

# STAFF STATISTICAL REPORT 2024-25



**Birkbeck**  
UNIVERSITY OF LONDON

# INTRODUCTION

This report presents a comprehensive analysis of staff data covering the period from 2022-23 to 2024-25. It provides a detailed snapshot of data collected 31 July 2025 census date, regarding the sex, ethnicity, disability status, sexual orientation, and religion or belief of the College workforce.

The report encompasses the Academic and non-Academic staff who held one or more contracts at the time the snapshot was taken excluding T&S staff. The data presented in this report serves several key purposes:

1. To evaluate the diversity and inclusiveness of the workforce.
2. To facilitate the assessment of change and progress over time, establishing a benchmark for comparison with future reports.

Staff on research contracts are included in the non-Academic staff grouping.

List of definitions and explanatory notes pertaining to the data precedes the main body of the report, providing clarity on the terminology used and the methodology of data presentation.

## ABOUT THE DATA

The report encompasses academic and non-academic staff who held one or more contract at Birkbeck as of 31<sup>st</sup> July 2025.

It excludes consultancy, agency staff, associates, and workers. The analysis provided herein is derived from a selected subset of the extensive data available from Birkbeck. The number of staff represents the number of individuals per post, and full-time equivalent figures are also included in the report, explicitly stated where relevant. Percentages are formulated from known staff data based on unrounded figures and have been rounded to two decimal places.

In graphical representations, percentages are rounded to the nearest whole number. Some percentages have been suppressed to mitigate the risk of over-interpretation of small numbers or the identification of individual staff members. Unless stated otherwise, the data is categorised by: - Legal sex - Ethnicity - Disability – Sexual Orientation – Religion - Business area. In instances where data is not known and prefer not to say, a designation of “NK” is employed to signify the unavailability of information.

## LEGAL SEX & GENDER IDENTITY

The data collected and analysed relates to legal sex, classified solely as male or female. Legal sex corresponds to the designation recorded on an individual’s birth certificate; however, this classification may not always align with the sex assigned at birth. In addition, this binary categorisation does not adequately represent individuals who identify as transgender, gender non-conforming, or non-binary.

## ETHNICITY

The Government Statistical Service harmonised standards for ethnicity. These categories will be used consistently in all future ethnicity reports and breakdowns.

For reference, here is the GOV.UK link that provides the full list of ethnic groups.

<https://www.ethnicity-facts-figures.service.gov.uk/style-guide/ethnic-groups/#how-the-groups-were-chosen>

The categories of ethnicity have been consolidated into six distinct groups:

1. White - English, Scottish, Welsh, Northern Irish or British, Gypsy or Irish Traveller, Irish, Roma, any other white background
2. Asian – Bangladeshi or Bangladeshi British, Chinese or Chinese British, Indian or Indian British, Pakistani or Pakistani British, any other Asian background
3. Black – African or African British, Caribbean or Caribbean British, any other Black background
4. Mixed or multiple ethnic groups - White or White British and Asian or Asian British, White or White British and Black African or Black African British, White or White British and Black Caribbean or Black Caribbean British, Any other Mixed or Multiple ethnic background

5. Other Ethnic groups – Arab, any other Ethnic background
6. NK - where data is not available, not known, blank and prefer not to say a designation of “NK” is employed to signify the unavailability of information.

Previously the category “Mixed” did not exist and so

- “White or White British and Asian or Asian British” was categorised as “Asian”
- “White or White British and Black African or Black African British” was categorised as “Black”
- “White or White British and Black Caribbean or Black Caribbean British” was categorised as “Black”
- “Any other Mixed or Multiple ethnic background” was categorised as “Other”

## DISABILITY

Disability status is recorded based on self-assessment within three distinct categories:

1. Not Disabled, not known to be disabled
2. Disabled, Declared disabled
3. NK - where data is unknown and prefer not to say a designation of “NK” is employed to signify the unavailability of information.

The term "disabled staff" describes those individuals who have self-identified as disabled. Non-disabled staff" refers to those who have indicated that they are not disabled. The number of staff members declaring a disability at Birkbeck, as well as in the broader higher education sector, is notably small. Although included in the analysis, these figures should be viewed as indicative, not exact, measures of the proportion of staff with disabilities.

## SEXUAL ORIENTATION

The Sexual Orientation categories have been consolidated into three distinct groups:

1. Heterosexual
2. LGBTQ+ (which encompasses bisexual individuals, gay men, gay women/lesbians, and other identities)
3. NK - where data is unknown and prefer not to say a designation of “NK” is employed to signify the unavailability of information.

To support a comprehensive analysis, a widely recognised definition of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) individuals is applied to identify patterns of marginalisation and segregation related to sexual orientation.

## RELIGION

The categories for Religion or Belief have been consolidated into three distinct groups:

1. No Religion
2. Religious: This encompasses Christians as well as individuals adhering to other religions, including Buddhism, Hinduism, Judaism, Islam, Spiritual beliefs, among others.
3. NK - where data is unknown and prefer not to say a designation of “NK” is employed to signify the unavailability of information.

## MODE AND CONTRACT TYPE

The full-time equivalent (FTE) is calculated by dividing the total number of contracted hours by the maximum number of compensable hours within a full-time schedule. The Higher Education Statistics Agency (HESA) refers to this measure as the “full person equivalent” (FPE). An individual may hold multiple contracts within an institution, with each contract encompassing different activities. As a result, the staff count is apportioned across these activities according to the FTE assigned to each contract, producing the final FPE figures.

HESA also applies a classification system to record the standard mode of employment, which can be either ongoing or fixed term. This classification is referred to simply as “mode.” It is important to note that HESA does not prescribe a uniform definition for these categories; institutions have discretion in applying their own interpretations when reporting data. Consequently, any benchmarking analysis must be considered within this context.

At Birkbeck, employment is categorised into two groups, with full-time employment defined as 0.99 FTE or higher:

- Full-time
- Part-time

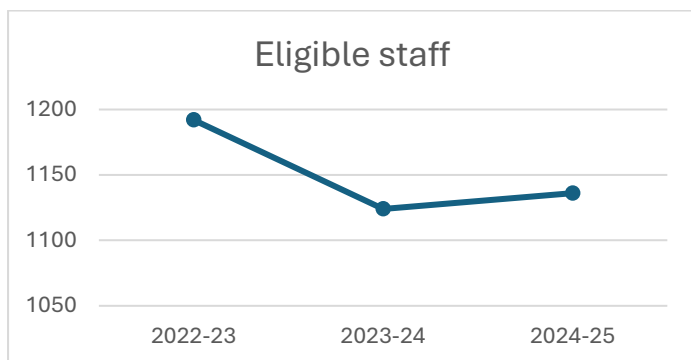
The term “contract type” refers to the permanency of an individual’s employment status. Permanent staff are those employed under a contract explicitly defined as permanent or under an open-ended arrangement. Two primary contract types are used:

- Open-ended
- Fixed term

## Eligible staff on census date

The data presented offers a comprehensive overview of the total staff. The table and chart illustrate trends over this three-year period.

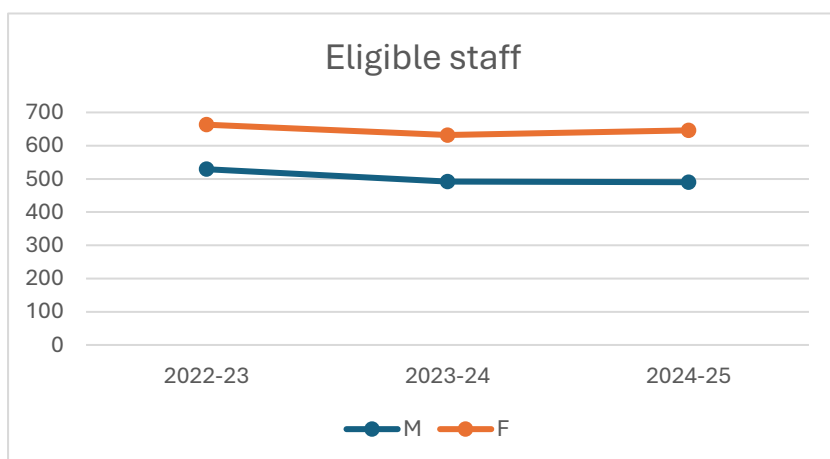
Year	Eligible staff
2022-23	1192
2023-24	1124
2024-25	1136



## GENDER

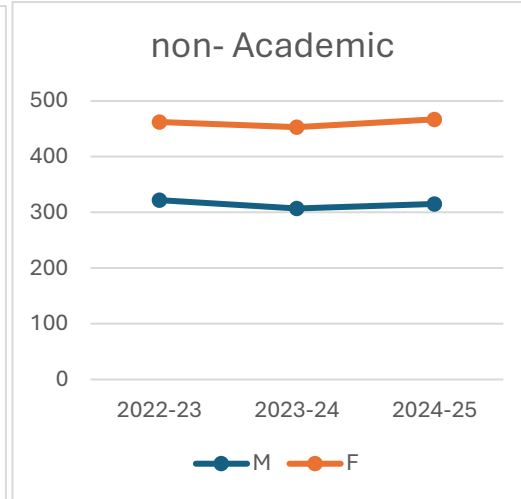
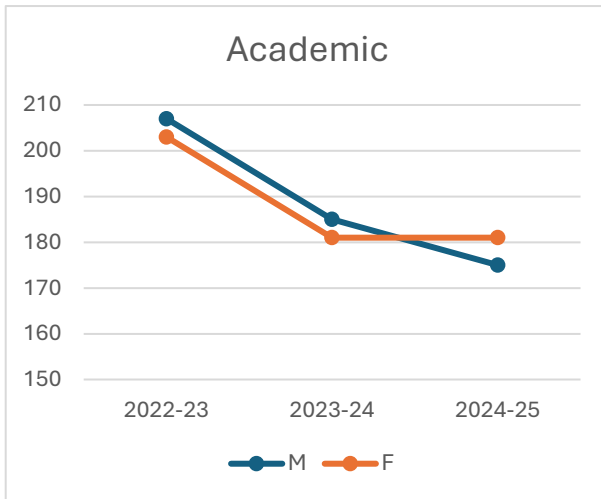
The data provides a detailed overview of the gender composition of the staff population. In this analysis, *M* refers to male staff and *F* to female staff. The following tables and chart present trends across the three-year period, disaggregated by mode of employment, contract type, and staff group, including all staff as well as academic and non-academic categories

Eligible staff		
Year	M	F
2022-23	529	663
2023-24	492	632
2024-25	490	646



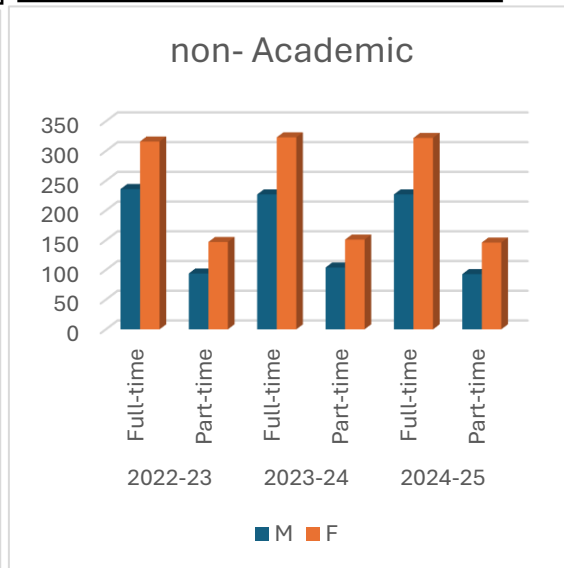
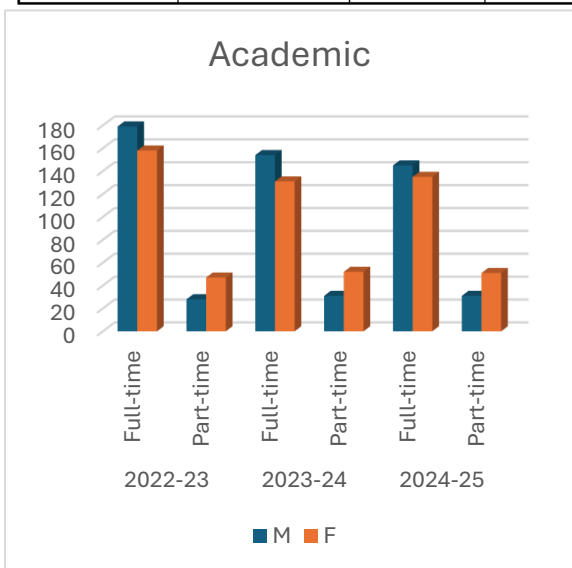
Academic		
Year	M	F
2022-23	207	203
2023-24	185	181
2024-25	175	181

non-Academic		
Year	M	F
2022-23	322	462
2023-24	307	453
2024-25	315	467



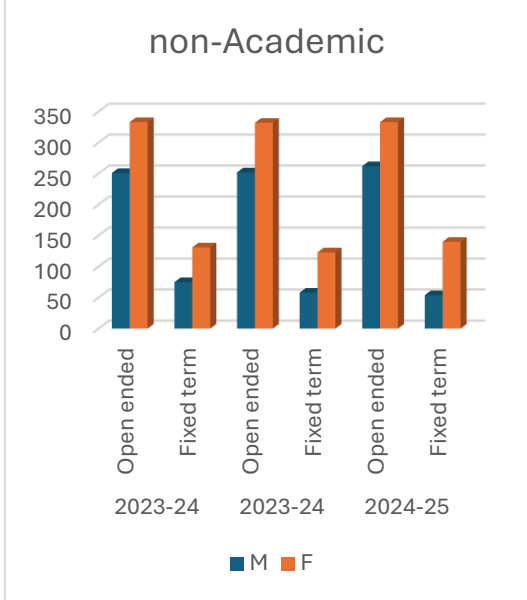
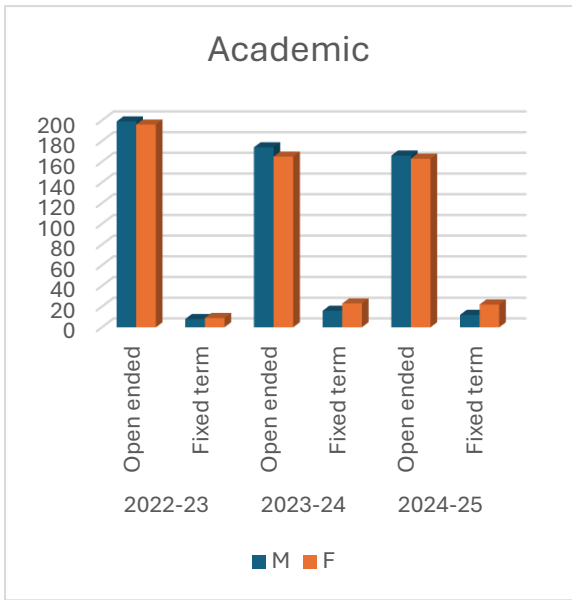
Academic			
Year	mode	M	F
2022-23	Full-time	179	158
	Part-time	28	47
2023-24	Full-time	154	131
	Part-time	31	52
2024-25	Full-time	145	135
	Part-time	31	51

non-Academic			
Year	mode	M	F
2022-23	Full-time	236	316
	Part-time	94	147
2023-24	Full-time	227	323
	Part-time	104	151
2024-25	Full-time	227	322
	Part-time	93	146



Academic			
Year	contract	M	F
2022-23	Open ended	199	196
	Fixed term	8	9
2023-24	Open ended	174	165
	Fixed term	16	23
2024-25	Open ended	166	163
	Fixed term	12	22

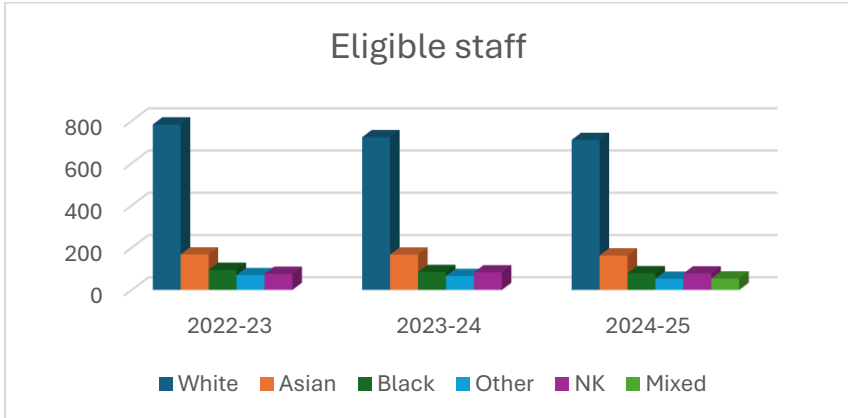
non-Academic			
Year	contract	M	F
2023-24	Open ended	251	333
	Fixed term	75	131
2023-24	Open ended	252	332
	Fixed term	58	123
2024-25	Open ended	262	333
	Fixed term	54	140



## Ethnicity

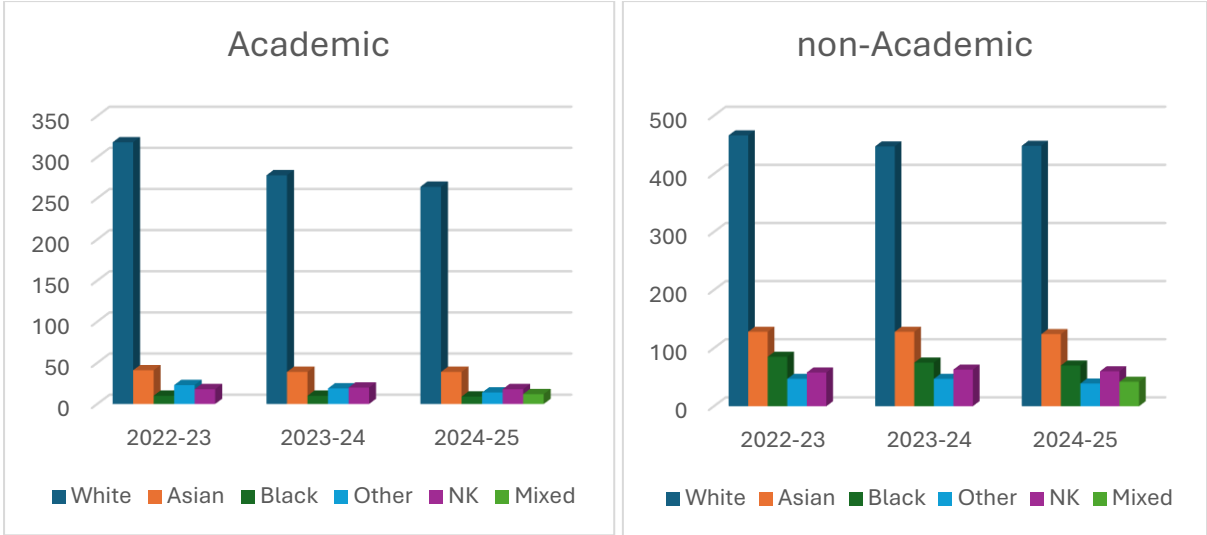
The data provides a detailed overview of the ethnic composition of the staff population. Ethnicity is categorised into White, Asian, Black, Mixed, Other, and Not Known. The accompanying tables and chart highlight trends across the three-year period, segmented by mode of employment, contract type, and staff groups, including all staff, academic staff, and non-academic staff

Eligible staff						
Year	White	Asian	Black	Other	NK	Mixed
2022-23	783	168	95	70	76	
2023-24	723	167	85	66	83	
2024-25	710	163	79	53	78	54



Academic						
Year	White	Asian	Black	Other	NK	Mixed
2022-23	318	41	10	23	18	
2023-24	278	39	10	19	20	
2024-25	264	39	9	14	18	12

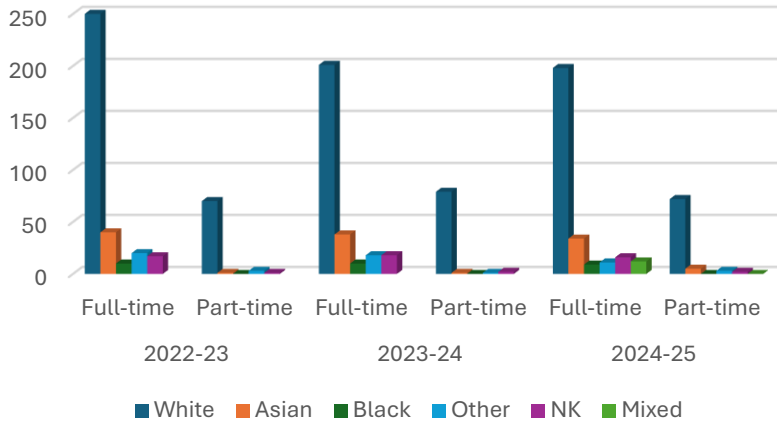
non-Academic							
Year		White	Asian	Black	Other	NK	Mixed
2022-23		466	128	85	47	58	
2023-24		447	128	75	47	63	
2024-25		448	124	70	39	60	42



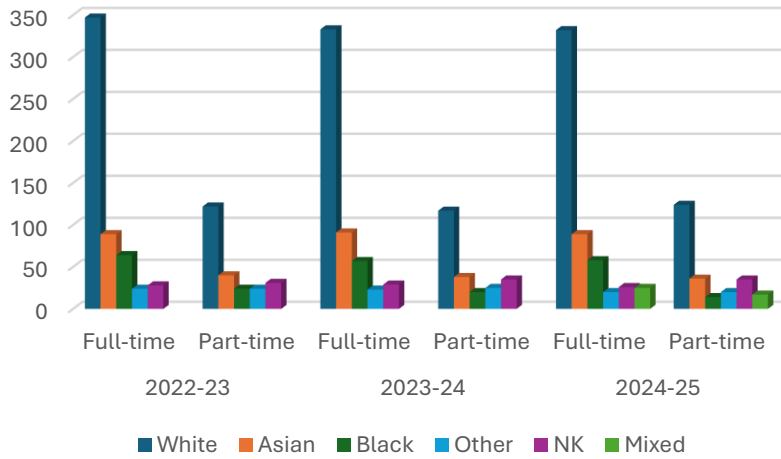
Academic							
Year	mode	White	Asian	Black	Other	NK	Mixed
2022-23	Full-time	250	40	10	20	17	
	Part-time	70	1	0	3	1	
2023-24	Full-time	201	38	10	18	18	
	Part-time	79	1	0	1	2	
2024-25	Full-time	198	34	9	11	16	12
	Part-time	72	5	0	3	2	0

non-Academic							
Year	mode	White	Asian	Black	Other	NK	Mixed
2022-23	Full-time	347	89	64	24	28	
	Part-time	122	40	24	24	31	
2023-24	Full-time	333	91	57	23	29	
	Part-time	117	38	20	25	35	
2024-25	Full-time	332	89	58	20	26	25
	Part-time	124	36	14	20	35	17

### Academic

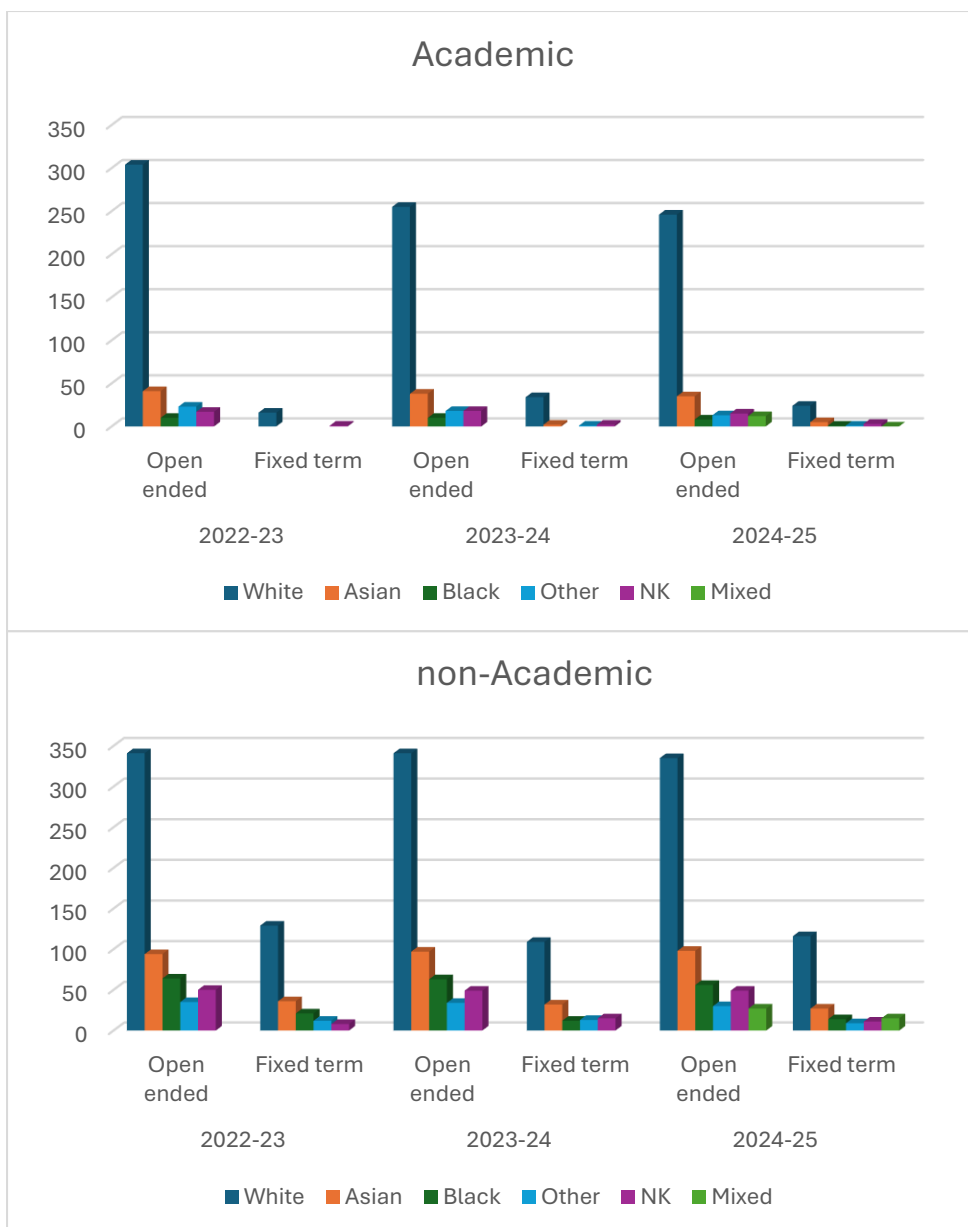


### non-Academic



Academic							
Year	contract	White	Asian	Black	Other	NK	Mixed
2022-23	Open ended	304	41	10	23	17	
	Fixed term	16				1	
2023-24	Open ended	255	38	10	18	18	
	Fixed term	34	2		1	2	
2024-25	Open ended	246	35	8	13	15	12
	Fixed term	24	5	1	1	3	0

non-Academic							
Year	contract	White	Asian	Black	Other	NK	Mixed
2022-23	Open ended	341	94	64	35	50	
	Fixed term	129	36	21	12	8	
2023-24	Open ended	341	97	63	34	49	
	Fixed term	109	32	12	13	15	
2024-25	Open ended	335	98	56	30	49	27
	Fixed term	116	27	14	9	11	15

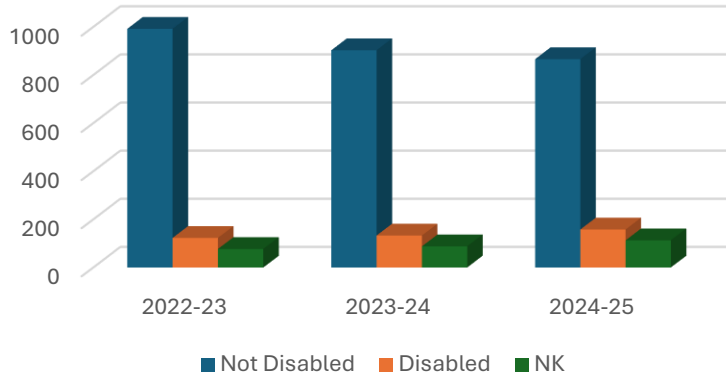


## Disability

The data provides a detailed overview of the disability status of the staff population, categorised as Not Disabled, Disabled, and Not Known. The accompanying tables and chart highlight trends across the three-year period, further broken down by mode of employment, contract type, and staff groups, including all staff as well as academic and non-academic categories.

Eligible staff			
Year	Not Disabled	Disabled	NK
2022-23	992	123	77
2023-24	903	133	88
2024-25	866	158	113

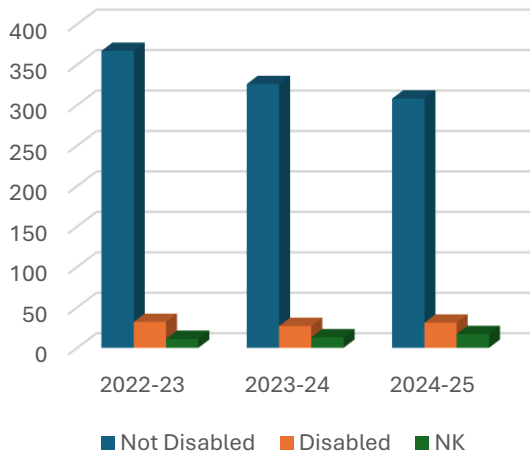
### Eligible staff



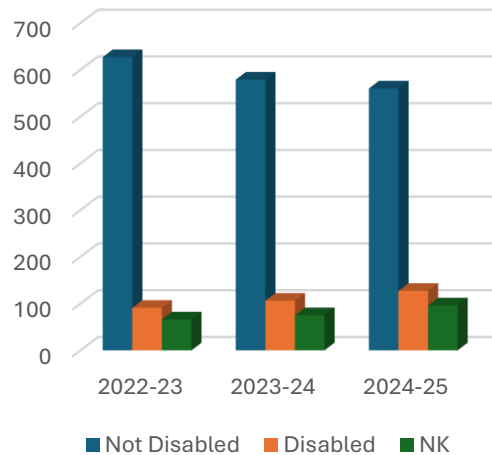
Academic			
Year	Not Disabled	Disabled	NK
2022-23	367	32	11
2023-24	326	27	13
2024-25	308	31	17

Non academic			
Year	Not Disabled	Disabled	NK
2022-23	627	91	66
2023-24	579	106	75
2024-25	560	127	96

### Academic

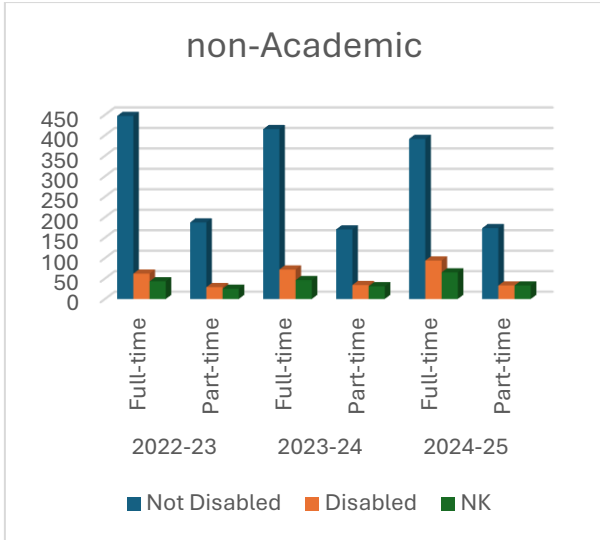
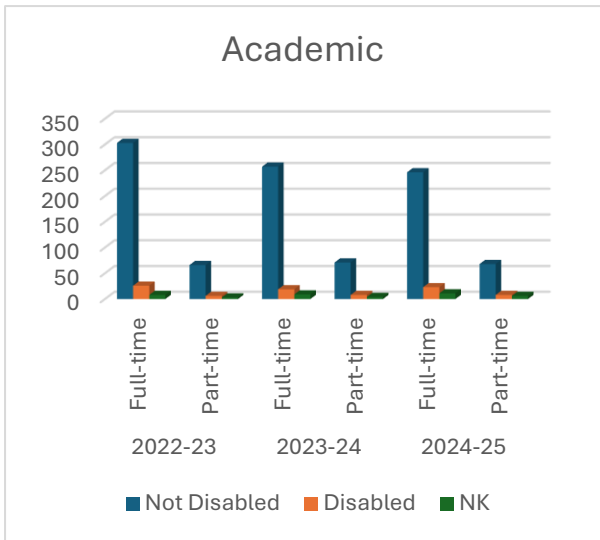


### non-Academic



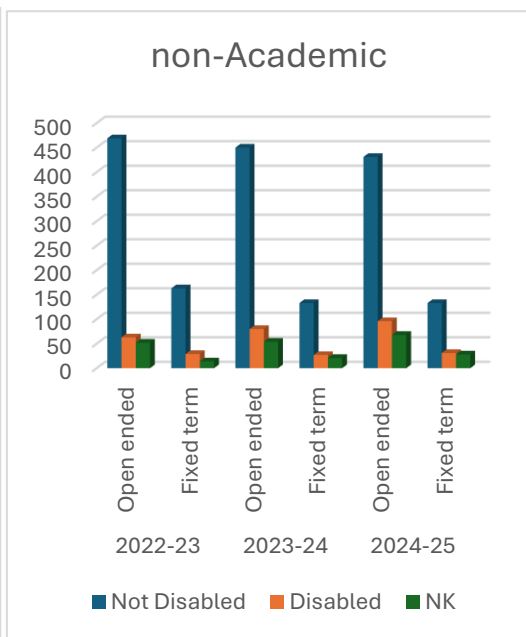
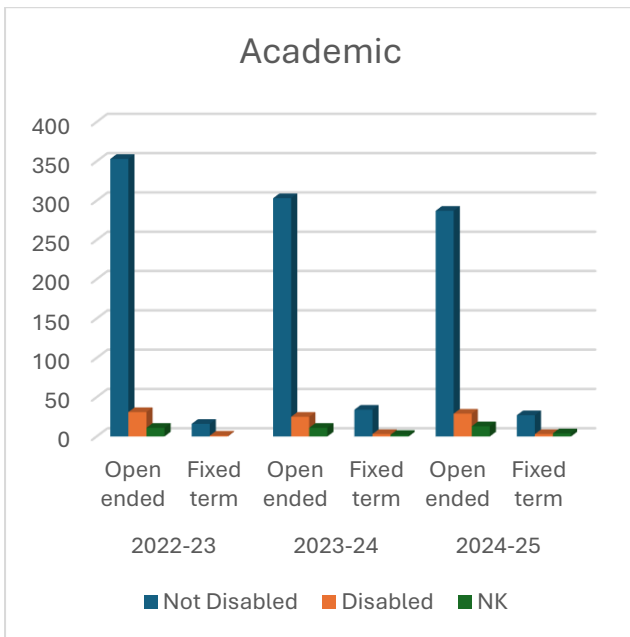
Academic				
Year	mode	Not Disabled	Disabled	NK
2022-23	Full-time	303	26	8
	Part-time	66	6	3
2023-24	Full-time	257	19	9
	Part-time	71	8	4
2024-25	Full-time	246	23	11
	Part-time	68	8	6

Non academic				
Year	mode	Not Disabled	Disabled	NK
2022-23	Full-time	447	62	43
	Part-time	187	29	25
2023-24	Full-time	415	72	46
	Part-time	170	34	31
2024-25	Full-time	391	94	65
	Part-time	173	33	33



Academic				
Year	contract	Not Disabled	Disabled	NK
2022-23	Open ended	353	31	11
	Fixed term	16	1	
2023-24	Open ended	303	25	11
	Fixed term	34	3	2
2024-25	Open ended	287	29	13
	Fixed term	27	3	4

Non academic				
Year	contract	Not Disabled	Disabled	NK
2022-23	Open ended	469	63	52
	Fixed term	163	29	14
2023-24	Open ended	450	80	54
	Fixed term	133	27	21
2024-25	Open ended	431	96	68
	Fixed term	133	31	28

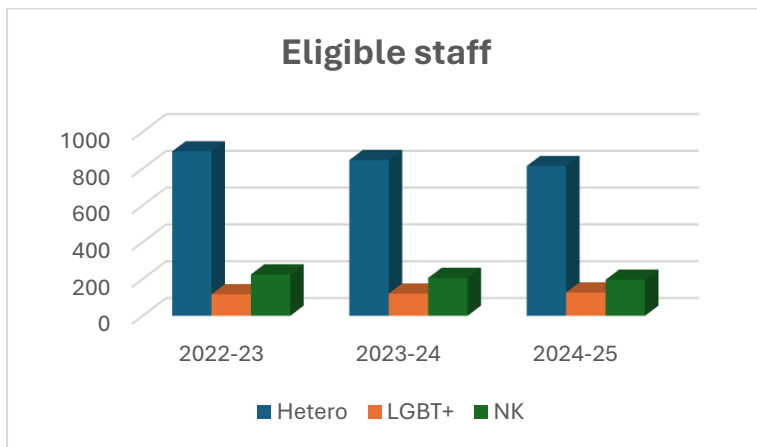


## Sexual Orientation

The data provides a detailed overview of the staff population’s sexual orientation profile, categorised into Heterosexual, LGBTQ+, and *Not Known*. The accompanying tables and chart highlight three-year trends across several dimensions, including mode of employment, contract type, and staff groups. These staff groups encompass the

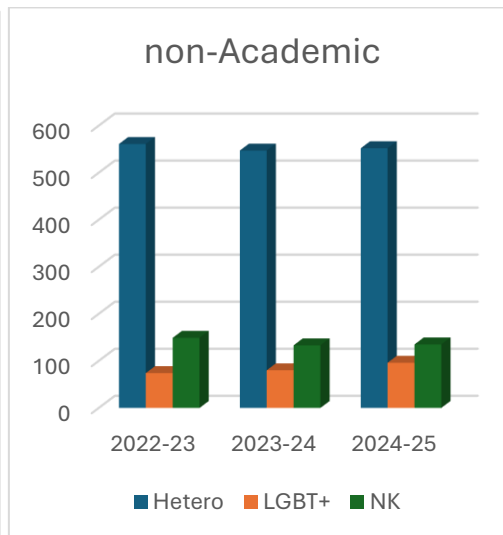
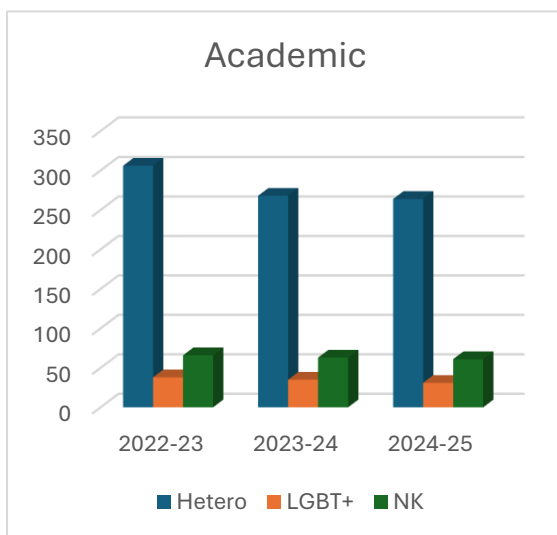
entire workforce as well as the academic and non-academic subgroups, allowing for a clearer understanding of patterns and changes over time.

Eligible staff			
Year	Hetero	LGBT+	NK
2022-23	894	117	225
2023-24	847	121	206
2024-25	814	127	196



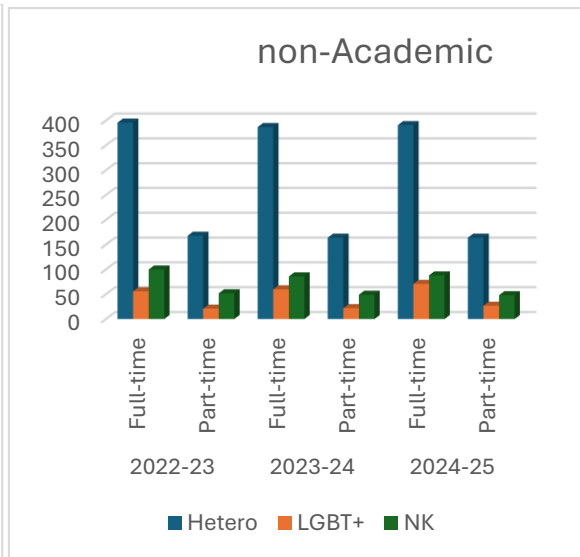
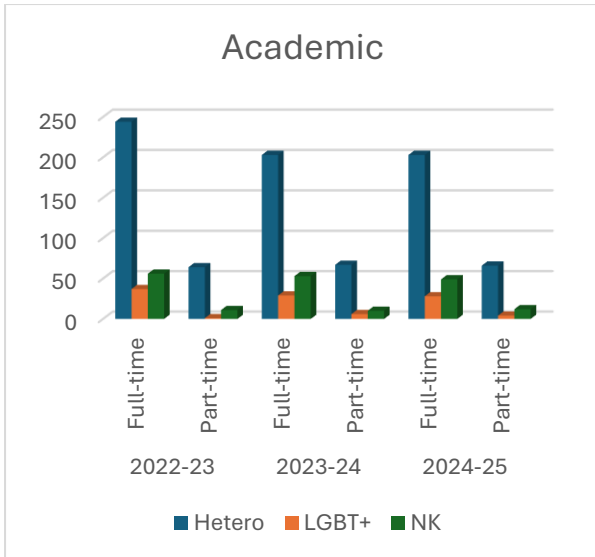
Academic			
Year	Hetero	LGBT+	NK
2022-23	306	38	66
2023-24	268	35	63
2024-25	264	31	61

Non academic			
Year	Hetero	LGBT+	NK
2022-23	561	74	149
2023-24	547	80	133
2024-25	552	96	135



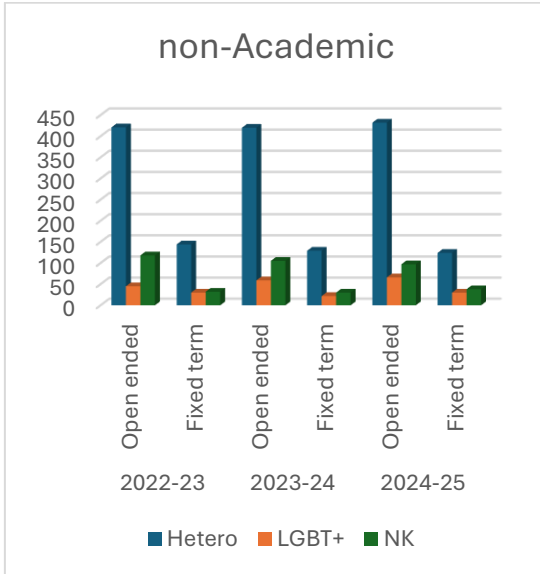
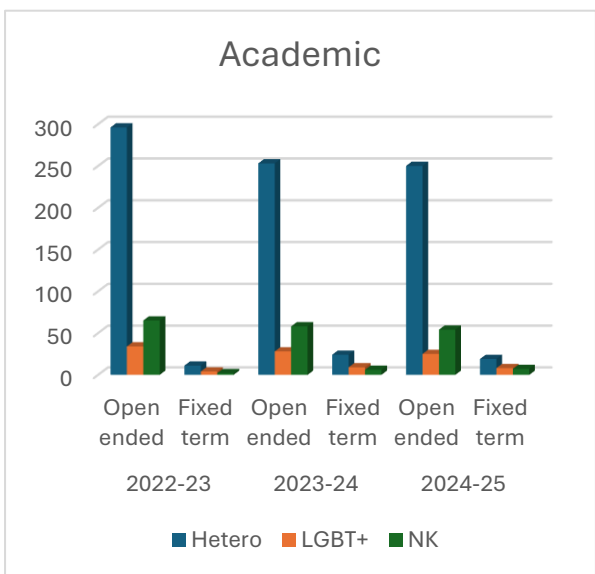
Academic				
Year	mode	Hetero	LGBT+	NK
2022-23	Full-time	244	37	56
	Part-time	64	1	11
2023-24	Full-time	203	29	53
	Part-time	67	6	10
2024-25	Full-time	203	28	49
	Part-time	66	4	12

Non academic				
Year	mode	Hetero	LGBT+	NK
2022-23	Full-time	396	56	100
	Part-time	168	21	52
2023-24	Full-time	387	60	86
	Part-time	164	22	49
2024-25	Full-time	391	71	88
	Part-time	164	27	48



Academic				
Year	contract	Hetero	LGBT+	NK
2022-23	Open ended	296	34	65
	Fixed term	11	4	2
2023-24	Open ended	253	28	58
	Fixed term	24	9	6
2024-25	Open ended	250	25	54
	Fixed term	19	8	7

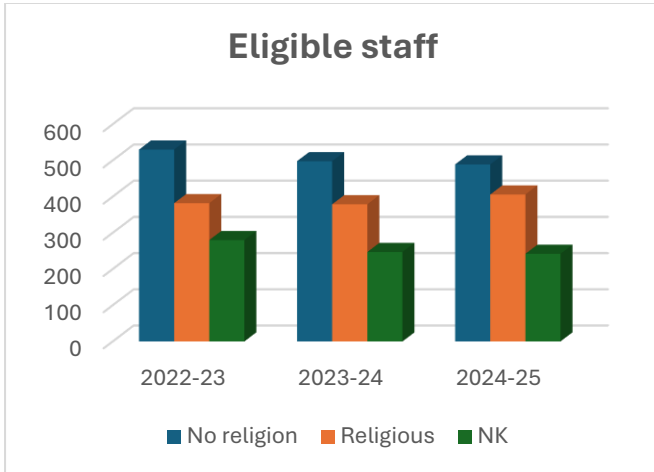
Non academic				
Year	contract	Hetero	LGBT+	NK
2022-23	Open ended	421	45	118
	Fixed term	144	30	32
2023-24	Open ended	420	59	105
	Fixed term	129	22	30
2024-25	Open ended	432	66	97
	Fixed term	124	30	38



## Religion

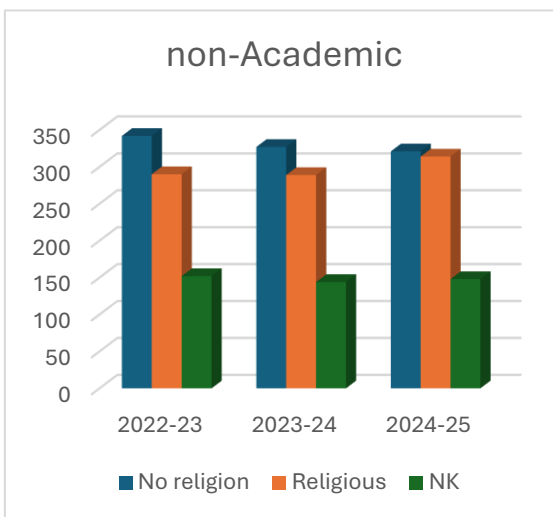
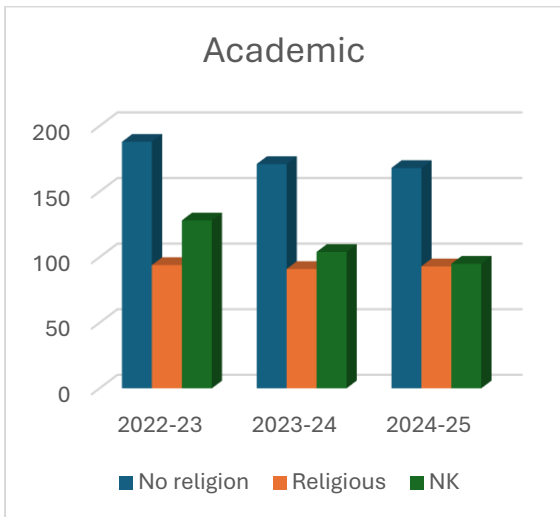
The data provides a comprehensive overview of the religious composition of the staff population. Religion is categorised into three groups: No Religion, Religious, and Not Known. The accompanying tables and chart present trends across the three-year period, further broken down by mode of employment, contract type, and staff groups, including all staff, academic staff, and non-academic staff

Eligible staff			
Year	No religion	Religious	NK
2022-23	530	382	280
2023-24	498	379	247
2024-25	489	406	242



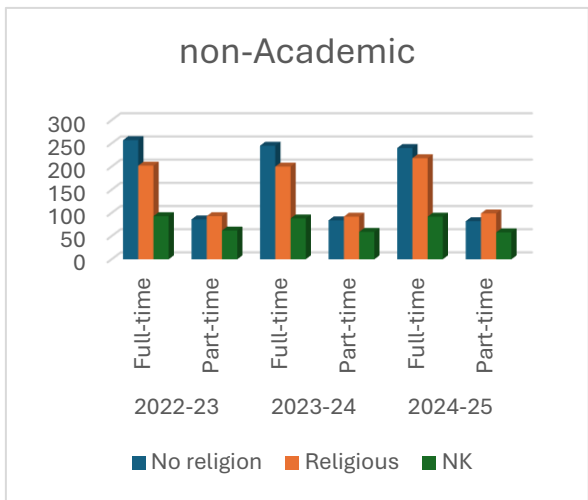
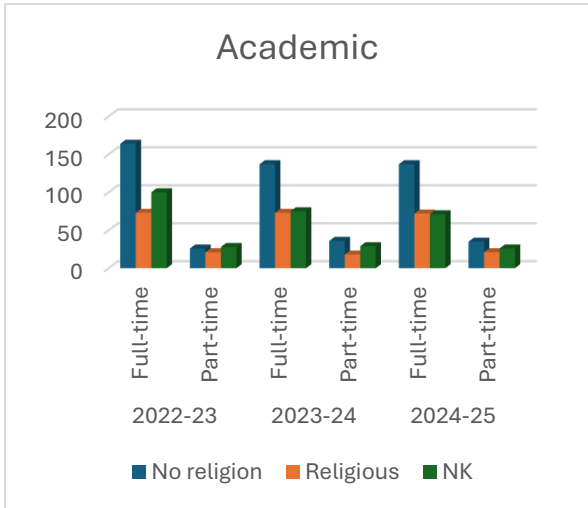
Academic			
Year	No religion	Religious	NK
2022-23	188	94	128
2023-24	171	91	104
2024-25	168	93	95

Non academic			
Year	No religion	Religious	NK
2022-23	342	290	152
2023-24	327	289	144
2024-25	321	314	148



Academic				
Year	mode	No religion	Religious	NK
2022-23	Full-time	164	73	100
	Part-time	26	21	28
2023-24	Full-time	137	73	75
	Part-time	36	18	29
2024-25	Full-time	137	72	71
	Part-time	35	21	26

Non academic				
Year	mode	No religion	Religious	NK
2022-23	Full-time	257	202	93
	Part-time	86	93	62
2023-24	Full-time	245	200	88
	Part-time	84	92	59
2024-25	Full-time	240	218	92
	Part-time	82	99	58



Academic				
Year	contract	No religion	Religious	NK
2022-23	Open ended	179	89	127
	Fixed term	10	5	2
2023-24	Open ended	153	86	100
	Fixed term	25	6	8
2024-25	Open ended	153	85	91
	Fixed term	19	9	6

Non academic				
Year	contract	No religion	Religious	NK
2022-23	Open ended	230	221	133
	Fixed term	114	70	22
2023-24	Open ended	243	226	115
	Fixed term	85	64	32
2024-25	Open ended	237	242	116
	Fixed term	87	73	32

