

Panel on Diversity and Inclusion

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2021 SSI Collaboration Workshop



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<https://bit.ly/cw21-panel>



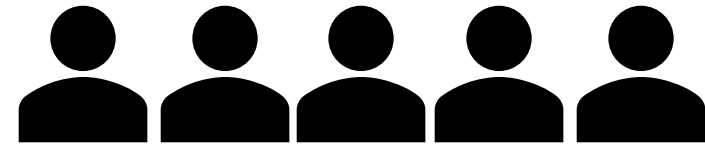
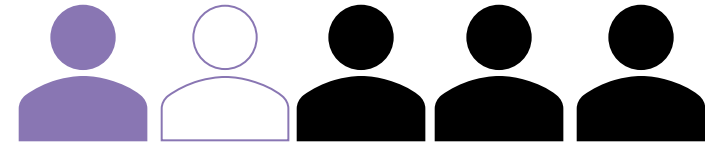


UK Demographics



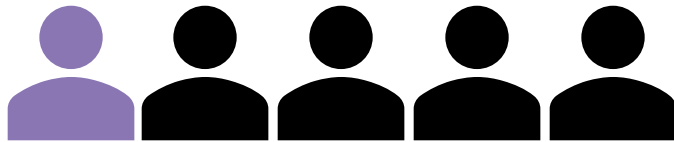
51% female

[\(ONS UK population estimates December 2019\)](#)



14.4% BAME

[\(Annual population survey data December 2019\)](#)



19% UK adults are disabled

[\(DWP Family Resources Survey 2018/19\)](#)

Disability Diversity in the Academic Sector

Disabled Academic, Research and Teaching Staff in UK HEIs

		Non-disabled			Disabled			All staff	
		No.	↓ %	→ %	No.	↓ %	→ %	No.	↓ %
Academic staff									
HOI	Head of institution	120	0.1	96.8	5	0.0	3.2	125	0.1
2	UCEA level 2	440	0.2	97.6	10	0.1	2.4	450	0.2
3A	UCEA level 3A	640	0.3	96.3	25	0.3	3.7	665	0.3
3B	UCEA level 3B	35	0.0	97.3	0	0.0	2.7	35	0.0
3/4A1	UCEA level 3/4A1	775	0.4	96.1	30	0.3	3.9	805	0.4
3/4A2	UCEA level 3/4A2	720	0.3	96.5	25	0.3	3.5	745	0.3
3/4/A3	UCEA level 3/4A3	1,055	0.5	96.6	35	0.4	3.4	1,090	0.5
4A	UCEA level 4A	2,120	1.0	95.8	90	1.0	4.2	2,210	1.0
4B	UCEA level 4B	55	0.0	98.2	0	0.0	1.8	55	0.0
5A	UCEA level 5A	20,835	10.0	96.8	685	7.3	3.2	21,520	9.9
5B	UCEA level 5B	65	0.0	97.1	0	0.0	2.9	70	0.0
LI	XperTHR level I	29,485	14.2	96.0	1,230	13.0	4.0	30,715	14.2
LJ	XperTHR level J	53,300	25.7	95.4	2,570	27.2	4.6	55,870	25.7
LK	XperTHR level K	68,940	33.2	95.4	3,350	35.5	4.6	72,290	33.3
LL	XperTHR level L	25,310	12.2	95.6	1,160	12.3	4.4	26,475	12.2
LM	XperTHR level M	3,375	1.6	94.8	185	2.0	5.2	3,560	1.6
LN	XperTHR level N	345	0.2	93.7	25	0.2	6.3	370	0.2
LO	XperTHR level O	10	0.0	..	5	0.0	..	10	0.0
LP	XperTHR level P	0	0.0	..	0	0.0	..	0	0.0
All	All contract levels	207,630	100.0	95.7	9,435	100.0	4.3	217,065	100.0

Vice Chancellor

Head of Faculty / College

Professor

Post-doctoral researchers

19.7% undergraduates
([Advance HE Students
Statistical report 2020](#))

([Advance HE Staff Statistical report 2020](#))



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- 2020 HE Advance staff and students diversity report (full sector diversity stats, pay gap, grade) <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>
- Royal Society Disability in STEM research 2020 and Jan 2021 (stats on employment, grade, student employment stats)
<https://royalsociety.org/topics-policy/diversity-in-science/disability-reports/>
- Ableism in academia, 2020 (barriers in career / progression)
<https://www.uclpress.co.uk/products/123203>
- Wellcome Trust Research Culture report, 2020 (harassment stats, barriers in career / progression)
<https://wellcome.org/reports/what-researchers-think-about-research-culture>