

Staff EDI Facts and Figures 2024-25

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Overview

The following report presents a current analysis of the School of Social Sciences (SoSS) staff population for the academic year 2024/25 and EDI trends over the past 5 years. This report aids the school administration to monitor data for the purpose of progressing our Athena Swan action plan. The report covers the areas listed below in the contents and all data has been sourced from the certified Our People Our Values dataset produced by the Business Intelligence team. Data is based on snapshots taken on 31st July each year.

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Key Findings

Ethnicity

- 20% of staff are from a Black, Asian or Minority Ethnic (BAME) background, with a 3% increase compared to last year. This seems to be due to a minor increase in staff refusing information 1.7% YoY and not known 1.4% (see [fig 1](#)). The proportion of white staff reduced again following the trend of the past 5 years down to 71.1% (see [fig 4](#)).
- The largest represented ethnic group is Asian accounting for 50.9% of all BAME staff, compared to 46.8% last year (see [fig 2](#)).
- The percentage of Global Majority staff in professional service is 14.4%. This is an increased percentage compared to last year with 12.7%, but it is still a less diverse workforce compared to academic staff (see [fig 5](#)).

Sex

- 54.8% of staff are female, this proportion has remained around 54% for the past 5 years. However, when analysed in terms of their function at the University (see [fig 10](#)), there is a much larger proportion of females among Professional Services staff (73.7%) as opposed to Academic staff (49.7%).
- There is a difference in representation of females at the highest level for seniority between Academic and PS staff: 41.9% of Professors are female and 43.9% of Senior Lecturers or Readers are female (see [fig 11](#)) compared to a much higher 50% within the highest PS positions of grade 8/9 and 100% at grade 7 (see [fig 12](#)).
- Levels of females in academic senior positions have shown significant increases over the past 5 years with percentage of female Professors up +2.6% from 39.3% in 2020/21 and Senior Lecturers & Readers +5.7% compared to 37.3% in 2020/21 (see [fig 11](#)).

Disability

- Over the past 5 years the percentage of staff sharing their disability has increased to 12.16% (see [fig 18](#)). With staff in professional service being more likely to share their disability information than academic staff (see [fig 19](#)).

Ethnicity

[Figure 1](#) showcases the ethnicity breakdown of all SoSS Staff.

- The majority of staff 49.5% are of white ethnicity, with 21.6% of staff from other white background. Combined these total 71.1% of staff.
- The Global Majority (often referred to as BAME) makes up 20% of the overall population in 2024/25 compared to 17% last year.
- 4.5% of the SoSS workforce has chosen not to disclose their ethnicity, with a further 4.4% not know totalling 8.9%.

Figure 1: SoSS Staff by Ethnicity, 2024/25

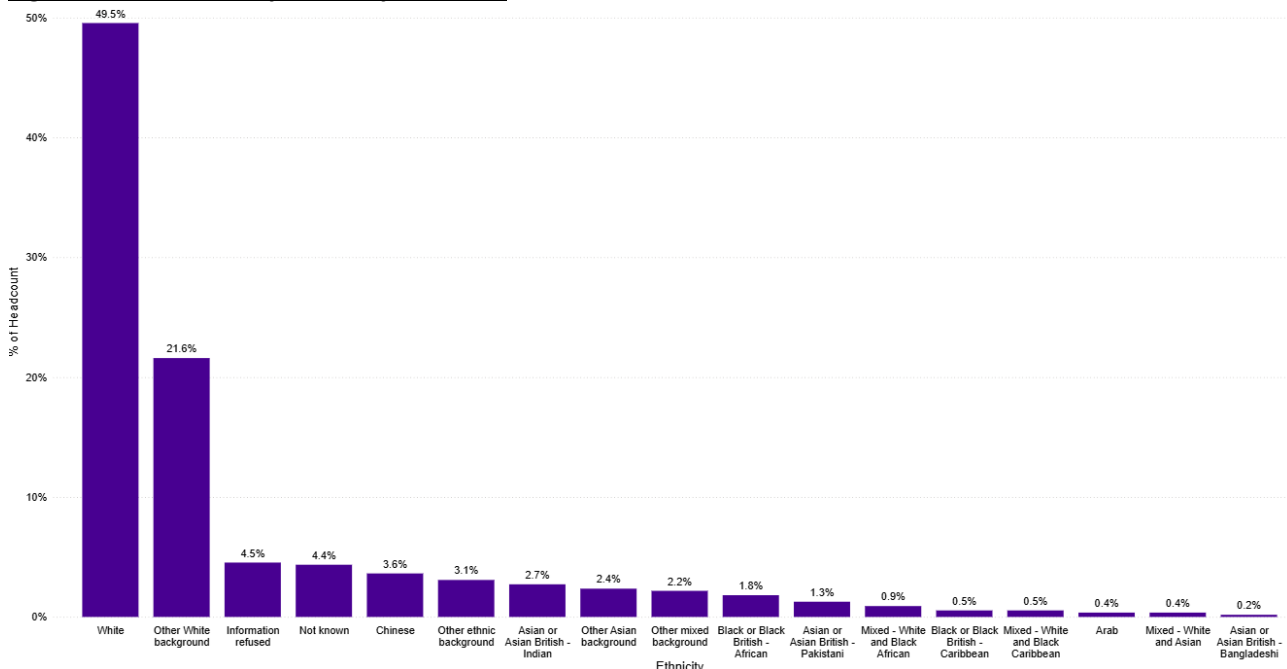
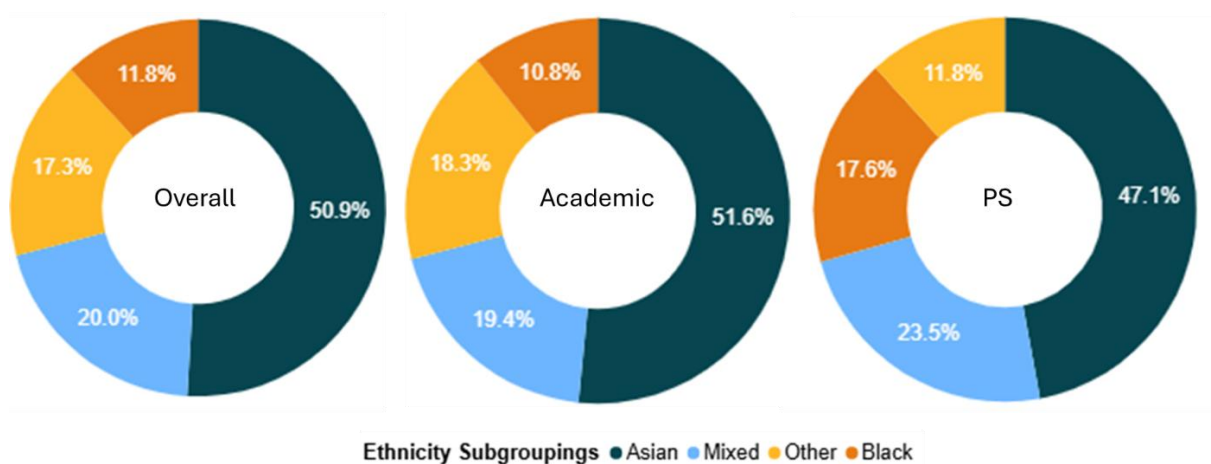
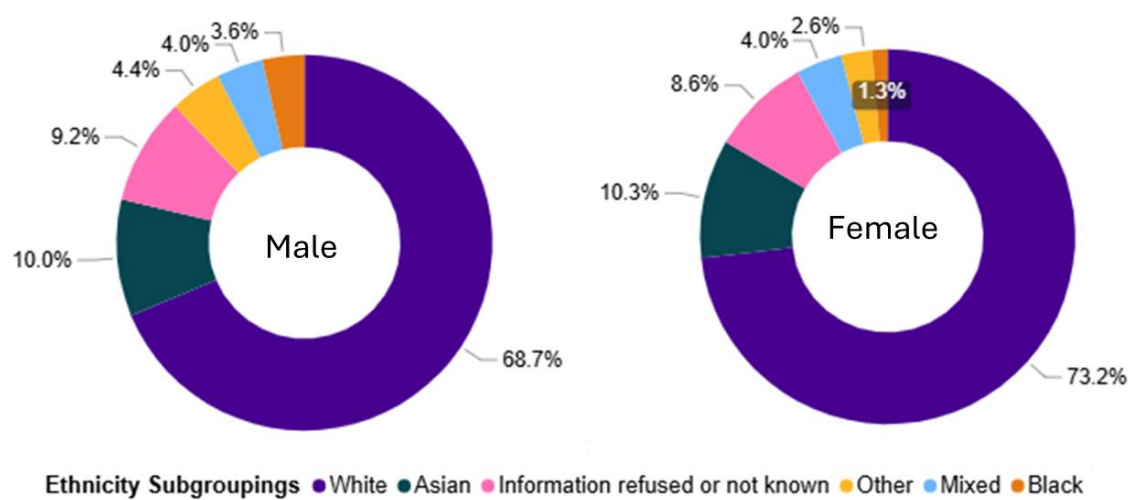


Figure 2: BAME SoSS Staff by Ethnicity Subgrouping, 2024/25



- Of all BAME staff working in SoSS, 50.9% are Asian (see [fig 2](#)).
- Only 10.8% of Academic BAME staff are Black in comparison to 17.6% of Professional Services BAME staff.
- The proportion of Ethnic minorities is higher among males than females (see [fig 3](#)).

Figure 3: Ethnicity by Sex, 2024/25



Over the past few years there has been a gradual diversification of the SoSS Staff, however since 2020/21 more staff have chosen to refuse their ethnicity information or have answered ‘Not Known’ (see [fig 4](#))

This trend is more apparent in academic staff with a higher proportion of staff coming from Global Majority backgrounds (see [fig 5](#)).

The percentage of Global Majority staff for 2024/25 was 14.4% for professional service. This is an increased percentage compared to 2024/25, but it is a less diverse workforce compared to academic staff (see [fig 5](#)).

Figure 4: SoSS Staff by Ethnicity Grouping Over Time

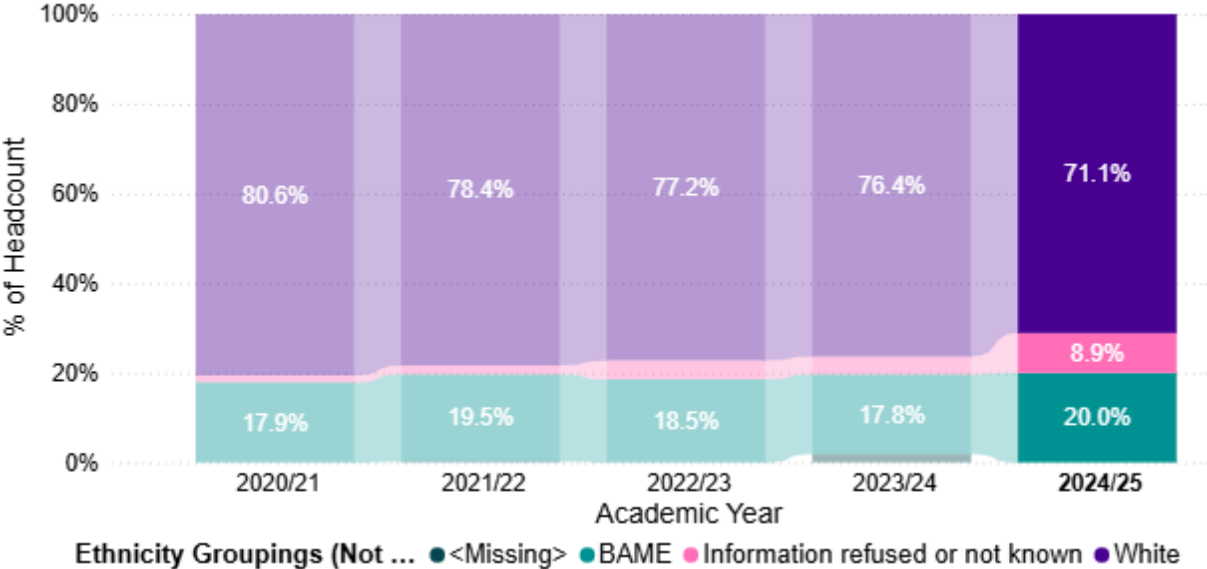


Figure 5: SoSS Staff by Ethnicity Grouping and Function Over Time

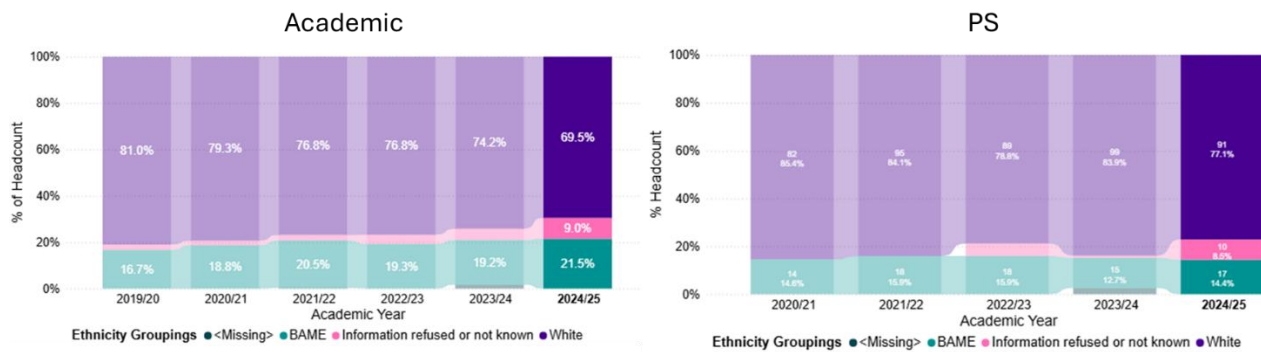


Figure 6 below shows the proportion of ethnicity groups by occupancy type for academic staff.

Global Majority (BAME) representation continues to grow in the Lecturer occupation type, with 28.8% of staff now from Global Majority backgrounds.

Occupation type Professor still has a slightly higher percentage of Global Majority staff (9.5%), however there has been improved diversification since 2020/21 and the highest percentage we have seen in the last 7 academic years.

Figure 6: SoSS Academic Staff by Occupancy Type and Ethnicity Grouping Over Time

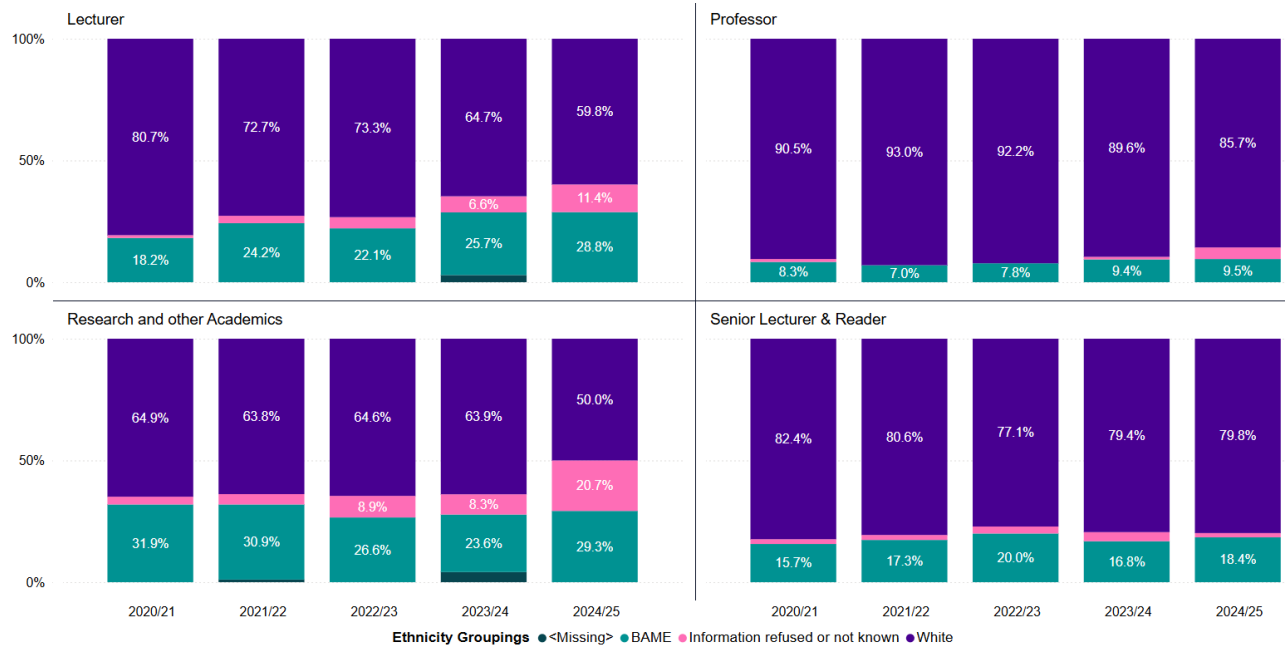
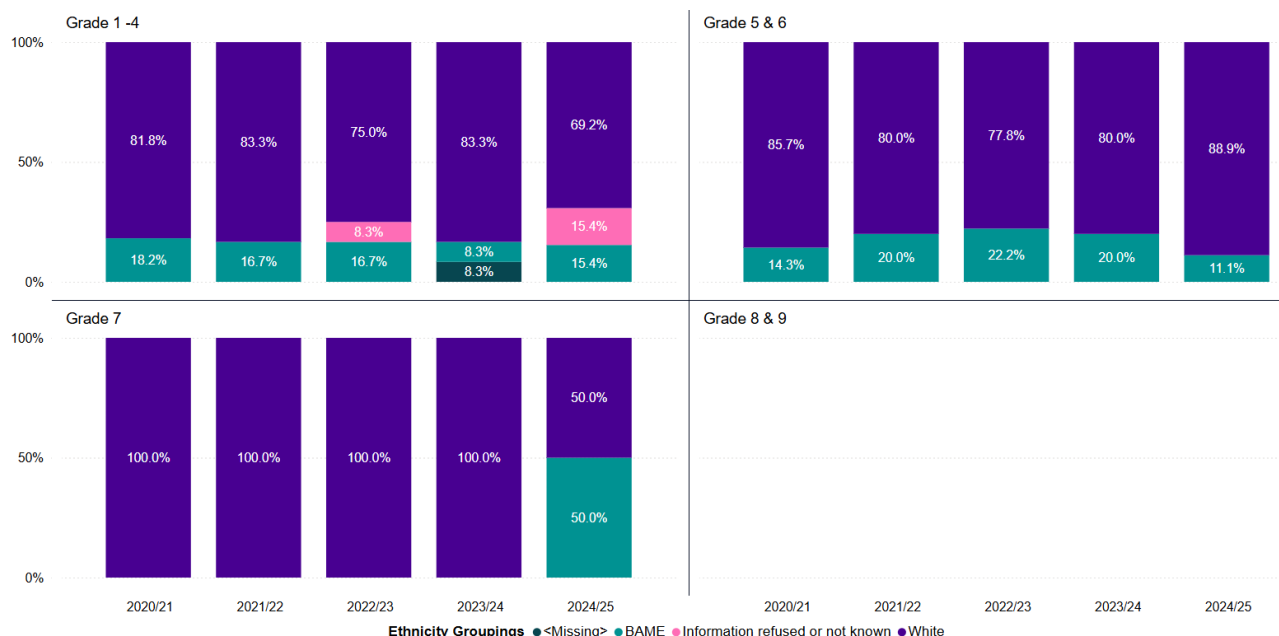


Figure 7 below shows the proportion of ethnicity groups by staff grade in professional service.

- For the academic year 2024/25 we saw an increase in the proportion of Global Majority staff at grade 7.
- At grades 5&6 and 1-4 we saw a decrease in the proportion of Global Majority staff.

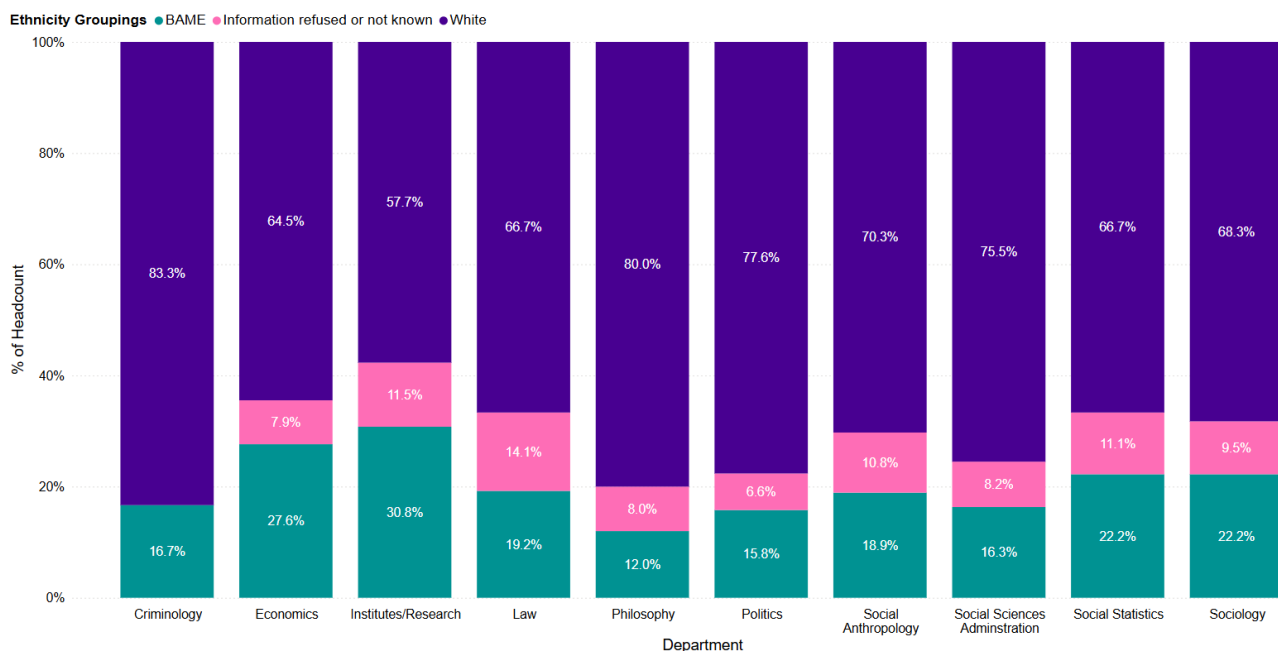
Figure 7: SoSS PS Staff by Grade and Ethnicity Grouping Over Time



[Figure 8](#) below shows the proportion of ethnicity groups by department for the academic year 2024/25.

- Institute/research increased to have the largest population of Global Majority Staff with 30.8%, followed by Economics with 27.6%.
- Criminology continues to see a slightly increase with 16.7% of staff now Global Majority compared to 16.2% last year, the highest proportion seen in the last 5 years.
- Sociology saw a big increase in Global Majority Staff in 2024/25 with 22.2%, with 2023/24 having the lowest proportion of Global Majority staff (15.5%) in 7 years.
- Departments Law, Social Anthropology, Philosophy, Social Statistics and Social Sciences Administration also saw increases in Global Majority Staff YoY.
- Politics dropped to 15.8% from 16.9% last year of staff now from Global Majority backgrounds.
- Economics also declined from 32.1% in 2023/24 (the largest of Global Majority Staff) to 27.6% this year.

Figure 8: SoSS Staff by Department and Ethnicity Grouping, 2024/25



Sex

There are similar proportions of male and female staff working within SoSS (see [fig 9](#)). However, when analysed in terms of their function at the University (see [fig 10](#)), there is a much larger proportion of females among Professional Services staff (73.7%) as opposed to Academic staff (49.7%)

Figure 9: Sex of Staff Over Time
SoSS Staff by Sex Over Time

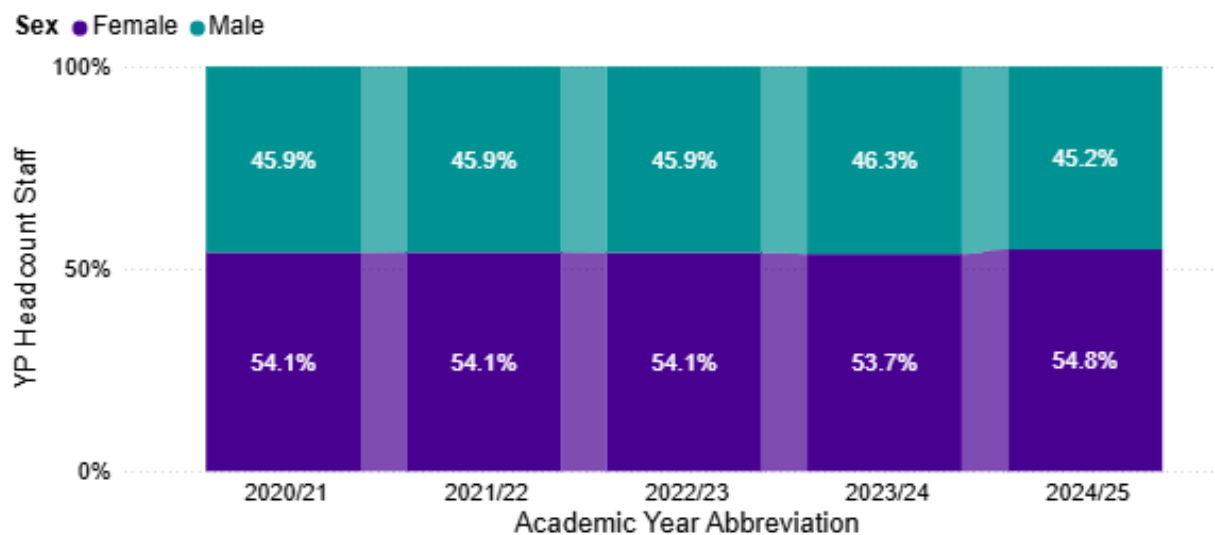
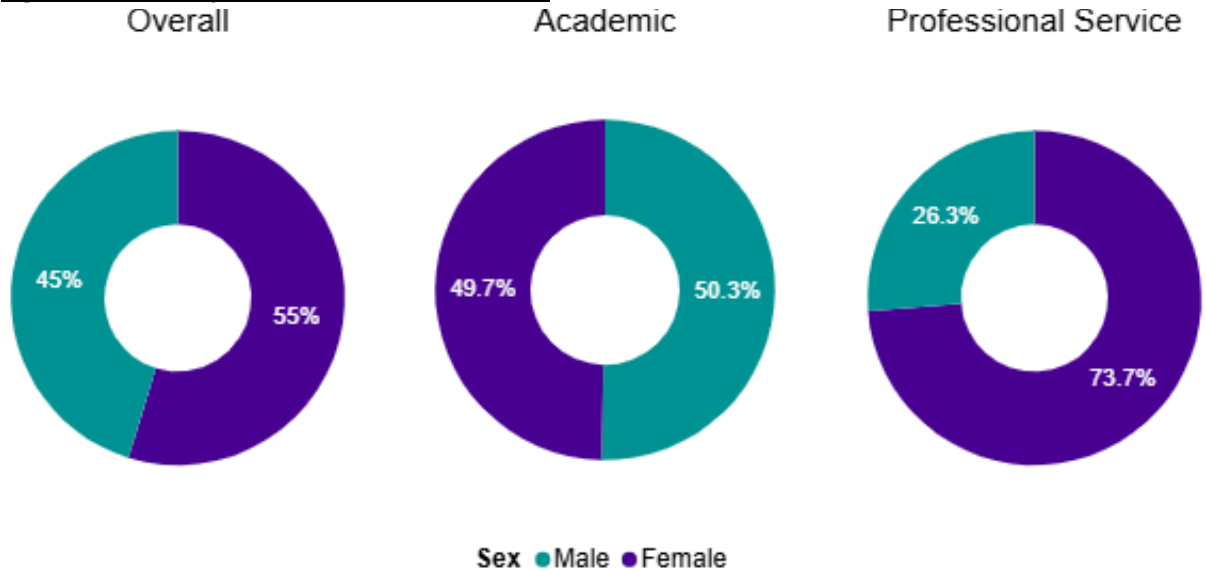


Figure 10: Staff by Sex and Function, 2024/25



[Table 1](#) below contains the breakdown of Sex across academic occupancy type.

- %GT represent the percentage as a proportion of the total population of Academic staff. For example, 15.9% of all Academic Staff are female Lecturers.
- % of Sex represents the breakdown of each sex across the occupancy types. For example, of female academic staff 32.1% are Lecturers.
- % Role represents the proportion of males and females within each occupancy type. For example, 52.3% of Lecturers are female.
- Finally, the Total %GT represents the percentage of that occupancy type. For example, 30.5% of Academic staff are Lecturers.

Table 1: SoSS Academic Staff by Occupancy Type and Sex, 2024/25

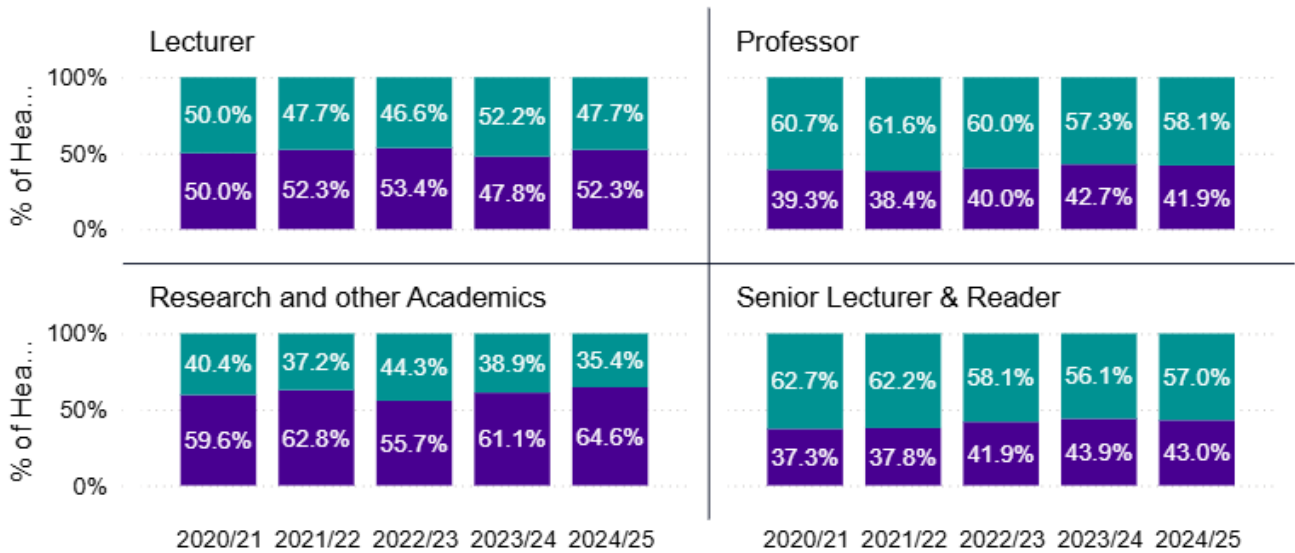
Sex Occupancy Type	Female			Male			Total		
	%GT	% of Sex	% Role	%GT	% of Sex	% Role	%GT	% of Sex	% Role
Lecturer	15.9%	32.1%	52.3%	14.5%	28.9%	47.7%	30.5%	30.5%	100.0%
Professor	10.2%	20.5%	41.9%	14.1%	28.0%	58.1%	24.2%	24.2%	100.0%
Research and other Academics	12.2%	24.7%	64.6%	6.7%	13.3%	35.4%	18.9%	18.9%	100.0%
Senior Lecturer & Reader	11.3%	22.8%	43.0%	15.0%	29.8%	57.0%	26.3%	26.3%	100.0%
Total	49.7%	100.0%	49.7%	50.3%	100.0%	50.3%	100.0%	100.0%	100.0%

SoSS Academic Staff by Occupancy Type and Sex

- The percentage of female professors slightly dropped to 41.9% in 2024/25, compared to 58.1% male (see [fig 11](#)). 24.2% of academic staff are professors, 10.2% females and 14.1% male.
- Senior Lecturers & Readers form 26.3% of the academic population, 13% female and 15% male. This is a significant increase in female proportion over the past 5 years with 43% of Senior Lecturers & Readers now female compared to 37.3% in 2020/21 (see [fig 11](#)).

Figure 11: SoSS Academic Staff by Occupancy Type and Sex Over Time

Sex ● Female ● Male



[Table 2](#) below contains the breakdown of Sex across professional service grades.

- With a larger proportion of female staff overall its unsurprising to see more female staff in higher paying positions in professional service.
- At Grade 7 there has been an increase in males to 16.7% compared to last year without males (see [fig 12](#)).
- Over the past 5 years we have seen an increase in male staff at grades 1-4 from 11.1% in 2020/21 to 24.6% in 2024/25.

Table 2: SoSS Professional Service Staff by Grade and Sex, 2024/25

Sex Grade Subcategories	Female			Male			Total		
	%GT	% of Sex	% Role	%GT	% of Sex	% Role	%GT	% of Sex	% Role
Grade 1 -4	39.0%	52.9%	75.4%	12.7%	48.4%	24.6%	51.7%	51.7%	100.0%
Grade 5 & 6	29.7%	40.2%	71.4%	11.9%	45.2%	28.6%	41.5%	41.5%	100.0%
Grade 7	4.2%	5.7%	83.3%	0.8%	3.2%	16.7%	5.1%	5.1%	100.0%
Grade 8 & 9	0.8%	1.1%	50.0%	0.8%	3.2%	50.0%	1.7%	1.7%	100.0%
Total	73.7%	100.0%	73.7%	26.3%	100.0%	26.3%	100.0%	100.0%	100.0%

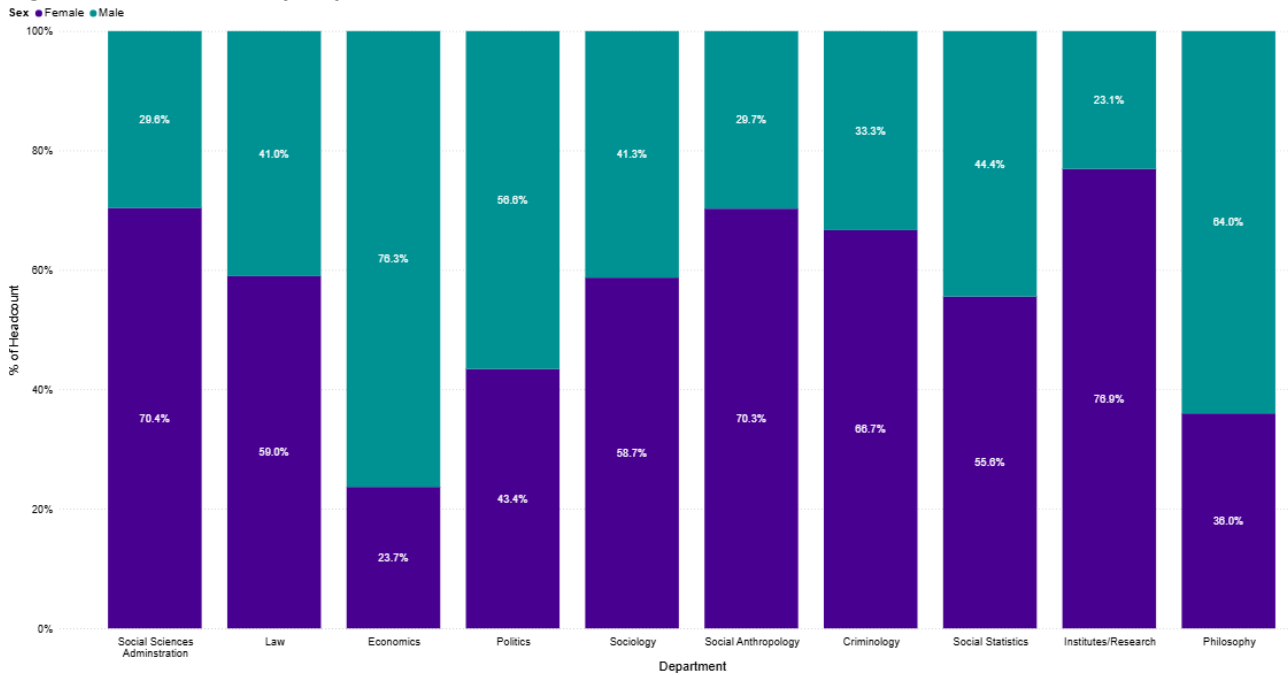
Figure 12: SoSS Professional Service Staff by Grade and Sex Over Time



Figure 13 below shows the proportion of male and female staff in departments.

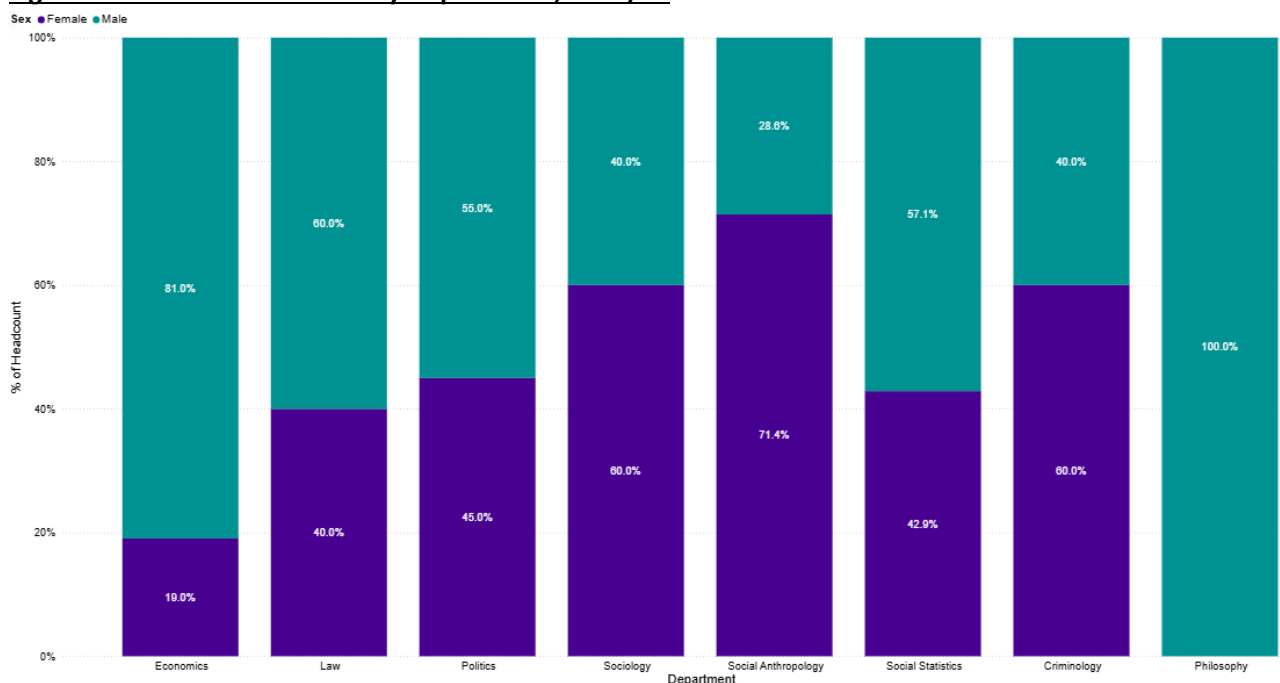
- In line with findings from staff function, Institutes/Research has the highest female percentage with 78.9%. Closely followed by Social Sciences Administration with 70.4% and Social Anthropology with 70.3%.
- Economics and Philosophy have the lowest female representation with 23.7% and 38.0% respectively.

Figure 13: SoSS Staff by Department and Sex, 2024/25



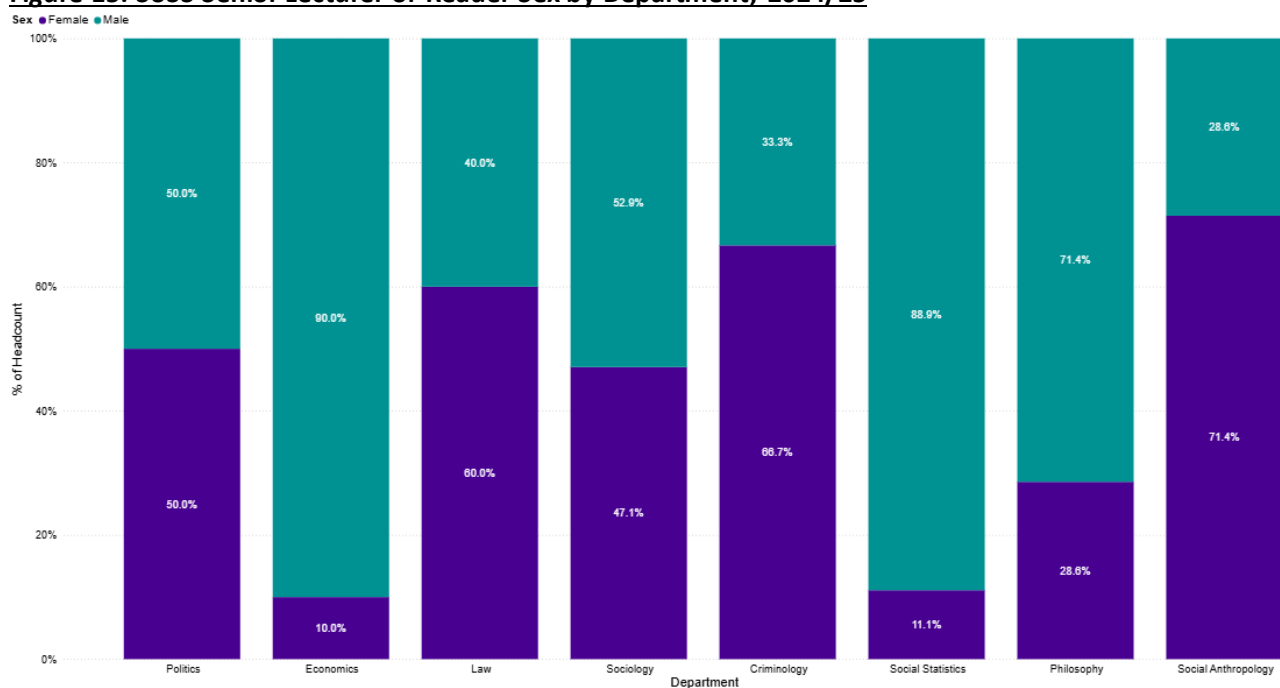
Figures 14-17 below explore the percentage of females in different academic occupancy types across the different departments.

Figure 14: SoSS Professor Sex by Department, 2024/25



- Philosophy continues to have no female Professors since 2020/21.
- Economics only has 19% of Professors that are female and is the only large department with female representation under 40%.
- Criminology has flipped its split of female to male Professors over the last few years from 1:3 female in 2019/20 to 3:2 female 2024/25.

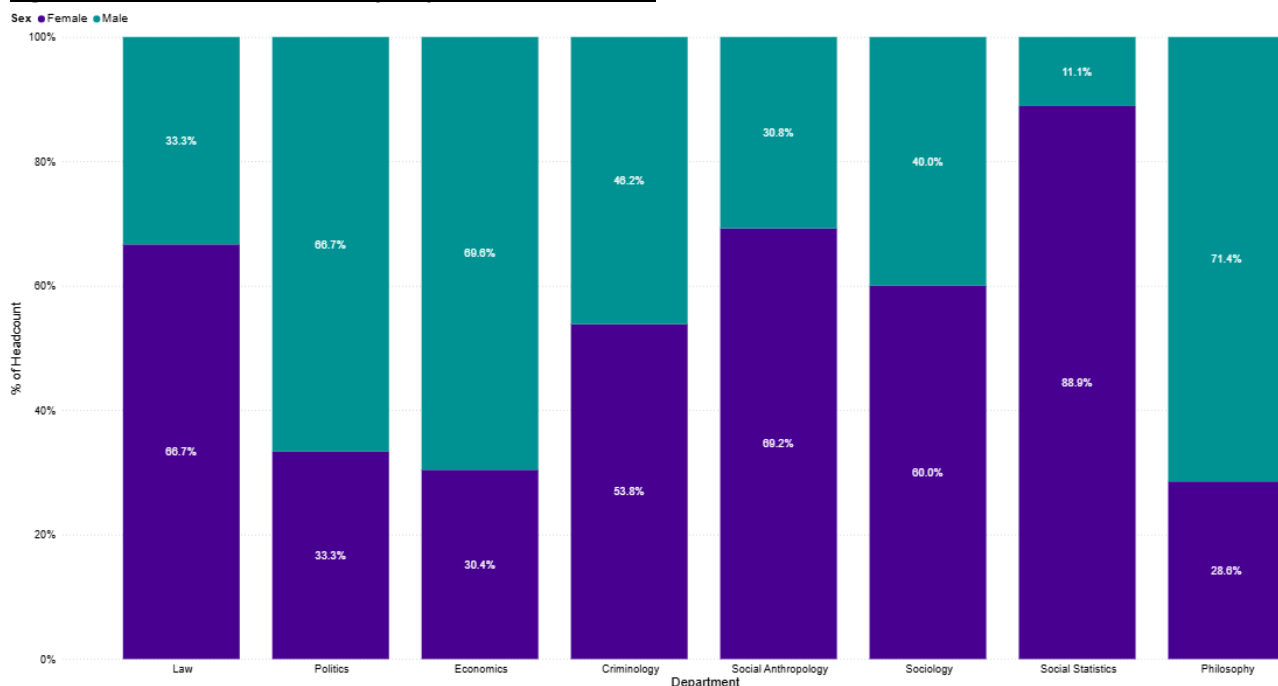
Figure 15: SoSS Senior Lecturer or Reader Sex by Department, 2024/25



- In 2023/24, female Senior Lecturers or Readers reached 40% from having no female representation since 2019/20, but Philosophy has a decline of female representation to 28.8% for 2024/25.
- Social Anthropology continues to see a trend upwards of female Senior Lecturers or Readers from 40% in 2017/2018 to the highest point of 71.4% in both 2023/24 and 2024/25.

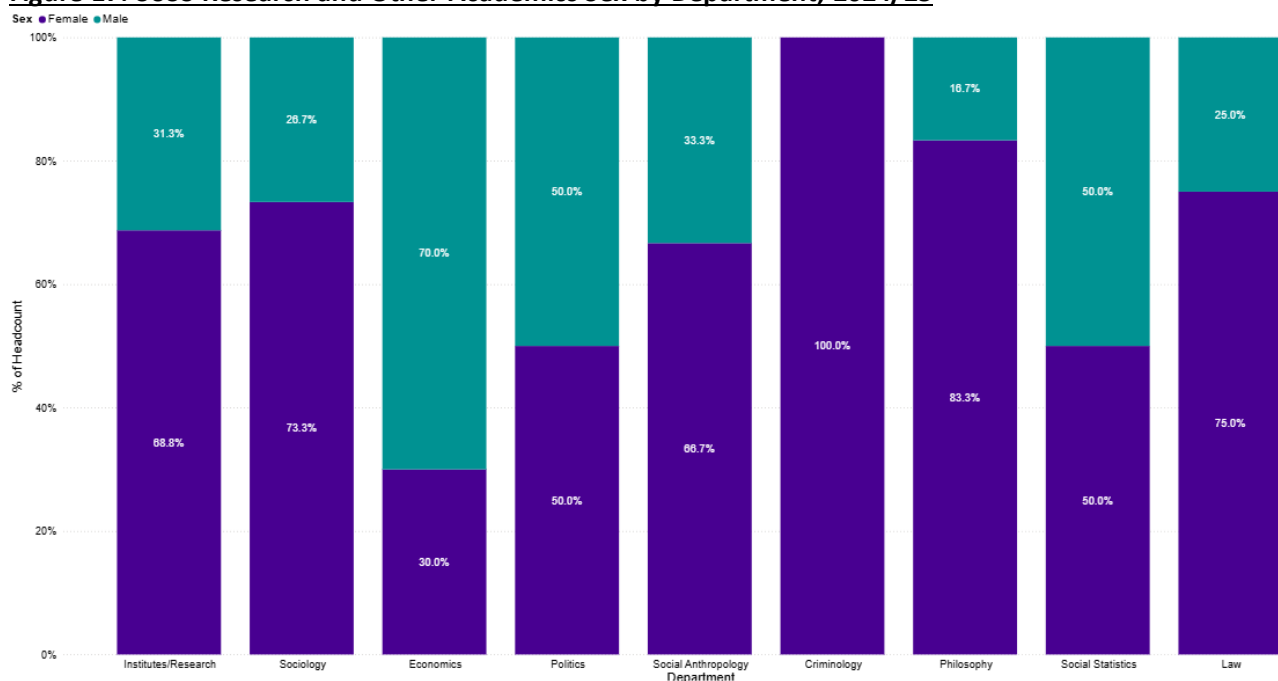
- From having no female Senior Lecturers or Readers for the past 7 years, Social Statistics now has a 11.1% female representation for 2024/25.

Figure 16: SoSS Lecturer Sex by Department, 2024/25



- Social Statistics has the largest proportion of female Lecturers with 88.9% in 2024/25, followed by Social Anthropology with 69.2% (dropped from 83.3% last year).
- Politics has previously had a good balance between male and female Lectures, however for 2024/25 the percentage of female Lecturers has dropped to 33.3%.
- Philosophy has also seen a large drop in the percentage of female Lecturers from 50% in 2020/21 to 28.8% in 2024/25.

Figure 17: SoSS Research and Other Academics Sex by Department, 2024/25



Disability

Over the past 5 years the percentage of staff sharing their disability has increased to 12.16% (see [fig 18](#)). With staff in professional service being more likely to share their disability information than academic staff (see [fig 19](#)).

53.7% of staff with a disability are female and 46.3% male (see [fig 20](#))

Figure 18: Disability of SoSS Staff Over Time

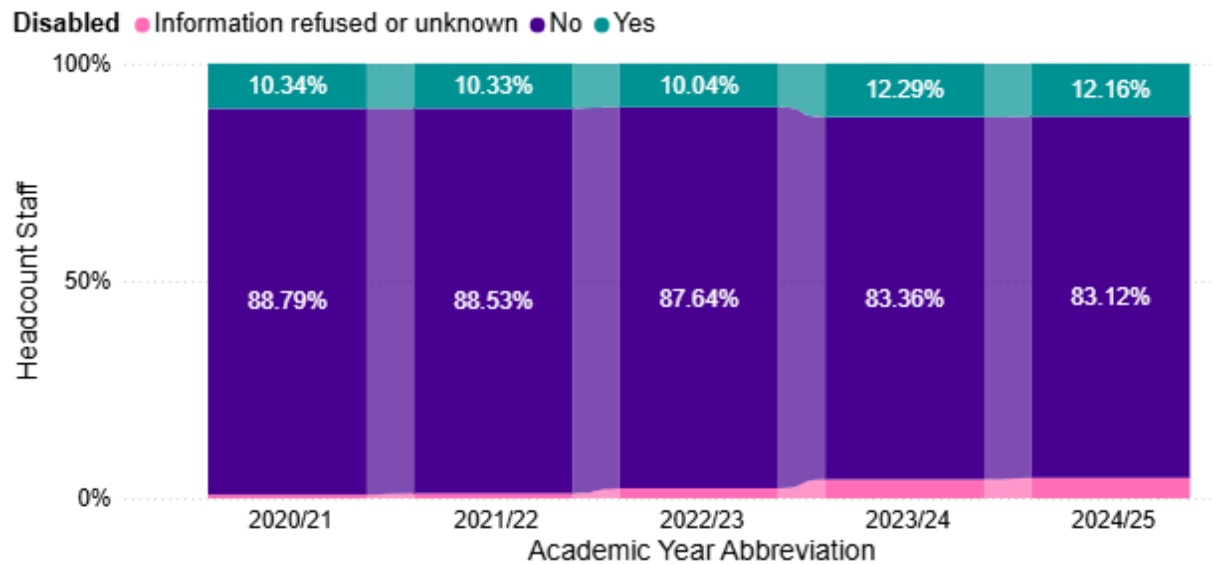


Figure 19: Disability by Function, 2024/25

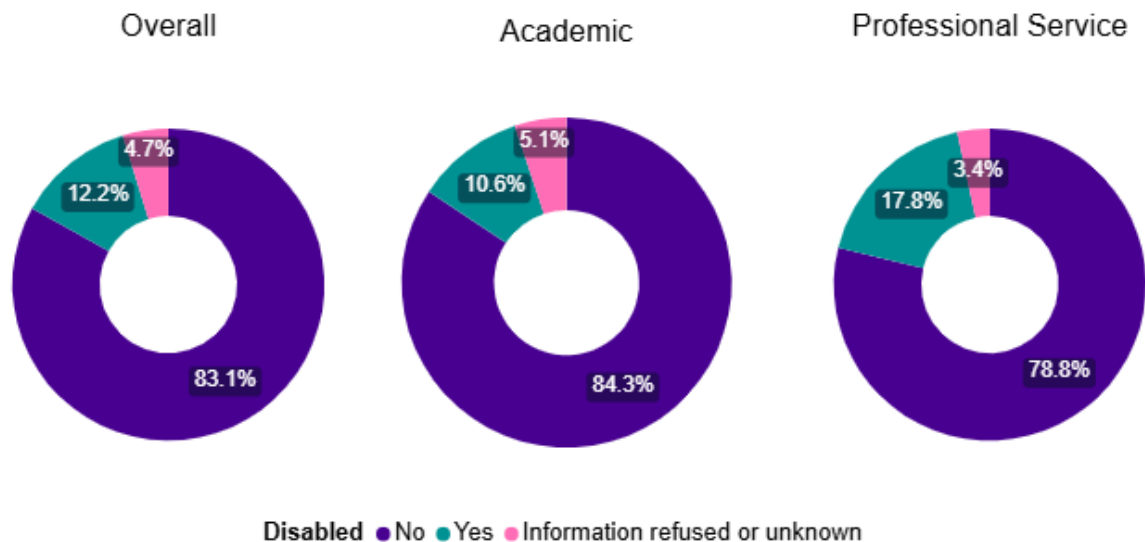


Figure 20: Disability by Sex, 2024/25

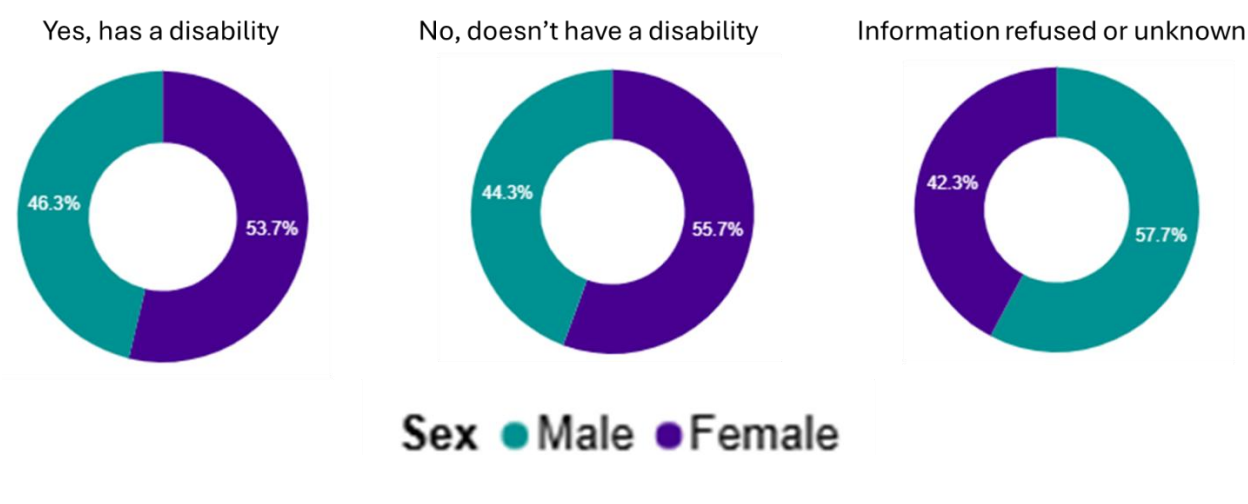


Figure 21: Disability by Ethnicity, 2024/25

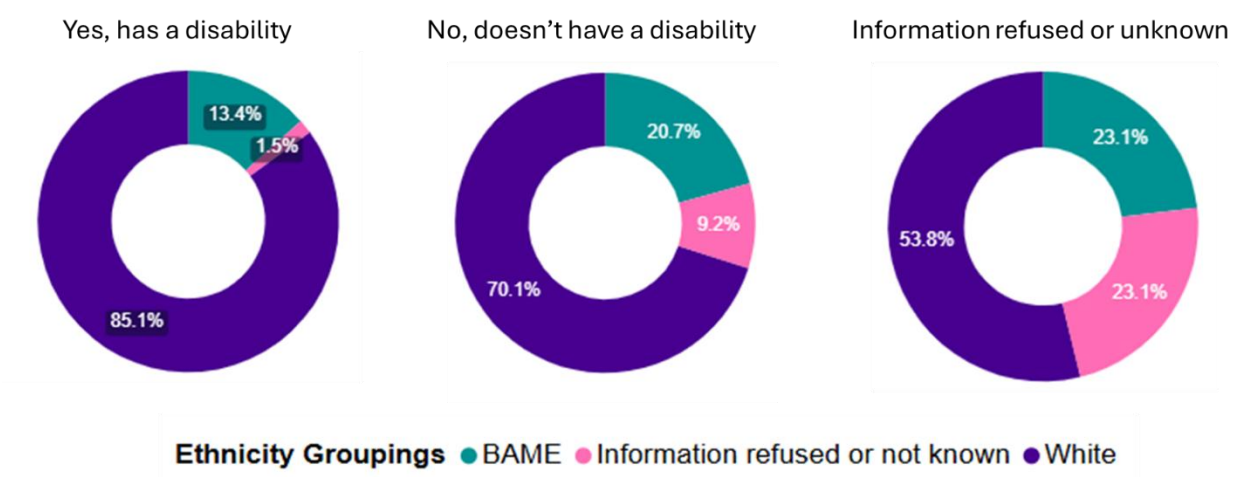


Figure 22: Disability by Department, 2024/25

