

UK academic staff gender pay gaps and average salaries 1995-6 to 2005-6 & HEI data for 2005-6

The data show the percentage differences between full-time female and male academics' pay by UK country and higher education institution (HEI), and the full-time averages for all academic staff by institution.

The key finding is that the gap between average pay for full-time female academics compared with their male colleagues appears to be gradually narrowing, although it is still very wide in a number of HEIs.

Table 1 shows the gap between full-time average pay for female and male UK academic staff between 1995-6 to 2005-6. Average pay for females was around 15% behind that of their male colleagues over the decade, but there has been a relatively steady decline from 15.6% in 1999-2000 to 14.1% in 2003-4 and 2005-6. It does appear then that the gap between average pay for female academics compared with their male colleagues is narrowing. This is significant, because the pay data do not yet show the overall impact of the pay framework agreement of 2004, a major aim of which was to achieve equal pay for work of equal value through the use of job evaluation. Most HEIs are implementing the agreement from August 2006. It is likely therefore that pay data from 2006-7 will show a continuing narrowing of the gender pay gap.

Table 2 indicates the average gaps for the four countries of the UK. In 2005-6, the UK average gap was 14.1% in favour of male academics, compared with 14.4% in 2004-5 and 14.1% in 2003-4. In 2005-6 the gap was narrowest in England (13.8%) and widest in Wales (16.6%).

Table 3 indicates a range of gender pay gaps from 0.3% (at Queen Margaret University College, Edinburgh), to 30.3% (at St George's Hospital, London) in favour of male academics in 2005-6. Only one institution (University of the Arts, London) had a gender pay gap in favour of female academics. A minus % figure in the gender pay gap column indicates a gap in favour of female academics; a positive % figure indicates a gap in favour of male academics. So, for example, at University of the Arts, London, in 2005-6, there was a 1.2% gender pay gap in favour of female academics; at Queen Margaret University College, Edinburgh, in 2005-6, there was a gender pay gap of 0.3% in favour of male academics.

Table 4 shows the range of average salary in 2005-6 for all full-time academic staff by institution. The highest is £115,000 at London Business School, and the lowest is £29,000 at Birmingham College of Food, Tourism and Creative Studies. The UK average salary in 2005-6 was £38,933, a 6.6% increase on £36,534 in 2004-5. Given the 3.0% pay rise in 2005-6, there is a variety of contributory factors for the rate of increase including: the impact of increased salaries at HEIs which were early implementers of the 2004 pay and grading Framework Agreement; incremental drift, as staff went up an incremental grade; the use of market

supplements; and the use of high salary levels as an incentive for research 'stars' in the run-up to the 2008 Research Assessment Exercise.

About the data

Source of mean average salary data: Higher Education Statistics Agency; percentage calculations: UCU. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Academic staff include full-time teaching-only, research-only and teaching-and-research clinical and non-clinical staff. The data exclude London Weighting. The HESA data are based on a census of all academic staff; the government's Annual Survey of Hours and Earnings, which also provides average salaries of academic staff, is based on a sample and excludes research-only academics.

Table 1 Academic gender pay gap in the UK 1995-6 to 2005-6

Full-time average for UK academic professionals

| | Female | Male | Total | F as % M | GP Gap |
|-----------|---------|---------|---------|----------|--------|
| 1995-6 | £23,100 | £27,019 | £25,873 | 85.5% | 14.5% |
| 1996-7 | £24,248 | £28,452 | £27,188 | 85.2% | 14.8% |
| 1997-8 | £25,140 | £29,448 | £28,113 | 85.4% | 14.6% |
| 1998-9 | £26,158 | £30,920 | £29,407 | 84.6% | 15.4% |
| 1999-2000 | £27,240 | £32,274 | £30,628 | 84.4% | 15.6% |
| 2000-1 | £28,361 | £33,535 | £31,802 | 84.6% | 15.4% |
| 2001-2 | £29,083 | £34,307 | £32,510 | 84.8% | 15.2% |
| 2002-3 | £30,473 | £35,802 | £33,931 | 85.1% | 14.9% |
| 2003-4 | £32,320 | £37,639 | £35,773 | 85.9% | 14.1% |
| 2004-5 | £32,975 | £38,544 | £36,534 | 85.6% | 14.4% |
| 2005-6 | £35,250 | £41,053 | £38,933 | 85.9% | 14.1% |

Source of mean average salary data: Higher Education Statistics Agency; percentage calculations: UCU. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Academic staff include full-time teaching-only, research-only and teaching-and-research clinical and non-clinical staff. The data exclude London Weighting from 2003-4. The HESA data are based on a census of all academic staff.

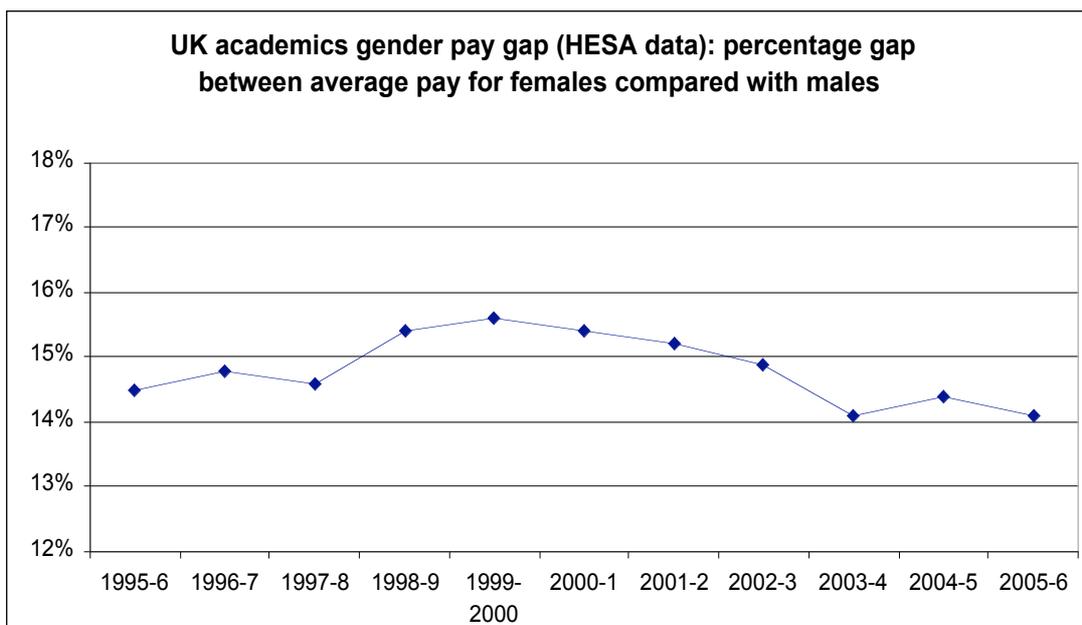


Table 2 Academic gender pay (GP) gaps across the UK

| | 2005-6 Female average | 2005-6 Male average | 2005-6 Total average | 2005-6 GP gap % | 2004-5 GP gap % | 2003-4 GP gap % |
|------------------------|--------------------------------------|------------------------------------|-------------------------------------|--------------------------------|--------------------------------|--------------------------------|
| England Total | £35,358 | £41,029 | £38,940 | 13.8 | 14.0 | 13.5 |
| Scotland Total | £35,216 | £41,551 | £39,325 | 15.2 | 16.1 | 16.8 |
| Wales Total | £33,791 | £40,508 | £38,162 | 16.6 | 16.9 | 17.5 |
| Northern Ireland Total | £34,639 | £40,615 | £38,444 | 14.7 | 15.5 | 15.3 |
| UK Total | £35,250 | £41,053 | £38,933 | 14.1 | 14.4 | 14.1 |

Source of mean average salary data: HESA; percentage calculations: UCU. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Academic staff include teaching-only, research-only and teaching-and-research clinical and non-clinical staff. The data are for full-time staff. Data excludes London Weighting. The data include all full-time academic staff in the UK.

Table 3 2005-6 average full-time salaries of academics, and gender pay (GP) gaps

| Institution | 2005-6 Female average | 2005-6 Male average | 2005-6 Total average | 2005-6 GP gap % |
|--|--------------------------------------|------------------------------------|-------------------------------------|--------------------------------|
| University of the Arts, London | £42,349 | £41,835 | £42,051 | -1.2 |
| Queen Margaret University College, Edinburgh | £38,444 | £38,568 | £38,488 | 0.3 |
| University of Central England in Birmingham | £36,956 | £37,338 | £37,200 | 1.0 |
| York St John University | £37,145 | £37,543 | £37,344 | 1.1 |
| Staffordshire University | £36,874 | £37,407 | £37,215 | 1.4 |
| The University of Bolton | £38,314 | £38,907 | £38,701 | 1.5 |
| The University College for the Creative Arts at Canterbury, Epsom, Farnham, Maidstone, Rochester | £37,096 | £37,832 | £37,567 | 1.9 |
| University of Worcester | £36,641 | £37,486 | £37,034 | 2.3 |
| Buckinghamshire Chilterns University College | £38,026 | £38,918 | £38,560 | 2.3 |
| University of Chichester | £38,142 | £39,180 | £38,730 | 2.6 |
| Swansea Institute of Higher Education | £35,945 | £37,022 | £36,709 | 2.9 |
| Newman College of Higher Education | £36,083 | £37,406 | £36,711 | 3.5 |
| The North-East Wales Institute of Higher Education | £34,209 | £35,508 | £35,024 | 3.7 |
| Napier University | £37,533 | £38,987 | £38,471 | 3.7 |
| The University of Sunderland | £36,492 | £38,044 | £37,529 | 4.1 |
| Bath Spa University | £36,968 | £38,597 | £38,007 | 4.2 |
| University of Derby | £34,434 | £35,972 | £35,275 | 4.3 |
| Liverpool Hope University | £34,387 | £35,959 | £35,202 | 4.4 |
| The University of Westminster | £38,621 | £40,413 | £39,765 | 4.4 |
| Birmingham College of Food, Tourism and Creative Studies | £28,762 | £30,115 | £29,409 | 4.5 |
| The Open University | £41,782 | £43,747 | £42,876 | 4.5 |
| The University of Wolverhampton | £35,552 | £37,235 | £36,495 | 4.5 |
| Bell College | £34,575 | £36,239 | £35,463 | 4.6 |
| St Martin's College | £36,260 | £38,025 | £37,068 | 4.6 |
| Sheffield Hallam University | £36,275 | £38,098 | £37,421 | 4.8 |
| Kingston University | £38,641 | £40,694 | £39,858 | 5.0 |
| The University of Northampton | £35,997 | £37,956 | £37,140 | 5.2 |
| Thames Valley University | £32,758 | £34,666 | £33,712 | 5.5 |
| Leeds Metropolitan University | £36,959 | £39,112 | £38,211 | 5.5 |

| Institution | 2005-6 Female average | 2005-6 Male average | 2005-6 Total average | 2005-6 GP gap % |
|--|--------------------------------------|------------------------------------|-------------------------------------|--------------------------------|
| Anglia Ruskin University | £36,629 | £38,812 | £37,783 | 5.6 |
| London South Bank University | £37,632 | £39,918 | £38,907 | 5.7 |
| The University of Central Lancashire | £34,237 | £36,446 | £35,420 | 6.1 |
| St Mary's College | £36,114 | £38,526 | £37,310 | 6.3 |
| Trinity and All Saints College | £35,406 | £37,781 | £36,579 | 6.3 |
| Goldsmiths College | £38,272 | £40,929 | £39,793 | 6.5 |
| The University of Teesside | £36,244 | £38,839 | £37,702 | 6.7 |
| The University of Paisley | £36,692 | £39,322 | £38,335 | 6.7 |
| Coventry University | £37,033 | £39,692 | £38,681 | 6.7 |
| Southampton Solent University | £36,250 | £38,990 | £38,292 | 7.0 |
| The University of Bradford | £37,338 | £40,221 | £39,156 | 7.2 |
| University of Hertfordshire | £36,903 | £39,768 | £38,510 | 7.2 |
| De Montfort University | £37,139 | £40,023 | £38,963 | 7.2 |
| Canterbury Christ Church University | £36,162 | £39,004 | £37,584 | 7.3 |
| The University of Brighton | £35,946 | £38,783 | £37,565 | 7.3 |
| University of Chester | £33,097 | £35,765 | £34,456 | 7.5 |
| The University of Hull | £38,483 | £41,607 | £40,621 | 7.5 |
| University of Wales Institute, Cardiff | £34,867 | £37,717 | £36,589 | 7.6 |
| The University of Greenwich | £36,924 | £39,952 | £38,847 | 7.6 |
| The Nottingham Trent University | £37,359 | £40,424 | £39,333 | 7.6 |
| Roehampton University | £35,708 | £38,692 | £37,117 | 7.7 |
| Middlesex University | £36,337 | £39,381 | £37,987 | 7.7 |
| Liverpool John Moores University | £35,774 | £38,795 | £37,682 | 7.8 |
| The University of East London | £38,479 | £41,767 | £40,453 | 7.9 |
| The University of Northumbria at Newcastle | £36,656 | £39,903 | £38,518 | 8.1 |
| University of the West of England, Bristol | £35,715 | £38,879 | £37,515 | 8.1 |
| The University of Salford | £36,776 | £40,067 | £38,722 | 8.2 |
| Edge Hill University | £33,827 | £36,871 | £35,071 | 8.3 |
| University of Gloucestershire | £35,818 | £39,046 | £37,696 | 8.3 |
| The University of Huddersfield | £32,977 | £35,973 | £34,699 | 8.3 |
| The University of Wales, Newport | £34,857 | £38,124 | £36,976 | 8.6 |
| The University of Stirling | £37,084 | £40,619 | £39,218 | 8.7 |
| The University of Lincoln | £35,950 | £39,425 | £38,184 | 8.8 |
| The Robert Gordon University | £35,726 | £39,212 | £37,752 | 8.9 |
| Oxford Brookes University | £37,445 | £41,104 | £39,461 | 8.9 |
| The University of Portsmouth | £36,057 | £39,596 | £38,417 | 8.9 |
| The Manchester Metropolitan University | £33,860 | £37,295 | £35,793 | 9.2 |
| Brunel University | £34,474 | £37,995 | £36,795 | 9.3 |
| College of St Mark and St John | £36,403 | £40,166 | £38,680 | 9.4 |
| University of Glamorgan | £34,023 | £37,667 | £36,470 | 9.7 |
| The University of Winchester | £34,946 | £38,888 | £37,036 | 10.1 |
| Glasgow Caledonian University | £37,000 | £41,237 | £39,378 | 10.3 |
| Birkbeck College | £35,537 | £39,836 | £37,940 | 10.8 |
| The University of Keele | £38,110 | £42,774 | £40,899 | 10.9 |
| University of Abertay Dundee | £33,378 | £37,773 | £36,220 | 11.6 |
| Bournemouth University | £33,567 | £38,164 | £36,280 | 12.0 |
| The University of Strathclyde | £35,600 | £40,517 | £39,031 | 12.1 |

| Institution | 2005-6 Female average | 2005-6 Male average | 2005-6 Total average | 2005-6 GP gap % |
|--|--------------------------------------|------------------------------------|-------------------------------------|--------------------------------|
| The University of Sussex | £35,818 | £41,164 | £39,341 | 13.0 |
| University of London (Institutes and activities) | £35,572 | £40,901 | £38,963 | 13.0 |
| Scottish Agricultural College | £30,915 | £35,549 | £34,130 | 13.0 |
| University of Bedfordshire | £33,577 | £38,681 | £36,501 | 13.2 |
| The University of Lancaster | £33,751 | £38,900 | £37,462 | 13.2 |
| Loughborough University | £35,109 | £40,532 | £39,112 | 13.4 |
| Queen Mary and Westfield College | £36,224 | £42,007 | £39,902 | 13.8 |
| The University of Surrey | £35,632 | £41,390 | £39,234 | 13.9 |
| The University of York | £33,865 | £39,343 | £37,389 | 13.9 |
| The School of Oriental and African Studies | £34,033 | £39,710 | £37,743 | 14.3 |
| University of Ulster | £33,970 | £39,653 | £37,526 | 14.3 |
| The University of East Anglia | £33,091 | £38,628 | £36,435 | 14.3 |
| The University of Bath | £34,172 | £39,947 | £38,298 | 14.5 |
| University of Durham | £32,328 | £37,824 | £36,441 | 14.5 |
| Institute of Education | £36,901 | £43,372 | £39,701 | 14.9 |
| The University of Southampton | £35,275 | £41,696 | £39,688 | 15.4 |
| The University of Sheffield | £35,206 | £41,621 | £39,491 | 15.4 |
| The Queen's University of Belfast | £34,886 | £41,272 | £39,081 | 15.5 |
| The University of Reading | £34,245 | £40,744 | £38,697 | 16.0 |
| The University of Plymouth | £33,959 | £40,443 | £37,955 | 16.0 |
| Imperial College of Science, Technology & Medicine | £36,885 | £43,999 | £41,903 | 16.2 |
| City University | £39,617 | £47,326 | £43,830 | 16.3 |
| The University of Essex | £35,948 | £42,944 | £40,518 | 16.3 |
| Aston University | £35,358 | £42,268 | £40,123 | 16.3 |
| The University of Oxford | £31,367 | £37,546 | £35,441 | 16.5 |
| The University of Leeds | £35,480 | £42,472 | £40,335 | 16.5 |
| The University of Wales, Lampeter | £31,570 | £37,797 | £35,344 | 16.5 |
| University of Wales, Bangor | £32,057 | £38,408 | £35,940 | 16.5 |
| Cranfield University | £35,675 | £42,793 | £41,656 | 16.6 |
| Royal Holloway and Bedford New College | £36,289 | £43,597 | £41,062 | 16.8 |
| University of Wales, Aberystwyth | £30,258 | £36,548 | £34,714 | 17.2 |
| The University of Nottingham | £34,698 | £42,009 | £39,724 | 17.4 |
| The University of Dundee | £34,796 | £42,178 | £39,343 | 17.5 |
| The University of Birmingham | £34,736 | £42,136 | £39,679 | 17.6 |
| The University of Edinburgh | £34,366 | £41,989 | £39,428 | 18.2 |
| London School of Hygiene and Tropical Medicine | £38,858 | £47,482 | £42,960 | 18.2 |
| University of Wales, Swansea | £33,948 | £41,679 | £39,356 | 18.5 |
| The University of Exeter | £33,149 | £40,702 | £38,253 | 18.6 |
| Heriot-Watt University | £33,270 | £40,912 | £39,418 | 18.7 |
| The University of Manchester | £34,013 | £41,949 | £39,238 | 18.9 |
| The University of Liverpool | £35,417 | £43,718 | £41,034 | 19.0 |
| The University of Warwick | £33,217 | £41,017 | £38,350 | 19.0 |
| Writtle College | £27,258 | £33,801 | £31,234 | 19.4 |
| London School of Economics and Political Science | £40,672 | £50,483 | £47,040 | 19.4 |
| The University of Kent | £33,533 | £41,727 | £39,177 | 19.6 |
| The Institute of Cancer Research | £32,500 | £40,445 | £36,298 | 19.6 |
| The University of Bristol | £33,046 | £41,145 | £38,466 | 19.7 |

| Institution | 2005-6 Female average | 2005-6 Male average | 2005-6 Total average | 2005-6 GP gap % |
|---------------------------------------|--------------------------------------|------------------------------------|-------------------------------------|--------------------------------|
| The University of Cambridge | £32,787 | £40,854 | £38,174 | 19.7 |
| The University of Newcastle-upon-Tyne | £34,823 | £43,500 | £40,722 | 19.9 |
| The University of Glasgow | £34,878 | £43,610 | £40,558 | 20.0 |
| The University of Aberdeen | £35,885 | £45,018 | £41,582 | 20.3 |
| University College London | £35,540 | £45,175 | £41,513 | 21.3 |
| Cardiff University | £34,327 | £43,726 | £40,403 | 21.5 |
| The University of Leicester | £34,822 | £44,411 | £41,348 | 21.6 |
| King's College London | £35,630 | £46,407 | £41,698 | 23.2 |
| The University of St Andrews | £31,403 | £41,189 | £38,502 | 23.8 |
| The School of Pharmacy | £32,950 | £43,455 | £38,995 | 24.2 |
| The Royal Veterinary College | £33,952 | £45,086 | £40,195 | 24.7 |
| St George's Hospital Medical School | £35,437 | £50,842 | £42,927 | 30.3 |

Source of mean average salary data: HESA; percentage calculations: UCU. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Academic staff include teaching-only, research-only and teaching-and-research clinical and non-clinical staff. The data are for full-time staff. London Weighting is excluded. The data exclude institutions with fewer than 30 full-time female or male academic staff.

Table 4 Average full-time academic pay by HEI 2005-6

| Institution | Total average |
|--|----------------------|
| London Business School | £115,224 |
| London School of Economics and Political Science | £47,040 |
| City University | £43,830 |
| London School of Hygiene and Tropical Medicine | £42,960 |
| St George's Hospital Medical School | £42,927 |
| The Open University | £42,876 |
| University of the Arts, London | £42,051 |
| Imperial College of Science, Technology & Medicine | £41,903 |
| King's College London | £41,698 |
| Cranfield University | £41,656 |
| The University of Aberdeen | £41,582 |
| University College London | £41,513 |
| The University of Leicester | £41,348 |
| Edinburgh College of Art | £41,177 |
| Royal Holloway and Bedford New College | £41,062 |
| The University of Liverpool | £41,034 |
| The University of Keele | £40,899 |
| The University of Newcastle-upon-Tyne | £40,722 |
| The University of Hull | £40,621 |
| The University of Glasgow | £40,558 |
| The University of Essex | £40,518 |
| The University of East London | £40,453 |
| Cardiff University | £40,403 |
| The University of Leeds | £40,335 |
| The Royal Veterinary College | £40,195 |
| Aston University | £40,123 |
| Queen Mary and Westfield College | £39,902 |
| Kingston University | £39,858 |
| Goldsmiths College | £39,793 |

| Institution | Total average |
|--|----------------------|
| The University of Westminster | £39,765 |
| The University of Nottingham | £39,724 |
| Institute of Education | £39,701 |
| The University of Southampton | £39,688 |
| The University of Birmingham | £39,679 |
| Glasgow School of Art | £39,505 |
| The University of Sheffield | £39,491 |
| Oxford Brookes University | £39,461 |
| The University of Edinburgh | £39,428 |
| Heriot-Watt University | £39,418 |
| Glasgow Caledonian University | £39,378 |
| University of Wales, Swansea | £39,356 |
| The University of Dundee | £39,343 |
| The University of Sussex | £39,341 |
| The Nottingham Trent University | £39,333 |
| Stranmillis University College | £39,285 |
| The University of Manchester | £39,238 |
| The University of Surrey | £39,234 |
| St Mary's University College | £39,226 |
| The University of Stirling | £39,218 |
| The University of Kent | £39,177 |
| The University of Bradford | £39,156 |
| Loughborough University | £39,112 |
| The Queen's University of Belfast | £39,081 |
| The University of Strathclyde | £39,031 |
| The School of Pharmacy | £38,995 |
| University of London (Institutes and activities) | £38,963 |
| De Montfort University | £38,963 |
| London South Bank University | £38,907 |
| The University of Greenwich | £38,847 |
| University of Chichester | £38,730 |
| The University of Salford | £38,722 |
| The University of Bolton | £38,701 |
| The University of Reading | £38,697 |
| Coventry University | £38,681 |
| College of St Mark and St John | £38,680 |
| Buckinghamshire Chilterns University College | £38,560 |
| The University of Northumbria at Newcastle | £38,518 |
| University of Hertfordshire | £38,510 |
| The University of St Andrews | £38,502 |
| Queen Margaret University College, Edinburgh | £38,488 |
| Napier University | £38,471 |
| The University of Bristol | £38,466 |
| The University of Portsmouth | £38,417 |
| The University of Warwick | £38,350 |
| The University of Paisley | £38,335 |
| The University of Bath | £38,298 |
| Southampton Solent University | £38,292 |
| The University of Exeter | £38,253 |

| Institution | Total average |
|--|----------------------|
| Leeds Metropolitan University | £38,211 |
| The University of Lincoln | £38,184 |
| The University of Cambridge | £38,174 |
| Bath Spa University | £38,007 |
| Middlesex University | £37,987 |
| The University of Plymouth | £37,955 |
| Birkbeck College | £37,940 |
| Anglia Ruskin University | £37,783 |
| The Robert Gordon University | £37,752 |
| The School of Oriental and African Studies | £37,743 |
| The University of Teesside | £37,702 |
| University of Gloucestershire | £37,696 |
| Liverpool John Moores University | £37,682 |
| Canterbury Christ Church University | £37,584 |
| The University College for the Creative Arts at Canterbury, Epsom, Farnham, Maidstone, Rochester | £37,567 |
| The University of Brighton | £37,565 |
| The University of Sunderland | £37,529 |
| University of Ulster | £37,526 |
| University of the West of England, Bristol | £37,515 |
| The University of Lancaster | £37,462 |
| The University of Buckingham | £37,430 |
| Sheffield Hallam University | £37,421 |
| The University of York | £37,389 |
| Bishop Grosseteste College | £37,361 |
| York St John University | £37,344 |
| St Mary's College | £37,310 |
| Harper Adams University College | £37,242 |
| Staffordshire University | £37,215 |
| University of Central England in Birmingham | £37,200 |
| The University of Northampton | £37,140 |
| Roehampton University | £37,117 |
| St Martin's College | £37,068 |
| The University of Winchester | £37,036 |
| University of Worcester | £37,034 |
| The University of Wales, Newport | £36,976 |
| Brunel University | £36,795 |
| Newman College of Higher Education | £36,711 |
| Swansea Institute of Higher Education | £36,709 |
| University College Falmouth | £36,632 |
| University of Wales Institute, Cardiff | £36,589 |
| Trinity and All Saints College | £36,579 |
| University of Bedfordshire | £36,501 |
| The University of Wolverhampton | £36,495 |
| University of Glamorgan | £36,470 |
| University of Durham | £36,441 |
| The University of East Anglia | £36,435 |
| The Institute of Cancer Research | £36,298 |
| Bournemouth University | £36,280 |
| University of Abertay Dundee | £36,220 |

| Institution | Total average |
|--|----------------------|
| Trinity College, Carmarthen | £36,009 |
| University of Wales, Bangor | £35,940 |
| The Manchester Metropolitan University | £35,793 |
| Bell College | £35,463 |
| The University of Oxford | £35,441 |
| The University of Central Lancashire | £35,420 |
| The University of Wales, Lampeter | £35,344 |
| University of Derby | £35,275 |
| Liverpool Hope University | £35,202 |
| Edge Hill University | £35,071 |
| The North-East Wales Institute of Higher Education | £35,024 |
| University of Wales, Aberystwyth | £34,714 |
| The University of Huddersfield | £34,699 |
| University of Chester | £34,456 |
| Scottish Agricultural College | £34,130 |
| Thames Valley University | £33,712 |
| The Arts Institute at Bournemouth | £33,272 |
| Writtle College | £31,234 |
| Conservatoire for Dance and Drama | £29,739 |
| Birmingham College of Food, Tourism and Creative Studies | £29,409 |

Source of mean average salary data: HESA. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Academic staff include teaching-only, research-only and teaching-and-research clinical and non-clinical staff. The data are for full-time staff. London Weighting is excluded. Institutions with fewer than 50 full-time academic staff in 2005-6 have been excluded.

UCU research

April 2007