



EQUALITY AND DIVERSITY IN BIRKBECK

STAFF STATISTICAL REPORT 2021

LONDON'S EVENING UNIVERSITY

INTRODUCTION

This report presents analysis of the staff record between 2017 and 2021. It provides a snapshot of the data, taken each December, of the sex, ethnicity, disability, age, sexual orientation and religion or belief of the College workforce. The report covers all Academic, Research, and Professional and Support staff holding one or more contracts at the time the snapshot was taken.

The report provides figures which can be used:

- to consider the diversity and inclusiveness of the workforce;
- to enable consideration of change and progress over time, as a template report to be used against future reports as a comparator;
- to permit benchmarking, where data is available, against the HE sector, the Birkbeck student body, and the Greater London population at the time of the last census.

Data on gender identity, parental leave and marital/civil partnership status has been collected but not included due to the size of the data sets.

Each section of the report is colour-coded for identification and highlights key information alongside illustrative tables and charts. A list of definitions and notes about the data precede the body of this report to clarify some of the terms used and how the data has been presented.

Agata Grabowska
HR Data Analytics Manager

ABOUT THE DATA

The report covers all academic, research, teaching and professional and support staff holding one or more contracts at Birkbeck at 1 December 2021.

Teaching & Scholarship Staff, consultancy and agency staff are excluded as the seasonal variation in staff numbers could produce misleading data.

The analysis presented here is based on a small selection of the large amount of data available from Birkbeck and HESA. Counts of staff represent counts of person per post. Sums of the full-time equivalent are also included in the report and stated explicitly where used.

Percentages are based on known staff data and calculated from unrounded data. All percentages have been rounded to the second point, space permitting, and rounded to the nearest whole number in charts. Some percentages have been suppressed to protect against over-interpretation of small numbers or the identification of individuals.

Unless otherwise specified the data is broken down by:

- legal sex
- ethnicity
- disability
- salary
- occupational group
- business area (excluding Birkbeck institutes)

Where the data is unknown, which may be for a number of reasons, then a category of 'NA' is used.

LEGAL SEX & GENDER IDENTITY

The data held and analysed is legal sex, which recognises only two categories: male or female. Legal sex is the sex given on the person's birth certificate (this is not necessarily the same as their sex at birth) and may not account for people who identify as trans, gender non-conforming or non-binary.

Gender identity refers to the gender with which an individual identifies. Staff who identify as trans may choose to transition from one gender to another, whilst gender non-conforming and non-binary people may or may not identify with any one gender. A person does not have to be under medical supervision to have the protected characteristic of gender reassignment under the Equality Act 2010.

The numbers of declared intersex people or those declaring a different gender to their legal sex in Birkbeck and the wider higher education sector is very low, so they have been excluded from the following analysis as any statistics drawn from these small numbers would not give accurate information about the proportion of trans or intersex people.

ETHNICITY

Ethnicity within this report is based upon the 2011 census classification system. For the purposes of this report, the census categories have been aggregated into five groups:

- white (this includes all white ethnic groups)
- black (including black Caribbean, black African, black British and black other)
- Asian (including Asian Indian, Asian Pakistani, Asian Bangladeshi, Asian British and Asian other)
- mixed
- other ethnic background.

Outside of the ethnicity overview the numbers are not large enough to provide analyses within these aggregated groups. To allow meaningful analysis a widely recognised definition of Black, Asian and Minority Ethnic (BAME) is used to identify patterns of marginalisation and segregation caused by an individual's ethnicity. The College recognises the limitations of this definition, particularly the assumption that minority ethnic staff are a homogenous group.

DISABILITY

Disability is recorded based on self- assessment using one of three possible categories:

- declared disabled
- not known to be disabled
- information not provided

This report uses the term ‘disabled staff’ to refer to staff who recorded themselves as disabled. ‘Non-disabled staff’ is used to refer to staff who have indicated that they are not disabled.

The number of staff declaring a disability in Birkbeck and the wider higher education sector is small. Whilst they have been included in the following analysis, however, the statistics drawn from these small numbers should be used as an indicator as opposed to accurate information about the proportion of staff with a disability.

SEXUAL ORIENTATION

Sexual orientation within this report is based upon the 2011 census classification system. For the purposes of this report, the census categories have been aggregated into three groups:

- heterosexual
- LGBT+ (which includes bisexual, gay man, gay woman/lesbian, other)
- not known (including prefer not to say)

To allow meaningful analysis a widely recognised definition of lesbian, gay and bisexual (LGBT+) is used to identify patterns of marginalisation and segregation caused by an individual’s sexual orientation. The College recognises the limitations of this definition, particularly the assumption that LGBT+ staff are a homogenous group.

RELIGION OR OTHER BELIEF

Religion or other belief within this report is based upon the 2011 census classification system. For the purposes of this report, the census categories have been aggregated into four groups:

- Christian
- other religions (which includes Buddhist, Hindu, Jewish, Muslim, Spiritual and other)
- no-religion
- not known (including prefer not to say)

Outside of the religion or belief overview the numbers of the minority religions are not large enough to provide analyses. To allow some analysis, a grouping of “other religions” is used to identify patterns of marginalisation and segregation caused by an individual’s religious belief outside of the two largest belief groups – “no-religion” and “Christian”. The College recognises the limitations of this definition, particularly the assumption that staff within the definition are a homogenous group.

MODE AND CONTRACT TYPE

Birkbeck counts are based on individuals per post as of 1 December of the reporting year. The full-time equivalent is the number of total hours contracted divided by the maximum number of compensable hours in a full-time schedule.

The HESA benchmarking data uses a full person equivalent. Individuals can hold more than one contract within an institution and each contract may involve more than one activity. Staff counts have been divided among their activities in proportion to the declared full-time equivalent for each activity. This results in counts of full person equivalents (FPE). Staff FPE counts are calculated on the basis of contract activities that were active on 1 December of the reporting period.

A classification is used by HESA to refer to the standard mode of employment being ongoing or fixed term employment, simply known as the mode. There is no consistent definition applied by HESA and institutions returning data are free to supply data based on individual definitions. Benchmarking data must be analysed in this context.

Birkbeck uses these six groups, defining full-time as 0.99 FTE or more:

- full-time
- full-time, term-time only
- part-time
- part-time, term-time only
- atypical
- dormant

Atypical and dormant have been excluded from the report and the remaining four groups aggregated into:

- full-time (which includes full-time and full-time, term time only)
- part-time (which includes part-time and part-time, term time only)

Contract type refers to the permanency of the contractual status. Permanent staff are those who were employed on a contract of employment that states the member of staff as permanent or on an open-ended contract. This includes term-time- only staff who were employed on an open-ended contract. Two definitions are used:

- open
- fixed

MODE AND CONTRACT TYPE

Staff contracts are categorised within the HESA staff record into one of 19 groups derived using a coding framework developed by UCEA and XpertHR. Some of the categories represented small numbers of contracts and these were amalgamated into the 12 broader definitions below:

Senior Management

The most senior management in the institution including the head of Institution and their deputies, Chief Operating Officer, Registrar, University Secretary, Head/ Director of major academic area and Director of major function/ group of functions e.g. finance, corporate services, HR.

Academic Managers

Head of a distinct area of academic responsibility or a sub-set of academic area/ Directors of Small Centres.

Senior Function Head

To have full responsibility for a complete function or activity below Senior Management Team level but will be part of the management team for the overall function.

Professor

Senior Academic appointments which may carry the title of Professor but which do not have departmental line management responsibilities.

Function Head

These roles have full managerial responsibility for one or more activities and input into policy formation for those activities. Responsibility for staff within the area of activity.

Non-Academic Staff Section Manager or Senior Academic

Those responsible for the day-to-day management of a significant professional service unit, activity, department or project and academic staff with the following titles Reader, Senior Lecturer or Principal Research Fellow.

Section/Team Leader (Professional, Technical, Administrative) or Academic

Those responsible for the day-to-day management of a team of staff and/or specialists with experience or seniority but limited management responsibility. Includes academic staff with the title Lecturer B or Senior Research Fellow.

Senior Professional/Technical Staff or Early Career Academic

Those operating at an experienced, professional level in a single area of work without supervision. Includes academic staff with the title Lecturer A, Research Fellow or Teaching Fellow.

Professional/Technical/Senior Administrative Staff or Entry Academic

Those operating as a fully competent professional within a single area of work with minimal supervision. This is a standard 'Officer' level. For academic jobs this is an assistant or instructor role.

Assistant Professional & Administrative Staff

Typically an entry level professional, working under instruction from others within a defined area of work. May be part qualified in an appropriate professional discipline.

Junior Administrative, Clerical and Operative Staff
Normally working under close supervision but experienced in specific areas of job role. Responsibility mainly for performing a range of simple, routine tasks within basic procedures and under regular supervision.

Task Provider

Carrying out a range of simple tasks within a defined routine and where guidance is readily available/ under regular supervision.

SALARIES AND REWARD

Salary is based on the contract salary for members of staff on 1 December. Members of staff for whom the concept of a per annum contractual salary does not apply (e.g. staff paid hourly, staff with zero-hour contracts etc) have been excluded from the salary analysis.

The report presents salary ranges in three groupings consistent with previous benchmarking reports:

- under £30,000
- £30,000 to £50,000
- over £50,000

Please note that for part-time staff, salaries have been scaled up to a full-time equivalent.

Reward is based on the outcomes of the academic review panels and the corresponding panels for other staff groups. It does not include arrangements that have been made outside of the panel procedures or regrading of occupied posts. Reward outcomes are grouped below:

- Promotion, increment or award (which includes a successful application/nomination for promotion, additional incremental progression or a bonus payment)
- No award

Previous reports have included unsuccessful nominations as a separate data element. This has been excluded as the number of unsuccessful applications for reward are very low and the data has the potential to identify individuals.

ROUNDING AND SUPPRESSION TO ANONYMISE STATISTICS

This data is collected for statistical research purposes, but staff data can be 'Personal Data' in its raw form and this needs to be protected from unauthorised exposure.

Birkbeck replicates the Standard Rounding Methodology used in all the Higher Education Statistical Agency (HESA) publications. The principal aspects to the rounding methodology are:

- All numbers are rounded to the nearest multiple of 5
- Any number lower than 2.5 is rounded to 0
- Percentages based on fewer than 22.5 individuals are suppressed
- Averages based on 7 or fewer individuals are suppressed
- Financial data is not rounded

The rules are applied after any calculations (sums, averages, percentages etc.) have been done so that changes to the data don't compound each other to give even more inaccurate results. This sometimes means numbers in tables don't appear to add up.

Modified numbers are shown underlined. Suppressed percentages or averages are shown as '..'.

GENDER

LONDON'S EVENING UNIVERSITY



Gender overview

The data below provides an overview of the gender of the staff population across the past five years, 2017 to 2021. The analysis is by activity (staff category) and figures 1 and 2 provide benchmark comparisons. The benchmark data is sourced directly from HESA data collection system using HEIDE Plus. Please note that the counts from the periods 2017 and 2018 are not directly comparable because of different staffing classifications.

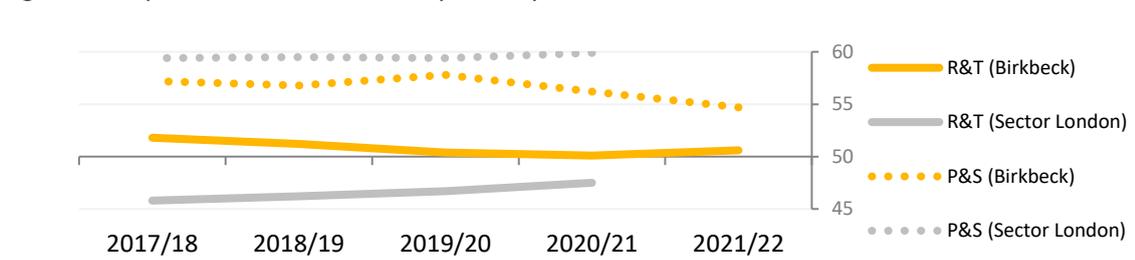
Table 1 Profile of staff over time by gender and activity

	All staff		Female			Male		
	#	FTE	#	FTE	%	#	FTE	%
<i>All staff</i>								
2021	1335	1150	705	600	53	630	550	47
2020	1345	1130	710	600	53	635	530	47
2019	1285	1095	705	595	55	580	500	45
2018	1500	1135	825	600	55	675	535	45
2017	1550	1115	835	575	54	715	540	46
<i>Research & Teaching</i>								
2021	590	515	300	255	51	290	260	49
2020	575	500	290	245	50	285	255	50
2019	580	505	295	250	51	285	255	49
2018	600	525	300	255	50	300	270	50
2017	650	520	315	250	49	335	270	51
<i>Professional & Support</i>								
2021	745	630	410	345	55	340	285	45
2020	770	625	420	350	55	350	275	45
2019	700	590	410	340	58	295	245	41
2018	900	610	525	345	58	375	265	42
2017	900	600	520	325	58	380	270	42

Figure 1 Proportion of female staff over time with Birkbeck student, and sector benchmarks.



Figure 2 Proportion of female staff by activity over time with sector benchmark.



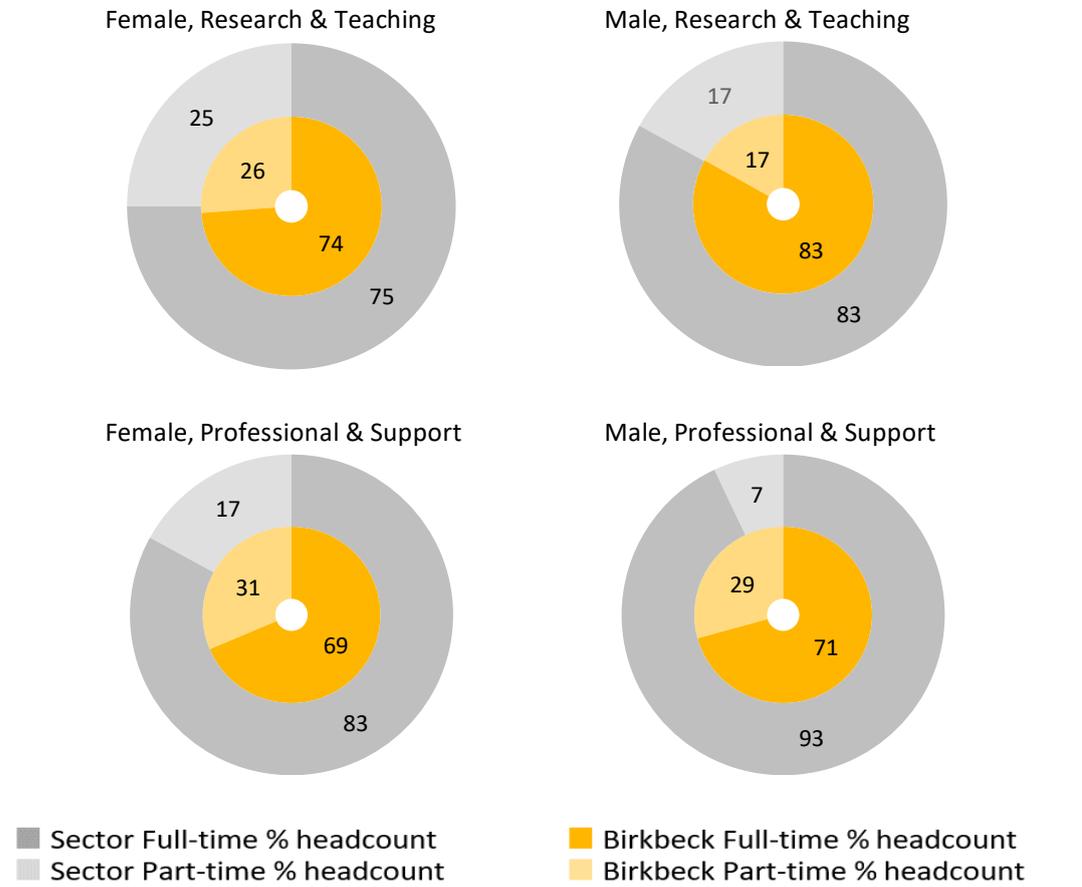
Mode and activity

The data below provides an overview of the uptake of full and part-time contracts by gender. The analysis is by activity with sector benchmark comparisons.

Table 2 Profile of staff by gender and activity

	All staff		Female		Male			
	#	FTE	#	FTE	%#	#	FTE	%#
<i>All staff</i>								
Full	980	980	500	500	51	480	480	49
Part	355	165	205	100	58	150	70	42
<i>Research & Teaching</i>								
Full	460	460	220	220	48	240	240	52
Part	125	55	80	35	64	50	20	39
<i>Professional & Support</i>								
Full	520	520	280	280	54	240	240	46
Part	225	110	130	65	58	100	50	44

Figure 3 Mode (full/part time) by gender and activity with sector benchmarks.



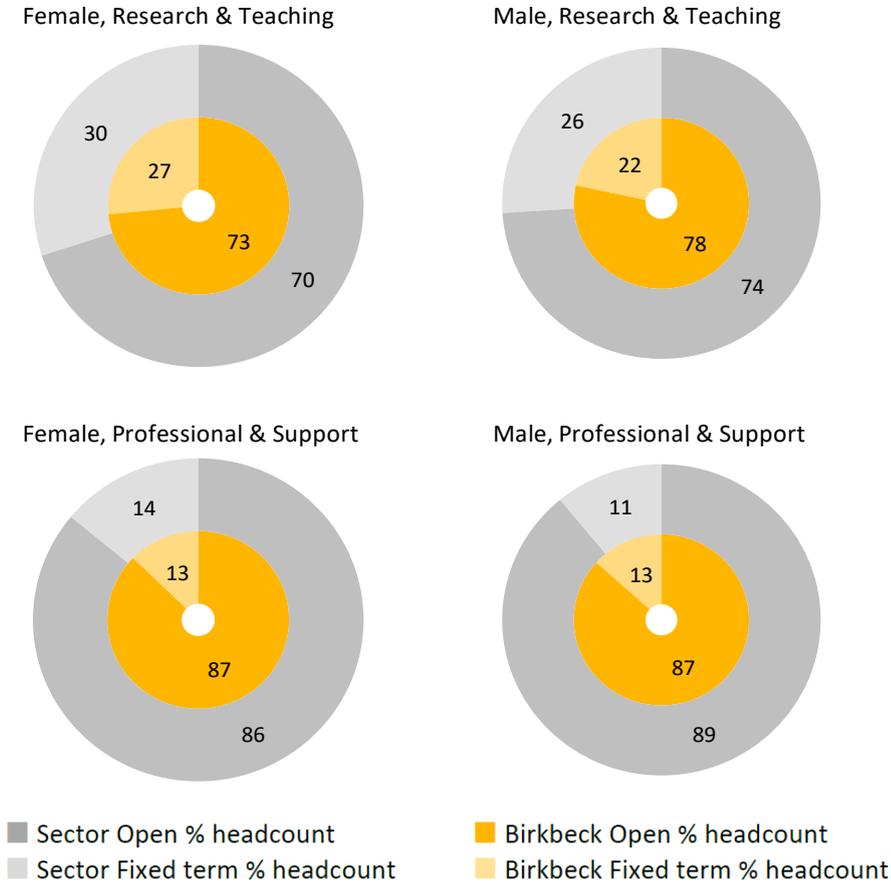
Contract and activity

The data below provides an overview of the use of open (permanent) and fixed-term contracts by gender. The analysis is by activity with sector benchmark comparisons.

Table 3 Profile of staff by gender and activity

	All staff		Female			Male		
	#	FTE	#	FTE	%#	#	FTE	%#
All staff								
Open	1095	965	575	505	53	520	460	47
Fixed	240	185	130	95	54	110	90	46
Research & Teaching								
Open	445	405	220	200	49	230	210	52
Fixed	140	110	80	55	57	65	55	46
Professional & Support								
Open	650	560	355	310	55	295	250	45
Fixed	95	70	50	35	53	45	35	47

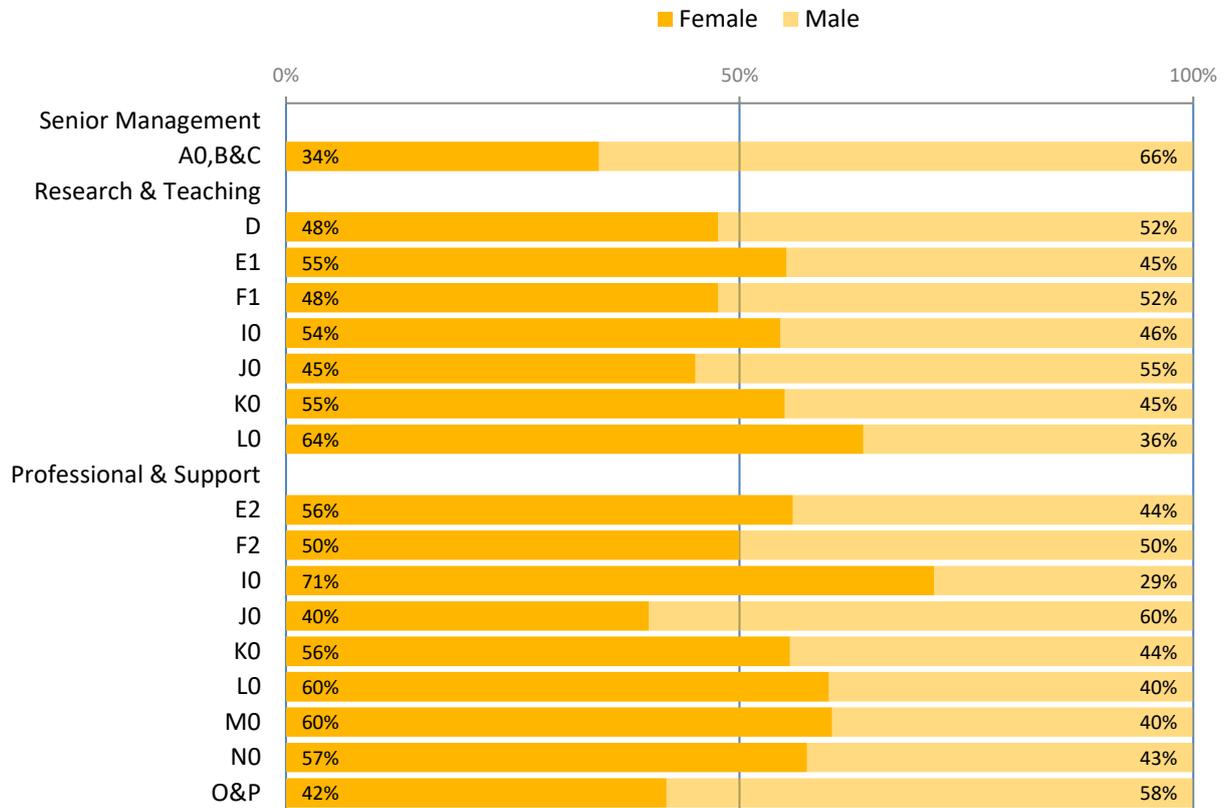
Figure 4 Contracts (open/fixed) by gender and activity with sector benchmarks.



Occupational group

The data below provides an overview of the gender distribution within the UCEA occupational group. The analysis is by activity but does not include headcounts to minimise identification.

Figure 5 Proportional gender distribution by UCEA occupational group.



A0,B&C	Head of Institution, DVC, PVC, COO and Heads of major academic areas or functions
D	Head of a distinct area of academic responsibilities
E1	Head of a sub-set of academic area
E2	Directors of small centres or senior function heads
F1	Professors
F2	Function heads
I0	Reader, Senior Lecturer, Principle Investigator or section manager
J0	Lecturer B, senior researcher or section/team leader
K0	Lecturer A, researcher or senior professional/technical staff
L0	Research assistant, professional/technical or senior administrative staff
M0	Assistant professional or administrative staff
N0	Clerical, craft or junior administrative staff
O&P	Task provider

Organisational group

The data below provides an overview of the gender distribution within the major organisational units at Birkbeck. The analysis is by activity.

Table 5 Proportional gender distribution by activity.

	All staff		Female			Male		
	#	FTE	#	FTE	%#	#	FTE	%#
<i>All staff</i>								
Arts	<u>160</u>	<u>135</u>	<u>100</u>	<u>85</u>	62	<u>60</u>	<u>55</u>	38
BEI	<u>225</u>	<u>195</u>	<u>95</u>	<u>80</u>	42	<u>130</u>	<u>115</u>	58
Law	<u>75</u>	<u>70</u>	<u>45</u>	<u>40</u>	61	<u>30</u>	<u>30</u>	39
Science	<u>210</u>	<u>180</u>	<u>115</u>	<u>100</u>	56	<u>95</u>	<u>85</u>	44
SSHHP	<u>170</u>	<u>145</u>	<u>100</u>	<u>80</u>	57	<u>75</u>	<u>65</u>	43
PS	<u>495</u>	<u>420</u>	<u>255</u>	<u>215</u>	51	<u>240</u>	<u>205</u>	49
<i>Research & Teaching</i>								
Arts	<u>115</u>	<u>100</u>	<u>70</u>	<u>60</u>	61	<u>45</u>	<u>40</u>	39
BEI	<u>145</u>	<u>125</u>	<u>50</u>	<u>45</u>	36	<u>95</u>	<u>85</u>	64
Law	<u>50</u>	<u>45</u>	<u>30</u>	<u>30</u>	61	<u>20</u>	<u>20</u>	39
Science	<u>155</u>	<u>130</u>	<u>80</u>	<u>65</u>	51	<u>75</u>	<u>65</u>	49
SSHHP	<u>125</u>	<u>110</u>	<u>65</u>	<u>55</u>	53	<u>60</u>	<u>55</u>	47
PS	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	...	<u>0</u>	<u>0</u>	...
<i>Professional & Support</i>								
Arts	<u>45</u>	<u>35</u>	<u>30</u>	<u>25</u>	64	<u>15</u>	<u>15</u>	36
BEI	<u>80</u>	<u>70</u>	<u>40</u>	<u>40</u>	53	<u>40</u>	<u>30</u>	47
Law	<u>25</u>	<u>25</u>	<u>15</u>	<u>15</u>	59	<u>10</u>	<u>10</u>	41
Science	<u>55</u>	<u>50</u>	<u>40</u>	<u>35</u>	68	<u>20</u>	<u>15</u>	32
SSHHP	<u>45</u>	<u>35</u>	<u>30</u>	<u>25</u>	69	<u>15</u>	<u>10</u>	31
PS	<u>495</u>	<u>415</u>	<u>250</u>	<u>215</u>	51	<u>240</u>	<u>205</u>	49

Academic function

The data below provides an overview of the gender distribution within the academic schools at Birkbeck. The analysis is split into Professorial and other academic staff including research staff.

Table 6 Proportional gender distribution by academic function.

	All staff		Female			Male		
	#	FTE	#	FTE	%	#	FTE	%
<i>All academics</i>								
Arts	<u>115</u>	<u>100</u>	<u>70</u>	<u>60</u>	61	<u>45</u>	<u>40</u>	39
BEI	<u>145</u>	<u>125</u>	<u>50</u>	<u>45</u>	36	<u>95</u>	<u>85</u>	64
Law	<u>50</u>	<u>45</u>	<u>30</u>	<u>30</u>	61	<u>20</u>	<u>20</u>	39
Science	<u>155</u>	<u>130</u>	<u>80</u>	<u>65</u>	51	<u>75</u>	<u>65</u>	49
SSHP	<u>125</u>	<u>110</u>	<u>65</u>	<u>55</u>	53	<u>60</u>	<u>55</u>	47
<i>Professors</i>								
Arts	<u>30</u>	<u>25</u>	<u>20</u>	<u>15</u>	62	<u>10</u>	<u>10</u>	38
BEI	<u>30</u>	<u>25</u>	<u>10</u>	<u>10</u>	40	<u>20</u>	<u>15</u>	60
Law	<u>10</u>	<u>10</u>	<u>5</u>	<u>5</u>	42	<u>5</u>	<u>5</u>	58
Science	<u>40</u>	<u>35</u>	<u>20</u>	<u>20</u>	45	<u>25</u>	<u>20</u>	55
SSHP	<u>35</u>	<u>30</u>	<u>15</u>	<u>15</u>	46	<u>20</u>	<u>15</u>	54
<i>Non-Professorial Academics</i>								
Arts	<u>85</u>	<u>75</u>	<u>50</u>	<u>45</u>	61	<u>35</u>	<u>30</u>	39
BEI	<u>115</u>	<u>100</u>	<u>40</u>	<u>35</u>	35	<u>75</u>	<u>70</u>	65
Law	<u>35</u>	<u>35</u>	<u>25</u>	<u>25</u>	68	<u>10</u>	<u>10</u>	32
Science	<u>110</u>	<u>95</u>	<u>60</u>	<u>50</u>	53	<u>50</u>	<u>45</u>	47
SSHP	<u>90</u>	<u>80</u>	<u>50</u>	<u>45</u>	56	<u>40</u>	<u>35</u>	44

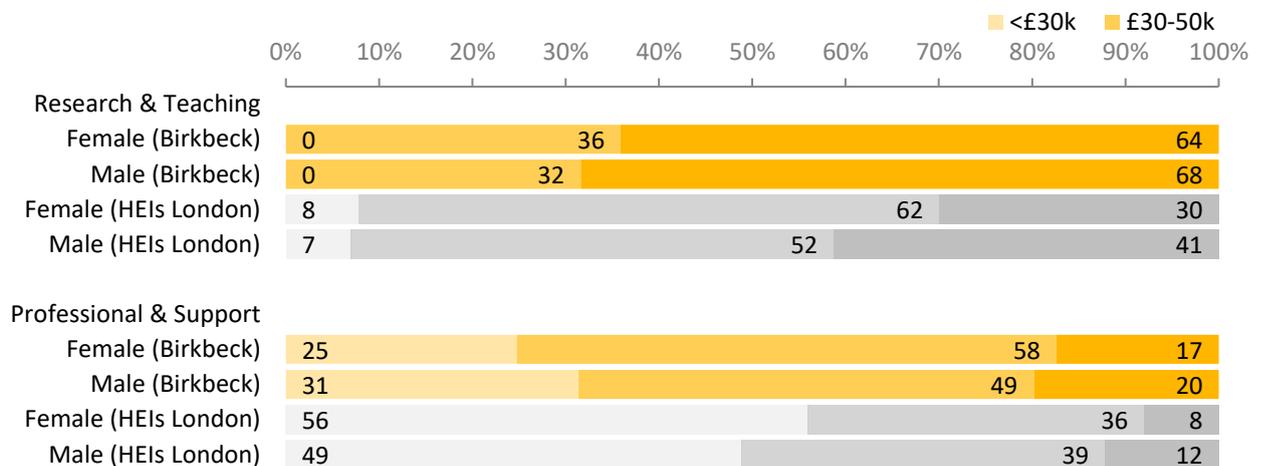
Salaries

The data below provides an overview of the distribution of staff within the three salary ranges, under £30,000, £30-50,000 and over £50,000. The analysis is by activity and gender.

Table 7 Salary group population by activity and gender

	All staff		Female		Male	
	#	#	%	#	%	#
All staff						
Under £30,000	205	100	49	105	51	
£30,000 to £50,000	600	345	57	255	43	
Over £50,000	530	260	50	265	50	
Research & Teaching						
Under £30,000	0	0	..	0	..	
£30,000 to £50,000	200	105	54	90	46	
Over £50,000	390	190	49	200	51	
Professional & Support						
Under £30,000	205	100	49	105	51	
£30,000 to £50,000	400	235	59	165	41	
Over £50,000	140	70	51	65	49	

Figure 6 Proportion of staff in salary groups by activity and gender



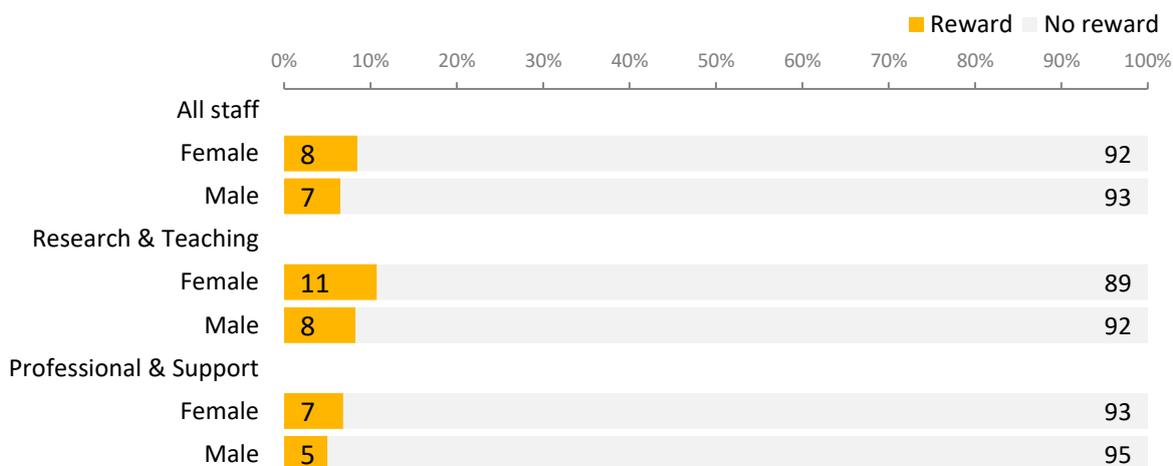
Reward

The data below provides an overview of the proportion of staff who have received a reward, through contribution related pay or promotion, during 2021. The analysis is by activity and gender.

Table 8 Reward recipients in 2021 by activity and gender.

	All staff		Reward		No reward	
	#	#	%	#	%	
<i>All staff</i>						
Female	705	60	8	645	92	
Male	635	40	7	590	93	
<i>Research & Teaching</i>						
Female	295	30	11	265	89	
Male	290	25	8	265	92	
<i>Professional & Support</i>						
Female	410	30	7	380	93	
Male	335	15	5	320	95	

Figure 7 Proportion of staff by activity and gender who received a reward in 2021.



ETHNICITY

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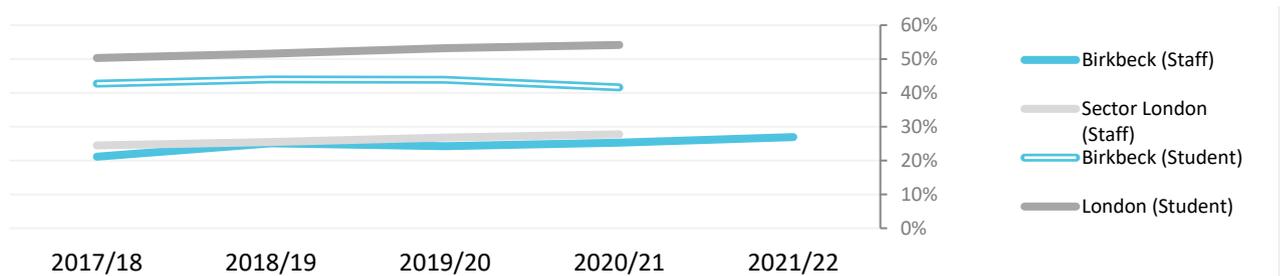
Ethnicity overview

The data below provides an overview of the ethnicity of the staff population across the past five calendar years, 2017 to 2021. The analysis is by activity and figures 8 and 9 provide benchmark comparisons. Please note that the counts from the periods 2017 and 2018 are not directly comparable because of staffing classifications.

Table 9 Profile of staff over time.

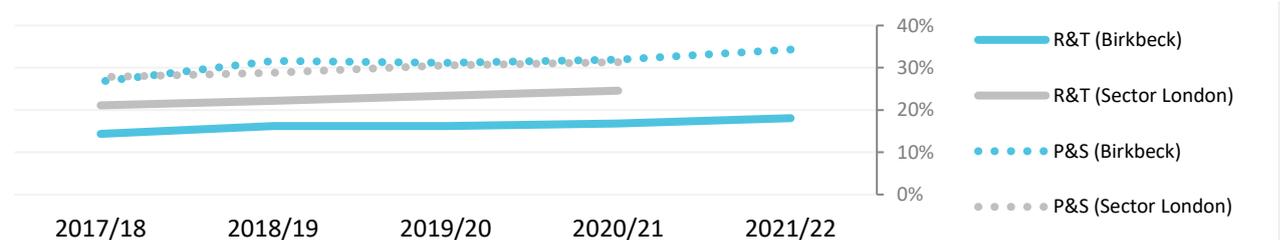
	All staff		BAME			White			NA		
	#	FTE	#	FTE	%#	#	FTE	%#	#	FTE	%#
All staff											
2021	1335	1150	335	285	25	915	805	69	85	60	6
2020	1345	1130	315	265	23	935	805	70	95	60	7
2019	1285	1095	275	230	21	860	735	67	155	130	12
2018	1500	1135	305	230	20	905	740	60	290	165	19
2017	1550	1115	290	210	19	1090	855	70	170	45	11
Research & Teaching											
2021	590	515	105	90	17	465	410	79	20	20	3
2020	575	500	95	85	16	460	400	80	20	15	4
2019	580	505	85	80	14	440	370	75	60	55	10
2018	600	525	85	80	14	430	370	72	85	75	15
2017	650	520	90	70	14	535	425	83	25	20	4
Professional & Support											
2021	745	630	235	195	31	450	395	60	65	40	9
2020	770	625	225	180	29	475	405	62	70	45	9
2019	700	590	190	150	27	420	365	60	95	75	14
2018	900	610	220	150	24	475	370	53	205	90	23
2017	900	600	200	140	22	555	430	61	145	25	16

Figure 8 BAME profile over time with Birkbeck student, sector, and London population benchmarks.



%BAME is calculated based on known values.

Figure 9 BAME profile over time with sector benchmark by activity.



%BAME is calculated based on known values.

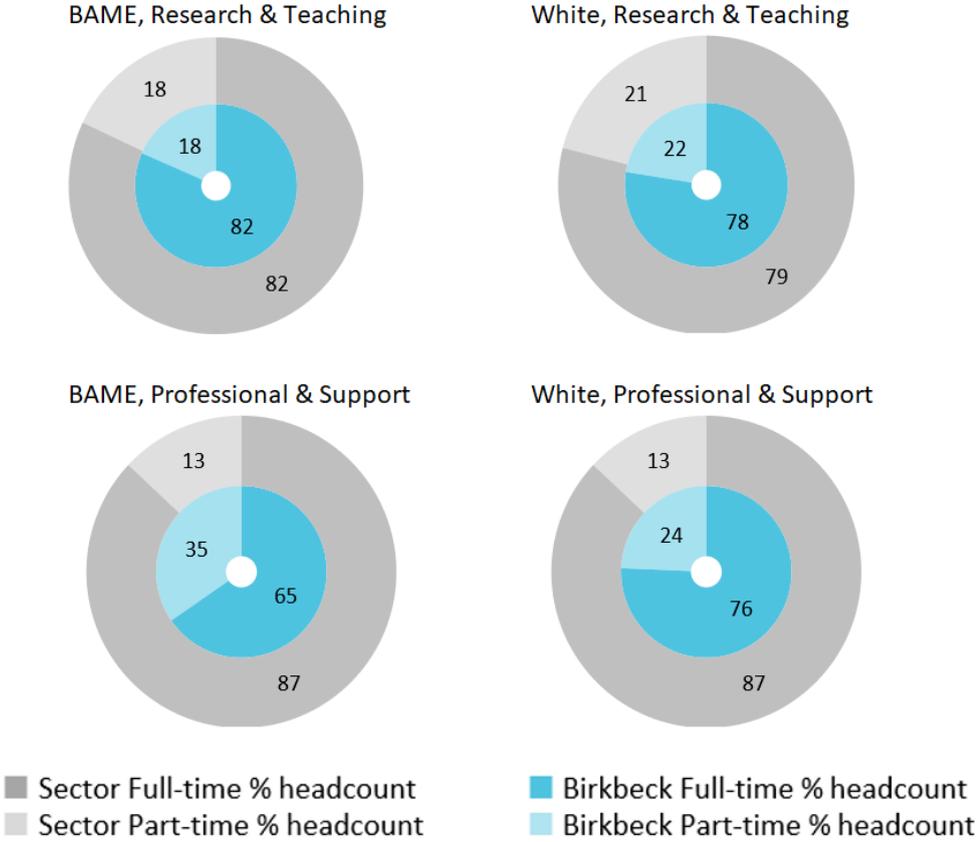
Mode and activity

The data below provides an overview of the uptake of full and part-time contracts by ethnicity group. The analysis is by activity with sector benchmark comparisons.

Table 10 Profile of staff by ethnicity group and activity

	All staff		BAME			White		
	#	FTE	#	FTE	%#	#	FTE	%#
<i>All staff</i>								
Full	940	940	235	235	25	700	700	75
Part	315	150	100	50	32	215	105	68
<i>Research & Teaching</i>								
Full	445	445	85	85	19	360	360	81
Part	125	55	20	5	15	105	45	85
<i>Professional & Support</i>								
Full	490	490	155	155	31	340	340	69
Part	190	95	80	40	43	110	55	57

Figure 10 Mode (full/part time) by ethnicity group and activity with sector benchmarks



Contract and activity

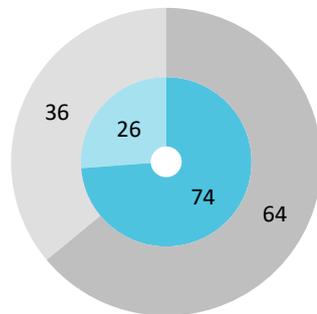
The data below provides an overview of the use of open (permanent) and fixed-term contracts by gender. The analysis is by activity with sector benchmark comparisons.

Table 11 Profile of staff over time by ethnicity and

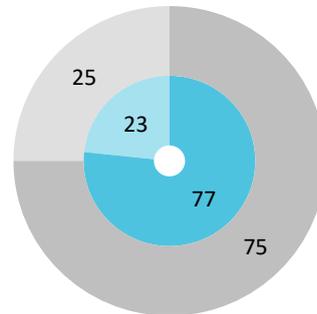
	All staff		BAME			White		
	#	FTE	#	FTE	%	#	FTE	%
<i>All staff</i>								
Open	1025	910	270	235	26	755	680	74
Fixed	225	175	70	50	30	160	125	70
<i>Research & Teaching</i>								
Open	435	395	75	70	18	360	320	82
Fixed	135	105	25	20	20	110	85	80
<i>Professional & Support</i>								
Open	590	520	195	160	33	400	355	67
Fixed	90	70	40	30	45	50	40	55

Figure 11 Contract (open/fixed) by ethnicity group and activity with sector benchmarks

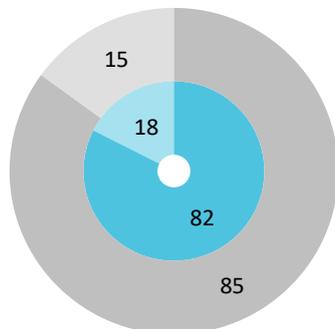
BAME, Research & Teaching



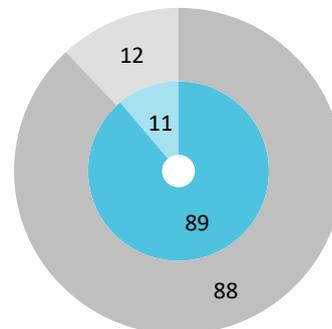
White, Research & Teaching



BAME, Professional & Support



White, Professional & Support



■ Sector Open % headcount
■ Sector Fixed term % headcount

■ Birkbeck Open % headcount
■ Birkbeck Fixed term % headcount

Occupational group

The data below provides an overview of the ethnicity distribution within the UCEA occupational group. The analysis is by activity but does not include headcounts to minimise identification.

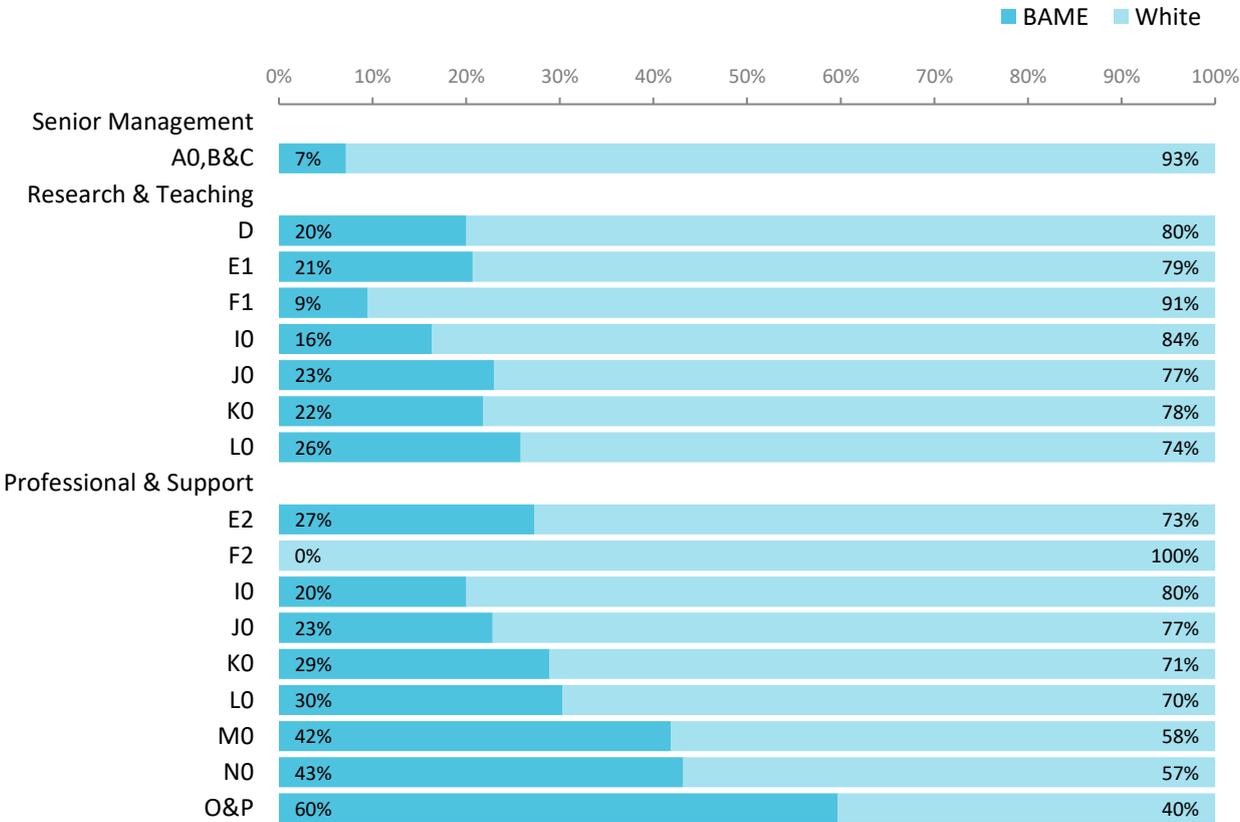


Figure 12 Proportional ethnicity group distribution by UCEA occupational level.

A0,B&C	Head of Institution, DVC, PVC, COO and Heads of major academic areas or functions
D	Head of a distinct area of academic responsibilities
E1	Head of a sub-set of academic area
E2	Directors of small centres senior function heads
F1	Professors
F2	Function heads
IO	Reader, Senior Lecturer, Principle Investigator or section manager
JO	Lecturer B, senior researcher or section/team leader
KO	Lecturer A, researcher or senior professional/technical staff
LO	Research assistant, professional/technical or senior administrative staff
MO	Assistant professional or administrative staff
NO	Clerical, craft or junior administrative staff
O&P	Task provider

Organisational group

The data below provides an overview of the ethnicity distribution within the major organisational units at Birkbeck. The analysis is by activity.

Table 12 Proportional ethnicity group distribution by activity

	All staff		BAME		White			NA			
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All staff</i>											
Arts	160	135	20	20	14	130	110	82	5	5	4
BEI	225	195	60	50	26	160	140	70	10	10	4
Law	75	70	25	20	30	50	45	66	5	5	4
Science	210	180	40	35	20	160	140	76	10	5	4
SSHP	170	145	30	25	19	130	115	77	5	5	4
PS	495	415	160	135	32	285	255	58	50	30	10
<i>Research & Teaching</i>											
Arts	115	100	10	10	11	100	85	88	0	0	2
BEI	145	125	35	30	24	105	90	72	5	5	3
Law	50	45	15	15	29	35	30	69	0	0	2
Science	155	130	20	20	14	125	110	82	5	5	4
SSHP	125	110	20	15	16	100	90	80	5	5	4
PS	0	0	0	0	..	0	0	..	0	0	..
<i>Professional & Support</i>											
Arts	45	35	10	10	23	30	25	66	5	5	11
BEI	80	70	25	20	29	55	50	66	5	5	5
Law	25	25	10	5	33	15	15	59	0	0	7
Science	55	50	20	15	35	35	30	61	0	0	4
SSHP	45	35	10	10	27	30	25	69	0	0	4
PS	495	415	160	135	32	285	250	58	50	30	10

Academic function

The data below provides an overview of the ethnicity distribution within the academic schools at Birkbeck. The analysis is split into Professorial and other academic staff.

Table 13 Proportional ethnicity group distribution by academic

	All staff		BAME			White			NA		
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All staff</i>											
Arts	140	125	10	10	8	100	85	70	30	25	21
BEI	175	150	35	30	20	105	90	60	35	30	20
Law	60	55	15	15	23	35	30	56	15	10	21
Science	195	170	20	20	11	125	110	64	50	40	25
SSHP	165	140	20	15	12	100	90	62	40	35	26
<i>Professorial</i>											
Arts	55	50	5	5	7	25	20	42	30	25	51
BEI	60	50	5	5	5	25	20	45	30	25	50
Law	25	20	5	5	13	10	10	38	10	10	50
Science	85	75	5	5	4	40	35	46	40	35	50
SSHP	75	60	5	5	4	35	30	46	35	30	50
<i>Non-Professorial Academics</i>											
Arts	85	75	10	10	9	75	65	89	0	0	1
BEI	115	100	30	25	28	80	70	68	5	5	4
Law	35	35	10	10	30	25	25	68	0	0	3
Science	110	95	20	15	17	85	75	77	5	5	5
SSHP	90	80	15	15	19	65	60	75	5	5	6

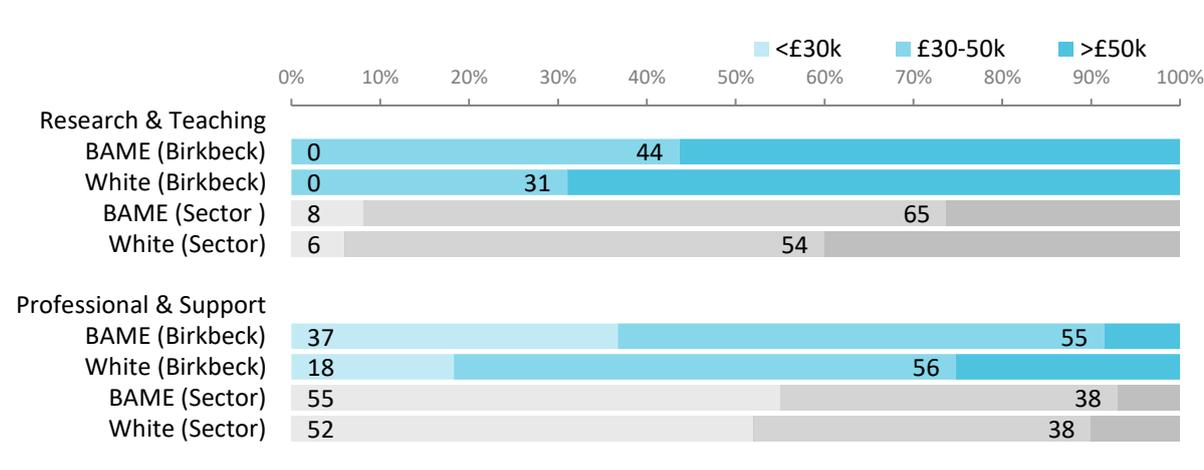
Salaries

The data below provides an overview of the distribution of staff within the three salary ranges, under £30,000, £30-50,000 and over £50,000. The analysis is by activity and ethnicity group. Unknown statuses are removed to allow a binary comparison.

Table 14 Salary group population by activity and ethnicity group

	All staff		BAME		White	
	#	#	%	#	%	
<i>All staff</i>						
Under £30,000	170	85	51	80	49	
£30,000 to £50,000	570	175	30	400	70	
Over £50,000	515	80	15	435	85	
<i>Research & Teaching</i>						
Under £30,000	0	0	..	0	..	
£30,000 to £50,000	190	45	24	145	76	
Over £50,000	380	60	15	320	85	
<i>Professional & Support</i>						
Under £30,000	170	85	51	80	49	
£30,000 to £50,000	380	130	34	255	66	
Over £50,000	135	20	15	115	85	

Figure 13 Proportion of staff in salary groups by activity and ethnicity group



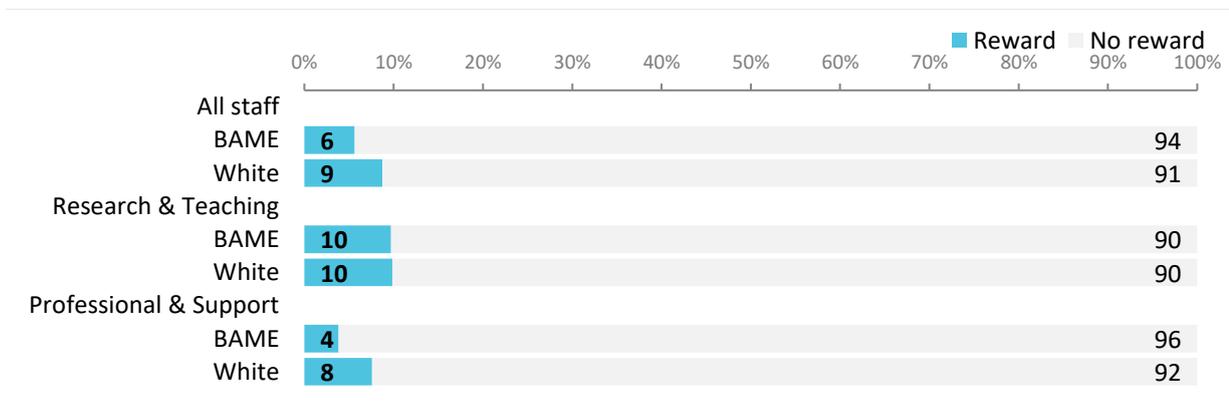
Reward

The data below provides an overview of the proportion of staff who have received a reward, through contribution related pay or promotion, during 2021. The analysis is by activity and ethnicity group. Unknown statuses are removed to allow a binary comparison.

Table 15 Reward recipients in 2021 by activity and ethnicity

	All staff		Reward		No reward	
	#	#	%	#	%	
<i>All staff</i>						
BAME	<u>335</u>	<u>20</u>	6	<u>320</u>	94	
White	<u>915</u>	<u>80</u>	9	<u>835</u>	91	
<i>Research & Teaching</i>						
BAME	<u>105</u>	<u>10</u>	10	<u>95</u>	90	
White	<u>465</u>	<u>45</u>	10	<u>420</u>	90	
<i>Professional & Support</i>						
BAME	<u>235</u>	<u>10</u>	4	<u>225</u>	96	
White	<u>450</u>	<u>35</u>	8	<u>415</u>	92	

Figure 14 Proportion of staff by activity and ethnicity group who received a reward in 2020



DISABILITY

LONDON'S EVENING UNIVERSITY



Disability overview

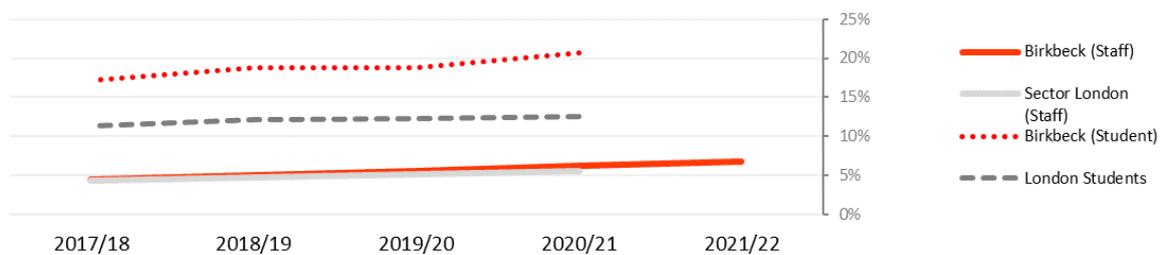
The data below provides an overview of the disability declaration of the staff population across the past five calendar years, 2016 to 2021. The analysis is by activity and figure 15 provides benchmark comparisons.

Please note that the counts from the periods 2017 and 2018 are not directly comparable because of staffing classifications.

Table 16 Profile of staff over time by disability declaration and activity.

	All staff		No known disability		Disabled			NA			
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All staff</i>											
2021	1335	1150	1150	1000	86	85	70	6	100	80	7
2020	1345	1130	1165	985	86	80	65	6	105	80	8
2019	1280	2375	1110	945	87	65	55	5	110	90	9
2018	1500	2635	1220	995	81	65	50	4	215	95	14
2017	1550	2670	1265	980	82	60	45	4	225	85	15
<i>Research & Teaching</i>											
2021	590	515	535	470	90	35	30	6	20	15	4
2020	575	500	520	455	91	30	25	5	25	20	4
2019	580	1085	530	460	91	25	25	4	30	20	5
2018	600	1125	545	480	91	20	20	4	30	25	5
2017	650	1170	600	475	92	25	20	4	25	20	4
<i>Professional & Support</i>											
2021	745	630	620	530	83	50	40	7	75	60	10
2020	770	625	645	530	83	50	35	6	80	60	10
2019	700	1290	580	485	83	40	30	6	80	70	12
2018	900	1510	675	515	75	45	30	5	185	70	20
2017	900	1500	665	505	74	35	25	4	200	65	22

Figure 15 Disabled profile, adjusted to exclude unknowns, over time with sector and student data as a benchmark.



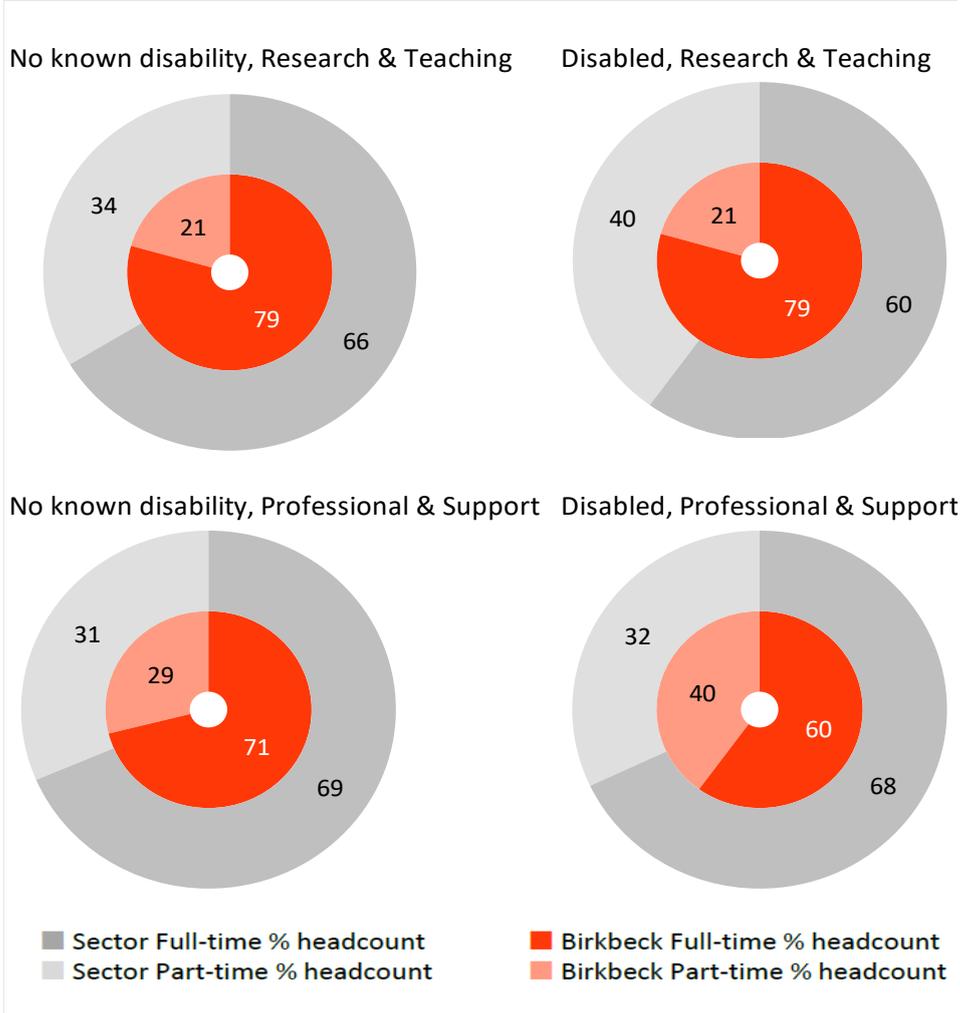
Mode and activity

The data below provides an overview of the uptake of full and part-time contracts by disability declaration. The analysis is by activity with sector benchmark comparisons.

Table 17 Profile of staff by disability and activity

	All staff		No known disability		Disabled			
	#	FTE	#	FTE	%	#	FTE	%
<i>All staff</i>								
Full	920	920	865	865	94	55	55	6
Part	315	150	290	135	91	25	15	9
<i>Research & Teaching</i>								
Full	450	450	425	425	94	25	25	6
Part	115	50	110	45	94	5	5	6
<i>Professional & Support</i>								
Full	470	470	440	440	94	30	30	6
Part	200	100	180	90	90	20	10	10

Figure 16 Mode (full/part time) by disability and activity with sector benchmarks.



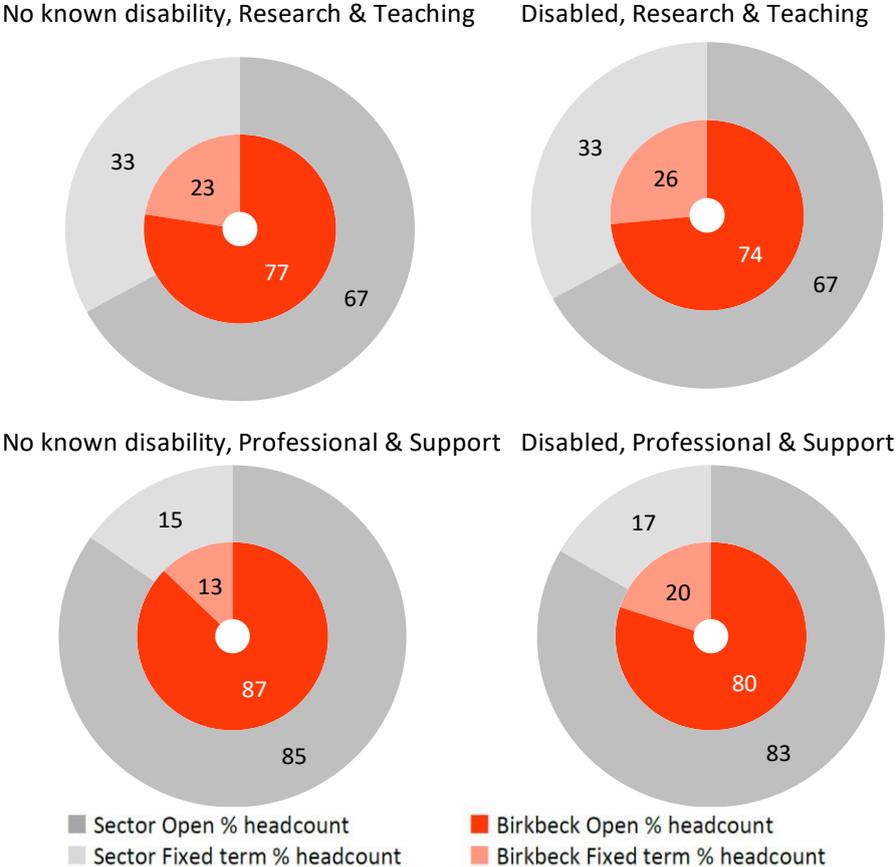
Contract and activity

The data below provides an overview of the use of open (permanent) and fixed-term contracts by disability declaration. The analysis is by activity with sector benchmark comparisons.

Table 18 Profile of staff over time by disability and activity.

	All staff		No known disability			Disabled		
	#	FTE	#	FTE	%	#	FTE	%
<i>All staff</i>								
Open	1020	900	955	845	94	65	55	6
Fixed	220	170	200	155	91	20	15	9
<i>Research & Teaching</i>								
Open	440	400	415	375	94	25	25	6
Fixed	130	100	120	95	93	10	5	7
<i>Professional & Support</i>								
Open	580	500	540	470	93	40	30	7
Fixed	90	70	80	60	89	10	10	11

Figure 17 Contract (open/fixed) by disability and activity with sector benchmarks.





SEXUAL ORIENTATION

LONDON'S EVENING UNIVERSITY



Sexual orientation overview

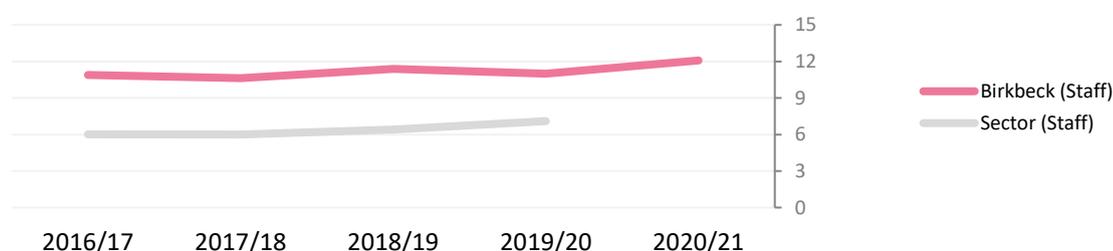
The data below provides an overview of the sexual orientation of the staff population across the past five calendar years, 2017 to 2021. The analysis is by activity and figure 18 provides benchmark comparisons.

Please note that the counts from the periods 2017 and 2018 are not directly comparable because of staffing classifications.

Table 19 Profile of staff over time by sexual orientation and activity.

Year	All staff		Heterosexual			LGBT+			NA		
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All staff</i>											
2021	1335	1150	915	795	69	125	105	9	290	245	22
2020	1345	1095	930	790	69	115	95	9	300	245	22
2019	1280	1135	855	740	67	110	90	9	315	260	25
2018	1500	1115	925	740	62	110	90	7	465	305	31
2017	1550	1055	940	720	61	115	85	7	495	310	32
<i>Research & Teaching</i>											
2021	590	515	415	365	70	60	50	11	115	100	19
2020	575	500	415	365	72	50	45	9	110	95	19
2019	580	505	410	355	71	55	45	9	115	100	20
2018	600	525	420	365	70	50	45	8	130	115	22
2017	650	520	460	365	71	50	40	8	140	115	22
<i>Professional & Support</i>											
2021	745	630	505	425	67	65	55	9	180	150	24
2020	770	625	515	425	67	65	50	8	190	150	28
2019	700	590	445	385	64	55	45	8	200	160	28
2018	900	610	505	375	56	60	45	7	335	190	37
2017	900	600	480	355	53	65	45	7	355	195	40

Figure 18 Sexual orientation profile, adjusted to exclude unknowns, over time with sector population benchmark. (Benchmark data taken from AdvanceHE Staff statistical reports 2021)



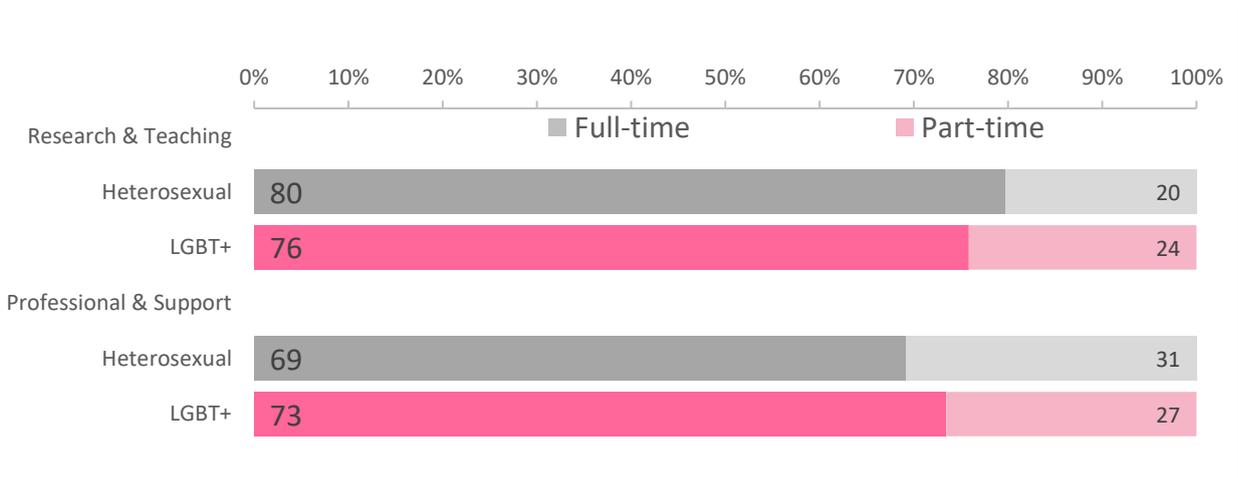
Mode and activity

The data below provides an overview of the uptake of full and part-time contracts by sexual orientation group.

Table 20 Profile of staff by sexual orientation group and activity

	All staff		Heterosexual			LGBT+		
	#	FTE	#	FTE	%	#	FTE	%
<i>All staff</i>								
Full	770	770	680	680	88	95	95	12
Part	270	130	240	115	88	30	15	12
<i>Research & Teaching</i>								
Full	375	375	330	330	88	45	45	12
Part	100	40	85	35	85	15	5	15
<i>Professional & Support</i>								
Full	395	395	350	350	88	45	45	12
Part	170	90	155	80	90	15	10	10

Figure 19 Mode (full/part time) by sexual orientation group and activity



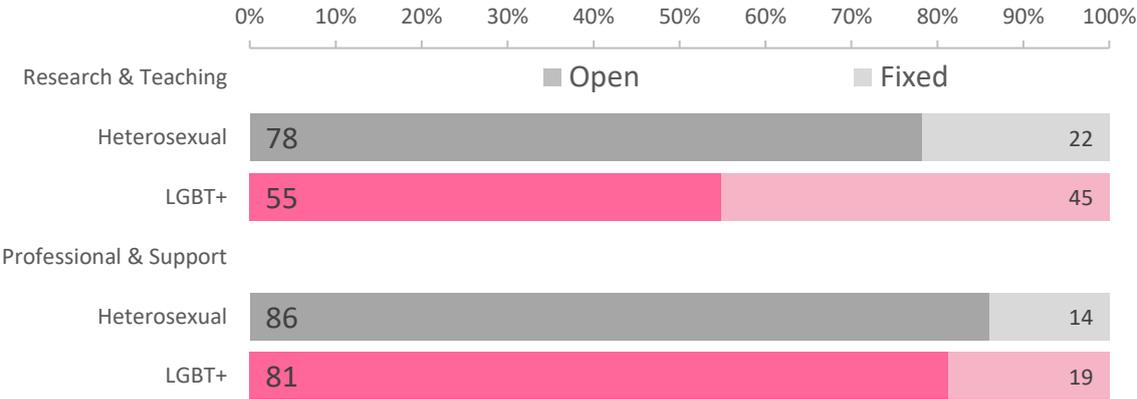
Contract and activity

The data below provides an overview of the use of open (permanent) and fixed-term contracts by sexual orientation group.

Table 21 Profile of staff by sexual orientation group and activity

	All staff		Heterosexual			LGBT+		
	#	FTE	#	FTE	%	#	FTE	%
<i>All staff</i>								
Open	845	745	755	670	90	85	80	10
Fixed	200	155	160	125	80	40	30	20
<i>Research & Teaching</i>								
Open	360	325	325	295	91	35	35	9
Fixed	120	90	90	70	76	30	20	24
<i>Professional & Support</i>								
Open	485	420	435	375	89	50	45	11
Fixed	80	65	70	55	85	10	10	15

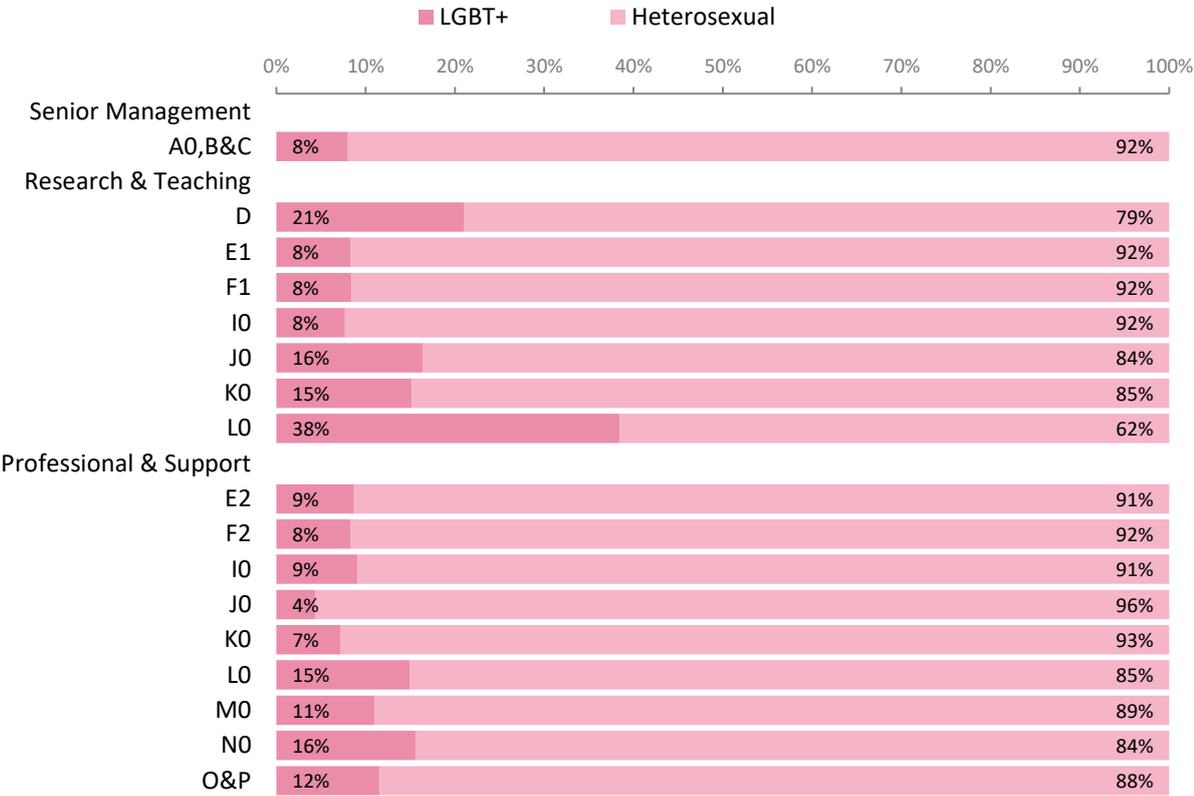
Figure 20 Contract (open/fixed) by sexual orientation group and activity



Occupational group

The data below provides an overview of the sexual orientation distribution within the UCEA occupational group. The analysis is by activity but does not include headcounts to minimise identification.

Figure 21 Proportional sexual orientation distribution by UCEA occupational group



Key

A0,B&C	Head of Institution, DVC, PVC, COO and Heads of major academic areas or functions
D	Head of a distinct area of academic responsibilities
E1	Head of a sub-set of academic area
E2	Directors of small centres or senior function heads
F1	Professors
F2	Function heads
IO	Reader, Senior Lecturer, Principle Investigator or section manager
JO	Lecturer B, senior researcher or section/team leader
KO	Lecturer A, researcher or senior professional/technical staff
LO	Research assistant, professional/technical or senior administrative staff

Organisational group

The data below provides an overview of the sexual orientation distribution within the major organisational units at Birkbeck. The analysis is by activity.

Table 22 Proportional sexual orientation group distribution by activity

	All staff		Heterosexual			LGBT+			NA		
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All staff</i>											
Arts	160	135	100	90	63	20	15	11	40	35	25
BEI	225	195	170	150	76	15	10	6	40	40	18
Law	75	70	40	35	55	15	15	21	20	15	24
Science	210	180	150	130	71	10	10	6	50	40	23
SSHP	170	145	115	100	66	30	25	18	30	20	16
PS	495	420	340	290	69	35	30	7	115	95	24
<i>Research & Teaching</i>											
Arts	115	100	75	65	66	10	10	11	25	25	24
BEI	145	125	115	100	79	5	5	4	25	25	17
Law	50	45	25	25	51	10	10	24	10	10	24
Science	155	130	115	100	75	10	10	7	30	25	18
SSHP	125	110	85	75	66	20	20	17	20	15	17
<i>Professional & Support</i>											
Arts	45	35	25	20	57	5	5	14	15	10	30
BEI	80	70	55	50	70	5	5	9	15	15	21
Law	25	25	15	15	63	5	5	15	5	5	22
Science	55	50	35	30	61	0	0	4	20	15	35
SSHP	45	35	30	25	67	10	5	18	5	5	16
PS	495	420	340	290	69	35	30	7	115	95	24

Academic function

The data below provides an overview of the sexual orientation distribution within the academic schools at Birkbeck. The analysis is split into Professorial and other academic staff.

Table 23 Proportional sexual orientation group distribution by academic function

	All staff		Heterosexual			LGBT+			NA		
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All Academics</i>											
Arts	<u>115</u>	<u>100</u>	<u>75</u>	<u>65</u>	66	<u>10</u>	<u>10</u>	11	<u>25</u>	<u>25</u>	24
BEI	<u>145</u>	<u>125</u>	<u>115</u>	<u>100</u>	79	<u>5</u>	<u>5</u>	..	<u>25</u>	<u>25</u>	..
Law	<u>50</u>	<u>45</u>	<u>25</u>	<u>25</u>	51	<u>10</u>	<u>10</u>	24	<u>10</u>	<u>10</u>	24
Science	<u>155</u>	<u>130</u>	<u>115</u>	<u>100</u>	75	<u>10</u>	<u>10</u>	7	<u>30</u>	<u>25</u>	18
SSHP	<u>125</u>	<u>110</u>	<u>85</u>	<u>75</u>	66	<u>20</u>	<u>20</u>	17	<u>20</u>	<u>15</u>	17
<i>Professors</i>											
Arts	<u>30</u>	<u>25</u>	<u>20</u>	<u>20</u>	69	<u>5</u>	<u>5</u>	..	<u>5</u>	<u>5</u>	..
BEI	<u>30</u>	<u>25</u>	<u>25</u>	<u>20</u>	90	<u>0</u>	<u>0</u>	..	<u>5</u>	<u>5</u>	..
Law	<u>10</u>	<u>10</u>	<u>5</u>	<u>5</u>	..	<u>0</u>	<u>0</u>	..	<u>5</u>	<u>5</u>	..
Science	<u>40</u>	<u>35</u>	<u>35</u>	<u>30</u>	83	<u>0</u>	<u>0</u>	..	<u>5</u>	<u>5</u>	..
SSHP	<u>35</u>	<u>30</u>	<u>30</u>	<u>25</u>	76	<u>5</u>	<u>5</u>	..	<u>5</u>	<u>5</u>	..
<i>Non-professorial academics</i>											
Arts	<u>85</u>	<u>75</u>	<u>55</u>	<u>50</u>	65	<u>10</u>	<u>5</u>	9	<u>20</u>	<u>20</u>	26
BEI	<u>115</u>	<u>100</u>	<u>90</u>	<u>80</u>	77	<u>5</u>	<u>5</u>	5	<u>20</u>	<u>20</u>	18
Law	<u>35</u>	<u>35</u>	<u>20</u>	<u>20</u>	54	<u>10</u>	<u>10</u>	27	<u>5</u>	<u>5</u>	19
Science	<u>110</u>	<u>95</u>	<u>80</u>	<u>70</u>	72	<u>10</u>	<u>5</u>	7	<u>25</u>	<u>20</u>	21
SSHP	<u>90</u>	<u>80</u>	<u>55</u>	<u>50</u>	62	<u>15</u>	<u>15</u>	19	<u>15</u>	<u>15</u>	19

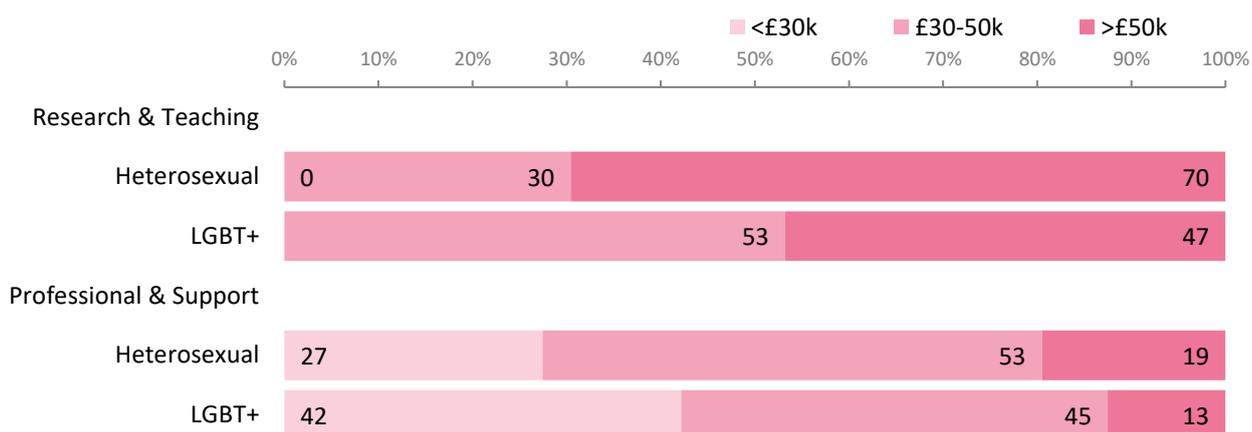
Salaries

The data below provides an overview of the distribution of staff within the three salary ranges, under £30,000; £30-50,000 and over £50,000. The analysis is by activity and sexual orientation group. Unknown statuses are removed to allow a binary comparison.

Table 24 Salary group population by activity and sexual orientation group

	All staff	Heterosexual		LGBT+	
	#	#	%	#	%
<i>All staff</i>					
Under £30,000	165	140	84	25	16
£30,000 to £50,000	455	395	86	60	14
Over £50,000	425	385	91	35	9
<i>Research & Teaching</i>					
Under £30,000	0	0	..	0	..
£30,000 to £50,000	160	125	79	35	21
Over £50,000	315	290	91	30	9
<i>Professional & Support</i>					
Under £30,000	165	140	84	25	16
£30,000 to £50,000	295	265	90	30	10
Over £50,000	105	100	92	10	8

Figure 22 Proportion of staff in salary groups by activity and sexual orientation group



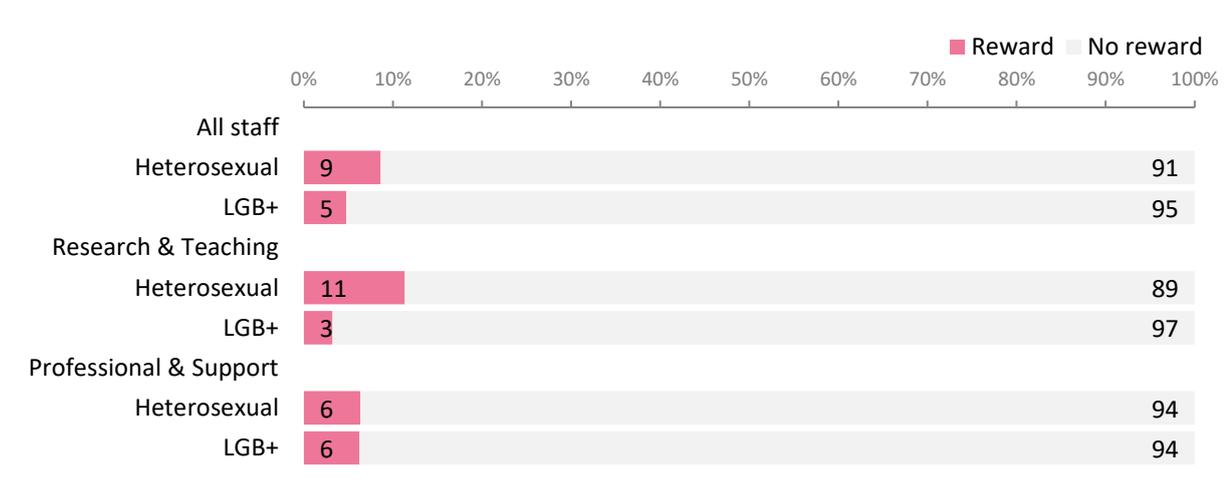
Reward

The data below provides an overview of the proportion of staff who have received a reward, through contribution related pay or promotion, during 2019. The analysis is by activity and sexual orientation group. Unknown statuses are removed to allow a binary comparison.

Table 25 Reward recipients in 2020 by activity and sexual orientation group

	All staff			No reward	
	#	#	%	#	%
All staff					
Heterosexual	915	80	9	840	92
LGBT+	125	5	5	120	96
Research & Teaching					
Heterosexual	415	45	11	365	88
LGBT+	60	0	3	60	100
Professional & Support					
Heterosexual	505	30	6	470	93
LGBT+	65	5	6	60	92

Figure 23 Proportion of staff by activity and sexual orientation group who received a reward in 2021.



RELIGION OR BELIEF

LONDON'S EVENING UNIVERSITY

Religion or belief overview

The data below provides an overview of the religion or belief of the staff population across the past five calendar years, 2016 to 2020. The analysis is by activity.

Please note that the counts from the periods 2017 and 2018 are not directly comparable because of staffing classifications.

Table 26 Profile of staff over time by religion or belief group and activity

	All staff		No religion			Christian			Other religions			NA		
	#	FTE	#	FTE	%#	#	FTE	%#	#	FTE	%#	#	FTE	%#
All staff														
2021	<u>1335</u>	<u>1150</u>	<u>540</u>	<u>480</u>	<u>40</u>	<u>225</u>	<u>190</u>	<u>17</u>	<u>155</u>	<u>125</u>	<u>11</u>	<u>415</u>	<u>355</u>	<u>31</u>
2020	<u>1345</u>	<u>1130</u>	<u>515</u>	<u>445</u>	<u>38</u>	<u>240</u>	<u>190</u>	<u>18</u>	<u>150</u>	<u>125</u>	<u>11</u>	<u>445</u>	<u>365</u>	<u>33</u>
2019	<u>1280</u>	<u>1095</u>	<u>495</u>	<u>430</u>	<u>39</u>	<u>135</u>	<u>120</u>	<u>11</u>	<u>180</u>	<u>150</u>	<u>14</u>	<u>470</u>	<u>395</u>	<u>37</u>
2018	<u>1500</u>	<u>1140</u>	<u>510</u>	<u>420</u>	<u>34</u>	<u>225</u>	<u>170</u>	<u>15</u>	<u>130</u>	<u>100</u>	<u>9</u>	<u>635</u>	<u>450</u>	<u>42</u>
2017	<u>1550</u>	<u>1110</u>	<u>505</u>	<u>390</u>	<u>33</u>	<u>205</u>	<u>155</u>	<u>13</u>	<u>115</u>	<u>85</u>	<u>7</u>	<u>725</u>	<u>480</u>	<u>47</u>
Research & Teaching														
2021	<u>590</u>	<u>515</u>	<u>250</u>	<u>225</u>	<u>43</u>	<u>70</u>	<u>65</u>	<u>12</u>	<u>55</u>	<u>40</u>	<u>9</u>	<u>215</u>	<u>190</u>	<u>36</u>
2020	<u>575</u>	<u>500</u>	<u>230</u>	<u>200</u>	<u>40</u>	<u>75</u>	<u>60</u>	<u>13</u>	<u>50</u>	<u>45</u>	<u>9</u>	<u>225</u>	<u>195</u>	<u>39</u>
2019	<u>580</u>	<u>510</u>	<u>225</u>	<u>200</u>	<u>39</u>	<u>55</u>	<u>50</u>	<u>9</u>	<u>55</u>	<u>45</u>	<u>9</u>	<u>245</u>	<u>215</u>	<u>42</u>
2018	<u>600</u>	<u>525</u>	<u>210</u>	<u>190</u>	<u>35</u>	<u>75</u>	<u>60</u>	<u>13</u>	<u>40</u>	<u>35</u>	<u>7</u>	<u>275</u>	<u>240</u>	<u>46</u>
2017	<u>650</u>	<u>515</u>	<u>215</u>	<u>175</u>	<u>33</u>	<u>70</u>	<u>55</u>	<u>11</u>	<u>35</u>	<u>25</u>	<u>5</u>	<u>330</u>	<u>260</u>	<u>51</u>
Professional & Support														
2021	<u>745</u>	<u>630</u>	<u>290</u>	<u>255</u>	<u>39</u>	<u>155</u>	<u>125</u>	<u>21</u>	<u>100</u>	<u>85</u>	<u>13</u>	<u>200</u>	<u>165</u>	<u>27</u>
2020	<u>770</u>	<u>625</u>	<u>285</u>	<u>245</u>	<u>37</u>	<u>165</u>	<u>130</u>	<u>22</u>	<u>100</u>	<u>85</u>	<u>13</u>	<u>220</u>	<u>170</u>	<u>29</u>
2019	<u>700</u>	<u>585</u>	<u>270</u>	<u>230</u>	<u>39</u>	<u>80</u>	<u>70</u>	<u>11</u>	<u>125</u>	<u>105</u>	<u>18</u>	<u>225</u>	<u>180</u>	<u>32</u>
2018	<u>900</u>	<u>615</u>	<u>300</u>	<u>230</u>	<u>33</u>	<u>150</u>	<u>110</u>	<u>17</u>	<u>90</u>	<u>65</u>	<u>10</u>	<u>360</u>	<u>210</u>	<u>40</u>
2017	<u>900</u>	<u>595</u>	<u>290</u>	<u>215</u>	<u>32</u>	<u>135</u>	<u>100</u>	<u>15</u>	<u>80</u>	<u>60</u>	<u>9</u>	<u>395</u>	<u>220</u>	<u>44</u>

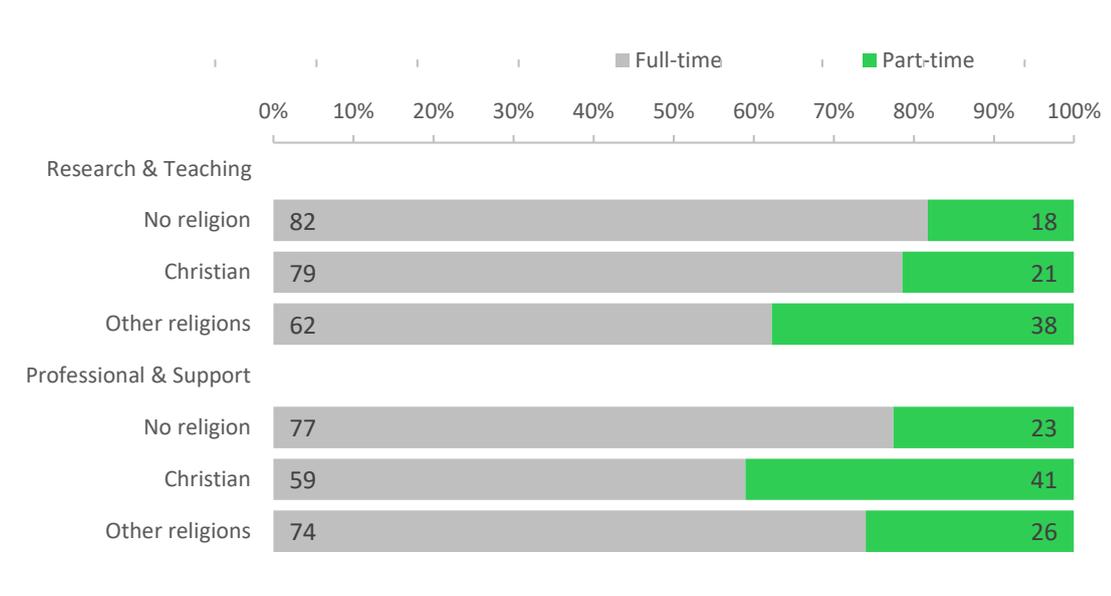
Mode and activity

The data below provides an overview of the uptake of full and part-time contracts by religion or belief group. The analysis is by activity.

Table 27 Profile of staff by religion or belief group and activity

	All staff		No religion			Christian			Other religions		
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All staff</i>											
Full	685	685	430	430	63	145	145	22	105	105	16
Part	235	110	110	50	47	80	40	33	45	20	19
<i>Research & Teaching</i>											
Full	295	295	205	205	70	55	55	19	35	35	11
Part	80	35	45	20	57	15	10	19	20	5	25
<i>Professional & Support</i>											
Full	390	390	225	225	57	90	90	24	75	75	19
Part	155	80	65	35	42	65	35	41	25	15	17

Figure 24 Mode (full/part time) by religion or belief group and activity



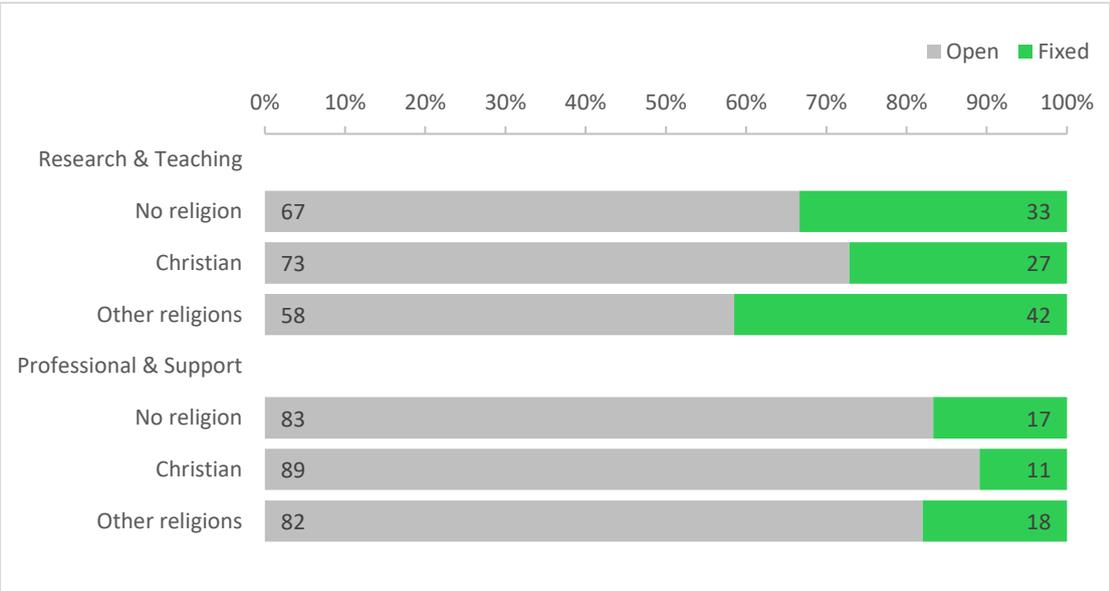
Contract and activity

The data below provides an overview of the use of open (permanent) and fixed-term contracts by religion or belief group.

Table 28 Profile of staff by religion or belief group and activity.

	All staff		No religion			Christian			Other religions		
	#	FTE	#	FTE	%	#	FTE	%	#	FTE	%
<i>All staff</i>											
Open	710	635	410	375	57	190	160	27	115	95	16
Fixed	210	160	130	105	63	35	25	17	40	30	19
<i>Research & Teaching</i>											
Open	250	230	170	155	67	50	45	20	30	25	12
Fixed	125	100	85	65	67	20	15	15	20	15	18
<i>Professional & Support</i>											
Open	460	405	240	220	52	140	115	30	80	70	18
Fixed	85	65	50	40	58	15	10	20	20	15	22

Figure 25 Contract (open/fixed) by religion or belief group and activity.



Occupational group

The data below provides an overview of the religion or belief distribution within the UCEA occupational group. The analysis is by activity but does not include headcounts to minimise identification.

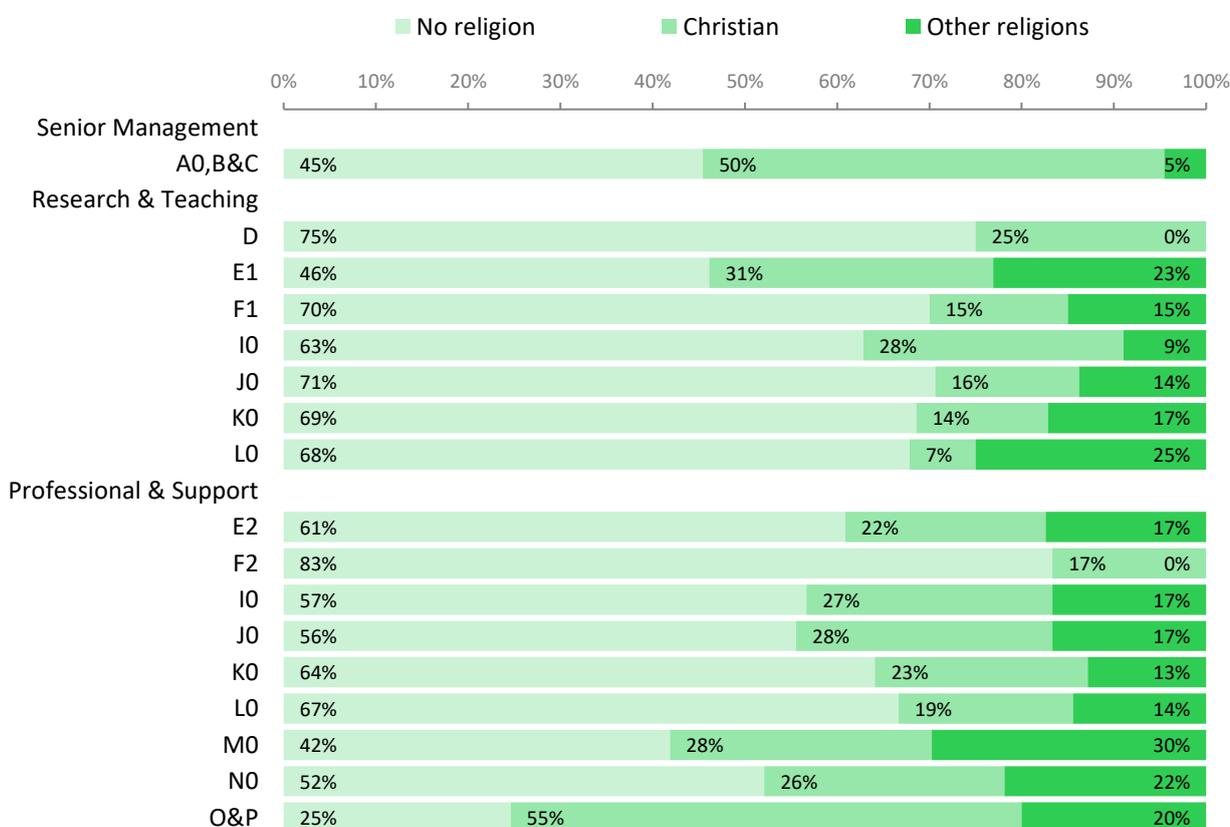


Figure 26 Proportional religion or belief group distribution by UCEA occupational group

Key	Occupational Group	Description
A0,B&C	Head of Institution, DVC, PVC, COO and Heads of major academic areas or functions	
D	Head of a distinct area of academic responsibilities	
E1	Head of a sub-set of academic area	
E2	Directors of small centres or senior function heads	
F1	Professors	
F2	Function heads	
I0	Reader, Senior Lecturer, Principle Investigator or section manager	
J0	Lecturer B, senior researcher or section/team leader	
K0	Lecturer A, researcher or senior professional/technical staff	
L0	Research assistant, professional/technical or senior administrative staff	
M0	Assistant professional or administrative staff	
N0	Clerical, craft or junior administrative staff	
O&P	Task provider	

Organisational group

The data below provides an overview of the religion or belief distribution within the major organisational units at Birkbeck. The analysis is by activity.

Table 29 Proportional religion or belief group distribution by activity

	All staff		No religion			Christian			Other religions			NA		
	#	FTE	#	FTE	%#	#	FTE	%#	#	FTE	%#	#	FTE	%#
<i>All staff</i>														
Arts	160	135	80	70	49	15	10	8	15	10	9	50	45	33
BEI	225	195	90	75	39	45	40	19	25	20	12	70	60	30
Law	75	70	30	25	39	5	5	9	5	5	8	35	30	43
Science	210	180	85	75	41	30	25	14	20	15	10	75	65	35
SSHP	170	145	80	75	48	20	15	11	15	10	9	55	45	32
PS	605	515	175	155	29	225	190	37	70	60	12	135	105	22
<i>Research & Teaching</i>														
Arts	115	100	55	50	47	10	5	7	10	5	8	45	40	38
BEI	145	125	55	45	38	25	25	19	15	10	11	45	45	32
Law	50	45	15	15	33	5	5	6	5	5	6	25	25	55
Science	155	130	70	60	46	20	15	12	10	10	8	50	45	34
SSHP	125	110	55	55	45	15	10	10	10	10	10	45	40	35
<i>Professional & Support</i>														
Arts	45	35	25	20	55	5	5	11	5	5	14	10	5	20
BEI	80	70	35	30	41	15	15	20	10	10	13	20	20	26
Law	25	25	15	10	52	5	5	15	5	0	11	5	5	22
Science	55	50	15	15	30	10	10	18	10	10	14	20	20	39
SSHP	45	35	25	25	56	5	5	13	5	5	9	10	5	22

Academic function

The data below provides an overview of the religion or belief distribution within the academic schools at Birkbeck. The analysis is split into Professorial and other academic staff.

Table 30 Proportional religion or belief group distribution by academic

	All staff		No religion			Christian			Other religions			NA		
	#	FTE	#	FTE	% #	#	FT E	% #	#	FT E	% #	#	FT E	% #
<i>All Academics</i>														
Arts	115	100	55	50	47	10	5	7	10	5	8	45	40	38
BEI	145	125	55	45	38	25	25	19	15	10	11	45	45	32
Law	50	45	15	15	33	5	5	6	5	5	6	25	25	55
Science	155	130	70	60	46	20	15	12	10	10	8	50	45	34
SSHP	125	110	55	55	45	15	10	10	10	10	10	45	40	35
<i>Professorial</i>														
Arts	30	25	15	15	59	0	0	7	0	0	3	10	5	31
BEI	30	25	10	10	30	5	5	17	0	0	7	15	10	47
Law	10	10	0	0	17	0	0	..	0	0	..	10	10	75
Science	40	35	10	10	26	5	5	14	0	0	..	25	20	57
SSHP	35	30	10	10	27	0	0	5	5	5	14	20	15	54
<i>Non-Professorial Academics</i>														
Arts	85	75	35	35	44	5	5	7	10	5	9	35	30	40
BEI	115	100	45	40	40	20	20	19	15	10	12	35	35	29
Law	35	35	15	15	38	5	5	8	0	0	5	20	15	49
Science	110	95	60	50	53	15	10	12	10	10	10	30	25	25
SSHP	90	80	45	45	53	10	10	12	5	5	8	25	20	27

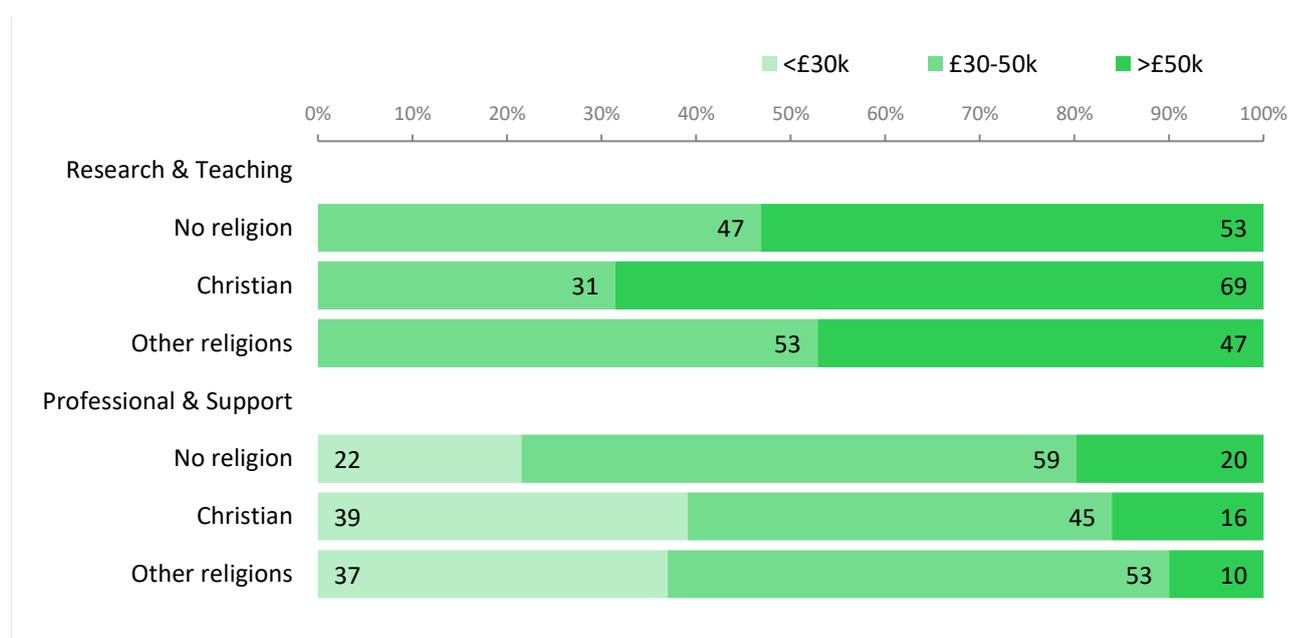
Salaries

The data below provides an overview of the distribution of staff within the three salary ranges, under £30,000, £30-50,000 and over £50,000. The analysis is by activity and religion or belief group. Unknown statuses are removed to allow a binary comparison.

Table 31 Salary group population by activity and religion or belief group

	All staff		No religion		Christian		Other religions	
	#	#	%	#	%	#	%	
<i>All staff</i>								
Under £30,000	160	60	39	60	38	35	23	
£30,000 to £50,000	460	285	62	90	20	80	18	
Over £50,000	300	190	64	75	24	35	12	
<i>Research & Teaching</i>								
Under £30,000	0	0	..	0	..	0	..	
£30,000 to £50,000	170	120	70	20	13	30	17	
Over £50,000	205	135	65	50	23	25	12	
<i>Professional & Support</i>								
Under £30,000	160	60	39	60	38	35	23	
£30,000 to £50,000	290	170	58	70	24	55	18	
Over £50,000	90	55	62	25	27	10	11	

Figure 27 Proportion of staff in salary groups by activity and religion or belief group



Reward

The data below provides an overview of the proportion of staff who have received a reward, through contribution related pay or promotion, during 2020. The analysis is by activity and religion or belief group. Unknown statuses are removed to allow a binary comparison.

Table 32 Reward recipients in 2020 by activity and religion or belief

	All staff		Reward		No reward	
	#	#	%	#	%	#
<i>All staff</i>						
No religion	540	45	9	495	91	
Christian	225	20	8	210	92	
Other religions	155	5	2	150	98	
<i>Research & Teaching</i>						
No religion	250	25	9	230	91	
Christian	70	10	11	60	89	
Other religions	55	0	2	50	98	
<i>Professional & Support</i>						
No religion	290	25	8	265	92	
Christian	155	10	6	145	94	
Other religions	100	0	2	100	98	

Figure 28 Proportion of staff by activity and religion or belief group who received a reward in 2020

