

Equality, Diversity and Inclusion Annual Report 2019

Data tables

Staff

Contents

1. Age	3
2. Disability	4
3. Ethnicity	5
4. Gender	7
5. Multiple Identities	10
6. Notes	11

2. Disability

Figure 2.4 Staff at Kingston University* by activity, mode of employment, SET marker, disability and academic year

		2017/18						2016/17						2015/16						2014/15						2013/14						2012/13					
		No known disability & missing disability information		Declared disability		Total	No known disability & missing disability information		Declared disability		Total	No known disability & missing disability information		Declared disability		Total	No known disability & missing disability information		Declared disability		Total	No known disability & missing disability information		Declared disability		Total	No known disability & missing disability information		Declared disability		Total						
		No	%*	No	%*		No	No	%	No		%	No	No	%		No	%	No	No		%	No	%	No		No	%	No	%		No	No	%	No	%	
Total	All Academic	1773	96.4%	66.0	3.6%	1839.0	1060.7	95.4%	51	4.6%	1111.7	994.4	96.0%	41	4.0%	1035.4	951.7	95.6%	44.0	4.4%	995.7	1013.5	95.3%	50.0	4.7%	1063.5	1677.7	98.4%	28.0	1.6%	1705.7						
	Full-time Academic	622.0	94.8%	34.0	5.2%	656.0	765.6	95.5%	36.0	4.5%	801.6	697.2	96.3%	27.0	3.7%	724.2	739.1	95.2%	37.0	4.8%	776.1	769.3	94.7%	43.0	5.3%	812.3	820.4	98.4%	13.0	1.6%	833.4						
	Part-time Academic	1151.0	97.3%	32.0	2.7%	1183.0	295.1	95.2%	15.0	4.8%	310.1	297.2	95.5%	14.0	4.5%	311.2	212.6	96.8%	7.0	3.2%	219.6	244.3	97.2%	7.0	2.8%	251.3	857.3	98.3%	15.0	1.7%	872.3						
	All Professional and support staff	884.0	93.2%	64.0	6.8%	948.0	1007.3	95.1%	52.0	4.9%	1059.3	989.6	95.7%	44.0	4.3%	1033.6	901.3	95.0%	47.0	5.0%	948.3	891.5	95.2%	45.0	4.8%	936.5	1283.3	99.5%	7.0	0.5%	1290.3						
	Full-time Professional and Support	655.0	93.2%	48.0	6.8%	703.0	804.5	94.8%	43.8	5.2%	848.3	720.8	95.2%	36.0	4.8%	756.8	732.4	94.8%	40.0	5.2%	772.4	722.6	95.1%	37.0	4.9%	759.6	739.6	99.3%	5.0	0.7%	744.6						
	Part-time Professional and Support	229.0	93.5%	16.0	6.5%	245.0	202.8	96.1%	8.2	3.9%	211.0	268.8	97.1%	8.0	2.9%	276.8	168.9	96.0%	7.0	4.0%	175.9	168.9	95.5%	8.0	4.5%	176.9	543.7	99.6%	2.0	0.4%	545.7						
	All Staff	2657.0	95.3%	130.0	4.7%	2787.0	2068.0	95.3%	103.0	4.7%	2171.0	1984.0	95.9%	85.0	4.1%	2069.0	1853.0	95.3%	91.0	4.7%	1944.0	1905.0	95.3%	95.0	4.8%	2000.0	2961.0	98.8%	35.0	1.2%	2996.0						
	All Full-time	1277.0	94.0%	82.0	6.0%	1359.0	1570.1	95.2%	79.8	4.8%	1649.9	1418.0	95.7%	63.0	4.3%	1481.0	1471.5	95.0%	77.0	5.0%	1548.5	1491.9	94.9%	80.0	5.1%	1571.9	1560.0	98.9%	18.0	1.1%	1578.0						
	All Part-time	1380.0	96.6%	48.0	3.4%	1428.0	497.9	95.6%	23.2	4.4%	521.1	566.0	96.3%	22.0	3.7%	588.0	381.5	96.5%	14.0	3.5%	395.5	413.1	96.5%	15.0	3.5%	428.1	1401.0	98.8%	17.0	1.2%	1418.0						

'..' indicates as suppressed percentage based on a population of 22.5 or less

Figure 2.17 Academic staff at Kingston University by professorial status, mode of employment and disability status

		2017/18					2016/17							
		No known disability & missing disability information		Declared disability		Total	No known disability & missing disability information			Declared disability			Total	
		No	%*	No	%*		No	No.	%*	%^	No.	%*	%^	No.
Professor		131.0	97.0%	4.0	3.0%	135.0	88.7	97.8%	100.0%	2.0	2.2%	..	90.7	100.0%
Full-time		100.0	96.2%	4.0	3.8%	104.0	62.0	96.9%	69.9%	2.0	3.1%	..	64.0	70.6%
Part-time		31.0	100.0%	..	0.0%	31.0	26.7	100.0%	30.1%	0.0	0.0%	..	26.7	29.4%
Not a professor		1,642.0	96.4%	62.0	3.6%	1,704.0	972.0	95.2%	100.0%	49.0	4.8%	100.0%	1,021.0	100.0%
Full-time		522.0	94.6%	30.0	5.4%	552.0	703.6	95.4%	72.4%	34.0	4.6%	69.4%	737.6	72.2%
Part-time		1,120.0	97.2%	32.0	2.8%	1,152.0	268.4	94.7%	27.6%	15.0	5.3%	30.6%	283.4	27.8%
All academic staff		1,773.0	96.4%	66.0	3.6%	1,839.0								

%^ = % of total academic staff by Disability marker of who are professors

3. Ethnicity

Figure 3.3 Staff at Kingston University* by activity, mode of employment, SET marker, ethnicity and academic year

		2017/18						2016/17						2015/16						2014/15						2013/14						2012/13											
		White		BME		Unknown		Total	White		BME		Unknown		Total	White		BME		Unknown		Total	White		BME		Unknown		Total	White		BME		Unknown		Total							
		No	%*	No	%*	No	%*		No	%	No	%	No	%		No	%	No	%	No	%		No	%	No	%	No	%		No	%	No	%	No	%		No	%					
Set	All Academic	478.0	63.6%	128.0	17.0%	146.0	19.4%	752.0	446.0	63.3%	114.7	16.3%	144.3	20.5%	704.9	354.1	68.2%	93.2	17.9%	72.3	13.9%	519.6	347.4	72.5%	101.7	21.2%	30.2	6.3%	479.2	380.0	73.0%	101.7	19.5%	39.1	7.5%	520.8	448.1	68.1%	117.8	17.9%	92.1	14.0%	658.0
	Full-time Academic	238.0	68.4%	74.0	21.3%	36.0	10.3%	348.0	340.7	62.2%	101.0	18.5%	105.7	19.3%	547.4	249.5	66.1%	74.2	19.6%	53.9	14.3%	377.6	291.9	71.4%	89.7	21.9%	27.2	6.6%	408.7	313.6	72.2%	89.7	20.7%	31.0	7.1%	434.3	299.7	69.4%	88.5	20.5%	43.4	10.1%	431.7
	Part-time Academic	240.0	59.4%	54.0	13.4%	110.0	27.2%	404.0	105.3	66.9%	13.7	8.7%	38.5	24.5%	157.5	104.6	73.7%	19.0	13.4%	18.3	12.9%	142.0	55.5	78.7%	12.0	17.0%	3.0	4.3%	70.5	66.4	76.9%	12.0	13.9%	8.1	9.4%	86.4	148.4	65.6%	29.2	12.9%	48.7	21.5%	226.3
	All Professional and support staff	61.0	67.8%	17.0	18.9%	12.0	13.3%	90.0	97.7	64.7%	21.7	14.4%	31.6	20.9%	150.9	140.5	72.8%	32.4	16.8%	20.3	10.5%	193.2	124.7	73.7%	30.7	18.2%	13.7	8.1%	169.1	135.9	77.9%	29.3	16.8%	9.2	5.3%	174.4	137.2	79.3%	25.3	14.6%	10.5	6.1%	172.9
	Full-time Professional and Support	49.0	65.3%	15.0	20.0%	11.0	14.7%	75.0	70.4	61.7%	20.6	18.0%	23.1	20.2%	114.1	105.5	70.9%	28.9	19.4%	14.5	9.7%	148.9	106.2	71.7%	29.4	19.8%	12.6	8.5%	148.1	118.3	77.3%	25.5	16.7%	9.2	6.0%	153.0	119.4	78.9%	21.4	14.1%	10.5	6.9%	151.3
	Part-time Professional and Support	12.0	80.0%	2.0	13.3%	1.0	6.7%	15.0	27.2	73.9%	1.1	3.0%	8.5	23.1%	36.8	35.0	79.2%	3.5	7.8%	5.8	13.0%	44.3	18.5	..	1.3	..	1.1	..	20.9	17.6	..	3.8	..	0.0	..	21.4	17.7	81.9%	3.9	18.1%	0.0	0.0%	21.7
	All Staff	539.0	64.0%	145.0	17.2%	158.0	18.8%	842.0	446.0	63.3%	114.7	16.3%	144.3	20.5%	704.9	494.7	69.4%	125.5	17.6%	92.6	13.0%	712.7	472.1	72.8%	132.4	20.4%	43.8	6.8%	648.2	515.9	74.2%	131.0	18.8%	48.3	6.9%	695.1	585.3	70.4%	143.1	17.2%	102.6	12.3%	830.9
	All Full-time	287.0	67.8%	89.0	21.0%	47.0	11.1%	423.0	340.7	62.2%	101.0	18.5%	105.7	19.3%	547.4	355.0	67.4%	103.1	19.6%	68.5	13.0%	526.5	398.1	71.5%	119.1	21.4%	39.7	7.1%	556.8	431.9	73.5%	115.2	19.6%	40.2	6.8%	587.3	419.1	71.9%	109.9	18.9%	53.9	9.2%	583.0
	All Part-time	252.0	60.1%	56.0	13.4%	111.0	26.5%	419.0	105.3	66.9%	13.7	8.7%	38.5	24.5%	157.5	139.7	75.0%	22.5	12.1%	24.1	12.9%	186.2	74.0	80.9%	13.3	14.6%	4.1	4.5%	91.4	84.0	77.9%	15.8	14.7%	8.1	7.5%	107.8	166.1	67.0%	33.1	13.4%	48.7	19.6%	247.9
Non-Set	All Academic	613.0	56.4%	136.0	12.5%	338.0	31.1%	1087.0	238.8	64.8%	50.4	13.7%	79.1	21.5%	368.3	370.3	71.8%	64.9	12.6%	80.7	15.6%	515.8	413.3	80.0%	60.4	11.7%	42.9	8.3%	516.5	432.5	79.7%	62.3	11.5%	48.0	8.8%	542.8	750.1	71.6%	102.8	9.8%	194.9	18.6%	1047.7
	Full-time Academic	221.0	71.8%	59.0	19.2%	28.0	9.1%	308.0	124.6	65.8%	14.6	7.7%	50.2	26.5%	189.4	244.0	70.4%	49.9	14.4%	52.7	15.2%	346.6	295.9	80.5%	47.2	12.8%	24.4	6.6%	367.4	306.9	81.2%	43.5	11.5%	27.5	7.3%	377.9	311.2	77.5%	44.3	11.0%	46.2	11.5%	401.7
	Part-time Academic	392.0	50.3%	77.0	9.9%	310.0	39.8%	779.0	363.4	65.2%	65.0	11.7%	129.3	23.2%	557.7	126.2	74.6%	15.0	8.9%	28.0	16.5%	169.2	117.4	78.8%	13.2	8.8%	18.5	12.4%	149.1	125.6	76.2%	18.8	11.4%	20.5	12.4%	164.8	438.9	67.9%	58.5	9.1%	148.7	23.0%	646.1
	All Professional and support staff	604.0	70.4%	158.0	18.4%	96.0	11.2%	858.0	493.6	54.3%	92.3	10.2%	322.4	35.5%	908.4	577.0	68.7%	104.6	12.5%	158.7	18.9%	840.4	606.6	77.8%	107.3	13.8%	65.3	8.4%	779.2	613.6	80.5%	95.7	12.6%	52.8	6.9%	762.1	584.7	52.3%	85.1	7.6%	447.5	40.1%	1117.3
	Full-time Professional and Support	424.0	67.5%	126.0	20.1%	78.0	12.4%	628.0	381.1	51.9%	71.2	9.7%	281.9	38.4%	734.2	422.3	69.5%	71.1	11.7%	114.5	18.8%	607.9	488.5	78.3%	76.6	12.3%	59.1	9.5%	624.3	492.3	81.2%	65.5	10.8%	48.8	8.0%	606.6	466.4	78.6%	59.4	10.0%	67.5	11.4%	593.3
	Part-time Professional and Support	180.0	78.3%	32.0	13.9%	18.0	7.8%	230.0	112.6	64.7%	21.1	12.1%	40.5	23.3%	174.1	154.8	66.6%	33.5	14.4%	44.2	19.0%	232.5	118.1	76.2%	30.7	19.8%	6.2	4.0%	155.0	121.3	78.0%	30.2	19.4%	4.0	2.6%	155.5	118.3	22.6%	25.7	4.9%	380.0	72.5%	524.0
	All Staff	1217.0	62.6%	294.0	15.1%	434.0	22.3%	1945.0	857.0	58.5%	157.3	10.7%	451.7	30.8%	1466.1	947.3	69.8%	169.5	12.5%	239.5	17.7%	1356.3	1019.9	78.7%	167.6	12.9%	108.2	8.3%	1295.8	1046.1	80.2%	158.0	12.1%	100.7	7.7%	1304.9	1334.7	61.6%	187.9	8.7%	642.4	29.7%	2165.1
	All Full-time	645.0	68.9%	185.0	19.8%	106.0	11.3%	936.0	619.8	56.2%	121.6	11.0%	361.1	32.7%	1102.5	666.3	69.8%	121.0	12.7%	167.2	17.5%	954.5	784.4	79.1%	123.8	12.5%	83.5	8.4%	991.7	799.2	81.2%	109.0	11.1%	76.3	7.8%	984.5	777.6	78.2%	103.7	10.4%	113.7	11.4%	995.0
	All Part-time	572.0	56.7%	109.0	10.8%	328.0	32.5%	1009.0	237.2	65.2%	35.7	9.8%	90.7	24.9%	363.6	281.0	69.9%	48.5	12.1%	72.2	18.0%	401.8	235.5	77.5%	43.9	14.4%	24.7	8.1%	304.1	246.9	77.1%	49.0	15.3%	24.5	7.6%	320.3	557.2	47.6%	84.3	7.2%	528.7	45.2%	1170.1
Total	All Academic	1091.0	59.3%	264.0	14.4%	484.0	26.3%	1839.0	711.7	64.0%	158.0	14.2%	242.0	21.8%	1111.7	724.4	70.0%	158.0	15.3%	153.0	14.8%	1035.4	760.7	76.4%	162.0	16.3%	73.0	7.3%	995.7	812.5	76.4%	164.0	15.4%	87.0	8.2%	1063.5	1198.2	70.2%	220.6	12.9%	287.0	16.8%	1705.7
	Full-time Academic	459.0	70.0%	133.0	20.3%	64.0	9.8%	656.0	509.0	63.5%	130.8	16.3%	161.8	20.2%	801.6	493.5	68.1%	124.0	17.1%	106.7	14.7%	724.2	587.8	75.7%	136.8	17.6%	51.5	6.6%	776.1	620.5	76.4%	133.2	16.4%	58.5	7.2%	812.3	610.9	73.3%	132.8	15.9%	89.7	10.8%	833.4
	Part-time Academic	632.0	53.4%	131.0	11.1%	420.0	35.5%	1183.0	202.7	65.4%	27.2	8.8%	80.2	25.9%	310.1	230.9	74.2%	34.0	10.9%	46.3	14.9%	311.2	172.9	78.7%	25.2	11.5%	21.5	9.8%	219.6	192.0	76.4%	30.8	12.3%	28.5	11.3%	251.3	587.2	67.3%	87.8	10.1%	197.3	22.6%	872.3
	All Professional and support staff	665.0	70.1%	175.0	18.5%	108.0	11.4%	948.0	591.3	55.8%	114.0	10.8%	354.0	33.4%	1059.3	717.6	69.4%	137.0	13.3%	179.0	17.3%	1033.6	731.3	77.1%	138.0	14.6%	79.0	8.3%	948.3	749.5	80.0%	125.0	13.3%	62.0	6.6%	936.5	721.8	55.9%	110.4	8.6%	458.0	35.5%	1290.3
	Full-time Professional and Support	473.0	67.3%	141.0	20.1%	89.0	12.7%	703.0	451.5	53.2%	91.8	10.8%	305.0	36.0%	848.3	527.8	69.7%	100.0	13.2%	129.0	17.0%	756.8	594.7	77.0%	106.0	13.7%	71.7	9.3%	772.4	610.6	80.4%	91.0	12.0%	58.0	7.6%	759.6	585.8	78.7%	80.8	10.8%	78.0	10.5%	744.6
	Part-time Professional and Support	192.0	78.4%	34.0	13.9%	19.0	7.8%	245.0	139.8	66.3%	22.2	10.5%	49.0	23.2%	211.0	189.8	68.6%	37.0	13.4%	50.0	18.1%	276.8	136.6	77.7%	32.0	18.2%	7.3	4.2%	175.9	138.9	78.5%	34.0	19.2%	4.0	2.3%	176.9	136.0	24.9%	29.7	5.4%	380.0	69.6%	545.7
	All Staff	1756.0	63.0%	439.0	15.8%	592.0	21.2%	2787.0	1303.0	60.0%	272.0	12.5%	596.0	27.5%	2171.0	1442.0	69.7%	295.0	14.3%	332.0	16.0%	2069.0	1492.0	76.7%	300.0	15.4%	152.0	7.8%	1944.0	1562.0	78.1%	289.0	14.5%	149.0	7.5%	2000.0	1920.0	64.1%	331.0	11.0%	745.0	24.9%	2996.0
	All Full-time	932.0	68.6%	274.0	20.2%	153.0	11.3%	1359.0	960.5	58.2%	222.7	13.5%	466.8	28.3%	1649.9	1021.3	69.0%	224.0	15.1%	235.7	15.9%	1481.0	1182.5	76.4%	242.8	15.7%	123.2	8.0%	1548.5	1231.2	78.3%	224.2	14.3%	116.5	7.4%	1571.9	1196.7	75.8%	213.6	13.5%	167.7	10.6%	157

Figure 3.24 All academic staff at Kingston University (excluding Kingston bureau staff) with a known ethnicity by professorial status, nationality and ethnicity														
	2017/18						2016/17							
	Non-professor		Professor		Total		Non-professor			Professor			Total	
	No	%^	No	%^	No	%^	No.	%*	%^	No.	%*	%^	No.	%^
White	982.0	79.5%	109.0	90.8%	1,091.0	80.5%	645.0	90.6%	80.9%	66.7	9.4%	91.7%	711.7	81.8%
BME total	253.0	20.5%	11.0	9.2%	264.0	19.5%	152.0	96.2%	19.1%	6.0	3.8%	8.3%	158.0	18.2%
Black	104.0	8.4%	5.0	4.2%	109.0	8.0%	23.0	95.8%	2.9%	1.0	4.2%	1.4%	24.0	2.8%
Asian (including other Asian)	53.0	4.3%	1.0	0.8%	54.0	4.0%	61.0	95.3%	7.7%	3.0	4.7%	4.1%	64.0	7.4%
Chinese	20.0	1.6%	1.0	0.8%	21.0	1.5%	20.0	..	2.5%	2.0	..	2.8%	22.0	2.5%
Mixed	47.0	3.8%	2.0	1.7%	49.0	3.6%	24.0	100.0%	3.0%	0.0	0.0%	0.0%	24.0	2.8%
Other ethnic group	29.0	2.3%	2.0	1.7%	31.0	2.3%	24.0	100.0%	3.0%	0.0	0.0%	0.0%	24.0	2.8%
Academic staff total	1,235.0	100.0%	120.0	100.0%	1,355.0	100.0%	797.0	91.6%	100.0%	72.7	8.4%	100.0%	869.7	100.0%

%^ = % of total academic staff by ethnicity who are professors
 '..' indicates as suppressed percentage based on a population of 22.5 or less

Figure 3.27 Academic staff at Kingston University (excluding Kingston bureau staff) with a known ethnicity and by senior management post holder status, nationality and ethnicity 2016/17														
	2017/18						2016/17							
	Not a senior management post		Senior management post holder		Total		Not a senior management post holder			Senior management post holder			Total	
	No	%^	No	%^	No	%^	No.	%*	%^	No.	%*	%^	No.	%^
White	1080.0	80.4%	11.0	100.0%	1,091.0	80.5%	706.7	99.3%	81.7%	5.0	0.7%	..	711.7	81.8%
BME total	264.0	19.6%	0.0	0.0%	264.0	19.5%	158.0	100.0%	18.3%	0.0	0.0%	..	158.0	18.2%
Black	109.0	8.1%	0.0	0.0%	109.0	8.0%	24.0	100.0%	2.8%	0.0	0.0%	..	24.0	2.8%
Asian (including other Asian)	54.0	4.0%	0.0	0.0%	54.0	4.0%	64.0	100.0%	7.4%	0.0	0.0%	..	64.0	7.4%
Chinese	21.0	1.6%	0.0	0.0%	21.0	1.5%	22.0	..	2.5%	0.0	..	..	22.0	2.5%
Mixed	49.0	3.6%	0.0	0.0%	49.0	3.6%	24.0	100.0%	2.8%	0.0	0.0%	..	24.0	2.8%
Other ethnic group	31.0	2.3%	0.0	0.0%	31.0	2.3%	24.0	100.0%	2.8%	0.0	0.0%	..	24.0	2.8%
Academic staff total	1344.0	100.0%	11.0	100.0%	1,355.0	100.0%	864.7	99.4%	100.0%	5.0	0.6%	..	869.7	100.0%

%^ = % of total academic staff by ethnicity who are professors
 '..' indicates as suppressed percentage based on a population of 22.5 or less

4. Gender

Set		2017/18					2016/17					2015/16					2014/15					2013/14				
		Female		Male		Total	Female		Male		Total	Female		Male		Total	Female		Male		Total	Female		Male		Total
		No	%*	No	%*		No	%	No	%		No	%	No	%		No	%	No	%		No	%	No	%	
Set	All Academic	349.0	46.4%	403.0	53.6%	752.0	260.9	47.1%	293.1	52.9%	554.0	249.4	48.0%	270.1	52.0%	519.6	221.3	46.2%	257.9	53.8%	479.2	231.3	44.4%	289.5	55.6%	520.8
	Full-time Academic	153.0	44.0%	195.0	56.0%	348.0	180.4	41.6%	252.9	58.4%	433.3	166.6	44.1%	211.0	55.9%	377.6	174.3	42.7%	234.4	57.3%	408.7	176.5	40.6%	257.8	59.4%	434.3
	Part-time Academic	196.0	48.5%	208.0	51.5%	404.0	80.5	66.7%	40.2	33.3%	120.7	82.8	58.4%	59.1	41.6%	142.0	46.9	66.6%	23.5	33.4%	70.5	54.7	63.3%	31.7	36.7%	86.4
	All Professional and support staff	40.0	44.4%	50.0	55.6%	90.0	100.2	66.4%	50.7	33.6%	150.9	116.6	60.4%	76.6	39.6%	193.2	116.3	68.8%	52.8	31.2%	169.1	126.7	72.6%	47.7	27.4%	174.4
	Full-time Professional and Support	27.0	36.0%	48.0	64.0%	75.0	69.2	60.7%	44.9	39.3%	114.1	81.6	54.8%	67.3	45.2%	148.9	99.4	67.1%	48.8	32.9%	148.1	105.9	69.2%	47.1	30.8%	153.0
	Part-time Professional and Support	13.0	86.7%	2.0	13.3%	15.0	31.0	84.2%	5.8	15.8%	36.8	35.0	79.0%	9.3	21.0%	44.3	16.9	..	4.0	..	20.9	20.8	..	0.6	..	21.4
	All Staff	389.0	46.2%	453.0	53.8%	842.0	361.1	51.2%	343.8	48.8%	704.9	366.1	51.4%	346.7	48.6%	712.7	337.6	52.1%	310.7	47.9%	648.2	357.9	51.5%	337.2	48.5%	695.1
	All Full-time	180.0	42.6%	243.0	57.4%	423.0	249.6	45.6%	297.8	54.4%	547.4	248.2	47.1%	278.3	52.9%	526.5	273.7	49.2%	283.1	50.8%	556.8	282.5	48.1%	304.8	51.9%	587.3
	All Part-time	209.0	49.9%	210.0	50.1%	419.0	111.5	70.8%	46.0	29.2%	157.5	117.8	63.3%	68.4	36.7%	186.2	63.9	69.9%	27.5	30.1%	91.4	75.5	70.0%	32.3	30.0%	107.8
Non-Set	All Academic	600.0	55.2%	487.0	44.8%	1087.0	286.1	51.3%	271.6	48.7%	557.7	260.5	50.5%	255.4	49.5%	515.8	251.4	48.7%	265.1	51.3%	516.5	259.5	47.8%	283.3	52.2%	542.8
	Full-time Academic	157.0	51.0%	151.0	49.0%	308.0	183.4	49.8%	184.9	50.2%	368.3	169.1	48.8%	177.5	51.2%	346.6	168.6	45.9%	198.8	54.1%	367.4	174.2	46.1%	203.8	53.9%	377.9
	Part-time Academic	443.0	56.9%	336.0	43.1%	779.0	102.7	54.2%	86.7	45.8%	189.4	91.3	54.0%	77.9	46.0%	169.2	82.8	55.5%	66.3	44.5%	149.1	85.3	51.8%	79.5	48.2%	164.8
	All Professional and support staff	569.0	66.3%	289.0	33.7%	858.0	584.8	64.4%	323.6	35.6%	908.4	546.5	65.0%	293.9	35.0%	840.4	523.0	67.1%	256.2	32.9%	779.2	519.6	68.2%	242.5	31.8%	762.1
	Full-time Professional and Support	381.0	60.7%	247.0	39.3%	628.0	436.1	59.4%	298.1	40.6%	734.2	360.2	59.2%	247.7	40.8%	607.9	397.0	63.6%	227.2	36.4%	624.3	397.7	65.6%	208.9	34.4%	606.6
	Part-time Professional and Support	188.0	81.7%	42.0	18.3%	230.0	148.7	85.4%	25.5	14.6%	174.1	186.3	80.1%	46.2	19.9%	232.5	126.0	81.3%	29.0	18.7%	155.0	121.9	78.4%	33.6	21.6%	155.5
	All Staff	1169.0	60.1%	776.0	39.9%	1945.0	870.9	59.4%	595.2	40.6%	1466.1	806.9	59.5%	549.3	40.5%	1356.3	774.4	59.8%	521.3	40.2%	1295.8	779.1	59.7%	525.8	40.3%	1304.9
	All Full-time	538.0	57.5%	398.0	42.5%	936.0	619.5	56.2%	483.0	43.8%	1102.5	529.3	55.5%	425.2	44.5%	954.5	565.6	57.0%	426.1	43.0%	991.7	571.8	58.1%	412.7	41.9%	984.5
	All Part-time	631.0	62.5%	378.0	37.5%	1009.0	251.4	69.1%	112.2	30.9%	363.6	277.7	69.1%	124.1	30.9%	401.8	208.8	68.7%	95.3	31.3%	304.1	207.2	64.7%	113.1	35.3%	320.3
Total	All Academic	949.0	51.6%	890.0	48.4%	1839.0	547.0	49.2%	564.7	50.8%	1111.7	509.9	49.2%	525.5	50.8%	1035.4	472.7	47.5%	523.0	52.5%	995.7	490.7	46.1%	572.8	53.9%	1063.5
	Full-time Academic	310.0	47.3%	346.0	52.7%	656.0	363.8	45.4%	437.8	54.6%	801.6	335.7	46.4%	388.5	53.6%	724.2	342.9	44.2%	433.2	55.8%	776.1	350.7	43.2%	461.5	56.8%	812.3
	Part-time Academic	639.0	54.0%	544.0	46.0%	1183.0	183.2	59.1%	126.9	40.9%	310.1	174.2	56.0%	137.0	44.0%	311.2	129.8	59.1%	89.8	40.9%	219.6	140.0	55.7%	111.3	44.3%	251.3
	All Professional and support staff	609.0	64.2%	339.0	35.8%	948.0	685.0	64.7%	374.3	35.3%	1059.3	663.1	64.2%	370.5	35.8%	1033.6	639.3	67.4%	309.0	32.6%	948.3	646.3	69.0%	290.2	31.0%	936.5
	Full-time Professional and Support	408.0	58.0%	295.0	42.0%	703.0	505.3	59.6%	343.0	40.4%	848.3	441.8	58.4%	315.0	41.6%	756.8	496.4	64.3%	276.0	35.7%	772.4	503.6	66.3%	256.0	33.7%	759.6
	Part-time Professional and Support	201.0	82.0%	44.0	18.0%	245.0	179.7	85.2%	31.3	14.8%	211.0	221.3	79.9%	55.5	20.1%	276.8	142.9	81.2%	33.0	18.8%	175.9	142.7	80.7%	34.2	19.3%	176.9
	All Staff	1558.0	55.9%	1229.0	44.1%	2787.0	1232.0	56.7%	939.0	43.3%	2171.0	1173.0	56.7%	896.0	43.3%	2069.0	1112.0	57.2%	832.0	42.8%	1944.0	1137.0	56.9%	863.0	43.2%	2000.0
	All Full-time	718.0	52.8%	641.0	47.2%	1359.0	869.1	52.7%	780.8	47.3%	1649.9	777.5	52.5%	703.5	47.5%	1481.0	839.4	54.2%	709.2	45.8%	1548.5	854.3	54.3%	717.5	45.6%	1571.9
	All Part-time	840.0	58.8%	588.0	41.2%	1428.0	362.9	69.6%	158.2	30.4%	521.1	395.5	67.3%	192.5	32.7%	588.0	272.6	68.9%	122.8	31.1%	395.5	282.7	66.0%	145.5	34.0%	428.1

'..' indicates as suppressed percentage based on a population of 22.5 or less

Figure 4.17 Academic staff at Kingston University* by professorial status, mode of employment, SET marker and gender

	2017/18					2016/17						
	Female		Male		Total	Female			Male			Total
	No	%*	No	%*	No	No.	%*	%^	No.	%*	%^	No.
Professor	48	35.6%	87	64.4%	135	26.0	28.7%	100.0%	64.7	71.3%	100.0%	90.7
Full-time	35	33.7%	69	66.3%	104	15.0	23.4%	57.7%	49.0	76.6%	75.7%	64.0
Part-time	13	41.9%	18	58.1%	31	11.0	41.2%	42.3%	15.7	58.8%	24.3%	26.7
SET departments	17	31.5%	37	68.5%	54	7.3	20.6%	28.0%	28.0	79.4%	43.3%	35.3
Non-SET departments	31	38.3%	50	61.7%	81	18.7	33.8%	72.0%	36.7	66.2%	56.7%	55.4
Not a professor	901	52.9%	803	47.1%	1704	521.0	51.0%	100.0%	500.0	49.0%	100.0%	1021.0
Full-time	275	49.8%	277	50.2%	552	348.8	47.3%	66.9%	388.8	52.7%	77.8%	737.6
Part-time	626	54.3%	526	45.7%	1152	172.2	60.8%	33.1%	111.2	39.2%	22.2%	283.4
SET departments	569	56.6%	437	43.4%	1006	253.6	48.9%	48.7%	265.1	51.1%	53.0%	518.7
Non-SET departments	332	47.6%	366	52.4%	698	267.4	53.2%	51.3%	234.9	46.8%	47.0%	502.3
Total academic staff	949	51.6%	890	48.4%	1839	547.0	49.2%	100.0%	564.7	50.8%	100.0%	1111.7

%^ = % of total academic staff by gender who are professors

'..' indicates as suppressed percentage based on a population of 22.5 or

less

*Excludes bureau staff

Figure 4.18 All staff at Kingston University* by senior management status, mode of employment, SET marker and gender													
		2017/18					2016/17						
		Female		Male		Total	Female			Male			Total
		No	%*	No	%*	No	No.	%*	%^	No.	%*	%^	No.
Academic staff	Senior management post holder	4.0	36.4%	7.0	63.6%	11.0	2.0	..	..	6.0	..	..	8.0
	Full-time	4.0	40.0%	6.0	60.0%	10.0	2.0	..	..	6.0	..	..	8.0
	Part-time	0.0	0.0%	1.0	100.0%	1.0	0.0	..	..	0.0	..	..	0.0
	SET departments		0.0%	1.0	100.0%	1.0	0.0	..	..	1.9	..	..	1.9
	Non-SET departments	4.0	40.0%	6.0	60.0%	10.0	2.0	..	..	4.1	..	..	6.1
	Not a senior management post holder	945.0	51.7%	883.0	48.3%	1828.0	545.0	49.4%	100.0%	558.7	50.6%	100.0%	1103.7
	Full-time	306.0	47.4%	340.0	52.6%	646.0	361.8	45.6%	66.4%	431.8	54.4%	77.3%	793.6
	Part-time	639.0	54.1%	543.0	45.9%	1182.0	183.2	59.1%	33.6%	126.9	40.9%	22.7%	310.1
	SET departments	349.0	46.5%	402.0	53.5%	751.0	260.9	47.3%	47.9%	291.1	52.7%	52.1%	552.1
	Non-SET departments	596.0	55.3%	481.0	44.7%	1077.0	284.1	51.5%	52.1%	267.6	48.5%	47.9%	551.7
	Total	949.0	51.6%	890.0	48.4%	1839.0	547.0	49.2%	100.0%	564.7	50.8%	100.0%	1111.7
Professional and support staff	Senior management post holder	0.0	..	..	..	..	3.0	..	..	5.0	..	..	8.0
	Full-time	0.0	..	..	..	..	3.0	..	..	5.0	..	..	8.0
	Part-time	0.0	..	..	..	..	0.0	..	..	0.0	..	..	0.0
	SET departments	0.0	..	..	..	..	0.0	..	..	0.0	..	..	0.0
	Non-SET departments	0.0	..	..	..	..	3.0	..	..	5.0	..	..	8.0
	Not a senior management post holder	609.0	64.2%	339.0	35.8%	948.0	682.0	64.5%	100.0%	369.3	35.5%	100.0%	1051.3
	Full-time	408.0	58.0%	295.0	42.0%	703.0	502.3	58.7%	66.3%	338.0	41.3%	84.8%	840.3
	Part-time	201.0	82.0%	44.0	18.0%	245.0	179.7	80.1%	33.7%	31.3	19.9%	15.2%	211.0
	SET departments	569.0	66.3%	289.0	33.7%	858.0	100.2	60.5%	17.6%	50.7	39.5%	20.9%	191.2
	Non-SET departments	40.0	44.4%	50.0	55.6%	90.0	581.8	65.5%	82.4%	318.6	34.5%	79.1%	826.9
	Total	609.0	64.2%	339.0	35.8%	948.0	685.0	64.2%	100.0%	374.3	35.8%	100.0%	1059.3

%^ = % of total academic staff by gender who are senior managers

*Excludes bureau staff

'..' indicates as suppressed percentage based on a population of 22.5 or less

5. Multiple Identities

Figure 5.7 Academic staff at Kingston University (excluding Kingston bureau staff) with a known ethnicity and nationality by nationality, gender, BME marker, professorial status														
	2017/18						2016/17							
	Non-professor		Professor		Total		Non-professor			Professor			Total	
	No	%^	No	%^	No	%^	No.	%*	%^	No.	%*	%^	No.	%^
UK nationals														
White female	386.0	43.3%	31.0	34.8%	417.0	42.6%	251.0	96.2%	42.2%	10.0	3.8%	21.0%	261.0	40.7%
White male	351.0	39.4%	48.0	53.9%	399.0	40.7%	254.0	88.6%	42.7%	32.7	11.4%	68.6%	286.7	44.7%
BME female	86.0	9.7%	1.0	1.1%	87.0	8.9%	49.0	100.0%	8.2%	0.0	0.0%	0.0%	49.0	7.6%
BME male	68.0	7.6%	9.0	10.1%	77.0	7.9%	39.0	88.6%	6.6%	5.0	11.4%	10.5%	44.0	6.9%
UK nationals total	891.0	100.0%	89.0	100.0%	980.0	100.0%	594.9	92.9%	100.0%	47.7	7.4%	100.0%	640.7	100.0%
Non UK-nationals														
White female	120.0	41.7%	10.0	33.3%	130.0	40.9%	72.0	90.0%	38.1%	8.0	10.0%	34.8%	80.0	37.7%
White male	79.0	27.4%	19.0	63.3%	98.0	30.8%	56.0	80.0%	29.6%	14.0	20.0%	60.9%	70.0	33.0%
BME female	37.0	12.8%	0.0	0.0%	37.0	11.6%	24.0	100.0%	12.7%	0.0	0.0%	0.0%	24.0	11.3%
BME male	52.0	18.1%	1.0	3.3%	53.0	16.7%	37.0	97.4%	19.6%	1.0	2.6%	4.3%	38.0	17.9%
Non-UK nationals total	288.0	100.0%	30.0	100.0%	318.0	100.0%	189.0	89.2%	100.0%	23.0	10.8%	100.0%	212.0	100.0%
Total with known nationality														
White female	506.0	42.9%	41.0	34.5%	547.0	42.1%	330.0	94.6%	41.4%	19.0	5.4%	26.1%	349.0	40.1%
White male	430.0	36.5%	67.0	56.3%	497.0	38.3%	315.0	86.8%	39.5%	47.7	13.2%	65.6%	362.7	41.7%
BME female	123.0	10.4%	1.0	0.8%	124.0	9.6%	74.0	100.0%	9.3%	0.0	0.0%	0.0%	74.0	8.5%
BME male	120.0	10.2%	10.0	8.4%	130.0	10.0%	78.0	92.9%	9.8%	6.0	7.1%	8.3%	84.0	9.7%
Total	1179.0	100.0%	119.0	100.0%	1298.0	100.0%	797.0	91.6%	100.0%	72.7	8.4%	100.0%	869.7	100.0%

%^ percentage of staff (compare vertically)

%* percentage of staff (compare horizontally)

'..' indicates as suppressed percentage based on a population of 22.5 or less

Figure 5.8 Academic staff at Kingston University with a known nationality and ethnicity by nationality, gender, BME marker, senior management status														
	2016/18						2016/17							
	Not a senior management post holder		Senior management post holder		Total		Not a senior management post holder			Senior management post holder			Total	
	No	%^	No	%^	No	%^	No.	%*	%^	No.	%*	%^	No.	%^
UK-nationals														
White female	413.0	42.6%	4.0	36.4%	417.0	42.6%	259.0	99.2%	40.7%	2.0	0.8%	..	261.0	40.7%
White male	392.0	40.5%	7.0	63.6%	399.0	40.7%	283.7	99.0%	44.6%	3.0	1.0%	..	286.7	44.7%
BME female	87.0	9.0%	0.0	0.0%	87.0	8.9%	49.0	100.0%	7.7%	0.0	0.0%	..	49.0	7.6%
BME male	77.0	7.9%	0.0	0.0%	77.0	7.9%	44.0	100.0%	6.9%	0.0	0.0%	..	44.0	6.9%
UK-nationals total	969.0	100.0%	11.0	100.0%	980.0	100.0%	635.7	99.2%	100.0%	5.0	0.8%	..	640.7	100.0%
Non UK-nationals														
White female	130.0	40.9%	0.0	0.0%	130.0	40.9%	80.0	100.0%	37.7%	0.0	0.0%	..	80.0	37.7%
White male	98.0	30.8%	0.0	0.0%	98.0	30.8%	70.0	100.0%	33.0%	0.0	0.0%	..	70.0	33.0%
BME female	37.0	11.6%	0.0	0.0%	37.0	11.6%	24.0	100.0%	11.3%	0.0	0.0%	..	24.0	11.3%
BME male	53.0	16.7%	0.0	0.0%	53.0	16.7%	38.0	100.0%	17.9%	0.0	0.0%	..	38.0	17.9%
Non UK-nationals total	318.0	100.0%	0.0	0.0%	318.0	100.0%	212.0	100.0%	100.0%	0.0	0.0%	..	212.0	100.0%
Total with known nationality														
White female	543.0	42.2%	4.0	36.4%	547.0	42.1%	339.0	99.4%	40.0%	2.0	0.6%	..	341.0	40.0%
White male	490.0	38.1%	7.0	63.6%	497.0	38.3%	353.7	99.2%	41.7%	3.0	0.8%	..	356.7	41.8%
BME female	124.0	9.6%	0.0	0.0%	124.0	9.6%	73.0	100.0%	8.6%	0.0	0.0%	..	73.0	8.6%
BME male	130.0	10.1%	0.0	0.0%	130.0	10.0%	82.0	100.0%	9.7%	0.0	0.0%	..	82.0	9.6%
Total	1287.0	100.0%	11.0	100.0%	1298.0	100.0%	847.7	99.4%	100.0%	5.0	0.6%	..	852.7	100.0%

%^ = % of total academic staff by gender who are professors

'..' indicates as suppressed percentage based on a population of 22.5 or less

6. Notes

- There is a significant increase from previous years in the number of part-time academics reported and therefore an increase in the total number of employees reported. This year's data is a count of employment contracts, including academic atypical contracts, whereas previous years' data used the HESA definition of Full Person Equivalent (FPE).
- Pay gap data for 2017/18 was not available at the time of reporting and will be included at a later date.