



**ASSOCIATION OF UNIVERSITY TEACHERS**

## **The diverse academy**

**The pay and employment of  
academic and professional staff  
in UK higher education by  
gender and ethnicity**

**AUT RESEARCH, October 2005**

## Foreword

This report, *The Diverse Academy*, has been produced to accompany the AUT campaign, *Putting equality in the frame*. The campaign is aimed at ensuring that every UK higher education institution carries out and acts upon an equal pay review in line with joint guidance for the sector. Another aim is that every institution carries out race impact assessments of the sector's new pay arrangements.

*The Diverse Academy* shows why the campaign is needed.

The report, using data from the Higher Education Statistics Agency Staff Record, is a snapshot of diversity in pay and employment in 2003-4 relating to academic, managerial and non-academic professional staff in UK higher education.<sup>1</sup>

It shows that while four out of ten academics are female, there is some way to go before women academics achieve equality in pay and grading. There is an overall gender pay gap of 14% in men's favour on average.

Although the proportion of Black and minority ethnic (BME) staff among all UK academics approximately reflects the proportion of BME employees in the working age population with a postgraduate qualification, BME academics are considerably under-represented as a proportion of academics with UK nationality. There is an ethnicity pay gap of 13% on average in favour of white academics.

The gender pay gap for managers in UK higher education institutions is 16% in men's favour. BME managers in higher education are under-represented as a proportion of managers in total, particularly those with UK nationality. BME managers earn on average 7% less than their white colleagues.

The gender pay gap for non-academic professional staff is 12% in men's favour, and BME non-academic professional staff are under-represented as a proportion of NAP staff in total, particularly those with UK nationality. BME non-academic professionals earn on average 7% less than their white colleagues.

The hope is that *Putting equality in the frame* will help create a higher education sector in which the inequalities shown in this report become a thing of the past.

**Sally Hunt**

**AUT General Secretary**

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<sup>1</sup> For an analysis of trends in pay and employment, see *The Unequal Academy* (AUT: 2004).

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## Summary

### UK academic staff 2003-4

#### Gender

- 40% of the UK's 150,000 academics are women.
- More than a quarter of women academics work part-time, compared with 16% of men.
- Female academics are more likely than males to be on a fixed-term contract.
- Nursing and paramedical studies has the highest proportion of women academics in a cost centre; the lowest is in electrical, electronic and computer engineering.
- The age profile of female academics is generally younger than for male academics.
- 2.1% of academics are declared disabled; 40% of academics declared disabled are women.
- In pre-1992 universities, nearly half of the staff on the most junior lecturer grade are women, but only 14% of professors are women.
- In the UK as a whole, full-time female academics on average earn 86% of the pay of their male colleagues. In other words, there is a 14% gender pay gap in men's favour. The pay gaps for particular academic grade groups tend to be narrower.
- At the great majority of individual higher education institutions, women earn less on average than their male colleagues, sometimes by more than 25%.

#### Ethnicity

- 89.5% of academics are white and 10.5% are from black and minority ethnic (BME) groups.<sup>2</sup> In the UK population as a whole, 89.2% of those of working age with an NVQ level 5 (postgraduate) qualification are white, so the proportion of BME academics is very similar to the proportion of BME postgraduates in the UK population as a whole.
- But for academics of UK nationality, BME academics are considerably underrepresented. Only 5.9% of academics with UK nationality are from BME groups.
- BME academics are slightly more likely than whites to be employed on a full-time basis.
- White academics are more likely than BME colleagues to have a secure job.
- Nearly 60% of white academics are employed in the 'traditional' academic function combining teaching and research, compared with just over half of black academics and somewhat over one-third of Asian academics.
- The proportion of white academics in a particular post increases with the seniority of the grade.
- The most ethnically diverse academic cost centres are generally in engineering, science and technology; conversely, arts, humanities, education and most language-based studies tend to have higher proportions of white academics.

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<sup>2</sup> Where ethnicity is known

- The age profile of BME academics is generally younger than for white academics, particularly for those employed in teaching-and-research posts.
- 93% of academics with declared disability are white.
- While the majority of individual higher education institutions report that around 10% of their academic staff are of black or minority ethnicity, several small institutions report no BME academic staff at all.
- BME academic staff in the UK earn 88% of their white colleagues' earnings – in other words, there is an ethnicity pay gap of 12% in whites' favour. The ethnicity pay gap for academics of UK nationality was narrower, with BME academics earning 94.1% of their white colleagues' pay.
- At almost all UK higher education institutions, BME academics earn less on average than their white colleagues.

## **UK HE managerial staff 2003-4**

### **Gender**

- Of the 11,500 managerial staff in UK higher education, 46% are women.
- 87% of managers, both female and male, have an open-ended or permanent contract.
- Female managers have a younger age profile than their male colleagues.
- 2.4% of managers have a declared disability.<sup>3</sup>
- Women managers earn 84% of the salaries of their male colleagues – in other words, there is a gender pay gap of 16% in men's favour.

### **Ethnicity**

- Of HE managerial staff whose ethnicity is known, 95.8% are white and 4.2% are of black or minority ethnic (BME) groups.
- In the population of working age with a NVQ level 4 (degree level) qualification – who might be taken as the pool of potential applicants for managerial posts in UK HE – 92.0% are white, so BME managers in HE are under-represented, particularly those with UK nationality.
- White managers are slightly more likely than their black and Asian colleagues to be employed full-time.
- White and black managerial staff in UK HE are slightly more likely than Asian colleagues to have a permanent contract.
- White and black managers in UK higher education generally have an older age profile compared with their Asian colleagues.
- BME managers earn 93.2% of the pay of their white colleagues. The ethnicity pay gap was very similar for managers of only UK nationality.

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<sup>3</sup> for whom information was provided

## UK non-academic professional (NAP) staff 2003-4

### Gender

- Of the 27,000 non-academic professional (NAP) staff in UK HE, 54% are female.
- Female NAP staff are slightly more likely than males to be employed on an open-ended or permanent contract.
- There is a younger age profile for female non-academic professionals.
- 2.6% of non-academic professionals have a declared disability.
- Female NAP staff earn 88.1% of the pay of their male colleagues.

### Ethnicity

- Of the UK non-academic professional staff whose ethnicity is known, 93.8% are white and 6.2% are from BME groups. In general, BME non-academic professional staff are under-represented in UK HE, particularly those with UK nationality.
- Black and Asian non-academic professional staff are more likely than whites or those of other ethnicity to work on a full-time basis.
- White non-academic professional staff are more likely than BME employees to have an open-ended or permanent contract.
- The age profile of white non-academic professionals is older than that of their BME colleagues.
- Of UK HE non-academic professionals with a declared disability in 2003-4, 93.6% are white.
- BME full-time non-academic professional staff earn 92.6% of their white colleagues' pay – an ethnicity pay gap of 7.4% in whites' favour. Among non-academic professional staff only of UK nationality, BME employees earned 93.7% of their white colleagues' pay.

*The report uses data from the Higher Education Statistics Agency Staff Record 2003-4. Percentage calculations are by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties.*

## 1 Academic staff

### 1.1 Gender

#### 1.1.1 Overview

Of the 150,000 academics in the UK in 2003-4, 20% were employed on a teaching-only basis, nearly one quarter were employed on a research-only basis, but the majority of academics, 55%, were engaged in both teaching and research.<sup>4</sup>

In all, 40% of academics were women. Women comprised half of teaching-only academics, 45% of research-only staff and just over one-third of teaching-and-research academics.

A small proportion, 2%, of academics were not employed in teaching or research – these were principally senior members of staff, such as vice chancellors, deans, heads of department, appointed to oversee and participate in decisions relating to curricula, budgetary, departmental and other matters. Women comprised just over 2 in 5 of these senior staff.

|        | Teaching only | Research only | Teaching and research | Not teaching and/or research | Total   |
|--------|---------------|---------------|-----------------------|------------------------------|---------|
| Gender |               |               |                       |                              |         |
| Female | 14,380        | 16,220        | 27,760                | 915                          | 59,275  |
| Male   | 14,715        | 19,965        | 53,030                | 1,290                        | 89,000  |
| Total  | 29,095        | 36,185        | 80,795                | 2,205                        | 148,275 |

Numbers rounded to nearest 5

|        | Teaching only | Research only | Teaching and research | Not teaching and/or research | Total  |
|--------|---------------|---------------|-----------------------|------------------------------|--------|
| Gender |               |               |                       |                              |        |
| Female | 24.3%         | 27.4%         | 46.8%                 | 1.5%                         | 100.0% |
| Male   | 16.5%         | 22.4%         | 59.6%                 | 1.4%                         | 100.0% |
| Total  | 19.6%         | 24.4%         | 54.5%                 | 1.5%                         | 100.0% |

|        | Teaching only | Research only | Teaching and research | Not teaching and/or research | Total  |
|--------|---------------|---------------|-----------------------|------------------------------|--------|
| Gender |               |               |                       |                              |        |
| Female | 49.4%         | 44.8%         | 34.4%                 | 41.5%                        | 40.0%  |
| Male   | 50.6%         | 55.2%         | 65.6%                 | 58.5%                        | 60.0%  |
| Total  | 100.0%        | 100.0%        | 100.0%                | 100.0%                       | 100.0% |

#### 1.1.2 Mode of employment

Nearly three-quarters of academics worked full-time in 2003-4. Male academics were more likely than their female colleagues to work on a full-time basis. While less than two-thirds of female academics worked full-time, more than three-quarters of male academics were full-time. Less than 1% of either men or women worked on a full-time term-time only basis.

More than a quarter of women academics worked part-time, compared with 16% of men. 9% of women and 6% of men worked on a part-time term-time only basis. Less than half a per cent of either men or women worked on an atypical basis – the atypical category is used by HESA to describe staff whom institutions were unable to assign to either the full-time or the part-time

<sup>4</sup> 'Academic professionals are responsible for planning, directing and undertaking academic teaching and research within Higher Education Institutions. All academic staff are classified to this group regardless of their discipline (e.g. science, engineering, social sciences, humanities, languages). This group should also include medical practitioners, dentists, veterinarians and other health care professionals who undertake lecturing or research activities within higher education institutions. Workers in this group fall under one of the following categories: Vice Chancellors, Deans and Academic Directors; Lecturers, Tutors and Teaching Assistants; researchers.' Rhys Davies & Ritva Ellison (2002), *Occupational Coding for Higher Education Staff*, Warwick University: Institute for Employment Research, p. 36.

category.<sup>5</sup> The HESA staff record for 2003-4 included very few staff classified as atypical: HESA says that from 2004-5 onwards higher education institutions must return data on atypical staff.<sup>6</sup>

| HESA Staff Record 2003/04  | Gender |        |        |
|----------------------------|--------|--------|--------|
| Mode of Employment         | Female | Male   | Total  |
| Full-time.                 | 62.1%  | 76.9%  | 71.0%  |
| Full-time, term-time only. | 0.6%   | 0.4%   | 0.5%   |
| Part-time.                 | 28.0%  | 16.1%  | 20.9%  |
| Part-time, term-time only. | 9.0%   | 6.3%   | 7.3%   |
| Atypical.                  | 0.3%   | 0.3%   | 0.3%   |
| Total                      | 100.0% | 100.0% | 100.0% |

### 1.1.3 Terms of employment

Female academics were more likely than males to be on a fixed-term contract. While female academics were split approximately 50:50 between those on permanent contracts and those on fixed-term contracts, 60% of males were on permanent contracts, and 40% were fixed-term.

| Activity                  | Academic Professional. |        |        |
|---------------------------|------------------------|--------|--------|
| HESA Staff Record 2003/04 | Gender                 |        |        |
| Terms of Employment       | Female                 | Male   | Total  |
| Open-ended/Permanent.     | 49.2%                  | 59.5%  | 55.4%  |
| Fixed-term contract.      | 50.8%                  | 40.5%  | 44.6%  |
| Total                     | 100.0%                 | 100.0% | 100.0% |

### 1.1.4 Cost centres

There was wide variation among academic cost centres<sup>7</sup> in terms of the proportion of female academics working in them in 2003-4. The highest proportion of women academics in a cost centre was 72% in nursing and paramedical studies; the lowest was 12% in electrical, electronic and computer engineering. In general, subjects related to health, medicine, languages, education and social studies had relatively high proportions of female academics; subjects related to science, engineering and technology had relatively low proportions of female academics.

<sup>5</sup> The term 'atypical' is used to describe working arrangements that are not permanent, involve complex employment relationships and/or involve work away from the supervision of the normal work provider. These may be characterised by a high degree of flexibility for both the work provider and the working person, and may involve a triangular relationship that includes an agent. In addition, according to HESA, atypical contracts meet one or more of the following conditions:

- Are for less than four consecutive weeks - meaning that no statement of terms and conditions needs to be issued.
- Are for one-off/short-term tasks - for example answering phones during clearing, staging an exhibition, organising a conference. There is no mutual obligation between the work provider and working person beyond the given period of work or project. In some cases individuals will be paid a fixed fee for the piece of work unrelated to hours/time spent.
- Involve work away from the supervision of the normal work provider - but not as part of teaching company schemes or for teaching and research supervision associated with the provision of distance learning education.
- Involve a high degree of flexibility often in a contract to work 'as-and-when' required - for example conference catering, student ambassadors, student demonstrators.
- Equate to less than 5% FTE during the reporting period (this condition only applies until 2005/06, after which there will be no FTE threshold). [http://www.hesa.ac.uk/manuals/ISR0405/staff\\_intro.htm](http://www.hesa.ac.uk/manuals/ISR0405/staff_intro.htm)

<sup>6</sup> [http://www.hesa.ac.uk/manuals/ISR0405/staff\\_intro.htm](http://www.hesa.ac.uk/manuals/ISR0405/staff_intro.htm)

<sup>7</sup> Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments. Non-academic cost centres excluded.



| Activity  | Academic Professional. |       |        |
|---|------------------------|-------|--------|
|   | Gender                 |       |        |
| HESA Staff Record 2003/04                       |                        |       |        |
| Cost Centre                                     | Female                 | Male  | Total  |
| Nursing and paramedical studies                 | 71.9%                  | 28.1% | 100.0% |
| Health and community studies                    | 65.6%                  | 34.4% | 100.0% |
| French, Spanish & German modern languages       | 58.3%                  | 41.7% | 100.0% |
| Education                                       | 56.1%                  | 43.9% | 100.0% |
| Other modern languages                          | 55.3%                  | 44.7% | 100.0% |
| Psychology and behavioural sciences             | 52.2%                  | 47.8% | 100.0% |
| Language based studies                          | 49.6%                  | 50.4% | 100.0% |
| Continuing education                            | 49.5%                  | 50.5% | 100.0% |
| Clinical medicine                               | 47.6%                  | 52.4% | 100.0% |
| Catering and hospitality management             | 45.0%                  | 55.0% | 100.0% |
| Veterinary science                              | 43.1%                  | 56.9% | 100.0% |
| Design and creative arts                        | 42.2%                  | 57.8% | 100.0% |
| Social studies                                  | 40.9%                  | 59.1% | 100.0% |
| Librarianship, communication and media studies  | 40.2%                  | 59.8% | 100.0% |
| Anatomy and physiology                          | 40.1%                  | 59.9% | 100.0% |
| Pharmacy  | 39.5%                  | 60.5% | 100.0% |
| Humanities                                      | 39.1%                  | 60.9% | 100.0% |
| Biosciences                                     | 38.6%                  | 61.4% | 100.0% |
| Clinical dentistry                              | 36.9%                  | 63.1% | 100.0% |
| Pharmacology                                    | 36.8%                  | 63.2% | 100.0% |
| Business and management studies                 | 35.7%                  | 64.3% | 100.0% |
| Archaeology                                     | 35.2%                  | 64.8% | 100.0% |
| Agriculture and forestry                        | 34.3%                  | 65.7% | 100.0% |
| Sports science and leisure studies              | 33.9%                  | 66.1% | 100.0% |
| General sciences                                | 30.3%                  | 69.7% | 100.0% |
| Geography                                       | 29.1%                  | 70.9% | 100.0% |
| Architecture, built environment and planning    | 28.3%                  | 71.7% | 100.0% |
| Information technology and systems sciences     | 27.6%                  | 72.4% | 100.0% |
| Earth, marine and environmental sciences        | 26.3%                  | 73.7% | 100.0% |
| Other technologies                              | 24.2%                  | 75.8% | 100.0% |
| Chemistry                                       | 23.1%                  | 76.9% | 100.0% |
| Computer software engineering                   | 21.7%                  | 78.3% | 100.0% |
| Chemical engineering                            | 21.1%                  | 78.9% | 100.0% |
| Mineral, metallurgy and materials engineering   | 19.7%                  | 80.3% | 100.0% |
| Mathematics                                     | 17.9%                  | 82.1% | 100.0% |
| General engineering                             | 16.6%                  | 83.4% | 100.0% |
| Civil engineering                               | 14.8%                  | 85.2% | 100.0% |
| Physics   | 13.5%                  | 86.5% | 100.0% |
| Mechanical, aero and production engineering     | 12.7%                  | 87.3% | 100.0% |
| Electrical, electronic and computer engineering | 11.5%                  | 88.5% | 100.0% |
| Total   | 40.0%                  | 60.0% | 100.0% |

### 1.1.5 Age

The age profile of female academics was generally younger than for male academics. For the group aged to 34, female academics in teaching-only or research-only posts had a fairly similar age profile to men, but there was a larger proportion of women than men in this age group for teaching-and-research academics. For the group aged 50-plus, there was a very similar proportion of female and male academics in research-only posts. But for 50-plus teaching-only academics, there was a larger proportion of males than females; and for teaching-and-research

academics, there was quite a marked difference between men and women, with 30% of women aged 50-plus, compared with 44% of men.

#### Proportion of academics aged to 34

|                       | Female | Male  |
|-----------------------|--------|-------|
| Teaching-only         | 26.6%  | 26.8% |
| Research-only         | 59.3%  | 57.1% |
| Teaching-and-research | 16.3%  | 11.2% |

#### Proportion of academics aged 50+

|                       | Female | Male  |
|-----------------------|--------|-------|
| Teaching-only         | 25.8%  | 33.2% |
| Research-only         | 8.9%   | 9.0%  |
| Teaching-and-research | 30.1%  | 43.6% |

### 1.1.6 Disability

Slightly over 2,750 UK academic staff in 2003-4 were declared disabled; these comprised 2.1% of academics about whom information on disability was available. Of those declared disabled, 40% were women and 60% were men, in virtually identical proportions to the overall distribution of academics by gender.

### 1.1.7 Grade

There was a clear relationship between seniority and gender, with greater proportions of women on the more junior academic grades, and smaller proportions on the more senior grades. In the post-92 sector, more than 50% of lecturers were women, but only one third of principal lecturers were women. In the pre-92 sector, 47% of staff on the most junior grade, lecturer A, were women, compared with the most senior grade, professor, where only 14% were women. Among researchers in pre-92 institutions, 57% of the most junior grade, IB, were women, while only 26% of the most senior grade, IV, were women. Among clinical academics, 39% of lecturers were women, compared with 12% of professors. In Scottish post-92 institutions, 51% of lecturers were women, compared with 22% of professors/heads of department. There was a similar inverse relationship between gender and seniority among academic staff employed on locally determined pay grades.

PCEF = post-1992 institutions in England, Wales and Northern Ireland. UAP = pre-1992 institutions in the UK. CSCFC = post-1992 institutions in Scotland.

| Activity                         | Academic Professional. |       |        |
|----------------------------------|------------------------|-------|--------|
|                                  | Female                 | Male  | Total  |
| HESA Staff Record 2003/04        |                        |       |        |
| Grade                            |                        |       |        |
| Lecturer (PCEF scale).           | 52.2%                  | 47.8% | 100.0% |
| Senior lecturer (PCEF scale).    | 45.4%                  | 54.6% | 100.0% |
| Principal lecturer (PCEF scale). | 33.4%                  | 66.6% | 100.0% |
| Head of department (PCEF scale). | 40.4%                  | 59.6% | 100.0% |
| Researcher A (PCEF scale).       | 60.1%                  | 39.9% | 100.0% |
| Researcher B (PCEF scale).       | 51.0%                  | 49.0% | 100.0% |
| Other PCEF.                      | 48.1%                  | 51.9% | 100.0% |
| Lecturer A (UAP scale).          | 47.1%                  | 52.9% | 100.0% |
| Lecturer B (UAP scale).          | 40.4%                  | 59.6% | 100.0% |
| Senior lecturer (UAP scale).     | 25.9%                  | 74.1% | 100.0% |
| Professor (UAP minimum).         | 14.2%                  | 85.8% | 100.0% |

|  |       |       |        |
|--|-------|-------|--------|
| Research grade IB (UAP scale).                       | 56.7% | 43.3% | 100.0% |
| Research grade IA (UAP scale).                       | 45.2% | 54.8% | 100.0% |
| Research grade II (UAP scale).                       | 41.3% | 58.7% | 100.0% |
| Research grade III (UAP scale).                      | 32.0% | 68.0% | 100.0% |
| Research grade IV (UAP scale).                       | 25.9% | 74.1% | 100.0% |
| Clinical lecturer                                    | 39.1% | 60.9% | 100.0% |
| Clinical senior lecturer                             | 26.3% | 73.7% | 100.0% |
| Clinical professor                                   | 11.5% | 88.5% | 100.0% |
| Other UAP  | 49.0% | 51.0% | 100.0% |
| Lecturer (CSCFC scale)                               | 51.3% | 48.7% | 100.0% |
| Senior lecturer (CSCFC scale)                        | 34.2% | 65.8% | 100.0% |
| Professor/Head of department (CSCFC scale)           | 22.4% | 77.6% | 100.0% |
| Researcher (CSCFC scale)                             | 51.3% | 48.7% | 100.0% |
| Other CSCFC  | 35.9% | 64.1% | 100.0% |
| Locally determined scale - Professor                 | 16.9% | 83.1% | 100.0% |
| Locally determined scale - Senior/Principal lecturer | 30.9% | 69.1% | 100.0% |
| Locally determined scale - Lecturer                  | 46.5% | 53.5% | 100.0% |
| Locally determined scale - Researcher                | 43.3% | 56.7% | 100.0% |
| Other.   | 45.0% | 55.0% | 100.0% |
| Total  | 40.0% | 60.0% | 100.0% |

### 1.1.8 Institution

There was a wide range of gender distribution at UK higher education institutions in 2003-4. At Cranfield, UMIST, Durham, Heriot-Watt and London Business School, around 75% or more of the academic staff were male. There were particularly high proportions of female academics at institutes of education.

|  | Female | Male  | Total % | Total N |
|--|--------|-------|---------|---------|
| The University of Aberdeen                               | 41.5%  | 58.5% | 100.0%  | 1365    |
| University of Abertay Dundee                             | 38.6%  | 61.4% | 100.0%  | 270     |
| University of Wales, Aberystwyth                         | 32.1%  | 67.9% | 100.0%  | 540     |
| Anglia Polytechnic University                            | 45.1%  | 54.9% | 100.0%  | 765     |
| Aston University   | 36.0%  | 64.0% | 100.0%  | 730     |
| University of Wales, Bangor                              | 42.1%  | 57.9% | 100.0%  | 670     |
| Bath Spa University College                              | 36.3%  | 63.7% | 100.0%  | 215     |
| The University of Bath                                   | 27.5%  | 72.5% | 100.0%  | 785     |
| The Queen's University of Belfast                        | 34.9%  | 65.1% | 100.0%  | 1450    |
| Bell College   | 42.6%  | 57.4% | 100.0%  | 190     |
| Birkbeck College   | 44.3%  | 55.7% | 100.0%  | 1700    |
| Birmingham College of Food, Tourism and Creative Studies | 54.4%  | 45.6% | 100.0%  | 170     |
| The University of Birmingham                             | 34.0%  | 66.0% | 100.0%  | 2445    |
| Bishop Grosseteste College                               | 53.2%  | 46.8% | 100.0%  | 110     |
| Bolton Institute of Higher Education                     | 32.6%  | 67.4% | 100.0%  | 270     |
| The Arts Institute at Bournemouth                        | 46.2%  | 53.8% | 100.0%  | 150     |
| Bournemouth University                                   | 39.1%  | 60.9% | 100.0%  | 730     |
| The University of Bradford                               | 44.1%  | 55.9% | 100.0%  | 1365    |
| The University of Brighton                               | 49.0%  | 51.0% | 100.0%  | 1525    |
| The University of Bristol                                | 36.6%  | 63.4% | 100.0%  | 2215    |
| Brunel University  | 37.0%  | 63.0% | 100.0%  | 1060    |
| Buckinghamshire Chilterns University College             | 44.5%  | 55.5% | 100.0%  | 495     |
| The University of Cambridge                              | 34.1%  | 65.9% | 100.0%  | 3955    |
| The Institute of Cancer Research                         | 57.2%  | 42.8% | 100.0%  | 470     |
| Canterbury Christ Church University College              | 51.4%  | 48.6% | 100.0%  | 495     |
| Cardiff University                                       | 35.6%  | 64.4% | 100.0%  | 2050    |
| University of Wales Institute, Cardiff                   | 40.0%  | 60.0% | 100.0%  | 425     |

|  |       |       |        |      |
|--|-------|-------|--------|------|
| University of Central England in Birmingham        | 39.9% | 60.1% | 100.0% | 1590 |
| The University of Central Lancashire               | 45.0% | 55.0% | 100.0% | 975  |
| Central School of Speech and Drama                 | n/a   | n/a   | n/a    | 35   |
| University College Chester                         | 48.2% | 51.8% | 100.0% | 365  |
| University College Chichester                      | 53.4% | 46.6% | 100.0% | 295  |
| City University                                    | 47.5% | 52.5% | 100.0% | 745  |
| Conservatoire for Dance and Drama                  | 56.5% | 43.5% | 100.0% | 90   |
| Coventry University                                | 45.4% | 54.6% | 100.0% | 995  |
| Courtauld Institute of Art                         | n/a   | n/a   | n/a    | 30   |
| Cranfield University                               | 19.9% | 80.1% | 100.0% | 685  |
| Cumbria Institute of the Arts                      | 44.0% | 56.0% | 100.0% | 110  |
| Dartington College of Arts                         | 43.5% | 56.5% | 100.0% | 75   |
| De Montfort University                             | 42.8% | 57.2% | 100.0% | 1450 |
| University of Derby                                | 49.6% | 50.4% | 100.0% | 940  |
| The University of Dundee                           | 42.6% | 57.4% | 100.0% | 1290 |
| University of Durham                               | 26.0% | 74.0% | 100.0% | 1135 |
| The University of East Anglia                      | 42.3% | 57.7% | 100.0% | 1165 |
| The University of East London                      | 46.6% | 53.4% | 100.0% | 635  |
| Edge Hill College of Higher Education              | 56.7% | 43.3% | 100.0% | 400  |
| Edinburgh College of Art                           | 38.4% | 61.6% | 100.0% | 195  |
| The University of Edinburgh                        | 36.5% | 63.5% | 100.0% | 2720 |
| The University of Essex                            | 38.7% | 61.3% | 100.0% | 835  |
| The University of Exeter                           | 37.0% | 63.0% | 100.0% | 1050 |
| Falmouth College of Arts                           | 43.6% | 56.4% | 100.0% | 155  |
| University of Glamorgan                            | 37.9% | 62.1% | 100.0% | 875  |
| Glasgow Caledonian University                      | 48.2% | 51.8% | 100.0% | 850  |
| Glasgow School of Art                              | 36.1% | 63.9% | 100.0% | 145  |
| The University of Glasgow                          | 40.7% | 59.3% | 100.0% | 2550 |
| University of Gloucestershire                      | 41.8% | 58.2% | 100.0% | 535  |
| Goldsmiths College                                 | 45.2% | 54.8% | 100.0% | 355  |
| The University of Greenwich                        | 38.8% | 61.2% | 100.0% | 860  |
| Harper Adams University College                    | 31.9% | 68.1% | 100.0% | 105  |
| Heriot-Watt University                             | 23.3% | 76.7% | 100.0% | 710  |
| University of Hertfordshire                        | 50.7% | 49.3% | 100.0% | 1295 |
| Homerton College                                   | 69.3% | 30.7% | 100.0% | 90   |
| The University of Huddersfield                     | 39.6% | 60.4% | 100.0% | 955  |
| The University of Hull                             | 37.3% | 62.7% | 100.0% | 990  |
| Imperial College of Science, Technology & Medicine | 31.1% | 68.9% | 100.0% | 3180 |
| Institute of Education                             | 65.9% | 34.1% | 100.0% | 305  |
| The University of Keele                            | 41.0% | 59.0% | 100.0% | 540  |
| The University of Kent                             | 39.2% | 60.8% | 100.0% | 1060 |
| Kent Institute of Art & Design                     | 40.8% | 59.2% | 100.0% | 110  |
| King's College London                              | 45.0% | 55.0% | 100.0% | 2830 |
| Kingston University                                | 43.5% | 56.5% | 100.0% | 1115 |
| The University of Wales, Lampeter                  | 42.9% | 57.1% | 100.0% | 125  |
| The University of Lancaster                        | 32.9% | 67.1% | 100.0% | 890  |
| Leeds Metropolitan University                      | 48.7% | 51.3% | 100.0% | 1525 |
| The University of Leeds                            | 34.9% | 65.1% | 100.0% | 2660 |
| The University of Leicester                        | 32.7% | 67.3% | 100.0% | 1325 |
| The University of Lincoln                          | 40.4% | 59.6% | 100.0% | 595  |
| Liverpool Hope University College                  | 50.3% | 49.7% | 100.0% | 335  |
| Liverpool John Moores University                   | 40.4% | 59.6% | 100.0% | 1180 |
| The University of Liverpool                        | 34.6% | 65.4% | 100.0% | 1910 |
| University of the Arts, London                     | 49.8% | 50.2% | 100.0% | 2065 |
| London Business School                             | 14.7% | 85.3% | 100.0% | 115  |
| University of London (Institutes and activities)   | 45.4% | 54.6% | 100.0% | 130  |

|  |       |       |        |      |
|--|-------|-------|--------|------|
| London South Bank University                                   | 43.7% | 56.3% | 100.0% | 825  |
| London School of Economics and Political Science               | 38.2% | 61.8% | 100.0% | 1305 |
| London School of Hygiene & Tropical Medicine                   | 54.1% | 45.9% | 100.0% | 455  |
| Loughborough University  | 29.6% | 70.4% | 100.0% | 1370 |
| University of Luton  | 41.2% | 58.8% | 100.0% | 345  |
| University of Manchester                                       | 40.2% | 59.8% | 100.0% | 2955 |
| The University of Manchester Institute of Science & Technology | 25.8% | 74.2% | 100.0% | 1390 |
| The Manchester Metropolitan University                         | 46.0% | 54.0% | 100.0% | 1875 |
| University of Wales College of Medicine                        | 47.9% | 52.1% | 100.0% | 895  |
| Middlesex University   | 45.6% | 54.4% | 100.0% | 855  |
| Napier University  | 39.0% | 61.0% | 100.0% | 800  |
| The University of Newcastle-upon-Tyne                          | 33.8% | 66.2% | 100.0% | 1865 |
| Newman College of HE   | 51.3% | 48.7% | 100.0% | 75   |
| The University of Wales, Newport                               | 44.0% | 56.0% | 100.0% | 340  |
| The North-East Wales Institute of Higher Education             | 40.5% | 59.5% | 100.0% | 230  |
| University College Northampton                                 | 43.2% | 56.8% | 100.0% | 445  |
| Northern School of Contemporary Dance                          | n/a   | n/a   | n/a    | 15   |
| The University of Northumbria at Newcastle                     | 44.4% | 55.6% | 100.0% | 1170 |
| Norwich School of Art and Design                               | 41.8% | 58.2% | 100.0% | 75   |
| The Nottingham Trent University                                | 41.9% | 58.1% | 100.0% | 1570 |
| The University of Nottingham                                   | 34.3% | 65.7% | 100.0% | 2470 |
| The Open University  | 44.6% | 55.4% | 100.0% | 1090 |
| Oxford Brookes University                                      | 51.6% | 48.4% | 100.0% | 1165 |
| The University of Oxford                                       | 37.2% | 62.8% | 100.0% | 3845 |
| The University of Paisley                                      | 37.6% | 62.4% | 100.0% | 420  |
| The University of Plymouth                                     | 37.4% | 62.6% | 100.0% | 1045 |
| The University of Portsmouth                                   | 36.3% | 63.7% | 100.0% | 1075 |
| Queen Margaret University College, Edinburgh                   | 59.0% | 41.0% | 100.0% | 210  |
| Queen Mary and Westfield College                               | 38.3% | 61.7% | 100.0% | 1440 |
| Ravensbourne College of Design and Communication               | n/a   | n/a   | n/a    | 35   |
| The University of Reading                                      | 40.9% | 59.1% | 100.0% | 1445 |
| The University of Wales, Registry                              | n/a   | n/a   | n/a    | 20   |
| The Robert Gordon University                                   | 44.9% | 55.1% | 100.0% | 670  |
| Roehampton University  | 61.2% | 38.8% | 100.0% | 480  |
| Rose Bruford College   | n/a   | n/a   | n/a    | 50   |
| Royal Academy of Music   | 31.0% | 69.0% | 100.0% | 395  |
| Royal Agricultural College                                     | n/a   | n/a   | n/a    | 40   |
| Royal College of Art   | 45.0% | 55.0% | 100.0% | 150  |
| Royal College of Music   | 29.8% | 70.2% | 100.0% | 220  |
| The Royal College of Nursing                                   | 76.5% | 23.5% | 100.0% | 85   |
| Royal Holloway and Bedford New College                         | 40.4% | 59.6% | 100.0% | 970  |
| Royal Northern College of Music                                | 39.3% | 60.7% | 100.0% | 270  |
| The Royal Scottish Academy of Music and Drama                  | n/a   | n/a   | n/a    | 45   |
| The Royal Veterinary College                                   | 41.3% | 58.7% | 100.0% | 165  |
| Royal Welsh College of Music and Drama                         | 43.6% | 56.4% | 100.0% | 195  |
| The University of St Andrews                                   | 30.4% | 69.6% | 100.0% | 785  |
| St George's Hospital Medical School                            | 54.5% | 45.5% | 100.0% | 660  |
| College of St Mark and St John                                 | 43.1% | 56.9% | 100.0% | 210  |
| St Martin's College  | 58.2% | 41.8% | 100.0% | 390  |
| St Mary's College  | 54.0% | 46.0% | 100.0% | 240  |
| St Mary's University College                                   | 43.9% | 56.1% | 100.0% | 55   |
| The University of Salford                                      | 38.7% | 61.3% | 100.0% | 1465 |
| The School of Oriental and African Studies                     | 38.4% | 61.6% | 100.0% | 760  |
| The School of Pharmacy   | 31.1% | 68.9% | 100.0% | 105  |
| Scottish Agricultural College                                  | 31.9% | 68.1% | 100.0% | 210  |



|  |       |       |        |        |
|--|-------|-------|--------|--------|
| Sheffield Hallam University                                | 39.9% | 60.1% | 100.0% | 1210   |
| The University of Sheffield                                | 38.2% | 61.8% | 100.0% | 2435   |
| Southampton Institute                                      | 32.5% | 67.5% | 100.0% | 610    |
| The University of Southampton                              | 37.2% | 62.8% | 100.0% | 2285   |
| Staffordshire University                                   | 39.3% | 60.7% | 100.0% | 775    |
| The University of Stirling                                 | 44.0% | 56.0% | 100.0% | 720    |
| Stranmillis University College                             | 52.2% | 47.8% | 100.0% | 65     |
| The University of Strathclyde                              | 31.6% | 68.4% | 100.0% | 1315   |
| The University of Sunderland                               | 40.6% | 59.4% | 100.0% | 855    |
| The Surrey Institute of Art and Design, University College | 49.2% | 50.8% | 100.0% | 120    |
| The University of Surrey                                   | 40.8% | 59.2% | 100.0% | 1060   |
| The University of Sussex                                   | 40.2% | 59.8% | 100.0% | 1390   |
| Swansea Institute of Higher Education                      | 37.9% | 62.1% | 100.0% | 285    |
| University of Wales, Swansea                               | 38.7% | 61.3% | 100.0% | 820    |
| The University of Teesside                                 | 42.1% | 57.9% | 100.0% | 710    |
| Thames Valley University                                   | 51.6% | 48.4% | 100.0% | 650    |
| Trinity and All Saints College                             | 45.7% | 54.3% | 100.0% | 145    |
| Trinity College of Music                                   | 32.3% | 67.7% | 100.0% | 260    |
| Trinity College, Carmarthen                                | 54.0% | 46.0% | 100.0% | 115    |
| University of Ulster                                       | 38.4% | 61.6% | 100.0% | 1475   |
| University College London                                  | 40.2% | 59.8% | 100.0% | 4665   |
| The University of Warwick                                  | 37.0% | 63.0% | 100.0% | 1535   |
| University of the West of England, Bristol                 | 45.0% | 55.0% | 100.0% | 1535   |
| The University of Westminster                              | 44.2% | 55.8% | 100.0% | 1560   |
| Wimbledon School of Art                                    | 50.6% | 49.4% | 100.0% | 85     |
| University College Winchester                              | 47.4% | 52.6% | 100.0% | 265    |
| The University of Wolverhampton                            | 45.2% | 54.8% | 100.0% | 885    |
| University College Worcester                               | 57.9% | 42.1% | 100.0% | 270    |
| Writtle College  | 44.0% | 56.0% | 100.0% | 170    |
| York St John College                                       | 55.8% | 44.2% | 100.0% | 235    |
| The University of York                                     | 35.7% | 64.3% | 100.0% | 1155   |
| UK Total   | 40.0% | 60.0% | 100.0% | 148275 |

Numbers rounded to the nearest 5.

n/a indicates a suppressed percentage on grounds of there being 50 or less staff at the institution.

London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties.

### 1.1.9 Pay gap overview

In the UK as a whole, full-time female academics on average earned 85.9% of the pay of their male colleagues in 2003-4. In other words, there was a 14.1% gender pay gap in men's favour. The widest pay gap was in Wales, of 17.5%; the narrowest was in England, of 13.5%.

|                  | Average full-time academic salary | Gender pay gap: women's pay as a proportion of men's | Gender pay gap |
|------------------|-----------------------------------|--|----------------|
| England          | £35,847                           | 86.5%  | 13.5%          |
| Wales            | £35,427                           | 82.5%  | 17.5%          |
| Scotland         | £35,417                           | 83.2%  | 16.8%          |
| Northern Ireland | £35,765                           | 84.7%  | 15.3%          |
| UK grand total   | £35,773                           | 85.9%  | 14.1%          |

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Full-time staff only.

### 1.1.10 Pay gap by grade group

While the gender pay gap for all full-time academic staff in the UK in 2003-4 was 14.1% in men's favour, the pay gaps for academic grade groups tended to be narrower.<sup>8</sup> For the professorial grade group, including professors and the most senior researchers, the gap was 6.3% for the UK. For the senior lecturer and researcher group, including pre-92 senior and post-92 principal lecturers and pre-92 research grade III staff, the gap was 3.8% for the UK. For lecturers, the gap was 2.9% for the UK. For the researcher grade, the gap was 5.0% for the UK. 'Other grades', which includes grades of staff other than the nationally agreed grades in pre- and post-92 higher education institutions, had a gap of 16.8%, which was wider than that for the UK overall. There were 23,710 UK academic staff on 'other grades' in 2003-4, 16% of the academic staff total.

#### UK full-time professorial grade group 2003-4

|                        | Female  | Male    | Total   | F as % M |
|------------------------|---------|---------|---------|----------|
| England Total          | £54,108 | £57,601 | £57,057 | 93.9%    |
| Wales Total            | £51,562 | £57,809 | £57,202 | 89.2%    |
| Scotland Total         | £53,558 | £57,369 | £56,851 | 93.4%    |
| Northern Ireland Total | £50,756 | £54,169 | £53,666 | 93.7%    |
| UK Grand total         | £53,878 | £57,486 | £56,944 | 93.7%    |

#### UK full-time senior lecturer and researcher grade group 2003-4

|                        | Female  | Male    | Total   | F as % M |
|------------------------|---------|---------|---------|----------|
| England Total          | £40,462 | £42,109 | £41,648 | 96.1%    |
| Wales Total            | £42,318 | £44,562 | £44,081 | 95.0%    |
| Scotland Total         | £41,125 | £42,212 | £41,953 | 97.4%    |
| Northern Ireland Total | £40,651 | £41,481 | £41,295 | 98.0%    |
| UK Grand total         | £40,594 | £42,215 | £41,776 | 96.2%    |

#### UK full-time lecturer grade group 2003-4

|                        | Female  | Male    | Total   | F as % M |
|------------------------|---------|---------|---------|----------|
| England Total          | £32,024 | £32,958 | £32,582 | 97.2%    |
| Wales Total            | £31,928 | £32,578 | £32,305 | 98.0%    |
| Scotland Total         | £31,868 | £32,792 | £32,425 | 97.2%    |
| Northern Ireland Total | £30,757 | £32,611 | £31,861 | 94.3%    |
| UK Grand total         | £31,969 | £32,910 | £32,531 | 97.1%    |

#### UK full-time academic staff, researcher grade group 2003-4

|                        | Female  | Male    | Total   | F as % M |
|------------------------|---------|---------|---------|----------|
| England Total          | £25,238 | £26,531 | £25,998 | 95.1%    |
| Wales Total            | £23,312 | £25,051 | £24,313 | 93.1%    |
| Scotland Total         | £24,561 | £25,827 | £25,266 | 95.1%    |
| Northern Ireland Total | £24,076 | £24,848 | £24,519 | 96.9%    |
| UK Grand total         | £25,046 | £26,353 | £25,807 | 95.0%    |

<sup>8</sup> HESA comments: 'While it may appear strange that the overall gender pay gap is generally wider than the pay gaps for all of the grade groups except 'other grades', however, the actual staff counts underlying these figures are critical in explaining the effect, and in particular the relative distribution of female and male staff in grade groups. While the relative distributions of female and male staff can result in grand total average proportions which seem anomalous (but which are nevertheless correct), the fact is that there is no mathematical relationship between the female average salary as a percentage of average male salary for each grade group and the equivalent overall grand total percentage; the underlying counts are the critical factor here.'

## UK full-time academic staff, 'other grades' grade group 2003-4

|                        | Female  | Male    | Total   | F as % M |
|------------------------|---------|---------|---------|----------|
| England Total          | £33,054 | £39,750 | £37,019 | 83.2%    |
| Wales Total            | £27,624 | £33,783 | £31,156 | 81.8%    |
| Scotland Total         | £29,483 | £34,504 | £32,411 | 85.4%    |
| Northern Ireland Total | £38,151 | £49,254 | £44,069 | 77.5%    |
| UK Grand total         | £32,306 | £38,817 | £36,136 | 83.2%    |

Source: HESA Staff Record 2003/04; percentage calculations by AUT. Full-time staff only.

### 1.1.11 Pay gap by institution

There was considerable variation among institutions in terms of gender pay gaps. At the great majority, women earned less on average than their male colleagues, sometimes by more than 25%. At a small number of institutions, the gender pay gap was reversed, with women earning slightly more on average than men. Because of small numbers of staff at some institutions, data on the gender pay gap was not available.

|   | Average full-time<br>academic salary<br>£ | Gender pay gap:<br>women's pay as a<br>proportion of men's<br>% | Gender<br>pay gap *<br>% |
|---|---|---|--------------------------|
| England   |   |   |                          |
| Anglia Polytechnic University                               | £36,956                                   | 95.7%   | 4.3%                     |
| Aston University  | £37,952                                   | 78.9%   | 21.1%                    |
| Bath Spa University College                                 | £34,193                                   | 98.9%   | 1.1%                     |
| The University of Bath                                      | £36,074                                   | 82.6%   | 17.4%                    |
| Birkbeck College  | £36,075                                   | 95.4%   | 4.6%                     |
| Birmingham College of Food, Tourism and<br>Creative Studies | £29,732                                   | 95.5%   | 4.5%                     |
| The University of Birmingham                                | £35,988                                   | 81.0%   | 19.0%                    |
| Bishop Grosseteste College                                  | £34,447                                   | 99.4%   | 0.6%                     |
| Bolton Institute of Higher Education                        | £35,753                                   | 95.3%   | 4.7%                     |
| The Arts Institute at Bournemouth                           | £31,263                                   | 90.0%   | 10.0%                    |
| Bournemouth University                                      | £33,780                                   | 92.4%   | 7.6%                     |
| The University of Bradford                                  | £35,091                                   | 92.6%   | 7.4%                     |
| The University of Brighton                                  | £35,698                                   | 90.9%   | 9.1%                     |
| The University of Bristol                                   | £35,961                                   | 81.4%   | 18.6%                    |
| Brunel University   | £34,564                                   | 93.1%   | 6.9%                     |
| Buckinghamshire Chilterns University College                | £35,916                                   | 96.2%   | 3.8%                     |
| The University of Cambridge                                 | £33,985                                   | 82.4%   | 17.6%                    |
| The Institute of Cancer Research                            | £33,923                                   | 78.2%   | 21.8%                    |
| Canterbury Christ Church University College                 | £36,443                                   | 95.1%   | 4.9%                     |
| University of Central England in Birmingham                 | £33,421                                   | 95.6%   | 4.4%                     |
| The University of Central Lancashire                        | £33,272                                   | 93.3%   | 6.7%                     |
| Central School of Speech and Drama                          | £30,049                                   | 97.7%   | 2.3%                     |
| University College Chester                                  | £33,433                                   | 94.7%   | 5.3%                     |
| University College Chichester                               | £36,057                                   | 96.9%   | 3.1%                     |
| City University   | £39,951                                   | 84.4%   | 15.6%                    |
| Conservatoire for Dance and Drama                           | £26,000                                   | 102.5%  | -2.5%                    |
| Coventry University   | £36,030                                   | 91.5%   | 8.5%                     |
| Courtauld Institute of Art                                  | £40,953                                   | 86.9%   | 13.1%                    |
| Cranfield University  | £38,984                                   | 81.4%   | 18.6%                    |
| Cumbria Institute of the Arts                               | £29,826                                   | 92.1%   | 7.9%                     |
| Dartington College of Arts                                  | £34,798                                   | 84.7%   | 15.3%                    |



|  |          |        |       |
|--|----------|--------|-------|
| De Montfort University   | £36,411  | 93.2%  | 6.8%  |
| University of Derby  | £32,695  | 93.8%  | 6.2%  |
| University of Durham   | £34,069  | 88.7%  | 11.3% |
| The University of East Anglia                                  | £35,015  | 83.5%  | 16.5% |
| The University of East London                                  | £37,233  | 90.9%  | 9.1%  |
| Edge Hill College of Higher Education                          | £33,268  | 96.2%  | 3.8%  |
| The University of Essex  | £38,100  | 81.6%  | 18.4% |
| The University of Exeter                                       | £35,167  | 82.9%  | 17.1% |
| Falmouth College of Arts                                       | £33,680  | 94.6%  | 5.4%  |
| University of Gloucestershire                                  | £36,149  | 94.5%  | 5.5%  |
| Goldsmiths College   | £37,539  | 90.8%  | 9.2%  |
| The University of Greenwich                                    | £36,655  | 91.8%  | 8.2%  |
| Harper Adams University College                                | £34,322  | 86.6%  | 13.4% |
| University of Hertfordshire                                    | £35,347  | 93.0%  | 7.0%  |
| Homerton College   | £33,560  | 100.5% | -0.5% |
| The University of Huddersfield                                 | £35,973  | 92.9%  | 7.1%  |
| The University of Hull   | £36,690  | 91.6%  | 8.4%  |
| Imperial College of Science, Technology & Medicine             | £38,709  | 82.9%  | 17.1% |
| Institute of Education   | £38,021  | 85.6%  | 14.4% |
| The University of Keele  | £36,435  | 85.5%  | 14.5% |
| The University of Kent   | £36,364  | 80.8%  | 19.2% |
| Kent Institute of Art & Design                                 | £34,191  | 101.9% | -1.9% |
| King's College London  | £38,579  | 79.8%  | 20.2% |
| Kingston University  | £36,659  | 97.2%  | 2.8%  |
| The University of Lancaster                                    | £35,513  | 81.4%  | 18.6% |
| Leeds Metropolitan University                                  | £35,928  | 95.8%  | 4.2%  |
| The University of Leeds  | £36,315  | 84.3%  | 15.7% |
| The University of Leicester                                    | £37,211  | 76.2%  | 23.8% |
| The University of Lincoln                                      | £35,335  | 86.0%  | 14.0% |
| Liverpool Hope University College                              | £32,597  | 97.0%  | 3.0%  |
| Liverpool John Moores University                               | £35,262  | 93.3%  | 6.7%  |
| The University of Liverpool                                    | £36,648  | 80.7%  | 19.3% |
| University of the Arts, London                                 | £34,529  | 96.8%  | 3.2%  |
| London Business School   | £110,611 | 73.2%  | 26.8% |
| University of London (Institutes and activities)               | £32,327  | 71.9%  | 28.1% |
| London South Bank University                                   | £36,633  | 93.2%  | 6.8%  |
| London School of Economics and Political Science               | £40,876  | 78.9%  | 21.1% |
| London School of Hygiene & Tropical Medicine                   | £39,811  | 85.8%  | 14.2% |
| Loughborough University  | £36,074  | 85.4%  | 14.6% |
| University of Luton  | £35,653  | 89.7%  | 10.3% |
| University of Manchester                                       | £36,150  | 80.1%  | 19.9% |
| The University of Manchester Institute of Science & Technology | £34,093  | 84.8%  | 15.2% |
| The Manchester Metropolitan University                         | £34,805  | 93.5%  | 6.5%  |
| Middlesex University   | £36,314  | 90.5%  | 9.5%  |
| The University of Newcastle-upon-Tyne                          | £36,621  | 80.1%  | 19.9% |
| Newman College of HE   | £33,394  | 88.9%  | 11.1% |
| University College Northampton                                 | £34,503  | 97.0%  | 3.0%  |
| Northern School of Contemporary Dance                          | £28,955  | n/a    | n/a   |
| The University of Northumbria at Newcastle                     | £34,810  | 92.0%  | 8.0%  |
| Norwich School of Art and Design                               | £37,632  | n/a    | n/a   |
| The Nottingham Trent University                                | £36,531  | 87.9%  | 12.1% |
| The University of Nottingham                                   | £36,069  | 83.2%  | 16.8% |

|  |         |       |       |
|--|---------|-------|-------|
| The Open University  | £38,290 | 94.5% | 5.5%  |
| Oxford Brookes University                                  | £37,005 | 91.5% | 8.5%  |
| The University of Oxford                                   | £32,454 | 84.4% | 15.6% |
| The University of Plymouth                                 | £36,468 | 86.9% | 13.1% |
| The University of Portsmouth                               | £35,108 | 87.6% | 12.4% |
| Queen Mary and Westfield College                           | £36,882 | 82.6% | 17.4% |
| Ravensbourne College of Design and Communication           | £40,880 | n/a   | n/a   |
| The University of Reading                                  | £34,040 | 81.3% | 18.7% |
| Roehampton University                                      | £35,120 | 93.5% | 6.5%  |
| Rose Bruford College                                       | £10,687 | n/a   | n/a   |
| Royal Academy of Music                                     | £46,554 | n/a   | n/a   |
| Royal Agricultural College                                 | £34,717 | n/a   | n/a   |
| Royal College of Art                                       | £41,440 | 78.4% | 21.6% |
| Royal College of Music                                     | £42,388 | n/a   | n/a   |
| The Royal College of Nursing                               | £36,810 | 81.9% | 18.1% |
| Royal Holloway and Bedford New College                     | £36,331 | 86.2% | 13.8% |
| Royal Northern College of Music                            | £36,769 | 81.9% | 18.1% |
| The Royal Veterinary College                               | £39,692 | 73.8% | 26.2% |
| St George's Hospital Medical School                        | £37,144 | 76.6% | 23.4% |
| College of St Mark and St John                             | £35,986 | 87.6% | 12.4% |
| St Martin's College  | £33,616 | 95.5% | 4.5%  |
| St Mary's College  | £34,335 | 94.7% | 5.3%  |
| The University of Salford                                  | £36,135 | 93.1% | 6.9%  |
| The School of Oriental and African Studies                 | £34,722 | 86.3% | 13.7% |
| The School of Pharmacy                                     | £35,642 | 84.8% | 15.2% |
| Sheffield Hallam University                                | £34,605 | 92.3% | 7.7%  |
| The University of Sheffield                                | £36,099 | 83.8% | 16.2% |
| Southampton Institute                                      | £34,482 | 93.9% | 6.1%  |
| The University of Southampton                              | £35,750 | 85.7% | 14.3% |
| Staffordshire University                                   | £34,992 | 97.9% | 2.1%  |
| The University of Sunderland                               | £36,044 | 90.7% | 9.3%  |
| The Surrey Institute of Art and Design, University College | £35,247 | 97.0% | 3.0%  |
| The University of Surrey                                   | £20,383 | 70.1% | 29.9% |
| The University of Sussex                                   | £35,611 | 89.6% | 10.4% |
| The University of Teesside                                 | £34,721 | 95.2% | 4.8%  |
| Thames Valley University                                   | £35,297 | 93.7% | 6.3%  |
| Trinity and All Saints College                             | £34,268 | 93.4% | 6.6%  |
| Trinity College of Music                                   | £25,915 | n/a   | n/a   |
| University College London                                  | £39,869 | 80.5% | 19.5% |
| The University of Warwick                                  | £36,173 | 82.6% | 17.4% |
| University of the West of England, Bristol                 | £35,138 | 94.4% | 5.6%  |
| The University of Westminster                              | £37,193 | 94.3% | 5.7%  |
| Wimbledon School of Art                                    | £41,100 | 91.6% | 8.4%  |
| University College Winchester                              | £34,275 | 94.1% | 5.9%  |
| The University of Wolverhampton                            | £33,717 | 94.7% | 5.3%  |
| University College Worcester                               | £34,000 | 95.1% | 4.9%  |
| Writtle College  | £30,017 | 78.4% | 21.6% |
| York St John College                                       | £35,045 | 96.9% | 3.1%  |
| The University of York                                     | £34,145 | 86.8% | 13.2% |
| England total  | £35,847 | 86.5% | 13.5% |
| Wales  |         |       |       |
| University of Wales, Aberystwyth                           | £45,369 | 66.5% | 33.5% |
| University of Wales, Bangor                                | £34,567 | 81.0% | 19.0% |

|  |         |        |       |
|--|---------|--------|-------|
| Cardiff University                                 | £34,360 | 77.4%  | 22.6% |
| University of Wales Institute, Cardiff             | £33,927 | 91.5%  | 8.5%  |
| University of Glamorgan                            | £33,733 | 92.5%  | 7.5%  |
| The University of Wales, Lampeter                  | £33,906 | 75.7%  | 24.3% |
| University of Wales College of Medicine            | £41,563 | 72.6%  | 27.4% |
| The University of Wales, Newport                   | £34,410 | 90.5%  | 9.5%  |
| The North-East Wales Institute of Higher Education | £31,612 | 93.3%  | 6.7%  |
| The University of Wales, Registry                  | £25,027 | n/a    | n/a   |
| Royal Welsh College of Music and Drama             | £37,694 | 87.5%  | 12.5% |
| Swansea Institute of Higher Education              | £32,662 | 96.8%  | 3.2%  |
| University of Wales, Swansea                       | £37,087 | 81.3%  | 18.7% |
| Trinity College, Carmarthen                        | £32,957 | 84.5%  | 15.5% |
| Wales total  | £35,427 | 82.5%  | 17.5% |
| Scotland   |         |        |       |
| The University of Aberdeen                         | £35,760 | 81.2%  | 18.8% |
| University of Abertay Dundee                       | £34,190 | 92.2%  | 7.8%  |
| Bell College                                       | £30,754 | 93.9%  | 6.1%  |
| The University of Dundee                           | £33,999 | 84.4%  | 15.6% |
| Edinburgh College of Art                           | £37,025 | 98.8%  | 1.2%  |
| The University of Edinburgh                        | £36,145 | 80.0%  | 20.0% |
| Glasgow Caledonian University                      | £36,560 | 89.3%  | 10.7% |
| Glasgow School of Art                              | £36,450 | 95.0%  | 5.0%  |
| The University of Glasgow                          | £37,751 | 80.5%  | 19.5% |
| Heriot-Watt University                             | £35,484 | 82.1%  | 17.9% |
| Napier University                                  | £34,843 | 95.9%  | 4.1%  |
| The University of Paisley                          | £36,786 | 92.0%  | 8.0%  |
| Queen Margaret University College, Edinburgh       | £11,695 | 96.4%  | 3.6%  |
| The Robert Gordon University                       | £33,772 | 94.3%  | 5.7%  |
| The Royal Scottish Academy of Music and Drama      | £35,441 | 104.5% | -4.5% |
| The University of St Andrews                       | £34,977 | 71.9%  | 28.1% |
| Scottish Agricultural College                      | £31,659 | 84.7%  | 15.3% |
| The University of Stirling                         | £35,243 | 87.5%  | 12.5% |
| The University of Strathclyde                      | £35,946 | 83.9%  | 16.1% |
| Scotland total                                     | £35,417 | 83.2%  | 16.8% |
| Northern Ireland                                   |         |        |       |
| The Queen's University of Belfast                  | £35,945 | 83.8%  | 16.2% |
| St Mary's University College                       | £36,488 | 89.5%  | 10.5% |
| Stranmillis University College                     | £36,143 | 86.1%  | 13.9% |
| University of Ulster                               | £35,487 | 85.3%  | 14.7% |
| Northern Ireland total                             | £35,765 | 84.7%  | 15.3% |
| UK grand total                                     | £35,773 | 85.9%  | 14.1% |

\* minus means gender pay gap in womens' favour

n/a indicates a suppressed average on grounds of there being 7 or less staff in the cell

London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Full-time staff only.

## 1.2 Ethnicity

### 1.2.1 Overview

In 2003-4 there were 129,000 UK academics of known ethnicity. Of these 89.5% were white and 10.5% were of black and minority ethnic (BME) groups.

Blacks (comprising Caribbean, 0.4%, African, 0.7%, and other black background, 0.2%) formed 1.3% in total of the UK academic population overall, and 0.9% of academics of UK nationality. By contrast, people of black or black British ethnicity formed 2.1% of the UK population of working age with an NVQ level 5 qualification,<sup>9</sup> and 2.2% of the UK working population overall. This indicates that people of black ethnicity – particularly UK nationals – are under-represented in the UK academic population, particularly when compared with the sector of the working population most qualified to work as academics, ie those with NVQ level 5 qualifications.

Asians (comprising Indian, 1.9%, Pakistani, 0.5%, Bangladeshi, 0.2%, and other Asian background, 1.5%) formed 4.1% in total of the UK academic population, and 2.5% of academics of UK nationality. By contrast, people of Asian or British Asian ethnicity formed 5.1% of the UK population of working age with an NVQ level 5 qualification, and 4.3% of the UK working population overall. This indicates that people of Asian ethnicity – particularly UK nationals – are under-represented in the UK academic population, particularly when compared with the sector of the working population most qualified to work as academics.

Chinese formed 2.6% of the total UK academic population, and 0.8% of academics of UK nationality, compared with 1.0% of the UK population of working age with an NVQ level 5 qualification, and 0.4% of the UK working population overall.

Academics of other and mixed ethnicity were also under-represented in the UK academic population. They formed 2.5% of the UK academic population, and 1.7% of academics of UK nationality, compared with 2.7% of the UK population of working age with an NVQ level 5 qualification. 1.8% of the UK working population overall were of other (including mixed) ethnicity.

#### Ethnicity of academic staff 2003-4

|                        | Black or Black British – Caribbean | Black or Black British - African | Other Black background | Asian or British - Indian | Asian or British - Pakistani | Asian or British - Bangladeshi | Chinese |
|------------------------|------------------------------------|----------------------------------|------------------------|---------------------------|------------------------------|--------------------------------|---------|
| Academic professionals | 555                                | 955                              | 215                    | 2,505                     | 590                          | 205                            | 3,400   |
| <i>Full-time</i>       | 415                                | 750                              | 165                    | 1,960                     | 435                          | 155                            | 2,940   |
| <i>Part-time</i>       | 140                                | 210                              | 55                     | 545                       | 155                          | 50                             | 460     |
| % of total             | 0.4%                               | 0.7%                             | 0.2%                   | 1.9%                      | 0.5%                         | 0.2%                           | 2.6%    |

  

|                        | Other Asian background | Other (including mixed) | Total of ethnic minorities | White   | Total of known ethnicity | Not known(#) | Total all staff |
|------------------------|------------------------|-------------------------|----------------------------|---------|--------------------------|--------------|-----------------|
| Academic professionals | 1,995                  | 3,180                   | 13,600                     | 115,840 | 129,445                  | 20,785       | 150,230         |
| <i>Full-time</i>       | 1,485                  | 2,390                   | 10,690                     | 86,405  | 97,095                   | 9,805        | 106,900         |
| <i>Part-time</i>       | 515                    | 790                     | 2,910                      | 29,440  | 32,350                   | 10,985       | 43,330          |
| % of total             | 1.5%                   | 2.5%                    | 10.5%                      | 89.5%   | 100.0%                   |              |                 |

# Staff whose ethnicity is not known includes those who have been coded 'information refused'. Percentages based on total of known ethnicity.

Source: HESA, Resources of Higher Education Institutions 2003/04; percentage calculations by AUT. Numbers rounded to nearest 5.

<sup>9</sup> This includes higher degrees and other level 5 qualifications.

## Comparison of ethnicity of academics with the UK working population

|   | HESA:<br>academics -<br>UK nationality<br>% | HESA:<br>academics - all<br>nationalities <sup>10</sup><br>% | LFS                       | % working<br>age with<br>NVQ level 5*<br>% | UK<br>working<br>population<br>% |
|---|---|--|---------------------------|--|----------------------------------|
| White                                       | 94.2  | 89.7   | White                     | 89.2                                       | 91.2                             |
| <i>Black or Black British - Caribbean</i>   | 0.4   | 0.4  |                           |  |                                  |
| <i>Black or Black British - African</i>     | 0.4   | 0.7  |                           |  |                                  |
| <i>Other Black background</i>               | 0.1   | 0.2  |                           |  |                                  |
| Black total                                 | 0.9   | 1.3  | Black or<br>Black British | 2.1  | 2.2                              |
| <i>Asian or Asian British - Indian</i>      | 1.3   | 1.9  |                           |  |                                  |
| <i>Asian or Asian British - Pakistani</i>   | 0.4   | 0.4  |                           |  |                                  |
| <i>Asian or Asian British - Bangladeshi</i> | 0.1   | 0.1  |                           |  |                                  |
| <i>Other Asian background</i>               | 0.7   | 1.5  |                           |  |                                  |
| Asian total                                 | 2.5   | 3.9  | Asian or<br>Asian British | 5.1  | 4.3                              |
| Chinese                                     | 0.8   | 2.6  | Chinese                   | 1.0  | 0.4                              |
|   |   |  | <i>Mixed</i>              | 0.9  | 0.7                              |
|   |   |  | <i>Other</i>              | 1.8  | 1.1                              |
| Other (including mixed)                     | 1.7   | 2.4  | Mixed &<br>Other          | 2.7  | 1.8                              |
| Total BME                                   | 5.9   | 10.2   | Total BME                 | 10.9                                       | 8.7                              |

HESA: Higher Education Statistics Agency. LFS: Labour Force Survey  
Source: HESA, Resources of Higher Education Institutions 2003/04; percentage calculations by AUT. Labour Force Survey Spring 2004, in National Statistics, Education and Training Statistics for the UK, 2004 edition, table 4.9; percentage calculations by AUT.\* Apart from rounding, figures may not sum to grand totals because of questions in the LFS which were unanswered or did not apply. See Appendix 1.

### 1.2.2 Mode of employment

BME academics were slightly more likely than whites to be employed on a full-time basis. While 74% of whites worked full-time, 75% of mixed ethnicity, 77% of blacks and 80% of Asians worked full-time.

| HESA Staff Record 2003/04  | Ethnicity |        |                           |                         |        |
|----------------------------|-----------|--------|---------------------------|-------------------------|--------|
| Mode of Employment         | White     | Black  | Asian (including Chinese) | Other (Including mixed) | Total  |
| Full-time.                 | 74.2%     | 76.9%  | 80.1%                     | 75.3%                   | 71.0%  |
| Full-time, term-time only. | 0.5%      | 0.2%   | 0.3%                      | 0.2%                    | 0.5%   |
| Part-time.                 | 19.9%     | 16.5%  | 15.3%                     | 19.1%                   | 20.9%  |
| Part-time, term-time only. | 5.3%      | 6.2%   | 4.0%                      | 5.2%                    | 7.3%   |
| Atypical.                  | 0.1%      | 0.2%   | 0.3%                      | 0.2%                    | 0.3%   |
| Total                      | 100.0%    | 100.0% | 100.0%                    | 100.0%                  | 100.0% |

### 1.2.3 Terms of employment

White academics were more likely to have a secure job. 61% of white academics were employed on an open-ended or permanent contract in 2003-4. By contrast, only 52% of black, 49% of other/mixed, and 36% of Asian academics had a permanent contract.

| HESA Staff Record 2003/04 | Terms of Employment   |                      |        |
|---------------------------|-----------------------|----------------------|--------|
| Ethnicity                 | Open-ended/Permanent. | Fixed-term contract. | Total  |
| White                     | 60.7%                 | 39.3%                | 100.0% |
| Black                     | 52.2%                 | 47.8%                | 100.0% |
| Asian (incl Chinese)      | 35.7%                 | 64.3%                | 100.0% |
| Other (Incl mixed)        | 49.3%                 | 50.7%                | 100.0% |
| Total                     | 55.4%                 | 44.6%                | 100.0% |

<sup>10</sup> The slight differences in total between this column and data in the previous table is because the former excludes academics whose nationality was not known.

## 1.2.4 Academic employment function

Nearly 60% of white academics were employed in 2003-4 in the 'traditional' academic function combining teaching and research; just over half of black academics were engaged in teaching-and-research; while somewhat over one-third of Asian academics were in teaching-and-research. By contrast, nearly half of Asian academics were employed in research-only roles, hence the large proportion of Asian academics on fixed-term contracts, compared with around one quarter of white or black academics. Fairly similar proportions of academics by ethnic group were employed as teaching-only academics.

| HESA Staff Record 2003/04 | Academic employment function |               |                       |                               | Total  |
|---------------------------|------------------------------|---------------|-----------------------|-------------------------------|--------|
|                           | Teaching only                | Research only | Teaching and research | Not teaching and/or research. |        |
| Ethnicity                 |                              |               |                       |                               |        |
| White                     | 16.9%                        | 22.4%         | 59.4%                 | 1.3%                          | 100.0% |
| Black                     | 17.9%                        | 27.8%         | 52.8%                 | 1.6%                          | 100.0% |
| Asian (incl Chinese)      | 12.1%                        | 47.2%         | 38.4%                 | 2.4%                          | 100.0% |
| Other (Incl mixed)        | 15.8%                        | 32.2%         | 50.2%                 | 1.8%                          | 100.0% |
| Total                     | 19.6%                        | 24.4%         | 54.5%                 | 1.5%                          | 100.0% |

## 1.2.5 Gender

The overall 40:60 female:male gender split among UK academics was reflected very closely by the gender breakdown for white academics, and fairly closely for black academics in 2003-4. There was a relatively higher proportion of males among Asian academics.

| HESA Staff Record 2003/04 | Gender |       |        |
|---------------------------|--------|-------|--------|
|                           | Female | Male  | Total  |
| Ethnicity                 |        |       |        |
| White                     | 40.3%  | 59.7% | 100.0% |
| Black                     | 38.4%  | 61.6% | 100.0% |
| Asian (incl Chinese)      | 34.5%  | 65.5% | 100.0% |
| Other (incl mixed)        | 39.6%  | 60.4% | 100.0% |
| Total                     | 40.0%  | 60.0% | 100.0% |

## 1.2.6 Grade

In general terms, the proportion of white academics on a particular post increased with seniority. For academic teaching grades in the post-92, or PCEF, institutions,<sup>11</sup> 92% of lecturers – ie the lowest level of academic grade – were whites, compared with 98% of heads of department. For Asians, there was an inverse relationship between job seniority and proportion of people on the grade, with 4.2% of lecturers being Asian, compared with 2.7% being principal lecturers and 0% being head of department. For research grades in the post-92, or PCEF sector, there was very little difference in ethnic group distribution between the more junior researcher A and researcher B.

In the pre-92, or UAP, sector,<sup>12</sup> whites comprised 88% of the most junior teaching grade – lecturer A – but 96% of professors. For blacks and Asians, there was an inverse relationship between ethnicity and seniority, with blacks comprising 1.2% and Asians comprising 6.8% of lecturer A staff, compared with 0.3% blacks and 2.5% of Asians as professors.

In the pre-92, or UAP, research grades, 80% of the more junior grade IA were white, compared with 96.2% of the most senior grade IV. By contrast, 1.6% of grade IA staff were black, but there were no black staff on grade IV; and 14.8% of grade IA were Asian, compared with only 2.3% of grade IV. There was an even more marked situation in the clinical grades, with 73% of clinical

<sup>11</sup> The HEIs established in or since 1992.

<sup>12</sup> The HEIs established before 1992.



lecturers being white, but 93% of clinical professors being white; by contrast, 1.8% of clinical lecturers were black, compared with only 0.3% of clinical professors; and 21% of clinical lecturers were Asian, compared with only 5% of clinical professors.

In the Scottish post-92, or CSCFC, grades, there was a more mixed picture in terms of ethnicity and academic grade seniority. But for academics employed on locally determined pay grades, while the proportion of whites on a grade increased with seniority, it decreased with seniority for blacks and Asians.

*PCEF = post-1992 institutions in England, Wales and Northern Ireland. UAP = pre-1992 institutions in the UK. CSCFC = post-1992 institutions in Scotland.*

|  | White | Black | Asian<br>(including<br>Chinese) | Other<br>(Including<br>mixed) | Total of<br>known<br>ethnicity |
|--|-------|-------|---------------------------------|-------------------------------|--------------------------------|
| Lecturer (PCEF scale).                               | 91.7% | 1.9%  | 4.2%                            | 2.2%                          | 100.0%                         |
| Senior lecturer (PCEF scale).                        | 92.2% | 2.1%  | 3.6%                            | 2.1%                          | 100.0%                         |
| Principal lecturer (PCEF scale).                     | 94.8% | 0.8%  | 2.7%                            | 1.7%                          | 100.0%                         |
| Head of department (PCEF scale).                     | 97.6% | 0.8%  | 0.0%                            | 1.6%                          | 100.0%                         |
| Researcher A (PCEF scale).                           | 85.7% | 1.9%  | 11.0%                           | 1.4%                          | 100.0%                         |
| Researcher B (PCEF scale).                           | 84.1% | 1.5%  | 11.1%                           | 3.3%                          | 100.0%                         |
| Other PCEF.  | 92.3% | 1.7%  | 4.3%                            | 1.7%                          | 100.0%                         |
| Lecturer A (UAP scale).                              | 88.1% | 1.2%  | 6.8%                            | 3.9%                          | 100.0%                         |
| Lecturer B (UAP scale).                              | 90.5% | 1.1%  | 5.7%                            | 2.7%                          | 100.0%                         |
| Senior lecturer (UAP scale).                         | 93.6% | 0.5%  | 4.0%                            | 1.8%                          | 100.0%                         |
| Professor (UAP minimum).                             | 95.8% | 0.3%  | 2.5%                            | 1.4%                          | 100.0%                         |
| Research grade IB (UAP scale).                       | 83.9% | 1.9%  | 11.0%                           | 3.2%                          | 100.0%                         |
| Research grade IA (UAP scale).                       | 80.2% | 1.6%  | 14.8%                           | 3.4%                          | 100.0%                         |
| Research grade II (UAP scale).                       | 87.4% | 0.8%  | 8.5%                            | 3.4%                          | 100.0%                         |
| Research grade III (UAP scale).                      | 93.3% | 0.4%  | 5.1%                            | 1.2%                          | 100.0%                         |
| Research grade IV (UAP scale).                       | 96.2% | 0.0%  | 2.3%                            | 1.5%                          | 100.0%                         |
| Clinical lecturer                                    | 73.4% | 1.8%  | 20.6%                           | 4.2%                          | 100.0%                         |
| Clinical senior lecturer                             | 88.8% | 1.0%  | 7.8%                            | 2.4%                          | 100.0%                         |
| Clinical professor                                   | 93.4% | 0.3%  | 4.6%                            | 1.7%                          | 100.0%                         |
| Other UAP  | 91.4% | 0.9%  | 5.4%                            | 2.4%                          | 100.0%                         |
| Lecturer (CSCFC scale)                               | 95.4% | 0.8%  | 3.2%                            | 0.6%                          | 100.0%                         |
| Senior lecturer (CSCFC scale)                        | 97.7% | 0.0%  | 1.6%                            | 0.7%                          | 100.0%                         |
| Professor/Head of department (CSCFC scale)           | 93.9% | 1.2%  | 4.3%                            | 0.6%                          | 100.0%                         |
| Researcher (CSCFC scale)                             | 84.6% | 0.0%  | 10.7%                           | 4.7%                          | 100.0%                         |
| Other CSCFC  | 81.4% | 0.9%  | 15.0%                           | 2.7%                          | 100.0%                         |
| Locally determined scale - Professor                 | 94.2% | 0.4%  | 3.5%                            | 1.8%                          | 100.0%                         |
| Locally determined scale - Senior/Principal lecturer | 92.5% | 1.3%  | 4.0%                            | 2.1%                          | 100.0%                         |
| Locally determined scale - Lecturer                  | 91.1% | 1.5%  | 5.0%                            | 2.4%                          | 100.0%                         |
| Locally determined scale - Researcher                | 81.7% | 1.4%  | 13.7%                           | 3.2%                          | 100.0%                         |
| Other.   | 88.8% | 1.5%  | 6.9%                            | 2.8%                          | 100.0%                         |
| Total  | 89.6% | 1.3%  | 6.7%                            | 2.4%                          | 100.0%                         |

### 1.2.7 Cost centre

When academic cost centres were ranked by ethnicity of academics, the most diverse were generally the engineering, science and technology cost centres; conversely, arts, humanities, education and most language-based studies tended to have higher proportions of white academics.<sup>13</sup>

<sup>13</sup> Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments. Non-academic cost centres excluded.

|   | White | Black | Asian<br>(including<br>Chinese) | Other<br>(Including<br>mixed) | total<br>known |
|---|-------|-------|---------------------------------|-------------------------------|----------------|
| Chemical engineering                            | 70.9% | 3.1%  | 20.8%                           | 5.2%                          | 100.0%         |
| Mineral, metallurgy and materials engineering   | 75.1% | 1.1%  | 20.8%                           | 2.9%                          | 100.0%         |
| Electrical, electronic and computer engineering | 77.0% | 1.2%  | 17.9%                           | 3.9%                          | 100.0%         |
| Civil engineering                               | 79.8% | 1.6%  | 14.8%                           | 3.8%                          | 100.0%         |
| Mechanical, aero and production engineering     | 79.9% | 1.4%  | 15.9%                           | 2.8%                          | 100.0%         |
| General engineering                             | 82.4% | 1.2%  | 13.1%                           | 3.3%                          | 100.0%         |
| Computer software engineering                   | 82.5% | 1.3%  | 12.7%                           | 3.5%                          | 100.0%         |
| Clinical medicine                               | 84.0% | 1.5%  | 11.5%                           | 2.9%                          | 100.0%         |
| Other modern languages                          | 85.3% | 0.4%  | 8.7%                            | 5.6%                          | 100.0%         |
| Clinical dentistry                              | 85.4% | 0.9%  | 10.5%                           | 3.2%                          | 100.0%         |
| Pharmacology                                    | 85.9% | 2.0%  | 10.3%                           | 1.7%                          | 100.0%         |
| Chemistry                                       | 87.1% | 0.5%  | 10.1%                           | 2.3%                          | 100.0%         |
| Pharmacy  | 87.1% | 0.8%  | 10.2%                           | 1.9%                          | 100.0%         |
| Other technologies                              | 87.2% | 1.4%  | 7.5%                            | 3.9%                          | 100.0%         |
| Anatomy and physiology                          | 87.3% | 0.9%  | 9.4%                            | 2.4%                          | 100.0%         |
| Information technology and systems sciences     | 88.3% | 2.0%  | 7.1%                            | 2.7%                          | 100.0%         |
| Continuing education                            | 88.8% | 1.9%  | 6.1%                            | 3.2%                          | 100.0%         |
| Biosciences                                     | 89.0% | 1.0%  | 7.5%                            | 2.6%                          | 100.0%         |
| Physics   | 89.0% | 0.1%  | 8.5%                            | 2.4%                          | 100.0%         |
| Architecture, built environment and planning    | 89.9% | 2.1%  | 5.2%                            | 2.8%                          | 100.0%         |
| Business and management studies                 | 90.0% | 1.8%  | 6.3%                            | 2.0%                          | 100.0%         |
| Social studies                                  | 90.0% | 1.5%  | 5.4%                            | 3.1%                          | 100.0%         |
| Mathematics                                     | 90.2% | 0.7%  | 7.1%                            | 2.1%                          | 100.0%         |
| Veterinary science                              | 91.3% | 1.1%  | 5.0%                            | 2.6%                          | 100.0%         |
| Nursing and paramedical studies                 | 91.8% | 2.9%  | 3.6%                            | 1.7%                          | 100.0%         |
| Health and community studies                    | 92.0% | 2.7%  | 3.4%                            | 1.8%                          | 100.0%         |
| Catering and hospitality management             | 92.9% | 2.1%  | 3.3%                            | 1.8%                          | 100.0%         |
| Language based studies                          | 93.8% | 0.8%  | 2.9%                            | 2.5%                          | 100.0%         |
| Geography                                       | 94.0% | 0.6%  | 3.9%                            | 1.5%                          | 100.0%         |
| Psychology and behavioural sciences             | 94.0% | 0.8%  | 2.8%                            | 2.5%                          | 100.0%         |
| Librarianship, communication and media studies  | 94.2% | 1.6%  | 1.8%                            | 2.4%                          | 100.0%         |
| French, Spanish & German modern languages       | 94.6% | 0.5%  | 1.2%                            | 3.7%                          | 100.0%         |
| Agriculture and forestry                        | 94.6% | 1.0%  | 3.0%                            | 1.4%                          | 100.0%         |
| Earth, marine and environmental sciences        | 94.8% | 0.3%  | 3.3%                            | 1.6%                          | 100.0%         |
| General sciences                                | 95.0% | 0.5%  | 3.9%                            | 0.5%                          | 100.0%         |
| Humanities                                      | 95.2% | 0.4%  | 2.0%                            | 2.4%                          | 100.0%         |
| Design and creative arts                        | 95.9% | 0.8%  | 1.6%                            | 1.6%                          | 100.0%         |
| Sports science and leisure studies              | 96.3% | 0.8%  | 1.2%                            | 1.7%                          | 100.0%         |
| Education                                       | 96.6% | 0.8%  | 1.5%                            | 1.2%                          | 100.0%         |
| Archaeology                                     | 97.6% | 0.2%  | 1.1%                            | 1.1%                          | 100.0%         |
| Total   | 89.6% | 1.3%  | 6.7%                            | 2.4%                          | 100.0%         |

### 1.2.8 Age

The age profile of BME academics was generally younger than for white academics, particularly for those engaged in teaching-and-research posts. 25% of white teaching-only academics were in the aged to 34 group, compared with 28% of blacks, 52% of Asians and 45% of other/mixed ethnicity. Among research-only academics, half or just over half of all ethnic groups were aged to 34. For teaching-and-research academics, the proportion of white and black academics aged to 34 was around 10%, compared with 20% for Asians and 16% for other/mixed.

In the 50-plus age group, the chief characteristic for all three academic types was that the proportion of whites in this older age group was much higher than the proportion of BME



academics. 34% of teaching-only whites were aged 50-plus, compared with 17% of blacks and 15% of Asians. 10% of research-only whites were aged 50-plus, compared with 4% of blacks, 3% of Asians and 6% of other/mixed ethnicity. 41% of teaching-and-research whites were aged 50-plus, compared with 28% of blacks, 22% of Asians and 28% of other/mixed ethnicity.

#### To age 34

|                       | White | Black | Asian (including Chinese) | Other (Including mixed) |
|-----------------------|-------|-------|---------------------------|-------------------------|
| Teaching-only         | 24.7% | 28.0% | 51.8%                     | 45.3%                   |
| Research-only         | 58.1% | 50.3% | 53.7%                     | 58.0%                   |
| Teaching-and-research | 12.1% | 9.5%  | 20.1%                     | 16.2%                   |

#### Age 50-plus

|                       | White | Black | Asian (including Chinese) | Other (Including mixed) |
|-----------------------|-------|-------|---------------------------|-------------------------|
| Teaching-only         | 34.3% | 16.9% | 14.8%                     | 17.3%                   |
| Research-only         | 10.4% | 4.4%  | 3.4%                      | 5.7%                    |
| Teaching-and-research | 40.5% | 27.5% | 21.6%                     | 28.2%                   |

### 1.2.9 Disability

The distribution of academics with declared disability indicates that whites were over-represented in 2003-4. 93.4% of those academics with declared disability were white, where disability information was provided and where ethnicity was known, compared with the 89.5% of all academics who were white. 1.3% of those with a declared disability were black, 2.8% were Asian (including Chinese) and 2.5% were of other/mixed ethnicity.

#### Distribution of academics with declared disability, 2003-4

| White | Black | Asian (including Chinese) | Other (including mixed) |
|-------|-------|---------------------------|-------------------------|
| 93.4% | 1.3%  | 2.8%                      | 2.5%                    |

### 1.2.10 Institution

While the majority of institutions reported that around 10% of their academic staff were of black or minority ethnicity, several small institutions reported no BME academic staff at all in 2003-4; at a few institutions, more than 20% of academic staff were BME

|  | White | Black | Asian (incl Chinese) | Other (Including mixed) | Total of known ethnicity |
|--|-------|-------|----------------------|-------------------------|--------------------------|
| The University of Aberdeen                               | 91.9% | 1.4%  | 5.7%                 | 1.0%                    | 100.0%                   |
| University of Abertay Dundee                             | 91.8% | 2.6%  | 4.1%                 | 1.5%                    | 100.0%                   |
| University of Wales, Aberystwyth                         | 96.2% | 0.6%  | 2.3%                 | 0.9%                    | 100.0%                   |
| Anglia Polytechnic University                            | 93.1% | 1.2%  | 3.4%                 | 2.2%                    | 100.0%                   |
| Aston University   | 83.5% | 1.9%  | 12.2%                | 2.4%                    | 100.0%                   |
| University of Wales, Bangor                              | 95.1% | 0.3%  | 2.9%                 | 1.7%                    | 100.0%                   |
| Bath Spa University College                              | 97.2% | 0.0%  | 2.4%                 | 0.5%                    | 100.0%                   |
| The University of Bath                                   | 89.2% | 1.1%  | 7.7%                 | 2.1%                    | 100.0%                   |
| The Queen's University of Belfast                        | 91.3% | 0.4%  | 7.1%                 | 1.2%                    | 100.0%                   |
| Bell College   | 98.9% | 0.0%  | 1.1%                 | 0.0%                    | 100.0%                   |
| Birkbeck College   | 88.3% | 2.4%  | 5.0%                 | 4.3%                    | 100.0%                   |
| Birmingham College of Food, Tourism and Creative Studies | 87.5% | 4.8%  | 4.8%                 | 3.0%                    | 100.0%                   |
| The University of Birmingham                             | 86.5% | 1.5%  | 10.1%                | 1.9%                    | 100.0%                   |

|  |        |      |       |      |        |
|--|--------|------|-------|------|--------|
| Bishop Grosseteste College                         | 100.0% | 0.0% | 0.0%  | 0.0% | 100.0% |
| Bolton Institute of Higher Education               | 90.7%  | 1.9% | 6.0%  | 1.5% | 100.0% |
| The Arts Institute at Bournemouth                  | 97.3%  | 0.7% | 1.4%  | 0.7% | 100.0% |
| Bournemouth University                             | 92.9%  | 1.1% | 4.0%  | 2.0% | 100.0% |
| The University of Bradford                         | 82.9%  | 1.3% | 11.3% | 4.5% | 100.0% |
| The University of Brighton                         | 94.1%  | 0.6% | 3.0%  | 2.3% | 100.0% |
| The University of Bristol                          | 90.1%  | 0.8% | 6.1%  | 3.0% | 100.0% |
| Brunel University                                  | 76.1%  | 3.2% | 14.5% | 6.1% | 100.0% |
| Buckinghamshire Chilterns University College       | 91.6%  | 3.9% | 3.0%  | 1.5% | 100.0% |
| The University of Cambridge                        | 85.4%  | 0.6% | 11.2% | 2.7% | 100.0% |
| The Institute of Cancer Research                   | 84.1%  | 1.8% | 9.6%  | 4.5% | 100.0% |
| Canterbury Christ Church University College        | 95.2%  | 1.1% | 2.2%  | 1.5% | 100.0% |
| Cardiff University                                 | 91.1%  | 0.6% | 6.9%  | 1.5% | 100.0% |
| University of Wales Institute, Cardiff             | 95.5%  | 0.3% | 2.1%  | 2.1% | 100.0% |
| University of Central England in Birmingham        | 87.5%  | 3.3% | 7.4%  | 1.9% | 100.0% |
| The University of Central Lancashire               | 94.0%  | 0.9% | 3.8%  | 1.2% | 100.0% |
| Central School of Speech and Drama                 | n/a    | n/a  | n/a   | n/a  | n/a    |
| University College Chester                         | 95.6%  | 1.2% | 2.1%  | 1.2% | 100.0% |
| University College Chichester                      | 99.7%  | 0.0% | 0.3%  | 0.0% | 100.0% |
| City University                                    | 86.4%  | 3.4% | 7.8%  | 2.4% | 100.0% |
| Conservatoire for Dance and Drama                  | 98.9%  | 0.0% | 0.0%  | 1.1% | 100.0% |
| Coventry University                                | 88.2%  | 1.8% | 7.9%  | 2.0% | 100.0% |
| Courtauld Institute of Art                         | n/a    | n/a  | n/a   | n/a  | n/a    |
| Cranfield University                               | 87.9%  | 1.3% | 7.8%  | 2.9% | 100.0% |
| Cumbria Institute of the Arts                      | 97.2%  | 0.0% | 0.0%  | 2.8% | 100.0% |
| Dartington College of Arts                         | 95.9%  | 0.0% | 0.0%  | 4.1% | 100.0% |
| De Montfort University                             | 89.3%  | 1.9% | 6.7%  | 2.1% | 100.0% |
| University of Derby                                | 92.8%  | 1.9% | 3.9%  | 1.4% | 100.0% |
| The University of Dundee                           | 84.4%  | 0.9% | 12.0% | 2.7% | 100.0% |
| University of Durham                               | 90.0%  | 0.7% | 7.1%  | 2.2% | 100.0% |
| The University of East Anglia                      | 93.4%  | 0.3% | 5.2%  | 1.1% | 100.0% |
| The University of East London                      | 83.9%  | 5.7% | 6.9%  | 3.5% | 100.0% |
| Edge Hill College of Higher Education              | 98.2%  | 0.8% | 0.8%  | 0.3% | 100.0% |
| Edinburgh College of Art                           | 97.4%  | 0.5% | 1.5%  | 0.5% | 100.0% |
| The University of Edinburgh                        | 90.7%  | 0.3% | 6.2%  | 2.8% | 100.0% |
| The University of Essex                            | 84.6%  | 1.3% | 8.3%  | 5.8% | 100.0% |
| The University of Exeter                           | 92.9%  | 0.7% | 4.0%  | 2.4% | 100.0% |
| Falmouth College of Arts                           | 96.6%  | 0.0% | 0.0%  | 3.4% | 100.0% |
| University of Glamorgan                            | 94.7%  | 1.2% | 2.4%  | 1.7% | 100.0% |
| Glasgow Caledonian University                      | 95.0%  | 0.9% | 3.2%  | 0.9% | 100.0% |
| Glasgow School of Art                              | 96.7%  | 0.0% | 1.6%  | 1.6% | 100.0% |
| The University of Glasgow                          | 93.2%  | 0.3% | 4.3%  | 2.2% | 100.0% |
| University of Gloucestershire                      | 96.6%  | 0.0% | 2.6%  | 0.8% | 100.0% |
| Goldsmiths College                                 | 86.6%  | 3.9% | 3.6%  | 6.0% | 100.0% |
| The University of Greenwich                        | 85.7%  | 3.4% | 7.8%  | 3.1% | 100.0% |
| Harper Adams University College                    | 99.0%  | 0.0% | 0.0%  | 1.0% | 100.0% |
| Heriot-Watt University                             | 83.2%  | 1.4% | 12.4% | 2.9% | 100.0% |
| University of Hertfordshire                        | 90.7%  | 1.7% | 5.7%  | 1.9% | 100.0% |
| Homerton College                                   | 88.4%  | 2.3% | 7.0%  | 2.3% | 100.0% |
| The University of Huddersfield                     | 93.8%  | 1.0% | 4.1%  | 1.1% | 100.0% |
| The University of Hull                             | 90.3%  | 1.2% | 6.9%  | 1.6% | 100.0% |
| Imperial College of Science, Technology & Medicine | 80.7%  | 1.3% | 14.7% | 3.3% | 100.0% |
| Institute of Education                             | 94.3%  | 2.0% | 2.0%  | 1.7% | 100.0% |
| The University of Keele                            | 94.6%  | 0.6% | 3.2%  | 1.6% | 100.0% |

|  |        |      |       |      |        |
|--|--------|------|-------|------|--------|
| The University of Kent   | 91.4%  | 1.0% | 5.3%  | 2.3% | 100.0% |
| Kent Institute of Art & Design                                 | 99.0%  | 0.0% | 0.0%  | 1.0% | 100.0% |
| King's College London  | 80.3%  | 2.3% | 11.9% | 5.4% | 100.0% |
| Kingston University  | 88.2%  | 1.9% | 7.4%  | 2.5% | 100.0% |
| The University of Wales, Lampeter                              | 96.6%  | 0.0% | 2.6%  | 0.9% | 100.0% |
| The University of Lancaster                                    | 91.4%  | 1.0% | 5.8%  | 1.8% | 100.0% |
| Leeds Metropolitan University                                  | 93.8%  | 1.4% | 3.1%  | 1.7% | 100.0% |
| The University of Leeds  | 83.5%  | 1.1% | 12.1% | 3.3% | 100.0% |
| The University of Leicester                                    | 87.8%  | 1.2% | 8.2%  | 2.8% | 100.0% |
| The University of Lincoln                                      | 93.0%  | 1.3% | 2.4%  | 3.3% | 100.0% |
| Liverpool Hope University College                              | 93.7%  | 0.7% | 3.0%  | 2.7% | 100.0% |
| Liverpool John Moores University                               | 92.0%  | 1.3% | 3.9%  | 2.9% | 100.0% |
| The University of Liverpool                                    | 90.1%  | 0.9% | 7.0%  | 2.0% | 100.0% |
| University of the Arts, London                                 | 93.6%  | 2.2% | 2.6%  | 1.6% | 100.0% |
| London Business School   | 88.5%  | 0.0% | 10.6% | 0.9% | 100.0% |
| University of London (Institutes and activities)               | 95.0%  | 0.0% | 3.8%  | 1.3% | 100.0% |
| London South Bank University                                   | 78.6%  | 9.7% | 7.8%  | 3.8% | 100.0% |
| London School of Economics and Political Science               | 83.6%  | 1.4% | 11.1% | 3.9% | 100.0% |
| London School of Hygiene & Tropical Medicine                   | 84.8%  | 4.5% | 7.8%  | 2.9% | 100.0% |
| Loughborough University  | 85.5%  | 1.1% | 10.1% | 3.3% | 100.0% |
| University of Luton  | 85.5%  | 2.9% | 9.3%  | 2.3% | 100.0% |
| University of Manchester                                       | 88.4%  | 0.9% | 7.7%  | 3.1% | 100.0% |
| The University of Manchester Institute of Science & Technology | 76.5%  | 0.9% | 20.4% | 2.1% | 100.0% |
| The Manchester Metropolitan University                         | 93.5%  | 1.2% | 3.1%  | 2.2% | 100.0% |
| University of Wales College of Medicine                        | 94.1%  | 0.2% | 4.8%  | 0.9% | 100.0% |
| Middlesex University   | 81.9%  | 5.2% | 8.5%  | 4.5% | 100.0% |
| Napier University  | 93.0%  | 0.6% | 3.9%  | 2.6% | 100.0% |
| The University of Newcastle-upon-Tyne                          | 89.1%  | 0.5% | 8.5%  | 1.9% | 100.0% |
| Newman College of HE   | 90.8%  | 2.6% | 3.9%  | 2.6% | 100.0% |
| The University of Wales, Newport                               | 96.8%  | 0.9% | 1.2%  | 1.2% | 100.0% |
| The North-East Wales Institute of Higher Education             | 94.7%  | 0.4% | 3.6%  | 1.3% | 100.0% |
| University College Northampton                                 | 92.9%  | 1.7% | 2.9%  | 2.4% | 100.0% |
| Northern School of Contemporary Dance                          | n/a    | n/a  | n/a   | n/a  | n/a    |
| The University of Northumbria at Newcastle                     | 96.2%  | 0.3% | 2.8%  | 0.8% | 100.0% |
| Norwich School of Art and Design                               | 100.0% | 0.0% | 0.0%  | 0.0% | 100.0% |
| The Nottingham Trent University                                | 93.5%  | 1.8% | 2.8%  | 2.0% | 100.0% |
| The University of Nottingham                                   | 88.1%  | 1.2% | 8.2%  | 2.5% | 100.0% |
| The Open University  | 94.1%  | 0.6% | 2.9%  | 2.4% | 100.0% |
| Oxford Brookes University                                      | 93.8%  | 0.8% | 3.0%  | 2.4% | 100.0% |
| The University of Oxford                                       | 88.8%  | 0.7% | 7.8%  | 2.7% | 100.0% |
| The University of Paisley                                      | 94.8%  | 1.2% | 3.2%  | 0.7% | 100.0% |
| The University of Plymouth                                     | 94.7%  | 0.5% | 3.0%  | 1.8% | 100.0% |
| The University of Portsmouth                                   | 92.6%  | 0.8% | 5.0%  | 1.6% | 100.0% |
| Queen Margaret University College, Edinburgh                   | 99.3%  | 0.7% | 0.0%  | 0.0% | 100.0% |
| Queen Mary and Westfield College                               | 81.8%  | 1.8% | 13.2% | 3.1% | 100.0% |
| Ravensbourne College of Design and Communication               | n/a    | n/a  | n/a   | n/a  | n/a    |
| The University of Reading                                      | 90.6%  | 1.2% | 5.6%  | 2.7% | 100.0% |
| The University of Wales, Registry                              | n/a    | n/a  | n/a   | n/a  | n/a    |
| The Robert Gordon University                                   | 90.1%  | 0.8% | 7.6%  | 1.5% | 100.0% |
| Roehampton University  | 94.7%  | 1.2% | 2.7%  | 1.4% | 100.0% |
| Rose Bruford College   | n/a    | n/a  | n/a   | n/a  | n/a    |
| Royal Academy of Music   | 97.1%  | 0.3% | 2.3%  | 0.3% | 100.0% |

|  |        |      |       |      |        |
|--|--------|------|-------|------|--------|
| Royal Agricultural College                                 | n/a    | n/a  | n/a   | n/a  | n/a    |
| Royal College of Art                                       | 96.7%  | 0.0% | 1.6%  | 1.6% | 100.0% |
| Royal College of Music                                     | 99.0%  | 0.0% | 0.5%  | 0.5% | 100.0% |
| The Royal College of Nursing                               | 95.2%  | 0.0% | 3.6%  | 1.2% | 100.0% |
| Royal Holloway and Bedford New College                     | 89.5%  | 1.5% | 5.8%  | 3.2% | 100.0% |
| Royal Northern College of Music                            | 96.9%  | 0.0% | 2.1%  | 1.0% | 100.0% |
| The Royal Scottish Academy of Music and Drama              | n/a    | n/a  | n/a   | n/a  | n/a    |
| The Royal Veterinary College                               | 83.2%  | 2.5% | 10.6% | 3.7% | 100.0% |
| Royal Welsh College of Music and Drama                     | 99.0%  | 0.0% | 0.0%  | 1.0% | 100.0% |
| The University of St Andrews                               | 95.6%  | 0.1% | 3.0%  | 1.3% | 100.0% |
| St George's Hospital Medical School                        | 79.3%  | 3.5% | 14.1% | 3.2% | 100.0% |
| College of St Mark and St John                             | 98.6%  | 1.0% | 0.0%  | 0.5% | 100.0% |
| St Martin's College  | 97.3%  | 0.5% | 1.3%  | 0.8% | 100.0% |
| St Mary's College  | 95.6%  | 2.2% | 0.9%  | 1.3% | 100.0% |
| St Mary's University College                               | 100.0% | 0.0% | 0.0%  | 0.0% | 100.0% |
| The University of Salford                                  | 88.8%  | 1.9% | 5.1%  | 4.2% | 100.0% |
| The School of Oriental and African Studies                 | 63.9%  | 4.3% | 23.5% | 8.3% | 100.0% |
| The School of Pharmacy                                     | 83.8%  | 1.9% | 13.3% | 1.0% | 100.0% |
| Scottish Agricultural College                              | 96.5%  | 0.5% | 1.0%  | 2.0% | 100.0% |
| Sheffield Hallam University                                | 92.1%  | 1.5% | 4.1%  | 2.4% | 100.0% |
| The University of Sheffield                                | 89.0%  | 0.4% | 7.7%  | 2.8% | 100.0% |
| Southampton Institute                                      | 96.4%  | 1.3% | 1.6%  | 0.7% | 100.0% |
| The University of Southampton                              | 88.9%  | 0.7% | 8.3%  | 2.1% | 100.0% |
| Staffordshire University                                   | 92.2%  | 1.1% | 5.0%  | 1.7% | 100.0% |
| The University of Stirling                                 | 95.7%  | 1.0% | 2.1%  | 1.2% | 100.0% |
| Stranmillis University College                             | 100.0% | 0.0% | 0.0%  | 0.0% | 100.0% |
| The University of Strathclyde                              | 92.2%  | 0.9% | 5.9%  | 1.0% | 100.0% |
| The University of Sunderland                               | 93.2%  | 1.0% | 3.6%  | 2.2% | 100.0% |
| The Surrey Institute of Art and Design, University College | 97.8%  | 0.0% | 1.1%  | 1.1% | 100.0% |
| The University of Surrey                                   | 89.2%  | 1.3% | 7.9%  | 1.6% | 100.0% |
| The University of Sussex                                   | 89.1%  | 0.8% | 5.9%  | 4.3% | 100.0% |
| Swansea Institute of Higher Education                      | 96.5%  | 0.8% | 0.0%  | 2.7% | 100.0% |
| University of Wales, Swansea                               | 93.2%  | 0.4% | 4.9%  | 1.5% | 100.0% |
| The University of Teesside                                 | 94.2%  | 0.3% | 4.1%  | 1.4% | 100.0% |
| Thames Valley University                                   | 81.7%  | 7.3% | 9.1%  | 1.9% | 100.0% |
| Trinity and All Saints College                             | 92.9%  | 0.7% | 1.4%  | 5.0% | 100.0% |
| Trinity College of Music                                   | 97.2%  | 0.8% | 1.2%  | 0.8% | 100.0% |
| Trinity College, Carmarthen                                | 100.0% | 0.0% | 0.0%  | 0.0% | 100.0% |
| University of Ulster                                       | 93.8%  | 0.2% | 3.9%  | 2.1% | 100.0% |
| University College London                                  | 86.4%  | 1.0% | 8.9%  | 3.7% | 100.0% |
| The University of Warwick                                  | 87.4%  | 1.1% | 8.4%  | 3.0% | 100.0% |
| University of the West of England, Bristol                 | 93.4%  | 1.1% | 3.3%  | 2.2% | 100.0% |
| The University of Westminster                              | 86.2%  | 2.4% | 7.0%  | 4.4% | 100.0% |
| Wimbledon School of Art                                    | 97.6%  | 0.0% | 0.0%  | 2.4% | 100.0% |
| University College Winchester                              | 96.6%  | 1.3% | 1.3%  | 0.8% | 100.0% |
| The University of Wolverhampton                            | 89.8%  | 3.1% | 5.9%  | 1.2% | 100.0% |
| University College Worcester                               | 94.4%  | 1.5% | 1.9%  | 2.2% | 100.0% |
| Writtle College  | 97.6%  | 1.8% | 0.6%  | 0.0% | 100.0% |
| York St John College                                       | 98.2%  | 0.0% | 0.9%  | 0.9% | 100.0% |
| The University of York                                     | 93.9%  | 0.5% | 3.9%  | 1.7% | 100.0% |
| Total  | 89.6%  | 1.3% | 6.7%  | 2.4% | 100.0% |

n/a indicates a suppressed percentage on grounds of there being 50 or less staff at the institution. London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions. Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties.

### 1.2.11 Pay gap overview

On average, black and minority ethnic (BME) academic staff in the UK earned 87.5% of their white colleagues' earnings – in other words, there was an ethnicity pay gap of 12.5% in whites' favour.<sup>14</sup> The gap was narrowest in England, at 12.2%, and widest in Northern Ireland, at 18.3%.

|                  | Ethnicity pay gap: BMEs' pay as a proportion of whites' | Ethnicity pay gap in whites' favour |
|------------------|---|-------------------------------------|
| England          | 87.8%   | 12.2%                               |
| Wales            | 85.1%   | 14.9%                               |
| Scotland         | 85.2%   | 14.8%                               |
| Northern Ireland | 81.7%   | 18.3%                               |
| UK grand total   | 87.5%   | 12.5%                               |

BME Black and minority ethnic. Full-time staff only.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties.

The ethnicity pay gap for academics of UK nationality was narrower than the gap for academics of all nationalities, with BME academics earning 94.1% of their white colleagues' pay; ie there was a 5.9% ethnicity pay gap in whites' favour.

### 1.2.12 Pay gap by institution

At almost all UK higher education institutions, BME academics earned less on average than their white colleagues in 2003-4. There were only three institutions where BME academics earned more than their white colleagues – Essex University, where was a gap of just 0.5% in favour of BME academics, London Business School and St Martin's College. Because of small numbers, data on the ethnicity pay gap was not available at a number of institutions.

|  | White   | BME     | Ethnicity pay gap: BME pay as a proportion of whites' % | Ethnicity pay gap** % |
|--|---------|---------|---|-----------------------|
| England  |         |         |   |                       |
| Anglia Polytechnic University                            | £37,219 | £36,227 | 97.3%   | 2.7%                  |
| Aston University   | £40,660 | £32,659 | 80.3%   | 19.7%                 |
| Bath Spa University College                              | £34,291 | ..      |   |                       |
| The University of Bath                                   | £36,960 | £29,928 | 81.0%   | 19.0%                 |
| Birkbeck College   | £36,817 | £33,626 | 91.3%   | 8.7%                  |
| Birmingham College of Food, Tourism and Creative Studies | £30,070 | £27,012 | 89.8%   | 10.2%                 |
| The University of Birmingham                             | £36,873 | £30,973 | 84.0%   | 16.0%                 |
| Bishop Grosseteste College                               | £34,447 | ..      |   |                       |
| Bolton Institute of Higher Education                     | £36,150 | £32,236 | 89.2%   | 10.8%                 |
| The Arts Institute at Bournemouth                        | £31,416 | ..      |   |                       |
| Bournemouth University                                   | £34,223 | £29,620 | 86.5%   | 13.5%                 |
| The University of Bradford                               | £36,064 | £31,888 | 88.4%   | 11.6%                 |
| The University of Brighton                               | £35,901 | £34,303 | 95.5%   | 4.5%                  |
| The University of Bristol                                | £36,395 | £31,468 | 86.5%   | 13.5%                 |
| Brunel University  | £35,580 | £31,732 | 89.2%   | 10.8%                 |
| Buckinghamshire Chilterns University College             | £36,094 | £33,119 | 91.8%   | 8.2%                  |
| The University of Cambridge                              | £34,585 | £29,293 | 84.7%   | 15.3%                 |
| The Institute of Cancer Research                         | £34,444 | £30,767 | 89.3%   | 10.7%                 |

<sup>14</sup> All nationalities of staff.



|  |          |          |        |        |
|--|----------|----------|--------|--------|
| Canterbury Christ Church University College                    | £36,969  | £31,577  | 85.4%  | 14.6%  |
| University of Central England in Birmingham                    | £34,401  | £29,395  | 85.4%  | 14.6%  |
| The University of Central Lancashire                           | £33,862  | £32,680  | 96.5%  | 3.5%   |
| Central School of Speech and Drama                             | £30,256  | ..       |        |        |
| University College Chester                                     | £33,259  | £32,804  | 98.6%  | 1.4%   |
| University College Chichester                                  | £35,832  | ..       |        |        |
| City University  | £40,812  | £34,066  | 83.5%  | 16.5%  |
| Conservatoire for Dance and Drama                              | £26,000  | ..       |        |        |
| Coventry University  | £36,425  | £33,871  | 93.0%  | 7.0%   |
| Courtauld Institute of Art                                     | £41,166  | ..       |        |        |
| Cranfield University   | £39,672  | £35,403  | 89.2%  | 10.8%  |
| Cumbria Institute of the Arts                                  | £29,775  | ..       |        |        |
| Dartington College of Arts                                     | £34,729  | ..       |        |        |
| De Montfort University   | £36,968  | £33,338  | 90.2%  | 9.8%   |
| University of Derby  | £32,884  | £29,761  | 90.5%  | 9.5%   |
| University of Durham   | £34,595  | £29,970  | 86.6%  | 13.4%  |
| The University of East Anglia                                  | £35,828  | £30,070  | 83.9%  | 16.1%  |
| The University of East London                                  | £38,335  | £33,578  | 87.6%  | 12.4%  |
| Edge Hill College of Higher Education                          | £33,348  | ..       |        |        |
| The University of Essex  | £38,120  | £38,300  | 100.5% | -0.5%  |
| The University of Exeter                                       | £35,913  | £31,975  | 89.0%  | 11.0%  |
| Falmouth College of Arts                                       | £33,769  | ..       |        |        |
| University of Gloucestershire                                  | £36,496  | £31,184  | 85.4%  | 14.6%  |
| Goldsmiths College   | £37,997  | £35,424  | 93.2%  | 6.8%   |
| The University of Greenwich                                    | £38,014  | £33,077  | 87.0%  | 13.0%  |
| Harper Adams University College                                | £34,394  | ..       |        |        |
| University of Hertfordshire                                    | £35,869  | £32,150  | 89.6%  | 10.4%  |
| Homerton College   | £33,559  | £33,201  | 98.9%  | 1.1%   |
| The University of Huddersfield                                 | £36,280  | £29,593  | 81.6%  | 18.4%  |
| The University of Hull   | £37,099  | £32,253  | 86.9%  | 13.1%  |
| Imperial College of Science, Technology & Medicine             | £39,831  | £33,737  | 84.7%  | 15.3%  |
| Institute of Education   | £38,242  | £31,482  | 82.3%  | 17.7%  |
| The University of Keele  | £36,695  | £34,094  | 92.9%  | 7.1%   |
| The University of Kent   | £38,094  | £32,005  | 84.0%  | 16.0%  |
| Kent Institute of Art & Design                                 | £34,171  | ..       |        |        |
| King's College London  | £38,790  | £34,147  | 88.0%  | 12.0%  |
| Kingston University  | £37,702  | £32,921  | 87.3%  | 12.7%  |
| The University of Lancaster                                    | £36,138  | £29,633  | 82.0%  | 18.0%  |
| Leeds Metropolitan University                                  | £36,265  | £31,527  | 86.9%  | 13.1%  |
| The University of Leeds  | £38,172  | £29,918  | 78.4%  | 21.6%  |
| The University of Leicester                                    | £37,955  | £34,323  | 90.4%  | 9.6%   |
| The University of Lincoln                                      | £35,542  | £32,061  | 90.2%  | 9.8%   |
| Liverpool Hope University College                              | £33,128  | £29,213  | 88.2%  | 11.8%  |
| Liverpool John Moores University                               | £35,441  | £33,225  | 93.7%  | 6.3%   |
| The University of Liverpool                                    | £37,271  | £32,621  | 87.5%  | 12.5%  |
| University of the Arts, London                                 | £35,176  | £31,896  | 90.7%  | 9.3%   |
| London Business School   | £108,408 | £130,608 | 120.5% | -20.5% |
| University of London (Institutes and activities)               | £36,330  | ..       |        |        |
| London South Bank University                                   | £37,255  | £35,337  | 94.9%  | 5.1%   |
| London School of Economics and Political Science               | £41,057  | £35,661  | 86.9%  | 13.1%  |
| London School of Hygiene & Tropical Medicine                   | £40,546  | £35,654  | 87.9%  | 12.1%  |
| Loughborough University  | £37,162  | £30,428  | 81.9%  | 18.1%  |
| University of Luton  | £36,319  | £32,086  | 88.3%  | 11.7%  |
| University of Manchester                                       | £36,941  | £31,770  | 86.0%  | 14.0%  |
| The University of Manchester Institute of Science & Technology | £35,218  | £29,813  | 84.7%  | 15.3%  |
| The Manchester Metropolitan University                         | £35,275  | £31,457  | 89.2%  | 10.8%  |

|  |         |         |        |       |
|--|---------|---------|--------|-------|
| Middlesex University                                       | £36,784 | £34,282 | 93.2%  | 6.8%  |
| The University of Newcastle-upon-Tyne                      | £38,569 | £30,992 | 80.4%  | 19.6% |
| Newman College of HE                                       | £34,006 | ..      |        |       |
| University College Northampton                             | £35,055 | £32,028 | 91.4%  | 8.6%  |
| Northern School of Contemporary Dance                      | £28,955 | ..      |        |       |
| The University of Northumbria at Newcastle                 | £34,973 | £32,259 | 92.2%  | 7.8%  |
| Norwich School of Art and Design                           | £37,632 | ..      |        |       |
| The Nottingham Trent University                            | £37,372 | £33,176 | 88.8%  | 11.2% |
| The University of Nottingham                               | £36,953 | £31,934 | 86.4%  | 13.6% |
| The Open University  | £38,408 | £33,988 | 88.5%  | 11.5% |
| Oxford Brookes University                                  | £37,310 | £32,397 | 86.8%  | 13.2% |
| The University of Oxford                                   | £33,721 | £29,207 | 86.6%  | 13.4% |
| The University of Plymouth                                 | £37,089 | £31,508 | 85.0%  | 15.0% |
| The University of Portsmouth                               | £35,327 | £31,380 | 88.8%  | 11.2% |
| Queen Mary and Westfield College                           | £38,334 | £33,665 | 87.8%  | 12.2% |
| Ravensbourne College of Design and Communication           | £41,154 | ..      |        |       |
| The University of Reading                                  | £34,840 | £27,843 | 79.9%  | 20.1% |
| Roehampton University                                      | £35,424 | £31,543 | 89.0%  | 11.0% |
| Rose Bruford College                                       | £10,687 | ..      |        |       |
| Royal Academy of Music                                     | £47,738 | ..      |        |       |
| Royal Agricultural College                                 | £34,805 | ..      |        |       |
| Royal College of Art                                       | £41,969 | ..      |        |       |
| Royal College of Music                                     | £42,388 | ..      |        |       |
| The Royal College of Nursing                               | £38,358 | ..      |        |       |
| Royal Holloway and Bedford New College                     | £36,682 | £30,173 | 82.3%  | 17.7% |
| Royal Northern College of Music                            | £37,086 | ..      |        |       |
| The Royal Veterinary College                               | £41,670 | £30,631 | 73.5%  | 26.5% |
| St George's Hospital Medical School                        | £38,591 | £34,621 | 89.7%  | 10.3% |
| College of St Mark and St John                             | £36,103 | ..      |        |       |
| St Martin's College  | £33,665 | £35,356 | 105.0% | -5.0% |
| St Mary's College  | £34,793 | ..      |        |       |
| The University of Salford                                  | £36,404 | £34,329 | 94.3%  | 5.7%  |
| The School of Oriental and African Studies                 | £35,534 | £32,577 | 91.7%  | 8.3%  |
| The School of Pharmacy                                     | £36,762 | £29,186 | 79.4%  | 20.6% |
| Sheffield Hallam University                                | £35,559 | £30,634 | 86.1%  | 13.9% |
| The University of Sheffield                                | £37,042 | £31,152 | 84.1%  | 15.9% |
| Southampton Institute                                      | £34,543 | £32,308 | 93.5%  | 6.5%  |
| The University of Southampton                              | £36,878 | £30,334 | 82.3%  | 17.7% |
| Staffordshire University                                   | £35,153 | £33,836 | 96.3%  | 3.7%  |
| The University of Sunderland                               | £36,462 | £32,766 | 89.9%  | 10.1% |
| The Surrey Institute of Art and Design, University College | £35,677 | ..      |        |       |
| The University of Surrey                                   | £21,111 | £15,116 | 71.6%  | 28.4% |
| The University of Sussex                                   | £35,977 | £30,815 | 85.7%  | 14.3% |
| The University of Teesside                                 | £34,812 | £32,787 | 94.2%  | 5.8%  |
| Thames Valley University                                   | £35,925 | £32,818 | 91.4%  | 8.6%  |
| Trinity and All Saints College                             | £34,530 | ..      |        |       |
| Trinity College of Music                                   | £25,915 | ..      |        |       |
| University College London                                  | £40,568 | £36,353 | 89.6%  | 10.4% |
| The University of Warwick                                  | £38,423 | £28,060 | 73.0%  | 27.0% |
| University of the West of England, Bristol                 | £35,493 | £32,935 | 92.8%  | 7.2%  |
| The University of Westminster                              | £37,796 | £33,704 | 89.2%  | 10.8% |
| Wimbledon School of Art                                    | £41,241 | ..      |        |       |
| University College Winchester                              | £34,422 | ..      |        |       |
| The University of Wolverhampton                            | £33,890 | £32,235 | 95.1%  | 4.9%  |
| University College Worcester                               | £34,127 | £32,106 | 94.1%  | 5.9%  |
| Writtle College  | £30,103 | ..      |        |       |

|  |         |         |       |       |
|--|---------|---------|-------|-------|
| York St John College                               | £35,179 | ..      |       |       |
| The University of York                             | £35,009 | £29,447 | 84.1% | 15.9% |
| England Total                                      | £36,565 | £32,109 | 87.8% | 12.2% |
| Wales  |         |         |       |       |
| University of Wales, Aberystwyth                   | £45,840 | ..      |       |       |
| University of Wales, Bangor                        | £34,870 | £27,171 | 77.9% | 22.1% |
| Cardiff University                                 | £34,748 | £29,375 | 84.5% | 15.5% |
| University of Wales Institute, Cardiff             | £34,120 | £30,794 | 90.3% | 9.7%  |
| University of Glamorgan                            | £34,016 | £29,126 | 85.6% | 14.4% |
| The University of Wales, Lampeter                  | £34,406 | ..      |       |       |
| University of Wales College of Medicine            | £41,744 | £36,696 | 87.9% | 12.1% |
| The University of Wales, Newport                   | £34,538 | £31,545 | 91.3% | 8.7%  |
| The North-East Wales Institute of Higher Education | £31,918 | £28,810 | 90.3% | 9.7%  |
| The University of Wales, Registry                  | £25,027 | ..      |       |       |
| Royal Welsh College of Music and Drama             | £37,694 | ..      |       |       |
| Swansea Institute of Higher Education              | £32,768 | ..      |       |       |
| University of Wales, Swansea                       | £37,510 | £29,897 | 79.7% | 20.3% |
| Trinity College, Carmarthen                        | £32,957 | ..      |       |       |
| Wales Total  | £35,717 | £30,381 | 85.1% | 14.9% |
| Scotland   |         |         |       |       |
| The University of Aberdeen                         | £36,760 | £30,084 | 81.8% | 18.2% |
| University of Abertay Dundee                       | £34,765 | £28,696 | 82.5% | 17.5% |
| Bell College                                       | £30,715 | ..      |       |       |
| The University of Dundee                           | £34,803 | £28,505 | 81.9% | 18.1% |
| Edinburgh College of Art                           | £37,367 | ..      |       |       |
| The University of Edinburgh                        | £38,631 | £32,365 | 83.8% | 16.2% |
| Glasgow Caledonian University                      | £37,101 | £35,636 | 96.1% | 3.9%  |
| Glasgow School of Art                              | £36,478 | ..      |       |       |
| The University of Glasgow                          | £39,258 | £33,093 | 84.3% | 15.7% |
| Heriot-Watt University                             | £37,967 | £29,399 | 77.4% | 22.6% |
| Napier University                                  | £35,041 | £34,352 | 98.0% | 2.0%  |
| The University of Paisley                          | £37,176 | £32,467 | 87.3% | 12.7% |
| Queen Margaret University College, Edinburgh       | £11,858 | ..      |       |       |
| The Robert Gordon University                       | £34,143 | £30,833 | 90.3% | 9.7%  |
| The Royal Scottish Academy of Music and Drama      | £35,497 | ..      |       |       |
| The University of St Andrews                       | £35,498 | £30,370 | 85.6% | 14.4% |
| Scottish Agricultural College                      | £31,809 | ..      |       |       |
| The University of Stirling                         | £35,923 | £33,027 | 91.9% | 8.1%  |
| The University of Strathclyde                      | £37,030 | £29,863 | 80.6% | 19.4% |
| Scotland Total                                     | £36,533 | £31,140 | 85.2% | 14.8% |
| Northern Ireland                                   |         |         |       |       |
| The Queen's University of Belfast                  | £36,331 | £29,167 | 80.3% | 19.7% |
| St Mary's University College                       | £36,585 | ..      |       |       |
| Stranmillis University College                     | £36,349 | ..      |       |       |
| University of Ulster                               | £36,074 | £30,248 | 83.9% | 16.1% |
| Northern Ireland Total                             | £36,225 | £29,604 | 81.7% | 18.3% |
| UK Total   | £36,507 | £31,931 | 87.5% | 12.5% |

BME Black and minority ethnic

\*\* minus means ethnicity pay gap in BMEs' favour

.. indicates a suppressed average on grounds of there being 7 or less staff in the cell

London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Full-time staff only.



## 2 UK HE managerial staff

### 2.1 Gender

#### 2.1.1 Overview and mode of employment

Of the 11,500 managerial staff in UK higher education in 2003-4, 46% were women.<sup>15</sup> Women managers were more likely to work on a part-time basis. While the great majority of female and male managers worked on a full-time basis, 13% of female managers worked part-time compared with 4% of male managers.

| HESA Staff Record 2003/04  | Gender |        |        |
|----------------------------|--------|--------|--------|
| Mode of Employment         | Female | Male   | Total  |
| Full-time.                 | 86.5%  | 95.8%  | 91.5%  |
| Full-time, term-time only. | 0.6%   | 0.4%   | 0.5%   |
| Part-time.                 | 12.5%  | 3.7%   | 7.7%   |
| Part-time, term-time only. | 0.4%   | 0.1%   | 0.2%   |
| Total                      | 100.0% | 100.0% | 100.0% |

#### 2.1.2 Terms of employment

87% of managers, both female and male, had an open-ended or permanent contract.

| HESA Staff Record 2003/04 | Gender |        |        |
|---------------------------|--------|--------|--------|
| Terms of Employment       | Female | Male   | Total  |
| Open-ended/Permanent.     | 87.0%  | 87.3%  | 87.2%  |
| Fixed-term contract.      | 13.0%  | 12.7%  | 12.8%  |
| Total                     | 100.0% | 100.0% | 100.0% |

#### 2.1.3 Age

Female managers in UK higher education had a younger age profile than their male colleagues. The age profile of managers in UK higher education showed a larger proportion of women than men in the group aged to 34, while at the other end of the spectrum, 27% of women were aged 50-plus compared with 41% of men.

|             | Female | Male  |
|-------------|--------|-------|
| Age to 34   | 20.5%  | 12.5% |
| Age 50-plus | 26.8%  | 40.9% |

#### 2.1.4 Disability

260 managers in UK higher education in 2003-4 had a declared disability; they comprised 2.4% of managers for whom information was provided. Of managers with a declared disability, 37% were women, indicating that men were somewhat over-represented in the proportion of those with a declared disability (since 46% of all managers were women).

<sup>15</sup> 'This occupational group covers those people whose main tasks consist of the direction and co-ordination, often with the help of subordinate managers and supervisors, of the functioning of primarily **non-academic** departments and services within Higher Education Institutions. People can usually be allocated to this group on the basis that 'Manager', 'Director' or 'Head of' appears within their job title.' Rhys Davies & Ritva Ellison (2002), Occupational Coding for Higher Education Staff, Warwick University: Institute for Employment Research, p. 34

## 2.1.5 Institution

| Activity   | Managers |        |        |       |
|--|----------|--------|--------|-------|
|  | Gender   | Female | Male   | Total |
| HESA Staff Record 2003/04                                |          |        |        |       |
| Institution  |          |        |        | Total |
| The University of Aberdeen                               | n/a      | n/a    | 100.0% | 5     |
| University of Abertay Dundee                             | n/a      | n/a    | 100.0% | 25    |
| University of Wales, Aberystwyth                         | 33.3%    | 66.7%  | 100.0% | 80    |
| Anglia Polytechnic University                            | 60.8%    | 39.2%  | 100.0% | 90    |
| Aston University   | n/a      | n/a    | 100.0% | 20    |
| University of Wales, Bangor                              | 41.1%    | 58.9%  | 100.0% | 110   |
| Bath Spa University College                              | n/a      | n/a    | 100.0% | 20    |
| The University of Bath                                   | 42.4%    | 57.6%  | 100.0% | 90    |
| The Queen's University of Belfast                        | 34.4%    | 65.6%  | 100.0% | 60    |
| Bell College   | n/a      | n/a    | 100.0% | 10    |
| Birkbeck College   | n/a      | n/a    | 100.0% | 45    |
| Birmingham College of Food, Tourism and Creative Studies | 47.1%    | 52.9%  | 100.0% | 50    |
| The University of Birmingham                             | 59.3%    | 40.7%  | 100.0% | 145   |
| Bishop Grosseteste College                               | n/a      | n/a    | 100.0% | 5     |
| Bolton Institute of Higher Education                     | n/a      | n/a    | 100.0% | 25    |
| The Arts Institute at Bournemouth                        | n/a      | n/a    | 100.0% | 10    |
| Bournemouth University                                   | 57.3%    | 42.7%  | 100.0% | 70    |
| The University of Bradford                               | 43.0%    | 57.0%  | 100.0% | 60    |
| The University of Brighton                               | 42.2%    | 57.8%  | 100.0% | 120   |
| The University of Bristol                                | n/a      | n/a    | 100.0% | 35    |
| Brunel University  | 50.1%    | 49.9%  | 100.0% | 110   |
| Buckinghamshire Chilterns University College             | 45.2%    | 54.8%  | 100.0% | 60    |
| The University of Cambridge                              | n/a      | n/a    | 100.0% | 40    |
| The Institute of Cancer Research                         | n/a      | n/a    | 100.0% | 35    |
| Canterbury Christ Church University College              | 33.0%    | 67.0%  | 100.0% | 50    |
| Cardiff University                                       | n/a      | n/a    | 100.0% | 30    |
| University of Wales Institute, Cardiff                   | 49.1%    | 50.9%  | 100.0% | 55    |
| University of Central England in Birmingham              | 48.1%    | 51.9%  | 100.0% | 85    |
| The University of Central Lancashire                     | n/a      | n/a    | 100.0% | 20    |
| Central School of Speech and Drama                       | n/a      | n/a    | 100.0% | 15    |
| University College Chester                               | 55.5%    | 44.5%  | 100.0% | 50    |
| University College Chichester                            | n/a      | n/a    | 100.0% | 5     |
| City University  | 51.0%    | 49.0%  | 100.0% | 105   |
| Conservatoire for Dance and Drama                        | n/a      | n/a    | 100.0% | 20    |
| Coventry University                                      | 39.2%    | 60.8%  | 100.0% | 105   |
| Courtauld Institute of Art                               | n/a      | n/a    | 100.0% | 5     |
| Cranfield University                                     | 45.0%    | 55.0%  | 100.0% | 95    |
| Cumbria Institute of the Arts                            | n/a      | n/a    | 100.0% | 10    |
| Dartington College of Arts                               | n/a      | n/a    | 100.0% | 0     |
| De Montfort University                                   | 53.0%    | 47.0%  | 100.0% | 135   |
| University of Derby                                      | 47.9%    | 52.1%  | 100.0% | 95    |
| The University of Dundee                                 | n/a      | n/a    | 100.0% | 25    |
| University of Durham                                     | 40.4%    | 59.6%  | 100.0% | 160   |
| The University of East Anglia                            | 42.0%    | 58.0%  | 100.0% | 125   |
| The University of East London                            | 52.1%    | 47.9%  | 100.0% | 90    |
| Edge Hill College of Higher Education                    | n/a      | n/a    | 100.0% | 30    |
| Edinburgh College of Art                                 | n/a      | n/a    | 100.0% | 14    |
| The University of Edinburgh                              | 39.8%    | 60.2%  | 100.0% | 110   |
| The University of Essex                                  | 44.6%    | 55.4%  | 100.0% | 65    |

|  |       |       |        |     |
|--|-------|-------|--------|-----|
| The University of Exeter                                       | 53.6% | 46.4% | 100.0% | 140 |
| Falmouth College of Arts                                       | n/a   | n/a   | 100.0% | 20  |
| University of Glamorgan  | 36.8% | 63.2% | 100.0% | 130 |
| Glasgow Caledonian University                                  | 58.3% | 41.7% | 100.0% | 70  |
| Glasgow School of Art  | n/a   | n/a   | 100.0% | 10  |
| The University of Glasgow                                      | 43.4% | 56.6% | 100.0% | 100 |
| University of Gloucestershire                                  | 59.3% | 40.7% | 100.0% | 55  |
| Goldsmiths College   | n/a   | n/a   | 100.0% | 25  |
| The University of Greenwich                                    | n/a   | n/a   | 100.0% | 35  |
| Harper Adams University College                                | n/a   | n/a   | 100.0% | 30  |
| Heriot-Watt University   | 35.2% | 64.8% | 100.0% | 70  |
| University of Hertfordshire                                    | 48.6% | 51.4% | 100.0% | 105 |
| Homerton College   | n/a   | n/a   | 100.0% | 0   |
| The University of Huddersfield                                 | n/a   | n/a   | 100.0% | 35  |
| The University of Hull   | n/a   | n/a   | 100.0% | 40  |
| Imperial College of Science, Technology & Medicine             | 41.5% | 58.5% | 100.0% | 355 |
| Institute of Education   | n/a   | n/a   | 100.0% | 20  |
| The University of Keele  | 56.5% | 43.5% | 100.0% | 90  |
| The University of Kent   | n/a   | n/a   | 100.0% | 15  |
| Kent Institute of Art & Design                                 | n/a   | n/a   | 100.0% | 30  |
| King's College London  | 46.6% | 53.4% | 100.0% | 230 |
| Kingston University  | n/a   | n/a   | 100.0% | 45  |
| The University of Wales, Lampeter                              | n/a   | n/a   | 100.0% | 5   |
| The University of Lancaster                                    | 51.8% | 48.2% | 100.0% | 110 |
| Leeds Metropolitan University                                  | 40.4% | 59.6% | 100.0% | 115 |
| The University of Leeds  | 48.5% | 51.5% | 100.0% | 270 |
| The University of Leicester                                    | n/a   | n/a   | 100.0% | 15  |
| The University of Lincoln                                      | 45.8% | 54.2% | 100.0% | 85  |
| Liverpool Hope University College                              | n/a   | n/a   | 100.0% | 20  |
| Liverpool John Moores University                               | 50.2% | 49.8% | 100.0% | 150 |
| The University of Liverpool                                    | 39.7% | 60.3% | 100.0% | 125 |
| University of the Arts, London                                 | 43.3% | 56.7% | 100.0% | 75  |
| London Business School   | 60.5% | 39.5% | 100.0% | 80  |
| University of London (Institutes and activities)               | 43.4% | 56.6% | 100.0% | 125 |
| London South Bank University                                   | n/a   | n/a   | 100.0% | 35  |
| London School of Economics and Political Science               | 53.9% | 46.1% | 100.0% | 120 |
| London School of Hygiene & Tropical Medicine                   | n/a   | n/a   | 100.0% | 15  |
| Loughborough University  | n/a   | n/a   | 100.0% | 20  |
| University of Luton  | 49.4% | 50.6% | 100.0% | 80  |
| University of Manchester                                       | 44.8% | 55.2% | 100.0% | 270 |
| The University of Manchester Institute of Science & Technology | n/a   | n/a   | 100.0% | 25  |
| The Manchester Metropolitan University                         | 54.1% | 45.9% | 100.0% | 160 |
| University of Wales College of Medicine                        | n/a   | n/a   | 100.0% | 25  |
| Middlesex University   | 64.7% | 35.3% | 100.0% | 240 |
| Napier University  | n/a   | n/a   | 100.0% | 10  |
| The University of Newcastle-upon-Tyne                          | 39.2% | 60.8% | 100.0% | 140 |
| Newman College of HE   | n/a   | n/a   | 100.0% | 15  |
| The University of Wales, Newport                               | n/a   | n/a   | 100.0% | 50  |
| The North-East Wales Institute of Higher Education             | n/a   | n/a   | 100.0% | 30  |
| University College Northampton                                 | n/a   | n/a   | 100.0% | 40  |
| Northern School of Contemporary Dance                          | n/a   | n/a   | 100.0% | 5   |
| The University of Northumbria at Newcastle                     | 42.0% | 58.0% | 100.0% | 110 |
| Norwich School of Art and Design                               | n/a   | n/a   | 100.0% | 10  |
| The Nottingham Trent University                                | 56.0% | 44.0% | 100.0% | 125 |
| The University of Nottingham                                   | 42.0% | 58.0% | 100.0% | 190 |

|  |       |       |        |     |
|--|-------|-------|--------|-----|
| The Open University  | 63.0% | 37.0% | 100.0% | 475 |
| Oxford Brookes University                                  | 54.7% | 45.3% | 100.0% | 160 |
| The University of Oxford                                   | 33.8% | 66.2% | 100.0% | 105 |
| The University of Paisley                                  | n/a   | n/a   | 100.0% | 40  |
| The University of Plymouth                                 | 41.8% | 58.2% | 100.0% | 130 |
| The University of Portsmouth                               | 50.3% | 49.7% | 100.0% | 105 |
| Queen Margaret University College, Edinburgh               | n/a   | n/a   | 100.0% | 5   |
| Queen Mary and Westfield College                           | 35.1% | 64.9% | 100.0% | 55  |
| Ravensbourne College of Design and Communication           | n/a   | n/a   | 100.0% | 15  |
| The University of Reading                                  | 45.5% | 54.5% | 100.0% | 95  |
| The University of Wales, Registry                          | n/a   | n/a   | 100.0% | 5   |
| The Robert Gordon University                               | 42.2% | 57.8% | 100.0% | 65  |
| Roehampton University                                      | n/a   | n/a   | 100.0% | 45  |
| Rose Bruford College                                       | n/a   | n/a   | 100.0% | 15  |
| Royal Academy of Music                                     | n/a   | n/a   | 100.0% | 10  |
| Royal Agricultural College                                 | n/a   | n/a   | 100.0% | 15  |
| Royal College of Art                                       | n/a   | n/a   | 100.0% | 15  |
| Royal College of Music                                     | n/a   | n/a   | 100.0% | 15  |
| The Royal College of Nursing                               | n/a   | n/a   | 100.0% | 10  |
| Royal Holloway and Bedford New College                     | 51.6% | 48.4% | 100.0% | 85  |
| Royal Northern College of Music                            | n/a   | n/a   | 100.0% | 5   |
| The Royal Scottish Academy of Music and Drama              | n/a   | n/a   | 100.0% | 10  |
| The Royal Veterinary College                               | n/a   | n/a   | 100.0% | 25  |
| Royal Welsh College of Music and Drama                     | n/a   | n/a   | 100.0% | 15  |
| St George's Hospital Medical School                        | n/a   | n/a   | 100.0% | 25  |
| College of St Mark and St John                             | n/a   | n/a   | 100.0% | 5   |
| St Martin's College  | n/a   | n/a   | 100.0% | 30  |
| St Mary's College  | n/a   | n/a   | 100.0% | 15  |
| St Mary's University College                               | n/a   | n/a   | 100.0% | 10  |
| The University of Salford                                  | n/a   | n/a   | 100.0% | 45  |
| The School of Oriental and African Studies                 | n/a   | n/a   | 100.0% | 35  |
| The School of Pharmacy                                     | n/a   | n/a   | 100.0% | 10  |
| Scottish Agricultural College                              | 30.8% | 69.2% | 100.0% | 105 |
| Sheffield Hallam University                                | 43.4% | 56.6% | 100.0% | 130 |
| The University of Sheffield                                | 37.7% | 62.3% | 100.0% | 155 |
| Southampton Institute                                      | n/a   | n/a   | 100.0% | 25  |
| The University of Southampton                              | 45.6% | 54.4% | 100.0% | 190 |
| Staffordshire University                                   | n/a   | n/a   | 100.0% | 25  |
| The University of Stirling                                 | n/a   | n/a   | 100.0% | 15  |
| Stranmillis University College                             | n/a   | n/a   | 100.0% | 10  |
| The University of Strathclyde                              | n/a   | n/a   | 100.0% | 25  |
| The University of Sunderland                               | 49.1% | 50.9% | 100.0% | 135 |
| The Surrey Institute of Art and Design, University College | n/a   | n/a   | 100.0% | 25  |
| The University of Surrey                                   | 38.9% | 61.1% | 100.0% | 120 |
| The University of Sussex                                   | n/a   | n/a   | 100.0% | 25  |
| Swansea Institute of Higher Education                      | n/a   | n/a   | 100.0% | 15  |
| University of Wales, Swansea                               | 31.3% | 68.7% | 100.0% | 60  |
| The University of Teesside                                 | 39.5% | 60.5% | 100.0% | 120 |
| Thames Valley University                                   | 48.6% | 51.4% | 100.0% | 70  |
| Trinity and All Saints College                             | n/a   | n/a   | 100.0% | 15  |
| Trinity College of Music                                   | n/a   | n/a   | 100.0% | 15  |
| Trinity College, Carmarthen                                | n/a   | n/a   | 100.0% | 10  |
| UHI Millennium Institute                                   | n/a   | n/a   | 100.0% | 5   |
| University of Ulster                                       | n/a   | n/a   | 100.0% | 20  |
| University College London                                  | 33.8% | 66.2% | 100.0% | 210 |

|  |       |       |        |       |
|--|-------|-------|--------|-------|
| The University of Warwick                  | 56.2% | 43.8% | 100.0% | 280   |
| University of the West of England, Bristol | 47.2% | 52.8% | 100.0% | 105   |
| The University of Westminster              | 55.6% | 44.4% | 100.0% | 125   |
| Wimbledon School of Art                    | n/a   | n/a   | 100.0% | 5     |
| University College Winchester              | n/a   | n/a   | 100.0% | 30    |
| The University of Wolverhampton            | 37.9% | 62.1% | 100.0% | 160   |
| University College Worcester               | n/a   | n/a   | 100.0% | 15    |
| Writtle College                            | n/a   | n/a   | 100.0% | 40    |
| York St John College                       | n/a   | n/a   | 100.0% | 25    |
| The University of York                     | 40.0% | 60.0% | 100.0% | 90    |
| Total                                      | 46.1% | 53.9% | 100.0% | 11460 |

Numbers rounded to the nearest 5.

n/a indicates a suppressed percentage on grounds of there being 50 or less staff at the institution.

London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties.

## 2.1.6 Pay gap overview

In the UK as a whole, women managers earned 84% of the salaries of their male colleagues in 2003-4 – in other words, there was a gender pay gap of 16% in men's favour.<sup>16</sup>

## 2.1.7 Pay gap by institution

Average full-time salaries for managers in UK HEIs varied quite widely. At a small number of institutions the average exceeded £50,000; the average rarely went below £30,000. There were some alarmingly wide gender pay gaps for managers, with a number well beyond 20%.

|  | Average full-time manager's salary<br>£ | Gender pay gap: women's pay as a proportion of men's<br>% | Gender pay gap*<br>% |
|--|---|---|----------------------|
| England  |   |   |                      |
| Anglia Polytechnic University                            | £36,332                                 | 79.6%   | 20.4%                |
| Aston University   | £44,993                                 | n/a   | n/a                  |
| Bath Spa University College                              | £44,070                                 | 53.1%   | 46.9%                |
| The University of Bath                                   | £34,569                                 | 91.3%   | 8.7%                 |
| Birkbeck College   | £42,246                                 | 75.5%   | 24.5%                |
| Birmingham College of Food, Tourism and Creative Studies | £45,383                                 | 56.0%   | 44.0%                |
| The University of Birmingham                             | £27,484                                 | 99.5%   | 0.5%                 |
| Bishop Grosseteste College                               | n/a                                     | n/a   | n/a                  |
| Bolton Institute of Higher Education                     | £38,040                                 | 89.4%   | 10.6%                |
| The Arts Institute at Bournemouth                        | £36,010                                 | n/a   | n/a                  |
| Bournemouth University                                   | £32,483                                 | 80.7%   | 19.3%                |
| The University of Bradford                               | £37,839                                 | 87.0%   | 13.0%                |
| The University of Brighton                               | £34,972                                 | 98.5%   | 1.5%                 |
| The University of Bristol                                | £57,546                                 | n/a   | n/a                  |
| Brunel University  | £36,002                                 | 72.6%   | 27.4%                |
| Buckinghamshire Chilterns University College             | £38,330                                 | 84.9%   | 15.1%                |
| The University of Cambridge                              | £56,228                                 | 101.9%  | -1.9%                |
| The Institute of Cancer Research                         | £43,584                                 | 91.4%   | 8.6%                 |
| Canterbury Christ Church University College              | £40,018                                 | 94.7%   | 5.3%                 |
| University of Central England in Birmingham              | £31,706                                 | 71.6%   | 28.4%                |

<sup>16</sup> Full-time staff only

|  |         |       |       |
|--|---------|-------|-------|
| The University of Central Lancashire                           | £72,026 | n/a   | n/a   |
| Central School of Speech and Drama                             | £47,398 | n/a   | n/a   |
| University College Chester                                     | £30,059 | 78.6% | 21.4% |
| University College Chichester                                  | n/a     | n/a   | n/a   |
| City University  | £40,394 | 87.6% | 12.4% |
| Conservatoire for Dance and Drama                              | £39,558 | n/a   | n/a   |
| Coventry University  | £33,683 | 85.1% | 14.9% |
| Courtauld Institute of Art                                     | n/a     | n/a   | n/a   |
| Cranfield University   | £37,856 | 87.9% | 12.1% |
| Cumbria Institute of the Arts                                  | £41,718 | n/a   | n/a   |
| Dartington College of Arts                                     | n/a     | n/a   | n/a   |
| De Montfort University   | £35,647 | 82.4% | 17.6% |
| University of Derby  | £34,751 | 92.5% | 7.5%  |
| University of Durham   | £35,094 | 94.1% | 5.9%  |
| The University of East Anglia                                  | £35,266 | 87.4% | 12.6% |
| The University of East London                                  | £39,008 | 87.5% | 12.5% |
| Edge Hill College of Higher Education                          | £48,429 | 81.3% | 18.7% |
| The University of Essex  | £35,199 | 74.9% | 25.1% |
| The University of Exeter                                       | £22,820 | 71.4% | 28.6% |
| Falmouth College of Arts                                       | £35,009 | n/a   | n/a   |
| University of Gloucestershire                                  | £33,783 | 77.4% | 22.6% |
| Goldsmiths College   | £40,638 | 77.0% | 23.0% |
| The University of Greenwich                                    | £37,321 | 94.0% | 6.0%  |
| Harper Adams University College                                | £29,326 | 72.2% | 27.8% |
| University of Hertfordshire                                    | £36,328 | 82.0% | 18.0% |
| Homerton College   | n/a     | n/a   | n/a   |
| The University of Huddersfield                                 | £31,413 | 84.7% | 15.3% |
| The University of Hull   | £46,205 | 69.4% | 30.6% |
| Imperial College of Science, Technology & Medicine             | £41,428 | 91.8% | 8.2%  |
| Institute of Education   | £56,630 | n/a   | n/a   |
| The University of Keele  | £30,378 | 89.1% | 10.9% |
| The University of Kent   | £50,888 | n/a   | n/a   |
| Kent Institute of Art & Design                                 | £45,511 | 76.4% | 23.6% |
| King's College London  | £38,953 | 98.7% | 1.3%  |
| Kingston University  | £45,911 | 87.5% | 12.5% |
| The University of Lancaster                                    | £33,181 | 78.8% | 21.2% |
| Leeds Metropolitan University                                  | £37,098 | 83.0% | 17.0% |
| The University of Leeds  | £37,768 | 79.5% | 20.5% |
| The University of Leicester                                    | £51,893 | n/a   | n/a   |
| The University of Lincoln                                      | £34,661 | 84.1% | 15.9% |
| Liverpool Hope University College                              | £40,090 | 67.4% | 32.6% |
| Liverpool John Moores University                               | £34,172 | 91.9% | 8.1%  |
| The University of Liverpool                                    | £31,549 | 87.9% | 12.1% |
| University of the Arts, London                                 | n/a     | n/a   | n/a   |
| London Business School   | £55,149 | 79.9% | 20.1% |
| University of London (Institutes and activities)               | £33,334 | 85.0% | 15.0% |
| London South Bank University                                   | £45,575 | 87.0% | 13.0% |
| London School of Economics and Political Science               | £37,314 | 80.1% | 19.9% |
| London School of Hygiene & Tropical Medicine                   | £39,172 | n/a   | n/a   |
| Loughborough University  | £49,969 | n/a   | n/a   |
| University of Luton  | £33,751 | 87.3% | 12.7% |
| University of Manchester                                       | £37,569 | 77.6% | 22.4% |
| The University of Manchester Institute of Science & Technology | £35,096 | 92.8% | 7.2%  |
| The Manchester Metropolitan University                         | £33,345 | 86.1% | 13.9% |
| Middlesex University   | £34,136 | 77.4% | 22.6% |



|  |         |        |       |
|--|---------|--------|-------|
| The University of Newcastle-upon-Tyne                      | £38,704 | 85.1%  | 14.9% |
| Newman College of HE                                       | £32,327 | n/a    | n/a   |
| University College Northampton                             | £34,679 | 100.1% | -0.1% |
| Northern School of Contemporary Dance                      | n/a     | n/a    | n/a   |
| The University of Northumbria at Newcastle                 | £38,754 | 89.2%  | 10.8% |
| Norwich School of Art and Design                           | £36,636 | n/a    | n/a   |
| The Nottingham Trent University                            | £35,464 | 84.2%  | 15.8% |
| The University of Nottingham                               | £39,375 | 75.4%  | 24.6% |
| The Open University  | £38,027 | 82.7%  | 17.3% |
| Oxford Brookes University                                  | £33,403 | 86.9%  | 13.1% |
| The University of Oxford                                   | £44,182 | 85.2%  | 14.8% |
| The University of Plymouth                                 | £33,682 | 93.0%  | 7.0%  |
| The University of Portsmouth                               | £33,403 | 85.0%  | 15.0% |
| Queen Mary and Westfield College                           | £49,878 | 84.2%  | 15.8% |
| Ravensbourne College of Design and Communication           | £42,019 | n/a    | n/a   |
| The University of Reading                                  | £33,033 | 82.7%  | 17.3% |
| Roehampton University                                      | £43,625 | 100.2% | -0.2% |
| Rose Bruford College                                       | £33,925 | n/a    | n/a   |
| Royal Academy of Music                                     | £46,096 | n/a    | n/a   |
| Royal Agricultural College                                 | £37,453 | n/a    | n/a   |
| Royal College of Art                                       | £37,935 | n/a    | n/a   |
| Royal College of Music                                     | £34,039 | n/a    | n/a   |
| The Royal College of Nursing                               | £40,625 | n/a    | n/a   |
| Royal Holloway and Bedford New College                     | £36,149 | 76.3%  | 23.7% |
| Royal Northern College of Music                            | n/a     | n/a    | n/a   |
| The Royal Veterinary College                               | £48,345 | 98.9%  | 1.1%  |
| St George's Hospital Medical School                        | £47,402 | 94.9%  | 5.1%  |
| College of St Mark and St John                             | n/a     | n/a    | n/a   |
| St Martin's College  | £45,848 | 93.8%  | 6.2%  |
| St Mary's College  | £35,758 | n/a    | n/a   |
| The University of Salford                                  | £31,329 | 101.3% | -1.3% |
| The School of Oriental and African Studies                 | £38,181 | 91.6%  | 8.4%  |
| The School of Pharmacy                                     | £38,587 | n/a    | n/a   |
| Sheffield Hallam University                                | £33,071 | 81.2%  | 18.8% |
| The University of Sheffield                                | £37,333 | 86.4%  | 13.6% |
| Southampton Institute                                      | £55,599 | n/a    | n/a   |
| The University of Southampton                              | £35,811 | 82.2%  | 17.8% |
| Staffordshire University                                   | £45,376 | 90.7%  | 9.3%  |
| The University of Sunderland                               | £31,820 | 82.5%  | 17.5% |
| The Surrey Institute of Art and Design, University College | £39,260 | 106.7% | -6.7% |
| The University of Surrey                                   | £26,409 | 54.3%  | 45.7% |
| The University of Sussex                                   | £49,288 | n/a    | n/a   |
| The University of Teesside                                 | £35,967 | 93.8%  | 6.2%  |
| Thames Valley University                                   | £42,436 | 98.4%  | 1.6%  |
| Trinity and All Saints College                             | £33,175 | n/a    | n/a   |
| Trinity College of Music                                   | £18,659 | n/a    | n/a   |
| University College London                                  | £48,629 | 94.7%  | 5.3%  |
| The University of Warwick                                  | £33,882 | 70.8%  | 29.2% |
| University of the West of England, Bristol                 | £32,811 | 84.8%  | 15.2% |
| The University of Westminster                              | £35,679 | 76.6%  | 23.4% |
| Wimbledon School of Art                                    | n/a     | n/a    | n/a   |
| University College Winchester                              | £32,646 | 86.5%  | 13.5% |
| The University of Wolverhampton                            | £38,883 | 87.4%  | 12.6% |
| University College Worcester                               | £54,782 | n/a    | n/a   |
| Writtle College  | £28,583 | 73.0%  | 27.0% |

|  |         |       |       |
|--|---------|-------|-------|
| York St John College                               | £34,307 | 93.4% | 6.6%  |
| The University of York                             | £35,561 | 78.6% | 21.4% |
| England total                                      | £37,127 | 83.8% | 16.2% |
| Wales  |         |       |       |
| University of Wales, Aberystwyth                   | £44,734 | n/a   | n/a   |
| University of Wales, Bangor                        | £31,018 | 78.8% | 21.2% |
| Cardiff University                                 | £72,701 | n/a   | n/a   |
| University of Wales Institute, Cardiff             | £31,023 | 85.5% | 14.5% |
| University of Glamorgan                            | £32,156 | 83.7% | 16.3% |
| The University of Wales, Lampeter                  | n/a     | n/a   | n/a   |
| University of Wales College of Medicine            | £39,320 | 92.6% | 7.4%  |
| The University of Wales, Newport                   | £32,586 | 88.2% | 11.8% |
| The North-East Wales Institute of Higher Education | £43,468 | n/a   | n/a   |
| The University of Wales, Registry                  | n/a     | n/a   | n/a   |
| Royal Welsh College of Music and Drama             | £28,895 | n/a   | n/a   |
| Swansea Institute of Higher Education              | £38,411 | n/a   | n/a   |
| University of Wales, Swansea                       | £38,631 | 75.8% | 24.2% |
| Trinity College, Carmarthen                        | £29,866 | n/a   | n/a   |
| Wales total  | £36,375 | 78.2% | 21.8% |
| Scotland   |         |       |       |
| The University of Aberdeen                         | n/a     | n/a   | n/a   |
| University of Abertay Dundee                       | £44,547 | n/a   | n/a   |
| Bell College                                       | £39,023 | n/a   | n/a   |
| The University of Dundee                           | £49,144 | 67.7% | 32.3% |
| Edinburgh College of Art                           | £40,007 | n/a   | n/a   |
| The University of Edinburgh                        | £41,759 | 83.5% | 16.5% |
| Glasgow Caledonian University                      | £34,239 | 93.3% | 6.7%  |
| Glasgow School of Art                              | £36,761 | n/a   | n/a   |
| The University of Glasgow                          | £43,765 | 98.7% | 1.3%  |
| Heriot-Watt University                             | £39,355 | 93.8% | 6.2%  |
| Napier University                                  | £75,625 | n/a   | n/a   |
| The University of Paisley                          | £42,568 | 88.1% | 11.9% |
| Queen Margaret University College, Edinburgh       | n/a     | n/a   | n/a   |
| The Robert Gordon University                       | £43,245 | 98.5% | 1.5%  |
| The Royal Scottish Academy of Music and Drama      | £31,912 | n/a   | n/a   |
| The University of St Andrews                       | n/a     | n/a   | n/a   |
| Scottish Agricultural College                      | £36,449 | 80.0% | 20.0% |
| The University of Stirling                         | £50,280 | n/a   | n/a   |
| The University of Strathclyde                      | £67,410 | n/a   | n/a   |
| Scotland total                                     | £42,232 | 86.2% | 13.8% |
| Northern Ireland                                   |         |       |       |
| The Queen's University of Belfast                  | £46,898 | 92.4% | 7.6%  |
| St Mary's University College                       | £43,473 | n/a   | n/a   |
| Stranmillis University College                     | £31,699 | n/a   | n/a   |
| University of Ulster                               | £52,645 | n/a   | n/a   |
| Northern Ireland total                             | £46,206 | 90.4% | 9.6%  |
| UK Grand total                                     | £37,497 | 83.6% | 16.4% |

\* minus means gender pay gap in womens' favour

n/a indicates a suppressed average on grounds of there being 7 or less staff in the cell

London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Full-time staff only.



## 2.2 Ethnicity

### 2.2.1 Overview and mode of employment

In 2003-4, of HE managerial staff whose ethnicity was known, 95.8% were white and 4.2% were of black or minority ethnic (BME) population.

|                        | Black or<br>Black<br>British -<br>Caribbean | Black<br>or<br>Black<br>British -<br>African | Other Black<br>background | Asian<br>or<br>Asian<br>British -<br>Indian | Asian or<br>Asian<br>British -<br>Pakistani | Asian or<br>Asian<br>British<br>- Bangladeshi | Chinese |
|------------------------|---|--|---------------------------|---|---|---|---------|
| Managers               | 70  | 35   | 20                        | 115   | 30  | 5   | 30      |
| <i>Full-time</i>       | 65  | 35   | 20                        | 105   | 30  | 5   | 30      |
| <i>Part-time</i>       | 5   | 5  | 5                         | 10  | 0   | 0   | 0       |
| Proportion of<br>total | 0.6%  | 0.3%   | 0.2%                      | 1.0%  | 0.3%  | 0.0%  | 0.3%    |

|                     | Other<br>Asian<br>background | Other<br>(including<br>mixed) | Total of<br>ethnic<br>minorities | White | Total of<br>known<br>ethnicity | Not<br>known(#) | Total<br>all staff |
|---------------------|------------------------------|-------------------------------|----------------------------------|-------|--------------------------------|-----------------|--------------------|
| Managers            | 35                           | 115                           | 465                              | 10570 | 11035                          | 625             | 11665              |
| <i>Full-time</i>    | 30                           | 105                           | 430                              | 9750  | 10175                          | 560             | 10740              |
| <i>Part-time</i>    | 5                            | 10                            | 40                               | 820   | 860                            | 65              | 925                |
| Proportion of total | 0.3%                         | 1.0%                          | 4.2%                             | 95.8% | 100.0%                         |                 |                    |

# Staff whose ethnicity is not known includes those who have been coded 'information refused'. Percentages based on total of known ethnicity.

Source: HESA, Resources of Higher Education Institutions 2003/04; percentage calculations by AUT. Numbers rounded to nearest 5.

In overall terms, with whites comprising 95.8% of managerial staff in UK HE, BME staff were under-represented, particularly among academics of UK nationality. In the working age population as a whole, 91.2% were white, and in the population of working age with a NVQ level 4 (degree level) qualification – who might be taken as the pool of potential applicants for managerial posts in UK HE – 92.0% were white. While blacks comprised 2.1% of people with NVQ level 4 qualifications in the UK, they only comprised 1.1% of managers in HE – and only 0.8% of those with UK nationality. While Asians comprised 3.7% of people with NVQ level 4 qualifications in the UK, they only comprised 1.7% of managers in HE – and only 1.3% of those with UK nationality. Chinese were also under-represented in the population of HE managers – particularly those of UK nationality; people of other or mixed ethnicity were also under-represented - particularly those of UK nationality.

|   | HESA:<br>managers –<br>UK<br>nationality<br>% | HESA:<br>managers – all<br>nationalities <sup>17</sup><br>% | LFS                       | % working<br>age with<br>NVQ level 4* | UK<br>working<br>population<br>% |
|---|---|---|---------------------------|---------------------------------------|----------------------------------|
| White                                       | 96.9  | 96.4  | White                     | 92.0                                  | 91.2                             |
| <i>Black or Black British - Caribbean</i>   | 0.6   | 0.5   |                           |                                       |                                  |
| <i>Black or Black British - African</i>     | 0.1   | 0.2   |                           |                                       |                                  |
| <i>Other Black background</i>               | 0.1   | 0.2   |                           |                                       |                                  |
| Black total                                 | 0.8   | 0.9   | Black or Black<br>British | 2.1                                   | 2.2                              |
| <i>Asian or Asian British - Indian</i>      | 0.8   | 0.9   |                           |                                       |                                  |
| <i>Asian or Asian British - Pakistani</i>   | 0.3   | 0.3   |                           |                                       |                                  |
| <i>Asian or Asian British - Bangladeshi</i> | 0.04  | 0.05  |                           |                                       |                                  |
| <i>Other Asian background</i>               | 0.2   | 0.3   |                           |                                       |                                  |
| Asian total                                 | 1.3   | 1.6   | Asian or Asian<br>British | 3.7                                   | 4.3                              |
| Chinese                                     | 0.2   | 0.3   | Chinese                   | 0.4                                   | 0.4                              |
|   |   |   | <i>Mixed</i>              |                                       | 0.7                              |
|   |   |   | <i>Other</i>              |                                       | 1.1                              |
| Other (including mixed)                     | 0.8   | 0.9   | Mixed & Other             | 1.8                                   | 1.8                              |
| Total BME                                   | 3.1   | 3.7   | Total BME                 | 8.0                                   | 8.7                              |

\* NVQ level 4 is at bachelor's degree level

HESA: Higher Education Statistics Agency. LFS: Labour Force Survey.

Source: HESA, Resources of Higher Education Institutions 2003/04; percentage calculations by AUT. Labour Force Survey Spring 2004, in National Statistics, Education and Training Statistics for the UK, 2004 edition, table 4.9; percentage calculations by AUT.

92% of managers in UK HE were employed on a full-time basis; white managers in UK HE were slightly more likely than their black and Asian (though not those of other/mixed ethnicity) colleagues to be employed full-time.

| HESA Staff Record 2003/04  | Ethnicity |        |                              |                            | Total  |
|----------------------------|-----------|--------|------------------------------|----------------------------|--------|
|                            | White     | Black  | Asian (including<br>Chinese) | Other (Including<br>mixed) |        |
| Mode of Employment         |           |        |                              |                            |        |
| Full-time.                 | 91.7%     | 90.1%  | 90.4%                        | 92.7%                      | 91.5%  |
| Full-time, term-time only. | 0.5%      | 1.2%   | 1.4%                         | 0.0%                       | 0.5%   |
| Part-time.                 | 7.6%      | 7.0%   | 8.2%                         | 7.3%                       | 7.7%   |
| Part-time, term-time only. | 0.2%      | 1.7%   | 0.0%                         | 0.0%                       | 0.2%   |
| Atypical.                  | 0.0%      | 0.0%   | 0.0%                         | 0.0%                       | 0.0%   |
| Total                      | 100.0%    | 100.0% | 100.0%                       | 100.0%                     | 100.0% |

### 2.2.2 Terms of employment

White and black managerial staff in UK HE were slightly more likely than Asian colleagues to have a permanent contract. 88% of whites and 85% of blacks had a permanent contract, compared with 79% of Asian managers, and 81% of other/mixed ethnicity.

| HESA Staff Record 2003/04 | Ethnicity |        |                              |                            | Total  |
|---------------------------|-----------|--------|------------------------------|----------------------------|--------|
|                           | White     | Black  | Asian (including<br>Chinese) | Other (Including<br>mixed) |        |
| Terms of Employment       |           |        |                              |                            |        |
| Open-ended/Permanent.     | 87.9%     | 84.7%  | 78.9%                        | 80.5%                      | 87.2%  |
| Fixed-term contract.      | 12.1%     | 15.3%  | 21.1%                        | 19.5%                      | 12.8%  |
| Total                     | 100.0%    | 100.0% | 100.0%                       | 100.0%                     | 100.0% |

<sup>17</sup> The differences in total between this column and data in the previous table is because the former excludes academics whose nationality was not known.

### 2.2.3 Age

White and black managers in UK higher education generally had an older age profile in 2003-4 compared with their Asian and other/mixed ethnicity colleagues. While 16% of whites and 12% of blacks were aged to 34, 26% of Asians and 25% of those of other/mixed ethnicity were aged to 34. 35% of whites were aged 50-plus, compared with 14% of blacks and Asians, and 22% of those of other/mixed ethnicity.

|           | White | Black | Asian (including Chinese) | Other (Including mixed) |
|-----------|-------|-------|---------------------------|-------------------------|
| Age to 34 | 15.7% | 12.4% | 25.9%                     | 24.6%                   |
| 50-plus   | 35.4% | 14.0% | 13.6%                     | 21.8%                   |

### 2.2.4 Disability

97.6% of managers in UK higher education in 2003-4 with a declared disability and with known ethnicity were white, 0.4% were black and Asian (including Chinese), and 1.6% were of other/mixed ethnicity. This indicates a slight over-representation of whites among the population of managers with a declared disability, since 95.8% of managers were white.

### 2.2.5 Pay gap

In the UK overall, BME managers earned 93.2% of the pay of their white colleagues.<sup>18</sup>

In England in 2003-4, BME managers earned 94.0% of the pay of white colleagues – an ethnicity pay gap of 6.0% in whites' favour. In Wales, the gap was much wider: BME managers only earned 82.2% of their white colleagues' pay. The gap was narrowest in Scotland, where BME managers earned 99.7% of their white colleagues' earnings. Data for Northern Ireland were unavailable because of the small number of BME managers in this countries. Similarly, because of small numbers, data at an institutional level were generally unavailable.

|                  | Average full-time manager's pay | Ethnicity pay gap: BMEs' pay as a proportion of whites' | Ethnicity pay gap |
|------------------|---------------------------------|---|-------------------|
| England          | £37,315                         | 94.0%   | 6.0%              |
| Wales            | £36,530                         | 82.2%   | 17.8%             |
| Scotland         | £42,280                         | 99.7%   | 0.3%              |
| Northern Ireland | £46,794                         | n/a   | n/a               |
| UK               | £37,673                         | 93.2%   | 6.8%              |

BME Black and minority ethnic

n/a indicates a suppressed average on grounds of there being 7 or less staff in the cell

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Full-time staff only.

Among managers only of UK nationality, BME employees earned 92.4% of their white colleagues' pay.

<sup>18</sup> Of all nationalities; full-time staff only.

### 3 Non-academic professional (NAP) staff

#### 3.1 Gender

##### 3.1.1 Overview and mode of employment

Of the 27,000 non-academic professional (NAP)<sup>19</sup> staff in UK HE, 54% were female. Female NAP staff were slightly more likely to work part-time than men: 60% of female NAP staff, compared with 66% of men, worked full-time.

| Activity                   | Non academic professionals |        |        |
|----------------------------|----------------------------|--------|--------|
| HESA Staff Record 2003/04  | Gender                     |        |        |
| Mode of Employment         | Female                     | Male   | Total  |
| Full-time.                 | 59.8%                      | 66.4%  | 62.8%  |
| Full-time, term-time only. | 0.3%                       | 0.1%   | 0.2%   |
| Part-time.                 | 18.4%                      | 6.3%   | 12.8%  |
| Part-time, term-time only. | 21.5%                      | 27.1%  | 24.1%  |
| Atypical.                  | 0.0%                       | 0.0%   | 0.0%   |
| Total                      | 100.0%                     | 100.0% | 100.0% |

##### 3.1.2 Terms of employment

Female NAP staff were slightly more likely than men to be employed on an open-ended or permanent contract. In 2003-4, 71% of women, compared with 68% of men, had a permanent contract.

| Activity                  | Non academic professionals |        |        |
|---------------------------|----------------------------|--------|--------|
| HESA Staff Record 2003/04 | Gender                     |        |        |
| Terms of Employment       | Female                     | Male   | Total  |
| Open-ended/Permanent.     | 71.1%                      | 67.7%  | 69.5%  |
| Fixed-term contract.      | 28.9%                      | 32.3%  | 30.5%  |
| Total                     | 100.0%                     | 100.0% | 100.0% |

##### 3.1.3 Age

There was a younger age profile for female non-academic professionals compared with their male colleagues in 2003-4. 27% of women were aged to 34, compared with 22% of men; and 29% of women were aged 50-plus, compared with 37% of men.

|         | Female | Male  |
|---------|--------|-------|
| to 34   | 26.7%  | 21.5% |
| 50 plus | 28.5%  | 37.1% |

##### 3.1.4 Disability

645, or 2.6%, out of nearly 25,000 non-academic professionals had a declared disability in UK higher education in 2003-4 (excluding those for whom the disability information was not provided). Of these 52.9% were women, a proportion very close to the overall proportion of women among all non-academic professionals in UK higher education in 2003-4.

<sup>19</sup> NAP staff include senior administrators and registrars; librarians and archivists; accountants, business analysts and surveyors; computing consultants, analysts and programmers; science, engineering and health professionals (non-academic) – Rhys Davies and Ritva Ellison (2002), Occupational Coding for Higher Education Staff, University of Warwick: Institute for Employment Research, p. 37.

### 3.1.5 Institution

|  | Non academic professionals |       |         | Total N |
|--|----------------------------|-------|---------|---------|
|  | Gender                     |       | Total % |         |
|  | Female                     | Male  |         |         |
| The University of Aberdeen                               | 59.1%                      | 40.9% | 100.0%  | 375     |
| University of Abertay Dundee                             | n/a                        | n/a   | 100.0%  | 5       |
| University of Wales, Aberystwyth                         | 64.9%                      | 35.1% | 100.0%  | 55      |
| Anglia Polytechnic University                            | n/a                        | n/a   | 100.0%  | 45      |
| Aston University   | 49.9%                      | 50.1% | 100.0%  | 115     |
| University of Wales, Bangor                              | 69.7%                      | 30.3% | 100.0%  | 85      |
| Bath Spa University College                              | n/a                        | n/a   | 100.0%  | 20      |
| The University of Bath                                   | 65.1%                      | 34.9% | 100.0%  | 190     |
| The Queen's University of Belfast                        | 47.8%                      | 52.2% | 100.0%  | 355     |
| Bell College   | n/a                        | n/a   | 100.0%  | 35      |
| Birkbeck College   | n/a                        | n/a   | 100.0%  | 40      |
| Birmingham College of Food, Tourism and Creative Studies | n/a                        | n/a   | 100.0%  | 5       |
| The University of Birmingham                             | 48.6%                      | 51.4% | 100.0%  | 285     |
| Bishop Grosseteste College                               | n/a                        | n/a   | 100.0%  | 10      |
| Bolton Institute of Higher Education                     | 64.2%                      | 35.8% | 100.0%  | 65      |
| The Arts Institute at Bournemouth                        | n/a                        | n/a   | 100.0%  | 10      |
| Bournemouth University                                   | 73.2%                      | 26.8% | 100.0%  | 140     |
| The University of Bradford                               | 64.5%                      | 35.5% | 100.0%  | 90      |
| The University of Brighton                               | 73.4%                      | 26.6% | 100.0%  | 85      |
| The University of Bristol                                | 43.1%                      | 56.9% | 100.0%  | 400     |
| Brunel University  | 68.5%                      | 31.5% | 100.0%  | 90      |
| Buckinghamshire Chilterns University College             | 79.5%                      | 20.5% | 100.0%  | 85      |
| The University of Cambridge                              | 56.7%                      | 43.3% | 100.0%  | 495     |
| The Institute of Cancer Research                         | n/a                        | n/a   | 100.0%  | 5       |
| Canterbury Christ Church University College              | 67.3%                      | 32.7% | 100.0%  | 50      |
| Cardiff University                                       | 50.9%                      | 49.1% | 100.0%  | 380     |
| University of Wales Institute, Cardiff                   | n/a                        | n/a   | 100.0%  | 30      |
| University of Central England in Birmingham              | 70.2%                      | 29.8% | 100.0%  | 90      |
| The University of Central Lancashire                     | 64.0%                      | 36.0% | 100.0%  | 90      |
| Central School of Speech and Drama                       | n/a                        | n/a   | 100.0%  | 10      |
| University College Chester                               | 89.3%                      | 10.7% | 100.0%  | 55      |
| University College Chichester                            | n/a                        | n/a   | 100.0%  | 5       |
| City University  | 58.8%                      | 41.2% | 100.0%  | 120     |
| Conservatoire for Dance and Drama                        | n/a                        | n/a   | 100.0%  | 5       |
| Coventry University                                      | 52.4%                      | 47.6% | 100.0%  | 145     |
| Courtauld Institute of Art                               | n/a                        | n/a   | 100.0%  | 5       |
| Cranfield University                                     | 47.3%                      | 52.7% | 100.0%  | 145     |
| Cumbria Institute of the Arts                            | n/a                        | n/a   | 100.0%  | 5       |
| Dartington College of Arts                               | n/a                        | n/a   | 100.0%  | 5       |
| De Montfort University                                   | 53.4%                      | 46.6% | 100.0%  | 160     |
| University of Derby                                      | 46.0%                      | 54.0% | 100.0%  | 60      |
| The University of Dundee                                 | 46.3%                      | 53.7% | 100.0%  | 355     |
| University of Durham                                     | 50.7%                      | 49.3% | 100.0%  | 260     |
| The University of East Anglia                            | 59.4%                      | 40.6% | 100.0%  | 130     |
| The University of East London                            | 53.3%                      | 46.7% | 100.0%  | 50      |
| Edge Hill College of Higher Education                    | 69.6%                      | 30.4% | 100.0%  | 60      |
| Edinburgh College of Art                                 | n/a                        | n/a   | 100.0%  | 15      |
| The University of Edinburgh                              | 55.4%                      | 44.6% | 100.0%  | 325     |

|  |       |       |        |     |
|--|-------|-------|--------|-----|
| The University of Essex  | 63.5% | 36.5% | 100.0% | 75  |
| The University of Exeter                                       | 42.3% | 57.7% | 100.0% | 50  |
| Falmouth College of Arts                                       | n/a   | n/a   | 100.0% | 10  |
| University of Glamorgan  | 59.7% | 40.3% | 100.0% | 50  |
| Glasgow Caledonian University                                  | 65.4% | 34.6% | 100.0% | 80  |
| Glasgow School of Art  | n/a   | n/a   | 100.0% | 10  |
| The University of Glasgow                                      | 50.8% | 49.2% | 100.0% | 305 |
| University of Gloucestershire                                  | n/a   | n/a   | 100.0% | 40  |
| Goldsmiths College   | 63.3% | 36.7% | 100.0% | 70  |
| The University of Greenwich                                    | 50.0% | 50.0% | 100.0% | 50  |
| Harper Adams University College                                | n/a   | n/a   | 100.0% | 10  |
| Heriot-Watt University   | 53.1% | 46.9% | 100.0% | 100 |
| University of Hertfordshire                                    | 74.8% | 25.2% | 100.0% | 180 |
| Homerton College   | n/a   | n/a   | 100.0% | 5   |
| The University of Huddersfield                                 | n/a   | n/a   | 100.0% | 35  |
| The University of Hull   | 52.1% | 47.9% | 100.0% | 175 |
| Imperial College of Science, Technology & Medicine             | 59.2% | 40.8% | 100.0% | 670 |
| Institute of Education   | 75.5% | 24.5% | 100.0% | 160 |
| The University of Keele  | n/a   | n/a   | 100.0% | 35  |
| The University of Kent   | 41.9% | 58.1% | 100.0% | 65  |
| Kent Institute of Art & Design                                 | n/a   | n/a   | 100.0% | 30  |
| King's College London  | 52.7% | 47.3% | 100.0% | 350 |
| Kingston University  | 66.0% | 34.0% | 100.0% | 145 |
| The University of Wales, Lampeter                              | n/a   | n/a   | 100.0% | 25  |
| The University of Lancaster                                    | 67.1% | 32.9% | 100.0% | 130 |
| Leeds Metropolitan University                                  | 52.4% | 47.6% | 100.0% | 160 |
| The University of Leeds  | 60.4% | 39.6% | 100.0% | 465 |
| The University of Leicester                                    | 45.1% | 54.9% | 100.0% | 285 |
| The University of Lincoln                                      | n/a   | n/a   | 100.0% | 25  |
| Liverpool Hope University College                              | n/a   | n/a   | 100.0% | 35  |
| Liverpool John Moores University                               | 35.5% | 64.5% | 100.0% | 75  |
| The University of Liverpool                                    | 47.3% | 52.7% | 100.0% | 220 |
| University of the Arts, London                                 | 65.4% | 34.6% | 100.0% | 125 |
| London Business School   | 58.3% | 41.7% | 100.0% | 50  |
| University of London (Institutes and activities)               | 48.3% | 51.7% | 100.0% | 155 |
| London South Bank University                                   | 61.5% | 38.5% | 100.0% | 80  |
| London School of Economics and Political Science               | 56.7% | 43.3% | 100.0% | 135 |
| London School of Hygiene & Tropical Medicine                   | 64.1% | 35.9% | 100.0% | 60  |
| Loughborough University  | 41.8% | 58.2% | 100.0% | 240 |
| University of Luton  | 62.5% | 37.5% | 100.0% | 80  |
| University of Manchester                                       | 52.6% | 47.4% | 100.0% | 585 |
| The University of Manchester Institute of Science & Technology | 35.2% | 64.8% | 100.0% | 350 |
| The Manchester Metropolitan University                         | 66.9% | 33.1% | 100.0% | 110 |
| University of Wales College of Medicine                        | 60.5% | 39.5% | 100.0% | 110 |
| Middlesex University   | 62.2% | 37.8% | 100.0% | 110 |
| Napier University  | 55.4% | 44.6% | 100.0% | 120 |
| The University of Newcastle-upon-Tyne                          | 52.4% | 47.6% | 100.0% | 330 |
| Newman College of HE   | n/a   | n/a   | 100.0% | 10  |
| The University of Wales, Newport                               | n/a   | n/a   | 100.0% | 25  |
| The North-East Wales Institute of Higher Education             | n/a   | n/a   | 100.0% | 5   |
| University College Northampton                                 | n/a   | n/a   | 100.0% | 35  |
| Northern School of Contemporary Dance                          | n/a   | n/a   | 100.0% | 0   |
| The University of Northumbria at Newcastle                     | 74.7% | 25.3% | 100.0% | 155 |
| Norwich School of Art and Design                               | n/a   | n/a   | 100.0% | 5   |
| The Nottingham Trent University                                | 88.9% | 11.1% | 100.0% | 145 |



|  |       |       |        |      |
|--|-------|-------|--------|------|
| The University of Nottingham                               | 54.0% | 46.0% | 100.0% | 140  |
| The Open University  | 48.3% | 51.7% | 100.0% | 7080 |
| Oxford Brookes University                                  | 73.6% | 26.4% | 100.0% | 135  |
| The University of Oxford                                   | 45.7% | 54.3% | 100.0% | 820  |
| The University of Paisley                                  | 41.1% | 58.9% | 100.0% | 65   |
| The University of Plymouth                                 | 79.2% | 20.8% | 100.0% | 195  |
| The University of Portsmouth                               | 51.5% | 48.5% | 100.0% | 110  |
| Queen Margaret University College, Edinburgh               | n/a   | n/a   | 100.0% | 35   |
| Queen Mary and Westfield College                           | 48.7% | 51.3% | 100.0% | 320  |
| Ravensbourne College of Design and Communication           | n/a   | n/a   | 100.0% | 0    |
| The University of Reading                                  | 54.4% | 45.6% | 100.0% | 230  |
| The University of Wales, Registry                          | n/a   | n/a   | 100.0% | 15   |
| The Robert Gordon University                               | 58.6% | 41.4% | 100.0% | 110  |
| Roehampton University                                      | n/a   | n/a   | 100.0% | 30   |
| Royal Academy of Music                                     | n/a   | n/a   | 100.0% | 20   |
| Royal Agricultural College                                 | n/a   | n/a   | 100.0% | 5    |
| Royal College of Art                                       | n/a   | n/a   | 100.0% | 10   |
| Royal College of Music                                     | n/a   | n/a   | 100.0% | 15   |
| The Royal College of Nursing                               | n/a   | n/a   | 100.0% | 30   |
| Royal Holloway and Bedford New College                     | n/a   | n/a   | 100.0% | 40   |
| Royal Northern College of Music                            | n/a   | n/a   | 100.0% | 15   |
| The Royal Scottish Academy of Music and Drama              | n/a   | n/a   | 100.0% | 5    |
| The Royal Veterinary College                               | n/a   | n/a   | 100.0% | 15   |
| Royal Welsh College of Music and Drama                     | n/a   | n/a   | 100.0% | 5    |
| The University of St Andrews                               | 45.7% | 54.3% | 100.0% | 175  |
| St George's Hospital Medical School                        | 60.9% | 39.1% | 100.0% | 85   |
| College of St Mark and St John                             | n/a   | n/a   | 100.0% | 5    |
| St Martin's College  | n/a   | n/a   | 100.0% | 35   |
| St Mary's College  | n/a   | n/a   | 100.0% | 20   |
| St Mary's University College                               | n/a   | n/a   | 100.0% | 0    |
| The University of Salford                                  | 48.9% | 51.1% | 100.0% | 315  |
| The School of Oriental and African Studies                 | 55.4% | 44.6% | 100.0% | 90   |
| The School of Pharmacy                                     | n/a   | n/a   | 100.0% | 10   |
| Scottish Agricultural College                              | 34.8% | 65.2% | 100.0% | 175  |
| Sheffield Hallam University                                | 50.4% | 49.6% | 100.0% | 130  |
| The University of Sheffield                                | 58.8% | 41.2% | 100.0% | 330  |
| Southampton Institute                                      | 57.2% | 42.8% | 100.0% | 95   |
| The University of Southampton                              | 55.9% | 44.1% | 100.0% | 180  |
| Staffordshire University                                   | 53.0% | 47.0% | 100.0% | 130  |
| The University of Stirling                                 | 60.9% | 39.1% | 100.0% | 155  |
| Stranmillis University College                             | n/a   | n/a   | 100.0% | 5    |
| The University of Strathclyde                              | 56.3% | 43.7% | 100.0% | 125  |
| The University of Sunderland                               | 60.0% | 40.0% | 100.0% | 65   |
| The Surrey Institute of Art and Design, University College | n/a   | n/a   | 100.0% | 35   |
| The University of Surrey                                   | 57.3% | 42.7% | 100.0% | 155  |
| The University of Sussex                                   | 46.4% | 53.6% | 100.0% | 150  |
| Swansea Institute of Higher Education                      | n/a   | n/a   | 100.0% | 20   |
| University of Wales, Swansea                               | 50.5% | 49.5% | 100.0% | 60   |
| The University of Teesside                                 | 81.6% | 18.4% | 100.0% | 130  |
| Thames Valley University                                   | 55.8% | 44.2% | 100.0% | 50   |
| Trinity and All Saints College                             | n/a   | n/a   | 100.0% | 15   |
| Trinity College of Music                                   | n/a   | n/a   | 100.0% | 10   |
| Trinity College, Carmarthen                                | n/a   | n/a   | 100.0% | 10   |
| UHI Millennium Institute                                   | n/a   | n/a   | 100.0% | 20   |
| University of Ulster                                       | 25.0% | 75.0% | 100.0% | 55   |

|  |       |       |        |       |
|--|-------|-------|--------|-------|
| University College London                  | 56.2% | 43.8% | 100.0% | 1045  |
| The University of Warwick                  | 47.9% | 52.1% | 100.0% | 180   |
| University of the West of England, Bristol | 50.3% | 49.7% | 100.0% | 155   |
| The University of Westminster              | 58.5% | 41.5% | 100.0% | 75    |
| Wimbledon School of Art                    | n/a   | n/a   | 100.0% | 5     |
| University College Winchester              | n/a   | n/a   | 100.0% | 10    |
| The University of Wolverhampton            | 52.3% | 47.7% | 100.0% | 220   |
| University College Worcester               | n/a   | n/a   | 100.0% | 35    |
| Writtle College                            | n/a   | n/a   | 100.0% | 5     |
| York St John College                       | n/a   | n/a   | 100.0% | 30    |
| The University of York                     | 47.4% | 52.6% | 100.0% | 80    |
| Total                                      | 53.6% | 46.4% | 100.0% | 26910 |

n/a indicates a suppressed percentage on grounds of there being 50 or less staff in total at the institution.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Numbers rounded to nearest 5.

### 3.1.6 Pay gap overview

In the UK as a whole, female NAP staff earned 88.1% of the pay of their male colleagues in 2003-4.

### 3.1.7 Pay gap by institution

Where institution-level pay data were available for non-academic professional staff, there was generally a gender pay gap in men's favour. Although the gaps tended to be reasonably narrow, there were some institutions where women earned less than 80% of their male colleagues' pay. The overall gaps for each UK country were all below 10%.

|  | Average full-time non-academic professional's salary<br>£ | Gender pay gap: women's pay as a proportion of men's<br>% | Gender pay gap *<br>% |
|--|---|---|-----------------------|
| England  |   |   |                       |
| Anglia Polytechnic University                            | £26,170   | 80.3%   | 19.7%                 |
| Aston University   | £32,094   | 91.1%   | 8.9%                  |
| Bath Spa University College                              | £25,294   | n/a   | n/a                   |
| The University of Bath                                   | £29,556   | 88.1%   | 11.9%                 |
| Birkbeck College   | £28,911   | 78.9%   | 21.1%                 |
| Birmingham College of Food, Tourism and Creative Studies | n/a   | n/a   | n/a                   |
| The University of Birmingham                             | £37,674   | 94.7%   | 5.3%                  |
| Bishop Grosseteste College                               | n/a   | n/a   | n/a                   |
| Bolton Institute of Higher Education                     | £24,366   | 84.4%   | 15.6%                 |
| The Arts Institute at Bournemouth                        | n/a   | n/a   | n/a                   |
| Bournemouth University                                   | £21,532   | 83.2%   | 16.8%                 |
| The University of Bradford                               | £32,464   | 75.4%   | 24.6%                 |
| The University of Brighton                               | £27,312   | 101.7%  | -1.7%                 |
| The University of Bristol                                | £32,967   | 93.0%   | 7.0%                  |
| Brunel University  | £26,849   | 88.9%   | 11.1%                 |
| Buckinghamshire Chilterns University College             | £22,054   | 92.0%   | 8.0%                  |
| The University of Cambridge                              | £34,414   | 90.8%   | 9.2%                  |
| The Institute of Cancer Research                         | n/a   | n/a   | n/a                   |
| Canterbury Christ Church University College              | £28,790   | 91.3%   | 8.7%                  |
| University of Central England in Birmingham              | £26,160   | 86.9%   | 13.1%                 |
| The University of Central Lancashire                     | £36,965   | 95.0%   | 5.0%                  |
| Central School of Speech and Drama                       | n/a   | n/a   | n/a                   |

|  |         |        |        |
|--|---------|--------|--------|
| University College Chester                                     | £21,750 | n/a    | n/a    |
| University College Chichester                                  | n/a     | n/a    | n/a    |
| City University  | £33,621 | 89.7%  | 10.3%  |
| Conservatoire for Dance and Drama                              | n/a     | n/a    | n/a    |
| Coventry University  | £28,917 | 86.2%  | 13.8%  |
| Courtauld Institute of Art                                     | n/a     | n/a    | n/a    |
| Cranfield University   | £35,600 | 86.4%  | 13.6%  |
| Cumbria Institute of the Arts                                  | n/a     | n/a    | n/a    |
| Dartington College of Arts                                     | n/a     | n/a    | n/a    |
| De Montfort University   | £25,955 | 86.1%  | 13.9%  |
| University of Derby  | £25,666 | 93.7%  | 6.3%   |
| University of Durham   | £28,840 | 92.4%  | 7.6%   |
| The University of East Anglia                                  | £31,249 | 96.0%  | 4.0%   |
| The University of East London                                  | £32,416 | 83.5%  | 16.5%  |
| Edge Hill College of Higher Education                          | £24,483 | 113.6% | -13.6% |
| The University of Essex  | £29,527 | 88.3%  | 11.7%  |
| The University of Exeter                                       | £32,500 | 80.2%  | 19.8%  |
| Falmouth College of Arts                                       | £22,709 | n/a    | n/a    |
| University of Gloucestershire                                  | £22,124 | n/a    | n/a    |
| Goldsmiths College   | £31,584 | 96.9%  | 3.1%   |
| The University of Greenwich                                    | £35,730 | 93.9%  | 6.1%   |
| Harper Adams University College                                | n/a     | n/a    | n/a    |
| University of Hertfordshire                                    | £27,322 | 79.7%  | 20.3%  |
| Homerton College   | n/a     | n/a    | n/a    |
| The University of Huddersfield                                 | £39,800 | 70.4%  | 29.6%  |
| The University of Hull   | £31,798 | 89.3%  | 10.7%  |
| Imperial College of Science, Technology & Medicine             | £31,775 | 91.3%  | 8.7%   |
| Institute of Education   | £32,297 | 86.0%  | 14.0%  |
| The University of Keele  | £36,112 | 78.1%  | 21.9%  |
| The University of Kent   | £35,532 | 103.6% | -3.6%  |
| Kent Institute of Art & Design                                 | £25,495 | 87.4%  | 12.6%  |
| King's College London  | £30,123 | 80.2%  | 19.8%  |
| Kingston University  | £31,514 | 82.3%  | 17.7%  |
| The University of Lancaster                                    | £27,458 | 77.4%  | 22.6%  |
| Leeds Metropolitan University                                  | £28,335 | 84.6%  | 15.4%  |
| The University of Leeds  | £30,733 | 90.6%  | 9.4%   |
| The University of Leicester                                    | £32,435 | 90.6%  | 9.4%   |
| The University of Lincoln                                      | £33,138 | 101.7% | -1.7%  |
| Liverpool Hope University College                              | £30,206 | 100.1% | -0.1%  |
| Liverpool John Moores University                               | £32,490 | 93.6%  | 6.4%   |
| The University of Liverpool                                    | £33,683 | 87.7%  | 12.3%  |
| University of the Arts, London                                 | £23,091 | 106.9% | -6.9%  |
| London Business School   | £32,552 | 74.2%  | 25.8%  |
| University of London (Institutes and activities)               | £32,244 | 90.1%  | 9.9%   |
| London South Bank University                                   | £24,298 | 99.1%  | 0.9%   |
| London School of Economics and Political Science               | £33,994 | 85.3%  | 14.7%  |
| London School of Hygiene & Tropical Medicine                   | £29,766 | 79.1%  | 20.9%  |
| Loughborough University  | £33,303 | 90.1%  | 9.9%   |
| University of Luton  | £24,519 | 90.6%  | 9.4%   |
| University of Manchester                                       | £28,417 | 92.8%  | 7.2%   |
| The University of Manchester Institute of Science & Technology | £32,417 | 85.7%  | 14.3%  |
| The Manchester Metropolitan University                         | £26,596 | 85.8%  | 14.2%  |
| Middlesex University   | £25,391 | 77.7%  | 22.3%  |
| The University of Newcastle-upon-Tyne                          | £29,171 | 86.0%  | 14.0%  |
| Newman College of HE   | £23,297 | n/a    | n/a    |

|  |         |        |       |
|--|---------|--------|-------|
| University College Northampton                             | £30,054 | 97.8%  | 2.2%  |
| Northern School of Contemporary Dance                      | n/a     | n/a    | n/a   |
| The University of Northumbria at Newcastle                 | £24,268 | 83.7%  | 16.3% |
| Norwich School of Art and Design                           | n/a     | n/a    | n/a   |
| The Nottingham Trent University                            | £21,604 | 54.0%  | 46.0% |
| The University of Nottingham                               | £32,832 | 94.9%  | 5.1%  |
| The Open University  | £31,075 | 98.2%  | 1.8%  |
| Oxford Brookes University                                  | £24,287 | 75.5%  | 24.5% |
| The University of Oxford                                   | £32,300 | 93.5%  | 6.5%  |
| The University of Plymouth                                 | £22,647 | 78.6%  | 21.4% |
| The University of Portsmouth                               | £29,443 | 93.8%  | 6.2%  |
| Queen Mary and Westfield College                           | £29,857 | 93.6%  | 6.4%  |
| Ravensbourne College of Design and Communication           | n/a     | n/a    | n/a   |
| The University of Reading                                  | £31,739 | 99.4%  | 0.6%  |
| Roehampton University                                      | £30,156 | 95.3%  | 4.7%  |
| Rose Bruford College                                       | n/a     | n/a    | n/a   |
| Royal Academy of Music                                     | £27,086 | n/a    | n/a   |
| Royal Agricultural College                                 | n/a     | n/a    | n/a   |
| Royal College of Art                                       | £30,606 | n/a    | n/a   |
| Royal College of Music                                     | £31,338 | n/a    | n/a   |
| The Royal College of Nursing                               | £31,350 | n/a    | n/a   |
| Royal Holloway and Bedford New College                     | £30,668 | 97.6%  | 2.4%  |
| Royal Northern College of Music                            | £31,339 | n/a    | n/a   |
| The Royal Veterinary College                               | £34,302 | n/a    | n/a   |
| St George's Hospital Medical School                        | £29,868 | 89.4%  | 10.6% |
| College of St Mark and St John                             | n/a     | n/a    | n/a   |
| St Martin's College  | £24,759 | 94.5%  | 5.5%  |
| St Mary's College  | £29,283 | n/a    | n/a   |
| The University of Salford                                  | £29,271 | 93.3%  | 6.7%  |
| The School of Oriental and African Studies                 | £30,079 | 87.4%  | 12.6% |
| The School of Pharmacy                                     | £28,255 | n/a    | n/a   |
| Sheffield Hallam University                                | £29,048 | 89.4%  | 10.6% |
| The University of Sheffield                                | £30,103 | 93.2%  | 6.8%  |
| Southampton Institute                                      | £28,767 | 93.9%  | 6.1%  |
| The University of Southampton                              | £29,621 | 105.9% | -5.9% |
| Staffordshire University                                   | £26,180 | 102.8% | -2.8% |
| The University of Sunderland                               | £28,037 | 88.0%  | 12.0% |
| The Surrey Institute of Art and Design, University College | £26,156 | n/a    | n/a   |
| The University of Surrey                                   | £16,745 | 97.5%  | 2.5%  |
| The University of Sussex                                   | £36,413 | 94.2%  | 5.8%  |
| The University of Teesside                                 | £22,499 | 84.4%  | 15.6% |
| Thames Valley University                                   | £30,700 | 86.4%  | 13.6% |
| Trinity and All Saints College                             | £36,299 | n/a    | n/a   |
| Trinity College of Music                                   | n/a     | n/a    | n/a   |
| University College London                                  | £30,462 | 96.5%  | 3.5%  |
| The University of Warwick                                  | £32,060 | 84.3%  | 15.7% |
| University of the West of England, Bristol                 | £27,934 | 87.9%  | 12.1% |
| The University of Westminster                              | £30,373 | 102.9% | -2.9% |
| Wimbledon School of Art                                    | n/a     | n/a    | n/a   |
| University College Winchester                              | £24,429 | n/a    | n/a   |
| The University of Wolverhampton                            | £25,176 | 96.4%  | 3.6%  |
| University College Worcester                               | £25,912 | 72.7%  | 27.3% |
| Writtle College  | n/a     | n/a    | n/a   |
| York St John College                                       | £24,958 | 92.0%  | 8.0%  |
| The University of York                                     | £33,230 | 109.9% | -9.9% |
| England total  | £30,109 | 88.3%  | 11.7% |

|  |         |        |       |
|--|---------|--------|-------|
| Wales  |         |        |       |
| University of Wales, Aberystwyth                   | n/a     | n/a    | n/a   |
| University of Wales, Bangor                        | £30,162 | 83.8%  | 16.2% |
| Cardiff University                                 | £31,391 | 89.8%  | 10.2% |
| University of Wales Institute, Cardiff             | £30,807 | 88.8%  | 11.2% |
| University of Glamorgan                            | £26,382 | 81.6%  | 18.4% |
| The University of Wales, Lampeter                  | £32,543 | 57.7%  | 42.3% |
| University of Wales College of Medicine            | £33,312 | 73.4%  | 26.6% |
| The University of Wales, Newport                   | £26,755 | n/a    | n/a   |
| The North-East Wales Institute of Higher Education | n/a     | n/a    | n/a   |
| The University of Wales, Registry                  | £42,405 | n/a    | n/a   |
| Royal Welsh College of Music and Drama             | n/a     | n/a    | n/a   |
| Swansea Institute of Higher Education              | £28,623 | 96.9%  | 3.1%  |
| University of Wales, Swansea                       | £32,348 | 97.5%  | 2.5%  |
| Trinity College, Carmarthen                        | n/a     | n/a    | n/a   |
| Wales total  | £31,115 | 86.1%  | 13.9% |
| Scotland   |         |        |       |
| The University of Aberdeen                         | £30,449 | 91.9%  | 8.1%  |
| University of Abertay Dundee                       | n/a     | n/a    | n/a   |
| Bell College                                       | £24,146 | 74.1%  | 25.9% |
| The University of Dundee                           | £29,844 | 88.9%  | 11.1% |
| Edinburgh College of Art                           | £26,971 | n/a    | n/a   |
| The University of Edinburgh                        | £30,107 | 91.5%  | 8.5%  |
| Glasgow Caledonian University                      | £25,887 | 74.1%  | 25.9% |
| Glasgow School of Art                              | £36,195 | n/a    | n/a   |
| The University of Glasgow                          | £32,307 | 95.4%  | 4.6%  |
| Heriot-Watt University                             | £30,293 | 90.5%  | 9.5%  |
| Napier University                                  | £32,147 | 79.9%  | 20.1% |
| The University of Paisley                          | £30,443 | 100.9% | -0.9% |
| Queen Margaret University College, Edinburgh       | £16,446 | 88.5%  | 11.5% |
| The Robert Gordon University                       | £23,360 | 100.4% | -0.4% |
| The Royal Scottish Academy of Music and Drama      | n/a     | n/a    | n/a   |
| The University of St Andrews                       | £36,073 | 81.2%  | 18.8% |
| Scottish Agricultural College                      | £28,820 | 76.6%  | 23.4% |
| The University of Stirling                         | £30,213 | 89.5%  | 10.5% |
| The University of Strathclyde                      | £37,121 | 90.7%  | 9.3%  |
| 0196 UHI Millennium Institute                      | £27,948 | 85.3%  | 14.7% |
| Scotland total                                     | £30,500 | 88.2%  | 11.8% |
| Northern Ireland                                   |         |        |       |
| The Queen's University of Belfast                  | £31,060 | 91.0%  | 9.0%  |
| St Mary's University College                       | n/a     | n/a    | n/a   |
| Stranmillis University College                     | n/a     | n/a    | n/a   |
| University of Ulster                               | £39,704 | 98.4%  | 1.6%  |
| NI total   | £32,277 | 89.5%  | 10.5% |
| UK Grand total                                     | £30,249 | 88.1%  | 11.9% |

\* minus means gender pay gap in womens' favour

n/a indicates a suppressed average on grounds of there being 7 or less staff in the cell

London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions.

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Full-time staff only.

## 3.2 Ethnicity

### 3.2.1 Overview and mode of employment

Of the UK non-academic professional (NAP) staff whose ethnicity was known, 93.8% were white and 6.2% were from BME groups. Within those BME groups, 1.4% were black, 2.6% were Asian, 0.8% were Chinese, and 1.3% were of other ethnicity (including mixed).

|                            | Black or<br>Black<br>British –<br>Caribbean | Black<br>or<br>Black<br>British -<br>African | Other Black<br>background | Asian<br>or<br>Asian<br>British -<br>Indian | Asian or<br>Asian<br>British -<br>Pakistani | Asian or<br>Asian British -<br>Bangladeshi | Chinese |
|----------------------------|---|--|---------------------------|---|---|--|---------|
| Non-academic professionals | 160   | 145  | 60                        | 340   | 95  | 25   | 200     |
| <i>Full-time</i>           | 125   | 95   | 25                        | 255   | 65  | 20   | 160     |
| <i>Part-time</i>           | 35  | 50   | 30                        | 90  | 30  | 5  | 40      |
| % of total                 | 0.6%  | 0.6%   | 0.2%                      | 1.3%  | 0.4%  | 0.1%                                       | 0.8%    |

|                            | Other<br>Asian<br>background | Other<br>(including<br>mixed) | Total of<br>ethnic<br>minorities | White | Total of<br>known<br>ethnicity | Not known# | Total all<br>staff |
|----------------------------|------------------------------|-------------------------------|----------------------------------|-------|--------------------------------|------------|--------------------|
| Non-academic professionals | 205                          | 335                           | 1565                             | 23755 | 25320                          | 1850       | 27170              |
| <i>Full-time</i>           | 130                          | 205                           | 1075                             | 14835 | 15915                          | 1275       | 17190              |
| <i>Part-time</i>           | 80                           | 130                           | 490                              | 8920  | 9405                           | 575        | 9980               |
| % of total                 | 0.8%                         | 1.3%                          | 6.2%                             | 93.8% | 100.0%                         |            |                    |

# Staff whose ethnicity is not known includes those who have been coded 'information refused'. Percentages based on total of known ethnicity.

Source: HESA, Resources of Higher Education Institutions 2003/04; percentage calculations by AUT. Numbers rounded to nearest 5.

In general, BME non-academic professional staff were under-represented in UK HE when compared with other population groups, particularly among those with UK nationality. In the working age population as a whole, 91.2% were white, and in the population of working age with a NVQ level 4 (degree level) qualification – who might be taken as the pool of potential applicants for managerial posts in UK HE – 92.0% were white; 93.8% of non-academic professional staff were white. 1.4% of NAP staff were black (and 1.1% of NAP UK nationals), compared with 2.1% of the working age population with an NVQ level 4 qualification, and 2.2% of the working age population as a whole. 2.6% of NAP staff were Asian (and 2.3% of NAP UK nationals), compared with 3.7% of the working age population with an NVQ level 4 qualification. Other (including mixed) BME staff were 1.3% of non-academic professionals (and 1.0% of NAP UK nationals), compared with 1.8% of those with an NVQ level 4 qualification, and the working population as a whole. Only Chinese staff were over-represented: 0.8% of NAP staff were Chinese (and 0.5% of NAP UK nationals), compared with 0.4% of those with an NVQ level 4 qualification, and the working population as a whole.



| HESA non-academic professional              | HESA: non-academic professionals - UK nationality | HESA: non-academic professionals - all nationalities <sup>20</sup><br>% | LFS                    | % working age with NVQ level 4* | UK working population |
|---|---|---|------------------------|---------------------------------|-----------------------|
|   |   |   |                        | %                               | %                     |
| White                                       | 95.1  | 94.0  | White                  | 92.0                            | 91.2                  |
| <i>Black or Black British – Caribbean</i>   | 0.6   | 0.6   |                        |                                 |                       |
| <i>Black or Black British – African</i>     | 0.4   | 0.5   |                        |                                 |                       |
| <i>Other Black background</i>               | 0.1   | 0.2   |                        |                                 |                       |
| Black total                                 | 1.1   | 1.3   | Black or Black British | 2.1                             | 2.2                   |
| <i>Asian or Asian British – Indian</i>      | 1.3   | 1.5   |                        |                                 |                       |
| <i>Asian or Asian British - Pakistani</i>   | 0.4   | 0.4   |                        |                                 |                       |
| <i>Asian or Asian British - Bangladeshi</i> | 0.1   | 0.1   |                        |                                 |                       |
| <i>Other Asian background</i>               | 0.5   | 0.8   |                        |                                 |                       |
| Asian total                                 | 2.3   | 2.8   | Asian or Asian British | 3.7                             | 4.3                   |
| Chinese                                     | 0.5   | 0.8   | Chinese                | 0.4                             | 0.4                   |
|   |   |   | <i>Mixed</i>           |                                 | 0.7                   |
|   |   |   | <i>Other</i>           |                                 | 1.1                   |
| Other (including mixed)                     | 1.0   | 1.2   | Mixed & Other          | 1.8                             | 1.8                   |
| Total BME                                   | 4.9   | 6.1   | Total BME              | 8.0                             | 8.7                   |

\* NVQ level 4 is at bachelor's degree level

HESA: Higher Education Statistics Agency. LFS: Labour Force Survey.

Source: HESA, Resources of Higher Education Institutions 2003/04; percentage calculations by AUT. Labour Force Survey Spring 2004, in National Statistics, Education and Training Statistics for the UK, 2004 edition, table 4.9; percentage calculations by AUT. Totals may differ due to rounding.

Black and Asian non-academic professional staff were more likely than whites or those of other (including mixed) ethnicity to work on a full-time basis. While 62% of whites worked full-time, 67% of blacks and 72% of Asians did so.

| Activity                   | (2B) Non academic professionals. |        |                           |                         |        |
|----------------------------|----------------------------------|--------|---------------------------|-------------------------|--------|
|                            | Ethnicity                        |        |                           |                         |        |
| HESA Staff Record 2003/04  | White                            | Black  | Asian (including Chinese) | Other (Including mixed) | Total  |
| Mode of Employment         |                                  |        |                           |                         |        |
| Full-time.                 | 62.0%                            | 66.8%  | 71.8%                     | 60.7%                   | 62.8%  |
| Full-time, term-time only. | 0.3%                             | 0.0%   | 0.1%                      | 0.0%                    | 0.2%   |
| Part-time.                 | 12.6%                            | 9.4%   | 12.3%                     | 12.9%                   | 12.8%  |
| Part-time, term-time only. | 25.2%                            | 23.8%  | 15.8%                     | 26.4%                   | 24.1%  |
| Atypical.                  | 0.0%                             | 0.0%   | 0.0%                      | 0.0%                    | 0.0%   |
| Total                      | 100.0%                           | 100.0% | 100.0%                    | 100.0%                  | 100.0% |

<sup>20</sup> The differences in total between this column and data in the previous table is because the former excludes academics whose nationality was not known.

### 3.2.2 Terms of employment

White non-academic professional staff were more likely than BME employees to have an open-ended or permanent contract. In 2003-4, 71% of whites had permanent contracts, compared with 67% of black and 64% of Asian colleagues; by contrast BME non-academic professional staff were more likely than whites to have the less secure fixed-term contracts.

| HESA Staff Record 2003/04 | Ethnicity |        |                           |                         | Total  |
|---------------------------|-----------|--------|---------------------------|-------------------------|--------|
|                           | White     | Black  | Asian (including Chinese) | Other (Including mixed) |        |
| Terms of Employment       |           |        |                           |                         |        |
| Open-ended/Permanent.     | 70.8%     | 66.6%  | 63.7%                     | 61.6%                   | 69.5%  |
| Fixed-term contract.      | 29.2%     | 33.4%  | 36.3%                     | 38.4%                   | 30.5%  |
| Total                     | 100.0%    | 100.0% | 100.0%                    | 100.0%                  | 100.0% |

### 3.2.3 Age

The age profile of white non-academic professionals was older than that of their BME colleagues in 2003-4. 23% of whites were aged to 34, compared with 26% of blacks, 38% of Asians and 33% of those of other/mixed ethnicity. By contrast 34% of whites were aged 50-plus, compared with 11% of blacks, 16% of Asians and 18% of those of other/mixed ethnicity.

|         | White | Black | Asian (including Chinese) | Other (Including mixed) |
|---------|-------|-------|---------------------------|-------------------------|
| to 34   | 23.3% | 25.7% | 37.5%                     | 33.2%                   |
| 50 plus | 33.9% | 11.0% | 15.9%                     | 18.3%                   |

### 3.2.4 Disability

Of UK HE non-academic professionals of known ethnicity with a declared disability in 2003-4, 93.6% were white, 0.8% were black, 2.7% were Asian (including Chinese) and 2.9% were of other/mixed ethnicity.

### 3.2.5 Pay gap

In the UK as a whole, BME full-time non-academic professional staff earned 92.6% of their white colleagues' pay – an ethnicity pay gap of 7.4% in whites' favour.<sup>21</sup> In England the gap was 7.2% in whites' favour, in Wales the gap was 1.9% in favour of BME non-academic professional staff, in Scotland the gap was 5.9% in whites' favour. There was not sufficient data for Northern Ireland to calculate an ethnicity pay gap. There was not sufficient data for an ethnicity pay by institution.

|                  | Average NAP pay: whites | Average NAP pay: BME | Ethnicity pay gap: BMEs' pay as a proportion of whites' | Ethnicity pay gap** |
|------------------|-------------------------|----------------------|---|---------------------|
| England          | £30,286                 | £28,104              | 92.8%   | 7.2%                |
| Wales            | £31,101                 | £31,703              | 101.9%  | -1.9%               |
| Scotland         | £30,844                 | £29,033              | 94.1%   | 5.9%                |
| Northern Ireland | £32,581                 | n/a                  |   |                     |
| UK               | £30,446                 | £28,192              | 92.6%   | 7.4%                |

BME Black and minority ethnic

\*\* minus means ethnicity pay gap in BMEs' favour

n/a indicates a suppressed average on grounds of there being 7 or less staff in the cell

Source: HESA Staff Record 2003/04; percentage calculations by AUT. HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties. Full-time staff only.

Among non-academic professional staff only of UK nationality, BME employees earned 93.7% of their white colleagues' pay.

<sup>21</sup> Staff of all nationalities; full-time only.

## Appendix 1: LFS ethnicity data

### Highest qualification held by people of working age, by ethnic origin (UK)

|                     | All people of working age (000s) | Percentage of all people of working age | Percentage with NVQ level 5 | Approx. number with NVQ level 5 (000s) | Percentage of those with NVQ level 5 | Percentage with NVQ level 4 | Approx. number with NVQ level 4 (000s) | Percentage of those with NVQ level 4 |
|---------------------|----------------------------------|---|-----------------------------|--|--------------------------------------|-----------------------------|--|--------------------------------------|
| White               | 33,078                           | 91.2%                                   | 5%                          | 1,653.9                                | 89.2%                                | 21%                         | 6,946.4                                | 92.0%                                |
| Mixed               | 264                              | 0.7%                                    | 6%                          | 15.8                                   | 0.9%                                 | 22%                         | 58.1                                   | 0.8%                                 |
| Asian/Asian British | 1,562                            | 4.3%                                    | 6%                          | 93.7                                   | 5.1%                                 | 18%                         | 281.2                                  | 3.7%                                 |
| Black/Black British | 792                              | 2.2%                                    | 5%                          | 39.6                                   | 2.1%                                 | 20%                         | 158.4                                  | 2.1%                                 |
| Chinese             | 154                              | 0.4%                                    | 12%                         | 18.5                                   | 1.0%                                 | 21%                         | 32.3                                   | 0.4%                                 |
| Other ethnic group  | 410                              | 1.1%                                    | 8%                          | 32.8                                   | 1.8%                                 | 18%                         | 73.8                                   | 1.0%                                 |
| Total               | 36,260                           | 99.9%                                   |                             | 1,854.3                                | 100.1%                               |                             | 7,550.2                                | 100.0%                               |

Source: Labour Force Survey Spring 2004, in National Statistics, Education and Training Statistics for the UK, 2004 edition, table 4.9; percentage calculations by AUT. Apart from rounding, figures may not sum to grand totals because of questions in the LFS which were unanswered or did not apply.