

Demographic data 2018

Public Sector Equality Duty

All public sector organisations have a statutory obligation to publish equality data in order to meet the Public Sector Equality Duty (Equality Act 2010). This data must be meaningful and relevant to the organisation and inform the development of its equality objectives.

Diversity and Inclusion at St George's, University of London

We're proud of our diverse staff and student body and we're committed to creating a positive working and learning environment where all people are treated with dignity and respect.

St George's, University of London CORE Values

Commitment – *working effectively and with dedication to perform to the highest standards. Being responsible and accountable for our choices and decisions.*

Openness – *Listening, treating each other fairly and honestly. Learning from experiences and reflecting on our choices and decisions.*

Respect – *Shaping an inclusive environment in which diversity is valued. Communicating openly and transparently*

Engagement – *Participating in life at St George's and, through education and research, empowering our people to contribute to, influence and improve society and communities. Influencing effectively across the sectors in which we operate*

This report is based on snapshot data on 31 July 2018 and shows establishment figures of 746.

In order to protect the identity of staff, figures have been adjusted based on the HESA guidance. This strategy involves rounding all numbers to the nearest multiple of 5; therefore 0, 1, 2 are rounded to 0 and 3, 4 are rounded to 5. This may affect overall staff total numbers in some tables.

Our staff are made up of academic staff who teach and/or conduct research, clinical staff who practice as healthcare professionals and also teach within the university, technical staff and professional services and administration staff.

St Georges' partners with Kingston University to run the Faculty of Health, Social Care and Education. Staff in the Faculty work across Kingston and St George's, they are not captured in this data report as their records are kept by Kingston University HR department.

I. Staff Overall

St George's, University of London is made up of four institutes, three of which are research institutes and one is the focus our undergraduate and postgraduate medical and biomedical programmes. Academic staff are split across these institutes as well as a small number of professional support staff. A large proportion of our staff work in the Professional Services Directorate, which manages the university centrally. A small number of staff work in Administration Core Facilities which is responsible for providing technical administration and support across the university.

Institute/Department	Count	%
Administration Core Facilities	31	4%
Population Health Research Institute (PHRI)	61	8%
Molecular & Clinical Sciences Research Institute (MCS)	108	14%
Infection and Immunity Research Institute (I&I)	119	16%
Institute of Medical and Biomedical Education (IMBE)	192	26%
Professional Services Directorate	235	32%
Grand Total	746	100%

The Institute for Medical and Biomedical Education (IMBE) is the largest of our institutes whilst The Population Health Research Institute is the smallest. Professional Services has the largest proportion of staff, this directorate incorporates a number of different departments and services.

Staff Role	Count	%
Professor	49	7%
Reader	36	5%
Senior Lecturer	69	9%
Lecturer	57	8%
Research	107	14%
Teaching Fellow	33	4%
Professional and Support Staff	395	53%
Grand Total	746	100%

Professional and Support Staff incorporates all staff who work on non-academic contracts, this includes Institute/Core Facilities Admin staff, who work in administrative and technical support roles within our four academic institutes and centrally; Research Support staff who support research activity within the four institutes; and Professional Services staff, who work centrally across the university in a number of departments. A breakdown of Professional and Support Staff is shown below.

Professional and Support Staff	Count	%
Professional Services	234	59%
Research Support Staff	61	15%
Institute and Core Facilities Administration	100	25%
Total	395	100%

The majority of our staff are on non-clinical contracts, with 17% on clinical contracts. Our staff who are on clinical contracts work across the university and the NHS Trust and actively practice in their field. Their salaries are set by the NHS.

Institute/Department	Clinical		Non Clinical		Total
Administration Core Facilities	0	0%	31	100%	31
Infection and Immunity Research Institute	31	26%	88	74%	119
Institute of Medical and Biomedical Education	35	18%	157	82%	192
Molecular & Clinical Sciences Research Institute	44	41%	64	59%	108
Population Health Research Institute	15	25%	46	75%	61
Professional Services Directorate	0	0%	234	100%	235
Total	125	17%	620	83%	745

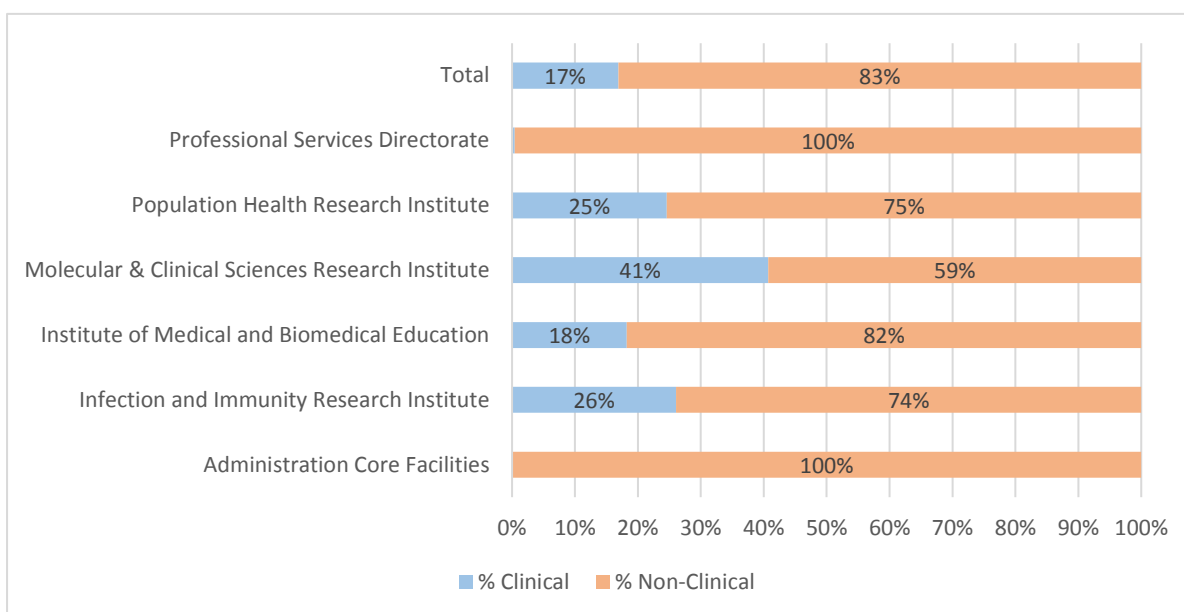


Figure 1 – Overall staff by institute or department and clinical status

A large proportion of our clinical staff work in the Molecular and Clinical Sciences Research Institute, the rest of our clinical staff are split between our other institutes. Across all areas, the majority of our staff are non-clinical.

Staff Role	Clinical		Non-Clinical		Total
Professional and Support Staff	10	3%	385	97%	395
Teaching Fellow	5	12%	29	88%	33
Research	30	28%	77	72%	107
Lecturer	18	32%	39	68%	57
Senior Lecturer	23	33%	46	67%	69
Reader	13	36%	23	64%	36
Professor	28	57%	21	43%	49
Grand Total	127	17%	620	83%	747

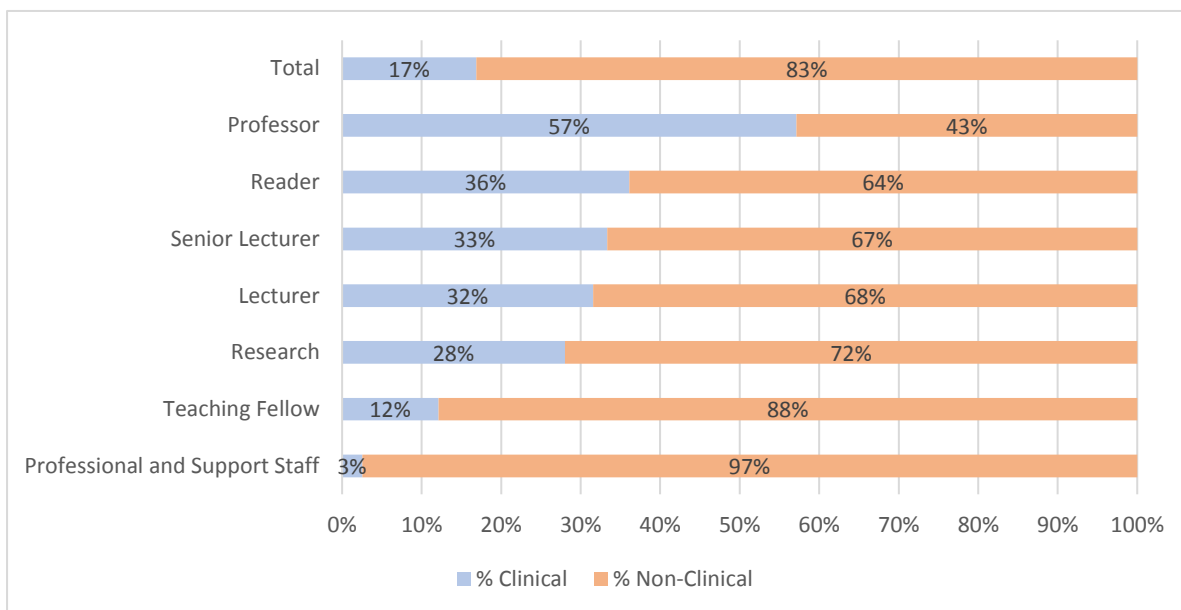


Figure 2 – Overall staff by role and clinical status

The percentage of clinical staff increases as the level of seniority for academic posts increases; the highest proportion of clinical staff are Professors, more than half of Professors are on clinical contracts.

Pay Scale	Count	%
SGUL PSA Pay Scale	35	5%
SGUL Pay Scale	584	78%
Clinical Pay Scale	127	17%
Total	746	100%

Our data shows that 620 members of our staff are on SGUL pay grades, these are pay grades set by the University and include SGUL grades 1 – 8 and the Professional and Senior Administration (PSA) pay scale. The remaining 126 staff members are on Clinical pay grades, which are set by the NHS, St George's does not have control of these salaries. A breakdown of SGUL pay scales is shown below.

Grade	Count	%
SGUL 1-3	29	4%
SGUL 4	78	10%
SGUL 5	110	15%
SGUL 6	152	20%
SGUL 7	120	16%
SGUL 8	95	13%
PSA	35	5%
Clinical Pay	127	17%
Total	746	100%

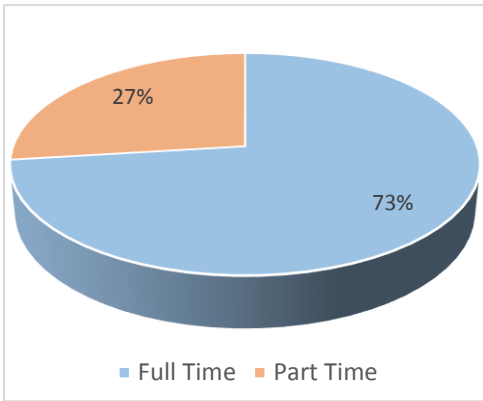


Figure 3 – Overall staff by contract type

The majority of our staff work full time however there is a significant proportion of staff who work part time. The contract mode of staff is broken down further by staff role below.

Staff Role	Full Time	% Full Time	Part Time	% Part Time	Total
Professional and Support Staff	320	81%	75	19%	395
Teaching Fellow	5	12%	29	88%	33
Research	75	70%	32	30%	107
Lecturer	30	53%	27	47%	57
Senior Lecturer	48	70%	21	30%	69
Reader	31	86%	5	14%	36
Professor	37	76%	12	24%	49
Grand Total	546	73%	201	27%	747

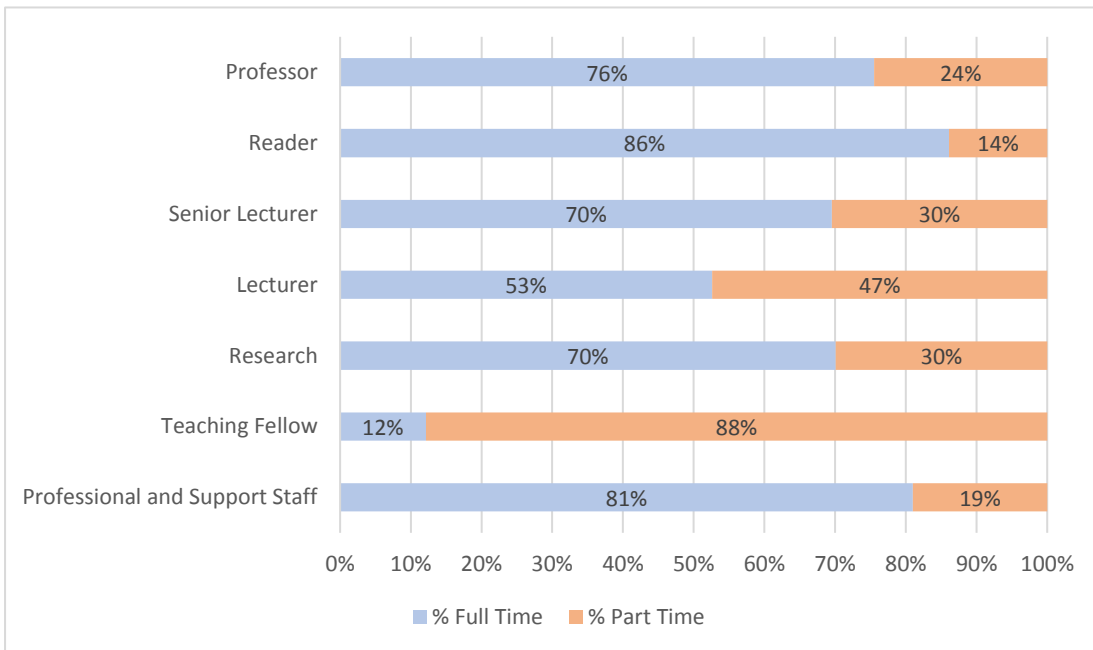


Figure 4 – Overall staff by contract type and staff role

A significant proportion of Teaching Fellows work part-time (62%). There is also a substantial proportion of staff in Lecturer/Senior Lecturer roles who work part-time (38%/28%). Staff in Professional and Support staff are least likely to work part-time.

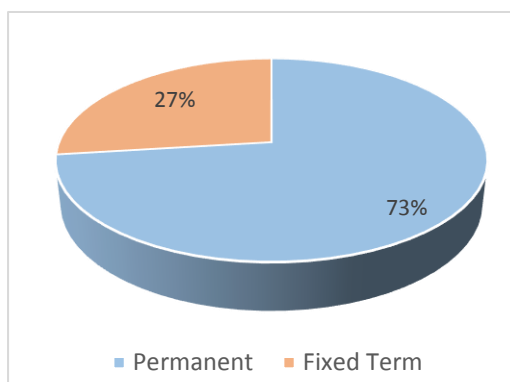


Figure 5 – Overall staff by contract type

Staff Role	Permanent	% Permanent	Fixed Term	% Fixed Term	Total
Professional and Support Staff	307	78%	88	22%	395
Teaching Fellow	23	70%	10	30%	33
Research	5	3%	104	97%	107
Lecturer	39	68%	18	32%	57
Senior Lecturer	60	87%	9	13%	69
Reader	35	100%	0	0%	36
Professor	44	90%	5	10%	49
Grand Total	513	68%	234	32%	747

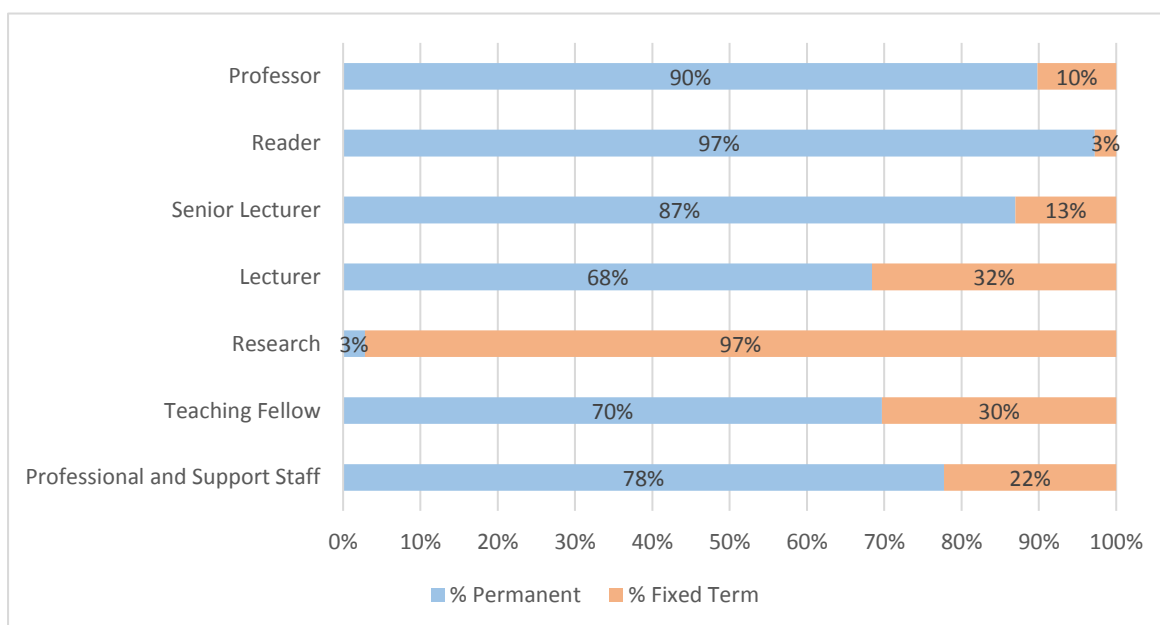


Figure 6 – Overall staff by contract type and staff role

The majority of our staff are on permanent contracts, however, the majority of our research staff are on fixed-term contracts; 97% of research staff and 44% of research support staff are on fixed-term contracts. There is also a substantial percentage of staff in Teacher and Lecturer roles who are on fixed-term contracts. In contrast, staff in Reader or Professor roles are not as likely to be on fixed-term contracts, this reflects academic roles in the higher education sector.

II. Staff by Diversity Characteristics

Overall Staff by Sex

Female	463	62%
Male	283	38%
Total	746	100%

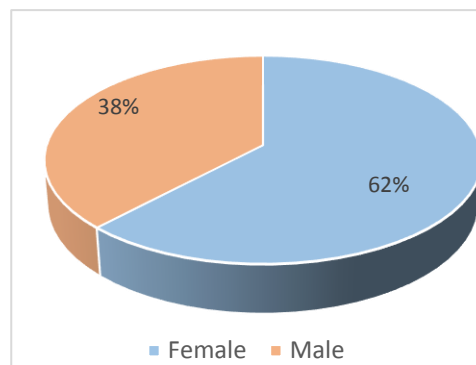


Figure 7 – Overall staff by sex

Staff Role	Female		Male		Total
Professional and Support Staff	260	66%	135	34%	395
Teaching Fellow	24	73%	9	27%	33
Research	71	66%	36	34%	107
Lecturer	37	65%	20	35%	57
Senior Lecturer	36	52%	33	48%	69
Reader	19	53%	17	47%	36
Professor	16	33%	33	67%	49
Total	463	62%	283	38%	746

According to the Equality in higher education: staff statistical report 2018¹, 54.2% of staff working in UK higher education were women and 45.8% were men.

Our figures are reasonably in line with HE sector and our subject area, however we have a slightly higher female population than male overall. Our figures remain consistent with the previous academic year.

Institute/Department	Female		Male		Total
Administration Core Facilities	19	61%	12	39%	31
Infection and Immunity Research Institute	69	58%	50	42%	119
Institute of Medical and Biomedical Education	135	70%	57	30%	192
Molecular & Clinical Sciences Research Institute	54	50%	54	50%	108
Population Health Research Institute	45	74%	16	26%	61
Professional Services Directorate	141	60%	94	40%	235
Grand Total	463	62%	283	38%	746

¹ The Equality in higher education: staff statistical report 2018 - Equality Challenge Unit
https://www.advance-he.ac.uk/sites/default/files/2019-05/2018-06-ECU_HE-stats-report_staff_v5-compressed.pdf

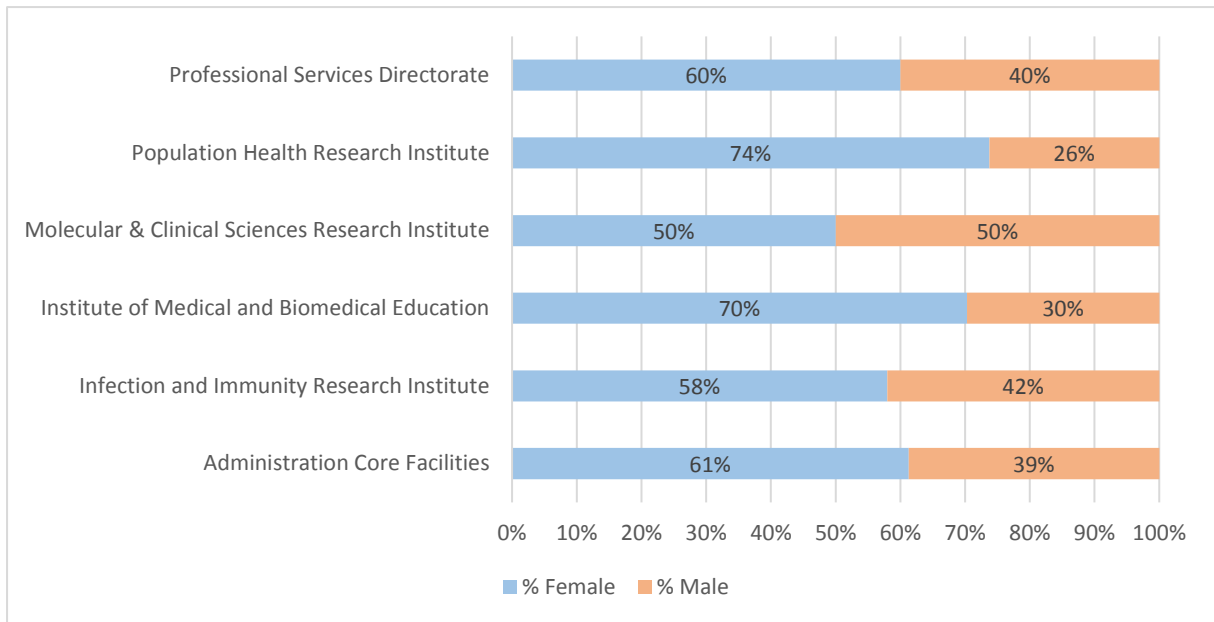


Figure 8 – Staff by sex and institute or department

The majority of our institutes and departments have more female than male staff, particularly Population Health Research Institute and the Institute of Medical and Biomedical Education.

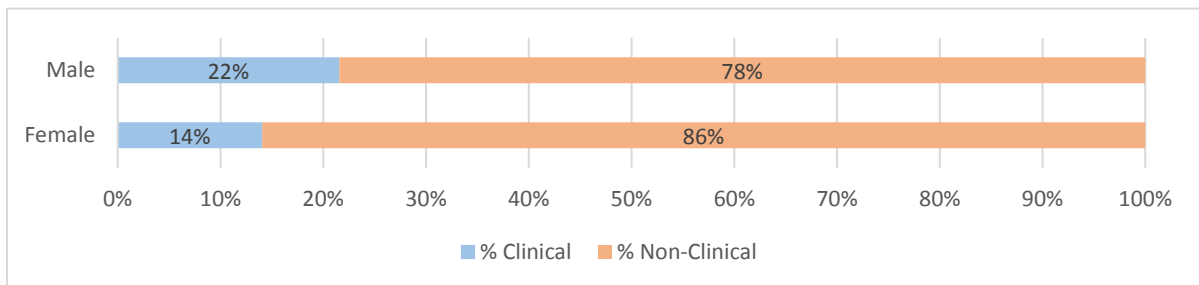


Figure 9 – Staff by sex and clinical status

A slightly higher percentage of male staff are clinical than female staff. For both male and female staff the majority are non-clinical; in 2017/18 we had 127 members of clinical staff.

Staff Role	Female		Male		Total
Professional and Support Staff	260	66%	135	34%	395
Teaching Fellow	24	73%	9	27%	33
Research	71	66%	36	34%	107
Lecturer	37	65%	20	35%	57
Senior Lecturer	36	52%	33	48%	69
Reader	19	53%	17	47%	36
Professor	16	33%	33	67%	49
Total	463	62%	283	38%	746

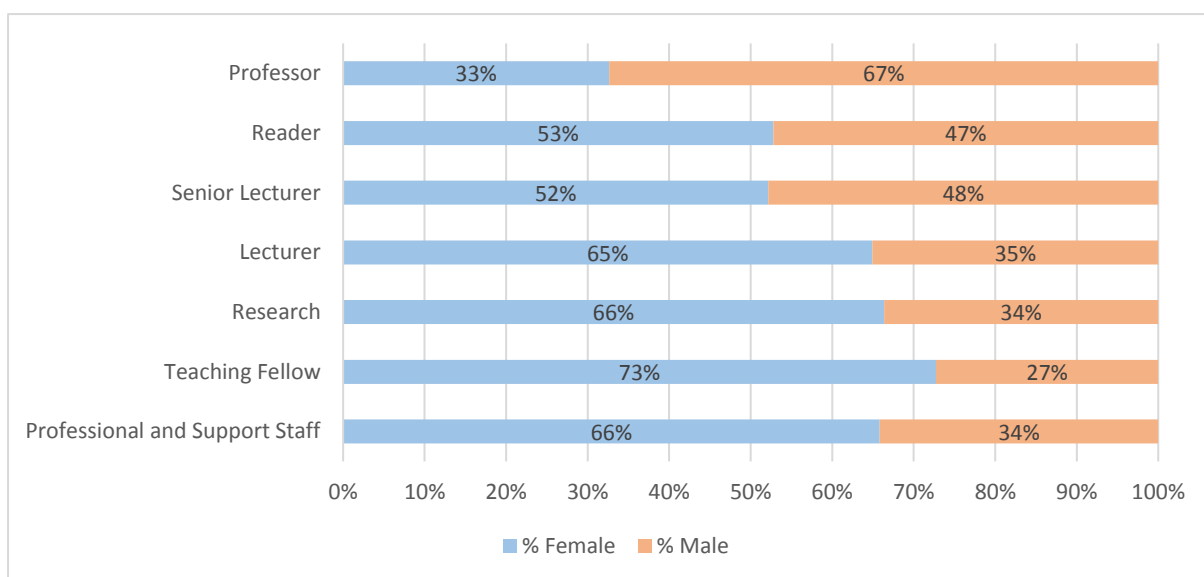


Figure 10 – Staff by sex and staff role

The balance of staff by sex shifts depending on seniority and role type. Professional Support Staff and Teaching Fellow roles have higher percentages of female staff. Researcher and Lecturer roles also have more female staff however the difference isn't so large. As the academic positions increase in seniority, the percentage of female staff decreases; at Professor level, only 33% of staff are female. Female staff are therefore clustered in less senior, and subsequently, lower paid roles. The table below explores staff by sex and SGUL grade level which also enables a breakdown of seniority among Professional and Support Staff roles.

Grade	Female	% Female	Male	% Male	Total
SGUL 1-3	17	59%	12	41%	29
SGUL 4-5	137	73%	51	27%	188
SGUL 6-7	181	67%	91	33%	272
SGUL 8	49	52%	46	48%	95
PSA	15	42%	21	58%	36
Clinical Pay	64	51%	62	49%	126
Total	463	62%	283	38%	746

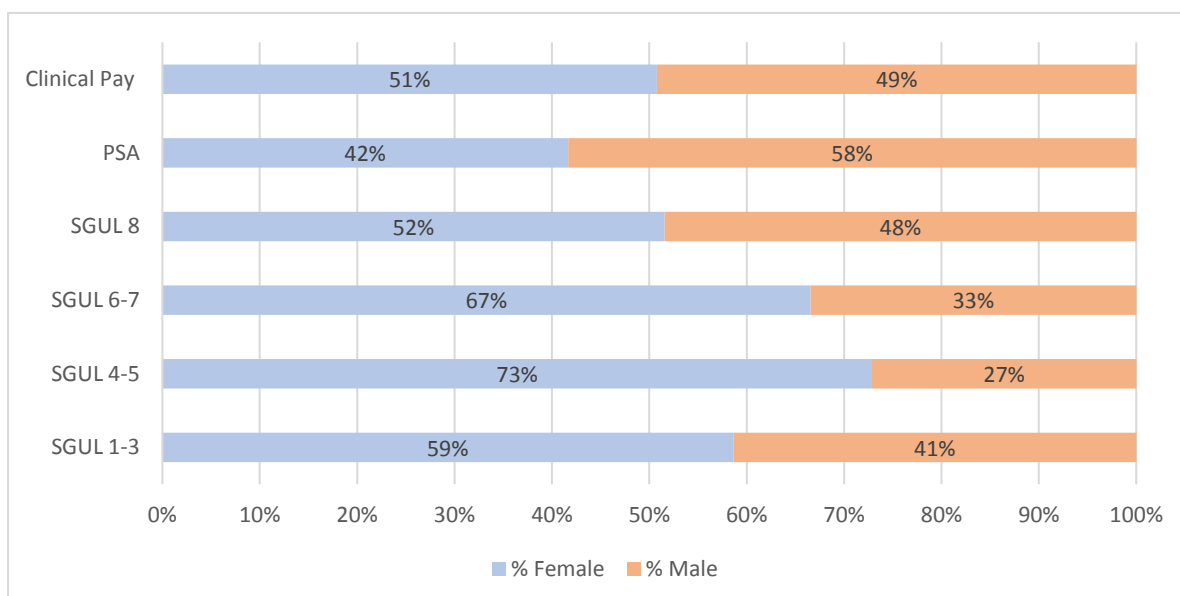


Figure 11 – Staff by sex and grade

We have a higher proportion of female staff in lower to medium grades than male staff. From grade 6-7 upwards, the representation of men increases. At PSA level, which is the highest, there is a significantly higher percentage of men than women. This shows issues of representation for our female staff population in senior roles. For further exploration on this issue please see our sex pay report, available on our [website](#). Work is also being undertaken on this issue as part of our Athena SWAN and Pay Gap Working Group.

Sex	Full Time	% Full Time	Part Time	% Part Time
Female	302	65%	161	35%
Male	243	86%	40	14%

The percentage of female staff working part time is significantly higher than the percentage of male staff. This is in line with sector and non-sector averages. The percentage of female staff working part-time is consistent with the previous academic year. It is also worth noting that many of our staff may have informal flexible working agreements, e.g. compressed hours; the number of staff with working patterns that differ from standard full-time hours is likely to be higher than shown in the data above. Further work needs to be done around encouraging and enabling more men to work part-time if they wish to.

Sex	Permanent	% Permanent	Fixed Term	% Fixed Term
Female	308	67%	155	33%
Male	203	72%	80	28%

There is a slightly higher percentage of female staff on fixed-term contracts than male staff. This may be due to the fact that we have more female staff than male staff in research related roles, which tend to be fixed term.

Overall Staff by Ethnicity

BME	203	27%
White	502	67%
Prefer not to say	41	5%
Total	746	100%

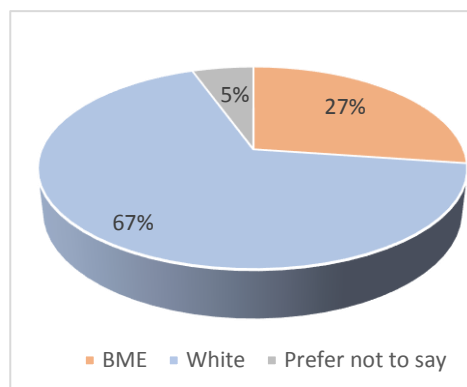


Figure 12 – Percentage of staff by ethnicity

Figures in the ECU report 2018 stated that of those with known ethnicity, 9.4% of UK Higher Education staff identified as BME. This figure varied by nationality; of non-UK staff working in Higher Education, 28.4% identified as BME.²

We have a diverse staff community with 27% of staff from BME backgrounds. 12% of our staff are from Asian backgrounds and 6% of our staff are from Black African and Black Caribbean backgrounds.

The university is situated within Tooting, London borough of Wandsworth. According to the 2011 census, the population of Wandsworth was 28.6% BME. Our BME staff population of 28%, is therefore broadly reflective of the local area. However, it is worth noting that Wandsworth is less diverse than other boroughs in London. Of the 27% BME staff at SGUL, the majority (80%) are British. This differs from the sector average in which the majority of BME staff are from outside the UK.

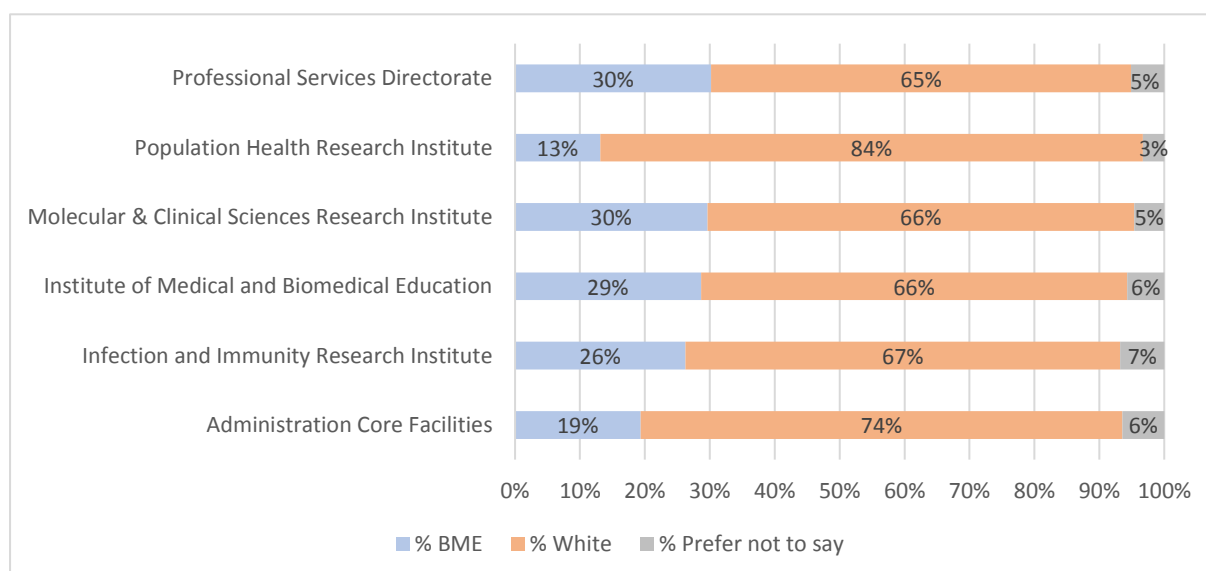


Figure 13 – Staff by ethnicity and institute or department

² The Equality in higher education: staff statistical report 2018 - Equality Challenge Unit
https://www.advance-he.ac.uk/sites/default/files/2019-05/2018-06-ECU_HE-stats-report_staff_v5-compressed.pdf

The majority of our institutes and departments have a similar level of representation of BME staff however our Population and Health Research Institute has a significantly lower representation.

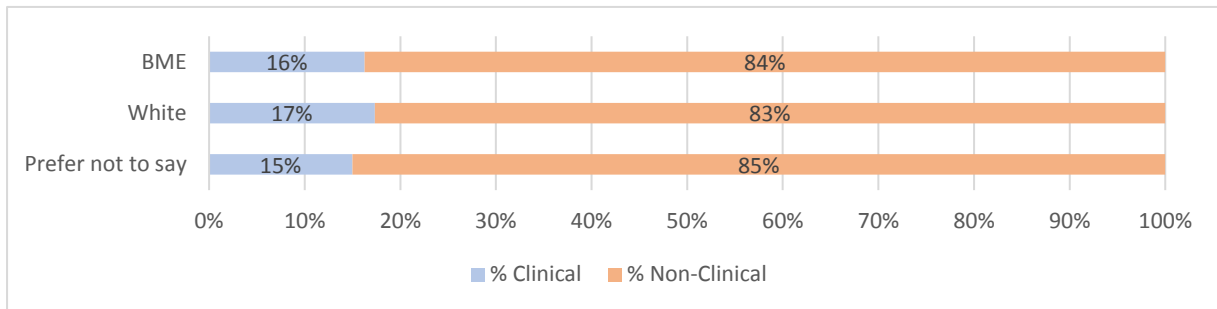


Figure 14 – Staff by ethnicity and clinical status

There is a slightly higher representation of White staff than BME staff in clinical roles, however this difference is small.

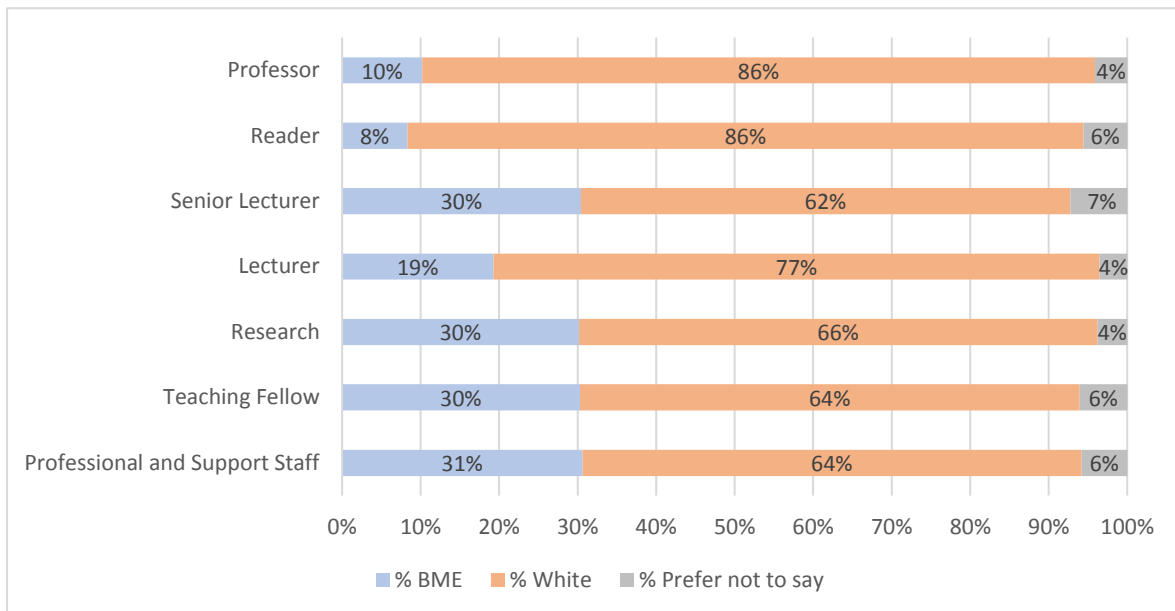


Figure 15 – Staff by ethnicity and role type

The representation of BME staff is higher in Teacher and Research roles, than in more senior roles such as Reader and Professor. The representation of BME staff is also high in Professional and Support Staff roles. Figure 16 below shows the breakdown of staff by salary grade.

Salary Band	BME	% BME	White	% White	Prefer not to say	% Prefer not to say	Total
SGUL 1 - 3	8	28%	21	72%	0	0%	29
SGUL 4 - 5	67	36%	111	59%	10	5%	188
SGUL 6- 7	74	27%	182	67%	15	6%	271
SGUL 8	18	19%	69	72%	9	9%	96
PSA	0	0%	32	100%	0	0%	32
Clinical Pay	33	26%	87	69%	6	5%	126
Grand total	200	27%	502	67%	40	5%	742

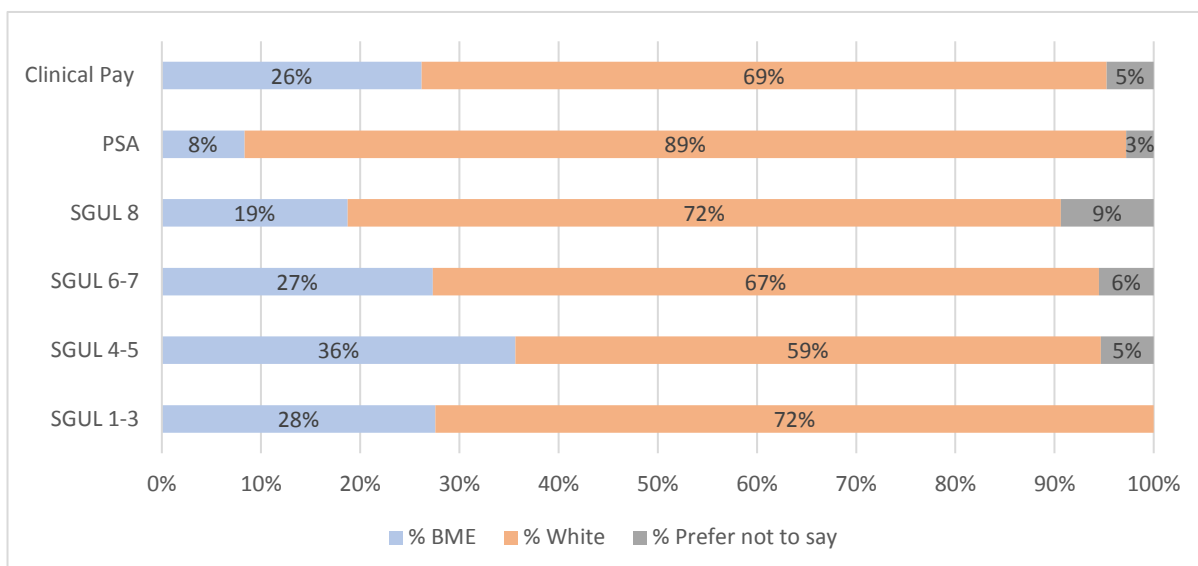


Figure 16 – Staff by ethnicity and grade

The data shows that BME staff are underrepresented in higher grades, particularly at PSA level. The percentage of BME staff decrease as the grade level increases whilst the percentage of White staff increases as the grade level increases. St George’s is committed to improving the diversity of its employees across all grades. We are introducing blind shortlisting in our recruitment process and we deliver unconscious bias training to staff involved in recruitment and promotion decisions.

Ethnicity	Full Time	% Full Time	Part Time	% Part Time	Total
BME	152	75%	51	25%	203
White	349	73%	138	27%	502
Prefer not to say	27	73%	11	28%	40

The percentages of staff working full-time and part-time are the same across ethnicities.

Ethnicity	Permanent	% Permanent	Fixed Term	% Fixed Term	Total
BME	135	67%	68	33%	203
White	349	70%	153	30%	502
Prefer not to say	27	66%	14	34%	41

The percentages of staff on fixed-term contracts is equal across ethnicities.

Overall Staff by Disability

Declared disability	37	5%
No declared disability	680	91%
Prefer not to say	29	4%
Total	746	100%

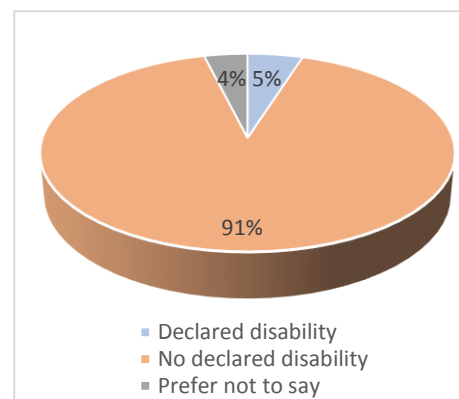


Figure 17 – Overall staff by disability

Overall, 5% of staff in 2018 declared a disability. This is in line with the sector average which is 4.7%³. However, it is widely known that in reality the actual percentage of staff with disabilities across the UK will be higher and that rates of declaration are very low due to stigma and fears of discrimination.

In 2017 St George’s joined the Disability Confident Scheme which requires employers to take various action to recruit and retain disabled people and people with health conditions for their skills and talent, creating a more inclusive workforce. We also launched a Staff Disability Network in 2018 which aims to support disabled staff at work and to progress disability issues at the university.

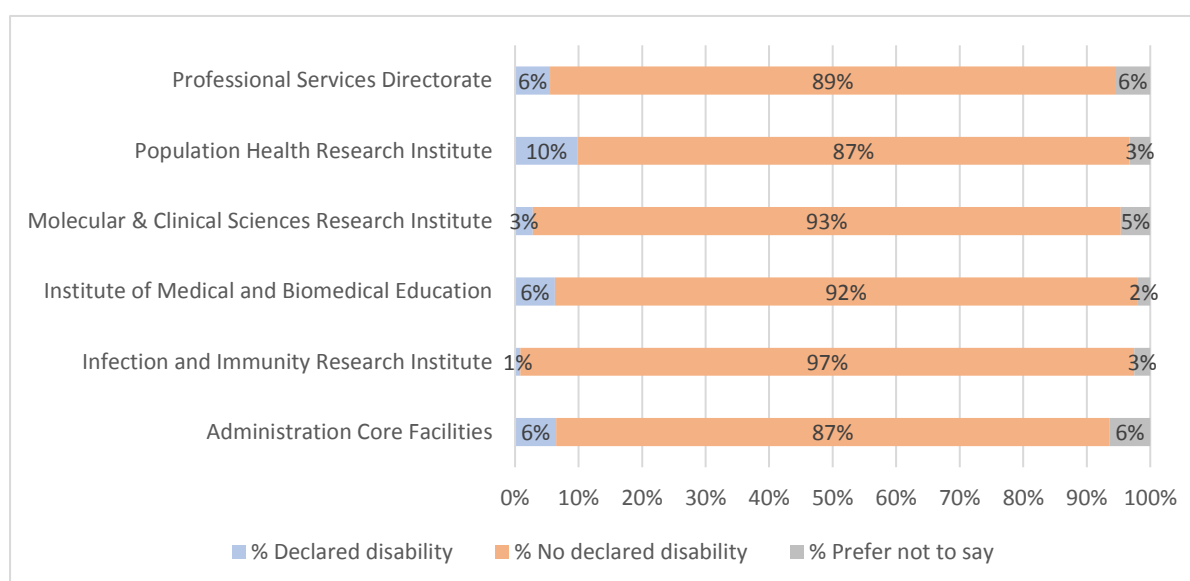


Figure 18 – Staff by disability and institute or department

The percentage of staff with a declared disability fluctuates slightly between institutes and departments; the Population Health Research Institute has the highest percentage of staff with a declared disability at 10% as well as the lowest percentage of staff who chose “prefer not to say”.

³ The Equality in higher education: staff statistical report 2018 - Equality Challenge Unit
https://www.advance-he.ac.uk/sites/default/files/2019-05/2018-06-ECU_HE-stats-report_staff_v5-compressed.pdf

The Infection and Immunity Research Institute has the lowest percentage of staff with a declared disability at only 1%. It is important to note that the numbers of staff with a declared disability are very small and therefore firm conclusions cannot be easily drawn from the data.

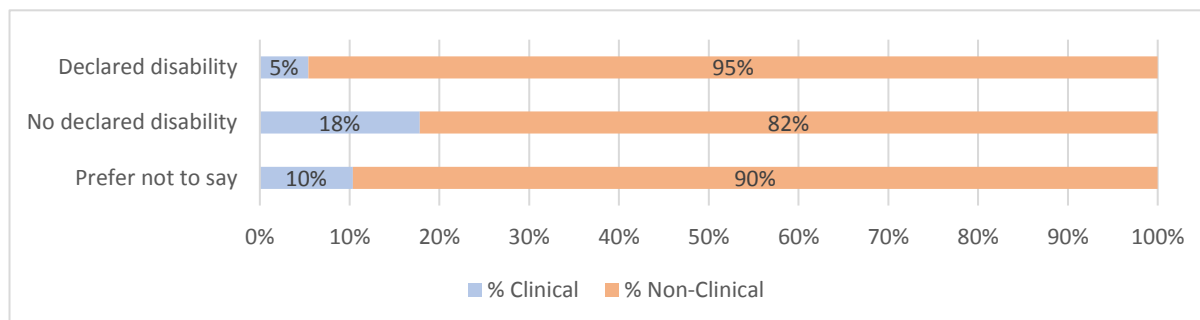


Figure 19 – Staff by disability and clinical status

The representation of staff with declared disabilities in clinical roles is consistent with the percentage of staff with a declared disability overall at SGUL.

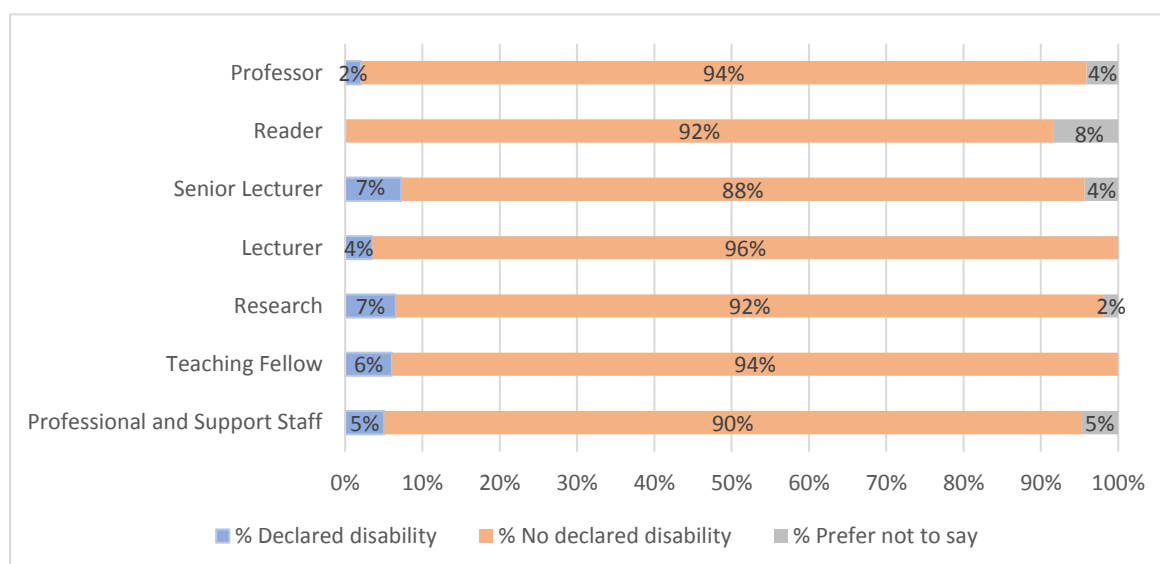


Figure 20 – Staff by disability and role type

The level of representation of staff with declared disabilities is consistent in the majority of roles. However there are no staff with a declared disability at Reader level and only 2% of staff at Professor level have a declared disability. Figure 32 below shows the breakdown of staff by salary grade and disability.

Grade	Declared disability	No declared disability	Prefer not to say	Total
SGUL 1-3	0	26	0	26
SGUL 4-5	14	168	6	188
SGUL 6-7	15	246	11	272
SGUL 8	5	85	6	96
PSA	0	34	0	34
Clinical Pay	0	121	5	126
Total	34	680	28	742

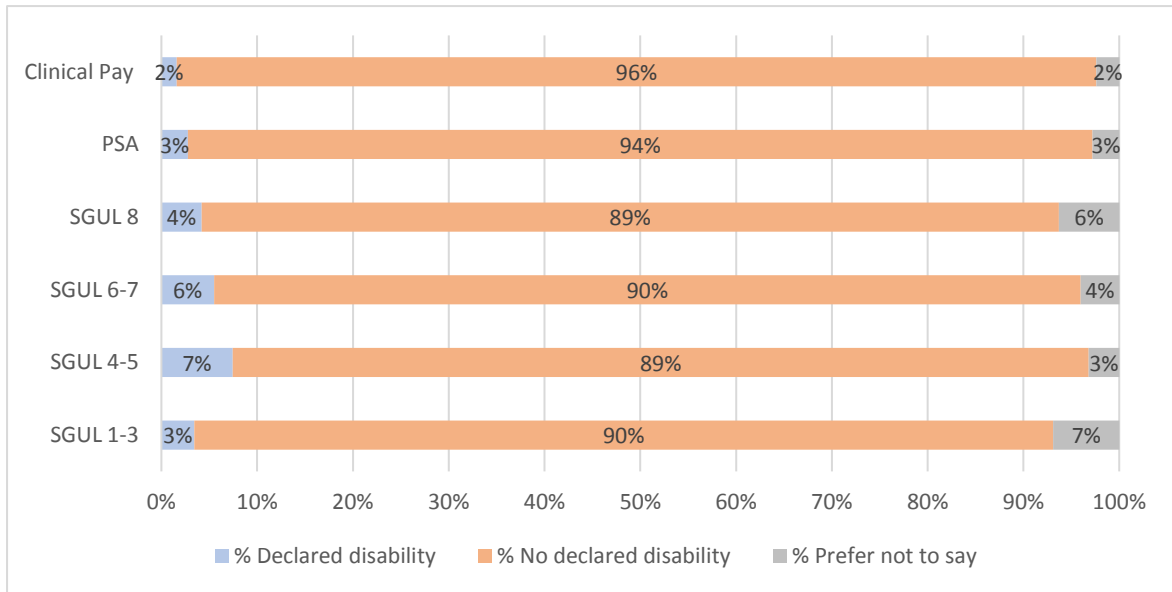


Figure 21 – Staff by disability and grade

The representation of staff with declared disabilities is highest in the lower grades 4-5. The representation decreases as the grade level increases. At the most senior levels, grade 8 and Professorial Senior Administration (PSA), there is a lower representation of staff with declared disabilities.

Disability	Full Time		Part Time		Total
	Count	%	Count	%	
Declared disability	23	79%	14	38%	37
No declared disability	499	73%	181	27%	680
Prefer not to say	23	62%	6	21%	29

The percentage of staff working part-time is higher for staff with declared disabilities which may relate to reasonable adjustments in place for staff members or preferred working hours.

Disability	Fixed Term		Permanent		Total
	Count	%	Count	%	
Declared disability	12	32%	25	68%	37
No declared disability	214	31%	466	69%	680
Prefer not to say	9	31%	20	69%	29

There is an equal distribution of staff on fixed-term and permanent contracts across those with declared disabilities and those without.

Overall Staff by Age Group

Under 25	5	1%
25-35	197	26%
36-45	205	27%
46-55	170	23%
56-65	136	18%
66+	33	4%
Total	746	100%

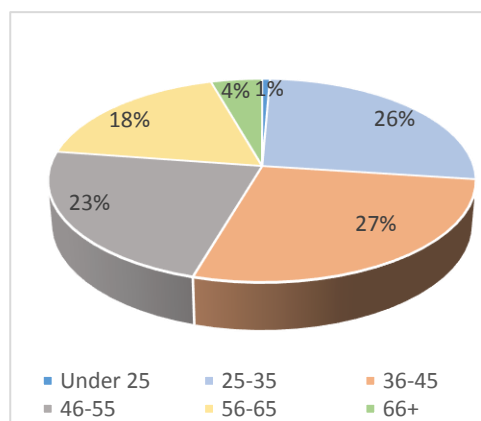


Figure 22 – Staff by age group

The majority of our staff are between the ages 25–55 however we do have a significant percentage of staff aged 56-65. At age 66 and above we have significantly less staff, this is likely due to retirement.

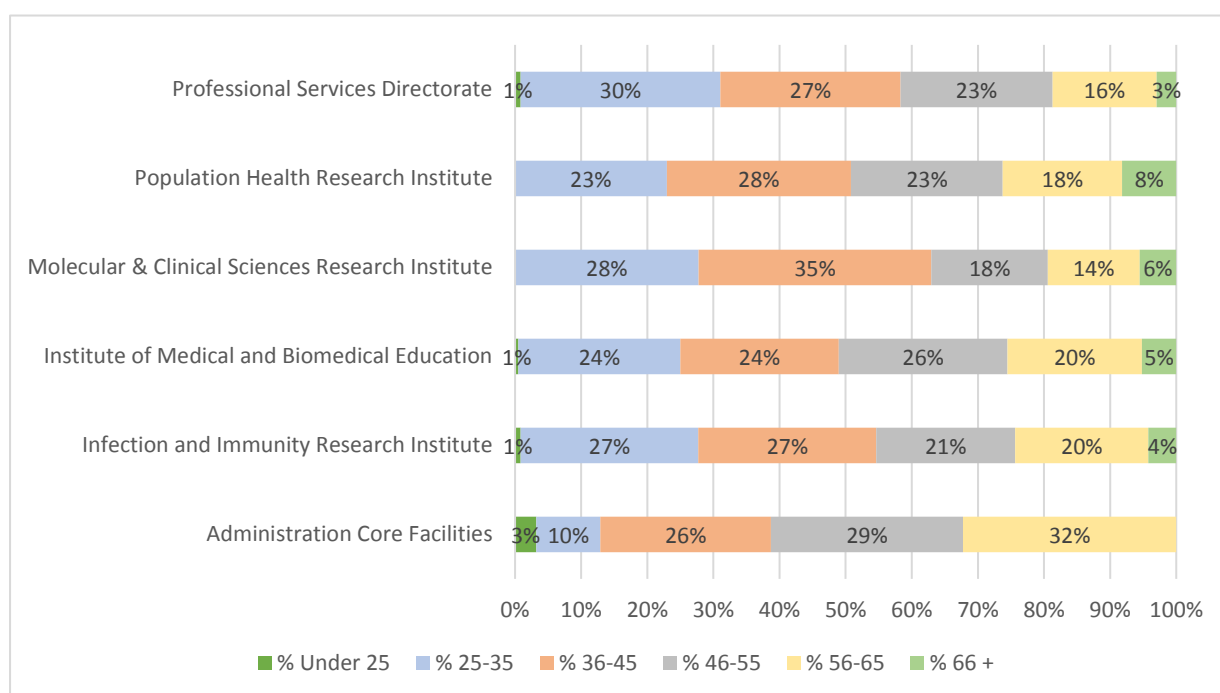


Figure 23 – Staff by age and institute or department

The distribution of staff by age is relatively consistent across institutes and departments with slight differences; Administration and Core Facilities has a higher percentage of staff aged over 45 than other areas whilst Molecular and Clinical Sciences Research Institute has a high percentage of staff aged under 46.

Our Professional Services Directorate has the highest proportion of staff aged 25-35.

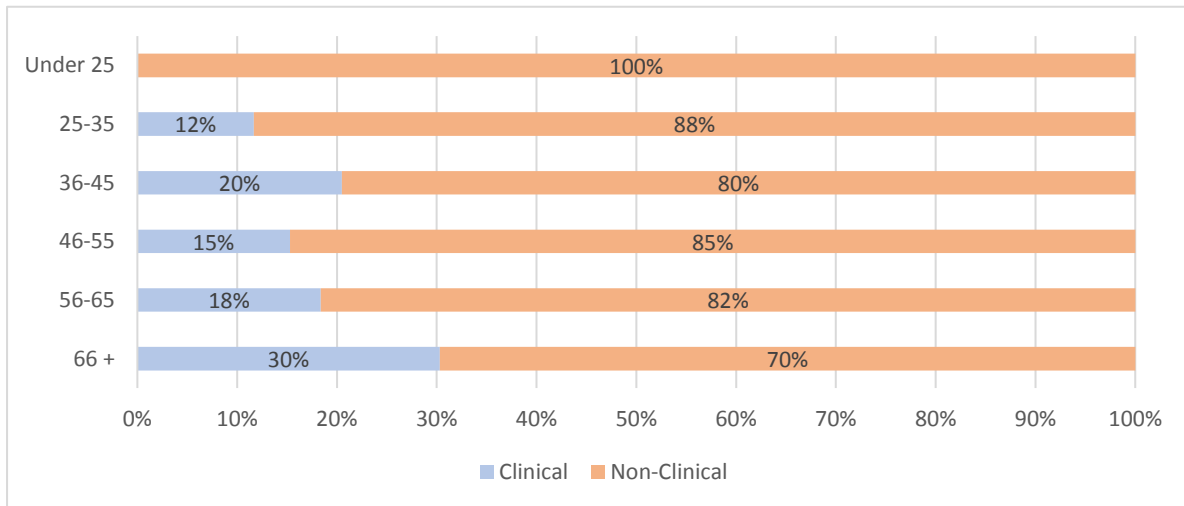


Figure 24 – Staff by age and clinical status

The proportion of staff on clinical contracts increases as the staff age group increases. This is to be expected in relation to academic career progression.

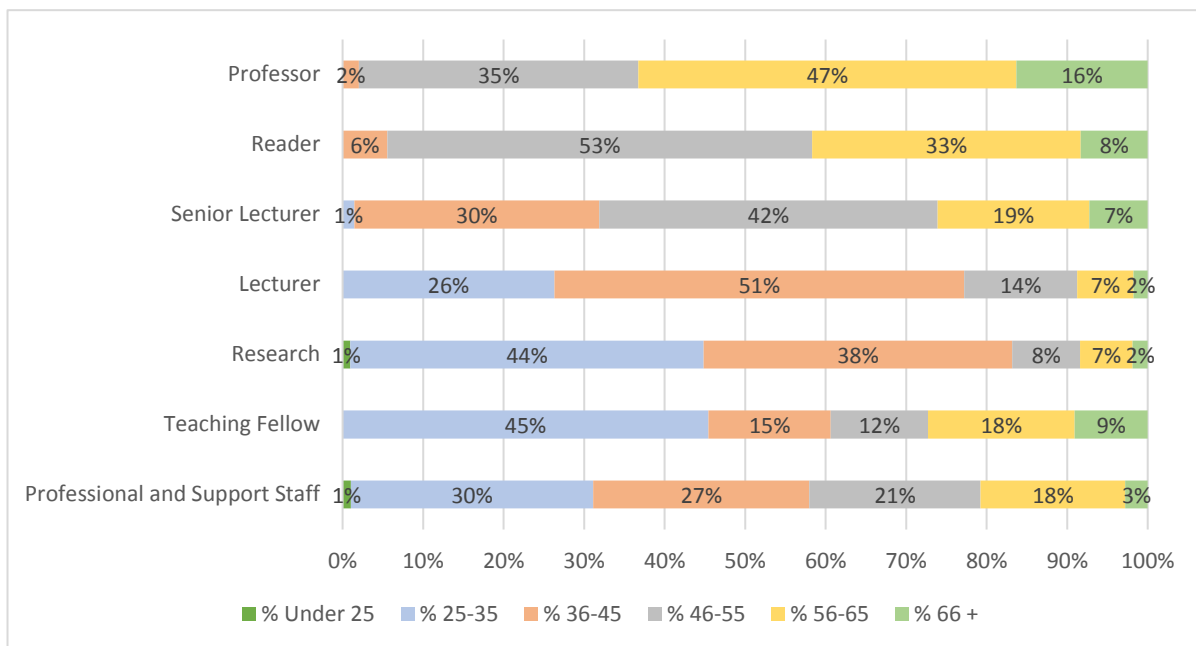


Figure 25 – Staff by age and staff role

Staff in younger age groups are represented highly in the less senior academic roles such as Teacher, Researcher and Lecturer. Staff in Professor and Reader roles are in older age groups than other staff roles; all staff in these roles are aged over 36. This trend is arguably unsurprising due to the nature of the academic career pathway in which staff progress as they gain experience over time. Professional and Support staff are the most diverse in terms of staff age.

Grade	Under 25		25-35		36-45		46-55		56-65		66 +		Total
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
SGUL 1-3	5	15%	8	24%	10	30%	5	15%	5	15%	0	0%	33
SGUL 4-5	0	0%	83	44%	38	20%	26	14%	35	19%	5	3%	187
SGUL 6-7	0	0%	78	29%	92	34%	56	21%	38	14%	8	3%	272
SGUL 8	0	0%	5	5%	18	19%	44	46%	22	23%	7	7%	96
PSA	0	0%	0	0%	5	14%	14	38%	13	35%	5	14%	37
Clinical Pay	0	0%	24	19%	42	33%	26	21%	24	19%	10	8%	126
Total	5	1%	198	26%	205	27%	171	23%	137	18%	35	5%	751

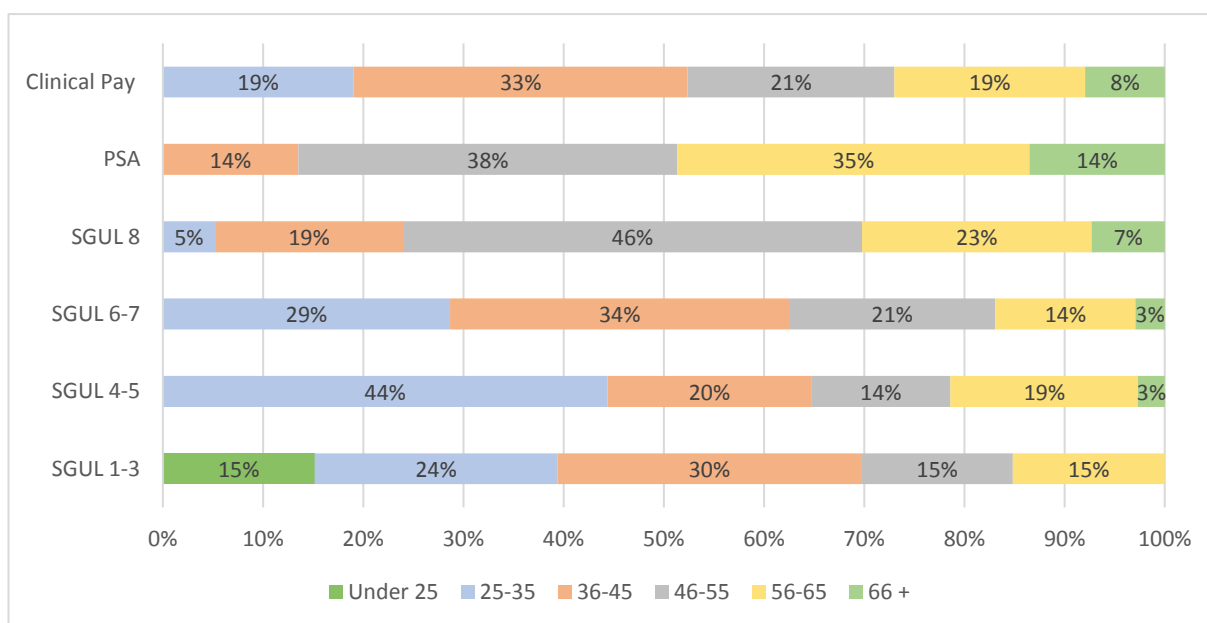


Figure 26 – Staff by grade and age group

The data on staff by grade and age group indicates that members of staff aged 25 -45 are represented well across most grades, however less so at senior grade 8 and PSA levels. In these higher grades the majority of staff are aged over 46. Again, this reflects the expected level progression as staff gain experience the more years they are in employment.

Age group	Full Time		Part Time		Total
	Count	%	Count	%	
Under 25	5	100%	0	0%	5
25-35	163	83%	34	17%	197
36-45	143	70%	62	30%	205
46-55	135	79%	35	21%	170
56-65	89	65%	47	35%	136
66+	11	33%	22	67%	33
Total	545	73%	201	27%	746

The percentage of staff working part-time increases as the age group increases; for staff aged 66 and over, the majority work part-time. This could in part be due to staff returning to work part-time after taking partial retirement. No staff under the age of 25 work part-time.

Age group	Permanent		Fixed Term		Total
	Count	Percentage	Count	Percentage	
Under 25	0	0%	5	100%	5
25-35	96	49%	101	51%	197
36-45	125	61%	80	39%	205
46-55	147	86%	23	14%	170
56-65	119	88%	17	13%	136
66+	24	73%	9	27%	33
Total	511	68%	235	32%	746

The percentage of staff on fixed-term contracts is very high for staff aged under 25 at 100%, however these are small numbers. Half of our staff aged 25 – 35 are on fixed-term contracts, this percentage decreases slightly for staff aged 36-45. The percentages of staff on fixed term contracts falls significantly at age 46. These trends may reflect academic career progression as more senior academic roles tend to be permanent whilst more junior ones tend to be fixed term.

The percentage of staff on fixed term contracts increases again however for staff aged above 66. This is likely due to staff returning to part-time, fixed term roles after taking partial retirement.

Overall Staff by Sexual Orientation

Bisexual	10	1%
Gay Man	14	2%
Lesbian	5	1%
Heterosexual	464	62%
Other	6	1%
Prefer not to say	247	33%
Total	746	100%

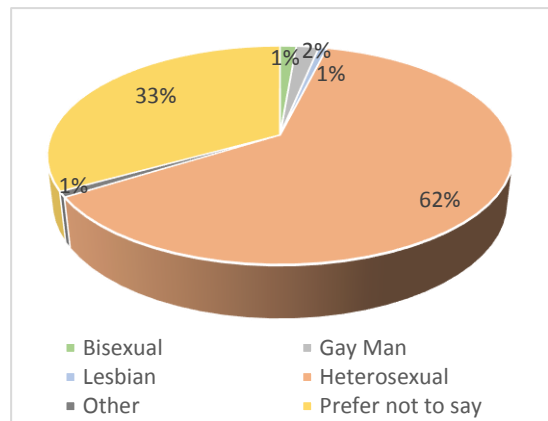


Figure 27 – Overall staff by sexual orientation

The data shows a low percentage of staff who identify as lesbian, gay and bisexual. There is however a high proportion of staff who select “Prefer not to say” which indicates a number of staff who do not wish to share this information and may feel uncomfortable about doing so.

Further breakdowns for staff by sexual orientation are not given due to small numbers.

Overall Staff by Religion and Belief

Buddhist	6	1%
Christian	223	30%
Hindu	27	4%
Jewish	0	0%
Muslim	32	4%
Sikh	6	1%
Spiritual	153	2%
Any Other Religion or Belief	5	1%
No Religion/Belief	272	37%
Prefer not to Say	160	21%
Total	744	100%

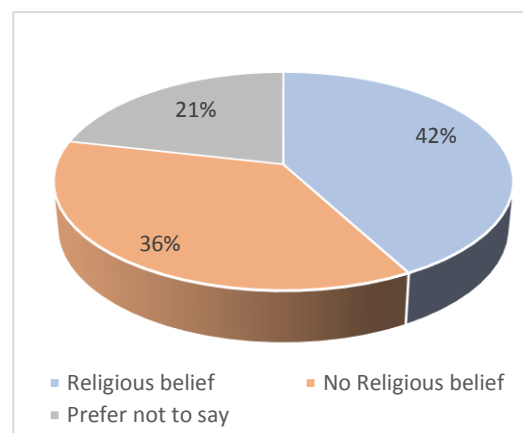


Figure 28 – Staff by religion and belief

Of the staff who do disclose their religion or belief, there is a large proportion who have no religion or belief. There is also a large proportion of staff identifying as Christian. The data also shows a diverse range of religion and beliefs other than Christianity but this is a significantly smaller proportion. There is also a significant number who choose 'Prefer not to Say'.

St George's is an inclusive environment in which we have an InterFaith Forum which ensures inclusivity of all faiths within the university as well as a multi-faith prayer room for all staff and students to use.

Further breakdowns for staff by religion are not given due to small numbers.