Public Sector Equality Duty Report – 2019

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*

Our areas of focus 2019/20

Athena SWAN Silver submission – April 2021
- Refer to [Athena SWAN ambitions and action plan](#) for related actions

Training and development
- Inclusive leadership
- Unconscious bias training with focus on recruitment
- Diversity in the workplace and unconscious bias online training modules
- Staff development programmes for specific staff groups e.g. B-MEntor

Recruitment
- Reviewing recruitment practices in relation to ethnicity and developing relevant actions

Data reporting
- Improving regular and robust data reporting on diversity demographics

Staff networks
- Development of a race and ethnicity network for staff
- Supporting existing Disability Staff Network and LGBT Staff Network

Pay gaps
- Continual reporting of gender pay gap and development of actions
- Reporting on ethnicity pay gap and development of relevant actions

Disability Confident
- Implementation of relevant actions
- Preparation for accreditation renewal in December 2020

PSED Data Report

This report is based on snapshot data on 31 July 2019 and shows establishment figures of 734.

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 George's 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.

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.

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 of our undergraduate and postgraduate medical and biomedical programmes. Academic staff are split across these institutes as well as a small number of professional and 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.

The overall number of staff on 31 July 2019 was 734, this is slightly lower than the previous year.

Institute/Department	Count	%
Administration Core Facilities	23	3%
Infection and Immunity Research Institute	125	17%
Institute of Medical and Biomedical Education	192	26%
Molecular & Clinical Sciences Research Institute	100	14%
Population Health Research Institute	56	8%
Professional Services	238	32%
Total	**734**	**100%**

The Institute for Medical and Biomedical Education is the largest of our institutes, whilst 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	61	8%
Reader	33	4%
Senior Lecturer	63	9%
Lecturer	60	8%
Research Staff	101	14%
Teacher	23	3%
Professional and Support Staff	393	54%
Grand Total	**734**	**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	235	60%
Research Support Staff	53	13%
Institute/Core Facilities Administration	105	27%
Total	**393**	**100%**

The majority of our staff are on non-clinical contracts, with 15% on clinical contracts. This is a slightly smaller percentage than the previous year. 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.

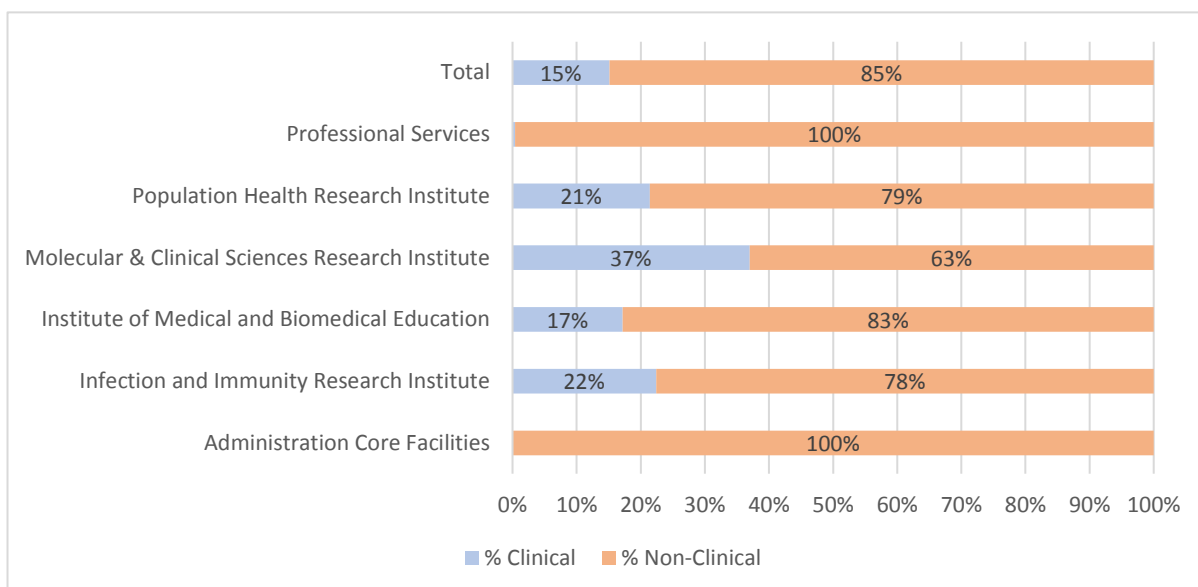| Institute/Department	Clinical		Non-Clinical		Total
Administration Core Facilities	0	0%	23	100%	23
Infection and Immunity Research Institute	28	22%	97	78%	125
Institute of Medical and Biomedical Education	33	17%	159	83%	192
Molecular & Clinical Sciences Research Institute	37	37%	63	63%	100
Population Health Research Institute	12	21%	44	79%	56
Professional Services	0	0%	238	100%	238
Total	**110**	**15%**	**624**	**85%**	**734**

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 are equally split between the other three institutes. Across all areas, the majority of our staff are non-clinical.

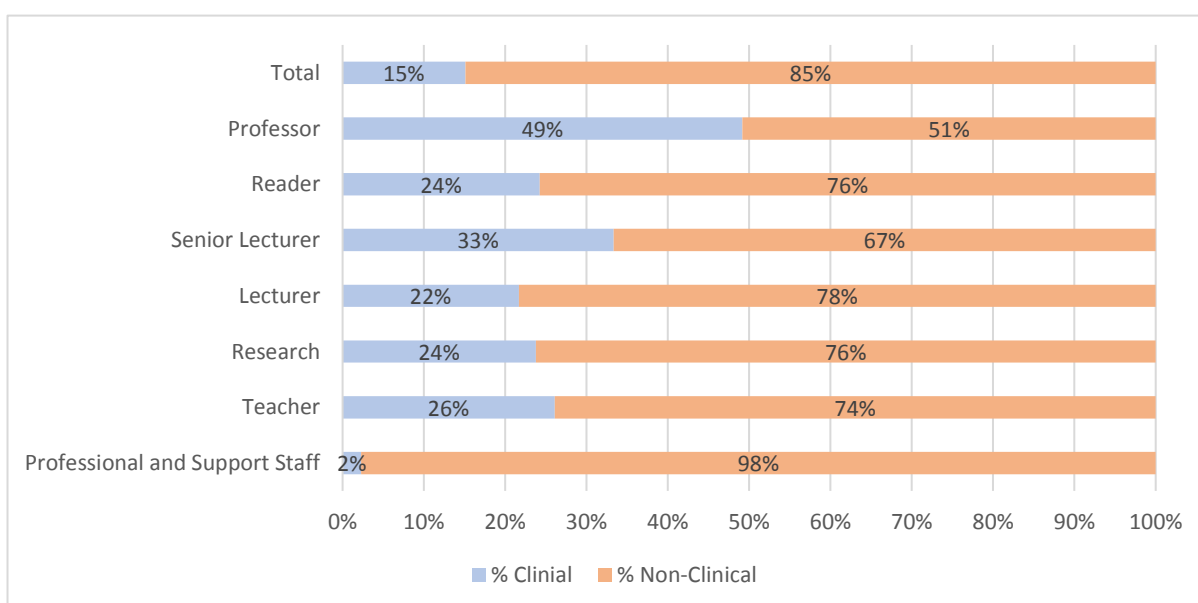| Staff Role	Clinical		Non-Clinical		Total
Professional and Support Staff	9	2%	384	98%	393
Teacher	6	26%	17	74%	23
Research	24	24%	77	76%	101
Lecturer	13	22%	47	78%	60
Senior Lecturer	21	33%	42	67%	63
Reader	8	24%	25	76%	33
Professor	30	49%	31	51%	61
Total	**111**	**15%**	**623**	**85%**	**734**

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. Just below half of our Professors are on clinical contracts, this percentage has decreased slightly since the previous year.

Pay Scale	Count	%
SGUL PSA Pay Scale	44	6%
SGUL Pay Scale	578	79%
Clinical Pay Scale	112	15%
Total	**734**	**100%**

Our data shows that 622 members of our staff are on SGUL pay grades. This is consistent with the previous year. 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 112 staff members are on clinical pay grades. This is slightly lower than the previous year. The clinical pay grades are set by the NHS, St George's University does not have control of these salaries.

A breakdown of SGUL pay scales is shown below.

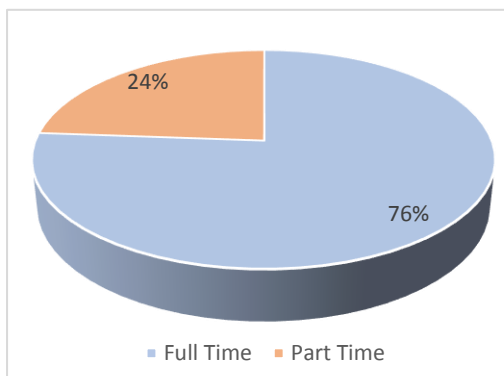| Grade	Count	%
SGUL 1 - 3	26	4%
SGUL 4 - 5	183	25%
SGUL 6 - 7	274	37%
SGUL 8	95	13%
PSA	44	6%
Clinical Pay	112	15%
Total	**734**	**100%**

Figure 3 – Overall staff contract mode

The majority of our staff work full time, however there is a significant proportion of staff who work part time, 24%.

Staff Role	Full Time		Part Time		Total
Professional and Support Staff	327	83%	66	17%	393
Teacher	5	13%	20	87%	25
Research	77	76%	24	24%	101
Lecturer	35	58%	25	42%	60
Senior Lecturer	42	67%	21	33%	63
Reader	30	91%	5	9%	37
Professor	45	74%	16	26%	61
Total	**561**	**83%**	**113**	**17%**	**675**

The majority of staff working part time are in Teacher roles, followed by Lecturers and Senior Lecturers. Staff in Professional and Support Staff roles are significantly less likely to work part time than academic staff.
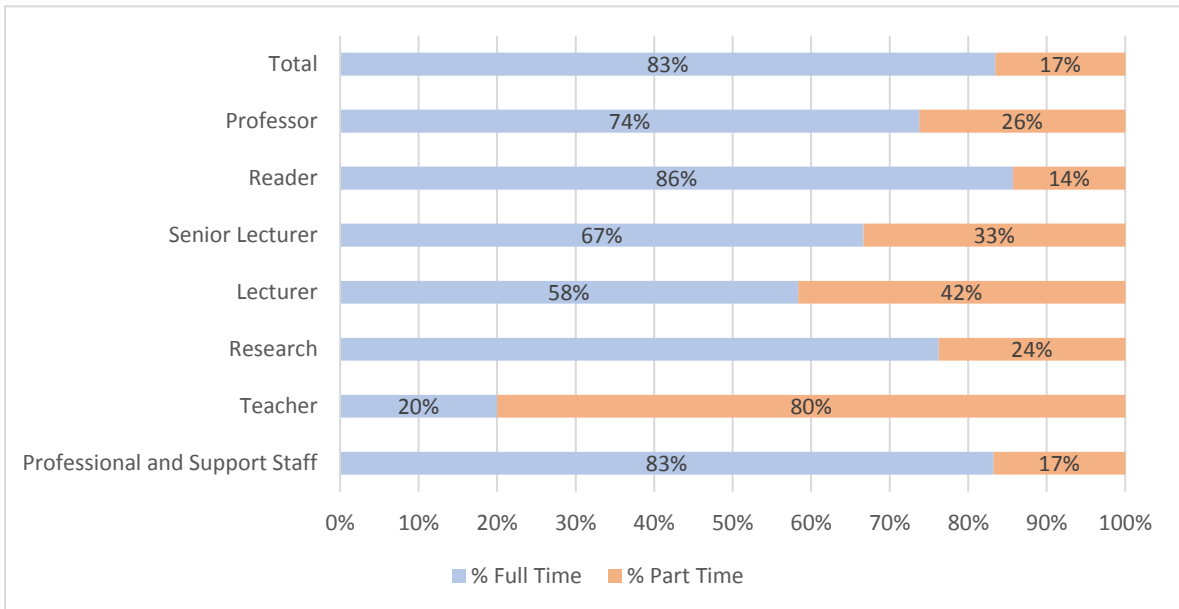

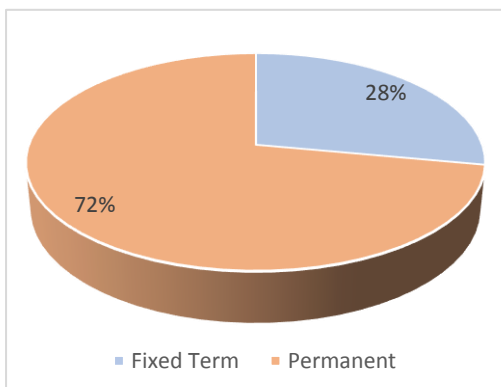Figure 4 – Overall staff by staff role and contract mode

Figure 5 – Overall staff contract type

Staff Role	Fixed Term		Permanent		Total
Professional and Support Staff	75	19%	318	81%	393
Teacher	5	21%	19	79%	24
Research	95	94%	6	6%	101
Lecturer	16	27%	44	73%	60
Senior Lecturer	8	13%	55	87%	63
Reader	0	0%	33	100%	33
Professor	7	11%	54	89%	61
Total	**206**	**28%**	**529**	**72%**	**735**

The majority of our staff are on permanent contracts. However, the majority of our research staff are on fixed-term contracts; 94% of research staff and 38% of research support staff are on fixed-term contracts. This is likely impacted by grant funding being fixed-term. 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 less likely to be on fixed-term contracts, this reflects academic roles in the higher education sector.
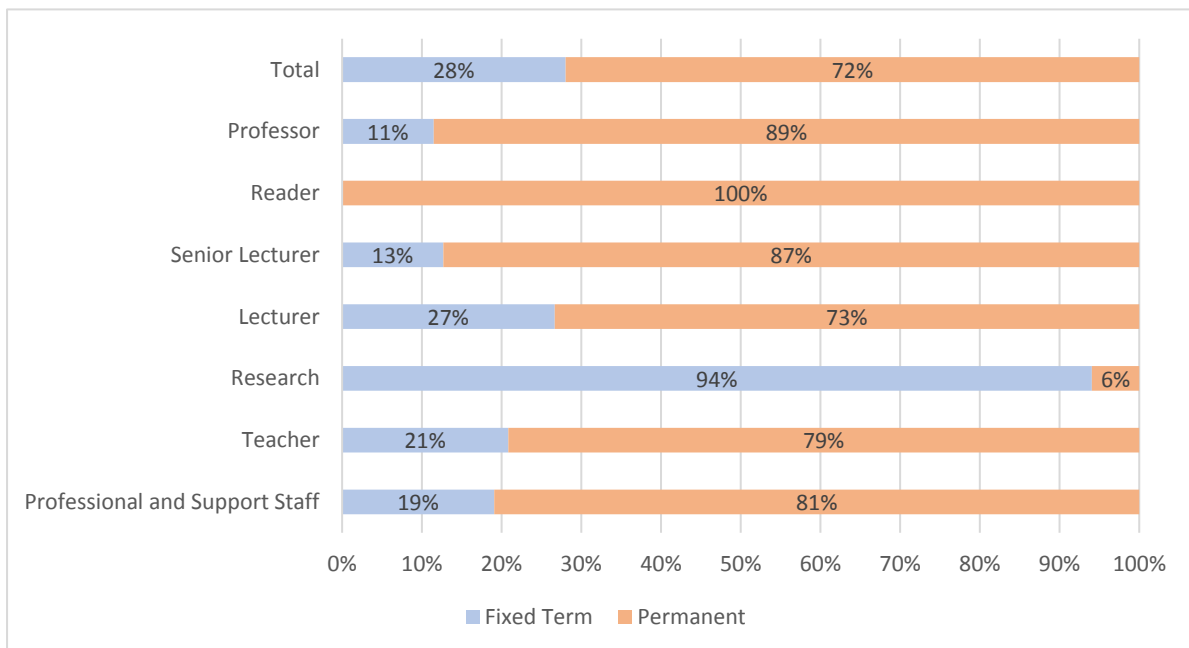

Figure 6 – Overall staff by staff role and contract type

II.   Staff by Diversity Characteristics

Overall staff by sex

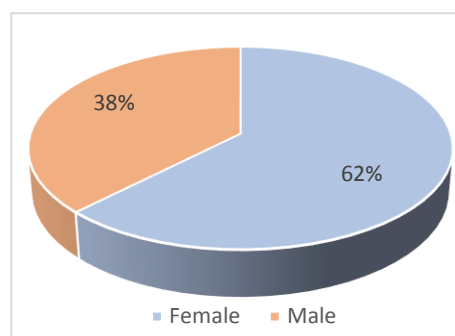|		
Female	458	62%
Male	276	38%
Total	**734**	**100%**

Figure 7 – Overall staff by sex

We have a higher percentage of female staff than male staff, this is the case across each of our institutes and departments. The percentage of female staff is higher than the sector average; the Advance HE 2019 Staff Statistical Report found that 54.4% of staff working in UK HEIs were female and 45.6% were male[1].

| Institute/Department	Female		Male		Total
Administration Core Facilities	13	57%	10	43%	23
Infection and Immunity Research Institute	76	61%	49	39%	125
Institute of Medical and Biomedical Education	128	67%	64	33%	192
Molecular & Clinical Sciences Research Institute	53	53%	47	47%	100
Population Health Research Institute	40	71%	16	29%	56
Professional Services	148	62%	90	38%	238
Total	**458**	**62%**	**276**	**38%**	**734**
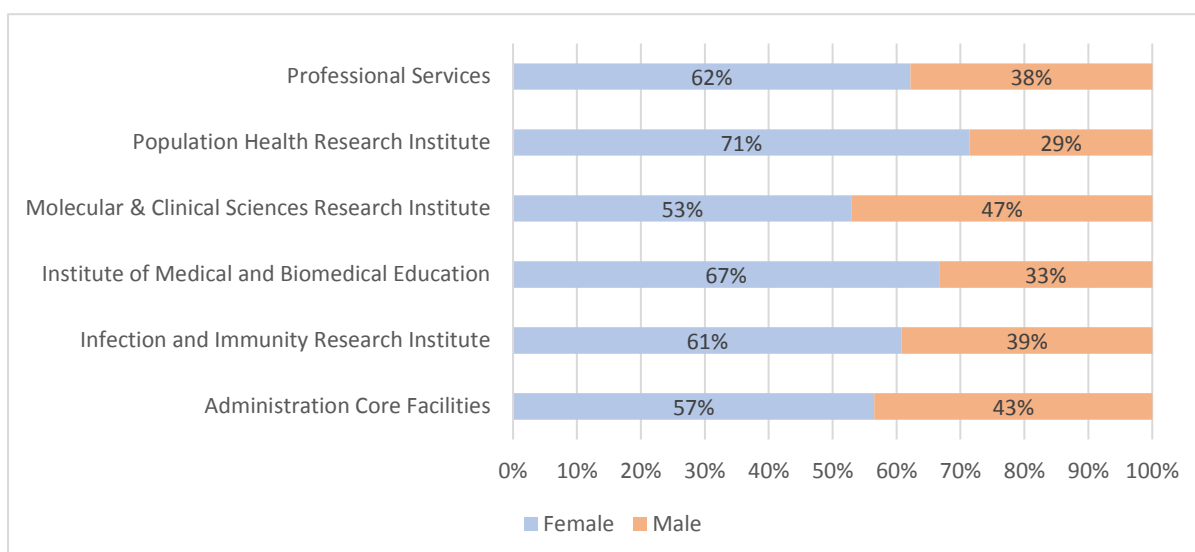
Figure 8 – Staff by sex and institute or department

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[1] Advance HE Staff Statistical Report 2019, https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019
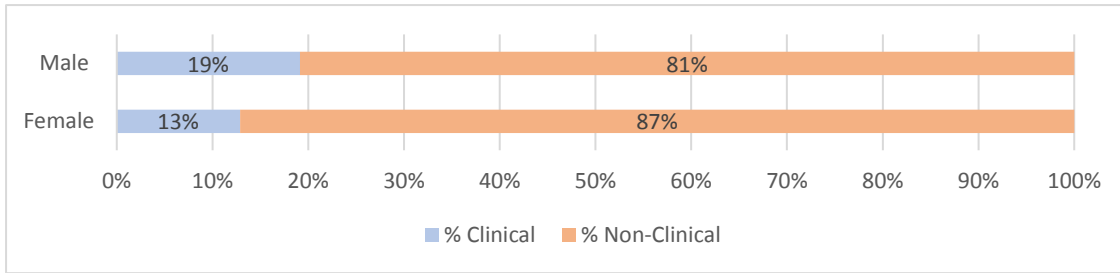
Figure 9 – Staff by sex and clinical status

Male staff are more likely to be on clinical contracts than female staff, a difference of 6%.

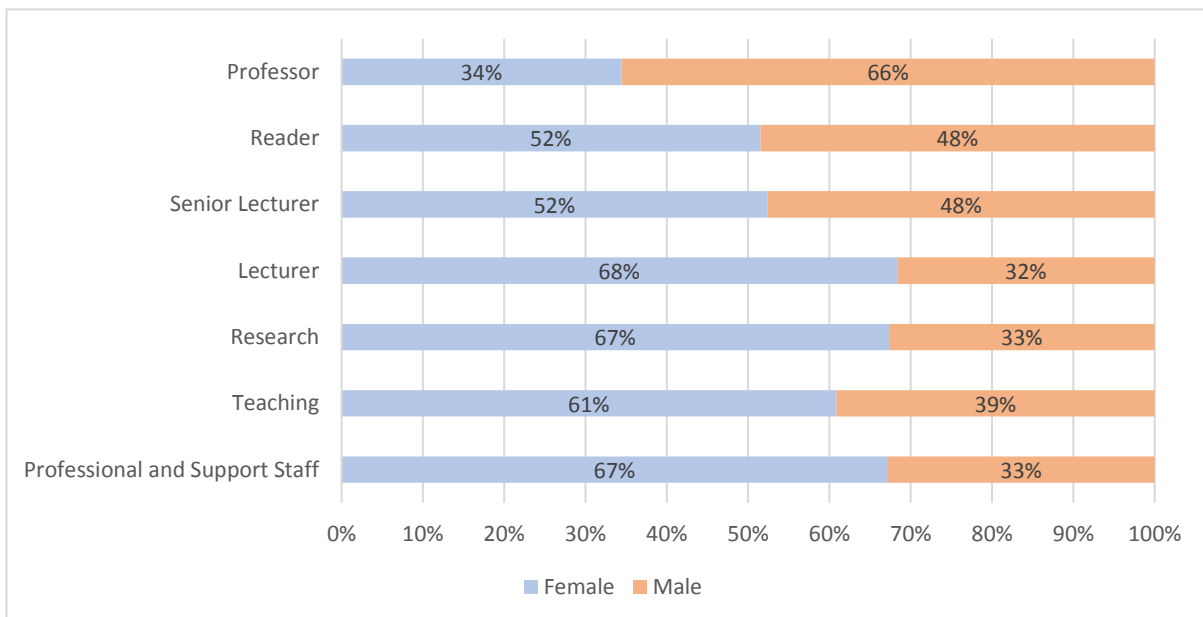| Staff Role	Female		Male		Total
Professional and Support Staff	264	67%	129	33%	393
Teacher	14	61%	9	39%	23
Research	68	67%	33	33%	101
Lecturer	41	68%	19	32%	60
Senior Lecturer	33	52%	30	48%	63
Reader	17	52%	16	48%	33
Professor	21	34%	40	66%	61
Total	**458**	**62%**	**147**	**20%**	**734**

Figure 10 – Staff by sex and staff role

There is higher representation of female staff in Professional and Support Staff, Research and Lecturer roles. In more senior academic roles, the proportion of female staff is lower, reducing significantly at Professor level. Data on staff by pay grade and sex is explored below.

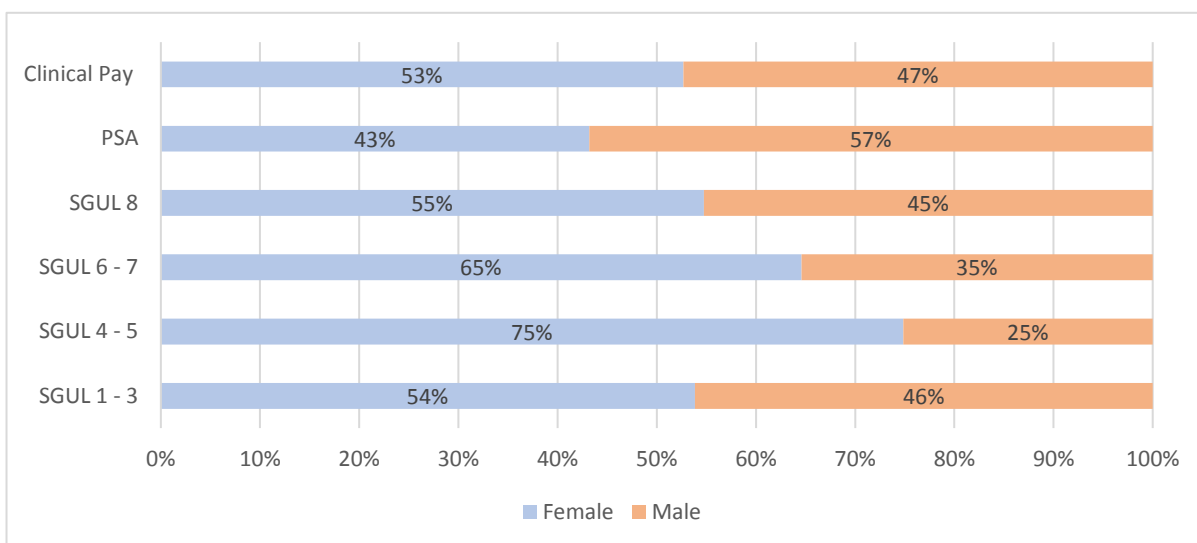| Pay grade	Female		Male		Total
SGUL 1 - 3	14	54%	12	46%	26
SGUL 4 - 5	137	75%	46	25%	183
SGUL 6 - 7	177	65%	97	35%	274
SGUL 8	52	55%	43	45%	95
PSA	19	43%	25	57%	44
Clinical Pay	59	53%	53	47%	112
Total	**458**	**62%**	**276**	**38%**	**734**

Figure 11 – Staff by sex and pay

Female staff are most likely to be on SGUL grades 4 or 5 and then 6 or 7. As the SGUL grade increases, the proportion of female staff decreases; between SGUL grades 4-5, 6-7 and 8 there is a 10% reduction in representation of female staff. At Professorial and Senior Administrative level, there is a further reduction in representation of female staff by 12%.

The high representation of female staff in our lower pay quartiles contributes significantly to our gender pay gap. Our Gender Pay Gap Report is available on our website.

The breakdown of overall staff on clinical pay grades is relatively balanced.

Sex	Full Time		Part Time		Total
Female	318	69%	140	31%	458
Male	241	87%	35	13%	276
Total	**559**	**76%**	**175**	**24%**	**734**

Female staff are significantly more likely to be on part time contracts than male staff. This is in line with the sector average; the Advance HE Staff Statistical Report 2019 shows 17% difference in the percentage of male staff and female staff working full-time[2], the difference in our figures is 18%.

Sex	Fixed Term		Permanent		Total
Female	136	30%	322	70%	458
Male	69	25%	207	75%	276
Total	**205**	**28%**	**529**	**72%**	**734**

Female staff are slightly more likely to be on fixed term contracts than male staff, by 5%. This reflects the higher percentage of female staff in research roles.

[2] Advance HE Staff Statistical Report 2019, https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019

Overall staff by Ethnicity

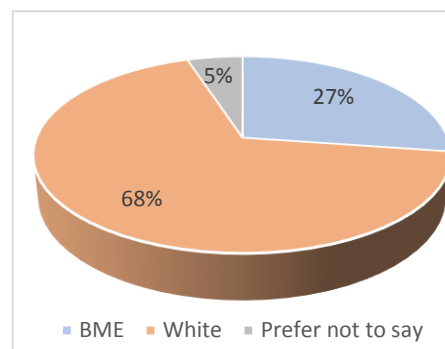|		
BME	200	27%
White	497	68%
Prefer not to say	37	5%
Total	**734**	**100%**

Figure 12 – Staff by ethnicity

The data below shows staff numbers grouped as "BME" and "White", this is to ensure staff are not identifiable in the analysis. Of our BME staff, 46% are from Asian backgrounds, 27% are from Black Caribbean and African backgrounds and 12% are from a Chinese background. We also have a small proportion of staff who identify as from White Non-UK backgrounds, 4% of overall staff.

The Advance HE Staff Statistical Report 2019 states of those UK staff with known ethnicity, 9.8% identified as BME. The proportion of staff who identified as BME was considerably higher among non-UK staff at 29.4%. Overall, ethnicity was not known for 5.4% of UK staff and 8.8% of non-UK staff[3].

SGUL has a significantly higher percentage of BME staff than the sector average. Furthermore, of the staff who identify as BME, 78% are UK staff, which is in contrast to the sector average.

St George's University of London is situated in 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 reflective of the local area. However, it is worth noting that Wandsworth is less diverse than other boroughs in London.

Institute/Department	BME		White		Prefer not to say		Total
Administration Core Facilities	5	23%	17	74%	0	0%	22
Infection and Immunity Research Institute	36	29%	81	65%	8	6%	125
Institute of Medical and Biomedical Education	53	28%	128	67%	11	6%	192
Molecular & Clinical Sciences Research Institute	25	25%	70	70%	5	5%	100
Population Health Research Institute	7	13%	48	86%	0	0%	55
Professional Services	74	31%	153	64%	11	5%	238
Total	**200**	**27%**	**497**	**68%**	**35**	**5%**	**732**

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[3] Advance HE Staff Statistical Report 2019, https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019
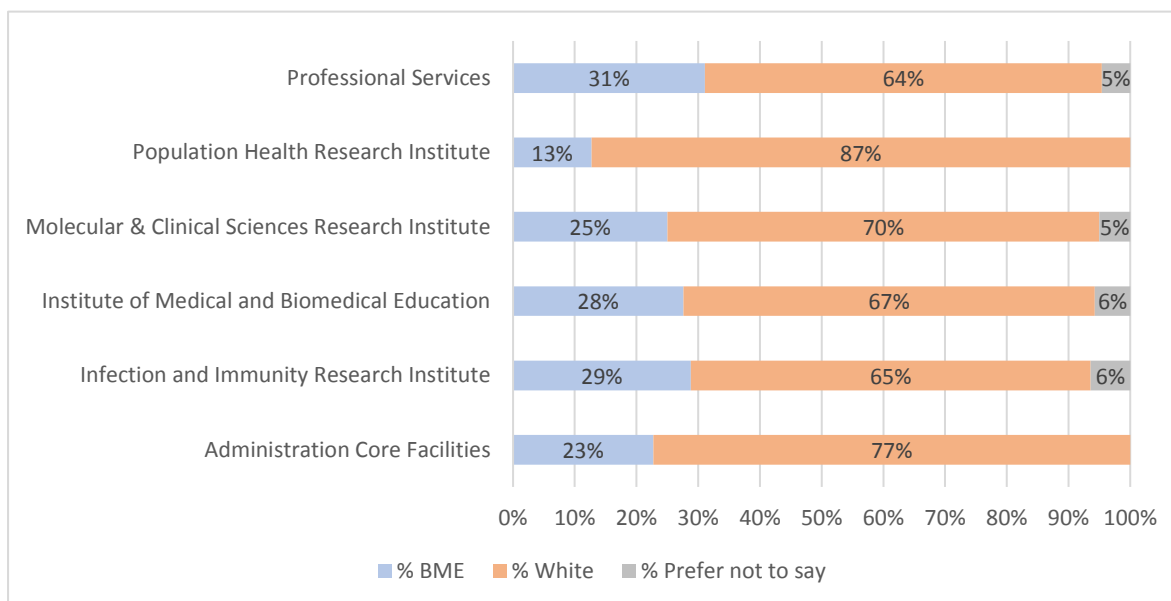
Figure 13 – Staff by institute or department and ethnicity

BME staff are represented across the University, with the highest representation in Professional Services. The Population Health Research Institute has significantly less BME staff than other areas of the University.
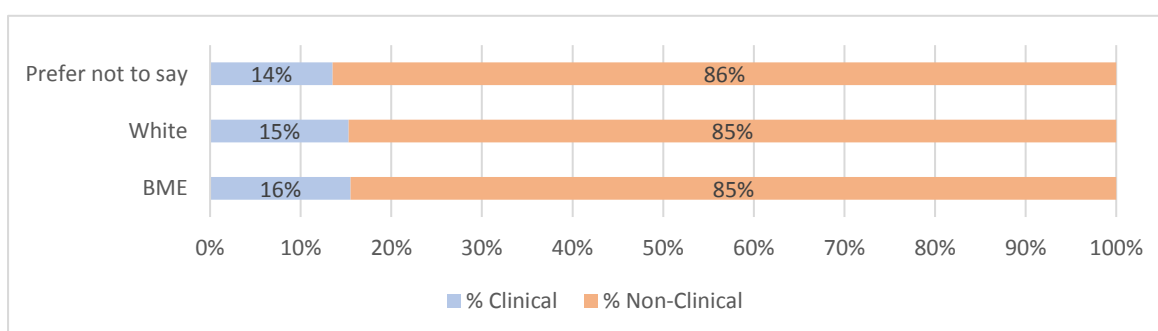

Figure 14 – Staff by clinical status and ethnicity

The proportion of staff on clinical contracts is balanced across ethnicities.

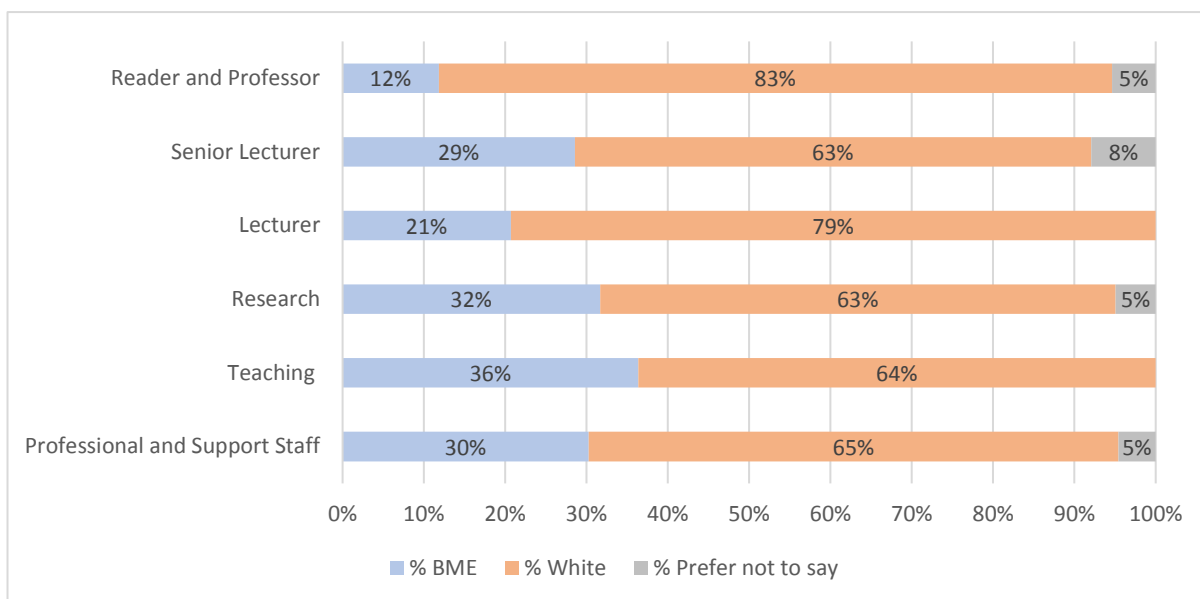| Staff Role	BME		White		Prefer not to say		Total
Professional and Support Staff	119	30%	256	65%	18	5%	393
Teaching Fellow	8	36%	14	64%	0	0%	22
Research	32	32%	64	63%	5	5%	101
Lecturer	12	21%	46	79%	0	0%	58
Senior Lecturer	18	29%	40	63%	5	8%	63
Reader and Professor	11	12%	77	85%	5	5%	91
Total	**198**	**27%**	**497**	**68%**	**33**	**5%**	**728**

Figure 15 – Staff by staff role and ethnicity

BME staff are represented relatively equally across Professional and Support Staff and junior to mid-level academic roles. However, in senior academic roles such as Reader and Professor, the representation of BME staff is significantly lower.

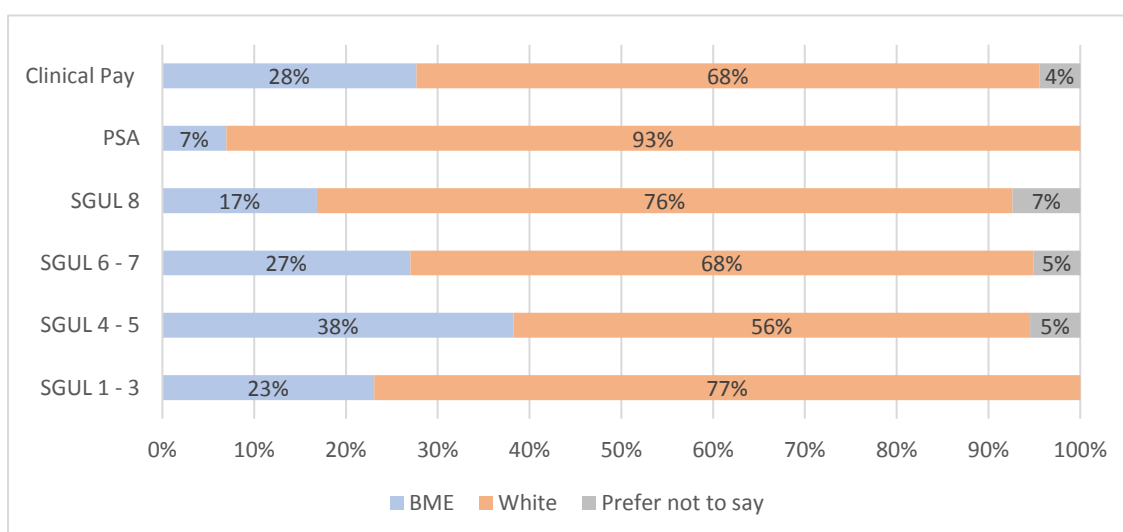| Pay grade	BME		White		Prefer not to say		Total
SGUL 1 - 3	6	23%	20	77%	0	0%	26
SGUL 4 - 5	70	38%	103	56%	10	5%	183
SGUL 6 - 7	74	27%	186	68%	14	5%	274
SGUL 8	16	17%	72	76%	7	7%	95
PSA	5	11%	40	91%	0	0%	44
Clinical Pay	31	28%	76	68%	5	4%	112
Total	**202**	**27%**	**497**	**68%**	**36**	**5%**	**734**

Figure 16 – Staff by pay grade and ethnicity

The data shows high representation of BME staff in the lower SGUL grades (SGUL 1-3 and SGUL 4-5). From SGUL 6 onwards however, the percentage of BME staff decreases. The proportion of BME staff at Professorial and Senior Administrative (PSA) level is very low at 7%.

We have committed to analyse the ethnicity pay gap at the University alongside the gender pay gap. This work will inform relevant actions aimed to improve representation across pay grades.

Ethnicity	Full Time		Part Time		Total
BME	157	79%	43	22%	200
White	372	75%	125	25%	497
Prefer not to say	30	81%	7	19%	37
Total	**559**	**76%**	**175**	**24%**	**734**

The majority of staff work full-time, this is well balanced across ethnicities with BME staff slightly less likely to work part-time than White staff.

Ethnicity	Fixed Term		Permanent		Total
BME	65	33%	135	68%	200
White	132	27%	365	73%	497
Prefer not to say	8	22%	29	78%	37
Total	**205**	**28%**	**529**	**72%**	**734**

The representation of BME staff on fixed-term and permanent contracts differs slightly to that of White staff; there is a slightly higher percentage of BME staff on fixed term contracts. This may relate to the representation of BME staff in Research and Teaching roles which are more likely to be fixed-term. fS

Overall staff by Disability

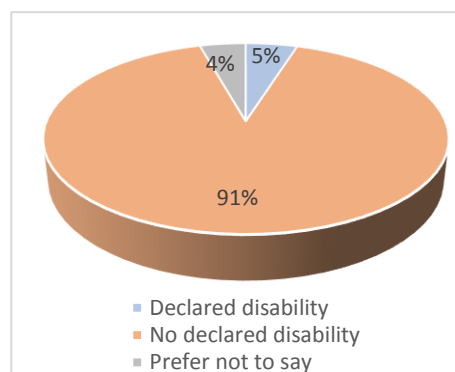|		
Declared disability	36	5%
No declared disability	666	91%
Prefer not to say	32	4%
Total	**734**	**100%**

Figure 17 – Staff by disability

Overall, 5% of staff in 2019 declared a disability. This is in line with the sector average which is also 5%[4]. However, it is generally accepted that in reality the actual percentage of staff with disabilities across the UK will be higher and that rates of declaration tend to be low due to fears of stigma and 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.

Institute/Department	Declared disability		No declared disability		Prefer not to say		Total
Administration Core Facilities	0	0%	20	100%	0	0%	20
Infection and Immunity Research Institute	0	0%	121	96%	5	4%	126
Institute of Medical and Biomedical Education	15	8%	174	90%	5	3%	194
Molecular & Clinical Sciences Research Institute	5	5%	89	88%	7	7%	101
Population Health Research Institute	5	9%	48	83%	5	9%	58
Professional Services	10	4%	214	90%	14	6%	238
Total	**35**	**5%**	**666**	**90%**	**36**	**5%**	**737**

The percentage of staff with a declared disability fluctuates slightly between institutes and departments; Population Health Research Institute and the Institute of Medical and Biomedical Education have the highest percentage of staff with a declared disability.

The percentage of "Prefer not to say" responses are highest in the Population Health Research Institute, which could relate to the small size of the institute.

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.

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[4] Advance HE Staff Statistical Report 2019, https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019
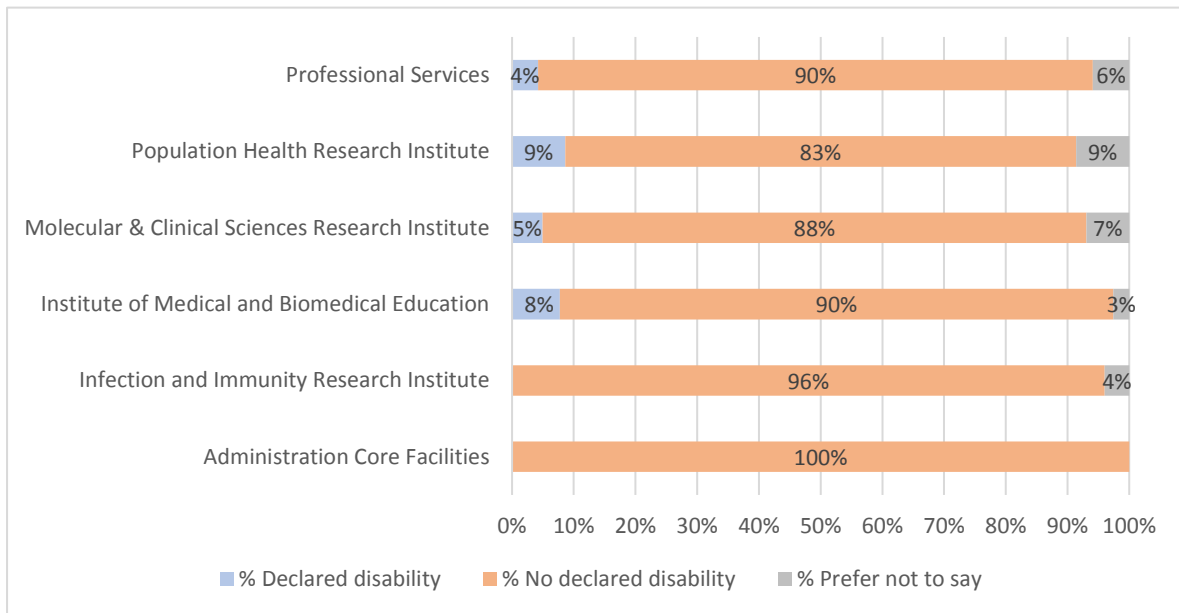
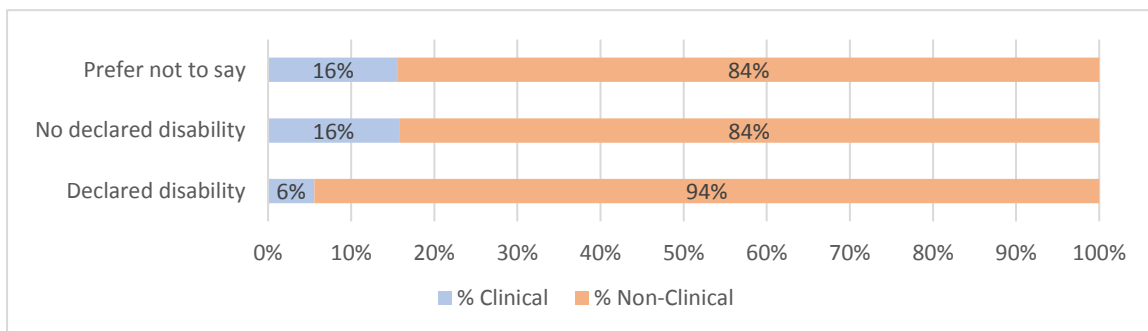Figure 18 – Staff by institute or department and disability

Figure 19 – Staff by clinical status and disability

The proportion of staff on a clinical contract with a declared disability is 10% lower than those without a declared disability. This difference is slightly smaller than the previous year.

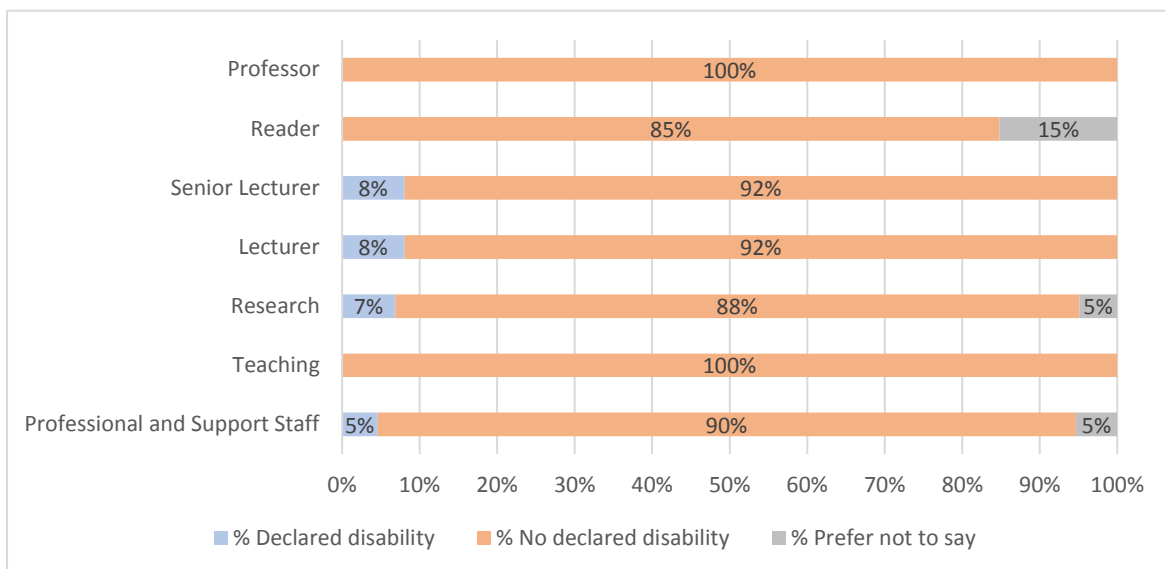| Staff Role	Declared disability		No declared disability		Prefer not to say		Total
Professional and Support Staff	18	5%	354	90%	21	5%	393
Teaching	0	0%	22	100%	0	0%	22
Research	7	7%	90	88%	5	5%	102
Lecturer	5	8%	57	92%	0	0%	62
Senior Lecturer	5	8%	57	92%	0	0%	62
Reader	0	0%	28	85%	5	15%	33
Professor	0	0%	58	100%	0	0%	58
Total	**35**	**5%**	**666**	**91%**	**31**	**4%**	**732**

Figure 20 – Staff by staff role and disability

Staff with a declared disability are represented in Research, Lecturer and Senior Lecturer roles at rates slightly higher than the figure for the university as a whole (5%). Staff with a declared disability are also represented in Professional and Support Staff roles.

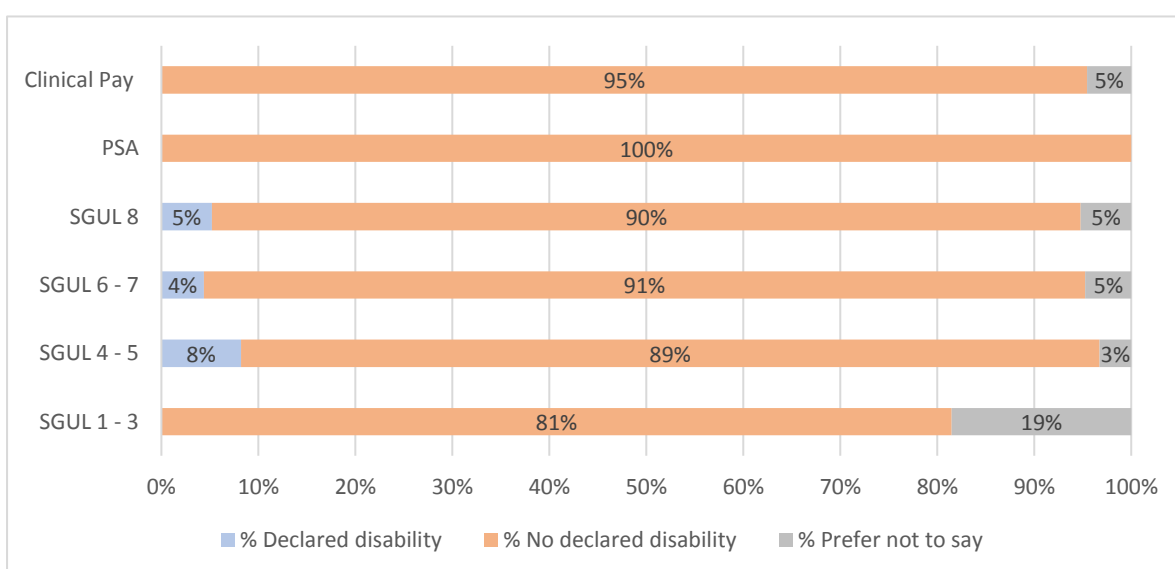| Pay	Declared disability		No declared disability		Prefer not to say		Total
SGUL 1 - 3	0	0%	22	81%	5	19%	27
SGUL 4 - 5	15	8%	162	89%	6	3%	183
SGUL 6 - 7	12	4%	249	91%	13	5%	274
SGUL 8	5	5%	86	90%	5	5%	96
PSA	0	0%	42	100%	0	0%	42
Clinical Pay	0	0%	105	95%	5	5%	110
Total	**32**	**4%**	**666**	**92%**	**29**	**4%**	**727**

Figure 21 – Staff by staff role and pay grade

Staff with a declared disability are represented across SGUL pay grades but at a higher rate in the lower bands 4 and 5. There is a good representation of staff with a declared disability at SGUL Grade 8 which is in line with the percentage of staff with a declared disability overall.

Disability	Full Time		Part Time		Total
Declared disability	25	69%	11	31%	36
No declared disability	506	76%	160	24%	666
Prefer not to say	28	88%	5	13%	33
Total	**559**	**76%**	**176**	**24%**	**735**

Staff with a declared disability are more likely to work part-time than those without a declared disability.

Disability	Fixed Term		Permanent		Total
Declared disability	9	25%	27	75%	36
No declared disability	186	28%	480	72%	666
Prefer not to say	10	31%	22	69%	32
Total	**205**	**28%**	**529**	**72%**	**734**

Staff with and without a declared disability are relatively equally likely to be on fixed term contracts, with those without a disability being slightly more likely, but by only 3%.

Overall staff by Age Group

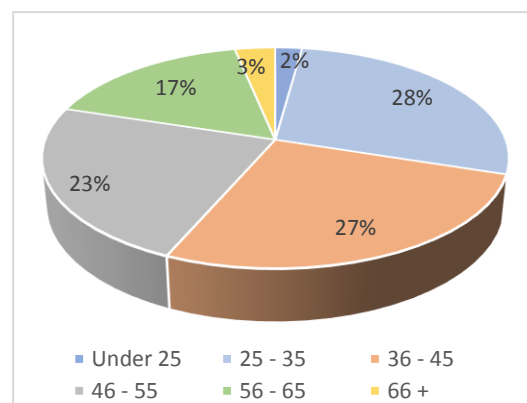|		
Under 25	16	2%
25 - 35	204	28%
36 - 45	195	27%
46 - 55	171	23%
56 - 65	124	17%
66 +	24	3%
Total	**734**	**100%**

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. The age group with the highest representation is age 25 – 35. At age 66 and above we have significantly less staff, this is likely due to retirement.

The number of staff aged under 25 has increased significantly since the previous year in which it was only 5.

Institute/Department	Under 25		25 - 35		36 - 45		46 - 55		56 - 65		66 +		Total
Administration Core Facilities	0	0%	5	20%	7	28%	7	28%	6	24%	0	0%	25
Infection and Immunity Research Institute	6	5%	35	28%	29	23%	28	22%	22	18%	5	4%	125
Institute of Medical and Biomedical Education	0	0%	50	26%	49	26%	49	26%	36	19%	6	3%	190
Molecular & Clinical Sciences Research Institute	5	5%	27	26%	30	29%	18	17%	18	17%	5	5%	103
Population Health Research Institute	0	0%	12	21%	16	29%	14	25%	10	18%	5	7%	57
Professional Services	5	2%	77	32%	64	27%	55	23%	32	13%	5	2%	238
Total	**16**	**2%**	**206**	**28%**	**195**	**27%**	**171**	**24%**	**124**	**17%**	**16**	**2%**	**728**

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.
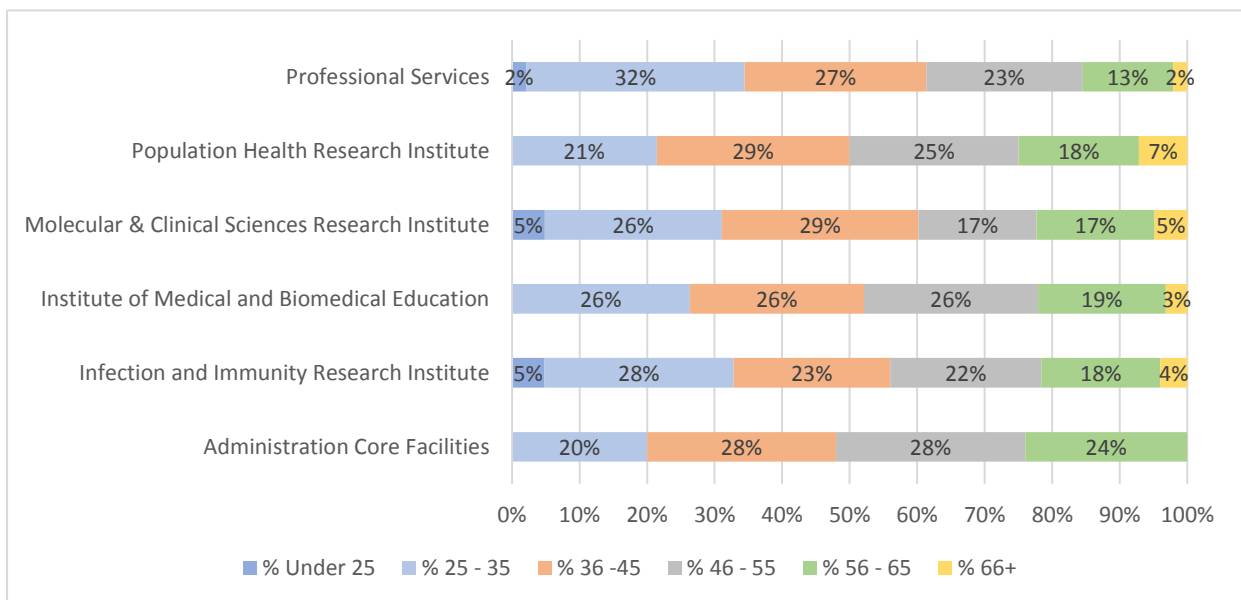
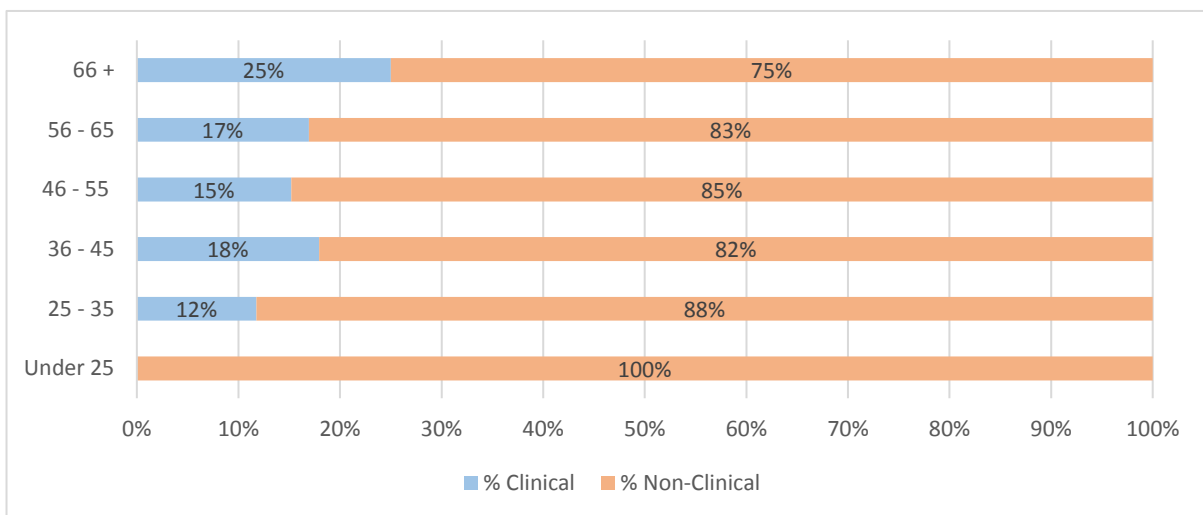Figure 23 – Staff by institute and department and age group

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.

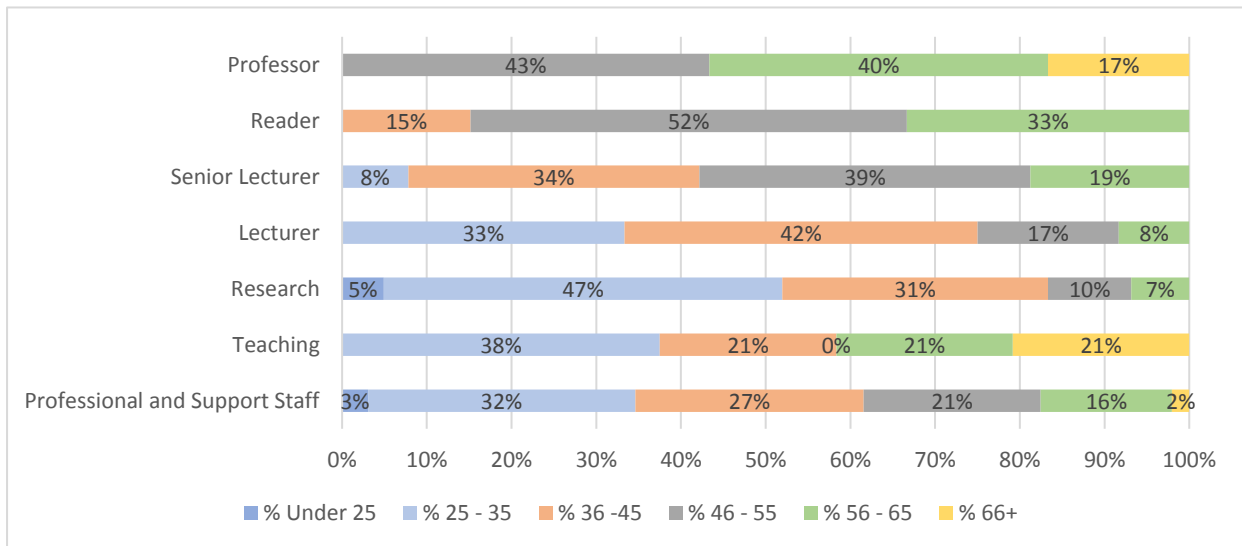| Staff Role	Under 25		25 - 35		36 - 45		46 - 55		56 - 65		66 +		Total
Professional and Support Staff	12	3%	124	32%	106	27%	82	21%	61	16%	8	2%	393
Teaching	0	0%	9	38%	5	21%	0	0%	5	21%	5	21%	24
Research	5	5%	48	47%	32	31%	10	10%	7	7%	0	0%	102
Lecturer	0	0%	20	33%	25	42%	10	17%	5	8%	0	0%	60
Senior Lecturer	0	0%	5	8%	22	34%	25	39%	12	19%	0	0%	64
Reader	0	0%	0	0%	5	15%	17	52%	11	33%	0	0%	33
Professor	0	0%	0	0%	0	0%	26	43%	24	40%	10	17%	60
Total	**16**	**2%**	**204**	**28%**	**195**	**27%**	**171**	**24%**	**124**	**17%**	**17**	**2%**	**727**

Figure 25 – Staff by staff role and age group

Staff in age groups 25-35 are represented highly in the less senior academic roles such as Teacher, Researcher and Lecturer. Staff in Professor and Reader roles are in more likely to be in age groups 46-55 than other staff roles. 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. This is because this staff role group includes a range of seniority.

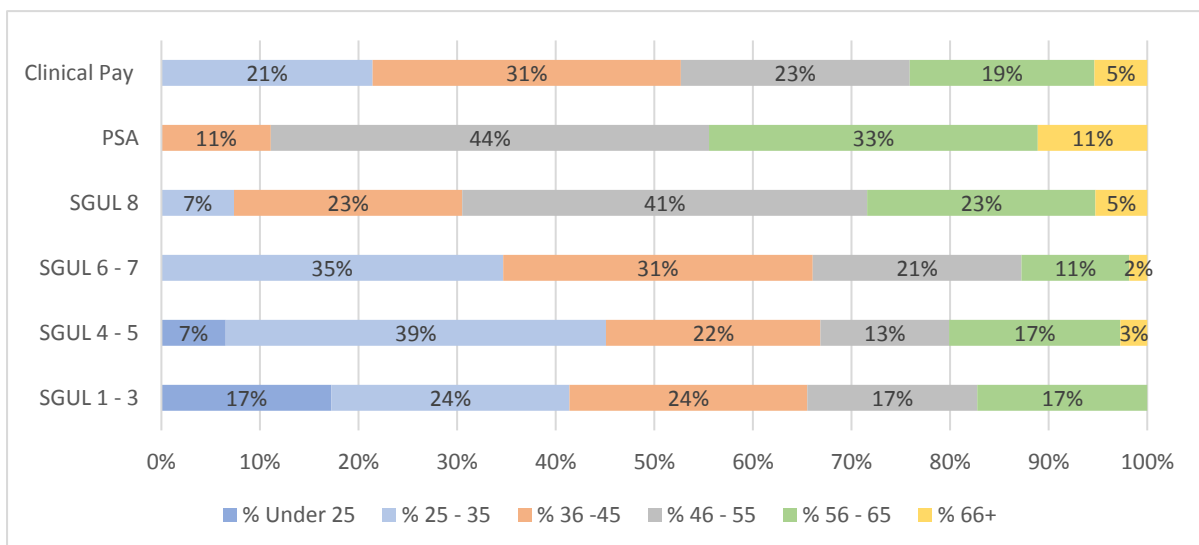| Staff Role	Under 25		25 - 35		36 - 45		46 - 55		56 - 65		66 +		Total
SGUL 1 - 3	5	17%	7	24%	7	24%	5	17%	5	17%	0	0%	29
SGUL 4 - 5	12	7%	71	39%	40	22%	24	13%	32	17%	5	3%	184
SGUL 6 - 7	0	0%	95	35%	86	31%	58	21%	30	11%	5	2%	274
SGUL 8	0	0%	7	7%	22	23%	39	41%	22	23%	5	5%	95
PSA	0	0%	0	0%	5	11%	20	44%	15	33%	5	11%	45
Clinical Pay	0	0%	24	21%	35	31%	26	23%	21	19%	6	5%	112
Total	**17**	**2%**	**204**	**28%**	**195**	**26%**	**172**	**23%**	**125**	**17%**	**26**	**4%**	**739**

Figure 26 – Staff by pay 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 of progression as staff gain experience the more years they are in employment. Staff on clinical pay are reasonably diverse in terms of age group.

Age	Full Time		Part Time		Total
Under 25	15	100%	0	0%	15
25 – 35	175	86%	29	14%	204
36 – 45	139	71%	56	29%	195
46 – 55	138	81%	33	19%	171
56 – 65	83	67%	41	33%	124
66 +	9	38%	15	63%	24
Total	**559**	**76%**	**174**	**24%**	**733**

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 largely be due to staff returning to work part-time after taking partial retirement.

Age	Fixed Term		Permanent		Total
Under 25	12	75%	5	25%	17
25 – 35	81	40%	123	60%	204
36 – 45	67	34%	128	66%	195
46 – 55	22	13%	149	87%	171
56 – 65	18	15%	106	85%	124
66 +	5	21%	19	79%	24
Total	**205**	**28%**	**529**	**72%**	**735**

The percentage of staff on fixed-term contracts is very high for staff aged under 25 at 75%, however this is less than the previous year in which it was 100%. It is worth noting that these are small numbers in this age bracket.

A significant proportion 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

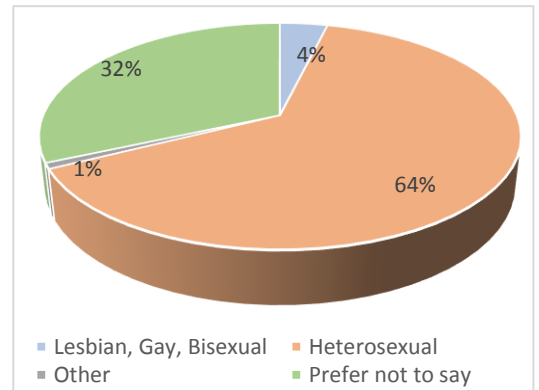|		
Bisexual	7	1%
Gay Woman / Lesbian	7	1%
Gay Man	14	2%
Heterosexual	468	64%
Other	6	1%
Prefer not to say	232	32%
Total	**734**	**100%**

Figure 27 – Staff by sexual orientation

The data shows a low percentage of staff who identify as lesbian, gay and bisexual. There is however a large proportion of staff who choose to 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

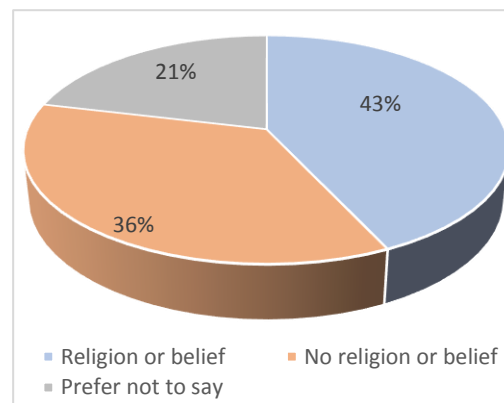|		
Buddhist	6	1%
Christian	220	30%
Hindu	25	3%
Jewish	0	0%
Muslim	36	5%
Sikh	5	0%
Spiritual	16	2%
Any Other Religion or Belief	8	1%
No Religion/Belief	262	36%
Prefer not to Say	156	21%
Total	**734**	**100%**

Figure 28 – Staff by religion and belief

Of the staff who do disclose their religion or belief, the largest group is those 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'. The data is consistent with the previous year.

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.