

## Public Sector Equality Duty Report – 2020

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

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

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

St George's, University of London CORE Values:

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

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

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

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

## Our areas of focus 2020/21

### Institutional Review of Race Equality

- Refer to action plan for related actions – *to be published in 2021*

### Pilot of Fair Recruitment Specialist Initiative

- Pilot initiative will run throughout 2020/21 with full evaluation review in the summer to inform future development of the initiative
- Advance HE Good Practice Grant awarded for this project

### Development of Equality, Diversity and Inclusion (EDI) strategy

- Organisational EDI Strategy to be developed and published in 2020/21

### Impact of Covid-19 in relation to diversity and inclusion

- Analysis and research into the impacts on protected groups, recognising intersectionality, to inform relevant actions to address adverse impact

### Equality Analysis

- Embedding equality analysis into our decision making and planning activities

### Enhancement of disability inclusion

- Joint project with Staff Disability Network to further understanding of and data on experiences of disabled staff, to inform proposal of action plan
- Preparation for Disability Confident accreditation renewal in December 2021

### Preparations for Athena SWAN Silver submission – November 2022

- Refer to [Athena SWAN ambitions and action plan](#) for related actions

### Data reporting

- Improving regular and robust data reporting on diversity demographics
- Enhancing the reach and availability of data to departments and institutes

## PSED Data Report

This report is based on snapshot data on 31 July 2020 and shows establishment figures of 748. Our overall staff numbers have remained consistent, with a total number of 734 in 2019 and 746 in 2018.

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

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

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

### Abbreviations

EDI – Equality, Diversity and Inclusion  
EO – Education Operations  
ESDO – Education Strategy and Development Office  
HE – Higher Education  
I&I – Infection and Immunity  
IMBE – Institute of Medical and Biomedical Education  
MCS – Molecular and Clinical Sciences  
PHRI – Population Health Research Institute  
PNS – Prefer not to say  
PSA – Professional and Senior Administration  
PSS – Professional and Support Services  
RO – Research Operations

# I. Staff Overall

St George's, University of London is made up of four academic institutes:

- Infection and Immunity Research Institute (I&I)
- Institute of Medical and Biomedical Education (IMBE)
- Molecular & Clinical Sciences Research Institute (MCS)
- Population Health Research Institute (PHRI)

I&I, MCS and PHRI are research institutes whilst IMBE is the focus of our undergraduate and postgraduate medical and biomedical programmes. Academic staff are split across these institutes as well as a small number of professional and support staff.

In addition to this, we have a number of departments and teams that are responsible for the management and support of these institutes and the University as a whole:

- Professional Services and Support Staff
- Research Operations
- Education Operations
- Education Strategy and Development Office

We also have a joint relationship with Kingston University, which houses the Faculty of Health, Social Care and Education. Staff within this faculty are not included in this report, as their records are held within Kingston University.

The overall number of staff on 31 July 2020 was 748, this is slightly lower than the previous year.

Institute/Department	Count	%
Infection and Immunity Research Institute	120	16%
Institute of Medical and Biomedical Education	145	19%
Molecular & Clinical Sciences Research Institute	101	14%
Population Health Research Institute	48	6%
Research Operations	22	3%
Education Strategy and Development Office	31	4%
Education Operations	32	4%
Professional Services	249	33%
<b>Total</b>	<b>748</b>	<b>100%</b>

IMBE is the largest of our institutes, whilst PHRI is the smallest. The four academic institutes, as well as the Education Strategy and Development Office are comprised of both academic and professional services and support staff.

Professional Services includes staff who work centrally, outside of the academic institutes, in various departments across the university. This area has the largest proportion of staff, the proportion of professional services staff (a small majority) is in line with the Higher Education (HE) sector<sup>1</sup>.

<sup>1</sup> Advance HE Staff Statistical Report 2020, <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

Staff Role	Count	%
Professional and Support Services Staff	408	55%
Research Staff*	88	12%
Teacher*	23	3%
Lecturer	69	9%
Senior Lecturer	69	9%
Reader	35	5%
Professor	56	7%
<b>Total</b>	<b>748</b>	<b>100%</b>

\* Research Staff covers Research Fellows and Research Assistants

\* Teacher covers Teaching Fellows and Problem Based Learning (PBL) Tutors

The majority of our academic staff are involved in both teaching and research. Professional and Support Staff incorporates all staff who work on non-academic contracts, this includes Research Operations staff, who support research within our four academic institutes and centrally; Education Operations staff, who support education and teaching; Education Strategy and Development Office staff, who support innovation and strategic direction of education; Institute Admin staff who support the academic institutes; and Professional Services staff, who work centrally across the university in a number of departments.

A breakdown of Professional and Support Staff is shown below.

Staff Role	Count	%
Professional Services Staff	249	61%
Research Operations	22	5%
Education Operations	32	8%
Education Strategy and Development Office	16	4%
Institute Admin	89	22%
<b>Total</b>	<b>408</b>	<b>100%</b>

The majority of our staff are on non-clinical contracts, with 17% on clinical contracts. All clinical staff are within our four academic institutes. This is a slightly larger percentage than the previous year, by 2%. Our staff who are on clinical contracts work across the University and the NHS and actively practice in their field. Their salaries are set by the NHS.

Institute/Department	Clinical	Non-Clinical	Total
Infection and Immunity Research Institute	34	86	120
Institute of Medical and Biomedical Education	40	105	145
Molecular & Clinical Sciences Research Institute	40	61	101
Population Health Research Institute	12	36	48
Research Operations	0	22	22
Education Operations	0	32	32
Education Strategy and Development Office	0*	29	29
Professional Services	0	249	249
<b>Total</b>	<b>126</b>	<b>620</b>	<b>748</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

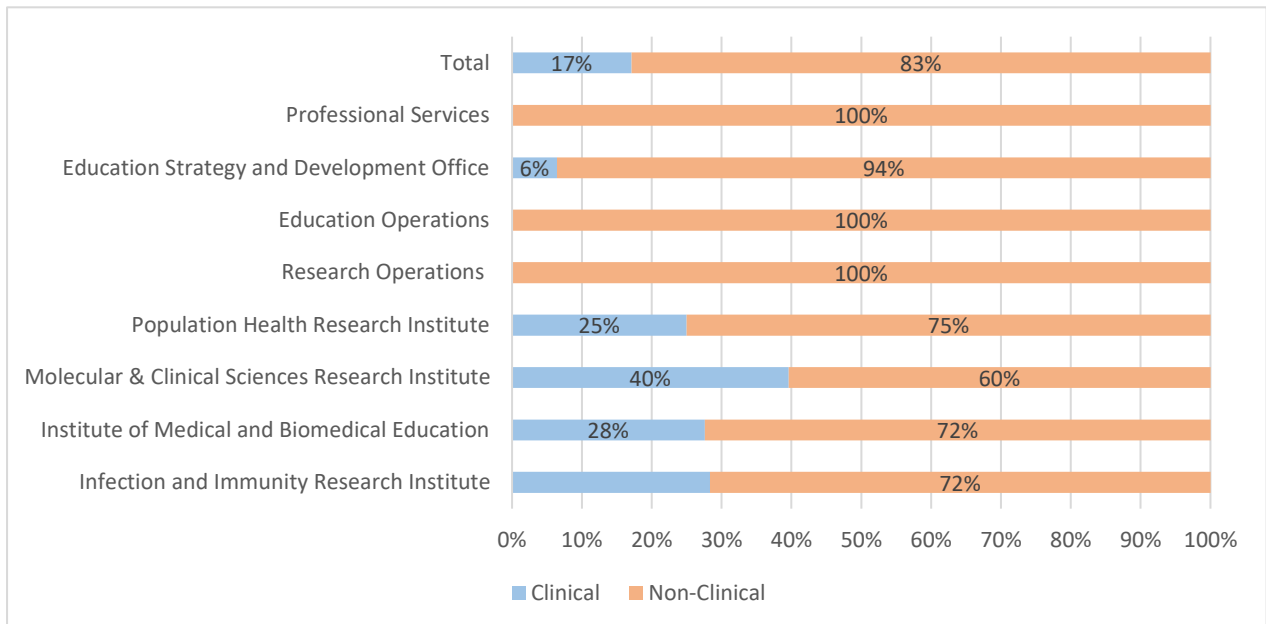


Figure 1 – Overall staff by institute or department and clinical status

A large proportion of our clinical staff work in the Molecular and Clinical Sciences Research Institute and Institute of Infection and Immunity. Across all areas, the majority of our staff are non-clinical.

Staff Role	Clinical	Non-Clinical	Total
Professional and Support Services Staff	6	402	408
Research	30	58	88
Teacher	9	14	23
Lecturer	20	49	69
Senior Lecturer	23	46	69
Reader	11	24	35
Professor	29	27	56
<b>Total</b>	<b>128</b>	<b>620</b>	<b>748</b>

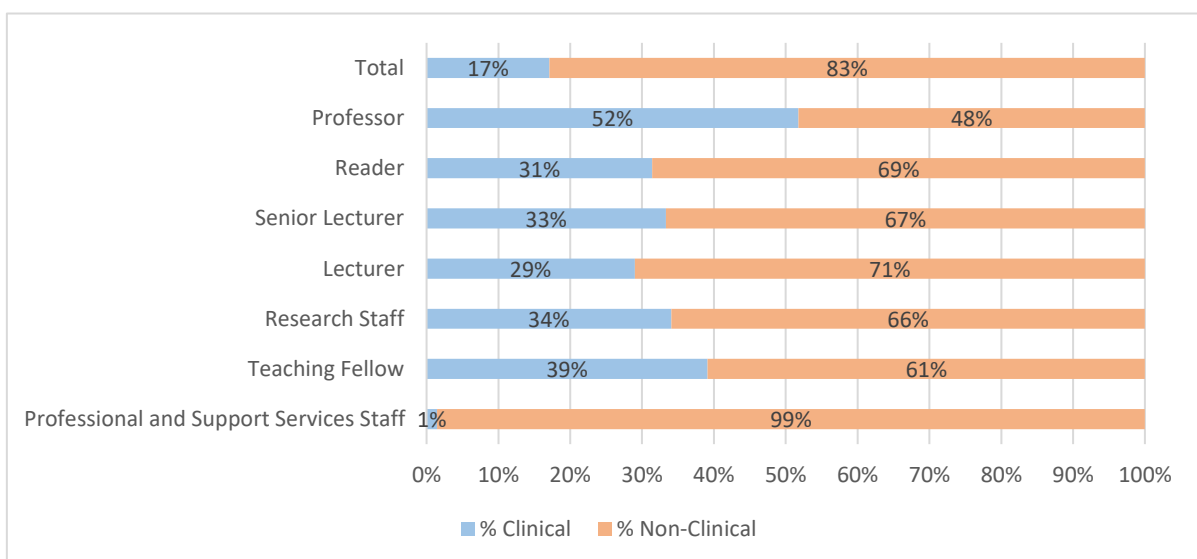


Figure 2 – Overall staff by role and clinical status

The highest proportion of clinical staff are Professors. Just over half of our Professors are on clinical contracts, this percentage has increased slightly since the previous year. We also have a significant percentage of clinical staff in research and teaching roles.

Pay Scale	Count	%
SGUL Professional & Senior Administration	45	6%
SGUL Pay Scale	575	77%
Clinical Pay Scale	128	17%
<b>Total</b>	<b>748</b>	<b>100%</b>

Our data shows that 620 members of our staff are on SGUL pay grades. This is consistent with the previous year. These are pay grades set by the university and include SGUL grades 1-8 and the Professional and Senior Administration (PSA) pay scale.

The remaining 128 staff members are on clinical pay grades. This is very slightly higher than the previous year. The clinical pay grades are set by the NHS, St George's, University of London does not have control of these salaries.

### Pay Grades

A breakdown of staff by pay grade and scales is shown below, this demonstrates pay for all staff across the University.

Grade	Count	%
SGUL 1 – 3	28	4%
SGUL 4 – 5	176	24%
SGUL 6 – 7	280	37%
SGUL 8	91	12%
PSA	45	6%
Clinical Pay	128	17%
<b>Total</b>	<b>748</b>	<b>100%</b>

The tables below show staff broken down by pay separately for academic and PSS staff.

### Academic Staff

Grade	Count	%
SGUL 1 – 3	0	0%
SGUL 4 – 5	16	5%
SGUL 6 – 7	104	31%
SGUL 8	70	21%
PSA	28	8%
Clinical Pay	122	36%
<b>Total</b>	<b>340</b>	<b>100%</b>

## Professional Services and Support Staff

Grade	Count	%
SGUL 1 – 3	28	7%
SGUL 4 – 5	160	39%
SGUL 6 – 7	176	43%
SGUL 8	21	5%
PSA	17	4%
Clinical Pay	6	1%
<b>Total</b>	<b>408</b>	<b>100%</b>

The data shows that, overall, academic staff are on higher salaries than PSS staff, this is in line with the HE sector. There are higher percentages of academic staff in grades SGUL 8 and PSA than PSS staff. The small number of PSS staff who are on clinical pay scales include staff who are supporting research, within Research Operations.

The majority of PSS staff are on grades 4-5 and 6-7. Advance HE's Staff Statistical Report 2020 finds that the majority of PSS staff are paid £30,000 or less. This is not the case with our staff, as the majority are on grade 6-7 which is above this, however a significant proportion of our PSS staff are on grades 4-5 for which the starting spine point is below £30,000.

## Full-time and part-time staff

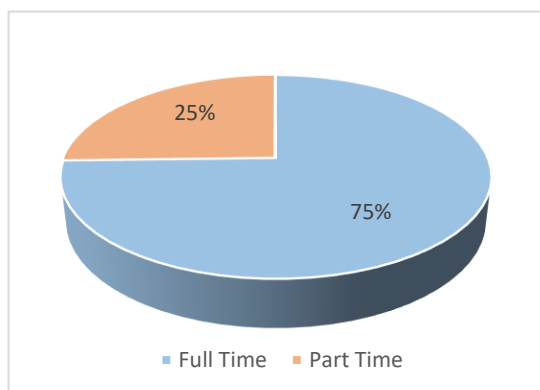


Figure 3 – Overall staff contract mode

The majority of our staff work full time, however there is a significant proportion of staff who work part time, 25%. This is consistent with previous years.

Staff Role	Full Time	Part Time	Total
Professional and Support Staff	332	76	408
Research	68	20	88
Teacher	5	19	24
Lecturer	38	31	69
Senior Lecturer	45	24	69
Reader	30	5	35
Professor	41	15	56
<b>Total</b>	<b>559</b>	<b>190</b>	<b>749</b>



A high proportion of our teaching staff work part time; this incorporates Teaching Fellows and Problem Based Learning (PBL) Tutors. There is also a significant proportion of staff across academic roles who work part time. Overall, staff in Professional and Support Staff roles are less likely to work part time than academic staff.

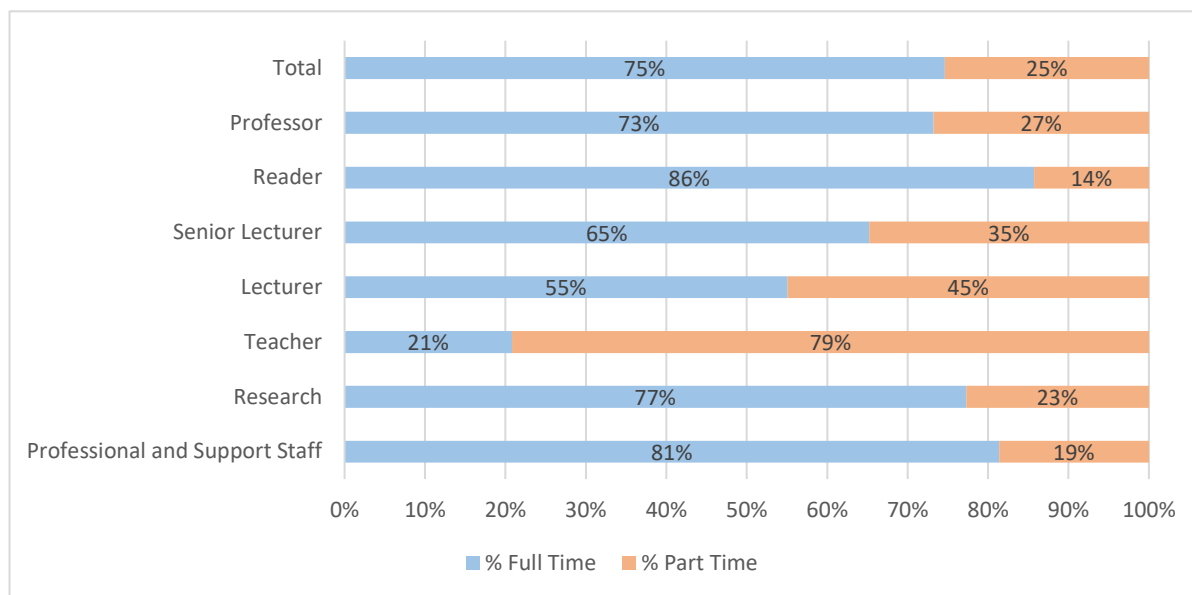


Figure 4 – Overall staff by staff role and contract mode

### Contract

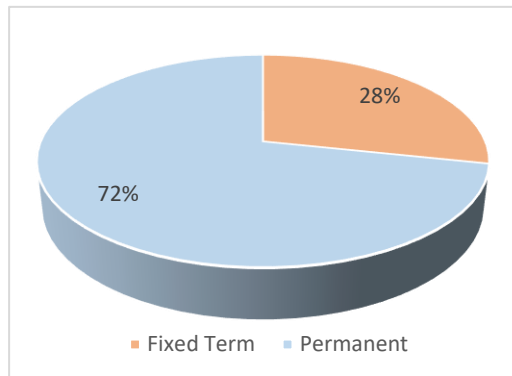


Figure 5 – Overall staff contract type

Staff Role	Fixed Term	Permanent	Total
Professional and Support Staff	78	330	408
Research	82	6	88
Teacher	10	13	23
Lecturer	25	44	69
Senior Lecturer	10	59	69
Reader	0*	33	33
Professor	5	51	56
<b>Total</b>	<b>210</b>	<b>536</b>	<b>746</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

The majority of our staff are on permanent contracts. However, the vast majority of our research staff are on fixed-term contracts; 93% of research staff and 39% of research support staff are on fixed-term contracts. This is in line with previous years and is impacted by grant funding being fixed-term. There is also a substantial percentage of staff in Teacher and Lecturer roles who are on fixed-term contracts. In contrast, staff in Reader or Professor roles are less likely to be on fixed-term contracts, this reflects the nature of academic roles in the higher education sector.

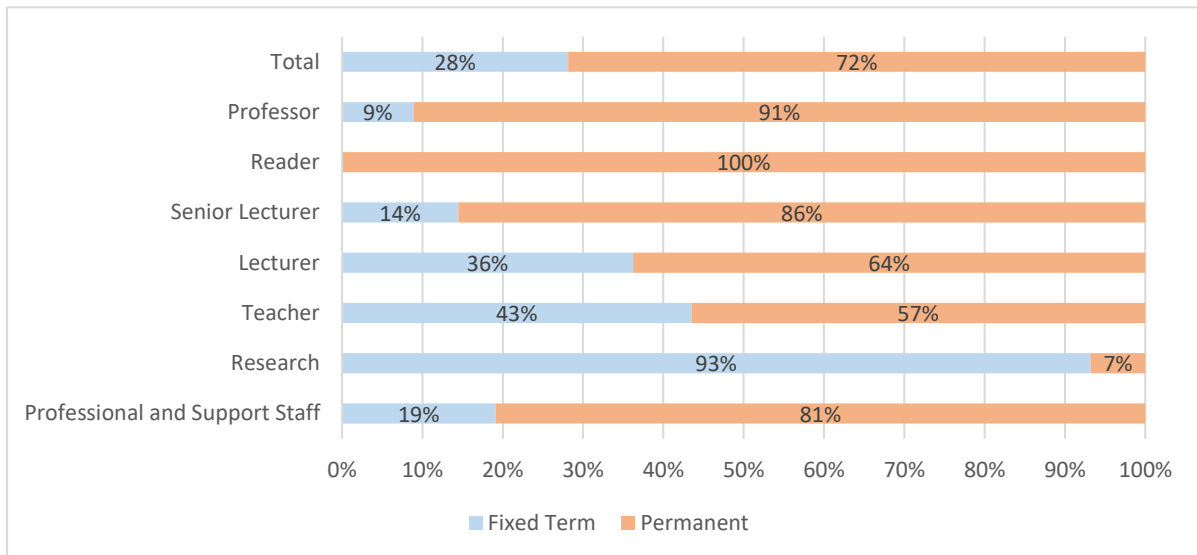


Figure 6 – Overall staff by staff role and contract type

## II. Staff by Diversity Characteristics

### Overall staff by gender

Female	464	62%
Male	284	38%
<b>Total</b>	<b>748</b>	<b>100%</b>

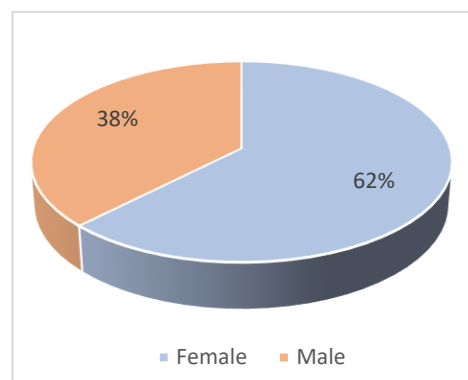


Figure 7 – Overall staff by gender

We have a higher percentage of female staff than male staff, this is the case across each of our institutes and departments. The percentage of female staff is higher than the sector average; the Advance HE 2020 Staff Statistical Report found that 54.6% of staff working in UK HEIs were female and 45.4% were male<sup>2</sup>.

Institute/Department	Female	% Female	Male	% Male	Total
Infection and Immunity Research Institute	75	63%	45	38%	120
Institute of Medical and Biomedical Education	87	60%	58	40%	145
Molecular & Clinical Sciences Research Institute	56	55%	45	45%	101
Population Health Research Institute	31	65%	17	35%	48
Research Operations	12	55%	10	45%	22
Education Strategy and Development Office	26	84%	5	16%	31
Education Operations	25	78%	7	22%	32
Professional Services	152	61%	97	39%	249
<b>Total</b>	<b>464</b>	<b>62%</b>	<b>284</b>	<b>38%</b>	<b>748</b>

<sup>2</sup> Advance HE Staff Statistical Report 2020, <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

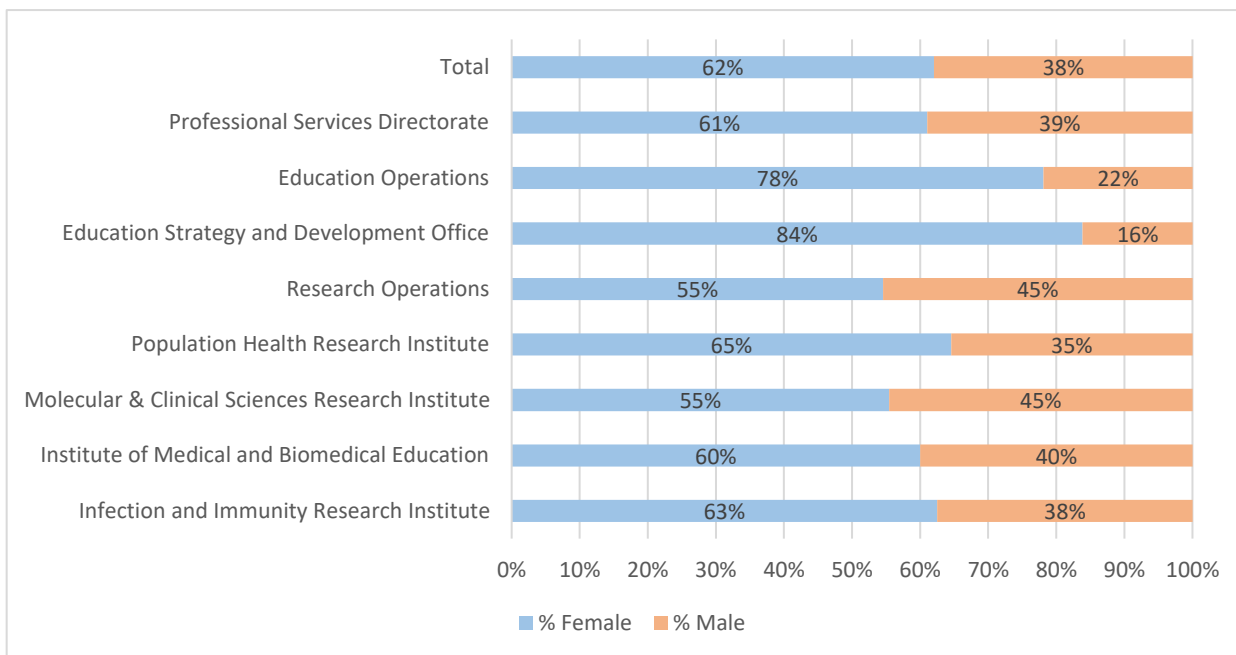


Figure 8 – Staff by gender and institute or department

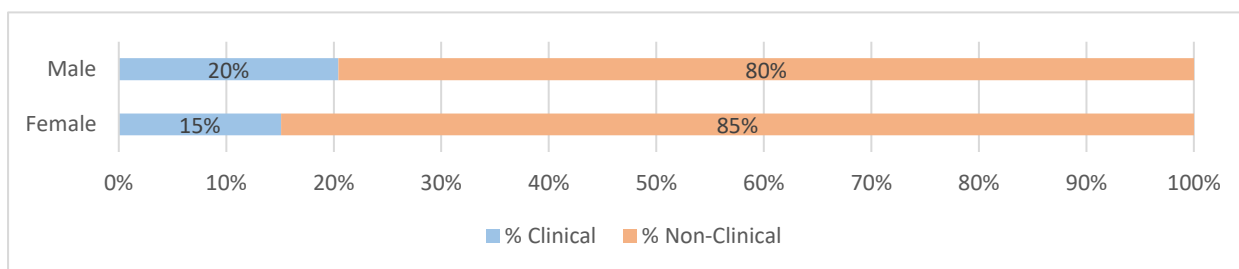


Figure 9 – Staff by gender and clinical status

Male staff are slightly more likely to be on clinical contracts than female staff, a difference of 5%.

Staff Role	Female	Male	Total
Professional and Support Staff	269	139	408
Research	61	27	88
Teacher	15	8	23
Lecturer	49	20	69
Senior Lecturer	33	36	69
Reader	18	17	35
Professor	19	37	56
<b>Total</b>	<b>464</b>	<b>284</b>	<b>748</b>

\* Research Staff covers Research Fellows and Research Assistants

\* Teacher covers Teaching Fellows and Problem Based Learning (PBL) Tutors

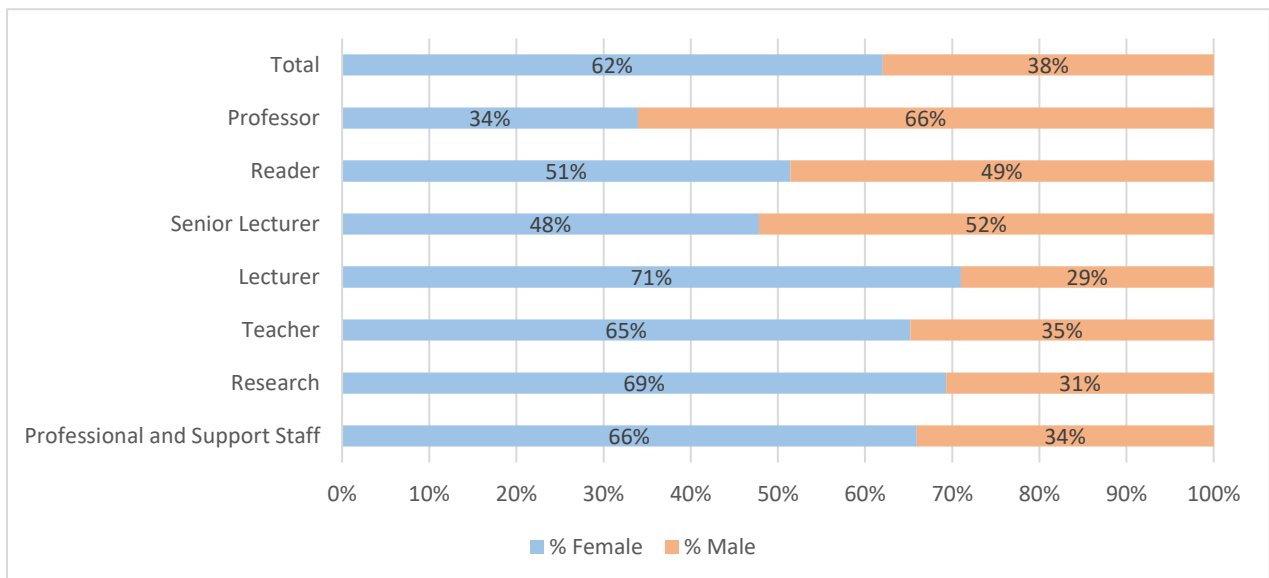


Figure 10 – Staff by gender and staff role

There is high representation of female staff in Professional and Support roles and in Research roles. Furthermore, female staff are highly represented in Lecturer and Teacher roles; the proportion of female staff decreases as the seniority of academic role increases, reducing significantly at Professor level. Data on staff by pay grade and gender is explored below. This enables a breakdown by gender and grade of Professional and Support Staff roles.

As a University we hold a Silver Athena SWAN award and are committed to improving gender equality at the institution. See our [Athena SWAN webpages](#) for more information.

Grade	Female	Female %	Male	Male %	Total
SGUL 1 - 3	15	54%	13	46%	28
SGUL 4 - 5	126	72%	50	28%	176
SGUL 6 - 7	184	66%	96	34%	280
SGUL 8	48	53%	43	47%	91
PSA	21	47%	24	53%	45
Clinical	70	55%	58	45%	128
<b>Total</b>	<b>464</b>	<b>62%</b>	<b>284</b>	<b>38%</b>	<b>748</b>

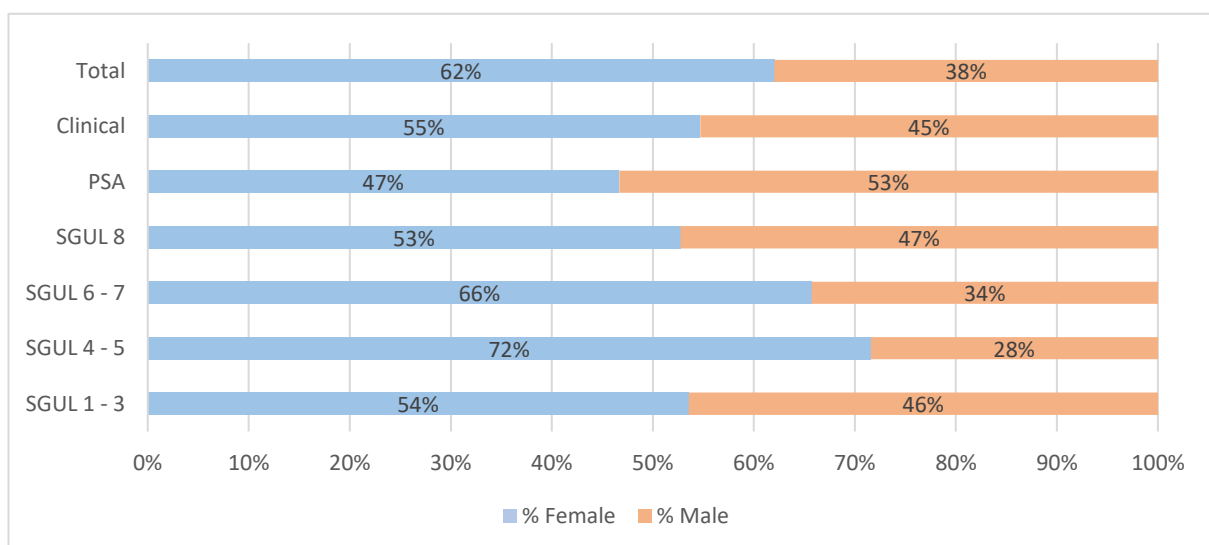


Figure 11 – Staff by gender and grade

As the SGUL grade increases, the proportion of female staff decreases; female staff are overrepresented at grades 4-5 and marginally at grades 6-7. Whilst male staff are overrepresented at grades 8 and the Professorial and Senior Administration (PSA) grades. This is in line with the sector, as found in the Advance HE Staff Statistical Report 2020<sup>3</sup>.

In comparison to the previous year, the representation of female staff at PSA level has increased by 4%, this is due to 2 additional female staff at this grade.

The high representation of female staff in our lower pay quartiles contributes significantly to our gender pay gap. Our [Pay Gap Report](#) is available on our website and includes information on our actions and work so far in this area.

Gender	Full Time		Part Time		Total
Female	320	69%	144	31%	464
Male	238	84%	46	16%	284
<b>Total</b>	<b>558</b>	<b>76%</b>	<b>189</b>	<b>24%</b>	<b>748</b>

Female staff are significantly more likely to be on part time contracts than male staff. This is in line with the sector average; the Advance HE Staff Statistical Report 2020 shows 17% difference in the percentage of male staff and female staff working full-time<sup>4</sup>, the difference in our figures is 15%. We have seen a very slight rise in the percentage of male staff on part-time contracts, 3% since last year.

Gender	Fixed Term		Permanent		Total
Female	146	31%	318	69%	458
Male	57	23%	218	77%	276
<b>Total</b>	<b>211</b>	<b>28%</b>	<b>536</b>	<b>72%</b>	<b>748</b>

Female staff are more likely to be on fixed term contracts than male staff, by 8%. This reflects the higher percentage of female staff in research roles. These percentages are in line with the previous year.

<sup>3</sup> Advance HE Staff Statistical Report 2020, <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

<sup>4</sup> Advance HE Staff Statistical Report 2020, <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

## Overall staff by Ethnicity

BAME	207	28%
White	510	68%
Prefer not to say	31	4%
<b>Total</b>	<b>748</b>	<b>100%</b>

Asian or Asian British	87	42%
Black or Black British	46	22%
Chinese	24	12%
Mixed heritage	33	16%
Other ethnic background	17	8%
<b>Total</b>	<b>207</b>	<b>100%</b>

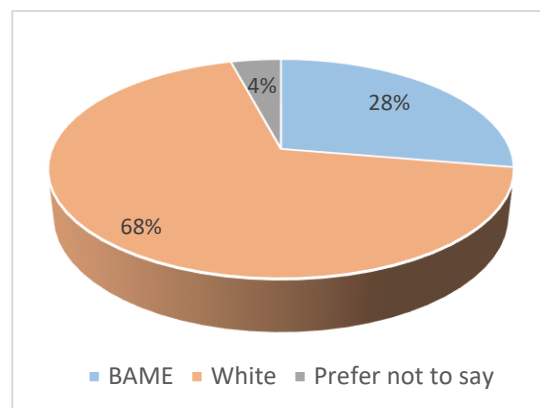


Figure 12 – Staff by ethnicity

The data above shows staff grouped within the category Black, Asian and Minority Ethnic (BAME) as well as broken down by groups within this category. In July 2020, 28% of our staff identified as BAME. This is consistent with the previous year, with an increase of 1%. We have a small proportion of staff who choose not to declare their ethnic background.

We have a higher percentage of staff from Asian or Asian British backgrounds than from other BAME groups; of our BAME staff, 42% are from Asian backgrounds, 22% are from Black Caribbean and African backgrounds, 12% are from a Chinese background and 16% from a mixed heritage background. We also have a small proportion of staff who identify as from White Non-UK backgrounds, 5% of overall staff.

The Advance HE Staff Statistical Report 2020 states of those UK staff in the sector with known ethnicity, 10.3% identified as BAME. The same report finds the proportion of staff who identified as BAME was considerably higher among non-UK staff at 30.7%. Overall, ethnicity was not known for 5.7% of UK staff and 9% of non-UK staff<sup>5</sup>.

SGUL has a significantly higher percentage of BAME staff than the sector average. Furthermore, of our staff who identify as BAME, 80% are UK staff, which is in contrast to the sector average.

St George's, University of London is situated in Tooting, London Borough of Wandsworth. According to the 2011 census, the population of Wandsworth was 28.6% BME. Our BME staff population of 28%, is therefore reflective of the local area. However, it is worth noting that Wandsworth is less diverse than other boroughs in London and that Tooting is significantly more diverse than other areas of the Borough.

<sup>5</sup> Advance HE Staff Statistical Report 2020, <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

Institute/Department		BAME		White		Prefer not to say	Total
Infection and Immunity Research Institute	37	31%	79	65%	5*	4%	121
Institute of Medical and Biomedical Education	44	30%	93	64%	8	6%	145
Molecular & Clinical Sciences Research Institute	24	24%	72	71%	5	5%	101
Population Health Research Institute	7	15%	40	85%	0*	0%	47
Research Operations	5	23%	17	77%	0	0%	22
Education Strategy and Development Office	9	30%	21	70%	0*	0%	30
Education Operations	6	18%	22	67%	5*	15%	33
Professional Services	75	30%	166	67%	8	3%	249
<b>Total</b>	<b>207</b>	<b>28%</b>	<b>510</b>	<b>68%</b>	<b>31</b>	<b>4%</b>	<b>748</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

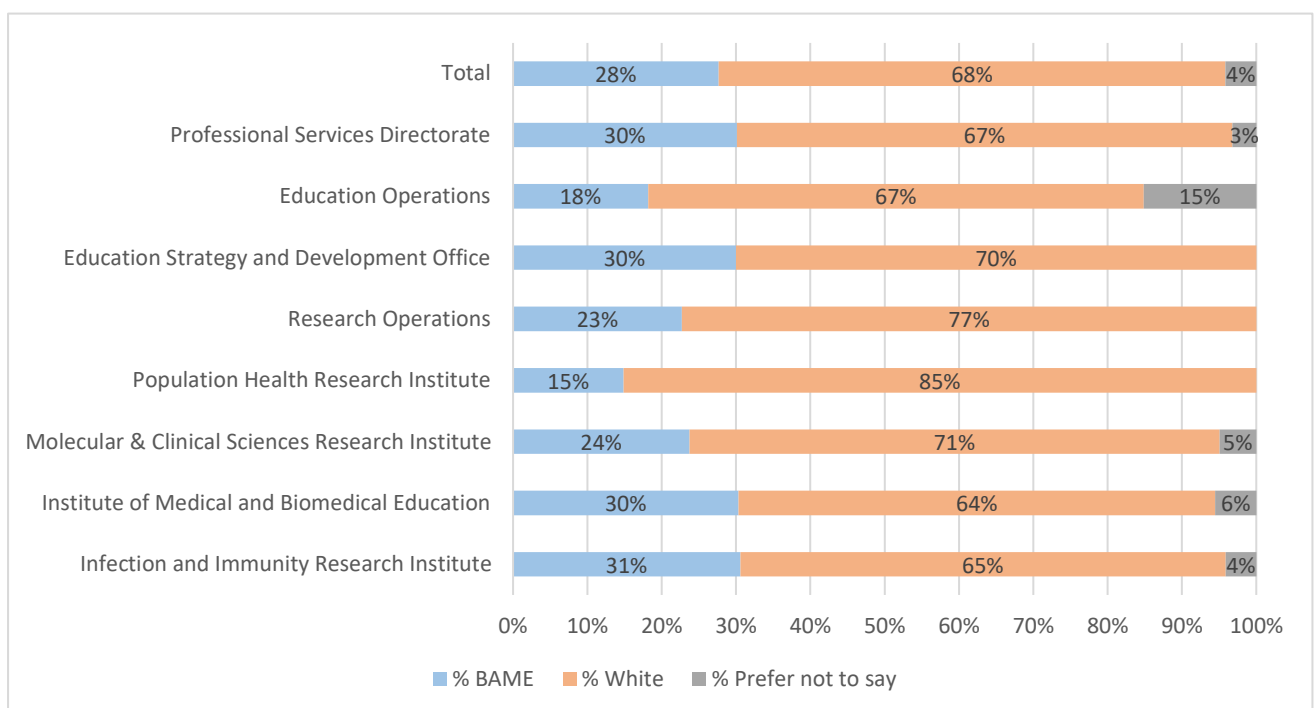


Figure 13 – Staff by institute or department and ethnicity

BAME staff are split across the University, with the highest percentages in Infection and Immunity Research Institute and in Professional Services. The Population Health Research Institute has significantly less BAME staff than other areas of the University, however the percentage of BAME has increased slightly from the previous year, by 2%.

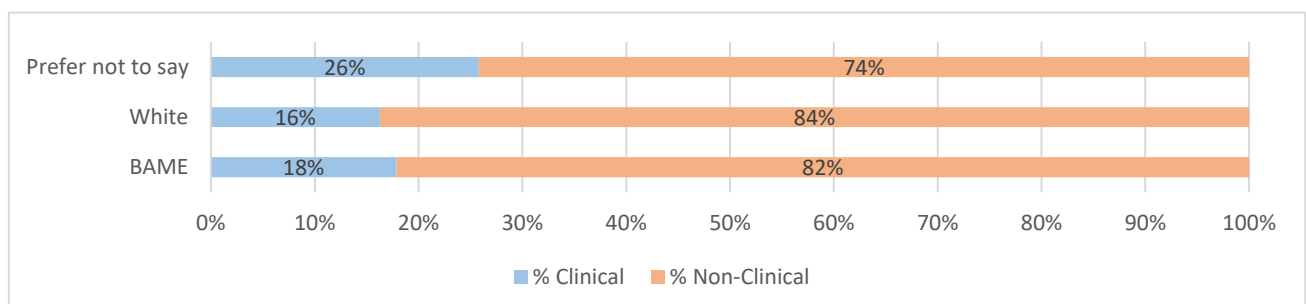




Figure 14 – Staff by clinical status and ethnicity

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

Staff Role	BAME		White		Prefer not to say		Total
	Count	%	Count	%	Count	%	
Professional and Support Staff	122	30%	271	66%	15	4%	408
Teaching Fellow	8	36%	14	64%	0*	0%	22
Research	29	34%	57	66%	0*	0%	86
Lecturer	17	25%	50	75%	0*	0%	67
Senior Lecturer	20	29%	44	64%	5	7%	69
Reader and Professor	11	12%	74	81%	6	7%	91
<b>Total</b>	<b>207</b>	<b>28%</b>	<b>510</b>	<b>68%</b>	<b>26</b>	<b>5%</b>	<b>743</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

\* Research Staff covers Research Fellows and Research Assistants

\* Teacher covers Teaching Fellows and Problem Based Learning (PBL) Tutors

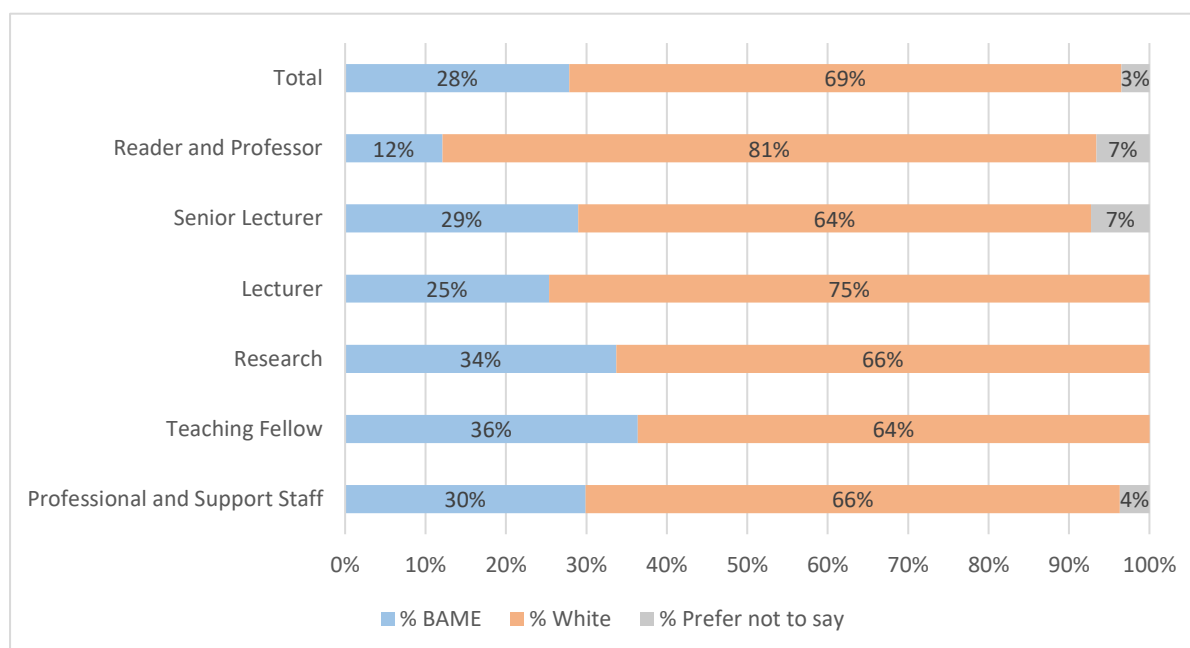


Figure 15 – Staff by staff role and ethnicity

BAME staff are highly represented in Professional and Support Staff, Research and Teaching Fellow roles. However, in senior academic roles such as Reader and Professor, the representation of BAME staff is significantly lower.

A breakdown of staff by ethnicity and grade is below, which enables a view of the representation of BAME staff in different grades and seniority.

Pay grade	BAME		White		Prefer not to say		Total
SGUL 1 – 3	8	29%	20	71%	0	0%	28
SGUL 4 - 5	62	35%	104	59%	10	6%	176
SGUL 6 - 7	82	29%	191	68%	7	3%	280
SGUL 8	15	16%	70	77%	6	7%	91
PSA	5*	7%	42	93%	0	0%	47
Clinical Pay	37	29%	83	65%	8	6%	128
<b>Total</b>	<b>207</b>	<b>28%</b>	<b>510</b>	<b>68%</b>	<b>31</b>	<b>4%</b>	<b>750</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

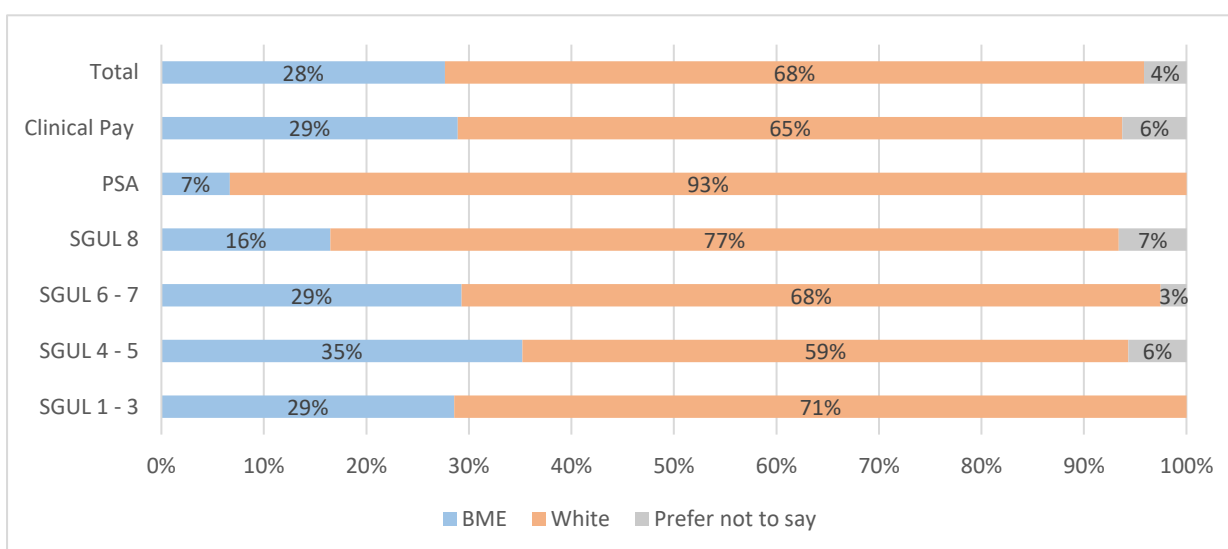


Figure 16 – Staff by pay grade and ethnicity

The data shows high representation of BAME staff in SGUL grades 4-5 and a low representation in grade 8 and Professorial and Senior Administrative (PSA) grades. This is consistent with the previous year.

This occupational segregation contributes to our ethnicity pay gap. We have committed to analyse the ethnicity pay gap at the University alongside the gender pay gap. Our [Pay Gap Report](#) includes actions we are taking to address these pay gaps and to improve representation across pay grades.

In June 2020, St George's launched an Institutional Review of Race Equality, commissioned by our Principal Jenny Higham. This Review took a consultative and collaborative approach with our staff and students to gather recommendations for an institution-wide action plan. This work was led and supported by our Senior Leadership Team. The institution-wide action plan aims to address racial inequalities at the institution and progress towards being a truly anti-racist University. The action plan will be launched in 2021.

Ethnicity	Full Time		Part Time		Total
BAME	155	75%	52	25%	207
White	378	74%	132	26%	510
Prefer not to say	26	84%	5	16%	31
<b>Total</b>	<b>558</b>	<b>75%</b>	<b>189</b>	<b>25%</b>	<b>748</b>

The majority of staff work full-time, this is well balanced across ethnicities.

<b>Ethnicity</b>	<b>Fixed Term</b>		<b>Permanent</b>		<b>Total</b>
BAME	72	33%	135	68%	207
White	133	27%	377	73%	510
Prefer not to say	7	22%	24	78%	31
<b>Total</b>	<b>211</b>	<b>28%</b>	<b>536</b>	<b>72%</b>	<b>748</b>

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

## Overall staff by Gender and Ethnicity

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

Gender	BAME		White		Prefer not to say		Total
Female	137	30%	313	67%	14	3%	464
Male	70	25%	197	69%	17	6%	284
<b>Total</b>	<b>207</b>	<b>28%</b>	<b>510</b>	<b>68%</b>	<b>31</b>	<b>4%</b>	<b>748</b>

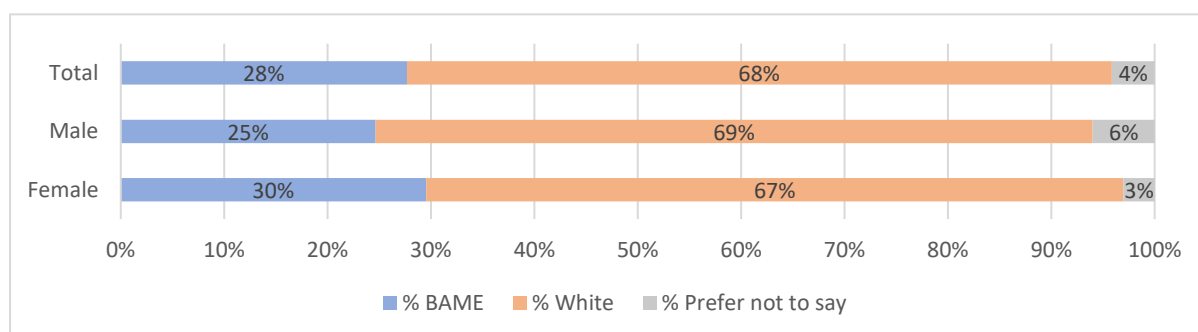


Figure 17 – Overall staff by ethnicity and gender

We have a higher proportion of female BAME staff than male BAME staff. This is in line with the overall gender balance at the University which is 62% female. It is worth noting, however, that a higher percentage of male staff chose not to declare their ethnicity than female staff.

Contrastingly, the Advance HE 2020 Staff Statistical Report finds that a higher proportion of male staff in the sector were from BAME backgrounds than female staff (15.6% compared with 13.6% of female staff).

Institute/ Department	Female						Total
	BAME		White		Prefer not to say		
Infection & Immunity	27	36%	47	64%	0*	0%	74
Institute of Medical & Biomedical Education	24	28%	58	67%	5	6%	87
Molecular & Clinical Sciences	13	24%	41	76%	0*	0%	54
Population Health Research Institute	5*	16%	27	84%	0	0%	32
Research Operations	0*	0%	10	100%	0	0%	10
Education Strategy & Development Office	7	28%	18	72%	0*	0%	25
Education Operations	5	19%	17	63%	5*	19%	27
Professional Services	55	37%	95	63%	0*	0%	150
<b>Total</b>	<b>136</b>	<b>30%</b>	<b>313</b>	<b>68%</b>	<b>10</b>	<b>2%</b>	<b>459</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

Institute/ Department	Male						Total
	BAME		White		Prefer not to say		
Infection & Immunity	10	21%	32	68%	5*	11%	47
Institute of Medical & Biomedical Education	20	33%	35	58%	5*	8%	60
Molecular & Clinical Sciences	11	23%	31	66%	5*	11%	47
Population Health Research Institute	5*	28%	13	72%	0*	0%	18
Research Operations	5*	42%	7	58%	0	0%	12
Education Strategy & Development Office	0*	0%	5	100%	0	0%	5
Education Operations	0*	0%	5	100%	0*	0%	5
Professional Services	20	21%	71	73%	6	6%	97
<b>Total</b>	<b>71</b>	<b>24%</b>	<b>199</b>	<b>68%</b>	<b>21</b>	<b>7%</b>	<b>291</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

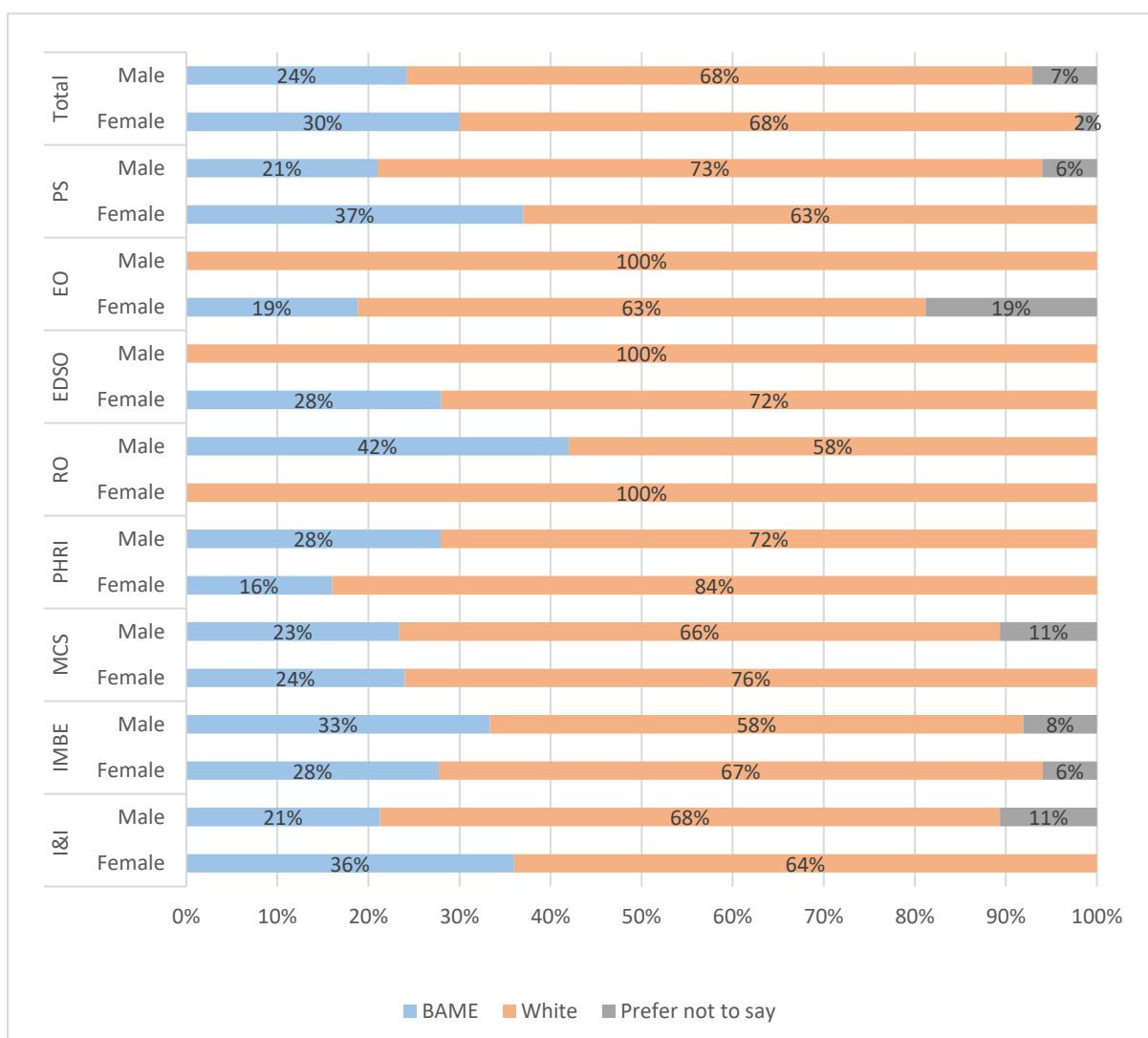


Figure 18 – Staff by gender and ethnicity and institute/department

Whilst IMBE, I&I and PHRI had the highest representations of female staff overall, when broken down by gender and ethnicity, the higher representation of female BAME staff is within Professional and Support Services and in Research Operations. Overall female BAME staff are relatively evenly represented across the institutes and departments, with the lowest representation in PHRI, which aligns with the findings in the analysis on ethnicity overall.

The representation of Male BAME staff however is much more variable. This could be slightly impacted by the lower number of male BAME staff overall. Male BAME staff are highly represented in Research Operations, however it is important to recognise the overall numbers in this department are very small. They are also well represented in IMBE. It is important to note the lack of representation of male BAME staff in Education Operations and in the Education Strategy and Development Office.

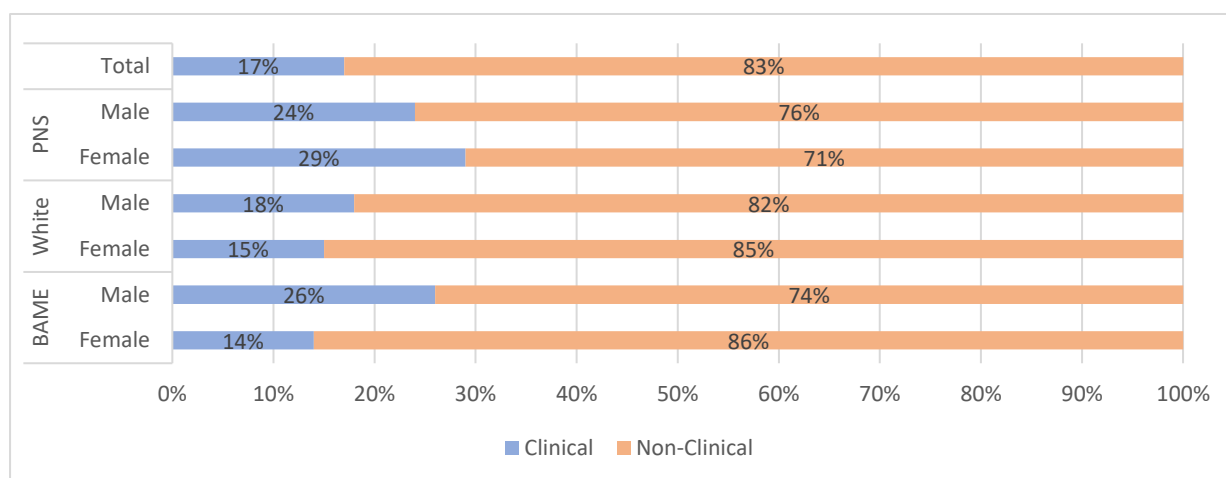


Figure 19 – Staff by gender and ethnicity and clinical status

BAME male staff are highly represented on clinical contracts, at 26% in contrast to 18% of White male staff, a difference of 8%. This is also in contrast to BAME female staff of which 14% are on clinical contracts. Amongst female staff, there is equal representation of BAME and White staff on clinical contracts.

Staff Role	Female			Total (F)	Male			Total (M)	Total
	BAME	White	PNS		BAME	White	PNS		
Professional Services and Support	89	174	6	269	33	97	9	139	<b>408</b>
Researcher	19	42	0	61	10	15	0*	25	<b>86</b>
Teaching Fellow	5	9	0*	14	5*	5	0	10	<b>24</b>
Lecturer	11	36	0*	47	6	14	0	20	<b>67</b>
Senior Lecturer	8	22	5*	35	12	22	0*	34	<b>69</b>
Reader	5*	13	0*	18	0	14	5*	19	<b>37</b>
Professor	0*	17	0	17	6	30	0*	36	<b>53</b>
<b>Total</b>	<b>137</b>	<b>313</b>	<b>11</b>	<b>461</b>	<b>72</b>	<b>197</b>	<b>14</b>	<b>283</b>	<b>744</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

\* Research Staff covers Research Fellows and Research Assistants

\* Teacher covers Teaching Fellows and Problem Based Learning (PBL) Tutors

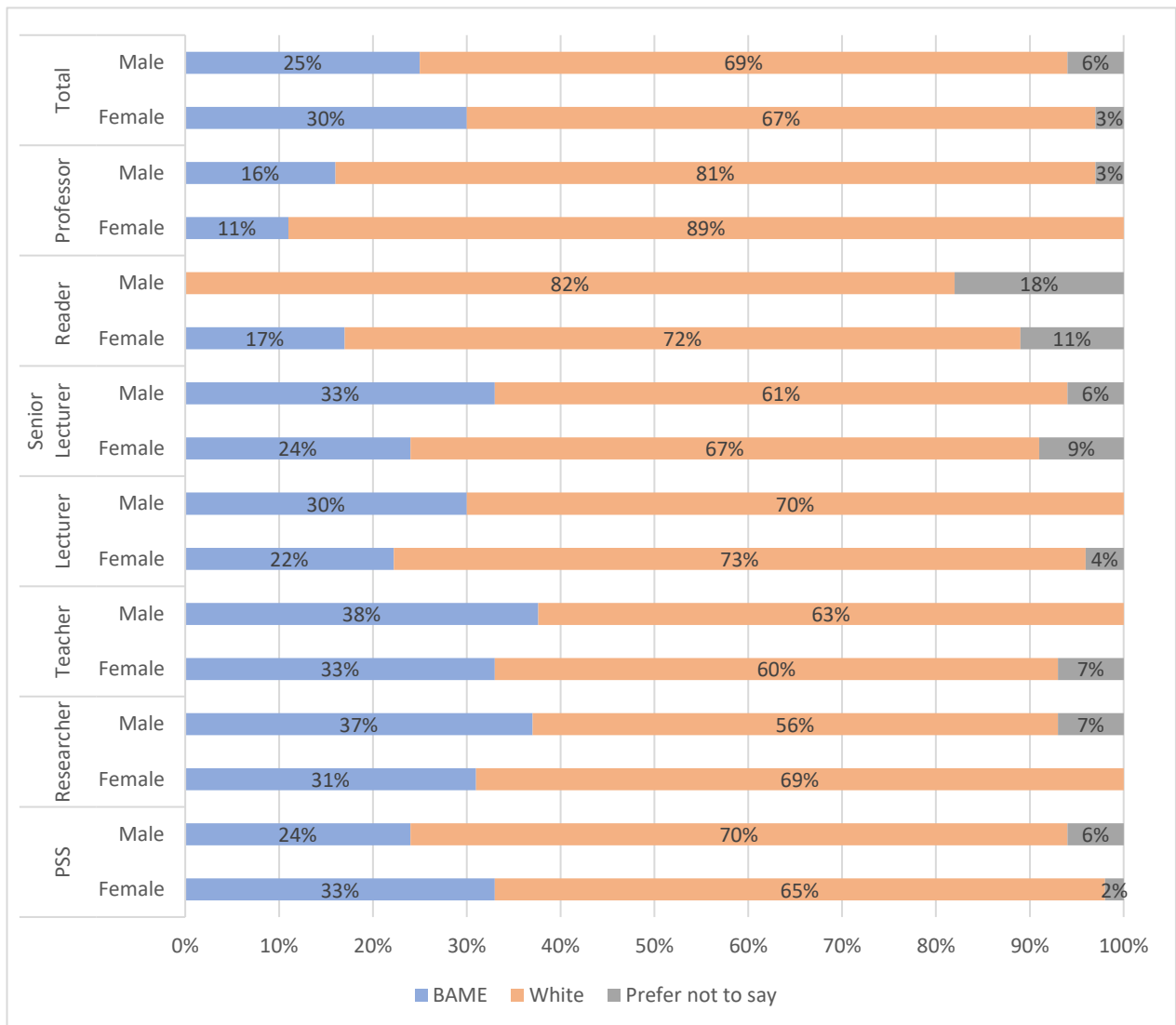


Figure 20 – Staff by gender and ethnicity and staff role

Across both female and male staff, BAME staff are highly represented in Teacher and Research roles. However, male BAME staff are well represented in Lecturer and Senior Lecturer positions, at 30% and 33% in contrast to 25% representation overall. Female staff, however, are significantly underrepresented at Lecturer and Senior Lecturer positions, at 22% and 24% in contrast to 30% representation overall.

Across genders, BAME staff are underrepresented at Reader and Professor level.

Professional Services and Support staff have a high representation of female BAME staff. This is in line with the high representation of female staff in PSS roles but also reflects the clustering of BAME female staff in non-academic roles.

Staff Grade	Female			Total female	Male			Total male	Total
	BAME	White	PNS		BAME	White	PNS		
SGUL 1 - 3	5	9	0	14	0*	9	0	9	23
SGUL 4 - 5	50	65	5*	120	12	32	10	54	174
SGUL 6 - 7	52	128	5*	180	29	61	5*	95	275
SGUL 8	8	37	5*	50	7	33	5*	45	95
PSA	0*	20	0	20	0*	22	0	22	42
Clinical Pay	19	47	5*	71	18	36	5*	59	130
<b>Total</b>	<b>134</b>	<b>306</b>	<b>15</b>	<b>455</b>	<b>66</b>	<b>193</b>	<b>25</b>	<b>284</b>	<b>739</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

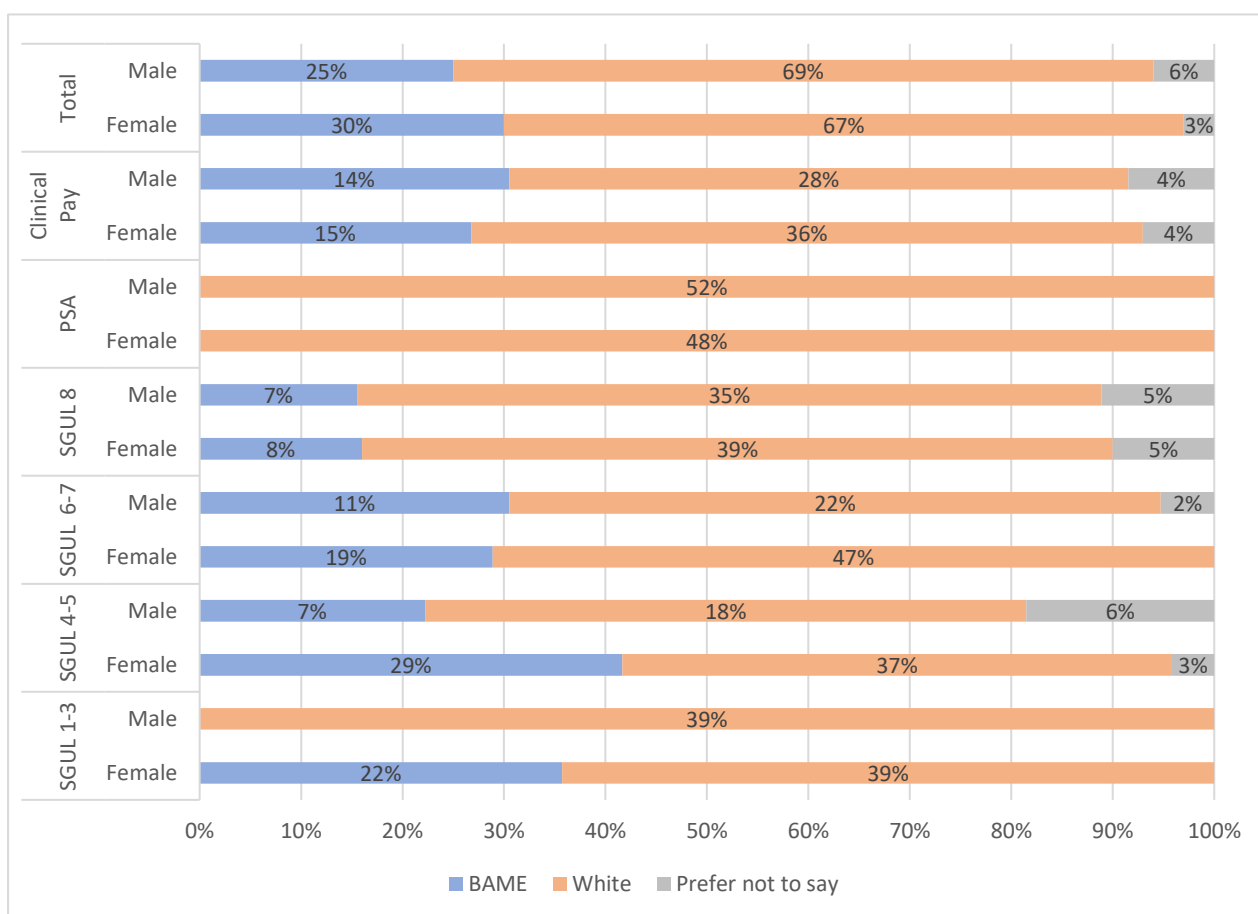


Figure 21 – Staff by grade and gender and ethnicity

The higher number of female BAME overall staff can be seen in the higher representation across the pay grades as a whole. Female BAME staff are overrepresented in grades 1-3 and 4-5 and underrepresented at grades 6 and above. Male BAME staff have highest representation in grade 6-7 and on clinical grades, however the representation at all grades is low.



Ethnicity	Female				Total
	Full Time		Part Time		
BAME	100	73%	37	27%	137
White	210	67%	103	33%	313
Prefer not to say	10	67%	5*	33%	15
<b>Total</b>	<b>320</b>	<b>69%</b>	<b>145</b>	<b>31%</b>	<b>465</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

Ethnicity	Male				Total
	Full Time		Part Time		
BAME	55	79%	15	21%	70
White	167	85%	30	15%	197
Prefer not to say	16	100%	0*	0%	16
<b>Total</b>	<b>238</b>	<b>84%</b>	<b>45</b>	<b>16%</b>	<b>283</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

Across ethnicities, female staff are more likely to work part-time than male staff. BAME female staff however are less likely to work part-time than White female staff. In contrast, male BAME staff are more likely to work part-time than White male staff.

Ethnicity	Female				Total
	Fixed Term		Permanent		
BAME	51	37%	86	63%	137
White	93	30%	220	70%	313
Prefer not to say	0*	0%	12	100%	12
<b>Total</b>	<b>144</b>	<b>31%</b>	<b>318</b>	<b>69%</b>	<b>462</b>

Ethnicity	Male				Total
	Fixed Term		Permanent		
BAME	21	30%	49	70%	70
White	40	20%	157	80%	197
Prefer not to say	5	29%	12	71%	17
<b>Total</b>	<b>66</b>	<b>23%</b>	<b>218</b>	<b>77%</b>	<b>284</b>

Across all ethnicities and genders, staff are more likely to be on permanent contracts than fixed term. However, BAME staff are more likely to be on fixed-term contracts than permanent contracts, this is particularly the case for female BAME staff, 37% of whom are on fixed term contracts.

## Overall staff by Disability

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

Declared disability	35	5%
No declared disability	678	91%
Prefer not to say	35	4%
<b>Total</b>	<b>748</b>	<b>100%</b>

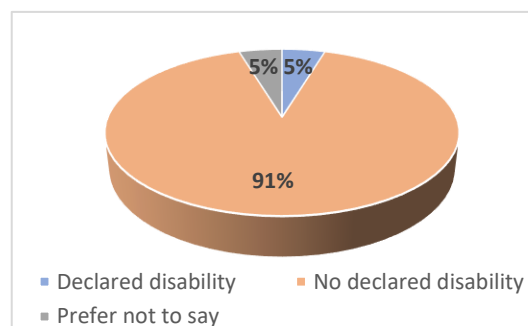


Figure 22 – Staff by disability

Overall, 5% of staff in 2020 declared a disability. This is in line with the sector average which is also 5%<sup>6</sup>. However, it is generally accepted that in reality the actual percentage of staff with disabilities across the UK will be higher and that rates of declaration tend to be low due to fears of stigma and discrimination. According to government statistics, around 18 per cent of the UK's workforce has a declared disability.<sup>7</sup>

In 2017 St George's joined the Disability Confident Scheme which requires employers to take various action to recruit and retain disabled people and people with health conditions for their skills and talent, creating a more inclusive workforce. We aim to renew our Level 2 Disability Confident accreditation with a view to enhancing our support for staff with disabilities. Our Staff Disability Network launched in 2018 and has been providing ongoing support for disabled staff as well as working with the University to progress disability inclusion.

Institute/Department	Declared disability		No declared disability		PNS		Total
Infection and Immunity Research Institute	0*	0%	117	100%	0*	0%	117
Institute of Medical and Biomedical Education	8	6%	131	90%	6	4%	145
Molecular & Clinical Sciences Research Institute	5*	5%	91	88%	7	7%	103
Population Health Research Institute	5*	10%	41	80%	5*	10%	51
Research Operations	0*	0%	19	100%	0*	0%	19
Education Strategy and Development Office	0*	0%	28	100%	0*	0%	28
Education Operations	0*	0%	30	100%	0	0%	30
Professional Services	14	6%	221	89%	14	6%	249
<b>Total</b>	<b>32</b>	<b>4%</b>	<b>678</b>	<b>91%</b>	<b>32</b>	<b>4%</b>	<b>742</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

<sup>6</sup> Advance HE Staff Statistical Report 2020, <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

<sup>7</sup> Department of Work and Pensions Report, The Employment of Disabled People [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/875199/employment-of-disabled-people-2019.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/875199/employment-of-disabled-people-2019.pdf)

When broken down by institutes and departments, the numbers of staff with a declared disability are very small and are unable to be included for some institutes/departments. This is particularly the case in the smaller institutes and departments. It is therefore difficult to draw any conclusions.

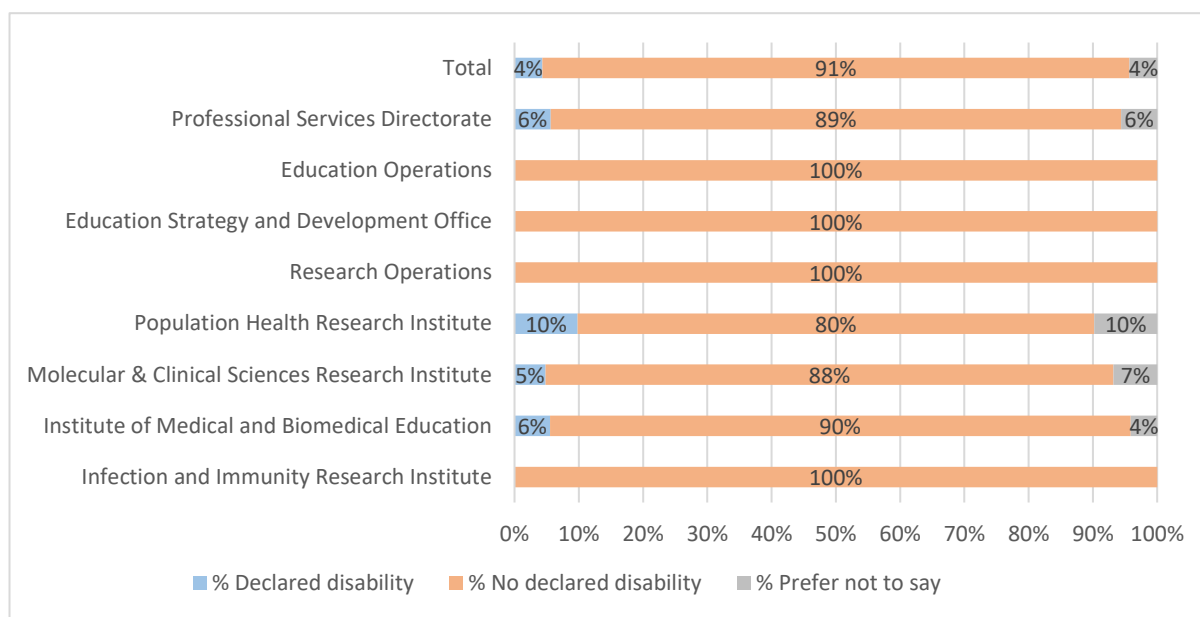


Figure 23 – Staff by institute or department and disability

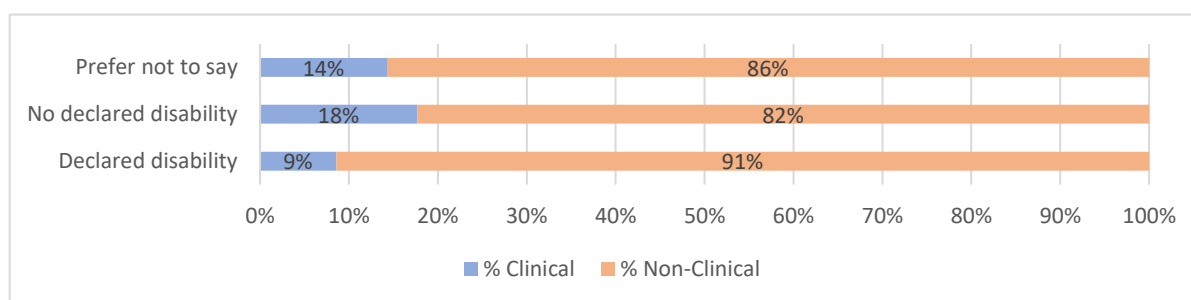


Figure 24 – Staff by clinical status and disability

The proportion of staff on a clinical contract with a declared disability is 9% lower than those without a declared disability.

Staff Role	Declared disability	No declared disability	Prefer not to say	Total
Professional and Support Staff	20	366	22	408
Teaching	0*	20	0*	20
Research	5*	80	5*	90
Lecturer	5*	66	0	71
Senior Lecturer	5*	62	5*	72
Reader and Professor	0*	84	5	89
<b>Total</b>	<b>35</b>	<b>666</b>	<b>37</b>	<b>750</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

\* Research Staff covers Research Fellows and Research Assistants

\* Teacher covers Teaching Fellows and Problem Based Learning (PBL) Tutors

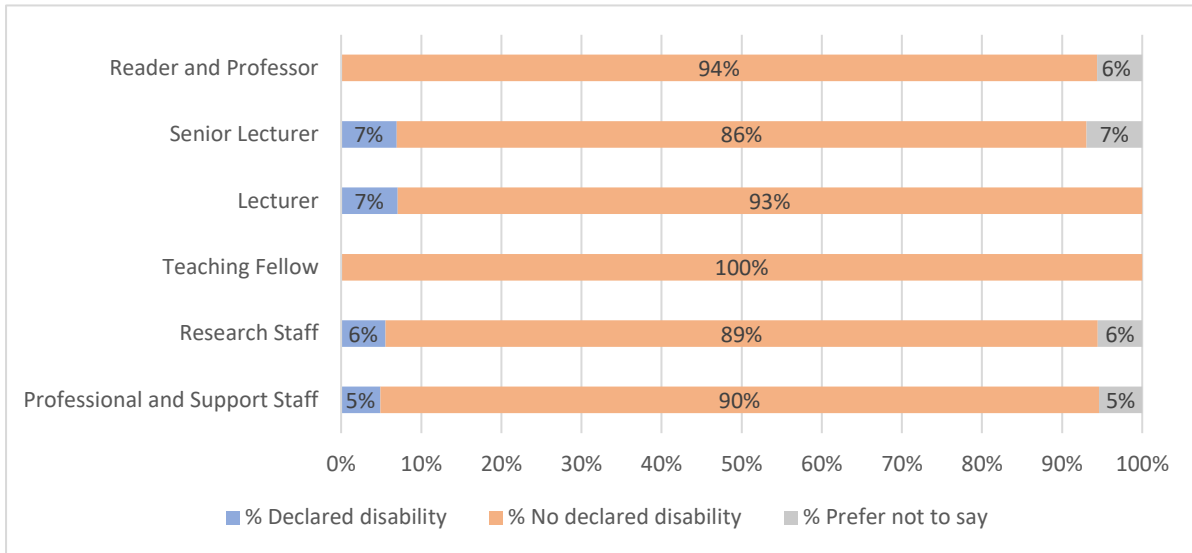


Figure 25 – Staff by staff role and disability

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

Pay	Declared disability		No declared disability		Prefer not to say		Total
SGUL 1 - 3	0*	0%	23	81%	5*	19%	28
SGUL 4 - 5	13	8%	155	89%	6	3%	174
SGUL 6 - 7	10	4%	257	91%	13	5%	280
SGUL 8	6	5%	80	90%	5	5%	91
PSA	0*	0%	43	100%	0*	0%	43
Clinical Pay	5	0%	120	95%	5	5%	130
<b>Total</b>	<b>34</b>	<b>4%</b>	<b>678</b>	<b>92%</b>	<b>34</b>	<b>4%</b>	<b>746</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

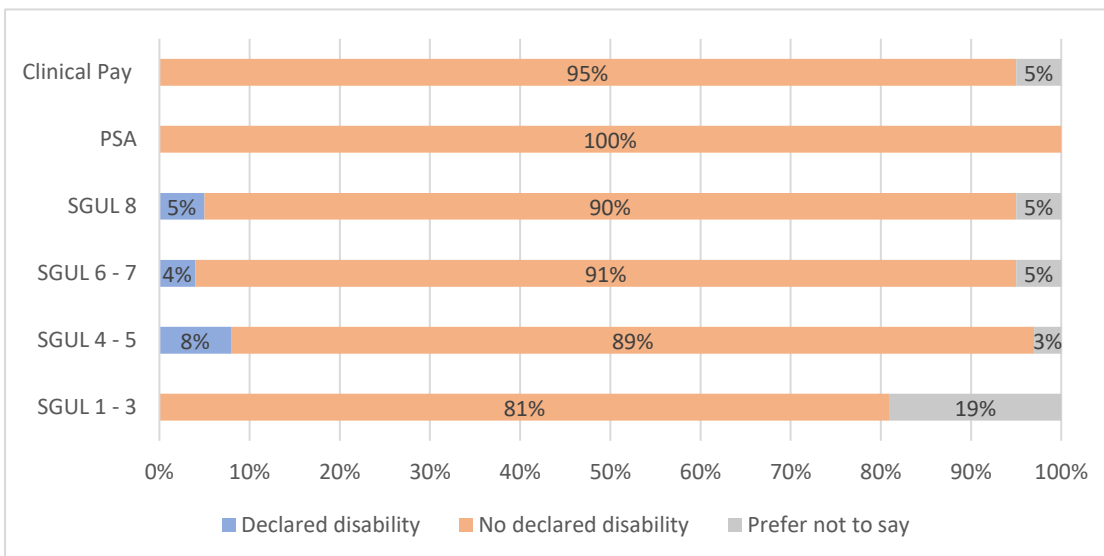


Figure 26 – Staff by staff role and pay grade

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

Disability	Full Time		Part Time		Total
Declared disability	22	63%	13	37%	35
No declared disability	506	75%	172	25%	678
Prefer not to say	30	86%	5	14%	35
<b>Total</b>	<b>558</b>	<b>75%</b>	<b>190</b>	<b>25%</b>	<b>748</b>

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

Disability	Fixed Term		Permanent		Total
Declared disability	7	20%	28	80%	35
No declared disability	195	29%	483	71%	678
Prefer not to say	10	29%	25	71%	35
<b>Total</b>	<b>212</b>	<b>28%</b>	<b>536</b>	<b>72%</b>	<b>748</b>

Staff with a declared disability are more likely to be on permanent contracts. It is worth noting that overall numbers of staff who have declared a disability are small.

Our most recent staff survey, run in December 2019, highlighted differential experiences in the workplace between staff who have a disability and staff who do not. We are therefore taking further actions to better understand the experiences of our disabled staff, including running focus groups, to identify priority areas for action. This will also inform our renewal application for Disability Confident accreditation.

## Overall staff by Age Group

Under 25	16	2%
25 - 35	207	28%
36 - 45	208	28%
46 - 55	160	21%
56 - 65	130	17%
66 +	27	4%
<b>Total</b>	<b>748</b>	<b>100%</b>

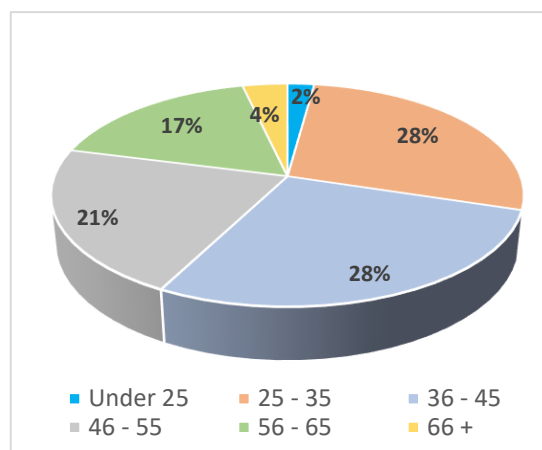


Figure 27– Staff by age group

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

The representation of staff across age ranges is consistent with the previous year.

Institute/ Department	Under 25		25 - 35		36 - 45		46 - 55		56 - 65		66+		Total
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
I&I	5*	4%	41	34%	27	22%	20	17%	23	19%	5	4%	121
IMBE	0*	0%	36	25%	45	31%	32	22%	26	18%	5*	3%	144
MCS	5*	5%	26	25%	34	33%	14	14%	17	17%	6	6%	102
PHRI	0*	0%	9	18%	12	24%	11	22%	12	24%	5*	10%	49
RO	0	0%	5*	21%	6	25%	8	33%	5	21%	0	0%	24
ESDO	0*	0%	11	41%	7	26%	9	33%	0*	0%	0*	0%	27
EO	0	0%	6	19%	7	22%	9	28%	10	31%	0	0%	32
PS	5*	2%	75	30%	70	28%	57	23%	35	14%	8	3%	250
<b>Total</b>	<b>15</b>	<b>2%</b>	<b>209</b>	<b>28%</b>	<b>208</b>	<b>28%</b>	<b>160</b>	<b>21%</b>	<b>128</b>	<b>17%</b>	<b>29</b>	<b>4%</b>	<b>749</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

The distribution of staff by age is relatively consistent across institutes and departments. Across all areas the majority of our staff are aged between 25 and 55. Professional Services and Infection and Immunity Research Institute have higher percentages of staff aged under 35. Whilst Population Health Research Institute has the highest percentage of staff aged over 55.

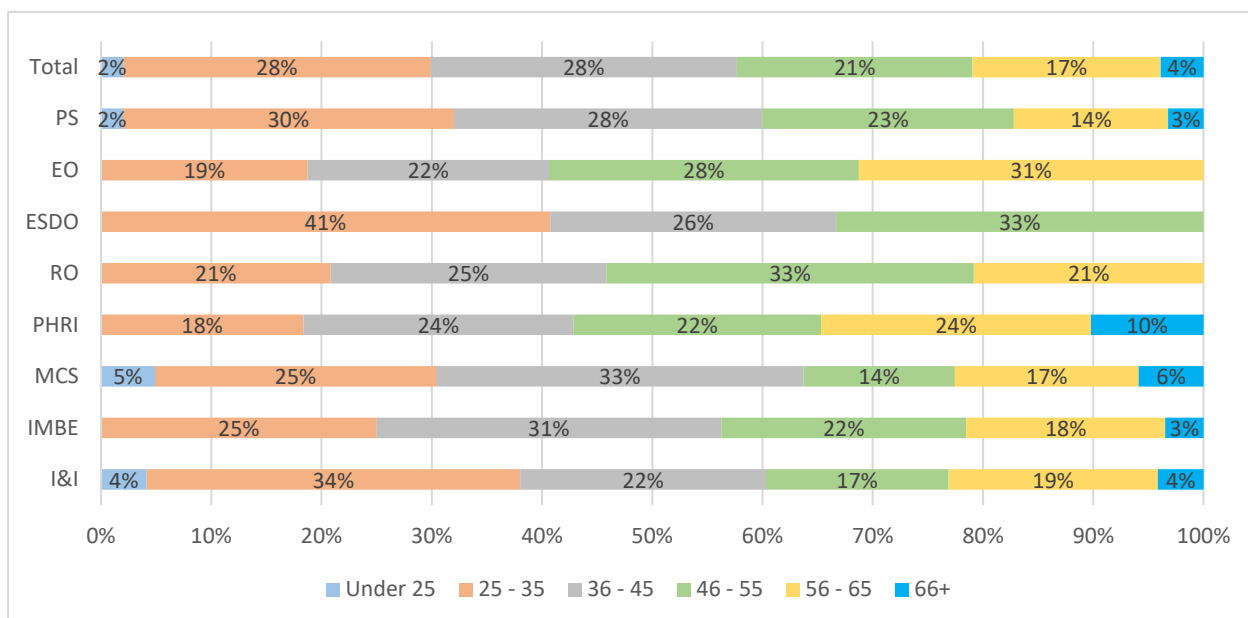


Figure 28 – Staff by institute and department and age group

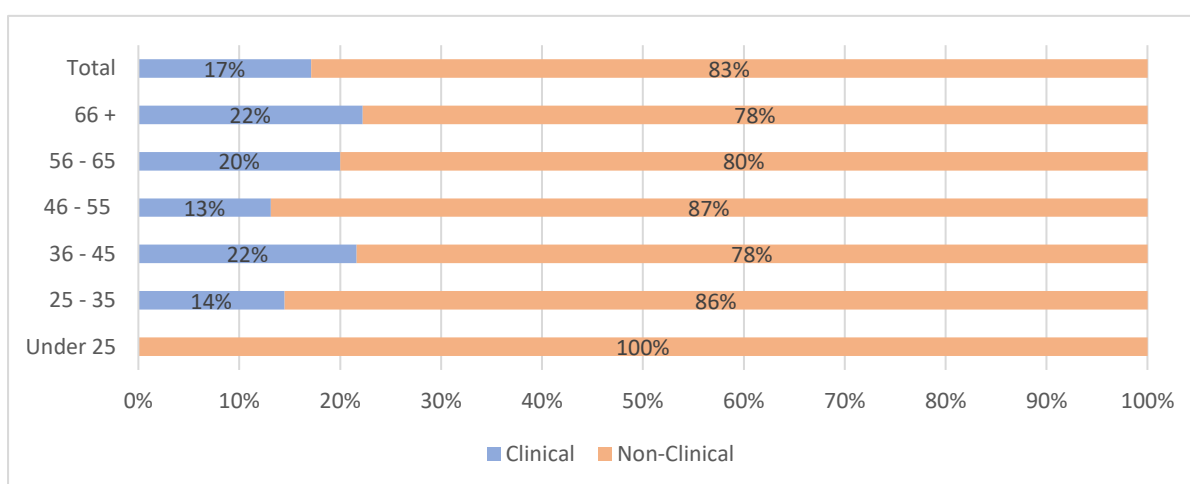


Figure 29 – Staff by age and clinical status

The proportion of staff on clinical contracts is highest at ages 36-45 and at above 66. There is slight fluctuation between ages 46 and 65.

Staff Role	Under 25		25 - 35		36 - 45		46 - 55		56 - 65		66 +		Total
PSS	12	3%	129	32%	110	27%	86	21%	60	15%	11	3%	408
Teaching	0	0%	6	25%	8	33%	0*	0%	5*	21%	5*	21%	24
Research	5*	6%	46	52%	25	28%	6	7%	6	7%	0*	0%	88
Lecturer	0	0%	23	33%	32	46%	9	13%	5	7%	0	0%	69
Senior Lecturer	0	0%	5*	7%	27	39%	23	33%	15	21%	0*	0%	70
Reader and Professor	0	0%	0	0%	6	7%	35	38%	40	44%	10	11%	91
<b>Total</b>	<b>17</b>	<b>2%</b>	<b>209</b>	<b>28%</b>	<b>208</b>	<b>28%</b>	<b>159</b>	<b>21%</b>	<b>131</b>	<b>17%</b>	<b>26</b>	<b>2%</b>	<b>750</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

\* Research Staff covers Research Fellows and Research Assistants

\* Teacher covers Teaching Fellows and Problem Based Learning (PBL) Tutors

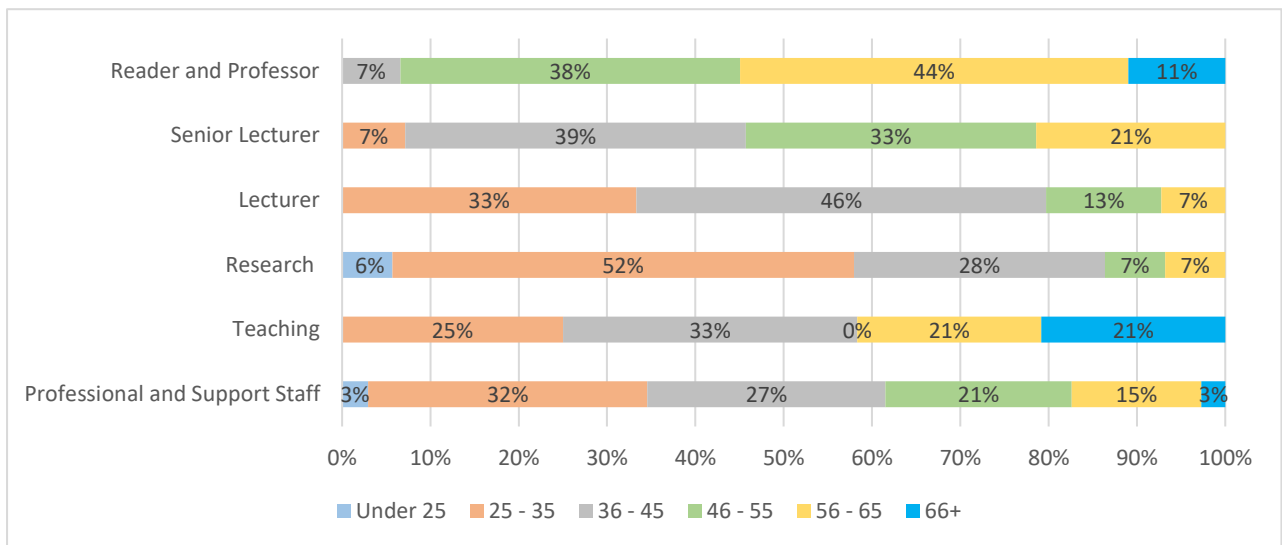


Figure 30 – Staff by staff role and age group

Staff in age groups 25-35 are represented highly in academic roles such as Teacher, Researcher and Lecturer. Staff in Professor and Reader roles are more likely to be in age groups 46-55 than other staff roles. This trend reflects the nature of the academic career pathway in which staff progress as they gain experience over time. Professional and Support Staff are the most diverse in terms of staff age. This is because this staff role group includes a range of grade and seniority.

Staff Grade	Under 25	25 - 35	36 - 45	46 - 55	56 - 65	66 +	Total						
SGUL 1-3	5*	17%	9	31%	5	17%	5	17%	5	17%	0	0%	29
SGUL 4-5	10	6%	73	41%	40	23%	21	12%	27	15%	5	3%	176
SGUL 6-7	0*	0%	89	32%	88	32%	59	21%	33	12%	9	3%	278
SGUL 8	0	0%	5	6%	25	28%	37	41%	23	26%	0*	0%	90
PSA	0	0%	0*	0%	5	11%	17	39%	16	36%	6	14%	44
Clinical Pay	0	0%	30	23%	45	35%	21	16%	26	20%	6	5%	128
<b>Total</b>	<b>15</b>	<b>2%</b>	<b>206</b>	<b>28%</b>	<b>208</b>	<b>28%</b>	<b>160</b>	<b>21%</b>	<b>130</b>	<b>17%</b>	<b>26</b>	<b>3%</b>	<b>745</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

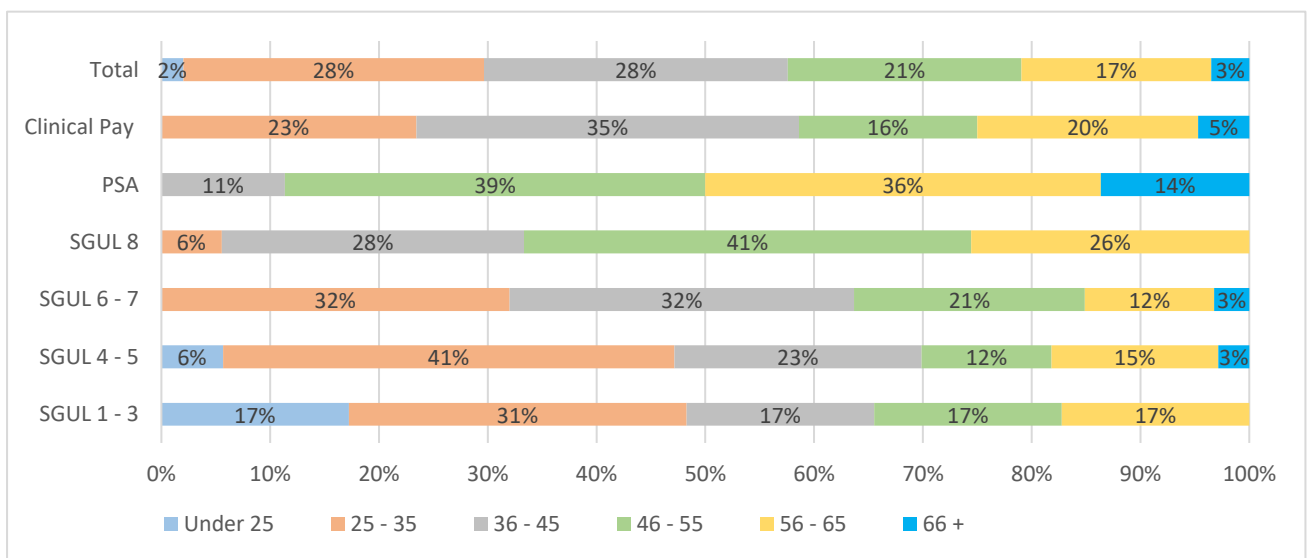


Figure 31 – Staff by pay grade and age group



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

Age	Full Time		Part Time		Total
	Count	Percentage	Count	Percentage	
Under 25	15	100%	0*	0%	15
25 – 35	178	86%	29	14%	207
36 – 45	139	67%	69	29%	208
46 – 55	130	81%	30	19%	160
56 – 65	83	64%	47	33%	130
66 +	13	48%	14	63%	27
<b>Total</b>	<b>558</b>	<b>75%</b>	<b>190</b>	<b>25%</b>	<b>747</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

The percentage of staff working part-time is highest for staff aged 66 and above, the majority of whom work part-time. This will largely be due to staff returning to work part-time after taking partial retirement. The percentage of part-time workers is also high for staff aged 36 – 45 which likely reflects staff working part-time for childcare reasons. Staff aged 56-65 also have a higher percentage of part-time workers, the reasons for this may be linked to phased retirements and caring responsibilities.

Age	Fixed Term		Permanent		Total
	Count	Percentage	Count	Percentage	
Under 25	14	100%	0*	0%	14
25 – 35	90	43%	117	57%	207
36 – 45	66	32%	142	68%	208
46 – 55	18	11%	142	89%	160
56 – 65	20	15%	110	85%	130
66 +	5*	15%	23	85%	28
<b>Total</b>	<b>212</b>	<b>28%</b>	<b>534</b>	<b>72%</b>	<b>747</b>

\* Numbers subject to rounding following HESA guidance. This strategy involves rounding to the nearest multiple of 5

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

A significant proportion of our staff aged 25 – 35 are on fixed-term contracts, this percentage decreases slightly for staff aged 36-45. The percentages of staff on fixed term contracts falls significantly at age 46. These trends may reflect academic career progression as more senior academic roles tend to be permanent whilst early career roles tend to be fixed term.

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

## Overall staff by Sexual Orientation

Bisexual	13	2%
Gay Woman / Lesbian	8	1%
Gay Man	13	2%
Heterosexual	487	65%
Other	7	1%
Prefer not to say	220	29%
<b>Total</b>	<b>748</b>	<b>100%</b>

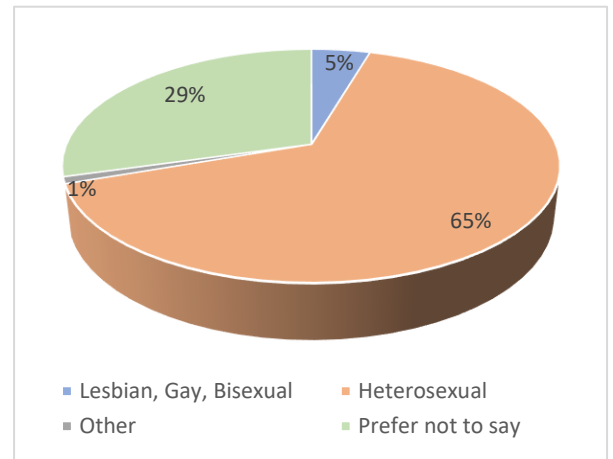


Figure 32 – Staff by sexual orientation

The data shows a low percentage of staff who identify as lesbian, gay and bisexual and other. There is however a large proportion of staff who choose to select “Prefer not to say” which indicates a number of staff who do not wish to share this information.

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

## Overall staff by Religion and Belief

Buddhist	7	1%
Christian	206	28%
Hindu	25	3%
Jewish	5	1%
Muslim	39	5%
Sikh	6	1%
Spiritual	16	2%
Any Other Religion or Belief	11	1%
No Religion/Belief	284	38%
Prefer not to Say	151	20%
<b>Total</b>	<b>748</b>	<b>100%</b>

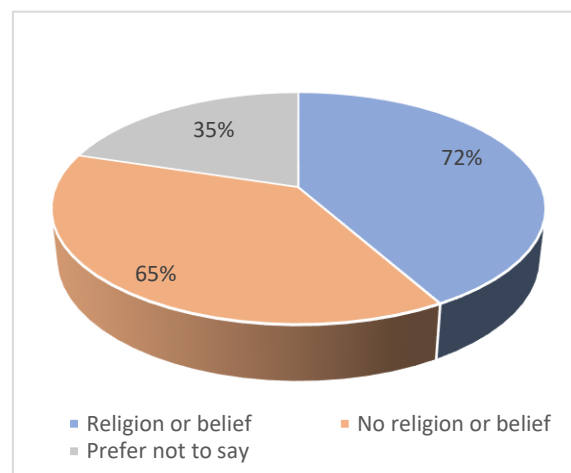


Figure 33 – Staff by religion and belief

Of the staff who do disclose a religion or belief, the largest group is staff identifying as Christian. The data also shows a diverse range of religion and beliefs other than Christianity, but this is a significantly smaller proportion.

Looking at religion and belief collectively, a larger proportion of our staff declare having a religion or belief than those who declare no religion or belief.

There is also a significant number who choose 'Prefer not to Say'. The data is consistent with the previous year.

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

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