Public Sector Equality Duty Report 2023

All public sector organisations have a statutory obligation to publish equality data 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, respect, and have a sense of belonging.

Our institutional values keep us striving to deliver our mission and demonstrate how we aspire to CARE for ourselves and others.

C – Collaboration   we work as a community and engage external partners to deliver our mission

A – Ambition   we strive to achieve the best for ourselves and others, responding dynamically to new challenges

R – Respect   we are open-minded, listening to others and valuing different perspectives

E – Equity   we are inclusive, tackling inequity in all its forms

Our areas of focus for 2023/2024

- Continued progression of race equality work following our commitment to anti-racism
- Continued delivery of our Equality, Diversity, and Inclusion (EDI) Strategy
- Evaluation and development of our Fair Recruitment Specialist Initiative
- Development of the Inclusive Education Framework
- Enhancement of our EDI training offer
- Embedding equality analysis and equality impact assessments cross-organisationally
- Progression of disability inclusion support and provision

- Continued progression of gender equality work following our second [Athena SWAN Silver Award](#)

Public Sector Equality Duty Data

This report is founded on snapshot data from **31 July 2023**. The figures reveal an establishment of 880. Our staff count has risen since 2022, when we had 754 employees.

Our staff consist of academic staff engaged in teaching and/or research, clinical staff practising as healthcare professionals who also engage in teaching and/or research at the university, technical staff, and professional services and administration staff.

To safeguard the anonymity of staff, figures have been adjusted following the guidance from the Higher Education Statistics Agency (HESA). This approach entails rounding all numbers below 5 to 0. This adjustment may impact the total staff numbers in certain tables.

Abbreviations

EDI	Equality, Diversity, and Inclusion
EO	Education Operations
ESDO	Education Strategy and Development Office
HE	Higher Education
HESA	Higher Education Statistics Agency
I&I	Infection and Immunity
IMBAE	Institute of Medical and Biomedical Education
KU	Kingston University
MCS	Molecular and Clinical Sciences
PBL	Problem-Based Learning
PHRI	Population Health Research Institute
PSA	Professorial and Senior Administrative
PTS	Professional and Technical Services
RO	Research Operations
SGUL	St George's, University of London

1. General overview

St George's, University of London comprises four academic institutes. Academic staff are distributed across these institutes, along with a small number of Professional staff:

- Institute of Medical and Biomedical Allied Education and the Centre for Allied Health (IMBAE)[1]
- Infection and Immunity Research Institute (I&I)
- Molecular and Clinical Sciences Research Institute (MCS)
- Population Health Research Institute (PHRI)

I&I, MCS, and PHRI are research institutes, whereas IMBAE is primarily focused on educational activities, which include our medical, allied health, and biomedical programmes.

Additionally, we have several departments and teams of Professional staff responsible for managing and supporting these institutes and the University as a whole:

- Research Operations (RO), who assist research within our four academic institutes and centrally.
- Education Operations (EO), who aid in education and teaching.
- Education Strategy and Development Office (ESDO), who support educational innovation and strategic direction.
- Professional and Technical Services (PTS), who work across the university in various departments.

The total number of staff as of 31 July 2023 was 880.

IMBAE is our largest institute, while PHRI is the smallest (**Table 1**). The majority of our academic staff engage in both teaching and research, holding roles such as Lecturers, Readers, and Professors (**Table 2**).

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[1] Note: The Institute of Medical and Biomedical Allied Education and the Centre for Allied Health (IMBAE) was previously the Institute of Medical and Biomedical Education (IMBE). The name change occurred in August 2023.

Table 1: Number of staff by institute or department

Institute/Department	Number	Percentage
Institute of Medical and Biomedical Allied Education (IMBAE)	249	28%
Infection and Immunity Research Institute (I&I)	116	13%
Molecular and Clinical Sciences Research Institute (MCS)	99	11%
Population Health Research Institute (PHRI)	44	5%
Research Operations (RO)	27	3%
Education Operations (EO)	72	8%
Education Strategy and Development Office (ESDO)	29	3%
Professional and Technical Services (PTS)	244	28%
	880	

Table 2: Number of staff by role

Staff Role	Number	Percentage
Lecturer	97	11%
Senior Lecturer	117	13%
Reader and Associate Professor	53	6%
Professor	64	7%
Teaching*	30	3%
Research**	89	10%
Professional	430	49%
	880	

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

** Research Staff includes Research Fellows and Research Assistants

PTS is the largest group of staff within the University, which aligns well with published data for the UK Higher Education (HE) sector.[2] The breakdown of our Professional staff is given in **Table 3**. The totals for our Professional staff are different in **Table 2** (430) and **Table 3** (372). This is because not all Professional roles are employed under traditionally Professional departments, and some of our Professional staff are distributed across the four academic institutes.

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[2] Advance HE Staff Statistical Report 2021

Table 3: Number of Professional staff by group

Staff Group	Number	Percentage
Research Operations (RO)	27	3%
Education Operations (EO)	72	8%
Education Strategy and Development Office (ESDO)	29	3%
Professional and Technical Services (PTS)	244	28%
	372	

Staff numbers across all four of these departments have increased since last year. These changes stem from the relatively recent establishment of RO, EO, and ESDO at the University. Several positions have been restructured into these areas.

Clinical status

The four academic institutes and the ESDO comprise both, Academic and Professional staff. A very small number of Academic staff sit within PTS. Most our staff are on non-clinical contracts, with 15% on clinical contracts (**Table 4**, **Fig. 1**). All clinical staff are situated within our four academic institutes, which is consistent with previous years. Staff on clinical contracts work both within the University and the NHS (St George's, University Hospitals NHS Foundation Trust), actively practising in their respective fields. Their salaries are determined by the NHS. Our clinical staff primarily hold academic positions (**Table 5**, **Fig. 2**).

Table 4: Number of staff by institute or department and clinical status

Institute/Department	Number	Percentage	Clinical		Non-Clinical	
Institute of Medical and Biomedical Allied Education (IMBAE)	116	13%	35	30%	81	70%
Infection and Immunity Research Institute (I&I)	249	28%	40	16%	209	84%
Molecular and Clinical Sciences Research Institute (MCS)	99	11%	42	42%	57	58%
Population Health Research Institute (PHRI)	44	5%	13	30%	31	70%
Research Operations (RO)	27	3%	0	0%	27	100%
Education Operations (EO)	72	8%	0	0%	72	100%
Education Strategy and Development Office (ESDO)	29	3%	0	0%	29	100%
Professional and Technical Services (PTS)	244	28%	0	0%	244	100%
	880		**130**	**15%**	**750**	**85%**

Fig. 1 Number of staff by institute or department and clinical status

Institute / Department	Clinical	Non-Clinical	Total
Infection and Immunity Research Institute	30%	70%	13%
Institute of Medical and Biomedical Allied Education	16%	84%	28%
Molecular & Clinical Sciences Research Institute	42%	58%	11%
Population Health Research Institute	30%	70%	5%
Research Operations		100%	3%
Education Operations		100%	8%
Education Strategy & Development Office		100%	3%
Professional and Technical Services		100%	28%

■ Clinical ■ Non-Clinical

Table 5: Number of staff by role and clinical status

Staff Role	Number	Percentage	Clinical		Non-Clinical	
Lecturer	97	11%	23	24%	74	76%
Senior Lecturer	117	13%	21	18%	96	82%
Reader and Associate Professor	53	6%	11	21%	42	79%
Professor	64	7%	31	48%	33	52%
Teaching*	30	3%	11	37%	19	63%
Research**	89	10%	31	35%	77	87%
Professional	430	49%	0	0%	409	95%
	880		**130**	**15%**	**750**	**85%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

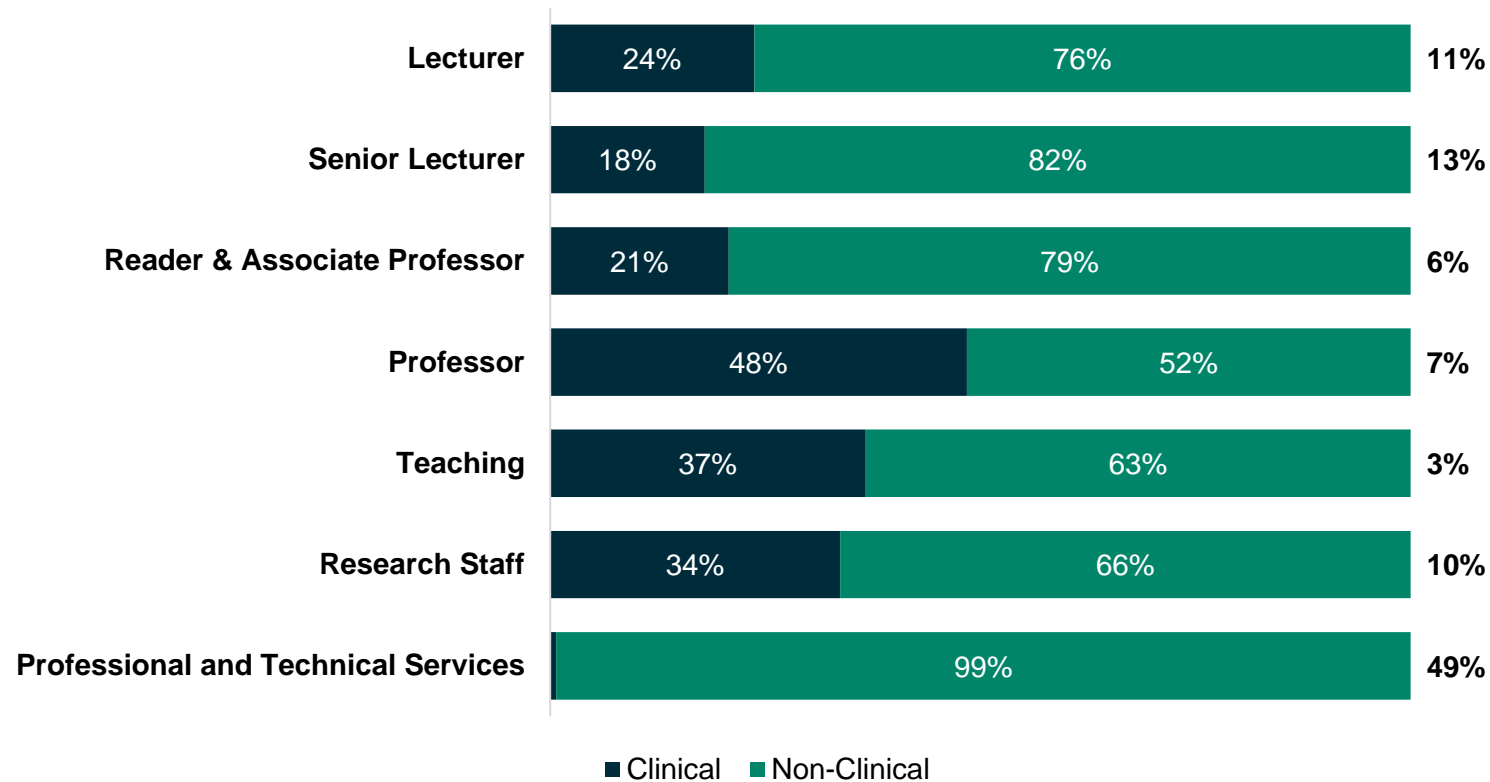** Research Staff includes Research Fellows and Research Assistants

Fig. 2 Number of staff by role and clinical status

Pay scales and pay grades

Our data reveals that 724 members of our staff are on SGUL pay scales, which are set by the University. These include SGUL grades 1-8 as well as the Professorial and Senior Administrative (PSA) pay scale. The remaining 156 staff members are either on Kingston University (KU) pay scales, or clinical pay scales, which are determined by the NHS. St George's, University of London has no authority over both these salaries. A breakdown of our staff by pay scale is given below (**Table 6**), illustrating the pay structure for all staff across the University.

Table 6: Number of staff by pay scale

Pay Scale	Number	Percentage
SGUL Professorial and Senior Administration	95	11%
SGUL	629	71%
KU	68	8%
Clinical	88	10%
	880	

We also show a breakdown of our staff by pay grade (**Table 7**). For simplicity, we have aggregated the KU pay scales with the SGUL pay scales based on their basic pay rates. For example, a salary of £31 411 would fall under KU Grade 6 but SGUL Grade 5, so we include it in our totals for SGUL Grade 5.

Table 7: Number of staff by pay grade

Pay Grade	Number	Percentage
SGUL 1 - 3	15	2%
SGUL 4 - 5	200	23%
SGUL 6 - 7	362	41%
SGUL 8	117	13%
SGUL Professorial and Senior Administration (PSA)	95	11%
Clinical	91	10%
	880	

Our Academic staff are on higher pay grades than our Professional staff (**Table 8**). This is in line with the UK HE sector. Lower pay grades like SGUL 1-5 predominantly consist of Professional staff, whereas higher grades such as SGUL 8 and SGUL PSA mainly comprise Academic staff.

Table 8: Number of Academic and Professional staff by pay grade

Pay Grade	Number	Percentage	Academic		Professional	
SGUL 1 - 3	15	2%	0	0%	15	100%
SGUL 4 - 5	200	23%	35	18%	165	83%
SGUL 6 - 7	362	41%	195	54%	167	46%
SGUL 8	117	13%	99	85%	18	15%
SGUL Professorial and Senior Administration (PSA)	95	11%	77	81%	18	19%
Clinical	91	10%	86	95%	5	5%
	880		**492**	**56%**	**388**	**44%**

According to Advance HE's Staff Statistical Report 2021, most Professional staff across UK HEI are paid £30 000 or less. This differs from our staff profile, where the majority of Professional staff fall within SGUL Grades 6-7, which exceeds this threshold. However, a notable proportion of our Professional staff are within SGUL Grades 4-5, where the starting salary spine point is below £30 000.

Employment status

Most of our staff work full-time (**Table 9**, **Fig. 3**). A sizeable proportion of our staff work part-time, which is consistent with previous years.

Table 9: Number of staff by role and employment status

Staff Role	Number	Percentage	Full-Time		Part-Time	
Lecturer	97	11%	48	49%	49	51%
Senior Lecturer	117	13%	76	65%	41	35%
Reader and Associate Professor	53	6%	43	81%	10	19%
Professor	64	7%	45	70%	19	30%
Teaching*	30	3%	0	13%	26	87%
Research**	89	10%	68	76%	21	24%
Professional	430	49%	356	83%	74	17%
	880		**640**	**73%**	**240**	**27%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

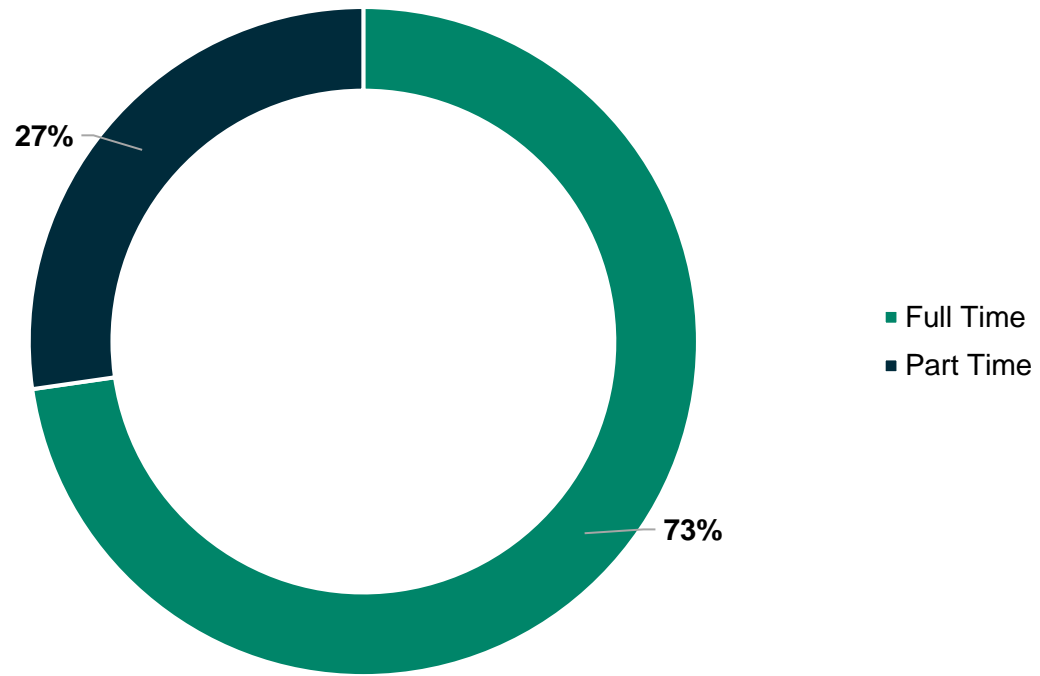** Research Staff includes Research Fellows and Research Assistants

27%

73%

■ Full Time

■ Part Time

Fig. 3 Number of staff by employment status

Contract type

Most of our staff hold permanent contracts with the University (**Table 10**, **Fig. 4**). The majority of staff on fixed-term contracts are Academic staff. The trend remains consistent with previous years and is largely influenced by the nature of grant funding, which tends to be for fixed terms. Additionally, there is a notable percentage of staff in Teaching and Lecturing positions who are also on fixed-term contracts. In contrast, individuals in Reader or Professor roles are less likely to have fixed-term contracts, reflecting the traditional nature of academic roles within higher education.

Table 10: Number of staff by role and contract type

Staff Group	Number	Percentage	Permanent		Fixed-Term	
Lecturer	97	74%	72	74%	25	26%
Senior Lecturer	117	92%	108	92%	9	8%
Reader and Associate Professor	53	98%	52	98%	0	2%
Professor	64	88%	56	88%	8	13%
Teaching*	30	67%	20	67%	10	33%
Research**	89	12%	11	12%	78	88%
Professional	430	85%	366	85%	64	15%
880			**685**	**73%**	**195**	**27%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

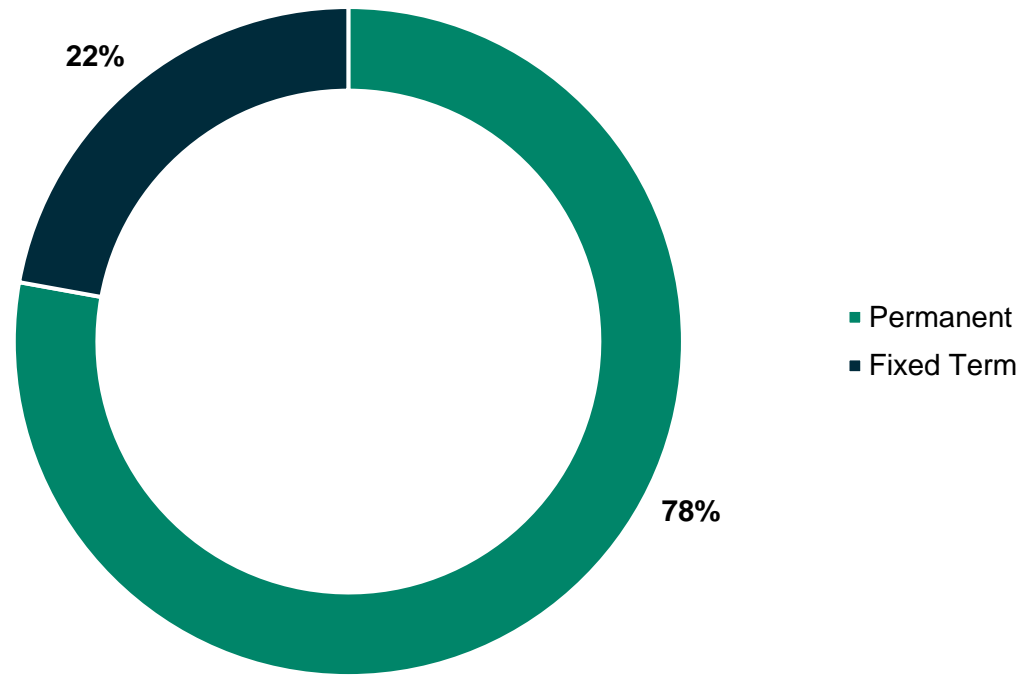** Research Staff includes Research Fellows and Research Assistants

Fig. 4 Number of staff by contract type

Legend:
- Permanent
- Fixed Term

22%
78%

2. Staff breakdown by gender

St George's, University of London has a higher proportion of female staff compared to male staff, standing at 61% (**Table 11**, **Fig. 5**). This holds true across all our institutes and departments, a trend that has persisted for several years. This percentage of female staff surpasses the sector average reported in the Advance HE 2021 Staff Statistical Report, where 54.2% of staff in UK HEIs were female. It is worth noting that not all HEIs submit data on their Professional staff, who tend to have a higher representation of females.

Table 11: Number of staff by gender

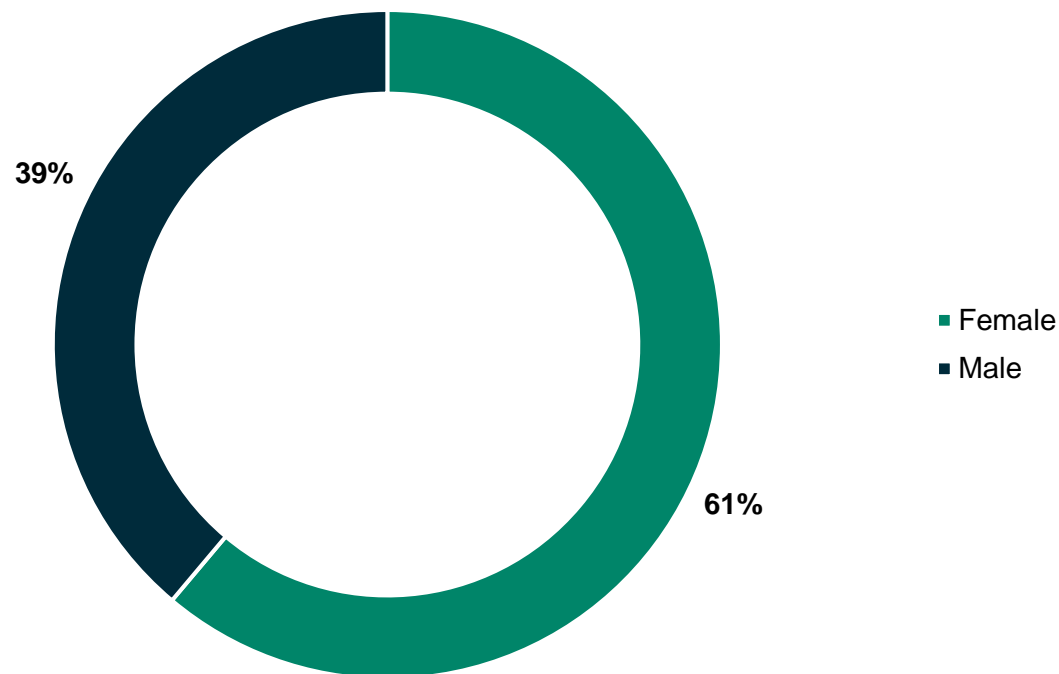| Gender	Number	Percentage
Female	538	61%
Male	342	39%
	880	

Fig. 5 Number of staff by gender

We observe a notably high percentage of female staff within EO. This mirrors the broader pattern of a greater number of women in teaching-related roles (**Table 12**). This trend aligns with the overall landscape of the UK HE sector. IMBAE and MCS show the highest representation of male staff.

Table 12: Number of staff by institute or department and gender

| Institute/Department	Number	Percentage	Male		Female	
Institute of Medical and Biomedical Allied Education (IMBAE)	116	13%	53	46%	63	54%
Infection and Immunity Research Institute (I&I)	249	28%	93	37%	156	63%
Molecular and Clinical Sciences Research Institute (MCS)	99	11%	46	46%	53	54%
Population Health Research Institute (PHRI)	44	5%	15	34%	29	66%
Research Operations (RO)	27	3%	11	41%	16	59%
Education Operations (EO)	72	8%	17	24%	55	76%
Education Strategy and Development Office (ESDO)	29	3%	6	21%	23	79%
Professional and Technical Services (PTS)	244	28%	101	41%	143	59%
880			**342**	**39%**	**538**	**61%**
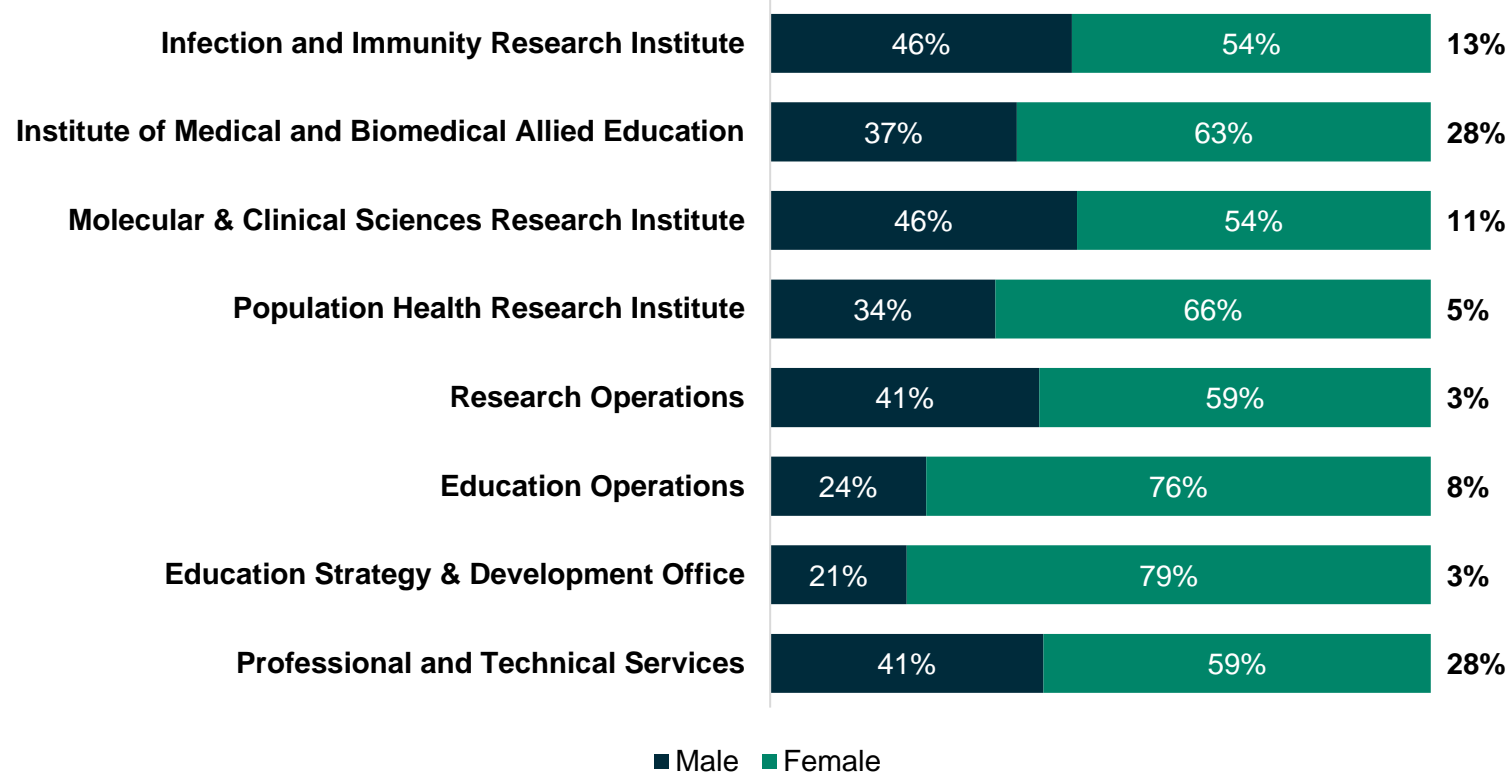
Fig. 6 Number of staff by institute or department and gender

Female staff are least represented as Professors, and are most represented in Teaching roles, which constitute the smallest group of Academic positions in the University (**Table 13**, **Fig. 7**). The gender balance in Lecturer, Research, and PTS roles is similar to that of the whole University.

The percentage of female staff diminishes as we move up the academic ladder, notably dropping at the Professor level. However, the presence of women in more senior academic positions has been on the rise each year, both due to successful promotions and recruitment efforts, reaching a commendable 44% (Reader, Associate Professor, and Professor) in 2022. This figure stands significantly above the sector average of 24%. To aid our Academic staff in achieving promotion, we offer workshops dedicated to academic advancement, along with a buddy system for additional support. Additionally, for the first time in 2022-2023, we extended an invitation to our Academic staff to participate in B-MEntor, a cross-institutional mentoring scheme for global majority staff.

Table 13: Number of staff by role and gender

Staff Role	Number	Percentage	Male		Female	
Lecturer	97	11%	34	35%	63	65%
Senior Lecturer	117	13%	54	46%	63	54%
Reader and Associate Professor	53	6%	24	45%	29	55%
Professor	64	7%	37	58%	27	42%
Teaching*	30	3%	8	27%	22	73%
Research**	89	10%	36	40%	53	60%
Professional	430	49%	149	35%	281	65%
880			**342**	**39%**	**538**	**61%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

** Research Staff includes Research Fellows and Research Assistants
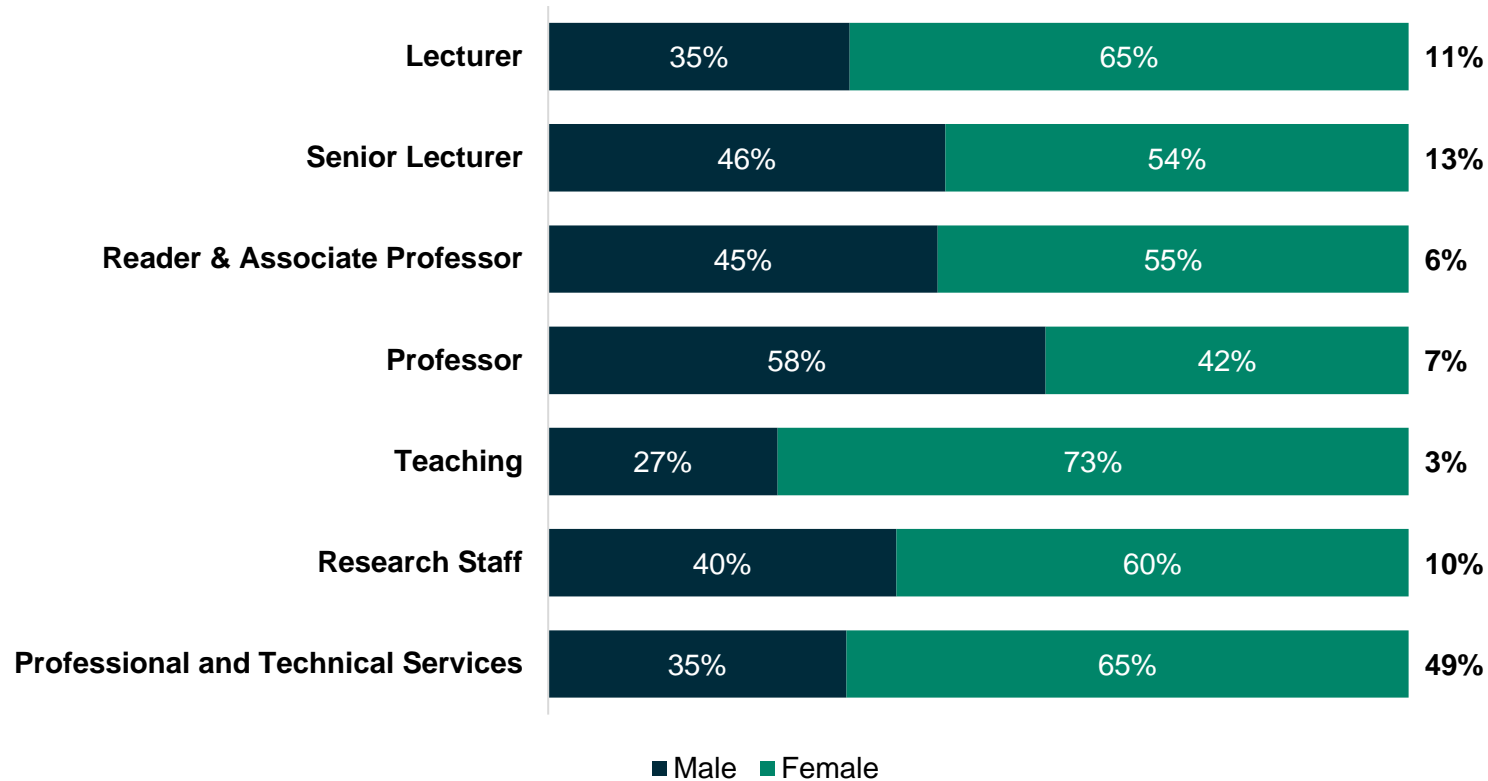
Fig. 7 Number of staff by role and gender

Clinical status

The proportion of female staff in non-clinical roles closely reflects the balance across the entire University (**Table 14**, **Fig. 8**). In clinical roles, female staff still constitute the majority but by a smaller margin.

Table 14: Number of staff by clinical status and gender

Clinical Status	Number	Percentage	Male		Female	
Clinical	130	15%	63	48%	67	52%
Non-Clinical	750	85%	279	37%	471	63%
	880		**342**	**39%**	**538**	**61%**
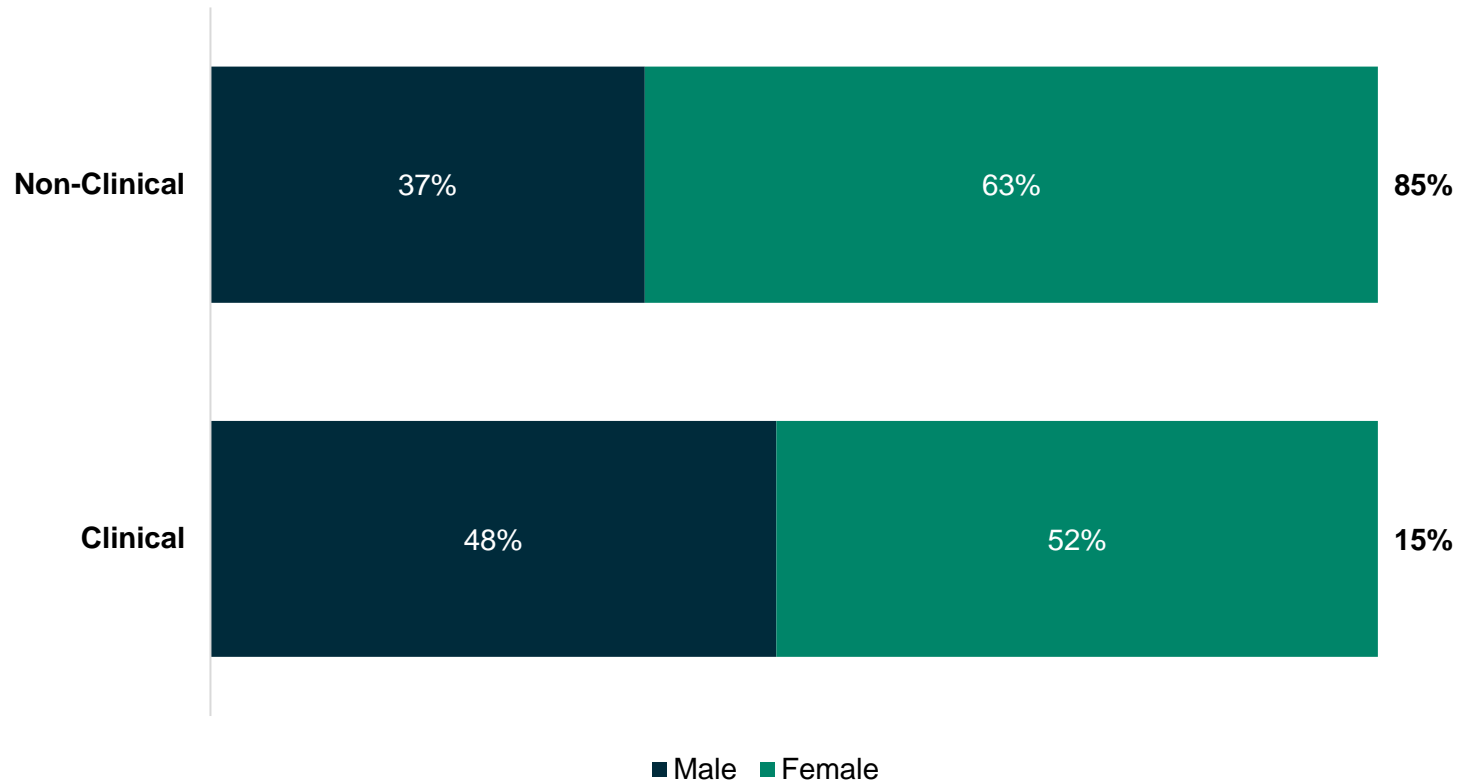
Fig. 8 Number of staff by clinical status and gender

Pay scales and pay grades

In general, female staff members are predominant in SGUL Grades 4-5, making up the majority of individuals in these pay grades (**Table 15**). These trends are in alignment with the sector, as noted in the Advance HE Staff Statistical Report 2021. Most roles at these grades fall within the Professional sector.

There are notable differences in representation between SGUL Grades 4-5 and 6-7; however, at the highest levels (SGUL 8 and SGUL PSA), the gender balance is much closer. Amongst Academic staff, female representation is higher at SGUL Grades 4-5 and 6-7, while there's a more even distribution in SGUL Grade 8 and SGUL PSA roles. This mirrors the higher proportion of women in less senior academic positions.

For Professional staff, the representation of female employees remains consistent across pay grades, with a strong presence at senior levels. In recent years, there has been a steady increase in the representation of women at SGUL 8 and SGUL PSA levels. This upward trend is attributed to both the recruitment of women at senior levels and the growing number of successful promotion applications.

These improvements are clear evidence of the progress we've made in advancing gender equality at senior levels. However, they also underscore the ongoing need for further advancements at lower grades. The significant presence of female staff in our lower pay quartiles notably contributes to our gender pay gap.

Table 15: Number of staff by pay grade and gender

Pay Grade	Number	Percentage	Male		Female	
SGUL 1 - 3	15	2%	7	47%	8	53%
SGUL 4 - 5	203	22%	61	30%	142	70%
SGUL 6 - 7	363	36%	134	37%	229	63%
SGUL 8	117	12%	49	42%	68	58%
SGUL Professorial and Senior Administration (PSA)	95	6%	54	57%	41	43%
Clinical	87	23%	37	43%	50	57%
	880		**342**	**39%**	**538**	**61%**

Employment status

Female staff members are more likely to be on part-time contracts compared to their male counterparts (**Table 16**), which aligns with the sector average. Over the past four years, there has been a slight increase in the proportion of male staff on part-time contracts. Following the onset of the pandemic, there has been a notable rise in flexible working arrangements among all staff, including men, with a growing trend towards remote work for part of the week.

Table 16: Number of staff by employment status and gender

Employment Status	Number	Percentage	Male		Female	
Full-Time	640	73%	264	41%	376	59%
Part-Time	240	27%	78	33%	162	68%
	880		**342**	**39%**	**538**	**61%**

Contract type

The contract types of our male and female staff are perfectly in proportion to the overall number of male and female staff in the University (**Table 17**). In recent years, there has been a minor trend towards a higher number of staff securing permanent contracts. To reduce barriers at critical career transition points, we offer bridging funding to early-career researchers on fixed-term contracts, a majority of whom are female, while they seek research grants. This initiative aims to facilitate our staff in transitioning to permanent positions and strives to tackle discrepancies and insufficient representation within the academic progression pathway.

Table 17: Number of staff by contract type and gender

Contract Type	Number	Percentage	Male		Female	
Permanent	685	78%	266	39%	419	61%
Fixed-Term	195	22%	76	39%	119	61%
****	**880**		**342**	**39%**	**538**	**61%**

3. Staff breakdown by ethnicity

St George's, University of London, located in Tooting, London Borough of Wandsworth, reflects the local demographic diversity. While our global majority staff population of 31% slightly exceeds Wandsworth's 28.6% global majority population according to the 2011 census, Tooting's diversity stands out within the borough.

The data provided in **Table 18** and **Fig. 9** illustrates our staff categorised under the umbrella term global majority, further segmented into specific groups within this category. Our categorisations align with the UK Census classification, where Asian includes individuals identifying as Asian Bangladeshi, Asian Indian, Asian Pakistani, or any other Asian background. Similarly, Black encompasses those identifying as Black African, Black Caribbean, or any other Black background.

As of July 2023, 31% of our staff have identified as coming from a global majority background, which is consistent with the data from July 2022. A small number of staff (3%) have chosen not to disclose their ethnic background, as has been the case in recent years.

Table 18: Number of staff by ethnicity (grouped)

Ethnicity	Number	Percentage
Global majority	272	31%
White	579	66%
Prefer not to say	29	3%
	880	

Fig. 9 Number of staff by ethnicity (grouped)

Legend: Global majority, White, Prefer not to say

Values shown: 3%, 31%, 66%
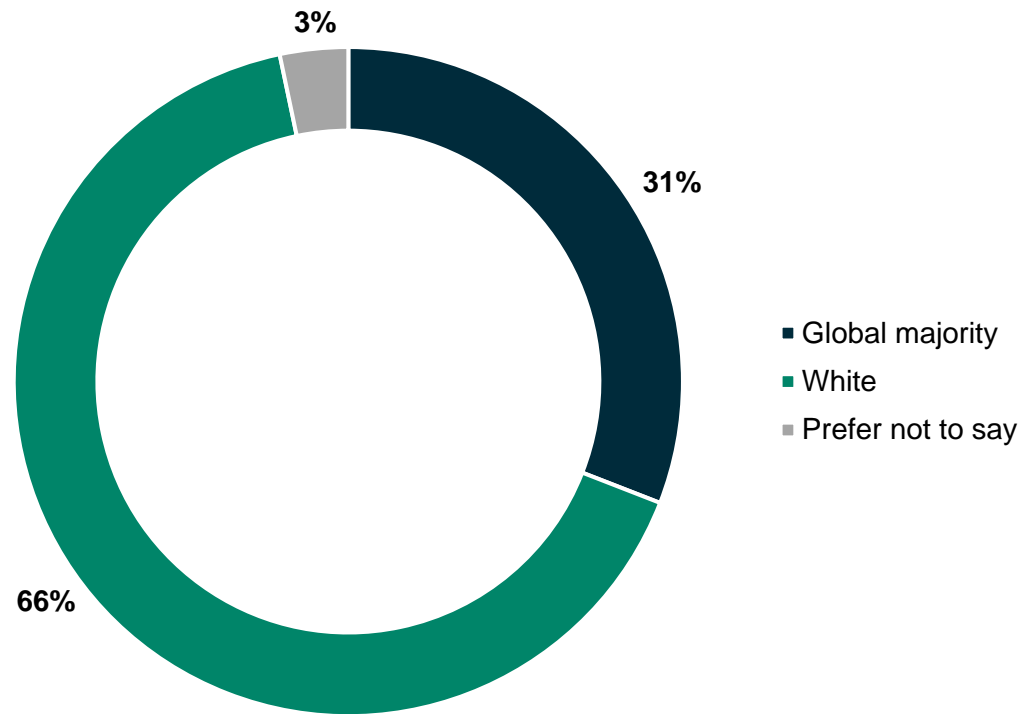
Breaking down the data by ethnic group reveals a higher percentage of staff from Asian backgrounds (16%) compared to other global majority groups (**Table 20**, **Fig. 10**). Among global majority staff, 50% are from Asian or Asian British backgrounds, 25% are from Black or Black British backgrounds, 14% from Mixed or Multiple Ethnic backgrounds, and 10% from other ethnic backgrounds.

According to Advance HE data, 10.8% of UK staff in the sector identified as coming from global majority backgrounds. Our institution surpasses this sector average by more than 20%. However, it is crucial to acknowledge persistent issues of underrepresentation of global majority staff in HE, particularly among Black academics and senior leadership. Hence, benchmarking against the sector has its limitations.

Table 19: Number of staff by ethnicity (ungrouped)

Ethnicity	Number	Percentage
Asian or Asian British	138	16%
Black or Black British	68	8%
White	579	66%
Mixed or Multiple Ethnic background	39	4%
Other Ethnic background	27	3%
Prefer not to say	29	3%
	880	
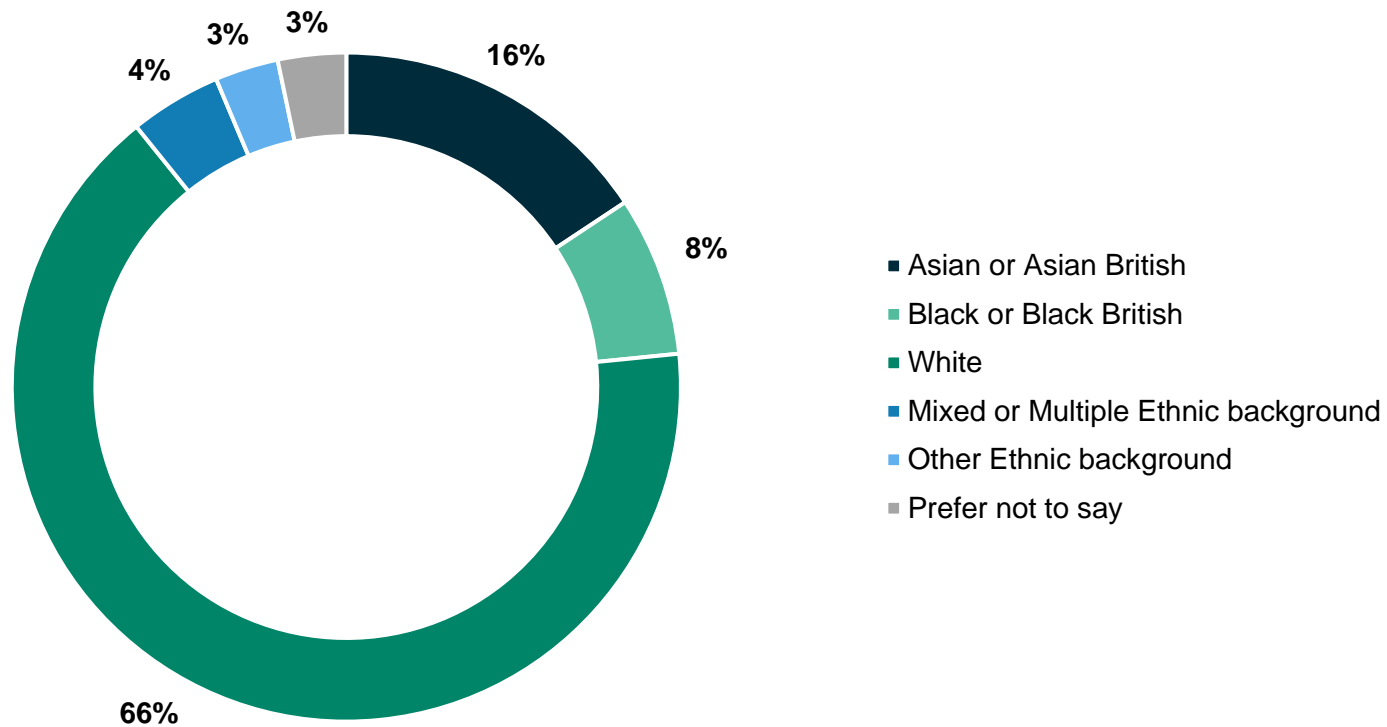
Fig. 10 Number of staff by ethnicity (ungrouped)

As seen in **Table 20** and **Fig. 11**, most institutes and departments exhibit a commendable level of representation among BAME staff, closely mirroring the overall organisational level (31%). Notably, RO, EO, and the ESDO have a higher percentage of global majority staff than the overall organisation. The smallest of our academic institutes, PHRI, has the lowest proportion of global majority staff, as has been the case in previous years. Nevertheless, they have seen a positive trend as the percentage of global majority staff within PHRI has increased from 13% in 2018 to 23% in 2023.

Table 20: Number of staff by institute or department and ethnicity

Institute/Department	Number	Percentage	Global majority		White		Prefer not to say	
Institute of Medical and Biomedical Allied Education (IMBAE)	116	13%	33	28%	79	68%	0	3%
Infection and Immunity Research Institute (I&I)	249	28%	65	26%	176	71%	8	3%
Molecular and Clinical Sciences Research Institute (MCS)	99	11%	29	29%	66	67%	0	4%
Population Health Research Institute (PHRI)	44	5%	10	23%	33	75%	0	2%
Research Operations (RO)	27	3%	13	48%	13	48%	0	4%
Education Operations (EO)	72	8%	27	38%	41	57%	0	6%
Education Strategy and Development Office (ESDO)	29	3%	11	38%	18	62%	0	0%
Professional and Technical Services (PTS)	244	28%	84	34%	153	63%	7	3%
	880		**272**	**31%**	**579**	**66%**	**29**	**3%**
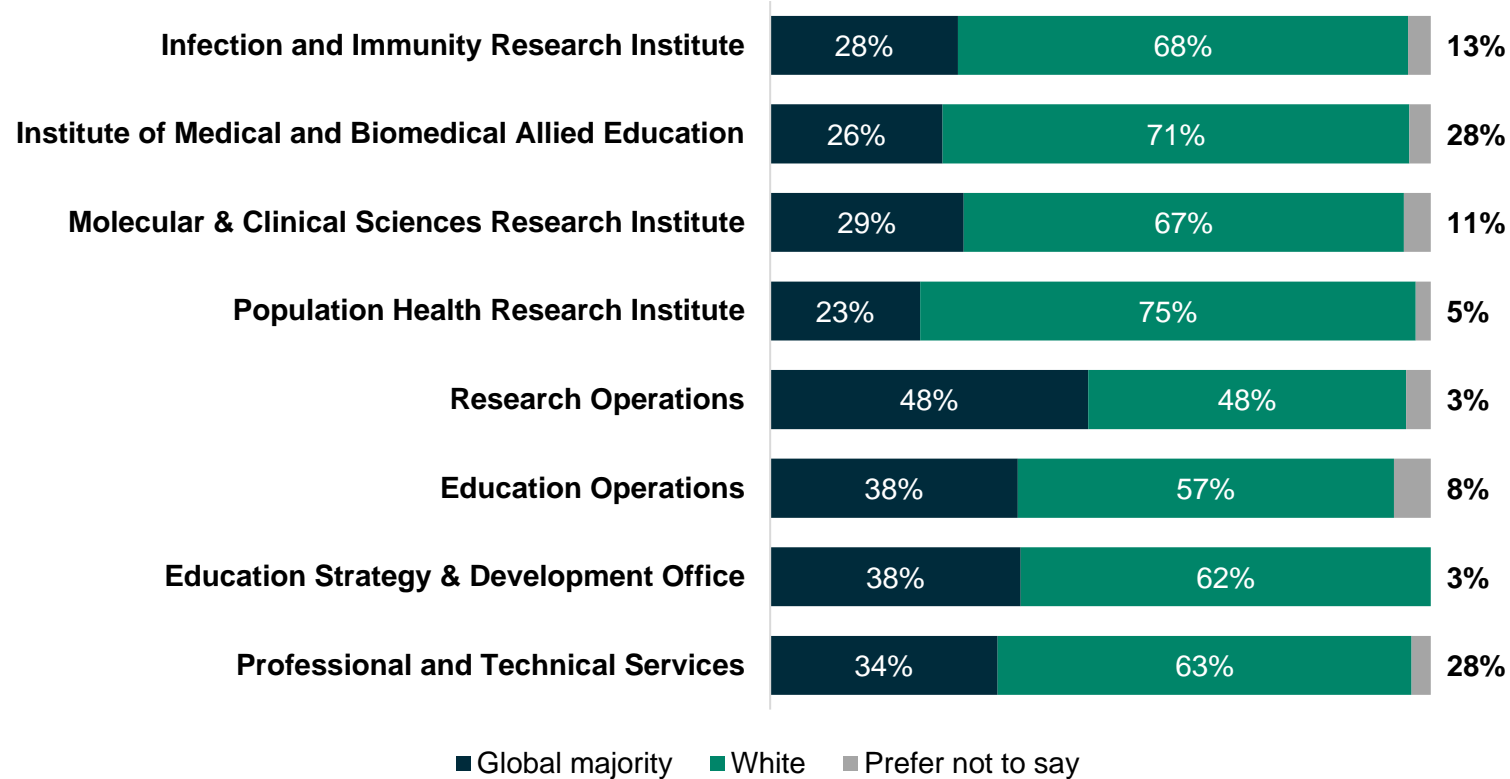
Fig. 11 Number of staff by institute or department and ethnicity

Global majority staff are predominantly found in Professional and Research roles (**Table 21**, **Fig. 12**). In Lecturer and Teaching roles, global majority representation seems consistent, averaging at 30%. However, in senior Academic positions such as Senior Lecturer, Reader, and Professor, the presence of global majority staff is notably lower compared to their White colleagues.

Table 21: Number of staff by role and ethnicity

Staff Role	Number	Percentage	Global majority		White		Prefer not to say	
Lecturer	97	11%	26	27%	68	70%	0	3%
Senior Lecturer	117	13%	22	19%	91	78%	0	3%
Reader and Associate Professor	53	6%	11	21%	39	74%	0	6%
Professor	64	7%	6	9%	56	88%	0	3%
Teaching*	30	3%	10	33%	19	63%	0	3%
Research**	89	10%	39	44%	48	54%	0	2%
Professional	430	49%	158	37%	258	60%	14	3%
880			**272**	**31%**	**579**	**66%**	**29**	**3%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

** Research Staff includes Research Fellows and Research Assistants

Fig. 12 Number of staff by role and ethnicity

Legend: ■ Global majority ■ White ■ Prefer not to say

Bar chart values:
- Lecturer: Global majority 27%, White 70%, Prefer not to say 11%
- Senior Lecturer: Global majority 19%, White 78%, Prefer not to say 13%
- Reader & Associate Professor: Global majority 21%, White 74%, Prefer not to say 6%
- Professor: Global majority 9%, White 88%, Prefer not to say 7%
- Teaching: Global majority 33%, White 63%, Prefer not to say 3%
- Research Staff: Global majority 44%, White 54%, Prefer not to say 10%
- Professional and Technical Services: Global majority 37%, White 60%, Prefer not to say 49%
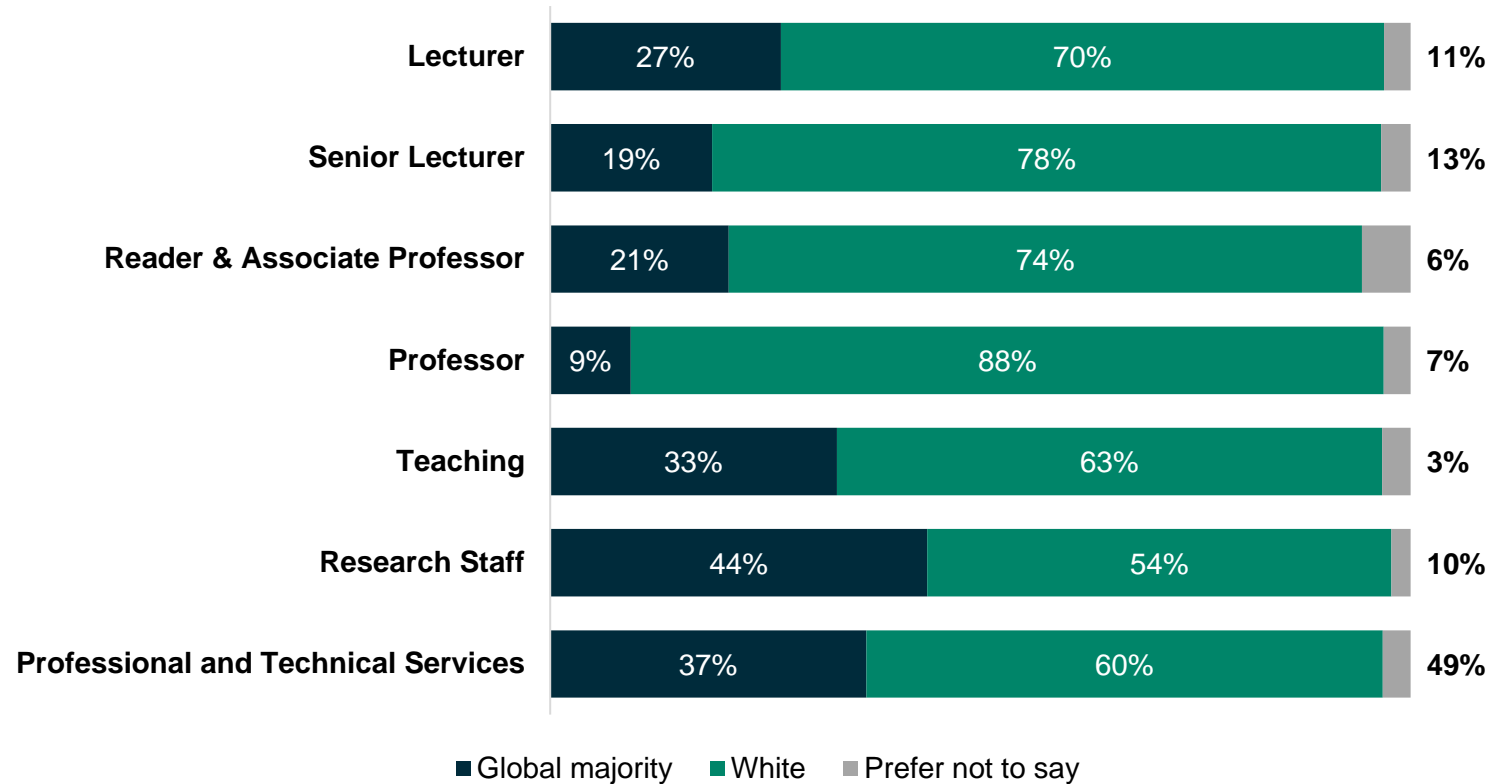
Clinical status

The distribution of staff on clinical contracts appears to be balanced across ethnicities (**Table 22**, **Fig. 13**). It is worth noting that the salaries for our clinical staff are determined by the NHS rather than the University.

Table 22: Number of staff by clinical status and ethnicity

Clinical Status	Number	Percentage	Global majority		White		Prefer not to say	
Clinical	130	15%	44	34%	82	63%	0	3%
Non-Clinical	750	85%	228	30%	497	66%	25	3%
	880		**272**	**31%**	**579**	**66%**	**29**	**3%**
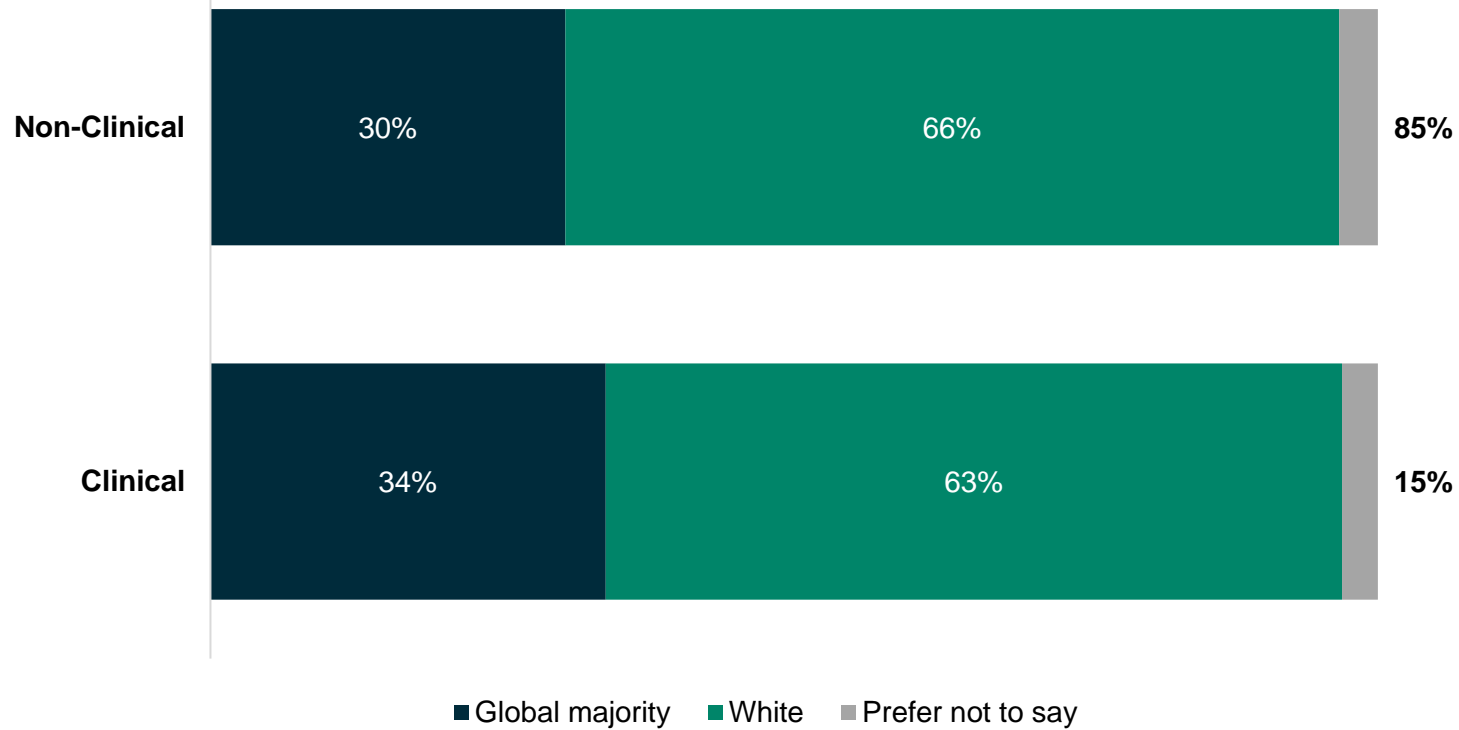
Fig. 13 Number of staff by clinical status and ethnicity

Pay scales and pay grades

Below is a breakdown of staff by grade and ethnicity, providing insight into the representation of global majority staff across various grades and levels of seniority.

Global majority staff members are predominant in SGUL Grades 4-7 (**Table 23**). Most roles at these grades fall within the Professional sector. Clinical staff also exhibit a similar proportion of global majority staff. The number of global majority staff drops dramatically at SGUL 8 and PSA levels. This highlights the lack of ethnic diversity at higher pay grades.

Table 23: Number of staff by pay grade and ethnicity

Pay Grade	Number	Percentage	Global majority		White		Prefer not to say	
SGUL 1 - 3	15	2%	5	33%	9	60%	0	7%
SGUL 4 - 5	193	22%	94	49%	100	52%	9	5%
SGUL 6 - 7	315	36%	106	34%	248	79%	8	3%
SGUL 8	106	12%	20	19%	92	87%	5	5%
SGUL Professorial and Senior Administration (PSA)	49	6%	15	31%	77	157%	0	2%
Clinical	202	23%	32	16%	53	26%	5	2%
	880		**272**		**579**		**29**	

Employment status

The proportions of global majority staff working full-time and part-time are similar and consistent with the overall University (**Table 24**).

Table 24: Number of staff by employment status and ethnicity

Employment Status	Number	Percentage	Global majority		White		Prefer not to say	
Full-Time	640	73%	204	32%	417	65%	19	3%
Part-Time	240	27%	68	28%	162	68%	10	4%
	880		**272**	**31%**	**579**	**66%**	**29**	**3%**

Contract type

The contract types of our global majority and White staff are in close proportion to the overall number of global majority and White staff in the University (**Table 25**). However, upon closer examination, it becomes apparent that individuals from Asian or Asian British and non-specified ethnic groups ("Other Ethnic background") are more likely to hold fixed-term contracts, whereas most Black or Black British staff hold permanent contracts. This reflects the disparity in Black representation within Academic staff, where fixed-term contracts are more prevalent.

Table 25: Number of staff by contract type and ethnicity

Contract Type	Number	Percentage	Global majority		White		Prefer not to say	
Permanent	685	78%	203	30%	458	67%	24	4%
Fixed-Term	195	22%	69	35%	121	62%	5	3%
	880		**272**		**579**		**29**	

Summary

We offer various training courses, like our Talk and Transform Workshop series, designed to educate staff on these issues and encourage collective efforts to advance racial equality throughout the organisation. Furthermore, an institutional review of race equality has been conducted, leading to the formulation of an action plan for further enhancements. Our commitment to Race Equality is overseen by our Race Equality Action Group, convening quarterly to drive progress in this vital area.

St George's, University of London takes pride in its diverse staff community and aims to further enhance it, recognising the extensive value diversity brings. The disparities highlighted in the data underscore a persistent lack of representation of global majority staff in senior positions. We are dedicated to addressing the barriers contributing to this underrepresentation and the differences in experiences faced by these groups.

To support this, we have introduced a Fair Recruitment Specialist Initiative to enhance global majority representation in recruitment panels and decision-making. Our participation in the B-MEntor scheme has offered global majority staff the opportunity to mentor or be mentored in aiding career progression. Training programmes such as "Talk and Transform" educate colleagues on the issues faced by global majority staff, while "Confident and Authentic Leadership", and "Diversifying Leadership" support professional development in global majority staff. Following our Institutional Review of Race Equality in 2021, we established a Staff Race and Ethnicity Network and a Race Equality Action and Engagement Group that are committed to championing race equality and addressing the challenges faced by global majority staff at the University.

4. Staff breakdown by gender and ethnicity

We have a greater number of female global majority staff compared to male global majority staff, as well as a greater number of female White staff compared to male White staff (**Table 26**, **Fig. 14**). This higher representation of women aligns with the overall gender balance at the University. It is important to note, however, that a larger percentage of male staff opted not to disclose their ethnicity. Over the past year, the demographic composition of our staff in terms of ethnicity and gender has remained stable, with minimal fluctuations that are typical of regular staff turnover within a one-year period.

In contrast to our findings, the Advance HE 2021 Staff Statistical Report indicates that a higher proportion of male staff in the sector come from global backgrounds compared to female staff (16.7% versus 14.4% of female staff). However, as previously suggested, this difference may be influenced by potential underreporting, especially among professional and support staff.

Table 26: Number of staff by gender and ethnicity

Gender and ethnicity	Number	Percentage	Male		Female	
Global majority	272	31%	97	36%	175	64%
White	579	66%	230	40%	349	60%
Prefer not to say	29	3%	15	52%	14	48%
****	**880**		**342**	**39%**	**538**	**61%**

Fig. 14 Number of staff by gender and ethnicity
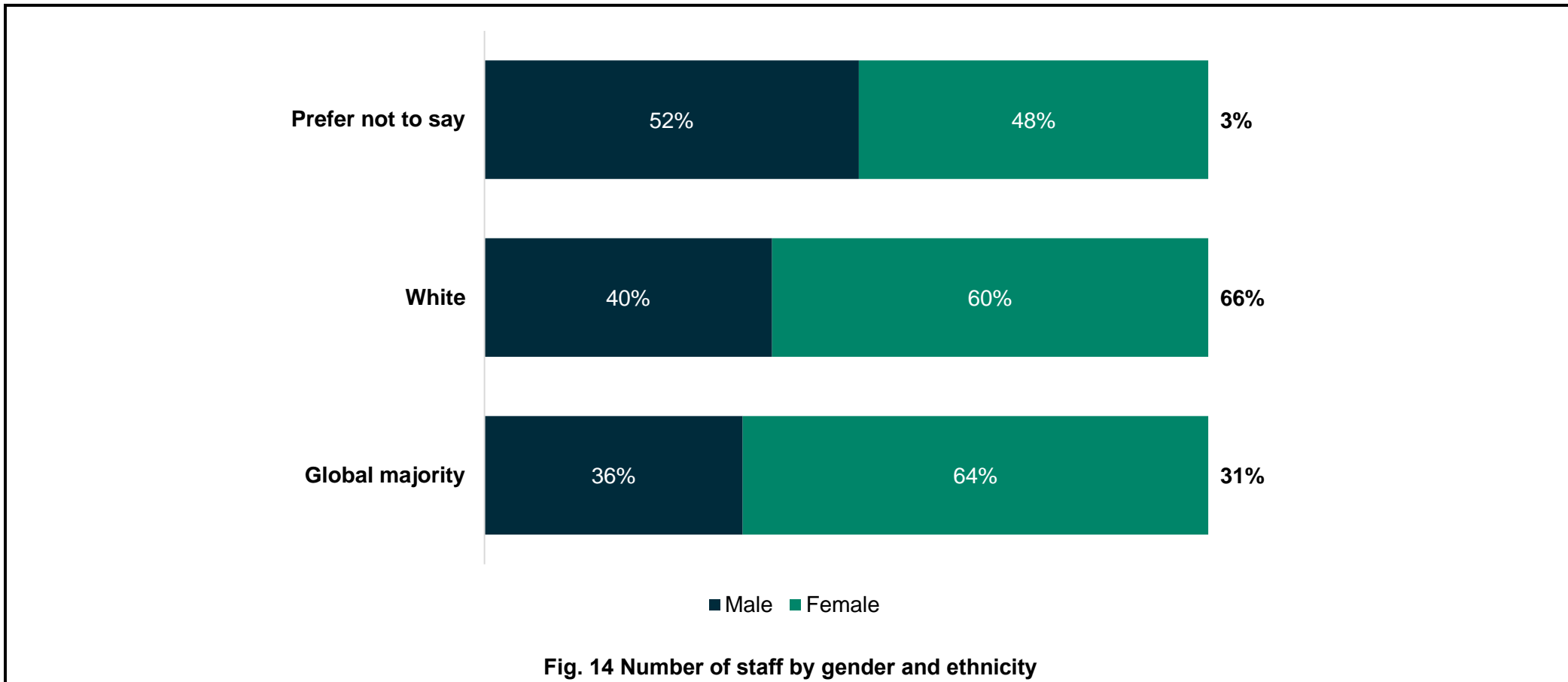
The representation of male global majority staff varies considerably, possibly influenced by the smaller overall number of male global majority staff (**Table 27**, **Fig. 15**). Over the years, male global majority staff have become increasingly better represented in EO and ESDO, although it is crucial to note that these departments have a very small staff count overall. Nevertheless, this positive trend is encouraging, and we aim to sustain it.

Although IMBAE and PHRI have the highest overall representation of female staff (**Table 28**, **Fig. 16**), when we delve into the breakdown by gender and ethnicity, we find that the higher representation of female global majority staff is particularly notable in RO and PTS. Across institutes and departments, female global majority staff are evenly distributed, with the lowest representation observed in PHRI, consistent with the broader analysis on ethnicity.

Table 27: Number of male staff by institute or department and ethnicity

Institute/Department	Number	Percentage	Male Global majority		White		Prefer not to say	
Institute of Medical and Biomedical Allied Education (IMBAE)	53	15%	13	25%	37	70%	0	6%
Infection and Immunity Research Institute (I&I)	93	27%	24	26%	66	71%	0	3%
Molecular and Clinical Sciences Research Institute (MCS)	46	13%	13	28%	32	70%	0	2%
Population Health Research Institute (PHRI)	15	4%	5	33%	9	60%	0	7%
Research Operations (RO)	11	3%	0	36%	6	55%	0	9%
Education Operations (EO)	17	5%	8	47%	9	53%	0	0%
Education Strategy and Development Office (ESDO)	6	2%	0	50%	3	50%	0	0%
Professional and Technical Services (PTS)	101	30%	27	27%	68	67%	6	6%
	342		**97**	**28%**	**230**	**67%**	**15**	**4%**

Professional and Technical Services	27% / 67%	30%
Education Strategy & Development Office	50% / 50%	2%
Education Operations	47% / 53%	5%
Research Operations	36% / 55%	3%
Population Health Research Institute	33% / 60%	4%
Molecular & Clinical Sciences Research Institute	28% / 70%	13%
Institute of Medical and Biomedical Allied Education	26% / 71%	27%
Infection and Immunity Research Institute	25% / 70%	15%

■ Global majority ■ White ■ Prefer not to say

Fig. 15 Number of male staff by institute or department and ethnicity

Table 28: Number of female staff by institute or department and ethnicity

Institute/Department	Female Number	Percentage	Global majority		White		Prefer not to say	
Institute of Medical and Biomedical Allied Education (IMBAE)	63	18%	20	32%	42	67%	0	2%
Infection and Immunity Research Institute (I&I)	156	46%	41	26%	110	71%	5	3%
Molecular and Clinical Sciences Research Institute (MCS)	53	15%	16	30%	34	64%	0	6%
Population Health Research Institute (PHRI)	29	8%	5	17%	24	83%	0	0%
Research Operations (RO)	16	5%	9	56%	7	44%	0	0%
Education Operations (EO)	55	16%	19	35%	32	58%	0	7%
Education Strategy and Development Office (ESDO)	23	7%	8	35%	15	65%	0	0%
Professional and Technical Services (PTS)	143	42%	57	40%	85	59%	0	1%
	538		**175**	**33%**	**349**	**65%**	**14**	**3%**

Fig. 16 Number of female staff by institute or department and ethnicity

	Global majority	White	Prefer not to say	
Professional and Technical Services	40%	59%		42%
Education Strategy & Development Office	35%	65%		7%
Education Operations	35%	58%		16%
Research Operations	56%	44%		5%
Population Health Research Institute	17%	83%		8%
Molecular & Clinical Sciences Research Institute	30%	64%		15%
Institute of Medical and Biomedical Allied Education	26%	71%		46%
Infection and Immunity Research Institute	32%	67%		18%

■ Global majority ■ White ■ Prefer not to say

Some roles exhibit a relatively balanced representation of genders and ethnicities, such as Teaching roles for both men and women (**Table 29**, **Fig. 17**, **Table 30**, **Fig. 18**). As seniority increases, particularly in Senior Lecturer and Professor roles, global majority representation decreases, especially among women. On the other hand, representation is more balanced by gender and ethnicity for Lecturer and Professional roles.

Table 29: Number of male staff by role and ethnicity

Staff Group	Number	Percentage	Male Global majority		White		Prefer not to say	
Lecturer	34	10%	9	26%	23	68%	0	6%
Senior Lecturer	54	16%	12	22%	41	76%	0	2%
Reader and Associate Professor	24	7%	0	17%	18	75%	0	8%
Professor	37	11%	5	14%	31	84%	0	3%
Teaching*	8	2%	0	50%	0	50%	0	0%
Research**	36	11%	18	50%	17	47%	0	3%
Professional	149	44%	45	30%	96	64%	8	5%
	342		**97**	**28%**	**230**	**67%**	**15**	**4%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

** Research Staff includes Research Fellows and Research Assistants

Lecturer
Global majority 26% | White 68% | **10%**

Senior Lecturer
Global majority 22% | White 76% | **16%**

Reader & Associate Professor
Global majority 17% | White 75% | **7%**

Professor
Global majority 14% | White 84% | **11%**

Teaching
Global majority 50% | White 50% | **2%**

Research Staff
Global majority 50% | White 47% | **11%**

Professional and Technical Services
Global majority 30% | White 64% | **44%**

■ Global majority ■ White ■ Prefer not to say

Fig. 17 Number of male staff by role and ethnicity

Table 30: Number of female staff by role and ethnicity

Staff Group	Female Number	Percentage	Global majority		White		Prefer not to say	
Lecturer	63	12%	17	27%	45	71%	0	2%
Senior Lecturer	63	12%	10	16%	50	79%	0	5%
Reader and Associate Professor	29	5%	7	24%	21	72%	0	3%
Professor	27	5%	0	4%	25	93%	0	4%
Teaching*	22	4%	6	27%	15	68%	0	5%
Research**	53	10%	21	40%	31	58%	0	2%
Professional	281	52%	113	40%	162	58%	6	2%
	538		**175**	**33%**	**349**	**65%**	**14**	**3%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

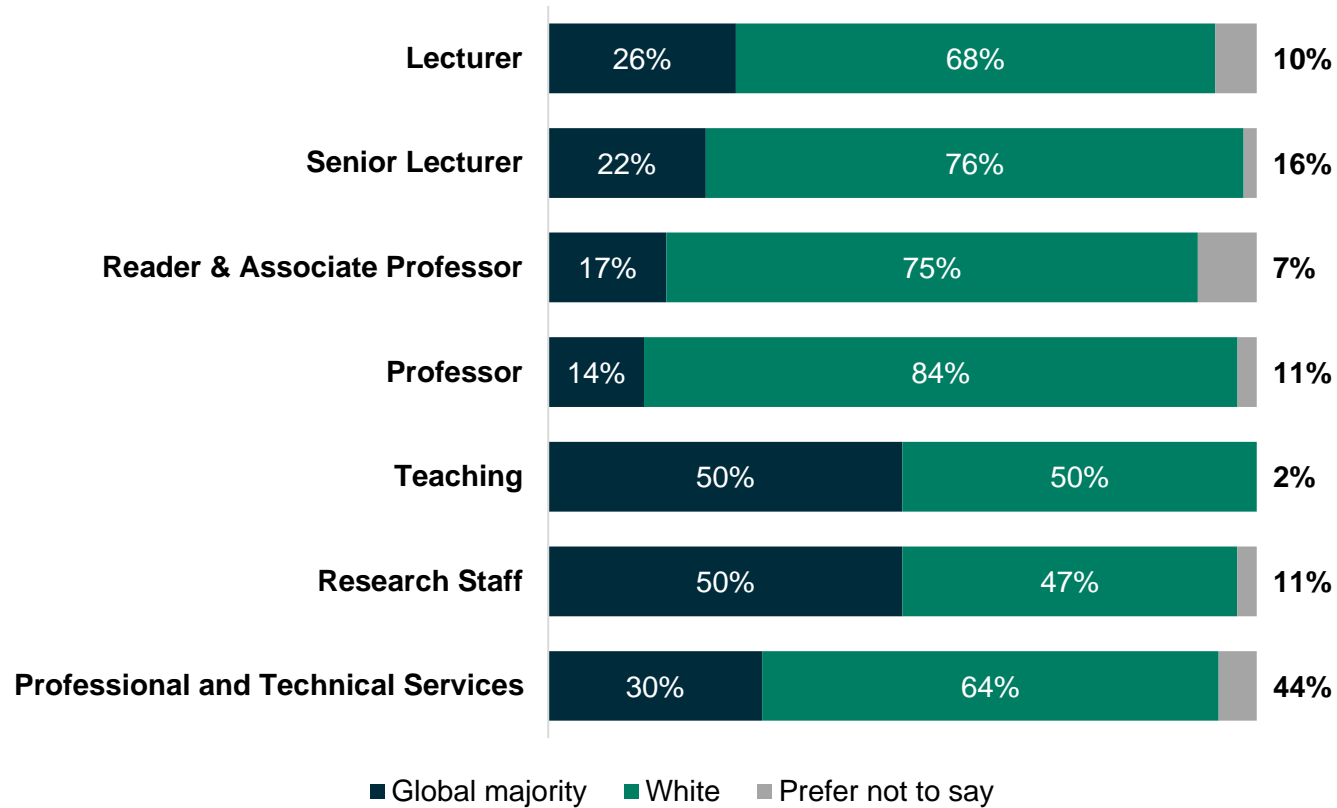** Research Staff includes Research Fellows and Research Assistants
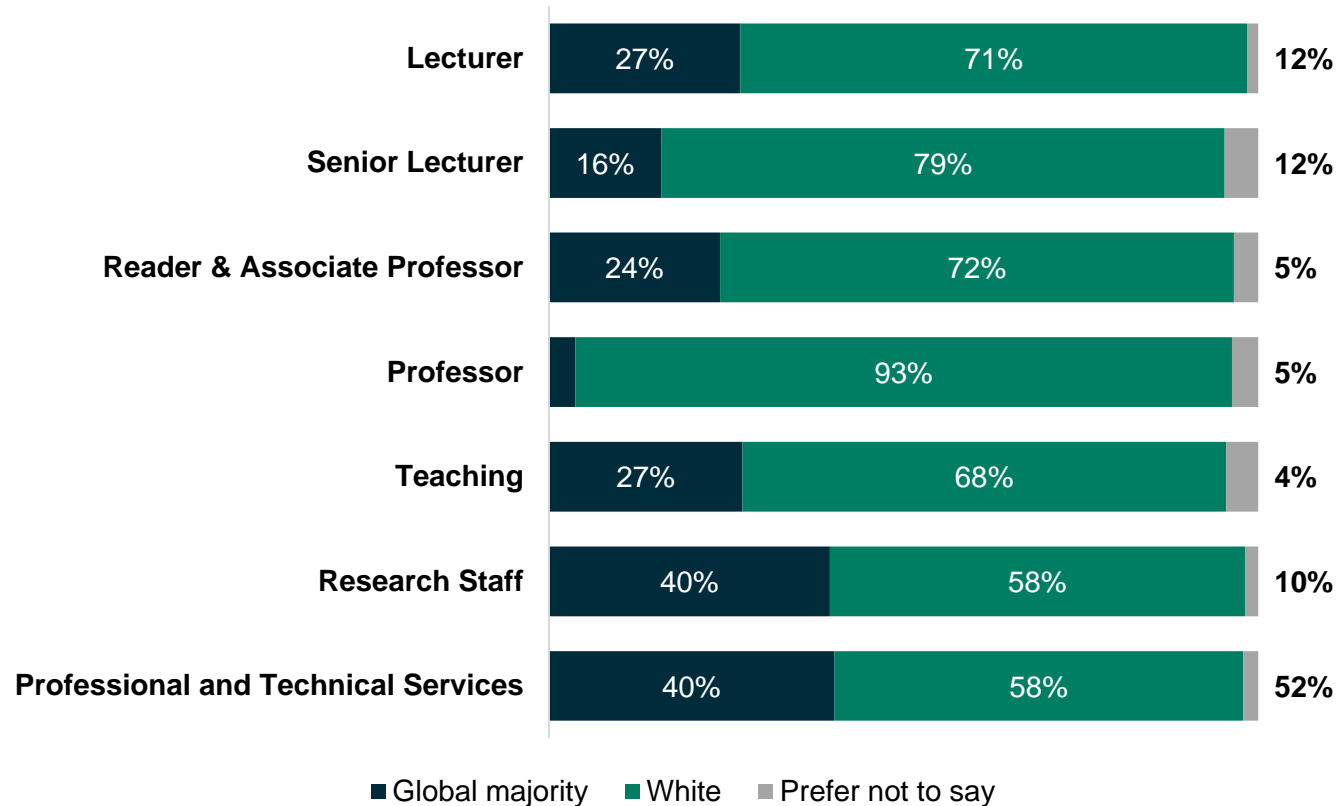
Fig. 18 Number of female staff by role and ethnicity

Clinical status

There is a higher percentage of male global majority clinical staff (41%) compared to female global majority staff (27%) (Table 31, **Table 32**, **Fig. 19**, **Fig. 20**). It is worth mentioning that the majority of global majority clinical staff are of Asian backgrounds.

Table 31: Number of male staff by clinical status and ethnicity

Clinical Status	Number	Percentage	Male Global majority		White		Prefer not to say	
Clinical	63	18%	26	41%	35	56%	0	3%
Non-Clinical	279	82%	71	25%	195	70%	13	5%
	342		**97**	**28%**	**230**	**67%**	**15**	**4%**
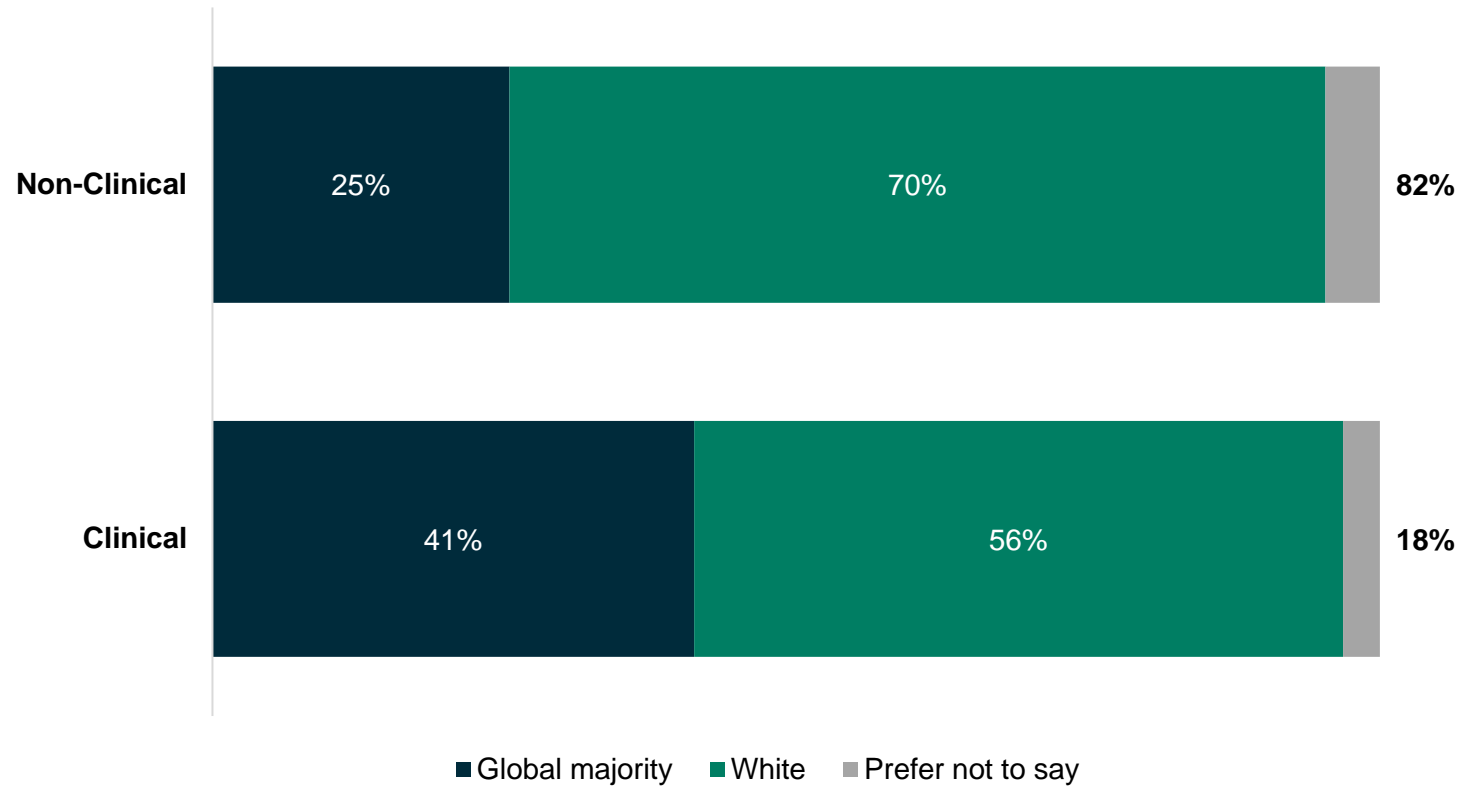
Fig. 19 Number of male staff by clinical status and ethnicity

Table 32: Number of female staff by clinical status and ethnicity

| Clinical Status | Female | | | | | | | |
	Number	Percentage	Global majority		White		Prefer not to say	
Clinical	67	12%	18	27%	47	70%	0	3%
Non-Clinical	471	88%	157	33%	302	64%	12	3%
	538		**175**	**33%**	**349**	**65%**	**14**	**3%**
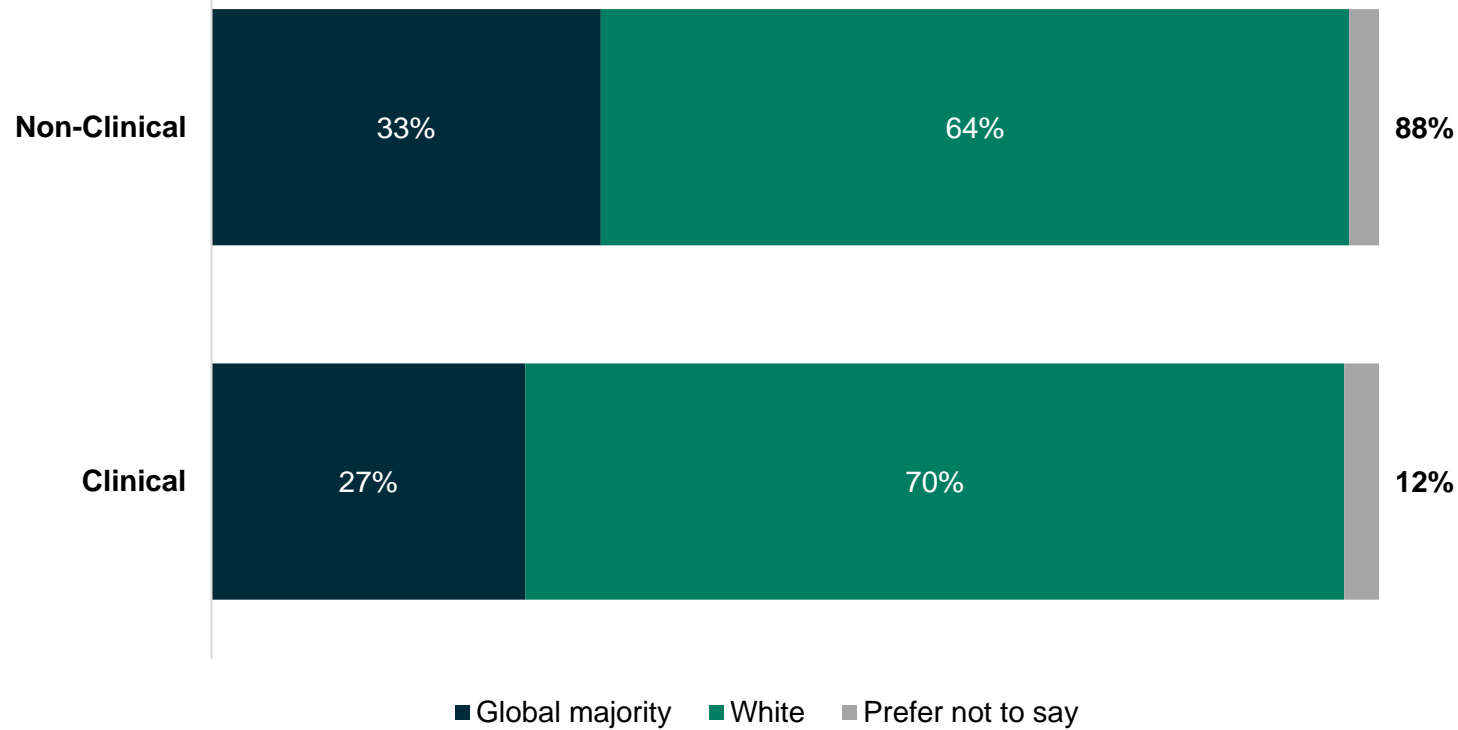
Fig. 20 Number of female staff by clinical status and ethnicity

Pay scales and pay grades

The differences in pay representation by ethnicity are consistent across both male and female staff (**Table 33**, **Table 34**). This suggests that regardless of gender, individuals from global majority backgrounds may face similar challenges in terms of representation across different pay grades. Such findings underline the importance of addressing systemic barriers to advancement and ensuring equitable opportunities for career progression among all staff members, irrespective of gender or ethnicity.

Table 33: Number of male staff by pay grade and ethnicity

Pay Grade	Number	Percentage	Male Global majority		White		Prefer not to say	
SGUL 1 - 3	7	2%	0	29%	0	57%	0	14%
SGUL 4 - 5	61	18%	23	38%	35	57%	3	5%
SGUL 6 - 7	134	39%	37	28%	91	68%	6	4%
SGUL 8	49	14%	7	14%	40	82%	0	4%
SGUL Professorial and Senior Administration	54	16%	10	19%	42	78%	0	4%
Clinical pay scale	37	11%	18	49%	18	49%	0	3%
	342		**97**	**28%**	**230**	**67%**	**15**	**4%**

Table 34: Number of female staff by pay grade and ethnicity

Pay Grade	Number	Percentage	Female Global majority		White		Prefer not to say	
SGUL 1 - 3	8	1%	0	38%	5	63%	0	0%
SGUL 4 - 5	142	26%	71	50%	65	46%	6	4%
SGUL 6 - 7	229	43%	69	30%	157	69%	0	1%
SGUL 8	68	13%	13	19%	52	76%	0	4%
SGUL Professorial and Senior Administration	41	8%	5	12%	35	85%	0	2%
Clinical pay scale	50	9%	14	28%	35	70%	0	2%
	538		**175**	**33%**	**349**	**65%**	**14**	**3%**

Employment status

The differences in employment status by ethnicity are consistent across both male and female staff (**Table 35**, **Table 36**).

Table 35: Number of male staff by employment status and ethnicity

Employment Status	Number	Percentage	Male Global majority		White		Prefer not to say	
Full-Time	264	77%	77	29%	177	67%	10	4%
Part-Time	78	23%	20	26%	53	68%	5	6%
	342		**97**	**28%**	**230**	**67%**	**15**	**4%**

Table 36: Number of female staff by employment status and ethnicity

Employment Status	Female							
	Number	Percentage	Global majority		White		Prefer not to say	
Full-Time	376	70%	127	34%	240	64%	9	2%
Part-Time	162	30%	48	30%	109	67%	5	3%
538			**175**	**33%**	**349**	**65%**	**14**	**3%**

Contract type

The differences in contract type by ethnicity are consistent across both male and female staff (**Table 35**, **Table 36**).

Contract Type	Male							
	Number	Percentage	Global majority		White		Prefer not to say	
Permanent	266	78%	70	26%	183	69%	13	5%
Fixed-Term	76	22%	27	36%	47	62%	0	3%
342			**97**	**28%**	**230**	**67%**	**15**	**4%**

Contract Type	Female							
	Number	Percentage	Global majority		White		Prefer not to say	
Permanent	419	78%	133	32%	275	66%	11	3%
Fixed-Term	119	22%	42	35%	74	62%	0	3%
538			**175**	**33%**	**349**	**65%**	**14**	**3%**

5. Staff breakdown by disability

In 2023, 8% of our staff declared a disability (**Table 37**, **Fig. 21**), marking an increase from 6% in 2022. While this is slightly higher than the sector average of 5%, it is widely acknowledged that the actual percentage of staff with disabilities across the UK is likely higher. However, rates of declaration tend to be low due to concerns about stigma and discrimination. Government statistics indicate that approximately 23% of the total UK workforce has a declared disability.[3]

In 2017, St George's, University of London joined the Disability Confident employer scheme, which mandates employers to take proactive measures to recruit and retain disabled individuals and those with health conditions based on their skills and talents, thereby fostering a more inclusive workforce. We renewed our Level 2 Disability Confident accreditation in 2021 and are dedicated to enhancing our support for staff with disabilities.

Since its inception in 2018, our Staff Disability Network has been instrumental in providing ongoing support for disabled staff while collaborating with the University to advance disability inclusion initiatives.

Table 37: Number of staff by disability status

Disability Status	Number	Percentage
No known disability	770	88%
Declared disability	70	8%
Prefer not to say	40	5%
	880	

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[3] Employment of disabled people 2023

5%

8%

88%

- No known disability
- Declared disability
- Prefer not to say
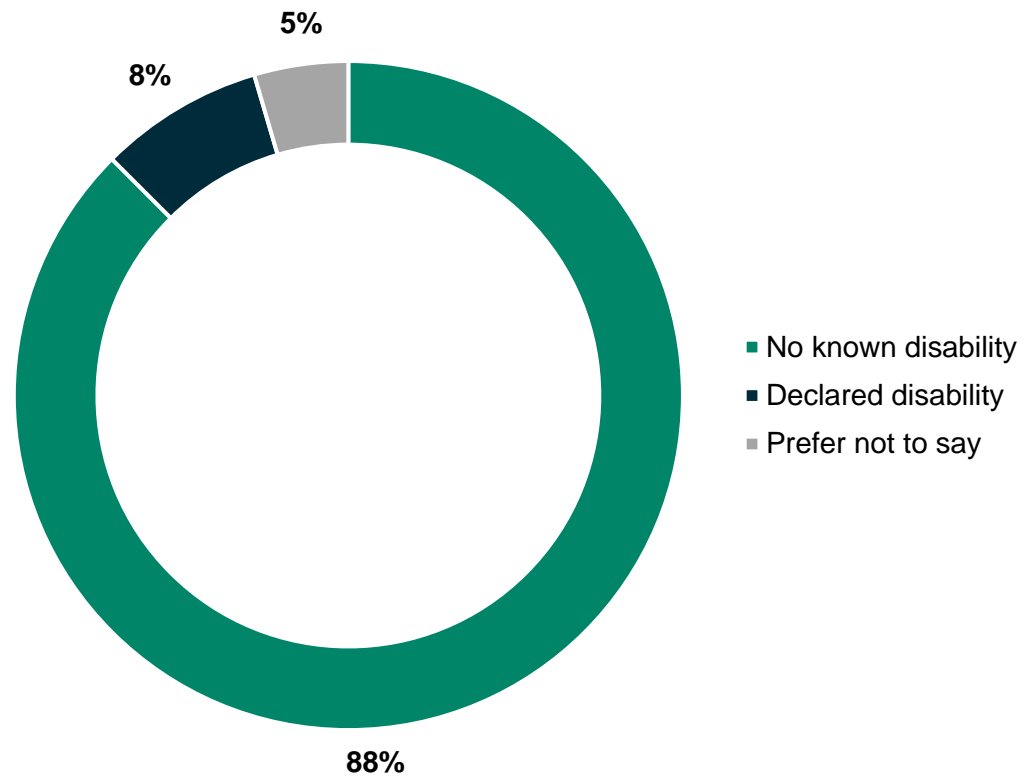
Fig. 21 Number of staff by disability status

When examining data broken down by institutes and departments, the numbers of staff declaring a disability are notably small, with some institutes and departments unable to provide inclusive data due to these small numbers (**Table 38**, **Fig. 22**). This is especially evident in smaller institutes and departments, making it challenging to draw meaningful conclusions from the available data.

Table 38: Number of staff by institute or department and disability status

Institute/Department	Number	Percentage	No known disability		Declared disability		Prefer not to say	
Institute of Medical and Biomedical Allied Education (IMBAE)	116	13%	111	96%	0	3%	0	1%
Infection and Immunity Research Institute (I&I)	249	28%	211	85%	25	10%	13	5%
Molecular and Clinical Sciences Research Institute (MCS)	99	11%	89	90%	0	4%	6	6%
Population Health Research Institute (PHRI)	44	5%	37	84%	0	9%	0	7%
Research Operations (RO)	27	3%	22	81%	0	7%	0	11%
Education Operations (EO)	72	8%	60	83%	10	14%	0	3%
Education Strategy and Development Office (ESDO)	29	3%	26	90%	0	10%	0	0%
Professional and Technical Services (PTS)	244	28%	214	88%	18	7%	12	5%
	880		**770**	**87%**	**70**	**8%**	**40**	**5%**

Fig. 22 Number of staff by institute or department and disability status

Legend: ■ Declared disability ■ No known disability ■ Prefer not to say

Chart data:

Institute/Department	Declared disability	No known disability	Prefer not to say
Infection and Immunity Research Institute		96%	13%
Institute of Medical and Biomedical Allied Education	10%	85%	28%
Molecular & Clinical Sciences Research Institute		90%	11%
Population Health Research Institute	9%	84%	5%
Research Operations	7%	81%	3%
Education Operations	14%	83%	8%
Education Strategy & Development Office	10%	90%	3%
Professional and Technical Services	7%	88%	28%

The proportion of staff with a declared disability is relatively consistent across all staff roles (**Table 40**). Professor and Research roles have the lowest declaration rate, whereas Reader and Associate Professor roles have the highest.

Table 39: Number of staff by role and disability status

Staff Role	Number	Percentage	No known disability		Declared disability		Prefer not to say	
Lecturer	97	11%	85	88%	6	6%	6	6%
Senior Lecturer	117	13%	103	88%	10	9%	0	3%
Reader and Associate Professor	53	6%	44	83%	7	13%	0	4%
Professor	64	7%	58	91%	0	3%	0	6%
Teaching*	30	3%	28	93%	2	7%	0	0%
Research**	89	10%	82	92%	0	4%	0	3%
Professional	430	49%	370	86%	39	9%	21	5%
880			**770**	**87%**	**70**	**8%**	**40**	**5%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

** Research Staff includes Research Fellows and Research Assistants

Clinical status

The proportion of staff with a declared disability in non-clinical roles closely reflects the balance across the entire University (**Table 40**, **Fig. 23**). In clinical roles, this percentage is significantly higher with only 3% of staff declaring a disability.

Table 40: Number of staff by institute or department and disability status

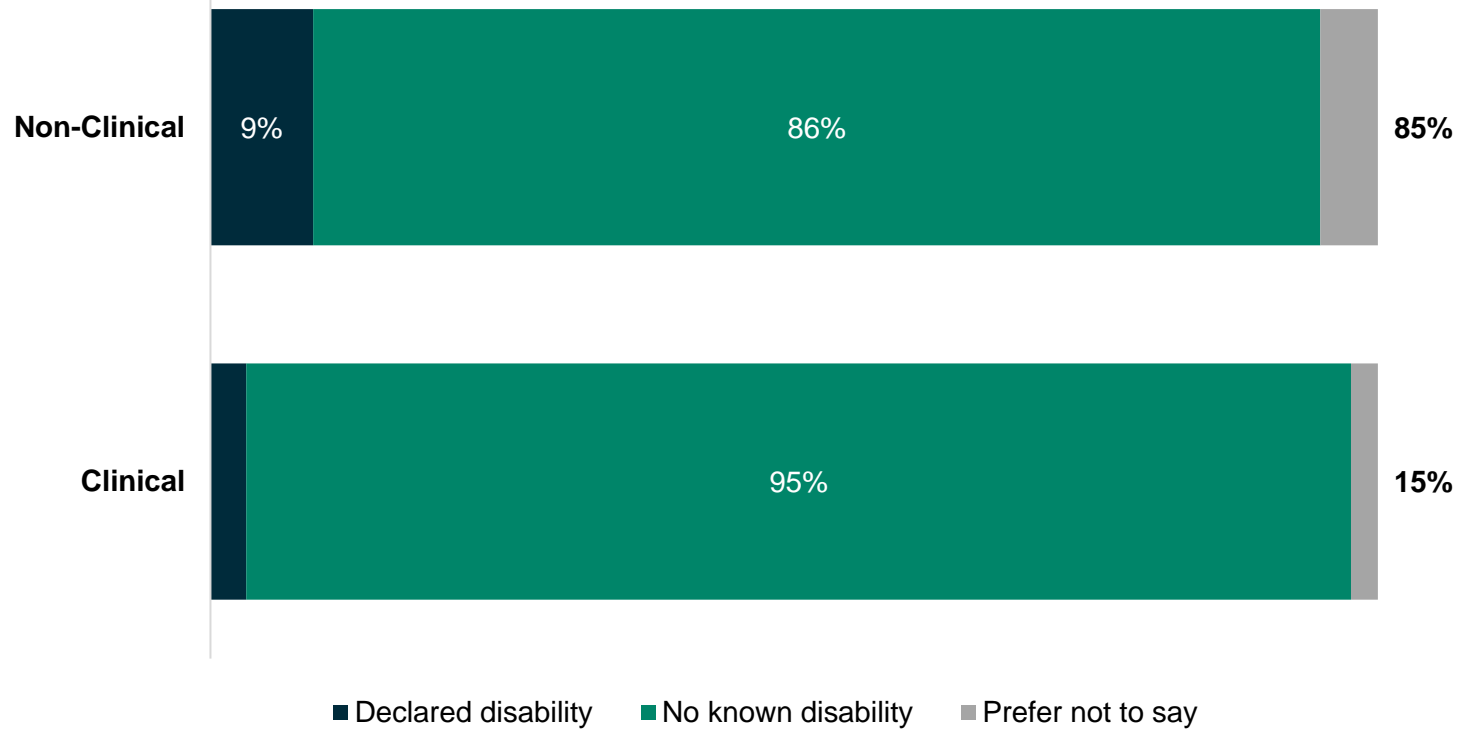| Clinical Status	Number	Percentage	No known disability		Declared disability		Prefer not to say	
Clinical	130	15%	123	95%	0	3%	0	2%
Non-Clinical	750	85%	647	86%	66	9%	37	5%
880			**770**	**87%**	**70**	**8%**	**40**	**5%**

Fig. 23 Number of staff by institute or department and disability status

Pay scales and pay grades

Staff who have declared a disability are present across SGUL pay grades (**Table 41**) with a notably higher representation observed in SGUL Grades 4-5 (11%) and lower representation at PSA levels (4%). This discrepancy warrants further investigation and understanding to identify the underlying causes.

To address this issue, we have introduced disability inclusion training for line managers. This initiative recognises the crucial role that line managers play in facilitating a supportive working environment for staff members managing their disabilities.

Table 41: Number of staff by pay grade and disability status

Pay Grade	Number	Percentage	No known disability		Declared disability		Prefer not to say	
SGUL 1 - 3	15	2%	13	87%	0	7%	0	7%
SGUL 4 - 5	193	22%	159	82%	21	11%	13	7%
SGUL 6 - 7	315	36%	279	89%	21	7%	15	5%
SGUL 8	106	12%	95	90%	7	7%	0	4%
SGUL Professorial and Senior Administration (PSA)	49	6%	44	90%	0	4%	0	6%
Clinical	202	23%	180	89%	18	9%	0	2%
	880		**770**	**87%**	**70**	**8%**	**40**	**5%**

Employment status

The proportion of staff with a declared disability in full-time and part-time roles closely reflects the balance across the entire University (**Table 42**).

Table 42: Number of staff by employment status and disability status

Employment Status	Number	Percentage	No known disability		Declared disability		Prefer not to say	
Full-Time	640	73%	564	88%	50	8%	26	4%
Part-Time	240	27%	206	86%	20	8%	14	6%
	880		**770**	**87%**	**70**	**8%**	**40**	**5%**

Contract type

The proportion of staff with a declared disability in permanent and fixed-term roles closely reflects the balance across the entire University (**Table 43**).

Table 43: Number of staff by contract type and disability status

Contract Type	Number	Percentage	No known disability		Declared disability		Prefer not to say	
Permanent	685	78%	594	87%	57	8%	34	5%
Fixed-Term	195	22%	176	90%	13	7%	6	3%
	880		**770**	**88%**	**70**	**8%**	**40**	**5%**

6. Staff breakdown by age

The majority of our staff falls within the age range of 25-45 (**Table 44**, **Fig. 24**). The distribution of staff across various age ranges remains consistent with previous years.

Table 44: Number of staff by age

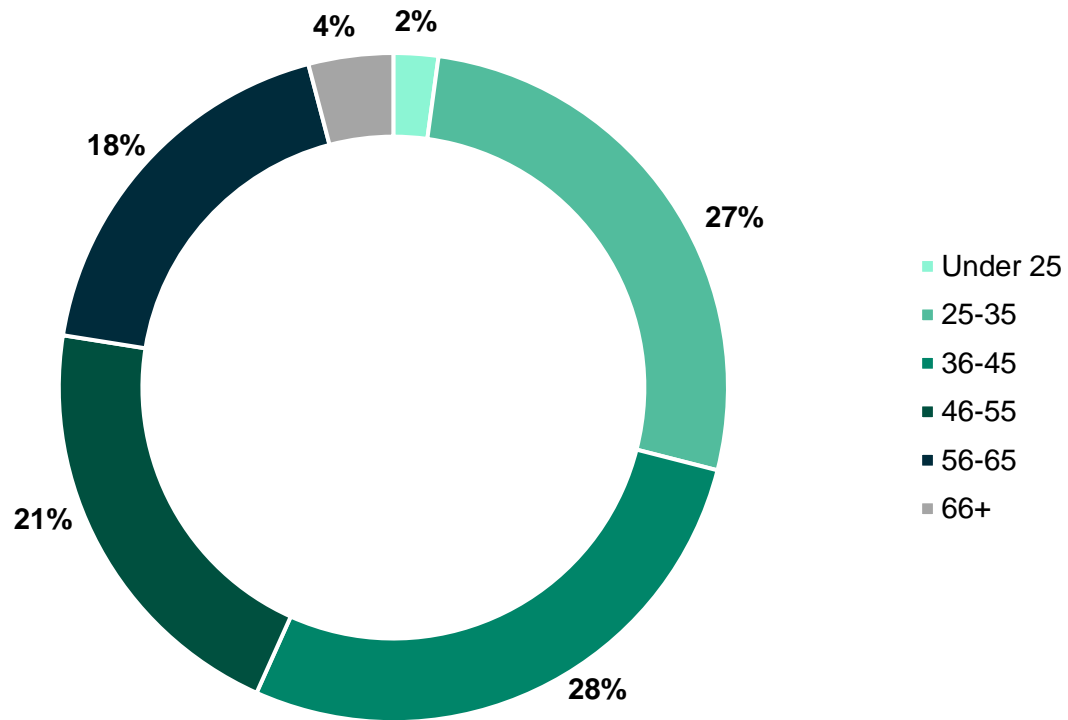| Age	Number	Percentage
Under 25	19	2%
25-35	236	27%
36-45	244	28%
46-55	183	21%
56-65	162	18%
66+	36	4%
	880	

Fig. 24 Number of staff by age

The distribution of staff by age remains relatively consistent across institutes and departments (**Table 45**). Across all areas, the majority of our staff fall within the age range of 25 to 55. However, specific areas such as RO, ESDO, and PTS exhibit higher percentages of staff aged under 35. PHRI has the highest percentage of staff aged over 55.

Table 45: Number of staff by institute or department and age

Institute/Department	Number	Percentage	Under 25		25-35		36-45		46-55		56-65		66+	
Institute of Medical and Biomedical Allied Education (IMBAE)	116	5%	0	3%	40	34%	24	21%	21	18%	22	19%	6	5%
Infection and Immunity Research Institute (I&I)	249	30%	0	1%	50	20%	76	31%	51	20%	58	23%	11	4%
Molecular and Clinical Sciences Research Institute (MCS)	99	12%	0	2%	23	23%	36	36%	16	16%	16	16%	6	6%
Population Health Research Institute (PHRI)	44	7%	0	0%	7	16%	12	27%	9	20%	12	27%	0	9%
Research Operations (RO)	27	9%	0	0%	10	37%	0	15%	6	22%	0	15%	0	11%
Education Operations (EO)	72	4%	0	6%	20	28%	18	25%	19	26%	10	14%	0	1%
Education Strategy and Development Office (ESDO)	29	6%	0	0%	10	34%	10	34%	0	10%	5	17%	0	3%
Professional and Technical Services (PTS)	244	48%	7	3%	76	31%	64	26%	58	24%	35	14%	0	2%
	880		**19**	**2%**	**236**	**27%**	**244**	**28%**	**183**	**21%**	**162**	**18%**	**36**	**4%**

The highest proportion of staff within the 55-65 age range fall under Senior Lecturer, Reader, and Professor roles (**Table 46**). This trend reflects the typical trajectory of academic career progression, where staff advance as they accumulate experience over time.

Table 46: Number of staff by role and age

Staff Role	Number	Percentage	Under 25		25-35		36-45		46-55		56-65		66+	
Lecturer	97	11%	0	0%	25	26%	49	51%	12	12%	9	9%	0	2%
Senior Lecturer	117	13%	0	0%	9	8%	43	37%	27	23%	33	28%	5	4%
Reader and Associate Professor	53	6%	0	0%	0	2%	10	19%	22	42%	18	34%	0	4%
Professor	64	7%	0	0%	0	0%	0	2%	16	25%	36	56%	11	17%
Teaching*	30	3%	0	0%	8	27%	8	27%	5	17%	5	17%	0	13%
Research**	89	10%	0	0%	47	53%	28	31%	8	9%	0	4%	0	2%
Professional	430	49%	19	4%	146	34%	105	24%	93	22%	57	13%	10	2%
	880		**19**	**2%**	**236**	**27%**	**244**	**28%**	**183**	**21%**	**162**	**18%**	**36**	**4%**

* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

** Research Staff includes Research Fellows and Research Assistants

Clinical status

The proportion of staff on clinical contracts is highest within the age brackets of 36-45. (**Table 47**, **Fig. 25**) Staff in the age group of 36-45 are largely represented in academic roles such as Lecturer, Researcher, and Teacher. There is little difference in the percentages of staff across the ages of 25-55 on non-clinical contracts.

Table 47: Number of staff by clinical status and age

Clinical Status	Number	Percentage	Under 25		25-35		36-45		46-55		56-65		66+	
Clinical	130	15%	0	0%	24	18%	47	36%	21	16%	31	24%	7	5%
Non-Clinical	750	85%	19	3%	212	28%	197	26%	162	22%	131	17%	29	4%
	880		**19**	**2%**	**236**	**27%**	**244**	**28%**	**183**	**21%**	**162**	**18%**	**36**	**4%**

Fig. 25 Number of staff by clinical status and age
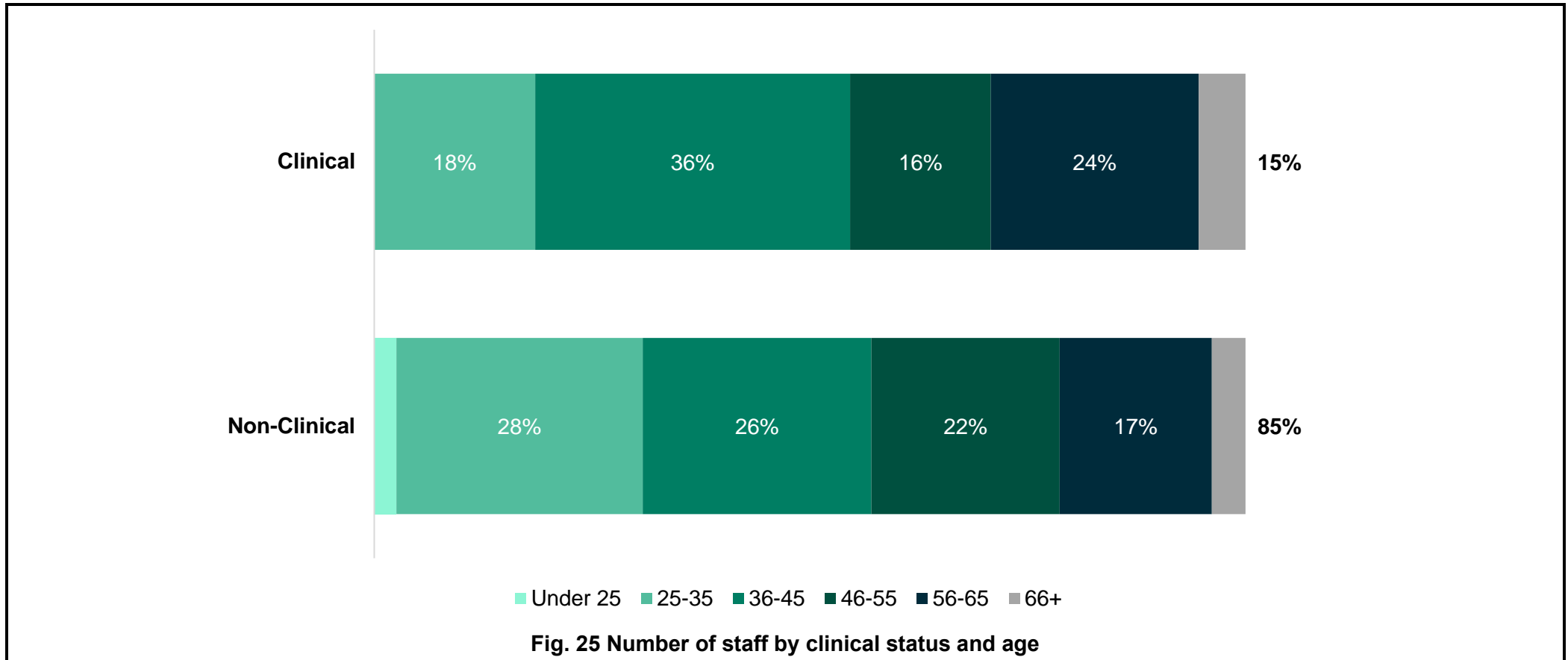
Pay scales and pay grades

The data on staff by pay grade and age group suggests that individuals aged 25-45 are adequately represented across all grades except PSA levels (**Table 48**). In higher pay grades, the majority of staff tend to be aged over 46. This pattern aligns with the typical progression expected as staff accumulate experience over the years of employment. In contrast, staff on clinical pay demonstrate reasonable diversity in terms of age groups.

Table 48: Number of staff by pay grade and age

Pay Grade	Number	Percentage	Under 25		25-35		36-45		46-55		56-65		66+	
SGUL 1 - 3	15	2%	0	0%	9	60%	0	7%	0	20%	0	13%	0	0%
SGUL 4 - 5	193	22%	19	10%	85	44%	39	20%	23	12%	21	11%	6	3%
SGUL 6 - 7	315	36%	0	0%	101	32%	105	33%	64	20%	39	12%	6	2%
SGUL 8	106	12%	0	0%	5	5%	26	25%	37	35%	31	29%	7	7%
SGUL Professorial and Senior Administration (PSA)	49	6%	0	0%	0	0%	0	8%	19	39%	19	39%	7	14%
Clinical	202	23%	0	0%	36	18%	69	34%	37	18%	50	25%	10	5%
****	**880**		**19**	**2%**	**236**	**27%**	**244**	**28%**	**183**	**21%**	**162**	**18%**	**36**	**4%**

Employment status

The proportions of staff on full-time and part-time contracts are similar across all age groups except 25-35, where 30% of staff are on full-time contracts and 18% are on part-time contracts (**Table 49**).

Table 49: Number of staff by employment status and age

Employment Status	Number	Percentage	Under 25		25-35		36-45		46-55		56-65		66+	
Full Time	640	73%	18	3%	192	30%	170	27%	135	21%	110	17%	15	2%
Part Time	240	27%	0	0%	44	18%	74	31%	48	20%	52	22%	21	9%
****	**880**		**19**	**2%**	**236**	**27%**	**244**	**28%**	**183**	**21%**	**162**	**18%**	**36**	**4%**

Contract type

While most age groups have a higher number of staff on permanent contracts, the 25-35 age group has twice as many staff on fixed-term contracts (**Table 50**). This age group is highly represented in PTS roles, which offer the highest number of part-time contracts in the University.

Table 50: Number of staff by contract type and age

Contract Type	Number	Percentage	Under 25		25-35		36-45		46-55		56-65		66+	
Permanent	685	78%	12	2%	151	22%	185	27%	165	24%	144	21%	28	4%
Fixed-Term	195	22%	7	4%	85	44%	59	30%	18	9%	18	9%	8	4%
****	**880**		**19**	**2%**	**236**	**27%**	**244**	**28%**	**183**	**21%**	**162**	**18%**	**36**	**4%**

7. Staff breakdown by sexual orientation

Most of our staff identify as heterosexual (**Table 51**). The data reveals a low percentage of staff identifying as bisexual, gay, lesbian, or other. A significant number of staff chose not to disclose their sexual orientation.

At St George's, University of London, we have established a Staff LGBTQ+ Network to provide a supportive and inclusive community for University staff identifying as LGBTQ+. The staff network also welcomes staff who wish to join as LGBTQ+ allies. Its primary aim is to offer support to LGBTQ+ staff and collaborate with other groups, committees, and senior management to advance LGBTQ+ equality at St George's.

Due to small numbers, further breakdowns of staff by sexual orientation are not provided.

Table 51: Number of staff by sexual orientation

Sexual Orientation	Number	Percentage
Bisexual	12	1%
Gay Man	26	3%
Gay Woman / Lesbian	11	1%
Heterosexual	639	73%
Other	6	1%
Prefer not to say	186	21%
	880	

Fig. 26 Number of staff by sexual orientation

Legend:
- Bisexual
- Gay Man
- Gay Woman / Lesbian
- Heterosexual
- Other
- Prefer not to say

Values: 1%, 3%, 1%, 73%, 1%, 21%
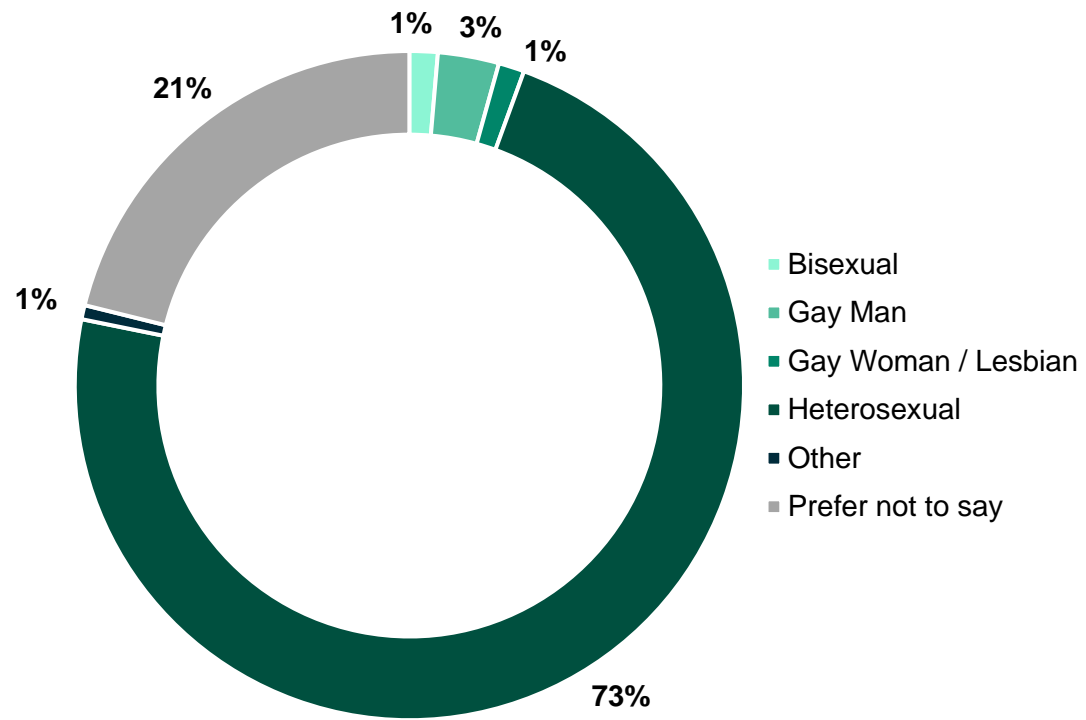
8. Staff breakdown by religion or belief

Of the staff who choose to disclose their religion or belief, the largest group identifies as Christian (**Table 52**). However, the data indicates a diverse range of religions and beliefs beyond Christianity, albeit in a significantly smaller proportion. When considering religion and belief collectively, a larger proportion of our staff declare having a religion or belief (46%) compared to those who declare no religion or belief (38%). Many staff chose not to disclose their religion or belief.

St George's, University of London fosters an inclusive environment and hosts an Interfaith Forum to ensure inclusivity of all faiths within the University. Additionally, we have a multi-faith prayer room available for all staff and students to utilise.

Due to small numbers, further breakdowns of staff by religion are not provided.

Table 52: Number of staff by sexual orientation

Religion or belief	Number	Percentage
Any Other Religion or Belief	13	1%
Buddhist	10	1%
Christian	259	29%
Hindu	30	3%
Jewish	7	1%
Muslim	57	6%
No Religion/Belief	331	38%
Prefer not to Say	147	17%
Sikh	7	1%
Spiritual	19	2%
	880	

17%

46%
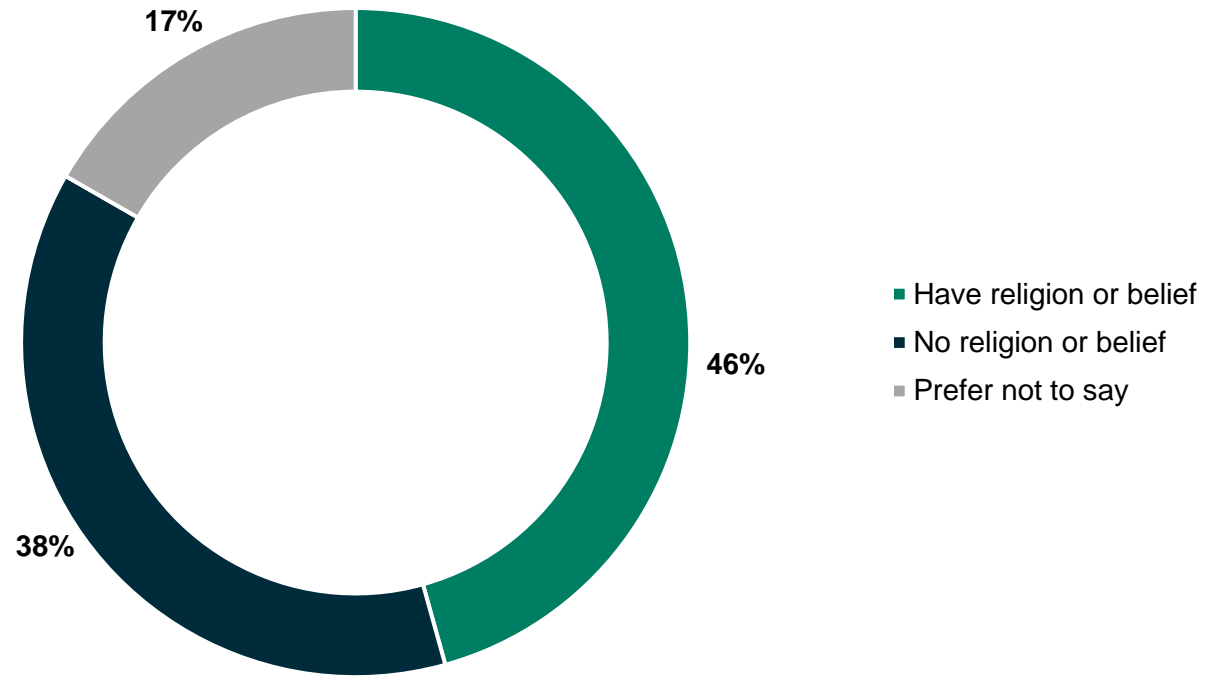
38%

- Have religion or belief
- No religion or belief
- Prefer not to say

Fig. 27 Number of staff by religion or belief