

# Introduction

This publication is one of three reference volumes from the Higher Education Statistics Agency (HESA), which present statistics about the publicly-funded higher education institutions of the United Kingdom.

This volume draws on HESA's collection of data about finance and staff in higher education in the financial year ending 31 July 1996. Tabulations are included which record and analyse the income and expenditure of universities and colleges (with data shown at institution level) and also about the characteristics of academic staff (including gender balance within academic subject departments, ethnicity, etc.). The volume broadly follows the pattern of last year's volume, which was concerned with the financial year ending on 31 July 1995. However, some time series comparisons have been added in the introductory sections, together with some additional information drawn from aspects of the Finance Record which are not elaborated upon in the main tables. It should be noted that the institutional financial profiles which formed a part of this volume in 1994/95 are excluded from this year's volume, and are published instead in a separate volume of institutional management statistics.

It should be noted that where comparisons are made between the latest financial year and a previous year, the previous year's figures are as re-stated in the most recent financial statements available. They are not therefore necessarily reconcilable with figures for that year published in previous HESA volumes. However, it is understood that all such figures can be reconciled to the published accounts of the institutions.

The other reference volumes produced by HESA are:

**Students in Higher Education Institutions** - which contains statistical data about all aspects of students in higher education institutions, including their examination results. Tabulations also cover subjects of study at undergraduate and postgraduate levels. This publication is aimed at those seriously interested in finding out about issues concerning students in higher education.

**First Destinations of Students Leaving Higher Education Institutions** - which includes statistics about the first destinations of graduates, including employment rates, participation in further education and training, etc. A summary tabulation at institution level is included.

The Agency also makes available a number of other related products, including an electronic data source "HE Finance Plus" about finance in higher education institutions, available on CD-ROM.

While HESA publishes, and commissions others to publish, extensively from the data it collects, it is recognised that specific requirements by some interested parties may not be addressed. Therefore, the agency undertakes to provide a service to answer ad hoc enquiries about the data collected, for which a charge will normally be levied.

In 1996 HESA collected finance and staff data from all publicly-funded UK higher education institutions for the financial year 1995/96 (i.e. the period 1 August 1995 to 31 July 1996). This information was collected uniformly from all of the universities and higher education colleges in the UK.

This commentary summarises and analyses the data contained within the main tables and presents summary statistics and key points for the finance data and staff data in turn.

## Finance Data

### **Key points:**

#### **Income and expenditure**

- The sector reported a surplus of £112 million (1.05% of income) as compared with a surplus of £237 million (2.36% of income) in the previous year.
- The total income of the higher education institutions in the financial year 1995/96 was approximately £10.71 billion, an increase of 6.61% as compared with the previous year.
- Total expenditure was approximately £10.60 billion, an increase of 8.04% as compared with the previous year.

## Sources of income

- Funding Council Grants amounted to £4452 million, equivalent to 42% of all income in UK higher education institutions, and showing an increase of 1.3% between the two years. All other income components increased by greater percentages between the two years.
- Full-time students' fees constituted 71% of the income from Academic Fees and Support Grants (1995 - 74%).
- For the first time, income from full-time fees charged at rates other than the home fees rate exceeded half a billion pounds: the increase as compared with the previous financial year was over 11%.
- Fees received from part-time students increased by over 14%.
- Other Operating Income amounting to over £1.9 billion made up 18% of total income.
- The sector received a little over £1.5 billion in income from research grants and contracts in 1995/96.

## Expenditure

- 1996 was the first year in which HE expenditure exceeded £10 billion.
- Total expenditure increased by 8.0% as compared with the previous year, the major component in the increase being staff costs, the increase in which was 8.3%.
- In total, staff costs represented 57.9% of total expenditure.
- Expenditure in academic departments showed a modest proportional increase as compared with 1995 (43.1% of the total as compared with 42.5% in 1995).

## Income and Expenditure

The total income of the higher education institutions in the financial year 1995/96 was approximately £10.71 billion, an increase of 6.61% as compared with the previous year. Total expenditure was approximately £10.60 billion, an increase of 8.04% as compared with the previous year. This was the first year in which HE expenditure exceeded £10 billion. Overall, the sector reported a surplus of £112 million (1.05% of income) as compared with a surplus of £237 million (2.36% of income) in the previous year.

In tabular form:

Table A - Total income and expenditure, years ending 1995 and 1996

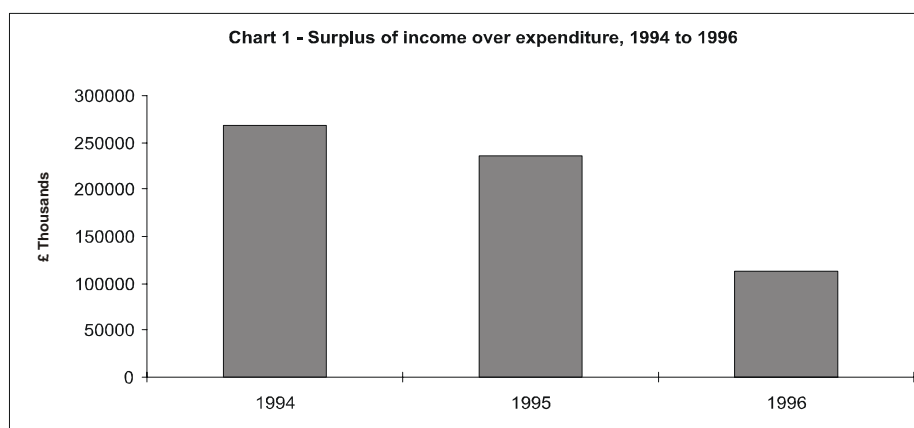
	1995	1996	Percentage change
Income	10047093	10711219	6.61%
Expenditure	9810408	10599126	8.04%
Surplus	236685	112093	-52.64%
Surplus as percentage of income	2.36%	1.05%	

There are well understood dangers in considering only a single year's financial figures, and readers are advised of these dangers, when considering the income and expenditure figures for 1995/96 for each institution which are set out later in this volume. (Comparative figures for the previous financial year are set out in the Resources Volume for 1994/95.) It is however perhaps instructive to consider the numbers of institutions reporting surpluses and deficits in each of the last two years, and also to analyse the trend.

In 1995, 140 institutions reported a surplus (or break-even), whereas 41 reported a deficit. In 1996, however, only 115 institutions reported a surplus, while 66 reported a deficit. In more detail:

- 33 reported a deficit in 1996, having reported a surplus in 1995
- 8 reported a surplus in 1996, having reported a deficit in 1995
- 107 reported a surplus in both financial years
- 33 institutions reported a deficit in both financial years

HESA now has available to it financial data in relation to three consecutive years (re-based and re-calculated as appropriate). In summary, the following graph shows the surplus of income over expenditure over these three years.



Within these overall figures, the out-turns reported by individual universities and colleges varied considerably. The largest percentage surplus reported was 11% of income, compared with 15% last year. The largest percentage deficit reported was 14% of income, compared with 17% last year.

This section concludes by summarising the income and expenditure of institutions located in the four countries of the United Kingdom, each of which has its own funding body. It should be noted that in this and other tables, the Open University is counted as an institution based in England, and funded by the Higher Education Funding Council for England.

Table B - Income and expenditure by UK country

		£ Thousands							
Location of institution		Financial year 1995/96				Financial year 1994/95			
		Income	Expenditure	Surplus/deficit	%	Income	Expenditure	Surplus/deficit	%
England		8745412	8637259	108153	1.24%	8156848	7943552	213296	2.61%
Northern Ireland		220114	226013	-5899	-2.68%	212812	214130	-1318	-0.62%
Scotland		1225080	1220572	4508	0.37%	1190298	1175385	14913	1.25%
Wales		520613	515282	5331	1.02%	487135	477341	9794	2.01%
<b>Total</b>		<b>10711219</b>	<b>10599126</b>	<b>112093</b>	<b>1.05%</b>	<b>10047093</b>	<b>9810408</b>	<b>236685</b>	<b>2.36%</b>

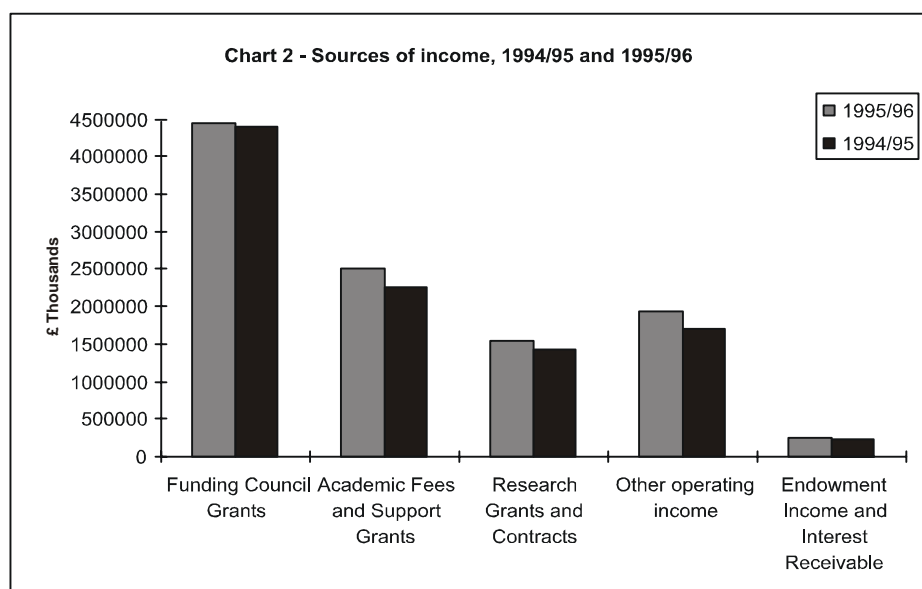
The following section of this commentary looks in more detail at income sources, and that is followed by a more detailed examination of expenditure.

## Income

The major sources of income received by UK higher education institutions are shown in Fin\_C, together with comparative figures for 1995, and the percentage change between the two years. Income sources are presented graphically in Fin\_2.

Table C - Sources of income

£ Thousands			
	1996	1995	% change
Funding Council Grants	4451694	4395359	1.3%
Academic Fees and Support Grants	2511361	2266433	10.8%
Research Grants and Contracts	1553693	1436739	8.1%
Other operating income	1931963	1709052	13.0%
Endowment Income and Interest Receivable	262508	239511	9.6%
<b>Total</b>	<b>10711219</b>	<b>10047093</b>	<b>6.6%</b>



Funding council grants amounted to £4452 million, 42% of the total income in UK higher education institutions, (1995 - 44%), thus showing an increase of 1.3% between the two years. Other income components increased by greater percentages between the two years. The combination of funding council grants and academic fees and support grants constituted 66% (1995 - 65%). Research grants and contracts remained steady at approximately 14% of total income, while Other Operating Income made up 18% of total income, (1995 - 17%), showing the greatest proportional increase of all the broad income components.

The following paragraphs look at these various income sources in more detail.

### Funding Council Grants

Institutional funds for academic and other purposes are allocated primarily by the Higher Education Funding Councils for England, Wales, and Scotland, and by the Department of Education for Northern Ireland acting as a funding agency for the two Northern Ireland universities. Some funds are also provided by Further Education Funding Councils in England and Wales in relation to some categories of Further Education teaching. (In Scotland it is impossible to disaggregate the funding of FE teaching.)

The following table shows the breakdown of income under the various headings.

Table D - Breakdown of Funding Council Grants, 1995/96

	£ Thousands	
		% of total
Recurrent - Teaching	2918469	66%
Recurrent - Research	803138	18%
Recurrent - Other	264922	6%
Special initiatives	63207	1%
Capital grants - Buildings	72744	2%
Capital grants - Equipment	273640	6%
Grants for FE provision (not applicable in Scotland)	55574	1%
<b>Total Funding Council Grants</b>	<b>4451694</b>	<b>100%</b>

### Academic Fees and Support Grants

Full-time students' fees constituted 71% of the income from academic fees and support grants (1995 - 74%). 1996 is believed to be the first year in which income from full-time fees charged at rates other than the home fees rate (predominantly, but not exclusively, overseas students' fees) exceeded half a billion pounds: the increase as compared with the previous financial year was over 11%. Fees received from part-time students increased by over 14% and fees from "non-credit-bearing" courses increased by 8%. Income under this head is summarised in table E.

Table E - Income from Academic Fees and Support Grants

	£ Thousands	
Full-time HE course fees		
UK domiciled students charged home fees	1217271	48%
Non-UK domiciled students charged home fees	52433	2%
Students charged overseas and other fees	506770	20%
Sub-total full time HE course fees	1776473	71%
Part-time credit bearing HE course fees	276159	11%
Non-credit-bearing course fees	179003	7%
FE course fees	17434	1%
Other teaching contract courses core activities	245098	10%
Research training support grants	17194	1%
<b>Total Academic Fees and Support Grants</b>	<b>2511361</b>	<b>100%</b>

## Research Grants and Contracts

In total, the sector received a little over £1.5 billion in income from Research Grants and Contracts in 1995/96. Of this, some 34% was provided by the Research Councils (proportion unchanged from 1995). The proportion of such income from UK industry and commerce was also unchanged, and amounted to £170 million in 1995/96. Details are shown in Table F.

Table F - Income from Research Grants and Contracts

	£ Thousands	
		% of total
OST Research Councils	531867	34%
UK based Charities	338188	22%
UK Govt Bodies, Health & Hospital Authorities	269464	17%
UK Industry, Commerce & Public Corps	169748	11%
EU Government Bodies	127791	8%
EU Other	19852	1%
Other Overseas	58538	4%
Other Sources	38245	2%
<b>Total Research Grants and Contracts</b>	<b>1553693</b>	<b>100%</b>

## Other Operating income

The sources of other operating income are summarised in Table G.

Table G - Other Operating Income

	£ Thousands	
		% of total
Other Services Rendered		
Course Validation Fees	15751	0.80%
Teaching companies	22620	1.30%
UK Govt Bodies, Health & Hospital Authorities	142509	7.40%
UK Industry, Commerce & Public Corps	98931	5.10%
EU Government Bodies	42822	2.20%
EU Other	5147	0.30%
Other Overseas	12851	0.70%
Other Sources	184016	9.50%
<b>Other Services Rendered subtotal</b>	<b>524647</b>	<b>27.16%</b>
Residences and catering operations	722278	37.39%
Grants from local authorities	1669	0.09%
Income from health and hospital authorities	158334	8.20%
Released from deferred capital grants	25639	1.33%
Income from intellectual property rights	12185	0.63%
Other general income	487211	25.22%
<b>Total Other Operating Income</b>	<b>1931963</b>	<b>100.00%</b>

## Expenditure

A summary of the main expenditure heads is given in Table H, together with comparative figures for 1995. Total expenditure increased by 8.0% as compared with the previous year, the major component in the increase being staff costs the increase in which was 8.3%. Staff costs represented 57.9% of total expenditure.

Table H - Expenditure

	£ Thousands		
	1995/96	1994/95	% change
Staff Costs	6136182.59	5663939.2	8.3%
Depreciation	437749	402088	8.9%
Other Operating Expenses	3858553.595	3594392.4	7.3%
Interest Payable	166641	149989	11.1%
<b>Total</b>	<b>10599125.67</b>	<b>9810408.1</b>	<b>8.0%</b>

Fin\_I shows the attribution of expenditure to functional areas. Expenditure in academic departments showed a modest proportional increase as compared with 1995 (43.1% of the total as compared with 42.5% in 1995), with other functional areas showing no change or a very slight proportional decrease.

Table I - Distribution of expenditure by functional area

	£ Thousands	
		% of total
Academic departments	4573050	43.1%
Academic services	705749	6.7%
Administration and central services	1276381	12.0%
Premises	1220276	11.5%
Residences and catering operations	747734	7.1%
Research grants and contracts	1334158	12.6%
Other expenditure	741778	7.0%
<b>Total expenditure</b>	<b>10599126</b>	<b>100.0%</b>

## Balance sheet

Finally, in order to provide a statement about the overall financial position of the sector, Table J shows comparative information about assets and liabilities as at the end of the financial year 1995/96 together with comparable figures for the previous year.

Table J - Balance sheet

	Balance as at	
	31 July 1996 (£M)	31 July 1995 (£M)
<b>Fixed assets</b>		
Tangible Assets	10534	9942
Investments	436	440
<b>Total</b>	<b>10970</b>	<b>10381</b>
<b>Endowment asset investments</b>	<b>1859</b>	<b>1722</b>
<b>Current assets</b>		
Stocks and Stores in Hand	62	59
Debtors	1057	928
Investments	1264	1179
Cash at Bank and in Hand	761	780
<b>Total</b>	<b>3145</b>	<b>2947</b>
Creditors: amounts falling due within one year	1975	1738
Net current assets	1170	1209
<b>Total assets less current liabilities</b>	<b>13999</b>	<b>13312</b>
Creditors: amounts falling due after more than one year	2119	2045
Provisions for liabilities and charges	622	536
<b>Total assets less liabilities</b>	<b>11259</b>	<b>10731</b>
Deferred capital grants	2327	2156
<b>Total net assets</b>	<b>8932</b>	<b>8576</b>
<b>Endowments</b>		
Specific	1497	1435
General	464	390
<b>Total</b>	<b>1961</b>	<b>1825</b>
<b>Reserves</b>		
Revaluation Reserve	4440	4460
Income and Expenditure Account	2531	2291
<b>Total</b>	<b>6971</b>	<b>6751</b>
<b>Total funds</b>		
<b>Total Funds</b>	<b>8932</b>	<b>8576</b>

Some of the totals may not add up to those shown due to rounding.

## Staff Data

### Key points:

- The total number of academic staff reported to HESA in 1995/96 was 126,582, an increase of 10% as compared with the previous year.
- Overall, 68% were male, and 32% female. Female staff made up 9% of full-time professors, as compared with 7% in the previous year.
- Departments in the areas of Medicine, Dentistry & Health accounted for just under a quarter of all full-time staff.
- Full-time female staff were most prominent in Medicine, Dentistry & Health, where there were 36% of all full-time female staff. Only 10% of full-time Engineering & Technology staff were female.
- 81% of researchers were not wholly institutionally financed.
- The average age of all full-time staff was 40.
- The known inflow of staff from overseas was more than three times the known outflow.

- 5% of staff of UK nationality for whom ethnicity was known came from non-white ethnic groups.
- Slightly fewer than 1% of staff were known to be disabled.

## General

Table A - Summaries of Academic Staff in all UK Institutions by Mode of Employment, Clinical Status and Principal Source of Salary

United Kingdom			
	Mode of Employment		Total
	Full-time	Part-time	
<b>Clinical Status</b>	<b>111458</b>	<b>15124</b>	<b>126582</b>
Non-clinical	105367	14374	119741
Clinical	6091	750	6841
<b>Principal Source of Salary</b>	<b>111458</b>	<b>15124</b>	<b>126582</b>
Wholly institutionally financed	77901	11266	89167
Principally institutionally financed	1022	130	1152
Other sources of finance	32535	3728	36263
<b>Primary Employment Function</b>	<b>111458</b>	<b>15124</b>	<b>126582</b>
Teaching/Teaching & Research	78244	10997	89241
Research Only	33214	4127	37341
<b>Grade</b>	<b>111458</b>	<b>15124</b>	<b>126582</b>
Professors	8649	448	9097
Senior Lecturers & Researchers	19590	1356	20946
Lecturers	45477	5633	51110
Researchers	29946	3616	33562
Other Grades	7796	4071	11867
<b>Gender</b>	<b>111458</b>	<b>15124</b>	<b>126582</b>
Male	78904	7483	86387
Female	32554	7641	40195

In July 1996, the total number of academic staff employed at UK higher education institutions was 126,582, an increase of 10% (11,861) on the previous year. They consisted of 111,458 (88%) full-time (an increase of 9% on last year), and 15,124 (12%) part-time staff (an increase of 26% on last year).

83% of all staff were of non-clinical full-time status. 70% of full-time staff were wholly institutionally financed. The equivalent proportion for part-time staff was slightly higher at 74%.

The ratio of teaching/teaching & research to research only, was approximately 7:3.

Just over two thirds (67%) of all staff were accounted for by either lecturer or researcher grades.

Overall, there were 86,387 (68%) male and 40,195 (32%) female staff. There was a similar divide between the genders among full-time staff, with a more equal split among part-time staff.



## Region and Clinical Status

Table B - Summaries of Full-time Academic Staff in all UK Institutions by Location of Institution, Gender, Principal Source of Income and Clinical Status

United Kingdom					
	Location of Institution				Total
	England	Wales	Scotland Northern	Ireland	
<b>Female</b>	<b>26767</b>	<b>1498</b>	<b>3678</b>	<b>611</b>	<b>32554</b>
Wholly institutionally financed	17117	1073	2309	401	20900
Non-clinical	16796	1058	2247	400	20501
Clinical	321	15	62	1	399
Other sources of finance	9650	425	1369	210	11654
Non-clinical	8739	394	1294	206	10633
Clinical	911	31	75	4	1021
<b>Male</b>	<b>63535</b>	<b>3995</b>	<b>9609</b>	<b>1765</b>	<b>78904</b>
Wholly institutionally financed	45210	3235	7161	1395	57001
Non-clinical	43716	3150	6815	1392	55073
Clinical	1494	85	346	3	1928
Other sources of finance	18325	760	2448	370	21903
Non-clinical	15914	658	2222	366	19160
Clinical	2411	102	226	4	2743

When we look at full-time staff figures split into the four UK countries (England, Wales, Scotland and Northern Ireland), it can be seen that they possessed similar patterns in terms of gender split, principal source of income and clinical status.

Within the gender split, there was a slightly higher proportion (72%) of men who were wholly institutionally financed compared with women (64%).

## Departmental Cost Centres, Principal Source of Salary and Grade

Table C - Full-time Academic Staff in all UK Institutions by Principal Source of Salary, Gender and Departmental Cost Centre

United Kingdom						
	Wholly institutionally financed			All other sources of finance		
	Male	Female	Total	Male	Female	Total
<b>Departmental Cost Centres</b>	<b>57001</b>	<b>20900</b>	<b>77901</b>	<b>21903</b>	<b>11654</b>	<b>33557</b>
Medicine, Dentistry & Health	7392	5478	12870	7148	6219	13367
Agriculture, Forestry & Veterinary Science	1204	318	1522	402	250	652
Biological, Mathematical & Physical Sciences	13306	2354	15660	7614	2857	10471
Engineering & Technology	8411	677	9088	4501	714	5215
Architecture & Planning	1806	356	2162	175	74	249
Administrative, Business & Social Studies	12337	4992	17329	1401	979	2380
Language, Literature & Area Studies	3064	2063	5127	95	91	186
Other Arts	5923	2204	8127	291	200	491
Education	3139	2196	5335	209	227	436
Academic Services	268	187	455	58	40	98
Administration & Central Services	150	74	224	9	3	12
Premises	1	0	1	0	0	0
Residences & Catering	0	1	1	0	0	0

Overall, Medicine, Dentistry & Health accounted for just under a quarter (24%) of full-time staff. The next largest departmental cost centre was Biological, Mathematical & Physical Sciences in which 23% of all full-time staff were located. Departmental Cost Centres varied in proportion across the two main groups of principal sources of salary.

42% of full-time staff who were wholly institutionally financed were attributed to Biological, Mathematical & Physical Sciences and Administrative, Business & Social Studies.

Medicine, Dentistry & Health and Biological, Mathematical & Physical Sciences accounted for 71% of those full-time staff who were financed by other sources.

Full-time female staff were most prominent in Medicine, Dentistry & Health, where they made up 36% of full-time staff. In contrast, only 10% of full-time Engineering & Technology staff were female.

By comparison with the previous year, the largest increase seen was within Medicine, Dentistry & Health (an increase of 4523). The largest decrease was seen within Academic Services with a fall of 526 staff.

Table D - Full-time Academic Staff in all UK Institutions by Principal Source of Salary, Grade and Gender

United Kingdom				
	Principal source of salary			Total
	Wholly institutionally financed	Principally institutionally financed	Other sources of finance	
Professors	7947	142	560	8649
Male	7277	132	500	7909
Female	670	10	60	740
Senior Lecturers & Researchers	17457	296	1837	19590
Male	14523	232	1295	16050
Female	2934	64	542	3540
Lecturers	41503	293	3681	45477
Male	28067	193	2187	30447
Female	13436	100	1494	15030
Researchers	5412	189	24345	29946
Male	3587	122	15816	19525
Female	1825	67	8529	10421
Other Grades	5582	102	2112	7796
Male	3547	81	1345	4973
Female	2035	21	767	2823
Total	77901	1022	32535	111458

The majority of full-time staff within the grade groups were financed wholly by the institution with the exception of researchers, 81% of whom were financed by other sources.

Female staff represented approximately a third of all full-time staff within each grade group, the exceptions being professors with 9% and senior lecturers & researchers with 18%. The increase in the proportion of female professors since the previous year is notable: their numbers have increased from 545 (7%) in 1994/95 to 740 (9%) in 1995/96.

## Age

Table E - Full-time Non-clinical Wholly Institutionally Financed Academic Staff, by Grade and Age

United Kingdom						
	Professors	Senior Lecturers & Researchers	Lecturers	Researchers	Other Grades	Total
Under 26	1	1	434	878	317	1631
26-30	4	34	4373	1770	530	6711
31-35	80	541	7317	1128	532	9598
36-40	421	1708	7145	628	699	10601
41-45	1076	3033	6684	383	864	12040
46-50	1908	4455	6934	285	1236	14818
51-55	1835	3751	4483	178	732	10979
56-60	1292	2389	2488	97	401	6667
61-65	609	762	792	32	154	2349
66+	58	39	39	6	20	162
Unknown	1	0	7	6	4	18
Total	7285	16713	40696	5391	5489	75574

Over a third (36%) of full-time non-clinical wholly institutionally financed staff were within the age of 41-50. The majority of this group consisted of lecturers (51%); only 2% were researchers.

The average age of all full-time staff in UK Higher Education Institutions in 1995/96 was 40 (unchanged from the previous year). 35% of full-time staff were under 35; 11% of full-time staff were aged 55 years or over.

## Inflow/Outflow

Table F - Full-time Wholly Institutionally Financed Academic Staff by Employment in the Previous Year and Destination

United Kingdom			
	Total		Total
Employment in the previous year	77901	Destination	77901
Non-clinical	75574	Non-clinical	75574
Current Institution	65472	Current Institution	69445
UK other HEI	2816	UK other HEI	1086
Inflow	7286	Outflow	5043
UK	3660	UK	459
Overseas	976	Overseas	270
Not in regular employment	121	Not in regular employment	250
Not known	2529	Retired	1053
		Death	61
		Not known	2950

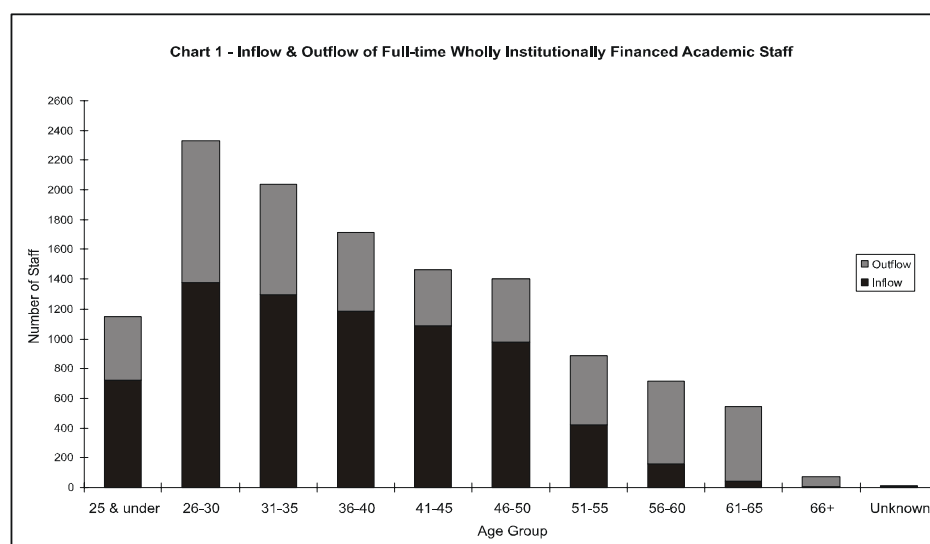
[Note: the figures in this section relate only to full-time non-clinical staff, wholly financed by the institution.]

86% of staff who were employed in higher education institutions in 1995/96 had also been employed in the same institution in the previous year. Of the 10102 new staff, 2816 (28%) are known to have come from another higher education institution.

Of the 6129 staff who left a higher education institution, 1086 (18%) are known to have entered another higher education institution. Of the remainder, 1053 (21%) are believed to have retired. However, the high proportion of unknown destinations should be noted.

The known inflow of staff from overseas was more than three times the known outflow.

Chart 1 displays graphically the inflow by age groups.



Ethnicity

The total number of staff of known UK nationality was 99,666. 83,724 (84%) were of known ethnicity, and 5% of these staff were of non-white ethnicity.

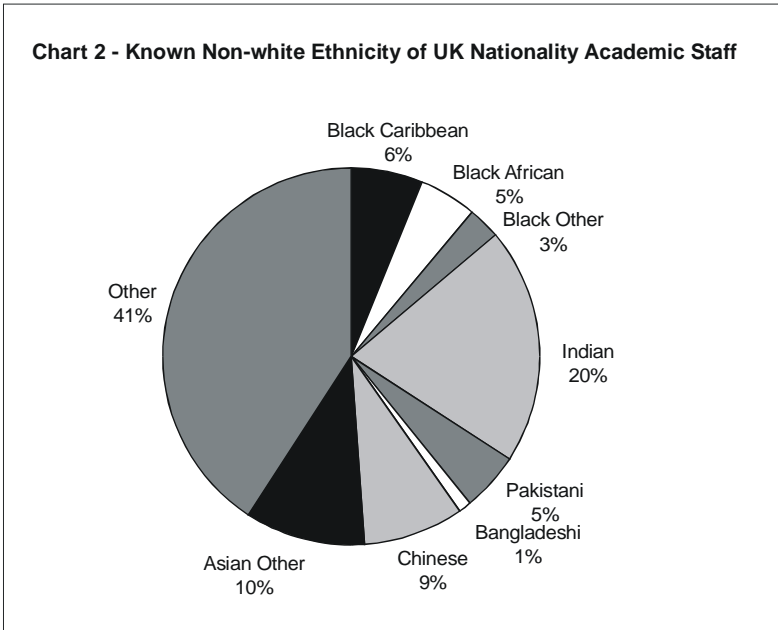


Chart 2 displays graphically the proportions of known non-white ethnic groups for all staff.

Disability

Table G - Academic Staff of UK Nationality by Disability Status, Nationality and Mode of Employment

United Kingdom						
	Not known to be disabled	Disabled but not registered	Registered disabled	Total for whom returns were made	Information not provided	Total
Total	84896	602	202	85700	13966	99666
FT	75227	506	168	75901	12292	88193
PT	9669	96	34	9799	1674	11473

Information was provided about disability for 86% of staff of UK nationality. Of these staff, 804 (slightly less than 1%) were known to have a disability.