University and College Union

STAMP OUT CASUAL CONTRACTS

Precarious work in higher education

Insecure contracts and how they have changed over time

A REPORT BY UNIVERSITY AND COLLEGE UNION

Supplemental updates

This report was first published in 2019 and has been updated using the latest HESA data we have (2019/20).

A supplemental report in 2023 updated some of the key data. The updated data is taken from the HESA staff data 2021/22, the most recent data we have access to. It also includes the key data from 2020/21 that we published last year for comparison: https://www.ucu.org.uk/media/14007/Precarious-work-in-higher-education--update-August-2023/pdf/UCU_-_Precarious_work_in_higher_education_update_Aug_23.pdf

A supplemental report was also published which uses the 2020-21 HESA data: https://www.ucu.org.uk/media/13163/Precarious-work-in-higher-education---2020-21-data-update/pdf/Precarious_work_in_HE_-_21-22_data_update.pdf

Although there have been some changes in institutional data, the overall trends, and hence the recommendations, remain unchanged.

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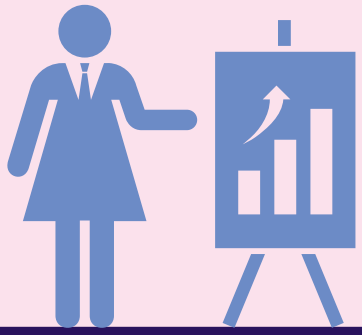
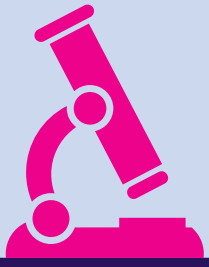


Teaching-only academics

Fixed-term contracts **44%**

Hourly-paid contracts **41%**



Research-only academics

Fixed-term contracts **68%**

ZERO-HOURS CONTRACTS

3545 academic staff

18% of higher education institutions use zero-hours contracts to employ at least five academic staff

University and College Union

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 (44%) and over two thirds (68%) for research-only staff.

Zero-hours contracts Despite the negative press, widespread campaigning and recent reductions in the use of zero-hours contracts, there are still 29 institutions employing at least five academic staff on such contracts (some employing many more). The total number of academic staff employed on a zero- hours contract is now 3545.

Hourly-paid contracts When it comes to hourly-paid academics, staff are again concentrated in teaching-only roles where 41% of academic staff are on hourly-paid contracts.

Atypical contracts There are 66,115 academic staff employed on 'atypical' contracts which will include those on the most casualised forms of contract.

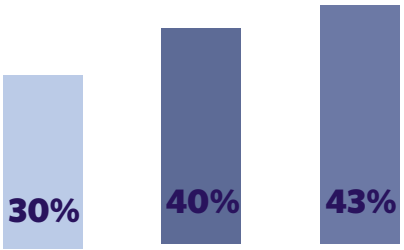
Casualisation remains a problem for all academic staff groups but the use of fixed-term contracts for research staff, and zero-hours and hourly-paid contracts for teaching-only staff is endemic.

All data: HESA 2019/20

EQUALITY AND CASUALISATION

Fixed-term contracts (FTCs)

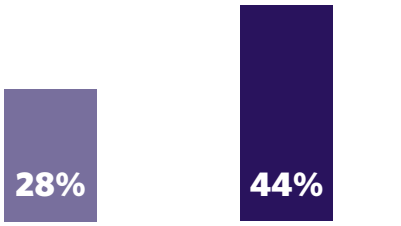
35% **32%**



30% of white academic staff on FTCs

40% of Black academic staff on FTCs

43% of Asian academic staff on FTCs



28% of white male academics on fixed-term contracts

44% of Asian female academics on fixed-term contracts

Zero-hours contracts

2% of white academic staff on zero-hours contracts

3% of black academic staff on zero-hours contracts

Hourly-paid contracts

12% of white academic staff on hourly-paid contracts

19% of black academic staff on hourly-paid contracts

Insecure contracts

How they have changed over time

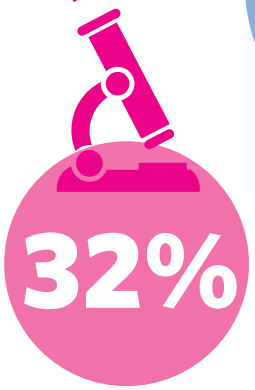
Academic job families: how has the picture changed? The idea that teaching-only and research-only contracts are pathways to a secure teaching and research post is no longer the case. Together they now outnumber the total number of teaching and research staff employed.

Changes in casualisation over the past 12 years While the percentage of academic staff on fixed-term contacts has dropped slightly over the past 12 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 12,000.

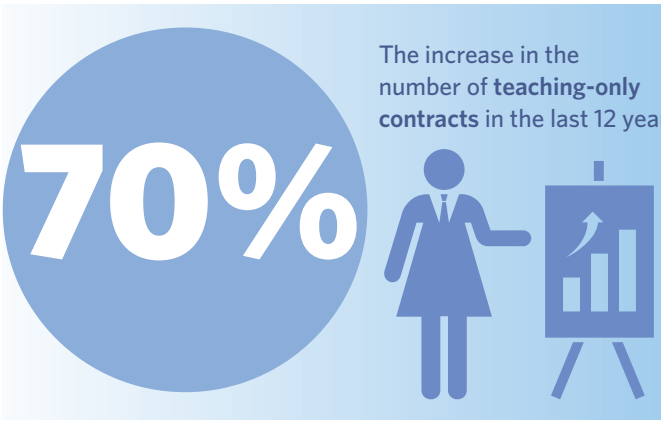
The rate of change: how does the future look? Assuming the rate of change in the 10 years 2007/8 to 2017/18, it would take nearly 20 years for the percentage of teaching and research staff on fixed-term contracts to fall below 5%. However, in the same period, the percentage of teaching only staff would 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 – 2019/20

The increase in the number of academic staff on **research-only contracts** over the last 12 years

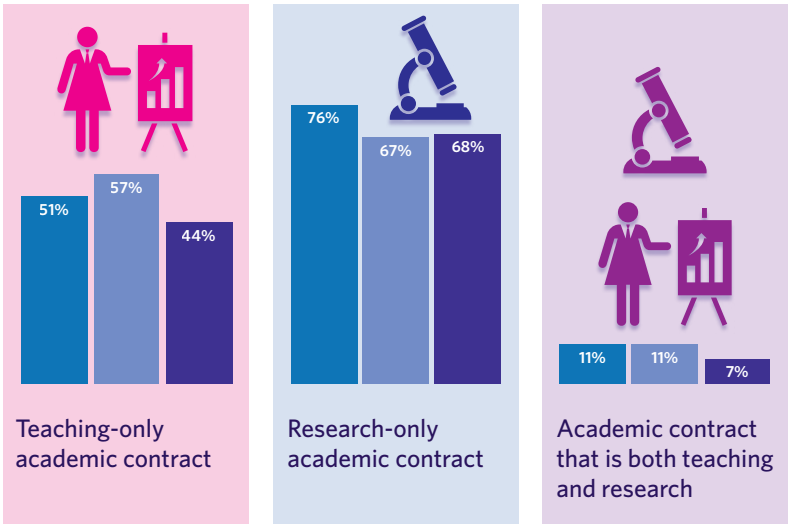


The increase in the number of **teaching-only contracts** in the last 12 years



The increase in the number of **teaching & research contracts** in the last 12 years

The use of fixed-term contracts 2007/8 – 2019/20

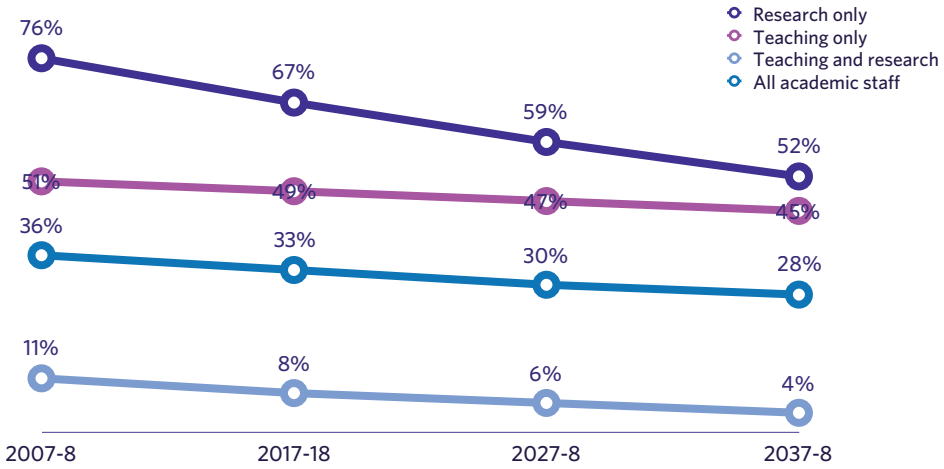


Teaching-only academic contract

Research-only academic contract

Academic contract that is both teaching and research

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



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 decasualisation[6] 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 (2019/20). 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 2019/20.

- 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

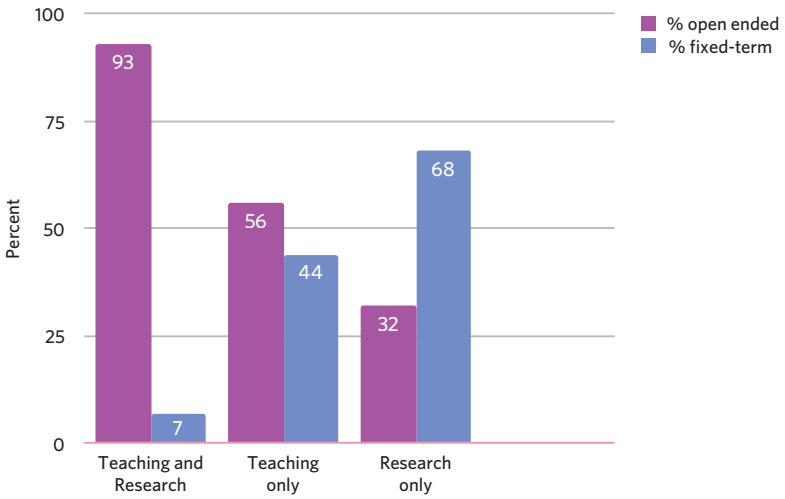
Table 1: The numbers of academic staff on open-ended and fixed-term contracts

	PERMANENT/OPEN-ENDED	FIXED TERM	TOTAL
Academic contract that is teaching only	40385	32135	72520
Academic contract that is research only	16485	35025	51510
Academic contract that is both teaching and research	90975	7065	98040
Neither teaching nor research	1045	340	1385
All academic staff	**148890**	**74565**	**223455**

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

	PERMANENT/OPEN-ENDED	FIXED TERM (2017/18)	TOTAL
Academic contract that is teaching only	56%	44% (49%)	100%
Academic contract that is research only	32%	68% (67%)	100%
Academic contract that is both teaching & research	93%	7% (8%)	100%
Neither teaching nor research	76%	24% (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 has only been collected since 2017/18 so we are only just able to see any changes in the use of zero hours contracts. However, we have seen a significant drop in the number of zero hours contracts being reported; from 6520 in 2017/18 to 3545 in 2019/20. UCU branches should be proud of their role in making that reduction happen.

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. Despite the reduction, the use of zero hours contracts remains a stain on the sector.

According to the HESA data, 29 higher education institutions (HEIs) have at least five academic staff employed on zero hours contracts. That's 18% 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 18% 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	3400	69120	72520
Academic contract that is research only	115	51395	51510
Academic contract that is both teaching and research	20	98020	98040
Neither teaching nor research	10	1380	1385
Total	**3545**	**219915**	**223455**

Figure 2: Zero-hours contracts by job family

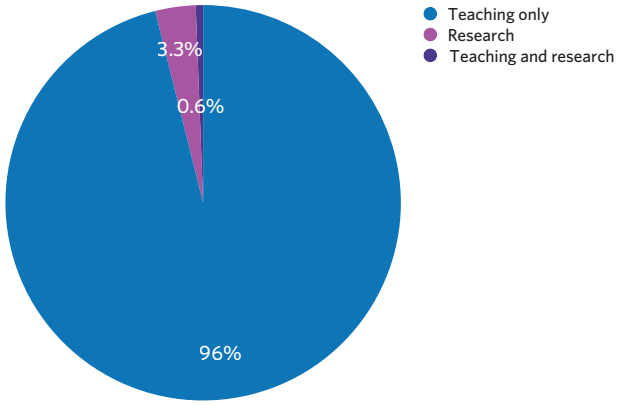


Table 4: Percentage of academic staff employed on zero-hours contracts (ZHCs)

	ON A ZHC (% FOR 2017/18)	NOT ON A ZHC	TOTAL
Academic contract that is teaching only	5% (7%)	95%	100%
Academic contract that is research only	0% (0%)	100%	100%
Academic contract that is both teaching and research	0% (2%)	100%	100%
Neither teaching nor research	1% (2%)	99%	100%
Total	**2% (3%)**	**98%**	**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	21%
Bangor University	70	7%
Birkbeck College	385	35%
Birmingham City University	620	31%
The Arts University, Bournemouth	150	39%
Cardiff Metropolitan University	170	24%
Edinburgh Napier University	50	6%
University of Essex	130	9%
Leeds Conservatoire	25	11%
Loughborough University	150	9%
Nottingham Trent University	570	24%
Royal Holloway and Bedford New College	95	8%
Sheffield Hallam University	440	21%

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	30	7%
Aberystwyth University	145	51%
Bangor University	65	14%
Birkbeck College	375	70%
Birmingham City University	620	91%
The Arts University Bournemouth	150	63%
Cardiff Metropolitan University	170	74%
Edinburgh Napier University	45	21%
University of Essex	125	18%
University of Greenwich	15	20%
Leeds Conservatoire	25	12%
University of Liverpool	105	10%
Loughborough University	150	34%
Nottingham Trent university	570	32
Royal Holloway& Bedford New College	95	20%
Sheffield Hallam University	440	100%
University of Wolverhampton	5	8%

HOURLY-PAID CONTRACTS

This is also new data from HESA started in 2017/18. We can see that the use of hourly paid contracts has changed ever so slightly in the 2 years since 2017/18; the total % of academic staff employed on an HP contract has increased from 13% to 14%; the % of teaching only staff employed on an HP contract has decreased from 42% to 41%.

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.

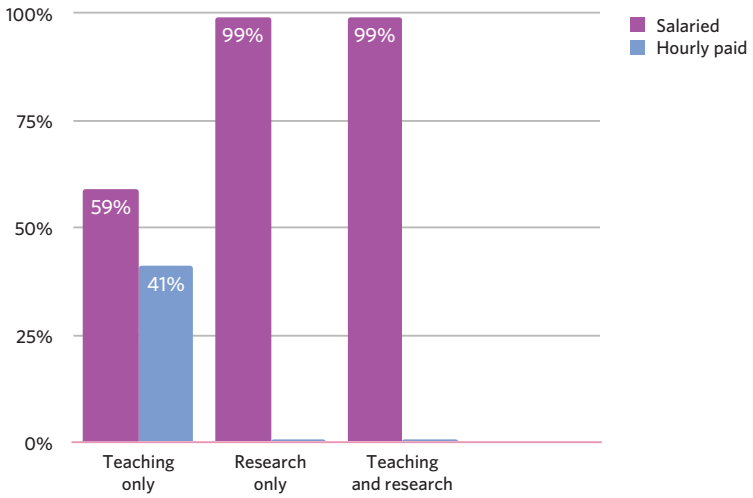
Table 7: Number of academic staff employed on hourly-paid contracts

	SALARIED	HOURLY-PAID	OTHER	GRAND TOTAL
Academic contract that is teaching only	42945	29370	205	72520
Academic contract that is research only	51010	445	55	51510
Academic contract that is both teaching and research	97545	470	20	98040
Neither teaching nor research	1350	35	0	1385
Total	**192855**	**30320**	**285**	**223455**

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

	SALARIED	HOURLY-PAID	OTHER	GRAND TOTAL
Academic contract that is teaching only	59%	41%	0%	100%
Academic contract that is research only	99%	1%	0%	100%
Academic contract that is both teaching and research	99%	1%	0%	100%
Neither teaching nor research	97%	3%	0%	100%
Total	**86%**	**14%**	**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	FT (TTO)*	PART-TIME	PT (TTO)**	TOTAL	PT HP***	% OF PT STAFF WHO ARE HP
Academic contract that is teaching only	22290	530	36515	13190	72520	28290	57%
Academic contract that is research only	42070	5	9400	30	51510	400	4%
Academic contract that is both teaching and research	80775	25	17105	130	98040	415	2%
Neither teaching nor research	1045	5	330	10	1385	35	10%
All academic staff	**146180**	**565**	**63350**	**13360**	**223455**	**29135**	**38%**

*FT (TTO) = full time, term-time only **PT (TTO) = part-time, term-time only ***PT HP = part-time, hourly-paid

Table 10: Percentage of academic part-time staff

	FULL-TIME	FULL TIME (TTO)*	PART-TIME	PART-TIME(TTO)*
Academic contract that is teaching only	31%	1%	50%	18%
Academic contract that is research only	82%	0%	18%	0%
Academic contract that is both teaching and research	82%	0%	17%	0%
Neither teaching nor research	75%	0%	24%	1%
All academic staff	**65%**	**0%**	**28%**	**6%**

*TTO = term-time only

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 over 66,000 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 contacts

Number of academic atypical staff	66115
Number of academic non-atypical staff	223455

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	85130	14205	99335
% of academic-related staff	86%	14%	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	47%	53%
Academic contract that is research only	53%	47%
Academic contract that is both teaching and research	58%	42%
Total	**53%**	**47%**

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

	PERMANENT/OPEN-ENDED	FIXED-TERM
Male	68%	32%
Female	65%	35%
Total	**66%**	**34%**

2% of female academics and 1% of male academics are on zero hours contracts.

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

	HOURLY-PAID	SALARIED
Male	13%	87%
Female	15%	85%
Total	**14%**	**86%**

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, zero-hours contract and/or an hourly-paid contract.

Casualisation and race

All ethnicity data calculations exclude data for staff whose ethnicity is unknown.

Table 16: Academic staff by race and job family

	BLACK	ASIAN	OTHER INCLUDING MIXED	WHITE
Academic contract that is teaching only	3%	8%	5%	84%
Academic contract that is research only	2%	18%	6%	74%
Academic contract that is both teaching and research	2%	9%	4%	84%
Total	**2%**	**11%**	**5%**	**82%**

Table 17: Casualised academic staff and ethnicity

	PERMANENT/OPEN-ENDED	FIXED-TERM
Black	60%	40%
Asian	57%	43%
Other (including mixed)	59%	41%
White	70%	30%
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.

Table 18: Academic staff on zero-hours contracts and ethnicity

	ON A ZHC	NOT ON A ZHC
Black	3%	97%
Asian	1%	99%
Other (including mixed)	1%	99%
White	2%	98%
Total	**2%**	**98%**

So Black staff are 50% more likely than white staff, and three times more likely than Asian staff, to be on a zero-hours contract.

Table 19: Academic staff on hourly-paid contracts and ethnicity

	HOURLY-PAID	SALARIED
Black	19%	80%
Asian	11%	89%
Other (including mixed)	15%	85%
White	12%	88%
Total	**12%**	**87%**

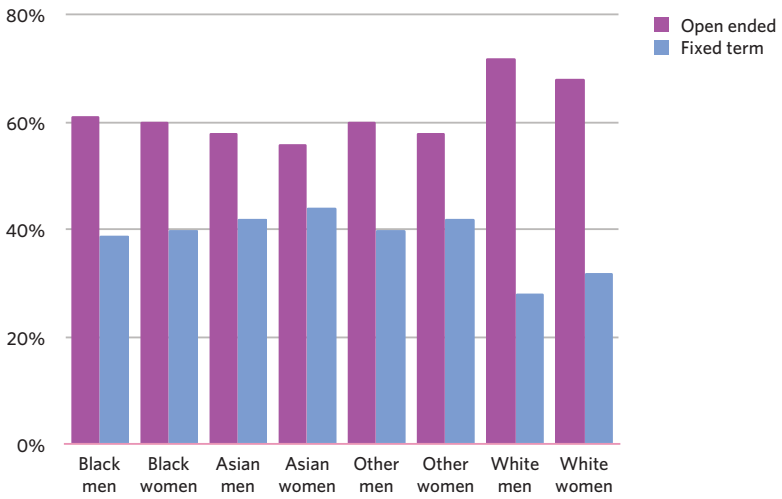
This shows that Black staff are most likely to be on an hourly-paid contract. In fact, nearly one in five Black academics are employed on an hourly-paid contract.

Casualisation, race and gender

Table 20: Casualised academic staff by race and gender

	PERMANENT/OPEN-ENDED	FIXED-TERM
Black men	61%	39%
Black women	60%	40%
Asian men	58%	42%
Asian women	56%	44%
Other men (including mixed)	60%	40%
Other women (including mixed)	58%	42%
White men	72%	28%
White women	68%	32%

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 (44%) on fixed-term contracts.

Table 21: Academic staff on zero-hours contracts, gender and ethnicity

	ON A ZHC	NOT ON A ZHC
Black men	3%	97%
Black women	3%	97%
Asian men	1%	99%
Asian women	1%	99%
Other (including mixed) men	1%	99%
Other (including mixed) women	2%	98%
White men	1%	99%
White women	2%	98%

Table 22: Academic staff on hourly-paid contracts, gender and ethnicity

	HOURLY-PAID	SALARIED
Black men	19%	81%
Black women	20%	80%
Asian men	9%	91%
Asian women	13%	87%
Other (including mixed) men	14%	86%
Other (including mixed) women	16%	84%
White men	12%	88%
White women	13%	87%

Again table 22 shows that Black men and women are disproportionately employed on hourly-paid contracts.

Casualisation and disability

All disability data calculations exclude data for staff whose disability status is unknown.

Table 23: Academic staff by disability

	KNOWN DISABITY	NO KNOWN DISABILITY
Academic contract that is teaching only	6%	94%
Academic contract that is research only	4%	96%
Academic contract that is both teaching and research	5%	95%
Total	**5%**	**95%**

Table 24: Casualised academic staff and disability

	PERMANENT/OPEN-ENDED	FIXED-TERM
Known disability	67%	33%
No known disability	67%	33%
Total	**67%**	**33%**

Table 25: Academic staff on zero-hours contracts and disability

	ON A ZHC	NOT ON A ZHC
Known disability	1%	99%
No known disability	2%	98%
Total	**2%**	**98%**

The proportion of all academic staff on hourly-paid contracts is 14%, the same percentage for disabled staff and those with no known disability.

The links between part-time working, casualisation and equality

Table 26: The percentage of men and women academic staff on part-time contracts

	PART-TIME	FULL-TIME
Male	29%	71%
Female	41%	59%

Table 27: The percentage of academic staff of different ethnicities on part-time contracts

	PART-TIME	FULL-TIME
Black	33%	67%
Asian	23%	77%
Other (including mixed)	32%	68%
White	35%	65%
Total	33%	67%

Table 28: The Percentage of Disabled academic staff and academic staff with 'no known disability' on part-time contracts

	PART-TIME	FULL-TIME
Known disability	40%	60%
No known disability	34%	66%

Table 29: Academic staff on part-time contracts, gender and ethnicity

	PART-TIME	FULL-TIME
Black men	29%	71%
Black women	37%	63%
Asian men	18%	82%
Asian women	30%	70%
Other (including mixed) men	27%	73%
Other (including mixed) women	37%	63%
White men	29%	71%
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.

[1] Counting 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

[2] Ucea 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 30% according to the HESA data. However, the increase in academic staff has not been evenly distributed across the three academic job families.

Table 30: Numbers of academic staff employed 2007/8 – 2019-20[3]

	2007/8	2012/13	2019/20	% INCREASE
Numbers of all academic staff	171380	183745	223455	30%
Numbers of academic staff on teaching-only contracts	42675	46795	72520	70%
Number of academic staff on research-only contract	39120	42350	51510	32%
Number of academic staff on teaching and research contracts	89585	94600	98040	9%

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

	2007/8	2012/13	2019/20
Proportion of academic staff on teaching-only contracts	25%	25%	32%
Proportion of academic staff on research-only contract	23%	23%	23%
Proportion of academic staff on teaching and research contracts	52%	51%	44%

Table 31 shows that whilst the proportion of academic staff on a research only contract has remained steady, there has been a significant increase in the proportion of academic staff on a teaching only contract. In contrast, the proportion of academic staff on a teaching and research contract has been steadily falling and the proportion of academic staff on the `traditional lecturer' (teaching and research) contracts has now fallen below 50%.

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.

[3]Data taken from the HESA staff record 2007/8, 2012/13 and 2019/20

CHANGES IN CASUALISATION SINCE 2007/08

Table 32: Changes in the use of fixed-term contracts 2007/8 – 2019/20

	PERCENTAGE ON FIXED-TERM CONTRACTS		
	2007/08	2012/13	2019/20
Academic contract that is teaching only	51%	57%	44%
Academic contract that is research only	76%	67%	68%
Academic contract that is both teaching and research	11%	11%	7%
All academic staff	**36%**	**36%**	**33%**

Whilst the percentage of staff on fixed-term contracts has dropped slightly over the 12-year period the actual number of academics employed in this way has seen a net increase of over 12,000 in the same period – so claims that the levels of casualisation are falling are grossly over-exaggerated.

THE RATE OF CHANGE

(We have continued to use the data for 2007/8 and 2017/18 to enable us to track changes over a 10-year period).

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 rate of change from 2007/8 - 2017/18 how long would it take for the employment of academic staff on fixed-term contracts to fall below 5% (ie less than one in 20)?

Table 33: 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%**

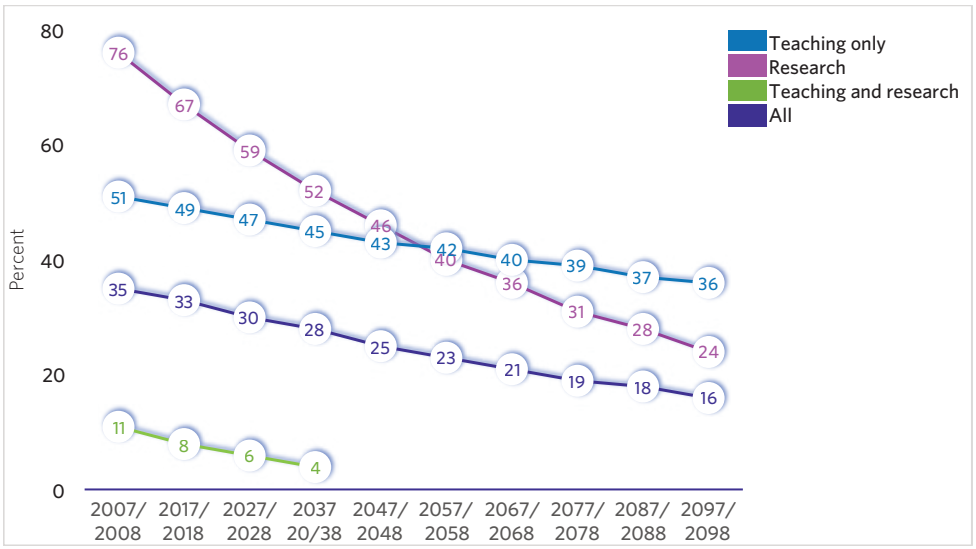
Assuming the current rate of change and no changes in the proportions of academic staff in different job families; the figure below shows that it will take nearly 20 years for the proportion of teaching and research staff to fall below 5%.

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

[4] Second class academic citizens: https://www.ucu.org.uk/media/10681/second_class_academic_citizens/pdf/second-classacademiccitizens

[5] What 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 50% more 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 (44%). 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 decasualisation[6] 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 2019/20 HESA staff record and we know that some employers have negotited 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	
	No. FTC	% FTC*	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC
Aberystwyth University	195	27%	85	30%	95	66%	15	5%	115	21%
Anglia Ruskin University	65	8%	110	7%	15	-	40	6%	35	5%
Arts University Bournemouth	10	3%	5	2%	5	-	5	2%	10	7%
Aston University	240	26%	40	15%	155	87%	45	10%	75	13%
Bangor University	455	45%	245	50%	195	89%	15	5%	60	14%
Bath Spa University	160	28%	120	73%	5	-	30	8%	25	9%
Birkbeck College	475	43%	350	65%	105	87%	25	5%	45	11%
Birmingham City University	245	12%	145	22%	30	72%	70	6%	NDR**	NDR
Bishop Grosseteste University	10	9%	0	-	5	-	5	3%	10	13%

* Fixed-term contract ** No data returned

	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC
Bournemouth University	85	9%	10	7%	25	68%	45	6%	40	7%
Brunel University London	525	43%	360	80%	140	89%	30	5%	70	9%
Buckinghamshire New University	165	40%	145	85%	0	-	15	6%	NDR	NDR
Canterbury Christ Church University	85	12%	5	-	15	60%	65	9%	40	8%
Cardiff Metropolitan University	60	8%	10	4%	10	47%	40	8%	40	10%
Cardiff University	980	29%	175	18%	750	69%	54	4%	315	18%
City, University of London	600	25%	550	36%	15	9%	35	5%	105	10%
Conservatoire for Dance and Drama	10	4%	10	4%	0	-	0	-	0	-
Courtauld Institute of Art	20	35%	15	-	0	-	5	15%	0	-
Coventry University	755	27%	515	55%	0	-	240	13%	115	9%
Cranfield University	195	30%	5	7%	180	70%	5	2%	NDR	NDR
De Montfort University	200	12%	130	23%	5	-	70	7%	55	6%
Edge Hill University	420	43%	375	94%	10	-	35	6%	40	9%
Edinburgh Napier University	190	23%	120	55%	35	64%	30	6%	60	11%
Falmouth University	10	3%	0	3%	0	-	5	3%	NDR	NDR
Glasgow Caledonian University	120	16%	10	23%	85	73%	30	5%	35	7%
Glasgow School of Art	15	8%	0	-	5	-	15	7%	10	10%
Glyndŵr University	20	10%	5	-	0	-	15	9%	25	16%
Goldsmiths College	490	42%	415	67%	50	91%	25	5%	95	15%
Guildhall School of Music and Drama	110	15%	105	16%	0	-	0	9%	5	12%
Harper Adams University	40	19%	35	27%	0	-	0	0%	NDR	NDR
Heriot-Watt University	340	28%	30	17%	200	75%	10	3%	90	15%
Heythrop College	45	36%	15	.	5	.	30	4%	20	.
Imperial College of Science, Technology and Medicine	2365	53%	115	29%	2055	82%	190	12%	670	20%
Keele University	160	20%	40	17%	85	84%	30	7%	60	14%

	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC
King's College London	3140	57%	1170	70%	1800	94%	170	9%	360	14%
Kingston University	70	7%	0	2%	45	81%	25	3%	40	8%
Leeds Arts University	15	7%	10	12%	0	-	0	2%	0	2%
Leeds Beckett University	320	25%	275	92%	0	-	45	4%	35	7%
Leeds Trinity University	10	8%	5	-	0	-	10	6%	5	5%
Liverpool Hope University	25	9%	10	13%	0	-	15	8%	NDR	NDR
Liverpool Institute for Performing Arts	5	4%	5	4%	0	-	0	-	NDR	NDR
Liverpool John Moores University	355	23%	245	64%	105	82%	5	1%	40	7%
London Metropolitan University	20	5%	20	6%	0	-	5	3%	15	5%
London School of Economics and Political Science	1020	57%	585	88%	410	93%	25	4%	275	24%
London School of Hygiene and Tropical Medicine	705	70%	5	17%	420	97%	280	51%	170	38%
London South Bank University	570	49%	510	63%	45	92%	15	5%	NDR	NDR
Loughborough University	490	30%	205	47%	165	84%	15	2%	150	14%
Manchester Metropolitan University	945	36%	750	83%	110	72%	85	6%	185	15%
Middlesex University	110	11%	40	86%	25	59%	40	5%	20	4%
Newcastle University	1325	42%	285	43%	985	84%	55	4%	290	17%
Newman University	10	6%	0	-	0	-	10	7%	15	13%
Norwich University of the Arts	215	12%	20	12%	0	-	5	9%	NDR	NDR
Nottingham Trent University	180	8%	55	3%	0	-	125	22%	0	-
Open University	4145	82%	3965	100%	115	78%	65	7%	NDR	NDR
Oxford Brookes University	180	13%	40	7%	30	97%	110	13%	80	11%
Plymouth College of Art	135	4%	50	4%			80	4%	80	0%
Queen Margaret University, Edinburgh	70	27%	5	-	25	82%	45	20%	15	11%

	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC
Queen Mary University of London	2020	60%	1070	75%	820	93%	130	12%	295	27%
Queen's University Belfast	810	39%	55	17%	710	95%	50	5%	130	12%
Ravensbourne University London	135	58%	130	63%	0	-	5	-	15	30%
Robert Gordon University	90	16%	30	56%	25	56%	30	6%	30	9%
Roehampton University	50	9%	30	11%	10	-	5	3%	10	5%
Rose Bruford College of Theatre and Performance	55	61%	45	98%	0	-	5	16%	NDR	NDR
Royal Academy of Music	25	8%	25	9%	0	-	0	0%	NDR	NDR
Royal Agricultural University	5	8%	5	-	0	-	0	3%	NDR	NDR
Royal Central School of Speech and Drama	10	14%	0	-	5	-	5	9%	10	16%
Royal College of Art	15	9%	0	.	0	-	140	7%	195	5%
Royal College of Music	35	11%	20	8%	10	-	5	10%	NDR	NDR
Royal Conservatoire of Scotland	20	6%	15	6%	5	-	0	2%	5	7%
Royal Holloway and Bedford New College	500	43%	335	70%	125	89%	35	7%	70	14%
Royal Northern College of Music	0	1%	0	0	0	-	0	0%	0	3%
Royal Veterinary College	110	35%	20	26%	75	96%	15	10%	25	9%
Sheffield Hallam University	165	8%	10	2%	60	33%	95	7%	90	9%
SOAS University of London	270	42%	195	60%	50	78%	25	10%	90	23%
Solent University	75	12%	45	25%	15	-	10	3%	5	2%
SRUC	40	10%	10	6%	30	22%	0	-	20	5%
St George's, University of London	1600	33%	35	14%	100	89%	20	20%	45	19%
St Mary's University College	25	40%	25	100%	0	-	0	0%	0	-
St Mary's University, Twickenham	155	38%	125	79%	0	-	35	13%	10	7%
Staffordshire University	340	40%	325	45%	5	-	10	8%	20	7%
Stranmillis University College	15	24%	10	-	0	-	5	7%	NDR	NDR

	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC
Swansea University	435	25%	120	19%	295	63%	20	3%	200	19%
Teesside University	110	15%	0	4%	50	83%	60	9%	50	7%
Trinity Laban Conservatoire of Music and Dance	15	4%	15	4%	0	-	0	-	NDR	NDR
Ulster University	520	39%	205	47%	215	90%	105	16%	NDR	NDR
University College Birmingham	20	6%	20	6%	0	-	0	-	5	2%
University College London	225	3%	125	9%	100	3%	0	0%	70	1%
University for the Creative Arts	55	14%	15	12%	10	-	30	13%	NDR	NDR
University of Aberdeen	120	8%	90	20%	30	8%	0	0%	10	1%
University of Abertay Dundee	30	15%	10	29%	15	-	5	4%	10	9%
University of Bath	525	35%	175	46%	320	92%	35	4%	165	14%
University of Bedfordshire	75	15%	15	23%	40	86%	25	6%	20	6%
University of Birmingham	1870	45%	505	48%	1255	82%	115	7%	NDR	NDR
University of Bolton	45	11%	0	6%	5	-	35	10%	NDR	NDR
University of Bradford	60	12%	5	11%	35	77%	25	5%	20	6%
University of Brighton	450	29%	75	51%	90	65%	285	22%	60	8%
University of Bristol	475	14%	110	19%	315	22%	50	4%	185	13%
University of Buckingham	25	14%	20	20%	0	-	56	NDR	NDR	
University of Cambridge	2400	39%	85	33%	2190	51%	125	8%	505	16%
University of Central Lancashire	405	24%	140	62%	90	74%	175	30%	95	90%
University of Chester	145	22%	0	-	15	62%	130	21%	60	12%
University of Chichester	120	26%	110	49%	10	-	0	1%	0	-
University of Cumbria	125	27%	35	92%	5	-	85	22%	35	40%
University of Derby	75	5%	5	1%	5	-	60	7%	50	10%
University of Dundee	245	24%	65	16%	365	43%	15	4%	135	14%
University of Durham	540	30%	95	25%	385	91%	65	6%	125	13%
University of East Anglia	945	45%	580	58%	330	86%	35	5%	125	15%
University of East London	260	30%	205	92%	20	56%	35	6%	26	6%
University of Edinburgh	3730	50%	2170	67%	1405	70%	155	7%	530	16%

	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC
University of Essex	510	35%	395	57%	105	81%	10	2%	170	19%
University of Exeter	1505	48%	625	63%	830	87%	50	4%	200	15%
University of Glasgow	1550	33%	1290	61%	240	19%	20	2%	115	7%
University of Gloucestershire	195	32%	165	39%	20	77%	10	5%	0	-
University of Greenwich	95	11%	30	38%	45	67%	20	2%	25	5%
University of Hertfordshire	155	8%	0	0%	35	79%	125	11%	35	6%
University of Huddersfield	130	14%	0	-	80	51%	50	6%	NDR	NDR
University of Hull	210	21%	65	13%	130	86%	15	4%	85	15%
University of Kent	680	42%	460	71%	175	81%	50	6%	155	16%
University of Lancaster	1075	49%	660	84%	350	91%	60	6%	90	14%
University of Leeds	1115	29%	260	30%	780	66%	70	4%	260	11%
University of Leicester	405	24%	155	33%	230	45%	20	3%	110	11%
University of Lincoln	155	12%	75	9%	70	79%	10	3%	30	6%
University of Liverpool	1180	37%	310	31%	805	87%	70	5%	350	23%
University of London (Institutes and activities)	45	43%	20	-	20	77%	10	19%	NDR	NDR
University of Manchester	2455	48%	415	41%	1905	89%	130	7%	710	22%
University of Northampton	250	30%	230	35%	10	-	15	8%	20	7%
University of Northumbria at Newcastle	185	12%	30	31%	110	96%	45	3%	50	7%
University of Nottingham	1135	31%	150	19%	945	76%	40	3%	NDR	NDR
University of Oxford	4640	66%	75	49%	4290	87%	275	14%	1655	38%
University of Plymouth	470	34%	250	34%	130	80%	90	20%	160	15%
University of Portsmouth	585	34%	235	38%	10	-	345	31%	100	16%
University of Reading	905	48%	545	66%	330	81%	35	5%	170	17%
University of Salford	130	12%	35	19%	35	92%	60	7%	60	10%
University of Sheffield	1310	36%	210	31%	1050	67%	50	4%	325	15%
University of South Wales	140	8%	25	3%	55	71%	60	8%	40	11%
University of Southampton	955	35%	85	18%	815	80%	55	4%	360	16%
University of St Andrews	445	36%	80	43%	280	77%	85	12%	90	13%

	All academic staff		Teaching-only staff		Research staff		Teaching and research staff		Academic-related	
	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC	No. FTC	% FTC
University of St Mark and St John	30	24%	5	-	0	-	20	20%	5	12%
University of Stirling	350	35%	225	55%	105	78%	20	4%	45	10%
University of Strathclyde	1665	36%	255	26%	575	77%	705	3%	970	18%
University of Suffolk	20	9%	20	10%	0	-	5	8%	40	17%
University of Sunderland	65	6%	40	7%	10	-	15	3%	80	16%
University of Surrey	460	31%	185	34%	260	78%	15	3%	125	13%
University of Sussex	840	42%	480	62%	340	85%	25	3%	115	17%
University of the Arts, London	1095	47%	1040	66%	5	-	45	6%	70	8%
University of the Highlands and Islands	25	23%	0	-	25	53%	0	-	20	10%
University of the West of England, Bristol	545	28%	325	69%	15	-	205	14%	105	12%
University of the West of Scotland	40	7%	5	14%	20	-	20	3%	30	11%
University of Wales (central functions)	0	15%	0	-	0	-	0	-	0	0%
University of Wales Trinity Saint David	190	26%	150	41%	10	-	25	8%	35	13%
University of Warwick	1425	45%	635	55%	730	87%	60	5%	460	20%
University of West London	645	61%	645	68%	0	-	0	2%	NDR	NDR
University of Westminster	150	8%	60	7%	40	66%	50	6%	20	5%
University of Winchester	275	40%	265	65%	0	-	10	5%	15	8%
University of Wolverhampton	80	8%	30	38%	30	73%	15	2%	65	12%
University of Worcester	505	51%	490	81%	10	-	5	1%	20	9%
University of York	610	30%	130	29%	455	68%	25	3%	NDR	NDR
Writtle University College	10	9%	10	10%	0	-	0	-	NDR	NDR
York St John University	45	12%	10	23%	0	-	35	10%	30	10%
TOTAL	**74230**	**33%**	**32135**	**44%**	**35025**	**68%**	**7065**	**7%**	**15205**	**14%**

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	Number
Aberystwyth University	150	21	145	51	150	21	145	51	
Anglia Ruskin University	5	1	5	5	0	0	0	0	2615
Arts University Bournemouth	150	39	150	63	150	39	150	63	
Aston University	0	0	0	0	0	0	0	0	
Bangor University	150	15	140	29	70	7	65	14	
Bath Spa University	2165	29	165	100	0	0	0	0	
Birkbeck College	385	35	375	70	385	35	375	70	200
Birmingham City University	615	31	615	91	620	31	620	91	440
Bishop Grosseteste University	0	0	0		0	0	0	-	85
Bournemouth University	80	9	70	46	0	0	0	0	5
Brunel University London	340	28	340	76	0	0	0	0	
Buckinghamshire New University	150	36	145	84	0	0	0	0	0
Canterbury Christ Church University	0	0	0		0	0	0	-	465
Cardiff Metropolitan University	170	24	170	74	170	24	170	74	
Cardiff University	270	8	270	27	0	0	0	0	
City, University of London	1465	62	1465	95	0	0	0	0	
Conservatoire for Dance and Drama	100	50	100	53	0	0	0	0	10
Courtauld Institute of Art	10	19	10		0	0	0	-	45
Coventry University	435	15	390	42	30	1	30	3	610
Cranfield University	0	0	0	0	0	0	0	0	310
De Montfort University	510	31	510	94	0	0	0	0	5
Edge Hill University	275	28	275	69	0	0	0	0	610
Edinburgh Napier University	135	17	130	61	50	6	45	21	535
Falmouth University	0	0	0	0	0	0	0	0	100

* 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	Number
Glasgow Caledonian University	0	0	0	0	0	0	0	0	720
Glasgow School of Art	0	0	0		0	0	0		70
Glyndŵr University	50	1	0		0	1	0	-	60
Goldsmiths College	405	35	405	65	0	0	0	0	840
Guildhall School of Music and Drama	595	78	585	89	0	0	0	0	
Harper Adams University	5	3	5	4	0	0	0	0	0
Heriot-Watt University	0	0	0	0	0	0	0	0	660
Imperial College of Science, Technology and Medicine	80	2	75	19	5	0	5	1	185
Keele University	0	0	0	0	0	0	0	0	430
King's College London	1015	18	1015	60	0	0	0	0	
Kingston University	0	0	0	0	0	0	0	0	340
Leeds Arts University	0	0	0	0	0	0	0	0	355
Leeds Beckett University	265	21	265	89	0	0	0	0	540
Leeds Trinity University	0	0	0		0	0	0	-	705
Liverpool Hope University	0	0	0	0	0	0	0	0	110
Liverpool Institute for Performing Arts	0	0	0	0	0	0	0	0	55
Liverpool John Moores University	215	14	215	56	0	0	0	0	
Liverpool School of Tropical Medicine	0	0	0		0	0	0	-	
London Metropolitan University	00	0	0	0	0	0	0	0	425
London School of Economics and Political Science	620	35	410	61	0	0	0	0	30
London School of Hygiene and Tropical Medicine	0	0	0		0	0	0	0	265
London South Bank University	445	38	445	54	0	0	0	0	
Loughborough University	1150	9	150	34	150	9	150	34	475
Manchester Met University	720	28	700	77	0	0	0	0	
Middlesex University	0	0	0	0	0	0	0	0	675

	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	Number
Newcastle University	190	6	180	27	0	0	0	0	440
Newman University	0	0	0		0	0	0	-	705
Norwich University of the Arts	75	34	75	53	0	0	0	1	20
Nottingham Trent University	570	24	570	32	570	24	570	32	
Open University	0	0	0	0	0	0	0	0	740
Oxford Brookes University	440	30	440	75	0	0	0	0	60
Plymouth College of Art	0	0	0	0	0	0	0	0	
Queen Margaret University, Edinburgh	0	0	0		0	0	0	0	180
Queen Mary University of London	585	17	565	39	10	0	10	1	585
Queen's University Belfast	0	0	0	0	0	0	0	0	
Ravensbourne University London	125	54	125	61	0	1	0	1	60
Robert Gordon University	5	1	5	7	0	0	0	0	140
Roehampton University	10	2	5	2	10	2	5	2	125
Rose Bruford College of Theatre and Performance	50	58	45	96	0	0	0	0	0
Royal Academy of Music	235	78	230	85	5	2	5	2	85
Royal Agricultural University	0	0	0		0	2	0	-	5
Royal Central School of Speech and Drama	0	0	0		0	0	0	-	400
Royal College of Art	0	0	0		0	0	0	-	640
Royal College of Music	245	83	240	95	0	0	0	0	0
Royal Conservatoire of Scotland	205	62	205	95	0	1	0	1	110
Royal Holloway and Bedford New College	310	27	310	65	95	8	95	20	
Royal Northern College of Music	285	88	280	93	0	0	0	0	110
Royal Veterinary College	0	0	0	1	0	0	0	0	5
Sheffield Hallam University	440	21	440	100	440	21	440	100	
SOAS University of London	0	0	0	0	0	0	0	0	50
Solent University	120	19	120	64	0	0	0	0	155

	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	Number
SRUC	5	1	5	2	0	0	0	0	0
St George's, University of London	0	0	0	0	0	0	0	0	15
St Mary's University College	25	40	25	100	0	0	0	0	
St Mary's University, Twickenham	145	35	135	88	0	0	0	0	30
Staffordshire University	305	36	305	42	0	0	0	0	865
Stranmillis University College	5	11	5		0	2	0	-	20
Swansea University	0	0	0	0	0	0	0	0	
Teesside University	0	0	0	0	0	0	0	0	190
Trinity Laban Conservatoire of Music and Dance	345	81	345	85	0	0	0	0	60
Ulster University	95	7	95	21	0	0	0	0	
University College Birmingham	0	0	0	0	0	1	0	1	80
University College London	20	0	20	1	0	0	0	0	2595
University College of Osteopathy	20	18	20	21	20	18	20	21	
University for the Creative Arts	0	0	0	0	0	0	0	0	740
University of Aberdeen	260	17	225	50	0	0	0	0	475
University of Abertay Dundee	0	0	0	0	0	1	0	0	
University of Bath	100	7	100	26	0	0	0	0	670
University of Bedfordshire	0	0	0	0	0	0	0	0	35
University of Birmingham	0	0	0	0	0	0	0	0	1350
University of Bolton	0	0	0	0	0	0	0	0	175
University of Bradford	0	0	0	0	0	0	0	0	270
University of Brighton	285	18	65	44	0	0	0	0	5
University of Bristol	00	0	0	0	0	0	0	0	1985
University of Buckingham	5	2	0	2	0	1	0	1	310
University of Cambridge	20	0	0	0	65	1	0	0	175
University of Central Lancashire	110	7	105	46	0	0	0	0	20
University of Chester	0	0	0		0	0	0	-	650

	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	Number
University of Chichester	225	47	225	100	0	0	0	0	
University of Cumbria	0	0	0	0	0	0	0	0	35
University of Derby	365	25	360	65	5	0	5	1	210
University of Dundee	0	0	0	0	0	0	0	0	1000
University of Durham	0	0	0	0	0	0	0	0	1285
University of East Anglia	540	26	525	53	50	2	35	4	495
University of East London	215	25	215	95	0	0	0	0	525
University of Edinburgh	2565	34	2540	79	65	1	65	3	410
University of Essex	135	9	125	18	130	9	125	18	90
University of Exeter	0	0	0	0	0	0	0	0	1230
University of Glasgow	1435	31	1420	68	0	0	0	0	1010
University of Gloucestershire	160	26	145	34	0	0	0	0	205
University of Greenwich	5	0	5	4	15	2	15	20	560
University of Hertfordshire	710	36	710	94	0	0	0	0	360
University of Huddersfield	0	0	0		0	0	0	-	955
University of Hull	0	0	0	0	10	1	5	1	410
University of Kent	0	0	0	0	0	0	0	0	280
University of Lancaster	655	30	610	77	0	0	0	0	165
University of Leeds	5	0	5	0	0	0	0	0	1245
University of Leicester	0	0	0	0	0	0	0	0	690
University of Lincoln	290	22	290	34	0	0	0	0	130
University of Liverpool	55	2	35	3	105	3	105	10	1775
University of London (Institutes and activities)	0	1	0		0	0	0	0	130
University of Manchester	0	0	0	0	0	0	0	0	34355
University of Northampton	205	25	205	32	0	0	0	0	30
University of Northumbria at Newcastle	0	0	0	0	0	0	0	0	535
University of Nottingham	0	0	0	0	0	0	0	0	1245
University of Oxford	0	0	0	0	0	0	0	0	2845
University of Plymouth	250	18	250	33	0	0	0	0	480

	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	Number
University of Portsmouth	295	17	230	37	0	0	0	0	
University of Reading	60	3	55	6	0	0	0	0	
University of Salford	10	1	5	2	0	0	0	0	505
University of Sheffield	0	0	0	0	0	0	0	0	2020
University of South Wales	645	38	645	71	0	0	0	0	0
University of Southampton	65	2	65	14	0	0	0	0	970
University of St Andrews	0	0	0	0	0	0	0	0	775
University of St Mark and St John	15	14	15		0	1	0	-	130
University of Stirling	165	16	160	39	0	0	0	1	
University of Strathclyde	0	0	0	0	35	2	30	7	1705
University of Suffolk	0	0	0	0	0	0	0	0	110
University of Sunderland	440	42	440	76	0	0	0	0	400
University of Surrey	230	15	215	40	0	0	0	0	375
University of Sussex	25	1	25	3	0	0	0	0	25
University of the Arts, London	1020	44	1020	65	0	0	0	0	155
University of the Highlands and Islands	0	0	0		0	0	0	-	5
University of the West of England, Bristol	360	18	355	75	0	0	0	0	605
University of the West of Scotland	0	0	0	0	0	0	0	0	35
University of Wales (central functions)	0	0	0		0	0	0	-	
University of Wales Trinity Saint David	250	34	250	67	0	0	0	0	175
University of Warwick	520	17	520	45	0	0	0	0	1925
University of West London	585	55	585	62	5	1	5	1	
University of Westminster	905	50	890	99	5	0	5	1	455
University of Winchester	285	42	285	58	0	0	0	0	
University of Wolverhampton	5	1	5	7	5	1	5	8	355
University of Worcester	515	52	510	84	5	0	5	1	
University of York	0	0	0	0	0	0	0	0	1405

	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	Number
Writtle University College	0	0	0	0	0	0	0	0	
York St John University	0	0	0	0	0	0	0	0	100
All	30320	14%	29370	41%	3545	2%	3400	5%	66115

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	Known disability	No known disability
Aberystwyth University	24	31	50	25	29	27
Anglia Ruskin University	8	8	12	7	8	8
Arts University Bournemouth	3	3	-	3	3	3
Aston University	26	27	37	21	11	27
Bangor University	41	49	54	45	43	45
Bath Spa University	24	31	22	27	26	27
Birkbeck College	32	47	44	38	46	38
Birmingham City University	11	13	17	10	11	12
Bishop Grosseteste University	11	8	-	8	-	10
Bournemouth University	9	9	11	8	6	9
Brunel University London	44	42	55	36	61	43
Buckinghamshire New University	35	44	36	38	32	39
Canterbury Christ Church University	10	14	13	12	11	12
Cardiff Metropolitan University	10	7	15	7	1	10
Cardiff University	28	31	45	24	16	30
City, University of London	28	22	19	27	18	26
Conservatoire for Dance and Drama	3	5	-	4	-	5
Courtauld Institute of Art	-	24	-	37	-	36
Coventry University	25	29	28	26	22	27
Cranfield University	28	33	40	23	-	29
De Montfort University	113	11	15	9	16	12
Edge Hill University	38	46	55	41	22	43
Edinburgh Napier University	21	25	33	21	17	24
Falmouth University	5	1	-	3	-	3
Glasgow Caledonian University	14	18	24	14	27	16
Glasgow School of Art	6	12	-	7	-	9
Glyndŵr University	9	12	-	12	-	11
Goldsmiths College	41	43	47	41	52	40
Guildhall School of Music and Drama	12	21	31	14	32	15

	% of academic staff on fixed-term contracts					
	Male	Female	BAME	White	Known disability	No known disability
Harper Adams University	14	25	-	19	-	20
Heriot-Watt University	27	31	48	21	-	29
Heythrop College						
Imperial College of Science, Technology and Medicine	50	60	68	46	55	53
Keele University	23	17	27	18	14	21
King's College London	52	63	65	54	67	57
Kingston University	8	7	8	7	5	7
Leeds Arts University	5	9	-	7	-	7
Leeds Beckett University	23	27	19	25	20	27
Leeds Trinity University	8	7	-	3	-	8
Liverpool Hope University	10	8	10	10	3	10
Liverpool Institute for Performing Arts	5	3	-	5	-	5
Liverpool John Moores University	119	27	18	19	18	23
Liverpool School of Tropical Medicine	40	58	59	45	-	49
London Business School	5	13	3	8	-	8
London Metropolitan University	4	7	6	5	0	6
London School of Economics and Political Science	56	63	70	56	82	59
London School of Hygiene and Tropical Medicine	65	74	82	67	73	70
London South Bank University	48	49	48	41	36	50
Loughborough University	28	34	40	27	27	30
Manchester Metropolitan University	4	7	6	5	0	6
Middlesex University	12	10	12	11	18	11
Newcastle University	40	46	57	39	31	42
Newman University	5	9	-	6	-	8
Norwich University of the Arts	7	16		11	26	9
Nottingham Trent University	8	7	12	6	7	8
Open University	81	82	74	82	89	81
Oxford Brookes University	11	14	16	12	5	13
Plymouth College of Art	6	8		6	3	8
Queen Margaret University, Edinburgh	25	29	-	26	-	28
Queen Mary University of London	54	67	69	55	75	59

	% of academic staff on fixed-term contracts					
	Male	Female	BAME	White	Known disability	No known disability
Queen's University Belfast	37	43	58	34	28	40
Ravensbourne University London	57	59	58	56	-	57
Robert Gordon University	215	15	20	14	17	15
Roehampton University	8	10	10	8	4	9
Rose Bruford College of Theatre and Performance	54	68	-	59	-	61
Royal Academy of Music	18	9	18	7	-	8
Royal Agricultural University	8	-	-	8	-	7
Royal Central School of Speech and Drama	12	16	-	11	-	14%
Royal College of Art	9	9	13	10	-	9
Royal College of Music	10	13	-	9	-	10
Royal Conservatoire of Scotland	5	7	0	7	-	5
Royal Holloway and Bedford New College	39	48	46	43	51	43
Royal Northern College of Music	1	1		1	-	1
Sheffield Hallam University	8	8	13	7	6	8
SOAS University of London	40	47	48	38	42	43
Solent University	11	13	16	11	10	12
SRUC	15	11	40	9	0	13
St George's, University of London	28	36	45	29	31	32
St Mary's University College	37	42	-	40	-	42
St Mary's University, Twickenham	39	38	60	34	29	39
Staffordshire University	40	40	41	39	57	38
Stranmillis University College	-	11	-	24	-	27
Swansea University	27	23	31	22	28	25
Teesside University	16	14	24	12	18	14
The Royal Veterinary College	35	36	46	34	-	34
The University of Bath	32	40	48	30	29	35
The University of Birmingham	42	49	58	39	40	45
The University of Bradford	13	11	19	9		12
The University of Bristol	14	14	17	12	15	13
The University of Cambridge	37	42	47	36	50	38
The University of East Anglia	41	48	57	42	53	44

	% of academic staff on fixed-term contracts					
	Male	Female	BAME	White	Known disability	No known disability
The University of Essex	32	39	38	27	30	36
The University of Exeter	46	50	58	43	55	48
The University of Hull	1919	23	32	19	22	21
The University of Oxford	61	74	83	61	65	67
The University of Reading	445	50	49	46	66	47
Trinity Laban Conservatoire of Music and Dance	2	6	-	3	-	2
Ulster University	41	36	55	37	21	40
University College Birmingham	2	8	10	5		6
University College London	3	3	3	2	6	3
University College of Osteopathy	0	8		3		3
University for the Creative Arts	15	15	16	14	25	14
University of Aberdeen	6	10	13	7	8	8
University of Abertay Dundee	15	16	-	16	-	17
University of Bedfordshire	810	19	20	13	19	15
University of Bolton	16	6	13	10	11	11
University of Brighton	24	32	30	28	23	29
University of Buckingham	16	14	24	13	-	15
University of Central Lancashire	21	26	33	21	15	24
University of Chester	24	21	32	21	10	23
University of Chichester	27	25	13	24	27	26
University of Cumbria	31	26	50	27	33	27
University of Derby	6	4	5	5	2	5
University of Dundee	22	27	34	21	13	25
University of Durham	28	33	41	28	39	29
University of East London	26	34	33	27	23	31
University of Edinburgh	49	51	67	42	39	50
University of Glasgow	31	35	29	21	24	35
University of Gloucestershire	33	32	38	32	34	33
University of Greenwich	11	10	11	10	-	11
University of Hertfordshire	8	8	10	8	8	8
University of Huddersfield	13	15	16	14	3	14

	% of academic staff on fixed-term contracts					
	Male	Female	BAME	White	Known disability	No known disability
University of Kent	37	48	49	41	47	42
University of Lancaster	46	56	57	48	40	50
University of Leeds	28	31	40	23	30	31
University of Leicester	20	29	31	18	19	22
University of Lincoln	10	13	19	10	8	12
University of Liverpool	34	41	52	33	36	38
University of London (Institutes and activities)	38	53	-	43	-	46
University of Manchester	44	53	61	43	52	48
University of Northampton	31	30	36	28	41	29
University of Northumbria at Newcastle	11	13	16	11	0	12
University of Nottingham	30	33	52	26	30	32
University of Plymouth	34	34	42	33	32	34
University of Portsmouth	34	34	32	31	39	33
University of Salford	10	14	15	11	6	12
University of Sheffield	34	39	54	33	40	36
University of South Wales	8	9	19	8	6	9
University of Southampton	33	38	51	33	44	36
University of St Andrews	34	40	59	33	38	35
University of St Mark and St John	26	24	-	24	-	25
University of Stirling	332	37	36	30		34
University of Strathclyde	32	31	41	23	17	32
University of Suffolk	7	12	-	10	-	10
University of Sunderland	6	6	20	4	2	7
University of Surrey	32	30	45	26	22	31
University of Sussex	40	44	45	41	58	41
University of the Arts, London	44	49	27	26	26	45
University of the Highlands and Islands	35	32	-	33	-	33
University of the West of England, Bristol	25	30	34	26	20	28
University of the West of Scotland	7	7	10	6	11	7
University of Wales (central functions)	-	-	-	-	-	-
University of Wales Trinity Saint David	33	21	37	23	27	27

	% of academic staff on fixed-term contracts					
	Male	**Female**	**BAME**	**White**	**Known disability**	**No known disability**
University of Warwick	43	48	61	39	48	44
University of West London	664	57	43	65	50	61
University of Westminster	8	9	11	8	10	8
University of Winchester	41	41	36	41	30	42
University of Wolverhampton	8	8	12	7	4	8
University of Worcester	53	50	58	50	57	50
University of York	28	33	49	28	41	31
Writtle University College	5	11	-	10	-	9
York St John University	12	12	18	12	22	11
All	**32%**	**35%**	**42%**	**30%**	**33%**	**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							
	Female	Male	White	Black	Asian	Mixed and other	Known disability	No known disability
Buckinghamshire New University	41	31	34	29	33	-	26	36
University of St Mark and St John	15	13	14	-	-	-	-	15
Edge Hill University	31	23	29	-	13	29	8	28
Harper Adams University	3	3	2	0	-	-	-	3
The University of Winchester	42	41	41		41		33	42
University of the Arts, London	46	40	22	27	16	24	25	41
The University of Northampton	23	26	25	23	15	22	24	25
Ravensbourne University London	54	55	52	-	-	-	-	55
Roehampton University	2	1	1	-	4	0	8	1
Rose Bruford College of Theatre & Performance	64	51	55	-	-	-	-	56
Royal Academy of Music	80	78	77	-	-	-	-	79
Royal College of Music	82	84	83	-	-	-	-	82
Royal Northern College of Music	90	86	88	-	-	-	-	87
Solent University	14	21	20	-	7	-	-	19
St Mary's University, Twickenham	36	34	31	-	-	-	29	35
Trinity Laban Conservatoire of Music & Dance	81	81	80	-	-	-	-	80
University of Worcester	52	53	51	-	-	50	-	52
Anglia Ruskin University	1	1	1		0	0	0	1
Bath Spa University	29	29	28	-	-	-	28	29
Bournemouth University	11	7	9		7	3	15	8
The University of Brighton	21	15	19	11	10	16	12	18
Birmingham City University	30	32	30	29	18	16	15	31
The University of Central Lancashire	7	6	5	20	11	5	0	7
University of Gloucestershire	28	25	25		26	-	27	26
Coventry University	18	13	16	16	13	16	12	16
University of Derby	24	26	24	39	23	26	24	25
The University of East London	25	24	22	41	18	22	10	26

	% of academic staff on hourly-paid contracts							
	Female	**Male**	**White**	**Black**	**Asian**	**Mixed and other**	**Known disability**	**No known disability**
University of Hertfordshire	37	35	35	44	29	35	34	36
The University of Lincoln	23	21	21	26	14	31	27	21
Leeds Beckett University	23	19	21	21	6	21	15	22
Liverpool John Moores University	18	11	11	6	2	7	9	15
The Manchester Metropolitan University	29	26	26	27	24	34	30	27
De Montfort University	30	31	23	28	26	32	26	31
The Nottingham Trent University	26	23	22	39	20	28	12	25
Oxford Brookes University	28	32	28	29	27	36	27	31
University of Plymouth	20	17	16		9	23	17	18
The University of Portsmouth	17	17	13	25	7	19	12	17
Sheffield Hallam University	21	21	21	28	10	23	13	21
London South Bank University	36	40	36	56	28	37	32	38
Staffordshire University	37	35	35	-	29	47	57	34
The University of Sunderland	45	39	38	41	55	48	70	37
Teesside University	0	1	0	-	0	0	2	0
The University of West London	50	60	59	40	34	44	45	56
University of the West of England, Bristol	20	16	18	6	15	17	11	18
The University of Chichester	49	46	46	-		-	40	48
The University of Westminster	52	49	48	56	48	49	61	50
The University of Wolverhampton	1	1	1	0	0	0	1	1
Glyndwr University	1	0	1	-	-	-	-	1
Cardiff Metropolitan University	26	21	24		15	30	34	25
University of South Wales	38	37	40	37	19	21	33	40
Abertay University	0	1	0	-	-	-	-	0
Glasgow School of Art	0	1	0	-	-	-	-	0
Royal Conservatoire of Scotland	62	61	59	-	-	-	-	63
Robert Gordon University	1	1	0	7	0		0	1
Edinburgh Napier University	16	18	17	-	9	13	16	17
The University of Bath	6	7	5	-	1	4	5	7
Brunel University London	31	26	24	43	26	44	48	27

	% of academic staff on hourly-paid contracts							
	Female	Male	White	Black	Asian	Mixed and other	Known disability	No known disability
The University of Cambridge	0	0	0	0	0	0	1	0
City, University of London	63	61	59	69	69	67	59	62
University of East Anglia	27	24	24	36	27	39	40	24
The University of Essex	11	7	8	14	4	8	10	9
The University of Lancaster	37	26	30	50	31	33	25	31
The University of Liverpool	1	2	1	0	3	2	0	2
Birkbeck College	35	33	32	64	34	34	32	34
Goldsmiths College	35	34	35	33	36	37	41	34
Imperial College of Science, Techngy & Medicine	3	1	1	3	1	1	2	2
King's College London	20	17	16	18	17	25	22	18
London Business School	3	5	5	0	-	-		4
London School of Economics and Political Science	37	33	31	26	48	47	52	35
London School of Hygiene and Tropical Medicine	0	0	0	0	0	0	0	0
Queen Mary University of London	17	17	12	34	28	24	20	17
Royal Holloway and Bedford New College	31	24	27		22	20	22	27
The Royal Veterinary College	1	0	0		0		0	0
University College London	0	0	0	2	0	1	0	0
University of London (Institutes and activities)	2	0	1	-	-	-	-	1
Loughborough University	13	7	8	24	7	19	8	9
Newcastle University	8	5	5	0	3	4	0	6
The University of Reading	4	2	3	7	2	2	4	3
The University of Salford	1	1	1	0	0	2	0	1
The University of Southampton	4	2	3	3	1	2	3	2
The University of Surrey	18	13	17	20	5	13	22	15
The University of Sussex	1	1	1	3	1	0	1	1
The University of Warwick	17	16	15	21	16	23	13	16
The University of Edinburgh	35	33	29	46	43	34	31	34
The University of Glasgow	35	27	18	29	16	28	23	32
The University of Aberdeen	20	15	17	24	12	18	19	17
The University of Stirling	18	14	14	27	18	26	-	17

	% of academic staff on hourly-paid contracts							
	Female	**Male**	**White**	**Black**	**Asian**	**Mixed and other**	**Known disability**	**No known disability**
SRUC	1	1	1	-	-	-	0	1
University of Wales Trinity Saint David	33	36	27	85	64	-	38	34
Aberystwyth University	31	12	21	17	10	-	19	21
Bangor University	20	9	15	20	8	11	16	15
Cardiff University	11	6	7	16	5	9	7	8
Ulster University	5	8	7	9	0	15	2	7
Writtle University College	1	0	0	0	0	0	0	0
Norwich University of the Arts	37	32	34	-	-	-	37	33
Stranmillis University College	3		11	-	0	-	-	12
St Mary's University College	42	37	40	-	0	-	-	42
The Arts University Bournemouth	42	35	37	-	-	-	47	38
Conservatoire for Dance and Drama	48	53	50	-	-	-	-	50
Courtauld Institute of Art	12		18	-	-	-	-	18
The University of Buckingham	3	1	1	-	-	-	-	2
Guildhall School of Music and Drama	76	80	78	-	-	89	54	79
Liverpool School of Tropical Medicine	0	0	0	0	0	0	0	0
Leeds Conservatoire	10	9	3	-	-	-	-	9
Royal Academy of Dramatic Art	42	36	35	-	-	-	-	42
Total	**15%**	**13%**	**12%**	**19%**	**11%**	**15%**	**14%**	**14%**

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							
	Female	Male	White	Black	Asian	Mixed and other	Known disability	No known disability
Cranfield University	0	0	0		1	0		0
University of St Mark and St John	1	0	1					1
Ravensbourne University London	0	2	1					1
Roehampton University	2	0	1		4	4	8	1
Royal Academy of Music	2	1	1					2
University of Worcester	0	1	0	0		0	0	0
Bath Spa University	0	0	0				0	0
Birmingham City University	30	33	30	29	18	16	15	31
University of Gloucestershire	0	0	0		0		0	0
Coventry University	1	1	1	1	1	0	1	1
University of Derby	0	0	0	0	0	3	0	0
University of East London	0	0	0	0	1	0	0	0
The University of Greenwich	2	2	1	2	0	0		2
Liverpool John Moores University	0	0	0	0	0	0	0	0
The Nottingham Trent University	26	23	22	39	20	28	12	25
The University of Portsmouth	0	0	0	0	0	0	0	0
Sheffield Hallam University	21	21	21	28	10	23	13	21
Teesside University	0	0	0		0	0	2	0
The University of West London	1	0	1	0	0	0	0	1
The University of Westminster	0	0	0	0	1	1	0	0
The University of Wolverhampton	1	1	1	0	0	0	1	1
Glyndwr University	2	0	1					1
Cardiff Metropolitan University	26	21	24		15	30	34	25
Abertay University	1	1	1					1
Queen Margaret University, Edinburgh	1	0	0				0	0
Royal Conservatoire of Scotland	0	1	0					1
Edinburgh Napier University	5	6	7		0	0		6

	% of academic staff on zero-hours contracts							
	Female	Male	White	Black	Asian	Mixed and other	Known disability	No known disability
The University of Cambridge	1	1	1	0	0	1	1	1
The University of East Anglia	4	1	3	4	0	4	3	2
The University of Essex	10	8	7	14	3	7	9	9
The University of Hull	1	1	1	0	1	0	3	1
The University of Liverpool	4	3	3	0	2	4	3	3
Birkbeck College	35	33	32	64	34	34	32	34
Imperial Coll. of Science, Technlgy & Medicine	0	0	0	0	0	0	0	0
Queen Mary University of London	0	1	0	0	1	0	1	0
Royal Holloway and Bedford New College	11	6	8		6	12	5	8
St George's, University of London	0	0	0		0		0	0
Loughborough University	13	7	8	24	7	19	8	9
The University of York	0	0	0		0	0	0	0
The University of Glasgow	2	1	1	0	1	1	1	1
The University of Aberdeen	2	3	3	0	1	0	2	2
The University of St Andrews	0	0	0		0	0	0	0
The University of Stirling	0	0	0		0	0		0
SRUC	0	0	0				0	0
Aberystwyth University	31	12	21		10		19	21
Bangor University	10	4	8		6	4	11	7
Queen's University Belfast	0	0	0	0	0	0	0	0
Norwich University of the Arts	1	0	0				0	1
Stranmillis University College	3		2					2
Royal Agricultural University	6	0	2					2
The Arts University Bournemouth	42	35	37				47	38
University College Birmingham	1	0	1		0			1
The University of Buckingham	1	1	1	0				1
Guildhall School of Music and Drama	1	0	0			0	0	0
Leeds Conservatoire	13	10	4					11
Total	**2%**	**1%**	**2%**	**3%**	**1%**	**1%**	**1%**	**2%**

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 2019/20 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	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
Aberystwyth University	30%	87%	66%	61%	5%	11%
Anglia Ruskin University	7%	33%	.	.	6%	5%
Arts University Bournemouth	2%	72%	.	.	2%	4%
Aston University	15%	86%	87%	.	10%	39%
Bangor University	50%	35%	89%	84%	5%	15%
Bath Spa University	73%	94%	.	.	8%	4%
Birkbeck College	65%	0%	87%	72%	5%	11%
Birmingham City University	22%		72%		6%	2%
Bishop Grosseteste University	.	100%	.	.	3%	6%
Bournemouth University	7%	70%	68%	.	6%	5%
Brunel University London	80%	100%	89%	85%	5%	7%
Buckinghamshire New University	85%	96%	.	.	6%	2%
Canterbury Christ Church University	.	.	60%	.	9%	10%
Cardiff Met University	12%		60%		7%	
Cardiff University	4%	44%	47%	90%	8%	14%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
City, University of London	36%	94%	9%	60%	5%	13%
Conservatoire for Dance and Drama	4%	30%		.	.	.
Courtauld Institute of Art	.	.	.	.	15%	.
Coventry University	55%	94%	.		13%	23%
Cranfield University	7%	78%	70%	39%	2%	3%
De Montfort University	23%		.	.	7%	10%
Edge Hill University	94%	97%	.	.	6%	6%
Edinburgh Napier University	55%	8%	64%	58%	6%	7%
Falmouth University	3%	.	.	.	3%	4%
Glasgow Caledonian	23%	.	73%	52%	5%	6%
Glasgow School of Art		.	.	.	7%	3%
Glyndŵr University	.	99%	.	.	9%	12%
Goldsmiths College	67%	20%	91%	.	5%	12%
Guildhall School of Music and Drama	16%	4%	.		9%	.
Harper Adams University	27%	12%	.	.	0%	.
Heriot-Watt University	17%	39%	75%	81%	3%	9%
Heythrop College	.	.	.	.	4%	.
Imperial College	29%	12%	84%	80%	12%	15%
Keele University	17%	70%	67%	69%	7%	6%
King's College London	70%		94%	95%	9%	17%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
Kingston University	2%	74%	81%	68%	3%	10%
Leeds Arts University	12%		.		2%	.
Leeds Beckett University	92%	82%	.	.	4%	10%
Leeds Trinity University	.	37%			6%	.
Liverpool Hope University	13%				8%	
Liverpool Institute for Performing Arts	4%	.				
Liverpool John Moores University	64%	93%	82%	76%	1%	10%
Liverpool School of Tropical Medicine	.		59%		84%	
London Met University	64%				3%	
LSE	88%	88%	93%	46%	4%	5%
LSHTM	17%	.	97%	66%	51%	63%
London South Bank University	63%		92%	87%	5%	13%
Loughborough University	47%	87%	84%	80%	2%	6%
Manchester Met University	83%	97%	72%	.	6%	35%
Middlesex University	86%		59%	65%	5%	6%
Newcastle University	43%	87%	84%	73%	4%	5%
Newman University	.	12%		.	7%	.
Norwich Universitys of the Art	12%	73%	.	.	9%	.
Nottingham Trent University	3%				22%	14%
Open University	100%	24%	78%	79%	7%	7%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
Oxford Brookes University	7%	100%	97%	65%	13%	7%
Plymouth College of Art		4%				4%
Queen Margaret University, Edinburgh	.		82%	.	20%	15%
QMUL	75%		93%	92%	12%	12%
Queen's University Belfast	17%	12%	95%	90%	5%	3%
Ravensbourne University London	63%				.	
Robert Gordon University	56%	55%	56%	37%	6%	27%
Roehampton University	11%	98%	.	.	3%	14%
Rose Bruford	98%	39%			16%	
Royal Academy of Music	9%	30%	.		0%	.
Royal Agricultural University	.	.		.	3%	.
Royal Central School of Speech and Drama	.		.		9%	
Royal College of Art	.	.	.	.	7%	99%
Royal College of Music	8%	15%	.	.	10%	.
Royal Conservatoire of Scotland	6%		.		2%	
Royal Holloway and Bedford New College	70%	82%	89%	79%	7%	5%
Royal Northern College of Music	0%	2%	.	.	0%	.
Royal Veterinary College	26%	.	96%	92%	10%	14%
Sheffield Hallam University	2%	3%	33%	47%	7%	7%
SOAS University of London	60%	61%	78%	.	10%	8%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
Solent University	25%	1%	.	.	3%	7%
SRUC	6%	14%	22%	20%	.	
St George's	14%	.	89%	94%	20%	28%
St Mary's University College	100%				0%	3%
St Mary's Uni Twickenham	79%	100%	.	.	13%	25%
Staffordshire University	45%	99%	.	.	8%	3%
Stranmillis University College	.		.	.	7%	5%
Swansea University	19%	42%	63%	94%	3%	7%
Teesside University	4%		83%	79%	9%	7%
Trinity Laban	4%	18%	.	.	.	.
Ulster University	47%	.	90%	81%	16%	28%
University College Birmingham	6%				.	1%
University College London	9%	11%	3%	2%	0%	2%
University College of Osteopathy	3%		.		.	
University for the Creative Arts	12%			.	13%	2%
University of Aberdeen	20%		8%	59%	0%	13%
University of Abertay Dundee	29%		.	.	4%	5%
University of Bath	46%	78%	92%	84%	4%	9%
University of Bedfordshire	23%		86%		6%	23%
University of Birmingham	48%	40%	82%	72%	7%	5%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
University of Bolton	6%		.	.	10%	10%
University of Bradford	11%		77%		5%	17%
University of Brighton	51%	.	65%	61%	22%	35%
University of Bristol	19%	19%	22%	42%	4%	3%
University of Buckingham	10%		.		8%	
University of Cambridge	33%	63%	51%	74%	8%	9%
University of Central Lancashire	62%	51%	74%	41%	30%	19%
University of Chester			62%		21%	24%
University of Chichester	49%	98%	.	.	1%	4%
University of Cumbria	92%		.		22%	0%
University of Derby	1%	3%	.	.	7%	4%
University of Dundee	16%	39%	43%	78%	4%	12%
University of Durham	25%	18%	91%	73%	6%	6%
University of East Anglia	58%	88%	86%	77%	5%	5%
University of East London	92%	.	56%	.	6%	10%
University of Edinburgh	67%		70%	62%	7%	9%
University of Essex	57%	69%	81%	74%	2%	4%
University of Exeter	63%	38%	87%	89%	4%	5%
University of Glasgow	61%	8%	19%	12%	2%	4%
University of Gloucestershire	39%	100%	77%	.	5%	8%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
University of Greenwich	38%	73%	67%	65%	2%	4%
University of Hertfordshire	0%	1%	79%	90%	11%	9%
University of Huddersfield	.	0%	51%	58%	6%	3%
University of Hull	13%	16%	86%	64%	4%	6%
University of Kent	71%	69%	81%	82%	6%	4%
University of Lancaster	84%	91%	91%	85%	6%	7%
University of Leeds	30%	48%	66%	78%	4%	13%
University of Leicester	33%	85%	45%	79%	3%	15%
University of Lincoln	9%	67%	792%	.	3%	5%
University of Liverpool	31%	76%	87%	85%	5%	10%
University of London (Institutes & activities)	.	.	77%	.	19%	.
University of Mancheste	41%	46%	89%	87%	7%	10%
University of Northampton	35%	13%	.	.	8%	4%
University of Northumbria	31%	.	96%	49%	3%	26%
University of Nottingham	19%	34%	76%	72%	3%	4%
University of Oxford	49%	67%	87%	88%	14%	12%
University of Plymouth	34%	.	80%	87%	20%	14%
University of Portsmouth	38%	.	.	78%	31%	24%
University of Reading	66%	74%	81%	80%	5%	9%
University of Salford	19%	99%	92%	.	7%	10%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
University of Sheffield	31%	33%	67%	91%	4%	6%
University of South Wales	3%		71%		8%	
University of Southampton	18%	39%	80%	73%	4%	5%
University of St Andrews	43%	57%	77%	84%	12%	7%
University of St Mark and St John	.	.			20%	6%
University of Stirling	55%	65%	78%	67%	4%	8%
University of Strathclyde	26%	69%	77%	78%	3%	5%
University of Suffolk	10%	5%	.	.	8%	
University of Sunderland	7%	84%	.	.	3%	5%
University of Surrey	34%	69%	78%	77%	3%	4%
University of Sussex	62%	5%	85%	93%	3%	65%
University of the Arts, London	66%				6%	30%
University of the Highlands and Islands	.		53%		.	
University of the , West of England	69%	17%	.	64%	14%	3%
University of the West of Scotland	14%	.	.	.	3%	4%
University of Wales (central functions)			.			
University of Wales Trinity Saint David	41%		.		8%	
University of Warwick	55%	37%	87%	70%	5%	8%
University of West London	68%	45%		.	2%	7%
University of Westminster	7%	100%	66%	46%	6%	4%

	Teaching only		Research only		Teaching & research	
	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT	2019/20 % FT	2009/10 % FT
University of Winchester	65%	40%	.	.	5%	3%
University of Wolverhampton	38%	6%	73%	18%	2%	3%
University of Worcester	81%	99%	.	.	1%	7%
University of York	29%	25%	68%	61%	3%	10%
Writtle University College	10%	7%		.	.	
York St John University	23%	.	.	.	10%	7%
All	**44%**	**47%**	**68%**	**71%**	**7%**	**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.

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