Warwick Counts
Staff and Student Statistics 2017/18
Inspired by the booklet 'Know your Numbers' published by the Equality Challenge Unit, this booklet contains Warwick's staff and student statistics 2016/17.

Available in hard copy and online at: warwick.ac.uk/equalops

Data taken from the annual Warwick Workforce Profile Report, which is available on the Diversity and Inclusion website.

Inspired by the booklet 'Know Your Numbers' published by Advance HE (formerly the Equality Challenge Unit), this booklet contains a snapshot of Warwick's staff and student statistics 2017/18.

Data on salaried staff are taken from the annual Warwick Equality Monitoring Annual Report, which is available on the Equality, Diversity & Inclusion website.

Sector data are taken from the Advance HE Equality + Higher Education Staff Statistical Report 2018.

This booklet is available in hard copy and online at: warwick.ac.uk/equalops/eo_data
Staff* Data 2018

As at 1st August 2018

*numbers based on salaried staff and do not include those on the variable pay roll (VAM)
Warwick's Staff Population has Grown by over 970 Staff in the Past 4 Years

- 2015: 5,660
- 2016: 6,178
- 2017: 6,337
- 2018: 6,633
1 in 5
(20.1%)

Staff are on fixed term contracts

Sector: 23.9% fixed term, 76.1% indefinite
Warwick Staff Population by Category

- **PSS 1a - 5**: 38.2%
- **PSS 6-9**: 23.5%
- **Teaching & Research**: 16.4%
- **Research Only**: 11.6%
- **Teaching Only**: 7.6%
- **Clinical**: 1.3%

PSS: Professional and Support Staff
The Majority of Warwick Staff Work Full Time

Full Time: 79.9%

Part Time: 20.1%
Gender
More than Half of Warwick's Workforce are Female

Sector: 54.2% Female, 45.8% Male
Proportions of Female Staff Across Categories

- **PSS 1a - 5**: 66.9%
- **PSS 6-9**: 56.1%
- **Teaching Only**: 51.7%
- **Research Only**: 40.7%
- **Clinical**: 37.3%
- **Teaching & Research**: 29.3%

PSS: Professional and Support Staff
The Proportion of Female Professors in Each Faculty

- **Faculty of Arts**: 42% (F: 29, M: 40)
- **Warwick Medical School**: 40.7% (F: 11, M: 16)
- **Faculty of Social Science**: 20.5% (F: 36, M: 140)
- **Faculty of Science**: 10.1% (F: 18, M: 160)

Note: Cross Faculty has one professor, who is female
Sector: SET: 20.7% female, Non-SET: 30.6% female
1 in 5

Professors are Female

Male: 356 (78.9%), Female: 95 (21.1%)

Sector: 75.4% Male, 24.6% Female
Race
16% of Warwick Staff Identify as BAME

Male BAME: 7.8%
Female BAME: 8.1%

Sector: 9.4% of staff identified as BAME
BAME Male and Female Staff in Professional Support Services Roles

Female BAME

- PSS 1a-5: 10.9%
- PSS 6-9: 5.3%

Male BAME

- PSS 1a-5: 4.6%
- PSS 6-9: 5.4%
Proportion of BAME Staff Employed in Each Faculty

- **Warwick Medical School**: 20.7% (N=596)
- **Faculty of Science**: 19.8% (N=1808)
- **Faculty of Social Science**: 15.1% (N=1214)
- **Faculty of Arts**: 10.1% (N=361)
Around 1 in 10

Professors are BAME

BAME: 11.3%, White: 88.7%
Disability
1 in 25 Staff at Warwick Declared a Disability

18% of the working age (16-64 years) population in the UK have a disability - Papworth Trust (2018)

Sector: 4.7%
Distribution of Staff who Disclose a Disability

- **Academic, Teaching Only and Research Only**: 5%
- **PSS 1a-5**: 5.5%
- **PSS 6-9**: 4.8%

Sector: Academic 4.1%, PSS 5.6%
Type of disability disclosed*

*Those below 10 are not shown

- Long Standing Illness or Health Condition: 83
- Specific Learning Difficulty: 62
- Mental Health Condition: 39
- Disability, impairment or medical condition not listed: 35
- Physical Impairment or Mobility Issues: 23
- Deaf or serious hearing impairment: 19

Sector: Long standing illness or health condition was most common, 24.6% of disabled staff
Age
The Majority of Warwick's Staff are Aged Between 25 to 55

25.6% ≤25
26.7% 25-35
25.1% 36-45
16% 46-55
16% 56-65
2.7% 65+

UK HEIs: 5.8%, 25.3%, 26.5%, 25.1%, 15%, 2.3% respectively
Largest Age Groups of Full and Part Time Staff

- **Full Time**
  - 26 - 35: 29.4%
  - 36 - 45: 27.4%

- **Part Time**
  - 46 - 55: 27.9%
  - 56 - 65: 22.9%
Sexual Orientation
58.9% of staff disclosed their sexual orientation

Prefer not to disclose
41% (60.4%)

Heterosexual
56% (37.2%)

Bisexual, Gay Man, Gay Woman/ Lesbian, Other
3% (2.4%)
Religion and Belief
32.4% of Staff Population Disclosed a Religion

(Sector 19%)

- Christian: 24.6% (14.3%)
  - Muslim: 2% (1.2%)
  - Sikh: 1.4% (0.2%)
  - Hindu: 1.5% (0.7%)
  - Any other Religion/Belief: 1.2% (1.5%)
  - Buddhist: 0.8% (0.4%)
  - Spiritual: 0.7% (0.4%)
  - Jewish: 0.2% (0.3%)
Improving Disclosure

The University continues to encourage its staff to disclose information about any of their protected characteristics.

By disclosing, the University is more able to put appropriate measures and support in place to meet the needs of its workforce.

Examples include:

- Reasonable Adjustments
- Events and speakers
- Safe spaces such as expression rooms or prayer rooms
- Wellbeing support
- Policies and procedures
- Staff Networks
- Information and signposting
Student Data 2018/19
Student Population* Growth

22,965   24,655   24,599   25,178   25,723

* includes UG, PGR, PGT, full and part time students
Student Gender by Level of Study

- Undergraduate:
  - Female: 47.9%
  - Male: 52.1%

- Postgraduate Taught:
  - Female: 45.1%
  - Male: 54.9%

- Postgraduate Research:
  - Female: 41.9%
  - Male: 58.1%
Student Gender by Faculty

<table>
<thead>
<tr>
<th>Faculty of Science (N=9,712)</th>
<th>Faculty of Social Science (N=10,902)</th>
<th>Warwick Medical School (N=1,340)</th>
<th>Faculty of Arts (N=2,861)</th>
<th>Other (N=908)</th>
</tr>
</thead>
<tbody>
<tr>
<td>M: 62.8%</td>
<td>M: 52.7%</td>
<td>M: 42.8%</td>
<td>M: 35.3%</td>
<td>M: 20.2%</td>
</tr>
<tr>
<td>F: 37.2%</td>
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</tbody>
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*N = Total student population
Proportion of Student Population from Overseas

29.8%
If you would like more information, take a look at the full Workforce Profile report at: warwick.ac.uk/equalops

Or for further enquiries, contact the Equality, Diversity and Inclusion team at: equality@warwick.ac.uk