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Issues paper

This report is for information

This is the sixth in a series of HEFCE reports that 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 2008-09. Further detail is given by academic, professional/support and (for the first time) atypical staff.

Staff employed at HEFCE-funded HEIs

Trends and profiles 1995-96 to 2008-09

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Staff employed at HEFCE-funded HEIs

Trends and profiles 1995-96 to 2008-09

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

Purpose

1. This is the sixth in a series of HEFCE reports that 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 2008-09. Further detail is given by academic, professional/support and (for the first time) atypical staff.

Key points

2. In this report we give an overview of trends in staff at English HEIs from 1995-96 to 2008-09. It shows the following aspects.

Numbers

3. The total number of staff rose 8 per cent between 2005-06 (292,000) and 2008-09 (315,000).

Contracts

4. The proportion of academic, professional and support staff with permanent contracts increased between 2005-06 and 2008-09. The proportion of professional and support staff with permanent contracts increased from 85 to 88 per cent. For academic staff, the proportion rose from 67 to 72 per cent across the same period.

Age profile

5. There was relative stability in the proportions of staff in different age groups for all four categories of staff (defined in paragraph 18). However, the size of the over 60 group is steadily increasing for all categories. The increase in the mean age of permanent academic staff was 0.2 years between 2005-06 and 2008-09. This reflects an increase observed in the wider UK workforce, which was 0.4 years over the same period.

Disability

6. The proportion of permanent academic staff reported as declared disabled between 2005-06 and 2008-09 increased from 2.6 per cent to 3.0 per cent. This follows a rapid increase from 1.3 per cent to 2.7 per cent between 2000-01 and 2003-04.

7. The proportion of professional and support staff reported as disabled in 2008-09 was 3.7 per cent, increasing from 2.9 per cent in 2005-06.

8. Atypical staff saw an increase in the proportion of declared disabled staff, from 1.4 per cent in 2005-06 to 1.8 per cent in 2008-09.

Nationality

9. The proportion of permanent academic staff who are non-UK nationals rose steadily from 14 per cent in 2005-06 to 17 per cent in 2008-09.

10. The proportion of professional and support staff who are non-UK nationals increased throughout the four-year period 2005-06 to 2008-09, moving from 7 per cent to 9 per cent. The proportion of non-UK national atypical staff increased between 2005-06 and 2008-09, reaching 20 per cent in 2008-09.

Ethnicity

11. For staff who are UK nationals, the proportion of permanent academic staff from a black and minority ethnic (BME) background rose steadily between 2005-06 and 2008-09, reaching 9 per cent. Professional and support staff show a similar trend: the proportion rose by 0.9 percentage points between 2005-06 and 2008-09 to reach 7.5 per cent.

12. The proportion of atypical staff who are UK national and from a BME background rose by one percentage point over the four-year period, reaching 9 per cent in 2008-09.

Sex

13. The proportion of permanent academic female staff rose from 37 to 39 per cent between 2005-06 and 2008-09. Between 1995-96 and 2008-09, there was a consistent increase at all grades in the proportions of permanent academic staff who are female.

14. For professional and support staff, the proportion who are female increased from 61 per cent to 62 per cent between 2005-06 and 2008-09. The proportion of atypical staff who are female increased from 51 per cent in 2005-06 to 53 per cent in 2008-09.

Salary

15. In 2008-09 the median salary of permanent academic staff was £46,890: a rise of 21 per cent from 2005-06. A further breakdown shows that the median salaries of professors, senior lecturers and lecturers were £68,570, £51,990 and £41,910 respectively.

16. For professional and support staff, the median salary in 2008-09 was £24,810: a rise of 23 per cent from 2005-06. A further breakdown shows that the median salaries of managers and professionals, technicians, support administrators and other professional and support staff were £38,760, £27,410, £22,770 and £15,640 respectively.

Action required

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

Introduction

18. This report follows the structure of the 2008 report¹ which provides an overview of staff trends since academic year 1995-96. We firstly examine the numbers of staff, overall and by type of institution. For both of these areas we consider four different categories of staff employed in English higher education institutions (HEIs):

- a. All staff.
- b. Academic staff.
- c. Professional and support staff.
- d. Atypical staff².

19. We then look at the characteristics and attributes of the workforce. The categories of staff in paragraph 18 are examined in terms of a variety of attributes, to provide an update to the trends and profiles identified in the earlier reports in the series (HEFCE 2002/43, HEFCE 2005/23, HEFCE 2006/31, HEFCE 2007/36 and HEFCE 2008/26). In order to maintain these time series we have sometimes used redefined populations, the population used is clearly stated within the report and in the notes of all tables and figures.

20. Analyses for atypical staff are limited to overall numbers for those attributes returned on the Higher Education Statistics Agency (HESA) individualised staff record (see Annex A for details).

Terminology

21. Throughout this document we analyse several different populations, which are defined in Table 1. For brevity we have given each one a code as well as a name. Population definitions remain largely consistent with those in Table 1 of HEFCE 2008/26.

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 (this excludes staff on solely atypical contracts)	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

¹ See HEFCE 2008/26 'Staff employed at HEFCE-funded HEIs: update' (www.hefce.ac.uk/pubs/hefce/2008/08_26/).

² 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 for details.

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 full time equivalence (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
All staff in English HEIs including atypical staff	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 H
Atypical staff	All staff in Pop H, who are actively employed in an English HEI on the census date of 1 December, having at least one atypical contract during the academic year	Pop I

Methodology

22. Data are drawn from the HESA individualised staff records for 1994-95 to 2002-03, and HESA's new individualised staff records for 2003-04 to 2008-09. Further details on data sources and classification can be found in Annex A.

23. The algorithms we have used for defining part-time staff and calculating staff salaries have been updated since HEFCE 2008/26. Where this affects the comparability of previously published results there is a dollar symbol in the table notes (\$). If the change significantly affects the previously reported time series, an additional table is included in Annex B which recalculates the full time series.

24. All table entries are rounded to the nearest 5; this may cause discrepancies between the reported total and the constituent entries. This also results in differences between the reported numbers in this report and previously published data on staff.

Overview of staff in English HEIs

25. Tables 2-12 and Figures 1-3 provide an analysis of staff in the English higher education sector. As well as overall numbers of staff we look at numbers of staff by type of institution. In both groupings we examine the four categories of staff listed in paragraph 18.

26. Definitions of academic staff (professors, senior lecturers/researchers and lecturers) and assistant academic staff (researchers) remain consistent with previous reports in the series.

27. The algorithm used to classify academic staff to the historical grades: professor, senior lecturer/researcher, lecturer, or researcher has been amended, see Annex A for details. While every effort has been made to classify staff equivalently, the consistency of the time series may be affected.

28. 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. 'Other professional and support roles' include staff employed in, for example, catering, maintenance and retail. 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 time³.

29. New to this year's report is a discussion on atypical staff⁴. Information on this group of staff has been collected by HESA since 2003-04, but initially the data quality was questionable so we have reported on the four-year trend 2005-06 to 2008-09. A limited number of data fields are returned for atypical staff to HESA and are for equalities monitoring purposes, so analyses has been included where there are data available.

30. Throughout the report we examine the four-year period 2005-06 to 2008-09 for the four categories of staff listed in paragraph 18⁵. However, the HESA staff record has only collected information on professional and support staff, and atypical staff, since 2003-04 and during the first few years of data collection changes in staff numbers could be due to improvements in data quality. Therefore, any conclusions relating to year-on-year changes in professional and support staff, and atypical staff, should be drawn with caution.

³ In cases where an equal amount of time, measured using FTE, 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 Atypical staff have more complex working arrangements and 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 for details.

⁵ Where appropriate we present information on staff occupying an academic role in consideration of the 14-year period from 1995-96 to 2008-09 and all staff over the six-year period from 2003-04 to 2008-09.

Overall staff numbers

All staff

31. Table 2 shows the total numbers of staff in English HEIs. It indicates that across all English HEIs there was a rise of around 23,000 staff between 2005-06 and 2008-09.

32. In this report, as in the equivalent reports for 2008 and 2007, we look separately at staff with academic roles, and staff with professional and support roles. Table 2 shows that the number of staff that fall into both categories increased from 7,740 in 2005-06 to 9,190 in 2008-09 and accounted for 3 per cent of all staff.

Table 2 Staff in English HEIs⁶ by role

Role	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Academic role only	132,415	45%	143,395	46%
Professional/support and academic roles	7,740	3%	9,190	3%
Professional/support role only	152,280	52%	162,375	52%
Total with academic roles	140,155	N/A	152,585	N/A
Total with professional/support roles	160,020	N/A	171,565	N/A
Total	292,435	100%	314,960	100%

Notes: N/A meaning 'not applicable' has been used where 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 2008/26. Pop A.

Academic staff

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

34. Figure 1 shows that the number of academics continued to rise in 2008-09 but levels of assistant academics were relatively stable at around 27,000.

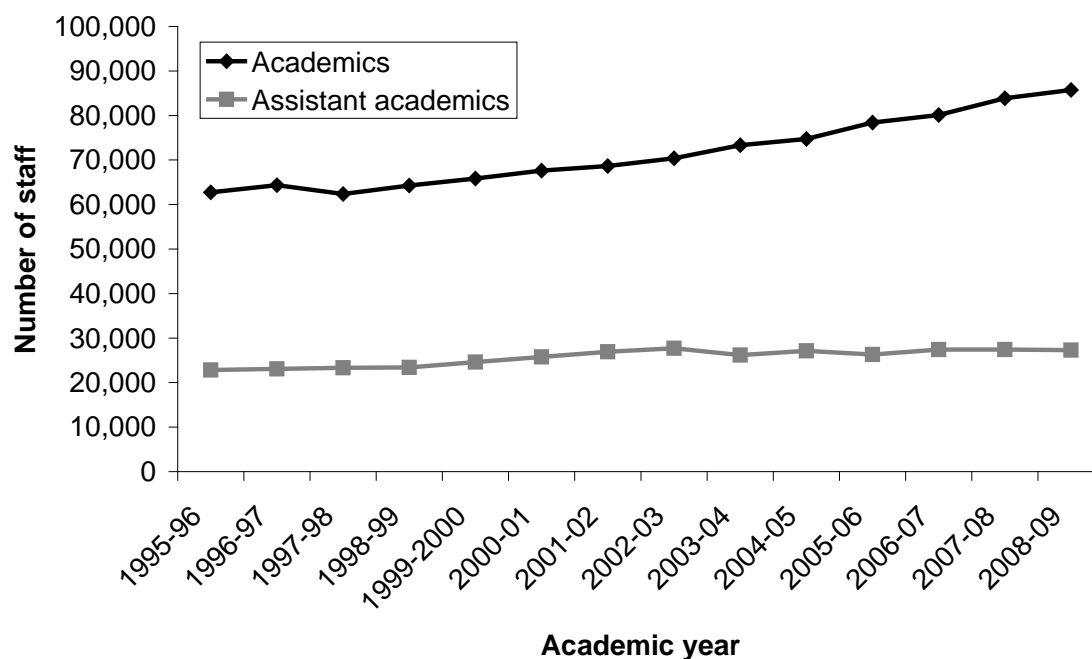
⁶ A comparison of staff in English HEIs with the rest of the UK can be found in Annex C.

Table 3 Staff in English HEIs with academic roles

Staff type	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Academics	78,415	56%	85,745	56%
Assistant academics	26,305	19%	27,290	18%
Low activity (total FTE less than 40%)	4,690	3%	4,965	3%
Very low activity and inactive contracts	30,745	22%	34,590	23%
Total	140,155	100%	152,585	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 2008/26. Pop B.

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



Notes: Relates to Figure 1 of HEFCE 2008/26. Pop C.

Academic staff numbers by grade

35. For staff occupying an academic role we have assigned them to both a grade and a subject area in which they are active. Tables 4 and 5 provide an overview of staff in academic roles as reference for analyses in the 'staff and employment attributes' section where grade and subject trends are split by additional staff attributes.

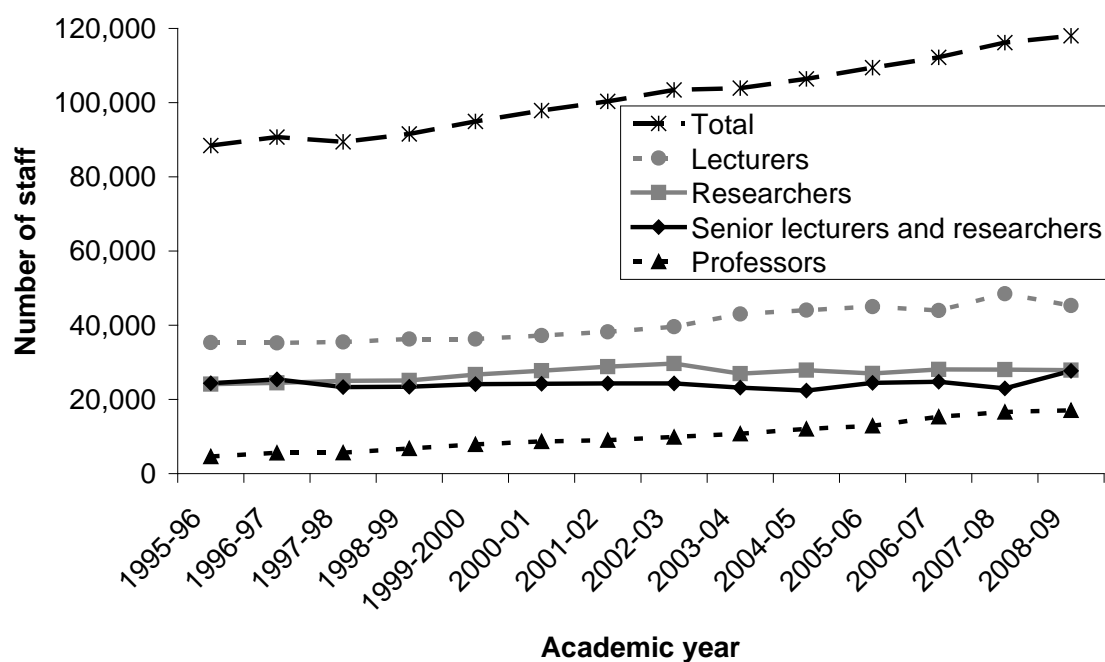
36. The profile of staff with academic roles is shown in Table 4 and Figure 2, split by grade.

Table 4 Staff in English HEIs with academic roles by grade, 2005-06 and 2008-09

Grade	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Professors	12,895	12%	17,090	14%
Senior lecturers/researchers	24,490	22%	27,700	23%
Lecturers	45,000	41%	45,325	38%
Researchers	27,020	25%	27,880	24%
Total	109,410	100%	117,995	100%

Notes: Relates to Table 4 of HEFCE 2008/26. Pop B*.

Figure 2 Staff in English HEIs with academic roles by grade, 1995-96 to 2008-09



Notes: Relates to Figure 2 of HEFCE 2008/26. Pop B*.

37. Figure 2 shows a steady increase in the number of professors across the 14-year period. For researchers and senior lecturers the story is more mixed, with numbers varying between 20,000 and 30,000 across the period. The number of lecturers also increased, with some fluctuation in recent years (it is possible that this fluctuation is due to institutional delays in implementing the national higher education pay awards, see Annex A for details).

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 2005-06. All subject areas experienced a growth in numbers over this period, with 'Education' and 'Creative arts/design' having the largest increase in numbers at 13 and 12 per cent respectively.

Table 5 Academic staff by subject area

Subject area	2005-06	2008-09	% difference between 2005-06 and 2008-09
Biological sciences	15,400	16,965	10%
Business/administrative studies	5,425	5,780	7%
Computer science/librarianship/info science	4,880	5,245	7%
Creative arts/design	5,350	5,980	12%
Education	5,110	5,750	13%
Engineering/technology/building/architecture	8,360	8,900	6%
Humanities	5,160	5,710	11%
Languages	5,740	6,065	6%
Law	2,325	2,475	7%
Mathematical sciences	3,245	3,460	7%
Medicine and dentistry	4,210	4,650	10%
Physical sciences	10,200	11,010	8%
Social/political/economic studies	10,625	11,235	6%
Subjects allied to medicine	9,020	9,540	6%
Unknown and combined subjects	965	1,055	9%
Veterinary sciences/agriculture/related subjects	13,400	14,190	6%
Total	109,410	117,995	8%

Notes: Relates to Table 5 from HEFCE 2008/26. Pop B*.

Professional and support staff

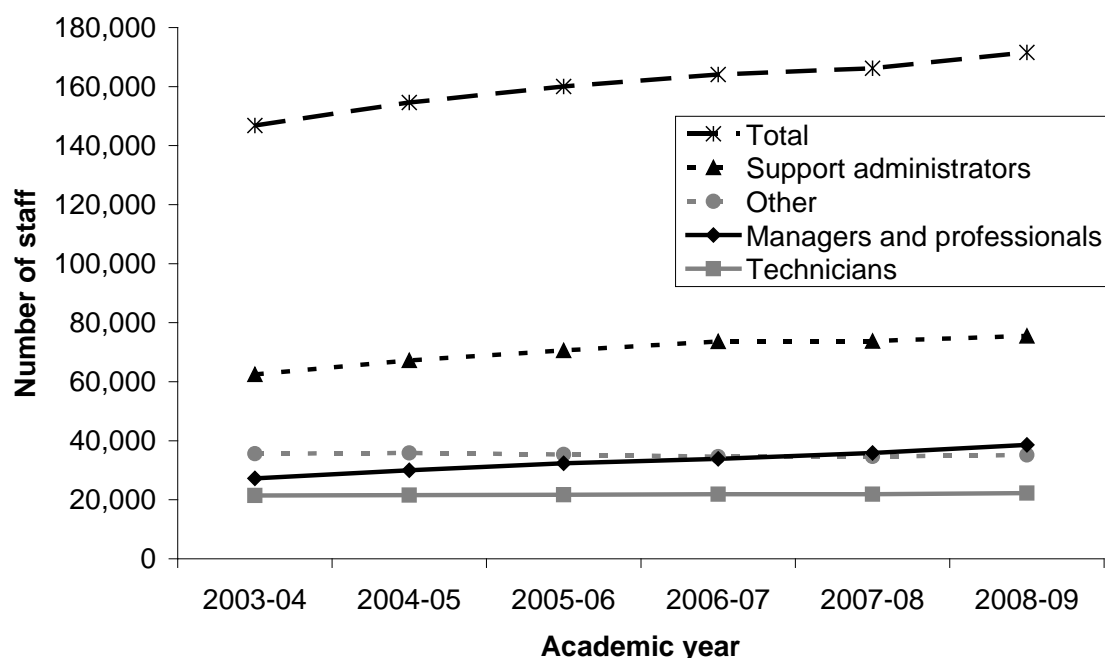
39. The number of professional and support staff in English HEIs, split by their primary function, are shown in Table 6 and Figure 3. They show there was little change in the profile between 2005-06 and 2008-09.

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

Primary professional/support function	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Managers and professionals	33,900	21%	38,600	22%
Technicians	21,905	13%	22,245	13%
Support administrators	73,680	45%	75,520	44%
Other	34,635	21%	35,200	21%
Total	164,120	100%	171,565	100%

Notes: Relates to Table 6 from HEFCE 2008/26. Pop F.

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



Notes: Relates to Figure 3 of HEFCE 2008/26. Pop F.

Atypical staff

40. Table 7 shows the number of solely atypical staff alongside the all staff population shown in Table 2. Around a third of staff held only atypical contracts, and this has remained relatively stable over the last four years. However, a wide range of proportions was reported at institutional level: from 0 to 90 per cent.

Table 7 Staff in English HEIs by atypical contracts held

Contract	2005-06		2008-09	
	Number of staff	%	Number of staff	%
No atypical contracts held	281,545	65%	303,050	63%
Atypical and other contracts held	10,890	3%	11,905	2%
Atypical contracts only held	142,395	33%	162,935	34%
Total with other contracts	292,435	N/A	314,960	N/A
Total with atypical contracts	153,285	N/A	174,840	N/A
Total	434,830	100%	477,895	100%

Notes: Changes in year-on-year numbers could be due to improvements in identification and classification of atypical staff. Pop H. See Annex D for complete time series.

41. Table 8 splits out staff with at least one atypical contract by role. It shows that the proportion of atypical staff with academic roles decreased while those with professional/support roles increased. The number of staff with joint professional/support and academic roles remained fairly stable, but the proportion has moved from 4 per cent to 5 per cent between 2005-06 and 2008-09.

Table 8 Atypical staff by role

Role	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Academic role only	70,775	46%	69,725	40%
Professional/support and academic roles	6,555	4%	8,285	5%
Professional/support role only	75,955	50%	96,830	55%
Total	153,285	100%	174,840	100%

Notes: Pop I. See Annex D for complete time series.

Staff numbers by type of institution

42. In previous reports we used institutional data to classify each institution as a research-orientated university, other university, or general college/specialist HEI. This method has become outdated, so our analysis uses the following grouping: pre-1992 institution, post-1992 institution, or general college/specialist HEI⁷. Of the 132 English

⁷ General colleges/specialist HEIs are classified using the same definition as in the previous HEFCE publications in this series: 2005/23, 2006/31, 2007/36 and 2008/26. The remaining institutions are grouped into 'pre-1992 institutions', defined as those institutions previously funded by the Universities

institutions included there were 38 classed as pre-1992 universities, 37 as post-1992 universities and 57 as general colleges/specialist HEIs.

All staff

43. Table 9 shows that the proportion of academic staff is relatively similar for the different institution types. However the pre-1992 and general colleges/specialist institutions had a slightly higher proportion of staff in the professional and support role, rather than the combined role, compared to post-1992 universities.

Table 9 Staff in English HEIs by role and type of institution

Type of institution	Role	2005-06		2008-09	
		Number of staff	%	Number of staff	%
Pre-1992 institutions	Academic role only	67,335	45%	73,330	45%
	Professional/support and academic roles	1,940	1%	2,930	2%
	Professional/support role only	78,750	53%	84,920	53%
	Total in pre-1992 institutions	148,025	100%	161,185	100%
Post-1992 institutions	Academic role only	44,970	46%	46,750	46%
	Professional/support and academic roles	4,785	5%	5,270	5%
	Professional/support role only	47,425	49%	50,165	49%
	Total in post-1992 institutions	97,175	100%	102,185	100%
General colleges/ specialist HEIs	Academic role only	20,110	43%	23,310	45%
	Professional/support and academic roles	1,020	2%	990	2%
	Professional/support role only	26,105	55%	27,290	53%
	Total in general colleges/specialist HEIs	47,230	100%	51,590	100%
Total		292,435	N/A	314,960	N/A

Notes: Pop A.

Academic staff

44. Table 10 shows the numbers of staff with academic roles, split by grade and type of institution. The majority of staff were at pre-1992 institutions. Over the last four years the proportion of professors increased by 4 percentage points, while the proportion of lecturers

Funding Council (UFC) or part of the University of London senate, and 'post-1992 institutions', defined as all other English institutions.

decreased, by 3 percentage points. Post-1992 and general colleges/specialist institutions show similar changes in proportion of academic staff.

Table 10 Staff in English HEIs with academic roles by grade and type of institution

Type of institution	Grade	2005-06		2008-09	
		Number of staff	%	Number of staff	%
Pre-1992 institutions	Professors	8,450	14%	11,305	18%
	Senior lecturers/researchers	14,310	24%	15,875	25%
	Lecturers	14,880	25%	14,260	22%
	Researchers	21,410	36%	22,695	35%
	Total in pre-1992 institutions	59,045	100%	64,135	100%
Post-1992 institutions	Professors	2,705	8%	3,370	9%
	Senior lecturers/researchers	6,825	20%	7,785	22%
	Lecturers	22,045	65%	22,400	63%
	Researchers	2,245	7%	2,040	6%
	Total in post-1992 institutions	33,825	100%	35,595	100%
General colleges/ specialist HEIs	Professors	1,740	11%	2,420	13%
	Senior lecturers/researchers	3,355	20%	4,045	22%
	Lecturers	8,075	49%	8,660	47%
	Researchers	3,370	20%	3,145	17%
	Total in general colleges/specialist HEIs	16,540	100%	18,270	100%
Total		109,410	N/A	117,995	N/A

Notes: Pop B*.

Professional and support staff

45. The number of professional and support staff are shown in Table 11, split by primary function and type of institution. The distributions for the three types of institution saw little change between 2005-06 and 2008-09.

Table 11 Professional and support staff in English HEIs by primary function and type of institution

Type of institution	Primary professional/support function	2005-06		2008-09	
		Number of staff	%	Number of staff	%
Pre-1992 institutions	Managers and professionals	14,695	18%	18,470	21%
	Technicians	12,950	16%	13,070	15%
	Support administrators	33,040	41%	36,105	41%
	Other	20,000	25%	20,205	23%
	Total in pre-1992 institutions	80,690	100%	87,850	100%
Post-1992 institutions	Managers and professionals	11,935	23%	13,885	25%
	Technicians	5,405	10%	5,455	10%
	Support administrators	24,860	48%	26,570	48%
	Other	10,005	19%	9,530	17%
	Total in post-1992 institutions	52,205	100%	55,435	100%
General colleges/ specialist HEIs	Managers and professionals	5,710	21%	6,245	22%
	Technicians	3,345	12%	3,720	13%
	Support administrators	12,715	47%	12,845	45%
	Other	5,350	20%	5,465	19%
	Total in general colleges/specialist HEIs	27,120	100%	28,280	100%
Total		160,020	N/A	171,565	N/A

Notes: Pop F.

Atypical staff

46. Table 12 shows the number of atypical staff split by role. When the data are split by institution type, the same trends are observed as in Table 8: the proportion of professional and support staff increased while the proportion in academic roles decreased and the proportion of atypical staff in combined roles remained stable.

Table 12 Atypical staff in English HEIs by role and type of institution

Type of institution	Role	2005-06		2008-09	
		Number of staff	%	Number of staff	%
Pre-1992 institutions	Academic role only	32,640	43%	35,870	40%
	Professional/support and academic roles	1,570	2%	3,245	4%
	Professional/support role only	41,320	55%	50,840	57%
	Total in pre-1992 institutions	75,530	100%	89,955	100%
Post-1992 institutions	Academic role only	20,730	43%	16,295	35%
	Professional/support and academic roles	4,100	9%	4,360	9%
	Professional/support role only	23,055	48%	25,455	55%
	Total in post-1992 institutions	47,885	100%	46,115	100%
General colleges/ specialist HEIs	Academic role only	17,405	58%	17,560	45%
	Professional/support and academic roles	885	3%	680	2%
	Professional/support role only	11,580	39%	20,535	53%
	Total in general colleges/specialist HEIs	29,870	100%	38,770	100%
Total		153,285	N/A	174,840	N/A

Notes: Pop I. See Annex D for complete time series.

Staff and employment attributes

47. In paragraphs 49-140 we examine trends and profiles of the workforce according to a variety of attributes. We look at the four categories of staff listed in paragraph 18 in terms of the following seven characteristics:

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

48. When we consider overall numbers of staff it may seem appropriate to first look at all staff in order to provide some context. However, in examining the seven characteristics described above, we look first at academic staff, then at professional and support staff and our analysis of all staff and atypical staff comes last.

Activity profile of the workforce

49. Paragraphs 50-68 focus on the activity profile of the workforce and the basis on which staff are employed by mode of employment (low activity⁸, full-time or part-time) and type of contract (permanent or non-permanent).

Academic staff

50. Table 13 shows little change in the proportion of academic staff at each mode of employment between 2005-06 and 2008-09.

Table 13 Academic staff by mode of employment

Mode of employment	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Full-time	89,820	82%	95,500	81%
Part-time	14,900	14%	17,535	15%
Low activity	4,690	4%	4,965	4%
Total	109,410	100%	117,995	100%

Notes: Pop B*.

51. Table 14 shows the proportion of academic staff on full-time contracts, split by grade, between 2005-06 and 2008-09. It shows that the proportions for all grades of staff were relatively stable, though there was an overall decrease of 1 percentage point and the proportion of lecturers who are full-time dropped by 4 percentage points.

Table 14 Proportion of academic staff with full-time employment by grade

Grade	% full-time		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Professors	92%	92%	0%
Senior lecturers/researchers	89%	88%	-2%
Lecturers	73%	69%	-4%
Researchers	86%	87%	1%
Total	82%	81%	-1%

Notes: Relates to Table 10 of HEFCE 2008/26. Pop B*. (\$)

52. The proportion of academic staff on a low activity contract is considered in Table 15. It shows little change in the proportion over the last four years for all grades.

⁸ Those with a total FTE of less than 40 per cent.

Table 15 Proportion of academic staff employed with low activity by grade

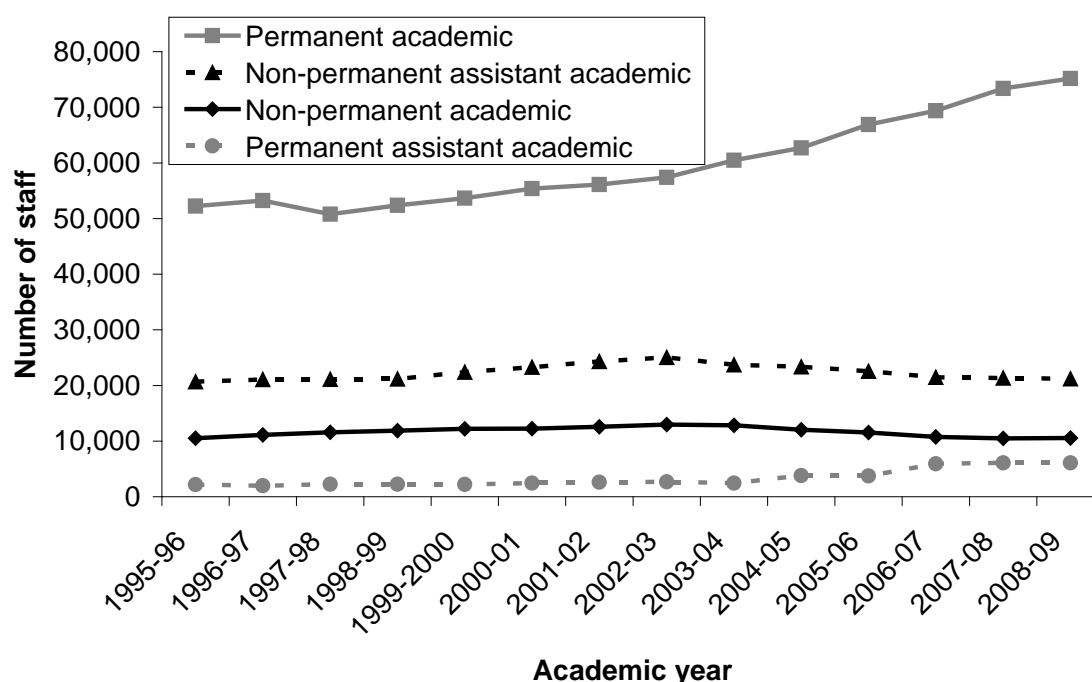
Grade	% low activity		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Professors	2%	2%	-1%
Senior lecturers/researchers	2%	1%	0%
Lecturers	7%	8%	1%
Researchers	3%	2%	-1%
Total	4%	4%	0%

Notes: Relates to Table 11 of HEFCE 2008/26. Pop B*.

53. Low activity staff make up a small proportion of academic staff. Their profiles are likely to be more individual and unusual than the rest of the population. For this reason we exclude them from analysis in subsequent tables.

54. Figure 4 shows changes in staff that held permanent and non-permanent contracts between 1995-96 and 2008-09. It shows that permanent academic staff have increased in number since 1997-98 and non-permanent assistant academic staff have decreased in number since 2002-03.

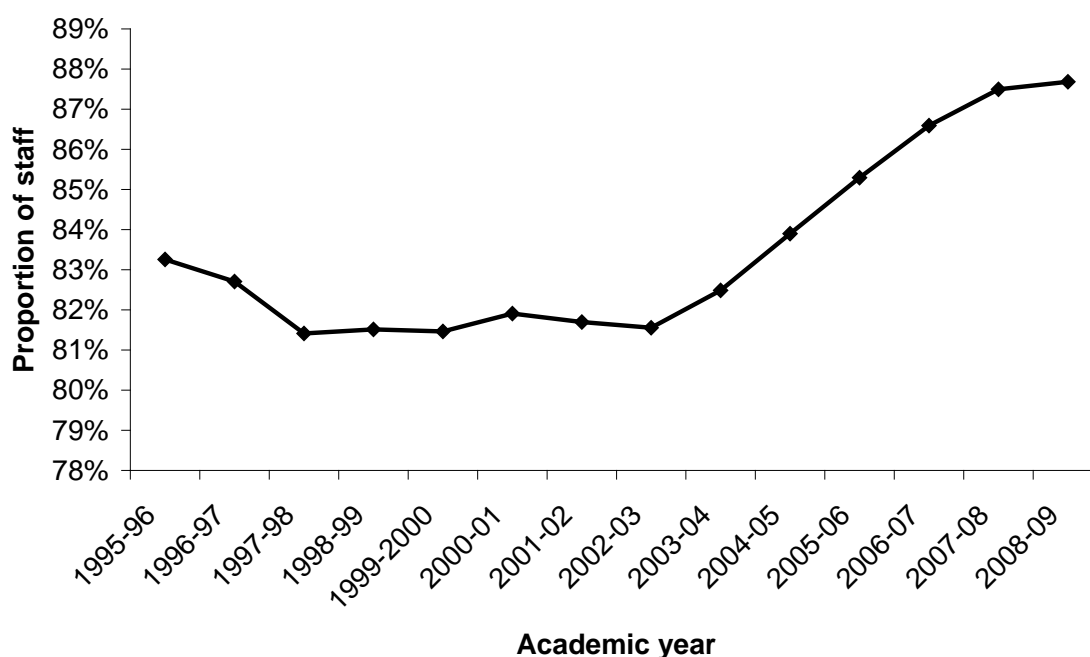
Figure 4 Numbers of academic staff by academic role and type of contract



Notes: Relates to Figure 5 of HEFCE 2008/26. Pop C.

55. Figure 5 shows that the overall proportion of academic staff (i.e. those on lecturer grades or above) who held a permanent contract increased from 85 to 88 per cent between 2005-06 and 2008-09.

Figure 5 Proportion of academic staff on permanent contracts



Notes: Relates to Figure 6 of HEFCE 2008/26. Pop C. Horizontal axis crosses vertical axis at 78% rather than 0%.

56. Considering the difference in activity trends between assistant academic/academic staff and staff on permanent/non-permanent contracts, it is possible or even likely that these groups of staff will have different attributes and profiles to each other.

57. For these reasons, analysis of academic staff in this report is based on a re-defined population. Unless otherwise stated, the remainder of this document presents information on staff holding a permanent contract of at least 40 per cent FTE when it considers academic staff. This population is the same as that used in HEFCE 2008/26 and referred to as 'Pop D: Permanent and academic staff' in Table 1.

58. Table 16 shows that the numbers of full-time and part-time permanent academic staff both increased between 2005-06 and 2008-09, but the proportion of full-time staff decreased by 2 percentage points.

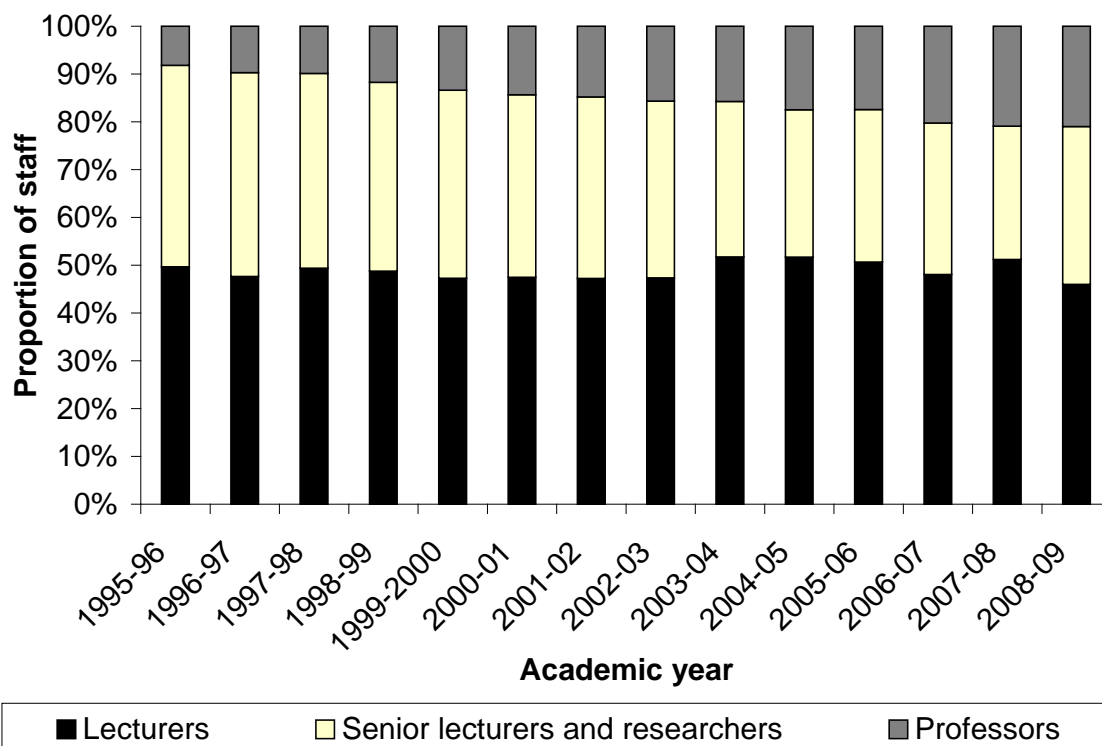
Table 16 Numbers of permanent academic staff by mode of employment

Mode of employment	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Full-time	59,105	88%	64,635	86%
Part-time	7,775	12%	10,550	14%
Total	66,885	100%	75,185	100%

Notes: Relates to Figure 8 of HEFCE 2008/26. Pop D.

59. Figure 6 shows the proportion of permanent academic staff split by grade. It shows that there was a steadily increasing proportion of professors since 1995-96 while the proportion of lecturers remained fairly stable at just under 50 per cent: 46 per cent in 2008-09.

Figure 6 Grade distribution of permanent academic staff



Notes: Relates to Figure 8 of HEFCE 2008/26. Pop D.

Professional and support staff

60. Table 17 shows the profile of professional and support staff split by mode of employment. It shows that the profile in 2008-09 remained broadly similar to that observed in 2005-06.

Table 17 Professional and support staff by mode of employment

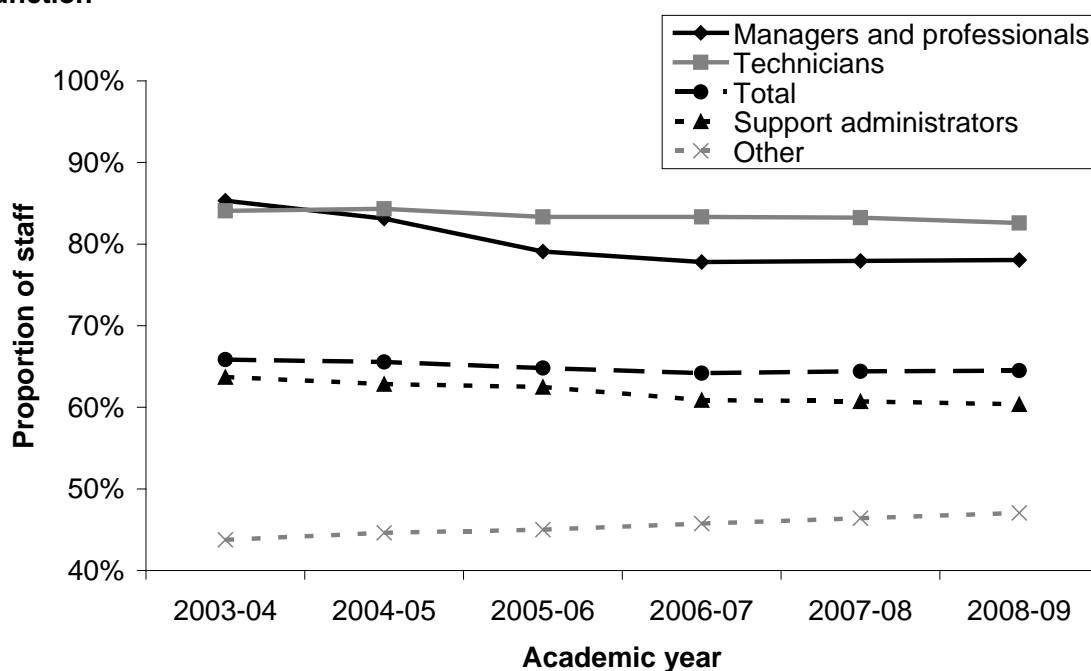
Mode of employment	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Full-time	103,705	65%	110,660	64%
Part-time	37,785	24%	40,665	24%
Low activity	18,530	12%	20,245	12%
Total	160,020	100%	171,565	100%

Notes: Relates to Table 17 of HEFCE 2008/26. Pop F. (\$ see Annex B for complete time series)

61. In Figures 7 and 8 we look at the proportions of professional and support staff that were full-time and low activity respectively, within each primary function area.

62. Figure 7 shows that since 2004-05 technicians are the group of professional and support staff with the highest proportion working full-time: 83 per cent in 2008-09. In 2003-04 managers and professionals had the highest proportion working full-time, at 85 per cent, but the group has seen the biggest drop in proportion in the period analysed: 7 percentage points between 2003-04 and 2008-09.

Figure 7 Proportion of professional and support staff employed full-time by primary function



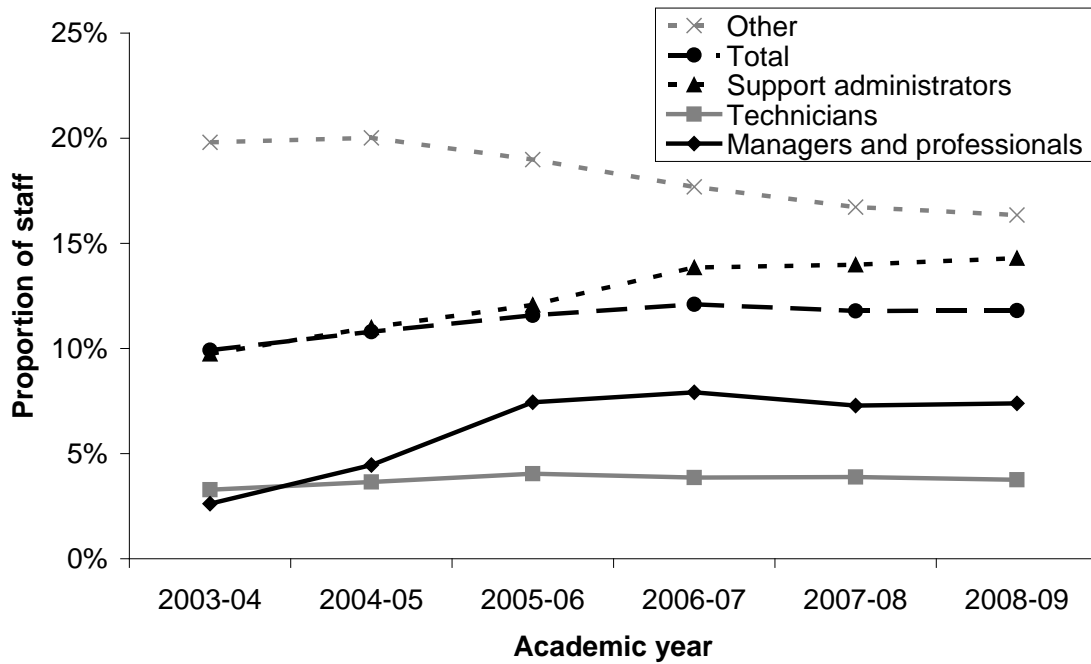
Notes: Relates to Table 15 of HEFCE 2008/26. Pop F. (\$) Horizontal axis crosses vertical axis at 40% rather than 0%.

63. In 2008-09 12 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 (see Figure 8). The highest proportion of such staff was in the Other group, at 16 per cent, compared with the lowest at 4 per cent for technicians.

64. As with academic staff (see paragraph 53), subsequent analysis of professional and support staff in this report excludes low activity staff.

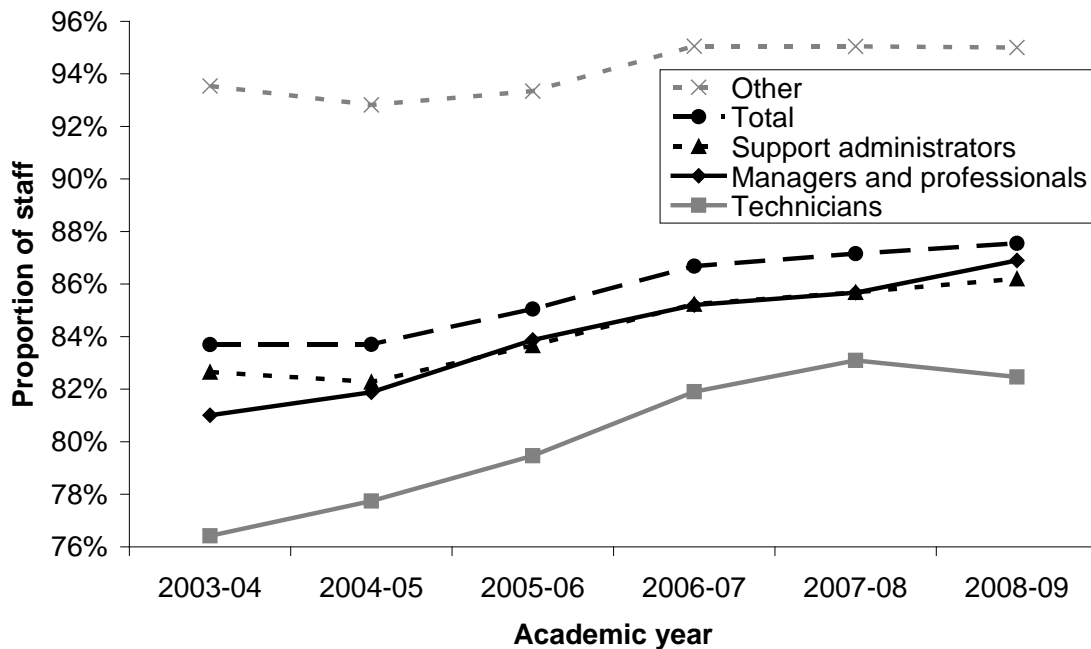
65. The proportions of professional and support staff on permanent contracts are shown in Figure 9 split by primary function. It shows that the highest proportion was found in the Other group, at 95 per cent in 2008-09. The proportion on permanent contracts remained the lowest among technicians, at 82 per cent in 2008-09.

Figure 8 Proportion of professional and support staff with low activity by primary function



Notes: Relates to Table 16 of HEFCE 2008/26. Pop F. (\$ see Annex B for complete time series)

Figure 9 Proportion of professional and support staff on permanent contracts by primary function



Notes: Low activity staff excluded. Relates to Table 17 of HEFCE 2008/26. Pop G. (\$) Horizontal axis crosses vertical axis at 76% rather than 0%.

All staff

66. Table 18 shows that the majority of staff in English HEIs in 2008-09 were employed on a full-time basis (65 per cent).

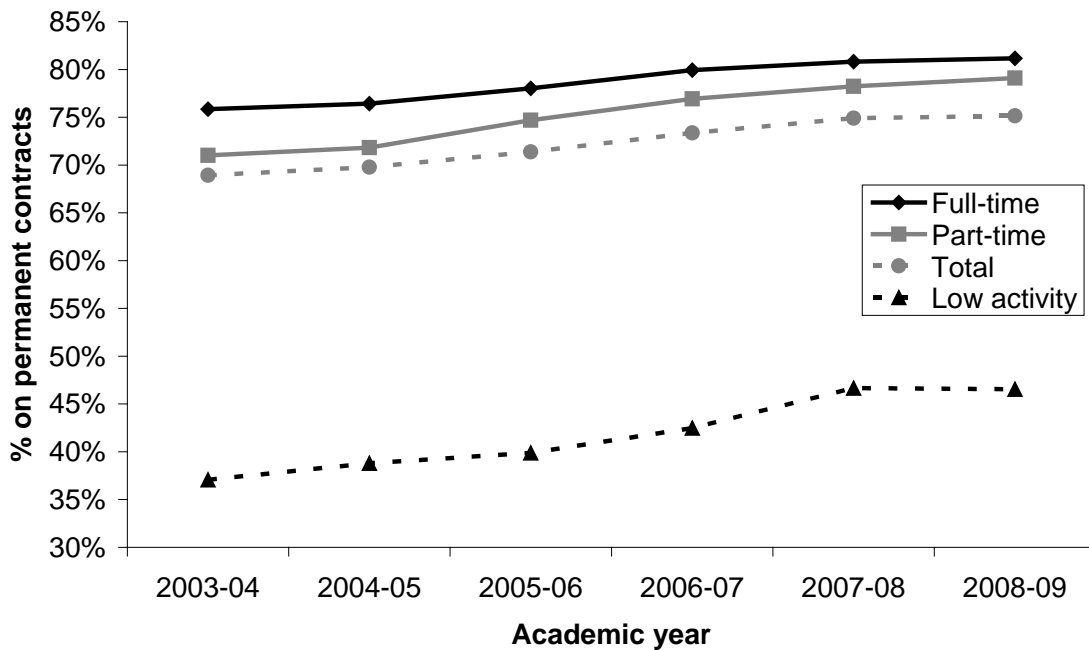
Table 18 Staff employed in English HEIs by mode of employment

Mode of employment	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Full-time	193,140	66%	205,150	65%
Part-time	53,020	18%	58,660	19%
Low activity	46,275	16%	51,150	16%
Total	292,435	100%	314,960	100%

Notes: Relates to Table 21 of HEFCE 2008/26. Pop A. (\$ see Annex B for complete time series)

67. Figure 10 shows that staff employed on a full-time basis had the highest rate of working on permanent contracts; in 2008-09 81 per cent of full-time staff held permanent contracts. The proportions were significantly lower for low activity staff.

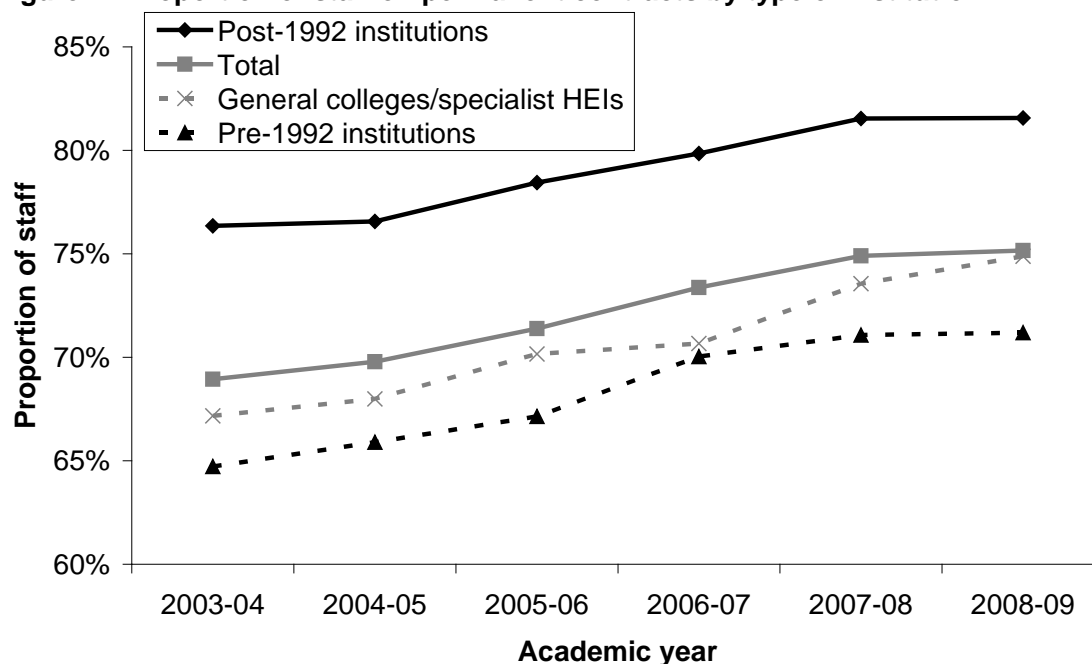
Figure 10 Proportion of staff on permanent contracts by mode of employment



Notes: Relates to Table 19 of HEFCE 2008/26. Pop A. (\$) Horizontal axis crosses vertical axis at 30% rather than 0%.

68. Figure 11 shows the proportion of staff on permanent contracts, split by type of higher education institution. Post-1992 institutions had the highest rates of permanent working: 82 per cent of staff in such HEIs in 2007-08 held permanent contracts.

Figure 11 Proportion of staff on permanent contracts by type of institution



Notes: Pop A. Horizontal axis crosses vertical axis at 60% rather than 0%.

Age profile of the workforce

69. New to the 2007 edition of this series of reports on staff trends, was our change in focus in the age profile section from considering the proportion of staff aged over 50 to those aged over 60. This report retains age 60 as the focus of our analysis, and we also look at the average age of the workforce.

Permanent academic staff

70. Table 19 shows the trend in age profile of permanent academic staff between 2005-06 and 2008-09. Though there was relative stability at a sector level in the proportions of staff at different age brackets, there was a decrease in proportion in the '50 to 59' age group and a concomitant increase in the '60 and over' age group.

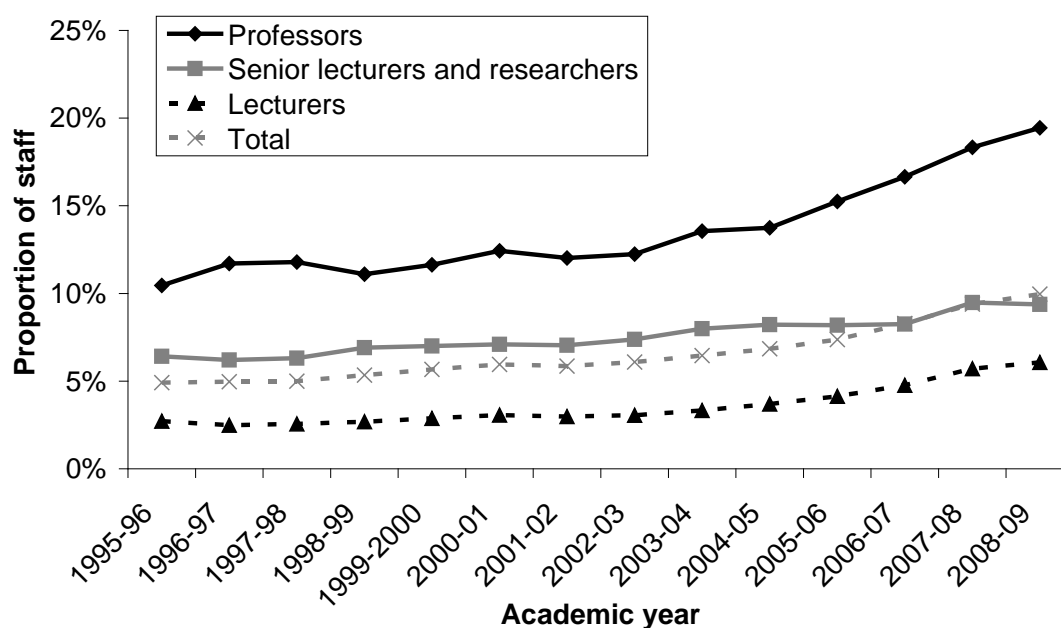
71. Figure 12 shows trends in the population of staff aged 60 or over by academic grade. It shows that there was a rise in proportion of professors aged 60 and over, between 2002-03 and 2008-09, to around 19 per cent. This corresponds to a rise in the proportion of professors within the academic workforce, identified in Table 4. Figure 12 also shows a rise was seen in lecturers aged 60 or over, but the proportion of staff is much lower (6 per cent in 2008-09).

Table 19 Permanent academic staff by age

Age group	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Below 30	1,450	2%	1,655	2%
30 to 39	14,225	21%	15,705	21%
40 to 49	23,670	35%	26,500	35%
50 to 59	22,610	34%	23,835	32%
60 and over	4,930	7%	7,495	10%
Total	66,885	100%	75,185	100%

Notes: Relates to Table 21 of HEFCE 2008/26. Pop D.

Figure 12 Proportion of permanent academic staff aged 60 and over by grade



Notes: Relates to Figure 10 of HEFCE 2008/26. Pop D.

72. Table 20 shows the proportion of permanent academic staff aged 60 or over split by subject of highest qualification for 2005-06 and 2008-09. The highest proportion of staff aged 60 or over was among those holding mathematical sciences qualifications, at 13 per cent in 2008-09. The biggest increase in proportion was among those holding business/administrative studies, engineering/technology/building/architecture and social/political/economic studies qualifications, at 4 per cent.

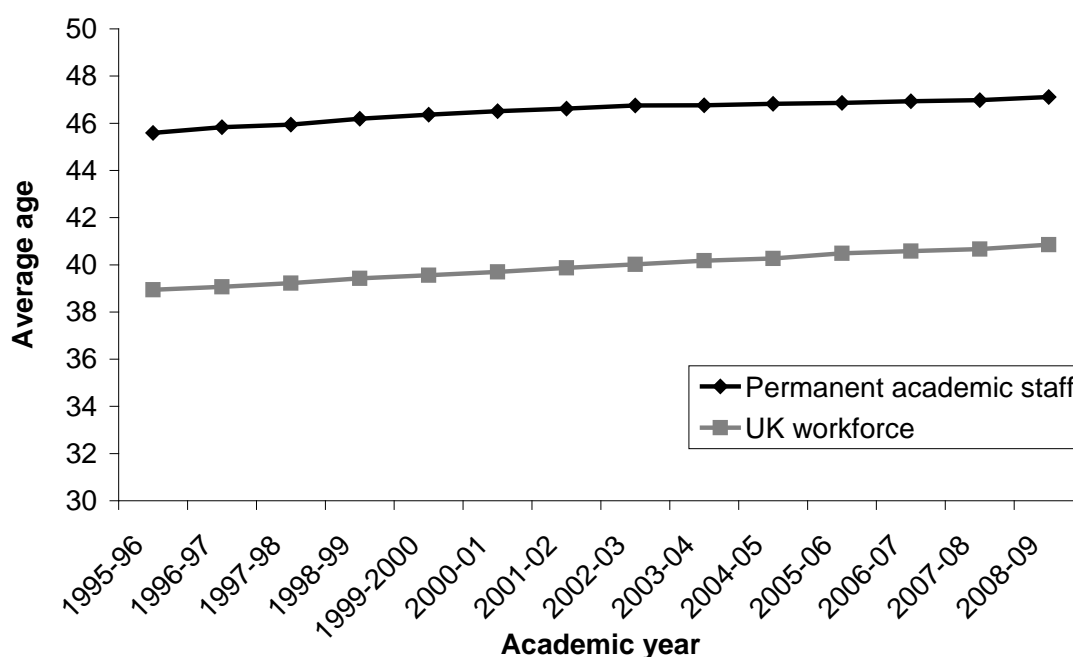
Table 20 Proportion of permanent academic staff aged 60 and over by subject area

Subject area	% 60 and over		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Biological sciences	7%	9%	2%
Business/administrative studies	6%	10%	4%
Computer science/librarianship/info science	4%	7%	2%
Creative arts/design	6%	9%	3%
Education	6%	10%	3%
Engineering/technology/building/architecture	8%	12%	4%
Humanities	9%	12%	3%
Languages	9%	12%	3%
Law	6%	8%	2%
Mathematical sciences	12%	13%	1%
Medicine and dentistry	9%	10%	1%
Physical sciences	10%	10%	0%
Social/political/economic studies	8%	12%	4%
Subjects allied to medicine	4%	6%	2%
Unknown and combined subjects	7%	10%	3%
Veterinary sciences/agriculture/related subjects	7%	7%	1%
Total	7%	10%	3%

Notes: Relates to Table 22 of HEFCE 2008/26. Pop D.

73. Figure 13 shows that the average age of permanent academics increased at a comparable rate to that seen in the UK workforce as a whole. The mean age for permanent academics increased by 0.2 years, while that of the UK workforce overall increased by 0.4 years between 2005-06 and 2008-09.

Figure 13 Average age of permanent academic staff compared to the UK workforce



Notes: Pop D compared to the UK workforce as defined in the Labour Force Survey table 'Employment data by age and sex'⁹. Horizontal axis crosses vertical axis at 30 rather than 0.

Professional and support staff

74. Table 21 shows relative stability in the age profile of professional and support staff between 2005-06 and 2008-09. However, as noted in paragraph 70 for academic staff, there was a decrease in proportion in the '50 to 59' age group and a concomitant increase in the '60 and over' age group.

Table 21 Professional and support staff by age group

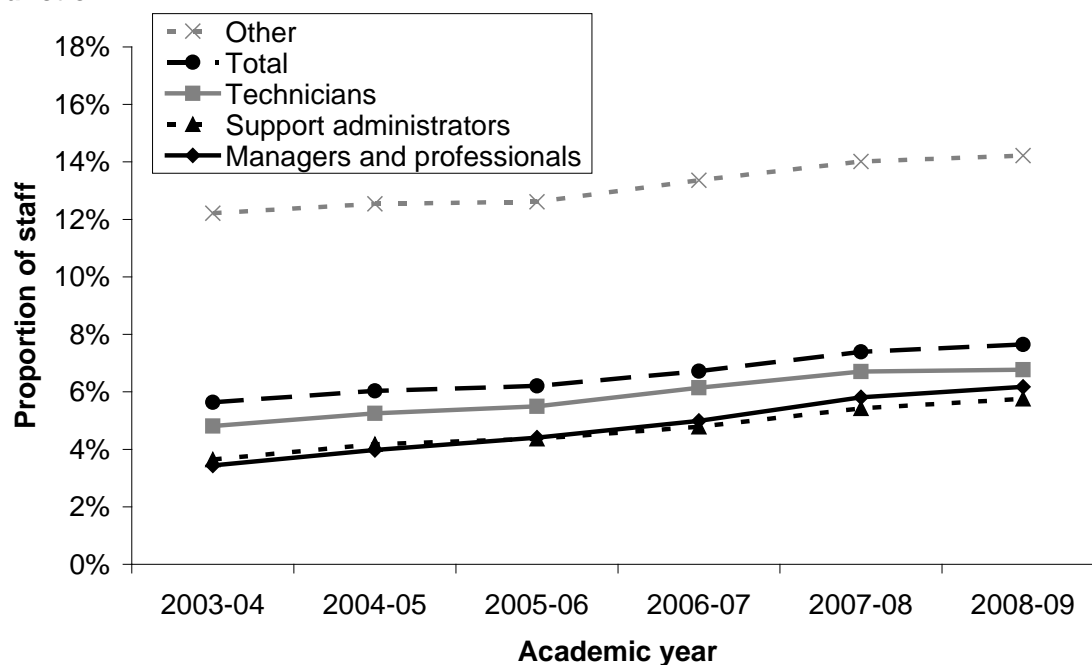
Age group	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Below 30	25,280	18%	26,540	18%
30 to 39	34,530	24%	37,665	25%
40 to 49	36,590	26%	38,905	26%
50 to 59	36,265	26%	36,635	24%
60 and over	8,785	6%	11,570	8%
Total with known age	141,455	100%	151,315	100%
Age unknown	35		5	
Total	141,490		151,320	

Notes: Low-activity staff excluded. Pop G. (\$)

⁹ See ONS web-site (www.statistics.gov.uk/STATBASE/Product.asp?vlnk=8285) for further details.

75. Figure 14 goes on to show that the proportion of staff aged 60 and over was largest in the Other category and smallest in the Support administrators category: 14 per cent and 6 per cent respectively in 2008-09.

Figure 14 Proportion of professional and support staff aged 60 and over by primary function



Notes: Low-activity staff excluded. Pop G. (\$)

All staff

76. The age profile of staff in English HEIs is shown in Table 22. The profile remained relatively consistent from 2005-06 to 2008-09 and the majority of staff are aged between 30 and 60. However, the change in proportion stated in paragraphs 70 and 74 for academic and professional and support staff is also present in Table 22; there is a decrease in the '50 to 59' age group and a concomitant increase in the '60 and over' age group.

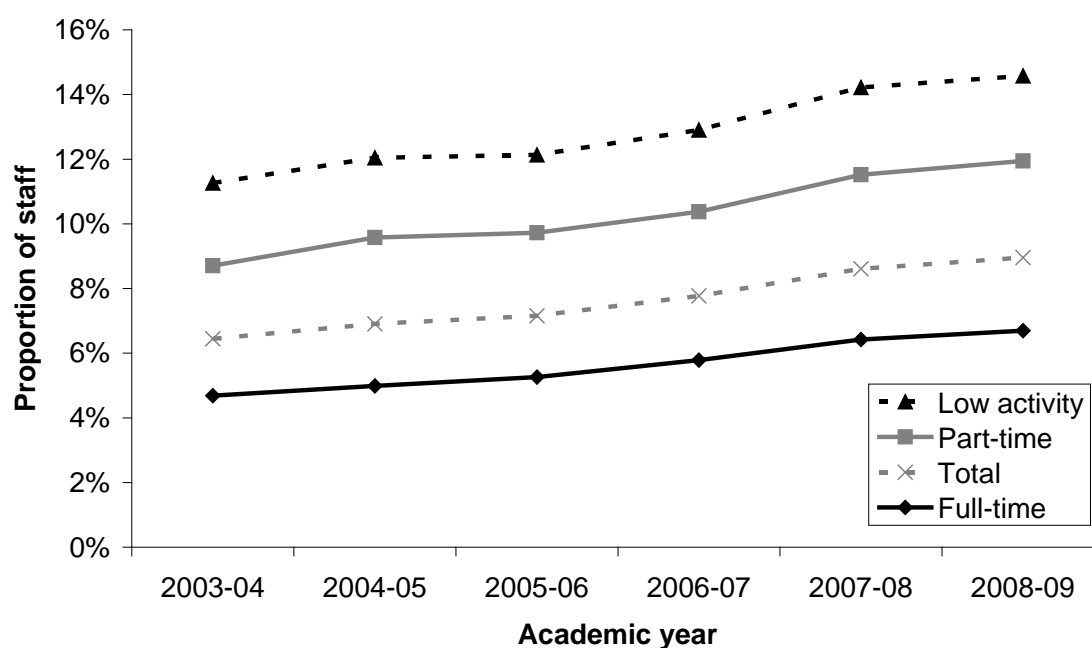
77. Figure 15 shows that the highest proportion of staff aged 60 and over existed among low-activity staff; 14 per cent in 2008-09.

Table 22 Staff in English HEIs by age

Age group	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Below 30	46,885	16%	50,315	16%
30 to 39	74,980	26%	80,690	26%
40 to 49	77,175	26%	82,285	26%
50 to 59	71,915	25%	73,130	23%
60 and over	20,935	7%	28,200	9%
Total with known age	291,890	100%	314,620	100%
Age unknown	540		340	
Total	292,435		314,960	

Notes: Relates to Table 29 of HEFCE 2008/26. Pop A.

Figure 15 Proportion of staff aged 60 and over by mode of employment



Notes: Relates to Table 30 of HEFCE 2008/26. Pop A. (\$)

Atypical staff

78. The distribution of atypical staff by age group, considered in Table 23, has remained stable, though the number of staff returned with unknown age has decreased. Almost half of those with known age were under 30, and about 90 per cent of staff were under 60.

Table 23 Atypical staff in English HEIs by age group

Age group	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Below 30	65,465	46%	83,410	49%
30 to 39	21,910	15%	24,640	14%
40 to 49	21,920	15%	24,350	14%
50 to 59	20,375	14%	21,575	13%
60 and over	12,085	9%	16,470	10%
Total with known age	141,755	100%	170,445	100%
Age unknown	11,530		4,395	
Total	153,285		174,840	

Notes: Pop I. See Annex D for complete time series.

Disability profile of the workforce

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

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

80. The 2008-09 data collection¹⁰ allowed institutions to return up to two declared disabilities for every staff member in their return¹¹, but for the purposes of this report the information will be grouped into the three categories stated in the previous paragraph.

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

82. In paragraphs 83-90 we look at the number of staff returned in each disability 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 as declared disabled. This

¹⁰ Data checks revealed that one institution recorded its staff disability status incorrectly in the current 2008-09 staff data. Rather than exclude this institution from the analysis the staff from this institution have been regrouped; this may cause a small number of declared disabled staff to be grouped with the 'Not known to be disabled' group for 2008-09.

¹¹ For more details on the new disability fields DISABLE1 and DISABLE2 see the staff stream section of the HESA web-site

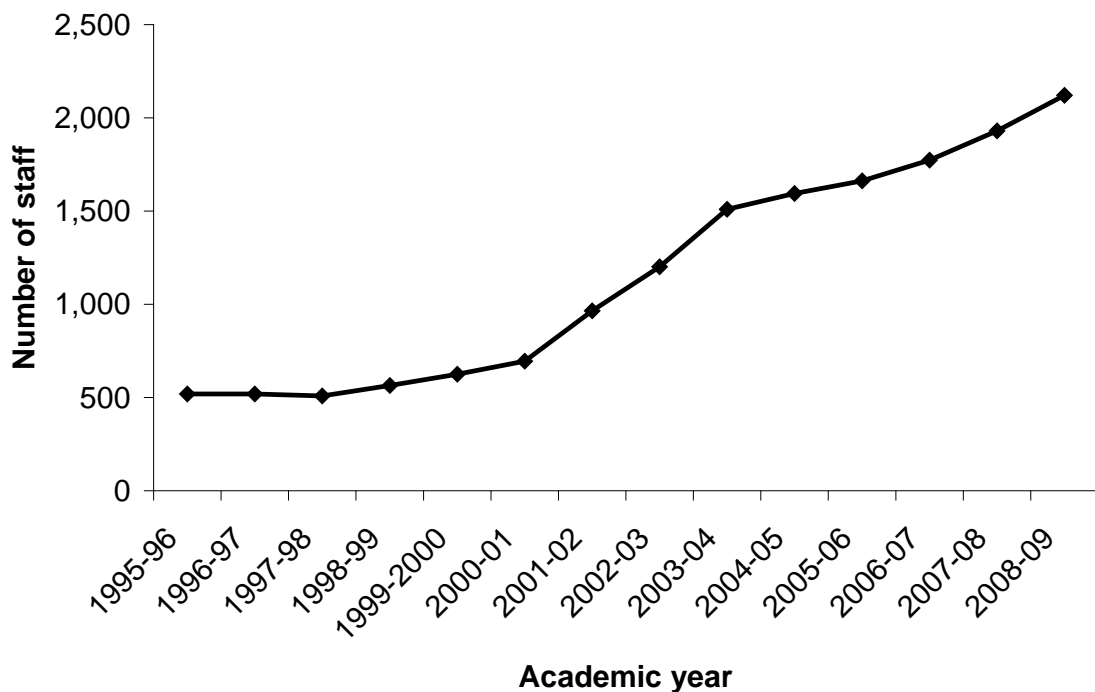
(www.hesa.ac.uk/index.php?option=com_collins&task=show_manuals&Itemid=233&r=08025).

information has previously been analysed in HEFCE 2007/36 and 2008/26, but not in earlier reports.

Permanent academic staff

83. Figure 16 shows the trend in number of permanent academic staff that are declared disabled. It shows a rapid increase between 2000-01 and 2003-04, where the proportion moves from 1.3 per cent to 2.7 per cent. It is unclear whether this is due to improved reporting methods or an actual increase in the number of staff with a declared disability in the sector.

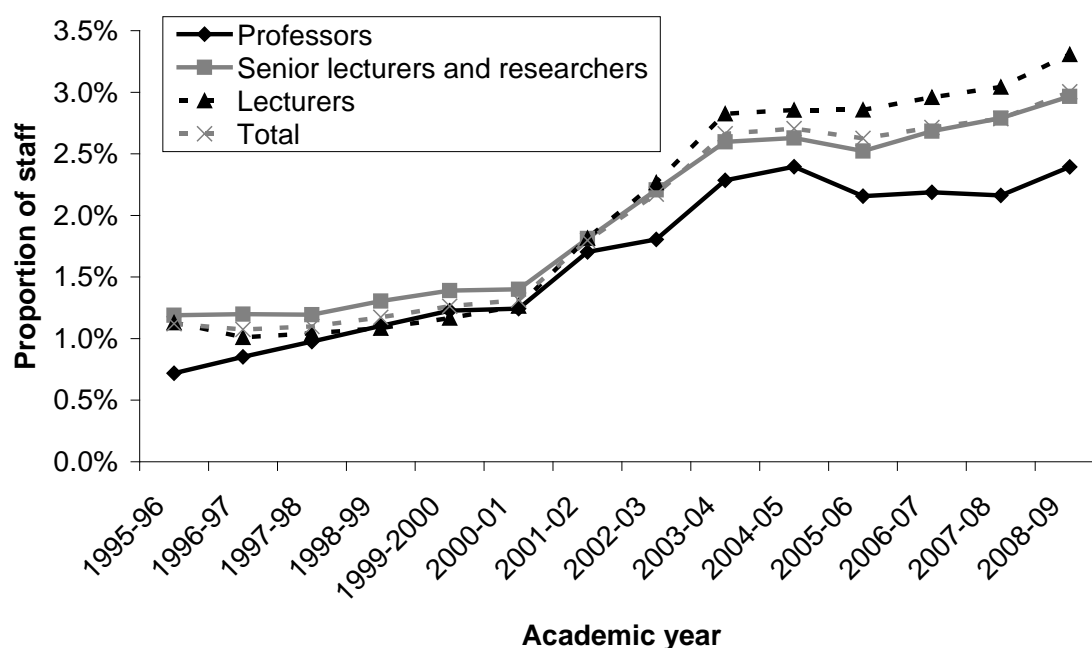
Figure 16 Number of permanent academic staff declared disabled



Notes: Relates to Figure 11 of HEFCE 2008/26. Pop D.

84. Figure 17 shows the proportion of permanent academic staff declared disabled, split by grade. It shows broadly similar proportions of staff who are declared disabled across the grades; also the pattern of change between 1995-96 and 2008-09 is similar across the grades.

Figure 17 Proportion of permanent academic staff declared disabled by grade



Notes: The proportion of declared disabled staff is calculated using the total number of staff with known disability status. Relates to Figure 12 of HEFCE 2008/26. Pop D.

85. Table 24 shows the proportion of permanent academic staff declared disabled, split by subject area of their highest qualification, for 2005-06 and 2008-09. The proportion of such staff with a declared disability ranged from 1.6 per cent to 3.9 per cent in 2008-09.

Table 24 Permanent academic staff by disability status and subject area

Subject area	% declared disabled		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Biological sciences	2.4%	2.4%	0.0%
Business/administrative studies	3.1%	3.4%	0.3%
Computer science/librarianship/info science	2.6%	3.3%	0.8%
Creative arts/design	2.5%	2.7%	0.2%
Education	3.2%	3.4%	0.3%
Engineering	2.0%	2.3%	0.3%
Humanities	3.2%	3.1%	-0.1%
Languages	2.3%	2.8%	0.6%
Law	3.5%	3.3%	-0.2%
Mathematical sciences	2.3%	2.4%	0.1%
Medicine and dentistry	2.0%	1.6%	-0.4%
Physical sciences	1.9%	2.0%	0.1%
Social/political/economic studies	3.0%	3.6%	0.7%

Subject area	% declared disabled		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Subjects allied to medicine	3.1%	3.7%	0.6%
Unknown and combined subjects	2.5%	3.6%	1.0%
Veterinary sciences/agriculture/related subjects	1.5%	3.9%	2.4%
Total with known disability status	2.6%	3.0%	0.4%
Not known/not given	3,600	4,575	
Total	66,885	75,185	

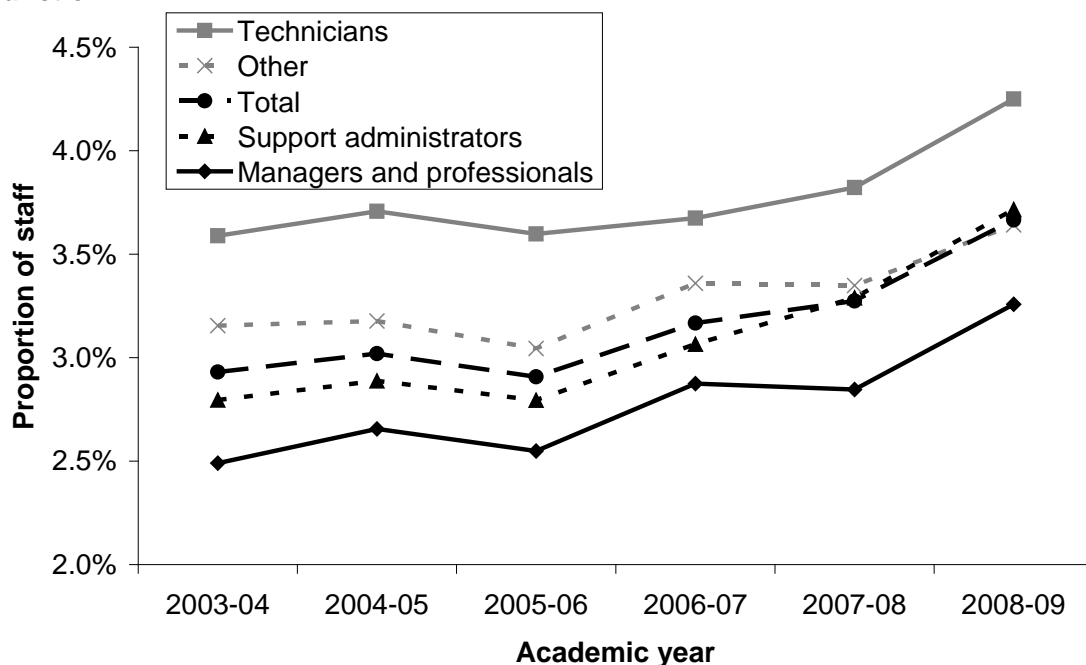
Notes: The proportion of declared disabled staff is calculated using the total number of staff with known disability status. Relates to Table 28 of HEFCE 2008/26. Pop D.

Professional and support staff

86. In 2005-06 there were 3,805 professional and support staff with a declared disability, this steadily increased year-on-year to around 5,130 in 2008-09.

87. The proportion of professional and support staff that are declared disabled is shown in Figure 18, split by primary function. The highest proportion was among technicians and lowest among managers and professionals.

Figure 18 Proportion of professional and support staff declared disabled by primary function



Notes: Low-activity staff and staff with unknown disability status excluded. Relates to Table 29 of HEFCE 2008/26. Pop G. (\$) Horizontal axis crosses vertical axis at 2% rather than 0%.

All staff

88. Table 25 shows the numbers and proportions of staff in English HEIs that are declared disabled for 2005-06 to 2008-09. The number of staff with a declared disability has grown by about 22,500; and the proportion of all staff declared disabled increased by 0.5 per cent.

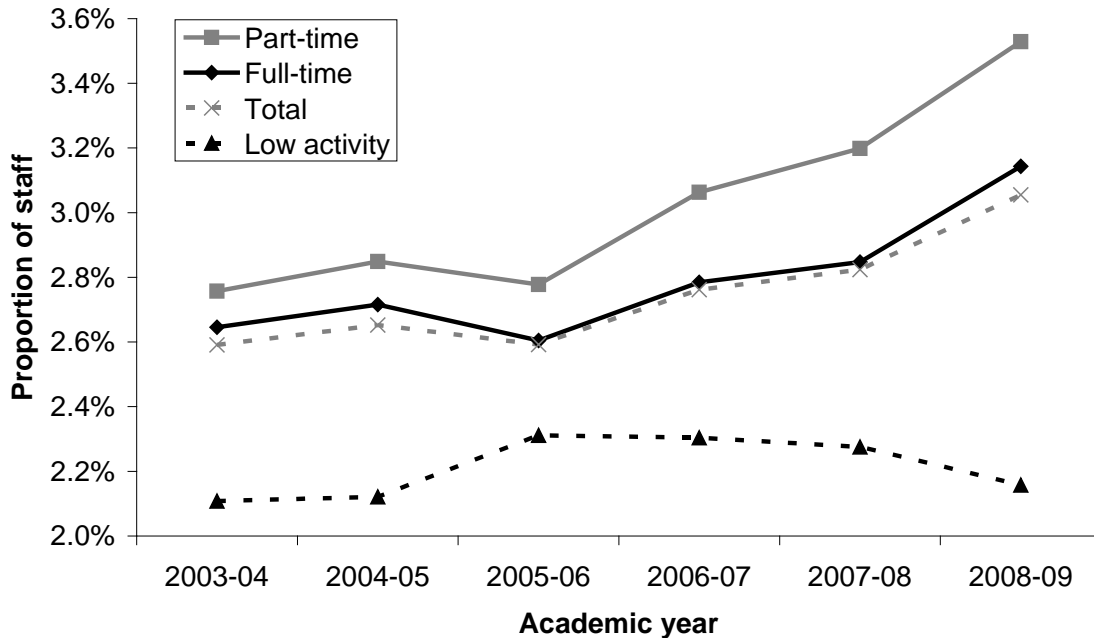
Table 25 Number and proportion of staff declared disabled

Disability status	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Not known to be disabled	260,820	97.4%	281,420	96.9%
Declared disabled	6,940	2.6%	8,870	3.1%
Total with known disability status	267,760	100.0%	290,285	100.0%
Information not provided	24,670		24,670	
Total	292,435		314,960	

Notes: Relates to Table 30 of HEFCE 2008/26. Pop A.

89. Figure 19 shows the proportion of staff declared disabled, split by mode of employment. In 2008-09 this proportion ranged from 2.2 per cent among low-activity staff to 3.5 per cent among those working part-time.

Figure 19 Proportion of staff declared disabled by mode of employment



Notes: Staff with unknown disability status excluded. Relates to Table 31 of HEFCE 2008/26. Pop A. (\$) Horizontal axis crosses vertical axis at 2% rather than 0%.

Atypical staff

90. Table 26 shows that the number and proportion of atypical staff who were declared disabled increased between 2005-06 and 2008-09, while the number with unknown status dropped by about 10,000.

Table 26 Atypical staff in English HEIS by disability status

Disability status	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Not known to be disabled	113,315	98.6%	143,940	98.2%
Declared disabled	1,570	1.4%	2,645	1.8%
Total with known disability status	114,885	100%	146,585	100%
Information not provided	38,400		28,255	
Total	153,285		174,840	

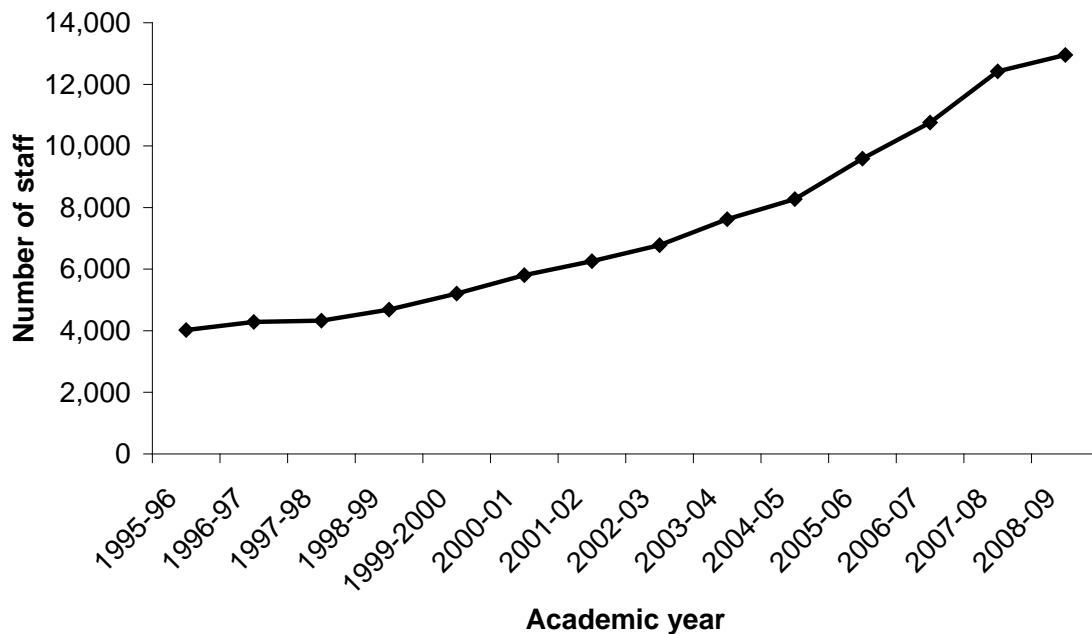
Notes: Pop I. See Annex D for complete time series.

Nationality profile of the workforce

Permanent academic staff

91. Figure 20 shows the trend in number of permanent academic staff who are non-UK nationals between 1995-96 and 2008-09; the number more than trebled from about 4,000 to 13,000 non-UK staff across the sector.

Figure 20 Number of permanent academic staff who are non-UK nationals



Notes: Relates to Figure 18 of HEFCE 2008/26. Pop D.

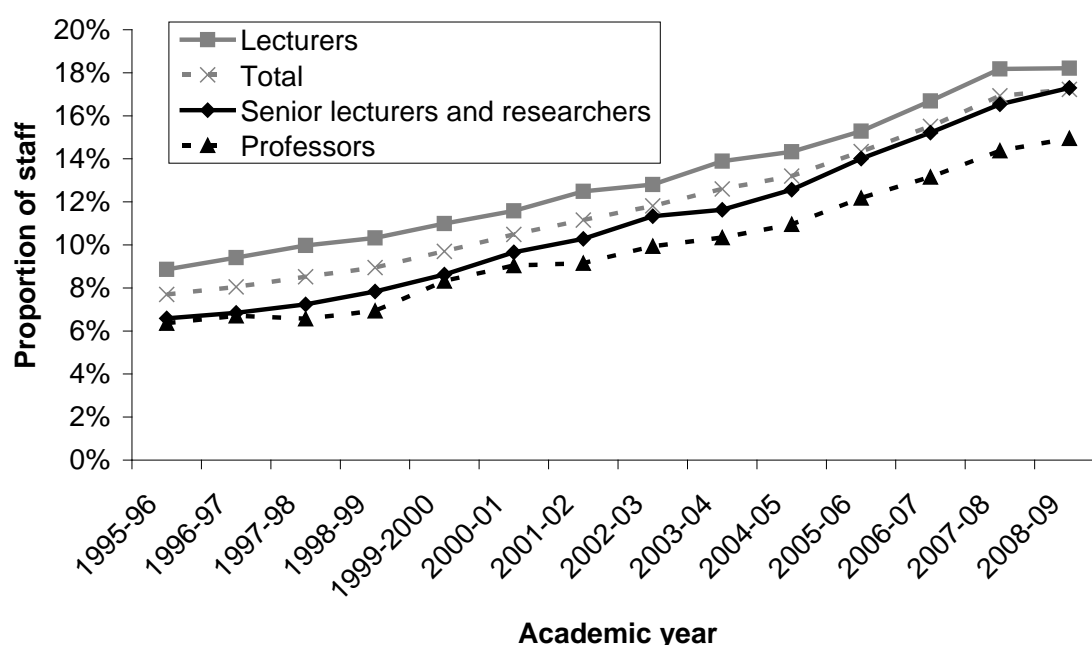
92. Table 27 gives a breakdown of the different nationalities represented within permanent academic staff. It shows that, after UK nationals, those from Western Europe and Scandinavia formed the largest group of staff. Those from China, Japan and East Asia saw the largest percentage increase from 2005-06.

Table 27 Permanent academic staff by nationality

Nationality	2005-06	2008-09	% difference between 2005-06 and 2008-09
Australia, US, Canada, New Zealand	2,205	2,625	19%
China, Japan and East Asia	715	1,050	47%
Eastern and Central Europe	1,080	1,535	42%
Middle East and Central Asia	805	1,035	28%
Other non-European nationality	755	885	17%
UK	55,530	59,990	8%
Western Europe and Scandinavia	4,030	5,825	44%
Unknown	1,765	2,240	27%
Total	66,885	75,185	12%

Notes: Relates to Table 41 of HEFCE 2008/26. Pop D.

Figure 21 Proportion of permanent academic staff who are non-UK nationals by grade



Notes: Relates to Figure 19 of HEFCE 2008/26. Pop D.

93. Figure 21 shows the proportion of permanent academic staff who were non-UK nationals between 1995-96 and 2008-09, split by grade. All grades saw overall increases

in the proportion of staff who were non-UK nationals. Senior lecturers and researchers saw the biggest increase between 2005-06 and 2008-09; at 3 per cent.

94. Table 28 shows the proportion of non-UK national permanent academic staff split by the subject of highest qualification. Education continued to have the lowest proportion of staff from a non-UK nationality (6 per cent in 2008-09). Mathematical sciences saw the biggest increase in proportion (7 per cent) as well as having the highest proportion of non-UK nationality staff (26 per cent) in 2008-09.

Table 28 Proportion of permanent academic staff who are non-UK nationals by subject area

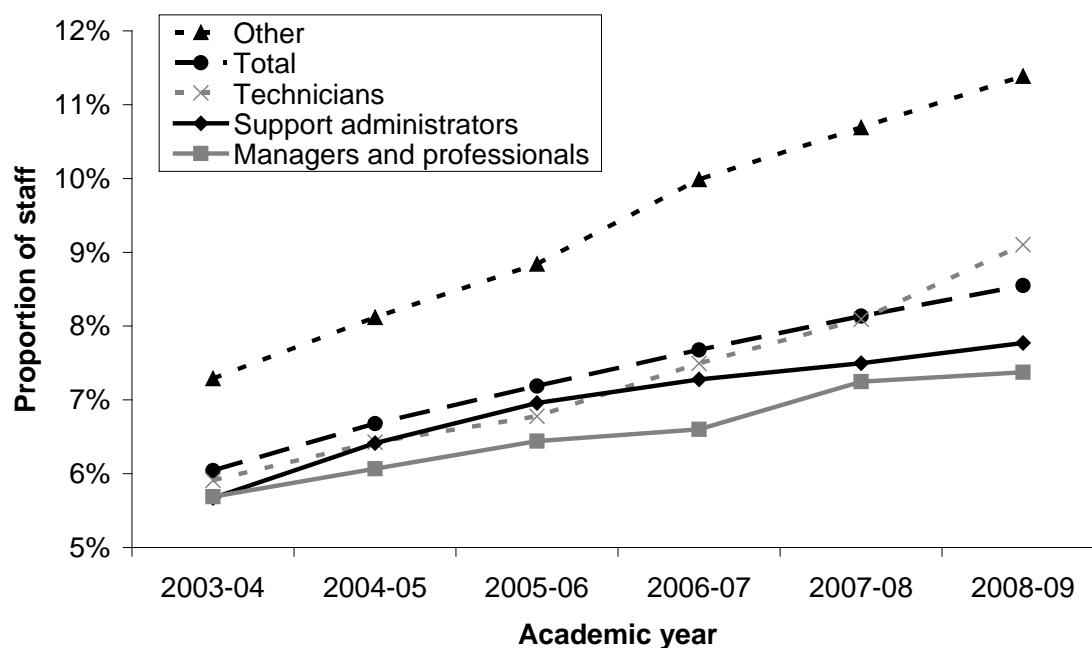
	% of non-UK nationals		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Biological sciences	13%	16%	3%
Business/administrative studies	14%	19%	5%
Computer science/librarianship	18%	20%	2%
Creative arts/design	8%	11%	3%
Education	5%	6%	1%
Engineering	17%	21%	3%
Humanities	16%	20%	4%
Languages	21%	24%	3%
Law	15%	19%	4%
Mathematical sciences	19%	26%	7%
Medicine and dentistry	12%	16%	4%
Physical sciences	14%	18%	4%
Social/political/economic studies	18%	22%	4%
Subjects allied to medicine	9%	9%	1%
Unknown and combined subjects	21%	21%	0%
Veterinary sciences/agriculture	12%	15%	4%
Total with known nationality	15%	18%	3%
Not known/not given	1,765	2,240	
Total	66,885	75,185	

Notes: Proportions of non-UK nationals are the proportion of the total number of staff with known nationality. Relates to Table 42 of HEFCE 2008/26. Pop D.

Professional and support staff

95. The proportion of non-UK nationality professional and support staff in English HEIs has increased steadily since 2003-04 (see Figure 22). The highest proportion of non-UK nationals were found in the Other group.

Figure 22 Proportion of professional and support staff who are non-UK nationals by primary function



Notes: Low activity staff and staff with unknown nationality excluded. Relates to Table 43 of HEFCE 2008/26. Pop G. (\$) Horizontal axis crosses vertical axis at 5% rather than 0%.

All staff

96. Table 29 details the nationality profile of staff in English HEIs, and shows that the profile remained broadly similar to that seen in previous reports. The proportion of non-UK nationals rose by two percentage points, between 2005-06 and 2008-09, to 16 per cent.

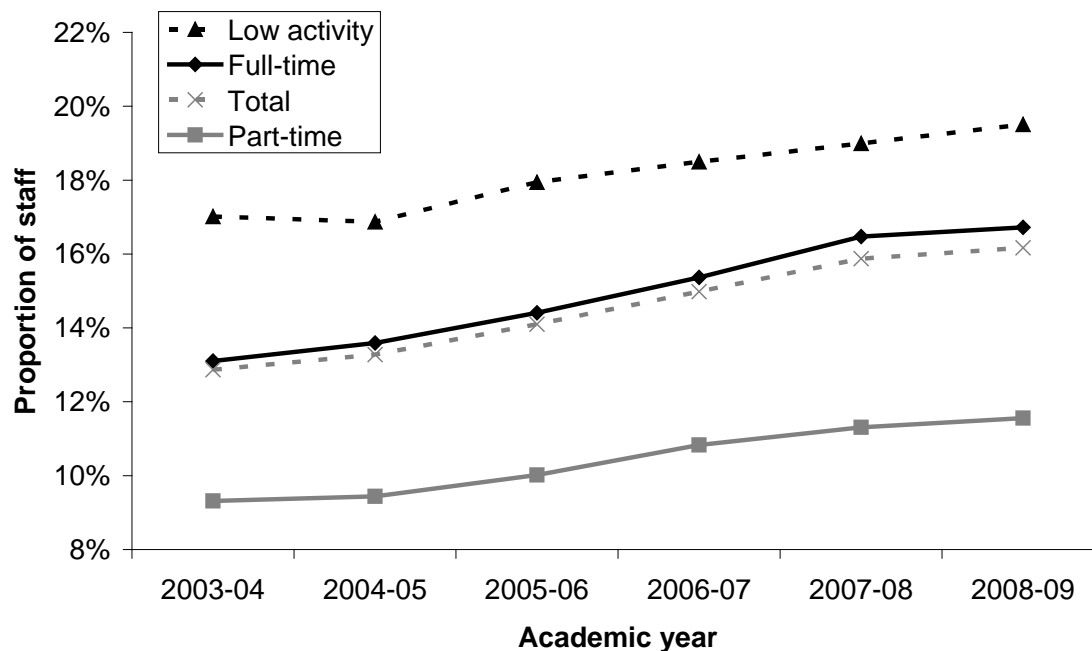
Table 29 Staff in English HEIs by nationality

Nationality	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Australia, US, Canada, New Zealand	5,850	2%	6,880	2%
China, Japan and East Asia	5,055	2%	5,880	2%
Eastern and Central Europe	4,645	2%	6,560	2%
Middle East and Central Asia	3,690	1%	4,885	2%
Other non-European nationality	4,135	2%	4,925	2%
UK	232,485	86%	249,830	84%
Western Europe and Scandinavia	14,800	5%	19,045	6%
Total with known nationality	270,650	100%	298,010	100%
Nationality not known/not given	21,785		16,950	
Total	292,435		314,960	

Notes: Relates to Table 44 of HEFCE 2008/26. Pop A.

97. Figure 23 illustrates the continued growth in the proportion of non-UK national staff split by mode of employment. In 2008-09 the proportion ranged from 12 per cent for part-time staff to 20 per cent for low activity staff.

Figure 23 Proportion of staff who are non-UK nationals by mode of employment



Notes: Relates to Table 45 of HEFCE 2008/26. Pop A. (\$) Horizontal axis crosses vertical axis at 8% rather than 0%.

Atypical staff

98. Table 30 shows that the proportion of atypical staff returned as unknown nationality decreased from 51 per cent to 39 per cent. This remains a high proportion of unknowns, but the nationality profile has remained stable over the four-year period as the number of staff included has increased.

Table 30 Atypical staff in English HEIs by nationality

Nationality	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Australia, US, Canada and New Zealand	1,540	2%	2,185	2%
China, Japan and East Asia	3,565	4%	4,585	4%
Eastern and Central Europe	1,645	2%	2,670	2%
Middle East and Central Asia	2,105	2%	3,505	3%
Other non-European nationality	2,085	2%	3,120	3%
UK	69,235	82%	88,810	80%
Western Europe and Scandinavia	4,445	5%	6,195	6%
Total with known nationality	84,620	100%	111,070	100%
Nationality not known/not given	68,665		63,770	
Total	153,285		174,840	

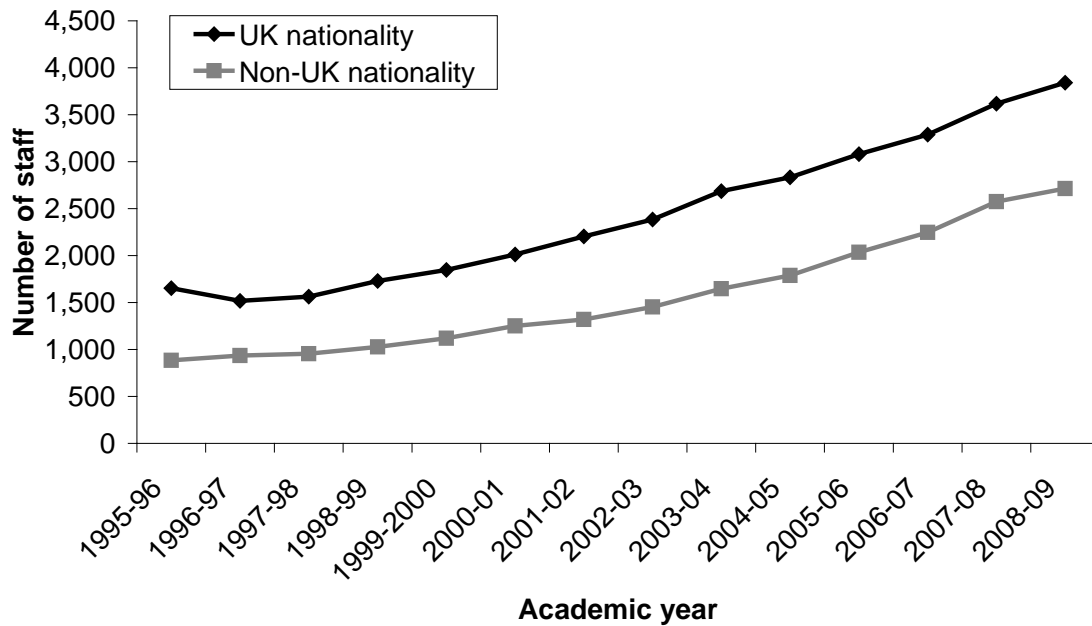
Notes: Pop I. See Annex D for complete time series.

Ethnicity profile of the workforce

Permanent academic staff

99. Figure 24 shows an increasing trend in the number of permanent academic staff from a black and minority ethnic (BME) background between 1995-96 and 2008-09, whether UK or non-UK nationals.

Figure 24 Number of permanent academic staff from a BME background



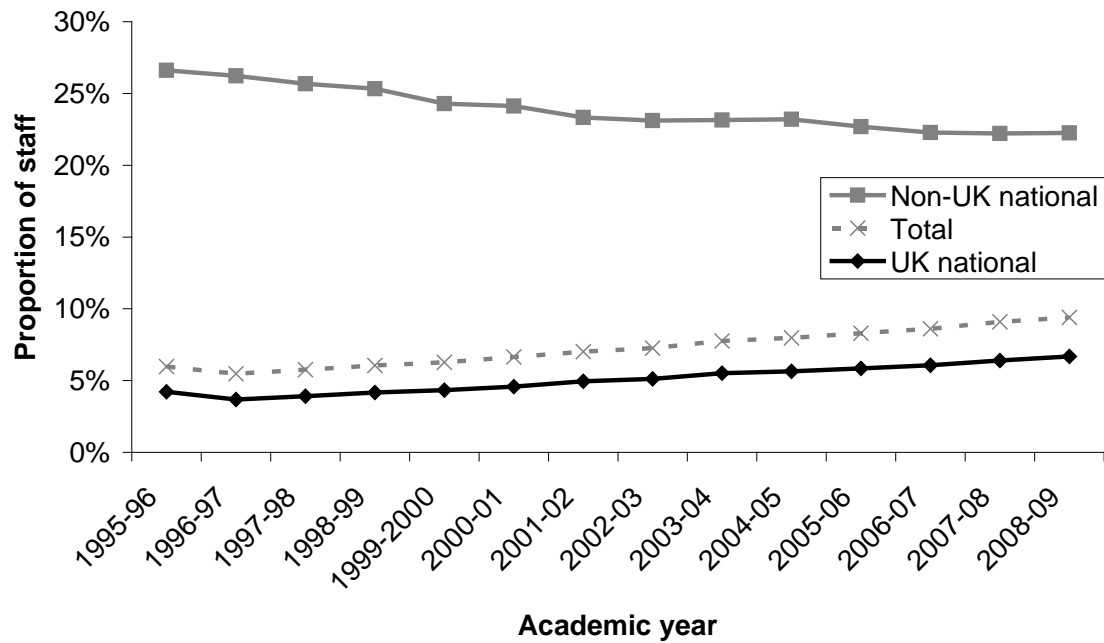
Notes: Relates to Figure 13 of HEFCE 2008/26. Pop D excluding those staff with unknown nationality or ethnicity.

100. Figure 25 goes on to show that staff who are non-UK nationals have a consistently higher proportion from BME backgrounds than UK national staff. It also shows that while the overall proportion of BME staff has increased for staff of UK nationality, the proportion decreased for staff of non-UK nationality.

101. Due to the differences in paragraph 100, we consider staff of UK nationality separately to staff of non-UK nationality. All tables and figures in the ethnicity profile section of this report relate to UK nationals, unless otherwise stated. The tables that relate to non-UK nationals can be found in Annex E.

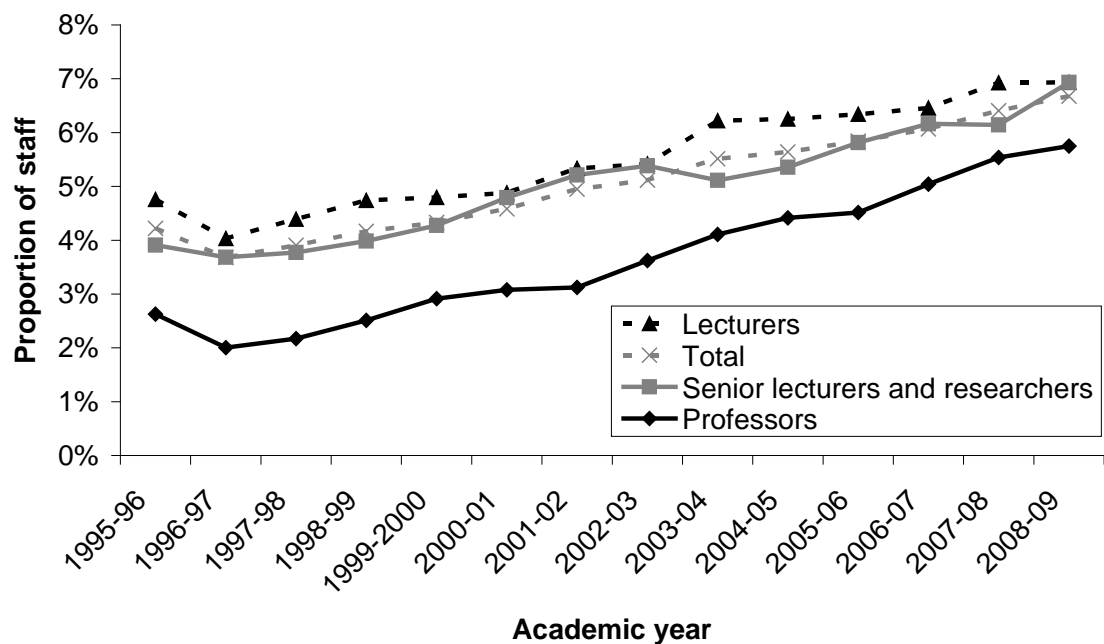
102. Figure 26 shows the proportion of UK national permanent academic staff who are from a BME background, split by grade, between 1995-96 and 2008-09. It shows an increase in proportion of those from a BME background at all levels of academic grade across the period. It also shows that the lowest proportion was among professors, while the highest proportion was among lecturers.

Figure 25 Proportion of permanent academic staff from BME backgrounds by nationality



Notes: Relates to Table 32 of HEFCE 2008/26. Pop D excluding those staff with unknown nationality or ethnicity.

Figure 26 Proportion of UK national permanent academic staff from a BME background



Notes: Relates to Figure 14 of HEFCE 2008/26. Pop D excluding those staff with unknown nationality or ethnicity and non-UK nationality.

103. The trend for non-UK national permanent academic staff differs from those of UK nationality. All grades decreased in the proportion of BME staff over the past 13 years. Since 2004-05 the proportion has flattened out and is relatively constant, the lowest proportion was among professors and the highest among lecturers, as shown in Figure E1 of Annex E.

104. Table 31 shows the proportion of UK national permanent academic staff who are from a BME background, split by subject of highest qualification of the staff member. It shows that engineering had the largest proportion of staff from a BME background in 2008-09.

105. When considering permanent academic staff with non-UK nationality, those staff with the subject of highest qualification in business/administrative studies had the largest proportion from a BME background, at 42 per cent in 2008-09, see Table E1 in Annex E.

Table 31 Permanent academic staff with UK nationality by ethnic background and subject area

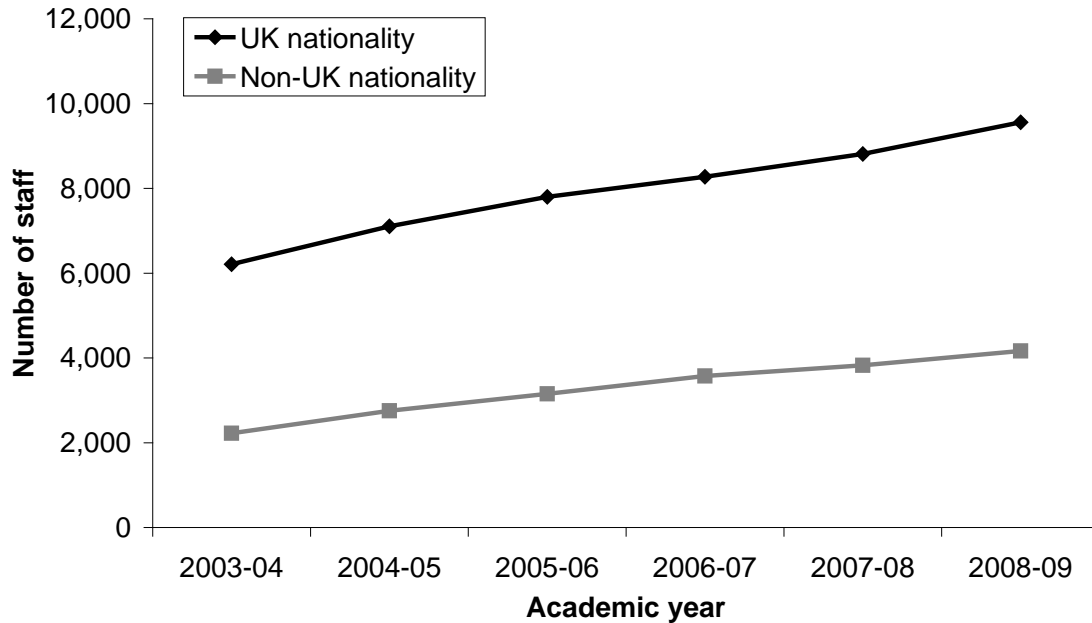
Subject	% from BME background		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Biological sciences	5%	5%	0%
Business/administrative studies	7%	8%	2%
Computer science/librarianship/info science	8%	8%	1%
Creative arts/design	4%	4%	0%
Education	4%	4%	0%
Engineering	11%	13%	2%
Humanities	4%	4%	1%
Languages	4%	4%	0%
Law	6%	7%	1%
Mathematical sciences	6%	6%	0%
Medicine and dentistry	10%	12%	2%
Physical sciences	4%	5%	1%
Social/political/economic studies	6%	7%	1%
Subjects allied to medicine	7%	8%	0%
Unknown and combined subjects	6%	7%	2%
Veterinary sciences/agriculture related subjects	3%	3%	0%
Total with known ethnic background	6%	7%	1%
Not known/not given	2,800	2,470	
Total	55,530	59,990	

Notes: Relates to Table 33 of HEFCE 2008/26. Pop D excluding those staff with unknown nationality or ethnicity and non-UK nationality.

Professional and support staff

106. Figure 27 shows that the number of professional and support staff from a BME background rose steadily between 2003-04 and 2008-09. In 2008-09, 13,725 of those with known nationality were from a BME background.

Figure 27 Number of professional and support staff of UK and non-UK nationality from a BME background

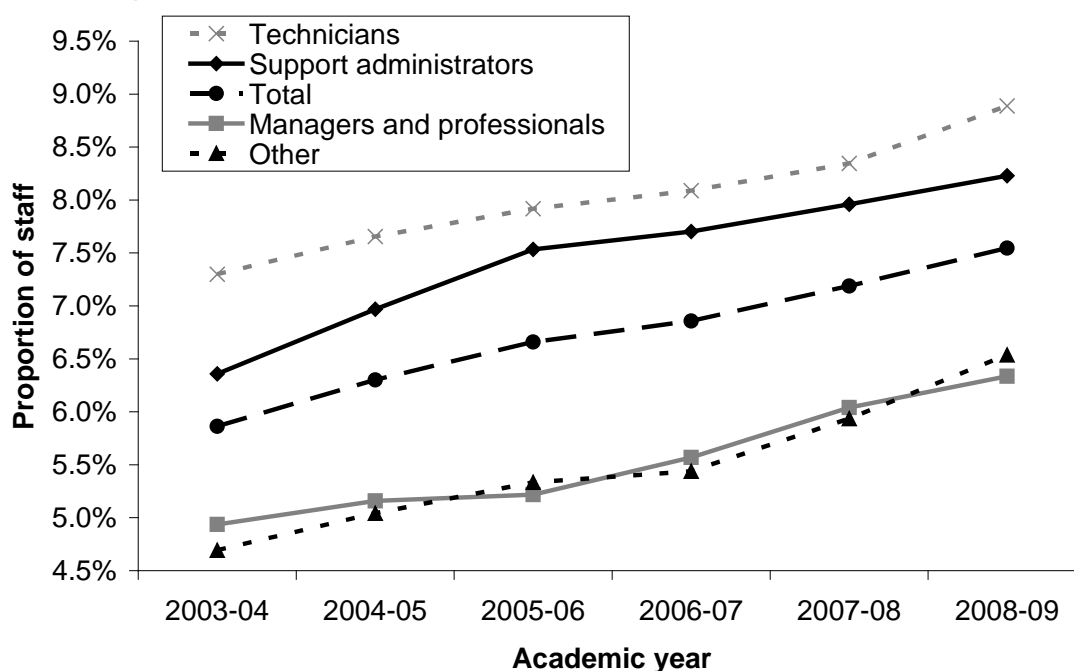


Notes: Relates to Figure 15 of HEFCE 2008/26. Pop D excluding those staff with unknown nationality or ethnicity.

107. Figure 28 shows the proportion of professional and support staff from a BME background. The highest proportion throughout the period was the Technicians group, at 9 per cent in 2008-09, and the Managers and professionals group continued to have the lowest proportion of staff from a BME background, at 6 per cent in 2008-09.

108. The proportion of non-UK national professional and support staff from a BME background was higher than for UK national staff, at 36 per cent in 2008-09. Staff in the Other group had the highest proportion from a BME background, at 55 per cent in 2008-09, and the managers and professionals had the lowest proportion, at 25 per cent in 2008-09, see Figure E2 in Annex E.

Figure 28 Proportion of professional and support staff with UK nationality from a BME background by primary function



Notes: Low-activity staff and staff with unknown ethnicity excluded. Pop G. Relates to Table 34 of HEFCE 2008/26. (\$) Horizontal axis crosses vertical axis at 4.5% rather than 0%.

All staff

109. Table 32 shows that the number of UK national staff has risen for all ethnic groups over the period 2005-06 to 2008-09; the overall proportion of staff from BME backgrounds increased by 1 per cent.

110. The number of non-UK staff also rose over all ethnic groups, although the proportion of staff from BME backgrounds saw a decrease (from 33 per cent in 2005-06 to 32 per cent in 2008-09), see Table E2 in Annex E.

111. Figure 29 focuses on growth in proportion of UK national staff from BME backgrounds. Splitting by mode of employment, we see that the part-time mode of working had the lowest proportion of staff from a BME background.

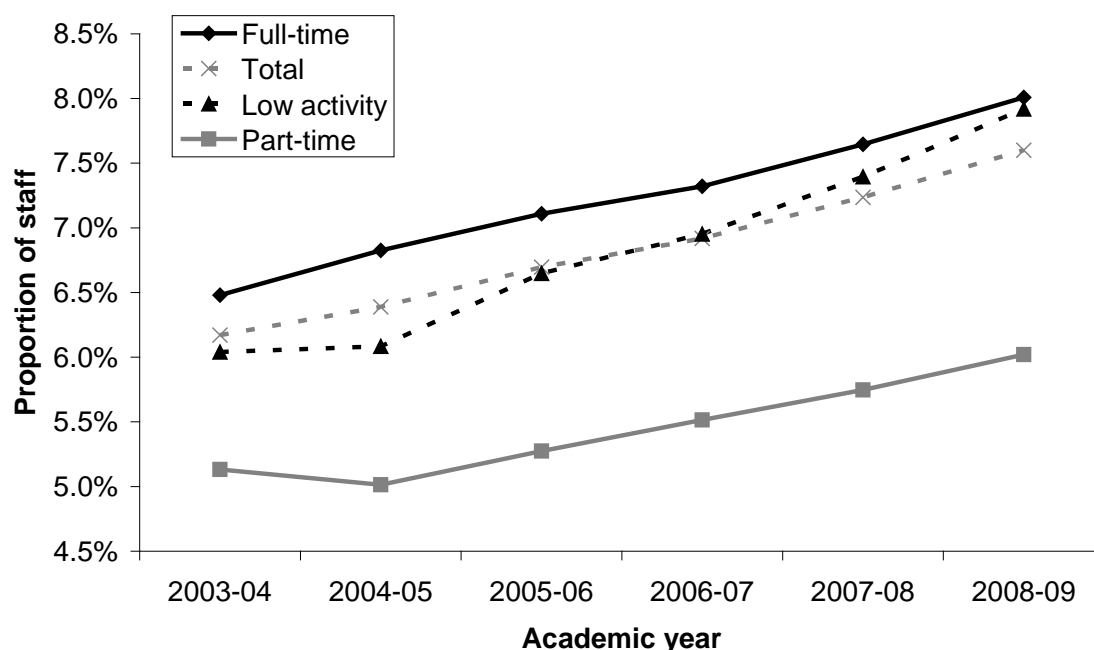
112. Non-UK national staff saw an overall decrease of 1 per cent in the proportion from BME backgrounds between 2003-04 and 2008-09. The full-time mode of working had the lowest proportion of staff from a BME background, at 32 per cent in 2008-09, see Figure E3 in Annex E for details.

Table 32 Staff with UK nationality in English HEIs by ethnicity

Ethnicity	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Asian/Asian British	6,265	2.9%	7,820	3.3%
Black/Black British	3,620	1.7%	4,320	1.8%
Chinese	1,450	0.7%	1,795	0.8%
Mixed and other ethnic backgrounds	3,360	1.5%	4,040	1.7%
White	204,695	93.3%	218,570	92.4%
Total with known ethnicity	219,390	100.0%	236,545	100.0%
Not known/not given	13,095		13,285	
Total	232,485		249,830	

Notes: Relates to Table 35 of HEFCE 2008/26. Pop A excluding those staff with unknown nationality or ethnicity.

Figure 29 Proportion of staff in English HEIs with UK nationality from a BME background by mode of employment



Notes: Relates to Table 36 of HEFCE 2008/26. Pop A excluding those staff with unknown nationality or ethnicity. (\$) Horizontal axis crosses vertical axis at 4.5% rather than 0%.

Atypical staff

113. We found that the number of unknowns recorded for ethnicity of atypical staff was higher than that seen for nationality in Table 30. However, this section of the report

excludes staff with unknown nationality and most atypical staff with unknown nationality also had unknown ethnicity.

114. Table 33 shows the ethnicity profile for atypical staff who are UK nationals. The number of unknowns decreased between 2005-06 and 2008-09 reaching about 10,000 and the profile remained stable.

115. For non-UK nationals the ethnicity profile showed an increase in the number of unknowns from 2,605 to 3,100 between 2005-06 and 2008-09. There was also more variation in the proportion of staff from BME backgrounds within the profile than that seen for UK nationality staff, see Table E3 in Annex E for details.

Table 33 Atypical UK staff in English HEIs by ethnicity

Ethnicity	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Asian/Asian British	1,995	3%	3,045	4%
Black/Black British	975	2%	1,430	2%
Chinese	470	1%	595	1%
Mixed and other ethnic backgrounds	1,140	2%	1,755	2%
White	52,565	92%	72,000	91%
Total with known ethnicity	57,145	100%	78,830	100%
Not known/not given	12,090		9,980	
Total	69,235		88,810	

Notes: Pop I. See Annex D for complete time series.

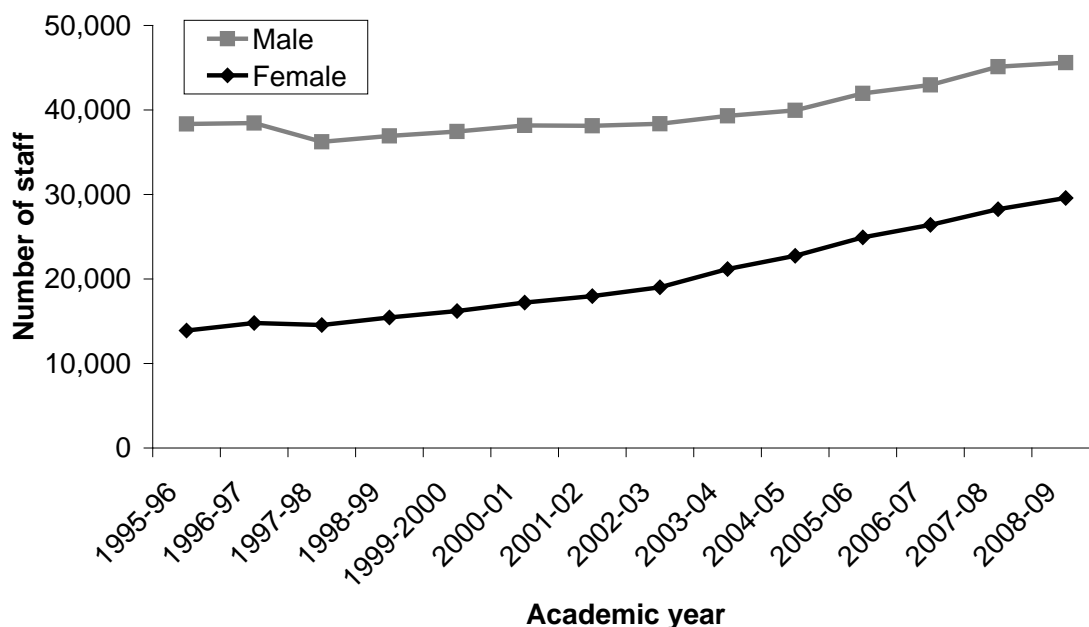
Sex profile of the workforce

Permanent academic staff

116. Figure 30 shows the number of male and female permanent academic staff employed between 1995-96 and 2008-09. It shows a steady increase in numbers from 1997-98 for both groups of staff.

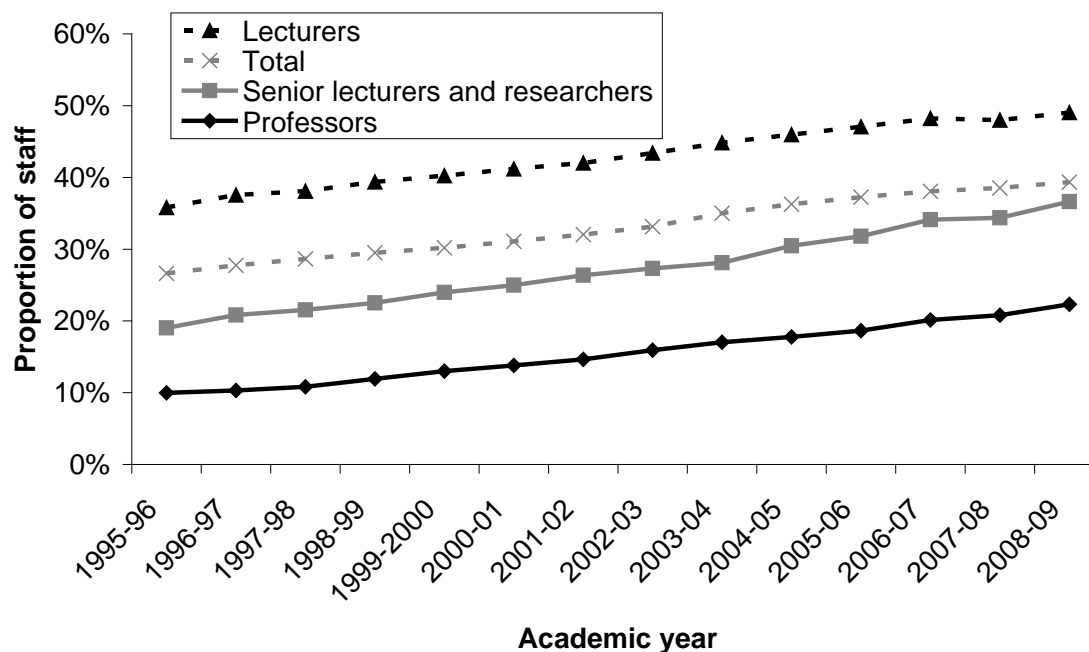
117. Figure 31 shows how the proportion of women among permanent academic staff varies by grade. For all grades it shows a consistent increase in the proportion of staff who are female. The highest proportion of women was seen in the lecturer category, where levels reached 49 per cent in 2008-09.

Figure 30 Number of permanent academic staff by sex



Notes: Relates to Figure 16 of HEFCE 2008/26. Pop D.

Figure 31 Proportion of female permanent academic staff by grade



Notes: Relates to Figure 17 of HEFCE 2008/26. Pop D.

118. Table 34 shows the proportion of women among permanent academic staff, split by the staff member's subject of highest qualification. It shows that education and subjects allied to medicine had the highest proportions of female staff. Veterinary sciences/agriculture/related subjects saw the biggest increase in proportion, a 5 per cent rise between 2005-06 and 2008-09.

119. As in previous years, the lowest proportion of female staff in 2008-09 was in engineering, at 15 per cent, and physical sciences, at 18 per cent. However both saw an increase of 2 per cent over the four-year period.

Table 34 Permanent academic staff by sex and subject area

Grade	% female		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Biological sciences	36%	39%	3%
Business/administrative studies	37%	40%	3%
Computer science/librarianship	28%	30%	2%
Creative arts/design	39%	41%	2%
Education	58%	61%	2%
Engineering	13%	15%	2%
Humanities	33%	35%	2%
Languages	51%	52%	2%
Law	45%	46%	1%
Mathematical sciences	20%	22%	2%
Medicine and dentistry	24%	29%	5%
Physical sciences	16%	18%	2%
Social/political/economic studies	39%	41%	2%
Subjects allied to medicine	62%	61%	-1%
Unknown and combined subjects	41%	44%	3%
Veterinary sciences/agriculture/related subjects	35%	40%	5%
Total	37%	39%	2%

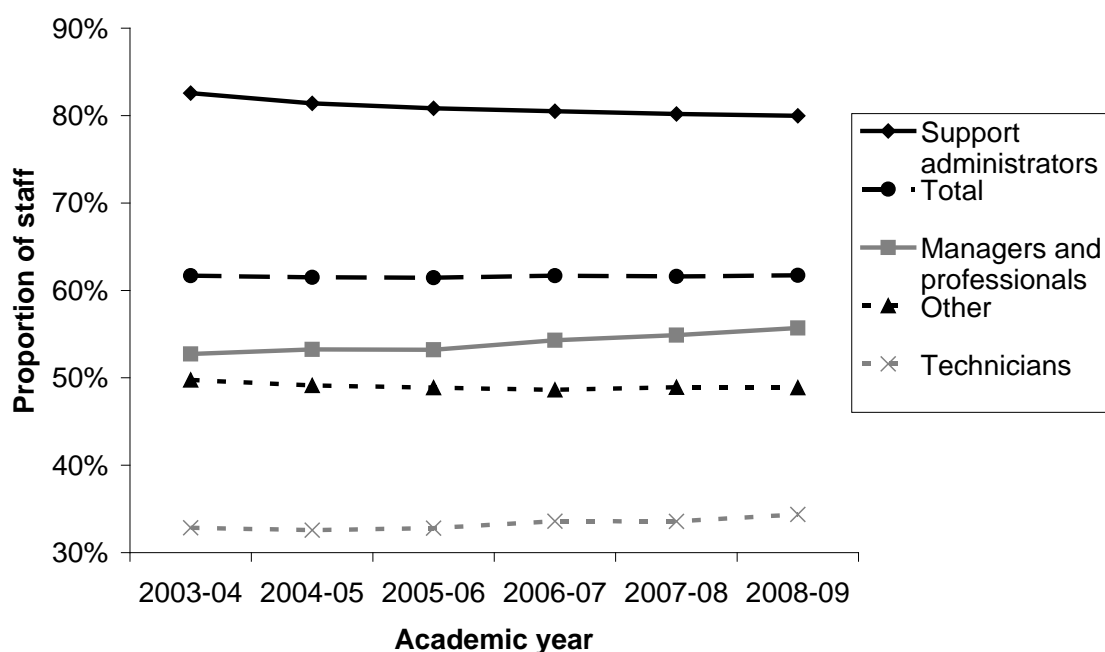
Notes: Relates to Table 37 of HEFCE 2008/26. Pop D.

Professional and support staff

120. The number of female professional and support staff increased from 86,940 to 93,420 between 2005-06 and 2008-09.

121. The proportion of professional and support staff who are women is shown in Figure 32 split by primary function. In 2008-09 women continued to form 62 per cent of professional and support staff. More than four-fifths of support administrators in the sector have been women, although this proportion has dropped slightly: it fell from 83 per cent in 2003-04 to 80 per cent in 2008-09. The lowest proportion continued to be women in the Technicians group which rose by one percentage point, to 34 per cent in 2008-09.

Figure 32 Proportion of female professional and support staff by primary function



Notes: Low-activity staff excluded. Pop G. Relates to Table 38 of HEFCE 2008/26. (\$) Horizontal axis crosses vertical axis at 30% rather than 0%.

All staff

122. Table 35 shows the number of staff in English HEIs split by sex. It shows that the proportion of women rose from 53 to 54 per cent of all staff between 2005-06 and 2008-09.

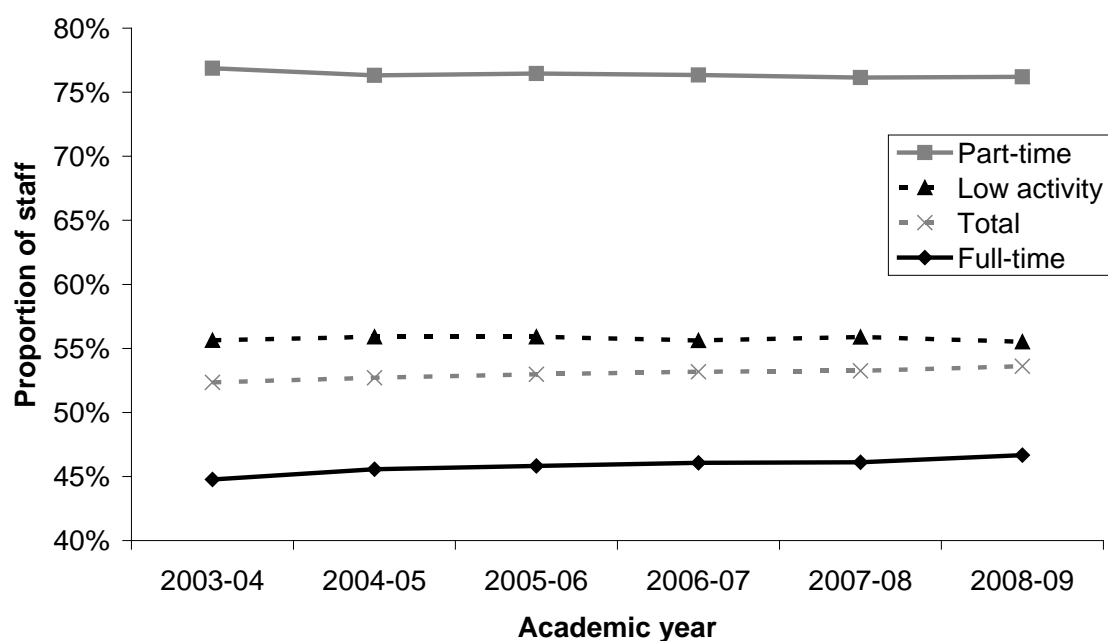
Table 35 Staff in English HEIs by sex

Sex	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Female	154,925	53%	168,850	54%
Male	137,510	47%	146,105	46%
Total	292,435	100%	314,960	100%

Notes: Relates to Table 39 of HEFCE 2008/26. Pop A.

123. The proportion of female staff in each mode of employment was stable between 2003-04 and 2008-09 (see Figure 33). About three-quarters of part-time staff were women, compared with less than half of full-time staff (47 per cent).

Figure 33 Proportion of female staff in English HEIs by mode of employment



Notes: Relates to Table 40 of HEFCE 2008/26. Pop A. (\$) Horizontal axis crosses vertical axis at 40% rather than 0%.

Atypical staff

124. The proportion of female atypical staff rose from 51 per cent in 2005-06 to 53 per cent in 2008-09 (See Table 36).

Table 36 Atypical staff in English HEIs by sex

Sex	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Female	78,410	51%	92,225	53%
Male	74,875	49%	82,615	47%
Total	153,285	100%	174,840	100%

Notes: Pop I. See Annex D for complete time series.

Salary profile of the workforce

Permanent academic staff

125. Table 37 shows the salary profile of permanent academic staff in 2005-06 and 2008-09. The salary band containing the largest proportion of permanent academic staff has moved from £30,001 to £40,000 in 2005-06 to £40,000 to £50,001 in 2008-09. This is

likely to have been, in part, a result of the national higher education (HE) pay negotiations between 2006 and 2009¹².

126. Table 38 provides the median salary of permanent academic staff in 2005-06 and 2008-09 split by grade. It shows that all grades saw an increase in median and mean salaries between 2005-06 and 2008-09: senior lecturers/researchers see the largest increase in median salary, 18 per cent, and lecturers see the largest increase in mean salary, 20 per cent.

Table 37 Permanent academic staff by salary band

Salary band	2005-06		2008-09	
	Number of staff	%	Number of staff	%
£20,000 and below	310	0%	105	0%
£20,001 to £30,000	5,010	8%	1,365	2%
£30,001 to £40,000	30,355	46%	12,940	17%
£40,001 to £50,000	17,640	27%	28,290	38%
£50,001 to £60,000	5,505	8%	15,845	21%
£60,001 to £70,000	2,725	4%	5,670	8%
£70,001 to £80,000	2,615	4%	3,265	4%
£80,001 to £90,000	1,250	2%	3,735	5%
£90,001 to £100,000	545	1%	1,530	2%
£100,001 and above	495	1%	2,225	3%
Total with known salary	66,450	100%	74,970	100%
Salary not known	430		220	
Total	66,885		75,185	

Notes: Pop D.

¹² For more information on the national pay negotiations see the JNCHEs pages on the UCEA web-site (www.ucea.ac.uk/en/2009_Pay_Negotiations/national-negotiations-timeline/).

Table 38 Median and mean salary of permanent academic staff by grade

Grade	Median salary		% difference between 2005-06 and 2008-09	Mean salary		% difference between 2005-06 and 2008-09
	2005-06	2008-09		2005-06	2008-09	
Professors	£60,060	£68,570	14%	£66,130	£75,810	15%
Senior lecturers/ researchers	£43,940	£51,990	18%	£45,670	£53,890	18%
Lecturers	£36,260	£41,910	16%	£34,940	£42,020	20%
Total	£38,770	£46,890	21%	£43,860	£53,060	21%

Notes: Mean and median salaries rounded to the nearest £10. Relates to Table 48 of HEFCE 2008/26.

Pop D.

Permanent academic staff split by sex

127. Table 39 shows the median salary for men and women in 2008-09, split by subject area of their highest qualification. The greatest median salaries for both men and women are seen for those staff whose subject of highest qualification was medicine, with men earning around £89,000 and women earning around £71,000. The table also shows that the range of median salaries across subject areas was smaller for women than men.

128. Table 39 shows around a £5,500 difference between median salaries of male and female permanent academic staff. To examine trends in the difference in salary between men and women further, we calculate the mean salary for women and compare to the mean salary for men. We use the mean salary rather than the median for this calculation, because this provides a more sensitive measure for examining time series and smaller groups of staff.

Table 39 Median salary of permanent academic staff by grade in 2008-09

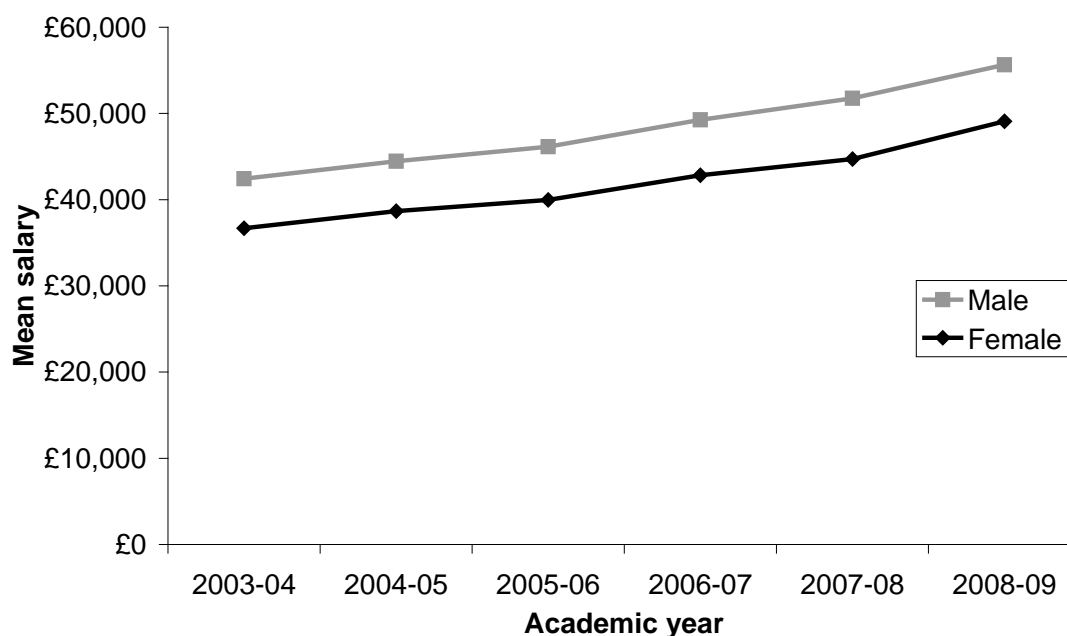
Subject area	Median salary		
	Total	Male	Female
Biological sciences	£50,450	£52,090	£46,280
Business/administrative studies	£44,930	£46,770	£44,930
Computer science/librarianship/info science	£44,930	£45,250	£43,620
Creative arts/design	£43,620	£44,090	£43,620
Education	£44,930	£44,930	£43,810
Engineering/technology/building/architecture	£49,100	£50,070	£44,930
Humanities	£47,740	£51,570	£44,930
Languages	£46,200	£47,740	£43,620
Law	£46,400	£49,100	£44,930
Mathematical sciences	£52,090	£52,160	£46,400
Medicine and dentistry	£83,830	£89,370	£70,710

Physical sciences	£52,090	£52,090	£47,670
Social/political/economic studies	£47,860	£52,090	£44,930
Subjects allied to medicine	£44,930	£49,100	£44,930
Unknown and combined subjects	£44,930	£46,280	£43,620
Veterinary sciences/agriculture/related subjects	£46,280	£48,040	£43,620
Total	£46,890	£50,560	£44,930

Notes: Includes only staff with known salaries. Median salary has been rounded to the nearest £10. Relates to Table 56 of HEFCE 2008/26. Pop D.

129. Figure 34 shows how the mean salary for men and women has changed since 2003-04. It shows that salaries of both men and women rose steadily between 2003-04 and 2007-08; the mean salary difference was £5,740 in 2003-04 and £6,550 in 2008-09.

Figure 34 Change in mean salaries between 2003-04 and 2008-09 split by sex



Notes: Includes only staff with known salaries. Relates to Figure 21 of HEFCE 2008/26. Pop D.

Academic 'new starters' split by sex

130. As discussed in the sex profile of the workforce section (see paragraphs 116-124), the profile of men and women differs by both grade and subject, which is in part due to historical factors. In order to produce a comparison between salaries of men and women that tries to account for some of the differences in profile, the following analyses focuses on the population of lecturers aged less than 40.

131. Table 40 shows the median salaries of permanent academic new starters split by sex and subject area and can be compared to Table 39 where all permanent academic staff were considered. Table 40 shows a difference of £670 in overall median salaries between men and women while Table 39 showed a difference of about £5,500.

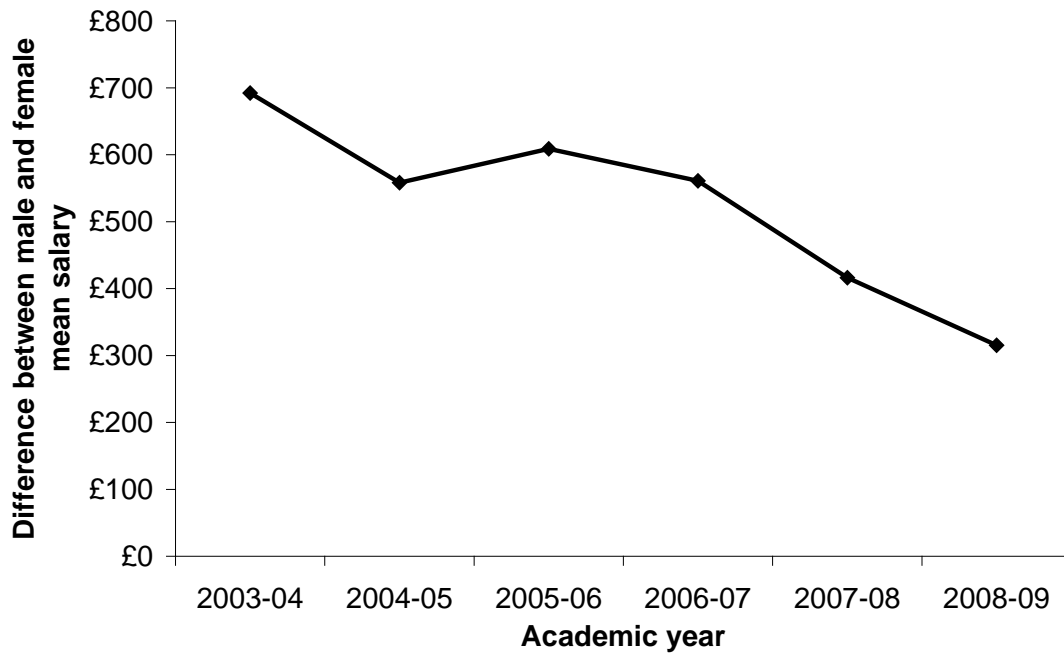
Table 40 Median salary of permanent lecturers aged less than 40 by sex and subject area

Subject area	Median salary		
	Total	Male	Female
Biological sciences	£38,760	£39,920	£38,760
Business/administrative studies	£38,760	£38,760	£37,670
Computer science/librarianship/info science	£38,760	£39,470	£37,650
Creative arts/design	£37,650	£38,760	£37,340
Education	£39,920	£40,370	£39,920
Engineering/technology/building/architecture	£39,920	£39,920	£38,760
Humanities	£38,760	£38,760	£38,670
Languages	£37,650	£37,650	£37,650
Law	£39,920	£39,920	£39,920
Mathematical sciences	£39,920	£39,920	£39,920
Medicine and dentistry	£44,410	£45,600	£43,620
Physical sciences	£39,430	£39,920	£38,760
Social/political/economic studies	£38,810	£39,790	£38,760
Subjects allied to medicine	£39,920	£40,130	£39,920
Unknown and combined subjects	£38,760	£38,760	£38,680
Veterinary sciences/agriculture/related subjects	£36,530	£38,830	£36,530
Total	£38,760	£39,430	£38,760

Notes: Includes only staff with known salaries. Median salary has been rounded to the nearest £10.
Population defined in paragraph 130.

132. Figure 35 shows that the difference between the mean salary of men and women decreased over the last five years for permanent academic new starters.

Figure 35 Mean salary difference between male and female permanent lecturers aged under 40 between 2003-04 and 2008-09



Notes: Includes only staff with known salaries. Population defined in paragraph 130.

Professional and support staff

133. Table 41 shows the salary profile for professional and support staff in 2005-06 and 2008-09. The salary band with the largest proportion of staff has remained at £10,001 to £20,000 over the four-year period, but the proportion has decreased in this band and increased in higher bands.

134. Table 42 shows the median salaries of professional and support staff by primary function. It reveals that the overall median salary increased by 23 percentage points between 2005-06 and 2008-09, to £24,810. It also shows that the median salary of managers and professionals was over £10,000 higher than that of any other primary function area, at £38,760 in 2008-09.

135. The lowest salaries of professional and support staff were in the primary function of Other (median salary £15,640 in 2008-09), but over the last four years this group saw the largest percentage increases for both mean and median salaries.

Table 41 Professional and support staff by salary band

Salary band	2005-06		2008-09	
	Number of staff	%	Number of staff	%
£10,000 and below	785	1%	125	0%
£10,001 to £20,000	67,445	48%	44,505	39%
£20,001 to £30,000	42,960	31%	56,330	34%
£30,001 to £40,000	18,915	14%	29,220	16%
£40,001 to £50,000	6,290	5%	12,980	8%
£50,001 to £60,000	1,240	1%	4,675	2%
£60,001 to £70,000	640	0%	1,240	1%
£70,001 and above	785	1%	1,635	1%
Total with known salary	139,060	100%	150,715	100%
Salary not known	2,430		610	
Total	141,490		151,320	

Notes: Pop G.

Table 42 Median salary of professional and support staff by primary function

Primary professional/ support function	Median salary		% difference between 2005-06 and 2008-09	Mean salary		% difference between 2005-06 and 2008-09
	2005-06	2008-09		2005-06	2008-09	
Managers and professionals	£33,330	£38,760	16%	£35,460	£41,720	18%
Technicians	£22,780	£27,410	20%	£23,720	£28,460	20%
Support administrators	£19,090	£22,770	19%	£20,320	£24,520	21%
Other	£12,450	£15,640	26%	£14,290	£17,420	22%
All primary/ support staff	£20,200	£24,810	23%	£22,890	£27,760	21%

Notes: Low-activity staff excluded. Relates to Table 52 of HEFCE 2008/26. Pop G. (\$ see Annex B for complete time series)

All staff

136. The salary profile of all staff in English higher education institutions is shown in Table 43. We see that the vast majority of staff were earning salaries of between £10,000 and £50,000.

137. Table 43 shows that staff salaries have increased. The largest proportion of staff in 2008-09 was in salary band £30,001 to £40,000, whereas in 2005-06 the largest population was in the £20,001 to £30,000 salary band.

Table 43 Staff in English HEIs by salary band

Salary band	2005-06		2008-09	
	Number of staff	%	Number of staff	%
£10,000 and below	1,765	1%	1,370	0%
£10,001 to £20,000	80,060	29%	54,770	18%
£20,001 to £30,000	82,890	30%	76,400	25%
£30,001 to £40,000	65,080	24%	77,310	26%
£40,001 to £50,000	27,410	10%	49,880	17%
£50,001 to £60,000	7,650	3%	23,165	8%
£60,001 to £70,000	3,595	1%	7,285	2%
£70,001 and above	5,785	2%	11,170	4%
Total with known salary	274,240	100%	301,355	100%
Salary not known	18,195		13,605	
Total	292,435		314,960	

Notes: Relates to Table 53 of HEFCE 2008/26. Pop A. (\$ see Annex B for complete time series)

138. Table 44 shows that the median salary rose by over £5,100 between 2005-06 and 2008-09 to reach £31,510.

Table 44 Salary information for staff in English HEIs by salary

Academic year	Number of staff	Number with known salary	Mean salary	Median salary
2005-06	292,433	274,251	£28,860	£26,340
2006-07	300,086	280,730	£30,390	£27,470
2007-08	306,388	290,681	£32,240	£29,140
2008-09	314,959	301,354	£34,170	£31,510

Notes: Relates to Table 54 of HEFCE 2008/26. Pop A. (\$ see Annex B for complete time series)

Annex A

Additional information on data sources

1. In addition to the data source information given in paragraph 22 of the main report Annex A describes where we have drawn the populations and attribute groupings discussed in the main report.

2. **New individualised staff records:** The HESA new individualised staff records, introduced in 2003-04, extend their coverage of academic staff to also include atypical staff and professional and support staff. They also include contracts with a full-time equivalence (FTE) of less than 25 per cent. The transition from the old HESA 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.

3. **New method of coding subject areas:** 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.

4. **Classification of staff grades:** In order to compare current and historical staff data we need to be able to classify academic staff with reference to historical grades: professor, senior lecturer/researcher, lecturer, or researcher. The method we used in our earlier reports in this series (HEFCE 2007/36 and HEFCE 2008/26) was based on the average overall inflation rates (see Annex A, HEFCE 2007/36 for details). As a result of the national higher education (HE) pay negotiations between 2006 and 2009, the majority of academic staff have seen larger than historical increases in salary for academic years 2007-08 and 2008-09. Therefore we have revised the inflation rates for these years and used inflation rates at the minimum level of pay increase awarded for these years¹³. While every effort has been made to classify staff equivalently, the consistency of the time series may be affected.

¹³ The inflation rate used for 2006-07 to 2007-08 was 6.09 per cent and for 2007-08 to 2008-09 was 5 per cent. For more information on the national pay negotiations see the JNCHES pages on the UCEA website (www.ucea.ac.uk/en/2009_Pay_Negotiations/national-negotiations-timeline/).

Annex B

Changes to data published in previous years

1. Annex B gives the full time series of analyses that have been significantly affected by changes made to our report algorithms (identified with a \$ in the main report), see paragraph 23 of the main report for more details.

Table B1 Professional and support staff by mode of employment

Mode of employment	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
Full-time	96,710	66%	101,365	66%	103,705	65%
Part-time	35,570	24%	36,565	24%	37,785	24%
Low activity	14,565	10%	16,695	11%	18,530	12%
Total	146,850	100%	154,625	100%	160,020	100%

Mode of employment	2006-07		2007-08		2008-09	
	Number of staff	%	Number of staff	%	Number of staff	%
Full-time	105,335	64%	107,070	64%	110,660	64%
Part-time	38,925	24%	39,565	24%	40,665	24%
Low activity	19,860	12%	19,585	12%	20,245	12%
Total	164,120	100%	166,220	100%	171,565	100%

Table B2 Proportion of professional and support staff that is low activity

Primary professional /support function	% low activity					
	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Managers and professionals	3%	4%	7%	8%	7%	7%
Technicians	3%	4%	4%	4%	4%	4%
Support administrators	10%	11%	12%	14%	14%	14%
Other	20%	20%	19%	18%	17%	16%
Total	10%	11%	12%	12%	12%	12%

Table B3 Proportion of non-UK staff from a BME background by mode of employment

Mode of employment	% from BME background					
	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Full-time	30%	30%	30%	30%	30%	30%
Part-time	32%	35%	35%	35%	34%	36%
Low activity	44%	44%	41%	39%	39%	38%
Total	33%	33%	32%	32%	32%	32%

Table B4 Median salary of professional and support staff by primary function

Primary professional/support function	Median salary					
	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Managers and professionals	£30,640	£31,270	£33,330	£34,450	£35,840	£38,760
Technicians	£21,010	£21,640	£22,780	£24,160	£25,790	£27,410
Support administrators	£16,950	£17,450	£19,090	£19,670	£21,050	£22,770
Other	£11,310	£11,810	£12,450	£13,520	£14,160	£15,640
All primary/support staff	£18,020	£19,040	£20,200	£21,010	£22,330	£24,810

Table B5 Mean salary of professional and support staff by primary function

Primary professional/support function	Mean salary					
	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Managers and professionals	£32,220	£33,080	£35,460	£37,170	£38,840	£41,720
Technicians	£21,330	£22,250	£23,720	£24,950	£26,300	£28,460
Support administrators	£18,050	£19,140	£20,320	£21,400	£22,590	£24,520
Other	£12,550	£13,560	£14,290	£15,130	£15,990	£17,420
All primary/support staff	£20,300	£21,440	£22,890	£24,110	£25,520	£27,760

Table B6 Staff in English HEIs by salary

Salary band	2003-04		2004-05		2005-06	
	Number of staff	%	Number of staff	%	Number of staff	%
£10,000 and below	16,805	7%	2,345	1%	1,765	1%
£10,001 to £20,000	88,960	34%	94,450	35%	80,060	29%
£20,001 to £30,000	70,230	27%	79,660	30%	82,890	30%
£30,001 to £40,000	49,715	19%	55,570	21%	65,080	24%
£40,001 to £50,000	20,105	8%	22,060	8%	27,410	10%
£50,001 to £60,000	5,925	2%	6,495	2%	7,650	3%
£60,001 to £70,000	2,540	1%	2,970	1%	3,595	1%
£70,001 and above	3,955	2%	4,785	2%	5,785	2%
Total with known salary	258,230	100%	268,340	100%	274,240	100%
Salary not known	16,895		16,295		18,195	
Total	275,125		284,635		292,435	

Salary band	2006-07		2007-08		2008-09	
	Number of staff	%	Number of staff	%	Number of staff	%
£10,000 and below	1,065	0%	400	0%	1,370	0%
£10,001 to £20,000	73,855	26%	68,420	24%	54,770	18%
£20,001 to £30,000	86,545	31%	80,235	28%	76,400	25%
£30,001 to £40,000	66,265	24%	63,870	22%	77,310	26%
£40,001 to £50,000	31,685	11%	50,720	17%	49,880	17%
£50,001 to £60,000	9,605	3%	11,810	4%	23,165	8%
£60,001 to £70,000	4,330	2%	5,905	2%	7,285	2%
£70,001 and above	7,390	3%	9,315	3%	11,170	4%
Total with known salary	280,740	100%	290,680	100%	301,355	100%
Salary not known	19,345		15,705		13,605	
Total	300,085		306,390		314,960	

Annex C

Overview of UK staff numbers

1. Annex C extends the overall staff numbers, given in Tables 2 and 7 of the main report, to include staff at all UK HEIs collected on the HESA staff record.

Table C1 Numbers of staff in English HEIs compared with the rest of the UK

	2005-06		2008-09	
	Number of staff	%	Number of staff	%
English HEIs	292,435	82%	314,960	82%
Scottish, Welsh and Northern Irish HEIs	62,955	18%	67,805	18%
Total	355,390	100%	382,760	100%

Notes: Relates to Table 2 in the main report. Pop A.

Table C2 Numbers of staff with academic roles in English HEIs compared with the rest of the UK

	2005-06		2008-09	
	Number of staff	%	Number of staff	%
English HEIs	140,155	84%	152,585	84%
Scottish, Welsh and Northern Irish HEIs	27,520	16%	29,785	16%
Total	167,675	100%	182,370	100%

Notes: Relates to Table 2 in the main report. Pop A.

Table C3 Numbers of staff with professional and support roles in English HEIs compared with the rest of the UK

	2005-06		2008-09	
	Number of staff	%	Number of staff	%
English HEIs	160,020	82%	171,565	81%
Scottish, Welsh and Northern Irish HEIs	36,060	18%	39,100	19%
Total	196,080	100%	210,665	100%

Notes: Relates to Table 2 in the main report. Pop A.

Table C4 Numbers of atypical staff in English HEIs compared with the rest of the UK

	2005-06		2008-09	
	Number of staff	%	Number of staff	%
English HEIs	153,285	89%	170,465	85%
Scottish, Welsh and Northern Irish HEIs	19,555	11%	31,345	15%
Total	172,840	100%	201,805	100%

Notes: Relates to Table 7 in the main report. Pop I.

Annex D

Time series for atypical staff between 2004-05 and 2008-09

1. Annex D gives more detailed time series for atypical staff than those included in the main report.

2. The HESA staff record has only collected information on atypical staff since 2003-04. There is evidence that a large part of the observed changes in numbers of these staff not least between 2003-04 and 2004-05 results from improvements in their identification and classification. So, we have presented results from 2004-05 onwards; however conclusions relating to year-on-year changes in atypical staff should still be drawn with caution.

Table D1 Staff in English HEIs by atypical contracts held

Contract	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
No atypical contracts held	273,610	64%	281,545	65%	288,980	64%
Atypical and other contracts held	11,025	3%	10,890	3%	11,105	2%
Atypical contracts only held	144,465	34%	142,395	33%	153,315	34%
Total with other contracts	284,635	N/A	292,435	N/A	300,085	N/A
Total with atypical contracts	155,490	N/A	153,285	N/A	164,420	N/A
Total	429,100	100%	434,830	100%	453,400	100%

Contract	2007-08		2008-09	
	Number of staff	%	Number of staff	%
No atypical contracts held	295,275	63%	303,050	63%
Atypical and other contracts held	11,110	2%	11,905	2%
Atypical contracts only held	159,350	34%	162,935	34%
Total with other contracts	306,390	N/A	314,960	N/A
Total with atypical contracts	170,465	N/A	174,840	N/A
Total	465,740	100%	477,895	100%

Notes: Pop H.

Table D2 Atypical staff by role

Role	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Academic role only	72,240	46%	70,775	46%	71,290	43%
Professional/support and academic roles	8,405	5%	6,555	4%	7,705	5%
Professional/support role only	74,845	48%	75,955	50%	85,425	52%
Total	155,490	100%	153,285	100%	164,420	100%

Role	2007-08		2008-09	
	Number of staff	%	Number of staff	%
Academic role only	71,155	42%	69,725	40%
Professional/support and academic roles	7,575	4%	8,285	5%
Professional/support role only	91,730	54%	96,830	55%
Total	170,465	100%	174,840	100%

Notes: Pop I.

Table D3 Atypical staff in English HEIs by role and type of institution

Type of institution	Role	2004-05		2005-06		2006-07	
		Number of staff	%	Number of staff	%	Number of staff	%
Pre-1992 institutions	Academic role only	33,930	44%	32,640	43%	36,955	44%
	Professional/support and academic roles	1,815	2%	1,570	2%	2,370	3%
	Professional/support role only	41,570	54%	41,320	55%	44,245	53%
	Total in pre-1992 institutions	77,315	100%	75,530	100%	83,570	100%

Type of institution		2004-05		2005-06		2006-07	
		Number of staff	%	Number of staff	%	Number of staff	%
Post-1992 institutions	Academic role only	21,585	46%	20,730	43%	19,060	41%
	Professional/support and academic roles	3,220	7%	4,100	9%	4,330	9%
	Professional/support role only	22,150	47%	23,055	48%	23,520	50%
	Total in post-1992 institutions	46,955	100%	47,885	100%	46,915	100%
General colleges/specialist HEIs	Academic role only	16,725	54%	17,405	58%	15,270	45%
	Professional/support and academic roles	3,365	11%	885	3%	1,005	3%
	Professional/support role only	11,130	36%	11,580	39%	17,660	52%
	Total in general colleges/specialist HEIs	31,220	100%	29,870	100%	33,935	100%
Total		155,490	N/A	153,285	N/A	164,420	N/A

Type of institution		2007-08		2008-09	
		Number of staff	%	Number of staff	%
Pre-1992 institutions	Academic role only	37,445	40%	35,870	40%
	Professional/support and academic roles	2,865	3%	3,245	4%
	Professional/support role only	52,425	57%	50,840	57%
	Total in pre-1992 institutions	92,735	100%	89,955	100%
Post-1992 institutions	Academic role only	17,770	40%	16,295	35%
	Professional/support and academic roles	4,195	9%	4,360	9%
	Professional/support role only	22,245	50%	25,455	55%
	Total in post-1992 institutions	44,210	100%	46,115	100%

Type of institution	Role	2007-08		2008-09	
		Number of staff	%	Number of staff	%
	Professional/support and academic roles	15,945	48%	17,560	45%
	Professional/support role only	515	2%	680	2%
	Total in general colleges/specialist HEIs	17,060	51%	20,535	53%
Total		170,465	N/A	174,840	N/A

Notes: Pop I.

Table D4 Atypical staff in English HEIs by age group

Age group	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Below 30	62,850	47%	65,465	46%	73,310	47%
30 to 39	21,055	16%	21,910	15%	23,235	15%
40 to 49	20,215	15%	21,920	15%	23,470	15%
50 to 59	19,730	15%	20,375	14%	21,585	14%
60 and over	10,920	8%	12,085	9%	14,000	9%
Total with known age	134,775	100%	141,755	100%	155,600	100%
Age unknown	20,715		11,530		8,820	
Total	155,490		153,285		164,420	

Age group	2007-08		2008-09	
	Number of staff	%	Number of staff	%
Below 30	80,540	49%	83,410	49%
30 to 39	23,815	14%	24,640	14%
40 to 49	24,120	15%	24,350	14%
50 to 59	21,590	13%	21,575	13%
60 and over	15,280	9%	16,470	10%
Total with known age	165,345	100%	170,445	100%
Age unknown	5,115		4,395	
Total	170,465		174,840	

Notes: Pop I.

Table D5 Atypical staff in English HEIs by disability status

	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Not known to be disabled	112,690	98.8%	113,315	98.6%	124,480	98.6%
Declared disabled	1,325	1.2%	1,570	1.4%	1,830	1.4%
Total with known disability status	114,015	100%	114,885	100%	126,310	100%
Information not provided	41,475		38,400		38,110	
Total	155,490		153,285		164,420	

	2007-08		2008-09	
	Number of staff	%	Number of staff	%
Not known to be disabled	123,085	98.5%	143,940	98.2%
Declared disabled	1,900	1.5%	2,645	1.8%
Total with known disability status	124,990	100%	146,585	100%
Information not provided	45,475		28,255	
Total	170,465		174,840	

Notes: Pop I.

Table D6 Atypical staff in English HEIs by nationality

	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Australia, US, Canada and New Zealand	1,305	2%	1,540	2%	1,775	2%
China, Japan and East Asia	3,380	4%	3,565	4%	4,005	4%
Eastern and Central Europe	1,370	2%	1,645	2%	2,000	2%
Middle East and Central Asia	1,870	2%	2,105	2%	2,585	3%
Other non-European nationality	1,775	2%	2,085	2%	2,595	3%
UK	62,465	82%	69,235	82%	76,130	81%

Nationality	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Western Europe and Scandinavia	3,830	5%	4,445	5%	4,875	5%
Total with known nationality	76,000	100%	84,620	100%	93,970	100%
Nationality not known/not given	79,490		68,665		70,450	
Total	155,490		153,285		164,420	

Nationality	2007-08		2008-09	
	Number of staff	%	Number of staff	%
Australia, US, Canada and New Zealand	2,035	2%	2,185	2%
China, Japan and East Asia	4,410	4%	4,585	4%
Eastern and Central Europe	2,410	2%	2,670	2%
Middle East and Central Asia	3,010	3%	3,505	3%
Other non-European nationality	3,160	3%	3,120	3%
UK	84,135	80%	88,810	80%
Western Europe and Scandinavia	5,575	5%	6,195	6%
Total with known nationality	104,740	100%	111,070	100%
Nationality not known/not given	65,725		63,770	
Total	170,465		174,840	

Notes: Pop I.

Table D7 Atypical staff in English HEIs by ethnicity for UK nationals

Ethnicity	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Asian/Asian British	1,600	3%	1,995	3%	2,225	3%
Black/Black British	695	1%	975	2%	1,065	2%
Chinese	365	1%	470	1%	505	1%
Mixed and other ethnic backgrounds	895	2%	1,140	2%	1,305	2%
White	46,145	93%	52,565	92%	60,860	92%
Total with known ethnicity	49,700	100%	57,145	100%	65,960	100%
Not known/not given	12,765		12,090		10,170	
Total	62,465		69,235		76,130	

Ethnicity	2007-08		2008-09	
	Number of staff	%	Number of staff	%
Asian/Asian British	2,610	4%	3,045	4%
Black/Black British	1,220	2%	1,430	2%
Chinese	575	1%	595	1%
Mixed and other ethnic backgrounds	1,520	2%	1,755	2%
White	67,395	92%	72,000	91%
Total with known ethnicity	73,320	100%	78,830	100%
Not known/not given	10,820		9,980	
Total	84,135		88,810	

Notes: Pop I. Equivalent table for non-UK nationals in Annex E.

Table D8 Atypical staff in English HEIs by sex

Sex	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Female	78,090	50%	78,410	51%	84,685	52%
Male	77,405	50%	74,875	49%	79,735	48%
Total	155,490	100%	153,285	100%	164,420	100%

Sex	2007-08		2008-09	
	Number of staff	%	Number of staff	%
Female	88,300	52%	92,225	53%
Male	82,165	48%	82,615	47%
Total	170,465	100%	174,840	100%

Notes: Pop I.

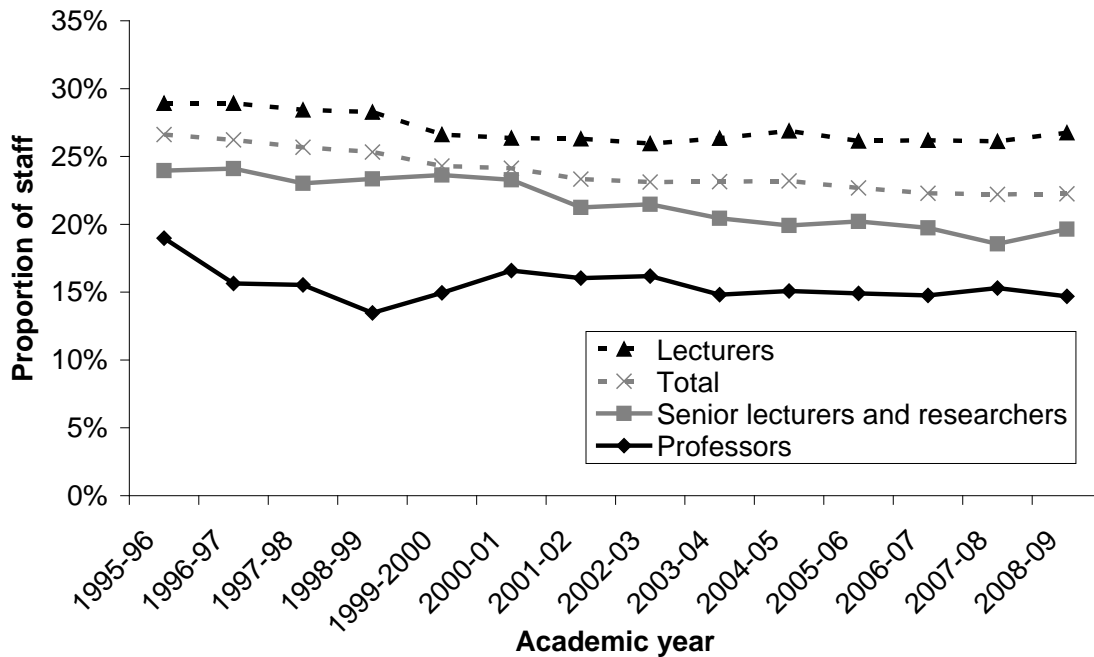
Annex E

Ethnicity profile of the non-UK nationality workforce

1. Annex E presents all tables and figures relevant to the ethnicity profile of those staff with non-UK nationality. They are discussed in the ethnicity section of the main report, see paragraphs 99 to 115 for more information.

Academic staff

Figure E1 Proportion of non-UK permanent academic staff from a BME background by grade



Notes: Relates to Figure C1 in Annex C of HEFCE 2008/26. Pop D excluding those staff with unknown nationality or ethnicity and UK nationality.

Table E1 Non-UK permanent academic staff by BME background and subject area

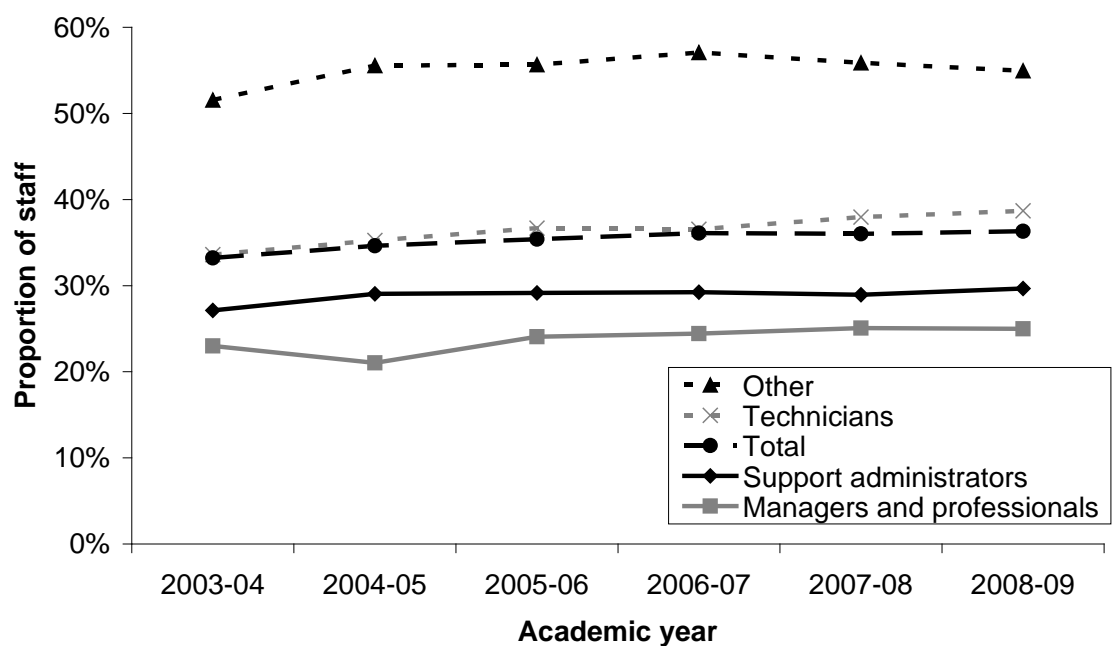
Subject	% from BME background		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Biological sciences	14%	13%	-1%
Business/administrative studies	39%	42%	2%
Computer science/librarianship/info science	30%	28%	-1%
Creative arts/design	9%	10%	1%
Education	22%	23%	1%

Subject	% from BME background		% difference between 2005-06 and 2008-09
	2005-06	2008-09	
Engineering	44%	41%	-3%
Humanities	14%	14%	0%
Languages	13%	14%	1%
Law	25%	22%	-3%
Mathematical sciences	16%	17%	1%
Medicine and dentistry	23%	27%	4%
Physical sciences	13%	13%	0%
Social/political/economic studies	22%	22%	1%
Subjects allied to medicine	29%	23%	-6%
Unknown and combined subjects	22%	23%	1%
Veterinary sciences/agriculture related subjects	22%	23%	1%
Total with known ethnic background	23%	22%	0%
Not known/not given	615	760	
Total	9,590	12,950	

Notes: Relates to Table C1 in Annex C of HEFCE 2008/26. Pop D excluding those staff with unknown nationality or ethnicity and UK nationality.

Professional and support staff

Figure E2 Proportion of professional and support staff with non-UK nationality from a BME background by primary function



Notes: Low-activity staff excluded. Pop G. Relates to Table C2 in Annex C of HEFCE 2008/26. (\$)

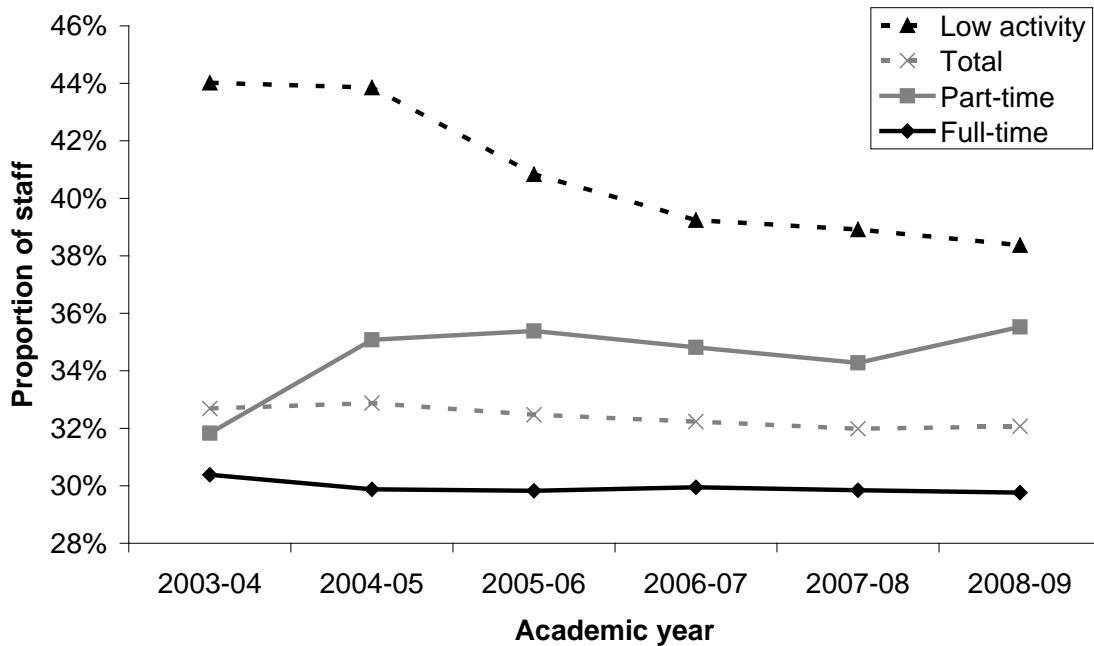
All staff

Table E2 Non-UK staff in English HEIs by ethnicity

Ethnicity	2005-06		2008-09	
	Number of staff	%	Number of staff	%
Asian/Asian British	3,965	11.3%	5,215	11.9%
Black/Black British	1,940	5.5%	2,435	5.6%
Chinese	3,465	9.9%	3,760	8.6%
Mixed and other ethnic backgrounds	1,990	5.7%	2,645	6.0%
White	23,625	67.5%	29,775	67.9%
Total with known ethnicity	34,980	100.0%	43,830	100.0%
Not known/not given	3,185		4,350	
Total	38,165		48,180	

Notes: Relates to Table C3 in Annex C of HEFCE 2008/26. Pop A excluding those staff with unknown nationality or ethnicity.

Figure E3 Proportion of non-UK staff from a BME background by mode of employment



Notes: Relates to Table C4 in Annex C of HEFCE 2008/26. Pop A excluding those staff with unknown nationality or ethnicity. (\$ see Annex B for table of time series) Horizontal axis crosses vertical axis at 28% rather than 0%.

Atypical staff

Table E3 Atypical staff in English HEIs by ethnicity for non-UK nationals

Ethnicity	2004-05		2005-06		2006-07	
	Number of staff	%	Number of staff	%	Number of staff	%
Asian/Asian British	1,785	17%	2,195	17%	2,760	18%
Black/Black British	730	7%	985	8%	1,200	8%
Chinese	2,165	20%	2,325	18%	2,645	17%
Mixed and other ethnic backgrounds	805	8%	950	7%	1,205	8%
White	5,220	49%	6,325	49%	7,590	49%
Total with known ethnicity	10,705	100%	12,780	100%	15,395	100%
Not known/not given	2,830		2,605		2,445	
Total	13,535		15,385		17,840	

Ethnicity	2007-08		2008-09	
	Number of staff	%	Number of staff	%
Asian/Asian British	3,140	18%	3,715	19%
Black/Black British	1,405	8%	1,595	8%
Chinese	2,755	16%	2,810	15%
Mixed and other ethnic backgrounds	1,445	8%	1,630	9%
White	8,795	50%	9,415	49%
Total with known ethnicity	17,545	100%	19,160	100%
Not known/not given	3,060		3,100	
Total	20,600		22,260	

Notes: Pop I.