

Age

2024/25

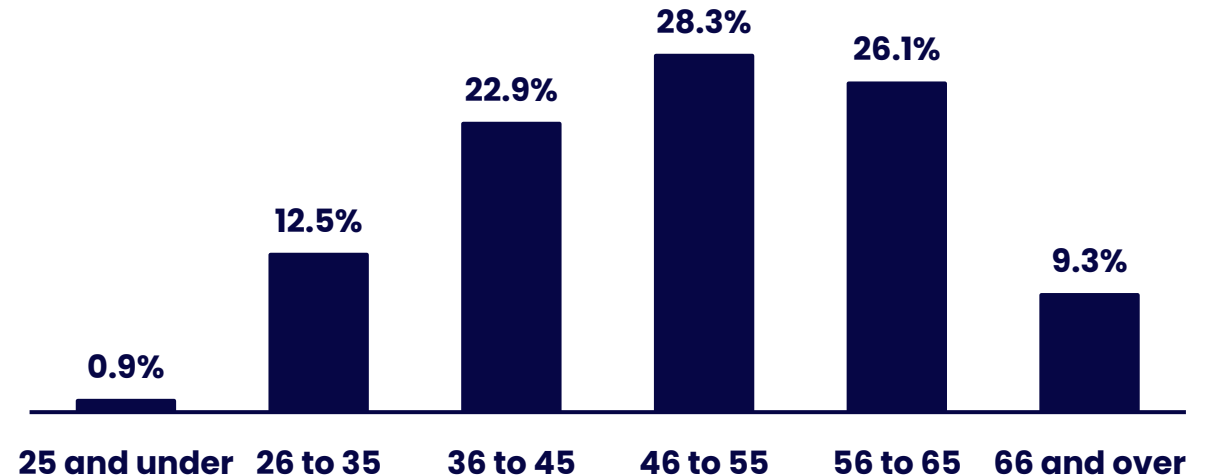
The **age profile of University staff is older than the HESA sector benchmark** – driven primarily by the older age profile of Academic Staff, compared to Professional and Support Staff.

The **Professional and Support Staff cohort shows a similar age profile to the HESA** benchmark distribution, whereas academic staff are more heavily weighted towards the **46 and over** age groups compared with the sector average.

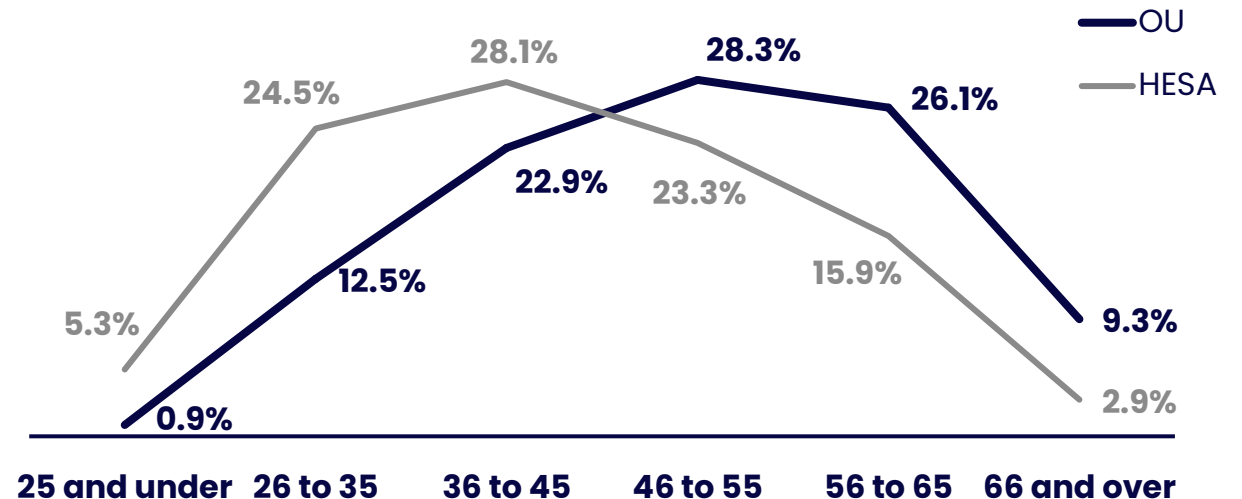
University staff are **under-represented in age groups in which HESA data show the greatest diversity** of ethnicity, disability and sexual orientation. Employee groups with lower average ages reflect these greater diversity profiles but represent a relatively small proportion of total staff. Our largest employee group (Associate Lecturers) is also our oldest, and this is reflected in its reduced diversity profile, and its impact on our overall workforce diversity.



Population by Age Group



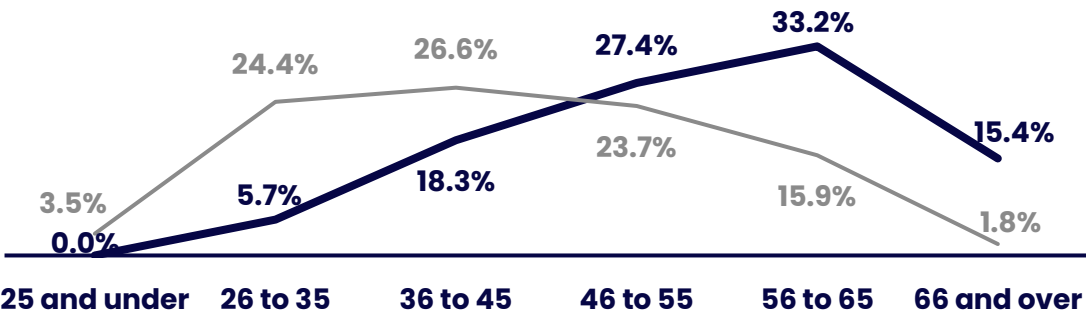
Population by Age Group vs HESA



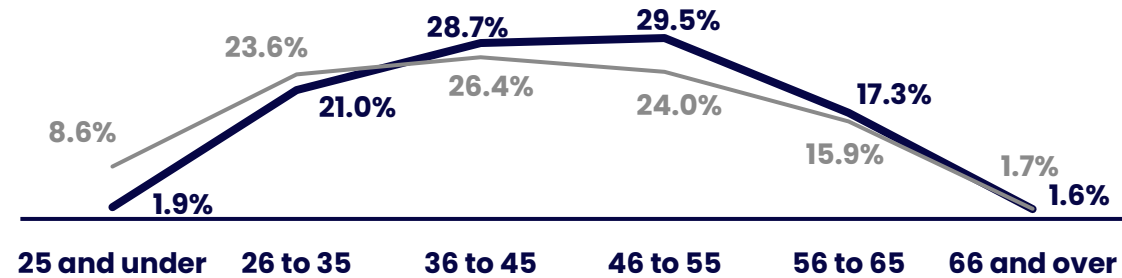
Age Group by Employee Group

Academic Staff have an older age profile than Professional and Support Staff. The Professional and Support Staff cohort shows a similar age distribution to the HESA benchmark, whereas Academic Staff are more heavily weighted towards the **46 and over** age groups compared with the sector average.

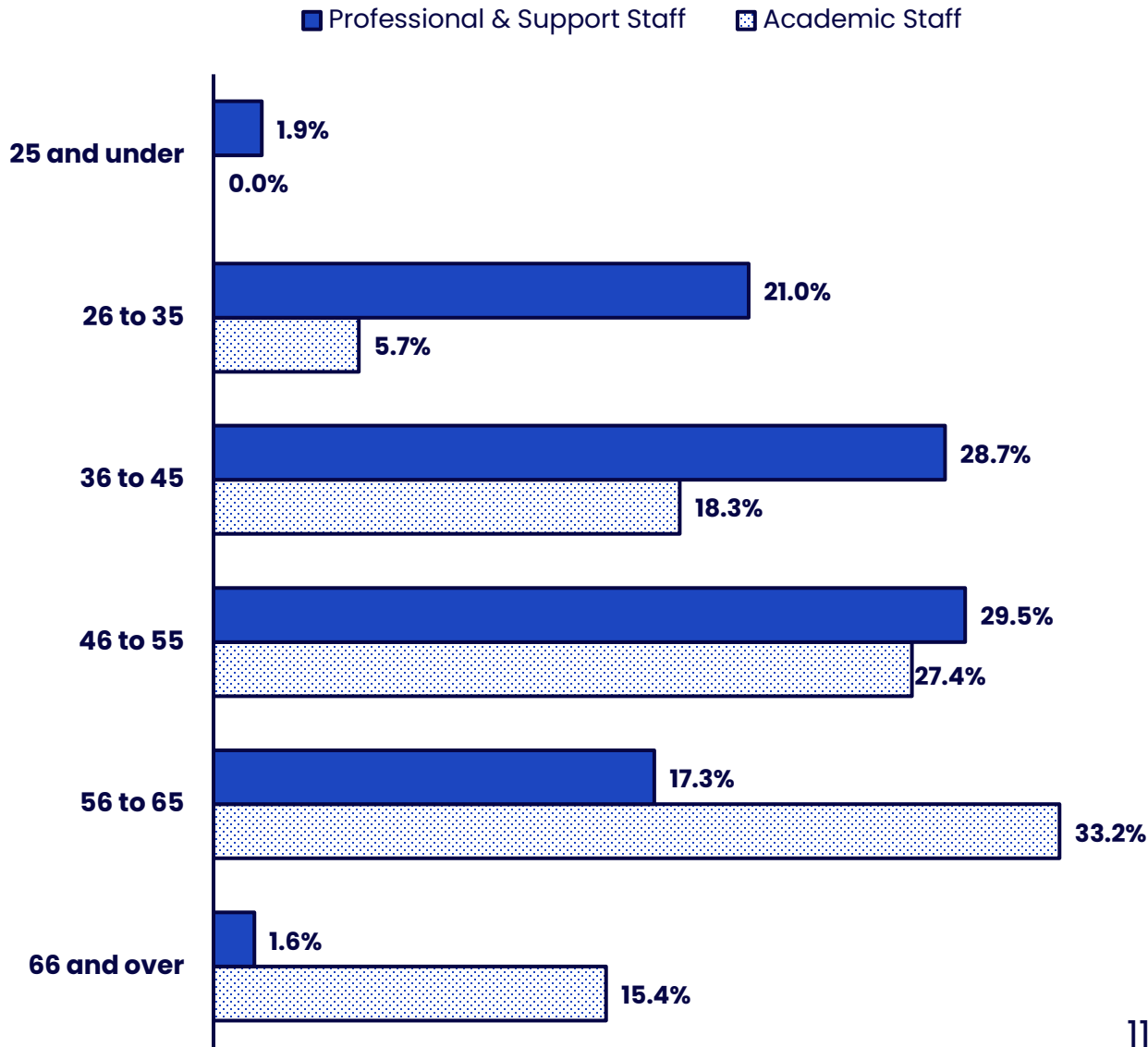
Academic Staff Age group vs HESA



Professional & Support Staff Age group vs HESA



Age group by Employee Group



HESA Sector data taken from 2026 report on 2024/25 statistics

Average Age by Employee Subgroup

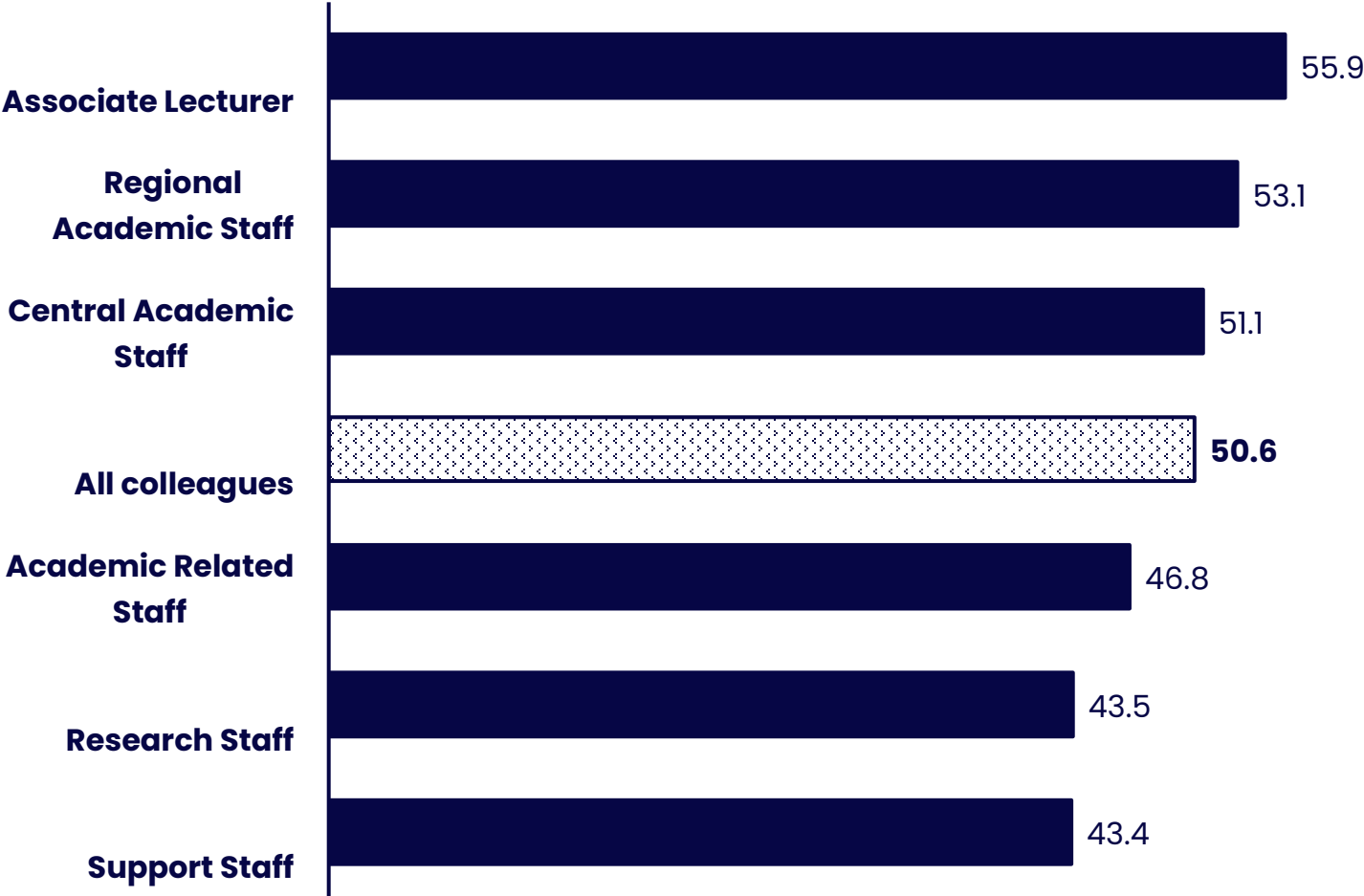
Among Academic Staff, Associate Lecturers have the highest average age, at 55.9 years, which is more than five years above the average age of the workforce overall.

Support Staff and Research Staff have considerably lower average ages, at 43.4 and 43.5 years respectively.

Regional Academic Staff have a slightly lower average age than Associate Lecturers, at 53.1 years.

Given that many Regional Academic Staff also hold Associate Lecturer contracts, this pattern may reflect differences in age profiles between Associate Lecturers with multiple roles and those holding a single post.

Average Age (in years) by Employee Subgroup



Age – Recruitment

Candidates aged 35 to 64 make up a higher proportion of appointments than of applicants, while younger candidates are less represented at appointment stage.

This pattern is most pronounced among those aged **24 and under**, who account for **9.4% of applicants** but only **4.3% of appointments**.

In contrast, candidates aged **45–54** represent **16.3% of applicants** but **24.3% of appointments**, and those aged **55–64** account for **5.6% of applicants** and **10.8% of appointments**.

- 24 and under
- 25–34
- 35–44
- 45–54
- 55–64
- 65 and over
- Prefer not to say or Blank



Age Group	Applied		Shortlisted		Offered		Appointed		Proportion (of) Applicants shortlisted	Proportion (of) Applicants offered	Proportion (%) of shortlisted appointed after interview
	Number	%	Number	%	Number	%	Number	%			
24 and under	1148	9.4%	101	5.1%	29	4.6%	25	4.3%	8.8%	2.5%	24.8%
25–34	4464	36.6%	596	29.7%	168	26.7%	154	26.3%	13.4%	3.8%	25.8%
35–44	3480	28.5%	600	29.9%	198	31.4%	182	31.1%	17.2%	5.7%	30.3%
45–54	1993	16.3%	447	22.3%	153	24.3%	145	24.7%	22.4%	7.7%	32.4%
55–64	680	5.6%	168	8.4%	64	10.2%	63	10.8%	24.7%	9.3%	37.5%
65 and over	42	0.3%	11	0.5%	3	0.5%	3	0.5%	26.2%	7.1%	27.3%
Prefer not to say or Blank	386	3.2%	82	4.1%	15	2.3%	14	2.3%	21.2%	3.6%	17.1%
Grand Total	12,193	100.0%	2,005	100.0%	630	100.0%	586	100.0%	16.4%	5.2%	29.2%