# The position of women and BME staff in professorial roles in UK HEls 

University and College Union

## CONTENTS

Introduction ..... 1
The statistics ..... 2
Making sense of the data ..... 9
Tackling the problem of under-representation ..... 15
Pay gaps among the professoriate ..... 20
Next steps: challenges for the sector ..... 24
Appendices ..... 25
"The University [] is committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity."
(Quote from the website of a Russell Group institution employing over 500 professorial staff, just $15.3 \%$ of whom are women and $93.6 \%$ of whom are white).

In 2011, UCU began a project looking at various aspects of the professoriate ${ }^{1}$ in UK higher education institutions (HEIs).

1 The 'professoriate' are academic staff that HEls return as being professors to the Higher Education Statistical Agency. Generally they will have the title 'Professor' or 'Chair' and will be being paid a minimum of $£ 54,283$ (point 50 on the national pay spine in August 2011). According to HESA there are 17,435 professorial staff employed in UK HEIs.

One of the identified objectives of the project was to identify any significant gender or race pay gaps within the professoriate. In undertaking the project we also began to collate equality data about who makes up the professoriate-we knew women and Black and minority ethnic² (BME) staff were under-represented at the highest academic grades—but the figures really were quite shocking.

Forty-two years on from the first legislation on equal pay, and some ten years since the first positive equality requirements for public bodies, it is clear that we still have a long way to go:

> Women make up nearly half (46.8\%) of non-professorial academic staff in UK HEls, yet they make up less than $20 \%$ $(19.8 \%)$ of the professoriate.

BME academic staff make up 13\% of non-professorial academic posts, yet only 7.3\% of professorial roles.

On average, female professors earn 6.3\% (£4,828) less than their male counterparts.

On average, Black professors earn 9.4\% (£7,147) less than
their white counterparts.

Some improvements are being made and the representation of women and BME staff at professorial grades is slowly creeping up with the representation of women at professorial level rising from $12.6 \%$ in 2000/2001 to $19.8 \%$ in 2010/2011, and that of BME staff rising from $3.9 \%$ to $7.3 \%$ over the same period. This data can be seen more fully in Appendix 1 (page 25).

However, if the sector does nothing more and the increase in representation stays at its current pace, it will take:

> 38.8 years for women to be represented among the professoriate in the same proportion as they are currently represented at non-professorial academic grades.

## 15.8 years for BME staff to be represented among the professoriate in the same proportion as they are currently represented at non-professorial academic grades.

In terms of the gender pay gap the picture is even bleaker when we look at patterns since 1995/6 with the pay gap actually increasing over the intervening years (see Appendix 2, on page 27).

In the last eight years, the gender pay gap for professorial staff has never fallen below $5 \%$, a level regarded as significant in the sector's own JNCHES ${ }^{3}$ guidance on equal pay reviews.

HEls therefore need to be doing more, now, to address all of these issues.

In this report we set out our major findings on the gender and ethnic make-up of the professoriate and on the gender and race pay gaps that exist at the highest level of academia in the UK.

We are also calling on HEls to recognise the problems and to work with UCU to address the issues.

## THE STATISTICS

## Under-representation of women

"Women on their way to the top in academia face biases against their qualifications as excellent researchers and scholars. Since most of these biases are relatively small, they are often not obvious in individual cases of selection or promotion. At an aggregated level and at group level, however, they become easily apparent. In other words, many molehills together become a large mountain."

Women's place in academia is firmly established, but their representation at the highest levels-in the roles of Professors and Chairsremains disappointingly low.

According to HESA staff data for 2010/11, there are $17,435^{4}$ professorial staff employed in UK HEls. However, women make up only $19.8 \%(3,450)$ of professorial staff despite making up $46.8 \%(76,500)$ of non-professorial academic positions.

If women were represented in the professoriate in the same proportion as they are represented among non-professorial academic staff, there would be 8,160 female professors.

That means we have a representation gap of 4,710 female professors.

Table 1 (overleaf) shows the proportion of men and women in nonprofessorial academic grades and professorial posts. The figures above are for all UK HEls but there are differences between institutions in the representation of women:

■ At St George's, University of London, women make up the majority of the non-professorial academic workforce ( $63.7 \%$ ) but only $20 \%$ of their professoriate

■ Imperial College London, with 625 professors has only 80 (12.6\%) of those posts held by women

Table 1 Proportion of men and women in non- professorial academic grades and professorial posts


Source: HESA staff record 2010/11, \% calculations UCU

■ At Aberystwyth University, just 8.6\% of the professoriate are female;
$32.8 \%$ of all professors at the Open University are women; and
$51.8 \%$ of all professors at the Institute of Education are women.
However, in all but five (mainly small specialist institutions) of 164 institutions, women's representation at the professorial grade is disproportionate to (and much lower than) their representation at all other academic grades.

This is an important point to make as it is difficult to argue that there are insufficient women candidates for professorial roles when there are so many women in academic non-professorial roles. Something else must be going on.

A break-down of the numbers and percentage of non-professorial academic and professorial staff by gender in all HEls is attached in Appendix $3^{5}$.

## Under-representation of BME staff

According to HESA staff data for 2010/11, 13.0 $\%^{6}(19,405)$ of non-
$6 \%$ calculated as a percentage of all staff in group where ethnicity known.
professorial academics are BME staff but they hold only 7.3\% (1,195) of professorial roles.

If BME staff were represented in the professoriate in the same proportion as they are represented among non-professorial academic staff, there would be 2,130 professors of BME origin.

That means we have a representation gap of 935 BME professors.

Table 2 (below) shows the proportion of white and BME staff in non professorial academic grades and professorial posts:

Table 2 Proportion of white and BME staff in non-professorial academic grades and professorial posts


[^0]The figures in Table 2 above are for all UK HEls but there are differences between institutions in the representation of BME staff:

■ At Middlesex University BME staff make up $23.7 \%$ of all nonprofessorial academics but only $3.5 \%$ of professorial staff;

At Aston University, BME staff made up $26.4 \%$ of non-professorial academic staff but only $9 \%$ of professorial staff;

- The University of Birmingham employs 18.2\% BME staff in nonprofessorial grades and 9.1\% in professorial grades;

■ At the University of Bedfordshire, BME staff made up 19.7\% of nonprofessorial staff and $26.9 \%$ of professorial staff.

However, in all but 31 of 164 institutions, the representation of BME staff at the professorial grade is disproportionate to land much lower than) their representation at all other academic grades. This includes all 24 of the Russell Group universities where over half of all the professoriate are employed.

Again this is an important point to make.
A break-down of the numbers and percentages of non-professorial academic and professorial staff by ethnicity (white/non-white) in all HEls is attached in Appendix $4^{7}$ (see page 33).

The figures we have been looking at above include all staff: UK and sorial staff are included in the data. non-UK nationals and the differences between white and BME staff in terms of representation.

However, in looking at the representation of professorial staff it is also worth looking at the position of staff who are UK nationals and non UK nationals and breaking these down into different ethnic backgrounds.

The following data is taken from the HESA staff record 2009/10 as presented in the ECU report 'Equality in Higher Education: Statistical Report 2011'.

Table 3 below illustrates the under-representation of UK BME staff across academia and demonstrates the further under-representation of UK BME staff across the professoriate.

Table 3 Under-representation of UK BME staff across academia and the professoriate

|  | Non-professor |  | Professor |  | Total \%* |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | \%* | \%** | \%* | \%** |  |
| UK national |  |  |  |  |  |
| White | 92.8 | 88.9 | 94.3 | 11.1 | 93.0 |
| Black | 1.2 | 96.4 | 0.4 | 3.6 | 1.1 |
| Asian | 2.2 | 91.3 | 1.7 | 8.7 | 2.1 |
| Chinese | 1.0 | 87.7 | 1.2 | 12.3 | 1.1 |
| Other Asian | 0.8 | 88.4 | 0.8 | 11.6 | 0.8 |
| Other | 2.0 | 90.9 | 1.6 | 9.1 | 1.0 |
| BME total | 7.2 | 91.1 | 5.7 | 8.9 | 7.0 |
| UK total | 100 | 89.1 | 100 | 10.9 | 100 |
| Non-UK national |  |  |  |  |  |
| White | 71.0 | 92.0 | 86.2 | 8.0 | 72.0 |
| Black | 3.1 | 97.9 | 0.9 | 2.1 | 2.9 |
| Asian | 6.2 | 96.2 | 3.5 | 3.8 | 6.0 |
| Chinese | 9.3 | 97.1 | 3.9 | 2.9 | 9.0 |
| Other Asian | 4.6 | 96.4 | 2.4 | 3.6 | 4.5 |
| Other | 5.8 | 96.3 | 3.1 | 3.7 | 5.6 |
| BME total | 29.0 | 96.7 | 13.8 | 3.3 | 28.0 |
| Non-UK total | 100 | 93.3 | 100 | 6.7 | 100 |
| Total |  | 90.1 |  | 9.9 |  |

* \% of professors/non professors/all academic staff with a certain ethnicity
** \% of academic staff with a certain ethnicity who are professors/non professorial

This again shows that BME staff are less likely to be professors than white staff (both UK staff and non-UK staff) but that particular ethnic groups are particularly under-represented amongst the professoriate: only $0.4 \%$ of the UK professoriate are Black, and only $3.6 \%$ of UK Black academic staff are in a professorial position (compared with 11.1\% of UK white staff).

Table 4 UK and non-UK national academic staff by professorial status and ethnicity


Professor $\quad$ Non-professor
Source: HESA Staff Record 2009/10

Within the sector there is significant non-disclosure / non-collection of ethnicity data with the ethnicity of 1055 professorial and 14,410 non-professorial staff unknown (HESA staff data 2010/11). This is also an issue that the sector needs to address.

## MAKING SENSE OF THE DATA

To start trying to understand what is causing this under-representation of women and BME staff we decided to seek further data on the appointment process for senior staff in a number of HEls over a three-year period.

We used the HESA data to calculate a 'representation' gap at each HEI employing 52 or more professorial staff-the difference between the actual numbers of female and BME professorial staff employed and the numbers of female and BME staff there would be if women and BME staff were represented in the professorial grade in the same proportion as they are represented in the non-professorial academic grades in the institution (see Appendices 3 and 4 , on pages 28 and 33 respectively).

The average under-representation of women in all UK HEls calculated in this way is $27 \%$ and of BME staff $5.7 \%$.

The highest gender representation gap was 43.8\% (St George's, University of London), and the lowest Cranfield University with a gap of $11.9 \%$.

In relation to BME staff, the highest representation gap was $20.2 \%$ at Middlesex University with only nine institutions having more BME staff amongst the professoriate than amongst non-professorial academic staff.

We then selected the 35 HEls for whom the representation gap for women was $30 \%$ or above and/or for BME staff above $10 \%$ ie those HEls with representation gaps significantly higher than the UK average. These 35 institutions represented a cross-section of UK HEls in relation to mission group, size and geography.

To each of these 35 HEls we sent a Freedom of Information Request asking for the gender and ethnicity of applicants, interviewees and appointees to each Senior/Principal Lecturer and Professorial post
for the period August 2008 to July 2011, or most recent three-year period for which data are available. We decided to include Senior/ Principal Lecturer posts as these are the first promoted grades in the Lecturer career pathway and we wanted to see whether lack of promotion to this level was a potential cause of the lack of representation at the professorial level (the next level up).

In requesting this data we were seeking to find out whether women and BME staff were under-represented in the application, shortlisting or appointment part of the recruitment process.

In total we had 33 responses but the provision of data varied hugely between respondents:

■ Nine institutions refused to provide any of the data requested either because of the alleged cost involved in collating the data and/or on Data Protection Act grounds. Following an appeal one of these institutions has now provided some data; and three provided data following a reformulation of our request;

- Four HEls provided data that was of no or very limited use in relation to the information we were seeking;
- Seventeen institutions, while not providing the full information we requested, did however provide data that we could use; and
$\square$ Six HEls provided the full (or near full) data that we were seeking.
It is also worth noting that a significant number of institutions were unable to provide the requested data as they do not collate or retain the equality data requested.

We therefore carried out analysis on the data provided by 23 HEls.
The data provided was not wholly consistent but for each HEI, where the data allowed us to, we calculated the percentage of women and BME academics applying for each Senior / Principal Lecturer and Professorial post, the percentage being short-listed for interview and the percentage being appointed.

Although the numbers varied significantly between HEls clear trends emerged across all 23 institutions ${ }^{8}$ :

8 Not all data sets were provided by all HEls. Not all posts were short-listed or appointed to. Some promotions were without applications or an interview process. Some of the advertisements were for Lecturer/Senior Lecturer. Therefore, collated in this way, the data gives a slight distortion of the picture in each HEI. However, there are clear patterns with the individual institutional data.

> In every institution where we were provided with data on applications, the proportion of women applying for professorial posts was less than the proportion of non-professorial female staff both within the particular HEI and across the UK.

In all but one institution (SOAS), where we could trace the pattern from applications to interviews to appointment (except one with only one applicant/interviewee/appointee), there was a drop-usually significant-in the proportion of BME staff from application to appointment for professorial posts.

Looking at the aggregated data from $21 \mathrm{HEls}^{9}$, we were also able to

9 One HEl provided data only relating to 'senior' posts and therefore the data was used in the aggregated PL/SL figures. One HEI provided data in a way it was not possible to aggregate. calculate the success rate of women, men, white and BME applicants:

Table 5 Professorial posts—data from 21 HEls (total number of posts advertised/considered: 434)

|  |  | Women | Men | Total |
| :--- | :--- | :--- | :--- | :--- |
| Applied | Number 596 2662 3258 <br> \% of those where <br> gender known 18.3 81.7 100.0 <br> Shortlisted Number 116 399 <br>  \% of those where <br> gender known 22.5 77.5 <br> Appointed Number 109 307 <br> \% of those where <br> gender known 26.2 73.8 100.0 <br> Success rate \% 18.3 11.5 |  |  |  |


|  |  | White | BME | Total |
| :--- | :--- | :--- | :--- | :--- |
| Applied | Number 1646 583 2229 <br> \% of those where <br> ethnicity known 73.8 26.2 100.0 <br> Shortlisted Number 262 60 <br> \% of those where <br> ethnicity known 81.4 18.6 100.0 <br> Appointed Number 348 41 <br> \% of those where 89.5 10.5 100.0 <br> Success rate <br> ethnicity known \% 21.1 7.0 |  |  |  |

This aggregated data, representative of the data provided by individual institutions indicates two major, but different, problems in the sector in relation to the appointment of professorial staff:

## Over four times as many men applied for professorial posts as women.

However, those women applying for professorial posts were actually more successful in securing a post than their male colleagues.

White applicants are three times as likely to be successful in securing a professorial role as their BME colleagues.

The sector needs to seriously address why women are not applying for professorial posts and why BME staff are less successful in their applications than white staff.

The data supplied was not aggregated in a way to indicate the number of white women and BME women applying, being interviewed and being appointed. However, in examining the raw data it was apparent that very few professorial appointments went to BME women. For example, at the University of Oxford, of the 51
professorial staff appointed over the given period none were BME women (three BME men were appointed).

A third problem, revealed by the data provided, is the lack of ethnicity data being provided and/or being retained by institutions from applicants, interviewees and, to a lesser extent appointees.

The gender of $3 \%$ of professorial applicants was unknown. However, the ethnicity of over a third ( $33.7 \%$ ) of professorial applicants, $39.8 \%$ of interviewees and even $9.1 \%$ of those actually appointed was unknown.

There were significant differences in the level of ethnicity data provided by HEls. However, that some were able to produce the relevant data indicates that it is possible to collect and retain the data where the institution has the necessary systems in place.

These patterns are repeated in aggregated data from 22 HEls, although the representation of women applicants is higher and their success rate more aligned to that of their male colleagues, in the recruitment of Senior/Principal Lecturers:

Table 6 Senior Lecturer posts—data from 22 HEls

|  |  | Women | Men | Total |
| :--- | :--- | :--- | :--- | :--- |
| Applied | Number 2839 5022 7861 <br> \% of those where <br> gender known 36.1 63.9 100.0 <br> Shortlisted Number 384 721 <br> \% of those where <br> gender known 34.8 65.2 1105 <br> Appointed Number 228 384 <br> \% of those where <br> gender known 37.3 62.7 100.0 <br> Success rate \% 8.0 7.6 |  |  |  |


|  |  | White | BME | Total |
| :--- | :--- | :--- | :--- | :--- |
| Applied | Number <br> \% of those where <br> ethnicity known | 58.5 | 41.5 | 100.0 |
| Shortlisted | Number <br> \% of those where <br> ethnicity known | 70.1 | 29.9 | 100.0 |
| Appointed | Number <br> \% of those where <br> ethnicity known | 80.7 | 19.3 | 100.0 |
| Success rate | \% | 11.8 | 456 | 109 |

For a number of institutions we had identified as having an above average 'representation gap' we also looked to see whether equality objectives, schemes, plans or similar had been published to tackle the obvious under-representation of women and/or BME staff in their senior grades. We had assumed that faced with such stark data, institutions would be identifying the problem(s) and putting in place action plans to address them. A number of institutions noted that women are disproportionately successful when they apply for promotion while ignoring the fact that the number of women applying in the first place is disproportionately low.

The following information was taken from the relevant HEI websites during July and August 2012:
\(\left.$$
\begin{array}{lll}\text { Institution } & \begin{array}{l}\text { Higher than UK } \\
\text { average under- } \\
\text { representation in } \\
\text { Gender (G) or Race } \\
\text { (R) in Professorial } \\
\text { grade }\end{array} & \begin{array}{l}\text { Relevant part of any published } \\
\text { equality objectives or action plan }\end{array} \\
\hline \begin{array}{l}\text { Aberystwyth } \\
\text { University }\end{array} & \text { G } & \begin{array}{l}\text { Equality Scheme Action Plan: } \\
\text { Appendix A }\end{array}
$$ <br>
- Review recruitment and selection <br>
procedures and ensure processes are <br>
inclusive and do not preclude under- <br>
represented groups. <br>
- Review recruitment, selection, <br>
development and promotion process for <br>
any gender bias. To include <br>
recruitment, probation and promotion <br>
processes. <br>

- Review equality training for all\end{array}\right\}\)| Appointing Panel members. |
| :--- | :--- |


| University of Bedfordshire | G | Single Equality Scheme <br> - Ensure fairness and equity in the recruitment, selection and promotion of staff <br> - Promote and address issues around the underrepresentation and increase the representation of female staff at senior management levels. <br> - Continue to monitor gender take up of AIP and CRP schemes <br> - Identify gender imbalances and take steps to address. |
| :---: | :---: | :---: |
| Cardiff University | G | Equality and Diversity Policy <br> - To review and address underrepresentation in recruitment, retention and progression/attainment of staff and students. <br> Appendix A: Equality Objectives Action Plan <br> a. Increase the number of women academics submitting timely promotion applications to gain recognition for their professional achievements and academic standing. <br> b. Workshops on the Academic Career pathway to be targeted at School Promotion Panels. <br> c. Women Professors Forum to introduce a programme of activity, e.g. presentations from women who have been successful in gaining promotion. <br> d. 'Confidence Building for Female <br> Academics' to be extended to cover all other areas in addition to Science, Technology, Engineering and Maths (STEM) subjects. 'Springboard' career progression training to be promoted to women lincluding non-academic women) together with 'Navigation' training for men. |
| Coventry <br> University | R | Equality scheme 2012-15 includes priority 3: <br> To increase the diversity of staff at senior levels within the university: to increase the \% of BME staff at Grade 9 and 10 and female staff at Grade 10 by 4 percentage points. |


| De Montfort | G | Single Equality Scheme <br> University |
| :--- | :--- | :--- |
|  |  | The University became a member of the <br> Athena Swan Charter in 2009 lwomen <br> working in Science, Engineering and <br> Technology). An Athena Swan Steering |
| Group was launched in 2008. One of the |  |  |
| aims of this is to identify mechanisms |  |  |
| to engage with women working in these |  |  |
| areas. |  |  |


| St George's, University of London | G \& R | Draft single equality scheme 2012 Gender <br> - Report on how the gender composition of the workforce currently reflects the demographic pool from which staff may be recruited at regional, national, and, where appropriate, international level. <br> - SGUL will proactively consider whether any recruitment opportunities can be made more attractive to men and women especially where the gender- balance remains unequal in certain occupations. <br> - SGUL will proactively consider whether any senior recruitment opportunities can be made more attractive to women-who traditionally may be more likely to work part time, due to domestic or caring responsibilities. Race <br> - Report on how the race and ethnicity composition of the workforce currently reflects the demographic pool from which staff may be recruited at regional, national, and, where appropriate, international level. <br> - Review whether more senior jobs can be made more attractive to potential recruits from all racial and ethnic backgrounds. |
| :---: | :---: | :---: |
| School of Oriental and African Studies | R | Equality and Diversity Sub-strategy January 2012 <br> 6. i. Conduct research to investigate why the proportion of successful applicants from BME backgrounds is far lower than the proportion of applicants from BME backgrounds. 6.ii. Develop and roll out mentoring schemes for under-represented groups/grades. |
| University of Surrey | R | Priority 2 (of 3) states: <br> 2) To identify barriers and take action to improve diversity amongst staff and students and to ensure that the University is representative of the community it serves. |

Institutions need to be looking at the representation of different groups of staff amongst the professoriate and identifying any representation gaps.

Once these gaps are identified there needs to an analysis of how and why this under-representation exists. Collating and retaining equality data in relation to recruitment and promotion exercises is essential and can help an institution to see whether problems are being caused by lack of applications or lack of success in recruitment or promotion exercises. The causes of both then need to be investigated. It is not good enough to say 'no women applied’ or 'we just appoint the best person for the job' if the aggregate result of each of these recruitment/promotion exercises is a systematic under-representation of women and BME staff in professorial land other senior) grades.

As well as looking at who joins the organisation lor who gets promoted within it), institutions also need to be analysing who is leaving whether voluntarily or as a result of institutional initiatives-for example course closures or voluntary redundancy schemes. Any imbalance in those leaving between different groups (men/women, BME/white etc) need to be investigated and appropriate action taken.

In carrying out all analysis it is important to involve the recognised trade unions and members of under-represented groups. It is important to listen to the views of trade unions and to what staff are saying and to ensure that those experiences feed into the process. Having identified potential causes for any under-representation, institutions need to put into place action plans to address the issue. They should be developed in partnership with the recognised trade unions, have buy-in at the highest level of the institution and be properly resourced. Action plans should have an agreed timetable, set clear targets that are measurable and achievable and be regularly monitored and reviewed.

## PAY GAPS AMONG THE PROFESSORIATE

Pay for professorial staff is not consistent across the sector. While a minimum pay point (point 50 on the national pay spine) is agreed nationally, the level of professorial pay and how it is determined above that minimum is determined locally, often without the involvement of the recognised trade unions. Some institutions have introduced professorial grades with the aim of making the process more transparent but professorial pay across the sector is characterised by lack of transparency.

It is this lack of pay transparency and evidence from individual members that has led us to believe that pay gaps may exist within the professoriate.

The JNCHES guidance on equal pay reviews lagreed nationally by the employers and recognised trade unions) states that pay gaps should be investigated where they are significant ie more than $5 \%$ or where there is a pattern of difference (eg repeated gaps of $3 \%$ or more) which favour individuals of a particular group.

Gender pay gaps Data provided by HESA relating to the 2010/11 staff record identifies the gender pay gap for full-time professorial staff for all HEls—see Appendix $5^{11}$ (page 39).

Across all HEls there is a significant pay gap in favour of men across the professoriate:

## Table 7 Gender pay gaps

## Scotland 5.1 \% (4.5\% in 2009/10)

Northern Ireland 8.1 \% (7.9\% in 2009/10)
Wales 7.0 \% (7.8\% in 2009/10)
England 6.4 \% (6.0\% in 2009/10)
UK as a whole 6.3\% (5.9\% in 2009/10)

In fact, the professorial gender pay gap has been stubbornly persistent over the past eight years:

Table 8 Professorial pay gap in favour of men \%


Source: HESA staff record 2010/11, \% calculations UCU

For full details of changes to the gender pay gap since $1995 / 6$ see Appendix 2 (page 27).

The level of the professorial gender pay gap varies widely between the 88 institutions in which a gap could be calculated but only in 16 institutions was the gap in favour of women.

Of the 72 institutions showing a professorial pay gap in favour of men, 39 had a significant pay gap of $5 \%$ or more with the largest gap being 20.2\% (St George's, University of London) and the lowest 0.1\% (Sheffield Hallam University).

Race pay gaps As seen earlier, BME staff are less likely to be professors than white staff and the proportion of UK national black academics who were professors is particularly low (3.6\%).

We also wanted to see whether race pay gaps existed within professorial pay. To do this we looked at data provided by HESA relating to the 2010/11 staff record: see Appendix $6^{12}$ (page 40). The ethnic groups referred to are those used by HESA.

The most startling fact emerging from the data is that the vast majority of HEIs have so few non-white professorial staff in each category that pay gap data is not available. Furthermore, not a single HEI has data relating to the pay of Black professorial staff indicating that not a single UK HEI has more than seven Black professorial staff. The statistics again reveal that the ethnicity of large numbers of staff are unknown.

Where data was provided it showed there to be a wide range of pay gaps, with BME professors sometimes receiving considerably lower pay than white staff and sometimes considerably higher.

However, in England, overall data showed that professors of Black, Chinese and Other ethnic origins earned between $9.7 \%$ and 3.6\% less than their white colleagues, while Asian professors earned 5.1\% more than their white colleagues.

In Wales, insufficient data for Black professors was available; Chinese professorial staff earned $7.5 \%$ less, and Asian professorial staff earned $4.5 \%$ more, than white colleagues.

In Scotland, Black professorial staff earned 9.9\% less than white professorial staff, Chinese professors earned $10.2 \%$ less and Asian professors earned $6.3 \%$ less. Professors from other ethnicities, including mixed race professors, earned $7.5 \%$ less than their white colleagues.

In Northern Ireland the only data available was for Asian and white professorial staff which indicated that Asian staff were paid 0.6\% less than their white colleagues.

> For the UK as a whole, Black professors earned 9.4\% less than their white colleagues, Chinese professors earned $6.7 \%$ less, and other ethnicities including mixed race earned $3.5 \%$ less; Asian professorial staff earned $4.0 \%$ more than their white colleagues.

Tackling pay gaps Despite over 40 years of legislation on equal pay and robust guidance from JNCHES on carrying out Equal Pay Audits, there remains a problem of equal pay amongst the professoriate in UK HEIs.

UCU has taken, and will continue to take, legal action to challenge unequal pay. However, we would always prefer to work with institutions to identify and close any unjustified pay gaps rather than rely on legal action to do so.

We are therefore calling on all HEls to work with their recognised trade unions to carry out equal pay audits in line with the agreed JNCHES guidance and ensuring that part 3 of that process-the ‘action’ stage—is fully implemented. Equal pay audits must include the professoriate (and other senior staff) if they are to be meaningful and address the serious problem of unequal pay amongst the professoriate.

UCU believes that the systems for remuneration for professorial (and other senior) staff in many HEls also contribute to the pay gaps among the professoriate. Ad hoc, opaque and personally negotiated pay arrangements for professorial staff are in direct opposition to transparent and fair professorial grading structures that will deliver on an institution's equal pay obligations. We believe that all pay systems should be transparent and equality-proofed and are therefore calling on the sector to negotiate with the recognised trade unions on the introduction of transparent and fair pay structures for professorial staff—see UCU guidance UCUHE/139 (www.ucu.org.uk/ circ/rtf/UCUHE139.rtf).

With the UK professorial gender pay gap consistently above 5\% (and having increased in the last year) it is all the more important that HEls address this problem head on.

In presenting this report we hope to expose the inequalities inherent in the current professorial system.

We are taking the employers at their word when they state their commitment to address inequality in the sector. We are therefore calling on them to work with us and seriously engage in tackling this problem.

It does not help if employers try to deny there is a problem or if they take a confrontational or defensive position.

To tackle the issues outlined in the report, employers must commit to working in genuine partnership with their recognised trade unions and to genuinely engaging with women and BME staff.

We call on all HEls to make use of available resources such as the JNCHES guidance on equal pay audits, the Equality Challenge Unit and UCU guidance on professorial grading structures. We also call on them to engage with sector initiatives that are seeking to address these issues such as the Athena Swan programme ${ }^{13}$ which was set

13 It is worth noting that in a letter to the Medical Schools Council on 29 July 2011, the Chief Medical Officer, Professor Dame Sally C Davies outlined her intention that all medical schools who wish to apply for NIHR Biomedical Research Centres and Units funding need to have achieved an Athena SWAN Charter for women in science Silver Award. up to advance and promote the careers of women in STEMM ${ }^{14}$ subjects.

For its part, UCU offers its genuine commitment to work with employers to address the issues identified in this report.

## APPENDICES

## Appendix 1

## Representation of women and BME staff in UK higher education institutions from 2000-1 to 2010-11

|  | \% of professorial staff <br> who are women | \% of professorial staff who <br> are from BME backgrounds <br> (where ethnicity known) |
| :--- | :--- | :--- |
| $\mathbf{2 0 0 0 - 1}$ | $12.6 \%$ | $3.9 \%$ |
| $\mathbf{2 0 0 1 - 2}$ | $13.1 \%$ | $4.2 \%$ |
| $\mathbf{2 0 0 2 - 3}$ | $14.2 \%$ | $4.4 \%$ |
| $\mathbf{2 0 0 3 - 4}$ | $15.1 \%$ | $4.8 \%$ |
| $\mathbf{2 0 0 4 - 5}$ | $15.9 \%$ | $5.4 \%$ |
| $\mathbf{2 0 0 5 - 6}$ | $16.7 \%$ | $5.8 \%$ |
| $\mathbf{2 0 0 6 - 7}$ | $17.5 \%$ | $6.2 \%$ |
| $\mathbf{2 0 0 7 - 8}$ | $18.4 \%$ | $6.5 \%$ |
| $\mathbf{2 0 0 8 - 9}$ | $18.7 \%$ | $6.8 \%$ |
| $\mathbf{2 0 0 9 - 1 0}$ | $\mathbf{1 9 . 1} \%$ | $7.0 \%$ |
| $\mathbf{2 0 1 0 - 1 1}$ | $19.8 \%$ | $7.3 \%$ |

Source: HESA Staff Record, time series; \% calculations: UCU

## \% of UK professorial staff who are women



## \% of UK professorial staff who are non-white

(where ethnicity known)


Source: HESA staff record 2010/11, \% calculations UCU

## Appendix 2

## UK professorial academic staff: gender pay gap (HESA)

Up to and including 2002-3, professorial pay data only covered pre-92 institutions; from 2003-4 onwards, the whole UK higher education sector was included. Data were missing for 1999-2000.

| End of <br> academic <br> year* | Female <br> $£$ | Male <br> $£$ | Total <br> $£$ | F as \% M | GP gap in <br> favour of <br> males** |
| :--- | :--- | :--- | :--- | :--- | :--- |
| $\mathbf{1 9 9 5 - 6}$ | $£ 38,849$ | $£ 40,293$ | $£ 40,177$ | $96.4 \%$ | $3.6 \%$ |
| $\mathbf{1 9 9 6 - 7}$ | $£ 41,100$ | $£ 42,725$ | $£ 42,593$ | $96.2 \%$ | $3.8 \%$ |
| $\mathbf{1 9 9 7 - 8}$ | $£ 42,352$ | $£ 44,091$ | $£ 43,941$ | $96.1 \%$ | $3.9 \%$ |
| $\mathbf{1 9 9 8 - 9}$ | $£ 44,359$ | $£ 46,296$ | $£ 46,111$ | $95.8 \%$ | $4.2 \%$ |

1999-2000 n/a

| 2000-1 | £47,965 | £50,072 | €49,825 | 95.8\% | 4.2\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2001-2 | €49,802 | €51,597 | €51,378 | 96.5\% | 3.5\% |
| 2002-3 | € 52,262 | €54,003 | €53,774 | 96.8\% | 3.2\% |
| 2003-4 | €53,878 | €57,486 | £56,944 | 93.7\% | 6.3\% |
| 2004-5 | € 56,105 | €59,696 | €59,127 | 94.0\% | 6.0\% |
| 2005-6 | € 58,987 | €63,241 | €62,538 | 93.3\% | 6.7\% |
| 2006-7 | £62,261 | €67,134 | €66,282 | 92.7\% | 7.3\% |
| 2007-8 | £65,568 | €70,854 | €69,870 | 92.5\% | 7.5\% |
| 2008-9 | €70,670 | €75,174 | €74,341 | 94.0\% | 6.0\% |
| 2009-10 | €71,612 | €76,110 | €75,256 | 94.1\% | 5.9\% |
| 2010-11 | €71,910 | €76,738 | €75,795 | 93.7\% | 6.3\% |

* Pay at 31 July at the end of the year in question, eg 31.7.09 for 2008-9, unless contract ended earlier in the year
** The extent to which female pay lags behind male pay
Full-time gross mean average annual pay
Includes teaching-only, research-only and teaching-and-research academics, as well as clinical academics, excludes London weighting from 2003-4 \& bonus payments

Source: HESA staff record, series; \% calculation: UCU

## Appendix 3

## UK professorial and non-professorial academic staff by HEI, gender 2010-11

Data ranked by percentage point gap between women as \% of professors compared with non-professors (see far right column).

Source: HESA Staff Record 2010/11; \% only calculated where 52 or more in a total; \% calculated by UCU on unrounded data (HEI name preceded by HESA identifier). Grand Total represents all academic staff.

| Gender and academic seniority |  |  | Percentage point gap between women as \% of professors compared with non-professors |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Women as \% of all non-professors |  |  |  |
| HEI name preceded by HESA identifier | Wom | Men | \% of all non | rofessors |  |  |
| 0145 St George's Hospital Medical School |  |  |  |  |  |  |
| 65 | 530 | 80.00\% | 20.00\% | 36.30\% | 63.70\% | 43.8 |
| 0177 Aberystwyth University |  |  |  |  |  |  |
| 80 | 810 | 91.40\% | 8.60\% | 50.20\% | 49.80\% | 41.2 |
| 0026 University of Bedfordshire |  |  |  |  |  |  |
| 55 | 655 | 83.60\% | 16.40\% | 44.60\% | 55.40\% | 39.1 |
| 0106 Glasgow Caledonian University |  |  |  |  |  |  |
| 60 | 765 | 80.00\% | 20.00\% | 43.90\% | 56.10\% | 36.1 |
| 0179 Cardiff University |  |  |  |  |  |  |
| 420 | 2230 | 87.00\% | 13.00\% | 53.00\% | 47.00\% | 34.1 |
| 0067 Middlesex University |  |  |  |  |  |  |
| 55 | 845 | 81.30\% | 18.70\% | 48.30\% | 51.70\% | 33.1 |
| 0178 Bangor University |  |  |  |  |  |  |
| 100 | 750 | 80.60\% | 19.40\% | 48.20\% | 51.80\% | 32.4 |
| 0065 Liverpool John Moores University |  |  |  |  |  |  |
| 70 | 1210 | 84.40\% | 15.60\% | 52.30\% | 47.70\% | 32.1 |
| 0134 King's College London |  |  |  |  |  |  |
| 410 | 3330 | 77.90\% | 22.10\% | 46.20\% | 53.80\% | 31.7 |
| 0068 De Montfort University |  |  |  |  |  |  |
| 90 | 1115 | 82.70\% | 17.30\% | 51.20\% | 48.80\% | 31.5 |
| 0073 The University of Plymouth |  |  |  |  |  |  |
| 130 | 995 | 83.30\% | 16.70\% | 52.00\% | 48.00\% | 31.2 |




| Gender and academic seniority |  |  | Percent of profess | point gap compare | tween wom ith non-pr | $\begin{aligned} & \mathrm{n} \text { as \% } \\ & \text { essors } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Wome | of all n | professors |  |
| HEI name preceded by HESA identifier |  | Men <br> n as \% of professors | $\%$ of all no rofessors | rofessors |  | $\downarrow$ |
| 0154 The University of New | e- | -Tyne |  |  |  |  |
| 365 | 2145 | 80.00\% | 20.00\% | 56.70\% | 43.30\% | 23.3 |
| 0071 The Nottingham Trent | ivers |  |  |  |  |  |
| 75 | 1475 | 73.30\% | 26.70\% | 50.10\% | 49.90\% | 23.2 |
| 0069 The University of North | bria | Newca |  |  |  |  |
| 65 | 1190 | 73.60\% | 26.40\% | 50.40\% | 49.60\% | 23.2 |
| 0184 The Queen's Univers | Bel |  |  |  |  |  |
| 220 | 1400 | 79.40\% | 20.60\% | 56.20\% | 43.80\% | 23.1 |
| 0116 University of Durham |  |  |  |  |  |  |
| 265 | 1205 | 84.40\% | 15.60\% | 61.60\% | 38.40\% | 22.8 |
| 0052 Birmingham City Univ |  |  |  |  |  |  |
| 90 | 1275 | 76.70\% | 23.30\% | 54.00\% | 46.00\% | 22.7 |
| 0115 The City University |  |  |  |  |  |  |
| 170 | 1570 | 75.00\% | 25.00\% | 52.90\% | 47.10\% | 22.2 |
| 0159 The University of Shef |  |  |  |  |  |  |
| 370 | 2115 | 82.00\% | 18.00\% | 59.90\% | 40.10\% | 22.1 |
| 0053 The University of Cen | anc | ire |  |  |  |  |
| 65 | 1150 | 73.80\% | 26.20\% | 52.00\% | 48.00\% | 21.9 |
| 0083 The University of Wes | ster |  |  |  |  |  |
| 55 | 1420 | 72.70\% | 27.30\% | 51.00\% | 49.00\% | 21.7 |
| 0146 The School of Oriental | d Afr | an Studie |  |  |  |  |
| 75 | 810 | 74.70\% | 25.30\% | 53.00\% | 47.00\% | 21.7 |
| 0001 The Open University |  |  |  |  |  |  |
| 160 | 7495 | 67.20\% | 32.80\% | 45.60\% | 54.40\% | 21.7 |
| 0081 University of the West | ngla | , Bristol |  |  |  |  |
| 80 | 1600 | 68.40\% | 31.60\% | 46.90\% | 53.10\% | 21.5 |
| 0072 Oxford Brookes Unive |  |  |  |  |  |  |
| 60 | 1230 | 68.00\% | 32.00\% | 46.80\% | 53.20\% | 21.2 |
| 0185 University of Ulster |  |  |  |  |  |  |
| 170 | 1485 | 75.20\% | 24.80\% | 54.10\% | 45.90\% | 21.1 |
| 0163 The University of Warw |  |  |  |  |  |  |
| 365 | 1505 | 80.30\% | 19.70\% | 59.30\% | 40.70\% | 21.1 |
| 0131 Goldsmiths College |  |  |  |  |  |  |
| 75 | 400 | 70.10\% | 29.90\% | 49.20\% | 50.80\% | 20.9 |
| 0141 Royal Holloway and Bed | rd N | College |  |  |  |  |
| 170 | 885 | 76.20\% | 23.80\% | 55.30\% | 44.70\% | 20.8 |



## Appendix 4

## UK professorial and non-professorial academic staff by HEI, ethnicity 2010-11

Data ranked by percentage point gap between BME academics as \% of professors compared with non-professors (see far right column).

Source: HESA Staff Record 2010/11; \% only calculated where 52 or more in a total; \% calculated by UCU on unrounded data (HEI name preceded by HESA identifier). Grand Total represents all academic staff.

| Ethinicity and academic seniority | Percentage point gap between BME staff as \% of professors compared with non-professors |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | BME staff as \% of all non-professors, where ethnicity known |  |  |  |  |
| HEI name preceded White staff as \% of all non-professors, where ethnicity known by HESA identifier |  |  |  |  | $\downarrow$ |
| 0067 Middlesex University |  |  |  |  |  |
| 55 | 845 96.50\% | 3.50\% | 76.30\% | 23.70\% | 20.2 |
| 0056 Coventry University |  |  |  |  |  |
| 50 | 1670 96.20\% | 3.80\% | 78.20\% | 21.80\% | 18.0 |
| 0108 Aston University |  |  |  |  |  |
| 65 | 665 91.00\% | 9.00\% | 73.60\% | 26.40\% | 17.4 |
| 0161 The University of Surrey |  |  |  |  |  |
| 135 | 1075 93.30\% | 6.70\% | 77.10\% | 22.90\% | 16.2 |
| 0145 St George's Hospital Medical School |  |  |  |  |  |
| 65 | 480 93.70\% | 6.30\% | 77.90\% | 22.10\% | 15.8 |
| 0132 Imperial College of Science, Technology and Medicine |  |  |  |  |  |
| 585 | 2775 90.90\% | 9.10\% | 75.60\% | 24.40\% | 15.3 |
| 0139 Queen Mary and Westfield College |  |  |  |  |  |
| 350 | 1330 89.80\% | 10.20\% | 76.30\% | 23.70\% | 13.5 |
| 0137 London School of Economics and Political Science |  |  |  |  |  |
| 165 | 1185 92.80\% | 7.20\% | 79.40\% | 20.60\% | 13.4 |
| 0146 The School of Oriental and African Studies |  |  |  |  |  |
| 70 | 765 70.80\% | 29.20\% | 57.70\% | 42.30\% | 13.2 |
| 0115 The City University |  |  |  |  |  |
| 165 | 1470 94.00\% | 6.00\% | 81.00\% | 19.00\% | 13.0 |


| Ethinicity and academic seniority | Percentage point gap between BME staff as \% of professors compared with non-professors |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | BME staff as \% of all non-professors, where ethnicity known |  |  |  |  |  |
| HEl name preceded White staff as \% of all non-professors, where ethnicity known by HESA identifier |  |  |  |  |  |  |
| 0002 Cranfield University |  |  |  |  |  |  |
| 90 | 545 | 94.30\% | 5.70\% | 81.40\% | 18.60\% | 12.9 |
| 0141 Royal Holloway and Bedford New College |  |  |  |  |  |  |
| 165 | 845 | 95.20\% | 4.80\% | 82.30\% | 17.70\% | 12.8 |
| 0059 The University of Greenwich |  |  |  |  |  |  |
| 60 | 1060 | 89.70\% | 10.30\% | 77.50\% | 22.50\% | 12.1 |
| 0123 The University of Lancaster |  |  |  |  |  |  |
| 175 | 1180 | 97.70\% | 2.30\% | 86.10\% | 13.90\% | 11.6 |
| 0159 The University of Sheffield |  |  |  |  |  |  |
| 350 | 1640 | 95.10\% | 4.90\% | 84.10\% | 15.90\% | 11 |
| 0171 Heriot-Watt University |  |  |  |  |  |  |
| 115 | 480 | 90.50\% | 9.50\% | 79.60\% | 20.40\% | 10.9 |
| 0122 The University of Kent |  |  |  |  |  |  |
| 145 | 1285 | 93.90\% | 6.10\% | 83.10\% | 16.90\% | 10.8 |
| 0155 The University of Nottingham |  |  |  |  |  |  |
| 465 | 2640 | 93.60\% | 6.40\% | 83.20\% | 16.80\% | 10.4 |
| 0156 The University of Oxford |  |  |  |  |  |  |
| 180 | 3595 | 96.10\% | 3.90\% | 85.70\% | 14.30\% | 10.4 |
| 0083 The University of Westminster |  |  |  |  |  |  |
| 50 | 1265 | 92.20\% | 7.80\% | 81.90\% | 18.10\% | 10.2 |
| 0149 University College London |  |  |  |  |  |  |
| 670 | 4145 | 91.20\% | 8.80\% | 81.30\% | 18.70\% | 9.8 |
| 0063 Kingston University |  |  |  |  |  |  |
| 50 | 1625 | 96.10\% | 3.90\% | 86.40\% | 13.60\% | 9.7 |
| 0172 The University of Dundee |  |  |  |  |  |  |
| 170 | 1285 | 95.90\% | 4.10\% | 86.20\% | 13.80\% | 9.7 |
| 0134 King's College London |  |  |  |  |  |  |
| 395 | 3260 | 90.90\% | 9.10\% | 81.40\% | 18.60\% | 9.6 |
| 0127 Birkbeck College |  |  |  |  |  |  |
| 105 | 1105 | 94.40\% | 5.60\% | 84.80\% | 15.20\% | 9.6 |
| 0174 The University of Stirling |  |  |  |  |  |  |
|  | 620 | 96.30\% | 3.70\% | 86.90\% | 13.10\% | 9.5 |


| Ethinicity and academic seniority | Percentage point gap between BME staff as \% of professors compared with non-professors |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | BME staff as \% of all non-professors, where ethnicity known |  |  |  |  |  |
| HEI name preceded White staff as \% of all non-professors, where ethnicity known by HESA identifier |  |  |  |  | $\downarrow$ | , |
| 0110 The University of Birmingham |  |  |  |  |  |  |
| 340 | 2095 | 90.90\% | 9.10\% | 81.80\% | 18.20\% | 9.1 |
| 0204 The University of Manchester |  |  |  |  |  |  |
| 715 | 3625 | 92.20\% | 7.80\% | 83.00\% | 17.00\% | 9.1 |
| 0160 The University of Southampton |  |  |  |  |  |  |
| 250 | 1875 | 93.80\% | 6.20\% | 84.80\% | 15.20\% | 9 |
| 0114 The University of Cambridge |  |  |  |  |  |  |
| 455 | 3120 | 93.60\% | 6.40\% | 84.60\% | 15.40\% | 9.0 |
| 0162 The University of Sussex |  |  |  |  |  |  |
| 140 | 1185 | 93.50\% | 6.50\% | 84.60\% | 15.40\% | 8.9 |
| 0125 The University of Leicester |  |  |  |  |  |  |
| 220 | 1340 | 94.10\% | 5.90\% | 85.30\% | 14.70\% | 8.8 |
| 0163 The University of Warwick |  |  |  |  |  |  |
| 340 | 1420 | 92.10\% | 7.90\% | 83.30\% | 16.70\% | 8.7 |
| 0066 The Manchester Metropolitan University |  |  |  |  |  |  |
| 90 | 1890 | 96.70\% | 3.30\% | 88.20\% | 11.80\% | 8.6 |
| 0138 London School of Hygiene and Tropical Medicine |  |  |  |  |  |  |
| 80 | 535 | 91.20\% | 8.80\% | 82.70\% | 17.30\% | 8.4 |
| 0169 The University of Strathclyde |  |  |  |  |  |  |
| 190 | 1115 | 93.70\% | 6.30\% | 85.40\% | 14.60\% | 8.3 |
| 0119 The University of Exeter |  |  |  |  |  |  |
| 150 | 1055 | 97.40\% | 2.60\% | 89.20\% | 10.80\% | 8.2 |
| 0124 The University of Leeds |  |  |  |  |  |  |
| 315 | 1930 | 91.70\% | 8.30\% | 83.70\% | 16.30\% | 8.0 |
| 0173 The University of St Andrews |  |  |  |  |  |  |
| 175 | 735 | 96.60\% | 3.40\% | 88.60\% | 11.40\% | 8.0 |
| 0154 The University of Newcastle-upon-Tyne |  |  |  |  |  |  |
| 345 | 2005 | 95.10\% | 4.90\% | 87.10\% | 12.90\% | 8.0 |
| 0170 The University of Aberdeen |  |  |  |  |  |  |
| 265 | 1395 | 96.30\% | 3.70\% | 88.30\% | 11.70\% | 7.9 |
| 0152 Loughborough University |  |  |  |  |  |  |
|  |  | 89.00\% | 11.00\% | 81.20\% | 18.80\% | 7.8 |


| Ethinicity and academic seniority | Percentage point gap between BME staff as \% of professors compared with non-professors |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | BME staff as \% of all non-professors, where ethnicity known |  |  |  |  |  |
| HEl name preceded White staff as \% of all non-professors, where ethnicity known by HESA identifier |  |  |  |  |  | $\downarrow$ |
| 0117 The University of East Anglia |  |  |  |  |  |  |
| 185 | 1955 | 97.80\% | 2.20\% | 90.20\% | 9.80\% | 7.6 |
| 0116 University of Durham |  |  |  |  |  |  |
| 260 | 1160 | 95.20\% | 4.80\% | 88.20\% | 11.80\% | 7.0 |
| 0167 The University of Edinburgh |  |  |  |  |  |  |
| 440 | 2215 | 95.70\% | 4.30\% | 88.90\% | 11.10\% | 6.8 |
| 0109 The University of Bath |  |  |  |  |  |  |
| 135 | 820 | 93.30\% | 6.70\% | 86.50\% | 13.50\% | 6.8 |
| 0177 Aberystwyth University |  |  |  |  |  |  |
| 75 | 760 | 98.70\% | 1.30\% | 92.00\% | 8.00\% | 6.7 |
| 0118 The University of Essex |  |  |  |  |  |  |
| 145 | 870 | 86.90\% | 13.10\% | 80.40\% | 19.60\% | 6.5 |
| 0051 The University of Brighton |  |  |  |  |  |  |
| 70 | 1305 | 98.60\% | 1.40\% | 92.20\% | 7.80\% | 6.3 |
| 0179 Cardiff University |  |  |  |  |  |  |
| 400 | 2130 | 94.40\% | 5.60\% | 88.30\% | 11.70\% | 6.1 |
| 0180 Swansea University |  |  |  |  |  |  |
| 195 | 895 | 92.70\% | 7.30\% | 86.60\% | 13.40\% | 6.1 |
| 0120 The University of Hull |  |  |  |  |  |  |
| 95 | 830 | 93.80\% | 6.20\% | 87.90\% | 12.10\% | 5.9 |
| 0112 The University of Bristol |  |  |  |  |  |  |
| 395 | 1875 | 94.20\% | 5.80\% | 88.40\% | 11.60\% | 5.8 |
| 0184 The Queen's University of Belfast |  |  |  |  |  |  |
| 205 | 1350 | 94.60\% | 5.40\% | 89.10\% | 10.90\% | 5.6 |
| 0113 Brunel University |  |  |  |  |  |  |
| 135 | 985 | 77.00\% | 23.00\% | 71.60\% | 28.40\% | 5.5 |
| 0202 London Metropolitan University |  |  |  |  |  |  |
| 65 | 795 | 84.40\% | 15.60\% | 79.00\% | 21.00\% | 5.4 |
| 0164 The University of York |  |  |  |  |  |  |
| 225 | 1040 | 95.10\% | 4.90\% | 90.30\% | 9.70\% | 4.9 |
| 0157 The University of Reading |  |  |  |  |  |  |
|  | 1190 | 93.90\% | 6.10\% | 89.10\% | 10.90\% | 4.8 |


| Ethinicity and academic seniority | Percentage point gap between BME staff as \% of professors compared with non-professors |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | BME staff as \% of all non-professors, where ethnicity known |  |  |  |  |  |
| HEI name preceded White staff as \% of all non-professors, where ethnicity known by HESA identifier <br> BME staff as \% of all professors, where ethnicity known <br> White staff as \% of all professors, where ethnicity known <br> \# of non-professors, where ethnicity known (data rounded) <br> \# of professors, where ethnicity known (data rounded) |  |  |  |  |  | $\downarrow$ |
| 0178 Bangor University |  |  |  |  |  |  |
| 95 | 745 | 96.90\% | 3.10\% | 92.40\% | 7.60\% | 4.6 |
| 0168 The University of Glasgow |  |  |  |  |  |  |
| 385 | 1845 | 95.60\% | 4.40\% | 91.20\% | 8.80\% | 4.4 |
| 0075 Sheffield Hallam University |  |  |  |  |  |  |
| 100 | 1745 | 96.10\% | 3.90\% | 91.70\% | 8.30\% | 4.3 |
| 0126 The University of Liverpool |  |  |  |  |  |  |
| 295 | 1770 | 90.90\% | 9.10\% | 86.70\% | 13.30\% | 4.2 |
| 0131 Goldsmiths College |  |  |  |  |  |  |
| 75 | 375 | 88.00\% | 12.00\% | 84.50\% | 15.50\% | 3.5 |
| 0068 De Montfort University |  |  |  |  |  |  |
| 90 | 1100 | 89.20\% | 10.80\% | 85.60\% | 14.40\% | 3.5 |
| 0073 The University of Plymouth |  |  |  |  |  |  |
| 130 | 980 | 94.60\% | 5.40\% | 91.80\% | 8.20\% | 2.7 |
| 0069 The University of Northumbria at Newcastle |  |  |  |  |  |  |
| 65 | 1175 | 95.30\% | 4.70\% | 92.90\% | 7.10\% | 2.4 |
| 0121 The University of Keele |  |  |  |  |  |  |
| 95 | 605 | 97.90\% | 2.10\% | 95.70\% | 4.30\% | 2.2 |
| 0185 University of Ulster |  |  |  |  |  |  |
| 170 | 1470 | 95.30\% | 4.70\% | 93.10\% | 6.90\% | 2.2 |
| 0052 Birmingham City University |  |  |  |  |  |  |
| 85 | 1195 | 90.60\% | 9.40\% | 88.70\% | 11.30\% | 1.9 |
| 0081 University of the West of England, Bristol |  |  |  |  |  |  |
| 75 | 1535 | 93.40\% | 6.60\% | 91.90\% | 8.10\% | 1.6 |
| 0071 The Nottingham Trent University |  |  |  |  |  |  |
| 60 | 835 | 91.80\% | 8.20\% | 90.20\% | 9.80\% | 1.6 |
| 0133 Institute of Education |  |  |  |  |  |  |
| 85 | 300 | 91.60\% | 8.40\% | 91.00\% | 9.00\% | 0.6 |
| 0072 Oxford Brookes University |  |  |  |  |  |  |
| 60 | 1205 | 91.90\% | 8.10\% | 91.90\% | 8.10\% | -0.1 |
| 0001 The Open University |  |  |  |  |  |  |
| 155 | 7300 | 93.60\% | 6.40\% | 93.90\% | 6.10\% | -0.3 |



## Appendix 5

## Gender and pay of UK professorial academics 2010-11

Source: HESA Staff Record 2010/11; pay gap calculations by UCU.
Please note that Liverpool Hope University has asked that their individual level data is not released at this time. However they are included in the totals.


| HEl name preceded | Profs: pay gap in favour of males |  |  |
| :---: | :---: | :---: | :---: |
| Average pay of profs:male |  |  |  |
| of profs:female |  |  |  |
| $\downarrow$ 込 |  | $\downarrow$ | $\downarrow$ |
| 0120 The University of Hull | £61,572 | £63,814 | 3.5\% |
| 0132 Imperial Coll of Science, Technology \& Medicine | €84,859 | €87,351 | 2.9\% |
| 0133 Institute of Education | €78,151 | £87,859 | 11.0\% |
| 0121 The University of Keele | £66,941 | €69,271 | 3.4\% |
| 0122 The University of Kent | £78,210 | €73,189 | -6.9\% |
| 0134 King's College London | €74,969 | £81,532 | 8.0\% |
| 0063 Kingston University | £62,256 | £60,819 | -2.4\% |
| 0123 The University of Lancaster | €72,775 | €75,691 | 3.9\% |
| 0064 Leeds Metropolitan University | £58,912 | €58,846 | -0.1\% |
| 0124 The University of Leeds | €74,382 | €76,421 | 2.7\% |
| 0125 The University of Leicester | €71,720 | £80,133 | 10.5\% |
| 0062 The University of Lincoln | €75,841 | €70,359 | -7.8\% |
| 0065 Liverpool John Moores University | €60,592 | £64,780 | 6.5\% |
| 0126 The University of Liverpool | £80,845 | €85,804 | 5.8\% |
| 0202 London Metropolitan University | £59,108 | £60,199 | 1.8\% |
| 0137 London School of Economics and Political Science | £85,128 | £92,611 | 8.1\% |
| 0138 London School of Hygiene and Tropical Medicine | €76,193 | £84,003 | 9.3\% |
| 0152 Loughborough University | £68,399 | €74,164 | 7.8\% |
| 0066 The Manchester Metropolitan University | €62,431 | £62,838 | 0.6\% |
| 0204 The University of Manchester | €72,733 | £77,666 | 6.4\% |
| 0154 The University of Newcastle-upon-Tyne | £71,993 | £75,842 | 5.1\% |
| 0069 The University of Northumbria at Newcastle | £63,951 | £63,436 | -0.8\% |
| 0155 The University of Nottingham | €74.508 | £81,206 | 8.2\% |
| 0071 The Nottingham Trent University | £60,237 | £61,076 | 1.4\% |
| 0001 The Open University | €71,822 | €71,987 | 0.2\% |
| 0072 Oxford Brookes University | €59,478 | £66,992 | 11.2\% |
| 0156 The University of Oxford | £92,447 | €89,201 | -3.6\% |
| 0073 The University of Plymouth | €71,234 | £66,927 | -6.4\% |
| 0074 The University of Portsmouth | £63,021 | £65,509 | 3.8\% |
| 0139 Queen Mary and Westfield College | €78,396 | £80,137 | 2.2\% |
| 0157 The University of Reading | £66,645 | €72,713 | 8.3\% |
| 0031 Roehampton University | €60,585 | €64,497 | 6.1\% |
| 0141 Royal Holloway and Bedford New College | £67,111 | €72,330 | 7.2\% |
| 0145 St George's Hospital Medical School | €64,973 | €81,378 | 20.2\% |


Appendix 6
Average salary of full-time professorial academic staff by ethnicity and institution 2010-11-salary of BME professors
expressed as a \% of white professors
Source: HESA Staff Record 2010/11; \% calculations by UCU. Institutions shown where sufficient data available.Please note that Liverpool Hope University has asked that their individual level data is not released at this time however are included in the
totals. '..' indicates a suppressed average on grounds of there being seven or fewer staff in the cell.

| Country | HEl name preceded by HESA ideifier White $£$ | Black ¢ | Chinese f | Asian lexcl Chinese) € | Other (inc mixed) $£$ | Unknown total E | Professor \% of white | Black as as \% of white | Chinese (excl Chinese) as \% of white | Asian linc mixed) as \% of white | Other | $\begin{gathered} \text { Un- } \\ \text { known } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| England | 0110 The University of Birmingham 79,568 | . | 72,454 | 80,452 | . | .. | 78,993 |  | 91.1 | 101.1 |  |  |
|  | 0112 The University of Bristol 74,691 | . | . | 76,927 | . | 66,920 | 74.297 |  |  | 103.0 |  | 89.6 |
|  | 0113 Brunel University 78,306 | . | . | 83.346 | 82,079 | . | 78,561 |  |  | 106.4 | 104.8 |  |
|  | 0114 The University of Cambridge 79,108 | . | . | 83.467 | 76,643 | 79,280 | 79,275 |  |  | 105.5 | 96.9 | 100.2 |
|  | 0132 Imperial Coll of Science, Technology \& Medicine 87,032 | . | 81,678 | 94,406 | 89,789 | 84,217 | 87,046 |  | 93.8 | 108.5 | 103.2 | 96.8 |
|  | 0134 King's College London 80,135 | . | .. | 83,194 | 76,263 | 79.765 | 80,101 |  |  | 103.8 | 95.2 | 99.5 |
|  | 0124 The University of Leeds 76,379 | . | . | 80,181 | . | 75,025 | 76,068 |  |  | 105.0 |  | 98.2 |
|  | 0126 The University of Liverpool 84,497 | .. | 87,781 | 101,017 | .. | .. | 85,144 |  | 103.9 | 119.6 |  |  |
|  | 0135 London Business School 203,050 | .. | . | 208,656 | . | .. | 204,235 |  |  | 102.8 |  |  |
|  | 0076 London South Bank University 76,677 | . | .. | 69,982 | .. |  | 72,550 |  |  | 91.3 |  |  |


| Country | HEI name preceded by HESA ideifier | White £ | Black £ | Chinese $£$ | Asian (excl Chinese) £ | Other (inc mixed) $£$ | Unknown total £ | Professor \% of white | Black as as \% of white | Chinese lexcl <br> Chinese) as \% of white | Asian linc mixed) as \% of white | Other | $\begin{gathered} \text { Un- } \\ \text { known } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| England | 0076 London South Bank University | 76,677 | . | . | 69,982 | .. | .. | 72,550 |  |  | 91.3 |  |  |
|  | 0152 Loughborough University | 74,045 | . | 67,082 | . | .. | .. | 73,176 |  | 90.6 |  |  |  |
|  | 0204 The University of Manchester | 76,899 | . | 70,588 | 74.481 | 79,605 | .. | 76,698 |  | 91.8 | 96.9 | 103.5 |  |
|  | 0154 The University of Newcastle-upon-Tyne | 75,907 | .. | . | 62,622 | .. | 69,326 | 75,082 |  |  | 82.5 |  | 91.3 |
|  | 0155 The University of Nottingham | 79,895 | . | 70,769 | 86,617 | . | .. | 80,048 |  | 88.6 | 108.4 |  |  |
|  | 0139 Queen Mary and Westfield College | 79,848 | .. | 71,988 | 80,235 | 82,584 | .. | 79,722 |  | 90.2 | 100.5 | 103.4 |  |
|  | 0146 The School of Oriental and African Studies | 69,115 | .. | . | . | 57,570 | .. | 67,085 |  |  |  | 83.3 |  |
|  | 0149 University College London | 81,083 | . | . | 83,059 | 83,441 | 76,339 | 81,011 |  |  | 102.4 | 102.9 | 94.1 |
|  | 0163 The University of Warwick | 79,691 | . | . | 102,251 | . | 86,997 | 80,836 |  |  | 128.3 |  | 109.2 |
| England T | otal | 76,226 | 68,817 | 71,497 | 80,116 | 73,511 | 76,695 | 76,202 | 90.3 | 93.8 | 105.1 | 96.4 | 100.6 |
| Wales | 0179 Cardiff University | 82,147 | . | . | 87,599 | . | 83,615 | 82,218 |  |  | 106.6 |  | 101.8 |
| Wales Tot $106.4$ |  |  | 74,960 | . | 69,360 | 78,308 | 74,197 | 79,723 | 75,017 |  | 92.5 | 104.5 | 99.0 |
| Scotland | 0167 The University of Edinburgh | 75,315 | .. | . | 76,159 | . | 76,397 | 75,377 |  |  | 101.1 |  | 101.4 |
|  | 0168 The University of Glasgow | 74,468 | . | . | 73,358 | . | 72,851 | 74,375 |  |  | 98.5 |  | 97.8 |
| Scotland | Total | 74,805 | 67,410 | 67,183 | 70,096 | 69,202 | 74,697 | 74,492 | 90.1 | 89.8 | 93.7 | 92.5 | 99.9 |
| N Ireland | Total | 71,041 | . | . | 70,648 | . | 75,576 | 71,013 |  |  | 99.4 |  | 106.4 |
| Total |  | 75,839 | 68,692 | 70,758 | 78,896 | 73,168 | 76,437 | 75,795 | 90.6 | 93.3 | 104.0 | 96.5 | 100.8 |

University and College Union


[^0]:    Source: HESA staff record 2010/11, \% calculations UCU

