>Total</b>	<b>2.7%</b>	<b>2.9%</b>	<b>0.2%</b>

Notes: Pop AC.

66. Table 23 looks at the proportion of declared disabled academic staff by job group. The biggest increase in proportion was seen for assistant academics.

**Table 23 Proportion of academic staff who are declared disabled by job group**

Job group	% declared disabled		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Professors	2.4%	2.3%	0.0%
Senior academics	3.0%	3.0%	0.0%
Academics	2.9%	3.1%	0.2%
Assistant academics	2.2%	2.9%	0.7%
<b>Total</b>	<b>2.7%</b>	<b>2.9%</b>	<b>0.2%</b>

Notes: Pop AC.

67. Table 24 considers the differences in proportion of declared disabled staff by the subject of their highest qualification for 2010-11.



**Table 24 Proportion of academic staff who are declared disabled by subject area of highest qualification in 2010-11**

<b>Subject area</b>	<b>% declared disabled</b>
Medicine and dentistry	1.4%
Subjects allied to medicine	3.4%
Biological sciences	2.2%
Veterinary sciences/agriculture/related subjects	2.8%
Physical sciences	2.2%
Mathematical sciences	2.4%
Engineering/technology/building/architecture	2.1%
Social/political/economic studies	3.8%
Law	4.1%
Business/administrative studies	3.7%
Computer science/librarianship/info science	3.2%
Languages	2.8%
Humanities	2.9%
Creative arts/design	3.8%
Education	3.6%
Unknown and combined subjects	3.3%
<b>Total</b>	<b>2.9%</b>

Notes: Pop AC.

### **Professional and support staff**

68. Table 25 shows the proportion of professional and support staff declared disabled by primary function. All primary functions saw an increase in proportion and the biggest increase was seen for administrators.

**Table 25 Proportion of professional and support staff declared disabled by primary function**

<b>Primary function</b>	<b>% declared disabled</b>		<b>% difference 2008-09 to 2010-11</b>
	<b>2008-09</b>	<b>2010-11</b>	
Manager	2.8%	3.0%	0.2%
Non-academic professionals	3.6%	3.8%	0.2%
Technician	4.3%	4.6%	0.3%
Administrator	3.7%	4.1%	0.4%
Other	3.7%	3.9%	0.2%
<b>Total</b>	<b>3.7%</b>	<b>4.0%</b>	<b>0.3%</b>

Notes: Pop PS.

## Sex profile of the workforce

69. Paragraphs 70-76 discuss the sex of staff in English HEIs.

### Initial overview

70. Table 26 compares the two populations of staff by sex. It shows that most academics were male and most professional and support staff were female.

**Table 26 Comparison of staff by sex in 2010-11**

Sex	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Female	53,090	43%	94,455	62%
Male	69,660	57%	57,200	38%
<b>Total</b>	<b>122,750</b>	<b>100%</b>	<b>151,655</b>	<b>100%</b>

Notes: Pop AC and Pop PS.

### Academic staff

71. Table 27 shows the proportion of female academic staff by mode of employment. Around two in five full-time academics were female, compared to three in five part-time academics.

**Table 27 Proportion of academic staff who are female by mode of employment**

Mode of employment	% female		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Full-time	38%	39%	1%
Part-time	62%	61%	0%
Low activity	51%	51%	0%
<b>Total</b>	<b>42%</b>	<b>43%</b>	<b>1%</b>

Notes: Pop AC.

72. Table 28 looks at the proportion of female academic staff by type of contract. There was a higher proportion of female staff on non-permanent contracts than permanent contracts, but neither proportion was greater than half.

**Table 28 Proportion of academic staff who are female by type of contract**

Type of contract	% female		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Permanent	40%	42%	1%
Non-permanent	47%	47%	0%
<b>Total</b>	<b>42%</b>	<b>43%</b>	<b>1%</b>

Notes: Pop AC.

73. Table 29 looks at the proportion of female academic staff by job group. It shows that as the level of seniority increases the female proportion decreases.

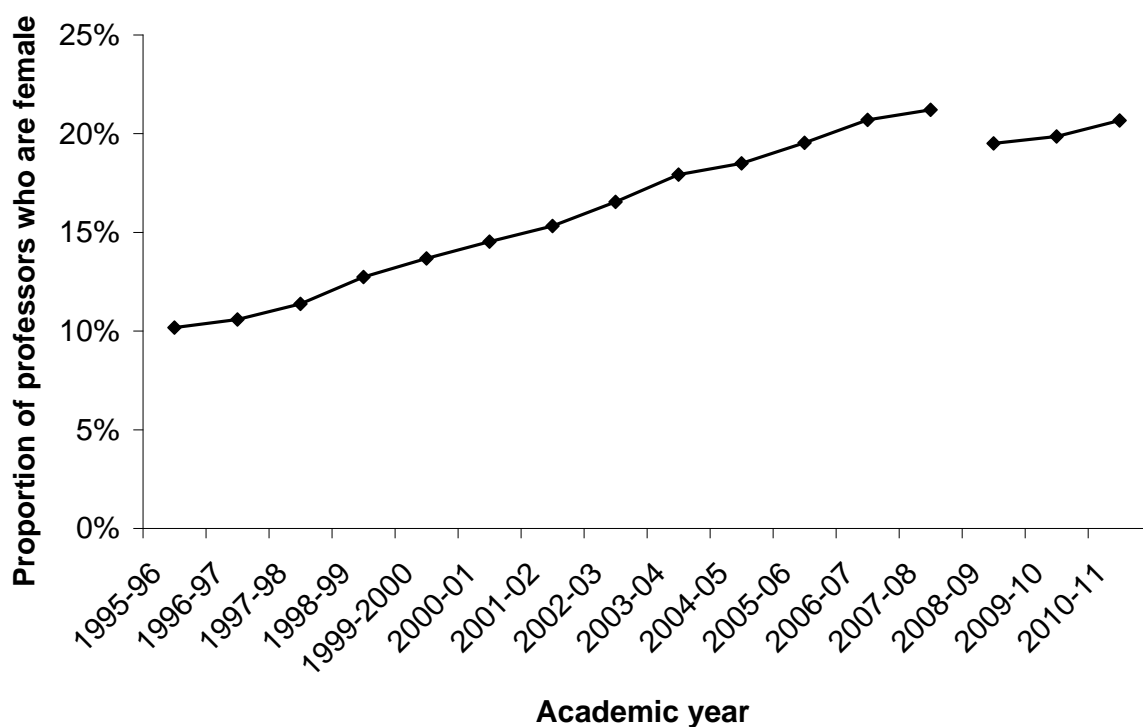
**Table 29 Proportion of academic staff who are female by job group**

Job group	% female		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Professors	20%	21%	1%
Senior academics	33%	35%	2%
Academics	46%	48%	1%
Assistant academics	50%	51%	0%
<b>Total</b>	<b>42%</b>	<b>43%</b>	<b>1%</b>

Notes: Pop AC.

74. Figure 9 looks more closely at female representation in senior positions and shows the proportion of professors who were female (see also Table 29). It shows that prior to 2008-09, when grade and grade proxies were used, the proportion increased from 10 to 21 per cent. Between 2008-09 and 2010-11 the proportion of female professors increased from 20 to 21 per cent.

**Figure 9 Proportion of academic staff at professorial grade by sex**



Notes: Pop AC. There is a break in the grade time series between 2007-08 and 2010-11, due to a change in the definition of grade, therefore the drop in proportion between these years is likely to be artificial.

75. Table 30 shows the proportion of female academics by subject of highest qualification. The highest female proportion was among those holding education qualifications, at 64 per cent in 2010-11, and the lowest was for those holding qualifications in engineering, technology, building and architecture, at 19 per cent in 2010-11.

**Table 30 Proportion of academic staff who are female by subject area of highest qualification**

Subject area	% female		% difference
	2008-09	2010-11	2008-09 to 2010-11
Medicine and dentistry	38%	40%	2%
Subjects allied to medicine	63%	62%	0%
Biological sciences	49%	50%	1%
Veterinary sciences/agriculture/related subjects	45%	50%	4%
Physical sciences	24%	25%	1%
Mathematical sciences	26%	27%	1%
Engineering/technology/building/architecture	18%	19%	1%
Social/political/economic studies	45%	47%	2%
Law	47%	48%	1%
Business/administrative studies	40%	42%	2%
Computer science/librarianship/info science	29%	29%	0%
Languages	54%	56%	1%
Humanities	38%	39%	1%
Creative arts/design	42%	43%	0%
Education	62%	64%	2%
Unknown and combined subjects	46%	47%	1%
<b>Total</b>	<b>42%</b>	<b>43%</b>	<b>1%</b>

Notes: Pop AC.

### Professional and support staff

76. Table 31 shows the proportion of female professional and support staff by primary function. In 2010-11, four-fifths of administrators were female, while only one in three technicians were women.

**Table 31 Proportion of professional and support staff who are female by primary function**

Primary function	% female		% difference
	2008-09	2010-11	2008-09 to 2010-11
Manager	52%	53%	1%
Non-academic professionals	58%	59%	1%
Technician	35%	34%	0%
Administrator	81%	80%	-1%
Other	51%	50%	-1%
<b>Total</b>	<b>62%</b>	<b>62%</b>	<b>0%</b>

Notes: Pop PS.

## Nationality profile of the workforce

77. Paragraphs 78-83 consider the nationality of staff in English HEIs. Where non-UK nationals are split into EU and non-EU groups, EU is defined to be one of the other 26 EU-member nationalities<sup>8</sup>.

### Initial overview

78. Table 32 compares the nationality profiles for the two overall populations of staff. It shows that one in four academics have a non-UK nationality compared to approximately one in ten professional and support staff.

**Table 32 Comparison of staff by nationality in 2010-11**

Nationality	Academic		Professional and support	
	Number of staff	%	Number of staff	%
EU	16,060	13%	6,395	4%
Non-EU	14,195	12%	6,425	4%
UK	89,070	75%	134,200	91%
<b>Total</b>	<b>119,325</b>	<b>100%</b>	<b>147,020</b>	<b>100%</b>

Notes: Pop AC and Pop PS.

### Academic staff

79. Table 33 shows the proportion of non-UK nationality staff by type of contract. The proportion of non-UK nationality staff with non-permanent contracts is twice that of those on permanent contracts.

**Table 33 Proportion of academic staff who have a non-UK nationality by type of contract**

Type of contract	% of non-UK nationals		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Permanent	19%	20%	2%
Non-permanent	39%	39%	0%
<b>Total</b>	<b>24%</b>	<b>25%</b>	<b>1%</b>

Notes: Pop AC.

80. Table 34 considers the proportion of non-UK nationals by job group. The proportion decreases as seniority of job increases.

<sup>8</sup> As listed on the Europa web-site at date of publication (see [http://europa.eu/about-eu/countries/index\\_en.htm](http://europa.eu/about-eu/countries/index_en.htm)).

**Table 34 Proportion of academic staff who have a non-UK nationality by job group**

Job group	% of non-UK nationals		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Professors	16%	17%	1%
Senior academics	16%	18%	2%
Academics	23%	25%	2%
Assistant academics	37%	36%	-2%
<b>Total</b>	<b>24%</b>	<b>25%</b>	<b>1%</b>

Notes: Pop AC.

81. Table 35 looks at the differences in proportions of staff with non-UK nationality by the subject of their highest qualification. The biggest increase in proportion was observed for those in mathematical sciences and business and administrative studies, at 3 per cent, and the biggest decrease was observed in medicine and dentistry, at 1 per cent.

**Table 35 Proportion of academic staff who have a non-UK nationality by subject area**

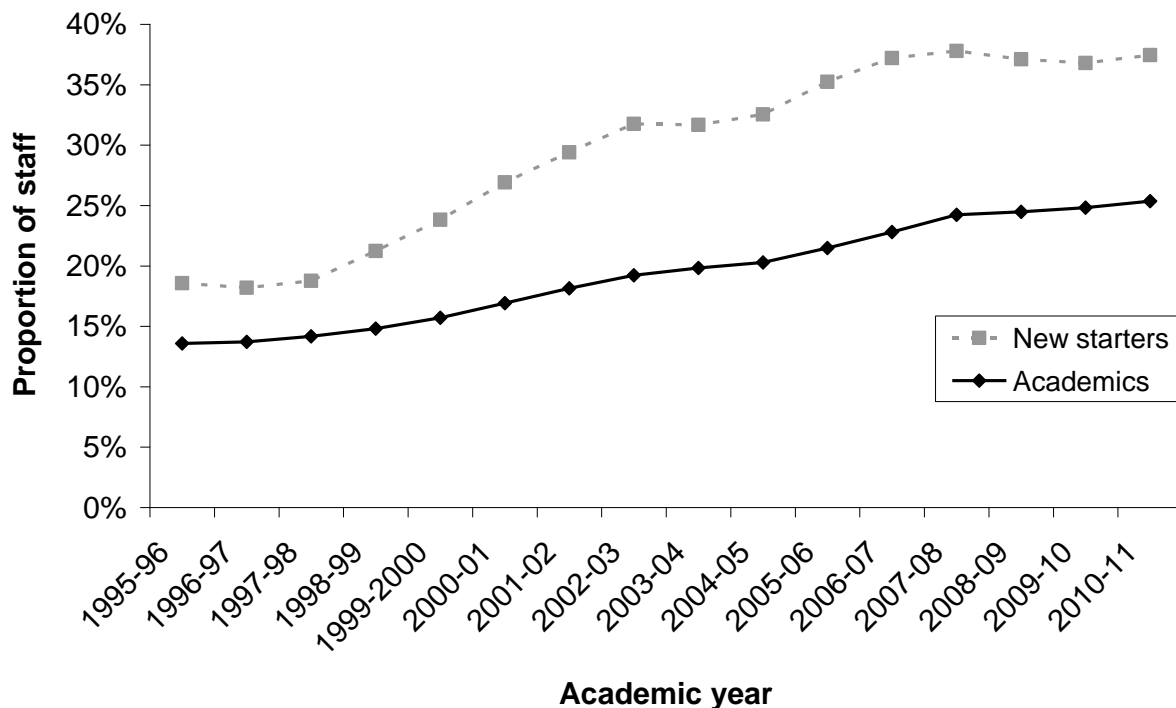
Subject area	% of non-UK nationals		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Medicine and dentistry	24%	23%	-1%
Subjects allied to medicine	17%	18%	1%
Biological sciences	26%	26%	1%
Veterinary sciences/agriculture/related subjects	23%	23%	1%
Physical sciences	31%	31%	0%
Mathematical sciences	30%	33%	3%
Engineering/technology/building/architecture	33%	35%	1%
Social/political/economic studies	25%	27%	2%
Law	19%	21%	2%
Business/administrative studies	22%	25%	3%
Computer science/librarianship/info science	28%	29%	1%
Languages	27%	28%	2%
Humanities	22%	24%	2%
Creative arts/design	12%	12%	1%
Education	8%	8%	0%
Unknown and combined subjects	28%	28%	0%
<b>Total</b>	<b>24%</b>	<b>25%</b>	<b>1%</b>

Notes: Pop AC.

82. Figure 10 looks more closely at the increasing proportion of non-UK nationality. The proportion of non-UK staff is higher in the academic new starter population than the whole

academic population, 37 per cent compared to 25 per cent in 2010-11<sup>9</sup>. Further, the proportion has increased at a faster rate for new starters than for all academics, a 19 per cent increase compared to 12 per cent between 1995-96 and 2010-11.

**Figure 10 Proportion of non-UK nationality staff comparing academics with academic new starters**



Notes: Pop AC. New starters are a subset of this population defined as academics under 30 who have been on their current contract for less than two years.

**Professional and support staff**

83. Table 36 shows the proportion of non-UK staff in the professional and support staff population by primary function. The highest proportion was at 12 per cent for other functions, which include professions such as chefs, electricians, caretakers, nursery nurses, security officers and cleaners.

<sup>9</sup> New starters are defined as academics under 30 years old who have been on their current contract for less than two years.

**Table 36 Proportion of professional and support staff who have a non-UK nationality by primary function**

Primary function	% of non-UK nationals		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Manager	6%	6%	0%
Non-academic professionals	8%	9%	0%
Technician	9%	10%	1%
Administrator	8%	8%	0%
Other	12%	12%	0%
<b>Total</b>	<b>9%</b>	<b>9%</b>	<b>0%</b>

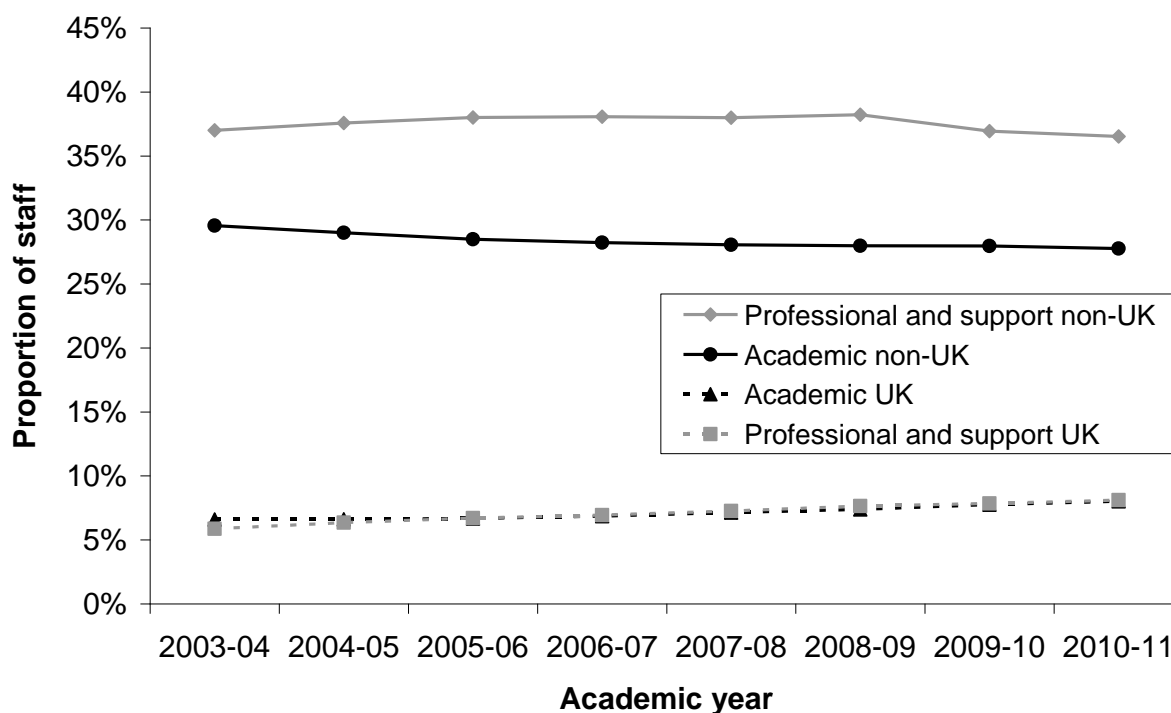
Notes: Pop PS.

### Ethnicity profile of the workforce

84. Paragraphs 85-98 consider the ethnicity of staff in English HEIs.

85. Figure 11 shows the proportion of staff from a black and minority ethnic (BME) background split by population and nationality. The proportions are noticeably different for UK and non-UK nationality staff, so tables and figures in the ethnicity profile section of this report relate to UK nationals, unless otherwise stated. Tables that relate to non-UK nationals can be found in Annex D.

**Figure 11 Proportion of staff from BME backgrounds by nationality**



86. Again it is useful to compare this to the proportion of the UK labour force who are from a BME background, which was reported to be 7 per cent for UK nationality and 28 per cent for non-



UK nationality respondents in 2010<sup>10</sup>. The proportions of BME staff are generally higher for staff in English HEIs than in the UK labour force.

### Initial overview

87. Table 37 compares the ethnicity profiles for the two overall populations of UK nationality staff. The profiles are quite similar, with the vast majority of staff from a white ethnic background.

**Table 37 Comparison of UK national staff by ethnicity in 2010-11**

Ethnicity	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Asian/Asian British	2,815	3%	4,680	4%
Black/Black British	1,020	1%	3,050	2%
Chinese	1,095	1%	730	1%
Mixed and other ethnic backgrounds	1,845	2%	2,000	2%
White	77,775	92%	118,505	92%
<b>Total</b>	<b>84,550</b>	<b>100%</b>	<b>128,965</b>	<b>100%</b>

Notes: Pop AC and Pop PS (UK nationality).

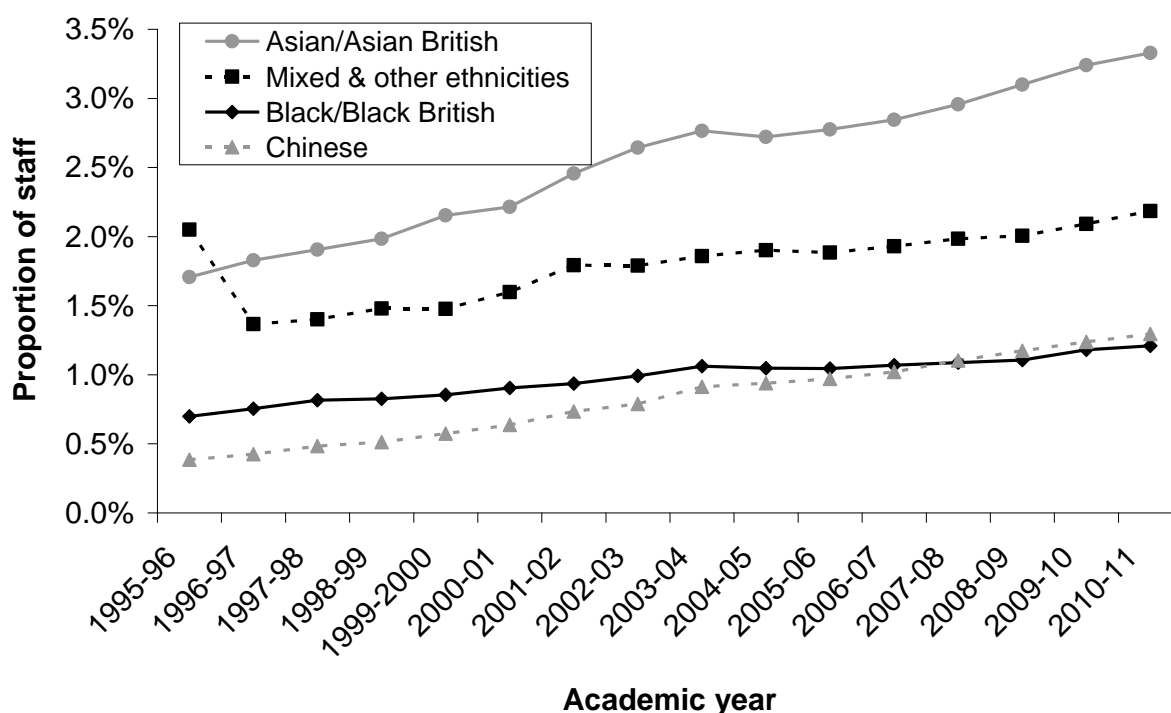
88. Non-UK national staff had more varied proportions, with 72 per cent of academics and 63 per cent of professional and support staff from a white ethnic background (see Table D1 of Annex D).

### Academic staff

89. Figure 12 shows the proportion of UK nationality academic staff from a BME background over the period of 1995-96 to 2010-11. Asian and Asian British staff make up the highest proportion of UK academic staff with a BME background and have also seen the biggest increase since 1995-96, one of almost 2 per cent.

<sup>10</sup> Calculated from an analysis of Office of National Statistics, Quarterly Labour Force Survey (Oct-Dec 2010), restricting population to those in employment and weighted using 'integer weight 2009' (see <http://dx.doi.org/10.5255/UKDA-SN-6715-1> for information about the dataset).

**Figure 12 Proportion of UK national academic staff from BME backgrounds by ethnicity**



Notes: Pop AC (UK nationality). See Figure D1 of Annex D for non-UK nationality staff.

90. Table 38 shows the proportion of UK nationality academic staff from BME backgrounds by type of contract. Permanent staff have the same proportion as that seen in the wider UK workforce, at 7 per cent, and non-permanent staff have a higher proportion than this, at 10 per cent.

**Table 38 Proportion of UK national academic staff who are from a BME background by type of contract**

Type of contract	% BME		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Permanent	7%	7%	1%
Non-permanent	10%	10%	1%
<b>Total</b>	<b>7%</b>	<b>8%</b>	<b>1%</b>

Notes: Pop AC (UK nationality).

91. Staff with a non-UK nationality also had a lower proportion of permanent staff from a BME background, at 24 per cent in 2010-11, than of non-permanent staff, at 34 per cent (see Table D2 of Annex D).

92. Table 39 shows the proportion of UK academic staff from BME backgrounds by job group. There was little variation from the overall proportion, but senior academics and professors had a slightly lower proportion than academics and assistant academics.

**Table 39 Proportion of academic staff of UK nationality who are from a BME background by job group**

Job group	% BME		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Professors	6%	7%	1%
Senior academics	7%	7%	0%
Academics	8%	9%	1%
Assistant academics	8%	8%	0%
<b>Total</b>	<b>7%</b>	<b>8%</b>	<b>1%</b>

Notes: Pop AC (UK nationality).

93. Non-UK nationality academic staff saw more variation from the overall proportion by job group, with the proportion of BME staff increasing as the seniority of the role increased. In 2010-11, professors had a proportion of 14 per cent compared to assistant academics who had a proportion of 34 per cent (see Table D3 of Annex D).

94. Table 40 shows the proportion of UK national academics from a BME background by subject of highest qualification. In 2010-11, those with qualifications in medicine and dentistry and engineering, technology, building and architecture had significantly higher proportions of BME staff, at 18 and 14 per cent respectively, than the overall proportion of 8 per cent.

**Table 40 Proportion of UK national academic staff who are from a BME background by subject area**

Subject area	% BME		% difference
	2008-09	2010-11	2008-09 to 2010-11
Medicine and dentistry	16%	18%	2%
Subjects allied to medicine	9%	10%	1%
Biological sciences	7%	7%	0%
Veterinary sciences/agriculture/related subjects	3%	4%	1%
Physical sciences	6%	6%	0%
Mathematical sciences	6%	7%	1%
Engineering/technology/building/architecture	13%	14%	1%
Social/political/economic studies	7%	7%	1%
Law	8%	8%	0%
Business/administrative studies	8%	9%	1%
Computer science/librarianship/info science	9%	10%	1%
Languages	4%	5%	1%
Humanities	4%	4%	0%
Creative arts/design	4%	4%	0%
Education	4%	5%	1%
Unknown and combined subjects	8%	9%	1%
<b>Total</b>	<b>7%</b>	<b>8%</b>	<b>1%</b>

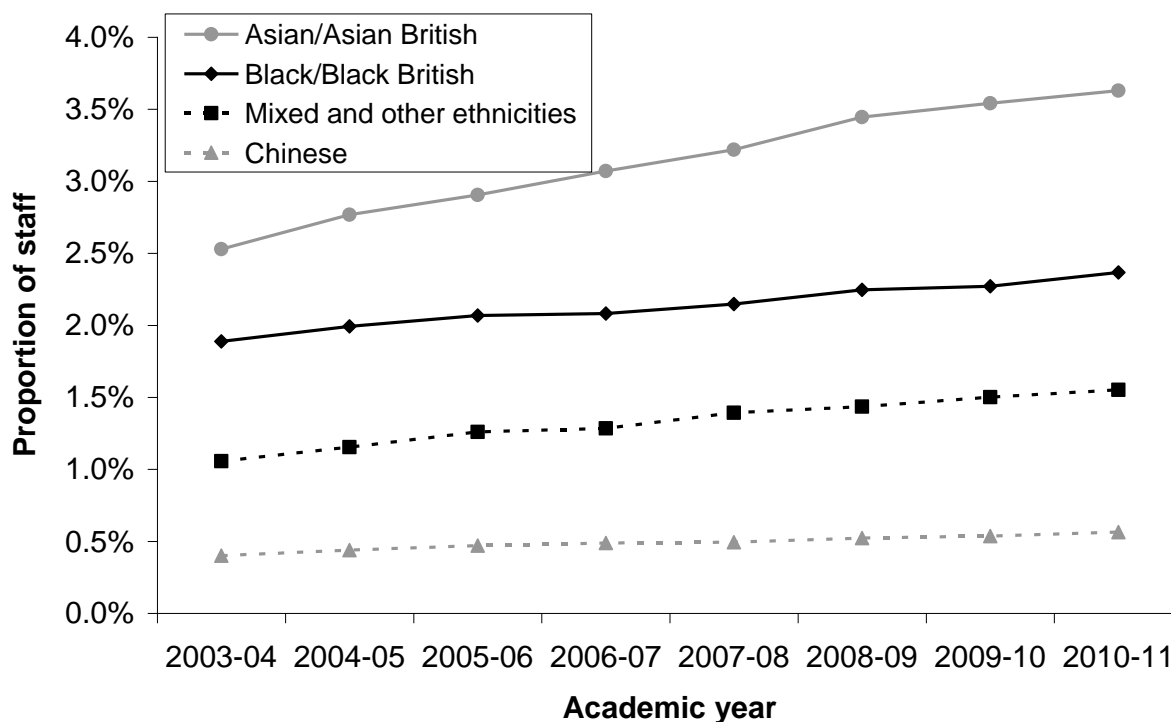
Notes: Pop AC (UK nationality).

95. Non-UK national academic staff also had high proportions of BME staff in these two subject areas: 39 per cent for medicine and dentistry, and 49 per cent for engineering, technology, building and architecture, in 2010-11. Additionally however, non-UK national academic staff had high proportions for business and administrative studies and computer science, librarianship and information science, 42 and 37 per cent respectively.

### **Professional and support staff**

96. Figure 13 shows the proportion of UK nationality professional and support staff from a BME background over the period 2003-04 to 2010-11. As with Figure 12, Asian and Asian British staff have the highest proportion and have seen the biggest increase since 2003-04, increasing by 1 per cent.

**Figure 13 Proportion of UK national professional and support staff from BME backgrounds by ethnicity**



Notes: Pop PS (UK nationality). See Figure D2 of Annex D for non-UK nationality staff.

97. Table 41 shows the proportion of professional and support staff who are from BME backgrounds, again the proportion is broadly as observed in the wider UK workforce. Technicians and administrators had the highest proportion, at 9 per cent in 2010-11.

**Table 41 Proportion of UK national professional and support staff who are from a BME background by primary function**

Primary function	% BME		% difference
	2008-09	2010-11	2008-09 to 2010-11
Manager	5%	6%	1%
Non-academic professionals	7%	8%	0%
Technician	9%	9%	1%
Administrator	8%	9%	0%
Other	7%	7%	1%
<b>Total</b>	<b>8%</b>	<b>8%</b>	<b>0%</b>

Notes: Pop PS (UK nationality).

98. In 2010-11 non-UK national professional and support staff had more variation by primary function; Other functions had the highest proportion of staff from a BME background, at 55 per cent, and managers had the lowest proportion at 18 per cent.

## Salary profile of the workforce

99. The HE workforce comprises a complex mixture of staff. In order to present salaries that are representative of the HE workforce as a whole, this section excludes clinical staff<sup>11</sup>. Clinical staff are more likely to be graded using the clinical academic pay scale, which is different to the national framework pay scale that most members of staff are linked to<sup>12</sup>.

100. For time series comparisons the mean salary is used, as this is a more sensitive measure of the average salary than the median. However, for comparisons of different groups within a year the median is the more appropriate measure to use, as it is not as affected by abnormally high or low salaries within the smaller groups.

### Initial overview

101. Table 42 compares the salary profiles for the two overall populations of staff. The modal category for academics was £40,001 to £50,000, higher than that of professional and support staff at £20,001 to £30,000.

**Table 42 Comparison of staff by salary in 2010-11**

Salary band	Academic		Professional and support	
	Number of staff	%	Number of staff	%
£10,000 and below	585	0%	645	0%
£10,000 to £20,000	1,740	1%	44,550	29%
£20,001 to £30,000	13,745	11%	56,135	37%
£30,001 to £40,000	33,925	28%	27,860	18%
£40,001 to £50,000	37,635	31%	14,575	10%
£50,001 to £60,000	19,330	16%	4,945	3%
£60,001 to £70,000	5,885	5%	1,205	1%
£70,001 to £80,000	3,575	3%	645	0%
£80,001 to £90,000	3,260	3%	420	0%
£90,001 to £100,000	1,395	1%	205	0%
£100,001 and above	1,680	1%	460	0%
<b>Total</b>	<b>122,750</b>	<b>100%</b>	<b>151,645</b>	<b>100%</b>

Notes: Pop AC and Pop PS (clinical staff excluded).

### Academic staff

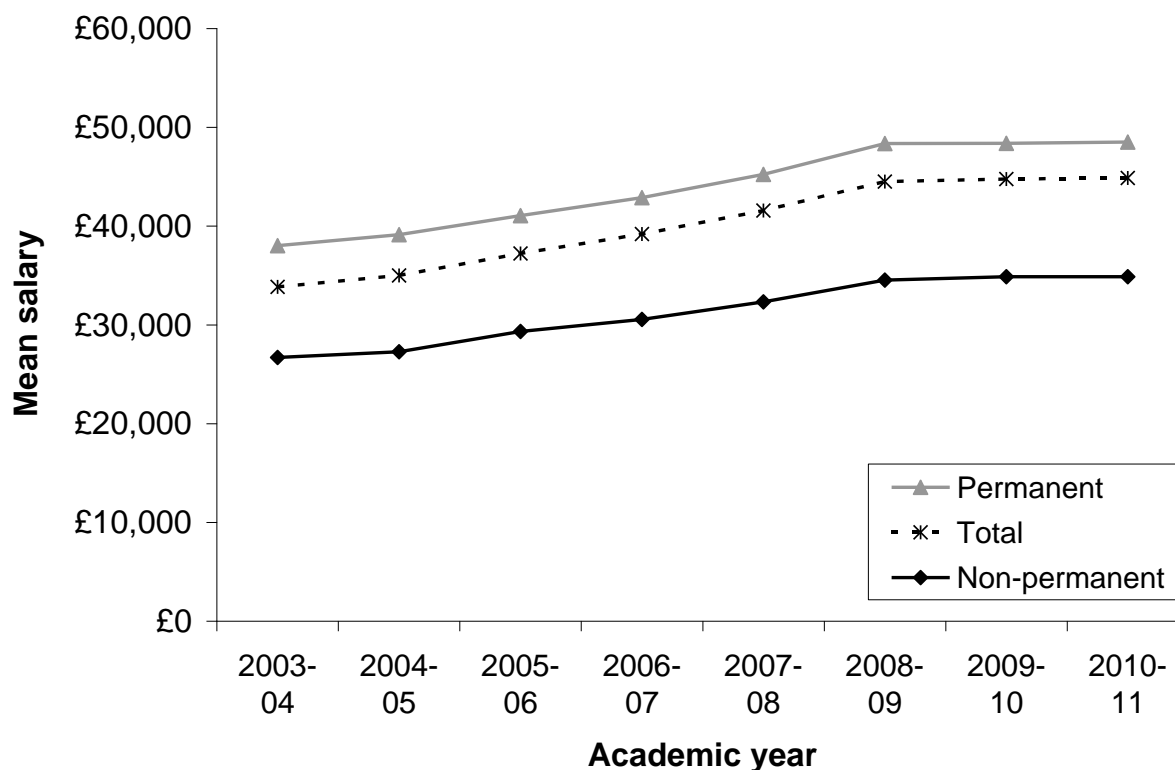
102. Figure 14 shows the average salary for academic staff by type of contract over the period 2003-04 to 2010-11. Between 2003-04 and 2008-09 the average salary increased year on year, a percentage change of 27 per cent for permanent staff and 29 per cent for non-permanent staff. However, for 2008-09 to 2010-11 the average remained at around £48,400 for permanent staff

<sup>11</sup> Defined using the HESA 'clinical' field, where available, for all years analysed; otherwise defined as staff with medicine and dentistry as their highest qualification.

<sup>12</sup> For more information about the national framework pay scale see the UCEA web-site ([www.ucea.ac.uk/en/Pay\\_and\\_Reward/Framework\\_Agreement/](http://www.ucea.ac.uk/en/Pay_and_Reward/Framework_Agreement/)).

and £34,800 for non-permanent staff. This levelling out of salary increase coincides with the end of the 2006 pay agreement and the subsequent introduction of more limited pay awards in UK HE and the economy as a whole.

**Figure 14 Average mean salary of academics by contract type**



Notes: Pop AC (medicine and dentistry staff excluded).

103. Given the difference in average salary for those on non-permanent contracts compared with those on permanent contracts, the following salary tables and analyses concentrate on the permanent academic staff.

104. Table 43 shows the median salary of permanent academic staff by job group. The pay gap between those in assistant academic roles and those with professorial roles has increased from £37,370 in 2008-09 to £37,830 in 2010-11.

**Table 43 Average median salary of permanent academics by job group**

Job group	Median salary		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Professors	£67,960	£68,700	1%
Senior academics	£53,650	£54,130	1%
Academics	£43,620	£44,020	1%
Assistant academics	£30,590	£30,870	1%
<b>Total</b>	<b>£44,930</b>	<b>£45,340</b>	<b>1%</b>

Notes: Pop AC (with clinical staff and staff on non-permanent contracts excluded). Average salary values rounded to the nearest £10.

105. Table 44 shows the median salary of permanent academics by subject area and sex: the median is lower for females than males across all subject areas. The difference in median salaries between males and females is smallest for creative arts, at £1,280, and biggest for medicine and dentistry, at £8,540.

**Table 44 Median salary of permanent academics by subject area**

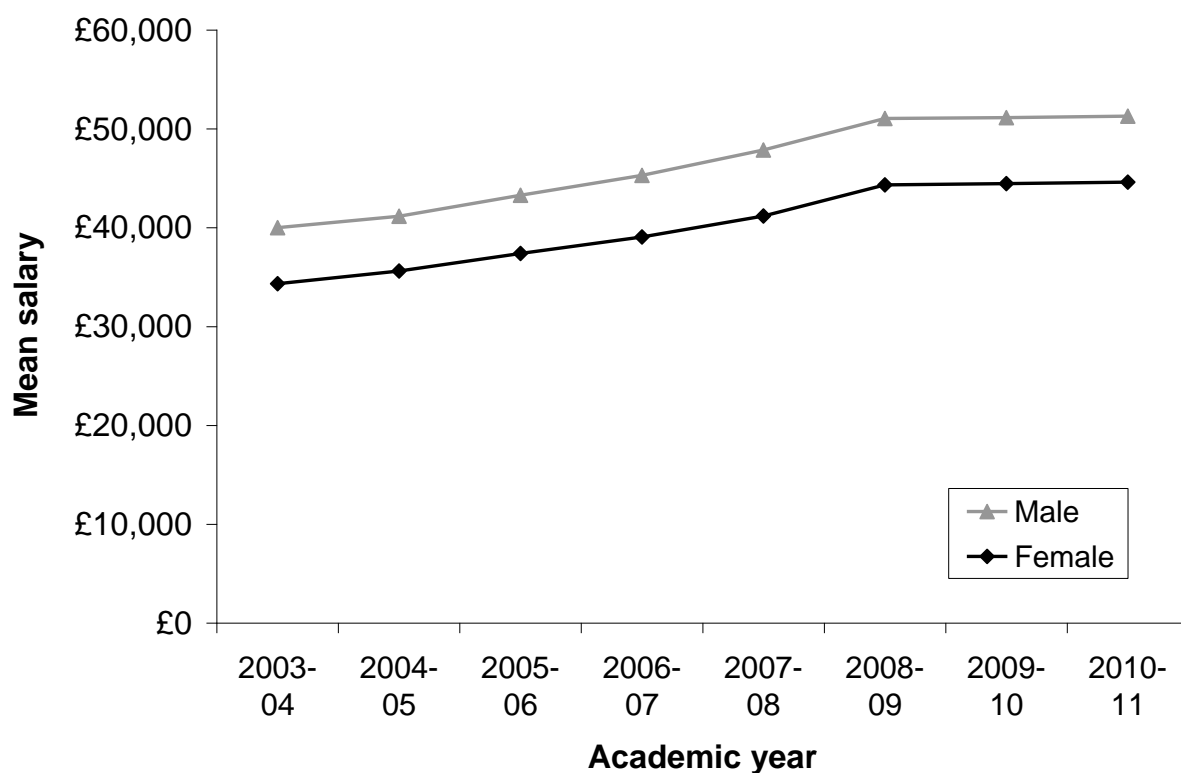
Subject area	Median salary		
	Total	Female	Male
Medicine and dentistry	£45,340	£44,020	£52,560
Subjects allied to medicine	£44,340	£44,020	£45,360
Biological sciences	£45,340	£43,200	£48,100
Veterinary sciences/agriculture/related subjects	£44,090	£42,730	£46,700
Physical sciences	£49,540	£44,020	£52,350
Mathematical sciences	£49,540	£44,280	£52,560
Engineering/technology/building/architecture	£46,700	£44,020	£47,310
Social/political/economic studies	£46,700	£44,340	£51,030
Law	£46,700	£45,340	£49,540
Business/administrative studies	£45,340	£44,020	£45,340
Computer science/librarianship/info science	£45,340	£44,020	£45,340
Languages	£45,340	£44,020	£49,540
Humanities	£47,470	£44,300	£50,990
Creative arts/design	£44,020	£42,730	£44,020
Education	£44,020	£44,020	£45,340
Unknown and combined subjects	£41,490	£39,940	£44,020
<b>All subject areas</b>	<b>£45,340</b>	<b>£44,020</b>	<b>£46,700</b>

Notes: Pop AC (with clinical staff and staff on non-permanent contracts excluded). Median salary values rounded to the nearest £10.

106. Figure 15 shows the difference in mean salaries for males and females between 2003-04 and 2010-11. The difference has increased from £5,690 in 2003-04 to £6,680 in 2010-11.



Figure 15 Mean salary of permanent academics by sex

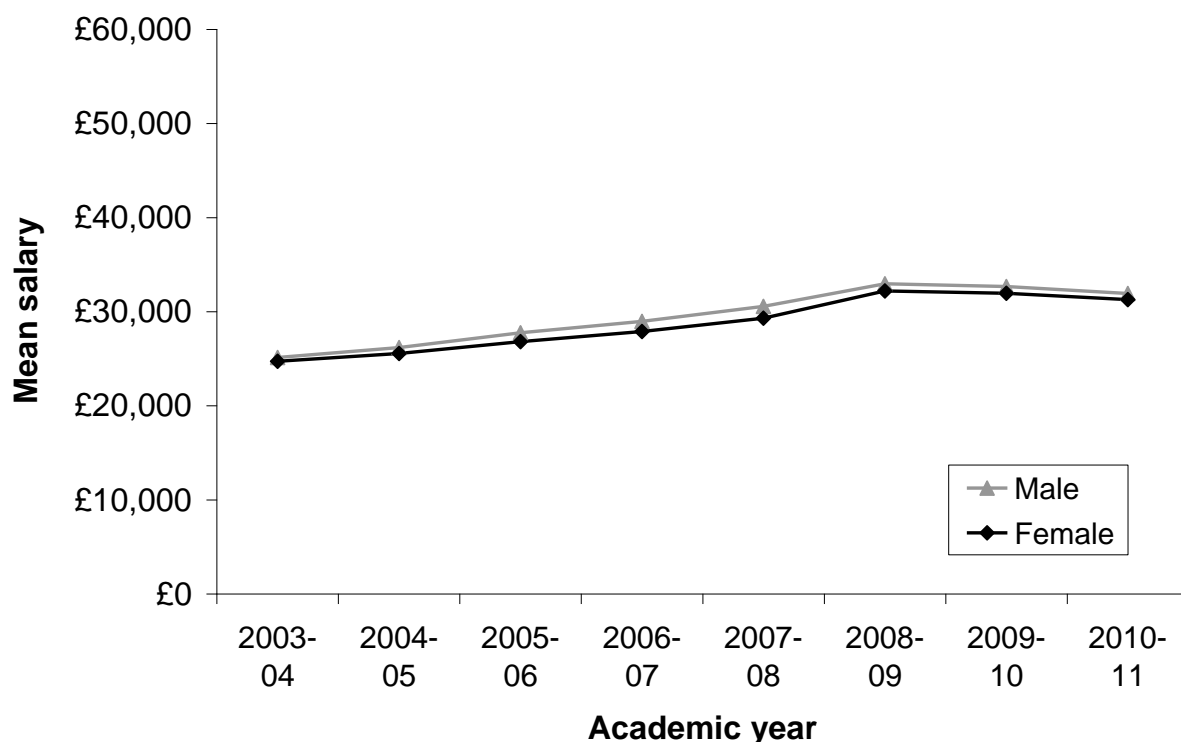


Notes: Pop AC (with medicine and dentistry and non-permanent staff excluded).

107. The difference between average salaries of males and females can be partly explained by the different age, subject and grade profiles of the groups. Figure 16 shows the mean salary for male and female new starters<sup>13</sup>. There is still a difference in salaries, but this is smaller than that seen in Figure 15, increasing from £400 to £640 between 2003-04 and 2010-11.

<sup>13</sup> New starters are defined as academics under 30 years old who have been on their current contract for less than two years.

**Figure 16 Mean salary of permanent academic new starters by sex**



Notes: Pop AC with medicine and dentistry and non-permanent staff excluded, also restricting to new starters subset.

108. Table 45 shows the median salary for permanent academic staff by disability status. The median salary for disabled staff decreased between 2008-09 and 2010-11 while the average salary for those who are not disabled increased, resulting in a difference of £1,000 in 2010-11.

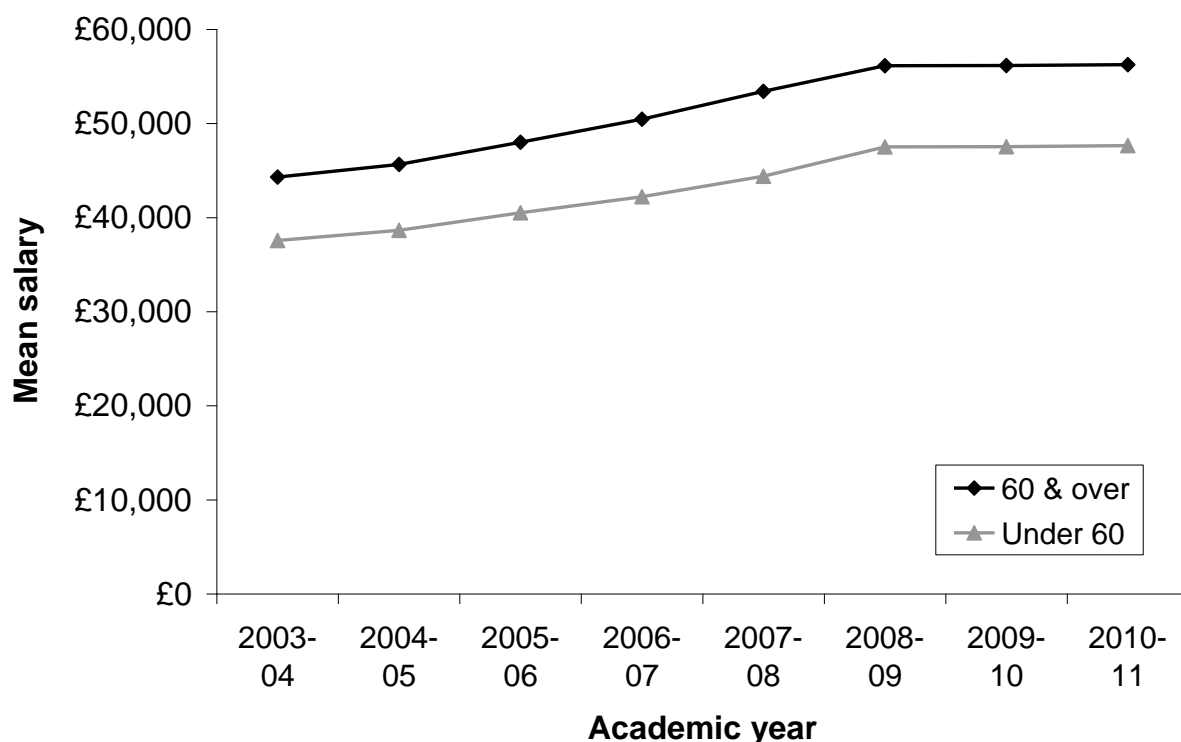
**Table 45 Median salary of permanent academics by disability status**

Disability status	Median salary		% difference 2008-09 to 2010-11
	2008-09	2010-11	
Not known to be disabled	£44,930	£45,340	1%
Declared disabled	£44,930	£44,340	-1%
<b>Total</b>	<b>£44,930</b>	<b>£45,340</b>	<b>1%</b>

Notes: Pop AC (with clinical staff and staff on non-permanent contracts excluded). Median salary values rounded to the nearest £10.

109. Figure 17 shows the mean salaries for those under 60 and those over 60. The pay gap increased from £6,740 in 2003-04 to £8,600 in 2010-11.

**Figure 17 Mean salary of permanent academics by sex**



Notes: Pop AC (with medicine and dentistry and non-permanent staff excluded).

110. Part of the difference in average salary by age group is explained by job group, so Table 46 shows the median salary for permanent academics by job group. This shows that the age pay gap increases with seniority.

**Table 46 Median salary of permanent academics by age group and job group for 2010-11**

Job group	Median salary		Difference between under- and over-60s
	under 60	over 60	
Professors	£68,110	£72,610	£4,500
Senior academics	£54,130	£54,130	£0
Academics	£44,020	£44,020	£0
Assistant academics	£30,870	£26,630	£-4,240
<b>Total</b>	<b>£45,060</b>	<b>£52,560</b>	<b>£7,500</b>

Notes: Pop AC (with clinical staff and staff on non-permanent contracts excluded). Median salary values rounded to the nearest £10.

111. Table 47 shows the effect of nationality and ethnicity on the median salary of permanent academic staff. This shows a difference in median salary between UK and non-UK staff, with UK staff earning more than non-UK staff for both ethnicity groups. Further, within these nationality groups there is a difference between median salaries for those from BME and white backgrounds for non-UK staff but not for UK staff.

**Table 47 Median salary of permanent academics by nationality and ethnicity for 2010-11**

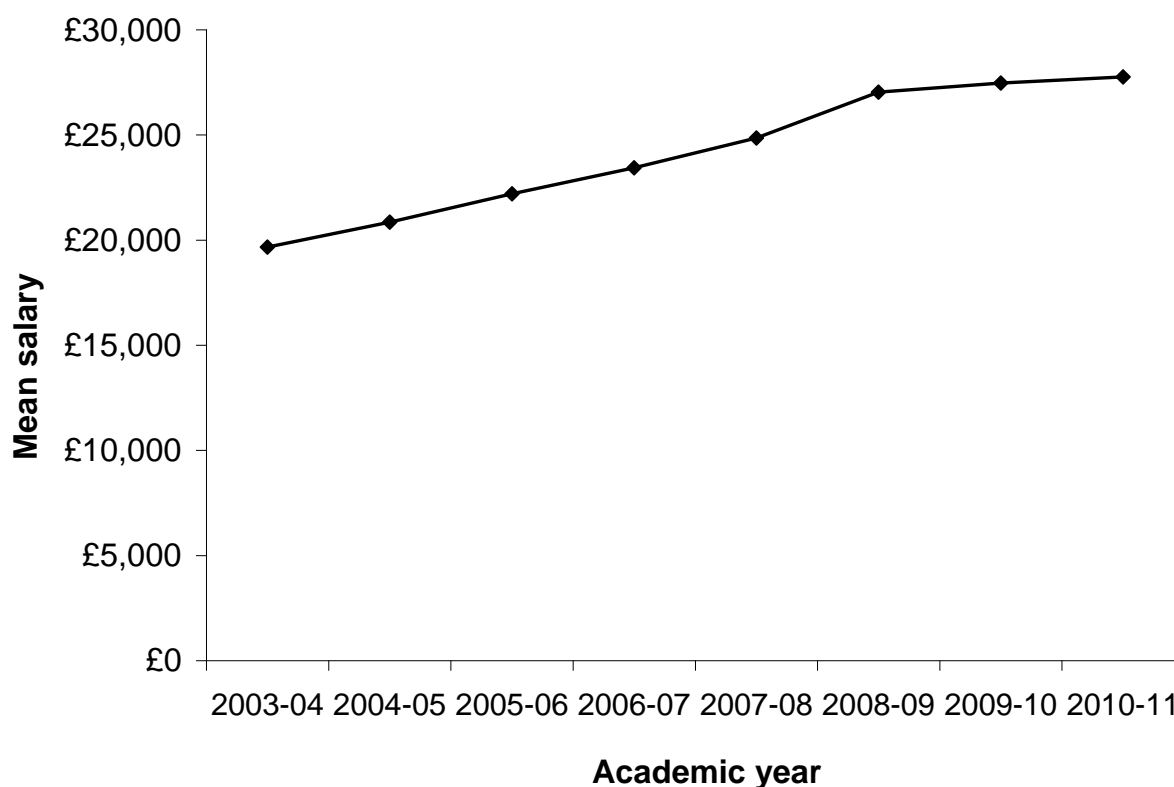
Nationality	Median salary		Difference between BME and white ethnic groups
	BME	White	
Non-UK	£41,650	£44,020	£2,360
UK	£45,340	£45,340	£0
<b>Total</b>	<b>£44,020</b>	<b>£45,340</b>	<b>£1,320</b>

Notes: Pop AC (with clinical staff and staff on non-permanent contracts excluded). Median salary values rounded to the nearest £10.

### Professional and support staff

112. Figure 18 shows the mean salary for professional and support staff between 2003-04 and 2010-11. There were year-on-year increases of at least 6 per cent between 2003-04 and 2008-09; however, between 2008-09 and 2010-11 the percentage increase dropped to around 1.5 per cent a year.

**Figure 18 Mean salary of professional and support staff**



Notes: Pop PS (excluding medicine and dentistry).

113. Table 48 shows the average mean and median salary for professional and support staff by primary function. All functions have seen an increase in mean salary between 2008-09 and 2010-11. Managers had the highest median salary and other functions had the lowest with a difference of £28,660 in 2010-11.

**Table 48 Mean and median salary of professional and support staff by primary function**

Primary function	Median salary		% difference	Mean salary		% difference
	2008-09	2010-11		2008-09	2010-11	
Manager	£43,620	£44,020	1%	£47,570	£48,350	2%
Non-academic professionals	£36,530	£36,050	-1%	£38,200	£38,750	1%
Technician	£27,180	£28,140	4%	£28,160	£28,720	2%
Administrator	£22,170	£22,970	4%	£23,980	£24,430	2%
Other	£15,120	£15,350	2%	£16,850	£17,190	2%
<b>Total</b>	<b>£23,450</b>	<b>£24,370</b>	<b>4%</b>	<b>£27,070</b>	<b>£27,800</b>	<b>3%</b>

Notes: Pop PS (excluding clinical staff). Median and mean salary values rounded to the nearest £10.

## Annex A

### Additional information on data sources

1. In addition to the data source information given in paragraph 25 of the main report, Annex A describes our sources for the populations and attribute groupings discussed in the main report.

#### Individualised staff records

2. The Higher Education Statistics Agency (HESA)'s individualised staff records extended their coverage of academic staff to include atypical staff and professional and support staff in 2003-04. They also included contracts with a full-time equivalence (FTE) of less than 25 per cent. The differences between the old HESA record to the new make 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, any notable changes between 2002-03 and 2003-04 should be treated with caution.
- b. The new record, had more unknown or default entries in several fields, which have been caused by changes in data validation rules. This especially affects salary and subject area and suggests that analysis may be affected by poor data quality.

#### New method of coding subject areas

3. 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 between 2002-03 and 2003-04.

#### Classification of staff grades

4. Earlier staff reports in this series (HEFCE 2008/26 and HEFCE 2010/06) categorised staff into historical grades (professor, senior lecturer/researcher, lecturer and researcher) using a methodology based on the average overall inflation rates (see Annex A, HEFCE 2007/36 for details).

5. In 2008-09 HESA introduced a new staff data collection table which recorded details about the grade and salary band of staff. This followed the introduction of a national pay framework which has been implemented voluntarily since 2004<sup>14</sup>. The framework was locally determined at institutional level and aligns staff to a national pay scale agreed by many trade unions.

6. Given the varied nature of grade structures at different institutions we have decided to report using broad academic job groups derived from salary spine points on the pay scale and the professor indicator (see Table A1). Table A2 summarises some of the job titles provided by institutions for members of staff in each of these groups.

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<sup>14</sup> See [www.ucea.ac.uk/en/Pay\\_and\\_Reward/Framework\\_Agreement/](http://www.ucea.ac.uk/en/Pay_and_Reward/Framework_Agreement/) for details on the framework and its implementation.

**Table A1 Grouping of staff into academic grade**

Job group	Professorial status	Annual salary bounds			Spine point bounds
		2008-09	2009-10	2010-11	
Professor	Professor	None	None	None	None
Senior academic	Not a professor	greater than or equal to £50,569	greater than or equal to £50,822	greater than or equal to £50,822	spine point greater than or equal to 48
Academic		greater than or equal to £34,435 and less than £50,569	greater than or equal to £34,607 and less than £50,822	greater than or equal to £34,607 and less than £50,822	spine point greater than or equal to 35 and less than 48
Assistant academic		less than £34,435	less than £34,607	less than £34,607	spine point less than 35
Unknown salary		Salary unknown	Salary unknown	Salary unknown	None

**Table A2 Summary of job titles for Academic grade groups**

Job group	Job titles
Professor	Professor, Teaching and research professional, Professorial and senior administration, Senior manager, Professorial band
Senior academic	Senior lecturer, Reader, Principal lecturer, Senior academic professional
Academic	Senior lecturer, HE lecturer, Academic lecturer, Senior researchers and professional admin, Lecturer, Principal lecturer, Teaching and support
Assistant academic	Associate lecturer, Lecturer, HE lecturer

Note: Pop AC. Job titles included in table only if more than 50 staff had that title.

## Annex B

### Overview of the characteristics of atypical staff

1. The Higher Education Statistics Agency defines atypical staff to be those individuals with contracts of employment and/or for whom the institution is liable to pay Class 1 National Insurance contributions, but whose relationship for all contracts held with the institution during the reporting period would be defined as 'atypical'. The definition of 'atypical' is set out by the DTI:

'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. These may be characterised by a high degree of flexibility for both the work provider and the working person, and may involve a triangular relationship that includes an agent. They can be contrasted with the model of a permanent, full-time employment contract between two parties, where one works standard hours under the control of the other and termination can only take place if there is grave fault or by giving notice. Atypical arrangements may involve an absence of mutual obligation between the work provider and working person beyond or within a given period of work or assignment and may also involve complex relationships between the working person, an agent paying and/or supplying the working person and the principal, under whose supervision the working person may work. It is important to recognise, however, that atypical workers may often be employees.'

2. Annex B gives an overview of the characteristics of atypical staff split by role.

**Table B1 Staff with an atypical contract at English HEIs by role**

Role	2008-09		2009-10		2010-11	
	Number of staff	%	Number of staff	%	Number of staff	%
Academic role only	71,055	42%	68,015	42%	67,185	40%
Professional/support and academic roles	8,450	4%	8,660	4%	8,725	5%
Professional/support role only	98,880	54%	92,950	54%	92,835	55%
Total with academic roles	79,505	N/A	76,670	N/A	75,910	N/A
Total with professional/support roles	107,330	N/A	101,605	N/A	101,560	N/A
<b>Total</b>	<b>178,385</b>	<b>100%</b>	<b>169,620</b>	<b>100%</b>	<b>168,745</b>	<b>100%</b>

Notes: Pop ATYP.

3. Tables are not included on activity as around 90 per cent of atypical staff were on low activity and non-permanent contracts.



**Table B2 Atypical staff by type of institution**

Role	Type of institution	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Total with academic roles	Pre-1992 institutions	49,900	63%	46,065	61%
	Post-1992 institutions	25,600	32%	25,525	34%
	General colleges and specialist HEIs	4,000	5%	4,325	6%
<b>Total for academics</b>		<b>79,505</b>	<b>100%</b>	<b>75,910</b>	<b>100%</b>
Total with professional and support roles	Pre-1992 institutions	65,695	61%	60,235	59%
	Post-1992 institutions	35,735	33%	35,160	35%
	General colleges and specialist HEIs	5,900	5%	6,170	6%
<b>Total for professional and support</b>		<b>107,330</b>	<b>100%</b>	<b>101,560</b>	<b>100%</b>

Notes: Pop ATYP.

**Table B3 Atypical staff by age group**

Role	Type of institution	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Total with academic roles	Under 30	21,755	27%	21,085	28%
	30-39	14,960	19%	15,050	20%
	40-49	16,215	20%	15,310	20%
	50-59	14,615	18%	13715	18%
	60 and over	9,580	12%	9930	13%
	Unknown	2,375	3%	825	1%
<b>Total for academics</b>		<b>79,505</b>	<b>100%</b>	<b>75,910</b>	<b>100%</b>
Total with professional and support roles	Under 30	65,645	61%	67,870	67%
	30-39	11,900	11%	10,525	10%
	40-49	10,180	9%	8,230	8%
	50-59	9,095	8%	7,290	7%
	60 and over	8,465	8%	7,355	7%
	Unknown	2,040	2%	290	0%
<b>Total for professional and support</b>		<b>107,330</b>	<b>100%</b>	<b>101,560</b>	<b>100%</b>

Notes: Pop ATYP.

**Table B4 Atypical staff by disability status**

Role	Disability status	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Total with academic roles	Not known to be disabled	66,445	84%	63,650	84%
	Declared disabled	1,030	1%	1,430	2%
	Information not provided	12,025	15%	10,835	14%
<b>Total for academics</b>		<b>79,505</b>	<b>100%</b>	<b>75,910</b>	<b>100%</b>
Total with professional and support roles	Not known to be disabled	88,015	82%	85,715	84%
	Declared disabled	1,975	2%	2,270	2%
	Information not provided	17,340	16%	13,575	13%
<b>Total for professional and support</b>		<b>107,330</b>	<b>100%</b>	<b>101,560</b>	<b>100%</b>

Notes: Pop ATYP.

**Table B5 Atypical staff by sex**

Role	Sex	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Total with academic roles	Female	37,870	48%	36,340	48%
	Male	41,460	52%	39,200	52%
	Unknown	170	0%	370	0%
<b>Total for academics</b>		<b>79,505</b>	<b>100%</b>	<b>75,910</b>	<b>100%</b>
Total with professional and support roles	Female	60,160	56%	58,095	57%
	Male	46,660	43%	43,400	43%
	Unknown	515	0%	65	0%
<b>Total for professional and support</b>		<b>107,330</b>	<b>100%</b>	<b>101,560</b>	<b>100%</b>

Notes: Pop ATYP.

**Table B6 Atypical staff by nationality**

Role	Nationality	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Total with academic roles	EU*	4,865	6%	5,825	7%
	International	5,870	7%	6,870	8%
	UK	43,220	54%	47,125	60%
	Unknown	25,545	32%	16,090	25%
<b>Total for academics</b>		<b>79,505</b>	<b>100%</b>	<b>75,910</b>	<b>100%</b>
Total with professional and support roles	EU*	5,035	5%	6,710	6%
	International	8,765	8%	10,625	10%
	UK	53,920	50%	63,530	60%
	Unknown	39,605	37%	20,695	24%
<b>Total for professional and support</b>		<b>107,330</b>	<b>100%</b>	<b>101,560</b>	<b>100%</b>

Notes: Pop ATYP. \* excludes UK.

**Table B7 Atypical staff by ethnicity**

Role	Ethnicity	2008-09		2010-11	
		Number of staff	%	Number of staff	%
Total with academic roles	Asian/Asian British	2,795	4%	3,380	4%
	Black/Black British	1,050	1%	1,330	2%
	Chinese	1,395	2%	1,605	2%
	Mixed and other ethnic backgrounds	1,675	2%	2,035	2%
	White	44,640	56%	47,715	60%
	Unknown	27,950	35%	19,840	30%
	<b>Total for academics</b>		<b>79,505</b>	<b>100%</b>	<b>75,910</b>
Total with professional and support roles	Asian/Asian British	5,735	5%	6,750	6%
	Black/Black British	2,750	3%	3,560	3%
	Chinese	2,890	3%	2,570	3%
	Mixed and other ethnic backgrounds	2,485	2%	2,895	3%
	White	54,845	51%	58,305	56%
	Unknown	38,620	36%	27,480	29%
	<b>Total for professional and support</b>		<b>107,330</b>	<b>100%</b>	<b>101,560</b>

Notes: Pop ATYP.

## Annex C

### Overview of UK staff numbers

1. Annex C extends the overall staff numbers, given in Tables 2 and 3 of the main report, to include staff at all UK higher education institutions (HEIs) collected on the Higher Education Statistics Agency staff record.

**Table C1 Staff in English HEIs by type of contract compared with the rest of the UK**

	Contracts held	2008-09		2009-10		2010-11	
		Number of staff	%	Number of staff	%	Number of staff	%
English HEIs	Only standard contracts held	303,105	63%	307,795	64%	303,270	64%
	Both types of contract held	11,855	2%	11,505	2%	11,590	2%
	Only atypical contracts held	166,530	35%	158,115	33%	157,155	33%
<b>Total for English HEIs</b>		<b>481,485</b>	<b>100%</b>	<b>477,415</b>	<b>100%</b>	<b>472,015</b>	<b>100%</b>
Scottish, Welsh and Northern Irish HEIs	Only standard contracts held	66,395	68%	66,490	69%	65,585	70%
	Both types of contract held	1,410	1%	1,640	2%	1,345	1%
	Only atypical contracts held	29,940	31%	27,550	29%	27,400	29%
<b>Total for Scottish, Welsh and Northern Irish HEIs</b>		<b>97,740</b>	<b>100%</b>	<b>95,680</b>	<b>100%</b>	<b>94,330</b>	<b>100%</b>
<b>Total</b>		<b>579,230</b>		<b>573,100</b>		<b>566,340</b>	

Notes: Pop ALL, relates to Table 2 of main report.

**Table C2 Staff in English HEIs with a standard contract by role compared with the rest of the UK**

	Role	2008-09		2009-10		2010-11	
		Number of staff	%	Number of staff	%	Number of staff	%
English HEIs	Academic role only	144,145	46%	146,830	46%	146,105	46%
	Professional/support and academic roles	7,760	2%	7,800	2%	8,185	3%
	Professional/support role only	163,055	52%	164,670	52%	160,570	51%
<b>Total for English HEIs</b>		<b>314,960</b>	<b>100%</b>	<b>319,300</b>	<b>100%</b>	<b>314,860</b>	<b>100%</b>
Scottish, Welsh and Northern Irish HEIs	Academic role only	28,830	43%	28,785	42%	28,975	43%
	Professional/support and academic roles	850	1%	890	1%	700	1%
	Professional/support role only	38,125	56%	38,455	56%	37,255	56%
<b>Total for Scottish, Welsh and Northern Irish HEIs</b>		<b>67,805</b>	<b>100%</b>	<b>68,130</b>	<b>100%</b>	<b>66,930</b>	<b>100%</b>
<b>Total</b>		<b>382,760</b>		<b>387,430</b>		<b>381,790</b>	

Notes: Pop TYP, relates to Table 3 of the main report.

## Annex D

### Ethnicity of non-UK nationality staff

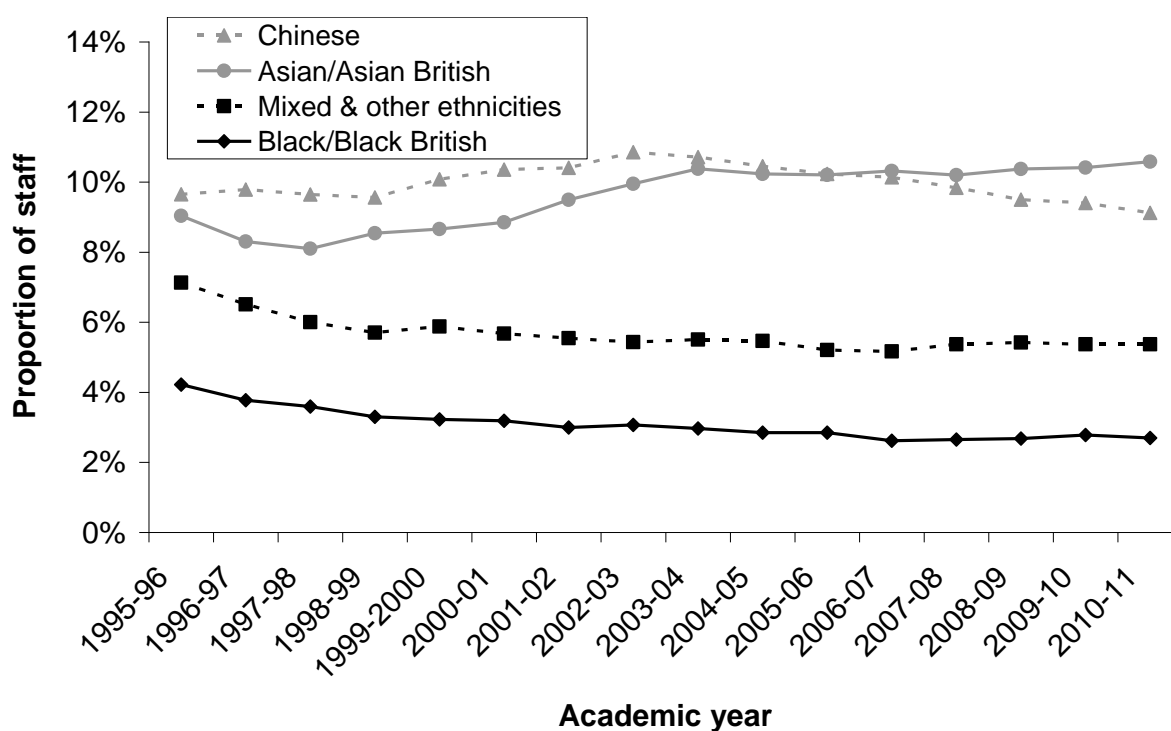
1. Annex D presents tables and figures relating to the ethnicity profile of those staff with non-UK nationality. They are discussed in the ethnicity section of the main report (see paragraphs 87-98).

**Table D1 Comparison of non-UK national staff by ethnicity in 2010-11**

Ethnicity	Academic		Professional and support	
	Number of staff	%	Number of staff	%
Asian/Asian British	2,935	11%	1,705	14%
Black/Black British	745	3%	1,285	11%
Chinese	2,530	9%	655	5%
Mixed and other ethnic backgrounds	1,490	5%	735	6%
White	20,025	72%	7,615	63%
<b>Total</b>	<b>27,725</b>	<b>100%</b>	<b>12,000</b>	<b>100%</b>

Notes: Pop AC and Pop PS (non-UK nationality). Relates to Table 37 in main report.

**Figure D1 Proportion of non-UK national academic staff from BME backgrounds by ethnicity**



Notes: Pop AC (UK nationality). Relates to Figure 12 in main report.

**Table D2 Proportion of non-UK national academic staff who are from a BME background by type of contract**

Type of contract	% BME		% difference between 2008-09 and 2010-11
	2008-09	2010-11	
Permanent	23%	24%	1%
Non-permanent	34%	34%	0%
<b>Total</b>	<b>28%</b>	<b>28%</b>	<b>0%</b>

Notes: Pop AC (non-UK nationality). Relates to Table 38 in main report.

**Table D3 Proportion of non-UK national academic staff who are from a BME background by job group**

Job group	% BME		% difference between 2008-09 and 2010-11
	2008-09	2010-11	
Professors	15%	14%	0%
Senior academics	18%	19%	0%
Academics	27%	28%	0%
Assistant academics	35%	34%	0%
<b>Total</b>	<b>28%</b>	<b>28%</b>	<b>0%</b>

Notes: Pop AC (non-UK nationality). Relates to Table 39 in main report.

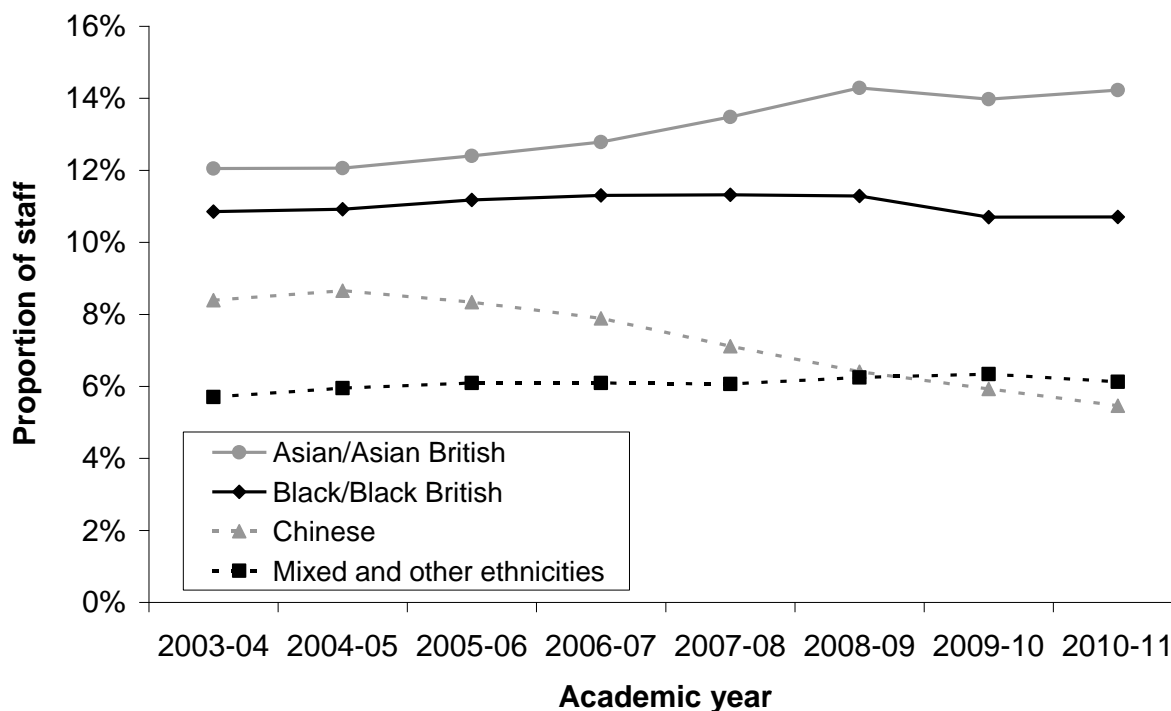
**Table D4 Proportion of non-UK national academic staff who are from a BME background by subject area**

Subject area	% BME		% difference between 2008-09 and 2010-11
	2008-09	2010-11	
Medicine and dentistry	40%	39%	-1%
Subjects allied to medicine	31%	30%	-1%
Biological sciences	20%	20%	0%
Veterinary sciences/agriculture/related subjects	23%	23%	0%
Physical sciences	26%	23%	-2%
Mathematical sciences	22%	24%	2%
Engineering/technology/building/architecture	49%	49%	0%
Social/political/economic studies	23%	24%	0%
Law	24%	25%	1%
Business/administrative studies	42%	42%	0%
Computer science/librarianship/info science	36%	37%	1%
Languages	15%	15%	0%
Humanities	15%	15%	0%
Creative arts/design	12%	12%	0%
Education	24%	25%	0%
Unknown and combined subjects	29%	28%	-1%
<b>Total</b>	<b>28%</b>	<b>28%</b>	<b>0%</b>

Notes: Pop AC (non-UK nationality). Relates to Table 40 in main report.



**Figure D2 Proportion of non-UK national professional and support staff from BME backgrounds by ethnicity**



Notes: Pop PS (UK nationality). Relates to Figure 13 in the main report.

**Table D5 Proportion of non-UK national professional and support staff who are from a BME background by primary function**

Primary professional/support function	% BME		% difference between 2008-09 and 2010-11
	2008-09	2010-11	
Manager	20%	18%	-1%
Non-academic professionals	28%	29%	0%
Technician	39%	40%	1%
Administrator	30%	29%	-1%
Other	58%	55%	-3%
<b>Total</b>	<b>38%</b>	<b>37%</b>	<b>-2%</b>

Notes: Pop PS (non-UK nationality). Relates to Table 43 in the main report.