

Disability

2024/25

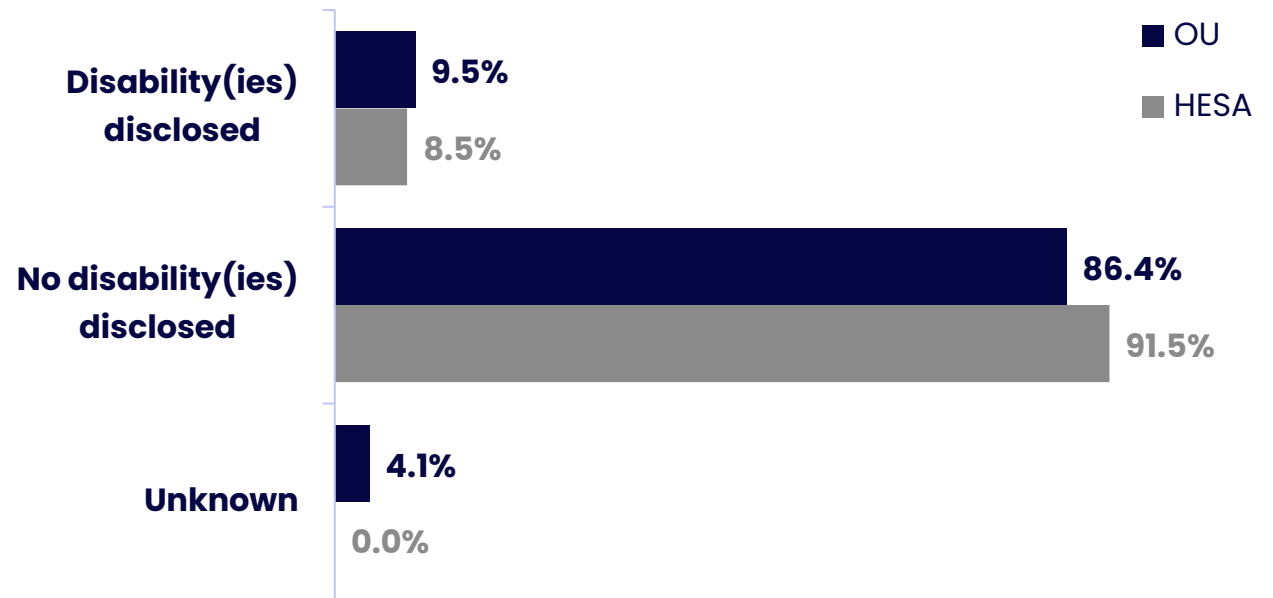
Almost 1 in 10 university staff have disclosed disability(ies), higher than the 8.5% HESA sector benchmark. Although just over 4% chose not to provide data, highest among staff aged 25-44, and lowest among over 45s.

After steadily increasing from 7.4% in 2020/21, this is the **highest proportion the University has reported.**

There is **even representation broadly between Academic (9.6%) and Professional Services (9.4%) roles**, but wider differences between individual role types, ranging between **1 in 9 Regional Academics** and **1 in 14 Academic Related staff.**

Despite a recent increase, **senior representation remains comparably low (4.6%)** - less than half of the overall representation level, with the lowest representation among Professional Services staff (4.3% vs 4.8% of Professor roles).

Proportion of staff by Disability Declaration vs HESA



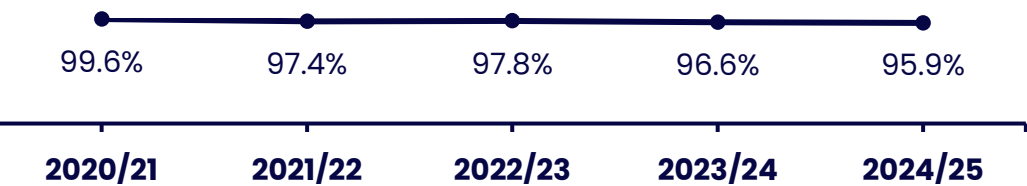
HESA Sector data taken from 2024/25 data, published in 2026

Disability – Population and Disclosure Rate over 5 years

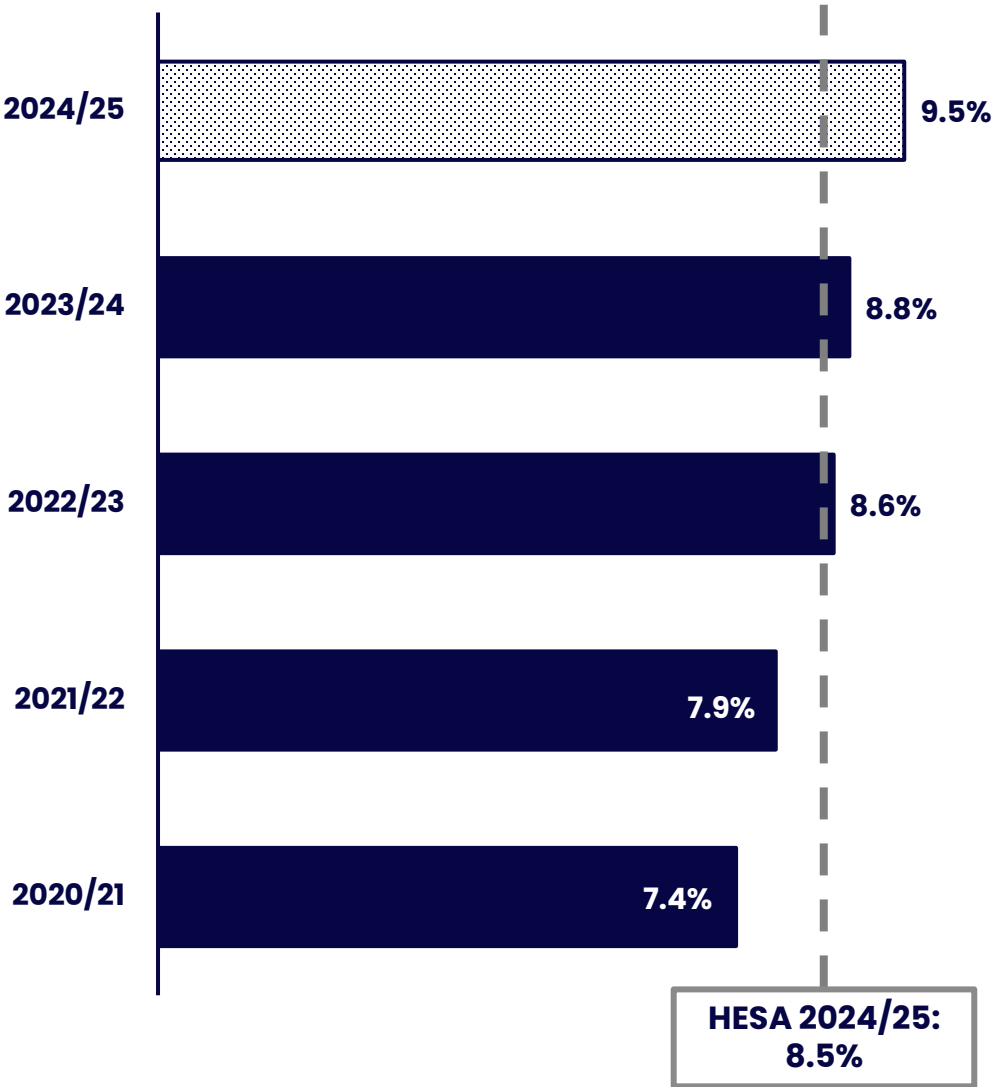
The proportion of staff declaring a disability has **increased steadily over the last five years**, rising from **7.4% in 2020/21** to **9.5% in 2024/25**, the highest level observed during this period. The most notable increases occurred between **2021/22 and 2022/23**, with more gradual year-on-year growth thereafter.

Disclosure rates have fallen year on year from **99% to 96%**, indicating that the increase in reported disability is unlikely to be driven by changes in disclosure behaviour alone. Instead, this trend suggests a **genuine increase in the number of staff identifying as disabled**, alongside sustained engagement with equality monitoring.

Disclosure Rate: Proportion of staff declaring 'Yes' or 'No' to Disability Question



Proportion of staff with disability over 5 years



Disability by Employee Group and Subgroup

In **2024/25**, the proportion of staff disclosing a disability(ies) is **similar across Academic and Professional & Support staff**, at **9.6%** and **9.4%** respectively. **Academic staff are above, with the widest gap from the HESA Benchmark**. However, Academic Staff have a notably higher proportion of 'Unknown' disability status (6.7%) compared with Professional & Support Staff (0.8%).

By employee subgroup, **Regional Academic Staff** have the highest proportion of staff declaring a disability (**11.3%**), followed by **Support Staff** (**10.6%**) and **Associate Lecturers** (**10.0%**). **Research Staff** report a lower proportion (**8.8%**), with the lowest levels observed among **Central Academic Staff** (**7.6%**) and **Academic-related Staff** (**7.0%**).

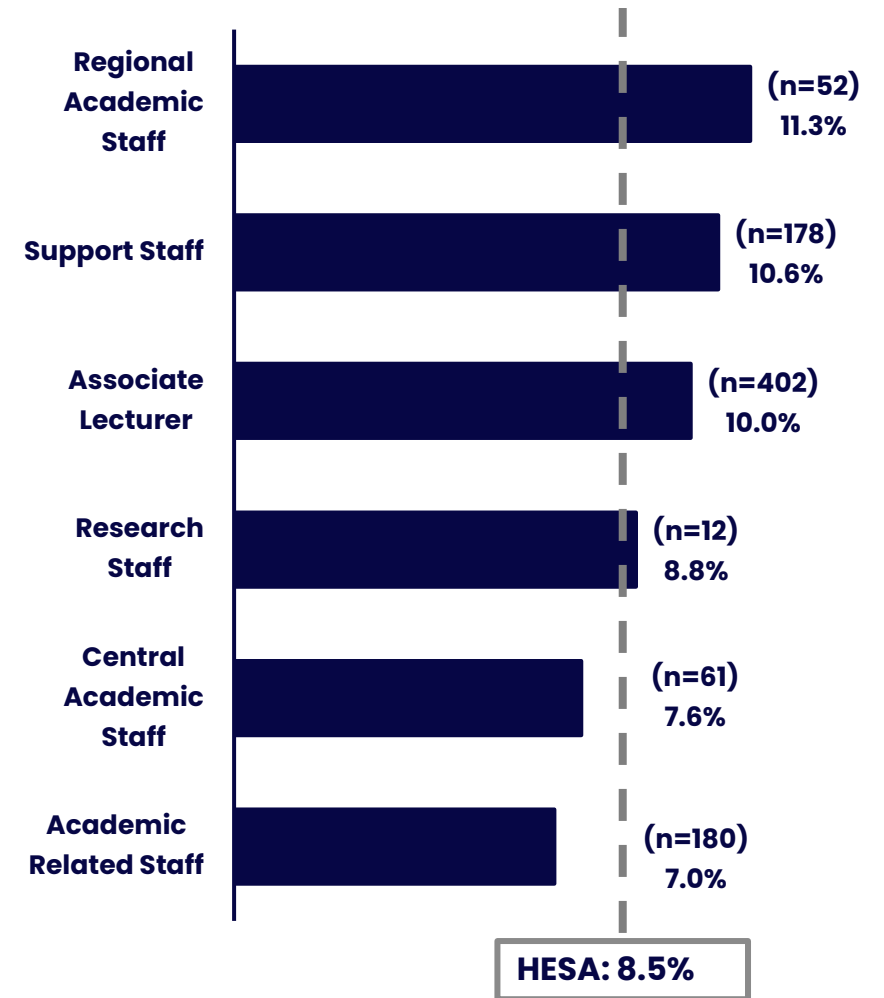
Overall, while disability declaration rates are broadly comparable between Academic and Professional & Support staff, **variation across subgroups is evident**, and differences in disclosure—particularly within academic roles—remain an important consideration when interpreting these figures.

Disabled representation by group vs HESA



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

Proportion of staff with disability(ies) by employee subgroup



Disability – representation at senior level

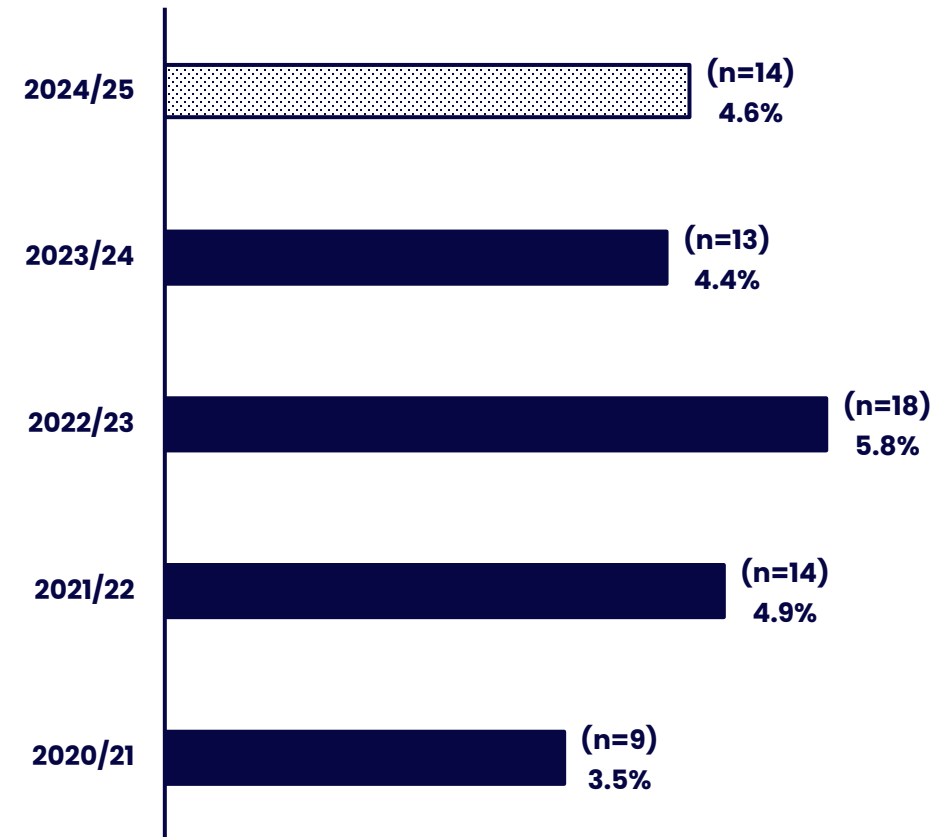
The proportion of staff declaring a disability at senior level has **increased over the last five years**, rising from **3.5% in 2020/21** to **4.6% in 2024/25**. Although there was a higher point in **2022/23 (5.8%)**, representation declined in 2023/24 before increasing again in the most recent year.

In **2024/25**, disabled staff representation is **slightly higher within professorial grades (PB1–PB3)** at **4.8%** than within **Senior Staff grades (SS0–SS5)** at **4.3%**. While numbers remain small across both grade groups, this suggests that recent increases at senior level have been driven more by representation within professor grades than within senior staff roles.

Representation of disabled staff at senior level by grade group



Proportion (%) of staff with a disability at senior level across 5 years



Disability – representation by Age group

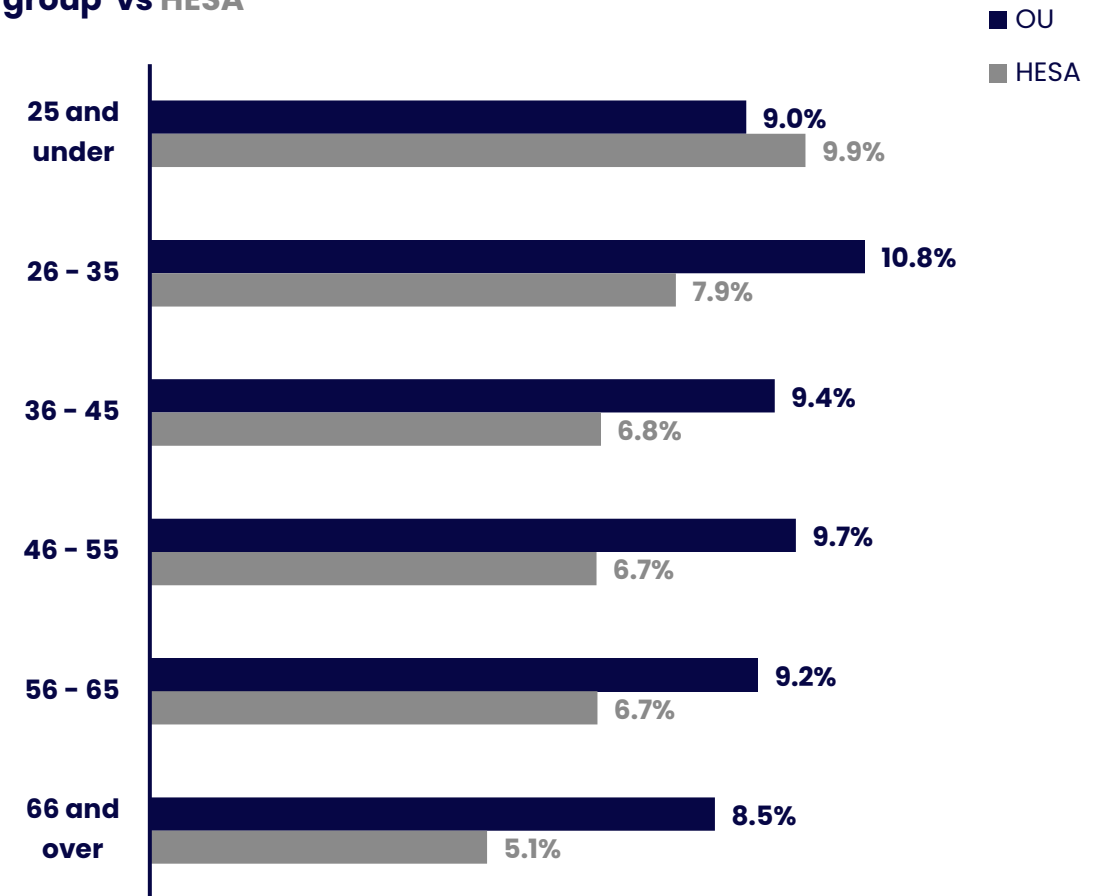
The proportion of staff disclosing disability(ies) is **reasonably consistent across all age groups**, with the **highest representation is in the 26-35 age group**, which then **reduces into older age groups**.

HESA comparison shows the university has higher representation of staff disclosing disability(ies) overall, and in almost all individual age groups, with more consistent representation throughout age groups. The same downward trend in representation into older age groups is also evident, although the **university staff's representation reduces less into older age groups**.

The proportion who did not answer or selected 'prefer not to say' was higher among younger staff. It was highest among staff aged 25-44, and lowest among under 45s.

The main consideration in relation to **HESA data is that the highest representation seen in HESA's youngest category** (9.9% of 25 and under) is the only age group where the university's representation is lower. Less than 1% of University staff are under 25, compared to a 5.8% HESA comparison, indicating that the **university is under-represented in the age group HESA data shows is most likely to experience disability(ies)**.

Proportion (%) of people with a disability by Age group vs HESA

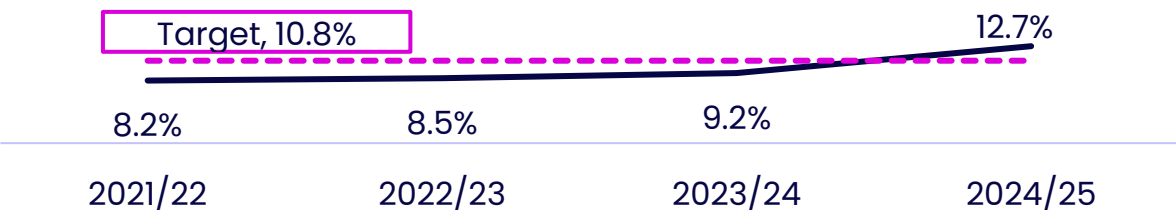


HESA Sector data taken from Advance HE statistical report 2024

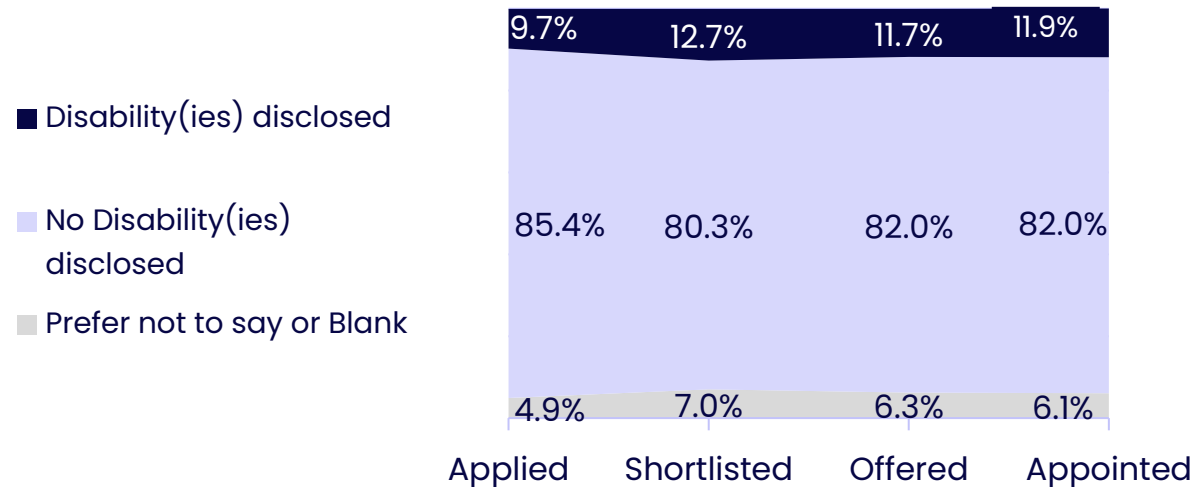
Disability – Recruitment

In 2024/25, candidates declaring a disability were increasingly represented at later stages of recruitment, rising from **9.7% of applicants** to **12.7% of shortlisted candidates** and **11.9% of appointments**, exceeding the Equality Scheme shortlisting 2026 target of 10.8%. **Disabled candidates were more likely to be shortlisted** than those not declaring a disability, while **appointment rates following interview were broadly comparable across groups**.

% of Shortlisted vs Equality Scheme 2026 target



Recruitment pipeline representation



Disability(ies)	Applied		Shortlisted		Offered		Appointed		Proportion (of) applicants shortlisted	Proportion (of) applicants offered	Proportion (%) of shortlisted appointed after Interview
	Number	% of total	Number	% of total	Number	% of total	Number	% of total			
Disability(ies) disclosed	1,184	9.7%	253	12.7%	74	11.7%	70	11.9%	21.4%	6.3%	27.7%
No disability(ies) disclosed	10,406	85.4%	1,611	80.3%	516	82.0%	482	82.0%	15.5%	5.0%	29.9%
Prefer not to say or Blank	603	4.9%	141	7.0%	40	6.3%	36	6.1%	23.4%	6.6%	25.5%
Grand Total	12,193	100.0%	2,005	100.0%	630	100.0%	586	100.0%	16.4%	5.2%	29.2%