

Precarious work in higher education

Insecure contracts and how they have changed over time

A REPORT BY UNIVERSITY AND COLLEGE UNION

May 2020

This report was produced before the coronavirus crisis hit the UK. The majority of the data used in the report is taken from the HESA staff data for 2017/18 – the latest we had at the time of writing. We will update the report with the HESA staff data from 2018/19 (the latest we now have) as soon as we are able.

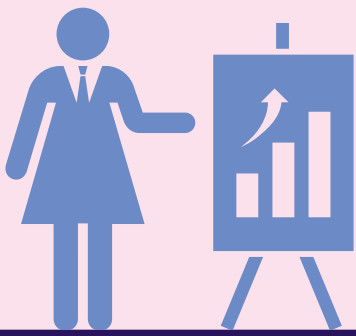
However, the report and the trends in the use of casualised contracts that it highlights still remain relevant and the data can still be used by branches locally to run local campaigns and progress local anti-casualisation claims.

Furthermore, the recommendations remain pertinent although we should also now add another; that employers stop targeting staff on casualised contracts for dismissal in response to an expected reduction in students and tuition fees in 2020/21.



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Teaching-only academics



Fixed-term contracts
49%



Hourly-paid contracts
42%



Research-only academics



Fixed-term contracts
67%

ZERO-HOURS CONTRACTS



30% of higher education institutions use zero-hours contracts to employ academic staff



Job insecurity in universities

The scale of the problem

Fixed-term contracts One third of all academics working in academia are employed on fixed-term contracts. This figure rises to almost half for teaching-only academics (49%) and over two thirds (67%) for research-only staff.

Zero-hours contracts Despite the negative press and widespread campaigning, 30% of all higher education institutions still use zero-hours contracts for employing academic staff. This equates to 49 institutions employing 6520 academic staff on these discredited contracts.

Hourly-paid contracts When it comes to hourly-paid academics, staff are again concentrated in teaching-only roles where 42% of academic staff are on hourly-paid contracts.

Atypical contracts There are 68,845 academic staff employed on 'atypical' contracts which will include those on the most casualised forms of contract.

Casualisation remains a problem for all academic staff groups but the use of fixed-term contracts for research staff, and zero-hours and hourly-paid contracts for teaching-only staff is endemic.

All data: HESA 2017/18

EQUALITY AND CASUALISATION

Fixed-term contracts



36%



32%



of white academic staff on fixed-term contracts



of BAME academic staff on fixed-term contracts



of white male academic staff on fixed-term contracts

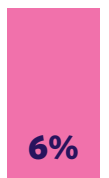


of Asian female academic staff on fixed-term contracts

Zero-hours contracts

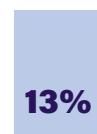


of white academic staff on zero-hours contracts



of Black academic staff on zero-hours contracts

Hourly-paid contracts



of white academic staff on hourly-paid contracts



of Black academic staff on hourly-paid contracts

Insecure contracts

How they have changed over time

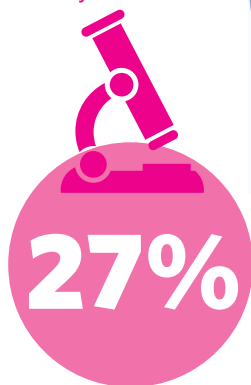
Academic job families: how has the picture changed? The idea that teaching-only and research-only contracts are pathways to a secure teaching and research post is no longer the case. Together they now outnumber the total number of teaching and research staff employed.

Changes in casualisation over the past 10 years While the percentage of academic staff on fixed-term contracts has dropped slightly over the past 10 years, the rates of decline are different in each job family. Furthermore, the actual number of academic staff employed on fixed-term contracts has actually increased by over 9000.

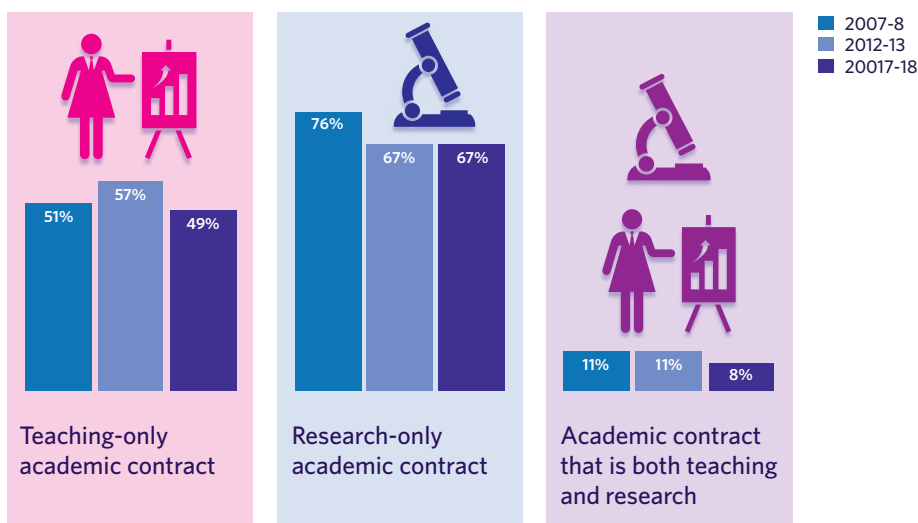
The rate of change: how does the future look? Assuming the current rate of change, it will take nearly 20 years for the percentage of teaching and research staff on fixed-term contracts to fall below 5%. However, in the same period, the percentage of teaching-only staff on fixed-term contracts would still be above 45% and 52% of researchers would still be on a fixed-term contract. **It is therefore disingenuous for employers to suggest that the current glacial rate of change will address the endemic problem of casualisation in higher education.**

The academic job family 2007/8 - 2017/18

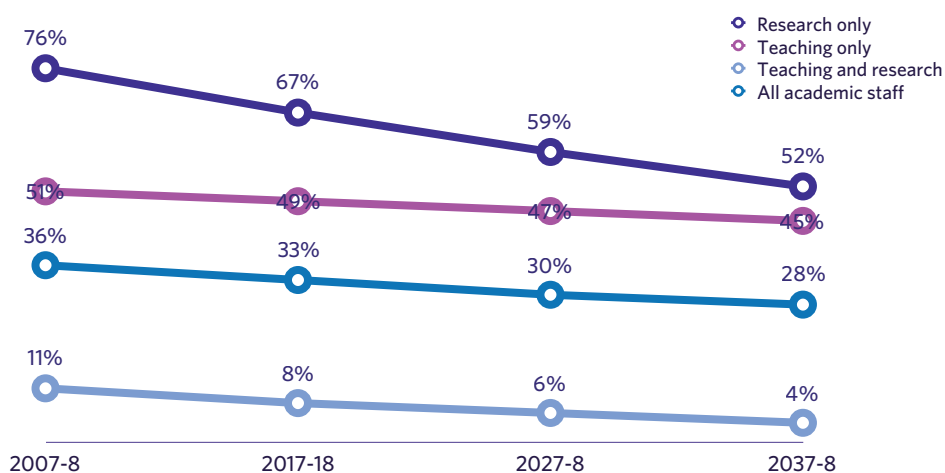
The increase in the number of academic staff on **research-only contracts** over the last 10 years



The use of fixed-term contracts 2007/8 - 2017/18



The projected rate of change 2007/8 - 2047/48



All data: HESA 2017/18



Recommendations

There is nothing inevitable about the levels of casualisation in the higher education sector, neither has it come about by accident; it is the result of universities' reliance on a particular business model. The data in the appendices demonstrate that levels of casualisation are not consistent across the sector – again another indicator that there is nothing inevitable about the levels of casualisation.

UCU is calling for:

- The government to insist that universities are honest about the extent of casualisation.
- The Office of Students to put a duty on universities to disclose the amounts of teaching – measured in classroom hours – that are being done by hourly-paid staff as a proportion of their total classroom hours. This should include not only lectures but seminars, demonstrations, tutorials and fieldwork.
- Research funders to make it a condition of grant to employ research staff on open-ended contracts and to support more secure employment.
- Those overseeing the Research Concordat to ensure that any employer signing up can demonstrate that they are addressing insecurity of employment, making real improvements to job security, and are able to demonstrate improvements within a reasonable period of time.
- Other award givers eg Athena Swan, Investors in People, to examine the levels of casualisation in any institution making an application, to determine whether the levels of casualisation negatively impact on their own aims and objectives.
- More universities to follow the examples of the more enlightened employers in the sector. Universities to invest in the decasualisation of their workforces and engage with UCU locally to negotiate the transition of precariously employed staff onto more secure contracts.
- Universities who have engaged with decasualisation⁶ to put pressure on their colleagues in other universities through their networks and through the Universities and Colleges Employers Association (UCEA) to force the sector as a whole to admit the scale of the issue, admit that current levels of casualisation damage the whole sector and to take action.

⁶ For examples of UCU branches working with employers to reduce levels of casualisation see: <https://www.ucu.org.uk/socc-casestudies>



Introduction

UCU has been campaigning against the endemic use of casualised contracts in higher education for many decades and we launched our latest anti-casualisation campaign: 'Stamp Out Casual Contracts', back in 2006.

In that time we have seen a significant expansion of the higher education sector but little movement in the use of all types of casualised contracts.

Decisions about the make-up of the academic workforce and the acceptance of high levels of casualisation as 'the norm' have caused untold harm in the sector - in terms of the impact on casualised contract staff themselves, the impact on students and the impact on the workplace environment more generally.

Reducing the levels of casualisation in the sector is at the heart of our 'Four fights' dispute and something that all UCU members, whether or not they are on a casualised contract, see as a priority.

We can no longer sit and passively wait for higher education employers to address these issues; we need to fight, both nationally and locally, to improve the situation in every UK higher education institution.

In this report we highlight the extent of casualisation in the sector, both across the UK and at individual institutions, using the latest HESA data available to us (2017/18). We also look back to provide a time line on the levels of casualisation over a number of years.



1. The Data

Unless otherwise stated, the data produced below is taken from the HESA staff record 2017/18.

- Indicates small sample (<5 or < 22.5%) in line with HESA rounding methodology

THE NUMBERS OF ACADEMIC STAFF ON OPEN-ENDED AND FIXED-TERM CONTRACTS

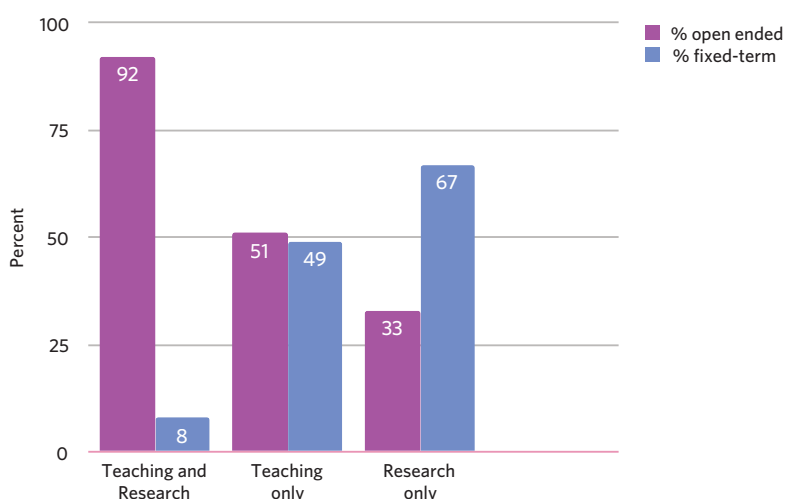
Table 1: The numbers of academic staff on open-ended and fixed-term contracts

	PERMANENT/OPEN-ENDED	FIXED TERM	TOTAL
Academic contract that is teaching only	31245	29810	61050
Academic contract that is research only	16535	32985	49515
Academic contract that is both teaching and research	92290	7830	100120
Neither teaching nor research	965	325	1290
All academic staff	141035	70945	211980

Table 2: The percentage of academic staff on open-ended and fixed-term contracts

	PERMANENT/OPEN-ENDED	FIXED TERM	TOTAL
Academic contract that is teaching only	51%	49%	100%
Academic contract that is research only	33%	67%	100%
Academic contract that is both teaching and research	92%	8%	100%
Neither teaching nor research	75%	25%	100%
All academic staff	67%	33%	100%

Figure 1: The percentage of academic staff on open-ended and fixed-term contracts





ZERO-HOURS CONTRACTS

HESA data on the use of zero-hours contracts is new so we are unable to see how the use and spread of zero-hours contracts has changed prior to 2017/18. However it is a useful addition to the data (which UCU had campaigned for) and will allow us to map future trends.

Zero-hours contracts have been highlighted as being a poor employment practice over recent years and many employers have committed to not use them and/or to phase out their use locally. Some employers will state that they employ no staff on zero-hours contracts yet engage ‘as and when’, ‘bank’ or ‘sessional’ staff who have no guaranteed hours and are therefore in the same position as zero-hours staff.

UCU has a very clear policy position against the use of zero-hours contracts – a position echoed by the TUC, Labour party and many employers. Fundamentally we believe that everyone should have the right to a contract that guarantees the hours they work. There is nothing in the provision of academic or related work that UCU believes justifies the use of zero-hours contracts. Our clear policy is that such contracts have no place in the workplace.

According to the HESA data, 49 higher education institutions (HEIs) use zero-hours contracts for the employment of academic staff. That’s 30% of UK HEIs.

Other institutions may use some form of zero-hours contract to employ their ‘atypical’ staff (see below). However, the fact that the majority of UK HEIs do NOT use zero-hours contracts to employ academic staff begs the question why 30% choose to continue to do so.

Table 3: Numbers of academic staff on zero-hours contracts (ZHCs)

	ON A ZHC	NOT ON A ZHC	TOTAL
Academic contract that is teaching only	4155	56895	61050
Academic contract that is research only	110	49410	49515
Academic contract that is both teaching and research	2235	97885	100120
Neither teaching nor research	20	1270	1290
Total	6520	205455	211980

Figure 2: Zero-hours contracts by job family

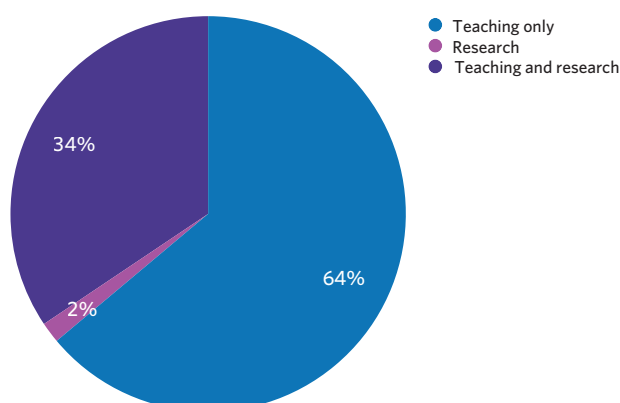




Table 4: Percentage of academic staff employed on zero-hours contracts (ZHCs)

	ON A ZHC	NOT ON A ZHC	TOTAL
Academic contract that is teaching only	7%	93%	100%
Academic contract that is research only	0%	100%	100%
Academic contract that is both teaching and research	2%	98%	100%
Neither teaching nor research	2%	98%	100%
Total	3%	97%	100%

The following is a list of universities that employ significant numbers of academic staff on zero-hours contracts (more than 5%).

Table 5: Universities employing more than 5% (1 in 20) of all academic staff on zero-hours contracts (ZHCs)

UNIVERSITY	NO OF ACADEMIC STAFF ON ZHCs	% OF ACADEMIC STAFF ON ZHCs
Aberystwyth University	150	19%
Bangor University	100	10%
Birmingham City University	720	37%
The Arts University Bournemouth	155	41%
Edinburgh Napier University	120	13%
University of Essex	100	8%
University of Greenwich	375	30%
Heythrop College	15	33%
Loughborough University	195	12%
University of Northampton	215	26%
Nottingham Trent University	500	24%
Oxford Brookes University	440	31%
Royal College of Art	25	14%
Sheffield Hallam University	400	20%
Stranmillis University College	5	10%
University of Wales, Trinity St David	70	9%



Table 6: Universities employing more than 5% (1 in 20) of teaching-only staff on ZHCs

UNIVERSITY	NO OF TEACHING-ONLY STAFF ON ZHCs	% OF TEACHING-ONLY STAFF ON ZHCs
University of Aberdeen	45	16%
Aberystwyth University	150	54%
Bangor University	95	24%
The Arts University Bournemouth	155	63%
Edinburgh Napier University	120	50%
University of Essex	100	16%
University of Glasgow	105	7%
University of Greenwich	375	91%
Heythrop College	15	100%
University of Liverpool	105	12%
Liverpool John Moores University	30	7%
Loughborough University	195	44%
University of Northampton	215	90%
Nottingham Trent University	500	80%
Oxford Brookes University	440	78%
Royal College of Art	5	100%
Royal Holloway& Bedford New College	40	8%
Sheffield Hallam University	400	100%
Stranmillis University College	5	100%
University of Wales, Trinity St David	25	11%
University of Wolverhampton	5	9%

HOURLY-PAID CONTRACTS

This is also new data from HESA so we are unable to see how the use and spread of hourly-paid contracts has changed prior to 2017/18. However, it is a useful addition to the data set (which UCU had campaigned for) and will allow us to map future trends.

Hourly-paid contracts are, in the strictest sense, merely an indicator of how staff are paid. However, hourly-paid staff are usually part-time, often on variable or zero-hours contracts with opaque pay and holiday determination and not benefitting from the same terms and conditions as their salaried colleagues. In addition, hourly-paid staff often have to wait for long periods before being paid for work carried out, and our members report frequent mistakes in their pay calculations. In addition, employers who use large number of hourly-paid staff have to expend significant administration/HR resources purely in the administration of such contracts.



UCU's position is that staff who work less than full-time should be offered fractional contracts with the same terms and conditions as full-time staff.

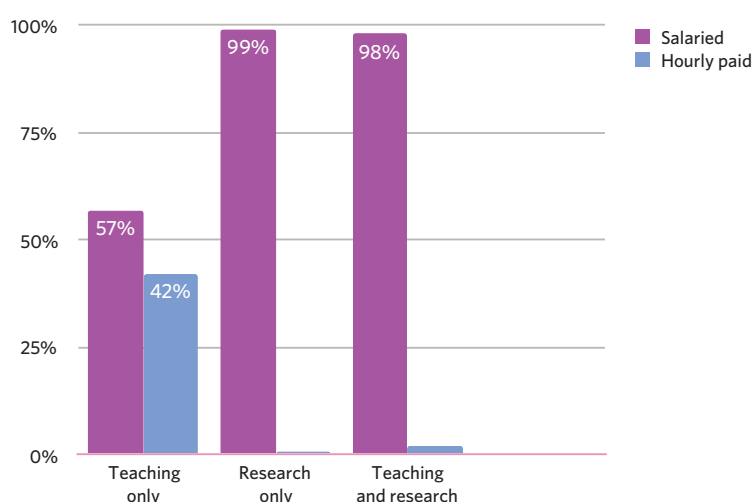
Table 7: Number of academic staff employed on hourly-paid contracts

	SALARIED	HOURLY-PAID	OTHER	GRAND TOTAL
Academic contract that is teaching only	34935	25840	275	61050
Academic contract that is research only	49035	415	70	49515
Academic contract that is both teaching and research	97970	2140	-	100120
Neither teaching nor research	1235	55	-	1290
Total	183175	28450	355	211980

Table 8: Percentage of academic staff employed on hourly-paid contracts

	SALARIED	HOURLY-PAID	OTHER	GRAND TOTAL
Academic contract that is teaching only	57%	42%	0%	100%
Academic contract that is research only	99%	1%	0%	100%
Academic contract that is both teaching and research	98%	2%	-	100%
Neither teaching nor research	96%	4%	-	100%
Total	86%	13%	0%	100%

Figure 3: Percentage of academic staff employed on hourly-paid contracts by job family



PART-TIME STAFF

Although part-time staff are not necessarily on casualised contracts, many casualised contracts are part time so there is a correlation between the likelihood of being part time and the likelihood of being casualised.



Table 9: Number of academic part-time staff and % who are hourly-paid

	FULL-TIME	PART-TIME (ALL)	GRAND TOTAL	PART-TIME HOURLY-PAID	% OF PART-TIME STAFF WHO ARE HOURLY-PAID
Academic contract that is teaching only	17300	43750	61050	25840	59%
Academic contract that is research only	40665	8850	49515	415	5%
Academic contract that is both teaching and research	81915	18205	100120	2140	12%
Neither teaching nor research	845	445	1290	55	12%
All academic staff	140725	71250	211980	28450	40%

Table 10: Percentage of academic part-time staff

	FULL-TIME	PART-TIME	GRAND TOTAL
Academic contract that is teaching only	28%	72%	100%
Academic contract that is research only	82%	18%	100%
Academic contract that is both teaching and research	82%	18%	100%
Neither teaching nor research	66%	34%	100%
All academic staff	66%	34%	100%

ATYPICAL STAFF

Atypical academic staff are those not counted in the main staff record by employers. The guidance from HESA is that atypical contracts meet one or more of the following conditions:

- are for less than four consecutive weeks - meaning that no statement of terms and conditions needs to be issued
- are for one-off/short-term tasks - for example answering phones during clearing, staging an exhibition, organising a conference. There is no mutual obligation between the work provider and working person beyond the given period of work or project. In some cases individuals will be paid a fixed fee for the piece of work unrelated to hours/time spent.
- involve work away from the supervision of the normal work provider - but not as part of teaching company schemes or for teaching and research supervision associated with the provision of distance learning education
- involve a high degree of flexibility often in a contract to work as-and-when required - for example conference catering, student ambassadors, student demonstrators.



Universities have reported that they employ nearly 70,000 academic staff in such circumstances.

We know that many such staff are employed on the most casual of contracts eg bank staff, but HESA do not collect detailed employment conditions for such staff.

The data collection process for atypical staff is different from the main staff record and we therefore cannot easily compare or compound the two different sets of data.

Table 11: Number of academic staff on atypical contracts

Number of academic atypical staff	68845
Number of academic non-atypical staff	211980

ACADEMIC-RELATED/PROFESSIONAL SERVICES STAFF

Academic-related staff are those counted in the HESA staff record as employed on non-academic contracts (excluding atypical contracts) at the following levels: senior management, senior function head, function head, non-academic section manager, team leader (professional, technical, administrative), senior professional, and senior administrative professional.

It is important to remember that casualisation does not just affect our academic members and that large numbers of our academic-related/professional services colleagues are employed precariously.

Table 12: The number and percentage of academic-related staff on open-ended and fixed-term contracts

	PERMANENT/OPEN-ENDED	FIXED-TERM	TOTAL
Number of academic-related staff	92360	14085	106445
% of academic-related staff	87%	13%	100%

CASUALISATION AND EQUALITY

The HESA data shows that casualisation hits groups of staff with different equality characteristics in different ways. Also, the more likely you are to be on a teaching and research (lecturer) contract, the less likely you are to be casualised (see tables 1 and 2). We have therefore not only looked at the proportion of different equality groups on casualised contracts but also on the likelihood of each of those groups being in the three academic job families.



Casualisation and gender

Table 13: Percentage academic staff by gender and job family

	MALE	FEMALE
Academic contract that is teaching only	48%	52%
Academic contract that is research only	53%	47%
Academic contract that is both teaching and research	59%	41%
Total	54%	46%

Table 14: Percentage of academic men and women on casualised contracts

	PERMANENT/OPEN-ENDED	FIXED-TERM
Male	68%	32%
Female	64%	36%
Total	67%	33%

3% of all academic staff are on zero-hours contracts, the same percentage for men and women.

Table 15: Percentage of academic men and women on hourly-paid contracts

	HOURLY-PAID	SALARIED
Male	12%	88%
Female	15%	85%
Total	13%	87%

So women are less likely than men to be on a teaching and research contract but more likely to be on a fixed-term contract and/or an hourly-paid contract.

Casualisation and race

Table 16: Academic staff by race and job family

	BAME	WHITE
Academic contract that is teaching only	14%	86%
Academic contract that is research only	23%	77%
Academic contract that is both teaching and research	14%	86%
Total	16%	84%



Table 17: Percentage of BAME and White academic staff on casualised contracts

	PERMANENT/OPEN-ENDED	FIXED-TERM
BAME	58%	42%
White	69%	31%
Total	68%	32%

Table 18: Casualised academic staff and ethnicity

	PERMANENT/OPEN-ENDED	FIXED-TERM
Black	61%	39%
Asian	57%	43%
Other (including mixed)	59%	41%
White	69%	31%
Total	68%	32%

So BAME staff are significantly more likely to be on a fixed-term contract than white staff – which is true for all non-white ethnic groups.

3% of all academic staff are on zero-hours contracts, the same percentage for BAME and white staff.

However, if we break ethnicity down further, there are some startling differences:

Table 19: Academic staff on zero-hours contracts and ethnicity

	ON A ZHC	NOT ON A ZHC
Black	6%	94%
Asian	2%	98%
Other (including mixed)	3%	97%
White	3%	97%
Total	3%	97%

So Black staff are twice as likely as white staff, and three times more likely than Asian staff, to be on a zero-hours contract.



Table 20: Academic staff on hourly-paid contracts and ethnicity

	HOURLY-PAID	SALARIED
BAME	12%	88%
White	13%	87%
Total	13%	87%

This shows that white staff are very slightly more likely to be on an hourly-paid contract than BAME colleagues. A further breakdown shows a different picture:

Table 21: Academic staff on hourly-paid contracts and ethnicity

	HOURLY-PAID	SALARIED
Black	18%	81%
Asian	10%	90%
Other (including mixed)	14%	86%
White	13%	87%
Total	13%	87%

This shows that Black staff are most likely to be on an hourly-paid contract.

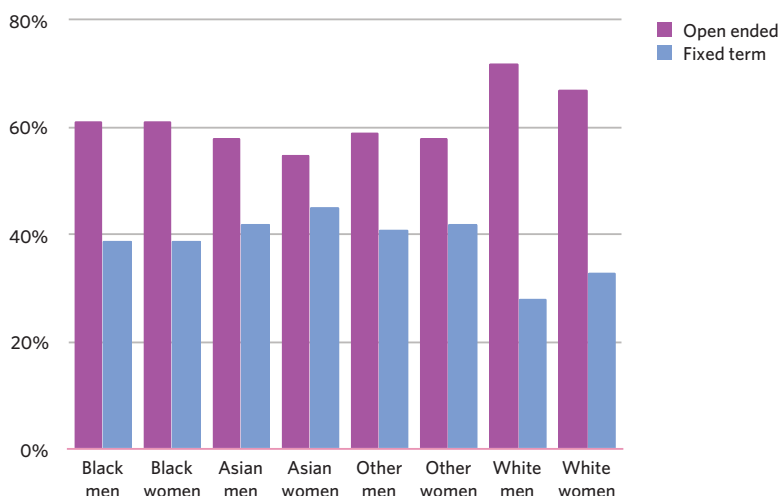
Casualisation, race and gender

Table 22: Casualised academic staff by race and gender

	PERMANENT/OPEN-ENDED	FIXED-TERM
Black men	61%	39%
Black women	61%	39%
Asian men	58%	42%
Asian women	55%	45%
Other men (including mixed)	59%	41%
Other women (including mixed)	58%	42%
White men	72%	28%
White women	67%	33%



Figure 4: Casualised academic staff by race and gender



So these figures show that white men are the least likely group to be on a fixed-term contract (although at 28%, still more than 1 in 4) and Asian women are the most likely, with nearly half (45%) on fixed-term contracts.

Table 23: Academic staff on zero-hours contracts, gender and ethnicity

	ON A ZHC	NOT ON A ZHC
Black men	6%	94%
Black women	5%	95%
Asian men	2%	98%
Asian women	3%	97%
Other (including mixed) men	3%	97%
Other (including mixed) women	3%	97%
White men	3%	97%
White women	3%	97%

The breakdown of the use of zero-hours contracts in this way shows that Black men are twice as likely as white men, and three times as likely as Asian men, to be on a zero-hours contract.



Table 24: Academic staff on hourly-paid contracts, gender and ethnicity

	HOURLY-PAID	SALARIED
Black men	19%	81%
Black women	18%	82%
Asian men	8%	92%
Asian women	13%	87%
Other (including mixed) men	13%	87%
Other (including mixed) women	16%	84%
White men	12%	88%
White women	14%	86%

Again table 24 shows that Black men and women are disproportionately employed on hourly-paid contracts.

Casualisation and disability

Table 25: Academic staff by disability

	DISABLED	NO KNOWN DISABILITY*
Academic contract that is teaching only	5%	95%
Academic contract that is research only	3%	97%
Academic contract that is both teaching and research	4%	96%
Total	4%	96%

* HESA provides data to us of staff who have declared as having a disability and those who have 'no known disability'. This latter group includes both those who have declared as having no disability and those who have not declared their disability status.

Table 26: Casualised academic staff and disability

	PERMANENT/OPEN-ENDED	FIXED-TERM
Disabled	66%	34%
No known disability	67%	33%
Total	67%	33%



Table 27: Academic staff on zero-hours contracts and disability

	ON A ZHC	NOT ON A ZHC
Disabled	66%	34%
No known disability	67%	33%
Total	67%	33%

The proportion of all academic staff on hourly-paid contracts is 13%, the same percentage for disabled staff and those with no known disability.

The links between part-time working, casualisation and equality

Table 28: The percentage of men and women academic staff on part-time contracts

	PART-TIME	FULL-TIME
Male	28%	72%
Female	41%	59%

Table 29: The percentage of BAME and white academic staff on part-time contracts

	PART-TIME	FULL-TIME
BAME	27%	73%
White	34%	66%

Table 30: The percentage of academic staff of different ethnicities on part-time contracts

	PART-TIME	FULL-TIME
Black	34%	66%
Asian	23%	77%
Other (including mixed)	31%	69%
White	34%	66%
Total	33%	67%

Table 31: The Percentage of Disabled academic staff and academic staff with 'no known disability' on part-time contracts

	PART-TIME	FULL-TIME
Disabled	40%	60%
No known disability	33%	67%



Table 32: Academic staff on part-time contracts, gender and ethnicity

	PART-TIME	FULL-TIME
Black men	29%	70%
Black women	40%	60%
Asian men	18%	82%
Asian women	31%	69%
Other (including mixed) men	26%	74%
Other (including mixed) women	38%	62%
White men	28%	72%
White women	41%	59%

We know that there is a correlation between part-time working and casualisation and the tables above show that women (in particular Black and white women) and disabled academics are the most likely to be working part time.



2. Employer attitudes

Employers often argue that staff themselves enjoy the flexibility of a casualised contract yet that is never borne out in reality when casualised staff are asked their opinion or when more secure contracts are offered.

For example, in our 'Counting the costs of casualisation in higher education' report (June 2019)¹ members on casualised contracts clearly indicated that being on such a contract was not their choice; 97% of those on fixed-term contracts would prefer a permanent one and 80% of respondents on hourly-paid contracts stated that they would rather be on a contract that guaranteed them hours, even if that meant less flexibility.

Employers too often view permanent, secure employment as too costly or risky and use insecure contracts to offload the risk to individual employees – leaving them in a precarious situation and often on far worse terms and conditions of employment.

The national employers' body (UCEA) points out that there is a "trend towards more open-ended and full-time academic employment" and that the number of atypical staff has fallen since 2011/12. They use this to belittle the work UCU and others have done, referring to it as "the 'casualisation' campaigning".² We unpick some of these figures in the 'Changes over Time' section below but we remain disappointed that the national employers continue to underplay the scale of casualisation in the sector and its damaging effect.

However the picture is not even across the sector (see Appendix 1). A number of employers have taken a more enlightened approach and worked with UCU to move teaching-only staff to fractional contracts, to move researchers to permanent contracts and have committed to not using zero-hours contracts.

¹Counting the cost survey:

https://www.ucu.org.uk/media/10336/Counting-the-costs-of-casualisation-in-higher-education-Jun-19/pdf/ucu_casualisation_in_HE_survey_report_Jun19.pdf

²Ucea higher education workforce report 2019:

<https://www.ucea.ac.uk/library/publications/he-workforce-report-2019>



3. Changes over time

CHANGING DEMOGRAPHICS OF ACADEMIC STAFF

The number of academic staff employed by higher education institutions has increased significantly since 2007/8 – by a total of 23% according to the HESA data. However, the increase in academic staff has not been evenly distributed across the three academic job families.

Table 33: Numbers of academic staff employed 2007/8 – 2017-18³

	2007/8	2012/13	2017/18	% INCREASE
Numbers of all academic staff	171380	183745	210685	23%
Numbers of academic staff on teaching-only contracts	42675	46795	61050	43%
Number of academic staff on research-only contract	39120	42350	49515	27%
Number of academic staff on teaching and research contracts	89585	94600	100120	12%

These disproportionate rises in the numbers of teaching only and research only staff compared to the rise of teaching and research posts, may go some way to explaining why casualisation has become so entrenched in the sector.

Table 34: Proportion of academic staff in each academic job family 2007/8 – 2017-18

	2007/8	2012/13	2017/18
Proportion of academic staff on teaching-only contracts	25%	25%	29%
Proportion of academic staff on research-only contract	23%	23%	24%
Proportion of academic staff on teaching and research contracts	52%	51%	48%

Table 34 shows that the proportion of academic staff on the ‘traditional lecturer’ (teaching and research) contracts has fallen below for 50% for the first time.

The idea that teaching only and research only contracts are pathways to a secure teaching and research post is no longer the case –together they now outnumber the total number of teaching and research staff employed.

³Data taken from the HESA staff record 2007/8, 2012/13 and 2017/18



CHANGES IN CASUALISATION OVER THE PAST 10 YEARS

Table 35: Changes in the use of fixed-term contracts 2007/8 – 2017/18

	PERCENTAGE ON FIXED-TERM CONTRACTS		
	2007/8	2012/13	2017/18
Academic contract that is teaching only	51%	57%	49%
Academic contract that is research only	76%	67%	67%
Academic contract that is both teaching and research	11%	11%	8%
All academic staff	36%	36%	33%

Whilst the percentage of staff on fixed-term contracts has dropped slightly over the 10-year period the actual number of academics employed in this way has seen a net increase of over 9000 in the same period – so claims that the levels of casualisation are falling are grossly over-exaggerated.

THE RATE OF CHANGE

We know that the pattern of casualisation is not equal across universities – some for example use fixed-term contracts for very few members of academic staff and others have whole job families employed on some form of casualised contracts. So, in looking at how long it would take to reduce the levels of fixed-term contracts we are looking at an artificial picture in some ways.

However, given the current rates of change, how long would it take for the employment of academic staff on fixed-term contracts to fall below 5% (ie less than 1 in 20)?

Table 36: rate of change in fixed-term contract use based on change recorded by HESA from 2007/8 to 2017/18

	RATE OF CHANGE PER DECADE
Academic contract that is teaching only	-3.93%
Academic contract that is research only	-11.84%
Academic contract that is both teaching and research	-27.27%
All academic staff	-8.33%

Assuming the current rate of change and no changes in the proportions of academic staff in different job families; the figure below shows that it will take nearly 20 years for the proportion of teaching and research staff to fall below 5%.

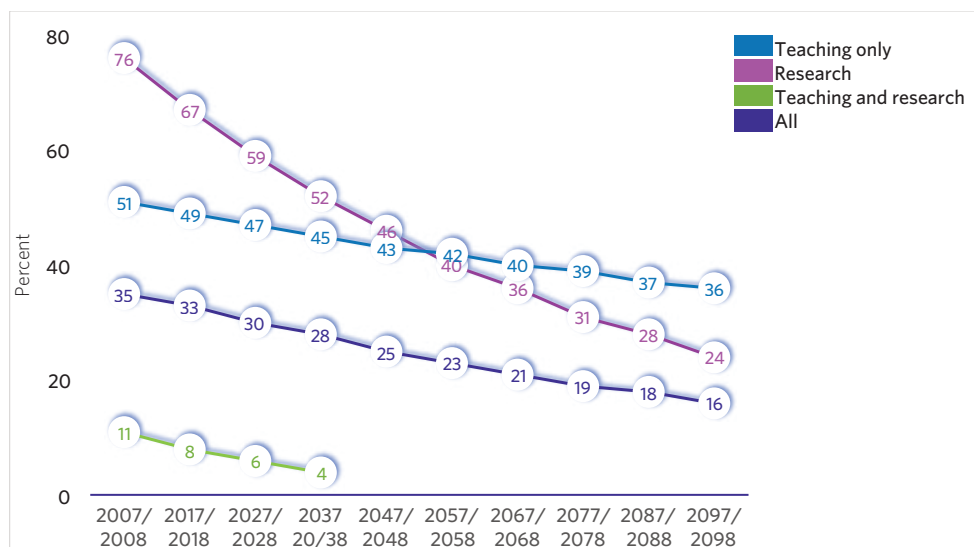
However, in the same period, the proportion of fixed-term contracts for teaching-only and research-only staff would still be above 45% and 50% respectively.



In fact, it would take 200 years for the percentage of research staff on fixed-term contracts to fall below 5% and over 500 years for teaching-only staff!

It is therefore disingenuous for employers and employers' bodies to imply that the current rate of glacial change is sufficient to address the problem of endemic casualisation within higher education.

Figure 5: Reduction in the use of fixed-term contracts projected to the end of the century at the current rate of change





4. Why tackling casualisation in higher education matters

UCU's 'Counting the costs of casualisation in higher education' report (June 2019) was based on survey responses from nearly 4000 higher education staff employed on casualised contracts.

Almost 60% of those responding said they had struggled to make ends meet, while 40% said they had struggled to pay bills.

83% of those completing the survey stated that their insecure contract made it hard to make long-term financial and family plans.

Worryingly, 71% of respondents reported that they believed their mental health has been damaged by working on insecure contracts.

Not surprisingly, 85% had considered leaving the sector – the main factor being job insecurity. However, most were passionate about their work and wanted to stay in the sector, preferably in a secure teaching and research role. We are at risk of losing huge amounts of talent from the sector, purely because of the way universities are choosing to employ their staff.

In their report: *Second class academic citizens: the dehumanising effects of casualisation in higher education*,⁴ Drs Nick Megoran and Olivia Mason of Newcastle University argued that casualised contracts have a dehumanizing impact on staff in four ways: invisibility, vulnerability, lack of agency and inability to project into the future.

In its report 'What Researchers Think About the Culture They Work in'⁵ (January 2020), the Wellcome Trust noted the widespread concerns that research staff have about job security in academia with survey respondents reporting little confidence in pursuing a research career. The report also highlighted widespread experience of bullying or harassment and belief that the power imbalances in the workplace (which will be amplified for those on casualised contracts) contributed to bullying and harassment being culturally systemic. In the survey, 70% of respondents indicated that they felt

⁴Second class academic citizens:

https://www.ucu.org.uk/media/10681/second_class_academic_citizens/pdf/second-classacademiccitizens

⁵What Researchers think about the culture they work in:

<https://wellcome.ac.uk/reports/what-researchers-think-about-research-culture>



stressed on an average working day, with respondents working in academia being significantly more likely to report feeling stressed than those working in industry.

In our 'Counting the Cost' report we also sought to determine the ways in which casualised contracts impact on research outputs and the student experience.

Nearly three quarters of researchers said that the research they had been involved with had been negatively affected by being employed on short-term contracts, over 80% said their own research activity had been negatively affected, only 6% agreed that employing people on short-term contracts is economical and cost-effective and nearly all (96%) believed that more secure employment would help foster genuinely innovative research activity.

Very large majorities of casualised teaching staff reported that they have inadequate paid time to prepare for their classes, mark student work, give students feedback or undertake the scholarship necessary to remain subject specialist. Where these activities were being done, they were being done in their own time, unpaid. Employers cannot delude themselves that the large volumes of teaching being delivered by casualised staff in this way is not short-changing students – despite the best (unpaid) efforts of the staff on casualised contracts.

The HESA data clearly shows that casualisation hits groups of staff with different equality characteristics in different ways: women are more likely than men to be on fixed-term contracts; BAME academics are more likely to be on fixed-term contracts than their white colleagues, Black academics are twice as likely as white academics to be on a zero-hours contract; white men are the least likely group to be on a fixed-term contract (28%), Asian women are the most likely (45%). If gender and race inequality is to be tackled, then the levels of casualisation also need to be addressed.

Universities often talk about being 'fit for the future' but in many institutions the employment practices for staff on casualised contracts remain positively feudal. The working environment for staff is the learning environment for students and UCU will continue to campaign around casualisation until employers start to treat all their staff with the respect they deserve – in the interests of both staff and students.

If universities want to regard themselves as good employers, if they want to give their students the best experience, if they want to be centres of research excellence and if they want to demonstrate their commitment to equality and against bullying and harassment then they need to address their use of casualised contracts.



5. Recommendations

There is nothing inevitable about the levels of casualisation in the higher education sector neither has it come about by accident; it is the result of universities' reliance on a particular business model.

The data in the appendices demonstrate that the levels of casualisation are not consistent across the sector – again another indicator that there nothing inevitable about the levels of casualisation.

UCU is calling for:

- The government to insist that universities are honest about the extent of casualisation.
- The Office of Students to put a duty on universities to disclose the amounts of teaching – measured in classroom hours – that are being done by hourly-paid staff as a proportion of their total classroom hours. This should include not only lectures but seminars, demonstrations, tutorials and fieldwork.
- Research funders to make it a condition of grant to employ research staff on open-ended contracts and to support more secure employment.
- Those overseeing the Research Concordat to ensure that any employer signing up can demonstrate that they are addressing insecurity of employment, making real improvements to job security, and are able to demonstrate improvements within a reasonable period of time.
- Other award givers eg Athena Swan, Investors in People, to examine the levels of casualisation in any institution making an application, to determine whether the levels of casualisation negatively impact on their own aims and objectives.
- More universities to follow the examples of the more enlightened employers in the sector. Universities to invest in the decasualisation⁶ of their workforces and engage with UCU locally to negotiate the transition of precariously employed staff onto more secure contracts.
- Universities who have engaged with decasualisation to put pressure on their colleagues in other universities through their networks and through UCEA to force the sector as a whole to admit the scale of the issue, admit that current levels of casualisation damage the whole sector and to take action.

⁶ For examples of UCU branches working with employers to reduce levels of casualisation see: <https://www.ucu.org.uk/socc-casestudies>



Appendices: Institution data

INDIVIDUAL INSTITUTIONS

In the main body of the report we have looked at the picture in aggregate, across all UK higher education institutions. However the picture is not uniform and the data below shows a differing pattern across the UK.

This data is intended to assist branches in negotiating for more secure contracts at their own institutions.

It does however also indicate, quite clearly, that the levels of casualisation used by some institutions are not an inevitability but an institutional choice.

Note: Where cells are empty the numbers are below 5 or HESA has not provided data for that institution. These tables are based on the 2017/28 HESA staff record and we know that some employers have negotiated with UCU to reduce their levels of casualisation since that time.

APPENDIX 1: THE USE OF FIXED-TERM CONTRACTS BY JOB FAMILY

The levels of fixed-term contracts are one indicator of casualisation but do not necessarily tell the whole picture. Moving away from using fixed-term contracts to permanent/open-ended contracts is a positive step but branches also need to ensure that any new permanent open-ended contracts do improve security of employment and are not merely contracts with a 'likely redundancy date' included.

Table A1: The number and % of staff on fixed-term contracts by job family

	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	Number	% FTC*	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC
Aberystwyth University	775	28%	280	34%	170	62%	320	4%	545	18%
Anglia Ruskin University	885	9%	120	6%	25	80%	735	7%	750	7%
Arts University Bournemouth	385	3%	245	2%	5	.	130	4%	115	9%
Aston University	790	36%	200	15%	150	83%	435	29%	450	7%
Bangor University	975	38%	400	39%	205	88%	345	6%	450	12%
Bath Spa University	655	31%	240	73%	5	.	405	6%	285	5%
Birkbeck College	965	33%	425	55%	100	75%	440	2%	235	4%
Birmingham City University	1940	6%	105	48%	25	100%	1805	3%	655	5%
Bishop Grosseteste University	105	11%	5	.	0	.	95	5%	80	25%

* Fixed-term contract



	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC
Bournemouth University	970	8%	205	7%	35	14%	725	9%	530	8%
Brunel University London	1090	46%	360	90%	155	94%	570	4%	685	10%
Buckinghamshire New University	410	31%	145	73%	0	.	265	8%	135	11%
Canterbury Christ Church University	805	16%	40	83%	25	60%	710	10%	455	11%
Cardiff Metropolitan University	695	11%	245	12%	25	60%	420	7%	450	8%
Cardiff University	3520	28%	1105	19%	1015	69%	1245	4%	1735	17%
City, University of London	2100	44%	1280	67%	130	4%	690	7%	920	7%
Conservatoire for Dance and Drama	285	16%	275	16%			5	.	185	14%
Courtauld Institute of Art	40	24%	5	.	5	.	30	10%	60	8%
Coventry University	2535	26%	780	54%	10	.	1715	14%	1055	7%
Cranfield University	710	24%	55	2%	215	58%	400	3%	645	5%
De Montfort University	1485	14%	520	26%	10	.	950	8%	805	18%
Edge Hill University	1030	45%	420	100%	15	.	595	7%	385	10%
Edinburgh Napier University	890	18%	240	32%	70	57%	570	7%	465	9%
Falmouth University	295	3%	70	1%	5	.	215	2%	90	6%
Glasgow Caledonian University	780	14%	35	35%	95	63%	635	6%	510	6%
Glasgow School of Art	235	7%			35	29%	190	5%	95	5%
Glyndŵr University	215	16%	10	.	0	.	185	14%	135	4%
Goldsmiths College	1110	36%	580	55%	55	82%	475	7%	570	8%
Guildhall School of Music and Drama	695	10%	615	9%	5	.	30	23%	45	22%
Harper Adams University	180	22%	50	33%	0	.	120	17%	160	78%
Heriot-Watt University	845	28%	110	14%	285	74%	440	2%	545	10%
Heythrop College	45	36%	15	.	5	.	30	4%	20	.
Imperial College of Science, Technology and Medicine	4275	53%	295	19%	2515	79%	1465	15%	3140	19%
Keele University	835	21%	195	25%	120	67%	515	9%	475	12%



	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC
King's College London	4970	57%	1280	72%	1795	96%	1895	10%	2225	20%
Kingston University	1015	11%	55	4%	65	69%	890	6%	580	11%
Leeds Arts University	160	12%	85	20%	5	.	65	3%	45	0%
Leeds Beckett University	1375	33%	420	92%	10	.	945	7%	535	6%
Leeds Trinity University	175	15%	15	.			160	9%	120	4%
Liverpool Hope University	320	14%	80	27%			240	10%	165	6%
Liverpool Institute for Performing Arts	75	14%	75	14%					50	20%
Liverpool John Moores University	1545	22%	420	60%	100	75%	1030	2%	595	7%
Liverpool School of Tropical Medicine	215	70%	10	.	110	59%	75	84%	145	45%
London Metropolitan University	435	4%	50	4%			380	4%	350	11%
London School of Economics and Political Science	1720	57%	665	91%	415	83%	645	5%	1075	20%
London School of Hygiene and Tropical Medicine	755	66%	20	.	305	98%	430	46%	385	32%
London South Bank University	1115	43%	800	52%	45	89%	265	8%	390	8%
Loughborough University	1610	35%	440	53%	340	87%	830	4%	975	10%
Manchester Metropolitan University	2555	40%	935	87%	55	64%	1510	10%	945	20%
Middlesex University	1055	15%	65	94%	65	54%	925	7%	565	5%
Newcastle University	2985	41%	545	42%	1115	83%	1320	6%	1520	16%
Newman University	165	5%	0	.			150	7%	85	6%
Norwich University of the Arts	205	15%	140	17%	0	.	65	9%	60	8%
Nottingham Trent University	2045	6%	625	2%			1420	8%	810	10%
Open University	5010	83%	3960	100%	145	76%	895	8%	2225	7%
Oxford Brookes University	1415	13%	565	9%	65	85%	785	10%	740	16%
Plymouth College of Art	135	4%	50	4%			80	4%	80	0%
Queen Margaret University, Edinburgh	260	25%	5	.	25	60%	230	20%	130	8%



	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC
Queen Mary University of London	3095	57%	1220	74%	840	90%	1035	10%	1290	31%
Queen's University Belfast	1795	39%	235	12%	665	93%	895	5%	920	10%
Ravensbourne University London	205	56%	200	58%			5	.	110	5%
Robert Gordon University	705	26%	165	73%	40	63%	490	7%	345	13%
Roehampton University	600	7%	305	11%	5	.	280	2%	285	5%
Rose Bruford College of Theatre and Performance	80	48%					80	50%	25	0%
Royal Academy of Music	295	25%	260	27%	0	.	30	17%	95	5%
Royal Agricultural University	60	3%	10	.			50	2%	55	9%
Royal Central School of Speech and Drama	75	8%	5	.	5	.	65	8%	70	7%
Royal College of Art	175	15%	5	.	30	50%	140	7%	195	5%
Royal College of Music	290	9%	245	5%	10	.	40	13%	95	16%
Royal Conservatoire of Scotland	325	5%	235	4%	5	.	90	0%	70	0%
Royal Holloway and Bedford New College	1185	41%	505	70%	140	86%	530	2%	550	26%
Royal Northern College of Music	310	1%			0	.	310	2%	60	0%
Royal Veterinary College	295	33%	80	15%	80	94%	135	7%	225	7%
Sheffield Hallam University	2025	6%	400	1%	160	34%	1465	4%	1040	8%
SOAS University of London	830	54%	490	78%	45	100%	290	5%	380	30%
Solent University	705	17%	255	37%	0	.	445	4%	305	5%
SRUC	295	16%	155	13%	120	21%	10	.	630	10%
St George's, University of London	535	32%	285	11%	105	86%	140	35%	250	20%
St Mary's University College	60	35%	20	.	0		40	3%	20	.
St Mary's University, Twickenham	425	34%	80	80%		.	340	24%	140	7%
Staffordshire University	895	42%	400	84%	15	.	470	6%	275	5%
Stranmillis University College	50	14%	5	.	0	.	45	7%	25	20%



	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC
Swansea University	1585	28%	540	23%	435	64%	610	6%	895	16%
Teesside University	705	16%	30	0%	45	78%	630	13%	400	10%
Trinity Laban Conservatoire of Music and Dance	405	10%	380	10%	0	.	20	.	100	10%
Ulster University	1265	37%	475	46%	180	89%	600	16%	480	7%
University College Birmingham	280	5%	275	5%			0	.	190	3%
University College London	7675	5%	1290	16%	3630	5%	2755	1%	4495	2%
University College of Osteopathy	105	3%	90	3%	0	.	5	.	20	.
University for the Creative Arts	380	4%	125	6%			245	2%	275	4%
University of Aberdeen	1410	2%	280	4%	455	5%	670	0%	680	1%
University of Abertay Dundee	215	12%	15	.	10	.	190	8%	140	11%
University of Bath	1430	38%	340	58%	350	91%	740	3%	1005	14%
University of Bedfordshire	560	13%	45	1%	0	.	495	14%	400	5%
University of Birmingham	3880	46%	1045	59%	1290	79%	1540	10%	1635	15%
University of Bolton	345	8%	30	3%	5	.	300	7%	140	7%
University of Bradford	575	12%	40	25%	45	78%	485	5%	345	7%
University of Brighton	1670	32%	115	70%	160	59%	1395	26%	775	10%
University of Bristol	3120	15%	455	23%	1385	23%	1270	4%	1250	13%
University of Buckingham	155	11%	100	10%	5	.	40	8%	20	.
University of Cambridge	6110	36%	240	31%	4205	47%	1650	7%	2625	12%
University of Central Lancashire	1505	21%	205	53%	110	68%	1190	11%	430	19%
University of Chester	620	29%			15	.	605	27%	465	14%
University of Chichester	570	28%	290	51%	10	.	260	0%	175	6%
University of Cumbria	465	27%	25	100%	5	.	430	23%	245	14%
University of Derby	1405	6%	625	2%	20	.	765	7%	525	6%
University of Dundee	1405	26%	370	11%	645	46%	375	5%	875	13%
University of Durham	1650	34%	270	35%	430	90%	885	6%	970	12%
University of East Anglia	2035	46%	965	60%	365	86%	705	6%	685	8%
University of East London	855	30%	235	94%	35	43%	585	3%	365	5%
University of Edinburgh	7000	47%	2785	62%	2040	68%	2170	8%	2905	13%



	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC
University of Essex	1315	35%	650	53%	140	82%	525	2%	830	19%
University of Exeter	2260	39%	375	36%	805	87%	1080	3%	1165	13%
University of Glasgow	3970	26%	1465	52%	1295	20%	1190	2%	1525	4%
University of Gloucestershire	630	36%	460	44%	15	.	145	7%	315	17%
University of Greenwich	1265	36%	410	96%	70	64%	790	3%	540	8%
University of Hertfordshire	1930	9%	710	0%	125	84%	1070	7%	630	6%
University of Huddersfield	915	11%	0	.	140	39%	775	5%	560	7%
University of Hull	1020	19%	360	20%	140	75%	500	2%	620	11%
University of Kent	1470	42%	510	76%	200	85%	760	7%	940	16%
University of Lancaster	2105	52%	740	90%	395	91%	950	7%	570	10%
University of Leeds	3500	27%	725	28%	1025	64%	1755	5%	2115	11%
University of Leicester	1675	26%	415	44%	475	44%	780	5%	910	13%
University of Lincoln	1260	33%	685	48%	65	92%	510	7%	375	11%
University of Liverpool	2930	37%	885	31%	865	85%	1175	7%	1325	19%
University of London (Institutes and activities)	90	55%	15	.	25	80%	45	40%	635	9%
University of Manchester	5120	48%	895	43%	2180	89%	2045	8%	2910	24%
University of Northampton	825	31%	235	87%	15	.	570	6%	330	9%
University of Northumbria at Newcastle	1420	13%	100	39%	75	93%	1245	6%	695	8%
University of Nottingham	3395	30%	575	15%	1205	73%	1615	4%	1530	12%
University of Oxford	6630	67%	105	52%	4685	88%	1825	14%	3805	34%
University of Plymouth	1305	31%	530	23%	190	84%	565	20%	1120	20%
University of Portsmouth	1685	30%	470	40%	25	100%	1190	25%	550	12%
University of Reading	1795	44%	640	61%	435	82%	715	6%	985	17%
University of Salford	995	9%	130	10%	25	80%	835	7%	560	5%
University of Sheffield	3280	34%	520	21%	1395	69%	1370	5%	2045	13%
University of South Wales	1715	6%	930	3%	60	50%	710	6%	325	6%
University of Southampton	2885	37%	520	28%	1050	79%	1310	6%	2115	15%
University of St Andrews	1175	39%	155	42%	350	84%	670	14%	630	15%



	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC	Number	% FTC
University of St Mark and St John	85	12%	5	.			75	7%	30	0%
University of Stirling	980	44%	420	71%	145	76%	415	5%	475	13%
University of Strathclyde	1665	36%	255	26%	575	77%	705	3%	970	18%
University of Suffolk	190	7%			0	.	185	7%	190	18%
University of Sunderland	775	35%	325	77%	10	.	430	1%	415	6%
University of Surrey	1480	31%	535	40%	305	79%	640	2%	1020	12%
University of Sussex	2005	45%	740	67%	405	89%	860	6%	625	17%
University of the Arts, London	2230	53%	2010	57%			220	14%	750	11%
University of the Highlands and Islands	75	13%	15	.	30	33%	20	.	170	3%
University of the West of England, Bristol	1780	24%	360	64%	5	.	1400	14%	810	13%
University of the West of Scotland	600	7%	20	.	25	80%	550	3%	345	12%
University of Wales (central functions)	40	11%			15	.			25	0%
University of Wales Trinity Saint David	750	11%	225	12%	15	.	485	8%	290	5%
University of Warwick	2915	46%	930	57%	810	86%	1170	10%	1975	13%
University of West London	990	60%	750	77%			240	8%	145	3%
University of Westminster	1610	5%	620	3%	60	50%	925	4%	445	4%
University of Winchester	720	42%	325	82%	20	.	355	7%	195	10%
University of Wolverhampton	895	8%	55	61%	35	57%	805	2%	590	17%
University of Worcester	915	49%	485	88%	20	.	405	4%	230	13%
University of York	1860	30%	375	26%	620	69%	860	3%	1295	15%
Writtle University College	105	9%	95	10%			5	.	95	11%
York St John University	340	4%	40	10%	0	.	300	3%	265	9%
TOTAL	211980	33%	61050	49%	49515	67%	100120	8%	106445	13%

Note: A low level of fixed-term contracts also doesn't necessarily mean more secure employment (although it is usually the first step towards more secure employment) – branches will need to interrogate the situation on the ground more closely to see whether a low level of fixed-term contract use is matched with real job security.



APPENDIX 2: HOURLY-PAID CONTRACTS, ZERO-HOURS CONTRACTS, ATYPICAL STAFF

Table A2: The number and % of staff on hourly-paid and zero-hours contracts and the number of 'atypical' staff employed

	All academic staff		Teaching-only staff		All academic staff		Teaching-only staff		Atypical academic staff
	Number on HPC*	% on HPC	Number on HPC	% on HPC	Number on ZHC**	% on ZHC	Number on ZHC	% on ZHC	
Aberystwyth University	150	20%	150	54%	150	20%	150	54%	5
Anglia Ruskin University	0	0%	0	0%	0	0%	0	0%	1750
Arts University Bournemouth	155	41%	155	64%	155	41%	155	64%	
Aston University	0	0%	0	0%	0	0%	0	0%	440
Bangor University	160	16%	150	38%	100	10%	95	24%	480
Bath Spa University	240	36%	240	100%	0	0%	0	0%	
Birkbeck College	385	40%	385	91%	0	0%	0	0%	400
Birmingham City University	720	37%	0	0%	720	37%	0	0%	210
Bishop Grosseteste University	0	0%	0	.	0	0%	0	.	100
Bournemouth University	150	16%	125	61%	0	0%	0	0%	55
Brunel University London	320	29%	320	88%	0	0%	0	0%	170
Buckinghamshire New University	110	27%	105	73%	0	0%	0	0%	
Canterbury Christ Church University	0	0%	0	0%	0	0%	0	0%	595
Cardiff Metropolitan University	195	28%	195	80%	0	0%	0	0%	
Cardiff University	330	9%	325	30%	0	0%	0	0%	665
City, University of London	1235	59%	1235	97%	0	0%	0	0%	
Conservatoire for Dance and Drama	70	24%	70	25%	0	1%	0	1%	55
Courtauld Institute of Art	0	2%	0	.	0	2%	0	.	70
Coventry University	0	0%	0	0%	0	0%	0	0%	475
Cranfield University	10	1%	0	0%	10	1%	0	0%	
De Montfort University	485	33%	480	92%	*	*	*	*	385
Edge Hill University	330	32%	330	78%	0	0%	0	0%	580
Edinburgh Napier University	190	21%	185	77%	120	14%	120	50%	
Falmouth University	0	0%	0	0%	0	0%	0	0%	120

* Hourly-paid contract ** Zero-hours contract



	All academic staff		Teaching-only staff		All academic staff		Teaching-only staff		Atypical academic staff
	Number on HPC*	% on HPC	Number on HPC	% on HPC	Number on ZHC	% on ZHC	Number on ZHC	% on ZHC	
Glasgow Caledonian University	0	0%	0	0%	0	0%	0	0%	740
Glasgow School of Art	0	0%			0	0%			75
Glyndŵr University	5	1%	5	.	0	0%	0	.	45
Goldsmiths College	370	33%	365	63%	0	0%	0	0%	785
Guildhall School of Music and Drama	560	81%	555	90%	5	1%	5	1%	0
Harper Adams University	0	0%	0	0%	0	0%	0	0%	5
Heriot-Watt University	0	0%	0	0%	0	0%	0	0%	155
Heythrop College	15	34%	15	.	15	34%	15	.	
Imperial College of Science, Technology and Medicine	75	2%	75	26%	5	0%	5	1%	175
Keele University	0	0%	0	0%	0	0%	0	0%	520
King's College London	740	15%	740	58%	0	0%	0	0%	0
Kingston University	0	0%	0	0%	0	0%	0	0%	395
Leeds Arts University	0	0%	0	0%	0	0%	0	0%	25
Leeds Beckett University	370	27%	370	88%	0	0%	0	0%	520
Leeds Trinity University	0	0%	0	.	0	0%	0	.	65
Liverpool Hope University	0	0%	0	0%	0	0%	0	0%	180
Liverpool Institute for Performing Arts	0	1%	0	1%	0	1%	0	1%	75
Liverpool John Moores University	230	15%	230	56%	30	2%	30	8%	
Liverpool School of Tropical Medicine	0	0%	0	.	0	0%	0	.	
London Metropolitan University	0	0%	0	0%	0	0%	0	0%	420
London School of Economics and Political Science	625	36%	445	67%	0	0%	0	0%	220
London School of Hygiene and Tropical Medicine	0	0%	0	.	0	0%	0	.	155
London South Bank University	365	33%	345	47%	0	0%	0	0%	
Loughborough University	195	12%	195	45%	195	12%	195	44%	475
Manchester Metropolitan University		810	32%	775	83%	0	0%	0	0%
Middlesex University	0	0%	0	0%	0	0%	0	0%	825



	All academic staff		Teaching-only staff		All academic staff		Teaching-only staff		Atypical academic staff
	Number on HPC*	% on HPC	Number on HPC	% on HPC	Number on ZHC	% on ZHC	Number on ZHC	% on ZHC	
Newcastle University	160	5%	145	27%	0	0%	0	0%	380
Newman University	0	0%	0	.	0	0%	0	.	85
Norwich University of the Arts	85	41%	85	61%	0	0%	0	0%	20
Nottingham Trent University	500	24%	500	80%	500	24%	500	80%	
Open University	0	0%	0	0%	0	0%	0	0%	740
Oxford Brookes University	440	31%	440	78%	440	31%	440	78%	35
Plymouth College of Art	0	1%	0	2%	0	0%	0	0%	5
Queen Margaret University, Edinburgh	0	1%	0	.	0	1%	0	.	295
Queen Mary University of London	310	10%	310	26%	0	0%	0	0%	440
Queen's University Belfast	0	0%	0	0%	0	0%	0	0%	1315
Ravensbourne University London	110	54%	110	55%	5	2%	5	3%	5
Robert Gordon University	0	0%	0	0%	0	0%	0	0%	5
Roehampton University	15	3%	15	5%	15	3%	15	5%	375
Rose Bruford College of Theatre and Performance	40	51%			0	0%			0
Royal Academy of Music	225	77%	220	84%	0	1%	0	1%	65
Royal Agricultural University	0	0%	0	.	0	2%	0	.	10
Royal Central School of Speech and Drama	0	0%	0	.	0	0%	0	.	415
Royal College of Art	0	0%	0	.	25	13%	5	.	420
Royal College of Music	245	84%	230	94%	0	0%	0	0%	10
Royal Conservatoire of Scotland	200	61%	200	90%	0	0%	0	0%	115
Royal Holloway and Bedford New College	375	32%	355	71%	50	4%	40	8%	5
Royal Northern College of Music	275	88%			0	0%			
Royal Veterinary College	0	1%	0	1%	0	0%	0	0%	5
Sheffield Hallam University	400	20%	400	100%	400	20%	400	100%	
SOAS University of London	0	0%	0	0%	0	0%	0	0%	110
Solent University	185	26%	185	72%	0	0%	0	0%	



	All academic staff		Teaching-only staff		All academic staff		Teaching-only staff		Atypical academic staff
	Number on HPC*	% on HPC	Number on HPC	% on HPC	Number on ZHC	% on ZHC	Number on ZHC	% on ZHC	
SRUC	5	2%	5	3%	0	0%	0	0%	
St George's, University of London	0	0%	0	0%	0	0%	0	0%	320
St Mary's University College	20	34%	20	.	0	0%	0	.	
St Mary's University, Twickenham	100	24%	65	82%	0	0%	0	0%	0
Staffordshire University	**	**	**	**	**	**	**	**	950
Stranmillis University College	5	6%	5	.	5	6%	5	.	15
Swansea University	0	0%	0	0%	0	0%	0	0%	475
Teesside University	0	0%	0	0%	0	0%	0	0%	180
Trinity Laban Conservatoire of Music and Dance	320	79%	315	84%	0	0%	0	0%	0
Ulster University	125	10%	125	26%	0	0%	0	0%	690
University College Birmingham	0	0%	0	0%	0	0%	0	0%	95
University College London	30	0%	30	2%	0	0%	0	0%	3120
University College of Osteopathy	20	18%	20	20%	20	18%	20	20%	30
University for the Creative Arts	0	0%	0	0%	0	0%	0	0%	755
University of Aberdeen	115	8%	100	36%	60	4%	45	16%	295
University of Abertay Dundee	0	0%	0	.	0	0%	0	.	0
University of Bath	125	9%	125	36%	0	0%	0	0%	620
University of Bedfordshire	0	0%	0	0%	0	0%	0	0%	260
University of Birmingham	0	0%	0	0%	0	0%	0	0%	2175
University of Bolton	0	0%	0	0%	0	0%	0	0%	110
University of Bradford	0	0%	0	0%	0	0%	0	0%	515
University of Brighton	310	18%	70	60%	0	0%	0	0%	10
University of Bristol	0	0%	0	0%	0	0%	0	0%	1420
University of Buckingham	0	0%	0	0%	0	0%	0	0%	245
University of Cambridge	10	0%	0	1%	65	1%	0	1%	145
University of Central Lancashire	60	4%	60	29%	0	0%	0	0%	25
University of Chester	0	0%			0	0%			930



	All academic staff		Teaching-only staff		All academic staff		Teaching-only staff		Atypical academic staff
	Number on HPC*	% on HPC	Number on HPC	% on HPC	Number on ZHC	% on ZHC	Number on ZHC	% on ZHC	
University of Chichester	290	51%	290	100%	0	0%	0	0%	
University of Cumbria	0	0%	0	0%	0	0%	0	0%	
University of Derby	420	30%	415	67%	10	1%	10	2%	570
University of Dundee	0	0%	0	0%	0	0%	0	0%	975
University of Durham	0	0%	0	0%	0	0%	0	0%	1195
University of East Anglia	535	26%	535	56%	35	2%	35	3%	420
University of East London	230	27%	225	97%	0	0%	0	0%	785
University of Edinburgh	2275	33%	2245	81%	0	0%	0	0%	1935
University of Essex	100	8%	100	16%	100	8%	100	16%	315
University of Exeter	0	0%	0	0%	0	0%	0	0%	1610
University of Glasgow	850	21%	840	57%	105	3%	105	7%	1355
University of Gloucestershire	190	30%	185	40%	0	0%	0	0%	205
University of Greenwich	380	30%	380	93%	375	29%	375	91%	345
University of Hertfordshire	660	34%	660	93%	0	0%	0	0%	370
University of Huddersfield	0	0%	0	.	0	0%	0	.	750
University of Hull	0	0%	0	0%	0	0%	0	0%	405
University of Kent	0	0%	0	0%	0	0%	0	0%	530
University of Lancaster	680	32%	620	84%	0	0%	0	0%	220
University of Leeds	0	0%	0	0%	0	0%	0	0%	1270
University of Leicester	0	0%	0	0%	0	0%	0	0%	795
University of Lincoln	330	26%	330	48%	0	0%	0	0%	155
University of Liverpool	50	2%	30	4%	105	4%	105	12%	1745
University of London (Institutes and activities)	0	0%	0	.	0	0%	0	.	245
University of Manchester	0	0%	0	0%	0	0%	0	0%	3415
University of Northampton	215	26%	215	90%	215	26%	215	90%	25
University of Northumbria at Newcastle	0	0%	0	0%	0	0%	0	0%	505
University of Nottingham	0	0%	0	0%	0	0%	0	0%	1775
University of Oxford	0	0%	0	0%	0	0%	0	0%	2975
University of Plymouth	0	0%	0	0%	0	0%	0	0%	1090



	All academic staff		Teaching-only staff		All academic staff		Teaching-only staff		Atypical academic staff
	Number on HPC*	% on HPC	Number on HPC	% on HPC	Number on ZHC	% on ZHC	Number on ZHC	% on ZHC	
University of Portsmouth	290	17%	240	51%	0	0%	0	0%	
University of Reading	30	2%	30	4%	0	0%	0	0%	
University of Salford	0	0%	0	0%	0	0%	0	0%	505
University of Sheffield	0	0%	0	0%	0	0%	0	0%	1125
University of South Wales	640	37%	635	68%	0	0%	0	0%	5
University of Southampton	90	3%	90	18%	0	0%	0	0%	1850
University of St Andrews	0	0%	0	0%	0	0%	0	0%	790
University of St Mark and St John	0	1%	0	.	0	0%	0	.	165
University of Stirling	330	34%	315	75%	0	0%	0	0%	
University of Strathclyde	0	0%	0	0%	0	0%	0	0%	1560
University of Suffolk	0	1%			0	0%			55
University of Sunderland	250	32%	250	76%	0	0%	0	0%	540
University of Surrey	255	17%	250	47%	0	0%	0	0%	300
University of Sussex	75	4%	75	10%	0	0%	0	0%	90
University of the Arts, London	1055	47%	1050	52%	0	0%	0	0%	
University of the Highlands and Islands	0	0%	0	.	0	0%	0	.	5
University of the West of England, Bristol	270	15%	270	74%	0	0%	0	0%	645
University of the West of Scotland	0	0%	0	.	0	0%	0	.	115
University of Wales (central functions)	0	0%			0	0%			
University of Wales Trinity Saint David	240	32%	125	54%	70	10%	25	10%	120
University of Warwick	450	16%	400	43%	0	0%	0	0%	2100
University of West London	550	56%	540	72%	0	0%	0	0%	0
University of Westminster	625	39%	620	100%	5	0%	5	1%	440
University of Winchester	300	42%	300	93%	0	0%	0	0%	
University of Wolverhampton	5	0%	5	7%	5	1%	5	10%	355
University of Worcester	450	49%	445	92%	5	1%	5	1%	
University of York	0	0%	0	0%	0	0%	0	0%	920



	All academic staff		Teaching-only staff		All academic staff		Teaching-only staff		Atypical academic staff
	Number on HPC*	% on HPC	Number on HPC	% on HPC	Number on ZHC	% on ZHC	Number on ZHC	% on ZHC	
Writtle University College	0	1%	0	1%	0	0%	0	0%	50
York St John University	0	0%	0	0%	0	0%	0	0%	75
All	28450	13%	25840	43%	6520	3%	4155	7%	68845

* The DeMontfort University HESA data indicated that 100% of its academic staff were employed on zero-hours contracts. We believe this to be incorrect so have omitted the data.

** Staffordshire University's HESA data indicated that 100% of its academic staff were employed on hourly-paid and zero-hours contracts. We believe this to be incorrect so have omitted the data.



APPENDIX 3: CASUALISATION AND EQUALITY

Table A3: Equality and the use of fixed-term contracts

	% of academic staff on fixed-term contracts					
	Male	Female	BAME	White	Disabled	No known disability
Aberystwyth University	22%	33%	38%	26%	36%	27%
Anglia Ruskin University	9%	9%	10%	8%	7%	9%
Arts University Bournemouth	2%	4%	.	3%	3%	3%
Aston University	34%	39%	47%	32%	.	37%
Bangor University	33%	41%	51%	37%	44%	37%
Bath Spa University	27%	35%	22%	26%	19%	32%
Birkbeck College	30%	37%	35%	22%	27%	34%
Birmingham City University	5%	8%	8%	5%	11%	6%
Bishop Grosseteste University	15%	10%	.	12%	.	12%
Bournemouth University	8%	9%	12%	8%	3%	9%
Brunel University London	44%	49%	59%	38%	61%	45%
Buckinghamshire New University	32%	30%	35%	25%	26%	32%
Canterbury Christ Church University	15%	17%	18%	16%	14%	16%
Cardiff Metropolitan University	11%	12%	30%	10%	6%	12%
Cardiff University	26%	30%	39%	24%	13%	28%
City, University of London	46%	41%	51%	41%	26%	44%
Conservatoire for Dance and Drama	18%	14%	.	16%	.	16%
Courtauld Institute of Art	.	25%	.	26%	.	26%
Coventry University	23%	29%	26%	26%	24%	26%
Cranfield University	22%	31%	30%	22%	.	24%
De Montfort University	16%	13%	15%	13%	14%	14%
Edge Hill University	40%	48%	51%	44%	32%	46%
Edinburgh Napier University	17%	20%	28%	17%	26%	18%
Falmouth University	4%	2%	.	3%	.	3%
Glasgow Caledonian University	10%	17%	10%	14%	10%	14%
Glasgow School of Art	4%	10%	.	6%	.	6%
Glyndŵr University	15%	17%	.	15%	.	15%
Goldsmiths College	35%	37%	39%	36%	36%	36%
Guildhall School of Music and Drama	10%	10%	15%	10%	.	10%



% of academic staff on fixed-term contracts						
	Male	Female	BAME	White	Disabled	No known disability
Harper Adams University	12%	33%	.	21%	.	22%
Heriot-Watt University	27%	30%	49%	20%	.	28%
Heythrop College	29%	.	.	35%	.	38%
Imperial College of Science, Technology and Medicine	49%	59%	65%	48%	58%	52%
Keele University	22%	19%	26%	20%	14%	21%
King's College London	51%	63%	64%	55%	75%	56%
Kingston University	11%	10%	8%	8%	13%	11%
Leeds Arts University	9%	15%	.	13%	.	13%
Leeds Beckett University	28%	38%	27%	32%	30%	33%
Leeds Trinity University	15%	15%	.	14%	.	14%
Liverpool Hope University	14%	14%	3%	15%	.	13%
Liverpool Institute for Performing Arts	14%	.	.	13%	.	14%
Liverpool John Moores University	19%	27%	17%	18%	16%	23%
Liverpool School of Tropical Medicine	56%	83%	75%	69%	.	69%
London Business School	1%	3%	0%	2%	.	2%
London Metropolitan University	1%	7%	4%	4%	0%	4%
London School of Economics and Political Science	55%	60%	69%	55%	79%	57%
London School of Hygiene and Tropical Medicine	59%	71%	74%	64%	.	66%
London South Bank University	41%	45%	41%	37%	36%	43%
Loughborough University	35%	35%	47%	31%	33%	35%
Manchester Metropolitan University	38%	42%	39%	39%	45%	40%
Middlesex University	16%	14%	18%	14%	9%	16%
Newcastle University	37%	47%	56%	38%	30%	42%
Newman University	4%	6%	.	4%	.	5%
Norwich University of the Arts	13%	16%	.	15%	13%	15%
Nottingham Trent University	7%	5%	11%	6%	8%	6%
Open University	82%	83%	76%	83%	89%	82%
Oxford Brookes University	11%	15%	17%	12%	7%	14%
Plymouth College of Art	4%	4%	.	4%	.	4%
Queen Margaret University, Edinburgh	23%	26%	.	23%	.	25%
Queen Mary University of London	52%	63%	69%	52%	65%	57%



% of academic staff on fixed-term contracts						
	Male	Female	BAME	White	Disabled	No known disability
Queen's University Belfast	34%	45%	56%	36%	22%	40%
Ravensbourne University London	52%	61%	.	53%	.	57%
Robert Gordon University	25%	26%	29%	25%	34%	25%
Roehampton University	8%	7%	9%	7%	.	8%
Rose Bruford College of Theatre and Performance	32%	59%	.	43%	.	50%
Royal Academy of Music	25%	26%	.	20%	.	26%
Royal Agricultural University	2%	.	.	4%	.	3%
Royal Central School of Speech and Drama	3%	11%	.	9%	.	9%
Royal College of Art	13%	16%	.	13%	.	15%
Royal College of Music	9%	10%	.	8%	.	9%
Royal Conservatoire of Scotland	4%	5%	12%	4%	.	5%
Royal Holloway and Bedford New College	38%	45%	48%	40%	47%	41%
Royal Northern College of Music	1%	2%	.	1%	.	1%
Sheffield Hallam University	6%	6%	8%	5%	7%	6%
SOAS University of London	46%	60%	59%	46%	47%	54%
Solent University	15%	19%	13%	17%	10%	17%
SRUC	15%	17%	.	14%	.	16%
St George's, University of London	32%	31%	44%	28%	22%	32%
St Mary's University College	39%	31%	.	35%	.	38%
St Mary's University, Twickenham	32%	36%	39%	32%	.	35%
Staffordshire University	43%	41%	37%	41%	56%	41%
Stranmillis University College	.	9%	.	14%	.	15%
Swansea University	27%	29%	29%	26%	21%	28%
Teesside University	20%	11%	41%	12%	8%	16%
The Royal Veterinary College	28%	37%	38%	33%	.	33%
The University of Bath	35%	44%	48%	33%	34%	38%
The University of Birmingham	41%	53%	60%	43%	50%	46%
The University of Bradford	10%	14%	18%	9%	8%	12%
The University of Bristol	15%	15%	17%	15%	21%	15%
The University of Cambridge	35%	37%	41%	32%	44%	36%
The University of East Anglia	43%	49%	54%	43%	55%	45%



% of academic staff on fixed-term contracts						
	Male	Female	BAME	White	Disabled	No known disability
The University of Essex	34%	37%	49%	30%	39%	35%
The University of Exeter	37%	41%	46%	37%	48%	38%
The University of Hull	19%	19%	29%	17%	10%	19%
The University of Oxford	61%	74%	83%	62%	65%	67%
The University of Reading	41%	46%	46%	43%	65%	43%
Trinity Laban Conservatoire of Music and Dance	7%	14%	.	9%	.	10%
Ulster University	37%	37%	49%	37%	23%	38%
University College Birmingham	4%	5%	6%	4%	.	4%
University College London	4%	6%	7%	5%	7%	5%
University College of Osteopathy	0%	8%	.	3%	.	3%
University for the Creative Arts	1%	6%	3%	3%	5%	4%
University of Aberdeen	2%	3%	2%	3%	0%	3%
University of Abertay Dundee	11%	15%	.	11%	.	13%
University of Bedfordshire	8%	16%	17%	12%	.	12%
University of Bolton	11%	3%	11%	6%	16%	7%
University of Brighton	28%	37%	36%	32%	27%	33%
University of Buckingham	12%	9%	11%	11%	.	10%
University of Central Lancashire	21%	21%	31%	19%	16%	22%
University of Chester	29%	28%	32%	29%	27%	29%
University of Chichester	24%	32%	.	26%	.	28%
University of Cumbria	30%	26%	.	27%	30%	27%
University of Derby	8%	4%	13%	5%	4%	6%
University of Dundee	23%	28%	37%	23%	11%	26%
University of Durham	32%	37%	47%	32%	59%	33%
University of East London	27%	32%	34%	28%	10%	30%
University of Edinburgh	46%	48%	66%	41%	37%	47%
University of Glasgow	25%	27%	20%	15%	22%	26%
University of Gloucestershire	34%	37%	34%	35%	42%	35%
University of Greenwich	35%	37%	42%	30%	56%	35%
University of Hertfordshire	10%	9%	11%	9%	10%	9%
University of Huddersfield	10%	12%	16%	10%	6%	11%



% of academic staff on fixed-term contracts						
	Male	Female	BAME	White	Disabled	No known disability
University of Kent	39%	46%	45%	40%	41%	42%
University of Lancaster	46%	61%	61%	51%	41%	53%
University of Leeds	26%	29%	34%	22%	14%	27%
University of Leicester	22%	30%	33%	19%	30%	26%
University of Lincoln	31%	36%	40%	32%	35%	33%
University of Liverpool	34%	42%	49%	35%	41%	37%
University of London (Institutes and activities)	47%	64%	.	57%	.	54%
University of Manchester	43%	55%	63%	44%	43%	48%
University of Northampton	35%	27%	37%	29%	38%	30%
University of Northumbria at Newcastle	14%	13%	20%	12%	.	13%
University of Nottingham	29%	32%	50%	26%	29%	30%
University of Plymouth	28%	34%	41%	29%	28%	31%
University of Portsmouth	28%	32%	29%	29%	36%	30%
University of Salford	8%	10%	9%	9%	9%	9%
University of Sheffield	33%	37%	52%	32%	35%	34%
University of South Wales	5%	6%	12%	5%	3%	6%
University of Southampton	36%	37%	52%	36%	32%	37%
University of St Andrews	37%	42%	56%	37%	.	39%
University of St Mark and St John	10%	13%	.	13%	.	12%
University of Stirling	38%	50%	55%	39%	.	44%
University of Strathclyde	35%	38%	44%	29%	16%	37%
University of Suffolk	8%	6%	.	7%	.	7%
University of Sunderland	32%	38%	43%	30%	72%	32%
University of Surrey	33%	29%	42%	28%	25%	32%
University of Sussex	42%	48%	45%	45%	60%	44%
University of the Arts, London	49%	56%	35%	32%	35%	55%
University of the Highlands and Islands	6%	19%	.	14%	.	12%
University of the West of England, Bristol	23%	25%	30%	23%	23%	24%
University of the West of Scotland	8%	6%	8%	7%	4%	8%
University of Wales (central functions)	.	.	.	11%	.	11%
University of Wales Trinity Saint David	8%	13%	14%	9%	3%	11%



% of academic staff on fixed-term contracts						
	Male	Female	BAME	White	Disabled	No known disability
University of Warwick	44%	50%	60%	41%	41%	46%
University of West London	63%	57%	42%	64%	40%	61%
University of Westminster	4%	6%	5%	5%	0%	5%
University of Winchester	40%	44%	51%	42%	44%	42%
University of Wolverhampton	6%	9%	14%	7%	8%	8%
University of Worcester	49%	50%	47%	49%	57%	48%
University of York	29%	31%	41%	29%	45%	30%
Writtle University College	6%	10%	.	9%	.	10%
York St John University	7%	2%	.	4%	4%	4%
All	32%	36%	42%	31%	34%	33%

Table A4: Equality and the use of hourly-paid contracts

The data for higher education institutions stating they did not use hourly-paid contracts for any academic staff is not included.

% of academic staff on hourly-paid contracts						
	Male	Female	BAME	White	Disabled	No known disability
Aberystwyth University	11%	30%	20%	20%	20%	19%
Arts University Bournemouth	38%	43%	.	39%	41%	41%
Bangor University	9%	23%	10%	17%	23%	16%
Bath Spa University	33%	39%	25%	31%	32%	37%
Birkbeck College	41%	40%	50%	34%	23%	41%
Birmingham City University	37%	37%	26%	38%	22%	38%
Bournemouth University	15%	16%	15%	16%	16%	16%
Brunel University London	26%	35%	35%	26%	39%	29%
Buckinghamshire New University	26%	27%	27%	21%	24%	27%
Cardiff Metropolitan University	24%	32%	24%	29%	39%	28%
Cardiff University	8%	12%	8%	8%	4%	10%
City, University of London	58%	60%	67%	55%	48%	59%
Conservatoire for Dance and Drama	26%	23%	.	25%	.	25%
Cranfield University	1%	1%	1%	1%	.	1%



% of academic staff on hourly-paid contracts						
	Male	Female	BAME	White	Disabled	No known disability
De Montfort University	34%	31%	27%	27%	30%	33%
Edge Hill University	26%	36%	27%	32%	9%	33%
Edinburgh Napier University	24%	18%	15%	22%	22%	21%
Glyndŵr University	3%	0%	.	2%	.	2%
Goldsmiths College	33%	33%	31%	34%	38%	33%
Guildhall School of Music and Drama	82%	78%	85%	80%	.	81%
Heythrop College	21%	.	.	33%	.	34%
Imperial College of Science, Technology and Medicine	1%	4%	2%	2%	2%	2%
King's College London	15%	15%	16%	14%	20%	15%
Leeds Beckett University	22%	32%	17%	27%	29%	27%
Liverpool Institute for Performing Arts	2%	.	.	0%	.	1%
Liverpool John Moores University	11%	20%	4%	11%	7%	16%
London Business School	7%	3%	4%	7%	.	6%
London School of Economics and Political Science	35%	38%	51%	33%	46%	36%
London South Bank University	34%	35%	30%	32%	32%	35%
Loughborough University	11%	15%	14%	12%	13%	12%
Manchester Metropolitan University	30%	33%	30%	30%	33%	31%
Newcastle University	5%	7%	4%	5%	2%	6%
Norwich University of the Arts	40%	43%	.	41%	56%	39%
Nottingham Trent University	23%	25%	20%	19%	13%	25%
Oxford Brookes University	34%	29%	36%	29%	26%	31%
Plymouth College of Art	2%	0%	.	1%	.	1%
Queen Margaret University, Edinburgh	1%	1%	.	1%	.	1%
Queen Mary University of London	8%	12%	8%	11%	19%	10%
Ravensbourne University London	50%	58%	.	51%	.	54%
Roehampton University	1%	4%	6%	2%	.	2%
Rose Bruford College of Theatre and Performance	38%	63%	.	47%	.	55%
Royal Academy of Music	75%	82%	.	75%	.	78%
Royal College of Music	84%	82%	.	83%	.	83%
Royal Conservatoire of Scotland	64%	63%	87%	61%	.	64%



% of academic staff on fixed-term contracts						
	Male	Female	BAME	White	Disabled	No known disability
Royal Holloway and Bedford New College	28%	36%	34%	31%	36%	31%
Royal Northern College of Music	89%	88%	.	89%	.	89%
Royal Veterinary College	0%	1%	0%	1%	.	1%
Sheffield Hallam University	19%	21%	13%	20%	22%	20%
Solent University	26%	26%	11%	28%	14%	27%
SRUC	1%	4%	.	2%	.	2%
St George's, University of London	0%	1%	0%	0%	.	0%
St Mary's University College	36%	31%	.	34%	.	36%
St Mary's University, Twickenham	23%	25%	28%	22%	.	24%
Stranmillis University College	.	3%	.	6%	.	6%
Trinity Laban Conservatoire of Music and Dance	78%	79%	.	78%	.	79%
Ulster University	8%	12%	1%	10%	5%	10%
University College London	0%	1%	0%	0%	0%	0%
University College of Osteopathy	17%	19%	.	18%	.	18%
University of Aberdeen	7%	9%	2%	9%	3%	8%
University of Bath	8%	10%	3%	6%	6%	9%
University of Brighton	13%	23%	12%	19%	20%	18%
University of Central Lancashire	4%	4%	7%	3%	2%	4%
University of Chichester	48%	55%	.	49%	.	52%
University of Derby	31%	28%	37%	29%	26%	30%
University of East Anglia	24%	29%	32%	25%	38%	26%
University of East London	26%	27%	33%	24%	10%	27%
University of Edinburgh	31%	34%	37%	30%	25%	33%
University of Essex	9%	7%	14%	7%	16%	7%
University of Glasgow	20%	23%	10%	12%	18%	22%
University of Gloucestershire	28%	33%	30%	29%	31%	30%
University of Greenwich	30%	30%	35%	24%	45%	29%
University of Bath	8%	10%	3%	6%	6%	9%
University of Brighton	13%	23%	12%	19%	20%	18%
University of Central Lancashire	4%	4%	7%	3%	2%	4%
University of Chichester	48%	55%	.	49%	.	52%



% of academic staff on fixed-term contracts						
	Male	Female	BAME	White	Disabled	No known disability
University of Derby	31%	28%	37%	29%	26%	30%
University of East Anglia	24%	29%	32%	25%	38%	26%
University of East London	26%	27%	33%	24%	10%	27%
University of Edinburgh	31%	34%	37%	30%	25%	33%
University of Essex	9%	7%	14%	7%	16%	7%
University of Glasgow	20%	23%	10%	12%	18%	22%
University of Gloucestershire	28%	33%	30%	29%	31%	30%
University of Greenwich	30%	30%	35%	24%	45%	29%
University of Hertfordshire	33%	36%	35%	31%	19%	35%
University of Lancaster	26%	41%	38%	31%	29%	32%
University of Lincoln	24%	29%	26%	26%	34%	26%
University of Liverpool	2%	2%	2%	1%	0%	2%
University of Northampton	29%	23%	21%	26%	27%	26%
University of Portsmouth	15%	20%	18%	15%	20%	17%
University of Reading	2%	2%	2%	2%	4%	2%
University of South Wales	37%	37%	25%	38%	29%	38%
University of Southampton	2%	4%	3%	3%	2%	3%
University of St Mark and St John	0%	2%	.	1%	.	1%
University of Stirling	28%	40%	35%	29%	.	34%
University of Suffolk	2%	0%	.	1%	.	1%
University of Sunderland	29%	35%	38%	28%	70%	30%
University of Surrey	15%	20%	11%	19%	19%	17%
University of Sussex	3%	4%	3%	4%	4%	4%
University of the Arts, London	44%	50%	27%	25%	29%	49%
University of the West of England, Bristol	14%	17%	14%	15%	10%	16%
University of Wales Trinity Saint David	26%	36%	50%	27%	39%	32%
University of Warwick	15%	17%	18%	14%	11%	16%
University of West London	59%	52%	39%	60%	34%	57%
University of Westminster	37%	41%	37%	35%	37%	39%
University of Winchester	40%	43%	44%	42%	39%	42%
University of Wolverhampton	1%	0%	1%	0%	0%	0%



% of academic staff on hourly-paid contracts						
	Male	Female	BAME	White	Disabled	No known disability
University of Worcester	47%	50%	46%	49%	58%	48%
Writtle University College	0%	2%	.	1%	.	1%
York St John University	1%	0%	.	0%	0%	0%
All	12%	15%	12%	13%	13%	13%

Table A5: Equality and the use of zero-hours contracts

The data for higher education institutions stating they did not use zero-hours contracts for any academic staff is not included.

% of academic staff on zero-hours contracts						
	Male	Female	BAME	White	Disabled	No known disability
Aberystwyth University	11%	29%	18%	19%	18%	20%
Bangor University	4%	16%	6%	11%	17%	10%
Birmingham City University	37%	37%	26%	38%	21%	38%
Cranfield University	1%	0%	0%	1%	0%	1%
Edinburgh Napier University	16%	12%	13%	14%	17%	14%
Guildhall School of Music and Drama	0%	2%	0%	1%	0%	1%
Heythrop College	17%	67%	0%	33%	0%	33%
Liverpool John Moores University	2%	2%	0%	2%	0%	2%
Loughborough University	11%	15%	14%	12%	13%	12%
Oxford Brookes University	34%	28%	35%	29%	25%	31%
Ravensbourne University London	0%	6%	0%	3%	0%	3%
Roehampton University	2%	4%	9%	2%	0%	3%
Royal College of Art	12%	16%	0%	15%	25%	13%
Royal Holloway and Bedford New College	4%	5%	3%	4%	0%	4%
The Arts University Bournemouth	38%	43%	67%	40%	43%	40%
The Nottingham Trent University	23%	26%	19%	19%	14%	25%
The University College of Osteopathy	17%	25%	0%	20%	0%	16%
The University of Aberdeen	5%	4%	0%	5%	0%	4%
The University of Cambridge	1%	1%	0%	1%	0%	1%
The University of East Anglia	1%	3%	2%	2%	0%	2%



% of academic staff on zero-hours contracts						
	Male	Female	BAME	White	Disabled	No known disability
The University of Essex	8%	7%	14%	7%	14%	7%
The University of Glasgow	2%	4%	1%	3%	4%	3%
The University of Greenwich	29%	30%	34%	24%	44%	29%
The University of Liverpool	3%	4%	3%	3%	4%	4%
The University of Northampton	29%	23%	20%	26%	29%	26%
The University of Westminster	0%	1%	0%	0%	0%	0%
The University of Wolverhampton	1%	0%	3%	0%	0%	1%
University of Derby	0%	1%	0%	1%	0%	1%
University of Wales Trinity Saint David	4%	14%	0%	10%	17%	9%
University of Worcester	0%	1%	0%	1%	0%	1%
All	3%	3%	3%	3%	4%	3%


APPENDIX 4: CHANGES IN THE USE OF FIXED-TERM CONTRACTS SINCE 2009/10

Table A6: Percentage of staff on fixed-term contracts in individual institutions in 2017/18 and 2009/10 by job family

	5% points or less difference
	More than 5% point decrease in % of staff on FTCs
	More than 5% point increase in % of staff on FTCs

	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
Aberystwyth University	34%	87%	62%	61%	4%	11%
Anglia Ruskin University	6%	33%	80%	.	7%	5%
Arts University Bournemouth	2%	72%	.	.	4%	4%
Aston University	15%	86%	83%	.	29%	39%
Bangor University	39%	35%	88%	84%	6%	15%
Bath Spa University	73%	94%	.	.	6%	4%
Birkbeck College	55%	0%	75%	72%	2%	11%
Birmingham City University	48%		100%		3%	2%
Bishop Grosseteste University	.	100%	.	.	5%	6%
Bournemouth University	7%	70%	14%	.	9%	5%
Brunel University London	90%	100%	94%	85%	4%	7%
Buckinghamshire New University	73%	96%	.	.	8%	2%
Canterbury Christ Church University	83%	.	60%	.	10%	10%
Cardiff Met University	12%		60%		7%	
Cardiff University	19%	44%	69%	90%	4%	14%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
City, University of London	67%	94%	4%	60%	7%	13%
Conservatoire for Dance and Drama	16%	30%	.	.	.	.
Courtauld Institute of Art	.	.	.	.	10%	.
Coventry University	54%	94%	.	.	14%	23%
Cranfield University	2%	78%	58%	39%	3%	3%
De Montfort University	26%	.	.	.	8%	10%
Edge Hill University	100%	97%	.	.	7%	6%
Edinburgh Napier University	32%	8%	57%	58%	7%	7%
Falmouth University	1%	.	.	.	2%	4%
Glasgow Caledonian	35%	.	63%	52%	6%	6%
Glasgow School of Art	.	.	29%	.	5%	3%
Glyndŵr University	.	99%	.	.	14%	12%
Goldsmiths College	55%	20%	82%	.	7%	12%
Guildhall School of Music and Drama	9%	4%	.	.	23%	.
Harper Adams University	33%	12%	.	.	17%	.
Heriot-Watt University	14%	39%	74%	81%	2%	9%
Heythrop College	.	.	.	.	4%	.
Imperial College	19%	12%	79%	80%	15%	15%
Keele University	25%	70%	67%	69%	9%	6%
King's College London	72%	.	96%	95%	10%	17%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
Kingston University	4%	74%	69%	68%	6%	10%
Leeds Arts University	20%		.		3%	.
Leeds Beckett University	92%	82%	.	.	7%	10%
Leeds Trinity University	.	37%			9%	.
Liverpool Hope University	27%				10%	
Liverpool Institute for Performing Arts	14%	.				
Liverpool John Moores University	60%	93%	75%	76%	2%	10%
Liverpool School of Tropical Medicine	.		59%		84%	
London Met University	4%				4%	
LSE	91%	88%	83%	46%	5%	5%
LSHTM	.	.	98%	66%	46%	63%
London South Bank University	52%		89%	87%	8%	13%
Loughborough University	53%	87%	87%	80%	4%	6%
Manchester Met University	87%	97%	64%	.	10%	35%
Middlesex University	94%		54%	65%	7%	6%
Newcastle University	42%	87%	83%	73%	6%	5%
Newman University	.	12%		.	7%	.
Norwich University of the Arts	17%	73%	.	.	9%	.
Nottingham Trent University	2%				8%	14%
Open University	100%	24%	76%	79%	8%	7%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
Oxford Brookes University	9%	100%	85%	65%	10%	7%
Plymouth College of Art	4%				4%	
Queen Margaret University, Edinburgh	.		60%	.	20%	15%
QMUL	74%		90%	92%	10%	12%
Queen's University Belfast	12%	12%	93%	90%	5%	3%
Ravensbourne University, London	58%				.	
Robert Gordon University	73%	55%	63%	37%	7%	27%
Roehampton University	11%	98%	.	.	2%	14%
Rose Bruford		39%			50%	
Royal Academy of Music	27%	30%	.		17%	.
Royal Agricultural University	.	.		.	2%	.
Royal Central School of Speech and Drama	.		.		8%	
Royal College of Art	.	.	50%	.	7%	99%
Royal College of Music	5%	15%	.	.	13%	.
Royal Conservatoire of Scotland	4%		.		0%	
Royal Holloway and Bedford New College	70%	82%	86%	79%	2%	5%
Royal Northern College of Music		2%	.	.	2%	.
Royal Veterinary College	15%	.	94%	92%	7%	14%
Sheffield Hallam University	1%	3%	34%	47%	4%	7%
SOAS University of London	78%	61%	100%	.	5%	8%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
Solent University	37%	1%	.	.	4%	7%
SRUC	13%	14%	21%	20%	.	.
St George's,	11%	.	86%	94%	35%	28%
St Mary's University College	.	.	.	.	3%	3%
St Mary's University Twickenham	80%	100%	.	.	24%	25%
Staffordshire University	84%	99%	.	.	6%	3%
Stranmillis University College	.	.	.	.	7%	5%
Swansea University	23%	42%	64%	94%	6%	7%
Teesside University	0%	.	78%	79%	13%	7%
Trinity Laban	10%	18%	.	.	.	.
Ulster University	46%	.	89%	81%	16%	28%
University College Birmingham	5%	.	.	.	.	1%
University College London	16%	11%	5%	2%	1%	2%
University College of Osteopathy	3%	.	.	.	.	.
University for the Creative Arts	6%	.	.	.	2%	2%
University of Aberdeen	4%	.	5%	59%	0%	13%
University of Abertay Dundee	.	.	.	.	8%	5%
University of Bath	58%	78%	91%	84%	3%	9%
University of Bedfordshire	1%	.	.	.	14%	23%
University of Birmingham	59%	40%	79%	72%	10%	5%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
University of Bolton	3%		.	.	7%	10%
University of Bradford	25%		78%		5%	17%
University of Brighton	70%	.	59%	61%	26%	35%
University of Bristol	23%	19%	23%	42%	4%	3%
University of Buckingham	10%		.		8%	
University of Cambridge	31%	63%	47%	74%	7%	9%
University of Central Lancashire	53%	51%	68%	41%	11%	19%
University of Chester			.		27%	24%
University of Chichester	51%	98%	.	.	0%	4%
University of Cumbria	100%		.		23%	0%
University of Derby	2%	3%	.	.	7%	4%
University of Dundee	11%	39%	46%	78%	5%	12%
University of Durham	35%	18%	90%	73%	6%	6%
University of East Anglia	60%	88%	86%	77%	6%	5%
University of East London	94%	.	43%	.	3%	10%
University of Edinburgh	62%		68%	62%	8%	9%
University of Essex	53%	69%	82%	74%	2%	4%
University of Exeter	36%	38%	87%	89%	3%	5%
University of Glasgow	52%	8%	20%	12%	2%	4%
University of Gloucestershire	44%	100%	.	.	7%	8%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
University of Greenwich	96%	73%	64%	65%	3%	4%
University of Hertfordshire	0%	1%	84%	90%	7%	9%
University of Huddersfield	.	0%	39%	58%	5%	3%
University of Hull	20%	16%	75%	64%	2%	6%
University of Kent	76%	69%	85%	82%	7%	4%
University of Lancaster	90%	91%	91%	85%	7%	7%
University of Leeds	28%	48%	64%	78%	5%	13%
University of Leicester	44%	85%	44%	79%	5%	15%
University of Lincoln	48%	67%	92%	.	7%	5%
University of Liverpool	31%	76%	85%	85%	7%	10%
University of London <i>Institutes & activities</i>	.	.	80%	.	40%	.
University of Manchester	43%	46%	89%	87%	8%	10%
University of Northampton	87%	13%	.	.	6%	4%
University of Northumbria	39%	.	93%	49%	6%	26%
University of Nottingham	15%	34%	73%	72%	4%	4%
University of Oxford	52%	67%	88%	88%	14%	12%
University of Plymouth	23%	.	84%	87%	20%	14%
University of Portsmouth	40%	.	100%	78%	25%	24%
University of Reading	61%	74%	82%	80%	6%	9%
University of Salford	10%	99%	80%	.	7%	10%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
University of Sheffield	21%	33%	69%	91%	5%	6%
University of South Wales	3%		50%		6%	
University of Southampton	28%	39%	79%	73%	6%	5%
University of St Andrews	42%	57%	84%	84%	14%	7%
University of St Mark and St John	.	.			7%	6%
University of Stirling	71%	65%	76%	67%	5%	8%
University of Strathclyde	26%	69%	77%	78%	3%	5%
University of Suffolk	5%	.	.	7%		
University of Sunderland	77%	84%	.	.	1%	5%
University of Surrey	40%	69%	79%	77%	2%	4%
University of Sussex	67%	5%	89%	93%	6%	65%
University of the Arts, London	57%				14%	30%
University of the Highlands and Islands	.		33%		.	
University of the West of England,	64%	17%	.	64%	14%	3%
University of the West of Scotland	.	.	80%	.	3%	4%
University of Wales (central functions)			.			
University of Wales Trinity Saint David	12%		.		8%	
University of Warwick	57%	37%	86%	70%	10%	8%
University of West London	77%	45%		.	8%	7%
University of Westminster	3%	100%	50%	46%	4%	4%



	Teaching only		Research only		Teaching & research	
	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT	2017/18 % FT	2009/10 % FT
University of Winchester	82%	40%	.	.	7%	3%
University of Wolverhampton	61%	6%	57%	18%	2%	3%
University of Worcester	88%	99%	.	.	4%	7%
University of York	26%	25%	69%	61%	3%	10%
Writtle University College	10%	7%	.	.	.	.
York St John University	10%	.	.	.	3%	7%
All	49%	47%	67%	71%	8%	11%

The traffic light system has been used for local UCU branches to have a quick visual impression of the situation at their university. However, some caution needs to be applied in interpreting the results and it is important that branches look at the local circumstances for changes occurring in their workplaces.

The use of fixed-term contracts is only one measure of casualisation and local circumstances will impact on how these changes have occurred. For example, a large rise in the use of fixed-term teaching staff could be a result of the move from staff from (permanent) zero-hours contracts onto guaranteed hours fixed-term contracts. The converse is also true. Some institutions with high numbers of fixed-term contracts may be showing 'green' but still have very high levels; those with very low usage may show as amber but actually represent best practice.

