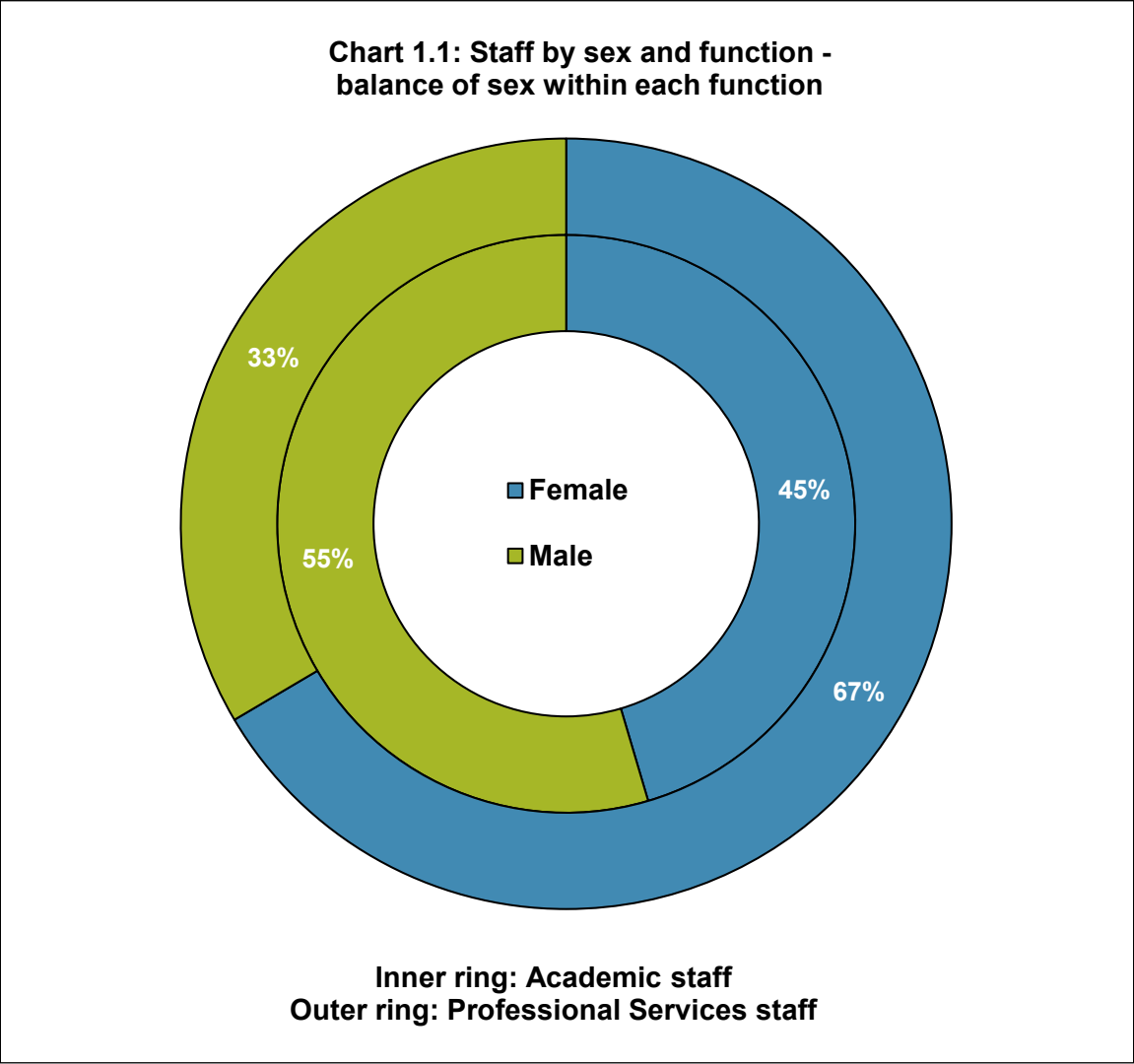


All tables are based on University of Sussex employees as at 3 December 2018 and 1 December 2019.  
Data includes Doctoral Tutors, School Tutors and Language Tutors (new staff groups introduced in January 2017) but excludes any staff in these groups with a zero FTE. Data also excludes all zero hours contract staff (Associate Tutors, zero hours sports staff and zero hours IT support staff) and BSMS sessional staff.  
FTE = Full Time Equivalent  
FPE = Full Person Equivalent

1. Sex by entity

Table 1.1: Staff by sex and function

	03-Dec-18			01-Dec-19		
	Female	Male	TOTAL	Female	Male	TOTAL
<b>FTE</b>						
Academic	644.4	822.3	1,466.8	658.8	818.5	1,477.3
Professional Services	751.6	417.6	1,169.2	779.6	424.5	1,204.1
<b>Total FTE</b>	<b>1,396.0</b>	<b>1,239.9</b>	<b>2,636.0</b>	<b>1,438.3</b>	<b>1,243.0</b>	<b>2,681.3</b>
<b>FPE</b>						
Academic	845.6	1,012.0	1,857.6	848.5	1,019.5	1,868.0
Professional Services	846.4	434.0	1,280.4	894.5	450.5	1,345.0
<b>Total FPE</b>	<b>1,692.0</b>	<b>1,446.0</b>	<b>3,138.0</b>	<b>1,743.0</b>	<b>1,470.0</b>	<b>3,213.0</b>



**Table 1.2: Staff by sex and function - balance of sex within each function**

03-Dec-18				01-Dec-19		
	Female	Male	TOTAL	Female	Male	TOTAL
FTE						
Academic	43.9%	56.1%	100.0%	44.6%	55.4%	100.0%
Professional Services	64.3%	35.7%	100.0%	64.7%	35.3%	100.0%
Total FTE	53.0%	47.0%	100.0%	53.6%	46.4%	100.0%
FPE						
Academic	45.5%	54.5%	100.0%	45.4%	54.6%	100.0%
Professional Services	66.1%	33.9%	100.0%	66.5%	33.5%	100.0%
Total FPE	53.9%	46.1%	100.0%	54.2%	45.8%	100.0%

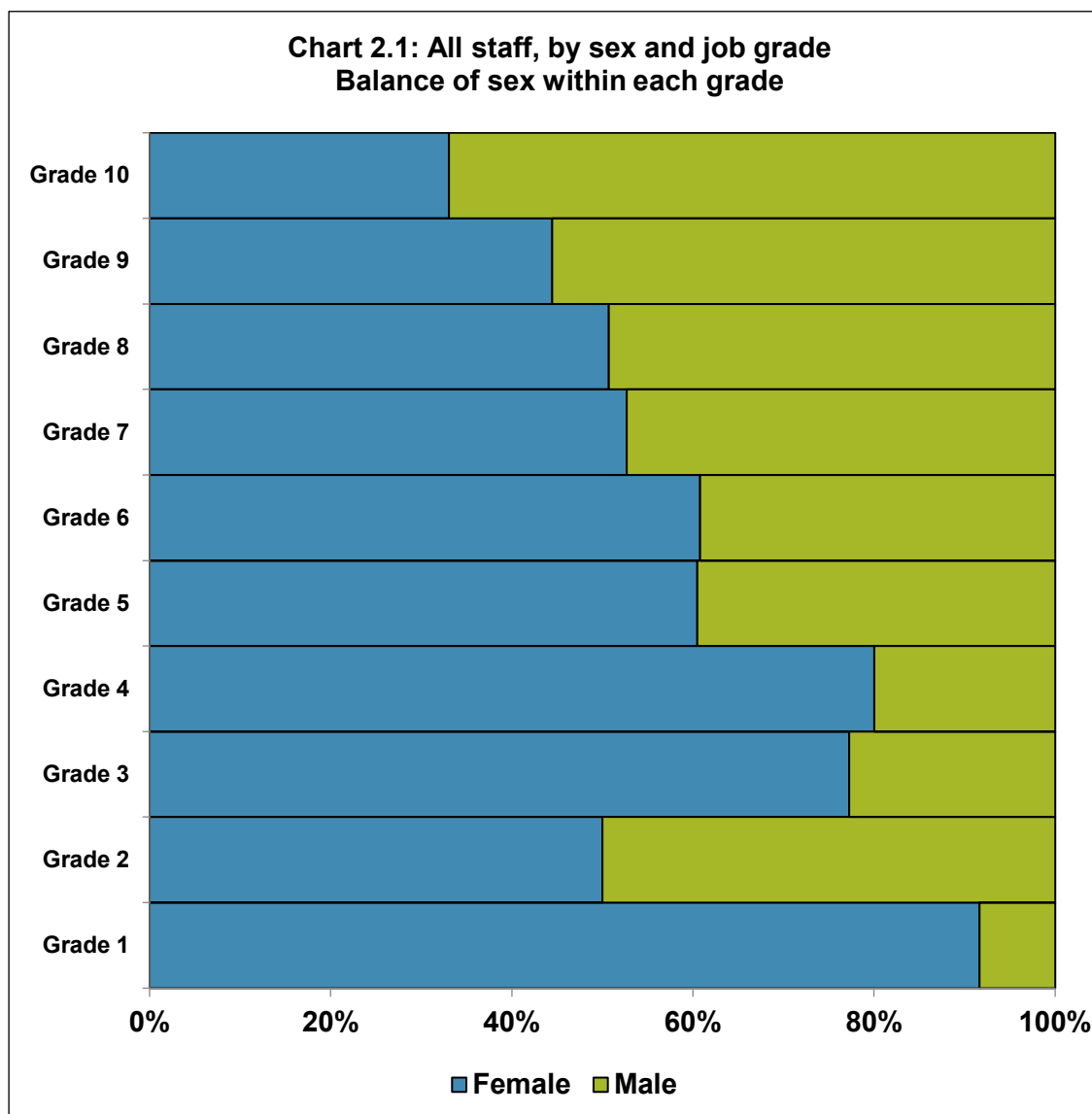
**Table 1.3: Staff by sex and function - balance of functions within each sex**

	03-Dec-18			01-Dec-19		
	Female	Male	TOTAL	Female	Male	TOTAL
FTE						
Academic	46.2%	66.3%	55.6%	45.8%	65.8%	55.1%
Professional Services	53.8%	33.7%	44.4%	54.2%	34.2%	44.9%
Total FTE	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
FPE						
Academic	50.0%	70.0%	59.2%	48.7%	69.4%	58.1%
Professional Services	50.0%	30.0%	40.8%	51.3%	30.6%	41.9%
Total FPE	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

## 2. Sex by grade

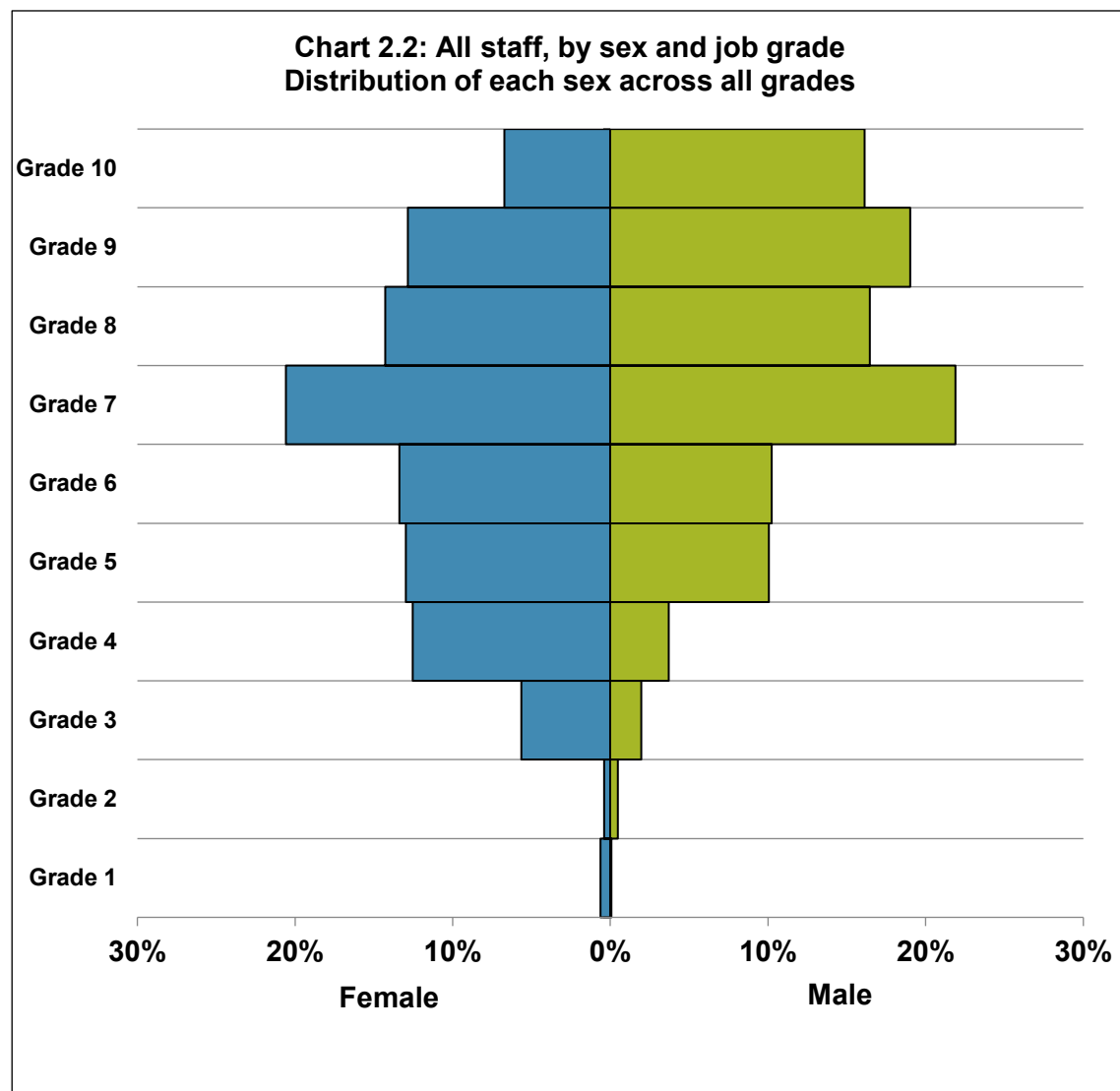
Table 2.1: All staff, by sex and job grade - balance of sex within each grade

01-Dec-19	Female	Male	Total	% in grade who are female	% in grade who are male	Total
<b>FTE</b>						
Grade 10	109.7	215.7	<b>325.3</b>	33.7%	66.3%	100.0%
Grade 9	209.7	269.2	<b>478.9</b>	43.8%	56.2%	100.0%
Grade 8	226.3	228.7	<b>455.1</b>	49.7%	50.3%	100.0%
Grade 7	321.5	297.6	<b>619.1</b>	51.9%	48.1%	100.0%
Grade 6	128.3	77.7	<b>206.0</b>	62.3%	37.7%	100.0%
Grade 5	168.8	71.0	<b>239.8</b>	70.4%	29.6%	100.0%
Grade 4	186.9	51.0	<b>237.9</b>	78.6%	21.4%	100.0%
Grade 3	77.3	26.1	<b>103.4</b>	74.8%	25.2%	100.0%
Grade 2	5.4	5.8	<b>11.2</b>	48.5%	51.5%	100.0%
Grade 1	4.5	0.2	<b>4.7</b>	96.0%	4.0%	100.0%
<b>Total FTE</b>	<b>1,438.3</b>	<b>1,243.0</b>	<b>2,681.3</b>	<b>53.6%</b>	<b>46.4%</b>	<b>100.0%</b>
<b>FPE</b>						
Grade 10	117.0	237.0	<b>354.0</b>	33.1%	66.9%	100.0%
Grade 9	224.0	279.7	<b>503.7</b>	44.5%	55.5%	100.0%
Grade 8	248.8	241.8	<b>490.6</b>	50.7%	49.3%	100.0%
Grade 7	358.5	321.7	<b>680.2</b>	52.7%	47.3%	100.0%
Grade 6	233.2	150.4	<b>383.7</b>	60.8%	39.2%	100.0%
Grade 5	226.3	147.9	<b>374.2</b>	60.5%	39.5%	100.0%
Grade 4	218.6	54.5	<b>273.1</b>	80.0%	20.0%	100.0%
Grade 3	98.6	29.0	<b>127.6</b>	77.3%	22.7%	100.0%
Grade 2	7.0	7.0	<b>14.0</b>	50.0%	50.0%	100.0%
Grade 1	11.0	1.0	<b>12.0</b>	91.7%	8.3%	100.0%
<b>Total FPE</b>	<b>1,743.0</b>	<b>1,470.0</b>	<b>3,213.0</b>	<b>54.2%</b>	<b>45.8%</b>	<b>100.0%</b>



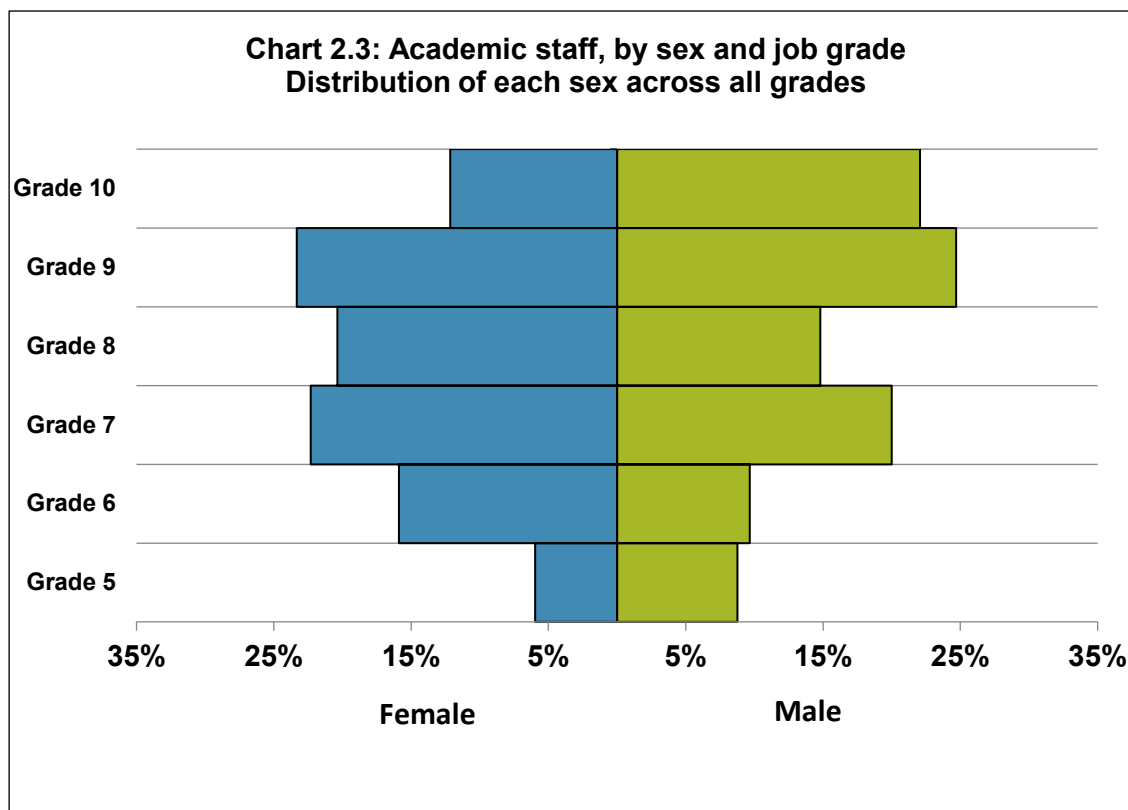
**Table 2.2: All staff, by sex and job grade - distribution of each sex across all grades**

01-Dec-19	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE</b>						
Grade 10	109.7	215.7	<b>325.3</b>	7.6%	17.4%	12.1%
Grade 9	209.7	269.2	<b>478.9</b>	14.6%	21.7%	17.9%
Grade 8	226.3	228.7	<b>455.1</b>	15.7%	18.4%	17.0%
Grade 7	321.5	297.6	<b>619.1</b>	22.3%	23.9%	23.1%
Grade 6	128.3	77.7	<b>206.0</b>	8.9%	6.3%	7.7%
Grade 5	168.8	71.0	<b>239.8</b>	11.7%	5.7%	8.9%
Grade 4	186.9	51.0	<b>237.9</b>	13.0%	4.1%	8.9%
Grade 3	77.3	26.1	<b>103.4</b>	5.4%	2.1%	3.9%
Grade 2	5.4	5.8	<b>11.2</b>	0.4%	0.5%	0.4%
Grade 1	4.5	0.2	<b>4.7</b>	0.3%	0.0%	0.2%
<b>Total FTE</b>	<b>1438.3</b>	<b>1243.0</b>	<b>2681.3</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>FPE</b>						
Grade 10	117.0	237.0	<b>354.0</b>	6.7%	16.1%	11.0%
Grade 9	224.0	279.7	<b>503.7</b>	12.9%	19.0%	15.7%
Grade 8	248.8	241.8	<b>490.6</b>	14.3%	16.5%	15.3%
Grade 7	358.5	321.7	<b>680.2</b>	20.6%	21.9%	21.2%
Grade 6	233.2	150.4	<b>383.7</b>	13.4%	10.2%	11.9%
Grade 5	226.3	147.9	<b>374.2</b>	13.0%	10.1%	11.6%
Grade 4	218.6	54.5	<b>273.1</b>	12.5%	3.7%	8.5%
Grade 3	98.6	29.0	<b>127.6</b>	5.7%	2.0%	4.0%
Grade 2	7.0	7.0	<b>14.0</b>	0.4%	0.5%	0.4%
Grade 1	11.0	1.0	<b>12.0</b>	0.6%	0.1%	0.4%
<b>Total FPE</b>	<b>1743.0</b>	<b>1470.0</b>	<b>3213.0</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



**Table 2.3: Academic staff, by sex and job grade - distribution of each sex across all grades**

01-Dec-19	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE</b>						
Grade 10	95.7	203.7	<b>299.3</b>	14.5%	24.9%	20.3%
Grade 9	185.0	241.7	<b>426.7</b>	28.1%	29.5%	28.9%
Grade 8	158.2	140.8	<b>299.0</b>	24.0%	17.2%	20.2%
Grade 7	169.0	186.2	<b>355.2</b>	25.7%	22.8%	24.0%
Grade 6	42.5	29.6	<b>72.1</b>	6.5%	3.6%	4.9%
Grade 5	8.4	16.5	<b>24.9</b>	1.3%	2.0%	1.7%
<b>Total FTE</b>	<b>658.8</b>	<b>818.5</b>	<b>1,477.3</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>FPE</b>						
Grade 10	103.0	225.0	<b>328.0</b>	12.1%	22.1%	17.6%
Grade 9	198.0	251.7	<b>449.7</b>	23.3%	24.7%	24.1%
Grade 8	172.8	150.8	<b>323.6</b>	20.4%	14.8%	17.3%
Grade 7	189.3	204.0	<b>393.3</b>	22.3%	20.0%	21.1%
Grade 6	134.8	98.6	<b>233.4</b>	15.9%	9.7%	12.5%
Grade 5	50.6	89.4	<b>140.0</b>	6.0%	8.8%	7.5%
<b>Total FPE</b>	<b>848.5</b>	<b>1,019.5</b>	<b>1,868.0</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>



**Table 2.4: Professional services staff, by sex and job grade - distribution of each sex across all grades**

01-Dec-19	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE</b>						
Grade 10	14.0	12.0	<b>26.0</b>	1.8%	2.8%	2.2%
Grade 9	24.7	27.5	<b>52.2</b>	3.2%	6.5%	4.3%
Grade 8	68.1	87.9	<b>156.0</b>	8.7%	20.7%	13.0%
Grade 7	152.4	111.4	<b>263.8</b>	19.6%	26.2%	21.9%
Grade 6	85.8	48.2	<b>134.0</b>	11.0%	11.3%	11.1%
Grade 5	160.4	54.5	<b>214.9</b>	20.6%	12.8%	17.8%
Grade 4	186.9	51.0	<b>237.9</b>	24.0%	12.0%	19.8%
Grade 3	77.3	26.1	<b>103.4</b>	9.9%	6.2%	8.6%
Grade 2	5.4	5.8	<b>11.2</b>	0.7%	1.4%	0.9%
Grade 1	4.5	0.2	<b>4.7</b>	0.6%	0.0%	0.4%
<b>Total FTE</b>	<b>779.6</b>	<b>424.5</b>	<b>1,204.1</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>FPE</b>						
Grade 10	14.0	12.0	<b>26.0</b>	1.6%	2.7%	1.9%
Grade 9	26.0	28.0	<b>54.0</b>	2.9%	6.2%	4.0%
Grade 8	76.0	91.0	<b>167.0</b>	8.5%	20.2%	12.4%
Grade 7	169.2	117.7	<b>286.9</b>	18.9%	26.1%	21.3%
Grade 6	98.4	51.8	<b>150.2</b>	11.0%	11.5%	11.2%
Grade 5	175.7	58.5	<b>234.2</b>	19.6%	13.0%	17.4%
Grade 4	218.6	54.5	<b>273.1</b>	24.4%	12.1%	20.3%
Grade 3	98.6	29.0	<b>127.6</b>	11.0%	6.4%	9.5%
Grade 2	7.0	7.0	<b>14.0</b>	0.8%	1.6%	1.0%
Grade 1	11.0	1.0	<b>12.0</b>	1.2%	0.2%	0.9%
<b>Total FPE</b>	<b>894.5</b>	<b>450.5</b>	<b>1,345.0</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

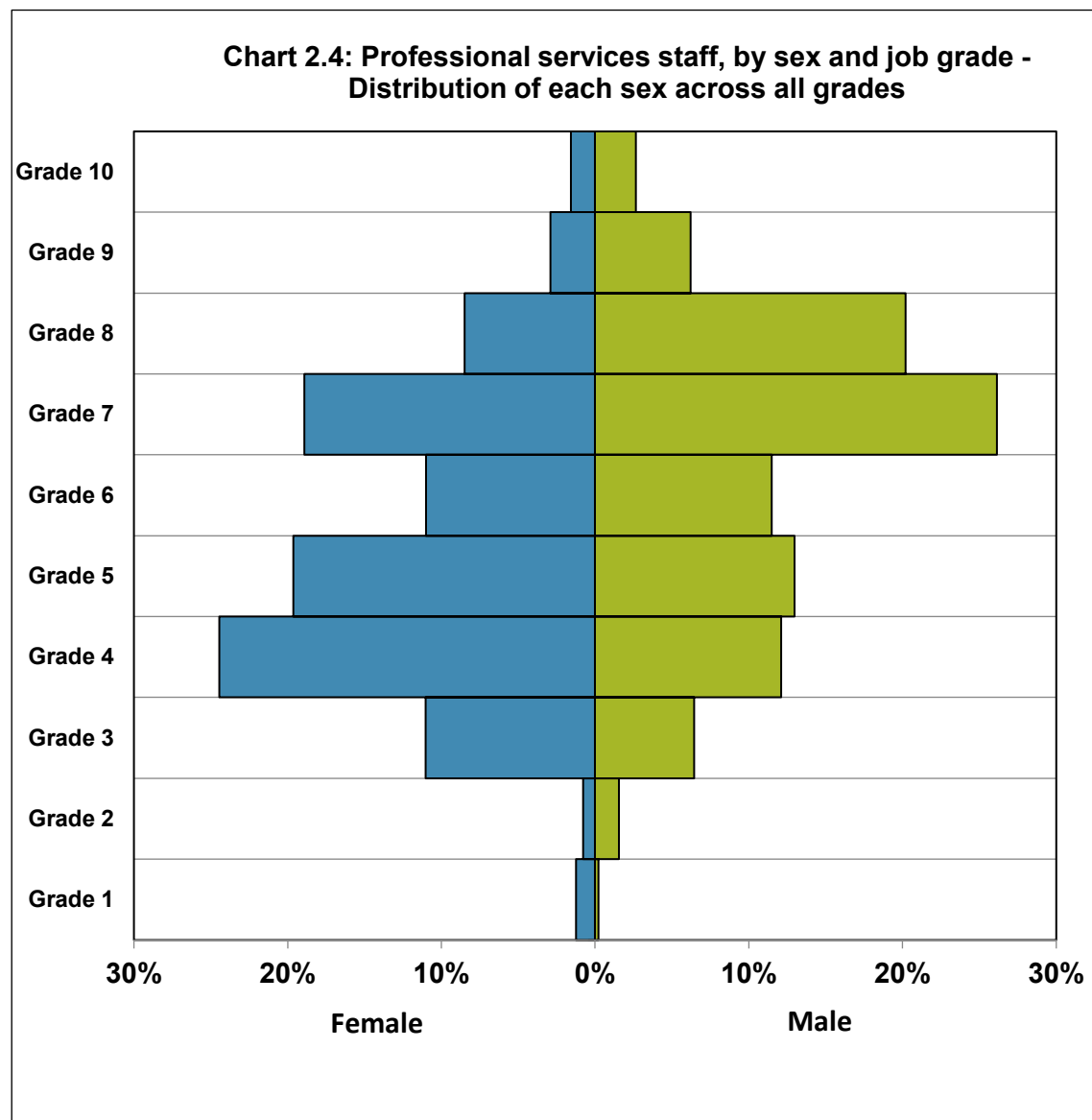


Table 2.5: Academic staff, by sex and job grade - balance of sex within each

01-Dec-19	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
FTE						
Grade 10	95.7	203.7	299.3	32.0%	68.0%	100.0%
Grade 9	185.0	241.7	426.7	43.3%	56.7%	100.0%
Grade 8	158.2	140.8	299.0	52.9%	47.1%	100.0%
Grade 7	169.0	186.2	355.2	47.6%	52.4%	100.0%
Grade 6	42.5	29.6	72.1	59.0%	41.0%	100.0%
Grade 5	8.4	16.5	24.9	33.8%	66.2%	100.0%
Total FTE	658.8	818.5	1,477.3	44.6%	55.4%	100.0%
FPE						
Grade 10	103.0	225.0	328.0	31.4%	68.6%	100.0%
Grade 9	198.0	251.7	449.7	44.0%	56.0%	100.0%
Grade 8	172.8	150.8	323.6	53.4%	46.6%	100.0%
Grade 7	189.3	204.0	393.3	48.1%	51.9%	100.0%
Grade 6	134.8	98.6	233.4	57.7%	42.3%	100.0%
Grade 5	50.6	89.4	140.0	36.2%	63.8%	100.0%
Total FPE	848.5	1,019.5	1,868.0	45%	55%	100%

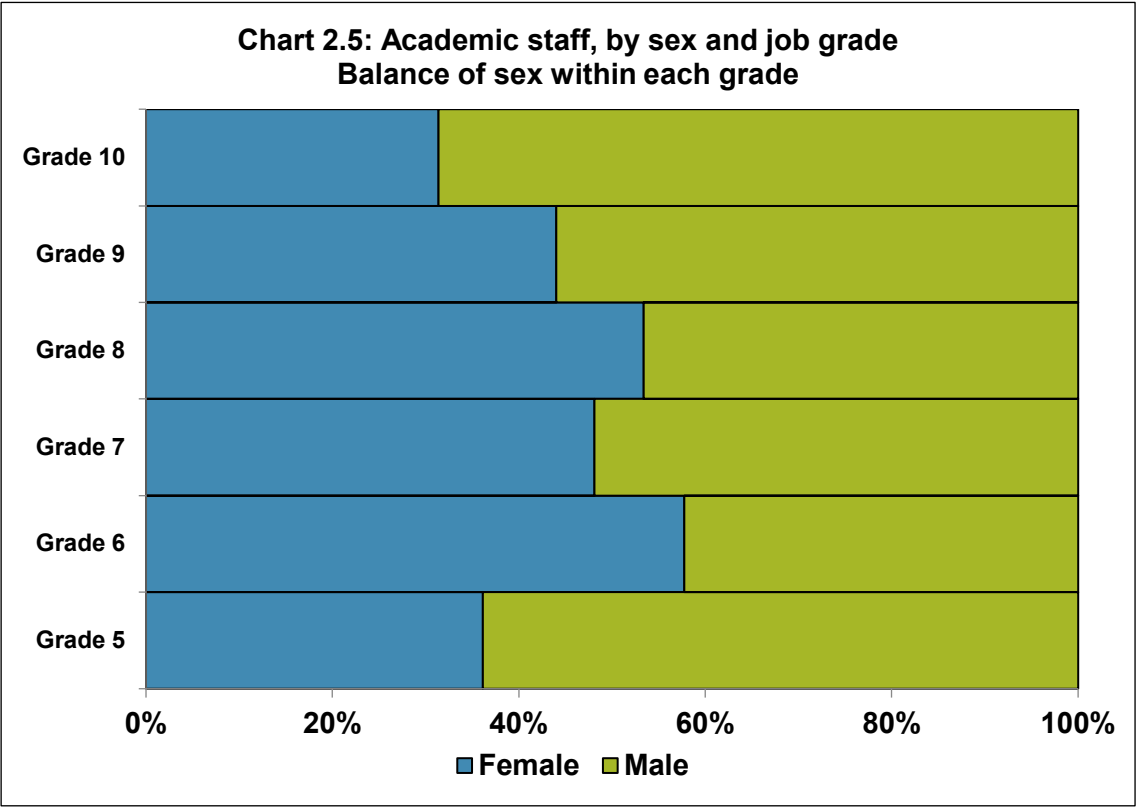


Table 2.6: Professional services staff, by sex and job grade - balance of sex

01-Dec-19	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
FTE						
Grade 10	14.0	12.0	26.0	53.8%	46.2%	100.0%
Grade 9	24.7	27.5	52.2	47.3%	52.7%	100.0%
Grade 8	68.1	87.9	156.0	43.7%	56.3%	100.0%
Grade 7	152.4	111.4	263.8	57.8%	42.2%	100.0%
Grade 6	85.8	48.2	134.0	64.1%	35.9%	100.0%
Grade 5	160.4	54.5	214.9	74.6%	25.4%	100.0%
Grade 4	186.9	51.0	237.9	78.6%	21.4%	100.0%
Grade 3	77.3	26.1	103.4	74.8%	25.2%	100.0%
Grade 2	5.4	5.8	11.2	48.5%	51.5%	100.0%
Grade 1	4.5	0.2	4.7	96.0%	4.0%	100.0%
Total FTE	779.6	424.5	1,204.1	64.7%	35.3%	100.0%
FPE						
Grade 10	14.0	12.0	26.0	53.8%	46.2%	100.0%
Grade 9	26.0	28.0	54.0	48.1%	51.9%	100.0%
Grade 8	76.0	91.0	167.0	45.5%	54.5%	100.0%
Grade 7	169.2	117.7	286.9	59.0%	41.0%	100.0%
Grade 6	98.4	51.8	150.2	65.5%	34.5%	100.0%
Grade 5	175.7	58.5	234.2	75.0%	25.0%	100.0%
Grade 4	218.6	54.5	273.1	80.0%	20.0%	100.0%
Grade 3	98.6	29.0	127.6	77.3%	22.7%	100.0%
Grade 2	7.0	7.0	14.0	50.0%	50.0%	100.0%
Grade 1	11.0	1.0	12.0	91.7%	8.3%	100.0%
Total FPE	894.5	450.5	1,345.0	66.5%	33.5%	100.0%

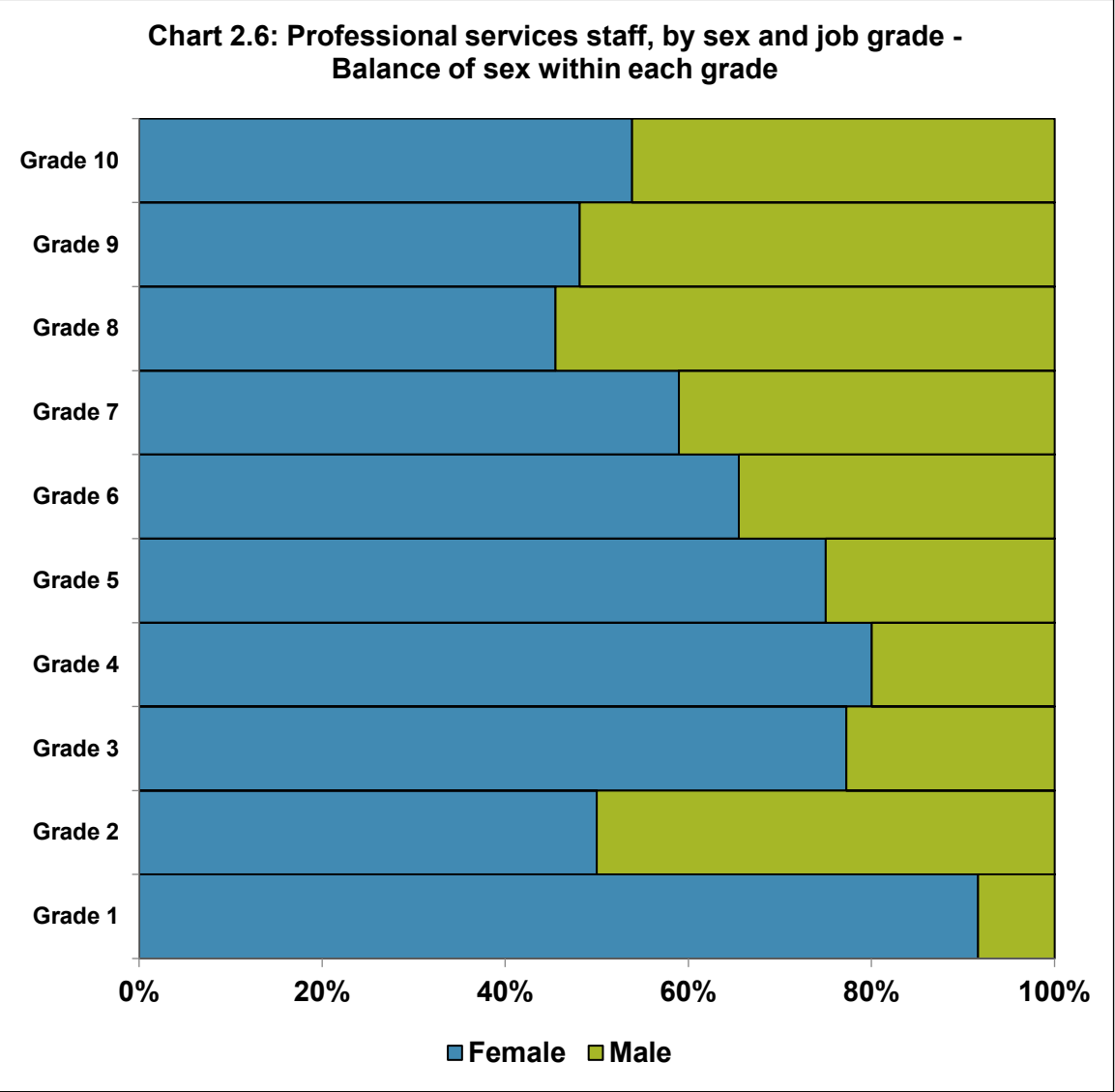




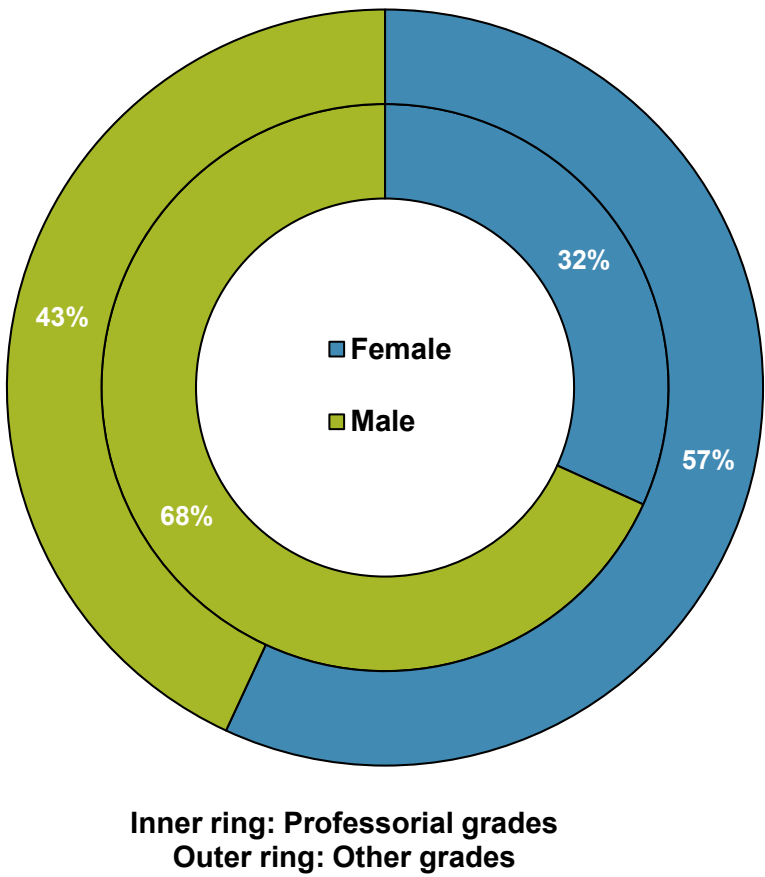
Table 2.7: Professorial grade staff, by sex

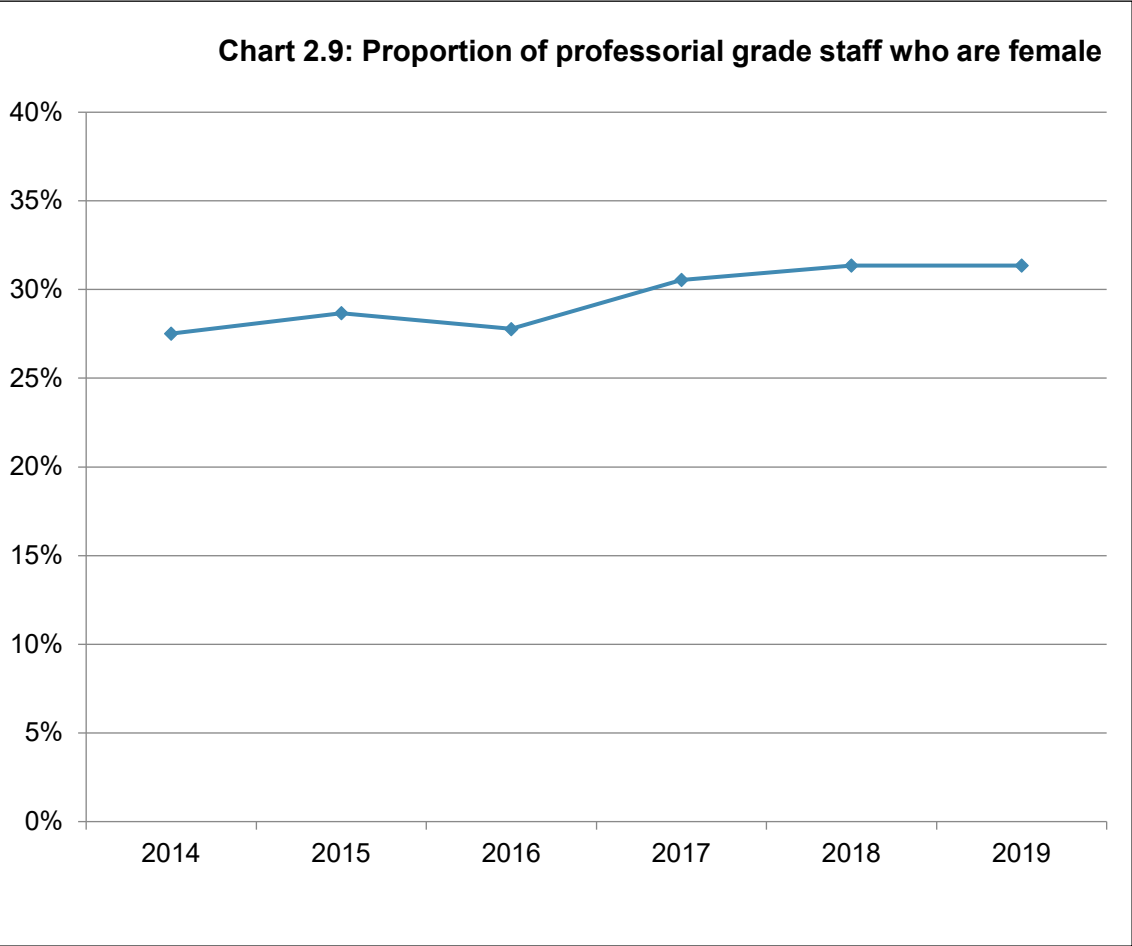
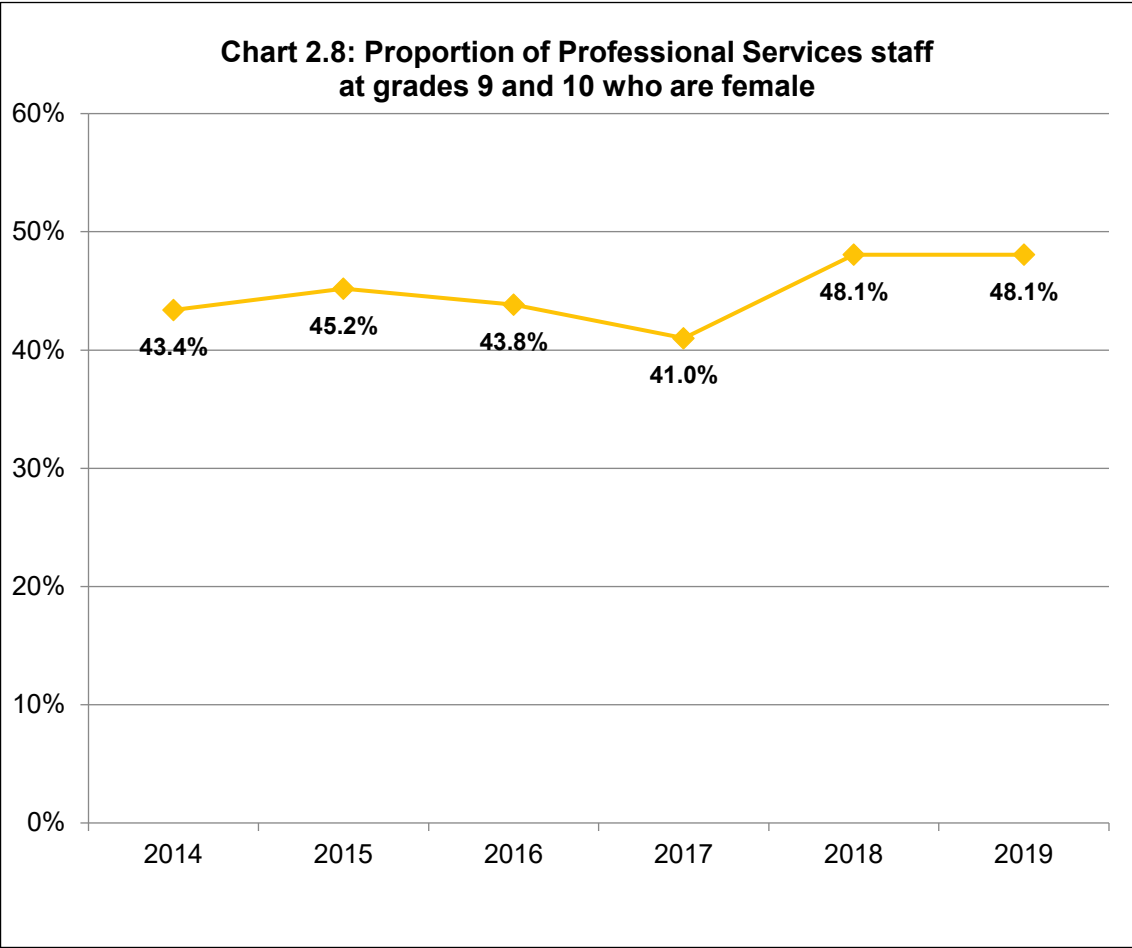
	03-Dec-18			01-Dec-19		
	Female	Male	Total	Female	Male	Total
FTE						
Professorial grades	89.8	188.6	278.3	100.7	210.0	310.6
Other grades	1,306.3	1,051.4	2,357.7	1,337.7	1,033.0	2,370.7
Total FTE	1,396.0	1,239.9	2,636.0	1,438.3	1,243.0	2,681.3
FPE						
Professorial grades	95.0	208.0	303.0	108.0	232.0	340.0
Other grades	1,597.0	1,238.0	2,835.0	1,635.0	1,238.0	2,873.0
Total FPE	1,692.0	1,446.0	3,138.0	1,743.0	1,470.0	3,213.0

Table 2.8: Professorial grade staff, by sex

	03-Dec-18			01-Dec-19		
	Female	Male	Total	Female	Male	Total
FTE						
Professorial grades	32.2%	67.8%	100.0%	32.4%	67.6%	100.0%
Other grades	55.4%	44.6%	100.0%	56.4%	43.6%	100.0%
Total FTE	53.0%	47.0%	100.0%	53.6%	46.4%	100.0%
FPE						
Professorial grades	31.4%	68.6%	100.0%	31.8%	68.2%	100.0%
Other grades	56.3%	43.7%	100.0%	56.9%	43.1%	100.0%
Total FPE	53.9%	46.1%	100.0%	54.2%	45.8%	100.0%

Chart 2.7: Professorial grade staff, by sex





**Table 2.9: All staff by grade group and sex**

	03-Dec-18			01-Dec-19		
	Female	Male	Total	Female	Male	Total
<b>FTE</b>						
Grades 7-10	827.3	1,017.9	<b>1,845.2</b>	867.1	1,011.2	<b>1,878.4</b>
Grades 1-6	581.3	233.2	<b>814.5</b>	571.2	231.8	<b>802.9</b>
Other	1.0	2.0	<b>3.0</b>	0.0	0.0	<b>0.0</b>
<b>Total FTE</b>	<b>1,409.6</b>	<b>1,253.1</b>	<b>2,662.7</b>	<b>1,438.3</b>	<b>1,243.0</b>	<b>2,681.3</b>
<b>FPE</b>						
Grades 7-10	899.1	1,074.8	<b>1,973.9</b>	948.3	1,080.2	<b>2,028.5</b>
Grades 1-6	811.9	383.2	<b>1,195.1</b>	794.7	389.8	<b>1,184.5</b>
Other	1.0	2.0	<b>3.0</b>	0.0	0.0	<b>0.0</b>
<b>Total FPE</b>	<b>1,712.0</b>	<b>1,460.0</b>	<b>3,172.0</b>	<b>1,743.0</b>	<b>1,470.0</b>	<b>3,213.0</b>

**Table 2.10: All staff by grade group and sex**

	03-Dec-18			01-Dec-19		
	Female	Male	Total	Female	Male	Total
<b>FTE</b>						
Grades 7-10	44.8%	55.2%	100.0%	46.2%	53.8%	<b>100.0%</b>
Grades 1-6	71.4%	28.6%	100.0%	71.1%	28.9%	<b>100.0%</b>
Other	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
<b>Total FTE</b>	<b>52.9%</b>	<b>47.1%</b>	<b>100.0%</b>	<b>53.6%</b>	<b>46.4%</b>	<b>100.0%</b>
<b>FPE</b>						
Grades 7-10	45.5%	54.5%	100.0%	46.7%	53.3%	<b>100.0%</b>
Grades 1-6	67.9%	32.1%	100.0%	67.1%	32.9%	<b>100.0%</b>
Other	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
<b>Total FPE</b>	<b>54.0%</b>	<b>46.0%</b>	<b>100.0%</b>	<b>54.2%</b>	<b>45.8%</b>	<b>100.0%</b>

### 3. Ethnicity

**Table 3.1: Minority ethnicities of staff, by year and function - counts**

	03-Dec-18			01-Dec-19		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE</b>						
BAME	264.6	83.6	<b>348.2</b>	278.7	93.8	<b>372.5</b>
White	1,050.1	939.4	<b>1,989.5</b>	1,049.9	971.2	<b>2,021.1</b>
Not known/Information refused	152.1	146.2	<b>298.3</b>	148.7	139.1	<b>287.8</b>
<b>Total FTE</b>	<b>1,466.8</b>	<b>1,169.2</b>	<b>2,636.0</b>	<b>1,477.3</b>	<b>1,204.1</b>	<b>2,681.3</b>
<b>FPE</b>						
BAME	332.0	88.0	<b>420.0</b>	352.0	101.0	<b>453.0</b>
White	1,337.6	1,028.4	<b>2,366.0</b>	1,323.0	1,087.0	<b>2,410.0</b>
Not known/Information refused	188.0	164.0	<b>352.0</b>	193.0	157.0	<b>350.0</b>
<b>Total FPE</b>	<b>1,857.6</b>	<b>1,280.4</b>	<b>3,138.0</b>	<b>1,868.0</b>	<b>1,345.0</b>	<b>3,213.0</b>

**Table 3.2: Minority ethnicities of staff, by year and function - percentages of those with a known ethnicity**

	03-Dec-18			01-Dec-19		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE</b>						
BAME	20.1%	8.2%	<b>14.9%</b>	21.0%	8.8%	<b>15.6%</b>
White	79.9%	91.8%	<b>85.1%</b>	79.0%	91.2%	<b>84.4%</b>
<b>Total FTE</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>FPE</b>						
BAME	19.9%	7.9%	<b>15.1%</b>	21.0%	8.5%	<b>15.8%</b>
White	80.1%	92.1%	<b>84.9%</b>	79.0%	91.5%	<b>84.2%</b>
<b>Total FPE</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

\* Includes all staff with a white background; mixed race individuals who have declared a partial white heritage are counted as minority ethnic

**Table 3.3: Ethnicity of staff, by function and year - counts**

	03-Dec-18			01-Dec-19		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE</b>						
Black	31.8	15.7	<b>47.6</b>	27.9	15.8	<b>43.7</b>
Chinese	35.5	8.6	<b>44.1</b>	37.8	13.8	<b>51.7</b>
Indian	49.5	6.7	<b>56.2</b>	52.6	8.6	<b>61.2</b>
Asian other <sup>£</sup>	50.5	14.0	<b>64.5</b>	58.7	17.6	<b>76.3</b>
Mixed <sup>\$</sup>	32.1	29.6	<b>61.6</b>	38.8	28.7	<b>67.5</b>
Other <sup>&amp;</sup>	65.2	9.1	<b>74.3</b>	62.9	9.2	<b>72.1</b>
White and white other <sup>#</sup>	1,050.1	939.4	<b>1,989.5</b>	1,049.9	971.2	<b>2,021.1</b>
Not known	152.1	146.2	<b>298.3</b>	148.7	139.1	<b>287.8</b>
<b>Total FTE</b>	<b>1,466.8</b>	<b>1,169.2</b>	<b>2,636.0</b>	<b>1,477.3</b>	<b>1,204.1</b>	<b>2,681.3</b>
<b>FPE</b>						
Black	44.0	16.0	<b>60.0</b>	39.0	17.0	<b>56.0</b>
Chinese	47.0	10.0	<b>57.0</b>	52.0	15.0	<b>67.0</b>
Indian	57.0	8.0	<b>65.0</b>	62.0	9.0	<b>71.0</b>
Asian other <sup>£</sup>	64.0	15.0	<b>79.0</b>	73.0	19.0	<b>92.0</b>
Mixed <sup>\$</sup>	48.0	29.0	<b>77.0</b>	55.0	31.0	<b>86.0</b>
Other <sup>&amp;</sup>	72.0	10.0	<b>82.0</b>	71.0	10.0	<b>81.0</b>
White and white other <sup>#</sup>	1,337.6	1,028.4	<b>2,366.0</b>	1,323.0	1,087.0	<b>2,410.0</b>
Not known	188.0	164.0	<b>352.0</b>	193.0	157.0	<b>350.0</b>
<b>Total FPE</b>	<b>1,857.6</b>	<b>1,280.4</b>	<b>3,138.0</b>	<b>1,868.0</b>	<b>1,345.0</b>	<b>3,213.0</b>

<sup>£</sup> Includes Asian Other, Bangladeshi and Pakistani

<sup>\$</sup> Includes Other Mixed Background, White and Asian, White and Black African, and White and Black Caribbean

<sup>&</sup> Includes Arab, Traveller, and Other

<sup>#</sup> Includes White, White-Irish, White-Scottish, and White-British

**Table 3.4: Ethnicity of staff, by function and year - percentages**

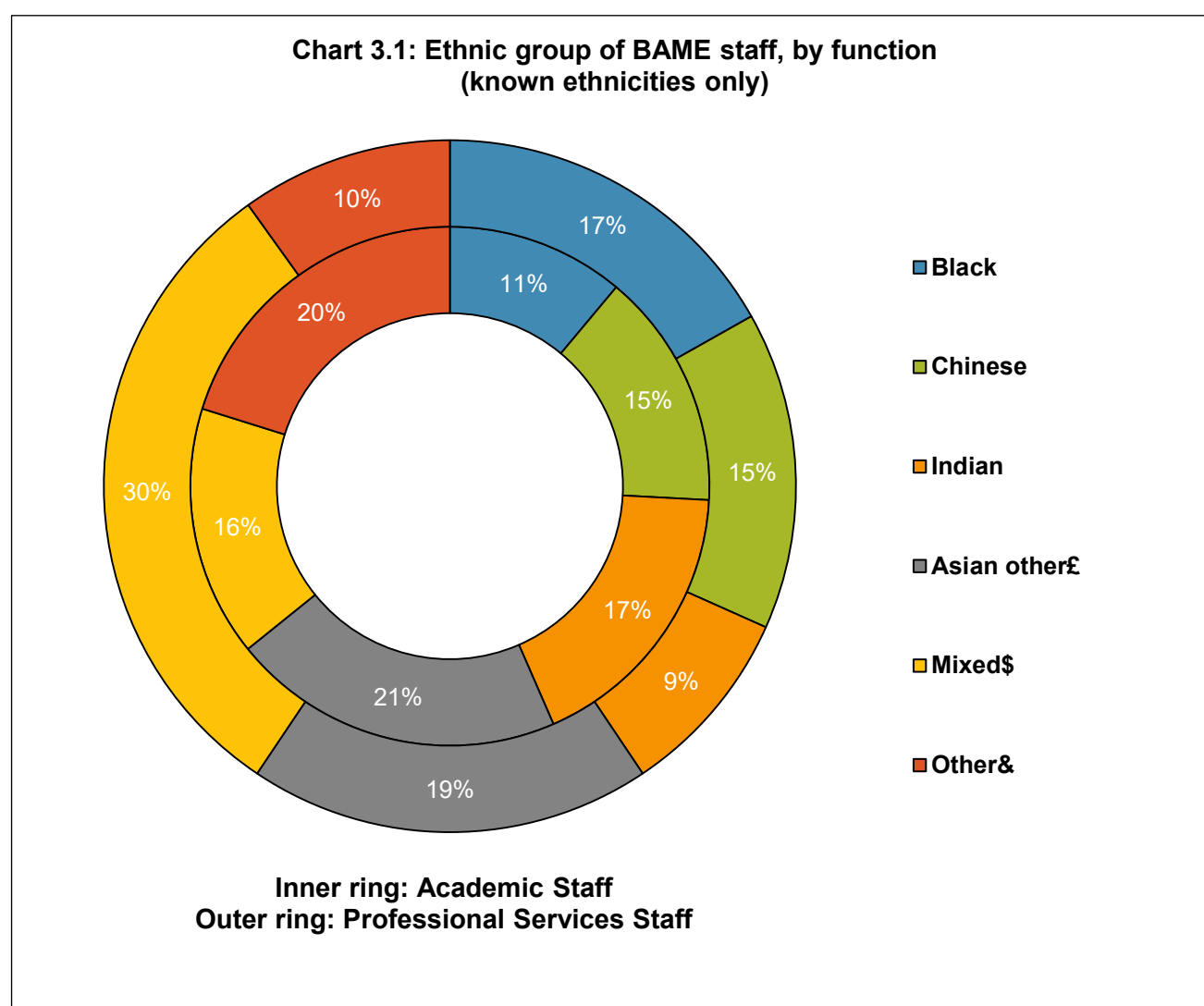
	03-Dec-18			01-Dec-19		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE</b>						
Black	2.2%	1.3%	<b>1.8%</b>	1.9%	1.3%	<b>1.6%</b>
Chinese	2.4%	0.7%	<b>1.7%</b>	2.6%	1.1%	<b>1.9%</b>
Indian	3.4%	0.6%	<b>2.1%</b>	3.6%	0.7%	<b>2.3%</b>
Asian other£	3.4%	1.2%	<b>2.4%</b>	4.0%	1.5%	<b>2.8%</b>
Mixed\$	2.2%	2.5%	<b>2.3%</b>	2.6%	2.4%	<b>2.5%</b>
Other&	4.4%	0.8%	<b>2.8%</b>	4.3%	0.8%	<b>2.7%</b>
White and white other#	71.6%	80.3%	<b>75.5%</b>	71.1%	80.7%	<b>75.4%</b>
Not known	10.4%	12.5%	<b>11.3%</b>	10.1%	11.6%	<b>10.7%</b>
<b>Total FTE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>FPE</b>						
Black	2.4%	1.2%	<b>1.9%</b>	2.1%	1.3%	<b>1.7%</b>
Chinese	2.5%	0.8%	<b>1.8%</b>	2.8%	1.1%	<b>2.1%</b>
Indian	3.1%	0.6%	<b>2.1%</b>	3.3%	0.7%	<b>2.2%</b>
Asian other£	3.4%	1.2%	<b>2.5%</b>	3.9%	1.4%	<b>2.9%</b>
Mixed\$	2.6%	2.3%	<b>2.5%</b>	2.9%	2.3%	<b>2.7%</b>
Other&	3.9%	0.8%	<b>2.6%</b>	3.8%	0.7%	<b>2.5%</b>
White and white other#	72.0%	80.3%	<b>75.4%</b>	70.8%	80.8%	<b>75.0%</b>
Not known	10.1%	12.8%	<b>11.2%</b>	10.3%	11.7%	<b>10.9%</b>
<b>Total FPE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

£ Includes Asian Other, Bangladeshi and Pakistani

\$ Includes Other Mixed Background, White and Asian, White and Black African, and White and Black Caribbean

& Includes Arab, Traveller, and Other

# Includes White, White-Irish, White-Scottish, and White-British



£ Includes Asian Other, Bangladeshi and Pakistani

\$ Includes Other Mixed Background, White and Asian, White and Black African, and White and Black Caribbean

& Includes Arab, Traveller, and Other

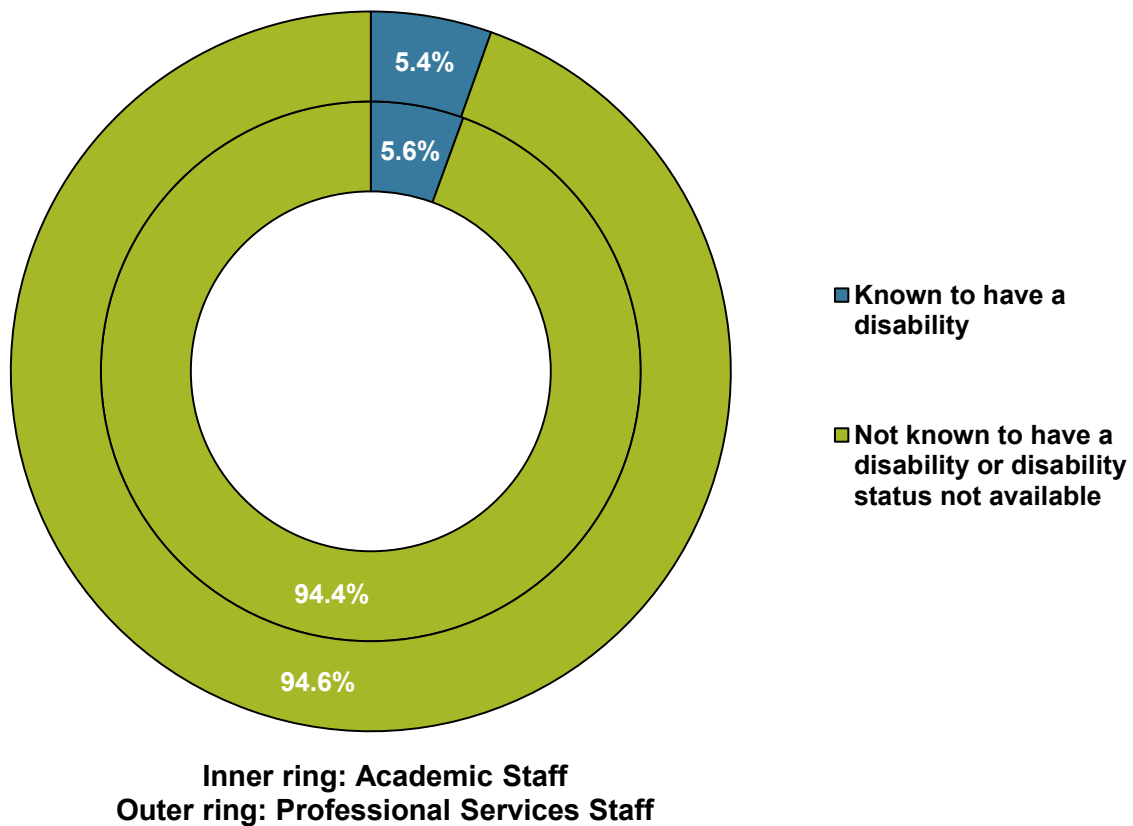
#### 4. Disability

**Table 4.1: Staff declaring a disability, by function**

	03-Dec-18			01-Dec-19		
	Known to have a disability	Not known to have a disability or disability status not available	Total	Known to have a disability	Not known to have a disability or disability status not available	Total
<b>FTE</b>						
Academic	59.6	1,407.1	<b>1,466.8</b>	61.1	1,416.2	<b>1,477.3</b>
Professional Services	55.0	1,114.2	<b>1,169.2</b>	61.5	1,142.6	<b>1,204.1</b>
<b>Total FTE</b>	<b>114.7</b>	<b>2,521.3</b>	<b>2,636.0</b>	<b>122.5</b>	<b>2,558.8</b>	<b>2,681.3</b>
<b>FPE</b>						
Academic	102.2	1,755.5	<b>1,857.6</b>	104.0	1,764.0	<b>1,868.0</b>
Professional Services	62.8	1,217.5	<b>1,280.4</b>	73.0	1,272.0	<b>1,345.0</b>
<b>Total FPE</b>	<b>165.0</b>	<b>2,973.0</b>	<b>3,138.0</b>	<b>177.0</b>	<b>3,036.0</b>	<b>3,213.0</b>

Staff disability is recorded at a more detailed level in line with HESA reporting requirements. However, due to the relatively small numbers of staff reporting a disability, categories have been aggregated to protect the identity of individuals.

**Chart 4.1: Proportion of staff declaring a disability, by function**



**Table 4.2: Proportion of staff declaring a disability, by function**

	03-Dec-18			01-Dec-19		
	Known to have a disability	Not known to have a disability or disability status not available	Total	Known to have a disability	Not known to have a disability or disability status not available	Total
<b>FTE</b>						
Academic	4.1%	95.9%	<b>100.0%</b>	4.1%	95.9%	<b>100.0%</b>
Professional Services	4.7%	95.3%	<b>100.0%</b>	5.1%	94.9%	<b>100.0%</b>
<b>Total FTE</b>	<b>4.3%</b>	<b>95.7%</b>	<b>100.0%</b>	<b>4.6%</b>	<b>95.4%</b>	<b>100.0%</b>
<b>FPE</b>						
Academic	5.5%	94.5%	<b>100.0%</b>	5.6%	94.4%	<b>100.0%</b>
Professional Services	4.9%	95.1%	<b>100.0%</b>	5.4%	94.6%	<b>100.0%</b>
<b>Total FPE</b>	<b>5.3%</b>	<b>94.7%</b>	<b>100.0%</b>	<b>5.5%</b>	<b>94.5%</b>	<b>100.0%</b>

Staff disability is recorded at a more detailed level in line with HESA reporting requirements. However, due to the relatively small numbers of staff reporting a disability, categories have been aggregated to protect the identity of individuals.

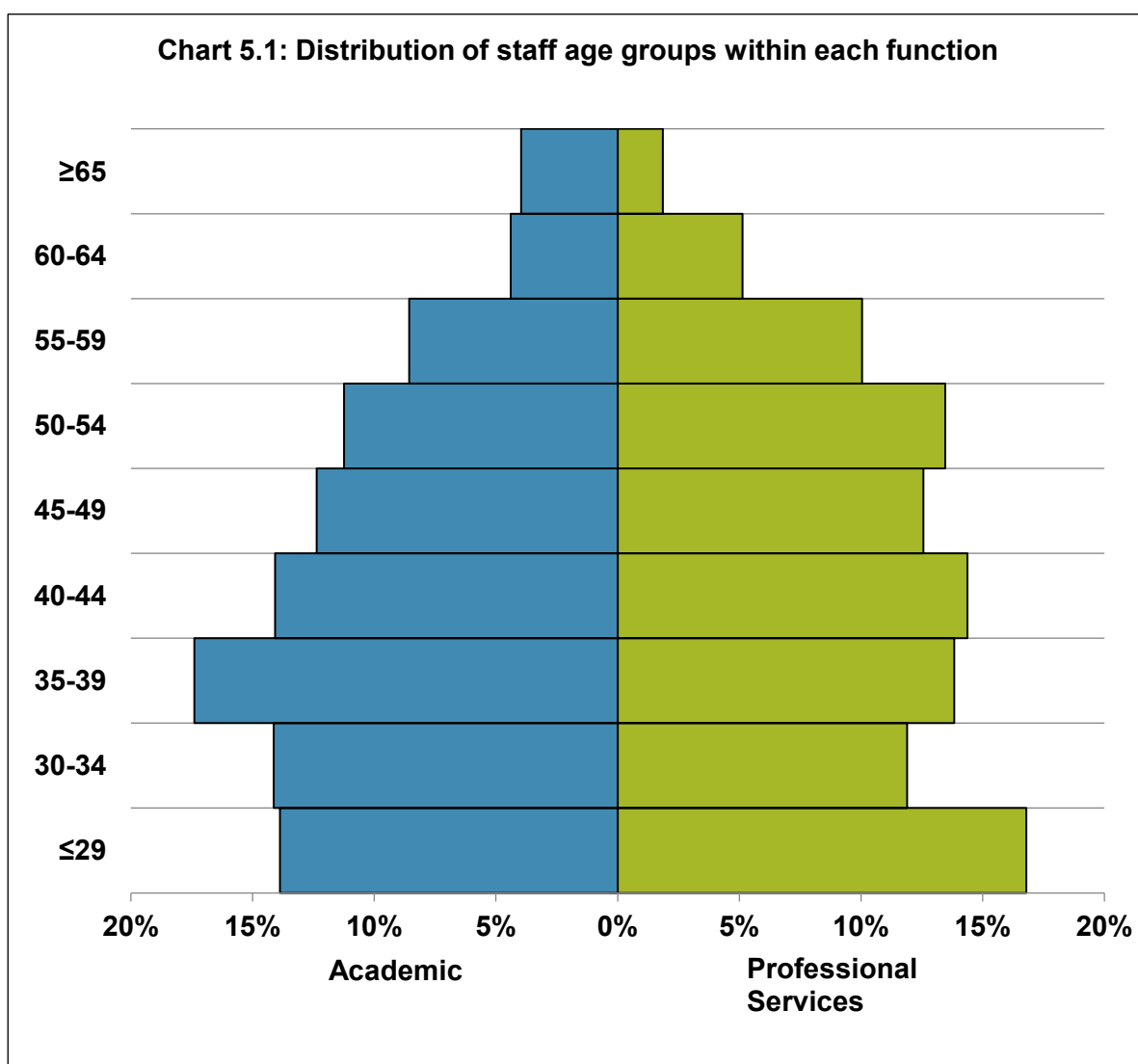
## 5. Age

**Table 5.1: Descriptive statistics of staff ages, by function and year**

	03-Dec-18			01-Dec-19		
	Academic	Professional Services	Total	Academic	Professional Services	Total
Minimum Age	22	20	<b>20</b>	21	18	<b>18</b>
Maximum Age	82	80	<b>82</b>	83	72	<b>83</b>
Average Age	42	42	<b>42</b>	42	42	<b>42</b>
Standard Deviation of Age	12	12	<b>12</b>	12	12	<b>12</b>
Median of Age	39	42	<b>41</b>	40	42	<b>41</b>

**Table 5.2: Age groups of staff, by function**

	03-Dec-18			01-Dec-19		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE</b>						
≥65	44.9	15.6	<b>60.5</b>	47.7	18.1	<b>65.8</b>
60-64	73.8	64.3	<b>138.0</b>	71.6	61.3	<b>132.9</b>
55-59	139.1	115.9	<b>255.0</b>	139.8	117.6	<b>257.4</b>
50-54	161.0	165.3	<b>326.3</b>	183.5	165.3	<b>348.8</b>
45-49	214.5	141.3	<b>355.8</b>	206.3	151.8	<b>358.1</b>
40-44	230.4	156.7	<b>387.0</b>	236.1	163.6	<b>399.7</b>
35-39	270.6	162.7	<b>433.3</b>	281.7	166.2	<b>448.0</b>
30-34	221.8	149.6	<b>371.4</b>	200.6	148.3	<b>348.9</b>
≤29	110.7	198.0	<b>308.6</b>	110.0	210.8	<b>320.8</b>
N/A	0.0	0.0	<b>0.0</b>		1.0	<b>1.0</b>
<b>Total FTE</b>	<b>1,466.8</b>	<b>1,169.2</b>	<b>2,636.0</b>	<b>1,477.3</b>	<b>1,204.1</b>	<b>2,681.3</b>
<b>FPE</b>						
≥65	70.0	22.0	<b>92.0</b>	74.0	25.0	<b>99.0</b>
60-64	84.0	73.0	<b>157.0</b>	82.0	69.0	<b>151.0</b>
55-59	158.0	130.0	<b>288.0</b>	160.0	135.0	<b>295.0</b>
50-54	189.8	173.2	<b>363.0</b>	210.0	181.0	<b>391.0</b>
45-49	239.0	158.0	<b>397.0</b>	231.0	169.0	<b>400.0</b>
40-44	255.4	181.6	<b>437.0</b>	262.8	193.2	<b>456.0</b>
35-39	313.4	179.6	<b>493.0</b>	325.0	186.0	<b>511.0</b>
30-34	290.0	154.0	<b>444.0</b>	264.0	160.0	<b>424.0</b>
≤29	258.0	209.0	<b>467.0</b>	259.2	225.8	<b>485.0</b>
N/A	0.0	0.0	<b>0.0</b>		1.0	<b>1.0</b>
<b>Total FPE</b>	<b>1,857.6</b>	<b>1,280.4</b>	<b>3,138.0</b>	<b>1,868.0</b>	<b>1,345.0</b>	<b>3,213.0</b>



**Table 5.3: Distribution of staff age groups within each function**

03-Dec-18				01-Dec-19		
Academic	Professional Services	Total		Academic	Professional Services	Total
FTE						
≥65	3%	1%	2%	3%	2%	2%
60-64	5%	5%	5%	5%	5%	5%
55-59	9%	10%	10%	9%	10%	10%
50-54	11%	14%	12%	12%	14%	13%
45-49	15%	12%	13%	14%	13%	13%
40-44	16%	13%	15%	16%	14%	15%
35-39	18%	14%	16%	19%	14%	17%
30-34	15%	13%	14%	14%	12%	13%
≤29	8%	17%	12%	7%	18%	12%
Total FTE	100%	100%	100%	100%	100%	100%
FPE						
≥65	4%	2%	3%	4%	2%	3%
60-64	5%	6%	5%	4%	5%	5%
55-59	9%	10%	9%	9%	10%	9%
50-54	10%	14%	12%	11%	13%	12%
45-49	13%	12%	13%	12%	13%	12%
40-44	14%	14%	14%	14%	14%	14%
35-39	17%	14%	16%	17%	14%	16%
30-34	16%	12%	14%	14%	12%	13%
≤29	14%	16%	15%	14%	17%	15%
Total FPE	100%	100%	100%	100%	100%	100%