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 2018/19.

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


This booklet is available in hard copy and online at: warwick.ac.uk/equalops/learnmore/data
Staff* Data 2019

As at 1 August 2019

*numbers based on salaried staff and do not include those on the variable pay roll (VAM)
Warwick's staff population has grown by over 1,200 Staff in the past 5 years.
1 in 5
(20.4%)

staff are on fixed term contracts

Sector: 23.9% fixed term, 76.1% indefinite
Warwick staff population by category

- PSS 1a - 5: 37.9%
- PSS 6-9: 24.2%
- Teaching & Research: 16.2%
- Research Only: 12.1%
- Teaching Only: 7.9%
- Clinical: 1.2%

PSS: Professional Services Staff
The majority of Warwick staff work full time

Full Time: 72.9%
Part Time: 27.1%
Gender
More than half of Warwick's staff are female

Sector: 54.4% Female, 45.6% Male
Proportions of female staff across categories

- PSS 1a - 5: 66.5%
- PSS 6-9: 55.5%
- Teaching Only: 51.5%
- Research Only: 40.8%
- Clinical: 40%
- Academic: 29.7%

PSS: Professional Services Staff
Proportion of female staff employed in each faculty

- Warwick Medical School: 60.4% (Total staff=512)
- Faculty of Arts: 58.5% (Total staff=1963)
- Faculty of Social Sciences: 56.4% (Total staff=1210)
- Faculty of Science: 35.4% (Total staff=369)
Almost 1 in 4 Professors are Female

Male: 356 (76.6%), Female: 95 (23.4%)

Sector: 75.4% Male, 24.6% Female
Proportions of female professors in each faculty

- Faculty of Science: 10.9% (F:21, M:171)
- Faculty of Arts: 24.7% (F:13, M:17)
- Faculty of Social Science: 24.7% (F:44, M:134)
- Faculty of Science: 10.9% (F:21, M:171)

Sector: SET:21.3% female, Non-SET: 32.1% female
Race
16.6% of Warwick staff identify as BAME

Male BAME: 17.2%
Female BAME: 16%

Sector: 13.7% of staff identified as BAME
BAME male and female staff in Professional Services roles

<table>
<thead>
<tr>
<th>Role</th>
<th>Female BAME</th>
<th>Male BAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSS 1a-5</td>
<td>11.1%</td>
<td>4.8%</td>
</tr>
<tr>
<td>PSS 6-9</td>
<td>6.3%</td>
<td>5.8%</td>
</tr>
</tbody>
</table>
Proportion of BAME staff employed in each faculty

- **Warwick Medical School**
  - Total staff: 512
  - 25%

- **Faculty of Science**
  - Total staff: 1963
  - 21.7%

- **Faculty of Social Science**
  - Total staff: 1210
  - 14.3%

- **Faculty of Arts**
  - Total staff: 369
  - 9.2%
1 in 10

Professors are BAME

BAME: 10.5%, White: 89.5%
Proportions of BAME professors in each faculty

- Faculty of Arts: 2.6%
  - Number: 2
- Warwick Medical School: 16.7%
  - Number: 5
- Faculty of Social Science: 15.2%
  - Number: 27
- Faculty of Science: 8.3%
  - Number: 16

Sector: 9.7% of BAME staff are Professors
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)
Distribution of staff who disclosed a disability

- Other: 3.4%
- Academic, Teaching Only and Research Only: 3.4%
- PSS 1a - 5: 6%
- PSS 6 - 9: 4.3%

Sector: Academic 4.3%, PSS 6%
Sector: Long standing illness or health condition was most common, 24.4% of disabled staff
Age
The majority of Warwick's staff are aged between 25 to 55

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>≤25</td>
<td>4.5%</td>
</tr>
<tr>
<td>26-35</td>
<td>25.9%</td>
</tr>
<tr>
<td>36-45</td>
<td>26.4%</td>
</tr>
<tr>
<td>46-55</td>
<td>24.9%</td>
</tr>
<tr>
<td>56-65</td>
<td>15.8%</td>
</tr>
<tr>
<td>65+</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

Sector: 6%, 25.1%, 26.5%, 25%, 15%, 2.4% respectively
Largest age groups of full and part time staff

Full Time:
- 26 - 35: 29.9%
- 36 - 45: 26.7%

Part Time:
- 46 - 55: 26.9%
- 36 - 45: 25.8%
Sexual Orientation
63.8% of staff disclosed their sexual orientation

- Heterosexual: 60.4%
- Unknown: 36.2%
- LGB+: 3.3%

Sector: Heterosexual 49%, LGB+ 3.2%, Unknown 47.9%
Religion and Belief
65.6% of staff population disclosed a religion

- No religion: 30.8% (Sector: 21.2%)
- Christian: 26% (Sector: 17%)
- Muslim: 2.3% (Sector: 1.4%)
- Hindu: 1.9% (Sector: 0.8%)
- Sikh: 1.5% (Sector: 0.3%)
- Any other Religion/Belief: 1.2% (Sector: 1.5%)
- Buddhist: 0.9% (Sector: 0.4%)
- Spiritual: 0.7% (Sector: 0.5%)
- Jewish: 0.3% (Sector: 0.3%)
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.
- Staff Networks.
- Information and signposting.
- Wellbeing support.
- Policies and procedures.
- Safe spaces such as expression or prayer rooms.
Student Data 2019/20
As at 18 November 2019
Warwick's student population* has grown by 1,360 in the past 5 years

* includes UG, PGR, PGT, Degree Apprenticeship, full and part time students
Student gender by level of study

Undergraduate:
- Female: 47.7%
- Male: 52.1%
- Non-Binary: 0.1%

Postgraduate Taught:
- Female: 55.2%
- Male: 44.7%
- Non-Binary: 0.1%

Postgraduate Research:
- Female: 54.9%
- Male: 44.7%
- Non-Binary: 0.3%
Almost a third of students are from overseas.

Home/UK: 14,639 (56.3%), Home/EU: 3334 (12.8%), Overseas: 8040 (30.9%)
If you would like more information, take a look at the full Equality Monitoring Annual Report at warwick.ac.uk/equalops/learnmore/data

For further enquiries, contact the Equality, Diversity & Inclusion team at equality@warwick.ac.uk