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



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### INTRODUCTION

"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<sup>1</sup> in UK higher education institutions (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 ethnic<sup>2</sup> (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 HEIs, 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.

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

- 1 The 'professoriate' are academic staff that HEIs 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.
- 2 For all data included in this report, BME figures exclude all white staff.

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<sup>3</sup> guidance on equal pay reviews.

HEIs 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 HEIs to recognise the problems and to work with UCU to address the issues.

3 JNCHES is the Joint Negotiating Committee for Higher Education Staff; their guidance on Equal Pay Reviews can be found at: www.ucu.org.uk/media/pdf/k/m/inches equalpayquidance.pdf

### 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, research and universities: excellence without gender bias; League of European Research Universities, July 2012)

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

According to HESA staff data for 2010/11, there are 17,435<sup>4</sup> professorial staff employed in UK HEIs. 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

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

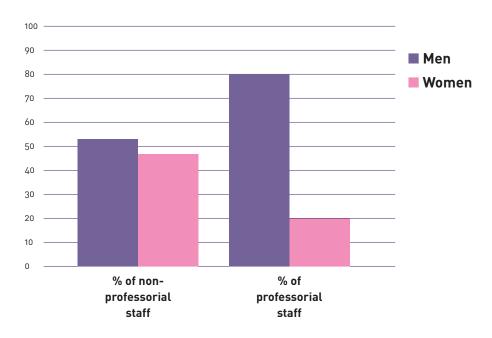
academic staff, there would be 8,160 female professors.

Table 1 (overleaf) shows the proportion of men and women in non-professorial academic grades and professorial posts. The figures above are for all UK HEIs 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

4 All figures rounded to the nearest five (5).

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 HEIs is attached in Appendix 3<sup>5</sup>.

5 Only institutions employing 52 or more professorial staff are included in the data.

### Under-representation of BME staff

 $\mathbf{6}~\%$  calculated as a percentage of all staff in group where ethnicity known.

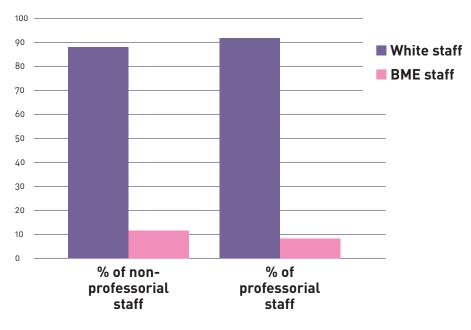
According to HESA staff data for 2010/11, 13.0% (19,405) of non-professorial academics are BME staff but they hold only 7.3% (1,195) of professorial roles.

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



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

The figures in Table 2 above are for all UK HEIs 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 (and 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 HEIs is attached in Appendix 47 (see page 33).

The figures we have been looking at above include all staff: UK and 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'.

**7** Only institutions employing 52 or more professorial staff are included in the data.

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

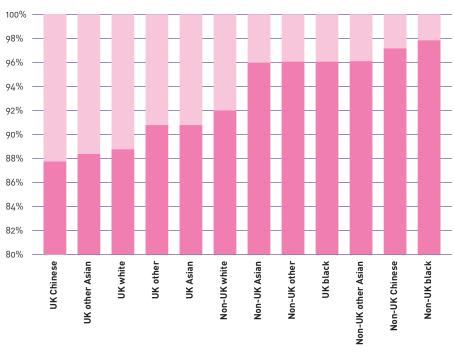
	Non-professor		Profes	sor	Total
	<b>%</b> *	%**	<b>%</b> *	% <b>**</b>	% <b>*</b>
UK national					
White	92.8	88.9	94.3	11.1	93.0
Black	1.2	96.4	0.4	3.6	1.1
Asian	2.2	91.3	1.7	8.7	2.1
Chinese	1.0	87.7	1.2	12.3	1.1
Other Asian	0.8	88.4	0.8	11.6	0.8
Other	2.0	90.9	1.6	9.1	1.0
BME total	7.2	91.1	5.7	8.9	7.0
UK total	100	89.1	100	10.9	100
Non-UK nation	nal				
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	

<sup>\* %</sup> of professors/non professors/all academic staff with a certain ethnicity

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

To each of these 35 HEIs 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 HEIs 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
- Six HEIs 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 HEIs.

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 HEIs clear trends emerged across all 23 institutions<sup>8</sup>:

8 Not all data sets were provided by all HEIs. 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.

9 One HEI 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.

Looking at the aggregated data from 21 HEIs<sup>9</sup>, we were also able to calculate the success rate of women, men, white and BME applicants:

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

		Women	Men	Total
Applied	Number	596	2662	3258
	% of those where gender known	18.3	81.7	100.0
Shortlisted	Number	116	399	515
	% of those where gender known	22.5	77.5	100.0
Appointed	Number	109	307	416
	% of those where gender known	26.2	73.8	100.0
Success rate	%	18.3	11.5	

		White	ВМЕ	Total
Applied	Number	1646	583	2229
	% of those where ethnicity known	73.8	26.2	100.0
Shortlisted	Number	262	60	322
	% of those where ethnicity known	81.4	18.6	100.0
Appointed	Number	348	41	389
	% of those where ethnicity known	89.5	10.5	100.0
Success rate	%	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 HEIs. 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 HEIs, 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 HEIs

		Women	Men	Total
Applied	Number	2839	5022	7861
	% of those where gender known	36.1	63.9	100.0
Shortlisted	Number	384	721	1105
	% of those where gender known	34.8	65.2	100.0
Appointed	Number	228	384	612
	% of those where gender known	37.3	62.7	100.0
Success rate	%	8.0	7.6	

		White	ВМЕ	Total
Applied	Number	3863	2742	6605
	% of those where ethnicity known	58.5	41.5	100.0
Shortlisted	Number	652	278	930
	% of those where ethnicity known	70.1	29.9	100.0
Appointed	Number	456	109	565
	% of those where ethnicity known	80.7	19.3	100.0
Success rate	%	11.8	4.0	

### TACKLING THE PROBLEM OF UNDER-REPRESENTATION

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:

Institution	Higher than UK average under- representation in Gender (G) or Race (R) in Professorial grade	Relevant part of any published equality objectives or action plan
Aberystwyth University	G	Equality Scheme Action Plan: Appendix A  Review recruitment and selection procedures and ensure processes are inclusive and do not preclude underrepresented groups.  Review recruitment, selection, development and promotion process for any gender bias. To include recruitment, probation and promotion processes.  Review equality training for all Appointing Panel members.
Aston University	R	Included in published equality objectives: Improve the Seniority Profile of the Institution by gender and ethnicity. This is to be supported by a separate action plan.
Bangor University	G	No specific targets identified.

# University of Bedfordshire

G

### Single Equality Scheme

- Ensure fairness and equity in the recruitment, selection and promotion of staff
- Promote and address issues around the underrepresentation and increase the representation of female staff at senior management levels.
- Continue to monitor gender take up of AIP and CRP schemes
- Identify gender imbalances and take steps to address.

### Cardiff University

G

### **Equality and Diversity Policy**

• To review and address underrepresentation in recruitment, retention and progression/attainment of staff and students.

Appendix A: Equality Objectives Action Plan

- a. Increase the number of women academics submitting timely promotion applications to gain recognition for their professional achievements and academic standing.
- b. Workshops on the Academic Career pathway to be targeted at School Promotion Panels.
- c. Women Professors Forum to introduce a programme of activity, e.g. presentations from women who have been successful in gaining promotion. d. 'Confidence Building for Female Academics' to be extended to cover all
- 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 (including non-academic women) together with 'Navigation' training for men.

### Coventry University

R

# Equality scheme 2012-15 includes priority 3:

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 University	G	Single Equality Scheme The University became a member of the Athena Swan Charter in 2009 (women working in Science, Engineering and 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.
Glasgow Caledonian University	G	No specific targets identified.
The London School of Economics and Political Science	R	Single Equality Scheme Action Plan 2011-2014  10.To identify positive action initiatives for the recruitment of Black and Minority Ethnic staff into bands 6 and above.
Middlesex University	G & R	Equality objectives do not address.
Queen Mary, University of London	R	Equality & Diversity Objectives 2012-2015:  Sub-objective 1: Enhance Gender Equality for Staff and Students Sub-objective 2: Ensure that the proportion of BME staff at all grades reflects fair and transparent recruitment and progression processes Includes:  Investigate the differential between applicants, shortlisted and appointed staff by ethnicity and take relevant action  Set up a race equality staff network  Take part in the B-Mentor2 programme with London leading higher education institutions  Conduct qualitative research to investigate barriers to progression  Gap in BME applicants to QM being shortlisted and appointed is investigated and measures taken to address the success gap by 2015.

### St George's, University of London

### **G & R**

### Draft single equality scheme 2012

### Gender

- 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.
- 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.
- 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*
- 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.
- 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

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:

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 (and other senior) grades.

As well as looking at who joins the organisation (or 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 (agreed nationally by the employers and recognised trade unions) states that pay gaps should be investigated where they are significant in 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 HEIs—see Appendix  $5^{11}$  (page 39).

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

Table 7 Gender pay gaps

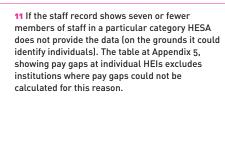
Scotland **5.1%** (4.5% in 2009/10)

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 %



2003/04 2004/05 2005/06 2006/07 2007/08 2008/09 2009/10 2010/11

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<sup>12</sup> (page 40). The ethnic groups referred to are those used by HESA.

<sup>12</sup> If the staff record shows seven or fewer members of staff in a particular category HESA does not provide the data (on the grounds it could identify individuals). The table at Appendix 6, showing pay gaps at individual HEIs excludes institutions where pay gaps could not be calculated for this reason.

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 HFIs.

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 HEIs 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 HEIs 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 HEIs address this problem head on.

### **NEXT STEPS: CHALLENGES FOR THE SECTOR**

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 HEIs 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<sup>13</sup> which was set up to advance and promote the careers of women in STEMM<sup>14</sup> subjects.

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.

For its part, UCU offers its genuine commitment to work with employers to address the issues identified in this report. 14 Science, Technology, Engineering, Mathematics, Mechanics, Medicine

### **APPENDICES**

**Appendix 1** 

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

	% of professorial staff who are women	% of professorial staff who are from BME backgrounds
		(where ethnicity known)
2000-1	12.6%	3.9%
2001-2	13.1%	4.2%
2002-3	14.2%	4.4%
2003-4	15.1%	4.8%
2004-5	15.9%	5.4%
2005-6	16.7%	5.8%
2006-7	17.5%	6.2%
2007-8	18.4%	6.5%
2008-9	18.7%	6.8%
2009-10	19.1%	7.0%
2010-11	19.8%	7.3%

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

### % of UK professorial staff who are women



2000-1 2001-2 2002-3 2003-4 2004-5 2005-6 2006-7 2007-8 2008-9 2009-10 2010-11

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

# % of UK professorial staff who are non-white (where ethnicity known)



2000-1 2001-2 2002-3 2003-4 2004-5 2005-6 2006-7 2007-8 2008-9 2009-10 2010-11

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 academic year*	Female £	Male £	Total £	Fas % M	GP gap in favour of males**
1995-6	£38,849	£40,293	£40,177	96.4%	3.6%
1996-7	£41,100	£42,725	£42,593	96.2%	3.8%
1997-8	£42,352	£44,091	£43,941	96.1%	3.9%
1998-9	£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%

<sup>\*</sup> 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

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

<sup>\*\*</sup> The extent to which female pay lags behind male pay

### **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				age point gap sors compared			
			Women	as % of all nor	n-professors		
HEI name preceded		Men as % of all non-professors					
by HESA identifier	Women as % of all professors						
Men as % of all professors							
# of non-professors, rounded							
# of professors, round							
<b>,</b>	L J		J	J	J	J	
<b>▼</b>	<b>Y</b>	<b>V</b>	<b>V</b>	•	•	•	
0145 St George's Hospital Medical School							
	65 53	80.00%	20.00%	36.30%	63.70%	43.8	
0177 Aberystwyth University							
	. *	10 91.40%	8.60%	50.20%	49.80%	41.2	
0026 University of Bedfordshire							
	55 65	55 83.60%	16.40%	44.60%	55.40%	39.1	
0106 Glasgow Caledonian University							
	60 76	5 80.00%	20.00%	43.90%	56.10%	36.1	
0179 Cardiff University							
4	20 223	80 87.00%	13.00%	53.00%	47.00%	34.1	
0067 Middlesex University							
	55 82	5 81.30%	18.70%	48.30%	51.70%	33.1	
0178 Bangor University							
1	00 75	0 80.60%	19.40%	48.20%	51.80%	32.4	
0065 Liverpool John Moores University							
	70 12°	10 84.40%	15.60%	52.30%	47.70%	32.1	
0134 King's College London							
4	10 333	30 77.90%	22.10%	46.20%	53.80%	31.7	
0068 De Montfort University							
	90 11	15 82.70%	17.30%	51.20%	48.80%	31.5	
0073 The University of Plymouth							
1	30 99	95 83.30%	16.70%	52.00%	48.00%	31.2	

Gender and Percentage point gap between women as %academic seniority of professors compared with non-professors Women as % of all non-professors HEI name preceded Men as % of all non-professors by HESA identifier Women as % of all professors Men as % of all professors # of non-professors, rounded # of professors, rounded 0156 The University of Oxford 88.80% 240 5185 11.20% 57.60% 42.40% 31.2 0174 The University of Stirling 77.70% 830 22.30% 46.90% 53.10% 30.8 0117 The University of East Anglia 78.20% 21.80% 47.70% 52.30% 30.5 0122 The University of Kent 1505 84.30% 15.70% 53.80% 46.20% 30.5 0126 The University of Liverpool 305 1800 87.20% 12.80% 56.70% 43.30% 30.4 0170 The University of Aberdeen 1420 81.50% 18.50% 51.10% 48.90% 30.4 0202 London Metropolitan University 820 84.60% 15.40% 54.70% 45.30% 30.0 0112 The University of Bristol 415 1930 83.50% 16.50% 53.70% 46.30% 29.8 0119 The University of Exeter 84.20% 15.80% 1125 54.50% 45.50% 29.7 0075 Sheffield Hallam University 49.80% 1950 79.60% 20.40% 50.20% 29.5 0051 The University of Brighton 1440 73.20% 26.80% 44.80% 55.20% 28.4 0109 The University of Bath 89.30% 10.70% 28.0 870 61.30% 38.70% 0059 The University of Greenwich 1230 83.60% 16.40% 55.80% 44.20% 27.8 0158 The University of Salford 1410 82.30% 17.70% 54.50% 45.50% 27.8 0180 Swansea University 84.80% 27.8 195 905 15.20% 57.00% 43.00% 0121 The University of Keele 630 77.60% 22.40% 49.90% 50.10% 27.6 0138 London School of Hygiene and Tropical Medicine 65.20% 34.80% 62.10% 80 37.90% 27.3 0162 The University of Sussex

1425

79.60%

52.40%

47.60%

27.2

20.40%

Gender and

Percentage point gap between women as %

Gender and Percentage point gap between women as %academic seniority of professors compared with non-professors Women as % of all non-professors HEI name preceded Men as % of all non-professors by HESA identifier Women as % of all professors Men as % of all professors # of non-professors, rounded # of professors, rounded 0154 The University of Newcastle-upon-Tyne 2145 80.00% 365 20.00% 56.70% 43.30% 23.3 0071 The Nottingham Trent University 73.30% 26.70% 50.10% 49.90% 1475 23.2 0069 The University of Northumbria at Newcastle 65 1190 73.60% 26.40% 50.40% 49.60% 23.2 0184 The Queen's University of Belfast 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 University 76.70% 23.30% 54.00% 46.00% 22.7 0115 The City University 1570 75.00% 52.90% 47.10% 22.2 170 25.00% 0159 The University of Sheffield 370 2115 82.00% 18.00% 59.90% 40.10% 22.1 0053 The University of Central Lancashire 73.80% 26.20% 52.00% 48.00% 1150 21.9 0083 The University of Westminster 49.00% 27.30% 51.00% 21.7 1420 72.70% 0146 The School of Oriental and African Studies 810 74.70% 53.00% 47.00% 21.7 25.30% 0001 The Open University 67.20% 7495 32.80% 45.60% 54.40% 21.7 0081 University of the West of England, Bristol 53.10% 21.5 1600 68.40% 31.60% 46.90% 0072 Oxford Brookes University 68.00% 1230 32.00% 46.80% 53.20% 21.2 0185 University of Ulster 170 1485 75.20% 24.80% 54.10% 21.1 45.90% 0163 The University of Warwick 80.30% 19.70% 40.70% 21.1 1505 59.30% 0131 Goldsmiths College 400 70.10% 29.90% 49.20% 50.80% 75 20.9 0141 Royal Holloway and Bedford New College 170 885 76.20% 23.80% 55.30% 44.70% 20.8 Gender and

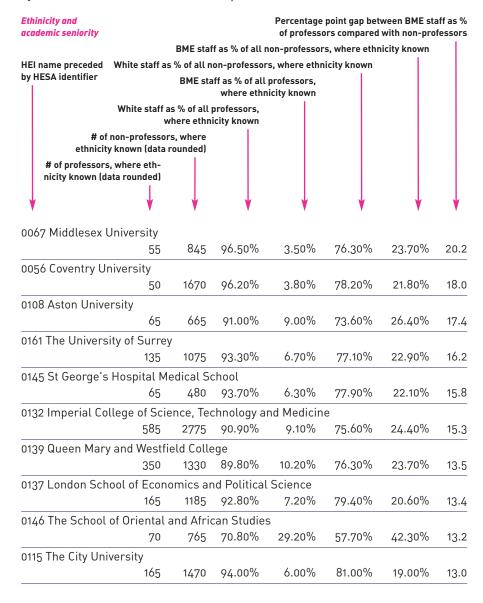
Percentage point gap between women as %

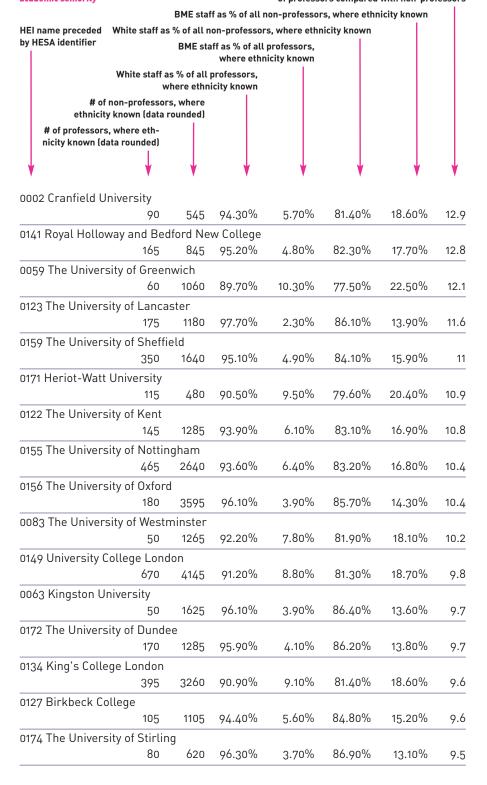
### **Appendix 4**

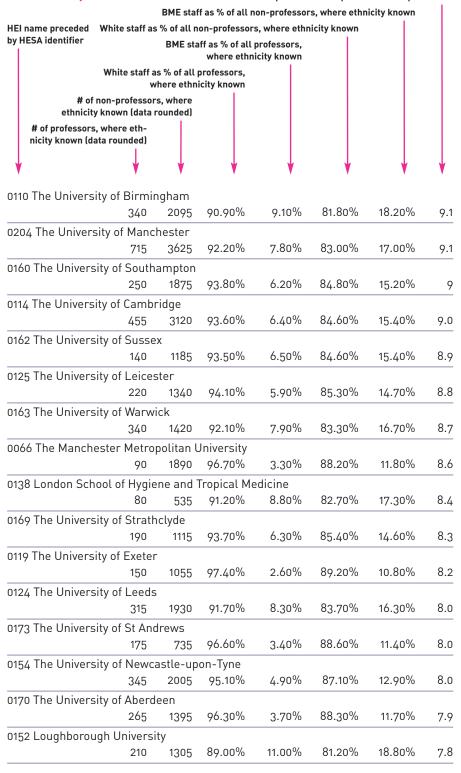
## UK professorial and non-professorial academic staff by HEI, ethnicity 2010-11

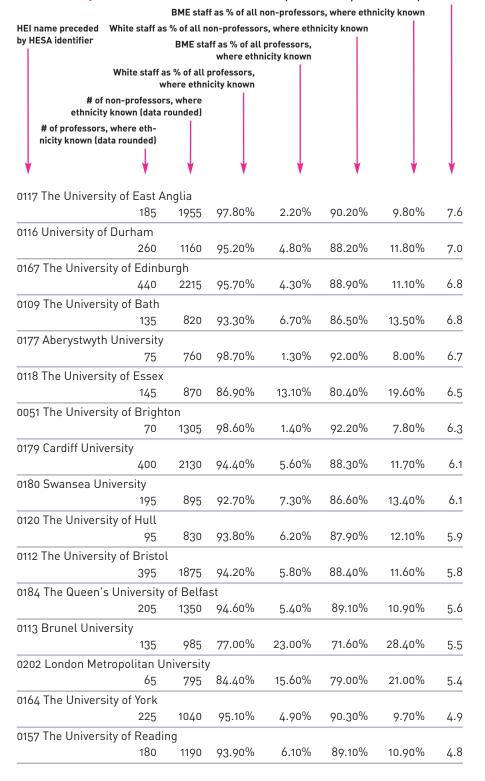
Data ranked by percentage point gap between BME academics as % of professors compared with non-professors (see far right column).

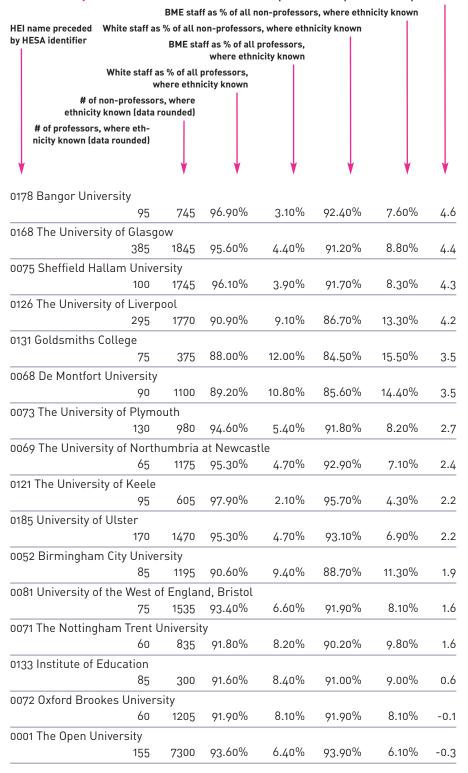
Source: HESA Staff Record 2010/11; % only calculated where 52 or more in a total; % calculated by UCU on unrounded data (HEI name preceded by HESA identifier). Grand Total represents all academic staff.



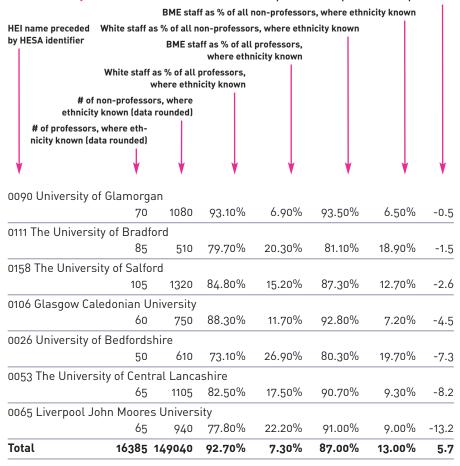








### Ethinicity and academic seniority



### 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.

HEI name preceded by HESA identifier	Profs: p (a minus sign indicates a	ay gap in favou gap in favour o	
	Average pay	of profs:male	
	Average pay of profs:female		
<b>↓</b>	<b>↓</b>	$\downarrow$	$\downarrow$
0047 Anglia Ruskin University	£74,555	£80,336	7.2%
0108 Aston University	£93,004	£87,818	-5.9%
0109 The University of Bath	£69,250	£71,151	2.7%
0026 University of Bedfordshire	£71,853	£73,656	2.4%
0127 Birkbeck College	£63,790	£73,454	13.2%
0052 Birmingham City University	£60,650	£66,382	8.6%
0110 The University of Birmingham	£74,630	£79,926	6.6%
0111 The University of Bradford	£64,326	£67,395	4.6%
0051 The University of Brighton	£61,384	£69,684	11.9%
0112 The University of Bristol	£71,754	£74,777	4.0%
0113 Brunel University	£72,648	£80,054	9.3%
0114 The University of Cambridge	£76,267	£79,786	4.4%
0012 Canterbury Christ Church University	£72,551	£70,753	-2.5%
0053 The University of Central Lancashire	£61,219	£61,586	0.6%
0115 The City University	£77,052	£88,850	13.3%
0056 Coventry University	£71,822	£67,230	-6.8%
0002 Cranfield University	£80,479	£86,739	7.2%
0068 De Montfort University	£60,456	£61,423	1.6%
0116 University of Durham	£65,881	£72,104	8.6%
0117 The University of East Anglia	£68,834	£74,330	7.4%
0058 The University of East London	£59,797	£61,532	2.8%
0118 The University of Essex	£70,130	£73,481	4.6%
0119 The University of Exeter	£72,800	£79,063	7.9%
0131 Goldsmiths College	£66,051	£67,390	2.0%
0059 The University of Greenwich	£80,811	£69,438	-16.4%

by HESA identifier	(a minus sign indicates	a gap in favour	of females)
	Average pa	y of profs:male	
Av	erage pay of profs:fema	le	
<b>↓</b>		<b>\</b>	V
0120 The University of Hull	£61,57	2 £63,814	3.5%
0132 Imperial Coll of Science, Technology &	Medicine £84,85	9 £87,351	2.9%
0133 Institute of Education	£78,15	£87,859	11.0%
0121 The University of Keele	£66,94	£69,271	3.4%
0122 The University of Kent	£78,21	0 £73,189	-6.9%
0134 King's College London	£74,96	9 £81,532	8.0%
0063 Kingston University	£62,25	6 £60,819	-2.4%
0123 The University of Lancaster	£72,77	5 £75,691	3.9%
0064 Leeds Metropolitan University	£58,91	2 £58,846	-0.1%
0124 The University of Leeds	£74,38	2 £76,421	2.7%
0125 The University of Leicester	£71,72	0 £80,133	10.5%
0062 The University of Lincoln	£75,84	1 £70,359	-7.8%
0065 Liverpool John Moores University	£60,59	2 £64,780	6.5%
0126 The University of Liverpool	£80,84	5 £85,804	5.8%
0202 London Metropolitan University	£59,10	8 £60,199	1.8%
0137 London School of Economics and Politic	cal Science £85,12	8 £92,611	8.1%
0138 London School of Hygiene and Tropical	Medicine £76,19	3 £84,003	9.3%
0152 Loughborough University	£68,39	9 £74,164	7.8%
0066 The Manchester Metropolitan Universit	ty £62,43	£62,838	0.6%
0204 The University of Manchester	£72,73	3 £77,666	6.4%
0154 The University of Newcastle-upon-Tyne	£71,99	3 £75,842	5.1%
0069 The University of Northumbria at Newo	astle £63,95	£63,436	-0.8%
0155 The University of Nottingham	£74,50	8 £81,206	8.2%
0071 The Nottingham Trent University	£60,23	7 £61,076	1.4%
0001 The Open University	£71,82	2 £71,987	0.2%
0072 Oxford Brookes University	£59,47	8 £66,992	11.2%
0156 The University of Oxford	£92,44	7 £89,201	-3.6%
0073 The University of Plymouth	£71,23	4 £66,927	-6.4%
0074 The University of Portsmouth	£63,02	£65,509	3.8%
0139 Queen Mary and Westfield College	£78,39	6 £80,137	2.2%
0157 The University of Reading	£66,64	5 £72,713	8.3%
0031 Roehampton University	£60,58	5 £64,497	6.1%
0141 Royal Holloway and Bedford New Colleg	je £67,1°	11 £72,330	7.2%
0145 St George's Hospital Medical School	£64,97	3 £81,378	20.2%

Profs: pay gap in favour of males

HEI name preceded

HEI name preceded by HESA identifier	Profs: pa (a minus sign indicates a ç	y gap in favou Jap in favour o	
	Average pay o	f profs:male	
	Average pay of profs:female		
<b>♦</b>	<b>\</b>	\	<b>\</b>
0158 The University of Salford	£62,603	£66,613	6.0%
0146 The School of Oriental and African S	tudies £65,934	£67,523	2.4%
0075 Sheffield Hallam University	£66,711	£66,791	0.1%
0159 The University of Sheffield	£68,911	£74,327	7.3%
0160 The University of Southampton	£71,364	£73,005	2.2%
0077 Staffordshire University	£75,743	£62,029	-22.1%
0161 The University of Surrey	£69,118	£75,369	8.3%
0162 The University of Sussex	£70,078	£73,211	4.3%
0149 University College London	£75,712	£82,341	8.1%
0163 The University of Warwick	£74,321	£82,303	9.7%
0081 University of the West of England, Br	ristol £64,700	£62,805	-3.0%
0083 The University of Westminster	£61,953	£63,705	2.8%
0164 The University of York	£74,078	£74,096	0.0%
England Total	£72,232	£77,208	6.4%
0178 Bangor University	£64,103	£73,725	13.1%
0179 Cardiff University	£79,454	£82,640	3.9%
0090 University of Glamorgan	£62,920	£62,336	-0.9%
0180 Swansea University	£65,026	£71,965	9.6%
Wales Total	£70,404	£75,719	7.0%
0170 The University of Aberdeen	£72,725	£78,702	7.6%
0172 The University of Dundee	£79,922	£79,824	-0.1%
0167 The University of Edinburgh	£71,332	£76,235	6.4%
0106 Glasgow Caledonian University	£61,009	£62,254	2.0%
0168 The University of Glasgow	£70,286	£75,321	6.7%
0171 Heriot-Watt University	£70,416	£72,048	2.3%
0104 The Robert Gordon University	£67,830	£67,718	-0.2%
0173 The University of St Andrews	£73,440	£80,558	8.8%
0174 The University of Stirling	£66,524	£68,073	2.3%
0169 The University of Strathclyde	£73,620	£75,127	2.0%
Scotland Total	£71,311	£75,174	5.1%
0184 The Queen's University of Belfast	£67,580	£76,727	11.9%
0185 University of Ulster	£65,111	£66,124	1.5%
Northern Ireland Total	£66,370	£72,230	8.1%
Total UK	£71,910	£76,738	6.3%

# 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	Country HEI name preceded by HESA ideifier	White £	Black £	Black £ Chinese £	Asian	Asian Other (inc Unknown Professor Black as Chinese	Unknown P	rofessor	Black as	Chinese	Asian	0ther	-u
					(excl Chinese) £	mixed) £	total £	% of white	as % of white (	(excl Chinese) as % of white	(inc mixed) as % of white		known
England	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		9.68
	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	6.96	100.2
	0132 Imperial Coll of Science, Technology & Medicine 87,032	ne 87,032	:	81,678	94,406	89,789	84,217	87,046		93.8	108.5	103.2	8.96
	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	Country HEI name preceded by HESA ideifier	White £	Black £	Black £ Chinese £	Asian (excl Chinese) £	Other (inc mixed) £	Unknown Professor Black as total £ % of as % of white white	rofessor % of white		Chinese (excl Chinese) as % of white	Asian (inc mixed) as % of white	Other	Un- known
England	0076 London South Bank University	76,677	:	:	69,982	:	:	72,550			91.3		
	0152 Loughborough University	74,045	:	67,082	:	:	:	73,176		9.06			
	0204 The University of Manchester	76,899	:	70,588	74,481	79,605	:	26,698		91.8	6.96	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		9.88	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	169,62	:	:	102,251	:	86,997	80,836			128.3		109.2
<b>England Total</b>	Total	76,226	68,817	71,497	80,116	73,511	76,695	76,202	90.3	93.8	105.1	7.96	100.6
Wales	0179 Cardiff University	82,147	:	:	87,599	:	83,615	82,218			106.6		101.8
Wales Total	tal		74,960	:	69,360	78,308	74,197	79,723	75,017		92.5	104.5	99.0
106.4													
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
<b>Scotland Total</b>	Total	74,805	67,410	67,183	960'04	69,202	74,697	74,492	90.1	89.8	93.7	92.5	6.66
N Ireland Total	J Total	71,041	:	:	70,648	:	75,576	71,013			96.4		106.4
Total		75,839	68,692	70,758	78,896	73,168	76,437	75,795	9.06	93.3	104.0	96.5	100.8



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