

# Public Sector Equality Duty Report 2024

All public sector organisations have a statutory obligation to publish equality data 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, respect, and have a sense of belonging.

Our institutional values keep us striving to deliver our mission and demonstrate how we aspire to CARE for ourselves and others.

|                          |                                                                                                  |
|--------------------------|--------------------------------------------------------------------------------------------------|
| <b>C – Collaboration</b> | we work as a community and engage external partners to deliver our mission                       |
| <b>A – Ambition</b>      | we strive to achieve the best for ourselves and others, responding dynamically to new challenges |
| <b>R – Respect</b>       | we are open-minded, listening to others and valuing different perspectives                       |
| <b>E – Equity</b>        | we are inclusive, tackling inequity in all its forms                                             |

## Our areas of focus for 2024/2025

- Continued progression of race equality work following our commitment to anti-racism
- Continued delivery of our [Equality, Diversity, and Inclusion \(EDI\) Strategy](#)
- Evaluation and development of our [Fair Recruitment Specialist Initiative](#)
- Development of the [Inclusive Education Framework](#)
- Enhancement of our EDI training offer
- Embedding equality analysis and equality impact assessments cross-organisationally
- Progression of disability inclusion support and provision
- Continued progression of gender equality work following our second [Athena SWAN Silver Award](#)

## **Public Sector Equality Duty Data**

This report is founded on snapshot data from **31 July 2024**. The figures reveal an establishment of 910. Our staff count has risen since 2023, when we had 880 employees.

Our staff consist of academic staff engaged in teaching and/or research, clinical staff practising as healthcare professionals who also engage in teaching and/or research at the university, technical staff, and professional services and administration staff.

*To safeguard the anonymity of staff, figures have been adjusted following the guidance from the Higher Education Statistics Agency (HESA). This approach entails rounding all numbers below 5 to 0. This adjustment may impact the total staff numbers in certain tables.*

### **Abbreviations**

|       |                                                  |
|-------|--------------------------------------------------|
| CGRI  | Cardiovascular and Genomics Research Institute   |
| NCBRI | Neuroscience and Cell Biology Research Institute |
| EDI   | Equality, Diversity, and Inclusion               |
| EO    | Education Operations                             |
| ESDO  | Education Strategy and Development Office        |
| HE    | Higher Education                                 |
| HESA  | Higher Education Statistics Agency               |
| I&I   | Infection and Immunity                           |
| IMBAE | Institute of Medical and Biomedical Education    |
| KU    | Kingston University                              |
| MCS   | Molecular and Clinical Sciences                  |
| PBL   | Problem-Based Learning                           |
| PHRI  | Population Health Research Institute             |
| PSA   | Professorial and Senior Administrative           |
| PTS   | Professional and Technical Services              |
| RO    | Research Operations                              |
| SGUL  | St George's, University of London                |

## 1. General overview

St George's, University of London comprises five academic institutes. Academic staff are distributed across these institutes, along with a small number of Professional staff:

- Institute of Medical and Biomedical Allied Education and the Centre for Allied Health (IMBAE)<sup>1</sup>
- Infection and Immunity Research Institute (I&I)
- Cardiovascular and Genomics Research Institute (CGRI)<sup>2</sup>
- Neuroscience and Cell Biology Research Institute (NCBRI)<sup>2</sup>
- Population Health Research Institute (PHRI)

I&I, CGRI, NCBRI, and PHRI are research institutes, whereas IMBAE is primarily focused on educational activities, which include our medical, allied health, and biomedical programmes.

Additionally, we have several departments and teams of Professional staff responsible for managing and supporting these institutes and the University as a whole:

- Research Operations (RO), who assist research within our five academic institutes and centrally.
- Education Operations (EO), who aid in education and teaching.
- Education Strategy and Development Office (ESDO), who support educational innovation and strategic direction.
- Professional and Technical Services (PTS), who work across the university in various departments.

The total number of staff as of 31 July 2024 was 910.

IMBAE is our largest institute, while PHRI is the smallest (**Table 1**). The majority of our academic staff engage in both teaching and research, holding roles such as Lecturers, Readers, and Professors (**Table 2**).

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<sup>1</sup> The Institute of Medical and Biomedical Allied Education and the Centre for Allied Health (IMBAE) was previously the Institute of Medical and Biomedical Education (IMBE). The name change occurred in August 2023.

<sup>2</sup> The Cardiovascular and Genomics Research Institute (CGRI) and Neuroscience and Cell Biology Research Institute (NCBRI) were previously part of the now disestablished Molecular and Clinical Sciences Research Institute (MCS). This change occurred in January 2024.

**Table 1: Number of staff by institute or department**

| Institute/Department                                         | Number     | Percentage  |
|--------------------------------------------------------------|------------|-------------|
| Institute of Medical and Biomedical Allied Education (IMBAE) | 265        | 29%         |
| Infection and Immunity Research Institute (I&I)              | 115        | 13%         |
| Cardiovascular and Genomics Research Institute (CGRI)        | 52         | 6%          |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 38         | 4%          |
| Population Health Research Institute (PHRI)                  | 39         | 4%          |
| Research Operations (RO)                                     | 28         | 3%          |
| Education Operations (EO)                                    | 83         | 9%          |
| Education Strategy and Development Office (ESDO)             | 31         | 3%          |
| Professional and Technical Services (PTS)                    | 259        | 28%         |
|                                                              | <b>910</b> | <b>100%</b> |

**Table 2: Number of staff by role**

| Staff Role                     | Number     | Percentage  |
|--------------------------------|------------|-------------|
| Lecturer                       | 107        | 12%         |
| Senior Lecturer                | 114        | 13%         |
| Professor                      | 61         | 7%          |
| Reader and Associate Professor | 57         | 6%          |
| Teaching*                      | 36         | 4%          |
| Research**                     | 90         | 10%         |
| Professional***                | 445        | 49%         |
|                                | <b>910</b> | <b>100%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)

Our Professional staff constitute the largest group of staff within the University, which aligns well with published data for the UK Higher Education (HE) sector.<sup>3</sup> The breakdown of our Professional staff is given in **Table 3**. The totals for our Professional staff are different in **Table 2** (445) and **Table 3** (401). This is because not all Professional roles are employed under traditionally Professional departments, and some of our Professional staff are distributed across the five academic institutes.

<sup>3</sup> [Advance HE Staff Statistical Report 2024](#)

**Table 3: Number of Professional staff by group**

| Staff Group                                      | Number     | Percentage  |
|--------------------------------------------------|------------|-------------|
| Research Operations (RO)                         | 28         | 6%          |
| Education Operations (EO)                        | 83         | 22%         |
| Education Strategy and Development Office (ESDO) | 31         | 6%          |
| Professional and Technical Services (PTS)        | 259        | 66%         |
|                                                  | <b>401</b> | <b>100%</b> |

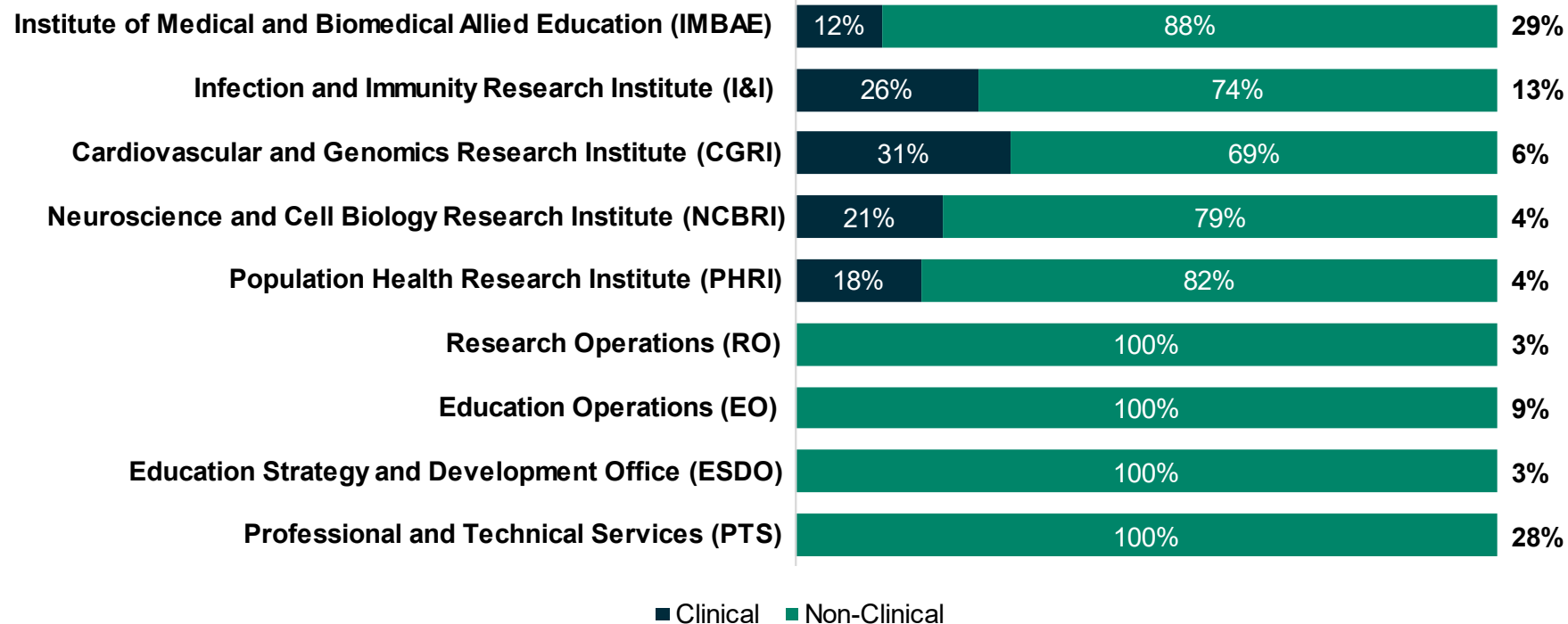
Staff numbers across all four of these departments have slightly increased since last year. These changes stem from the relatively recent establishment of RO, EO, and ESDO at the University. Several positions have been restructured into these areas.

### Clinical status

The five academic institutes and the ESDO comprise both, Academic and Professional staff. A very small number of Academic staff sit within PTS. Most of our staff are on non-clinical contracts, with 10% on clinical contracts (**Table 4, Fig. 1**). All clinical staff are situated within our five academic institutes, which is consistent with previous years. Staff on clinical contracts work both within the University and the NHS (primarily St George's, University Hospitals NHS Foundation Trust), actively practising in their respective fields. Their salaries are determined by the NHS. Our clinical staff primarily hold academic positions (**Table 5, Fig. 2**).

**Table 4: Number of staff by institute or department and clinical status**

| Institute/Department                                         | Number     | Percentage  | Clinical  |            | Non-Clinical |            |
|--------------------------------------------------------------|------------|-------------|-----------|------------|--------------|------------|
| Institute of Medical and Biomedical Allied Education (IMBAE) | 265        | 29%         | 33        | 12%        | 232          | 88%        |
| Infection and Immunity Research Institute (I&I)              | 115        | 13%         | 30        | 26%        | 85           | 74%        |
| Cardiovascular and Genomics Research Institute (CGRI)        | 52         | 6%          | 16        | 31%        | 36           | 69%        |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 38         | 4%          | 8         | 21%        | 30           | 79%        |
| Population Health Research Institute (PHRI)                  | 39         | 4%          | 7         | 18%        | 32           | 82%        |
| Research Operations (RO)                                     | 28         | 3%          | 0         | 0%         | 28           | 100%       |
| Education Operations (EO)                                    | 83         | 9%          | 0         | 0%         | 83           | 100%       |
| Education Strategy and Development Office (ESDO)             | 31         | 3%          | 0         | 0%         | 31           | 100%       |
| Professional and Technical Services (PTS)                    | 259        | 28%         | 0         | 0%         | 259          | 100%       |
|                                                              | <b>910</b> | <b>100%</b> | <b>94</b> | <b>10%</b> | <b>816</b>   | <b>90%</b> |



**Fig. 1 Number of staff by institute or department and clinical status**

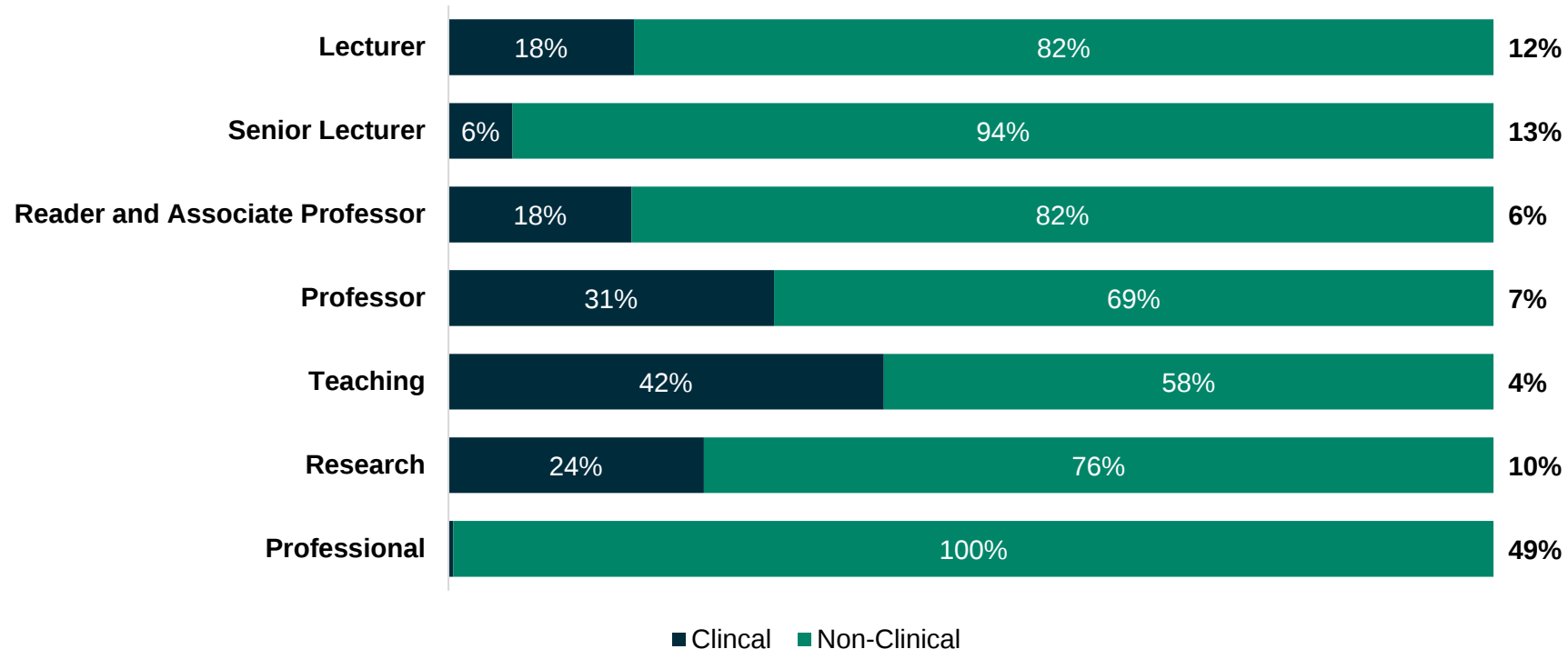
**Table 5: Number of staff by role and clinical status**

| <b>Staff Role</b>              | <b>Number</b> | <b>Percentage</b> | <b>Clinical</b> |            | <b>Non-Clinical</b> |            |
|--------------------------------|---------------|-------------------|-----------------|------------|---------------------|------------|
| Lecturer                       | 107           | 12%               | 19              | 18%        | 88                  | 82%        |
| Senior Lecturer                | 114           | 13%               | 7               | 6%         | 107                 | 94%        |
| Reader and Associate Professor | 57            | 6%                | 10              | 18%        | 47                  | 82%        |
| Professor                      | 61            | 7%                | 19              | 31%        | 42                  | 69%        |
| Teaching*                      | 36            | 4%                | 15              | 42%        | 21                  | 58%        |
| Research**                     | 90            | 10%               | 22              | 24%        | 68                  | 76%        |
| Professional***                | 443           | 49%               | 0               | 0%         | 443                 | 100%       |
|                                | <b>908</b>    | <b>100%</b>       | <b>92</b>       | <b>10%</b> | <b>816</b>          | <b>90%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



**Fig. 2 Number of staff by role and clinical status**

### Pay scales and pay grades

Our data reveals that 760 members of our staff are on SGUL pay scales, which are set by the University. These include SGUL Grades 1-8 as well as the Professorial and Senior Administrative (PSA) pay scale. The remaining 150 staff members are either on Kingston University (KU) pay scales, or clinical pay scales, which are determined by the NHS. St George's, University of London has no authority over both these salaries. A breakdown of our staff by pay scale is given below (**Table 6**), illustrating the pay structure for all staff across the University.

**Table 6: Number of staff by pay scale**

| Pay Scale                                         | Number     | Percentage  |
|---------------------------------------------------|------------|-------------|
| Clinical                                          | 91         | 10%         |
| KU                                                | 59         | 6%          |
| SGUL                                              | 671        | 74%         |
| SGUL Professorial and Senior Administration (PSA) | 89         | 10%         |
|                                                   | <b>910</b> | <b>100%</b> |

We also show a breakdown of our staff by pay grade (**Table 7**). For simplicity, we have aggregated the KU pay scales with the SGUL pay scales based on their basic pay rates. For example, a salary of £31 411 would fall under KU Grade 6 but SGUL Grade 5, so we include it in our totals for SGUL Grade 5.

**Table 7: Number of staff by pay grade**

| Pay Grade                                         | Number     | Percentage  |
|---------------------------------------------------|------------|-------------|
| Clinical                                          | 91         | 10%         |
| SGUL 2 - 3                                        | 19         | 2%          |
| SGUL 4 - 5                                        | 207        | 23%         |
| SGUL 6 - 7                                        | 377        | 41%         |
| SGUL 8                                            | 127        | 14%         |
| SGUL Professorial and Senior Administration (PSA) | 89         | 10%         |
|                                                   | <b>910</b> | <b>100%</b> |

Our Academic staff are on higher pay grades than our Professional staff (**Table 8**). This is in line across UK HEI. Lower pay grades like SGUL 1-5 predominantly consist of Professional staff, whereas higher grades such as SGUL 8 and SGUL PSA mainly comprise Academic staff.

**Table 8: Number of Academic and Professional staff by pay grade**

| Pay Grade                                         | Number     | Percentage  | Academic   |            | Professional |            |
|---------------------------------------------------|------------|-------------|------------|------------|--------------|------------|
| Clinical                                          | 91         | 10%         | 86         | 95%        | 5            | 5%         |
| SGUL 2 - 3                                        | 19         | 2%          | 0          | 0%         | 19           | 100%       |
| SGUL 4 - 5                                        | 207        | 23%         | 6          | 3%         | 201          | 97%        |
| SGUL 6 - 7                                        | 377        | 41%         | 196        | 52%        | 181          | 48%        |
| SGUL 8                                            | 127        | 14%         | 104        | 82%        | 23           | 18%        |
| SGUL Professorial and Senior Administration (PSA) | 89         | 10%         | 72         | 81%        | 17           | 19%        |
|                                                   | <b>910</b> | <b>100%</b> | <b>464</b> | <b>51%</b> | <b>446</b>   | <b>49%</b> |

According to the [Advance HE Staff Statistical Report 2024](#), 43.4% of Professional staff across UK HEI are paid £30 000 or less (below SGUL Grade 5). While a notable proportion of our Professional staff are within SGUL Grades 4-5, where the starting salary spine point is below £30 000, we also have a lot of Professional staff on SGUL Grades 6-7, which exceeds this threshold.

### Employment status

Most of our staff work full-time (**Table 9, Fig. 3**). A sizeable proportion of our staff work part-time, which is consistent with previous years.

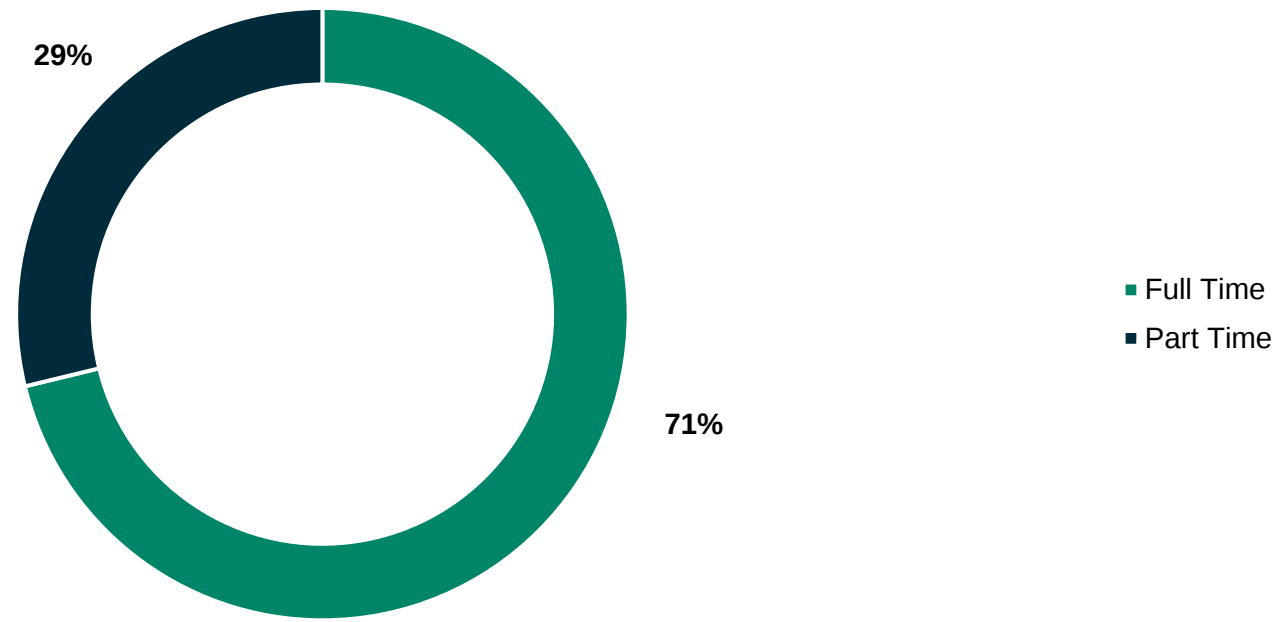
**Table 9: Number of staff by role and employment status**

| Staff Role                     | Number     | Percentage  | Full-Time  |            | Part-Time  |            |
|--------------------------------|------------|-------------|------------|------------|------------|------------|
| Lecturer                       | 107        | 12%         | 51         | 48%        | 56         | 52%        |
| Senior Lecturer                | 114        | 13%         | 75         | 66%        | 39         | 34%        |
| Reader and Associate Professor | 57         | 6%          | 45         | 79%        | 12         | 21%        |
| Professor                      | 61         | 7%          | 41         | 67%        | 20         | 33%        |
| Teaching*                      | 33         | 4%          | 0          | 0%         | 33         | 100%       |
| Research**                     | 90         | 10%         | 70         | 78%        | 20         | 22%        |
| Professional***                | 445        | 49%         | 363        | 82%        | 82         | 18%        |
|                                | <b>907</b> | <b>100%</b> | <b>645</b> | <b>71%</b> | <b>262</b> | <b>29%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



**Fig. 3 Number of staff by employment status**

## Contract type

Most of our staff hold permanent contracts with the University (**Table 10, Fig. 4**). The majority of staff on fixed-term contracts are Academic staff. The trend remains consistent with previous years and is largely influenced by the nature of grant funding, which tends to be for fixed terms. Additionally, there is a notable percentage of staff in Teaching and Lecturing positions who are also on fixed-term contracts. In contrast, individuals in Reader or Professor roles are less likely to have fixed-term contracts, reflecting the traditional nature of academic roles within higher education.

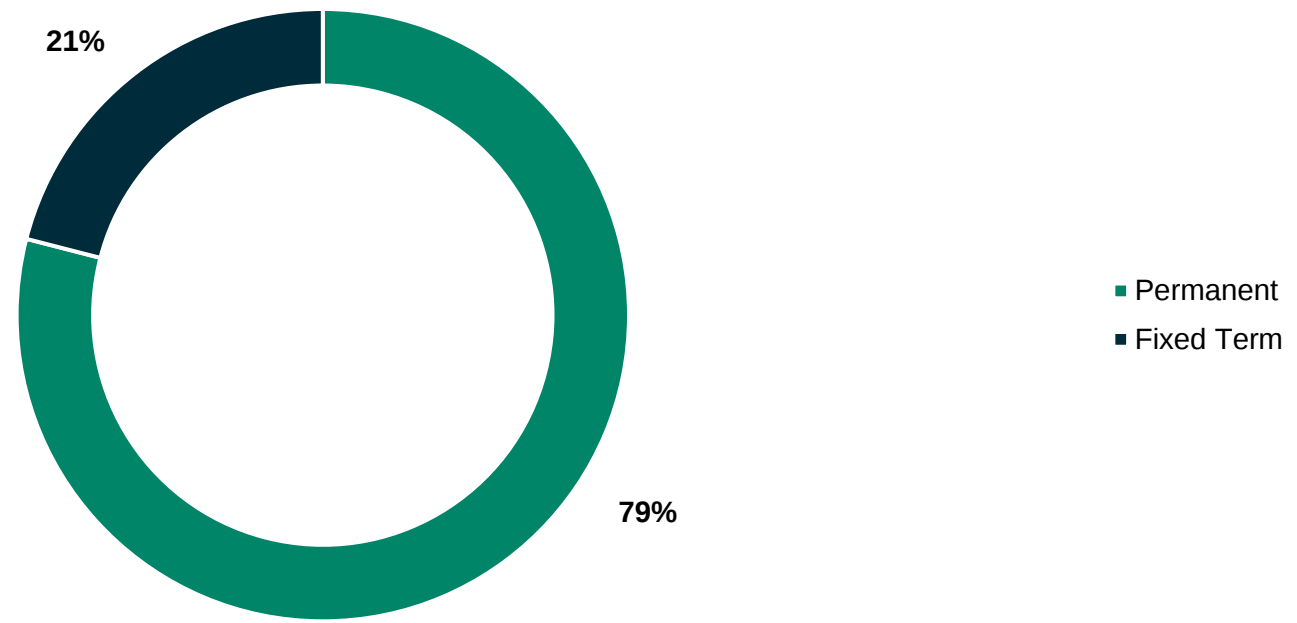
**Table 10: Number of staff by role and contract type**

| Staff Group                    | Number     | Percentage  | Permanent  |            | Fixed-Term |            |
|--------------------------------|------------|-------------|------------|------------|------------|------------|
| Lecturer                       | 107        | 12%         | 85         | 79%        | 22         | 21%        |
| Senior Lecturer                | 114        | 13%         | 107        | 94%        | 7          | 6%         |
| Reader and Associate Professor | 55         | 6%          | 55         | 100%       | 0          | 0%         |
| Professor                      | 61         | 7%          | 56         | 92%        | 5          | 8%         |
| Teaching*                      | 36         | 4%          | 21         | 58%        | 15         | 42%        |
| Research**                     | 90         | 10%         | 17         | 19%        | 73         | 81%        |
| Professional***                | 445        | 49%         | 378        | 85%        | 67         | 15%        |
|                                | <b>908</b> | <b>100%</b> | <b>719</b> | <b>79%</b> | <b>189</b> | <b>21%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



**Fig. 4 Number of staff by contract type**

2. Staff breakdown by sex

St George’s, University of London has a higher proportion of female staff compared to male staff, standing at 63% (**Table 11, Fig. 5**). This holds true across all our institutes and departments, a trend that has persisted for several years. This percentage of female staff surpasses the sector average reported in the [Advance HE Staff Statistical Report 2024](#), where 55.0% of staff in UK HEIs were female. It is worth noting that not all HEIs submit data on their Professional staff, who tend to have a higher representation of females.

Table 11: Number of staff by sex

| Sex    | Number | Percentage |
|--------|--------|------------|
| Female | 572    | 63%        |
| Male   | 338    | 37%        |
|        | 910    | 100%       |

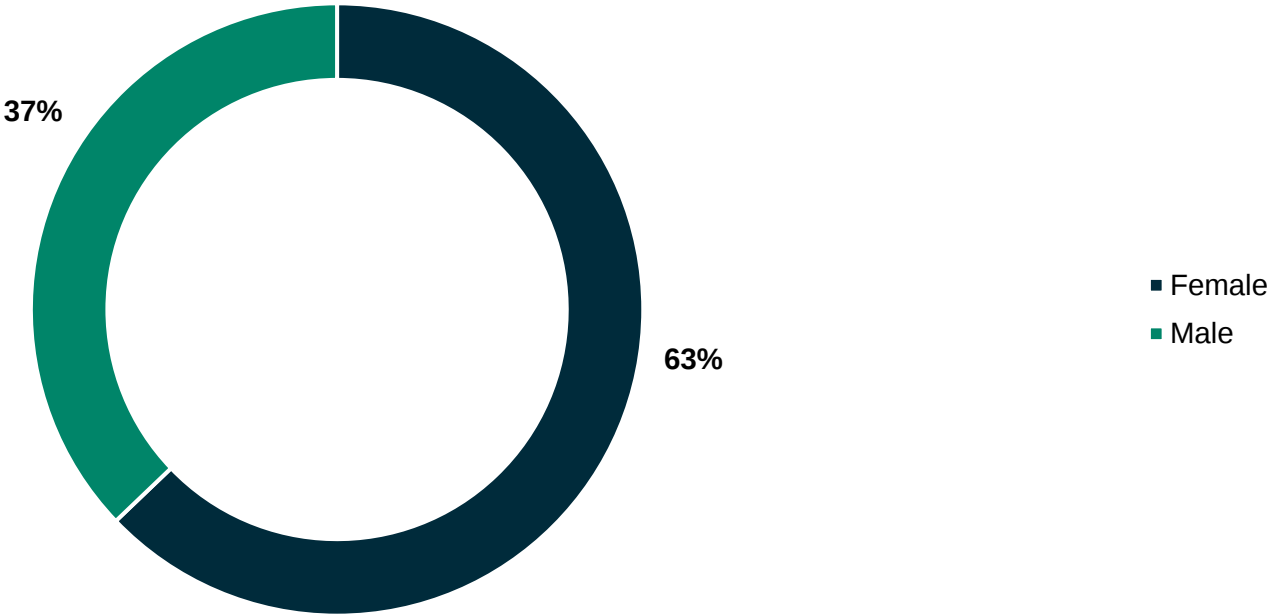
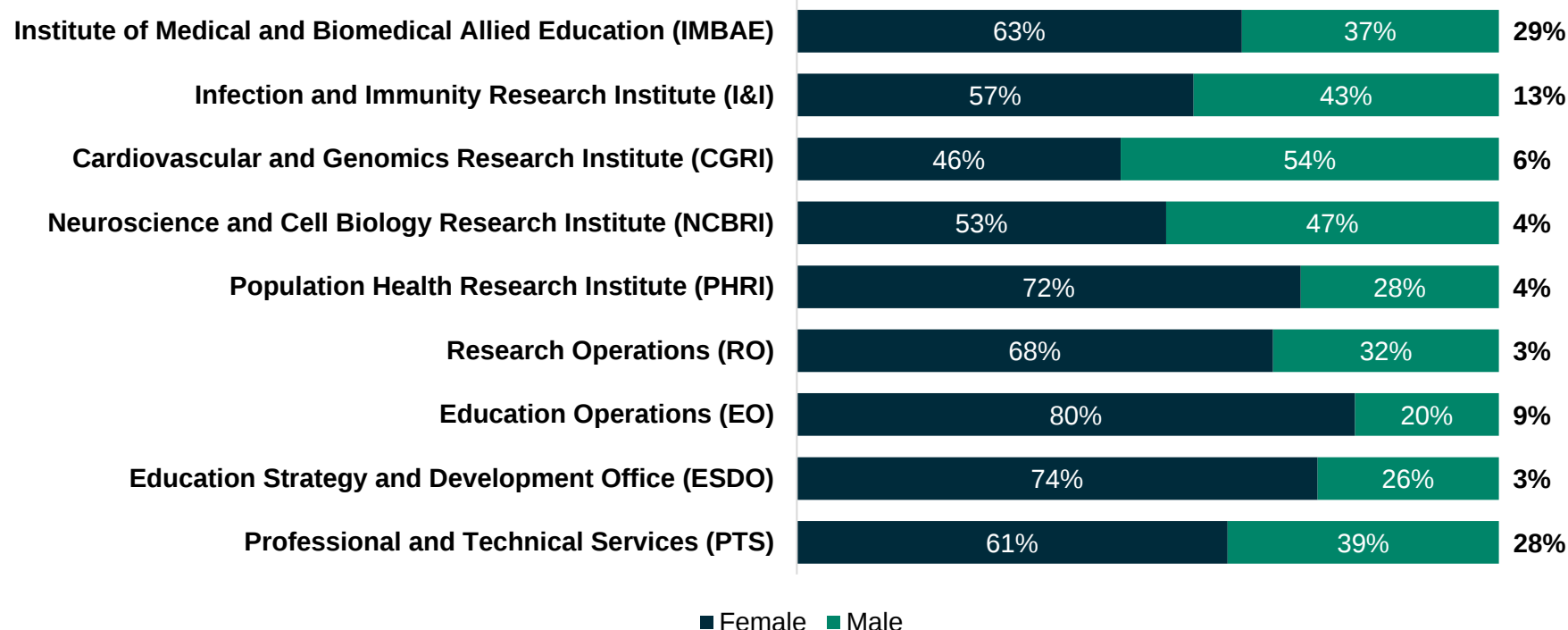


Fig. 5 Number of staff by sex

We observe a notably high percentage of female staff within EO. This mirrors the broader pattern of a greater number of women in teaching-related roles (**Table 12, Fig. 6**). This trend aligns with the overall landscape across UK HEI. CGRI and NCBRI show the highest representation of male staff, which was also true of their parent MCS last year.

**Table 12: Number of staff by institute or department and sex**

| Institute/Department                                         | Number     | Percentage  | Female     |            | Male       |            |
|--------------------------------------------------------------|------------|-------------|------------|------------|------------|------------|
| Institute of Medical and Biomedical Allied Education (IMBAE) | 265        | 29%         | 168        | 63%        | 97         | 37%        |
| Infection and Immunity Research Institute (I&I)              | 115        | 13%         | 65         | 57%        | 50         | 43%        |
| Cardiovascular and Genomics Research Institute (CGRI)        | 52         | 6%          | 24         | 46%        | 28         | 54%        |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 38         | 4%          | 20         | 53%        | 18         | 47%        |
| Population Health Research Institute (PHRI)                  | 39         | 4%          | 28         | 72%        | 11         | 28%        |
| Research Operations (RO)                                     | 28         | 3%          | 19         | 68%        | 9          | 32%        |
| Education Operations (EO)                                    | 83         | 9%          | 66         | 80%        | 17         | 20%        |
| Education Strategy and Development Office (ESDO)             | 31         | 3%          | 23         | 74%        | 8          | 26%        |
| Professional and Technical Services (PTS)                    | 259        | 28%         | 159        | 61%        | 100        | 39%        |
|                                                              | <b>910</b> | <b>100%</b> | <b>572</b> | <b>63%</b> | <b>338</b> | <b>37%</b> |



**Fig. 6 Number of staff by institute or department and sex**

Female staff are least represented as Professors, and are most represented in Teaching roles, which constitute the smallest group of Academic positions in the University (**Table 13, Fig. 7**). The sex balance in Lecturer, Research, and PTS roles is similar to that of the whole University.

The percentage of female staff diminishes as we move up the academic ladder, notably dropping at the Professor level. However, the presence of women in more senior academic positions has been on the rise each year, both due to successful promotions and recruitment efforts, reaching a commendable 44% female Professors in 2024. This figure stands significantly above the sector average of 31%. To aid our Academic staff in achieving promotion, we offer workshops dedicated to academic advancement, along with a buddy system for additional support. Additionally, building on the success of the initiative in 2022-2023, we extended an invitation to our Academic staff to participate in [B-MEntor](#), a cross-institutional mentoring scheme for global majority staff.

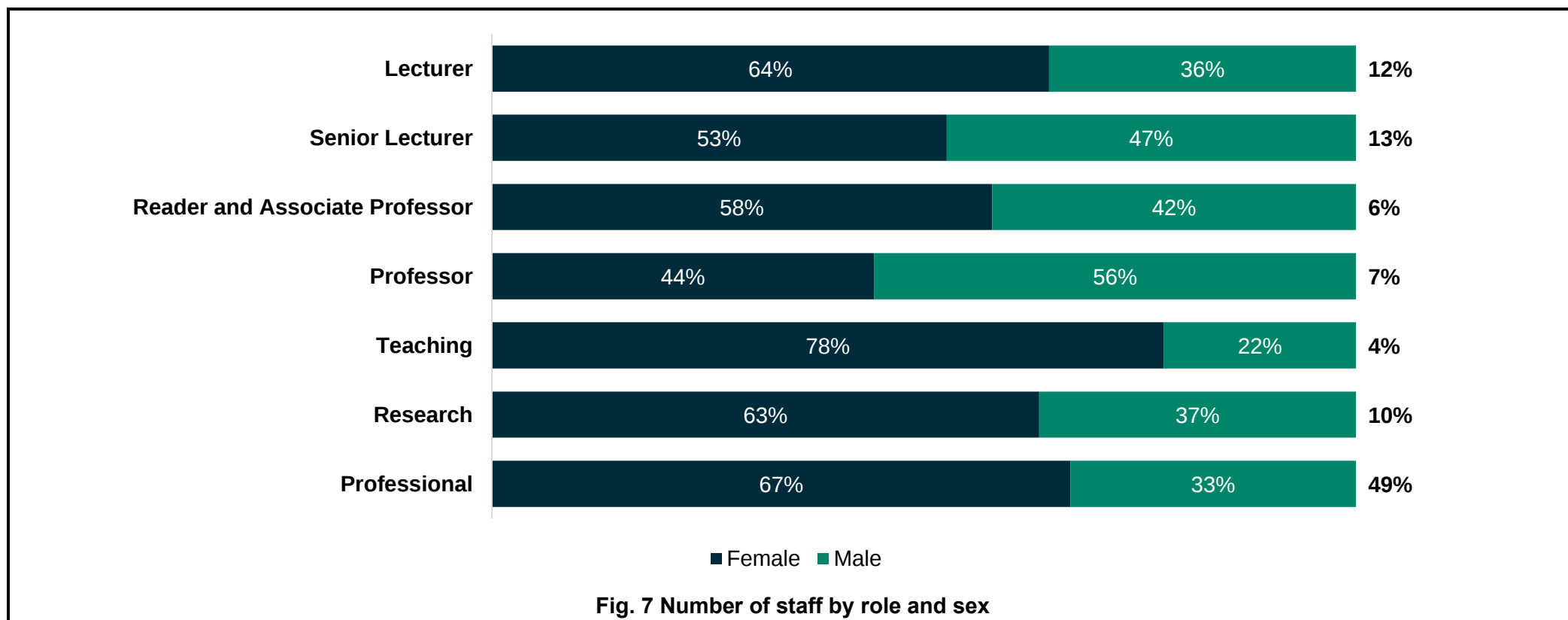
**Table 13: Number of staff by role and sex**

| Staff Role                     | Number     | Percentage  | Female     |            | Male       |            |
|--------------------------------|------------|-------------|------------|------------|------------|------------|
| Lecturer                       | 107        | 12%         | 69         | 64%        | 38         | 36%        |
| Senior Lecturer                | 114        | 13%         | 60         | 53%        | 54         | 47%        |
| Reader and Associate Professor | 57         | 6%          | 33         | 58%        | 24         | 42%        |
| Professor                      | 61         | 7%          | 27         | 44%        | 34         | 56%        |
| Teaching*                      | 36         | 4%          | 28         | 78%        | 8          | 22%        |
| Research**                     | 90         | 10%         | 57         | 63%        | 33         | 37%        |
| Professional***                | 445        | 49%         | 298        | 67%        | 147        | 33%        |
|                                | <b>910</b> | <b>100%</b> | <b>572</b> | <b>63%</b> | <b>338</b> | <b>37%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



Clinical status

The proportion of female staff in non-clinical roles closely reflects the balance across the entire University (**Table 14, Fig. 8**). In clinical roles, female staff still constitute the majority but by a smaller margin.

Table 14: Number of staff by clinical status and sex

| Clinical Status | Number | Percentage | Female |     | Male |     |
|-----------------|--------|------------|--------|-----|------|-----|
| Clinical        | 94     | 10%        | 52     | 55% | 42   | 45% |
| Non-Clinical    | 816    | 90%        | 520    | 64% | 296  | 36% |
|                 | 910    | 100%       | 572    | 63% | 338  | 37% |

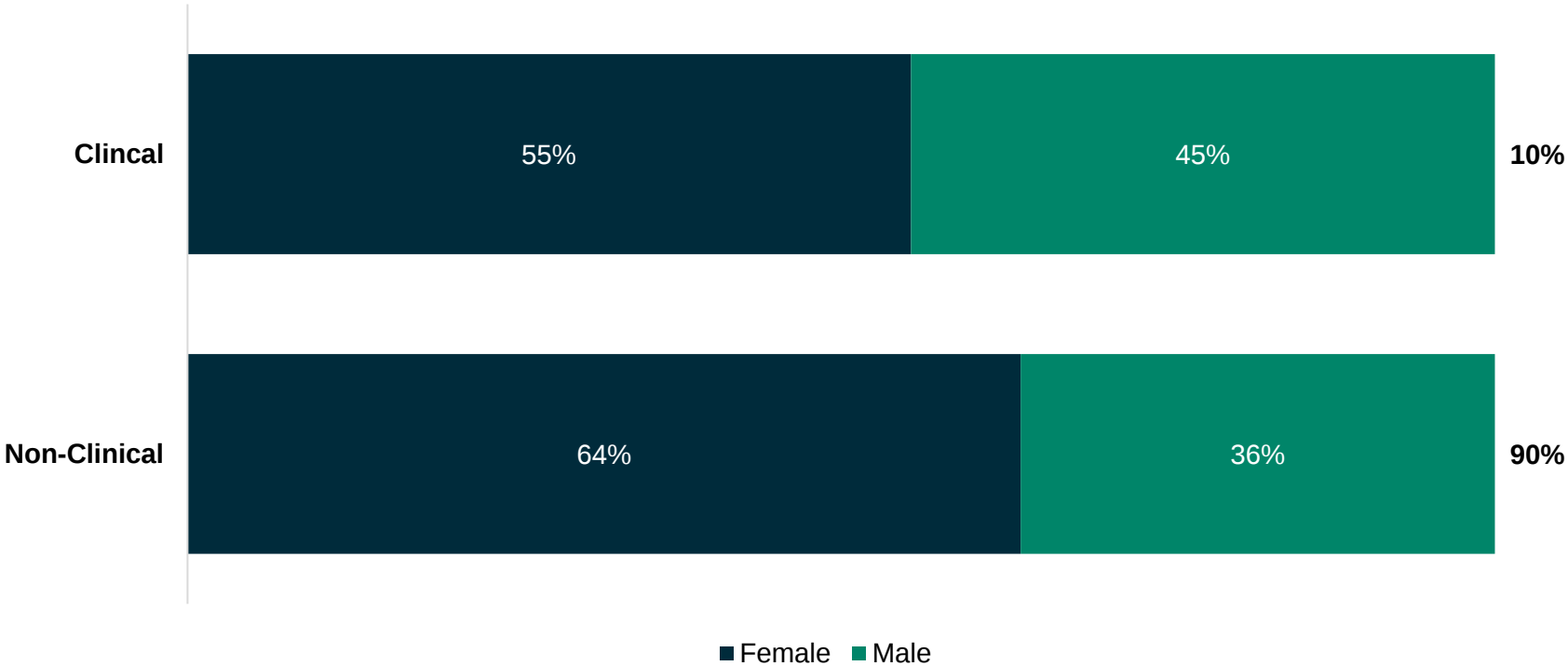


Fig. 8 Number of staff by clinical status and sex

## Pay scales and pay grades

In general, female staff members are predominant in SGUL Grades 4-5, making up the majority of individuals in these pay grades (**Table 15**). These trends are in alignment with the sector, as noted in the [Advance HE Staff Statistical Report 2024](#). Most roles at these grades fall within the Professional sector.

There are notable differences in representation between SGUL Grades 4-5 and 6-7; however, at the highest levels (SGUL 8 and SGUL PSA), the sex balance is much closer. Amongst Academic staff, female representation is higher at SGUL Grades 4-5 and 6-7, while there's a more even distribution in SGUL Grade 8 and SGUL PSA roles. This mirrors the higher proportion of women in less senior academic positions.

For Professional staff, the representation of female employees remains consistent across pay grades, with a strong presence at senior levels. In recent years, there has been a steady increase in the representation of women at SGUL 8 and SGUL PSA levels. This upward trend is attributed to both the recruitment of women at senior levels and the growing number of successful promotion applications.

These improvements are clear evidence of the progress we've made in advancing sex equality at senior levels. However, they also underscore the ongoing need for further advancements at lower grades. The significant presence of female staff in our lower pay quartiles notably contributes to our gender pay gap.

**Table 15: Number of staff by pay grade and sex**

| Pay Grade                                         | Number     | Percentage  | Female     |            | Male       |            |
|---------------------------------------------------|------------|-------------|------------|------------|------------|------------|
| Clinical                                          | 91         | 10%         | 57         | 63%        | 34         | 37%        |
| SGUL 2 - 3                                        | 19         | 2%          | 11         | 58%        | 8          | 42%        |
| SGUL 4 - 5                                        | 207        | 23%         | 149        | 72%        | 58         | 28%        |
| SGUL 6 - 7                                        | 377        | 41%         | 239        | 63%        | 138        | 37%        |
| SGUL 8                                            | 127        | 14%         | 76         | 60%        | 51         | 40%        |
| SGUL Professorial and Senior Administration (PSA) | 89         | 10%         | 40         | 45%        | 49         | 55%        |
|                                                   | <b>910</b> | <b>100%</b> | <b>572</b> | <b>63%</b> | <b>338</b> | <b>37%</b> |

## Employment status

Female staff members are more likely to be on part-time contracts compared to their male counterparts (**Table 16**), which aligns with the sector average. Over the past four years, there has been a slight increase in the proportion of male staff on part-time contracts. Following the onset of the pandemic, there has been a notable rise in flexible working arrangements among all staff, including men, with a growing trend towards remote work for part of the week.

**Table 16: Number of staff by employment status and sex**

| Employment Status | Number     | Percentage  | Female     |            | Male       |            |
|-------------------|------------|-------------|------------|------------|------------|------------|
| Full-Time         | 648        | 71%         | 388        | 60%        | 260        | 40%        |
| Part-Time         | 262        | 29%         | 184        | 70%        | 78         | 30%        |
|                   | <b>910</b> | <b>100%</b> | <b>572</b> | <b>63%</b> | <b>338</b> | <b>37%</b> |

### Contract type

The contract types of our male and female staff are perfectly in proportion to the overall number of male and female staff in the University (**Table 17**). In recent years, there has been a minor trend towards a higher number of staff securing permanent contracts. To reduce barriers at critical career transition points, we offer bridging funding to early-career researchers on fixed-term contracts, a majority of whom are female, while they seek research grants. This initiative aims to facilitate our staff in transitioning to permanent positions and strives to tackle discrepancies and insufficient representation within the academic progression pathway.

**Table 17: Number of staff by contract type and sex**

| Contract Type | Number     | Percentage  | Female     |            | Male       |            |
|---------------|------------|-------------|------------|------------|------------|------------|
| Fixed-Term    | 191        | 21%         | 122        | 64%        | 69         | 36%        |
| Permanent     | 719        | 79%         | 450        | 63%        | 269        | 37%        |
|               | <b>910</b> | <b>100%</b> | <b>572</b> | <b>63%</b> | <b>338</b> | <b>37%</b> |

3. Staff breakdown by ethnicity

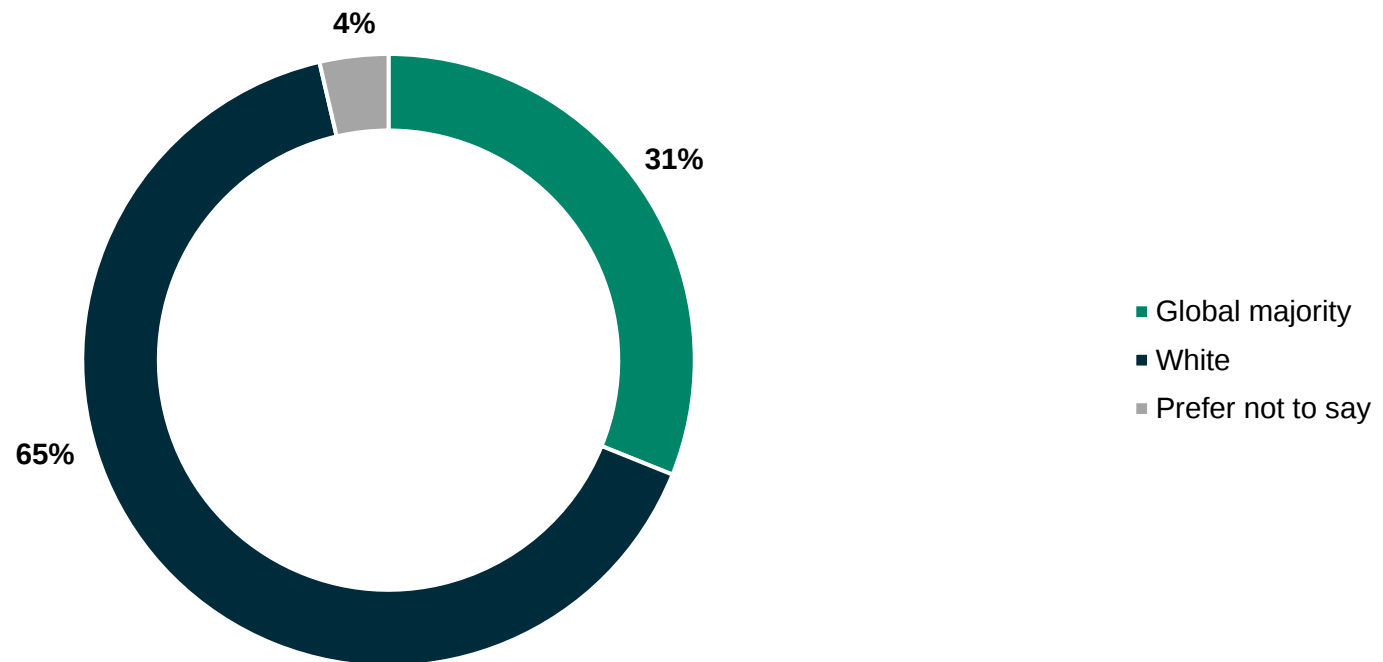
St George’s, University of London, located in Tooting, London Borough of Wandsworth, reflects the local demographic diversity. With our global majority staff population of 31% slightly exceeding Wandsworth's 28.6% global majority population according to the 2011 census, Tooting's diversity stands out within the borough.

The data provided in **Table 18** and **Fig. 9** illustrates our staff categorised under the umbrella term global majority, further segmented into specific groups within this category. Our categorisations align with the UK Census classification, where Asian includes individuals identifying as Asian Bangladeshi, Asian Indian, Asian Pakistani, or any other Asian background. Similarly, Black encompasses those identifying as Black African, Black Caribbean, or any other Black background.

As of July 2024, 31% of our staff have identified as coming from a global majority background, which is consistent with the data from July 2023. A small number of staff (4%) have chosen not to disclose their ethnic background, as has been the case in recent years.

**Table 18: Number of staff by ethnicity (grouped)**

| Ethnicity         | Number     | Percentage  |
|-------------------|------------|-------------|
| Global majority   | 283        | 31%         |
| White             | 594        | 65%         |
| Prefer not to say | 33         | 4%          |
|                   | <b>910</b> | <b>100%</b> |



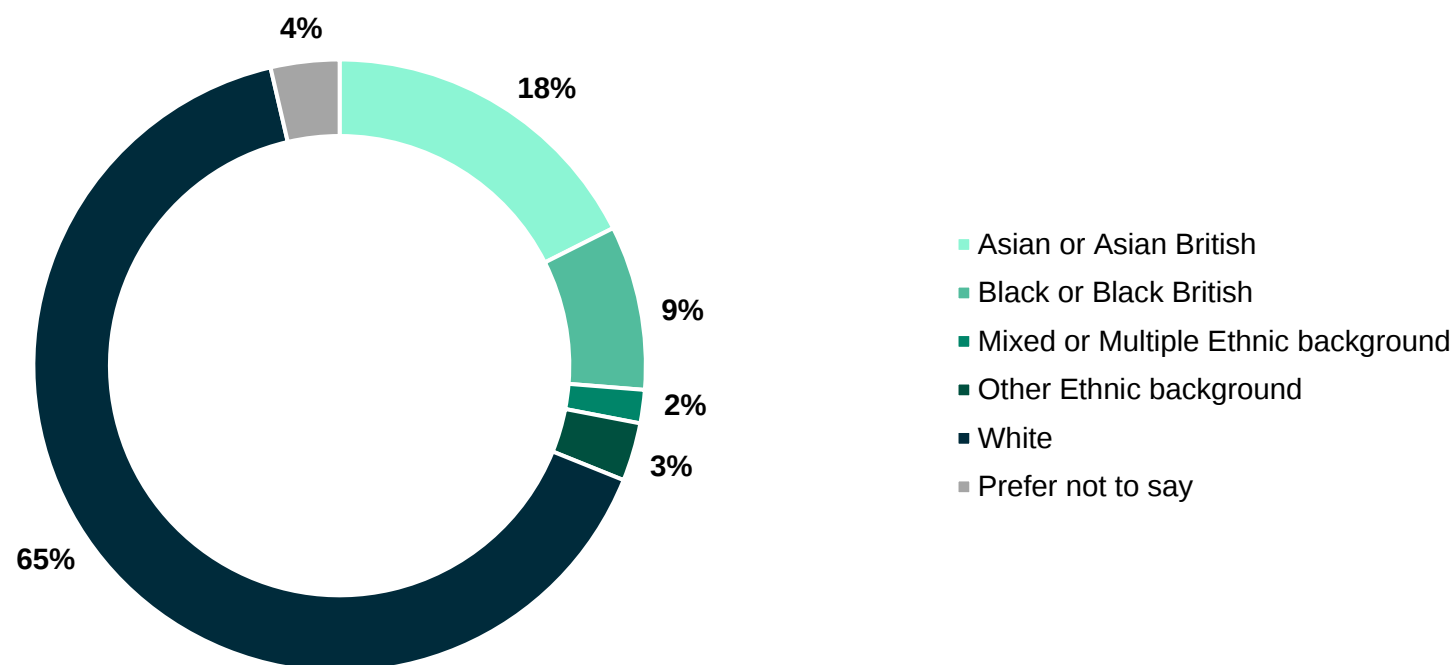
**Fig. 9 Number of staff by ethnicity (grouped)**

Breaking down the data by ethnic group reveals a higher percentage of staff from Asian backgrounds (18%) compared to other global majority groups (**Table 20, Fig. 10**). Among global majority staff, 57% are from Asian or Asian British backgrounds, 28% are from Black or Black British backgrounds, 6% from Mixed or Multiple Ethnic backgrounds, and 9% from other ethnic backgrounds.

According to the [Advance HE Staff Statistical Report 2024](#), 12.9% of UK staff and 14.3% of all staff in the sector identified as coming from global majority backgrounds. Our institution surpasses this sector average by more than 15%. However, it is crucial to acknowledge persistent issues of underrepresentation of global majority staff in HE, particularly among Black academics and senior leadership. Hence, benchmarking against the sector has its limitations.

**Table 19: Number of staff by ethnicity (ungrouped)**

| Ethnicity                           | Number     | Percentage  |
|-------------------------------------|------------|-------------|
| Asian or Asian British              | 160        | 18%         |
| Black or Black British              | 79         | 9%          |
| Mixed or Multiple Ethnic background | 16         | 2%          |
| Other Ethnic background             | 28         | 3%          |
| White                               | 594        | 65%         |
| Prefer not to say                   | 33         | 4%          |
|                                     | <b>910</b> | <b>100%</b> |

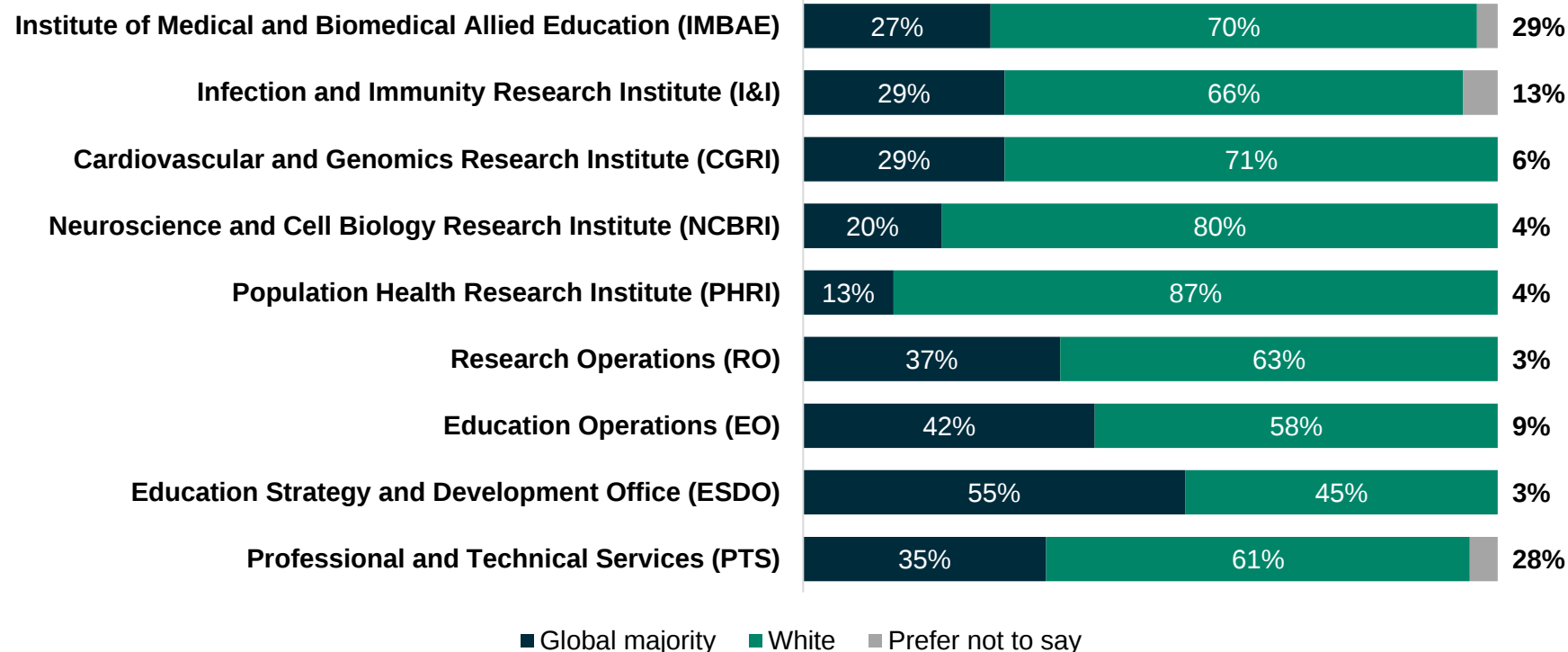


**Fig. 10 Number of staff by ethnicity (ungrouped)**

As seen in **Table 20** and **Fig. 11**, most institutes and departments exhibit a commendable level of representation among global majority staff, closely mirroring the overall organisational level (31%). Notably, EO and the ESDO have a higher percentage of global majority staff than the overall organisation. The smallest of our academic institutes, PHRI, has the lowest proportion of global majority staff, as has been the case in previous years.

**Table 20: Number of staff by institute or department and ethnicity**

| Institute/Department                                         | Number     | Percentage  | Global majority |            | White      |            | Prefer not to say |           |
|--------------------------------------------------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
| Institute of Medical and Biomedical Allied Education (IMBAE) | 265        | 29%         | 71              | 27%        | 186        | 70%        | 8                 | 3%        |
| Infection and Immunity Research Institute (I&I)              | 115        | 13%         | 33              | 29%        | 76         | 66%        | 6                 | 5%        |
| Cardiovascular and Genomics Research Institute (CGRI)        | 52         | 6%          | 15              | 29%        | 37         | 71%        | 0                 | 0%        |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 35         | 4%          | 7               | 20%        | 28         | 80%        | 0                 | 0%        |
| Population Health Research Institute (PHRI)                  | 38         | 4%          | 5               | 13%        | 33         | 87%        | 0                 | 0%        |
| Research Operations (RO)                                     | 27         | 3%          | 10              | 37%        | 17         | 63%        | 0                 | 0%        |
| Education Operations (EO)                                    | 79         | 9%          | 33              | 42%        | 46         | 58%        | 0                 | 0%        |
| Education Strategy and Development Office (ESDO)             | 31         | 3%          | 17              | 55%        | 14         | 45%        | 0                 | 0%        |
| Professional and Technical Services (PTS)                    | 259        | 28%         | 92              | 35%        | 157        | 61%        | 10                | 4%        |
|                                                              | <b>901</b> | <b>100%</b> | <b>283</b>      | <b>31%</b> | <b>594</b> | <b>65%</b> | <b>24</b>         | <b>4%</b> |



**Fig. 11 Number of staff by institute or department and ethnicity**

Global majority staff are predominantly found in Professional and Research roles (**Table 21, Fig. 12**). In Lecturer and Teaching roles, global majority representation seems consistent, averaging at 30%. However, in senior Academic positions such as Senior Lecturer, Reader, and Professor, the presence of global majority staff is notably lower compared to their White colleagues.

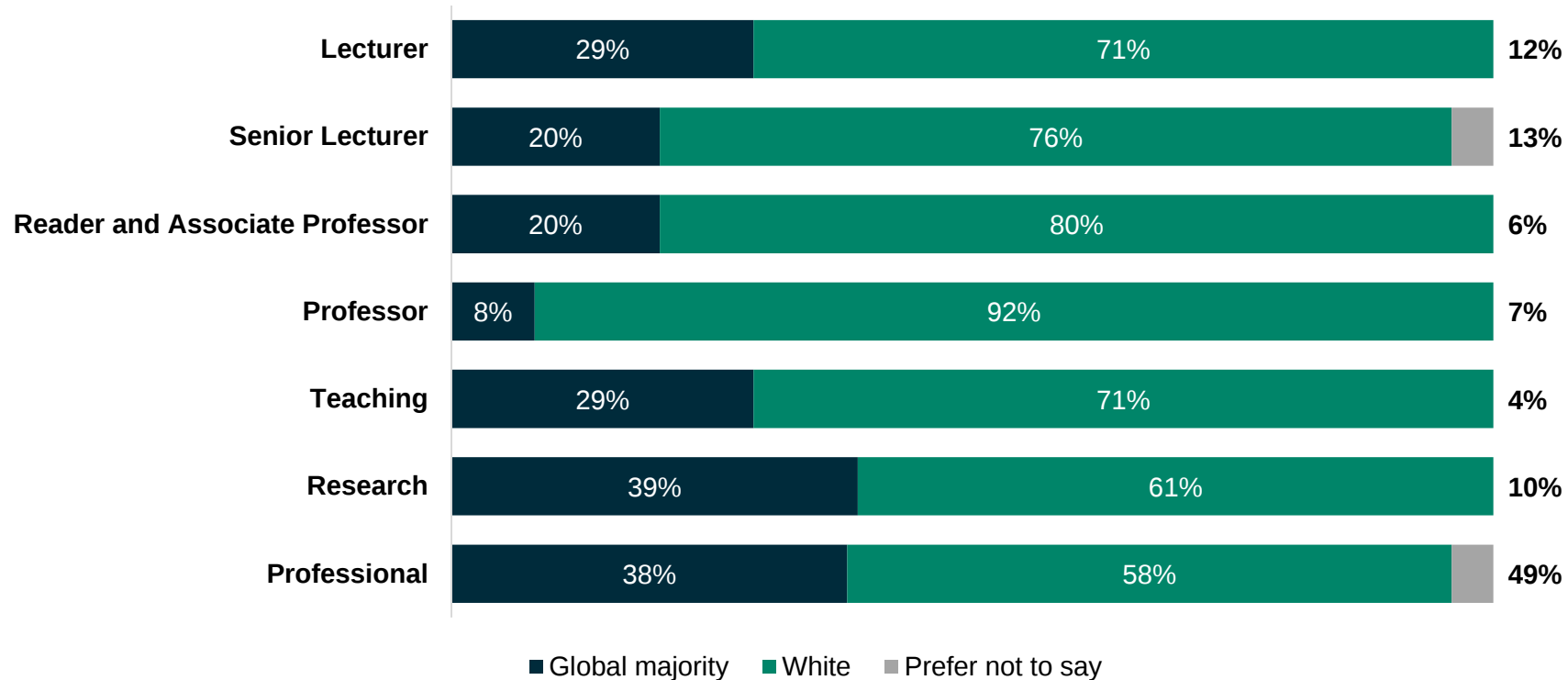
**Table 21: Number of staff by role and ethnicity**

| <b>Staff Role</b>              | <b>Number</b> | <b>Percentage</b> | <b>Global majority</b> |            | <b>White</b> |            | <b>Prefer not to say</b> |           |
|--------------------------------|---------------|-------------------|------------------------|------------|--------------|------------|--------------------------|-----------|
| Lecturer                       | 104           | 12%               | 30                     | 29%        | 74           | 71%        | 0                        | 0%        |
| Senior Lecturer                | 114           | 13%               | 22                     | 20%        | 87           | 76%        | 5                        | 4%        |
| Reader and Associate Professor | 54            | 6%                | 11                     | 20%        | 43           | 80%        | 0                        | 0%        |
| Professor                      | 59            | 7%                | 5                      | 8%         | 54           | 92%        | 0                        | 0%        |
| Teaching*                      | 34            | 4%                | 10                     | 29%        | 24           | 71%        | 0                        | 0%        |
| Research**                     | 87            | 10%               | 34                     | 39%        | 53           | 61%        | 0                        | 0%        |
| Professional***                | 445           | 49%               | 171                    | 38%        | 259          | 58%        | 15                       | 4%        |
|                                | <b>897</b>    | <b>100%</b>       | <b>283</b>             | <b>31%</b> | <b>594</b>   | <b>65%</b> | <b>20</b>                | <b>4%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



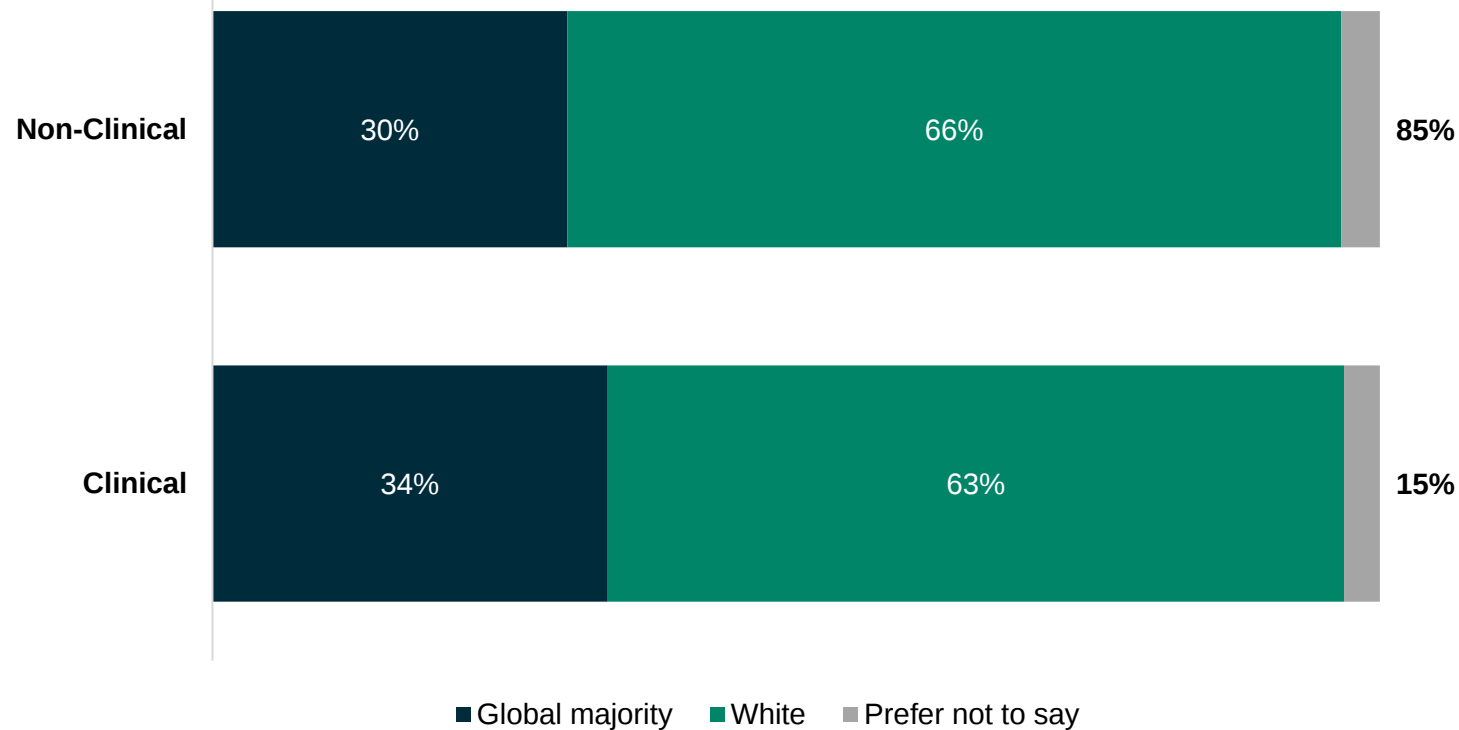
**Fig. 12 Number of staff by role and ethnicity**

### Clinical status

The distribution of staff on clinical contracts appears to be balanced across ethnicities (**Table 22, Fig. 13**). It is worth noting that the salaries for our clinical staff are determined by the NHS rather than the University.

**Table 22: Number of staff by clinical status and ethnicity**

| Clinical Status | Number     | Percentage  | Global majority |            | White      |            | Prefer not to say |           |
|-----------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
| Clinical        | 94         | 10%         | 33              | 35%        | 56         | 60%        | 5                 | 5%        |
| Non-Clinical    | 816        | 90%         | 250             | 31%        | 538        | 66%        | 28                | 3%        |
|                 | <b>910</b> | <b>100%</b> | <b>283</b>      | <b>31%</b> | <b>594</b> | <b>65%</b> | <b>33</b>         | <b>4%</b> |



**Fig. 13 Number of staff by clinical status and ethnicity**

### Pay scales and pay grades

Below is a breakdown of staff by grade and ethnicity, providing insight into the representation of global majority staff across various grades and levels of seniority.

Global majority staff members are predominant in SGUL Grades 4-7 (**Table 23**). Most roles at these grades fall within the Professional sector. Clinical staff also exhibit a similar proportion of global majority staff. The number of global majority staff drops dramatically at SGUL 8 and PSA levels. This highlights the lack of ethnic diversity at higher pay grades.

**Table 23: Number of staff by pay grade and ethnicity**

| Pay Grade                                         | Number     | Percentage  | Global majority |            | White      |            | Prefer not to say |           |
|---------------------------------------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
| Clinical                                          | 88         | 10%         | 33              | 37%        | 55         | 63%        | 0                 | 0%        |
| SGUL 2 - 3                                        | 18         | 2%          | 6               | 33%        | 12         | 67%        | 0                 | 0%        |
| SGUL 4 - 5                                        | 207        | 23%         | 98              | 47%        | 102        | 49%        | 7                 | 3%        |
| SGUL 6 - 7                                        | 377        | 41%         | 108             | 29%        | 256        | 68%        | 13                | 3%        |
| SGUL 8                                            | 127        | 14%         | 23              | 18%        | 98         | 77%        | 6                 | 5%        |
| SGUL Professorial and Senior Administration (PSA) | 86         | 10%         | 15              | 17%        | 71         | 83%        | 0                 | 0%        |
|                                                   | <b>903</b> | <b>100%</b> | <b>283</b>      | <b>31%</b> | <b>594</b> | <b>65%</b> | <b>26</b>         | <b>4%</b> |

### Employment status

The proportions of global majority staff working full-time and part-time are similar and consistent with the overall University (**Table 24**).

**Table 24: Number of staff by employment status and ethnicity**

| Employment Status | Number     | Percentage  | Global majority |            | White      |            | Prefer not to say |           |
|-------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
| Full-Time         | 648        | 71%         | 206             | 32%        | 420        | 65%        | 22                | 3%        |
| Part-Time         | 262        | 29%         | 77              | 29%        | 174        | 66%        | 11                | 4%        |
|                   | <b>910</b> | <b>100%</b> | <b>283</b>      | <b>31%</b> | <b>594</b> | <b>65%</b> | <b>33</b>         | <b>4%</b> |

### Contract type

The contract types of our global majority and White staff are in close proportion to the overall number of global majority and White staff in the University (**Table 25**). However, upon closer examination, it becomes apparent that individuals from Asian or Asian British and non-specified ethnic groups ("Other Ethnic background") are more likely to hold fixed-term contracts, whereas most Black or Black British staff hold permanent contracts. This reflects the disparity in Black representation within Academic staff, where fixed-term contracts are more prevalent.

**Table 25: Number of staff by contract type and ethnicity**

| Contract Type | Number     | Percentage  | Global majority |            | White      |            | Prefer not to say |           |
|---------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
| Fixed-Term    | 191        | 21%         | 70              | 37%        | 116        | 61%        | 5                 | 3%        |
| Permanent     | 719        | 79%         | 213             | 30%        | 478        | 66%        | 28                | 4%        |
|               | <b>910</b> | <b>100%</b> | <b>283</b>      | <b>31%</b> | <b>594</b> | <b>65%</b> | <b>33</b>         | <b>4%</b> |

## Summary

We offer various training courses, like our Talk and Transform Workshop series, designed to educate staff on these issues and encourage collective efforts to advance racial equality throughout the organisation. Furthermore, an institutional review of race equality has been conducted, leading to the formulation of an action plan for further enhancements. Our commitment to Race Equality is overseen by our Race Equality Action and Engagement Group, convening quarterly to drive progress in this vital area.

St George's, University of London takes pride in its diverse staff community and aims to further enhance it, recognising the extensive value diversity brings. The disparities highlighted in the data underscore a persistent lack of representation of global majority staff in senior positions. We are dedicated to addressing the barriers contributing to this underrepresentation and the differences in experiences faced by these groups.

To support this, we have introduced a [Fair Recruitment Specialist Initiative](#) to enhance global majority representation in recruitment panels and decision-making. Our participation in the [B-MEntor](#) scheme has offered global majority staff the opportunity to mentor or be mentored in aiding career progression. Training programmes such as “Talk and Transform” educate colleagues on the issues faced by global majority staff, while “Confident and Authentic Leadership”, and “Diversifying Leadership” support professional development in global majority staff. Following our [Institutional Review of Race Equality](#) in 2021, we established a [Staff Race and Ethnicity Network](#) and a [Race Equality Action and Engagement Group](#) that are committed to championing race equality and addressing the challenges faced by global majority staff at the University.

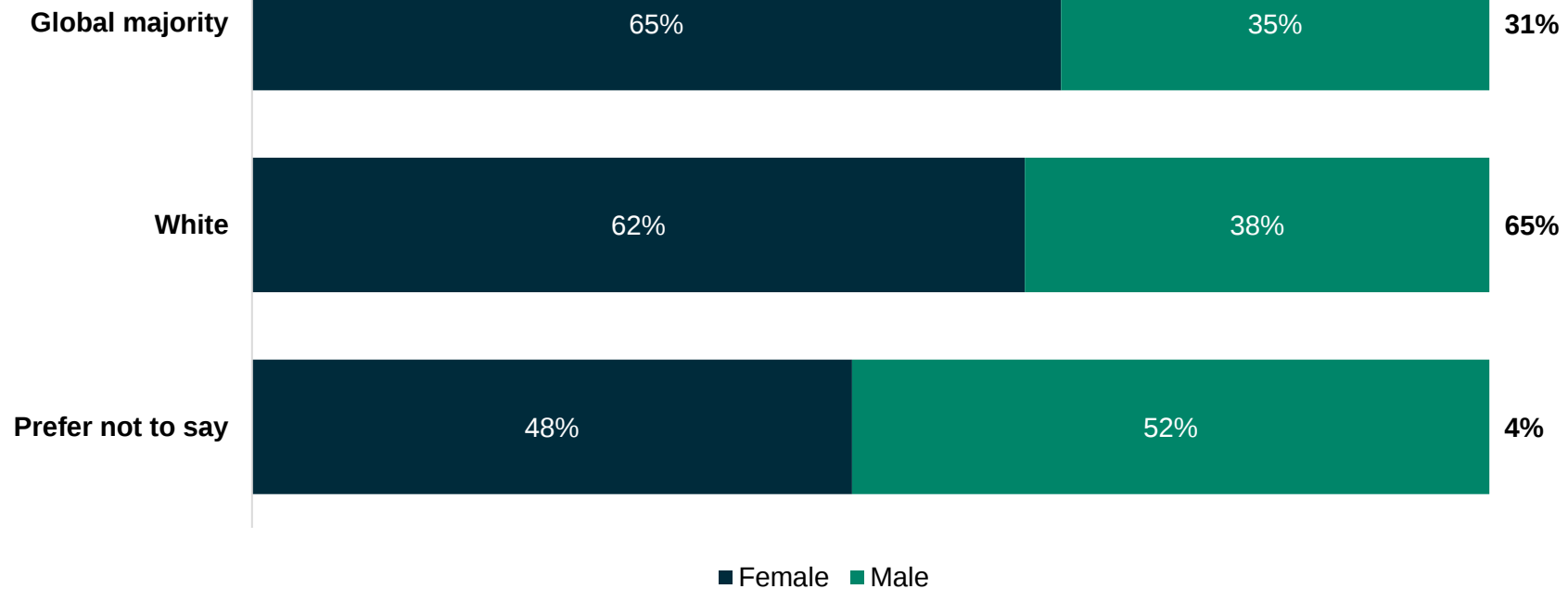
4. Staff breakdown by sex and ethnicity

We have a higher proportion of female global majority staff to male global majority staff, as well as a higher proportion of female White staff compared to male White staff (**Table 26, Fig. 14**). This higher representation of women aligns with the overall sex balance at the University. It is important to note, however, that a larger percentage of male staff opted not to disclose their ethnicity. Over the past year, the demographic composition of our staff in terms of ethnicity and sex has remained stable, with minimal fluctuations that are typical of regular staff turnover within a one-year period.

20% of our staff are female and global majority, and 11% of our staff are male and global majority. In contrast to our findings, the [Advance HE Staff Statistical Report 2024](#) indicates that a higher proportion of male staff in the sector come from global majority backgrounds. However, as previously suggested, this difference may be influenced by potential underreporting, especially among professional and support staff. Only 3.6% of the total workforce across UK HEI are female and global majority, and 9.1% are male and global majority.

**Table 26: Number of staff by sex and ethnicity**

| Sex and ethnicity | Number | Percentage | Female |     | Male |     |
|-------------------|--------|------------|--------|-----|------|-----|
| Global majority   | 283    | 31%        | 185    | 65% | 98   | 64% |
| White             | 594    | 65%        | 371    | 62% | 223  | 60% |
| Prefer not to say | 33     | 4%         | 16     | 48% | 17   | 48% |
|                   | 910    | 100%       | 572    | 63% | 338  | 61% |



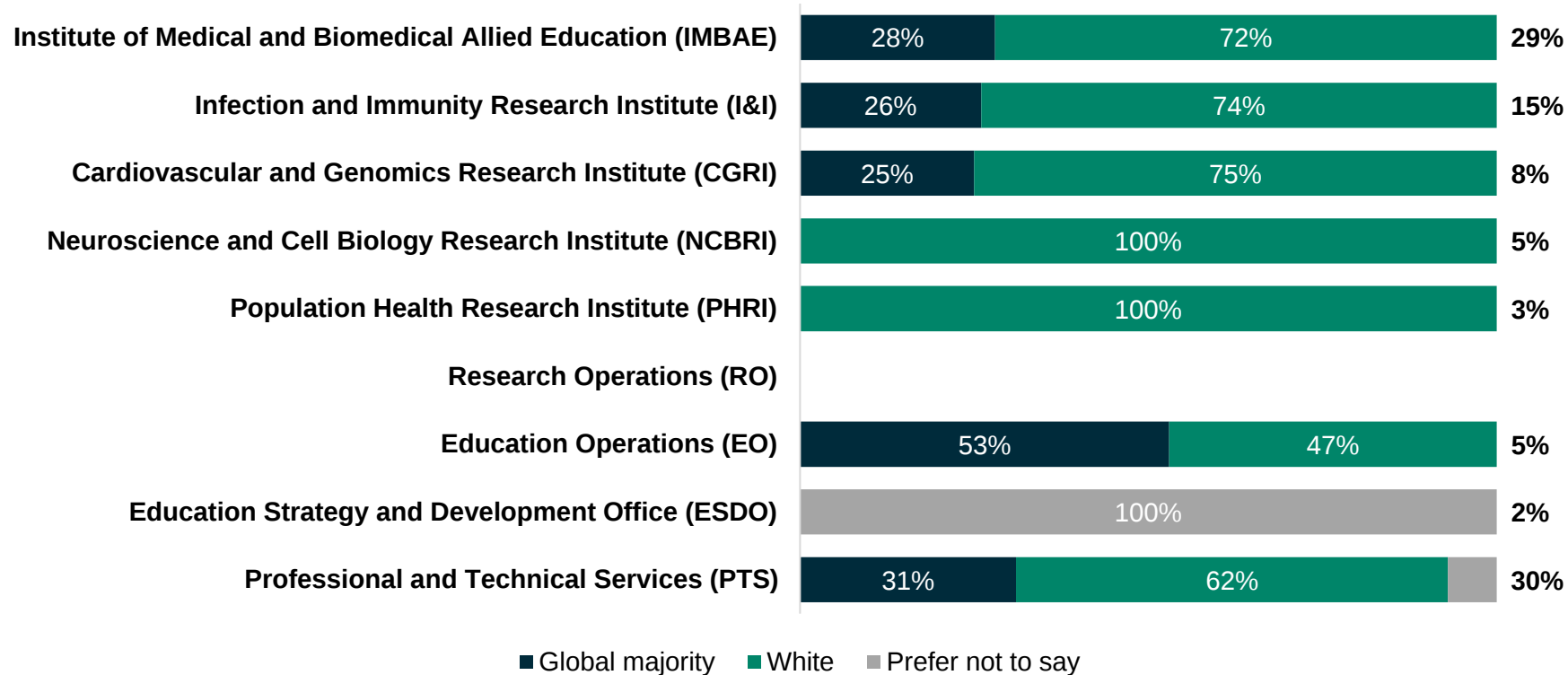
**Fig. 14 Number of staff by sex and ethnicity**

The representation of male global majority staff varies considerably, possibly influenced by the smaller overall number of male global majority staff (**Table 27, Fig. 15**). Over the years, male global majority staff have become increasingly better represented in EO and ESDO, although it is crucial to note that these departments have a very small staff count overall. Nevertheless, this positive trend is encouraging, and we aim to sustain it.

Although IMBAE and PHRI have the highest overall representation of female staff, when we delve into the breakdown by sex and ethnicity, we find that the higher representation of female global majority staff is particularly notable in RO and PTS (**Table 28, Fig. 16**). Across institutes and departments, female global majority staff are evenly distributed, with the lowest representation observed in PHRI, consistent with the broader analysis on ethnicity.

**Table 27: Number of male staff by institute or department and ethnicity**

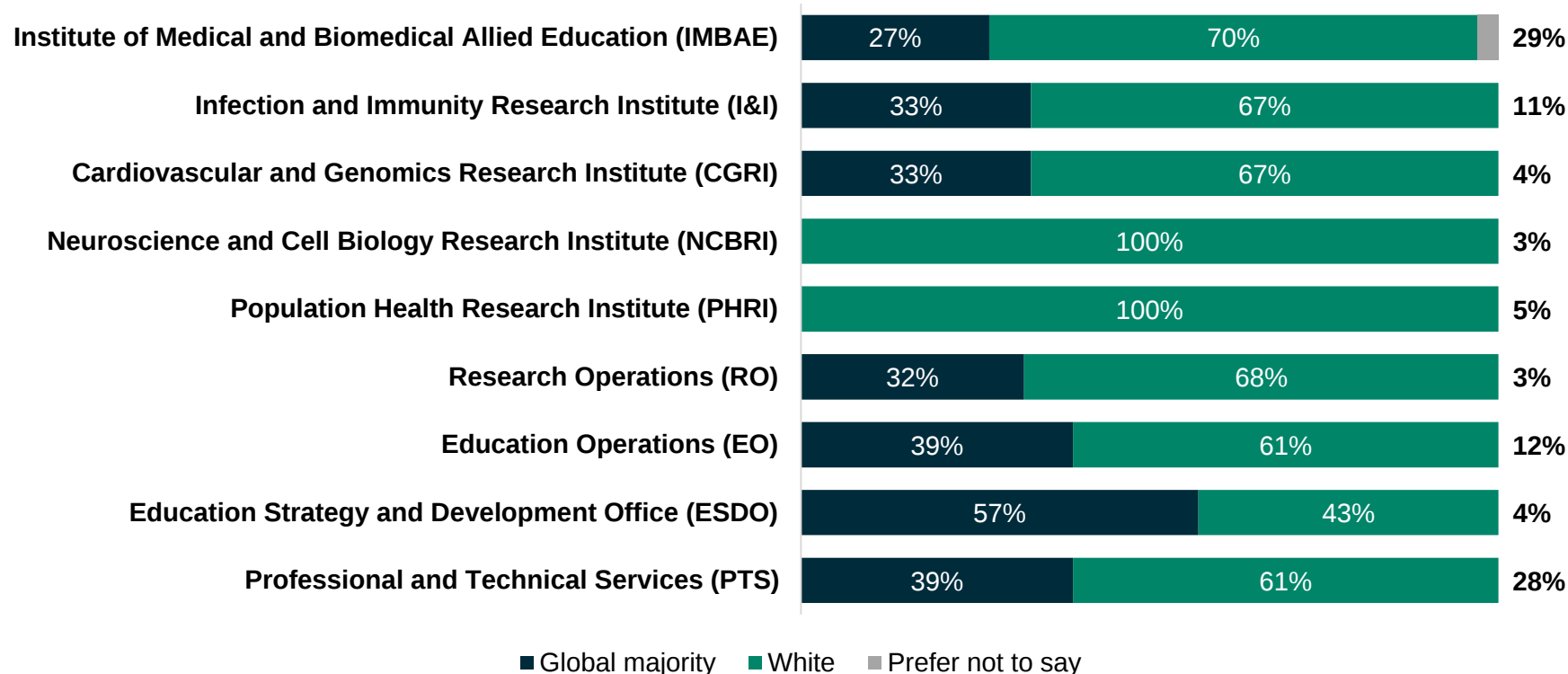
| Institute/Department                                         | Number     | Percentage  | Male            |            |                   |            |           |           |
|--------------------------------------------------------------|------------|-------------|-----------------|------------|-------------------|------------|-----------|-----------|
|                                                              |            |             | Global majority | White      | Prefer not to say |            |           |           |
| Institute of Medical and Biomedical Allied Education (IMBAE) | 94         | 29%         | 26              | 28%        | 68                | 72%        | 0         | 0%        |
| Infection and Immunity Research Institute (I&I)              | 46         | 15%         | 12              | 26%        | 34                | 74%        | 0         | 0%        |
| Cardiovascular and Genomics Research Institute (CGRI)        | 28         | 8%          | 7               | 25%        | 21                | 75%        | 0         | 0%        |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 14         | 5%          | 0               | 0%         | 14                | 100%       | 0         | 0%        |
| Population Health Research Institute (PHRI)                  | 8          | 3%          | 0               | 0%         | 8                 | 100%       | 0         | 0%        |
| Research Operations (RO)                                     | 0          | 0%          | 0               | 0%         | 0                 | 0%         | 0         | 0%        |
| Education Operations (EO)                                    | 17         | 5%          | 9               | 53%        | 8                 | 47%        | 0         | 0%        |
| Education Strategy and Development Office (ESDO)             | 6          | 2%          | 0               | 0%         | 0                 | 0%         | 6         | 100%      |
| Professional and Technical Services (PTS)                    | 100        | 30%         | 31              | 31%        | 62                | 62%        | 7         | 7%        |
|                                                              | <b>313</b> | <b>100%</b> | <b>85</b>       | <b>29%</b> | <b>215</b>        | <b>66%</b> | <b>13</b> | <b>5%</b> |



**Fig. 15 Number of male staff by institute or department and ethnicity**

**Table 28: Number of female staff by institute or department and ethnicity**

| Institute/Department                                         | Number     | Percentage  | Female          |            | White      |            | Prefer not to say |           |
|--------------------------------------------------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                                                              |            |             | Global majority |            |            |            |                   |           |
| Institute of Medical and Biomedical Allied Education (IMBAE) | 168        | 29%         | 45              | 27%        | 118        | 70%        | 5                 | 3%        |
| Infection and Immunity Research Institute (I&I)              | 63         | 11%         | 21              | 33%        | 42         | 67%        | 0                 | 0%        |
| Cardiovascular and Genomics Research Institute (CGRI)        | 24         | 4%          | 8               | 33%        | 16         | 67%        | 0                 | 0%        |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 14         | 3%          | 0               | 0%         | 14         | 100%       | 0                 | 0%        |
| Population Health Research Institute (PHRI)                  | 25         | 5%          | 0               | 0%         | 25         | 100%       | 0                 | 0%        |
| Research Operations (RO)                                     | 19         | 3%          | 6               | 32%        | 13         | 68%        | 0                 | 0%        |
| Education Operations (EO)                                    | 62         | 12%         | 24              | 39%        | 38         | 61%        | 0                 | 0%        |
| Education Strategy and Development Office (ESDO)             | 23         | 4%          | 13              | 57%        | 10         | 43%        | 0                 | 0%        |
| Professional and Technical Services (PTS)                    | 156        | 28%         | 61              | 39%        | 95         | 61%        | 0                 | 0%        |
|                                                              | <b>554</b> | <b>100%</b> | <b>178</b>      | <b>32%</b> | <b>371</b> | <b>65%</b> | <b>5</b>          | <b>3%</b> |



**Fig. 16 Number of female staff by institute or department and ethnicity**

Some roles exhibit a relatively balanced representation of sexes and ethnicities, such as Teaching roles for both men and women (**Table 29**, **Fig. 17**, **Table 30**, **Fig. 18**). As seniority increases, particularly in Senior Lecturer and Professor roles, global majority representation decreases, especially among women. On the other hand, representation is more balanced by sex and ethnicity for Lecturer and Professional roles.

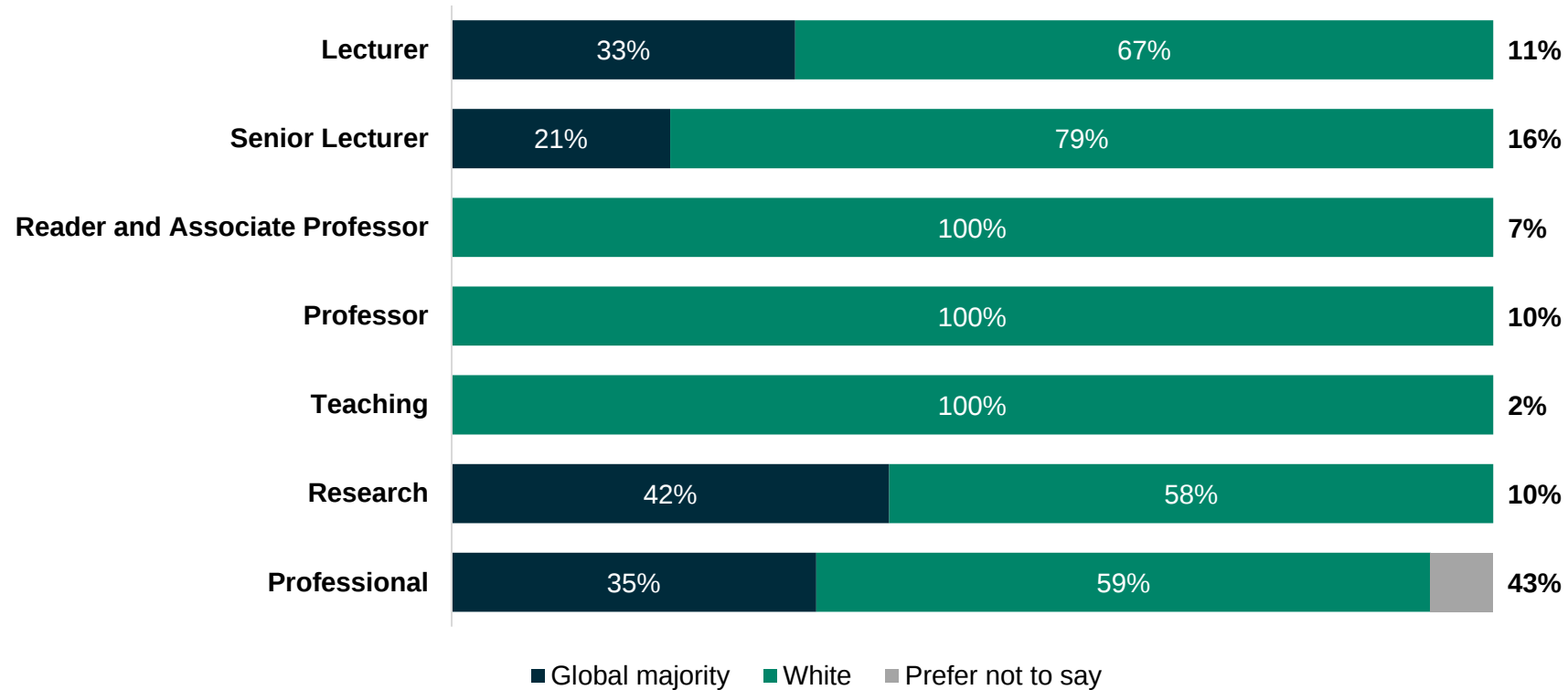
**Table 29: Number of male staff by role and ethnicity**

| Staff Group                    | Number     | Percentage  | Male            |            |            |            |                   |           |
|--------------------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                                |            |             | Global majority |            | White      |            | Prefer not to say |           |
| Lecturer                       | 36         | 11%         | 12              | 33%        | 24         | 67%        | 0                 | 0%        |
| Senior Lecturer                | 52         | 16%         | 11              | 21%        | 41         | 79%        | 0                 | 0%        |
| Reader and Associate Professor | 18         | 7%          | 0               | 0%         | 18         | 100%       | 0                 | 0%        |
| Professor                      | 29         | 10%         | 0               | 0%         | 29         | 100%       | 0                 | 0%        |
| Teaching*                      | 6          | 2%          | 0               | 0%         | 6          | 100%       | 0                 | 0%        |
| Research**                     | 31         | 10%         | 13              | 42%        | 18         | 58%        | 0                 | 0%        |
| Professional***                | 147        | 43%         | 52              | 35%        | 87         | 59%        | 8                 | 6%        |
|                                | <b>319</b> | <b>100%</b> | <b>88</b>       | <b>29%</b> | <b>223</b> | <b>66%</b> | <b>8</b>          | <b>5%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



**Fig. 17 Number of male staff by role and ethnicity**

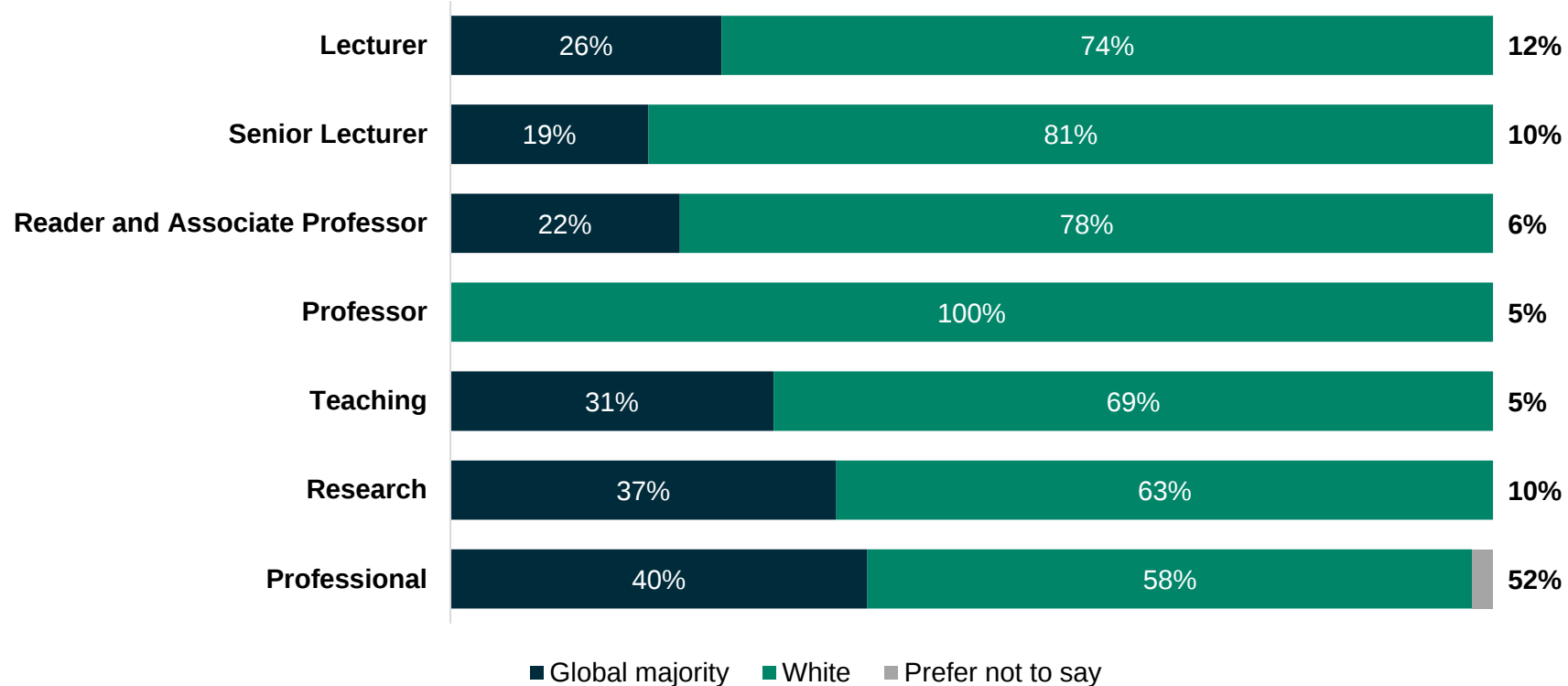
**Table 30: Number of female staff by role and ethnicity**

| Staff Group                    | Number     | Percentage  | Female          |            | White      |            | Prefer not to say |           |
|--------------------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                                |            |             | Global majority |            |            |            |                   |           |
| Lecturer                       | 68         | 12%         | 18              | 26%        | 50         | 74%        | 0                 | 0%        |
| Senior Lecturer                | 57         | 10%         | 11              | 19%        | 46         | 81%        | 0                 | 0%        |
| Reader and Associate Professor | 32         | 6%          | 7               | 22%        | 25         | 78%        | 0                 | 0%        |
| Professor                      | 25         | 5%          | 0               | 0%         | 25         | 100%       | 0                 | 0%        |
| Teaching*                      | 26         | 5%          | 8               | 31%        | 18         | 69%        | 0                 | 0%        |
| Research**                     | 56         | 10%         | 21              | 37%        | 35         | 63%        | 0                 | 0%        |
| Professional***                | 298        | 52%         | 119             | 40%        | 172        | 58%        | 7                 | 2%        |
|                                | <b>562</b> | <b>100%</b> | <b>184</b>      | <b>29%</b> | <b>371</b> | <b>66%</b> | <b>7</b>          | <b>5%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



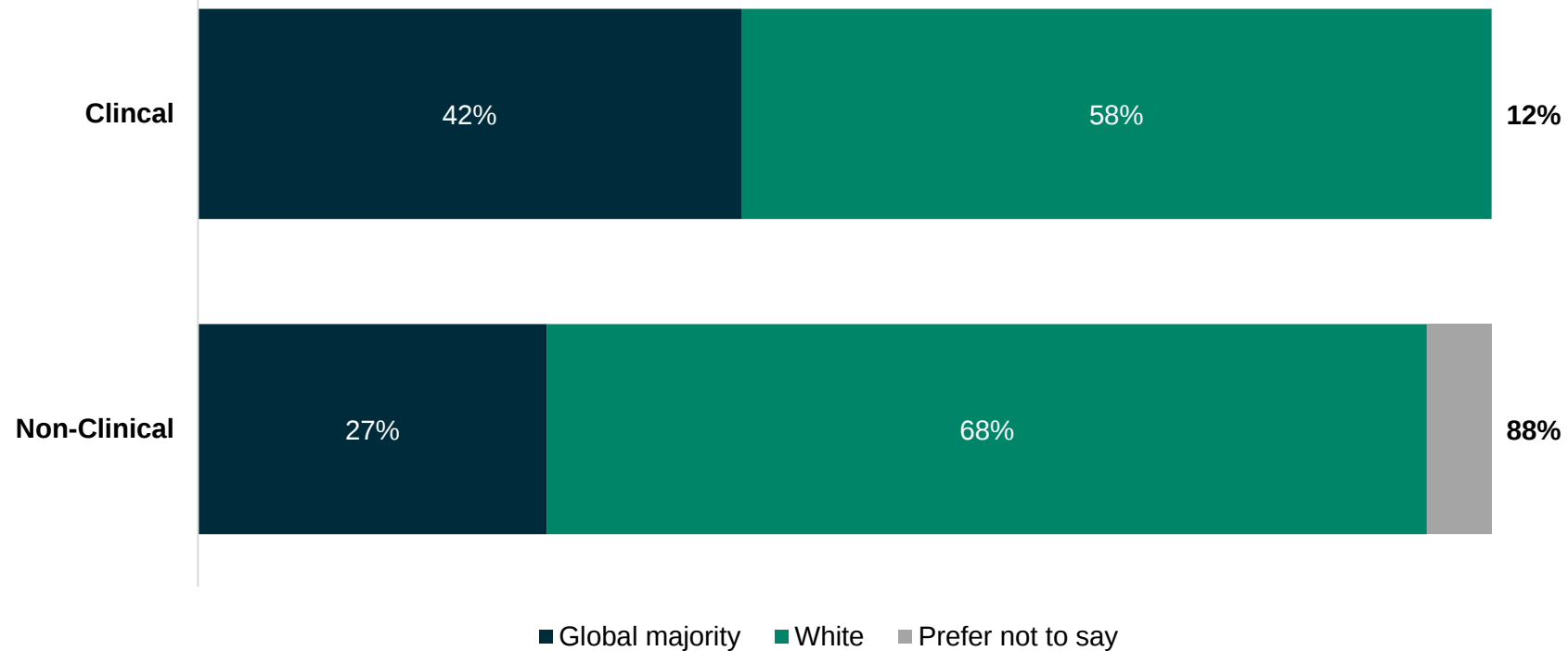
**Fig. 18 Number of female staff by role and ethnicity**

### Clinical status

There is a higher percentage of male global majority clinical staff (40%) compared to female global majority staff (31%) (Table 31, Fig. 19, Table 32, Fig. 20). It is worth mentioning that most global majority clinical staff are of Asian backgrounds.

**Table 31: Number of male staff by clinical status and ethnicity**

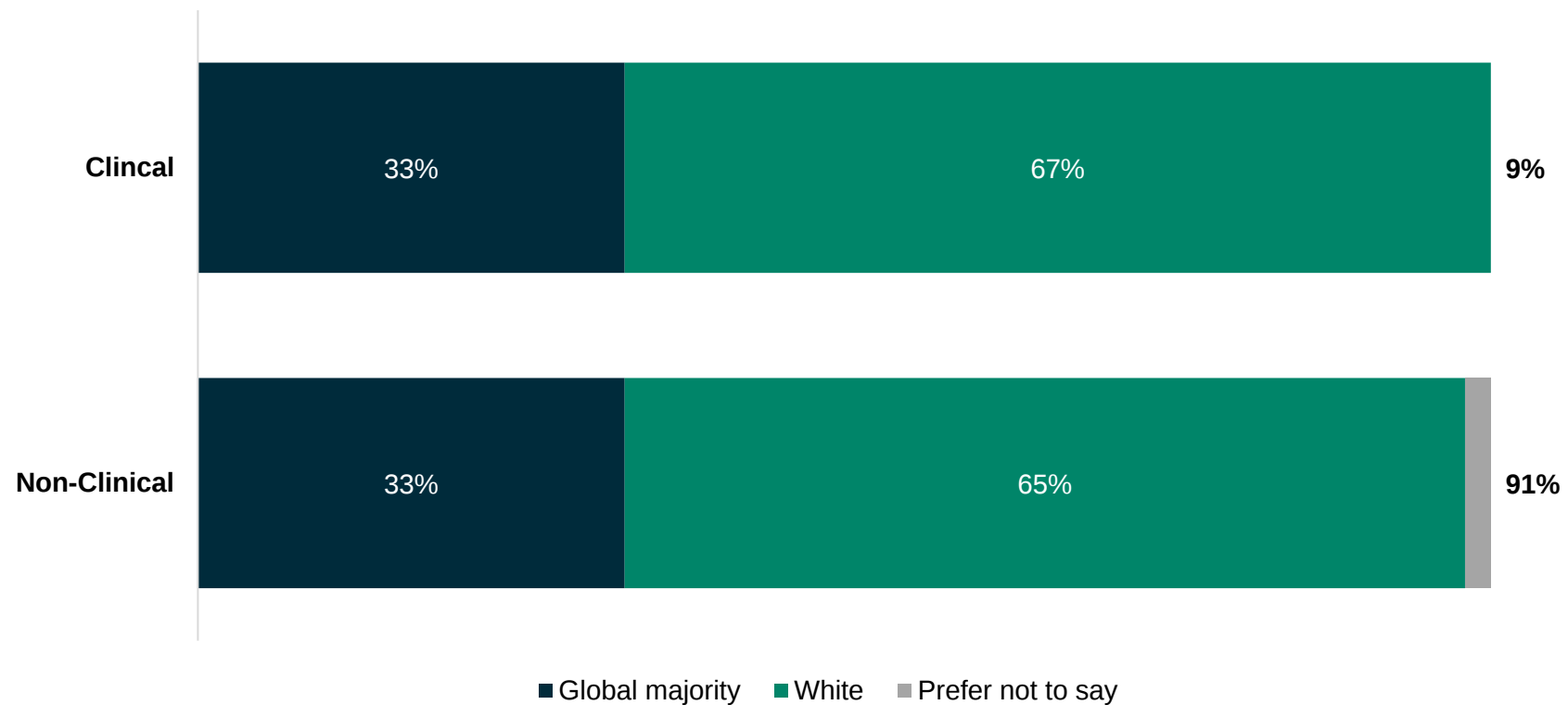
| Clinical Status | Number     | Percentage  | Male            |            |                   |            |           |           |
|-----------------|------------|-------------|-----------------|------------|-------------------|------------|-----------|-----------|
|                 |            |             | Global majority | White      | Prefer not to say |            |           |           |
| Clinical        | 40         | 12%         | 17              | 42%        | 23                | 58%        | 0         | 0%        |
| Non-Clinical    | 296        | 88%         | 81              | 27%        | 200               | 68%        | 15        | 5%        |
|                 | <b>336</b> | <b>100%</b> | <b>98</b>       | <b>29%</b> | <b>223</b>        | <b>66%</b> | <b>15</b> | <b>5%</b> |



**Fig. 19 Number of male staff by clinical status and ethnicity**

**Table 32: Number of female staff by clinical status and ethnicity**

| Clinical Status | Number     | Percentage  | Female          |            |            |            |                   |           |
|-----------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                 |            |             | Global majority |            | White      |            | Prefer not to say |           |
| Clinical        | 49         | 9%          | 16              | 33%        | 33         | 67%        | 0                 | 0%        |
| Non-Clinical    | 520        | 91%         | 169             | 33%        | 338        | 65%        | 13                | 2%        |
|                 | <b>569</b> | <b>100%</b> | <b>185</b>      | <b>32%</b> | <b>371</b> | <b>65%</b> | <b>13</b>         | <b>3%</b> |



**Fig. 20 Number of female staff by clinical status and ethnicity**

### Pay scales and pay grades

The differences in pay representation by ethnicity are consistent across both male and female staff (**Table 33, Table 34**). This suggests that regardless of sex, individuals from global majority backgrounds may face similar challenges in terms of representation across different pay grades. Such findings underline the importance of addressing systemic barriers to advancement and ensuring equitable opportunities for career progression among all staff members, irrespective of sex or ethnicity.

**Table 33: Number of male staff by pay grade and ethnicity**

| Pay Grade                                   | Number     | Percentage  | Male            |            | White      |            | Prefer not to say |           |
|---------------------------------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                                             |            |             | Global majority |            |            |            |                   |           |
| SGUL 1 - 3                                  | 33         | 10%         | 15              | 45%        | 18         | 55%        | 0                 | 0%        |
| SGUL 4 - 5                                  | 5          | 2%          | 0               | 0%         | 5          | 100%       | 0                 | 0%        |
| SGUL 6 - 7                                  | 56         | 17%         | 25              | 45%        | 31         | 55%        | 0                 | 0%        |
| SGUL 8                                      | 138        | 41%         | 39              | 28%        | 91         | 66%        | 8                 | 6%        |
| SGUL Professorial and Senior Administration | 48         | 15%         | 8               | 17%        | 40         | 83%        | 0                 | 0%        |
| Clinical pay scale                          | 47         | 14%         | 9               | 19%        | 38         | 81%        | 0                 | 0%        |
|                                             | <b>327</b> | <b>100%</b> | <b>96</b>       | <b>29%</b> | <b>223</b> | <b>66%</b> | <b>8</b>          | <b>5%</b> |

**Table 34: Number of female staff by pay grade and ethnicity**

| Pay Grade                                   | Number     | Percentage  | Female          |            | White      |            | Prefer not to say |           |
|---------------------------------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                                             |            |             | Global majority |            |            |            |                   |           |
| SGUL 1 - 3                                  | 55         | 10%         | 18              | 33%        | 37         | 67%        | 0                 | 0%        |
| SGUL 4 - 5                                  | 7          | 2%          | 0               | 0%         | 7          | 100%       | 0                 | 0%        |
| SGUL 6 - 7                                  | 149        | 26%         | 73              | 49%        | 71         | 48%        | 5                 | 3%        |
| SGUL 8                                      | 239        | 42%         | 69              | 29%        | 165        | 69%        | 5                 | 2%        |
| SGUL Professorial and Senior Administration | 73         | 13%         | 15              | 21%        | 58         | 79%        | 0                 | 0%        |
| Clinical pay scale                          | 39         | 7%          | 6               | 15%        | 33         | 85%        | 0                 | 0%        |
|                                             | <b>562</b> | <b>100%</b> | <b>181</b>      | <b>29%</b> | <b>371</b> | <b>66%</b> | <b>10</b>         | <b>5%</b> |

### Employment status

The differences in employment status by ethnicity are consistent across both male and female staff (**Table 35**, **Table 36**).

**Table 35: Number of male staff by employment status and ethnicity**

| Employment Status | Number     | Percentage  | Male            |            | White      |            | Prefer not to say |           |
|-------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                   |            |             | Global majority |            |            |            |                   |           |
| Full-Time         | 260        | 77%         | 79              | 30%        | 169        | 65%        | 12                | 5%        |
| Part-Time         | 78         | 23%         | 19              | 24%        | 54         | 69%        | 5                 | 6%        |
|                   | <b>338</b> | <b>100%</b> | <b>98</b>       | <b>29%</b> | <b>223</b> | <b>66%</b> | <b>17</b>         | <b>5%</b> |

**Table 36: Number of female staff by employment status and ethnicity**

| Employment Status | Number     | Percentage  | Female          |            |            |            |                   |           |
|-------------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|                   |            |             | Global majority |            | White      |            | Prefer not to say |           |
| Full-Time         | 388        | 68%         | 127             | 33%        | 251        | 65%        | 10                | 3%        |
| Part-Time         | 184        | 32%         | 58              | 32%        | 120        | 65%        | 6                 | 3%        |
|                   | <b>572</b> | <b>100%</b> | <b>185</b>      | <b>32%</b> | <b>371</b> | <b>65%</b> | <b>16</b>         | <b>3%</b> |

### Contract type

The differences in contract type by ethnicity are consistent across both male and female staff (Table 39: Number of staff by disability status, Table 38: Number of female staff by contract type and ethnicity).

**Table 37: Number of male staff by contract type and ethnicity**

| Contract Type | Number     | Percentage  | Male            |            |            |            |                   |           |
|---------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|               |            |             | Global majority |            | White      |            | Prefer not to say |           |
| Fixed-Term    | 66         | 20%         | 26              | 39%        | 40         | 61%        | 0                 | 0%        |
| Permanent     | 269        | 80%         | 72              | 27%        | 183        | 68%        | 14                | 5%        |
|               | <b>335</b> | <b>100%</b> | <b>98</b>       | <b>29%</b> | <b>223</b> | <b>66%</b> | <b>14</b>         | <b>5%</b> |

**Table 38: Number of female staff by contract type and ethnicity**

| Contract Type | Number     | Percentage  | Female          |            |            |            |                   |           |
|---------------|------------|-------------|-----------------|------------|------------|------------|-------------------|-----------|
|               |            |             | Global majority |            | White      |            | Prefer not to say |           |
| Fixed-Term    | 120        | 21%         | 44              | 37%        | 76         | 63%        | 0                 | 0%        |
| Permanent     | 450        | 79%         | 141             | 31%        | 295        | 66%        | 14                | 3%        |
|               | <b>570</b> | <b>100%</b> | <b>185</b>      | <b>32%</b> | <b>371</b> | <b>65%</b> | <b>14</b>         | <b>3%</b> |

5. Staff breakdown by disability

In 2024, 9% of our staff declared a disability (**Table 39, Fig. 21**), marking an increase from 8% in 2023. While this is slightly higher than the sector average of 5%, it is widely acknowledged that the actual percentage of staff with disabilities across the UK is likely higher. However, rates of declaration tend to be low due to concerns about stigma and discrimination. Government statistics indicate that approximately 23% of the total UK workforce has a declared disability.<sup>4</sup>

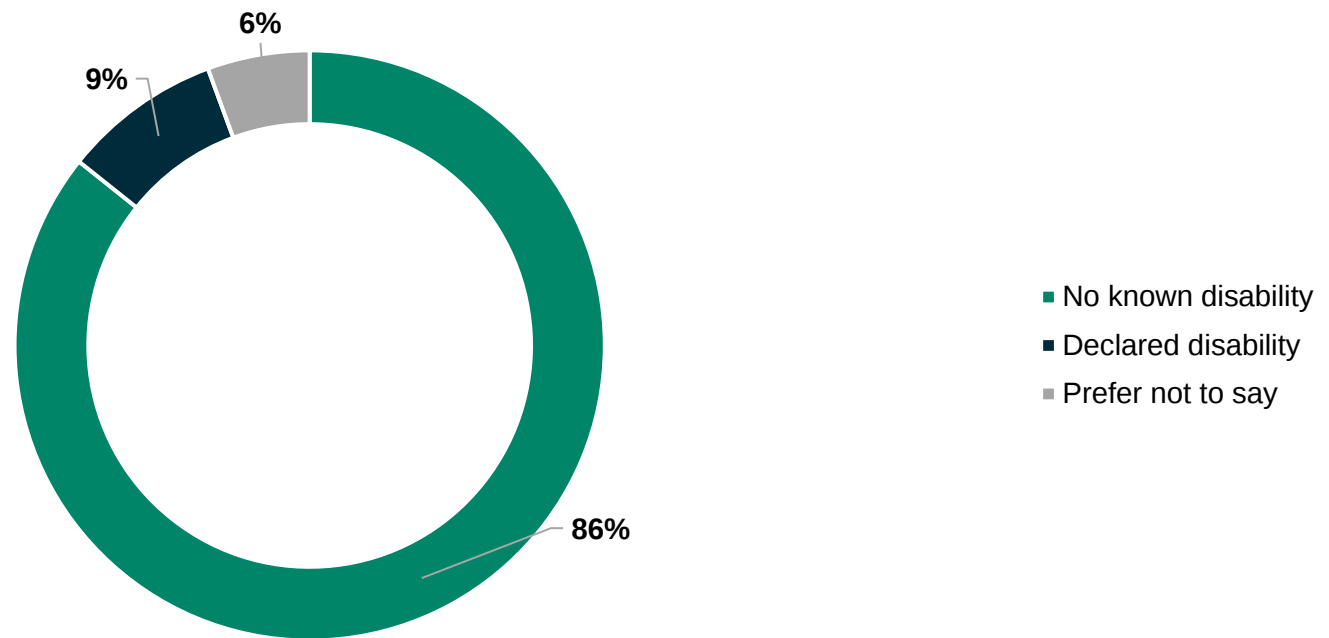
In 2017, St George’s, University of London joined the [Disability Confident](#) employer scheme, which mandates employers to take proactive measures to recruit and retain disabled individuals and those with health conditions based on their skills and talents, thereby fostering a more inclusive workforce. We renewed our Level 2 Disability Confident accreditation in 2021 and are dedicated to enhancing our support for staff with disabilities.

Since its inception in 2018, our [Staff Disability Network](#) has been instrumental in providing ongoing support for disabled staff while collaborating with the University to advance disability inclusion initiatives.

**Table 39: Number of staff by disability status**

| Disability Status   | Number     | Percentage  |
|---------------------|------------|-------------|
| No known disability | 780        | 86%         |
| Declared disability | 79         | 9%          |
| Prefer not to say   | 51         | 6%          |
|                     | <b>910</b> | <b>100%</b> |

<sup>4</sup> [Employment of disabled people 2023](#)

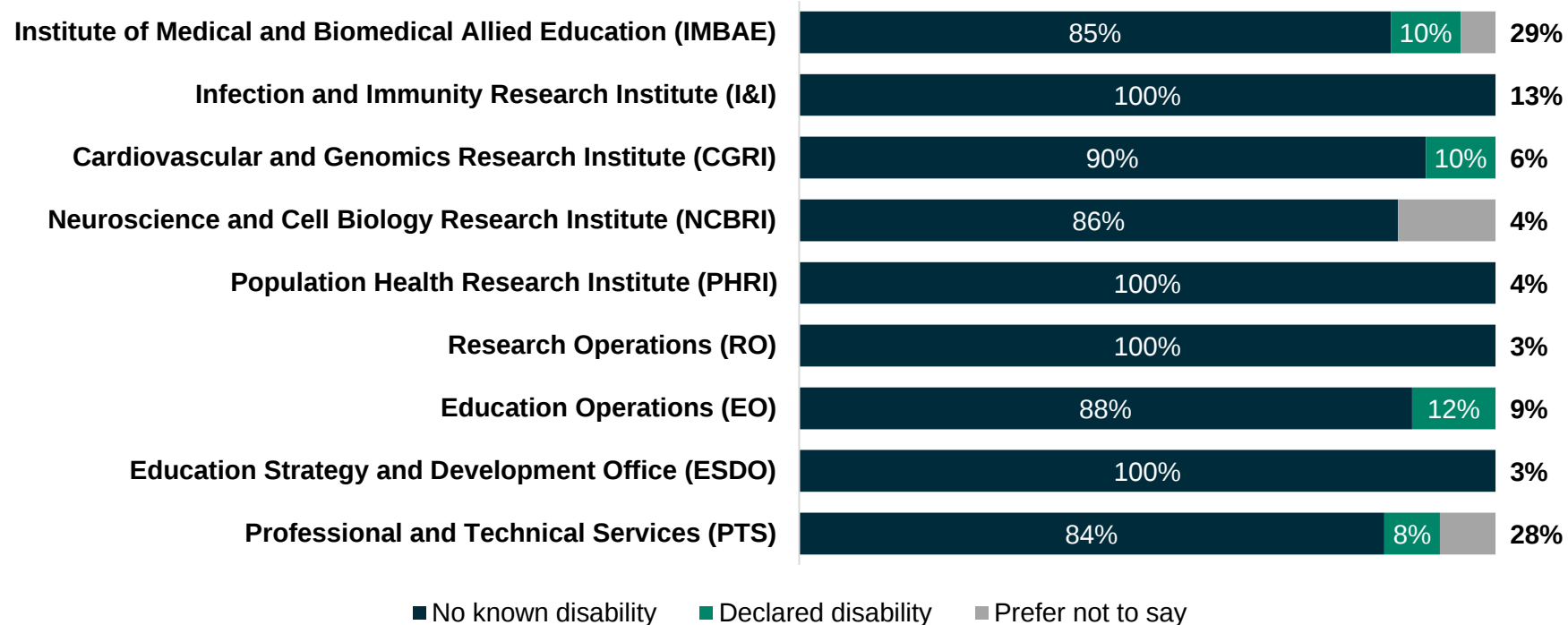


**Fig. 21 Number of staff by disability status**

When examining data broken down by institutes and departments, the numbers of staff declaring a disability are notably small, with some institutes and departments unable to provide inclusive data due to these small numbers (**Table 40, Fig. 22**). This is especially evident in smaller institutes and departments, making it challenging to draw meaningful conclusions from the available data.

**Table 40: Number of staff by institute or department and disability status**

| <b>Institute/Department</b>                                  | <b>Number</b> | <b>Percentage</b> | <b>No known disability</b> |            | <b>Declared disability</b> |           | <b>Prefer not to say</b> |           |
|--------------------------------------------------------------|---------------|-------------------|----------------------------|------------|----------------------------|-----------|--------------------------|-----------|
| Institute of Medical and Biomedical Allied Education (IMBAE) | 265           | 29%               | 224                        | 85%        | 28                         | 10%       | 13                       | 5%        |
| Infection and Immunity Research Institute (I&I)              | 109           | 13%               | 109                        | 100%       | 0                          | 0%        | 0                        | 0%        |
| Cardiovascular and Genomics Research Institute (CGRI)        | 50            | 6%                | 45                         | 90%        | 5                          | 10%       | 0                        | 0%        |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 36            | 4%                | 31                         | 86%        | 0                          | 0%        | 5                        | 14%       |
| Population Health Research Institute (PHRI)                  | 33            | 4%                | 33                         | 100%       | 0                          | 0%        | 0                        | 0%        |
| Research Operations (RO)                                     | 22            | 3%                | 22                         | 100%       | 0                          | 0%        | 0                        | 0%        |
| Education Operations (EO)                                    | 79            | 9%                | 70                         | 88%        | 9                          | 12%       | 0                        | 0%        |
| Education Strategy and Development Office (ESDO)             | 29            | 3%                | 29                         | 100%       | 0                          | 0%        | 0                        | 0%        |
| Professional and Technical Services (PTS)                    | 259           | 28%               | 217                        | 84%        | 22                         | 8%        | 20                       | 8%        |
|                                                              | <b>882</b>    | <b>100%</b>       | <b>780</b>                 | <b>86%</b> | <b>64</b>                  | <b>9%</b> | <b>38</b>                | <b>6%</b> |



**Fig. 22 Number of staff by institute or department and disability status**

The proportion of staff with a declared disability is relatively consistent across all staff roles (**Table 42**). Professor and Research roles have the lowest declaration rate, whereas Reader and Associate Professor roles have the highest.

**Table 41: Number of staff by role and disability status**

| Staff Role                     | Number     | Percentage  | No known disability |            | Declared disability |           | Prefer not to say |           |
|--------------------------------|------------|-------------|---------------------|------------|---------------------|-----------|-------------------|-----------|
| Lecturer                       | 107        | 12%         | 92                  | 86%        | 7                   | 7%        | 8                 | 7%        |
| Senior Lecturer                | 114        | 13%         | 100                 | 88%        | 9                   | 8%        | 5                 | 4%        |
| Reader and Associate Professor | 55         | 6%          | 46                  | 84%        | 9                   | 16%       | 0                 | 0%        |
| Professor                      | 55         | 7%          | 55                  | 100%       | 0                   | 0%        | 0                 | 0%        |
| Teaching*                      | 86         | 10%         | 81                  | 94%        | 5                   | 6%        | 0                 | 0%        |
| Research**                     | 32         | 4%          | 32                  | 100%       | 0                   | 0%        | 0                 | 0%        |
| Professional***                | 445        | 49%         | 374                 | 84%        | 43                  | 10%       | 28                | 6%        |
|                                | <b>894</b> | <b>100%</b> | <b>780</b>          | <b>86%</b> | <b>73</b>           | <b>9%</b> | <b>41</b>         | <b>6%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

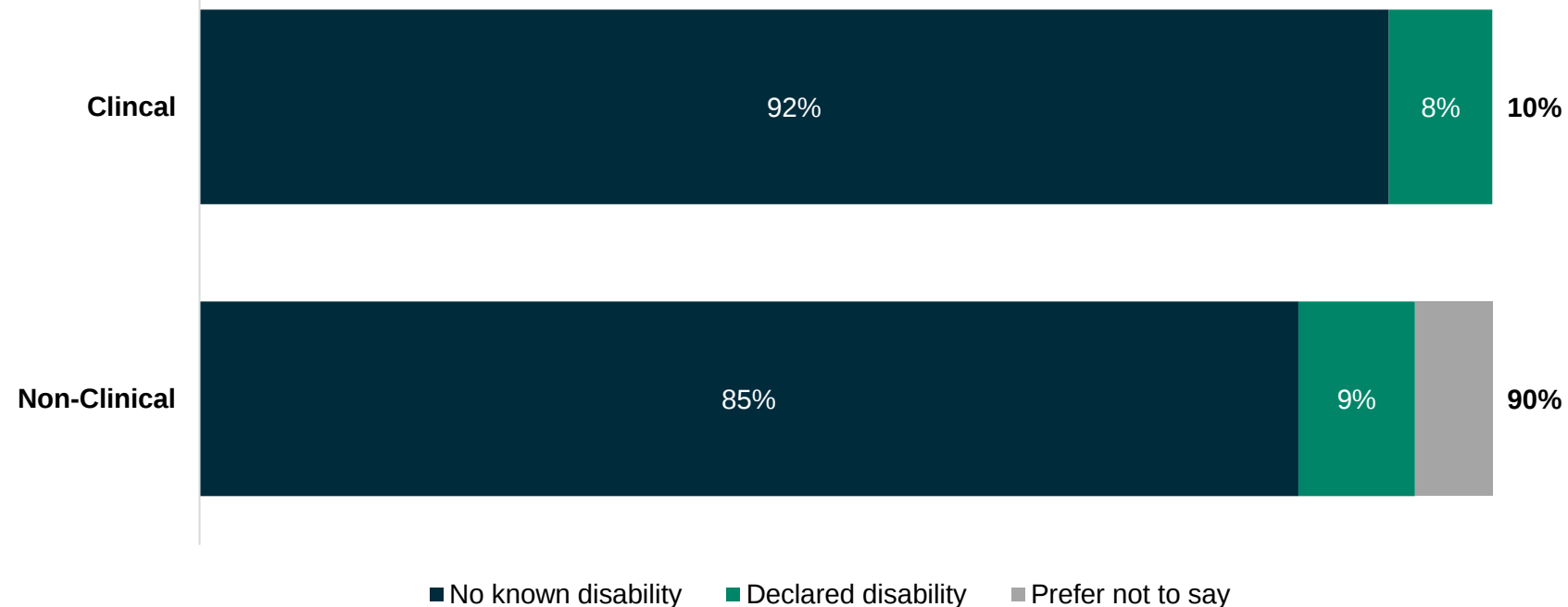
\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)

### Clinical status

The proportion of staff with a declared disability in non-clinical roles closely reflects the balance across the entire University (**Table 42, Fig. 23**). In clinical roles, this percentage is significantly higher with only 3% of staff declaring a disability.

**Table 42: Number of staff by institute or department and disability status**

| Clinical Status | Number     | Percentage  | No known disability |            | Declared disability |           | Prefer not to say |           |
|-----------------|------------|-------------|---------------------|------------|---------------------|-----------|-------------------|-----------|
| Clinical        | 90         | 10%         | 83                  | 92%        | 7                   | 8%        | 0                 | 0%        |
| Non-Clinical    | 816        | 90%         | 697                 | 85%        | 72                  | 9%        | 47                | 6%        |
|                 | <b>906</b> | <b>100%</b> | <b>780</b>          | <b>86%</b> | <b>79</b>           | <b>9%</b> | <b>47</b>         | <b>6%</b> |



**Fig. 23 Number of staff by institute or department and disability status**

### Pay scales and pay grades

Staff who have declared a disability are present across SGUL pay grades (**Table 43**) with a notably higher representation observed in SGUL Grades 4-5 (11%) and lower representation at PSA levels (4%). This discrepancy warrants further investigation and understanding to identify the underlying causes.

To address this issue, we have introduced disability inclusion training for line managers. This initiative recognises the crucial role that line managers play in facilitating a supportive working environment for staff members managing their disabilities.

**Table 43: Number of staff by pay grade and disability status**

| Pay Grade                                         | Number     | Percentage  | No known disability |            | Declared disability |           | Prefer not to say |           |
|---------------------------------------------------|------------|-------------|---------------------|------------|---------------------|-----------|-------------------|-----------|
| Clinical                                          | 88         | 10%         | 81                  | 92%        | 7                   | 8%        | 0                 | 0%        |
| SGUL 2 - 3                                        | 12         | 2%          | 12                  | 100%       | 0                   | 0%        | 0                 | 0%        |
| SGUL 4 - 5                                        | 207        | 23%         | 169                 | 82%        | 24                  | 12%       | 14                | 7%        |
| SGUL 6 - 7                                        | 377        | 41%         | 325                 | 86%        | 30                  | 8%        | 22                | 6%        |
| SGUL 8                                            | 122        | 14%         | 111                 | 91%        | 11                  | 9%        | 0                 | 0%        |
| SGUL Professorial and Senior Administration (PSA) | 82         | 10%         | 82                  | 100%       | 0                   | 0%        | 0                 | 0%        |
|                                                   | <b>888</b> | <b>100%</b> | <b>780</b>          | <b>86%</b> | <b>72</b>           | <b>9%</b> | <b>36</b>         | <b>6%</b> |

### Employment status

The proportion of staff with a declared disability in full-time and part-time roles closely reflects the balance across the entire University (**Table 44**).

**Table 44: Number of staff by employment status and disability status**

| Employment Status | Number     | Percentage  | No known disability |            | Declared disability |           | Prefer not to say |           |
|-------------------|------------|-------------|---------------------|------------|---------------------|-----------|-------------------|-----------|
| Full-Time         | 648        | 71%         | 564                 | 87%        | 49                  | 8%        | 35                | 5%        |
| Part-Time         | 262        | 29%         | 216                 | 82%        | 30                  | 11%       | 16                | 6%        |
|                   | <b>910</b> | <b>100%</b> | <b>780</b>          | <b>86%</b> | <b>79</b>           | <b>9%</b> | <b>51</b>         | <b>6%</b> |

### Contract type

The proportion of staff with a declared disability in fixed-term and permanent roles closely reflects the balance across the entire University (**Table 45**).

**Table 45: Number of staff by contract type and disability status**

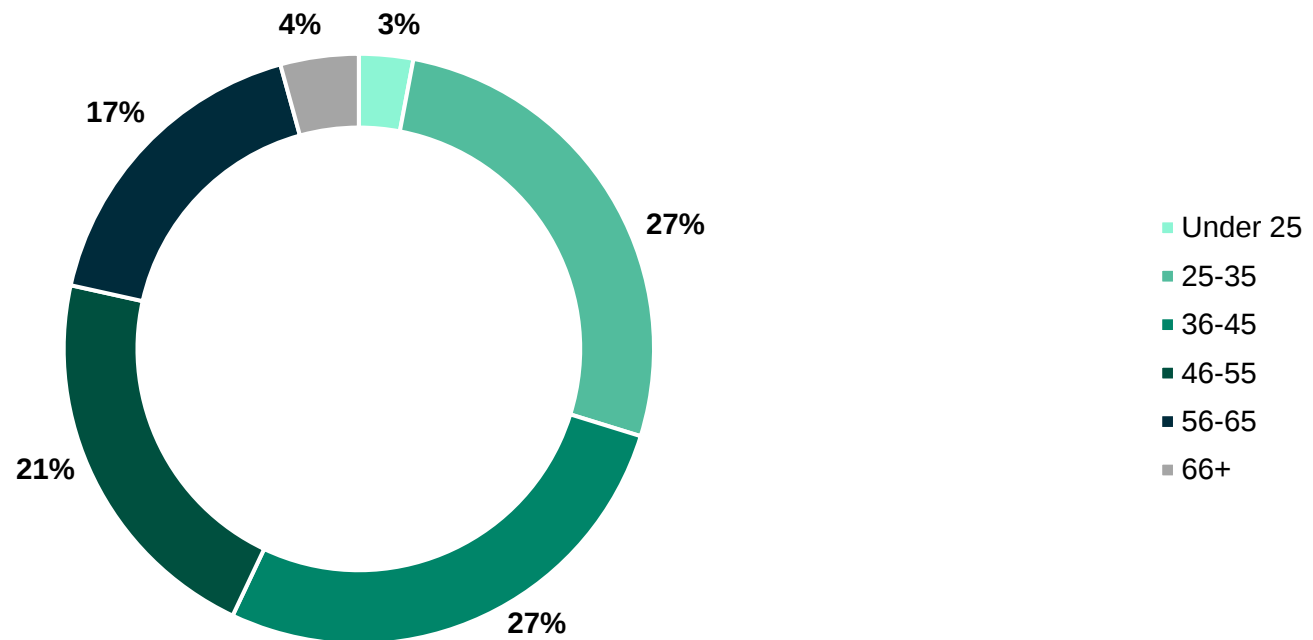
| Contract Type | Number     | Percentage  | No known disability |            | Declared disability |           | Prefer not to say |           |
|---------------|------------|-------------|---------------------|------------|---------------------|-----------|-------------------|-----------|
| Fixed-Term    | 191        | 21%         | 166                 | 87%        | 16                  | 8%        | 9                 | 5%        |
| Permanent     | 719        | 79%         | 614                 | 85%        | 63                  | 9%        | 42                | 6%        |
|               | <b>910</b> | <b>100%</b> | <b>780</b>          | <b>86%</b> | <b>79</b>           | <b>9%</b> | <b>51</b>         | <b>6%</b> |

6. Staff breakdown by age

The majority of our staff falls within the age range of 25-45 (**Table 46, Fig. 24**). The distribution of staff across various age ranges remains consistent with previous years.

**Table 46: Number of staff by age**

| Age      | Number     | Percentage  |
|----------|------------|-------------|
| Under 25 | 27         | 3%          |
| 25-35    | 244        | 27%         |
| 36-45    | 248        | 27%         |
| 46-55    | 195        | 21%         |
| 56-65    | 157        | 17%         |
| 66+      | 39         | 4%          |
|          | <b>910</b> | <b>100%</b> |

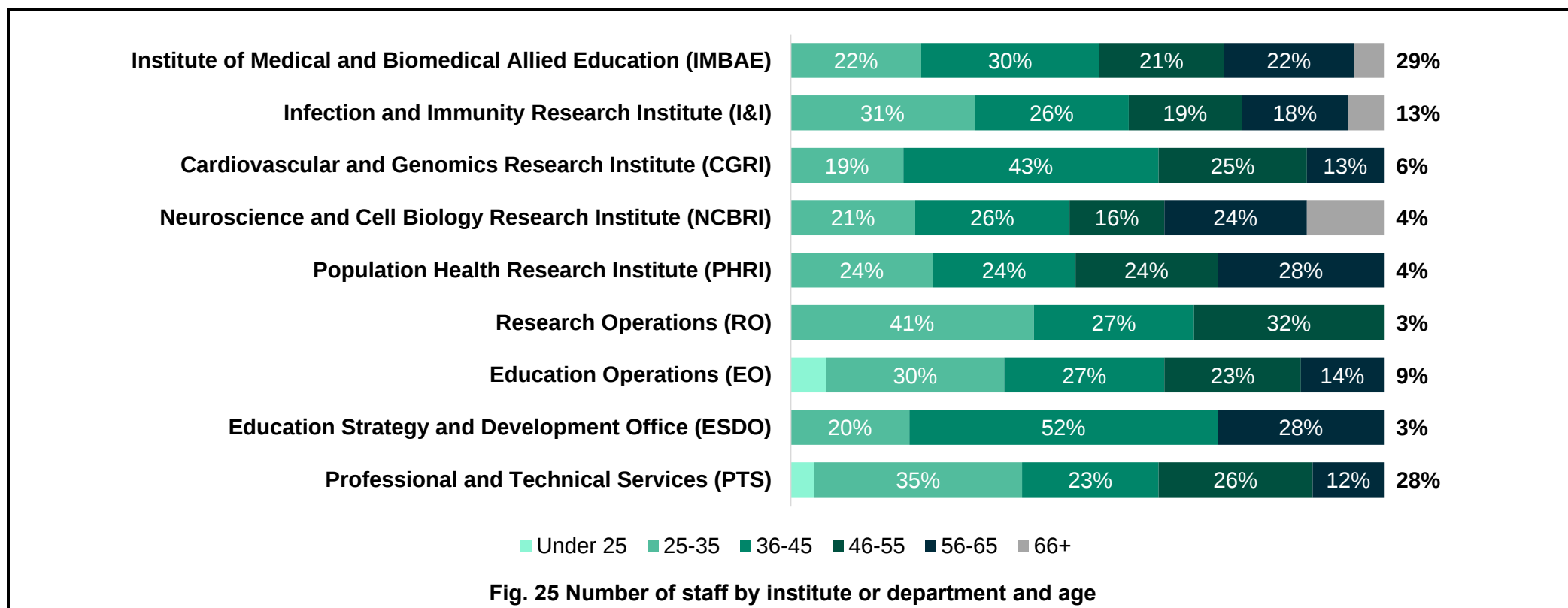


**Fig. 24 Number of staff by age**

The distribution of staff by age remains relatively consistent across institutes and departments (**Table 47, Fig. 25** Number of staff by institute or department and age ). Across all areas, the majority of our staff fall within the age range of 25-55. However, specific areas such as RO, ESDO, and PTS exhibit higher percentages of staff aged under 35. PHRI has the highest percentage of staff aged over 55.

**Table 47: Number of staff by institute or department and age**

| Institute/Department                                         | Number     | Percentage  | Under 25  |           | 25-35      |            | 36-45      |            | 46-55      |            | 56-65      |            | 66+       |           |
|--------------------------------------------------------------|------------|-------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| Institute of Medical and Biomedical Allied Education (IMBAE) | 263        | 29%         | 0         | 0%        | 57         | 22%        | 80         | 30%        | 54         | 21%        | 59         | 22%        | 13        | 5%        |
| Infection and Immunity Research Institute (I&I)              | 112        | 13%         | 0         | 0%        | 35         | 31%        | 29         | 26%        | 21         | 19%        | 20         | 18%        | 7         | 6%        |
| Cardiovascular and Genomics Research Institute (CGRI)        | 47         | 6%          | 0         | 0%        | 9          | 19%        | 20         | 43%        | 12         | 25%        | 6          | 13%        | 0         | 0%        |
| Neuroscience and Cell Biology Research Institute (NCBRI)     | 38         | 4%          | 0         | 0%        | 8          | 21%        | 10         | 26%        | 6          | 16%        | 9          | 24%        | 5         | 13%       |
| Population Health Research Institute (PHRI)                  | 34         | 4%          | 0         | 0%        | 8          | 24%        | 8          | 24%        | 8          | 24%        | 10         | 28%        | 0         | 0%        |
| Research Operations (RO)                                     | 22         | 3%          | 0         | 0%        | 9          | 41%        | 6          | 27%        | 7          | 32%        | 0          | 0%         | 0         | 0%        |
| Education Operations (EO)                                    | 82         | 9%          | 5         | 6%        | 25         | 30%        | 22         | 27%        | 19         | 23%        | 11         | 14%        | 0         | 0%        |
| Education Strategy and Development Office (ESDO)             | 25         | 3%          | 0         | 0%        | 5          | 20%        | 13         | 52%        | 0          | 0%         | 7          | 28%        | 0         | 0%        |
| Professional and Technical Services (PTS)                    | 256        | 28%         | 11        | 4%        | 88         | 35%        | 60         | 23%        | 66         | 26%        | 31         | 12%        | 0         | 0%        |
|                                                              | <b>879</b> | <b>100%</b> | <b>16</b> | <b>3%</b> | <b>244</b> | <b>27%</b> | <b>248</b> | <b>27%</b> | <b>193</b> | <b>21%</b> | <b>153</b> | <b>17%</b> | <b>25</b> | <b>4%</b> |



The highest proportion of staff within the 55-65 age range fall under Senior Lecturer, Reader, and Professor roles (**Table 48, Fig. 26** Number of staff by role and age). This trend reflects the typical trajectory of academic career progression, where staff advance as they accumulate experience over time.

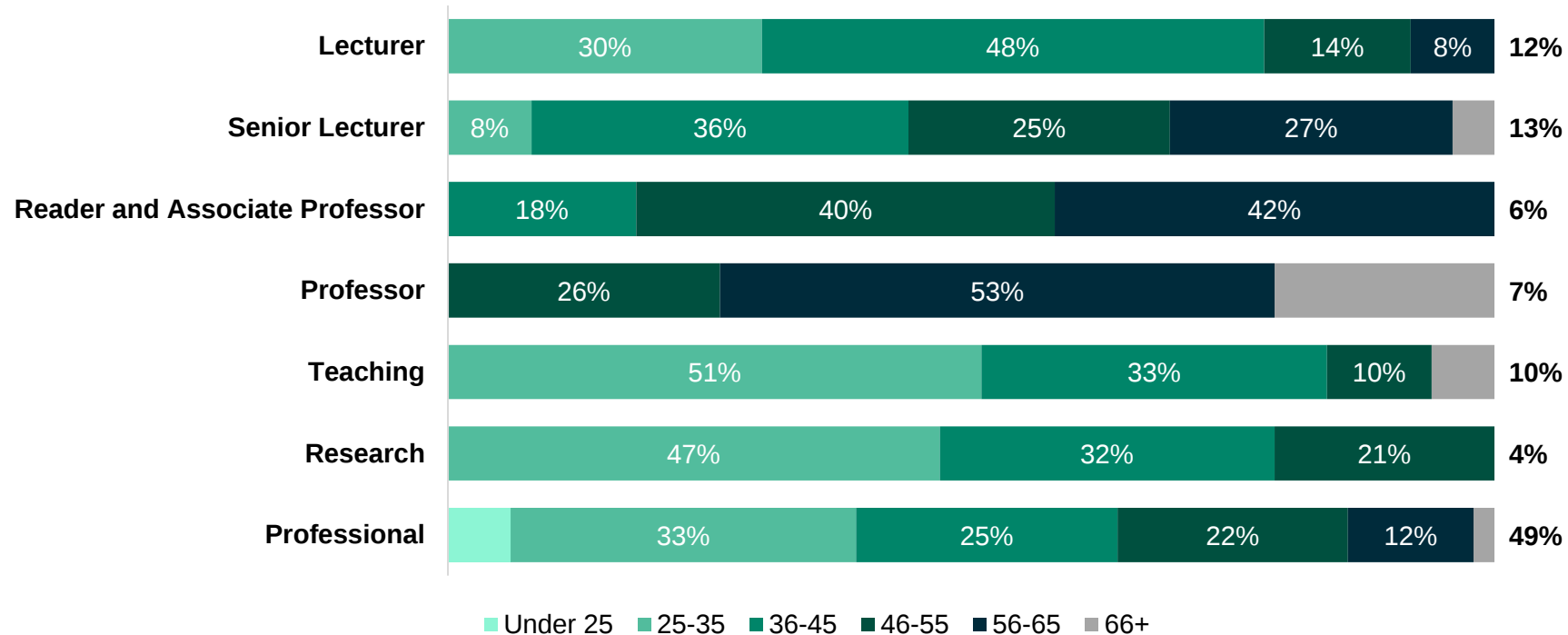
**Table 48: Number of staff by role and age**

| Staff Role                     | Number     | Percentage  | Under 25  |           | 25-35      |            | 36-45      |            | 46-55      |            | 56-65      |            | 66+       |           |
|--------------------------------|------------|-------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| Lecturer                       | 105        | 12%         | 0         | 0%        | 31         | 30%        | 50         | 48%        | 15         | 14%        | 9          | 8%         | 0         | 0%        |
| Senior Lecturer                | 114        | 13%         | 0         | 0%        | 9          | 8%         | 41         | 36%        | 28         | 25%        | 31         | 27%        | 5         | 4%        |
| Reader and Associate Professor | 53         | 6%          | 0         | 0%        | 0          | 0%         | 10         | 18%        | 21         | 40%        | 22         | 42%        | 0         | 0%        |
| Professor                      | 61         | 7%          | 0         | 0%        | 0          | 0%         | 0          | 0%         | 16         | 26%        | 32         | 53%        | 13        | 21%       |
| Teaching*                      | 85         | 10%         | 0         | 0%        | 43         | 51%        | 28         | 33%        | 9          | 10%        | 0          | 0%         | 5         | 6%        |
| Research**                     | 28         | 4%          | 0         | 0%        | 13         | 47%        | 9          | 32%        | 6          | 21%        | 0          | 0%         | 0         | 0%        |
| Professional***                | 445        | 49%         | 26        | 6%        | 147        | 33%        | 110        | 25%        | 100        | 22%        | 55         | 12%        | 7         | 2%        |
|                                | <b>891</b> | <b>100%</b> | <b>26</b> | <b>3%</b> | <b>243</b> | <b>27%</b> | <b>248</b> | <b>27%</b> | <b>195</b> | <b>21%</b> | <b>149</b> | <b>17%</b> | <b>30</b> | <b>4%</b> |

\* Teaching staff includes Teaching Fellows and Problem-Based Learning (PBL) Tutors

\*\* Research Staff includes Research Fellows and Research Assistants

\*\*\* Professional Staff includes Research Operations (RO), Education Operations (EO), Education Strategy and Development Office (ESDO), and Professional and Technical Services (PTS)



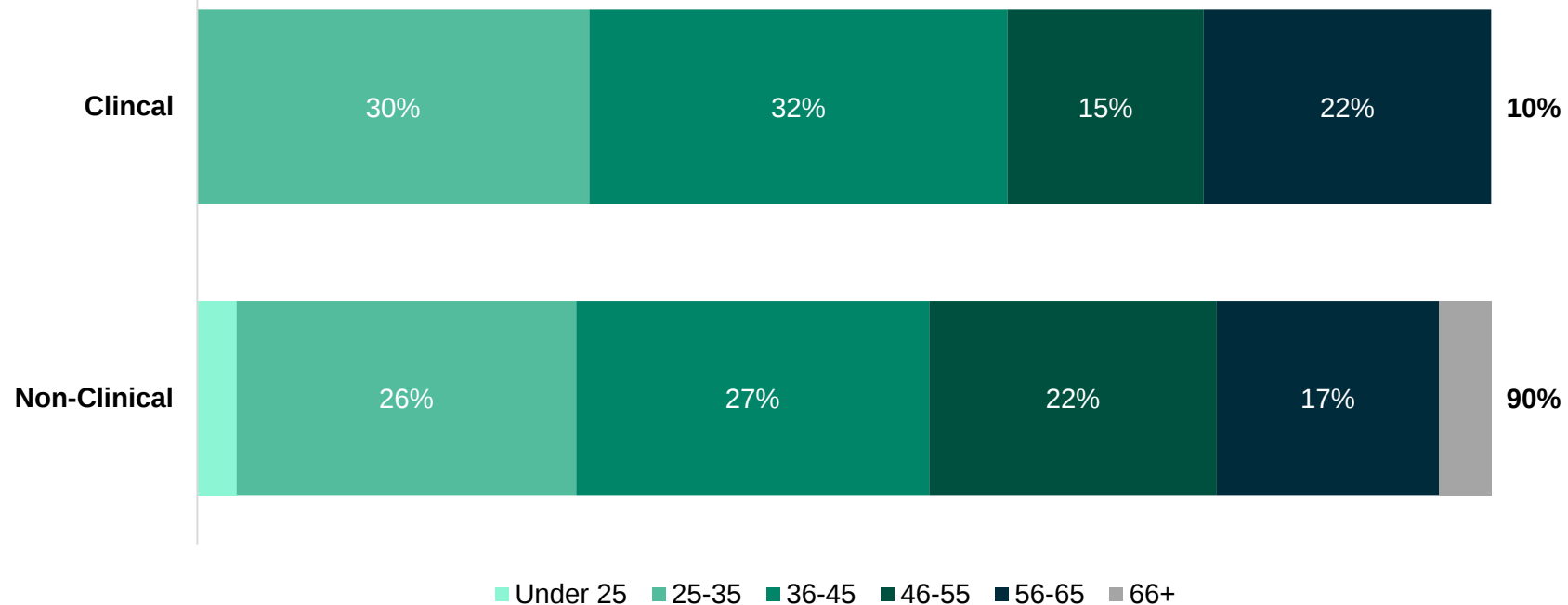
**Fig. 26 Number of staff by role and age**

### Clinical status

The proportion of staff on clinical contracts is highest within the age brackets of 36-45. (**Table 49, Fig. 27**) Staff in the age group of 36-45 are largely represented in academic roles such as Lecturer, Researcher, and Teacher. There is little difference in the percentages of staff across the ages of 25-55 on non-clinical contracts.

**Table 49: Number of staff by clinical status and age**

| Clinical Status | Number     | Percentage  | Under 25  |           | 25-35      |            | 36-45      |            | 46-55      |            | 56-65      |            | 66+       |           |
|-----------------|------------|-------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| Clinical        | 91         | 10%         | 0         | 0%        | 28         | 30%        | 29         | 32%        | 14         | 15%        | 20         | 22%        | 0         | 0%        |
| Non-Clinical    | 816        | 90%         | 27        | 3%        | 216        | 26%        | 219        | 27%        | 181        | 22%        | 137        | 17%        | 36        | 4%        |
|                 | <b>907</b> | <b>100%</b> | <b>27</b> | <b>3%</b> | <b>244</b> | <b>27%</b> | <b>248</b> | <b>27%</b> | <b>195</b> | <b>21%</b> | <b>157</b> | <b>17%</b> | <b>36</b> | <b>4%</b> |



**Fig. 27 Number of staff by clinical status and age**

### Pay scales and pay grades

The data on staff by pay grade and age group suggests that individuals aged 25-45 are adequately represented across all grades except PSA levels (**Table 50**). In higher pay grades, the majority of staff tend to be aged over 46. This pattern aligns with the typical progression expected as staff accumulate experience over the years of employment. In contrast, staff on clinical pay demonstrate reasonable diversity in terms of age groups.

**Table 50: Number of staff by pay grade and age**

| Pay Grade                                         | Number     | Percentage  | Under 25  |           | 25-35      |            | 36-45      |            | 46-55      |            | 56-65      |            | 66+       |           |
|---------------------------------------------------|------------|-------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| Clinical                                          | 132        | 15%         | 0         | 0%        | 29         | 22%        | 47         | 36%        | 23         | 17%        | 27         | 20%        | 6         | 5%        |
| SGUL 2 - 3                                        | 9          | 2%          | 0         | 0%        | 9          | 100%       | 0          | 0%         | 0          | 0%         | 0          | 0%         | 0         | 0%        |
| SGUL 4 - 5                                        | 207        | 23%         | 20        | 10%       | 88         | 43%        | 44         | 21%        | 28         | 14%        | 22         | 11%        | 5         | 2%        |
| SGUL 6 - 7                                        | 377        | 41%         | 5         | 1%        | 110        | 29%        | 120        | 32%        | 84         | 22%        | 48         | 13%        | 10        | 3%        |
| SGUL 8                                            | 127        | 14%         | 0         | 0%        | 8          | 6%         | 30         | 24%        | 39         | 31%        | 41         | 32%        | 9         | 7%        |
| SGUL Professorial and Senior Administration (PSA) | 44         | 5%          | 0         | 0%        | 0          | 0%         | 0          | 0%         | 18         | 41%        | 17         | 39%        | 9         | 20%       |
|                                                   | <b>896</b> | <b>100%</b> | <b>25</b> | <b>3%</b> | <b>244</b> | <b>27%</b> | <b>241</b> | <b>27%</b> | <b>192</b> | <b>21%</b> | <b>155</b> | <b>17%</b> | <b>39</b> | <b>4%</b> |

### Employment status

The proportions of staff on full-time and part-time contracts are similar across all age groups except 25-35, where 30% of staff are on full-time contracts and 18% are on part-time contracts (**Table 51**).

**Table 51: Number of staff by employment status and age**

| Employment Status | Number     | Percentage  | Under 25  |           | 25-35      |            | 36-45      |            | 46-55      |            | 56-65      |            | 66+       |           |
|-------------------|------------|-------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| Full-Time         | 648        | 71%         | 24        | 4%        | 188        | 29%        | 163        | 25%        | 147        | 23%        | 109        | 17%        | 17        | 3%        |
| Part-Time         | 259        | 29%         | 0         | 0%        | 56         | 22%        | 85         | 32%        | 48         | 18%        | 48         | 18%        | 22        | 8%        |
|                   | <b>907</b> | <b>100%</b> | <b>24</b> | <b>3%</b> | <b>244</b> | <b>27%</b> | <b>248</b> | <b>27%</b> | <b>195</b> | <b>21%</b> | <b>157</b> | <b>17%</b> | <b>39</b> | <b>4%</b> |

### Contract type

While most age groups have a higher number of staff on permanent contracts, the 25-35 age group has twice as many staff on fixed-term contracts (**Table 52**). This age group is highly represented in PTS roles, which offer the highest number of part-time contracts in the University.

**Table 52: Number of staff by contract type and age**

| Contract Type | Number     | Percentage  | Under 25  |           | 25-35      |            | 36-45      |            | 46-55      |            | 56-65      |            | 66+       |           |
|---------------|------------|-------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| Fixed-Term    | 191        | 21%         | 10        | 5%        | 88         | 46%        | 54         | 28%        | 18         | 9%         | 14         | 7%         | 7         | 4%        |
| Permanent     | 719        | 79%         | 17        | 2%        | 156        | 22%        | 194        | 27%        | 177        | 25%        | 143        | 20%        | 32        | 4%        |
|               | <b>910</b> | <b>100%</b> | <b>27</b> | <b>3%</b> | <b>244</b> | <b>27%</b> | <b>248</b> | <b>27%</b> | <b>195</b> | <b>21%</b> | <b>157</b> | <b>17%</b> | <b>39</b> | <b>4%</b> |

## 7. Staff breakdown by sexual orientation

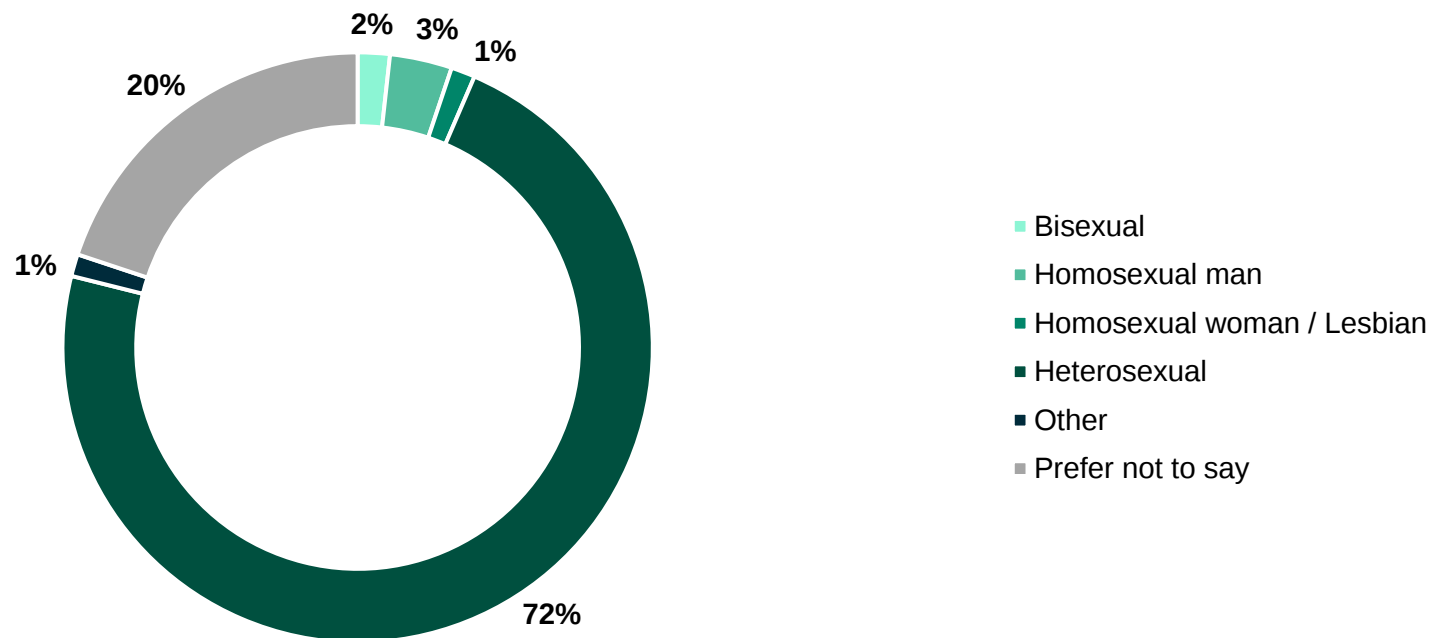
Most of our staff identify as heterosexual (**Table 53, Fig. 28** Number of staff by sexual orientation). The data reveals a low percentage of staff identifying as bisexual, gay, lesbian, or other. A significant number of staff chose not to disclose their sexual orientation.

At St George's, University of London, we have established a [Staff LGBTQ+ Network](#) to provide a supportive and inclusive community for University staff identifying as LGBTQ+. The staff network also welcomes staff who wish to join as LGBTQ+ allies. Its primary aim is to offer support to LGBTQ+ staff and collaborate with other groups, committees, and senior management to advance LGBTQ+ equality at St George's.

Due to small numbers, further breakdowns of staff by sexual orientation are not provided.

**Table 53: Number of staff by sexual orientation**

| <b>Sexual Orientation</b>  | <b>Number</b> | <b>Percentage</b> |
|----------------------------|---------------|-------------------|
| Bisexual                   | 16            | 2%                |
| Homosexual man             | 31            | 3%                |
| Homosexual woman / Lesbian | 12            | 1%                |
| Heterosexual               | 659           | 72%               |
| Other                      | 11            | 1%                |
| Prefer not to say          | 181           | 20%               |
|                            | <b>910</b>    | <b>100%</b>       |



**Fig. 28 Number of staff by sexual orientation**

## 8. Staff breakdown by religion or belief

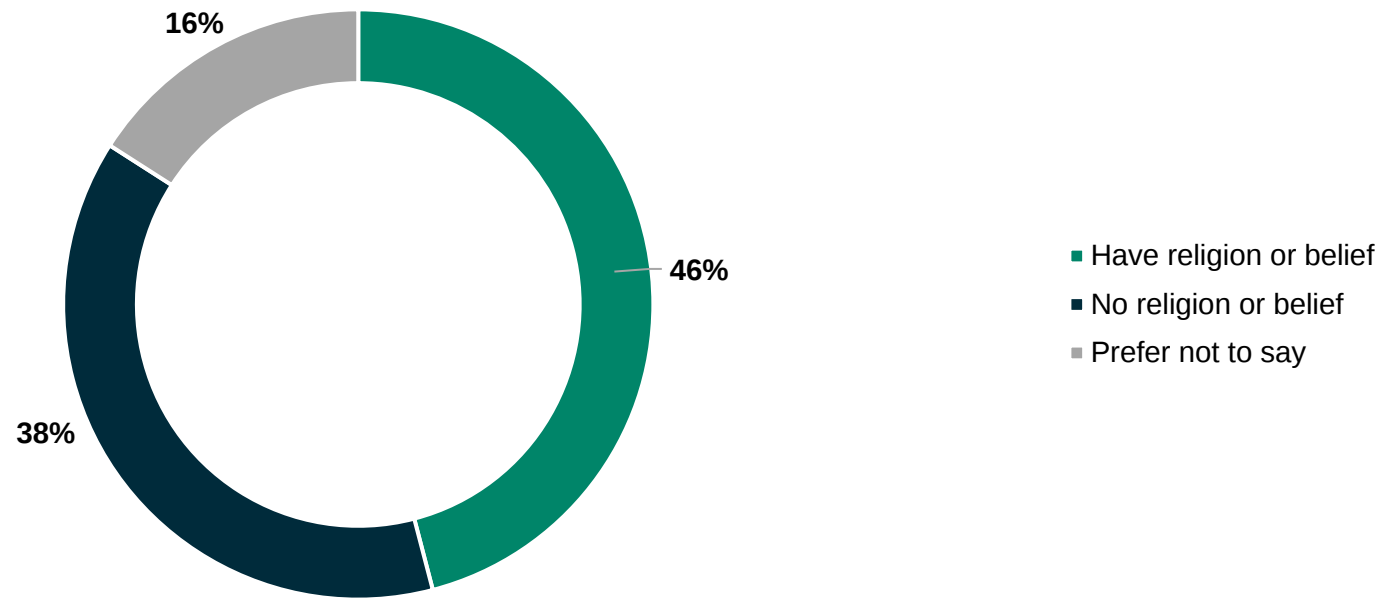
Of the staff who choose to disclose their religion or belief, the largest group identifies as Christian (**Table 54, Fig. 29** Number of staff by religion or belief). However, the data indicates a diverse range of religions and beliefs beyond Christianity, albeit in a significantly smaller proportion. When considering religion and belief collectively, a larger proportion of our staff declare having a religion or belief (46%) compared to those who declare no religion or belief (38%). Many staff chose not to disclose their religion or belief.

St George's, University of London fosters an inclusive environment and hosts an [Interfaith Forum](#) to ensure inclusivity of all faiths within the University. Additionally, we have a multi-faith prayer room available for all staff and students to utilise.

Due to small numbers, further breakdowns of staff by religion are not provided.

**Table 54: Number of staff by sexual orientation**

| Religion or belief           | Number     | Percentage  |
|------------------------------|------------|-------------|
| Buddhist                     | 11         | 1%          |
| Christian                    | 271        | 30%         |
| Hindu                        | 33         | 4%          |
| Jewish                       | 11         | 1%          |
| Muslim                       | 49         | 5%          |
| Prefer not to say            | 145        | 16%         |
| Sikh                         | 6          | 1%          |
| Spiritual                    | 26         | 3%          |
| Any other religion or belief | 11         | 1%          |
| No religion or belief        | 347        | 38%         |
|                              | <b>910</b> | <b>100%</b> |



**Fig. 29 Number of staff by religion or belief**