

# Introduction

This publication is one of four 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 1997. 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 academic year ending on 31 July 1996.

The other reference volumes published 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.

**Higher Education Statistics for the United Kingdom** - which is published in conjunction with the Government Statistical Service and which presents an overview of higher education from a statistical perspective, including statistics about applications, participation, institutional finance and staffing and student awards and loans.

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. A series of Research Datapacks provides in depth coverage of items of special interest. More information about HESA's other publications is set out at the end of this volume.

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 enquiries about the data collected, for which a charge will normally be levied.

In 1997 HESA collected finance and staff data from all publicly-funded UK higher education institutions for the financial year 1996/97 (i.e. the period 1 August 1996 to 31 July 1997). 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

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.

### Key points:

#### Income and Expenditure

- The sector reported a surplus of £142 million (1.3% of income) as compared with a surplus of £113 million (1.1% of income) in the previous year.

- The total income of the higher education institutions in the financial year 1996/97 was approximately £11.14 billion, an increase of 4.7% as compared with the previous year.
- Total expenditure was approximately £11 billion, an increase of 4.4% as compared with the previous year.

## Sources of Income

- Funding council grants amounted to £4.4 billion, equivalent to 39% of all income in UK higher education institutions, and showed a decrease of 0.6% between the two years.
- Full-time students' fees constituted 69% of the income from academic fees & support grants (1996 - 71%).
- Income from full-time fees charged at rates other than the home fees rate increased by 11% as compared with the previous financial year.
- Fees received from part-time students increased by over 5%.
- Other operating income amounting to £2.13 billion made up 19% of total income.
- The sector received over £1.6 billion in income from research grants & contracts in 1996/97, an increase of 6% compared with the previous financial year.

## Expenditure

- Total expenditure increased by 4.4% as compared with the previous year.
- In total, staff costs represented 57.9% of total expenditure, the same as the previous year.
- Expenditure in academic departments showed a proportional decrease as compared with 1996 (42.9% of the total as compared with 43.1% in 1996).

## Income and Expenditure

The total income of the higher education institutions in the financial year 1996/97 was approximately £11.14 billion, an increase of 4.7% as compared with the previous year. Total expenditure was approximately £11 billion, an increase of 4.4% as compared with the previous year. Overall, the sector reported a surplus of £142 million (1.3% of income) as compared with a surplus of £113 million (1.1% of income) in the previous year.

In tabular form:

**Table A - Total Income and Expenditure, years ending 1997 and 1996**

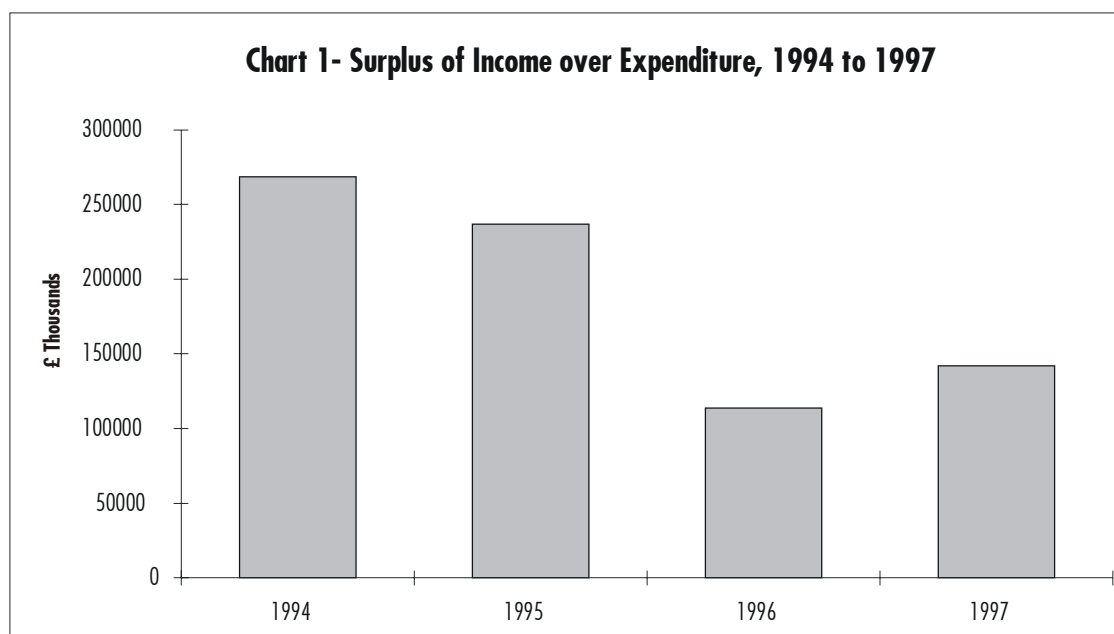
	£ Thousands		
	1997	1996	% change
Income	11143555	10647431	4.7%
Expenditure	11001544	10533870	4.4%
Surplus	142011	113561	25.1%
Surplus as percentage of income	1.3%	1.1%	

There are well understood dangers in considering a single year's financial figures, and readers are advised of these dangers, when considering the income and expenditure figures for 1996/97 for each institution which are set out later in this volume. (Comparative figures for the previous two financial years are set out in the Resources Volumes for 1994/95 and 1995/96). It is however perhaps instructive to consider the numbers of institutions reporting surpluses and deficits in each of the last three years.

In 1996, 116 institutions reported a surplus or breakeven (140 in 1995), with 65 reporting a deficit (41 in 1995). In 1997, however, 122 institutions reported a surplus or breakeven, while 59 reported a deficit. In more detail:

- 19 reported a deficit in 1997, having reported a surplus in 1996
- 25 reported a surplus in 1997, having reported a deficit in 1996
- 97 reported a surplus in both financial years
- 40 institutions reported a deficit in both financial years

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



Within these overall figures, the out-turns reported by individual universities and colleges varied considerably. The largest percentage surplus reported was 14% of income, compared with 11% last year and 15% the previous year. The largest percentage deficit reported was 24% of income, compared with 14% last year and 17% the year before.

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**

Location of Institution	£ Thousands							
	Financial year 1996/97				Financial year 1995/96			
	Income	Expenditure	Surplus/deficit	%	Income	Expenditure	Surplus/deficit	%
England	9103441	8963075	140366	1.5%	8685131	8575401	109730	1.3%
Northern Ireland	221384	223701	-2317	-1.0%	221744	227643	-5899	-2.7%
Scotland	1274059	1270849	3210	0.3%	1224968	1220387	4581	0.4%
Wales	544671	543919	752	0.1%	515588	510439	5149	1.0%
<b>Total</b>	<b>11143555</b>	<b>11001544</b>	<b>142011</b>	<b>1.3%</b>	<b>10647431</b>	<b>10533870</b>	<b>113561</b>	<b>1.1%</b>

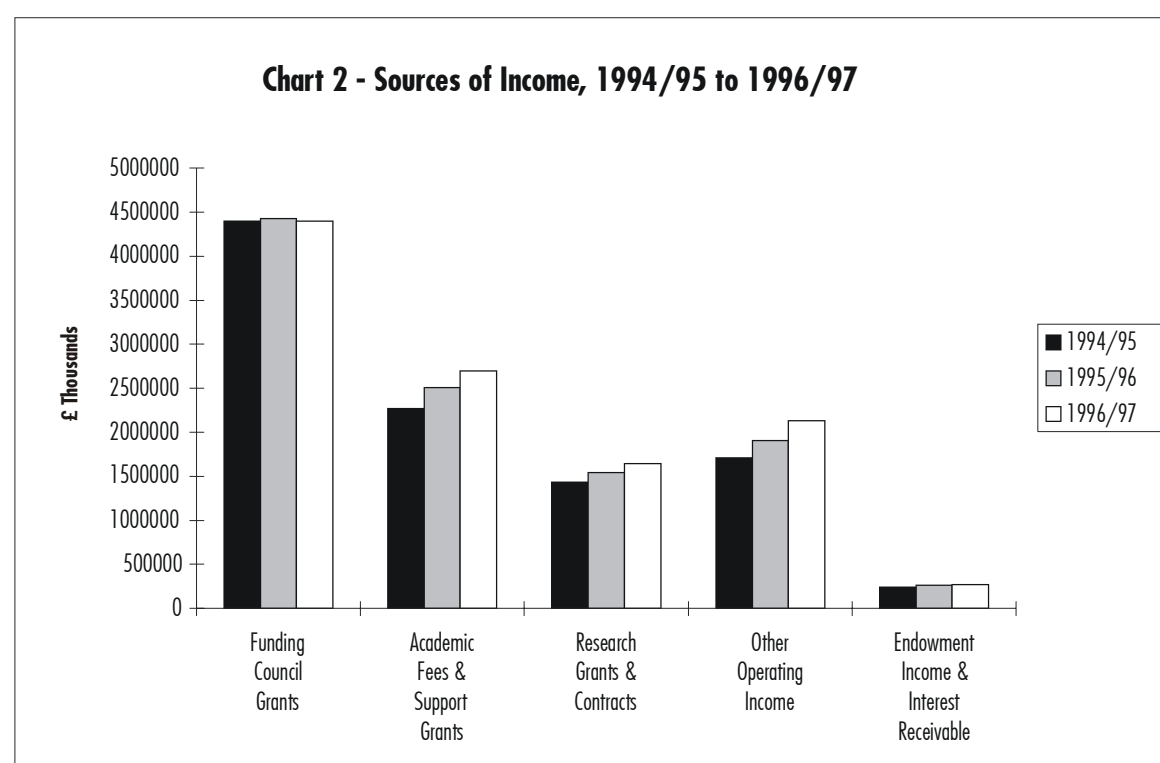
The following section of the commentary looks in more detail at income sources, and that is followed by a more detailed examination of expenditure.

## Income

The major sources of income received by UK higher education institutions are shown in Table C, together with comparative figures for 1996, and the percentage change between the two years. Income sources are presented graphically in Chart 2.

**Table C - Sources of Income**

	£ Thousands		
	1997	1996	% change
Funding council grants	4400038	4428169	-0.6%
Academic fees & support grants	2698701	2508772	7.6%
Research grants & contracts	1642336	1541846	6.5%
Other operating income	2133033	1906228	11.9%
Endowment income & interest receivable	269446	262416	2.7%
<b>Total</b>	<b>11143554</b>	<b>10647431</b>	<b>4.7%</b>



Funding council grants amounted to £4.4 billion, 39% of the total income in UK higher education institutions, (1996 - 42%), thus showing a decrease of 0.6% between the two years. Other income components increased by greater percentages between the two years. The combination of funding council grants and academic fees & support grants constituted 64% (1996 - 66%). Research grants & contracts increased by 6.5% to provide 15% of total income, while other operating income made up 19% of total income, (1996 - 18%), showing the greater 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, 1996/97**

	<b>£ Thousands</b>	
		<i>% of total</i>
Recurrent - teaching	2953656	67.1%
Recurrent - research	813594	18.5%
Recurrent - other	213824	4.9%
Special initiatives	60697	1.4%
Capital grants - buildings	63609	1.4%
Capital grants - equipment	239538	5.4%
Grants for FE provision (not applicable in Scotland)	55120	1.3%
<b>Total funding council grants</b>	<b>4400038</b>	<b>100%</b>

## Academic Fees and Support Grants

Full-time students' fees constituted 69% of the income from academic fees & support grants (1996 - 71%). The increase as compared with the previous financial year was 5%. Fees received from part-time students increased by 6% and fees from "non-credit-bearing" courses increased by 7%. Income under this head is summarised in Table E.

**Table E - Income from Academic Fees and Support Grants**

	<b>£ Thousands</b>	
		<i>% of total</i>
<b>Full-time HE course fees</b>		
UK domiciled students charged home fees	1232611	45.7%
Non-UK domiciled students charged home fees	69148	2.6%
Students charged overseas and other fees	562575	20.8%
<b>Sub-total full-time HE course fees</b>	<b>1864334</b>	<b>69.1%</b>
Part-time credit-bearing HE course fees	291483	10.8%
Non-credit-bearing course fees	191146	7.1%
FE course fees	14683	0.5%
Other teaching contract courses core activities	316522	11.7%
Research training support grants	20533	0.8%
<b>Total academic fees &amp; support grants</b>	<b>2698701</b>	<b>100.0%</b>

## Research Grants and Contracts

In total, the sector received over £1.6 billion in income from research grants & contracts in 1996/97, an increase of 6% compared with the previous financial year. Of this, some 32% was provided by the research councils (a decrease of 2% compared with 1996). The proportion of such income from UK industry & commerce was also unchanged, and amounted to £188 million in 1996/97. Details are shown in Table F.

**Table F - Income from Research Grants and Contracts**

	<b>£ Thousands</b>	
		<i>% of total</i>
OST research councils	525143	32.0%
UK based charities	364360	22.2%
UK govt bodies, health & hospital authorities	296735	18.1%
UK industry, commerce & public corps	188059	11.5%
EU government bodies	134804	8.2%
EU other	22878	1.4%
Other overseas	68596	4.2%
Other sources	41761	2.5%
<b>Total research grants &amp; contracts</b>	<b>1642336</b>	<b>100.0%</b>

## Other Operating Income

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

**Table G - Other Operating Income**

	<b>£ Thousands</b>	
		<i>% of total</i>
<b>Other services rendered</b>		
Course validation fees	13585	0.6%
Teaching companies	25763	1.2%
UK government bodies, health & hospital authorities	177687	8.3%
UK industry, commerce & public corporations	118263	5.5%
EU government bodies	45746	2.1%
EU other	10437	0.5%
Other overseas	16493	0.8%
Other sources	204816	9.6%
<b>Other services rendered sub-total</b>	<b>612790</b>	<b>28.7%</b>
Residences & catering operations	772275	36.2%
Grants from local authorities	1393	0.1%
Income from health & hospital authorities	160837	7.5%
Released from deferred capital grants	26313	1.2%
Income from intellectual property rights	16413	0.8%
Other general income	543012	25.5%
<b>Total other operating income</b>	<b>2133033</b>	<b>100.0%</b>

## Expenditure

A summary of the main expenditure heads is given in Table H, together with comparative figures for 1996. Total expenditure increased by 4.4% as compared with the previous year, with interest payable and depreciation showing the largest proportional increases.

**Table H - Expenditure, years ending 1997 and 1996**

	<b>£ Thousands</b>		
	1996/97	1995/96	<i>% change</i>
Staff costs	6371676	6099952	4.5%
Depreciation	474143	435836	8.8%
Other operating expenses	3962995	3832521	3.4%
Interest payable	192730	165561	16.4%
<b>Total</b>	<b>11001544</b>	<b>10533870</b>	<b>4.4%</b>

Table I shows the attribution of expenditure to functional areas. Expenditure in academic departments showed a modest proportional decrease as compared with 1996 (42.9% of the total as compared with 43.1% in 1996). Other functional areas showed only very slight proportional changes.

**Table I - Distribution of Expenditure by Functional Area**

	<b>£ Thousands</b>	
		<i>% of total</i>
Academic departments	4714550	42.9%
Academic services	722975	6.6%
Administrative & central services	1306077	11.9%
Premises	1263229	11.5%
Residences & catering operations	787901	7.2%
Research grants & contracts	1410517	12.8%
Other expenditure	796295	7.2%
<b>Total expenditure</b>	<b>11001544</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 1996/97 together with comparable figures for the previous year.

**Table J - Balance Sheet**

	Balance as at	
	31 July 1997 (£M)	31 July 1996 (£M)
<b>Fixed assets</b>		
Tangible assets	11053	10477
Investments	491	454
Total	11545	10930
<b>Endowment asset investments</b>	<b>2217</b>	<b>1876</b>
<b>Current assets</b>		
Stocks and stores in hand	62	61
Debtors	1152	1046
Investments	1376	1342
Cash at bank and in hand	623	657
Total	3212	3106
Creditors: amounts falling due within one year	2064	1981
Net current assets	1148	1125
<b>Total assets less current liabilities</b>	<b>14910</b>	<b>13931</b>
Creditors: amounts falling due after more than one year	2255	2098
Provisions for liabilities and charges	678	622
<b>Total assets less liabilities</b>	<b>11977</b>	<b>11211</b>
Deferred capital grants	2420	2296
<b>Total net assets</b>	<b>9557</b>	<b>8915</b>
<b>Endowments</b>		
Specific	1763	1494
General	532	450
Total	2296	1944
<b>Reserves</b>		
Revaluation reserve	4354	4340
Minority interest	3	12
Income and expenditure account	2904	2619
Total	7261	6971
<b>Total funds</b>		
<b>Total funds</b>	<b>9557</b>	<b>8915</b>

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

# Staff Data

It should be noted that due to changes in the definition of the HESA standard staff population, it is not advisable to make direct comparisons with last year's staff tables. Where we have made comparisons we have recalculated last year's figures using the new definition.

## Key points:

- The total number of academic staff reported to HESA in 1996/97 was 127,568, an increase of a little over 1% as compared with the previous year.
- Overall, 67% were male, and 33% female. Female staff made up 9% of full-time professors, the same as in the previous year.
- Departments in the areas of medicine, dentistry & health accounted for a quarter of all full-time staff.
- 46% of all full-time staff in medicine, dentistry & health were female whereas only 10% of all full-time staff in engineering & technology were female.
- A little under 84% of researchers were not wholly institutionally financed.
- The average age of all full-time staff was 41.
- The known inflow of staff from overseas was more than twice the known outflow to overseas.
- The known outflow of staff exceeded the known inflow by 26% and was most pronounced in the over 50 age groups.
- 4% of staff of UK nationality for whom ethnicity was known came from non-white ethnic groups.
- Less than 1% of staff for whom disability was reported were known to be disabled.

## General

In July 1997, the total number of academic staff employed at UK higher education institutions was 127,568, an increase of a little over 1% on the previous year. They consisted of 110,774 (87%) full-time (a decrease of 0.3% on last year), and 16,794 (13%) part-time staff (an increase of 12% on last year).

82% of all staff were of non-clinical full-time status. 69% of full-time staff were wholly institutionally financed. The equivalent proportion for part-time staff was slightly higher at 74%.

30% of staff were research only.

82% of all staff were accounted for by either senior lecturer, lecturer or researcher grades.

Overall, there were 85,602 (67%) male and 41,966 (33%) female staff. There was a similar divide between the genders among full-time staff, but a slightly higher percentage of females among part-time staff.



**Table A - Summaries of Academic Staff in all UK Institutions by Mode of Employment, Clinical Status, Principal Source of Salary Primary Employment Function, Grade and Gender****United Kingdom**

	<b>Mode of Employment</b>		<b>Total</b>
	Full-time	Part-time	
<b>Clinical status</b>	<b>110774</b>	<b>16794</b>	<b>127568</b>
Non-clinical	104569	15896	120465
Clinical	6205	898	7103
<b>Principal source of salary</b>	<b>110774</b>	<b>16794</b>	<b>127568</b>
Wholly institutionally financed	76031	12504	88535
Principally institutionally financed	1053	164	1217
Other sources of finance	33690	4126	37816
<b>Primary employment function</b>	<b>110774</b>	<b>16794</b>	<b>127568</b>
Teaching/teaching & research	77429	12438	89867
Research only	33345	4356	37701
<b>Grade</b>	<b>110774</b>	<b>16794</b>	<b>127568</b>
Professors	8997	507	9504
Senior lecturers & researchers	19812	1474	21286
Lecturers	44007	6188	50195
Researchers	29695	3786	33481
Other grades	8263	4839	13102
<b>Gender</b>	<b>110774</b>	<b>16794</b>	<b>127568</b>
Male	77448	8154	85602
Female	33326	8640	41966

**Region and Clinical Status**

As in previous years, full-time staff figures split into the four UK countries (England, Wales, Scotland and Northern Ireland) possess similar patterns in terms of gender split, principal source of finance and clinical status.

**Table B - Summaries of Full-time Academic Staff in all UK institutions by Location of Institution, Gender, Principal Source of Finance and Clinical Status****United Kingdom**

	<b>Location of Institution</b>				<b>Total</b>
	England	Wales	Scotland	Northern Ireland	
<b>Female</b>	<b>27223</b>	<b>1467</b>	<b>4028</b>	<b>608</b>	<b>33326</b>
<b>Wholly institutionally financed</b>	<b>17127</b>	<b>1097</b>	<b>2319</b>	<b>377</b>	<b>20920</b>
Non-clinical	16807	1085	2256	376	20524
Clinical	320	12	63	1	396
<b>Other sources of finance</b>	<b>10096</b>	<b>370</b>	<b>1709</b>	<b>231</b>	<b>12406</b>
Non-clinical	9116	347	1622	228	11313
Clinical	980	23	87	3	1093
<b>Male</b>	<b>62328</b>	<b>3896</b>	<b>9508</b>	<b>1716</b>	<b>77448</b>
<b>Wholly institutionally financed</b>	<b>43862</b>	<b>3080</b>	<b>6831</b>	<b>1338</b>	<b>55111</b>
Non-clinical	42426	3004	6506	1337	53273
Clinical	1436	76	325	1	1838
<b>Other sources of finance</b>	<b>18466</b>	<b>816</b>	<b>2677</b>	<b>378</b>	<b>22337</b>
Non-clinical	15936	720	2428	375	19459
Clinical	2530	96	249	3	2878

## 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		
	Female	Male	Total	Female	Male	Total
<b>Departmental cost centres</b>	<b>20920</b>	<b>55111</b>	<b>76031</b>	<b>12406</b>	<b>22337</b>	<b>34743</b>
Medicine, dentistry & health	5838	7298	13136	6731	7480	14211
Agriculture, forestry & veterinary science	312	1162	1474	304	597	901
Biological, mathematical & physical science	2273	12567	14840	2978	7547	10525
Engineering & technology	704	8278	8982	715	4454	5169
Architecture & planning	376	1788	2164	78	173	251
Administrative, business & social studies	4895	11944	16839	985	1369	2354
Language based studies	1973	2929	4902	89	118	207
Other arts	2206	5797	8003	211	324	535
Education	2083	2954	5037	259	206	465
Academic services	171	240	411	47	58	105
Administration & central services	88	154	242	9	11	20
Premises	0	0	0	0	0	0
Residences & catering	1	0	1	0	0	0

As in 1995/96, medicine, dentistry & health accounted for a quarter of full-time staff overall. The next largest departmental cost centre was again biological, mathematical & physical sciences, in which 23% of all full-time staff were located. Other departmental cost centres varied in proportion across the two main groups of principal sources of salary.

**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	
<b>Professors</b>	<b>8222</b>	<b>161</b>	<b>614</b>	<b>8997</b>
Female	701	9	61	771
Male	7521	152	553	8226
<b>Senior lecturers &amp; researchers</b>	<b>17591</b>	<b>277</b>	<b>1944</b>	<b>19812</b>
Female	3242	57	575	3874
Male	14349	220	1369	15938
<b>Lecturers</b>	<b>39820</b>	<b>296</b>	<b>3891</b>	<b>44007</b>
Female	13246	106	1586	14938
Male	26574	190	2305	29069
<b>Researchers</b>	<b>4809</b>	<b>244</b>	<b>24642</b>	<b>29695</b>
Female	1705	91	8847	10643
Male	3104	153	15795	19052
<b>Other grades</b>	<b>5589</b>	<b>75</b>	<b>2599</b>	<b>8263</b>
Female	2026	25	1049	3100
Male	3563	50	1550	5163
<b>Total</b>	<b>76031</b>	<b>1053</b>	<b>33690</b>	<b>110774</b>

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.

46% of all full-time staff in medicine, dentistry & health were female. However, as for 1995/96 only 10% of all full-time staff in engineering & technology were female.

This year the largest increase in full-time staff was seen within administration & central services, which showed an increase of 11%. Medicine, dentistry & health increased by 5%. The largest decrease was seen within academic services with a fall of 6%.

The majority of full-time staff within the grade groups were financed wholly by the institution with the exception of researchers, 83% of whom were financed by other sources.

Female staff represented 9% of professors and 19% of senior lecturers and researchers.

## Age

Over a third (36%) of full-time non-clinical wholly institutionally financed staff were within the age group 41-50: 22% of these staff were aged 35 and under: 13% were aged 55 or over.

The average age of all full-time staff in UK higher education institutions in 1996/97 was 41.

**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	0	5	310	712	278	1305
26 - 30	2	47	3721	1462	545	5777
31 - 35	69	562	7128	1032	581	9372
36 - 40	413	1771	6910	610	642	10346
41 - 45	1085	2930	6387	363	826	11591
46 - 50	1952	4419	6812	289	1191	14663
51 - 55	1927	3890	4542	204	828	11391
56 - 60	1399	2421	2428	88	427	6763
61 - 65	640	747	805	27	160	2379
66 +	71	37	43	7	18	176
Unknown	2	1	11	6	14	34
<b>Total</b>	<b>7560</b>	<b>16830</b>	<b>39097</b>	<b>4800</b>	<b>5510</b>	<b>73797</b>

## Inflow/Outflow

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

91% of staff who were employed in higher education institutions in 1996/97 had also been employed in the same institution in the previous year. 1,961 staff are known to have come from another higher education institution. 4,726 were new to UK higher education.

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

### United Kingdom

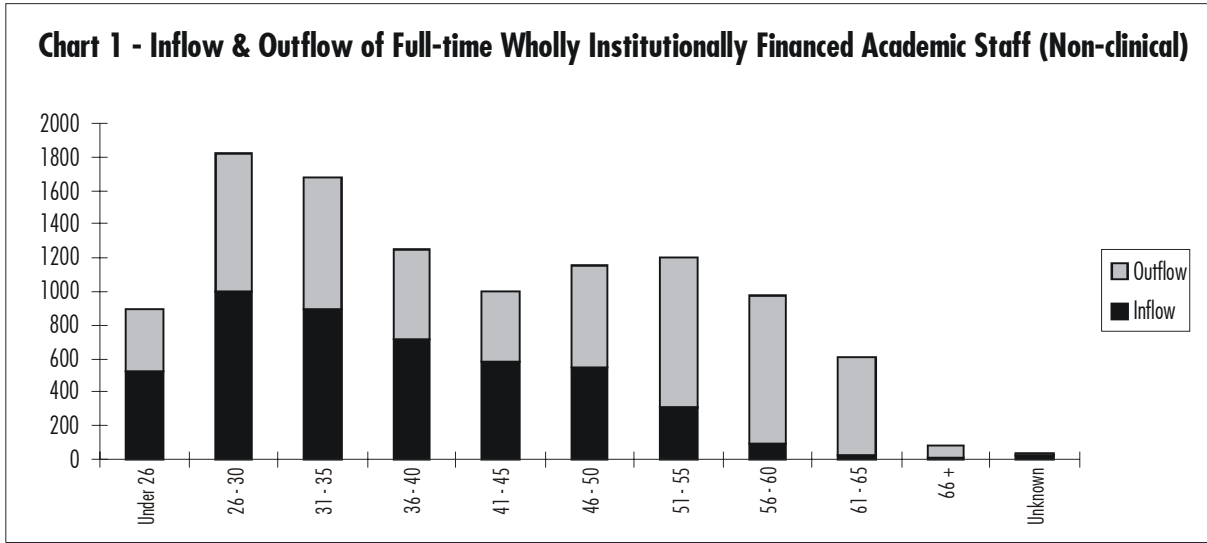
	Total		Total
<b>Employment in the previous year</b>		<b>Destination</b>	
<b>Non-clinical</b>	<b>73797</b>	<b>Non-clinical</b>	<b>73797</b>
Current institution	67110	Current institution	67254
UK other HEI	1961	UK other HEI	581
<b>Inflow</b>	<b>4726</b>	<b>Outflow</b>	<b>5962</b>
UK	2347	UK	543
Overseas	685	Overseas	303
Not in regular employment	111	Not in regular employment	324
Not known	1583	Retirement	1842
		Death	71
		Not known	2879

Of the 6,543 staff who left a higher education institution, 581 are known to have entered another UK higher education institution. Of the remainder, 1,842 (28%) are known to have retired.

With regard to the outflow of staff the high proportion of unknown destinations should be noted.

The known inflow of staff from overseas was more than twice the known outflow to overseas.

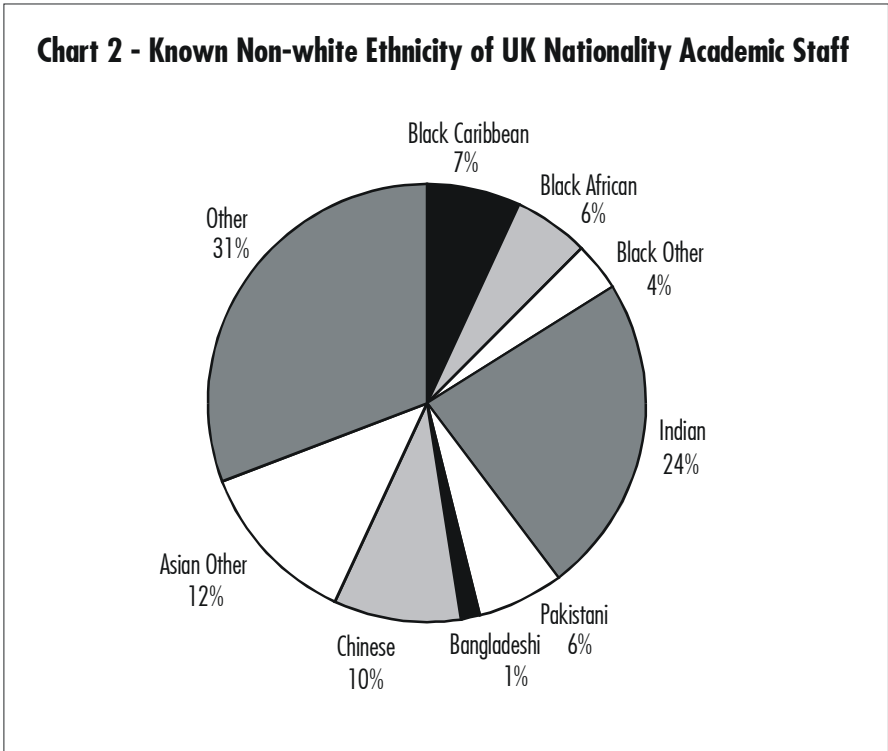
Chart 1 displays graphically the inflow and outflow by age groups.



Ethnicity

The total number of staff of known UK nationality was 101,781. 87,462 (86%) were of known ethnicity, and 4% of these were of non-white ethnicity.

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



## Disability

Information was provided about disability for 88% of staff of UK nationality. Of these, 834 (slightly less than 1%) were known to have a disability.

**Table G - Academic Staff of UK Nationality by Disability Status 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	<b>Total</b>
<b>Total</b>	<b>88753</b>	<b>643</b>	<b>191</b>	<b>89587</b>	<b>12194</b>	<b>101781</b>
FT	77508	534	164	78206	10460	<b>88666</b>
PT	11245	109	27	11381	1734	<b>13115</b>