

Annual Staffing Data 2023/24 reporting year



Data now includes variable hours employees without FTE, unless explicitly stated. This effects headcount figures.

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Notes

- The source of the data is PeopleXD unless otherwise stated in table or figure captions.
- Data include employees on fixed-hours Chancellor, Masters and Scholars contracts and variable hours employees, unless explicitly stated.
- Figures do not include casual workers, Temporary Staffing Service workers, agency workers, or Personal Services Companies.
- Oxford Institute for Population Ageing is included in the Social Sciences division in these tables and figures.
- Full Time Equivalents (FTE) are rounded to one decimal place.

Data Definitions

Headcount – a count of unique contracts of employment

Staff group – a grouping of contracts by role type, defined by the Staff Classification Guide available via the website: <https://hrsystems.admin.ox.ac.uk/staff-classification-page>

Grade group – a grouping of contracts by both grade and role.

- Academic: contracts on academic staff classification code AC.
- Research: contracts on staff classification code AP or AR.
- Academic-related: contracts in grades 6+ and not on staff classification codes AC, AP, or AR.
- Support: contracts in grades 1-5 and not on staff classification codes AC, AP, or AR

Staff in post headcount and FTE

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Table 1: Headcount by staff group and grade group (staff in post as at 31 July 2023 & 2024 compared)

Staff Group	Grade Group	Headcount		Change		% Change in Headcount	
		2023	2024	2023	2024	2023	2024
Academic	Academic	2,084	2,089	49	5	2.4%	0.2%
Research	Research	5,030	5,181	77	151	1.6%	3.0%
Teaching & Research Support	Academic		1	0	1		
	Academic-related	1,399	1,461	98	62	7.5%	4.4%
	Support Staff	13	15	5	2	62.5%	15.4%
Professional, Administrative & Clerical	Academic-related	2,875	3,171	256	296	9.8%	10.3%
	Support Staff	1,398	1,340	12	-58	0.9%	-4.1%
Finance - Professional & Support	Academic-related	348	372	19	24	5.8%	6.9%
	Support Staff	215	224	-5	9	-2.3%	4.2%
Computing - Professional & Support	Academic-related	759	774	17	15	2.3%	2.0%
	Support Staff	85	85	-7	0	-7.6%	0.0%
Library - Professional & Support	Academic-related	189	189	6	0	3.3%	0.0%
	Support Staff	323	317	9	-6	2.9%	-1.9%
Museum - Professional & Support	Academic-related	80	84	-1	4	-1.2%	5.0%
	Support Staff	218	163	21	-55	10.7%	-25.2%
Technical & Crafts	Academic-related	164	166	24	2	17.1%	1.2%
	Support Staff	447	435	-20	-12	-4.3%	-2.7%
Ancillary	Academic-related	33	30	9	-3	37.5%	-9.1%
	Support Staff	691	808	-31	117	-4.3%	16.9%
Grand Total		16,351	16,905	538	554	3.4%	3.4%

Figure 1: Change in headcount by staff group at 31 July 2024 compared to previous year, expressed as a percentage.

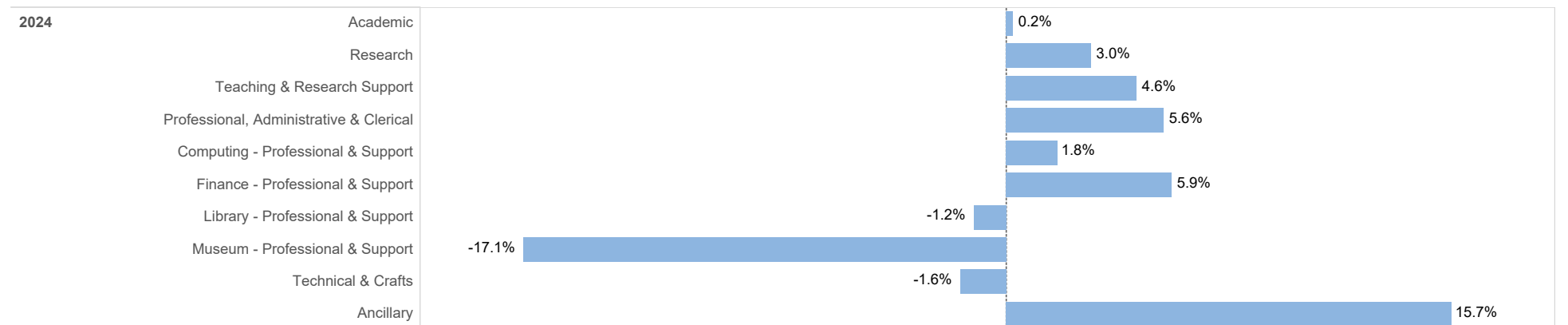


Figure 2: Headcount by staff group as a percentage of the total headcount (staff in post as at 31 July 2024)

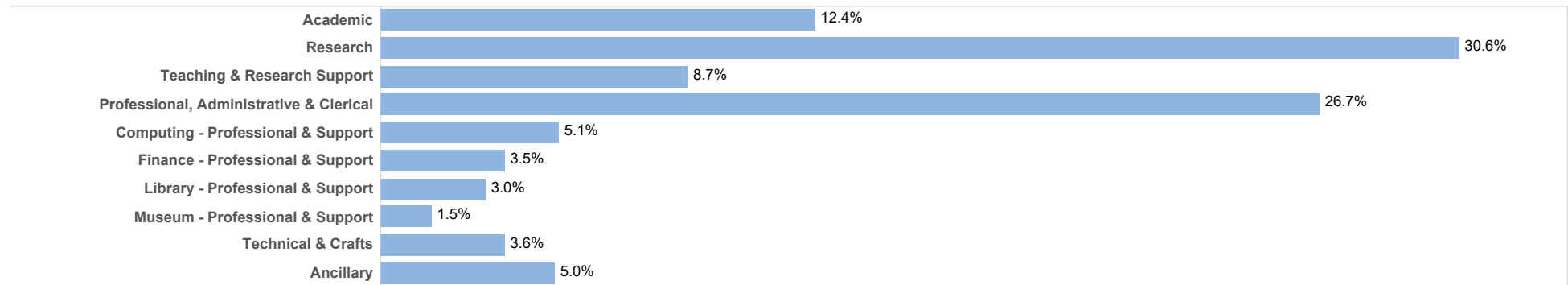


Figure 3: Headcount of all part time staff by staff group, expressed as a percentage of all part time staff (staff in post as at 31 July 2024)

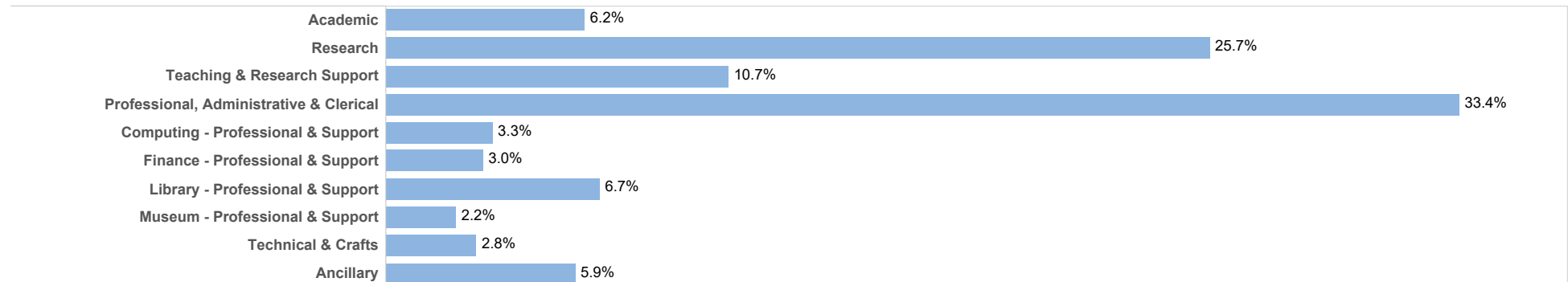


Figure 4: Headcount by staff group showing proportion of variable hours, part time and full time staff in the group (staff in post as at 31 July 2024)

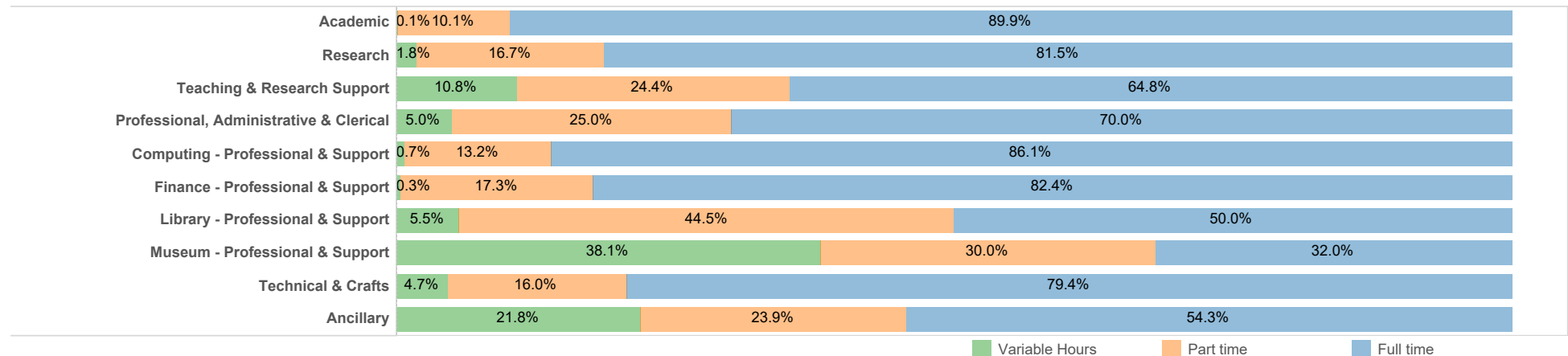
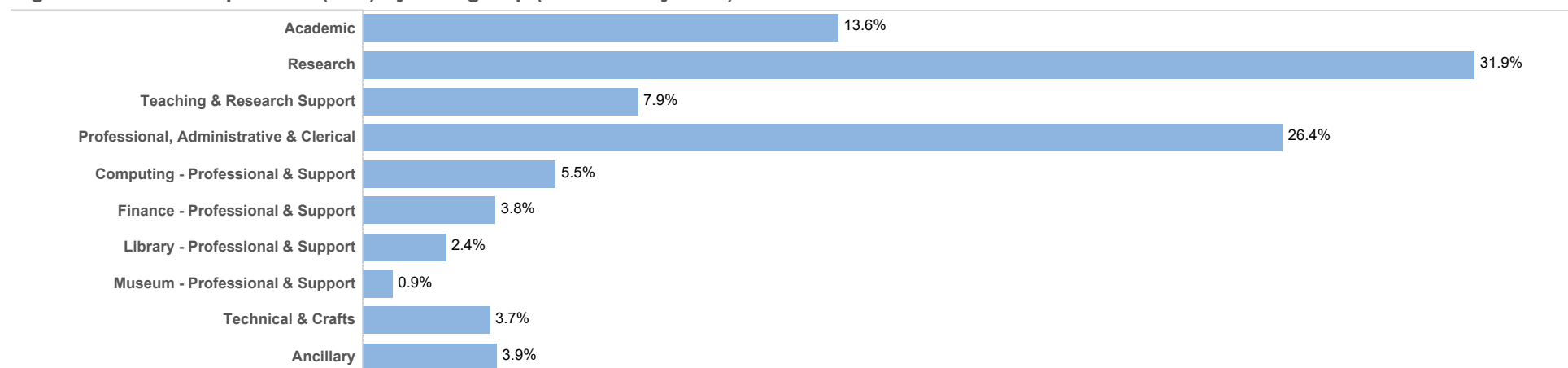


Table 2: Full time equivalent (FTE) by staff group and grade group (as at 31 July 2023 & 2024)

Staff Group	Grade Group	FTE		Change FTE		% Change in FTE	
		2023	2024	2023	2024	2023	2024
Academic	Academic	1,987.4	1,987.2	38.4	-0.1	2.0%	0.0%
Research	Research	4,506.6	4,653.4	64.8	146.8	1.5%	3.3%
Teaching & Research Support	Academic		1.0	0.0	1.0		
	Academic-related	1,046.6	1,141.5	94.0	94.9	9.9%	9.1%
	Support Staff	10.6	12.4	5.2	1.8	95.6%	17.4%
Professional, Administrative & Clerical	Academic-related	2,531.3	2,812.3	235.5	281.0	10.3%	11.1%
	Support Staff	1,062.3	1,037.1	-1.1	-25.2	-0.1%	-2.4%
Computing - Professional & Support	Academic-related	724.4	730.7	24.8	6.3	3.5%	0.9%
	Support Staff	78.8	77.6	-7.9	-1.2	-9.2%	-1.6%
Finance - Professional & Support	Academic-related	336.7	355.6	18.3	18.9	5.7%	5.6%
	Support Staff	194.8	199.6	-3.7	4.8	-1.9%	2.5%
Library - Professional & Support	Academic-related	157.4	155.4	4.9	-2.0	3.2%	-1.3%
	Support Staff	197.9	192.0	12.5	-5.9	6.7%	-3.0%
Museum - Professional & Support	Academic-related	72.1	75.2	0.3	3.1	0.4%	4.3%
	Support Staff	64.2	50.7	2.8	-13.5	4.6%	-21.0%
Technical & Crafts	Academic-related	152.4	155.7	25.2	3.2	19.8%	2.1%
	Support Staff	380.7	378.8	-12.4	-1.9	-3.2%	-0.5%
Ancillary	Academic-related	31.8	24.9	8.4	-6.9	36.0%	-21.6%
	Support Staff	499.6	536.7	25.1	37.1	5.3%	7.4%
Grand Total		14,035.5	14,577.7	534.9	542.2	4.0%	3.9%

Figure 5: Full time equivalent (FTE) by staff group (as at 31 July 2024)



Staff in post headcount and FTE

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Table 3: Headcount of full time, part time and variable hours staff by year (staff in post as at 31 July)

Grade Group	2022			2023			2024		
	Full Time	Part Time	Variable Hours	Full Time	Part Time	Variable Hours	Full Time	Part Time	Variable Hours
Academic	1,850	182	3	1,881	201	2	1,878	210	2
Research	4,017	816	120	4,086	836	108	4,220	867	94
Academic-related	3,880	1,213	326	4,260	1,250	337	4,638	1,334	275
Support Staff	1,904	979	523	1,932	974	484	1,969	968	450
Grand Total	11,651	3,190	972	12,159	3,261	931	12,705	3,379	821

Table 4: Headcount of full time, part time and variable hours staff by year, expressed as a percentage (staff in post as at 31 July)

Grade Group	2022			2023			2024		
	Full Time	Part Time	Variable Hours	Full Time	Part Time	Variable Hours	Full Time	Part Time	Variable Hours
Academic	90.9%	8.9%	0.1%	90.3%	9.6%	0.1%	89.9%	10.0%	0.1%
Research	81.1%	16.5%	2.4%	81.2%	16.6%	2.1%	81.5%	16.7%	1.8%
Academic-related	71.6%	22.4%	6.0%	72.9%	21.4%	5.8%	74.2%	21.4%	4.4%
Support Staff	55.9%	28.7%	15.4%	57.0%	28.7%	14.3%	58.1%	28.6%	13.3%
Grand Total	73.7%	20.2%	6.1%	74.4%	19.9%	5.7%	75.2%	20.0%	4.9%

Table 5: Headcount by division and staff group (staff in post as at 31 July 2024)

Division	Academic	Research	Teaching & Research Support	Professional, Administrative & Clerical	Computing - Professional & Support	Finance - Professional & Support	Library - Professional & Support	Museum - Professional & Support	Technical & Crafts	Ancillary	Grand Total
Medical Sciences	322	3,104	873	1,195	269	185			349	72	6,369
Social Sciences	597	571	203	784	66	75	1		21	56	2,374
Maths, Physical & Life Sciences	573	1,294	163	504	105	91	3	1	177	66	2,977
Humanities	548	178	108	246	29	21	1	1	4	16	1,152
Continuing Education	20	3	45	129	10	7			3	34	251
Gardens, Libraries & Museums	29	29	1	238	48	14	500	230	19	241	1,349
University Administration and Services		2	84	1,415	332	203	1	15	28	353	2,433
Grand Total	2,089	5,181	1,477	4,511	859	596	506	247	601	838	16,905

Table 6: Full time equivalent (FTE) by division and staff group (staff in post as at 31 July 2024)

Division	Academic	Research	Teaching & Research Support	Professional, Administrative & Clerical	Computing - Professional & Support	Finance - Professional & Support	Library - Professional & Support	Museum - Professional & Support	Technical & Crafts	Ancillary	Grand Total
Medical Sciences	290.0	2,800.8	767.0	1,026.6	256.8	172.6			302.8	63.1	5,679.7
Social Sciences	571.5	458.2	122.4	705.8	60.1	68.2	0.6		15.2	47.2	2,049.2
Maths, Physical & Life Sciences	551.5	1,214.3	145.4	439.4	103.1	83.8	1.5	0.8	167.6	56.8	2,764.2
Humanities	528.7	155.1	53.8	195.0	24.7	19.3	0.2	0.5	3.0	7.4	987.7
Continuing Education	18.7	2.0	24.9	107.3	9.8	7.0			2.3	20.1	192.0
Gardens, Libraries & Museums	26.8	22.5	1.0	187.6	43.8	13.2	344.5	124.5	16.9	126.0	906.8
University Administration and Services		0.4	40.3	1,187.8	310.0	191.2	0.6	0.0	26.5	241.1	1,998.0
Grand Total	1,987.2	4,653.4	1,154.9	3,849.4	808.3	555.2	347.4	125.8	534.4	561.6	14,577.7

Figure 6: Headcount by division (staff in post as at 31 July each year)

Medical Sciences	2023	6,208
	2024	6,369
Social Sciences	2023	2,331
	2024	2,374
Maths, Physical & Life Sciences	2023	2,839
	2024	2,977
Humanities	2023	1,171
	2024	1,152
Continuing Education	2023	220
	2024	251
Gardens, Libraries & Museums	2023	1,340
	2024	1,349
University Administration and Services	2023	2,242
	2024	2,433

Figure 7: Full time equivalent (FTE) by division (as at 31 July each year)

Medical Sciences	2023	5,492.9
	2024	5,679.7
Social Sciences	2023	1,973.6
	2024	2,049.2
Maths, Physical & Life Sciences	2023	2,650.6
	2024	2,764.2
Humanities	2023	976.4
	2024	987.7
Continuing Education	2023	179.9
	2024	192.0
Gardens, Libraries & Museums	2023	906.2
	2024	906.8
University Administration and Services	2023	1,855.8
	2024	1,998.0

Figure 8a: Headcount by division and staff group shown as a percentage of all staff in the division (staff in post as 31 July 2024)

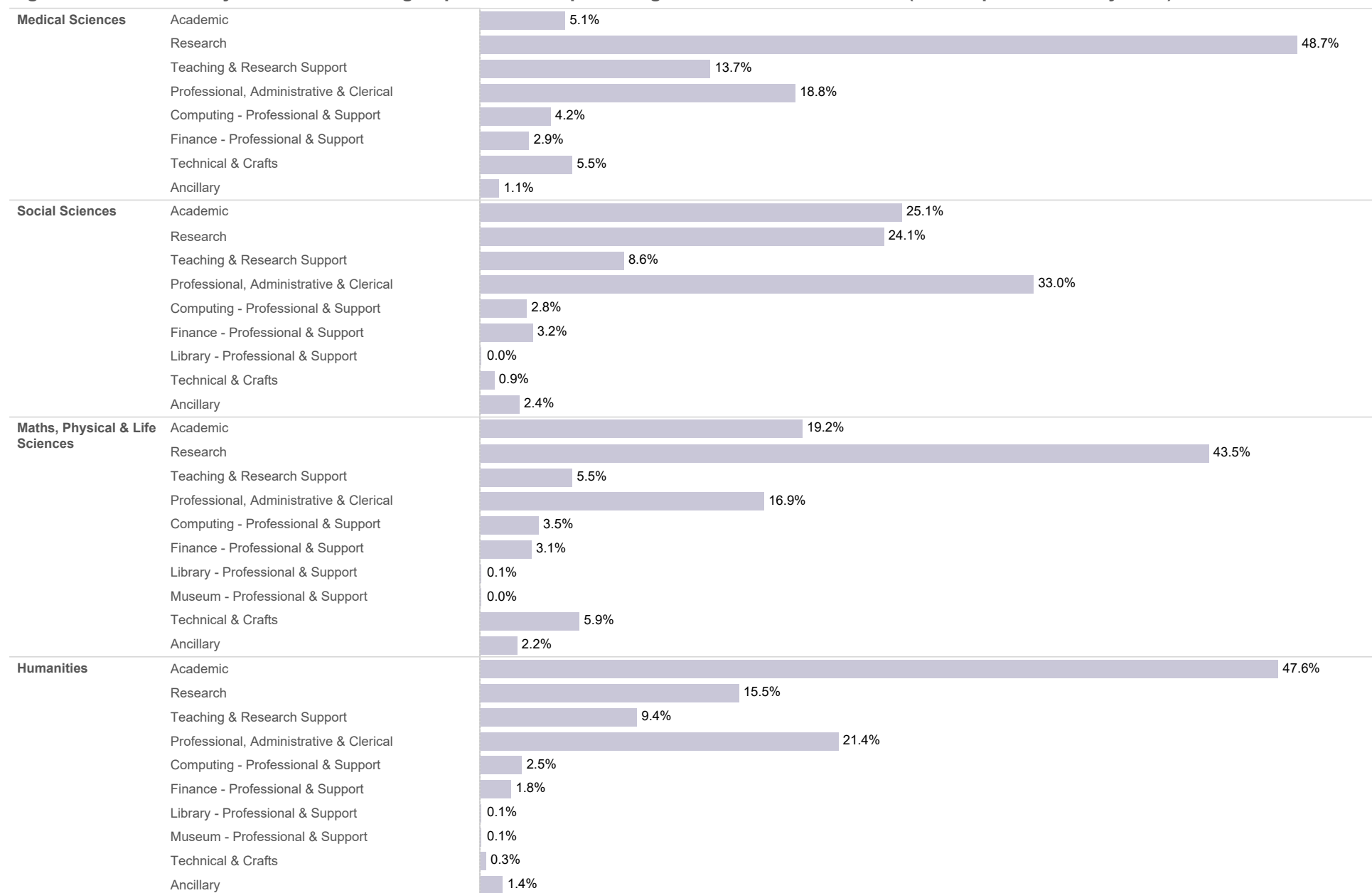


Figure 8b: Headcount by division and staff group shown as a percentage of all staff in the division (staff in post as 31 July 2024)

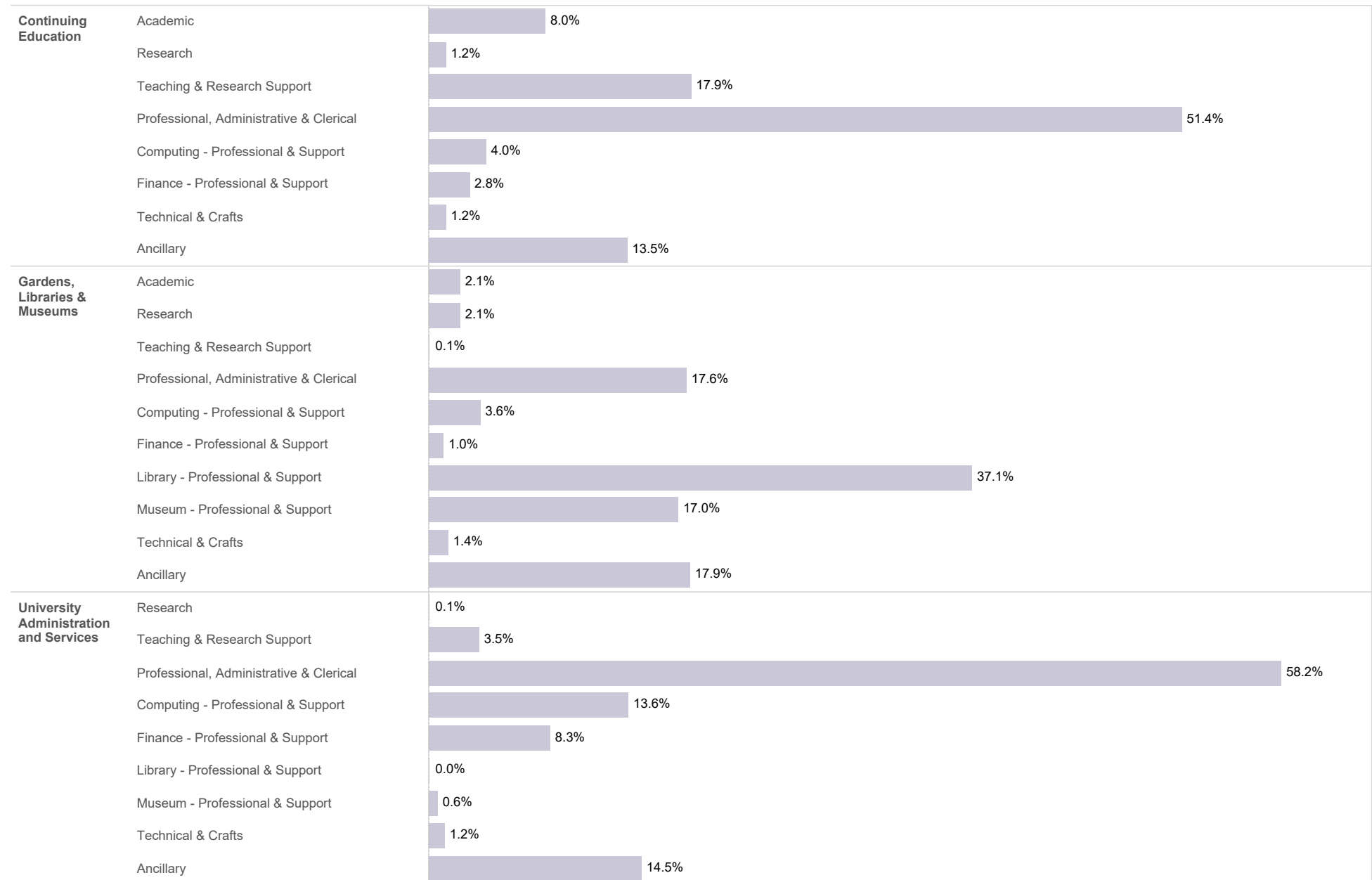


Figure 9: Headcount by nationality group (staff in post as at 31 July 2024)

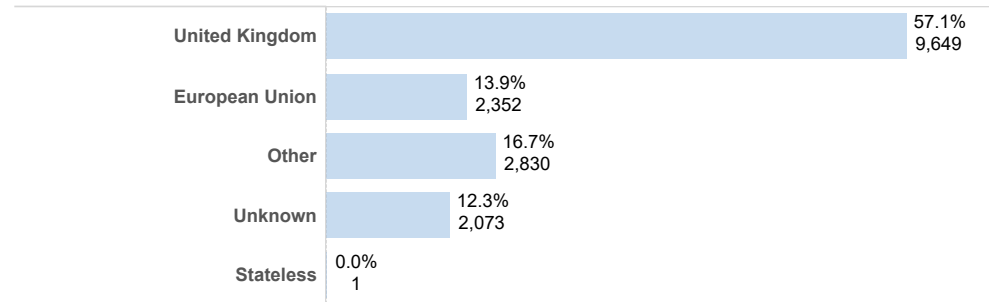


Table 7: Top five 'Other' nationalities (31 July 2024)

	Headcount	% of 'Other' group
China	435	15.4%
United States	419	14.8%
India	317	11.2%
Australia	173	6.1%
Canada	157	5.5%

Figure 10: Nationality group shown as a percentage of total divisional headcount (staff in post as at 31 July 2024)

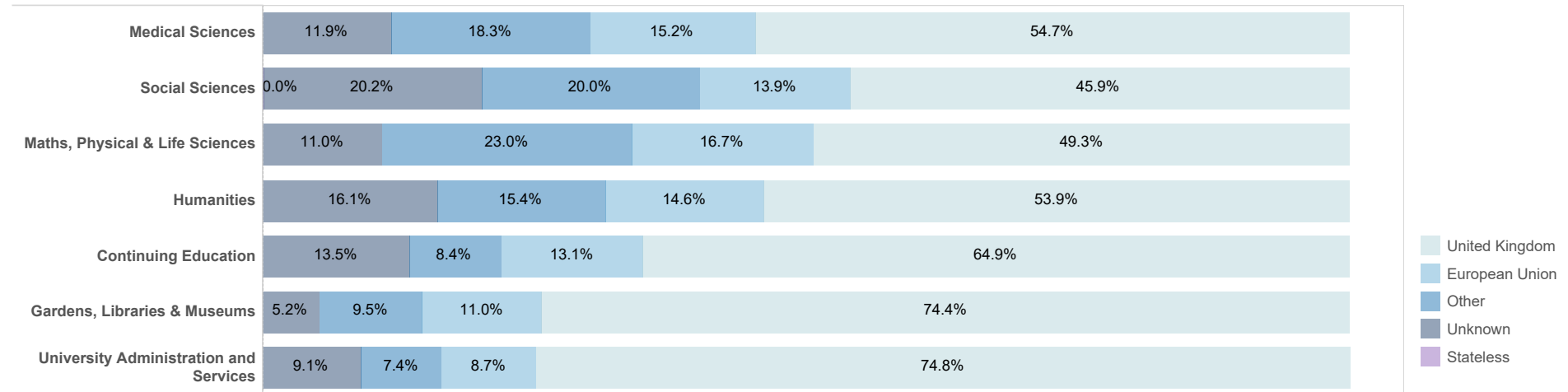


Figure 11: Nationality group shown as a percentage of total grade group headcount (staff in post as at 31 July 2024)

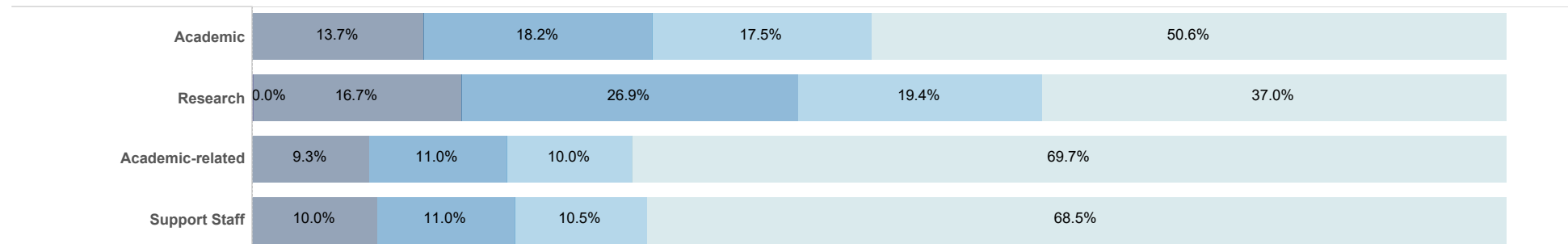


Table 8: Headcount for full time and part time staff (excluding variable hours) by staff group, grade group and majority source of funding for basic salary (as at 31 July 2024)

Staff Group	Grade Group	Headcount		% of Headcount		Headcount	% of Headcount
		University funded	Externally funded	University funded	Externally funded	Total	Total
Academic	Academic	1,713	374	82.1%	17.9%	2,087	100.0%
Research	Research	872	4,215	17.1%	82.9%	5,087	100.0%
Teaching & Research Support	Academic	1		100.0%		1	100.0%
	Academic-related	477	826	36.6%	63.4%	1,303	100.0%
	Support	5	9	35.7%	64.3%	14	100.0%
Professional, Administrative & Clerical	Academic-related	2,536	529	82.7%	17.3%	3,065	100.0%
	Support	972	249	79.6%	20.4%	1,221	100.0%
Finance - Professional & Support	Academic-related	352	19	94.9%	5.1%	371	100.0%
	Support	215	8	96.4%	3.6%	223	100.0%
Computing - Professional & Support	Academic-related	575	195	74.7%	25.3%	770	100.0%
	Support	74	9	89.2%	10.8%	83	100.0%
Library - Professional & Support	Academic-related	165	21	88.7%	11.3%	186	100.0%
	Support	283	9	96.9%	3.1%	292	100.0%
Museum - Professional & Support	Academic-related	74	10	88.1%	11.9%	84	100.0%
	Support	67	2	97.1%	2.9%	69	100.0%
Technical & Crafts	Academic-related	131	33	79.9%	20.1%	164	100.0%
	Support	280	129	68.5%	31.5%	409	100.0%
Ancillary	Academic-related	24	5	82.8%	17.2%	29	100.0%
	Support	612	14	97.8%	2.2%	626	100.0%
Grand Total		9,428	6,656	58.6%	41.4%	16,084	100.0%

Comparison of all staff as at 31 July

	University funded	Externally funded	Self-funding	Missing Data	University funded	Externally funded	Self-funding	Missing Data	Total	Total
2020	8,455	6,181	24	7	57.6%	42.1%	0.2%	0.0%	14,667	100.0%
2021	8,225	6,308	39		56.4%	43.3%	0.3%		14,572	100.0%
2022	8,406	6,408	27		56.6%	43.2%	0.2%		14,841	100.0%
2023	8,741	6,679			56.7%	43.3%			15,420	100.0%
2024	9,428	6,656			58.6%	41.4%			16,084	100.0%

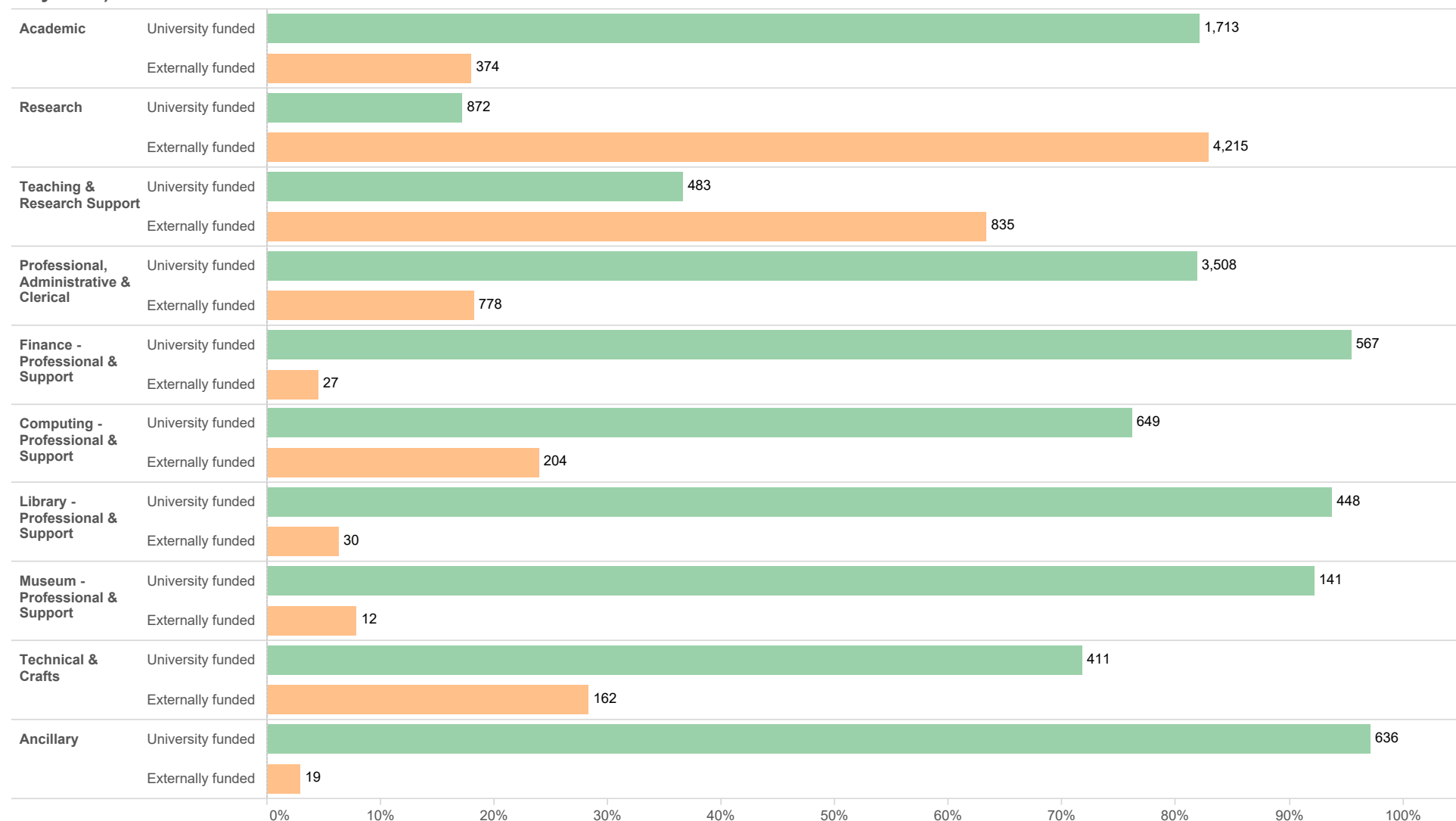
Note 1: Majority source of funding for basic salary categories are based on the following items defined by the Higher Education Statistics Agency (HESA):

(1) Source of basic salary <https://www.hesa.ac.uk/collection/c23025/a/SOBS>

(2) Proportion of basic salary charged against general income <https://www.hesa.ac.uk/collection/c23025/a/PSCAG>

Note 2: University funded posts are defined as those which receive 50% or more funding from the University.

Figure 12: Majority source of funding for basic salary by staff group for full time and part time staff (excluding variable hours) (staff in post as at 31 July 2024)



Note 1: Majority source of funding for basic salary categories are based on the following items defined by the Higher Education Statistics Agency (HESA):

(1) Source of basic salary <https://www.hesa.ac.uk/collection/c23025/a/SOBS>

(2) Proportion of basic salary charged against general income <https://www.hesa.ac.uk/collection/c23025/a/PSCAG>

University funded

Externally funded

Note 2: University funded posts are defined as those which receive 50% or more funding from the University.

Figure 13: Headcount by funding source and year (excluding variable hours)

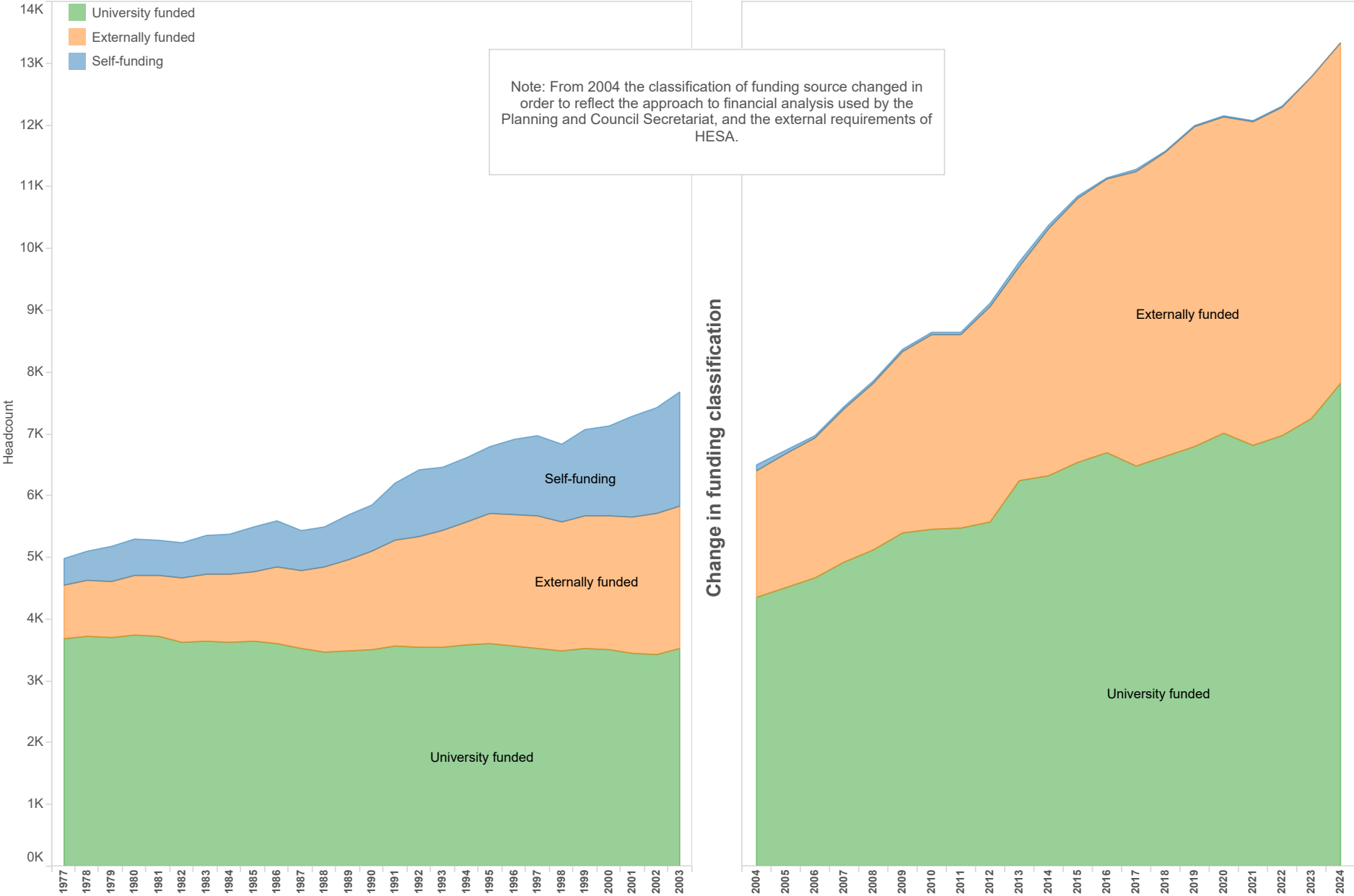


Figure 14: Age distribution by staff group as a percentage of total group headcount (staff in post as at 31 July 2024)

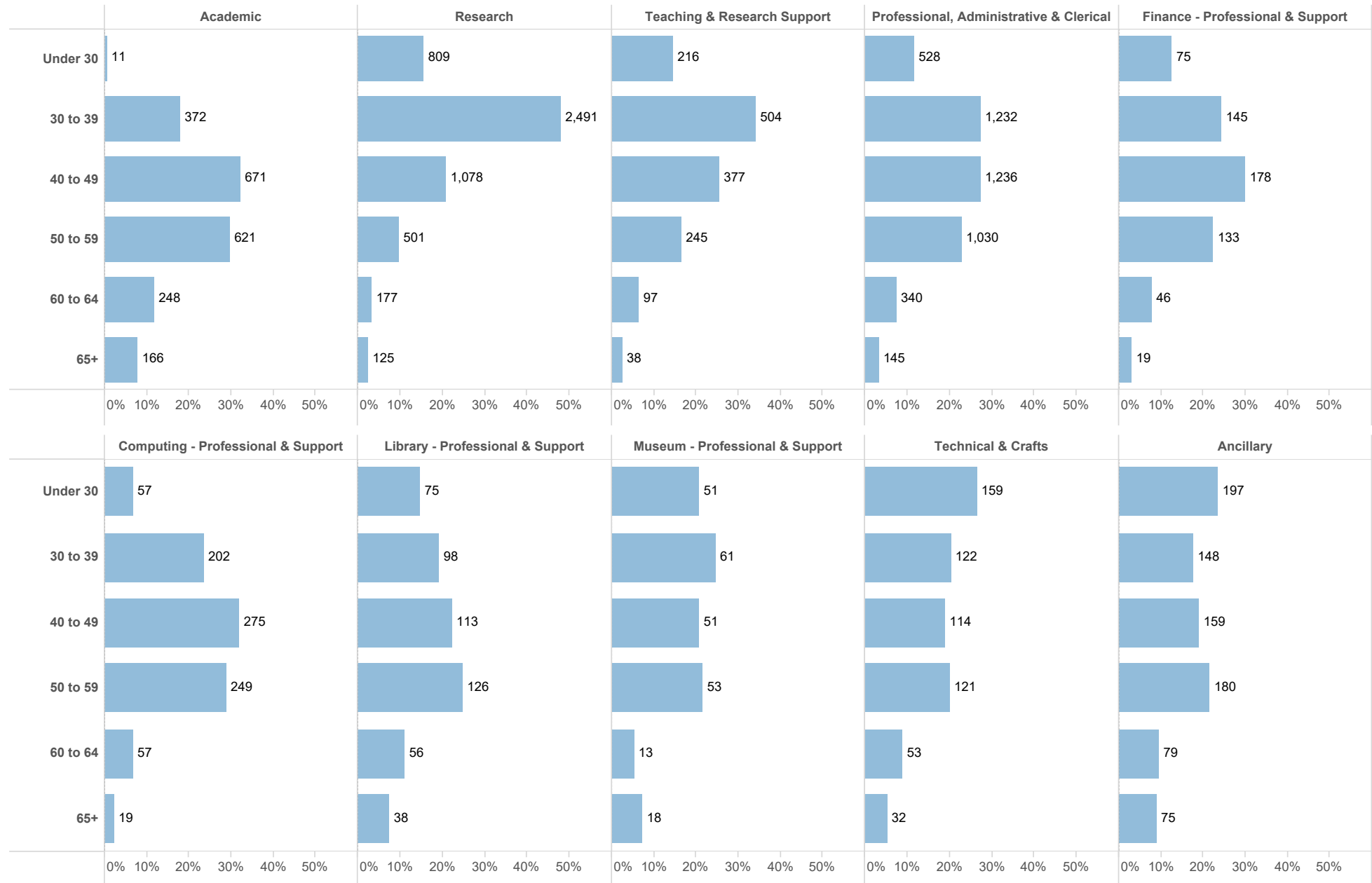


Figure 15: Age distribution by division as a percentage of total divisional headcount (staff in post as at 31 July 2024)

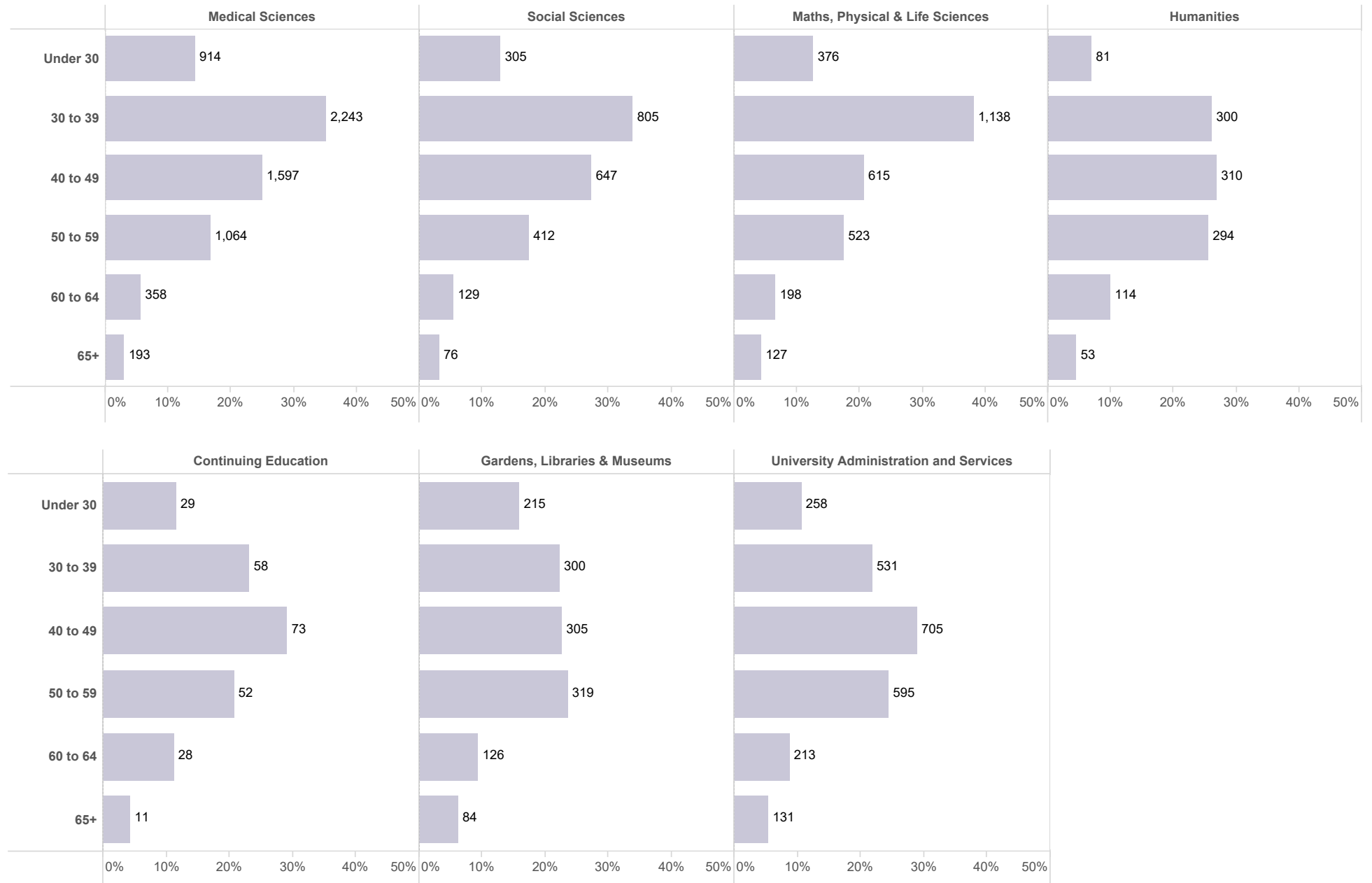


Figure 16: Headcount profile by age band and sex (staff in post as at 31 July 2024)

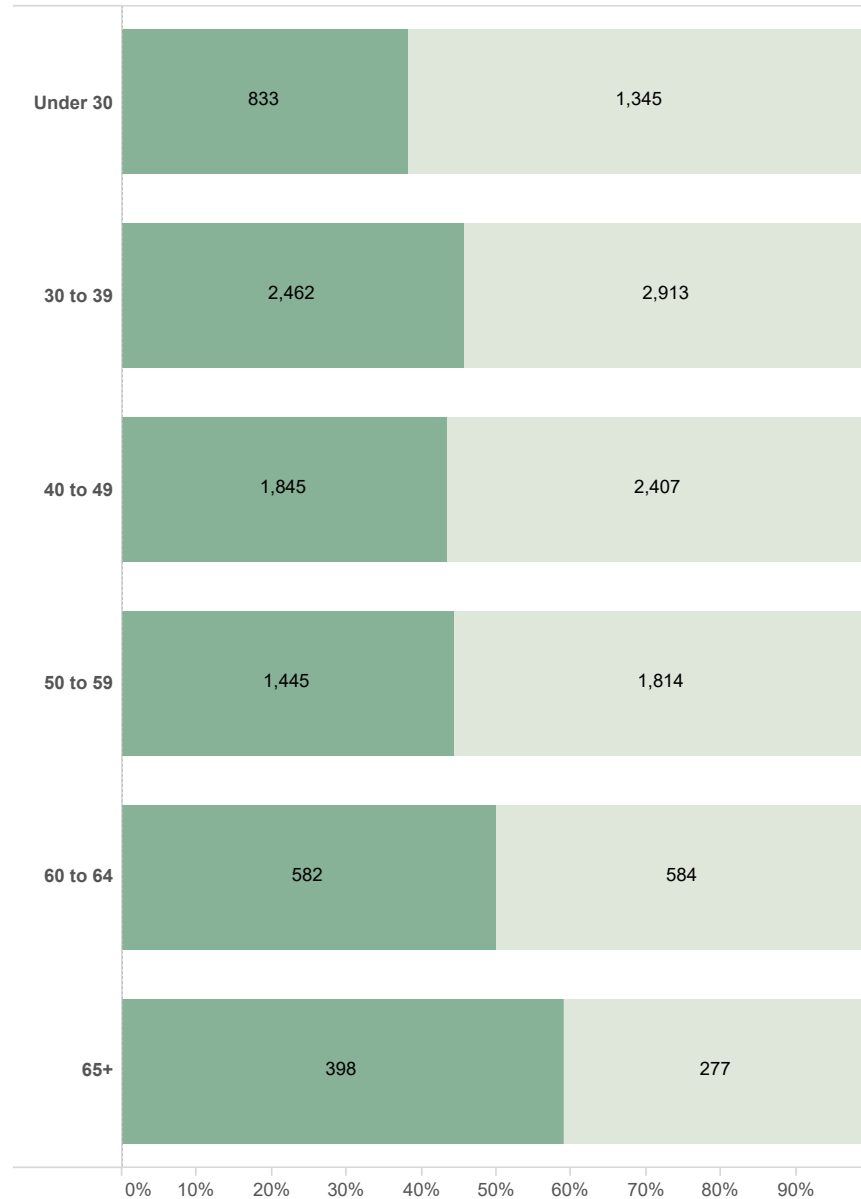


Figure 17: FTE profile by sex and staff group (as at 31 July 2024)

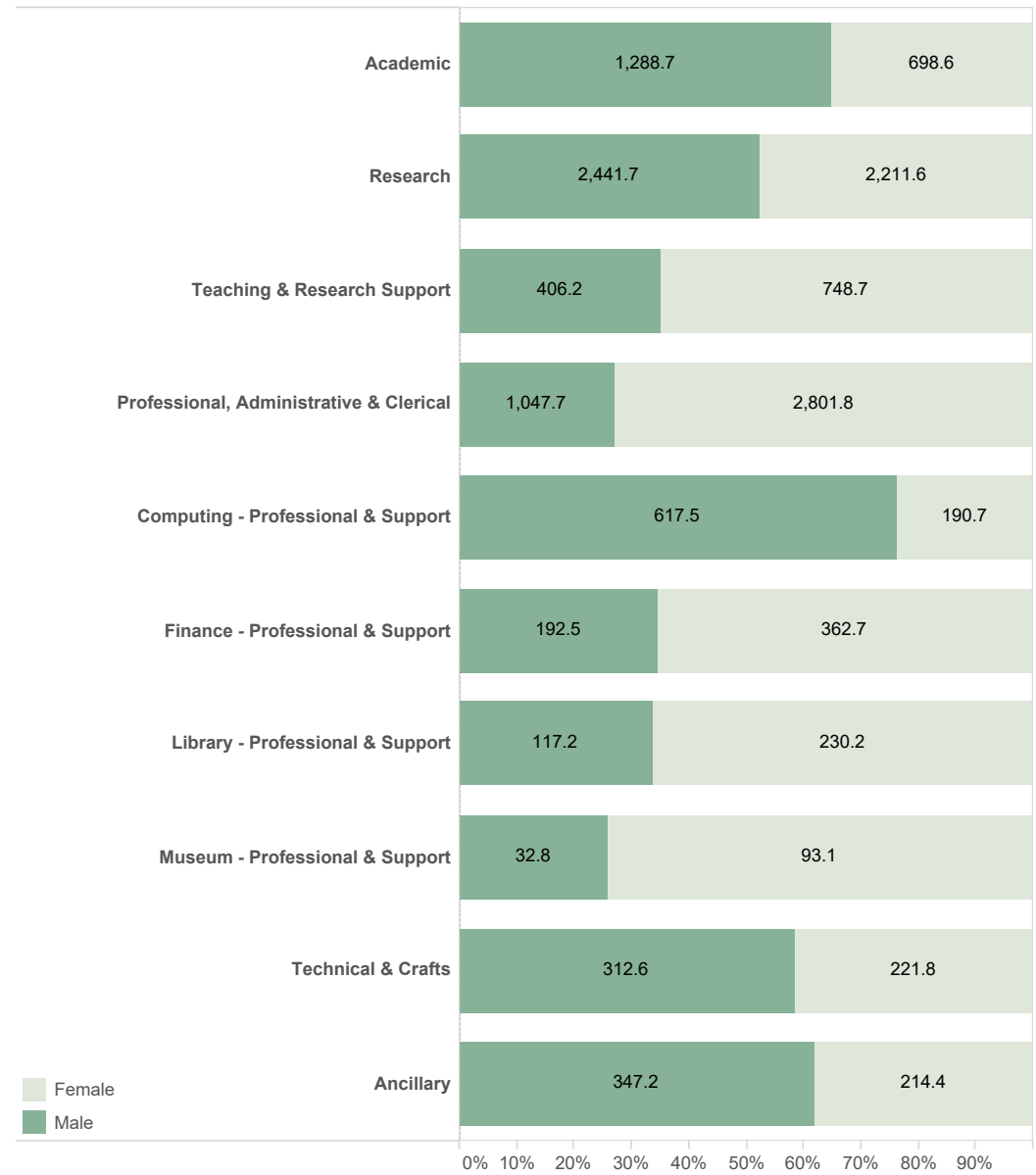


Figure 18: FTE profile by sex, staff group and grade group excluding Academic & Research staff (as at 31 July 2024)

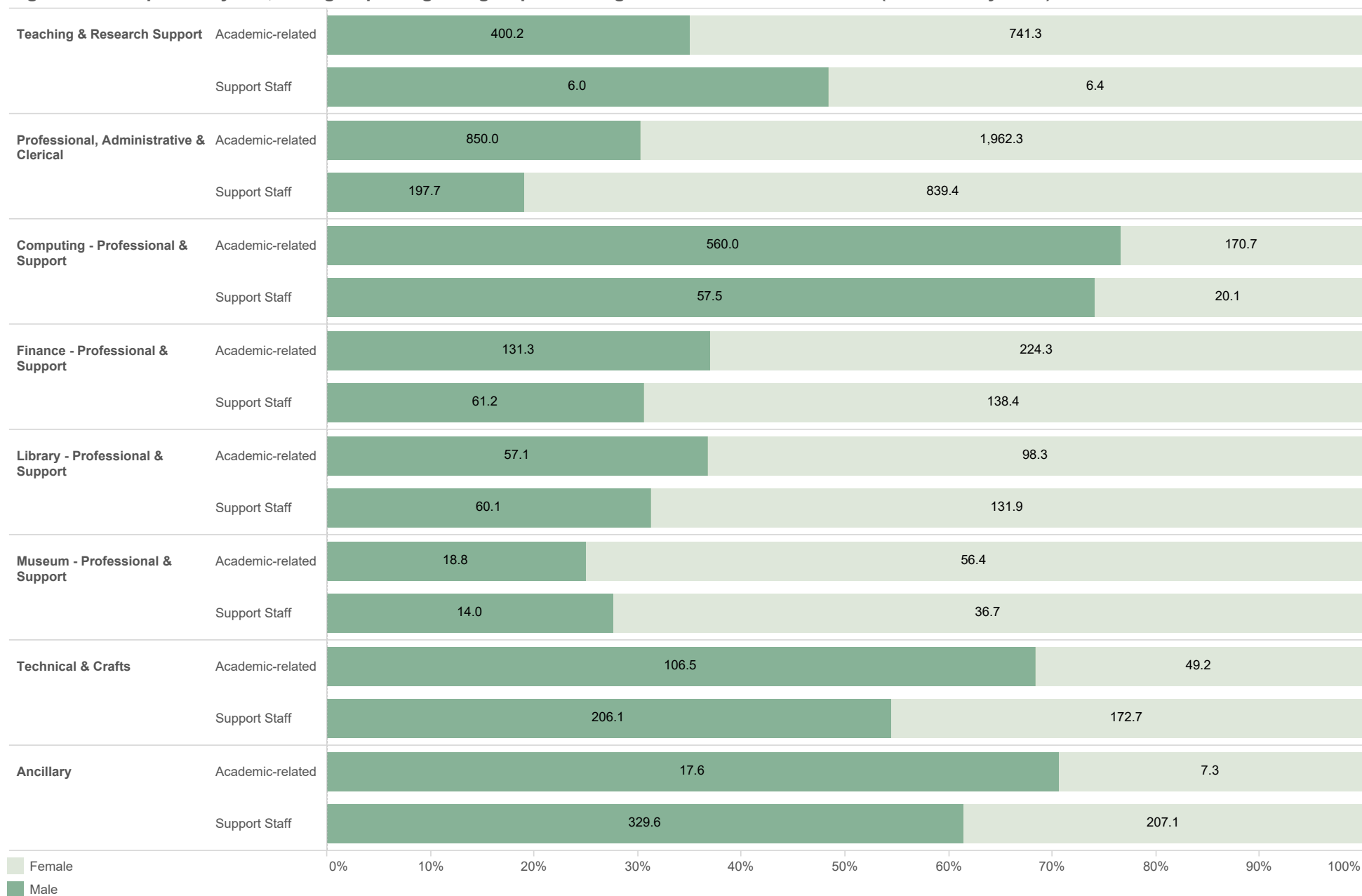


Figure 19: Sex profile of academic staff by division (FTE as at 31 July 2024)

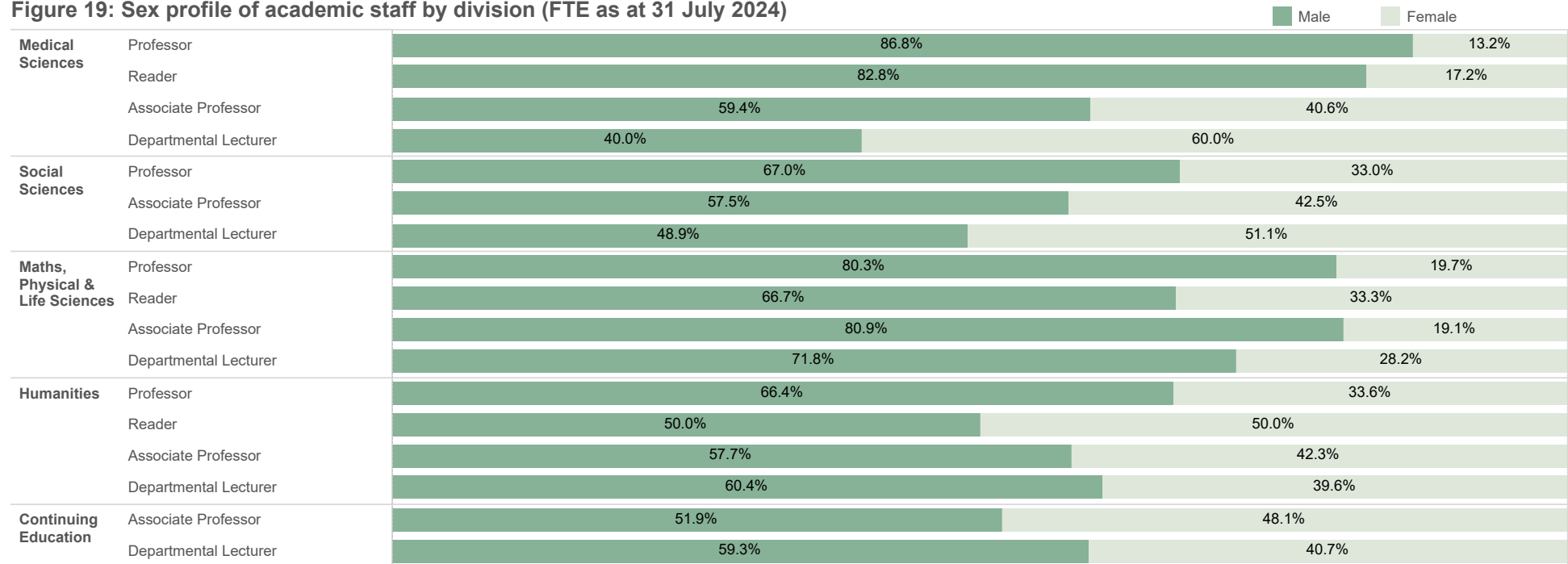


Table 9: Sex profile of academic staff by division (FTE as at 31 July 2024)

	Professor				Reader				Associate Professor				Departmental Lecturer			
	Female		Male		Female		Male		Female		Male		Female		Male	
	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE
Medical Sciences	8.0	13.2%	52.8	86.8%	4.0	17.2%	19.3	82.8%	42.1	40.6%	61.5	59.4%	9.3	60.0%	6.2	40.0%
Social Sciences	19.0	33.0%	38.5	67.0%					116.5	42.5%	157.4	57.5%	54.5	51.1%	52.2	48.9%
Maths, Physical & Life Sciences	11.8	19.7%	48.1	80.3%	1.0	33.3%	2.0	66.7%	73.9	19.1%	312.4	80.9%	14.9	28.2%	38.0	71.8%
Humanities	19.2	33.6%	37.9	66.4%	2.0	50.0%	2.0	50.0%	68.3	42.3%	93.3	57.7%	31.7	39.6%	48.3	60.4%
Continuing Education									8.9	48.1%	9.6	51.9%	9.4	40.7%	13.6	59.3%
Grand Total	58.0	24.6%	177.3	75.4%	7.0	23.1%	23.3	76.9%	309.7	32.8%	634.2	67.2%	119.8	43.1%	158.2	56.9%

Note 1: Royal Society Professors (grade D94) are included in the Professor group in this dashboard, although employees on this grade may be on research only contracts.

Note 2: The Professor group includes Statutory Professors and Titular Professors. The Reader group includes grades A10. The Associate Professor group includes joint appointment holders (grades beginning with '3') and Clinical Associate Professors A62 and A82. Departmental Lecturers include appointments marked with the job title 'Departmental Lecturer' in PeopleXD and Clinical Lecturer A67 and A68.

Figure 20: Sex profile of clinical and non-clinical academic staff (FTE as at 31 July 2024)

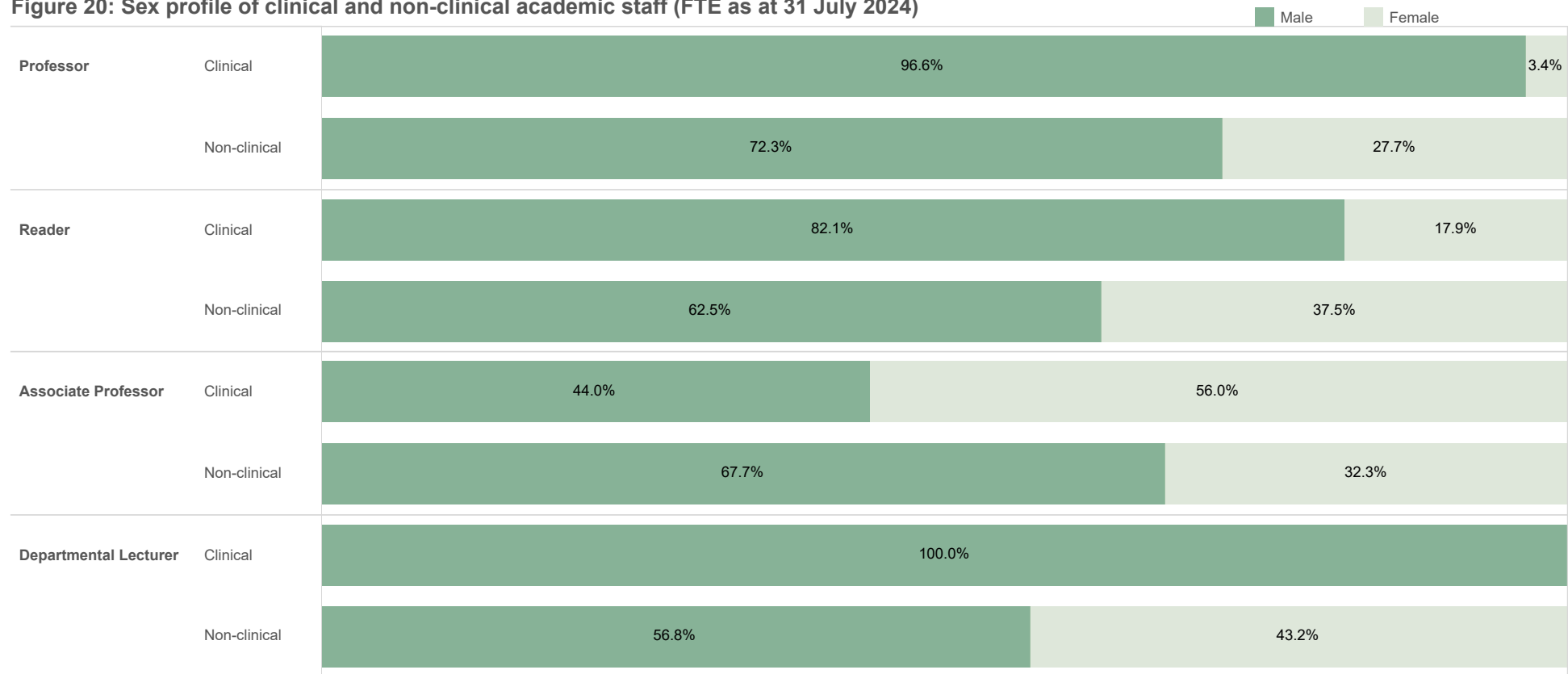


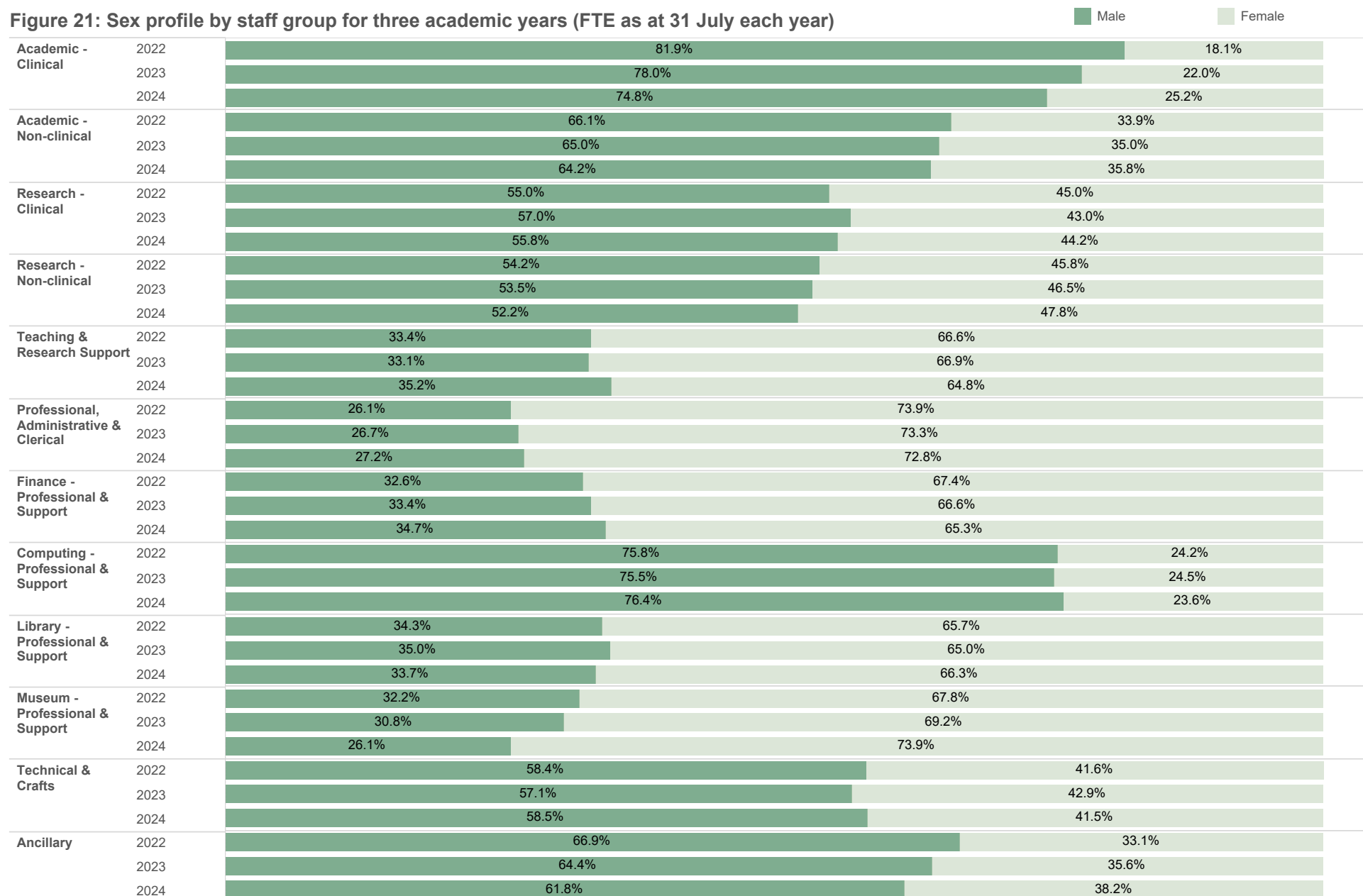
Table 10: Sex profile of clinical and non-clinical academic staff (FTE as at 31 July 2024)

	Professor				Reader				Associate Professor				Departmental Lecturer			
	Female		Male		Female		Male		Female		Male		Female		Male	
	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE
Clinical	1.0	3.4%	28.7	96.6%	4.0	17.9%	18.3	82.1%	10.3	56.0%	8.1	44.0%			0.5	100.0%
Non-clinical	57.0	27.7%	148.6	72.3%	3.0	37.5%	5.0	62.5%	299.4	32.3%	626.1	67.7%	119.8	43.2%	157.7	56.8%
Grand Total	58.0	24.6%	177.3	75.4%	7.0	23.1%	23.3	76.9%	309.7	32.8%	634.2	67.2%	119.8	43.1%	158.2	56.9%

Note 1: Royal Society Professors (grade D94) are included in the Professor group in this dashboard, although employees on this grade may be on research only contracts.

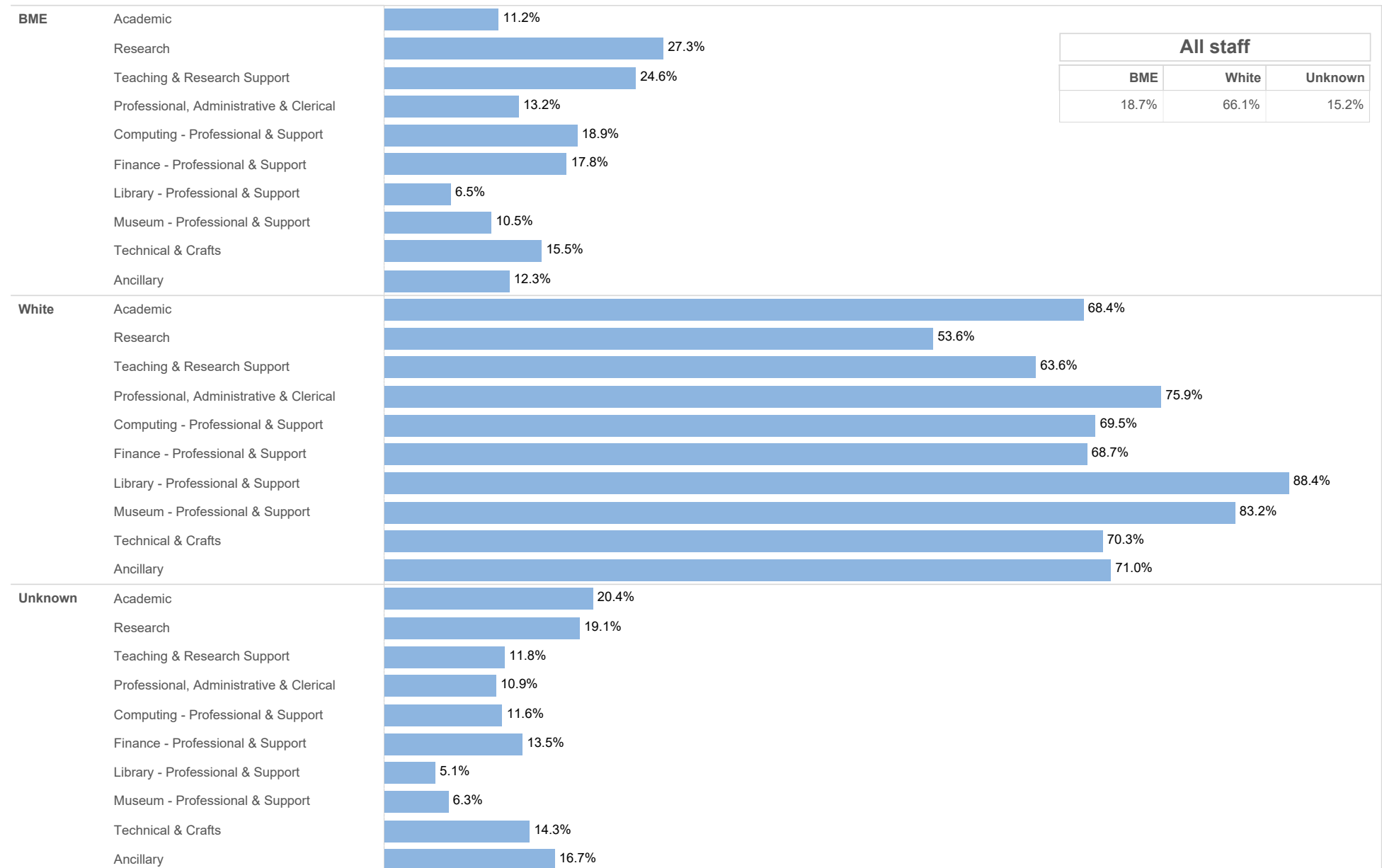
Note 2: The Professor group includes Statutory Professors and Titular Professors. The Reader group includes grades A10. The Associate Professor group includes joint appointment holders (grades beginning with '3') and Clinical Associate Professors A62 and A82. Departmental Lecturers include appointments marked with the job title 'Departmental Lecturer' in PeopleXD and Clinical Lecturer A67 and A68.

Figure 21: Sex profile by staff group for three academic years (FTE as at 31 July each year)



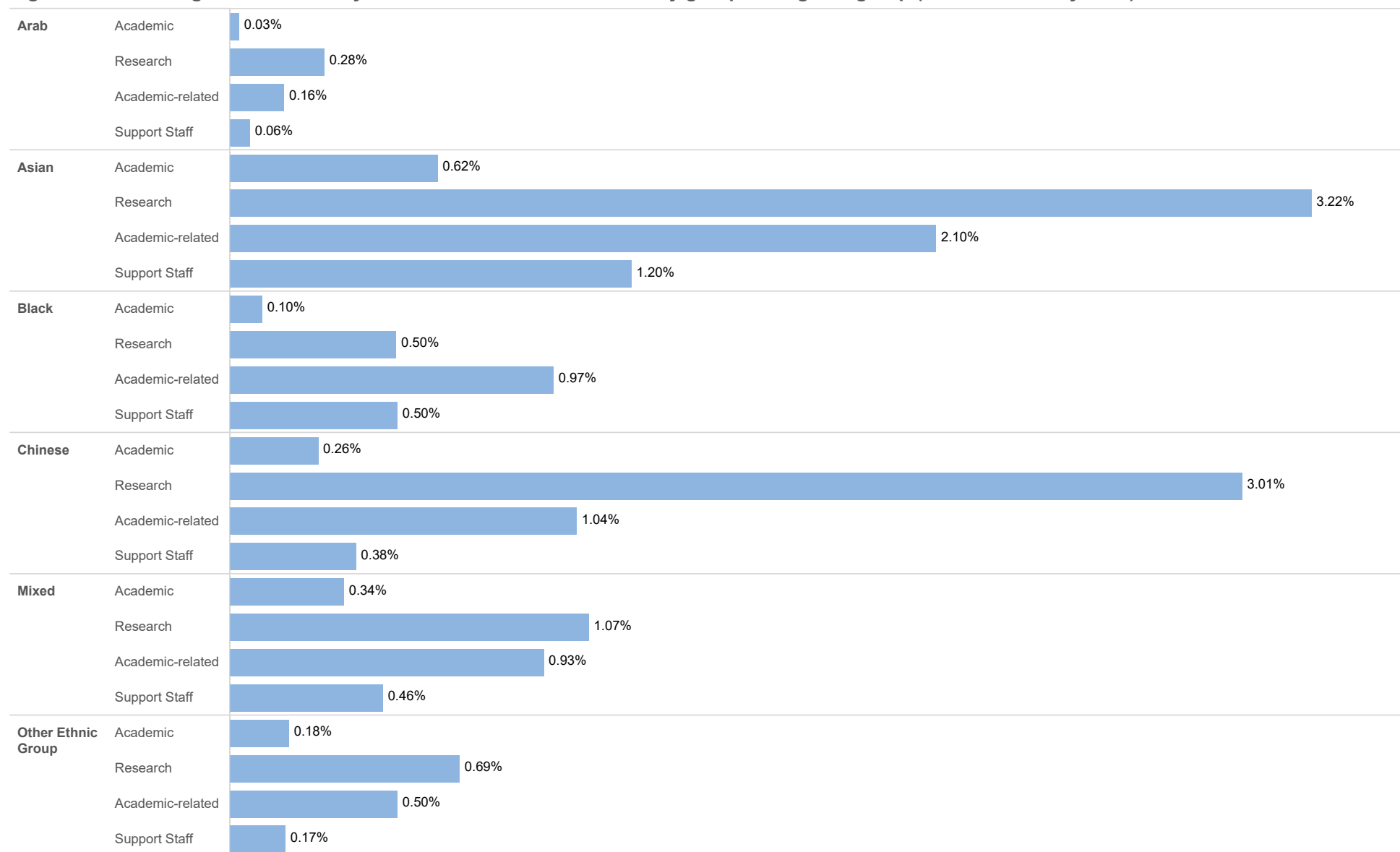
Note: Academic and research contracts are split between clinical and non-clinical based on the grade of the appointment in PeopleXD.

Figure 22: Ethnicity profile by staff group (FTE as at 31 July 2024)



Note: 'BME' is an acronym for 'black and minority ethnic'.

Figure 23: Percentage of all University staff shown across BME ethnicity groups and grade group (FTE as at 31 July 2024)



Note 1: 'BME' is an acronym for 'black and minority ethnic'.

Note 2: This figure shows details of those staff declaring BME ethnicity. Staff declaring White or Unknown ethnicity are excluded from this analysis. Percentage show the percentage of all University staff in each BME sub-group.

All staff		
Declared Disability	No Disability	Unknown
6.8%	76.0%	17.2%

Figure 24: Declared disability profile by staff group (FTE as at 31 July 2024)

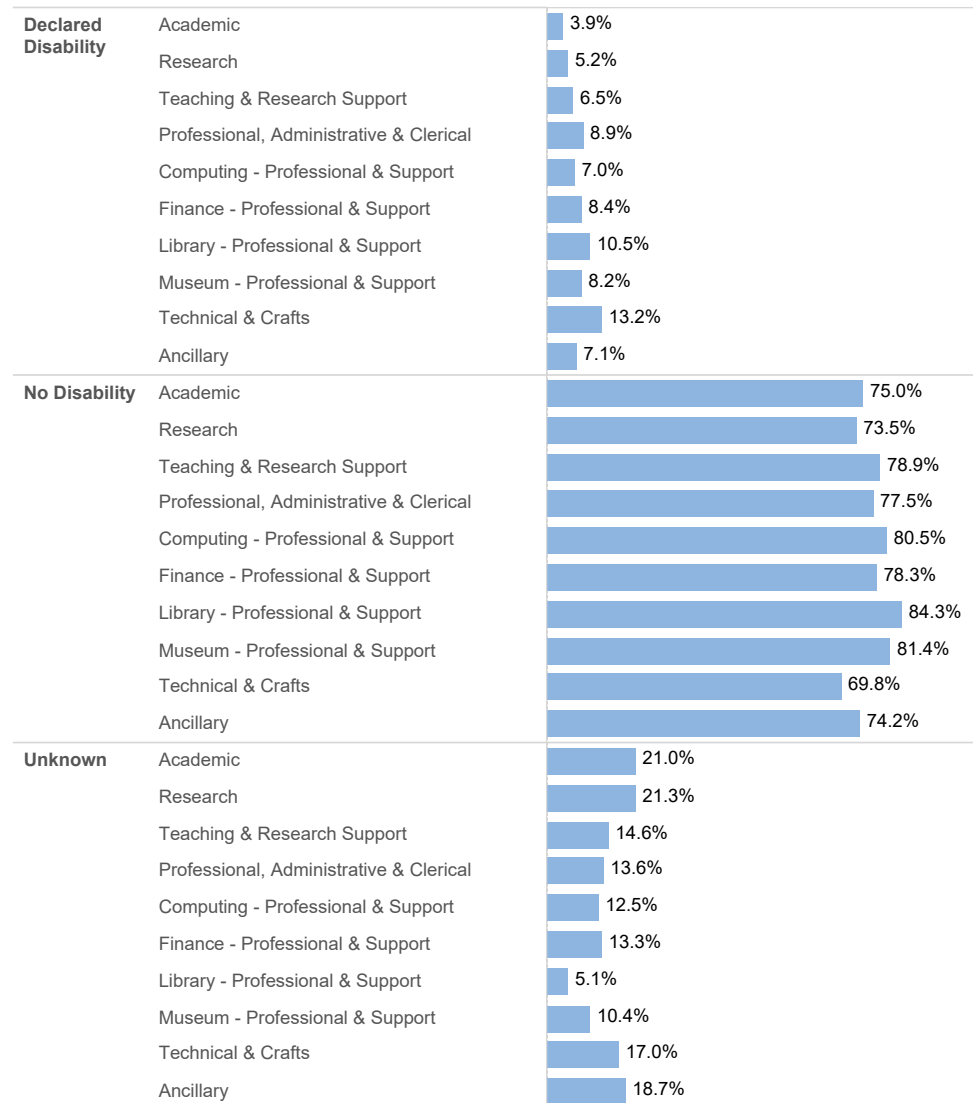


Figure 25: Declared disability and sex profile by staff group (FTE as at 31 July 2024)

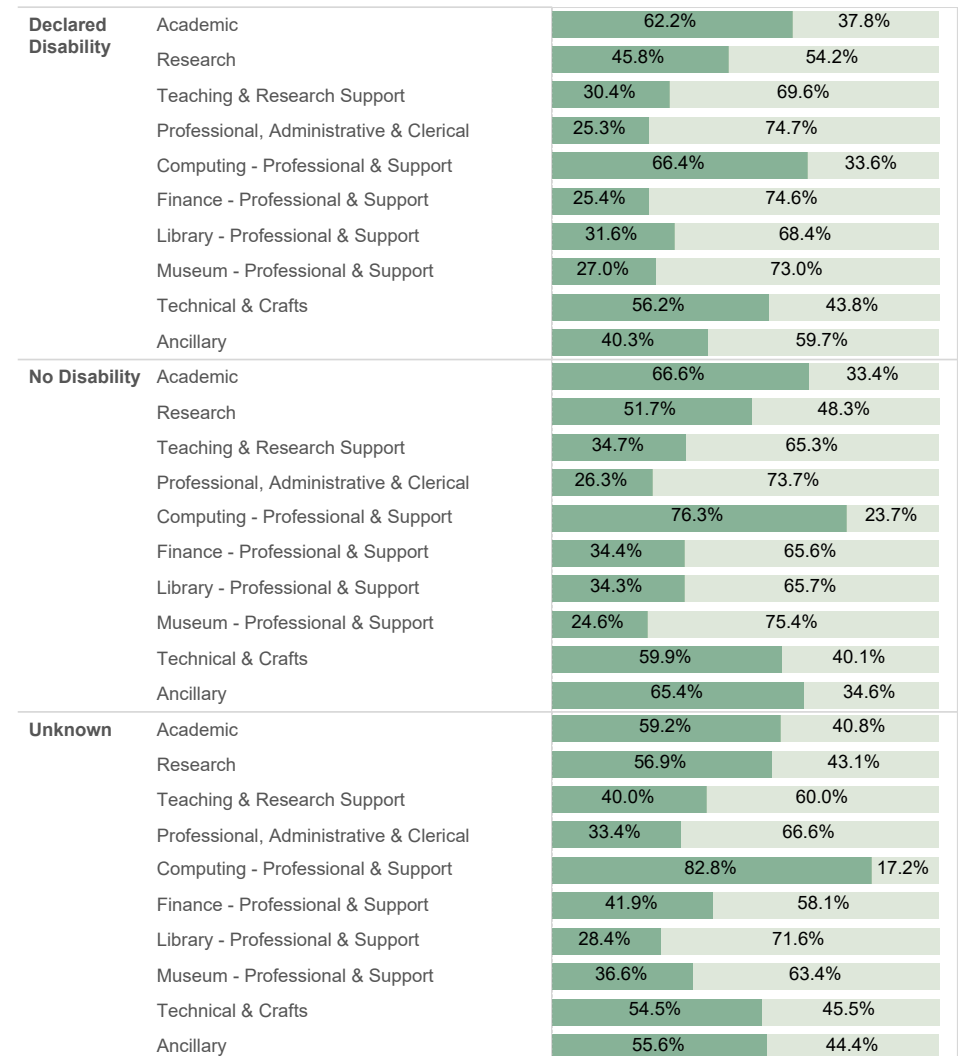


Table 11: Turnover of staff on permanent/open-ended contracts for 12 months to 31 July each year

Staff Group	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Academic	4.3%	5.1%	5.5%	4.4%	3.3%	4.6%	3.9%	4.4%	4.6%	2.6%	3.4%	3.4%	3.8%	4.5%	3.6%
Research	6.6%	8.4%	5.7%	5.2%	5.8%	5.7%	5.3%	7.0%	5.9%	4.6%	4.0%	5.2%	6.0%	7.0%	6.2%
Teaching & Research Support	2.0%	6.8%	6.7%	8.9%	7.6%	9.5%	5.5%	8.2%	7.2%	5.8%	7.2%	4.4%	8.9%	5.9%	8.9%
Professional, Administrative & Clerical	11.3%	11.6%	9.6%	10.1%	11.5%	10.6%	11.1%	13.2%	11.5%	10.9%	8.0%	7.1%	11.5%	11.5%	9.5%
Finance - Professional & Support	4.2%	9.1%	4.0%	6.6%	8.2%	12.7%	8.1%	9.3%	7.9%	6.9%	8.0%	5.5%	8.0%	9.9%	10.6%
Computing - Professional & Support	5.9%	7.6%	4.6%	8.0%	8.5%	9.9%	8.4%	7.4%	7.9%	7.2%	8.7%	4.8%	7.7%	7.9%	6.8%
Library - Professional & Support	7.7%	10.2%	9.3%	7.2%	12.7%	11.8%	14.1%	11.5%	13.1%	9.1%	10.9%	9.0%	8.4%	9.2%	10.0%
Museum - Professional & Support	13.2%	11.0%	8.2%	8.3%	12.6%	13.8%	10.3%	20.9%	13.6%	12.4%	11.1%	7.1%	10.0%	13.3%	7.7%
Technical & Crafts	8.7%	12.5%	7.1%	6.3%	7.0%	10.8%	6.9%	10.3%	8.7%	9.1%	7.0%	7.8%	12.5%	10.3%	9.4%
Ancillary	11.1%	17.2%	8.3%	10.7%	15.7%	12.7%	16.7%	15.8%	16.5%	12.3%	11.6%	11.9%	17.0%	15.2%	15.2%
Grand Total	7.6%	9.4%	7.1%	7.4%	8.8%	9.2%	8.9%	10.0%	9.3%	7.9%	7.2%	6.3%	9.0%	9.2%	8.2%

Note 1: Permanent/Open-ended employees are defined as employees with fixed hours and variable hours working patterns, not on fixed term contracts.

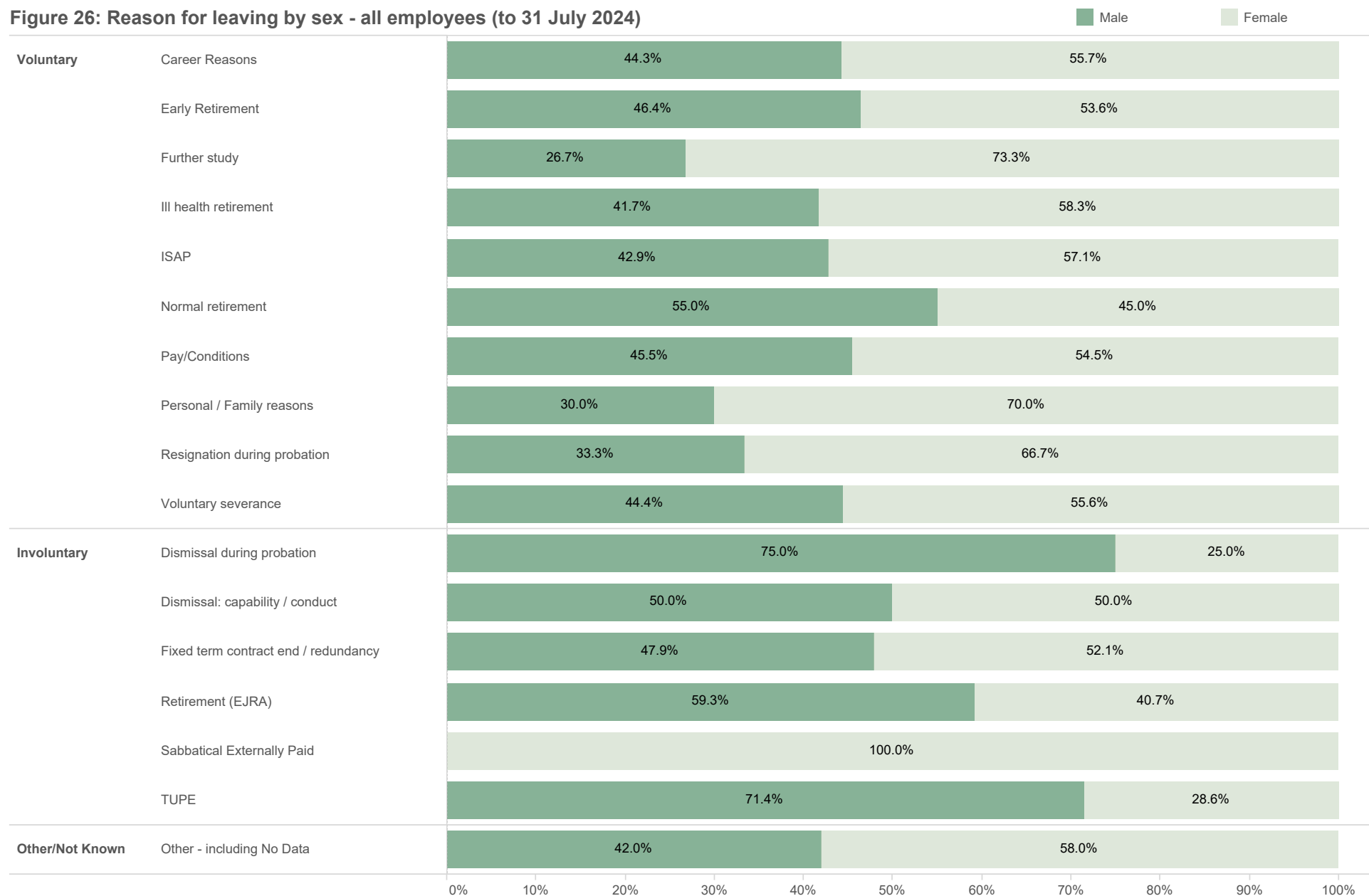
Note 2: Turnover is expressed as a percentage and is calculated as: (Leavers in the period 01-AUG to 31-JUL / Staff in post on 1-AUG) * 100

Table 12: Reason for leaving by staff group - all contract types (to 31 July 2024)

		Academic	Research	Teaching & Research Support	Professional, Administrative & Clerical	Finance - Professional & Support	Computing - Professional & Support	Library - Professional & Support	Museum - Professional & Support	Technical & Crafts	Ancillary
Voluntary	Career Reasons	34.8%	39.4%	27.6%	35.5%	37.2%	52.1%	50.0%	54.5%	42.9%	42.9%
	Early Retirement	3.2%	0.2%	0.7%	1.6%	1.2%	1.4%	1.5%	6.1%	3.1%	0.8%
	Further study		4.5%	6.1%	2.5%	1.2%	1.4%	2.9%		7.1%	2.3%
	Ill health retirement	0.6%	0.3%		0.6%				6.1%		1.5%
	ISAP				0.8%					1.0%	0.8%
	Normal retirement	22.6%	1.7%	3.4%	7.4%	8.1%	16.9%	7.4%	3.0%	5.1%	5.3%
	Pay/Conditions		0.8%	0.3%	2.2%	1.2%	5.6%	1.5%		1.0%	1.5%
	Personal / Family reasons	3.2%	4.2%	4.4%	17.4%	29.1%	12.7%	19.1%	12.1%	11.2%	20.3%
	Resignation during probation	0.6%	0.6%	0.3%	3.3%	2.3%				2.0%	1.5%
	Voluntary severance		0.7%	1.0%	2.5%	3.5%	1.4%			5.1%	
	Total	65.2%	52.3%	44.0%	73.8%	83.7%	91.5%	82.4%	81.8%	78.6%	76.7%
Involuntary	Dismissal during probation				0.3%	1.2%					0.8%
	Dismissal: capability / conduct	0.6%	0.2%		0.8%						1.5%
	Fixed term contract end / redundancy	27.1%	42.6%	49.1%	19.0%	10.5%	4.2%	14.7%	15.2%	19.4%	10.5%
	Retirement (EJRA)	1.3%	1.9%	0.7%			1.4%				
	Sabbatical Externally Paid	0.6%									
	TUPE		0.5%								0.8%
	Total	29.7%	45.2%	49.8%	20.1%	11.6%	5.6%	14.7%	15.2%	19.4%	13.5%
Other/Not Known	Other - including No Data	5.2%	2.6%	6.1%	6.1%	4.7%	2.8%	2.9%	3.0%	2.0%	9.8%
	Total	5.2%	2.6%	6.1%	6.1%	4.7%	2.8%	2.9%	3.0%	2.0%	9.8%
Grand Total		155	1,171	293	637	86	71	68	33	98	133

Note: 'ISAP' is an acronym for 'individual severance package'.

Figure 26: Reason for leaving by sex - all employees (to 31 July 2024)



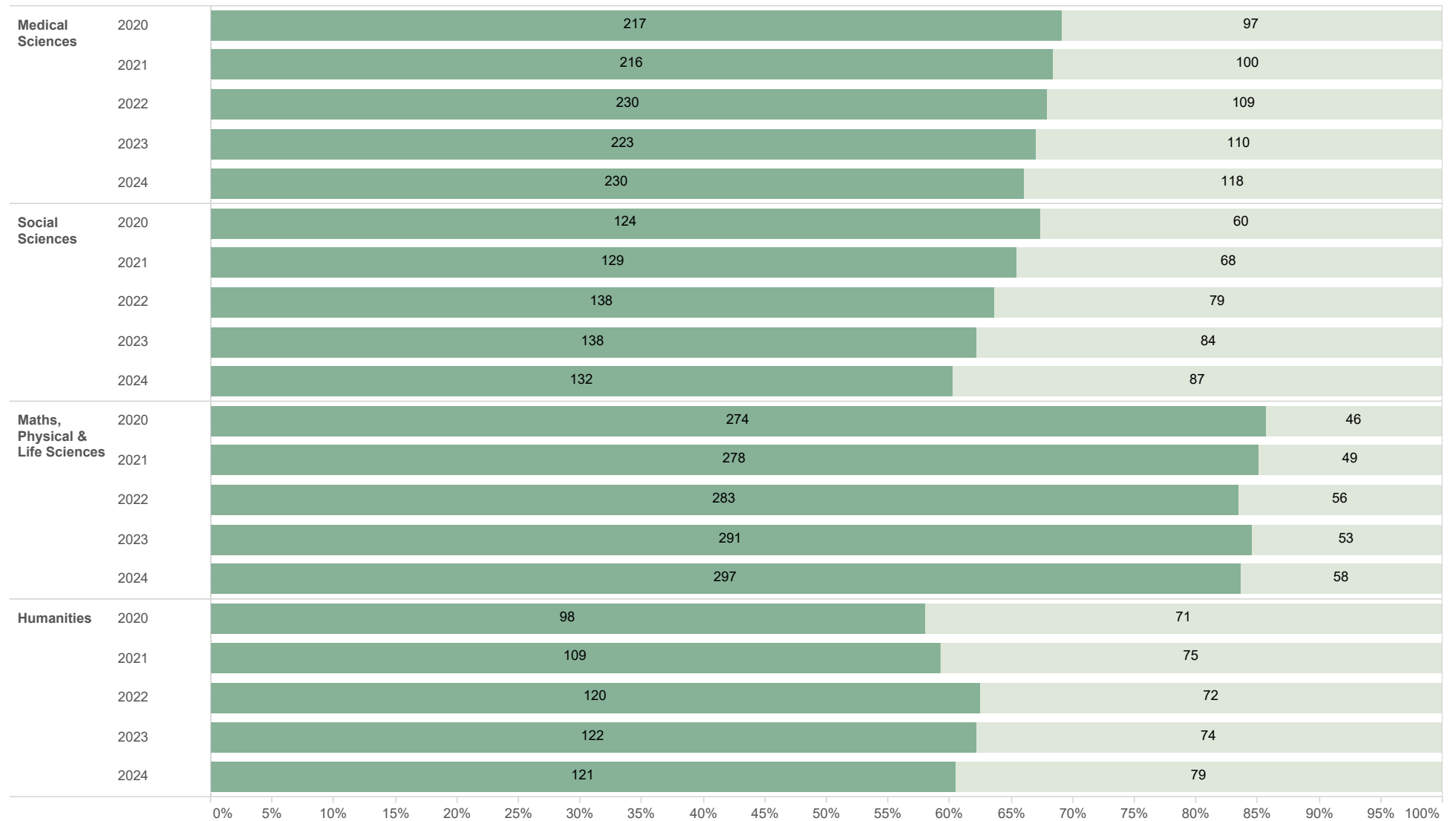
Note: Figures are for employees with fixed hours working patterns including those on Fixed Term contracts, and with a Variable Hours working pattern.

Professorial distinction titles

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Figure 27: Sex profile of staff with a distinction title of Professor by academic division and year (staff in post as at 31 July)

Male Female



Note 1: Distinction titles of Professor are awarded via Recognition of Distinction exercises or via the Senior Appointments Panel.

Note 2: Individuals holding the distinction title of Professor are identified by the presence of 'Titular Professor' entries in the Academic Title field of PeopleXD.

Note 3: The most recent Recognition of Distinction exercise was held in 2024. However, as the data was not in PeopleXD as of 31 July these awards are not included in the figures above for 2024.

Note 4: Bars are labelled with headcount and the size of the bars corresponds to the percentage distribution of titles across legal sex.

These tables show the number of University employees that applied for and were awarded distinction titles of Professor in each Recognition of Distinction exercise. It **does not** show the total number of employees with a distinction title of Professor that were in employment in any given year.

Figure 28a: Applications for Recognition of Distinction by sex (University employees) by year

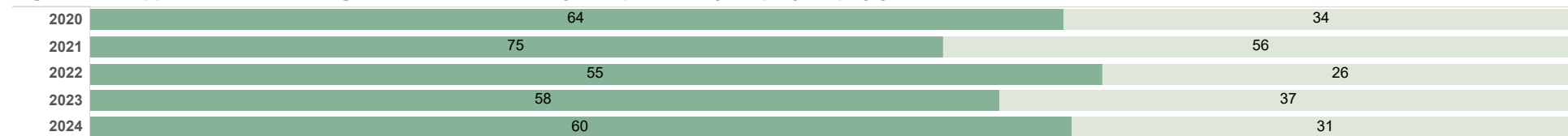
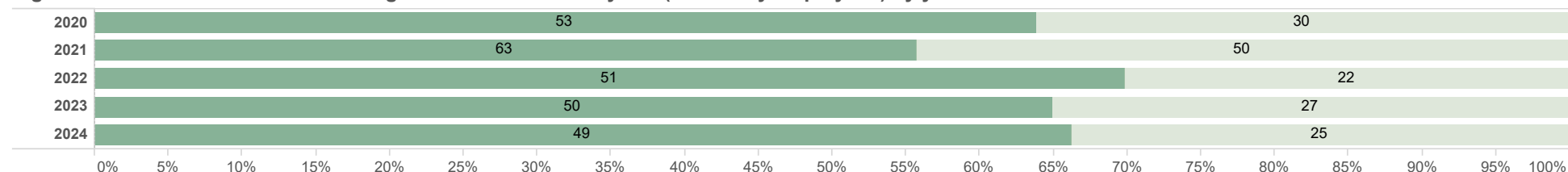


Figure 28b: Titles awarded in the Recognition of Distinction by sex (University employees) by year



Female
Male

Source: Recognition of Distinction applications and outcomes held by the Senior Appointments Team in Personnel Services combined with sex information from PeopleXD.

The latest figures are for the exercise that concluded in autumn 2024.

Figure 29: Titles awarded in the Recognition of Distinction by sex and academic division (University employees)

