



Ethnicity in faculties								
	White		BME		Not available		Total No.	Total %
Faculty	No.	%	No.	%	No.	%		
Art, Design and Architecture	2039	66.44%	904	29.46%	126	4.11%	3069	100.00%
Arts & Social Sciences	3102	55.87%	2252	40.56%	198	3.57%	5552	100.00%
Business	1395	31.97%	2722	62.39%	246	5.64%	4363	100.00%
Health & Social Care Sciences	732	49.09%	745	49.97%	14	0.94%	1491	100.00%
Science	930	28.81%	2129	65.95%	169	5.24%	3228	100.00%
Computing, Information Systems and Mathematics	411	26.30%	1073	68.65%	79	5.05%	1563	100.00%
Engineering	848	41.69%	1041	51.18%	145	7.13%	2034	100.00%
<b>Grand Total</b>	<b>9457</b>	<b>44.40%</b>	<b>10866</b>	<b>51.01%</b>	<b>977</b>	<b>4.59%</b>	<b>21300</b>	<b>100.00%</b>

### Student age

Age group by course level (headcount)						
AgeBand2	Foundation Degree	First Degree	Other UG	PG Research	PG Taught	Grand Total
Aged under 18	4	78	12	0	0	94
Aged 18-21	376	12095	621	4	211	13307
Aged 22-25	178	1815	231	50	1084	3358
Aged 26-30	158	659	175	38	786	1816
Aged 31-40	241	536	224	76	579	1656
Aged over 40	219	287	125	55	383	1069
<b>Grand Total</b>	<b>1176</b>	<b>15470</b>	<b>1388</b>	<b>223</b>	<b>3043</b>	<b>21300</b>

Age group by course level (percentage %)						
AgeBand2	Foundation Degree	First Degree	Other UG	PG Research	PG Taught	Grand Total
Aged under 18	4	78	12			94
Aged 18-21	376	12095	621	4	211	13307
Aged 22-25	178	1815	231	50	1084	3358
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<b>Grand Total</b>	<b>1176</b>	<b>15470</b>	<b>1388</b>	<b>223</b>	<b>3043</b>	<b>21300</b>

### Student gender

Gender by qualification (percentage %)						
GEND	Foundation Degree	Other UG	First Degree	PG Taught	PG Research	Grand Total
F	5.41%	8.91%	68.98%	15.65%	1.06%	100.00%
M	5.64%	3.93%	76.58%	12.82%	1.04%	100.00%
<b>Grand Total</b>	<b>5.52%</b>	<b>6.52%</b>	<b>72.63%</b>	<b>14.29%</b>	<b>1.05%</b>	<b>100.00%</b>

Course level by gender (percentage %)			
Row Labels	F	M	Grand Total
Foundation Degree	50.93%	49.07%	100.00%

Other UG	70.68%	29.32%	100.00%
First Degree	49.89%	50.11%	100.00%
PG Taught	57.85%	42.15%	100.00%
PG Research	53.52%	46.48%	100.00%
<b>Grand Total</b>	<b>52.75%</b>	<b>47.25%</b>	<b>100.00%</b>

### Student disability

Disability by qualification (headcount)						
Disability Summary	Foundation Degree	Other UG	First Degree	PG Research	PG Taught	Grand Total
Disability Declared	36	42	390	5	60	533
Learning Difficulty/Dyslexia Declared	33	78	535	4	85	735
No Known Disability	1107	1268	14545	214	2898	20032
<b>Grand Total</b>	<b>1176</b>	<b>1388</b>	<b>15470</b>	<b>223</b>	<b>3043</b>	<b>21300</b>

Disability groups by qualification (headcount)						
DSB Name	Foundation Degree	Other UG	First Degree	PG Research	PG Taught	Grand Total
	8	5	1			14
Autistic disorder	1	2	10		4	17
Blind/partial sight	1		12	2	3	18
Deaf/partial hearing	4	3	41		14	62
Learning difficulty	33	78	535	4	85	735
Mental health	8	5	52	1	1	67

Multiple disabilities	1		17		1	19
No disability	1099	1263	14544	214	2898	20018
Other disability	7	13	135	1	15	171
Unseen disability	12	17	111	1	21	162
Wheelchair/mobility	2	2	12		1	17
<b>Grand Total</b>	<b>1176</b>	<b>1388</b>	<b>15470</b>	<b>223</b>	<b>3043</b>	<b>21300</b>

## Staff ethnicity

Salaried staff by employee group and ethnicity (headcount)									
Employee Group	Totals	White	All BME	Black	Asian	Chinese	Mixed Race	Other	Not Available
Academic & Research	887	645	130	19	78	(with Asian)	13	20	112
Executive & Senior	150	123	11	1	9	"	1	0	16
General & Professional	1062	822	124	27	74	"	15	8	116
All staff	2099	1590	265	47	161	"	29	28	244

Salaried staff by employee group and ethnicity (percentage %)									
Employee Group	Totals	White	All BME	Black	Asian	Chinese	Mixed Race	Other	Not Available
Academic & Research	887	72.7%	14.7%	2.1%	8.8%	(with Asian)	1.5%	2.3%	12.6%
Executive & Senior	150	82.0%	7.3%	0.7%	6.0%	"	0.7%	0.0%	10.7%
General & Professional	1062	77.4%	11.7%	2.5%	7.0%	"	1.4%	0.8%	10.9%
All staff	2099	75.8%	12.6%	2.2%	7.7%	"	1.4%	1.3%	11.6%

Ethnicity by Department/ Faculty (salaried staff)							
	Totals	White		BME groups		Not Available	
		Headcount	%	Headcount	%	Headcount	%
<b>Faculties</b>							
Art, Design & Architecture	245	195	79.6%	5	2.0%	45	18.4%
Arts & Social Sciences	304	226	74.3%	36	11.8%	42	13.8%

Business & Law	196	155	79.1%	21	10.7%	20	10.2%
Computing, Information Systems & Mathematics	122	86	70.5%	19	15.6%	17	13.9%
Engineering	121	79	65.3%	30	24.8%	12	9.9%
Health & Social Care Sciences	238	180	75.6%	39	16.4%	19	8.0%
Science	212	157	74.1%	41	19.3%	14	6.6%
<b>Departments</b>							
Academic Development	51	42	82.4%	4	7.8%	5	9.8%
Academic Registry	27	19	70.4%	4	14.8%	4	14.8%
Enterprise	51	29	56.9%	9	17.6%	13	25.5%
External Affairs	72	56	77.8%	10	13.9%	6	8.3%
Finance	34	19	55.9%	8	23.5%	7	20.6%
Human Resources	33	29	87.9%	3	9.1%	1	3.0%
Information Services	220	174	79.1%	28	12.7%	18	8.2%
Kingston City Group	12	7	58.3%	1	8.3%	4	33.3%
Property Management & Development	23	15	65.2%	1	4.3%	7	30.4%
Student Services & Administration	107	92	86.0%	6	5.6%	9	8.4%
Sustainability Hub	3	3	100.0%	0	0.0%	0	0.0%
University Secretary's Office	6	6	100.0%	0	0.0%	0	0.0%
Vice Chancellor's Office	22	21	95.5%	0	0.0%	1	4.5%

<b>Hourly paid staff and ethnicity (headcount)</b>									
<b>Employee Group</b>	<b>Totals</b>	<b>White</b>	<b>All BME</b>	<b>Black</b>	<b>Asian</b>	<b>Chinese</b>	<b>Mixed Race</b>	<b>Other</b>	<b>Not Available</b>
Part Time Lecturer	1078	773	73	7	42	(included in Asian)	14	10	232
PTL Student	9	5	1	0	1	"	0	0	3
Staff Bureau	696	497	99	41	40	"	15	3	100
SB Student	1508	781	541	169	281	"	54	37	186

Hourly paid staff and ethnicity (percentage %)									
Employee Group	Totals	White	All BME	Black	Asian	Chinese	Mixed Race	Other	Not Available
Part Time Lecturer	1078	71.7%	6.8%	0.6%	3.9%	(included in Asian)	1.3%	0.9%	21.5%
PTL Student	9	55.6%	11.1%	0%	11.1%	"	0%	0.0%	33.3%
Staff Bureau	696	71.4%	14.2%	5.9%	5.7%	"	2.2%	0.4%	14.4%
SB Student	1508	51.8%	35.9%	11.2%	18.6%	"	2.5%	2.5%	12.3%

Ethnicity of KUSCO staff (headcount)									
Employee Group	Totals	White	All BME	Black	Asian	Chinese	Mixed Race	Other	Not Available
All KUSCO	353	182	79	52	17	(included in Asian)	4	6	74

Ethnicity of KUSCO staff (percentage %)									
Employee Group	Totals	White	All BME	Black	Asian	Chinese	Mixed Race	Other	Not Available
All KUSCO	353	54.3%	23.6%	15.5%	5.1%	(included in Asian)	1.2%	1.8%	22.1%

## Staff disability

Salaried staff by employee group and disability (headcount)											
Employee Group	Total	Blind / Partially sighted	Deaf / Hearing impairment	Dyslexia	Mental health difficulties	Multiple disabilities	Other, not covered above	Unseen, eg. diabetes, epilepsy, asthma	Wheelchair user / Mobility difficulties	All disabilities	No known disability
Academic & Research	887	0	4	9	0	1	3	15	1	33	854
Executive & Senior	150	1	0	0	0	1	1	1	0	4	146
General & Professional	1062	2	4	11	1	2	11	17	0	48	1014
All staff	2099	3	8	20	1	4	15	33	1	85	2014

Salaried staff by employee group and disability (percentage %)											
Employee Group	Total	Blind / Partially sighted	Deaf / Hearing impairment	Dyslexia	Mental health difficulties	Multiple disabilities	Other, not covered above	Unseen, eg. diabetes, epilepsy, asthma	Wheelchair user / Mobility difficulties	All disabilities	No known disability
Academic & Research	887	0.00%	0.45%	1.01%	0.00%	0.11%	0.34%	1.69%	0.11%	3.72%	96.28%
Executive & Senior	150	0.67%	0.00%	0.00%	0.00%	0.67%	0.67%	0.67%	0.00%	2.67%	97.33%
General & Professional	1062	0.19%	0.38%	1.04%	0.09%	0.19%	1.60%	1.60%	0.00%	4.52%	95.48%

All staff	2099	0.14%	0.38%	0.95%	0.05%	0.19%	1.57%	1.57%	0.05%	4.05%	95.95%
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**Hourly paid staff by disability group (headcount)**

Employee Group	Total	Blind / Partially sighted	Deaf / Hearing impairment	Dyslexia	Mental health difficulties	Multiple disabilities	Other, not covered above	Unseen, eg. diabetes, epilepsy, asthma	Wheelchair user / Mobility difficulties	All disabilities	No known disability
PT Lecturer	1078	1	0	14	0	1	2	6	1	25	1053
PTL Student	9	0	0	0	0	0	0	0	0	0	9
Staff Bureau	969	1	2	10	0	1	6	5	0	25	671
SB Student	1508	1	0	38	0	3	9	17	0	68	1440

**Hourly paid staff by disability group (percentage %)**

Employee Group	Total	Blind / Partially sighted	Deaf / Hearing impairment	Dyslexia	Mental health difficulties	Multiple disabilities	Other, not covered above	Unseen, eg. diabetes, epilepsy, asthma	Wheelchair user / Mobility difficulties	All disabilities	No known disability
PT Lecturer	1078	0.09%	0.00%	1.30%	0.00%	0.09%	0.19%	0.55%	0.09%	2.32%	97.68%
PTL Student	9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Staff Bureau	969	0.14%	0.29%	1.44%	0.00%	0.14%	0.86%	0.72%	0.00%	3.59%	69.41%

							%				
SB Student	1508	0.07%	0.00%	2.52%	0.00%	0.20%	0.60%	1.13%	0.00%	4.51%	95.49%

<b>KUSCO staff by disability group (headcount)</b>											
<b>Employee Group</b>	<b>Total</b>	<b>Blind / Partially sighted</b>	<b>Deaf / Hearing impairment</b>	<b>Dyslexia</b>	<b>Mental health difficulties</b>	<b>Multiple disabilities</b>	<b>Other, not covered above</b>	<b>Unseen, eg. diabetes, epilepsy, asthma</b>	<b>Wheelchair user / Mobility difficulties</b>	<b>All disabilities</b>	<b>No known disability</b>
All KUSCO	335	0	0	0	0	0	0	0	0	0	335

<b>KUSCO staff by disability group (percentage %)</b>											
<b>Employee Group</b>	<b>Total</b>	<b>Blind / Partially sighted</b>	<b>Deaf / Hearing impairment</b>	<b>Dyslexia</b>	<b>Mental health difficulties</b>	<b>Multiple disabilities</b>	<b>Other, not covered above</b>	<b>Unseen, eg. diabetes, epilepsy, asthma</b>	<b>Wheelchair user / Mobility difficulties</b>	<b>All disabilities</b>	<b>No known disability</b>
All KUSCO	335	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100

**Staff gender**

<b>Salaried staff by employee group and gender</b>									
		<b>Female</b>				<b>Male</b>			
<b>Employee group</b>	<b>Totals</b>	<b>Full Time Headcount</b>	<b>%</b>	<b>Part Time headcount</b>	<b>%</b>	<b>Full Time Headcount</b>	<b>%</b>	<b>Part Time Headcount</b>	<b>%</b>
Academic & Research	887	287	32.4%	136	15.3%	360	40.6%	104	11.7%
Executive & Senior	150	54	36.0%	4	2.7%	86	57.3%	6	4.0%
General & Professional	1062	498	46.9%	215	20.2%	305	28.7%	44	4.1%
All staff	2099	839	40.0%	355	16.9%	751	35.8%	154	7.3%

<b>Hourly paid staff by gender</b>					
<b>Employee Group</b>	<b>Total</b>	<b>Female Headcount</b>	<b>%</b>	<b>Male Headcount</b>	<b>%</b>
PT Lecturer	<b>1078</b>	<b>536</b>	<b>49.7%</b>	<b>542</b>	<b>50.3%</b>
PTL Student	<b>9</b>	<b>5</b>	<b>55.6%</b>	<b>4</b>	<b>44.4%</b>
Staff Bureau	<b>696</b>	<b>434</b>	<b>62.4%</b>	<b>262</b>	<b>37.6%</b>
SB Student	<b>1508</b>	<b>870</b>	<b>57.7%</b>	<b>638</b>	<b>42.3%</b>

\*tbc if split of KUSCO required

<b>KUSCO staff by gender</b>					
<b>Employee Group</b>	<b>Total</b>	<b>Female Headcount</b>	<b>%</b>	<b>Male Headcount</b>	<b>%</b>
All KUSCO	<b>353</b>	<b>147</b>	<b>43.9%</b>	<b>188</b>	<b>56.1%</b>

## Staff age

\*up to 2007-08, data in this column is for 56-59 and 60-65

<b>Salaried staff by employee group and age (headcount)</b>											
<b>Employee Group</b>	<b>Total</b>	<b>16-25</b>	<b>26-30</b>	<b>31-35</b>	<b>36-40</b>	<b>41-45</b>	<b>46-50</b>	<b>51-55</b>	<b>56-60*</b>	<b>61-65*</b>	<b>66 plus*</b>
Academic & Research	887	5	41	97	115	157	142	131	139	54	6
Executive & Senior	150	0	1	2	9	20	29	33	42	13	1
General & Professional	1062	80	159	180	118	121	127	128	100	46	3
All staff	2099	85	201	279	242	298	298	292	281	113	10

<b>Salaried staff by employee group and age (percent %)</b>											
<b>Employee Group</b>	<b>Total</b>	<b>16-25</b>	<b>26-30</b>	<b>31-35</b>	<b>36-40</b>	<b>41-45</b>	<b>46-50</b>	<b>51-55</b>	<b>56-60*</b>	<b>61-65*</b>	<b>66 plus*</b>
Academic & Research	887	0.6%	4.6%	10.9%	13.0%	17.7%	16.0%	14.8%	15.7%	6.1%	0.7%
Executive & Senior	150	0.0%	0.7%	1.3%	6.0%	13.3%	19.3%	22.0%	28.0%	8.7%	0.7%
General & Professional	1062	7.5%	15.0%	16.9%	11.1%	11.4%	12.0%	12.1%	9.4%	4.3%	0.3%
%All staff	2099	4.0%	9.6%	13.3%	11.5%	14.2%	14.2%	13.9%	13.4%	5.4%	0.5%

<b>Hourly paid staff by age (headcount)</b>											
<b>Employee Group</b>	<b>Total</b>	<b>16-25</b>	<b>26-30</b>	<b>31-35</b>	<b>36-40</b>	<b>41-45</b>	<b>46-50</b>	<b>51-55</b>	<b>56-60*</b>	<b>61-65*</b>	<b>66 plus*</b>
PT Lecturer	1078	13	98	154	160	153	123	114	88	97	51
PTL Student	9	0	0	2	2	2	1	1	1	0	0
Staff Bureau	696	248	89	32	48	50	46	35	35	49	57
SB Student	1508	1147	210	79	27	12	14	7	2	2	1

<b>Hourly paid staff by age (percent %)</b>											
<b>Employee Group</b>	<b>Total</b>	<b>16-25</b>	<b>26-30</b>	<b>31-35</b>	<b>36-40</b>	<b>41-45</b>	<b>46-50</b>	<b>51-55</b>	<b>56-60*</b>	<b>61-65*</b>	<b>66plus*</b>
PT Lecturer	1078	1.2%	9.1%	14.3%	14.8%	14.2%	11.4%	10.6%	8.2%	9.0%	4.7%
PTL Student	9	0.0%	0.0%	22.2%	22.2%	22.2%	11.1%	11.1%	11.1%	0.0%	0.0%
Staff Bureau	696	35.6%	12.8%	4.6%	6.9%	7.2%	6.6%	5.0%	5.0%	7.0%	8.2%
SB Student	1508	76.1%	13.9%	5.2%	1.8%	0.8%	0.9%	0.5%	0.1%	0.1%	0.1%

<b>KUSCO staff by age (headcount)</b>											
<b>Employee Group</b>	<b>Total</b>	<b>16-25</b>	<b>26-30</b>	<b>31-35</b>	<b>36-40</b>	<b>41-45</b>	<b>46-50</b>	<b>51-55</b>	<b>56-60*</b>	<b>61-65*</b>	<b>66 plus*</b>
All KUSCO	335	31	22	27	41	36	49	42	34	29	18

<b>KUSCO staff by age (percentage %)</b>											
<b>Employee Group</b>	<b>Total</b>										
All KUSCO	335	9.3%	6.6%	8.1%	12.2%	10.7%	14.6%	12.5%	10.1%	8.7%	5.4%